

City and County of Denver
Civil Service Commission

NOTICE OF ADOPTION

Commission Rules Concerning Lateral Hiring of Firefighters

Amendments to: Rule 6 § 6 & 8; Rule 7 § 2; Rule 10 § 2; Rule 17 § 3

**Proposed Amendments Published April 22, 2005;
Posted April 25, 2005 through May 20, 2005**

THE COMMISSION HEREBY AFFIRMS the following was accomplished in full compliance with the requirements of Commission Rule II, Section 4(A), Rule Making:

Publishing on April 22, 2005, a Notice of Public Hearing – Rule Making regarding proposed changes to Commission Rule 6 § 6 & 8; Rule 7 § 2; Rule 10 § 2; and Rule 17 § 3 along with the full text of the proposed rule;

Posting said Notice and the full text of the proposed rule changes from April 25 through May 20, 2005, at the Commission's office and on the Commission's web site;

Forwarding on April 22, 2005, said Notice and full text of the proposed rule changes to the Manager of Safety, the collective bargaining agents for members of the Classified Service, interested parties; and to the administration of the Fire and Police Departments (with a request for posting throughout the departments);

Conducting on May 20, 2005, a public hearing on the proposed rule changes;

FURTHER, on May 20, 2005, subsequent to the public hearing, the Commission unanimously approved for adoption the changes to Rules 6, 7, 10 and 17, as published.

NOW THEREFORE, under the authority of Commission Rule II, § 4(A)(7), by this Notice Of Adoption, the subject proposed amendments to current Rule 6 § 6 & 8; Rule 7 § 2; Rule 10 § 2; and Rule 17 § 3, and as provided in Attachment A, are hereby adopted to become effective May 24th, 2005.

Dated this 23rd day of May, 2005.

City and County of Denver
CIVIL SERVICE COMMISSION

Christopher H. Olson

By: Christopher H. Olson
Commission President

ATTACHMENT A
NOTICE OF ADOPTION

Commission Rules
Concerning Lateral Hiring of Firefighters

Amendments to:

Rule 6 § 6 & 8;

Rule 7 § 2;

Rule 10 § 2; and

Rule 17 § 3

RULE 6

PROMOTIONAL EXAMINATIONS AND REQUIREMENTS ^{1 2 3 4}

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¹ **Editor’s Note:** Commencing in 2004, as each Rule is amended the number designations are being converted from Roman numerals to Arabic numerals.

² **Rule Annotation:** See also Rule 15 for provisions regarding examinations in general.

³ **Editor’s Note:** The amendments effective February 12, 2005, involve a significant reorganization and renumbering of sections. This version supercedes the version effective February 20, 2003.

The prior Section 5, *Preparation of Examination* was rescinded, and the provisions were incorporated into Rule 15 § 2.

⁴ **Charter Annotation:** Charter § 9.6.7, concerning transition provisions for the ranks of Radio Engineer and Superintendent of Radio Engineer in the Police Department, was repealed as a result of completion of the transition of these positions out of the Classified Service. Therefore, reference to these ranks has been deleted from this Commission Rule 6.

Section 6. Credit For Seniority.^{5 6}

A. Credit for seniority shall be provided, calculated, and have such point value as the Commission shall determine and state in the official announcement of the examination, and as stipulated in this section. Credit for seniority shall be based on the length of continuous service in the rank immediately below the rank to be filled by promotion. Time spent on authorized paid leave, authorized unpaid family medical leave, and military leaves of absence shall be included in the length of continuous service. Time spent on other unpaid leaves of absence and/or on disciplinary suspension without pay, in an aggregate of more than 30 calendar days, shall not be included in the length of continuous service.

(Amended September 1987; October 13, 1995; October 27, 2000; January 24, 2003; February 12, 2005)

B. For the purpose of providing credit for seniority, continuous service is defined as the time in rank extending from the date of the classified member's most recent appointment to the rank. However:

(Adopted January 24, 2003; Amended February 12, 2005)

1. If as a result of a voluntary demotion a classified member who has been promoted reverts to a rank formerly held, the member's continuous service shall be defined as the sum of:

- a. The time, prior to the promotion, in the rank formerly held;
- b. The time in the promotional rank; and
- c. The time in rank extending from the date of voluntary demotion.

2. If as a result of a disciplinary demotion a classified member who has been promoted reverts to a rank formerly held, the member's continuous service shall be defined as the sum of:

- a. The time, prior to the promotion, in the rank formerly held; and
- b. The time in rank extending from the date of disciplinary demotion.

3. If a member has been re-employed under the provisions of Charter § 9.4.3 the member shall retain the seniority he/she had at separation. Therefore, the member's continuous service shall be defined as the sum of:

⁵ **Case Law Annotation:** Pursuant to the settlement agreement in F.I.R.E. et al. v. Bach et al., credit for seniority for the position of Fire Lieutenant shall only be given for up to eight (8) years of service within the classified service of the Fire Department. The history of this case is as follows: The case was initially decided in F.I.R.E. et al. v. Bach et al., No. 78-K-119, (D. Colo. Sep. 24, 1981); it was then reversed and remanded in F.I.R.E. et al. v. Bach et al., Nos. 82-1612, 82-1613, 82-1687, (10th Cir. Apr. 3, 1984); and later settled through an Amended Settlement Agreement of 14 August 1987.

⁶ **Editor's Note:** Previously labeled as Section 9.

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- a. The time in rank (immediately below the rank to be filled by promotion) prior to separation;
 - b. The time in any higher rank prior to separation [consistent with the provisions of subsections B (1) and B (2) immediately above, as applicable]; and
 - c. The time in rank following re-employment [and the time in any higher rank following re-employment, consistent with the provisions of subsection B (1) immediately above, if applicable].
- C. For the purpose of calculating credit for seniority for promotion to the rank of Sergeant in the Police Department, the examination announcement for the Sergeant rank shall provide that credit for seniority shall ultimately be based on a candidate's date of original appointment to the rank of Police Officer, irrespective of original appointment as a civilian, cadet, certified peace officer, or reserve Police Officer. No candidate for promotion to Sergeant shall be eligible to receive more credit for seniority than could be received by any other candidate who did receive original appointment, or who would have received original appointment, on the same date in the same calendar year (with no reductions in length of service), irrespective of the Charter provision under which the original appointment was received.⁷
(Adopted January 24, 2003)
- D. For the purpose of calculating credit for seniority for promotion to the ranks of Lieutenant and Engineer in the Fire Department, the examination announcement for the Lieutenant and Engineer ranks shall provide that credit for seniority shall ultimately be based on a candidate's date of original appointment to the rank of Firefighter, irrespective of original appointment as a civilian or as a lateral hire through an intergovernmental agreement. No candidate for promotion to Lieutenant or Engineer shall be eligible to receive more credit for seniority than could be received by any other candidate who did receive original appointment, or who would have received original appointment, on the same date in the same calendar year (with no reductions in length of service), irrespective of the Charter provision under which the original appointment was received.⁸
- E. Points for seniority, if any, shall only be added to the total examination score for those candidates who have successfully completed/passed all phases of the examination.
(Adopted February 12, 2005)

⁷ **Editor's Note:** The Charter § 9.3.5(I) [formerly § C5.59] previously contained provisions limiting eligibility for promotion to Sergeant in the Police Department for those receiving original appointment under the Charter provisions for "certified peace officer." This section of the Charter was repealed in the Charter revisions of May 6, 2003, with the prior understanding that the limitations on eligibility for promotion to Police Sergeant for those appointed as certified peace officers would be provided in Commission Rule.

⁸ Provides that a Firefighter receiving original appointment at a grade higher than 4th Grade, pursuant to an intergovernmental agreement, would not have benefit of greater seniority due to achieving the 1st Grade prior to the date he or she would have achieved 1st Grade had they been appointed under the usual original appointment process.

Section 8. Lines of Promotion and Prerequisites.⁹

A. The lines of promotion for the Fire and Police Departments for classifications/ranks that require an examination by the Civil Service Commission, together with the time in rank and/or grade required before a member is permitted to participate in a promotional examination, are listed in Schedule I and Schedule II of this section. A candidate's time in rank and/or grade, as used to determine eligibility to participate in a promotional examination, shall be calculated based upon a date that the Commission shall determine and state in the official announcement of the examination.

(Amended October 13, 1995; March 27, 1998; February 12, 2005)

B. With adequate notice to candidates, the Commission may establish additional prerequisites, beyond any minimum time in rank and/or grade, for participation in a promotional examination.

(Adopted February 12, 2005)

1. Such prerequisites may be based on one or more elements of a candidate's personnel record and/or related background qualifications, that may include but are not limited to education, training, certification, license, work history, disciplinary record, and/or experience.
2. Notice of any newly established prerequisite based on training, certification, and/or license shall be provided to potential candidates sufficiently in advance of its first inclusion in an announcement of examination to reasonably allow potential candidates adequate time and opportunity to obtain the prerequisite training, certification, and/or license.
3. Any prerequisite based on an educational requirement of a two-year or four-year college degree, or other specified college credit requirement, may only be established by Commission rule.
4. In determining whether a candidate possesses any established prerequisite the Commission shall utilize common criteria to ensure that the method of evaluation is competitive and impartial. (See also, Section 5, Ascertained Merit.)

⁹ **Editor's Note:** Previously labeled as Section 10.

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SCHEDULE I

FIRE DEPARTMENT - LINE OF PROMOTION

RANK PROMOTED TO	RANK/GRADE PROMOTED FROM	REQUIRED TIME IN RANK AND/OR GRADE
Assistant Chief	Captain	Must have held the rank of Captain continuously for one full year. ¹⁰
Captain	Lieutenant	Must have held the rank of Lieutenant continuously for one full year. ¹⁰
Lieutenant	Firefighter First Grade or Engineer	Must have held the rank of Firefighter First Grade or Engineer (or any combination thereof) continuously for one full year. ^{10 11} Any member appointed under an inter-governmental agreement must also have held the rank of Firefighter for 48 months.
Engineer	Firefighter First Grade	Must have held the rank of Firefighter First Grade continuously for one full year. ¹¹ Any member appointed under an inter-governmental agreement must also have held the rank of Firefighter for 48 months.
Superintendent of Fire Alarm	Assistant Superintendent of Fire Alarm	None. Must currently hold the rank of Assistant Superintendent of Fire Alarm.
Assistant Superintendent of Fire Alarm	Fire Systems Technical Specialist I	Must have held the rank of Fire Systems Technical Specialist I continuously for one full year.
Master Mechanic	Assistant Master Mechanic	None. Must currently hold the rank of Assistant Master Mechanic.
Assistant Master Mechanic	Mechanic I	Must have held the rank of Mechanic I continuously for one full year.

(Amended February 12, 2005)

¹⁰ **Case Law Annotation:** Pursuant to the settlement agreement in *F.I.R.E. et al. v. Bach et al.*, the Commission shall only require members to hold the rank immediately below the ranks of Assistant Chief, Captain, and Lieutenant in the Fire Department continuously for one full year before testing for those positions. The history of this case is as follows: The case was initially decided in *F.I.R.E. et al. v. Bach et al.*, No. 78-K-119, (D. Colo. Sep. 24, 1981); it was then reversed and remanded in *F.I.R.E. et al. v. Bach et al.*, Nos. 82-1612, 82-1613, 82-1687, (10th Cir. Apr. 3, 1984); and later settled through an Amended Settlement Agreement of 14 August 1987.

¹¹ **Charter Annotation:** Charter § 9.5.4 (B) - Classified members assigned to the position of Technician must hold the rank of Firefighter, First Grade. Consequently, time served as Technician counts as time served as Firefighter, First Grade.

RULE 6 § 6 & 8: Approved 05-20-05 for Adoption

SCHEDULE II

POLICE DEPARTMENT - LINE OF PROMOTION¹²

RANK PROMOTED TO	RANK/GRADE PROMOTED FROM	REQUIRED TIME IN RANK AND/OR GRADE
Captain	Lieutenant	Must have held the rank of Lieutenant continuously for one full year. ¹³
Lieutenant	Sergeant	Must have held the rank of Sergeant continuously for one full year. ¹³
Sergeant	Police Officer, First Grade	Must have held the rank of Police Officer, for a period of forty-eight months ^{13 14} ; and must have held the rank of Police Officer First Grade continuously for a period of nine months. ¹⁵

(Amended February 12, 2005)

¹² **Editor's Note:** Prior Charter § 9.6.7, concerning transition provisions for the ranks of Radio Engineer and Superintendent of Radio Engineer in the Police Department, was repealed as a result of completion of the transition of these positions out of the Classified Service. Consequently, reference to these ranks has been deleted from this Commission Rule 6.

¹³ **Case Law Annotation:** Pursuant to the *Amended Memorandum Opinion and Order* of the court in *Ortiz v. Bach et al.*, Civil Action No. 75-A-734 (D. Colo. 1976), the eligibility requirements for promotion to the rank of Sergeant shall be no longer than four years (total time on the force), and that the time in rank prerequisite for taking the promotional exam for other officer positions shall be one year. The Court further ordered that the Commission modify its rules accordingly.

¹⁴ **Editor's Note:** The Charter § 9.3.5(I) [formerly § C5.59] previously contained provisions limiting eligibility for promotion to Sergeant in the Police Department for those receiving original appointment under the Charter provisions for "certified peace officer." This section of the Charter was repealed in the Charter revisions of May 6, 2003, with the prior understanding that the limitations on eligibility for promotion to Police Sergeant for those appointed as certified peace officers would be provided in Commission Rule. This limitation is accomplished by requiring service for 48 months in the Rank of Police Officer, irrespective of the Grade held.

¹⁵ **Charter Annotation:** Charter § 9.6.5 - Classified members assigned to the positions of Technician, Detective, or Corporal must hold the rank of Police Officer, First Grade. Consequently, time served as Technician, Detective, or Corporal counts as time served as Police Officer, First Grade.

RULE 7

EXAMINATION LISTS AND ELIGIBLE REGISTERS ^{1 2}

(Amended March 26, 2005)

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¹ **Editor’s Note:** Commencing in 2004, as each Rule is amended, the number designations are being converted from Roman numerals to Arabic numerals.

² **Rule Annotation:** See also: Rule 5 for Examinations for Original Appointment; Rule 6 for Promotional Examinations; Rule 8 for use of an Eligible Register in the process of Certification for appointment.

Section 2. Eligible Registers for Original Appointment.

*(Adopted March 26, 2005)*³

- A. An eligible register for original appointment shall contain a rank order listing of the names of approved applicants from the corresponding examination list. Only those applicants: 1) who have successfully completed and/or passed all phases of the entry-level examination and screening process required for the particular rank and grade, or for those applicants considered pursuant to an intergovernmental agreement, who have successfully completed and/or passed all selected phases of the entry level examination and screening process required for the particular rank and grade; 2) who meet any special qualifications or requirements related to the particular register; and 3) who have been approved by the Commission (based on the background review), shall be placed on the eligible register.
- B. Eligible registers for original appointment shall be established and maintained to accommodate anticipated personnel needs of the Department of Safety. Separate eligible registers for original appointment to the same entry-level rank, and grade (as applicable), shall/may be established as follows, based on applicable eligibility requirements or special skill requirements:⁴
1. Separate eligible registers shall be established for original appointment to the rank and grade of Police Officer Recruit as an entry-level civilian, cadet, certified peace officer, and as a Reserve Police Officer.
 2. Separate eligible registers shall be established for original appointment to the rank and grade of Firefighter Fourth Grade as an entry-level civilian and as a cadet, and when applicable, to the rank of Firefighter, regardless of Grade, as a lateral firefighter applicant pursuant to a duly authorized intergovernmental agreement.
 3. Separate eligible registers may be established for original appointment to the rank and grade of Fire Systems Technical Specialist V for each particular skill area as may be established within that rank.
- C. An applicant's name shall be listed on an eligible register in rank order according to the final examination score, as determined by the scoring system specified in the examination announcement, and in conformance with the provisions of the Commission Rule 5 regarding examinations for original appointment. Eligible registers for original appointment shall contain such additional information as specified in Commission Rule 13.⁵

³ **Editor's Note:** Amends the provisions of prior Section 1(B). (*Amended March 26, 1987; July 2, 1990; October 13, 1995; October 27, 2000.*)

⁴ **Charter Annotation:** See Charter § 9.3.11(C) regarding Separate Eligible Registers.

⁵ **Rule Annotation:** See also Commission Rule 13, Records and Reports, for details regarding the content of eligible registers.

RULE 7 § 2: Approved 05-20-05 for Adoption

- D. At the sole discretion of the Commission, any eligible register for original appointment may be designated, at the time it is established, as an ongoing eligible register with names of applicants to be added and merged into the register over time, in the appropriate rank order, as additional applicants are approved for placement onto the register from a corresponding ongoing examination list.
- E. Any one applicant may have his/her name entered on an ongoing eligible register for original appointment more than once. If an applicant has appropriately and successfully completed all phases of a subsequent examination cycle for a position, and if the applicant is approved for placement on the ongoing eligible register based on that subsequent examination cycle, the applicant's name shall be entered onto and merged into the register, in the appropriate rank order, without regard to and without requiring removal of any prior entry of the applicant's name onto the same register.
- F. The name of an applicant not receiving original appointment shall remain on an ongoing eligible register for original appointment for no longer than 24 months following the date of approval for entry of the name on to the register. When an applicant's name has been entered on an eligible register more than once, this time limitation shall be applied separately to each entry.
- G. At the discretion of the Commission, any ongoing eligible register for original appointment may be frozen and/or dissolved and subsequently replaced with a new eligible register established through a new or modified examination process. However, any ongoing eligible register for original appointment shall remain in existence for a minimum of one year, unless exhausted. In the event that a new eligible register is established at any time after the first year, the existing ongoing eligible register becomes void.
- H. If an eligible register for original appointment is not an ongoing register, it shall remain in existence for a minimum of one year, unless the register is exhausted. If a new eligible register is not established at the end of one year, through an examination process, the eligible register shall automatically extend into the second year. A new eligible register for original appointment to a particular rank may be established, through an examination process, at any time after the first year of the life of an existing eligible register, or prior thereto if the register has been exhausted. In the event that a new eligible register is established at any time after the first year, the existing eligible register becomes void. All such eligible registers that are not ongoing registers and are not replaced (by a new eligible register established through an examination process) shall automatically expire at the end of the second year of their existence.

END

RULE 10

**CLASSIFIED SERVICE RANKS AND GRADES
AND APPOINTED OR ASSIGNED POSITIONS
IN THE FIRE AND POLICE DEPARTMENTS ^{1 2 3}**

(Adopted September 25, 2004)

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¹ **Editor’s Note:** Commencing in 2004, as each Rule is amended the number designations are being converted from Roman to Arabic numerals.

² **Editor’s Note:** The provisions of current Rule 10, Section 1 through Section 7, were newly adopted effective September 25, 2004. Rule 10 was previously titled as *Provisional and Emergency Appointments*. All provisions of the prior rule were deleted in their entirety because the authorizing sections of the Charter (§ 9.4.4, formerly C5.66; and § 9.4.5, formerly C5.71) regarding provisional and emergency appointments were repealed.

³ **Charter Annotation:** The various sections of this Rule 10 reflect the variously cited provisions in Parts 5 and 6 of Article IX of the Charter. The sections are provided in rule primarily for information and ease of reference.

RULE 10 § 2: Approved 05-20-05 for Adoption

Section 2. Fire Department – Original Appointment to the Classified Service and Progression in Grades Following Appointment.

(Adopted September 25, 2004)

A. Appointment to Rank of Firefighter:

1. Firefighter 4th Grade: A member of the Fire Department shall be a Firefighter 4th Grade from the date of original appointment and until such time as the member has served nine (9) months after completion of the Fire Academy.
2. Firefighter 3rd Grade: A member of the Fire Department shall be a Firefighter 3rd Grade if that member has served for more than nine (9) months after completion of the Fire Academy and less than twenty-one (21) months after the completion of the Fire Academy.
3. Firefighter 2nd Grade: A member of the Fire Department shall be a Firefighter 2nd Grade if that member has served for twenty-one (21) months or more after completion of the Fire Academy and less than thirty-three (33) months after the completion of the Fire Academy.
4. Firefighter 1st Grade: A member of the Fire Department shall be a Firefighter 1st Grade if that member has served for thirty-three (33) months or more after completion of the Fire Academy.

B. Appointment to Rank of Firefighter pursuant to an Intergovernmental Agreement:

An applicant employed under Charter § 9.3.11(E)(iii) and Commission Rule 17 § 3 may be appointed to any grade at the rank of Firefighter as provided by Charter § 9.5.5(B). However, in no case shall such applicant receive original appointment at a grade higher than Firefighter 1st Grade. Unless otherwise provided by the terms of a Commission approved intergovernmental agreement, such applicants shall receive original appointment to the rank of Firefighter at a grade as provided herein below.

1. An applicant who receives original appointment prior to successful completion of a Denver Fire Department training academy shall be appointed to the rank and grade of Firefighter 4th Grade until such time as the member has successfully completed the training academy. Upon the member's successful completion of the training academy, the Manager of Safety, at his/her discretion, may then appoint the member, based upon merit, experience, and/or record, to Firefighter 4th Grade, 3rd Grade, 2nd Grade, or 1st Grade.

RULE 10 § 2: Approved 05-20-05 for Adoption

2. An applicant who receives original appointment after successful completion of a Denver Fire Department training academy may receive original appointment, at the discretion of the Manager of Safety, and based upon merit, experience and/or record, to Firefighter 4th Grade, 3rd Grade, 2nd Grade, or 1st Grade.
3. Should the Manager of Safety choose to make discretionary appointments as referenced in subparagraphs (1) and (2) above, the Manager shall establish, prior to any original appointment made pursuant to a particular agreement, standards or criteria upon which such appointments shall be made. Further, the Manager shall provide to the Commission written notice of the standards or criteria to be used, and shall also make such standards or criteria available to interested applicants.
4. For any applicant receiving appointment at the discretion of the Manager of Safety, the time spent in grade, prior to progression to the next grade, shall be as follows:
 - a. Firefighter 4th Grade: Any time spent in an academy immediately following original appointment, plus nine (9) months.
 - b. Firefighter 3rd Grade: Twelve (12) months.
 - c. Firefighter 2nd Grade: Twelve (12) months.
5. In the event that the terms of an intergovernmental agreement do not specify the Firefighter grade to which applicants are to be appointed, and the Manager does not establish standards or criteria for his/her discretionary appointment of applicants to Firefighter grades, then appointments and progression in grade shall be as provided in this Rule 10 § 2(A).
6. Any Firefighter retained or appointed to a grade, as provided in this Section 2(B), shall have no right to seek review of that decision before the Civil Service Commission, the Chief of the Fire Department, or the Manager of Safety.

C. Appointment to Rank of Fire Systems Technical Specialist or Mechanic:

Individuals receiving original appointment to the rank of Fire Systems Technical Specialist or Mechanic shall progress through from grade V to grade I as follows:

1. Grade V: A member shall be a grade V from date of original appointment and until such time as the member has served twelve (12) months after original appointment.
2. Grade IV: A member shall be grade IV if that member has served twelve (12) months or more after original appointment and less than twenty-four (24) months.
3. Grade III: A member shall be grade III if that member has served twenty-four (24) months or more after original appointment and less than thirty-six (36) months.
4. Grade II: A member shall be a grade II if that member has served thirty-six (36) months or more after original appointment and less than forty-eight (48) months.

RULE 10 § 2: Approved 05-20-05 for Adoption

5. Grade I: A member shall be a grade I if that member has served forty-eight (48) months or more after original appointment.

RULE 17

ORIGINAL APPOINTMENT – SPECIAL CATEGORIES

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RULE 17, Title § 3: Approved 05-20-05 for Adoption

Section 3. Appointment of a Firefighter pursuant to an Intergovernmental Agreement.

- A. An applicant to the Classified Service of the Denver Fire Department, who is applying pursuant to a duly approved intergovernmental agreement, which provides for the transition of fire department services from a governmental or quasi-governmental agency to the City and County of Denver, may receive an original appointment in the Fire Department contingent upon the following:
1. Meeting any and all qualifications and requirements established by the Department of Safety, by statute, and by Commission Rule, to include the qualifications for original appointment as provided by Commission Rule 3;
 2. Meeting any additional qualifications and requirements established by the intergovernmental agreement;
 3. Successful completion of the examination, screening and other requirements for original appointment specifically approved by the Commission, as provided in the particular intergovernmental agreement, including but not limited to the Commission's approval for placement on a separate eligible register established from those applying pursuant to the particular intergovernmental agreement;
 4. Requisition by the Manager of Safety of the names of applicants under the intergovernmental agreement and certification to the Manager of Safety, as provided by Commission Rule 8;
 5. Written approval by the Chief of the Fire Department; and
 6. Written approval by the Manager of Safety.
- B. In the event that the approval for placement on the eligible register is not granted by the Commission, and/or written approval is not granted by the Chief of the Fire Department and/or the Manager of Safety, the applicant shall have no right to seek review of the decision before the Civil Service Commission, the Chief of the Fire Department, or the Manager of Safety.
- C. Appointments made pursuant to this Rule 17 § 3 shall be considered original appointments as provided in Charter § 9.3.11(E)(iii). Pursuant to the provisions of Charter § 9.4.6, such appointments made under any specific intergovernmental agreement shall include a probationary period to be determined by the Manager of Safety, and to be established by the Manager of Safety prior to the first such appointment, as provided in Commission Rule 9.

RULE 17, Title § 3: Approved 05-20-05 for Adoption

- D. Under Charter § 9.5.5(B), applicants employed under this Rule 17 § 3 may be appointed to any grade at the rank of Firefighter, however, in no case shall such applicant receive original appointment at a rank and grade higher than Firefighter 1st Grade. Unless otherwise provided by the terms of an intergovernmental agreement duly approved by the Commission, applicants employed under this Rule 17 § 3 shall receive original appointment to a rank and grade as provided under Commission Rule 10.

End