



DENVER
THE MILE HIGH CITY

Civil Service Commission
Police and Fire Classified Service

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MINUTES
FIRE EXAMINATION DIVERSITY REVIEW COMMITTEE
December 10, 2014
Civil Service Commission
9:30 a.m.

Attendance

Cecilia Mascarenas, Commissioner, President
Neal Berlin, Commissioner, Vice President
Anna Flores, Commissioner
Earl Peterson, CSC Executive Director
Antoinette Torres-Janke, Human Resource Supervisor
Jeff Wilson, CSC Senior Human Resource Professional
Chris Marez, CSC Administrative Support
Chief Charlie Drennan, DFD
Chief Desmond Fulton, Local 858
Captain Manny Almagure, DFD
Lieutenant Derrick Delgado, F.I.R.E.
Engineer Ray Mix, DFD

Issue #1: Approval of Minutes

Earl Peterson called the meeting to order at 9:30 a.m. A motion was made by Cecilia Mascarenas and seconded by Anna Flores to approve the minutes of August 20, 2014. The motion carried.

Issue #2: Entry Level and Promotional Testing Update

Entry Level

The Civil Service Commission offices will be moving in January and the new testing lab will be able to test 64 people per day. Civil Service is transitioning to a new application process with iCIMS as a vendor.

Commissioner Neal Berlin asked when will Commissioners be voting on more Fire files. Jeff Wilson is awaiting more information to plan for future academies. Civil Service is looking at testing around 30 Lateral Firefighters in February 2015 and voting on files in March 2015. The Lateral Academy would consist of about 16-20 positions. Selection for the 30 laterals to test will be determined by the Chief's specifications. Civil Service will review submissions and certifications for minimum requirements and the department will also review files. Fire System Technical Specialist (Electronic Technician) testing has gone well with 5 applicants currently being processed.

Promotional

Jeff Wilson updated all on fire promotional testing. With Paul Brekus leaving Civil Service doesn't currently have a list of who has registered for Fire Lieutenant, however Jeff is working on it. There was an issue with registration for Fire Lieutenant where Jeff had to manually fix about 8 candidates to allow them to register.



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Commissioners
Federico C. Alvarez - Neal G. Berlin – Anna Flores – Hillary A. Potter – Joseph G. Sandoval
Executive Director
Earl E. Peterson

Testing for both Assistant Fire Chief and Assistant Superintendent of Fire Alarm went well. Chief Desmond Fulton suggested having a 4 year timeline for planning and re-developing the Fire Engineer Promotional Test including new certification. Fire Engineer testing is scheduled to take place in 2016.

Issue #3 and #4: Diversity and Recruitment

Jeff Wilson distributed the final composition and percentages for demographics of the September Academy, it was a diverse group (see attached).

Issue #5: Set Next Meeting Date

The next meeting if the move goes well will be February 26, 2015 at 9:30 AM location

CIVIL SERVICE COMMISSION
Composition of Firefighter Academy Class
9/22/2014

	NUMBER	PERCENT
White Male	3	15%
White Female	2	10%
Hispanic Male	7	35%
Hispanic Female	0	0%
African American Male	1	5%
African American Female	0	0%
American Indian Male	0	0%
American Indian Female	0	0%
Asian American Male	1	5%
Asian American Female	0	0%
Pacific Islander Male	1	5%
Pacific Islander Female	0%	0%
Multiracial Male		
Hispanic/African American	1	5%
White/African American	1	5%
Hispanic/Native American	1	5%
Multiracial Female	0	0%
Undeclared (White Male)	2	10%
Total	20	100%