



DENVER
THE MILE HIGH CITY

Civil Service Commission
Police and Fire Classified Service

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MINUTES
FIRE EXAMINATION DIVERSITY REVIEW COMMITTEE
May 19, 2015
Civil Service Commission
9:30 a.m.

Attendance

Neal Berlin, Commissioner, 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
Susan Billotte, CSC Administrative Support
Division Chief Desmond Fulton, DFD
Captain Chad Burdorf, DFD
Engineer Ray Mix, DFD

Issue #1: Approval of Minutes

Earl Peterson called the meeting to order at 9:30 a.m. A motion to approve the minutes of December 10, 2014, was made by Earl Peterson; seconded by Neal Berlin. The motion carried.

Earl noted that the “Next Meeting” was originally scheduled for February 26, 2015. Due to the Commission move from the seventh floor of the Webb building to the second floor, the meeting had to be rescheduled to May 19, 2015.

Issue #2: Entry Level/Promotional/Lateral/Englewood Merger—Updates

Entry Level

Antoinette updated everyone on the current status of Entry Level firefighters. A notice will go out to all Entry Level applicants that there will be no class in 2015. The current Eligibility Register is effective thru July 2016. CSC/DFD will use current list if an academy is requested before July 2016.

Lateral

The next Academy will be (first ever) Lateral, tentatively scheduled for late summer/early fall 2015. Susan Billotte was asked to forward to D. Fulton email sent to G. Pixley re: firefighters who have withdrawn from Lateral process.

Promotional

Jeff Wilson updated everyone on Fire Lt. promotional testing. The test is scheduled for June 9, with a morning session and afternoon session. Candidates will not receive the Answer Key until after the testing is completed. Engineer/Captain/Assistant Chief testing is scheduled to take place in 2016.

Engineer

- No “Rodeo” as a component of the next practical examination.
- Current Eligible Register will expire June 16, 2016.
- Commission to do RFP in August 2015.
- Next Engineer written test April 5, 2016; practical exam May 24-27, 2016



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

Englewood Merger

Antoinette updated everyone on the Englewood merger. We are on schedule for the June 1, 2015 Academy. The list of completing post-offer conditional testing will be submitted to the Executive Director of Safety by May 26, 2015. We anticipate forty-five (45) Englewood firefighters for the June 1, 2015 Academy. Final offers are expected to go out on May 29, 2015.

Chief Fulton explained that the training will be accelerated to six (6) weeks, because most of the firefighters already have the necessary certifications. If necessary, firefighters will be kept longer. In addition, Chief Fulton noted that the training chief from Englewood was going to be meeting with DFD to see how Academies are run.

Antoinette stated that the Englewood firefighters have been very polite and helpful (albeit nervous) throughout the process.

Issue #3 and #4: Diversity and Recruitment

Mentoring Program has been successful in increasing diversity of applicants. The goal is an applicant pool of 700, with testing slots for all.

Future dates for individuals who complete the Mentoring Program:

- Applications—November 2015
- Testing—December 1-11, 2015

Demographics (to date):

- 71 African-American Males
- 11 African-American Females
- 74 Latino Males
- 17 Latino Females
- 104 White Males
- 28 White Females
- 1 Native American Male
- 6 Asian-Pacific Males

Five (5) more Mentoring sessions are scheduled to get the total up to 700. Commissioner Flores noted how well the program is running with Capt. Greg Pixley, and the enormous enthusiasm he displays.

Issue #5: Set Next Meeting Date

The next meeting will be August 18, 2015 at 9:30 AM in Conference room 2.I.1.

Misc.

Fire Recruit Continuation Ceremony is scheduled for 5/29/15 at 10:00am at University of Denver—King Concert Hall.

Engineer, Ray Mix stated: “The link for Fire Lt. reading material on website was the best thing” and “well received by all.”

Division Chief Fulton thanked Earl for his willingness to “take things to the next level,” regarding Fire Engineer testing.