



DENVER
THE MILE HIGH CITY

Civil Service Commission
Police and Fire Classified Service

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MINUTES
FIRE EXAMINATION DIVERSITY REVIEW COMMITTEE (FEDRC)*
January 19, 2017
Civil Service Commission
10:30 a.m.

ATTENDEES

Larry D. Trujillo, Commissioner

Anna Flores, Commissioner

Larry D. Trujillo, Commissioner

Earl Peterson, CSC Executive Director (late)

Antoinette Torres-Janke, CSC H.R. Supervisor (late)

Jeff Wilson, CSC Sr. H.R. Professional

Susan Billotte, CSC Staff HR Professional

Chris Marez, HR Support Technician

Chad Burdorf, Assistant Chief DFD

Desmond Fulton, Division Chief DFD

Wendi Smith, Engineer DFD, Local 858

Greg Pixley, Captain DFD

Ahmid Nunn, Lieutenant DFD Admin.

Derrick Delgado, Lieutenant DFD

Kurt Buhler, Lieutenant DFD Admin.

ISSUE #1: APPROVAL OF MINUTES

In Earl Peterson's absence, Jeff Wilson called the meeting to order at 10:30am. The meeting had originally been scheduled for 9:30am (refer to Minutes of 10/12/16). The time was subsequently changed to 10:30am, as it conflicted with a meeting with the Auditor Team, which Earl & Antoinette were required to attend.

A motion to approve the minutes of October 12, 2016 was made by Commissioner Trujillo; seconded by Commissioner Berlin. The motion carried.

ISSUE #2: Entry Level & Promotional

Promotional

Jeff Wilson updated everyone on the status of upcoming Promotional Testing.

2017 Fire Lieutenant

- 109 individuals submitted Lieutenant Exam Verification Forms

Mechanic

- Filling a vacancy resulting from a retirement.

Registration will open January 31, 2017 and close March 3, 2017

Entry-Level Firefighters

Jeff Wilson updated everyone on the status of upcoming Entry-Level processing.

Spring Academy (2/21/17)—currently being processed

- Class of (24):
 - 18 off Eligible Register
 - 4 off Deferred Eligible Register
 - 2 Cadets
- Diverse group of applicants



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Commissioners

Federico C. Alvarez – Neal G. Berlin – Anna Flores – Joseph G. Sandoval – Larry D. Trujillo

Executive Director
Earl E. Peterson

Fall Academy (Tentatively scheduled for mid-August/September)

- Academy of 28-30
- 140 individuals have been invited to complete Background History packets
- CPAT invitations will go out Monday, January 23, 2017

Jeff noted that the current Eligible Register expires July 2018, and that CSC has been able to process and fill (4) Academies from that list (Spring 2016, Fall 2016, Spring 2017, Fall 2017). He added that the high number of military veterans contributed to the success of the Fall 2016 Academy.

ISSUES #3: Applicant Selection & Non-Selection

Commissioner Trujillo asked about the Cadet interview process. Chief Fulton responded that coaching was being provided to improve outcomes. Lt. Delgado added that some Cadets expect to automatically get into an academy, and don't properly prepare for their interview; others are well-prepared.

ISSUE #4: Diversity & Recruitment

Capt. Pixley reported that there were currently (approx.) 6500 individuals who have submitted interest cards. DFD recruiters intend to keep them informed and engaged, with the help of the employee groups (i.e. Black Firefighters, Women Firefighters).

He stated that he and Lt. Nunn were making changes in recruitment practices/processes and information gathering:

- Data mining
- Googledocs—collects and sorts information (by several variables)

He added that DFD was coordinating with Metro State University, which has a very diverse student body, and currently offers a BS in Fire Science; they hope to build an EMT program, as well.

Capt. Pixley announced that DFD was awarded a \$20,000 1-year grant from the City & County of Denver Dept. of Children's Affairs, for the Summer Camp program, which has gained national recognition. He hopes that with the additional funding, the Summer Camp program can be expanded and enhanced to add CPR certification and other credentialed courses.

Chief Fulton added that DFD has "great things planned for 2017."

Earl reported about recent DFD/CSC discussions regarding the possibility of offering applicants preference points for EMT certification. He also announced the DFD Career Apprentice Program (CAP), currently in development; for participation in the year-long CAP program, applicants could be awarded (5) preference points. Participants would also be requested to volunteer with a variety of Denver City & County agencies. Earl added that applicants can receive up to a maximum of (15) preference points for any combination: Veteran (5), Veteran w/Disability (10), Language (5), CAP (5), EMT (5).

ISSUE #5: Set Next Meeting Date

The next meeting will be April 20, 2017 at 9:30 AM in Conference Room 761, on the 7th floor of the Denver Post Building.

The meeting was adjourned at 11:20am.

If there are questions regarding issues discussed in this FEDRC meeting or in any other FEDRC meeting, please feel free to contact CSC Executive Director Earl Peterson or any of the HR Professionals at (720) 913-3371.

*FEDRC provides an open forum for discussion that addresses diversity, recruitment, entry level and promotional exams for the Denver Fire Department. Interested parties are encouraged to attend and provide constructive feedback to the Civil Service Commission who facilitates these discussions.