



DENVER
THE MILE HIGH CITY

Civil Service Commission
Police and Fire Classified Service

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MINUTES

FIRE EXAMINATION DIVERSITY REVIEW COMMITTEE (FEDRC)*

October 5, 2017
Civil Service Commission
9:30am

ATTENDEES

Neal Berlin, Commissioner
Anna Flores, Commissioner
Joseph G. Sandoval, Commissioner
Earl Peterson, CSC Executive Director
Jeff Wilson, CSC Sr. HR Professional

Susan Billotte, CSC HR Technician II
Wendi Smith, Engineer DFD, Local 858
Greg Pixley, Captain DFD, Recruiting
Kelly Fournier, Lieutenant DFD, Recruiting
Desmond Fulton, Division Chief DFD

CALL TO ORDER

Earl Peterson called the meeting to order at 9:30am.

ISSUE #1: APPROVAL OF MINUTES

A motion to approve the minutes of August 3, 2017, was made by Earl Peterson; seconded by Commissioner Flores. The motion carried.

ISSUE #2: ENTRY-LEVEL & PROMOTIONAL

Promotional

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

Fire Captain

- Consultant contract awarded to FirstIdea.
- To date, (29) candidates have applied
- The application closes October 27, 2017.

Fire Engineer

- Consultant contract awarded to Ergometrics
- Jeff noted that Ergometrics conducted the 2010 and 2012 testing for Engineer.

Entry-Level Firefighters

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

Spring Academy (February 2018)

- (57) individuals currently at various stages in the process.



An Equal Opportunity Employer
Commissioners

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

Executive Director
Earl E. Peterson

- Demographic composition of these individuals:
 - (50) Males/(7) Females
 - (5) Hispanic
 - (3) Black
 - (1) Native American
 - (1) Asian
 - (1) Multi-Racial

ISSUE #3: Applicant Selection & Non-Selection/Academy & FTO Issues

Division Chief Fulton mentioned that two individuals dropped out of the current (Fall 2017) academy: (1) Black female, (1) Hispanic male. He added that due to medical recovery, a third individual will need to go through the next academy, as well.

Chief Fulton noted that DFD is instituting an ongoing physical fitness testing program for the duration of firefighters' careers.

ISSUE #4: Diversity & Recruitment

Captain Pixley updated everyone on the mentoring/orientation, and tutoring sessions. He noted that attendees are reminded of the areas in which they need to excel, and the resources that are available to help them. Representatives from several employee groups, as well as members of Civil Service and Commissioners have been addressing the potential applicants; sessions run approximately (7) hours long. There will be (3) more mentoring/orientation sessions in 2017: October, November, and December.

ISSUE #5: Open Discussion

Capt. Pixley reported that of the (26) original CAP participants, 12-15 remain. He noted that they are enthusiastically involved in a variety of activities, and "representing the Denver Fire Department well and proudly." CAP participants are working hard to complete their required hours, in order to earn (5) preference points and guaranteed testing.

ISSUE #6: Set Next Meeting Date

The next meeting will be held on Tuesday, December 19, 2017 at 9:30 AM in Conference Room 761, on the 7th floor of the Denver Post Building.

The meeting was adjourned at 10:03am, on the motion of Earl Peterson; seconded by Commissioner Flores.

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.

