MINUTES
FIRE EXAMINATION DIVERSITY REVIEW COMMITTEE (FEDRC)*
February 19, 2019
Civil Service Commission
9:30am

ATTENDEES
Kelsey Green, Commissioner
Sylvia Murray, Commissioner
Joseph G. Sandoval, Commissioner
Earl Peterson, CSC Executive Director
Jeannette Giron, HR Data Analyst
Susan Billotte, HR Technician II
Greg Pixley, Captain DFD, Recruiting
Tonya Kesterson, Lieutenant DFD, Recruiting
Robbie Turner, DFD Lieutenant, Recruiting
Derek Delgado, DFD Lieutenant
Joshua Odendahl, DFD Captain
Arthur Johansen, DFD Engineer
Wendi Smith, DFD Engineer,
Jamal Jackson, DFD CBPFF
Rodney Sherrod, DFD Lieutenant

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 December 6, 2018, was made by Jeannette Giron; seconded by Commissioner Sandoval. The motion carried.

ISSUE #2: ENTRY-LEVEL & PROMOTIONAL

Entry-Level & Lateral Testing—Update
Earl Peterson updated everyone on the status of (2) upcoming academies:

1. Lateral Academy, June 24, 2019
   a. Currently processing more individuals than needed for the academy
   b. Individuals who aren’t selected could go into Entry-Level academy if they meet the cutoff score
2. Entry-Level Academy, September 16, 2019
   a. CSC is working with Ergometrics/NTN on the new Entry-Level fire test—FireTeam
      i. Incumbent testing may be held prior to the administration of the test in June—paper/pencil vs. computer to keep the validation process separate.
      ii. Aurora uses the FireTeam test

Captain Pixley thanked Susan for the demographic breakdown of the (3) 2019 academies.

Jamal Jackson noted that the demographic breakdown demonstrates that there are not enough African Americans entering fire academies. He added that of the current (44) Black firefighters in the Denver Fire Department, (21) will be eligible for retirement in the near future.
Promotional Exams—Update & Seniority Points

Update
Earl Peterson updated everyone on the status and schedule of upcoming promotional exams:

- Fire Lieutenant 2019
  - SME meetings have started and are going well
  - The current Lieutenant Eligible Register has already been exhausted due to promotions resulting from unanticipated retirements
  - Exam is scheduled for June 2019

Seniority Points

Captain Pixley suggested that to move this item forward, a committee be established comprised of members from DFD administration and the employee groups to determine number of points.

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

Wendi Smith reported that the Lateral review process was eye-opening; there were so many qualified experienced applicants to choose from. Wendi added that the Lateral academy would be (8) weeks.

Engineer Arthur Johansen inquired about the date for the next Engineer exam. Earl responded that it would be administered at least a year from now. A.J. noted, that effective April 2017, applicants for the Engineer exam had to meet Colorado Metro Certification Board (CMCB) requirements; applicants will need to have time to take the necessary classes to prepare. He added that CMCB meets NFPA standards. A brief explanation of CMCB was given for the benefit of the Commissioners.

ISSUE #4: Diversity & Recruitment

ISSUE #5: Open Discussion

Jamal Jackson raised the matter of lowering the restriction on Marijuana use, to conform more closely with neighboring departments.

Commissioner Murray suggested a meeting be held with the Executive Director of Safety to discuss what they are looking at and why they disqualify applicants.

ISSUE #6: Set Next Meeting Date

The next meeting will be held on Tuesday, May 7, 2019 at 9:30 AM.
The meeting was adjourned at 10:45am, on the motion of Commissioner Sandoval; seconded by Commissioner Murray. The motion passed unanimously.

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.