It is the applicant’s responsibility to read the information contained in this booklet. This booklet details the minimum qualifications required to be considered as a Denver Fire Systems Technical Specialist (Electrician), and provides applicants with an informational summary of the examination/screening process.

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The provisions contained in this informational booklet do not create or constitute any contractual rights between or among the Civil Service Commission, the City and County of Denver and any applicant or employee. The provisions of this informational booklet may be modified, rescinded, or revised, in writing, only by the Civil Service Commission, which reserves the right to unilaterally modify, rescind or revise the provisions of this informational booklet.
INFORMATIONAL SUMMARY

QUESTIONS (?)

If you have questions not covered in this booklet, call the Civil Service Commission office at (720) 913-3371 (Monday-Friday, 8:00 a.m. to 5:00 p.m.) excluding holidays.

REQUEST FOR REASONABLE ACCOMMODATION

The City and County of Denver is an Equal Employment Opportunity Employer. If any applicant or prospective applicant requires reasonable accommodation (per the Americans with Disabilities Act) in order to participate in any examination phase noted herein, the applicant must advise the Commission in advance, in writing, and provide supporting medical documentation. Each request will be reviewed on a case-by-case basis. The submission of a request does not necessarily mean that the request will be granted.

THE ABILITY TO PERFORM THE ESSENTIAL JOB FUNCTIONS

Applicants must be capable of performing the essential job functions of an entry-level Fire Systems Technical Specialist (Electrician) with or without reasonable accommodation. All phases of the examination are designed to measure an applicant's ability to perform the essential functions of the job. Please refer to the Essential Functions on page 23. See also, Essential Knowledge, Skills, and Abilities on pages 24-26.

DUTIES AND WORK RESPONSIBILITIES

Fire Systems Technical Specialists (Electricians), under the supervision of the Superintendent of Fire Alarm or Assistant Superintendent of Fire Alarm, shall design, build, install, inspect and repair all division systems and equipment, or perform such other duties as may be required by the Superintendent of Fire Alarm, the Assistant Superintendent of Fire Alarm, and the Fire Department Chief. Equipment includes the following: towers to 230 feet, generators, UPS, and motors. Fire Systems Technical Specialists (Electricians) typically work Monday through Friday from 7:30 a.m. to 4:00 p.m. but may be required to respond to emergency calls, which may occur at any time during a twenty-four hour period.

Applicants must have a general knowledge of solid state circuitry, circuit design, motor repair, facility wiring, smart relays, networked controls, and be able to read and design schematics.

JOB QUALIFICATIONS AND REQUIREMENTS

Qualifications: In addition to the Age, Education/Experience and Residency requirements noted below, applicants must also meet all of the Minimum Qualifications for Original Appointment as outlined in this Fire Systems Technical Specialist (Electrician) Examination Informational Booklet.

Age: Applicants must be at least twenty-one (21) years of age on or before the date of application.
Experience: Applicants must have a minimum of four (4) years of work experience in the electrical field, must hold a current State of Colorado Journeyman Electrician License, and must be able to design and read electrical schematics/blueprints. A copy of the Colorado Journeyman’s Electrician License will be required at the time the application is submitted.

Residency: All individuals must reside within the state of Colorado at the time of appointment.

WORK SCHEDULE

Fire Systems Technical Specialists (Electricians) typically work Monday through Friday from 7:30 a.m. to 4:00 p.m. but may be required to respond to emergency calls, which may occur at any time during a twenty-four hour period.

SALARY AND BENEFITS

Pay and benefits for Denver Fire Systems Technical Specialists (Electricians) is determined by collective bargaining agreements between the City and County of Denver and local union officials.

Beginning Annual Salary (January 1, 2016) . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . $74,245.00

Progression: Automatic yearly step increase from Fire Systems Technical Specialist V, IV, III, II, and I. Potential salary, with five (5) years of service as a Fire Systems Technical Specialist with the Denver Fire Department, is $93,526.00 per year.

Benefits: Paid sick leave and vacation
Medical and dental insurance
Uniforms and most equipment furnished
Educational opportunities
Pension Plan

HELPFUL WEBSITES

The Denver Civil Service Commission’s website contains information regarding the application process, testing, links to resources and the Department of Safety Recruiters, and Commission meeting dates. You can locate us at: www.denvergov.org/civilservice.

Additionally, you may visit the Department of Safety website at: www.denvergov.org/content/denvergov/en/department-of-safety.html for upcoming recruitment events, and links for general Department of Safety information and minority resources.

CHANGE IN APPLICANT’S PERSONAL INFORMATION

Applicants are required to notify the Commission in writing of any change in personal information such as legal name, address, telephone/cell number and e-mail. Additionally applicants called on for further screening/processing must notify the Commission in writing of any change to their supplemental application or background history form information.

The inability of the Post Office to deliver mail because of an unknown or incorrect mailing or forwarding address may be grounds for disqualification. Failure to receive notice of and keep any scheduled appointment because of outdated contact information may be cause for disqualification.
SOLICITATION OF PREFERENTIAL TREATMENT – PROHIBITED

Solicitation or attempted solicitation of preferential treatment (lobbying) in connection with any application or testing for original appointment, or for placement on an eligible register, or for certification for appointment to a position in the classified service, is prohibited.

An applicant may provide, as part of the background investigation process, letters of reference and the names, contact information, and nature of relationship for references he or she believes should be contacted during the background investigation. Personal references and letters of recommendation are only considered during the background investigation phase of testing. An applicant engaging in solicitation of preferential treatment may be disqualified.

Except for providing relevant background or reference information, any member of the Department of Safety, any City official or City employee, any Commissioner or Commission employee is prohibited from intervening on behalf of any applicant or soliciting or attempting to solicit preferential treatment in consideration of any applicant.

MINIMUM QUALIFICATIONS

GENERAL INFORMATION

Applicants must meet all of the minimum qualifications. Except as noted, any failure to meet one or more of the minimum qualifications will result in your automatic disqualification. Please note that some standards have particular time limits associated with them. If this applies to your situation, you may later become eligible and apply once those time limits have lapsed.

For example: “at age 21 or older” or “while under the age of 21”; within the past “sixty (60) months (5 years)”, or within the past “one-hundred twenty (120) months (10 years)”, or “during an individual’s lifetime” (“have you ever...”).

If a particular time limit affects your situation, and you are disqualified, you may later become eligible and may re-apply once the specified time limit has lapsed. Any time lines noted run back from the date of application.

Reviewing Definitions of Terms: Your understanding of the General, Legal/Criminal, Illegal Drug, and Traffic related terms and offenses contained in this booklet is critical to your ability to determine if you meet the minimum qualifications. For a complete listing of Definitions of Terms, please refer to Commission Rule 1 located on our website at: www.denvergov.org/civilservice. The link to “Commission Rules” can be located in the section titled About the Commission, on our homepage.

BASIC MINIMUM QUALIFICATIONS

- CITIZENSHIP: Applicants must be citizens of the United States on or before the date of application. Acceptable proof of such must be presented if selected to proceed beyond the written test. Acceptable proof of United States citizenship shall include a birth certificate from within the United States, naturalization papers, a United States passport, or a Certificate of Live Birth Abroad of a United States Citizen.
• **COLORADO RESIDENCY**: Applicants must be bona fide residents of the State of Colorado at the time of appointment (hire).

• **AGE**: Applicants must be at least twenty-one (21) years of age on or before the date of application. Acceptable proof of age will be required with submission of Supplemental Application. Acceptable substitutes for a birth certificate include naturalization papers and/or a valid passport.

• **EDUCATION**: Applicants must have a high school diploma or a General Equivalency Diploma (GED) on or before the date of application. Acceptable proof of a high school diploma or GED certificate will be required with submission of Supplemental Application. Acceptable substitutes for a high school diploma or GED certificate include an original certified high school transcript bearing the official school seal and showing graduation date, or an original letter from the school on the school's letterhead which verifies the graduation.

• **DRIVER’S LICENSE**: Applicants must possess a valid automobile driver’s license on or before the date of application and up to and including the date of appointment, and must maintain any licensing requirements of the respective department.

• **CHARACTER AND BACKGROUND**: An applicant must be of good moral character as required by the Charter of the City & County of Denver. In reviewing an applicant’s character and background, the Commission will consider the standards of ethical conduct, integrity and honesty that shall guide the behavior of a member of the Denver Fire Department.

**LEGAL MATTERS & CRIMINAL CONVICTIONS**

**GENERAL CONSIDERATIONS**

• **CONVICTION**: See page 5 for the definition of “Conviction.” Throughout this booklet the term “Conviction” applies to the following categories of offenses:
  
  a. Any adult criminal offense;
  b. Any juvenile offense when the juvenile was charged as an adult;
  c. Any juvenile offense adjudicated in a juvenile court when the offense would be classified as a felony or misdemeanor (as applicable) if committed by an adult.

• **JUVENILE RECORD OR ADULT CRIMINAL RECORD**: If you are unsure of the formal legal status of any items in your juvenile record or your adult criminal record, you are urged to obtain a copy of your criminal history. If after reviewing your juvenile or criminal history you still have questions, you should obtain legal advice prior to submitting your application. Civil Service Commission staff cannot provide you with legal advice in these matters.

• **SEALED OR EXPUNGED RECORDS**: Juvenile records and adult criminal records are not automatically “expunged” or “sealed”. To be expunged or sealed, it requires an “order of the court”. If a criminal record or juvenile record has been “sealed” or has been “expunged”, by an “order of the court”, or if a criminal conviction has been
“pardoned”, it may have an effect on how you answer certain questions in the application process.

KEY DEFINITIONS – LEGAL & CRIMINAL RELATED STANDARDS

• CONVICTION– ADJUDICATION, definition of:

The result of a criminal trial regarding any federal, state, or local law that ends in entry of a final judgment/sentence, following a verdict of guilty (by the court or jury), or following a plea of guilty or no contest.

“Conviction” shall include an “Adjudication” which is an entry of final judgment/sentence following a determination by a juvenile court that it has been proven beyond a reasonable doubt to the trier of fact that the juvenile has committed an offense that would have been a crime had it been committed by an adult (i.e. commission of a delinquent act), or following an entry of a plea of guilty or no contest to a charge of committing such an offense.

o “Conviction” does not include an entry of a final judgment/sentence that has been pardoned, reversed, set aside, or otherwise rendered null and void; or for which the criminal record or the juvenile record thereof has been formally sealed, or has been formally expunged, by order of the court.

o “Conviction” does not include a deferred prosecution, deferred judgment, or deferred sentence.

• FELONY, definition of:

A criminal offense that is classified as a “felony” under the federal, state or local laws in the jurisdiction where the subject charge was filed; to also include any juvenile offense that would constitute a “felony” criminal offense in that jurisdiction, if committed by an adult. (Example: Criminal record may show “F4”, meaning a “4th Degree Felony”.)

• MISDEMEANOR, definition of:

A criminal offense that is classified as a “misdemeanor” under the federal, state or local law in the jurisdiction where the subject charge was filed; to also include any juvenile offense that would constitute a “misdemeanor” criminal offense, if committed by an adult. (Example: Criminal record may show “M1”, meaning a “1st Degree Misdemeanor”.)

GENERAL DISQUALIFIERS – NO LEGAL IMPEDIMENTS

• NO LEGAL IMPEDIMENTS: To be eligible for both application and appointment to a position in the Denver Fire Department, an individual shall not have any legal impediments to their ability to perform the essential job functions for the position of Firefighter.
Please be advised that adjudication in juvenile court, for criminal activity as a minor/juvenile, does not necessarily clear from your record when you become an adult.

Any individual who, because of a criminal charge, or plea to a criminal charge, is currently subject to an active deferred sentence, deferred judgment or deferred prosecution, or is currently subject to any court order(s) or stipulation(s) in connection therewith, will be disqualified.

Any individual who is currently incarcerated, on work release, on parole, or on probation for any crime will be disqualified.

CRIMINAL CONVICTIONS – LIFETIME DISQUALIFICATION

- **ALL FELONY CONVICTIONS – LIFETIME DISQUALIFICATION:**
  Any adult (age 18 or above), or juvenile charged as an adult, who has been convicted of a felony crime; or juvenile who has been adjudicated in juvenile court for an offense that would be classified as a felony if committed by an adult; will be disqualified.

- **CERTAIN MISDEMEANOR CONVICTIONS – LIFETIME DISQUALIFICATION:**
  An individual who has ever been convicted (or been adjudicated), for any of the following misdemeanor offenses will be disqualified:
  - An offense involving domestic violence.
  - Assault, menacing, stalking or harassment.
  - Sexual assault, unlawful sexual contact, or an offense that would require registration as a sex offender under Colorado law.
  - Any offense based on unlawful sexual behavior.
  - Failure to register as a sex offender.
  - Prostitution.
  - Soliciting for prostitution.
  - Pandering.
  - Indecent exposure.
  - Any offense of child abuse or child neglect resulting in any injury to the child or to the child’s health.
  - Any bias-motivated crime (including harassment or intimidation of a person or group because of race, color, ancestry, national origin, religion, creed, age, gender, gender variance, sexual orientation, or physical or mental disability).
  - Cruelty to animals.
  - Resisting arrest.
  - Impersonating a peace officer, firefighter, or public servant.
  - Obstruction of government operations.
  - Obstruction of a peace officer, firefighter, emergency medical service provider, rescue specialist, or like volunteer.
  - False reporting to fire, emergency, or law enforcement authorities.
  - Perjury.
  - Failure to obey a jury summons.
CRIMINAL CONVICTIONS:
10 YEAR, 7 YEAR & 5 YEAR DISQUALIFICATIONS

• **CERTAIN MISDEMEANOR OFFENSES – 10 YEAR DISQUALIFICATION**
An individual who has been convicted (or been adjudicated) for any of the following misdemeanor offenses during the past 120 months (10 years) will be disqualified.
  - An offense based on **child abuse** or **child neglect** that **did not involve an injury** to the child or to the child’s health.
  - The illegal **use** or **possession** of a **firearm** or **edged weapon** (e.g. a knife).

• **MISDEMEANOR OFFENSES – 7 YEAR DISQUALIFICATION**
An individual who has been convicted (or been adjudicated) for any of the following misdemeanor offenses during the past 84 months (7 years) will be disqualified.
  - An offense involving **theft**, (to include stealing, shoplifting, embezzlement, etc.)
  - An offense involving **fraud**, (to include check fraud, identity theft, forgery, etc.)
  - An offense involving **forgery**, (to include actions done with intent to defraud, etc.)

Misdemeanor convictions for theft, fraud or forgery **more than 84 months prior** will be subject to a presumptive disqualification with an opportunity for review for exemption.

• **NO MORE THAN ONE (1) MISDEMEANOR – DURING THE PAST 5 YEARS:**
An individual who has been convicted of two (2) or more misdemeanor offenses within the past 60 months (5 years) will be disqualified.

• **NO MISDEMEANOR CONVICTIONS WHILE IN A PUBLIC SAFETY POSITION – DURING THE PAST 5 YEARS:**
Within the past 60 months (5 years), an individual shall not have any conviction for a misdemeanor offense during any period of time while they were an employee in, or a volunteer in, any of the following public safety related positions:
  - Law enforcement; peace officer; armed public safety; correctional officer; military police; firefighter or medical first responder.

**DRUGS**
ILLEGAL USE, PURCHASE, POSSESSION, DISTRIBUTION, SALE, OR MANUFACTURE

**IMPORTANT DRUG RELATED DEFINITIONS**

• **DISTRIBUTION** (of Hard and Soft Drugs), definition of:
  "Distribution" or "To Distribute" means to deliver, transfer, or transport, or to attempt to deliver, transfer or transport, actually or constructively, from one person to another a controlled substance, either with or without remuneration, barter or exchange.
However, the delivery, transfer or transportation of one ounce or less of marijuana, from one person to another; without involving any remuneration, barter or exchange; shall be deemed “use or possession”. It shall not be deemed distribution, unless the delivery or transfer is by a person eighteen years of age or older to a person under the age of fifteen.

The delivery or transfer of more than one ounce of marijuana from one person to another, either with or without remuneration, barter or exchange, shall be deemed distribution and/or sale thereof.

**HARD DRUG, definition of:**

*Any schedule I, II, III or IV controlled substance* is considered to be a Hard Drug except when a Schedule II, III or IV controlled substance is possessed or used pursuant to being dispensed by or under the direction of a person licensed or authorized by state or federal law to prescribe or administer the drug.

Examples include, but are not limited to the illegal use of: Adam, Adderall, Amytal, Anabolic Steroids, Angel Dust, Amphetamine, Black Tar, Blue Birds, Buttons, Cocaine, Codeine (high dose), Crack, Crystal, Darvon, Deca, Demerol, Dilaudid, Ecstasy, GHB, Hallucinogens, Hash & Hash Oil (Marijuana Concentrate), Heroin, Ice, Ketamine, Librium, LSD, Marijuana – 8 ounces or more, Mescaline, Methadone, Methamphetamine, MDA, MDMA, Microdot, Morphine, Mushrooms, Opium, Percocet, Percodan, Peyote, PCP, Phencyclidine, Quaalude, Red Birds, Ritalin, Rohypnol, Roofies, Seconal, Smack, Special K, Speed, Spice, Steroids, STP, Talwin, TCP, Thai Sticks (soaked in hash oil), THC, Valium, Xanax, XTC, Yellow Jackets

**Drugs not included as a Hard Drug:** The legal use of Schedule II, III and IV “prescription” drugs by the person for whom the drug was legally prescribed; or the possession of Marijuana, Medical Marijuana or Ganja in a quantity under eight (8) ounces. (Note, while Medical Marijuana in a quantity less than 8 ounces is not considered a Hard Drug, the use of Medical Marijuana is not considered to be the legal use of a “Prescription Drug”.)

**MANUFACTURE (of Hard Drugs or Soft Drugs), definition of:**

"Manufacture" or “Manufacturing” means: For any person to produce, prepare, propagate, compound, convert, or process a controlled substance, directly or indirectly, by extraction from substances of natural origin, chemical synthesis, or a combination of extraction and chemical synthesis, and includes any packaging or repackaging of the substance or labeling or relabeling of its container.

With respect to Marijuana and Marijuana concentrate, “manufacture” means for any person to cultivate, grow, produce, prepare, process, or otherwise manufacture, or knowingly to allow such to be produced, processed, prepared or manufactured on land owned, occupied, or controlled by him.

For information related to employment in a state regulated, licensed, Marijuana business enterprise, see the definition of “Marijuana” below.

**MARIJUANA, definition of** (Including Medical Marijuana, Ganja, Marijuana Concentrate, and Edibles containing Marijuana, etc.):
Because Marijuana is a Schedule I controlled substance under Federal law, any use, purchase, possession, distribution, sale or manufacture (including delivery, transfer or transport from one person to another) of marijuana or its derivatives that would be regarded as illegal under the federal Controlled Substances Act (as determined at the sole discretion of the Commission) shall in general be regarded as "illegal" for purposes of application and screening for the position of Fire Systems Technical Specialist (Electrician).

- **Medical Marijuana**: Because marijuana has no recognized medical use under Federal Law, “medical marijuana” or products containing “medical marijuana” are considered as “illegal” for the purposes of application.

- **Synthetic Marijuana and Salvia Divinorum**: The Synthetic Drug Abuse Prevention Act of 2012 makes it unlawful as of July 9, 2012, to use or possess any amount of synthetic cannabinoid (e.g. Spice, K2) or Salvia Divinorum (e.g. Diviner’s Sage or Seer’s Sage).

- **Soft Drug – Marijuana**: Marijuana (and its derivatives) in a quantity less than 8 ounces is considered to be an illegal Soft Drug for the purposes of Application and Minimum Qualifications.

- **Hard Drug – Marijuana**: Marijuana (and its derivatives) in a quantity of 8 ounces or more is considered to be an illegal Hard Drug for the purposes of Application and Minimum Qualifications.

- **Exception Regarding Marijuana Distribution**: Any distribution of one (1) ounce or less of marijuana (to deliver, transfer, or transport from one person to another), without any remuneration, barter or exchange, shall generally be deemed “use” or “possession” and not “distribution”. It shall be subject to a 36-month time period for disqualification.

- **Exception Regarding Employment In A State Regulated Marijuana Business**: The purchase, possession, growing, manufacture, distribution or sale of Marijuana (or any of its derivatives) as prohibited by Commission Rule and these minimum qualifications will result in a presumptive disqualification. However, any individual engaging in such behavior, solely as part of their employment in a state regulated, licensed marijuana related business enterprise may request a case by case review for exemption from such disqualification.

- **SALE (of Hard or Soft Drugs), definition of**: "Sale" means: An illegal barter, exchange, or transfer for payment or promise of payment, of a controlled substance, and each such transaction made by any person, whether for the benefit of the seller or on behalf of another.

  - Any action on behalf of another (as the middleman or go-between, acting for either the seller or the purchaser) in an illegal sale or purchase of a controlled substance, which includes being an active participant in the actual transfer of the drugs or assets involved, shall be deemed “Sale” and not “Purchase.”
• For information related to employment in a state regulated, licensed, marijuana business enterprise, see definition of “Marijuana.”

• SOFT DRUG, definition of:

Marijuana or Medical Marijuana in a quantity under eight (8) ounces, and any Schedule V controlled substance, except when a Schedule V controlled substance is possessed or used pursuant to being dispensed by or under the direction or a person licensed or authorized by state or federal law to prescribe or administer the drug.

• Examples include, but are not limited to the illegal use of: cough syrup with low dose codeine, Robitussin AC, Lyrica, and any use of Ganja, Marijuana or Medical Marijuana, or the possession of Marijuana or Medical Marijuana but only in a quantity less than eight (8) ounces.

• Drugs not included as Soft Drugs: The legal use of Schedule V “prescription” drugs by the person for whom the drug was legally prescribed. (Note: Medical Marijuana is never considered a legal “prescription drug”)

CRIMINAL CONVICTIONS INVOLVING OR RELATED TO ANY CONTROLLED SUBSTANCE

• NO FELONY CONVICTION, AT ANY AGE, INVOLVING HARD OR SOFT DRUGS – LIFETIME DISQUALIFICATION:

Any individual who has ever been “convicted of” a felony offense involving or relating to any (controlled substance) hard drug or soft drug will be disqualified. This includes the “adjudication” of a juvenile for a like offense that would be classified as a felony if committed by an adult.

• NO MISDEMEANOR CONVICTION – INVOLVING OR RELATED TO A CONTROLLED SUBSTANCE – WITHIN 120 MONTHS (10 Years) PRIOR TO APPLICATION

Any individual who has been convicted of a misdemeanor offense involving or relating to any controlled substance (Hard or Soft Drug), WITHIN the period of 120 Months (10 Years) prior to the date of application, will be disqualified. This includes the “adjudication” for a like offense that would be classified as a misdemeanor if committed by an adult.

• A MISDEMEANOR CONVICTION – INVOLVING OR RELATED TO A CONTROLLED SUBSTANCE – MORE THAN 120 MONTHS (10 Years) PRIOR TO APPLICATION – PRESUMPTIVE DISQUALIFICATION

Any individual who has been convicted of a misdemeanor offense involving or relating to any controlled substance (Hard or Soft Drug), MORE THAN 120 months (10 Years) prior to the date of application, will be subject to a presumptive disqualification. (This includes the “adjudication” for a like offense that would be classified as a misdemeanor if committed by an adult)
However, the individual so disqualified may request a case by case review for exemption from disqualification.

NO ILLEGAL DISTRIBUTION, SALE OR MANUFACTURE OF HARD OR SOFT DRUGS

- NO ILLEGAL DISTRIBUTION OF HARD OR SOFT DRUGS:
  - AT AGE 21 OR OLDER – LIFETIME DISQUALIFICATION.
  - WHILE UNDER AGE 21:
    - Hard Drug Distribution – 120 MONTH (10-Year) DISQUALIFICATION
    - Soft Drug Distribution – 60 MONTH (5-Year) DISQUALIFICATION

Within the age limits and time periods specified: Any individual who has provided, delivered, transferred, or transported any hard or soft drugs to or for another person, either with or without remuneration, barter, or exchange, will be disqualified.

“Soft Drug” includes any Marijuana, Medical Marijuana, products or edibles containing Marijuana. (See below for more information regarding a limited exception for 1 ounce or less of marijuana, and for information regarding employment in a state regulated Marijuana business.)

Illegal distribution of drugs includes being the middleman, go between, or “doing a favor for a friend” in a drug transaction by actively transferring the drugs from one person to another even if the “middleman” receives no benefit from the drug transaction.

- An individual who engaged in the “distribution” of Hard or Soft Drugs at age 21 or above will be subject to a Lifetime Disqualification.

- An individual who engaged in the “distribution” of Hard Drugs while both under the age of 21 and during the 120 months prior to application, will be disqualified.

- An individual who engaged in the “distribution” of Soft Drugs while both under the age of 21 and during the 60 months prior to application, will be disqualified.

- Illegal distribution of any Hard or Soft Drug including Marijuana, in any quantity, to or for another person that did involve any payment, barter or exchange is also considered a “Sale” of drugs and not “Distribution”. (See below for information regarding “No Illegal Sale of Hard or Soft Drugs”)

- Limited Marijuana Exception: The “distribution” of one (1) ounce or less of Marijuana, that did not involve any payment, barter or exchange (e.g. “sharing a joint”), shall be deemed “Use” or “Possession” and not “Distribution,” and is subject to a 3-year disqualification time period.

- Employment in a State Regulated Marijuana Business: For information regarding employment in a state regulated Marijuana business enterprise, please see the definition of “Marijuana.”

- NO ILLEGAL SALE OF HARD OR SOFT DRUGS:
  - AT AGE 21 OR OLDER – LIFETIME DISQUALIFICATION.
• **WHILE UNDER AGE 21:**
  - Hard Drug Sale – 120 MONTH (10-Year) DISQUALIFICATION
  - Soft Drug Sale – 60 MONTH (5-Year) DISQUALIFICATION

Within the age limits and time periods specified: Any individual who has ever illegally provided, delivered, or transported hard or soft drugs, including any marijuana or medical marijuana that involved any barter, exchange, or transfer or promise of payment, will be disqualified.

  - An individual who engaged in the “Sale” of **Hard or Soft Drugs at age 21 or above** will be subject to a Lifetime Disqualification.
  
  - An individual who engaged in the “Sale” of **Hard Drugs while both under the age of 21 and during the 120 months prior to application**, will be disqualified.
  
  - An individual who engaged in the “Sale” of **Soft Drugs while both under the age of 21 and during the 60 months prior to application**, will be disqualified. Illegal drug sale includes being the middleman, go between, or “doing a favor for a friend” in a drug sale or purchase by actively transferring the drugs, assets, or payment from one person to another even if the “middleman” receives no benefit from the sale or purchase.

  - The acquisition or acceptance into a purchaser’s possession of Hard Drugs or Soft Drugs through a sale, barter or exchange; and involving the use of the assets or money of only the purchaser, shall be deemed “Purchase” and not “Sale”. Employment in a State Regulated Marijuana Business: For information regarding employment in a state regulated Marijuana business enterprise, please see the definition of “Marijuana.”

• **NO ILLEGAL MANUFACTURE OF HARD OR SOFT DRUGS:**
  - **AT AGE 21 OR OLDER – LIFETIME DISQUALIFICATION.**
  - **WHILE UNDER AGE 21:**
    - Hard Drug Manufacture – 120 MONTH (10-Year) DISQUALIFICATION
    - Soft Drug Manufacture – 60 MONTH (5-Year) DISQUALIFICATION

Within the age limits and time periods specified: Any individual who has ever illegally manufactured (e.g. produced, prepared, processed, grown, packaged or repackaged) Hard or Soft Drugs, including any Marijuana or Medical Marijuana or products or edibles containing Marijuana will be disqualified.

  - An individual who engaged in the “Manufacture” of **Hard or Soft Drugs at age 21 or above** will be subject to a Lifetime Disqualification
  
  - An individual who engaged in the “Manufacture” of **Hard Drugs while both under the age of 21 and during the 120 months prior to application**, will be disqualified.
  
  - An individual who engaged in the “Manufacture” of **Soft Drugs while both under the age of 21 and during the 60 months prior to application**, will be disqualified.

  - Employment in a State Regulated Marijuana Business: For information regarding employment in a state regulated Marijuana business enterprise, please see the definition of “Marijuana.”

• **NO ILLEGAL DISTRIBUTION, SALE OR MANUFACTURE OF SYNTHETIC MARIJUANA or SALVIA DIVINORUM SINCE JULY 9, 2012:**
- AT AGE 21 OR OLDER – LIFETIME DISQUALIFICATION.
- WHILE UNDER AGE 21 – 120 MONTH (10 year) DISQUALIFICATION

Within the age limits and time periods specified: Any individual who, since July 9, 2012, has ever provided, delivered, transferred, or transported, sold or manufactured, any quantity of synthetic marijuana (e.g. Spice, K2) or Salvia Divinorum (e.g. Diviner’s Sage or Seer’s Sage), to or for another person, will be disqualified. This includes being the “middleman” or “go between” in a drug transaction, by actively transferring the drug or payment from one person to another.

- An individual who engaged in the Distribution, Sale or Manufacture of Synthetic Marijuana or Salvia Divinorum at age 21 or above will be subject to a Lifetime Disqualification
- An individual who engaged in the Distribution, Sale or Manufacture of Synthetic Marijuana or Salvia Divinorum while both under the age of 21 and during the 120 months prior to application, will be disqualified.

NO ILLEGAL USE, PURCHASE, OR POSSESSION OF HARD DRUGS OR SOFT DRUGS

- NO ILLEGAL DRUG USE, PURCHASE OR POSSESSION WHILE IN A PUBLIC SAFETY POSITION – 10 YEAR DISQUALIFICATION:
  Any individual who has ever illegally used, purchased or possessed soft drugs or hard drugs (on or off the job), during any period of time while an employee or volunteer in any law enforcement; peace officer; armed public safety; correctional officer; military police; firefighter; or medical first responder position, AND within the 120 months (10 years) prior to the date of application, will be disqualified.

- NO ILLEGAL USE, PURCHASE, POSSESSION OF HARD DRUGS – PAST 5 YEARS:
  Any individual who has illegally used, purchased, or possessed hard drugs within the past 60 months (5 years) prior to application, will be disqualified.

- NO ILLEGAL USE, PURCHASE, POSSESSION OF SOFT DRUGS – PAST 3 YEARS:
  Any individual who has illegally used, purchased, or possessed any soft drug, including any marijuana, products or edibles containing marijuana, medical marijuana or synthetic marijuana within the past 36 months (3 years), will be disqualified.
  - Employment in State Regulated Marijuana Business: For information regarding employment in a state regulated Marijuana business enterprise, please see the definition of “Marijuana.”

- NO ILLEGAL USE OF SCHEDULE II – IV PRESCRIPTION DRUGS NOT PRESCRIBED FOR YOU:
  Any individual who has used someone else’s schedule II-IV prescription drug within the past 60 months (5 years), will be required to explain the details and circumstance of
such use and, **MAY BE** disqualified. Any use for recreational or non-medical purposes will result in disqualification.

- **NO ILLEGAL USE OF SCHEDULE V PRESCRIPTION DRUGS NOT PRESCRIBED FOR YOU:**
  Any individual who has used someone else’s schedule V prescription drug within the past 36 months (3 years), will be required to explain the details and circumstance of such use and, may be disqualified. Any use for recreational or non-medical purposes will result in disqualification.

**TRAFFIC AND DRIVING RELATED OFFENSES AUTOMATIC DISQUALIFIERS**

- **NO CONVICTION FOR OPERATING A MOTOR VEHICLE WITHOUT INSURANCE WITHIN THE PAST 1 YEAR:**
  Any individual who has been **convicted of** a traffic violation/infraction based on **operating a motor vehicle without insurance** within the **12 months (1 year)** prior to date of application will be disqualified.

- **NO DRIVER’S LICENSE SUSPENSION WITHIN THE PAST 3 YEARS:**
  Any individual who has had their **driver’s license suspended**, based on moving traffic violations/infractions, **within the past 36 months (3 years)** prior to date of application will be disqualified.

- **NO DUI or DWAI WITHIN THE PAST 5 YEARS:**
  Any individual who has been **convicted of DUI** (Driving Under the Influence) or **DWAI** (Driving While Ability Impaired) **within the past 60 months (5 years)** prior to date of application, will be disqualified. This includes all like offenses applicable to any means of motorized transport, such as Boating Under the Influence.

- **NO MORE THAN ONE DUI or DWAI IN YOUR LIFETIME :**
  Any individual who has been **convicted of** either a DUI (Driving Under the Influence) and/or a DWAI (Driving While Ability Impaired) offense **two (2) or more times** will be disqualified. This includes all like offenses applicable to any means of motorized transport, such as Boating Under the Influence.

- **NO MAJOR TRAFFIC VIOLATIONS/INFRACTIONS WITHIN THE PAST 5 YEARS:**
  Any individual who has been **convicted of** any of the following major traffic violations or infractions, within the **past 60 months (5 years) prior to the date of application**, will be disqualified.
  - Leaving the scene of an accident.
  - Eluding or attempting to elude a peace officer.
  - Engaging in a speed contest.
  - Reckless driving.
  - A driving infraction or offense that states the violation resulted in serious bodily injury or death.
APPLICATION AND TESTING PROCESS

Public notice is hereby given that the Civil Service Commission of the City and County of Denver shall hold an examination for the purpose of creating an eligible register for original appointment to the position of Fire Systems Technical Specialist (Electrician) for the Denver Fire Department. The eligible register shall be composed of the names of applicants who have successfully completed and passed all phases of this examination and who are approved for placement on the respective eligible register by the Civil Service Commissioners.

APPLICATION PERIOD: Starting at 9:00 a.m. on April 11, 2016, prospective applicants can log onto the Denver Civil Service Commission Website at www.denvergov.org/civilservice to create a profile, and complete an application through the iCIMS online applicant tracking system. The deadline to submit the online application is Monday, April 25, 2016 at 5:00 p.m.

The online background iFORMS must be completed, and all supporting documentation concerning education/experience must be uploaded/submitted to the Civil Service Commission iCIMS system no later than Monday, May 2, 2016 at 5:00 p.m.

ELIGIBILITY: All applicants will receive an email determining their eligibility. Those eligible will receive confirmation of their written test and further logistical information.

INTERNET ACCESS: If you do not have Internet access at home to complete the on-line application, computers with Internet access are available at Public Libraries, or at any of the following Denver Workforce Locations:

- Denver Workforce Center at DIA
  8500 Pena Blvd.
  (Located in DIA’s main terminal)
  Hours: T,W,TH 8:30 am - 5pm
  (303) 342-2590

- Denver Workforce Center at Westside
  1200 Federal Blvd.
  (Federal & 12th, in the Dept. of Human Services’ Richard T. Castro Bldg.)
  Hours: 7:30am to noon; 1:15pm - 4:30 pm
  (720) 944-1615

- Denver Workforce Center at Montbello
  4685 Peoria St., Suite 251
  Hours: 8am to noon; 1:15 - 5:00 pm
  (720) 865-4800

WRITTEN TEST DATE & LOCATION: The written test will be administered on Friday, May 13, 2016, at the Webb Municipal Office Building, 1st floor, (Conference Room 1.B.6 in the Office of the Denver Clerk and Recorder), 201 W. Colfax Avenue, Denver, Colorado, 80202.

PARKING: Parking at a meter is not recommended due to the length of the test. Once the test has begun, applicants will not be permitted to leave the test area. There are several pay parking lots in the area.

TEST TIME: The written test WILL begin promptly at 9:00 a.m. on Friday, May 13, 2016. Registration will begin at 8:45 a.m. and will close at 9:00 a.m. LATE ARRIVALS WILL NOT BE ADMITTED!
PICTURE IDENTIFICATION REQUIRED TO TEST: A driver’s license or government-issued picture identification is required to gain admittance into all Civil Service tests/appointments.

LENGTH OF TEST: Applicants should plan on spending 3 hours to complete the test process.

NO-SHOW POLICY FOR WRITTEN TEST APPOINTMENT: Applicants who do not show for their scheduled written test appointment and who do not cancel their written test appointment in advance of their scheduled testing date and time will be prohibited from any future Firefighter/Police testing.

VACATIONS AND/OR EXTENDED ABSENCES: Upon successful completion of the written test, applicants must notify the Commission in writing of any vacation or extended absence of more than seven (7) days in duration to ensure proper notifications can be made.

EXAMINATION AND SCREENING PHASES

PHASE I – COMPUTERIZED APPLICATION AND BACKGROUND IFORMS

An application must be completed online at www.denvergov.org/civilservice through our iCIMS applicant tracking system. In addition, online background IFORMS must be completed, and documentation must be uploaded/submitted as noted. In order to test, applicants must meet the minimum qualifications noted in this booklet.

PHASE II – WRITTEN TEST

FOR THOSE APPLICANTS WHO HAVE SUBMITTED AN ONLINE APPLICATION, COMPLETED BACKGROUND IFORMS, UPLOADED REQUIRED DOCUMENTATION, AND WHO ARE DEEMED ELIGIBLE, REGISTRATION TO TAKE THE WRITTEN TEST WILL OPEN AT 8:45 A.M. AND CLOSE AT 9:00 A.M. ON FRIDAY, MAY 13, 2016.


LATE ARRIVALS SHALL NOT BE ADMITTED TO THE WRITTEN TEST. Please refer to the map on page 27 of the booklet for location of the Civil Service Commission Office. The test will last approximately three (3) hours.

You will be REQUIRED to present a driver’s license or other valid government-issued picture identification to gain admittance to the written test. IF YOU FAIL TO PROVIDE A DRIVER’S LICENSE OR OTHER VALID PICTURE IDENTIFICATION AT THE TIME OF REGISTRATION, YOU WILL BE DENIED ENTRY TO THE WRITTEN TEST.
The Civil Service Commission shall set the passing score for the written test after all answer sheets have been scored, but before any applicant’s score is known by any Commissioner. The written test is worth a maximum of 60 points.

**FAILING THE WRITTEN TEST:** Applicants who fail the Written Test will be required to wait until the next Fire Systems Technical Specialist (Electrician) application period to re-apply, unless otherwise provided by Commission Rule.

**CONFIDENTIALITY AGREEMENT:** The contents of the Civil Service Commission tests are considered highly confidential and may not be divulged in any manner to anyone. Applicants who test are required to maintain the integrity of the tests and will be required to sign a confidentiality agreement at the time of the written test. Additionally, applicants who are processed will be subject to questions during the polygraph regarding maintenance of the confidentiality agreement.

**PHASE III – STRUCTURED ORAL TEST:**

<table>
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<tr>
<th>40 Maximum Points</th>
<th>Information and Review</th>
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An Oral Test will be administered to applicants who receive a passing score on the Written Test. The Oral Test is anticipated to be administered on **Tuesday, May 31, 2016 and Wednesday, June 1, 2016**. Applicants who pass the Written Test will be notified of the specific date, time, and location of their Oral Test.

**RANKING – FINAL EXAMINATION SCORE – EXAMINATION LIST:** Applicants who pass the Written Test and who successfully complete the Oral Test will be ranked based on their sum of the converted Written Test score and the converted Oral Test score, plus any Military Veteran Preference Points, as applicable. The Final Examination Score (converted test scores plus Military Preference Points) is the score used to rank applicants on an examination list for selection for additional testing and screening. Ties shall be broken randomly.

**BEHAVIORAL QUESTIONNAIRE:** Applicants will be required to complete a detailed questionnaire regarding their past behavior to include but not limited to: illegal drug use, driving record, criminal behavior, arrests, job performance, and employment separations.

This information will be used to guide the background investigation process and to assist the individuals conducting the suitability interview and the polygraph examination. The information must be complete and honest. Omissions or falsification of information will not be tolerated, and may be grounds for disqualification.

**PREFERENCE POINTS**

**MILITARY VETERAN PREFERENCE POINTS:** Military Veteran Preference points shall be awarded in accordance with Article 12, Section 15 of the Constitution of the State of Colorado. A total of either five (5) or ten (10) Veteran Preference points (no more than a total of ten points) shall be added to the converted Written Test Score and converted Oral Test Score of any applicant who qualifies. Further details regarding the awarding of Veteran Preference points are provided on pages 21-22.
THE FOLLOWING PHASES ARE REQUIRED ONLY IF APPLICANTS ARE SELECTED FOR FURTHER SCREENING/PROCESSING:

PHASE IV – WRITTEN SUITABILITY ASSESSMENT     For Commission Review

This phase consists of a battery of non-medical written tests specifically designed to assess behavior and character traits to determine if an individual is suitable for employment as a Fire Systems Technical Specialist (Electrician) for the Denver Fire Department. The written suitability tests are not pass/fail however, a Commission designated psychologist utilizes the assessment as one tool in their review to determine if an applicant is rated as “suitable” or “unsuitable” to continue in the screening process.

PHASE V – POLYGRAPH     For Commission Review

All applicants shall take a polygraph examination. The polygraph is used in review of an applicant’s qualifications and suitability.

“No Show” Policy for Polygraph Appointment: Applicants unable to attend their scheduled appointment are required to cancel their appointment by contacting the Commission and the provider at least 24 hours in advance. Applicants who are a “no-call/no-show” for their appointment will be assessed a fee of up to $200.00. The applicant will also be prohibited from further processing and/or re-applying until this assessed fee is paid.

PHASE VI - SUITABILITY ASSESSMENT INTERVIEW     Suitable/Unsuitable

Applicants will be interviewed by a licensed psychologist retained by the Commission. The application documents and Background History Form, along with the results of the Written Suitability Assessment, the Polygraph, and the Suitability interview, are all used by the psychologist to assign a rating to each applicant. Applicants must have an acceptable rating to continue in the examination process. The psychologist’s review of the written suitability tests, and his/her interview of the applicant, are both non-medical in nature and are used in an assessment of an applicant’s behavior and character traits to determine if an individual is at significant risk for employment problems as a Fire Systems Technical Specialist (Electrician).

“No Show” Policy for Suitability Interview: Applicants unable to attend their scheduled appointment are required to cancel their appointment by contacting the Commission and the provider at least 24 hours in advance. Applicants who are a “no-call/no-show” for their appointment will be assessed a fee of up to $200.00. The applicant will also be prohibited from further processing and/or re-applying until this assessed fee is paid.

PHASE VII - PRELIMINARY FILE REVIEW     Pass/Fail

At various times during the examination and screening process an applicant’s file will be reviewed by the Executive Director and/or designated Commission staff to determine qualifications and suitability for hire. An applicant will be subject to immediate disqualification at any time for failure to meet the minimum qualifications and standards established by the Commission. In addition, any falsification, omission of information, or material misrepresentation of fact by an applicant may also be grounds for disqualification. Applicant files may also be reviewed by the Commissioners for suitability.
PHASE VIII - BACKGROUND INVESTIGATION

Applicants shall be investigated as to character, conduct, driving record, employment, criminal history, and references. The background investigator will also use the results of the polygraph exam and the suitability assessment when conducting the background investigation. The results of the background investigation will be reviewed by the Civil Service Commission and are considered confidential.

PHASE IX – COMMISSION BACKGROUND REVIEW

The results of the background investigation, polygraph and suitability assessment, along with information contained in the applicant’s file related to qualifications and suitability will be reviewed, by the Commissioners. An applicant must meet the minimum standards related to qualification and suitability to the satisfaction of a majority of the Commission, to be approved for placement on the eligible register.

THE ORDER OF TEST PHASES: The Commission reserves the right to change the order of test phases as required. Applicants who fail to show for further testing when notified in writing may be disqualified. Failing any portion of the examination shall disqualify the applicant from any further participation in the examination process until the next registration period for testing unless otherwise allowed by Commission rule.

APPLICANT RESPONSIBILITY FOR ADDITIONAL TEST PHASES

If an applicant anticipates the need to miss any scheduled test or appointment, an alternate schedule must be requested in writing from the Civil Service Commission. All requests will be evaluated on a case-by-case basis. Rescheduling will occur only if an available time slot exists. If no alternate time exists, and the applicant cannot attend the originally scheduled time, the applicant will be disqualified from further testing.

Applicants who fail to show for further phases when notified in writing may be assessed a fee, stricken from the examination list and disqualified from further phases. Failure to appear on time for any part of the examination as set forth herein or for any other scheduled appointment may also result in a fee being assessed and potential disqualification from further testing.

ELIGIBLE REGISTER

An Eligible Register for original appointment shall be established and maintained to accommodate anticipated personnel needs of the Department of Safety. An eligible register shall contain a rank order listing of the names of approved applicants from the corresponding examination list. Applicants who pass all above mentioned Commission test phases may be placed on an eligible register for original appointment for possible certification to the Executive Director of Safety, if their final examination score so warrants.

CERTIFICATION

When a requisition to hire for a Fire Systems Technical Specialist (Electrician) has been received from the Executive Director of Safety, the Commission shall certify to the Manager of Safety a list of names equal to the number to be appointed plus as many names from the respective Eligible Register in rank order as the Commission deems necessary. From the certification list received,
the Executive Director of Safety shall select those applicants, in consideration of an appointment, who are to receive a conditional offer of employment.

**FIRE DEPARTMENT PANEL INTERVIEW**

Applicants who have been certified for consideration for original appointment as a Fire Systems Technical Specialist (Electrician) may be subject to an interview by a panel of members from the Denver Fire Department.

**CONDITIONAL OFFER OF EMPLOYMENT**

The Executive Director of Safety retains the authority to extend a conditional offer of employment or to rescind a conditional offer based on the provisions of the City and County of Denver Charter, the Denver Civil Service Commission Rules, and other relevant legal authority (including the Americans with Disabilities Act).

A **conditional offer of employment may be revoked** if an applicant is unable to perform the essential functions of the job (with or without reasonable accommodation); poses a direct threat to the health and safety of themselves or others; is unable to comply with the post-conditional offer appointment schedule; or is unable to begin work with the Denver Fire Department when scheduled. The conditional offer may also be revoked should an applicant have his/her name removed from the Eligible Register, or be determined that he/she does not meet the qualifications for original appointment.

Applicants receiving a conditional offer of employment from the Executive Director of Safety are subject to the following:

**MEDICAL EVALUATION:** Applicants shall be required to successfully undergo a medical evaluation at the City’s expense. The medical evaluation includes, but is not limited to, a medical examination, a psychological test, a post-job offer questionnaire, a psychological evaluation, and a drug screen. In order to be hired, each applicant must be able to perform the essential functions of the job (with or without reasonable accommodation, as appropriate). Further, the applicant shall not pose a direct threat to the health and safety of themselves or others, as determined by a medical evaluation conducted by the approved medical examiner and psychologist, consistent with the Americans with Disabilities Act. Applicants shall be provided individual consideration in the assessment of any disability-related physical or mental limitations and the ability to provide reasonable accommodation for those limitations.

**DRUG SCREEN:** As part of the drug screen, drug use will be evaluated first against the Minimum Qualifications, and as appropriate on a case-by-case basis, and may be grounds for disqualification. If the drug screen (hair follicle analysis) shows the use of a controlled substance, that fact may be cause for disqualification. Where use of a prescription drug is detected, applicants may be required to offer proof that the drug has been prescribed by a physician for the applicant. If the applicant is unable to provide such proof, employment may be denied. Employment may also be denied where future or continued use of a prescribed drug poses a threat to safety or would impair job performance. The question of future or continued use of a prescribed drug shall be referred to the medical examiner for an evaluation and recommendation under the Civil Service rules and other applicable legal authority.
FINAL JOB OFFER

Contingent on the number of available positions, final job offers will be made to certified applicants who have successfully completed all conditional offer testing/screening and who are able to perform the essential functions of the job (with or without reasonable accommodation) and who don’t otherwise pose a direct threat to the health and safety of themselves or others.

MILITARY SERVICE and VETERAN PREFERENCE POINTS

Every applicant for original appointment who is a Veteran, regardless of eligibility for Veteran preference points, is required to submit a copy of his/her DD214 (Member-4 or Service-2 copy), as part of the background investigation, for verification of the nature and character of military service.

To be considered for an award of Veteran preference points, please provide the copy of your DD-214 (Member-4 or Service-2 copy) to the Commission at the time of the Written Test. If you are unable to provide proof at that time, the Commission will add Veteran preference points to an eligible applicant’s Converted Written Test Score and Converted Oral Test Score upon receipt of proof of eligibility. Preference points shall be awarded only when proof is provided. An applicant currently serving on active duty is not a Veteran, unless he/she has previously separated from the Armed Forces of the United States.

As provided by the Constitution of the State of Colorado, Article 12, Section 15, Veteran preference points shall be awarded to each applicant who has served, other than for training purposes, in any branch of the Armed Forces of the United States, who is separated under honorable conditions, and who has met the requirements of service or disability. Veteran preference points shall also be awarded to a surviving spouse of any such Veteran. [See below for more specific information on preference points.]

A total of either five (5) or ten (10) Veteran preference points (no more than a total of ten points) shall be added to the Converted Written Test Score and Converted Oral Test Score of any applicant who qualifies. A pertinent summary of those who may be eligible for Veteran preference points is provided below:

1) Five (5) preference points may be awarded to:

A. Any Veteran with an honorable or general discharge who served on active duty (other than for training purposes) in the Army, Navy, Air Force, Marine Corps, or Coast Guard during the following periods of undeclared war or armed hostilities:
   a. For more than 180 consecutive days, any part of which occurred after January 31, 1955, and before October 15, 1976;
   b. During the Gulf War period beginning August 2, 1990, and ending January 2, 1992; or
   c. For more than 180 consecutive days, any part of which occurred during the period beginning September 11, 2001, and ending on the date prescribed by Presidential proclamation or by law as the last day of Operation Iraqi Freedom.

B. Any Veteran with an honorable or general discharge who served on active duty (other than for training purposes) in the Army, Navy, Air Force, Marine Corps, or Coast Guard
in any campaign or expedition for which a **campaign or expeditionary medal has been authorized**, such as El Salvador, Lebanon, Granada, Panama, Southwest Asia, Somalia, Haiti, Afghanistan and Iraq. (See the following for examples of medals that do and do not qualify.)

**Examples of Campaign and Expeditionary Medals that Qualify for Veteran Preference:**

- Armed Forces Expeditionary Medal
- Navy Expeditionary Medal
- Marine Corps Medal for various operations
- Southwest Asia Service Medal
- Vietnam Service Medal
- Kuwait Liberation Medal
- Global War on Terrorism Expeditionary Medal
- Kosovo Campaign Medal

**Examples of Non-combat Medals that Do Not Qualify for Veteran Preference:**

- The Medal of Merit
- The Medal of Freedom
- The Antarctica Service Medal
- The National Defense Service Medal
- The Armed Forces Service Medal
- The Global War on Terrorism Service Medal
- The Armed Forces Reserve Medal

C. The **surviving spouse** of any Veteran who was or would have been entitled to Veteran preference points under paragraph 1(A) or 1(B) above or, of any person who died during such service or as a result of service connected cause while on active duty in any such branch, other than for training purposes.

For a surviving spouse to receive Veteran preference points, the surviving spouse must submit to the Commission a letter from the Veterans Administration verifying the marital relationship and documentary proof to establish that 1) the deceased Veteran would have qualified under paragraph 1(A) or 1(B) above, or 2) the deceased Veteran died either during such service or as a result of service connected cause while on active duty in any such branch, other than for training purposes.

2. **Ten (10) preference points** may be awarded to (certain disabled Veterans):

   **A.** Any Veteran with an honorable or general discharge who served on active duty (other than for training purposes) in the Army, Navy, Air Force, Marine Corps, or Coast Guard, as provided in paragraph 1(A) or 1(B) above, **AND**

   **B.** Who, because of disability incurred in the line of duty (service connected disability), is receiving monetary disability compensation or disability retirement benefits by reason of public laws administered by the Department of Defense or the Veterans Administration.

   A letter from the Veterans Administration, dated within the prior six (6) months, stating that the applicant is receiving monetary compensation or disability retirement benefits because of a 10% or greater disability incurred in the line of duty shall constitute proof of a service-connected disability.
ESSENTIAL FUNCTIONS OF A
FIRE SYSTEMS TECHNICAL SPECIALIST
(ELECTRICIAN)

Install, maintain and repair siren activation equipment (systems for Emergency Warning Sirens).

Assist in installing, maintaining and repairing two-way radio system components (including portable radios, mobile radios, headsets, etc.)

Install, maintain and repair tower/antenna communications equipment.

Assist in installing, maintaining and repairing base station transmit/receive (two-way radio) equipment at various locations.

Install and test “battery banks” (back-up power sources).

Assist combined communications center personnel with installation, maintenance and repair of complex computer systems at Combined Communications Center (includes tasks such as running cables, assisting with installation, etc.).

Design, fabricate or modify various parts as necessary.

Utilize electronic test equipment.

Maintain security of all equipment, tools, etc. by ensuring that they are returned to their rightful place, accounted for and locked up daily.

Remain aware of and constantly utilize effective safety techniques in course of work.

Periodically test back-up generators and emergency power systems.

**Essential Physical Functions**

Standing: remaining on one’s feet in an upright position.

Lifting: raising or lowering an object from one level to another weighing more than 50 pounds.

Carrying: transporting an object, usually by hand, arm or shoulder.

Climbing: ascending or descending objects usually with hands/feet.

Reaching: extending the hand(s) and arm(s) in any direction.

Handling: seizing, holding, grasping or otherwise working with hand(s).

Fingering: picking, pinching or otherwise working with fingers.

Talking: expressing or exchanging ideas by means of spoken words.
Hearing: perceiving the nature of sounds by the ear.

Repetitive motions: making frequent movements with a part of the body.

Eye/hand/foot coordination: performing work through using two or more.

**Essential Knowledge, Skills and Abilities**

Knowledge of analog and digital electronic circuits through microwave frequencies.

Knowledge of vehicle electrical systems for installation and repair of radios.

Knowledge of test equipment and schematics for alignment, installation and repair.

Knowledge of various types of test equipment.

Knowledge of test equipment design and installation techniques.

Knowledge of power supplies.

Knowledge of basic computer keyboard layout.

Knowledge of importance of working in a neat and clean environment.

Knowledge of importance of keeping track of tools and equipment and returning them to their proper place.

Knowledge of safety hazards and proper techniques required when working on electrical and electronic equipment.

Knowledge of electronic materials and equipment sufficient to be able to install and repair electrical parts.

Knowledge of proper maintenance techniques for equipment sufficient to be able to implement and perform preventive maintenance on equipment.

Knowledge of grammar, spelling and punctuation sufficient to be able to communicate and present factual information relative to the work assignment.

Skill in troubleshooting and electronic installation.

Skill in the use of hand tools and soldering techniques

Skill in analyzing problems and making proper repairs.

Skill in the safe use of electronic equipment.

Skill in implementing safety rules on a day-to-day basis.

Skill in maintaining and repairing electronic and mechanical equipment.
Skill in using technical and electronic diagnostic equipment.

Skill in interpreting, adapting and applying appropriate written guidelines, precedents and standardized practices to a variety of unprecedented and problematic situations.

Skill in using the principles and practices of effective and persuasive communication to elicit and/or present explanatory or interpretive information.

Skill in the use of computers for data entry and retrieval.

Skill in researching and compiling information common to the field.

Skill in organizing and maintaining departmental records and reports.

Ability to perform neat and accurate workmanship.

Ability to read schematics and manuals.

Ability to climb towers to install, repair and maintain antennas and cables if necessary.

Ability to work as a member of a team.

Ability to work independently.

Ability to design circuits.

Ability to use test equipment for alignment and repairs.

Ability to type at a functional level.

Ability to learn basic operation of personal computer.

Ability to keep accurate records of work performed and time spent on each job.

Ability to clean work area when necessary.

Ability to keep equipment locked up when unattended.

Ability to maintain parts inventory by requesting replacement items when supplies have diminished.

Ability to work in a safe manner.

Ability to recognize unsafe conditions and take proper steps to correct dangerous situations.

Ability to follow written instructions.

Ability to follow oral instructions.

Ability to diagnose defects and repair electrical and electronic equipment.
DENVER CIVIL SERVICE COMMISSION
WEBB MUNICIPAL BLDG. – 2ND FLOOR
201 W. COLFAX AVE, DEPT 1208
DENVER, CO  80202-5332

PHONE: 720-913-3371
FAX: 720-913-3373

www.denvergov.org/civilservice

SECURITY SCREENING
All visitors to the Webb Municipal Building are subject to security screening.

BUS AND LIGHT RAIL SERVICE
Easy access by Bus and Light Rail service is available. (2 Blocks from Civic Center)
For information on routes and schedules contact RTD.

- RTD’s local Denver number: 303-299-6000.
- Outside the 303 area code call RTD toll free at 1-800-366-7433.
- Contact RTD on the web at: http://www.RTD-Denver.com

PUBLIC PARKING
No free parking is available!

On-street metered parking is not an option for those who are testing, due to the length of the test. Applicants are not permitted to leave the testing area once the test begins.

Parking is available in a variety of public lots and garages in the downtown area. Parking fees range from $5.00 to $20.00 for long-term parking.
Civil Service Commission
Webb Bldg. – 2nd Floor
201 W. Colfax Ave, Dept 1208
Denver, CO 80202-5332

Phone: 720-913-3371
Fax: 720-913-3373

www.denvergov.org/civilservice

Webb Municipal Office Bldg.
Bordered by:
W. Colfax Ave. on the South
Court Pl. on the North
14th St. on the West
15th St. on the East

Public Entrances:
On Court Pl., one block West of the 16th St. Mall, at 15th St.
On W. Colfax Ave., at the intersection of 14th St., and Bannock St.

Directions from I-25
Use the Speer Blvd exit 212-A
Go south east toward downtown, 1.5 miles to Colfax Ave.
Turn left (East) onto Colfax Ave.

Or
Use the Colfax Ave. exit 210-A
Go East on Colfax toward downtown.

Directions from Airport
Take Pena Blvd. to I-70 West bound.
At junction with I-25, take I-25 South and then follow directions from I-25. (See above.)

See Prior Page for information on Bus and Light Rail Service, and Public Parking.