

<p>POSTING PURPOSES ONLY Do not remove until November 7, 2014</p>
--

**CIVIL SERVICE COMMISSION
ANNOUNCEMENT OF EXAMINATION
ASSISTANT CHIEF
DENVER FIRE DEPARTMENT**

June 16, 2014

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 promotional appointment to the rank of Assistant Chief for the Denver Fire Department. All dates, times, and locations contained within this announcement are subject to change. Any change in the dates, times, or locations contained within this announcement will be communicated in writing to all registered candidates.

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 The provisions of this Examination Announcement may be modified, rescinded, or revised, in writing, by only the Civil Service Commission, which reserves the right to unilaterally modify, rescind or revise the provisions of this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

Beginning Salary (January 1, 2014) \$116,156.00 annually

Abbreviated Examination Schedule	
Registration	June 16, 2014 – July 18, 2014
Orientation Sessions	September 23, 2014 (1:00 p.m.) & September 24, 2014 (9:00 a.m.)
Assessment Center	October 21-23, 2014

REASONABLE ACCOMMODATION PER THE AMERICANS WITH DISABILITIES ACT: Please see page 5.

REASONABLE ACCOMMODATION OF MILITARY LEAVE: Please see page 5.

JOB DESCRIPTION: A written job description for the rank of Assistant Chief is available at the Civil Service Commission and at the Human Resources Bureau of the Denver Fire Department. Copies of the job description will be available for download at the time of registration.

ELIGIBILITY: To be eligible for the Assistant Chief’s examination, candidates must have been duly appointed to the rank of Captain, Denver Fire Department; must have held the rank of Captain for a continuous period of time of not less than twelve months prior to the first date of the administration of the Assessment Center (October 21, 2014); shall have completed the Officer’s Development Program 103 by August 15, 2014; and must currently be a member of the classified service.

REGISTRATION: Registration for the Assistant Chief examination begins at 7:00 a.m. on Monday, June 16, 2014, and ends at 5:00 p.m. on Friday, July 18, 2014. Registration for this examination will not be allowed after Friday, July 18, 2014, at 5:00 p.m. Eligible candidates must register online through the use of a computer on the City network. To register, go to denvergov.org/civilservice and select the “Promotional Fire” link on the left side. There will be a link located under the 2014 Assistant Chief Examination Schedule to the registration page. Candidates may also register online at the Webb Municipal Office Building, 201 West Colfax Avenue, Civil Service Commission Office, 7th floor, in Denver. Office hours are 7:00 a.m. to 5:00 p.m., Monday – Friday, not including holidays. Phone 720-913-3371.

Computerized Data Verification, Confidentiality and Registration Form: To register for the examination, each candidate shall review, enter necessary corrections, and approve their computerized Data Verification, Confidentiality and Registration Form. The form lists name, address, and other data as it appears in the Commission’s database. In approving the form, the candidate verifies that the points to be awarded for seniority are final. Each candidate must identify and list any relatives who may also be sitting for the examination. Further, each candidate shall review and acknowledge the requirements for confidentiality. Candidates who fail to complete and approve their computerized Data Verification, Confidentiality and Registration Form by the registration deadline shall not be allowed to participate in the examination.

Every candidate is responsible for promptly notifying the Commission office, in writing, of any change of address. Failure to do so may result in disqualification.

MILITARY LEAVE ACCOMMODATION: The noted deadlines for registration and completion of registration related documentation are subject to modification on an individual basis, based on an eligible candidate’s Military Leave status, as may be required to ensure compliance with the Uniformed Services Employment and Re-employment Rights Act of 1994. (See page 5.)

PREPARATION OF EXAMINATION: Pursuant to its rules, the Commission contracted with the firm of Booth Research Group, Inc. to assist in the development and administration of this examination. This firm has an extensive professional background in test development and has developed and administered numerous examinations for other fire departments nationwide, including the rank of Assistant Chief. Booth Research Group, Inc. will be working in consultation with the Commission Staff and Department Subject Matter Experts.

ORIENTATION SESSIONS: Two Orientation sessions have been tentatively scheduled for **Tuesday, September 23, 2014, from 1:00 p.m. to 3:00 p.m., and on Wednesday, September 24, 2014, from 9:00 a.m. to 11:00 a.m., at the Wellington E. Webb Building, 201 W. Colfax (Conference Room 4.F.6), in Denver.**

All registered candidates for this examination are strongly encouraged to attend at least one of the orientation sessions, and may attend both if they elect to do so. The content of both sessions will be similar. Attendance is not mandatory. Only registered candidates will be admitted, and those attending an Orientation session may be asked to present identification before being admitted.

The agenda for both Orientation sessions is identical, however, based on specific candidate questions, some content may vary. The Orientations will provide additional information not included in this Announcement. The Orientations will cover general information about the Assessment Center. A video of the Orientation Sessions will also be made available for review by candidates on a limited and scheduled basis.

EXAMINATION COMPONENTS: The total examination score shall consist of the following components:

COMPONENT	MAXIMUM POINT VALUES
Assessment Center	95.0 points maximum
Seniority	5.0 points maximum
TOTAL	100 points maximum

The maximum possible total examination score is 100 points. Of that, a maximum of ninety-five (95) points may be earned for the assessment center and a maximum of five (5) points may be awarded for seniority. The allocation of points is explained further in the following paragraphs.

ASSESSMENT CENTER: The assessment center will be administered to all candidates who follow all examination regulations and instructions. The assessment center is tentatively scheduled to be administered during the week of October 20, 2014, in the Webb Municipal Building, 201 West Colfax Avenue, in Denver.

On or around Monday, September 8, 2014, a random drawing will be held at the Civil Service Commission to determine the date and time each candidate will participate in the assessment center. A non-participating representative of Local 858 and a non-participating representative of the Denver Fire Department Administration will be asked to witness the drawing. Candidates are also invited to witness the drawing, if they desire. Any candidates related by blood, marriage or adoptions, who are participating in the Assessment Center, will be scheduled for the same Assessment Center session(s).

Assessment center exercises are designed to provide opportunities to evaluate candidates in areas of performance that are not easily assessed in multiple-choice written examinations. The assessment center will consist of job-related exercises designed to measure factors and dimensions from among those determined as a result of the job analysis to be essential or important to the successful performance of the duties and responsibilities of an Assistant Chief. A maximum of ninety-five (95) points of a candidate's total score shall be based on the candidate's score for the assessment center.

General information about the types of exercises and the dimensions to be rated by the assessors will be provided at the Orientation Sessions. All oral Assessment Center exercises for each candidate will be completed in one day. A panel of external assessors holding the rank

equivalent to Assistant Chief or higher will evaluate and assign scores to each candidate's performance in a particular exercise.

Candidates may wear either their uniform or business attire to the Assessment Center. If a candidate elects to wear his/her uniform, all pins, medals, and other insignia, except the rank, badge and service stripes/cross, must be removed. No cell phones or any other electronic devices (other than a stopwatch or watch) are allowed in any of the exercises during any portion of your assessment. Candidates will not be permitted to bring any items into the Assessment Center including previously prepared material. All necessary materials and supplies, such as paper, pens, reference materials, etc. will be provided.

All oral Assessment Center exercises will be video recorded. The assessors will not see the video. The videos will be made for the Commission's records, and to allow a candidate the opportunity to review his/her performance after receiving the feedback report.

Approximately six to eight weeks after the assessment center, the Commission will mail a feedback report to each candidate, evaluating the strengths and weaknesses of his/her performance in the Assessment Center. The feedback report is formulated by comments from the assessors, prepared by the Commission, and provided solely for the use of the candidate in identifying and evaluating opportunities for personal development. The report will not be considered nor used to formulate a candidate's official Assessment Center score, but instead is solely provided as a learning tool for the candidate.

SENIORITY: Each candidate who successfully completes all components of the examination shall receive .1000 of one (1) point for each full month of continuous service beyond one year in rank as Captain in the Denver Fire Department until a maximum of five (5) points for seniority has been reached. Length of service shall be reduced for unpaid leaves of absence (not including family medical leave or military leave) and suspensions without pay, in aggregate greater than 30 days. Seniority shall be computed through September 30, 2014, or up to the last day of the month preceding the month in which the assessment center is administered. Credit for Seniority shall be computed consistent with Commission Rule 6 § 6.

TOTAL SCORE/ELIGIBLE REGISTER: The total examination score shall be the sum of the points earned from the assessment center and seniority. The Eligible Register shall contain in rank order, according to total score, only the names of candidates who have successfully completed all examination components. **The Civil Service Commission will approve the eligible register on or about November 7, 2014.** Once approved and notification to the Fire Chief has occurred, copies of the Eligible Register will be available at the Commission office, will be distributed to various locations throughout the Department, and posted on the Commission's website.

The scoring procedures will be explained in further detail in the final notification letters that will be sent to all candidates. Each letter will contain the candidate's raw score on each component, as well as a description of the calculations used to obtain the candidate's total score. Ties shall be broken pursuant to Civil Service Commission Rule 7 § 4(B).

DATES AND LOGISTICS: All registered candidates for this examination will receive a confirmation notice by mail following the close of the registration period and the random drawing of the assessment center dates and times. This letter will confirm the exact date, time, and location of the assessment center. **Registered candidates who do not receive a confirmation**

letter from the Commission prior to any examination phase are responsible for notifying the Commission and confirming the logistical details.

REASONABLE ACCOMMODATION: A candidate must request and describe, in writing, any reasonable accommodation(s) (per the Americans with Disabilities Act) he/she will need in order to participate in any component of the examination process noted herein, by the registration deadline of July 18, 2014, at 5:00 p.m. A medical statement documenting the candidate's medical restrictions that support the requested reasonable accommodation for the examination process must also be submitted by the registration deadline. 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.

REASONABLE ACCOMMODATION OF MILITARY LEAVE: Examination procedures and/or regulations have been instituted to ensure compliance with the non-discrimination provisions of the Uniformed Services Employment and Re-employment Rights Act of 1994. Opportunity for late registration and for delayed participation in this promotional examination process will be provided on an individual basis for those who are eligible to register and participate in the general administration of the examination components as noted herein, but who are unable to do so based on Military Leave status. Additional examination procedures and/or regulations have been implemented to maintain the confidentiality and integrity of the examination process throughout any extended period of examination administration.

Any candidate who is absent from duty and unable to register due to Military Leave must register for the examination no later than 30 calendar days following the date of their return. Any requests for other specific accommodations are to be made in writing. Candidates can obtain further information about seeking and receiving reasonable accommodation based on Military Leave status by contacting Jeff Wilson, as provided below.

IMPARTIAL AND COMPETITIVE PROCESS: As provided by City Charter §9.3.1 and §9.3.11(f) and Civil Service Commission Rule 6 § 3(A), the components of all examinations shall be impartial and competitive. The Civil Service Commission is committed to a fair, impartial and competitive process. The Commission shall not be influenced by factors that would compromise the principles of a merit based promotional process that the Commission is entrusted within this or any test administration.

PROTEST OR CHALLENGE: Any protest or challenge to the content of this official announcement and the examination plan as set forth herein must be presented by a candidate, in writing, to the Executive Director of the Civil Service Commission. It must be received at the office of the Commission, 201 W. Colfax Ave., Dept. 1208., Denver, Colorado, 80202 no later than 5:00 p.m. on July 18, 2014.

If you have any questions regarding this examination, please contact Jeff Wilson, Senior Human Resources Professional at 720-913-3380 or by email at jeff.wilson@denvergov.org.

CIVIL SERVICE COMMISSION

A handwritten signature in black ink, reading "Earl E. Peterson". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Earl E. Peterson
Executive Director