

**CIVIL SERVICE COMMISSION
CITY AND COUNTY OF DENVER**

2014 ANNUAL REPORT





Civil Service Commission
Police and Fire Classified Service
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Autumn 2015

Dear Friends and Colleagues:

As we review calendar year 2014, the Commission has endeavored to foster and maintain a merit system for Classified Members of the Police and Fire Departments and for individuals seeking employment in the Classified Service that exemplifies greater opportunity, fairness and transparency.

In 2014, the Commission administered five promotional examinations for the positions of Fire Engineer, Fire Captain, Assistant Fire Chief and Assistant Superintendent of Fire Alarm and Police Lieutenant. The Commission also processed sufficient Police applicants for two Police academies placed in June and December, 2014. The Commission also processed sufficient Fire applicants to fulfill one Fire academy in September, 2014.

Also, in 2014, following a public hearing, the Commission amended Commission Rule 3, which provides for the *Qualifications for Application and Original Appointment* to the Denver Police Department and Denver Fire Department. Rule language was changed to clarify definitions of traffic-related and criminal offenses under federal, state and local laws, within specified time periods and under certain circumstances.

We have worked in full partnership with the Department of Public Safety, Police and Fire Administration, Public Safety Recruitment and members of the Classified Service. We thank you all for your valuable input and support this past year.

Sincerely,

Earl E. Peterson
Executive Director



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EXECUTIVE SUMMARY

The City Charter established the Denver Civil Service Commission in 1904. The Commission is one of the oldest merit systems in the nation and is modeled after the Pendleton Act of 1883, which created the U.S. Civil Service Commission now known as the U. S. Office of Personnel Management.

The Commission is governed by a board of Commissioners. City Charter § 9.3.2 states the Commission shall consist of five (5) members; two members are to be appointed by the Mayor, two members are to be appointed by City Council and one member shall be nominated by the Mayor and appointed by Council ordinance or resolution. Each Commissioner shall be appointed for a term of two (2) years, except when appointed to complete an unexpired term, and may be reappointed. In making appointments to the Commission, the Mayor and City Council shall consider the diversity of the citizens of the City and County of Denver.

The duties, powers and responsibilities of the Commission include establishing, fostering and maintaining a merit personnel system for the Classified Service of the Denver Police and Fire Departments. Through this merit process, a listing of eligible applicants/candidates determined to be the best qualified, is provided to the Manager of Safety for selection and appointment to the Classified Service.

By Charter and Rule, the Commission has a duty to maintain a merit system that provides for equality, diversity and integrity in the examination process. The Commission evaluates components used in the examination process on a regular basis and determines how these components should be graded and weighted in order to identify the best-qualified applicants and candidates for placement on eligible registers. The Commission's ongoing review of test material, selection methods and policies and procedures ensures an effective, efficient and fair process for entry-level and promotional testing. The Commission is committed to testing and selection processes that are fair, content valid, reliable and job related. The Commission adheres to all applicable Federal, State and local laws and adheres to the Uniform Guidelines on Employee Selection Procedures as established by the Equal Employment Opportunity Commission (EEOC).

The Commission is also committed to Equal Employment Opportunity and non-discrimination. The Commission's consideration and examination of all applicants for employment with the Commission and all applicants and candidates for appointment and promotion in the Classified Service, shall be made without regard to race, color, religion or creed, sex, sexual orientation, age, national origin or ancestry, political affiliation, or disability for individual's otherwise qualified to perform the essential functions of the position with or without reasonable accommodation.

CIVIL SERVICE COMMISSIONERS

Cecilia E. Mascarenas, President

As a Mayoral appointee, Cecilia Mascarenas was first appointed to the Commission in February 2002. Commissioner Mascarenas holds a Bachelor of Arts degree in Sociology from Goshen College in Indiana and an Associate of Arts Degree in Elementary Education from Hesston College in Kansas. She enjoyed a 30-year career as a Probation Officer and Probation Administrator for the Denver Juvenile Court. She is a former Governor appointee to the Colorado Board of Parole and a former Mayoral appointee to the Public Safety Review Commission. She served on the District Attorney's Victims Compensation Board and presently serves on the D.A.'s Justice Council. She serves on the Board of Directors of Friends of the Haven and the Denver Medical Center Emergency Medical Services Council.



She served as a member of the Dept. of Public Safety's Community Policing Institute, Governor's Community Corrections Council, Governor's Justice Assistance Grant Board, Mayor's Public Safety Infrastructure Taskforce Committee, and Interim Deputy Manager of the Family and Children's Division at the Denver Dept. of Human Services. She has served on community boards: Urban Peak, Partners, and Peer Assistance. Her term expired 12/31/2014.



Neal G. Berlin, Vice President

As a City Council appointee, Neal G. Berlin was first appointed to the Commission in January 2007. For over 35 years he served local governments as a city manager; including Ann Arbor, Michigan; Arvada, Colorado; Iowa City, Iowa and Hanover, New Hampshire. Major responsibilities included oversight of Police and Fire operations and personnel administration. His primary professional interests are organizational change, responsiveness to citizens, effective and prudent financial management and consensus building. Commissioner Berlin served in the U.S. Army. Commissioner Berlin received a Master of Public Administration degree from the University of Michigan and his Bachelor of Arts degree in Political Science from Illinois Wesleyan University.

He has undertaken additional academic work at the John F. Kennedy School of Government at Harvard University, American University, the University of Colorado and the University of Denver. Commissioner Berlin works to improve the lives of persons who are challenged with developmental disabilities. He is a member of the Board of Directors and Finance and Personnel Committee of the Developmental Disabilities Resource Center in Lakewood that provides services to persons with developmental disabilities in four counties. His term expires 12/31/2017.

CIVIL SERVICE COMMISSIONERS
(CONTINUED)



**Judge Federico Alvarez, Esq.,
Commissioner**

As a joint representative appointment of the Mayor and City Council, Federico Alvarez, Esq. was appointed to the Commission in June, 2013. He is a graduate of Harvard Law School. As a practicing attorney, Commissioner Alvarez is currently involved in mediation and arbitration matters. He has extensive litigation experience and has worked in private practice and has served as a Public Defender and as an Assistant Attorney General. He has also served as a Judge in the Denver County and District Courts.

Commissioner Alvarez participates in a number of organizations including the American Arbitration Association, the Colorado Commission on Judicial Discipline, the Rhone-Brackett Inn of Court, the Del Norte Neighborhood Development Corporation, the Denver Athletic Club, and the Greater Park Hill Community, Inc. His term expires 12/31/2015.

Anna Flores, Commissioner

As a City Council appointee, Anna Flores was first appointed to the Commission in October 2003. Commissioner Flores is a life long Denver resident. She attended Fairview Elementary School, Lake Jr. High School, West High School, and Metropolitan State College with a double major in Political Science and Spanish. Former Mayor Federico Pena appointed her as the Director for the Denver Commission on Aging from 1983 to 1989. Commissioner Flores previously narrated for the Colorado Talking Library for the Blind. She is an accomplished author and has written four books. Her term expires 12/31/2015.



CIVIL SERVICE COMMISSIONERS **(CONTINUED)**



Hillary Potter Ph.D., Commissioner

As a Mayoral appointee, Dr. Hillary Potter was first appointed to the Commission in February 2009. Dr. Potter is an Associate Professor of Ethnic Studies at the University of Colorado at Boulder, where she teaches criminology courses. Her area of specialization is in race, gender, and class issues as they relate to crime and violence.

Dr. Potter, a resident of the Capitol Hill neighborhood, was born and raised in Denver. Dr. Potter holds a B.A. and a Ph.D. in sociology from the University of Colorado at Boulder and an M.A. in criminal justice from the John Jay College of Criminal Justice, City

University of New York. Dr. Potter's published work includes her books *Battle Cries: Black Women and Intimate Partner Abuse* (New York University Press, 2008) and *Racing the Storm; Racial Implications and Lessons Learned from Hurricane Katrina* (editor; Lexington Books, 2007). Her term expires 12/31/2015.

EXECUTIVE DIRECTOR



Earl E. Peterson

Earl E. Peterson has served as Executive Director since November 2000. Prior to this position he was in the private sector for over 19 years with Champion International Corporation, Nationwide Papers Division as Operations Manager, Administration Manager and Marketing Manager. Mr. Peterson is a graduate of the State University College of Arts and Science, Geneseo, NY, and holds a Bachelor of Science Degree in Management Science. Mr. Peterson is an active member of Eastern Hills Community Church. He currently serves on the architectural committee for the Prides Crossing HOA and was Vice President for seven years.

COMMISSION BUDGET

In 2014, the Commission was allocated a budget of \$1,643,300.00. The budget includes costs for a full-time staff of 9 employees, 18 on-call background investigators, and payment to contract independent hearing officers to conduct disciplinary appeal hearings. The budget also includes payment for entry-level and promotional test development and applicant processing.

The overall direct cost for the development and administration of the following five (5) promotional examinations was a total of \$111,325.00.

Fire Engineer	\$ 29,625.00
Fire Captain	\$ 24,900.00
Police Lieutenant	\$ 38,900.00
Assistant Fire Chief	\$ 17,900.00
Assistant Superintendant of Fire Alarm	\$ 0*

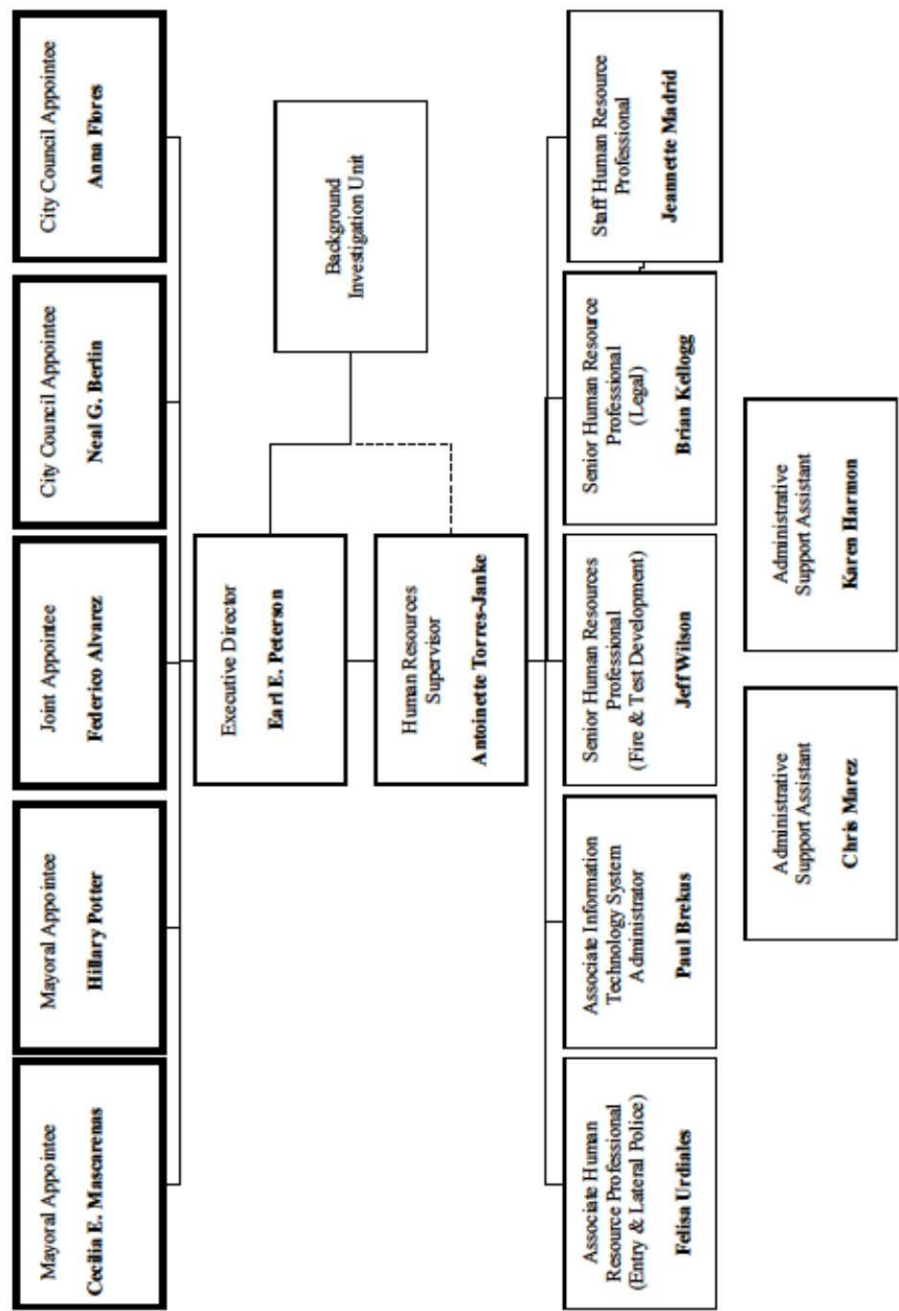
The processing of Fire and Police applicants and the processing of Denver Public Safety Cadets reflect the following line item expenditures for a total of \$539,679.00

Background Investigation Unit	
—Payroll and Social Security	\$220,481.00
Polygraph Exams	\$ 87,865.00
Suitability Exams	\$122,590.00
Pre-Employment Drug Screening	\$ 8,654.00
Psychological Examinations	\$100,089.00

The Civil Service Commission returned \$70,774.00 of the planned operating budget for 2014 back to the general fund. This saving represents 4.3% of the overall Commission budget for 2014.

*The Assistant Superintendent of Fire Alarm examination was internally developed; no consultant charges.

Civil Service Commission Organizational Chart 2/19/14



SUMMARY OF CHANGES TO COMMISSION RULE 3 **QUALIFICATIONS FOR APPLICATION AND** **ORIGINAL APPOINTMENT**

City Charter §9.4.15 and Commission Rule 3 provide for the qualifications for application and original appointment to the Denver Police Department and Denver Fire Department.

Following posting and a public hearing, Commission Rule 3 was amended December 19, 2014 to clarify minimum qualifications for application and original appointment, including: change to firefighter applicant minimum age; updated/revised definitions of traffic infractions and criminal offenses under any federal, state, or local law; detailed explanations of drugs and drug-related offenses. This summary is not intended to cover every proposed revision to Rule 3 but is a summation of the most notable or major changes and changes affecting timeliness. The complete Rule 3 with amendments and annotations is available at [Rule 3 Public Hearing Documents](#)

- ◆ **Overall:** Revised the rule to clarify minimum qualifications and automatic disqualifications.
- ◆ **Title of the head of the Department Safety.** Changed from “Manager of Safety” to “Executive Director of Safety.” This position is responsible for making any original appointment to the Classified Service (and when applicable, with approval by the Chief of the Department).
- ◆ **Automatic Disqualification.** Expanded automatic disqualification to include any failure to meet the minimum qualifications related to character and background, as provided in this Rule 3 § 6(E-K).
- ◆ **Exemption for Behavior Prior to Age 18.** Deleted the reference to any provisions for an *Exemption from Automatic Disqualification for Behavior Prior to Age 18 and Occurring at Least 60 Months Prior to Date of Application.*
- ◆ **Age.** Effective November 1, 2015, applicants for original appointment to the Fire Department must have reached twenty-one (21) years of age on or before the day of application. Prior to November 1, 2015, applicants must have reached eighteen (18) years of age on or before the date of application.
- ◆ **Driver’s License.** Applicants for original appointment must possess a valid automobile driver’s license at the time of application and up to the date of appointment, and must maintain any licensing requirements of the respective department.
- ◆ **Character and Background, Rule 3 § 6(E-K).** Expanded Section 6(E-K) regarding felony and misdemeanor offenses under federal, state and local law, under certain circumstances and within specified time periods; elaborated circumstances and time periods regarding traffic-related infractions/offenses; clarified definitions of particular drugs and drug offenses, during time periods and under circumstances specified. Included: disqualification based on any conviction of a felony offense during an individual’s lifetime; reduction of time periods for particular misdemeanor offenses

(fraud, forgery, theft, illegal use/possession of a firearm or an edged weapon) from “lifetime” disqualifiers; provisions for exemption from disqualification on a case-by-case basis.

- ◆ **Expunged Adult Criminal or Juvenile Court Records and Sealed Juvenile Court Records.** Adult criminal or juvenile court records which have been expunged by an order of the Court, and juvenile court records which have been sealed by an order of the Court, will not be considered by the Commission for the purpose of evaluating the *Character and Background* of an applicant.

DISQUALIFICATION & DISCIPLINARY APPEALS

The Appeal Process

The entire Appeal Process is outlined in City Charter §9.4.15 and Commission Rule 12 – Disqualification and Disciplinary Appeals, Hearings and Procedures. Except for the disqualification of any probationary member of the Classified Service, a member who is subject to disqualification and is being dismissed for a failure or inability to meet the qualifications necessary to perform the essential functions of the position may also file an appeal for a hearing before a Hearing Officer.

Any final decision and order of a Hearing Officer may be appealed by the member, the Manager of Safety, or by both, for a limited review by the Civil Service Commissioners. In lieu of an appeal to the Commissioners, a final decision at the Hearing Officer level may be appealed directly to Denver District Court. A final decision at the Commissioner level also may be appealed to District Court.

Hearing Officers

Hearing Officers are selected as established by City Charter §9.3.7 and Commission Rule 14. The following four individuals were selected in 2012 to serve as a Hearing Officer for the 2013-2015 contract period: Daniel C. Ferguson, Esq., Timothy L. Nemecheck, Esq., Terry Tomsick, Esq. and Hazel E. Hanley, Esq. (served from 2013-2014). There is an option also for assignment of a different Hearing Officer to serve as a Settlement Officer (mediator) in the appeal process.

2014 Disciplinary Appeals

Disciplinary and Disqualification Appeal decisions, listed by Year of appeal filing or by the Classified Member's Last Name can be found on the Commission's website at www.denvergov.org/civilservice.

ENTRY-LEVEL POLICE/FIRE TESTING 2014

The required qualifications for Original Appointment are set in Commission Rule 3 and Commission Rule 5 establishes the Examination and Screening phases. During the respective open application periods, applicants interested in testing for a Police Officer or Firefighter position first complete an application form and schedule a test date online through the Commission's web site at www.denvergov.org/civilservice. Upon an acceptable application being submitted, the Commission's testing center can accommodate up to 42 applicants per test session.

If there are no available test appointments for a particular day, an applicant can "walk-in" on any scheduled test day and will be permitted to fill any vacant testing stations on a first come first served basis providing all qualifications are met.

Police Officer Testing

The Commission tests for the position of Police Officer on an annual basis. Testing for Police Officer was conducted in the months of February, March, and April, 2014 for applicant processing in 2014. (1,793) applications were accepted; (1,124) applicants passed the written test. *See the 2014 Police Testing Summary on page 12.*

Police applicants who are currently employed as peace officers (with appropriate State certification), and who have a minimum of three years patrol experience, can be considered for lateral-entry placement. A benefit of the combined entry-level and lateral-entry academies allows lateral-entry applicants to complete the academy in 15 weeks (versus 25-28 weeks for entry-level applicants), if their previous training and experience warrants.

In 2014, two (2) Police academies were placed in June and December, from testing conducted in 2013 and 2014. A total of one hundred (100) new Police recruits were hired in 2014. *See the demographic breakdown on pages 13-14.*

Firefighter Testing

The Commission typically tests for the position of Firefighter every two (2) years, and testing was administered in 2014. (1,882) applications were accepted; (1,321) applicants passed the written test. *See the Firefighter Testing information on pages 15-16.*

One Fire academy was placed in September 2014 from Firefighters tested in 2014 and October/November 2013. Twenty (20) Firefighters were hired in 2014. *See the demographic breakdown on page 17.*

SPECIALIZED FIRE TESTING

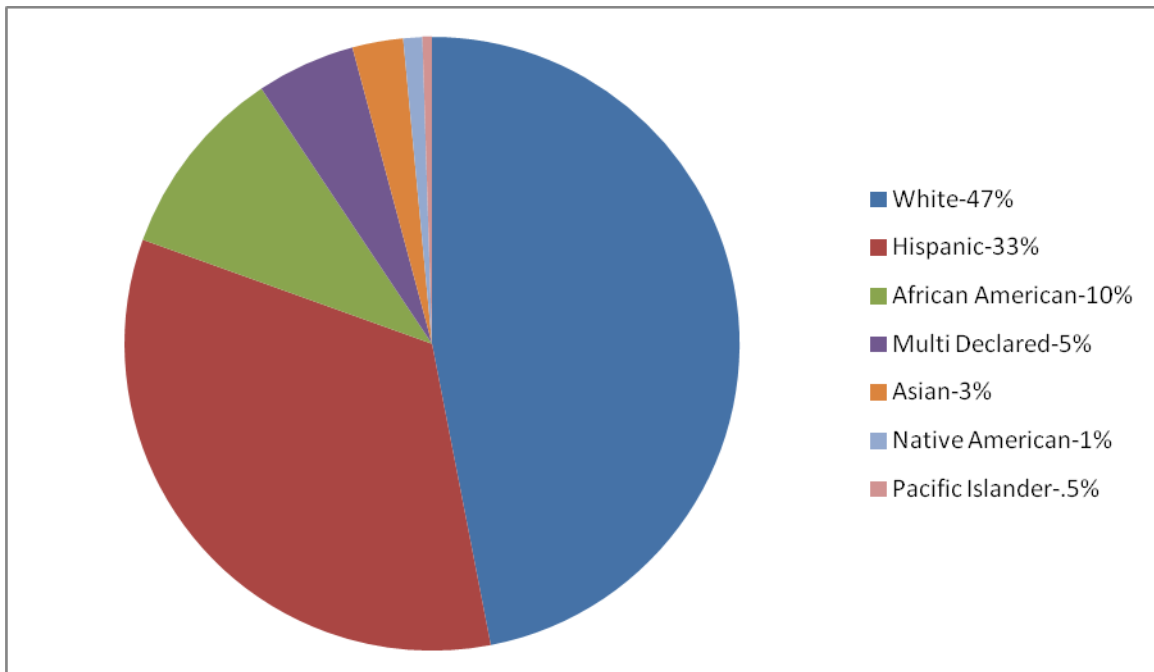
The Commission also tests for two specialized Fire entry-level positions in the Classified Service; Fire Mechanic and Fire Systems Technical Specialist (including Electricians and Electronic Technicians). Fire Mechanics perform skilled work in the maintenance and repair of automotive equipment, fire apparatus and fire suppression equipment. Fire Systems Technical Specialists (Electricians) design, install and maintain all electrical, heat, and power systems. Fire Systems Technical Specialists (Electronic Technicians) design, build, install, inspect and repair all division systems and equipment. Equipment maintained includes radio fire-box transmitters and receivers, microwave, two-way mobile radios and pagers, towers, antennas, etc. When a vacancy is anticipated in any of these specializations, the Commission will screen and test applicants as outlined in the respective Announcements of Examination and the respective Informational Booklets.

In 2014, one Fire Mechanic was hired from testing conducted in 2014.

**2014 ENTRY-LEVEL POLICE OFFICER
APPLYING FOR POLICE OFFICER TESTING
(By Race/Ethnicity and Gender)**

	Male	% of Total	Female	% of Total	Undec. Gender	% of Total	Total	% of Total
African American	136	7.58	44	2.45	1	0.05	181	10.09
Hispanic	464	25.87	136	7.58	0	0.00	600	33.46
White	721	40.21	118	6.58	0	0.00	839	46.79
Asian	39	2.17	9	0.50	0	0.00	48	2.67
Native American	19	1.05	5	0.27	0	0.00	24	1.33
Pac. Islander	6	0.33	2	0.11	0	0.00	8	0.44
Multi Declared	72	4.01	21	1.17	0	0.00	93	5.18
Undeclared	0	0.00	0	0.00	0	0.00	0	0.00
Total	1457	81.26	335	18.68	1	0.05	1793	100.00%

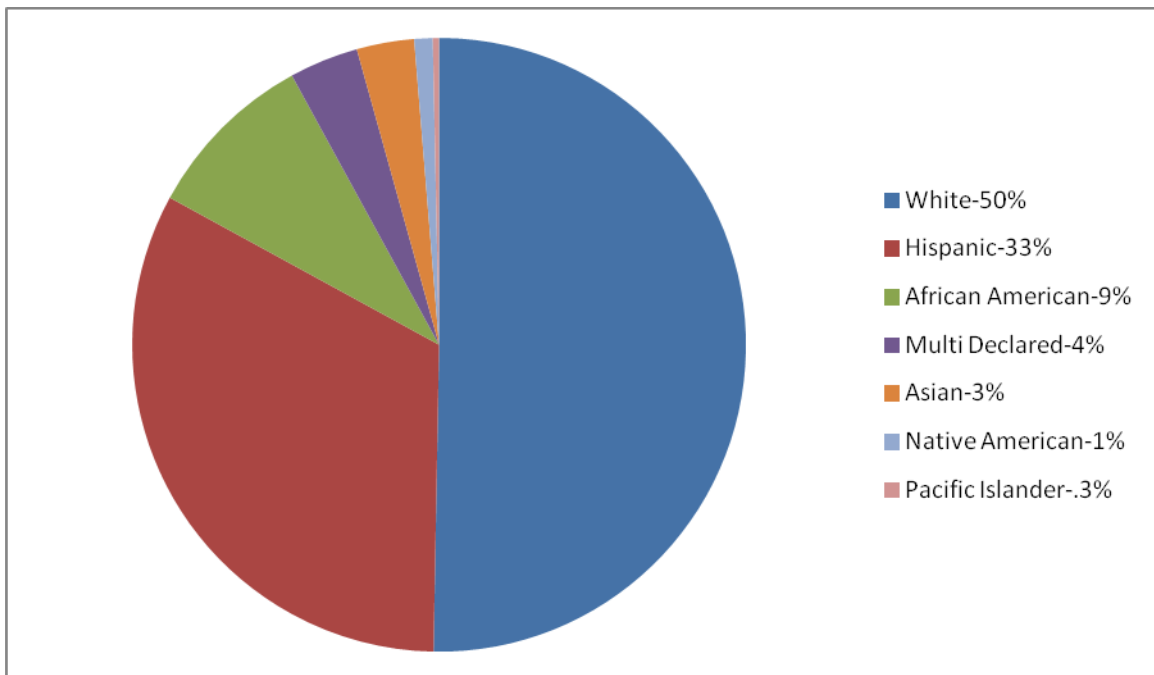
Percentages are rounded to two decimal places, and therefore totals may not add up to 100%. The applicant pool consists of people who applied during 2014 whether they tested, were disqualified at the time of application, or were a no-show to the written test.



**2014 ENTRY-LEVEL POLICE OFFICER
PASSED THE WRITTEN TEST
(By Race/Ethnicity and Gender)**

	Male	% of Total	Female	% of Total	Undec. Gender	% of Total	Total	% of Total
African American	83	7.38	19	1.69	0	0.00	102	9.07
Hispanic	281	25.00	86	7.65	0	0.00	367	32.65
White	484	43.06	81	7.20	0	0.00	565	50.26
Asian	29	2.58	5	0.44	0	0.00	34	3.02
Native American	8	0.71	3	0.26	0	0.00	11	0.97
Pac. Islander	2	0.17	2	0.17	0	0.00	4	0.33
Multi Declared	31	2.75	10	0.88	0	0.00	41	3.64
Undeclared	0	0.00	0	0.00	0	0.00	0	0.00
Total	918	81.67	206	18.32	0	0.00	1124	100.00%

Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.



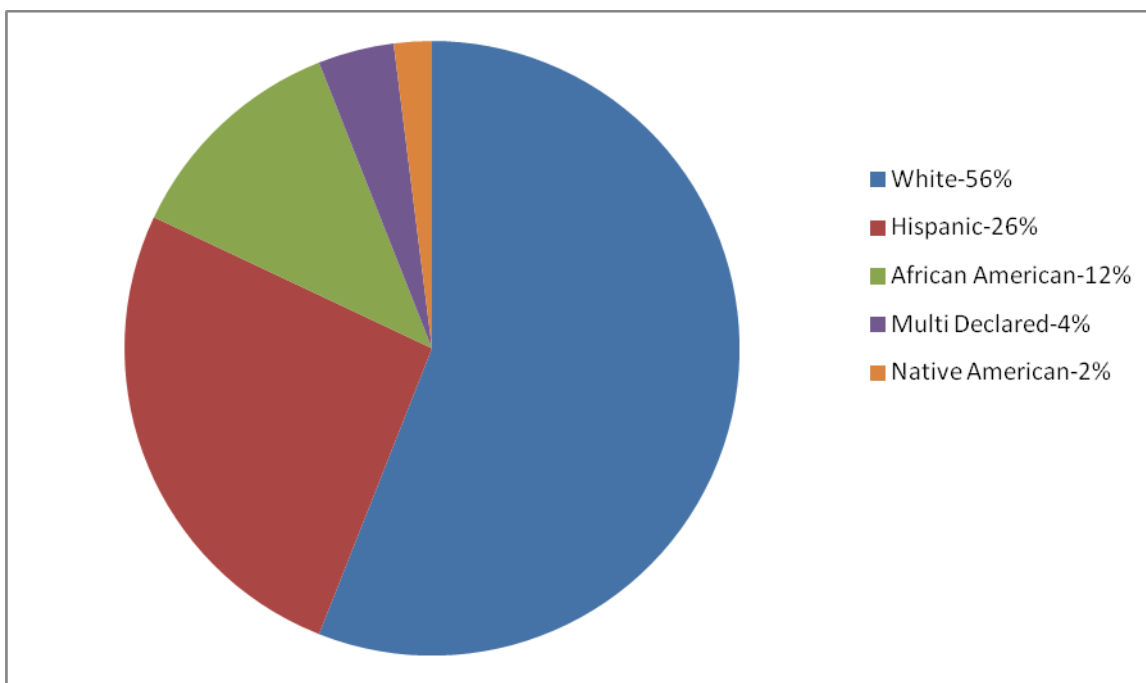
POLICE ACADEMY DEMOGRAPHICS

JUNE 30, 2014

(By Race/Ethnicity and Gender)

	Male	% of Total	Female	% of Total	Undec. Gender	% of Total	Total	% of Total
African American	6	12.00	0	0.00	0	0.00	6	12.00
Hispanic	9	18.00	4	8.00	0	0.00	13	26.00
White	23	46.00	5	10.00	0	0.00	28	56.00
Asian	0	0.00	0	0.00	0	0.00	0	0.00
Native American	1	2.00	0	0.00	0	0.00	1	2.00
Pac. Islander	0	0.00	0	0.00	0	0.00	0	0.00
Multi Declared	2	4.00	0	0.00	0	0.00	2	4.00
Undeclared	0	0.00	0	0.00	0	0.00	0	0.00
Total	41	82.00	9	18.00	0	0.00	50	100.00%

Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.



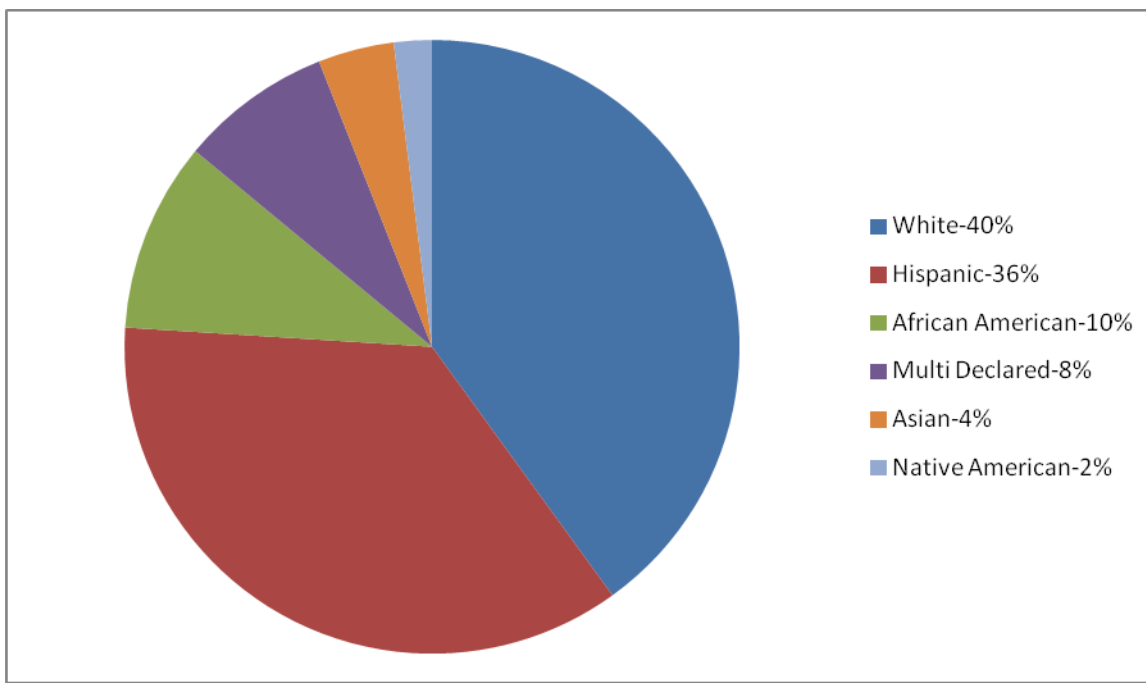
POLICE ACADEMY DEMOGRAPHICS

DECEMBER 29, 2014

(By Race/Ethnicity and Gender)

	Male	% of Total	Female	% of Total	Undec. Gender	% of Total	Total	% of Total
African American	4	8.00	1	2.00	0	0.00	5	10.00
Hispanic	10	20.00	8	16.00	0	0.00	18	36.00
White	17	34.00	3	6.00	0	0.00	20	40.00
Asian	2	4.00	0	0.00	0	0.00	2	4.00
Native American	1	2.00	0	0.00	0	0.00	1	2.00
Pac. Islander	0	0.00	0	0.00	0	0.00	0	0.00
Multi Declared	2	4.00	2	4.00	0	0.00	4	8.00
Undeclared	0	0.00	0	0.00	0	0.00	0	0.00
Total	36	72.00	14	28.00	0	0.00	50	100.00%

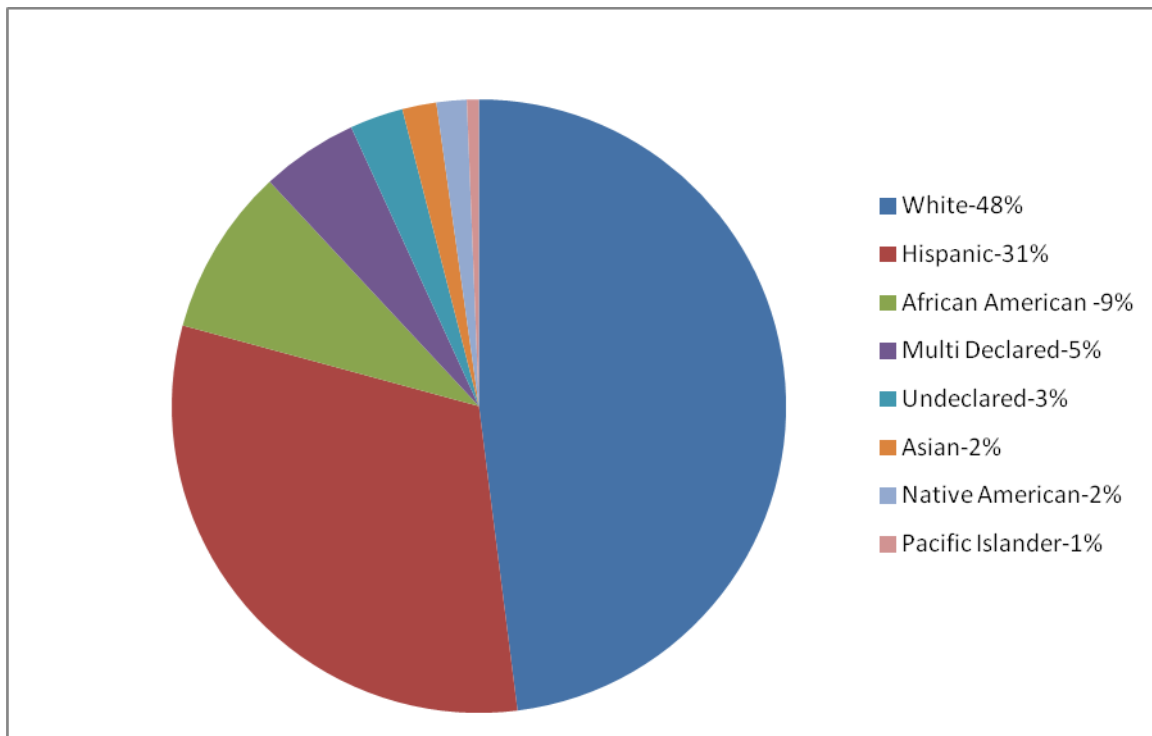
Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.



**2014 ENTRY-LEVEL FIRE
APPLYING FOR FIREFIGHTER TESTING
(By Race/Ethnicity and Gender)**

	Male	% of Total	Female	% of Total	Undec. Gender	% of Total	Total	% of Total
African American	143	7.59	15	0.79	8	0.42	166	8.82
Hispanic	495	26.30	64	3.40	29	1.54	588	31.24
White	775	41.18	96	5.10	32	1.70	903	47.98
Asian	29	1.54	4	0.21	1	0.05	34	1.80
Native American	20	1.06	7	0.37	3	0.15	30	1.59
Pac. Islander	7	0.37	1	0.05	4	0.21	12	0.63
Multi Declared	82	4.35	12	0.63	2	0.10	96	5.10
Undeclared	23	1.22	1	0.05	29	1.54	53	2.81
Total	1574	83.634	200	10.627	108	5.7386	1882	100.00%

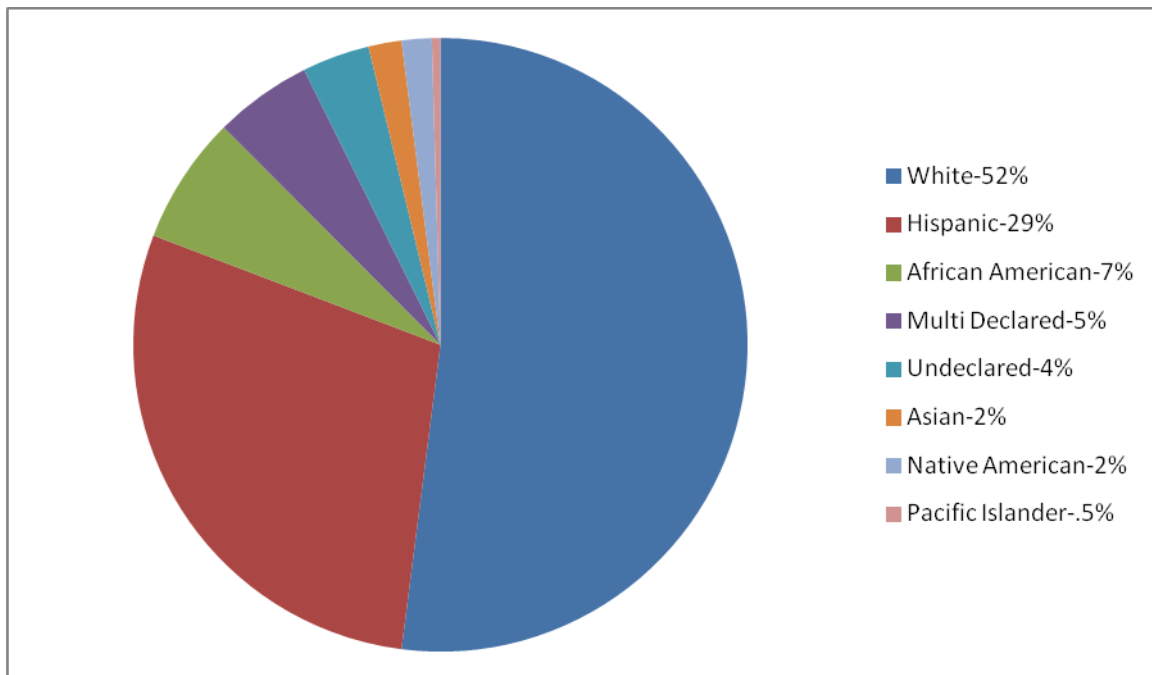
Percentages are rounded to two decimal places, and therefore totals may not add up to 100%. The applicant pool consists of people who applied during 2014 whether they tested, were disqualified at the time of application, or were a no-show to the written test.



2014 ENTRY-LEVEL FIREFIGHTER # PASSED THE WRITTEN TEST (By Race/Ethnicity and Gender)

	Male	% of Total	Female	% of Total	Undec. Gender	% of Total	Total	% of Total
African American	78	5.90	10	0.75	1	0.07	89	6.73
Hispanic	323	24.45	42	3.17	15	1.13	380	28.76
White	578	43.75	89	6.73	20	1.51	687	52.00
Asian	21	1.58	2	0.15	0	0.00	23	1.74
Native American	17	1.28	4	0.30	0	0.00	21	1.58
Pac. Islander	5	0.37	1	0.07	0	0.00	6	0.45
Multi Declared	56	4.23	10	0.75	2	0.15	68	5.14
Undeclared	21	1.58	1	0.07	25	1.89	47	3.55
Total	1099	83.195	159	12.036	63	4.7691	1321	100.00%

Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.



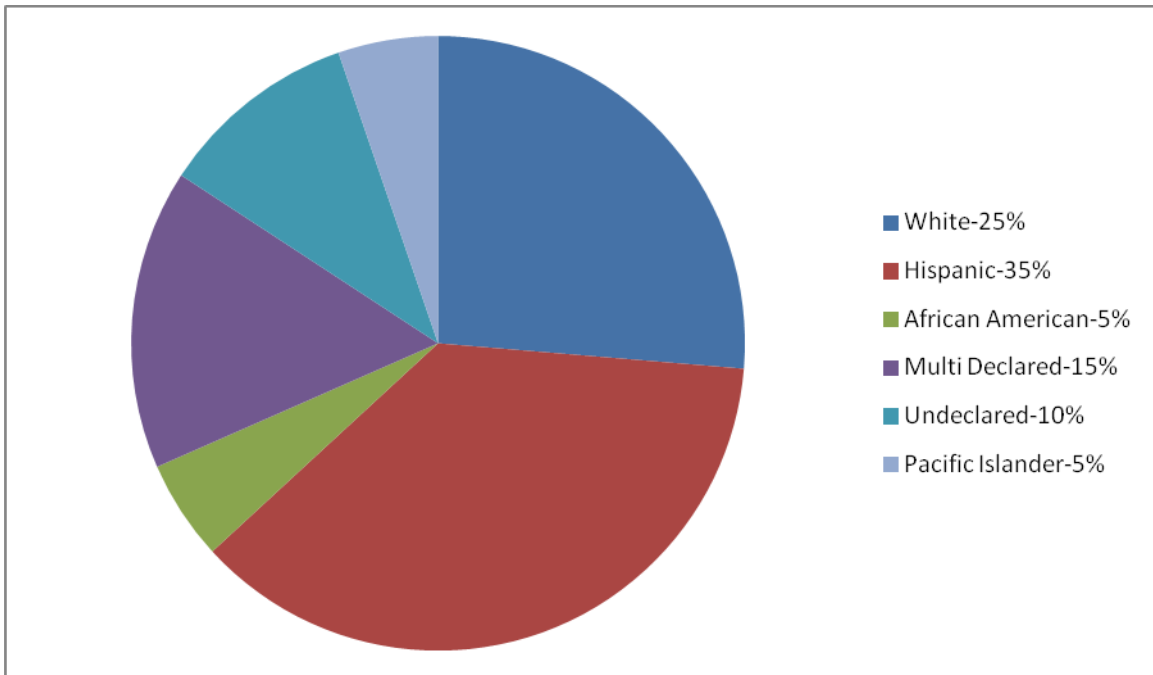
FIRE ACADEMY DEMOGRAPHICS

SEPTEMBER 22, 2014

(By Race/Ethnicity and Gender)

	Male	% of Total	Female	% of Total	Undec. Gender	% of Total	Total	% of Total
African American	1	5.00	0	0.00	0	0.00	1	5.00
Hispanic	7	35.00	0	0.00	0	0.00	7	35.00
White	3	15.00	2	10.00	0	0.00	5	25.00
Asian	1	5.00	0	0.00	0	0.00	1	5.00
Native American	0	0.00	0	0.00	0	0.00	0	0.00
Pac. Islander	1	5.00	0	0.00	0	0.00	1	5.00
Multi Declared	3	15.00	0	0.00	0	0.00	3	15.00
Undeclared	2	10.00	0	0.00	0	0.00	2	10.00
Total	18	90.00	2	10.00	0	0.00	20	100.00%

Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.



FIRE AND POLICE PROMOTIONAL EXAMINATIONS

In 2014, the Civil Service Commission conducted five Promotional Examinations. For Fire Engineer, Fire Captain, and Police Lieutenant, a written test was administered to all registered candidates, addressing content areas from among those that are determined as a result of the job analysis to be essential or important for the successful performance of the duties and responsibilities of the particular rank.

Only those candidates who attained a passing score on the written test advanced to the Assessment Center (or for Fire Engineer the Practical Test). Candidates were then ranked by their total examination score. The total examination score is the sum of the points earned from the written test, the assessment center or practical test, and seniority.

The examination for Assistant Fire Chief only contained an assessment center. The examination for Assistant Superintendent of Fire Alarm only contained an oral board. Candidates were then ranked by their total examination score. The total examination score is the sum of the points earned from the assessment center or oral board, and seniority.

Fire Engineer

Number of Candidates Eligible	387
Number of Candidates Who Registered	102
Number of Candidates Passed Written Exam	29
Number of Candidates Who Attended the Practical Test	29

Fire Captain

Number of Candidates Eligible	156
Number of Candidates Who Registered	69
Number of Candidates Passed Written Exam	25
Number of Candidates Who Attended the Assessment Center	25

Assistant Chief

Number of Candidates Eligible	58
Number of Candidates Who Registered	27
Number of Candidates Who Attended the Assessment Center	25

Assistant Superintendent of Fire Alarm

Number of Candidates Eligible	11
Number of Candidates Who Registered	2
Number of Candidates Who Attended the Oral Board	2

Police Lieutenant

Number of Candidates Eligible	206
Number of Candidates Who Registered	94
Number of Candidates Passed Written Exam	25
Number of Candidates Who Attended the Assessment Center	25

The Commission greatly appreciates the cooperation and assistance from the Fire and Police Administrations, Department Subject Matter Experts and Employee Groups in the development of the promotional examinations.

FIRE AND POLICE PROMOTIONS IN 2014*

FIRE DEPARTMENT	
Fire Lieutenant	12
Fire Captain	10
Fire Engineer	7
Assistant Chief	3
Asst. Super Fire Alarm	1

POLICE DEPARTMENT	
Police Sergeant	21
Police Lieutenant	6

* Includes only those promotional ranks within the Classified Service. Promotional tests are administered every two years except in the case of Assistant Superintendent of Fire Alarm, and Assistant Master Mechanic, which are administered on an as-needed basis. Promotions can be made off of an eligible register that was created in the previous year.