DENVER CIVIL SERVICE COMMISSION
DENVER FIRE DEPARTMENT CAREER APPRENTICE PROGRAM (CAP)*
(REV. APRIL 2020)

**PHASE I**
Computerized Application
And Questionnaire (76 Questions)
Screens for Minimum Qualifications and
Automatic Disqualifiers
Schedule Test Date

**PHASE II**
FireTEAM Computerized Video Test
(Writing Ability/Math/Mechanical
Aptitude)—Pass/Fail
Human Relations Skills/Situational
Judgement)—100% Total Score
Passing Score in Announcement

**PHASE III**
Behavioral Questionnaire
Preference Points
Add Veterans Preference Points to
Total Test Score (5 or 10 Points)
Language Skill Assessment
May Conduct Skill Assessment for the
Award of 2nd Language Oral Proficiency
or Sign Language Proficiency Points
Add Language Skill Preference Points
to Total Test Score (5 Points)

**PHASE IV**
Background History Questionnaire
Review for Automatic Disqualifiers and
Verify Age and Diploma/GED

**PHASE V**
Polygraph Examination
Pass or Fail

**PHASE VI**
Candidate Physical Ability Test
(CPAT)—Pass or Fail

**PHASE VII**
Written Suitability Exam (CPI)

**PHASE VIII**
Suitability Interview
Oral Interview with Psychologist
Tools used: CPI, Behavioral
Questionnaire, Application, Background
History Questionnaire, and the
Polygraph Report
Assessment and Rating
Based on results of Phase VII & VIII
Suitable or Unsuitable
Individuals receiving an “Unsuitable”
rating (high risk) will be reviewed by the
Commissioners and may be disqualified.

**PHASE IX**
Preliminary File Review
Based on Behavioral Questionnaire,
Supplemental Application, Background
History Form, Polygraph Report,
Suitability Report, and/or Initial
Background Investigation—Pass or Fail

**PHASE X**
Background Investigation & Interview
at 100 or More CAP Hours
Tools used: Behavioral Questionnaire,
Polygraph Report, Suitability Report, and/or Initial
Background Investigation—Pass or Fail

**PHASE XI**
Commissioners’ Background Review
Pass or Fail
Applicants who pass Background &
CPAT and Complete 240 CAP Hours
are Placed on the Eligible Register
Ranked by Final Exam Score
If an Eligible Register has Expired,
CAP 5 points Will Be Added to a Future
Test Score (Valid for 5 Years)

Executive Director of Safety
Requests Certification of Names
Civilians

Civil Service Commission Certifies
Names from Respective Registers
Based on Rank

DFD File Review
Selected for Interview—Yes or No

DFD Departmental Panel Interview
Strongly Recommended for Hire
Recommended for Hire
Not Recommended

Review by DFD Command Staff
Recommendation

Review by EDOS

Conditional Job Offer Extended by
DOS Onboarding per EDOS

DFD Fingerprinting for EMT

MEDICAL EVALUATION

Drug Screen
Hair Follicle Testing

Medical Examination
Includes Health History Forms,
Vision and Hearing Screening, Physical
Exam, Lab Work, and VO2 Max

Psychological Examination
MMPI-2 Psychological Test, Post Job
Offer Questionnaire, with Review by
Psychologist

Results of Medical Screening
Pass, Fail or Deferred

Final Job Offers
Extended by DOS Onboarding per EDOS
or Applicant Passed Over or Deferred

HIRED
Appointed to Academy as
Firefighter Recruit

*The Order of Administration of testing and screening components may be modified.
DFD CAP Flow Chart March 2020