



# Entry-Level Firefighter Informational Booklet

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Civil Service Commission, January 2026

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# ABOUT THE DENVER FIRE DEPARTMENT

Established in 1866, the Denver Fire Department provides services to the citizens who live in, work in, and visit the City and County of Denver. Denver Fire Department provides all hazard responses, emergency medical services, fire suppression, technical rescue, hazardous materials response, and water and high-angle rescue. The Department has over one thousand (1,000) paid professional firefighters supporting daily fire/rescue and medical operations. The Department also employs forty-two (42) civilian staff supporting all Divisions. The City of Denver has thirty-nine (39) fully staffed firehouses responding to fire and emergency calls. Denver Fire provides fire and emergency calls to the City of Glendale, Sheridan, Englewood, and Skyline Fire District through contract agreements. The Department has five (5) staffed firehouses providing services at Denver International Airport.

## EMPLOYMENT QUALIFICATIONS & REQUIREMENTS

### MINIMUM QUALIFICATIONS

You must meet all minimum qualifications to be an eligible candidate for the Entry-Level Firefighter position. You will be automatically disqualified if you do not meet one or more of these requirements:

- ▶ **Colorado Residency:** You must be a legal resident of the State of Colorado at the time of appointment (hire).
- ▶ **Age:** You must be twenty-one (21) years of age or older on or before the date of application. Acceptable proof of age will be required if selected to proceed beyond the written test.
- ▶ **Education:** You 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 if selected to proceed beyond the written test.
- ▶ **Driver's License:** You must possess a valid automobile driver's license at the time of application. You must maintain any licensing requirements of the respective Department.
- ▶ **Character and Background:** Applicants must be of good moral character, as required by the Charter of the City and County of Denver. In reviewing the applicant's character and background, the Civil Service Commission will consider the standards of ethical conduct, integrity, and honesty that shall guide the behavior of a member of the Denver Fire Department.

### OTHER JOB REQUIREMENTS

- ▶ You must obtain and maintain certification as an Emergency Medical Technician (EMT). Renewal training and testing are required to ensure compliance.

- ▶ You cannot have any legal impediments<sup>[1]</sup> to your ability to perform the essential job functions.
- ▶ You are not eligible to apply if:
  - You have any conviction of any misdemeanor crime that is considered an unreasonable risk or a significant risk to public health and safety under the Criminal Conviction Policy of the Emergency Medical and Trauma Services Section (CDPHE).
  - You have any conviction of any misdemeanor crime that relates to the duties and responsibilities of an EMT, and that is considered to present good cause for possible denial of an Emergency Medical Technician (EMT) certificate under the CDPHE.
- ▶ You must maintain a specified level of physical stamina and conditioning throughout your career as a firefighter. Annual tests may be conducted to ensure compliance.

## DUTIES & RESPONSIBILITIES

You must be capable of performing the essential job functions of an Entry-Level Firefighter, with or without reasonable accommodation. All phases of the application process are designed to measure your ability to perform these functions.

### OVERVIEW OF DUTIES

- ▶ Respond to fire alarms and assess the situation
- ▶ Assist in fire suppression efforts to control and extinguish fires
- ▶ Aid in rescue operations during emergencies
- ▶ Administer first aid treatment
- ▶ Inspect buildings for fire hazards
- ▶ Clean and maintain firefighting equipment

## SALARY & BENEFITS

### 2025 SALARY

- ▶ \$69,087 annually

### BENEFITS

- ▶ Paid sick leave and vacation
- ▶ Medical and dental insurance
- ▶ Uniforms and most equipment furnished

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[1] 'Legal Impediment' is defined as any element of an applicant's criminal history that reasonably would have a significant impact on their ability to perform the essential functions of the position in question or that reasonably would have a significant impact on their ability to obtain any license or certification necessary to perform the essential functions of the position. (Adopted April 15, 2011).

- ▶ [Pension plan](#) <sup>[1]</sup>

For more information about pay and benefits, visit the Denver Fire Department [Recruitment site](#). <sup>[2]</sup>

## WORK SCHEDULE

Firefighters follow a rotating schedule with an average of forty-eight (48) hours per week. Each shift lasts twenty-four (24) hours, followed by forty-eight (48) hours off. Additionally, on every seventh (7<sup>th</sup>) shift, firefighters receive an extra day off. Depending on operational needs, the administration may assign alternative work schedules based on specific job duties.

## FIREFIGHTER ACADEMY

### OVERVIEW

You will be considered for Entry-Level Firefighter Academy classes based on your examination results and the Department's hiring needs. Only a limited number of people will progress through all examination phases.

### PREPARING FOR THE ACADEMY

Once in the Fire Academy, every morning starts with a workout. This workout routine includes the following:

- ▶ Minimum of one hundred (100) sit-ups and push-ups every day.
- ▶ Strength training two (2) to three (3) times per week.
- ▶ Cardio/muscular circuit training weekly.
- ▶ Running at least twice a week, starting with twenty (20) minutes per run, at an eight (8) to ten (10) minute per mile pace. By the end of the academy, we will increase to forty-five (45) minutes per run at the same or quicker pace.
- ▶ Wind sprints periodically throughout the academy.
- ▶ Dragging hose for leg conditioning periodically throughout the academy.
- ▶ Stair climb, up to five (5) flights, five (5) to ten (10) times periodically throughout the academy in full turnout gear with equipment. In addition to the morning routine, drill ground days include wearing all turnout gear and carrying other equipment all day. This adds approximately fifty (50) pounds of weight to be carried all day.

# TRAVEL FOR TESTING

The Denver Fire Department welcomes applications from qualified candidates nationwide. Below is a breakdown of which application and testing steps can be completed remotely, and which require in-person attendance.

## WHAT REQUIRES IN-PERSON ATTENDANCE?

### Polygraph

- ▶ Must be completed in person with one of the Commission's approved vendors.

### Candidate Physical Ability Test (CPAT)

- ▶ You must complete the CPAT in person; however, you are not required to travel to Denver for testing. You will need to provide your CPAT certification, but this test can be completed at a location near you.

### Drug Screen

- ▶ Your drug screening must be completed in person. If you are an out-of-state applicant, you can complete this step at a location close to you.

### Fingerprinting

- ▶ Fingerprinting must be done in person. If you are an out-of-state applicant, you can complete this step at a location close to you.

### Physical Medical Examination (Post-conditional Offer)

- ▶ The post-conditional offer medical examination must be done in person. If you are an out-of-state applicant, you can complete this step at a location close to you.

## WHAT CAN BE COMPLETED REMOTELY?

### Application Submission

- ▶ All applications must be submitted online. The Civil Service Commission website lists current [job openings](#).<sup>[3]</sup>

### Entry-Level Firefighter Written Test (NTN)

- ▶ This test can be completed virtually on a computer or mobile device (i.e., cellphone, tablet).
- ▶ If you do not complete the written test by the designated deadline, your application will be disqualified from further consideration.

### Background History Questionnaire (BHQ)

- ▶ All required information can be submitted electronically.
- ▶ If you do not submit the completed BHQ within five (5) business days, your application will be disqualified from further consideration.

### Department Panel Interview (If required)

- ▶ Typically conducted in Denver, but virtual options may be available for out-of-state candidates.

## **Job Suitability Assessment (JSA; Non-medical)**

- ▶ Suitability assessment/interview may be completed virtually.

## **Psychological Job Suitability Assessment (PJSA; Medical)**

- ▶ The PJSA medical examination can be completed remotely.

## **TRAVEL & RELOCATION ASSISTANCE**

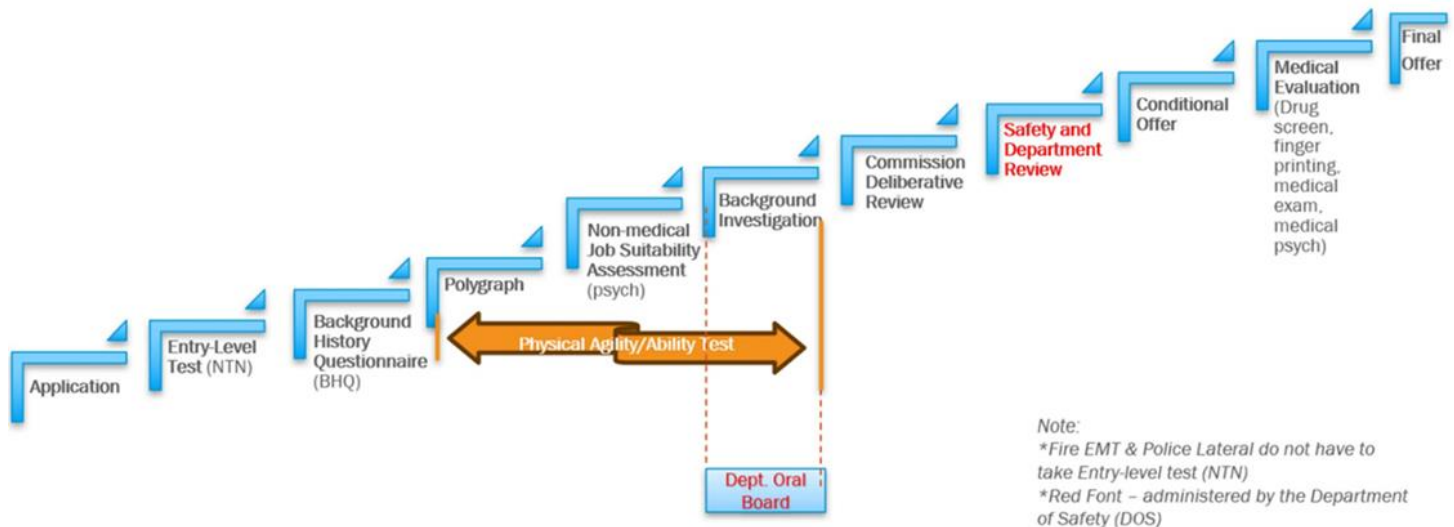
- ▶ You are expected to pay for your own travel expenses for the in-person components of the application process.
- ▶ Relocation assistance is not available for this position.

## **QUESTIONS**

If you have additional questions about the application process, call the Civil Service Commission office at (720) 913-3371 or email [CSCInfo@denvergov.org](mailto:CSCInfo@denvergov.org).

**Business hours:** Monday – Friday  
7:00 A.M. – 4:00 P.M.  
*Excluding holidays*

# OVERVIEW OF THE CIVIL SERVICE COMMISSION HIRING PROCESS



## ENTRY-LEVEL FIREFIGHTER HIRING PROCESS

### ONLINE APPLICATION

- ▶ For details on the application period, check the City and County of Denver's or the [Civil Service Commission's](#) websites. <sup>[4]</sup>
- ▶ Ensure you meet all minimum qualifications before applying.
- ▶ [Submit your application](#) online. <sup>[3]</sup>

### ENTRY-LEVEL FIREFIGHTER WRITTEN TEST (NTN)

- ▶ Administered by the National Testing Network (NTN).
- ▶ **Test time:** Approximately two (2) hours.
- ▶ **Administration format:** May be taken online or at a testing center near you.
- ▶ **Four sections:** Human Relations, Mechanical Reasoning, Reading Comprehension, Math
- ▶ **Passing score:** 82% (on each test element)
- ▶ [Practice tests](#) <sup>[5]</sup> are available online.
- ▶ For more detailed information on the exam, visit the [FireTEAM test website](#). <sup>[6]</sup>

## BACKGROUND HISTORY QUESTIONNAIRE (BHQ)

You must complete a background history questionnaire if you qualify for further screening/processing.

Requested information includes, but is not limited to, areas such as:

- ▶ General personal information
- ▶ Motor vehicle record
- ▶ Education and training
- ▶ Work experience
- ▶ Drug and alcohol use
- ▶ Military Service
- ▶ Legal information
- ▶ Personal and professional references

## POLYGRAPH

The polygraph is used to review your qualifications and suitability. This examination phase must be completed in person in Denver, Colorado.

Information covered in the polygraph includes but is not limited to, areas such as:

- ▶ Previous work experience
- ▶ Previous disciplinary actions
- ▶ Criminal activity

## JOB SUITABILITY ASSESSMENT (JSA)

The Job Suitability Assessment (JSA) is used to determine if you are at significant risk for employment concerns as a firefighter.

- ▶ This is a **non-medical evaluation**; it focuses on relevant behaviors, characteristics, and personality traits of applicants. It uses a battery of written tests and an interview with a licensed psychologist.
- ▶ The JSA evaluates personality traits and behavior patterns that are essential for firefighters.
- ▶ You must have an acceptable rating to continue in the examination process.
  - A *'Suitable'* rating indicates your personality traits and behavior patterns are not expected to interfere with the performance of essential job functions.
  - A *'Marginally Suitable'* rating indicates that there is concern that your personality traits and behavioral patterns will interfere with the performance of essential job functions.
  - An *'Unsuitable'* rating indicates that you are not suited for a public-safety position.

## FIRE DEPARTMENT PANEL INTERVIEW

- ▶ You will complete an interview with the Denver Fire Department (DFD). The DFD utilizes a five (5) person panel of interviewers.
- ▶ The interview results are considered when leadership at the Department of Safety and the DFD review a qualified applicant's file.

## CANDIDATE PHYSICAL ABILITY TEST (CPAT)

### Overview of Test

The job of a firefighter is one of the most physically demanding jobs in North America. It requires high cardiopulmonary endurance, muscular strength, and muscular endurance. The Candidate Physical Ability Test (CPAT) consists of eight critical physical tasks that simulate actual job duties on the fireground. This test is physically demanding and requires you to be physically fit to succeed. Visit our [Candidate Preparation Guide](#) <sup>[7]</sup> to assist you with physically preparing yourself for the test.

- ▶ Full Program Cost: \$150
- ▶ Visit the Denver Fire Department's [CPAT webpage](#) <sup>[8]</sup> for more information about the test.

## PRELIMINARY FILE REVIEW

During the examination and screening process, your application will be reviewed at different stages to ensure that you continue to meet the minimum qualifications and other job requirements. You will receive written notification if you are disqualified from further consideration following a preliminary review of your file.

## BACKGROUND INVESTIGATION

Applicants who pass the preliminary review will be subject to a background investigation. The investigation may include, but is not limited to:

- ▶ Character
- ▶ Conduct
- ▶ Driving history
- ▶ Drug use
- ▶ Employment history
- ▶ Criminal history
- ▶ References

## COMMISSION DELIBERATIVE REVIEW

If you pass all required screening and examinations, the Board of Commissioners will review your application and all pertinent results to assess your eligibility to be endorsed to the Executive Director of Safety and the Department for their review and selection.

## DEPARTMENT REVIEW

The Denver Fire Department and the Executive Director of Safety will review applications upon Commission certification. If you are selected, you will be given a conditional offer. If there are no immediate job vacancies, your name will be retained in the Eligible Register list.

For more information about the Eligible Register, see [Commission Rule 7](#) <sup>[9]</sup> on the Denver Civil Service Commission website.

## CONDITIONAL JOB OFFER

If you are selected after the Department review, you will receive a conditional offer of employment. It is a job offer that's not fully finalized until you fulfill/pass certain requirements (physical medical evaluation, psychological evaluation, fingerprinting, and drug screen). You must accept the conditional offer of employment before you can proceed to the post-conditional offer steps.

## PHYSICAL MEDICAL EVALUATION (POST-CONDITIONAL OFFER)

You must successfully undergo a medical evaluation at the City's expense.

You will be given individual consideration in assessing any disability-related physical or mental limitations and the ability to provide reasonable accommodation for those limitations.

### Medical Standards

The Denver Fire Department has adopted the codes and standards of the [National Fire Protection Association \(NFPA 1582\)](#).<sup>[10]</sup> The Denver Fire Department has added the NFPA 1582 VO<sub>2</sub> MAX Testing. VO<sub>2</sub> MAX is the body's maximal oxygen uptake while performing maximum exercise. It is a direct indicator of cardiovascular function and aerobic capacity. It is directly related to firefighter job performance and is a paramount factor in recovery after performing fireground job tasks.

### Vision Standards

- ▶ **Visual acuity** must be 20/20 binocular with or without correction.
  - **Uncorrected visual acuity** must be 20/100 binocular or better for wearers of hard contacts or glasses.
  - **Firefighters with uncorrected acuity of less than 20/100 in either eye** must carry a spare pair of glasses.
- ▶ **Successful long-term soft daily wear contact lens wearers correctable to 20/30 or better** are subject to no uncorrected standard on three (3) conditions:
  1. "Successful" long-term wearers have worn their lenses for six (6) months or more
  2. Will replace their lenses every six (6) months to one (1) year or more frequently if the lens becomes uncomfortable or difficult to wear
  3. Will clean the lenses regularly, as recommended by the manufacturer.
- ▶ Soft contact lens wear should be considered for continuing employment.
- ▶ Visual acuity for corrected-refractive surgery, radial keratotomy (RK), or photorefractive keratotomy (PRK) to 20/30 needs individual evaluation. The

Denver Civil Service Commission requires a six (6)-month waiting period after soft contact lens dispensing or corrective surgery to assess success and stabilization. Discuss the Essential Firefighting Functions in this booklet with your doctor to ensure you understand any physical limitations and potential risks.

## Hearing Standards

You must meet pure tone thresholds in the unaided worst ear not worse than 25dB loss in three of the four frequencies (500Hz, 1000Hz, 2000Hz, and 3000Hz) or no greater than 30dB at any one of the first three frequencies with an average loss of less than 30dB for all four frequencies.

All hearing-impaired individuals applying for firefighter positions with critical hearing demands will be carefully evaluated individually.

## Psychological Job Suitability Assessment

- ▶ Used to ensure you do not pose a direct threat to the health and safety of others.

## Drug Screen

- ▶ If the drug screen (**hair follicle analysis**) shows the use of a controlled substance, you will be disqualified.
- ▶ If a prescription drug is detected, you may be required to offer proof that the drug has been prescribed to you by a physician. Your conditional job offer will be rescinded if you cannot provide such proof.

## Fingerprinting

- ▶ Fingerprints are a reliable and efficient method of identifying individuals, which is crucial for ensuring public safety.

## FINAL JOB OFFER

Final job offers will be made based on the number of open positions. Offers will be extended to certified applicants who meet the following criteria:

- ▶ Successfully passed all application examinations and testing phases.
- ▶ Successfully completed all post-conditional offer testing/screening.
- ▶ Can perform essential job functions (with or without accommodations).
- ▶ Do not pose a safety risk to themselves or others.

## ADDITIONAL INFORMATION

- ▶ For more information about the application and testing processes, please refer to [Commission Rule 3](#),<sup>[11]</sup> [Commission Rule 4](#),<sup>[12]</sup> and [Commission Rule 5](#),<sup>[13]</sup> which are located on the Civil Service Commission website.
- ▶ The Civil Service Commission reserves the right to change the order of the test phases. Applicants who fail to show up for further testing when notified in writing may be disqualified.
- ▶ Failing any portion of the examination will disqualify you from any further participation in the examination process.

## SPECIAL SKILLS & ADDITIONAL POINTS

You may receive extra points based on military service, language proficiency, participation in the Fire Career Apprentice Program (CAP), and/or experience working as a Fire EMT. These points remain valid for five (5) years and are applied only once per application cycle. These points are only considered when ranking candidates placed in the Eligible Register list.

### MILITARY VETERAN POINTS (PREFERENCE POINTS)

#### Five (5) Points (Self):

You may be eligible for five (5) veteran points if you meet one of these requirements:

1. You honorably served in any branch of the United States armed forces (excluding training) during a time of declared or undeclared war, or during other armed conflicts against an armed foreign enemy.
2. You honorably served on active duty in any branch of the United States armed forces in a campaign or expedition where a campaign badge or expeditionary medal was awarded. Your DD-214 (Number 4 copy) should include this.

#### Required Proof

- ▶ DD-214 Member 4 copy

#### Five (5) Points (For Spouses):

You may be eligible for five (5) veteran points if you are the surviving spouse of someone who meets one of these requirements:

1. The person who was, or would have been, eligible to receive additional points listed in paragraph A(2) or A(3) of Commission [Rule 5, Section 15](#).<sup>[13]</sup>
2. The person died while serving on active duty in any branch of the United States armed forces (excluding training) because of a service-related cause.

#### Required Proof

- ▶ You must provide a letter from the Veterans Administration that confirms your marriage and shows the deceased veteran met requirements 1 or 2 above.

#### Ten (10) Points (Self):

You may be eligible for ten (10) veteran points if you served in any branch of the United States armed forces (excluding training) and have a disability from your service. You must be receiving monetary compensation or disability retirement benefits under laws managed by the Department of Defense or Veterans Administration.

#### Required Proof

- ▶ A letter from the Veterans Administration stating that you receive monetary compensation or disability retirement benefits because of a disability you received while on active duty. The letter showing proof of compensation must be dated within the last six (6) months.

#### List of Qualified Campaigns and Expeditions That Qualify for Points

- ▶ The State of Colorado generally follows federal list of military campaigns and expeditions that qualify for veteran preference points. Colorado law (State

Constitution, Article XII, § 15) says veteran preference is given to people who served in the armed forces during declared or undeclared wars, or in any “engagement, expedition, or campaign” where the U.S. government authorized a campaign badge.

- ▶ To find out if the campaign or expedition you served qualifies for veteran’s preference points, refer to the [NARA \(National Archives and Records Administration\)](#).<sup>[14]</sup>

For more information about veteran preference points, see [CSC Rule 5 Section 15\(A\)](#)<sup>[13]</sup> and [Colorado Constitution \(Article XII, Section 15\)](#).<sup>[15]</sup>

## LANGUAGE PROFICIENCY (SPECIAL SKILLS POINTS)

Applicants who note their language skills on the online application will be asked to complete a supplemental language test to measure their foreign language oral and reading proficiency or sign language proficiency.

### Five (5) Points:

- ▶ Available for applicants with **advanced** oral and reading proficiency in a foreign language or American Sign Language (ASL).
  - Skills and abilities that characterize advanced-level language proficiency include:
    - Ability to participate in in-depth conversations at a normal rate of speech.
    - Ability to use the context of a conversation to figure out slang or idioms.
    - Ability to express yourself over a broad range of topics.
    - Advanced-level speakers may have a noticeable accent (not applicable to ASL).
    - Applicants may make grammatical errors with advanced tenses, but errors would not cause misunderstandings to native speakers.
    - Advanced-level speakers understand texts in various forms, including newspaper articles, simple reports, and routine correspondence.
- ▶ Beginner and intermediate skill levels do not earn additional points.

## FIRE CAREER APPRENTICE PROGRAM (CAP) (SPECIAL SKILLS POINTS)

The CAP is a volunteer program where potential firefighters can learn skills from Denver Firefighters and learn more about the Denver Fire Department. An applicant who has successfully passed the Entry-Level Firefighter written test and who is identified by the Denver Fire Department as having successfully completed the Fire Career Apprentice Program will receive five (5) special skill preference points to be added to their Written Test Score used for ranking. Please note that **only Colorado residents are eligible to participate in the CAP.**

### Five (5) Points:

- ▶ Awarded to applicants who have successfully completed the Fire Career Apprentices Program (CAP) with the Denver Fire Department.

## **FIRE EMT (SPECIAL SKILLS POINTS)**

### **Five (5) Points:**

- ▶ An EMT who has worked for the Denver Fire Department for at least two (2) years (in a uniformed role at the rank of Fire EMT) may be awarded a maximum of five (5) special skill points.
- ▶ The fire EMT must not have any active internal cases or discipline rising to the level of suspension within the last two years.

## **REQUEST FOR REASONABLE ACCOMMODATION**

The City and County of Denver is an Equal Opportunity Employer. If you need a reasonable accommodation, as outlined by the Americans with Disabilities Act, please inform the Civil Service Commission in advance in writing, including any necessary supporting medical documentation. The Civil Service Commission will review each request on a case-by-case basis. Submitting a request does not guarantee the request will be granted—direct questions and requests to the [Civil Service Commission](#).<sup>[4]</sup>

## **SOLICITATION OF PREFERENTIAL TREATMENT**

Soliciting or attempting to obtain preferential treatment (lobbying) related to an application or testing for original appointment, placement on an Eligible Register, or certification for appointment to a position in the classified service may result in disqualification. Soliciting preferential treatment includes any interventions made on behalf of an applicant, such as outside references or information provided during the background investigation process. This applies to actions taken by the respective Department or its members, City Council members, City officials or employees, and commissioners or employees of the Civil Service Commission.

Personal references and letters of recommendation will be considered only during the background investigation. As part of this process, applicants can submit letters of reference, along with names, contact information, and details about their relationships with the individuals they believe should be contacted during the investigation.

## **WHEN TO PROVIDE WRITTEN NOTICES**

### **CHANGE IN PERSONAL OR CONTACT INFORMATION**

You must notify the Civil Service Commission in writing of any changes in personal information such as legal name, address, phone number, and email address.

If you are selected for further screening/processing, you must notify the Civil Service Commission in writing of any changes to your supplemental application or background history questionnaire information. Changes and updates can be sent to [CSCInfo@denvergov.org](mailto:CSCInfo@denvergov.org).

Failure to receive notice of and keep any scheduled appointment because of outdated contact information may result in disqualification.

## **VACATIONS OR EXTENDED ABSENCES**

Upon passing the written test, you must notify the Civil Service Commission of any vacations or extended absences of more than seven (7) days.

If you are unable to complete the screening/examination requirements due to personal reasons, your application will be withdrawn from further consideration. Deferral is not an option unless you have passed all examination requirements, and your deferral request has been approved by the Executive Director of Safety (EDOS).

# LEGAL REQUIREMENTS & DISQUALIFYING FACTORS

## RELEVANT DEFINITIONS

You should understand the General, Legal/Criminal, Illegal Drug, Hard drug vs. Soft Drug, and Traffic-related terms and offenses referenced in this booklet. For a complete list of Definitions of Terms, please refer to [Commission Rule 1](#) <sup>[16]</sup> on the Civil Service Commission website.

## DISQUALIFYING FACTORS

**Note:** The content provided in this chart is for informational purposes only and does not supersede or modify Civil Service Commission (CSC) Rules, including Rules on presumptive disqualification. The Commission retains exclusive authority over all examinations, as stipulated in CSC Rule 1 § 4(G). CSC reserves the right to make any changes to this document without prior notice. Furthermore, pursuant to Charter § 9.3.1, the decisions made by the Commission are final and generally not subject to appeal, except as expressly provided for within the Charter itself.

### Criminal History

Disqualification Reason	Disqualification Period	When Can a Candidate Reapply?
Felony conviction as an adult, juvenile charged as an adult, or a juvenile offense adjudicated in juvenile court that would be classified as a felony or misdemeanor if committed as an adult	Permanent	Never
Misdemeanor offense involving domestic violence	Permanent	Never
Misdemeanor offense involving assault, menacing, or stalking	Permanent	Never
Misdemeanor offense involving harassment	Permanent	Never
Misdemeanor involving sexual assault, unlawful sexual conduct, or an offense that would require you to register as a sex offender in the state of Colorado	Permanent	Never
Any offense based on unlawful sexual behavior not included under Commission Rule 3	Permanent	Never
Failure to register as a sex offender	Permanent	Never
Prostitution	Permanent	Never
Pandering	Permanent	Never
Indecent exposure	Permanent	Never

Disqualification Reason	Disqualification Period	When Can a Candidate Reapply?
Any offense of child abuse or neglect resulting in injury to the child or child's health	Permanent	Never
Any bias-motivated crime, including harassment or intimidation, of a person or group because of that person's or group's actual or perceived race, color, ancestry, national origin, religion, creed, age, gender, gender variance, sexual orientation, or physical or mental disability	Permanent	Never
Cruelty to animals	Permanent	Never
Resisting arrest	Permanent	Never
Impersonating a peace officer, firefighter, or public servant	Permanent	Never
Obstruction of government operations	Permanent	Never
Obstruction of a peace officer, firefighter, emergency medical service provider, rescue specialist, or like volunteer	Permanent	Never
False reporting to fire, emergency, or law enforcement entities	Permanent	Never
Perjury	Permanent	Never
Misdemeanor offense based on child abuse or neglect that did <u>not</u> involve injury to the child or child's health	Ten (10) years	Ten (10) years from the date of conviction
Misdemeanor offense based on the illegal use or possession of a firearm or edged weapon (e.g., a knife)	Ten (10) years	Ten (10) years from the date of conviction
More than one (1) conviction of a misdemeanor offense within the period beginning five (5) years prior to the application and up to the date of appointment	Five (5) years	Five (5) years from the date of most recent conviction
Misdemeanor involving fraud, theft, or forgery	Seven (7) years	Seven (7) years from the date of conviction
Conviction of a misdemeanor while in a public safety position (includes both employee and volunteer positions); includes offenses arising from conduct on or off the job	Five (5) years	Five (5) years from the date of conviction

## Drug-Related Offenses & Drug Use

Disqualification Reason	Disqualification Period	When Can a Candidate Reapply?
Misdemeanor involving the illegal distribution (including delivery, transportation, and/or transfer), sale, or manufacture of hard or soft drug(s) at the age of 21 or older	Permanent	Never
Misdemeanor involving the illegal distribution (including delivery, transportation, and/or transfer), sale, or manufacture of synthetic marijuana or Salvia Divinorum since July 9, 2012, at age 21 or older	Permanent	Never
Any illegal distribution (including delivery, transportation, and/or transfer), or manufacture of hard or soft drugs at age twenty-one (21) or older	Permanent	Never
Misdemeanor offense involving or relating to any controlled substance (hard or soft drug)	Ten (10) years	Ten (10) years from the date of conviction
Illegal sale, distribution (delivery transfer, and/or transportation), or manufacture of a hard drug while under the age of 21	Ten (10) years	Ten (10) years from the date of sale, distribution, or manufacture
Illegal distribution (delivery, transfer, and/or transportation, sale, or manufacture of synthetic marijuana or Salvia Divinorum since July 9, 2012, while under the age of 21	Ten (10) years	Ten (10) years from the date of distribution, sale, or manufacture
Illegal drug use, purchase, or possession while in a Public Safety position (includes both employee and volunteer positions)	Ten (10) years	Ten (10) years from the date of use, purchase, or possession
Illegal distribution, sale, or manufacture of soft drug(s) while under the age of 21	Five (5) years	Five (5) years from the date of distribution, sale, or manufacture
Illegal use, purchase, or possession of hard drugs	Five (5) years	Five (5) years from the date of use, purchase, or possession
Illegal use of Schedule II-IV prescription drugs not prescribed for you (used for non-medical purposes)	Five (5) years	Five (5) years from the last date of drug use
Distribution of one (1) ounce or less of marijuana that did not involve any payment, barter, or exchange (e.g., sharing a joint)	Three (3) years	Three (3) years from date of distribution
Illegal use of Schedule V prescription drugs not prescribed to you (used for non-medical purposes)	Three (3) years	Three (3) years from the last date of drug use
Use, sale, purchase, or possession of marijuana, medical marijuana, synthetic marijuana, or products containing marijuana (e.g., edibles) at the time of application.	No time limit	May reapply at the next job opening

## Traffic & Driving Violations

Disqualification Reason	Disqualification Period	When Can a Candidate Reapply?
Two (2) or more Driving Under the Influence (DUI) or Driving While Ability Impaired (DWAI)	Permanent	Never
One (1) Driving Under the Influence (DUI) or Driving While Ability Impaired (DWAI)	Five (5) years	Five (5) years from the date of conviction
Leaving the scene of an accident	Five (5) years	Five (5) years from the date of conviction
Eluding or attempting to elude a peace officer	Five (5) years	Five (5) years from the date of conviction
Engaging in a speeding contest	Five (5) years	Five (5) years from the date of conviction
Reckless driving	Five (5) years	Five (5) years from the date of conviction
A driving infraction or offense that states the violation in serious bodily injury or death	Five (5) years	Five (5) years from the date of conviction
Driver's License Suspension based on moving traffic violations/infractions	Three (3) years	Three (3) years from the date of license reinstatement
Operating a motor vehicle without insurance	One (1) year	One (1) year from the date of conviction

## Application/Administrative

Disqualification Reason	Disqualification Period	When Can a Candidate Reapply?
Examination dishonesty (cheating on examination)	Permanent	Never
Did not complete Background History Questionnaire (BHQ)	Must request for reactivation within two (2) business days following disqualification notice; must complete BHQ within two (2) business days from reactivation. Only one (1) reactivation is allowed per requisition	May reapply at the next job opening
Failed to schedule or no call/no show for Polygraph appointment	Must request for reactivation within two (2) business days following disqualification notice; must obtain new appointment date within two (2) business days from reactivation. Only one (1) reactivation is allowed per requisition	May reapply at the next job opening

Disqualification Reason	Disqualification Period	When Can a Candidate Reapply?
Failed to schedule or no call/no show for Psychological/Job Suitability Assessment appointment	Must request for reactivation within two (2) business days following disqualification notice; must obtain new appointment date within two (2) business days from reactivation. Only one (1) reactivation is allowed per requisition	May reapply at the next job opening
Failed or no call/no show to Police Physical Ability Test (Police applicants only)	Only one (1) retest allowed per application/job posting	May reapply at the next job opening
Failed to provide Candidate Physical Agility Test (CPAT) Certificate within the required timeline (timeline is subject to change) (Fire applicants only)	No time limit	May reapply at the next job opening
Failed Commission Deliberative Review (Background)	Two (2) years	May reapply two (2) years after the initial date of disqualification
Failed Commission Preliminary Review (Suitability)	Two (2) years	May reapply two (2) years after the initial date of disqualification
Not selected by Executive Director of Safety (EDOS)	Two (2) years	May reapply two (2) years after initial date of disqualification
Discontinued background (request for disqualification/discontinuance) during background investigation step	Two (2) years	May reapply two (2) years after the initial date of disqualification
Failed drug screen—hard drug (post-conditional)	Five (5) years	May reapply five (5) years after the initial date of disqualification
Failed drug screen—soft drug (post-conditional)	One (1) year	May reapply one (1) year after the initial date of disqualification
Failed medical exam (post-conditional)	Exam results are valid for six (6) months	May reapply at the next job opening
Rescinded conditional offer due to failed PJSA (medical psychological evaluation at post-conditional offer phase)	Two (2) years	May reapply two (2) years after the initial date of disqualification
Deferred by EDOS/department	Will be offered/processed for the next (immediate) academy	Do not need to repeat the entire application process

Disqualification Reason	Disqualification Period	When Can a Candidate Reapply?
Selected as an “alternate” by EDOS/department	Will be processed as "alternate" (or reserve in case of fall off) on the current academy. If not utilized, the application will be offered/processed for the next (immediate) academy.	Do not need to repeat the entire application process
Passed over 1x	Will be re-endorsed to EDOS for selection/non-selection on the next (immediate) academy	If not selected by EDOS at re-endorsement, see “Not selected by EDOS”
Candidate unresponsive (General - 3 outreach attempts)	Must request for reactivation within two (2) business days following disqualification notice; must contact CSC within two (2) business days from reactivation. May only be reactivated once within the same requisition processing.	May reapply at next job opening
Candidate unresponsive to Background Investigator (3 outreach attempts)	Must request for reactivation within two (2) business days following disqualification notice; must contact CSC within two (2) business days from reactivation. May only be reactivated once within the same requisition processing.	May reapply at next job opening
Failed NTN test (written exam)	Can only take exam once per application/job posting; passing exam results are generally valid for one (1) year, unless there is a change to exam content	May reapply at the next job posting
Failure to meet minimum qualifications (e.g., minimum age requirement, Driver’s License requirement, education requirement) as of application date	Candidate can reapply at the next job posting if all minimum qualifications have been met	May reapply at next job posting if all minimum qualifications are met

# CONTACT INFORMATION

## DENVER CIVIL SERVICE COMMISSION

### Contact Information

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Fax: 720-913-3373

Email: [CSCInfo@denvergov.org](mailto:CSCInfo@denvergov.org)

### Street Address

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201 W. Colfax Ave., 1st Floor  
Denver, CO 80202-5332

### Mailing Address

Wellington Webb Municipal Building  
201 W. Colfax Ave., Dept. 1208  
Denver, CO 80202

### Website

[www.denvergov.org/civilservice](http://www.denvergov.org/civilservice)

## DENVER FIRE RECRUITMENT

### Contact Information

Email: [firejobs@denvergov.org](mailto:firejobs@denvergov.org)

Phone: 720-913-3474

### Website

<https://www.denvergov.org/Government/Agencies-Departments-Offices/Agencies-Departments-Offices-Directory/Fire-Department/Become-a-Firefighter>

## WEBSITES REFERENCED IN THIS BOOKLET

1. Pension Plan Information: <https://fppaco.org/benefits.html>
2. Fire Department Recruitment Website: <https://www.denvergov.org/Government/Agencies-Departments-Offices/Agencies-Departments-Offices-Directory/Fire-Department/Become-a-Firefighter>
3. Job Postings: [https://djenver.wd1.myworkdayjobs.com/CCD-denver-denvergov-CSC\\_Jobs-Civil\\_service\\_jobs-Police\\_Jobs-Fire\\_Jobs](https://djenver.wd1.myworkdayjobs.com/CCD-denver-denvergov-CSC_Jobs-Civil_service_jobs-Police_Jobs-Fire_Jobs)
4. Civil Service Commission: <http://www.denvergov.org/civilservice>
5. NTN Practice Tests: <https://ergopracticetests.com/?FTB>
6. FireTEAM Test: <http://fireteamtest.com/>
7. CPAT Preparation Guide: <https://www.denvergov.org/content/dam/denvergov/Portals/678/documents/operations-and-training/CPATManual-LARGE.pdf>
8. DPD CPAT Webpage: <https://www.denvergov.org/Government/Agencies-Departments-Offices/Agencies-Departments-Offices-Directory/Fire-Department/Become-a-Firefighter/Prepare-for-the-Candidate-Physical-Ability-Test>
9. Commission Rule 7: [https://www.denvergov.org/files/assets/public/v/1/civil-service-commission/documents/rules/rule\\_7\\_final\\_csc\\_11-01-07\\_annot\\_12-23-08.pdf](https://www.denvergov.org/files/assets/public/v/1/civil-service-commission/documents/rules/rule_7_final_csc_11-01-07_annot_12-23-08.pdf)
10. National Fire Protection Association (NFPA 1582): <https://www.nfpa.org/codes-and-standards/all-codes-and-standards/list-of-codes-and-standards/detail?code=1582>
11. Commission Rule 3: <https://www.denvergov.org/files/assets/public/v/1/civil-service-commission/documents/rules/new-folder/rule-3-final-v1-effective-2.12.25.pdf>
12. Commission Rule 4: [https://www.denvergov.org/files/assets/public/v/1/civil-service-commission/documents/rules/rule\\_4\\_final\\_csc\\_12-05-00\\_annot\\_06-30-05.pdf](https://www.denvergov.org/files/assets/public/v/1/civil-service-commission/documents/rules/rule_4_final_csc_12-05-00_annot_06-30-05.pdf)
13. Commission Rule 5: [https://www.denvergov.org/files/assets/public/v/1/civil-service-commission/documents/rules/rule\\_5\\_final\\_csc\\_06-16-20.pdf](https://www.denvergov.org/files/assets/public/v/1/civil-service-commission/documents/rules/rule_5_final_csc_06-16-20.pdf)
14. NARA: <https://www.archives.gov/personnel-records-center/vso/veterans-preference-and-wartime-service>
15. Colorado Constitution Article XII, Section 15: <https://advance.lexis.com/documentpage/?nodeid=AABAANAAP&nodepath=%2FRO%2FOT%2FAAB%2FAABAAN%2FAABAANAAP&level=3&haschildren=&populated=false&title=Section+15.+VETERANS%E2%80%99+PREFERENCE&config=0143JAAwODgxYWIyNi1mNGJILTQwYmltYmE4Ni0yOWY2NzQzMjE3MTAKAFBvZENhdGFsb2ecqetPOcoiY GhC4QCG46NJ&pddocfullpath=%2Fshared%2Fdocument%2Fstatutes->

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16. **Commission Rule 1:** [https://www.denvergov.org/files/assets/public/v/1/civil-service-commission/documents/rules/rule\\_4\\_final\\_csc\\_12-05-00\\_annot\\_06-30-05.pdf](https://www.denvergov.org/files/assets/public/v/1/civil-service-commission/documents/rules/rule_4_final_csc_12-05-00_annot_06-30-05.pdf)