

DENVER CIVIL SERVICE COMMISSION

ANNOUNCEMENT OF EXAMINATION

FIRE SYSTEMS TECHNICAL SPECIALIST (RADIO)

DENVER FIRE DEPARTMENT

August 5, 2024

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 (Radio) 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 eligible register by the Civil Service Commissioners.

The City and County of Denver is an Equal Employment Opportunity employer, and the Civil Service Commission and the Denver Fire Department are committed to equal employment opportunity and compliance with all laws governing the application and hiring of suitable applicants for employment with the Denver Fire Department.

Please note: The provisions contained in this Announcement of Examination 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 The provisions of this Announcement may be modified, rescinded, or revised, in writing, by only the Civil Service Commission, which reserves the right to unilaterally modify, rescind or revise the provisions of this Announcement.

*These values apply to new FSTS personnel regardless of years spent in similar external roles and are negotiated by the Denver Fire Department's union, not applicants. We value your time, so please do not apply if these salaries do not meet your needs and expectations.

INFORMATIONAL BOOKLET

A *Fire Systems Technical Specialist (Radio) Examination Informational Booklet* is available on the Commission's website at <https://www.denvergov.org/content/denvergov/en/civil-service-commission/job-postings.html>. The booklet contains more detailed information regarding (but not limited to) the job requirements, minimum qualifications for the position, the application process and examination/screening phases, the scoring of the examination, awarding of Veteran Preference points, and the essential functions of the Fire Systems Technical Specialist (Radio) position.

REQUEST FOR REASONABLE ACCOMMODATION

The City and County of Denver is an Equal Opportunity Employer. If any applicant or prospective applicant requires reasonable accommodation (per the Americans with Disabilities Act) 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 (Radio) 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. For further information, review the *Fire Systems Technical Specialist (Radio) Examination Informational Booklet*.

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, may be grounds for disqualification. This includes intervention on behalf of any applicant, outside of references and information provided in the background investigation process, by the respective department or any of its members, by a member of City Council, by any City official or City employee, and by a Commissioner or employee of the Commission. Personal references and letters of recommendation are considered during the background investigation only. 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.

APPLICATION PERIOD

The Application Period will open on August 5, 2024 and will close by end of business on August 19, 2024. For details, see APPLICATION PROCESS below.

APPLICATION PROCESS

How to Apply: You must first submit an application with Denver Civil Service Commission. Applicants will be required to upload their resumes, their education and/or certification documents, Upon completing the initial Workday application, if you do not immediately receive a disqualifying notification, a Technical Questionnaire will be emailed to you. The deadline to submit the Technical Questionnaire is **5:00 p.m. on Friday, August 26, 2024.**

All applicants will receive an e-mail determining their eligibility. Those eligible will receive further processing information.

DUTIES AND WORK RESPONSIBILITIES

Fire Systems Technical Specialists (Radio), 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 (including radio fire-box transmitters and receivers, microwave, two-way mobile radios, towers up to 230 feet in height, and antennas) and other duties as may be required by the Superintendent of Fire Alarm, the Assistant Superintendent of Fire Alarm, and the Fire Department Chief. Tasks may include assisting other Fire Systems Technical Specialists in their duties when needed. May be required to respond to emergency calls which may occur at any time during a twenty- four-hour period.

For a complete list of Essential Functions and Essential Knowledge, Skills and Abilities refer to the Fire Systems Technical Specialist (Radio) Examination Informational Booklet at <https://www.denvergov.org/content/denvergov/en/civil-service-commission/job-postings.html>.

Salary Range: \$95,659 - \$124,355 annually

JOB QUALIFICATIONS/REQUIREMENTS

Qualifications: In addition to the Age, Education/Experience, and Skill requirements noted below, applicants must also meet all of the Qualifications for Original Appointment as specified in Commission Rule 3* and as outlined in the *Fire Systems Technical Specialist (Radio) Examination Informational Booklet*.

Age: Applicants must be at least twenty-one (21) years of age on or before the date of application.

Education/Experience Required: In addition to a high school diploma or a certificate equivalent to a high school diploma (GED), applicants must have a minimum of two (2) years of work experience in electronic-related fields (e.g., electronics, communications, and information technology).

Formal education may be substituted for the minimum work experience in radio-related fields (e.g., electronics, communications, and information technology) as follows: A two-year associate degree in radio-related fields (e.g., electronics, communications, and information technology) with three (3) years of experience or five (5) years of experience in a job-relevant field.

A strong emphasis on experience with machine skills, including welding, fabricating, sheet metal, and designing is required.

Skill Preferences: Interest in digital P25 trunking radio systems, electronic/radio test equipment, and working on electronic vehicle installations. Installing, maintaining, and repairing fire apparatus equipment. Fabrication and CAD design.

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

The deadline for receiving the Online Technical Questionnaire and any supporting documents is 5:00 p.m. on Monday, August 26, 2024.

Links to portfolios and/or projects which reflect their experience with web application development and support as well as the skill requirements and preferences posted in the job posting.

EXAMINATION AND SCREENING PHASES*

*Additional details regarding the Examination and Screening Phases are provided in the *Fire Systems Technical Specialist (Radio) Informational Booklet*.

Online Technical Questionnaire	25 maximum points
Fire Department Interview	75 maximum points

Online Application and Technical Questionnaire: Applicants must initially complete an on-line application and technical questionnaire. Qualified applicants will also be required to complete a background history questionnaire as part of their eligibility determination.

The Online Technical Questionnaire will be emailed to you if you do not immediately receive a disqualifying notification from your Workday application.

The determination of applicants' status as qualified or not qualified shall be made by the Civil Service Commission and the Denver Fire Department after all applicants' Online Technical Questionnaire responses have been rated but before any applicant's identity is known by any Commissioner. The extent to which applicants are qualified or not qualified will be determined based on the Civil Service Commission and the Denver Fire Department's ratings of Online Technical Questionnaire responses, which are worth 25% of applicants' overall hiring process scores, as noted above.

Confidentiality Agreement: The contents of the Civil Service Commission's Online Technical Questionnaire are considered highly confidential and may not be divulged in any manner to anyone. Applicants who fill out the Online Technical Questionnaire are required to maintain the integrity of the questionnaire and will be required to sign a confidentiality agreement before the questionnaire can be submitted. Additionally, applicants who are processed will be subject to questions during the polygraph regarding maintenance of the confidentiality agreement.

"Not Qualified" Rating on Online Technical Questionnaire: Applicants who receive a "Not Qualified" status on the Online Technical Questionnaire will be required to wait until the next Fire Systems Technical Specialist (Radio) application period to re-apply, unless otherwise provided by Commission Rule.

"Qualified" Rating on Online Technical Questionnaire: Applicants who receive a "Qualified" status on the Online Technical Questionnaire will be invited to complete the next phase of the Fire Systems Technical Specialist (Radio) application: Fire Department Interview. Applicants will receive notice of their rating and an invitation to the next step around **August 30, 2024**.

Fire Department In-Person Interview: A Fire Department Interview will be administered to applicants who receive a "Qualified" rating on the Online Technical Questionnaire. Fire Department Interviews are anticipated to be administered on **September 9, 2024 through September 13, 2024**.

Interview questions will be asked on several dimensions of the Fire Systems Technical Specialist (Radio) job which the Civil Service Commission and Denver Fire Department will jointly determine. Applicants should plan on answering all questions within an hour's time but will not receive a penalty for finishing early.

Responses to the interview questions will be equally weighted and rated on a scale of 0 (Demonstrates No Competence) to 5 (Demonstrated Complete Competence) for a total of seventy-five (75) points possible. Criteria for each possible rating and question will be pre-determined by a team comprised of subject matter experts and Civil Service Commission staff.

Ranking – Final Examination Score - Examination List: Applicants who receive a “Qualified” rating on the Online Technical Questionnaire and who successfully complete the Fire Department Interviews will be **ranked** based on their sum of the converted Online Technical Questionnaire score and Fire Department Interview ratings, 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.

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 in the *Fire Systems Technical Specialist (Radio) Examination Informational Booklet*.

The following steps are required only if applicants are selected for additional testing and screening:

When selecting individuals for additional testing and screening, the Commission will consider an applicant’s ranking and the anticipated personnel needs of the Department of Safety.

Before Conditional Job Offer

Completion of Background History Questionnaire: *Commission Review*

Polygraph: *Commission Review*

Written Suitability Assessment: *For Psychologist Review*

Suitability Assessment/Interview: *Suitable, Marginally Suitable, Unsuitable*

Preliminary File Review: *Pass or Fail*

Background Investigation: *Commission Review*

Commission Background Review: *Pass or Fail*

Following Conditional Job Offer

Written MMPI-2: *Suitable, Marginally Suitable, Unsuitable*

Medical/Drug Screen: *Pass or Fail*

The Commission reserves the right to change the order of the 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 Fire Systems Technical Specialist (Radio) testing unless otherwise allowed by Commission rule.

Applicant Responsibility for Additional Test Phases: Applicants must keep their mailing address, e-mail address and telephone number(s) current at all times with the Civil Service Commission. Upon successful completion of the Online Technical Questionnaire, applicants must report vacations or other extended absences of more than seven (7) days duration to the Commission in writing. Any neglect to report vacations or extended absences may delay an applicant's processing or may be cause for disqualification from further processing.

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.

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.

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 (Radio) position has been received from the Executive Director of Safety, the Commission shall certify to the Executive Director of Safety a list of names equal to the number to be appointed plus as many additional 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.

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).

Applicants receiving a conditional offer of employment are subject to a medical evaluation and a drug screen. Further details regarding the conditional offer testing can be found in the *Fire Systems Technical Specialist (Radio) Examination Informational Booklet*.

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 of employment shall also be revoked should an applicant have his/her name be removed from the Eligible Register or be determined that he/she does not meet the qualifications for original appointment.

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.

ATTENTION:

Falsification or omission of any information, or the material misrepresentation of fact, including statements indicated on the Fire Systems Technical Specialist (Radio) application form(s), or any other documentation as required by the Civil Service Commission, may be grounds for removal of the applicant's name from the eligible register and, if appointed, the applicant may be dismissed from the Denver Fire Department for violating the above Civil Service Commission rule.

Any protests or challenges by an applicant or potential applicant to the content of this official announcement, and/or plan set forth herein, must be presented in writing to the Executive Director of the Commission.

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AN EQUAL OPPORTUNITY EMPLOYER