



**CITY AND COUNTY OF DENVER
CIVIL SERVICE COMMISSION
FIREFIGHTER INFORMATIONAL BOOKLET**



It is the applicant’s responsibility to read the information contained in the booklet. This booklet details the minimum qualifications required to be considered as a Denver Firefighter and provides applicants with an informational summary of the examination/screening process.

TABLE OF CONTENTS

Questions..... 2

Request for Reasonable Accommodation 2

Firefighter Academy Class..... 2

Duties and Work Responsibilities, Job Requirements 2

Work Schedule, Salary, and Benefits..... 2

Helpful Websites..... 3

Written Notice of Change in Contact & Personal Information..... 3

Minimum Qualifications 4

Legal Matters and Criminal Convictions 5

Drugs: Illegal Use, Purchase, Possession, Distribution, Sale, or Manufacture..... 7

Traffic and Driving Related Offenses 12

Application and Testing Process 13

Vacation & Extended Absences..... 14

5 Step Selection Process Chart..... 15

Examination and Screening Phases..... 16

Veteran Preference Points 22

Special Skill Preference Points – Language Proficiency – Fire Career Apprentice Program (CAP) – Denver Fire EMT 23

Medical Inquiries 25

Vision Standards, Hearing Standards and Medical Standards 25

Candidate Physical Ability Test (CPAT)..... 26

Denver Fire Academy Physical Fitness Program Preparation Guide 32

Essential Firefighting Functions/Other Characteristics/Knowledge Areas..... 32

Civil Service Commission Contact Information 39

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 The provisions of this informational booklet may be modified, rescinded, or revised, in writing, only by the Civil Service Commission, which reserves the right to unilaterally modify, rescind or revise the provisions of this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

INFORMATIONAL SUMMARY

QUESTIONS

If you have questions not covered in this booklet, call the Civil Service Commission office at (720) 913-3371 or email csc.entry.fire@denvergov.org (Monday – Friday, 6:00 a.m. to 4:00 p.m.) excluding holidays.

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) in order to participate in any examination phase noted herein, the applicant must advise the Civil Service 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 Firefighter 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. Please refer to the **Essential Firefighting Functions and Knowledge Areas**.

FIREFIGHTER ACADEMY CLASSES

As a result of this examination, applicants will be considered for Entry Level Firefighter Academy classes expected to begin in depending on the needs of the department. Only a limited number of individuals will be processed through all phases of the examination, based on hiring needs.

DUTIES AND WORK RESPONSIBILITIES

Under supervision, Firefighters respond to fire alarms with assigned company and assist in extinguishing fires in the protection of lives and property; assist in cleaning and caring for apparatus, equipment, and quarters; administer first aid treatment; assist in rescue work in various emergencies; and inspect buildings for fire hazards and compliance with fire prevention ordinances. At various points in their careers, Firefighters may also be assigned to work in support divisions such as, but not limited to, human resources, fire dispatch, or fire prevention. For additional information see Essential Firefighting Functions.

JOB REQUIREMENTS

Applicants must meet all of the minimum qualifications and while employed with the Denver Fire Department, Firefighters are required to obtain and maintain certification as an E.M.T. Renewal training and testing is required to ensure compliance.

Firefighters are required to maintain a specified level of physical stamina and conditioning throughout their career. Annual test may be conducted to ensure compliance.

WORK SCHEDULE

The work schedule consists of a 48-hour average work week. Each Firefighter works one day (24 hours) and then has two days (48 hours) off. Every seventh shift each Firefighter is scheduled for an additional day off. At the discretion of the administration, Firefighters may also be assigned various other work schedules in accordance with their work assignments.

SALARY AND BENEFITS ENTRY LEVEL FIREFIGHTER

2024 Salary: \$66,429.35

Benefits: Paid sick leave and vacation
Medical and dental insurance
Uniforms and most equipment furnished
Pension plan

FIRE AND POLICE PENSION ASSOCIATION

Denver Fire and Denver Police offer a variety of benefit options, including a pension plan through the Fire and Police Pension Association (FPPA). For more information on the FPPA Statewide Defined Benefit plan, visit: <https://fppaco.org/benefits.html>. For details regarding benefit plan offerings, visit the Denver Fire and Denver Police websites.

HELPFUL WEBSITES

The Denver Civil Service Commission's website contains information regarding the Firefighter and Police Officer application process, testing (including test preparation and current testing schedules), links to the Departments Recruiters, other resources, and Commission meeting dates.

Denver Civil Service Commission: www.denvergov.org/civilservice.

Denver Fire Department's Recruitment: <https://www.denvergov.org/Government/Agencies-Departments-Offices/Agencies-Departments-Offices-Directory/Fire-Department/Become-a-Firefighter> for upcoming recruitment events, test preparation information, and links for general Department of Safety information and minority resources.

WRITTEN NOTICE OF CHANGE IN CONTACT INFORMATION

Applicants are required to notify the Civil Service Commission in writing of any changes in personal information such as legal name, address, phone number, and email address.

Applicants called on for further screening/processing must notify the Civil Service Commission in writing of any changes to their supplemental application or background history questionnaire information. Changes and updates can be sent to csc.entry.fire@denvergov.org.

Failure to receive notice of and keep any scheduled appointment because of outdated contact information may be cause for disqualification from further processing.

SOLICITATION OF PREFERENTIAL TREATMENT

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 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 Civil Service 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.

MINIMUM QUALIFICATIONS

Applicants must meet all of the minimum qualifications. Except as noted, any failure to meet one or more of the minimum qualifications will result in automatic disqualification.

Please note that some standards have particular time limits associated with them. If this applies to your situation, you may later become eligible and apply once those time limits have lapsed.

Example: “at age 21 or older” or “while under the age of 21”; within the past “sixty (60) months (5 years)”, or within the past “one-hundred twenty (120) months (10 years)”, or “during an individual’s lifetime” (“*have you ever...* ”).

If a particular time limit affects your situation, and you are disqualified, you may later become eligible and may re-apply once the specified time limit has lapsed. Any timelines noted run back from the date of application.

Reviewing Definition of Terms: Your understanding of the General, Legal/Criminal, Illegal Drug, and Traffic related terms and offenses contained in this booklet is critical to your ability to determine if you meet the minimum qualifications. For a complete listing of Definitions of Terms, please refer to Commission Rule 1 located on the Civil Service Commission website: <https://www.denvergov.org/Government/Agencies-Departments-Offices/Agencies-Departments-Offices-Directory/Civil-Service-Commission/Commission-Rules>.

BASIC MINIMUM QUALIFICATIONS

CITIZENSHIP: Applicants must be citizens of the United States on or before the date of application. Acceptable proof of the United States citizenship shall include a birth certificate from within the United States, naturalization papers, a United States passport, or a Certificate of Live Birth Abroad of a United States citizen.

COLORADO RESIDENCY: Applicants must be bona fide residents of the State of Colorado at the time of appointment (hire).

AGE: Applicants 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.

Acceptable substitutes for a birth certificate include naturalization papers and/or valid passport.

EDUCATION: Applicants 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.

Acceptable substitutes for a high school diploma or GED certificate include an original certified high school transcript bearing the official school seal and showing graduation date, or an original letter from the school on the school’s letterhead which verifies the graduation.

DRIVER’S LICENSE: Applicants must possess a valid automobile driver’s license on or before the date of application and up to and including the date of appointment and 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.

LEGAL MATTERS AND CRIMINAL CONVICTIONS

GENERAL CONSIDERATIONS

CONVICTION: See below for the definition of “Conviction”. Throughout this booklet the term “Conviction” applies to the following categories of offenses:

- Any adult criminal offense
- Any juvenile offense when the juvenile was charged as an adult
- Any juvenile offense adjudicated in a juvenile court when the offense would be classified as a felony or misdemeanor (as applicable) if committed by an adult

JUVENILE RECORD OR ADULT CRIMINAL RECORD: If you are unsure of the formal legal status of any items in your juvenile record or your adult criminal record, you are urged to obtain a copy of your criminal history.

If after reviewing your juvenile or criminal history you still have questions, you should obtain legal advice prior to submitting your application. Civil Service Commission staff cannot provide you with legal advice with these matters.

SEALED OR EXPUNGED RECORDS: Juvenile records and adult criminal records are not automatically “expunged” or “sealed”. To be expunged or sealed, it requires an “order of the court”. If a criminal record or juvenile record has been “sealed” or has been “expunged” by an order of the court, or if a criminal conviction has been “pardoned”, it may have an effect on how you answer certain questions in the application process.

KEY DEFINITIONS – LEGAL AND CRIMINAL RELATED STANDARDS

CONVICTION-ADJUDICATION, definition of: The result of a criminal trial regarding any federal, state, or local law that ends in entry of a final judgement/sentence, following a verdict of guilty (by the court or jury), or following a plea of guilty or no contest.

“Conviction” shall include an “Adjudication” which is an entry of final judgement/sentence following a determination by a juvenile court that it has been proven beyond a reasonable doubt to the trier of fact that the juvenile has committed an offense that would have been a crime had it been committed by an adult (Example: commission of a delinquent act) or following an entry of a plea of guilty or no contest to a charge of committing such an offense.

“Conviction” does not include an entry of a final judgement/sentence that has been pardoned, reversed, set aside, or otherwise rendered null and void; or for which the criminal record or the juvenile record therefor has been formally sealed, or has been formally expunged, by order of the court.

“Conviction” does not include a deferred prosecution, deferred judgement, or deferred sentence.

FELONY, definition of: A criminal offense that is classified as a “felony” under the federal, state, or local laws in the jurisdiction where the subject charge was filed; to also include any juvenile offense that would constitute a “felony” criminal offense in that jurisdiction, if committed by an adult. (Example: Criminal record may show “F4”, meaning a “4th Degree Felony”).

MISDEMEANOR, definition of: A criminal offense that is classified as a “misdemeanor” under the federal, state, or local law in the jurisdiction where the subject charge was filed; to also include any juvenile offense that would constitute a “misdemeanor” criminal offense, if committed by an adult. (Example: Criminal record may show “M1”, meaning a “1st Degree Misdemeanor”).

GENERAL DISQUALIFIERS – NO LEGAL IMPEDIMENTS

NO LEGAL IMPEDIMENTS: To be eligible for both application and appointment to a position in the Denver Fire Department, an individual shall not have any legal impediments to their ability to perform the essential job functions for the position of Firefighter. Please be advised that adjudication in juvenile court, for criminal activity as a minor/juvenile does not necessarily clear from your record when you become an adult.

Any individual who, because of a criminal charge, or plea to a criminal charge, is **currently subject to an active deferred sentence, deferred judgement, or deferred prosecution**, or is currently subject to any **court order(s) or stipulation(s) in connection therewith**, will be disqualified.

Any individual who is **currently incarcerated, on work release, or parole, or on probation** for any crime will be disqualified.

CRIMINAL CONVICTIONS – LIFETIME DISQUALIFICATION

ALL FELONY CONVICTIONS – LIFETIME DISQUALIFICATION: Any adult (age 18 or above), or juvenile charged as an adult, who has been convicted of a felony crime; or juvenile who has been adjudicated in juvenile court for an offense that would be classified as a felony if committed by an adult; will be disqualified.

CERTAIN MISDEMEANOR CONVICTIONS – LIFETIME DISQUALIFICATION: An individual who has ever been convicted (or been adjudicated), for any of the following **misdemeanor** offenses will be disqualified:

- An offense involving domestic violence
- Assault, menacing, stalking or harassment
- Sexual assault, unlawful sexual contact, or an offense that would require registration as a sex offender under Colorado law
- Any offense based on unlawful sexual behavior
- Failure to register as a sex offender
- Prostitution
- Soliciting for prostitution
- Pandering
- Indecent exposure
- Any offense of child abuse or child neglect resulting in any injury to the child or to the child's health
- Any bias-motivated crime (including harassment or intimidation of a person or group because of race, color, ancestry, national origin, religion, creed, age, gender, gender variance, sexual orientation, or physical or mental disability)
- Cruelty to animals
- Resisting arrest
- Impersonating a peace officer, firefighter, or public servant
- Obstruction of government operations
- Obstruction of a peace officer, firefighter, emergency medical service provider, rescue specialist, or like volunteer
- False reporting to fire, emergency, or law enforcement authorities
- Perjury
- Failure to obey a jury summons

CRIMINAL CONVICTIONS 10 YEARS, 7 YEAR & 5 YEAR DISQUALIFICATIONS

MISDEMEANOR OFFENSES – 10 YEAR DISQUALIFICATION: An individual who has been **convicted** (or been adjudicated) for any of the following **misdemeanor** offenses during the past 120 months (10 years) will be disqualified.

- An offense based on **child abuse or child neglect** that did not involve an injury to the child or to the child’s health
- The **illegal use or possession** of a firearm or edged weapon (e.g., a knife)

MISDEMEANOR OFFENSES – 7 YEAR DISQUALIFICATION: An individual who has been **convicted** (or been adjudicated) for any of the following **misdemeanor** offenses during the past 84 months (7 years) will be disqualified.

- An offense involving **theft**, (to include stealing, shoplifting, embezzlement, etc.)
- An offense involving **fraud** (to include check fraud, identity theft, forgery, etc.)
- An offense involving **forgery** (to include actions done with intent to defraud, etc.)

Misdemeanor convictions for theft, fraud, or forgery more than 84 months prior will be subject to a presumptive disqualification with an opportunity for review for exemption.

NO MORE THAN ONE (1) MISDEMEANOR – DURING THE PAST 5 YEARS: An individual who has been **convicted** of two (2) or more **misdemeanor** offenses within the past 60 months (5 years) will be disqualified.

NO MISDEMEANOR CONVICTIONS WHILE IN A PUBLIC SAFETY POSITION – DURING THE PAST 5 YEARS: Within the past 60 months (5 years), an individual shall **not** have any **conviction** for a **misdemeanor** offense during any period of time while they were an employee in, or a volunteer in, any of the following public safety related positions:

Law enforcement, peace officer, armed public safety, correctional officer, military police, firefighter or medical first responder.

DRUGS: ILLEGAL USE, PURCHASE, POSSESSION, DISTRIBUTION, SALE, OR MANUFACTURE

IMPORTANT DRUG RELATED DEFINITIONS

DISTRIBUTION (of Hard or Soft Drugs), definition of: “Distribution” or “To Distribute” means to deliver, transfer, or transport, or to attempt to deliver, transfer or transport, actually or constructively, from one person to another a controlled substance, either with or without remuneration, barter, or exchange.

However, the delivery, transfer, or transportation of one ounce or less of marijuana from one person to another, without involving any remuneration, barter, or exchange, shall be deemed “use or possession”. It shall not be deemed distribution, unless the delivery or transfer is by a person eighteen years of age or older to a person under the age of fifteen.

The delivery or transfer of more than one ounce of marijuana from one person to another, either with or without remuneration, barter, or exchange, shall be deemed distribution and/or sale thereof.

HARD DRUG, definition of: Any schedule, I, II, III or IV controlled substance is considered to be a Hard Drug except when a Schedule I, II, III, IV controlled substance is possessed or used pursuant to being

dispensed by or under the direction of a person licensed or authorized by state or federal law to prescribe or administer the drug.

Examples include, but are not limited to the **illegal use** of: Adam, Adderall, Amytal, Anabolic Steroids, Angel Dust, Amphetamine, Black Tar, Blue Birds, Buttons, Cocaine, Codeine (high dose), Crack, Crystal, Darvon, Deca, Demerol, Dilaudid, Ecstasy, GHB, Hallucinogens, Hash & Hash Oil (Marijuana Concentrate), Heroin, Ice, Ketamine, Librium, LSD, Marijuana – 8 ounces or more, Mescaline, Methadone, Meth-amphetamine, MDA, MDMA, Microdot, Morphine, Mushrooms, Opium, Percocet, Percodan, Peyote, PCP, Phenobarbital, PHP, Psilocybin, Quaalude, Red Birds, Ritalin, Rohypnol, Roofies, Seconal, Smack, Special K, Speed, Spice, Steroids, STP, Talwin, TCP, Thai Sticks (soaked in hash oil), THC, Valium, Xanax, XTC, Yellow Jackets

Drugs not included as a Hard Drug: The legal use of Schedule II, III and IV “prescription” drugs by the person for whom the drug was legally prescribed; or the possession of Marijuana, Medical Marijuana, or Ganja in a quantity under eight (8) ounces. (Note, while Medical Marijuana in quantity less than 8 ounces is not considered a Hard Drug, the use of Medical Marijuana is not considered to be the legal use of a “Prescription Drug”.)

MANUFACTURE (of Hard Drugs or Soft Drugs) definition of: “Manufacture” or “Manufacturing” means: For any person to produce, prepare, propagate, compound, convert, or process a controlled substance, directly or indirectly, by extraction from substances of natural origin, chemical synthesis, or a combination of extraction and chemical synthesis, and includes any packaging or repackaging of the substance or labeling or relabeling of its container.

With respect to Marijuana and Marijuana concentrate, “manufacture” means for any person to cultivate, grow, produce, prepare, process, or otherwise manufacture, or knowingly to allow such to be produced, processed, prepared, or manufactured on land owned, occupied, or controlled by him.

For information related to employment in a state regulated, licensed, Marijuana business enterprise, see the definition of “Marijuana” below.

MARIJUANA, definition of: (Including Medical Marijuana, Ganja, Marijuana Concentrate, and Edibles containing Marijuana, etc.): Because Marijuana is a Schedule I controlled substance under Federal law, any use, purchase, possession, distribution, sale or manufacturing (including delivery, transfer or transport from one person to another) of marijuana or its derivatives that would be regarded as illegal under the **Federal Controlled Substances Act** (as determined at the sole discretion of the Civil Service Commission) shall in general be regarded as “illegal” for purposes of application and screening for the position of Firefighter.

- **Medical Marijuana:** Because marijuana has no recognized medical use under Federal Law, “medical marijuana” or products containing “medical marijuana” are considered as “illegal” for the purposes of application
- **Synthetic Marijuana and Salvia Divinorum:** The Synthetic Drug Abuse Prevention Act of 2012 makes it unlawful as of July 9, 2012, to use or possess any amount of synthetic cannabinoid (e.g., Spice, K2) or Salvia Divinorum (e.g., Diviner’s Sage or Seer’s Sage)
- **Soft Drug – Marijuana:** Marijuana (and its derivatives) in a quantity less than 8 ounces is considered to be an illegal Soft Drug for the purposes of Application and Minimum Qualifications
- **Hard Drug – Marijuana:** Marijuana (and its derivatives) in a quantity of 8 ounces or more is considered to be an illegal Hard Drug for the purposes of Application and Minimum Qualifications
- **Exception Regarding Marijuana Distribution:** Any distribution of one (1) ounce or less of marijuana (to deliver, transfer, or transport from one person to another), without any remuneration,

barter, or exchange, shall generally be deemed “use” or “possession” and not “distribution”. It shall be subject to a 12-month time period for disqualification

- **Exception Regarding Employment in a State Regulated Marijuana Business:** The purchase, possession, growing, manufacture, distribution, or sale of Marijuana (or any of its derivatives) as prohibited by Commission Rule and these minimum qualifications will result in a presumptive disqualification. **However**, any individual engaging in such behavior, solely as part of their employment in a state regulated, licensed marijuana related business enterprise may request a case-by-case review for exemption from such disqualification

SALE (of Hard or Soft Drugs), definition of: “Sale” means: An illegal barter, exchange, or transfer for payment or promise of payment, of a controlled substance, and each such transaction made by any person, whether for the benefit of the seller or on behalf of another.

Any action on behalf of another (as the middleman or go-between, acting for either the seller or the purchaser) in an illegal sale or purchase of a controlled substance, which includes being an active participant in the actual transfer of the drugs or assets involved, shall be deemed “Sale” and not “Purchase”.

For information related to employment in a state regulated, licensed, marijuana business enterprise, see definition of “Marijuana” listed above.

SOFT DRUG, definition of: Marijuana or Medical Marijuana in a quantity under eight (8) ounces, and any Schedule V controlled substance, except when a Schedule V controlled substance is possessed or used pursuant to being dispensed by or under the direction of a person licensed or authorized by state or federal law to prescribe or administer the drug.

Examples include but are not limited to the illegal use of cough syrup with low dose codeine, Robitussin AC, Lyrica, and any use of Ganja, Marijuana or Medical Marijuana, or the possession of Marijuana or Medical Marijuana but only in a quantity less than eight (8) ounces.

Drugs not included as Soft Drugs: The legal use of Schedule V “prescription” drugs by the person for whom the drug was legally prescribed.

Note: Medical Marijuana is never considered a legal “prescription drug”.

CRIMINAL CONVICTIONS INVOLVING OR RELATED TO ANY CONTROLLED SUBSTANCE

NO FELONY CONVICTION, AT ANY AGE, INVOLVING HARD OR SOFT DRUGS – LIFETIME DISQUALIFICATION: Any individual who has ever been “convicted of” a felony offense involving or relating to any (controlled substance) hard drug or soft drug will be disqualified. This includes the “adjudication” of a juvenile for a like offense that would be classified as a felony if committed by an adult.

NO MISDEMEANOR CONVICTION – INVOLVING OR RELATED TO A CONTROLLED SUBSTANCE – WITHIN 120 MONTHS (10 Years) PRIOR TO APPLICATION: Any individual who has been convicted of a misdemeanor offense involving or relating to any controlled substance (Hard or Soft Drug), **Within** the period of 120 months (10 Years) prior to the date of application, will be disqualified. This includes the “adjudication” for a like offense that would be classified as a misdemeanor if committed by an adult.

A MISDEMEANOR CONVICTION – INVOLVING OR RELATED TO A CONTROLLED SUBSTANCE – MORE THAN 120 MONTHS (10 Years) PRIOR TO APPLICATION – PRESUMPTIVE DISQUALIFICATION: Any individual who has been convicted of a misdemeanor offense involving or relating to any controlled substance (Hard or Soft Drug), **more than** 120 months (10

Years) prior to the date of application, will be subject to a presumptive disqualification. This includes the “adjudication” for a like offense that would be classified as a misdemeanor if committed by an adult.

However, the individual so disqualified may request a case-by-case review for exemption from disqualification.

NO ILLEGAL DISTRIBUTION, SALE, OR MANUFACTURE OF HARD OR SOFT DRUGS

NO ILLEGAL DISTRIBUTION OF HARD OR SOFT DRUGS:

AT AGE 21 OR OLDER: Lifetime Disqualification

WHILE UNDER AGE 21:

Hard Drug Distribution: 120 Month (10 Year) Disqualification

Soft Drug Distribution: 60 Month (5 Year) Disqualification

Within the age limits and time periods specified: Any individual who has provided, delivered, transferred, or transported any hard or soft drugs to or for another person, either with or without remuneration, barter, or exchange, will be disqualified.

“Soft Drug” includes any Marijuana, Medical Marijuana, products, or edibles containing Marijuana. (see below for more information regarding a limited exception for 1 ounce or less of marijuana, and for information regarding employment in a state regulated Marijuana business).

Illegal distribution of drugs includes being the middleman, go between, or “doing a favor for a friend” in a drug transaction by actively transferring the drugs from one person to another even if the “middleman” receives no benefit from the drug transaction.

- An individual who engaged in the “distribution” of Hard or Soft Drugs at age 21 or above will be subject to a Lifetime Disqualification
- An individual who engaged in the “distribution” of Hard Drugs while both under the age 21 and during the 60 months prior to application, will be disqualified
- Any individual who engaged in the “distribution” of Soft Drugs while both under the age of 21 and during the 36 months prior to application, will be disqualified
- Illegal distribution of any Hard or Soft Drug including Marijuana, in any quantity, to or for another person that did involve any payment, barter, or exchange is also considered a “Sale” of drugs and not “Distribution” (see below for information regarding “No Illegal Sale of Hard or Soft Drugs”)
- Limited Marijuana Exception: The “distribution” of one (1) ounce or less of Marijuana, that did not involve any payment, barter, or exchange (e.g., sharing a joint) shall be deemed “Use” or “Possession” and not “Distribution”, and is subject to a 3-year disqualification time period
- Employment in a State Regulated Marijuana Business: For information regarding employment in a state regulated Marijuana business enterprise, please see the definition of “Marijuana” above

NO ILLEGAL SALE OF HARD OR SOFT DRUGS:

AT AGE 21 OR OLDER: Lifetime Disqualification

WHILE UNDER AGE 21:

Hard Drug Sale – 120 Month (10 Year) Disqualification

Soft Drug Sale – 60 Month (5 Year) Disqualification

Within the age limits and time periods specified: Any individual who has ever illegally provided, delivered, or transported hard or soft drugs, including any marijuana or medical marijuana that involved any barter, exchange, or transfer or promise of payment, will be disqualified.

- An individual who engaged in the “Sale” of Hard or Soft Drugs at age 21 or above will be subject to a Lifetime Disqualification
- An individual who engaged in the “Sale” of Hard Drugs while both under the age of 21 and during the 120 months prior to application will be disqualified
- An individual who engaged in the “Sale” of Soft Drugs while both under the age of 21 and during the 60 months prior to application will be disqualified. Illegal drug sale includes being the middleman, go between, or “doing a favor for a friend” in a drug sale or purchase by actively transferring the drugs, assets, or payment from one person to another even if the “middleman” receives no benefit from the sale or purchase
- The acquisition or acceptance into a purchaser’s possession of Hard Drugs or Soft Drugs through a sale, barter, or exchange; and involving the use of assets or money of only the purchaser, shall be deemed “Purchase” and not “Sale”
- Employment in a State Regulated Marijuana Business: For mor information regarding employment in a state regulated Marijuana business enterprise, please see the definition of Marijuana above

NO ILLEGAL MANUFACTURE OF HARD OR SOFT DRUGS:

AT AGE 21 OR OLDER: Lifetime Disqualification

WHILE UNDER AGE 21:

Hard Drug Manufacture: 120 Month (10 Year) Disqualification

Soft Drug Manufacture: 60 Month (5 Year) Disqualification

Within the age limits and time periods specified: Any individual who has ever illegally manufactured (e.g., produced, prepared, processed, grown, packaged or re-packaged) Hard or Soft Drugs, including Marijuana or Medical Marijuana or products or edibles containing Marijuana will be disqualified.

- An individual who engaged in the “Manufacture” of Hard or Soft Drugs at age 21 or above will be subject to a Lifetime Disqualification
- An individual who engaged in the “Manufacture” of Hard Drugs while both under the age of 21 and during the 120 months prior to application, will be disqualified
- An individual who engaged in the “Manufacture” of Soft Drugs while both under the age of 21 and during the 60 months prior to application, will be disqualified
- Employment in a State Regulated Marijuana Business: For information regarding employment in a state regulated Marijuana business enterprise, please see the definition of Marijuana above

NO ILLEGAL DISTRIBUTION, SALE OR MANUFACTURE OF SYNTHETIC MARIJUANA or SALVIA DIVINORUM SINCE JULY 9, 2012:

AT AGE 21 OR OLDER: Lifetime Disqualification

WHILE UNDER AGE 21: 120 Month (10 Year) Disqualification

Within the age limits and time periods specified: Any individual who, since July 9, 2012, has ever provided, delivered, transferred, or transported, sold, or manufactured, any quantity of synthetic marijuana (e.g., Spice, K2) or Salvia Divinorum (e.g., Diviner’s Sage or Seer’s Sage), to or for another person, will be

disqualified. This includes being the “middleman” or “go between” in a drug transaction, by actively transferring the drug or payment from one person to another.

- An individual who engaged in the Distribution, Sale, or Manufacture of Synthetic Marijuana or Salvia Divinorum at age 21 or above will be subject to a Lifetime Disqualification
- An individual who engaged in the Distribution, Sale or Manufacture of Synthetic Marijuana or Salvia Divinorum while both under the age of 21 and during the 120 months prior to application, will be disqualified

NO ILLEGAL USE, PURCHASE, OR POSSESSION OF HARD DRUGS OR SOFT DRUGS

NO ILLEGAL DRUG USE, PURCHASE OR POSSESSION WHILE IN A PUBLIC SAFETY POSITION – 10 YEAR DISQUALIFICATION: Any individual who has ever illegally used, purchased, or possessed soft drugs or hard drugs (on or off the job), during any period of time while an employee or volunteer in any law enforcement, peace officer, armed public safety, correctional officer, military police, firefighter, or medical first responder position, and within the 120 months (10 years) prior to the date of application, will be disqualified.

NO ILLEGAL USE, PURCHASE, POSSESSION OF HARD DRUGS – PAST 5 YEARS: Any individual who has illegally used, purchased, or possessed hard drugs within the past 60 months (5 years) prior to application, will be disqualified.

NO ILLEGAL USE, PURCHASE, POSSESSION OF MARIJUANA – PAST 1 YEAR: Any individual who has illegally used, purchased, or possessed marijuana, including products or edibles containing marijuana, medical marijuana, or synthetic marijuana within the past 12 months (1 year) will be disqualified.

Employment in State Regulated Marijuana Business: For information regarding employment in a state regulated Marijuana business enterprise, please see the definition of Marijuana above.

NO ILLEGAL USE OF SCHEDULE II-IV PRESCRIPTION DRUGS NOT PRESCRIBED FOR YOU: Any individual who has used someone else’s schedule II-IV prescription drug within the past 60 months (5 years), will be required to explain the details and circumstances of such use, **may be** disqualified. Any use of recreational or non-medical purposes will result in disqualification.

NO ILLEGAL USE OF SCHEDULE V PRESCRIPTION DRUGS NOT PRESCRIBED FOR YOU: Any individual who has used someone else’s schedule V prescription drug within the past 36 months (3 years), will be required to explain the details and circumstances of such use and may be disqualified. Any use for recreational or non-medical purposes will result in disqualification.

TRAFFIC AND DRIVING RELATED OFFENSES AUTOMATIC DISQUALIFIERS

NO CONVICTION FOR OPERATING A MOTOR VEHICLE WITHOUT INSURANCE WITHIN THE PAST 1 YEAR: Any individual who has been convicted of a traffic violation/infraction based on operating a motor vehicle without insurance within the 12 months (1 year) prior to date of application will be disqualified.

NO DRIVER’S LICENSE SUSPENSION WITHIN THE PAST 3 YEARS: Any individual who has had their driver’s license suspended, based on moving traffic violations/infractions, within the past 36 months (3 years) prior to date of application will be disqualified.

NO DUI OR DWAI WITHIN THE PAST 5 YEARS: Any individual who has been convicted of DUI (Driving Under the Influence) or DWAI (Driving While Ability Impaired) within the past 60 months (5

years) prior to date of application, will be disqualified. This includes all like offenses applicable to any means of motorized transport, such as Boating Under the Influence.

NO MORE THAN ONE DUI or DWAI IN YOUR LIFETIME: Any individual who has been convicted of either a DUI (Driving Under the Influence) and/or a DWAI (Driving While Ability Impaired) offense two (2) or more times will be disqualified. This includes all like offenses applicable to any means of motorized transport, such as Boating Under the Influence.

NO MAJOR TRAFFIC VIOLATIONS/INFRACTIONS WITHIN THE PAST 5 YEARS: Any individual who has been convicted of any of the following major traffic violations or infractions, within the past 60 months (5 years) prior to the date of application, will be disqualified.

- Leaving the scene of an accident
- Eluding or attempting to elude a peace officer
- Engaging in a speed contest
- Reckless driving
- A driving infraction or offense that states the violation resulted in serious bodily injury or death

APPLICATION AND TESTING PROCESS

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 Eligible Registers for original appointment to the position of Firefighter for the Denver Fire Department. The Eligible Registers shall be composed of the names of applicants who have successfully completed and/or passed all phases of this examination and who are approved for placement on the respective Eligible Registers by the Civil Service Commission.

APPLICATION PERIOD: Please check the City and County of Denver's website or visit www.denvergov.org/civilservice for the application period.

In addition to any application periods for the general public, the Civil Service Commission may provide special application periods to the Denver Department of Safety Recruitment office, Denver Fire Department Recruitment office, and for eligible Denver Public Safety Cadets.

HOW TO APPLY: Once the application period is open, prospective applicants can log onto the City and County of Denver's Job Center at <https://www.denvergov.org/Government/Agencies-Departments-Offices/Agencies-Departments-Offices-Directory/Job-Center> to complete an application on the City and County of Denver Careers page. **Applications will be accepted on-line only. An application form must be completed in advance, on-line, in order to test with National Testing Network (NTN).**

TESTING: Once your application has been submitted **AND** if you do not receive a disqualifying notification immediately after completion, you may schedule to take the Firefighter Testing System (FireTEAM) with the National Testing Network (NTN) for a required. Please visit the link below for scheduling:

<https://nationaltestingnetwork.com/publicsafetyjobs/search.cfm?position=2&state=All%2BStates>

The department requires the candidate to take the Public Safety Self-Assessment (PSSA). You can access these through your candidate account. NTN suggests completing the PSSA as soon as possible so there is not a delay in your process.

INTERNET ACCESS: If you do not have Internet access at home to complete the on-line application, computers with Internet access are available at Public Libraries.

TEST LOCATION: Virtually or at a designated testing location.

PICTURE IDENTIFICATION REQUIRED TO TEST: A government issued identification is required to gain admittance into all National Testing Network tests and screening appointments.

LENGTH OF TEST: Applicants should plan on spending 2-3 hours to complete the test process.

SAMPLE TESTS: For more detailed information and practice items, visit the FireTEAM test website: <http://fireteamtest.com>.

VACATION OR EXTENDED ABSENCES

Upon successful completion of the written test, applicants must notify the Civil Service Commission in writing of any vacation or extended absence to ensure proper notifications can be made.



FIREFIGHTER SELECTION PROCESS



Important to Note:

This is a lengthy and extensive process, some processes may be completed simultaneously, and the order of administration of testing and screening components may be modified

EXAMINATION AND SCREENING PHASES

ON-LINE APPLICATION: Qualified or Not Qualified

In order to sign up for a test appointment, an application must be completed on-line at <https://www.denvergov.org/Government/Agencies-Departments-Offices/Agencies-Departments-Offices-Directory/Job-Center>.

In order to test, applicants must meet the minimum qualifications noted in this booklet.

COMPUTERIZED WRITTEN TEST: Pass/Fail and Ranking

The National Testing Network test will be administered to all applicants virtually or at a designated Testing Center.

A Firefighter Written/Video Test Applicant Orientation and Practice Test is also available through <https://nationaltestingnetwork.com/publicsafetyjobs/ntn-test-firefighter.cfm>.

WRITTEN TEST SCORE: The FireTEAM Written Test is comprised of four components: Human Relations, Mechanical Test, Mathematics Test, and Reading Test. The four components are scored on a pass or fail basis. Applicants will be given two (2) hours to complete the entire Written Test.

Human Relations Test:

Part I

The Human Relations Test focuses on teamwork and human relations skills and was specifically designed for entry level firefighters. Applicants watch a video segment and then choose the best course of action in a multiple-choice format. The test items play without stopping.

Part II

Applicants are instructed to pay attention to the behaviors of the individual firefighters and supervisors portrayed in the Human Relations test, then answer questions about the characters. Part II immediately follow Part I.

Mechanical Test:

The Mechanical Test is a multiple-choice mechanical aptitude test presented on video. Applicants see detailed introductions to an animated brick making factory, then are asked questions about the factory. Most of the questions are about basic mechanical objects and principles such as valves and water pressure. You are also asked to answer troubleshooting type questions and observe system operations for problems. All of the questions can be answered based on common sense and observation of how everyday objects work.

Reading Test:

The Reading test is designed specifically for firefighters, a job requiring ongoing study of difficult and technical materials. Applicants are required to choose a word that best fits in the blank.

Math Test:

The Math test is designed specifically for firefighters. The questions are presented on video. Applicants must complete the calculations in their heads. No written calculation is permitted. Questions are based on the type of math that firefighters must use on a regular basis as part of the job. Basic areas covered include addition, subtraction, multiplication, division, and proportions.

FAILING THE WRITTEN TEST: Applicants who fail the written test may retest on or after ninety (90) days from the date of their failed Frontline National Test, but only during an open application.

RANK SCORE AND FINAL EXAMINATION SCORE – EXAMINATION LIST:

Applicants who pass the written test will be ranked based on the Situational Judgement and Human Relations component. An applicant's final examination score is their rank score plus any Military Veteran Preference Points and/or any Special Skill Preference Points for language proficiency or the completion of the Fire Career Apprenticeship Program (CAP) as applicable. The final examination score is the score used to rank applicants on the examination list for selection for additional testing and screening. Ties shall be broken randomly.

Applicants who pass the written test but who are not called for further testing and screening phases, will be required to wait until the next Firefighter application to re-apply, unless otherwise provided Commission Rule. For questions regarding eligibility to re-apply and re-test call the Civil Service Commission office at (720) 913-3371.

PREFERENCE POINTS:

- **MILITARY VETERAN PREFERENCE POINTS:** Military veteran 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 Written Test Score used for ranking of any applicant who qualifies. Further details regarding the awarding of Veteran Preference Points can be found under Military Service & Veteran Preference Points.
- **SPECIAL SKILL PREFERENCE POINTS:**
 - **Language Proficiency:** An applicant who has successfully passed the Entry Level Firefighter written test and who, at time of application, identifies that they possess “Intermediate” or “Advanced” oral communication skills in a targeted foreign language, or communication skills in sign language, may be provided an opportunity to take a supplemental test to determine their proficiency. If the supplemental testing results in the application being rated as “proficient”, they will receive five (5) special skill preference points to be added to their Written Test Score used for ranking.

A maximum of five (5) points may be awarded, even if language proficiency is demonstrated in more than one target language. Once awarded, preference points for language proficiency remain in effect for five (5) years. Further details regarding the awarding of Special Skill Preference Points can be found under Special Skill Preference Points.

- **Fire Career Apprentice Program (CAP):** Five (5) special skill preference points may be added to an applicant’s Written Test score (used for ranking) providing the applicant has successfully completed the Fire Career Apprentice Program (CAP). Further details regarding the awarding of Special Skill Preference Points can be found under Special Skill Preference Points.
- **Fire EMT:** Five (5) special skill preference points may be added to an applicant’s Written Test Score (used for ranking) providing the applicant has successfully completed two (2) years at the rank of Fire EMT. Further details regarding the awarding of Special Skill Preference Points.

**THE FOLLOWING PHASES ARE REQUIRED ONLY IF AN APPLICANT IS
SELECTED FOR FURTHER TESTING AND SCREENING**

BACKGROUND HISTORY QUESTIONNAIRE: *Commission Review*

Applicants selected for further screening/processing are required to complete a background history questionnaire detailing, but not limited to, general personal information, education and training, military service, employment, experience and volunteer history, motor vehicle record, drug use, alcohol use, legal information, references, and financial information. The information provided must be complete and honest. Omissions or falsification of information may be grounds for disqualification.

POLYGRAPH: *Commission Review*

All applicants take a polygraph examination. The polygraph is used in review of an applicant’s qualifications and suitability.

NOTE: An applicant deemed “unqualified” at this phase, will be removed from processing, and can **reapply after two years** from the date of the initial application.

Fee assessed for not attending/late arrival for a scheduled polygraph appointment:

Applicants unable to attend their scheduled appointment are required to cancel their appointment by contacting the polygraph examiner at least 24 hours in advance. Applicants who arrive late to a scheduled appointment will be required to reschedule and pay the administration fee, **up to \$200.00 assessed** by the polygraph examiner.

Applicants who are a “no-call/no-show” for their appointment will be removed from the testing process and disqualified. Furthermore, a “no-call/no-show” applicant will also be prohibited from re-applying until this assessed fee is paid.

WRITTEN SUITABILITY ASSESSMENT: *For Psychologist Review*

This phase consists of a battery of non-medical written tests specifically designed to assess behavior and character traits to determine if an individual is suitable for employment as a Police Officer or Firefighter. The written suitability tests are not pass/fail however, a Commission designated psychologist utilizes the assessment as one tool in their review to determine if an applicant is rated as “suitable” or “unsuitable” to continue in the screening process.

SUITABILITY ASSESSMENT/INTERVIEW: *Suitable, Marginally Suitable, Unsuitable*

Applicants will be interviewed by a licensed psychologist retained by the Civil Service Commission. The application documents and Background Questionnaire, along with the results of the Written

Suitability Assessments, the Polygraph, and the Suitability interview, are all used by the psychologist to assign a rating to each applicant. Applicants must have an acceptable rating to continue in the examination process. The psychologist's review of the written suitability tests, and his/her interview of the applicant, are both non-medical in nature and are used in an assessment of an applicants as a Denver Firefighter.

NOTE: At this phase any applicant deemed “unsuitable” by the psychologist, will be submitted to the Civil Service Commissioners for additional review. Upon the Commissioner’s review of the report, it will be determined whether an applicant moves forward in processing. An applicant who is not moved forward by the Commissioners will be removed from further processing and prohibited from reapplying to either the Denver Fire Department or the Denver Police Department and can **reapply one year** from the date of the initial application.

Policy for Suitability Interview: Applicants unable to attend their scheduled appointment are required to cancel their appointment by contacting the psychologist at least 24 hours in advance. Applicants who arrive late to a scheduled appointment will be required to reschedule and pay the administration fee, **up to \$200.00 assessed** by the psychologist.

Applicants who are a “no-call/no-show” for their appointment will be removed from the testing process and disqualified. Furthermore, a “no-call/no-show” applicant will also be prohibited from re-applying until this assessed fee is paid.

FIRE DEPARTMENT PANEL INTERVIEW: Applicants may be subject to an interview by a panel of members from the Denver Fire Department.

CANDIDATE PHYSICAL ABILITY TEST (CPAT): *Pass or Fail*

Applicants must successfully complete the Candidate Physical Ability Test (CPAT) to be placed on the Eligible Register. This is a pass or fail test. The test consists of eight (8) physical tasks that are representative of actions typically performed by firefighters. Each applicant must successfully complete the CPAT in 10 minutes and 20 seconds or less. Please refer to the Candidate Physical Ability Test (CPAT) section of this booklet. A video of the complete test can be viewed on our website: www.denvergov.org/civilservice, click on the link Become a Firefighter.

Applicants must pass the CPAT successfully two months prior to the Academy start date.

Denver Fire Academy CPAT Fee:

\$110 – includes CPAT testing and certificate only

\$150 – includes mentoring, testing and certificate

PRELIMINARY FILE REVIEW: *Pass or Fail*

At various times during the examination and screening process an applicant’s file will be reviewed by the Executive Director and/or designated Commission staff to determine qualifications and suitability for hire. An applicant will be subject to immediate disqualification at any time for failure to meet the minimum qualifications and standards established by the Civil Service Commission. In addition, any falsification, omission of information, or material misrepresentation of fact by an applicant may also be grounds for disqualification. Applicant files may also be reviewed by the Civil Service Commission for suitability.

NOTE: An applicant deemed “unqualified” at this phase, will be removed from processing, and can **reapply after two years** from the date of the initial application.

BACKGROUND INVESTIGATION: *Commission Review*

Applicants will be investigated as to character, conduct, driving record, employment, criminal history, and references. The background investigator will also use the results of the polygraph exam and the suitability assessment when conducting the background investigation. The results of the background investigation will be reviewed by the Civil Service Commission and are considered confidential.

COMMISSION BACKGROUND REVIEW: *Pass or Fail*

The results of the background investigation, polygraph, and suitability assessment, along with information contained in the applicant's file related to qualifications and suitability will be reviewed by the Commissioners. An applicant must meet the minimum standards related to qualification and suitability to the satisfaction of a majority of the Commission to be approved for placement on the Eligible Register.

NOTE: An applicant deemed "unqualified" at this phase, will be removed from processing, and can **reapply after two years** from the date of the initial application.

***THE ORDER OF TEST PHASES:** The Civil Service 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 will disqualify the applicant from any further participation in the examination process until the next registration period for testing unless otherwise allowed by Commission Rule.

APPLICANT RESPONSIBILITY FOR ADDITIONAL TEST PHASES

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.

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.

ELIGIBLE REGISTER

Eligible Register(s) 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 Civil Service Commission test phases may be placed on the Eligible Register for original appointment. The Civil Service Commission may maintain separate Eligible Registers as provided in Rule 7§2.

REMOVED FROM THE ELIGIBLE REGISTER

An applicant removed from the Eligible Register by the Executive Director of Safety, cannot **reapply until after two years** from the date of the initial application.

CERTIFICATION

Upon receiving a requisition for an academy class from the Executive Director of Safety, applicants are certified from the respective Eligible Register, in rank order to the Executive Director of Safety (EDOS) for review. From the certification list received, the Executive Director of Safety selects which applicants, in consideration of an appointment, 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 of Denver Charter, the Denver Civil Service Commission Rules, and other relevant legal authority (including the Americans with Disabilities Act).

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

Applicants receiving a conditional offer of employment from the Executive Director of Safety are subject to the following:

MEDICAL EVALUATION: Applicants shall be required to successfully undergo a medical evaluation at the City's expense. The medical evaluation includes, but is not limited to, a medical examination, a vision and hearing test, a psychological test, a post-job offer questionnaire, a psychological evaluation, and a drug screen. In order to be hired, each applicant must be able to perform the essential functions of the job (with or without reasonable accommodation, as appropriate). Further, the applicant shall not pose a direct threat to the health and safety of themselves or others, as determined by a medical evaluation conducted by the approved medical examiner and psychologist, consistent with the Americans with Disabilities Act. Applicants shall be provided individual consideration in the assessment of any disability-related physical or mental limitations and the ability to provide reasonable accommodation for those limitations.

The Denver Fire Department has adopted the codes and standards of the National Fire Protection Association (NFPA 1582). Detailed information is available at: <https://www.nfpa.org/codes-and-standards/all-codes-and-standards/list-of-codes-and-standards/detail?code=1582> .

DRUG SCREEN: As part of the drug screen, drug use will be evaluated first against the Minimum Qualifications, and as appropriate on a case-by-case basis and may be grounds for disqualification. If the drug screen (hair follicle analysis) shows the use of a controlled substance, that fact may be cause for disqualification. Where use of a prescription drug is detected, applicants may be required to offer proof that the drug has been prescribed by a physician for the applicant. If the applicant is unable to provide such proof, employment may be denied. Employment may also be denied where future or continued use of a prescribed drug poses a threat to safety or would impair job performance. The question of future or continued use of a prescribed drug shall be referred to the medical examiner for an evaluation or recommendation under the Civil Service rules and other applicable legal authority.

FINGERPRINTING: Applicants who receive a conditional job offer must be fingerprinted.

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.

MILITARY SERVICE AND VETERAN PREFERENCE POINTS

Every applicant for original appointment who is a Veteran, regardless of eligibility for Veteran preference points, is required to submit a copy of his/her DD214 (Member-4 or Service-2 copy) as part of the background investigation, for verification of the nature and character of military service.

To be considered for an award of Veteran preference points, please provide a copy of your DD214 (Member-4 or Service-2 copy) to the Civil Service Commission at the time of the Written Test. If you are unable to provide proof at that time, the Civil Service Commission will add Veteran preference points to an eligible applicant's Written Test score upon receipt of proof of eligibility. Preference points shall be awarded only when proof is provided. An applicant currently serving on active duty is not a Veteran unless he/she has previously separated from the Armed Forces of the United States.

As provided by the Constitution of the State of Colorado, Article 12, Section 15, Veteran preference points shall be awarded to each applicant who has served, other than for training purposes, in any branch of the Armed Forces of the United States, who is separated under honorable conditions, and who has met the requirements of service or disability. Veteran preference points shall also be awarded to a surviving spouse of any such Veteran. (See below for more specific information on preference points).

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 Written Test Score of any applicant who qualifies. A pertinent summary of those who may be eligible for Veteran preference points is provided below:

Five (5) preference points may be awarded to:

- Any Veteran with an honorable or general discharge who served on active duty (other than for training purposes) in the Army, Navy, Air Force, Marine Corps, or Coast Guard during the following **periods of undeclared war or armed hostilities**:
 - For more than 180 consecutive days, any part of which occurred after January 31, 1955, and before October 15, 1976
 - During the Gulf War period beginning August 2, 1990, and ending January 2, 1992; or
 - For more than 180 consecutive days, any part of which occurred during the period beginning September 11, 2001, and ending on the date prescribed by Presidential proclamation or by law as the last day of Operation Iraqi Freedom
- Any Veteran with an honorable or general discharge who served on active duty (other than for training purposes) in the Army, Navy, Air Force, Marine Corps, or Coast Guard in any campaign or expedition for which a **campaign or expeditionary medal has been authorized**, such as El Salvador, Lebanon, Granada, Panama, Southwest Asia, Somalia, Haiti, Afghanistan, and Iraq. (See the following for examples of medals that do and do not qualify).

Examples of Campaign and Expeditionary Medals that **Qualify** for Veteran Preference:

Armed Forces Expeditionary Medal
Navy Expeditionary Medal
Marine Corps Medal for various operations

Southwest Asia Service Medal
Vietnam Service Medal
Kuwait Liberation Medal
Global War on Terrorism Expeditionary Medal
Kosovo Campaign Medal

Examples of Non-Combat Medals that **Do Not Qualify** for Veteran Preference:

The Medal of Merit
The Medal of Freedom
The Antarctica Service Medal
The National Defense Service Medal
The Armed Forces Service Medal
The Global War on Terrorism Service Medal
The Armed Forces Reserve Medal

- The surviving spouse of any Veteran who was or would have been entitled to Veteran preference points under paragraph above or, any person who died during such service or as a result of service-connected cause while on active duty in any such branch, other than for training purposes.

For a surviving spouse to receive Veteran preference points, the surviving spouse must submit to the Civil Service Commission a letter from the Veteran Administration verifying the marital relationship and documentary proof to establish that

- 1) the deceased Veteran would have qualified under the paragraph above,
or
- 2) the deceased Veteran died either during such service or as a result of service-connected cause while on active duty in any such branch, other than for training purposes.

Ten (10) preference points may be awarded to (certain disabled Veterans):

- Any Veteran with an honorable or general discharge who served on active duty (other than for training purposes) in the Army, Navy, Air Force, Marine Corps, or Coast Guard, as provided in the paragraph above, **AND**
- Who, because of disability incurred in the line of duty (service-connected disability), is receiving monetary disability compensation or disability retirement benefits by reason of public laws administered by the Department of Defense or the Veterans Administration

A letter from the Veterans Administration, dated within the prior six (6) months, stating that the applicant is receiving monetary compensation or disability retirement benefits because of a 10% or greater disability incurred in the line of duty shall constitute proof of a service-connected disability.

SPECIAL SKILL PREFERENCE POINTS

LANGUAGE PROFICIENCY

Special Skill Preference Points for Language Proficiency may be added to an applicant's Written Test Score based on particular **foreign language oral proficiency or sign language proficiency**. In order to receive such special skill preference points, an applicant must successfully pass the Entry-Level Firefighter test and then successfully pass a supplemental test (to be administered at a later date/time) that measures an applicant's level of foreign language oral proficiency or sign language proficiency. The Civil Service Commission will determine which foreign languages will be eligible for preference points dependent on the needs of the Police

and Fire Departments and contingent on the reasonable availability of foreign language assessment tests.

Any Civil Service Commission test for oral foreign language or sign language proficiency is for the purpose of awarding Special Skill Preference Points only. The awarding of Special Skill Preference Points is separate from any department skill test or pay considerations offered by/through the Department of Public Safety or any collective bargaining agreement(s). The Civil Service Commission currently conducts proficiency tests in the following languages:

- American Sign Language
- Amharic
- Arabic
- Japanese
- Korean
- Russian
- Somali
- Spanish
- Vietnamese

An applicant who passes the Entry-Level Firefighter test and who is rated “**proficient**” in the supplemental testing will receive five (5) Special Skill Preference Points to be added to the Composite Written Test Score. A maximum of five (5) points will be awarded, even if language proficiency is demonstrated in more than one target language. Once awarded, preference points for language proficiency remain in effect for five (5) years.

The assessment of an applicant’s level of foreign language expertise is based on his/her ability to communicate orally (speech and comprehension) in a particular target language. Individuals should be able to handle with ease and confidence, a large number of spoken communication tasks. Individuals should be able to follow complex directions and offer or ask for the same in the target language. Individuals should be able to offer complex directions in emergency situations and request medical information for first responders.

An applicant who wants to be awarded Special Skill Preference Points based on language proficiency (to be determined by supplemental testing) should identify oral foreign language or sign language skill level based on the following skill level descriptions:

- **Beginner:**
 - **Would not qualify for points.** An applicant would not be considered proficient. The skills in speaking and understanding the target language demonstrate; or the sign language skills demonstrate:
 - Somewhat halting; irregular flow
 - Strained and tentative; grammatical roughness
 - Participation mostly informal; limited amount of formal conversation
 - Tendency to grope for language
 - Rely on minimal discourse
- **Intermediate:**
 - **May qualify for five (5) additional points.** If the assessment determines an applicant is proficient based upon acceptable foreign language proficiency guidelines. An applicant’s skill in speaking and understanding the target language demonstrate; or the sign language skills demonstrate:
 - Communicative tasks are handled with ease and confidence
 - Adapt flexibly to the demands of the conversation
 - Substantial flow in the conversation

- Vocabulary is fairly extensive
- Accuracy, clarity, and precision conveyed with intended message
- **Advanced:**
 - **Would qualify for five (5) additional points.** If the assessment determines an applicant is proficient based upon acceptable foreign language proficiency guidelines. An applicant’s skill in speaking and understanding the target language demonstrate; or the sign language skills demonstrate:
 - Consistently able to explain in detail
 - Narrate fully and accurately
 - Use of precise vocabulary and intonation to express meaning
 - Great fluency and ease of speech

If you are called on for further processing, as appropriate, you may be notified by the Civil Service Commission when subsequent Special Skill Preference tests will be administered in the identified target language(s).

FIRE CAREER APPRENTICE PROGRAM (CAP)

Special Skill Preference Points for Fire Career Apprentice Program completion: 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.

DENVER FIRE EMT

An EMT who has worked for the Denver Fire Department for at least two years (in a uniformed role at the rank of Fire EMT) may be awarded a maximum of five (5) special skill points to be added to a passing score on the Entry-Level Firefighter exam. The fire EMT must not have any active internal cases, nor any discipline rising to the level of suspension within the last two years.

MEDICAL INQUIRIES

Applicants shall be provided individual consideration in the assessment of any disability-related physical or mental limitations and the ability to provide reasonable accommodation for those limitations. In order to be hired, each applicant must be able to perform the essential functions of the job (with or without reasonable accommodations, as appropriate). Further, the applicant shall not pose a direct threat to the health and safety of themselves or others, as determined by a medical evaluation conducted by the approved medical examiner and psychologist, consistent with the American with Disabilities Act.

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 conditions:

- 1) “Successful” long-term wearers have worn their lenses six months or more

- 2) Will replace their lenses every six months to one year or more frequently if the lens becomes uncomfortable or difficult to wear
- 3) Will clean the lenses on a regular basis as recommended by the manufacturer.

Soft contact lens wear should be considered of 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 waiting period of six months after soft contact lens have been dispensed or after corrective surgery has been done, to ensure the success of the procedure and/or stabilization. Vision correction requires various evaluation periods to measure the success of the procedure. Discuss the Essential Firefighting Functions in this booklet with your doctor to ensure that you understand any physical limitations and potential risks involved. It is highly recommended that applicants take an active approach to correct vision problems in order to meet the standards for employment. Failure to do so could impact your selection for an academy.

HEARING STANDARDS

All hearing-impaired individuals applying for firefighter positions with critical hearing demands will be carefully evaluated on an individual basis.

Applicants 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.

MEDICAL STANDARDS

The Denver Fire Department has adopted the codes and standards of the National Fire Protection Association (NFPA 1582). Detailed information is available at: <https://www.nfpa.org/codes-and-standards/all-codes-and-standards/list-of-codes-and-standards/detail?code=1582>.

Effective for 2020 academies, the Denver Fire Department has added the NFPA 1582 VO₂ MAX Testing. VO₂ MAX is the maximal oxygen uptake the body uses 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 to recovery after performing fireground job tasks.

CANDIDATE PHYSICAL ABILITY TEST (CPAT)

In these events, the candidate wears a 50-pound vest to simulate the weight of self-contained breathing apparatus (SCBA) and firefighter protective clothing. An additional 25 pounds, using two 12.5-pound weights that simulate a high-rise pack (hose bundle) is added to the shoulders for the stair climb event.

Throughout all events, participants must wear long pants, a hard hat with chin strap, work gloves and footwear with no open heel or toe. Watches and loose or restrictive jewelry are not permitted.

All props were designed to obtain the necessary information regarding physical ability. The tools and equipment were chosen to provide the highest level of consistency, safety, and validity in measuring the participant's physical abilities. A schematic drawing of the CPAT is provided in this orientation material;

however, the course layout may vary in order to conform to the fire department's test area. The events and distances between events are always the same.

The events are placed in a sequence that best simulates fire scene events while allowing an 85-foot walk between events. To ensure the highest level of safety and to prevent exhaustion, no running is allowed between events. This walk allows approximately 20 seconds to recover and regroup before each event.

To ensure scoring accuracy, two stopwatches are used to time the CPAT. One stopwatch is designated as the official test time stopwatch, the second is the backup stopwatch. If mechanical failure occurs, the time on the backup stopwatch is used. The stopwatches are set on the pass or fail time and countdown from 10 minutes and 20 seconds. If time elapses prior to the completion of the test, the test is concluded, and the participant fails the test.

The Fire Service Joint Labor Management Wellness/Fitness Initiative Candidate Physical Ability Test© (CPAT) consists of eight separate events. The CPAT is a sequence of events requiring the candidate to progress along a predetermined path from event to event in a continuous manner. This test was developed to allow fire departments a means of obtaining pools of trainable candidates who are physically able to perform essential job tasks at fire scenes.

1. Stair Climb
2. Hose Drag
3. Equipment Carry
4. Ladder Raise and Extension
5. Forcible Entry
6. Search
7. Rescue
8. Ceiling Breach and Pull

This is a **pass or fail** test based on a validated total time of 10 minutes and 20 seconds.

EVENT 1: Stair Climb

Using a StepMill stair-climbing machine, this event is designed to simulate the critical task of climbing stairs in full protective clothing while carrying a high-rise pack (hose bundle) and firefighter equipment. This event challenges aerobic capacity, lower body muscular endurance and balance.

Participants wear a 12.5-pound weight on each shoulder to simulate the weight of a high-rise pack. Immediately following a 20-second warm-up period at a rate of 50 steps per minute, the timed part of the test starts as indicated by a proctor. There is no break in time between the warm-up period and the actual timing of the test. During the warm-up period, dismounting, grasping the rail, or holding the wall to establish balance and cadence is permitted. The timed part of the test lasts three (3) minutes at a stepping rate of 60 steps per minute.

Failure can occur by falling or dismounting three times during the warm-up period, or by falling or dismounting the StepMill after the timed CPAT begins. During the test, the participant is permitted to touch the wall or handrail for balance only momentarily; if that rule is violated more than twice during the test failure will result.

EVENT 2: Hose Drag

This event is designed to simulate the critical tasks of dragging an uncharged hoseline from a fire apparatus to a structure and pulling an uncharged hoseline around obstacles while

remaining stationary. This event challenges aerobic capacity, lower body muscular strength and endurance, upper back muscular strength and endurance, grip strength and endurance, and anaerobic endurance. A hoseline nozzle attached to 200 feet of hose is grasped and placed over the shoulder or across the chest. While walking or running, the participant drags the hose 75 feet to a pre-positioned drum, makes a 90° turn, and continues an additional 25 feet. After stopping within the marked box, the candidate drops to at least one knee and pulls the hoseline until the 50-foot mark crosses the finish line.

During the hose drag, failure results if the participant does not go around the drum or goes outside of the marked path. During the hose pull, a warning is given if at least one knee is not kept in contact with the ground or if knees go outside the marked boundary line: a second warning constitutes failure.

EVENT 3: Equipment Carry

This event uses two saws and a tool cabinet replicating a storage cabinet on a fire truck. It simulates the critical tasks of removing power tools from a fire apparatus, carrying them to the emergency scene, and returning the equipment to the fire apparatus. This event challenges aerobic capacity, upper body muscular strength and endurance, lower body muscular endurance, grip endurance, and balance. The participant must remove the two saws from the tool cabinet, one at a time, and place them on the ground. Then he/she must pick up both saws (one in each hand) and carries them while walking 75 feet around a drum, then back to the starting point. Placing the saw(s) on the ground to adjust a grip is permitted. Upon return to the tool cabinet, the saws are placed on the ground, then picked up one at a time, and replaced in the cabinet.

Dropping either saw on the ground during the carry will result in immediate failure. A warning will be given for running; a second warning constitutes a failure.

EVENT 4: Ladder Raise and Extension

This event, which uses two 24-foot aluminum extension ladders, is designed to simulate the placement of a ground ladder at a fire structure and extending it to the roof or window. This event challenges aerobic capacity, upper body muscular strength, lower body muscular strength, balance, grip strength, and anaerobic endurance. The participant must walk to the top rung of one ladder, lift the unhinged end from the ground, and walk it up hand over hand until it is stationary against the wall. Then he/she immediately proceeds to the other pre-positioned ladder, stands with both feet within the marked box, extends the fly section by pulling the halyard rope hand-over-hand until it hits the stop, then lowers it back to the starting position.

Immediate failure will result if the ladder is allowed to fall to the ground, if control is not maintained in a hand-over-hand manner, or if the rope halyard slips in an uncontrolled manner. Missing any rung during the raise or allowing the feet to be placed outside of the boundary results in a warning; a second warning constitutes a failure.

EVENT 5: Forcible Entry

This event uses a mechanized device that measures cumulative force and a 10-pound sledgehammer. It simulates the critical tasks of using force to open a locked door or to breach a wall. This event challenges aerobic capacity, upper body muscular strength and endurance, lower body muscular strength and endurance, balance, grip strength and endurance, and anaerobic endurance. For this event, the candidate uses the sledgehammer to strike a measuring device in a target area until the buzzer activates. Feet must be kept outside the toe-box at all times.

NOTE: Failure results if the participant does not maintain control of the sledgehammer and releases it from both hands while swinging. A warning is given for stepping inside the toe-box; a second warning constitutes a failure.

EVENT 6: Search

This event uses an enclosed search maze area that has obstacles and narrowed spaces. It simulates the critical task of searching for a fire victim with limited visibility in an unpredictable area. This event challenges aerobic capacity, upper body muscular strength and endurance, agility, balance, anaerobic endurance, and kinesthetic awareness. For this event, the candidate crawls through a tunnel maze that is approximately 3 feet high, 4 feet wide, 64 feet in length, and has two 90° turns and multiple obstacles. In addition, there are two locations where dimensions of the tunnel are reduced. If at any point the participant chooses to end the event, he/she can call out or rap sharply on the wall or ceiling and will be assisted out of the maze, although doing so will result in failure of the event.

NOTE: Failure also will occur if the candidate requests assistance that requires the opening of the escape hatch or opening of the entrance/exit covers.

EVENT 7: Rescue

This event uses a weighted mannequin equipped with a shoulder harness to simulate the critical task of removing a victim or injured firefighter from a fire scene. This event challenges aerobic capacity, upper and lower body muscular strength and endurance, grip strength and endurance, and anaerobic endurance. The participant grasps a 165-pound mannequin by the handle(s) on shoulder(s) of the harness (one or both handles are permitted), drags it 35 feet, make a 180° turn around a pre-positioned drum, and continues an additional 35 feet to the finish line. Grasping or resting on the drum is not permitted, but the mannequin may touch the drum. The participant is permitted to drop and release the mannequin to adjust his/her grip. The entire mannequin must be dragged across the finish line. Grasping or resting on the drum at any time results in a warning, a second warning constitutes a failure.

EVENT 8: Ceiling Breach and Pull

This event uses a mechanized device that measures overhead push and pull forces and a pike pole. This pike pole is a commonly used piece of firefighting equipment that consists of a six-foot long pole with a hook and point attached to one end. This event simulates the critical task of breaching and pulling down a ceiling to check for fire extension. It challenges aerobic capacity, upper and lower body muscular strength and endurance, grip strength and endurance, and anaerobic endurance. After removing the pike pole from the bracket, the participant places the tip of the pole on a 60-pound hinged door in the ceiling and pushes it three times while standing within the established boundary. Then, the pike pole is hooked to an 80-pound ceiling device and pulled five times. Each set consists of three pushes and five pulls; the set is repeated four times. A pause for grip adjustment is allowed. Releasing one's grip or allowing the pike pole handle to slip does not result in a warning or constitute a failure. The participant may re-establish his/her grip and resume the event. If a repetition is not successfully completed, the proctor calls out "MISS" and the apparatus must be pushed or pulled again to complete the repetition. This event and the total time end when the final pull stroke repetition is completed and the proctor calls "TIME".

NOTE: A warning is given for dropping the pike pole to the ground or for feet straying outside the boundaries; a second warning of either violation constitutes a failure.

Test Preparation

There is a voluntary mentoring and practice program for the CPAT. The voluntary program consists of two phases and commences at least 8 weeks before the actual CPAT test dates.

Phase 1:

Participants on a voluntary basis will attend at least two orientation sessions during which they will receive “hands on” familiarity with the actual CPAT equipment. During the sessions, Certified Peer Fitness Trainers, fitness professionals, and/or DFD firefighters will be available to advise the participants on conditioning regimens and techniques to help them prepare for the CPAT.

Phase 2:

Within 30 days prior to the actual CPAT test dates, participants on a voluntary basis will perform at least 2 timed trials, using actual CPAT equipment and completing the entire course.

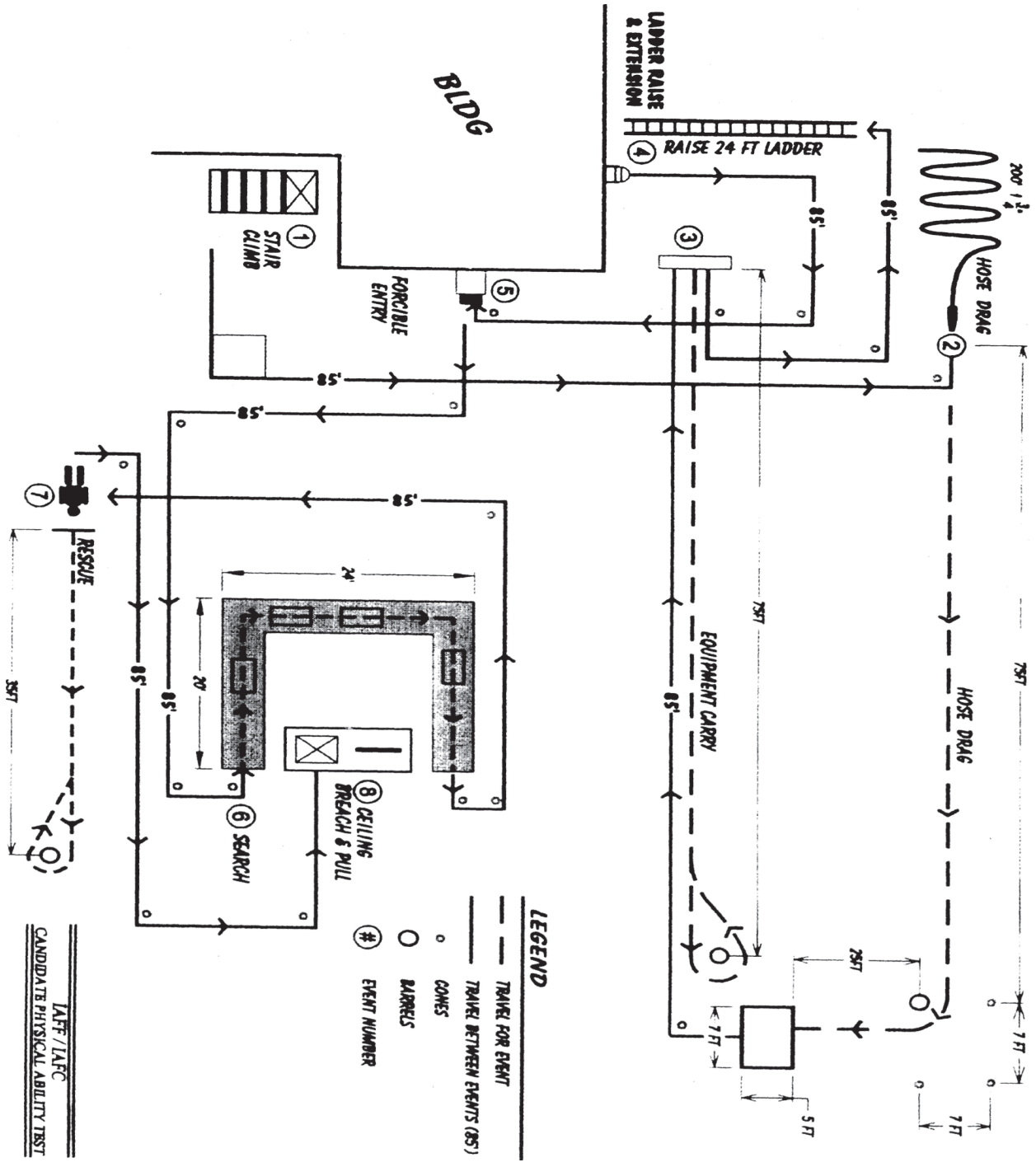
Again, Certified Peer Fitness Trainers, fitness professionals, and/or DFD firefighters will be present to help all participants understand the test and how they can improve their physical performance and conditioning prior to taking the test.

Test Forms:

Prior to taking the CPAT, each participant must present valid identification, sign a number of forms, complete a waiver and release form and a sign-in form. Participants are provided an opportunity to review a video detailing the CPAT and the failure points. It is the participant’s responsibility to ask questions if any part of the test events or procedures are not understood. At the conclusion of the CPAT, the participant must sign the CPAT evaluation form and complete and sign the Rehabilitation form. Failure to complete and sign any of these forms results in failure of the CPAT.

Additional CPAT Information:

The following additional CPAT information can be found at <http://www.denvergov.org/civilservice>: CPAT Prep Guide (Adobe Acrobat required), and (4) CPAT videos: Orientation, Mentoring, Success, Preparation Tips).



LAF / LAFC
 CANDIDATE PHYSICAL ABILITY TEST

DENVER FIRE ACADEMY

PHYSICAL FITNESS PROGRAM PREPARATION GUIDE

To better prepare you for a career in Fire Service, the Fire Academy recommends all applicants be aware of the following physical requirements.

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

- Minimum of 100 sit-ups and push-ups each and every day
- Strength training 2-3 times per week
- Cardio/muscular circuit training weekly
- Running at least twice a week, starting with 20 minutes per run, at an 8-10 minute per mile pace. By the end of the Academy, we will increase to 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 flights, 5-10 times periodically throughout the Academy
- Stair climb, up to five flights, 5-10 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 50 pounds of weight to be carried all day.

The Academy staff has seen many recruits enter at less than an ideal fitness level and the difficulty those recruits experience getting into shape. Your time at the Academy will be much more enjoyable and much less painful, if you arrive in good physical condition.

ESSENTIAL FIREFIGHTING FUNCTIONS

Physical Task Statements

- Put on and wear protective equipment
- Open hydrant to charge the hose
- Use 1-3/4-inch hose as an attack line
- Use equipment (e.g., ax, sledgehammer, etc.) to make forcible entries
- Enter smoke filled buildings/rooms with a hose in hand while wearing full protective clothing
- Crawl on a floor and if you cannot see, feel for the heat of the fire source
- Systematically search for trapped persons
- Drag victims with the help of another firefighter
- Screw the hose connection to the hydrant
- Drag charged 1-3/4-inch hose upstairs and around furniture when fighting a fire
- Carry victims with the help of another firefighter
- Use a hose clamp to clamp a charged/uncharged hose
- Wrap a hose around a hydrant to stretch it out and ensure it reaches the plug
- Climb stairs wearing full equipment while responding to a call for service
- Carry heavy equipment (hose pack, medical box, air bottles) upstairs while wearing full equipment
- Support a ladder, and raise the halyard to extend to the desired length, then lower into objective
- Climb an aerial ladder wearing full equipment
- Hold a charged 1-3/4-inch hose unassisted and open the nozzle
- Drag a victim out of a building unassisted while wearing full turnout gear
- Drag accordion folded or flat load, uncharged 2 1/2 or 3-inch hose until it is fully extended

- Drag charged 1-3/4-inch hose unassisted
- Reload hose and put it back onto the engine/quint
- Remove heavy equipment (i.e., ejector, positive pressure fan, fan, medical box) from the truck; transport and place it in operation unassisted
- Use a pike pole to pull down a ceiling
- Carry a victim out of a building unassisted while wearing full turnout gear
- Carry people unassisted down ladders wearing full turnout gear
- Carry people unassisted via stairs wearing full turnout gear
- Carry a section of rolled hose unassisted
- Lower ladders and re-bed them onto the truck/quint
- Remove an extension ladder from the apparatus unassisted and carry it to its destination
- Operate a charged line from confined spaces
- Operate foam equipment
- Operate a line from heights (e.g., rooftops)
- While on a ladder, direct water at fire
- Operate the ladder pipe from an aerial platform
- Extend the booster line to a fire
- Hoist equipment to upper levels by a rope

Mechanical Tasks

- Make and unmake coupling connections
- Operate power tools (i.e., chain saw, circular saw, etc.) during the course of firefighting activities
- Remove the hydrant cap with a wrench
- Safely shut off utility services to buildings in emergency situations
- Operate heavy equipment (i.e., jaws-of-life, etc.) in response to an emergency
- Operate electrical/gas shut-off valves
- For aerial ladders, set up truck jacks, place chocks, and then position and raise ladder
- Make openings for ventilation using equipment (i.e., saws, axes, etc.)
- Drive firefighting/emergency equipment to and from a scene
- Respond to hazards related to electrical emergencies
- Operate a fire extinguisher
- Inspect a pumper during operation, check gauges

Rescue & Fire Suppression

- Be aware of electrical lines when setting up ladders and directing water streams
- Seek the source of a fire and extinguish
- Determine the safest evacuation route
- Evacuate persons from a fire area
- Determine the stability of supporting surfaces
- Assist at a water rescue
- Calculate friction loss in hose to ensure the proper water pressure is provided to successfully put out a fire
- Calculate, achieve, and maintain correct water pressure for hose lines
- Determine when to open roofs, walls, and doors
- Calculate the height of a building in feet from its floors to ensure ladders are elevated to the proper height
- Determine the number of lines to hook up to successfully put out a fire
- Select the proper number of hoses required to reach a fire

- Determine the correct stream to use
- Calculate gallons per minute out of a particular size hose
- Calculate the height of a building in feet from its floors to ensure the proper number of hoses are selected to reach the fire
- Recommend assistance from law enforcement, medical, coroner, or utility personnel as needed

Administrative

- Write descriptions of situations in medical reports
- Complete incident reports on the computer
- Write building fire inspection reports

Emergency Medical Service

- Extricate people from automobiles
- Assess a patient's condition and provide appropriate care
- Properly utilize emergency equipment and supplies
- Safely drive emergency response vehicle to and from a scene
- Use the necessary tools to free trapped persons
- Perform CPR or other appropriate cardiac emergency procedures
- Rescue victims and apply resuscitation measures as necessary
- Administer oxygen to victims
- Extricate people from automobiles
- Remove persons from entrapments, safely free victims
- Prepare and transfer a patient to an emergency vehicle
- Control the bleeding of a patient
- Treat shock
- Identify and respond to hazards at the scene
- Gather information from a patient or family regarding the patient's medical history
- Provide concise and complete information to paramedics regarding the status of patients
- Assist in childbirth
- Prepare the emergency vehicle for the next response, including decontaminating and disinfecting unit and equipment, restocking supplies, inspecting equipment, and making or arranging for necessary repairs or replacement
- Control the emergency scene to protect yourself, co-workers, and the patient
- Set up and operate the Automatic External Defibrillator
- Immobilize fractures
- Assess the emergency scene and request assistance if necessary
- Accurately take incoming calls or information from the dispatcher regarding requests for emergency medical services
- Control a hysterical patient requiring medical attention
- Monitor and provide needed care when transporting a patient to a medical facility
- Bandage wounds
- Calm mentally disturbed patients to ensure they can be cared for successfully
- Assist medical staff with continued care of the patient
- Administer glucose to diabetics
- Comfort family, friends, and bystanders at a fire scene or medical facility

Hazardous Materials (HAZ-MAT)

- Respond to the release or potential release of hazardous material
- Utilize and maintain personal/chemical protective equipment
- Complete required Hazardous Materials training
- Read HAZ-MAT reference materials at a scene to provide the proper response to a hazardous materials spill
- Perform defensive mitigation techniques (i.e., diking, damming, diverting, etc.)
- Apply a foam blanket
- Perform offensive mitigation techniques (i.e., plugging, patching, etc.)
- Spray chemicals on a fire

Fire Prevention/Inspections

- Inspect commercial buildings for fire hazards defined in fire codes and state law (i.e., building interiors/exterior, hazardous materials storage, and inspection of standpipes, smoke detectors, fire extinguisher, fire alarm, and sprinkler systems)
- Determine fire code violations
- Accurately document fire code violations
- Inspect residential complexes of three or more families for fire hazards
- Seek compliance with fire codes by building owner
- Note tactical information such as location of exits to assist in future operations
- Investigate complaints of fire hazards, dangers, or violations

Fire Investigations/Post-Fire Duties

- Inspect, service and perform tests of all SCBA to ensure they are working properly
- Maintain all personal protective equipment
- Keep all tools and equipment in working condition
- Maintain an inventory of tools and equipment
- Replenish supplies when needed
- After a fire is extinguished, check for smoldering fire inside walls and ceiling
- Perform regular service tests on all apparatus
- Search for missing people
- Preserve evidence at fire scene
- Perform overhaul operations
- Inspect, clean and polish equipment and apparatus by hand
- Fill pressurized water extinguisher
- Remove all used equipment from rigs after a fire for cleaning
- Secure accident/fire scene
- Remove hoses from drying racks and store them
- Remove burned and charred waste
- Put furniture in one location and protect it with salvage covers

Training/Drills

- Maintain physical fitness standards of the department
- Learn how to successfully attack a fire
- Participate in on-going training drills to develop and maintain proficiency
- Learn about extricating victims from vehicles
- Learn about forcible entry into buildings
- Read and comprehend written training materials
- Learn the most direct routes to various addresses in a response area

- Learn about ventilation methods to aid in extinguishing a fire
- Learn about the characteristics of and proper uses of ladders
- Learn fire department rules and regulations
- Learn, practice, and perform evolutions
- Learn about various methods of rescue
- Learn the locations of streets, water mains and hydrants in a response area
- Learn about building construction to determine how a fire might react in that building, and to ensure the safety of those working in and around the building
- Learn about hydraulics and pump operation
- Learn about fire behavior
- Learn about ropes and knots to accomplish rescues
- Learn about appropriate fire streams given factors that can affect the flow of water through the air
- Learn about caring for hoses, hose lays and hose use
- Learn about various causes of fire
- Learn about water supply systems
- Learn about salvage and overhaul
- Learn about fire alarms
- Learn about ropes and knots to stabilize vehicles
- Learn about ropes and knots to successfully haul tools
- Learn about automatic sprinkler systems

Fire Station Duties

- Report for duty on time
- Maintain positive working relationships with people in the fire house
- Present a clean and neat appearance
- Maintain a neat and clean working and living environment at the fire station
- Answer routine phone calls in the station
- Maintain the exterior of fire station: lawns, walkways, and driveways
- Plan and cook meals
- Store fire equipment and supplies
- Make your own bed and change linens when appropriate

Public Relations

- Use tact and diplomacy in dealing with the public
- Interact and work with citizens
- Provide fire education programs to the public when requested
- Conduct fire station tours when requested and approved
- Make public education calls
- Refer people to agencies that provide social services

Communication

- Listen to the dispatcher, other fire vehicles, and commanding officers by radio to determine courses of action
- Advise the commanding officer of fire conditions, hazards, and exposures at the scene
- Exchange necessary information with other firefighters at a scene
- Talk with other firefighters at an emergency scene to determine the best courses of action
- Communicate with the superior during a fire

- Clearly and accurately communicate patient information and care to medical staff

Environmental/Working Conditions

- Avoid and protect against infectious agents
- Avoid and protect against hazardous substances through inhalation, injection, ingestion, and absorption
- Protect against possible burn injuries
- Fight fires in an extremely hot environment
- Work quickly to suppress a fire
- Fight fires in smoky buildings when visibility is poor
- Fight fires in smoky buildings when visibility is non-existent
- Prevent exposure to sharp objects
- Protect against uninstalled or unshielded electrical equipment
- Perform physically demanding tasks under extreme fluctuations in temperature
- Avoid and protect against high noise levels when riding in emergency vehicles
- Work 24-hour shifts with little or no sleep
- Perform on a ladder
- Protect against smoke and dust
- Protect against radiation hazards
- Perform wearing full equipment
- Fight fires in subzero temperatures
- Work on or around moving machinery or equipment
- Withstand strong vibrations (i.e., riding in emergency vehicles or operating power tools)
- Work in confined spaces in cramped body positions
- Prevent exposure to noxious orders
- Perform in wet areas
- Perform in slippery areas
- Perform in muddy areas
- Perform in icy areas

Other Characteristics

- Honest
- Self-Disciplined
- Dependable
- Self-Motivated
- Courteous
- Flexible
- Cooperative
- Ethical

KNOWLEDGE AREAS

EMS Knowledge: knowledge of first aid procedures; knowledge of CPR; knowledge of blood borne pathogens; knowledge of medical protocol

Mechanical Comprehension: knowledge of various tools and their use; knowledge of mechanical concepts (how engines operate, basic hydraulics, and other related concepts)

Emergency Procedure Knowledge: knowledge of procedures of emergencies and unusual events; knowledge of radio codes and procedures

Building Construction: knowledge of the materials and construction features of buildings (i.e., doors, windows, walls, and locks); knowledge of building construction

Use of Language: knowledge of the correct spelling of words; knowledge of grammar rules; knowledge of punctuation rules

Knowledge of vehicle extraction techniques

Knowledge of fire department rules, regulations, and policies

Knowledge of hazardous materials

Knowledge of fire behavior

Knowledge of street layouts and the location of hydrants and water mains in a response area

Knowledge of fire codes and regulations to ensure proper inspection

Ability to understand and interpret basic chemical, biological, and radiological terms, and data

DENVER CIVIL SERVICE COMMISSION

STREET ADDRESS:

Denver Post Building – 7th Floor
101 W. Colfax Ave
Denver, CO 80202
Phone: 720-913-3371
Email: csc.entry.fire@denvergov.org

MAILING ADDRESS:

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

www.denvergov.org/civilservice