

**MINUTES
CIVIL SERVICE COMMITTEE
NORTH METRO FIRE RESCUE DISTRICT
CONDUCTED ELECTRONICALLY**

The meeting was held electronically. Information regarding public participation in the meeting was posted on the District's website at least 24-hours in advance.

May 19, 2021

COMMITTEE MEMBERS PRESENT:

Bruce Ginther, Committee President
Wilson Lindquist, Committee Member

COMMITTEE MEMBER ABSENT:

Rich Marosey, Committee Member

STAFF PRESENT:

Dave Ramos, Fire Chief
Dave Anderson, Deputy Chief of Support Services
Eileen Gomez, Human Resources Manager
Heather Brown, Executive Administrative Assistant
Debbie VanWansele, Training Center Coordinator

LEGAL COUNSEL:

Dino Ross

Call to Order:

The meeting of the North Metro Fire Rescue District Civil Service Committee was called to order by Committee President Bruce Ginther at 8:04 a.m. on May 19, 2021.

Additions/Deletions to Agenda:

Extend the Lieutenant Promotional Eligibility List

Chief Anderson explained that currently there are two candidates on the eligibility list. Under the Committee's Rules and Regulations, the list terminates, unless the Committee chooses to extend it. Chief Anderson stated that Chief Staff has confidence in both candidates and believes that one candidate will receive a promotion in October. Therefore, Chief Staff is requesting that the Committee extend the eligibility list through December 31, 2021.

Old Business:

None.

New Business:

Certifying the Engineer Promotional Eligibility List

Chief Anderson stated that seven candidates participated in the Engineer promotional process. One candidate did not pass the written examination, and another candidate did not pass the practical examination. Therefore, five candidates passed all sections of the promotional process. Chief Staff recommends that the Committee certify the Engineer Eligibility List with the five candidates.

Review of the 2021 New Hire Process

Attorney Ross stated that the language disqualifying a candidate with a felony conviction or misdemeanor needs to be revised to reflect current Colorado law. The current Colorado statute requires the District to make an individualized determination of whether the nature of the felony or misdemeanor should disqualify the candidate. If a potential candidate has a felony conviction, Chief Staff will decide if the nature of the felony conviction disqualifies the candidate from the new hire process. The Committee directed Attorney Ross and Chief Anderson to revise the new hire process to track current Colorado law on this issue.

Chief Ramos also explained that the only change to the Civil Service Rules and Regulations was the elimination of the rule of threes interview process. Chief Ramos stated that this rule blocked the opportunity to get to the best candidates and eliminating the rule during the last hiring process was a huge improvement.

Action Items:

1. CONSIDER AND APPROVE THE FEBRUARY 26, 2021 CIVIL SERVICE COMMITTEE MEETING MINUTES.

A MOTION WAS MADE BY WILSON LINDQUIST AND SECONDED BY BRUCE GINTHER TO APPROVE THE FEBRUARY 26, 2021 CIVIL SERVICE COMMITTEE MINUTES AS PRESENTED. THE MOTION PASSED UNANIMOUSLY.

2. CONSIDER APPROVAL AND CERTIFICATION OF THE ENGINEER PROMOTIONAL ELIGIBILITY LIST.

A MOTION WAS MADE BY BRUCE GINTHER AND SECONDED BY WILSON LINDQUIST TO APPROVE AND CERTIFY THE ENGINEER PROMOTIONAL ELIGIBILITY LIST. THE MOTION PASSED UNANIMOUSLY.

3. CONSIDER EXTENDING THE LIEUTENANT PROMOTIONAL ELIGIBILITY LIST.

A MOTION WAS MADE BY WILSON LINDQUIST AND SECONDED BY BRUCE GINTHER TO EXTEND THE LIEUTENANT PROMOTIONAL ELIGIBILITY LIST THROUGH DECEMBER 31, 2021. THE MOTION PASSED UNANIMOUSLY.

4. CONSIDER APPROVAL OF THE 2021 HIRING PROCESS.

A MOTION WAS MADE BY WILSON LINDQUIST AND SECONDED BY BRUCE GINTHER TO APPROVE THE 2021 HIRING PROCESS WITH THE MODIFICATION DISCUSSED. THE MOTION PASSED UNANIMOUSLY.

Public Comments:

None.

Executive Session:

None.

Adjournment:

A MOTION TO ADJOURN THE MEETING WAS MADE BY BRUCE GINTHER AND SECONDED BY WILSON LINDQUIST. THE MOTION PASSED UNANIMOUSLY. THE MEETING ADJOURNED AT 8:24 A.M.



Bruce Ginther, Committee President