

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

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

March 15, 2022

COMMITTEE MEMBERS PRESENT:

Bruce Ginther, Committee President

Wilson Lindquist, Committee Member

STAFF PRESENT:

Dave Ramos, Fire Chief

Dave Anderson, Deputy Chief of Support Services

Amy Collins, Human Resources Manager

Heather Brown, Executive Administrative Assistant

Debbie Vanwanseele, 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 8:03 a.m. on March 15, 2022.

Additions/Deletions to Agenda:

None.

Old Business:

None.

New Business:

Lieutenant Promotional Process

Chief Anderson stated that the District completed the latest Lieutenant promotional process. A total of six (6) candidates participated in the process, all of which passed the evaluations and were placed on the Lieutenant Promotional Eligibility List.

Equal Pay for Equal Work Act Notification

Attorney Ross provided the Committee with a general overview of how the Equal Pay for Equal Work Act impacts the District's processes. The Equal Pay for Equal Work Act became law on

January 1, 2021. The intent is to provide transparency for internal promotional and new position opportunities, which will provide greater access for women and minorities.

Attorney Ross went on to explain that the job posting must be provided internally when a position becomes vacant, a new position is created, or one or more of the key aspects of an existing position are changed. The law is very broad and must be made available to any employee who would like to apply for the position. The job posting requires certain information to be included, such as compensation and benefits, and must explain how employees can apply for the position. The job posting must be provided at the "front end" of the process for developing an eligibility list. Once the eligibility list is created, the process runs as usual.

Action Items:

1. CONSIDER AND APPROVE THE FEBRUARY 17, 2022 CIVIL SERVICE COMMITTEE MEETING MINUTES.

A MOTION WAS MADE BY MR. LINDQUIST AND SECONDED BY MR. GINTHER TO APPROVE THE FEBRUARY 17, 2022 CIVIL SERVICE COMMITTEE MINUTES WITH THE ADDITION OF FIRE CHIEF DAVE RAMOS TO THE ATTENDEES. THE MOTION PASSED UNANIMOUSLY.

2. CONSIDER APPROVAL OF THE LIEUTENANT PROMOTIONAL ELIGIBILITY LIST.

A MOTION WAS MADE BY MR. LINDQUIST AND SECONDED BY MR. GINTHER TO APPROVE THE LIEUTENANT PROMOTIONAL ELIGIBILITY LIST. THE MOTION PASSED UNANIMOUSLY.

Public Comments:

None.

Executive Session:

None.

Adjournment:

A MOTION TO ADJOURN THE MEETING WAS MADE BY MR. LINDQUIST AND SECONDED BY MR. GINTHER. THE MOTION PASSED UNANIMOUSLY. THE MEETING ADJOURNED AT 8:15 A.M.



Bruce Ginther, Committee President