

**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.

May 17, 2023

COMMITTEE MEMBERS PRESENT:

Bruce Ginther, Committee President
Richard Marosey, Committee Member
Wilson Lindquist, Committee Member

STAFF PRESENT:

David Ramos, Fire Chief
Rob Morris, Division Chief of Training
Heather Brown, Executive Administrative Assistant
Amy Collins, Human Resources Manager
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 May 17, 2023.

Additions/Deletions to Agenda:

None.

Old Business:

None.

New Business:

New Hire Firefighter Process

Chief Ramos provided background to the Civil Service Committee regarding the new hire firefighter process. He explained that it has been increasingly difficult to find paramedic candidates. To combat this challenge, the District continues to send interested current personnel

to paramedic school. Additionally, the District has expanded the new hire candidate search from one testing site to two testing sites to increase the hiring pool. However, he believes that it is still not enough. Therefore, during this hiring process, paramedic applications may be submitted directly to the District for review and consideration. Qualified candidates will be invited to participate in a medical assessment center (MAC), a panel interview process, and a written examination.

Chief Ramos explained that the need for paramedic staffing is continually increasing. In 2024, Station 68 will be built, and 15 new personnel must be hired to staff that station. Chief Ramos stated the District is not intending to hire EMT candidates until the spring 2024 academy. He went on to state the intent is to have two-thirds of the new hires paramedic certified. However, historically it has been approximately 20% paramedics and 80% EMTs in the academy. Therefore, the District must be creative in how it hires new personnel who fit the culture. Plans include searching for firefighting interests within the community, and in the spring, qualified candidates will attend a 6-week EMT academy with tuition expenses covered by the District.

There were no questions from the Committee Members.

Revision of the Lieutenant Promotional Reading List

There were no questions from the Committee Members.

Action Items:

1. CONSIDER AND APPROVE THE MAY 10, 2023, CIVIL SERVICE COMMITTEE MEETING MINUTES.

A MOTION WAS MADE BY MR. MAROSEY AND SECONDED BY MR. LINDQUIST TO APPROVE THE MAY 10, 2023, CIVIL SERVICE COMMITTEE MEETING MINUTES. THE MOTION PASSED UNANIMOUSLY.

2. CONSIDER AND APPROVE THE NEW HIRE FIREFIGHTER PROCESS.

A MOTION WAS MADE BY MR. MAROSEY AND SECONDED BY MR. LINDQUIST TO APPROVE THE NEW HIRE FIREFIGHTER PROCESS. THE MOTION PASSED UNANIMOUSLY.

3. CONSIDER AND APPROVE REVISIONS TO THE LIEUTENANT PROMOTIONAL READING LIST.

A MOTION WAS MADE BY MR. LINDQUIST AND SECONDED BY MR. MAROSEY TO APPROVE THE LIEUTENANT PROMOTIONAL READING 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. MAROSEY. THE MOTION PASSED UNANIMOUSLY. THE MEETING ADJOURNED AT 8:14 A.M.



Bruce Ginther, Committee President