

**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.

June 5, 2023

COMMITTEE MEMBERS PRESENT:

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

STAFF PRESENT:

David Ramos, Fire Chief
David Anderson, Deputy Chief of Support Services
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 8:08 a.m. on June 5, 2023.

Additions/Deletions to Agenda:

None.

Old Business:

None.

New Business:

New Hire Paramedic Firefighter Hiring List

Mr. Marosey asked how applicants find out about job vacancies at North Metro. HR Manager Collins stated that there are multiple ways to apply for firefighter positions. Recently, job postings have been placed on governmentjob.com and several online platforms, including Zip Recruiter, Indeed, social media sites, and the North Metro website. A large part of North Metro's recruitment

is through word of mouth. Additionally, interested new hires can test with National TEAMS and the ISO testing site.

Mr. Marosey asked for clarification on what would be necessary to be considered a lateral hire. Chief Anderson stated that a lateral hire must be employed in a jurisdiction that is similar to North Metro in size and structure, meaning they must come from a department that does medical transportation. Additionally, they must have a minimum of two years of on-the-job experience. If the candidate is from out of state, they must become certified as a Colorado Paramedic and successfully pass a one-year FTO program during their probationary year of employment.

There were no additional questions from the Committee Members.

Revision of the Firefighter II Promotional Reading List

Chief Anderson explained that the Fire Chiefs from the six (6) North Area Fire Departments collaborated to develop a common way of doing things. This reading list is one of the results of that collaboration.

There were no questions from the Committee Members.

Trainee Job Description

Chief Anderson provided an overview of the reasons for updating the Trainee Job Description. There were no questions from the Committee Members.

Action Items:

1. CONSIDER AND APPROVE THE MAY 17, 2023, CIVIL SERVICE COMMITTEE MEETING MINUTES.

A MOTION WAS MADE BY MR. LINDQUIST AND SECONDED BY MR. MAROSEY TO APPROVE THE MAY 17, 2023, CIVIL SERVICE COMMITTEE MEETING MINUTES. THE MOTION PASSED UNANIMOUSLY.

2. CONSIDER AND APPROVE THE NEW HIRE PARAMEDIC FIREFIGHTER HIRING LIST.

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

3. CONSIDER AND APPROVE REVISIONS TO THE FIREFIGHTER II PROMOTIONAL READING LIST.

A MOTION WAS MADE BY MR. LINDQUIST AND SECONDED BY MR. MAROSEY TO APPROVE THE FIREFIGHTER II PROMOTIONAL READING LIST. THE MOTION PASSED UNANIMOUSLY.

4. CONSIDER AND APPROVE REVISIONS TO THE TRAINEE FIREFIGHTER JOB DESCRIPTION.

A MOTION WAS MADE BY MR. MAROSEY AND SECONDED BY MR. LINDQUIST TO APPROVE THE TRAINEE FIREFIGHTER JOB DESCRIPTION. THE MOTION PASSED UNANIMOUSLY.

Public Comments:

None.

Executive Session:

None.

Adjournment:

A MOTION TO ADJOURN THE MEETING WAS MADE BY MR. GINTHER AND SECONDED BY MR. MAROSEY. THE MOTION PASSED UNANIMOUSLY. THE MEETING ADJOURNED AT 8:21 A.M.



Bruce Ginther, Committee President