

**MINUTES
CIVIL SERVICE COMMITTEE
NORTH METRO FIRE RESCUE DISTRICT
MEETING 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 16, 2024

COMMITTEE MEMBERS PRESENT:

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

STAFF PRESENT:

Dave Anderson, Deputy Chief of Support Services
Mark Daugherty, EMS Chief
Matt Horan, Planning Chief
Rob Morris, Battalion Chief of Training
Amy Collins, Human Resources Manager
Debbie Vanwaseele, Training Center Coordinator
Heather Brown, Executive Administrative Assistant

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 8:00 a.m. on May 16, 2024.

Additions/Deletions to Agenda:

None.

Old Business:

None.

New Business:

New Hire Firefighter Process

Chief Anderson reviewed the new hire firefighter promotional process with the Committee Members. He reminded the Committee that in the last hiring process the District accepted

applicants who did not possess an EMT certification. He explained in this hiring instance all candidates must have a current and valid EMT certification when applying. The hiring process otherwise will remain the same, and once completed there will be two new hire eligibility lists created. Chief Anderson stated that Senior Staff will be requesting that a meeting be held in June to certify the lists. He stated that Senior Staff is also working on the parameters for a potential lateral hire process.

Mr. Marosey asked if there is Union involvement in the new hire process or is it primarily administrative staff. Chief Anderson explained that hiring is predominantly administrative staff; however, line personnel are involved in the EMS skills and panel assessment process.

Mr. Marosey stated that question #10 on the new hire application only asks if the candidate has those listed certifications, but he assumed there were many more certifications a candidate could hold. He asked why those were the only certifications listed. Chief Anderson explained that the application focuses on what certifications are necessary for the position, but candidates could add additional certifications onto the application. He also reiterated that an EMT or Paramedic certification was the only required certification.

Mr. Lindquist asked what type of phobia testing is conducted with new hire candidates. Chief Anderson stated the testing includes acrophobia and claustrophobia.

There were no additional questions from the Committee Members.

Promotional Process for Paramedic Firefighters

Chief Anderson stated the promotional process for paramedic firefighters has not changed and requested approval to post the eligibility list.

There were no questions from the Committee Members.

Action Items:

1. CONSIDER AND APPROVE THE FEBRUARY 12, 2024, CIVIL SERVICE COMMITTEE MEETING MINUTES.

A MOTION WAS MADE BY MR. MAROSEY AND SECONDED BY MR. LINDQUIST TO APPROVE THE FEBRUARY 12, 2024, CIVIL SERVICE COMMITTEE MEETING MINUTES. THE MOTION PASSED UNANIMOUSLY.

2. CONSIDER AND APPROVE THE NEW HIRE FIREFIGHTER PROCESS.

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

3. CONSIDER AND APPROVE THE PROMOTIONAL PROCESS FOR PARAMEDIC FIREFIGHTERS.

A MOTION WAS MADE BY MR. MAROSEY AND SECONDED BY MR. LINDQUIST TO APPROVE THE PROMOTIONAL PROCESS FOR PARAMEDIC FIREFIGHTERS. 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 8:19 A.M.



Bruce Ginther, Committee President