

RECORD OF PROCEEDINGS

West Metro Fire Protection District
Civil Service Committee Meeting
February 13, 2020

I. CALL TO ORDER

The regular meeting of the West Metro Fire Protection District Civil Service Committee was called to order by Vice President Peggy Olivas at 6:01 p.m. This meeting was held in accordance with the applicable statutes of the state of Colorado, at West Metro Fire Protection District's Training Center, at 3535 S. Kipling Street, Lakewood, Colorado.

II. ROLL CALL

President Don Sherman	Absent - Excused
Vice President Peggy Olivas	Present
Member Tom Coonley	Present
Member Susan Emsbo	Present
Member Dick Igel	Absent - Excused
Member Leo Johnson	Present
Member Jim Roos	Present
Member Joan Rosenberger	Present
Member Danny Turney	Present
Board Liaison Jerry Cassel	Present

Also present were Division Chief Dan Pfannenstiel; Lieutenant Reed Norwood, representing IAFF Local 1309; and, Ms. Jennifer Wheaton as recording secretary.

III. PUBLIC COMMENT

None.

IV. ADOPTION OF AGENDA

MOTION: It was moved by Leo Johnson and seconded by Susan Emsbo to accept the agenda for the regular meeting of the West Metro Fire Protection District Civil Service Committee of February 13, 2020, as presented. The motion was voted upon and carried.

V. REVIEW OF MINUTES

MOTION: It was moved by Leo Johnson and seconded by Tom Coonley to approve the minutes of the regular meeting of the Civil Service Committee dated January 9, 2020, as presented. The motion was voted upon and carried.

VI. REPORT OF THE FIRE CHIEF – D. Lombardi

None.

VII. REPORT OF THE TRAINING CHIEF – D. Pfannenstiel

The first quarter multi-company drills are underway with approximately half of the members having completed the drills so far. The lessons include CPR and wildland refresher training.

In preparation for April, May, June, and July drills, the staff is in the process of enhancing the Class A burn building and the Class B commercial burn building.

The new training engineer position is in the process of program development in preparation for future program delivery.

VIII. REPORT OF LEGAL COUNSEL – C. Tallerico, Esq.

None.

IX. REPORT OF BOARD LIAISON – J. Cassel

Mr. Cassel reported on the January 21, 2020 board meeting. The next board meeting is scheduled for February 18, 2020.

X. REPORT OF THE UNION – R. Norwood

Union President Mulcahy and Secretary/Treasurer Reichenbach attended the Affiliate Leadership Training Summit recently which focused on behavioral health and wellness.

The funeral services will be held for Firefighter/Paramedic Dan Moran on Monday, February 17, 2020 at 1:00 p.m. at the Red Rocks Church, 7100 Wadsworth Blvd., Arvada. Lieutenant Norwood encouraged the committee members to attend.

XI. REPORT OF THE RCS SUBCOMMITTEE – R. Norwood

Applications surged at the end of the application period resulting in 640 applicants. The applicant pool is the most diverse group of applicants to date with nearly 100 female applicants. The written exam will be held on February 29, 2020. Out-of-state applicants

will take both the written exam and the physical agility test (PAT) on the same day or the following day, weather depending. In-state applicants will take the PAT at a later date.

The meeting with First Idea about the oral board process was a good start to discuss performance dimensions and candidate questions. There are 12 West Metro members confirmed as assessors for the oral board panel.

XII. FINANCIAL REPORT – D. Pfannenstiel

A. Budget Review

Chief Pfannenstiel reviewed the 2020 year-to-date budget.

XIII. OLD BUSINESS

A. 2020 Captain Exam

1. Ratify Written Exam Scores

MOTION: It was moved by Jim Roos, and seconded by Joan Rosenberger to accept the CPS HR consulting recommendations on protest items and item analysis of the 2020 captain written exam. The motion was voted on and carried.

MOTION: It was moved by Leo Johnson, and seconded by Danny Turney to ratify the results of the 2020 captain written exam and to approve posting the results of the 2020 captain written exam on February 10, 2020 for posting on February 13, 2020. The motion was voted on and carried.

B. 2020 Lieutenant Exam

1. Pass Points - CPS HR Consulting Call – D. Pfannenstiel

The committee called Amy Bigone with CPS HR via teleconference to discuss the recommendation to use the Angoff Method in the approach to promotional exam scoring. The Angoff Method begins by defining what a minimally acceptable candidate would attain on the exam, and assigning a passing percentage to the exam based on the success of the minimally acceptable candidate. Some agencies have considered this method as an alternate to a previously determined and assigned passing percentage. CPS HR recommends this method as one that is more defensible than a pre-defined passing score. The committee agreed to research this method further and make a determination at a later date.

C. 2020 3rd Grade Firefighter Exam (19-01)

The exam is scheduled for March 9, 2020. Mr. Igel will be in attendance. Vice President Olivas requested an additional member to be present during this exam.

XIV. NEW BUSINESS

- A. Certify the Top Three Names from the Eligibility Registers for the Rank of Engineer

MOTION: It was moved by Danny Turney and seconded by Jim Roos to certify the top three names from the eligibility register for the rank of engineer (J. Baughn, A. Speer, J. Murr). The motion was voted upon and carried.

XV. OTHER MATTERS

Mr. Coonley informed the committee that he will be resigning from the Civil Service Committee in May 2020.

XVI. EXECUTIVE SESSION

None.

XVII. ADJOURNMENT

MOTION: There being no further business to be presented it was moved by Leo Johnson and seconded by Tom Coonley to adjourn the regular meeting of the West Metro Fire Protection District Civil Service Committee. The motion was voted upon and carried.

The meeting adjourned at 7:18 p.m.

Recording Secretary: /s/s/ Jennifer Wheaton

/s/ Peggy Olivas