

CIVIL SERVICE COMMISSION MEETING AGENDA		
1:00 PM	NOVEMBER 8, 2022	FITZSIMONS ROOM IN PERSON ONLY
1) 1:00 PM CALL TO ORDER OF REGULAR MEETING		
A. Adoption of Agenda		
B. Approval of Minutes for October 11, 2022		
2) AGENDA ITEMS FOR VOTE		
A. Fire Promotion Eligibility Requirement Proposal	Commission	
3) AGENDA ITEMS FOR DISCUSSION		
A. Fire Promotion Eligibility Language Update	Cmdr. Hays	
4) REPORTS		
A. COMMISSIONER REPORTS		
• Police Academy Graduation		
B. LEGAL COUNSEL REPORTS		
5) COMMENTS		
A. FIRE DEPARTMENT		
• Chief or Designee		
• Union Designee		
B. POLICE DEPARTMENT		
• Chief or Designee		
• Association Designee		
➤ APA		
➤ FOP		
C. CITY MANAGER DEPARTMENT		
D. PUBLIC COMMENT – Limited to 3 minutes, no discussion *Please note: The Commission cannot consider or respond to any comments that relate in any manner to disciplinary appeals currently pending before the Commission.		
6) ADJOURNMENT		

CIVIL SERVICE COMMISSION AGENDA ITEM REQUEST FORM



To request that an item be on the Civil Service Commission agenda, please complete this form and include required supporting documents. Civil Service Staff will notify you if and when the item will appear on the agenda.

Date Submitted:

Completed requests can be sent to civilservice@auroragov.org or faxed to 303-326-8944

Item Topic:

Submitted by:

Department/Organization:

Contact Phone:

Email Address:

Name, title, and contact info. of individual who will present the item:

Estimated time needed to present the item:

Select the type of agenda item:

Agenda Item (Requires a vote)

Discussion (No vote required)

Rule Change

Report/Request

For CSC Staff Use only
Approved for meeting on:

Returned to requester for the following reason(s):

Not approved

State how the item title is to appear on the agenda:

Briefly summarize the topic and/or point of view:

List attachments (*supporting documents) to be distributed with the agenda:

Indicate if there will be need for audio/visual equipment, change of venue, and/or anticipated attendance by special interest groups:



FIRE OFFICER 1 AND FIRE OFFICER 2 CERTIFICATIONS

Presented by
Commander Mark W. Hays



Background/History

- Fire Lieutenant Promotional Process
 - Previous Pre-requisites
 1. Five (5) years regular continuous service with AFR
 2. Two (2) years as an Aurora Firefighter Grade 1, or Investigator Technician, or Engineer-Driver or any combination thereof totaling two (2) years
 3. Currently holding the rank of Aurora Firefighter Grade 1, or Investigator Technician, or Engineer-Driver
 4. 60 semester hours or 90 quarter hours of college level coursework from an accredited college or university (with a minimum cumulative GPA of 2.0 on a 4.0 scale)
 5. Completed the AFR Acting Officer Program



Background/History

- Fire Captain Promotional Process
 - Previous Pre-requisites
 1. Seven (7) years with AFR
 2. Two (2) years as an Aurora Fire Lieutenant
 3. Currently hold the rank of Aurora Fire Lieutenant
 4. 60 semester hours or 90 quarter hours of college level coursework from an accredited college or university (with a minimum cumulative GPA of 2.0 on a 4.0 scale)





Challenges

- AFR currently does not meet the industry standard for our metro area
- Current Standard for all Colorado Metropolitan Certification Board (CMCB) Agencies is :
 - To have Fire Officer 1 as a requirement to take the Lieutenant's exam
 - To have Fire Officer 2 as a requirement to take the Captain's exam



Goals

- Develop our members so that the industry standard is applied equitably
- Implement the CMCB standard of **adding** the pre-requisites :
 - ✓ Fire Officer 1 as a requirement to take the Lieutenant's exam
 - ✓ Fire Officer 2 as a requirement to take the Captain's exam
- Move our organization into alignment with our partner CMCB agencies and make advanced company officer training available to all members of our organization



Goals – What are the Benefits

- Fire Officer 1
 - Company Officer
 - Organizational Structure
 - Leadership and Supervision
 - Communication
 - Administrative Function
 - Occupational Safety, Health, and Wellness
 - Building Construction, Fire Protection Systems
 - Company-Level Inspections and Pre-incident Planning
 - Delivery of Emergency Services



Goals – What are the Benefits

- Fire Officer 2
 - Company Officer
 - Human Resources and Administrative Responsibilities II
 - Origin Cause and Determination
 - Delivery of Emergency Services II
 - Safety Investigations and Analysis



Concept Validation

- Aurora Fire Rescue Training Division has:
 - ✓ Consulted with our Executive Staff team
 - ✓ Consulted with the Consent Decree Monitor and their team
 - ✓ Consulted with Members of Local 1290
 - ✓ Consulted with members of CBPFF union

Disparate Concerns



Next Steps: Action Items

- Aurora Fire Rescue is :
 - Requesting that The Civil Service Commission approve the addition of these credentials to the promotional testing process for:
 - Fire Lieutenant
 - Fire Captain
 - To be implemented in the 2023 calendar year



Questions



Thank you





AFR PROMOTIONAL PROCESS LANGUAGE UPDATES

Presented by
Commander Mark W. Hays



Background/History

- Promotional Process
 - Previous Qualifications / Eligibility (Example from the Lieutenant Posting)
 1. Five (5) years regular continuous service with AFR
 2. Two (2) years as an Aurora Firefighter Grade 1, **Rescue Technician or Investigator Technician, or Engineer-Driver** or any combination thereof totaling two (2) years
 3. Currently holding the rank of Aurora Firefighter Grade 1, or **Rescue Technician or Investigator Technician, or Engineer-Driver**
 4. 60 semester hours or 90 quarter hours of college level coursework from an accredited college or university (with a minimum cumulative GPA of 2.0 on a 4.0 scale)
 5. Completed the AFR Acting Officer Program



Goals

- Update the language to keep the Civil Service Commission current with our standard of practice as well as our current language.
- Change all references to “Rescue Technician” to the current “Fire-Medic” title (Not a promoted position any longer)
- Change all references to “Engineer-Driver” to the current “Engineer”
- Remove all references to the rank of “Investigator Technician” as we no longer have this position nor do we have any members who are in this rank.



Goals – What are the Benefits

- Goal is to keep the language updated with current practices



Next Steps: Action Items

- Aurora Fire Rescue is :
 - Requesting that The Civil Service Commission approve the updates of this language for the promotional testing process for:
 - Fire Lieutenant
 - Fire Captain
 - Engineer
 - To be implemented in the 2023 calendar year



Questions



Thank you

