



## Legislation Details (With Text)

**File #:** 14-0361      **Version:** 1      **Name:**  
**Type:** Resolution      **Status:** Mayor's Office  
**File created:** 6/18/2014      **In control:** City Council  
**On agenda:** 8/12/2014      **Final action:** 8/12/2014

**Title:** A resolution approving amendments to the Rules of the Colorado Springs Civil Service Commission for the Municipal Police and Fire Forces.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. RESOLUTION APPROVING AMENDMENTS TO THE RULES OF THE COLORADO SPRINGS CIVIL SERVICE COMMISSION.pdf, 2. Changes to Civil Service Rule 5.3 Exhibit A.pdf, 3. Changes to Civil Service Rule 5.3 Exhibit B.pdf

| Date      | Ver. | Action By            | Action   | Result |
|-----------|------|----------------------|----------|--------|
| 8/12/2014 | 1    | City Council         | adopted  | Pass   |
| 7/21/2014 | 1    | Council Work Session | referred |        |

A resolution approving amendments to the Rules of the Colorado Springs Civil Service Commission for the Municipal Police and Fire Forces.

**From:**

Michael Sullivan, Secretary to the Civil Service Commission

**Summary:**

The Civil Service Commission approved the attached changes to the Civil Service Rules by a vote of 5-0 on July 1, 2014, after receiving no objections to the proposed changes.

The Colorado Springs Fire Department seeks to maintain a continuous employment list for Firefighter Paramedic so that when an employee completes the Medical Director’s examination, they would automatically be placed on the continuous employment list. This change would enable the Department to get to authorized strength for the firefighter paramedic rank.

**Previous Council Action:**

N/A

**Background:**

The Colorado Springs Fire Department (CSFD) developed the promoted position of firefighter paramedic (FFPM) in 1979. At that time the CSFD promoted firefighters to the rank of paramedic trainee. These trainees were taken out of the fire station and given the singular job responsibility of attending paramedic school, returning to the department upon graduation.

This process was designed at a time when the department required fewer than ten (10) firefighter paramedics, staffing two rescue squads. This staffing requirement has increased significantly over the years and the CSFD

now has eighty-three (83) firefighter paramedics approved as its authorized strength.

The Medical Director's examination, which serves as the test to develop the employment list, is a three part exam: Medical and trauma response scenarios, and a static cardiac rhythm analysis. This exam is given a numerical score that establishes the candidate's position on the CSFD promotional list. This process of developing the list has previously been approved by the Civil Service Commission and has been used to establish the previous FFPM promotional lists.

Currently, the official paramedic promotional process is held every two years or as needed. With restrictions of the current Civil Service Rules, we must post every exam process for at least 30 days and have the employee go before the Medical Director for a second time. Needless to say, this makes the process for each individual employee much more time consuming and makes it harder for the CSFD to get to authorized strength for the firefighter paramedic rank.

**Financial Implications:**

N/A

**Board/Commission Recommendation:**

The Civil Service Commission discussed and unanimously agreed to the rule changes on July 1, 2014.

**Stakeholder Process:**

The Police Protective Association (PPA) and the International Association of Fire Fighters Local 5 (IAFF) have stated no objections to the proposed changes. Civil Service Rule 11.8 requires the posting of proposed rule changes for 10 business days prior to the effective date of the rule change. The proposed changes were posted on June 17, 2014.

**Alternatives:**

City Council can deny the proposed changes to the Civil Service Rules.

**Proposed Motion:**

Approval of a resolution to amend Civil Service Rule 5.3.

N/A