



## Legislation Details (With Text)

**File #:** 21-440      **Version:** 1      **Name:**  
**Type:** Resolution      **Status:** Mayor's Office  
**File created:** 7/14/2021      **In control:** City Council  
**On agenda:** 8/10/2021      **Final action:** 8/10/2021

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

**Presenter:**  
Michael Sullivan, Secretary to the Civil Service Commission  
Steve Dubay, Deputy Fire Chief, Colorado Springs Fire Department

### Sponsors:

### Indexes:

### Code sections:

**Attachments:** 1. Rule 5.3D Resolution - FINAL, 2. Exhibit A - 5.3D Rule - FINAL, 3. Exhibit B - 5.3D Rule Change - FINAL, 4. Signed Resolution 107-21

Date	Ver.	Action By	Action	Result
8/10/2021	1	City Council	adopted	Pass
7/26/2021	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.

### Presenter:

Michael Sullivan, Secretary to the Civil Service Commission  
Steve Dubay, Deputy Fire Chief, Colorado Springs Fire Department

### Summary:

The Civil Service Commission approved the attached changes to the Civil Service Rules by a vote of 4-0 (1 absent) on July 13, 2021, after receiving no objections to the proposed changes.

The Colorado Springs Fire Department seeks to maintain a continuous employment list for Driver/Engineer. This change would enable the Department to get to authorized strength for the driver/engineer rank.

### Background:

Driver/Engineer is a promoted rank within the CSFD whose primary responsibility is the safe driving and operation of fire apparatus. Promotional tests for the ranks of Driver/Engineer, Lieutenant, Captain, and Battalion Chief are currently in effect for 2 years (Rule 5.3). However, Firefighter/Paramedics have a "continuous promotional list" (Rule 5.3C) as established in 2014.

For approximately the past 5 years, promotional lists for the rank of Driver/Engineer have been exhausted (i.e., all individuals who successfully completed the promotional test have been promoted)

well before the promotional list expires. Due to this situation, and with the approval of the Civil Service Commission, promotional tests for the rank of Driver/Engineer have occurred at least annually (typically in late May or early June).

During 2020 and into 2021, a CSFD task force has worked to update the Driver/Engineer promotional testing process. The updated testing process is being developed and validated with the CSFD's promotional testing consultant, Jack Clancy Associates.

The CSFD administered a previously approved Driver/Engineer promotional test from February 15-18, 2021. Six (6) individuals successfully completed the process and all were promoted to the rank of Driver/Engineer.

The CSFD administered a previously approved second Driver/Engineer promotional test for 2021 on May 3 (written examination) and May 15-16 (practical skills examination). Again, six (6) individuals successfully completed the process and all were promoted to the rank of Driver/Engineer.

With approval of the Civil Service Commission on July 13, 2021, the CSFD will administer a third Driver/Engineer promotional test for 2021 in September 2021.

**Previous Council Action:**

N/A

**Financial Implications:**

N/A

**City Council Appointed Board/Commission/Committee Recommendation:**

The Civil Service Commission, with a quorum of 4 Commissioners, discussed and unanimously agreed to the rule change on July 13, 2021.

**Stakeholder Process:**

The International Association of Fire Fighters Local 5 (IAFF) have stated no objections to the proposed change. The proposed rule change will be posted for 10 business days in accordance with Civil Service Rule 11.8.

**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