



# City of Denton

City Hall  
215 E. McKinney St.  
Denton, Texas 76201  
[www.cityofdenton.com](http://www.cityofdenton.com)

## Meeting Agenda Civil Service Commission

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Wednesday, April 24, 2024

1:00 PM

Central Fire Station  
Emergency Operations Room

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After determining that a quorum is present, the Civil Service Commission of the City of Denton, Texas will convene in a Regular Meeting on Wednesday, April 24, 2024, at 1:00 p.m. in the Emergency Operations Center at Central Fire Station, 332 E. Hickory Street, Denton, Texas, at which the following items will be considered:

### 1. ITEMS FOR CONSIDERATION

- A. [CSC24-030](#) Introduction of guests.
- B. [CSC24-031](#) Receive public comments.
- C. [CSC24-032](#) Consider approval of the minutes from the March 27, 2024, meeting.  
*Attachments:* [March 27, 2024 Minutes DRAFT.pdf](#)
- D. [CSC24-033](#) Hold discussion and take action on the Police Lieutenant Eligibility List created from the Police Department's Lieutenant promotional written examination and assessment center process.  
*Attachments:* [Agenda Information Sheet](#)  
[Police Lieutenant Eligibility List](#)
- E. [CSC24-034](#) Hold discussion and take action on the Position Opportunity Announcement (POA) to schedule the date, time, and location for the Fire Department entrance examination.  
*Attachments:* [Agenda Information Sheet](#)  
[Fire Recruit Position Opportunity Announcement](#)
- F. [CSC24-035](#) Hold discussion and take action on the appealed questions from the Fire Driver Examination that was administered on March 8, 2024.  
*Attachments:* [Agenda Information Sheet](#)  
[Fire Driver Appeals and Department Responses](#)  
[Fire Driver Raw Scores](#)  
[Fire Driver Demographics](#)  
[Fire Driver Promotional Source Material List](#)
- G. [CSC24-036](#) Hold discussion and take action on the Commission List from the Fire Driver Examination that was administered on March 8, 2024, reflecting any adjustments to the List due to the Commission's decision on appeals of test questions.

Attachments:      [Agenda Information Sheet](#)  
                              [Fire Driver Raw Scores](#)  
                              [Fire Driver Demographics](#)

- H. [CSC24-037](#)      Discuss agenda and date of the next Civil Service Commission meeting.

## 2. CONCLUDING ITEMS

A. Under Section 551.042 of the Texas Open Meetings Act, respond to inquiries from the Civil Service Commission or the public with specific factual information or recitation of policy, or accept a proposal to place the matter on the agenda for an upcoming meeting and under Section 551.0415 of the Texas Open Meetings Act, provide reports about items of community interest regarding which no action will be taken, to include: expressions of thanks, congratulations, or condolence; information regarding holiday schedules; an honorary or salutary recognition of a public official, public employee, or other citizen; a reminder about an upcoming event organized or sponsored by the governing body; information regarding a social, ceremonial, or community event organized or sponsored by an entity other than the governing body that was attended or is scheduled to be attended by a member of the Commission or an official or employee of the municipality; or an announcement involving an imminent threat to the public health and safety of people in the municipality that has arisen after the posting of the agenda.

NOTE: The Civil Service Commission reserves the right to adjourn into a Closed Meeting on any item on its open meeting agenda consistent with Chapter 551 of the Texas Government Code, as amended, or as otherwise allowed by law.

### C E R T I F I C A T E

I certify that the above notice of meeting was posted on the official website (<https://tx-denton.civicplus.com/242/Public-Meetings-Agendas>) and bulletin board at City Hall, 215 E. McKinney Street, Denton, Texas, on April 19, 2024, in advance of the 72-hour posting deadline, as applicable, and in accordance with Chapter 551 of the Texas Government Code.

\_\_\_\_\_  
OFFICE OF THE CITY SECRETARY

NOTE: THE CITY OF DENTON'S DESIGNATED PUBLIC MEETING FACILITIES ARE ACCESSIBLE IN ACCORDANCE WITH THE AMERICANS WITH DISABILITIES ACT. THE CITY WILL PROVIDE ACCOMMODATION, SUCH AS SIGN LANGUAGE INTERPRETERS FOR THE HEARING IMPAIRED, IF REQUESTED AT LEAST 48 HOURS IN ADVANCE OF THE SCHEDULED MEETING. PLEASE CALL THE CITY SECRETARY'S OFFICE AT 940-349-8309 OR USE TELECOMMUNICATIONS DEVICES FOR THE DEAF (TDD) BY CALLING 1-800-RELAY-TX SO THAT REASONABLE ACCOMMODATION CAN BE ARRANGED.



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## Legislation Text

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**File #:** CSC24-030, **Version:** 1

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### AGENDA CAPTION

Introduction of guests.



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## Legislation Text

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**File #:** CSC24-031, **Version:** 1

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### AGENDA CAPTION

Receive public comments.



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## Legislation Text

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**File #:** CSC24-032, **Version:** 1

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### **AGENDA CAPTION**

Consider approval of the minutes from the March 27, 2024, meeting.



**CITY OF DENTON  
CIVIL SERVICE COMMISSION  
MINUTES**

**Date/Time:** Wednesday, March 27, 2024, at 1:00 p.m.

**Location:** Police Training Center – Classroom D  
719 E. Hickory Street, Denton, TX 76205

After determining that a quorum was present, the Civil Service Commission of the City of Denton, Texas convened in a Regular Meeting on Wednesday, March 27, 2024, at 1:00 p.m. in Classroom D at the Police Training Center, 719 E. Hickory Street, Denton, Texas.

**PRESENT:** Commissioners John Baines, Jaime Blanton, and Darhyl Ramsey

\*Note: Commissioner Blanton arrived at 1:43 p.m.; Commissioner Baines left at 2:46 p.m.

**ABSENT WITH NOTICE:** None

Also present were Director of Human Resources/Civil Service Director Megan Gilbreath, Deputy City Attorney Michael Cronig, Police Deputy Chief Derek Bradford, Police Lieutenant Preston Pohler, Fire Battalion Chief Lonny Britten, Civil Service Secretary Crystal Babcock, Fire Drivers Kevin Tye, Jeremy Hardcastle, Gregory Johnson, Brian Collins, Michael Ventra, Brandon Hillis, Gerald Friend, and Jayson Owen, as well as Deputy Fire Marshall II Jeb Miller and Gary Weiland.

**1. ITEMS FOR CONSIDERATION**

- A. *CSC24-021 Introduction of guests.*

None

- B. *CSC24-022 Receive public comments.*

None

- C. *CSC24-023 Consider approval of the minutes from the February 28, 2024, meeting.*

The Commissioners considered approval of minutes from the February 28, 2024, Civil Service Commission meeting. Commissioner Baines motioned to approve the minutes as presented, Commissioner Ramsey seconded the motion. The motion carried, 2 – 0 – 1.

AYES (2): Commissioners Baines and Ramsey

NAYS (0): None

ABSENT (1): Commissioner Blanton

- D. *CSC24-024 Hold discussion and take action on the proposed revisions to the Civil Service Local Rules and Regulations as a result of the 2023 Fire Meet and Confer Agreement.*

After a discussion of the proposed revisions to the Civil Service Local Rules and Regulations (to be aligned with the Fire Meet and Confer Agreement approved by City Council on September 19, 2023), Commissioner Baines made a motion to approve the proposed revisions as presented; Commissioner Ramsey seconded the motion. The motion carried, 2 – 0 – 1.

AYES (2): Commissioners Baines and Ramsey

NAYS (0): None

ABSENT (1): Commissioner Blanton

- E. *CSC24-025 Hold discussion and take action on the Police Sergeant Eligibility List created from the Police Department's promotional written examination and assessment center process.*

Commissioner Baines made a motion to approve the Eligibility List as presented, Commissioner Ramsey seconded the motion. The motion carried, 2 – 0 – 1.

AYES (2): Commissioners Baines and Ramsey

NAYS (0): None

ABSENT (1): Commissioner Blanton

- F. *CSC24-026 Hold discussion and take action on the Commission List from the Fire Battalion Chief Examination that was administered on March 6, 2024.*

Commissioner Baines made a motion to approve the Commission List as presented, Commissioner Ramsey seconded the motion. The motion carried, 2 – 0 – 1.

AYES (2): Commissioners Baines and Ramsey

NAYS (0): None

ABSENT (1): Commissioner Blanton

- G. *CSC24-027 Hold discussion and take action on the appealed questions from the Fire Captain Examination that was administered on March 7, 2024.*

The Commissioners considered appeals of questions from the Fire Captain written examination that was administered on March 7, 2024. The following action was taken for each appealed question:

| <i>Question</i> | <i>Action</i>          | <i>Motion/Second</i> | <i>Vote</i>                |
|-----------------|------------------------|----------------------|----------------------------|
| 19              | Sustain the Answer Key | Baines/Ramsey        | 2 – 0 – 1 (Blanton Absent) |
| 20              | Sustain the Answer Key | Baines/Ramsey        | 2 – 0 – 1 (Blanton Absent) |
| 26              | Accept C and D         | Baines/Ramsey        | 2 – 0 – 1 (Blanton Absent) |
| 40              | Sustain the Answer Key | Blanton/Baines       | 3 – 0                      |
| 60              | Accept A and B         | Blanton/Baines       | 3 – 0                      |
| 63              | Appeal Withdrawn       | N/A                  | N/A                        |
| 65              | Accept A, B, and D     | Blanton/Baines       | 2 – 1 (Baines Opposed)     |
| 67              | Sustain the Answer Key | Blanton/Baines       | 3 – 0                      |
| 87              | Sustain the Answer Key | Blanton/Baines       | 3 – 0                      |
| 89              | Sustain the Answer Key | Blanton/Ramsey       | 2 – 0 – 1 (Baines Absent)  |
| 95              | Sustain the Answer Key | Blanton/Ramsey       | 2 – 0 – 1 (Baines Absent)  |

- H. *CSC24-028 Hold discussion and take action on the Commission List from the Fire Captain Examination that was administered on March 7, 2024, reflecting any adjustments to the List due to the Commission's decision on appeals of test questions.*

Commissioner Blanton made a motion to approve the list with the adjustments made due to the Commission's decisions on appealed questions; Commissioner Ramsey seconded the motion. The motion carried, 2 – 0 – 1.

AYES (2): Commissioners Blanton and Ramsey

NAYS (0): None

ABSENT (1): Commissioner Baines

*I. CSC24-029 Discuss agenda and date of the next Civil Service Commission meeting.*

The Civil Service Commission will meet on April 24, 2024, at 1:00 p.m. Commissioner Blanton made a motion to adjourn at 3:18 p.m., Commissioner Ramsey seconded the motion. The motion carried, 2 – 0 – 1.

AYES (2): Commissioners Blanton and Ramsey

NAYS (0): None

ABSENT (1): Commissioner Baines

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DARHYL RAMSEY, CHAIR

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DATE

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CRYSTAL BABCOCK, CIVIL SERVICE SECRETARY

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DATE





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## Legislation Text

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**File #:** CSC24-033, **Version:** 1

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### **AGENDA CAPTION**

Hold discussion and take action on the Police Lieutenant Eligibility List created from the Police Department's Lieutenant promotional written examination and assessment center process.



# City of Denton

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## AGENDA INFORMATION SHEET

**DEPARTMENT:** Human Resources

**CM/ DCM/ ACM:** Frank Dixon

**DATE:** April 24, 2024

### **SUBJECT**

Hold discussion and take action on the Police Lieutenant Eligibility List created from the Police Department's Lieutenant promotional written examination and assessment center process.

### **BACKGROUND**

On February 28, 2024, the Civil Service Commission met and heard appeals from the Police Lieutenant appellants. Having heard the appeals, the Department's responses, and discussing each appeal amongst the Commissioners, the Commission took the following action on the five (5) appeals over four (4) questions:

| <i>Question</i> | <i>Action</i>          | <i>Motion/Second</i> | <i>Vote</i> |
|-----------------|------------------------|----------------------|-------------|
| 87              | Sustain the Answer Key | Baines/Blanton       | 3 – 0       |
| 88              | Sustain the Answer Key | Baines/Ramsey        | 3 – 0       |
| 96              | Appeal was Withdrawn   | N/A                  | N/A         |
| 98              | Sustain the Answer Key | Blanton/Baines       | 3 – 0       |

Following appeals, the Police Department, along with the selected vendor, held the Police Assessment Center on March 5, 2024, and April 8, 2024. The final Eligibility List that follows reflects the post-appeal scores along with the Assessment Center scores.

### **OPTIONS**

Hold discussion and take action on the Police Lieutenant Eligibility List.

### **RECOMMENDATION**

Approve the Police Lieutenant Eligibility List as presented.

### **EXHIBITS**

Exhibit 1 – Agenda Information Sheet

Exhibit 2 – Police Lieutenant Eligibility List

Respectfully submitted:  
Crystal Babcock  
Civil Service Secretary  
Assistant Director of Human Resources



**Denton Police Department  
Lieutenant's Assessment &  
Post Appeals Scores  
March 15th, 2024**

| Order | NAME                   | ASSESSMENT<br>POINTS<br>(50%) | EXAM<br>POINTS<br>(50%) | TOTAL<br>WEIGHTED<br>SCORE |
|-------|------------------------|-------------------------------|-------------------------|----------------------------|
| 1     | Velasquez, Fermin J.R. | 76.19                         | 92                      | 84.10                      |
| 2     | Deter, Ross            | 64                            | 97                      | 80.50                      |
| 3     | Jackson, Blake         | 57.71                         | 98                      | 77.86                      |
| 4     | Keith, Sarah           | 56.95                         | 96                      | 76.48                      |
| 5     | Briggs, Daryn          | 45.90                         | 85                      | 65.45                      |

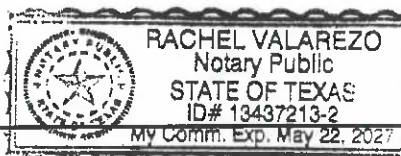
Date Held: March 4, 2024  
 Location: Denton Public Safety Training Center  
 Time: Various  
 Proctor: Lt. Preston Pohler

Before me on this day personally appeared, Preston Pohler, known to me to be the person who reviewed the above tests and declared to me upon oath that the statements therein contained are true and correct. Final scores were rounded to the nearest hundredth.

Given under my hand and seal of office this 12 day of April, 2024.

Rachel Valarezo

Notary Public in and for Denton County, Texas





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## Legislation Text

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**File #:** CSC24-034, **Version:** 1

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### **AGENDA CAPTION**

Hold discussion and take action on the Position Opportunity Announcement (POA) to schedule the date, time, and location for the Fire Department entrance examination.



# City of Denton

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215 E. McKinney Street  
Denton, Texas  
[www.cityofdenton.com](http://www.cityofdenton.com)

## AGENDA INFORMATION SHEET

**DEPARTMENT:** Human Resources

**CM/ DCM/ ACM:** Frank Dixon

**DATE:** April 24, 2024

### **SUBJECT**

Hold discussion and take action on the Position Opportunity Announcement (POA) to schedule the date, time, and location for the Fire Department entrance examination.

### **BACKGROUND**

The City of Denton Fire Department desires to conduct a Civil Service Examination in order to establish an eligibility list for the position of Fire Recruit. The eligibility list period begins on the test date and remains in effect for twelve (12) months/one (1) year, or until the list has been exhausted.

**DATE:** Saturday, January 11, 2025

**TIME:** Test to begin at 10:00 a.m. – There is no admittance to the test site after 10:00 a.m.

**PLACE:** Movie Tavern  
916 W. University Drive  
Denton, Texas 76201

**SALARY:** \$80,916.16 Annually

**INCENTIVE:** Firefighters are eligible to receive incentive pay for education, TCFP Certifications, and/or EMS Certification, and a base salary up to \$101,337.60 with step raises in place.

### **RECOMMENDATION**

Approve the Position Opportunity Announcement (POA) to schedule the date, time, and location for the Fire Department entrance examination.

### **ESTIMATED SCHEDULE OF PROJECT**

1. Upon approval, the Position Opportunity Announcement will be posted in all required locations.
2. On January 11, 2025, the Fire Department will administer the Fire Recruit Entrance Examination.

### **EXHIBITS**

Exhibit 1 – Agenda Information Sheet

Exhibit 2 – Fire Recruit Position Opportunity Announcement

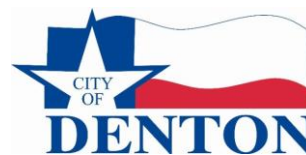
Respectfully submitted:  
Crystal Babcock  
Civil Service Secretary  
Assistant Director of Human Resources



# Notice of Civil Service Examination

## *City of Denton*

### Fire Fighter



### **Registration Deadline: December 27, 2024**

The City of Denton will conduct a Civil Service examination in accordance with the specifications of Chapter 143 of the Texas Local Government Code, City of Denton Local Rules, and Meet and Confer Agreement in order to establish an eligibility list for the position of Fire Recruit. The eligibility period begins on the test date and remains in effect for one year, or until the list has been exhausted.

**Date:** Saturday, January 11, 2025

**Time:** Begins at 10:00 a.m. NO ADMITTANCE TO THE TEST SITE AFTER 10:00 A.M.

**Location:** Movie Tavern, 916 W. University Drive, Denton, TX 76201

**Salary:** \$80,916.16 annually

**Incentive:** Firefighters are eligible to receive incentive pay for education, TCFP certifications, and/or EMS Certification, and a Base Salary up to \$101,337.60 with step raises in place.

#### **Minimum Qualifications:**

##### **Training and Experience**

- Must possess a high school diploma or GED
  - Must comply with all applicable state civil service requirements and regulations
  - Must hold one of these two options on the date of hire:
    1. Must hold a basic structural fire protection personnel certification from the Texas Commission on Fire Protection (TCFP) and an EMT-B certification from Texas Dept. of State Health Services.
- OR---
2. Paramedic certification from the Texas Department of State Health Services (TDSHS).

##### **Skills and Abilities**

- Must have sufficient muscular strength and coordination to respond effectively to departmental training programs
- Must possess the ability to maintain harmonious relationships with other employees and the public
- Must communicate clearly and accurately

##### **Conditions of Employment**

- Must be no younger than 18 years of age
- Must not have reached 36<sup>th</sup> birthday on the date the exam is administered
- Must be able to read, write, and speak English
- Must have no felony convictions or numerous misdemeanor convictions of such a number that would indicate a habitual law violator
- Must possess a valid Class B Texas driver's license within one year or approved state equivalent
- Must pass a medical examination indicating fitness for duty
- Must have normal color vision and vision in both eyes must be correctable to 20/20
- Must pass a criminal history background check and drug screen prior to employment
- Must pass a polygraph examination
- Must pass a physical ability and psychological test

## How to Register

Applicants must register for the test online at [www.dentonfire.com](http://www.dentonfire.com). **Only applicants who have completed the registration/application online before the deadline are eligible to take the exam.**

## Test Information

1. Applicants **must** present valid picture identification (driver's license, ID card, etc.) to be admitted into the test room. Applicants who have reached their 36<sup>th</sup> birthday on the date of the exam will not be admitted.
2. Personal items (hats, purses, briefcases, watches, calculators, cell phones, pagers, food, drinks, etc.) will not be allowed in the testing room.
3. Applicants who score a passing grade on the exam will receive five bonus points by uploading a copy of their DD-214 with their application in NEOGOV prior to taking the Civil Service exam, showing at least 180 days of active duty and an honorable discharge.
4. Upon request, accommodations will be provided to applicants in accordance with the Americans with Disabilities Act (ADA). If you need special arrangements, please submit the following information by the registration deadline:
  - A current letter from a licensed physician, optometrist, social worker, or psychologist (including title, address, and telephone number on professional letterhead)
  - A description of the functional limitation as it applies to taking a standardized multiple-choice examination
  - Specific accommodations needed for testingRequest should be sent to the Civil Service Director at 601 E. Hickory Street, Suite A, Denton, TX 76205, or email [civilservice@cityofdenton.com](mailto:civilservice@cityofdenton.com).
5. Applicants scoring 70 or above will be included on the official commission list, subject to tiebreakers.

For questions, contact Captain Lott at (940) 367-4222 or [firerecruiter@cityofdenton.com](mailto:firerecruiter@cityofdenton.com).

EOE/ADA/ADEA

**Approved Date:**

**Posted Date:**



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## Legislation Text

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**File #: CSC24-035, Version: 1**

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### **AGENDA CAPTION**

Hold discussion and take action on the appealed questions from the Fire Driver Examination that was administered on March 8, 2024.





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## AGENDA INFORMATION SHEET

**DEPARTMENT:** Human Resources

**CM/ DCM/ ACM:** Frank Dixon

**DATE:** April 24, 2024

### **SUBJECT**

Hold discussion and take action on the appealed questions from the Fire Driver Examination that was administered on March 8, 2024.

### **BACKGROUND**

On March 8, 2024, the Fire Department administered a promotional written examination for the position of Fire Driver. Per the Texas Local Government Code Chapter 143.034, eligible promotional candidates are entitled to review their promotional examination and answers, the examination grading, and the source material for the examination. If still dissatisfied, they may appeal to the Commission.

There are fourteen (14) appeals over nine (9) questions for the Commission to review from the promotional examination for Fire Driver.

### **OPTIONS**

Appeals to the Commission under the Local Rules and Regulations shall be limited to the quoted source material attributable to the referenced examination question. If the appeal does not include the basis and is not limited to the quoted source material, it will not be considered by the Commission.

Commissioners may sustain the answer key; accept alternate/multiple questions; or accept all answers as correct.

### **RECOMMENDATION**

Consider, hold discussion, and take action on the appealed questions from the Fire Driver promotional examination.

### **EXHIBITS**

- Exhibit 1 – Agenda Information Sheet
- Exhibit 2 – Fire Driver Appeals and Department Responses
- Exhibit 3 – Fire Driver Raw Scores
- Exhibit 4 – Fire Driver Exam Demographics
- Exhibit 5 – Fire Driver Promotional Source Material List

Respectfully submitted:  
Crystal Babcock  
Civil Service Secretary  
Assistant Director of Human Resources

**Denton Fire Department  
Promotional Test Appeal**  
*Request to Withdraw Appeal*

Instructions: Please complete one form for each question you wish to withdraw your previously submitted appeal. Please print or write legibly.

Examination Title: **Fire Driver**

Test Question # Appealed (to be Withdrawn): 1

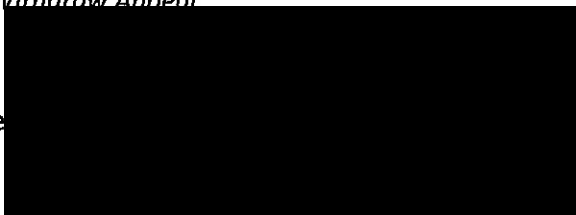
Examination Date: **March 8, 2024**

Department Administering Exam: **Fire**

General nature of objection: (Check one of the following):

- ☐ The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- ☒ Another answer, B, is correct in addition to the keyed answer. Both answers should be allowed for credit.
- ☐ Other: \_\_\_\_\_
- ☒ *Withdraw Appeal*

Signature





## Denton Fire Department Fire Driver Promotional Test Appeal

### APPEAL OF EXAMINATION QUESTION

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: #2

EXAMINATION DATE: **March 8, 2024**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- ☐ The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- ☒ Another answer, A is correct in addition to the keyed answer. Both answers should be graded correct.
- ☐ The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

In the text on pages 56 and 57 the book ~~also~~ speaks of both Safety Climate and fire service culture. The text speaks of Safety Climate in relation to fire service culture and shows the safety climate as part of fire service culture.

## ***Denton Fire Department Driver's Exam Appeals 2024 Department Response***

**Source: Occupational Safety, Health, and Wellness, (4<sup>th</sup> Ed.), IFSTA**

### **Question 2 (1 appeal)**

How firefighters feel about safety and health at the local level within their organization is known as:

- a. fire service culture.
- b. retroactive behavior.
- c. safety climate.
- d. risk aversion.

**Answer – C** (page 57)

**Department Response:** **SUSTAIN**/ACCEPT

**Reasoning:** Answer is verbatim from text and the best answer. The section defines organization culture and safety climate. While safety climate one behavior characteristic of fire service culture, there several other characteristics in the text. This question is specifically asking about safety and health at the local level.

**The department response is to sustain the key.**



## Denton Fire Department Fire Driver Promotional Test Appeal

### APPEAL OF EXAMINATION QUESTION

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 11

EXAMINATION DATE: **March 8, 2024**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- ☐ The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- ☐ Another answer, \_\_\_\_\_ is correct in addition to the keyed answer. Both answers should be graded correct.
- ☒ The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

Answer (A) is policies make the job more difficult. This is not anywhere in the book that it isn't counterproductive. If I was against policies being put in place that would be counterproductive and a disparity in organizational levels. If we started a new dive team program and a few guys were against policies then that would be counter-productive, or any new policy no matter how big or small.

Also, define self sacrifice. We don't get to tell a patient "no, we can't transport you, we may get sick and die." If someone is inside a ~~burning~~ burning house alive we don't get to opt out because it's too risky. How often do we say risk a lot to save mlst.

Page 65

Continue on back of this form as needed.

Source: Occupational Safety, Health, and Wellness, (4<sup>th</sup> Ed.), IFSTA

**Question 11 (1 appeal)**

Of the information below, which of the following IS NOT a Symptom of Counterproductive Culture?

- a. Policies make the job more difficult
- b. Safety is for wimps
- c. Self sacrifice is a job requirement
- d. You get paid to take risks

**Answer – A** (page 65)

**Department Response:** **SUSTAIN**/ACCEPT

**Reasoning:** Answer is verbatim from text—answers B, C, and D are all listed as symptoms of counterproductive culture and A is not listed.

The department response is to sustain the key.



## Denton Fire Department Fire Driver Promotional Test Appeal

### APPEAL OF EXAMINATION QUESTION

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 48

EXAMINATION DATE: **March 8, 2024**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- ☐ The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- ☐ Another answer, \_\_\_\_\_ is correct in addition to the keyed answer. Both answers should be graded correct.
- ☒ The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

PG 208 States that in a balloon frame building  
Partition walls can be load bearing and  
non-load bearing. This makes no correct answer  
to the question.

**Question 48 (1 appeal)**

Veneer walls, panel walls, and partition walls are examples of

- a. non-load bearing walls.
- b. bearing walls.
- c. finish bearing walls.
- d. decorative or division walls.

**Answer – A** (page 38)

**Department Response:** **SUSTAIN/ACCEPT**

**Reasoning:** Answer is verbatim from text and in bold print. The appellant references page 208, which does mention partition walls being load bearing or non-load bearing. Veneer walls and panel walls are not load bearing; they are always non-load bearing. Therefore, A is the best answer to this question.

**The department response is to sustain the key.**





## Denton Fire Department Fire Driver Promotional Test Appeal

### APPEAL OF EXAMINATION QUESTION

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 52

EXAMINATION DATE: **March 8, 2024**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- ☐ The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- ☒ Another answer, B is correct in addition to the keyed answer. Both answers should be graded correct.
- ☐ The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

QUOTE FROM THE SECTION REGARDING FRIABLE CONSTRUCTION  
"MODERN TRANSITE FIBERBOARD DOES NOT CONTAIN  
ASBESTOS BUT DOES CONTAIN CRYSTALLINE SILICA ..."

THE KEYED QUESTION AND ANSWERS IMPLY THAT ALL  
FRIABLE CONSTRUCTION WOULD CONTAIN OR USE CEMENT-ASBESTOS  
BOARD. THE QUOTE FROM THE BOOK INDICATES THIS IS NOT TRUE.

Building Construction - pg 293



## Denton Fire Department Fire Driver Promotional Test Appeal

### APPEAL OF EXAMINATION QUESTION

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 52

EXAMINATION DATE: **March 8, 2024**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- ☐ The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- ☐ Another answer, \_\_\_\_\_ is correct in addition to the keyed answer. Both answers should be graded correct.
- ☒ The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

"Failable construction is used where an explosion is a possibility."  
 "It ~~breaks~~ will break away readily, relieve the pressure, and not provide missiles during an explosion. Although such a scene appears to have great devastation, the loss is much less than would occur in a building that was not designed to resist the blast (eg. regular construction)"

Underline quote implies it is designed to resist blast/explosion.



## Denton Fire Department Fire Driver Promotional Test Appeal

### APPEAL OF EXAMINATION QUESTION

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 52

EXAMINATION DATE: **March 8, 2024**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- ☐ The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- ☐ Another answer, \_\_\_\_\_ is correct in addition to the keyed answer. Both answers should be graded correct.
- ☒ The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

The reason I am appealing this question is because how the question specifically asked for which of these is not a characteristic, while all the answer choices are correct. On page 293, it states "frangible construction is used where an explosion is a possibility." This would make it a characteristic of how "resist explosion" an answer choice C states.

**Question 52 (3 appeals)**

Which of the following IS NOT a characteristic of Friable Construction?

- a. Components break away readily
- b. Uses cement-asbestos board
- c. Resists explosion
- d. Relieves pressure

**Answer – C** (page 293)

**Department Response: SUSTAIN/ACCEPT all answers**

**Reasoning:** The text states that in friable construction, “the loss is much less than would occur in a building that was not designed to **resist the blast**,” indicating that friable construction resists the blast of an explosion.

The department response is all answers should be graded correct.



## Denton Fire Department Fire Driver Promotional Test Appeal

### APPEAL OF EXAMINATION QUESTION

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 62

EXAMINATION DATE: **March 8, 2024**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- ☐ The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- ☐ Another answer, \_\_\_\_\_ is correct in addition to the keyed answer. Both answers should be graded correct.
- ☒ The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

PG 308 the text speaks of a feedback-assisted rescue. It states this is "makes use of an otherwise annoying phenomenon of radio behavior-feedback" This discredited in the text is not a feature of the radio specifically, but more something that can be created by two or more radios interfering with each other. Answer "A" speaks of the feedback feature of a portable radio. The feed back on a radio is not a feature of the radio or something installed by the manufacturer

**Question 62 (1 appeal)**

"Feedback-assisted rescue" is

- a. a method of locating trapped or injured firefighters using the feedback feature of their portable radio.
- b. a role-playing technique in which members learn various life-saving methods.
- c. a decision-making process used in rescuing victims under intense emotional situations.
- d. a method of life saving that depends on information provided by the victim.

**Department Response:** **SUSTAIN/ACCEPT**

**Reasoning:** Answer A is the best and only correct answer to this question. While using feedback to assist in a rescue is more of a technique rather than a feature of portable radios, this does not make A an incorrect answer.

**The department response is to sustain the key.**



## Denton Fire Department Fire Driver Promotional Test Appeal

### APPEAL OF EXAMINATION QUESTION

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 71

EXAMINATION DATE: **March 8, 2024**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- ☐ The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- ☒ Another answer, D is correct in addition to the keyed answer. Both answers should be graded correct.
- ☐ The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

Page 259, while discussing positioning a trench cut states "Fire will spread fast from low points to high points, so position the trench to block its access to high points." The question ask "what should be done?" Not what must be done. According to the statement quoted above, you should check for high and low points prior to positioning the trench cut, and you can't start the cut until you have positioned it.





## Denton Fire Department Fire Driver Promotional Test Appeal

### APPEAL OF EXAMINATION QUESTION

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 71

EXAMINATION DATE: **March 8, 2024**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- ☐ The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- ☒ Another answer, D is correct in addition to the keyed answer. Both answers should be graded correct.
- ☐ The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

Fire Officer Handbook of Tactics (5<sup>th</sup> Edition) p 258-59: The author gives his opinion (which is marked as the right answer on the answer key), but gives an exception to his opinion and several considerations. One of those considerations is my answer to this question: "Fire will spread fastest from low points to high points, so position the trench to block its access to the high points." (p259). I believe both answers should be accepted.



**Question 71 (2 appeals)**

Making a trench cut on a roof should not be started until

- a. the fire is extinguished.
- b. the main ventilation hole has been completed.
- c. it is determined the roof is an arched roof.
- d. the roof is examined for high and low points.

**Answer – B** (page 258)

**Department Response:** SUSTAIN/ACCEPT

**Reasoning:** Answer B is a point of emphasis by the author; the exception mentioned has nothing to do with Answer D. D can be linked to the final consideration for choosing the right location for the trench and the text ties it to specific circumstances. Also, the first consideration for choosing the trench cut location gives a recommended distance from the “main ventilation hole”; this further validates B being the correct answer.

**The department response is to sustain the key.**



## Denton Fire Department Fire Driver Promotional Test Appeal

### APPEAL OF EXAMINATION QUESTION

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 72

EXAMINATION DATE: **March 8, 2024**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- ☐ The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- ☐ Another answer, \_\_\_\_\_ is correct in addition to the keyed answer. Both answers should be graded correct.
- ☒ The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

*Question uses wording "quicker failure is generally caused by" this indicates a singular causation factor due to wording. In the book on pgs 335 & 336 (as well as many multiple other places throughout the book) it does not define it as a singular reason for truss failures but multiple reasons that compound to create failure.*

**Question 72 (1 appeal)**

A truss allows large areas to be spanned with pieces of materials that are much smaller than, and may be spaced farther apart than, a standard beam. This makes it attractive to architects but creates danger to firefighters. The danger of truss exists only under fire conditions.

Quicker failure is generally caused by

- a. the lack of mass compared with a standard beam.
- b. extremely flammable finishes on lightweight trusses as when compared to standard type beams heavier mass which weight alone causes failure when comparing failure time of standard beams.
- c. fire attacking the beam members; there is no "time" difference between lightweight and standard beams.
- d. none of the above

**Answer – A** (page 335)

**Department Response:** **SUSTAIN/ACCEPT**

**Reasoning** Use of the word “generally” in the question does not imply it is the singular causation factor—it merely means “usually.” The answer A is verbatim from the text.

The department response is to sustain the key.



## Denton Fire Department Fire Driver Promotional Test Appeal

### APPEAL OF EXAMINATION QUESTION

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 78

EXAMINATION DATE: **March 8, 2024**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- ☐ The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- ☐ Another answer, \_\_\_\_\_ is correct in addition to the keyed answer. Both answers should be graded correct.
- ☒ The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

~~2024~~ SUPPRESSION SYSTEMS PG 29-30

THE QUESTION ASKS "WHICH OF THE FOLLOWING IS NOT ONE OF THE BASIC TYPES OF INITIATING DEVICES?"

I WOULD ARGUE THAT ON PAGE 29 UNDER THE HEADING "INITIATING DEVICES", IT STATES "INITIATING DEVICES ARE THE MANUAL AND AUTOMATIC DEVICES THAT ARE ACTIVATED..." THIS APPEARS THAT MANUAL AND AUTOMATIC ARE THE "BASIC" TYPES AND THEN GOES ON TO LIST SEVERAL SPECIFIC EXAMPLES. THEREFORE, I BELIEVE THE QUESTION TO BE MISLEADING WITH NO TRUE CORRECT ANSWER AVAILABLE.



## Denton Fire Department Fire Driver Promotional Test Appeal

### APPEAL OF EXAMINATION QUESTION

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 78

EXAMINATION DATE: **March 8, 2024**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- ☐ The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- ☐ Another answer, \_\_\_\_\_ is correct in addition to the keyed answer. Both answers should be graded correct.
- ☒ The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

Fire Protection & Suppression Systems (5<sup>th</sup> Edition) p 29-30

3 out of 4 choices are under ~~the~~ what initiating devices "include but not limited to." However, the question ask about the "basic types" of initiating devices. This section states that initiating devices are "manual & automatic." The question is faulty because the question asked for "type", Not "includes" all of the following EXCEPT.

**Question 78 (2 appeals)**

Alarm initiating devices are the nerve ending of the system. It is through them that the alarm signal is originated. Which of the following IS NOT one of the basic types of initiating devices?

- a. manual pull station
- b. automatic
- c. heat detector
- d. flame detector

**Answer – B** (pages 29-30)

**Department Response: SUSTAIN/ ACCEPT all answers**

**Reasoning:** While answer choices A, C, and D are listed as initiating devices in the text, in the same paragraph the text also states, “Initiating devices are the manual and automatic devices that are activated...” So, while automatic is not necessarily a “type” of device, the text does indicate initiating devices can be automatic.

The department response is all answers should be graded correct.



## Denton Fire Department Fire Driver Promotional Test Appeal

### APPEAL OF EXAMINATION QUESTION

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 98

EXAMINATION DATE: **March 8, 2024**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- ☐ The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- ☒ Another answer, A is correct in addition to the keyed answer. Both answers should be graded correct.
- ☒ The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

Wording on test is "on multilane roads generally accepted practice to" it is very vague as to which scenario they are speaking off. Are you responding to an incident? Are you onscene already? There are multiple different examples in the book that reference "on multilane roads." One such instance for example is on pg 73. It says "on a multilane & bidirectional roadway you should position your vehicle as close to the center line as possible." There are too many possible instances of the phrase "multilane road" to use it so generically, & when there are multiple correct answers in the answers linked to that phrase.



## Denton Fire Department Fire Driver Promotional Test Appeal

### APPEAL OF EXAMINATION QUESTION

**INSTRUCTIONS:** Please complete one form for each question you wish to appeal. State clearly what you believe is wrong with the question and provide a reason for your belief. The posted source material is the guide for the accuracy of any question or answer. Please type, print or write legibly. If additional space is needed, go to the bottom of this page.

EXAMINATION TITLE: **Fire Driver**

TEST QUESTION # APPEALED: 98

EXAMINATION DATE: **March 8, 2024**

DEPARTMENT ADMINISTERING EXAM: **Fire**

General nature of objection: (Check one of the following and explain fully below.)

- ☐ The keyed answer \_\_\_\_\_ is not correct. Answer \_\_\_\_\_ is the correct answer and should be allowed for credit instead of the keyed answer.
- ☒ Another answer, A is correct in addition to the keyed answer. Both answers should be graded correct.
- ☐ The question is faulty because there is no correct answer among the choices. All answers should be graded correct.

**Reason(s) supporting your appeal:** (If appropriate, give the page number of the source that supports your claim.)

The reason I am appealing this question is due to the question not specifically stating whether we are traveling, arriving on scene, or on scene. On Page 73, it states, "when you are traveling on a multilane <sup>and</sup> ~~road~~ bidirectional (two-way) roadway, you should position your vehicle as close to the center line as possible without crossing it." This would also make answer choice A correct, completing the answer "On multilane roads, it is generally accepted practice to position as close to center as possible."



**Question 98 (2 appeals)**

On multilane roads, it is generally accepted practice to \_\_\_\_\_.

- a. position as close to center as possible
- b. angle emergency vehicles away from the scene
- c. block the oncoming traffic
- d. turn off all emergency lighting systems

**Answer – B** (page 84)

**Department Response: SUSTAIN/ ACCEPT multiple answers: A & B are correct.**

**Reasoning:** While the question is a direct quote from the book, the context needed to decide between Answers A & B was not given. Positioning on multilane roads are referenced on page 84 and 73 and both answer choices A and B are listed as correct options, depending on the circumstances (which are not provided in the question). Page 73 contains answer A while discussing position while traveling to the emergency scene; page 84 is discussing position on the emergency scene.

**The department response is to accept the appeal; multiple answers (A & B) are correct.**



## DENTON FIRE DEPARTMENT

Fire Driver Promotional Exam

Raw Scores, March 8, 2024

| NAME                  | SENIORITY POINTS | RAW SCORE | WITH POINTS |
|-----------------------|------------------|-----------|-------------|
| Blackall, Dustin      | 10               | 94        | 104         |
| Streetman, Corey      | 8                | 94        | 102         |
| Karns, Zachary        | 5                | 96        | 101         |
| Mataska, Jacob        | 10               | 91        | 101         |
| Phillips, Christopher | 10               | 90        | 100         |
| Coile, Cody           | 3                | 96        | 99          |
| Higgins, Jared        | 4                | 95        | 99          |
| Dulin, Jefry          | 6                | 93        | 99          |
| Dieter, Matthew       | 6                | 92        | 98          |
| Byrom, Corey          | 8                | 89        | 97          |
| Strong, Eric          | 10               | 87        | 97          |
| Craver, Jacob         | 10               | 87        | 97          |
| Wells, Jared          | 6                | 90        | 96          |
| Anderson, Kevin       | 6                | 90        | 96          |
| Price, Matthew        | 3                | 92        | 95          |
| Gibbs, Casie          | 10               | 85        | 95          |
| Snider, Chad          | 3                | 91        | 94          |

| NAME               | SENIORITY POINTS | RAW SCORE | WITH POINTS |
|--------------------|------------------|-----------|-------------|
| Evans, Corbin      | 10               | 84        | 94          |
| Kenney, Travis     | 10               | 83        | 93          |
| Duckworth, Roger   | 8                | 84        | 92          |
| Antwiler, Daniel   | 8                | 84        | 92          |
| Athey, Sara        | 10               | 81        | 91          |
| Davis, Levi        | 4                | 86        | 90          |
| Hardy, Colton      | 3                | 86        | 89          |
| Jones, John        | 10               | 79        | 89          |
| Baca, Brent        | 8                | 79        | 87          |
| McGary, Brandon    | 10               | 77        | 87          |
| Earnhart, Brad     | 10               | 76        | 86          |
| Armstrong, Jamison | 10               | 76        | 86          |
| Holland, Alan      | 4                | 81        | 85          |
| Huston, Eric       | 10               | 75        | 85          |
| Bufe, Daniel       | 9                | 75        | 84          |
| Skinner, Bryce     | 3                | 80        | 83          |
| Conaway, Michael   | 7                | 76        | 83          |
| Hammond, Chris     | 5                | 77        | 82          |
| Punches, Jeremy    | 10               | 72        | 82          |
| Fischer, Greg      | 7                | 74        | 81          |
| Forrest, John      | 5                | 75        | 80          |
| Bishop, Kyle       | 7                | 72        | 79          |

[illegible]

### March 8, 2024, Fire Driver Promotional Exam Demographics

|                  | Number<br>Registered | Percent<br>Registered |  | Number<br>Present | Percent<br>Present |  | Number<br>Passed   | Percent<br>Passed |  | Number<br>Failed   | Percent<br>Failed |
|------------------|----------------------|-----------------------|--|-------------------|--------------------|--|--------------------|-------------------|--|--------------------|-------------------|
|                  |                      |                       |  |                   |                    |  | (of those present) |                   |  | (of those present) |                   |
| Male             | 48                   | 94.12%                |  | 44                | 93.62%             |  | 40                 | 85.11%            |  | 4                  | 8.51%             |
| Female           | 3                    | 5.88%                 |  | 3                 | 6.38%              |  | 2                  | 4.26%             |  | 1                  | 2.13%             |
| No Answer        | 0                    | 0.00%                 |  | 0                 | 0.00%              |  | 0                  | 0.00%             |  | 0                  | 0.00%             |
| <b>Total</b>     | <b>51</b>            | <b>100.00%</b>        |  | <b>47</b>         | <b>100.00%</b>     |  | <b>42</b>          | <b>89.36%</b>     |  | <b>5</b>           | <b>10.64%</b>     |
|                  |                      |                       |  |                   |                    |  |                    |                   |  |                    |                   |
| African American | 1                    | 1.96%                 |  | 1                 | 2.13%              |  | 0                  | 0.00%             |  | 1                  | 2.13%             |
| Caucasian        | 48                   | 94.12%                |  | 45                | 95.74%             |  | 41                 | 87.23%            |  | 4                  | 8.51%             |
| Hispanic         | 2                    | 3.92%                 |  | 1                 | 2.13%              |  | 1                  | 2.13%             |  | 0                  | 0.00%             |
| Asian            | 0                    | 0.00%                 |  | 0                 | 0.00%              |  | 0                  | 0.00%             |  | 0                  | 0.00%             |
| Native American  | 0                    | 0.00%                 |  | 0                 | 0.00%              |  | 0                  | 0.00%             |  | 0                  | 0.00%             |
| Other            | 0                    | 0.00%                 |  | 0                 | 0.00%              |  | 0                  | 0.00%             |  | 0                  | 0.00%             |
| No Answer        | 0                    | 0.00%                 |  | 0                 | 0.00%              |  | 0                  | 0.00%             |  | 0                  | 0.00%             |
|                  |                      |                       |  |                   |                    |  |                    |                   |  |                    |                   |
| <b>Total</b>     | <b>51</b>            |                       |  | <b>47</b>         |                    |  | <b>42</b>          |                   |  | <b>5</b>           |                   |



## Denton Fire Department

### Promotional Exam Source Material 2024



#### Fire Driver

1. **Occupational Safety, Health, and Wellness** (4<sup>th</sup> Ed.) (2018) IFSTA  
Fire Protection Publications, ISBN 978-0879396381
2. **Pumping and Aerial Apparatus Driver/Operator Handbook** (3<sup>rd</sup> Ed.) (2015) IFSTA  
Fire Protection Publications, ISBN 978-0879395711
3. **Brannigan's Building Construction for the Fire Service** (6<sup>th</sup> Ed.) (2021) NFPA, Jones & Bartlett Learning, ISBN 978-1284177312
4. **Fire Officer's Handbook of Tactics** (5<sup>th</sup> Ed.) (2019) John Norman  
PennWell Corporation, ISBN 978-1593704186
5. **Fire Protection, Detection, and Suppression Systems** (5<sup>th</sup> Ed.) (2016) IFSTA  
Fire Protection Publications, ISBN 978-0879395995
6. **EMS Vehicle Operator Safety** (1<sup>st</sup> Ed.) (2018) Bob Elling, Robert Raheb, NAEMT  
Jones and Bartlett Learning, ISBN 978-0763781675



# City of Denton

City Hall  
215 E. McKinney St.  
Denton, Texas 76201  
[www.cityofdenton.com](http://www.cityofdenton.com)

## Legislation Text

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**File #:** CSC24-036, **Version:** 1

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### **AGENDA CAPTION**

Hold discussion and take action on the Commission List from the Fire Driver Examination that was administered on March 8, 2024, reflecting any adjustments to the List due to the Commission's decision on appeals of test questions.



# City of Denton

City Hall  
215 E. McKinney Street  
Denton, Texas  
[www.cityofdenton.com](http://www.cityofdenton.com)

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## AGENDA INFORMATION SHEET

**DEPARTMENT:** Human Resources

**CM/ DCM/ ACM:** Frank Dixon

**DATE:** April 24, 2024

### **SUBJECT**

Hold discussion and take action on the Commission List from the Fire Driver Examination that was administered on March 8, 2024, reflecting any adjustments to the List due to the Commission's decision on appeals of test questions.

### **BACKGROUND**

The Fire Department held a promotional examination for the rank of Driver on March 8, 2024. There were fourteen (14) appeals over nine (9) questions that the Commission will take action on during the April 24, 2024, meeting.

Demographics are as follows:

- Total Registered: 51
- Total Testers: 47
- Males: 44
- Females: 3
- No Answer: 0
- Passing Scores: 42

### **OPTIONS**

Hold discussion and take action on the Fire Driver Commission List.

### **RECOMMENDATION**

Approve the Fire Driver Commission List, reflecting any adjustments to the List due to the Commission's decision on appeals of test questions.

### **EXHIBITS**

Exhibit 1 – Agenda Information Sheet

Exhibit 2 – Fire Driver Raw Scores

Exhibit 3 – Fire Driver Exam Demographics

Respectfully submitted:  
Crystal Babcock  
Civil Service Secretary  
Assistant Director of Human Resources





## DENTON FIRE DEPARTMENT

Fire Driver Promotional Exam

Raw Scores, March 8, 2024

| NAME                  | SENIORITY POINTS | RAW SCORE | WITH POINTS |
|-----------------------|------------------|-----------|-------------|
| Blackall, Dustin      | 10               | 94        | 104         |
| Streetman, Corey      | 8                | 94        | 102         |
| Karns, Zachary        | 5                | 96        | 101         |
| Mataska, Jacob        | 10               | 91        | 101         |
| Phillips, Christopher | 10               | 90        | 100         |
| Coile, Cody           | 3                | 96        | 99          |
| Higgins, Jared        | 4                | 95        | 99          |
| Dulin, Jefry          | 6                | 93        | 99          |
| Dieter, Matthew       | 6                | 92        | 98          |
| Byrom, Corey          | 8                | 89        | 97          |
| Strong, Eric          | 10               | 87        | 97          |
| Craver, Jacob         | 10               | 87        | 97          |
| Wells, Jared          | 6                | 90        | 96          |
| Anderson, Kevin       | 6                | 90        | 96          |
| Price, Matthew        | 3                | 92        | 95          |
| Gibbs, Casie          | 10               | 85        | 95          |
| Snider, Chad          | 3                | 91        | 94          |

| NAME               | SENIORITY POINTS | RAW SCORE | WITH POINTS |
|--------------------|------------------|-----------|-------------|
| Evans, Corbin      | 10               | 84        | 94          |
| Kenney, Travis     | 10               | 83        | 93          |
| Duckworth, Roger   | 8                | 84        | 92          |
| Antwiler, Daniel   | 8                | 84        | 92          |
| Athey, Sara        | 10               | 81        | 91          |
| Davis, Levi        | 4                | 86        | 90          |
| Hardy, Colton      | 3                | 86        | 89          |
| Jones, John        | 10               | 79        | 89          |
| Baca, Brent        | 8                | 79        | 87          |
| McGary, Brandon    | 10               | 77        | 87          |
| Earnhart, Brad     | 10               | 76        | 86          |
| Armstrong, Jamison | 10               | 76        | 86          |
| Holland, Alan      | 4                | 81        | 85          |
| Huston, Eric       | 10               | 75        | 85          |
| Bufe, Daniel       | 9                | 75        | 84          |
| Skinner, Bryce     | 3                | 80        | 83          |
| Conaway, Michael   | 7                | 76        | 83          |
| Hammond, Chris     | 5                | 77        | 82          |
| Punches, Jeremy    | 10               | 72        | 82          |
| Fischer, Greg      | 7                | 74        | 81          |
| Forrest, John      | 5                | 75        | 80          |
| Bishop, Kyle       | 7                | 72        | 79          |

[illegible]

### March 8, 2024, Fire Driver Promotional Exam Demographics

|                  | Number<br>Registered | Percent<br>Registered |  | Number<br>Present | Percent<br>Present |  | Number<br>Passed   | Percent<br>Passed |  | Number<br>Failed   | Percent<br>Failed |
|------------------|----------------------|-----------------------|--|-------------------|--------------------|--|--------------------|-------------------|--|--------------------|-------------------|
|                  |                      |                       |  |                   |                    |  | (of those present) |                   |  | (of those present) |                   |
| Male             | 48                   | 94.12%                |  | 44                | 93.62%             |  | 40                 | 85.11%            |  | 4                  | 8.51%             |
| Female           | 3                    | 5.88%                 |  | 3                 | 6.38%              |  | 2                  | 4.26%             |  | 1                  | 2.13%             |
| No Answer        | 0                    | 0.00%                 |  | 0                 | 0.00%              |  | 0                  | 0.00%             |  | 0                  | 0.00%             |
| <b>Total</b>     | <b>51</b>            | <b>100.00%</b>        |  | <b>47</b>         | <b>100.00%</b>     |  | <b>42</b>          | <b>89.36%</b>     |  | <b>5</b>           | <b>10.64%</b>     |
|                  |                      |                       |  |                   |                    |  |                    |                   |  |                    |                   |
| African American | 1                    | 1.96%                 |  | 1                 | 2.13%              |  | 0                  | 0.00%             |  | 1                  | 2.13%             |
| Caucasian        | 48                   | 94.12%                |  | 45                | 95.74%             |  | 41                 | 87.23%            |  | 4                  | 8.51%             |
| Hispanic         | 2                    | 3.92%                 |  | 1                 | 2.13%              |  | 1                  | 2.13%             |  | 0                  | 0.00%             |
| Asian            | 0                    | 0.00%                 |  | 0                 | 0.00%              |  | 0                  | 0.00%             |  | 0                  | 0.00%             |
| Native American  | 0                    | 0.00%                 |  | 0                 | 0.00%              |  | 0                  | 0.00%             |  | 0                  | 0.00%             |
| Other            | 0                    | 0.00%                 |  | 0                 | 0.00%              |  | 0                  | 0.00%             |  | 0                  | 0.00%             |
| No Answer        | 0                    | 0.00%                 |  | 0                 | 0.00%              |  | 0                  | 0.00%             |  | 0                  | 0.00%             |
|                  |                      |                       |  |                   |                    |  |                    |                   |  |                    |                   |
| <b>Total</b>     | <b>51</b>            |                       |  | <b>47</b>         |                    |  | <b>42</b>          |                   |  | <b>5</b>           |                   |



# City of Denton

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## Legislation Text

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### **AGENDA CAPTION**

Discuss agenda and date of the next Civil Service Commission meeting.