



FCM 011-2017

**FIRE CHIEF MEMORANDUM**

**DATE:** January 13, 2017

**TO:** All Uniformed Members

**THROUGH:** Eric C. Tade, Chief of Department *ECT*  
Todd A. Bower, Deputy Chief of Department *TAB*

**FROM:** Scott Heiss, Division Chief, Safety and Training *SEH*

**SUBJECT: PERFORMANCE EVALUATION IMPLEMENTATION (NEW DEPT. DIRECTIVE 1058.00 ONLINE)**

The Denver Fire Department is in the process of adopting the Performance Evaluation (PE). The Performance Evaluation is a measure of an individual's ability to physically perform essential functions required in the occupation of firefighting. The Denver Fire Department has established a minimum level of acceptable performance that protects the safety of the firefighter and provides for the appropriate delivery of fire suppression and rescue services for the citizens and visitors of the City and County of Denver. The attached Department Directive shall serve as a guideline for the administration of the PE and corrective procedures for members failing to meet acceptable performance levels.

The Department has decided on a four-year implementation plan. At the end of the Performance Evaluation period for each year, the DFD Administration will discuss with Local 858 any concerns and/or opportunities for potential enhancements to the Performance Evaluation for the upcoming year.

Year 1. Mentoring Year.

All DFD members assigned to active suppression will be required to participate in the PE In-service. This In-service will educate and mentor all members on the stations and proper techniques needed to successfully complete the Performance Evaluation. Each member will be required to participate and practice on each station. Each station will have a Peer Fitness Trainer to educate and mentor on best practices, as well as appropriate techniques needed to be successful in performing the Performance Evaluation.

Year 2. Walk-through Year.

All districts will be scheduled to participate in the next phase of implementation. In this year, all members required to take the PE will do so in its entirety, with full PPE and SCBA; the member will "walk-through"

with a Peer Fitness Trainer who will evaluate and educate on best practices and techniques. All Support Division members who are planning to return to active suppression must also participate.

### Year 3. Evaluation Year

All districts will be scheduled to participate in the next phase of implementation. In this year, all members required to take the PE will do so in its entirety, with full PPE and SCBA, and will be required to be on air. The member will be timed, but it will not be for pass/fail. All Support Division members who will be transferring to Operations must also participate.

### Year 4. Implementation Year.

All members in active suppression will be required to take the full Performance Evaluation.

SEH:kfc/H/FCM/2017/011-2017 Performance Evaluation Implementation (New Dept. Directive 1058.00 Online)

DISPOSITION: Read at Roll Call for three (3) consecutive shifts.

DISTRIBUTION: Suppression and Support Services (*electronic*)