

RECORD OF PROCEEDINGS

CIVIL SERVICE COMMISSION DENVER, COLORADO – APRIL 15, 2016 MEETING No. 337

Commissioners Present: Neal G. Berlin, President
Federico C. Alvarez, Vice President
Anna Flores, Commissioner
Joseph Sandoval, Commissioner
Larry D. Trujillo, Commissioner

Staff Present: Earl Peterson, Executive Director
Antoinette Torres-Janke, Human Resources Supervisor
Susan Billotte, Staff Human Resources Professional
Felisa Urdiales, Senior Human Resources Professional
Jeff Wilson, Senior Human Resources Professional
Jeannette Madrid, Associate Human Resources Professional

Guests: Bob Wolf, City Attorney
Eric Tade, Chief DFD
Greg Pixley, Captain DFD
Rodney Sherrod, Lieutenant DFD
Wendi Smith, Engineer DFD
Gary Pierce, Captain DFD
Harry Davis, Technician DFD
Andy Mast, DFD
Robert Mako, DFD
Anthony Norman, Technician DPD

CSC President Berlin, called the meeting to order at 9:30 a.m. Commissioners Berlin, Flores, Sandoval, and Trujillo were present. Commissioner Alvarez arrived at 9:34am.

OPENING:

CSC President Berlin stated that a motion was in order to accept the minutes of April 1, 2016. Commissioner Trujillo so moved; Commissioner Flores seconded the motion. Motion was passed.

NEW BUSINESS

- *Setting Cut-off Score for the 2016 Fire Engineer Written Test

Jeff Wilson reported that (67) candidates took the test; there were (21)" no-shows," and (1) candidate on military leave who will test separately. Jeff added that (5) questions were reviewed by the Anghoff Committee, after concerns were raised by candidates. Credit was not given for (2) questions that were appealed; full credit was given for (3) hydraulic questions that the committee deemed inadequately written. A cutoff score of 95/120 or 79.1667 was recommended jointly by Civil Service Commission

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and Booth Research. Jeff noted that this was the same cutoff score as last time. He further stated that (42) candidates will proceed this time; last time there were (29). Chief Tade added that twenty (20) Engineers are needed, as there are currently (11) vacancies plus (9) more expected to drop. Commissioner Flores moved to approve the cut-off score of 79.1667 for the 2016 fire Engineer Written Test; Commissioner Sandoval seconded. The motion passed unanimously.

INFORMATIONAL ITEMS

- Executive Director

Earl Peterson reported that (20) new public safety cadets were in the hiring process, and CSC is assisting Kim Fresquez with background investigators, polygraphs, and medical exams/drug screens.

Earl mentioned that the DFD Spring Academy had started on Monday, April 11, 2016, and that CPAT Orientation for the DFD Fall Academy is scheduled for Saturday, April 16 (weather permitting).

Earl added that he is working with Rob Moody to implement a professional development program for CSC staff, utilizing PEAK and other performance initiatives of the Office of Human Resources.

- Calendar

Antoinette reminded everyone about the PEDRC Meeting on April 26 at 9:30am in 2.I.1, and FEDRC Meeting on May 9 at 9:30am in 2.I.1. She added that there is a Fallen Officers Memorial on May 12, 2016. Captain Greg Pixley further added that there will be a Promotional ceremony on April 28 at 11:00am at the Glass House.

- Comments from Staff/Public

DFD Chief Eric Tade mentioned that the department was planning a new recruitment program that will target applicants age 20-years-old and older. The program will focus on EMT training and language skills, in an effort to improve diversity at the "top of the list."

At 9:50am Commissioner Berlin stated that a motion was in order to go into Executive Session. Commissioner Trujillo so moved; Commissioner Flores seconded.

EXECUTIVE SESSION

- Deliberative Review—(2) Entry-Level Firefighters
- Deliberative Review—(31) Police Officers
- Preliminary Review—(1) Police Officers
- Review of Hearing Officer Applicants
- Disciplinary Update & Review

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At 10:50am, Commissioner Berlin stated a motion was in order to go out of Executive Session. Commissioner Trujillo so moved; Commissioner Flores seconded. Motion passed unanimously.

OPEN SESSION:

Commissioner Alvarez moved to pass (2) Entry-Level Firefighters. Commissioner Trujillo seconded the motion; motion passed.

Commissioner Alvarez moved to pass (24) Police Officers/fail (7) Police Officers, and stop background investigations on (1) Police Officer. Commissioner Sandoval seconded the motion; motion passed.

The Commissioners agreed to submit four (4) applicants for Hearing Officers to the designated DFD and DPD representatives, and the Executive Director of Safety, for review.

There being no further action taken and no other business to be heard, the Civil Service Commission meeting of April 15, 2016 was adjourned at 11:03am on the motion of Commissioner Trujillo; seconded by Commissioner Flores.

CIVIL SERVICE COMMISSION:

Neal G. Berlin, Commissioner/President

Federico Alvarez/Vice President

Anna Flores, Commissioner

Larry D. Trujillo, Commissioner

ATTEST: _____
Earl Peterson, Executive Director

Susan Billotte, Staff H.R. Professional