

RECORD OF PROCEEDINGS

CIVIL SERVICE COMMISSION DENVER, COLORADO – MAY 6, 2016 MEETING No. 338

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
Wendi Smith, Engineer DFD
Kim Fresquez, Cadet Program Manager
Jess Vigil, EDOS
Anthony Norman, Technician DPD
Eranda Piyasena, Technician DPD

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

OPENING:

CSC President Berlin stated that a motion was in order to accept the minutes of April 15, 2016. Commissioner Trujillo so moved; Commissioner Alvarez seconded the motion. Motion was passed.

NEW BUSINESS

- *Selection of Consultant for the 2016 Assistant Chief Examination, Denver Fire Department

Jeff Wilson reported that (14) Request for Proposals (RFPs) were sent out; only one vendor responded—Booth Research Group. Their bid was \$2,000 above their bid of two (2) years ago for Assistant Fire Chief, due to additional work outlined in this year's RFP. Also contributing to the increase in cost, are higher hotel and travel expenses for assessors. Commissioner Trujillo moved to approve the bid of Booth Research Group for the 2016 DFD Assistant Chief Examination. Commissioner Alvarez seconded. The motion passed unanimously.

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- Presentation on Denver Safety Cadet Program

Kim Fresquez presented an overview of the new Denver Public Safety Cadet program, and reported that it was going very well; there are currently (22) new public safety cadets in the hiring process for June 13. Kim mentioned that a new Mission Statement has been developed, with an emphasis on physical fitness; a partnership with Denver Parks & Recreation will provide MyDenverOne cards to cadets so they have the ability to workout throughout the City. She added that a Safety Wellness/Peer Support and Mentoring program is being developed, that utilizes Alumni cadets; it's an outreach effort to bridge the gap between youth in the community and the Department of Safety. Kim reported that the biggest change for the 2016 class, is that they must obtain a 4-year college degree (paid by City of Denver) to be given cadet status for Safety Academies. Kim stated that she was honored to have Commissioner Trujillo sit in on the interview panel, and she thanked CSC for their help in the process. Deputy Manager of Safety, Jess Vigil praised Kim for her hard work and enthusiasm.

Commissioner Alvarez moved that the Executive Director of Safety (EDOS) should continue the administration of the Safety Cadet program. Commissioner Berlin seconded; motion passed unanimously.

INFORMATIONAL ITEMS

- Executive Director

Earl Peterson reported that the CSC move to the Denver Post building was still projected for August, 2016.

Earl mentioned that CSC has purchased four (4) Go Pros for use during the upcoming DFD Engineer assessment. He added that CSC & SMEs will meet to determine the best way to implement the use of the Go Pros.

Earl thanked Chief Eric Tade for his kind words of recognition for the CSC Commissioners and staff during the April 28th Promotional Ceremony at the Glass House.

- Calendar

Antoinette reminded everyone about the FEDRC Meeting that was changed from May 9, 2016 at 9:30am to May 18 at 10:30am in 2.I.1. She added that there is a Fallen Officers Memorial on May 12, 2016 in front of Police Headquarters, and a 150-year DFD celebration on May 21 at the Firefighter Museum.

- Comments from Staff/Public

DPD Technician Eranda Piyasena, mentioned some of the steps DPD has implemented in the recruitment and screening process of applicants, including: preliminary interviews, and physical

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agility practice tests. He requested that CSC Commissioners and staff create categories of disqualifications, to help recruiters mentor potential applicants.

At 10:05am Commissioner Berlin stated that a motion was in order to go into Executive Session. Commissioner Alvarez so moved; Commissioner Trujillo seconded.

EXECUTIVE SESSION

- Deliberative Review—(36) Police Officers*
- Preliminary Review—(6) Police Officers
- Disciplinary Update & Review

At 11:20am, Commissioner Berlin stated a motion was in order to go out of Executive Session. Commissioner Trujillo so moved; Commissioner Alvarez seconded. Motion passed unanimously.

OPEN SESSION:

Commissioner Alvarez moved to pass (22) Police Officers and fail (13) Police Officers. Commissioner Trujillo seconded the motion; motion passed.

*One (1) Police Officer applicant withdrew from the process prior to Commission vote.

Commissioner Alvarez moved to stop background investigations on (6) Police Officers. Commissioner Sandoval seconded the motion; motion passed.

There being no further action taken and no other business to be heard, the Civil Service Commission meeting of May 6, 2016 was adjourned at 11:25am 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