

RECORD OF PROCEEDINGS

Deputy CIVIL SERVICE COMMISSION DENVER, COLORADO – DECEMBER 2, 2016 MEETING No. 352

Commissioners Present: Neal G. Berlin, President
Federico Alvarez, Vice President
Anna Flores, Commissioner
Joseph G. Sandoval, Commissioner
Larry D. Trujillo, Commissioner (via conference call)

Staff Present: Earl Peterson, Executive Director
Antoinette Torres-Janke, Human Resources Supervisor
Jeff Wilson, Senior Human Resources Professional
Jeannette Madrid, Associate Human Resources Professional
Susan Billotte, Staff Human Resources Professional
Gloria Griffin, Assoc. OT Systems Admin.
Chris Marez, HR Technician
Patricia Montanez, Administrative Support Assistant IV

Guests: Eranda Piyasena, Technician, DPD
Anthony Norman, Technician, DPD
John Coppedge, Lieutenant, DPD
Matt Murray, Deputy Chief, DPD
John MacDonald, Lieutenant, DPD
Eric Knutson, Sergeant, DPD
Greg Pixley, Captain, DFD
Wendi Smith, Engineer, DFD (Local 858)
Rodney Sherrod, Lieutenant, DFD (FPB)
Michael Schiel, Researcher, OMNI
Sara Bayless, Senior Researcher, OMNI

CSC President Berlin, called the meeting to order at 9:30am. Commissioners Alvarez, Berlin, Flores, and Sandoval were present. Commissioners Trujillo participated via conference call.

OPENING:

- Approval of Minutes—Meeting of November 18, 2016

CSC President Berlin stated that a motion was in order to accept the minutes of November 18, 2016. Commissioner Alvarez so moved; Commissioner Sandoval seconded the motion. Motion was passed.

NEW BUSINESS:

- OMNI Data Presentation*

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As an introduction to the OMNI presentation, DPD Deputy Chief Murray mentioned that the goal of the research project was to recruit and staff the department with the best possible police officers, and address the nationwide discussion on 21st Century Policing. Technician Piyasena added that DPD had received a grant to move forward with this project, which will analyze the attributes and commonality of high performance officers vs. officers who struggle or have discipline issues. Commissioner Trujillo asked if DPD had a per support group like DFD. Chief Murray responded that through a separate grant DPD offers free sessions with a psychologist to address ongoing issues, such as cumulative residual trauma.

Michael Schiel, OMNI Researcher, gave a brief overview of his company's experience working with DPD and other neighboring jurisdictions, and stressed the significance that they were a local, Denver organization. Commissioner Berlin inquired about OMNI's experience in recruitment data analysis. Michael Schiel responded, that the company was currently analyzing nationwide data to help determine the characteristics of highly successful police officers.

Earl stated that the process of recruitment, testing, and screening has changed over time to address issues of adverse impact. He praised Technicians Norman and Piyasena for their time and efforts pursuing diverse applicants. He noted that collaboration between the departments and CSC staff is critical for success.

Commissioner Berlin requested additional information about OMNI, including their previous experience, staff credentials, and the timeline for the DPD project. OMNI assured everyone that they'd provide that information via email. Earl suggested that CSC provide OMNI with copies of recent CSC Annual Reports; Susan Billotte stated she would send OMNI those reports. In addition, Earl mentioned to OMNI that CSC staff would be available to answer questions and provide additional information about the Commission and Commissioners.

INFORMATIONAL ITEMS

- Executive Director

Earl reported that CSC is developing a new version of each of two (2) letters sent to applicants: Failed Preliminary Review, and Failed Deliberative Review. As a response to vendor and staff concerns, CSC will no longer provide reports of vendor findings to applicants who fail in the process of becoming either a police officer or firefighter. He added, that in conversation with the Sheriff's Department, he discovered their intention to provide reports to applicants; he alerted them of our recent experiences and advised against that policy change.

The new letters will be discussed further, at the next Commission Meeting on December 16, 2016.

- Calendar

Antoinette reminded everyone of the upcoming PEDRC Meeting on December 8, 2016, at 9:30am in conference room 761.

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- Comments from Staff/Public

Captain Pixley announced that the next DFD Orientation Program will start January 21, 2017, with a goal of attracting 1,000 individuals. He praised Earl, the CSC staff, and Commissioners Flores and Trujillo for their support and involvement in the 2016 Orientation Program. He reported that there was success on the backend of testing; 50% of the attendees moved forward in the process. He added that Colorado Springs Fire Department has reached out to DFD for information on the Orientation Program.

Captain Pixey mentioned that he has applied for a \$40,00 grant to increase the DFD Summer Camp Program, DPD Explorer Program, and Safety Cadet Program.

At 10:20, President Berlin announced that a motion was in order to go into Executive Session. Commissioner Flores so moved; Commissioner Sandoval seconded the motion.

EXECUTIVE SESSION

- Preliminary Review—(3) Police Officers
- Disciplinary Update & Review

At 10:35am, President Berlin stated that a motion was in order to go out of Executive Session and into Open Session; Commissioner Alvarez so moved; Commissioner Sandoval seconded the motion.

Commissioner Alvarez moved to fail three (3) Police Officers in Preliminary Review; Commissioner Sandoval seconded the motion. The motion passed unanimously

There being no further action taken and no other business to be heard, the Civil Service Commission meeting of December 2, 2016 was adjourned at 10:37am on the motion of Commissioner Alvarez; seconded by Commissioner Flores.

*Attachments

CIVIL SERVICE COMMISSION:

Neal G. Berlin, Commissioner/President

Federico Alvarez, Commission/Vice President

Anna Flores, Commissioner

Joseph G. Sandoval, Commissioner

ATTEST: _____
Earl Peterson, CSC Executive Director

Susan Billotte, CSC Staff HR Professional