

RECORD OF PROCEEDINGS

Deputy CIVIL SERVICE COMMISSION DENVER, COLORADO – FEBRUARY 23, 2017 MEETING No. 357

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

Staff Present: Earl Peterson, Executive Director
Antoinette Torres-Janke, Human Resources Supervisor
Felisa Urdiales, Senior Human Resources Professional
Jeff Wilson, Senior Human Resources Professional
Jeannette Giron, Associate Human Resources Professional
Susan Billotte, Staff Human Resources Professional
Patricia Montanez, Administrative Support Assistant IV

Guests: Bob Wolf, City Attorney
Eric Tade, Chief DFD
Greg Pixley, Captain DFD
Desmond Fulton, Division Chief DFD
Kurt Buhler, Lieutenant DFD
Wendi Smith, Engineer, DFD

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

OPENING:

- Approval of Minutes—Meeting of February 9, 2017.

President Berlin noted that a motion was in order to accept the minutes of February 9, 2017. Commissioner Sandoval so moved; Commissioner Flores seconded the motion. Motion passed.

NEW BUSINESS

- Denver Fire Department Career Apprentices Program (CAP)

Captain Pixley reported on the status of the CAP which he described as a “pilot program” to provide qualified applicants a pathway to preference points; up to (30) participants may be selected. To date, DFD has identified (85) individuals who fit the profile/match the criteria for participation in the program:

- showed interest over past (4) years
- applied for DFD 2015/2016
- pre-screened and approved for testing
- tested and passed
- on the 2016 Examination List that expires July 2018
- scored high 80's/low 90's
- did not meet the most current cutoff score (92.0649 or above)

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- did not qualify for the preference/skill points currently offered (military, foreign language)

So far, DFD has received (20) responses to their invitation to participate in CAP. He added that the goals of the CAP include:

- increase diversity for improved representation of the community served by DFD
- enhance applicant's skill set

As part of the interview process for admission into the DFD CAP, the panel will be comprised of representatives from DFD diverse employee groups, and the union. The panel will be looking for individuals who possess people skills, and a desire to engage with the community of Denver.

CAP participants will be required to work side-by-side with firefighters at community events, but will not be firefighters. They will also be expected to volunteer their time with a wide variety of other City agencies/departments (as yet to be identified).

Commissioner Flores inquired if age was a factor in the selection process; Capt. Pixley indicated it was not.

Chief Tade noted that participants will need to dedicate (20) hours a month to various requirements/phases of the program. Commissioner Sandoval offered the suggestion that a total number of hours for the year be required, and participants be allowed to apportion their time each month based on their own personal schedules (employment, life events).

Captain Pixley added that CAP members-in-good-standing at the completion of the program would qualify/earn/be awarded (5) additional preference/skill points to be added to their test score in 2018. Earl mentioned that the Mayor and EDOS support the DFD CAP.

INFORMATIONAL ITEMS

- Executive Director

Earl reported that another DFD Orientation/Mentoring session was held on February 18; attendees were very diverse. He added that there was an increase in attendance due to the effective recruiting efforts of Captain Pixley and Lt. Nunn.

Earl noted that he had recently met with Chief Matt Murray regarding the upcoming Police Sergeant's assessment. He added that he took that opportunity to speak with Deputy Chief Quinones about City of Aurora's having recently lowered minimum qualifications, regarding drug usage. Earl stated that CSC's position was to maintain the current minimum qualifications, and not follow Aurora's lead. Earl added that, as a resident of Aurora himself, he planned to meet with his Councilman to express his displeasure with the new policy.

- Calendar

Antoinette mentioned that CSC staff would be involved in the City's PEAK Performance Green Belt training, as part of the agency's goals for 2017. Earl added that the program was an opportunity for staff to improve processes and work on collaborative projects.

- Comments from Staff/Public

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Division Chief Fulton, mentioned that (14) individuals in the current DFD Spring Academy had attended Orientation/Mentoring sessions. He commended Capt. Pixley for his efforts, and the success of the program.

Earl added that the current Academy was diverse, and Jeff distributed copies of the demographic chart. At 10:05, Commissioner Trujillo made a motion to go into Executive Session. Commissioner Sandoval seconded the motion.

EXECUTIVE SESSION

- Preliminary Review—(1) Police Officer
- Deliberative Review—(16) Police Officers
- Disciplinary Update & Review

At 10:30am, Commissioner Trujillo made a motion to go out of Executive Session. Commissioner Flores seconded the motion.

Commissioner Trujillo made a motion to pass thirteen (13) police officers in Deliberative Review, and fail three (3). Commissioner Sandoval seconded the motion; the motion passed unanimously.

Commissioner Trujillo made a motion to fail one (1) police officer applicant in Preliminary Review. Commissioner Flores seconded; motion passed unanimously.

There being no further action taken and no other business to be heard, the Civil Service Commission meeting of February 23, 2017 was adjourned at 10:35am on the motion of Commissioner Trujillo; seconded by Commissioner Sandoval.

CIVIL SERVICE COMMISSION:

ATTEST:

Neal Berlin, Commission/ President

Earl Peterson, CSC Executive Director

Anna Flores, Commissioner

Susan Billotte, CSC Staff HR Professional

Joseph G. Sandoval, Commissioner

Larry D. Trujillo, Commissioner