

RECORD OF PROCEEDINGS

Deputy CIVIL SERVICE COMMISSION DENVER, COLORADO – FEBRUARY 9, 2017 MEETING No. 356

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
Gloria Griffin, Assoc. OT Systems Admin.
Chris Marez, HR Technician
Patricia Montanez, Administrative Support Assistant IV

Guests: Bob Wolf, City Attorney
Jessica Skibo, Senior Budget Analyst
Greg Pixley, Captain DFD
Desmond Fulton, Division Chief DFD
Ahmid Nunn, Lieutenant DFD
Kurt Buhler, Lieutenant DFD
Eric Knutson, Lieutenant DPD

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

OPENING:

- Approval of Minutes—Meeting of January 26, 2017.

President Berlin noted that a motion was in order to accept the minutes of January 26, 2017. Commissioner Trujillo so moved; Commissioner Flores seconded the motion. Motion passed.

INFORMATIONAL ITEMS

- Executive Director

Earl reported that he, Antoinette, and Jeanette met with City Attorney Jason Moore regarding contracts between CSC and vendors. He stated that the Indemnity Clause has become an obstacle to vendors' willingness to bid on contracts, and RFPs. He added that the Indemnity Clause has impacted the bidding process with other City agencies/departments as well; specifically, he cited issues the Denver Sherriff's Department has had. He added, that the CAO plans to research policies/practices of Aurora and Colorado Springs for reference.

RECORD OF PROCEEDINGS

Earl thanked CSC staff for implementing computer-based CPI testing to replace paper and pencil. He stated that the new process cuts testing time in half, eliminates manual Scantron scoring and required equipment, reduces error rate, and both applicants and staff love it.

Earl noted that he'd been alerted by one of CSC's Psychologists, that Aurora has changed their soft drug-usage minimum standards from three years (like DPD, DFD) to one year. He added that Aurora has also changed their hard drug-usage minimum standards from five years to three years. He added that the decision came from the Aurora Fire and Police Departments, not their Civil Service Commission.

- Calendar
- Comments from Staff/Public

As an addition to Earl's "thank you" to staff, Felisa mentioned that the ultimate goal of the computer-based CPI was to be able to offer out-of-state applicants the option of taking the exam at home or at a local test site.

Earl thanked DFD for the timeliness of the Oral Interview process, that enabled the February 21, 2017 academy to be complete three weeks prior to start date.

Division Chief Fulton, echoed Earl's remarks and thanked CSC staff for the smooth processing of the February 21, 2017 academy.

Captain Pixley thanked Gloria Griffith and Chris Marez for helping him and Lt. Nunn revamp the DFD website, to make it more user-friendly, easier to navigate, and more consistent (informationally) with the CSC website. Commissioner Trujillo suggested the addition of a Frequently Asked Questions (FAQ) section. Capt. Pixley added that Lt. Nunn had already received over 120 responses to the upcoming DFD orientation sessions.

Commissioner Flores complimented CSC staff, as the "best staff in the city."

At 9:45, Commissioner Flores made a motion to go into Executive Session. Commissioner Sandoval seconded the motion.

EXECUTIVE SESSION

- Preliminary Review—(7) Police Officers
- Deliberative Review—(18) Police Officers
- Disciplinary Update & Review

At 10:25am, Commissioner Trujillo made a motion to go out of Executive Session. Commissioner Flores seconded the motion.

Commissioner Sandoval made a motion to pass fifteen (15) police officers in Deliberative Review, and fail three (3). Commissioner Flores seconded the motion; the motion passed unanimously.

Commissioner Sandoval made a motion to fail all seven (7) police officer applicants in Preliminary Review. Commissioner Trujillo seconded; motion passed unanimously.

RECORD OF PROCEEDINGS

There being no further action taken and no other business to be heard, the Civil Service Commission meeting of February 9, 2017 was adjourned at 10:30am on the motion of Commissioner Trujillo; seconded by Commissioner Flores.

CIVIL SERVICE COMMISSION:

Neal Berlin, Commission/ President

Anna Flores, Commissioner

Joseph G. Sandoval, Commissioner

Larry D. Trujillo, Commissioner

ATTEST:

Earl Peterson, CSC Executive Director

Susan Billotte, CSC Staff HR Professional