

RECORD OF PROCEEDINGS

CIVIL SERVICE COMMISSION DENVER, COLORADO – MARCH 9, 2017 MEETING No. 358

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
Eranda Piyasena, Technician DPD
Anthony Norman, Technician DPD
John MacDonald, Lieutenant DPD
Kurt Buhler, Lieutenant DFD
Ashan Drongo, Technician 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 23, 2017.

President Berlin noted that a motion was in order to accept the minutes of February 23, 2017. Commissioner Trujillo so moved; Commissioner Flores seconded the motion. Motion passed.

INFORMATIONAL ITEMS

- Executive Director

Earl reported that he and Antoinette met with Rory McLuster, from the Office of Human Resources (OHR) regarding the CSC Succession Plan. Ms. McLuster noted that CSC was “on the right track” and urged Earl and Antoinette to keep the plan simple. She added that CSC will serve as a test case for other agencies; the plan is due by June 2017 for submission to the Auditor.

Earl reported that, in response to a request from DPD, three Emotional Intelligence questions have been added to the Behavioral Questionnaire. The questions were developed with input from DPD recruiters, and CSC staff. Psychologists, Polygraph Examiners, and Background Investigators were provided with the additional questions, for their information. The new Behavioral Questionnaire will be in use for the March testing of police officer applicants.

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Commissioner Berlin asked for an example of one of the (3) EI questions: Technician Piyasena responded: "Have you ever experienced a stressful time in your life? If yes, BRIEFLY describe it, and what you did to manage the stress."

- Calendar

Antoinette mentioned that she and Earl might be attending the upcoming CAP presentation at DFD headquarters, if necessary.

- Comments from Staff/Public

Lt. Buhler mentioned that Capt. Pixley and Tech. Nunn sent their regrets.

Lt. MacDonald mentioned that (48) interviews were scheduled for Monday, Tuesday and Wednesday of next week, as well as early April.

At 9:40, Commissioner Flores made a motion to go into Executive Session. Commissioner Trujillo seconded the motion.

EXECUTIVE SESSION

- Preliminary Review—(1) Firefighter
- Preliminary Review—(1) Police Officer
- Deliberative Review—(15) Police Officers
- Disciplinary Update & Review

At 10:05am, Commissioner Trujillo made a motion to go out of Executive Session. Commissioner Sandoval seconded the motion.

Commissioner Sandoval made a motion to pass fourteen (11) police officers in Deliberative Review, and fail one (1). Commissioner Trujillo seconded the motion; the motion passed unanimously.

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

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

Commissioner Berlin asked how many more police applicant files would need to be reviewed prior to March 31, 2017. Felisa responded that there would be approximately 30-35 more police applicant files for Deliberative Review before March 31. Commissioner Berlin requested a Special Commission meeting be scheduled for March 16, 2017 to review and vote on (15-18) files; he noted that any Commissioner could call-in to the meeting instead of attending in person. He added that the balance of the files (15-18) would be reviewed and voted on at the regular Commission Meeting on March 23, 2017

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

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