

RECORD OF PROCEEDINGS

CIVIL SERVICE COMMISSION DENVER, COLORADO – JANUARY 25, 2018 MEETING No. 378

- Commissioners Present:** Neal Berlin, President (via conference call)
Anna Flores, Commissioner
Joseph G. Sandoval, Commissioner
Larry D. Trujillo, Commissioner
- Staff Present:** Earl Peterson, Executive Director
Antoinette Torres-Janke, Human Resources Manager
Felisa Urdiales, Senior Human Resources Data Analyst
Jeannette Giron, Human Resources Data Analyst
Susan Billotte, Human Resource Technician II
Trish Montanez, Administrative Support Asst. IV
- Guests:** Sherri Catalano, CAO
Kelly Fournier, Lt. DFD
Wendi Smith, Eng. DFD
Sean Baker, Lt. DFD
Anthony Norman, Technician DPD
Chris Avitia, Technician DPD
Dr. Cristina Cullens, Psychological Dimensions
Dr. Stephanie Fox, Psychological Dimensions
Dr. Heather McElroy, Psychological Dimensions
Dr. Michael Bricker, Psychological Dimensions

Commissioner Berlin, called the meeting to order at 9:30am. Commissioners Flores and Sandoval were present. Commissioner Trujillo arrived at approximately 9:45am. City Attorney Sherry Catalano filled in for City Attorney Robert Wolf.

OPENING:

- Approval of Minutes—January 11, 2018.

President Berlin noted that a motion was in order, to accept the minutes of the meeting of January 11, 2018. Commissioner Flores so moved; Commissioner Sandoval seconded the motion. Motion passed.

Commissioner Berlin asked Commissioner Sandoval to read his letter to Earl regarding the passing of Jeff Wilson. Commissioner Sandoval read the letter into the record (attached).

NEW BUSINESS

- Psychological Dimensions—Introduction of New Owners

Earl introduced Dr. Cristina Cullens, and the new owners of Psychological Dimensions: Dr. Stephanie Fox, Dr. Heather McElroy, and Dr. Michael Bricker. Dr. Cullens explained that when she decided to retire and sell her practice, she searched the psychological section of the International Association of Chiefs of Police, which provided a listserv of approximately (400) practices nationwide. Dr. Cullens chose a group of psychologists who were the most progressive and advanced in their field, with remarkable credentials. She especially values their nuanced evaluation/assessment process, and sensitivity to diversity and multicultural experiences of potential police officers and firefighters. The Chief Psychologist and the two Managing Partners introduced themselves, and gave brief overviews of their backgrounds and experience. In addition to the three owners, there will be (2)

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psychologists available as consultants, when necessary. Commissioner Trujillo stressed the importance for both departments to reflect the community they serve.

INFORMATIONAL ITEMS:

- Executive Director

Earl thanked Antoinette for her years of service, and presented her with a 25-year pin.

- Calendar

Antoinette announced that Entry-Level Firefighter testing would continue through February 2, 2018 for individuals who participated in orientation/mentoring session. She added that an open Entry-Level Firefighter application would launch February 6, 2018, until 600 applicants are reached; testing for those individuals would run February 26-March 3, 2018.

- Comments from Staff/Public

EXECUTIVE SESSION

- Preliminary Review—(2) Police Officers
- Deliberative Review—(28) Police Officers
- Disciplinary Update & Review

At 10:05am, Commissioner Berlin noted that a motion was in order, to go into Executive Session. Commissioner Flores so moved; Commissioner Sandoval seconded. Motion passed unanimously.

At 10:29am, Commissioner Berlin noted that a motion was in order, to go out of Executive Session. Commissioner Trujillo so moved; Commissioner Flores seconded. Motion passed unanimously.

Commissioner Sandoval moved to fail (2) Police Officers in Preliminary Review. Commissioner Trujillo seconded. Motion passed unanimously.

Commissioner Sandoval moved to pass (20) Police Officers, and fail (7) Police Officers in Deliberative Review. In addition, he moved to defer (1) Police Officer to the next meeting, for further investigation. 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 January 25, 2018 was adjourned at 10:31am on the motion of Commissioner Trujillo; seconded by Commissioner Flores.

CIVIL SERVICE COMMISSION:

/s/ Neal Berlin

Neal Berlin, Commissioner

/s/ Joseph G. Sandoval

Joseph G. Sandoval, Commissioner

/s/ Anna Flores

Anna Flores, Commissioner

/s/ Larry D. Trujillo

Larry D. Trujillo, Commissioner

/s/ Earl Peterson

Earl Peterson, CSC Executive Director

/s/ Susan Billotte

Susan Billotte, HR Technician II

Joseph G. Sandoval <profejosegsandoval@gmail.com>

to Earl

Thank you, Earl E. Peterson,

You worked with Jeff Wilson for a longer period of time than me, but over the short three years working with him, I learned that he was a dedicated servant and reliable in his works and in his relationships. He was consistent, a quiet man, of whom it might easily be said, "still waters run deep." It was clear to me that he was feisty, but not irritating; he sought to do the right but he was not obsequious; he was ~~was~~ direct without being distasteful, smug or arrogant. He was a man who recognized his physical limitations, even after the serious illnesses or medical conditions he struggled to overcome when I first met him in 2015. He sought to overcome those difficulties and one could see that even though he struggled with his movements he did not complain, become self-centered, or obnoxious with his condition. He was a good man of whom I can say that he treated others with honor and dignity, but did not cringe if others did not afford him the same treatment. You are in a better position than I am to say you were honored to work with him and that he had the respect of those in public service whom he served for a long period of time. Based on my limited experience with him over the past three years or so, I can only say that his life is a model for others if they look to someone exhibiting humility, self-giving and self-effacing, honorable and respectable as well as dignified in his life.

May he rest in peace, May the soul of Jeff Wilson through the mercy of God rest in peace! My prayers and thoughts to the Almighty for his benefit and for his family especially his appreciative, sensitive wife Linda in this time of grief that they may have the grace of strength, perseverance and endurance from the Almighty to withstand any difficulties these times may impose upon them. Rest in Peace, Jeff Wilson.

Love in Christ,

Joseph G. Sandoval