

RECORD OF PROCEEDINGS

CIVIL SERVICE COMMISSION DENVER, COLORADO – FEBRUARY 22, 2018 MEETING No. 380

Commissioners Present: Neal Berlin, 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 Manager
Jeannette Giron, Human Resources Data Analyst
Susan Billotte, Human Resource Technician II

Guests: Bob Wolf, CAO
Desmond Fulton, Division Chief DFD
Sean Baker, Lt. DFD
Greg Pixley, Captain DFD
Kelly Fournier, Lt. DFD
Ahmid Nunn, Lt. DFD
Jennifer Cockrum, HR Director
Austin Hartman, Cadet Coordinator
Elizabeth Epps, Member of the Community

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

PUBLIC HEARING:

- Civil Service Commission Rules Revisions 3, 4, 6, 7

At 9:35am, Commissioner Berlin noted that a motion was in order to open the Public Hearing. Commissioner Flores so moved; Commissioner Sandoval seconded. The motion passed unanimously.

Earl read the proposed rule changes. He noted that some neighboring jurisdictions were the same or more restrictive than Denver; other jurisdictions were less restrictive. He added that Aurora, who has lowered standards to (1) year disqualification for marijuana and soft drugs, and (3) year disqualification for hard drugs, has not seen dramatic benefits in terms of their applicant pool to date. Chief Fulton expressed appreciation of the collaborative effort between the Civil Service Commission and both DFD & DPD in developing the rule revisions.

At 9:45am, Commissioner _____ made a motion to accept the proposed rule revisions 3, 4, 6, 7; Commissioner _____ seconded. The motions passed unanimously.

At 9:46am, Commissioner Berlin noted that a motion was in order to close the Public Hearing. Commissioner Trujillo so moved; Commissioner Sandoval seconded. The motion passed unanimously.

RECORD OF PROCEEDINGS

OPENING:

- Approval of Minutes—February 8, 2018.

President Berlin noted that a motion was in order, to accept the minutes of the meeting of January 25, 2018. Commissioner Flores so moved; Commissioner Sandoval seconded the motion. Motion passed.

INFORMATIONAL ITEMS:

- Executive Director

Earl updated everyone on the status of promotional exams for 2018: Fire Engineer, Fire Captain, Fire Lieutenant. He noted that promotional development meetings with SMEs and consultants were productive. He acknowledged the tremendous amount of work and great contribution Jeff Wilson made to the promotional exam process over 23 years, and added that Jeff's will not be an easy position to fill. Earl mentioned that Jeff's position will be posted on February 12, 2018.

Susan reported on the status of entry-level firefighter processing for the July 23, 2018 DFD academy. She noted that applicants were being tested and processed in (3) groups: (2) groups of orientation session attendees, plus (1) group open to the public. She added that a cutoff score of 95.1766 had been set by the Civil Service Commission. (49) individuals were invited for further processing on February 1; (54) individuals were being invited for further processing on February 8; (100) are expected to be invited for further processing on March 6, after testing February 26-March 3, 2018.

- Calendar

Antoinette reminded everyone about the Public Hearing that will be held at 9:30am on February 22, 2018 prior to the regularly scheduled Civil Service Commission meeting.

- Comments from Staff/Public

Anthony Norman mentioned that DPD recruiters had started promoting the February 20, 2018 open police application, via ZipRecruiter nationwide; he noted that the response was very good—(100) individuals on the first day.

Rodney Sherrod suggested that CSC invite the new Executive Director of Safety to an upcoming Civil Service Commission meeting.

EXECUTIVE SESSION

- Preliminary Review—(7) Police Officers
- Deliberative Review—(14) Police Officers
- Disciplinary Update & Review

At 9:43am, 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 10:00am, Commissioner Berlin noted that a motion was in order, to go out of Executive Session. Commissioner Flores so moved; Commissioner Sandoval seconded. Motion passed unanimously.

Commissioner Flores moved to fail (7) Police Officers in Preliminary Review. Commissioner Sandoval seconded. Motion passed unanimously.

RECORD OF PROCEEDINGS

Commissioner Sandoval moved to pass (13) Police Officers, and fail (1) Police Officers in Deliberative Review. In addition, he moved to pass (1) Police Officer deferred from the previous Commission meeting. 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 8, 2018 was adjourned at 10:05am on the motion of Commissioner Sandoval; 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