

# RECORD OF PROCEEDINGS

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## CIVIL SERVICE COMMISSION DENVER, COLORADO – MARCH 8, 2018 MEETING No. 381

- 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  
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:** Robert Wolf, CAO  
Wendi Smith, Eng. DFD  
Eric Tade, Chief DFD  
Desmond Fulton, Div. Chief DFD  
Ahmid Nunn, Lt. DFD  
Kelly Fournier, Lt. DFD  
Sean Baker, Lt. DFD  
John MacDonald, Lt. DPD  
Eric Knutson, Sgt. DPD  
Chris Avitia, Technician DPD

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

### OPENING:

- Approval of Minutes— February 22, 2018.

President Berlin noted that a motion was in order, to accept the minutes of the meeting of February 22, 2018. Commissioner Trujillo so moved; Commissioner Sandoval seconded the motion. Motion passed.

### OLD BUSINESS

- Proposed changes to Special Skill Preference Policy

Antoinette reviewed the Special Skill Preference Points policy, including the languages that are currently considered for preference points. She noted that at the request of the Denver Fire Department, three additional foreign languages (Amharic, Arabic, and Somali) are proposed for preference point consideration.

Upon being presented a copy of the policy, hearing no opposition from the other Commissioners, Commissioner Berlin noted that the additional languages were fine to be added to the policy. Staff will initiate steps to include the additional languages into the Fire/Police informational brochures, application and applicant correspondence.

### INFORMATIONAL ITEMS:

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- Executive Director

Earl reported that he and Antoinette were reviewing applications and resumes for Jeff's position, and had several highly qualified individuals to consider. He added that he and Antoinette hoped to have someone in place in April 2018.

- Calendar

Antoinette reminded everyone about Daylight Savings Time this weekend, and about the upcoming FEDRC meeting on March 13, 2018 at 9:30am.

- Comments from Staff/Public

Lt. MacDonald reported that he was very impressed by the current applicant pool, and commended CSC staff for their great work. Commissioners Sandoval and Trujillo also noted the quality of the applicant files they are reviewing.

### EXECUTIVE SESSION

- Deliberative Review—(1) Police Reemployment
- Preliminary Review—(1) Police Officer
- Deliberative Review—(18) Police Officers
- Disciplinary Update & Review

At 9:40am, Commissioner Berlin noted that a motion was in order, to go into Executive Session. Commissioner Sandoval so moved; Commissioner Trujillo seconded. Motion passed unanimously.

At 10:00am, 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 pass (1) Police Reemployment in Deliberative Review. Commissioner Trujillo seconded. Motion passed unanimously.

Commissioner Sandoval moved to fail (1) Police Officer in Preliminary Review. Commissioner Trujillo seconded. Motion passed unanimously. Commissioner Trujillo moved to pass (16) and fail (2) Police Officers in Deliberative Review. Commissioner Sandoval seconded. Motion passed unanimously.

There being no further action taken and no other business to be heard, the Civil Service Commission meeting of March 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

/s/ Earl Peterson

Earl Peterson, CSC Executive Director

/s/ Susan Billotte

Susan Billotte, HR Technician II

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Larry D. Trujillo, Commissioner