

# RECORD OF PROCEEDINGS

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## CIVIL SERVICE COMMISSION DENVER, COLORADO – APRIL 12, 2018 MEETING No. 383

- Commissioners Present:** Neal Berlin, President  
Sylvia (Niecy) Murray, 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 Data Analyst  
Patricia Montanez, ASA IV  
Susan Billotte, Human Resource Technician II
- Guests:** Sherry Catalano, CAO  
Desmond Fulton, Division Chief DFD  
Wendi Smith, Eng. DFD  
Greg Pixley, Captain DFD  
Sean Baker, Lt. DFD  
Ahmid Nunn, Lieutenant DFD  
Kelly Fournier, Lieutenant DFD  
Matt Murray, Deputy Chief DPD  
John MacDonald, Lieutenant DPD  
Eric Knutson, Sergeant DPD  
Rick Kyle, Commander DPD  
Anthony Norman, Technician DPD  
Chris Avitia, Technician DPD

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

### OPENING:

- Approval of Minutes— March 22, 2018.

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

### NEW BUSINESS

- Introduction of (2) New Commissioners

Earl introduced Commissioner Murray. She gave a short summary of her background and experience. Earl noted that the other new commissioner was Kelsey Green; she was not present at the meeting, but did notify the Commission of her unavailability that morning..

- Approve Cut-Off Score for 2018 Fire Engineer Written Exam

Earl reported that (57) individuals were registered for the written test; (44) attended; there were (13) “no shows.” Based on the recommended cutoff score of 69.43, (28) individuals will pass and be invited to participate in the practical exam at the DFD academy. Commissioner Sandoval expressed concern that the cutoff score was (10)

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points below the last testing cycle, in 2016. Earl explained the role of the Angoff committee, and responded that the recommended cutoff score was established to meet the department's growing need for engineers, by providing enough individuals to take the practical exam. Commissioner Trujillo moved to approve the cut-off score for the 2018 Fire Engineer written exam at 69.43; Commissioner Sandoval seconded. The motion passed unanimously.

### INFORMATIONAL ITEMS:

- Executive Director

Earl reported on the recent CPAT orientations and gave an overview of the CPAT process; especially for the benefit of the Commissioner Murray.

Earl thanked Chief Murray for his collaboration on the pending City Charter change that will allow for lateral police officers to receive their pay increase at the start of an academy, instead of at completion. Earl noted, that this change applies to pay only, not seniority points. He added, that this change will better meet the needs of DPD.

Commissioner Trujillo inquired if any "bad" lateral applicants "slip through the cracks." Chief Murray responded that most are screened out. He added that if/when such an applicant "slips through," his/her file is reviewed to see what was missed.

Technician Norman, mentioned that there will be an orientation for new recruits on April 19, 2018, and an orientation for new recruiting prospects on April 24, 2018.

- Comments from Staff/Public

Chief Murray mentioned that police departments nationwide are having great difficulty in filling police academies. He noted that Denver does not have that challenge. From the current academy of (52) individuals, DPD expects to graduate (49). He praised the hard work and collaborative effort of the DPD recruiting team and CSC staff. He added that DPD is attracting a different applicant pool, than ever before.

### EXECUTIVE SESSION

- Disciplinary Update & Review

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

At 10:12am, Commissioner Berlin noted that a motion was in order, to go out of Executive Session. Commissioner Trujillo so moved; 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 April 12, 2018 was adjourned at 10:18am on the motion of Commissioner Sandoval; seconded by Commissioner Trujillo.

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### CIVIL SERVICE COMMISSION:

/s/ Neal Berlin

Neal Berlin, Commissioner

/s/ Joseph G. Sandoval

Joseph G. Sandoval, Commissioner

/s/ Sylvia Murray

Sylvia Murray, 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