

RECORD OF PROCEEDINGS

CIVIL SERVICE COMMISSION DENVER, COLORADO – APRIL 26, 2018 MEETING No. 384

Commissioners Present: Neal Berlin, President
Sylvia (Niecy) Murray, Commissioner
Joseph G. Sandoval, Commissioner
Kelsey A. Green, Commissioner (via conference call)

Staff Present: Earl Peterson, Executive Director
Antoinette Torres-Janke, Human Resources Supervisor
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
Kelly Fournier, Lieutenant DFD

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

OPENING:

- Approval of Minutes— April 12, 2018.

President Berlin noted that a motion was in order, to accept the minutes of the meeting of April 12, 2018. Commissioner Sandoval so moved; Commissioner Murray seconded. Motion passed unanimously.

NEW BUSINESS

- Photos for (2) New Commissioners

Gloria Griffith will make arrangements directly with the new Commissioners to get their photos taken.

INFORMATIONAL ITEMS:

- Executive Director

Earl reported on (3) proposed changes to the Civil Service Charter. First, to be more competitive, laterals will receive their pay increase upon entering an academy, as opposed to receiving it upon graduating from an academy. Earl asked Bob Wolf to explain the next two proposed changes, which specifically effect the Commissioners' authority. The second proposed change would give Commissioners the ability to select and hire hearing officers, without the Fire and Police Department unions, and the Executive Director of Safety having "striking" power. The third proposed change would grant authority to the Commissioners to overturn the decision of a hearing officer's factual findings in a disciplinary case, if the findings were determined to be erroneous, and not supported by record.

- Calendar

Antoinette reminded everyone about the upcoming May 1, 2018 FEDRC meeting.

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- Comments from Staff/Public

Chief Fulton shared that while attending a meeting of the Colorado Metropolitan Certification Board (CMCB), conference, he learned that larger fire departments in the surrounding area (i.e. Aurora, West Metro) have academies with start dates earlier than Denver's. He noted that everyone is processing from the same pool of applicants. He added that the neighboring fire departments have a "gentleman's agreement" to share hire lists.

EXECUTIVE SESSION

- Deliberative Review—(26) Entry-Level Firefighters
- Preliminary Review—(1) Entry-Level Firefighter
- Disciplinary Update & Review

At 9:50am, Commissioner Berlin noted that a motion was in order, to go into Executive Session. Commissioner Sandoval so moved; Commissioner Murray seconded. Motion passed unanimously.

At 10:25am, Commissioner Berlin noted that a motion was in order, to go out of Executive Session. Commissioner Sandoval so moved; Commissioner Berlin seconded. Motion passed unanimously.

Commissioner Sandoval moved to fail (1) Entry-Level Firefighter in Preliminary Review. Commissioner Murray seconded; the motion passed unanimously.

Commissioner Sandoval moved to pass (23) Entry-Level Firefighters, fail (2) Entry-Level Firefighters, and defer (1) to the next Commission meeting, for additional information from the background investigator. Commissioner Murray seconded; the motion passed unanimously.

There being no further action taken and no other business to be heard, the Civil Service Commission meeting of April 26, 2018 was adjourned at 10:18am on the motion of Commissioner Sandoval; seconded by Commissioner Murray.

CIVIL SERVICE COMMISSION:

/s/ Neal Berlin

Neal Berlin, Commissioner

/s/ Joseph G. Sandoval

Joseph G. Sandoval, Commissioner

/s/ Sylvia Murray

Sylvia Murray, Commissioner

/s/ Kelsey A. Green

Kelsey A. Green, Commissioner

/s/ Earl Peterson

Earl Peterson, CSC Executive Director

/s/ Susan Billotte

Susan Billotte, HR Technician II