

# RECORD OF PROCEEDINGS

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## CIVIL SERVICE COMMISSION DENVER, COLORADO – MAY 10, 2018 MEETING No. 385

- Commissioners Present:** Neal Berlin, President  
Sylvia (Niecy) Murray, Commissioner  
Joseph G. Sandoval, Commissioner  
Kelsey A. Green, Commissioner  
Larry D. Trujillo, Commissioner
- Staff Present:** Earl Peterson, Executive Director  
Antoinette Torres-Janke, Human Resources Supervisor  
Abby Rainer, PhD, Senior Human Resources Data Analyst  
Jeannette Giron, Human Resources Data Analyst  
Susan Billotte, Human Resource Technician II
- Guests:** Bob Wolf, CAO  
Greg Pixley, Captain DFD  
Josh Odendahl, Captain DFD  
Chris Avitia, Technician DPD

Commissioner Berlin, called the meeting to order at 9:30am. Commissioners Green, Sandoval, and Trujillo were present. Commissioner Murray arrived at 9:39am.

### OPENING:

- Introductions

Earl introduced Abby Rainer, PhD, as the new Senior Human Resources Data Analyst. Abby gave a brief overview of her background, education, and professional experience.

- Approval of Minutes— April 26, 2018.

President Berlin noted that a motion was in order, to accept the minutes of the meeting of April 26, 2018. Commissioner Sandoval so moved, with a typographical correction; Commissioner trujillo seconded. Motion passed unanimously.

### OLD BUSINESS

- Set Cut-off Score for Captain DFD Written Test

Earl noted that the recommended cutoff score is 68.33, based on (82) correct answers out of (120) total questions. At the recommended cutoff score, (22) individuals will advance to assessment center testing. This was the same number advanced as the exam in 2016.

### NEW BUSINESS

- Designate New Commission Vice-President

Commissioner Trujillo moved to appoint commissioner Sandoval Vice-President. Commissioner Berlin seconded. Motion passed unanimously.

## RECORD OF PROCEEDINGS

---

### INFORMATIONAL ITEMS:

- Executive Director

Earl reported on the diversity of the most recent DPD academy graduation. He noted that in the next academy there will be (18) females out of a total (51) individuals. He mentioned that the FBI was holding an all-women's job fair tonight and added that Denver is beating the national trend in hiring female police officers.

- Calendar

Antoinette reminded everyone about the Police Memorial on May 17, 2018 outside DPD headquarters.

- Comments from Staff/Public

Chris Avitia reported that he and Technician Norman had recently attended a police retention conference in Atlanta; they received many compliments for DPD's recruitment efforts. He added that DPD has already been utilizing many of the innovations shared at the conference.

Captain Pixley updated everyone on the CAP program. He noted a 2<sup>nd</sup> groups had been contacted; (65) were interviewed; (55) were selected to move forward.

### EXECUTIVE SESSION

- Deliberative Review—(31) Entry-Level Firefighters
- Deliberative Review—(1) Entry-Level Firefighter deferred from April 26, 2018
- Disciplinary Update & Review

At 10:05am, 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 11:05am, 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.

Commissioner Trujillo moved to pass (10) Entry-Level Firefighters, pass (1) Entry-Level Firefighter deferred from April 26, 2018, and defer (21) plus an additional (9) to a special Commission Meeting via conference call on May 16, 2018 at 9:00am. Commissioner Sandoval seconded; the motion passed unanimously.

There being no further action taken and no other business to be heard, the Civil Service Commission meeting of May 10, 2018 was adjourned at 10:05am on the motion of Commissioner Trujillo; seconded by Commissioner Sandoval.

### CIVIL SERVICE COMMISSION:

/s/ Neal Berlin

/s/ Earl Peterson

## RECORD OF PROCEEDINGS

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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/ Larry D. Trujillo

Larry D. Trujillo, Commissioner

Earl Peterson, CSC Executive Director

/s/ Susan Billotte

Susan Billotte, HR Technician II