

RECORD OF PROCEEDINGS

CIVIL SERVICE COMMISSION DENVER, COLORADO – JUNE 28, 2018 MEETING No. 388

- Commissioners Present:** Kelsey A. Green, Commissioner
Sylvia (Niecy) Murray, Commissioner
Joseph G. Sandoval, Commissioner
Larry D. Trujillo, Commissioner (via Conference Call)
- Staff Present:** Earl Peterson, Executive Director
Felisa Urdiales, Senior Human Resources Data Analyst
Abby Rainer, PhD, Senior Human Resources Data Analyst
Susan Billotte, Human Resource Technician II
- Guests:** Bob Wolf, CAO
Desmond Fulton, Division Chief DFD
Greg Pixley, Captain DFD
Chris Avitia, Technician DPD

Commissioner Sandoval, called the meeting to order at 9:32am. Commissioners Murray was present. Commissioner Trujillo was present via conference call, Commissioner Green arrived (5) minutes late. Commissioner Berlin was absent and excused.

OPENING:

- Introductions
- Approval of Minutes— June 14, 2018.

Commissioner Trujillo moved to approve the minutes of the regular June 14, 2018 Commission Meeting; Commissioner Murray seconded. The motion passed unanimously.

OLD BUSINESS:

- Ratify Approval of Assistant Fire Chief Announcement

Commissioner Murray moved to approve the Assistant Fire Chief announcement. Commissioner Trujillo seconded. The motion passed unanimously.

- Ratify Approval of the Fire Systems Technical Specialist (General) Exam Announcement

Commissioner Murray moved to approve the FSTS (General) exam announcement. Commissioner Green seconded. The motion passed unanimously.

NEW BUSINESS:

- Approval of the Fire Captain Eligible Register

Commissioner Trujillo moved to approve the Fire Captain Eligible Register. Commissioner Murray seconded. The motion passed unanimously.

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Earl noted that at Chief Fulton's request, the Fire Captain Eligible Register would be posted tomorrow, Friday, June 29, 2018.

- Approval of the Fire Entry-Level Eligible Register—(99) Candidates

Commissioner Murray moved to approve the Fire Entry-Level Register of (99) candidates. Commissioner Green seconded. The motion passed unanimously.

- Approval of the Fire Cadet Eligible Register—(6) Candidates

Commissioner Trujillo moved to approve the Fire Cadet Register of (6) candidates. Commissioner Green seconded. The motion passed unanimously.

Susan noted that the July 2018 academy was the most diverse in DFD history; she passed out copies of a demographic breakdown. Of the (24) Civilians and (6) Cadets who will be entering the academy: (22) are Male, (8) are Female, (17) are White, (4) are African-American, (8) are Hispanic, and (1) is Native American.

INFORMATIONAL ITEMS:

- Executive Director

Earl reported that he and Felisa Urdiales attended a City Council meeting, to present arguments in favor of a proposed City Charter change regarding lateral police officers. He and Felisa informed Council members that based on CSC experience, reducing the required previous patrol time of lateral officers from three years to two years, was in DPD's best interest. Felisa remarked that she had seen several highly-qualified lateral officers who had 2.5 years of experience, who weren't eligible for hire, due to the current rule. Earl noted that the proposed change would also include accelerating pay grade. He added that Lateral officers bring important and different skill sets to DPD, as well as diversity. The City Council's approval is expected at the next Council meeting, and hopefully this item will be on the ballot in November 2018.

Earl reported that the next DFD Academy (July 2018) was a "game changer," in terms of size (30), and ethnic and gender diversity of recruits. He acknowledged Susan for her hard work in processing this academy.

- Calendar

Susan mentioned that the July calendar would be emailed to all the Commissioners, before the next meeting.

- Comments from Staff/Public

Chief Fulton thanked the Commissioners for reviewing and voting on more than 100+ files for the July academy. He commended the collaborative effort of DFD and CSC to fill it with (30) diverse recruits. He noted that to achieve more diversity in promotions, greater diversity is needed at entry-level. He added that other mitigating factors prevent people's desire to seek promotion, including: desire to remain in/serve the community, instead of aspiring to administration/management, and/or personal/family considerations.

Chris Avitia added that there are 25% females in the next DPD academy thanks to the close relationship between DPD and CSC.

Captain Pixley announced that Ahmid Nunn would be leaving the recruiting team on July 1, 2018, to return to the firehouse as a rotating/roving Lieutenant. Robbie Turner will be replacing him as a recruiter.

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Susan shared her experience of attending a community meeting, where members were giving input regarding their hopes and expectations for the next Denver Police Chief. She mentioned her surprise at the incorrect/uninformed/inaccurate perception of community members that DPD & DFD academies had little to no diversity. She advised DPD and DFD representatives to be more proactive in communicating with the Denver community. Lack of information about diversity in academies.

EXECUTIVE SESSION

- Preliminary Review—(1) Entry-Level Police Officer
- Deliberative Review—(10) Entry-Level Police Officers
- Disciplinary Update & Review

At 10:04am, Commissioner Trujillo made a motion to go into Executive Session. Commissioner Murray seconded. Motion passed unanimously.

At 10:10am, Commissioner Trujillo made a motion to go out of Executive Session. Commissioner Murray seconded. Motion passed unanimously.

Commissioner Green moved to fail (1) Entry-Level Police applicant in Preliminary Review. Commissioner Murray seconded. Motion passed unanimously.

Commissioner Trujillo moved to pass (10) Entry-Level Police applicants. Commissioner Murray seconded. The motion passed unanimously.

Commissioner Trujillo mentioned that he would miss the regular Commission Meeting of July 26, 2018.

There being no further action taken and no other business to be heard, the Civil Service Commission meeting of June 27, 2018 was adjourned at 10:12am on the motion of Commissioner Trujillo; seconded by Commissioner Green.

CIVIL SERVICE COMMISSION:

/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

/s/ Earl Peterson
Earl Peterson, Executive Director

/s/ Susan Billotte
Susan Billotte, HR Technician II