At 9:30 AM Commissioner Sandoval, called the meeting to order. Commissioner Duncan, Commissioner Green, Commissioner Murray, Commissioner Sandoval and Commissioner Fitzpatrick were present.

**OPENING**

1. Introductions
2. Approval of Minutes – Meeting September 12, 2019

Commissioner Murray moved to approve the minutes of the regular September 12, 2019 Commission Meeting; Commissioner Green seconded. The motion passed unanimously.

**NEW BUSINESS**

3. Approval of 2019 Police Sergeant Eligible Register

Jeannette requested that the 2019 Police Sergeant Eligible Register be approved, with the expiration date of September 26, 2021. Commissioner Green noted concerns of the lack of diversity within the proposed Eligible Register. Jeannette stated that some female applicants did drop out of processing, followed by Earl noting that the Denver Police Department, with the aid of Division Chief Ron Saunier, Deputy Chief Barbara Archer and Chief Paul Pazen, is working with employee groups to re-engage and support diverse officers.
towards promotional positions. Earl stated that there are similar diversity concerns with entry level DPD applicants. However, Earl noted that the previous entry level DPD Academy contained a 30% Female class, and the importance of having diverse applicants in the pool. Commissioner Sandoval requested the current number of Female Denver Police Officers eligible for the Sergeant promotion. This request was seconded by Commissioner Green, who also requested general demographic information of current Denver Police Officers eligible for the Sergeant promotion. Earl noted that he will gather the current demographics of the Denver Police Department, in relation to those eligible for the Sergeant promotion. Earl did note that for the current Sergeant promotional application there were 900 eligible Officers, of which 200 applied, and 80 who took the written test. Earl also commended the Department in their effort to create diversity among ranking positions, he praised the efforts of Deputy Chief Barbara Archer.

Commissioner Fitzpatrick moved to approve the 2019 Police Sergeant Eligible Register. Commissioner Murray Seconded. The motion passed unanimously.

4. Approval of 2020 Fire Engineer Proposal

Commissioner Sandoval requested clarification on which company will be hosting the 2020 Fire Engineer Assessment Center. Jeannette stated that Ergometrics will be the host company, as they were the only company to submit a final proposal. Commissioner Murray questioned why the other company did not submit a final proposal. Earl explained that they elected not to bid, and that Ergometrics did offer a lower bid than what they proposed in 2018 and commended them for being competitive and efficient.

Commissioner Duncan moved to approve the 2020 Fire Engineer Proposal. Commissioner Green seconded. The motion passed unanimously.

5. Jaime Brower, PsyD., ABPP Clinician, Brower Psychological, Police & Public Safety Services

Earl introduced Dr. Jaime Brower and her firm, Brower Psychological Services, as a new psychologist working with the Denver Civil Service Commission. Dr. Brower introduced herself and gave details on her 20 years of experience with police and public safety services. Dr. Brower also introduced Elizabeth Christiaens, Psy.D, who will also be working with the Commission (not present at meeting). Commissioner Duncan posed question on how candidates are evaluated on changes in behavior. Dr. Brower noted that the firm does an in-depth review of each candidate’s background for behavioral growth. Commissioner Green posed a question about how the firm tests for bias. Dr. Brower noted that they ask direct questions, as there is no standardized evaluation for bias among safety applicants. Commissioner Murray noted the difficulty in measuring bias, as it requires a large amount of self-reflection.

INFORMATIONAL ITEMS

6. Executive Director

Earl noted that the Commission has begun interviewing candidates for internal vacancies.

7. Calendar
8. Comments from Staff/Public

Susan noted a change to the October Calendar, on October 3rd and 4th, there will be Panel Interviews for Fire CAP applicants. She additionally noted that there may be a special Commission meeting on November 7th and 21st for the voting of Fire applicant files. Susan also stated that for the 2020 Entry Level Fire Application, there are 131 applicants remaining, 48 of which are diverse applicants.

Felisa thanked the Commissioners for their work on reviewing files for the November 2019 Entry Level Police Academy. She also noted that 52 conditional offers have been sent, as well as 5 conditional offers to alternates.

Fire Recruiter Robbie Turner noted that if any Commissioner is attending the Fire Orientation on October 5th, he will need a face shot and short biography.

EXECUTIVE SESSION

9. Disciplinary Update & Review

At 10:40 AM Commissioner Fitzpatrick moved to go into Executive Session. Commissioner Murray seconded. The motion passed unanimously.

At 10:55 AM Commissioner Duncan moved to exit Executive Session. Commissioner Green seconded. The motion passed unanimously.

There being no further action taken and no other business to be heard, the Civil Service Commission Meeting of September 26, 2019 was adjourned at 10:56 AM on the motion of Commission Duncan; seconded by Commissioner Murray.

CIVIL SERVICE COMMISSION:

/S/ Sylvia Murray          /S/ Earl Peterson
Sylvia Murray, Commissioner  Earl Peterson, Executive Director

/S/ James Fitzpatrick         /S/ Austin Deneen
James Fitzpatrick, Commissioner  Austin Deneen, HR Technician II

/S/ Kevin Duncan
Kevin Duncan, Commissioner

/S/ Kelsey Green
Kelsey Green, Commissioner

/S/ Joseph G. Sandoval
Joseph G. Sandoval, Commissioner