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

Commissioner Murray made a motion to approve the Minutes of the Commission Meeting of June 13, 2019; Commissioner Green seconded. The motion passed unanimously.

NEW BUSINESS

- Review Draft 2018 Annual Report

Commissioners were presented with a draft of the 2018 Annual Report. Civil Service staff Per Rule 2, Section 5F Civil Service staff need to present an annual report to the Commission which summarizes the activities of the Commission for the previous year not later than the first regular meeting in July. Commissioners will review the draft and provide staff with any revisions. The 2018 Annual Report will be disseminated to other interested parties by mid-July.

- Approve Consultant’s Recommended Passing Scores for (4) Components of FireTEAM Test

Earl discussed his concerns including the need for more testing information from the National Testing Network (NTN) to analyze trends and conclusions of testing performance for different minority groups including females.

Susan will send Commissioners a demographic breakdown of people who took the FireTEAM Test. Susan also shared the FireTEAM Test is geared toward 10th grade reading and math. She also noted that she was concerned about taking the Mechanical Aptitude Test during a preliminary review of the examination. She was surprised she did
well. Her coaching advice is for individuals not to be afraid of the Mechanical portion of the test and to be told to watch, listen, and follow directions.

Captain Delgado asked Earl how firefighters can get more involved in the learning process to prepare applicants for the FireTEAM Test.

Captain Delgado proposed a meeting with firefighter employee groups and CSC staff to discuss the recent administration of the FireTEAM test, discuss pass/fail scores, diversity, recruitment and mentoring, and potential study materials.

Commissioner Green voiced her support of the employee groups garnering more information about the test. A tentative meeting date of July 29 was set. The Commission will send out meeting invites.

INFORMATIONAL ITEMS

- Executive Director

CSC staff met with Chief Fulton and Fire recruiters on June 27 to discuss the recent administration of the FireTEAM test, discuss pass/fail scores, recruitment and mentoring.

CSC staff had a Workday session at the Executive Director of Safety office on June 25. During the session, discussion centered around concerns and issues raised by staff and what to prioritize with the Workday consultant.

- Calendar

Antoinette reported on July Commission activities.

July 9, Fire Lt. Assessment Center Writing Exercise. Two sessions in the morning

July 11, Commission Meeting.

July 15, Mayoral inauguration at the City and County Building beginning at 10am

July 15, Assessment Center Assessor training

July 15, Police Lateral Academy Start Date

July 15, Police interviews

July 16 – 19, Fire Lieutenant Assessment Center

July 23, Police Sergeant Written Exam at the Police Academy

July 24, Police entry-level Application opens

Antoinette mentioned that Susan was going to manage the upcoming Fire System Technical Specialist radio and web developer positions the Fire Department is hoping to fill. She mentioned that Susan’s background in marketing and advertising is particularly beneficial and noted the Commission is partnering with Denver Economic Development Opportunity to help recruit.
Dave Foster, president of Local 858 thanked the Commission for all their work. He also indicated that he was the new 858 president and wanted to know how 858 could be more involved. Dave mentioned he could help advertise the FSTS positions with other Locals. He noted that Engineer Wendi Smith is the 858 representative assigned to the Commission and Dave was filling in for her while she was on vacation.

EXECUTIVE SESSION

Deliberative Review – (8) Lateral Police Officers

Disciplinary Update & Review

At 10:21am, Commissioner Murray made a motion to go into Executive Session. Commissioner Green seconded. The motion passed unanimously.

At 10:25am, Commissioner Murray made a motion to go out of Executive Session. Commissioner Green seconded. The motion passed unanimously.

At approx. 10:32am, Commissioner Murray made a motion to pass 6 Lateral Police Officers and fail 2 Lateral Police Officers in Deliberative Review. 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 July 3, 2019 was adjourned at 10:34am on the motion of Commissioner Green; seconded by Commissioner Murray.
CIVIL SERVICE COMMISSION:

/s/ Joseph G. Sandoval
Joseph G. Sandoval, Commissioner

/s/ Sylvia Murray
Sylvia Murray, Commissioner

/s/ Kelsey Green
Kelsey Green, Commissioner

/s/ Earl Peterson
Earl Peterson, Executive Director

/s/ Miguel Jara Garcia
Miguel Jara Garcia, HR Technician II