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

INTRODUCTIONS

Commissioner Sandoval welcomed the latest City Council appointee James Fitzpatrick to the Commission, and shared some highlights of his background:

- Retired from State of Colorado Department of Corrections, Division of Community Corrections
- Retired Division Chief, Denver Police Department
- Retired Command Sergeant Major from the Army National Guard.

Commissioner Fitzpatrick shared that he was very familiar with the issues of recruitment, retention, and diversity and hoped his background would be useful as a Commissioner.

Commissioner Murray made a motion to approve the Minutes of the Commission Meeting of July 25, 2019; Commissioner Green seconded. The motion passed unanimously.

NEW BUSINESS

- 2019 Police Sergeant Promotional Exam Cut-Off Score

Jeannette mentioned she sent a memo to Commissioners regarding the 2019 Police Sergeant Promotional Cut-Off Score recommendation. Jeannette noted 225 officers registered, 178 tested, 33 were no-shows, and 15 withdrew.
Based on the test scores, the Commission recommends a cut-off score of 85.00% (102 correct answers out of 120 questions).

Earl reported scores across the board for the Police Sergeant exam were great. Test material was covered in the exam including four (4) situational questions. Earl stated we are currently at 38 appointments on the Police Sergeant Eligible Register which will be expiring this year. Earl stated that when that Eligible Register was established, there were 51 candidates on the list. Earl noted that our recommended cut-off score brings on 57 which is a sufficient number to meet department needs.

Commissioner Green requested from Earl and staff, a diversity report of the attendance outcomes for the Police Sergeant written exam. Chief Saunier offered the Department's assistance with the request.

Commissioner Murray made a motion to approve the 2019 Police Sergeant Promotional Exam Cut-Off Score at 85%; Commissioner Green seconded. The motion passed unanimously.

INFORMATIONAL ITEMS

- Executive Director

Earl shared that the Commission would be spending $20,000.00 to support needed Workday enhancements. This cost is only half of the costs for the enhancements. The Department of Safety is picking up the other half to increase Workday functionality.

Earl thanked Felisa, Patricia, and Austin for spearheading the Background History Packet project with Melissa Yoakam.

Earl met with the Department of Safety Chief of Staff Daelene Mix and Cindy Robinson from Safety OHR and indicated they are interested in modeling Civil Service Commission’s testing and assessment procedures and processes.

- Calendar

Antoinette reported on August Commission activities.

Aug 8, Fire Recruit class continuation ceremony
Aug 12 - 23, Police Test Administration
Aug 13, Fire Examination Review Committee Meeting.
Aug 20, Police Sergeant Assessment Center Random Draw
Aug 24-25, CPAT Orientation
Aug 26, Police Department Interviews
Aug 26, Fire-Lateral Application Opens
Aug 27, Police Examination Review Committee Meeting.
Aug 28, Written Component of the Police Sergeant Assessment Center

- Comments from Staff/Public.
Eric thanked Anthony Norman and Commission staff for the recent Police application process resulting in a total of 654 applicants registering for the upcoming test. Sgt. Norman shared the different recruitment efforts needed to attain the registration numbers. Sgt. Knutson and Chief Saunier echoed Sgt. Norman’s praises.

Commissioner Murray thanked all first responders on the great work she witnessed by both the Denver Fire and Police departments in the Denver community.

**EXECUTIVE SESSION**

Deliberative Review—(23) Entry-Level Police Officers

Disciplinary Update & Review

At approx. 10:00am, Commissioner Murray made a motion to go into Executive Session. Commissioner Green seconded. The motion passed unanimously.

At 10:22am, Commissioner Green made a motion to go out of Executive Session. Commissioner Murray seconded. The motion passed unanimously.

At 10:22am, Commissioner Green made a motion to pass 21 Entry-level Police Officer applicants in Deliberative Review, defer 1 Entry-level Police officer applicant in Deliberative Review, and fail 1 Police Officer applicant in Deliberative Review. 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 August 8, 2019 was adjourned at 10:23am on the motion of Commissioner Murray; seconded by Commissioner Green.
CIVIL SERVICE COMMISSION:

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

/s/ Sylvia Murray
Sylvia Murray, Commissioner

/s/ Kelsey Green
Kelsey Green, Commissioner

/s/ James Fitzpatrick
James Fitzpatrick, Commissioner

/s/ Earl Peterson
Earl Peterson, Executive Director

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