



Civil Service Commission
Police and Fire Classified Service
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MINUTES
POLICE EXAMINATION DIVERSITY REVIEW COMMITTEE*

May 22, 2013

CIVIL SERVICE COMMISSION

ATTENDEES

Anna Flores, CSC Commissioner
Cecelia Mascarenas, CSC Commissioner
Neal Berlin, CSC Commissioner
Earl E. Peterson, CSC Executive Director
Jeff Wilson CSC Sr. Human Resource Professional
Felisa Urdiales, CSC Human Resource Professional
Bridget McCauley, Staff Human Resource Professional
Eranda Piyasena, DPD Recruiting
Commander Magen Dodge, DPD Administration

ISSUE #1: APPROVAL OF MINUTES

The meeting was called to order. Commissioner Neal Berlin (CSC), made a motion to approve the minutes of February 6, 2013, seconded by Commissioner Anna Flores (CSC). The motion carried.

ISSUE #2: PROMOTIONAL AND ENTRY-LEVEL UPDATES

• **PROMOTIONAL**

Jeff Wilson (CSC) acknowledged that 233 promotional candidates are registered for the Police Sergeant exam. The closing date for registration is June 7, 2013. Jeff provided copies of the 2014 tentative Police Lieutenant exam schedule.



An Equal Opportunity Employer
Commissioners
Neal G. Berlin – Anna Flores – Cecilia E. Mascarenas – Hillary Potter – Matthew Spengler
Executive Director

- **ENTRY-LEVEL**

Brian Kellogg (CSC) provided documentation concerning the 236 police applicants, who initially were invited for processing. Per Felisa Urdiales (CSC), there are now only 66 new lateral applicants left in the process. Two applicants have been placed on hold status. One of these applicants is unsuitable and one is under investigation by Internal Affairs. There are two additional individuals, who will complete provisional testing. One is an out-of-state candidate, and one did not complete the background packet in time. Twenty-two additional applicants were previously passed over and will be added to the pool of 66 pending background updates. The next police physical ability test is scheduled for June 28, 2013.

ISSUE #3: DIVERSITY

Historically, laterals have not been the most diverse. However, in the current process, there is diversity among the 66 applicants being processed. Diversity for this group is as follows: 6- African American, 16- Hispanic, 41-White, 1-Pac.Isl, and 2-Multi-race applicants. There are 61 males and 5 females.

ISSUE #4: RECRUITMENT UPDATES

Recruitment is working on efforts to update material in the next six months for the next processing. Per DPD Recruiter Piyasena, efforts will be consistent to reach out to various employee groups.

OPEN DISCUSSION:

Introductions were conducted as there were a few new attendees.

There was open discussion concerning facebook, social media, and photographs kept on potential applicant's cellular phones. The concern was brought forth from Commissioner Flores. She noted that we do not want to miss something that may later be problematic. Commissioner Berlin suggested that the City Attorney make the determination of what should be checked, if anything. Earl will send out a memo to the background investigators regarding what is reviewable concerning public domain, etc.

Commissioner Mascarenas believes we are making progress with the two departments working collaboratively. She noted that it is good that Commander Magen Dodge is now in charge.

NEXT SCHEDULED MEETING

Wednesday, August 28, 2013 at 9:30 a.m. 7.C.1 of the Webb Building.

If there are questions regarding issues discussed in this PEDRC meeting or in any other PEDRC meeting, please feel free to contact Civil Service Commission Executive Director Earl Peterson or any of the Commission Analysts at (720) 913-3370.

PEDRC: An informal committee of representatives from Police employee groups, Police administration and the Commission. Sponsored by the Commission, its purpose is to provide a vehicle to foster two-way communication on matters related to promotional and entry-level examinations, diversity and other areas of interest to members of the Classified Service. Attendance is open to any member of the Classified Service.

