



DENVER
THE MILE HIGH CITY

Civil Service Commission
Police and Fire Classified Service

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MINUTES

POLICE EXAMINATION DIVERSITY REVIEW COMMITTEE (PEDRC)*

May 6, 2015

CIVIL SERVICE COMMISSION

ATTENDEES

Neal Berlin, CSC Commissioner
Anna Flores, CSC Commissioner
Earl E. Peterson, CSC Executive Director
Brian Kellogg, CSC Senior Personnel Analyst
Felisa Urdiales, CSC Associate Human Resource Professional
Jeanette Madrid, CSC HR Professional
Susan Billotte, CSC Administrative Assistant
Anthony Norman, DPD
Chris Parker, DPD, BPO

ISSUE #1: APPROVAL OF MINUTES

Earl Peterson called the meeting to order at 9:30am. Commissioner Anna Flores made a motion to approve the minutes of October 28, 2014, seconded by Felisa Urdiales. The motion carried.

Earl Peterson added a note about the PEDRC meeting date referenced in the Minutes of October 28, 2014. Originally scheduled for Tuesday, February 10, the PEDRC meeting was rescheduled for May 6, 2015, due to the relocation of the Civil Service Commission from the 7th floor of the Webb Building to the 2nd floor.

ISSUE #2: PROMOTIONAL, LATERAL, AND ENTRY-LEVEL UPDATES

• **PROMOTIONAL**

Earl Peterson led the discussion on promotional updates due to Jeff Wilson being out. Registration for Sergeant Promotional Exam opened online on Monday, May 4th. Over 100 have applied. Commissioner Berlin asked how many police officers qualified to register for the exam. The answer: over 900 qualified.

• **LATERAL AND ENTRY-LEVEL**

Felisa Urdiales covered Lateral and Entry-Level updates explaining that the Civil Service Commission is processing three academies:

- June 2015 Academy (25 Lateral—out of 31 being reviewed),
- August 2015 Academy (50 Entry Level—57 Eligible: 48 submitted to Commissioners for review/voting, 3 Cadets just starting, 7 files to follow)
- December 2015 Academy (50 Entry Level—750 applicants were sent an email indicating were inviting applicants on, who scored 75% or higher; 350 + more will be invited on for future processing; some will test for language skills to raise their scores [TBD])

**An Equal Opportunity Employer
Commissioners**

Federico C. Alvarez - Neal G. Berlin – Anna Flores – Hillary A. Potter – Joseph G. Sandoval

Executive Director
Earl E. Peterson

All application/registration processes are being handled through iCIMS.

ISSUE #3 & #4: DIVERSITY & RECRUITMENT UPDATES

Earl Peterson spoke briefly about diversity, BPO, Hogue Report. Commissioner Flores added that adhering to percentages vs. rankings was a good thing.

Anthony Norman led the discussion on recruitment, and the department's marketing and advertising efforts to communicate the message that DPD is "looking for good people/the right people." DPD has started launching an ad campaign for October testing via various communication channels:

- Movie theatres
- Radio
- Minority magazines
- College fairs
- Military fairs

Anthony reported that DPD had even participated in a recent Youth Fair at the Colliseum and many young people came up to talk to the police officers about future careers with DPD.

Anthony reported he'd received inquiries from about twenty (20) applicants who wanted to know what they could do to improve their scores on recent tests. He also stated 5-10 laterals had shown interest in DPD.

The goal is an additional three-hundred (300) police officers over the next three (3) years.

OPEN DISCUSSION:

There were no additional issues to discuss.

ISSUE #5: NEXT SCHEDULED MEETING:

Wednesday, August 12, 2015 at 9:30 a.m.

WEBB MUNICIPAL BUILDING, 2th Floor, Room 2.I.1

The meeting adjourned at 10:00am.

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.