



Civil Service Commission
Police and Fire Classified Service

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MINUTES
POLICE EXAMINATION DIVERSITY REVIEW COMMITTEE (PEDRC)*
December 8, 2016
CIVIL SERVICE COMMISSION

ATTENDEES

Neal Berlin, CSC Commission President
Anna Flores, CSC Commissioner
Larry D. Trujillo, CSC Commissioner
Earl E. Peterson, CSC Executive Director
Jeff Wilson, CSC Senior HR Professional

Felisa Urdiales, CSC Senior HR Professional
Susan Billotte, CSC Staff HR Professional
Patricia Montanez, CSC ASA IV
Eranda Piyasena, DPD Recruiter

1. APPROVAL OF MINUTES

Earl Peterson called the meeting to order at 9:30 am. Commissioner Trujillo made a motion to approve the minutes of August 23, 2016, Commissioner Berlin seconded the motion. The motion carried.

2. PROMOTIONAL & ENTRY-LEVEL UPDATES

PROMOTIONAL

Jeff Wilson stated that the RFP for the 2017 Police Sergeant's exam was resubmitted. Bids are due December 9, 2016 for approval at the next Commission Meeting, December 16, 2016.

LATERAL & ENTRY-LEVEL

Felisa Urdiales reported that (64) individuals were invited for testing on December 5-6, by DPD recruiters Eranda Piyasena and Anthony Norman. (50) individuals tested and passed. Of those who tested, (36) were invited to complete their Background Packet (iForms) online, by December 19, 2016. Felisa stated that there are currently (153) individuals in the process for the next academy. Unfortunately, many applicants who get through the initial screening, are deemed unsuitable later in the process. Common challenges amongst unsuitable applicants, include: integrity (biggest), ability to comply with orders/directions/instructions, and employment issues. She said that she hopes to invite more applicants on to be processed, as the DPD wants to review (100) files for an academy of (50). She added that in order to achieve that goal, it may be necessary to lower the cutoff score.

3. APPLICANT SELECTION & NON-SELECTION, ACADEMY & FTO ISSUES

Technician Piyasena stated that the matrix CSC has developed and provides to DPD, is very helpful in recruiting efforts, as it identifies the most common areas that disqualify applicants during the process.



He reported that the critical areas in which recruits struggle the most, include:

- Written/verbal communications skills
- Problem-solving
- Cognitive reasoning

Technician Piyasena stated that DPD is working with Workforce Development to improve recruits' skills.

He added that Crisis Intervention Training (CIT) is a crucial part of FTO, and is combined with academics and life experience.

4. DIVERSITY/RECRUITMENT UPDATES

Technician Piyasena updated everyone on DPD's recruitment efforts on Facebook and Instagram, utilizing diverse images— "showing diversity in the department, not just talking about it." He added, that it's been very effective.

He mentioned that there are currently (2) academy classes going; the first will graduate early January 2017.

5. NEXT SCHEDULED MEETING

Thursday, March 2, 2017 at 9:30 a.m. in the Denver Post Building, 7th Floor, Room 761.

The meeting was adjourned at 10:15 am.

If there are questions regarding issues discussed in this PEDRC meeting or in any other PEDRC meeting, please feel free to contact CSC Executive Director Earl Peterson or any of the HR Professionals at (720) 913-3371.

*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.