



DENVER
THE MILE HIGH CITY

Civil Service Commission
Police and Fire Classified Service

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MINUTES
POLICE EXAMINATION DIVERSITY REVIEW COMMITTEE (PEDRC)*
August 23, 2016
CIVIL SERVICE COMMISSION

ATTENDEES

Neal Berlin, CSC Commission President
Anna Flores, CSC Commissioner
Larry D. Trujillo, CSC Commissioner
Joseph Sandoval, CSC Commissioner
Earl E. Peterson, CSC Executive Director
Antoinette Torres-Janke, CSC HR Supervisor

Jeff Wilson, CSC Senior HR Professional
Felisa Urdiales, CSC Senior HR Professional
Susan Billotte, CSC Staff HR Professional
Patricia Montanez, CSC ASA IV
John MacDonald, DPD Lieutenant
Anthony Norman, DPD Recruiter
Errand Piyasena, DPD Recruiter

1. APPROVAL OF MINUTES

Earl Peterson called the meeting to order at 9:30 am. Commissioner Berlin made a motion to approve the minutes of April 26, 2016, Commissioner Flores seconded the motion. The motion carried.

2. PROMOTIONAL & ENTRY-LEVEL UPDATES

PROMOTIONAL

Jeff Wilson reported that twenty-eight (28) candidates participated in the written exercise on June 14, 2016 for the 2016 Police Lieutenant Assessment Center. Additionally, all twenty-eight (28) candidates participated in the two (2) oral assessment exercises the next week. The 2017 Police Lieutenant Eligible Register was approved by the Commissioners on July 15, 2016 for posting on July 18, 2016. He added that an RFP for the 2017 Police Sergeant's exam will be sent out September 19, with bids due back to CSC on October 21, 2016.

LATERAL & ENTRY-LEVEL

Felisa Urdiales presented lateral and entry-level updates, explaining that the Civil Service Commission is processing a November 14, 2016 Academy from July 2016 testing (instead of October 31, 2016, as originally scheduled). Special testing will be conducted in November 2016 for applicants personally recruited by Technician Norman. There will be an open application launched next year for the Spring (March/April) and Fall 2017 Academies; (50) police officers are anticipated for each of the two (2) academies. Felisa noted that there is a marked difference in the applicants we test from an open application vs. a targeted/recruiter-involved application process.

Technician Norman commented that the current academy is "a really good class; very diverse."

Technician Piyasena added that there were 25-30 files left over from July; twelve (12) were ok to continue in the process.



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Commissioners
Federico C. Alvarez – Neal G. Berlin – Anna Flores – Joseph G. Sandoval – Larry D. Trujillo
Executive Director
Earl E. Peterson

3. APPLICANT SELECTION & NON-SELECTION

Lt. MacDonald reported that DPD's Police Training Officer program is part of a "big overhaul nationwide." PTO is conducted (six) 6 weeks after graduation from the Academy, and focuses on adult-based learning, self-evaluation, and emotional-intelligence.

Earl mentioned a proposed Rule change which would lengthen the period of time an applicant would have to wait to reapply/test/process after failing background in either preliminary or final review; two (2) years is the period of time being considered. In addition, the Commission is considering streamlining the Rules regarding Cadets, to create more flexibility for the department and provide more latitude for the EDOS in setting minimum standards (i.e. 4-year degree).

In response to the Commissioners, Lt. MacDonald briefly explained the DPD Interview process: A panel comprised of all ranks of DPD officers, conducts the interviews, and places candidates in three (3) categories for the EDOS—strongly recommended, recommended, not-recommended.

Earl reminded everyone about the Training/Recognition Meeting scheduled for October 11, 2016, from 9:30am-1:30pm at the Police Academy.

4. DIVERSITY/RECRUITMENT UPDATES

Technician Norman updated everyone on DPD's recruitment efforts through radio spots, movie theatre advertising, Facebook, LinkedIn, and other social media.

Both Technicians Piyasena and Norman thanked CSC staff for all their help. Lt. MacDonald echoed those sentiments.

5. NEXT SCHEDULED MEETING

Tuesday, December 8, 2016 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.