MINUTES--Revised
POLICE EXAMINATION DIVERSITY REVIEW COMMITTEE (PEDRC)*
March 5, 2019
CIVIL SERVICE COMMISSION
DENVER POST BUILDING
ROOM 761

ATTENDEES
Sylvia Murray, Commissioner (phone)  Jeannette Giron, CSC HR Data Analyst
Felisa Urdiales, CSC Senior HR Data Analyst  Eric Knutson, DPD Sergeant
Antoinette Torres-Janke, HR Manager  Anthony Norman, DPD Recruitment

1. APPROVAL OF MINUTES

In Earl Peterson's absence, Antoinette Torres-Janke called the meeting to order at 9:35 am. Jeannette Giron moved to approve the minutes of December 4, 2018. Susan Billotte seconded the motion. The motion carried.

2. PROMOTIONAL, LATERAL & ENTRY-LEVEL UPDATES

PROMOTIONAL

Antoinette reported that she would be meeting with DPD Chief Pazen today to review the reading list and other aspects of the upcoming Police Sergeant exam. She added that a Sergeant SME meeting, including the consultant ErgometRICS, would also take place today. She noted the following relevant dates:

- May 1-June 3—application period
- June 11-12—orientation in the auditorium of the Denver Post building
- June 23—written exam
- June 27—disciplinary assessment
- September 3--assessor training and (potentially) the written component of assessment center
- September 4-6, and 9-13—assessment center

LATERAL & ENTRY-LEVEL

Felisa updated everyone about entry-level and lateral police processing:

- April 22, 2019 Entry-Level Academy—(52)
- April 22, 2019 Lateral Academy—(17)
  - (37) Conditional Offers have been extended
    - (34) Entry-Level
    - (3) Lateral
  - (34-40) Additional files will be sent to the Commissioners for Deliberative Review & Voting
    - (18) Entry-Level applicants needed
    - (14) Lateral applicants needed
    - Balance will be deferred to next academies
- September 23, 2019 Lateral Academy—(34)
3. Applicant Selection & Non-Selection

There were no additional comments.

4. Academy & FTO Issues

Sergeant Knutson reported that (2) recruits in the current DPD academy self-selected out.

5. Diversity/Recruitment Updates

Anthony Norman reported that their radio commercial on KS107.5 was well received and garnered at least (10) new applicants; in addition, he noted, radio builds awareness. He noted the most successful channels for recruitment have been:

- Recruiter followup on interest cards
- Social Media
- Online presence
- Ziprecruiter
- Just workable

Technician Norman added that all (715) test slots for March 4-18, have been filled.

6. Open Discussion

Sergeant Knutson thanked the Civil Service Commission for help with the new Corporal process.

7. Set Next Meeting Date

Tuesday, June 4, 2019 at 9:30 am in the Denver Post Building, 7th Floor, Room 761.

The meeting was adjourned at 9:50am on the motion of Technician Norman, seconded by Sergeant Knutson.

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.