



**Civil Service Commission**  
Police and Fire Classified Service

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MINUTES  
POLICE EXAMINATION DIVERSITY REVIEW COMMITTEE (PEDRC)\*  
NOVEMBER 2, 2017  
CIVIL SERVICE COMMISSION  
DENVER POST BUILDING  
ROOM 761

**ATTENDEES**

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

Jeff Wilson, CSC Senior HR Data Analyst  
Felisa Urdiales, CSC Senior HR Data Analyst  
Susan Billotte, CSC HR Technician II  
Patricia Montanez, CSC ASA IV  
Anthony Norman, DPD Recruitment

**1. APPROVAL OF MINUTES**

Earl Peterson called the meeting to order at 9:30 am. Commissioner Trujillo moved to approve the minutes of August 17, 2017; Commissioner Flores seconded the motion. The motion carried.

**2. PROMOTIONAL, LATERAL & ENTRY-LEVEL UPDATES**

**PROMOTIONAL**

Jeff Wilson announced that Ergometrics was awarded the consulting contract for the 2018 DPD Lt. Examination. He added that Ergometrics has consulted on many promotional exams in Denver and across the nation. He noted that Ergometrics developed the current police written test that CSC administers to entry-level police applicants.

**LATERAL & ENTRY-LEVEL**

Earl reported that the October 2017 Academy reached its goal of (52) diverse individuals, thanks to the efforts of DPD recruiters, CSC staff, and Commissioners. He noted that although ethnic diversity numbers were down, gender diversity numbers were up; (10) females were in this academy. He added that Denver is still doing better in achieving diversity, than other regions in the country. Earl mentioned that there were already (12) applicants in the process for the next academy, who would be receiving Conditional Offers.

Felisa reported that CSC had just completed three days of Entry-Level testing, October 30-November 1, 2017, with a very diverse applicant pool.

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

Felisa mentioned that a new process has been instituted by CSC, effective with the next DPD Academy. Polygraph exams will now be administered after the written test and iFORMS (background packet) are completed, but before the CPI test and Suitability Interview with a psychologist. She noted that the new process is intended to eliminate unqualified applicants, early, and save time and money with testing/screening/vendors.



**An Equal Opportunity Employer**  
**Commissioners**  
Neal G. Berlin – Anna Flores – Joseph G. Sandoval – Larry D. Trujillo  
**Executive Director**  
Earl E. Peterson

#### 4. DIVERSITY/RECRUITMENT UPDATES

Anthony Norman mentioned that the Denver Post will be doing an article about the upcoming DPD Academy, and had interviewed several recruiters about diversity. He added that (1) black male, (1) white female, and (1) white male were interviewed.

#### 5. OPEN DISCUSSION

Commissioner Flores expressed concern about the physical fitness of police officers who have been on the job for many years, and especially those approaching retirement. Anthony noted that the Army Physical Fitness Program is available with comp time incentives for individuals who participate. The goal is to encourage career- long and lifelong fitness, health, and longevity.

There were no additional comments from attendees.

#### 6. SET NEXT MEETING DATE

Thursday, January 18, 2018 at 9:30 am in the Denver Post Building, 7th Floor, Room 761.

The meeting was adjourned at 10:00 am.

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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.