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.
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.

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.*