



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 17, 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
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
Chris Avitia, DPD Recruitment
Anthony Norman, DPD Recruitment
John Coppedge, DPD Lt. Training

1. APPROVAL OF MINUTES

Earl Peterson called the meeting to order at 9:30 am. Commissioner Trujillo moved to approve the minutes of May 4, 2017; Commissioner Flores seconded the motion. The motion carried.

2. PROMOTIONAL, LATERAL & ENTRY-LEVEL UPDATES

PROMOTIONAL

Jeff Wilson distributed copies of the 2018 Police Lieutenant Exam Schedule; he noted that it was also posted on the Civil Service website.

Jeff reported on the results of the 2017 Police Sergeant exam:

- (185) individuals took the written exam
- (54) passed the written exam
- A cutoff score was set at 69.5731 (although the Angoff Committee recommended a higher cutoff—87%)
 - Considered natural score break
 - Considered adverse impact
 - Considered manageable number for Assessment Center (maximum 60)
 - Considered maximum number of candidates for Assessor review/attention/time
- DPD anticipates (30) promotions

LATERAL & ENTRY-LEVEL

Felisa Urdiales updated everyone about Entry-level applicants for upcoming DPD Academies:

- October 2017 Academies: (50) Entry-Level @ 10.30.17/(12) Lateral @10.2.17
 - (134) files in consideration
 - (8) laterals (to date)
 - (40) more files due back from Background Investigators 9.5.17
 - More interviews end-of-September from (53) files to be reviewed
 - Recent (3) days of interviews

- Deputy Chief Murray told Earl, "files looked good"

**An Equal Opportunity Employer
Commissioners**

Neal G. Berlin – Anna Flores – Joseph G. Sandoval – Larry D. Trujillo

**Executive Director
Earl E. Peterson**



- (1) Academy for Spring 2018—(50) Entry-Level
 - (514) applicants invited to test
 - (451) applicants scheduled test date/time
 - (252) applicants tested (to date)
 - (110) no shows (to date)

Commissioner Flores suggested a question be added to the DPD application: “Are you currently unemployed?”

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

Anthony Norman updated everyone on targeted-testing efforts, to determine individuals’ actual interest, and communication skills:

- Recruiters plan to meet face-to-face with local individuals
- Recruiters plan to meet via Skype, etc. with out-of-town individuals

Anthony added that recruiters plan to encourage interested individuals to do ride-alongs earlier in the process.

Earl reported on his meeting with Chief White and EDOS Stephanie O’Malley about selection/non-selection. He informed them that CSC does not want to lower our drug-related minimum qualifications. He added that Aurora has had no noticeable impact on recruitment efforts by lowering their drug-related standards.

4. DIVERSITY/RECRUITMENT UPDATES

Anthony Norman reported that Recruiters are regularly attending a wide variety of community events to increase diversity outreach. He noted the marked increase in Hispanic women in the next academy; the largest number in any one academy, to date.

He stated that many out-of-state laterals come to Denver for the Colorado environment, and DPD pension and benefits. Unfortunately, once separated from family, many change their minds after completing the process.

Anthony mentioned upcoming open houses for individuals who recently tested.

5. OPEN DISCUSSION

Lt. Coppedge reported that feedback from the street about Academy graduates of class 16-3, is very positive.

Thursday, November 2, 2017 at 9:30 am in the Denver Post Building, 7th Floor, Room 761.

The meeting was adjourned at 10:30 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.