



Civil Service Commission  
Police and Fire Classified Service  
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MINUTES  
POLICE EXAMINATION DIVERSITY REVIEW COMMITTEE\*  
February 19, 2014  
CIVIL SERVICE COMMISSION

ATTENDEES

Neal Berlin, CSC Commissioner  
Anna Flores, CSC Commissioner  
Earl E. Peterson, CSC Executive Director  
Antoinette Torres-Janke, H.R. Supervisor  
Jeff Wilson, CSC Sr. Human Resource Professional  
Brian Kellogg, CSC Sr. Human Resource Professional  
Felisa Urdiales, CSC Associate Human Resource Professional  
Jeannette Madrid-Echave, CSC Staff Human Resource Professional  
Don Ronyak, MOS Recruitment and Cadet Program Director  
Bill Mitchell, DPD Lieutenant  
Ron Thomas, DPD Commander  
Eranda Piyasena, DPD Technician

ISSUE #1: APPROVAL OF MINUTES

The meeting was called to order by Earl Peterson (CSC Executive Director). Commissioner Neal Berlin made a motion to approve the minutes of November 20, 2013, seconded by Commissioner Anna Flores. The motion carried.

ISSUE #2: PROMOTIONAL AND ENTRY-LEVEL UPDATES

- PROMOTIONAL

Jeff Wilson noted that Miami Dade College had to withdraw their consulting services due to being unable to meet the City's insurance requirements. Booth Research Group, Inc., was expected to be appointed as the consulting firm for the 2014 Police Lieutenant Examination.



An Equal Opportunity Employer  
**Commissioners**  
Federico Alvarez - Neal G. Berlin – Anna Flores – Cecilia E. Mascarenas – Hillary Potter  
**Executive Director**  
Earl E. Peterson

- **ENTRY-LEVEL**

Felisa Urdiales stated there was good diversity amongst the laterals who have applied. There was some discussion regarding a conflict of interest with Dr. Nicoletti and the Commerce City Police Applicants. It was determined to be unfounded by the Commission.

Police Chief Robert White made an appearance and stated the Police Department budget had allocated up to 100 recruits be hired in 2014. The Chief thanked everyone for all their hard work and stated he appreciates all that is being done to meet the hiring needs.

Earl Peterson stated he and Don Ronyak, Recruitment Manager for the Department of Safety would continue working to ensure the Denver Police Cadets take the Denver Police exam. As of now, some Cadets are still too young to apply and they are hopeful the Cadets will test in September.

### **ISSUE #3: DIVERSITY**

Commander Ron Thomas stated he talked with Technician Eranda Piyasena and was comfortable with the recruiting office and tutoring program and stated that relationship will continue. Don Ronyak stated they are currently recruiting at Denver Public Schools and they attend different events. Don thanked Felisa Urdiales for reviewing 300 Cadet applicants. Commander Thomas stated as a former Cadet, he felt it was a struggle to recruit African American applicants. He believes speaking with parents rather than the student would be a good approach, familial support goes a long way. He also suggested speaking to students who are currently involved with sports. Commander Thomas stated Executive Director Stephanie O'Malley has concerns about the lack of recruitment of African Americans as well and she would be interested in hearing more about different recruiting methods.

### **ISSUE #4: RECRUITMENT UPDATES**

Technician Piyasena stated Commander Perry's mentoring group tested well. Officers will be handing out new recruitment cards, which have been updated with a new logo. Recruitment would be going out to UMC and they were recently at Regis and plan to be at DU on April 12, 2014 to hand out information. At that event, Sgt Cynthia Hill will address applicants and share her story as incentive to apply.

### **OPEN DISCUSSION:**

**NEXT SCHEDULED MEETING**

Tuesday, May 6, 2014 at 9:30 a.m. - Police Chief's Conference Room (Police Headquarters)

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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 Civil Service Commission Executive Director Earl Peterson or any of the Commission Analysts at (720) 913-3370.

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.

