



Civil Service Commission  
Police and Fire Classified Service  
Webb Municipal Building, 7<sup>th</sup> Floor  
201 W Colfax Ave Dept 1208  
Denver, CO 80202-5332  
P: 720-913-3370  
F: 720-913-3373  
[www.denvergov.org/civilservice](http://www.denvergov.org/civilservice)

MINUTES  
POLICE EXAMINATION DIVERSITY REVIEW COMMITTEE\*  
August 5, 2014  
CIVIL SERVICE COMMISSION

ATTENDEES

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  
Eranda Piyasena, DPD Technician

ISSUE #1: APPROVAL OF MINUTES

The meeting was called to order by Earl Peterson (CSC Executive Director). Commissioner Anna Flores made a motion to approve the minutes of May 16, 2014, seconded by Jeff Wilson. The motion carried.

ISSUE #2: PROMOTIONAL AND ENTRY-LEVEL UPDATES

- PROMOTIONAL

The latest promotional test for the Lieutenant exam has promoted 10 so far. The Sergeant test has been tentatively scheduled for 2015. Jeff provided schedule for the Sergeant exam. The Commission will avoid holidays and make it as close as we can to the current register expiration date.

Brian Kellogg provided a demographic sheet from the most recent academy lass. We were unable to meet Hogue numbers for the Asian demographics. One Asian actually deferred from this academy due to injury. Technician Piyasena stated the current class is doing very well and they are looking at their backgrounds to research the cohesiveness of the class. He added that he and Captain Jones discussed this class and thought the laterals have set the standards for this current academy.



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 that the application process for in-state laterals closed on August 4, 2014. Twenty-seven applicants applied. Currently, there are eight being processed and the Commission will be opening out-of-state lateral testing applications on September 22, 2014 through October 4, 2014. Testing will be held the last week of October. One lateral is recruiting six other Detroit officers. Five cadets will be processed for the December class. Four hundred candidates were invited on. We now have one hundred seventy-six remaining. Many have been disqualified because they changed answers from their behavior questionnaire when they have their suitability appointment.

**ISSUE #3: DIVERSITY**

**ISSUE #4: RECRUITMENT UPDATES**

Technician Piyasena attended the Explorer Group conference and three or four laterals expressed interest in applying for the most recent in-state lateral testing. A few explorers from other programs are looking to start in the cadet program. Technician Piyasena stated he attended the Dragon Boat Festival on both days. He stated they are now looking attending the National Association of Women's Law Enforcement Executives. National Black Police Officer Association, more laterals through that method. We need more departmental exposure to start attracting laterals. On August 10, 2014, Raquel Lopez will begin working with the recruiters as DPD is still looking to staff her position. That will allow them to do a lot more. Off site testing at out of state colleges, would be helpful for recruiting entry-level police officers and laterals. The generation now changes jobs more often and would like to combat that mentality so they are staying long term. Technician Piyasena asked about the status of minimum qualifications. Earl stated meetings were in progress and will have another soon regarding this subject. Antoinette Torres-Janke stated the Commission is considering eliminating the juvenile exemption process within Rule 3. The Commission is looking to change the juvenile exemption from under age 18 to under age 21. A five-year timeframe from the disqualification would still be enforced. Lt Mitchell had a conversation with other agencies regarding how they were classifying certain tickets. State versus county, what would be a misdemeanor is a felony for state in smaller counties without municipal courts. Civil Service is also looking at defining careless driving versus reckless driving. Careless driving with bodily injury was confusing to applicants.

**OPEN DISCUSSION:**

**NEXT SCHEDULED MEETING**

Tuesday, October 28, 2014 at 9:30 a.m. – **WEBB MUNICIPAL BUILDING, 4<sup>th</sup> Floor, 4.I.4**

\*\*\*\*\*

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.

