

RECORD OF PROCEEDINGS

CIVIL SERVICE COMMISSION
DENVER, COLORADO – JANUARY 17, 2014
MEETING No. 286

Commissioners Present: Cecilia Mascarenas, President
Neal G. Berlin, Vice-President
Anna Flores, Commissioner
Hillary Potter, Commissioner
Federico Alvarez, Commissioner

Staff Present: Earl Peterson, Executive Director
Brian Kellogg, Senior H.R. Professional
Jeff Wilson, Senior H.R. Professional
Felisa Urdiales, Associate H.R. Professional
Jeannette Madrid-Echave, Staff H.R. Professional

Guests:

Robert Wolf, City Attorney
Bill Mitchell, Lieutenant, DPD
Eranda Piyasena, DPD Police Recruiter
Sylvia Sich, Captain, DPD
Anthony Parisi, Sgt., DPD
Estevan Valdez, Technician, DPD
Desmond Fulton, Captain, DFD
Rodney Sherrod, Lieutenant, DFD
Don Ronyak, Office of the Executive Director of Safety

President Mascarenas called the meeting to order at 9:30 a.m. Commissioners Alvarez, Berlin, Flores, and Potter were present.

Opening:

- The Commissioners approved the minutes of the meeting on January 3, 2014.

New Business:

Informational Items:

- Executive Director Report:

Earl Peterson and Commissioner's Mascarenas and Flores attended the swearing-in ceremony on January 13, 2014 for Stephanie O'Malley, the new Executive Director of

RECORD OF PROCEEDINGS

the Department of Safety Earl stated he is looking forward to working with Ms. O'Malley as he has worked with her in other capacities and has always found her to be intelligent and reasonable.

Earl also attended the Board of Ethics meeting held on January 17 2014. Nicholas Mitchell, the Independent Monitor made a presentation regarding complaints filed by Denver County jail inmates. Mr. Mitchell indicated that all complaints are being addressed through an investigative process. However, he believes that the majority of complaints are unfounded. Lt. Bill Mitchell added that he thought Nicholas Mitchell was updating the Board on the progress of ensuring that inmate complaints were heard.

Earl and Jeff Wilson met with Police Chief White and LaTanya Casillas, the new consultant from Miami Dade College on January 15, 2014 regarding the 2014 Police Lieutenant Exam to hear his perspective and to determine his expectations of the process. That afternoon, Ms. Casillas also attended the first Police Lieutenant Subject Matter Expert (SME) meeting and was introduced to staff.

Earl noted that staff is doing a great job with the testing lab for Fire applicants. He noted that we have a lot of walk-ins we're accommodating. Statistical information will be provided once testing is complete.

Earl advised that on January 27, 2014 the Commission will hold a meeting to review how the changes enacted to Commission Rule 12 – Disqualification and Disciplinary Appeals, Hearings and Procedures is working out. Earl met with Sean Olson, Esq. (Police Protective Association) and City Attorney Bob Wolf separately to get some ideas of how to further simplify the cumbersome appeals process. Bob stated that there are areas that we can work on especially in the area of arguments and briefs. Another area Earl would like to address is the continual requests for extensions of time the parties often seek. Earl stated that it is imperative that the hearings be scheduled and completed without delay. Commissioner Mascarenas asked if Deputy Manager of Safety Jess Vigil is still handling the Sheriff's appeal process. Earl asserted that he was but noted that changing the Sheriff's discipline process is a big task and some of the appeals are very old. It was noted that Commissioners Mascarenas and Berlin will attend the Rule 12 review meeting.

- Calendar
- Comments from Commissioners:

Commissioners' Potter and Flores thanked Captain Fulton and the Denver Firefighter's Local 858 for the Christmas gifts.

Commissioner Potter advised that she will not attend the February 7, 2014 Civil Service Commission meeting due to a work obligation.

RECORD OF PROCEEDINGS

Commissioner Berlin asked Captain Fulton to plan to attend the Rule 12 meeting to get the Fire Department's and the Union's input on ideas for streamlining the appeals process. Captain Fulton shared that 858 was opposed to the Rule 12 changes but that he would be interested in listening to the issues.

- **Comments from Staff/Public:**

Police Recruiter, Eranda Piyasena stated Police test slots were filled by the end of the first day of applications on January 6, 2014. He stated there was a good outreach effort and he's looking forward to seeing the end result of his recruitment efforts.

Captain Fulton thanked the Commissioner's for their attendance and support at the January 7, 2014 Fire Promotional Ceremony.

Don Ronyak thanked the Commissioner's for attending the recent Denver Public Safety Cadet ceremonies and thanked Earl for the Commission's assistance in processing Cadets for academy consideration.

Executive Session:

Open Session:

There being no further action taken and no other business to be heard, the Civil Service Commission meeting of January 17, 2014 was adjourned at 10:00 a.m.

CIVIL SERVICE COMMISSION:

Cecilia Mascarenas, Commissioner/President

Neal G. Berlin, Commissioner/Vice-President

ATTEST: _____
Earl E. Peterson
Executive Director

Anna Flores, Commissioner

Jeannette Madrid-Echave
Staff H.R. Professional

Hillary Potter, Commissioner

Federico Alvarez, Commissioner