

RECORD OF PROCEEDINGS

CIVIL SERVICE COMMISSION DENVER, COLORADO – FEBRUARY 7, 2014 MEETING No. 287

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
Eranda Piyasena, DPD, Police Recruiter
Estevan Valdez, Technician, DPD
Dawn Miquel, Sr. Statistical Researcher, DPD
Rand Keller, Technician, DFD

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

Opening:

Commission President Mascarenas welcomed Technician Rand Keller who was filling in for Lieutenant Gary Pierce.

- Commissioner Mascarenas noted a correction on page 1 of the minutes stating that Commissioner Flores attended the swearing-in ceremony; not Commissioner Berlin. Commissioner Alvarez noted a missing word and a grammar change on page 2. The Commissioners approved the minutes of the meeting on January 17, 2014 with the noted corrections.

New Business:

- **Approval of Announcement for 2014 Denver Police Lieutenant Examination:**

Jeff Wilson noted that Miami Dade College had to unexpectedly withdraw their consulting services due to being unable to meet the City's insurance requirements.

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Following a brief discussion with the Commissioners, the Announcement will be placed on hold pending the availability of Booth Research Group, Inc. to conduct the Lt. Examination. Booth was the second lowest bidder at \$38,900.00. Commissioner Flores made a motion to appoint Booth Research Group, Inc., as the consulting firm for the 2014 Police Lieutenant Examination. Commissioner Alvarez seconded the motion. The motion passed unanimously. The Announcement will be updated and presented to the Commissioner's for their approval at the next Commission meeting.

Informational Items:

- Executive Director Report:

Earl expressed his frustration regarding the Miami Dade issue. He noted they were a new consultant and that the Commission was striving to provide new opportunities for different consultants than what we have utilized in the past. The Commission remains optimistic that few changes will have to be made to the existing Police Lt. Examination schedule.

Since the last Commission meeting, we had two administrations for the Police physical ability on Saturday, January 25, 2014 and Thursday, February 6, 2014 at the Denver Police Academy.

On Monday, January 27, 2014 the Commission held a work session with various Fire, Police, Union and City representatives to review potential revisions of the administrative process for disciplinary appeals. The input from this meeting will be evaluated further by the Commission with the assistance of the City Attorney, Robert Wolf. Any recommendations for revisions will be made to the Commissioner's for their determination. Both Commissioners' Mascarenas and Berlin attended the meeting and heard the deliberations and concerns raised.

Earl stated that on January 27, 2014, he and staff met with Ray Sibley, Director of Loss Prevention, to review the needs of the Commission relating to the medical examination process required of Denver Police and Fire applicants. Earl noted that in addition to Denver Health and Hospital Authority, Concentra is also authorized provide medical evaluations for Denver Police and Fire applicants. Concentra currently handles the Worker's Compensation issues for the City and County of Denver.

- Calendar
- Comments from Commissioners:
- Comments from Staff/Public:

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Police Recruiter, Eranda Piyasena stated one of the Police department's career training Programs is the Denver Police Explorers. The group has started their Explorer Recruit Academy and it is doing well. There are nineteen young men and women, with more diversity and women this time around. Technician Piyasena stated their success rate has been good for employment with other agencies since Denver Police has not hired much since 2008. On February 22, 2014 and March 8, 2014 Denver Police will conduct another round of Interview Workshops for the Explorers. The first time it was held, the success rate was high. Six out of nine were employed by Denver and surrounding agencies. Commissioner's Flores and Potter attended the last workshop and Technician Piyasena felt it was helpful for applicants to hear directly from Commissioners as to what the Commissioners are looking for when they are reviewing an applicant's file for employment. He will invite the Commissioners to again participate in the upcoming interview workshops. Technician Piyasena stated on the Police recruiting side, the outreach this week was at Regis University. Eranda stated the recruiting event at Regis had a good turnout and he felt there were highly qualified people based upon their skill sets. He noted that recruitments focus point for this year is to reestablish connections with universities and other institutions of higher education.

Executive Session:

Open Session:

There being no further action taken and no other business to be heard, the Civil Service Commission meeting of February 7, 2014 was adjourned at 10:00 a.m.

CIVIL SERVICE COMMISSION:

Cecilia Mascarenas, Commissioner/President

Neal G. Berlin, Commissioner/Vice-President

Anna Flores, Commissioner

Federico Alvarez, Commissioner

ATTEST: _____
Earl E. Peterson, Executive Director

Jeannette Madrid-Echave, Staff H.R.
Professional