

RECORD OF PROCEEDINGS

CIVIL SERVICE COMMISSION DENVER, COLORADO – APRIL 18, 2014 MEETING No. 292

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
Antoinette Torres-Janke, H.R. Supervisor
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
Jess Vigil, Deputy Director of Department of Safety
Vince Damian, High School Resource Police Officer, DPD

President Mascarenas called the meeting to order at 9:35 a.m. Commissioners Mascarenas, Berlin, Potter, Alvarez and Flores were present.

Opening:

The Commissioners approved the minutes of the meeting on April 4, 2014.

New Business:

Commissioner Mascarenas invited Vince Damian, a Denver High School Resource Police Officer to attend the meeting to discuss his success at West High School and the Keep Denver Beautiful Program. With his assistance, students from West High School have adopted the area surrounding their school for clean-up. The students in the program are students who want to volunteer in their neighborhood. The students pick up trash, paint, graffiti removal and various other projects. While the students are cleaning up, Officer Damian's presence assures their safety. The Civil Service Commission thanked Officer Damian for his community service and great work with the students. Commissioner Mascarenas also commented it's nice to have positive interaction at Commission meetings and will be inviting more guests to be more proactive with the positive side of police and fire duties.

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Set Cut-off Score for 2014 Fire Engineer Exam

Jeff stated one hundred and two (102) applicants registered for the exam and forty-three (43) failed to attend the exam. The cut-off score was requested to be set at ninety-five (95) out of one hundred twenty (120), which would pass twenty-nine (29) candidates. While the number of applicants passing is low, it is believed a small amount of applicants won't feel rushed during the assessment and will provide candidates better suited for the position. Commissioner Berlin made a motion to set the cut-off score and Commissioner Alvarez seconded the motion. The motion passed unanimously.

Informational Items:

- Executive Director Report:

Earl Peterson stated the Denver Fire Engineer can be impacted by those seeking the promotional rank of Fire Lieutenant. A person must enjoy driving to be a Fire Engineer. Results of the Denver Fire Lieutenant will be compared to the results of the Fire Engineer exam regarding diversity and trends.

Earl also noted that he and Jeff Wilson along with the Consultants continue to move forward with the Denver Fire Captain and Denver Police Lt. promotional exams and are working to complete assessment center exercise.

Earl and Paul Brekus have a meeting set with City and County of Denver Information Technology. This meeting will serve to merge our server with the City's network. This transfer process will probably occur in two phases. This transfer will provide the Civil Service Commission with additional security and support from the City Information Technology Department. This transfer will also eliminate the need to support upgrades to the current CSC system server and the related costs for new equipment.

- Calendar –
- Comments from Commissioners:

Commissioner Mascarenas congratulated Felisa Urdiales on her upcoming graduation for her Master's. Felisa is graduating with honors and understands the challenges of working, family and pursuing an education. Commissioner Alvarez commented that a Masters degree is the most difficult and gave her praise for working so diligently to accomplish her goals.

- Comments from Staff/Public:

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Executive Session:

- Lateral Police Officer Applicants – Final Deliberative Review
- Entry-level Police Officer Applicants – Final Deliberative Review
- Disciplinary Appeal Update
- Entry-level 2012 Fire Applicant (Military Leave) - Final Deliberative Review

Open Session:

As a result of the Lateral Police Officer Applicants – Final Deliberative Review in Executive Session, Commissioner Berlin made a motion, to approve fifteen (15) and to deny two (2) Lateral Police Officer applicants. The motion was seconded by Commissioner Alvarez and the motion passed unanimously.

As a result of the Entry-level Police Officer Applicants – Final Deliberative Review in Executive Session, Commissioner Berlin made a motion, to delay the review on one (1) Police Officer applicant file pending additional information; to approve one (1) Cadet file; to approve thirteen (13) Police Officer applicant files and to deny six (6) Police Officer applicants. The motion was seconded by Commissioner Alvarez and the motion passed unanimously.

As a result of the Entry-level 2012 Fire Applicant (Military Leave) – Final Deliberative Review in Executive Session, Commissioner Berlin made a motion to deny the one (1) Fire applicant. The motion was seconded by Commissioner Alvarez and the motion passed unanimously.

There being no further action taken and no other business to be heard, the Civil Service Commission meeting of April 4, 2014 was adjourned at 11:05 a.m.

CIVIL SERVICE COMMISSION:

Cecilia Mascarenas, Commissioner/President

Neal G. Berlin, Commissioner/Vice-President

Anna Flores, Commissioner

Hillary Potter, Commissioner

Federico Alvarez, Commissioner

ATTEST: _____
Earl E. Peterson, Executive Director

Jeannette Madrid-Echave, Staff H.R. Professional