

RECORD OF PROCEEDINGS

CIVIL SERVICE COMMISSION DENVER, COLORADO – MAY 2, 2014 MEETING No. 293

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
Rodney Sherrod, Lieutenant, DPD
Desmond Fulton, Captain, 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 18, 2014.

New Business:

Informational Items:

- Executive Director Report:

Earl stated the background investigator finished up a record number of Cadet files. One hundred thirty-five (135) were processed for the Executive Director Stephanie O'Malley and Don Ronyak of the Department of Safety. We want to thank the background investigation unit for all their hard work. We will move onto background investigations for Denver Fire applicants given completion of Denver Police applicants. A Special Commission Meeting will be held on Monday, May 12, 2014 at 9:30 a.m., Executive Session only. Once files are reviewed, those approved files will go to Lt. Bill Mitchell, DPD for a potential interview. Earl thanked Lt. Bill Mitchell for all his work while

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interviewing the applicants. Lt. Bill Mitchell added that he owes credit to Barb Archer and Antoinette for scheduling the interviews and felt that the process has paid off to help identify good candidates. Using technology has been helpful while interviewing out-of-state candidates through Skype.

Earl handed out stats for 2014 with comparisons from 2013 and 2012 for Denver Police testing and asked that the Commissioners review them for any discussion if needed at the next meeting.

- Calendar –
- Comments from Commissioners:

Commissioner Mascarenas mentioned Paul Brekus, Associate Information Technology Systems Administrator for the Civil Service Commission was in the newspaper. Paul was interviewed about his vinyl record business. Commissioner Mascarenas commented it is nice to see staff featured in the Denver Post and The Hub in a positive light.

Commissioner Mascarenas thanked the Civil Service Commission staff for their work.

Jess Vigil mentioned the Department of Safety has been reorganizing. He is pleased to announce Shannon Elwell will be joining their department. She comes from New York and will be assisting with the Denver Sheriff's Department discipline. Jess also stated their office has started meeting with Commanders with Denver Fire and the Union to implement the disciplinary matrix. Employment groups will be included in the disciplinary matrix discussions and training will be provided to all Denver Fire employees.

Lt. Bill Mitchell, DPD stated he and Technician Eranda Piyasena, DPD will meet to discuss new recruiting methods after interviews for Denver Police are finished. Lt. Mitchell stated Denver Police will focus on becoming more modernized with recruitment.

Captain Desmond Fulton, DPD stated he will be meeting with Earl Peterson and Antoinette Torres-Janke about making some changes regarding life disqualifiers for the Fire process. Earl Peterson added that they will include Denver Police in these discussions.

- Comments from Staff/Public:

Executive Session:

- Lateral Police Officer Applicants – Final Deliberative Review
- Lateral Police Officer Applicant- Stop Background Request
- Entry Level Police Officer Applicants – Final Deliberative Review
- Entry Level Police Officer Applicant- Stop Background Request
- Entry Level Fire - Juvenile Exemption Review
- Disciplinary Appeal Update

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Open Session:

As a result of the Lateral Police Officer Applicants – Final Deliberative Review in Executive Session, Commissioner Berlin made a motion, to approve three (3) 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 Lateral Police Officer Applicant – Stop Background Request in Executive Session, Commissioner Berlin made a motion, to approve to stop the background and effectively to deny one (1) Lateral Police Officer applicant from continuing in the testing/screening process. 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 approve one (1) Cadet file; to approve seven (7) Police Officer applicant files and to deny five (5) Police Officer applicants. The motion was seconded by Commissioner Alvarez and the motion passed unanimously.

As a result of the Entry Level Police Officer Applicant – Stop Background Request in Executive Session, Commissioner Berlin made a motion, to approve to stop the background and effectively to deny one (1) Entry Level Police Officer applicant from continuing in the testing/screening process. The motion was seconded by Commissioner Alvarez and the motion passed unanimously.

As a result of the Entry Level Fire - Juvenile Exemption Review in Executive Session, Commissioner Berlin made a motion to grant the exemption with notification to the Fire applicant that the exemption is in consideration for the next Fire test period. 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 11:00 a.m.

CIVIL SERVICE COMMISSION:

Cecilia Mascarenas, Commissioner/President

Neal G. Berlin, Commissioner/Vice-President

Anna Flores, Commissioner

Hillary Potter, Commissioner

ATTEST: _____
Earl E. Peterson, Executive Director

Jeannette Madrid-Echave, Staff H.R. Professional

Federico Alvarez, Commissioner