

## RECORD OF PROCEEDINGS

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### CIVIL SERVICE COMMISSION DENVER, COLORADO – June 6, 2014 MEETING No. 296

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

Staff Present: Earl Peterson, Executive Director  
Brian Kellogg, Senior H.R. Professional  
Jeff Wilson, Senior H.R. Professional  
Jeannette Madrid-Echave, Staff H.R. Professional  
Paul Brekus, Assoc. Information Technologies Sys. Administrator

Guests: Robert Wolf, City Attorney  
Eranda Piyasena, Technician, DPD  
Jess Vigil, Deputy Director of Department of Safety  
Desmond Fulton, Assistant Chief, DFD  
Bill Mitchell, Lieutenant, DPD  
Steve Holtz, Captain, DFD  
Anthony Parisi, Sergeant, DPD  
Estevan Valdez, Technician, DPD  
Rodney Sherrod, Lieutenant, DFD

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

#### Opening:

The Commissioners approved the minutes of the meeting on May 16, 2014 with the noted correction.

#### New Business:

Jeff Wilson requested the Commissioners set a cut-off score for the 2014 Fire Engineer Practical examination for the following test exercises: Aerial at 60%, Pumping at 65% and Driving at 65%. The demographics are two Hispanics, sixteen Caucasian, two females and sixteen males. Commissioner Alvarez made a motion to set the following cut-off scores for the 2014 Fire Engineer Practical examination: 60% for Aerial, 65% for Pumping and 65% for Driving. Commissioner Berlin seconded the motion. The motion passed unanimously.

Jeff Wilson also requested the Commissioners set a cut-off score for the 2014 Police Lieutenant written examination to 25.0575%. Sixty-four candidates participated. The demographics are three African Americans, three Hispanics, eighteen Caucasian, one American Indian, twenty-three were males and 2 were females. Commissioner Potter made a motion to set the following cut-off scores for the 2014 Police

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Lieutenant written examination at 25.0575%. Commissioner Alvarez seconded the motion. The motion passed unanimously. Commissioner Mascarenas would like feedback from the candidates regarding this exam.

Jeff Wilson provided the Commissioner's with a draft of the Announcement of Examination for approval of the 2014 Fire Assistant Chief Examination. He noted the draft had been previously reviewed and approved by City Attorney Robert Wolf. Registration will open on June 16, 2014. Orientation will be held on September 23 and 24, 2014. The Assessment Center will be held October 21-23, 2014. Commissioner Berlin made a motion to approve the announcement as presented. It was seconded by Commissioner Flores and passed unanimously.

### Informational Items:

- Executive Director Report:

Earl stated that he and Antoinette Torres-Janke had a follow up meeting with Assistant Chief Fulton and Captain Pixley to review the minimum qualification issues. He had previously spoken with Chief Cook regarding modification concerning minimum qualifications. Earl and Brian plan to draft new language to modify rule changes. Drafts will be provided to the Commissioners for their input and plans to include Police and Fire Administration in future discussions. Captain Fulton added that he felt people can change if they made mistakes fifteen to twenty years ago and should not be penalized for it now.

On June 14, 2014 Jeff and Earl will oversee the final CPAT test. Earl relayed we had two previous timed sessions where most of the candidates qualified. If they fail to qualify, they are not taken off the test register and will have the opportunity to retest next summer. Commissioner Potter asked if there were any commonalities for females who are not passing the CPAT test. Captain Fulton addressed the difficulties surrounding the CPAT for both males and females. He also assured the Commission that Denver Fire continues to assist the candidates with mentoring and preparation for the CPAT.

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

Lieutenant Bill Mitchell stated that Denver Police will be hiring one hundred twenty-five police officers for 2015. He was also pleased to announce another police recruiter will be hired to assist Technician Eranda Piyasena and will be looking at modernizing their efforts to recruit successful candidates.

Assistant Fire Chief Desmond Fulton stated candidates would prefer to know their scores immediately after their practical assessments. He stated the Commissioners vote on cut-off scores right away and the candidates have to wait nearly three weeks which causes some conflict for them. Captain Fulton would like the appearance of the process to be more transparent to the applicants. After further discussion Commissioner Alvarez stated he preferred to discuss the matter in Executive Session.

### Executive Session:

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- Police Officer Re-employment – Deliberative Review
- Two requests for placement on a Deferred Eligible Register.
- Disciplinary Appeal Update and Review
- Entry level fire fighter Applicant- Stop Background Request

### Open Session:

As a result of the Reemployment Background Review- Denver Police Department Request in Executive Session, Commissioner Berlin made a motion to deny reemployment. The motion was seconded by Commissioner Flores and the motion passed unanimously.

As a result of the Request for Placement of Police Applicant on the Deferred Entry-Level Eligible Register in Executive Session, Commissioner Berlin made a motion to approve placement on the Deferred Entry-Level Eligible Register. The motion was seconded by Commissioner Flores and the motion passed unanimously.

As a result of the Entry Level Firefighter 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 Firefighter applicant from continuing in the testing/screening process. 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 June 6, 2014 was adjourned at 11:30 a.m.

### **CIVIL SERVICE COMMISSION:**

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Cecilia E. Mascarenas, Commissioner/President

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Neal G. Berlin, Commissioner/Vice-President

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Anna Flores, Commissioner

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Federico Alvarez, Commissioner

ATTEST: \_\_\_\_\_  
Earl E. Peterson, Executive Director

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Jeannette Madrid-Echave, Staff H.R. Professional