

## RECORD OF PROCEEDINGS

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### CIVIL SERVICE COMMISSION DENVER, COLORADO – AUGUST 1, 2014 MEETING No. 300

Commissioners Present: Cecilia E. 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  
Jeannette Madrid-Echave, Staff H.R. Professional

Guests: Robert Wolf, City Attorney  
Desmond Fulton, Assistant Chief, DFD  
Greg Pixley, Captain, DFD  
Bill Mitchell, Lieutenant, DPD  
Estevan Valdez, Technician, DPD  
Sylvia Sich, Captain, DPD  
Tyler Hartman, Cadet, DFD  
Stephanie O'Malley, Executive Director, MOS  
Rodney Sherrod, Lieutenant, DFD  
Eranda Piyasena, Technician, DPD  
Steve Holtz, Captain, DFD

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

#### Opening:

The Commission welcomed Executive Director, Stephanie O'Malley from the Manager of Safety's office to her first Commission meeting.

The Commissioners approved the minutes of the meeting held July 18, 2014 with noted correction.

#### New Business:

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### Informational Items:

- Executive Director Report:

Earl Peterson expressed his appreciation to Executive Director Stephanie O'Malley and Sherry Jackson for their assistance finalizing the hiring process for the most recent Cadets. Earl also expressed his appreciation to Commissioner Mascarenas for her assistance interviewing the Cadet candidates.

On Friday July 25, 2014, Earl and Antoinette met with Dr. Evan Axelrod, Nicoletti and Flater, to discuss suitability reports and modification to their format. Prior to that meeting, they had a telephone conference with Dr. Cullens to discuss modification of the suitability reports. Earl stated he and Antoinette have been working with all the psychologists to discuss uniformity and simplicity of the applicant report. Earl also stated that both companies have a high regard for the Commission. From their standpoint they feel the Commission provides the most detailed information about the candidates compared to other agencies throughout our state. Earl also relayed the Commission remains confident the psychologists will continue making good choices for Police and Fire.

Earl also expressed to the psychologists, that if they felt any doubt regarding suitability for a candidate, they should let the background investigators further review the candidate. Commissioner Mascarenas added it was her concern that the psychologists have put a stop on some of the files without allowing the background investigators to complete their review.

- Comments from Commissioners:

Commissioner Mascarenas asked Jeff Wilson to comment on the 2014 Fire Captain survey of those who did not take the exam. Some of the following comments were shared: (1) they didn't want to give up their seniority, (2) didn't like the written test, (3) didn't want to deal with politics (4) the process is too long and asked for a decrease in testing time.

Jeff also shared the 2014 Police Lieutenant survey of those who did not take the exam; some of the following comments were shared: (1) seniority issues (2) no credit for professional or personal development, (3) political issues of promoting, (4) shorter testing process and preferred not to test during the summer months.

There were some minor suggestions that the Commission will take into consideration for the next assessment to make it a smoother process. Commissioner Mascarenas is happy the applicants were able to express themselves freely and appreciates knowing what their concerns are.

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- Comments from Staff/Public:

Technician Piyasena stated he attended a conference in Gunnison with the Police Explorer group. The conference enables the kids in the group to interact with other metro and state police agencies. Fifty teams competed in different categories of police work and the Explorers brought home seven trophies. Eranda commented that it's good that we're reaching out to these kids at an early age and assists with the transition to the Cadet program. Eranda also announced a new recruiter selected is Raquel Lopez. He believes she'll be a great addition to the recruiting team. Eranda went on to explain the difficulties of recruiting in-state laterals. He believes the interested candidates are staying with their current departments to become vested. It's also his opinion they will focus more on out-of-state lateral recruiting.

As a brief note, Technician Piyasena added the latest academy class has exceeded everyone's expectations. They are working cohesively and everyone has been impressed with their ability to work together. The question was presented as to why he believes this class is different than the previous one and Eranda replied that the interviewing process more than likely contributed to the selection of the current academy.

Captain Pixley stated he is getting acclimated with recruitment and since Fire is currently not in a testing cycle, he's working on mentoring groups for the 2016 entry-level testing for Fire. He thanked Jeff, Paul, Earl and Antoinette for their added assistance with his transition.

Cadet Hartman stated he is grateful for the opportunity to be a cadet. He's looking forward to his future in Denver and believes the program is great educational tool and proud to be a part of it.

Technician Valdez announced that the 2014 Denver Police Department Annual report will be released soon. Because of budgetary issues, the report hasn't been distributed years. On the subject of this, Captain Sylvia Sich added that Technician Valdez deserved all the credit for the report since he's has been the one to put it together.

Sylvia Sich also stated that she has become aware of other police departments who offer a career path or a mentoring program for their officers. She explained the concept and how it would assist officers decide which career choices they would like to make and what is required to achieve their goals. Sylvia further explained this plan would also assist in building a succession plan to alleviate issues arising when employees retire. Sylvia hopes to present this plan to the Chief's in early 2015 and will keep the Commission updated. Commissioner Mascarenas commented that she believes a career path program has some positive benefits.

### Executive Session:

- Disciplinary Appeal Update and Review

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### Open Session:

There being no further action taken and no other business to be heard, the Civil Service Commission meeting of August 1, 2014 was adjourned at 11:35 a.m.

### CIVIL SERVICE COMMISSION:

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Cecilia E. Mascarenas, Commissioner/President

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Neal G. Berlin, Commissioner/Vice-President

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

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Anna Flores, Commissioner

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Jeannette Madrid-Echave,  
Staff H.R. Professional

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Federico Alvarez, Commissioner

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Hillary Potter, Commissioner