

RECORD OF PROCEEDINGS

CIVIL SERVICE COMMISSION DENVER, COLORADO – AUGUST 15, 2014 MEETING No. 301

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
Felisa Urdiales, Associate H.R. Professional
Jeannette Madrid-Echave, Staff H.R. Professional

Guests: Robert Wolf, City Attorney
Bill Mitchell, Lieutenant, DPD
Estevan Valdez, Technician, DPD
Sylvia Sich, Captain, DPD
Jess Vigil, Deputy Director, MOS
Tyler Brown, Police Applicant

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

Opening:

The Commissioners approved the minutes of the meeting held August 1, 2014 with noted correction.

New Business:

Informational Items:

- Executive Director Report:

Earl Peterson, Antoinette and Brian have met with City Attorney Robert Wolf, to review modifications for Rule 3 based upon recommendations from the Denver Fire Department. They also discussed becoming more stringent with standards especially with DUI's based upon concerns within public safety. Earl further relayed another meeting would be held on August 22, 2104. After that meeting, he will provide a draft of the expected revisions for the Commissioners to review. Denver Fire and

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Police Administration, Employee Groups, Police and Fire Unions and the Manager of Safety's office will have the opportunity to review the modifications as well.

Earl stated he was asked by Executive Director Stephanie O'Malley of the Department of Safety to assist with a comparison of the hiring standards used by the Civil Service Commission and Office of Human Resources to include screening and selection of Denver Police, Fire and Sheriffs. Earl also stated they are also comparing agency rules for Office of Human Resources and Civil Service Commission rules along with disciplinary action rules.

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

Deputy Director Jess Vigil added to Earl Peterson's earlier comment regarding DUI issues within the departments. Jess stated that severe driving restrictions renders the officer from patrolling and becomes a real challenge for administration, with the laws being so strict they will have to revise the disciplinary matrix which is not an easy task. Commissioner Mascarenas stated something more immediate needs to occur when officers are faced with DUI's. Jess also added they are interested in providing wellness programs and would like to see some balance for the officers.

Executive Session:

- Preliminary File Review - Two Entry-level Police Officer Applicants-Request to Stop
- Police Officer Re-employment – Deliberative Review
- Deliberative Review of Entry-Level Firefighter Files
- Disciplinary Appeal Update and Review

Open Session:

As a result of the Entry-level Police Officer Applicants – Preliminary File Review in Executive Session, Commissioner Alvarez made a motion, to deny two (2) Entry-level Police applicants from further consideration in the testing and screening phases and approve one (1) Police re-employment. The motion was seconded by Commissioner Berlin and the motion passed unanimously.

As a result of the Deliberative Review– Entry-level Fire Applicant files, Commissioner Alvarez made a motion to pass twenty-two (22) cadet fire candidate files and fail two (2) cadet fire candidate files. The motion was seconded by Commissioner Berlin and approved. The motion passed unanimously.

There being no further action taken and no other business to be heard, the Civil Service Commission meeting of August 15, 2014 was adjourned at 11:00 a.m.

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CIVIL SERVICE COMMISSION:

Cecilia E. Mascarenas, Commissioner/President

Neal G. Berlin, Commissioner/Vice-President

Anna Flores, Commissioner

Federico Alvarez, Commissioner

Hillary Potter, Commissioner

ATTEST: _____
Earl E. Peterson, Executive Director

Jeannette Madrid-Echave,
Staff H.R. Professional