

RECORD OF PROCEEDINGS

CIVIL SERVICE COMMISSION DENVER, COLORADO – NOVEMBER 6, 2015 MEETING No. 327

Commissioners Present: Federico C. Alvarez, Commissioner
Neal G. Berlin, President
Anna Flores, Commissioner
Joseph G. Sandoval, Commissioner
Larry Trujillo, Commissioner

Staff Present: Antoinette Torres-Janke, Human Resources Supervisor
Felisa Urdiales, Senior Human Resources Professional
Jeannette Madrid, Associate Human Resources Professional
Susan Billotte, Staff Human Resources Professional

Guests: Bob Wolf, City Attorney
Desmond Fulton, Div. Chief DFD
Greg Pixley, Capt. DFD
Wendi Smith, Eng. DFD
John MacDonald, Lt. DPD
Derrick Delgado, Capt. DFD
Luis Cedillo, Capt. DFD
Anthony Norman, DPD
Rodney Sherrod, Lt. DFD

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

Opening:

Commissioner Alvarez moved to accept the minutes of the meeting held October 16, 2015. Commissioner Flores seconded the motion. Motion was passed unanimously.

New Business:

- Approval of 2015 Fire Lieutenant Examination Eligible Register

Commissioner Alvarez made a motion to approve the 2015 Lieutenant Eligible Register. Commissioner seconded; motion passed unanimously.

- Selection of 2016 Police Lieutenant Examination Consultant

Commissioner Berlin inquired as to why there was only one proposal submitted for review. He noted that the bid was higher than before, and asked whether this was reasonable. Earl explained that the slightly higher costs are due to increases in travel for accessors and subject matter experts, and was within an acceptable range. Commissioner Berlin called for a motion to award the contract to Booth Research. Commissioner Flores made a motion. Commissioner Alvarez seconded; motion passed unanimously.

RECORD OF PROCEEDINGS

Informational Items:

- Executive Director Report.

Earl reported on his recent meeting with Fire Chief Tade. DFD/CSC are starting to work on the Fire Engineer's Exam, which will include two (2) practical exercises: aerial, and pumping. There will be a driving certification course that must be completed in order to take this promotional exam.

Within two (2) weeks of the recent Lieutenant Assessments, CSC will get a report from Booth Research Group including feedback from both candidates and assessors. The eligible register was based on previous testing dates, because of the postponement/rescheduling of the Assessments due to the loss of a firefighter.

Earl announced that Karen Harmon will be retiring at the end of December and that he and Antoinette plan to begin the process of reviewing applicants as early as possible. He hopes to have someone in place two weeks prior to Karen's departure. Staff will be involved in the process. Some are current City employees; others are outside city network.

Commissioner Berlin introduced and welcomed the new Commissioner: Larry Trujillo.

- Calendar

Antoinette reviewed upcoming meetings/events through November and early December. She noted that the December 4, 2015 Commission Meeting would be a joint meeting with Aurora Civil Service Commission at Police District 3 (1625 S. University) at the regularly scheduled time of 9:30am.

- Comments from Commissioners:

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Commissioner Berlin introduced Commissioner Larry Trujillo.

- Comments from Staff/Public:

Earl mentioned that DPD is busy interviewing.

Capt. Greg Pixley thanked the Commissioners and the Commission for their help in making the mentoring program successful. There are currently 700+ applicants in the pool of Entry-Level Firefighters scheduled to test in December 2015.

Capt. Derrick Delgado dovetailed Capt. Pixley's remarks, and thanked the Commission on behalf of the F.I.R.E. employee group. He also shared the success F.I.R.E has had with tutoring and hiring of new firefighters.

At 9:45am, Commissioner Berlin made a motion to go into Executive Session.

RECORD OF PROCEEDINGS

Executive Session:

- *Preliminary File Review– Five (5) Entry-Level Police Officer Applicants-Request to Stop
- *Deliberative File Review– Thirty-eight (38) Entry-Level Police Officer Applicant Files
- Disciplinary Update and Review

At 11:07 Commissioner Berlin made a motion to go out of Executive Session

Open Session:

Commissioner Alvarez made a motion to stop background on (5) Entry-Level Police Applicants; Commissioner Flores seconded; motion passed unanimously.

Commissioner Alvarez made a motion to pass (22) Entry-Level Police Officer Applicants; fail (13); defer (3) until final background reports are in. Felisa said the last (3) background reports would be available to the Commissioners on Monday, November 9, 2015. Commissioner Sandoval seconded; motion passed unanimously.

There being no further action taken and no other business to be heard, the Civil Service Commission meeting of November 6, 2015 was adjourned at 11:15 a.m.

CIVIL SERVICE COMMISSION:

Neal G. Berlin, Commissioner/President

Anna Flores, Commissioner

Joseph G. Sandoval, Commissioner

Federico Alvarez, Commissioner

Larry Trujillo, Commissioner

ATTEST: _____
Earl Peterson, Executive Director

Susan Billotte, Staff H.R. Professional