

MINUTES
POLICE EXAMINATION REVIEW COMMITTEE*

January 22, 2008 at 9:00 a.m. Conference Room 7-H-10

Civil Service Commission

ATTENDEES:

Anna Flores, Commissioner
Earl E. Peterson, CSC Executive Director
Antoinette Torres-Janke, CSC
Jeff Wilson, CSC
Chanda Turnbull, CSC
Don Ronyak, Recruitment
Detective Michael Lemmons, Recruitment
Technician Reyes Trujillo, National Latino Peace Officer Association
Detective Rufino Trujillo, Denver Police Latino Organization

Issue #1: Approval of Minutes:

The meeting was called to order. A motion was made by Commissioner Anna Flores and seconded by Civil Service Analyst Jeff Wilson to approve the minutes of November 28, 2007. The motion carried.

Issue #2: Promotional and Entry-level updates:

Promotional

Jeff Wilson handed out the schedule for the 2008 Police Lieutenant examination:

- Registration opens March 3rd and closes April 4th
- Orientation Sessions are April 29th and April 30th
- Candidate deadline to update IAB computerized discipline data base, May 9th
- Conduct Disciplinary History Assessment, May 13th
- Written Examination, June 2nd
- Assessment Center, July 7th – 11th
- CSC Approves Eligible Register, July 18th

Entry-level

Antoinette Torres-Janke handed out the Demographics for the Police Academy that started January 14, 2008. (See below)

DEMOGRAPHICS

January 2008 Police Academy
(January 18, 2008)

NUMBER of Recruits Hired*
Police Academy - January 14, 2008

	Male	Female	TOTAL
Af Amer	2	1	3
Hispanic	2	3	5
White	10	4	14
Asian	1	0	1
Nat Amer	0	0	0
TOTAL	15	8	23

*Includes one White Male Recruit who resigned after 3 days.

Lateral Recruits: 5

Entry-Level: 18

Out of State: 4

Denver** Addr: 4

**Mailing address is "Denver"

PERCENTAGE of Recruits Hired*
Police Academy - January 14, 2008

	Male	Female	TOTAL
Af Amer	8.70	4.35	13.04
Hispanic	8.70	13.04	21.74
White	43.48	17.39	60.87
Asian	4.35	0.0	4.35
Nat Amer	0.0	0.0	0.0
TOTAL	65.22	34.78	100.00

*Includes one White Male Recruit who resigned after 3 days.

CSC will begin processing Entry-level and Lateral Police applicants that test in January and February for a possible October 2008 academy. Analyst Chanda Turnbull stated that about 50 Lateral applicants have signed up to test.

Issue #3: Recruitment updates:

Don Ronyak thanked the Latino organization for coming to the open house. Reyes Trujillo suggested that CSC include the link to the National Latino Peace Officers Association site that is currently on the recruitment Webb site. Don Ronyak will forward the link to CSC.

Issue #4: Open Discussion

ReyesTrujillo handed out articles regarding High School dropout rates for Latino youth. He and Rufino Trujillo expressed concern that applicants with only a high school education may not be considered for Police positions as readily as applicants with higher educational levels. Rufino asked what the educational levels were of the last two

academy classes. Antoinette indicated the Commission would try to provide the requested information at the next PERC meeting.

Rufino Trujillo also expressed concern about allowing command staff to review applicant files for hire. Earl stated that it is the Manager of Safety's decision to appoint whom he wants to review the file since he is the hiring authority.

Police recruiter Michael Lemmons suggested that CSC try to limit the number of trips for out of state applicants to two trips instead of three. CSC has already streamlined lateral testing; the Commission will see what it can do for entry-level testing.

Next scheduled meeting: Tuesday, February 26, 2008 at 9:00 a.m. in Room 7-C-1.

If there are any questions regarding issues in this PERC meeting or in any other PERC meeting, please feel free to contact:

Black Police Officer Association – Sergeant Les Perry, 720-641-1144
Civil Service Commission – 720-913-3370 (Earl Peterson or any of the Analysts)

PERC: An informal committee of representatives from employee groups, Police administration and the Commission. Sponsored by the Commission, its purpose is to provide a vehicle to foster two-way communication on matters related to promotional and entry-level examinations and other areas of interest to members of the Classified Service. Attendance is open to any member of the Classified Service.