



Civil Service Commission
 Police and Fire Classified Service
 Wellington E. Webb Municipal Building
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COMMISSIONERS
 Steven Foster
 Gregory Moore
 Noah Stout
 James Everett
 Chantell Taylor

EXECUTIVE DIRECTOR
 Gracie Perez

**CIVIL SERVICE COMMISSION MEETING
 DENVER, COLORADO – December 10, 2025**

The meeting was hybrid.

Virtual participants attended via MS Teams. In person participants attended at 201 W. Colfax Avenue, Denver, Colorado 80202 (Wellington E. Webb Municipal Building).

Commissioners Present

Commissioner Gregory Moore (Virtual)
Commissioner James Everett (Virtual)
Commissioner Chantell Taylor (Virtual)
Commissioner Steven Foster

Staff Present

Gracie Perez, Executive Director	Stephanie Rios, SR HR Recruiter
Tammy Lewis, SR HR Recruiter	Dylan Tomsey, SR HR Data Analyst
Alexandra Kehoe, SR HR Data Analyst	Diana Aldapa-Fonseca, SR Budget Analyst
Janet Martinez, Recruitment & Admin Support (Virtual)	Brandon Dorsey, Recruitment & Admin Support (Virtual)
Mike Gargaro, CSC Investigations Technician (Virtual)	Barbara Wimmer, CSC Investigations Tech (Virtual)
Alane Carlton, CSC Investigations Tech (Virtual)	

Guests

David Hageman, DFD Division Chief (Virtual)
Nathaniel Magee, DPD Technician (virtual)
Bob Wolf, CAO
Brian Martin, CAO

MINUTES

- Commissioner Foster presided over this meeting and introductions started at 3:08-pm.
- The minutes from the 11.19.25 commission meeting was unanimously approved.
- Commissioner Foster asked if there were any comments from the public. There were none.
- Commissioner Foster moved onto the next agenda item which was Board Updates.
- Executive Director, Gracie Perez spoke about how her and Commissioner Everett attended the local 858 meeting the day before.
- Commissioner Everett spoke about how it was a great opportunity to hear more about the disciplinary process from the fire perspective. He stated he asked for any documentation or any other insights ~~and so just letting you~~ to let them know that there's transparency on the board. He is looking forward to hearing from them.
- Executive Director, Gracie Perez presented her Executive Director's report on DPD 25-3 Closeout. She shared information on the following:
 - Academy start date which was 12/1/2025
 - Total offers: 73
 - Total Hired: 53 (3 processed prior/recycled)
 - 9 candidates were deferred or rolled over to 26-1
 - 2 candidates rescinded
 - 9 candidates withdrew
- There was a race/ethnicity pie chart shared in the slide show detailing the following:
 - American Indian or Alaska Native – 2%
 - Asian – 4%
 - Black or African American – 4%
 - Decline to Identify – 4%
 - Hispanic/Latino – 36%
 - Two or More Races – 12%
 - White – 38%
- The last slide shared a year over year comparison information on a 5-year academy recruit count.
- During this presentation there was a question from Commissioner Moore asking does CSC receive the reason why a candidate may withdrawal.
- Gracie answered that SR HR Recruiter, Tammy Lewis does have that information, but she wasn't prepared to share it at that time. Gracie also mentioned unfortunately it's a system limitation right now where if they withdrew off of workday it doesn't ask them for the reason for the withdrawal.
- SR HR Data Analyst, Alli Kehoe took over the remainder of the slide show with a presentation on the CSC Culture & Engagement Survey.
- Alli shared how the CSC staff took the Gallup 12 Engagement Survey which is designed to measure psychological needs for employee engagement and job satisfaction.
- She shared the Successes and the Areas of Opportunity that was learned from the staff taking the survey.
- It was asked if the board had any questions.

- Commissioner Everett shared a comment on how he thought it was a lot of change and a lot of procedural things when you're developing and building systems from the ground up, it's hard to add on growth and development.
- Executive Director, Gracie Perez presented a power point on the proposed changes Rule 17.
- This presentation explained what Rule 17 currently entails and what proposed changes regarding lateral entry candidates.
- CSC has been processing lateral recruits in the PO1 and PO2 rank in the last few years. As of today, it is uncertain when the non-compliant practice has begun.
- It is the desire of Denver Police Department (DPD) leadership to continue hiring lateral appointments at a salary higher than a police officer recruit to continue to attract valuable and experienced talents.
- This proposed rule change aims to align CSC rules on rank upon employment and Charter provision on salary upon employment for police lateral appointments.
- Gracie also mentioned other agencies with their lateral pay based on experience and other factors.
- Commissioner Moore had asked for more clarity on CSC's role in the lateral hiring process and pay determination.
- Gracie asked the board for approval to initiate the rulemaking process.
- Commissioner Foster requested a motion to approve the rulemaking initiation for proposed changes to rule 17.
- Commissioner Moore motioned; Commissioner Everett seconded. Motion passed unanimously.
- The meeting moved to Commission Review of Candidates, led by SR HR Data analyst, Dylan Tomsey.
- The board voted on candidates.
 - Pass =3
 - Fail =3
 - Total =6
- The meeting was adjourned at 3:35 pm MST.

CIVIL SERVICE COMMISSION:

/s/ Noah Stout

Noah Stout, Commissioner

/s/ Gracie Perez

Gracie Perez, Executive Director

/s/ Chantell Taylor

Chantell Taylor, Commissioner

/s/ Steve Foster

Steve Foster, Commissioner

/s/ Gregory Moore

Gregory Moore, Commissioner

/s/ James Everett

James Everett, Commissioner