



**Civil Service Commission**  
 Police and Fire Classified Service  
 Wellington E. Webb Municipal Building  
 201 W. Colfax Ave, 1st Floor  
 Denver, CO 80202  
 Phone: 720-913-3370  
 Fax: 720-913-3373  
[www.denvergov.org/civilservice](http://www.denvergov.org/civilservice)

**COMMISSIONERS**  
 Steven Foster  
 Gregory Moore  
 Noah Stout  
 James Everett  
 Chantell Taylor

**EXECUTIVE DIRECTOR**  
 Gracie Perez

**CIVIL SERVICE COMMISSION MEETING  
 DENVER, COLORADO – February 11, 2026**

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             |
| Commissioner Chantell Taylor (Virtual) |
| Commissioner Noah Stout                |
| Commissioner Foster                    |

**Staff Present**

|  |   |
|--|---|
| Gracie Perez, Executive Director                   | Stephanie Rios, SR HR Recruiter (Virtual)                 |
| Tammy Lewis, SR HR Recruiter                       | Dylan Tomsey, SR HR Data Analyst                          |
| Alexandra Kehoe, SR HR Data Analyst                | Diana Aldapa-Fonseca, SR Budget Analyst (Virtual)         |
| Janet Martinez, Recruitment & Admin Support        | Brandon Dorsey, Recruitment & Admin Support (Virtual)     |
| John MacDonald, CSC Investigations Tech (Virtual)  | Barbara Wimmer, CSC Investigations Tech (Virtual)         |
| Melissa Hawkins, CSC Investigations Tech (Virtual) | Michele Guzman-Estrada, CSC Investigations Tech (Virtual) |
| Shawn Saunders, CSC Investigations Tech (Virtual)  | Casey Williams, CSC Investigations Tech (Virtual)         |
| Robert Daly, CSC Investigation Tech (Virtual)      | Michael Gargaro, CSC Investigations Tech (Virtual)        |

**Guests**

|   |  |
|---|--|
| Nathaniel Magee, DPD Technician (Virtual)   | Elijah Garcia, DOTI Equipment Operator (Candidate) |
| Maria C. Aldridge, DPD Lieutenant (Virtual) | David Hageman, DFD Division Chief (Virtual)        |
| Bob Wolf, CAO                               | Brian Martin, CAO                                  |

|   |   |
|---|---|
| Gunnar Martinez, Candidate<br>(Virtual) | Jesse Carey, CC City Council Aide<br>Senior (Virtual) |
| Jeremy Hastings, Candidate<br>(Virtual) |   |

## MINUTES

- Commissioner Foster presided over this meeting and introductions of the Commissioners started at 3:02 PM.

### Open Session

- Commissioner Foster asked if there were any visitors attending the meeting. There was no response from the guests online attending.
- The minutes from January 28, 2026, commission meeting was unanimously approved.
  - Motion: Commissioner Foster; Second: Commissioner Stout; Vote: All in favor.
- Commissioner Foster asked if there were any comments from the public. There were none.
- Commissioner Stout asked if there were any board updates. There were none.
- The meeting moved to Commission Review of Candidates, led by SR HR Data analyst, Dylan Tomsey.
  - Pass =16
  - Fail =13
  - Total 29
- Executive Director, Gracie Perez shared her Executive Director's report on Ratification of Email Vote re Unopposed Motion for Extension Time to File Opening Brief of on case 25CSC10A, CSC's 2025 Annual Report, CSC Board Member Vacany, and Post Implementation Update Marijuana Rule Change.

### During ED Report Presentation

- The 2025 Annual Report was praised by the board for clarity, design, and good representation of the department. The board approved the Annual report.
- Discussion was held on the Marijuana Rule change Post Implementation portion of the ED report. Data showed an increase of candidates answering "yes" misinterpreting the question about marijuana when applying.
- Commissioner Stout asked why such a higher number of disqualified candidates for the marijuana usage question from 2023 versus 2025. The question was answered by Gracie explained the number of applications we had in 2023 compared to 2024 coming out of COVID.
- It was discussed how police candidates had more applicants being disqualified for the marijuana questions more than any other applicants due to the higher number of people applying to be a police officer.
- Commissioner Foster asked why would you care about post-accident tests after someone I hired. Gracie shared that it was a way to show

**An Equal Opportunity Employer**

that those who have been hired are still true to not being marijuana users on the job. Commissioner Foster also asked was 5 a high number of Fire individuals who took post-accident tests. DFD Division Chief, David Hageman, answered that number was on par, and usually that DFD does not have employees come up positive for marijuana usage.

- Commissioner Foster made a motion to ratify the email vote for Unopposed Motion for Extension Time to File Opening Brief during the ED report. The motion was second by Commissioner Stout. Motion passed.
- SR HR Data Analyst, Alli Kehoe Shared a presentation on the Stakeholder Satisfaction Survey during Gracie's Executive Director's Report.

#### **During Stakeholders Satisfaction Survey**

- Commissioner Moore asked can anyone from the community survey as a stakeholder or no they don't count? Executive Director, Gracie Perez, responded that this was the first year the survey was sent out and that the survey was sent out to those we work with on a regular basis but the hope this year is that CSC will build a better relationship with our community partners to have more involved next survey
- Commissioner Foster asked how much advance notice we gave various stakeholders letting them know the survey would be coming available to take. Gracie spoke about how individuals were contacted at the beginning of the year with word that the survey would be available. The survey was available to take for two weeks and stakeholders were notified with a midpoint reminder to take the survey before the survey wasn't available anymore.
- Commissioner Foster mentioned he would help to get more advertising and awareness for the survey next time there is another survey available.
- The board suggested regular stakeholder meetings, and more opportunities for communication.

#### **Close of Meeting**

- Motion to adjourn: Commissioner Foster; Second: Commissioner Stout; Vote: All in Favor
- Motion was passed and the meeting adjourned at 3:38 PM

**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