

Civil Service Commission

Safety Committee Presentation
February 12, 2024

Who We Are

- Equal employment opportunity and non-discriminatory independent agency
- 5-member Board of Commissioners

Member Name	Appointing Authority
Amber Miller	Mayor Appointee; City Council Approved
Vacant	City Council
Noah Stout	City Council
Gregory Moore	Mayor
Steven Foster	Mayor

- 1 Executive Director
- 10 full time plus 23 on call staff

Board of Commissioners	Executive Director
Appoints and oversees the Executive Director	Operations/procedures
Rule making	Administration of examinations
Review applicants/ approve eligible registers	Oversees staff
Investigations & Appeals	Reporting/compliance

Who We Are

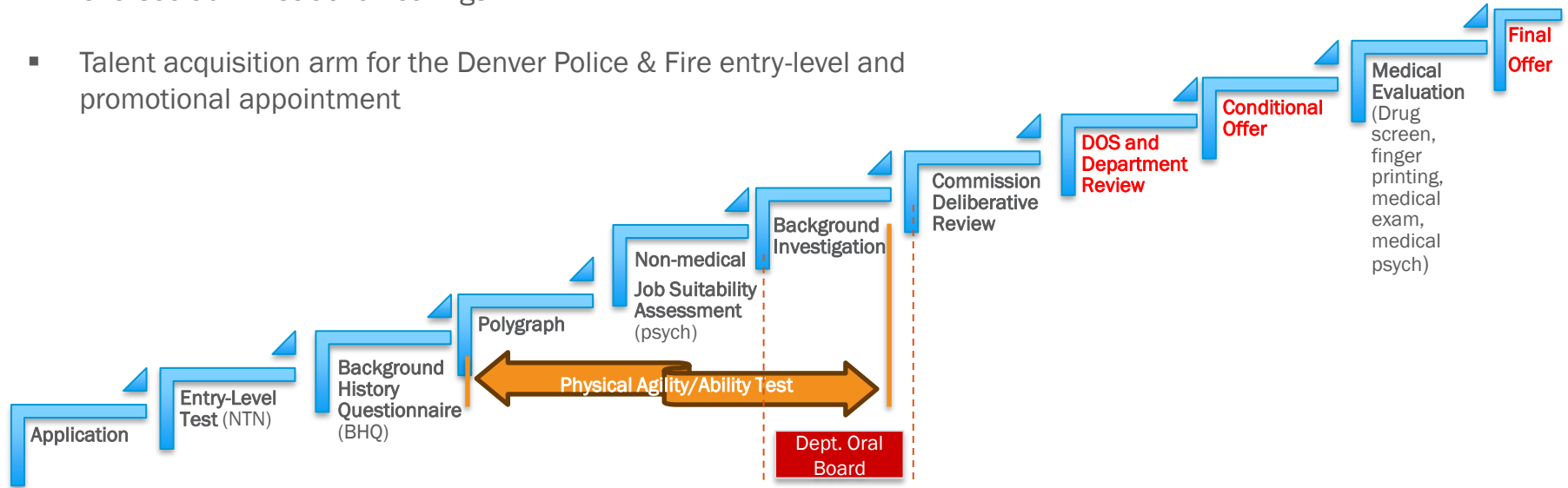
- 2025 Budget = \$2,460,885.00
- Contract services
- Outsourced services (subscription, pay per service, paid for by another agency)

Services	Providers
Polygraph Exam	Amich & Jenks, Baseline Associations, Inc, Forensic truth
Psychological Assessment	Psychological Dimensions, Nicoletti-Flater Associates, IMA Evaluations
Hearing Officers	Daniel Ferguson, Carrie Clein
Drug Screen	Psychemedics

Services	Providers
Medical Physical Exam	Concentra, Injury Care Associates, Denver Health
Language Assessment	Various
Written Exam	NTN
Promotional Exam	c/o RFP each time

What We Do

- Receive appeals for imposed disciplinary actions (except disciplinary reprimand & probationary discharge)
- Oversee administrative hearings
- Talent acquisition arm for the Denver Police & Fire entry-level and promotional appointment



Recent Changes

Step	Prior	New
Written Test (NTN) - Police	4 components: Human Relations, PSSA, Writing, Reading 4 hours Proctored	2 Components: Reading & Writing <1 hr. Not proctored
Written Test (NTN) - Fire	5 components : Human Relations, PSSA, Writing, Reading, Mechanical Reasoning 4+ hours Proctored	4 Components: Human Relations, Writing, Reading, Mechanical Reasoning 2 hours Proctored

Recent Changes

Step	Prior	New
Job Suitability Assessment Job Analysis – Fire, EMT, & Police	>3-5 years (estimate)	Job Analysis conducted 12/11/2024 – 1/3/2025
<i>Proposed:</i> Citizenship Rule	Non-US citizens are automatically disqualified	Alignment with 2T; non-US citizens may be considered
<i>Proposed:</i> Marijuana Rule	Use 12 months prior to application is an automatic disqualifier	Use from date of application will be a disqualifier

Thank you!

Gracie Perez
Executive Director