

# PROCLAMATION



City and County of Denver

## **Proclamation No. 20-1468 Recognizing the Service of Earl Peterson to the City of Denver**

**WHEREAS**, Earl Peterson was hired as Executive Director of the Civil Service Commission on November 6, 2000; and

**WHEREAS**, Earl Peterson approached challenges in his work with a commonsense strategy and worked thoroughly and thoughtfully to implement important process improvements using a collaborative approach; and

**WHEREAS**, those improvements include working with the Police Department and Police Protective Association to more closely align the promotion and disciplinary processes, to reform the disciplinary process to improve public confidence, to develop a disciplinary matrix to establish a system of standards for accountability and discipline, as well as streamlining computer-based entry-level fire and police testing registration to improve costs and efficiency of the applicant registration process, and the implementation of the Service Background Investigation Unit which saves DPD significant money by conducting applicant background investigation and helping with the hiring process; and

**WHEREAS**, in order to attract a broader base of applicants, under Earl's leadership the Civil Service Commission established language skill points for those who are bilingual that helps create career advancement opportunities and the potential to earn higher wages for bilingual applicants; and

**WHEREAS**, during his leadership and continuing forward, Earl continues to believe the focus of the cadet program should be to create more diverse hiring opportunities to ensure the those that serve in the DPD and DFP represent the community as role models for the next generation to serve; and

**WHEREAS**, towards that broader goal, Earl helped encourage a diverse hiring process, from outreach to onboarding, that better connects DPD and DFP with communities they represent by seeking out and directly engaging applicants strategically with open houses at fire and police academy facilities, educating and informing potential applicants about the job, and providing mentoring and support to capture a diverse applicant pool.

**NOW THEREFORE, BE IT PROCLAIMED BY THE COUNCIL OF THE CITY AND COUNTY OF DENVER:**

**Section 1.** That the council of the City and County of Denver recognizes Earl Peterson and his passionate dedication to work on behalf of the people of the City of Denver and serve his community during his leadership on the Civil Service Commission.

**Section 2.** That the Clerk of the City and County of Denver shall affix the seal of the City and County of Denver to this proclamation and that a copy be transmitted to Earl Peterson.

PASSED BY THE COUNCIL December 7, 2020

A handwritten signature in cursive script, appearing to read "David Filmon".

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PRESIDENT