



CIVIL SERVICE COMMISSION MEETING
CITY COUNCIL CHAMBERS – CITY HALL
#1 CITY HALL PLACE
Tuesday, January 9, 2018
5:30 PM

MINUTES

CALL TO ORDER

Chairman Archibeque called the Civil Service Commission Meeting to order at 5:31 PM.

ROLL CALL

Commission Members Present: Dan Archibeque, Sharon Bonner, Guy Kennedy

Administrative and Civil Service Staff Members Present: Robert Jagger, Counsel for the Commission; Marisa Pacheco, HR Director; and Manuel Alcalá, Civil Service Administrator.

Other interested parties: Shawn Shelton, City of Pueblo Fire Chief; Joey Gutierrez, President, International Association of Firefighters Local #3; City employees/members of IAFF Local #3 Ryan Moran, Chris Obert, Kent Kilcullen, Grant Grinstead, Andy Bachicha, and Jim Riddell.

OATH OF OFFICE

Oath of Office administered by Acting City Clerk Brenda Armijo for re-elected Commissioner Dan Archibeque.

AMENDMENTS TO THE AGENDA

None

READING AND APPROVAL OF MINUTES:

Motion made by Mr. Archibeque to dispense with the reading and approval of the minutes for the December 12, 2017 regular meeting as distributed; Mr. Kennedy moved, 2nd by Ms. Bonner.

Roll Call -- Ayes: Archibeque, Kennedy, Bonner. Motion carried unanimously.

CIVIL SERVICE COMMISSION MEETING MINUTES (CONTINUED)

January 9, 2018

CONSENT AGENDA

STATUS REPORT OF CURRENT RECRUITMENTS

The Commission received and filed the following status reports on current recruitments:

1. **Accounting Manager** (Recruitment due to newly added full-time position) - The external recruitment began on December 10, 2017 and ended on December 31, 2017. No qualified applications were received.
2. **Assistant City Attorney I/II** (Recruitment due to newly added full-time position) - The recruitment began on December 4, 2017 and ended on December 29, 2017. A total of 20 applications were received, and forwarded to the Human Resources Department.
3. **Construction Inspector** (Recruitment due to employee promotion) - The external recruitment began on December 7, 2017 and ended on December 28, 2017. We received 9 approved applications. The written exam is scheduled for January 16, 2018.
4. **Emergency Medical Officer** (Recruitment due to employee retirements/promotions) - The promotional recruitment began on November 9, 2017 and ended on November 23, 2017. The written exam was administered on December 13, 2017. The eligibility list will be presented to the Civil Service Commission for certification during this meeting.
5. **Fire Captain** (Recruitment due to anticipated vacancies) - The promotional recruitment began on October 29, 2017 and ended on November 12, 2017. We received 36 approved applications. The written exam was administered on November 29, 2017. There was an irregularity during the administration of the exam; the Commission will announce the ruling during this meeting.
6. **Police Sergeant** (Recruitment due to anticipated employee vacancies) - The promotional recruitment began on October 18, 2017 and ended on November 1, 2017. We received 45 approved applications. The written exam is scheduled for January 19, 2018.
7. **Senior WWTP Maintenance Mechanic** (Recruitment due to an employee vacancy) - The internal recruitment yielded no applicants. The external recruitment began on January 4, 2018 and ends on January 25, 2018. There were 0 applicants as of the date this agenda was prepared.
8. **Wastewater Utility Worker** (Recruitment due to anticipated vacancies) - The external recruitment began on November 12, 2017 and ended on December 3, 2017. The written exam was administered on December 14, 2017; 8 applicants passed. The eligibility list will be presented to the Civil Service Commission for certification during this meeting.

CIVIL SERVICE COMMISSION MEETING MINUTES

January 9, 2018

CONSENT AGENDA (CONTINUED)

9. **Water Reclamation Worker** (Recruitment due to anticipated vacancies) - The external recruitment began on November 12, 2017 and ended on December 3, 2017. The written exam was administered on December 18, 2017; 8 applicants passed. The eligibility list will be presented to the Civil Service Commission for certification during this meeting.

COMMUNICATIONS

1. Ratified the Commission's letter to Andy Bachicha, President, IAFF Local 3 Union, regarding the delay in the recruitment and examination dates for the position of Fire Engineer.
2. Ratified the Commission's letters to Daniel Clark, Kerry Jones, and Sadie Rigdon, regarding the removal of their names from the Accountant I eligibility list.
3. Ratified the Commission's letters to Derek Ashcraft, Barbara Hatton, and Richard Hubler, regarding the removal of their names from the Code Enforcement Officer eligibility list.
4. Ratified the Commission's letter to Eric Hordinski, regarding the removal of his name from the Construction Inspector eligibility list.
5. Ratified the Commission's letters to Anthony Aschom, Jessa Cook, Nicholas Eurich, Adriana Holmes, Jennifer Mata, Jaylee Montoya, Jessica Rister, Adrian Sanchez-Rohrer, and Ana Stratton, regarding the removal of their names from the Emergency Services Dispatcher eligibility list.
6. Ratified the Commission's letters to Joe Benavidez, Brandon Bickle, Sean Blumenkrantz, Lukas Brown, Torrance Cannon, Brittney Craighead, James DeFelippo, Stephen Frazier, Joshua Habib, Brian Harshman, Luquam Hill, Manfred Johnson, Brian Lacey, Nicholas Lamb, Brandon Lankford, Justin Lee, John Lieder, Andrew Morris, Dehryen Noriega, Jason Noval, Tyler Owens, Anthony Palumbo, Oscar Perez Reyes, Walter Pope, Randy Ramirez, Jonathan Russel, Richard Ruiz, Jonathan Shuff, Benjamin Swenson, Eric Vallejos, and Bret Werle, regarding the removal of their names from the Police Patrol Officer eligibility list.
7. Ratified the Commission's letter to Richard Hubler regarding the rejection of his appeal relating to the removal of his name from the Code Enforcement Officer eligibility list.
8. Ratified the Commission's letters to Scott Bond, Andre Bustamante, Adam Cozzetto, Dakota Cupp, Jay Euler, Denny Garoutte, Joel Karlis, Andrew Kopp, Matthew Krening, Brandon Lippert, Joshua Maul, Shannon Measel, Ryan Sanchez, Albert Solis, Robert Taylor, Michael Vigil, and Marcus Wylie, regarding the removal of their names from the Firefighter eligibility list.
9. Ratified the Commission's letter to Krysta Swallow regarding the approval of her appeal relating to the removal of her name from the Emergency Services Dispatcher position.

CIVIL SERVICE COMMISSION MEETING MINUTES
January 9, 2018

CONSENT AGENDA (CONTINUED)

10. Ratified the Commission's letter to Mickey Beyer regarding the rejection of his appeal due to lack of jurisdiction in hearing his case, related to Section 6-8-3 of PMC.
11. Ratified the Commission's letter to Daniel Arellano regarding the placement of his name on the Utility Worker, Wastewater Utility Worker I, and Wastewater Utility Worker II re-employment lists.
12. Ratified the Commission's letters to Isaac Abila and Ashley Robinson regarding the placement of their names on the Police Patrol Officer re-employment list.

Commission Action: *Motion made by Mr. Archibeque to accept all Consent agenda items; Mr. Kennedy moved, was seconded by Ms. Bonner.*

Roll Call -- Ayes: Archibeque, Kennedy, Bonner. Motion carried unanimously.

REGULAR AGENDA

1. Review and discussion of the decision relating to the Fire Captain written exam.

Civil Service Administrator Manuel Alcala read a recommended decision to the Commissioners, to which in summary, is to throw out the entire Technical Fire Concepts Section of the exam (30 questions), and administer that exam portion on January 19, 2018 to replace the items identified above. The results from this portion of the exam would be combined with the results from the 70 test questions that were not thrown out.

Several Fire Captain test examinees were present in the audience, and Commissioner Archibeque asked if anyone would like to comment, to which several people approached the podium to make their public comments.

Joey Gutierrez, IAFF Local #3 President, stated that in 2010 a similar situation occurred, and the entire Fire Captain's test/exam was thrown out; Gutierrez wanted to reiterate the stance that individuals will be harmed by the re-testing of the 30 questions (one section); requested the whole test be thrown out. Gutierrez questioned how would the seniority points be split if only that section of the test were re-taken.

Ryan Moran, Fire Engineer, stated the 2010 Fire Captain exam was never scored; he was #1 on the current list and could be viewed as biased, but he doesn't agree to throwing out the whole test; requested to let the exam stand at the 83 questions/points. Moran added that his ranking would drop down to #4, but to be fair to all, let exam stand or re-test only on the 17 questions.

Chris Obert, Emergency Medical Officer, stated he scored well; for the greater good re-test the 17 questions only.

CIVIL SERVICE COMMISSION MEETING MINUTES

January 9, 2018

REGULAR AGENDA (CONTINUED)

Commissioner Daniel Archibeque requested IAFF Local #3 President Joey Gutierrez to re-approach the podium; Commissioner Archibeque wanted to sustain clarity that the entire exam section was the concern of the Commission (section included the 17 questions that were NOT on the required reading list); and to ensure both Fire Union and Commission are understanding that to maintain the fairness of the processes and maintain integrity it would be best to re-test on the section. Union President Joey Gutierrez said that by a vote of the membership, the request is to only re-test on the 17 questions.

Ken Kilcullen, Fire Engineer, stated he performed fairly well on the exam; suggested leave the exam scores at the 83 questions or retest only on the 17; added that the 'guys' did much preparation for this exam.

Grant Grinstead, Fire Engineer, stated he performed well on this exam and that the top five on the list are currently in the room (meeting); he can see all points of view, but he wants to see what is fair for all involved; he suggested that all re-take the 17 questions only or the entire exam.

Jim Riddell, Fire Inspector, stated he would reiterate on Grant Grinstead's initial statement, but he suggests re-testing only on the 17 questions or let stand/grade the current exam at the 83 questions.

Andy Bachicha, Emergency Medical Officer, stated he scored 2nd place on the scored list; he stands with the rest of his co-workers; re-test on the 17 questions only. Bachicha added that it would give other individuals (who did not study) an advantage to study if the re-test includes the whole section (30 questions).

Commission Action: After listening to the statements of the Fire personnel, Mr. Kennedy, seconded by Ms. Bonner, moved to accept the CS Administrator's recommendations to re-test only the one section (Technical Fire Concepts) of the Fire Captain exam.

Roll Call -- Ayes: Mr. Archibeque, Mr. Kennedy, Ms. Bonner. Motion carried unanimously.

2. Submission of the resumes, and introduction of Dr. McElroy, Dr. Bricker, and Dr. Fox, who will be taking over Psychological Dimensions, PC upon the retirement of Dr. Cullens.

Commission Action: Mr. Kennedy, seconded by Ms. Bonner, moved to accept the services of Dr. McElroy, Dr. Bricker, and Dr. Fox of Psychological Dimensions, PC.

Roll Call -- Ayes: Mr. Archibeque, Mr. Kennedy, Ms. Bonner. Motion carried unanimously.

CIVIL SERVICE COMMISSION MEETING MINUTES
January 9, 2018

REGULAR AGENDA (CONTINUED)

3. Submission of the eligible list for Emergency Medical Officer.
Commission Action: *Mr. Kennedy, seconded by Ms. Bonner, moved to approve, and certify the eligible list for the class title of Emergency Medical Officer.*

Roll Call -- Ayes: Mr. Archibeque, Mr. Kennedy, Ms. Bonner. Motion carried unanimously.
4. Submission of the eligible list for Wastewater Utility Worker.
Commission Action: *Mr. Kennedy, seconded by Ms. Bonner, moved to approve, and certify the eligible list for the class title of Wastewater Utility Worker.*

Roll Call -- Ayes: Mr. Archibeque, Mr. Kennedy, Ms. Bonner. Motion carried unanimously.
5. Submission of the eligible list for Water Reclamation Worker.
Commission Action: *Mr. Kennedy, seconded by Ms. Bonner, moved to approve, and certify the eligible list for the class title of Water Reclamation Worker.*

Roll Call -- Ayes: Mr. Archibeque, Mr. Kennedy, Ms. Bonner. Motion carried unanimously.

ADMINISTRATIVE ITEMS

1. The next regular meeting of the Civil Service Commission was scheduled for February 13, 2018, at 5:30 p.m. The meeting will be held in the City Council Chambers, #1 City Hall Place.

INFORMATIONAL ITEMS

The Civil Service Administrator presented handouts and the Employee Status Report for December 2017.

ADJOURNED: 5:59 PM


Chairman