

CIVIL SERVICE COMMISSION MEETING		
MINUTES		
1:00 PM	FEBRUARY 12, 2019	FITZSIMONS ROOM
	Pamela Turner	Chair
	Robert Christoffersen	Vice Chair
	Mike Gorin	Commissioner
	Tim Ehgots	Commissioner
	Jim Weeks	Commissioner
STAFF PRESENT	Matt Cain	Administrator
	Emily Shuman	Senior Analyst
	Heather Dearman	Civil Service Analyst
	Michelle Haines	Civil Service Analyst
OTHERS PRESENT	Dan Brotzman, Isabelle Evans, Peter Morales, Kim Skaggs	City Attorney
	Div. Chief Glidden, Div. Chief Ortiz, Ofc. Syidi, Ofc. Wicklund	Aurora Police Department
	Dpty. Chief Anderson, Sherri Jo Stowell	Aurora Fire Department
	Ofc. Wilkinson	Aurora Police Association
	Tech. Pulliam	IAFF
	Michelle Wolfe	Deputy City Manager
	Nicole Johnston	City Council
1) Chair Turner called the Civil Service Commission meeting to order at 1:00 pm.		
A. All who were present introduced themselves.		
B. On a motion by Commissioner Gorin, seconded by Vice-Chair Christoffersen the agenda was adopted as written.		
C. On a motion by Vice-Chair Christoffersen, seconded by Commissioner Gorin the minutes for the Commission meeting on January 8, 2019 were approved.		
2) AGENDA ITEMS (Requires a vote)		
A. Proposed Rule Change Regarding Disciplinary Hearings	Cain	
DISCUSSION	Chair Turner summarized the process that the proposed rule change regarding disciplinary hearings has gone through. Cain noted the changes and additions to the rule. The following verbiage was voted on "Commission may consider discipline imposed upon other civil service personnel on matters of a similar nature if it possesses probative value commonly accepted by reasonable and prudent persons in the conduct of their affairs. All comparisons shall indicate the Chief that imposed the discipline.	

	<p>Deference shall be given to discipline imposed by the same Chief of Police or Fire Chief who imposed the discipline which is on appeal. The Commission may also consider any disciplinary matrix adopted by, as applicable, the Police or Fire Department. Hearing counsel for the Commission shall initially rule on all evidentiary matters during the hearing or, for the purposes of judicial economy, prior to the hearing. If any Commissioner disagrees with the ruling of hearing counsel to the Commission, then the issue will be resolved by a vote of a majority of the Commissioners presiding over the hearing. All votes taken shall be on the record. In the event of a tie vote, the evidence or material will be admitted. A record may be made setting forth the reasoning behind a dissenting vote.”</p>
<p>PROPOSALS/ CONCLUSIONS</p>	<p>Vice-Chair Christoffersen made a motion to approve the above language. Commissioner Ehgots seconded the motion. The motion passed unanimously.</p>
<p>3) ITEMS FOR DISCUSSION (No vote required)</p>	
<p>4) REPORTS</p>	
<p>A. COMMISSIONER REPORTS</p> <ul style="list-style-type: none"> ❖ Fire Captain Assessment Center- Commissioner Ehgots stated that the candidates were well prepared and did a super job. ❖ Fire Engineer Practical- Vice-Chair Christoffersen noted that all 4 candidates passed. ❖ Dave Williams Memorial Service- Vice-Chair Christoffersen stated that the ceremony was nice and that Dave will be missed. Commissioner Gorin said that he is a part of the all veteran’s honor guard team at Fort Logan and was honored to be a part of the ceremony there. ❖ Station 16 Grand Opening- Commissioner Ehgots stated that the station is in great shape. ❖ Deb Wallace Retirement- Chair Turner thanked Emily Shuman for organizing the retirement party. ❖ Entry-Level Statistics- Chair Turner thanked Michelle and Heather for their timely preparation of Entry-Level Fire and Police statistics for council as requested. 	
<p>B. STAFF REPORTS Future Calendar Items: February 18- Offices closed for President’s Day February 20 through 23- Frontline testing March 12- Regular Civil Service Commission meeting</p>	
<p>C. LEGAL COUNSEL REPORTS ❖</p>	
<p>5) COMMENTS</p>	
<p>A. FIRE DEPARTMENT</p>	
<p>1.Chief or Designee – Deputy Chief Andersen stated that there were 31 recruits remaining in the academy. She stated they have started interviewing 20 lateral candidates.</p>	
<p>2.Union Designee – Technician Pulliam said he was looking forward to being the new representative at the commission meetings.</p>	

B. POLICE DEPARTMENT
1.Chief or Designee – Division Chief Glidden reported that the first week of the academy went well. He credited the incredible group of laterals who surrounded the recruits with support.
2.Association Designee <ul style="list-style-type: none"> ➤ APA – None ➤ FOP – None Present
C. CITY MANAGER DEPARTMENT – Wolfe welcomed new commissioner Jim Weeks. She announced that Deputy City Manager Jason Batchelor would be taking her place over public safety. Wolfe stated that the public safety commission would be discussing citizenship requirements at the March 21 st meeting.
D. PUBLIC COMMENT- None
6) ADJOURNMENT – Commissioner Gorin made a motion to adjourn the meeting, seconded by Vice-Chair Christoffersen. The meeting adjourned at 1:23 pm.

ATTEST: _____
Pam Turner, Chair

Heather Dearman, Civil Service Analyst