

| CIVIL SERVICE COMMISSION MEETING | | |
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| MINUTES | | |
| 1:00 PM | MARCH 12, 2019 | FITZSIMONS ROOM |
| | Pamela Turner | Chair |
| | Robert Christoffersen | Vice Chair |
| | Mike Gorin | Commissioner |
| | Tim Ehgotz | 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 | Isabelle Evans, Julie Heckman, Rachel Allen | City Attorney's Office |
| | Div. Chief Glidden, Ofc. Syidi, Ofc. Wicklund | Aurora Police Department |
| | Dpty. Chief Anderson, Sherri Jo Stowell | Aurora Fire Department |
| | Ofc. Wilkinson | Aurora Police Association |
| | Tech. Pulliam | IAFF |
| | Jason Batchelor | Deputy City Manager |
| | Dianna Giordano | Director of Human Resources |
| | Francoise Bergan, Dave Gruber | 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 Commissioner Ehgotz the agenda was adopted as written. | | |
| C. On a motion by Commissioner Ehgotz, seconded by Commissioner Gorin the minutes for the Commission meeting on February 12, 2019 were approved. | | |
| 2) AGENDA ITEMS (Requires a vote) | | |
| A. Police Entry-Level 2019-2 Prospective Employment List (PEL) Certification | | Dearman |
| DISCUSSION | Dearman summarized the 2019-2 Police Entry-Level testing process. She stated that 906 applications for a projected August 5, 2019 academy were accepted from November 16, 2018 through February 10, 2019. 763 applicants passed MQ screening and were invited to schedule for the Frontline exam, take a fit test, and attend the mandatory "So, you want to be a cop?" seminar. 338 applicants completed the Frontline exam and 286 are now on the PEL. She summarized how many were in each Band. | |
| PROPOSALS/ CONCLUSIONS | The 2019-1 PEL was expired and the 2019-2 was certified with signatures. | |

| 3) ITEMS FOR DISCUSSION (No vote required) | |
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| A. Citizenship Requirement | Commission |
| DISCUSSION | Chair Turner summarized the history of the topic regarding hiring non U.S. citizens. She stated that at the January 8, 2019 CSC meeting, the Commission voted to ask Public Safety committee to weigh in on the topic. She added that the committee voted unanimously to support a change in the CSC rule to require U.S. citizenship for both police and fire. There was further discussion about the laws and exceptions to it. Deputy City Mgr. Batchelor recommended that a good next step would be to bring in some outside legal expertise. There was a discussion about the recommended expert, how the City would pay for it and who would be a part of the initial meetings. Chair Turner stated that the Commission needs to decide what they must do to be in compliance, what they can do, and what the best thing to do for the City would be. |
| PROPOSALS/ CONCLUSIONS | The Commission agreed to have Deputy City Mgr. Batchelor and Cain organize an initial meeting with an expert and come back to the Commission with recommendations in April or May. Chair Turner thanked the Councilmembers Gruber and Bergan for putting this topic on their agenda and discussing it. |
| 4) REPORTS | |
| A. COMMISSIONER REPORTS | |
| ❖ Frontline Testing- Vice-Chair Christoffersen said that the group was diverse. He thanked officers Wicklund and Syidi for presenting the "So, you want to be a cop?" seminar directly after testing. He added that he was pleased candidates could invite their families to the seminar. He praised the recruiters for a job well done. | |
| B. STAFF REPORTS | |
| Future Calendar Items: March 27- Police Promotional Ceremony April 9- Regular Civil Service Commission Meeting April 26- Fire Academy Graduation Induction Ceremony April 29- Fire Academy Begins | |
| C. LEGAL COUNSEL REPORTS - None | |
| 5) COMMENTS | |
| A. FIRE DEPARTMENT | |
| 1.Chief or Designee – Deputy Chief Andersen stated they are starting their "Fast-Track Program" for laterals with a Firefighter 1 or 2. She said they are looking for 12 laterals for the next academy. | |
| 2.Union Designee – None | |
| B. POLICE DEPARTMENT | |
| 1.Chief or Designee – Division Chief Glidden reported they are finishing their lateral academy with a swearing in ceremony tomorrow. He added they have only lost 1 person in the basic academy and again credited the laterals who have mentored the basics. | |

2. Association Designee

- > APA – None
- > FOP – None Present

C. CITY MANAGER DEPARTMENT –Deputy City Mgr. Batchelor stated he is looking forward to the Commission and staff.

D. PUBLIC COMMENT- None

6) ADJOURNMENT – Commissioner Gorin made a motion to adjourn the meeting, seconded by Vice-Chair Christoffersen. The meeting adjourned at 1:41 pm.

ATTEST:



Pam Turner, Chair



Heather Dearman, Civil Service Analyst