


CIVIL SERVICE COMMISSION MEETING		
MINUTES		
1:00 PM	JULY 9, 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	Dpty. City Mgr. Jason Batchelor	City Managers Office
	Tonja Hayes	Lead Cvl. Svc. Background Investigator
	Isabelle Evans, Julie Heckman	City Attorney's Office
	Chief Metz, Div. Chief Glidden, Cmdr. Puscian, Ofc. Hargrove Ofc. Wicklund	Aurora Police Department
	Dpty. Chief Andersen, Tech. Hancock, Tech. Willenbring, Sherri Jo Stowell	Aurora Fire Department
	Ofc. Wilkinson	Aurora Police Association
	Chuck Passaglia	Immigration Consultant
	Lt. Kaiser	IAFF
	Dianna Giordano	Internal Services
	Nicole Johntson , Allison Hiltz	City Council
3) Chair Turner called the Civil Service Commission meeting to order at 1:00 p.m.		
A. All who were present introduced themselves.		
B. On a motion by Commissioner Weeks, seconded by Commissioner Ehgots the agenda was adopted as written.		
C. On a motion by Commissioner Gorin, seconded by Vice Chair Christoffersen the minutes for the Commission meeting on May 14, 2019 were approved.		
4) AGENDA ITEMS (Requires a vote)		
D. Citizenship Requirement	Chuck Passaglia	
DISCUSSION	Chair Turner stated that they were asked to help increase the applicant pool for the Aurora Police Department (APD) and the Aurora Fire Rescue (AFR). She added that this item had been discussed for several months and a working group was formed consisting of Julie Heckman, Racheal Allen, Chuck Passaglia, Diana Giordano, Mike Gorin, Jason Batchelor, and Matt	

	<p>Cain. She introduced Chuck who gave an overview of the three ways someone can gain citizenship in the United States. He went over the distinctions between immigrants who are authorized to work in the U.S. and immigrants who have gained lawful permanent residence to work in the United States in accordance with the Immigration and Nationality Act. Chair Turner stated that only applicants that were U.S. citizens or lawful permanent residents at the time of application would be considered for positions with APD and AFR. There was a discussion about how the background process would be the same for all applicants regardless of citizenship. There was a discussion about what documents an applicant would need to prove he or she is a lawful permanent resident, and at what point in the process they would be verified. Commissioner Ehgotz stated that if the change was adopted, he would like to see a unified message from all departments giving a clear, and consistent message announcing it.</p>
<p>PROPOSALS/ CONCLUSIONS</p>	<p>Commissioner Weeks made a motion to modify Commission Rule section 2 rule 7b and section 5 rule 3b to read Eligible candidates must be a citizen of the United States or a person who is lawfully admitted for permanent residence in accordance with the Immigration and Nationality Act to be effective to the start of the current police application process February 12, 2019 and effective to the next fire process. Commissioner Ehgotz seconded the motion. Commissioner Gorin made a motion to amend the original motion by adding that all applicants must have applied for U.S. citizenship status at time of application. Commissioner Weeks seconded the motion. Commissioner Gorin initiated a discussion in reference to a pathway to citizenship as outlined in the Office of International and Immigrant Affairs' Comprehensive Strategic Plan. He stated that his amendment to the original motion was based on the strategic plan's endorsement and encouragement of a pathway to citizenship for the immigrant and refugee community. The motion to amend failed on a vote of 3 to 2. The original motion was then passed unanimously.</p>
<p>5) ITEMS FOR DISCUSSION (No vote required)</p>	
<p>E. Year-Round Entry-Level Police Applications</p>	<p>Staff</p>
<p>DISCUSSION</p>	<p>Cain explained that the Commission approved in December to have year-round applications for Police and that the discussion would be revisited in June of 2019. Officer Wicklund talked about their recruiting efforts and budget. The Commission agreed to continue year-round applications.</p>
<p>6) REPORTS</p>	
<p>F. COMMISSIONER REPORTS</p> <ul style="list-style-type: none"> ❖ Vice-Chair Christoffersen stated that the Fire Promotional Ceremony was well produced. ❖ Commissioner Gorin stated that the Fallen Officer Memorial was very moving. ❖ Chair Turner thanked South Metro for opening their facility for the Fire Engineer Promotional Exam. 	
<p>G. STAFF REPORTS</p> <p>Future Calendar Items:</p> <ul style="list-style-type: none"> July 13 through 19- Frontline testing August 1- Police Academy Graduation August 13- Regular Civil Service Commission Meeting August 13- Police Sergeant Written Exam August 15- Fire Academy Graduation 	

H. LEGAL COUNSEL REPORTS - None
7) COMMENTS
I. FIRE DEPARTMENT
1.Chief or Designee – Dpty. Chief Andersen stated that the Captain and LT promotional process have been opened. She also reminded the Commission of the Graduation ceremony.
2.Union Designee – They are in support of the change to citizenship requirement
J. POLICE DEPARTMENT
1.Chief or Designee – None
2.Association Designee <ul style="list-style-type: none">➢ APA – None➢ FOP – None Present
K. CITY MANAGER DEPARTMENT – None
L. PUBLIC COMMENT- Councilmember Johnston stated that there was a tabled discussion in the past about having Fire and Police representation or some type of input during the Commission’s review of applicants. There was a discussion about having a working group to much like the citizenship group.
8) ADJOURNMENT – Commissioner Gorin made a motion to adjourn the meeting, seconded by Vice-Chair Christoffersen. The meeting adjourned at 2:32 pm.

ATTEST: 
Pam Turner, Chair


Heather Dearman, Civil Service Analyst