

<b>CIVIL SERVICE COMMISSION MEETING</b>		
<b>MINUTES</b>		
<b>1:00 PM</b>	<b>NOVEMBER 12, 2019</b>	<b>FITZSIMONS ROOM</b>
	Pamela Turner	Chair
	Robert Christoffersen	Vice Chair
	Mike Gorin	Commissioner
	Tim Ehgotz	Commissioner
	Jim Weeks	Commissioner
<b>STAFF PRESENT</b>	Matt Cain	Administrator
	Emily Shuman	Senior Analyst
	Michelle Haines	Civil Service Analyst
<b>OTHERS PRESENT</b>	Julie Heckman	City Attorney's Office
	Div. Chief Glidden, Ofc. Syidi, Ofc. Wicklund	Aurora Police Department
	Dpty. Chief Andersen , Cmdr. Robnett, Sherri Jo Stowell	Aurora Fire Department
	Tech. Pulliam	IAFF
	Naomi Colwell	Aurora Police Foundation Executive Director
<b>1) Chair Turner called the Civil Service Commission meeting to order at 1:00 p.m.</b>		
<b>A.</b> All who were present introduced themselves.		
<b>B.</b> On a motion by Commissioner Gorin, seconded by Commissioner Weeks the agenda was adopted as written.		
<b>C.</b> On a motion by Commissioner Weeks, seconded by Commissioner Gorin the minutes for the Commission meeting on September 10, 2019 were approved.		
<b>2) AGENDA ITEMS (Requires a vote)</b>		
<b>A. None</b>		
<b>3) ITEMS FOR DISCUSSION (No vote required)</b>		
<b>A. Entry-Level Process Updates</b>		Haines
<b>DISCUSSION</b>	Haines summarized the entry level processes: 106 applicants are active on the February 2020 police academy list, 11 have signed conditional offers, 19 are in backgrounds, 15 are ready for Commission review and 42 need to complete JSA. Applications are currently being accepted for the August 2020 academy, 633 applications have been received so far, 508 passed minimum qualifications and have been sent notices about the Frontline exam and "So, you want to be a cop?" seminar. 116 applicants were in BAND A on the March 2020 fire academy list, 74 are still active, 1 accepted a final offer, 7 have been assigned to backgrounds, 7 are ready for Commission review, and 17 need to complete JSA.	

#### 4) REPORTS

##### A. COMMISSIONER REPORTS

- ❖ Chair Turner stated that the police file review meetings with Lt. Paolino have been a good experience. She expressed appreciation for his valid input. She stated that she looks forward to working with Cmdr. Robnett on the fire files.
- ❖ Commissioner Weeks stated that the Police Sergeant Assessment center was his first. He said he was impressed with the process and the 16 applicants.
- ❖ Christoffersen was impressed with the out of state assessors and the 7 candidates for the Police Agent assessment.
- ❖ Gorin stated that the assessors for the Fire Lieutenant Assessment were great and everything went well. Turner added that there were Assessors from all over the country and she enjoyed the opportunity to have rich conversations with other agencies.
- ❖ Chair Turner complimented the beautiful venue and ceremony for the Aurora Fire Rescue Awards.
- ❖ Ehgotz and Christoffersen attended the Station 17 Groundbreaking. Ehgotz asked for clarification on how long the department would be stationed in the temporary house and where the permanent station would be. Robnett said it depended on development.
- ❖ Weeks explained how he had attended several "So, you want to be a cop?" seminars. He stated that they were very well attended and the recruiters do a great job. He stated that when he attends, he tells the candidates the importance of honesty. He also emphasizes that the Commission looks at each application based on its own merits and does not compare. He also advises them to respect their investigator's time by returning phone calls and providing documents as this will show up favorably in their application.
- ❖ Ehgotz thanked Camacho for joining the Commission table at the Veteran's salute.
- ❖ Chair Turner noted the Police Agent, Police Lieutenant, Fire Lieutenant and Fire Captain written exams.

##### B. STAFF REPORTS

Future Calendar Items:

November 21- Police Lieutenant Assessment Center

December 4 – Public Safety Committee Meeting

December 10 – Regular Civil Service Commission Meeting

##### C. LEGAL COUNSEL REPORTS – Heckman announced that Dan Brotzman has been appointed the City Attorney and no longer the interim.

#### 5) COMMENTS

##### A. FIRE DEPARTMENT

1.Chief or Designee – Chief Gray thanked the Commission and staff for their help with the frequent promotional exams. He explained that the department is growing and will lead to additional truck companies, but wants to look for ways to reduce the number of times they need an exam. He stated that they received a grant for an additional Battalion Chief in March 2020 which will inevitably raise the need for more promotions. He anticipated that the Fire Lieutenant list will be exhausted before 2020 is over. He expressed his appreciation for the opportunity he is given to meet with the assessors for promotional exams to let them know what his department is looking for.

2.Union Designee – No Comment

##### B. POLICE DEPARTMENT

3.Chief or Designee –Div. Chef Glidden echoed Chief Gray’s appreciation of the Commission’s help with the promotional lists. He added that they are also happy with the lists. He stated that he is very happy that the Commission allowed them to be a part of the applicant review process. He spoke about their targeted recruiting plan focusing on diversity. Sherri Jo Stowell announced and gave a background on the new recruiter.


- 4.Association Designee
- APA – No Comment
  - FOP – None Present

**C. CITY MANAGER DEPARTMENT** – None present

**D. PUBLIC COMMENT-** Naomi Colwell, the Executive Director for the Aurora Police Foundation introduced herself. She gave an overview of her foundation and explained how they raise money for the police department for new training, equipment and other needs. She stated that one of their goals is to purchase a new simulator by the end of 2020. Chief Glidden added that the foundation has given Aurora officers funds to participate in a “train the trainer” for FTO.

**6) ADJOURNMENT** – Commissioner Weeks made a motion to adjourn the meeting, seconded by Vice-Chair Christoffersen. The meeting adjourned at 1:38 pm.

ATTEST:   
Pam Turner, Chair

  
Heather Dearman, Civil Service Analyst