

<b>CIVIL SERVICE COMMISSION MEETING</b>		
<b>MINUTES</b>		
<b>1:00 PM</b>	<b>FEBRUARY 11, 2020</b>	<b>FITZSIMONS ROOM</b>
	Pamela Turner	Vice-Chair
	Robert Christoffersen	Commissioner
	Mike Gorin	Commissioner
	Tim Ehgots	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
	Jason Batchelor	City Manager's Office
	Interim Chief Wilson, Deputy Chief Glidden	Aurora Police Department
	Chief Gray, Dpty. Chief Andersen , Cmdr. Robnett, Sherri Jo Stowell	Aurora Fire Department
	Tech. Pulliam	IAFF
	A.J. McDonald	Commissioner Elect
<b>1) Chair Weeks 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 Ehgots the agenda was adopted as written.		
<b>C.</b> On a motion by Commissioner Gorin, seconded by Commissioner Christoffersen the minutes for the Commission meeting on January 14, 2020.		
<b>2) AGENDA ITEMS (Requires a vote)</b>		
<b>A. NONE</b>		
<b>3) ITEMS FOR DISCUSSION (No vote required)</b>		
<b>A. Minimum Age for Police Entry-Level Applicants</b>		Vice-Chair Turner
<b>DISCUSSION</b>	Vice- Chair Turner stated that when she was at the Police Academy graduation, she was approached by an Aurora Police Explorer. He asked if an exception could be made to the minimum age requirement for applying. He indicated that he would turn 21 2 weeks after the academy started. The commission rule is that an applicant must be 21 by the start of the academy. There was a discussion about why this rule was put in place. Deputy City Attorney Heckman verified that it was a commission rule and not a charter rule. She indicated that the rule was in place because recruits purchase a fire arm at the end of the academy, and a person must be 21 in order to do so.	

	<p>There was a discussion about the potential applicant and support of him. Chief Wilson stated that federal fire arm law is that the must be 21 to purchase, but anyone age 18 to 20 can possess a firearm so an applicant could be gifted a firearm by the range until he t 21. There was a discussion about allowing him to apply for and test in the current process and then defer him until he turned 21 or hiring him as a civilian until then. Heckman stated that it would be ill advised to make an exception for one person when it is a very clear minimum qualification that has already been advertised. She stated that the applicant should just apply for the 2021 academy which he would be eligible for, and if the City wanted to hire him in the meantime for a civilian position, that would be at the City's discretion and would have nothing to do with the civil service process. She added that they could modify the rule going forward.</p> <p>Chief Gray added that they would like to explore the opportunity to adjust the age limit for Fire. Cain stated that there would need to be a line in the sand to indicate at what date they need to be a certain age. Deputy City Manager Batchelor suggested that both departments explore what their options are to come up with a proposal. The commission agreed to have the minimum age requirement discussion at a meeting in April.</p>
<b>4) REPORTS</b>	
<p><b>A. COMMISSIONER REPORTS</b></p> <ul style="list-style-type: none"> <li>❖ Vice- Chair turner stated that it was her first time proctoring the basic vehicle control exercise at the Fire Engineer practical. She thought that it should have been the easiest exercise, but it had the most failures. She stated that most failed on the same item and perhaps they all studied together. Chair Weeks stated that it was his first practical and it was very enlightening. He said that it was a very robust process.</li> <li>❖ Commissioner Egotz and Christoffersen stated that Fire Station 5 was beautiful and that they enjoyed the grand opening.</li> <li>❖ Commissioner Egotz stated that 27 recruits graduated from the police academy, and 6 were female. Commissioner Christoffersen said that one of the greatest rewards of his position is seeing the recruits graduate and he is going to miss that.</li> <li>❖ Commissioner Egotz stated that there were good candidates all around at the Police Captain assessment center.</li> </ul>	
<p><b>B. STAFF REPORTS</b>  Future Calendar Items:  February 17- Offices closed in observance of President's Day  February 18 and 22- Frontline testing  March 11- Regular commission meeting</p>	
<b>C. LEGAL COUNSEL REPORTS – No Comment</b>	
<b>5) COMMENTS</b>	
<b>A. FIRE DEPARTMENT</b>	
1.Chief or Designee – Chief Gray expressed appreciation for the Commissioners who came to their event.	
2.Union Designee – No Comment	
<b>B. POLICE DEPARTMENT</b>	
3.Chief or Designee – No Comment	

4. Association Designee

- APA – None present
- FOP – None Present


**C. CITY MANAGER DEPARTMENT** – Deputy City Manager Batchelor expressed appreciation for the Commissioner’s service

**D. PUBLIC COMMENT-** No comment

**6) RECOGNITION OF OUTGOING COMMISSIONERS** – Chair Weeks expressed gratitude for the service that commissioners Gorin, Ehtagotz and Christoffersen have given the city for the past 6 years. He added that he has come to appreciate their dedication and their seriousness of purpose. He stated that on a personal level, he was grateful for the way he was welcomed onto the commission a year ago. The outgoing commissioners expressed heartfelt gratitude for the staff, the departments, and genuine appreciation for being able to be a part of the commission and the civil service process.

**7) ADJOURNMENT** – Commissioner Ehtagotz made a motion to adjourn the meeting, seconded by Commissioner Christoffersen. The meeting adjourned at 1:09 pm.

ATTEST:   
\_\_\_\_\_  
Jim Weeks, Chair

  
\_\_\_\_\_  
Heather Dearman, Civil Service Analyst