

CIVIL SERVICE COMMISSION MEETING		
MINUTES		
1:00 PM	SEPTEMBER 8, 2020	Fitz/Tele-Conference
	Jim Weeks	Chair
	Pam Turner	Vice-Chair
	A.J. McDonald	Commissioner
	Barbara Shannon-Banister, Ph.D	Commissioner
STAFF PRESENT	Matt Cain	Administrator
	Emily Shuman	Senior Analyst
	Michelle Haines	Civil Service Analyst
	Heather Dearman	Civil Service Analyst
OTHERS PRESENT	Julie Heckman, Isabelle Evans	City Attorney's Office
	Jason Batchelor	City Manager's Office
	Chief Wilson, Div. Chief Condreay, Dpty. Chief Parker, Lt. McClelland	Aurora Police Department
	Ofc. Iovine	FOP
	Dpty. Chief Andersen, Cmdr. Robnett	Aurora Fire Department
	Tech. Pulliam	Local 1290
	Citizen	Carrie Glenn
1) Chair Weeks 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 Vice-Chair Turner, seconded by Commissioner Shannon-Banister, the agenda was adopted as written.		
C. On a motion by Vice-Chair Turner, seconded by Commissioner McDonald the minutes for the Commission meeting on July 14, 2020 were approved.		
2) AGENDA ITEMS (Requires a vote)		
A. None		
3) ITEMS FOR DISCUSSION (No vote required)		
A. Police Academy Resignations		Police Lt. McClelland
DISCUSSION	Chair Weeks stated that the commissioners had listened to audio exit interviews from 4 cadets who dropped out of the current police academy. He asked Lt. McClelland to share his thoughts on why they self-dismissed. Lt. McClelland stated that a 3 to 5 % attrition rate is typical, so he was not surprised. Chair Weeks asked if he had seen any difference in trends in the recruits being sent to the academy. Lt. McClelland expressed that he noticed this generation has never been exposed to verbal or physical conflict. He stated that it is apparent when they get to the purposeful stress inoculation training of day 2 in the academy. He explained the stress inoculation training and how it simulates the physical and mental stress that	

	<p>an officer might experience on the street. He added that they do tone it down later on in training when the cadets start getting more responsibility. Lt. McClelland also cited lack of physical fitness as another challenging factor with new recruits. He added that training staff understand that recruits do not come in at a high level of fitness, academic and mental ability, but they are looking for if the recruit is going to keep going or if they are going to quit? He stated that they try to talk them out of it quitting and are encourage them to just show some effort. He stated that they want them to be successful, but some recruits just can't handle it. Chair weeks asked if they have remedial training. Lt. McClelland stated that any person can request remedial physical and academic. He gave an example of someone who was having problems with reading and writing English. This recruit was having extra difficulty, so they left the academy and received outside education and has returned to this current academy. Lt. McClelland expressed concern that they may experience more of that with the new citizenship change, but they have not gotten into the academic part of the current academy. Vice-Chair Turner noted that 3 out of the 4 exit interviews she listened to, it was mental rather than academic or physical issues that were the reason for them leaving. She asked if there was support for that, especially after stress inoculations. Lt. McClelland stated that the academy has a partnership with Dr. Brower where recruits are sent to her office and that it has been successful. Commissioner McDonald asked how accurately the stress inoculation is explained in the mandatory "So, you want to be a cop?" seminars. Lt. McClelland stated the recruiters goal make it clear they need to be prepared, but they don't want to tell them exactly what they are going to face. He said they don't want to give it away because they want their program to bring it out. He added that they use the surprise of day 2 as a psychological meter, and if it is not where it is needs to be, they are able to bring it out. He stated that some recruits just don't have that capacity.</p>
<p>B. Civil Service Commission 2021 Budget Update</p>	<p>Cain</p>
<p>DISCUSSION</p>	<p>Cain stated that the City managers budget presentation to council occurs today. He summarized that the commission is projected to be right on budget, maybe a little under. He stated that an increase in legal fees due to the increase in the number of disciplinary appeals will bring it back up. He added that for 2021 council proposed a 15% reduction in budget for the commission. He stated that the current uncertainty of the timing and size of future academies can change projections.</p>
<p>4) REPORTS</p>	
<p>A. COMMISSIONER REPORTS</p> <ul style="list-style-type: none"> ❖ Chair Weeks expressed his appreciation for Lt. Paolino and his advisory role in the police background file reviews. He stated that Paolino is professional and cuts to the chase. Weeks stated that he is part of the reason why the commission decided to continue having department representatives as part of the entry-level selection process. 	

B. STAFF REPORTS

Future Calendar Items:
September 9 & 16-Fire Lieutenant Written Exam
October 6-Regular Civil Service Commission Meeting

C. LEGAL COUNSEL REPORTS-

- 1.Vice-Chair Turner made a motion to approve to continue the Harper appeal hearing. Commissioner McDonald seconded the motion. The motion passed unanimously
- 2. Vice-Chair Turner made a motion to approve a remote hearing for the Huffine appeal Hearing. Commissioner McDonald seconded the motion. The motion passed unanimously.

5) COMMENTS

A. FIRE DEPARTMENT

- 1.Chief or Designee – No comment
- 2.Union Designee – No comment

B. POLICE DEPARTMENT

- 3.Chief or Designee – No comment
- 4.Association Designee
 - > APA – None present
 - > FOP – No comment

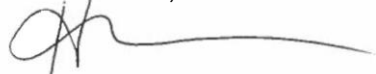
C. CITY MANAGER DEPARTMENT – No comment

D. PUBLIC COMMENT- None

7) ADJOURNMENT – Vice-Chair Turner made a motion to adjourn the meeting, seconded by Commissioner McDonald. the meeting adjourned at 1:30 pm.

ATTEST 

Jim Weeks, Chair



Heather Dearman, Civil Service Analyst