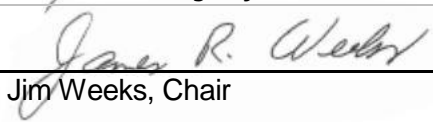



<b>CIVIL SERVICE COMMISSION MEETING</b>		
<b>MINUTES</b>		
<b>1:00 PM</b>	<b>JUNE 9, 2020</b>	<b>Fitz/Tele-Conference</b>
	Jim Weeks	Chair
	Pam Turner	Vice-Chair
	A.J. McDonald	Commissioner
	Barbara Shannon-Banister, Ph.D	Commissioner
<b>STAFF PRESENT</b>	Matt Cain	Administrator
	Emily Shuman	Senior Analyst
	Michelle Haines	Civil Service Analyst
	Heather Dearman	Civil Service Analyst
<b>OTHERS PRESENT</b>	Julie Heckman, Nancy Rodgers, Isabelle Evans	City Attorney's Office
	Jason Batchelor	City Manager's Office
	Div. Chief Condreay, Div. Chief Parker, Ofc. Wicklund	Aurora Police Department
	Chief Gray, Dpty. Chief Andersen, Cmdr. Robnett, Tech. Lowe, Sherri Jo Stowell	Aurora Fire Department
	Tech. Pulliam	Local 1290
	Bernard Demichelis, unidentified member of public	Public
<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 McDonald, seconded by Commissioner Shannon-Banister, the agenda was adopted as written.		
<b>C.</b> On a motion by Vice-Chair Turner, seconded by Commissioner McDonald the minutes for the Commission meeting on May 26, 2020 were approved.		
<b>2) AGENDA ITEMS (Requires a vote)</b>		
<b>A. Police and Fire minimum age requirement</b>		Cain
<b>DISCUSSION</b>	Cain summarized the discussion that was held at the last meeting regarding the minimum age for entry level police and fire applicants. He stated the proposed change to Section 2 Rule 7a would replace the sentence: "Be at least twenty-one (21) years old no later than the Academy start date." With the sentences: "Entry-Level Police applicants shall be 21 years old by the projected end date of the Academy for which they are applying. Entry-level Fire applicants shall be 18 years old by the projected start date of the Academy for which they are applying." Police Div. Chief Condreay and Fire Chief Gray confirmed their support of the rule change. Tech. Pulliam expressed concern about the maturity of 18-year-old applicants and asked the Commission to consider allowing the department to have a more active	

	role in hiring. Vice-Chair Turner stated that the Commission has already implemented a one-year pilot program in which representatives from each department are part of the background discussion. Chief Gray stated that he would also like to discuss having even more involvement as a future agenda item.
<b>PROPOSALS/ CONCLUSIONS</b>	On a motion by Commissioner Shannon-Banister and seconded by Vice-Chair Turner, the Commission voted unanimously to adopt the proposed rule language effective immediately.
<b>3) ITEMS FOR DISCUSSION (No vote required)</b>	
<b>A. NONE</b>	
<b>4) REPORTS</b>	
<b>A. COMMISSIONER REPORTS</b>	
❖ Vice-Chair stated that the Fire Captain Written had 7 candidates signed up and 4 that passed. Chief Gray stated that they would still have vacancies after the list is finalized and a request for another test will be coming.	
<b>B. STAFF REPORTS</b>	
Future Calendar Items: June 16-Fire Captain assessment center July 14- Regular commission meeting	
<b>C. LEGAL COUNSEL REPORTS</b> – On a motion by Vice-Chair Turner, seconded by Commissioner McDonald, the Commission voted unanimously to ratify the order to vacate and reset disciplinary appeal hearing for Fire Captains Johnson and Steadman and Firefighter Spera.	
<b>5) COMMENTS</b>	
<b>A. FIRE DEPARTMENT</b>	
1.Chief or Designee – No comment	
2.Union Designee – No comment	
<b>B. POLICE DEPARTMENT</b>	
3.Chief or Designee – Condrey stated that one entry level and one lateral recruit have resigned due to current events.	
4.Association Designee	
<ul style="list-style-type: none"> <li>➢ APA – None present</li> <li>➢ FOP – None present</li> </ul>	
<b>C. CITY MANAGER DEPARTMENT</b> – Batchelor stated that current events have been difficult for the department and the community. He stated they are working to create productive dialogue and had putting together a community policing task force in March, which was put on hold because of the pandemic. He recognized that they will be having a special meeting to make the appointments to the task force because of the pressing issues.	
<b>D. PUBLIC COMMENT-</b> Aurora resident Demichelis and an unidentified member of the public raised concerns about the lack of diversity on the police force and in the City of Aurora.	
<b>7) ADJOURNMENT</b> – Vice-Chair Turner made a motion to adjourn the meeting, seconded by Commissioner McDonald. the meeting adjourned at 2:40 pm.	

ATTEST:


  
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 Jim Weeks, Chair


  
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 Heather Dearman, Civil Service Analyst