
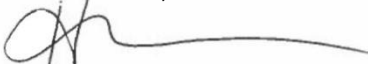


CIVIL SERVICE COMMISSION MEETING		
MINUTES		
1:00 PM	JANUARY 12, 2021	Tele-Conference
	Jim Weeks	Chair
	A.J. McDonald	Commissioner
	Barbara Shannon-Banister, Ph.D	Commissioner
STAFF PRESENT	Matt Cain	Administrator
	Emily Shuman	Senior Analyst
	Michelle Haines	Civil Service Analyst
	Heather Dearman	Civil Service Analyst
OTHERS PRESENT	Julie Heckman, Isabelle Evans, Megan Platt	City Attorney's Office
	Jason Batchelor	City Manager's Office
	Chief Wilson, Dpty. Chief Parker, Div. Chief Juul, Sgt. Carelock, Sgt. Moore, Ofc. Fernandez, Ofc. Syidi, Ofc. Wells-Longshore, John Schneebeck, Danelle Carrel, Claudine McDonald	Aurora Police Department
	Sgt. Sears	APA
	Chief Gray, Dpty. Chief Andersen, Dpty. Chief Anderson, Cmdr. Robnett, cmdr. Lippman, Lt. Pfeiffer, Tech. Lowe, Sherri Jo stowell	Aurora Fire Department
	Lt. Pollet, Tech. Pulliam,	Local 1290
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 Commissioner Shannon-Banister, seconded by Commissioner McDonald, the agenda was adopted.		
C. On a motion by Commissioner McDonald, seconded by Commissioner Shannon-Banister the minutes for the Commission meeting on December 8, 2020 were approved.		
2) AGENDA ITEMS (Requires a vote)		
A. None		
3) ITEMS FOR DISCUSSION (No vote required)		
A. NONE		Technician Lowe
DISCUSSION	Technician Lowe gave an overview of how the recruiter position was formally combined with the PO and community risk reduction tasks, but eventually became a standalone position a few years ago. He added that he has received a ton of support from the community engagement team, including external communication on the AFR social media sites. He then described his duties as a recruiter and how he oversees the lateral hiring process. Lowe went over the numbers for the application process that will fill an academy on February 1 st . He closed his presentation with an overview of issues and concerns for hiring diversity and how they plan on addressing them as their number one priority. There was discussion between commissioners and Tech. Lowe about ideas for different community groups that may be a good resource.	
4) REPORTS		

<p>A. COMMISSIONER REPORTS</p> <ul style="list-style-type: none"> ❖ Chair Weeks stated that he proctored the Police Agent Written exam which had 34 candidates. Dearman stated that 9 candidates passed the exam
<p>B. STAFF REPORTS- None</p>
<p>C. LEGAL COUNSEL REPORTS-None</p>
<p>5) COMMENTS</p>
<p>A. FIRE DEPARTMENT</p>
<p>1.Chief or Designee – Chief Gray stated that Tech. Lowe did a really great job of articulating, not only our process now, but his department’s future approach to deal with some of the challenges that they are encountering.</p>
<p>2.Union Designee – No comment</p>
<p>B. POLICE DEPARTMENT</p>
<p>3.Chief or Designee – No Comment</p>
<p>4.Association Designee</p> <ul style="list-style-type: none"> ➢ APA – No comment ➢ FOP – No Comment
<p>C. CITY MANAGER DEPARTMENT – No Comment</p>
<p>D. PUBLIC COMMENT- None Present</p>
<p>7) ADJOURNMENT – Commissioner Shannon-Banister made a motion to adjourn the meeting, seconded by Commissioner McDonald. the meeting adjourned at 1:47 pm.</p>

ATTEST: 

 Jim Weeks, Chair



 Heather Dearman, Civil Service Analyst