

CIVIL SERVICE COMMISSION MEETING		
MINUTES		
1:00 PM	APRIL 13, 2021	Tele-Conference
	Jim Weeks	Chair
	A.J. McDonald	Vice Chair
	Brooke Gabrielli	Commissioner
	Harold Johnson	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
	Chief Wilson, Dpty. Chief Parker, Div. Chief Redfearn, Lt. Garland, John Schneebeck, Danelle Carrel, Claudine McDonald	Aurora Police Department
	Chief Gray, Dpty. Chief Andersen Cmdr. Robnett, 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 Vice-Chair McDonald, the agenda was adopted.		
C. On a motion by Vice-Chair McDonald, seconded by Commissioner Shannon-Banister the minutes for the Commission meeting on March 1, 2021 were approved.		
2) AGENDA ITEMS (Requires a vote)		
A. Election of Vice-Chair		Chair Weeks
PROPOSALS/ CONCLUSIONS	Commissioner Shannon-Banister nominated Commissioner McDonald for Vice-Chair. Commissioner Gabrielli seconded the motion. The motion passed unanimously.	
3) ITEMS FOR DISCUSSION (No vote required)		
A. Dr. Jaime Brower Job Suitability Assessment Orientation		Dr. Brower
DISCUSSION	Dr. Brower summarized her background and experience. She stated, " I have been working in police and public safety psychology for the last almost 21 years now, and my degree is from the University of Denver. I worked with Slater associates, and then I went out on my own. Over 4 years ago, and we now currently house about 150 contracts in the state of Colorado and more throughout the country. I am a licensed psychologist and then above your licensure, if you want to claim that you have a specialty in anything you can go to an even higher board, the American Board of professional psychology, and with the American Board of professional psychology, you can be certified as a specialist in police and public safety psychology, which is what testing falls	

under that umbrella. But it requires some scrupulous review of all of your work. All of your reports, all of your testing that you utilize a 4 hour oral examination, a 200 page essay application. It's a very complicated process, and they did that years ago. And now, I actually get to put other psychologists through that excruciating pain, because I sit on their board and I am their Academy president. So now I train the academy is responsible for training new police and public safety psychologist all over the country. There are about 80 police and public safety psychologist in the country, and I am one of them. The board that I sit with houses, some of the folks who you'll hear me reference throughout this, or if you're familiar with a lot of the literature in preemployment evaluations or psychological fitness for duty evaluations, the folks that sit with me on that board were the folks that have really written the books on this topic. They also are the primary authors and subject matter experts that contributed to the California post. Law enforcement screening manual, which we have since then adapted into other areas. Anything public safety we've been able to pull from that. I also sit on the International Association chiefs of police, psychological services section. Unfortunately, they don't have kind of a similar pairing to that on the fire side of the house, or the dispatch side of the house. I do sit on that committee and that committee restructures and rewrites the guidelines for preemployment evaluations for all of the agencies in the country. So, every couple of years we revamp those recommendations, suggestions, testing. Based on best practices and current research. So, the things that we do are, the things that I do in my office from that level of knowledge.

I try to make our testing process the most ethical streamlined up to date. Easy to complete for the applicant. I want their experience. They're already stressed as they go through this process. So I want their experience to be a good and we do everything we can to make it as easy and smooth, you know, not as noninvasive, I should say on the applicant as possible. I don't want them to stress any further about the process that they're going through. So that is my, my background now."

Dr. Brower gave a PowerPoint presentation about suitability evaluations. She talked about each step of the process, the tests and norms used, and what goes into interviewing and evaluating candidates. There was a discussion about implicit bias. Brower stated that she doesn't think any other agency does it the way they do to reduce some of the inner bias. Brower stated "We don't ever want an interviewer to actually go in with an applicant and not have looked at the testing, or not know about some of the background information, or not have reviewed the applicant application packet, which we have them go through on our end. We always want that interviewer to be very well prepared. And the interviewer does the interview, and when the interview is ultimately done. We sit as a group every evening or early morning, depending on what the night looks like, or what the data looks like. And then we all actually go over each applicant, so in a group we sit, and we actually process through the applicant, and we have conversation about pros and cons and things that maybe throw up red flags about an applicant versus the things that maybe help mitigate those red flags with an applicant, and we incorporate all the data and then the interviewer has to then make sure that they say, well, you know, here is maybe where I would score this individual. Then we go around in the group, and we will ask questions and really force that individual to elaborate on their foundation. So that we have a little bit more of a group consensus with regards to scoring. Instead of a clinician, making all the determinations. So, that's important to know about our process because that is a unique aspect of our process here in Colorado."

There was a discussion about implicit bias. Dr. Brower stated, "It'd be great if we could catch it all on the forefront. I think we can screen as much as we can.

	<p>But I think there's also this piece of making sure that we catch them in training and making sure that we catch them in consequence throughout their career, because some of that bias doesn't even that implicit bias doesn't even come into fruition until they go out and have some experience and they work in a certain district, or they experience whatever it is. We have got to be training them and helping them understand a lot of perspectives change." Dr. Brower ended by inviting the commission to communicate with her if there was anything they would like to see changed or added in her final reports, and that she would be willing to have herself or her clinicians discuss any individual cases that they may be stuck on.</p>
<p>B. Police Hiring Update</p>	<p>DEARMAN</p>
<p>DISCUSSION</p>	<p>Dearman gave a summary of the 2021-3 process: -Upcoming academy begins April 26th. -We are using applicants from both POEL 2021-1 and 2021-3 to fill the academy with a request for 20 recruits. -7 have been fully hired. -11 are currently completing conditional offer testing. -6 background files are ready to be reviewed this afternoon and any that are approved will be scheduled for post offer testing this week. Dearman gave a summary of the 2021-3 process: -On March 9 we were requested to convert the June lateral academy of 20 lateral recruits, to a basic academy. -We opened applications on March 11th and closed them on April 4th. -253 applications were submitted -217 applicants passed MQ screening and were invited to schedule for the Frontline exam, the deadline to complete the exam is today.</p>
<p>4) REPORTS</p>	
<p>A. COMMISSIONER REPORTS -None</p>	
<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, "I do want to mention to the new commissioners I was great meeting with you. Thank you for your time. It was great to meet with you offline to give you a little bit of context about what we're doing in the fire department, as it relates to serve in this community. And as I said, then in private, I'll say it in public, I appreciate you for being willing to lead in a time such as this. So again, we, thank you for your service."</p>	
<p>2.Union Designee – No Comment</p>	
<p>B. POLICE DEPARTMENT</p>	
<p>1.Chief or Designee –Chief Wilson thanked the staff for working to fill the academies quickly. She added "What Dr. Brower said very eloquently is that we are under the gun in the city of Aurora and I will go short staffed before we accept anyone less than that we need in this agency. I think the psychological evals are extremely important, especially after the background investigation has been done."</p>	
<p>3.Association Designee > APA – None Present > FOP – None Present</p>	


C. CITY MANAGER DEPARTMENT – No Comment

D. PUBLIC COMMENT- None Present

7) ADJOURNMENT – Commissioner Shannon-Banister made a motion to adjourn the meeting, seconded by Vice-Chair McDonald. the meeting adjourned at 2:45 pm.

ATTEST: 

Jim Weeks, Chair



Heather Dearman, Civil Service Analyst