

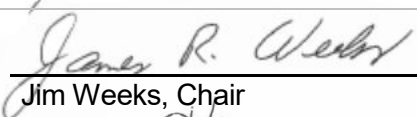
MINUTES		
1:00 PM	DECEMBER 14, 2021	Tele-Conference
	Jim Weeks	Chair
	Harold Johnson	Commissioner
	Desmond McNeal	Commissioner
	Barbara Shannon-Banister, Ph.D	Commissioner
STAFF PRESENT	Matt Cain	Administrator
	Michelle Haines	Civil Service Analyst
	Heather Dearman	Civil Service Analyst
	Emily Shuman	Senior Analyst
	Tonja Hayes	Lead Background Investigator
	Scott Krob	Commission Legal Counsel
	Deb Cramer, Tom Cramer, David Guscott, Casey Williams, Gary Hayes	Background Investigation Team
OTHERS PRESENT	Rachel Allen, Isabelle Evans, Angela Garcia, Megan Platt, Peter Schulte	City Attorney's Office
	Jason Batchelor	City Manager's Office
	Chief Wilson, Div. Chief Brown, Div. Chief Parker, Div. Chief Juul, Danelle Carrel, John Schneebeck, Josh Nicholas	Aurora Police Department
	Chief Gray, Cmdr. Robnett, Cmdr. Hays, Sherri Jo Stowell	Aurora Fire Department
	Tech. Pulliam, Charlie Richardson	Local 1290
	Jake Bergeron	Labor Relations
	Ryan Lantz	Human Resources
1) Chair Weeks called the Civil Service Commission meeting to order at 1:00 PM		
A. All who were present introduced themselves.		
B. On a motion by Commissioner Shannon-Banister, seconded by Commissioner Johnson, the agenda was adopted as written.		
C. On a motion by Commissioner Shannon-Banister, seconded by Commissioner Johnson, the minutes for October 12 th , 2021 were unanimously approved.		
2) AGENDA ITEMS (Requires a vote)		
A. Officer Elections	Cain	
DISCUSSION	Cain stated that the nominations for chair and vice chair were open for the 2022 calendar year.	

<p>PROPOSALS/ CONCLUSIONS</p>	<p>Chair Weeks nominated Commissioner Johnson for 2022 chair. All who were present agreed. Commissioner Johnson motioned to table the election of vice chair to a future meeting. Commissioner Shannon-Banister seconded the motion. The motion passed unanimously.</p>
<p>3) ITEMS FOR DISCUSSION (No vote required)</p>	
<p>A. Fire Recruiting Unit Presentation</p>	<p>Sheri Jo Stowell</p>
<p>DISCUSSION</p>	<p>Sherri Jo Stowell introduced herself as the community engagement administrator for Aurora Fire Rescue. She gave an overview of the duties, responsibilities and accomplishments of the recruiting team. Stowell discussed her team’s efforts for community engagement. She outlined some of the challenges they have been facing and how they are addressing them. Stowell also discussed the lateral hiring program and their efforts to streamline the process.</p>
<p>4) REPORTS</p>	
<p>A. COMMISSIONER REPORTS-</p> <ul style="list-style-type: none"> • Chair Weeks welcomed and introduced newly appointed Commissioner McNeal. • Commissioner Johnson stated that the Police Sergeant promotional exam went well. • Commissioners Johnson and Shannon-Banister attended the Police academy graduation. Commissioner Johnson expressed that it was an excellent class that he expects will be a part of they new way that Chief Wilson is envisioning to help the community. • Chair Weeks stated that he attended the Fire Captain assessment center. He stated that the tactical exercise was well done. • Commissioner Johnson expressed that the fire promotional ceremony was beautiful. • Commissioner Shannon-Banister sated that she proctored the Fire Lieutenant written exam and that it went well. 	
<p>B. STAFF REPORTS- None</p>	
<p>C. LEGAL COUNSEL REPORTS- Mr. Schulte introduced himself as the public safety client group manager for the city Attorney's office. He explained the processes, timelines and conditions of the Consent decree as it relates to the Civil Service Commission. He expressed that it was a collaborative process between the City and the Attorney General’s office. Chair Weeks expressed concern that the Consent Decree appears to mandate the change of AFR and APD making the final selection of who is hiring in coordination with Human Resources immediately, rather than 455 days from appointment of the Consent Decree Monitor. Schulte explained the intent of this consent decree is for these changes to be implemented after review with the Consent Decree Monitor and Outside Expert and not immediately. Charlie Richardson and Technician Pulliam expressed disagreement with provisions of the consent decree that they allege violate the City Charter duties and responsibilities of the Civil Service Commission.</p>	
<p>5) COMMENTS</p>	
<p>A. FIRE DEPARTMENT</p>	
<p>1.Chief or Designee – Chief Gray thanked Chair Weeks for his service on the commission.</p>	
<p>2.Union Designee – Technician Pulliam thanked the Civil Service Commission and staff for all that they do.</p>	
<p>B. POLICE DEPARTMENT</p>	
<p>3.Chief or Designee – Chief Wilson welcomed Commissioner McNeal and expressed gratitude for Chair Weeks’ service on the board.</p>	
<p>4.Association Designee</p> <ul style="list-style-type: none"> ➢ APA – None Present ➢ FOP – None Present 	


C. CITY MANAGER DEPARTMENT – Dpty. City Manager Batchelor thanked the Commission and Staff for their hard work and wished everyone happy holidays.

D. PUBLIC COMMENT- None Present

7) ADJOURNMENT – The meeting was adjourned 2:29 PM.

ATTEST: 

Jim Weeks, Chair



Heather Dearman, Civil Service Analyst