

<b>MINUTES</b>		
<b>1:00 PM</b>	<b>MARCH 8, 2022</b>	<b>Tele-Conference</b>
	Harold Johnson	Chair
	Barb Cleland	Commissioner
	Desmond McNeal	Commissioner
	Barbara Shannon-Banister, Ph.D	Commissioner
	Matt Snider	Commissioner
<b>STAFF PRESENT</b>	Matt Cain	Administrator
	Michelle Haines	Civil Service Analyst
	Heather Dearman	Civil Service Analyst
	Emily Shuman	Senior Analyst
	Tonja Hayes	Background Investigation Team
<b>OTHERS PRESENT</b>	Julie Heckman, Isabelle Evans, Megan Platt, Peter Schulte	City Attorney's Office
	Jason Batchelor	City Manager's Office
	Danelle Carrel, Josh Nicholas	Aurora Police Department
	Cmdr. Robnett, Cmdr. Hays, Sherri Jo Stowell	Aurora Fire Department
	Tech. Pulliam	Local 1290
	Jeff Schlanger, Cassi Chandler, Erin Pilnyak	IntegrAssure
<b>1) Chair Johnson called the Civil Service Commission meeting to order at 1:00 PM</b>		
<b>A.</b> All who were present introduced themselves. Chair Johnson introduced the 2 new Commissioners, Barb Cleland and Matt Snider.		
<b>B.</b> On a motion by Commissioner Shannon-Banister, seconded by Commissioner McNeal, the agenda was adopted as written.		
<b>C.</b> On a motion by Commissioner Shannon-Banister, seconded by Commissioner McNeal, the minutes for February 8, 2022 were unanimously approved with exception of Commissioner Cleland who abstained.		
<b>2) AGENDA ITEMS (Requires a vote)</b>		
<b>A. None</b>		
<b>3) ITEMS FOR DISCUSSION (No vote required)</b>		
<b>A. Introduction of Consent Decree Monitor</b>		<b>IntegrAssure</b>
<b>DISCUSSION</b>	Jeff Schlanger presented himself as the president of IntegrAssure and explained his background. The Aurora City Council awarded his organization the contract to oversee the consent decree, he explained. As members of his team, Cassi Chandler and Erin Pilnyak introduced themselves. Mr. Schlanger offered an overview of the consent decree's responsibilities. He explained that there will be a protocol connected to 68 to 69 mandates, outlining how his team will work with each of the departments concerned to	

	ensure and measure compliance. He stated that three areas pertain to Civil Service: hiring, disciplinary proceedings, and the promotion process. There was a dispute regarding who was involved in negotiating the consent decree and how it was done. There was a discussion about how the consent decree may or may not violate the City's charter.
<b>4) REPORTS</b>	
<b>A. COMMISSIONER REPORTS-</b>	
<ul style="list-style-type: none"> <li>Commissioner Cleland stated that she was privileged to attend the Police Academy Graduation. She added that it was a diverse class and she was very impressed.</li> </ul>	
<b>C. LEGAL COUNSEL REPORTS-None</b>	
<b>5) COMMENTS</b>	
<b>A. FIRE DEPARTMENT</b>	
1.Chief or Designee – No Comment	
2.Union Designee – Charlie Richardson, a representative of the local 1290, was introduced by Technician Pulliam. Mr. Richardson praised the Commission for their dedication to their jobs and service to the community. The consent decree, he stated, is an ignominious abomination. He was dissatisfied with how the arrangement was achieved without the consultation of the AFR's 420 members and the Commission. He went on to explain how the consent decree is in violation of the charter. He said that he will continue to battle in every legal and political forum. Local 1290, according to Technician Pulliam, will continue to support the Civil Service Commission and fight the good fight. Commissioner Cleland agreed that breaking the charter was a problem.	
<b>B. POLICE DEPARTMENT</b>	
1.Chief or Designee – No Comment	
2.Association Designee	
<ul style="list-style-type: none"> <li>➤ APA – No Comment</li> <li>➤ FOP – None Present</li> </ul>	
<b>C. CITY MANAGER DEPARTMENT –No comment</b>	
<b>D. PUBLIC COMMENT- None Present</b>	
<b>7) ADJOURNMENT – The meeting was adjourned 2:11 PM.</b>	

ATTEST:


  
 \_\_\_\_\_  
 Harold Johnson, Chair


  
 \_\_\_\_\_  
 Heather Dearman, Civil Service Analyst