

MINUTES		
1:00 PM	MARCH 15, 2022	Tele-Conference/Aurora Room
	Harold Johnson	Chair
	Jim Weeks	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, Gary Hayes	Background Investigation Team
OTHERS PRESENT	Julie Heckman, Isabelle Evans, Megan Platt, Peter Schulte	City Attorney's Office
	Jason Batchelor	City Manager's Office
	Chief Wilson, Dpty. Chief Parker, Div. Chief Brown, Div. Chief Juul, Lt. Amsler, Sgt. Poole, Ofc. Fernandez, Ofc. Seiwald, Ofc. Syidi, Danelle Carrel, Josh Nicholas	Aurora Police Department
	Ofc. Cancino, Ofc. Lutkin	Aurora Police Association
	Sgt. Sears	Fraternal Order of Police
	Chief Gray, Dpty. Chief Hills, Bat. Chief Devan, Cmdr. Robnett, Cmdr. Hays, FF Simms, Sherri Jo Stowell	Aurora Fire Department
	Tech. Pulliam	Local 1290
	Jeff Schlanger, Cassi Chandler, Erin Pilnyak	IntegrAssure
	Natasha Campbell, Angel McKinley-Paige	Office of D.E.I.
1) Chair Johnson called the Special Civil Service Commission meeting to order at x PM		
A. All who were present introduced themselves.		
B. On a motion by Commissioner Shannon-Banister, seconded by Commissioner McNeal, the agenda was adopted as written.		
2) ITEMS FOR DISCUSSION (No vote required)		
A. Presentation by the Consent Decree Monitoring Team and Staff on Matters in the Consent Decree Related to the Civil Service Commission		IntegrAssure
DISCUSSION	The consent decree process was explained by Jeff Schlanger. He discussed the four areas on which they will collaborate with the commission: hiring, disciplinary promotions, and transparency. He expressed his gratitude to the Commission in advance for their cooperation. Pete Schulte discussed the consent decree negotiating team and the deadlines they had to meet in	

	<p>order to comply with the statutes. He stated that the city and the Attorney General's office have no intention of abolishing the Civil Service's rights and protections for our public safety professionals. Nothing that will be worked on as a team will be in violation of the charter, he stated. Commissioner Cleland expressed her dissatisfaction with the consent decree, which she believes portrays the Commission as ineffective.</p> <p>Commissioners talked about their roles in recruiting, promotion, and disciplinary proceedings. There was discussion on how the monitor team, the Commission, and staff will collaborate to examine the process and, if required, make improvements.</p>
<p>B. Consideration of the Process with Staff to Comply with the Hiring of an Expert as Required by Section VII(C)(4) of the Consent Decree within the applicable deadline</p>	<p>IntegrAssure</p>
<p>DISCUSSION</p>	<p>Commissioner Shannon-Banister moved to appoint Cassi Chandler as the expert, as required by the Consent Decree's Section VII(C)(4). Commissioner Cleland abstained from voting on the motion, which received 4 yes votes.</p>
<p>C. Discussion and Decision by the Commission on Directing The Civil Service Administrator and Staff to Work with the Consent Decree Monitoring Team to</p>	<p>IntegrAssure</p>
<p>DISCUSSION</p>	<p>There was a discussion about how the monitoring team works with staff in order to ensure compliance. The Commissioners gave authority to Matt Cain to be the go-to person for day to day compliance matters. The monitor team's ability to maintain connections with the Commission in groups of one or two without breaking the sunshine law was discussed.</p>

ATTEST:



 Harold Johnson, Chair



 Heather Dearman, Civil Service Analyst