

<b>CIVIL SERVICE COMMISSION MEETING</b>		
<b>MINUTES</b>		
<b>1:00 PM</b>	<b>JULY 12, 2022</b>	<b>FITZSMONS ROOM/Teams</b>
	Harold Johnson	Chair
	Desmond McNeal	Vice-Chair
	Barb Cleland	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
<b>OTHERS PRESENT</b>	Julie Heckman, Megan Platt, Peter Shulte	City Attorney's Office
	Jason Batchelor	City Manager's Office
	Div. Chief Juul, Div. Chief Lanigan	Aurora Police Department
	Cmdr. Robnett, Dpty, Chief Hills, Cmdr. Hays, Sherri Jo Stowell,	Aurora Fire Department
	Ofc. Lutkin	APA
	Jeff Schlanger, Erin Pilnyak, Cassi Chandler	IntegrAssure
<b>1) Chair Johnson called the Civil Service Commission meeting to order at 1:00 PM</b>		
<b>A.</b> On a motion Chair Johnson, seconded by Commissioner Snider, the agenda was adopted as written.		
<b>B.</b> On a motion by Commissioner Cleland, seconded by Vice Chair McNeal, the minutes for May 10 <sup>th</sup> , 2022, were unanimously approved.		
<b>2) AGENDA ITEMS (Requires a vote)</b>		
<b>1. None</b>		
<b>3) ITEMS FOR DISCUSSION (No vote required)</b>		
<b>A. Police Lateral Experience Rule Change Request</b>		<b>Interim Chief Juul</b>

<p><b>DISCUSSION</b></p>	<p>Chief Juul stated that Colorado Post rules offer a provisional certificate, which is what they hire their lateral officers under, which requires one year police experience. He added that the City charter requires 3 years of previous related experience in the last 4 years.</p> <p>Chief Juul expressed that the police department is looking for a little more leniency regarding what they can qualify as previous related police experience. He noted that the Civil Service Commission rules have more restrictive language than the charter which reads: "Related experience shall consist of full-time paid employment as a police officer in a full-service Police Department". Chief Juul said that some of the things they would like to include are military police, corrections, prior police Academy, police cadet programs, and investigative experience that would have certification under Colorado Post rules. He explained the recruiting efforts for laterals that are under way in other states and the need to change this rule sooner rather than later.</p> <p>There was a discussion about how the applicants are vetted. There was a discussion about incentives and pay. There was a discussion about increasing diversity. There was a discussion about cadets and how they get into the APD academy.</p> <p>Commissioner Cleland requested that the department talk to the APA and the FOB. She added that she would like to know exactly, not hypothetically what parameters the department will be using as the criteria for related experience.</p>		
<p><b>PROPOSALS/ CONCLUSIONS</b></p>	<p>Schulte suggested that the Commission consider putting a variance in place so that the department could move forward some current lateral candidates who have 2 ½ years' experience plus six months in a full police Academy as an employee of a Police Department. Chair Johnson stated that they are still looking at the big picture down the line for a more permanent solution. Heckman stated the sooner the Commission continue the conversation the better off they would be rather than doing a variance. She explained that the charter provision on experience is broad enough and not an issue, it is the CSC rule that narrows it.</p> <p>Chair Johnson stated that a special meeting would be called next week in order to decide on rule changes before the APD goes on their recruiting trip.</p>		
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:60%; text-align: center;"><b>A. Aurora Theater 10 Year Remembrances</b></td> <td style="width:40%; text-align: center;"><b>Dearman</b></td> </tr> </table>		<b>A. Aurora Theater 10 Year Remembrances</b>	<b>Dearman</b>
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<p><b>DISCUSSION</b></p>	<p>Heather Dearman shared a presentation about the 7/20 Memorial Foundation's 10-year remembrance events for the Aurora Theater Shooting.</p>		
<p><b>4) REPORTS</b></p>			
<p><b>A. COMMISSIONER REPORTS-</b></p> <ul style="list-style-type: none"> <li>• Fallen Officer Memorial</li> <li>• Fire Captain Written</li> </ul>			
<p><b>C. LEGAL COUNSEL REPORTS-None</b></p>			
<p><b>5) COMMENTS</b></p>			
<p><b>A. FIRE DEPARTMENT</b></p>			
<p>1.Chief or Designee – None</p>			
<p>2.Union Desianee – None present</p>			
<p><b>B. POLICE DEPARTMENT</b></p>			
<p>1.Chief or Designee – No comment</p>			

2. Association Designee


- > APA – No comment
- > FOP – None present

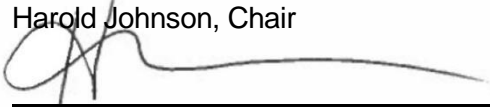
**C. CITY MANAGER DEPARTMENT** –No comment

**D. PUBLIC COMMENT-** None

**7) ADJOURNMENT** – The meeting was adjourned 2:28 PM.

ATTEST:

  
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Harold Johnson, Chair

  
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Heather Dearman, Civil Service Analyst