


| CIVIL SERVICE COMMISSION MEETING | | |
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| MINUTES | | |
| 1:00 PM | AUGUST 9, 2022 | ASPEN ROOM |
| | Harold Johnson | Chair |
| | Barb Cleland | Commissioner |
| | Barbara Shannon-Banister, Ph.D | Commissioner |
| | Matt Snider | Commissioner |
| STAFF PRESENT | Matt Cain | Administrator |
| | Emily Shuman | Senior Civil Service Analyst |
| | Michelle Haines | Civil Service Analyst |
| OTHERS PRESENT | Julie Heckman, Peter Schulte | City Attorney's Office |
| | Jason Batchelor | City Manager's Office |
| | Lt. DePass, John Schneebeck | Aurora Police Department |
| | Interim Chief Robnett, Sherri Jo Stowell, | Aurora Fire Department |
| | Ofc. Cancino | APA |
| | Sgt. Thompson | FOP |
| | Charlie Richardson | IAFF |
| | Ryan Lantz | HR |
| | Jeff Schlanger, Erin Pilnyak | IntegrAssure |
| 1) Chair Johnson called the Civil Service Commission meeting to order at 1:00 PM | | |
| A. On a motion Chair Johnson, seconded by Commissioner Snider, the agenda was adopted as written. | | |
| B. On a motion by Commissioner Cleland, seconded by Commissioner Shannon-Banister, the minutes for July 12 th and July 25 th , 2022, were unanimously approved. | | |
| 2) AGENDA ITEMS (Requires a vote) | | |
| 1. None | | |
| 3) ITEMS FOR DISCUSSION (No vote required) | | |
| A. Update on Police Lateral Recruiting Efforts | | Lt. DePass |
| DISCUSSION | <p>Lt. DePass provided an overview of the department's recruiting trip to New York. He gave an overview of what officers were looking for in a department as well as what they disliked about their current employer. He stated it was a success with a lot of good takeaways and potential candidates.</p> <p>Lt. DePass explained the new sign on and relocation bonus that the APD provides for laterals.</p> <p>There was a discussion about how to track the data on candidates.</p> <p>There was a discussion about the next academies for Police and Fire.</p> <p>There was a discussion about the Commission adding requirements/disqualifications for lateral hires.</p> | |
| PROPOSALS/ CONCLUSIONS | Commissioner Cleland expressed disappointment that the Commission had not received the SOP for lateral hiring qualifications from the Police | |

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| | <p>Department. She also stated that she would like to receive an update on the laterals hired under the new SOP in a year.</p> <p>Chair Johnson stated that he wanted to add to the September agenda a discussion about adding qualifications to the lateral hiring expectations that candidates must not have been sustained for any violations relating to Use of Force, Sexual Harassment, or Racial Bias from a previous employer.</p> |
| 4) REPORTS | |
| A. COMMISSIONER REPORTS- None | |
| B. LEGAL COUNSEL REPORTS- None | |
| 5) COMMENTS | |
| A. FIRE DEPARTMENT | |
| 1.Chief or Designee – None | |
| 2.Union Designee – Charlie Richardson, general council for local 1290, provided on update on the locals motion to intervene with the consent decree. | |
| B. POLICE DEPARTMENT | |
| 1.Chief or Designee – No comment | |
| 2.Association Designee | |
| <ul style="list-style-type: none"> ➤ APA – Officer Cancino discussed the Police Explorer program. He requested that the Commission allow cadets an automatic seat in the Academy. Julie Heckman noted that it needed to be an agenda item for discussion. ➤ FOP – No comment | |
| C. CITY MANAGER DEPARTMENT –No comment | |
| D. PUBLIC COMMENT- None | |
| 7) ADJOURNMENT – The meeting was adjourned 2:56 PM. | |

ATTEST:



 Harold Johnson, Chair



 Heather Dearman, Civil Service Analyst