

CIVIL SERVICE COMMISSION MEETING		
MINUTES		
1:00 PM	OCTOBER 11, 2022	FITZSIMONS ROOM
	Harold Johnson	Chair
	Desmond McNeal	Vice-Chair
	Barb Cleland	Commissioner
	Barbara Shannon-Banister, Ph. D	Commissioner
	Matt Snider	Commissioner
STAFF PRESENT	Matt Cain	Administrator
	Emily Shuman	Senior Civil Service Analyst
OTHERS PRESENT	Michelle Haines	Civil Service Analyst
	Julie Heckman, Peter Schulte	City Attorney's Office
	Jason Batchelor	City Manager's Office
	Div. Chief Juul	Aurora Police Department
	Interim Chief Robnett, Cmdr. Hays, Sherri Jo Stowell	Aurora Fire Department
	Charlie Richardson	IAFF Counsel
	Jeff Schlanger, Erin Pilnyak	IntegrAssure
1) Chair Johnson called the Civil Service Commission meeting to order at 1:00 PM		
A. On a motion by Commissioner Snider, seconded by Vice-Chair McNeal, the agenda was adopted as written.		
B. On a motion by Commissioner Snider, seconded by Vice-Chair McNeal, the minutes for September 13, 2022, were unanimously approved.		
2) AGENDA ITEMS (Requires a vote)		
1. None		
3) ITEMS FOR DISCUSSION (No vote required)		
A. Fire Promotion Eligibility Requirement Proposal		Cmdr. Hays
DISCUSSION	<p>Cmdr. Hays gave a presentation outlining the Fire Lieutenant and Captain promotional process, pre-requisites, and challenges. He noted Aurora Fire Rescue's goal to develop their members so that they meet industry standards of having the CMCB Fire Officer 1 and Fire Officer 2 certifications. Cmdr. Hays described the benefits that the certifications would bring. He requested that the Commission add obtaining Fire Officer 1 as a requirement to take the Lieutenant's exam and Fire Officer 2 as a requirement to take the Captain's exam. He described how the department would make advanced company officer training available to all members of the organization.</p> <p>Cmdr. Hays noted that the AFR training division consulted with their Executive Staff team, the Consent Decree Monitor and their team, members of Local 1290 and members of CBPFF union about this request. He added</p>	

	that the exam notice for Lieutenant was due to be released in the next couple of days and would like for this to be in effect for this process.
PROPOSALS/ CONCLUSIONS	The Commission unanimously agreed to implement the suggested requirements immediately in order to make them effective for the upcoming Lieutenant process and put this item for official vote in the November meeting.
4) REPORTS	
A. COMMISSIONER REPORTS-	
<ul style="list-style-type: none"> Vice-Chair McNeal noted that he attended Hero fest where Aurora Police and Fire recruiters were present. He noted that had a great turn out and was a wonderful event. 	
B. LEGAL COUNSEL REPORTS-None	
5) COMMENTS	
A. FIRE DEPARTMENT	
1.Chief or Designee – None	
2.Union Designee – Union representative Richardson stated that according to the City budget that HR has had a 45% turnover rate, and the Civil Service Commission, on the other hand, has an excellent veteran staff that has done a phenomenal job and hopes that the Commission is retained. Cain added that Dearman and Haines have been dedicating much of their time on the City's implementation of Workday.	
B. POLICE DEPARTMENT	
1.Chief or Designee – Div. Chief Juul stated that the recruiters would be taking trips to Atlanta and Albuquerque.	
2.Association Designee	
<ul style="list-style-type: none"> ➢ APA – None Present ➢ FOP – None Present 	
C. CITY MANAGER DEPARTMENT –None Present	
D. PUBLIC COMMENT- None	
7) ADJOURNMENT – The meeting was adjourned 2:10 PM.	

ATTEST:



 Harold Johnson, Chair



 Heather Dearman, Civil Service Analyst