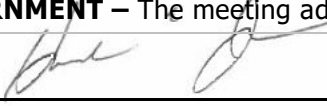


MINUTES			
10:00 AM	DECEMBER 1, 2022	Aurora Room/TEAMS	
	Harold Johnson	Chair	
	Desmond McNeal	Vice-Chair	
	Barb Cleland	Commissioner	
	Barbara Shannon-Banister, Ph.D	Commissioner	
	Matt Snider	Commissioner	
STAFF PRESENT	Matt Cain	Administrator	
	Michelle Haines	Civil Service Analyst	
	Heather Dearman	Civil Service Analyst	
	Emily Shuman	Senior Analyst	
OTHERS PRESENT	Kathryn Arredondo, Tonja Hayes, Deb Cramer, Tom Cramer, Gary Rogers, Jennifer Sloan, Casey Williams	Commission Background Investigators	
	Isabelle Evans, Julie Heckman, Megan Platt, Peter Schulte	City Attorney's Office	
	Jason Batchelor	City Manager's Office	
	Chief Oates, Div. Chief Carlson, Div. Chief Hildebrand, Div. Chief Lanigan, Cmdr. McGhee, Sgt. Goodrich, Agt. Gerbino, Ofc. Nguyen, Ofc. Rodriguez, Ofc. Syidi, Ron Hess, Tom Fusetti Hess Reagan Pena, John Schneebeck, Danelle Carrel Josh Nicholas	Aurora Police Department	
	Interim Chief Robnett, Cmdr. Hays, FF Barnes	Aurora Fire Rescue	
	Ofc. Queisner	APA	
	Sgt. Sears, Ofc. Gurley-Lutkin	Fraternal Order of Police	
	FF Allen, FF Pulliam, Charlie Richardson	Local 1290	
	Ryan Lantz	Human Resources	
	Interim Chief Robnett, Sherri Jo Stowell	Aurora Fire Department	
	Dustin Zvonek, Danielle Jurinsky, Steve Sundberg	City Council	
	Jeff Schlanger, Erin Pinyak, Cassi Chandler	IntegrAssure	
	1) Chair Johnson called the Special Civil Service Commission meeting to order at 10 AM		
	A. On a motion by Commissioner Cleland, seconded by Commissioner Snider, the agenda was adopted as written.		
2) ITEMS FOR DISCUSSION OR POSSIBLE VOTE			
A. Proposal for Changes to CSC Rules and Regulations		Commission	

<p>DISCUSSION</p>	<p>Chair Harold invited Chief Oates to speak on the proposals for the changes to CSC rules and Regulations.</p> <p>Oates asked that in lieu of automatic disqualification, they be provided with prompt notice of an applicant that is disqualified. They would then look at the candidate’s information to determine if they should go forward for a more comprehensive evaluation. He stated that there are some automatic disqualifiers they agree with but along the lines of the “whole person” approach that is referenced in the IntegrAssure report, it would be consistent with the spirit and goals of the consent decree.</p> <p>Schulte stated that under the consent decree there are two elements. One is to give the departments a more active role in the hiring process and the second is to have the departments have the final say. He noted that today they do not want to talk about the second element.</p> <p>There was a discussion about CSC Section II. Rule 9 “Grounds for Disqualification” and the subsections A.) being automatic disqualifications and B.) being “may be” disqualifications. Cain offered a merging of the sections where everything could be moved to section B other than those the department would like to still keep as an automatic disqualification. Oates stated that this would solve all of their problems. Schulte agreed that it would go toward the “whole person” approach and would eliminate the need to send candidate files forward to the departments.</p> <p>There was a discussion about which disqualification items to move from rule 9A to 9B. There was a discussion about the details of each of the items and suggestions on changing or eliminating them. Heckman recommended that the Commission take the step of moving certain disqualifications into the “may be” section today and saving the re-writing or eliminating of disqualifiers for a bigger rule book overhaul in the future.</p> <p>Oates reiterated that there are 7 applicants who they wanted back in the process right away. Cain reminded him that everyone is treated equally so all applicants who were previously disqualified under any items under 9A that now moved to 9B, would be invited back into the process that they applied for.</p> <p>Cleland expressed her hesitation on voting on the rule changes today and wanted to see a red-lined version of what was discussed today so that she could process it.</p>
<p>PROPOSALS/ CONCLUSIONS</p>	<p>Commissioner Cleland made a motion to keep Section II Rule A items 1,4,5 and 6a in section 9A as automatic disqualifiers and moving the rest to 9B as “may be” disqualifiers. Commissioner Snider seconded the motion. The motion passed unanimously. Cain stated that staff would wait for verbiage from legal to put in the notices to send to those who are now eligible under the new rules.</p>
<p>B. Response to Civil Service Commission Hiring Resolution Commission</p>	
<p>DISCUSSION</p>	<p>There was a discussion about the resolution being brought forward by Councilmember Zvonek. Chair Johnson said he did not like the resolution. Commissioner Snider agreed and stated that it needed to be revised and re-written. He recommended that there could be two HR representatives participate in the packet review process. Commissioner Shannon-Banister stated that she doesn’t approve of the changes in the resolution and would like things to stay the same. Commissioner Cleland stated that the resolution was a slap in the face. She suggested that they should give</p>

3)	something to councilmember Zvonek that they believe the resolution is premature. Schulte stated that the Council is asking for the Commission to present their response. There was a discussion about how the Commission would present at the next Council study session.
PROPOSALS/ CONCLUSIONS	The Commission decided to provide a written response to Council in the form of a memo along with verbal comments from Chairperson Johnson at the Study Session.
4) PUBLIC COMMENT -None	
5) ADJOURNMENT – The meeting adjourned at 3:12 PM.	

ATTEST:



Harold Johnson, Chair



Heather Dearman, Civil Service Analyst