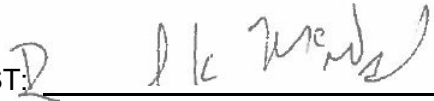


CIVIL SERVICE COMMISSION MEETING		
MINUTES		
1:00 PM	FEBRUARY 14, 2023	ASPEN ROOM and TEAMS
COMMISSIONERS PRESENT	Desmond McNeal	Chair
	Barb Cleland	Vice-Chair
	Barbara Shannon-Banister, Ph. D	Commissioner
	Matt Snider	Commissioner
	Scott Krob	Commission Counsel
STAFF PRESENT	Matt Cain	Administrator
	Emily Shuman	Senior Analyst
	Michelle Haines	Civil Service Analyst
	Heather Dearman	Civil Service Analyst
	Deb Cramer, Tom Cramer, Tonja Hayes, David Guscott, Jen Sloan, Gary Rogers	Civil Service Background Investigation Team
OTHERS PRESENT	Jason Batchelor	City Manager
	Julie Heckman, Megan Platt, Pete Schulte, Kimberly Skaggs	City Attorney's Office
	Ryan Lantz, Ron Hess	Internal Services
	Div. Chief Juul, Div. Chief Hildebrand, Div. Chief Lanigan, Joe Moylan, Regan Pena	Aurora Police Department
	Sgt. Thompson, Ofc. Cancino	Aurora Police Association
	Sgt. Sears	Fraternal Order of Police Lodge 49
	Interim Chief Robnett, Cmdr. Hays, FF Barnes, Sherri Jo Stowell	Aurora Fire Department
	Tech. Pulliam	IAFF Local 1290
	Charlie Richardson	IAFF Counsel
	Jeff Schlanger, Erin Pinyak, Cassi Chandler	IntegrAssure
1) Chair McNeal called the Civil Service Commission meeting to order at 1:00 PM		
A. On a motion by Commissioner Cleland, seconded by Commissioner Shannon-Banister, the agenda was adopted as written.		
B. On a motion by Commissioner Shannon-Banister, seconded by Commissioner Snider, the minutes for the regular meeting on January 10, 2023, were unanimously approved.		
2) AGENDA ITEMS (Requires a vote)		
A. NONE		
3) ITEMS FOR DISCUSSION or POSSIBLE VOTE		
A. HR Background Investigation Process		HR Representative

<p>DISCUSSION</p>	<p>Ryan Lantz presented a PowerPoint with information about HR’s background process, and information about the group that has been established to support of all the public safety groups within the City of Aurora. He gave an overview of the resources that they have available, what their current HR background investigation process is, and a comparison with the Civil Service Commission background as well as an assessment of HR’s capability for additional background responsibility.</p> <p>There was a discussion about disclosure of records and how that would be affected if backgrounds were moved to HR. Schulte explained that the law states that it must be the custodian of records and the custodian of records is determined by City policy. He added that if the record is created and housed by the Civil Service Commission then they are the custodian, and if it is created and housed by HR, then they are the custodian.</p> <p>There was a discussion about the differences and similarities between how Civil Service and HR do backgrounds and why the city wanted to move the backgrounds to HR. Batchelor stated “(there is) a number of things we’re looking at to consolidate backgrounds as both Ryan and Ron have noted that it would provide consistent cast departments for sworn positions. It would provide consistency across the 911 and it would also allow us economies of scale. You can see there’s a large pool there of background investigators that when we’re looking at going through a pool of applicants, we think that by having a larger set of background investigators, we can more efficiently move through those.”</p> <p>There was discussion about the perception that the backgrounds were not up to standard. Batchelor stated, “Whether it’s background investigators or commissioners are feeling attacked, that is unfortunate. It should be very clear that that the Commission has done their level best, as has been noted, to do everything that’s asked of them. And so sometimes we change not because what we’re doing is bad or wrong, but just because it’s time to change and we’re going to try something else. And you know what? Whatever we change to, we’ll change again in the future. We’re going to continue to adapt. We’re going to continue to evolve, and I think we’ve got to figure out what that balance is.”</p> <p>Vice-Chair Cleland stated, “I think in my own opinion, that we have an opportunity, and this is where I am an optimist, that we have an opportunity to sit down and possibly work something out that can be a best of both worlds. Because I personally feel we have amazing background people.”</p>
<p>PROPOSALS/ CONCLUSIONS</p>	<p>Batchelor proposed setting up a meeting to come back and discuss what the rest of the process will look like and discuss it again at the pleasure of the Commission.</p>
<p>B. Consent Decree and Hiring Resolution Follow Up Commission</p>	
<p>DISCUSSION</p>	<p>Chair McNeal invited Jeff Schlanger (IntegrAssure) to speak. Schlanger stated “I think you’ve covered what needs to be covered in terms of where we need to go. Just to reiterate, we have made a recommendation and our role as expert. There is perhaps room between that recommendation and what the minimum requirements of the consent decree are, and I think it’s up to this body to make sure That the requirements are met and to come up with a plan that we’ll do that.”</p>

	There was a discussion about a request from the PD to consider the 148 applicants currently in the process for the September academy, for the May academy.
PROPOSALS/ CONCLUSIONS	The Commission agreed to have a special meeting on February 28 th . Staff agreed to send emails to the 148 applicants in the process for a September academy with a deadline to submit interest to be considered for the May academy.
4) REPORTS	
A. COMMISSIONER REPORTS- <ul style="list-style-type: none"> • None 	
B. LEGAL COUNSEL REPORTS- No comment	
5) COMMENTS	
A. FIRE DEPARTMENT – No comment	
1.Chief or Designee – No comment	
<p>2.Union Designee – IAFF counsel Richardson stated “This proposal is a direct attack on the relevant Charter provisions governing the Commission's authority to administer the public safety hiring process specifically, but not limited to sections 3-17, subsection 3. It is now time for the city to honestly acknowledge that the City Charter must prostrate itself to the consent decree, which was negotiated in secret with the Colorado Attorney General. Fundamental Colorado constitutional issues are now front and center regarding the powers of a whole room Municipal Corporation versus the (inaudible) of the attorney general. These existing charter provisions stem directly from the hard work that Aurora firefighters accomplished in the 1970s and 1980s and most recently in 2006. Proposal such as this and others to certainly follow will by years of litigation, this litigation will involve depositions and other requests for documents, especially if Council members and city staff relating to the secret negotiations with the Attorney General...this entire process is apparently being driven by city management and the administration of the Police Department. Because of this dynamic, local 1290 is seriously considering disengaging with IntegrAssure. Not because there is any deficiency in the work, but it is being obviously ignored...Local 1290 urges and exhorts the Commission to reject and rebuff this proposal. You can further study and review it all you want, but at the end of the day it grotesquely violates the City Charter.”</p>	
B. POLICE DEPARTMENT	
1.Chief or Designee – Div. Chief Juul stated that they currently have 10-12 laterals for the May academy.	
2.Association Designee <ul style="list-style-type: none"> ➢ APA – No Comment ➢ FOP – No Comment 	
C. CITY MANAGER DEPARTMENT – No comment	
D. PUBLIC COMMENT- None Present	
7) _ADJOURNMENT – The meeting was adjourned 3:20 PM.	

ATTEST: 

Desmond McNeal, Chair



Heather Dearman, Civil Service Analyst