

CIVIL SERVICE COMMISSION MEETING		
MINUTES		
1:00 PM	JULY 11, 2023	ASPEN ROOM and TEAMS
COMMISSIONERS PRESENT	Desmond McNeal	Chair
	Barb Cleland	Vice-Chair
	Barbara Shannon-Banister, Ph. D	Commissioner
	Matt Snider	Commissioner
STAFF PRESENT	Matt Cain	Administrator
	Emily Shuman	Senior Analyst
	Michelle Haines	Civil Service Analyst
	Heather Dearman	Civil Service Analyst
OTHERS PRESENT	Jason Batchelor	Interim City Manager
	Pete Schulte, Kimberly Skaggs	City Attorney's Office
	Ryan Lantz	Internal Services
	Interim Chief Acevedo, Interim Dpty. Chief Morris, Div. Chief Juul, Div. Chef Lanigan, Sydney Edwards, Regan Pena, John Schneebeck	Aurora Police Department
	Sgt. Sears, Sgt. Benedict	FOP
	Chief Oughton, Dpty. Chief Robnett, Cmdr. Hays, FF Barnes	Aurora Fire Department
	Charlie Richardson	IAFF Local 1290
	Erin Pilnyak, Jeff Schlanger	IntegrAssure
1) Chair McNeal called the Civil Service Commission meeting to order at 1:00 PM		
A. On a motion by Vice-Chair Cleland, seconded by Commissioner Snider, the agenda was adopted as written.		
B. On a motion by Commissioner Shannon-Banister, seconded by Commissioner Snider, the minutes for the May 9 and May 30, 2023, meetings were unanimously approved.		
2) AGENDA ITEMS (Requires a vote)		
A. NONE		
3) ITEMS FOR DISCUSSION or POSSIBLE VOTE		
A. Entry-Level Preference Points Placement		Div. Chief Juul and Dpty. Chief
DISCUSSION	Chief Juul indicated that he and Dpty. Chief Robnett discussed scoring. He stated that for a candidate to get the most value out of preference points, they should be added to the averaged written and interview scores, not just to the written score. He requested that the change be in effect for the September academy list and moving forward.	

PROPOSALS/ CONCLUSIONS	Commissioner Snider made a motion to move the application of preference points to after the written examination and oral examination scores have been combined and averaged effective immediately with final language for the rule book to be approved at the next meeting. Vice-Chair Cleland seconded the motion, the motion passed unanimously.		
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">B. Language Preference Points</td> <td style="width: 40%;">Cain</td> </tr> </table>		B. Language Preference Points	Cain
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DISCUSSION	<p>There was a conversation about second language preference points for entry-level police and fire applicants. There was a discussion about the top 10 languages spoken in the city and the potential benefits of awarding preference points for proficiency in different languages. There was a debate about whether to include all languages or stick to the city's language access plan, which includes the top 10 languages plus sign language.</p> <p>There were concerns about the practicality of awarding points for languages that may not be encountered frequently. Ultimately there was support for including all languages, noting the diverse population and potential benefits of having multilingual officers and firefighters. There was also a discussion about the scoring system for proficiency levels. Everyone agreed that advanced proficiency should receive full points, intermediate proficiency should receive partial points, and beginner proficiency should receive zero points.</p>		
PROPOSALS/ CONCLUSIONS	Vice-Chair Cleland made a motion to include all languages for preference points. Commissioner Snider seconded the motion, the motion passed unanimously.		
4) REPORTS			
<p>A. COMMISSIONER REPORTS-</p> <ul style="list-style-type: none"> • Vice-Chair Cleland thanked AFR for the kindness extended to her and her grandson when they observed the Fire Engineer practical exam. Commissioner Snider added that he was very impressed with training given to the other departments for scoring. Chair McNeal expressed that the weather wasn't great, but it was nice to watch. 			
B. LEGAL COUNSEL REPORTS- No comment			
5) COMMENTS			
<p>A. FIRE DEPARTMENT – Cmdr. Hays thanked the Commission for coming to the practical exam and stated that it really helps them as they put a lot of heart and soul into making it fair, equitable for everybody.</p>			
1.Chief or Designee – No comment			

2.Union Designee –Union counsel Richardson stated that on Friday, they had an all-day agreement session in front of an arbiter regarding the underpayment of Captains acting as battalion chiefs, which they believe is a violation of their collective bargaining agreement. They expect a ruling in about a month and a half. Richardson mentioned some historical context and plans to address City Council about the issues they are facing. He expressed frustration with the City Council's actions and highlighted alleged violations of the Charter and consent decree. He also discussed the union’s opposition to the city attorney appointing hearing officers for disciplinary hearings. Richardson emphasized the union’s commitment to the cause and suggested that they will continue fighting for a fair resolution.

B. POLICE DEPARTMENT

1.Chief or Designee – Interim Chief Acevedo


2.Association Designee


- APA – No Comment
- FOP – No Comment

C. CITY MANAGER DEPARTMENT –No comment

D. PUBLIC COMMENT- None Present

7) _ADJOURNMENT – The meeting was adjourned at 2:17 PM.

ATTEST: 
Desmond McNeal, Chair


Heather Dearman, Civil Service Analyst