


CIVIL SERVICE COMMISSION MEETING		
MINUTES		
1:00 PM	NOVEBER 14, 2023	ASPEN ROOM and TEAMS
COMMISSIONERS PRESENT	Desmond McNeal	Chair
	Barb Cleland	Vice-Chair
	Barbara Shannon-Banister, Ph. D	Commissioner
	Matt Snider	Commissioner
	Patricia Stephens	Commissioner
STAFF PRESENT	Matt Cain	Administrator
	Emily Shuman	Senior Analyst
	Michelle Haines	Civil Service Analyst
	Heather Dearman	Civil Service Analyst
OTHERS PRESENT	Pete Schulte, Kim Skaggs	City Attorney's Office
	Div. Chief Barnes, Div. Chief Hildebrand, Div. Chief Juul, Agt. Cancino, John Schneebeck	Aurora Police Department
	Jason Batchelor	City Manager
	Ryan Lantz	Internal Services
	Chief Oughton, Dpty. Chief Robnett, Cmdr. Hays	Aurora Fire Department
	Jeff Schlanger, Erin Pilnyak	IntegrAssure
	1) Chair McNeal called the Civil Service Commission meeting to order at 1:00 PM	
1. On a motion by Vice-Chair Cleland, seconded by Commissioner Stephens, the agenda was adopted as written.		
2. On a motion by Commissioner Shannon-Banister, seconded by Vice-Chair Cleland, the minutes for the October 10, 2023, meeting was unanimously approved.		
2) AGENDA ITEMS (Requires a vote)		
A. None		
3) ITEMS FOR DISCUSSION or POSSIBLE VOTE		
A. Entry Level Disqualification Appeals Summary		Haines
DISCUSSION	<p>Haines gave a summary of police entry-level appeals. She stated that in the past month, the Commission received and reviewed 9 disqualification appeals from police applicants. The initial reviews concluded with 7 appeals being denied. 2 appeals were moved on to additional testing, and a final decision will be made after the results are received. Additionally, 2 police applicants were disqualified due to errors on their applications, and the Commissioner has reinstated one applicant.</p> <p>Chair McNeal expressed concerns about the process of handling appeals, particularly in cases of failing the psychological exams. He gave examples such as the impact of past speeding tickets, especially if the applicant was under 18 at the time and if issues occurred before the age of 18, and the fairness of disqualification based on past incidents.</p>	

	<p>Chair McNeal asked Schlanger for his opinion. Schlanger stated that he would like to look into it further and would love to hear recommendations from the board and the department.</p> <p>Schulte emphasized that legal advice from their office recommends not hiring individuals who fail specific criteria, as they pose a liability risk to the city. He discussed his experience with Peace Officer certification evaluations in Colorado and noted the subjective nature of these assessments and the importance of relying on chosen psychologists for evaluations.</p> <p>There was a discussion about the appeal process for JSA's and second opinions. It was also noted that Colorado is getting very limited on psychologists. A decision was made to have a presentation by the psychologist at the next meeting.</p>
<p>A. Impact of Ballot Questions 3B, 3C, 3D on CSC Rules and Regulations</p>	<p>Cain</p>
<p>DISCUSSION</p>	<p>Cain summarized ballot questions 3B, 3C, and 3D and their impact on the Civil Service rules. He clarified that the discussion would be focused on initiating a preliminary conversation rather than making immediate decisions or votes.</p> <p>3B involves changes to the probationary period and promotion process for police officers and firefighters.</p> <p>3C clarifies the qualifications for lateral entry officers seeking promotion.</p> <p>3D, which may or may not impact the rules, amended the City Charter to allow for an increase to the number of authorized police division and Deputy chiefs in relation to the number of authorized SWAT officers, and clarifying the Deputy Chiefs and commanders are accepted from civil service membership.</p> <p>There was a discussion about the charter change that allows the Chief to bypass candidates on a promotional list and the need to clarify how that appeal process to the Commission would work.</p>
<p>4) REPORTS</p>	
<p>A. COMMISSIONER REPORTS- None</p>	
<p>B. LEGAL COUNSEL REPORTS-No comment</p>	
<p>5) COMMENTS</p>	
<p>A. FIRE DEPARTMENT</p>	
<p>1. Chief or Designee– No Comment</p>	
<p>2. Union Designee -None Present</p>	
<p>B. POLICE DEPARTMENT</p>	
<p>1. Chief or Designee – No Comment</p>	
<p>2. Association Designee</p> <ul style="list-style-type: none"> ➤ APA – No Comment ➤ FOP – No Comment 	
<p>C. CITY MANAGER DEPARTMENT –None Present</p>	
<p>6) PUBLIC COMMENT- None Present</p>	
<p>7) ADJOURNMENT – The meeting was adjourned at 1:37 PM.</p>	

ATTEST: 

 Desmond McNeal, Chair



 Heather Dearman, Civil Service Analyst