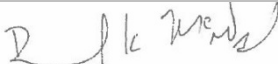



CIVIL SERVICE COMMISSION MEETING		
MINUTES		
1:00 PM	FEBRUARY 13, 2024	ASPEN ROOM and TEAMS
COMMISSIONERS PRESENT	Desmond McNeal	Chair
	Barb Cleland	Vice-Chair
	Barbara Shannon-Banister, Ph. D	Commissioner
	Matt Snider	Commissioner
	Patricia Stephens	Commissioner
STAFF PRESENT	Matt Cain	Administrator
	Michelle Haines	Civil Service Analyst
OTHERS PRESENT	Julie Heckman, Pete Schulte, Kim Skaggs	City Attorney's Office
	Chief Morris, Div. Chief Juul, Cmdr. Rathbun, Lt. Carelock, Sgt. D. Clark, Sgt. Hummel, John Schneebeck	Aurora Police Department
	Sgt. Sears	FOP
	Jason Batchelor	City Manager
	Dpty. Chief Robnett, Cmdr. Hays, Fire Medic Barnes	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 January 9, 2024, meeting was unanimously approved.		
2) AGENDA ITEMS (Requires a vote)		
A. NONE		
3) ITEMS FOR DISCUSSION or POSSIBLE VOTE		
A. Requirements for Promotional Appointment Draft Rule Revisions		Cain
DISCUSSION	Cain presented a draft of the rule revisions for promotional appointment. There was a discussion about the process and implications of the Police Chief bypassing candidates for promotion. There was a conversation about various scenarios, including the timing of bypass notifications, the appeal process, potential delays in promotions, the need for clarity in rules, and the impact on departmental operations.	
PROPOSALS/ CONCLUSIONS	With input from the Commissioners, Police Department, union and legal, Cain edited the draft during the discussion. All parties agreed to review the changes and bring it to a vote at the March 12, 2024, meeting.	
4) REPORTS		

<p>A. COMMISSIONER REPORTS- Commissioner Stephens stated that the oral interviews for entry level police had great candidates. Chair McNeal mentioned that he recently viewed was a good promotional video.</p>
<p>B. LEGAL COUNSEL REPORTS-No comment</p>
<p>5) COMMENTS</p>
<p>A. FIRE DEPARTMENT</p>
<p>1. Chief or Designee– Div. Chief Robnett expressed that the department initially requested an academy of 30 recruits and later requested an additional 5 recruits for a total of 35 recruits. He said they were only able to hire 26 recruits. He mentioned that for 30 recruits they should be doing 60 backgrounds. He also indicated that having a conditional offer up front makes them meaningless and they are offers for large groups they don't have funding for. He suggested notifying applicants they were finalists instead of giving conditional offers up front. He indicated the department would be bringing a more formal request to the Commission to discuss this potential change.</p>
<p>2. Union Designee -None Present</p>
<p>B. POLICE DEPARTMENT</p>
<p>1. Chief or Designee – Chief Morris thanked everyone for taking the time to get it right concerning the Chief's bypass rules.</p>
<p>2. Association Designee</p> <ul style="list-style-type: none"> ➤ APA – None Present ➤ FOP – Sgt. Sears expressed gratitude for consideration of the members' input regarding the Chief's bypass rules.
<p>C. CITY MANAGER DEPARTMENT –City Manager Batchelor expressed appreciation for the ongoing work of the Commission and stakeholders. He noted that Thursday marks the two-year anniversary of the consent decree's effective date. He stated that the decree initially focused on updating and implementing policies, which aligns with the current activities. He said they are now discussing formalizing the transition into a three-year monitoring period with the monitor and the AG's office. Batchelor expressed that the Commission's work has met the requirements, and there are plans to include the Commission in formalizing the transition.</p>
<p>6) PUBLIC COMMENT- None Present</p>
<p>7) ADJOURNMENT – The meeting was adjourned at 2:33 PM.</p>

ATTEST:



 Desmond McNeal, Chair



 Heather Dearman, Civil Service Analyst