CIVIL SERVICE COMMISSION MEETING

MINUTES

1:00 PM | MAY 26, 2020 | WEBEX

<table>
<thead>
<tr>
<th></th>
<th>Jim Weeks</th>
<th>Chair</th>
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<tr>
<td></td>
<td>Pam Turner</td>
<td>Vice-Chair</td>
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<td></td>
<td>A.J. McDonald</td>
<td>Commissioner</td>
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<td></td>
<td>Barbara Shannon-Banister, Ph.D</td>
<td>Commissioner</td>
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STAFF PRESENT

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<thead>
<tr>
<th></th>
<th>Matt Cain</th>
<th>Administrator</th>
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<tr>
<td></td>
<td>Emily Shuman</td>
<td>Senior Analyst</td>
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<td></td>
<td>Michelle Haines</td>
<td>Civil Service Analyst</td>
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OTHERS PRESENT

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<thead>
<tr>
<th></th>
<th>Julie Heckman, Nancy Rodgers</th>
<th>City Attorney’s Office</th>
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<tr>
<td></td>
<td>Jason Batchelor</td>
<td>City Manager’s Office</td>
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<td></td>
<td>Interim Chief Wilson, Div. Chief Condreay, Dpty. Chief Glidden, Lt. McClelland, Ofc. Syidi, Danielle Carrel, John Schneebeck</td>
<td>Aurora Police Department</td>
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<td></td>
<td>Sgt. Sears</td>
<td>FOP</td>
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<td></td>
<td>Chief Gray, Dpty. Chief Andersen, Cmdr. Robnett, Tech. Lowe, Sherri Jo Stowell</td>
<td>Aurora Fire Department</td>
</tr>
<tr>
<td></td>
<td>Tech. Pulliam</td>
<td>Local 1290</td>
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<td></td>
<td>Carol Neland</td>
<td>Public</td>
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1) Chair Weeks called the Civil Service Commission meeting to order at 1:00 p.m.

A. All who were present introduced themselves.

B. On a motion by Vice-Chair Turner, seconded by Commissioner McDonald, the agenda was adopted as written.

C. On a motion by Commissioner Shannon-Banister, seconded by Commissioner McDonald the minutes for the Commission meeting on March 10, 2020 were approved.

2) AGENDA ITEMS (Requires a vote)

A. Police Sergeant Certification List Extension

DISCUSSION

Shuman requested that the 2019 Sergeant certification list be extended by 90 days citing budgetary concerns as the primary reason for this Charter-authorized extension. Chief Wilson agreed with the extension.

PROPOSALS/CONCLUSIONS

The Commission voted unanimously to extend the 2019 Sergeant certification to expire January 1, 2021 or upon certification of a new list.

3) ITEMS FOR DISCUSSION (No vote required)

A. Entry-Level Minimum Age Application Requirement

Commission
**DISCUSSION**

Vice-Chair Turner summarized the discussion from February regarding changing the minimum age requirement to apply for Police and Fire. There was a discussion about the pros and cons of each. Chief Wilson and the FOP supported the change from 21 by the start of the academy for which they are applying to 21 by graduation. Chief Grey and AFR representatives asked to change the minimum age to 18 by the start of the academy for which they are applying, citing other departments who had successfully made this rule change.

**PROPOSALS/CONCLUSIONS**

The departments and unions that were in attendance approved of the proposed changes. Chair Weeks recommended that verbiage for a rule change should be presented at the next meeting for a vote.

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**A. COMMISSIONER REPORTS**

- Chair Weeks proctored the police agent written exam. He stated that the test went well, but expressed concern that a candidate with possible exposure to COVID 19 made the decision to come to the test. Chair Weeks requested that whenever any member of APD or AFR interact with the staff or Commissioners that a mask be worn. Chiefs Wilson and Gray committed to get the word out to their personnel that this request be honored.

**B. STAFF REPORTS**

Future Calendar Items:
- May 27—Fire Captain written
- June 9—Regular commission meeting
- June 9-11—Police agent assessment center

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**B. LEGAL COUNSEL REPORTS**

– No Comment

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**4) COMMENTS**

**A. FIRE DEPARTMENT**

1. Chief or Designee — No comment

2. Union Designee — No comment

**B. POLICE DEPARTMENT**

3. Chief or Designee — No comment

4. Association Designee
   - APA — None present
   - FOP — No comment

**C. CITY MANAGER DEPARTMENT**

– No comment

**D. PUBLIC COMMENT**

– No comment

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**7) ADJOURNMENT** — Vice-Chair Turner made a motion to adjourn the meeting, seconded by Commissioner Shannon-Banister. The meeting adjourned at 1:55 pm.

**ATTEST:**

Jim Weeks, Chair

Heather Dearman, Civil Service Analyst

**UPDATED 6/9/2020 HD**