

AURORA CIVIL SERVICE COMMISSION
15151 E. Alameda Parkway, Suite 3400
Aurora, CO 80012
(303) 326-8931

1/22/09

REGULAR MEETING of January 20, 2009

Commissioners Present: Dave Williams, Chair
Jeannine Zimmerman, Vice Chair
Richard Brown, Commissioner
Jan Raskin, Commissioner
Excused: Bernard Celestin, Commissioner

Staff Present: Terry Kulbe, Administrator
Excused: Matt Cain, Senior Test Development Analyst
Emily Jackson, Senior Test Development Analyst
Heather Dearman, Civil Service Assistant

Others Present: Chief Mike Garcia, Aurora Fire Department
Battalion Chief Mark Turley, Aurora Fire Department
Captain Allen Robnett, Aurora Fire Department
Captain Hunter Hackbarth, Aurora Fire Department
Engineer Randy Rester, Aurora Fire Department

Tom Nicholas, Deputy City Manager
Chief Daniel Oates, Aurora Police Department
Division Chief Roger Cloyd, Aurora Police Department
Captain Kevin Flynn, Aurora Police Department
Lieutenant Paul O'Keefe, Aurora Police Department
Sergeant Paul Poole, Aurora Police Department
Officer Merle Moriarity, Aurora Police Department
Officer Gary Reininger, Aurora Police Department
Officer Mike Liley, Aurora Police Department
Stacie Evans, Assistant City Attorney
Dr. Richard Wihera
Dr. Christine Cullen

Chair Williams called the Regular Meeting to order at 1:00 p.m. in the Fitzsimmons room. Williams introduced the new Commissioner Jan Raskin.

- 1) On a motion by Brown, seconded by Zimmerman, the minutes for the Regular Commission Meeting of January 6, 2009 were approved unanimously.
- 2) Williams called for Public Comment. There was none.

3) The Agenda for January 20, 2009 was approved as written.

4) COMMISSIONER REPORTS-

Williams commented that some of the candidates that show up for the Police entry level fitness test could be in better shape. He added that Celestin wanted him to mention that perhaps the candidates could be given some suggestions on how to train for the test prior to them attending. Kulbe stated that there has been about a 35% show rate for the fitness test.

5) STAFF REPORTS-

Kulbe went over the February calendar

6) OLD AGENDA ITEMS--None

7) NEW AGENDA ITEMS FOR COMMISSION DISCUSSION:

- (a) Fitness test training video-There was a discussion about making a short video that would demonstrate the fitness test and could be put up on the website for candidates to view. Chief Oates volunteered Capt. Flynn to help out with this project.
- (b) Extend Fire Lieutenant Promotion Testing up to 90 days-On a motion by Brown seconded by Zimmerman, the Fire Lieutenant Promotion testing was extended for up to 90 days. The motion passed unanimously.
- (c) Extend Fire Captain Promotion Testing up to 90 days- On a motion by Zimmerman, seconded by Brown, the Fire Captain Promotion testing was extended for up to 90 days. The motion passed unanimously.
- (d) New EEOC Legal Opinion on Post-Offer Testing & Backgrounds—Dr. Wihera discussed the new legal opinion that would allow for Conditional Job Offers to be given to successful candidates after the fitness test, written test and oral boards, but before they go on to polygraph and psychological testing and background investigations. This change permits medical history questions in the testing and investigations. Williams stated that we need a future working meeting with staff and background investigators to discuss the impact this would have on our process.
- (e) Job Suitability Assessment Testing, Evaluation & Ratings—Dr. Wihera explained how they use the California Personality Inventory (CPI) test to determine a candidate's personality traits against a national data base. The candidate is then interviewed to substantiate the CPI findings. If the CPI is invalid (candidate was defensive in taking it) or the interview cannot substantiate the findings, the candidate may be given a suitable rating to move him/her to background for a more thorough investigation.

8) LEGAL ITEMS: None

9) INFORMATION ITEMS: EXAMINATION NOTICES: (all information put in Commissioner's individual folders)

10) CALL FOR QUESTIONS AND CLARIFICATIONS- None

11) Regular meeting adjourned at 2:30 p.m.

ATTEST: _____
Dave Williams, Chair

Heather Dearman, Civil Service Assistant