

REVISED

Public Safety, Courts & Civil Service (PSCCS) Meeting

July 18, 2019

2:00 PM

Aurora Room

Council Member Allison Hiltz, Chair

Council Member Francoise Bergan, Vice Chair

Council Member Dave Gruber, Member

Assure a safe community for people

1. Approval of May 22, 2019 draft Minutes Council Member Hiltz
2. Consent Items (None)
3. Police and Fire Turnover HR Director Dianna Giordano 15 mins
4. Preparing for Non-Traditional
Police/Citizen Interaction Deputy Chief O'Keefe 15 mins
5. Teen Crisis Intervention Deputy Chief O'Keefe 10 mins
6. Miscellaneous Matters for Consideration
7. Confirm Next Meeting Council Member Hiltz

Next Meeting: 08/15/2019 @ 3:30pm – Aurora Room

**PUBLIC SAFETY, COURTS & CIVIL SERVICE MEETING
MAY 22, 2019**

Members Present: Council Member Allison Hiltz, Chair
Council Member Francoise Bergan, Vice Chair
Council Member Marsha Berzins

Members Absent: Council Member Dave Gruber

Others Present: R. Thompson, C. O’Shea, J. Heckman, V. Wilson, M. Dudley, E. Ortiz, J. Schneebeck, K. Claspell, T. Pulliam, B. Good, D. Kaiser, R. Weber, M. Chapman, A. Robnett, I. Evans, A. Launer, C. Hill, H. Hackbarth, C. Anderson, L. Gertzen, A. Garcia, C. Miller, F. Gray, Z. DeBoyes, R. Cooper, N. Rodgers, N. Metz, S. Day, J. Batchelor, J. Puscian, M. Maillaro, D. Carrel

REVIEW/APPROVAL OF MINUTES OF THE APRIL 18TH MEETING

Minutes approved.

ANNOUNCEMENTS

None.

CONSENT ITEMS

None.

AFR STATION 17 UPDATE

Summary of Issue and Discussion

Deputy City Manager Jason Batchelor started by updating the committee on the Harmony Development and explained the city is working with developer to construct the temporary station. The lot has been selected and there are efforts to move forward. CM Hiltz asked if the city owned the land. J. Batchelor explained that the developer owns the land and is pending being turned over to the builder for construction however, it is not in the first phase of the planned development. The city may move solicit the builder to purchase the land if necessary. CM Hiltz asked why the building of a new development is moving forward if land is not locked in for the fire station and questioned how a developer or builder can decide they are no longer going to dedicate land previously agreed upon but still build houses. J. Batchelor explained the temporary station is expected to be built on a single-family lot that is pending release from the developer to the builder. CM Hiltz clarified that the issue is that the developer won’t release the land the builder, who wants to continue building houses, but is unable to build the station as planned because the developer will not release the land.

CM Bergan asked if there is a need to wait until the area reaches a certain population. J. Batchelor explained this station will cover multiple developments.

Fire Chief Gray explained to the committee that staffing for Station 17 is ready to go. Adding that if the station isn’t ready soon, another apparatus will be assigned to Station 15 or another Station in close proximity

to provide an additional resource in the area. CM Berzins asked how many personnel are needed to staff the temporary station. Chief Gray responded that it would take 16 personnel to cover the three shifts.

Outcome

Information only.

Follow-up Action

None.

SE AURORA – AFR CALL VOLUME & RESPONSE

Summary of Issue and Discussion

Fire Chief Gray presented this item to the Committee. There are currently 16 stations open with funding for 17 stations. They plan to have Truck 16 (the second unit at the station) in-service by August 2019. Station 17 will open later this year. AFR has changed their deployment model to a dynamic approach by utilizing GPS and Automatic Vehicle Location (AVL) systems. This allows for the closest resource to be deployed. They use benchmarks as determined by National Fire Protection Association (NFPA). AFR's benchmark is currently four minutes from the station to the scene. CM Hiltz asked how many stations were meeting those benchmarks currently. Chief Gray explained he would highlight that information later in the presentation for SE Aurora and would provide the information for other areas after the meeting. CM Hiltz asked if the response times were getting better. Chief Gray confirmed that since the implementation of the AVL response times were decreasing. Chief Gray explained AFR has full integration with EMS and Advanced Life support (ALS) equipment. CM Bergan asked if EMS are required to meet the same response benchmarks. Chief Gray explained that they do not, and that AFR personnel are trained to provide medical services adding that 65-70% of AFR's calls for service are medical related.

AFR's goal is to send enough resources to overwhelm a fire, which is called an Effective Firefighting Force. NFPA standards suggests 17 firefighters on scene within eight minutes for a 2000 square-foot home without a basement. AFR has elevated their deployment model by sending 22 personnel. CM Bergan asked if in the case of a multiple-structure fire if they would initiate a request for mutual aide. Chief Gray said, in some cases that would happen. When there are complex incidents in SE Aurora, the nearest Battalion Chief is at Station 10.

Fire Station 13 was built in 2000, staffed with four personnel, including a component of the Wildland Fire Fighting Team. The Wildland Unit at Station 13 is not staffed with dedicated members but is instead cross-staffed with personnel from Engine 13. CM Hiltz asked how staffing issues are addressed with multiple calls for service if one of them is a brush fire. Chief Gray explained all four personnel would deploy to the brush fire and another unit would respond from another area of the city. CM Hiltz asked if personnel could be boosted to provide full service. Chief Gray explained it would come down to funding and would require two additional personnel per shift at Station 13. There are other specialty teams that are cross-staffed in a similar manner. CM Hiltz commented that the Hazmat unit, currently at Station 2, is not located near the proposed hazmat route on E-470.

Station 14 was built in 2006 and used as a warehouse facility for years prior to being staffed. CM Bergan asked why Stations 13 and 14 were built so close together. Chief Gray explained that there was some development in the area that met the benchmarks for population need. J. Batchelor added that instances such as these are the reason for the temporary stations and allows development to occur before the permanent

station is built. Sometime in 2007 or 2008, Station 13 had an Engine and a Ladder Truck that was redeployed to Station 14, which means the same number of resources remain in the area. Station 14 and Engine 13 are able to respond to many addresses in SE Aurora within the benchmark but it will be considerably longer for stations outside of SE Aurora.

There are currently approximately 50,000 residents in SE Aurora, not including commercial properties. The forecasted growth could be approximately 11,500 new homes in the next 5-10 years. CM Hiltz asked what the target of residents per station would be. Chief Gray explained number of stations would be determined by call volume rather than number of residents to keep in line with response times. CM Berzins asked how apartment buildings are calculated for response times. Commander Allen Robnett explained that considerations are taken within the metrics to project the number of resources needed.

AFR responds to approximately 2600 calls for service per year in SE Aurora, whereas 8-10% of those are fire based, 65-70% are EMS related, and the remainder are traffic related or other miscellaneous calls for service. CM Bergan asked if Southlands Mall had their own fire department. Chief Gray said they do not and AFR responds to calls for service in that area. CM Hiltz added that unmet response times have an impact on businesses ISO ratings in regard to insurance coverage. Chief Gray explained that the biggest challenge in SE Aurora is the time to establish an Effective Fighting Force and as the area continues to grow, there is a need for a third company in that area rather than initially building a new station.

CM Hiltz commented that Firefighters are not people who would not do their job and they will continue to respond to fires and calls for services. She hopes council won't take advantage of that mentality moving forward.

CM Bergan would like additional data to determine where the needs are and asked if Medical Support Units (MSU's) be added until funding is available for the additional company. Chief Gray explained the two additional people for the MSU would not be enough to impact their response challenges. However, they are looking at updating the current MSU program to have them available during peak times to impact other areas of the cities. CM Bergan asked where the ambulance units are stationed in SE Aurora. Chief Gray explained the private ambulance company uses a dynamic staffing model and float around the city based on predictive analysis.

CM Berzins suggested a city-wide analysis of calls for service and resources. CM Hiltz suggested there will need to be a structural change to get developers on board to contribute to resource needs. CM Hiltz asked if Falck is still missing response times or are we incentivizing them to meet the response times. Chief Gray will look into the data available and get back to CM Hiltz.

CM Hiltz would like a similar presentation for the Fitzsimmons area at a future meeting.

Outcome

Information only.

Follow-up Action

None

DOMESTIC VIOLENCE

Summary of Issue and Discussion

Chief Nick Metz started the discussion by providing statistics from the National Coalition Against Domestic Violence, citing that nearly 20 people are physically abused every minute by their intimate partners. A study of Domestic Violence (DV) homicides found nearly 20% of the victims were not the intimate partner but were other family members, children, neighbors, and responding police officers. Statistically, 72% of all murder/suicides involve intimate partners and 94% of those murder/suicide victims are women. Domestic violence impacts people across all economic and ethnic lines and many cases of domestic violence goes unreported. Chief Metz challenges Council to take on this issue as a priority.

Division Chief Vanessa Wilson presented domestic violence by providing the legal definition and explained that domestic violence alone is not an actual charge, but rather a charge enhancer or designation with mandatory arrest and/or protection orders to prevent the victim from requesting to have the charges dropped. Many times, however, the victim will recant their statement or fail to appear in court.

The police department responds to approximately 6,700 calls for service for domestic violence per year. In 2018, nearly 2,900 DV cases required some degree of investigation and referrals to other Aurora agencies such as APD Victim Services, Gateway Court Advocates, and Municipal Court for case filings. Detectives investigating felonies must file their cases within 72 hours.

Carole O'Shea from the Police Victim Services Unit (VSU) explained they are governed by the state mandate of the Victims' Rights Act. VSU is currently staffed with 11 full time employees and approximately 40 volunteers. They provide victim services for both, felony and misdemeanor crimes, respond to calls, provide case management, and initial safety planning and assistance.

CM Bergan asked if VSU provided counseling for the perpetrator. Mrs. O'Shea explained that counseling is a large piece of the resolution and Gateway also provides counseling. Division Chief Wilson explained how important it is stop the cycle of violence and often times the court will order counseling for the defendant.

Mrs. O'Shea stated that there is evidence indicating mass shooting suspects tend to have a high level of prior DV related offenses. CM Hiltz noted that there have been three shootings involving teenagers in Aurora recently. She asked if departments were tracking the incidents for a connection to domestic violence in their homes and if the Crisis Response Team is used for some of these calls. Division Chief Wilson acknowledged that mental illness was often a result of trauma and that School Resource Officers provide education to students related to dating violence. Additionally, VSU staff have the education and training to provide front-end crisis intervention.

The passage of House Bill 16-1080 made strangulations a felony within Colorado. This is important because this will increase the number of felony cases referred to detectives for follow-up and officers are trained to determine if strangulation has occurred. CM Bergan asked about the national increase of reported DV cases. Chief Metz explained that the increase is likely because more people are reporting and perhaps not that domestic violence is actually increasing.

Lisa Gertzen of Gateway Domestic Violence Services explained that they are a non-profit agency housed in the Aurora Court House. She explained the cycle of violence and the steps taken after the victim is referred to Gateway for service. Gateway acts as the victims' advocate during court proceedings, provides resources and services such as mental health care, extended shelter, and Break the Lease letters. Adding that the most dangerous time for a DV victim is when they are trying to leave the perpetrator. CM Hiltz added that Link Coalition identifies links between animal abuse and future domestic violence and crime. Also, that the Aurora Animal shelter will take animals from DV victims for free when they are housed somewhere for 30 days or more.

Deputy City Attorney Julie Heckman presented the DV Fast Track program of the Aurora Municipal Court to the Committee. She explained that Aurora was one of the first to implement this system over 25 years ago. The reason Fast Track is important is because of the pattern of the crimes associated with domestic violence and that early intervention is key for the victim, family members, perpetrator, community, and officers. Aurora's Fast Track program includes next business day arraignments versus the standard 30 days. These arraignments allow for the defendant to enter a plea or request an attorney to start the process. If a guilty plea is entered, the defendant can be sentenced and begin probation and/or counseling assessments. If a not guilty plea is entered, a pre-trial conference is immediately held. The City Attorney's Office also has victim liaisons to help them through the court process.

CM Bergan asked if when the defendant bonds out before seeing a judge if they go home. Chief Metz added that these occurrences are also troubling for him and in most municipalities the defendant cannot bond out until they see a judge, which allows for a cooling off period. Judge Day explained that the standard condition of bond is that they have no contact with the victim. Court Administrator Zelda DeBoyes added that the detention center makes victim notifications when the defendant bonds out.

J. Heckman added that House Bill 19-2225 was signed into law recently and is effective immediately. The changes in law applies to most charges associated with domestic violence cases currently used by the municipal court. J. Heckman explained that the City Attorney's Office has been reviewing the municipal code and is proposing amendments to municipal charges to mirror state statutes. She asked if the committee is comfortable with having them move forward with amendments for consideration. CM Hiltz asked that she email the proposed changes to the committee members for review.

CM Hiltz would like to see how we work with immigrant communities and disseminating information to those groups through community leaders. She would like this to perhaps be a future agenda item.

Outcome

Information only.

Follow-up Action

J. Heckman to email the proposed amendments to the committee members for review.

MISCELLANEOUS ITEMS FOR CONSIDERATION

None.

NEXT MEETING AGENDA ITEMS

June agenda items include Teen Crisis Intervention and Preparing for Non-Traditional Police/Citizen Interaction.

Future agenda items include EMS Calls, Municipal Court Sentencing Reform, Teen Violence Overview, and NW Fire coverage.

This meeting adjourned at 3:50 p.m.

The next meeting is June 20, 2019 in the Aurora Room at 3:30 p.m.

APPROVED: _____
Allison Hiltz, Chair



Public Safety, Courts and Civil Service Policy Committee Agenda Item Commentary

Item Title: Police and Fire Turnover
Item Initiator: Dianna Giordano, Director of Human Resources
Staff Source: Dianna Giordano, Director of Human Resources
Deputy City Manager Signature:
Outside Speaker:
Council Goal: 1.0: Assure a safe community for people.

ACTION(S) PROPOSED: *(Check all appropriate actions)*

- Approve Item and Move Forward to Study Session
- Approve Item and Move Forward to Regular Meeting
- Information Only

HISTORY: *(Dates reviewed by City Council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

ITEM SUMMARY: *(Brief description of item, discussion, key points, recommendations, etc.)*

The Human Resources Department of the City of Aurora recently assessed the separations of police and fire civil service employees after learning of an 11-person exit of personnel in our Fire Department during June 2019. This analysis attached provides separations by number and type, excluding retirements. This information only provides numbers and additional information such as the turnover percent is being analyzed. In addition, to the information the HR Department is contacting individuals to conduct Exit Interviews to better assess the reason and understandings for the departure. This information will be beneficial in understanding separation concerns and identifying retention efforts.

QUESTIONS FOR COMMITTEE:

EXHIBITS ATTACHED:

Fire report last 5 years.pdf

City of Aurora
 Fire Police Separations
 5 year History as of May 2019

Fire

Reason	2019	2018	2017	2016	2015	2014
Moved another Area	1	1		1		
Another Job	3	8	6	3	1	1
Medical Reason	1	4	1	1	1	
Family illness	1			1		
Return to school				1		
Personal illness		1	1	1		
Unknown/Other	1	6	5	9	10	4
Total	7	20	13	17	12	5

Police

Reason	2019	2018	2017	2016	2015	2014
Moved another Area		3	1	2	2	2
Another Job	11	9	5	2	5	8
Medical Reason		1	2			
Family illness		1	1			1
Return to school						
Personal illness				1		1
Unknown/Other	3	19	25	21	13	7
Total	14	33	34	26	20	19



**Public Safety, Courts and Civil Service Policy Committee
Agenda Item Commentary**

Item Title:	Preparing for Non-traditional Police/Citizen Encounters and an Explanation of Qualified Immunity in Law Enforcement
Item Initiator:	Deputy Chief Paul O'Keefe
Staff Source:	Deputy Chief Paul O'Keefe
Deputy City Manager Signature:	
Outside Speaker:	
Council Goal:	1.0: Assure a safe community for people.

ACTION(S) PROPOSED: *(Check all appropriate actions)*

- Approve Item and Move Forward to Study Session
- Approve Item and Move Forward to Regular Meeting
- Information Only

HISTORY: *(Dates reviewed by City Council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

This is a new committee item being brought to the Committee as a result of a recent question from a council member.

ITEM SUMMARY: *(Brief description of item, discussion, key points, recommendations, etc.)*

Recently, a council member asked how police officers are trained to interact with citizens who either don't speak English, or have some other impediment to understanding spoken directions. The council member also asked for an explanation of Qualified Immunity. This item seeks to address both of those requests for information.

QUESTIONS FOR COMMITTEE:

EXHIBITS ATTACHED:

Non-traditional contact training.pdf

MEMORANDUM

TO: Public Safety, Courts, and Civil Service Committee

FROM: Division Chief Harry Glidden

DATE: June 14, 2019

RE: Non-traditional police/citizen interaction

Since 2012, the Aurora Police Department has been training its officers on a variety of topics that deal with understanding and serving the citizens of Aurora. Please see the attached spreadsheet of courses that have been taught to the agency. The below information is a narrative of the training that has been provided since 2012.

The Aurora Police Department understands its responsibility to train officers to identify and effectively deal with situations where they are in contact with individuals who may have some sort of diminished capacity to understand and or communicate with the police. These barriers to communication can be anything from an inability to speak English to not being able to hear or see. Officers are trained to deal with individuals who do not speak English, who have intellectual or developmental disabilities (ID/DD), mental health issues, hearing impairment or sight impairment, Autism spectrum disorder, and self-destructive behavior issues.

The most prolific training is for the Crisis Intervention Team (CIT) training. This has been an initiative for the police department for many years. The department has 240 officers who are CIT trained. The goal is to have 100% of the organization trained. CIT teaches crisis de-escalation and intervention skills, problem solving strategies, and communication techniques when dealing with parties who are dealing with mental illness. Goals include: minimizing police use of force, early proactive intervention with those who suffer from mental illness, as well as behavioral cues and how to best communicate with them while in crisis.

CIT is specific to the officers who have been through the training. All APD officers have received training in how to deal with the mentally ill. The Dealing with the Mentally Ill class emphasized how to make initial contact with the mentally ill person who is in crisis. How to speak clearly and simply, to not be condescending and to make sure they understand the directions by asking. This training talked about slowing things down so the safety can be maintained; to give the person time to respond; to be thoughtful and empathetic; to use physical barriers, have a retreat route, maintain a reactionary gap and be as non-threatening and truthful as possible.

The department received training from Arc of Aurora on how to respond to, and communicate with, citizens who fall on the Autism Spectrum or who have Intellectual or Developmental disabilities (ID/DD). In this training officers learned how to communicate with these citizens, recognize signs of abuse and neglect, what services and resources are available to these citizens and what the mandatory reporting laws are for this population.

The department received ARC training in the following topics:

- Exploitation and People with ID/DD
- Neglect and People with ID/DD
- Protective Services for People with ID/DD
- Resources for People with ID/DD
- Mandatory Reporting Abuse and ID/DD

In addition to the ARC training, officers received training in Autism Recognition. This training explained the Autism Spectrum Disorder and how those on the spectrum might behave or function when contacted. This training was very specific in what behaviors an officer might encounter that are the result of the reaction to the situation of a police contact. The training gave specific examples of how to best communicate with those with ASD.

Officers have been trained in identifying the symptoms of PTSD. This training also provided information about medications that are commonly used to help officers identify PTSD sufferers.

Officers received training in Excited Delirium. This class taught the officers to identify behavioral cues and to understand excited delirium and its causes. This course emphasized that excited delirium is a medical emergency and should be treated as such. The course taught officers that they need to have a plan and to attempt to use their verbal skills; to understand these parties will not respond appropriately and to focus on safety of everyone involved.

Officers received training from the Epilepsy Foundation on how to recognize the signs of epileptic shock and seizures. After recognizing these signs officers were trained on how to aid someone having a seizure and when it is appropriate to call for emergency medical services. Officers received additional training in identifying and responding to people who have epilepsy. Officers learned about seizure types, the most common seizures, how to identify seizures and seizure first aid. The training gave live examples of law enforcement approaching and dealing with complex partial seizures in public settings. Lectures and discussions covered FAQ's and seizure triggers, as well as populations at higher risk of seizure activity.

The Colorado Commission for the Deaf, Hard of Hearing, and DeafBlind provided training to all supervisors. This training covered the laws and communication with those who are deaf, hard of hearing and deafblind. Examples of how to effectively communicate with these groups during a crisis and investigation was discussed.

Additional training was conducted called Let's Talk. This training focused on making it easier for first responder to communicate with those who don't communicate via verbal speech. This included hearing impaired, those who use keyboards or other augmented communication methods or devices.

All supervisors have received annual training on the Americans with Disabilities Act. This training is offered to all new supervisors and all APD officers who want to become supervisors. This

training covers the act, what it means to the department, what our responsibilities are and how to handle individuals who are covered by this act.

All APD supervisors have received training on how to handle suicidal party calls. This was a legal update course taught by the Police Department Legal Advisor. This course centered on the use of force and the mentally ill, specifically focusing on those individuals who want to commit suicide. In addition to this class, the entire department received training on the Use of Force and the Mentally Ill, prepared by Nancy Rodgers.

The department also receives Ethics and Anti-Biased training to bring awareness and understanding of biases and to learn how to mitigate these when dealing with citizens in the community. This course helps the officers to know how to interact appropriately with all members of society. Critical thinking is key for all police officers when dealing with citizens who are exhibiting different or unusual behaviors.

The Police Department has an interpreter program. This program uses officers who are fluent in foreign languages, most often Spanish. There are interpreters who are fluent in other languages such as French and Farsi. In addition to the officers and volunteer interpreters, the department pays for language line ability. The language line affords officers the opportunity to call a number and get an interpreter in almost every language spoken on earth. This is a pay per call service. The police department also teaches Spanish in the Academy. Recruits learn basic Spanish in an attempt to help them communicate and contact a large portion of the Aurora population.

In addition to spoken interpretation, the Aurora Police Department also uses Sign Language Interpreters.

The department has a Crisis Response Team. This is a team of Aurora Police Officers who are teamed with clinicians from Aurora Mental Health. Their mission is to respond to call for service with the ability to immediately address people who are in mental health crisis. This teams deals with suicidal individuals as well as those suffering from some form of mental health issue.

The police department also has several policies or standard operating procedures (SOP) that covers how to deal with individuals who do not speak English, who are hearing impaired, mentally ill, have epilepsy, Autism or other issues that would impede good communication.

Dispatch SOP 201/202 - Call Taking General Rules (current). This Dispatch SOP covers "Special Considerations" for call takers and dispatchers on how to handle those parties who may be ID/DD, foreign language speakers or TDD/TYY users as they do any other, taking the time necessary to collect all pertinent information and to dispatch the help they need. Front Desk SOP 03.03 – TDD (current) – This SOP explains Front Desk operators need to take every effort to answer or reach out to TDD calls for service.

Directive 12.20 - Developmental Disabilities Alert follows the CBI alert. This policy provides a process to follow for missing person with disabilities.

Directive 06.13 - Dealing with Persons with Mental Health Disorders. This directive instructs officers on how to handle the mentally ill and to get them the help they need. This directive covers the state law on when and how to take a person into custody for mental health reasons and how to complete a mental health hold on that person.

Class/Topic	Sent to	Date trained
ID/DD		
Directive 12.20 - Developmental Disabilities Alert (new on 11/19/2018)	All APD Employees	2019
ARC Training Video Series #1-#5	All APD Employees	2015
ARC Video Exploitation and People with ID/DD	All APD Employees	2017
ARC Video Neglect and People with ID/DD	All APD Employees	2017
ARC Video Protective Services for People with ID/DD	All APD Employees	2017
ARC Video Resources for People with ID/DD	All APD Employees	2017
ARC Video Mandatory Reporting Abuse & ID/DD	All APD Employees	2017
Foreign Languages		
Directive 15.14 - Foreign / Sign Language Interpreters	All APD Employees	2016
Mental Illness		
Directive 06.13 - Dealing with Persons with Mental Health Disorders	All APD Employees	Revised 4/09/2019
Dealing with the mentally ill - 2011 PowerPoint	All APD Employees	Sent to All APD Employees in 2011 and every new employee upon hire till revised in 2017
Dealing with the mentally ill 2017 PowerPoint	All APD Employees	Continues to be sent to all new hire employees
CIT Training	Sworn	As staffing allows (approx APD @ 250 trained)
PTSD 2012 PowerPoint	All APD Employees	All APD Employees in 2012 and each new hire thru 2017

Deafness / TDD		
Directive 15.14 - Foreign / Sign Language Interpreters	All APD Employees	2016
Dispatch SOP 201 - Call Taking General Rules	Communication Personnel	
Dispatch SOP - Emergency Dispatch Universal Course Manual	Communication Personnel	
Front Desk SOP 03.03 - TDD	Front Desk Personnel	
Let's Talk Initiative Training	All APD Employees	2019
Colorado Commission for the Deaf, Hard of Hearing, and DeafBlind	All Sworn Supervisors	2019
Class/Topic	Sent to	Date trained
Disease		
It Could be Epilepsy Video	Sworn	Continues to be sent to all new sworn
It Could be Epilepsy Course	All APD Employees	2014
Epilepsy Training	Sworn	2013
Autism Recognition	Sworn	2012
Other		
Excited Delirium	Sworn	2018
Elder Abuse	Sworn	2016
Ethics & Anti-Biased	Recruits/Sworn	Academy/2018
Spanish	Recruits	Academy
Scenario Day	Recruits	Academy
Special Victims	Recruits	Academy
Interactions with Special Populations	Recruits	Academy
Pedestrian Contacts	Recruits	Academy



Public Safety, Courts and Civil Service Policy Committee Agenda Item Commentary

Item Title:	Addressing teen suicide and crisis intervention by the Aurora Police Department
Item Initiator:	Paul O'Keefe, Deputy Chief
Staff Source:	Vanessa Wilson, Division Chief
Deputy City Manager Signature:	
Outside Speaker:	
Council Goal:	1.0: Assure a safe community for people.

ACTION(S) PROPOSED: *(Check all appropriate actions)*

- Approve Item and Move Forward to Study Session
- Approve Item and Move Forward to Regular Meeting
- Information Only

HISTORY: *(Dates reviewed by City Council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

A request was initiated at a previous public safety meeting to update the committee on the police department's programs and involvement surrounding teen suicides and teens in crisis.

ITEM SUMMARY: *(Brief description of item, discussion, key points, recommendations, etc.)*

The Aurora Police Department's SRO program works directly with the youth of our community both in and out of schools, to provide a resource whenever it is needed. Additionally, the APD Crisis Response Team provides a very specific resource for individuals in crisis, adults and juveniles. Lastly, both school districts provide specialized mental health resources for students in their respective school districts. Presentation will be conducted by representatives of the School Resource Unit and the Crisis Response Team.

QUESTIONS FOR COMMITTEE:

EXHIBITS ATTACHED:

SOS.ppt



SOS Signs of Suicide Prevention Program

Implemented in
Aurora Public and Cherry Creek School Districts

Reasons why the program is needed

- ▶ Suicide is the 2nd leading cause of death for children and adolescents ages 11-18 in the U.S.
- ▶ In 2010, 8 percent of 12-17 year olds in the U.S. had experienced a major depressive episode during the past year.
- ▶ Depression has been linked to suicide, poor school performance, substance abuse, running away and feelings of worthlessness and hopelessness.



Goals of the Program

- ▶ Decrease suicide and suicide attempts.
- ▶ Encourage students to seek help for themselves or for friends.
- ▶ Engage parents and school staff as partners in prevention.
- ▶ Reduce stigma associated with mental health problems.
- ▶ Increase effectiveness and access to mental health services.
- ▶ Help develop community-based partnerships to address issues associated with student mental health.



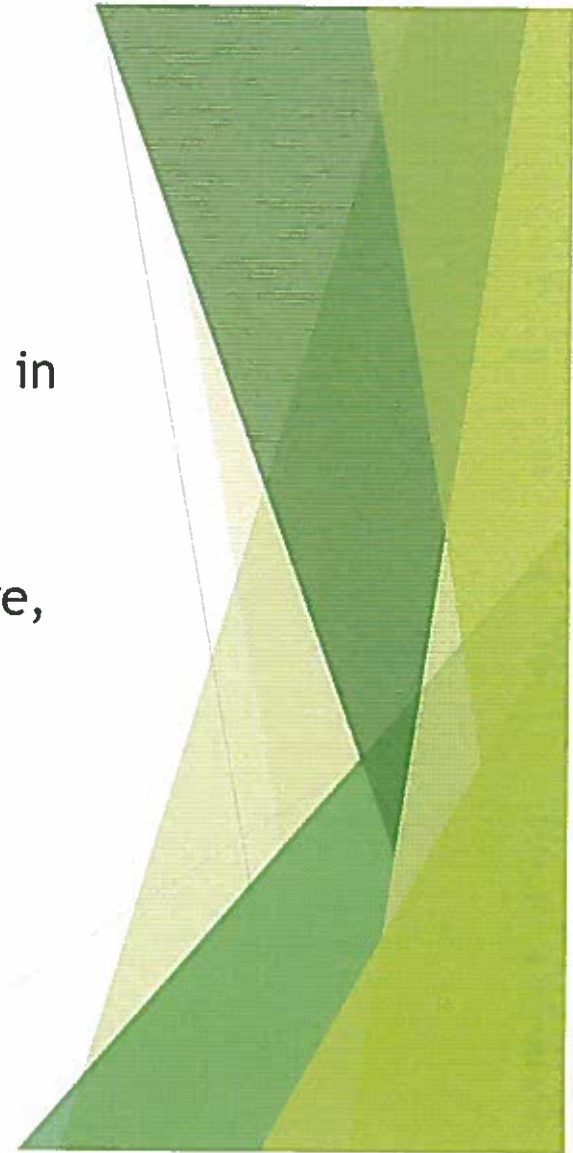
Program Implementation

- ▶ Aurora Public Schools implemented this program 3 years ago in the Freshman classes
- ▶ Cherry Creek Schools implemented this program 10 years ago in the Freshman classes.
- ▶ Aurora Public Schools just added the Safe to Tell component in conjunction with the program.



Overview of Program

- ▶ Presentation in Fall semester, once a year
- ▶ Teachers lead the discussion with the 9th grade students in their classrooms
- ▶ Counselors are there to provide support
- ▶ Students are taught the ACT concept (Acknowledge, Care, Tell a Trusted Adult)
- ▶ All students fill out and turn in a follow up form



Steps Taken After Presentation

- ▶ School counselors follow up on forms marked “I need to talk to someone about myself or a friend”, ideally, within 24 hours, to gain additional information.
- ▶ Based on the additional information, school counselor pulls in additional resources which could include:
 - ▶ Parents
 - ▶ School psychologist
 - ▶ Referral to outside mental health
 - ▶ School suicide assessment
 - ▶ School Resource Officer (Mental health hold)
- ▶ Teachers follow up by showing Safe to Tell Video to all students in classes.



Future

- ▶ Aurora Public Schools is looking at a program called Handle With Care
 - ▶ Local Police Department patrol officers notify School Resource Officers (SRO) of traumatic events involving students that occur outside school
 - ▶ SRO notifies school staff
 - ▶ School staff and SRO follow up with students



Questions???

