

REVISED
Public Safety, Courts & Civil Service (PSCCS)
Meeting
December 4, 2019
10:30 AM
AMC
Mt. Elbert

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 October 24, 2019 Draft Minutes | | Council Member Hiltz |
| 2. Consent Items | (None) | |
| 3. Civil Service Commission Update | Matt Cain | 30 mins |
| 4. CAFFE Initiative | Judge Shawn Day | 30 mins |
| 5. Nexus Grant Funding Recommendations | Shelley McKittrick | 30 mins |
| 6. Fitzsimons Campus – AFR Response | Commander A. Robnett | 30 mins |
| 7. Miscellaneous Matters for Consideration | | |
| 8. Confirm Next Meeting | | Council Member Hiltz |

Next Meeting: 2020 Schedule TBD

PUBLIC SAFETY, COURTS & CIVIL SERVICE MEETING
OCTOBER 24, 2019

Members Present: Council Member Allison Hiltz, Chair
Council Member Francoise Bergan, Vice Chair
Council Member Dave Gruber

Others Present: C. McDonald, K. Karzin, V. Wilson, B. Wesner, D. Dershem, D. Robertson, M. Moore, A. Robnett, K. McDaniel, M. Iovine, M. Sears, J. Heckman, A. Jeffress, J. Puscian, M. Bryant, J. Batchelor, J. Haien, H. Glidden, I. Evans, M. Garland, F. Gray, P. O'Keefe, S. Day, Z. DeBoyes, N. Rodgers

REVIEW/APPROVAL OF MINUTES

CM Gruber provided an abbreviated summary of the July 18, 2019, minutes for the miscellaneous item. His draft was approved by the committee two to one, with a minor change to the word referencing protest and replace it with counter. Minutes approved as amended and will be prepared for signature. CM Hiltz recommended the change in standards be reviewed and discussed by full council at the Rules Committee for consistent application of the new standard among all the council committees. CM Bergan noted the comments in question were personal opinions and the topic was not pertinent to the committee's agenda, therefore should not be included in the minutes. Councilmembers Bergan and Gruber indicated they will communicate new abbreviated norm to their own committees to ensure consistency across committees.

The September 19, 2019 minutes were reviewed and approved.

ANNOUNCEMENTS

None.

CONSENT ITEMS

None.

JUDICIAL PERFORMANCE COMMISSION

Summary of Issue and Discussion

John Haien, Chairman of the Judicial Performance Commission (JPC) provided an overview of the commission's purpose, composition, and methods to the committee. The commission consists of three attorneys and four non-attorneys appointed by City Council and serve 3-year renewable terms. The purpose of the JPC is to maintain and improve the quality of judges' performance by compiling useful information and responses from citizens, jurors, attorneys, administrative staff, and law enforcement; develop techniques for the evaluation of judges; provide annual reports to members of City Council with various confidential reports and statistics containing objective information about the performance of the Municipal Court Judges; make a full and confidential evaluation of each judge from multiple sources biennially and submit to Council with recommendations of reappoint, do not reappoint or no opinion. Evaluation sources include surveys from defendants, attorney, law enforcement, jurors, court personnel, probation officers, interviews with judges, judge self-evaluation, courtroom observations and commission executive sessions.

CM Bergan asked if the Chief Judge also provides input to the JPC for evaluations. J. Haien explained there is a system of command decisions on retention. If there are complaints, the Chief Judge would be notified and attempt to address the issue with the judge. CM Bergan asked if the JPC has any difficulty getting applications from citizens to be on the JPC. J. Haien explained they are very rarely short-staffed and attorneys often provide suggestions for the attorney members. CM Hiltz asked if the courtroom observations are announced or random. J. Haien confirmed the observations are random. CM Gruber thanked the JPC for their contributions to the city.

Outcome

Information only.

Follow-up Action

None.

PUBLIC SAFETY TECHNOLOGY PRESENTATION

Summary of Issue and Discussion

Donna Dershem, Deputy Director of Information Technology (IT) provided an overview of the technology support model, metrics, current technology, planned technology, projects and new requests. Police Lieutenant Marty Garland and Fire Commander Allen Robnett were also present to speak to department specific technology.

The IT Public Safety support model is staffed 24/7 by 2 supervisors, 5 public safety technicians, 3 radio technicians, and 1 Geographic Information System (GIS) technician. IT Public Safety staff support 1,464 public safety personnel. Support is also provided by the Police Electronic Support Section (ESS). Metrics for 2019 include approximately 2,315 support tickets, 1.3 million calls monthly from 9,000 radio devices from Aurora and partnering agencies programmed on the Aurora Radio system, 460 Mobile Data Computers (MDC), 69 software applications supported, and 3 GIS Computer Aided Dispatch (CAD) map builds. The MDCs are replaced on a 5-year plan. Police were replaced this year and Fire will be replaced in 2021. Projects for 2019 include 12 still in planning, 3 in procurement, 5 being implemented, and 11 completed so far this year. These include 911 phone system upgrades, Police MDC replacements, Fire Station Zetron Alerting System upgrade, Active 911 notifications for police, Dispatch pre-alerts, latent fingerprint software, Inventory management system, ProQA upgrade, police property disposal, Fire/EMS Knox Med vaults, New fire stations infrastructure and response zones for stations 5 and 17, police towing dispatch management system, collision center management system, jail fingerprint system upgrade, distributed antenna systems for the Emergency Operations Center (EOC), and CAD GIS map builds.

IT Public safety staff also assists with technology plans for special events such as demonstrations, weather events, and cyber security events. New solution request projects include the purchase of a new CAD system anticipated to be implemented in the 3rd quarter of 2021, ESInet, an emergency services IP, allows text to 911 including video or images transmitted to dispatch that can be shared with the responders, situational awareness map data sharing with South Metro, and police e-discovery solutions. Older technology considered to be at risk, no longer meeting the needs of the user, or that is no longer supported include the Aurora Police Personnel System (APPS), Fire Records Management Systems (RMS), Fire MDC secure login solutions.

Police Lieutenant Marty Garland oversees ESS. He explained they will be moving forward with a Request for Purchase (RFP) for a new body camera system. The current contract with Viewu, recently purchased by Axon, expires in October 2020. It's anticipated the cost could be two or three times more than the current

contract. Police and Fire are working on an inventory management system and are down to their final selections to move forward. They are also pursuing video analytic technology and technology integration. Fire Commander Allen Robnett added that Fire's main focus is updating the RMS system, which is currently out of compliance. Required reporting to the state currently requires two executive level officers and a data manager to get it to their medical director who then has staff manually process the QA/QI to a manageable level. A new RMS system would turn two weeks of work into less than two hours. Fire is also looking at predictive technology for strategic resource placement such as Tablet Command which allows incident manager to see what he has on scene and move them into positions as needed; PulsePoint App that gets citizens involved to administer CPR prior to responders' arrival. CM Bergan asked for clarification on the use of video analytics. Lt. Garland explained that descriptive information can be filtered for faster identification or location of suspect, similar to facial recognition software. Fire Chief Gray added that fire is always looking for efficient and effective ways to work with the resources they have.

CM Hiltz noted that she's happy to see the RMS progressing. It has been on the list for the last three budgets and was included in the 2018 budget committee recommendations. She asked if there was an update on the collision center management system. Staff explained that the collision center RFP would be started soon after the finalization of the towing center RFP. CM Hiltz asked if the staff has evaluated the current 69 software applications for cloud-based compatibility to break down data silos. Staff advised they can provide the metrics on the in-house development that will include a percentage of current applications and targets for the future. CM Hiltz asked if the police have a partnership with Ring Doorbell. Deputy Chief O'Keefe explained they do currently have a partnership with Ring Doorbell and explained that homeowners must opt-in for police to access their video for investigations. CM Hiltz noted the potential for privacy concerns. O'Keefe explained it is primarily used by the crime analysts to identify pattern crimes.

CM Gruber noted that this committee should not be determining which products should be used but rather discussions related to policy, funding, and FTE's. He would be interested in discussions regarding return on investment related to applications and if there are limitations in policy, funding, or FTE's. DCM Batchelor noted that there are discussions on priorities and city-wide investments are underway.

Outcome

Information Only.

Follow-up Action

None.

911 DISPATCH OVERVIEW

Summary of Issue and Discussion

Robert Wesner, Interim Director of Public Safety Communications provided an overview of the dispatch center to the committee. Dispatch currently has 91 authorized FTEs and is carrying 13 vacancies. Dispatch hasn't been fully staffed for almost seven years. The authorized FTE's are comprised of one director, one manager assistant, two operations managers, ten floor supervisors, one staffing/statistical analyst/recruiting supervisor, one training/quality assurance supervisor, 35 dispatch specialists, and 40 call-takers. The center was recently moved back under the umbrella of the police department. The move back under the police department created some challenges related to policies and procedures.

Changes to the center since July 2018 include, transitioning back to 10-hour shifts from 12-hour shifts, which reduced working fatigue, complaints, and a number of discipline issues; reclassification of job titles to follow national standards and create a chain of command structure similar to police and fire; conducted a salary

comparison analysis and increased salaries for the competitive market; constructed a lateral hiring process for dispatchers and call-takers; and instituted a new training process for cadets. Technology changes include the creation of the non-emergent lines for tips and certain events/holidays, phone system upgrade, analytical phone call statistics program, hardware upgrades within the CAD consoles and servers, and ProQA upgrades. CM Gruber noted he is aware of concerns from the dispatchers with the ProQA program and asked if the issues have been resolved. B. Wesner explained it has not yet been changed. Wellness and Peer support have been a large focus for the dispatch team. To address some concerns about wellness in the center they have implemented extended and added breaks, machines to use at the desks and ergonomic chairs, Fun/CARE team to promote morale and a pleasant working environment, reduced shift hours to reduce fatigue, and employee recognition. Future technologies include PulsePoint, Smart911, Active911, CodeRed, Rapid SOS, and ESInet. CM Bergan asked if Rapid SOS would eliminate situations of callers being re-routed to other agencies. B. Wesner confirmed that it would. Last fall, B. Wesner advised police personnel to use radio and MDC transmissions for non-emergency information. Since then, calls on the non-emergency line have dramatically decreased. Monthly call comparison reports were provided. One report indicated 94% of the calls received were from wireless phones. Year over year comparisons were also provided. CM Gruber asked if staff has considered the integration of evidence received through ESInet. B. Wesner confirmed staff is discussing possible solutions to capturing the evidence.

September 2019 statistics indicate 40,240 inbound calls. Of those, 4,295 were dispatched Fire/EMS calls and 22,731 were dispatched police calls. Total September police calls were provided for each district and priority one through five. For each priority level, the creation of arrival times are indicative of the protocols of ProQA. CM Bergan asked for clarification of the staffing levels at night versus day. B. Wesner confirmed calls decrease in the evening as does available staffing. Efficiencies start and end with the technology available. CM Bergan asked if dispatch works with community colleges and universities in the area. B. Wesner confirmed recruiting efforts include area schools, including high schools. CM Hiltz asked how dispatch determines when to deploy the Crisis Response Team and if they receive training. B. Wesner advised there is a process and there is training. The call starts with the call-takers and information is relayed to the dispatcher who then refers to the appropriate resource for response. They are pursuing embedding clinicians in the center. CM Hiltz asked if officers receive stipends or are issued phones by the city for the apps discussed earlier. DCM Batchelor confirmed officers do currently receive stipends and staff is exploring the options of city-issued phones.

Outcome

Information only.

Follow-up Action

None.

RESTRICTIONS ON DEMONSTRATIONS IN RESIDENTIAL AREAS

Summary of Issue and Discussion

Police Division Chief Vanessa Wilson and Assistant City Attorney Kyle McDaniel presented this proposed ordinance to the committee. The environment around protests is changing and more events can be expected. The current ordinance is approximately 20 years old and the proposed changes are related to targeted picketing. The proposal is intended to strike a balance with the demonstrators and the community in addition to ensuring that any gathering or picketing does not impede on the rights of the homeowners and protect the officers by providing clear and concise guidelines. Staff will often provide the ordinance to the organizers so everyone can be made aware of the guidelines.

K. McDaniel explained the ordinance is located under Section 94-121 of the Municipal Code. This ordinance makes it unlawful for any person to engage in picketing which is directed, focused, or targeted solely at a particular private residence located in a residential zone district and which either takes place directly in front of the targeted private residence, or directly in front of an adjacent private residence, or on either side of the targeted residence. An exception to the current ordinance is that a person is not prohibited from marching on a defined route – which must encompass a city block. The proposed amendment defines a peaceful and orderly marching in a residential area is protected by the 1st Amendment, but reasonable time, place, and manner restrictions help protect and preserve well-being, tranquility, and privacy in homes and dwellings. The time, place, and manner restrictions ensure public safety, including the free use of public sidewalks and public ways of travel.

The proposed changes includes amending the name of the ordinance to Targeting Picketing, adding a purpose and intent section, clarifying the definition of what constitutes targeted picketing, amending the time restriction section, adding a provision prohibiting the obstruction of residential streets and other passageways, clarifying that all residential marching must be done consistent with other state and municipal laws, amending the required warning section to include the use of the body-worn camera, and adding a penalty section to include fine and/or community service.

CM Bergan explained that the residents of Ward VI expressed concerns of feeling unsafe, property damage, and excessive noise during the targeted picketing in the Tollgate neighborhood. She believes the protection of 1st Amendment rights is important but the residents in the affected targeted areas also have a right to their property. K. McDaniel explained the amendment has incorporated the time, place, and manner restrictions to address some of these concerns. CM Gruber asked if there should be a liability clause to address any damage incurred during the picketing would then be directed back to the identified organizers. Division Chief Wilson explained that in the recent targeted picket incident, there were 11 identified groups and identifying which one should be responsible would prove to be difficult. K. McDaniel added that the proposed ordinance includes that the demonstration must be lawful and in compliance with other laws.

CM Gruber noted that homeowners put up no trespassing signs and likely turned on their sprinklers to deter protesters from stopping on their property. He asked if there is anything more the homeowners can do. Division Chief Wilson explained the purpose of the police presence is to keep the peace. The officers prefer to get compliance rather than make arrests that could potentially incite violence or cause injury. CM Bergan asked about the access to sidewalks. K. McDaniel explained the intent of the proposed ordinance is to keep people moving so they do not obstruct the sidewalk. CM Hiltz noted that she wants to be sure this proposal is in line with the 1988 Supreme Court case that was upheld regarding picketing at abortion clinics and free speech communication. She asked if the prior cases referenced included these cases (SCOTUS) and wants to ensure compliance with Federal case law. K. McDaniel explained there are a handful of cases, one of them being *Frisby v Schultz*, and one of the aspects of the case includes leaving alternative open communication available. CM Bergan noted that the importance of the proposed title isn't narrowed to residential but rather all targeted picketing.

Outcome

Approved for Study Session.

Follow-up Action

None.

MISCELLANEOUS ITEMS FOR CONSIDERATION

CM Gruber advised that city staff and Buckley Airforce Base staff have met to discuss strategies for improving traffic flow at Mississippi Avenue and Tower Road. East bound traffic tends to stop in the intersection at Tower Road blocking ingress and egress at Buckley Airforce Base. Improvement ideas include timing of the lights at the intersection, adding signs at the street, and police presence on the eastern side of Mississippi.

CM Gruber noted that the Airforce Base is looking forward to continued discussion with the police department about the shared use of their firing range and shoot house.

NEXT MEETING AGENDA ITEMS

The November and December meetings will be combined and set for Wednesday, December 4, 2019, beginning at 2:00pm. Upcoming agenda items include Civil Service Commission Update, Fitzsimmons and Aurora Fire Response, RTD IGA, and potentially a changed to the Towing Ordinance.

The meeting adjourned at 5:00 pm.

APPROVED: _____
Allison Hiltz, Chair



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

Item Title: 2019 Update From The Civil Service Commission
Item Initiator: Jason Batchelor
Staff Source: Civil Service Commission Update
Deputy City Manager Signature:
Outside Speaker:
Council Goal: 1.0: Assure a safe community for people--2012: 1.0--Assure a safe community for peopl

ACTIONS(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.)*

An update on the mission and activities of the Civil Service Commission for 2019.

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

The Civil Service Commission presenters will cover the three Charter derived functions: 1) To administer a fair and impartial entry-level selection process to staff Fire and Police Academies, 2) To administer a fair and impartial promotional selection process for the Civil Service ranks within the Fire and Police departments, and 3) To provide a fair and unbiased process for disciplinary appeals from Civil Service members. The presenters will also cover the Mission Statement of the Commission, entry-level testing process steps, and statistical summary of applicants at various steps in the entry-level Fire and Police selection processes from 2016-2019. Lastly, actions the Civil Service Commission has taken to assist in each Department's Recruiting efforts will be covered.

QUESTIONS FOR Committee

Information Only

EXHIBITS ATTACHED:

AURORA CIVIL SERVICE COMMISSION 2019 OVERVIEW



Citizen Member Board

- Established by Section 3-17 of City Charter
- Chair – Pam Turner
- Vice Chair – Bob Christoffersen
- Commissioner Mike Gorin
- Commissioner Tim Ehgots
- Commissioner Jim Weeks



- 4 Staff Members
- 12 Contract Background Investigators



MISSION STATEMENT

Administer the City of Aurora's separate Civil Service System to examine and certify highly qualified candidates for Civil Service positions in the Fire and Police Departments; and to provide an appeals process for disciplinary actions for Civil Service employees.

OBJECTIVES

To provide the citizens of Aurora with the most qualified applicants for, and promotion to, Firefighter and Police Officer positions, irrespective of the applicant's race, creed, color, gender, age, national origin, sexual orientation, religious or political opinions or affiliations and to discourage hateful speech on such in the workplace.

To inspire public confidence in the Civil Service System and to afford members of the Civil Service an opportunity for honorable and useful employment and promotion within Civil Service positions of the Fire and Police Departments.

To have the Commission and its employees work toward the equality of opportunity for all qualified persons to compete for original appointment to, and promotion within, positions in the Civil Service based on merit, ability, skill and knowledge.

To support a common goal of City Council and the Civil Service Commission to provide a safe community for the citizens of Aurora.

RESPONSIBILITIES

The Commission was established September 12, 1967 by City Charter as an independent panel of Aurora citizens to ensure fairness in selection and promotion to positions in the Civil Service and fairness in discipline of Civil Service members.

The Commission's responsibilities include:

- Maintaining a Civil Service System that is designed for the needs of the citizens of Aurora and is impartial to any special interest groups.

- Formulating and enforcing rules for the purposes of carrying out the provisions of the City Charter including the "Rule of One".

- Establishing rules and regulations in concert with the City Charter outlining qualifications and examination procedures for applicants for original and promotional appointment to Civil Service positions.

- Examining and re-certifying former Firefighters and Police Officers seeking reinstatement to the Civil Service System.

- Providing a fair and unbiased review process of disciplinary appeals from Civil Service members.

- Selecting a Commission Administrator who shall also be the Chief Examiner for the Commission.

- Investigating all breaches of the City Charter pertaining to the Civil Service system.

- Approving/disapproving orders of demotion, prior to the end of the probationary period.



Charter Requirements

- Administer an objective and impartial Fire and Police hiring process
- Administer the Fire and Police promotional process
- Disciplinary hearings for Fire and Police

Merit System Principles

- Advance qualified applicants to Academies after fair and open competition
- Treat applicants fairly and equitably
- Maintain high standards of integrity and concern for the public interest
- Protect all applicants from nepotism and favoritism
- Adhere to the highest ethical standards of conduct on behalf of Aurora residents

Fire and Police Hiring Process

- Applications accepted on-line through Neogov (governmentjobs.com) database
- Applicants meeting minimum qualifications invited to Ergometrics Video-Based Examination
 - Police applicants must first pass a fitness test and attend a “So, you want to be a cop?” seminar.
 - Fire applicants must have a valid CPAT by academy start date.
- Top applicants invited to further testing including Job Suitability Interview, Polygraph Examination and complete Background Investigation

Entry-Level Hiring Process Continued

- Applicants passing these steps invited to post-offer psychological assessment, medical exam and substance abuse screening
- Successful applicants begin 13-week Fire Academy or 28-week Police Academy

Promotional Process

- Civil Service ranks:

CIVIL SERVICE FIRE RANKS	CIVIL SERVICE POLICE RANKS
CAPTAIN	CAPTAIN
LIEUTENANT	LIEUTENANT
ENGINEER-DRIVER	SERGEANT
INVESTIGATOR TECHNICIAN	AGENT
RESCUE TECHNICIAN	

- Ranks appointed by Chief:

FIRE RANKS BY CHIEF	POLICE RANKS BY CHIEF
DEPUTY CHIEF	DEPUTY CHIEF
COMMANDER	DIVISION CHIEF
BATTALION CHIEF	COMMANDER

Promotional Process cont'd

- Eligible candidates must meet service and education requirements
- Candidates take custom-made written examination first
- Remaining candidates then complete a multi-exercise assessment center
- Performance evaluations, education, training and work history evaluated
- Charter rule of one – “All promotions shall be made by appointing the first person on the eligibility list” 3-16 (6)

Appeals of Discipline

- City Charter provides the right for Civil Service members to appeal a disciplinary action, other than reprimand, to the Civil Service Commission
- Commission conducts multi-day hearings where the member's representation and City Attorney's Office present evidence
- Commission decision is based solely on the evidence presented in the hearing

Summary of Entry-Level Fire Applications

FIRE	2016	2017	2018
Apps Recv'd	752	979	1243
Tested	418	602	670
Certified	341	473	497
Offered Job	35	38	72

- Entry-Level Fire Applications Increasing
- Overall Diversity of Entry-Level Fire Apps is 37% (Race & Gender)
- Overall Diversity of Entry-Level Fire Applicants Offered Job is 33%

Summary of Entry-Level Police Applications

POLICE	2016	2017	2018	2019	2019-2
Apps Recv'd	1569	1434	1561	1309	902
Tested	611	627	601	384	328
Certified	531	532	514	331	286
Offered Job	36	56	47	36	34

- Increasing Administrations of Entry-Level Police Testing To Address Staffing Mandate
- Overall Diversity of Entry-Level Police Apps is 50% (Race & Gender)
- Overall Diversity of Entry-Level Police Applicants Offered Job is 41%

Policy Changes By Commission

- Sept, 2019 – CSC approved inviting a representative from Police and Fire to participate in Final Review hiring decision
- July, 2019 – Revised Citizenship Rule to allow applicants with a legal right to work in the US (green card) to apply
- Mid-2019 – Hired additional contract Background Investigators to speed background screening process

Policy Changes By Commission

- Dec, 2018 – Approved receiving Police entry-level applications “year-round”
- Dec, 2018 – Contracted with National Testing Network to accept Frontline Exam scores from out-of-state applicants to reduce their number of trips and expand the potential applicant pool
- Aug, 2016 – Adjusted entry-level qualifications relating to drug usage including lowering marijuana use standard from any use within past 3 years to 1 year.

Civil Service Commission Summary

- Charter mandate to administer the separate Civil Service System
- Entry-Level Fire applications remain strong and increasing Entry-Level Police testing administrations to maximize staffing
- Diversity of applicants offered positions is 33%-41%. Prior to DOJ changes in entry-level process in 2010-13, this was 20%
- Commission has made policy changes to address Police entry-level staffing challenges

Contact Information



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Aurora, Colorado 80012
(303) 326-8931

www.auroragov.org/civilservice
civilservice@auroragov.org



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

Item Title: CAFFE Initiative
Item Initiator: Day, Shawn - Presiding Judge
Staff Source: Moore, Michele - Executive Specialist
Deputy City Manager Signature:
Outside Speaker:
Council Goal: 1.5: Maintain an unbiased, independent municipal court--2012: 1.5--Maintain an unbiased, independent municipal cour

ACTIONS(S) PROPOSED *(Check all appropriate actions)*

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

QUESTIONS FOR Committee

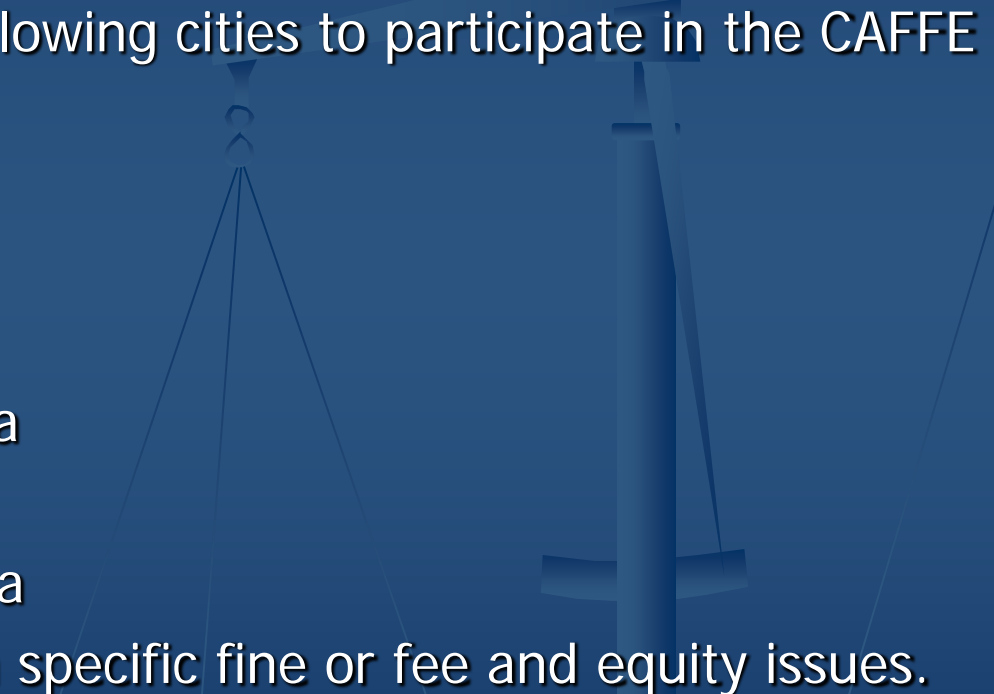
EXHIBITS ATTACHED:

CAFFE Initiative Public Safety Committee-12-4-19.ppt



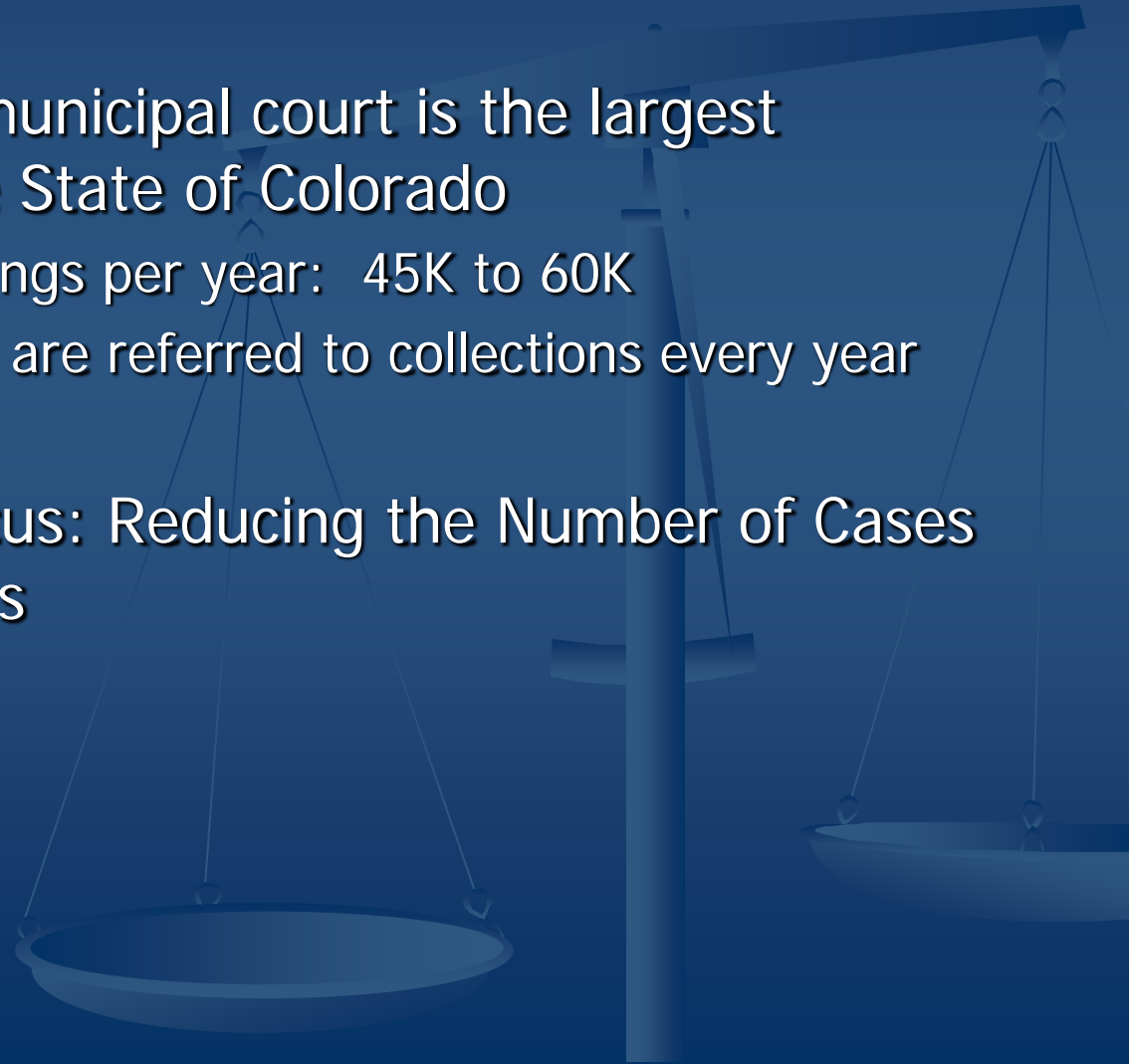
NLC Cities Addressing Fines & Fees Equitably (CAFFE) Initiative

National League of Cities CAFFE Initiative

- The NLC accepted the following cities to participate in the CAFFE Initiative:
 - Aurora, Colorado
 - Lansing, Michigan
 - St. Paul, Minnesota
 - Baton Rouge, Louisiana
 - Nashville, Tennessee
 - Durham, North Carolina
 - Each city is focusing on a specific fine or fee and equity issues.
- 

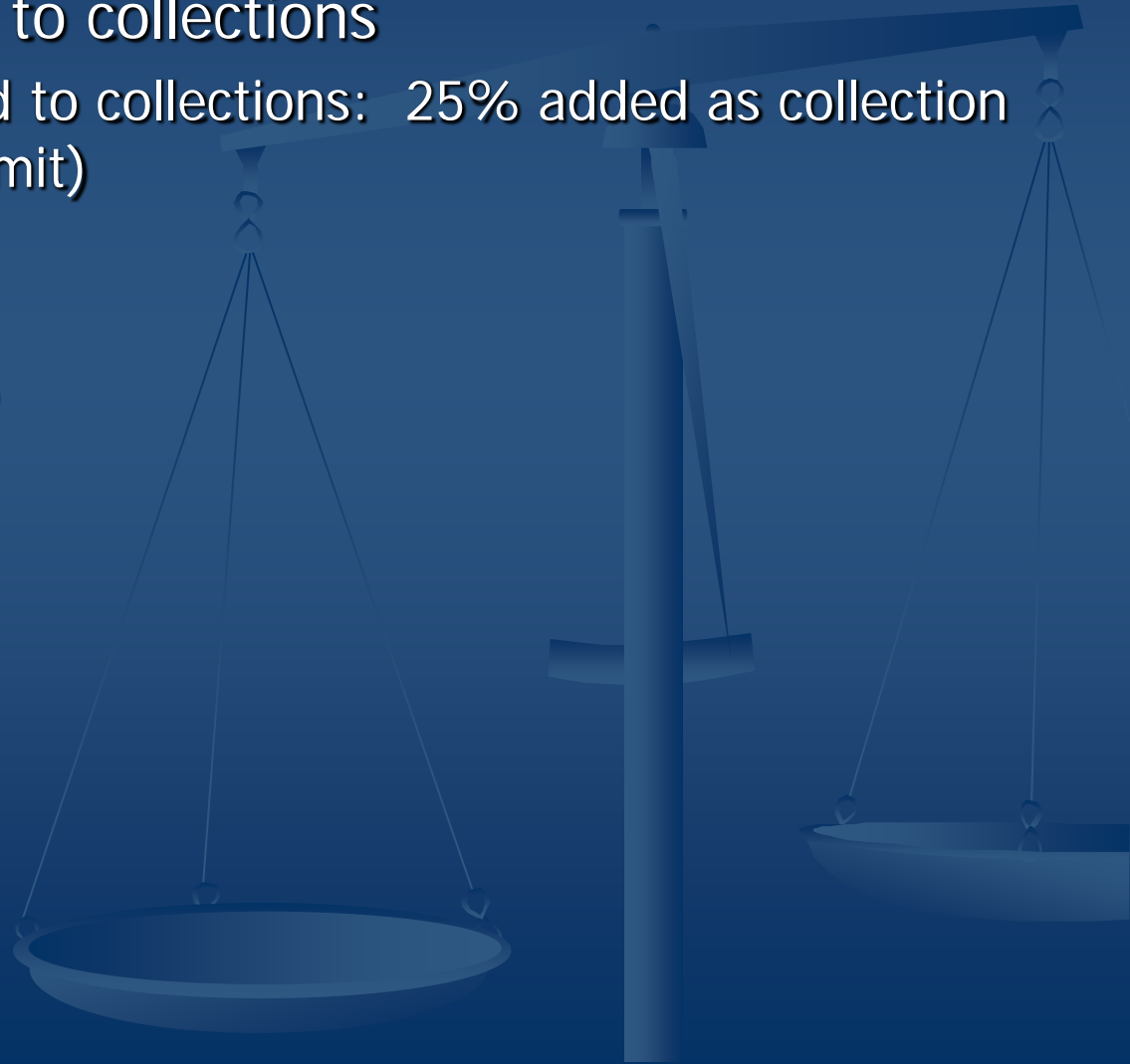
Importance of the CAFFE Initiative for the City of Aurora

- The City of Aurora's municipal court is the largest municipal court in the State of Colorado
 - Average number of filings per year: 45K to 60K
 - More than 7500 cases are referred to collections every year
- Aurora's Initiative Focus: Reducing the Number of Cases Referred to Collections



Collections Information

- 2018: \$661,689 sent to collections
 - After a case is referred to collections: 25% added as collection fees (new law: 18% limit)
 - Collection rates:
 - Traffic cases: 15.68%
 - Criminal cases: 5.93%

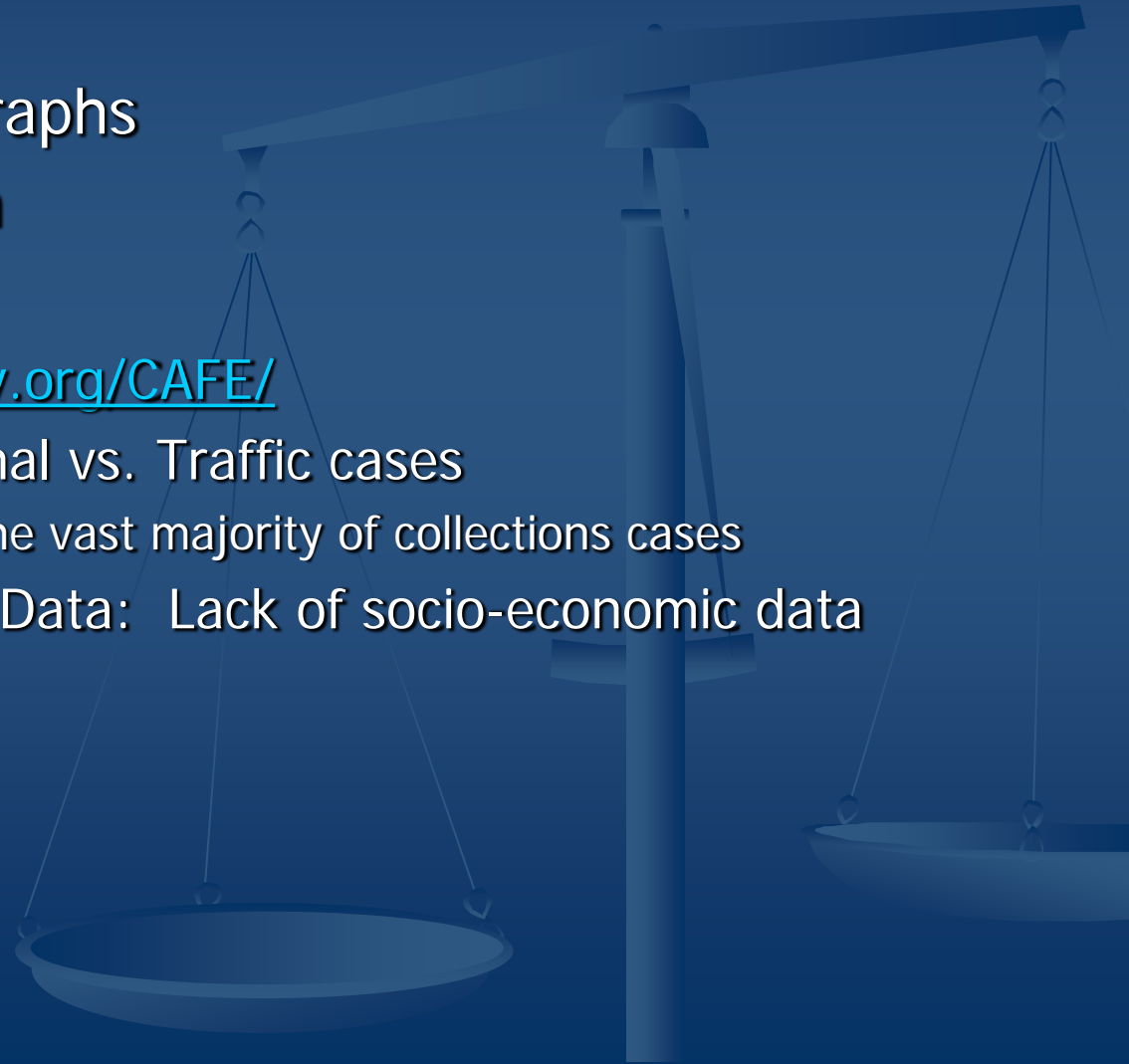


Specific Fine or Fee

- The NLC asked each city to focus on a specific fine or fee.
 - Question: Was there a specific offense or demographic that we could focus on? What could we do to keep a case from being referred to collections?
 - Prior reform: HB16-1311, Our In House Reform
 - After Assessment: Focus on Speeding charges, ages 20-29
 - Goals of Court fines: Public Safety, Deter speeding and bad driving behavior.

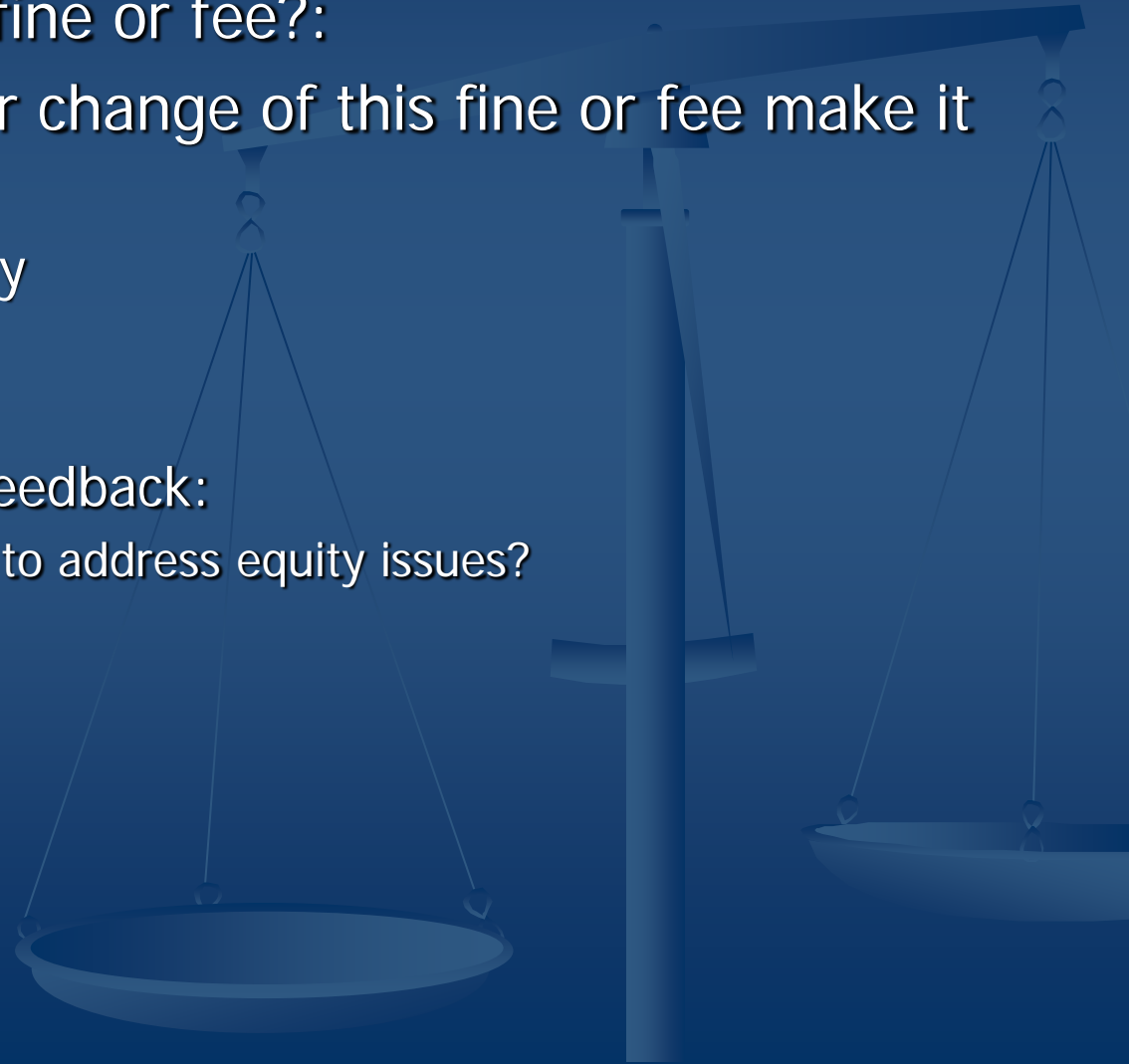
Data Collection

- See Charge Specific Graphs
- See Data Wheel Graph
- See Data Heat Map
 - <https://court.auroragov.org/CAFE/>
 - Ah Ha moment: Criminal vs. Traffic cases
 - Traffic cases make up the vast majority of collections cases
 - Challenge in Analyzing Data: Lack of socio-economic data



Reducing Inequities

- Who is assessed this fine or fee?:
- How could a review or change of this fine or fee make it more equitable?
 - Review of ability to pay
 - Current procedure
 - Use of fine schedule
 - Community Partners feedback:
 - What can the court do to address equity issues?



Looking Ahead

- Development of On-Line *Partial Payment Options*
 - Current system allows for on-line payment, but not partial payments
- https://www.surveymonkey.com/r/Preview/?sm=ryGk3XwhA8ImWGAgRRwOTPPIZrc2ffmNc2H665q_2F7eV_2F0jX2zBldrV6Bmz7w4EKA
- Development of Text Reminder system

Looking Ahead (Cont.)

- Financial Empowerment Services
 - An important component of the CAFFE Initiative involves Financial Empowerment
 - Lack of Financial Empowerment Services in Aurora
 - Partnership with Denver's Office of Financial Empowerment & Protection (Director Jay Salas)
 - Financial Empowerment Center located in Aurora
 - HOPE Inside, Bank of the West, 10401 E. Colfax Ave. (operated by Operation Hope)

Looking Ahead (Cont.)

■ Financial Empowerment Services

■ Goal for Initiative:

- Enroll 100 citizens currently in collections for speeding charges
 - Very Important Outreach
- Provide Financial Coaching to help reduce debt, develop savings, establish credit, increase credit scores, help establish a means to attain a livable wage and receive access to basic banking services.

■ Incentive for Participating in Program:

- Reduction of outstanding fine owed by 33%
- Removal from Collections status and avoid the added collections costs (25% or 18%)
- **Equates to a savings of at least 51%**

Questions for Committee

- Does the Committee approve of the Initiative goals and Program Incentive?
- Other Questions?





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

Item Title: 2020 Grant recommendations for community program funding to agencies that provide a Nexus to Law Enforcement.
Item Initiator: McKittrick, Shelley
Staff Source: Shelley McKittrick, Homelessness Program
Deputy City Manager Signature:
Outside Speaker:
Council Goal: 1.0: Assure a safe community for people--2012: 1.0--Assure a safe community for peopl

ACTIONS(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.)*

City Council approved an ordinance in 2006 that initiated the Nexus to law enforcement grants program. Six agencies, Aurora Mental Health Center (AuMHC), Sungate Kids, Gateways Domestic Violence Services, Comitis Crisis Center/Mile High Behavioral Healthcare, Metro Community Provider Network (now Stride Community Health Services) and Arapahoe House were designated as the only recipients to receive Nexus funds. Arapahoe House discontinued detox services and their participation in the Triage collaborative in April of 2017. In May 2017 AuMHC took over Detox Services in the City of Aurora. In 2019, because of the elimination of the Photo Red Light Program, the city funded all programs at level funding for the 1st 6 months of 2019. The Triage Program was eliminated on June 30, 2019. Stride's funding was carried through 2019. Their funding will not be continued into 2020.

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

For 2020 funding 5 programs (4 agencies) have submitted applications for renewal of funding. They are: • Gateway Domestic Violence Center • Sungate Kids • MHBHC/Comitis 24/7 emergency shelter • Aurora Mental Health – Detox Services • Aurora Mental Health – CIT/ACOT/Drop-in/Outreach All above programs applied for level funding, understanding that there is less funding available as a result of the PRL program loss. The Nexus Grant Review Committee is currently reviewing proposals and will present the staff recommendations at the committee meeting.

QUESTIONS FOR Committee

Does the Committee wish to approve the staff recommendations as presented for the 2020 Nexus funding cycle and forward on to Study Session?

EXHIBITS ATTACHED:

Approved Funding Allocation for Nexus Providers 2018.pdf

Approved Funding Allocation for Nexus Providers

Organization	Level Funding Recommendation
Sungate Kids	\$58,000
Gateway Domestic Violence Services	\$119,885
Aurora Mental Health Services	
Detox	\$119,310*
Triage Program	\$144,450*
CIT/ACOT/AWTN	<u>\$78,000</u>
	\$341,760
Comitis Crisis Center	\$287,940
MCPN	\$56,595
Totals:	\$864,180

*Arapahoe House pulled out of Detox in May and will be out of the Triage Program at the end 2017





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

Item Title: Fitzsimons Campus - Aurora Fire Rescue Response
Item Initiator: Miller, Clare
Staff Source: Commander Allen Robnett
Deputy City Manager Signature:
Outside Speaker:
Council Goal: 1.0: Assure a safe community for people--2012: 1.0--Assure a safe community for peopl

ACTIONS(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.)*

An update on the emergency response activity to the Fitzsimmons campus.

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

Aurora Fire Rescue will provide a summary of the emergency response activity to the Fitzsimmons campus, outline the challenges and successes, and what the next steps are.

QUESTIONS FOR Committee

Information only

EXHIBITS ATTACHED: