

**REVISED**

**Public Safety, Courts & Civil Service (PSCCS) Meeting**

**August 13, 2020**

**11:00 AM**

**WebEx Meeting**

**Access information provided to Internal Staff**

**Public Participant Dialing Instructions**

**Dial Access Number: 1-877-820-7831**

**Enter Participant Code: 254610#**

Council Member Allison Hiltz, Chair  
Council Member Curtis Gardner, Vice Chair  
Council Member Angela Lawson, Member

Assure a safe community for people

1. Approval of July 30, 2020 Draft Minutes Council Member Hiltz
2. Consent Items (*These items have no presentation unless requested by the Committee*)
  - a. Follow-up from 7/16 – Discipline Process
    - Personnel Early Intervention System
  - b. Follow-up from 7/16 – Use of Force Policy and Training
    - Police claim settlement data
    - Use of Force demographic data
  - c. Follow-up from 7/30 – Lobbying Positions of Membership Organizations
    - Lobbying Ban Ordinance (CM Gardner sponsor)
3. Internal Investigation Update (5/5) City Manager Jim Twombly
4. Fireworks update (5/10) Fire Chief Caine Hills
5. Falck Cardiac Arrest Presentation (10/10) Fire Commander Rodney Weber
6. High-Risk Stops (10/15) Division Chief Lee Condrey
7. Miscellaneous Matters for Consideration
8. Confirm Next Meeting Council Member Hiltz  
August 27, 2020, at 11am on WebEx

**PUBLIC SAFETY, COURTS & CIVIL SERVICE MEETING**  
**JULY 30, 2020**

Members Present: Council Member Allison Hiltz, Chair  
Council Member Curtis Gardner, Vice Chair  
Council Member Angela Lawson, Member  
Mayor Pro Tem Nicole Johnston  
Council Member Alison Coombs  
Council Member Dave Gruber  
Council Member Juan Marcano  
Council Member Marsha Berzins  
Council Member Crystal Murillo

Others Present: J. Batchelor, A. Robnett, B. Sauder, C. Hills, C. Andersen, D. Parker, D. Wilson, F. Gray, H. Glidden, J. Bergeron, J. Heckman, J. Lanigan, J. Campbell, J. Schneebeck, L. Condreay, C. Amsler, M. Dudley, M. Chapman, M. Fassio, M. Moore, N. Rodgers, R. Weber, R. Ross, S. Day, S. Stowell, S. Redfearn, T. Buneta, V. Wilson, Z. DeBoyes

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**REVIEW/APPROVAL OF MINUTES**

July 16, 2020 minutes approved and signed.

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**ANNOUNCEMENTS**

None.

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**CONSENT ITEMS**

None.

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**COMMUNITY POLICE TASK FORCE UPDATE**

Summary of Issue and Discussion

Dr. Ryan Ross, CEO of the Urban Leadership Foundation of Colorado, provided an update on the progress and future goals to the Committee. The Task Force just had their second meeting earlier this month. It consisted of building community and teamwork amongst the members. An orientation meeting was held where they discussed expectations for involvement and began creating their plan for moving forward in order to meet the goal of having recommendations completed by the end of 2020 to formally present to Council in January 2021. The Task Force is comprised of thirteen members and one ex-officio member. The group has put a plan together to hear from the community upfront and ongoing. A subcommittee has been announced to make sure that individuals in the community that may not have access to technology can be heard as well. Their progress will be presented at a meeting in about a month. The next meeting in August will be a listening session with the community. The Task Force thought it would be really important to hear from the community and be transparent and be accessible to the community. Staff put email access together for the community to reach the Task Force. The information about the listening session will be posted on the City website and will be available for sharing on social media. They have completed the education plan where the Task Force members were brought up to speed on things that are happening in the City, process and procedures, authorizing environment, and training. They have identified areas, systemically, or where recommendations will come from. Recommendations will fall under four categories; Immediate, short-term, long-term, and then suggestions around what accountability could look like around all the recommendations.

A schedule through the end of the year has been set. They will meet the second and fourth Tuesdays of the month. There will potentially be a couple days added on, if necessary.

CM Hiltz commended Dr. Ross for the way he's running the meetings efficiently online. Mayor Pro Tem Johnston also recognized the fine work by Dr. Ross, Claudine McDonald, and Jason Batchelor. They are a good team. She noted that when she or other Council members tune in, they are just listening and wants the Task Force to be community driven. She appreciates the initiative of identifying that some community members aren't being included due to lack of access to the website and finding other ways to reach them. She looks forward to upcoming meetings. DCM Batchelor added that it has been a privilege to watch Dr. Ross work with such a large group with strong and diverse opinions. He does a masterful job at running an excellent meeting.

#### Outcome

Information Only

#### Follow-up Action

None.

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### **LOBBYING POSITION OF MEMBERSHIP ORGANIZATIONS**

#### Summary of Issue and Discussion

Police Division Chief Lee Condrey presented this item to the committee. This presentation is in response to Council's request for information on positions of organizations the Aurora Police Department (APD) is associated with. The organizations include International Association of Chiefs of Police (IACP), Colorado Association of Chiefs of Police (CACP), Major City Chiefs Association (MCCA), and Police Executive Research Forum (PERF). Responses on each organizations' position on the specific topics were included in the agenda packet for review. L. Condrey explained that he didn't list the PERF responses because his research indicated they don't take positions on topics and that they pride themselves on being a research and leadership training program. They are an international program and what works in one country may not work in other countries or, specific to the United States, what works in a small department may not work in a large department. PERF reaches out to departments to gather policies and procedures, hold conferences, and determines what best practices are. Regarding the backup provided for the other organizations, many of the documents provided are several years old. They do not update the documents annually. In some cases, the organizations do not necessarily take a position on the topic and instead write papers on the topics. Or, if they do support the item, it could be with caveats. MCCA was the most willing to provide current information.

CM Gardner explained he brought this forward for two reasons; The first being this is a transparency item when it comes to Aurora taxpayers because ultimately this is taxpayer funded lobbying. If we're going to use tax dollars to lobby, in light of the current environment, that we know where the money is going. Second, it's important to point out that there are instances where the positions of some of these organizations may conflict with all of council, some of council, or the general sentiment in Aurora. He recognizes there are benefits beyond the advocacy of the lobbying. He asked staff to speak to other benefits such as training or whatever else they provide. L. Condrey explained training is a large part, especially with PERF. They have a nationally recognized leadership program. APD sends Lieutenants and above ranks to that program when they can. The training isn't specifically focused on police-related issues. It's more focused on leadership and they bring instructors from Harvard and MIT that aren't necessarily familiar with law enforcement but they're very knowledgeable in leadership training and bring it to the law enforcement profession to help improve law enforcement as a whole and the individual professionally. Interim Police Chief Vanessa Wilson added that throughout the COVID pandemic, MCCA holds weekly updates to allow chiefs across the nation

to discuss what each agency is doing during the pandemic and brainstorm. It's been a really good opportunity for collaboration between agencies. PERF sends daily news blasts to keep everyone informed about what's happening around the country so agencies can keep up with best practices and trends. Members of these organizations also received discounted training which allows opportunities to send more people through specialized training for the same amount of money.

CM Gardner noted that he requested information on these four organizations because they were identified as organizations APD pays membership dues to annually. He asked if there are alternatives to these organizations with the same benefits that are separate from lobbying. V. Wilson noted that she wasn't aware of alternatives and added that the ability to talk with other agencies in real time about issues such as the pandemic has been invaluable. It would take a lot of time to research news article from across the nation. PERF does this daily and provides that information to their members. CM Gardner asked what if one of the organizations or a member of an organization takes a position on something that conflicts with the City of Aurora and if there a formal policy for how, in most cases, the Chief is supposed to proceed. V. Wilson noted that there was a Chief that said something that was controversial during the COVID pandemic and he was brought to task by other Chiefs. The Chief still has the authority to take the information they receive and implement it into policy or stand up and say they don't agree as a member. The Aurora Chief can always make the stance of Aurora known and if there is something that is radically different from the direction Aurora is headed then the membership can be reviewed.

CM Lawson noted that she doesn't recall these issues coming to the Federal, State and Intergovernmental Relations Committee (FSIR). She would like to know why these organizations and their positions have never been presented to FSIR. In addition, she doesn't recall a time where policy or position papers were provided to the FSIR committee for review or discussion. Looking at this, she would be interested in having this implemented in FSIR agendas. V. Wilson advised that she didn't have an answer at this time. However, it could be implemented for future items that come to the attention of APD from any of these organizations with regard to federal items they are lobbying for. CM Lawson noted that some of the lobbying is being done at the State Capitol. She believes if taxpayer dollars are being spent to participate in these things then they should be looped into the discussion in some capacity at the policy level and through Council as well. Deputy City Attorney Nancy Rodgers added that in the past Deputy Chief Paul O'Keefe was the representative that would monitor legislation for APD. Division Chief Darin Parker is now filling this role. It's her understanding that APD would be notified of all the legislative bills and if there was a bill that APD was interested in and wanted Council to take an active position on, P. O'Keefe would bring the information to FSIR to talk about it. Otherwise, APD would just monitor what the organizations were doing and not get actively involved without Council approval. As far as a request for testimony down at the Capitol, staff would get approval from FSIR or Council. CM Lawson added that it would be interesting to have a broad summary of what the organizations are doing and she would be open to further discussion about it. It seems to her that there have been gaps in information passed along through the Committees or Council. N. Rodgers explained all the active legislation could be an ongoing item much like on other Committees with other departments. CM Lawson noted that it could be discussed at another time. Deputy City Manager Jason Batchelor added that he made a note to circle back to Roberto Venegas and Luke Palmisano that this would be coming up for discussion at FSIR.

CM Hiltz agreed that it would be nice to get some feedback on what is being done as an active member of the organization even if there isn't an active position from APD. It's important to know what the organization is doing because they are still lobbying on behalf of APD even if we don't go down and lobby personally. She noted that one of her requests was what is budgeted for these organizations and how much money is actually spent, particularly as we're moving forward and trying to look at ways to reallocate funds and in light of the current budget. DCM Batchelor explained that information had been provided in a separate email. CM Gardner noted that he had the email pulled up and he provided the information for the record. Annual

dues for the police organizations are: IACP \$1,670; CACP \$1,500; MCCA \$5,000; PERF \$2,020. Aurora Fire Rescue (AFR) annual membership dues for Colorado State Fire Chiefs Association is \$2,265 and International Organization of Fire Chiefs is \$465.

CM Gardner asked for clarification that PERF only provides training and doesn't participate in lobbying. L. Condrey confirmed that to his knowledge PERF does not participate in lobbying, that their organization focuses on research and training. CM Hiltz thanked staff for the presentation.

#### Outcome

Information Only.

#### Follow-up Action

DCM Batchelor will follow-up with Roberto and Luke about upcoming discussions at FSIR.

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## **2<sup>ND</sup> QUARTER CRIME STATISTICS**

### Summary of Issue and Discussion

Police Deputy Chief Harry Glidden provided the year-to-date statistics to the Committee. Public Safety Communications has taken 117,770 police calls for service and 550,000 overall. The language line is predominantly used for Spanish speakers and other languages are about 18%. There have been 25 homicides year-to-date. Of those homicide victims 15 were African American males, 4 Caucasian males, 2 Hispanic males, 2 Caucasian females, and 2 African American females. There are 28 homicide suspects; 7 of those are unknown races at this moment, 12 are African American males, 3 are Caucasian males, 5 are Hispanic males, and 1 Hispanic female. There has been 1 domestic violence homicide, 8 drug sale homicides, 2 gang homicides, and the other 12 are unknown as the investigations are still on-going. There have been 8,078 major index crimes year-to-date, that's an increase of 11.1%. Major violent crimes are at 1,703, indicating an increase of 19.6%. There have been 138 Sex Assaults, indicating a decrease of 37.4%. There have been 1,148 Aggravated Assaults, indicated an increase of 32.9%. Those are not broken down into shootings. There have been 393 Robberies, up 21.7%. Major Property crimes are 8,078, up 11.1%. There have been 847 Burglaries, up 15.7%. There have been 1,619 Motor Vehicle Thefts, up 28%. Overall Larceny and Theft is 3,909 which is up 1.6%. There have been 3 Officer Involved Shootings, 1 fatal and 2 non-fatal. Total arrests this year is 3,156, down 40.1%. Criminal Summonses issued is 2,613, down 14.6%. DUI and DUD arrests are at 365, down 36.5%. Total arrests this year are 5,769, down 30.8%. Municipal Traffic tickets issued is at 9,265, down 38.7%. Tickets issued via general offenses reports for Traffic 1,864, down 37%. The Motorcycle Enforcement Team has written 11,129 tickets, down 25.6%. Total summonses written year-to-date is 12,365, down 39.5%. Domestic violence and drug enforcement information will be provided to the Committee at a later time.

Pre-COVID, COVID and Protect your Neighbor time frame statistics were also provided. Pre-COVID was determined to be January 1 to March 14. During this time there were 4 murders, 53 sex assaults, 304 aggravated assaults, 136 robberies, 315 burglaries, 493 motor vehicle thefts, and 1,455 larcenies. Total major crimes were up 10.4% during this time period. COVID was determined to be March 15 to May 14. During this time there were 5 homicides, 43 sex assaults, 281 aggravated assaults, 82 robberies, 287 burglaries, 474 motor vehicle thefts, and 1,160 larcenies. Total major crime was down 1.1% during this time period. Protect your Neighbor was determined to be May 15 to July 15. During this time there were 14 murders, 38 sex assaults, 532 aggravated assaults, 162 robberies, 240 burglaries, 592 motor vehicle thefts, and 1,248 larcenies. Total major crimes during this period was up 17.9%. CM Hiltz noted that the numbers were concerning and the increases are alarming.

CM Lawson asked how drug-related crimes are related to the categories provided and is there a breakdown of those statistics. H. Glidden explained drug-related crimes are broken down in homicides but to capture

data to determine if someone steals a car for drugs is not possible. CM Lawson acknowledged this would not be possible and asked about the drug-related homicides that were discussed earlier in the presentation. H. Glidden noted it is known that 8 of the homicides this year were a drug deal. There are 12 homicides still being investigated so the involvement of drug-related activity is still unknown and 2 were specific to gang activity. V. Wilson added that there are issues with drugs and alcohol and could be associated with the reasons the crimes are being committed. It's not being tracked right now but she believes a majority of these crimes would have the drug element to it and would be along the lines with the issues seen across the country, especially when talking about opioid use and theft. CM Lawson noted that she understands everything can't be tracked but it would be interesting to capture this data if there was such a database to do so because people do commit crimes to support drug and other addictions. This information could be used by APD and other departments to see if, as a community, there is a way to deal with these issues. V. Wilson added that the jails and court probation do drug and alcohol assessments. Staff can reach out to these partners and see if they have information that can be shared for future discussion.

CM Hiltz asked if it is known why sex assaults have decreased and if that it could be related to a reporting issue, is it not being captured, or is actually going down. V. Wilson responded that she hopes its going down and not a reporting issue. She believes that the stay-at-home order has had an impact and that it is trending down in the community, but staff will keep an eye on it. CM Hiltz noted the different dynamics in each Police district, and she is wondering if staff is working with the Council member representing those affected Wards to maybe address and try to figure out what is going on in those particular areas. Because it's different for each Ward a city-wide approach may not be as effective. V. Wilson responded that PAR Officers attend the Ward Town Hall meetings. It's been more difficult since COVID restrictions to participate in the same way so she would encourage everyone to bring trends to the attention of the APD and call in crimes. She added that with the jails being closed, APD was unable to take in prisoners and it has really limited the amount of arrests. There were single offenders that would commit multiple crimes and APD was unable to arrest because it didn't meet the level needed to make the arrest and take them to jail with the COVID restrictions. CM Hiltz noted that a conversation about what needs to be done should take place sooner rather than later but would be a separate meeting conversation.

CM Marcano said his question was a follow-up to a conversation they had in February. He noted, in regard to youth violence, that the racial makeup is known but he has previously requested the socio-economic data, specific to living conditions for the suspects and victims. He asked if it is possible to get this data compiled because it would be beneficial information to know to steer policy discussions for Council going forward around this topic. V. Wilson apologized that staff hasn't had an opportunity to discuss how this data could be gathered. She advised she would delegate this request to Business Services Manager John Schneebeck who will work with Records staff to come up with ideas as to how to capture what is being requested. CM Marcano added that it could be possible to look at census-tracked information for the areas where they live to give a general idea.

CM Berzins asked if there are statistics on crimes against children with the kids being out of school, parents being out of work, and everyone is together. V. Wilson explained Crimes Against Children (CAC) does have cases they are dealing with and statistics of summonses related to child abuse could be provided. CAC could also present to the Committee information on the felony child abuse cases they are investigating. CM Berzins noted that should would be interested in that information.

#### Outcome

Information Only.

#### Follow-up Action

Staff will provide Domestic Violence and Drug Enforcement statistics to the Committee. Staff will contact jail and court probation partners for drug and alcohol statistics. Staff will provide demographic information and will look at capturing socio-economic data related to youth crimes. A presentation from CAC with child abuse stats and cases at a future meeting.

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## **FITZSIMONS CAMPUS RESPONSE**

### Summary of Issue and Discussion

Fire Commander Allen Robnett presented this item to the Committee. The Fitzsimons campus is about a mile on all sides. Infrastructure includes 3 major hospitals, Veterans Affairs (VA) clinics, and the University of Colorado Teaching and Research Facilities. There are approximately 45 buildings dedicated to UCHHealth. There are approximately 5 million square feet of floor space. UCHHealth is 303.8 million square feet of the 5 million. The VA adds about 1.1 million square feet of floor space. The average daily population is approximately 25,000 employees and doesn't include the people seeking services in the areas. Projections at build out will be approximately 50,000 employees. The Bioscience buildings are moving forward and plans have been submitted for approval. The hotel is nearing completion and the Innovation hotel is set to restart this Fall. They have planned 800 residential units. Some of the apartments are open already. Most of the buildings will be research and educations. The annual responses for the campus did see a drop from 2018 to 2019. CM Gardner asked for clarification on the time periods being presented. A. Robnett confirmed all data was for full years except for 2020, which is year-to-date. Based on calls for service for EMS in 2019, the most calls for service came from Aurora Day Resource Center and Comitis Crisis Center, respectively. A Medical Service Unit (MSU) was added to Station 2 on July 1, 2020, based on the number of calls for service. This will hopefully help to bring down the call loads on the two apparatus. There was an increase in response times from 2015 to current of approximately 35% due to a number of factors such as an uptick in calls and the units being busy. Dispatch also implemented a ProQA process that does take a little longer to work through the process. Changes in 2019 that could have attributed to the decrease in call load include the change the method Comitis uses to house people by going from a daily to 3-week lottery system for single occupants. Family occupancy is still on a daily system. Comitis is projecting changing their system again to a longer-term option. UCHHealth began a hospital response team that has been very effective and there has been a decrease in calls for service to their facilities. The Community Health Programs focuses on contacting high users to help them get the services without using the 911 system. In cases where the Community Health Officer was able to intervene, there was an 85% reduction in 911 calls and an 87% reduction in hospital transports. Solutions that AFR is considering or has already implemented includes the addition of the MSU at Station 2 and AFR will continue to work with business and care sites on the campus to reduce the dependence on EMS system for routine needs. Other initiatives include a store front at the Day Resource Center for UCHHealth which will provide services for the residents there such as medicine or on-going health care to prevent them from going into crisis. AFR is also looking at the addition of predictive software that would use historical data and statistical data to project growth and optimize allocation of resources. AFR is also looking upgrading the Opticom system to a GPS system for preemptive technology to get through traffic safer and more efficiently.

CM Gardner asked about the calls by station data provided. It appears that 2020 is on track to exceed 2019 stats. His concern is the Community Health Office was implemented but the calls for service continue to go up, specifically on Engine 2 and Ladder 2, and it's going to reach a point where they are not able to handle the call load. Fire Chief Fernando Gray agrees that the call volume continues to increase holistically. Their strategy is not just about adding resources, they've looked at technology such as the AVL system, to make sure the closest resource is dispatched, in addition to the implementation of the Community Health Program. They have also recently added the MSU to Station 2, effective July 1, 2020. One of the strategies is to look at additional resources there. CM Gardner asked about future growth in the area to include number of people on the campus, traffic, and development such as light rail stations. All of these things will have a significant

impact on call volume. F. Gray agreed that they need to be forecasting 5, 10, and 15 years. That's one of the reasons why they have aggressively been looking at additional technology that will help them in that area. They do have a research and plans group that looks at that information right now. To ensure they are more efficient and effective they would like to look at software that can help them in this area. They know that this area will continue to grow and have an increase in demand for service and they will continue to look at different methodologies and approaches to make sure that they are responding in an effective manner. However, they do know they will eventually need more resources in that area. CM Gardner added that, in addition to purchasing GIS software, we should look at purchasing new EMS software as something to help with efficiencies. Referring to the slide on response times, it appears that it was growing and has since stabilized or even decreased and would like to know what would be the factor for the changes. A. Robnett explained the increase beginning in 2015 was when the campus really started to take off from a response standpoint. In regard to 2017-2018 they believe the ProQA process extended the response time. They seem to be consistent with the infrastructure in and out of the area. Engine 3 doesn't have access to the area from Fitzsimons Parkway, but this should be remedied in a matter of months. As the call volume continues to grow, they anticipate response times may increase as well. As Chief Gray mentioned, they will then begin looking at alternative response models and maybe adding resources to keep the response times within their guidelines. CM Gardner asked when the Community Health Officer was implemented. A. Robnett responded that it was implemented in around mid-year 2018. F. Gray explained staff was assigned to the position in 2018. However, it hadn't been utilized in Aurora up until that time and it does have a positive impact on response times as it relates to not having units respond to the same situations over and over again. It took approximately 6 months after the program was initiated to start getting a client base and process them.

CM Lawson noted the response times for 2015-2020 looks like it all peaks the same. Particularly in 2018 and 2019, there was a lot of growth in the area and with so much density and all the growth, is there any difference in the trends. Could there be discrepancy in the data. A. Robnett noted that the discrepancy would be minimal. CM Lawson asked if there is a statistical difference in response times for 2018 and 2019. A. Robnett noted that this is something they watch very closely and as response times increase they add resources or use alternative response models. In 2019, the changes made on the campus were done to reduce response times in the area. They should never really vary that much because they want to get behind the ball and will take immediate action to rectify the situation. They will also continue to work with their partners in the area. CM Lawson added that she isn't challenging the data but was wondering how all the growth and projects have affected the area. F. Gray noted that this would be a good opportunity to provide some context to the changes in response. A. Robnett explained the Beat-based concept is specific areas (Emergency Response zones) that belong to a station. If a call dropped in Station 2 area, even if they were no where near the call, it would be assigned to them. AVL has no borders; it looks at who is geographically closer to the call and assigns it to them. The AVL can, within 3 feet, tell which rig is closer. Particularly for Stations 1 and 2, who are on the campus a lot, they will pick up a number of calls on the campus while in transit from the hospitals and reduce call times because they are already in the area.

CM Hiltz noted that she gets frustrated by this area and has been for years. She also has the same concerns as CM Gardner related to Engine 2 and Ladder 2 response times. Particularly because some of the other options have been implemented. So that indicates that the Community Health Officer is reducing calls in certain areas, but means calls for service are going up at a faster rate in other areas. She added that Anschutz needs to invest in the area. We got to be the busiest in the country without them investing in any resources in this area and they are now looking to double in size and they need to step up and invest in the area when it comes to these responses and whatever resources, whether that be a station or an engine. There's no excuse for them to have not done this so far and they shouldn't wait until the city forces them to because it's not a good PR look. CM Hiltz asked what the Station 2 MSU service area is. A. Robnett noted that it's a two mile buffer around the station. Anything outside of the 2 miles will go to the AVL dispatch. CM Hiltz asked if, with the Community Health Officer, are they able to monetize cost savings and have they thought about



how to reallocate those savings within the department. F. Gray explained they can put a dollar value to the cost avoidance but he doesn't believe that it would be productive to invest in additional community health positions in lieu of adding response resources. And the reason he says that, in a growing community the high utilizers are just a percentage of the call volume. So the call volume will continue to increase outside of the high utilizers. His recommendation is to utilize a cost avoidance approach as opposed to redeployment of officers to community health to offset costs. CM Hiltz explained she wasn't suggesting they not put it into other resources. She was saying that if it is known that there are cost savings, staff could look at purchasing additional apparatuses or hiring more personnel with some of that money. Especially when we're looking at this area we talk about response times, call volume, using data. But these are still human beings on the rigs and they're running 24/7. Unlike other rigs where they may have time for breaks in between calls, that's not the case in this area so what is being done to address the human component? What she doesn't want is to get to a point where they are optimized by a data standpoint but forgetting that there's people on the other end of successes. So if we know that we're not spending money to send rigs out the door, where can it be reinvested in the department. The data doesn't show that we're at the peak with calls and they keep going up in this area and there hasn't been any conversation about the health or mental health of the firefighters who work out of these stations. CM Hiltz would like to see the monetized cost avoidance for the Community Health Program. She would also like to get more information on the call volume over the years for the campus in terms of the hospitals and universities. She's curious what the data would look like separate from the other entities such as the Day Resource Center and Comitis. She and staff can talk offline about what she would like to see based on what is available. Despite all the investments the city has made there are still issues because the campus is still growing with no investment from any other entities.

#### Outcome

Information Only.

#### Follow-up Action

Staff will provide monetized cost avoidance for the Community Health Program. CM Hiltz and staff will meet offline to discuss the data available and what she would like to see in regards to calls for service specific to the hospitals and universities.

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#### **MISCELLANEOUS ITEMS FOR CONSIDERATION**

None.

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#### **NEXT MEETING AGENDA ITEMS**

The August 13 meeting will include Discipline and Lawsuits follow-up, Personnel Intervention System follow-up, Use of Force follow-up to include race and jurisdictions, Fireworks (AFR), Safer Aurora (CM Murillo), Cardia Arrest Data (Falck), and Wellness Unit Presentation that was previously on the Aug 27 agenda.

CM Lawson requested the No-Knock item be moved to the August 27 agenda to allow for outreach before it's presented.

CM Hiltz will send out the full agenda proposal to the committee for approval.

Meeting adjourned at 12:30pm

APPROVED: \_\_\_\_\_

Allison Hiltz, Chair



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

<b>Item Title:</b> Personnel Early Intervention System
<b>Item Initiator:</b> Danelle Carrel
<b>Staff Source:</b> Division Chief Lee Condreay
<b>Deputy City Manager Signature:</b>
<b>Outside Speaker:</b>
<b>Council Goal:</b> 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.)*

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

Additional information requested by Council. Attachments provided to address the questions.

### **QUESTIONS FOR Committee**

### **EXHIBITS ATTACHED:**

2017 Data report completed in 2018.pdf  
2018 Data report completed in 2019.pdf  
2019 Data report completed in 2020.pdf  
PEIS Disciplined Trigger Info Sheet.pdf  
PEIS points 6.18.19.pdf



# 2017 Personnel Early Intervention System, Annual Report

## Professional Standards Section

Agent John Lee

The Aurora Police Department



April 19, 2018

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## FOREWARD

The Personnel Early Intervention System (PEIS) is an automated collection of performance data within the Administrative Investigations Management (AIM) data base, based on manual entries by supervisors. These data include departmental use-of-force reports, citizen complaints, involvement in civil litigation, internal violations, low sick leave and other performance indicators. Certain occurrences the employee experiences accrue points within the system, ultimately alerting the employee's supervisor.

It is considered 'early' because it helps to identify employee performance problems that do not warrant disciplinary action but requires that an employee's supervisor contact the employee and intervene, counsel or otherwise offer support resources depending on the employee's need when appropriate. The major contribution of PEIS is its capacity to identify patterns of performance and to cause an intervention before a problem becomes serious in nature.

Supervisors may manually enter PEIS events if they become aware of them prior to any automated process triggering (see supervisor initiated interventions later in this report).

## PURPOSE OF REVIEW

Due to the seriousness of an employee's well-being and health of the organization, it is important to assess the effectiveness of the PEIS. This is so that the organization may identify important trends, utilize best practices and make system improvements when appropriate.

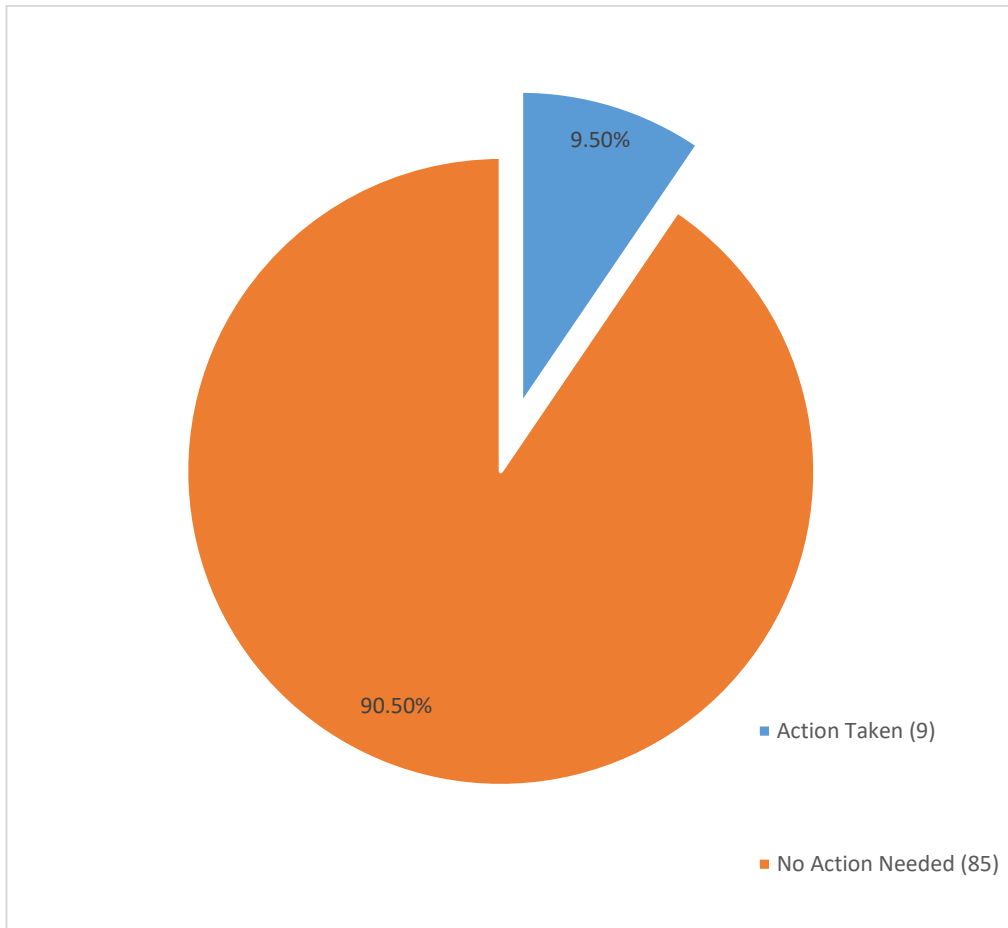
## METHODOLOGY

The AIM software compiles data from several digital systems utilized by the police department to include TeleStaff (attendance tracking software) and Versadex (records management software). This report reflects the analysis of the compiled data.

## ANALYSIS

### Automatic alerts

The AIM system automatically generated 94 PEIS entries. After an evaluation of each **individual** entry, it was determined that 9 (9.5%) **of the entries** resulted in interventions of varying types. The 85 remaining entries were reviewed, discussed with employees, and ultimately required no intervention. (Fig. 1)



*Figure 1*

### Intervention methods

Breaking down the 9 entries that required interventions, the following was determined from an analysis of the nine entries requiring intervention (Fig. 2)

- 1 employee was referred to the Employee Assistance Program (EAP).
- 3 employees received counseling by their immediate supervisor.
- 2 employees were referred to both peer support and the EAP.
- 1 employee is being monitored by their supervisors.
- 1 employee had their privilege to work secondary employment restricted.
- 1 employee was temporarily reassigned to a less stressful position as well as referred to peer support.

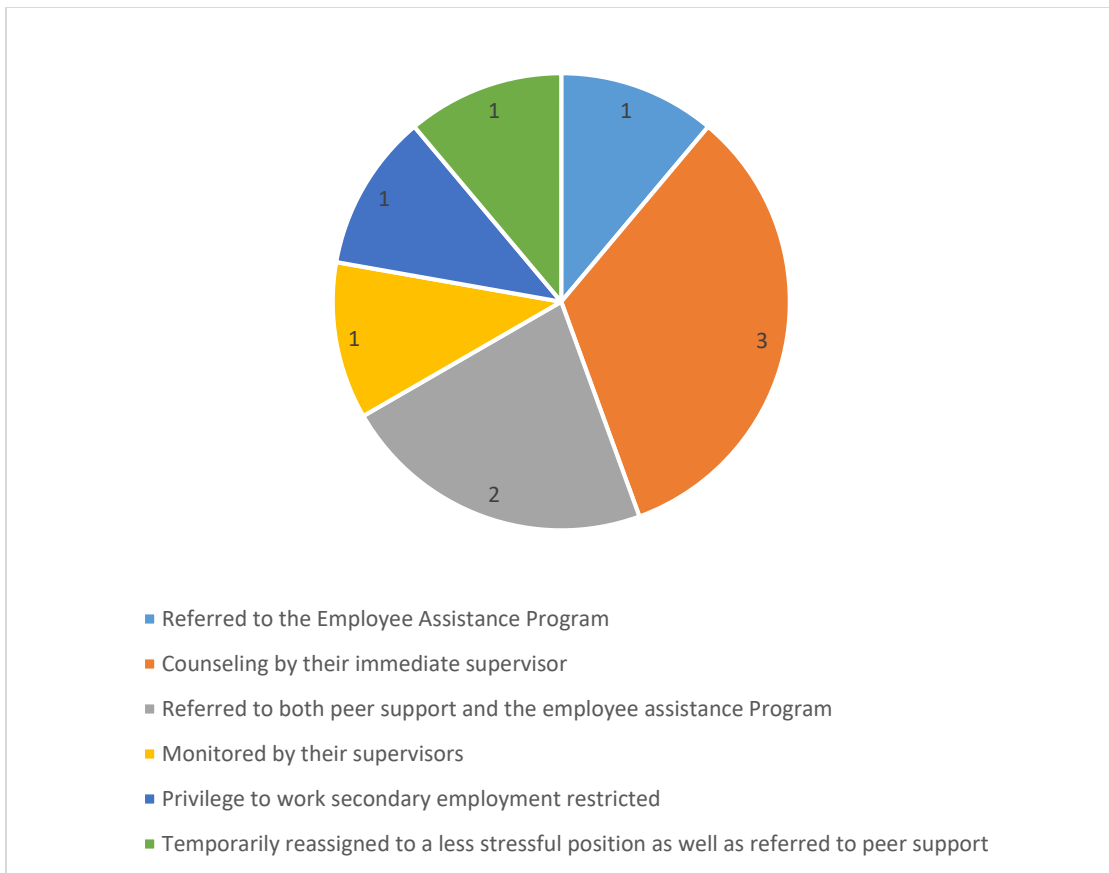


Figure 2

### Supervisor Initiated Intervention

There were **six6** additional entries under the “Supervisory Intervention” incident type. **Five5** of these required action and **one1** was determined to need no future action. This incident type is used when a supervisor recognizes that an intervention is immediately needed for an employee. This indicates that supervisors do understand the purpose of the PEIS **system** without a need to be prompted by the automated AIM system. The combined total of interventions with some merit is 14 out of 100, or 14%. (Fig. 3)

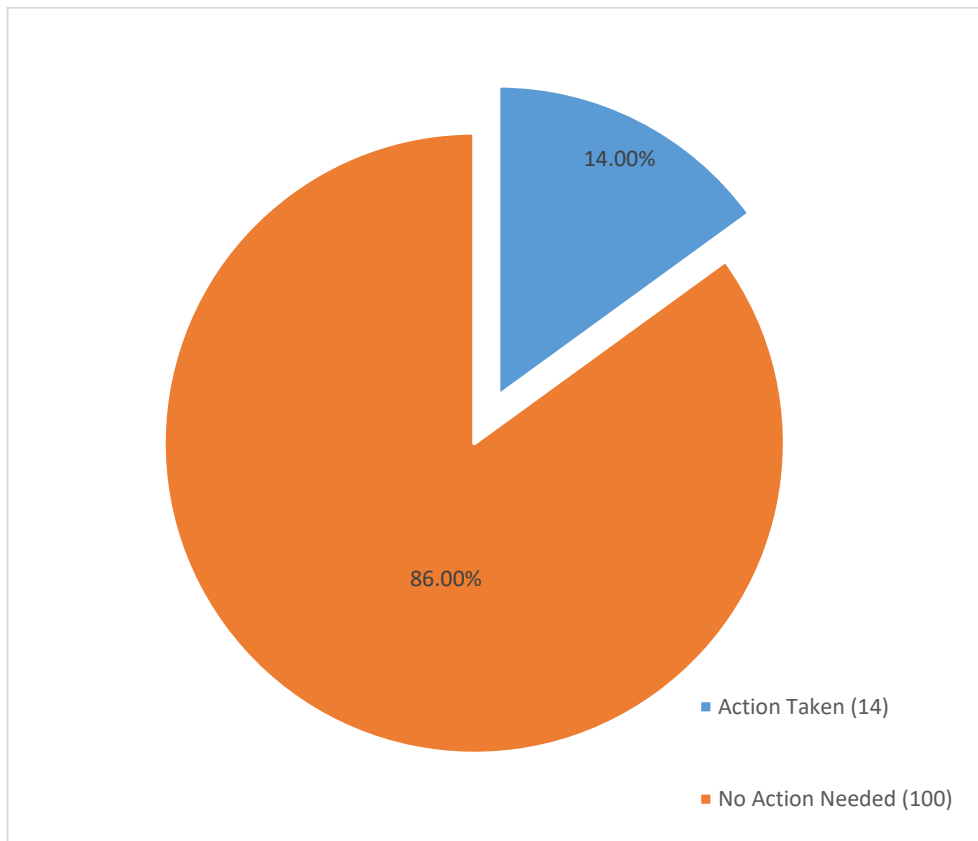


Figure 3



### Supervisor Initiated Intervention-continued

Under the Supervisory Intervention incident type, **one** employee was referred to psychological services, **one** employee was referred to peer support, **two** employees received counseling from their **cChain of cCommand**, **one** employee was referred to the Employee Assistance Program (EAP). It was determined that the last entry needed no future action.

The combined break down of automated entries with merit and supervisor initiated entries are shown in Fig. 4.

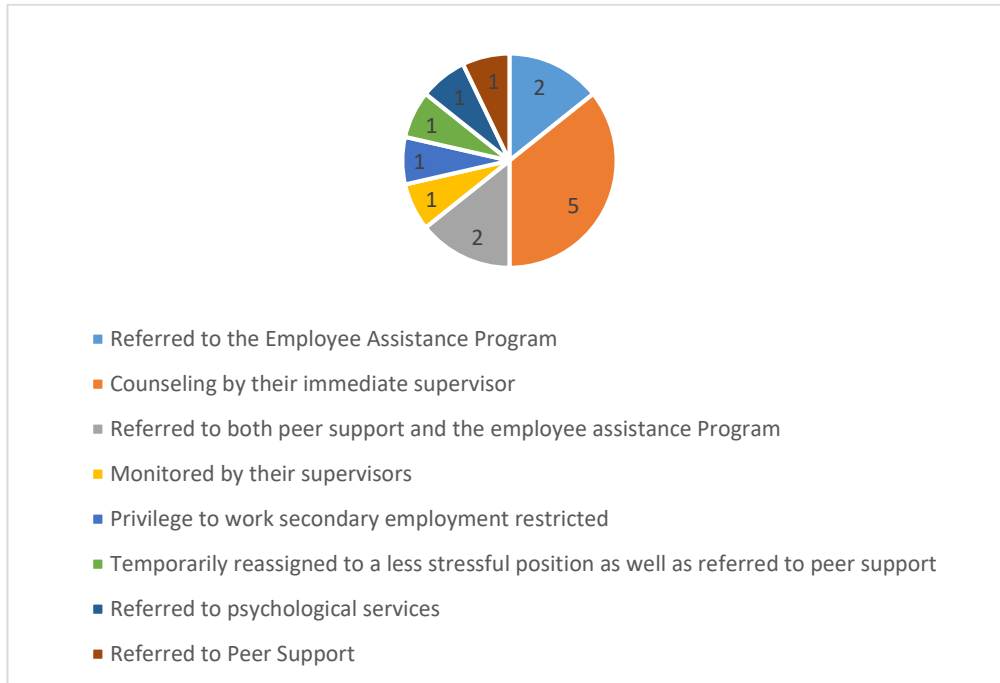


Figure 4

### Conclusion

This evaluation of the PEIS **system** indicates that the automated system and supervisor initiated incidents continues to be successful in identifying employees who are in need of some type of assistance to maintain a healthy life and career. The automated system was put into effect **in June, of 2012**. **TI have reviewed the annual/yearly** evaluations of the system **have been reviewed with the following observations**. **To date**, the automated program has identified 85 total interventions with merit. It is clear from this number that the automated system is working to help **our** employees have a long and healthy career with the **pPolice dDepartment**. **The I highly recommend that we ccontinued the use and training of PEIS and continued training for supervisors will only improve the organization’s ability to recognize warning signs and intervene when it may matter most.**

# 2018

## Aurora Police Department

### Personnel Early Intervention System

### Annual Report



Prepared by Officer Rebecca Lee – Professional Standards Section

## **Introduction**

The Personnel Early Intervention System (PEIS) is an automated system that collects performance data within the Administrative Investigations Management (AIM) database system. The data is based on manual entries done by members of the Aurora Police Department in supervisory positions as well as data pulled automatically from other database systems. The data includes: departmental use of force reports, internal and external complaints, civil litigation involvement, low sick leave, and other performance indicators. Certain incidents an employee experiences will cause an accrual of points within the system (i.e. sustained complaint or use of force), which ultimately alerts the employee's supervisor.

The PEIS is considered an 'early' intervention system. The goal is to identify employee performance stressors or issues that may not warrant any disciplinary action. There are a variety of factors that may warrant a supervisor to contact their employee, whether it is to provide supervisory counseling or to offer departmental or citywide resources when necessary. If a supervisor has concerns with an employee without any warning from a PEIS alert, the system allows them to enter their own initiated intervention.

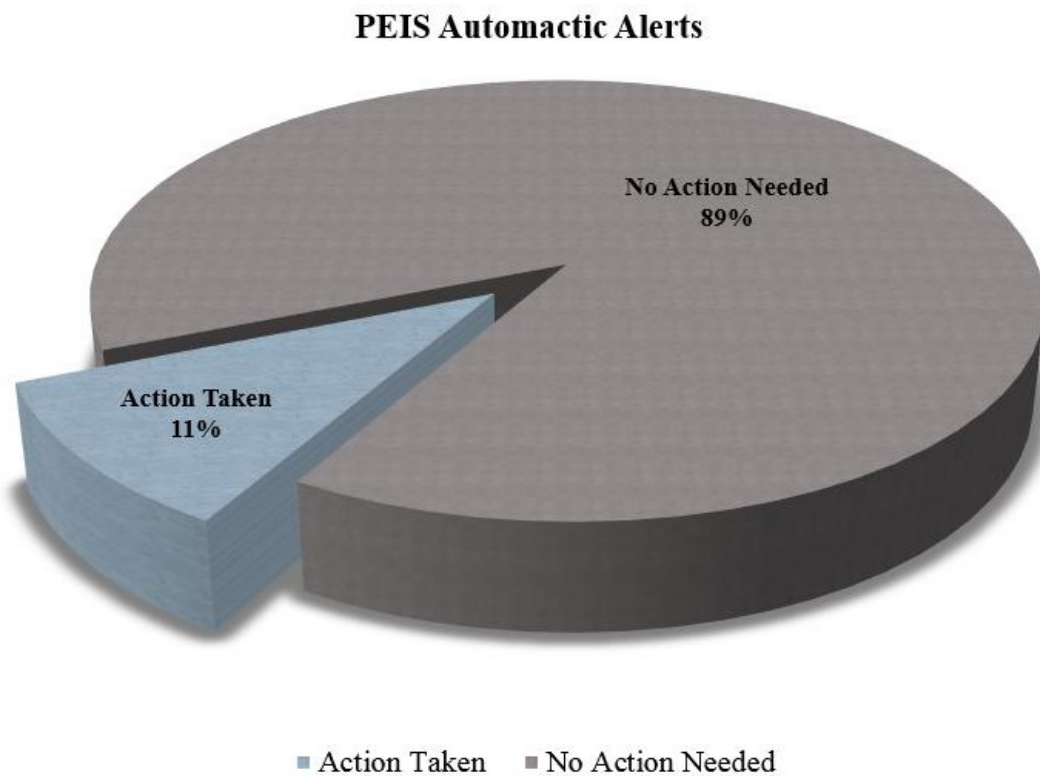
## **Quality and Utilization of System**

To ensure quality and proper utilization of the system, supervisors initiate a formal review process by completing a PEIS review entry once they are notified a subordinate has reached the threshold to trigger the system. The supervisor reviews the incident that triggered the PEIS and conducts an evaluation of all relevant information. The supervisor has a discussion with the employee to reach a conclusion to determine the appropriate course of action, if any, that will need to be taken. A supervisory intervention entry into the PEIS may be appropriate if the employee's immediate supervisor becomes aware or has reason to believe an intervention is appropriate for their employee. Once the supervisor conducts their portion of the review, the PEIS or supervisory intervention is tracked up the employee's chain of command to ensure thoroughness. The proper utilization of the system allows supervisors to guide their employee's and provide necessary resources and assistance when appropriate.

## Automatic Alerts

The AIM system automatically generated a total of 123 PEIS entries, 29 more alerts than 2017. After an analysis of each entry, 110 entries were reviewed and required no intervention, while 13 resulted in interventions of various types.

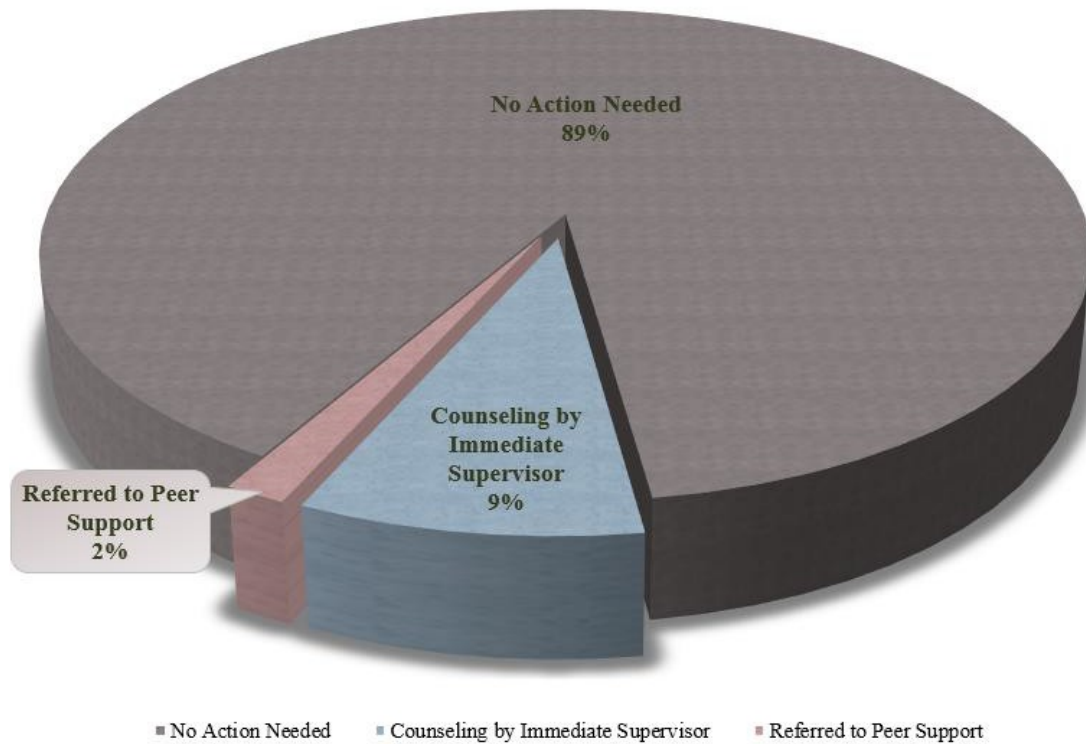
- No action needed (110)
- Action taken (13)



The automatic PEIS entries that were triggered were as follows:

- No action needed (110)
- Counseling by immediate supervisor (11)
- Referred to peer support (2)

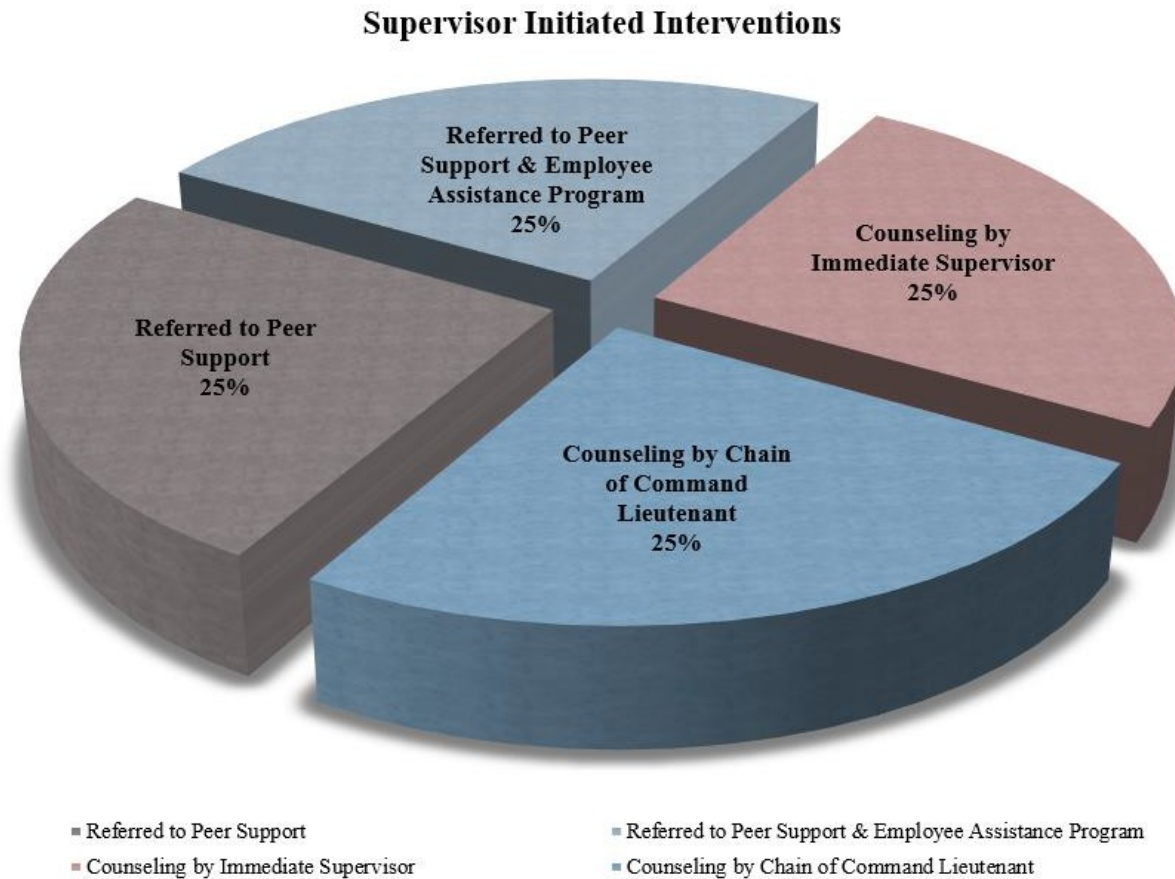
### Automatic Intervention Results



## Supervisor Initiated Intervention

A Supervisory Intervention is used when an employee's immediate supervisor recognizes that an intervention is immediately necessary. There were four interventions initiated by supervisors, with the following results:

- Counseling by immediate supervisor (1)
- Counseling by chain of command lieutenant (1)
- Referred to peer support (1)
- Referred to peer support and Employee Assistance Program (1)

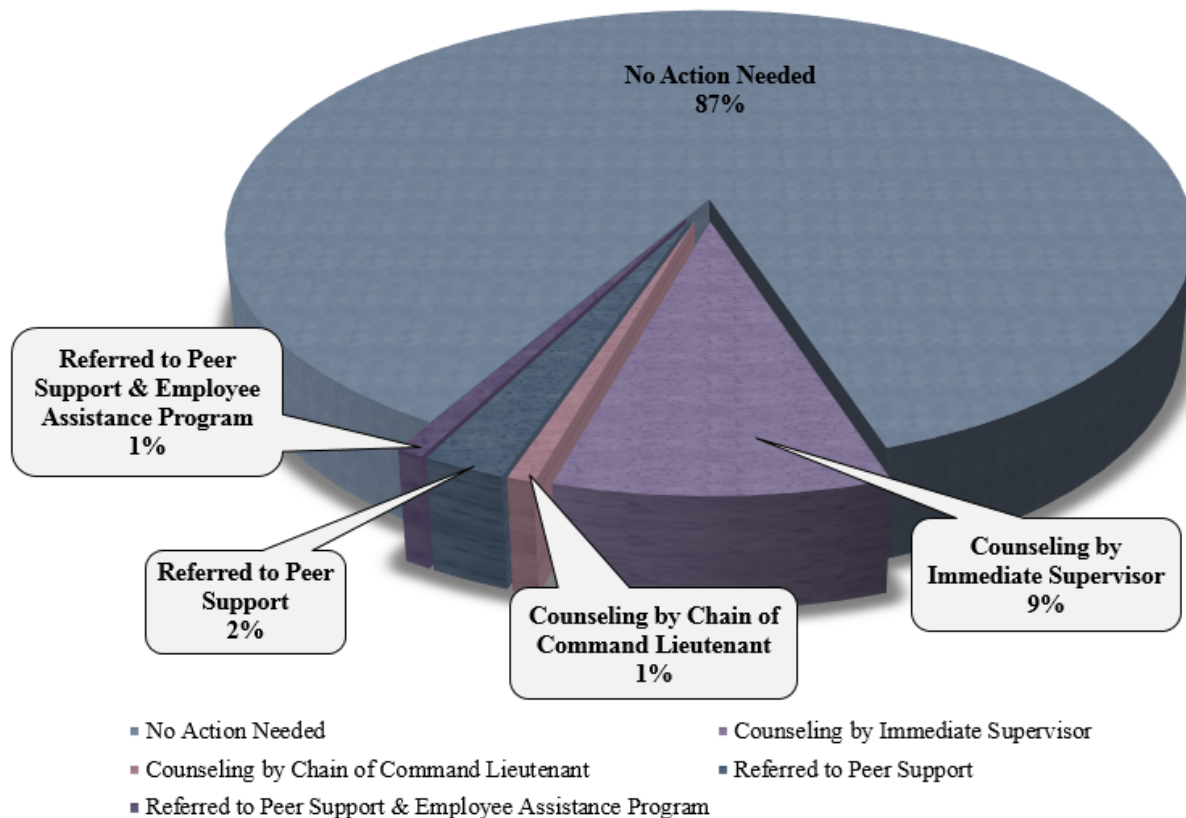


## Total Interventions

There were a total of 127 entries into the PEIS through the automatic alerts and proactive diligence of supervisors. 110 entries required no action to be taken with the employee and 17 required some action.

- Counseling by immediate supervisor (12)
- Counseling by chain of command lieutenant (1)
- Referred to peer support (3)
- Referred to peer support and Employee Assistance Program (1)

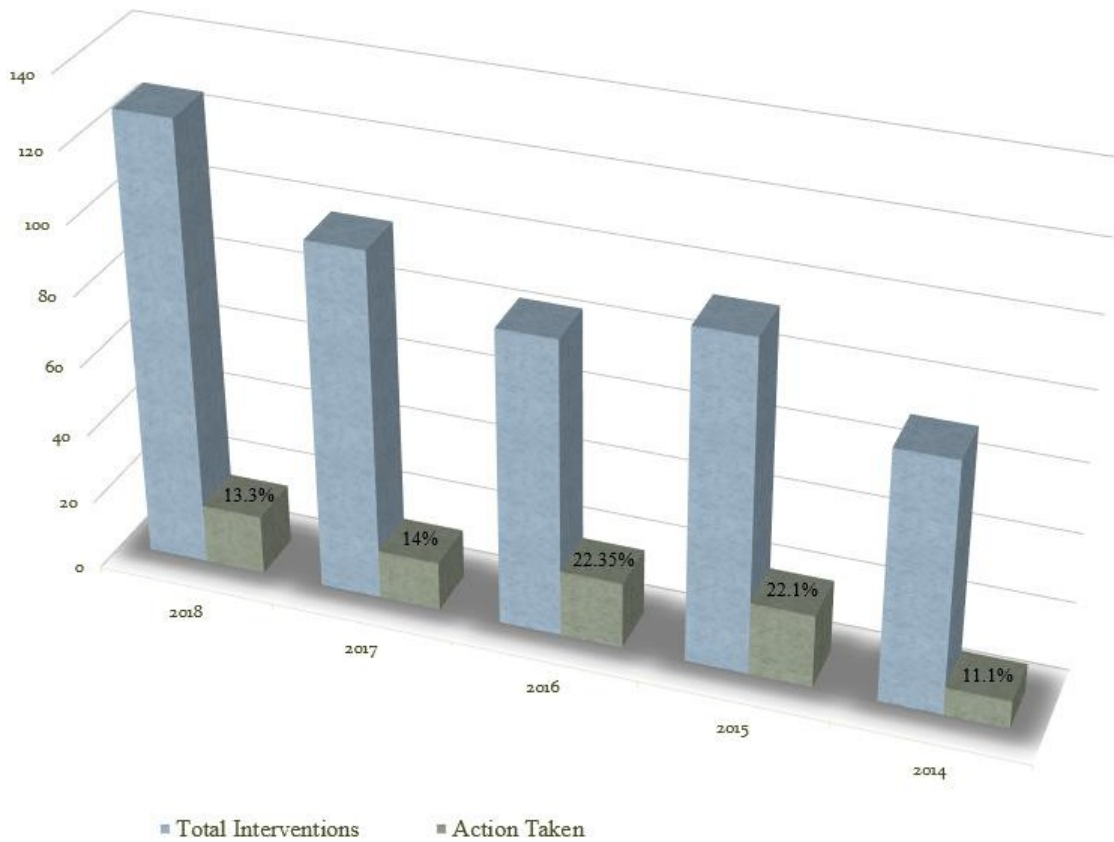
## Total Interventions



## Intervention Comparison

The graph below represents a five year comparison of PEIS interventions, both automatic and supervisor initiated, along with the percentage of those interventions that required action to be taken for an employee. As the Aurora Police Department hires more employees, the total number of interventions will continue to increase. More importantly, the graph illustrates the PEIS has been beneficial in identifying employees in need of resources and allowing supervisors to provide early interventions when they deem appropriate.

### Five Year Intervention Comparison





## **Conclusion**

The final determination of this report indicated there were 127 alert entries into the PEIS from the date range January 1, 2018 – December 31, 2018. 87% (110) required no action to be taken, while 13% (17) of incidents required action through the recommendations and services of the department and city. The data included 123 automatic interventions and four supervisor initiated interventions.

Department Directive 8.35 requires supervisors to conduct a formal review of automatic and initiated interventions. The results of this report are addressed immediately by supervisors and the employees are referred to the appropriate services if necessary. This indicates the supervisors are becoming more familiar with the utilization of the PEIS and are taking a proactive approach in their leadership roles. The supervisors demonstrated a growing knowledge of department and city resources to offer their employees, along with a better understanding of the PEIS. The supervisors completed their reviews in an efficient timeframe, entered thorough tracking notes, and tracked up their chain of command per policy.

The Wellness Unit provided feedback regarding the system and indicated the system has been very beneficial in a variety of ways. One of the most valuable aspects of the PEIS is the low sick leave balance alert that will trigger an automatic intervention when an employee's balance is too low. This allows the Wellness Unit to differentiate between an employee recovering from a recent surgery or maternity/paternity leave and possible issues in an employee's personal life. While this automatic intervention may trigger false alerts regarding potential stressors due to low sick leave, the Wellness Unit agrees this trigger is reasonable justification to contact an employee and check on their wellbeing.

Overall, AIM administrator's and the Wellness Unit agree that supervisors are becoming more proficient in handling the PEIS alerts. The alerts of the PEIS allow the Wellness Unit to conduct follow up with supervisor's to ensure no additional assistance or resources are needed. The collaboration efforts surrounding the PEIS are essential to ensure the utmost care of the employees at the Aurora Police Department. There are no recommendations for changes to the system at this time.

# Aurora Police Department



## 2020 Personnel Early Intervention System Annual Report For 2019 Data

## **Introduction**

The Personnel Early Intervention System (PEIS) is an automated system that collects performance data within the Administrative Investigations Management (AIM) database. The data is based on manual entries done by members of the Aurora Police Department in supervisory positions as well as data pulled automatically from other databases. The data includes: departmental use of force reports, internal and external complaints, civil litigation involvement, low sick leave balance, and other performance indicators. Certain incidents an employee experiences will produce an accrual of points within the system (i.e. sustained complaint or use of force). Once the points reach a minimum threshold within a moving 365 day time-period, an alert will trigger and the employee's supervisor notified.

The PEIS is considered an early intervention system. The goal is to identify employee performance stressors prior to any unmanageable stress-related or disciplinary issues emerge. There are a variety of factors that may warrant a supervisor to contact their employee, whether it is to provide supervisory counseling or to offer departmental or citywide resources when necessary. If a supervisor has concerns with an employee without any warning from a PEIS alert, the system allows them to enter their own initiated intervention.

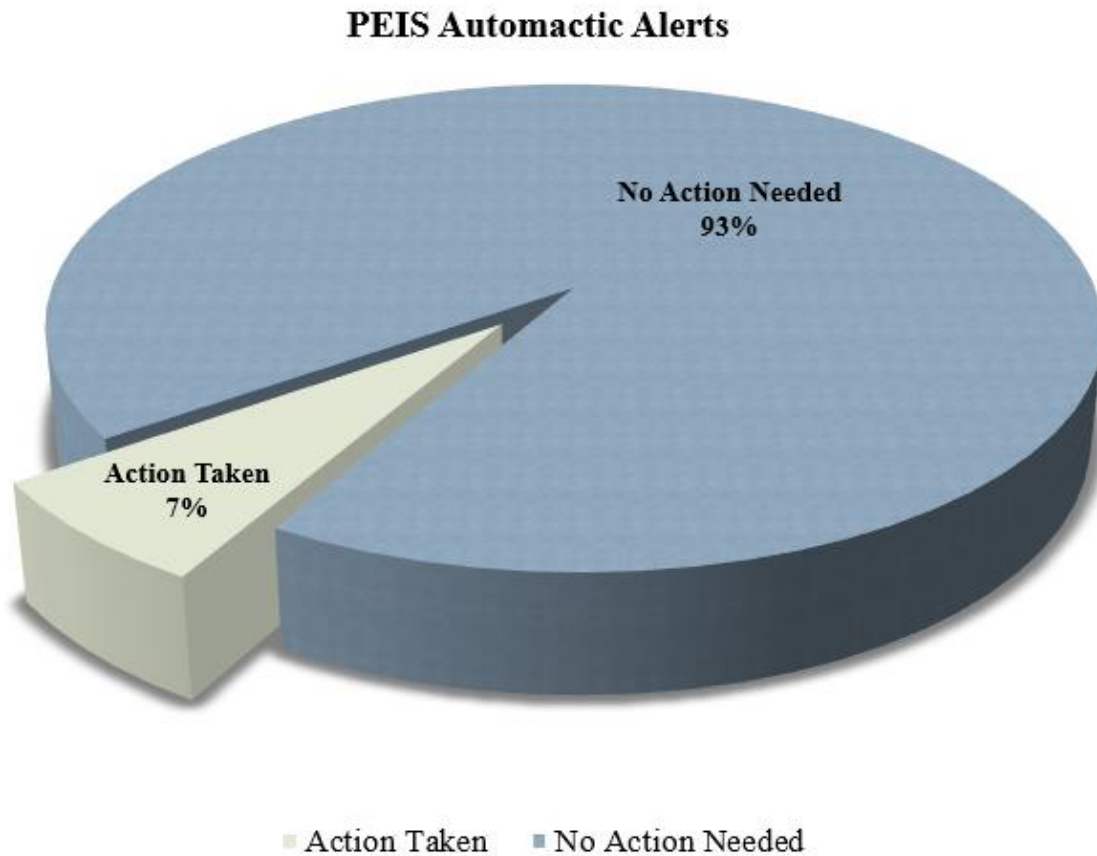
## **Quality and Utilization of System**

To ensure quality and proper utilization of the system, supervisors initiate a formal review process by completing a PEIS review entry once they are notified a subordinate has reached the threshold to trigger the system. The supervisor reviews the incident(s) that triggered the PEIS and conducts an evaluation of all relevant information. The supervisor has a discussion with the employee to reach a conclusion to determine the appropriate course of action that will need to be taken. A supervisory intervention entry into the PEIS may be appropriate if the employee's immediate supervisor has reason to believe an intervention is appropriate for their employee. Once the supervisor conducts their portion of the review, the PEIS or supervisory intervention is tracked up the employee's chain of command to ensure thoroughness and provide guidance. The proper utilization of the system allows supervisors to guide their employees and provide necessary resources and assistance when appropriate.

## Automatic Alerts

The AIM system automatically generated a total of 159 PEIS entries in 2019, 36 more than 2018. After an analysis of each entry, 148 entries were reviewed and required no intervention, while 11 resulted in interventions of various types.

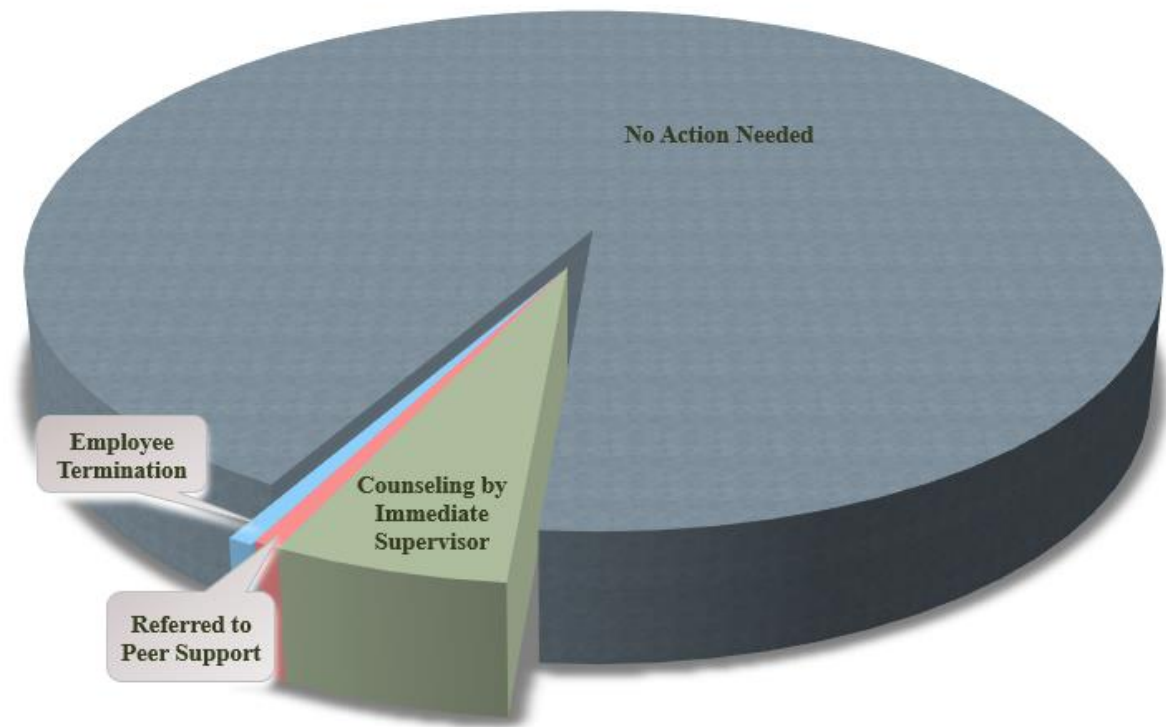
- No action needed (148)
- Action taken (11)



The automatic PEIS entries that were triggered resulted in the following outcomes:

- No Action Needed (148)
- Counseling (9)
- Referred to Peer Support (1)
- Employee Termination (1)

### Automatic Intervention Results



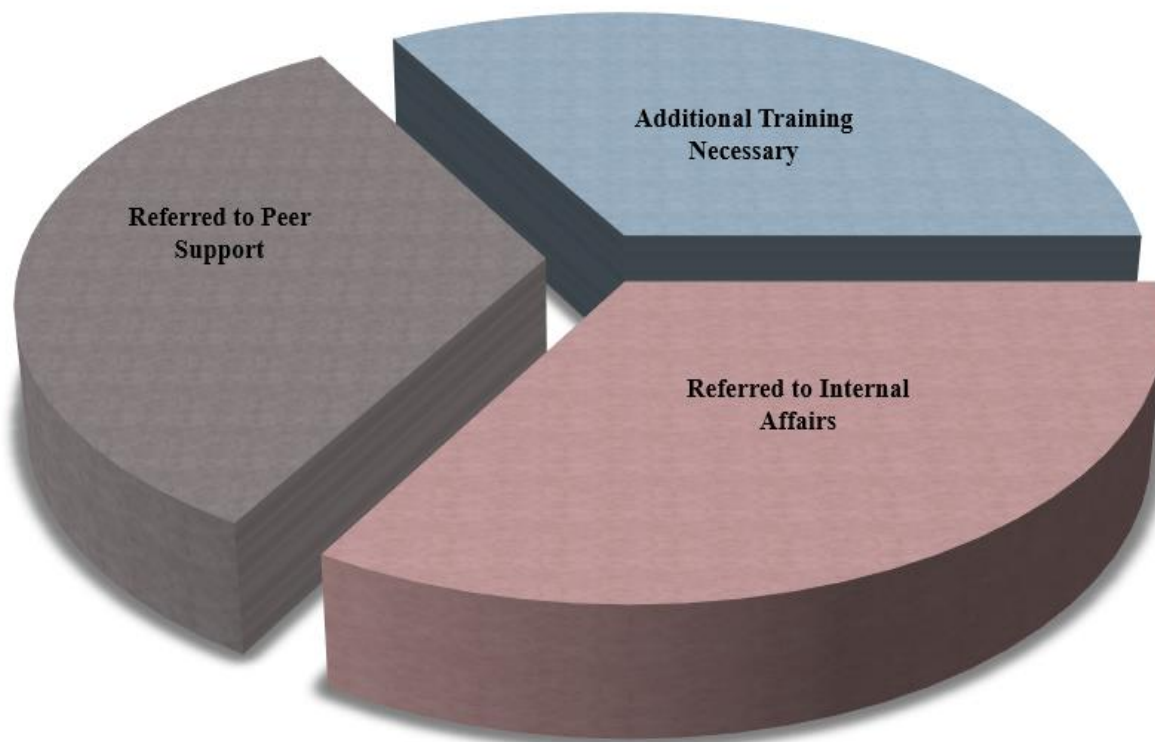
■ No Action Needed   ■ Counseling by Immediate Supervisor   ■ Referred to Peer Support   ■ Employee Termination

## Supervisor Initiated Intervention

A supervisory intervention is used when an employee's immediate supervisor recognizes that an intervention is immediately necessary. There were three interventions initiated by supervisors, with the following results:

- Referred to Peer Support (1)
- Additional Training Necessary (1)
- Referred to Internal Affairs (1)

**Supervisor Initiated Interventions**



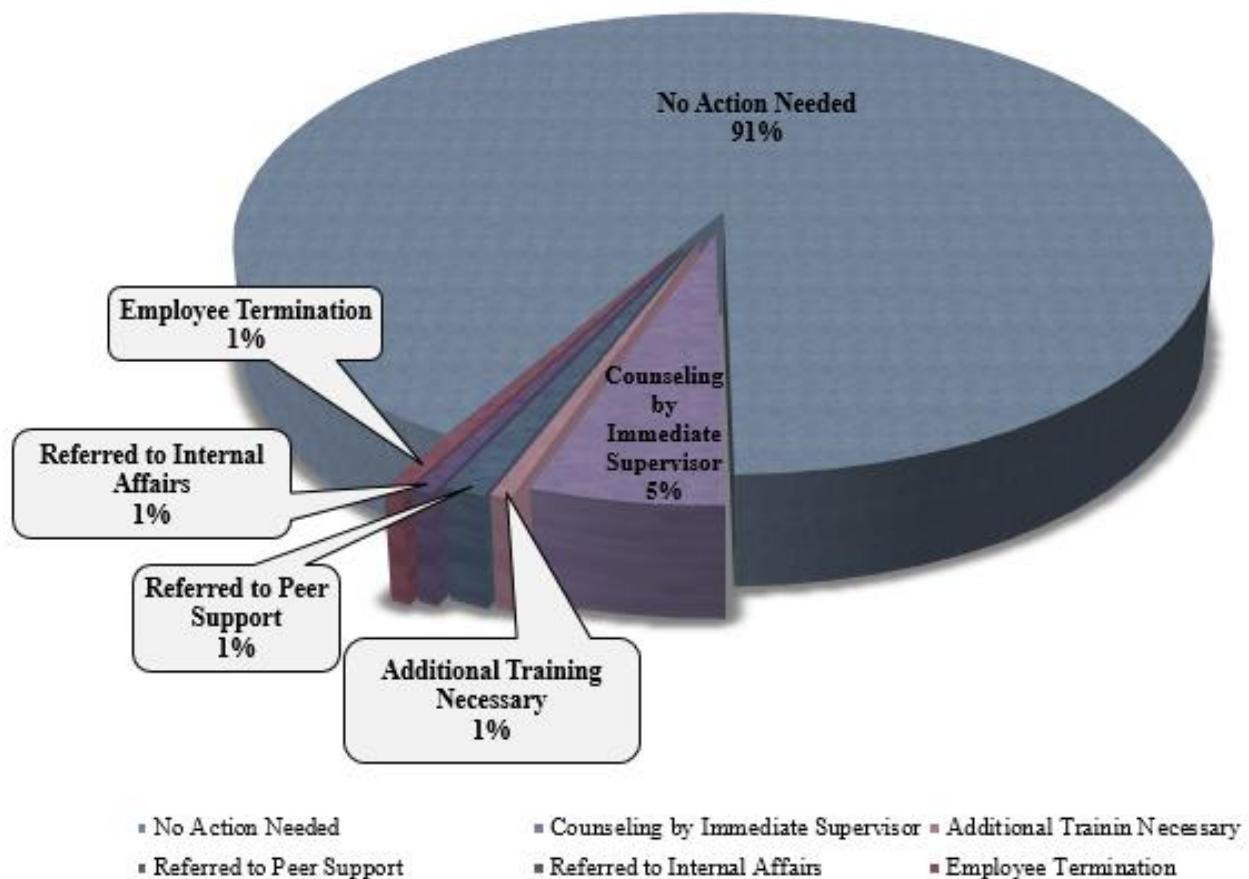
■ Referred to Peer Support   ■ Additional Training Necessary   ■ Referred to Internal Affairs

## Total Interventions

There were a total of 162 entries into the PEIS through the automatic alerts and proactive diligence of supervisors. Of those, 148 entries required no action to be taken and 14 required some action.

- No Action Needed (148)
- Counseling (9)
- Referred to Peer Support (2)
- Additional Training Necessary (1)
- Referred to Internal Affairs (1)
- Employee Termination (1)

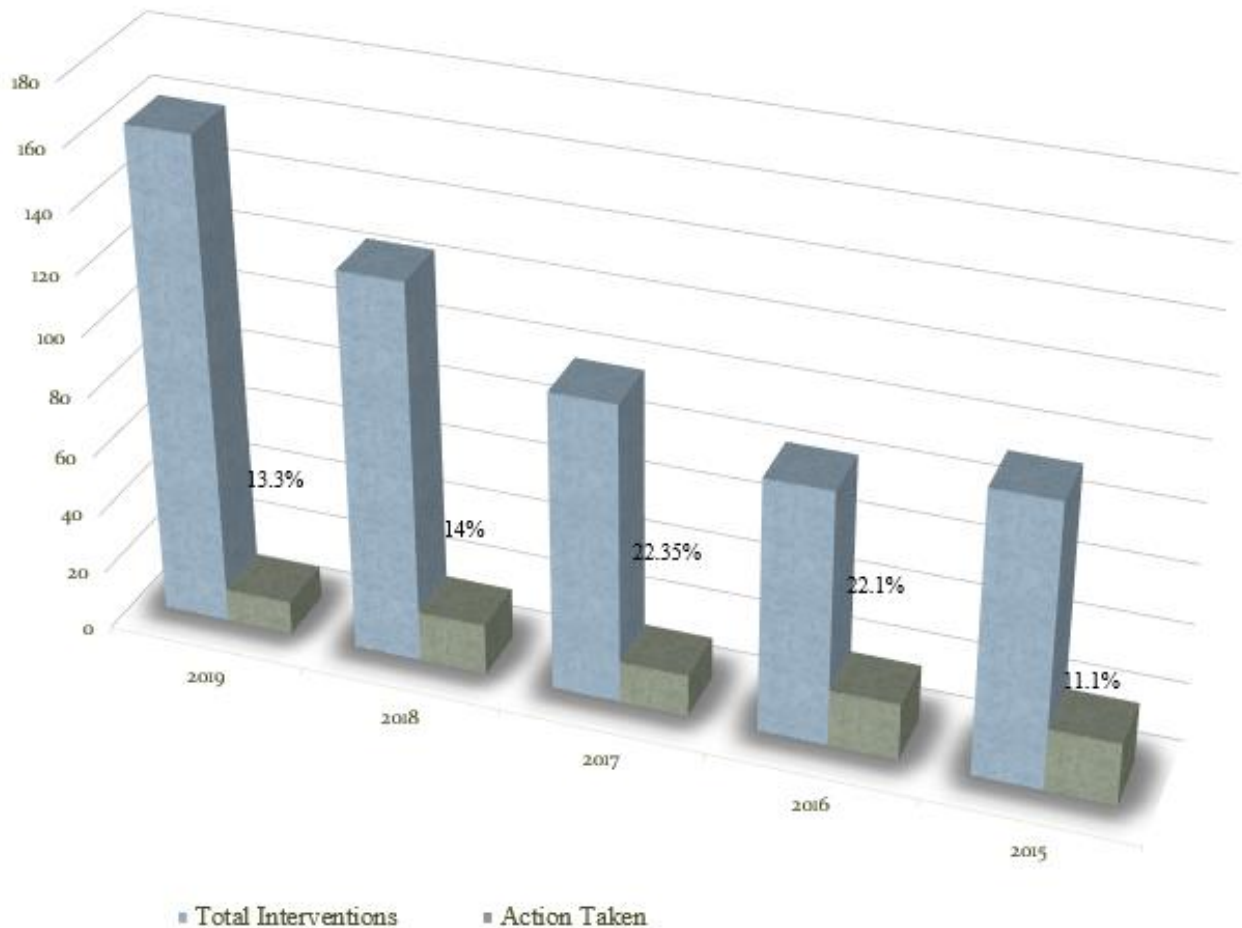
## Total Interventions



## Intervention Comparison

The graph below represents a five-year comparison of PEIS interventions, both automatic and supervisor initiated, along with the percentage of those interventions that required action to be taken for an employee. As the Aurora Police Department hires more employees, the total number of interventions will likely increase. The department has also absorbed the Public Safety Communications Department, to include all of their employees in 2019. This will also have an impact on the number of interventions in the coming years. More importantly, the graph illustrates the PEIS has been beneficial in identifying employees in need of resources and allowing supervisors to provide early interventions when they deem appropriate.

### Five Year Intervention Comparison





## **Conclusion**

The final determination of this report indicated there were 162 alert entries into the PEIS from January 1, 2019 – December 31, 2019. As a result, 91% required no action to be taken, while 9% of incidents required action through the recommendations and services of the department and city. The data included 162 automatic interventions and four supervisor-initiated interventions.

Department Directive 8.35 requires supervisors to conduct a formal review of automatic and initiated interventions. The results of this report are addressed immediately by supervisors and the employees are referred to the appropriate services if necessary. This indicates the supervisors are becoming more familiar with the utilization of the PEIS and are taking a proactive approach in their leadership roles. The supervisors demonstrated a growing knowledge of department and city resources to offer their employees, along with a better understanding of the PEIS. The supervisors completed their reviews in an efficient timeframe, entered thorough tracking notes, and tracked up their chain of command per policy.

The Wellness Unit continues to provide feedback and they indicate the system has been beneficial in a variety of ways. One of the most valuable aspects of the PEIS is the low sick leave balance alert that will trigger an automatic intervention when an employee's balance reaches a minimum threshold. This allows the Wellness Unit to differentiate between an employee recovering from a recent surgery or maternity/paternity leave and possible issues in an employee's personal life. While this automatic intervention may trigger false alerts regarding potential stressors due to low sick leave, the Wellness Unit agrees this trigger is reasonable justification to contact an employee and check on their wellbeing.

Overall, AIM administrator's and the Wellness Unit agree that supervisors are becoming more proficient in handling the PEIS alerts. The alerts of the PEIS allow the Wellness Unit to conduct follow up with supervisors to ensure no additional assistance or resources are needed. The collaboration efforts surrounding the PEIS are essential to ensure the utmost care of the employees at the Aurora Police Department.

In late 2019, there were fifty instances where the PEIS failed to provide the expected alerts on employees who reached the ten-point threshold. This was determined to be as a result of a vendor-initiated maintenance action earlier in the year and is being investigated by their developers.

<u>Emp No</u>	<u>Term Reason</u>	<u>Incident Date</u>	<u>Final Dispo</u>	<u>IA#</u>	<u>PEIS TRIGGER (within 365 days)</u>	<u>Date Triggered</u>	<u>Discipline Trigger</u>
0314456	Terminated	March 2020	Sustained - 14.2.1 Conduct Unbecoming	2020-0025	2020-PEIS-0093	4/25/2020	NO
0315112	Terminated	March 2020	Sustained - 14.2.1 Conduct Unbecoming	2020-0025	2020-PEIS-0104	6/9/2020	NO
					2019-PEIS-0139	12/4/2019	NO
0315829	Terminated	March 2020	Sustained - 14.2.1 Conduct Unbecoming	2020-0025	2019-PEIS-0152	12/4/2019	NO
					2019-PEIS-0083	8/9/2019	NO
0315102	Terminated	8/28/2019	Sustained - 14.1.5 Conformance to Law Sustained - 14.2.1 Conduct Unbecoming Sustained - 14.2.3 Abuse of Position	2019-0031	<b>NONE</b>		
0318172	Terminated	4/17/2020	<b>Pending final review from Chief's office</b> Allegations 14.1.5 Conformance to Law 14.2.1 Conduct Unbecoming	2020-0016	<b>NONE</b>		
0316956	Terminated	3/17/2020	Sustained - 14.1.5 Conformance to Law Sustained - 14.2.1 Conduct Unbecoming Sustained - 14.2.3 Abuse of Position	2020-0010	2020-PEIS-0082	3/18/2020	NO
0309735	Terminated	8/27/2019	Sustained - 6.5.8 Conduct During Transport Sustained - 14.2.1 Conduct Unbecoming	2019-0032	2019-PEIS-0126 2019-PEIS-0062	12/4/2019 6/18/2019	NO NO
0311467	Terminated	12/17/2018	Sustained - 14.1.5 Conformance to Law Sustained - 14.5 Substance Abuse	2019-0001	2018-PEIS-0131 2019-PEIS-0008 2018-PEIS-0023	11/17/2018 1/9/2019 2/5/2018	NO NO NO
0256370	Terminated	June 2012 through July 14, 2017	Sustained: 14.1.1 Lawful Orders 14.2.3 Associations, 14.2.4 Interventions 14.3.5 Neglect of Duty, 17.2 Use of CAD and MDC, 14.1.5 Conformance to Law, and 14.3.3 Making a False or Untruthful Dec	2016-0032	<b>NONE</b>		

**NOTE:** Non-disciplinary triggers may include (but not limited to) the following:  
Complaints, Public Web Reports, Low Sick Leave Balance, Use of Force, Performance  
Appraisal Entry, Motor Vehicle Accident, etc.

<b>Incident Type</b>	<b>PEIS Points</b>		
<b>PAE</b>	0 Negative +1		
<b>Chemical Abuse</b>	10		
<b>Corrective Action</b>	1		
<b>Injury to Member Requiring workmen comp notification</b>	2		
<b>Law Suit</b>	5		
<b>Low Sick Leave Balance</b>	1		
<b>Motor Vehicle Accident</b>	0 Preventable +3	SBI+2	
<b>Resisting Arrest</b>	1		
<b>Subjected to Critical Incident</b>	5		
<b>Supervisory Intervention</b>	1		
<b>Use of force</b>	0 SBI +2 Death +4	Tier 2 +2	Tier 3 +2
<b>False Arrest (verified)</b>	10		
<b>Use of Restraint</b>	0		
<b>Vehicle Pursuit</b>	2 Injury to suspect +2		
<b>Written Reprimand</b>	2		
<b>Internal Affairs</b>	1		
<b>Public Web Report</b>	1		
<b>Complaint (Includes the below)</b>	0 plus 1 if sustained		

*Arrest of Member*

*Driving*

*Duty Related*

*Excess Overdue Cases*

*Excessive NO FILES*

*Excessive Use of Sick Leave*

*Failed to Meet Proficiency Requirement*

*False Arrest*

*Field Contact*

*Illigal Search and Seizure*

*Inadequate/Improper Investigation*

*Missing other duty related Assignments*

*Racial Profiling*

*Lost or Damaged Equipment*

*Noticeable behavioral Changes*

*Noticeable Change in Quantity of Work*

*Noticable change in Quality of Work*

*Non-Duty Related*

*Off-Duty Stressor*

*Other Situation Deemed by Supervisor as a Risk Factor*

*Officer Professionalism*

*Officer Rudeness*

*Tardiness*

*Traffic Contact*

*Violation*



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

<b>Item Title:</b> APD Settlements
<b>Item Initiator:</b> Danelle Carrel
<b>Staff Source:</b> Deputy City Attorney Nancy Rodgers
<b>Deputy City Manager Signature:</b>
<b>Outside Speaker:</b>
<b>Council Goal:</b> 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.)*

Council Member Hiltz requested a chart of settlements paid by the City regarding claims made against Aurora Police officers. She also requested comparative data from other jurisdictions.

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

Attached is chart regarding settlements since 2010. Staff attempted but was not able to gather settlement data from other jurisdictions. Denver was recently the subject of an article that reviewed its settlements since 2004. A chart of those settlements mentioned in the article is attached.

### **QUESTIONS FOR Committee**

None. Info only.

### **EXHIBITS ATTACHED:**

Denver Settlement Amounts - Westword.pdf  
Settlements of Claims re to the APD 8-7-2020.pdf

Denver Settlement Amounts, as reported in Westword, 7/31/2020

<https://www.westword.com/news/denver-police-brutality-history-2004-2020-11761612>

2004	DPD /Denver City & County	\$75,000.00
2008	DPD	\$85,000.00
12/06/2004	DPD /Denver City & County	Undisclosed Amount Settlement
08/05/2005	DPD /Denver City & County	Undisclosed Amount Settlement
11/21/2005	DPD /Denver City & County	Undisclosed Amount Settlement
04/03/2006	DPD /Denver City & County	Undisclosed Amount Settlement
08/11/2006	DPD /Denver City & County	Undisclosed Amount Settlement
06/12/2007	DPD /Denver City & County	Undisclosed Amount Settlement
01/2009	DPD	\$100,000.00
05/04/2009	DPD /Denver City & County	\$225,000.00
06/30/2009	DPD /Denver City & County	\$20,000.00
06/30/2009	DPD /Denver City & County	\$17,500.00
06/30/2009	DPD /Denver City & County	\$15,500.00
07/19/2009	DPD	\$36,000.00
08/07/2009	DPD /Denver City & County	No information on Settlement
08/10/2009	DPD /Denver City & County	Undisclosed Amount Settlement
09/2009	DPD	\$225,000.00
10/16/2009	DPD /Denver City & County	Undisclosed Amount Settlement
03/16/2010	DPD	\$35,000.00
03/19/2010	DPD /Denver City & County	\$860,000
05/2010	DPD	\$40,000.00
06/2010	DPD /Denver City & County	\$117,000.00
06/2010	DPD /Denver City & County	Undisclosed Amount Settlement
07/01/2010	DSD / Denver City & County	\$257,000.00
08/2010	DPD	\$22,500.00
09/20/2010	DPD	Undisclosed Amount Settlement
11/23/2010	DPD /Denver City & County	\$45,000.00
01/11/2011	DPD /Denver City & County	\$795,000.00
01/12/2011	DPD /Denver City & County	\$1,800,000
07/2011	Denver Police and DSD	\$3.25 Million
05/22/2012	Denver Police	\$400,000.00
07/2014	DPD	No Amount
07/2014	Denver Police	\$185,000
09/2014	DSD	\$65,000.00
06/03/2016	Denver Police	No Amount
01/26/2017	DPD	\$500,000.00
04//30/2009	DPD /Denver City & County	No information on Settlement
01/01/2019	DPD	No Amount



## Settlements of Claims Related to the Aurora Police Department, 8/7/2020

Incident Date	Settlement Date	Claimant Name	Settlement Amount
3/12/10	4/20/2012	LOTT, CLIFFORD	\$ 15,000
12/18/10	1/22/2013	BURRELL, RICKEY	\$ 100,000
6/8/10	3/6/2013	CLARK, MARY	\$ 17,500
		<b>2010 TOTAL</b>	<b>\$ 132,500</b>
1/14/11	7/28/2014	MCGLOTHIN, JOVAN	\$ 5,000
3/20/11	10/31/2011	STRAYSTAR, YVENGENIY	\$ 270,000
3/20/11	6/23/2011	GIDENKO, OLEG	\$ 150,000
3/9/11	5/17/2013	SHIRLEY, MELISSA	\$ 50,000
7/23/11	5/2/2014	MADRIGAL, MARGARITA	\$ 400,000
		<b>2011 TOTAL</b>	<b>\$ 875,000</b>
7/1/12	9/16/2016	OLSON, ET. AL (14 parties)	\$ 325,000
		<b>2012 TOTAL</b>	<b>\$ 325,000</b>
7/9/13	6/30/2017	JOHNSON, JAMIE	\$ 15,000
		<b>2013 TOTAL</b>	<b>\$ 15,000</b>
7/3/14	8/30/2017	BENTZ, ADAM	\$ 50,000
		<b>2014 TOTAL</b>	<b>\$ 50,000</b>
3/6/15	11/7/2016	CARTER-VINZANT, NAESCHYLUS	\$ 2,600,000
12/22/15	5/16/2018	WILLIAMS, OYZHANA	\$ 335,000
5/4/15	4/25/2017	DIERINGER, ROWAN	\$ 25,000
11/14/15	6/8/2018	CREWS, DWIGHT	\$ 36,250
		<b>2015 TOTAL</b>	<b>\$ 2,996,250</b>
6/23/16	3/26/2018	RAVENSROFT, KEVIN	\$ 100,000
3/16/16	6/1/2018	HASSAN, OMAR	\$ 40,000
9/14/16	1/22/2019	SEABAUGH, DENNIS	\$ 192,500
		<b>2016 TOTAL</b>	<b>\$ 332,500</b>
2/19/17	7/18/2017	KELLEY, DARSEAN	\$ 110,000
6/2/17	11/8/2018	SPARACIO, FLORENCE	\$ 31,000
7/13/17	8/28/2018	PEOPLES, VANESSA	\$ 100,000
4/16/17	12/5/2017	ALSHAYIB, FORAT	\$ 25,000
4/15/17	3/4/2020	BROWN, ANGELA	\$ 25,000
		<b>2017 TOTAL</b>	<b>\$ 291,000</b>
7/30/18	3/11/2020	BLACK, RICHARD	\$ 1,500,000
		<b>2018 TOTAL</b>	<b>\$ 1,500,000</b>
		<b>TOTAL</b>	<b>\$ 6,517,250</b>



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

<b>Item Title:</b> Use of Force Demographic Data
<b>Item Initiator:</b> Danelle Carrel
<b>Staff Source:</b> Division Chief Lee Condrey
<b>Deputy City Manager Signature:</b>
<b>Outside Speaker:</b>
<b>Council Goal:</b> 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.)*

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

Additional information requested by Council from the July 16 PSC meeting. Attached is the demographic data from Use of Force reports.

### **QUESTIONS FOR Committee**

### **EXHIBITS ATTACHED:**

UoF Comp Doc for council.docx



Office of the Chief of Police  
 15001 E. Alameda Parkway  
 Aurora, Colorado 80012303.739.6016

## 2017-2019 Colorado Police/ Sheriff Department Use of Force Comparison Data

Not all agencies listed define Use of Force & reporting criteria the same as Aurora

	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
	Firearm	Firearm	Firearm	ECW	ECW	ECW	Baton	Baton	Baton	Chemical	Chemical	Chemical	Weaponless	Weaponless	Weaponless	K-9	K-9	K-9	Other	Other	Other	UoF Total	UoF Total	UoF Total
Denver (*1)																			688	680	758	688	680	758
CO Springs	5	8	7	179	140	195	20	25	21	95	64	79	460	531	604	17	16	21	0	0	0	776	784	927
Aurora (*2)	4	8	5	112	137	147	6	10	5	5	13	5	576	608	632	11	25	15	11	28	23	725	829	832
Fort Collins (*3)																						0	0	0
Lakewood	1	1	6	58	63	73	0	5	3	0	0	0	84	90	101	2	4	6	4	5	12	149	168	201
Thornton (*4)	0	2		19	20	27	0	1		1		1	118	110	54	2	1	2	29	33	21	169	167	105
Arvada	0	9	1	12	9	20	0	0	0	0	1	0	70	34	40	5	5	4	2	3	7	89	61	72
Westminster (*5)																						0	0	0
Pueblo CO (*6)	2	6	23	37	46	61	2	3	3	9	9	25	191	671	629	0	0	0	0	0	0	241	735	741
Arapahoe CO	6	7	0	41	43	29	3	1	6	8	6	2	2075	2815	1310	9	1	3				2142	2873	1350
Jefferson CO (*7)																						0	0	0
Douglas CO (*8)	10	4	0	26	19	16	0	0	1	1	0	0	144	47	97	1	5	7	29	24	22	211	99	143

*\*Footnotes*

- 1 Denver does not provide the stats for this type of force used, just the totals. Also, defines lower level UoF differently than Aurora, non-striking control with hands with no injuries are not deemed a UoF.
- 2 Aurora includes in weaponless, any control hold against resistance regardless of injury or no injury to anyone.
- 3 Fort Collins was contacted but said may not release the UOF data - then never heard back from them.
- 4 Thornton utilizes the Nunchaku which is listed in the "other" column.
- 5 Westminster never responded to two requests for the data.
- 6 Pueblo K-9 drug sniffing only.
- 7 Jefferson County said they had miscalculated all their UOF data and it is not available now.
- 8 Douglas County data difficult to work with but this represents the best we could get.





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

<b>Item Title:</b> An Ordinance Amendment Chapter 2 of the City Code Pertaining to Legislative Lobbying Prohibitions for Aurora Fire Rescue and Aurora Police Department
<b>Item Initiator:</b> Danelle Carrel
<b>Staff Source:</b> Deputy City Attorney Nancy Rodgers
<b>Deputy City Manager Signature:</b>
<b>Outside Speaker:</b>
<b>Council Goal:</b> 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.)*

Following a presentations at the PSCCS meeting on July 30, 2020, Council member Gardner requested staff prepare an ordinance pertaining to lobbying activities and organizational memberships with groups that have a lobbying component as an organizational mission.

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

The proposed ordinance would prohibit APD and AFR from expending any funds, staff time, or personnel time to lobbying, to including memberships to organizations who lobby, without explicit direction from City Council, through the City Manager

### **QUESTIONS FOR Committee**

Does the Committee support moving this matter forward to Study Session for formal consideration?

### **EXHIBITS ATTACHED:**

Gardner - Proposed Legislative Lobbying Ordinance .pdf

ORDINANCE NO. 2020- \_\_\_\_

A BILL

FOR AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF AURORA,  
COLORADO, AMENDING CHAPTER 2 OF THE CITY CODE BY ADDING TWO NEW  
CODE SECTIONS, SECTION 2-239 AND SECTION 2-435, EACH PERTAINING TO  
LEGISLATIVE LOBBYING PROHIBITIONS FOR  
AURORA FIRE RESCUE AND THE AURORA POLICE DEPARTMENT

WHEREAS, City Council hereby determines that legislative lobbying is a purely legislative function solely within their purview and that no delegation, in any degree, to the City Manager nor to Department Heads should be inferred from any City ordinances; and

WHEREAS, City Council desires to leave no doubt that legislative lobbying does not fall within the powers of the Chiefs of the Police Department or the Fire Department, not even in the furthest penumbra interpreting their powers and duties absent a specific written authorization from Council to do so.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO:

Section 1. The City Code of the City of Aurora, Colorado, is hereby amended by adding a new section, Section 2-239 of the City Code entitled Legislative lobbying prohibition, which new section shall now read as follows:

Sec. 2-239 – Legislative lobbying prohibition

Legislative lobbying is a matter and a power entirely and exclusively within the sole province of City Council. Absent explicit direction from City Council, transmitted in writing through the City Manager, the Aurora Fire Department shall expend no funds from whatever source derived, nor shall they expend any staff time or personnel time, lobbying any local, state, or federal legislative body, directly or indirectly, nor shall the Department pay any membership dues to any organization which has a legislative lobbying component to that organization's mission. No member of the Fire Department is authorized to enter into any agreement on behalf of the Department or the City for any lobbying services absent express written permission from City Council transmitted through the City Manager.

Section 2. The City Code of the City of Aurora, Colorado, is hereby amended by adding a new section, Section 2-435 of the City Code entitled Legislative lobbying prohibition, which new section shall now read as follows:

Sec. 2-435 – Legislative lobbying prohibition

Legislative lobbying is a matter and a power entirely and exclusively within the sole province of City Council. Absent explicit direction from City Council, transmitted in writing through the City Manager, the Aurora Police Department shall expend no funds from whatever source derived, nor shall they expend any staff time or personnel time, lobbying any local, state, or federal legislative body, directly or indirectly, nor shall the Department pay any membership dues to any organization which has a legislative lobbying component to that organization’s mission. No member of the Police Department is authorized to enter into any agreement on behalf of the Department or the City for any lobbying services absent express written permission from City Council transmitted through the City Manager.

Section 3. Severability. The provisions of this Ordinance are hereby declared to be severable. If any section, paragraph, clause, or provision of this Ordinance shall, for any reason, be held to be invalid or unenforceable by a court of competent jurisdiction, the invalidity or unenforceability of such section, paragraph, clause, or provision shall not affect any of the remaining provisions of this Ordinance.

Section 4. Pursuant to Section 5-5 of the Charter of the City of Aurora, Colorado, the second publication of this Ordinance shall be by reference, utilizing the ordinance title. Copies of this Ordinance are available at the Office of the City Clerk.

Section 5. All acts, orders, resolutions, ordinances, or parts thereof, in conflict with this Ordinance or with any of the documents hereby approved, are hereby repealed only to the extent of such conflict. This repealer shall not be construed as reviving any resolution, ordinance, or part thereof, heretofore repealed.

INTRODUCED, READ AND ORDERED PUBLISHED this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

PASSED AND ORDERED PUBLISHED this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

\_\_\_\_\_  
MIKE COFFMAN, Mayor

ATTEST:

\_\_\_\_\_  
\_\_\_\_\_, City Clerk

APPROVED AS TO FORM:

\_\_\_\_\_  
DAVID LATHERS, Senior Assistant City Attorney



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

<b>Item Title:</b> 2020 Fireworks Data Presentation
<b>Item Initiator:</b> Danelle Carrel
<b>Staff Source:</b> Deputy Chief Caine Hills
<b>Deputy City Manager Signature:</b>
<b>Outside Speaker:</b>
<b>Council Goal:</b> 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.)*

In 2016 Aurora Fire Rescue (AFR) began to track firework complaints, responses, summons issued and fires from July 1 through July 4. The 2020 firework data presentation will provide a comparison from 2016 through 2020 related to reporting mechanisms, complaints received, responses, summons issued, enforcement complexities, and fires. Lastly, enhanced reporting processes and enforcement will also be discussed. Council Member Lawson has requested an update on the above information.

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

The presentation will provide an overview utilizing the measures of complaints, responses, summons issued, and fires beginning July 1 through July 4 for the years 2016, 2017, 2018, 2019, 2020.

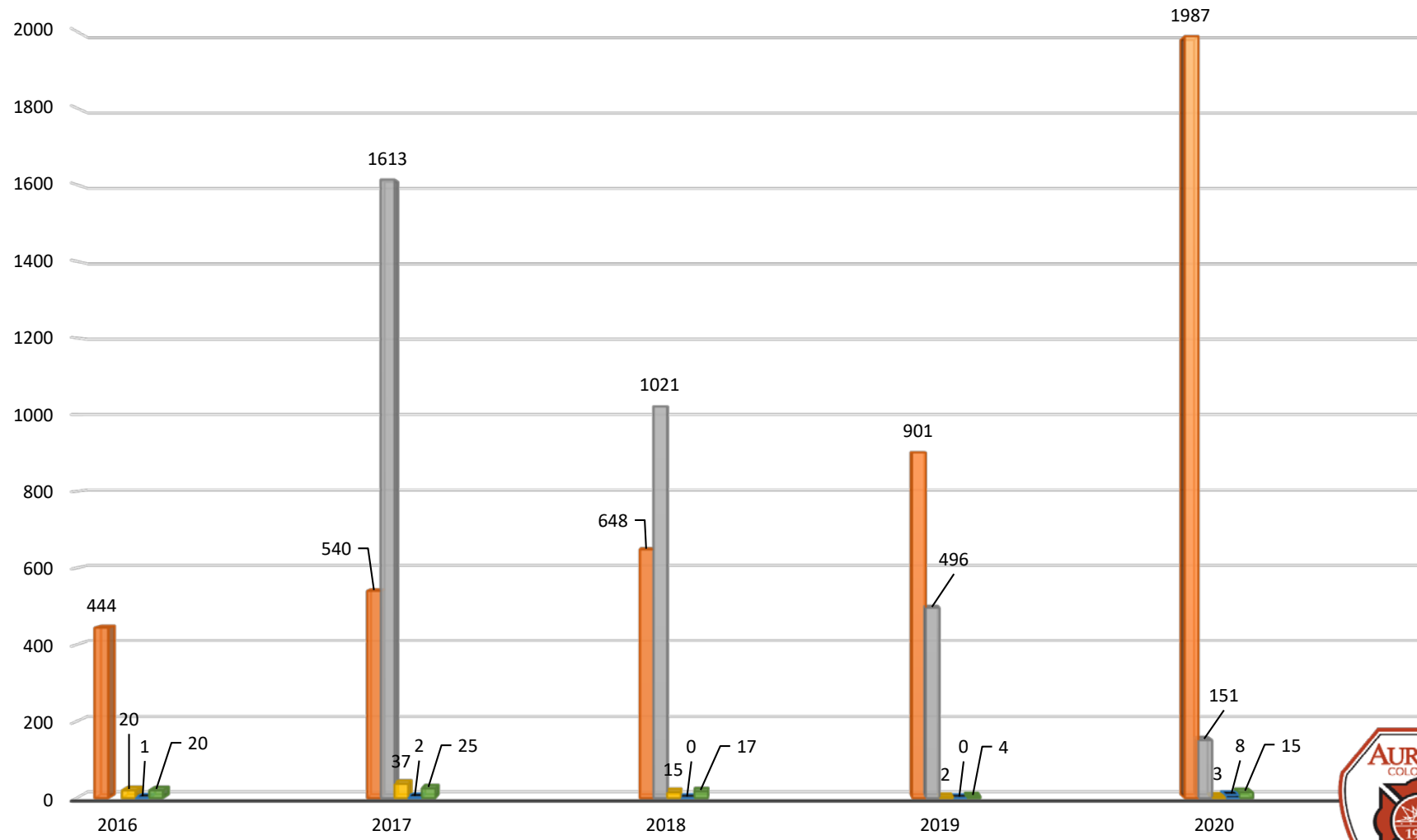
### **QUESTIONS FOR Committee**

### **EXHIBITS ATTACHED:**

Public Safety backup (not entire presentation).pptx

# Complaints, Responses, summons, structure and Wildland fires

## Data Compared



Complaints Responses Summons Issued Structure Fires Wildland Fires





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

<b>Item Title:</b> CARES (Cardiac Arrest Registry to Enhance Survival) 2019 National Report Summary: Colorado and City of Aurora
<b>Item Initiator:</b> Danelle Carrel
<b>Staff Source:</b> Rod Weber, Operations Commander, 303.326.8961
<b>Deputy City Manager Signature:</b>
<b>Outside Speaker:</b> Shaunna King, Falck Rocky Mountain, 303.668.2999 and David Patterson, Falck Rocky Mountain, 720.707.6064
<b>Council Goal:</b> 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.)*

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

Power point shows a comparison of cardiac arrest data (location, bystander CPR, AED use, survival rates) for the nation, Colorado and the City of Aurora.

### **QUESTIONS FOR Committee**

### **EXHIBITS ATTACHED:**

City of Aurora - Cardiac Arrest Registry Statistics.pptx

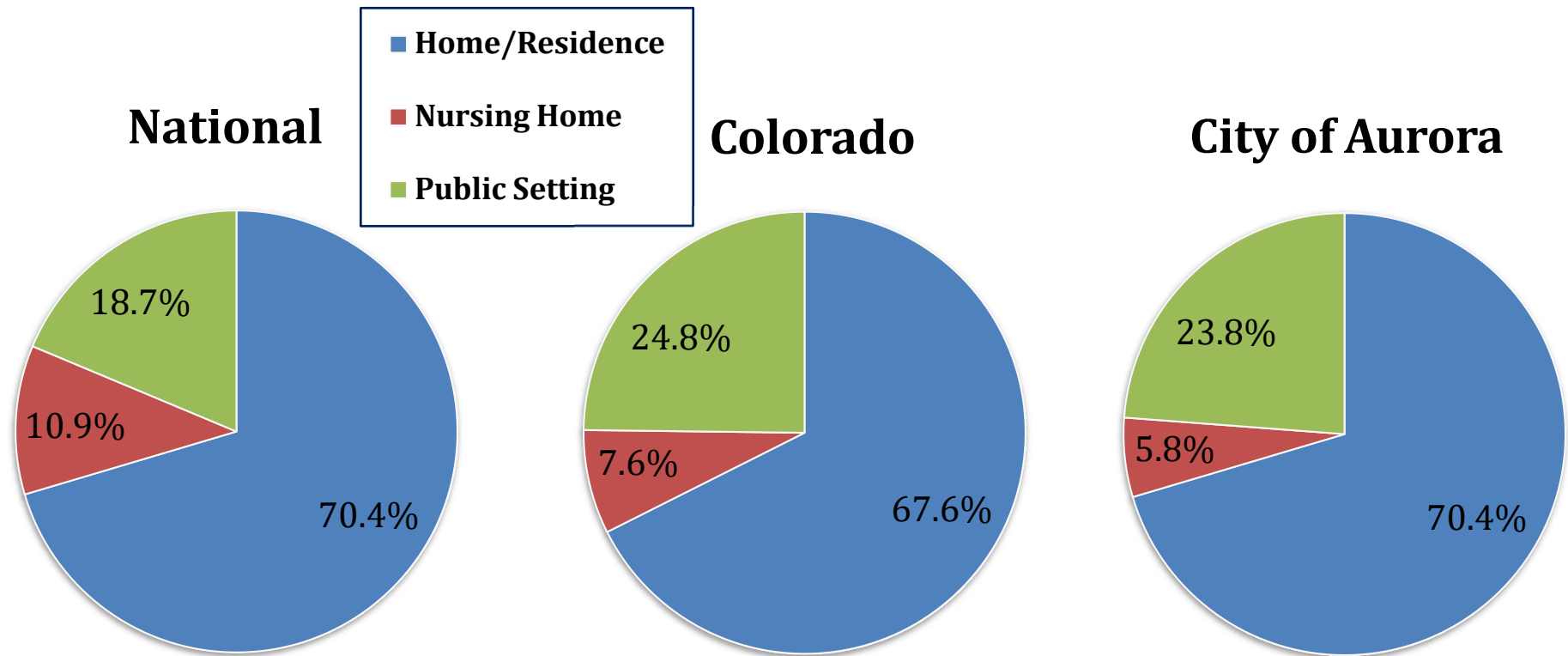
# CARES 2019 National Report Summary: Colorado and City of Aurora

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# Location of Arrest

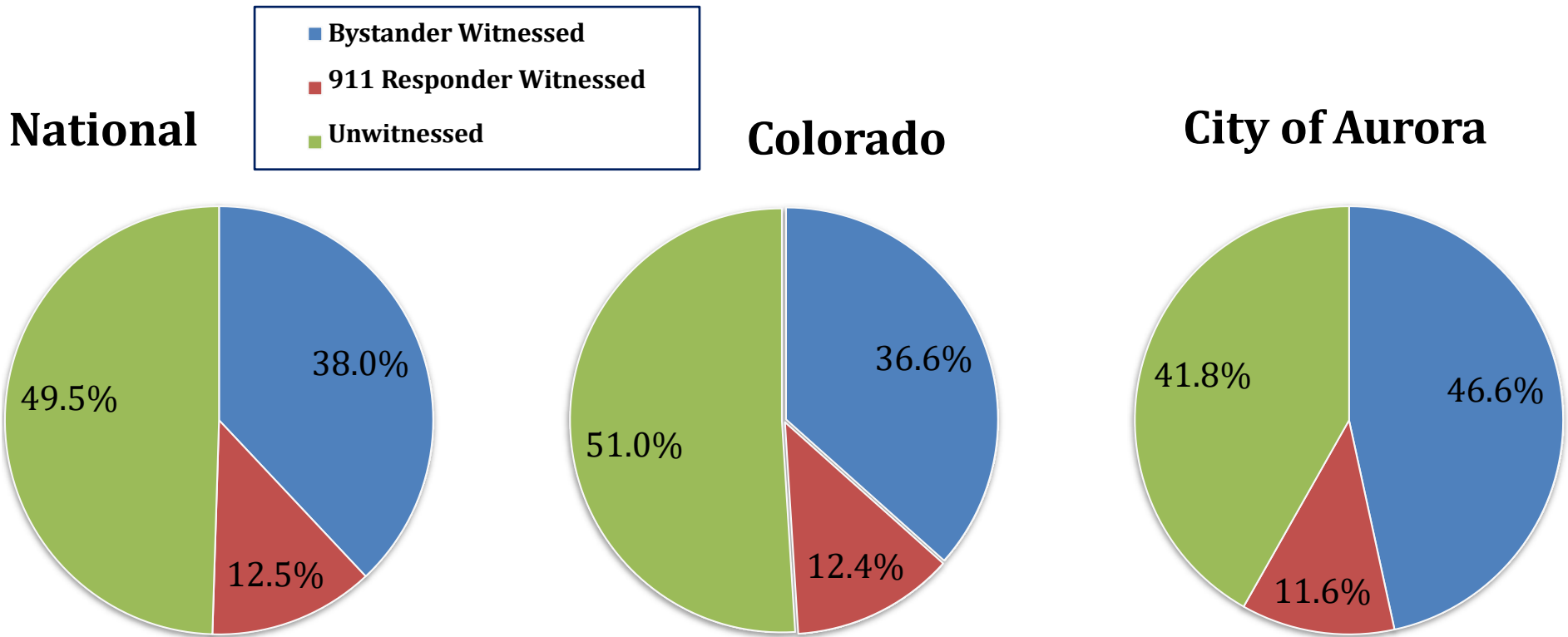
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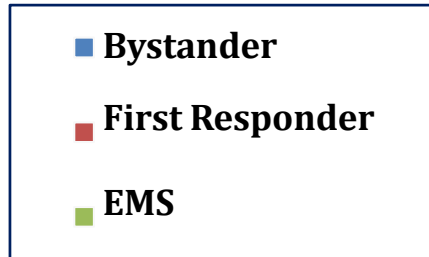
# Arrest Witnessed Status

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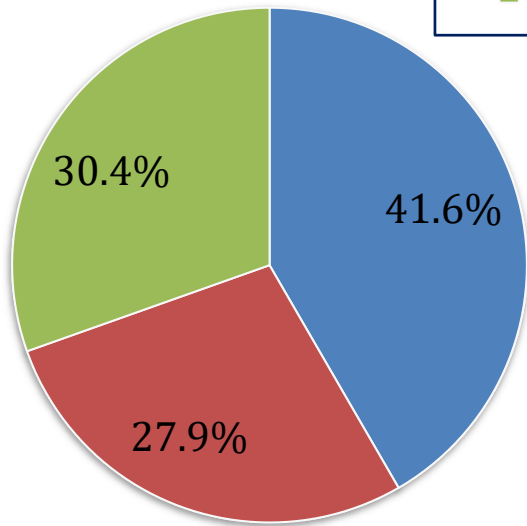


# Who Initiated CPR

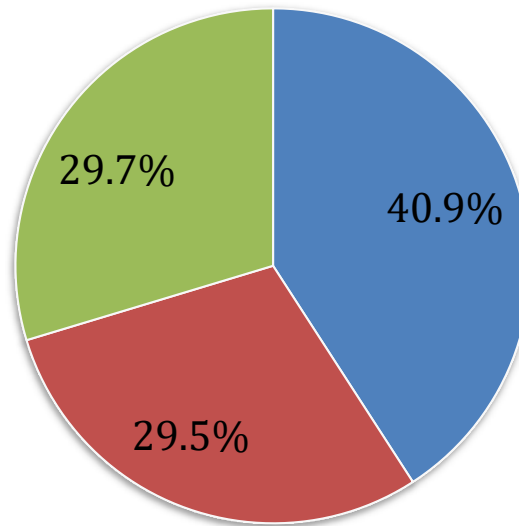
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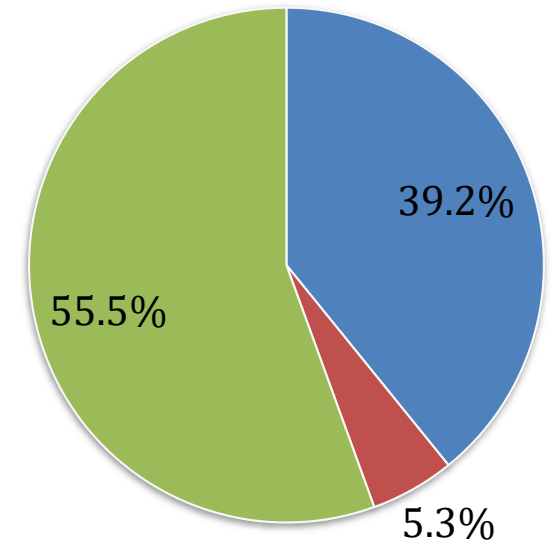
### National



### Colorado

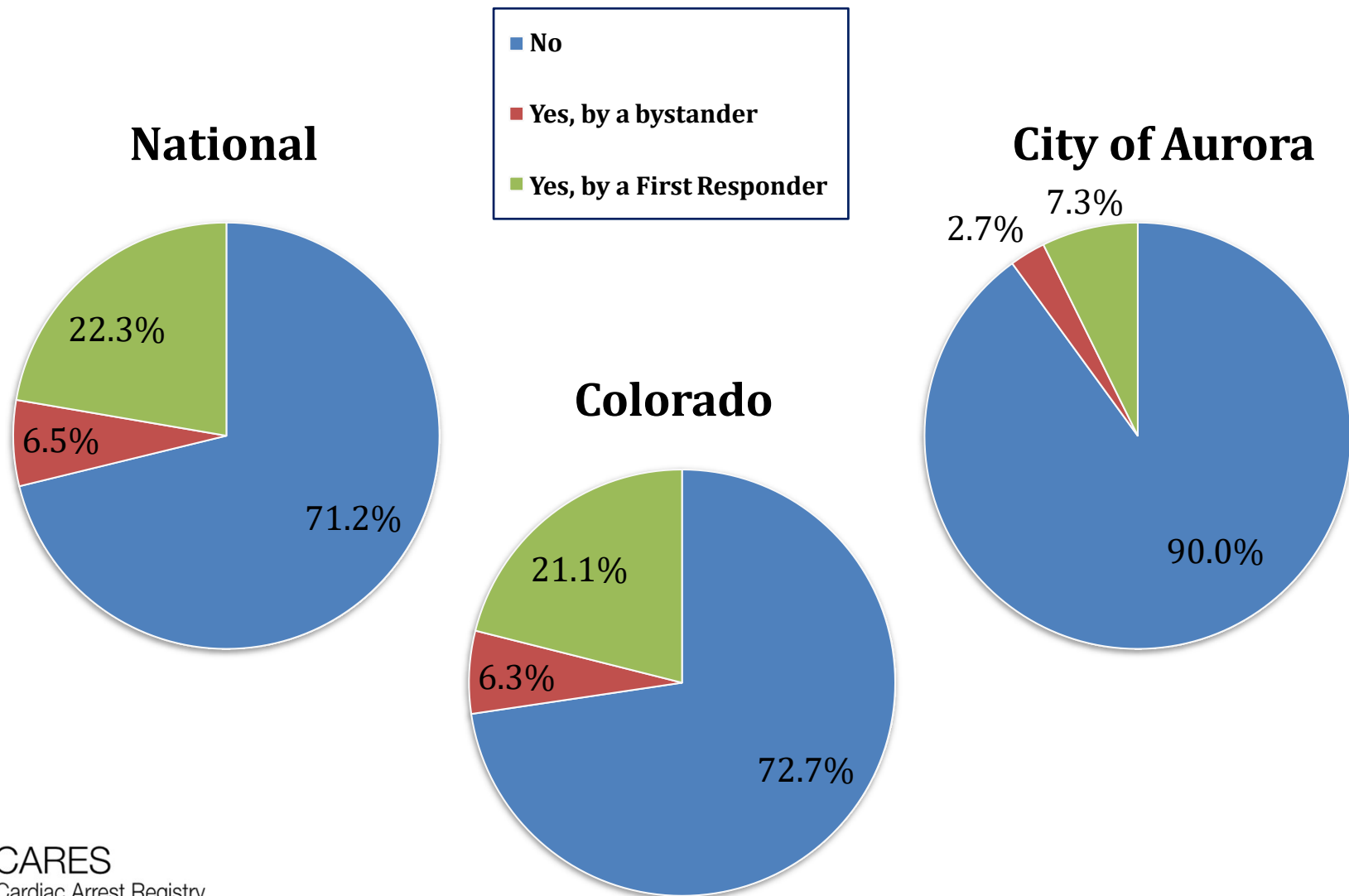


### City of Aurora

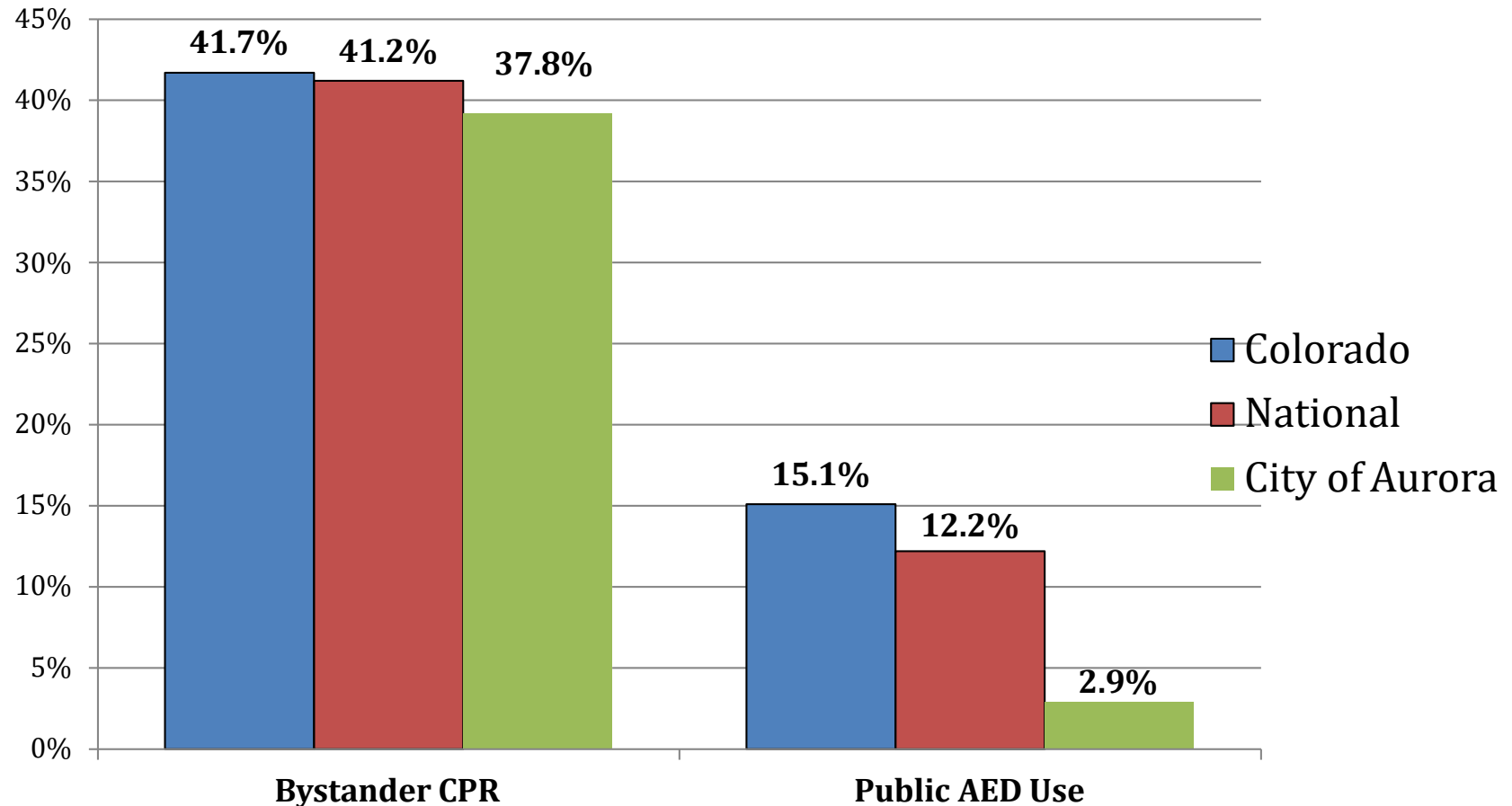


# Was an AED Applied (prior to EMS arrival)?

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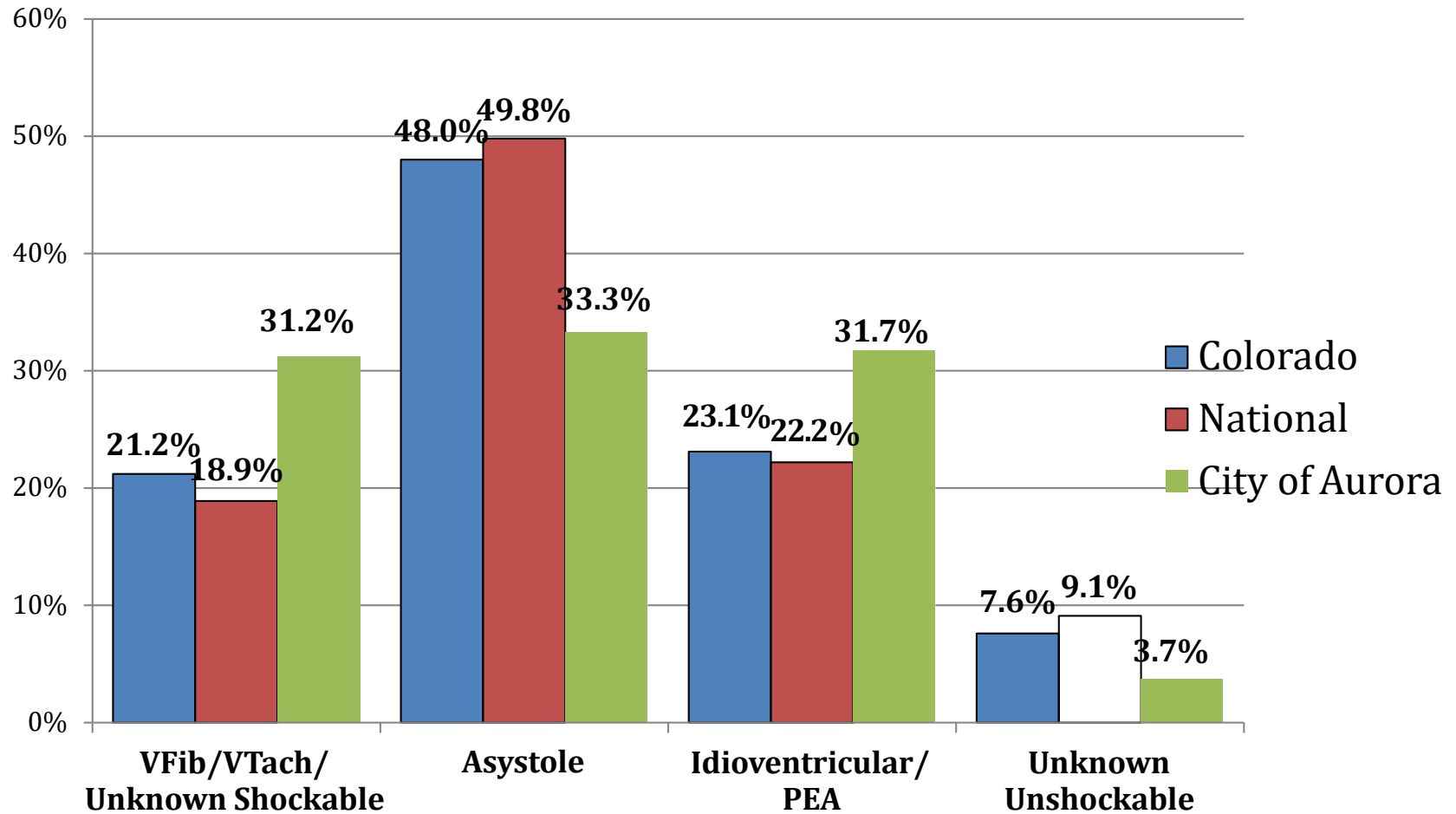


# Bystander Intervention Rates



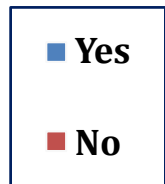
- *Bystander CPR rate excludes 911 Responder Witnessed, Nursing Home, and Healthcare Facility arrests.*
- *Public AED Use rate excludes 911 Responder Witnessed, Home/Residence, Nursing Home, and Healthcare Facility arrests.*

# First Arrest Rhythm

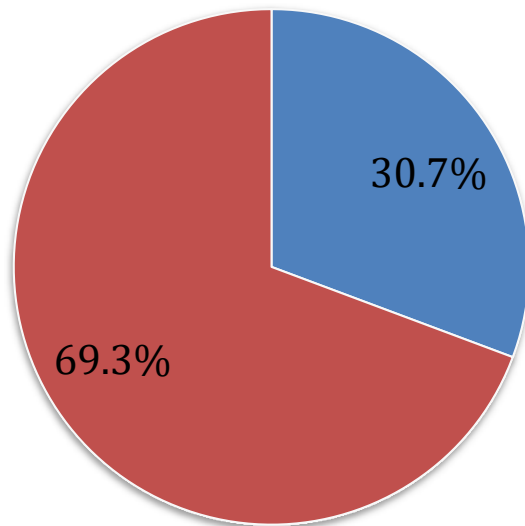


# Sustained ROSC in the field

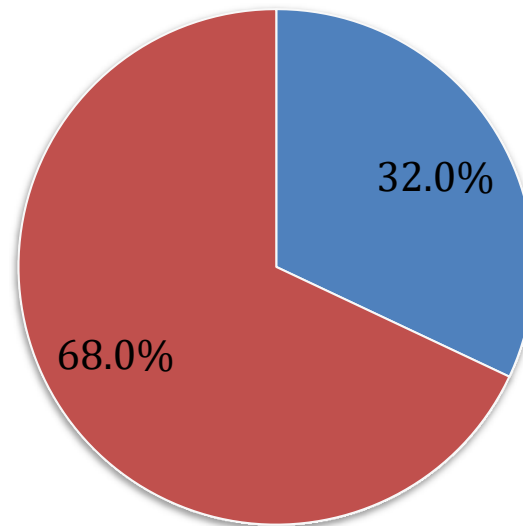
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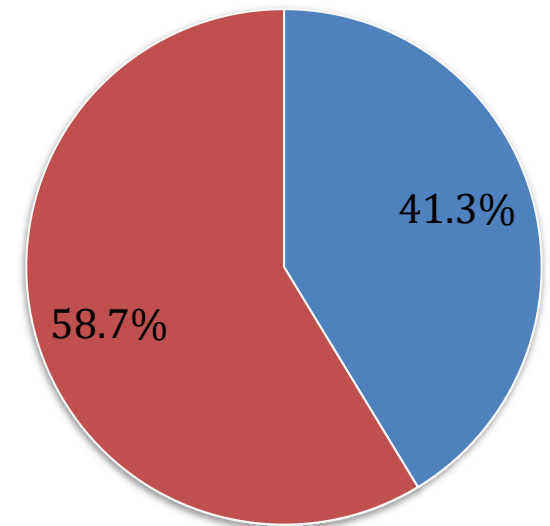
### National



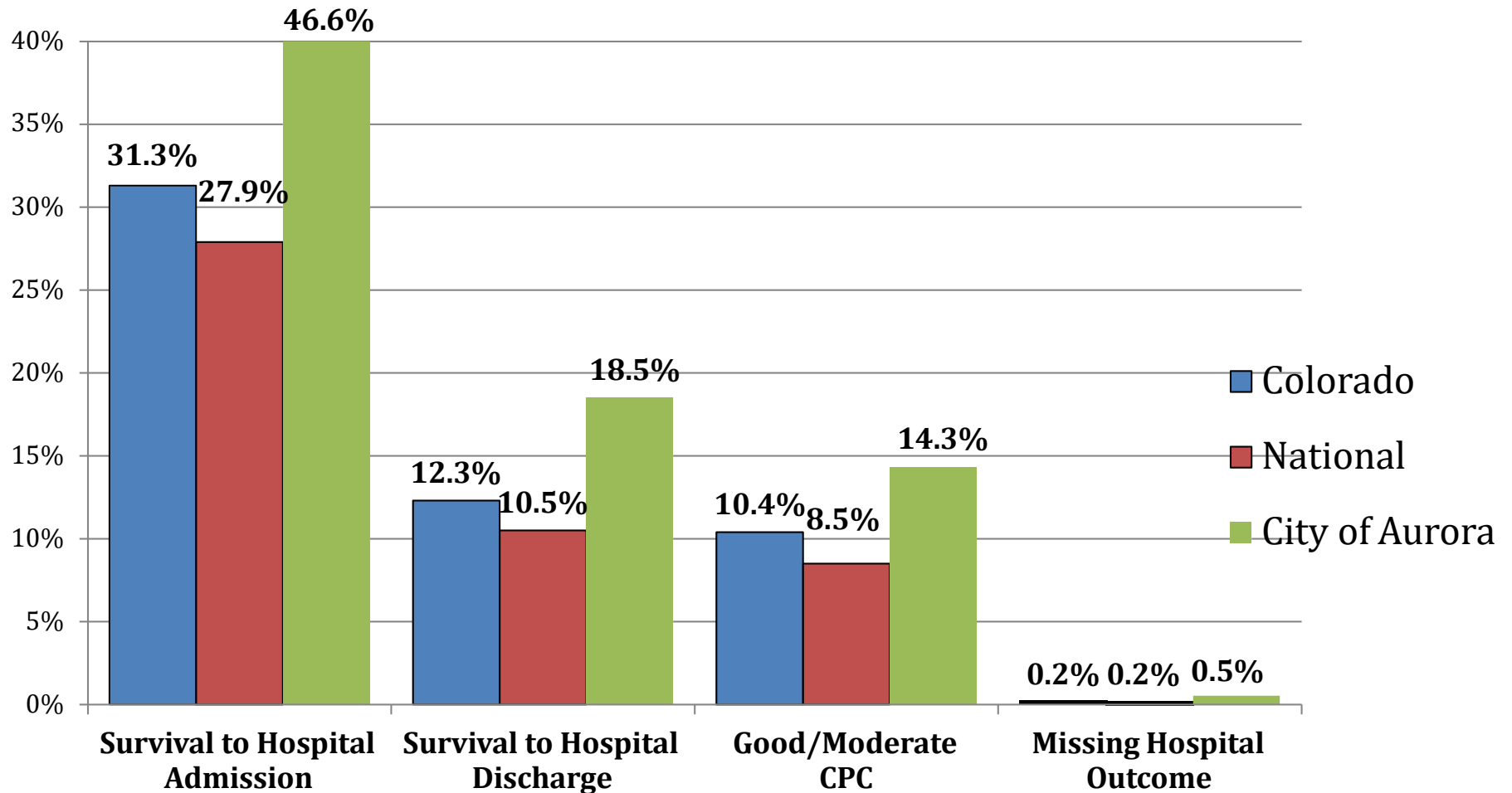
### Colorado



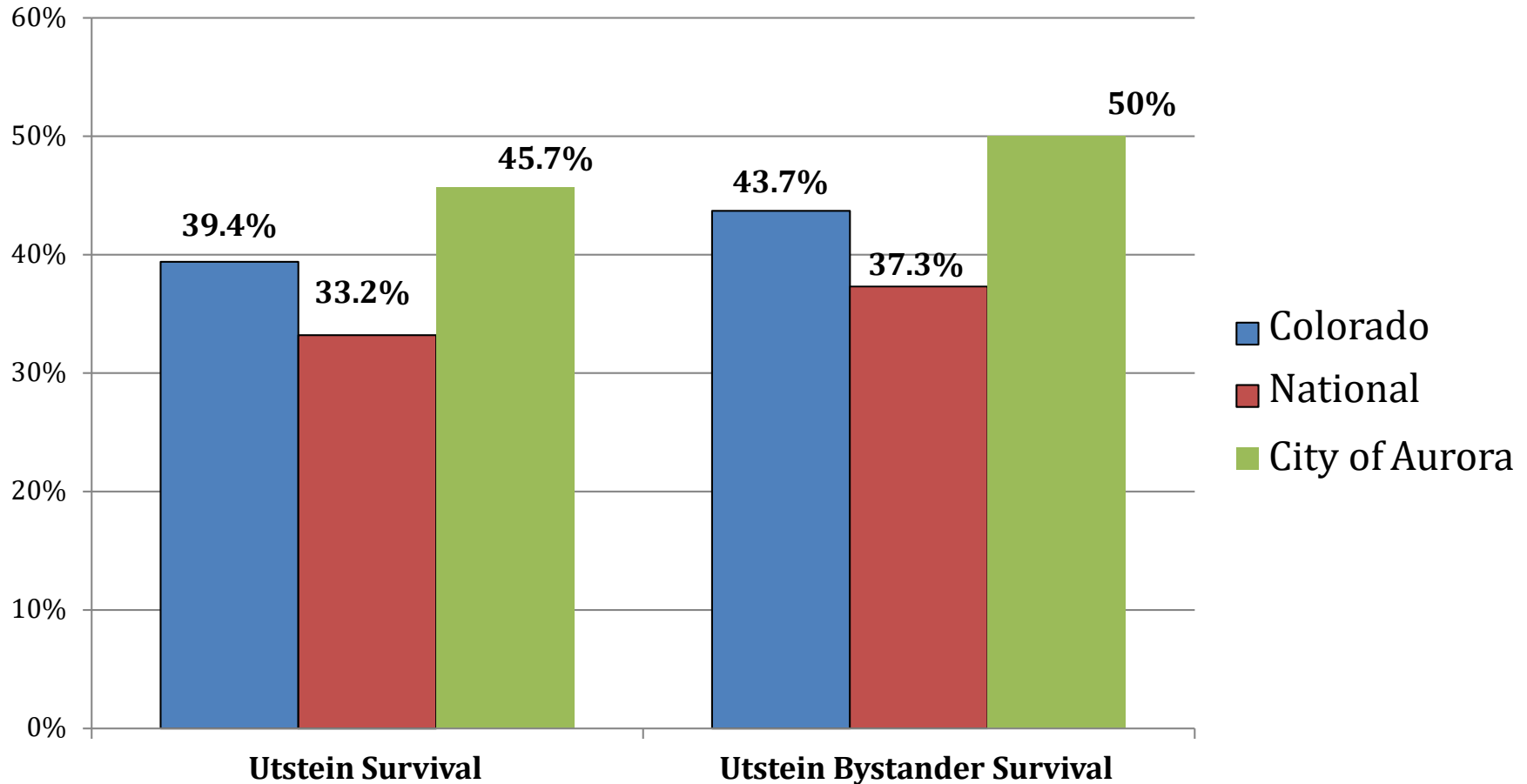
### City of Aurora



# Survival Rates: Overall Survival



# Survival Rates: Bystander Witnessed Shockable Rhythm



- *Utstein = Witnessed by bystander and found in a shockable rhythm*
- *Utstein Bystander = Witnessed by bystander, found in shockable rhythm, and received some bystander intervention (CPR and/or AED application)*





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

<b>Item Title:</b> Stolen Vehicles - Police Response
<b>Item Initiator:</b> Danelle Carrel
<b>Staff Source:</b> Division Chief Lee Condreay
<b>Deputy City Manager Signature:</b>
<b>Outside Speaker:</b>
<b>Council Goal:</b> 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.)*

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

This presentation will provide a brief overview of the Aurora Police Department's response to Motor Vehicle Theft reports. Items for discussion include: • Methods of reporting and locating stolen motor vehicles • Technologies used and Information sharing • Training goals and Tactics • CBI statistics on MVT (specific to Aurora) • Biased Based Policing Policy

### **QUESTIONS FOR Committee**

### **EXHIBITS ATTACHED:**

MVT Presentation.pptx

# City of Aurora, Colorado

## Stolen Vehicles- Police Response



Sergeant . T. John Railsback et al  
Academy

# MVT Reporting

- Report is made to Aurora Police Department by way of a dispatched call for service or front desk report (not available for on-line reporting)
- Records is contacted and the vehicle is entered into NCIC/CCIC
- Caution notes can be added “armed/dangerous, carjacking, etc.”
- The vehicle is also added to “BOSS” license plate reader system



# MVT Recovery

- Alerted by Boss/LPR that vehicle has passed in view of the system
- Fixed LPR
- Mobile LPR
- Covert LPR
- Private – Parking Enforcement, Insurance Company (NICB), HOA



# MVT Recovery-Common Encounters

- Officer clears license plate and discovers the vehicle is stolen
- Victim locates vehicle and calls police
- Neighbor observes vehicle parked in front of residence and calls police
- Private Towing company goes to tow vehicle and calls police
- Reckless Driving complaint to police



# Information sharing

Alerts to officers' in-car computer

- BOLOS
- Crime Bulletins
- Recent Reports
- NCIC/CCIC

Hit Alert (1 pending)

STOLEN VEHICLE	
LPN:	6ZBN854
Device:	NB SABLE AT MISSISSIPPI LANE 1
Location:	
Timestamp:	8/5/2020 2:22:23 PM
Coordinates:	39.696949 , -104.819214
	CA
	2013
	SUBA IMP GRY
PNC ID:	
Information:	STOLEN VEHICLE

OK



Hit Alert (2 pending)

STOLEN VEHICLE	
LPN:	034WFN
Device:	WB COLFAX AT PEORIA LANE 1
Location:	
Timestamp:	8/5/2020 3:26:02 PM
Coordinates:	39.740124 , -104.847748
	CO
	1999
	HLME TL WHI
PNC ID:	
Information:	STOLEN VEHICLE

OK



CCIC REPLY

CO003013N

Movement Notify		
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\*\*\* CCIC PERSON OF INTEREST \*\*\*

\*\*\* CONFIRM VALIDITY AT ONCE WITH ORI \*\*\*

MKE/VALID IN ORI LIMITS ONLY WANTED PERSON

RTY/LWO VALID IN ORI LIMITS ONLY

CIC/132491787

ORI/COCBI0000 COLORADO BUREAU OF INVESTIGATION

NAM/MOUSE, MICKEY SEX/M RAC/W

DOB/19500101

HGT/505 WGT/155 EYE/BLU HAI/BLN POB/CO

NOA/N

MIS/MIS REQUIRED TEST ONLY

OFF/1208 ROBBERY - RESID-WEAPON

EXL/LIMITED EXTRADITION SEE MIS FIELD

OCA/TESTINGLWO DOW/20200101

SUPPLEMENTAL ADDRESS INFORMATION

DTE/20200508 TME/1121 TID/RAP TOI/00142

ORI/COCBI0000 COLORADO BUREAU OF INVESTIGATION

MRI 7276581 IN: HFS2 3404 AT 14:14 05AUG20

OUT: ACY 229 AT 14:14 05AUG20

# Stolen Vehicle Response- current training goals

1. Examine the set up of unknown risk and high risk traffic contacts using appropriate tactics and officer safety.
2. Demonstrate the ability to change from an unknown risk vehicle contact to a high-risk vehicle contact when circumstances dictate.
3. Through the use of practical exercises, demonstrate the ability to select the appropriate tactics and resources to utilize based upon the environment and circumstances of the contact.





# Current Traffic Stop Options

Based upon what an officer knows or reasonably believes at the time

\*Totality of Circumstances\*

- Routine (speeding ticket)
- Low to High (suddenly turns dangerous)
- High (known or believed to be armed or involved in violent crime)

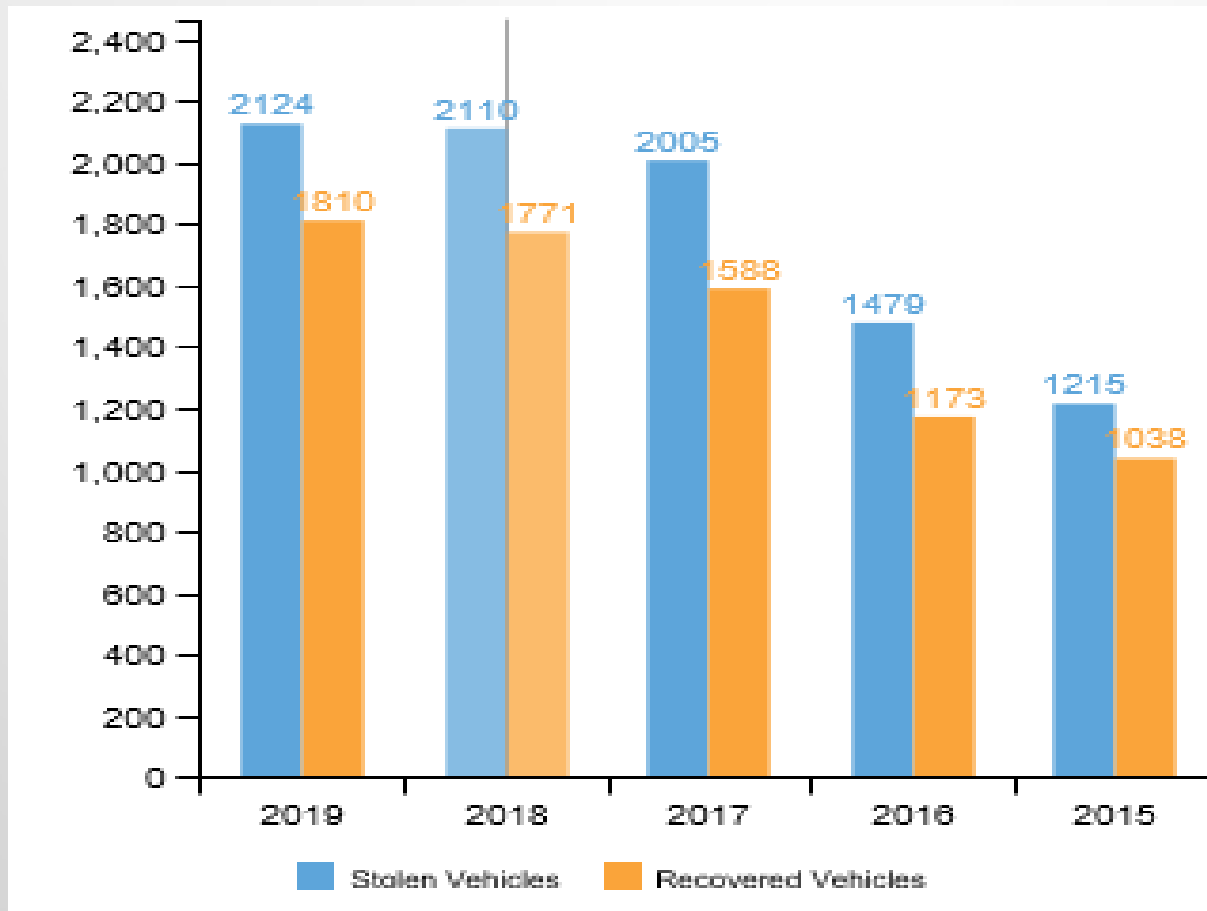


## Stolen Vehicle Response-

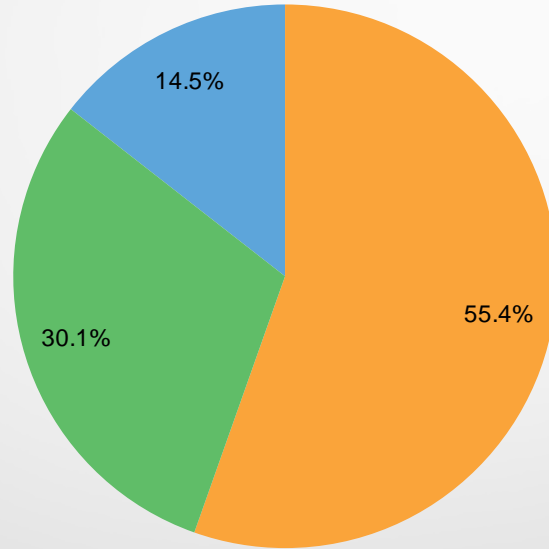
The high risk stop can be utilized in situations where you believe the need for more control is warranted. Things to consider might include time of day, location, number of suspects in the vehicle, reason for the stop, compliance of the suspects.



# Stolen Vehicle Response –CBI Statistics



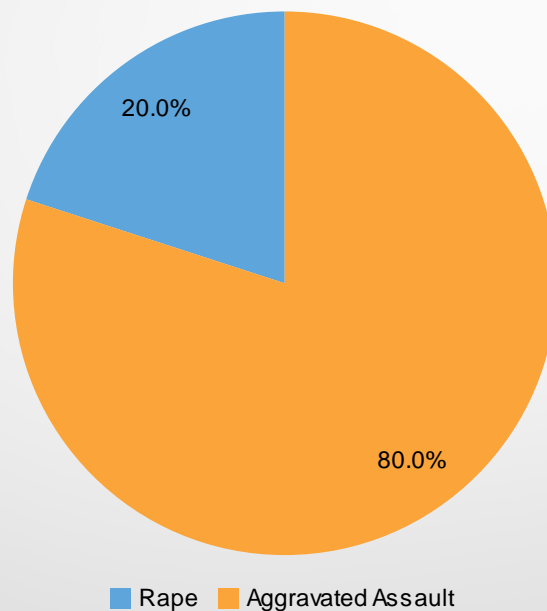
# MVT Nexus to Crime



■ Weapon Law Violations ■ Drug/Narcotic Violations ■ Drug Equipment Violations



# MVT Nexus to Violence



## Tactics...

APD Tactics allow officers some ability to influence tense, uncertain and rapidly evolving situations

\*Totality of Circumstances\*



# Tactics...

## Current Training Encourages

- Safe response to dangerous calls
- Accurate investigations
- SLOW everything down
- Tends to calm a tense situation
- More control=rapid de-escalation of force
- Decision making based upon situation



# Biased Based Policing Policy

## 8.32.1 Policy

It is the policy...

The Aurora Police Department neither condones nor tolerates the use of biased based policing. Biased based policing undermines legitimate law enforcement efforts, alienates a significant percentage of the population and fosters distrust of law enforcement by the community. Sworn members must have reasonable suspicion supported by specific articulable facts, that persons contacted regarding their identification, activity or location, has, is, or is about to commit a violation of the law or presently constitutes a threat to the safety of themselves or others.

Members will not utilize biased based policing as a basis for the seizure of persons or assets.

