



AGENDA

Public Safety, Courts and Civil Service Policy Committee

August 19, 2021, 11:00 am

Council Member Dave Gruber, Chair
Council Member Marsha Berzins, Vice Chair
Council Member Curtis Gardner, Member

Public Participant Dialing Instructions

Dial Access Number 408.418.9388

Event Number 146 386 8619

Council Goal: Assure a safe community for people

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2. Approval of Minutes July 15, 2021 Minutes	1
3. Consent Items None	
4. General Business	
4.a. Police Attrition Data and Crime Updates Darin Parker, Deputy Chief of Police / Megan Platt, Assistant City Attorney (10 Minutes)	15
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4.f. Armed Forces Treatment Court Update

Presiding Judge Shawn Day / Angela Garcia, Senior Assistant City Attorney (20 Minutes)

5. Miscellaneous Matters for Consideration**6. Confirm Next Meeting**

September 16, 2021 at 11am via WebEx

7. Adjournment



Public Safety, Courts and Civil Service Committee

July 15, 2021

Members Present

Dave Gruber, Chair
Marsha Berzins, Vice Chair
Curtis Gardner, Member
Juan Marcano, Council Member

Others Present

J. Batchelor, D. Carrel, T. Alscher, V. Wilson, A. Robnett, A. Garcia, S. Day, W. Lippman, D. Parker, C. McDonald, J. Heckman, M. Chapman, M. Longshore, S. Stowell, V. Raygoza, B. Sauder, F. Gray, M. Cain, M. Platt, R. Weber, J. Moon, C. Harding-Brown, I. Evans, R. Pena, M. Hays, J. Schneebeck, M. Nelson, R. Lantz, S. Redfearn, J. Bergeron, M. Smith, R. Jackson, S. McGhee, B. Wesner, C. Juul, Z. DeBoyes, A. Syidi, C. McDonald, D. Brotzman, L. Battan, S. Wright, T. Buneta

1. Call to Order

Meeting called to order at 11am.

2. Approval of Minutes

June 17, 2021 minutes approved.

3. Consent Items

None

4. General Business

4.a July 2021 Crime and Police Attrition Data

Deputy Chief Darin Parker presented this item to the committee. Backup was provided in the packet. Police continue to face the same challenges with the crime rate as compared to last year. Proactive initiatives include foot patrol details to increase presence and contacts with businesses on the Colfax corridor. The intent of this detail is less enforcement and more of a presence and opportunity for community engagement. This initiative began on April 5. Through July 5, there have been 716 business contacts, 497 consensual contacts, 192 criminal warnings, 9 arrests and summonses, 11 field interviews, and 60 brochures distributed. Chief Wilson reported that she participated in a Saturday shift and she found that people were very happy and supportive. A proactive patrol enforcement initiative, funded by overtime, began on June 28 and focuses on areas identified by the districts. The details are staffed three nights a week. So far, there have been 7 felony arrests, 5 misdemeanor arrests, seized two handguns, a sawed-off shotgun, machete, various drugs, cash, recovered nine stolen vehicles, issued 19 traffic summonses, and issued two criminal summonses. One caveat is that while it is operated three nights a week

it is funded by overtime and it is not always fully staffed for various reasons. The goal is to send out four officers and a sergeant for each shift but even if just two officers sign up, they are still able to go out.

CM Gruber: I'm pleased that this program has started. These strike teams seem to be making a major effect. I think we talked earlier about the fact that the teams are operating in all three districts and that they're focused on potential high crime areas. In other words, putting the police where the crime is expected to be, so the police are there and able to react.

CM Berzins: You were talking about your crime team being on Colfax. I'm surprised you're there because we were told by the man in Washington D.C. that Colfax was not a high crime area. That's confusing. I'm glad you're there.

CM Gardner: I'm glad to see that we're doing this and being proactive. I think that's important that we're out in the community and showing we're around.

CM Gruber: I would hope that the press covers this. I think that the fact that these strike teams are out – if the word were circulated more in the community – I think that if people knew that there could be a special force in an area where they plan to commit a crime – hopefully we would have a diversion or reduction in crime in the same way as on Colfax. I hope that this information is publicized.

Business Services Manager John Schneebeck presented the attrition data to the committee. Backup was provided in the packet. There were 13 losses in June which increased the year-to-date attrition to 9.2%. The slope of the accumulative data is still trending up. There are three basic academies and one lateral academy underway with a total of 55 adds to organization. The next basic academy will start on August 30.

CM Gruber: That simply isn't sustainable.

CM Berzins: I'm not surprised. I'm very sorry to hear that but I'm not surprised. I want to help any way I can.

CM Gardner: I echo the other committee members. It's obviously very concerning and it isn't sustainable for us to continue this trajectory so any ideas that council can help with, I'm open to hearing that. Can we get the same information next month from Fire? I know that last time we got an update, they were seeing some changes in staffing as well and I just want to stay on top of that as they're part of Public Safety too.

DCM Batchelor: Absolutely, we'll get that to you.

CM Gruber: As a matter of fact, at our last meeting we talked about having response statistics from Fire. If we could include that with the retention information, I would appreciate it.

Gray: Year-to-date AFR is at 2.83% and 12 separations so far in 2021. Projections indicate about 6% for the year. Moving forward, we'll make sure to get you that information in advance.

CM Berzins: What does 2.83% mean?

Gray: We have 424 authorized FTEs and of that we've seen an attrition rate of 2.83% which equates to 12 people.

Outcome

Information Only

Follow-up Action

None.

4.b AFR Mapping Technology and Call Data

Chief Fernando Gray introduced this item by explaining it would be an update on mapping and also some statistical analysis to give the committee an idea of what AFR is doing as it relates to the use of technology and how it's being applied. There will also be some details related to how they've incorporated new technology into daily operations.

Commander Wendy Lippman, Captain Brandon Sauder, and Data Analyst Chris Harding-Brown presented this item to the committee. Lippman explained the purpose is to share the tools currently being used in order to provide the best coverage to the city and any future needs the department might have. AFR recently switched records management systems from High Plains to Image Trend in 2021. High Plains was problematic with the information going in and therefore information being pulled out. Image Trend is currently being built while it also is being used and is expected to get better as more information is put in. For example, truck companies are the only assets that conduct extrications and use the heavy tools to do so. However, if the records show the response was to a car crash but don't mention the extrication, then the data won't show an accurate number of extrications and assets used.

CM Gardner: I opened a Council Request last year related to software and I believe we used CARES money to purchase new software. Is Image Trend the software that was purchased using the CARES money?

Harding-Brown: That is correct.

Gray: We're appreciative of the two data systems that Council was able to procure using CARES funding. This includes Image Trend and predictive technology and this presentation will go through how they correlate and work together so we can make good, informed decisions and provide you with information about where we are and what our future needs are.

Captain Sauder presented the committee with the information on mapping technology. He explained mapping technology is a broad term that those in the industry use. Data is compiled and presented in a way that is easy to read or look at. An example is traffic maps provided by Google. Heat maps are used often and work very well with AFR's data input. Image Trend allows the users to create rules that will capture the specific data and allows for heat maps to be generate. Heat maps use Geographical Information Systems (GIS) maps that shows what the volume looks like in specific areas. A heat map of two engines' response times looks like geographically in the city. AFR follows the National Fire Protection (NFPA) 1710, which is the industry standard. The gauges and measuring tools are set to those standards and the heat maps are created based on those. They're

analyzing incident volume or type and then comparing those through an algorithm for response times to identify trends or needs.

Commander Lippman explained AFR currently uses Automatic Vehicle Locator (AVL), ADAM, Dashboards, GIS, and LiveMum for their mapping technology. These have been acquired over the years and the goal is to optimize station and resource deployment for the best coverage and response times. AVL sends the closest appropriate apparatus or combination of apparatus to an incident based on location and availability. AVL is not a mapping application but does use GPS to send the most appropriate resource to improve response times.

CM Gruber: Is that decision to send specific rigs made at the 911 center or is that decision made in the fire department? And where at the fire department?

Lippman: That's done by CAD at the 911 center.

CM Gardner: If I saw Engine 13 going westbound on Mississippi through Chambers responding to a call, it could be based on them being selected to go to that call?

Lippman: A possibility is that they could have been returning from training or moved out of 13's area to cover another area that had a hole due to a significant call.

Captain Sauder explained that Apparatus Deployment Analysis Module (ADAM) is a predictive modeling tool that uses historical CAD data, GIS map data, and projection algorithms to project the impact of deployment changes on response times and availability. It specifically looks at needs based on data and provides predictive models for where resources should be and what type of resources those should be.

CM Berzins: Can you explain what you mean by, new resource?

Sauder: New resource means either a fire engine, truck, rescue, or battalion chief – units specific to the fire department. ADAM takes the units available and recommends they be moved or it will recommend adding a unit and then staff can decide which option is best.

Analyst Harding-Brown explained Dashboards (Power BI) are data visualization tools that allow AFR to understand the analytics related to the department projects. It displays the data in pictures that are easily understood and brings all the information together in one spot. It contains all the essential information in one single screen. Geographic Information Systems (GIS) are used for a lot of the department's mapping and other programs such as ADAM. Agencies use GIS to make maps that communicate, perform analysis, share information, and solve complex problems.

CM Berzins: Will it finally come to a point where the analysis will say that a new station is needed or another group of assets in a certain area? Because I know some areas of the city have a lot more calls than other parts of the city. But out around Gaylord and Northeast Aurora – do you think it will say that another station is needed out there?

Harding-Brown: Yes, it is essentially doing that right now. Not specifically towards Gaylord, but in general. The red areas on the maps is where we're outside the 1710

standard. Response times are pretty good for engines but the response times for ladders are outside the standards.

CM Berzins: The last thing I want is for our people to get burned out because they're just constantly running. That's not a good way to live and work either.

Sauder: That's why we asked for this type of software is to utilize data, put it in a presentable form and see that we need resources. Specifically, northeast with all the development is absolutely affected by response times.

Captain Sauder explained Live Move-Up Module (LIVEMUM) is a real-time, dynamic software application that provides coverage, monitoring, alerting, and move-up recommendations. The system provides emergency dispatchers with automated optimal move-up recommendations while simultaneously allowing them to continuously monitor and identify any gaps in coverage. If an incident pulls a lot of resources to one area of the city, LIVEMUM will do a dynamic analysis and recommend resources from other areas be moved to reduce response times.

Analyst Harding-Brown explained that ImageTrend is the new records management system. It ensures good, accurate information is collected and gives the ability to adapt the system going forward. Validation rules can continuously be added to ensure good data intake for good data going out.

Response times at AFR is the measure used for KPI. NFPA standards 1710 and 1720 dictate responses times depending on the type of call. Engine times for 2020 were provided in the presentation. For 90% of the calls in 2020, the response time was 5 minutes and 41 seconds. Ladder and Rescue times for 2020 was also provided in the presentation.

CM Berzins: I saw a couple on there that were 12 and 13 minute response times.

Harding-Brown: It's not always 12 minutes going to a fire. Sometimes it's a unit going to a car accident and then they'll get on scene and decide they need a ladder. The count for that response starts from dispatch. The numbers are usually a little bit lower for fire responses.

CM Berzins: Don't we have some places in the city that we don't really have units close and it would take 12 to 14 minutes for a truck to get there?

Harding-Brown: I can definitely look into that for you. But, yes, there are some places in the city that are way out there.

Lippman: I think the thing to remember is, specifically with those ladder times, is all of our stations have an engine but not all have a ladder. The ladder is going to have to travel further, that's why we separate them out.

CM Berzins: That makes sense, but I was talking about engine time. We have some sections of Aurora that it just takes some time to get there.

Lippman: You bring up a good point. Like, if you're looking at Engine 15, they have a huge area and so their times are going to be a little bit longer.

Harding-Brown: If I remember correctly, I think 15 has something like 54 square miles that they have to cover.

Lippman: What we wanted to show you is that we're aware of these gaps and we're only aware of them because of the new technology that we've been able to use.

CM Gardner: Along those lines, at some point in the near future, will there be a presentation on recommendations on specific areas of the city that either need a new truck company or station so we can begin that long-term process? It looks like from that response times and the heat maps that we do have some holes. I think we all have some areas of town that we know those might exist.

Lippman: We would welcome the opportunity to present that at another session.

Gray: I also have to mention that when we look at the response times there are some additional challenges associated with that. What you've seen today is just specifically related to the data. Keep in mind, if ADAM recommends that we add a truck company to a particular station, the station has to be able to accommodate an additional unit. To be frank, that's a challenge because some of our stations are older and they need to be basically replaced. Even if it would be optimum to move a resource into that particular area, because of the age and the state of a particular station, it not going to be easily done. I just wanted to make sure that you understood that would be part of the discussions that we need to have in the future as well.

CM Gardner: I recognize that but there's some stations that can't handle an additional apparatus at this time. Overall, I just want to make sure that we're continuing to move forward with the needs of the fire department and not just, kind of – it is what it is – I want to make sure that it's staying on Council's radar.

CM Berzins: Not doing anything about it – to me – that's not an option. We know 26,000 homes and industrial buildings in Northeast Aurora – they have plans in the Planning Department – We can't wait, we can't not be proactive. We know they're coming. What are we going to do with 26,000 homes and industrial area? We have to plan for that. Not doing anything is not an option in my book. We have to plan ahead. I know it's expensive. I know nobody has millions of dollars to put new stations out there or new assets, but we have to start thinking about it and plan because it doesn't happen overnight.

Harding-Brown: To that point, I can't really go into details, we're just starting that and trying to make sure and work with the Planning Department on setting up something within that unified development ordinance so that we can have that in place, already in writing, and plan for us building out stations in new developments.

CM Gruber: This is a real sweet spot for me. I have my master's degree in decision support systems and I built mapping systems for the Pentagon for many years. I have a lot of expertise in this particular field. I think the point that was made earlier about acquiring data and making sure the data is correct and thorough is very important. I think as you continue to tune and continue to slice the data into more measurable areas will help you. I also think that a risk assessment on top of the data itself to determine how much risk the city is willing to absorb – how much is the city absorbing or how much should the city be absorbing. I don't think we're ever going to meet 0% risk based on the NFPA standards. So, what is the risk and how do we move forward based on those assessments? I'm looking forward to continuing this and integration. I think that the points that were made previously, especially anticipating where the houses are going to be and anticipating the growth and how those will affect us are very important. I'm looking forward to continuing to tune this information and bringing it back again.

Outcome

Information Only.

Follow-up Action

None.

4.c Police Recruit Education Program (PREP)

Claudine McDonald, Chief Executive of the Community Resources Section presented this item to the committee. PREP is a public/private partnership between NBH Bank, community faith leaders, and the Aurora Police Department. Group participants include Tim Laney, Patrick Sobers, Pastors Lee Hall, John Moreland, Eldridge Sims, and Mark Spence. The partnership reviewed APD sworn staff demographics compared to the population of the city. The Civil Service Commission hiring process was discussed. They also looked at various programs throughout the country to see what other departments were doing in their recruiting and hiring process. With all of that information they developed the outline of the proposed PREP. The goal is to familiarize and mentor the candidates they are hoping to reach and positively impact the academy classes with qualified, diverse candidates. Demographics (ethnicity and race) of the city, APD, and comparison of the two were provided in the presentation. Community members' input is that they want a police force that mirrors the community population. Time was spent reviewing the hiring process and educating the community that APD does not hire entry level police officers. Civil Service Supervisor, Matt Cain was included in conversations with the community members to explain their role and answer questions. He provided that approximately 50% of entry level candidates are lost in the testing phase, which includes the online testing, the physical fitness testing, and the job suitability assessment. The community group decided this would be the main focus of their efforts. The frontline practice exam has a cost of \$25 per exam associated with it. This could be a barrier for potential minority candidates. NBH has committed to provide up to 500 scholarships, for a total of \$12,500, for qualified individuals per contract year. The PREP coordinator will be able to provide physical fitness testing to the candidates and see how they do and provide help where it is needed to get them ready to take the test to become a police officer for the APD. Information about the job suitability test cannot be shared with the applicants. However, for many it could be the first time they've sat before a psychologist. They will help familiarize and mentor the applicants to help them understand what it may look like to reduce their stress about going through the JSA process. PREP is scheduled to be a 2-year program with an option to renew based on success and approval from the grantor. It is suggested that a PREP coordinator be hired to implement and oversee the program. The grant would allow for up to \$100,000 for this full-time position; \$75,000 for salary and \$25,000 for benefits. The timeline for implementation for launch is September or October 2021. The job description for the Program Coordinator has been prepared and they will start taking applications once it is approved. Measures of success including hosting at least two fitness tests per month in various locations throughout the city so they are accessible to all potential applicants. The frontline exam practice would be distributed by code or voucher to at least 35 candidates per month and 35 new contacts of prospective qualified applicants per month. APD will pursue the goal of mirroring incoming academy class demographics with the overall demographics

of the city. Next steps include having the MOU approved through the stages of Council, post the coordinator position, and launch the program.

CM Berzins: I didn't know that we charged people for the test. I had no idea that people had to pay for their own test.

McDonald: There is a fee for the practice exam, and I believe the actual test itself is \$50, but that's something that someone from Civil Service would have to answer as I'm not sure of the full amount.

CM Gardner: Let me just review what we're talking about. This is about a grant that's provided by one organization and we're going to hire a consultant in another organization with a \$100,000 salary – Where I'm struggling is, who owns the contract? Will the contract be owned by the people that are paying for the contractor or will it be owned and managed by the City of Aurora?

McDonald: The contract would be owned by us. We have a draft MOU and the contract would be held between the City of Aurora, Aurora Police Department, and NBH. We would then hire an individual to work directly within the APD and they would serve as the PREP Coordinator to implement these various initiatives.

CM Gruber: When you say we will hire – Will it be a City of Aurora FTE or will it be a contract FTE?

McDonald: It will be City of Aurora.

CM Gruber: The funding that comes in – I'm struggling with that part. We've got an organization that's providing the funding, the funding will then come to the City of Aurora for the City of Aurora to have an FTE?

McDonald: Correct.

CM Gruber: I appreciate the presentation. This looks like it will make a significant step in solving this problem.

V. Wilson: I appreciate you all considering this. I think it's a step in the right direction and I want to applaud the community for being a part of the solution.

Outcome

Information Only

Follow-up Action

None.

4.d Domestic Violence Unit and City Attorney Update

Sergeant Todd Alscher presented the update on the Domestic Violence Unit to the committee. The Domestic Violence Unit's priorities are victim safety, ending the cycle of violence through education, assistance and resources, and thoroughly investigate cases for prosecution. Cases currently go through Aurora Municipal, Adams County, and Arapahoe County courts. When Douglas County gets their own court system, cases can be filed there as well. DVIU reports to the Metro Division, has one sergeant, five investigators, and one DRAT officer that works directly with the municipal court to process and issue subpoenas. The sergeant and investigators are on-call at all times on a rotating schedule. DVIU responds to cases when the

victim doesn't have the ability to follow a safety plan, suspect is a credible and immediate threat to the victim if not arrested, victim sustains serious bodily injury as a result of a weapon, victim is admitted to a hospital due to injuries, and anytime a firearm is used during the criminal act. Nothing limits any member of APD to contact the on-call DVIU investigator. DVIU investigations are all felony-level crimes where the suspect and victim are or have been in an intimate relationship. Domestic violence is not bound by race, ethnicity, race, religion and includes emotional and intimate relationships. Everyone is affected by these crimes to include children. Emphasis is on crimes of violence where the victims are in the most danger. DVIU will take misdemeanor cases or protection orders that may lead to stalking charges. If a suspect has three or more misdemeanor convictions, they can be identified as habitual domestic violence offenders. DVIU will investigate cases referred to DVIU by the Municipal Courts, county courts, Victim Services, or other department investigative units that are seeing an increasing threat to the victim or that need additional resources. DVIU started November 7, 2020. Between November 7 and December 21, 2020, DVIU was assigned 99 cases, 28 of those were jail cases that have a 48-hour deadline to submit the entire case and evidence to the appropriate court. Fifty-two of the 99 were submitted to State Court as arrest warrants. Of those, 44 were accepted. The case is presented with the threshold of probable cause. Prosecution uses a threshold of reasonable belief, meaning if they don't believe it can be proven to a jury, they don't have to accept the case. This can have a negative effect on relationships between the victim and officers who made the arrest. Two cases were filed in Municipal Court and 17 cases were inactivated or unfounded, meaning there wasn't enough evidence or probable cause to make an arrest or the accusation was later to be found untrue. Between January 1 to June 24, 2021, 282 cases have been assigned to the five investigators. Of those, 93 were jail cases. Ninety-nine cases have been submitted to State Courts, two to Municipal Court, 41 inactivated or unfounded, and 47 currently open or the investigation is ongoing. On-going objectives include continuing to build partnerships with prosecution teams, working to establish streamline intimate partner investigative questionnaire for all jurisdictions served by APD. The goal is to find a way to streamline and create an efficient process for the officers and prosecution teams that will yield the best possible outcome for victims. The last objective is to establish Risk and Lethality assessments that will work with all jurisdictions. Just because a report of abuse isn't found to be criminal, doesn't mean it won't escalate. There are science-based risk assessments that can be used and presented to judges during first arraignments. DVIU's community involvement includes partnering with the Laboratory to Combat Human Trafficking, presentations to Aurora Mental Health staff to explain the legal and criminal side of domestic violence, presentations to panel discussions related to Domestic Violence to Restoration Project International, and they were recently nominated for the Law Enforcement Victim Advocate award during the 18th Judicial District's Victims Rights Week. Domestic Violence means an act or threatened act of violence upon a person with whom the actor is or has been involved in an intimate relationship. Domestic Violence includes any crime against a person, or against property, including an animal, or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship. Immigration status or economic status plays a big part in how the offender can control somebody by threatening the victim

with immigration or by not giving them access to bank accounts. Domestic Violence is a designation or enhancer, not a charge.

Deputy City Attorney Julie Heckman presented the committee with Domestic Violence Court updates. She explained a person is not charged with Domestic Violence but is charged with whatever municipal ordinance is violated such as assault/battery, false imprisonment, criminal tampering, injury to property, abusive language or threats, following someone in public and are tagged with the DV enhancer. Domestic violence involves distinctively different dynamics than other crimes, both on-scene and in the court room. For the prosecutors the successful prosecution of DV cases are often more complex than other cases. There are rarely independent or outside witnesses who are objective and the only witnesses to the actual incident is the victim who is emotionally, financially, or legally connected to the defendant. Cycle of violence refers to repeated and dangerous acts of violence, which repeats and can happen many times during a relationship. Despite law enforcement, prosecution, and victim advocate attempts a victim may feel unable or unwilling to participate and may go through the system many times before they eventually do want to participate. Despite the victim's decision, the City Attorney's Office really reinforces they believe and support the victims. DV victims are often blamed or questioned. Common reasons for staying are fear, belief that abuse is normal, embarrassment or shame, low self-esteem, love, cultural or religious reasons, language barriers or immigration status, and lack of money or resources. Leaving can be more complicated because the abuser will isolate the victim and will sometimes threaten to harm things or people the victim cares about. Leaving is the most dangerous time for the victim because it's a threat to the power and control of the perpetrator. Talking with law enforcement, prosecution, or victim advocates can also create problems or conflict for the victim. After the event, the victim will take back their statements or minimize what happened because they don't want the perpetrator to be in any trouble. The City of Aurora created a Fast Track Program in the 1980's. This is to address these cases without delay for everyone's benefit. The goal is to expedite the cases to deter domestic violence, provide safety, and stop the future pattern, criminal behavior. When a DV case is entered in the system, it's added to the docket for the next business day rather than the standard 30 days for first arraignment. This does create a lot of extra work to get them expedited and to keep them on track, but it is to everyone's benefit, including the community as a whole. There are many social costs of domestic violence not only the health and safety of the victim but also the children who witness or experience it. They are more likely to carry that to adulthood or become perpetrators themselves. Other social costs for the community include lost work time, increased healthcare costs, and other things like adding to homelessness. Treatment is the preferred course through resolution, restoration, education, and healing. Because of the expedited nature, the Fast Track Program includes collaboration from the City Attorney's Office with the APD DV Unit, Patrol, Victim Services Unit, Probation Department, Gateway Domestic Violence Services, Judicial, Public Defender's Office, Marshal's Office, and Detection Center. All of the people involved in this program should understand that it's the City pressing charges and deciding to go forward, not the victim. It's important to note that treatment and supervised probation help stop the patterns and cycles of abuse. The Municipal Probation Department work with treatment providers while carrying a very large caseload to include adults and juveniles. Statistics of DV case filings for 2017-2021 year-to-date were provided in the backup. Of note, DV case

filings in 2020 remained about the same as the prior year while all other case filings significantly decreased.

CM Gruber: I remember as we went into COVID, the discussion was that we expected domestic violence to increase because people were locked in together. And yet, these numbers look a little bit low. I would guess that because people were locked in, maybe they didn't report as often as we expected, they just dealt with it.

Heckman: That could be one thing because the numbers are always under-reported even in what we have. Again, I think if we looked at the numbers of all the filings that were non-domestic violence related, all of them were way down. Part of that was because of the safety protocols. In some areas, they weren't contacting people as much as in other times. Chief, would you like to add anything to that?

V. Wilson: I think you're right, Councilmember. A lot of people worked from home, others were laid off and others were on unemployment. Therefore, the victims really didn't have a chance to get away from their perpetrator to make that phone call or try to coordinate with the police to make a safety plan.

J. Heckman explained that Gateway Domestic Violence Services has been a great partner to the City. They have a court advocacy program that works onsite at the courthouse. They provide community resources and safety planning. They also have a 24/7 crisis line, emergency shelter, extended stay shelter, nonresidential counseling, speaker's bureau, and volunteer program.

CM Berzins: I am always shocked at the numbers. My concern is also the children. Parents sometimes don't realize what they're doing to the children. When there is a domestic violence call, how does that affect the kids – to see dad carted away. I have heard more foul language in the last two years on council and I wonder what is that doing to our next generation? It's really hard to imagine that it doesn't affect them. I'm so glad that we do have the different groups in the city that are helping. I'm assuming that you've updated the Fast Track Program since it was implemented in the 1980's. I'm glad and I appreciate all the different people that are helping. Domestic Violence is one of those silent killers that we don't hear about until we get that phone call. But again, I'm thinking of the kids – It's just horrible on children.

CM Gruber: Going back to the statistics for this year. It seemed to me that the police force believes that they have cases that are legitimate but not all of them are accepted. Is this something that council is – what should we do about this? Is this just the way it is – I'm just surprised that the DA's aren't taking the cases.

V. Wilson: Sgt. Alscher did a good job explaining the different thresholds – likelihood of conviction versus probable cause. We go for probable cause, we try to get a safety plan and get that person out of that situation. I think we see that as a whole within the judicial system. If we arrest someone and they're out the next day, then that type of behavior is going to continue. Even if the DA does not accept the case for whatever reason, if the victim is recanting due to the fact that they are in a different part of the cycle, we make sure that we give them resources and build relationships with them to help them make the decision to remove themselves from that situation.

Alscher: Just to clarify, the law is mandatory arrest. There are only 23 states in the US where the state law mandates an arrest if probable cause is there. But there is

no law that mandates prosecution. When you make a mandatory arrest it does affect the victim more than they would like. They want the threat to stop but it's not in their best interest for the breadwinner or the owner of the house and when they get to court the victim realizes prosecution may not be the best avenue for them. We work on ways that we can still get the victim resources, so they don't have to report to the police because sometimes that isn't the best action for them. There are also two different processes for intakes for the two counties. The case load is slower in Adams County than Arapahoe County when it comes to the Aurora Police Department.

Heckman: From the Municipal Court perspective, it's a different processing of cases here. When tickets are issued, they are entered directly into the court system. We have the same standard, which is to prove the case beyond a reasonable doubt, but we do take the perspective that it's the City bringing charges even if the victim wants to dismiss the case. If we feel like it's going to be helpful, the victim needs help and needs protection and the case should go forward, we take those cases forward. If you just looked at conviction rates, it would be very different. We're hoping to stop things at the lower level by intervening and providing treatment. There are many cases that do end after getting dismissed but we do try to push forward on those cases that we believe there is evidence on.

CM Gruber: I wonder whether the laws that were just passed in reducing the penalties on some of the felonies and misdemeanors will impact domestic violence. It's probably too early to tell so I'll just leave that there, I won't ask for a response.

Outcome

Information Only

Follow-up Action

None.

4.e Data Driven Safety Enhancements

Deputy Chief Allen Robnett provided this presentation on how data is used to make quality decision concerning members' safety and wellness. Data is collected and analyzed by Dashboard to make better decision on health and safety, to develop education and training programs, evaluate recommendations on equipment improvement and better compliance with national standards. Data is captured on all on-duty injuries to include rank, time on the job, type of injury, and lost time data. Statistics on injuries were provided in the backup. Data indicates that legs and arms were affected most often with the torso being a close third. Most injuries are incurred while working out in the stations. Fitness levels are mandated for employees. Average days for recovery for each injury type was also tracked. Upper back injuries take the longest time at approximately 88 days for recovery. Most of the injuries seem to occur to Rescue Techs however, there is a job requirement to become a rescue tech so most employees will be tagged as such. This data is used to determine educational plans and to identify trends. If they see something is happening frequently, it can be addressed right away. They have a pilot program for a physical therapy clinic that police and fire have partnered on. They will address getting injured people back to work as quickly as possible. They will also have fitness and wellness plans that will be provided to their members. The learning platform (LMS) is used for safety bulletins and trainings and for tracking

compliance. AFR's has a collision review committee that reviews every accident. Accidents are classified by incident, preventable, and non-preventable. An incident would be if the unit is legally parked and something happens that damages the apparatus. Preventable accident is when the driver/operator made an error that caused damage to the unit. There are three classifications under this; minor, major and serious. The minor and major are classified based upon the cost of the damage. The serious involves some sort of injury to an involved party. The non-preventable category is something happened to the rig such as being rear-ended. There were 22 collisions to date; 7 incidents, 9 non-preventable and 13 preventable. Most occurred in parking lots. This data is used to determine training such as maneuvering through a parking lot. The training involves the department transportation civil highway safety training to include maneuvering on the highway and blocking traffic. Safety systems are added such as the rearview cameras, sideview cameras, and upgraded lighting. Turnout gear and fire apparatus are on replacement schedules. They constantly evaluate what is the most current. Other equipment such as fitness equipment is not on a replacement schedule. It can be challenging to obtain or maintain this equipment. AFR has negotiated with Kaiser for annual firefighter physicals which includes extensive bloodwork, stress test, and other things that would be unique to firefighting. After education, training, resources and equipment gaps are filled, AFR will ensure compliance, collection of additional data, and determine if the program is effective in improving safety among its' members. National statistics of cancer among firefighters was provided. AFR has had 25 cancer claims since 2008. Not all of them fall under the presumptive legislation. Some occur outside of the fire service. AFR is proactively taking steps to reduce those numbers by replacing turnout gear with higher quality gear. Each member gets two sets of gear which allows them to be cleaned properly before being worn again. Newer technology such as articulate blocking hoods prevents the carcinogens from being absorbed. Turnout gear is sent in bi-annually for repair and deep cleaning. The vendor will make repairs and recommend replacement. AFR has a decontamination policy that each member on-scene is hosed off. This practice reduces dangerous particulates by 90%. They also have industrial washing machines at the stations to wash their gear. There is a designated storage room in each firehouse. This room is not connected to the rest of the station's ventilation system and has a negative pressure ventilation system that draws the gases outside. Stations have been equipped with vestibules that prevent toxic gases from passing into the living quarters. The fire station itself has a positive pressure ventilation so when the doors are opened it pushes the air back to the engine bay. The new generation of fire apparatus is clean burning and toxins that come out of the exhaust is better than it used to be. In addition to that they have Plymovent/Nederman exhaust systems that are attached prior to entering the bay. This ensures healthy evacuation of exhaust gases from the apparatus. AFR plans to enhance fitness and nutrition education with the implementation of the physical therapy clinic. Reactive cancer treatment includes working through workers compensation system. There are times when members cannot come back to work based on their risk level. FPPA is the long-term death and disability component that continues their income if they need to separate employment.

CM Gruber: Do you coordinate with PROS on the replacement of your physical fitness equipment?

Robnett: No, not to my knowledge.

CM Berzins: I'm always hearing that when people do have to separate for injury or cancer that they aren't treated as well as they would like to be by workers comp doctors or Kaiser. They don't get what they think they deserve and that would be very sad. Do you need anything else for cancer or injury prevention? Is there anything else in your future that you're thinking might help you out?

Robnett: We're really excited to see what can happen with this physical therapy clinic. That's a game changer for us. We will be able to manage the recovery of our injured members much more effectively than in the past. That's where we're going. All of these programs are managed by the health and safety captain. Unfortunately, he couldn't be here today. He's doing a great job, but his plate is full managing 425 members and the frequency of injuries can be overwhelming for him.

CM Berzins: My uncle died of lung cancer. He was a firefighter. So, I know how devastating that can be. I just want to do everything we can to help you guys. You're first responders and we need to take care of you. So please let us know if we can help.

Robnett: I don't want to underestimate just how much we appreciate your support.

CM Gruber: I'm very glad to see the progress you're making in cancer prevention and the steps you're taking. It seems to me though, that it may be worthwhile to talk to PROS. They're dealing with the same equipment at our recreation centers. So as opposed to having a firefighter deal with those replacements, it may be worthwhile to outsource that to PROS. It could also help as far as contracts PROS may already have.

Robnett: Excellent suggestion and I will follow-up.

Outcome

Information Only

Follow-up Action

None.

5. Miscellaneous Matters for Consideration

None.

6. Confirm Next Meeting

Next meeting confirmed for August 19, 2021 at 11am via WebEx.

7. Adjournment

Meeting adjourned at 1:10pm

APPROVED: _____

Dave Gruber, Chair



CITY OF AURORA

Council Agenda Commentary

Item Title: August 2021 Crime and Police Attrition Data
Item Initiator: Danelle Carrel, Committee Liaison
Staff Source/Legal Source: Darin Parker, Deputy Chief of Police / Megan Platt, Assistant City Attorney
Outside Speaker: N/A
Council Goal: 2012: 1.0--Assure a safe community for people

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

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

- Approve Item as proposed at Study Session
- Information Only
- Approve Item and Move Forward to Regular Meeting
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration

Why is a waiver needed? [Click or tap here to enter text.](#)

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval
- Does Not Recommend Approval
- Forwarded Without Recommendation
- Recommendation Report Attached
- Minutes Attached
- Minutes Not Available

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.)

N/A

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

Monthly Crime statistics and sworn personnel attrition data.

QUESTIONS FOR COUNCIL

N/A

LEGAL COMMENTS

The City Manager shall be responsible to the City Council for the proper administration of all affairs of the City placed in his charge and, to that end, he shall have the power and duty to make written or verbal reports at any time concerning the affairs of the City under his supervision. City Charter § 7-4(e). (Platt)

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A



Aurora Police Department - UCR Statistics

District: ALL

<i>UCR crimes are measured by a count of victims and/or incidents reported during data period</i>	4 Week Last Year	4 Week Current Year	4 Week Difference	4 Week % Chg	Y-T-D Last Year	Y-T-D Current Year	Y-T-D Difference	Y-T-D % Chg - or - % of Total
Current Wk 32: 08/02/21 - 08/08/21	07/05 - 08/01		+ or -	% chg	01/01 - 08/01		+ or -	% chg
Major Crimes 07/06/20 - 08/02/20								
Murder Victims	4	2	-2	(50.0%)	24	16	-8	(33.3%)
Sex Assault Victims	26	21	-5	(19.2%)	187	194	+7	3.7%
Spouse / Dating	14	4	-10	(71.4%)	63	37	-26	19%
Familial	2	1	-1	(50.0%)	16	22	+6	11%
Otherwise Known	4	5	+1	25.0%	43	64	+21	33%
Sex Assault DV Victims	13	4	-9	(69.2%)	57	33	-24	17%
Agg Assault Victims	234	234	--	0.0%	1,266	1,551	+285	22.5%
Spouse / Dating	42	42	--	0.0%	250	273	+23	18%
Familial	22	13	-9	(40.9%)	115	128	+13	8%
Otherwise Known	48	44	-4	(8.3%)	288	320	+32	21%
Agg Assault DV Victims	43	51	+8	18.6%	259	289	+30	19%
Robbery	75	48	-27	(36.0%)	423	431	+8	1.9%
Major Violent Crimes Reported	339	305	-34	(10.0%)	1,900	2,192	+292	15.4%
Burglary	115	129	+14	12.2%	907	1,065	+158	17.4%
MVT	320	361	+41	12.8%	1,785	3,177	+1,392	78.0%
Larceny	561	573	+12	2.1%	4,169	4,742	+573	13.7%
Major Property Crimes Reported	996	1,063	+67	6.7%	6,861	8,984	+2,123	30.9%
Major Index Crimes Reported	1,335	1,368	+33	2.5%	8,761	11,176	+2,415	27.6%
Criminal Arrests								
Physical Arrests	225	410	+185	82.2%	3,309	2,788	-521	(15.7%)
Criminal Summonses	310	207	-103	(33.2%)	2,788	2,434	-354	(12.7%)
DUI/DUID (Detox Summons)	47	35	-12	(25.5%)	392	357	-35	(8.9%)
Total Arrests	535	617	+82	15.3%	6,097	5,222	-875	(14.4%)
Traffic Enforcement								
Traffic Tickets Muni	1,585	1,626	+41	2.6%	10,068	11,536	+1,468	14.6%
Traffic Tickets in GO's Muni	267	107	-160	(59.9%)	2,071	1,728	-343	(16.6%)
Total MET Tickets Muni	1,346	1,446	+100	7.4%	7,615	9,699	+2,084	27.4%
Total Traffic Tickets Muni	1,852	1,733	-119	(6.4%)	12,139	13,264	+1,125	9.3%
Total Traffic Tickets State	8	80	+72	900.0%	1,240	905	-335	(27.0%)
Total Traffic Tickets	1,860	1,813	-47	(2.5%)	13,379	14,169	+790	5.9%
Traffic Accidents								
Fatal	2	1	-1	(50.0%)	18	15	-3	(16.7%)
Injury	60	0	-60	(100.0%)	370	99	-271	(73.2%)
Non-Injury	764	1	-763	(99.9%)	5,695	2,201	-3,494	(61.4%)
Total Accidents	826	2	-824	(99.8%)	6,083	2,315	-3,768	(61.9%)



Aurora Police Department - UCR Statistics

District: 1

<i>UCR crimes are measured by a count of victims and/or incidents reported during data period</i>	4 Week Last Year	4 Week Current Year	4 Week Difference	4 Week % Chg	Y-T-D Last Year	Y-T-D Current Year	Y-T-D Difference	Y-T-D % Chg - or - % of Total
Current Wk 32: 08/02/21 - 08/08/21	07/05 - 08/01		+ or -	% chg	01/01 - 08/01		+ or -	% chg
Major Crimes 07/06/20 - 08/02/20								
Murder Victims	3	1	-2	(66.7%)	18	7	-11	(61.1%)
Sex Assault Victims	6	9	+3	50.0%	76	92	+16	21.1%
Spouse / Dating	3	1	-2	(66.7%)	25	20	-5	22%
Familial	0	1	+1	--	5	11	+6	12%
Otherwise Known	1	2	+1	100.0%	14	25	+11	27%
Sex Assault DV Victims	2	2	--	0.0%	24	18	-6	20%
Agg Assault Victims	122	114	-8	(6.6%)	637	755	+118	18.5%
Spouse / Dating	21	20	-1	(4.8%)	126	121	-5	16%
Familial	12	5	-7	(58.3%)	56	57	+1	8%
Otherwise Known	21	20	-1	(4.8%)	137	172	+35	23%
Agg Assault DV Victims	21	25	+4	19.0%	128	135	+7	18%
Robbery	52	30	-22	(42.3%)	255	244	-11	(4.3%)
Major Violent Crimes Reported	183	154	-29	(15.8%)	986	1,098	+112	11.4%
Burglary	54	61	+7	13.0%	430	488	+58	13.5%
MVT	139	141	+2	1.4%	797	1,340	+543	68.1%
Larceny	227	205	-22	(9.7%)	1,666	1,779	+113	6.8%
Major Property Crimes Reported	420	407	-13	(3.1%)	2,893	3,607	+714	24.7%
Major Index Crimes Reported	603	561	-42	(7.0%)	3,879	4,705	+826	21.3%
Criminal Arrests								
Physical Arrests	93	166	+73	78.5%	1,445	1,154	-291	(20.1%)
Criminal Summonses	132	93	-39	(29.5%)	1,292	1,035	-257	(19.9%)
DUI/DUID (Detox Summons)	19	16	-3	(15.8%)	143	147	+4	2.8%
Total Arrests	225	259	+34	15.1%	2,737	2,189	-548	(20.0%)
Traffic Enforcement								
Traffic Tickets Muni	351	284	-67	(19.1%)	2,501	1,763	-738	(29.5%)
Traffic Tickets in GO's Muni	101	30	-71	(70.3%)	797	617	-180	(22.6%)
Total MET Tickets Muni	285	242	-43	(15.1%)	1,602	1,394	-208	(13.0%)
Total Traffic Tickets Muni	452	314	-138	(30.5%)	3,298	2,380	-918	(27.8%)
Total Traffic Tickets State	3	18	+15	500.0%	523	270	-253	(48.4%)
Total Traffic Tickets	455	332	-123	(27.0%)	3,821	2,650	-1,171	(30.6%)
Traffic Accidents								
Fatal	0	0	--	--	8	8	--	0.0%
Injury	22	0	-22	(100.0%)	163	43	-120	(73.6%)
Non-Injury	308	1	-307	(99.7%)	2,207	873	-1,334	(60.4%)
Total Accidents	330	1	-329	(99.7%)	2,378	924	-1,454	(61.1%)



Aurora Police Department - UCR Statistics

District: 2

<i>UCR crimes are measured by a count of victims and/or incidents reported during data period</i>	4 Week Last Year	4 Week Current Year	4 Week Difference	4 Week % Chg	Y-T-D Last Year	Y-T-D Current Year	Y-T-D Difference	Y-T-D % Chg - or - % of Total
Current Wk 32: 08/02/21 - 08/08/21	07/05 - 08/01		+ or -	% chg	01/01 - 08/01		+ or -	% chg

Major Crimes

07/06/20 - 08/02/20

Murder Victims	0	1	+1	--	3	8	+5	166.7%
Sex Assault Victims	13	8	-5	(38.5%)	58	59	+1	1.7%
Spouse / Dating	7	3	-4	(57.1%)	20	10	-10	17%
Familial	1	0	-1	(100.0%)	7	4	-3	7%
Otherwise Known	3	2	-1	(33.3%)	17	23	+6	39%
Sex Assault DV Victims	7	2	-5	(71.4%)	19	9	-10	15%
Agg Assault Victims	80	75	-5	(6.3%)	442	534	+92	20.8%
Spouse / Dating	15	13	-2	(13.3%)	80	97	+17	18%
Familial	4	2	-2	(50.0%)	34	41	+7	8%
Otherwise Known	11	20	+9	81.8%	98	97	-1	18%
Agg Assault DV Victims	15	16	+1	6.7%	87	100	+13	19%
Robbery	18	14	-4	(22.2%)	107	128	+21	19.6%
Major Violent Crimes Reported	111	98	-13	(11.7%)	610	729	+119	19.5%
Burglary	29	41	+12	41.4%	277	347	+70	25.3%
MVT	120	138	+18	15.0%	642	1,203	+561	87.4%
Larceny	190	203	+13	6.8%	1,371	1,697	+326	23.8%
Major Property Crimes Reported	339	382	+43	12.7%	2,290	3,247	+957	41.8%
Major Index Crimes Reported	450	480	+30	6.7%	2,900	3,976	+1,076	37.1%

Criminal Arrests

Physical Arrests	70	152	+82	117.1%	1,138	971	-167	(14.7%)
Criminal Summonses	112	78	-34	(30.4%)	945	924	-21	(2.2%)
DUI/DUID (Detox Summons)	14	10	-4	(28.6%)	136	116	-20	(14.7%)
Total Arrests	182	230	+48	26.4%	2,083	1,895	-188	(9.0%)

Traffic Enforcement

Traffic Tickets Muni	694	740	+46	6.6%	4,339	5,668	+1,329	30.6%
Traffic Tickets in GO's Muni	94	40	-54	(57.4%)	660	554	-106	(16.1%)
Total MET Tickets Muni	624	714	+90	14.4%	3,569	5,140	+1,571	44.0%
Total Traffic Tickets Muni	788	780	-8	(1.0%)	4,999	6,222	+1,223	24.5%
Total Traffic Tickets State	2	35	+33	1650.0%	386	400	+14	3.6%
Total Traffic Tickets	790	815	+25	3.2%	5,385	6,622	+1,237	23.0%

Traffic Accidents

Fatal	1	1	--	0.0%	5	3	-2	(40.0%)
Injury	27	0	-27	(100.0%)	126	33	-93	(73.8%)
Non-Injury	244	0	-244	(100.0%)	1,834	696	-1,138	(62.1%)
Total Accidents	272	1	-271	(99.6%)	1,965	732	-1,233	(62.7%)



Aurora Police Department - UCR Statistics

District: 3

<i>UCR crimes are measured by a count of victims and/or incidents reported during data period</i>	4 Week Last Year	4 Week Current Year	4 Week Difference	4 Week % Chg	Y-T-D Last Year	Y-T-D Current Year	Y-T-D Difference	Y-T-D % Chg - or - % of Total
Current Wk 32: 08/02/21 - 08/08/21	07/05 - 08/01		+ or -	% chg	01/01 - 08/01		+ or -	% chg

Major Crimes 07/06/20 - 08/02/20

Murder Victims	1	0	-1	(100.0%)	3	1	-2	(66.7%)
Sex Assault Victims	7	3	-4	(57.1%)	51	41	-10	(19.6%)
Spouse / Dating	4	0	-4	(100.0%)	18	6	-12	15%
Familial	1	0	-1	(100.0%)	4	7	+3	17%
Otherwise Known	0	1	+1	--	12	16	+4	39%
Sex Assault DV Victims	4	0	-4	(100.0%)	14	6	-8	15%
Agg Assault Victims	29	44	+15	51.7%	183	255	+72	39.3%
Spouse / Dating	6	9	+3	50.0%	44	55	+11	22%
Familial	5	6	+1	20.0%	24	29	+5	11%
Otherwise Known	16	4	-12	(75.0%)	53	51	-2	20%
Agg Assault DV Victims	7	10	+3	42.9%	44	54	+10	21%
Robbery	5	4	-1	(20.0%)	61	59	-2	(3.3%)
Major Violent Crimes Reported	42	51	+9	21.4%	298	356	+58	19.5%
Burglary	32	27	-5	(15.6%)	196	222	+26	13.3%
MVT	59	81	+22	37.3%	340	626	+286	84.1%
Larceny	138	157	+19	13.8%	1,098	1,222	+124	11.3%
Major Property Crimes Reported	229	265	+36	15.7%	1,634	2,070	+436	26.7%
Major Index Crimes Reported	271	316	+45	16.6%	1,932	2,426	+494	25.6%

Criminal Arrests

Physical Arrests	45	60	+15	33.3%	517	452	-65	(12.6%)
Criminal Summonses	61	35	-26	(42.6%)	534	457	-77	(14.4%)
DUI/DUID (Detox Summons)	14	9	-5	(35.7%)	108	87	-21	(19.4%)
Total Arrests	106	95	-11	(10.4%)	1,051	909	-142	(13.5%)

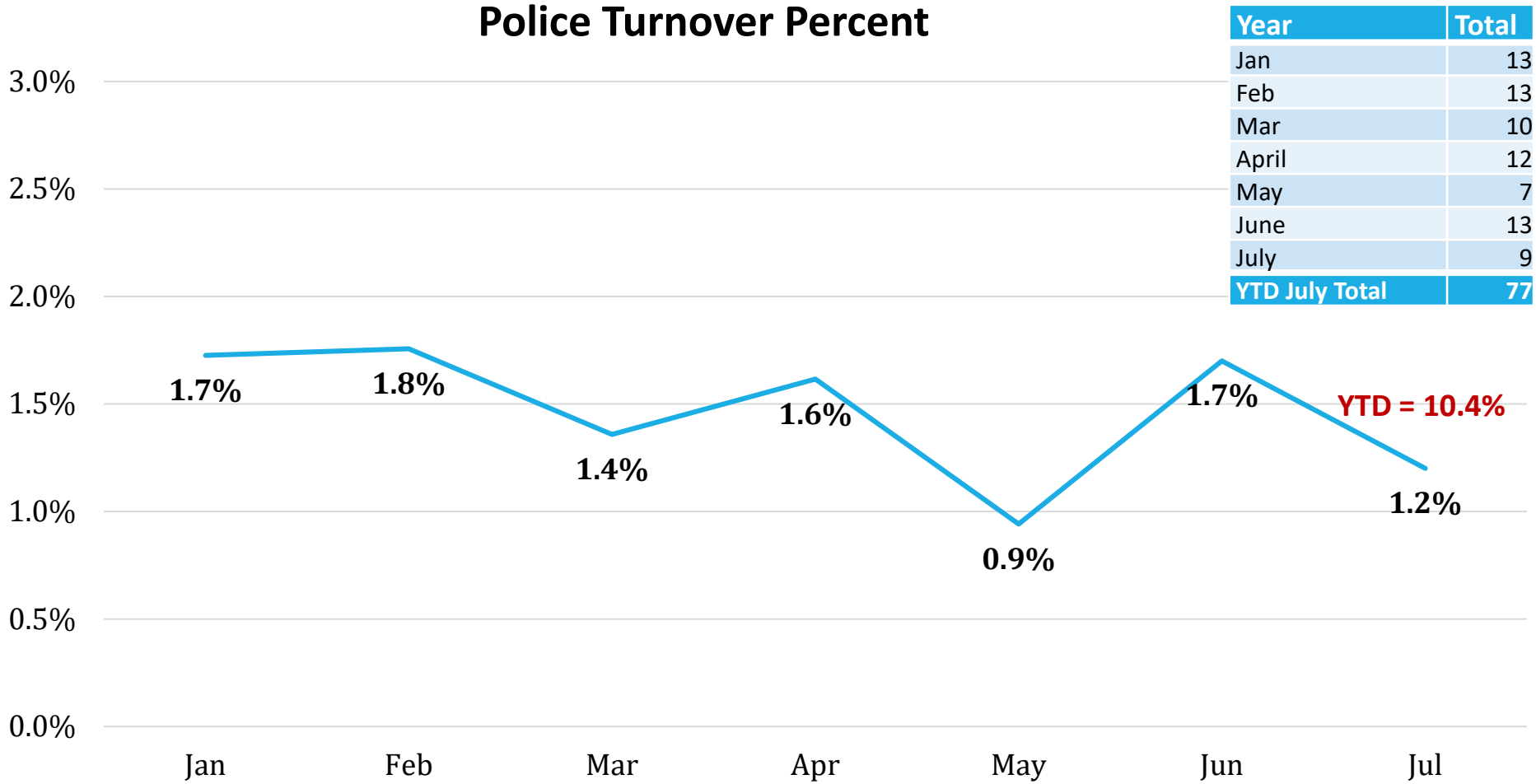
Traffic Enforcement

Traffic Tickets Muni	510	551	+41	8.0%	2,922	3,828	+906	31.0%
Traffic Tickets in GO's Muni	68	34	-34	(50.0%)	584	520	-64	(11.0%)
Total MET Tickets Muni	410	442	+32	7.8%	2,288	2,919	+631	27.6%
Total Traffic Tickets Muni	578	585	+7	1.2%	3,506	4,348	+842	24.0%
Total Traffic Tickets State	3	25	+22	733.3%	298	187	-111	(37.2%)
Total Traffic Tickets	581	610	+29	5.0%	3,804	4,535	+731	19.2%

Traffic Accidents

Fatal	1	0	-1	(100.0%)	5	4	-1	(20.0%)
Injury	11	0	-11	(100.0%)	75	22	-53	(70.7%)
Non-Injury	195	0	-195	(100.0%)	1,494	582	-912	(61.0%)
Total Accidents	207	0	-207	(100.0%)	1,574	608	-966	(61.4%)

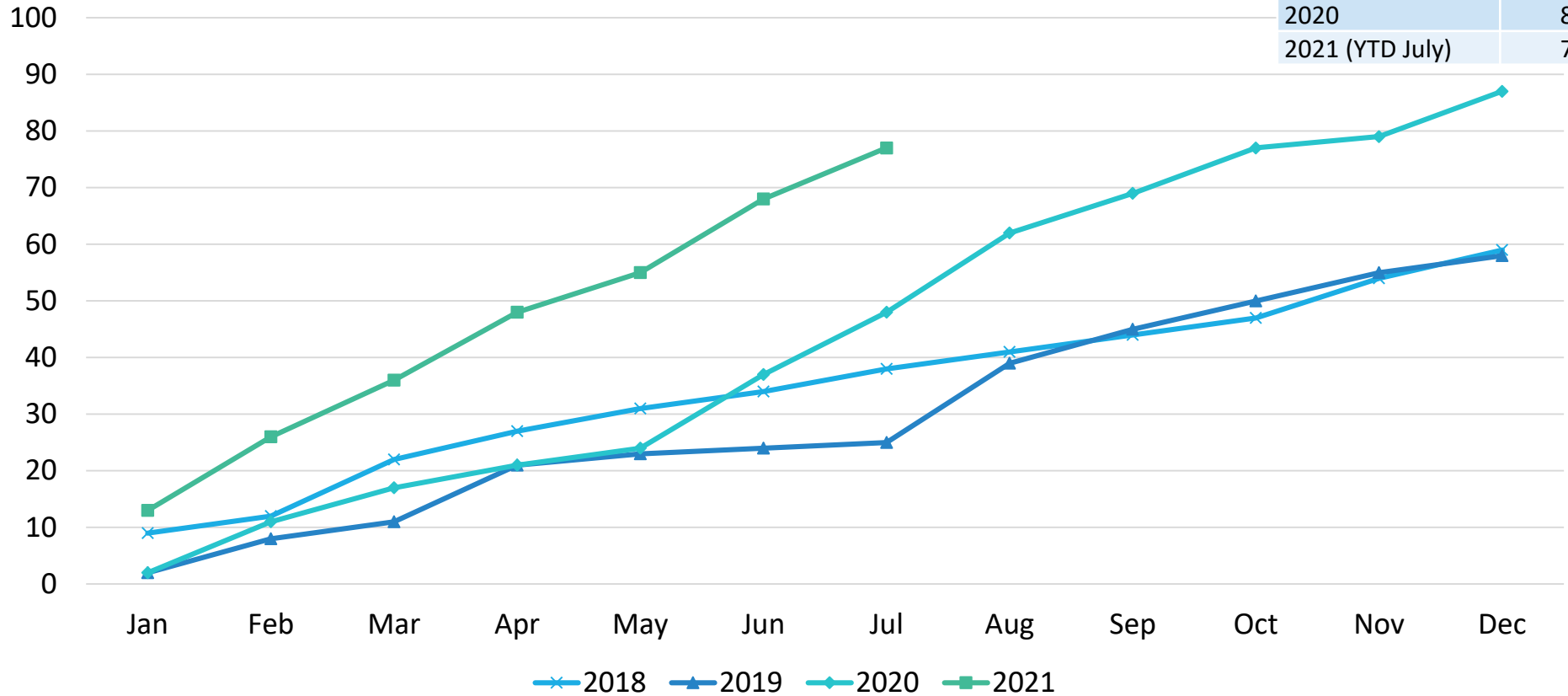
Police Turnover Percent



Year	Total
Jan	13
Feb	13
Mar	10
April	12
May	7
June	13
July	9
YTD July Total	77

Attrition Review

Year	Total
2018	59
2019	58
2020	87
2021 (YTD July)	77



2021 Sworn Staffing

Additions:

52 Basics (16 in 2021-1B, 17 in 2021-2B, 19 in 2021-3B)

3 Laterals (3 in 2021-1L)

55 Total Adds

Losses as of 07/31/21:

42 Resignations (29 commissioned, 7 FTEP, 6 recruits)

26 Retirements

4 Med. Retirements

4 Terminations (2 commissioned, 2 recruits)

1 Transfer to Career Service (1 FTEP)

77 Total Losses

22 Net Losses

July Sworn Separations Detail

6 Resignations (5 commissioned, 1 recruit)

3 Retirements

9 Total Losses

Reason	Count
Retirement	3
Unknown	2
Other Law Enforcement	1
Return to School	1
Care of Children	1
Another Job	1
Total	9

Assignment	Count
Patrol	4
Crisis Response	1
FAST	1
RAVEN	1
Special Victims	1
Recruit Classroom	1
Total	9



APD Resource Deployment



APD has an authorized strength of 744 sworn
Chief and Executive Staff design the placement of positions to
achieve the Mission & Vision of the organization

**Mission: Partnering with our community
to make Aurora safer every day**

Vision: APD will continually evolve as an innovative agency

The position placement is called 'Billet' by rank and assignment
Continuous evaluation is done to align and adjust to changes throughout the year
Chief may temporarily move staff to accomplish initiatives or fill vacancies as needed
In the following slide, we have summarized the organization reflecting the distribution of Billets by
functional categories

Category Breakdown

Command

Lieutenants and Above

Investigations

District Detective Units
 Crimes Against Children
 Domestic Violence Unit
 Economic Crimes
 Forensic Services
 Intelligence
 Internet Crimes Against Children
 Gang & Robbery Invest. Team
 Major Crime/Homicide
 Sex Crimes
 Special Victims
 Joint Terrorism TF
 Safe Streets TF

Training

Academy
 Range
 Recruit Classroom
 Recruit FTEP
 Military Leave
 Not Available for Duty

Special Unit

Employee Support
 Media Relations
 Recruiting
 Aurora for Youth
 Equipment & Facilities
 Property & Evidence
 Vehicle Impound
 Community Relations
 Front Desk
 Dispatch
 Electronic Support
 Internal Affairs
 CMATT
 FAST
 Narcotics
 RAVEN
 Backgrounds
 Force Investigations
 Professional Standards
 Emergency Mgmt.
 ATF TF
 Front Range TF
 Fugitive TF

Patrol

District Patrol Units

Street Ops.

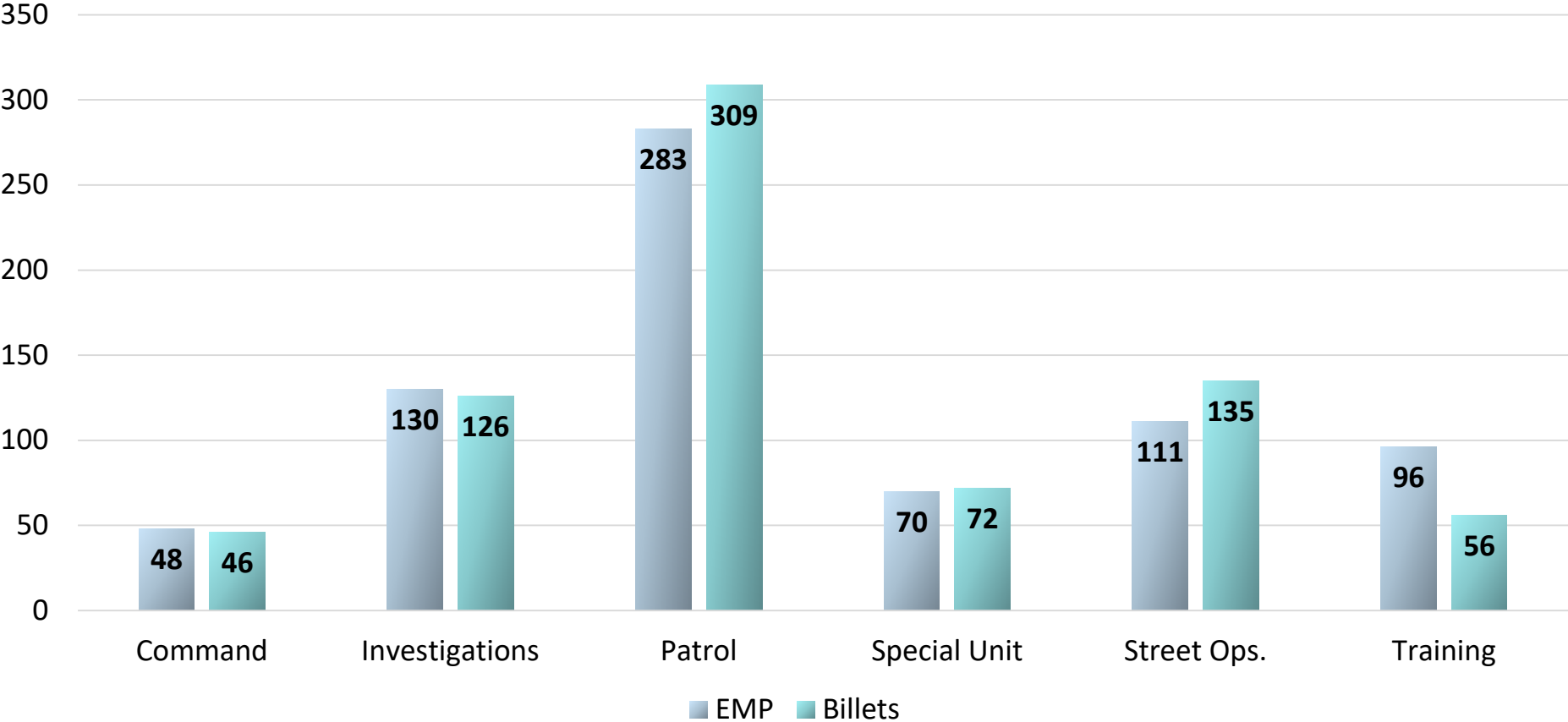
District PAR Units
 SROs
 Crisis Response Team
 Gang Intervention
 K9
 SWAT
 Traffic

July Sworn Staffing Detail

Function	EMP	Billets	Variance	Actual	Design
Command	48	46	2	7%	6%
Investigations	130	126	4	18%	17%
Patrol	283	309	(26)	38%	42%
Special Unit	70	72	(2)	9%	10%
Street Ops.	111	135	(24)	15%	18%
Training	96	56	40	13%	8%
Grand Total	738	744	(6)		

Class	Count
2021-1B	17
2021-2B	16
2021-3B	17
2021-1L (FTEP)	3
Total	53

Organizational Assignment Categories





CITY OF AURORA

Council Agenda Commentary

Item Title: July 2021 Aurora Fire Rescue Attrition Data
Item Initiator: Fernando Gray, Fire Chief
Staff Source/Legal Source: Mathew Wasserburger, Assistant Director Fire Management Services; Angela Garcia, Senior Assistant City Attorney
Outside Speaker: N/A
Council Goal: 2012: 1.0--Assure a safe community for people

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

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

- Approve Item as proposed at Study Session
- Approve Item and Move Forward to Regular Meeting
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration
Why is a waiver needed?
- Information Only

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval
- Forwarded Without Recommendation
- Minutes Attached
- Does Not Recommend Approval
- Recommendation Report Attached
- Minutes Not Available

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.)*

N/A

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

Aurora Fire Rescue turnover and attrition rate data through July 2021.

QUESTIONS FOR COUNCIL

N/A

LEGAL COMMENTS

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PUBLIC FINANCIAL IMPACT

YES NO

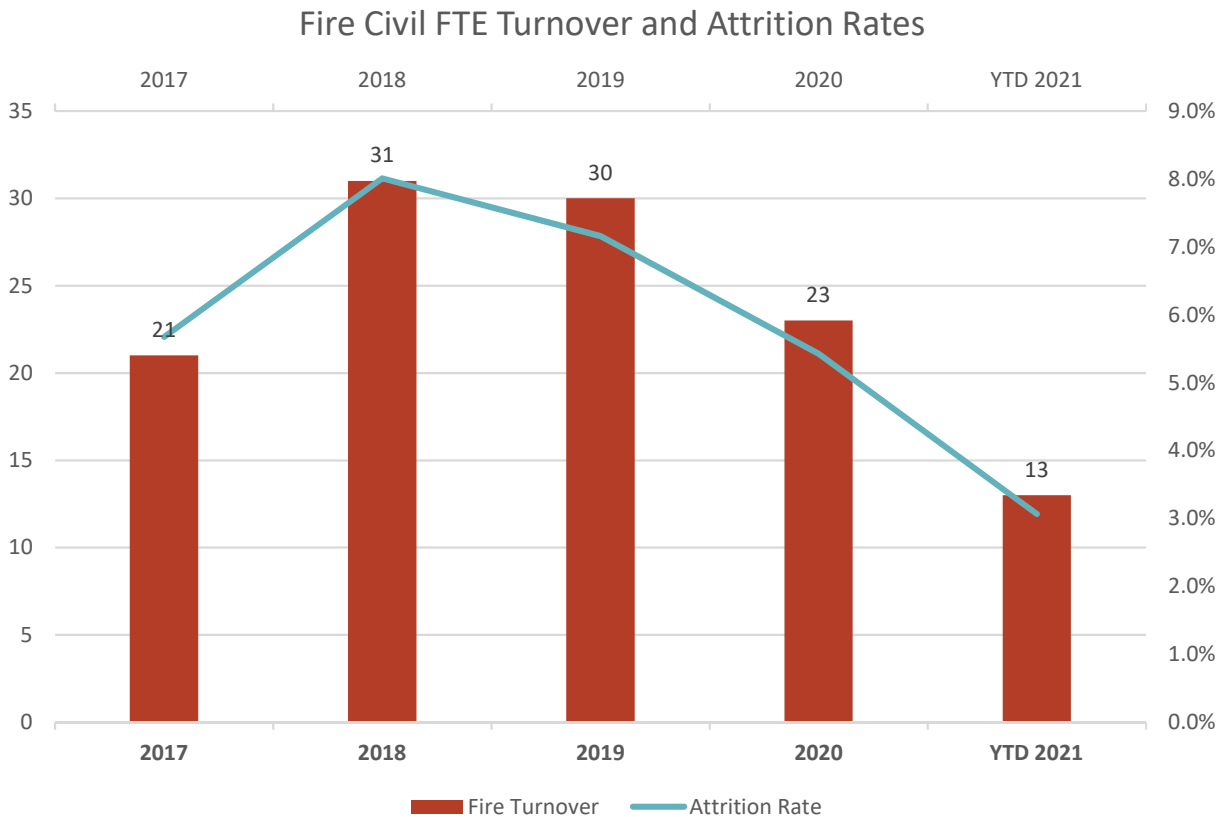
If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

Aurora Fire Rescue Civil FTE Attrition – Aug 2, 2021



- YTD 2021 Attrition Rate = 3.1%
- 3-Year Average Attrition Rate = 6.8%



CITY OF AURORA

Council Agenda Commentary

Item Title: Aurora911 Department Update
Item Initiator: Tina Buneta, Director, Aurora911
Staff Source/Legal Source: Tina Buneta, Director, Aurora911 / Angela Garcia, Senior Assistant City Attorney
Outside Speaker: N/A
Council Goal: 2012: 1.0--Assure a safe community for people

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

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

- Approve Item as proposed at Study Session
- Approve Item and Move Forward to Regular Meeting
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration
Why is a waiver needed?
- Information Only

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval
- Forwarded Without Recommendation
- Minutes Attached
- Does Not Recommend Approval
- Recommendation Report Attached
- Minutes Not Available

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.)*

N/A

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

Introduction of new department name, actions to improve recruitment and process efficiency, department performance goals YTD, and statistical data.

QUESTIONS FOR COUNCIL

N/A

LEGAL COMMENTS

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The City Manager shall be responsible to the Council for the proper administration of all affairs of the city placed in his charge and, to that end, shall have the power and duty to make written or verbal reports at any time concerning the affairs of the City. (City Charter, Art. 7-4(e)) (Garcia)

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain:

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain:



AURORA911

PSCSS Update
August 19, 2021

What's in a Name?

- Name change from “Public Safety Communications” to “**Aurora911**” is underway.
- **Aurora911** easily identifies who we are, and what we do, regardless of language spoken.
 - APS has students from over 130 countries, speaking over 160 languages!
- We want our community to easily recognize us and know how to find us.

Engagement and Accessibility

- Partnering with City Communications to:
 - Establish public facing engagement platforms - *social media, Aurora TV*
 - City Website Redesign
 - Improved access to city resources
 - 911 Education for adults and children
- Partnering with Elected Leaders to:
 - Participate in town halls
- Available for Education Presentations – *contact us for more information!*

Recruiting and Retention

Authorized
FTE: 91

Current FTE:
71 (20
Vacancies)

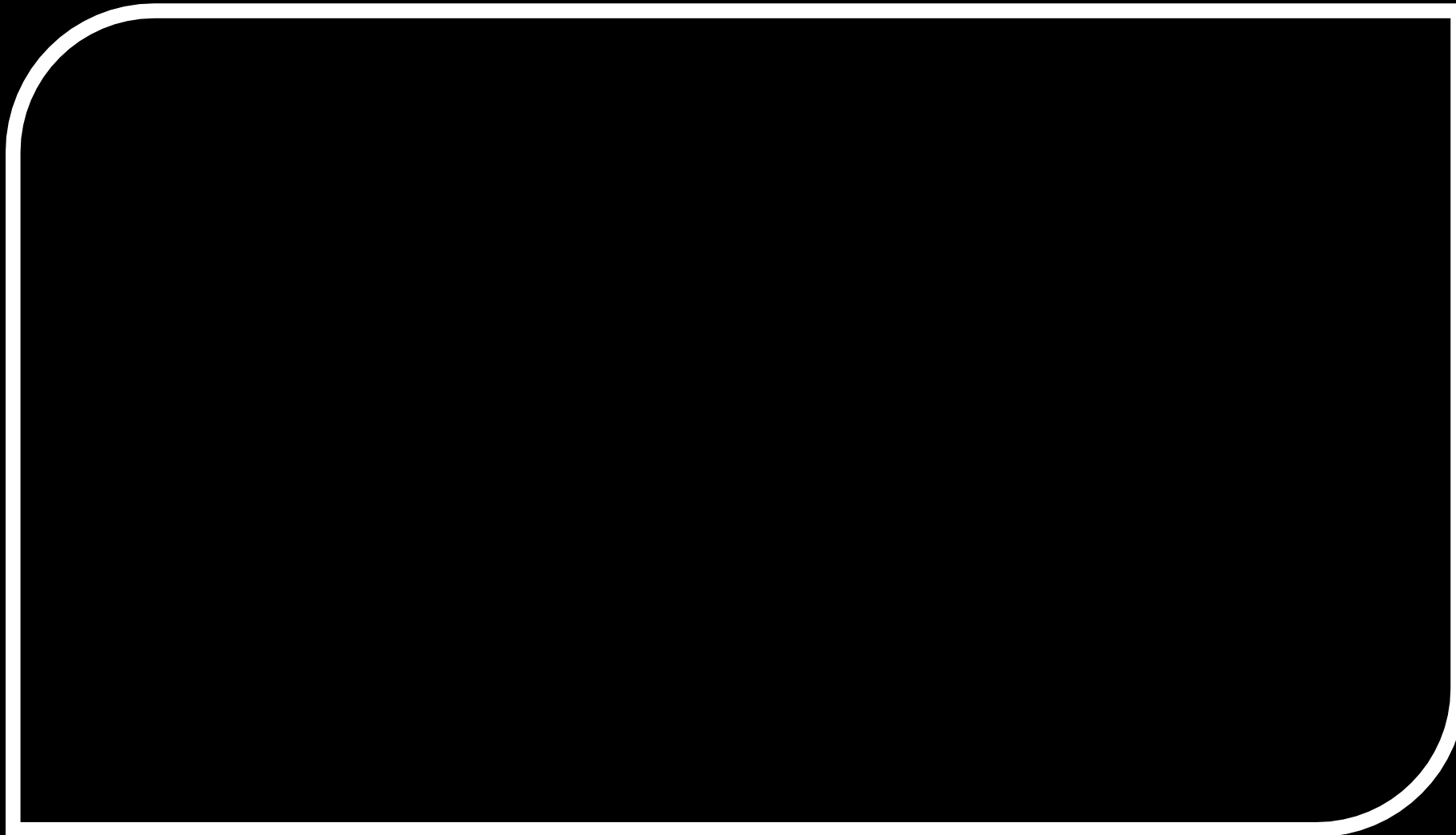
Staffing
Percentage:
78% Staffed

We're Hiring!

Recruiting and Retention

- Faces the same challenges as other public safety entities:
 - Increased widespread job availability
 - Choices which do not include shift work, holidays, weekends
 - Challenge is to attract entry level candidates who have a heart for service
 - 2 Management level positions had a very high applicant turnout!
- Recruitment Team and Career Counselors
- Career Progression and Professional Development – ensuring a clear pathway of career development and income potential – showcased in entry level job announcements.
- Addition of Admin (non-emergency) call takers

Recruiting and Retention



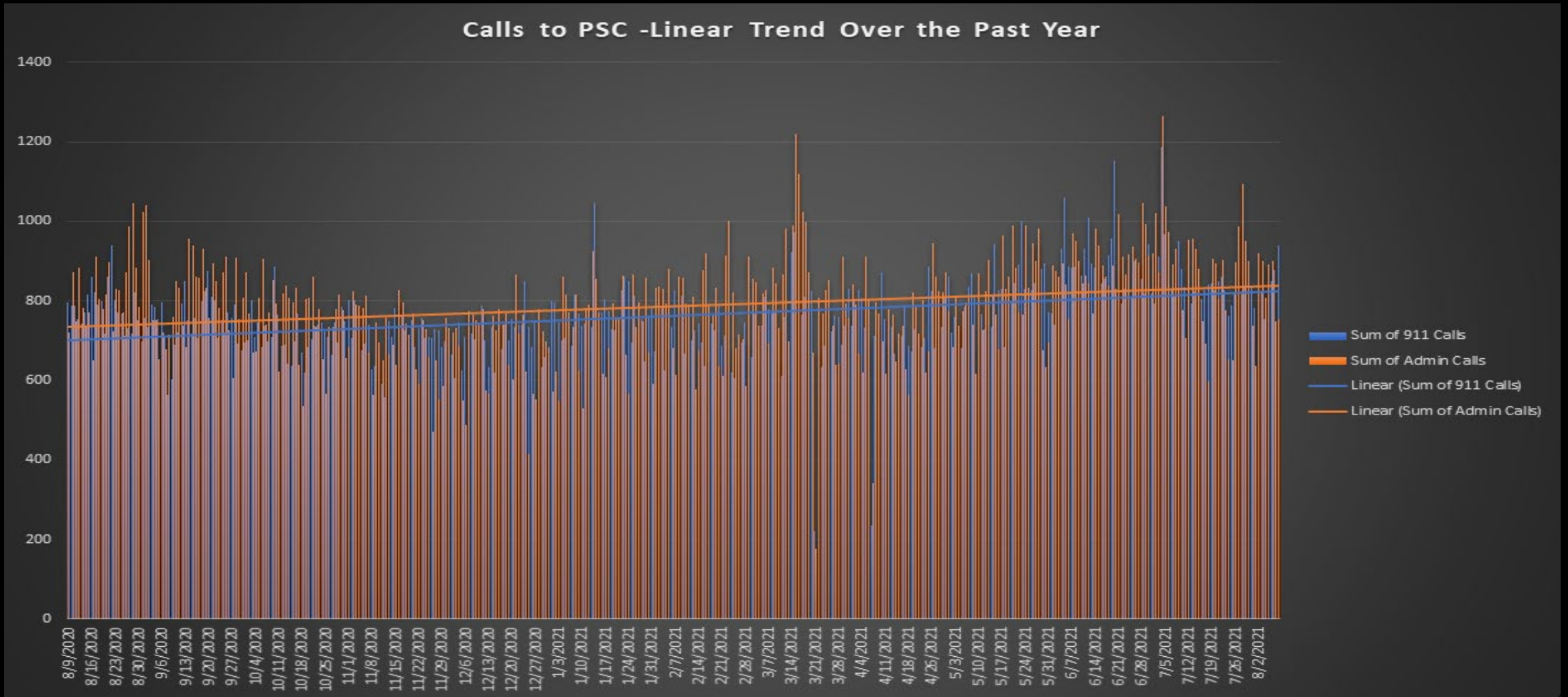
Expanding the Continuum of Service

- **AMRT** - Radio training provided to the new AMRT members week of August 9th. Soft Launch of pilot program August 25th.
- Process Improvements to support APD's efficiency goals:
 - Expansion of Police event types in CAD – to help identify calls which can be instantly referred to online reporting, Access Aurora, AMRT

Efficient Resource Deployment

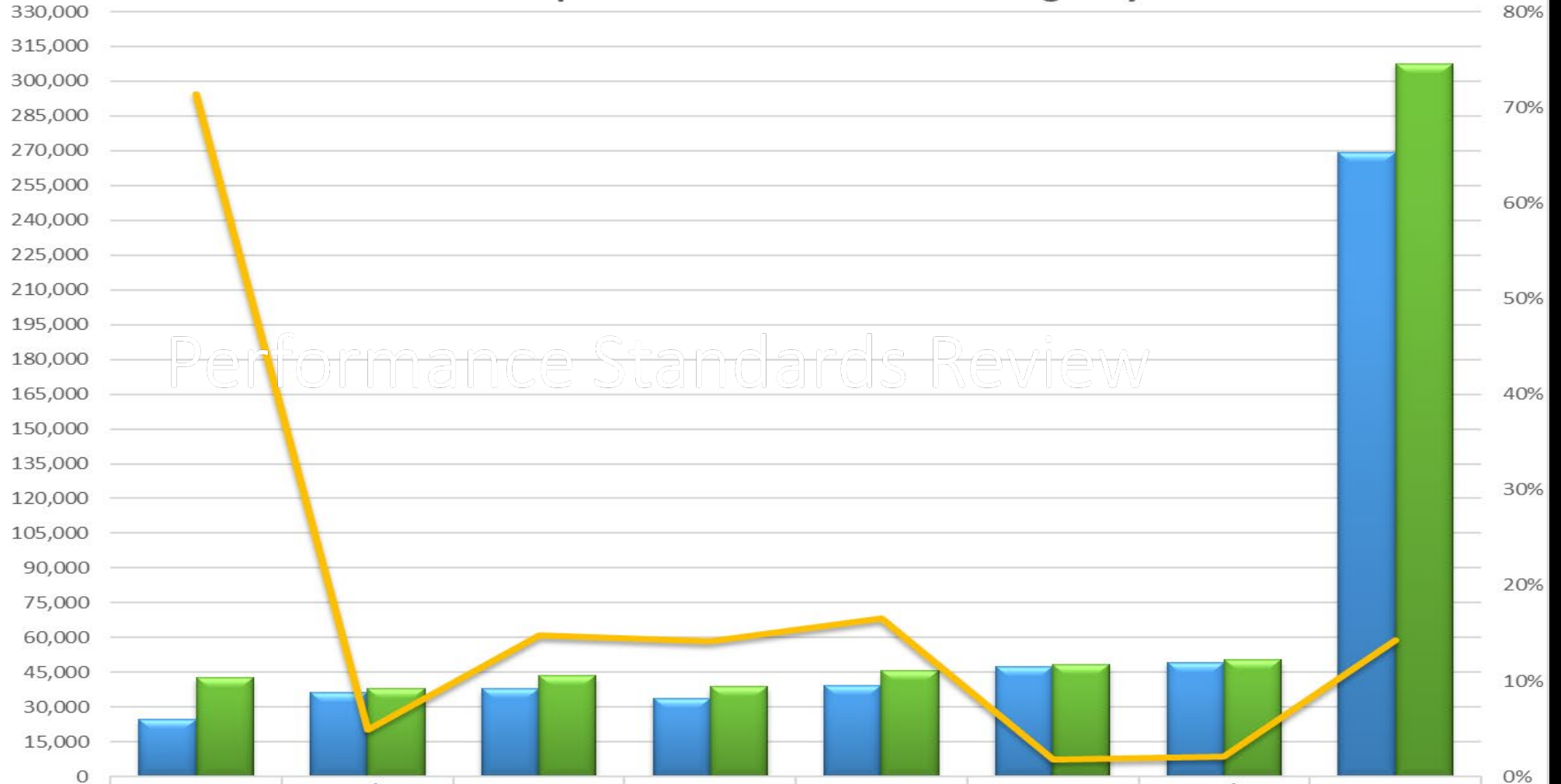
- Creation of a Business Services Unit – Data, Records, Reporting, CAD administration
- Recruiting for a unit supervisor in September
- Unit is currently comprised of 2 Data and Discovery Specialists, who produce an average of 600 records requests monthly.

Performance Standards Review



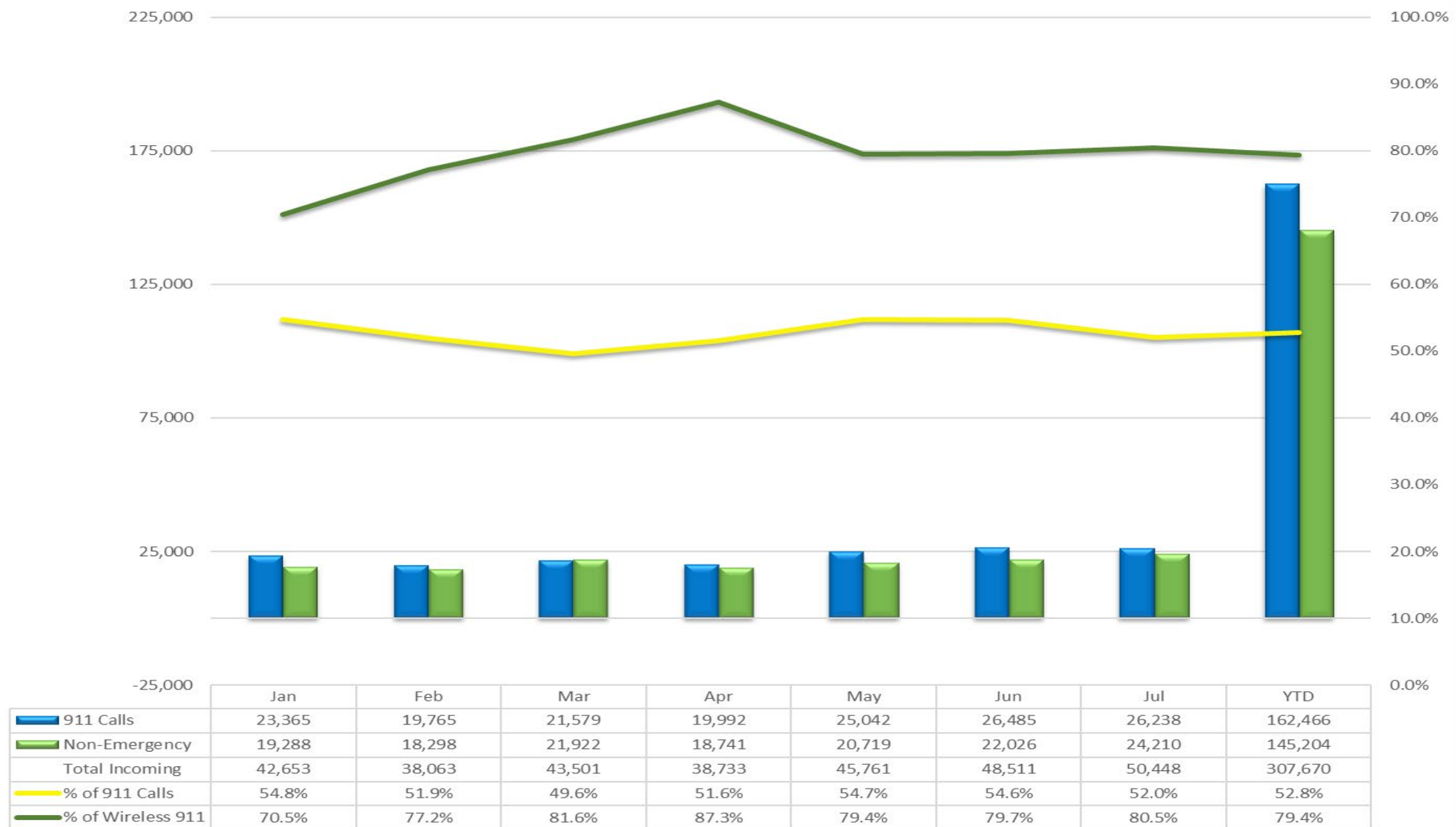
Total Incoming Calls by Month

Month Over Month Comparison of 911 & Non-Emergency Inbound Calls



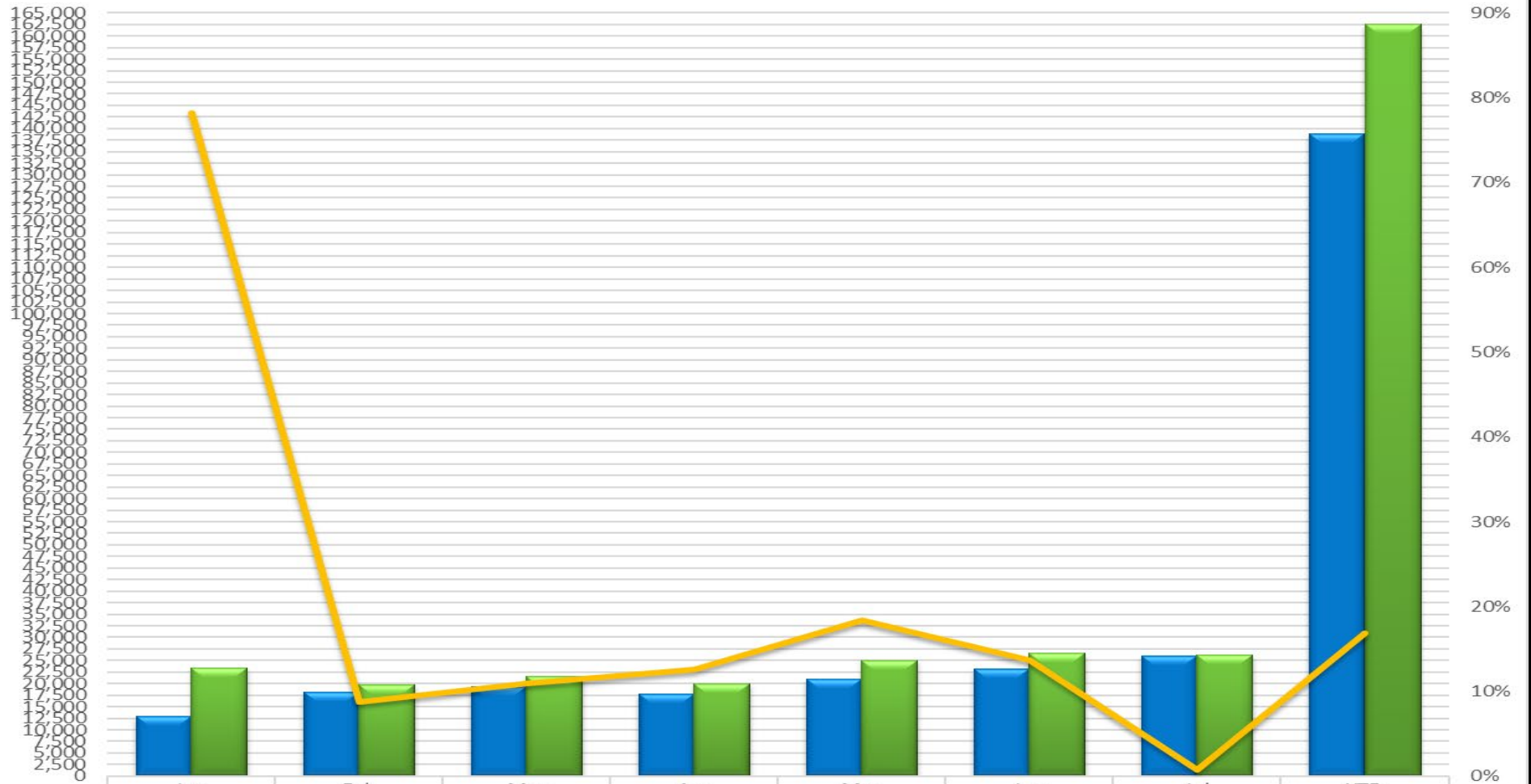
	Jan	Feb	Mar	Apr	May	Jun	Jul	YTD
Total Inbound Calls 2020	24,895	36,273	37,900	33,920	39,265	47,661	49,404	269,318
Total Inbound Calls 2021	42,653	38,063	43,501	38,733	45,761	48,511	50,448	307,670
% Increase 2020 to 2021	71%	5%	15%	14%	17%	2%	2%	14%

Incoming Call Break Down by Month



911 Calls by Month

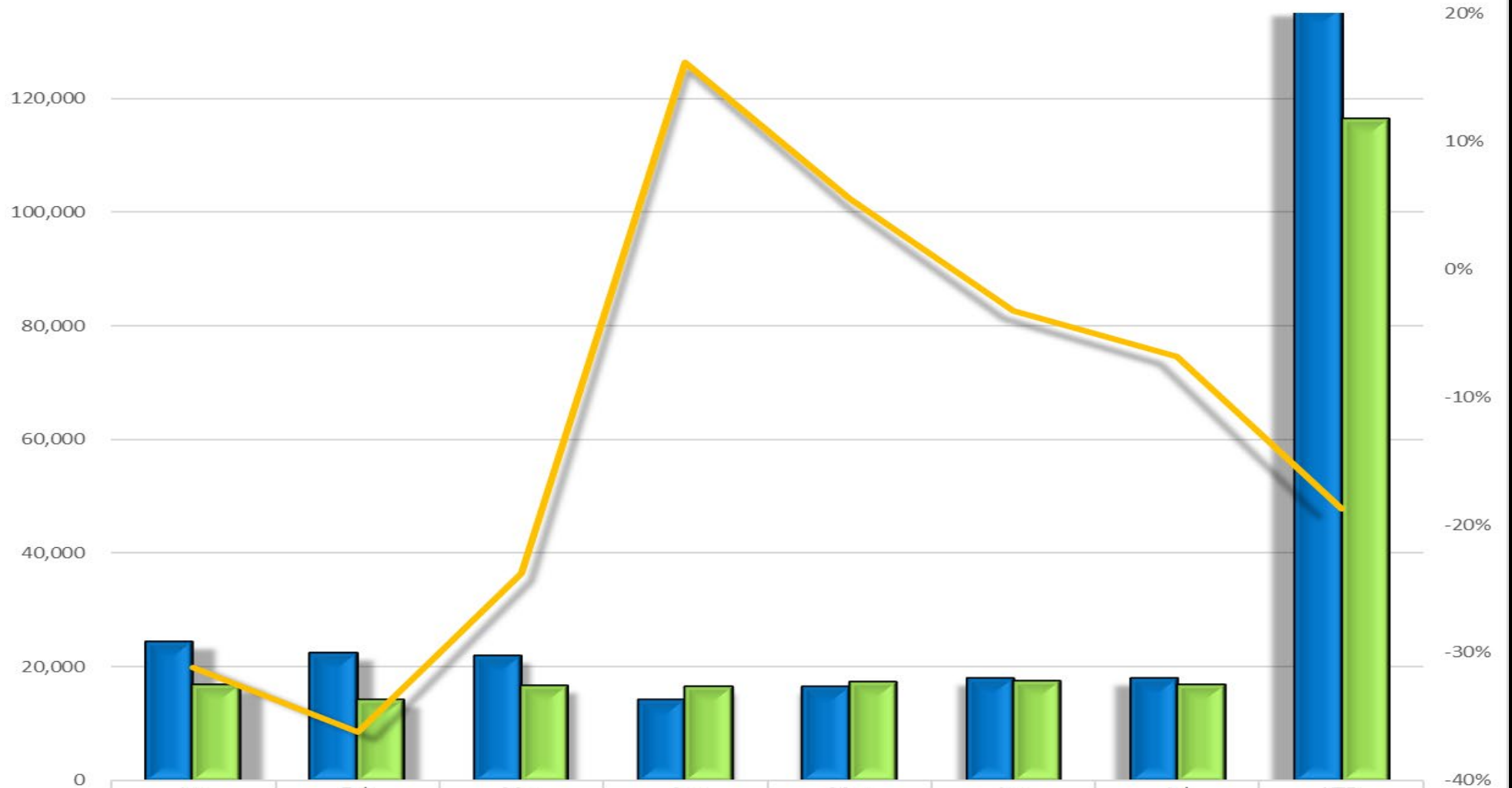
Monthly 911 Calls Comparison



911 Calls 2020	13,112	18,174	19,453	17,762	21,148	23,302	26,050	139,001
911 Calls 2021	23,365	19,765	21,579	19,992	25,042	26,485	26,238	162,466
% Increase 2020 to 2021	78%	9%	11%	13%	18%	14%	1%	17%

Police Calls Handled by Month

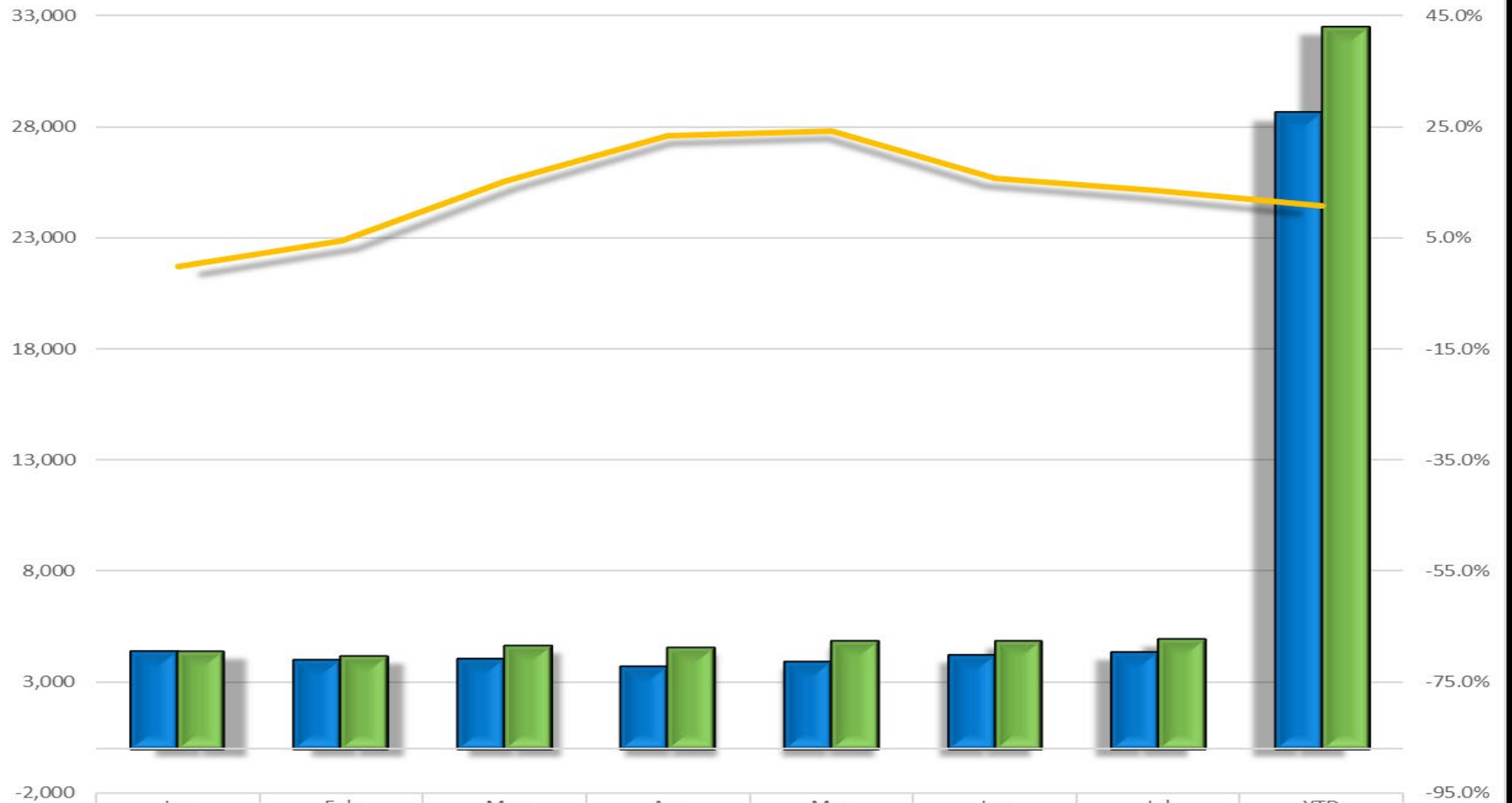
Month over Month Comparison of Police Calls



	Jan	Feb	Mar	Apr	May	Jun	Jul	YTD
2020 Calls	24,495	22,410	21,969	14,319	16,511	18,066	18,079	135,849
2021 Calls	16,864	14,297	16,743	16,636	17,420	17,474	16,843	116,277
% Increase 2020 to 2021	-31%	-36%	-24%	16%	6%	-3%	-7%	-19%

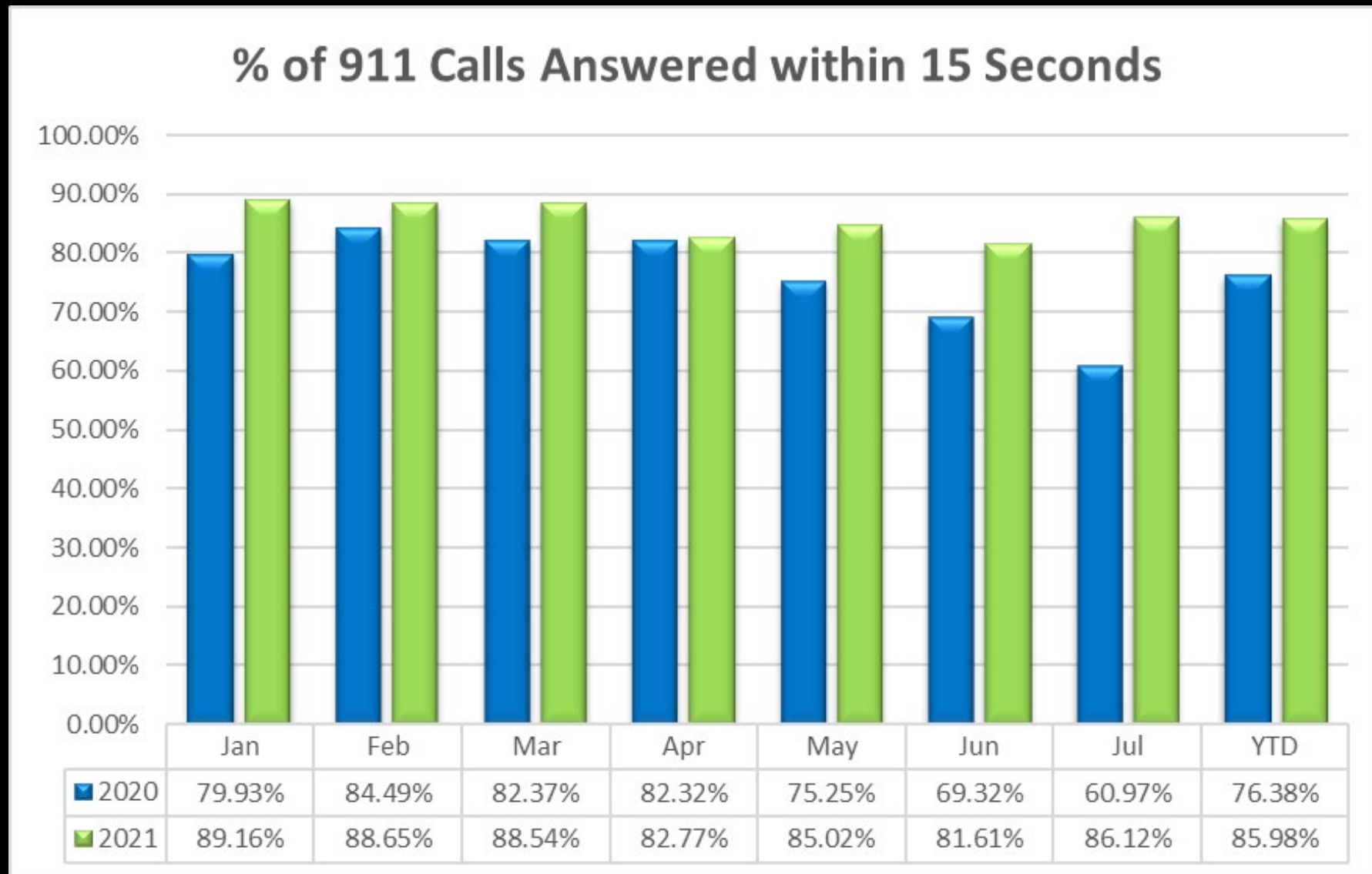
Fire Calls Handled by Month

Month over Month Comparison of Fire Calls

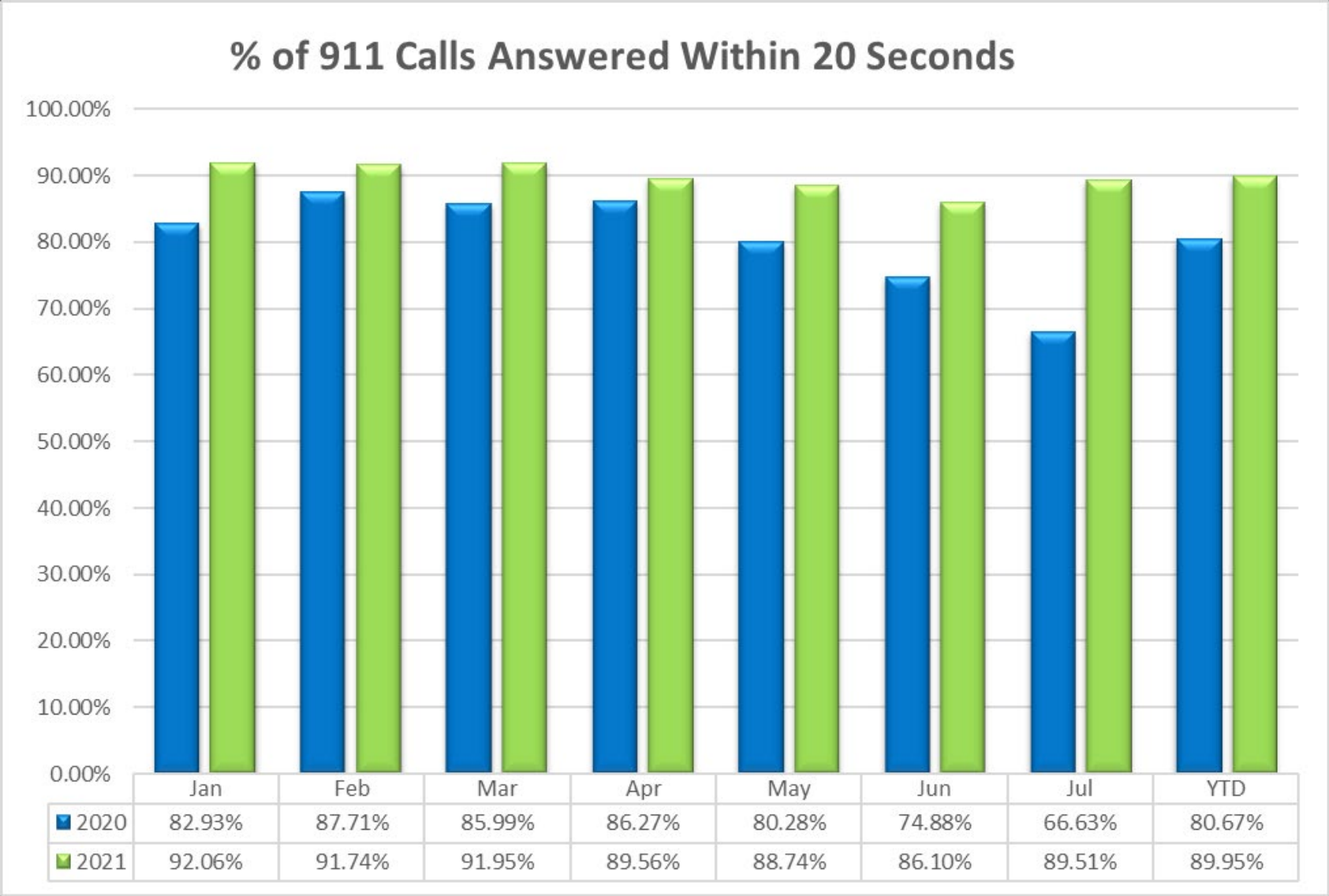


2020 Calls	Jan	Feb	Mar	Apr	May	Jun	Jul	YTD
2021 Calls	4,396	4,004	4,044	3,699	3,925	4,209	4,353	28,630
% Increase 2020 to 2021	-0.1%	4.5%	15.3%	23.4%	24.2%	15.7%	13.5%	10.8%

Goal: 90% of 911 Calls Answered in 15 Seconds

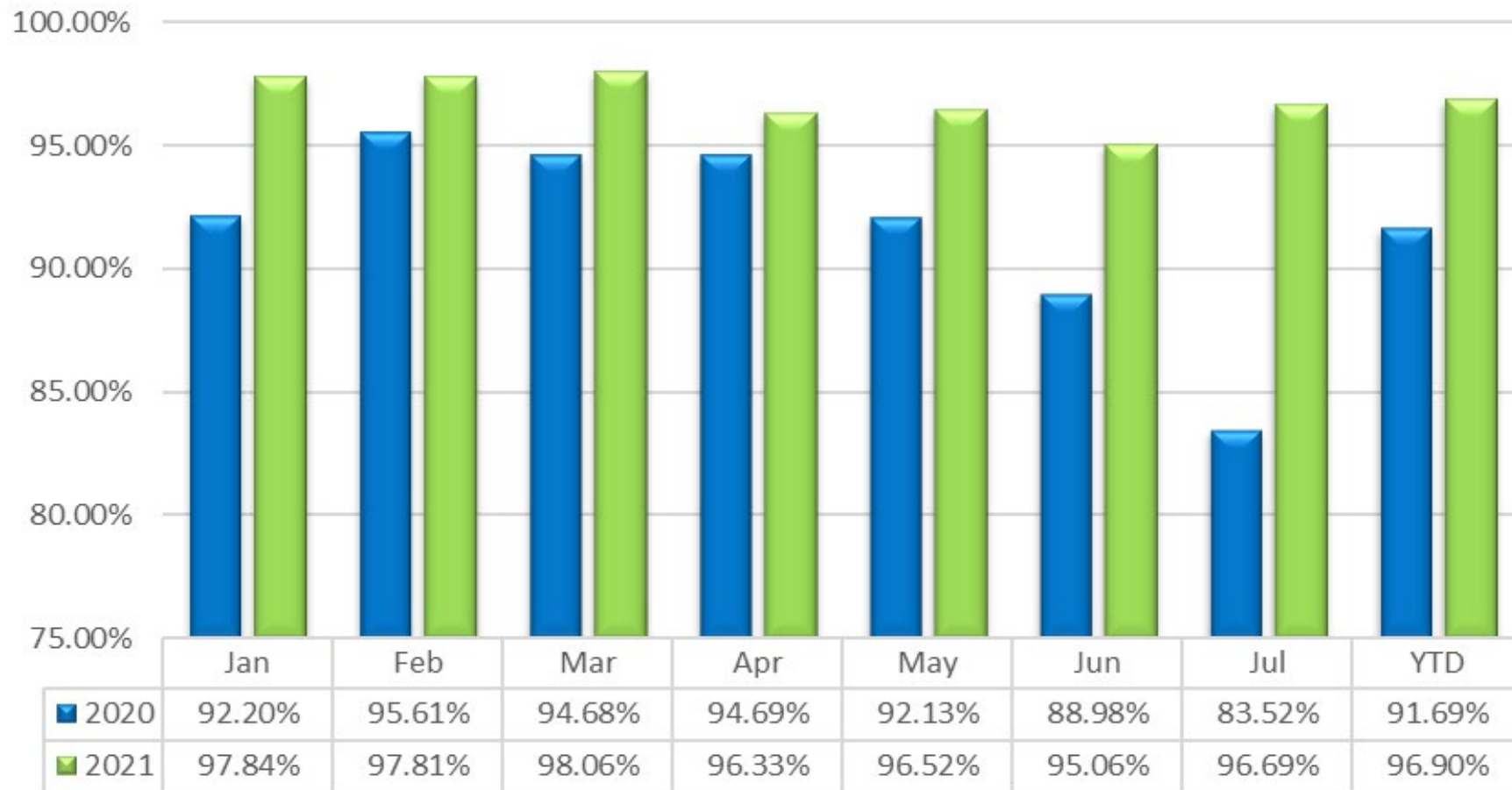


Goal: 95% of 911 Calls Answered Within 20 Seconds

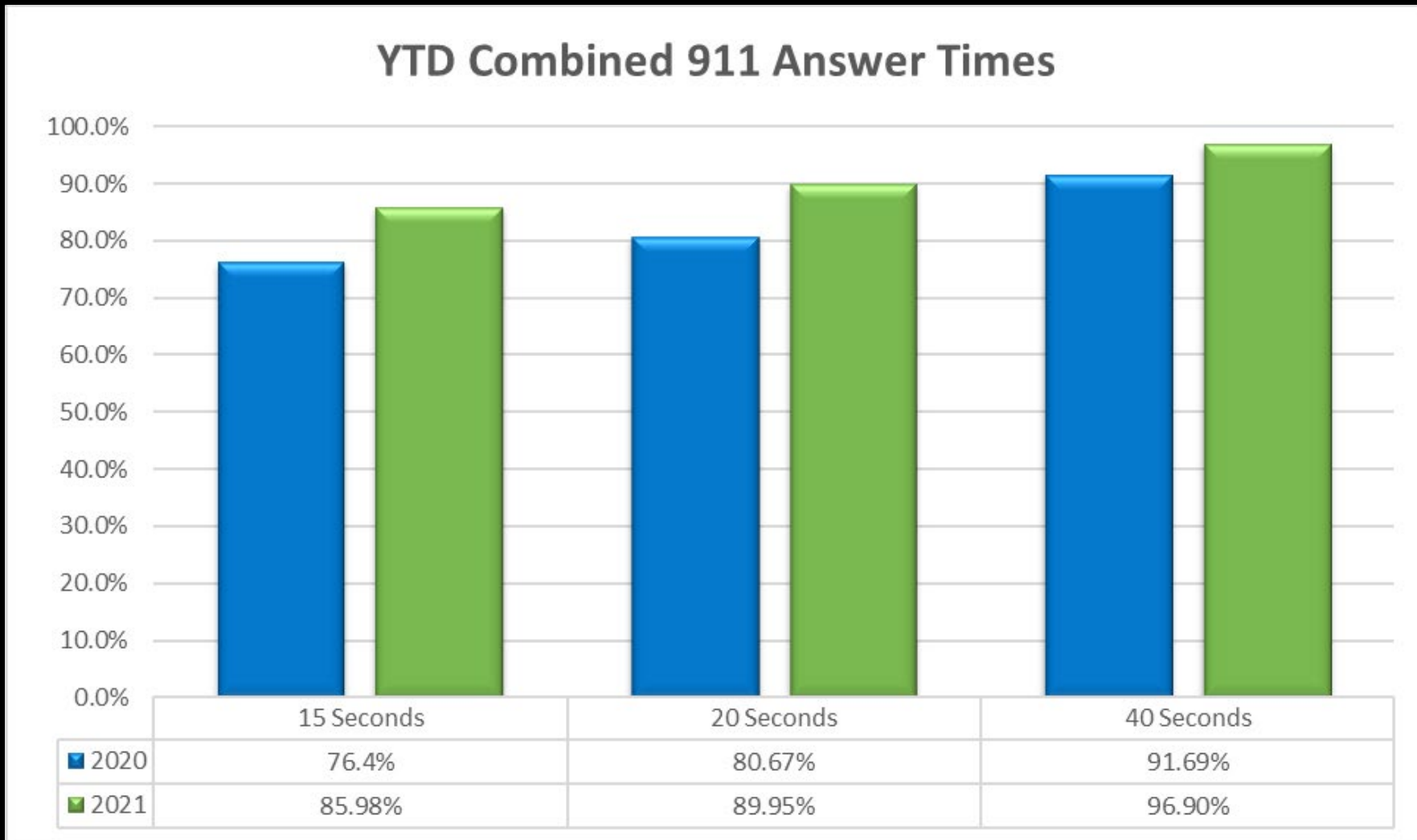


Goal: 99% of 911 Calls Answered Within 40 Seconds

% of 911 Calls Answered within 40 Seconds

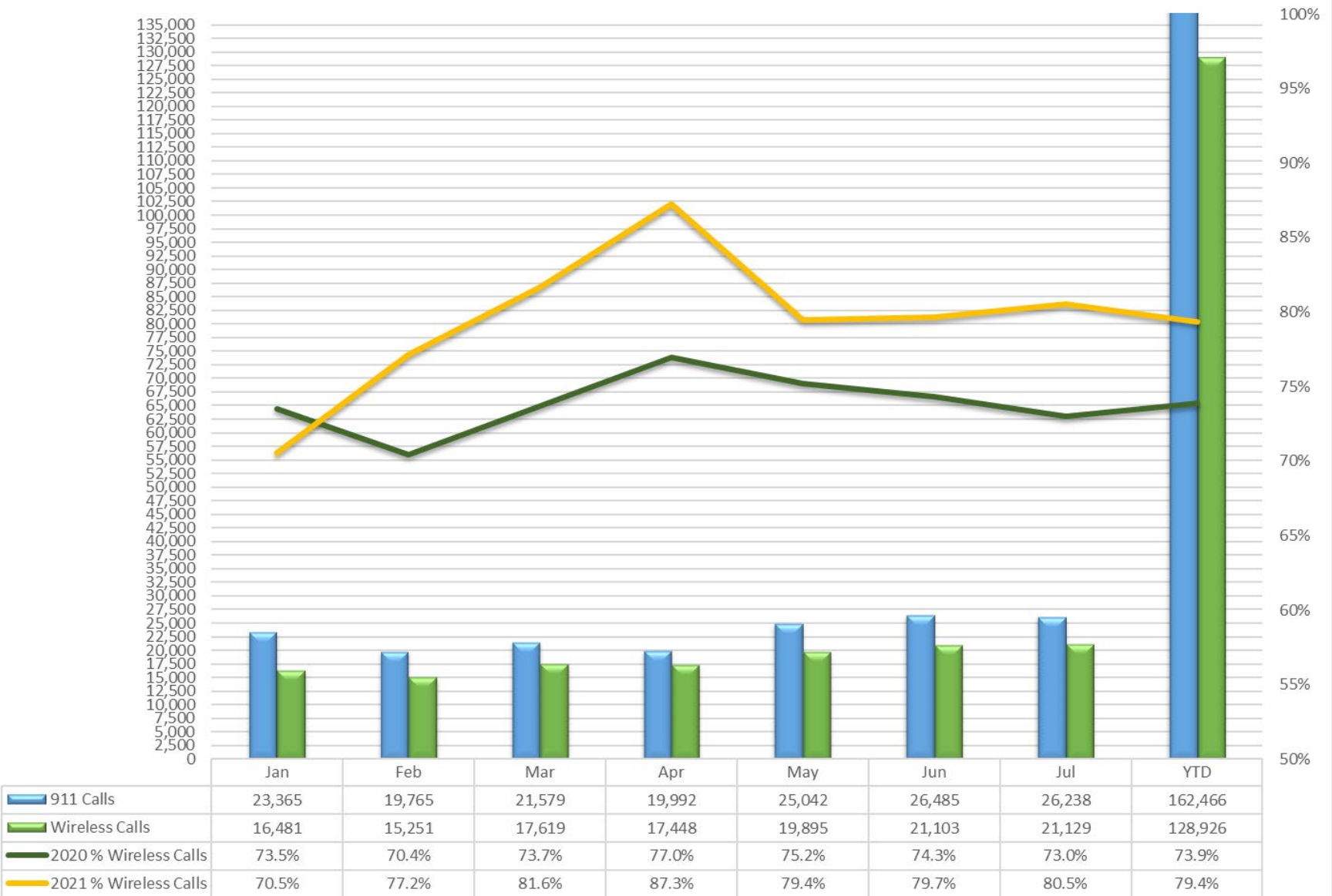


Year to Date Combined 911 Answer Times



Inbound 911 Wireless Calls

2020 Percent 911 Inbound Wireless Calls





AUROA911

THANK YOU!

Questions?
Clarifications?



CITY OF AURORA

Council Agenda Commentary

Item Title: Aurora Fire Recruiting Update
Item Initiator: Sherri-Jo Stowell, Community Engagement Administrator, Aurora Fire Rescue
Staff Source/Legal Source: Rescue Technician Steve Lowe, Department Recruiter / Angela Garcia, Senior Assistant City Attorney
Outside Speaker: N/A
Council Goal: 2012: 5.3--Aggressively pursue primary job attraction, retention and expansion

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

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

- Approve Item as proposed at Study Session
- Information Only
- Approve Item and Move Forward to Regular Meeting
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration
Why is a waiver needed?

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval
- Does Not Recommend Approval
- Forwarded Without Recommendation
- Recommendation Report Attached
- Minutes Attached
- Minutes Not Available

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.)

N/A

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

Aurora Fire Rescue (AFR) currently boasts a percentage of females in the department which is almost double than the national average and AFR remains focused in the quest to attract an even more diverse list of applicants. Statistics related to current membership diversity will be presented to the policy committee along with the approaches utilized to recruit our workforce.

The presentation will outline the role of the department recruiter in the following areas:

- Participating in community events
- Hosting specialty activities for local youth
- Developing a communications strategy for department recruiting
- Shepherding applicants through the lateral hiring process
- Maintaining awareness related to Civil Service Commission entry level hiring process
- Ensuring a motivated group of lateral committee volunteers (current AFR members)

QUESTIONS FOR COUNCIL

N/A

LEGAL COMMENTS

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PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A



CITY OF AURORA

Council Agenda Commentary

Item Title: Aurora Fire Community Health Program Update
Item Initiator: Sherri-Jo Stowell, Community Engagement Administrator, Aurora Fire Rescue
Staff Source/Legal Source: Lieutenant Shannon Hardi, Community Health Officer / Angela Garcia, Senior Assistant City Attorney
Outside Speaker: N/A
Council Goal: 2012: 1.0--Assure a safe community for people

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

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

- Approve Item as proposed at Study Session
- Approve Item and Move Forward to Regular Meeting
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration
Why is a waiver needed?
- Information Only

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval
- Forwarded Without Recommendation
- Minutes Attached
- Does Not Recommend Approval
- Recommendation Report Attached
- Minutes Not Available

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 the summer of 2018, Aurora Fire Rescue implemented a Community Health Program led by a promoted lieutenant who would address challenges faced by the department's most frequent 911 users. The program has evolved into a program aimed at research and action to address these 911 callers. A presentation will be offered to committee members which includes success stories for patients in the program and the future goals of the program.

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

Lieutenant Shannon Hardi will share his experience in the role of AFR Community Health Officer and provide information about:

- Addressing the top users of the 911 system (EMS)
- Success stories of patients
- Preventative strategies
- Current staffing model

Additionally, the Community Health Officer oversees important community safety programs and will provide updates on:

- Shots for Tots
- Car Seat Installation Events
- CPR and PulsePoint Education

QUESTIONS FOR COUNCIL

N/A

LEGAL COMMENTS

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PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain:

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain:



CITY OF AURORA

Council Agenda Commentary

Item Title: Armed Forces Treatment Court Update
Item Initiator: Shawn Day, Presiding Judge, Aurora Municipal Court
Staff Source/Legal Source: Michele Moore, Executive Specialist/Angela Garcia, Senior Assistant City Attorney
Outside Speaker: Katy Barrs, PsyD, Sturm Center Clinic Director / Watik Aleem, WarriorNOW Senior Director / Brian Johnson, WarriorNOW Founder
Council Goal: 2012: 1.5--Maintain an unbiased, independent municipal court

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

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

- Approve Item as proposed at Study Session
- Approve Item and Move Forward to Regular Meeting
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration
Why is a waiver needed?
- Information Only

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval
- Forwarded Without Recommendation
- Minutes Attached
- Does Not Recommend Approval
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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.)

N/A

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

Information update regarding the formation of the Aurora Armed Forces Treatment Court (AAFTC)

QUESTIONS FOR COUNCIL

N/A

LEGAL COMMENTS

This item is informational only. There is no formal council action necessary.
The City Manager shall be responsible to the Council for the proper administration of all affairs of the city placed in his charge and, to that end, shall have the power and duty to make written or verbal reports at any time concerning the affairs of the City. (City Charter, Art. 7-4(e)) (Garcia)

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain:

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain:

Aurora Armed Forces Treatment Court (AAFTC)

Aurora Municipal Court

14999 E Alameda Parkway
Aurora, Colorado 80012



Recognizing-Serving-Restoring

Participant Handbook

Dear Armed Forces Treatment Court Participant:

Welcome to the Aurora Armed Forces Treatment Court Program! This Handbook is designed to provide you with the information you need to be successful in the program. It will serve as a valuable resource during your involvement with the program. Please review all the information carefully.

The Aurora Armed Forces Treatment Court (AAFTC) program is voluntary. The exact length of the program will vary by individual progress. As a participant in the AAFTC, you are expected to comply with the following:

1. All instructions given to you by the Judge in Court
2. The Terms and Conditions of your probation
3. The Armed Forces Treatment Court Contract
4. The rules outlined in this handbook
5. Monitored sobriety
6. Take all medications as prescribed
7. Your individualized case plan

Our mission is to reduce recidivism of individuals who served or are serving in the armed forces, experiencing mental health illness (including, but not limited to, PTSD, TBI or substance abuse), and have an active case (or cases) in the Aurora Municipal Court.

The AAFTC will promote public safety, ensure participant accountability, and improve quality of life for participants and their families with a cost effective, integrated continuum of trauma-informed care using community resources. The AAFTC will assist participants in achieving long-term stability as successful family and community members and will support participants' recovery.

The AAFTC team would like you, as a participant, to know that we are committed to your success. As in all aspects of our lives, actions and non-actions have consequences. The AAFTC will reinforce participants' strengths and progress and redirect non-productive or destructive actions with appropriate consequences, designed to help the participant get back on track.

The AAFTC team is are excited to partner with you in this journey. Please let us know how we can best serve you. The Aurora Armed Forces Treatment Court will only get better with your feedback.

Again, welcome to the AAFTC and best wishes in your journey!

AAFTC Team Members

Team Members:

- Aurora Municipal Court Judge
- Aurora Assistant City Attorney (Prosecutor)
- Aurora Municipal Public Defender (or designee)
- Aurora Armed Forces Treatment Court Coordinators
- Aurora Municipal Court Probation Officer
- Veteran Justice Outreach Specialist
- Aurora Police Department Officer
- Treatment Providers
- Veteran Peer Mentor Coordinator

The Judge: The Judge is the formal leader of the AAFTC and makes all final decisions about your participation and progress in the program. These decisions will be based on information provided by other team members in regularly held staffing that precede all court appearances.

City Attorney: The AAFTC prosecutor represents the people of the City of Aurora.

Public Defender (or designee): The defense attorney represents a defense-oriented perspective for admission and continued participation of individuals in the AAFTC.

Armed Forces Treatment Court Coordinators: The coordinators act as the main contact person for the program, and work closely with the Judge, probation officer, VJO and treatment providers in overseeing the program's day-to-day operations. The coordinator also works with other community agencies (such as housing programs and medical providers) to ensure clients have the resources they need to be successful in the program. The coordinators will assist you in placement into the AAFTC as well as support once you are in the program. The coordinators work closely with all members of the AAFTC team.

Probation Officer (PO): The probation officer is your primary contact person and is also a source of information to the AAFTC team regarding your compliance and progress in the program. Your PO supervise your success in the program and provide support.

Veteran Justice Outreach Specialist: Your VJO provides direct services to justice-involved veterans. They serve justice-involved veterans and work with the courts to help eligible justice-involved veterans get mental health assessment, treatment planning, and referrals to VA services.

Aurora Police Department: The Aurora Police Department assists the court in ensuring compliance with the program and community safety.

Treatment Providers: AAFTC participants will receive specialized treatment which may include substance use and other mental health treatment, and domestic violence treatment, a variety of service providers provide varying types of services. For treatment, the AAFTC participant must sign all required releases. The private treatment provider provides the court with timely information regarding participant progress.

Peer Mentor Coordinator: The Mentor Coordinator is a veteran who supervises all veteran mentors and acts as a temporary mentor to participants until a permanent mentor can be assigned. They are also a contact for any resources or assistance you may need, (including housing, transportation, legal, employment, etc.).



CONGRATULATIONS are in order! Entering the Aurora Armed Forces Treatment Court is a monumental first step in recognizing you are ready to make some changes in your life.

There is hope! You are not alone. The Aurora Armed Forces Treatment Court Team is here to support you. We will provide you with tools that will help you make the necessary changes to be active in wellness and recovery. We will connect you with resources to help you along your journey. You will move forward, one minute, one hour, and one day at a time. **Your future is waiting!**

The AAFTC team understands that participants face challenges while in the program. The journey you are beginning has the potential to change your life. Your commitment to wellness and recovery will help you succeed in accomplishing your dreams. Good luck!

The Aurora Armed Forces Treatment Court will provide you, as a participant, with the following tools that will be used to help you be successful. As you progress through treatment, you will become more familiar with these tools and how to use them to your advantage as you move toward a positive lifestyle.

- Support
- Consequences, positive and negative
- Accountability
- Assessments and treatment plans tailored to you
- Substance monitoring & medication management
- Pro-social activities and mentoring



- **ACHIEVEMENT**—accomplishing constructive and socially valued goals, such as participating in athletics, being involved in your community, furthering your education, succeeding at work, or providing for your family
- **CONSCIOUSNESS**—being alert, awake, and aware of your surroundings; using your mind to make sense out of your life and experience
- **ACTIVITY**—being energetic in daily life and engaged in the world around you
- **HEALTH**—eating well, exercising, getting health care, and choosing an overall healthy lifestyle
- **RESPONSIBILITY**—fulfilling your commitments, as well as your obligations to the court
- **SELF-RESPECT**—caring for and about yourself and, by extension, all people
- **COMMUNITY**—being involved in the communities of which you are part (your town, school, work organization, religious group, neighborhood, political party) and contributing to the welfare of these groups—and the larger world

Confidentiality

The Health Insurance Portability and Accountability Act of 1996 (“HIPAA”), 45 C.F.R. Parts 160 & 164 require that your identity and privacy be protected. In response to these regulations, Veterans Support Court has developed policies and procedures to guard your privacy. You will be asked to sign a Release of Information so that members of the AAFTC team may properly assist you.

Aurora Armed Forces Treatment Court Program Rules

As a participant, you will be required to abide by the rules outlined in the participant contract, including, but not limited to, the following:

- ☐ Attend all treatment sessions as required by your individual treatment plan
- ☐ Attend all court hearings as ordered
- ☐ Participation in Aurora Armed Forces Treatment Court requirements (including but not limited to court reviews, treatment, probation appointments, and drug testing) must be the priority. Personal appointments should be scheduled so that they do not conflict.
- ☐ Abstain from the use and possession of all mind-altering substances, illegal drugs, and alcohol and compliance with monitored sobriety.
- ☐ Follow any medically prescribed medications. Upon approval of the AAFTC Judge, use of medical marijuana may be allowed if the participant complies with all applicable Colorado State Statutes.
- ☐ Inform your treating physicians that you are participating in a program and narcotic or addictive medications or drugs are to be avoided, if possible. You may have your medical professionals contact your probation officer or case manager for more information (a release of information is required).
- ☐ No possession or use of firearms unless written authorization is received from the AAFTC Judge
- ☐ Keep your probation officer informed of your current address and phone number
- ☐ Dress appropriately for court reviews and treatment sessions (including those that are electronic)
- ☐ Cell phones must be turned to turned silent or vibrate before entering the courtroom (in person or electronically) or treatment session

- Abide by all other rules and regulations as required by the Armed Forces Treatment Court
- Failure to comply with any of the phase requirements will result in consequences.

How It Works

One of your first goals upon entering Armed Forces Treatment Court is to work with the AAFTC Coordinator and probation officer (PO) to develop a case plan. Your case plan will set *attainable*, short-term goals with clearly defined action steps. The AAFTC team will assist you in setting S.M.A.R.T. goals: Specific, Measurable, Attainable, Realistic, and Time Oriented.

Contact with the AAFTC Coordinator, PO and treatment provider is based on initial assessments, your personal case plan, and phase level minimum contact guidelines. Each treatment phase has its own treatment goals and skill sets you will be responsible for achieving. Your progress through the phases is based on your behavior, which guides the recommendations of the treatment team.



MONITORED SOBRIETY

Because maintaining sobriety is a main goal of the Aurora Armed Forces Treatment Court program, you will be tested randomly. Participants are responsible for the costs of testing, unless other arrangements have been made with the AAFTC.

- Testing will be done on a random basis, but participants must call-in daily and back-to-back tests may be required.
- Participants will be observed while submitting samples for testing.
- Methods of testing are determined by the Aurora Armed Forces Treatment Court team and are not negotiable.
- Missed, dilute, altered, or refused screens will be considered positive and a violation of probation.
- A goal for all participants is sobriety. However, the AAFTC team is aware that it is not always a clear road. If you use a substance, advising your PO or AAFTC Coordinator as soon as possible is advised. That will affect the consequence.
- You will be given a list of testing sites. You may not use any other provider without prior permission from your PO. If you miss a drug screen, *you should inform your probation officer immediately*. A missed screen could result in an immediate court-imposed consequence.

- Participants are responsible for ensuring the screens they provide are valid. Be aware that prescription drugs, over-the-counter medications, herbal remedies (including detoxes and cleanses), and dietary or energy supplements may affect your test results.
- Do not take any medication (including over the counter medications) without first talking with your PO. If you have a change in medication, notify your PO immediately. Never ever take someone else's medication.
- Do not eat poppy seeds while in the program.
- Do not attempt to dilute your sample. Do not attempt to tamper or alter your sample. Do not attempt to substitute your sample. These acts will have serious consequences and may result in expulsion from the program.
- The PO, AAFTC Coordinator or treatment provider may request a drug screen at any time, even if it is not your day to test. Refusal to submit a drug screen will result in a negative consequence.
- Lack of money to pay for a drug screen does not excuse you from submitting. Plan ahead!
- If there is any doubt about drug screen results, you may be required to request confirmation at your expense.
- All mind-altering substances are prohibited; this includes alcohol and other legal substances used for that purpose.

Participants are responsible for what enters their body.

Prescription Drug Use



Participants who have been diagnosed with a substance use disorder are expected to inform medical providers so that they can consider prescribing non-habit-forming medications.

Participants who are prescribed addictive or habit-forming medication are required to immediately inform (leave a message if they are not available) their treatment provider, AAFTC Coordinator and PO.

Participants are required to sign a release of information to allow the AAFTC team to exchange information with the prescribing provider.

Participants are expected to notify the probation officer of any changes in medications.

The use of medical marijuana in the Armed Forces Treatment Court must be approved by the Judicial Officer prior to use.

Failure to follow the above protocol will result in negative consequences.

Travel

- Participants must obtain permission to leave the state. Ask your PO first. If your request is denied, you may ask the Judicial Officer for permission.
- If you are permitted to leave the state, you need to obtain a travel permit from your PO.
- Participants must expect to take alcohol and drug screens while you are away. It is the participant's responsibility to find an acceptable testing site before they leave but their PO will guide them. Travel is not an excuse to miss drug screens.
- Remember, permission to leave may be rescinded (taken away) at any time based upon compliance with the program.

Court Hearings

As a participant entering the AAFTC, you will typically attend court weekly. As you advance through the phases, you will likely have fewer court appearances. You are required to attend court appearances; a warrant for your arrest may be issued if you fail to appear.

When in the Courtroom, in person or electronically, the following is expected:

Be appropriate in dress (for example, clean and no t-shirts with slogans) and behavior (silence your cell phone, throw out your gum, be respectful of all who are speaking and address the Judicial Officer as “your honor”)

Consequences

rewards for positive behavior

imposition of a negative consequence for negative behavior



Rewards:

Frequent court reviews afford the Veterans Support Court team the opportunity to respond quickly to your behaviors, whether positive or negative. When you demonstrate compliance and progress in treatment, you will be rewarded. This may include:

- 👍 Recognition from the court
- 👍 Prize drawing
- 👍 Gift certificates and gift cards
- 👍 Promotion to the next phase
- 👍 Reduction in court costs
- 👍 Reduced supervision (court hearings, PO meetings, etc.)

Strong Performer

Upon full compliance since the last court date, you will earn the privilege of pulling a random token (symbolizing a reward).

Rewards used by the Court may include:

- 👍 Standing ovation
- 👍 Push-ups (performed by the AATC
- 👍 Special event tickets
- 👍 Gift cards
- 👍 Drug testing tokens



team

Negative Consequences:

If participants violate program rules, there will be negative consequences. Just like in every other part of life, negative consequences follow negative actions. In the AAFTC, negative consequences will increase in severity for repeated and serious violations.

This may include:

- 👎 Community service
- 👎 Increased reporting
- 👎 Writing assignment
- 👎 Work release
- 👎 Electronic Home Monitoring (EHM)
- 👎 SCRAM
- 👎 Increased substance testing
- 👎 Time in custody



You MAY be immediately detained for the following violations:

- 👎 Failure to appear for AAFTC
- 👎 New criminal charges or a Warrant for another case

Phase Guidelines

The phase timelines described below are a guide and will vary by individual.

Phase One: Orientation

Expected Duration one month

Phase One: The starting point of your involvement with the Armed Forces Treatment Court. It is during this period you will make initial contact with your probation officer, the AAFTC Coordinator and treatment provider. This is when participants begin their monitored sobriety.

Participants are required to:

- Attend all scheduled court appearances
- Meet with their probation officer as scheduled and provide input into their case plan
- Attend assessment, evaluation and treatment appointment(s) as scheduled
- Complete a case plan
- Submit to monitored sobriety

To Promote to Phase Two, you will have completed the following (check off when completed for your records):

- Demonstration of a minimum of two weeks of sobriety ‘
- Completion of all clinical assessments /evaluations and compliance with recommended treatment.
- Attend probation meetings as scheduled
- Meet with assigned peer mentor
- Complete goals from Phase 1 case plan
- Establish a payment plan with treatment agencies and begin to pay at least 10% of testing and treatment costs



Phase Two: Engagement

Expected Duration – Minimum Two Months

You have proven to yourself and the Armed Forces Treatment Court that you are making good choices. The next step is making those choices a regular part of your life. Focusing on treatment will empower you in wellness and recovery by teaching you healthy life skills that can support your ongoing progress. During Phase Two you must have a safe place to live with other sober individuals and develop a healthy schedule.

Participants in Phase Two are required to

- Attend all scheduled court appearances
- Meet with their probation officer and AAFTC coordinator as directed
- Continue to participant in monitored sobriety
- Attend all treatment appointments identified in your treatment plan
- Complete their Phase Two case plan
- Attend at least one pro-social event
- Remain law abiding

To advance to Phase Three, you will have completed the following (check off when completed):

- Minimum of at least two months of sobriety and have three consecutive weeks of no missed, positive, diluted or tampered drug or alcohol tests
- Active in treatment
- Demonstration of sobriety for three consecutive weeks.
- Attending all probation meetings
- Attendance at least one pro-social activity
- Complete goals from Phase 2 case plan

- Continue with the payment plan as established with the treatment agencies and begin to pay at least 50% of testing and treatment costs



Phase Three: Recovery

Expected Duration Three Mmonth

Continuation to Phase Three is an accomplishment and triumph. The power and control you have proven has earned you this great accomplishment. The road to recovery is usually long and hard. Take a minute and look at the progress you have made so far. Way to go! As you continue through the program, you may encounter slips, trips, and lapses. In this phase, you will learn how to reach out for help when you fall, use this as a learning opportunity, and keep going.



You will be required to:

- Attend all scheduled court appearances
- Meet with probation officer
- Submit to monitored sobriety
- Attend all treatment appointments identified in your treatment plan
- Complete a peer to peer project
- Complete case plan
- Remain law abiding

To advance to Phase Four, you will have completed the following (check off when completed):

- Minimum of at least three months of demonstrated sobriety and have six consecutive weeks with no missed, positive, diluted or tampered drug or alcohol tests

- Active in treatment
- Attending all probation meetings
- Completed peer to peer project
- Completed goals from Phase 3 case plan
- Continue with the payment plan as established with the treatment agencies and begin to pay at least 75% of testing and treatment costs

Phase Four: Maintenance

Expected Duration – Six Months

CONGRATULATIONS! You made it to the final phase of the Armed Forces Treatment Court. You should be proud of your accomplishments thus far. Upon completion of this phase, you will be eligible for graduation.

You will be required to:

- Attend all scheduled court appearances (minimum of every 4 to 8 weeks)
- Meet with probation officer
- Submit to monitored sobriety
- Attend all treatment appointments identified in your treatment plan
- Complete case plan



Graduation!!

Graduation from the Armed Forces Treatment Court program is recognized as a very important event. Your loved ones will be invited to join you at a special ceremony as the AAFTC team congratulates you for successfully completing all the phases of the program and achieving your goal to reclaim a drug-free life.

To be eligible for graduation, the following criteria must be met:

- Demonstration of at least four months sobriety
- You must be a Strong Performer for at least four weeks prior to graduation
- Must have completed all required treatment
- All restitution, fines and fees must be paid in full or as approved by the court
- Prepare a verbal statement to be given at the graduation ceremony
- Complete goals from Phase 4 case plan
- Pay any outstanding costs to treatment agencies for testing and treatment



Graduation MATTERS!!

Court Costs and Restitution

Costs

1. Fines, Fees, and Restitution

- a. *Participants will establish payment plan with the Stay Officer*
- b. *Failure to make payments according to payment plan may impact promotions and graduation.*
- c. *Reduction of fines or fines may be a positive consequence for phase success.*

2. Restitution

If a participant owes restitution upon graduation, the remaining restitution may be sent to collections, as approved by the court.

3. Fines and Fees

If a participant fails to make payments as agreed, the remaining costs may be sent to collections, as approved by court.

4. Treatment Costs

Participants are expected to pay for treatment, drug testing, and other costs at the time of service. Any missed payments shall be brought to the attention of the AAFTC Judicial Officer at the next court appearance. Any claim of hardship or indigency shall be made in court to the AAFTC Judicial Officer.

Termination From Armed Forces Treatment Court

Termination from the Armed Forces Treatment Court program is at the discretion the AAFTC team. Upon termination, your case will return to regular criminal court on a probation or deferred judgment revocation. Termination from Armed Forces Treatment Court may occur for various reasons including, but not limited to:

- Participant has new law violations
- Violation of the AAFTC program rules or treatment plan
- Participant has not progressed, despite efforts to assist in success and has exhausted the maximum benefit of the AAFTC
- Participant violated any condition of the plea agreement
- Participant is caught tampering, altering, or substituting a drug screen
- Participant is absent from the Armed Forces Treatment Court Program (Court, Treatment, PO meeting, etc.) without permission
- Participant is deemed to be a danger to the community or cannot be maintained within the community
- Participant voluntarily withdraws from the Armed Forces Treatment Court program or revokes releases of information/disclosure forms
- Participant revokes the Release of Information that allows the AAFTC team to share information about his/her case or treatment progress

Continuing Care and Mentorship

The Armed Forces Treatment Court team strongly encourages those who successfully complete the program to remain involved in support groups and other activities that will assist them in their ongoing wellness and recovery efforts.

Graduates are also encouraged to maintain their connection with the Armed Forces Treatment Court team by attending Armed Forces Treatment Court, continuing mentorship, and attending alumni activities and graduation ceremonies.

Possible mentor activities including speaking to groups, meeting with other Armed Forces Treatment Court participants who are struggling, and helping participants connect with a community support group. If you are interested in becoming a mentor, please speak with the Lead Peer Mentor.





**PUBLIC SAFETY, COURTS & CIVIL SERVICE
COMMITTEE MEETING
AUGUST 19, 2021
AURORA ARMED FORCES TREATMENT COURT
(AAFTC)**

Aurora Armed Forces Treatment Court (AAFTC)

- Established January 2021
- Applied and accepted by the Justice for Vets organization in Washington D.C. for their nationally recognized Implementation Program.
 - Began building the program in August of 2020.

Why the AAFTC for Aurora?

- The City of Aurora has a long and proud history of supporting all military service members and Veterans. The military community is an extremely important part of the diverse Aurora community.
- It is important to recognize that military service members and veteran-defendants often present with issues related to their service. While most military service members and veterans are strengthened by their military service, combat experience has unfortunately left a growing number of veterans and service members with Post-Traumatic Stress Disorder, Traumatic Brain Injury, and Military Sexual Trauma. One in five veterans has symptoms of a mental health disorder or cognitive impairment.
- One in six veterans who served in Operation Enduring Freedom and Operation Iraqi Freedom suffer from substance abuse issues. Research continues to draw a link between substance abuse and combat—related mental illness. Left untreated, mental health disorders common among military service members and veterans can directly lead to involvement in the criminal justice system.
- The AAFTC will require regular court appearances (bi-weekly minimum in the early phases of the program), as well as mandatory attendance at treatment sessions and frequent and random testing for substance use (drug and/or alcohol).
- Military service members and Veterans often respond favorably to this structured environment given their experiences in the Armed Forces. However, a few will struggle, and it is exactly those military service members and Veterans who need a specific Armed Forces treatment court process the most. Without this structure, many military service members and veterans are at increased risk to reoffend or to fail to complete their court ordered interventions and remain in the criminal justice system.
- A specific Armed Forces treatment court process will provide the opportunity for veterans to meet their obligations to themselves, the court, and to their community.

Why the AAFTC for Aurora?

- The AAFTC will acknowledge the service veterans and military service members have provided to our country, recognize the link between this service and mental health and substance abuse issues, divert service members and veterans from the traditional criminal justice system and provide them with the tools they need to lead productive and law-abiding lives. To achieve this goal, the program will provide military service members and veterans suffering from substance abuse issues, emotional disabilities, and mental health issues with treatment, academic and vocational training, job skills, and placement services. The program will provide further ancillary services to meet the distinctive needs of each individual participant, such as housing, transportation, medical, dental, and other supportive services.

AAFTC Team Members

■ Team Members:

- Aurora Municipal Court Judge
- Aurora Assistant City Attorney (Prosecutor)
- Aurora Municipal Public Defender (or designee)
- Aurora Armed Forces Treatment Court Coordinators
- Aurora Municipal Court Probation Officer
- Veteran Justice Outreach Specialist
- Aurora Police Department Officer
- Treatment Providers
- Veteran Peer Mentor Coordinator

AAFTC Program

- 12 Month Program
 - Voluntary Program
 - Incentive to Join the Program:
 - If successfully complete the program, charges are dismissed.
- Four Phased Program
 - Not an easy program



Phases of the AAFTC

■ Phase One: Orientation (Expected Duration One Month)

■ Phase One Requirements:

- Maintain contact with the AAFTC Coordinator and Probation Officer as directed. Phase ONE will require two monthly in-person probation check-ins. Attend all appointments, complete all evaluations and assessments, complete initial individualized treatment plan, and begin treatment with Veterans Administration (VA) and/or other service providers.
- Promptly submit to all required drug and alcohol testing.
- Attend Court as ordered by the AAFTC judge. Phase ONE will require weekly court reviews and at minimum two monthly in-person probation check-ins.
- Remain law abiding.
- Work with Veteran Mentors as required by the AAFTC team.

■ Criteria for Advancement to Phase Two:

- On date of advancement to Phase TWO, a AAFTC participant must have demonstrated of a minimum of two weeks of sobriety with no missed, positive, dilute, or tampered drug or alcohol tests;
- Completion of all clinical assessments/evaluations and compliance with the recommended treatment;
- Attend probation meetings as scheduled;
- Meet with assigned Peer Mentor;
- Complete goals from Phase One case plan
- Establish a payment plan with treatment agencies and begin to pay at least 10% of testing and treatment costs.

Phases of the AAFTC

■ Phase Two: Engagement (Expected Duration: Min. of Two Months)

■ Phase Two Requirements:

- Maintain contact with probation officer and AAFTC coordinator as directed. Phase TWO will require at least one monthly in-person probation check-in.
- Attend all appointments with VA and other service providers.
- Promptly submit to all required drug and alcohol testing.
- Attend the Aurora Armed Forces Treatment Court as ordered by the AAFTC judge. Phase TWO will require at least one monthly court review.
- Remain law abiding.
- Completion of Phase Two case plan
- Attend at least one pro-social event

■ Criteria for Advancement to Phase Three:

- On date of advancement to Phase THREE, a AAFTC participant must have demonstrated sobriety for at least two months and have three consecutive weeks of no missed, positive, dilute, or tampered drug or alcohol tests;
- Demonstrate active participation in treatment;
- Attend all probation meetings;
- Complete goals from Phase 2 case plan;
- Continue with the payment plan as established with the treatment agencies and begin to pay at least 50% of testing and treatment costs.

Phases of the AAFTC

- Phase Three: Recovery (Expected Duration: Min. of Three Months)
 - Phase Three Requirements:
 - Maintain contact with probation officer and AAFTC coordinator as directed. Phase THREE will require at least two monthly scheduled telephone check-ins;
 - Promptly submit to required drug and alcohol testing;
 - Attend court appearances as required by the AAFTC judge. In Phase THREE, a monthly court review will be scheduled but can be waived by the assigned Probation Officer, if the AAFTC participant is following assigned rules;
 - Attend all treatment appointments identified in the treatment plan;
 - Remain law abiding;
 - Complete the case plan;
 - Complete a peer to peer project
 - Criteria for Advancement to Phase Four:
 - On date of advancement to Phase FOUR, a AAFTC participant must have demonstrated sobriety for at least three months and have six consecutive weeks of no missed, positive, dilute, or tampered drug or alcohol tests;
 - Demonstrate active participation in treatment;
 - Attend all probation meetings and court sessions;
 - Complete peer to peer project;
 - Complete goals from Phase 3 case plan
 - Continue with the payment plan as established with the treatment agencies and begin to pay at least 75% of testing and treatment costs.

Phases of the AAFTC

■ Phase Four: Maintenance (Expected Duration: Six Months)

■ Phase Four Requirements:

- Maintain contact with probation officer and AAFTC coordinator as directed. Phase FOUR will require at least one monthly scheduled telephone check-in;
- Attend court appearances as required by the AAFTC judge. In Phase FOUR, a in-court review shall be scheduled at a minimum of every 4 to 8 weeks. The in-court review can be waived by the assigned Probation Officer, if the AAFTC participant is following assigned rules;
- Promptly submit to required drug and alcohol testing;
- Attend all treatment appointments identified in the treatment plan;
- Complete goals from Phase 4 case plan

■ Criteria for Advancement to Graduation:

- Demonstration of at least four months sobriety;
- Must have been a Strong Performer for at least four weeks prior to graduation (Strong Performer designation is achieved by being in full compliance with all AAFTC requirement on a weekly basis);
- Must have completed all required treatment;
- All restitution, fines and fees must be paid in full or as approved by the court;
- Complete all goals from the Phase 4 case plan;
- Prepare a verbal statement to be given at the graduation ceremony which will be scheduled by the AAFTC Judge; and
- Pay any outstanding costs to treatment agencies for testing and treatment.

Community Partners with AAFTC



- **WarriorNow** (warrionnow.org)
 - Brian Johnson, Founder (U.S. Army)
 - Malinda Johnson, Founder (Military Spouse)
 - Watik Aleem, Senior Director (U.S. Army)
- **The Sturm Center** (<https://psychology.du.edu/clinics/sturm-center>)
 - Dr. Katy Barrs, PsyD, Clinic Director
- **Aurora Chamber of Commerce**
 - Defense Council
 - Kevin Hougen, President and CEO
 - Rene Simard, Executive Vice President and Chief of Military Affairs
- **Colorado Elks Association-Veterans Services**
 - Troy Erickson, PER

Questions?

