



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.

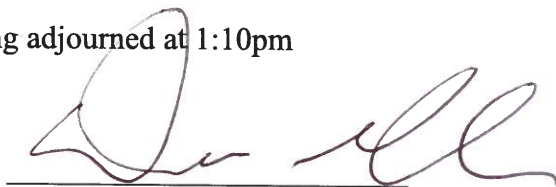
6. Confirm Next Meeting

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

7. Adjournment

Meeting adjourned at 1:10pm

APPROVED: _____



Dave Gruber, Chair