



Public Safety, Courts and Civil Service Committee

June 17, 2021

Members Present

Dave Gruber, Chair
Marsha Berzins, Vice Chair

Others Present

A. Garcia, S. Day, J. Batchelor, M. Crawford, S. Stowell, C. Hill, J. Schneebeck, M. Chapman, M. Platt, E. Wittman, M. Hays, R. Jackson, D. Wilson, E. Hill, I. Evans, J. Heckman, S. Redfearn, C. Andersen, T. Buneta, W. Lippman, J. Bergeron, J. Twombly, C. McDonald, R. Weber, M. Nelson, T. Graham, F. Gray, J. Moon, E. King, R. Moody, J. Prosser, L. Dalton, S. Atchley, E. Scherr, S. Youngman, M. Paolino, G. Burke, S. Vellenga, G. McKennon, R. Venegas, M. Longshore, T. Joyce, C. McDonald, K. Claspell, C. Carlson, M. Coffman, C. Juul, J. King, B. Bell, C. Maddock, P. Schuler, A. Dickens, M. Hildebrand

1. Call to Order

Meeting called to order at 11am.

2. Approval of Minutes

May 20, 2021 minutes approved.

3. Consent Items

None

4. General Business

4.a June 2021 Crime and Police Attrition Data

Division Chief Steve Redfearn and Business Services Manager John Schneebeck provided the monthly updates to the Committee. S. Redfearn explained there is still an upward trend in specific crimes such as Robberies and Motor Vehicle Thefts. Since June 5, 2021, APD has been able to start making more physical arrests when appropriate and in line with new guidelines and policies. Traffic tickets are also up significantly. This is due to some operations that had been conducted in the reported time period. The newly established Gang and Robbery Unit continues to make significant arrests for robberies. He noted that its been very helpful to have this citywide team focusing on gang and robbery crimes. The foot patrol initiative continues to be successful in North Aurora and will be expanded to include Saturday patrols. PAR bike patrols will begin patrolling the business district in the very near future. It's another way to get out of the car and initiate good contacts within the community. There have been two street racing operations in the last few weeks and another is planned for the near future. APD is working with DCM Batchelor to come up with ideas for impacting crime. One of the things they are looking at developing is a team to target prime hotspots, perhaps at night that would

be staffed by officers working overtime. They are still very early in the planning stages, but the goal is to work with the crime analysts and district commanders to identify hotspots for targeted enforcement.

J. Schneebeck provided the update on attrition. There were seven separations in May and 11 known so far for June with a total turnover percentage of 7.4% and 55 separations year to date. Attrition comparisons were provided for 2018, 2019, 2020 and 2021. The academies have provided 36 additions. At this point, there have been a net of 19 losses.

Gruber: Thank you for that. It sounds like crime is increasing as you predicted at our last meeting as a result of summertime and because it is getting warmer. The complaints that I receive are specifically about car thefts, people walking down the street and checking to see if cars are unlocked, thefts from garages, and things like that. So, the fact that you were talking about special teams to deal with that is very encouraging. I know that's what our residents want to hear. Business as usual in times of increased crime are not necessarily good enough. So, I'm glad to hear that.

Berzins: We need to work on getting you more staff. I know you cut and cut and cut and juggle people around. That's a really high priority – to get you more officers. As council members, people contact us any way they can, and you've probably seen the posts online about people's cars getting broken into and stolen. Mine has been broken into four times and stolen once. So, I understand how the victims feel and people are getting really tired of the victims not getting answers. More focus is on the criminals instead of the victims of these crimes. I just want to say thank you for your efforts. I think the fact that you're starting to arrest when appropriate, hopefully that will start deterring people too – knowing that there is a chance that they're going to be arrested and go to jail. I think that's a huge deterrent for some people. I'm with you, I back you up, so let's get you some more people.

Redfearn: We do have an Academy starting on Monday and we are continuously bringing new recruits on. We're hoping that one will be full, but I haven't heard the latest numbers. We're continuing to have back-to-back and concurrent academies.

Berzins: Are we seeing a slow down of laterals applying to come to Aurora?

Schneebeck: I'd say there has been a slow down for the last 18 months. We do have another lateral academy planned to start on December 20 of this year. At this time, we have eight applicants so far.

Berzins: About what percentage of the people that actually apply and start actually make it through and stay until they're out on the street by themselves?

Schneebeck: Usually around 15 to 20% will drop out. Maybe around 10% drop out during the basic academy and another 5-7% drop out during FTO for different reasons. They may be going back to where they worked before or family issues, or a myriad of different things could be reasons for them to drop out.

Berzins: These numbers are the hopeful numbers, not really reality when it comes down to how many are actually going to make it and be on the street.

Schneebeck: Yes, for instance, we're going to start 20 basics on Monday. We will likely expect 18 of those to make it to field training and then maybe lose one or two in the field training.

Gruber: The overall impact of this is – as we’ve talked about before – is replacing a 15-year vet with someone right of the academy isn’t an even trade. Even someone who comes out of the academy still requires hands on training. So, you’ve got an experienced officer with a recent graduate driving around together and neither one is as effective as a fully operational officer would be by themselves. Given that, I think council understands that even though we’ve got bodies coming on, the effectiveness of those bodies is not like it was before. It’s not just a numbers to numbers, it’s the numbers and experience to numbers and we’re seeing a problem there. So, going back to earlier conversation about the overtime team in original Aurora – I understand that officers have to volunteer for that overtime. I guess the first point is that we have more work than we have officers and we’re creating new programs then asking officers to volunteer for those programs. Even though they’re paid overtime, we’re still asking them to volunteer. I think it’s important to recognize the stress that the police force is under right now. The fact that they don’t have enough bodies to man all the positions that open, and all the billets that are open. Secondly, as we create all these extraordinary measures such as the foot patrol and the targeted enforcement team, that requires further commitment and sacrifice from officers to take those steps.

Redfearn: You’re right. In some of this we’ve had some difficulties getting some overtime shifts filled. We haven’t done a survey as to why, but we have heard feedback that officers are just tired in some cases. The younger officers that we bring on that are eager, a lot of them are taking these jobs, which is great. But, every time we add an overtime assignment there is competing – who is gonna work what – because there are some officers that say they will never work an additional job. It’s a constant struggle to get some of these overtime shifts filled and that includes patrol itself but when you add these additional endeavors, that’s always something that we discuss – they’re good ideas but we can only be successful if we’re able to staff them.

Berzins: Is this really overtime or are they just paid overtime?

Redfearn: It is overtime. Any of these shifts will be worked outside the officers’ normal 40 hours. There are certain limitations on how many hours they can work per week but basically anything over their 40 hours for sergeants and below that are not salary.

Berzins: If we offer them incentives, might you get more people? Is there some other incentive we can offer them – maybe their qualified immunity back – something serious to get them to work these shifts?

Redfearn: Ma’am, that might be a larger conversation that we would need to have. One thing I forgot to mention, sometimes when we have these overtime shifts, the officers are able to take that in compensatory time as well. That allows them to accrue up to 160 hours and take time off if staffing allows on their normal shift. There are things we could discuss about incentives but, on the spot, I’m hesitant to pinpoint one or the other.

Berzins: I didn’t mean to put you on the spot, I apologize. I’m just thinking, you know, what can we get to incentivize these folks that are already working hard to go out and work another shift. That came to mind. I just want to continue to think about what we can do to help you guys get these shifts covered.

Redfearn: I really appreciate that and we can have those internal discussions as well and maybe come up with some ideas.

Outcome

Information Only

Follow-up Action

None.

4.b Prohibition of Unauthorized Camping Ordinance

Mayor Mike Coffman explained the ordinance and his goals to the Committee. He explained the revised draft provided in the backup needs the private party part put back in, it was inadvertently left out. Initially, the draft was prepared based on Denver's camping ban. However, the Mayor felt the language was contradictory in reference to the abatement so that portion was removed from his proposed ordinance language. What is done now is complaints have to rise to a level where it becomes a Code Enforcement issue when before it will be cleaned up. APD provides security oversight during the cleanup process. What this ordinance would do is prohibit any unauthorized camping, a 72-hour minimum notice would be given to those in the authorized camp, and upon abatement the City has to have a designated area as an option for the campers to go. It's a balance where the camps are no longer popping up everywhere without any sanitation concerns, the buildup of trash and debris, and the blight that follows. The City gives them an option for a place to go where services can be provided and to help them find work and stable housing. Mental Health and substance abuse services could also be provided. The ordinance provides balance and is fair to the homeowners, business owners, and it's compassionate to these who are in the unauthorized camps.

Berzins: When will we get the correct version of the ordinance?

Coffman: I think very soon. Also, another section that I asked to be removed is section 114-11, where it gets into how the outreach team works. It's not a requirement of the law that the outreach team be used. So, I have asked for that to be removed. What is important from a legal standpoint are the notice provision that are in law that are requirements as a precursor to abating the unauthorized encampments.

Berzins: When this came to our housing committee there were a lot of speakers and one of the speakers was the Police Chief. She was concerned about who would be doing the abatement. Have you figured that out yet? Who will be going out to talk to the people? I've read through this several times and they will be given a verbal notice, someone has to physically go in and talk to them. Who will be doing that? Then someone has to go in and give them a written order, then they have to move and then somebody physically has to go in and move the things that are left and offer the transportation. So, who is that?

Gruber: I've asked the City to specifically address that as part of this discussion. So, if we could just hold for just a minute or two. I would like Jessica and her team to address that.

Berzins: I know you ruffled a lot of feathers when you brought this up, but it did start the conversation. So, I have to agree it did start the conversation. A lot of heads exploded before your ordinance was put out. Just the word "camping ban" made

heads explode, social media explode, written print explode. But it started the conversation of a huge problem that cities have. We are a compassionate people and we want to help unhoused folks. Who wants to see people living on the side of the ramp of 225 and Mississippi? That's not good for anybody. It's not good for them and it's not good for our residents. I do think starting this conversation to see what we can do to help and aide is the compassionate thing to do.

Gruber: I've invited a representative of the business community and a representative of a neighborhood that's contacted Council about the issues involved with the homeless. I'd like to introduce Gordon McKinnon who is the owner of Peak to Peak Brewery.

McKinnon: Thank you for inviting me. First of all, to reiterate your comments, I hope we do find a compassionate resolution for these individuals. They are people and I want them to be served as citizens and given a fair and equitable chance in our society. For us, a lot of the challenge came in the form of sanitation. We're a production facility so when we first arrived at our location on East Colfax, we knew that we weren't going to necessarily count on our retail establishment to create a revenue, but it was more of a wholesale production facility. What we found when we arrived was that there was camping going on in the back alley. Through some resolution with the city, police, and the building owner, it did get taken care of. Sanitation became an issue because of defecation in the alley and further camping that would come and go throughout the evenings. Generally speaking, it was a challenge. I didn't want to harp on that but really just pointing it out. We're trying to find a fair and compassionate resolution for these citizens and we want them to be treated well. I think what is being brought forward – the city has to provide some form of resolution for this before you can move forward.

Gruber: I've also asked Dr. Steven Atchley, who has reached out to Council.

Atchley: I echo the brewery owner that we need a compassionate answer to this. We know many are affected by mental illness, drug addiction, and economic downturns. On the other hand, as a homeowner, I have seen our region go downhill in terms of appears because of the trash and the encampments. I have been meeting with various members of City Council, Arapahoe County, the State Park, and CDOT. We felt that there needs to be some sort of immediate resolution as we have members of the homeless coming over to the neighborhoods, checking car doors, garages – We have actually had one individual brandish a weapon at a homeowner that confronted them while he was trying to break into the homeowners' car. We felt, from a crime standpoint, that the homeless encampments had crossed a line. That individual was followed to the camp and APD did investigate. So, we know for sure that there are criminal elements in the encampments. Also, there is a health issue with the amount of trash, the close proximity, and homeless are literally sleeping with the prairie dogs that are known to carry the black plague. This sickness is treatable but the homeless typically don't have the same medical advantages as the rest of us do in seeking timely care. The issue of homeowner value – a prospective buyer driving past those encampments have to be turned off by that. I hate to think of home values when it comes to people's lives but in terms of the reality of things, our home values are going to go down if that continues. To the credit of CDOT, Lana Dalton, who has helped out a lot, and to the APD, those camps were cleaned up over the last month or so. However, we're already starting to see campers come back. I personally feel the camping ban is in order and a solution for the other issues also needs to be dove-tailed with that camping ban. I

know that our homeowners are becoming much more involved in city council activities. For many of us, for many years we just let that go on autopilot, but not any longer. We really want to become involved and want Aurora to be a better place. We want our home values to stay up and we want it to be a safe place.

Gruber: I've asked Jessica Prosser to present information to us to explain how the process works now.

Prosser: I'm going to have Lana Dalton walk through the process with you. It incorporates many different departments across the city. Lana will walk you through how we get a complaint in and how we work all the way through the process.

Dalton: A request comes in from all over the place. It can be an Access Aurora, emails, Council Requests... Each one of those requests, homeless outreach goes out to the camps and they try to engage individuals. They offer services, get their basic needs met, and tell them they are in an unauthorized camping or parking area and ask them to move along or provide resource options. If the camp is on public property, usually the city department will be notified and they'll go out to the area and assess what's going on. They will bring that back to the Code Enforcement Manager. She will put an interdisciplinary team together consisting of folks like myself, APD, PROS, Water, Park Aurora, Park Rangers to discuss the best approach. When the meeting is set up it alerts me to ask homeless outreach if they've been to that location lately, the status of engagement and services, what is happening and what are some of the issues. I then bring that report back to the meeting. We really look at the criteria of does it meet a public health and safety risk and if it does and homeless outreach has been out to engage these individuals, we determine if there are alternative sheltering options available. If there are, the department responsible for that area will go out and post and verbally tell each individual that they can't be there and that the area will be abated within seven days and we make sure they have sheltering options available. Between the time the post is made and the day of abatement, homeless outreach will go out and engage the individuals and help them with resources. On the actual day of abatement, homeless outreach will go out and they will help transport individuals if needed in the morning to try to get them to resources in the community. The police will be there typically on a standby basis. Then we have a contracted provider go out and clean up the area. If it doesn't meet the high-risk criteria then we don't move forward with that. And that's been primarily because of the CDC rules that have been in place as it relates to COVID and ensuring that folks are moved unnecessarily. Many of the camps you referenced earlier like 225 and Mississippi is owned by CDOT. We do have to do some collaboration amongst our community partners because if it's not on city property, the city won't abate. Therefore, we work with our partners very closely on a regular basis to ensure that those areas are receiving the same services as any other property in the city.

Prosser: Lana did mention the CDC requirement with COVID. With COVID winding down, the city is looking to have the policy reflective of general times (not COVID), and so with or without this ordinance the city is looking to have a policy in place that is refined to eliminate the COVID piece that would speak to encampments and cleanup as needed when they meet that criteria.

Gruber: Where we are now is that we've had a discussion about the Mayor's proposal, we've had a discussion from business and homeowners talking about the

impact of the unhoused on the citizens of the city, we've talked about the process that's used to abate where we are now. I have a question about the legal basis of the abatement and moving people. Is there sufficient legal basis for the city to do the abatement or is that something that council should discuss?

Joyce: I believe there is sufficient legal basis to ask people to move from an unauthorized camp. Basically, they're trespassing. This proposal just describes somewhat of the process, the requirements to abate a camp and the ordinance in section 94 makes it unlawful if you refuse to move after you've been given notice and the opportunity to go to a shelter. So, there is a legal basis to abate any unauthorized camp.

Gruber: Is the ordinance needed, is there sufficient legal basis today or is the ordinance needed in order for the city to give lawful orders to leave the campsite?

Joyce: In my opinion, the better approach would be to have at least an ordinance in place because we're affecting property rights. But, if we – a policy could work in its place because the people that are on the property are there illegally or using the property incorrectly. It could be either a policy or an ordinance.

Gruber: A policy, by definition, changes at the will of the city manager and this is more – this is an issue that would, I believe, would require city council to provide guidance to the city manager as to what authority he has. Mayor, would you like to respond to that?

Coffman: I think that this takes away the discussion. Unauthorized camping is unauthorized camping. It's literally up to the bureaucracy to interpret that and that could change as personalities changes within the government. I think that this sets a very clear direction, makes a very clear statement by the city council in terms of saying there's not discussion here that unauthorized camping is exactly what it says it is. And this is the city's obligation in order to deal with it.

Berzins: I agree, I think the ordinance is the better way to go. Ordinances can change but it's a little bit stronger. I honestly didn't hear the answer to some of my questions earlier. Could I ask Lana about her homeless outreach team? Is that a team that is trained to do this sort of thing? Kinda like our marijuana team is trained to do specific marijuana issues.

Dalton: Yes, we contract with Mile High Behavioral Health and Aurora Mental Health care in order to provide these services in the community and they are specifically trained in homeless outreach and that is their primary job function.

Berzins: What do you say to Chief Wilson's questioning how her officers are going to be involved in this? What is going to be the police liability in this?

Prosser: With the way the proposed ordinance is set, the police involvement, from my perspective, would be very similar to what it is today. They participate in the meetings and then they would be on standby on the day of the abatement. The way it's currently working through our process is the police are involved. There could be a possible increase in the amount of camps being abated which would equal more time not only by police but all departments that work on these issues.

Berzins: What happens if you, if the city, goes through all this process and - you said you go out and try to meet their needs and talk to them and offer them another place to go - what happens if they say no, I'm not going?

Dalton: When homeless outreach goes out, they try to engage individuals. They are adults, and so they have the ability to choose whether or not they want to engage. And that is their right to do so. So, homeless outreach is not an enforcement entity, nor will they become one and therefore, they let them continue on, which is where code enforcement and police involvement occur. We do our best to create relationships overtime to get them access to services, which is our ultimate goal.

Berzins: Mayor, we know with this that you have to offer them a shelter option and as you heard in the other committee, right now, we don't have the shelter options. It's been estimated that we have about 450 unhoused folks on our properties. Where are you going to put these folks?

Coffman: You don't have to accommodate everybody at once because you're not abating everybody at once. It's those that you are abating at a given point in time. At any given point in time you have to have a shelter option for them, and a shelter option could be safe camping. I would like to if I could defer to Tim Joyce to elaborate on that.

Joyce: We use the term shelter option in the ordinance on purpose because it does depend on the individual. Some people are going to be in tents, some are going to be with no shelter at all or just a make-shift shelter, some may be in a car or RV. So, the shelter option – all that's required by law is shelter, bed, a place to sleep. So, we also think what could and should be appropriate as a shelter option would require a bed but also a restroom, a water supply, and wraparound services would be beneficial but not required. We're also considering amending the city code to allow for sleeping in vehicles, which permits people in RVs to lawfully sleep in their vehicles or sleep in their cars. And we're considering also how to allow private property owners to permit an RV or car or tent to be on their private property lawfully. So, a shelter option only needs to be a bed but where that bed is just depends on their situation.

Coffman: That could be safe camping or safe parking. It doesn't have to have a roof over somebody's head in order to accommodate somebody in an alternative designated location.

Berzins: I've heard people say that we don't have enough beds anywhere, but this right here says a safe place for them to camp, a tent, a tiny house, a car, or RV. I appreciate that. I have not heard the explanation of shelter options.

Gruber: If I could review, what we're talking about is that first the city has to define where the campers will go and its not that the city has to resolve where 450 people will go. The city may have to resolve where a campsite of where 10-15 people may have to go. Once that's defined, under the ordinance, we will go through the same process with mental health and community services, and so on, to move folks out into that alternate location. What the ordinance then does, as opposed to a policy, because we're talking about a legal implication, the ordinance would say it's not a question that we're asking you to go. Under the law, you will be ordered to go. You don't necessarily have to go to the camp that the city has provided. You can go anywhere, but the camp itself will be abated and it will no longer exist under the law.

Coffman: If I could, under the – obviously we're under CDC health guidelines, but generally it is a public health or public safety nuisance. Having it under an ordinance, it does not have to rise to that level to be abated.

Berzins: I understand the ordinance a lot better and I'm glad that we got the conversation going because we have all heard from our compassionate citizens that something needs to be done and we just can't continue the way it is. Thank you, Mayor for bringing this up and bringing it to our attention and get the conversation going.

Outcome

Approved by the Committee to move forward to Study Session.

Follow-up Action

None.

4.c Critical Incident Stress Management

Deputy Fire Chief Cynthia Andersen presented this item to the committee. The presentation is to give an overview of the Critical Incident Stress Management (CISM) program within AFR, some background history, where the program is currently and where it is going. The CISM Program is managed by the Health and Safety Officer at the Captain rank who also oversees the Peer Support Team. Peer Support is an established formal process to assist first responders involved in a critical incident. The goal is to reduce the impact of traumatic events and the cumulative effects of the traumatic events they may see or be exposed to throughout their career. The Peer Support Team is in accordance with NFPA 1500, which is the health and wellness safety component that governs and oversees the health and safety program. The Peer Support program was started in 2013 after the need was driven after the Century 16 shooting in 2012. Currently, the Peer Support Team is comprised of 27 members and is overseen by a support director, clinician, and the Health and Safety Officer. They are re-branding and re-marketing the team to get greater participation. Members can be from all ranks. A key component of the team is trust and confidentiality. Beta testing will be underway soon that addresses first responder mental health and can be tied into the Computer Aided Dispatch (CAD). The app provides information to the peer support team and resources to the members. The team also receives ongoing training. The training and the app will help establish a matrix and a tracking program. The only thing being tracked is use and need. The current utilization of the peer support team is done post incident, or after the event. Diffusing occurs immediately after the event or during the same shift. Debriefing occurs two to five days after the event. Triggers can include Line of Duty Death or significant injury on or off duty. It isn't exclusive to incidents and is available to family members as well. The Health and Safety Officer works directly with the members to assist in securing and utilizing additional resources. One of the resources is Center of Excellence that is specific to Fire and it relates to substance abuse as an inpatient program facilitated through the department with assistance from the Union. Peer Support is only one component of CISM. With over 450 members, they are looking to branch out for direct psych services post incident or as-needed. Currently AFR doesn't have the funding or resources to do this. AFR has worked closely with APD, who has an established psych services program, to see what that would be like for AFR and funding moving forward. AFR could assist other teams within the city and perhaps partner with other city departments that may experience a traumatic event. The goals moving forward include expanding the current CISM program, establish the team, design a program that provides AFR members direct access to psych services, and access to continual funding source for ongoing training and those services. More oversight

will be needed to provide a certified psychologist. As the program develops with the establishments of annual wellness exams, chaplain services, ongoing training, and peer fitness programs the role of the Health and Safety Officer will need to expand as well. It would be a lot for one person to manage. They are looking at how to expand and upgrade that area in order to support their members. The long-term goal should reduce the cost on Risk Management and Human Resources as a proactive preventative measure.

Gruber: Thank you. I think it's very important. Coming from the military this is obviously important in the military. The Veteran's Administration also runs post traumatic stress sessions like this and I know the VA American Legion have peer-to-peer sessions like you're talking about. It also hurts to hear someone say Post Traumatic Stress Disorder when it's not a disorder. When you see someone die in your arms or you see some of the traumatic things that our firefighters and first responders and the police force see, that's not a disorder to have it effect you in a very powerful way. So, I'm glad to see we have this program. I do have a question though. Is there teaming going on between the fire department and police department as far as combining these efforts or bringing these together?

Andersen: We work closely with them as far as how to mirror it, even dove-tailing on some of the services and training. But they're both supported by separate funding sources. Police funding sources are well developed and far exceed what we have. Currently we have \$15,000 each year that is ongoing and this year we were awarded around \$23,000. When you correlate that out to our membership that would allow for 230 of our members to have one appointment with psych services or I could have 38 members receive six appointments with direct psych services. The disparity between the two would be what would need to be bridged. We are partnering with them on a physical therapy clinic and some of those wellness avenues. That is a joint venture between police, fire, and risk.

Gruber: The funding source for this – I guess I'm hearing you say is that there was a grant for this, or is this coming out of the general fund?

Andersen: The current money that we have is in our budget – the \$15,000 and the \$23,000. The money APD has is their \$300,000 and that is in their budget.

Gruber: Okay, so it's coming out of the city general fund and that's controlled by council itself.

Andersen: Right.

Berzins: This sounds like it's way over what we're provided through Kaiser Insurance.

Andersen: Yes. Kaiser does partner on some of the services. They assist with facilitating if the member needs to participate in the CAARS program. The Center of Excellence is now accepting Kaiser. So those are benefits we're moving forward with, but they don't cover everything. Their psych services, like a lot of systems right now, are overwhelmed. So, when our people need services it's a challenge for them to get in. I will say HR is a great assistance to help our members when we recognize that, but the confidentiality and the stigma makes people uncomfortable if people know they need help. Allowing the members to go directly to the psych services and not involve anyone, I think is critical.

Berzins: That's always an issue with any mental health service. You don't want it in your chart.

Andersen: You don't want anyone to know, you know. It goes against all the stigmas.

Berzins: We always know that our first responders see and experience the worst at the worst time, day in and day out. So, I totally understand needing someone to talk to and I'm so glad you have this program. When you need help, you need help, so thank you for that.

Andersen: The one thing I'll add, I believe it was July 2018, Post Traumatic Stress Syndrome or Disorder was actually approved as a Work Comp injury. So, people can go out on a medical disability if we don't get them the help they need because of that.

Gruber: Is there any teaming going on with Aurora Mental Health or any other 501c3's that operate in Aurora?

Andersen: Not from our end that I'm aware of.

Gruber: Would that be beneficial? Would that be a discussion worth opening?

Andersen: It can never hurt to look at those resources, I think.

Outcome

Information Only

Follow-up Action

None.

4.d Update on Cardiac Arrest Registry to Enhance Survival (CARES)

AFR Medical Director, Dr. Eric Hill, provided this presentation to the committee. This presentation will cover the CARES data for 2020. CARES is a national effort to enhance survival of prehospital cardiac arrest outcomes. Participating agencies submit data from all their cardiac arrests that are transported. This creates a data pool that can identify trends and best practices. All the data from the cardiac arrest and the Aurora EMS system when resuscitation was attempted is submitted to the registry. Aurora has participated for two years. Partners at Falck have been instrumental in inputting this data. The participating agencies receive an annual report on their data, and they give comparison data from the other agencies to help them identify. In 2020, there were 1,741 EMS agencies around the country that participated in the program for a total of 127,376 entries. Each entry is a cardiac arrest victim where various metrics were inputted by the agency. Colorado versus National statistics related to bystander witnessed, 911 responder witnessed, and unwitnessed were very similar. Aurora has a little bit less in the witnessed category in 2020. National, State, and City, statistics for who initiated CPR to include bystander, first responder, or EMS were presented. Again, National and State statistics were similar. Aurora's overall application and bystander intervention rate was quite low. National and State AED application statistics were similar while Aurora's application of an AED by a first responder was very low. This implies a severe detriment of access and use of AED's in the City of Aurora. EMS does not use AED's they use the manual defibrillators. These are the same type that businesses and law enforcement may have available. Bystander intervention rate

and public AED use comparisons shows a significant decrease in Aurora's bystander intervention rate as compared to the State and National data. Despite all that, Aurora has a higher percentage of Return of Spontaneous Circulation (ROSC) as compared to State and National data. This means they were able to restart the heart and regain a pulse in the field with paramedics. Aurora's overall survival rates to hospital admission, hospital discharge and those neurologically intact were also significantly higher than the State and National benchmarks. Bystander witnessed shockable rhythm survival rates, specifically Utstein, which is criteria that is used to identify patients who have the highest chance of survival in a cardiac arrest event. Aurora's statistics are higher than State and National benchmarks. The data shows an increased survivability of 15% by having the bystander intervention present. Overall survival rates for Aurora puts us in the top tier of the high performing agencies out of the 7,100 contributing to the dataset. However, the CPR rates are in the bottom quarter. This helps identify the trends and areas of focus to improve what is being done and hopefully takes us to that next level. Comparisons to other agencies in Colorado of similar size and at least 100 entries into the CARES database shows Aurora rated 5th out of 13 for bystander CPR, 1st (lowest) of 13 for public AED use, and 13th (highest) of 13 for survival rate in Colorado. Comparing Aurora's 2019 data to 2020. In 2019 there were approximately 190 patients transported to the hospital and in 2020 there were 217. This is not reflective of the number of cardiac arrests actually run because many likely resulting in field pronouncements. Locations of arrests include home/residence, nursing home, and public setting. Nursing homes decreased likely due to more pronouncements in the facility due to the pandemic. Aurora's witness status, who witnessed the cardiac arrests, showed less bystanders witnesses and more by EMS in 2020. There were significantly lower bystander intervention rates in 2020, likely a direct reflection of people being reticent to perform CPR due to the pandemic. Bystander intervention rates went down and AED use rates were slightly up. Despite all that, Aurora had improved survival rates compared year to year for all three categories. Aurora's year over year Utstein survival rates indicate the need to increase bystander involvement and having AEDs available for the public to use. Data indicates that Aurora's patients receive outstanding care and have higher rates of survival as compared to State and National metrics. Notable areas of opportunities around low bystander CPR and public AED use in Aurora compared to State and National metrics. Future direction includes public access AED program, community CPR programs across the city, emphasis on 911 dispatcher CPR instructions, continued training on high performance CPR, and continued feedback to crews on every cardiac arrest resuscitation through the QA program. Aurora has started using PulsePoint as a bystander CPR app. It connects to CAD, identifies calls that come into Dispatch and alerts subscribers to cardiac arrest events and locations so they can respond. The goal is to get trained responders to the location in a timely manner. AFR is working to increase community CPR classes through PulsePoint and track locations of external defibrillators throughout the city.

Gruber: Looking at all the information you presented, if AFR or EMS arrives, the probability of surviving is higher in Aurora than Colorado and the Nation. So, I see that as very good news. However, the amount of people we have trained and the amount of AEDs we have out there is still lacking. I see that as not very good news. It seems to me that if we could increase the number of trained residents, we would increase the survival rate for the city. So, in general terms, is that a good interpretation of your information?

Hill: Exactly. We already do a good training program with what we can do internally as far as CPR. I think where we have the potential at increasing our chances is by increasing the number of trained citizens as well as the PAD program. I think that's where our efforts need to be.

Gruber: So, as far as city effort on that, communications to the public and volunteering to provide the information, possibly having AFR providing training at the stations for those people that are interested – expanding that in some way would be beneficial. Is that correct?

Hill: Yes, I think maybe groups that meet within Aurora, we could partner with them to provide CPR classes. I think there's been a social media campaign within the department as well as possibly the AuroraTV station about getting information out about PulsePoint and trying to increase the people that are utilizing that kind of application. I think if we can use the internal resources as well as look at the health systems in Aurora, we can further double down on that effort.

Berzins: I'm glad you brought up PulsePoint. I've had David Patterson from Falck and Chief Andersen have talked about it so my ward is up on PulsePoint. Honestly, I'm glad you said the mouth-to-mouth CPR isn't necessary anymore. I think that scared a lot of people away. I understand how important it is. You learn that doing something is better than doing nothing. I'm glad you talked about that. I think this would be a great thing for council members to have a CPR class at their ward meetings.

Gruber: I agree with that. I guess what needs to happen is we need to put the information out there. There are many organizations in the city and we've had success with these organizations taking charge and running with it. So this could be something that could be introduced to these clubs. Neighborhood watch groups are another group that are actively involved. Could we bring them in for training?

Hill: That's a great idea. We have a community health engagement division within AFR, and I think that'd be a great thing for them to pursue.

Berzins: Do you have somebody that goes to the groups, would that be an option?

Gray: Those sound like great ideas and we'll explore those further. One of things I will say is one of the reasons we wanted to make sure we included those in the slides is to make sure you're aware and you can help us get the word out. We have done social media campaigns already and we have reached out to different partners in the community and we'll continue to do that. But again, we need your support in making sure that all of our residents are aware that if we do increase the number of people in our community that can provide assistance, it will increase the outcomes or make us have better outcomes throughout the entire community. We've taken notes of all your suggestions and we'll make sure that we continue to align them with where we're going.

Outcome

Information Only

Follow-up Action

None.

4.e Police Internal Audit – K9 Operations Part 1

Police Auditor, Michelle Crawford provided this overview to the committee. This audit was requested by APD during the audit plan development. This first part focuses on policy and processes. The second part will focus on compliance, training, and reporting. The K9 Unit consists of one sergeant and six teams of K9s and handlers. We compared K9 policy to leading practices from the International Associations of Chiefs of Police (IACP), the Police Executive Research Forum (PERF), and the Department of Justice (DOJ) consent decrees. We found that the K9 policies address some, but not all, leading practices. She identified where they met and did not meet standards. They recommend APD update its policies to reflect leading practices as identified in the audit. One of the major findings was regarding inventory. SOPs require a Crime Lab Chemist to independently verify the narcotics training aids. However, these reviews are not occurring. The K9 sergeant identified discrepancies in narcotic aid weights. The recommendation is to have a certified chemist validate the correct weights of the narcotics training aids. Additionally, the current process to check out those aids is a manual process. The recommendation is to use an inventory management system and update the SOP to include the frequency of the chemist inspection and require an annual Internal Affairs audit. The K9 Unit follows training standards from Utah POST and the Colorado Police Canine Association. Currently there is no formal curriculum. The trainer also serves as the handler, but the SOPs do not address their responsibility and whether or not they can evaluate themselves. The recommendation is to develop formal training curriculum, update SOPs around trainer qualifications and responsibilities, and comply with SOPs for quarterly evaluations. Overall, the SOPs and polices have met some but not all leading practices and some processes need improvement. APD management agreed with all the recommendations. The K9 Unit drafted their SOPs prior to the issuance of the final report, they have started developing a training curriculum and are completing quarterly training evaluations. The full audit report was included in the agenda backup.

Gruber: That was a very thorough audit and it's always nice that following an assessment like this, that inspected organization concurs with and incorporates the recommendations. That makes life a lot easier. Thank you for that.

Outcome

Information Only

Follow-up Action

None.

5. Miscellaneous Matters for Consideration

Gruber: Chief Gray, you had mentioned the metrics that you're taking. I was wondering if we could include a slide in the future meetings to talk about your response times in the different stations. We've had discussions on council as to whether or not we need additional funding, additional engines, and so on. I think that if we could track the response times from the stations, we'd be able to see better where we need to apply funds. If we have a few of these prior to the Winter Workshop, I think that would be very important. Add this following APD's metrics on the future agendas.

Gray: Not only do we capture the response times by stations, we actually capture them by unit. Yes, that's definitely something that we could bring forward to this committee.

Berzins: Could we add operating agreements, MOUs, whatever we call them, that we have with other fire entities in the area such as Denver and South Metro?

Gruber: Would you like a presentation on that or just in the backup material?

Berzins: If you're going to give a presentation, maybe just mention it.

Gruber: Okay, we'll add that as an agenda item then. I know that we're significantly over time. I think it might be better, there's so much going on, I think it might be better just to assume that our meetings will run at a minimum of an hour and a half and possibly two hours in the future.

6. Confirm Next Meeting

Next meeting confirmed for July 15, 2021 at 11am via WebEx.

7. Adjournment

Meeting adjourned at 12:45pm

APPROVED: _____

Dave Gruber, Chair