



Public Safety, Courts and Civil Service Committee

August 19, 2021

Members Present Dave Gruber, Chair
 Marsha Berzins, Vice Chair
 Curtis Gardner, Member
 Allison Hiltz, Council Member
 Juan Marcano, Council Member

Others Present D. Carrel, D. Wilson, S. Day, A. Garcia, S. Stowell, Z. DeBoyes, M. Platt, S. Hardi, T. Brown, W. Aleem, J. Batchelor, B. Johnson, A. Dickens, M. Wasserburger, M. Longshore, R. Pena, D. Brotzman, I. Evans, M. Cain, V. Wilson, W. Lippman, P. Frigo, J. Heckman, R. Goosley, R. Lantz, J. Bajorek, K. Barrs, J. Prosser, L. Dalton, M. Hays, C. McDonald, C. Sullivan, M. Nelson, J. Schneebeck, J. Bergeron, R. Jackson, M. Chapman, C. Hills, C. Juul, C. McCoy, J. Sones, J. Drake, S. Lowe, T. Buneta, S. Redfearn, F. Gray, A. Robnett, P. Schuler

1. **Call to Order**

Meeting called to order at 11am.

2. **Approval of Minutes**

July 15, 2021 minutes approved.

3. **Consent Items**

None

4. **General Business**

4.a **Police Attrition Data and Crime Updates**

Division Chief Terry Brown presented this item to the group. The crime statistics stayed consistent month-to-month across all categories. Foot patrol on Colfax is still active. They have made 797 business contacts and 581 consensual contacts to date. When fully staffed, they are very busy. The Proactive Team is used three times a week and have deployed 19 times so far. They have made 19 felony arrests, 21 misdemeanor arrests, seized 3 handguns, a couple shotguns, a rifle, a machete. They've also recovered 13 stolen cars and issued 51 traffic summonses and 9 criminal summonses. APD partnered with several federal, state and local agencies to conduct a fugitive operation from July 6 to August 6. During that time period they made 116 arrests, seized 9 guns, recovered 3 stolen cars. What was significant about this operation is that it targeted violent criminals. Five people were arrested for attempted murder, 2 for murder, 11 for sex crimes, of those 9 were charged with crimes against children, 12 arrests for aggravated robbery, and 12 for felony domestic violence, most of which included strangulation of their victims. The

operation was very productive and there is discussion of a future operation with federal partners.

CM Gruber: Were all of these in the 18th Judicial District or Arapahoe County or will they go to Adams County?

Brown: They will go to Adams and Arapahoe County and some will be in Federal Court. Some of the people that were arrested will be extradited to other states where the active warrants were issued.

CM Gruber: I want to congratulate you. That's very good police work. From what I've heard from the constituents, they're excited about your success as well.

Berzins: Thank you so much. I hope this continues. People are getting so tired of arrest them, then they get out, arrest them, then they get out. I hope this sticks and they do end up facing some consequences for their actions. I want to thank you again and hope it does continue.

V. Wilson: I've already been in conversations with the US Marshal and as soon as their fiscal year turns over, I will be planning something again. I just want to assure everyone that we took off 116 very violent people that were either living or committing their crimes in Aurora. We're going to continue to do that and utilize our Federal, State and local resources to help us accomplish that task but I'm very proud of our department and also our partners.

Business Services Manager John Schneebeck presented the monthly attrition data to the committee. For the month of July there were another 9 losses for a total of 77 for the year. The slope continues in a steep incline. There are 55 total adds to the organization since 2021 started resulting in a total net loss of 22. The 9 separations in July are broken down to include 3 retirements, 1 to another law enforcement department, and 1 for another job. APD is authorized to have a sworn strength of 744. The Chief and Executive staff decide where the 744 officers are placed to achieve the mission and vision of the organization. When sworn members are placed, they are placed by billets which is basically a rank and assignment within the organization. There is a continuous evaluation and adjustments are made to placements to accomplish initiatives and also to fill vacancies. A summary of functions allocated in the organization was provided and include command, investigations, training, special units, patrol, and street operations. July sworn staffing details were provided identifying billets and variances of the 744 sworn strength. Identified vacancies are 26 in Patrol, 2 in special units, and 24 in street operations. The first 2021 academy began in March 2021. Those current recruits will not be able to take their full time assignment until they complete field training which is scheduled to be December 3, 2021. The lateral class that was started on April 26, 2021 received their full time assignments in August 2021. Chief Wilson explained that recruits cannot be added to the roster as a solo officer until they complete the field training identified as the FTEP on the data provided. The officers hired this year won't be available until January and March of 2022.

CM Gruber: In addition to recruits being in training, it requires a fully trained officer to ride with the recruit and a fully trained officer isn't doing 100% patrol, so the efficiency drops of that officer. Is that reflected?

V. Wilson: Yes, you're absolutely correct, Sir. If I have a highly trained officer that's able to ride solo and not training, they'd be able to handle 12-15 calls for

service in their shift. You give them a trainee and it's going to take longer. They're actually evaluating them, they aren't taking reports, they're watching the recruit take the reports and assisting in that. So, it's going to be a much slower process.

CM Gruber: Maybe we don't need to capture that, but an asterisk next to so many officers on patrol because they aren't 100% effective because they are in a training role.

V. Wilson: We also have many officers that are injured; they were assaulted out in the field or injured off duty making them unable to work at full capacity.

Gruber: I'd like to add that, probably in patrol. Something to say we have this many that are 100% effective, we have this many that are not based on training or injuries, things like that. I think that would give a truer picture as to the capability of the police force.

Gardner: Earlier in the presentation where it was the 2021 sworn staffing with 55 total adds; those are not folks who have completed the academy yet based upon a latter slide. Is that correct?

Schneebeck: Exactly.

Gardner: I guess the 22 net losses – is there a better way to track that? Because to me it's really 77 net losses if none of those officers are eligible to be on the streets. Have we had other academies that finished earlier in the year?

Batchelor: We did have some academies that started last year and it looks like we had 37 move from the academy to field training in February 2021.

V. Wilson: I think the way we've got this slide – I'm really glad that we're showing you this because showing you the dates that we'll have a solo officer will give you – I see a comment by CM Marcano. Yes, Sir, we are doing five academies of 20, or we're trying to have 5 academies of 20 per year but understanding it's going to take almost a full year to get them to be a solo officer. So, we are really behind the eight ball. We are hiring and training for them to actually be an officer that is going to assist those officers that are going call to call on the street right now. It's going to take time.

Berzins: Is COVID still playing a role in keeping police home or are you pretty much over that?

V. Wilson: Unfortunately, we do have a few officers that are dealing with COVID right now, but it's nothing like we saw in the first wave of COVID in 2020.

Outcome

Information Only

Follow-up Action

None.

4.b Aurora Fire Rescue Attrition Data

Mathew Wasserburger presented this item to the committee. Attrition numbers provided were through August 2, 2021 and were only for their civil service members. They have had 13 civil service employees leave the organization in 2021, which equates to about 1 or 2 a month. One third of those have been retirements

and the others were voluntarily resignations. The three-year attrition rate that is used for academies and equipment purchases is 6.8%. The turnover projections are on track.

Outcome

Information Only.

Follow-up Action

None.

4.c Aurora911 Department Update

Aurora911 Director, Tina Buneta presented this operational overview and updates to the committee. They recently changed their name from Public Safety Communications to Aurora911 to be more accessible and recognizable to the diverse population of the city. They are looking forward to establishing a dialog with the community that educates, informs, and empowers. They are partnered with City Communications to re-engage the community. They will be establishing platforms on social media and leveraging internal resources through AuroraTV. They will be redesigning their website to focus on quick access of all city resources. The non-emergency lines are inundated with calls that could easily go to Access Aurora or use applications available for efficient and timely access to resources for resolution of their issues. They will also be encouraging subscriptions to Code Red, which is the new emergency notification platform and a five-digit text code that will require citizens to subscribe and allow quick interactions to keep them apprised of evolving developments in their area. Education on 911 will also be a focus for adults and children. Recruitment and Recognition was also identified as an area of focus. The department needs to adapt and show the value of employment through career enrichment and opportunity but also recognize the hard work being done or they will fall behind in recruiting the best talent available. They are actively engaging with elected leaders and attending town halls and engaging one-on-one with the community. Aurora911 is authorized for 91 full time personnel and currently have 71 or 78% staffed. They are facing the same challenges as other public safety departments. There are often many opportunities that don't involve shift work, holidays, and weekend work. It's becoming a work-life integration challenge. They hope to attract entry-level candidates that have a heart for service and can find themselves in a career that promises enrichment, professional development and growth opportunities. They recently elevated a position from Training Supervisor to Professional Development Manager. This position oversees professional development and individual development plans for every member as well as quality assurance. This position should be filled in the next three weeks. Aurora911 recently developed a recruitment team that includes career counselors from all disciplines and all levels of the organization that are active ambassadors. They meet one-on-one with candidates as they go through the on-boarding process. T. Buneta is currently working with Human Resources to develop a clear pathway of career development by revising the job descriptions. A new recruitment campaign will not only advertise the entry-level position but also what they can achieve in the long-term. They are looking at adding administrative or non-emergency call takers. The goal is to bring in individuals that can focus on calls for service, alleviate call load by reducing callers on hold, and allow call takers to focus on 911 calls, thereby improve quality of service. The community is changing and

Aurora911 also must change to continue to support the community and the public safety partners in police and fire. Aurora911 has been working with partners to assist in the pilot program for the Aurora Mobile Response Team (AMRT). This program provides alternative responses to calls for service. AMRT rolled out their soft launch on August 25, 2021 and currently service northwest Aurora. Aurora911 is expanding their police event types in Computer Aided Dispatch (CAD) to allow calls to be identified more quickly for referral to Access Aurora or AMRT. Aurora911 is also working to standup a Business Services Unit to support data, records, reporting, CAD administration and discovery requests. They have allocated two existing FTEs already and it's still not enough. They are averaging 600 requests monthly. A unit supervisor will be added in September and growth in the future is expected. As the community grows, so does the call volume into Aurora911. Year-to-date data for inbound 911 calls is 307,000 which is an increase of 14% over the previous year for calls. The goal is to have 90% of 911 calls answered within 15 seconds. Aurora911 is currently at 85.98% year-to-date for this metric. They also strive to answer 95% of 911 calls within 20 seconds. They are at 89.95% year-to-date for this metric. The goal of answering 99% of 911 calls within 40 seconds is currently at 96.9%, which is 5% better than last year. There is room for growth but process improvement can help achieve these goals. The majority of inbound 911 calls (79%) are from wireless phones and this will increase as landline use decreases.

CM Gruber: Instead of calling the non-emergency line, we would instruct the residents to call 311 instead?

Buneta: It's not happening now but that is my vision. What we're doing with the addition of these administrative call takers is setting the stage for us to develop a comprehensive plan for how we could potentially implement a 311 program. What I'm doing right now is actively engaging those partners across the country who have successfully deployed those programs and taking their best practices and their lessons learned and wrapping my head around that before we go down that path. I throw 311 out there because it seems to be what Access Aurora and our admin call takers are doing.

CM Berzins: Will these be the folks that will be sending out the mental health social workers to calls instead of the 911?

Buneta: Not necessarily. That's happening through our police call taking. But, as we develop this, there are many opportunities and resources out there that we aren't leveraging that could help us connect the community with those resources in a faster or more efficient way.

CM Gardner: Can you talk a little bit more or give more detail on the 311? Is it the intention that they will be – like now, when someone calls non-emergency dispatch, instead they would call 311 or what types of calls and what is the purpose?

Buneta: When I talk about 311, I'm really talking about setting the stage so a lot of those details would have to be finessed. The purpose of 311 is really to achieve connection, to serve people where they are and connect them to resources within our city in a quick and efficient way. I'd really be speculating if I said this is exactly how it will work. That's why it's important for me continue in this discovery process of learning about how are providing these services and what

does Aurora need and what do we need internally as a city to provide this service. The immediate need right now is that we have a call volume of 10,000 calls a week. Approximately half of those are 911 and half of those are non-emergency. Because of our current structure, our non-emergency calls and their wait times is a concern for us because we have to prioritize 911. Resolving that issue is important to us.

Batchelor: When Tina talks about “we”, it’s a city-wide effort. The city runs Access Aurora and they act as a one-stop call center when they don’t know who to call. The hours on Access Aurora are limited so, as a defacto, those calls are going to 911 or non-emergency after hours. It’s just a natural progression to say where are these calls ending up, what’s the best way to handle these. Ideally, it’s a 24-hour non-emergency line where we can take those calls so they aren’t bogging down our emergency dispatch operations. So, this is just part of those discussions. I think what Tina is really trying to do today is recognize the fact that after a certain hour of the day, 911 is the only department answering the phones currently and it’s ending up on their plate.

CM Gardner: Will those call takers be receiving crisis response training and other trainings similar to what the other 911 call takers receive?

Batchelor: I think those are details to be worked out. But if they got a crisis call, you might see that go back the other way to a 911 call taker. Again, we want to make sure that our professional trained folks are handling that. The intent here for non-emergencies is a little bit lower bar as far as training, the amount of calls, and they would be trained to quickly assess the situation and get it to the right resource.

Buneta: I would just add that administrative call takers’ focus would be customer service. So, if it takes them a little bit longer to engage a caller and have a longer conversation with them about what they need and how to direct them to the right resource, that would be the focus for that particular group of professionals. The emergency call takers need to expedite the process so they can answer the next call. We’d like to provide a higher quality of service but that involves us taking a look at how to separate the process of the customer service aspect and the emergency aspect.

CM Gardner: I’m interested to see where this goes, so keep us posted on that.

CM Gruber: Our funding exercises are coming up at the end of the year, I could see you’re potentially going to make this a 24-hour operation as opposed to what Access Aurora does now. That would bump up either in FTE’s or funding, so we’d have a lot of time for that to consider it at our Winter Workshop. I might point out that number of 911 call increases as far as crime, at 70%, sounds similar to the increase in crime that was presented earlier. In other words, it’s not just a question of – 911 calls are directly related to the increase in crime. Hopefully as crime starts coming down, the 911 calls will drop as well.

CM Gardner: I know Aurora911 was made a separate but equal department last year. I think based upon this presentation that this shows that was a good decision because there’s so much that goes into it and having some specific responsibility in this area, I think, is a good move.

Outcome

Information Only

Follow-up Action

None.

4.d Aureore Fire Recruiting Update

Fire Technician Steven Lowe, the recruiter for AFR, presented this to the committee. This presentation will be an overview of the recruiting position, latest recruiting efforts, and overall recruiting strategy. The recruiter position was formally combined with the PIO and community risk reduction task but is now a stand-alone position. The Community Engagement Team supports the recruiter with external communication and advertising. The recruiter reports to the Community Engagement Manager. Technician Lowe has been in fire service for 18 years and he transferred to AFR in 2015 as a lateral. The recruiter is responsible for recruiting entry-level and lateral applicants, attend recruiting events, and engage and follow-up with the event contacts and applicants. The recruiter is also the lateral hiring process coordinator which includes working with internal and outside partners to ensure an efficient lateral hiring process. This includes coordinating and managing the Lateral Committee. The recruiter also participates in community engagement events such as Juneteenth, Aurora Pride, and career fairs. The latest recruiting efforts for the 2021-01 Academy included 194 applicants and after the Civil Service Commission vetted them for minimum qualifications, 164 applicants remained. After the review process, job suitability test, polygraph, and background investigation, 46 applicants remained. There was a total reduction of 51 applicants between the Personal History Statement and the Oral Board Interview. Technician Lowe believes this drop is due to the amount of information they are required to gather and provide. There were 12 lateral openings and all 12 were filled from this applicant pool. AFR has partnerships with Aurora Public Schools and Cherry Creek Schools for the Adopt-a-School program. Through this program the recruiter is able to have formal career conversations with the high school juniors and seniors. The minimum age requirement for applicants was lowered from 21 years of age to 18 years of age. Once they graduate, candidates can apply to AFR. Camp Spark is a 3-day camp for young women where they learn about building leadership and confidence while working in a team and providing them with hands-on experience of fire operations and equipment. Camp Spark is completely free. The Global Teen Fire Academy is planned in partnership with the Office of International and Immigrant Affairs. This camp is co-ed for 12-18-year-olds. AFR personnel does not have a role in the entry-level process as this is all done by the Civil Service Commission. The recruiter oversees the vetting of the lateral candidates and ensures the candidates have a complete understanding of the job and requirements. The vetting includes a look at the applicant's work history to watch for professional job hoppers. They are looking for individuals looking to make a career and not those that jump from department to department. Recruits are teamed up with a mentor to help them prepare mentally and physically, to include home-life preparation, proper study habits, and nutrition. The recruiter meets regularly with the training staff to discuss fast track academies and the lateral applicants that are still in process. It's important to reduce the attrition rate from the time of conditional offer to academy graduation. In the past, there has been as much as six months lag-time between applications and conditional offers. This has resulted in applicants being hired by

other agencies. AFR is trying to make their process as efficient as possible to prevent that from happening in the future. Some issues in recruiting include recruiting diverse groups and funding for a five-year plan to implement a professionally developed outreach campaign. The current demographics for AFR include 85.2% Caucasian. However, this includes 8.9% of Latino/Hispanic members. The other groups include 7.2% are 2 or more races, and 4.4% are Black, and the remaining 3% are Asian/Pacific Islander or Native American. Gender make up of AFR is 7.6% Female and 92% male. Compared to the national averages where 4% are female. However, AFR recognizes they have more work to do with regard to recruiting diverse applicants and females.

CM Gardner: During the presentation you mentioned recruits still in the academy and one of the goals is to make sure they're not leaving while they're in that process. How often is that happening and what are the reasons we're finding out that they are leaving?

Lowe: The last process we ran, we had three candidates leave after the conditional offer phase. We found out they left because the process was taking too long and they got another offer from another agency that they thought was more appealing.

CM Gardner: Are you seeing more laterals in or more laterals out? Do we have more hiring of laterals coming in or do we see more of our members going to other agencies?

Lowe: We have more laterals coming in than we see leaving.

CM Gruber: I think you've adequately identified that our minority recruiting needs to go up. It looks like we are bringing in enough people to replace those people that are leaving the department. Is that your impression as well?

Lowe: Yes, that's correct.

Outcome

Information Only

Follow-up Action

None.

4.e Aurora Fire Community Health Program Update

Item was not discussed.

Outcome

Postponed to September agenda.

Follow-up Action

None.

4.f Armed Forces Treatment Court Update

Presiding Judge Shawn Day presented this item to the committee. The Armed Forces Treatment Court became operational as of January 2021. We applied for and were accepted by the Justice for Vets organization out of Washing D.C. for their nationally recognized implementation program. The build out of this program

began in August 2020 and many people worked very hard during the pandemic to get this program up and running by January. The military community is a huge part of our community and we need to properly honor their service. Even when they become justice involved, the situations that each person brings forward should be properly addressed. Statistics show 1 in 5 veterans have symptoms of health disorders or cognitive impairment. Additionally, 1 in 6 veterans who served in Operation Enduring Freedom and Operation Iraqi Freedom suffer from substance abuse issues. This program will look at each person's individual needs and will include housing, transportation, medical, dental, or other supportive services in addition to mental health and substance abuse resources. The program has a dedicated municipal judge and a relief judge, the city attorney's office has dedicated prosecutors, the public defender has assigned dedicated attorneys, a care coordinator will be joining soon, and the court administrator has dedicated a probation officer, outreach specialists, police have a dedicated representative officer. Treatment providers include the Veterans Affairs, Mile High Behavior Center, and Aurora Mental Health Center. A large part of the program includes the veteran mentor program, WarriorNow. Judge Day recognized Councilmember Gruber for pushing forward the creation of a local officer from the VJO. Judge Frigo presented the phases and operations of the program. The program is a voluntary, 12-month program that provides for a dismissal of the case and sealing of the records upon successful completion. Continued violations of terms of the program will result in sanctions that can include incarceration, increased substance abuse testing, work release, writing assignments, or increased reporting to the courts. There are currently three army members in the program and two currently being considered. There are four phases of the program. The first, Orientation, includes evaluations, assessments, treatment plans, and drug and alcohol testing. Phase two, Engagement, is the commitment phase and requires the participants to meet obligations set in phase one as well as attending pro-social events sanctioned by the program. Phase three, Recovery, is the phase where commitments to court are reduced and allows them to focus on goals and treatment, and a peer-to-peer project. Phase four, Maintenance, is the phase where the participants live and learn to manage their mental health and how to identify triggers and move past them and become working members of society. Staff has identified ways to support the participants' family members as well. Judge Day introduced Dr. Katy Barrs at the University of Denver. She is the clinical director of the Sterns Center. Dr. Barrs explained that the Sterns Center Clinic is a behavioral health clinic for veterans and their families regardless of discharge status or service status. Not all veterans are eligible for VA care and not all feel comfortable going to the VA for services. The Armed Forces Treatment Court provides the behavior health services for people in the court system and their families. She also serves as a mental health consultant to the court and provides psychological evaluations. They work in partnership with the other organizations to collaborate services and make referrals. Judge Day introduced Brian Johnson and Watik Aleem from WarriorNow. Brian Johnson shared his personal journey about why he founded WarriorNow. He explained that veterans tend to prefer to talk to other veterans and veterans with addictions prefer to talk to veterans that had an addiction. It's another personal area where veterans can communicate on the same level. WarriorNow is able to talk to veterans in a different way than a clinical person, they are able to be more forceful and help them in a way they can relate to. Watik Aleem is part of VA Commission in Aurora as well as working with WarriorNow. He covers the recruitment for treatment courts throughout Colorado and is assigned to the Aurora Treatment Court. He recruits the

mentors assigned to the courts and provides the orientation and on-going training. They hope to recruit graduates from the program because of their unique experience and knowledge of the program. They provide support and resources through the whole process for the veteran and their families. Judge Day added that they have also partnered with Aurora Chamber of Commerce and their defense council and thanks their staff for giving the opportunity to come out on a monthly basis and continue to build and network with community partners. The Colorado Elks Association will also be partnering and supporting the Veteran’s Court. Judge Day also thanked Councilmembers Gruber and Hiltz, the other council members and mayor for their support of this program and helping to move it forward.

CM Hiltz: Thank you, to everyone involved in this and for sharing your stories and personal journeys. This was a long time in the making and I’m excited to see it moving forward. It’s very clearly much more complicated than was first thought when we started getting it going. I appreciate the commitment and the investment, especially with everything we’re seeing internationally now, making sure that we’re providing that support in various ways is really important to our veterans. I want to extend my sincerest appreciation.

CM Gruber: I want to follow-up as far as the thanks. There are some people at the county level, these are sponsored, you know, the VA is giving money to support. But, at the city level, the municipal level, we don’t have that. So, without the support of Dr. Barr and the Sterns Center or the support of WarriorNow we would not have had the resources necessary to execute the court. Judge Day, I want to thank you for your leadership. You brought this thing together. It was your vision. You brought the partners in, pulled the classes together, worked through COVID. I’m very proud of the work that you’ve done and you’re making a major impact on our veterans. So, thank you very much for that.

CM Berzins: Thank you, to everyone. It takes a collaborative effort to pull this off. So many people working together. We have to remember if it wasn’t for our veterans we may not be here or be under a different rule. We owe them our freedom and I think anything we can do to help them, we all need to step up and do it. Anything I can do in the future, please let me know.

CM Gardner: As everyone or most people know from all the work I did on restorative justice with Councilmembers Lawson and Hiltz, Diversion programs are – I’m really passionate about any time of diversion program so I’m really excited to see this coming to Aurora. I’m glad to hear all the folks are going to be able to help because if we don’t have these types of programs, it ends up with more crime, suicides, and all other types of bad outcomes. So, I’m really excited to see this moving forward.

Outcome

Information Only

Follow-up Action

None.

5. Miscellaneous Matters for Consideration

CM Gruber: We just had the 21CP report to council. Frankly that was a 21CP to the City Manager and then a brief to council. There will be a follow-up report on patterns and practice from the Attorney General. My view is that I don’t want to get too far ahead of

ourselves on the 21CP report because patterns and practices may come up with something different. As far as the large number of recommendations in the 21CP report, I know the Use of Force manual is being rewritten and I know there's other steps being taken now. Frankly, I know that there were steps taken prior to many of the things they talked about in the 21CP report were already completed or at least underway. Chief, could you give us a brief overview and then we'll cover this in more detail after the patterns and practices comes out.

V. Wilson: I think one of the major points that they focused on was our use of force as well as our data collection. We've already hired Criminal Justice Initiatives to re-write all of our use of force policies to incorporate the recommendation because I actually agree with the recommendations of tweaking the wording. I think we can easily implement those. Also, Benchmark analytics will be implemented by the end of the year. When we talk about scenario-based training, we just go the go ahead to purchase a new simulator so now we'll start the process of purchasing. So, we're well on our way. I want to thank my executive staff because of course we appreciate everything 21CP had to say but we did not sit stagnant last year.

DCM Batchelor: We will be coming back in the next few weeks, sometime after we get the patterns and practice. We'll give you all a comprehensive overview of what's underway, what's already been done, and what we're going to be embarking on. The report is very useful because it puts in place all of those recommendations and will serve as a very good guidebook for making sure that we take all the things that have been done and incorporate them into the changes that are underway and also identify some additional areas we need to work on.

CM Gardner: We had received some presentations last year on some changes possible for the Civil Service Commission and I know I brought it up at the start of the year. The city manager was going to come back and present on which of those changes might be able to be implemented within our current Charter and what might require a Charter change. Hopefully we can get that on the agenda coming up. Specifically, to the incident that happened with Officer Haubert a few weeks ago, I would like to get a briefing on his hiring process and what we knew and how that process worked out. So, if we can get that in September, or sometime in the future, that would be great.

CM Gruber: I agree. There were major changes in the 21CP that talked to the Civil Service Commission and hiring practices, so I'd like to bring those up as well.

6. **Confirm Next Meeting**

Next meeting confirmed for September 16, 2021 at 11am via WebEx.

7. **Adjournment**

Meeting adjourned at 1:05pm

APPROVED: _____

Dave Gruber, Chair