



## Public Safety, Courts and Civil Service Committee

September 16, 2021

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

Others Present            D. Carrel, F. Gray, B. Wesner, M. Longshore, S. Stowell, J. Batchelor,  
                                     A. Dickens, J. Bergeron, B. Shannon-Bannister, D. Parker, M. Beeman,  
                                     M. Hildebrand, W. Lippman, A. Robnett, A. Wood, M. Wasserburger,  
                                     M. Cain, S. Day, V. Wilson, C. Delena, M. Hays, M. Chapman, C. Juul,  
                                     I. Evans, M. Mrozinski, R. Weber, H. Johnson, J. Twombly, B. Gabrielli,  
                                     J. Moon, M. Nelson, T. Tobiassen, M. Ridder, C. McDonald, R. Lantz,  
                                     T. Buneta, C. Carlson, R. Pena, A. Garcia, C. Amparan, S. Wright, R.  
                                     Joy, D. Wilson, C. Amsler, C. Tassin, R. Jackson, J. Sones, L. Dalton,  
                                     M. Platt, J. Prosser, C. Canales, C. Hills

---

### 1.     **Call to Order**

Meeting called to order at 11am.

### 2.     **Approval of Minutes**

August 19, 2021 minutes approved.

### 3.     **Consent Items**

#### 3.a    **Proposed Changes to AMC 134-38**

Lieutenant Colleen Delena provided a brief presentation of this proposed change. She explained the changes requested are related to the wording that goes out via postcard to the owners of vehicles that have been impounded. This item is approved for Study Session.

### 4.     **General Business**

#### 4.a    **Acknowledgement of the Supporters of the Aurora Armed Forces Treatment Court Resolution**

Councilmember Gruber is the sponsor of this item. He is bringing this resolution forward in support of those people that have put support behind the Armed Forces Treatment Court. There are a number of volunteer organizations that have come together to work with the Aurora Municipal Court to create this court. This resolution acknowledges and thanks them for their help to the City of Aurora and the veterans that will go in front of this court.

## Outcome

Approved for Study Session.

## Follow-up Action

None.

### **4.b August 2021 Crime and Police Attrition Data**

Deputy Chief Darin Parker presented this item to the committee. Crimes statistics continue to trend in the same direction in all categories. It isn't surprising considering the limited resources that the department is faced with in regard to continued efforts to address the crime trends. Turnover year-to-date is 11.9%, total through August which is 89 people that have left the organization. In comparison, in 2018 there were 59, in 2019 there were 58, and 2020 was 87 separations. August separations reasons for leaving include retirements, law enforcement jobs somewhere else, termination, and death. To date, there have been 75 people added to the organization; 72 in the Basic Academy and 3 in the Lateral Academy. Looking at details of staffing, there are 744 people currently employed and that matches with the billets allowed. Of those, 70 are unavailable to work by themselves because they are still in training. This brings the trained, available officers down to 674. The biggest vacancies are sitting in patrol and street operations. Some officers are being redirected to patrol from their special assignments. There are also 43 officers on other than full duty status, which includes those on military leave, light duty, restricted duty, or not available for duty status for various reasons.

CM Gruber: I'd like to note, for the record, that there have been 50 murders in the last two years, over 2,500 major crimes this year indicating a 14% increase, over 10,000 major property crimes indicating a 28% increase, arrests have dropped to 6,000 indicating a decrease of 10%. Based on these numbers, major crimes have increased dramatically, and arrests have dropped. Those trends must be addressed. The AG didn't mention any of this in their report – I'm not pushing back on what was stated in the AG report but it's important to mention because he didn't address crime and attrition in his report so the city must recognize that. To talk about the police without talking about the increase of crime does a disservice to our community.

CM Berzins: There are 674 plus the 47 on light/restricted duty?

D. Parker: What I'm trying to show there is that we have an authorized staffing of 744. The 674 comes from taking out those that are not available to work on their own. They're not sworn in because they're in the Academy or, they are sworn in, but they're still going through training. I just wanted to point out what our numbers actually are with those impacts and the impacts of other than full duty status. Something to keep in mind for patrol is that of the 275 assigned, there are 17 that are specialists and are training the recruits. So, yes, they can respond to calls but they are not as effective because they're actually training people.

CM Berzins: We only had three laterals? I've been around for a while. We've always had many more laterals. What's going on? Three is not that many in the big scheme of things and actually, there was a lot of diversity that came in through the lateral program.

D. Parker: We support our lateral program. It gives us more flexibility because we're directly involved in the hiring process. I can only speculate on the reason for the drop off. We have been successful in the past and clearly we're struggling now. I don't think this is the time or place for me to speculate on the reasons.

V. Wilson: I don't mind speaking frankly on this issue. The officers that we have here in the organization – for 21 months have been in the spotlight. Some for our own doing – I'm not trying to defend any of the individuals that I've held accountable or terminated. It has been a very rough go to wear the Aurora Police patch. So, I want to thank the men and women that are out there right now, doing this job and protecting the city. As far as laterals are concerned, I'm not sure with the reputation, scrutiny, and the things we've been going through, if their friends and family would want them to come and have to go through that.

CM Gardner: It looks like we're getting an update on hiring and that process later. So, I think that's probably the key to this conversation. I think we all recognize that we have an issue with the data. I think we need to strategize a plan to help turn it around.

CM Gruber: Quick math is about 230 officers total in the last three years. It sounds like a 1/3 of the police force is in the process of turning over.

Outcome

Information Only.

Follow-up Action

None.

**4.c August 2021 Aurora Fire Rescue Attrition Data**

Assistant Director of Fire Management Services, Mathew Wasserburger, presented this item to the committee. Data provided is through September 1, 2021 and is only for civil FTE. Year-to-date there have been 13 separations. August did not have any attrition, so the numbers presented were the same as last month. Percentages for the year is 3.1% and 6.8% for the 3-year average.

CM Gruber: I'm pleased to see your numbers are following the trends of previous years.

Outcome

Information Only

Follow-up Action

None.

**4.d Aurora Fire Community Health Program Update**

Fire Lieutenant Shannon Hardi presented this item to the committee. Community health is a vital part of AFR. They respond not only to calls for service, they also take a proactive approach to meeting the needs of the community. The Community Health Program includes five initiatives; High Utilizer program, Car Seat program, Shots for Tots/Teens, CPR Pulse Point, and assisting the Community Engagement Manager. The High Utilizer program targets users that call 911 leading to strain on city resources and staff for non-emergent assistance. These users require special

resources and long-term help. To address this, AFR has partnered with other agencies in Aurora to develop a unique response model. This model requires in-person site visits and phone calls to create an individual program for each person. CPR/PulsePoint is an application that is community-wide. The goal is to not only respond to emergencies but improve outcomes. AFR teaches CPR and provides equipment to various organization or people within the community. PulsePoint allows community members to download the app and respond to calls for help in public places in order to provide life-saving aid. AFR responded to over 2,700 auto accidents in 202 and data has shown that they perform complex auto extrication every 3 days. Ensuring child safety is one of their top priorities. The Car Seat program takes a proactive approach by providing free car seats to community members. They also host regular car seat installation training events when community members request them. There are currently 24 car seat technicians and AFR is in the process of certifying two car seat instructors. Once that happens, they will teach all future academy classes. They also partner with Child Protective Services to provide car seat education and resources to new guardians of abused children. AFR has partnered with various area hospitals for the Shots for Tots/Teens. They provide various immunizations to the community for free. COVID-19 has temporarily suspended this program but they hope to get it up and running again soon. The Community Health Program is staffed by 1 full-time Lieutenant that rotates out every two years, one temporary cadet, and various personnel who are temporarily assigned while healing from an injury. The community health team has a high turnover rate and would benefit from a long-term stable staffing model. When all staffing needs are met, the team can adequately operate with four people out of two vehicles to cover the whole city. Using limited duty personnel is not a sustainable staffing model. The team requires two vehicles, two licensed clinicians, two full-time paramedics, and one case worker. This alternative response model is great and necessary for the overall health and success of the community.

CM Gruber: How do you make the decision that the High Utilizer team will respond versus the Crisis Response Teams or the Housing Team?

S. Hardi: I partner with the Crisis Response Team and utilize them as a resource, but I don't request their response. As far as the other resources, they are included through the assessments when we do our site visits. We determine if they meet the criteria to get other agencies involved.

CM Gruber: You talked about the organization we set up under Housing. Where is the decision made as to which one of the elements responds to a 911 call? Typically, you only have a few minutes to make that decision.

DCM Batchelor: Lt. Hardi, are you dispatched by 911 or are you doing an analysis of high utilizers and doing outreach? You are not dispatched through 911, correct?

F. Gray: Mr. Batchelor is exactly on point. The High Utilizer program is a proactive approach. What we do is we take data, or we take referrals from our members, not through the 911 system, to address some of the challenges that Lt. Hardi has described here. The program through Housing, that can be dispatched through the 911 system. What we're talking about today is a more proactive approach to conduct outreach to citizens to make sure their needs are being met.

CM Gruber: The manpower request, will that be included in our FTE and full-time employee updates at the upcoming workshop?

DCM Batchelor: I don't think this request was funded. It's certainly something council can discuss as part of that budget process.

Outcome

Information Only

Follow-up Action

None.

**4.e NLADA Assessment Report of Aurora Public Defender's Office**

Chief Public Defender, Doug Wilson introduced the National Legal Aid and Defender Association team to the committee. Marea Beeman, Rosalie Joy, and Michael Mrozinski from the NLADA conducted this assessment. The report was provided in backup for review prior to the presentation. The assessment began in February 2021 as part of the US Department of Justice, Bureau of Justice Assistance, Sixth Amendment Initiative. They work with jurisdictions to help them uphold their obligations under the 6<sup>th</sup> Amendment. They were able to conduct this assessment while working remotely due to the advent of virtual court hearings. The evaluation takes a snapshot of the program at a moment in time. That snapshot offers reflections on its current operations and makes suggestions for improvement both in internal practices and processes and in external relations. National standards and best practices are applied to Aurora's Public Defender system. This assessment was a review of system performance, not individuals, nor a caseload study. The fact-finding phase including interviews, court observations, and desk review of key materials provided by system stakeholders across Aurora. Interviews of 39 individuals included judges, court staff, public defender attorneys and staff, public defender commissioners, city attorneys, city police, city human resources, and other city staff as well as experts outside city government. Remote observation included arraignment bond returns, trial status checks, trials, and the wellness court program. A report was generated from all of this data and includes 23 findings and 22 recommendations to improve the city's public defense system. Overall, Aurora is doing what it is supposed to be doing and the public defender program is a national model for other municipal public defender programs. Council members and other stakeholders should be proud to have such an outstanding public defense system in the city. It should be noted that developing and maintaining such an outstanding system is attributable not just to the public defender's office and the public defender commission, but to all Aurora criminal legal system, stakeholders whose collaboration is vital to the functional and sustainability of the system. That said, any system has room for improvement. The full report addresses a broad scope of topics. This presentation will focus on four; Defender independence, pay parity and resource adequacy, workload standards, and strengthening system collaboration. Public Defender independence is rooted in the 6<sup>th</sup> Amendment. If counsel isn't free to make decisions that are in the best interest of their clients, then they cannot provide effective representation. The structure of independence in Aurora is strong and is a national model. Defender Independence in Aurora is strong because it has a Public Defender Commission that is charged with the hiring and firing the Chief Public Defender and staff. They are responsible for the oversight of the Public Defender's Office and ensure the citizens are receiving effective assistance of counsel. An area of improvement noted is that other Aurora criminal legal system stakeholders understand and acknowledge defender independence. The recommendation is that the public defender and the Public Defender Commission

and share knowledge across the agencies and cultivate opportunities to ensure there is the most effective and strong system of governance in Aurora. Pay parity and resource advocacy. City Council's action in May brought the public defender pay parity closer to the city attorneys. This was a positive step toward improving the city's public defense system and its criminal legal system. The NLDA urges council to follow through to ensure public defenders received pay parity with other city attorneys and comparable defenders in Denver. Pay parity matters for attracting and retaining talented attorneys, thereby preventing turnover and also ensures the offices' needs are being met. Holistic defense is becoming the blueprint for maturation of effective public defense practices nationwide. In this practice model a defense attorney advocates for all of the client's needs, including in the criminal, civil, immigration, housing, and employment context among others, instead of just providing representation in the criminal case. The Aurora Public Defender's Offices current staffing levels are not adequate to deliver holistic services as the office does not employ a single social worker that could help clients address problems and needs outside the criminal case. Addressing resource advocacy also requires understanding the public defender's workload. One of the tools to determining adequate resource needs of the public defender's office is to apply evidence-based workload standard to the projected caseload. Workload standards establish how many cases a public defender should be able to handle, assuming the attorney has sufficient supports from non-attorney staff. The NLADA recommends the Aurora Public Defender undertake a professional case-weighting study to establish a workload standard that is appropriate to the varying types of cases. Caseload is different from workload. Caseload standards take into consideration the complexity of cases handled and the availability of support services such as investigators, social workers, and paralegals. Attorneys aren't only responsible for case work, they also have to undertake administrative tasks. Workload standards consider the number of cases an attorney is assigned, the time that cases of different complexities take to handle, and the time required for other tasks that the attorneys responsible for. Historically, the public defender office has not had its own manual or electronic case tracking system. The office has been supplied with caseload data maintained by court administration. That data was shared in counts of charges, not cases, despite the requirement to develop the public defender office budget around the figure of 125 active cases per attorney. Criminal cases commonly involve more than one charge. The public defender office recently introduced an electronic case management system called Legal Server that is increasing data and analytics maturity. With that, it now has a sophisticated ability to track cases, detect activities undertaken, assess performance, and even identify patterns of practice. It's still important that the court, city attorney, and the public defender be able to apply a uniform definition of case to the cases on which they collectively work when determining resource needs. The NLADA recommends that Aurora's criminal legal system become better poised to assess system practice and performance and identify ways that the system can best serve citizens of Aurora. It is recommended that Aurora create a broader-based criminal justice coordinating committee, as many other state and local jurisdictions across the country have done. The committee should have at least one dedicated staffing person to assist with a range of tasks such as data collection, meeting logistics, and detail management.

CM Gruber: The report is very thorough. This was pretty much embargoed until it was released in the read-ahead package so I'm not certain that staff and other parts of the city government have had time to go into great detail on it. I do want to thank

you for the thoroughness of the report, the amount of time and the amount of effort you spent putting this together.

CM Gardner: Thank you for the work on this. It goes without saying the importance of the 6<sup>th</sup> Amendment and the right to an attorney is a key portion of that. Recommendations #4 and #5 was coming up with a plan to communicate why independence is important. Can you talk a little bit more about that? Maybe specifically what shortcomings you see currently that need to be improved as it pertains to independence.

R. Joy: Independence is functioning well in the city. We did not find any evidence that there is any political interference or interference in any other way in regard to D. Wilson's ability to run the office. However, it was noted that not all agencies across the city understand why a public defender has to be independent. I would start by saying, if you had to hire a lawyer for a loved one or yourself, you found yourself facing an allegation of wrong-doing and you stand to lose your liberty if convicted. If you don't have a lawyer standing by your side who you can 100% trust to make decision and advise you about what your options are – If you can't trust that the lawyer is going to have your best interest in mind, and not pleasing a judge or pleasing a prosecutor, the public defender has to be free to represent their client in the best way that they can as it relates to the needs of the client. From those in city government that we found did not necessarily understand that concept. The way it's being translated is in feeling like there's a bit of resentment for the public defender's office because it is believed that they don't report to anyone and therefore don't receive as many city resources. For us, that signals a misunderstanding about what independence is. As I was listening to the presentation from AFR about the Community Health liaison, I thought it would be great to know how many times a high utilizer was taken to jail, or how many nights they may have spent in jail, and what the cost was to the city to process that case. If you knew those things, then at some point you begin to see where there's a relationship between services and you can begin to identify how to strategize the delivery of services that reduces cost and can meet the needs of the people going through the system. So that's the real benefit of understanding the independence. We don't want the public defender's office to be alienated or left out of those collaborative processes within the city because they have a big value and skill set to offer.

CM Gardner: I guess what my question is, the recommendation is to make sure that the public defender's office is communicating the importance of independence back to the rest of the city. That's essentially what the recommendation is, right?

R. Joy: The recommendation is not just really about independence, but it is about independence. We want agencies to understand that independent independence doesn't mean that the city of Aurora public defender's office can't also be a collaborative partner. That they indeed should be at those tables to support the common goals and objectives of the city to effectively provide services to all the citizens. Because of that misunderstanding about independence, public defender's office and the city are missing opportunities to be stronger together.

CM Gardner: Tell me how best practices are developed. If we are one of the leaders in municipal public defenders' offices, then, tell me who we're being compared against, or what systems were being compared against, to develop best practices.

R. Joy: You are being compared against offices across the nation. The way you're being compared is by way of measuring the health of the 10 principles of a public defense delivery system. Most, if not all, effective delivery systems are meeting the 10 principles on some level. So, they're accomplishing independence, but they're also accomplishing incorporating and supporting holistic services through the reports.

CM Berzins: I want to thank your group, your board, and Tobiasson for volunteering. I know this takes a lot of time, so I appreciate that. It's nice to hear something positive about this city. It's a very in-depth study and it's positive for Aurora and we need to hear that right now. Thank you to all of you and I'm sure we'll go over this more.

CM Gruber: I echo the comments of the other committee members. The next steps on this will be for staff, the courts, the court administrator to review, come together with the public defender and determine which recommendations to implement and how best to do that.

D. Wilson: I have already talked to Mr. Twombly about part of the communication issue around independence. I have not done a very good job about reporting back to council or the city manager's office. We are going to set up quarterly meetings with the city administration. I would like to make annual presentations to council about our office to keep everyone informed. If you have some ideas as to whether it's through this committee or council in general, I would be happy to do that.

CM Gruber: I would recommend you forward the entire report to the entire council now. The meetings that I spoke about earlier should be held to determine what agreements can be negotiated, bring that back to this committee and then bring that to the entire council at a study session to explain progress being made.

T. Tobiasson: I appreciate hearing the presentation on your assessment. We're very pleased that we got this assessment done. It's very important to have an independent, outside organization take a look at the public defender's office and see what we are doing and where we can improve. Based on one of the recommendations, I feel like I could do a better job of going to council town meetings from time to time and brief the citizens on the public defender's office. Perhaps some of the other commissioners might do that also.

#### Outcome

Information Only.

#### Follow-up Action

Staff will review and schedule meetings to discuss recommendations and implementation of those identified.

### **4.f Updates on Police Hiring and Discipline Processes**

Deputy City Manager Jason Batchelor lead the conversation of this item as a follow-up to the request by CM Gardner. Both, the 21CP and the AG's report note areas to be addressed within the Civil Service Commission. The AG's report specifically calls for an outside assessment of the processes and procedures. Discussions have started with Matt Cain, HR and some others. M. Cain has taken those back to the Civil Service Commission to look at potential changes. M. Cain has also sent council an update of some changes they've made and some thing



they're considering. M. Cain confirmed that was a good summary of actions taken in the last month. He explained the Civil Service Commission is interested in collaborative dialogue on what next steps could be in response to the reports. The Commission welcomes being part of the Consent Decree discussions as well. The email provided to council listed the efforts made over the past three years to respond to the concerns and efforts related to hiring the best recruits for police and fire. The Commission and staff have hired 80 entry level recruits so far this year with another 20 hopefully by the end of October. M. Cain thanks the police department, and Chief Wilson, for efforts on the training at the academy by having five entry level academies this year. This has helped keep pace as best as possible with the attrition rate in the department. There are four entry level academies planned for next year with a possible fifth in addition to possibly 20 lateral hires that are currently projected. Now is a critical time to address the reports and the discussions and in the inclusion of the Civil Service Commission will help to shape what the future of the hiring process will look like for Aurora.

CM Gruber: Matt, I can't overemphasize the urgency needed within the commission to address the items identified in, both, the 21 CP report and the Attorney General's report. Many of the items within the report are directly tied to the civil service commission. Of course, the commission doesn't work for the city, it works for city council. I know that the city management is urgently addressing, these items to ensure that we have the best police and fire. We will resolve the deficiencies that AG identified and that 21CP brought to our attention. But, within the Civil Service Commission, since you are not part of the city, and you're an independent organization working for city council, working these out sooner rather than later is vital. the city is watching and, in this case, the entire state is watching to see how we perform. So, calling these meetings together, identifying the deficiencies, coming up a solution, voting on those within your own commission, and bringing those to city council is crucial to us and the entire city moving forward. I heard you said, what you've done over the last 3 years and the plan is. But what I didn't hear and what I was specifically listening for was based on these two reports we are going to accelerate our efforts by doing a, b, and c. I'm not going to tell you what those things are other than the fact that I am looking for much more activity to deal with this. I will speak for myself, but I think the entire council is very anxious for your success in negotiating improvements and bringing those improvements to us sooner rather than later, to include a requiring Charter changes that the council will sponsor and take to the citizens to ask for those changes to made. My bottom line, urgency is the key word here.

CM Gardner: I echo what CM Gruber said. Along those lines, I also just want to say thank you to our current civil service commissioners and even the past ones. It's a relatively thankless position. Our current commissioners have really faced a lot of scrutiny these last several months. In a lot of cases, for the action of either commissioners in the past or the way the system is designed. So, I just want to recognize my appreciation for what they do. We've received several presentations now over the last couple years about some either deficiencies or differences in our civil service process, or whatever word you want to use to describe where we appeared to be outliers. I want to make sure that if there's improvements that we can make that we are making those in a timely manner and making sure that that's a priority. I look forward to figuring out what can we do within our current charter structure and then what might need a charter change. And, of course, there's the AG's report and potential consent decree and some of that might become legally

binding. At the same time, I hope we keep in mind what's going to be most effective and efficient for the city and not just take action just for the sake of taking action. So, I look forward to hearing from the commission and from our staff, and what improvements we can make and how we can accomplish those.

CM Berzins: Thank you to our Civil Service Commission and the past commissions. They do face a lot of scrutiny and sometimes it's a lose-lose situation for them, but you do persevere and thank you so much.

M. Cain: I would like to note that a commissioner resigned last week, so we are down to four commissioners. There is also a planned vacancy when Chairperson Weeks' term expires in February of 2022.

CM Gruber: Has a process started to solicit the community for volunteers?

M. Cain: To my knowledge, the hiring process is at the discretion of city council. I believe communications put out a solicitation for eight boards and commissions recently. The Clerks Offices receives the applications and they would be able to speak to that. The Commission itself doesn't get involved in the selection process but can provide some feedback to council when evaluating potential applicants.

CM Gruber: Having a full commission is very important to the city. Bringing this through city council is very important, that urgency is dependent upon a fully staffed commission.

#### Outcome

Information Only

#### Follow-up Action

Staff will continue to work on changes and bring them forward to council.

### **5. Miscellaneous Matters for Consideration**

CM Gruber: I want to talk a little bit about the Attorney General's report that came out yesterday. The report followed along with many of the findings that were identified by 21CP. I know that the city is working on those changes. There are two important areas of the report. One involves a consent decree. I imagine the process on that will be that the city manager will come to council with a recommendation probably via a resolution and council will approve that. The second part includes changes to the general services committee that we're going to have to address as well. I want to move those forward as rapidly as we can to deal with the changes in the 21CP and AG's report. I'm not looking for a major discussion on the AG's report. I think the city manager is primarily responsible for most of the implementation. I would like just real quick comments from the committee members.

CM Gardner: I agree with what you outlined. I think my expectation, the city manager, internal legal counsel, or if we need to hire someone external, go through the process of negotiating what that consent decree will look like and ultimately bring it back to council to agree or not agree. I think that would be my advice or direction; ensure that we have competent legal counsel as we negotiate that because I don't want the city to be a position where we agree to something without realizing what those long-term consequences might be. I think we need to be really careful as we proceed forward so we're not just turning over control of our fire and police departments to the Attorney General. I'd like to see a presentation from the Civil Service Commission. What their thoughts are on the presentation to Public Safety last year and on the reports that have come out. I think there's

some changes that can be implemented within our current Charter structure. There are probably some changes that might be needed or Charter changes might be required to implement those changes. I think council should have a discussion about what we'd like to see changed and how that can be accomplished within our current structure.

CM Berzins: It hurts my heart to have someone paint our police and fire and first responders with a broad brush and call them all names. I was disappointed in that. They were hired to do a job and they hired the attorneys to do a job, and they did. It's like if you hire a code officer to come to your house to look for code violations, they're going to find them. I did notice they didn't say anything about how we can retain our police, how we can get crime down in the city. I'm really apprehensive that when we start implementing some of these that more of fire and police will leave and we'll be even shorter and crime will go up. Who do we call to fix that? If we have ten murders now and, after this is implemented, we have 25, who helps us? Is it the people that did 217, because this is what all this is coming out from? I'm really apprehensive what this is going to do to this city and crime. As council members we all know we all get emails and phone calls saying citizens call for police and no one came or three hours later they came. Is this going to make it worse? It has a lot of holes in it and I guess we'll just have to wait and see. It will be interesting to see what other cities do. I've heard that Boulder has a huge problem. Are they going to do Boulder? We just happened to be the first ones. You know, when you're first, sometimes things don't work out the way you wanted. Yes, there are problems – there's problems in any group. I honestly felt like that report – because we've been saying there's been some bad apples – they kinda made fun of us for saying it. I guess we'll have to wait and see what comes out of it. It just hurts my heart to paint people with a broad brush, cause that's not right.

CM Gruber: I think your points are spot on. As far as reducing crime, we must figure out how to – working with the AG – what can be done to reduce crime in Aurora.

**6. Confirm Next Meeting**

Next meeting moved from October 21 to October 14, 2021 at 11am via WebEx due to conflicts on two of the Committee members' schedules.

**7. Adjournment**

Meeting adjourned at 12:45pm

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

Dave Gruber, Chair