



AGENDA

Public Safety, Courts and Civil Service Policy Committee

January 13, 2022, 9:00 am

Council Member Dustin Zvonek, Chair
Council Member Danielle Jurinsky, Vice Chair
Council Member Steve Sundberg, Member

Public Participant Dialing Instructions

Dial Access Number 408.418.9388

Event Number 2493 025 2891

Council Goal: Assure a safe community for people

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1. Call to Order	
2. Approval of Minutes November 9, 2021 Minutes	1
3. Consent Items None	
4. General Business	
4.a. January 2022 Crime and Police Attrition Update Deputy Chief Darin Parker and Business Services Manager John Schneebeck / Megan Platt, Assistant City Attorney 10 minutes	13
4.b. Aurora Fire Rescue Attrition Data for December 2021 Mathew Wasserburger, Assistant Director Fire Management Services / Angela Garcia, Senior Assistant City Attorney, 5 Minutes	27
4.c. Aurora911 Staffing Update Tina Buneta, Director of Aurora 911, 5 Minutes	30
4.d. 2022 Police Audit Plan Michelle Crawford, Police Auditor, 10 Minutes	40
4.e. Violent Crime Units Overview Mark Hildebrand, Division Chief / Megan Platt, Assistant City Attorney 40 minutes	52

4.f. 2021 Policy Committee Agenda Review 54
Jason Batchelor, Deputy City Manager, 5 Minutes

4.g. 2022 Policy Committee Workplan 58
Jason Batchelor, Deputy City Manager, 15 Minutes

5. Miscellaneous Matters for Consideration

6. Confirm Next Meeting
February 10, 2022 at 9 a.m. via WebEx.

7. Adjournment



Public Safety, Courts and Civil Service Committee

November 9, 2021

Members Present

Dave Gruber, Chair
Marsha Berzins, Vice Chair

Others Present

D. Carrel, J. Schneebeck, D. Parker, J. Batchelor, M. Hildebrand, S. Day, A. Garcia, E. Wittman, J. Bergeron, M. Wasserburger, M. Chapman, T. Tobiassen, A. Robnett, M. Nelson, M. Platt, I. Evans, J. Heckman, M. Cain, P. Schulte, R. Weber, S. Newman, T. Buneta, C. Juul, S. Stowell, B. Good, F. Jesih, M. Ridder, C. Amparan, J. Moon, M. Hays, S. Wright, L. Dalton, R. Lantz, D. Wilson, K. Peterson, J. Twombly, W. Lippman, V. Wilson, K. Claspell, M. Smith, J. Bajorek, R. Venegas, C. Cerinich, C. Hills

1. Call to Order

Meeting called to order at 1pm.

2. Approval of Minutes

October 14, 2021 minutes approved.

3. Consent Items

None

4. General Business

4.a October 2021 Crime and Police Attrition Data

Deputy Chief Darin Parker provided the October crime update to the committee. The trend is the same as previous months. District 2 has seen an increase compared to the other two districts. The increase is likely being driven up by the number of homicides that have occurred in District 2. Property crimes have also seen an increase in motor vehicle thefts. One of the most impacted areas for motor vehicle thefts is the area by the airport within in District 2. Specific to burglaries and larcenies; burglaries have been a problem in the Northeast area with all the new construction. The high cost of lumber is likely driving this increase. Staffing issues prevent the ability to put together proactive operations to target some of the identified issues. Thanks to the generosity from Council and City Management, APD does have funding to try to pay overtime but they are not seeing the willingness from officers to work as much overtime as they have seen in the past. D. Parker believes this is because many officers are worn out from working their regular duty shifts in addition to all the overtime being worked and they need their

personal time. Chief Vanessa Wilson added that she hears the citizen complaints about call times and quality of life issues. Officers are responding to very serious calls for service, non-stop. Over the weekend officers apprehended a homicide suspect, they caught a shooter, and interrupted a sex assault resulting in the arrest of the offender. Officers are out there every day dealing with violent issues and are doing a fantastic job.

Business Services Manager John Schneebeck presented the attrition data to the committee. There were 7 separations in the month of October, which represented 1% of the police turnover. The attrition cumulative line continues to out pace the prior three years. An academy class of eight recruits started on October 25. The goal was to add 20 recruits in this class. Also, there is one lateral applicant that will be starting in November. This means there will be a total of 84 adds for the year and a loss of 108 resulting in a net loss of 25. The area impacted the most from the attrition is Patrol and Street Operations. Inside Patrol, there are 26 Field Training Officers working with recruits.

CM Gruber: In reference to District 2, and in general, seeing that large number it seems it would be organized. Is this an organized assault and is there any support that we can get at a state and federal level?

E. Wittman: With the help of Raven, which is a task force that we have members in it, as part of. We have identified a violent criminal enterprise that, unfortunately, a large portion of them live in our north area of District 2. But with their help, along with the detectives here in district 2, and the other districts as well, they would be able to put over a dozen of this group – and there's over 20 of them that are involved – that are doing a lot of aggravated motor vehicle, the catalytic converter robberies, and also strong-arm and gun robberies. RAVEN members have done a fantastic job of determining who these people are and, I believe, we've got upwards of 80% of this group in custody.

CM Gruber: As far as charging them, are they being charged at the state or federal level?

E. Wittman: We've gotten with the Arapahoe County District Attorney and they will take all the cases regardless of whether they occurred in Adams or Arapahoe County. Arapahoe has worked with us to file all those cases as COCA case to include federal charges as well.

CM Gruber: We talked before about what the goal of what public safety this committee was supposed to do, and we've talked about measuring and making changes in order to drop those measures down. We've been unsuccessful in doing that, given the shortfall in police staffing. The area that we haven't discussed at length is the impact of the state laws that are there, and should council be addressing state laws in order to tighten those down in such a way to reduce crime? I think we're doing all we can do within the city. We need help at the state level. I'll leave that out there. That's a political comment. I don't want to get staff involved in that. But, you know, there will be a new council coming on and I'm hoping that the new council will address that.

V. Wilson: My detectives and my officers are doing everything they possibly can and the DA's are accepting these cases. We need the judicial system to not continually have a revolving door with these individuals. I've said it before, so I'm

not afraid to say it now, but that is becoming a huge problem across country and something needs to be done for sure.

CM Berzins: The police do all they can to put their lives on the line every day, and then turn them over to the judicial system and, as it stands right now they fail the police – they let them go. You've all heard the slogans and they care more about the people that commit the crimes than they do the victims. But, honestly, I think I think things are beginning to turn around and I think people are beginning to see that and hopefully they will put pressure on the judicial system to actually make people pay for their decisions. Your decision means something and if you make a bad decision, there's a consequence. You can take this as a political statement, but it's true. The crime rates are going up and whatever has been happening in the judicial system and down at our state legislature has not been working. If it was working, the crime rates wouldn't be skyrocketing. So, I just hope everybody can hang on for another year to see some of these policies change and people will see that police aren't the bad guys.

Outcome

Information Only.

Follow-up Action

None.

4.b Aurora911 Staffing and Attrition Update

Aurora911 Director Tina Buneta provided this update to the committee. They have an authorized strength of 90 and are currently staffed with 65, resulting in 25 vacancies and 72% staffed. Twenty-three of the twenty-five vacancies are entry level. They will begin recruiting for their newly established Records and Reporting Unit. This unit was established to address the very high number of requests for discovery, CORA, and other records requests. They have been struggling to find applicants to fill the deficit that has grown throughout the year. The group with the largest turnover rates is from the group just out of training. This can be attributed to many reasons, but the functions of these positions are difficult and applicants don't always know what the job requires until they are immersed in it. Strategies for recruiting and retention include evaluating compensation to realign job descriptions with salary ranges to be more competitive in the metro area. They are also improving their career progression tactics to make sure that individuals feel a sense of growth and professional development. They have a 24-hour staffing model and are walking the balance of meeting the service needs of the community while not driving staff into the ground to the point of further turnover. They are exploring all avenues for how to schedule the center that allows staff time to recover from the demands of their job. They have started to push out resources to the community to make access more convenient and in line with the APD efficiencies. Resources include Access Aurora, online reporting, and mobile apps. Year-to-date, they have taken 120,000 more calls than in 2020. They are doing more with far fewer people so the process efficiency is important. Recruitment strategies include working with out city departments to get communication out to the community and find the right people who want to work in Aurora911 for the right reasons and invest in them.

CM Gruber: You brought up an interesting point, that it takes a special person to do this job. Is there a profile of skill sets of folks that you're looking for, for people that tend to be more successful than others?

T. Buneta: We have people that come to this profession from all backgrounds and walks of life. I've been in the industry for 23 years and what I often hear within my industry is I didn't find 911, I wasn't looking for it. It found me. I think the profile of an individual who would be successful in this career path is someone who is called to service. They want to be a part of something bigger than themselves, they want to give back to their community, and they want to help people and take care of people. Also, that level of emotional intelligence and mental and emotional resiliency. So, knowing that no one's ever calling us to give us good news or to tell us to have a nice day. Are you able to read situations and apply them and summarize them quickly? Are you able to deescalate and calm a hysterical caller? A lot of our vetting process is really diving into the mental and emotional resiliency of an individual and their emotional intelligence and capacity to handle those high-stress situations.

CM Gruber: As far as recruiting, do you have a relationship with Buckley Space Force Base. They have programs for people that are leaving the military and they have programs for military spouses. I wonder, do you have a way to talk to them?

T. Buneta: That's a great suggestion. We approached this from a different angle, that was more about the military spouse program. Because they relocate so often, we were looking for a way to certify them at a national level but that hasn't really gotten a lot of traction. I hear what you're saying and that's something worth exploring. I see a lot of potential with our veteran community and engaging them in a second career.

Outcome

Information Only.

Follow-up Action

None.

4.c October 2021 Aurora Fire Rescue Attrition Data

Assistant Director of Fire Management Services, Mathew Wasserburger presented this update to the committee. AFR lost four members through separations in October, resulting in a 4.4% attrition rate for the year. This is still below the projected 6.8% attrition average.

Outcome

Information Only

Follow-up Action

None.

4.d Office of the Independent Monitor Update

City Manager Jim Twombly provided this update to the committee. Council approved funding for three positions; Independent Monitor, investigator, and administrative staff. The job descriptions are currently being drafted. There has

been a lot of research in terms of looking at how to set it up and definition of powers, duties and operations. Powers and duties of the OIM focus on monitoring police and fire and they report to the City Manager. The OIM would have a complaint intake function and the goal would be to build credibility with the public so they know they can trust the OIM to review complaints objectively. The OIM would have authority to oversee specific investigations related to shooting involving uniformed personnel, in-custody deaths, disciplinary action taken related to uniformed police and fire, Internal Affairs investigations, incidents, whether on-duty or off, where uniformed personnel is under investigation and/or charged with any crime, and incidents related to improper use of force. The OIM would be a civilian outside the department itself. It would also have an audit function to look at policies and performance. There will be a lot of policies changing over the course of the next couple years. There will be training on those policies and application. The OIM will be able to initiate use of force investigations in real time They will have access to records related to incidents outlined in the powers and duties. The records will be provided in a timely fashion and spelled out via policy directives between the OIM, APD, and AFR. The OIM will have authority in ordinance to monitor any internal affairs investigation and/or disciplinary process and issue any findings independent of the outcome proposed by APD or AFR. APD and AFR shall create policies regarding the cooperation required with the OIM related to their participation in internal affairs and the disciplinary process. Those policies will outline when and how OIM can be involved in an internal affairs investigation or disciplinary matter. Public reporting is critical. The monitor will provide the public some insight in terms of critical incidents that occur and how they are handled. The Jonathan Smith Report used the phrase, system of a failure of accountability. This monitor will provide the public and department, someone who can ask questions about how certain things are being handled and make sure nothing is being glossed over and asking all the right questions in terms of how investigations are done and reporting findings to the public.

CM Berzins: This will be confidential and everything the OIM sees will be confidential?

J. Twombly: Any record that is confidential within the department will be maintained as confidential by the OIM, yes. Findings, reports, those sorts of things that are generated by the OIM will be published for access by the public.

CM Berzins: This makes me nervous – To give all these confidential documents around so I just wanted to be sure.

J. Twombly: They're not really going very far. It's one small office and it wouldn't be any different from me asking to see a particular record in the police department. It would be the same access I would have.

CM Gruber: There's a direct conflict between having an investigation done fast and having it thorough. My concern is, based on the thoroughness of the report, we could get bogged down to the point where – Denver is years behind in some of their reviews. Any thoughts on speed versus thoroughness?

J. Twombly: Yes, I agree with you. Resolutions to some of the investigations in Denver were a year to two years behind the actual event itself. I think we need to be mindful of that. There's got to be a happy medium to where we're quick but not sloppy. I think there's a balance that we'll have to find.

CM Gruber: The controlling factor in that is manpower. If we have more manpower, we could do it faster. But if we have more manpower looking over a force that's already 70-80% manned, we're going to create this bureaucratic machine on top. That could make us forget that the idea is to get a cop out on patrol so they can go catch bad guys as opposed to the internal processes. I don't have an answer for you. I would recommend, though, when you talk to council in the future, that you bring up that point – the idea of speed versus thoroughness versus manpower. If you get more money you might be able to do it faster. But, some of these cases are just so large that even with more manpower you're not going to get an answer faster. This is going to be an incredible challenge and I wish you the best with it.

CM Berzins: How are you going to find an unbiased person to be this monitor? This city is so divided. Some people think the Smith Report was the be-all-end-all but I'm just the opposite. I think his report was a failure. So, I don't know how you can find somebody. They're looking to put somebody on the Civil Service Commission that's suing the city and the police department. So, how are you going to find somebody to do this – Now, manning the office will be easier but to find an unbiased person – someone that's not a defund the police or – How are you going to get this filled?

J. Twombly: We will be looking for someone who is very objective. We'll be looking for any sort of past experiences that show bias. But, you're right, we need to be very careful in the selection process. We don't want someone who is pro-police and we don't want someone who is out to get the police – or the fire department for that matter.

CM Berzins: Right, because that person is not going to be able to please everyone. You mentioned the word, objective – That's going to be tough but good luck with doing that.

J. Twombly: I think we've done really well with Michelle Crawford, our police auditor. She has a relationship with the police department and she's able to go in and look at their policies and practices and compare those with best practices. She's able to do this without making them feel criticized or getting defensive because it's very much a collaborative effort. I think we'll be looking for somebody that can work that way – who can maintain credibility within the department and the community.

Outcome

Information Only

Follow-up Action

None.

4.e Technology Analysis for E-Discovery

Chief Information Officer Scott Newman presented this item to the committee. This is a follow-up to the discussion that took place during the October Public Safety Committee in which Interim Court Administrator Mike Ridder requested two FTE to facilitate managing E-Discovery requests and build out their own application for the Municipal Court to use rather than pursue vendors for procurement and analysis of a make or buy option. The CIO should be involved in all parts of this process

and the committee would like to hear the opinion of CIO Newman. S. Newman explained that the Courts have their own IT department and City IT staff have not historically been involved with the products that Court IT deploys for Court operations. City IT does not have purview or insight into the applications they use today or the business processes they are being used for. There are times where they do collaborate related to infrastructure such as network equipment or other devices used. They have been in discussions to bring them into the fold for cyber security, but those discussions are ongoing and there is still more visibility that would be needed. Regarding the build or buy approach – philosophically speaking, City IT would always try the buy approach first because of aspects of sustainability of any in-house application. S. Newman can't weigh in on the Court IT request because he doesn't have the insight into where they are with the lifecycle of the overall development process.

CM Gruber: That's very concerning. I really think that that needs to be looked at. Frankly it needs to be looked at by Management and Finance Committee, which oversees IT for the entire city. That'll be a challenge for the next council. Mike, how would you like to proceed?

M. Ridder: I've talked with Scott and everybody here and, like I say, for the last 25 years, we've been developing IT. I can show you what we have for the E-Discovery that we've been working on and anticipating in the first quarter. I'm surprised that Scott really isn't familiar with Court IT. We've been around for many years, we've done our job and we think we've done it very well. We always work with City IT and sometimes are ahead of the game on a lot of the aspects here for the city with IT needs.

Court Administration Programmer, Kyle Peterson, shared a presentation with the committee outlining the E-Discovery process and the plans for automated implementation. He explained that if they were to switch to a vendor system all the data already collected would have to be collected by hand and they would likely have to expand their system to allow for all the different data sources currently used. They currently follow Open Web Application Security Project (OWASP) guidelines for developing secure applications and environments in addition to working with City IT. Each application will be secured in isolation and they are utilizing the newest stable release of all software. Applications have full logging and are uploaded to the city's logarithm. If there's an attack against the city, it can detect things and send automated alerts.

M. Ridder: Tim responded on some of our concerns and I think he's behind us on this. I don't think they have logging analyzed on the City, but I think that's something Tim is looking at. He's pretty impressed with what we have set up. Can you confirm that, Scott?

S. Newman: Tim and I did speak about it and the containerization that you guys are using is definitely beneficial. There are additional tool sets that we would like to explore utilizing with your systems and to be blunt, this is the first time that we saw this level of detail so there's additional questions that we would have as well.

CM Gruber: I've worked with RedHat, I've worked with all these guys. What are you using as your database?

K. Peterson: Most of internal stuff is still in Formex. We've all talked about just going to Microsoft SQL. It's kind of a mix.

CM Gruber: Do you have the software requirements documents? Do you have the security requirements documents? Here are my concerns – You’re dealing with criminal justice information so the federal standards on criminal justice information systems, you’ve got other sensitive data such as HIPPA – There’s about eight different federal security standards that I didn’t hear you mention. Can you guarantee that this information is secure in accordance with federal standards?

K. Peterson: We’ve dealt a lot with PCI and HIPPA. Some of the compliance stuff we’re getting by with not having to do a lot because we don’t store credit card information. As far as HIPPA stuff, a lot of that will be in the police reports and that’s gone over by legal. There’s definitely a lot of guidelines that we’re having to follow and there’s definitely other teams involved in all this.

CM Gruber: I'm still not comfortable with that way - Again, my experience has been dealing with silos within different organizations where each organization does things their own way. Each organization is the best there is in the world. And then when we're attacked, when I have been attacked in military and other organizations, everybody is surprised. And I'm just not comfortable with this at all. We have a structure within the city under a CIO. As far as a system supporting lawsuits that can range into the hundreds of millions of dollars and that scares the heck out of me. I would like to have that go to the Management and Finance Committee in the future. We've got this bigger issue that needs to be resolved, but we have an immediate problem that is at the top of the stack, and we have to deal with, and I wanted to get to that next, but I just wanted to talk about the bigger issue. That bigger issue is that software governance is a citywide responsibility and we have a CIO and CISO they should be involved in software governance.

Outcome

Committee recommends Staff present software requests to M&F Committee and that the City CIO and CISO review standards and are involved in future Court IT governance. Council recommends the city outsource two contracted employees for a one-year term and review need for extending or hiring full-time.

Follow-up Action

Staff should proceed with outcome recommendations and move forward to Council to request funding for the contracted FTEs.

4.f Hazard Mitigation Plan Update

Battalion Chief, Matt Chapman, presented this item to the Committee. A brief presentation was provided in the backup. This plan has to be in place as FEMA requires it for any of the city departments to apply for, or be eligible for, any of the mitigation funding that is out there. FEMA has emphasized putting money into mitigation efforts and projects. This plan is an update and is required every 5 years by FEMA.

CM Gruber: I went through that and the concern that I had is in Chapter 6 specifically having to deal with an after-action process. We’ve talked about this before. The document is phenomenal. It reminds me of some of the DOD documents that I used to work with. I thought it was very thorough. The concern on the after-action review, you have to have a process where you analyze that

action and feed that back into the plan. I understand the City has an AAR process but that's not specified in Chapter 6.

M. Chapman: We can include that. I think this was from a few months ago when we were discussing the March storm and the recommendation was to develop an annex that really lays out our AAR and that is something we planned to do once we finish that March storm. That can absolutely be something that we include in Chapter 6 that references that annex that is being created for an AAR process.

CM Gruber: That would be perfect.

Outcome

Approved to move forward to Study Session.

Follow-up Action

Staff will move forward to next available Study Session with additional AAR information as outlined by CM Gruber.

4.g Fleet Replacement Schedule

Lieutenant Brian Good presented this item to the Committee. In 2017, AFR struggled to keep the minimum amount of apparatus available for use. The replacement schedule, at the time, was a point-based system that was a combination of miles, age and cost of repairs for a total of 15 points. This model was not conducive to AFR's business model and resulted in failed equipment. The replacement process created many challenges. There were poor design standards and no measures in place to objectively evaluate performance. The design-build process was laid out by Fleet Maintenance with little input from the end users resulting in vehicles that didn't meet AFR's standards. Most of the apparatus were about 20 years old in 2017. The standard is 10 years frontline service and 5 years backup service. Apparatus were not in compliance with industry standards, the equipment had surpassed useful life, and they lacked modern safety operational features. The maintenance schedule was based on miles. Several pieces of equipment don't drive a lot of miles but run for many hours. Fleet mechanics had minimum training in Emergency Vehicle Technician (EVT) and focused more on Automotive Service Excellence (ASE), which is more for passenger vehicles. There were long lead times on repairs and maintenance resulting in low inventory and lack of standardization. Vendors were not held accountable for timely builds and there was no oversight for the process. This replacement process lead to excessive repair costs paired with budget overruns, excessive out of service times, and an overall reduction in AFR's service delivery model to the community. A new process for replacement was established in 2018 with collaboration from AFR, city management, and Fleet Maintenance. The goal was to develop a fiscally responsible, defensible framework that allows the City of Aurora to have a standardized approach to developing specifications and subsequently purchasing apparatus. Major focus was on industry standards, create standardized specifications, performance-based standards for evaluating the apparatus performance and adherence to deadlines. They also want to ensure legal and contractual procurement language protects the City of Aurora. It will also modernize the fleet, increase operator occupant safety, reduce injuries, and reduce the overall costs. Changes included coming up with an aggressive replacement plan, replaced the point system with a time-based system, created data-driven

approaches to replace apparatus. Two engines will be replaced every year and every other a year a ladder company or specialty unit will be replaced. Several committees were formed and include all the stakeholders. This brought the participation of the stakeholders into all aspects of the process. The apparatus rotation gives a balanced use of the equipment, keeps it within operational life, and maintains reliability. Maintenance standards were updated with aggressive preventative maintenance schedules, increased continuing education and training for stakeholders, and performance-based measures enacted to evaluate all aspects of the fleet and its usage. Since 2018, the average age of apparatus has reduced by about 20.5% of front line, ladders have reduced to 24.4%. Reserve apparatus age is still about 19 years. It will take some time to get the vehicles cycled through before a reduction is seen. Operational costs are decreasing. Newer apparatus cost less to maintain because they are under warranty. Plus, with the aggressive preventative maintenance schedules, they can address problems earlier. The design process is improved which allows them to build a vehicle that can perform in AFR's service delivery model. They have created prototypes for trucks and engines that allows them to have a more focused and attainable training, better parts management, ease of operation, and timely and appropriate repairs. In about 3-5 more years they plan to fully realize the benefits of these changes. Needs moving forward include continued commitment from the stakeholders, to include funding for the apparatus. They need a built-in escalator account for inflation and price increases from year to year. They are developing a fiscally responsible metric to increase the amount of units purchased as the fleet grows.

CM Berzins: What kind of mileage does your average engine have on it at 8 or 10 years?

B. Good: Depending on the station, they can have over 100,000 miles. I can tell you, we're using several units right now that have 265,000 miles on them and 20,000 hours. One hour equates to about 33 miles. The reason hours are so important is because we have vehicles that don't drive many miles but run at scenes for hours on end. We found hours is the most accepted standard when determining wear and tear on vehicles.

DCM Batchelor: We did discuss this when we were developing the schedule and the other thing we discussed is the high utilization stations and the lower utilization stations. The way to address that is internal rotation between stations.

CM Gruber: It would seem to me what you were mentioning is the hours and miles driven were the most important metrics so it would seem that you were assuming that after 8 years it will have x-number of miles and hours and will need to be replaced.

B. Good: That is correct. We have duty cycles on the equipment that's components of those units that are worn out and they tend to be costly. An example would be the ladder rack used to store our ground ladders on. It moves the ladders up and down and that piece alone is about \$10,000 and we found it gets about five or six years of use before it needs to be replaced.

CM Berzins: You can tell that you thought this out. I'm very impressed with your program and you feel like that your program for the future is working and you don't need to make any changes right now?

B. Good: So far all the data is showing that. We need about two more years with some of the new apparatus to make sure some of the design changes are lasting. The key with this system is that it's scalable and a data-driven approach.

Outcome

Information Only

Follow-up Action

None.

4.h 2021 Public Safety, Courts and Civil Service Agenda Item Review

Deputy City Manager Jason Batchelor explained that this item is a list of all the items brought to this Committee for review. The list is also used to inform new committee when they meet in 2022.

Outcome

Information Only

Follow-up Action

None.

5. Miscellaneous Matters for Consideration

CM Gruber: We now are going to have to do something with the public service committee. We're going to have to have a better understanding of the hiring process, the integration of HR and different elements of the city to augment public safety. CM Berzins, with your approval, I would recommend that process begin now. That under the public safety committee, the City and public safety come together and look at ways to integrate HR, Police, and Fire into the hiring process. The reason I bring it up now is that we know there's a lot of things going on with the Attorney General and other things going on that are going to impact us. We know a new Council is going to be put in place on December 6 and this committee won't meet again until January. By starting now, and saying it was directed by a committee, the results of that study will be able to go directly to Study Session with the new Council. I would like to task that to public safety and to the city to come up with way to look at best practices to improve the hiring process.

CM Berzins: Yes, I'm fine with that.

DCM Batchelor: What I understand you are saying is that you want to see something to address the hiring process and you're directing staff to work with Matt Cain as the Civil Service Administrator to develop something to address recommendation on how to do that.

CM Gruber: Yes, that's exactly right. So, Civil Service Commission working with the City to analyze different ways to look at hiring uniformed officers.

CM Berzins: I just want to say, thank you to all the wonderful staff in this committee. You've made it look easy for us for all the charts that you put together and all the presentations. I really do appreciate all your hard work for this committee. Years ago, I served on this committee and it's not one of my favorite committees to serve on. But since public safety has come into the forefront, obviously I've gotten a lot more interested in it. I've seen some broad brushes being swiped over our First Responders that I do not

agree with. I've seen other council members make comments about our First Responders that I do not agree with. And CM Gruber and I have been accused of not doing anything to solve these problems with our police and fire. So, obviously, I've gotten a lot more involved and I wish I had done that a few years ago, but better late than never. I want to say, thank you to staff. I want to say, thank you to IAFF 1290. They've always been there and they've always been helpful. All of our police department, all of our officers, whether you're FOP or APA. You go out every day and I realize that you work, you put your life on the line. With changes comes a lot of confusion. Please stick in there, please stick with Aurora and know that better days are ahead. I would like to praise the APA because they've been my friend over the years. I just want to say thank you to everyone. It's been a real pleasure and honor working with you all.

CM Gruber: I echo those. I sincerely appreciate what you do for the city. As an elected representative, I sincerely appreciate what you do for the people of Aurora. I had no idea the complexity of Aurora. Before I came on council, and every committee I've sat on, I've been impressed with the skill of the city staff with the dedication and the knowledge and I'm so pleased to have had the opportunity to work with you and see how professional you are. Each of you do things that the average citizen has no idea. You carry responsibilities at the average citizen couldn't comprehend and yet if you weren't there, if you weren't doing it, the average citizen would be at much higher risk. From the bottom of my heart, I appreciate what you've done.

6. Confirm Next Meeting

Next meeting will be held in 2022 with the new Committee.

7. Adjournment

Meeting adjourned at 2:45pm

APPROVED: _____

Dustin Zvonek, Chair



CITY OF AURORA

Council Agenda Commentary

Item Title: January 2022 Crime and Police Attrition Update
Item Initiator: Darin Parker, Deputy Chief of Police
Staff Source/Legal Source: Darin Parker, Deputy Chief of Police / Megan Platt, Assistant City Attorney
Outside Speaker: N/A
Council Goal: 2012: 1.0--Assure a safe community for people

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

ITEM DETAILS:

- Agenda long title
- Waiver of reconsideration requested, and if so, why
- Sponsor name
- Staff source name and title / Legal source name and title
- Outside speaker name and organization
- Estimated Presentation/discussion time

Monthly update to the Public Safety Committee on crime statistics and police attrition
 Deputy Chief Darin Parker and Business Services Manager John Schneebeck
 10 minutes for presentation and discussion

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

- | | |
|---|--|
| <input type="checkbox"/> Approve Item and Move Forward to Study Session | <input type="checkbox"/> Approve Item as proposed at Study Session |
| <input type="checkbox"/> Approve Item and Move Forward to Regular Meeting | <input type="checkbox"/> Approve Item as proposed at Regular Meeting |
| <input checked="" type="checkbox"/> Information Only | |
| <input type="checkbox"/> Approve Item with Waiver of Reconsideration
Reason for waiver is described in the Item Details field. | |

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

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

- | | |
|---|---|
| <input type="checkbox"/> Recommends Approval | <input type="checkbox"/> Does Not Recommend Approval |
| <input type="checkbox"/> Forwarded Without Recommendation | <input type="checkbox"/> Recommendation Report Attached |
| <input type="checkbox"/> Minutes Attached | <input type="checkbox"/> Minutes Not Available |

HISTORY (Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)

N/A

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

Monthly Update on crime statistics and police attrition

QUESTIONS FOR COUNCIL

Information only

LEGAL COMMENTS

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

PUBLIC FINANCIAL IMPACT

- YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

- Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A



Aurora Police Department - UCR Statistics

District: ALL

<i>UCR crimes are measured by a count of victims and/or incidents reported during data period</i>	4 Week Last Year	4 Week Current Year	4 Week Difference	4 Week % Chg	Y-T-D Last Year	Y-T-D Current Year	Y-T-D Difference	Y-T-D % Chg - or - % of Total
Current Wk 53: 12/27/21 - 01/02/22	11/29 - 12/26		+ or -	% chg	01/01 - 12/26		+ or -	% chg

Major Crimes 11/30/20 - 12/27/20

Murder Victims	2	3	+1	50.0%	39	39	--	0.0%
Sex Assault Victims	38	27	-11	(28.9%)	345	328	-17	(4.9%)
Spouse / Dating	11	3	-8	(72.7%)	102	55	-47	17%
Familial	4	9	+5	125.0%	34	47	+13	14%
Otherwise Known	11	5	-6	(54.5%)	91	100	+9	30%
Sex Assault DV Victims	12	2	-10	(83.3%)	98	49	-49	15%
Agg Assault Victims	151	186	+35	23.2%	2,236	2,738	+502	22.5%
Spouse / Dating	45	35	-10	(22.2%)	417	514	+97	19%
Familial	17	26	+9	52.9%	225	240	+15	9%
Otherwise Known	24	48	+24	100.0%	481	583	+102	21%
Agg Assault DV Victims	47	38	-9	(19.1%)	461	520	+59	19%
Robbery	71	61	-10	(14.1%)	767	762	-5	(0.7%)
Major Violent Crimes Reported	262	277	+15	5.7%	3,387	3,867	+480	14.2%
Burglary	147	121	-26	(17.7%)	1,676	1,698	+22	1.3%
MVT	431	435	+4	0.9%	3,888	5,459	+1,571	40.4%
Larceny	642	392	-250	(38.9%)	7,309	7,521	+212	2.9%
Major Property Crimes Reported	1,220	948	-272	(22.3%)	12,873	14,678	+1,805	14.0%
Major Index Crimes Reported	1,482	1,225	-257	(17.3%)	16,260	18,545	+2,285	14.1%

Criminal Arrests

Physical Arrests	252	344	+92	36.5%	4,871	4,619	-252	(5.2%)
Criminal Summonses	371	256	-115	(31.0%)	4,513	4,289	-224	(5.0%)
DUI/DUID (Detox Summons)	37	41	+4	10.8%	624	617	-7	(1.1%)
Total Arrests	623	600	-23	(3.7%)	9,384	8,908	-476	(5.1%)

Traffic Enforcement

Traffic Tickets Muni	1,063	481	-582	(54.8%)	17,180	15,258	-1,922	(11.2%)
Traffic Tickets in GO's Muni	298	151	-147	(49.3%)	3,562	3,014	-548	(15.4%)
Total MET Tickets Muni	798	375	-423	(53.0%)	13,833	12,829	-1,004	(7.3%)
Total Traffic Tickets Muni	1,361	632	-729	(53.6%)	20,742	18,272	-2,470	(11.9%)
Total Traffic Tickets State	78	78	+0	0.0%	1,475	1,314	-161	(10.9%)
Total Traffic Tickets	1,439	710	-729	(50.7%)	22,217	19,586	-2,631	(11.8%)

Traffic Accidents

Accident - Fatal	3	1	-2	(66.7%)	34	35	+1	2.9%
Accident - All Other	888	305	-583	(65.7%)	10,628	10,021	-607	(5.7%)
Total Accidents	891	306	-585	(65.7%)	10,662	10,056	-606	(5.7%)



Aurora Police Department - UCR Statistics

District: 1

<i>UCR crimes are measured by a count of victims and/or incidents reported during data period</i>	4 Week Last Year	4 Week Current Year	4 Week Difference	4 Week % Chg	Y-T-D Last Year	Y-T-D Current Year	Y-T-D Difference	Y-T-D % Chg - or - % of Total
Current Wk 53: 12/27/21 - 01/02/22	11/29 - 12/26		+ or -	% chg	01/01 - 12/26		+ or -	% chg
Major Crimes 11/30/20 - 12/27/20								
Murder Victims	2	3	+1	50.0%	27	23	-4	(14.8%)
Sex Assault Victims	12	11	-1	(8.3%)	139	152	+13	9.4%
Spouse / Dating	5	1	-4	(80.0%)	44	26	-18	17%
Familial	1	3	+2	200.0%	9	22	+13	14%
Otherwise Known	2	2	--	0.0%	27	40	+13	26%
Sex Assault DV Victims	5	1	-4	(80.0%)	45	26	-19	17%
Agg Assault Victims	70	108	+38	54.3%	1,149	1,366	+217	18.9%
Spouse / Dating	26	19	-7	(26.9%)	215	235	+20	17%
Familial	6	14	+8	133.3%	108	114	+6	8%
Otherwise Known	9	27	+18	200.0%	244	307	+63	22%
Agg Assault DV Victims	27	20	-7	(25.9%)	236	247	+11	18%
Robbery	43	32	-11	(25.6%)	462	420	-42	(9.1%)
Major Violent Crimes Reported	127	154	+27	21.3%	1,777	1,961	+184	10.4%
Burglary	58	49	-9	(15.5%)	756	751	-5	(0.7%)
MVT	193	191	-2	(1.0%)	1,776	2,352	+576	32.4%
Larceny	234	129	-105	(44.9%)	2,905	2,810	-95	(3.3%)
Major Property Crimes Reported	485	369	-116	(23.9%)	5,437	5,913	+476	8.8%
Major Index Crimes Reported	612	523	-89	(14.5%)	7,214	7,874	+660	9.1%
Criminal Arrests								
Physical Arrests	107	138	+31	29.0%	2,094	1,926	-168	(8.0%)
Criminal Summonses	167	81	-86	(51.5%)	2,081	1,788	-293	(14.1%)
DUI/DUID (Detox Summons)	18	9	-9	(50.0%)	237	259	+22	9.3%
Total Arrests	274	219	-55	(20.1%)	4,175	3,714	-461	(11.0%)
Traffic Enforcement								
Traffic Tickets Muni	243	127	-116	(47.7%)	3,986	2,433	-1,553	(39.0%)
Traffic Tickets in GO's Muni	100	47	-53	(53.0%)	1,317	1,078	-239	(18.1%)
Total MET Tickets Muni	131	71	-60	(45.8%)	2,834	1,877	-957	(33.8%)
Total Traffic Tickets Muni	343	174	-169	(49.3%)	5,303	3,511	-1,792	(33.8%)
Total Traffic Tickets State	27	42	+15	55.6%	616	457	-159	(25.8%)
Total Traffic Tickets	370	216	-154	(41.6%)	5,919	3,968	-1,951	(33.0%)
Traffic Accidents								
Accident - Fatal	1	0	-1	(100.0%)	15	13	-2	(13.3%)
Accident - All Other	333	119	-214	(64.3%)	4,143	3,884	-259	(6.3%)
Total Accidents	334	119	-215	(64.4%)	4,158	3,897	-261	(6.3%)



Aurora Police Department - UCR Statistics

District: 2

<i>UCR crimes are measured by a count of victims and/or incidents reported during data period</i>	4 Week Last Year	4 Week Current Year	4 Week Difference	4 Week % Chg	Y-T-D Last Year	Y-T-D Current Year	Y-T-D Difference	Y-T-D % Chg - or - % of Total
Current Wk 53: 12/27/21 - 01/02/22	11/29 - 12/26		+ or -	% chg	01/01 - 12/26		+ or -	% chg
Major Crimes 11/30/20 - 12/27/20								
Murder Victims	0	0	--	--	7	14	+7	100.0%
Sex Assault Victims	13	8	-5	(38.5%)	110	110	--	0.0%
Spouse / Dating	2	1	-1	(50.0%)	30	19	-11	17%
Familial	3	4	+1	33.3%	17	15	-2	14%
Otherwise Known	2	0	-2	(100.0%)	31	34	+3	31%
Sex Assault DV Victims	3	1	-2	(66.7%)	29	15	-14	14%
Agg Assault Victims	53	48	-5	(9.4%)	725	913	+188	25.9%
Spouse / Dating	15	8	-7	(46.7%)	127	185	+58	20%
Familial	6	8	+2	33.3%	63	70	+7	8%
Otherwise Known	6	12	+6	100.0%	150	177	+27	19%
Agg Assault DV Victims	15	10	-5	(33.3%)	141	186	+45	20%
Robbery	17	21	+4	23.5%	201	239	+38	18.9%
Major Violent Crimes Reported	83	77	-6	(7.2%)	1,043	1,276	+233	22.3%
Burglary	59	43	-16	(27.1%)	546	552	+6	1.1%
MVT	130	161	+31	23.8%	1,320	2,052	+732	55.5%
Larceny	224	160	-64	(28.6%)	2,454	2,710	+256	10.4%
Major Property Crimes Reported	413	364	-49	(11.9%)	4,320	5,314	+994	23.0%
Major Index Crimes Reported	496	441	-55	(11.1%)	5,363	6,590	+1,227	22.9%
Criminal Arrests								
Physical Arrests	80	135	+55	68.8%	1,651	1,638	-13	(0.8%)
Criminal Summonses	120	119	-1	(0.8%)	1,517	1,638	+121	8.0%
DUI/DUID (Detox Summons)	10	21	+11	110.0%	206	204	-2	(1.0%)
Total Arrests	200	254	+54	27.0%	3,168	3,276	+108	3.4%
Traffic Enforcement								
Traffic Tickets Muni	435	232	-203	(46.7%)	7,648	7,431	-217	(2.8%)
Traffic Tickets in GO's Muni	98	55	-43	(43.9%)	1,139	967	-172	(15.1%)
Total MET Tickets Muni	409	210	-199	(48.7%)	6,572	6,725	+153	2.3%
Total Traffic Tickets Muni	533	287	-246	(46.2%)	8,787	8,398	-389	(4.4%)
Total Traffic Tickets State	24	11	-13	(54.2%)	449	512	+63	14.0%
Total Traffic Tickets	557	298	-259	(46.5%)	9,236	8,910	-326	(3.5%)
Traffic Accidents								
Accident - Fatal	2	1	-1	(50.0%)	9	12	+3	33.3%
Accident - All Other	298	104	-194	(65.1%)	3,407	3,298	-109	(3.2%)
Total Accidents	300	105	-195	(65.0%)	3,416	3,310	-106	(3.1%)



Aurora Police Department - UCR Statistics

District: 3

<i>UCR crimes are measured by a count of victims and/or incidents reported during data period</i>	4 Week Last Year	4 Week Current Year	4 Week Difference	4 Week % Chg	Y-T-D Last Year	Y-T-D Current Year	Y-T-D Difference	Y-T-D % Chg - or - % of Total
Current Wk 53: 12/27/21 - 01/02/22	11/29 - 12/26		+ or -	% chg	01/01 - 12/26		+ or -	% chg

Major Crimes 11/30/20 - 12/27/20

Murder Victims	0	0	--	--	5	2	-3	(60.0%)
Sex Assault Victims	13	8	-5	(38.5%)	92	64	-28	(30.4%)
Spouse / Dating	4	1	-3	(75.0%)	27	9	-18	14%
Familial	0	2	+2	--	8	10	+2	16%
Otherwise Known	7	3	-4	(57.1%)	32	26	-6	41%
Sex Assault DV Victims	4	0	-4	(100.0%)	22	8	-14	13%
Agg Assault Victims	28	29	+1	3.6%	351	448	+97	27.6%
Spouse / Dating	4	8	+4	100.0%	75	93	+18	21%
Familial	5	4	-1	(20.0%)	52	55	+3	12%
Otherwise Known	9	9	--	0.0%	82	99	+17	22%
Agg Assault DV Victims	5	8	+3	60.0%	82	86	+4	19%
Robbery	11	8	-3	(27.3%)	104	101	-3	(2.9%)
Major Violent Crimes Reported	52	45	-7	(13.5%)	552	615	+63	11.4%
Burglary	30	29	-1	(3.3%)	366	385	+19	5.2%
MVT	107	82	-25	(23.4%)	783	1,040	+257	32.8%
Larceny	174	103	-71	(40.8%)	1,879	1,946	+67	3.6%
Major Property Crimes Reported	311	214	-97	(31.2%)	3,028	3,371	+343	11.3%
Major Index Crimes Reported	363	259	-104	(28.7%)	3,580	3,986	+406	11.3%

Criminal Arrests

Physical Arrests	46	47	+1	2.2%	779	702	-77	(9.9%)
Criminal Summonses	81	54	-27	(33.3%)	886	822	-64	(7.2%)
DUI/DUID (Detox Summons)	8	11	+3	37.5%	172	142	-30	(17.4%)
Total Arrests	127	101	-26	(20.5%)	1,665	1,524	-141	(8.5%)

Traffic Enforcement

Traffic Tickets Muni	370	92	-278	(75.1%)	5,164	4,977	-187	(3.6%)
Traffic Tickets in GO's Muni	93	46	-47	(50.5%)	1,052	903	-149	(14.2%)
Total MET Tickets Muni	251	67	-184	(73.3%)	4,235	3,849	-386	(9.1%)
Total Traffic Tickets Muni	463	138	-325	(70.2%)	6,216	5,880	-336	(5.4%)
Total Traffic Tickets State	26	15	-11	(42.3%)	369	273	-96	(26.0%)
Total Traffic Tickets	489	153	-336	(68.7%)	6,585	6,153	-432	(6.6%)

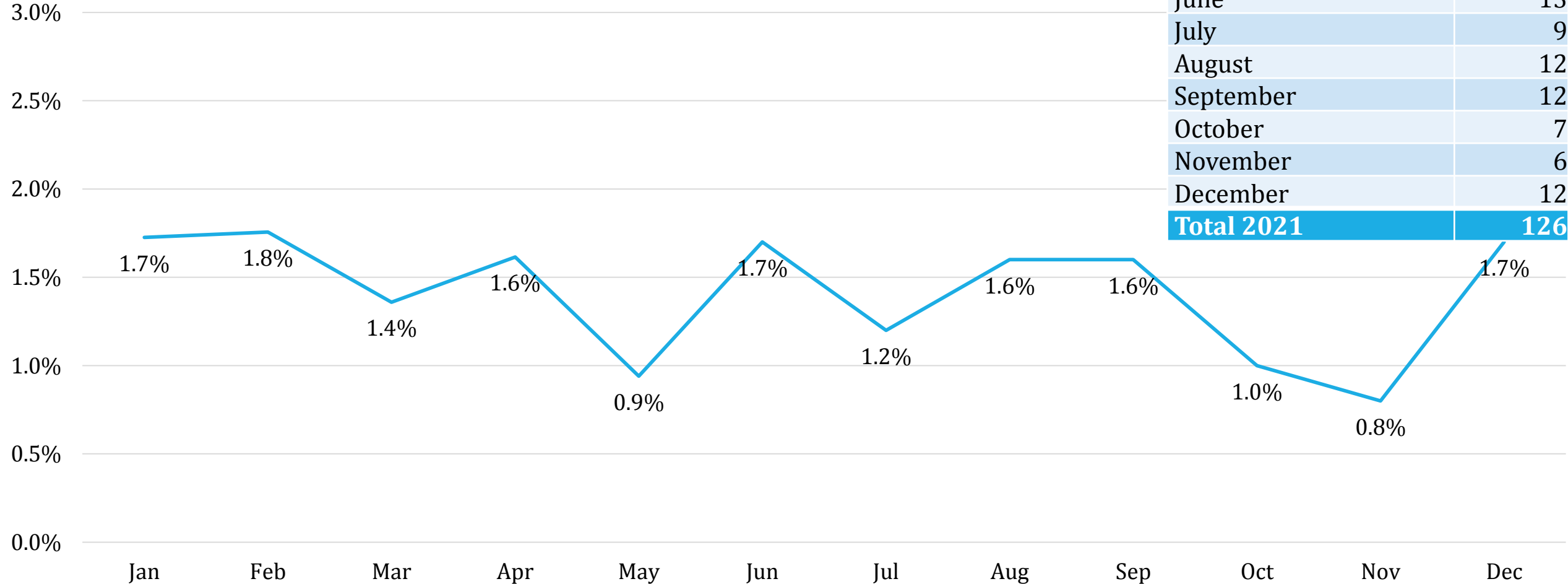
Traffic Accidents

Accident - Fatal	0	0	--	--	10	8	-2	(20.0%)
Accident - All Other	229	76	-153	(66.8%)	2,793	2,552	-241	(8.6%)
Total Accidents	229	76	-153	(66.8%)	2,803	2,560	-243	(8.7%)

Police Turnover Percent

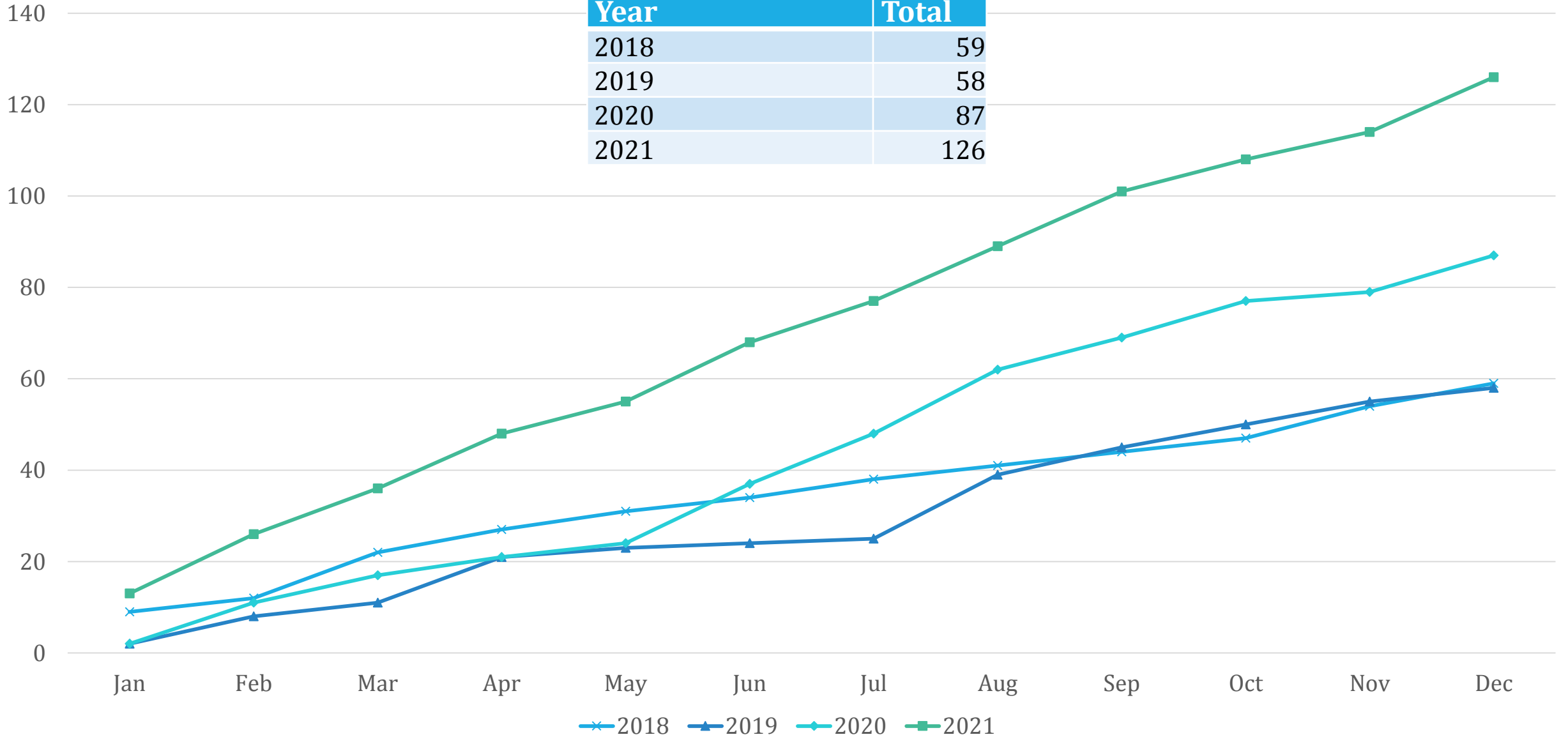
17% total

Month	Total
Jan	13
Feb	13
Mar	10
April	12
May	7
June	13
July	9
August	12
September	12
October	7
November	6
December	12
Total 2021	126



Attrition Review

Year	Total
2018	59
2019	58
2020	87
2021	126



2021 Sworn Staffing

Additions:

80 Basics (16 in 2021-1B, 17 in 2021-2B, 19 in 2021-3B, 20 in 2021-4B, 8 in 2021-5B)

4 Laterals (3 in 2021-1L, 1 in 2021-2L)

84 Total Adds

Losses as of 12/31/21:

66 Resignations (41 commissioned, 13 FTEP, 12 recruits)

42 Retirements

8 Med. Retirements

5 Terminations (3 commissioned, 2 recruits)

4 Transfer to Career Service (1 commissioned, 3 FTEP)

1 Death (1 commissioned)

126 Total Losses

42 Net Losses

December Sworn Separations Detail

9 Resignations (5 commissioned, 1 FTEP, 3 Recruit)

2 Retirement

1 Med. Retirement

12 Total Losses

Reason	Count
Unknown	4
Retirement	2
Disability	1
Another job	3
Another LE job	1
Resigned	1
Total	12

Assignment	Count
Recruit	1
Recruit FTEP	3
Patrol	4
Internet Crimes Against Children	1
Electronic Support	1
Crisis Response Team	1
Traffic	1
Total	12

December Sworn Staffing Detail

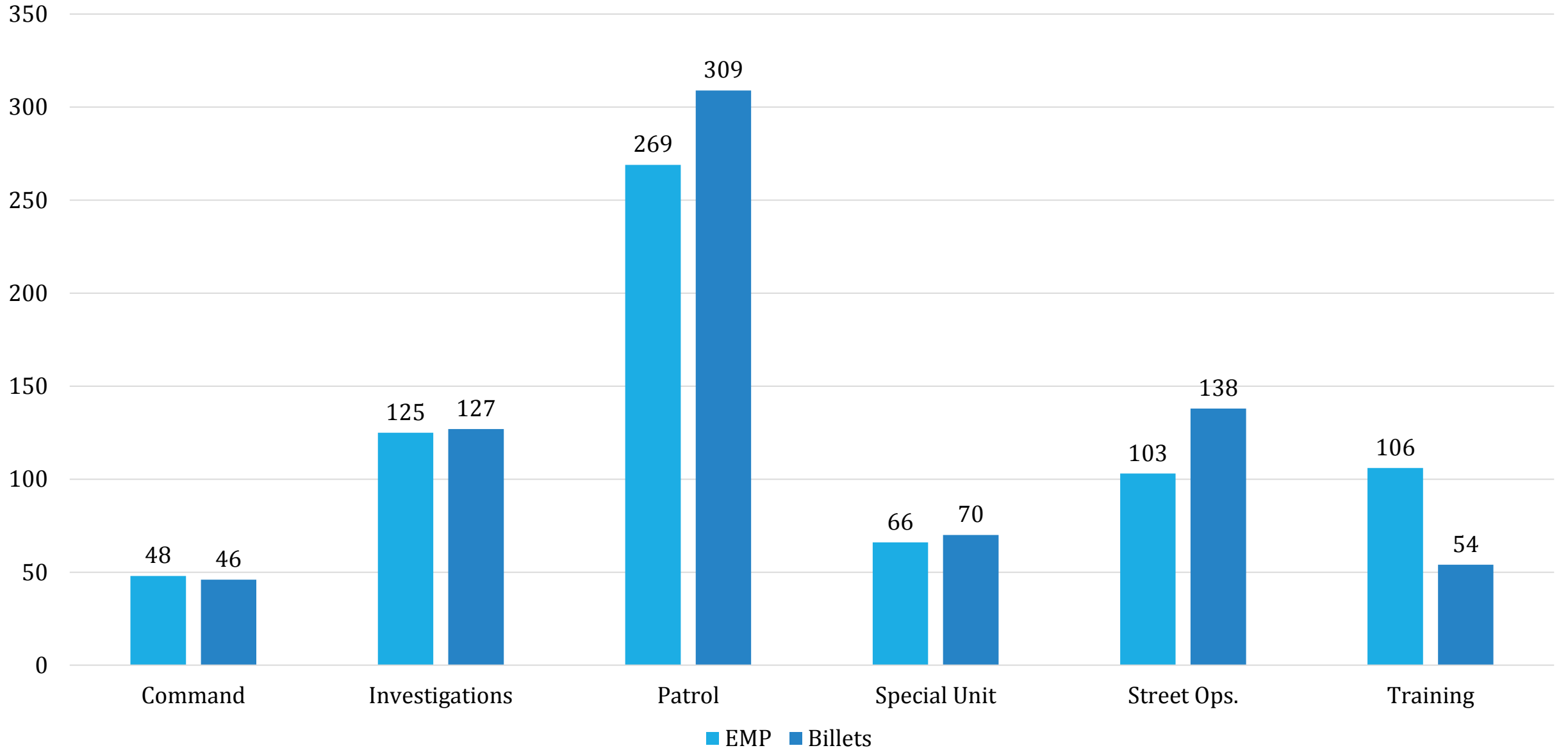
Function	EMP	Billets	Variance	Actual	Design
Command	48	46	2	7%	6%
Investigations	125	127	(2)	17%	17%
Patrol	269*	309	(40)	38%	42%
Special Unit	66	70	(4)	9%	9%
Street Ops.	103	138	(35)	14%	19%
Training	106*	54	52	15%	7%
Grand Total	717	744	(27)		

*Includes Field Training Officers (FTOs) training 29 FTEP recruits

*Includes 29 recruits in FTEP

Class	Count	FTEP Completion
2021-2B (4/26/21) FTEP	13	2/11/22
2021-3B (6/21/21) FTEP	16	4/8/22
2021-4B (8/30/21)	18	6/17/22
2021-5B (10/25/22)	7	8/12/22
Total	54	

Organizational Functional Categories





APD Resource Deployment



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

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

**Vision: APD will continually evolve as an innovative
agency**

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

Functional Category Breakdown

<u>Command</u>	<u>Investigations</u>	<u>Training</u>	<u>Special Unit</u>	<u>Patrol</u>	<u>Street Ops.</u>
Lieutenants and Above	District Detective Units	Academy	Employee Support	District Patrol Units	District PAR Units
	Crimes Against Children	Range	Media Relations	Field Training Officers	SROs
	Domestic Violence Unit	Recruit Classroom	Recruiting		Crisis Response Team
	Economic Crimes	Recruit FTPEP	Aurora for Youth		Gang Intervention
	Forensic Services	Military Leave	Equipment & Facilities		K9
	Intelligence	Not Available for Duty	Property & Evidence		SWAT
	Internet Crimes Against Children		Vehicle Impound		Traffic
	Gang & Robbery Invest. Team		Community Relations		
	Major Crime/Homicide		Front Desk		
	Sex Crimes		Dispatch		
	Special Victims		Electronic Support		
	Joint Terrorism TF		Internal Affairs		
	Safe Streets TF		CMATT		
			FAST		
			Narcotics		
			RAVEN		
			Backgrounds		
			Force Investigations		
			Professional Standards		
			Emergency Mgmt.		
			ATF TF		
			Front Range TF		
			Fugitive TF		



CITY OF AURORA

Council Agenda Commentary

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

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

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

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

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: Public Safety, Courts & Civil Service

Policy Committee Date: 1/13/2022

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

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

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

N/A

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

Aurora Fire Rescue monthly turnover and attrition rate for sworn personnel.

QUESTIONS FOR COUNCIL

N/A

LEGAL COMMENTS

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

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

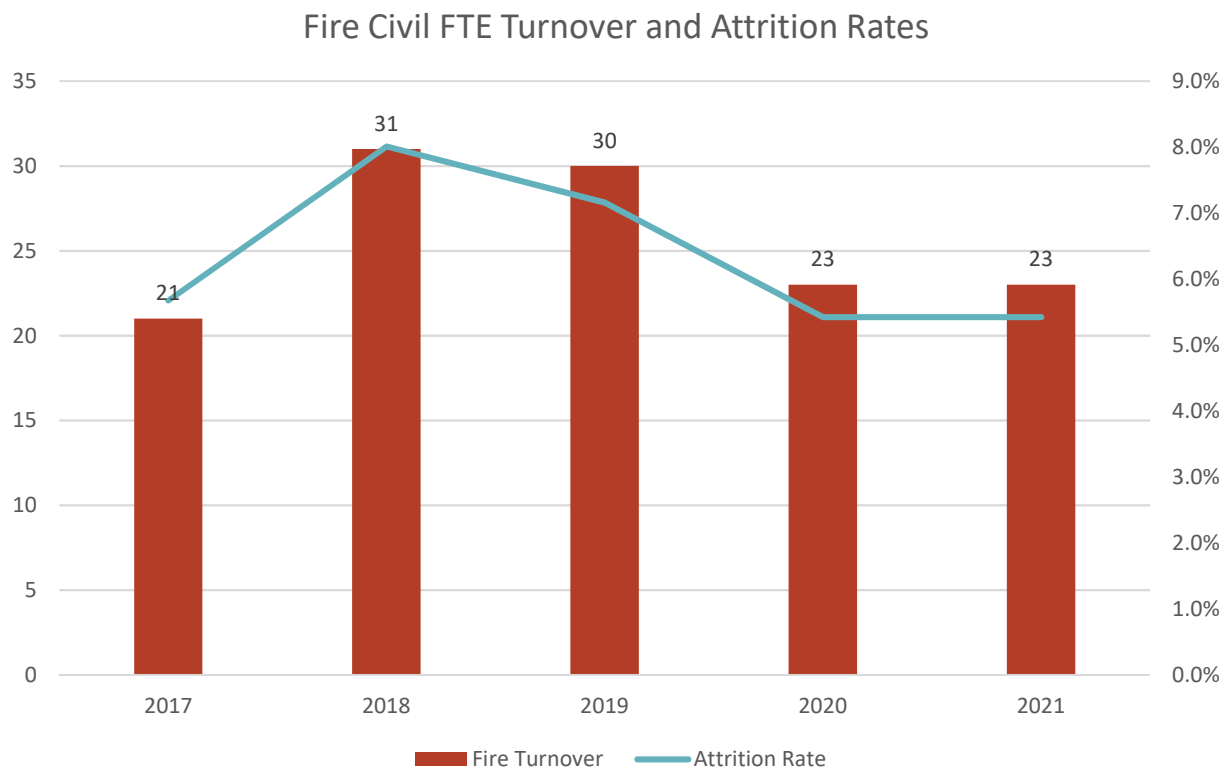
PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

Aurora Fire Rescue

Civil FTE Attrition – December 31, 2021



- 2021 Attrition Rate = 5.3%
- 5-Year Average Attrition Rate = 6.3%



CITY OF AURORA

Council Agenda Commentary

Item Title: Aurora911 Staffing Update
Item Initiator: Tina Buneta, Director, Aurora911
Staff Source/Legal Source: Tina Buneta, Director / Angela Garcia, Senior Assistant City Attorney
Outside Speaker: NA
Council Goal: 2012: 1.3--Provide a state-of-the-art Public Safety Comm Center and quality 911 services

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

ITEM DETAILS:

Aurora911 Staffing and Recruitment Update

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

- Approve Item and Move Forward to Study Session
- Approve Item as proposed at Study Session
- Approve Item and Move Forward to Regular Meeting
- Approve Item as proposed at Regular Meeting
- Information Only
- Approve Item with Waiver of Reconsideration
Reason for waiver is described in the Item Details field.

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: Public Safety, Courts & Civil Service

Policy Committee Date: 1/13/2022

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

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

Minutes Attached

Minutes Not Available

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

N/A

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

Aurora911 Staffing and Recruitment Update

QUESTIONS FOR COUNCIL

N/A

LEGAL COMMENTS

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

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A



AURORA911

PSCSS Staffing Update
January, 2022

Recruiting and Retention

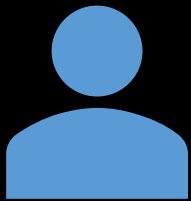
Authorized
FTE: 91

Current FTE:
65 (26
Vacancies)

Staffing
Percentage:
71.43% Staffed

We're Hiring!

Vacancy Detail



Entry Level Positions:
24



Records and Reporting
Specialist: 1 (External
Recruitment)



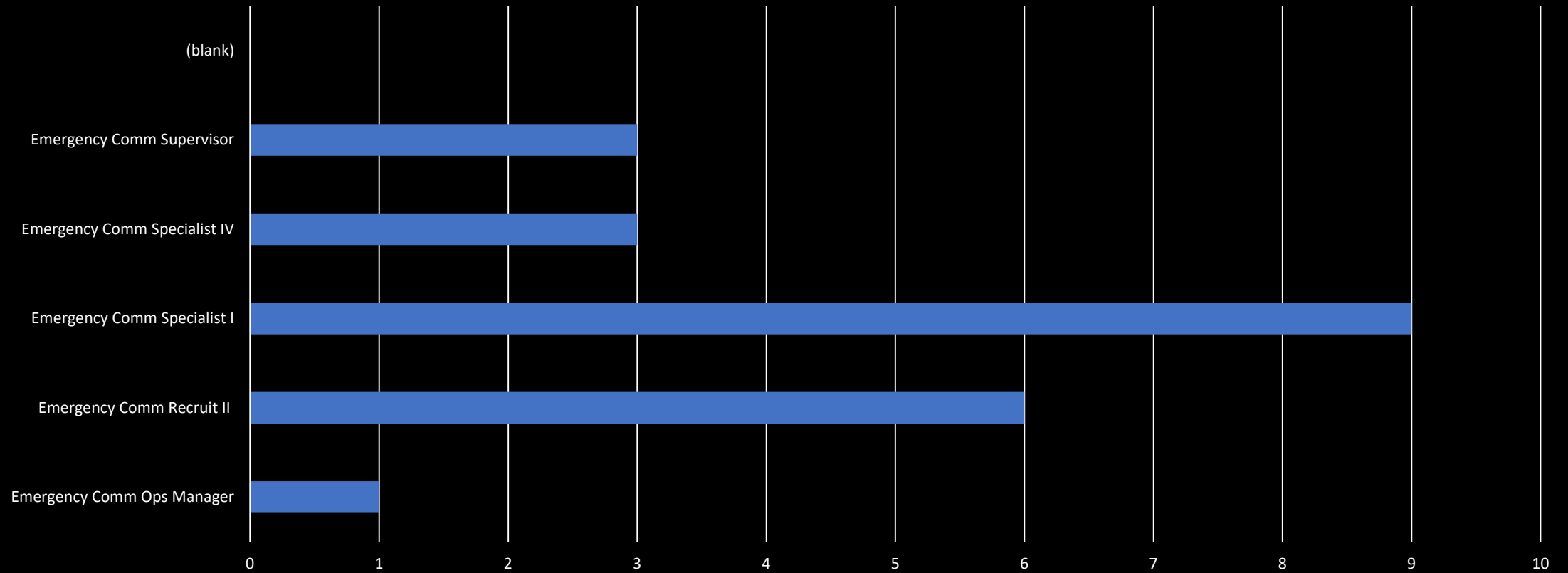
Records and Reporting
Supervisor: 1 (External
Recruitment)

Attrition Data (unchanged since November)

02/12/21	Emergency Comm Specialist I	Personal/Family
03/31/21	Emergency Comm Recruit II	Academy
04/06/21	Emergency Comm Recruit II	Academy
04/14/21	Emergency Comm Recruit II	Academy
04/15/21	Emergency Comm Specialist IV	In Lieu of Termination
04/18/21	Emergency Comm Recruit II	Academy
05/25/21	Emergency Comm Specialist I	Relocation to another State
05/27/21	Emergency Comm Supervisor	Personal/Family
06/06/21	Emergency Comm Specialist I	Another Job - DPD
06/18/21	Emergency Comm Ops Manager	Another Job (left 911)
07/07/21	Emergency Comm Recruit II	Academy
07/16/21	Emergency Comm Specialist IV	Another Job (Left 911)
07/20/21	Emergency Comm Supervisor	In Lieu of Termination
08/06/21	Emergency Comm Supervisor	Another Job (left 911)
08/27/21	Emergency Comm Specialist IV	Internal COA transfer
09/16/21	Emergency Comm Specialist I	Relocation to another State
09/17/21	Emergency Comm Recruit II	Another Job (Parker911)
09/25/21	Emergency Comm Specialist I	Another Job (left 911)
10/07/21	Emergency Comm Specialist I	Relocation to another State
10/09/21	Emergency Comm Specialist I	Personal
10/29/21	Emergency Comm Specialist I	Another Job (JeffCom911)
11/17/21	Emergency Comm Specialist I	Relocation to another State

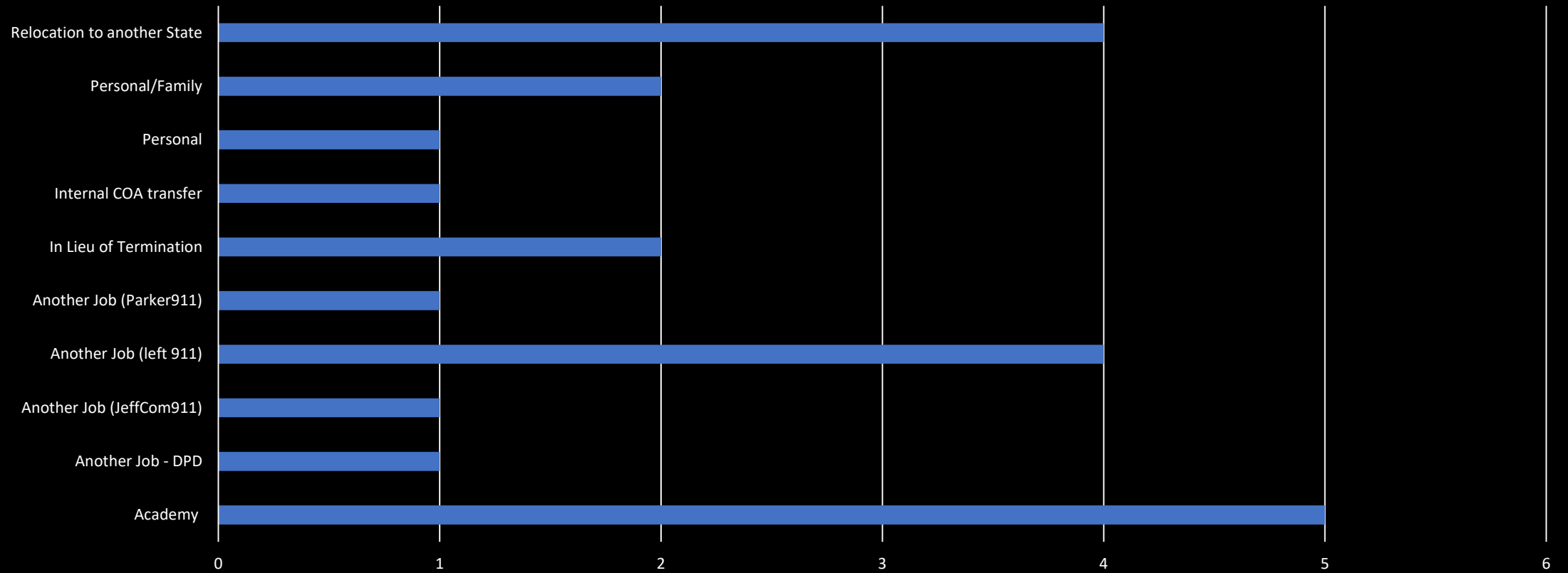
Attrition Data

Sum of Number by Position



Attrition Data

Count of Name by Reason for Resignation



Strategies

- **Compensation** – better aligning salary to responsibilities, and addressing competitiveness in the metro area. Entry level increased to \$25.34, and lateral program established to recruit experience.
- **Career Progression** – Creation of a six step career progression program to provide employees with continued growth
- **Staffing Model** – Balancing service need with employee wellness
- **Public Education** – 911 use, Access Aurora, Mobile App, Online Reporting in order to reduce call volume on non-emergency line
- **Recruitment** – partnering with APD and City Comm to enhance recruitment efforts more strategically



AURORA911

THANK YOU!

Questions?
Clarifications?



CITY OF AURORA

Council Agenda Commentary

Item Title: 2022 Police Audit Plan
Item Initiator: Michelle Crawford, Police Auditor
Staff Source/Legal Source: Michelle Crawford, Police Auditor; Megan Platt, Assistant City Attorney
Outside Speaker:
Council Goal: 2012: 1.0--Assure a safe community for people

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

ITEM DETAILS:

- Agenda long title
- Waiver of reconsideration requested, and if so, why
- Sponsor name
- Staff source name and title / Legal source name and title
- Outside speaker name and organization
- Estimated Presentation/discussion time

Presentation of the 2022 Police Audit Plan.

Michelle Crawford, Police Auditor

Estimated time is 10 minutes for presentation and questions.

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

- | | |
|---|--|
| <input type="checkbox"/> Approve Item and Move Forward to Study Session | <input type="checkbox"/> Approve Item as proposed at Study Session |
| <input type="checkbox"/> Approve Item and Move Forward to Regular Meeting | <input type="checkbox"/> Approve Item as proposed at Regular Meeting |
| <input checked="" type="checkbox"/> Information Only | |
| <input type="checkbox"/> Approve Item with Waiver of Reconsideration
Reason for waiver is described in the Item Details field. | |

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

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

- | | |
|---|---|
| <input type="checkbox"/> Recommends Approval | <input type="checkbox"/> Does Not Recommend Approval |
| <input type="checkbox"/> Forwarded Without Recommendation | <input type="checkbox"/> Recommendation Report Attached |
| <input type="checkbox"/> Minutes Attached | <input type="checkbox"/> Minutes Not Available |

HISTORY (Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)

N/A

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

The 2022 Police Audit Plan includes an overview of the Police Auditor role, plan development process, risk assessment observations, and the 2022 Police Audit engagements.

QUESTIONS FOR COUNCIL

N/A

LEGAL COMMENTS

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

PUBLIC FINANCIAL IMPACT

- YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

- Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

Approved 2022 Police Internal Audit Plan



APPROVED 2022 POLICE AUDITOR ENGAGEMENTS

Due to events both in the community and across the nation, in 2020, the City Manager proposed, and City Council approved, establishing an auditor position within Internal Audit dedicated to police-related engagements. The Police Auditor works directly with the City Manager and reports administratively to the Internal Audit Manager (Chief Audit Executive, CAE.) In addition, the Internal Audit Manager is responsible for reviewing their work papers and draft reports to ensure compliance with internal audit standards.

The Police Auditor engagements focus on policies and practices in police operations that more directly affect the community, potentially high liability activities, and areas of significant public concern. The engagements aim to increase department transparency and regain and maintain public trust. Engagements may include, where applicable, business process redesign, and they may also touch on performance management where appropriate.

Reports generated by the Police Auditor are included in the quarterly progress reports to the Management and Finance Committee (Audit committee) and presented verbally to the Public Safety, Courts, and Civil Service Policy Committee. In addition, Internal Audit publishes all final reports to the City's website.¹

¹ https://www.auroragov.org/city_hall/departments/city_manager/internal_audit_department

Plan Development Process

The City of Aurora Office of the Internal Auditor applies Institute of Internal Auditors (IIA)² standards (Standards) in developing its audit program. The Standards require that an entity develop its annual audit plan using a risk-based approach. The city-wide audit plan includes details on the audit standards and Internal Audits processes.

Management is responsible for identifying and managing the risks facing the City. Internal Audit provides an independent review of the policies, processes, and controls to manage and mitigate risk to acceptable levels.

RISK ASSESSMENT SURVEY

The Police Auditor utilized risk assessment surveys (independent of the city-wide risk assessment survey). We used the city-wide survey as a template and included questions relevant to police operations. All police employees—civilians and sworn—received a survey. Staff, Supervisors, and Command staff all received different surveys with questions tailored to their roles. The Police Auditor sent surveys anonymously to solicit honest feedback and increase participation; however, this resulted in the inability to follow up with individuals directly. The surveys were issued June 25th and closed July 23rd. The table below shows the percentage of surveys partially and fully completed across each group.

Survey Group	Total surveys sent	Partially Completed	Survey Completed
Command	13	92%	69%
Supervisors	155	41%	32%
Staff	713	31%	23%
Total	881	34%	25%

The risk assessment included questions covering:

- General operating practices, to evaluate current operational efficiencies and effectiveness,
- Training, including questions related to the use of force,
- “Tone at the top,” to assess management’s ethical stance and department morale at the time of the survey,
- Diversity, equity, and inclusion (DEI),
- Safety,
- IT support and technology use,
- Fraud risk, and,
- Top business priorities and risks.

² The IIA is the internal audit profession's global voice, recognized authority, acknowledged leader, chief advocate, and principal educator.

We appreciate the candidness and honesty of everyone who completed the survey.

2022 RISK ASSESSMENT OBSERVATIONS

Our observations identified several areas that we believe management should address and monitor. In addition, the 21CP report ³and the Attorney General's ⁴report also included similar areas of concern.

Training

Respondents identified the need for more training on new legislation, legal updates, and policies. Overall, most respondents felt they were "somewhat" adequately trained for their jobs. Respondents also suggested expanding the training methods to include more than just emails, such as training guides and in-person training.

The Academy is working on in-person training for 2022 and a plan to allow overlap to allow training without impacting staffing. The Academy is also increasing scenario based training, including training with Aurora Fire Rescue Department.

Use of Force

Supervisors and staff respondents disagreed that the current use of force training was sufficient. In addition, there is a gap between the command level, supervisors, and staff, on whether the rules governing the use of force are too restrictive or about right. More than half of Supervisors and 40% of staff do not view the use of force guidelines as useful.

Respondent comments included:

- hesitation for using force out of fear of being charged criminally, fired, or suspended,
- vague guidance related to the use of force,
- concern on whether using force would be within guidelines and whether the Department would support them,
- a lack of training on actual situational topics,
- a need for more and better training, and
- training for the public on what use of force is.

The Police Department and City Management recognized the need for changes related to Use of Force. As a result, the Department awarded a contract to Crime and Justice Institute to draft new use of force policies for the department in July 2021. We will continue to monitor the progress and updates to the current policies and processes.

³ The City engaged 21CP Solutions to assess APD policies, procedures, and operations and to provide recommendations for enhancing the Department's efforts at providing safe, just, effective, and equitable public safety to the Aurora Community. This report is located on the A New Way webpage.

⁴ The Colorado Attorney General conducted a patterns and practice investigation into the Aurora Police Department. This report is available on the Attorney General's website.

Staffing

To learn more about potential reasons for staff departures, we asked supervisors and command to select all the potential reasons for turnover of which they might be aware. Below are the top reasons cited for the 68 who responded.

Reason	%
Lack of support from City Management	88%
Lack of support from elected officials	87%
Lack of support from APD Management	81%
Burnout	74%
Overall Leadership	74%
Resignations	74%
Working conditions	74%

Adequate staffing continues to be a concern across the department. We will continue to monitor turnover rates and redeployment of staff.

Disciplinary Process

Nearly two-thirds of supervisors and staff do not believe the disciplinary process is fair.

Comments suggested that:

- there is no credibility in the internal affairs process from the officers’ points of view,
- officers are held to different standards,
- discipline depends on who you are, and
- there is too much power in Internal Affairs and not enough with line-level supervisors.

When asked if individuals acting in an unsafe manner were held accountable, 67% of supervisors and 59% of staff agreed. When asked if the department helps with coaching and counseling for minor mistakes rather than punishment, 64% of supervisors and 63% of staff disagreed. Respondents also suggested that accountability is increasing, but there could be more transparency. They also are seeing a greater emphasis on coaching and providing meaningful feedback.

The disciplinary process is an area that would benefit from a comprehensive review. This is an area the Chief’s office and City management acknowledged as needing to be addressed; we will continue to monitor their efforts to address this process.

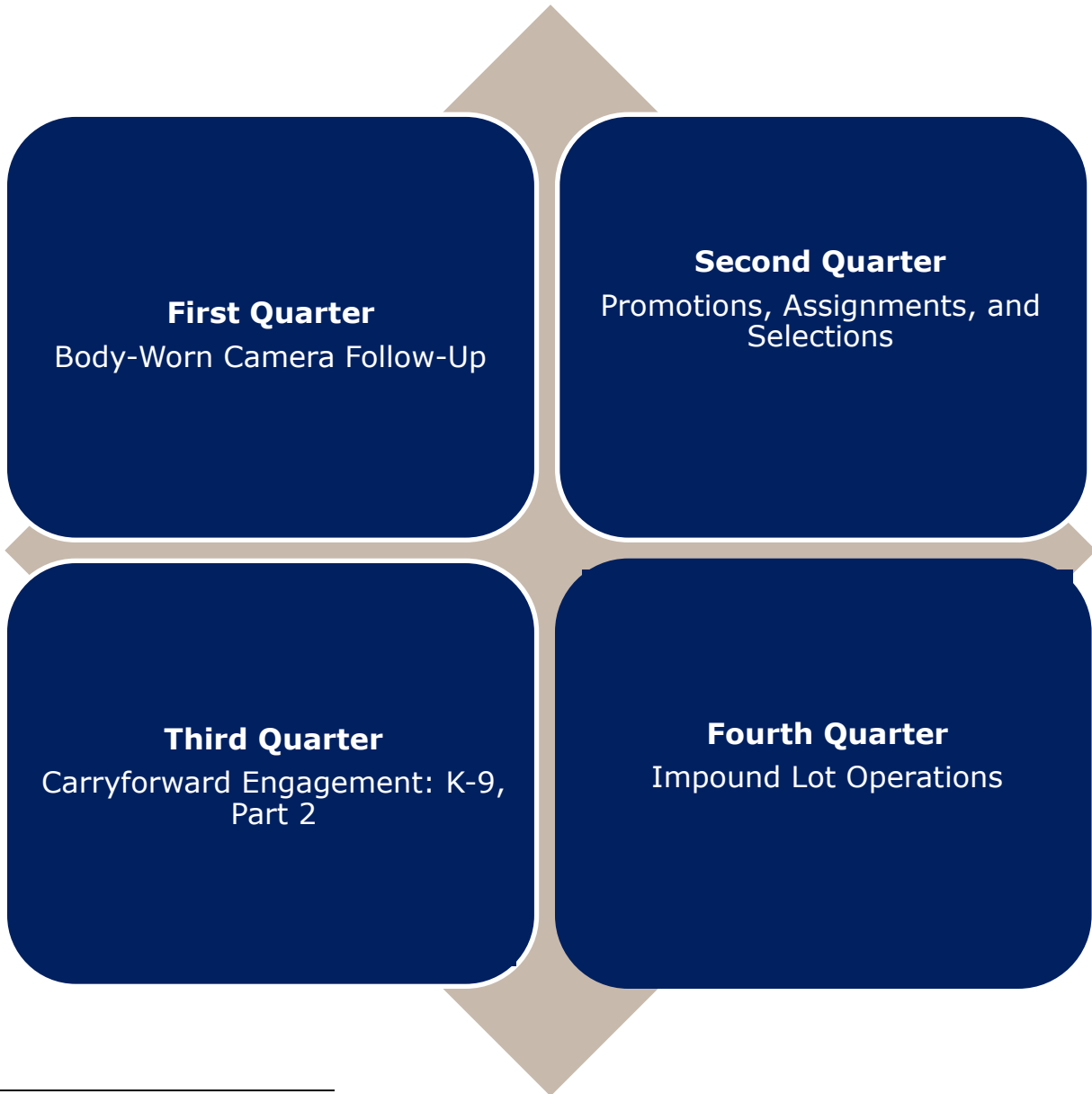
Record’s Unit Operations

Throughout the survey, we read comments referencing concerns with the Records Unit operations. As a result, the Police Auditor recommended issuing a culture survey for the Records Unit in 2021 to identify and understand the issues. The Auditor administered the survey on October 1, 2021; the survey work is ongoing at this time.

Additionally, the City Manager requested in June 2021 that the City Innovation Design Team (IDT) review processes within the Records Unit. The Police Auditor serves on this team and is assisting with these efforts. The IDT is working with the Records Unit on identifying and prioritizing areas for the team to review.

2022 APPROVED POLICE AUDITOR ENGAGEMENTS BY QUARTER

The Police Auditor developed this audit plan from the results of the annual risk assessment and meetings with City Management and the Police Chief and Deputy Police Chief. The City Manager approved the Police Auditor Plan on Thursday, October 14, 2021. The Police Auditor prioritized engagements after soliciting feedback from the Key Community Response Team (KCRT⁵.) The Police Auditor presented this plan to the Management and Finance Committee for affirmation⁶ and will present this to the Public Safety, Courts, and Civil Service Policy Committee as an information item.



⁵ An organization composed of community leaders and activists who meet monthly to share information and address matters of concern involving the city's public safety departments.

⁶ The plan was affirmed by the M&F Committee on November 23rd, 2021. The plan was updated December 1st, 2021 to reflect engagement prioritization.

Quarter 1

Body-Worn Cameras Follow- Up

Operational and
Compliance Review

In 2020, Internal Audit completed an engagement of Body-Worn Cameras (BWC.) In 2021, Aurora Police implemented a new BWC system and policies. This review will follow-up on any outstanding recommendations and determine compliance with internal policies and state laws.

Objectives:

- ❖ Determine if Aurora Police is complying with policies and regulations regarding body-worn camera use.
- ❖ Determine the extent to which the Aurora Police is utilizing the body-worn camera system.

Quarter 2

Promotions, Selections, and Assignments

Process Review

The promotional process is managed by the Civil Service Commission for all ranks, except for the ranks of Commander, Division Chief, and Deputy Chief. These ranks serve at the Chief's discretion. The Chief also selects officers to serve on special assignments such as gangs, K9, and Police Area Representatives (PAR). In addition, there are specific assignments, like Internal Affairs or Field Training Officers (FTO's), that the chief appoints.

Objectives:

- ❖ Review the processes for promotions, selections, and assignments for effectiveness, efficiency, and equity.
- ❖ Determine if the promotions, selections, and assignments processes follow leading practices.

Quarter 3

<p>Carryforward Engagement K-9 Unit Review (Part 2) Operational and Compliance Review</p>	<p>The Aurora Police Department K-9 Unit consists of six canines, their handlers, and a sergeant. The canines perform a variety of tasks, including searching buildings for suspects, narcotics, and explosives. While the presence of police canines may prevent potential violence and injury to officers and suspects, K-9 Unit deployment must follow policies, procedures, and best practices to ensure the safety of all parties. In Part 1, the Police Auditor reviewed the policies and processes and made recommendations.</p> <p>Part 2 will assess how canines are deployed, supervised, and trained under current policies and operations as well as how the new K9 software system functions.</p> <p>Objectives:</p> <ul style="list-style-type: none"> ❖ Assess past deployments for compliance with Unit policies and procedures. ❖ Assess whether the new K9 software system is operating efficiently and effectively. ❖ Determine if the K9 Unit follows leading practices in training, deployment, and reporting.
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Quarter 4

<p>Impound Lot Operations Program Review</p>	<p>The Aurora Police Department Vehicle Impound Detail is responsible for storing all vehicles seized by Aurora Police Officers. The Police Department may impound vehicles for various reasons, including abandoned vehicles, vehicles that contain or are evidence, and statutory reasons such as a non-drivable car after an accident, illegal license plates, or the driver's arrest. The City has an agreement with a third-party impound services contractor for a vehicle storage lot including processing, storage release, and auction services. This agreement is ending in 2022 and will rebid.</p> <p>Objectives:</p> <ul style="list-style-type: none"> ❖ Assess the efficiency and effectiveness of impound operations. ❖ Review the effectiveness of controls over inventory and revenue collections. ❖ Review operations for areas to improve customer service.
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Possible Additional Projects

Assist in the creation of the Independent Monitors Office, including identifying areas for collaboration.

INTERNAL AUDIT TEAM

Wayne Sommer | Internal Audit Manager (CAE)

Wayne is a Certified Public Accountant (CPA) and a Chartered Global Management Accountant (CGMA) with 41 years of diverse work experience. He began his career as an auditor for KPMG in Washington, DC (then known as Peat Marwick Mitchell and Co), advancing to the Audit Senior level (In-charge) with specialization in not-for-profit entities and financial institutions. He spent the next seven years in various financial and management capacities at Trustbank Savings, FSB in Virginia (also known as Dominion Federal Savings and Loan.) Before coming to the City of Aurora, Wayne spent 23 years at the International City/County Management Association (ICMA) in Washington, DC with 14 of those as Director, Administration and Finance, and the last nine working in executive management roles performing strategic planning, business development, and organizational change and development including managing ICMA's U.S. Programs, which offered research and consulting products and services to local governments, the private sector, and the Federal government. Wayne has been with the City of Aurora since May 2014.

Professional Associations: American Institute of Certified Public Accountants; Institute for Internal Auditors; Association of Local Government Auditors

Michelle Crawford | Police Auditor

Michelle is a Certified Internal Auditor (CIA), a Certified Fraud Examiner (CFE), Certified in Risk Management Assurance (CRMA), and has 14 years of experience in governmental auditing. She received her Bachelor's in business administration at the University of Montana and her Master's in accountancy from Missouri State University. Upon graduation from Missouri State University, she started her career at the Missouri State Auditor's office as a Staff Auditor I and progressed over the next seven years to a Senior Auditor. As an auditor with the State Auditor's office, she conducted performance audits of local governments and worked on the statewide Single Audit. Michelle has been with the City of Aurora since October 2014 and in the Police Auditor role since December 2021.

Professional Associations: Association of Certified Fraud Examiners; Institute for Internal Auditors; Association of Local Government Auditors; National Association for Civilian Oversight of Law Enforcement



CITY OF AURORA

Council Agenda Commentary

Item Title: Violent Crime Units Overview
Item Initiator: Mark Hildebrand, Division Chief
Staff Source/Legal Source: Mark Hildebrand, Division Chief / Megan Platt, Assistant City Attorney
Outside Speaker: N/A
Council Goal: 2012: 1.0--Assure a safe community for people

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

ITEM DETAILS:

- Agenda long title
- Waiver of reconsideration requested, and if so, why
- Sponsor name
- Staff source name and title / Legal source name and title
- Outside speaker name and organization
- Estimated Presentation/discussion time

Presentation to the Public Safety Committee on Violent Crime Units
 Mark Hildebrand, Division Chief / Megan Platt, Assistant City Attorney
 40 minutes for presentation and discussion

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

- | | |
|---|--|
| <input type="checkbox"/> Approve Item and Move Forward to Study Session | <input type="checkbox"/> Approve Item as proposed at Study Session |
| <input type="checkbox"/> Approve Item and Move Forward to Regular Meeting | <input type="checkbox"/> Approve Item as proposed at Regular Meeting |
| <input checked="" type="checkbox"/> Information Only | |
| <input type="checkbox"/> Approve Item with Waiver of Reconsideration
Reason for waiver is described in the Item Details field. | |

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

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

- | | |
|---|---|
| <input type="checkbox"/> Recommends Approval | <input type="checkbox"/> Does Not Recommend Approval |
| <input type="checkbox"/> Forwarded Without Recommendation | <input type="checkbox"/> Recommendation Report Attached |
| <input type="checkbox"/> Minutes Attached | <input type="checkbox"/> Minutes Not Available |

HISTORY (Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)

N/A

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

This presentation will cover the police department’s current staffing and deployment, 2021 violent crime statistics, current strategies for addressing violent crime, identification of specific units focused on violent crime reduction, possible violent crime causal factors, an explanation of criminal street gangs and other organized groups involved in violent crime, and the police department’s short-term, mid-term, and long-term strategic violent crime plan.

QUESTIONS FOR COUNCIL

Information Only

LEGAL COMMENTS

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

PUBLIC FINANCIAL IMPACT

- YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

- Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A



CITY OF AURORA

Council Agenda Commentary

Item Title: 2021 Policy Committee Agenda Review
Item Initiator: Danelle Carrel, Committee Liaison
Staff Source/Legal Source: Jason Batchelor, Deputy City Manager
Outside Speaker: N/A
Council Goal: 2012: 1.0--Assure a safe community for people

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

ITEM DETAILS:

2021 Policy Committee Agenda recap for 2022 Committee

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

- | | |
|---|--|
| <input type="checkbox"/> Approve Item and Move Forward to Study Session | <input type="checkbox"/> Approve Item as proposed at Study Session |
| <input type="checkbox"/> Approve Item and Move Forward to Regular Meeting | <input type="checkbox"/> Approve Item as proposed at Regular Meeting |
| <input checked="" type="checkbox"/> Information Only | |
| <input type="checkbox"/> Approve Item with Waiver of Reconsideration
Reason for waiver is described in the Item Details field. | |

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: Public Safety, Courts & Civil Service

Policy Committee Date: 11/9/2021

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

- | | |
|---|---|
| <input type="checkbox"/> Recommends Approval | <input type="checkbox"/> Does Not Recommend Approval |
| <input type="checkbox"/> Forwarded Without Recommendation | <input type="checkbox"/> Recommendation Report Attached |

Minutes Attached

Minutes Not Available

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

N/A

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

Racap of the 2021 agenda items presented to the Public Safety Committee

QUESTIONS FOR COUNCIL

Information Only

LEGAL COMMENTS

N/A

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

Public Safety, Courts and Civil Service Committee

2021 Agenda Items

Item	Timing	Requested By	Staff Source	Status
2020 Crime Updates - Preliminary	January	Gruber	Parker	Done / Info Only
Police Community Resources Manager	January	Gruber	McDonald	Done / Info Only
2020 Policy Committee Agenda Review	January		Batchelor	Done / Info Only
2021 Policy Committee Workplan	January		Batchelor	Done / Info Only
PulsePoint	January	David Patterson (Falck)	Batchelor	Done / Info Only
APD Crime Updates	February	Gruber	Parker	Done / Info Only
NLADA Assessment Overview of Public Defender	February	D. Wilson	D. Wilson	Done / Info Only
Traffic Updates	February	Gruber	Hanifin	Done / Info Only
Separation Stats and Exit Interviews Follow-up (2/1000 mandate)	February	Gardner/Berzins	PD/FR/HR	Done / Info Only
AFR 2020 Review / Activity Metrics	February	Batchelor	Gray	Done / Info Only
RTD IGA	March	Platt	Lesnansky	Approved for SS
March 2021 Crime Stats	March	Gruber	Parker	Done / Info Only
Motor Vehicle Thefts Update	March	Gruber	Brown	Done / Info Only
Comprehensive Emergency Management Plan	March	Gray	Chapman	Approved for SS
Car seat and Smoke Alarm Installation Program	March	Gray	Stowell	Done / Info Only
RAVEN IGA	April	Platt	Gaskill	Approved for SS
April Crime Stat and Initiatives Report	April	Gruber	Parker	Done / Info Only
Gang Robbery Investigations Team (GRIT) / Gang Initiatives / Discussion	April	Gruber	Lawson, Prosser, Poppe, DA Kellner	Done / Info Only
Jonathan Smith Report Analysis and Planned Actions (AFR)	April	Gruber	Gray	Done / Info Only
AFR Special Operations	April	Gray	Gray	Done / Info Only
CU Anschutz and APD IGA	May	Platt	Wilson	Approved for SS
Vehicular Public Nuisances Ordinance	May	Bergan	Hanifin/Koumantaki	Approved for SS
May Crime Stats, Initiatives and Officer Retention Report	May	Gruber	Parker	Done / Info Only
Jonathan Smith Report Analysis and Planned Actions (APD)	May	Gruber	V. Wilson	Done / Info Only
Municipal Court Overview	May	DeBoyes, Heckman, Day	DeBoyes, Heckman, Day	Done / Info Only
2021 Fireworks	May	Berzins	Hills	Done / Info Only
June Crime and Attrition Stats	June	Gruber	Parker/Schneebeck	Done / Info Only
Camping Ban - Public Health and Safety discussion	June	Gruber	Coffman	Done / Info Only
Critical Incident Stress	June	Gray	Andersen	Done / Info Only
Update on Cardiac Arrest Registry to Enhance Survival	June	Gray	Weber	Done / Info Only
K9 Audit	June	Twombly	Crawford	Done / Info Only

July Crime and Attrition Stats	July	Gruber	Parker/Schneebeck	Done / Info Only
July AFR Response Times including Mapping Tech and Heat Maps	July	Gruber	Gray	Done / Info Only
PREP Program	July	McDonald	McDonald	Done / Approved
Domestic Violence Unit and Program Update	July	Heckman	Heckman / Alscher	Done / Info Only
Data Driven Safety Enhancements (to include cancer in fire service)	July	Gray	Andersen	Done / Info Only
PD Attrition and Crime Updates	August	Gruber	Parker	Done / Info Only
AFR Attrition Data	August	Gruber	Wasserburger	Done / Info Only
Aurora 9-1-1 Update/Overview	August	Buneta	Buneta	Done / Info Only
AFR Recruiting Strategy	August	Gray	Stowell	Done / Info Only
Armed Forces Treatment Court Update	August	Day	Day	Done / Info Only
AMC 134-38 Resolution/Ordinance	September		Delena/Platt	Approved for SS
Armed Forces Treatment Court Supporters Acknowledgement	September	Gruber	A. Garcia	Approved for SS
PD Crime and Attrition Data	September	Gruber	Parker/Schneebeck	Done / Info Only
AFR Attrition Data	September	Gruber	Wasserburger	Done / Info Only
Community Health Program Update	September	Gray	Stowell/Hardi	Done / Info Only
NLADA Assessment Report of Aurora Public Defender's Office	September	D. Wilson	D. Wilson	Done / Info Only
Updates on Police Hiring and Discipline Process	September	Gardner	Batchelor	Done / Info Only
AFR IFC Code 2021 Adoption	October	Gray	Hills	Approved for SS
AFR Regional Fire Code Board of Appeals IGA	October	Gray	Hills	Approved for SS
PD Crime and Attrition Data	October	Gruber	Parker/Schneebeck	Done / Info Only
AFR Attrition Data	October	Gruber	Wasserburger	Done / Info Only
2021 Judicial Performance Commission	October	DeBoyes	DeBoyes	Done / Info Only
AFR Auto/Mutual Aid Procedures	October	Berzins	Robnett	Done / Info Only
APD Mutual Aid Process and Procedures	October	Berzins	Parker	Done / Info Only
Peace Officers Behavioral Health Support & Community Partnerships Program (Grant)	November		Sherbondy	Pending SS consideration
PD Crime and Attrition Data	November	Gruber	Parker/Schneebeck	Done / Info Only
AFR Attrition Data	November	Gruber	Wasserburger	Done / Info Only
Office of Independent Monitor Update	November		Venegas	Done / Info Only
Technology Analysis for E-Discovery	November	Gruber	S. Newman	Committee recommends contract FTEs and Staff to follow-up with M&F Committee re Court IT governance
Hazard Mitigation Plan	November		Gray	Approved for SS
Fleet Replacement Plan	November	Gray	Gray	Done / Info Only
2021 Recap	November		Batchelor	Done / Info Only



CITY OF AURORA

Council Agenda Commentary

Item Title: 2022 Policy Committee Workplan
Item Initiator: Jason Batchelor, Deputy City Manager
Staff Source/Legal Source: N/A
Outside Speaker: N/A
Council Goal: 2012: 1.0--Assure a safe community for people

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

ITEM DETAILS:

2022 Policy Committee Workplan Discussion. Committee members will identify what topics they would like to be reviewed during the coming year.

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

- | | |
|---|--|
| <input type="checkbox"/> Approve Item and Move Forward to Study Session | <input type="checkbox"/> Approve Item as proposed at Study Session |
| <input type="checkbox"/> Approve Item and Move Forward to Regular Meeting | <input type="checkbox"/> Approve Item as proposed at Regular Meeting |
| <input type="checkbox"/> Information Only | |
| <input type="checkbox"/> Approve Item with Waiver of Reconsideration
Reason for waiver is described in the Item Details field. | |

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

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

- | | |
|---|---|
| <input type="checkbox"/> Recommends Approval | <input type="checkbox"/> Does Not Recommend Approval |
| <input type="checkbox"/> Forwarded Without Recommendation | <input type="checkbox"/> Recommendation Report Attached |

Minutes Attached

Minutes Not Available

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

N/A

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

Committee and Staff discussion of 2022 meetings and agenda items

QUESTIONS FOR COUNCIL

Information only

LEGAL COMMENTS

N/A

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A