



The Executive Summary should be interpreted within the context of the complete engagement report.

January 2022

## BACKGROUND

The Aurora Police Records Section is the centralized storage and processing area for all records and information relating to Aurora Police Department activities, including criminal reports, arrest records, and accident reports.

During the 2021 Risk Assessment evaluation, we noted concerns with the culture and attitudes in the Records Section. As a result, we issued this survey to establish a culture baseline and make recommendations to Management to address identified issues.

## Records Section Culture Survey

### SCOPE

Our scope included all Records employees as of the survey date, October 1, 2021.

### OBJECTIVE

Establish a baseline for the state of the culture in the Aurora Police Department Records Section.

### CONCLUSIONS

We believe that while there are both strengths and weaknesses within the Records' culture, the current state is less than optimal. Workplace cultures do not decline overnight. Our opinion is that the absence of sufficient management attention over time combined with a lack of strong management skills have contributed to the less than optimal culture, which is clearly impacting Section performance, as noted in the CORA/CCJRA engagement report.

There are significant issues for Management to address as soon as possible and related opportunities to improve the culture that could improve operational effectiveness. Accordingly, we have detailed our recommendations in the full report.

### MANAGEMENT RESPONSE

We agree with the recommendations. Detailed responses follow each recommendation in the full report.

View complete audit report: [Link](#)