



AGENDA

Public Safety, Courts and Civil Service Policy Committee

May 12, 2022, 8:30 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 2490 652 9077

Council Goal: Assure a safe community for people

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- 4.a. **Records Division Update** 74
Brett Parvin, Lieutenant / Megan Platt, Assistant City Attorney
10 Minutes
- 4.b. **Crime Reduction Plan Update and Discussion** 76
Jason Batchelor, Deputy City Manager / Pete Schulte, City Attorney
45 Minutes
- 5. **Miscellaneous Matters for Consideration**
- 6. **Confirm Next Meeting**
- 7. **Adjournment**



Public Safety, Courts and Civil Service Committee

April 14, 2022

Members Present Dustin Zvonek, Chair
 Danielle Jurinsky, Vice Chair
 Steve Sundberg, Member
 Juan Marcano, Council Member

Others Present B. Wesner, M. Wasserburger, K. Stuart, S. McGhee, M. Crawford, A. Robnett, J. Batchelor, E. Wittman, J. Nicholas, A. Garcia, S. Day, M. Platt, D. Carrel, B. Joyce, S. Wright, A. Botham, M. Ridder, T. Buneta, C. Amsler, D. Wilson, W. Lippman, M. Longshore, M. Hildebrand, E. Claughton, J. Twombly, F. Goodrich, B. Parvin, S. Newman, C. Juul, M. Nelson, P. Varney, C. Hills, S. Franz, A. McIntyre, M. Hays, C. Carleton, M. Nelson, R. Luby, T. Edwards, J. Moon, F. Gray, C. Bennett, M. Cain, J. Bajorek, D. Lewis, P. Schulte, D. Brotzman, M. Levy, S. Risner, J. Todd, B. Warwick, S. Stewart, A. Coombs, I. Evans, R. Pena, K. Tassin, J. Heckman, J. Lanigan, T. Brown, A. Farnham, T. Pulliam, J. Kovaleski, M. Hanifin, M. Chapman, T. Anderson, S. Stowell, M. Brannen, M. Smith, E. McGregor, D. Brotzman, D. Lathers, I. Bounouar, C. Amparan, L. Ray, R. Jackson, K. Claspell, P. Cancino, R. Weber, Y. Emeson, J. Lutkin, K. Leyba, R. Jones, L. Mendyk, A. Weary, M. Jablow, 9NEWS KUSA, KMGH DENVER7

1. Call to Order

Meeting called to order.

2. Approval of Minutes

March 10, 2022 minutes approved.

3. Consent Items

3.a Judge Terms Ordinance Amendment

3.b. April 2022 Crime and Police Attrition Update

3.c. Aurora Fire Rescue Attrition Data for March 2022

3.d. Aurora911 Staffing Update - April 1, 2022

Item 3.a. through 3.d. were approved.

4. General Business

4.a. Police Records Operations Update

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Police Auditor Michelle Crawford and City Manager Jim Twombly presented the timeline of events and an overview of the audit. The Colorado Criminal Justice Records Act (CCJRA) audit, which is part of the 2021 police audit plan, started on April 11th, 2021. The police audit plan focuses on policies and practices and potentially high liability areas and those of significant public concern. The CCJRA guides how police release records requests. This was chosen to be audited due to concerns regarding compliance and timeliness of the release of reports. Delayed release of reports affects residents, especially for accident reports needed by insurance companies to release payment. There were discussions regarding adding additional staff to help solve process and organizational issues in the records section. However, this request was denied due to several unfilled vacancies and the need to work on the processes within the section. The City Innovation Design Team worked with the records section to investigate and identify inefficiencies in the processes on June 15, 2021. The team, with a background in Lean Six Sigma, looked at ways to improve practices and processes in all areas with a significant amount of backlog. On August 2, 2021, the team, records staff, and APD personnel met to discuss the transcription process. They simplified the priority codes and gave additional guidelines on their use to identify high-priority cases within the queue. The priority codes went live on September 23rd. On October 20th, the Innovation Design Team provided a report to city management and recommended an RFP for an outside party to assist in processes for an evaluation of the records section. At that time, there were 1086 outstanding reports in the transcription queue. On the same day, there was an approval for five FTEs for the records section. The RFP was released on November 19th and the CCJRA Audit was finalized and released on December 13th, 2021. The vendor was onsite from March 7th through 10th of 2022. PRI sent its initial report on March 14, 2022.

Ed Claughton, PRI Founder, presented an update on the police record staffing project. PRI is an independent public safety information management firm. Its records management model serves as an industry standard that turns dysfunctional records management operations into successful ones. PRI highlights the importance of proper information management as it provides for the allocation of resources, law enforcement action, analysis of crime trends, protection of liberties, and prevention of crimes. A final detailed report upon completion of the project will be provided in one to two months. PRI aims to ensure the safety of Aurora citizens through timely and accurate police information and the safety of police personnel. PRI will determine the required staffing level for the records section as it operates today and the required staffing level as it performs and operates at peak performance. This will be done by completing a time and motion study that includes an analysis of processes, workflow, data, work schedules, allocation, backlogs, and organizational structure. Record section staff will work together with PRI to inventory every task and determine its average time of completion to determine the appropriate staffing levels. Recommendations will be made through the analysis of all information provided. Currently, there are around 400 backlogged compared to the 2,500 incidents and supplemental reports backlogged in March. Over 6,000 court-ordered record seals and expungements are locked and unprocessed remain. More than 150 Colorado Criminal Information Center second-party checks are pending. These checks the absence of mistakes in records that are sent out to the FBI and other law enforcement agencies across the state and country. Over 1,7000 public records requests are backlogged. The records section attempted process

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improvements such as retooling paper-driven procedures, creating better storage methods, maximizing Microsoft Teams, and improving internal communication strategies. However, none of these directed addressed the reduction of backlogs and some have made them worse. PRI identified a failure to recognize the risk created by the backlog resulting in a lack of urgency. They also identified a broken organizational structure pertaining to the bifurcation of operations that led to an inconsistent completion of work tasks. This splitting of teams resulted in improper scheduling. There were also organizational structure concerns outside of records involving personnel who used to work under records that were transferred to work as front-desk clerks thus not maximizing their time to do work within the records section. A gap in supervision and executive-level management was also identified. In line with this, it was recommended to have a police lieutenant oversee the operation and address the inadequate prioritization of backlog. Some records employees were allowed to work from home, some worked hybrid, and some were required to be in the office. This led to resentment among staff and further highlighted the inconsistency and inability to monitor performance. There were no performance measures placed on those that worked from home that ensured that their work is tracked and documented. The records section conducts tasks that should be assigned to other resources including the municipal court, Aurora911, and other police officers. It is recommended to reallocate work to other places which will then have a positive impact on the operation. A belief that backlogs are strictly due to staffing issues resulted in neglect to evaluate and address other causes and develop an appropriate solution. Mandatory overtime and minimum staffing requirements are not enforced. Employees are free to reject working overtime. This is caused by ineffective supervision and management. Delayed quality control of records poses a serious risk and liability to the organization. The department responded to the March 14 update with several positive changes in records operations that led to short-term success. These changes are published through the City Manager's Office. Additional recommendations will be provided in PRI's final report. Success in implementing recommended changes will lead to more accountability and better supervision within the records section. Following the March 14th update report, false and misleading information was published in the media. PRI's study does not include the evaluation of individual employee performance. Their work was not intended to smear or impact the employment of the former chief of police. PRI did not state that because of the backlogs that criminals are running free, nor are all of the backlog cases not being investigated. APD pulls items from the queue that require immediate response such as murder cases. Delays in quality control efforts and backlogs in the transcription process cause risk and liabilities. A case in point wherein a mistake in records caused mass murder is identified in the 2015 South Carolina mass murder where the suspect who should have been flagged as disqualified and ineligible in purchasing a weapon was able to do so. The March 14th update revealed that according to APD employees, some crimes, including serious criminal offenses stuck in the queue, may not have been investigated for several months. During the interviews with the department, a detective looked through the transcription queue and saw an aggravated child abuse case that has been in the queue for a month and is still unassigned for investigation. PRI will continue working to address the needs of Aurora and provide knowledge and expertise to solve the issues that were identified.

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Lieutenant Brett Parvin provided a presentation on the records section of the APD including the lifecycle of a report. A transcription is a term used by Versadex for quality control measures. It links persons, vehicles, addresses, and firearms included in general offense and supplemental reports. This allows information to be indexed and searchable. Each report is also classified according to the FBI's National Incident-Based Reporting System (NIBRS). Information within the transcription is used by crime analysts to see crimes or traffic accidents. A notification process is also set up to allow detectives to swiftly respond to serious crimes such as homicides and crimes against children. Detectives are also notified when supplementals come through on cases that they are working on. Transcribing reports is the final opportunity for the record staff to ensure the accuracy of the reports before being sent to appropriate crime units. These reports are also legally required to go to the FBI for their crime statistics. The Colorado Crime Information Center (CICC) allows entities within the state to communicate with each other. It is imperative that information entered into the system is accurate and complete. There were previously 2,5000 reports in the queue with 1,000 from 2021. There are also thousands of pending CCIC quality control checks, unprocessed court-ordered record seals, and unfulfilled public records requests. As Lieutenant Parvin was brought into the records section on March 29, an all-hands-on-deck attitude was used to tackle the problems identified by PRI. As of reporting, there are only 59 reports on the transcription queue. All records staff are working from the office with 4 hours a week of mandatory overtime. A process was put in place to track and monitor the products and progress of records technicians. More in-person meetings are also utilized. The APD is also focusing on improving supervision by empowering supervisors to make decisions and leadership training. Leads will also be assigned to focus on task training. The bifurcation of the team is eliminated. Currently, there is a 90% decrease in reports in the queue. Per industry standard, a records technician goes through 20 reports within an 8-hour shift, and the APD average 300 reports coming in per day. CCIC check backlogs have been cleared with the help of a supervisor that created an app that streamlined the review process. It is recognized that the improvements in the records section are largely due to mandatory overtime, however, this is not sustainable. Moving forward, the records section will create a command center and display workload, production output, and pending reports on TVs. Technicians will then be delegated accordingly. Auto-transcriptions will also be implemented, but technicians will still verify the information. Next Request, an online system platform, will be used to manage public records requests and increase efficiency making the process easier for citizens to obtain police reports. Personnel support and training for recruits, existing officers, and supervisors will be provided. Sergeant Luallin will be assigned to Versadex and ensure that the system is being used correctly. He will provide Versadex and report writing to recruits and recurring training for supervisors and officers. Additional sworn or civilian personnel assigned to Sergeant Luallin will enable quicker training rollout and problem resolution. Aurora has a 24/7 records unit. Other agencies tend to have Monday to Friday records offices and dispatch units will take over for running warrants when the records section is not open. The Aurora Municipal Court still relies on paper and physical delivery of reports. 1,000 to 2,000 pages are printed, sorted, and stapled daily. It is recommended that the city innovate and become modern. The records unit prepares electronic releases; however, the court still wants the hard copy of the reports. The Records Section

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also aims to be fully staffed. Currently, the unit has 7 technician vacancies and 1 supervisor opening. Two people were interviewed. The APD is not getting the same number of applicants as it once did. This may be attributed to the low salary range and the shift work. In Aurora, technicians are paid \$10 an hour lower than those in Denver. HR is working on a compensation study that aligns with PRI's recommendations.

CM Jurinsky: Michelle, can you please repeat that at this time? This date. This one you just said, October 21st.

M. Crawford: October 20th, 2021.

CM Jurinsky: October 20th. And when you say provided input or feedback back to city management, who was that specifically?

M. Crawford: There was a memo. The innovation design team sent that went to Deputy City Manager Jason Batchelor and to Jim Twombly.

CM Jurinsky: So, it went to both of them.

M. Crawford: It did.

CM Jurinsky: Okay. At that time, how many needed to still be transcribed?

M. Crawford: This fluctuates day to day based off in and out, I believe what we looked at was our number was 1086 is what was outstanding on October 20th.

J. Twombly: Let me comment on that. That number, that 1086 was just provided to us yesterday by the police department. At that at the time of that report, the IDT team noted about 900 in the queue. So, as Michelle said, that's a dynamic number. Records go through transcription, and new records come in, so it is changing. But the IDT team noted about 900 at the time. I will say also that that was I think a six- or seven-page report that they provided, and they listed over 30 recommendations for improvements that could be made that they had identified just in their short time there. At that time, we knew that it was certainly more than that design team could handle simply because they're full-time employees with full-time jobs in other areas of the city.

CM Jurinsky: We're saying we sent a memo. I'm assuming that's this design team. The memo was sent to Jason Batchelor and to Jim Twombly. But where are John Schneebeck, Darren Parker, and Vanessa Wilson, in all of that? Were they sent this? Were they made aware of this? Were they notified of this on October 20th?

M. Crawford: John's been one of our contacts throughout, for the innovation design team where we hold regular meetings with him and go through that information. And I believe he was provided this memo. I can't say exactly when, but these were based on our initial conversations with the record staff. And the way the process worked was we identified the processes and projects and then asked them to prioritize for us, as staff, what they saw as the highest priority. We were using that in order to identify what areas the innovation design team could assist with and what areas we could not.

J. Twombly: And Council Member, I would add to that that the memo came to me with Jason on there, because I was the one who sent the innovation design team in

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there. So, they were basically reporting to me. I assume, I can't say, but I would assume that Jason, John Schneebeck, and that department leadership were provided that same information.

CM Jurinsky: Well, I don't want to assume anything at this point. We need to track this down and maybe we need to do core requests or something. But I want to know who on October 20th, I understand this memo went to you and to Jason Batchelor. but there's three people missing in this scenario right here. And I understand maybe you're the one who sent them in. And I am very, very grateful for that. And so maybe they thought they needed to report to you. But we have deputy city managers for a reason, and we have a chain of command for a reason. I want to know where the break in communication is. That's what I want to know. I want to know where these memos went. We're assuming that a memo went to John Schneebeck. We're assuming a lot of things. I think we're past assuming. I want facts. I want to know where these memos went. I also want to just recap before we go any further, what you had said in April, the way it was just worded was back in April, we sent out for additional staffing. Michelle, please. Who is 'we'? Who sent out who asked for additional staffing back in April? Who did that come from?

M. Crawford: I am not part of that process. We develop this timeline interactively, so I'll have to let city management address as far as when requests for staffing came in.

J. Twombly: And I can. It was part of the police department budget request for FY 22. I don't have the exact date but those are generally sent into the Budget Office in a May time frame and then reviewed by management in early June to mid-June as we're putting together the budget.

CM Jurinsky: Too many broad statements for me. Who sent in this request? Who sent in this budget request for staffing? Who sent that?

J. Twombly: Well, the department director, the police chief, in this case, would be the one that transmits that to the budget office.

CM Jurinsky: Do we have that do we have a copy of that email?

J. Twombly: We have a copy of it. It's called their Service Level, whatever adjustment request. We have a copy of that. Yes.

CM Jurinsky: And management reviews this. Again, too broad for me. Jason Batchelor reviewed this budget request?

J. Twombly: Management would be the budget director, budget officers, myself, and deputy city managers.

CM Jurinsky: The budget director and the budget officers, were they aware of this? I'm not certain that these are departments that would talk to each other. So, would the budget director and the budget officers know that we have this backlog going, know that we were having this problem in records before they make a decision whether or not we authorize additional staffing? Were they made aware of a problem in records?

J. Twombly: We discussed the issue in records. It was my decision to deny the request based on my discussion with Michelle.

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CM Jurinsky: What sort of conversation did you and Michelle have?

J. Twombly: The reasons that I stated before about the issues of processes that appeared to be broken, systems that weren't working, vacancies that were already part of the records section that needed to be filled. So, those were the considerations.

CM Jurinsky: So, you wanted to prioritize maybe fixing a broken system before we add more people to it? Was that your thought process?

J. Twombly: That's correct.

CM Jurinsky: Okay. All right. Thank you.

CM Jurinsky: In that last one, the supplement was received on what date?

M. Crawford: I have on the timeline is March 15.

CM Jurinsky: March 15. That's when the report came out?

M. Crawford: Yes, that's when PRI sent the report initially. And that is the timeline.

CM Zvonek: And just for everybody's situational Awareness, the CCJRA presentation that Michelle presented to the public safety meeting is available online both the presentation and the findings of that report, and it was on the heels of this. It was actually presented at the last public safety meeting before this one. It raised some concern among all of us on this committee. And I actually talked about it in a subsequent council meeting and brought it up as an issue because the findings in it were alarming to all of us. But for those of you who want to see that report and its findings, you can go back to the public safety meeting from last month.

CM Zvonek: Thanks, Ed. Before I'm going to open it up to questions from my colleagues here shortly, I thank you for that presentation. You know, since this report was made public, it's unfortunately been turned into a political issue. And I think that the parallel timing of its release with the firing of Chief Wilson clearly contributed to that reality. I know that for me, when this four-page report was released to members of council and to the public by city management, there were a number of alarming red flags, including the case study that you cited within the records department. The suggestion was that the backlog demanded immediate attention and had the potential for serious public safety issues for our city and it sounds like you stand by that. I believe it would have been irresponsible for those of us who received this information to not bring it forward. I'm certain that the same people who are now critical of our efforts to highlight the report would have likely accused us of trying to cover up a failure within the police department had we not. I know you've talked a lot about the article that was published yesterday that alleges the information that was presented to council by city management and by your firm was factually inaccurate. And one of the immediate contradictions that I see, and I just heard you talk about it again was when you talked, it says in your interviews with staff, they asked if it was possible that serious criminal offenses could be in the queue and have been overlooked and not investigated. All said yes. In the newspaper article, they say that city staff or they actually say "officials", and I assume that means city staff and police officials, charge that many of the assertions in the report weren't factual. And notably they said that the data entry backlog was

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unlikely to have delayed any investigations. They said any investigation. This is what's being reported by the Aurora Sentinel. Is that factual?

E. Claughton: Is what they're reporting factual?

CM Zvonek: Yes.

E. Claughton: Absolutely not. It is materially false information. And I vehemently will argue that. And our final report will show you the evidence for that. It's very, very incorrect information.

CM Zvonek: The other tacit allegation and I want you to answer this very directly, and you touched on it. There have been some accusations that this report was brought forward as an effort to try to smear the chief of police. Have you had any conversations with any city employee, or any city council member that suggested that they wanted this to come forward in order to smear the former chief of police?

E. Claughton: Absolutely not. I have zero. This is the first time I've ever had any discussions with any city of Aurora elected officials. Never had any previous contact. Never was. I wasn't even aware of the efforts regarding her performance that had come out in the public news. Not within our scope of work. We were not directed to do that. That is absolutely false.

CM Zvonek: Okay. This one's for city management. In the article that ran yesterday, there was a quote in there by Acting Captain Chris Amsler said that none of the cases at all were impacted or there were no investigations impacted by this. Can somebody respond why the city would be telling the Aurora Sentinel that this is the case if, in fact, it's not true?

J. Twombly: Well, I'll address that. No one from the police or city staff has presented facts or research to me that proves that there's not been an impact. I was not involved in that discussion with the Aurora Sentinel. I'm not disputing those statements. However, I have to reserve judgment about its accuracy until we can research timelines of crimes, transcriptions, and initiation of investigations. I will say that investigators and officers did in the fall. I believe once we had the change of priorities, they developed workarounds to where they could initiate investigations, where they could look into reports and records that were in the queue. However, I will say as Mr. Claughton mentioned, that the transcription process is a quality control process to make sure that all the information is accurate and that the information is complete in those records. So, if we have investigators looking at those records while they're in the queue, they're subject to looking at incomplete or inaccurate information. So, in terms of two people with the same names, addresses where numbers are transposed, things like that are types of information that could be misinformation and lead to an impact on investigations taking place. So, like I said, I was not in the conversation with the Sentinel, but that's city management's position at this point.

CM Jurinsky: Council Member Zvonek?

CM Zvonek: Yes. Just one second. Can I just have one quick follow-up to that? What I heard Ed suggest was that he had a detective pull up an instance in front of him of a case that was held up because of the backlog. So, we know that that happened. And then we have a police captain saying that that's not the case at all

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and printed in the newspaper. The thing that's bothersome to me is that this issue, instead of trying to focus on what is a potentially very serious threat to our city, this backlog potentially poses a serious threat to our city. Instead of focusing on that, there's such a desperate effort to discredit it that we're now having quotes from city officials in the paper that is countering a report that was put out by this firm. So, I want to know, was this an accurate statement? That is not the case at all, given that we know that, in fact, that's not true.

CM Jurinsky: Captain Chris Amsler is on the call. I would like to actually have him answer this. Jim, I appreciate your response, but I would like this police officer to answer to his own words to the Sentinel.

Captain Chris Amsler: Good morning. During that part of the conversation, we were talking about violent crimes such as homicide and other cases that were investigated by our Major Crimes Investigations Unit. During that, I was basing my comment off of conversations that I had had with them about the fact that they were not aware of any serious cases that had been investigated. So, in my court, I said, we do not believe, which I was referring to at that time the case that is mentioned in the case that was just brought up about that's been sitting in the queue. I was not aware of that case when I made that comment.

CM Jurinsky: Just a follow-up to that. Captain Amsler, so do you feel you were misquoted in The Sentinel? What are your thoughts to this? Have you had a chance to read what your words were put out in The Sentinel as?

C. Amsler: Yes. I did see the statement that was made by me. And again, like I said, when we're having that conversation, we're again talking about serious crimes such as murders. I was referring to some of the cases that were in the spreadsheet that I was provided that PRI had at the time. So, those were cases that I was referring to.

CM Jurinsky: So, do you feel that the Sentinel possibly omitted the portion of crimes that you were talking about? I'm just trying to figure this out.

C. Amsler: Yes, that could have been the case. Again, like I said, I was referring to those major crime's cases, such as homicides, serious child abuses, kidnappings, those types of cases.

CM Jurinsky: But you in no way feel confident enough to say that absolutely, it didn't hold up the investigation of any of these 2512 crimes.

C. Amsler: No. When it comes to some of those minor cases I probably misspoke on them.

CM Jurinsky: Thank you.

CM Sundberg: Thank you, Ed, for your presentation. I don't have anything yet. Thank you.

CM Zvonek: I guess I have one last question. And again, it's as a result of some of the suggestions that this type of backlog and I think you've covered it, but I would just again, for the record. Do you view this type of backlog in the records department as a potentially serious public safety issue for the city of Aurora?

E. Claughton: I do.

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CM Jurinsky: And thank you so much for the presentation and for your work on this. I'm not sure what I've ever come to our attention otherwise, so I really appreciate that. I just want to know and maybe this is just an opinion. I just want to know why you feel or what do you think why Chief Olsen has now come out and said that your report is convenient. I know that city management was aware that you were here, and you were in the city and you were running this audit. Was Chief Wilson and her office aware that you were also in the city and running this audit?

E. Claughton: She was aware that we were there. I met her briefly, I think the first or second day of our visit.

CM Jurinsky: Sure. That's great. So, the chief's office was absolutely aware that you were there to run this audit and find out what the problems were. I also want to find out you have an extensive background in this, have you ever seen when a report comes out or when an audit comes back and it's as bad as ours is? Have you ever seen it lead to termination within the police department and or within city management?

E. Claughton: If that's happened, I'm not aware of it. It could have happened after our work. I haven't seen terminations occur during the scope of our work or not that I'm aware of.

CM Jurinsky: You've never been involved in any kind of conversations to terminate anybody in these organizations that you've been hired to do this work for?

E. Claughton: Never.

CM Jurinsky: Have you ever been asked to give an opinion on whether or not someone in an organization should be fired? Or have you never even been asked even to give your opinion on that?

E. Claughton: Never been asked. And if it's not within the scope of our work, I wouldn't do so unless we were hired to do an evaluation of employee performance. Other than that, we would not do that. And no, I have not been asked.

CM Jurinsky: Thank you. Thank you so much.

CM Zvonek: Any other questions? Jim, is there any more information that you want to present on this topic? You're on mute, Jim.

J. Twombly: Maybe we do still have a police department presentation from Lieutenant Parvin and John Schneebeck.

CM Zvonek: Thank you for that. I have just I guess maybe a follow-up on what the system and maybe Ed, you can chime in on this. It seems like the very paper-driven system we have right now is not the most effective and efficient. And given the challenges of finding staff and how labor-intensive it is, it seems like that's an easy fix. And I assume now that you've mentioned you've done work in over 40 states. Is there are better systems out there that exist that can help kind of clean this up quicker and make it easier for the men and women who are doing this job?

E. Claughton: Absolutely. And a quick comment on that. Everything that the lieutenant said is spot on. I concur with 100% of everything that he said. It's absolutely correct. And I commend them for taking swift action after our March

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14th report. It's what was needed, and there are much better systems that are out there. There is a small handful of law enforcement records management system vendors with today's technology that is far beyond the system that they have in place at the police department. I think that system is over 20 years old. The life cycle of technology today goes so quickly that what's available today, there is no transcription delay. The system today allows reports and records to be instantaneously accessible and viewable by everybody throughout the agency, regardless of if it's still in the quality control process. And that is available today in the Versadex system. But it's very difficult and to get access to that information to those who have not been trained in how to do that. So, yes, I would one of the recommendations we'll see coming from us is getting better technology.

CM Zvonek: And along those lines, I guess my final question is for both Jim and for Jason. Given the very public and contrived effort to downplay the seriousness of this issue and the report and to discredit PRI, we have a plan forward. And we also had the report from Michele Crawford earlier that echoed some of the same types of challenges in the department. Are you confident, given what we've seen in the public, that we're getting accurate information and that this plan to move forward is, in fact, the best route forward for the police department and for the safety of our city?

J. Twombly: Well, a quick question. What do you say we're getting accurate information? Do you mean through the report and through Lieutenant Parvin's work?

CM Zvonek: And Michelle. The recommendations. Because right now, as I said, there's a very public effort to minimize this, the seriousness of it and, of course, the accuracy of it. I want to make sure that you all are confident in PRI and in the work that has been done and say, yes, this is the right direction for us to improve this serious problem and we're confident we're going to move forward. Because my final request on this is going to be that until this is solved, I'd like regular updates at this committee on a monthly basis.

J. Twombly: Yes. We'll be sure you get those. And yes, I think we're on the right path. I really want to thank Lieutenant Parvin for his work in expeditiously reducing the queue. When I read the report on March 18th, I immediately shot off an email to the chief and to Jason Batchelor and John Schneebeck really demanding that we come up with a plan to do just exactly what Lieutenant Parvin has been able to do there. I want to thank him for that. The other thing I would say is that while it was disappointing to find out the dysfunction of this records section, I am really pleased that we've made the progress that we have. I recognize through the PRI report the risk that we were facing, and I think there can be debate about what level of risk that was. But when we're trying to protect our community and keep our officers safe, we want the minimal risk possible. And so that's what we're shooting for. And so that's why this all-hands-on-deck effort had to take place and why also it needs to be sustained. We can't have this be a one-shot deal and then end back up in the same place a year from now. We have to commit to implementing the recommendations that are provided and funding the recommendations that are provided.

CM Zvonek: Thanks, Jim.

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CM Jurinsky: I have quite a bit. Lieutenant Parvin, thank you for your presentation. On the moving forward screen, it said you're going to be committed to providing Versadex training. It's my understanding that rank and file officers use a system called PIMS and that PIMS and Versadex don't communicate. These two systems don't communicate. I would like to find out. I understand moving forward, there's going to be an emphasis on training officers on this Versadex training. And maybe at this point, sergeants, and lieutenants above have been trained on Versadex. But can anybody on this call tell me when the last time training was held for officers, a patrol on this Versadex training? I would like to know when this last training was.

B. Parvin: Well, I can answer some of that. PIMS stands for Police Information Management System, and that is what Versadex is. So, the officers might be talking about. They might be confused by that. But Versadex is what we use for our police management system. As far as training, I know very recently some training was sent out to sergeants by Sergeant Luallin. I'm not sure when the last time officers had training specifically.

Officer: That's routinely done in the academy.

B. Parvin: And that's something that we will institute, I think. I think that is important.

CM Jurinsky: In the academy, so new recruits. But what about for some of our veteran officers who've been around so long, possibly since before this Versadex was run? Has anybody gone back? You know, it's interesting because Faith Goodrich also quoted in The Sentinel that officers are able to pull up reports that need to be transcribed. They can pull them up. But I have talked to about 30 officers now who have never received training on the Versadex. So, while Faith Goodrich quote to the Sentinel. It sounds like there's truth there that there is the ability for anybody in the department to pull up this record queue, this transcription queue. But it sounds like unless you are a newer recruit going through the Academy, our police department rank and file officers, patrol, they have not been trained on Versadex to go be able to pull these reports. And the only way that they would know about them is if they were transcribed in the system and then routed to an investigation sergeant. Is there truth to that?

Faith Goodrich: Council Member Jurinsky, this is Faith Goodrich here. So, PIMS, the police information management system is how officers' access Versadex from the computer that is in their car. It's essentially the same system, but it's kind of just a different icon that they log into. Detectives and officer investigators and sergeants use Versadex when they enter things and approve things. Now officers can log in to Versadex and they can look in that transcription queue, but I think you are correct that that is a hole where we haven't trained them how to do that. If they haven't done a stint with detectives or some extra training, they may not know how to do that. Now, any report that they write in PIMS that they are involved in and investigating, they can get their own reports. So, it's less important that they're able to look at anybody else's reports, whereas a detective might need to look at 10, 20, 30 reports to make their case. But I think you're right. There's truth to both statements. They are able to get in there and see all that, but a lot of them probably don't know how.

CM Jurinsky: I don't think there's a probably about it. I think they don't know how. And had you not made that quote to the Sentinel, I don't think that maybe that this

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hole, this gap in training, would have even been exposed. So, I thank you for bringing that up, because that allowed me to go look into that. But one thing I wanted to bring up in a scenario, an officer, if they're aware of a crime, sure, they can go look for it. But if they don't know what they're looking for, if an officer is out on patrol and they're responding to the scene of a crime and they pull up, they don't know that there has been a crime committed at this address before or maybe with this individual before. They haven't been trained on Versadex, then they're not able to see if they pull up the address that there's been an altercation or whatever the crime may be at this address. Is that correct?

Hildebrand: Council Member Jurinsky, I can speak to this. So, if there was a previous call for service that's going to come through dispatch, they're going to notify them that they responded to an assault call at this address or if there's a name, they'll be able to query the name. But for the road officer, as far as Versadex and scene being able to access that, really only the detectives would pull those out of the transcription queue for their cases that are investigating. So, as a road sergeant, let's say an officer goes out and takes a serious assault. And we know that that needs to be investigated immediately when that case comes through and I approve it, I'm not going to wait for that to get transcribed because even under the best of circumstances, it may take 24 hours for records techs to get in there. And because we're getting 300 in today constantly, I'm going to automatically call records, give them that case somewhere, say I need this case transcribed immediately so that the detectives will have access to it. Or I'll email the detective sergeant and say, Hey, when you get in this morning, this case, we just took it. If it's not transcribed yet, get it transcribed so you can access it. The officer on the street wouldn't really need to access the Versadex information. That's more for, like I said, the investigators. All the information about a previous call should come through dispatch if they've been called to that residence in the past. There is a case wherein the chance that there was a GO that was within the last few days that that may not be available to them because it hadn't worked through the transcription queue yet and they couldn't pull up that actual General offense. But if it's supplementals and stuff that are coming through later, if the GO is in there, they can still access that through PIMS and look at that report and say, a week ago they were out there on an assault call. They may not have all the follow-up information because subs may be hanging out there in the transcription queue. But there is a chance that that could happen where an officer isn't privy to some. And that's the risk we're talking about and it's an unacceptable risk. But for the road officer, they're going to be using the RMS system on their computers. They're going to be using PIMS. The Versadex, I never learned to use Versadex until I went to the gang unit. And then I went to become a gang sergeant where I started using Versadex a lot more. When I was on the road as an officer, I never used Versadex. We've had Versadex for 20 or 25 years now. I would just use the applications on the computer which are PIMS and our report writing system to enter the reports. But Versadex is more of an investigative tool. But road officers, if they have that training, can use Versadex because you can access more information easily within it.

CM Jurinsky: I'm sorry I didn't get which officer was just speaking?

Hildebrand: Sorry. This was Deputy Chief Hildebrand.

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CM Jurinsky: Hildebrand. Okay. Thank you. I haven't really heard anything from John Schneebeck this morning. Lieutenant Parvin, I would like to know, is he in there with you? No longer working remotely and transcribing records during this process?

John Schneebeck: I'm sitting right here. I don't transcribe. I'm in the executive office division. I don't transcribe records.

CM Jurinsky: Not even in a crisis?

J. Schneebeck: Not even in a crisis. I'm not trying to transcribe reports.

B. Parvin: I'm not either. This is Brett Parvin again. But I will say since I've been here, I have not seen John working from home. He's been in the office every day. He's been with me helping fix these issues. And I worked for him for five years and I was in records, and I thought records worked very smoothly with us running.

CM Jurinsky: Okay. That's great news. I did see a couple of people on the call. I don't know if we have some people here from the homicide unit. I know Rob McGregor or Bob Wesner. If one of you could jump in. If I am wrong, please correct me. But I have also discovered that there were four major crime cases from May to June of 2021, maybe felony menacing type cases that never got investigated due to this backlog, and it's possible now that it might be too late. Can we get Bob Wesner or Rob? Can I get somebody to comment on that? Is there truth to this?

CM Jurinsky: We can come back to you. Maybe if you want to get off the call and try to come back on, we can come back to you because I want clarification on these four cases. I think he's trying that. Okay. I have a question. I don't know if Greg Hays is on this call or if Jim, you can answer this. Jason Batchelor, whomever. When we talk about needing to raise the salary of our professionals in the records department, when we talk about needing more staff, and of course, we're still waiting for the rest of this PRI report to tell us what it is that we need, if anything at all. But Lieutenant Parvin sounds pretty confident that we need to address this, and we need to get some more staff in there. So, I just want to ask now. Adding those personnel, would that go into the police budget? Would that be a part of the police budget?

J. Twombly: That's right. That would be a part of the police budget. And I think, as I think Lieutenant Parvin said, that our human resources department is looking right now at market rates for these positions to make sure that we can be competitive. And as you know, we've been through this with our 911 center and several other areas of the city because wages are changing so quickly, and the competition is difficult. And as Lieutenant Parvin says, it's a different time in terms of the number of applications that we're getting. We used to get hundreds of applications and pick the cream of the crop. And it's a different time. So, HR is working on that right now.

CM Jurinsky: Sure. I just want to make sure, because I've been told a lot that and during the course of my campaign and since being in office that we have way too much money invested in the police budget. I just want to clarify that to address these staffing needs and to get the correct number of staff in this department and possibly others, we need to actually increase the police budget.

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J. Twombly: Yes. And as we said, when we get the report from PRI, we'll see what their recommendation is in terms of staffing. The important thing here is to, as we've said, is that we are smart with how we staff in terms of how we deploy records technicians, use them, and that our processes and organization and everything are top-notch.

CM Jurinsky: And back in October, when the approval was made for five FTEs for the records department, did we hire five? Or how many did we hire, if any at all, back in October?

J. Twombly: I'm not sure what the status of that is at this point. Maybe John Schneebeck can address that.

J. Schneebeck: We're sitting at eight vacancies. One supervisor that was approved in the 2022 and seven FTEs. We have not been able to get them filled. Two were offered jobs since last week.

CM Jurinsky: So, this was going back, John, to this approval for the five FTAs in October. We haven't been able to fill any of those?

J. Schneebeck: Correct. The city manager gave us the authority to go and do it. Hire as soon as we could. As Lieutenant Parvin mentioned, we have pretty good turnover. Not a good thing. We have a higher turnover in records. And so it's a consistent churn process for us, probably running into the 13 to 20% as you think about attrition percent's. That's been kind of our experience over time. It goes up and down, but it is kind of difficult staffing because it's 24/7. It works through all of your holidays and all. It's a police department function working every day of every year on every hour of every day. It is a little taxing. Just like you're 911, you have a lot of turnovers. These 24-hour operations that don't necessarily have weekends or holidays off can sometimes just create staffing inconsistencies. I suspect maybe one of the recommendations might be coming out to have an over hire so that we're handling the churn. So, if I need to have 40 people in production at a time, I'm constantly striving to get 45 in place so that that turnover is not causing delays and backups as I'm trying to do the hiring process. It will take us usually four months to hire somebody once we get things started. So, it's quite a process to go through backgrounds and for that person not to drop out in between or disqualify during that background process. So, I hopefully answer your question.

CM Jurinsky: Yes, you did. And so, then I want to talk about this original request that went out in April asking for additional staffing. Jim just said that he thought at that time it was a bigger priority to maybe look at the issue processes and the problems that were going on in records than at that time to put out a notice to hire maybe to approve those five FTEs back in April. And what you're telling me now is we had these vacancies available, been trying to hire since October. I mean, John, we're a chicken and egg type thing. This is this is your opinion, do you think if we would have put out to hire those five FTEs in April instead of October, do you think that that would have made a difference? Or do you think that because we've had this out since October to hire and we're still not able to hire, do you think it truly highlights a problem with our process?

J. Schneebeck: I think basically all the efforts that are going into this at this point in time and where we sit today is really the kind of emphasis in resources that really

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need to be put towards this because if we're fighting ourselves on processes, we need to get that fixed. We might have been a little bit faster at getting somebody. I'm not quite positive. If you would have given the thumbs up in April, I do not think I would have cleared my processes up by October anyway. I would have had a few more people. I might not have been quite as far behind. I don't think I would have had this issue solved. If that helped answer that.

CM Jurinsky: So, the processes, that's the biggest issue right now still.

J. Schneebeck: Yes. I think PRI helps us really get aligned and gets a roadmap. We'll analyze that roadmap to the end and get ourselves life-sized and staffed and moving forward in cooperation with the components. We're a hub in the middle of reports coming in and, of course, going to courts reports, going to citizens. And once we get some better processes in place, some software, some technology services to our citizens, our Next Request is going to be a big deal. A lot of the stuff that we've been struggling to get in place is really starting to come in, come together now. So, we still have a lot of work to do and that's exactly what we're going to do.

CM Jurinsky: I appreciate that, John.

B. Parvin: I just want to say that I've had lots of conversations with the Chief's office, and I want to just mention the human aspect is not lost on this within records. The issues within records were not the fault of the technicians. They've worked very hard and they're very professional. We're very aware of the morale and part of limiting turnover is pay. Part of it is the hiring process, making sure we're staff correctly. But a big part of it is making sure that they know that they're valued and that they enjoy coming to work and that their morale is high. So we've had lots of conversations with HR. Wellness is very involved. We're looking at things within records to make their work product better based on their happiness. So, that aspect is very important. I really wanted to come across that this is not the technicians' fault. They're very good employees.

CM Zvonek: Lieutenant Parvin, I appreciate you saying that. And because it actually was highlighted in the audit that was presented to us a month ago by Michelle, about the culture in the records department and the fact that there was this kind of a dent in morale, which we've seen. I'm anxious to see. I know, Jim, and I don't know what the update is we can talk about at a separate time on the Citywide Culture Survey, but I know that Michelle highlighted that in her report. And so, I appreciate all the work that you are doing and continue to do to get us caught up and address this really serious issue. I want to ask I know somebody was trying to adjust their mic to answer Council Member Jurinsky's previous question. I want to see if they're available to do that because we are running long on time. So, I want to move to the next items here shortly. But I do want that question answered, if possible.

Lieutenant Bob Wesner: Sure. I'm Lieutenant Bob Wesner, Major Crimes Lieutenant. With me to your left on your screen is Commander McGregor. So, Ms. Jurinsky, if you could just go ahead and repeat your question.

CM Jurinsky: Yes. Thank you. Some conversations that I've been having surrounding this and of course, reading these articles that The Sentinel has been putting out. I'm not sure that the Sentinel actually has an investigative reporter on

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their staff, so just kind of want to help them out with this. But I've discovered that they're actually, in fact, were four major crime cases from May to June of 2021 that are at the major crimes level and maybe felony menacing. And that they never got investigated due to the backlog. And now at this time, it may be too late. Correct me if that is wrong or please elaborate.

B. Wesner: Sure. So, I'm going to reflect back to Michelle Crawford's statement about the timeline of records and transcription. So, this is prior to her internal audit. What was brought to my attention by my staff in the spring of 2021 was that we did have some major crime cases that were delayed through transcription a week or two until those reports were transcribed and given to us. And remember, going back to that time, this is not a time where we have workarounds in place, so this causes those workarounds to take place. We had four crimes against children cases. We did have two cases in Major Crimes Homicide Unit. They were not homicides. They were missing person reports that were taken and just not transcribed in a timely manner to get to us to start those investigations. All of the investigations, however, were investigated, so none of them were not investigated. They were all investigated. They were just a delay in getting back to those folks. In fact, we had a couple of people in there, crimes against children, that actually reached out to us asking the status of their cases. And unfortunately, we had to advise them we did not have those yet. So, we went in looking for them and found them. This goes back to the comments made by Deputy Chief Hildebrand. A lot of times at that particular time period we would not know there's stuff in the transcription queue to look at unless we knew about the case ahead of time. So, my staff and the workaround that we created was to daily look at that transcription queue for major crime cases, that's what we do here in major crimes to alleviate some of this. And then we put in those check measures that I believe Lieutenant Parvin talked about, which was and I believe Deputy Chief as well, that we requested our supervisors on patrol that when they got major crime cases, that they would send emails or make telephone notifications to us so we could go in and find those and access them. Yes, we have access to the transcription queue. We trained our admin specialist in major crimes, has the ability to transcribe reports. So, we're able to do that a lot differently than other units in the department.

CM Jurinsky: Can you repeat that? What were these four crimes? Two were missing persons. And what are the other two?

B. Wesner: The other four were crimes against children cases.

CM Jurinsky: So, four crimes against children and two missing person cases were held up by a week to weeks because of this backlog.

B. Wesner: Yes. Prior to the audit done by Michelle Crawford. So, I think this may have been what spawned that conversation, I know I worked with Michelle a great deal in dispatch a few years ago when we had some issues there. And that audit turned out to be very fruitful. And I think that's the same process that the chief's office ventured with this particular issue.

CM Jurinsky: And Bob, just to clarify one more thing. You found out about some of these cases because the victims were calling in.

B. Wesner: Yes. That's accurate.

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CM Jurinsky: And did you ever take this up your chain of command? If so, who did you speak with? Your higher-ups?

B. Wesner: Commander McGregor is my first chain of command. So, he was aware of each of the four through the chief's office. And I specifically reached out to John Schneebeck because it deals with our records department and he's like the division chief in charge of there. I reached out to him. We had great dialogue and those workarounds that we put into place were developed through working with him.

CM Jurinsky: Because of these six cases that were held up. Four cases against children and two missing persons cases were held up by at least a week or two because of this backlog.

B. Wesner: I don't know of any cases that have been affected by what we've changed since we made that workaround in July of last year. We've been able to keep track of all those going forward and access the transcription queue and make sure that they get assigned immediately. So, we haven't had any homicides affected by it. Crimes against children, Internet crimes against children, domestic violence, or sex crimes that I'm aware of.

CM Jurinsky: I mean, that's wonderful, Bob. Thank God. But for crimes against children and two missing persons held up by a week or two, I can't in my right mind imagine how that is being downplayed in this circumstance, and how many gaps in the system we had to let it get that far. But I appreciate you coming forward.

CM Marcano: I want to talk a little bit about prioritization here because it was stated earlier that major crimes were not impacted by the delay. But what I'm hearing right now is that we've had missing persons and crimes against children that potentially were delayed. Are those not considered major crimes? Because it's my understanding from what was said earlier those serious offenses where other people were endangered were bumped up to the top. Can someone please explain what's going on here?

B. Wesner: I could comment on that, Lieutenant Wesner here. So, Major Crimes do involve what I mentioned earlier, sexual assault on children, and internet crimes against children. It's our classification for our central investigative team, which does homicides as well. That doesn't mean that there are other crimes. Our DVU is part of our major crimes unit now, which wasn't in the past. We developed that about a year and a half ago. We put them under major crimes. But there are major crimes that occur at a district level as far as felonies if you will. But when we look at specifically major crimes, we're looking at victim rights crimes and stuff where the Victim Rights Act applies to and that kind of thing. If that helps. How about thank you.

CM Jurinsky: I think to what Council Member Marcano was saying, I think everybody is in agreement. The media, the police department, city manager, that this did not, in fact, affect any murder cases, any homicide cases. But to say that this didn't create a lag for major crimes, I'm happy that this is out there. As sad as it is to hear, in my opinion, a missing person or a child against a crime is, in fact, a major crime. And it did have an impact on that. So, I thank you very much again, Officer MacGregor and Bob Wesner. Thank you both.

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CM Zvonek: Thank you all for that. Unless there are any other questions from the committee members, I'm going to go ahead and move to the next thing. But before I do, I just want to say to Lieutenant Parvin, to everybody who is stepping up right now and helping us to diminish this backlog, thank you. And to Michelle for bringing forward the audit. This is a very serious issue. And it sounds like we're going to get through this current backlog and have a process in place to ensure that it never happens again. Because as we've heard very clearly from PRI, it's these types of failures in records management that can lead to a significant tragedy. Our city has already been home to significant tragedies, and we never want to see it again on our watch. And so, I appreciate everybody stepping up to take this very serious issue seriously, despite the very contrived efforts to minimize it.

Outcome

Information Only.

Follow-up Action

None.

4.b. City-Owned Impound Lot Exploration Resolution

Council Member Marcano presented a resolution that explores the feasibility of a city-owned impound lot. Currently, victims of motor vehicle theft are required to pay steep fees to get their vehicles out of private impound lots and this resolution aims to provide material relief to residents. Residents are being charged more than \$1 million on top of other costs in terms of lost wages that being victim to a motor vehicle theft may cause. The resolution aims to aid in city operations where APD and other law enforcement agencies may be involved in retrieving vehicles. A feasibility study is included in the resolution regarding financing and cost.

Lieutenant Brett Parvin: Obviously, I'm in an acting role just for a short period of time remaining but we would absolutely support that. Long term, I think it's the right thing for our residents. It's a complicated matter to get in place. It takes some time and some research to do it right. But absolutely would support something like that and think would improve service delivery. Based on what I know about some of our wait times, just waiting for toes and things and to improve efficiencies by our officers on the street as well. And again, to reiterate, I think it's the right thing to do by the community as well looking long term.

Pete Schulte: When Council Member Marcano came to Megan and I to talk about the legalities of it, we looked into it because we have a contract with a third-party vendor. We have no ability to waive any fees at the vendor. They have a business to run. They have property they've got to charge for storage. So, the only way to have some independence on what we do with our citizens is to own our impound lot. And across the country, I will tell you that a lot of large cities do have their own impound lot because of this issue. So, just to put some perspective there.

CM Jurinsky: Council Member Marcano, your vision on this is certainly for people that have had their vehicle stolen and recovered, we would waive those fees. But vehicles that are involved in crimes, things like that. Towed because of a DUI, or I don't know if we would get into if a business calls and says these people are parked in the handicap spot, whatever, what have you. Those instances. Would those

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people pay to get their car out of impound or are you thinking just this is just a free lot?

CM Marcano: So, this is effectively for city operations and public safety operations. So, I would want it to be for, again, victims of motor vehicle theft, but any other public safety agency that has to capture a vehicle, they currently rent lots from a for-profit lot. This would actually help in partnership with those agencies to defray some of those costs as well. I don't really think that public safety should have a profit motive engaged in it, especially when we're talking about victims of crime. So, that's why I think this is in the best interest of our residents.

CM Jurinsky: I'm not looking at this as a profit motivation. I just want to make sure that vehicles that are involved in a crime, if one of the concerns here is the delay, officers waiting for tow trucks and stuff like that. If an officer is waiting for a tow truck in the case of a DUI, then I think that same thing would imply for that vehicle to be towed. I just am not sure that I'm okay with that person getting their vehicle out for free.

CM Marcano: Again, the intent was to help victims here. So, if someone's an offender, I think that's a separate conversation that we can have with staff as they're putting together their proposal.

CM Jurinsky: So, this is just 100% city-owned and taxpayer paid for only for victims. It would only be a victim's lot so not at all to help in covering the costs on this and having the taxpayers 100% foot the bill because of our lack of police and our increased crime rates. We can explore the option of vehicles involved in crimes going to this lot as well and those vehicles having to be paid for to be taken out of impound. You're not open to talking about that at all?

CM Marcano: To clarify, Council Member Jurinsky, in Section 2, the vision is to operate this at a net-zero cost. So, it's not going to be subsidized. There will still be some costs incurred. I just want to give deference, obviously, to victims so that they are paying the bare minimum, which I'd like to get as close to zero as possible. When we're talking about other situations like you've described, that's part of what I will leave to staff to kind of create a fee schedule for because there are going to be costs with building this. So, we want to recover those costs. And I think that might be an excellent source, frankly, to recover some of those costs.

P. Schulte: Council Member Jurinsky, for lack of a better term, I hate to call it like this, but under the current state statute in every state, these towing lots are a cash cow. And I and I use that because of the money they make. So, the idea would be is to use the fee structure, which Council Member Marcano would want staff to come up with, what we would charge the offenders. We're not looking at waiving fees and storage and everything for everybody. It's just for the victim. We wouldn't be using two lots. If we had our own lot and we ran it strictly off fees with no impact to taxpayers, how much the land would cost to build it out, and so forth. So, we're going to just take over the private lot portion and do everything in-house and then maybe even work with some other law enforcement agencies to do it. But again, the goal that Council Member Marcano kind of stressed to us is [inaudible 01:57:31] use tax dollars, but not to make a profit either, just to find that net zero balance.

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CM Jurinsky: I am absolutely on board with that. I just what Chris Juul had said in his argument for this is officers waiting on tow trucks and times for tow trucks to get to, in this case, it would be stolen and recovered vehicles. But I'm assuming that officers are also waiting on tow trucks involved in other crimes, DUIs, police chase, whatever, what have you. So, if that is one of the arguments, then I think we need to explore all of that. I don't want our officers out there waiting for tow trucks for anything, if that is, in fact, the argument. And I think that was my point.

CM Zvonek: Other questions? Okay. Saying none, is there any objection to moving this forward to Study Session? Seeing none.

CM Marcano: Thanks, all.

Outcome

The Committee approved item 4b to move forward to Study Session.

Follow-up Action

Item 4b will move forward to Study Session.

4.c. Public Safety Partnership Overview

Acting Deputy Chief Mark Hildebrand presented an overview of the Public Safety Partnership (PSP). APD conducted a street operation in the Colfax Buehler area where they recovered six firearms, conducted five arrests, and executed a search warrant. The Public Safety Partnership is a program under the Department of Justice (DOJ) and is sponsored by the Bureau of Justice Assistance (BJA) that focuses on reducing violent crime and providing resources to agencies struggling with crime issues or processes. APD was awarded in September 2021 given that they already had programs such as those like NIBIN and CGIC already in place. It is a three-year program. The first year focuses on assessment processes centered on violence related to youth, guns, and non-fatal shootings, grants assessment, crimes analysis assessment, technology assessment, and strategic messaging assessment. The messaging assessment has already been started along with the youth violence assessment. The second year focuses on transitioning into real strategic planning. There are opportunities to apply for federal grants to support the initiatives. The APD will coordinate with someone that specializes in grant writing. The third year is for implementation which includes peer visits to other cities and areas. The key to identifying and doing what's best for the community is partnership and collaboration with all entities including schools, federal partners, judicial district partners, hospitals, and programs in the city catering to mental health and youth violence prevention. The program aims to collaborate with stakeholders to reduce crime and build trust within the community.

Chief Susan Manheimer further discussed the Public Safety Partnership. She is a retired officer that served for 38 years with a focus on violent crime suppression and juvenile crime prevention. The DOJ selected her to lead the team in Aurora. The dedicated resources and expertise of the PSP will help curate goals and the programs including wraparound services for prevention and intervention. Partner meetings will be held every two weeks to strengthen protocols and safety and hear the concerns of the community and its stakeholders. Given the city's youth violence prevention programs in place, Aurora is ahead of other cities in providing

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alternative responses to going into the criminal justice and juvenile justice system. It will be important to ensure that those that do not avail of alternatives that the city will be offering will be given accountability, effective suppression, and prosecution efforts. The PSP will help determine what is working in the city and gather all the partners to integrate and effectively meet the goals of crime reduction and safety. The consent decree and community values and expectations will align better with the coordinated systems approach. Updates and reports will be generated on a quarterly basis. They will bring in the US Attorney and the District Attorneys to work on the challenges in prosecution and accountability. The PSP, DOJ, and BJA see Aura as a model and leader for cities with urban specific problems of a great volume of violent crime.

CM Zvonek: Thank you for that. Any questions? If not, I have one. Whether or not through this partnership, one of the unique challenges that are fairly new to Colorado and as a result of a law that passed last year where it expanded the types of felons who could possess weapons to include drug dealers and auto thefts. And I know that that is still a federal violation, but not a state. And so, is there any opportunity for grant funding to do some sort of IGA between the DAs and the Department of Justice so that we can prosecute those cases at a federal level? Because of the possession of weapons by previous offenders, that expansion from the state legislature to include drug dealers and car thefts is, I believe, a significant public safety concern to our city. And I just wonder if there's anything through this partnership or grant funding that might be available to create that sort of IGA with the district attorneys.

Chief Susan Manheimer: Right. Thank you. You know, many states have laws that we're trying to sort of work around as we see this tide of violent crime and gun crime really escalating throughout the country. And I first really learned of Mark Hildebrand's tenacity when he brought up this whole issue of how we pivot from state prosecution. Federal has always gone sort of the worst of the worst cases with gun crime, but now being unable to prosecute some cases through the state, is there a way that we can really leverage both grants and the federal attorneys in this? Really, he's been a leader in this. I defer to him at this point.

M. Hildebrand: We were working with both DA's offices about getting special assistant US attorneys. They're basically appointed to that position. They can hold it for a short period of time, but they're able to prosecute cases federally. Right now, the US Attorney's Office's bandwidth is narrow. That's why they're so selective in a lot of the cases they get. But if they get help from either the district attorney's office or even through the city attorney's office, potentially these special US attorneys, assistant US attorneys, could take more cases. We've already been in talks with city management about the potential through the city attorney's office. We've been in contact with both judicial districts. Right now, from my understanding, they're very, both the 18th and 17th, have not committed to sending anyone over there, even though we've talked about potentially backfilling those with grant funding or applying for grants so they could backfill spots. Even with that, I don't know why they're very conservative in their approach and not wanting to dedicate some resources to the US Attorney's Office to do that. But we're continuing to work through those conversations. I'm trying to try and get the help to the US attorney's office they need so they can take some more of these cases

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federally. Just recently 50 additional charges were added to the list that is included under that. Unfortunately, motor vehicle theft and narcotics-related prior felony convictions aren't applicable. Those are two key ones that we really wanted to see within there that aren't within there. We know that if they have drug convictions or that they're stealing cars and then they're all under the gun, there's a high likelihood they're going to be involved in a crime of violence. So, we don't want them possessing firearms. So, those would be key ones that we would be looking at prosecuting through the federal system if we can get the US attorney's office some help.

CM Zvonek: So, just for situational awareness, DA Kellner had reached out to me and to Deputy City Manager Batchelor about the possibility of doing something. I think his concern and I don't want to misstate what he's saying but is the bandwidth issue. I think that he would be open to it if there was grant funding to fund a position within his office, would be an additional prosecutor that could do that federal role. But I don't think he has because they have their own version of backlogs, his own prosecutors that he wouldn't want to dedicate to that. And I think that that's a challenge. But clearly. I think for the city of Aurora, having some answer to this is a critical need because as you just stated, it's those types of prior felony offenses that if they have a weapon as well, that there's a higher likelihood that there's going to be a violent crime. So, anything we can do to mitigate that and potentially leverage this partnership, I think would be worth exploring.

M. Hildebrand: Okay.

CM Zvonek: Any other questions otherwise, thank you for your presentation.

Outcome

Information Only.

Follow-up Action

None.

4.d. AFR Compliance Engine Management Tool

Deputy Chief Caine Hills presented the Compliance Engine Management Tool to the Committee. This management tool will allow for streamlining of the fire and life safety code compliance tracking, resulting in safer and more compliant commercial occupancies. This tool is not outsourcing for fire inspections and fire inspections must still be performed by certified fire inspectors. It is an internet-based tool for fire prevention bureaus to track inspection and testing code compliance for fire suppression and notification systems. The tool is a third-party service provider that inspects, tests, and maintains the fire protection systems to submit reports via BYCER for direct access by AFR personnel to ensure compliance. It facilitates a more efficient review and tracking and follow-up process with occupancies to correct deficiencies and maintain fire systems. In Aurora, there are approximately 10,000 occupancies and are approximately 40% compliant with systems as per the fire and life safety code. The tool will drive 100% compliance. The process collects, organizes, and tracks tests results and depends on the type of system and testing interval requirements based on the International Fire Code. It will provide a report and notification on items that require repair. The

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current reporting process requires the testing company to write down information, upload then email the report, then create a desktop file that indicates the company facilitating the repair, then add it onto Accela. The current process is redundant for the service provider and the AFR. Different occupancy types would have different systems in place and 99% of AHJs do not know when systems in buildings are past due nor what type of systems are in each building. Currently, 40% of life safety systems do not get inspected annually and fire code officials spend 29% of their time on administrative duties. This management tool maximizes resources, saves time, and streamlines communication. Phoenix Fire implemented the Compliance Engine Management Tool in January 2020. After a robust evaluation, they found 11,328 unique premises in 2021 compared to approximately 7,756 in 2020. At the start of implementation, Phoenix had 89% past due and only 11% compliance. After 12 months, only 54% were past due. They are projected to have an 88% compliance 36 months post-implementation. In Aurora, this will allow AFR to update their database including the building department's database. During COVID, they could not inspect commercial occupancies and had to drive around to identify each occupancy type and verify it in the Accela system. Implementing the management tool is at no cost for Aurora and there is no charge to business owners. The people performing the maintenance and repair of the systems are charged by the compliance engine \$15 per report submitted. Other vendors providing the same service could not come close to the nominal fee nor the robustness of the proposed management tool. The Compliance Engine Management Tool delivers compliance resulting in new businesses and maintenance revenue for third-party contractors. The Compliance Engine Management Tool is used by local and national partners. It is intended for increased code compliance and safety and the reduction of false alarms. It will also provide accurate tracking of all safety systems within the city. Prior to the tool being implemented, AFR needed to identify occupancy types, get on an inspection cycle, run a predictive cycle to determine which occupancy types are more likely to have fires occur, and migrate from Amanda to Accela. AFR will return to the Committee next year to provide an update on outcomes.

CM Jurinsky: I have a couple of questions, and this was a great presentation. So, when we're talking about business inspections the way it is now, when the fire inspections happen, if there is a problem with our Ansul system or hood system or something fails compliance on the fire inspection, we as the business owners in Aurora are able to use our own vendors, some of which we've had contracts with an agreement with for years for those repairs on the Ansul system, the hood systems, any of these systems. Are you saying that this program would take that choice away from the business owners and that we would have to use the vendors that you just announced?

Caine Hills: No, absolutely not. Those are just the two main ones we deal with. I use them as an example. But you as a business owner or anyone that wants to utilize a different vendor to come and perform those tests that you referenced certainly can do that. Absolutely.

CM Jurinsky: Okay. I have one more question. And you had said that this is at no cost to the business owner. But to clarify these fire inspections, there is a fee to business owners.

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C. Hill: So, if you're talking about fire inspections versus the compliance engine, those are two different things.

CM Jurinsky: Okay.

C. Hill: These folks are going out and doing the hood test verification of compliance with suppression systems. No. But we charge a fee, the fire inspections folks, we physically go there and spend time in the occupancy, etc. So, no.

CM Jurinsky: Okay. Thank you for that clarification.

C. Hill: You're welcome.

CM Zvonek: Other questions? Seeing none, thanks for this presentation I guess is the ask here to move this forward to Study Session.

C. Hill: But that's kind of a grey area and maybe Angela could help out in the legal department because there was no required RFP process because it's no fee.

CM Zvonek: Got it.

C. Hill: And our contractual agreement that we will work on with them could be terminated at any time. So, the length of time and everything we write in there will be what we want. They just want to provide the service. So, I guess the question to Angela then would be does this need to move forward and a contractual agreement be presented before moving forward or because we have so much latitude in the contractual agreement and there's no cost to the city through RFP processes, do we need to?

Angela Garcia: Good morning. This is Angela Garcia. I think at this point we would take a look at that contractual agreement and settle the terms. Yes, because there is no dollar value associated with the contract, I don't believe it needs to go to study session unless Chief Gray wishes it to.

CM Zvonek: Okay, that's fine. I just wanted to make sure. Great information. Appreciate the presentation. I just wanted to make sure that there was no action needed in terms of us saying good to go, which I doubt you would have had any resistance anyhow. But if you don't need to, not a problem.

Chief Fernando Gray: Council Member Zvonek and just real quickly, our thought process on presenting this information was is actually twofold. First of all, to acknowledge the work that Chief Hill and his team have done over the last two years to get us in a better position to make sure that we are ensuring that our residents are kept safe. That was one. And then also the second piece is just to make sure that you are informed so that if any business owners had any questions, you'd be aware of this process. So, again, that was our thought process in presenting this information to the Public Safety Committee. So, again, we appreciate your time today.

CM Zvonek: Thank you.

C. Hill: One last quick comment. We did vet this out through the business advisory board, allowed them to have input over the last months to a year to raise any concerns to ensure that we were collaborative. So, I wanted to share that as well.

CM Zvonek: Great. Thank you.

Outcome

Information Only.

Follow-up Action

None.

4.e. Photo Radar Enforcement

Lieutenant Carrigan Bennett provided an overview of the Photo Laser System. Residents within the city are expressing concerns regarding speeding in residential neighborhoods which is also a significant contributor to crashes. An option is putting up mobile systems such as the photo laser system that can distinguish between different vehicles in different lanes of traffic. The enforcement of this system requires a great sum of money and hiring full-time employees (FTEs) given that municipal code requires sworn officers to be involved to issue a summons or a citation. These will target specific areas and can be placed in construction zones and school zones and municipal streets that have parks.

Scott Stewart, the Senior Sales Executive of Conduent, presented the photo laser-based system. Conduent is one of the largest business process outsource companies in the world that operate in 24 different countries in the government, commercial, and transportation sectors. Conduent is one of the largest providers that run photo enforcement operations. Currently, the city experiences challenges such as massive increases in speeding and dangerous driving, staffing issues, lack of resources, etc. In Aurora, there is a 54% increase in fatalities from 2019 to 2021. There was a noted increase in fatalities in 2020 because of drivers racing along open roadways due to fewer vehicles during the height of the COVID-19 pandemic. Conduent uses a system called the Vitronik Poliscan, which is a laser-based system that is significantly more accurate in capturing higher vehicle counts compared to traditional radar-based systems. Radar uses radio wavelengths that could bounce off objects. Vitronik, on the other hand, uses laser beams to scan across roadways. It can give specific data such as the lane of the violating vehicle, speed, time of the violation, and vehicle classification for cars and trucks. It also has a violating identifier category called the trapezoid and this evidentiary support can hold up in court. Over 10 million violations have been issued through this system and have never had a single violation overturned due to a technical challenge. It captures 2 to 6 times more violations than radar-based systems leading to more citations issued and a greater change in driver behavior. In addition to this, it is also well suited for high-volume areas. Conduent will provide the system in an equipped vehicle. In Colorado, the violation needs to be witnessed by somebody which entails that an operator will be inside the vehicle at all times. Conduent provides reporting packages that can include data on the number of vehicles, violators, issuable violations, and or dismissals. Conduent can also provide an analytics tool called the Conduent Business Intelligence used by the Colorado District Attorney's Council as a data aggregation tool that allows them to take information from law enforcement agencies across the state. This tool can provide key performance indicators and notifications if the system is failing behind certain metrics. Conduent is a full turn-key service provider that deals with processing, reviewing, payment

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processing, sending out violations, court scheduling, providing witness testimony, program maintenance, and public education and awareness. The company has been doing photo enforcement for roughly 25 years. The Portland Bureau of Transportation attributes the speed cameras to a significant reduction in overall speeds. The system was introduced in Portland in 1996 which resulted in a reduction in fatal crashes in the city. This allowed them to reallocate resources. Maryland conducted a pilot in 2009 and went with the full program in 2010 due to its resounding success. Currently, only one of the ten drivers exceeds the speed limit by 12 miles per hour or more compared to the seven out of 100 drivers seen prior to the implementation of the full program. This resulted in a 90% reduction and the statistic remains today. The recidivism rate is also low. Less than 10% of the population receives a second ticket. When the mobile systems are deployed at a location for five consecutive days in Denver, there is a 21% reduction in excessive speeding. In Aurora, it is projected that the city will see net positive revenues that can be used to fund other public safety campaigns. through the enforcement of the laser-based system

CM Jurinsky: It highlighted that this program is really for like highways, interstates, and high-density areas. And for us in Aurora, I'm not saying that we don't have speeding going on our highways. We certainly do. But all these accident updates in these crashes that I'm reading about almost sadly daily at this point, and the ones really that are including fatalities, I'm seeing those come on just our roads within the city. Is there any compatibility there? Compatibility for this program within the city and not just on our highways?

S. Stewart: No, absolutely. As the Lieutenant mentioned, I think the intent is to deploy these systems where you have the areas of most need, which is in residential areas and in school zones. The point in some of those slides is that the system is so sophisticated that it's able to catch multiple violators regardless of the roadway type or how many vehicles are or are not in that specific area. So, it will work in any type. Also, radar has a hard time detecting vehicles around curves or hills. I live in Southern California. We have a pretty extensive park system in the area where I live, and a lot of those parks are right in the middle of residential areas where they have like a center park and like in an oval type shape or a circular type shape and the residential streets go around that park. So, you've got curved roads in nature. This system has the ability, significantly better than radar, to detect violations in those types of areas. But naturally, to answer the question it'll work in any environment.

CM Jurinsky: And is there anything that flashes? Because that was a big concern. We had these photo red light cameras and these things flashed so bright that at nighttime, I think it really caused a problem for drivers. Is there any type of flashing light with this?

S. Stewart: It's a great question. And you do need to illuminate the picture of the vehicle and license plate to have an evidence package that stands up in court. However, there are ways to mitigate the brightness of that flash. We can install equipment with low-level flashes. We can put covers on the flashes that give more of an amber hue. We also can do infrared, which completely removes the ability to flash. The downside of that is you don't produce a color image by using infrared,

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but we can work with the city to determine what will work best for you guys and then outfit it appropriately.

CM Jurinsky: Okay. I have one last question. Is this one cost package? And you tell us this is the cost, and this is what we offer, or is there any ala carte options here that we can say, look, your basic plan is great, but we need to add X amount more of these for different roads in our city.

S. Stewart: Typically, what we've done initially, and we haven't presented cost to any of the folks that we've been working with to this point because we wanted to get kind of buy-in that this is a direction that you guys felt was a value. But the way that we've built the model thus far is there's a fixed cost per vehicle, and then we include everything that it takes from A to Z to capture the violation, send out the penalty assessment notice, and any follow-up notices that are necessary. In the state of Colorado, you also have to do process serve. So, they physically serve that notice to the violator and we've included all of that in a fixed one lump sum fee. If you do decide to go do a full program down the road, then that may be modified a little bit. And we will work with you to determine what fee structure works best for the city.

CM Jurinsky: Okay. Thank you.

CM Sundberg: You may have answered my question. I'm curious about the citation issuing of it. You say it has to be physically served or can it be automatically mailed out?

S. Stewart: So, there's an initial notice identifying the violator of the infraction. If the violator does not respond to that, then there's something that's called the penalty assessment notice. That can either be mailed it could be mailed via certified mail, or it can be hand-delivered by a process server. We subcontract with a process server in Colorado that does a certain amount of attempts under contract. And then if they cannot reach that person after, I think it's five attempts, then they stop. Just so you know, the payment rate for our program in Denver is between 80 and 82% of the violations that are sent out and or hand served are eventually paid. 80 to 82% of them.

CM Sundberg: Okay. So, Colorado law states that these need to be manned. On full-time equivalent, right? So, devil's advocate might say, well, why not just put a patrol car and do good old-fashioned radar? But it sounds like this is more efficient and that it can capture more speeders. Is that correct?

S. Stewart: Yes, great question. And let me clarify, Colorado law state that the violation must be witnessed by a peace officer or city or county employee. I believe the lieutenant referred to a municipal law that you have in the city that says that a peace officer must be involved in either witnessing the violation or reviewing the violation. So, there has to be, according to your city charter, there's got to be law enforcement involved at some point. But Colorado law does state specifically that somebody does have to physically witness the violation. So, what happens is that you have a person in that vehicle, a vehicle operator. The system triggers that a violation has occurred. Then that person checks off, they basically hit pause on the system. They check off on like a log that says, I physically witnessed that blue Toyota Corolla commit a violation at 9:36 a.m. That process should take 30 seconds to a minute. And then they reengage, they hit that button again and the system goes

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back into enforcement. Lieutenant Bennett can keep me honest on this, but to pull over and issue a traffic citation probably takes 20 minutes on average. You could issue literally with that process I just identified 60 violations. 60 violations in an hour. The most effective way to curb dangerous driving behavior is to put sworn uniformed law enforcement officials everywhere and have them pull citizens over for traffic infractions. That's just unrealistic. So, that's why so many cities have decided to go this route. And while there was a push to step away from automated enforcement, particularly red-light enforcement years ago, and of course, that happened within the city of Aurora. Not that the program was not doing the job, that was a citizen complaint. There's been a big push towards bringing in automated speed enforcement across the country. New York just issued an RFP where they're going to do automated enforcement in work zones. Connecticut is doing the same thing. We're doing a pilot in Delaware for the Department of Transportation. Minnesota is considering legislation. California has introduced a bill to add automated enforcement on arterial and residential streets in specific cities, from a pilot perspective. An RFI was just released at a smaller municipality in Bremerton, Washington, that has red light today. They're going to add speed enforcement. So, the trend in the country is, look, we don't have enough resources to do this in a traditional manner. We need to look at tools like automation.

CM Sundberg: One last question. Does the vehicle need to be marked as a patrol vehicle?

S. Stewart: You have to have a sign conspicuously placed within 300 feet of the automated enforcement system. I don't remember if the vehicle has to be marked, but we don't have a program in the country where it's not marked. It's just that's shady, if you will, if it's not marked. We're about putting a program in place that's sustainable and effective. I don't remember what the law says, but if the law doesn't say that, we would strongly, strongly urge the city to mark the vehicle, because that's just fair to the citizen.

CM Zvonek: Any other questions? My only question is maybe for staff is that if as we move to potentially move this forward, I assume as a consideration, it seems to me that there are two questions here. One, whether or not as a city, we want to have a policy in place that allows for photo enforcement for speeding. And then secondly, because of the cost related to this FTE, that would be required to implement it, is there an RFP process? Because I don't know whether or not there are other vendors in this space or not that provide this service. But I assume that that would be the next step. And is there somebody on staff who can clarify that for me?

J. Batchelor: Council Member, this is Jason Batchelor. You're correct. We would like to recommend an RFP process. And then there are some policy discussions for Council. You all have highlighted some of them. We would want to bring you out some of the details. One of the things we probably also would want to talk to you about as a policy matter is, as has been noted, that municipal code requires officers. We could also ask the council if Council wants to amend the municipal code to allow civilians to operate these vans as you've heard from the vendor that does happen in other cities. That would comply with state law. It's a municipal requirement. So, there are certainly some policy decisions that we would need from Council, and we would also bring forward that RFP process.

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CM Zvonek: Given the new rule that we put in place; it seems like this is one of those instances where it'd be a policy decision. My preference would be to see a member of the Council, assuming they want to make that change. I personally would not want to see that change happen, but if one of my colleagues did have them bring forward that policy that required -- But I guess it's not required if we could operate within it knowing that it would incur that additional cost of having a sworn officer. But I guess the next step if I'm not mistaken, is to determine whether or not there's a member of the Council who would want to bring forward that potential policy change to the Study Session in order to have that conversation. Assuming that the decision is made, yes, then we would go forward with some sort of an RFP for the reinforcement of it.

S. Stewart: If I could make a comment on that as well. What we did in the state of Maryland before we started their program is they selected us to do the pilot. They ran the pilot for one year. The purpose of the pilot was to test the efficacy of the program and make sure that the results proved out, which it did at that point. They then issued a competitive RFP to go into a long-term contract. So, that's the way that the state of Maryland did it. Other jurisdictions have done that as well. Also, on the point of law enforcement, the state of Oregon recently passed legislation that removed the requirement of law enforcement to be required to do a final review of the citation, because they were finding that they were having so many citations that were being issued that they and they didn't have enough law enforcement to be able to review those citations. I'm not saying that we advocate for that, but there's precedent where that's happened in other jurisdictions across the country.

CM Marcano: Thanks for letting me speak even if I'm not with the committee. I wanted to know from the presenter or from Mr. Stewart. Looking at the example you're giving here with the city of Portland, I'm just curious, were there any other improvements that Portland had been working on during that same time period to their infrastructure traffic calming initiatives and things of that nature?

S. Stewart: They did, and it's a good question. In a select number of areas, they did do this roadway reduction and construction, which some cities have found have slowed speeds. That was not done in what they recognize as high-speed corridors or high crash corridors. They did do that in other areas. For example, they did that in an area where we used to have a red-light camera posted and that did have a moderate impact in reducing the number of violations there. They're asking us to put up a camera at a different location. So, yes, there are engineering changes. As I mentioned in the beginning, that's one of the potential options. Unfortunately, that option proves typically to be incredibly expensive, but it is an option.

CM Marcano: All right. Yes, I would agree. It is definitely more expensive. But from what I have read and what I have seen firsthand, it's by far the most effective method, effectively making speeding something that is just not really allowed by the built environment. But I want to thank you for the presentation. You definitely gave me a couple of things to think about. Thank you.

CM Zvonek: I guess my final question is just and maybe this is for Jason and the team as we explore this, I don't want to view this as a revenue generator as a way to just take more money from our citizens. I want to make sure that public safety is

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really the primary concern. So, has there been a needs assessment in terms of like, yes, this is something that our city needs at this time.

J. Batchelor: I'll let Lieutenant Bennett speak to this. But as he noted in his entry that speeding is one of the major concerns we hear from you all and you all hear from our residents. And so, enforcement is a challenge, and this is certainly much more efficient. I think that's why we brought this forward. It is clearly a policy question for Council. So, that's why we brought it forward. And it's to address those concerns we hear from citizens. And I guess if you're okay, Lieutenant Bennett if you have any numbers in terms of the number of complaints or things like that that you all are receiving.

Bennett: I do not have specific numbers of complaints, but I think a good place to highlight that Councilmember Jurinsky has recently been involved with the Yale just east of Buckley, where it turns down into Dartmouth. And we had that hit the media pretty hard with that car that was crashed into the pond over there. In that area, there's no good place to run concealed speed enforcement. I can't hide a motorcycle over there and pull over offenders. It's not subject to a place where we can easily do traffic calming measures with built infrastructures. The road is already fairly narrow. We cannot put any speed bumps in there. Talking to the public works on that that because of the corridor it is it can't be managed like that. So, enforcement is kind of our only option, but it doesn't have a good way to do that in long term. Whereas if we can target areas such as that with a campaign of photo enforcement, that does help us out a lot. One of the advantages that we have here would be the ability to target specific areas and try to reduce speeding in those particular areas. Is this the end all be all? No. But it could be part of a solution that is multipronged to fix this problem. As we know, a lot of our crashes are involving speed these days. The tragic crash this past Friday night with the family it's the Chambers and 6th was a speed is definitely a factor there right, so speeding is definitely something that we need to address. This is just one opportunity to help address that problem.

CM Zvonek: Okay. I guess my preference then would be to bring forward to Study Session a conversation about whether or not photo enforcement is the policy that we would want to pursue as a city. And then at that point, if there's consensus with the council, I guess we could have a conversation about running a pilot program or whatever the next step may be. But maybe the first step is just to simply get a sense from the rest of my colleagues of whether or not this type of policy shift is something that they would want to move forward with.

CM Jurinsky: Are you asking us?

CM Zvonek: Just stating if there's any pushback. Any objection to that?

CM Sundberg: No objection.

CM Jurinsky: No objection.

CM Zvonek: Okay, then that is the direction to staff.

Outcome

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The Committee decided to bring forward a conversation on photo radar enforcement as a policy in the city during Study Session.

Follow-up Action

Staff will add photo radar enforcement to the agenda for Study Session.

5. Miscellaneous Matters for Consideration

None.

6. Confirm Next Meeting

Next meeting confirmed May 12, 2022, 8:30 am via WebEx.

7. Adjournment

Meeting adjourned at 11:42 am

APPROVED: _____

Dustin Zvonek, Chair



CITY OF AURORA

Council Agenda Commentary

Item Title: May 2022 Crime and Police Attrition Update
Item Initiator: Mark Hildebrand, Acting Deputy Chief of Police
Staff Source/Legal Source: Mark Hildebrand, Acting 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

Acting Deputy Chief Mark Hildebrand / Business Services Manager John Schneebeck
10 minutes

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 18: 04/25/22 - 05/01/22	03/28 - 04/24		+ or -	% chg	01/01 - 04/24		+ or -	% chg

Major Crimes 03/29/21 - 04/25/21

Murder Victims	1	6	+5	500.0%	9	15	+6	66.7%
Sex Assault Victims	29	22	-7	(24.1%)	115	89	-26	(22.6%)
Spouse / Dating	8	4	-4	(50.0%)	23	24	+1	27%
Familial	1	1	--	0.0%	10	7	-3	8%
Otherwise Known	6	9	+3	50.0%	31	26	-5	29%
Sex Assault DV Victims	9	4	-5	(55.6%)	23	21	-2	24%
Agg Assault Victims	136	254	+118	86.8%	716	1,040	+324	45.3%
Spouse / Dating	29	46	+17	58.6%	135	174	+39	17%
Familial	11	30	+19	172.7%	56	96	+40	9%
Otherwise Known	28	38	+10	35.7%	163	205	+42	20%
Agg Assault DV Victims	31	44	+13	41.9%	148	186	+38	18%
Robbery	58	70	+12	20.7%	244	301	+57	23.4%
Major Violent Crimes Reported	224	352	+128	57.1%	1,084	1,445	+361	33.3%
Burglary	126	138	+12	9.5%	576	533	-43	(7.5%)
MVT	385	581	+196	50.9%	1,821	2,423	+602	33.1%
Larceny	590	707	+117	19.8%	2,621	2,670	+49	1.9%
Major Property Crimes Reported	1,101	1,426	+325	29.5%	5,018	5,626	+608	12.1%
Major Index Crimes Reported	1,325	1,778	+453	34.2%	6,102	7,071	+969	15.9%

Criminal Arrests

Physical Arrests	383	439	+56	14.6%	1,399	1,493	+94	6.7%
Criminal Summonses	360	367	+7	1.9%	1,427	1,481	+54	3.8%
DUI/DUID (Detox Summons)	51	50	-1	(2.0%)	195	200	+5	2.6%
Total Arrests	743	806	+63	8.5%	2,826	2,974	+148	5.2%

Traffic Enforcement

Traffic Tickets Muni	1,410	894	-516	(36.6%)	5,589	2,584	-3,005	(53.8%)
Traffic Tickets in GO's Muni	296	176	-120	(40.5%)	1,056	816	-240	(22.7%)
Total MET Tickets Muni	900	722	-178	(19.8%)	4,785	2,137	-2,648	(55.3%)
Total Traffic Tickets Muni	1,706	1,070	-636	(37.3%)	6,645	3,400	-3,245	(48.8%)
Total Traffic Tickets State	155	166	+11	7.1%	570	486	-84	(14.7%)
Total Traffic Tickets	1,861	1,236	-625	(33.6%)	7,215	3,886	-3,329	(46.1%)

Traffic Accidents

Accident - Fatal	1	2	+1	100.0%	4	12	+8	200.0%
Accident - All Other	552	496	-56	(10.1%)	2,225	2,260	+35	1.6%
Total Accidents	553	498	-55	(9.9%)	2,229	2,272	+43	1.9%



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 18: 04/25/22 - 05/01/22	03/28 - 04/24		+ or -	% chg	01/01 - 04/24		+ or -	% chg

Major Crimes 03/29/21 - 04/25/21

Murder Victims	0	4	+4	--	6	8	+2	33.3%
Sex Assault Victims	17	5	-12	(70.6%)	53	36	-17	(32.1%)
Spouse / Dating	6	1	-5	(83.3%)	11	15	+4	42%
Familial	1	0	-1	(100.0%)	6	1	-5	3%
Otherwise Known	3	0	-3	(100.0%)	9	6	-3	17%
Sex Assault DV Victims	7	1	-6	(85.7%)	11	12	+1	33%
Agg Assault Victims	64	127	+63	98.4%	351	492	+141	40.2%
Spouse / Dating	15	29	+14	93.3%	59	93	+34	19%
Familial	3	12	+9	300.0%	20	39	+19	8%
Otherwise Known	15	14	-1	(6.7%)	75	90	+15	18%
Agg Assault DV Victims	15	27	+12	80.0%	67	95	+28	19%
Robbery	37	33	-4	(10.8%)	139	158	+19	13.7%
Major Violent Crimes Reported	118	169	+51	43.2%	549	694	+145	26.4%
Burglary	48	64	+16	33.3%	258	221	-37	(14.3%)
MVT	175	227	+52	29.7%	797	1,043	+246	30.9%
Larceny	241	231	-10	(4.1%)	989	935	-54	(5.5%)
Major Property Crimes Reported	464	522	+58	12.5%	2,044	2,199	+155	7.6%
Major Index Crimes Reported	582	691	+109	18.7%	2,593	2,893	+300	11.6%

Criminal Arrests

Physical Arrests	161	187	+26	16.1%	571	607	+36	6.3%
Criminal Summonses	146	167	+21	14.4%	593	578	-15	(2.5%)
DUI/DUID (Detox Summons)	20	24	+4	20.0%	83	90	+7	8.4%
Total Arrests	307	354	+47	15.3%	1,164	1,185	+21	1.8%

Traffic Enforcement

Traffic Tickets Muni	231	158	-73	(31.6%)	911	362	-549	(60.3%)
Traffic Tickets in GO's Muni	117	57	-60	(51.3%)	394	287	-107	(27.2%)
Total MET Tickets Muni	125	90	-35	(28.0%)	713	238	-475	(66.6%)
Total Traffic Tickets Muni	348	215	-133	(38.2%)	1,305	649	-656	(50.3%)
Total Traffic Tickets State	45	79	+34	75.6%	165	205	+40	24.2%
Total Traffic Tickets	393	294	-99	(25.2%)	1,470	854	-616	(41.9%)

Traffic Accidents

Accident - Fatal	1	0	-1	(100.0%)	4	4	--	0.0%
Accident - All Other	221	189	-32	(14.5%)	908	870	-38	(4.2%)
Total Accidents	222	189	-33	(14.9%)	912	874	-38	(4.2%)



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 18: 04/25/22 - 05/01/22	03/28 - 04/24		+ or -	% chg	01/01 - 04/24		+ or -	% chg

Major Crimes 03/29/21 - 04/25/21

Murder Victims	1	0	-1	(100.0%)	3	3	--	0.0%
Sex Assault Victims	6	6	--	0.0%	39	25	-14	(35.9%)
Spouse / Dating	1	3	+2	200.0%	7	7	--	28%
Familial	0	0	--	--	3	2	-1	8%
Otherwise Known	2	0	-2	(100.0%)	14	4	-10	16%
Sex Assault DV Victims	1	3	+2	200.0%	7	8	+1	32%
Agg Assault Victims	50	82	+32	64.0%	250	348	+98	39.2%
Spouse / Dating	8	7	-1	(12.5%)	50	50	--	14%
Familial	3	9	+6	200.0%	20	33	+13	9%
Otherwise Known	6	17	+11	183.3%	58	84	+26	24%
Agg Assault DV Victims	11	6	-5	(45.5%)	54	56	+2	16%
Robbery	17	18	+1	5.9%	67	82	+15	22.4%
Major Violent Crimes Reported	74	106	+32	43.2%	359	458	+99	27.6%
Burglary	45	35	-10	(22.2%)	197	155	-42	(21.3%)
MVT	138	241	+103	74.6%	673	941	+268	39.8%
Larceny	204	236	+32	15.7%	932	1,007	+75	8.0%
Major Property Crimes Reported	387	512	+125	32.3%	1,802	2,103	+301	16.7%
Major Index Crimes Reported	461	618	+157	34.1%	2,161	2,561	+400	18.5%

Criminal Arrests

Physical Arrests	141	164	+23	16.3%	479	563	+84	17.5%
Criminal Summonses	142	121	-21	(14.8%)	560	576	+16	2.9%
DUI/DUID (Detox Summons)	19	15	-4	(21.1%)	65	62	-3	(4.6%)
Total Arrests	283	285	+2	0.7%	1,039	1,139	+100	9.6%

Traffic Enforcement

Traffic Tickets Muni	637	426	-211	(33.1%)	2,846	1,347	-1,499	(52.7%)
Traffic Tickets in GO's Muni	85	64	-21	(24.7%)	321	264	-57	(17.8%)
Total MET Tickets Muni	438	382	-56	(12.8%)	2,560	1,189	-1,371	(53.6%)
Total Traffic Tickets Muni	722	490	-232	(32.1%)	3,167	1,611	-1,556	(49.1%)
Total Traffic Tickets State	62	51	-11	(17.7%)	263	127	-136	(51.7%)
Total Traffic Tickets	784	541	-243	(31.0%)	3,430	1,738	-1,692	(49.3%)

Traffic Accidents

Accident - Fatal	0	2	+2	--	0	4	+4	--
Accident - All Other	188	167	-21	(11.2%)	729	747	+18	2.5%
Total Accidents	188	169	-19	(10.1%)	729	751	+22	3.0%



Aurora Police Department



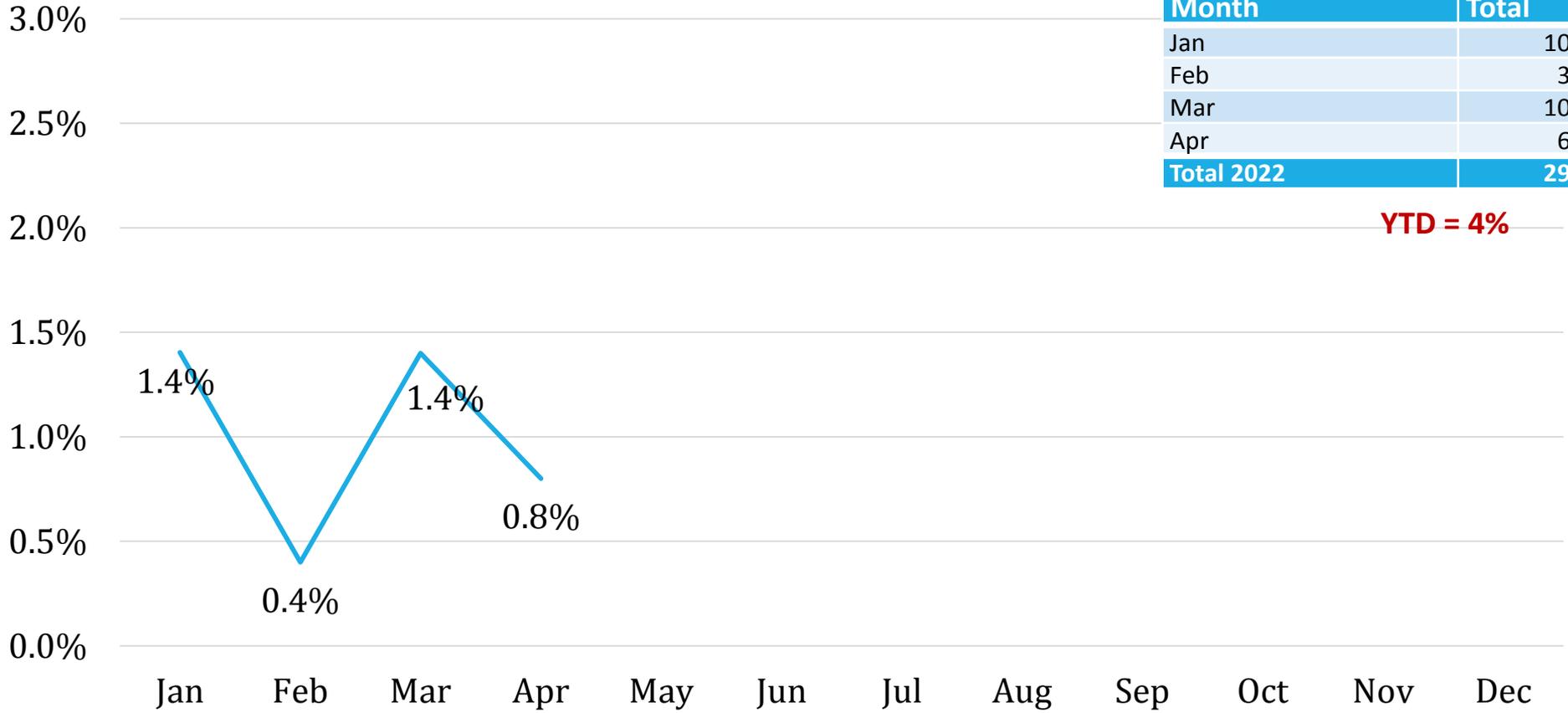
Mission: Partnering with our community
to make Aurora safer every day

Vision: APD will continually evolve as an innovative agency

Business Services Division

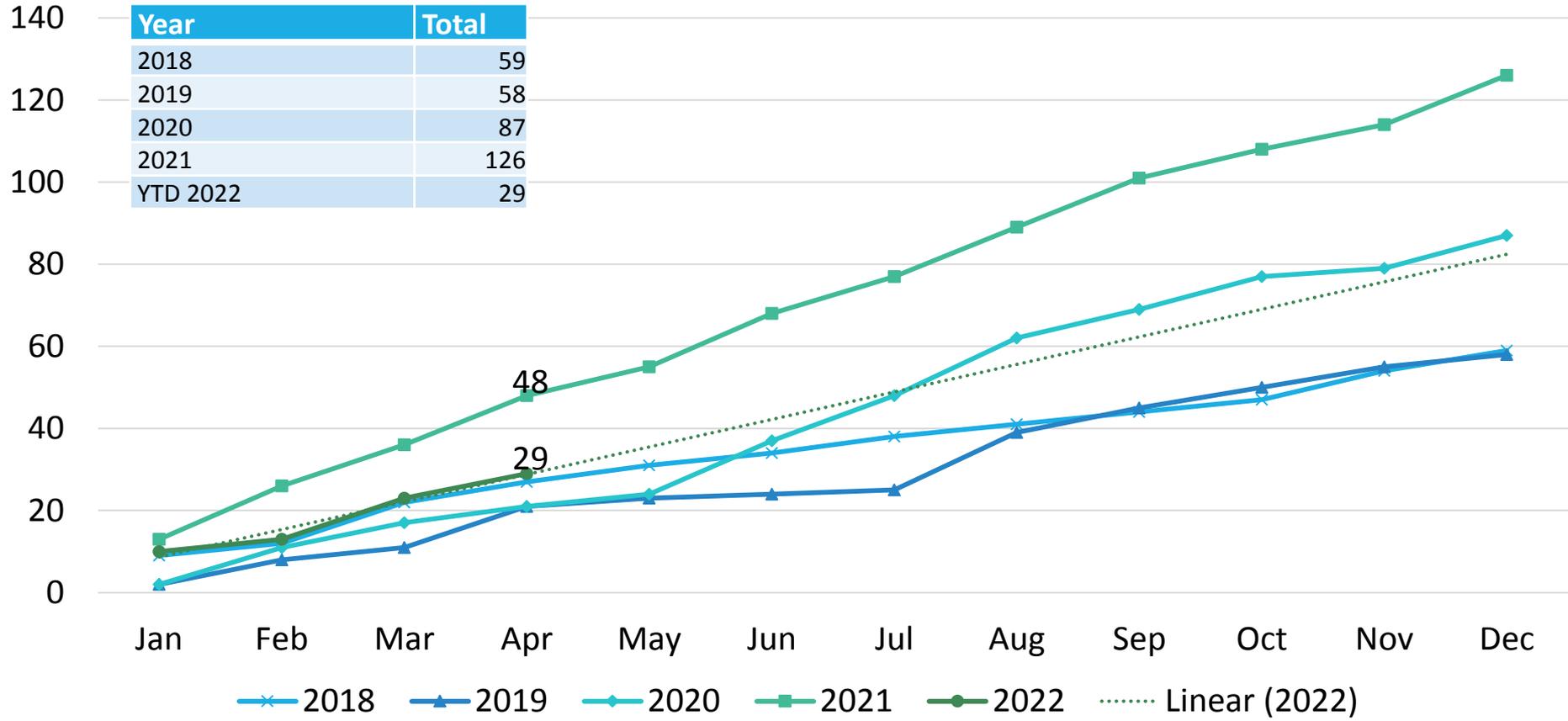
MONTHLY ATTRITION REVIEW

Police Turnover Percent



Attrition Review

Year	Total
2018	59
2019	58
2020	87
2021	126
YTD 2022	29



2022 Sworn Staffing

Additions:

18 Basics (2022-1B 12, 2022-2B 6)

2 Laterals (2022-1L 2)

4 Reinstatements

24 Total Adds

Losses as of 4/30/22:

14 Resignations (9 commissioned, 3 FTEP, 2 recruits)

8 Retirements

2 Med. Retirements

2 Transfer to Career Service (2 FTEP)

2 Termination (2 commissioned)

1 Death (1 commissioned)

29 Total Losses

5 Net Losses

April Sworn Separations Detail

4 Resignations (3 commissioned, 1 recruit)

1 Termination (1 commissioned)

1 Transfer (1 FTEP)

6 Total Losses

Category	Count
Another LE job	3
Termination	1
Transfer to Career Service	1
Unknown	1
Total	6

Assignment	Count
Chief	1
Patrol	1
RAVEN	1
GRIT	1
FTEP	1
Recruit	1
Total	6



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

April Sworn Staffing Functional Detail

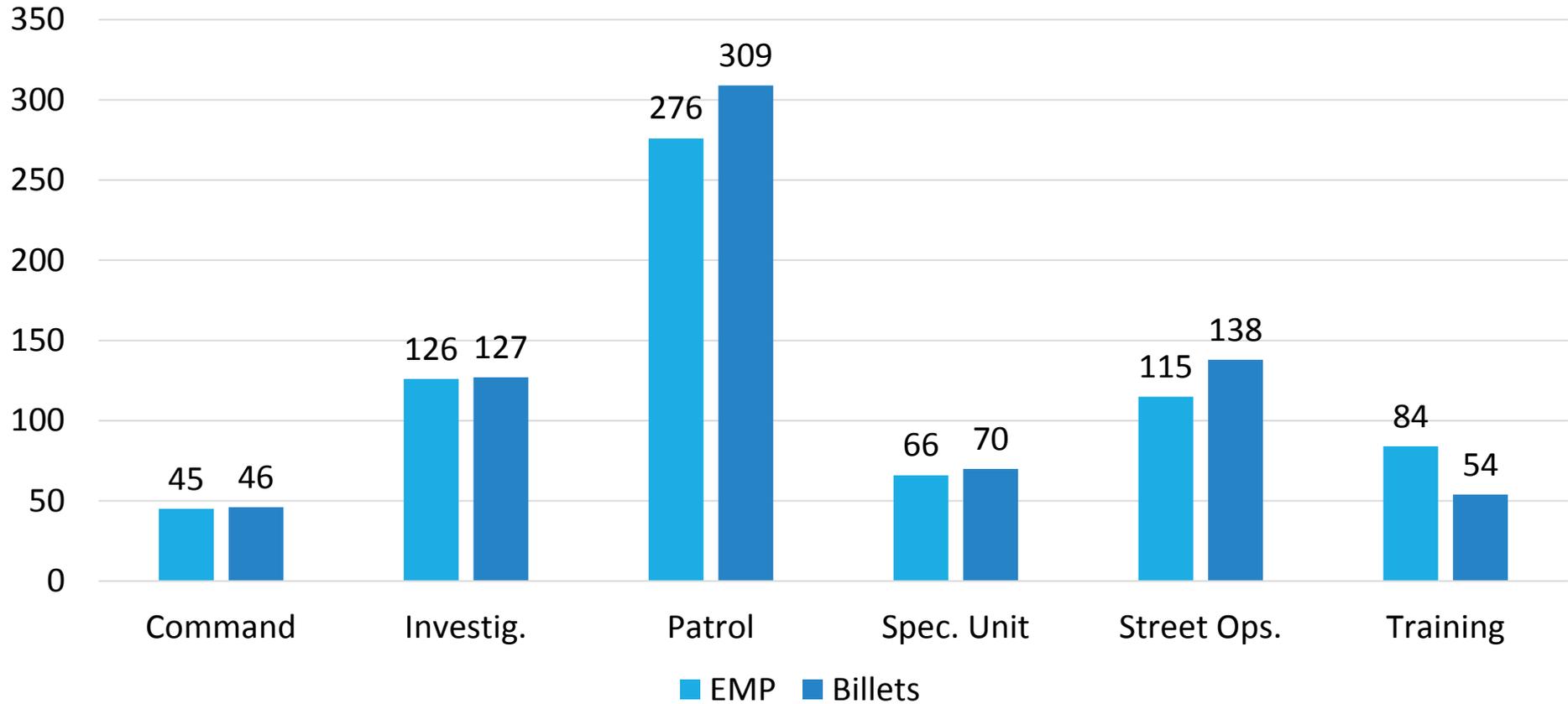
Function	EMP	Billets	Variance	Actual	Design
Command	45	46	(1)	6%	6%
Investigations	126	127	(1)	18%	17%
Patrol	276*	309	(33)	39%	42%
Special Unit	66	70	(4)	9%	9%
Street Ops.	115	138	(26)	16%	19%
Training	84*	54	30	12%	7%
Grand Total	712	744	(32)		

*Includes Field Training Officers (FTOs) training 27 FTEP recruits

*Includes 27 recruits in FTEP

Class	Count	FTEP Completion
2021-3B (6/21/21) FTEP	4	5/14/22
2021-4B (8/30/21) FTEP	16	6/17/22
2021-5B (10/25/21) FTEP	7	8/12/22
2022-1B (2/28/21)	12	12/16/22
2022-2B (4/25/22)	5	2/10/23
2022-1L (4/25/22)	2	8/5/22
Total	46	

Functional Resource Deployment



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 FTEP	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 April 2022
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

ITEM DETAILS:

Aurora Fire Rescue Attrition Data for April 2022

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: 05/12/2022

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

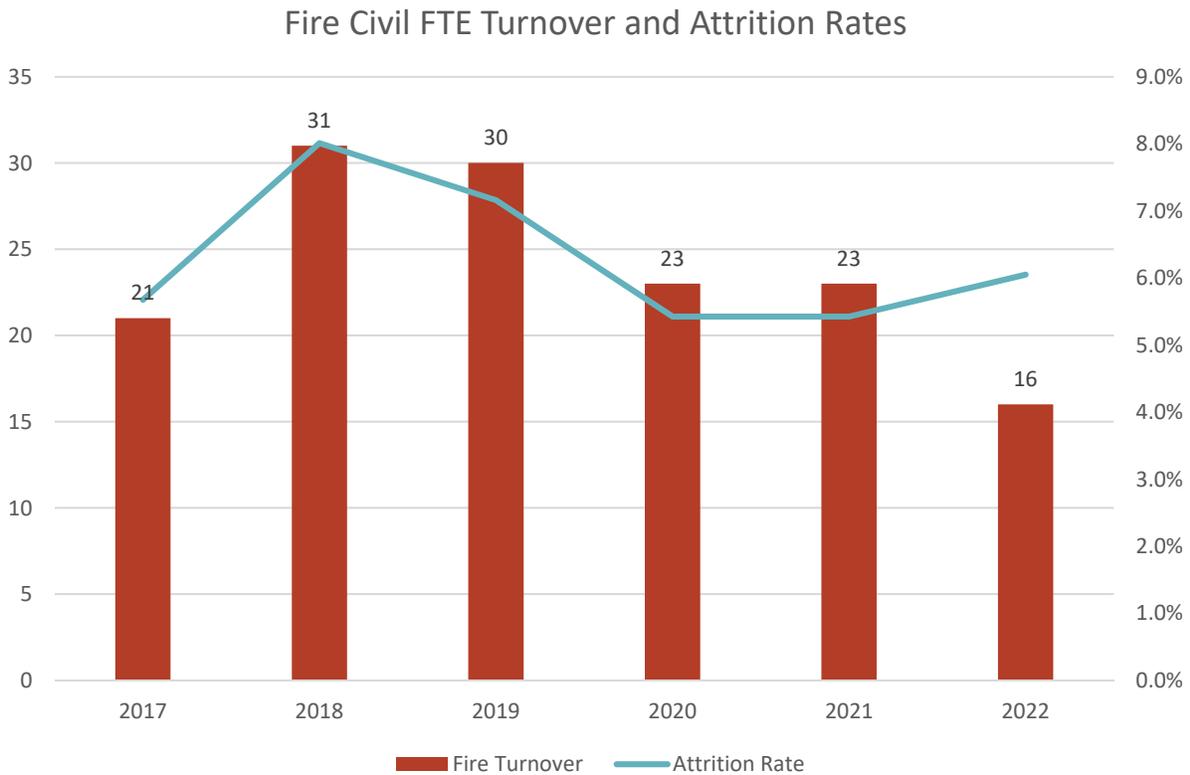
If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

Aurora Fire Rescue Civil FTE Attrition – April 2022

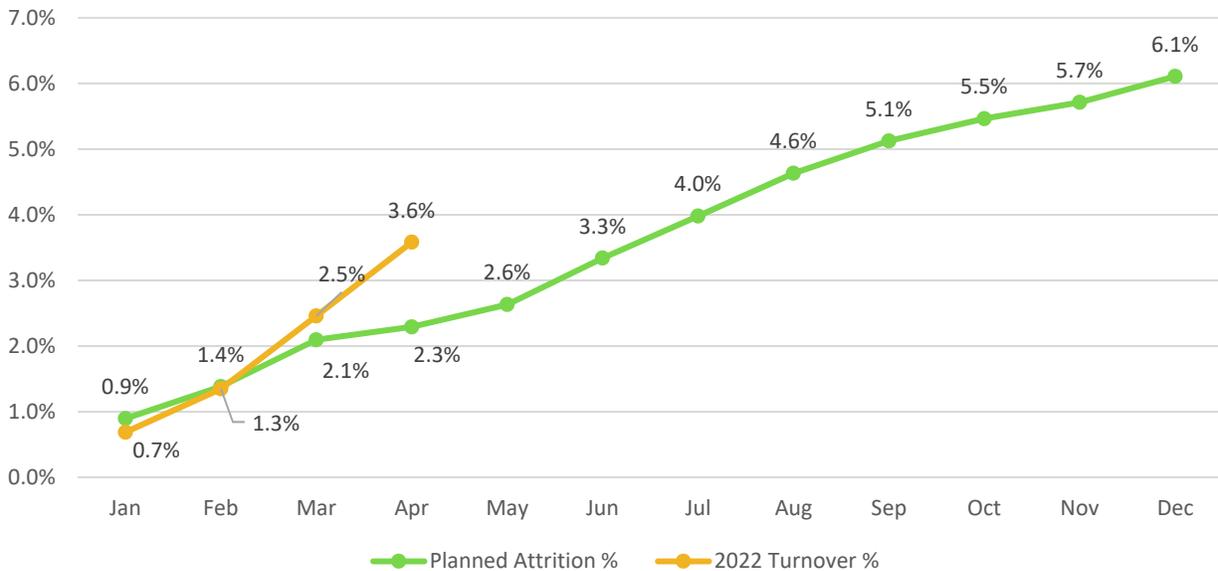


- 2022 YTD Attrition = 16 FTE
- 5-Year Average Attrition = 27 FTE

Aurora Fire Rescue Civil FTE Attrition – April 2022



AFR Turnover % By Month



- 2022 YTD Attrition Rate = 3.6%
- 2021 Attrition Rate = 5.4%
- 5-Year Average Attrition Rate = 6.1%



CITY OF AURORA

Council Agenda Commentary

Item Title: Aurora911 Staff Update
Item Initiator: Tina Buneta
Staff Source/Legal Source: Elizabeth Joyce, Professional Developmetn Manager
Outside Speaker: N/A
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:

- 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

Aurora911 Staff Updates for May, 2022

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.)

Aurora911 Staff Update

QUESTIONS FOR COUNCIL

N/A

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



AUROA911

PSCSS Staffing Update

May 2022

Recruiting and Retention

Authorized FTE:
91

Current FTE: 73
(15 Vacancies, 3
onboarding)

Staffing
Percentage:
80.21% Staffed

Academy 22-2
began May 3rd

Recruitment Stats

May 3rd, 2022

22-2 Academy Recruits: 9

Posting Currently Closed

Next Round of Applications May 30 –
July 15

22-3 Academy begins September 26

Vacancy Detail



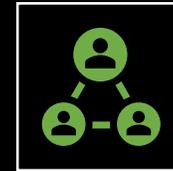
Entry Level Positions: 15
Next academy starting in fall



**Records and Reporting
Specialist and Supervisor: 2**

Candidates completing
backgrounds

Operations Supervisor: 1
Recruitment in preparation



**Professional Development
Specialists: 4**

1 External,
3 Internal Hires – staggered
start

Attrition and Addition Data (2022)

- Jan 2022 – no one
- Feb 2022 –
 - One resignation (leaving the state)
- March 2022 –
 - One resignation (leaving the state)
 - One termination
- April 2022 –
 - One supervisor resignation
 - One recruit resignation (leaving the state)
- Jan 2022 –
 - Three new recruits in Academy 22-1
- April 2022 –
 - One full time reinstatement
- May 2022 –
 - Nine new recruits in Academy 22-2
 - One Records Supervisor
 - One Records Specialist
 - One Professional Development Specialist

Summer for Aurora911

- Internal/External Professional Development for all members
- New CAD training for launch in September
- Recruit Training through July
- 4th of July hotline
- Introduction of Nurse Triage program
- Public Education events
- Onboarding Records and Professional Development teammates
- Environmental Improvements (New workstations, carpeting, paint)



AUROA911

THANK YOU!

Questions?
Clarifications?



CITY OF AURORA

Council Agenda Commentary

Item Title: Mutual Aid Agreement between AFR and Buckley Space Air Force Base
Item Initiator: Rodney Weber, AFR Deputy Chief
Staff Source/Legal Source: Rodney Weber, AFR Deputy Chief / 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

ITEM DETAILS:

Resolution approving the Fire and Emergency Services Mutual Aid Agreement between the City and Buckley Space Air Force Base

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: 5/12/2022

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.)

Updating Mutual Aid Agreement between AFR and Buckley Space Air Force Base.

QUESTIONS FOR COUNCIL

Does the Committee approve moving the item forward to Study Session?

LEGAL COMMENTS

Council may, by resolution, enter into contracts or agreements with other governmental units or special districts for the joint use of buildings, equipment or facilities, and for furnishing or receiving commodities or services. (City Charter, Art. 10-12; C.R.S. Sec. 29-1-203; Colorado Constitution, Article XIV, Sec. 18). City Council has the authority to provide for the safety, preserve the health, promote the prosperity, and improve the morals, order, comfort and convenience of the city and its inhabitants. (City Code, Sec. 2-32). Council shall act only by ordinance, resolution or motion. (City Charter, Art. 5-1). (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

AGREEMENT FOR MUTUAL AID IN FIRE AND EMERGENCY SERVICES (US)

This Mutual Aid Agreement (the “Agreement”), is made and entered into this 1st day of April 2022, between the Secretary of the Air Force (the “Air Force”) acting by and through the Commander Buckley Garrison, Buckley SFB, CO, pursuant to the authority of 42 U.S.C. § 1856a and the City of Aurora – Aurora Fire Rescue (“Aurora Fire Rescue”). Together the Air Force and Aurora Fire Rescue are hereinafter referred to as the “Parties”.

WITNESSETH:

WHEREAS, each of the Parties hereto maintains equipment and personnel for the suppression of fires and the management of other emergency incidents occurring within areas under their respective jurisdictions; and

WHEREAS, as set forth in 42 U.S.C. § 1856 the term ‘fire protection’ includes personal services and equipment required for fire prevention, the protection of life and property from fire, firefighting, and emergency services, including basic medical support, basic and advanced life support, hazardous material containment and confinement, and special rescue incidents involving vehicular and water mishaps, and trench, building, and confined space extractions; and

WHEREAS, the Parties hereto desire to augment the fire protection capabilities available in their respective jurisdictions by entering into this Agreement.

NOW, THEREFORE, in consideration of the mutual covenants, obligations and agreements herein established, the Parties hereby agree as follows:

- a. The authority to enter into this Agreement is set forth in 42 U.S.C. § 1856a, and Title 15 United States Code Section 2210, the regulations implementing same at Title 44 Code of Federal Regulations Part 151 Emergency Management and Assistance and AFI 32-2001, Fire and Emergency Services Program.
- b. This Agreement will serve as the agreement between the Parties for securing to each mutual aid in fire protection services as defined above.
- c. On request to a representative of the Buckley SFB Fire Department by a representative of Aurora Fire Rescue, fire protection equipment and personnel of the Buckley SFB Fire Department will be dispatched to any point within the area for which the Buckley Fire Department normally provides fire protection services as designated by the representatives of Aurora Fire Rescue.
- d. On request to a representative of Aurora Fire Rescue by a representative of the Buckley SAFB Fire Department, fire protection equipment and personnel of Aurora Fire Rescue will be dispatched to any point within the jurisdiction of the Buckley SFB Fire Department as designated by the representative of the Buckley SFB Fire Department.
- e. Any dispatch of equipment and personnel by the Parties pursuant to this Agreement is subject to the following conditions:

(1) Any request for aid hereunder will include a statement of the amount and type of equipment and personnel requested and will specify the location to which the equipment and personnel are to be dispatched, but the amount and type of equipment and the number of personnel to be furnished will be determined by the responding organization. The requesting organization will ensure access to site for the responding organization.

(2) The responding organization will report to the officer in charge of the requesting organization at the location to which the equipment is dispatched and will be subject to the orders of that official.

(3) The responding organization will be released by the requesting organization when the services of the responding organization are no longer required or when the responding organization is needed within the area for which it normally provides fire protection.

(4) HAZMAT incident response will include the response to, and control and containment of any release or suspected release of any material suspected to be or known to be hazardous. Where the properties of a released material are not known, it will be considered hazardous until proven otherwise by the requesting organization using all technical resources available. Cleanup and removal of contained HAZMAT will be the responsibility of the requesting organization.

(5) In the event of a crash of an aircraft owned or operated by the United States or military aircraft of any foreign nation within the area for which Aurora Fire Rescue normally provides fire protection services, the chief of the Buckley SFB Fire Department or his or her representative may assume full command on arrival at the scene of the crash.

(6) Where local agencies do not assign an incident safety officer, an Air Force representative will be assigned to act as the incident safety officer for Buckley SFB Fire Department to observe Air Force operations.

f. Each Party hereby agrees that its intent with respect to the rendering of assistance to the other Party under this Agreement is not to seek reimbursement from the Party requesting such assistance. Notwithstanding the above, the Parties hereby recognize that pursuant to the Section 11 of the Federal Fire Prevention and Control Act of 1974 (15 U.S.C. § 2210) and Federal regulations issued there under (44 Code of Federal Regulations Part 151), Aurora Fire Rescue is permitted to seek reimbursement for all or any part of its direct expenses and losses (defined as additional firefighting costs over normal operational costs) incurred in fighting fires on property under the jurisdiction of the United States. Furthermore, under the authority of 42 U.S.C. § 1856a, and pursuant to any applicable state or local law, each Party hereby reserves the right to seek reimbursement from the other for all or any part of the costs (defined as additional firefighting costs over normal operational costs) incurred by it in providing fire protection services to the other Party in response to a request for assistance. The City of Aurora cannot legally enter into a mutual aid agreement containing any indemnity clauses that may arise from the use of fire-fighting foams, chemicals, or other materials by the Air Force in providing fire protection services to Aurora Fire Rescue, therefore Buckley Space Force Base will not be able to support nor respond to any mutual aid requests for the use of firefighting foam, other than for incidents involving Department of Defense (DoD) assets off installation where the Incident Commander determines firefighting foam is required (i.e., military aircraft crash off installation).

- g. Both Parties agree to implement the National Incident Management System during all emergency responses on and off Installations IAW National Fire Protection Association Standard 1561.
- h. Each Party waives all claims against the other Party for compensation for any loss, damage, personal injury, or death occurring as a consequence of the performance of this Agreement. This provision does not waive any right of reimbursement pursuant to paragraph f.
- i. All equipment used by Aurora Fire Rescue in carrying out this Agreement will, at the time of action hereunder, be owned by it; and all personnel acting for Aurora Fire Rescue under this Agreement will, at the time of such action, be an employee or volunteer member of Aurora Fire Rescue.
- j. The rendering of assistance under the terms of this Agreement will not be mandatory; however, the Party receiving a request for assistance will endeavor to immediately inform the requesting Party if the requested assistance cannot be provided and, if assistance can be provided, the quantity of such resources as may be dispatched in response to such request.
- k. Neither Party will hold the other Party liable or at fault for failing to respond to any request for assistance or for failing to respond to such a request in a timely manner or with less than optimum equipment and/or personnel, it being the understanding of the Parties that each is primarily and ultimately responsible for the provision of fire protection services needed within their own jurisdictions.
- l. **Disputes.**
Parties to Negotiate. If a dispute should arise, the Parties agree to first attempt to resolve the dispute using unassisted negotiation techniques (i.e., without the assistance of a neutral third party). Either Party may request in writing that unassisted negotiations commence. As part of the unassisted negotiation, the Parties shall consider employing joint fact-finding, if material factual disputes are involved, and shall use other early resolution techniques appropriate to the circumstances. If the dispute involves material issues of fact, the Parties may employ a neutral third party to provide a confidential evaluation of the issues of fact.
- m. **Alternative Dispute Resolution.**
1. If the dispute is not resolved within sixty (60) days after the request for unassisted negotiations, and the Parties do not mutually agree to continue the unassisted negotiations, the Parties shall employ alternative dispute resolution procedures involving nonbinding mediation of the dispute by a neutral third party. The alternative dispute resolution procedures employed shall include a confidential evaluation of both the facts and the law and the issuance of confidential recommendations by the neutral third party.
2. By entering into this Agreement, the Parties have voluntarily adopted alternative dispute resolution procedures IAW 5 United States Code. § 572(c). These procedures shall not be employed if determined by either Party to be inappropriate after taking into consideration the factors enumerated at 5 United States Code. § 572(b). A Party rejecting alternative dispute resolution as inappropriate shall document its reasons in writing and deliver them to the other Party. The Parties shall enter into a master written alternative dispute resolution agreement governing alternative dispute resolution proceedings that may be amended as needed to fit individual proceedings. (A template of an acceptable alternative dispute resolution agreement may be found at www.adr.af.mil).

3. The Government's obligation to make any payment arising out of an agreement resolving a dispute under this Agreement is contingent upon the availability of funds proper for such payment. Aurora Fire Rescue's obligation to make any payment arising out of an agreement resolving a dispute under this Agreement is contingent upon the availability of funds proper for such payment.

n. All notices, requests, demands, and other communications which may or are required to be delivered hereunder will be in writing and will be delivered by messenger, by a nationally-recognized overnight mail delivery service or by certified mail, return receipt requested, at the following addresses:

For the Air Force:

Buckley Space Force Base, Colorado
c/o Commander
Buckley Garrison
18401 E. A-Basin Ave
Buckley SFB, CO 80011

And:

Department of the Air Force
Air Force Civil Engineer Center/CXF
139 Barnes Dr, Suite 1
Tyndall AFB FL 32403-5319

And:

Buckley SFB, CO
c/o Installation Fire Chief
380 S Aspen St., Bldg. 806
Buckley SAFB, CO 80011

For Aurora Fire Rescue:

City of Aurora – Aurora Fire Rescue
Attn: Fire Chief
15151 E. Alameda Parkway
Aurora, CO 80012

TERMS OF THE AGREEMENT

o. This Agreement will become effective on the date of the last signature to the Agreement and will remain in effect for five years from that date (the "Term") and automatically renews for an additional five year period with the right to renew for additional two five year terms not to exceed a total of 20 years. Either Party may unilaterally terminate this Agreement during the Term by sending notification of its intent to terminate to the other Party at 180 days in advance of the proposed date of termination. Such notification will be in the form of a written submission to the other Party.

p. Upon becoming effective, this Agreement will supersede and cancel all previous agreements between the Parties concerning the rendering of assistance from one to the other for the purposes stated in this Agreement.

q. The modification or amendment of this Agreement, or any of the provisions of this Agreement, will not become effective unless executed in writing by both Parties.

r. This Agreement may be executed in one or more counterparts, each of which will be deemed an original.

IN WITNESS WHEREOF, The Parties have caused this Agreement to be executed by their duly authorized representatives on the dates shown below:

CITY OF AURORA
Aurora Fire Rescue

THE UNITED STATES OF AMERICA
by the Secretary of the Air Force

By: _____
Name: MIKE COFFMAN
Mayor, City of Aurora

By: _____
Name: MARCUS D. JACKSON, Colonel, USSF
Commander, Buckley Garrison
Buckley SFB, CO

Date: _____

Date: _____

ATTEST:

Kadee Rodriguez, City Clerk

APPROVED AS TO FORM:



Angela L. Garcia, Senior Assistant City Attorney

RESOLUTION NO. R2022 - _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AURORA,
COLORADO, APPROVING THE FIRE AND EMERGENCY SERVICES MUTUAL
AID AGREEMENT BETWEEN THE CITY OF AURORA, COLORADO AND
BUCKLEY SPACE AIR FORCE BASE, COLORADO

WHEREAS, the City of Aurora and Buckley Space Air Force Base maintains equipment and personnel for the suppression of fires and the management of other emergency incidents occurring within areas under their respective jurisdictions; and

WHEREAS, as set forth in 42 U.S.C. § 1856 the term ‘fire protection’ includes personal services and equipment required for fire prevention, the protection of life and property from fire, firefighting, and emergency services, including basic medical support, basic and advanced life support, hazardous material containment and confinement, and special rescue incidents involving vehicular and water mishaps, and trench, building, and confined space extractions; and

WHEREAS, the City of Aurora is authorized, pursuant to Article XIV of the Colorado Constitution and Section 29-1-201, et seq., of the Colorado Revised Statutes, to cooperate and contract with any political subdivision of the State of Colorado, to provide any function, service or facility lawfully authorized to each of the contracting or cooperating units of government; and

WHEREAS, the City of Aurora and Buckley Space Air Force Base desire to augment the fire protection capabilities available in their respective jurisdictions by entering into this Fire and Emergency Services Mutual Aid Agreement.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO, THAT:

Section 1. The Aurora City Council approves the Fire and Emergency Services Mutual Aid Agreement between the City of Aurora, Colorado, and Buckley Space Air Force Base, Colorado.

Section 2. The Mayor and City Clerk are hereby authorized to execute the attached agreement in substantially the form presented at this meeting with such technical additions, deletions and variations as may be deemed necessary or appropriate by the City Attorney.

Section 3. All resolutions or parts of resolutions of the City in conflict herewith are hereby rescinded.

RESOLVED AND PASSED this _____ day of _____, 2022.

MIKE COFFMAN, Mayor

ATTEST:

KADEE RODRIGUEZ, City Clerk

APPROVED AS TO FORM:

Angela L. Garcia ^{PS}

ANGELA L. GARCIA, Senior Assistant City Attorney

Aurora Fire Rescue



Mutual Aid Agreement with Buckley Space Force

Presented by:

Rod Weber

Deputy Chief of Operations

Background

Mutual Aid: Mutual aid agreements are between partnering jurisdictions and involve a formal request for assistance.

- The involved agencies have negotiated an exchange of services. The services may be of like kind, or they could differ substantially





Updated Agreement

Mutual aid agreement was last updated in April of 2013

Edits made to the new agreement included an indemnity clause concerning the use of AFFF (Aqueous Film Forming Foam)

AFR maintains other Mutual Aid agreements with area Fire Departments if large amounts of firefighting foam are needed

The City cannot indemnify parties per Colorado Constitution, Article XI, Section 1





Thank you



CITY OF AURORA

Council Agenda Commentary

Item Title: Records Division Update
Item Initiator: Brett Parvin, Police Lieutenant
Staff Source/Legal Source: Brett Parvin, Lieutenant / 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

Brett Parvin, Lieutenant / Megan Platt, Assistant City Attorney
10 Minutes

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: 4/14/2022

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 status of Police Records Section.

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: Crime Reduction Plan Update and Discussion
Item Initiator: Jason Batchelor, Deputy City Manager
Staff Source/Legal Source: Jason Batchelor / Pete Schulte
Outside Speaker: n/a
Council Goal: 2012: 1.1--Reduce crime rates

COUNCIL MEETING DATES:

Study Session: 3/21/2022

Regular Meeting: 3/28/2022

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

Crime Reduction Plan Resolution update 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: Public Safety, Courts & Civil Service

Policy Committee Date: 2/16/2022

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

- | | |
|-----------------------------------------------------------|---------------------------------------------------------|
| <input checked="" 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.)

Council approved a Resolution authorizing the City of Aurora to tackle the increase of violent crime in the City by developing and implementing a comprehensive crime reduction plan. The plan included 5 core strategies.

1. Fully staffing the Aurora Police Department and providing ongoing and industry leading training
2. Improve data collection, utilize hot spot analysis, and improve efficiency through data analytics
3. Restore and expand the Aurora Gang Reduction Impact Program to address youth violence
4. Increase number of clinicians on Crisis Response Team to increase response to mental health calls
5. Address public health and safety challenges from encampments along highways, businesses, and in neighborhoods

The resolution required monthly updates on progress made toward each core strategy to the Public Safety Committee and quarterly updates at Study Session.

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

This item is to provide a discussion and direction from the Public Safety Committee on the format of the required updates and to identify the specific information the Committee would like to see covered in the updates.

QUESTIONS FOR COUNCIL

What direction does the Committee have regarding the required updates for each of the core strategies?

LEGAL COMMENTS

A Resolution may be used for a statement of policy or other matters which are not required to be adopted by Ordinance. (Section F, Paragraph 2, Rules of Order and Procedure for the Aurora City Council) (P. Schulte)

PUBLIC FINANCIAL IMPACT

- YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

- Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A