



Public Safety, Courts and Civil Service Committee

May 12, 2022

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

Others Present A. Lawson, J. Marcano, J. Batchelor, S. Risner, F. Gray, C. Juul, T. Edwards, B. Van Sickle, A. Robnett, D. Lewis, W. Lippman, K. Stuart, M. Crawford, M. Hildebrand, E. King, S. Day, J. Nicholas, D. Pendleton, A. McIntyre, A. Botham, A. Garcia, M. Wasserburger, J. Prosser, C. Amparan, M. Platt, M. Nelson, M. Levy, A. Dickens, R. Weber, F. Goodrich, I. Evans, R. Pena, B. Wesner, J. Lanigan, D. Wilson, L. Ryan, D. Wilson, L. Ryan, D. Brotzman, J. Bajorek, E. Wittman, T. Brown, R. Moody, C. Cerinich, J. Bunch, M. Chapman, C. Stephens, M. Cain, S. Newman, C. Bennett, T. Buneta, S. Stowell, S. Manheimer, Y. Emeson, S. Wright, B. Joyce, J. Heckman, R. Jackson, R. Medina, J. Twombly, M. Hays, A. Coombs, M. Smith, T. Pulliam, K. Claspell

1. Call to Order

Meeting called to order.

2. Approval of Minutes

April 14, 2022 minutes approved.

3. Consent Items

3.a. May 2022 Crime and Police Attrition Update

3.b. Aurora Fire Rescue Attrition Data for April 2022

3.c. Aurora911 Staff Update

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

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

4. General Business

4.a. Records Division Update

Lieutenant Bret Parvin gave an update on the Records Division. Currently, there are 51 reports in the transcription queue with 50 being the industry standard. The Records Division gets 300 reports in a day with 160 being main reports and 140 for supplementals. The auto transcription is currently in the testing phase and is set to go live on Versadex by May 23rd. This tool allows some fields of the reports to be filled in automatically. Mandatory overtime is back up to 4 hours weekly from

being bumped down to 2 hours. This will continue for the foreseeable future. Crash docs, a software that provides accident report information to citizens was completely set up last April 2022. The division has eliminated 5,400 accident reports but still has 4,500 in the backlog. Next Request, an online report request for non-accident reports, is not in the last stage of setup and configuration. After the meeting on May 13th to discuss final decisions, testing will begin. The division also aims to update the lobby of the APD to add more kiosks. This will allow people to wait as their reports are being readied instead of waiting in line. PRI has identified inefficiencies in the structure of the Records Division. Changes are being made to keep the queues down, however, a reorganization will only be done once the report and recommendations are out. The final report is estimated to be completed by the end of May. Inefficiencies with how Records communicates with the municipal court are noted. Up to 2,000 pages daily are printed and given out to the courts. PRI recommends modernizing and moving to a paperless system. The Division had a meeting with the Court IT regarding this. Staffing remains a challenge to the Records Division. They have eight vacancies for record technicians, two vacancies for digital media technicians, one supervisor vacancy, and one upcoming retirement. Digital media technicians are those that look at body camera footage and send it to district attorneys. Currently, two officers are helping these technicians. Applicants must undergo critical tests to measure how fast they can do certain computer functions. In the last round, only four showed up to the test and one passed. The supervisor vacancy is an upgrade granted in October and has been posted since. Three out of the 13 candidates showed up and only one was determined viable. A 15% detail pay is given to records staff as HR completes a compensation study for 12 weeks. This is to keep people from leaving and retiring early. The study will help Records be in a better position to hire. The Division is focused on retention, hiring, and wellness. Supervisors and the wellness team are having in-person meetings and contact with staff.

CM Zvonek: I guess one question I have as it relates to staffing. I know that the PRI is finishing up their assessment in the report, but with some of the potentially the new technology that can become we could be bringing on and moving away from the antiquated paper system that we have in the courts, do you believe that those changes are going to make this job different and make the retention of people in these positions easier going forward?

B. Parvin: I do. I don't know. I'm interested to see what the report says. I don't know that it's going to change the amount of people that we have or that we need. Right now, let's say we're focusing on the transcription because that's a process to get it down. Well, we're kind of like robbing Peter to pay Paul, so to speak. And when we focus all of our attention on the transcription queue, then we have other things starting to back up. So, what I'm hoping is once we get some new efficiencies and some new technology within Records, that doesn't happen, and we can keep everything down where it needs to be. I mentioned last time about having a command center within records. We've got those monitors up, we're working with it to get that information up so we can have a real-time number of all our queues and all our backlogs when we walk by and when a supervisor walks by to be able to see that and say, "Okay, we need to focus on this today. This is getting out of hand." And I think some of those changes are going to help dramatically. But I want to make it where everything is down, and everything is reasonable, and the citizens

don't have to wait for anything. And I definitely need staff for that as well as some changes to technology.

CM Zvonek: Well, it sounds like you guys are doing all that you can. If there are additional things that you think would be helpful in terms of recruiting and retaining staff, please let us know. Having been in a position to have to triage all the time, it makes me a little bit nervous because, as you said, there's one you're focused on where something else could get piled up. I just don't want anything to slip through the cracks. And I know that's not what you all want either. So just please bring forward anything that we can do to be helpful.

CM Jurinsky: I just have one question. When this first all came out to us, obviously it was very alarming about the backlog, but this also came out to us with the employee, the survey. And so, I just want to see, is there any focus being put on that? I mean, when that came out to us, how staff was feeling, it was really feeling like a lack of support from management and records. What is being done to address morale for our current employees?

B. Parvin: Thank you, ma'am. I think that's a good question. I think the main thing is they just needed to see that we cared. And myself, being in the office full time, my supervisors being in the office full time, spending time talking to them, listening to their concerns, giving them a voice where if they have an idea, we bring it forward. It doesn't matter where it came from. Making them feel valued, I think, has been very helpful. The chief's office goes down and walks through and talks to them. Our wellness unit goes through and talks to them. It's just being present for them. It's having them know that we care. This 15% detail pay that was supported by city management helped tremendously. It really helped them feel valued and know that the city understands that this is a that they're important and that this is a crisis for us. I can tell you, when I went down there originally a couple of months ago, it wasn't a very pleasant working environment. People didn't seem happy. I'm there now and they're laughing. They're having fun. They're enjoying their job. Even with how difficult their job is and how hard they're working; it really seems like morale has turned around in there. It's just incumbent on us as supervisors to make sure that we continue in that direction.

CM Zvonek: Thank you.

CM Zvonek: Other questions?

B. Parvin: Okay. Thank you for the update. Appreciate it. And look forward to hearing the final presentation from PRI. And again, just thank you all and your team for the continued work that you've done in really addressing this problem. So, thank you.

Outcome

Information Only.

Follow-up Action

None.

4.b. Crime Reduction Plan Update and Discussion

CM Zvonek and Jason Batchelor introduced the item. The Committee and Staff were requested to present metrics that they want to see in the updates to measure the progress toward the objectives laid out in the Crime Reduction Plan. According to the resolution, monthly updates must be presented to the Public Safety Committee while quarterly updates are expected to go to Council at a Study Session.

CM Zvonek: The first one we have is fully staffing the police department, making sure that we have ongoing industry-leading training for the department. I know we get in our backup each week we get the attrition numbers. I think that's helpful. Some of the additional things I think would be helpful is just a regular understanding of where we are with academies, both the newbies and the laterals. I've heard, and I can't remember who recently, maybe it was you Jason, mentioned that the lateral academies, we're actually seeing a little uptick there, which is great. I think just having a sense of who's coming in, I know that there's always a concern that we don't know what the real numbers are. And I think that just knowing what they are, how many men and women do we have out there who are crime-fighting and how many are on their way in and who's on their way out? We can keep those attrition numbers really succinct. The other thing that I think would be important, and we had a presentation from the chief's office before on the kind of internal plan that was going to be looking at things that we could be doing to kind of improving morale. It was the way forward plan, but internally, I think just giving some updates on some of the things that were outlined in that presentation. So, it's not just another one of those presentations that was presented and shelved, but actually we're going back and looking at it and getting some buy in from the men and women of the department that these things are being implemented and in fact being helpful. So those are a couple of things. I had Councilmember Jurinsky or Sundberg. Do you want to add to that?

CM Sundberg: Well, I'd just like to say that I look forward to these periodic updates, but in the meantime, I've been appreciating from Acting Chief Juul just some updates, whether it's opening our jail back up with respect to how the sheriff's department is operating things, being very proactive lately about going after street racing. So those basic updates I find to be helpful. Thank you, sir, for that.

CM Jurinsky: I have one update that I want to follow up on as well. And Jason, you and I spoke about it, but it is the issue of the crime lab. I have officers still reaching out to me, telling me that it's taking 6 to 9 months to get fingerprints back and all of this from these stolen vehicles. And I just want to find out what they've told me is that Aurora used to have their own internal crime lab. And you told me it went to that regional crime lab. But it sounds like we have a major, major delay in getting DNA back from that crime lab. I would like an update on that. How do we either make that system work better in the regional system or how do we get back our own internal crime lab?

J. Batchelor: So good. We've got that one. I think the crime lab is an interesting one. It's sort of, I think to me, kind of hits a couple of items in the action plan. So, one of them is staffing. So, we are looking at that to make sure that we've got the right numbers down there and are fully staffed. The crime lab is seeing some challenges like similar to what you've heard in records. It's a very difficult hiring environment out there. But then the other piece of this is being data-driven. So, making sure that we're really tracking the turnaround times and working to get to

get there. So, we'll include the crime lab, and I think we'll address it from both those perspectives, both the staffing perspective, as well as being data-driven, and make sure that we've got good performance standards and we're getting the latent prints in a timely fashion so that they've got investigatory value. Because as you've noted, ma'am, if it's taking months to get fingerprints, it's you're really starting to lose any investigatory value for that information.

CM Jurinsky: Well, absolutely. And those people are still out there committing more car thefts potentially, and more crimes in the time that it takes nine months to get a set of fingerprints back.

CM Zvonek: Chief Juul, question for you. So, in first of the quarter, as you talk about the staffing as well as the training component and our desire to make sure that you guys have industry leading training, but also you're fully staffed. What other metrics do you think are valuable for us to be watching on a monthly and quarterly basis to full council to ensure that you guys have what you need, both staffing and training wise?

C. Juul: Thank you for the question. I appreciate that. I think the big thing is everything starts with the number of applications that we have coming in, especially with the basics and laterals. We've been very fortunate over the past five months or so. We've brought in either five or six reinstatements, which is great news. These are former officers that left for a period of time, usually less than a year and decided that the grass wasn't greener, and they came back. So that was great. But as far as when we're looking down the hallway long term, I would say that we need to, as a starting point, look at how we're marketing ourselves, how we are recruiting, and determining that we're having an appropriate number of applications to actually get the numbers that we're looking for. As you know, it takes hundreds and hundreds of applications just to fill a basic 20-person academy. Just because of the people that don't show up for the test, don't pass the test, and then drop off through every portion of the hiring process. So, we need to start with that. And I know that you're aware Josh Nicholas has talked about the epic recruiting and that effort that's currently underway that should be finalized in August. We're doing the actual shoots for production in June. I think that's going to have a really strong impact on recruiting and the numbers of incoming applicants. And in addition to that, as you know, we just instituted some of these referral bonuses, signing bonuses. And so far in its infancy, we are seeing a handful of those already starting to take hold and have an impact with laterals coming in. So, our lateral attention on the website and the clicks we're getting are considerably increased from where they had been. So, we have about another six weeks of lateral application time that's open. So, we're hoping that we're going to continue to get a good chunk for a lateral academy in August. So, I think it all starts with the number of applications and the recruiting. And if you have a specific question about the epic initiative, Josh Nicholas I know is on the line and he can answer if there's a specific question with regard to that. But I think that that's something we've just never been adept at in the past, is that professional marketing of our organization and what that looks like. So that's going to be a big step forward for us.

CM Zvonek: Again, this is specifically toward that first. So, I have a number of applications, looking at the academies, both lateral and the newbies, looking at how many people are losing. I think it's obviously so important and understanding and I and I assume that everybody we lose; we're still doing exit interviews. We can make

sure we're really understanding why we're losing people. I get it might be leaving the profession, it might be compensation, but just making sure that we have a strong understanding of that and then knowing where we are. Again, I know that we have a requirement to be at 2 per 1000. I don't believe we're there. And I know that there's there was some grace given after 2008 that we kind of worked up. So, it's not exactly 2 per 1000 that we're supposed to be at, but I think always knowing where we are to that actual number would be helpful again, because it's for our citizens. It's something that they have some idea about when they ask. And I think us being able to give them this is where we are to that. And the other thing that I know that the three of us have all been concerned about was the specialty units. I know that we've been pulling people out of necessity from those units back to patrol. And to the extent that we can start putting people back into those units, and I know that that's also a retention issue because you want that ability to go off of patrol and work in these different units is a way to keep people. So, I think also knowing how the staffing is and relative to our ability to push people back off of patrol and into those units would be helpful.

C. Juul: Yes, absolutely. I'll touch on the specialty units really quick. Currently fully staffed: SWAT is, Fugitive Apprehension is. We have five officers in the crisis response or gang unit grit fully staffed. So, we're really making an effort for everything that's forward-facing that assists patrol on a day-to-day basis to maintain full staffing for those units because they do take relief off of patrol and or responding to those calls. I'll mention that SWAT is also assisting now that we're doing increased training with the new patrol schedule. SWAT is also assisting with the training out of the academy for in-services and things like that. So, we've been fortunate to get the new simulator up and running out there. So, to the point of the training and what we're doing there. The simulators going, we've been bringing in some outside entities caliber specifically recently to do some training for us. And in addition to that, the second quarter in-service are doing right now is all scenario-based and we're getting great reviews on that. So, we're really putting some of those things into effect this year. And the training initiatives that are underway, I think, are going to provide a lot of dividends for us. For the last two years, the face-to-face, hands-on training has been so reduced and lacking that this is going to really be a breath of fresh air for our officers. And I know just in being in briefings and being out with folks over the past four weeks, they are feeling really good about where that is and where we're going this year. So, it definitely seems like it's looking brighter going forward.

CM Zvonek: I think on that note, Jason, I think when it comes to training, I think getting an update specifically on the different types of training because I know again, this is something that our residents are concerned about and I know that we want to make sure that our officers have that situational based training. We've changed the way that policing looks over the past couple of years from a federal, state, and local level. And it's appropriate, but I think it's also necessary that they're fully aware of what that looks like so that we can hold them accountable, but also so that they can do their job and keep our community safe. I know that we've talked about these updates, not necessarily treating them and much of like we have the updates on the front end of this meeting, a lot of them will just be in the backup. But maybe specifically having one on training at some point in time, I think it would be beneficial to us and also as a way to have it in a public meeting for our residents to hear.

C. Juul: We will make a note of that and get that done. Thank you for noting that. Obviously changes at the federal, state, and local level have really necessitated a lot of this training. And I think we've all heard it's led to some uncertainty for our officers and we owe it to them to give them, as you've noted in the resolution, world-class training. And that they understand what they can do, what they can't do, how to do it, and do it well and properly. And that the scenario-based training that we're laying out now is getting us there. So, thank you for that note. And we'll add the training update here in the near future.

CM Sundberg: Chief Juul, how are we looking on staffing with respect to SROs?

C. Juul: So right now, we have two SROs in every high school. Our current APD staffing is 12 and we're getting supplemented by Arapahoe County for another six. So, we are covering all of the high schools every day with two officers. And also, we've made sure that if we need to, if somebody's sick or day off or something, that we're bringing another officer in to supplement that current SRO. So, we always have two in the high school. So that's looking okay and we're fortunate that the school year is about ready to end, so that will help us out. We have a lot of SROs go through a lot of training over the summertime. They take advantage of that time for that. So, we'll be making sure they get into some of the training. NASRO's coming out as a national conference for our SROs being hosted up at the Gaylord. So that's a great opportunity that all of our SROs are going to. It's a great big event. So yeah we're we are staffing this arose to per high school and they are going into the middle schools on an as-needed basis if there's a call there. Most of our middle schools are on the same campus as high schools and a few that are off-site. So they're a little more challenging. But they're also listening for those middle school calls as well and helping out there.

CM Sundberg: And then with the Arapahoe County fill-ins, do they have the same certification and training that our SROs have?

C. Juul: They do. Yes. They also are certified through NASRO National Association for SROs. So, yes.

CM Sundberg: Good. Thank you.

CM Jurinsky: I just want to say that as far as former officers that have left coming back, I expect several more to come back. There are plenty that have reached out to me and I just want to kind of correct the record. The five that you stated, Chief Juul, that came back because they realized the grass wasn't greener on the other side. A few of those I actually personally helped with, and I just want to correct the record that they didn't necessarily come back because they realized the grass wasn't greener. They really appreciate the leadership changes and they're really appreciating what you are doing for the department right now. So, I wanted to correct that record.

C. Juul: Appreciate that. Thank you.

CM Zvonek: The second one we talk about improving data collection, using hotspot analysis and improving efficiency through data analytics. And I know Jason and I, we've had a number of conversations about this. I mean, the real objective here is to be able to help put our police department in a position to be proactive in a way that's data driven that we're going where calls for service are and a way to obviously keep our community safe. But also as we move forward with implementation of the

things that we need to do as a part of this consent decree to reach sufficient compliance, we need to ensure that we have all of the necessary requisite data and make sure that we have the systems that allow us to capture it and in a way that's usable for the men and women who actually need to use it. So, Jason, is there any things that you think that are in the pipeline that we should be focused on in the coming months as we move forward?

J. Batchelor: You've touched on and I think as we look at the consent decree, we are looking at data to make sure we're capturing the right data from the start. I think that was some of the issues we've had as we've not necessarily been capturing the right data. So, we are giving that a very hard look. And that's both from having the right reports formatted correctly. So, when our officers are ending it, we're getting the right data to make sure that we can take actionable steps on that data. And then we're also looking at it from a system standpoint to make sure that we can then leverage that data. And then I guess the final thing I would add is we're also going back to staffing, making sure that we are fully staffed on our crime analysts. And so, we have a couple of vacancies in our crime analysts. We're looking at those numbers to see if even when we get those filled, we might need some more. So, making sure we've got the right support people in place on that. So, I think we will have some updates for the committee. They're probably not those monthly updates, but they're certainly going to be, I think, those periodic updates on systems and on some other processes that we're putting in place to make sure that we get the right data. And I know Chief Juul has done some really good things recently as it relates to using data that we have and targeting our efforts. So, if you're okay, I'll turn it over to Chief Juul to talk a little bit about some of those efforts that we've had to be more data-driven in the recent past.

C. Juul: Thank you, sir. So, we have a monthly meeting called Impact and took over operations about six months ago from professional accountability. And we restructured Impact a little bit to definitely identify hotspots, have heat maps, pin maps, identify where exactly crimes are happening and times, days of the week, etc. We do have limited staffing, so we need to use it efficiently and put it where it needs to go. So, using those maps, there have been numerous initiatives. As you know, we're targeting street racing. We know that happens on Sunday evening. So, we're going out there and we're hitting the hot spots where we know where those people congregate and trying to deter that activity. So that's one example. We've got another investigative unit that has identified some six prolific bank robbers. Over the past short period of time, we've reduced some of those bank robberies by about 40%. In addition, I've got a litany of directed patrol efforts that our patrol has taken the initiative to go out and be in these hot spots. But I'll just mention a couple just to highlight because it's great work. A lot of this is not just police. So, we collaborated with tax and licensing on the House of Beauty and the 1500 block of Dayton, where we were having numerous chronic problems weekend after weekend. In that partnership, we were able to resolve a multiple shooting there. We've been taking an enormous number of firearms off the street, and that is, I think, twofold. One is we just haven't been out and about over the past year to two years as much proactive. And now that we are, I think that emboldened people to carry more weapons. And now that we're being more involved, more the proactive activity, we're starting to find those and take those off the street. But as you know, we've talked about motor vehicle thefts. We're targeting those areas as well. We're recovering on average about 15 stolen motor vehicles a day right now. That's

because we are targeting these hot spots where we know those vehicles are left. And going after not just where we know vehicles are, but actually, the offenders that we know are stealing those vehicles and targeting people as well as just areas of town. So we're using all that data to really be concentrated on our efforts. And as we continue to move forward, we're getting into the busy part of the year. So, it's going to be more and more critical that we continue to focus efforts on where those areas are.

CM Zvonek: I think a way to potentially update this section, Jason, is to at some point and it could be a month, two months, whatever. I know that we're putting some systems in place and saying, here's where we were and here's where we are, and just kind of talk through the different processes and systems that we've put in place in order to improve our data collection and to use the data and the data analytics to be more proactive and in the way that we're allocating or placing our resources. Are there other questions from the committee members for or on their suggestions on this or questions of Jason or the chief? Jason, anything else on this topic you want to touch on?

J. Batchelor: No, certainly. We've got good direction. Thank you.

CM Zvonek: The third one is to restore and expand the Aurora Gang Reduction Impact Program to address youth violence. I know that my colleague, Councilmember Lawson is on and I actually had a chance to talk with her about this. One of the big things and I'm going to actually I'll open it up to the committee members and I'd like to invite Councilmember Lawson to chime in here, too, that I'd really like to see. The goal of the youth violence or this program, in particular, gang reduction should be to reduce youth violence in Aurora, period. Full stop. That should be our goal. And I think that, and I know that there's some non-profits that we're funding. I mentioned this to Christina, and I don't know if she's on or not, but and Jessica the other day that I really want to see some measurable outcomes, both in terms of the nonprofits that we're funding, what are they accomplishing, what are we expecting them to accomplish and what are they, in fact accomplishing? And then because it's my assumption that all of these nonprofits are being chosen because collectively they're going to help reduce or reduce youth violence, what measures are we using on a monthly basis, on a quarterly basis to determine whether or not those are being successful? I think that's going to be really important. I know that youth violence is something that's on a lot of our residents' minds and its shootings. It's just general violence that we're seeing. So, I want to make sure that we're measuring whether or not we're having an impact with these various programs that we're funding. I know a lot of them are long-term in focus, which is great, and I don't want to lose sight of the need and the necessity to have a long-term focus. But the fact of the matter is, we have a problem today and we need to make sure that we have strategies in place and that we're measuring those strategies today to ensure they have an impact. So, with that, questions from the committee members, and then I'll kick it over to Councilmember Lawson.

J. Batchelor: We do have Jessica and Christina on because they're the lead agency in this. And so, they're here to listen as well.

Council Member Angela Lawson: Thank you. Council Member Zvonek and the members of the committee to allow me to speak on this topic and to provide some input. One of the things that I've not really seen since we developed this program

about a year ago is actual crime data related to youth incidences. I know that we have hotspot data, which I think is really important and we definitely need to keep that data, but we really need to dig down into the incident itself and find out what factors if possible is attributable to the incident. We are always referencing the importance of data to understand gun violence. Yes, it's gun violence and violence in general is the overall umbrella. But what is really is attributing to the gun violence? Is it gangs' drugs, is it bullying, is it mental health? What specifically are we targeting? I think in order for this program to really be measured and to understand where we resources need to go. A deeper dive in the crime data that is driving youth violence is what I think this committee and council should reviewing so we can make resources are being allocated in the appropriate matter.

CM Zvonek: I agree with you, Councilmember Lawson, and thanks for doing that. I think to that point, when you think about that age range that Christina and Jessica have identified as this is youth violence is in this age range. How many of those are involved with street racing? I think that would be interesting to know and good information because that's a part of it. How many of the people who are in that age range are involved? And I know that we don't define gangs the way that we did when I was a kid, but we know its gang activity. When we talk about gun violence, is it related to gangs or drugs? I know there was a young kid killed at Cherokee Trail just a couple of years ago over basically a drug deal that went bad. I think it was vape. And then the other one is domestic violence. I think just being able to drill down into that next level of detail, as Councilmember Lawson said, is going to help us, one, make sure that we're tracking progress on this. But two, then as a full council making sure that when we're deciding where resources should go. We have a clearer picture of where our real challenges are. And I know it's likely to be across the spectrum, but maybe we can identify if we have that information available that there are particular areas that need more focus than others, at least in the short term. So, I think to put a bow on this a little bit. In terms of what we'd like to see updates on is that I know that we're going to be funding some various nonprofits to help us with this. I think getting updates from them on two things. One, what are their goals? What is their long term? What are they trying to achieve and what are they going to use to measure success toward those goals? That's great accountability for them and for us to know what they're trying to accomplish. And then again, collectively, because we're choosing these, or this program is choosing these various nonprofits with a very specific eye towards reducing youth violence. Are we seeing a decrease in youth violence as a result of these? And if not, I think the question is why and what else can we be doing or what are we missing?

C. Amparan: I really appreciate the feedback. And Council Member Lawson what you're saying is exactly what we've been doing and what we want to be able to do in following the public health approach. We have been pulling data to identify the overall risk factors that are leading to the overall violence. So a lot of that information is available to you on both the short-term report and the long-term report. And that data is being actively pooled and reviewed. Ongoing, we are going to be providing quarterly reports that will include qualitative and quantitative data and we'll make sure to include information around the number of youth served through our caseload through the outreach specialist number of collaborations that we have in place to respond to the community, staffing, updates of our Youth Advisory Council and so forth. We'll make sure to include reporting on those organizations that we are funding and how their work will tie to the collective

response that we're wanting to put in place to provide prevention and intervention programming. We're also definitely wanting to provide information of service gaps, risk factors to include some of those root cause behaviors that are leading youth to act out in a violent way or being victimized. We'll make sure to also include barriers being experienced either by our team and some of the YVPP stakeholders and the youth that we're serving. We, as a program, are also looking to identify a third-party agency to complete an evaluation of the program to make sure that we're providing strong data to you all as our leadership, to ensure that we're showing how this program is effective. As an example, right now, some of the data that we're pulling is the number of youths being served, the number of youth under engagement, and number of youth being referred out. Some of the trending that we're seeing are truancy, barriers with access to programming, such as access to structured programming like summer jobs, music instruments, boxing art, cooking sports. Programming for younger youth, services within the city of Aurora and so forth. Also, we are seeing that all of our youth currently on our caseload that we've been talking with APD or other stakeholders about, have definitely have a direct connection to some of the violent behavior that is happening within the community. We'll continue to review and collect that data and report that data to everyone.

CM Jurinsky: Well, mine isn't a question, but mine is just a statement that I am very, very saddened to see the organizations and the funding amounts that you all chose. I feel like we're throwing peanuts at every organization. I saw that there was a couple that wasn't approved for any funding, but I looked at the requested amounts that each organization requested. And instead of getting a whole bunch of organizations, 7,500 or 10,000 and then expecting them to fulfill their entire duties when their requested amounts were 10 and 20 times the amount. I just would have liked to have seen us really partner with a few key organizations. One for prevention, one for intervention, one for therapy, and identify what these sectors are going to be and have a partnership with an organization rather than what it looks like to me, is we literally just threw peanuts at all of these organizations. I'm really let down and disappointed to see how the funding is going to be presented to us.

CM Zvonek: Chief Juul, one question for you on this topic from APD's perspective, are there things that, again, are related to youth violence? Because that's the ultimate goal here, is to help lower youth violence. Are there things from your perspective, that we ought to be measuring and keeping our eye on as it relates to youth violence?

C. Juul: Our best ideas for youth violence are SROs. They know everything that's going on in the schools. They see the patterns. They know who the individuals are that are creating the majority of the problem. So, I think that a strong partnership from a school-based position is probably the most critically important. And then as we move into the summer months, we have a bunch of initiatives underway to try to give them a place to go over the summer versus just out and about and wreaking havoc in the community. So, we're really trying to get some strategies in place to give them opportunities to do something constructive. And I've been in talks with both Cherry Creek and APS with regard to what some of those are and how the APD can contribute to those. But with the youth violence, the troubling trend is that it's becoming younger, younger. It's not the 17 and 18-year-olds, it's 15 to 16-year-olds, it's 14 and 15-year-olds. And really being at the forefront of that problematic behavior at the younger ages, in my opinion, because we don't want them involved in the criminal justice system. We want them to have that opportunity before they

get to us. So, from our perspective, from law enforcement, I know we rely on our SROs almost very much with regard to being able to identify who those folks are. So, I think that's a partnership with us and with Christina's efforts that it's I think it definitely has to be twofold because we don't want the police involved in a lot of this. We want other agencies involved as well, such as the schools, etc.

CM Lawson: Chief Juul, we've had a number of youth shootings in Aurora recently, is there any way that crime data could be analyzed differently in order to understand more about a critical incident regarding a youth occurred? I understand Christina's chosen methods of data collection but it's to general and does not capture trends.

C. Juul: I'll partner with our crime analysts and see what we can put together with regard to that little bit deeper dive into getting answers for what you're asking. When it rises to the criminal act, obviously our focus is the criminal act. And but to your point, looking at the deeper issues that led up to some of the events is from a prevention standpoint, is more important or as important. So, I'll work with crime analyst, Eisner, to see what we can come up with for the next meeting and find out what kind of data points we would have available and what kind of data points so we can also just begin to look at the data that we're on right now.

CM Lawson: Thank you so much.

CM Sundberg: I want to echo Councilmember Lawson's point there. When I first became a council member, we receive reports almost on a daily basis from APD about someone getting shot at the 1500 block of Mississippi. And it's just this announcement that just goes away. However, there can be trends, there can be commonalities, and similarities in these crimes. For example, liquor store owners. How many liquor store employees have been shot? Is that a trend that can ultimately save lives by warning or certain security measures being taken place? But it does make me think of the data that can be collected, analyzed, summarized, and hopefully presented to us, rather than just being these announcements that just go away. Perhaps we heard, for example, about female victims. A rise in that. Can we look into that just a little bit deeper and surmise why and perhaps lead to prevention down the road? And I just am grateful for the good data collection and implementation that the chief gave earlier about the bank robberies and so forth. But I guess in the end, I would like to also be briefed on taking a look at all these crimes and summarizing and looking deeper into trends, commonalities, and similarities, if possible.

C. Ampan: I just wanted to add, Chief Juul, that I do have a data workgroup that includes epidemiologists that have been looking at ongoing data collection efforts to include crime data from law enforcement, but also our criminal justice partners and human services as well as schools. So, I can definitely provide some of those data points that we want to collect ongoing to be able to give us some of that trending that we want to see.

C. Juul: Great. Thank you. Appreciate that.

CM Zvonek: I think, just updates on those going forward. Those are the big ones like you said, the progress reports on the nonprofits and the overall trends that we're seeing and hopefully, we're seeing a reduction in them as a result of our efforts. That would be helpful.

J. Batchelor: I saw Chief Hildebrand turn on his camera, so I'm assuming he maybe has an update if you're willing to let him weigh in on something. Otherwise, maybe he's just showing us his bright, shining face.

M. Hildebrand: Council member, I just wanted to speak to the fact that crime analysis and looking at what's really driving crime has been an area where we've been focused on improving. Through PSP, there is going to be a crime analysis portion to that. So, we're more data-driven, more evidence-based policing, more looking at what the root causes that are driving our violent crime problem. We're hiring an FTE crime analyst. We're looking at doing a contract employee crime analyst. We actually have a crime analyst who's been on long-term military leave. Our crime analysts are spread thin, just trying to keep up with the data of what's happening and not being able to really dig into some of what's driving the crime. I can tell you; I know for a fact that female-female youth crime, and violent crime have increased. We've never seen that before. We have females shooting other females, and vice versa. It's really being driven around gang activity. But I can't really look at the numbers. And that's what you're looking for. Compared to where we were at historically, we see this increase. Where is this occurring at? Is it directly related to gangs and why are we seeing this occurring? And then what is the best way to approach that from a police aspect or from a prevention aspect? So, I exactly see what you're saying. I think we can dig and siphon out some of that data for you, but it's going to be a work in progress as we hire additional analysts and we work through PSP to figure out what are the best practices on a national level to provide the exact information you're looking for.

CM Zvonek: Thanks. I appreciate that. And so, I think from an update standpoint, I understand that it's a work in progress and I think we all are sympathetic to staffing issues and so forth. So, I think that what it would be helpful is just again, on a periodic basis, it's on the monthly or every other month, you come forward and say, "Hey, here's the progress that we made here. Here are where still our gaps are, and here's what we're working toward." I think that helpful for us because, again, we want to be able to do in our role as ambassadors to the community, is being able to assure them that these things are in fact happening and that progress is being made. Because I assure you and I know you know this, that there is nothing that's more pressing right now in the minds of our residents than the violence that they're seeing in our community. So, for us to be able to reassure them that there are a bunch of different efforts underway, a combination of our youth violence program, as well as the police department are working to address these. I really appreciated what Chief Juul and the Department has done with street racing and being proactive. I want to be able to take that same type of proactive approach to all of these challenges. But again, you can't if you don't know. If you don't have that second layer of data to really paint the picture of what we can and should be doing and implementing the right type of resource because it's not always going to be APD, sometimes it's going to be something else, and that's okay. But we need to know.

M. Hildebrand: And I can tell you, council member, our data really show that we had an increase in drug activity and weapons offenses in the Colfax and Bueler area. Based on that information, we did proactive operations, our narcotics unit, and SWAT gangs. And that was some of what Chief Juul spoke about, where we actually served some search warrants. I've actually had a phone call with some business owners and community members in that area that have been very appreciative of that and actually saw a reduction based on that. But we need to

continue those efforts because that area has just seen an onslaught of increase in activity. And if we're not continually impacting that until we can consistently see that heat map or those areas decrease in that crime, we're going to have to keep on top of that area and focus our efforts there. But I think that's an area where we have some quality data. And I think to your point, we can do better at that even before we get some of those other things in place and provide that information to you moving forward.

CM Zvonek: Great. Thank you. And I think to Councilmember Lawson's point, what would be helpful is just to know when we have the people that are engaged in this, whether it's drugs or gangs or shootings, knowing how many of them are that 18 to 24 range, because then again, it helps us paint the picture of how much of this is youth-related and how much of it is other. So, I appreciate that. The fourth one is this one is probably the most straightforward in terms of being able to measure really improving the number of clinicians for our crisis response teams. And I see this as both really the strategies here is how do we lessen the load on our officers and engagement with community members that, frankly, they don't necessarily need to be out. I know we also have the mobile response teams and the crisis response teams. And so, what are some things that we could be doing to make those two teams work together? I voiced my concern of making sure that unless we're 100% certain that there's not going to be anything that is going to lead to an escalation of violence, I always want to have an officer there, and which means its crisis as opposed to mobile. But just like TAC three, what is what are some plans to grow that program going forward?

J. Batchelor: We have Sergeant Jake Bunch, the supervisor.

A. Bunch: Good morning, everybody. I thought I'd just start with a quick snapshot of what CRT is and what we're doing right now. So currently I have five officers like the chief said and I have three clinicians. That allows me to put three full teams on the street at any one time. Between the hours of 8 a.m. and 10 p.m., I have at least one officer on. My overlap day is Wednesday, so I've actually got two day-shift officers and two swing shift officers on those days. Just yesterday we had a ride along with a new clinician. My fingers are crossed that she's going to accept our job offer. I hope she's fantastic. That'll allow me to have a clinician every day of the week, one on the day shift and then one on swing shift. Currently today we've responded to 1067 calls for service. In the last 30 days, we've had 133 calls for service, so the work is definitely there. Currently, we're grant-funded. That's transitioning to the budget. Hopefully next year. We have created a great relationship with AMRT. We work with them every single day. We meet once a week with them, and kind of decide which clients are best served with just AMRT versus CRT. I work with Courtney almost every single day. We're talking about how to better provide those resources to the community and how to make that happen. Recently we just had a CIT class. If you're not familiar, that's a 40-hour training for officers to work specifically with people in a mental health crisis. And I'm able to I was able to move some money around in the grant for overtime for CIT officers to be able to respond to calls when I don't have a clinician on. And that's just an additional resource for patrol to get an officer out there that really understands the mental health issues as opposed to just a regular patrol officer that might not have that experience or that training. We're working with Michelle Crawford right now. We're going through our audit, working on efficiency and how to better track what calls come in that are mental health-related and how we can

really get better numbers versus what we're dealing with now, where we kind of have to go call to call and decide what is mental health and how can we just better staff and have officers on for when those calls come in? We also have a targeted violence prevention program, which I have one officer dedicated to, and a clinician that kind of works part-time on that. We're looking at bringing in a case manager for that with the goal of freeing up a lot of time that that officer and that clinician spend on doing follow-ups and just kind of managing those calls. They've had 74 referrals in the past year and have actually successfully interrupted at least one planned attack of mass violence in Aurora that I am certain was going to happen at a church. Moving forward. I think that the best way to track this is, again, working with dispatch to better track how many mental health calls we have versus how many were able to respond to and how many were not. I would love to have more officers and more clinicians, and that's kind of more of a budget question. Ideally, I'd like to have a team on the east side of the city and a team on the west side of the city. Right now we're looking at 20 to 30-minute response times if they're up north and the call is down south. And, you know, a mental health crisis can swing either way in a much shorter period of time than that. So, I guess moving forward, what kind of information would you like to hear for future updates about this?

CM Zvonek: I think that would be helpful. We had a presentation from the mobile response team basically saying, "Here's what our pilot program has been able to accomplish, and here's what it could accomplish given the volume." And I think knowing that same type of or having that same type of update from you all and saying, "Hey, here's what the volume that we're capable or able to respond to give our staffing position. But here's how many calls we're getting." Because, again, one of my concerns with the difference between the mobile response team and the crisis response team and having an officer there is that there are often times that you can have somebody who has an addiction issue and it might present as a mental health issue, but it's an addiction issue and it can become violent quickly. I don't want to be in a position to ever send a mobile response team out and it goes sideways and there's not an officer there that can help prevent things from getting, becoming worse. So, I think knowing what your capacity is and what the demand is and what the gap is would be helpful because I know that it's grant funded and this is going to eventually become a budget question for next year. And the other thing is from this is more of a suggestion from a from a PR standpoint, and this is really for the chief's office. And I don't know if Reagan's on. I think she does you guys is PIO, but this is a program that a lot of our residents are not familiar with. And I hear that we need it right. They're like, "Oh, we should be sending clinicians out to address these mental health issues." I think we need to make sure that this is something that we're marketing proactively to our residents to ensure that they know that our police department is, in fact, has this type of program to address when we're responding to people who have mental health issues. So, both a request in terms of that understanding, that gap of where we are and where we could be from demand versus what we have the ability to do. And then secondly, just a suggestion on more proactively promoting this, because I think it's a phenomenal program that we should be highlighting as part of our police department.

CM Sundberg: Just real quick, on your point about public relations and I don't know who is in charge of public relations. Yes, this should be highlighted in our community, but I think there are some other missed opportunities, whether that's Shop With a Cop, where's the media there? The agency has some regrettable things

in the past that we've learned from and are continuing to learn from. But why not highlight so many positive things that are happening? For example, the SROs that triaged the situation at Central High School in that park. They were asked by Good Morning America if they would do an interview. They humbly declined. And this church shooting that Officer Bunch just mentioned. That might be good for the media, for the media and the public to know that proactive things are happening, and lives were saved. So just some opportunities there to get a positive message out into our community. I would just love to see that.

J. Batchelor: The only thing I'll touch on real quick, is both Reagan and Faith Goodrich are on. I know they heard those discussions, so we'll talk offline afterwards and see if there's maybe an update we can give to this committee on PR efforts and if there's ways to redouble those.

CM Sundberg: Thank you.

CM Zvonek: The final one addressing the public safety challenges through the encampment. Obviously, the camping ban was passed. We now have a policy in place for how we're going to store personal items. I think that a couple of things and I know I sent this to you in an email Jason that would be helpful is really understanding one that through Council requests or I guess it might be Access or Engage Aurora whatever. We're getting potential input from residents saying, "Hey, there's an encampment here, here, and here." How many of them are we getting in? How many of them are we abating? What is the available bed situation? And I know that we had an initial conversation about what we might do at the Day Resource Center. I hope there's an additional option because I still have some grave concerns about putting more people right there next to the medical facility. But nevertheless, we have to make sure we have enough beds. And I think us having a regular update on the incoming requests for abatements, the number of abatements, and then the number of beds to make sure that we're always on top of that. Because, as we highlight in this resolution, encampments are both a public health and safety issue. The reason why the ban was passed is in order to address that. So, I think those are a couple of data points that I think would be helpful for us to receive on a monthly basis as part of an update for this.

J. Prosser: Council Member Zvonek, those are all things we're already tracking, so that's easy to provide. We also do some deduplication when it comes to the requests because we'll often get several on a certain area and several from council, and we want to make sure that's part of how we prioritize when they are getting abated. And then we're also tracking all the costs. So, we'll probably provide you with that unless you don't want it, but I'm sure you do. So that'll be part of it as well. And also, staff hours spent because we're just trying to look at capacity and needs. And so right now we've been trending around a little less than six abatements per week with our current contractor and so we've increased the budget. Obviously, that happened Monday approving the agreement with [inaudible 01:13:19] on Monday night as well. And so, we'll be tracking the number that they can do within each week. And we do have our weekly encampment meetings with staff from both PD and five or six other departments around the city and then a weekly meeting with outreach. So, we will absolutely be able to provide those numbers on a monthly basis.

CM Zvonek: Great, great. The other thing that would be helpful update and I don't know if there is anything yet, but I know that the Mayor mentioned an amended IGA with the state over at CDOT properties. I think just an update on that when it's finalized, and I know that the State had committed to potentially upping the amount of reimbursement that the city would receive. My assumption is a lot of the abatements that were going to be doing some of the bigger ones, the encampments are along those CDOT areas. And so just getting an update on that. So, if there's anything we need or you need from Council, as it relates to that IGA, and put pressure on the state, we'd be happy to and we'd want to know about it so we could help out.

CM Jurinsky: I received feedback yesterday that our abatement teams are sort of at a standstill and they did not abate camps in Horseshoe Park because they haven't been given direction on this whole storage piece. So, if we could clear that up and get them back going again, I would certainly appreciate it.

J. Prosser: I'll certainly look into that, Councilmember Jurinsky. Thank you.

CM Zvonek: Other questions or feedback on what we should be looking for on a monthly basis as it relates to the encampments? Okay. Seeing none. Jason, I appreciate and everybody, I appreciate all of your participation in this. And as I said, I think this will be kind of an ongoing process. This gives us a starting point of things that we want to measure in order to make sure that we're continually focusing on this. The goal of the action plan was to make sure that fighting crime and reducing the violence we're seeing in our city is something that we're always at the forefront, especially at this committee, given the name of it. We want to make sure that we're improving the safety of our city. So, I appreciate all of your feedback and would welcome on an ongoing basis if there are additional things that you all think we need to be measuring and data points we should be considering, let us know. And also, if there are things that we're measuring that you don't think matter, also let us know. We don't need to be wasting anybody's time. So, again, thanks, everybody, for participation in this conversation.

Outcome

Information Only.

Follow-up Action

Future Update Discussions:

- Crime Lab
- APD Training Agenda
- Statues for Youth Crime, Ages 10 – 24
- Progress Report – Non-Profits
- CRT (Crisis Response Team) – Clinicians
- PR Efforts Update
- Encampments Data
- APD Moving Forward Points from Presentation

5. Miscellaneous Matters for Consideration

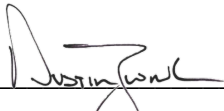
None.

6. Confirm Next Meeting

Next meeting is confirmed June 16, 2022, 8:30 am via WebEx.

7. Adjournment

Meeting adjourned 9:45 am.

APPROVED:  _____
Dustin Zvonek, Chair