



AGENDA

Public Safety, Courts and Civil Service Policy Committee

August 11, 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 2485 801 2608

Council Goal: Assure a safe community for people

This meeting will be live-streamed on the city's YouTube channel. Watch at [YouTube.com/TheAuroraChannel](https://www.youtube.com/TheAuroraChannel).

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Christopher Poppe, Lieutenant / Megan Platt, Assistant City Attorney
15 Minutes
- 5. Miscellaneous Matters for Consideration**
- 6. Confirm Next Meeting**
- 7. Adjournment**



Public Safety, Courts and Civil Service Committee

July 14, 2022

Members Present

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

Others Present

A. Botham, D. Oates, J. Schneebeck, J. Batchelor, R. Pena, J. Smith, M. Platt, T. Buneta, M. Chapman, S. Newman, T. Brown, P. Schulte, A. Robnett, S. Risner, A. McIntyre, M. Wasserburger, R. Weber, A. Garcia, M. Cain, B. Joyce, J. Lanigan, J. Moon, J. Heckman, E. Wittman, M. Longshore, M. Crawford, W. Lippman, J. Bajorek, M. Smith, J. Twombly, C. Amparan, K. Leyba, S. Manheimer, J. Prosser, C. Bennett, A. Bunch, R. Moody, C. Atkinson, E. Pilnyak, J. Schlanger, K. Barns, S. Stowell, B. Van Sickle, J. Marcano, F. Goodrich, C. Tassin, R. Goggins, I. Evans, M. Hays, B. Wesner, C. Carlson, E. Knight, R. Eisner, R. Pena, M. Nelson, K. Adelgais, D. Lewis, D. Brotzman, R. Jackson, S. Aurakzai-Foster

1. Call to Order

Meeting called to order at 8:30.

2. Approval of Minutes

June 16, 2022 Minutes approved.

3. Consent Items

3.a July 2022 Police Attrition Update

3.b Aurora Fire Rescue Attrition Data for June 2022

3.c Aurora911 Update

All three items to move forward.

4. General Business

4.a Consent Decree Monitor First Quarter 2022 Update

Jeff Schlanger presented the Consent Decree Monitor First Quarter Update. The Consent Decree Monitor oversees the implementation of reforms set in the Consent Decree. It is done through methodologies to aid in the determination of compliance. The monitor has met with parties and agreed on setting goal posts for

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the 70 mandates. IntegrAssure also provides technical assistance to the city and communication with the public. One town hall has been held, and another is scheduled for August 9th. The website put up is available in more than 80 languages. The monitor formed the Community Advisory Council with three co-chairs. IntegrAssure filed the first report that covered February 14th through May 15th of 2022 to the court. They met with stakeholders such as the APD, Attorney General's Office, AFR, City Attorney's Office, City Manager's Office, Civil Service Commission, the Public Defenders' Office, the sheriffs, the Public Safety Committee, and city council members. Unions, namely IAFF and the FOP, were also included in the process. Once a month, an all-stakeholders meeting is held. The monitor also conducted a community survey, and the results are included in the report. In the first reporting period, 36 out of 70 mandates were examined. Nine were in substantial compliance with eight in reference to AFR's compliance in terms of not using ketamine as a chemical sedative. Of the remaining 29, nine are on the cautionary track with a major concern in policy creation. The remaining 20 are in various stages of moving toward compliance. There were three focus issues identified. One is the termination of Chief Wilson. The second is significant efforts to improve community relations through the New Way, Community Relations Section, Community Police Task Force, the Chief's Youth Advisory, and Aurora Youth Night. The last issue is on systems to ensure best policing practices. The monitor will leave once there is substantial compliance with the mandates and that systems are working at peak efficiency. There was one case investigated that dealt with a specific officer. This has already been remediated. Departments implicated in assessments with also be asked to provide self-assessments.

CM Zvonek: Okay. Jeff, I think I saw the initial report you emailed to us, and I assume will be made public. Is that correct?

J. Schlanger: Yes. So, we will be putting it on our website, and I understand that the city will be putting it on its website as well.

CM Zvonek: And just to make sure I heard this correctly. There are areas that are already in substantial compliance or very near substantial compliance, and I assume that that's a result of APD and AFR taking action even prior to the patterns and practice report coming out to start the reforms necessary in both departments. Is that correct?

J. Schlanger: Absolutely correct. And the ones that are in substantial compliance deal mostly with AFR relative to ketamine and chemical sedatives, but absolutely those steps were taken beforehand.

CM Zvonek: Right. Okay. Well, thanks, Jeff, for the presentation. If there are no further questions, we'll go on to item 4.b., the Update on the Aurora Action Plan.

J. Schlanger: Thanks so much.

CM Zvonek: Yes. Thanks, Jeff.

Outcome:

Information Only.

Follow-up Action:

None.

4.b Public Safety Action Plan Update - Various

Jason Batchelor presented an update on the Public Safety Action Plan with highlights on fully staffing the APD, improving overall data collection and using hotspot analysis, and updates on the AGRIP and YVPP Programs, the Crisis Response Team, and homeless encampment abatements.

CM Zvonek: I have one question, Jason. I've been having conversations both with Chief Oates and then recently actually with Jeff in meeting with the Consent Decree Monitor. I understand, recognizing that we need to have a fully staffed department and that while it seems like our retention issue overall has slowed and that we're losing fewer officers, great progress, it's still the recruitment part of rebuilding our department is taking time. And one of the challenges that seem to stand out to me is the ability to get laterals from across the country.

J. Batchelor: Sure.

CM Zvonek: And what I'd like to understand better is this challenge a Civil Service challenge, or is it an HR challenge? Because I've heard conflicting comments on where the challenge of it being more timely in our ability to go to another state and recruit officers and bring them to Aurora.

J. Batchelor: So, I'd say it's a little bit of all the above. This week, we went to the Civil Service by charter. The charter says that if we're going to recruit a lateral, they have to have three years of related experience being a police officer. By state statute, they have to have sort of one year of police work in order to be post certified and come in. You have one year as a police officer, two additional years as related experience, and then within the Civil Service rules, there was a while back where APD went to Civil Service, and the Civil Service rules currently say that that is three years of work in full service. We can have Police look at that and perhaps add some additional flexibility so we could, within beyond that minimum one year of police work within those two years, could we look at other experience of related experience? And so Chief Oates has said things like corrections officers or perhaps military police officer experience. We had a very good, productive meeting with the Civil Service Commission, kind of made them aware of the issues. They're looking at it and they're actually calling a special call meeting next week where we hope to have a revision of that rule. I'd say that's where kind of the Civil Service piece of it comes in, and then I'd say the department and the city own the other portion of that, which is we need to do a better job of outreach. And to that end, I think the Chief and his team have some plans about how to do much more timely and much more directed recruitment efforts. I don't want to speak for the Chief. Chief Oates, if you want to talk a little about some of those plans, I think that would be a good update for the committee.

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D. Oates: Yes, and I'd like to comment also on the proposed rule change with the Civil Service Commission. The language of the Civil Service Commission rule for laterals is pretty rigid in saying that it has to be three years of police experience. That's not required by the charter. We have found, and I have found in my career and all the places that I've worked that some of my best police officers, their background before they became cops, was in corrections and military policing, those kinds of things. We're basically asking for flexibility with regard to hiring laterals to consider other kinds of related law enforcement work in meeting that three-year requirement. We're hopeful we'll get that rule change in as a follow-up discussion next week with the Commission. Now, with regard to recruiting, we're about to embark on an exciting new initiative. In this case, this is an idea that came forward by our own members. There are areas of the country that don't pay anywhere near as well as we are paying, and especially with our new salary, what we could offer in terms of salary, relocation, benefits, etc. Folks in the department came to us and said, "The place where I used to work, cops are underpaid," compared to us and they might be a good target area to recruit. We're taking our first foray later this month at the end of the month to New York City, where cops are tremendously underpaid. And we're going to try a week of recruiting in New York City and on Long Island where we would be on the ground, we're going to advertise aggressively in social media. The idea came to us in part from our conversation with another Florida law enforcement agency that did a similar effort in the New York area and got 150 applicants. The goal is to try New York at the end of the month. Other areas we're considering targeting for recruitment on the road is the Atlanta area, where cops are significantly underpaid compared to us, and we're also talking about other areas in the south, Memphis is another target area we're considering. It's a bit of a leap of faith that this new way of doing business and recruiting for laterals might work. But, again, we were advised by a large agency in Florida that had done this, and they provided us a lot of advice on how to do it and do it well. We're going to make an effort, and we'll see if this new way of recruiting for laterals has any impact or success. So, we're trying to be creative and outside the box thinking.

CM Zvonek: Yes. And thanks, Chief Oates. I have just two follow-ups, and they could be for you, sir, or for Jason. On the Civil Service Commission rule, the three-year requirement, is that consistent with AFR?

J. Batchelor: The three-year requirement is, I think, consistent for both AFR and APD, in the charter. The Civil Service Commission is not consistent. I think, as Chief Oates said, APD has interpreted that very directly, that that has to be police experience and we've put a finer point on related experience. So, there is a bit of a difference there. And, again, it was part of the discussion. Again, I think it was a productive discussion with Civil Service. We're hopeful that they're going to consider that rule change, and we also had very good discussions around nobody is looking to lower the standards in terms of, we're still going to do full backgrounds, we are going to do psychological testing. We're going to do everything that we do normally. We just want to have, as the Chief said, a little more flexibility when it comes to that experience component. But there is a difference right now in terms of AFR and APD. There certainly are. We're much

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narrower in terms of what we're considering for experience on APD, and that's part of the basis for the request as it relates to the rule change.

CM Zvonek: Final question on this is, then this one came up in a conversation I had with Jeff in talking about the Consent Decree. Is there some sort of limit on the number of laterals we can take?

J. Batchelor: Essentially, it's 50% in terms of when we're bringing in within a year. And so, typically, the way we've interpreted that in the past is that if we're running 80 folks through basic academy, that means we could bring up to 80 in as laterals. And so given the size and volume of folks we've run through our academy classes, I think we would probably be eligible to bring in, and the academy classes planned, I think we'd be eligible for at least 50 to 60 laterals. And so, I think given the vacancies we've had, if we were extremely successful and got to that number, that would probably get us near full staffing. So not an issue I think in the near term, just given the size and volume of basic academies that we've been running. And like I said, if we were to butt up against that, that's a problem I would love to have, and we will bring that back to Council in the Civil Service Commission. But at this point, it would have to be a significant departure in terms of our past experience. So, we've been having in the single digits or very low double digits in terms of our laterals, and so we'd have to see three, four, 500% increase in that. And if we do, I still think we have room with under the charter at that sort of 50 to 50 at least this year.

CM Zvonek: Okay. Thank you.

CM Jurinsky: Yes. I would like to know, are we required by the charter to have a Civil Service Commission?

J. Batchelor: We are. Yes, the Civil Service Commission and its duties are laid out in the charter. There are certain aspects that are clearly laid out in the charter. The way they do it and the process or procedures is, I think one of the things we're looking at and, speaking bluntly within the Consent Decree, that was some of the initial concerns we've heard is you can't change anything. And I think both the Attorney General's Office and the Consent Decree Monitor have been very clear, we are going to operate within the charter. At least initially, that will be the recommendations. We think there's enough flexibility administratively to make changes into how we do things without conflicting with the provisions of the charter in terms of the authority and responsibilities of the Civil Service Commission.

CM Jurinsky: I guess that's my question also, when we talk about Civil Service Reform. If they're saying we can't change the rules, Jason, how do you plan to initiate that reform?

J. Batchelor: So, we can change the rules. So, again, the rules, so that there are the charter is very specific in terms of certain components of the disciplined process, of the promotional process that the charter is very specific. There are other areas, I would say, particularly on the entry-level hiring, where it actually does not provide a lot of detail. What the charter says is that the Civil Service Commission

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is responsible for certifying the list of qualified applicants, and that's about all it says. My interpretation of that is that we have some flexibility working within that charter requirement. I think the Civil Service Commission needs to be involved in entry-level hiring, but I don't think we have to continue to do the process that we've done exactly as we've done it. I think that we have flexibility within the charter that the Civil Service Commission can operate in certifying a list of qualified applicants. But doing the process exactly as we've done it for the last several years, I think is absolutely open for discussion. I'm not a lawyer. The Civil Service Commission may take exception to that, but I think those are the discussions we're having right now. And I think something that I know the Monitor Team has looked at and part of their recommendations are going to come down as to how to change this. And they're very familiar with the charter provisions and their recommendation, I am certain, will comply with the charter requirements.

CM Jurinsky: And do we have any ability to remove Civil Service Commission members and/or add additional more than the five?

J. Batchelor: I don't know on the numbers. I'd have to ask one of the lawyers. I do know that there's the ability for the Council to remove Commission Members. I think it requires a vote of seven or eight. It's more than a simple majority in order to remove a Civil Service Commissioner. But I think there is that ability.

CM Jurinsky: Can I get an exact answer from one of the attorneys, please?

P. Schulte: Council Member Jurinsky, there is a supermajority. Pete Schulte, the City Attorney's Office, the Commissioners serve at the pleasure of the Council. So, if they are not following Council's direction, then you are able to take steps to remove them and replace them because they are serving at your pleasure, they need to push forward the policy decisions that you are expecting. So, there is an option for that. We did talk about that. That was when we were presenting the Consent Decree back in November that that question did come up as well. But as Jason was talking about, just to go back to the charter language, what we do in Aurora is not repeated anywhere else in the state of Colorado. And the Civil Service language is very similar to every other Civil Service Commission in all the big cities that have Civil Service in Colorado. The Civil Service Commission has taken one position on what they can do. The City Attorney's Office under me and our evaluation of the Attorney General's Office, we think we can go a different way. And as Jason had mentioned, that's kind of the conversation we're having with the Consent Decree Monitor and the expert that they brought in to give those recommendations. But we're hopeful. We're hopeful that when the recommendations do come out from the expert that was hired, the Commission is on board, and we can make the changes that will be good for the city.

CM Jurinsky: Okay. I need seven votes to remove a Civil Service Commissioner. And is there the ability to have more than five Commissioners there, the ability to add additional seats on the Civil Service?

P. Schulte: I don't know that off the top of my head, there might be. I will check and get back with you. I have to make sure there's not a number with that.

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Obviously, we need an odd number for voting purposes. So, I will check into that and get back to you.

CM Jurinsky: Thank you.

J. Heckman: Council Member Jurinsky, this is Julie Heckman, Deputy City Attorney. The charter does provide that Civil Service needs three to five Commissioners. Five would be the maximum number.

CM Jurinsky: But when you say three, we could potentially remove two and have a Civil Service Commission of three Commissioners?

J. Heckman: Correct.

CM Jurinsky: And state in the charter?

J. Heckman: Correct.

CM Jurinsky: Thank you.

J. Heckman: Yes.

CM Sundberg: For Chief Oates, with respect to the out-of-state recruiting. The nuts and bolts of that, do we have recruiters on the ground in those states? Do we have a headhunter making phone calls, social media? How does it work exactly to pull those people in?

D. Oates: Again, this is our first foray. And the idea came to us in part from members of the department who came from other agencies and said we should try recruiting elsewhere, and then we had a contact with Lakeland PD, which is a rather sizable Florida Police Department in Central Florida. They had recently made a trip to New York and had come away with 150 applicants, so they hired 12 police officers. So based on their experience, we had detailed conversations with them. In this first experimental trip, we're sending our recruiters, we're sending a couple of officers who came from the NYPD. I don't quite understand how we do advertising on social media, but I'm being told that we're hitting all the right places that young people would hit on social media to do for advertising. And we're following exactly what Lakeland PD did. And they were very successful over a week in getting 150 people in to apply to Lakeland PD as a result. So, we're kind of copying their model. I think we're going to refine this over time. And that's kind of where we are. So, the answer is, yes, we're going on the road. While we're on the road, we will be prepared to give the computer exam, the basic exam that everyone has to take. So, if you come on to visit us, we'll send you to another room in the hotel and you can sit down and literally take the entry exam while you're there. We'll provide all the packets for application, assist people, and provide guidance on filling out the application. And we'll do all the sort of cheerleading about why Colorado is such a wonderful place to live. And thanks to the support of the Council and with the pay raise, we're not only offering Colorado and Aurora, we're also offering a very, very, very competitive pay increase over what basic law officers make in the New York City area. And we're offering the substantial relocation benefits that we have on the books right now. I fully expect, Council Member, that we're going to refine this process over

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time. But this is kind of a leap of faith that we need to do something radically different. We've never done this before. And, again, there are other areas of the country that don't offer the lifestyle that we have here in Colorado, nor do they offer the salary and benefits that we offer. We're hopeful that this is going to work. We'll know a lot more. We can give you a whole update at the next Public Safety Committee meeting on how this went. But we're hopeful, and I think we'll get better at the process over time.

CM Jurinsky: Julie Heckman, since the charter states that we only have to have three to five Civil Service Commissioners total, would that also take a supermajority then to say, "We just want to have three commissioners and we're going to remove two?"

J. Heckman: The removal is what takes the supermajority, and it is for cause or not cause that you can remove. And the charter is what says no less than three, no more than five Commissioners. There is a City Code Ordinance 102-67 that does say that there are five Commissioners, but again, ordinances can be changed by Council. Many of those ordinances are simply mirroring the information that's in the charter. So, the charter is what controls. It is what says no less than three, no more than five.

CM Jurinsky: So, if I were to remove that Ordinance, I would only need a simple majority, then it would go back to three, and two would automatically have to be removed?

J. Heckman: You could go to three and you wouldn't have to remove the Ordinance, you could modify it if you'd like to have it mirror the exact language in the charter to say the Commission has no less than three, no more than five. Historically, if there's a vacancy, it's difficult to go forward with the disciplinary hearings. So having some leeway to be able to, while you're recruiting, still go ahead and have the disciplinary hearings, and the other duties that the Commissioners do is why having more than three has been helpful at times, but again, certainly up to Council.

CM Jurinsky: Got it. Thank you.

J. Heckman: Sure.

CM Marcano: Julie, are the votes for the Commission recorded anywhere? I don't think I've ever noticed them in the ruling packets that we get, or summaries, rather than we get.

J. Heckman: You mean for the disciplinary hearings?

CM Marcano: Yes, ma'am.

J. Heckman: The findings usually say the number of votes, whether it's unanimous or not. They do not normally include who voted which way.

CM Marcano: Okay. And is there any way for us to get that information? Because I suspect I know why these questions are being asked.

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J. Heckman: I don't know that that information is kept by the Civil Service Commission. I don't know the answer to that. We could check into that.

CM Marcano: I appreciate that. Thank you.

CM Zvonek: I guess the only question I have, and Jessica or anybody can answer this. With any of the organizations that we gave grants to, I know it's very early since we just recently did this, but what are the reporting period or reporting requirements for them? Is it quarterly? How often will we get back some sort of information from the various nonprofits that we funded through this program?

C. Amparan: Good morning, Council Members, this is Christina Amparan, for the intervention side of the funding, we'll get quarterly reports from them, although some of them are already sending me some data. For the prevention side of things, it will be on a monthly basis.

CM Zvonek: Thank you.

CM Jurinsky: Christina, have checks gone out to these organizations?

C. Amparan: Has what gone out, I'm sorry?

CM Jurinsky: The funding. Have they received their checks, these organizations?

C. Amparan: No. So, the first step is that we have to get an updated scope of work if there was a change in funding that they received. They also received their award letter. I'm waiting to get a signed agreement from all of the organizations. Once that's received, then we will go ahead and move forward. Funding is a reimbursement agreement. And then the other thing to consider is that for those organizations that have not received any prior funding from the city, we did have to set them up to ensure that they have the necessary accounts and work numbers so they can receive funding.

CM Jurinsky: Okay.

CM Zvonek: One question I have is, are any of the abatements being held up for lack of beds?

J. Prosser: Council Member Zvonek, this is Jessica Prosser. Not at this point. We continue to have the 10 beds available at Comitis. During the summer months, the shelter is also not quite as full. So, we have been able to offer shelter. It's a matter of folks taking us up on it. We have had a few over the past month or so.

CM Zvonek: Great. Thanks. Okay. Is that right, Jason? Were you finished with 4.b?

J. Batchelor: Yes, sir. Yes, sir. That takes care 4.b and we're ready to go on to the next side.

CM Zvonek: Great.

Outcome:

Information Only.

Follow-up Action:

None.

4.c PediDOSE - Nationwide Pediatric Seizure Study with Children’s Hospital and Aurora Fire Rescue

Dr. Kathleen Adalgais presented the nationwide pediatric seizure study with the Children’s Hospital Colorado and AFR entitled PediDOSE. PECARN, a research network focusing on investigating best practices for children, is in partnership with AFR and Falck Ambulance. Their study on the Pediatric Dose Optimization for Seizures and EMS (PediDOSE) investigates how paramedics manage seizures in children. They will determine if age-based dosing calculations can improve seizure care compared to traditional weight-based dosing calculations. 10% of all EMS activations are for children experiencing seizures. Seizures affect certain life-sustaining functions and voluntary body control. Patients can become unresponsive, can stiffen or shake, and may have difficulty breathing. Seizures that are not controlled or stopped within a few minutes can cause brain injury. PediDOSE’s goal is to decrease the number of children that arrive in the hospital still seizing. This is currently 30% of children. Most ambulances use Midazolam and Benzodiazepines that act as a general sedative and may affect breathing. Currently, the best method for selecting the right dose is still unknown. Medication doses for children are weight-based. However, in the pre-hospital environment, other measures are used such as a length-based tape that can estimate things. The right dose is still a question for researchers and does impact the issue of safety in the out-of-hospital environment. PediDOSE study will compare the standard of administering medication which is the weight-based method versus standard dosing. The weight-based method requires medical practitioners to know the weight of the child, determine a dose in the milligram amount, then convert it to volume to administer. Standard dosing uses a wide therapeutic index wherein the dose given is within a dose range that is effective and safe. Through standard dosing, the medication Midazolam will be administered through a spray in the nose or intramuscular injection based on age. The study was made due to the 30% of children still seizing on arrival and error in medication administration. The problem with dose accuracy has led to overdose and underdosing. There is also the issue with the time delay brought about by the EMS getting to the house after the call and taking time to determine the dose given. This is estimated to be 30 minutes in total which delays seizure care and makes it more difficult to stop. The length-based tape previously used measures a child from head to toe and provides the milligram amount of the medicine to be administered. This milligram amount must still be converted to volume and may have a different formula based on different drugs. Standardized dosing provides the milligram amount and volume of medicine to be provided to a child within a specified age range. Children aged 5 months and below will not be enrolled in the study since the cause of their seizures can be unique and nonrepresentative of typical seizures. Patients aged 12 to 13 will be administered 10 milligrams which is two milliliters through a spray. 10 milligrams are the maximum dose since more than one milliliter cannot be aerosolized per side of the nose. It is also the same as the adult dose. The study will reduce issues around cognitive load for

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EMS providers, the need for IV access, and delays in medication administration. It is important to note that when a patient is still seizing on arrival, there are risks for neurologic morbidity and respiratory failure which have higher consequences including death. The study is NAH-funded and has two aims. It aims to compare the change in dosing based on the two methods and see if children are no longer seizing on arrival. Study investigators hypothesized that age-based dosing, rapid administration, and the effectiveness of no underdosing, will reduce the number of children still seizing on arrival. The second aim is to compare the frequency of respiratory failure after a change in dosing and determine if there is no higher risk of respiratory failure due to standardized dosing.

At the beginning of the study, the EMS responding to 911 calls for child seizures will give them the dosage in the traditional weight-based method. At a randomized time in the four years of the study, there will be a switch to the standardized age-based dosing method. Regardless of how the medication is administered, EMS will still give a dose of Midazolam. EMS will notify Children's Hospital, Colorado, that they are transporting a PediDOSE patient. Upon arrival, if the patient is still confused, a rapid EEG device will be applied to determine if they are still seizing. Following this, seizure care in the emergency department will be routine. EMS providers will give information about the transport. Children with benzodiazepine allergies, children that are pregnant, children with severe growth restriction, and children that have head injuries or ventilator dependence will not be included in the study. These children will be treated the way EMS treats seizure patients. The study will start with children aged two to 13 years old. Over the course of the study, researchers will lower the age range. The study will also be under a Data Safety Monitoring Board (DSMB) that approves the protocol, reviews interim data, and advises investigators on the safety, validity, and scientific merit of the study. Should investigators find that there is harm in the study, it will be stopped completely. The study will also be stopped once it is determined that there is a clear difference between the two methods of medication administration. If there is no clear method yet, the study will continue. The DSMB will ensure close monitoring of patient enrollment and the stoppage of the study due to any safety concerns. Twenty EMS agencies participating across the country will enroll patients. Six months into the study, randomization will begin to switch to standardized dosing. The randomization is due to the training of agencies and to create a spread across sample sizes. This study will last for four years and has an exemption from informed consent. Informed consent drives the ethics of research to ensure that medical research is done ethically and fairly. However, there are cases where informed consent cannot be taken. Consent must be obtained from the person being enrolled in the study such as children aged 7 or older. For younger children, the parents must provide informed consent. However, since the patients are experiencing seizures, they would be altered or confused, and medication should not be delayed in order to get informed consent. Researchers are conducting community consultations to ensure that community members are aware that the study is being done and that it is exempt from informed consent. People do not need to consent to get treatment, but they may consent to whether or not they want their data collected. The FDA regulates exceptions from informed consent research. Regulations apply when

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patients have life-threatening conditions such as ongoing seizures, there is no proven treatment or the available treatment is unsatisfactory, and it is not possible to obtain informed consent from the patient or their family due to a short available time to consent. The study meets all three criteria for exception. Parents may choose whether they want their children to continue to participate. Children aged 7 to 13 may choose to continue or discontinue participation. Those who continue will have their data collected until their discharge from the hospital. The community consultation process will be presented to review boards to ensure that due diligence is done in informing people, receiving feedback, compiling feedback, and addressing concerns. The investigators must demonstrate to the board that the study will be conducted in a manner in which all concerns and issues identified are mitigated. The Aurora Fire Rescue (AFR) applied for a certificate of federal-wide assurance which is given by the Department of Health and Human Services to allow them to conduct research, enroll patients, and safely apply processes and protocols. AFR, Falck, and the investigators have been meeting for over a year for this study and have actively participated in training and monthly group meetings. Deputy Chief Weber has undergone the Collaborative Institutional Training Initiative to train in ethics, consent, research, and compliance as the site contact and site investigator for the AFR. Aurora and Falck have a representative on the Committee that's developed the training for the EMS providers across all 20 sites. The training for providers has been disseminated to all EMS providers in the agency. The study's initial application to NAH was in June 2019 and was resubmitted in October 2020. It received a notice of funding in February 2021 and the monthly meetings started shortly thereafter. It took a year to coordinate sites, submit a community consultation plan, and get the plan approved by IRBs. Community consultation has been ongoing for several months and the study will begin in early August. EMS information goes directly into the Children's Hospital Colorado Electronic Health Record to ensure that data collection and safety issues are streamlined.

CM Jurinsky: Basically, what I want to know is you said that in the study, if you find harm, then you will adjust some things. I want to know that there is absolute protection for Aurora firefighters should there be harm, should anything go wrong with one of these doses. I'm not sure that's a question for you necessarily, maybe it is for one of the City Attorneys. I want to know that without a doubt there is protection for Aurora firefighters administering this dose.

K. Adelgais: So, again, the thing I will say overall is that in just to kind of explain to you and the group as a whole. Our study, as it's being conducted, is being done across 20 sites across the country. We have interviewed 10 families to receive their feedback locally. We have done surveys with 100 families locally. There are a total of 2,000 interviews across the country among family members to express their concerns. We brought this to the Human Relations Board and explained kind of the rationale around that and address their concerns and questions. We brought it to the Immigrant and Refugee Committee also to address their concerns and questions. What will be difficult to determine, and then the protection issue for Aurora Fire Rescue, which I completely understand the concern about, is that

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failing to treat a seizure can result in respiratory depression, and that risk is much higher than treating a seizure even in this range of dosing.

CM Jurinsky: My question, is there protection for Aurora firefighters? I understand 20 different agencies. I care about Aurora firefighters, the most.

K. Adalgais: Sure.

CM Jurinsky: So, is there protection should something go wrong? If an Aurora firefighter administers this dose and there is harm, there was harm to be found, something like that, in this study, are those Aurora firefighters protected? I really need a direct answer here. And like I said, that may not be one for you. That may be one for our City Attorney's Office.

K. Adalgais: I'll ask Angela to speak to that because Angela was involved in the Federalwide Assurance application and the other things. But in my understanding and belief is that, yes, they're protected. But Angela, I don't know if you have anything to add in that regard.

A. Garcia: Good morning, Council Members. Council Member Jurinsky, I don't have that answer off the top of my head. I will certainly get an answer for you and get that back to you.

CM Jurinsky: I need that before I can wholeheartedly get behind something like this and have Aurora firefighters out there. I understand that this is something that could save children's lives. And I want to be all in, I want to be very supportive. But if there is the chance that even one Aurora firefighter may lose their career or worse, over administering one of these doses and harm comes from it, I stand with the firefighters.

R. Weber: Council Member Jurinsky, this is Deputy Chief Weber. What I'd like to tell you is that this will be a change to our protocol. Our members will be following a protocol. So currently right now, they follow a protocol for seizure studies for children. If they follow that protocol and something bad happens, they have that defense that "Hey, I followed the protocol. I did what I was supposed to do." So that's the same way with this protocol is going to be changed, it's going to be in writing. We're just changing our protocol and we change our protocol, the EMS protocols get changed quite often. So, I mean, our defense is, we followed the protocol, so.

K. Adalgais: And also trained on the protocol too.

R. Weber: Yes.

K. Adalgais: I mean, I think, to be clear, all processes from top to bottom are the standard practice of the EMS agency and the providers that work there.

CM Jurinsky: So, Chief Weber, you are in support of this?

R. Weber: Most definitely.

CM Jurinsky: Okay. Thank you. That's really what I needed.

R. Weber: Okay.

CM Zvonek: Okay. Thank you, Kathleen.

Outcome:

Information Only.

Follow-up Action:

None.

4.d Police Auditor Q2 2022 Update

Michelle Crawford presented the Police Auditor's second quarter update. The body-worn camera compliance audit is underway while the Crisis Response Team Audit was completed in June. The Crisis Response Team (CRT) follows the co-responder model that pairs a clinician with an officer. This aims to prevent unnecessary incarceration and hospitalizations and helps reduce patrol officer resources spent on mental health situations. The audit aims to determine if the CRT is effectively receiving and responding to specified incidents and evaluate if resources and staffing are adequate to respond to mental health calls. Based on engagement procedures, additional data is needed to determine the effectiveness of receiving and responding to incidents and the adequacy of CRT staffing resources. It was found that the city lacks formal procedures for handling calls for persons in crisis and dispatching CRT and Crisis Intervention Trained (CIT) officers. Once response requests are received by Aurora 911, the requests are aired over the radio then a patrol officer is dispatched. CRT is also monitoring these to determine if they may respond. Several leading practices are not followed regarding incident receipts including procedures for calls, a policy describing the call taker's role, and procedures for transferring to a crisis line if CRT or CIT officers are unavailable. Aurora911 is recommended to follow leading practices, develop training to handle mental health crisis calls, develop procedures for identifying these calls, develop procedures for dispatching CRT and CIT officers, and evaluate the use of a crisis line. It was found that there are no mental health calls for service data across the city. The current dispatch (CAD) system does not have a category code for mental health-related calls. A mental health crisis can be used as a final category but is not consistently used. The department also lacks training in this. The final call category only allows one category. If there are other factors such as criminal intent, the mental health crisis category may not be appropriate. Throughout on randomly selected week, we narrowed down and reviewed 1,800 calls for service. Out of these, there were 117 calls wherein the CRT could respond. APD is recommended to work with IT and Aurora911 to identify and implement efficient and effective methods to collect mental health calls for service data. This is to ensure the appropriate deployment of resources. There were additional opportunities to gather data in accordance with leading practices. However, some data sets were missing including the number of mental health calls for service, repeat mental health calls, calls transferred to a crisis line, and the number of mental health calls responded to by a CIT officer. CRT is now tracking repeat calls for service. APD is recommended to track additional data

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points. There is no memorandum of understanding in place with the partner agency. The IGA in place for grant funds only included a dollar amount for personnel but not the number of clinicians. Due to this, baseline clinician staffing levels cannot be determined. The CRT positions include a project manager, case manager, clinicians, CRT Sergeant, and CRT officers. The project manager, case manager, and clinician positions have not been consistently staffed from 2018 through Q1 of 2022. There has never been a 1:1 ratio of clinicians to officers. Three different staffing models were identified based on co-responder teams across Colorado. The first is to partner with a mental or behavioral health agency wherein the partner agency controls pay and benefits. They are also responsible for the management, clinical oversight, supervision, maintaining health records, and allowing clinicians to access records. The second is to hire city employees wherein the city controls pay and benefits. In addition to the above-stated responsibilities, the city is responsible for insurance, legal expertise in an electronic health system, and clinical oversight. The third model is to partner with a different provider in which the provider is responsible for the same areas and controls pay and benefits. In models two and three, the clinicians lose access to partner agency records.

The grant funding for the CRT program ends this year. Without adequate staffing, the program becomes a CIT program. The city is recommended to issue a request for information or a request for proposals to evaluate staffing options for clinicians and a case manager. The city is to determine which staffing model works best. APD lacks strong policies around persons in crisis and procedures for the CRT and CIT officers. Currently, there are no standard operating procedures for the CRT. Directives and SOPs were reviewed and areas not meeting leading practices were identified. APD is recommended to develop SOPs that include leading practices for the CRT in cooperation with clinicians and to update its directives to reflect leading practices. A CIT Steering Committee is also recommended. APD is also recommended to work with internal and external partners to identify methods for collecting feedback and raising program awareness.

CM Zvonek: Michelle, thank you so much. I really appreciate the work that you and your team do. I have to admit that every time I hear one of your presentations, I feel like I age a little bit. The last two, the one for the first quarter dealing with the records management issue, which ended up being a bigger issue, and now this. I'm a big believer that this program is necessary and has so much potential. And a lot of what you just presented is disheartening. And I want to open it up to some questions. But in August, and this is for Jason and et al when we go through the Aurora Action Plan, that fourth item, which deals with the CRT program. What I'd like to do is make sure that we are addressing what we are doing to remedy the issues that were just pointed out by Michelle. And I know that we've had some conversations about data collection that's also part of the Aurora Action Plan and having a system that's not so antiquated that we can't capture the appropriate data to determine whether or not a program is successful or not. We're talking about funding and making funding decisions, and I'm a big believer we need to have the

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data necessary. So that's for Jason. But I'm going to open it up for questions to my colleagues before I ask any of mine.

CM Sundberg: I would just say that this is particularly relevant as it's part of the action plan. And I would ask Michelle if there are any municipalities out there, jurisdictions that have really set a good tone with this and a good model that we could help emulate.

M. Crawford: What I found in my research is kind of every jurisdiction's doing something slightly different. I think there's the ability as CRT, they begin to work with other jurisdictions and have those bigger conversations to kind of leverage what's working well in those other areas and to incorporate that back in. But I don't know that there's one specific model. Everything is kind of tailored to each jurisdiction. It's a little bit unique for each program. But I believe as they started, the State's Office of Behavioral Health, I believe, is starting to do some work in this area as well. So, as they expand, I think there's an opportunity to leverage that information and figure out how to best apply it to Aurora to make our program even better.

CM Sundberg: Thank you.

CM Zvonek: My question, I guess, is really for Jason. Jason, as Michelle went through this and she talked about the practices not followed, some of the challenges with data collection, and again, I know you and I have had some offline conversations about different systems there. Do you believe that there are steps being taken to address these shortcomings? And then the second part of that question is, can we have a presentation by August ready for us to go through that and really focus our update on the Aurora Action Plan on this? And I really think it covers obviously the second item in the Aurora Action Plan the data collection, but also this one.

J. Batchelor: No, absolutely. So, this is why Michelle's work is so important. She said the work that's out there, everybody does a little bit differently, and I think as a reminder, kind of Aurora started this a few years ago, I think her audit does a good kind of overview, historical, of how this was initially stood up. And I think the department had every intention of doing this right. They stood it up. And I think the audit now comes at a very important time because as you noted, the grant funding is ending. And I think there is a large recognition of the importance of these programs, as you all have noted. So, we are using her audit really as our kind of guiding document going forward. We, both Sergeant Bunch and Courtney Tassin, have already taken this and are well into implementing these things. And so, they've started looking at SOPs, they've started looking at data collections, and then we're also using this as we develop the 2023 budget. We're going to be moving off of grant funding to having the program funded in the general fund, and then part of that is also going to be include a position that's specifically focused on data and data collection, data analysis, and again, making sure that we're getting that portion of this right. So those are already underway. We're happy to report on that progress and kind of give you an update on that. And then the other important thing that Michelle touched on is this all starts with a call to 911. I know that Tina and her team, as you saw in their response, fully agree and

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fully support the recommendations. Again, I think the timing of the report is very fortuitous and it's the right time. We are very close to implementing our new computer aided dispatch system, and so as we get that online, we then need to look at how we're taking those calls, how we're categorizing those calls, how we're dispatching those calls, and so it is absolutely something that 911 has on their list to do. They're excited for that work. And then the other reason that the timing is fortuitous is that we were successful in getting a grant for a nurse navigation line. We all know that a lot of the calls that come into the dispatch center are medical related, particularly when it comes to calls for AFR service. We were able to get a grant. Tina is working with that grant provider to stand up in nurse navigation line so we could possibly divert some calls and not have to dispatch or adjust how we dispatch medical resources, because there are some calls where if the caller could talk to a nurse, talk to a medical professional, we may be able to either not have a response or adjust our response. I say the nurse navigation line, because as Michelle noted in our audit, that crisis intervention line is a very close corollary of that. So again, so when can we divert responses and perhaps get folks in touch with other mental health providers? As we're rolling out our protocols for the nurse navigation line, we are thinking about, "Well, what does a crisis intervention line work with?" I think, again, clearly lots of work to do. But, again, I think the timing on Michelle's audit and just a number of different things, the CAD implementation, the budget are really, just really coming together nicely. And I think we are happy to come back in August. I know, again, Jake and Courtney are already working on an RFI, RFP process and so we're happy to come back next month. And with that, I know probably both Courtney and Tina are all on. So, for the team, anything to add to my ramblings?

T. Buneta: Good morning, everyone. This is Tina Buneta. And thank you, Jason. I think you captured that very well. I would also like to add that in the midst of all of the other changes that are occurring, not only in this city of Aurora, but nationwide, July 16th is the launch date officially for essentially the 911 of mental health, which is the new 988 number implementation. And I think that with that implementation also, we may see a lot of calls that have historically come into 911, potentially, also be diverted to the 988 crisis line. And so, we're just going to wait for that implementation as well to see how that rollout impacts the number of calls and the types of calls that are coming into our center.

C. Tassin: And Jason Batchelor, I'd also like to add thank you for all the sentiment. Sergeant Bunch and I have been working on the SOPs, the RFP process, the scope of work has been completed and now we're about to send out that purchase requisition after some approval all the way up the chain there. There's been a lot of effort. We have begun our CIT Steering Committee with a bunch of different providers across the Aurora area, as well as looking for individuals who've actively engaged, either with our Crisis Teams or with the behavioral health system to help follow best practices, but also stay in line with what the people truly want out of these programs. We're very thankful for the audit. Michelle was wonderful and she actually brought to light a lot of things that we need to implement or that we have been implementing but just never wrote

down. We're very thankful for Michelle and the audit process and just the entire city staff for their support on this.

CM Zvonek: Okay. Thank you all. Appreciate the update.

Outcome:

Information Only.

Follow-up Action:

None.

4.e Directed Action Response Teams Update

Chief Daniel Oates and Division Chief Jad Lanigan presented the Directed Action Response Teams (DART) Update. DART Teams were reinstated due to the increase in non-fatal shootings, robberies, and motor vehicle theft. The team in training is made up of a lieutenant, two sergeants, 12 police officers, and two detectives. The focus on motor vehicle theft is due to the rise in victims and the rising use of stolen cars in more violent crimes. Other violent crimes such as homicide are dealt with by the Major Crimes Unit. DART aims to impact violent crime through investigative enforcement efforts, targeting established patterns of crime trends, and know hotspots based on intelligence-driven analytical data. Its goal is to locate, identify, and disrupt major criminal activity contributing to violent crime. DART will collaborate with community members and key stakeholders to identify and understand contributing factors. DART also aims to have a lasting impact on violent crime, reverse the increasing number of violent crimes, and reduce the annual number of victims. The team will target known hotspots, established pattern crime trends, and known criminal offenders based on intelligence-driven analytical data. They will focus on individuals engaged in violent crime, habitual offenders, suspected gangs, etc. Priority-based formal and informal joint operations with detectives will be used. The officers that are part of DART will still be providing support in active critical incidents, natural disasters, etc. They will provide immediate aid to patrol on high-priority calls for service and major events. They will also assist in crime scene management, crowd control, suspect apprehension, sequestering, and interviewing of victims and witnesses. Tactical skills will be applied in investigative searches, starchase deployment, and utilization of mesh cameras and license plate readers. Information will also be provided to community members, business owners, and key stakeholders. DART is tasked to do surveillance in unmarked cars and participate in rapid deployment and high visibility enforcement in high-crime areas. They will have directed enforcement operations driven by analytical data, joint operations with inter and intra-agency groups, and basic investigations. Some SWAT officers will also be moved to the DART Team. They will also serve as uniform support on select planned operations. DART will operate the license plate reader enforcement and traffic stops. They will conduct wall stops to confirm criminal activities flagged by undercover officers. They will do pedestrian contracts in high-crime areas, knock and talks, foot patrols, and joint operations. The team will work 10 hours per day from Wednesday through

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Saturday. They are currently working from 2 PM to 12 AM and the timing will change on a weekly basis depending on crime trends. Supervisors and officers can respond to high-priority calls for service, make initial assessments, and notify GRIT detectives. DART officers can provide investigatory support in the form of surveillance and enforcement. The approach will be to provide budgetary relief to APD by reducing the number of GRIT callouts, promoting collaborative efforts, and reducing overtime expenditures. For the pilot program, each team will have a sergeant, investigator or detective, and 6 officers. They will wear a BDU-type uniform and there will be two officers per vehicle.

CM Sundberg: This might blend in more towards the miscellaneous matters, but maybe there's some affiliation. Is the ShotSpotter technology viable to the department and in your efforts here? Any more thoughts on that technology?

D. Oates: Council Member, this came up at the last meeting of the Committee, and the challenge with ShotSpotter is it's very expensive and we're in the process of doing an analysis. We think, in terms of bang for the buck, more cameras and license plate readers around the city, and particularly in areas where we're challenged with violent crime, is likely a better expenditure. I've asked our team to come up with a plan and cost out a plan to layer more cameras and license plate readers in key areas around the city, but also to take a look at the equivalent coverage with ShotSpotter. I have a preference for cameras and license plate readers based on my experience in other places in which I've worked and having a feel for the areas of Aurora that we would be most concerned about. I hope to be coming up with a plan soon on that. But ShotSpotter is not off the table, but we all need to understand, ShotSpotter is very, very expensive.

CM Sundberg: Okay. Thank you. And just a tie-in question. A resident recently asked me a question of going after expired license tags registration on vehicles. Any update on that or does this tie into the Direct Action Response Team as well?

D. Oates: I think I'll let Jad speak to that.

J. Lanigan: Yes. I can answer that. The Traffic Bureau also falls under me. And unfortunately, under the pandemic, the Department of Motor Vehicle basically shut down for a period of time and license plates weren't being renewed. We know that that has since changed, and the DMV is back up and running fully. We have just recently sent out direction again to our officers that we need to start enforcing those license plates and giving tickets back out on expired license plates. This will not be a direction for this team. This team is going to be out there to address violent crime. Not to say that if they need to be able to stop a car and use that as a reason to stop the car. They might use that, but this team is not going to be out there, just specifically taking care of expired license plates. Our Traffic Bureau and our patrol officers have been given direction to start enforcing those expired plates, when and if they can.

CM Sundberg: Okay. And just to say, I appreciate the specific targeted approach to what you're doing here. Thank you.

J. Lanigan: You're welcome.

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CM Zvonek: Okay. I don't have any questions. Just one comment, Chief Oates and Chief Lanigan. I just want to say thank you for putting this team together. As you've heard me say a number of times, there is no greater concern to our residents than improving public safety, and I recognize the staffing challenges that the department has had and continues to have, hopefully to a lesser and lesser extent as time goes on. But nonetheless, I think this very targeted and intentional focus on the crimes that are impacting our residents the most is exactly what we've needed. And when we talk about the importance of building trust in the community, a lot of that is making sure that the police department is capable of responding to crime. And so that's exactly what I believe that this new unit will do and just want to say thank you for bringing it forward. And please, and I know you both are going to say this, don't hesitate to let us know if there are things that you need from us on Council to help you all be successful because your success is the success of our city and of our residents. So, again, thanks for bringing this forward.

Outcome:

Information Only.

Follow-up Action:

None.

5. Miscellaneous Matters for Consideration

None.

6. Confirm Next Meeting

Next meeting confirmed is August 11, 2022, 8:30 a.m. via WebEx.

7. Adjournment

Meeting adjourned at 10:16 a.m.

APPROVED: _____

Dustin Zvonek, Chair



CITY OF AURORA

Council Agenda Commentary

Item Title: August 2022 Police Attrition Update
Item Initiator: John Schneebeck, Business Services Manager
Staff Source/Legal Source: John Schneebeck, Business Services Manager / 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

Business Services Manager John Schneebeck / Megan Platt, Assistant City Attorney

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)*

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.)*

Monthly Update on 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



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

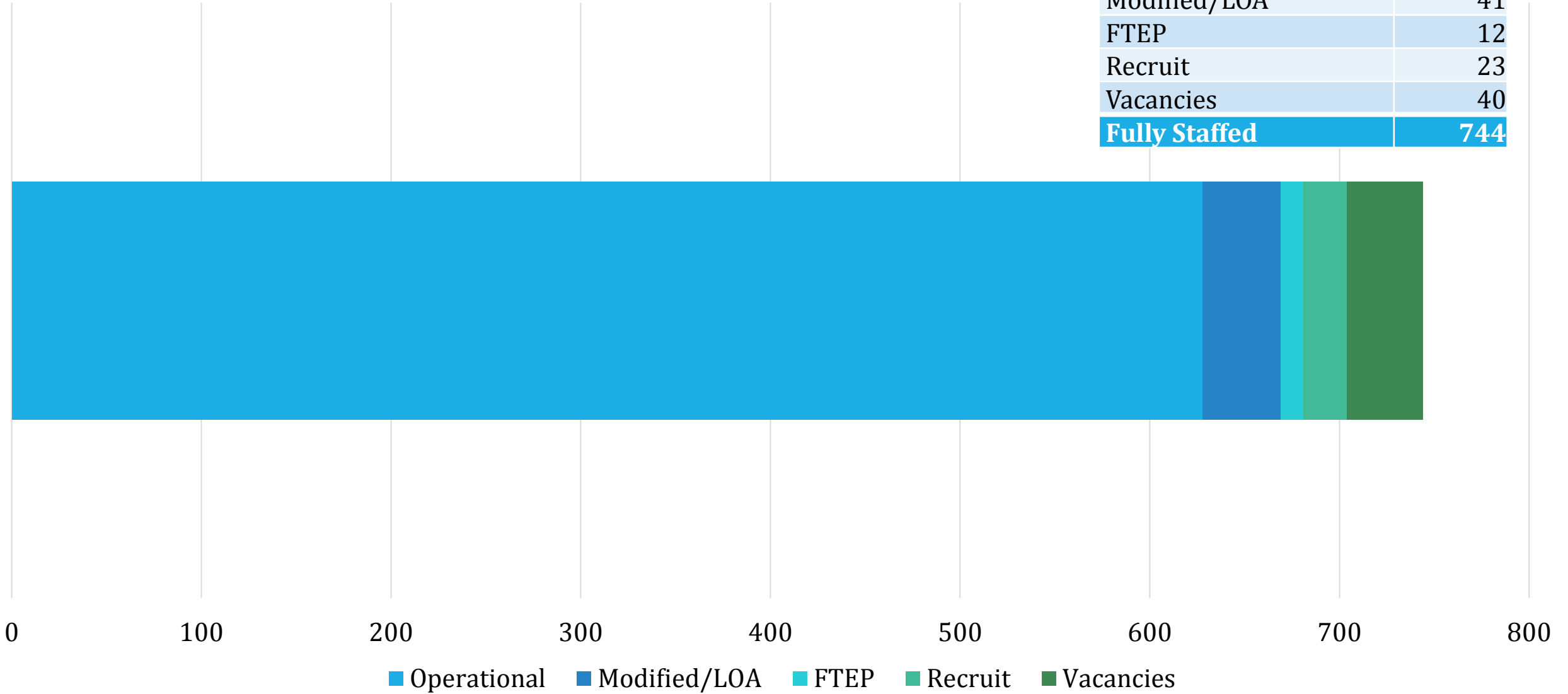
Vision: APD will continually evolve as an innovative agency

Business Services Division

MONTHLY ATTRITION REVIEW

Sworn Staffing Status

Status	Total
Operational	628
Modified/LOA	41
FTEP	12
Recruit	23
Vacancies	40
Fully Staffed	744



2022 Sworn Staffing

Additions:

25 Basics (2022-1B 12, 2022-2B 6, 2022-3B 7)

2 Laterals (2022-1L 2)

9 Reinstatements

36 Total Adds

Losses as of 7/31/22:

27 Resignations (18 commissioned, 6 FTEP, 3 recruits)

13 Retirements

4 Med. Retirements

2 Transfer to Career Service (2 FTEP)

2 Termination (2 commissioned)

1 Death (1 commissioned)

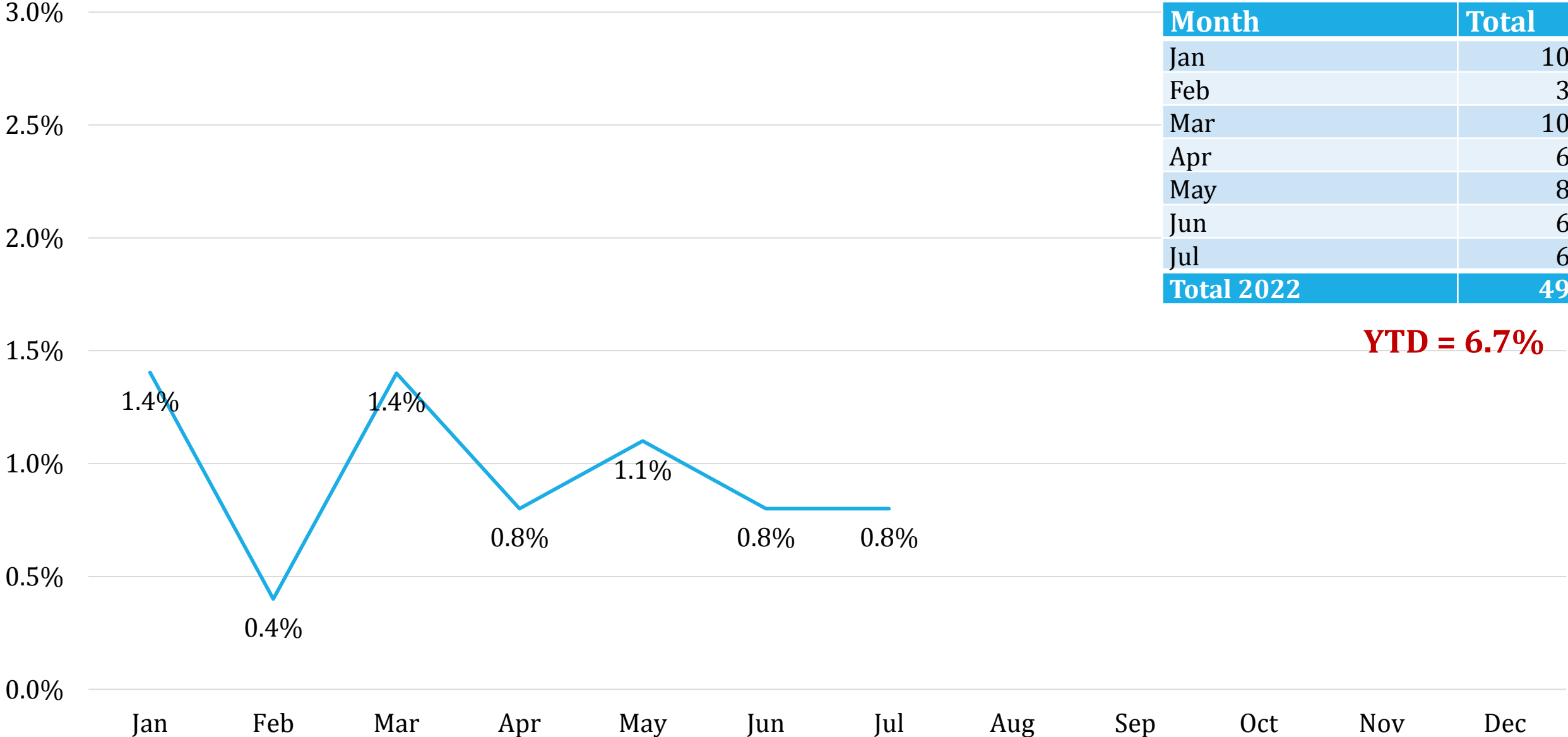
49 Total Losses

13 Net Losses

July FTEP/Recruit Numbers

Class	Count	FTEP Completion
2021-5B (10/25/21) FTEP	7	8/12/22
2022-1L (4/25/22) FTEP	2	8/5/22
2022 Reinstatements FTEP	3	2-8 weeks
2022-1B (2/28/21)	12	12/16/22
2022-2B (4/25/22)	4	2/10/23
2022-3B (6/20/22)	7	4/7/23
Total	35	

Police Turnover Percent

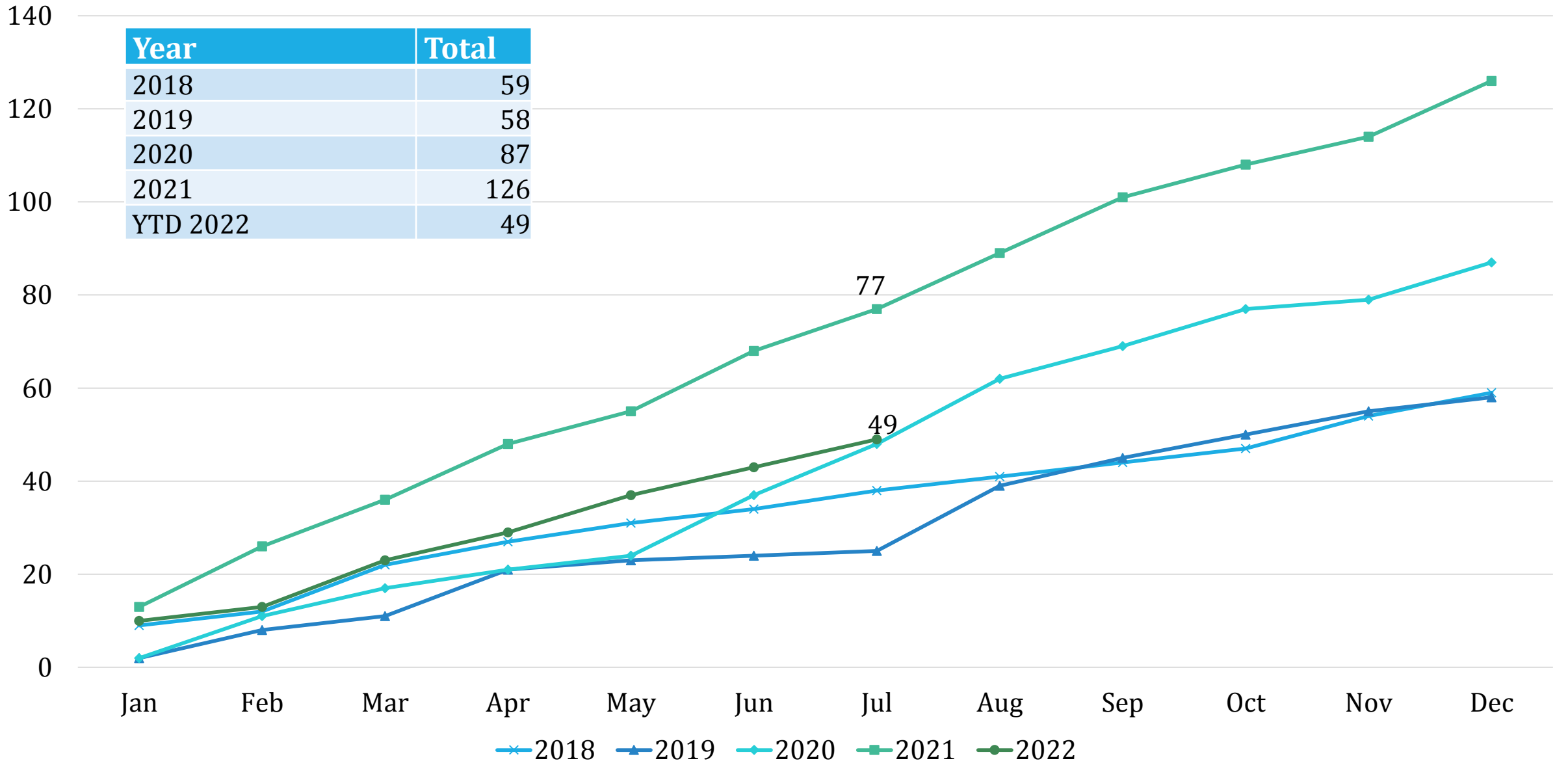


Month	Total
Jan	10
Feb	3
Mar	10
Apr	6
May	8
Jun	6
Jul	6
Total 2022	49

YTD = 6.7%

Attrition Review

Year	Total
2018	59
2019	58
2020	87
2021	126
YTD 2022	49



July Sworn Separations Detail

5 Resignations (4 commissioned, 1 recruit)

1 Retirement

6 Total Losses

Category	Count
Retired	1
Another Job	2
Another LE Job	2
Unknown	1
Total	6

Assignment	Count
Patrol	2
Administration	1
Investigations	1
PAR	1
Recruit	1
Total	6



CITY OF AURORA

Council Agenda Commentary

Item Title: Aurora Fire Rescue Attrition Update
Item Initiator: Allen Robnett, Interim 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 July 2022

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

- Approve Item as proposed at Study Session
- 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?
- Information Only

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

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

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

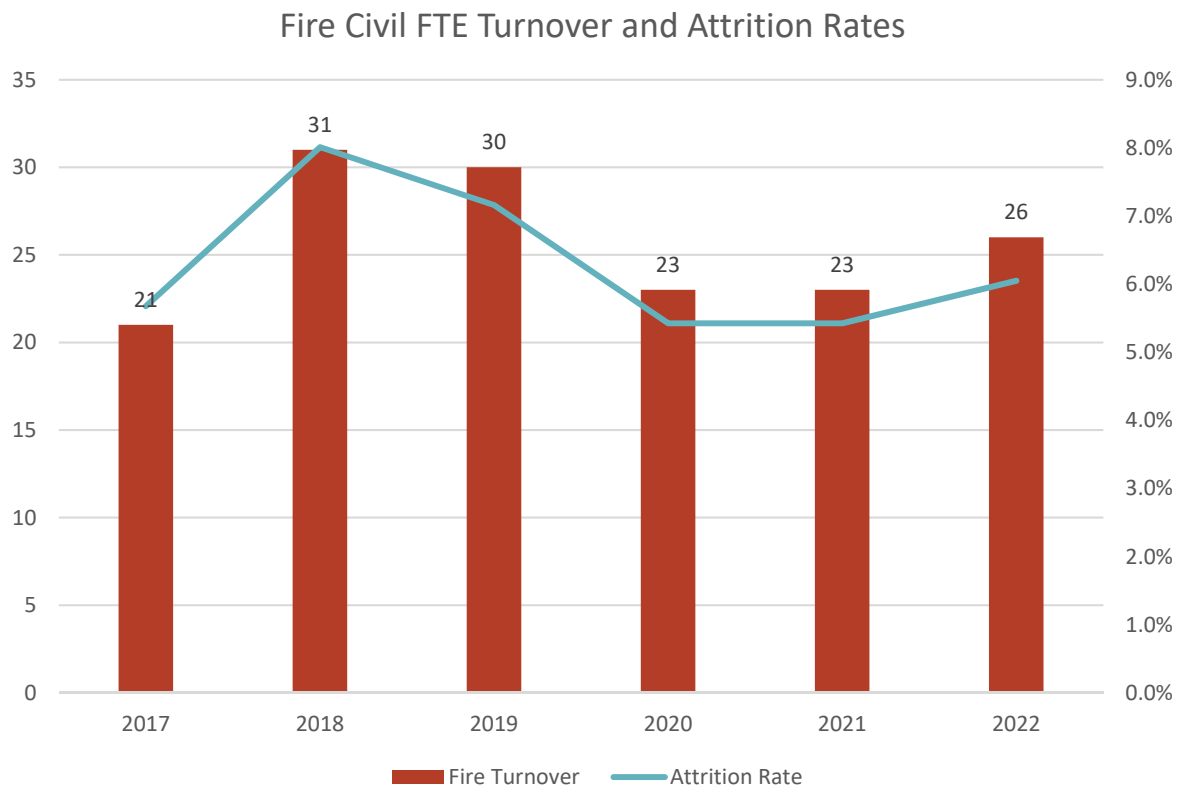
If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

Aurora Fire Rescue Civil FTE Attrition – July 2022

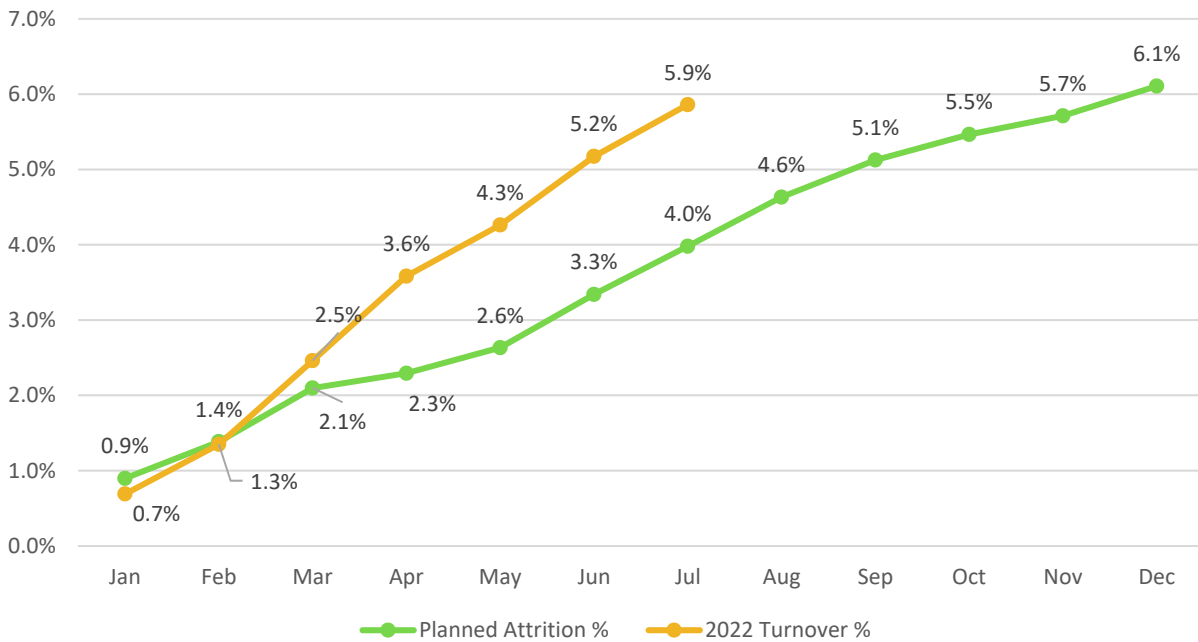


- 2022 YTD Attrition = 26 FTE
- 5-Year Average Attrition = 27 FTE

Aurora Fire Rescue Civil FTE Attrition – July 2022



AFR Turnover % By Month



- 2022 YTD Attrition Rate = 5.9%
- 2021 Attrition Rate = 5.4%
- 5-Year Average Attrition Rate = 6.1%



CITY OF AURORA

Council Agenda Commentary

Item Title: Aurora911 Staffing Update – July 2022
Item Initiator: Director Tina Buneta
Staff Source/Legal Source: Professional Dev Manager Bess Joyce
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: NA

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 Staffing Update for July 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.)

SAtaffing Update for July 2022

QUESTIONS FOR COUNCIL

N/A

LEGAL COMMENTS

Type legal comments here

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
July 2022**

Recruiting and Retention

Authorized FTE:
91

Current FTE: 71
(20 Vacancies)

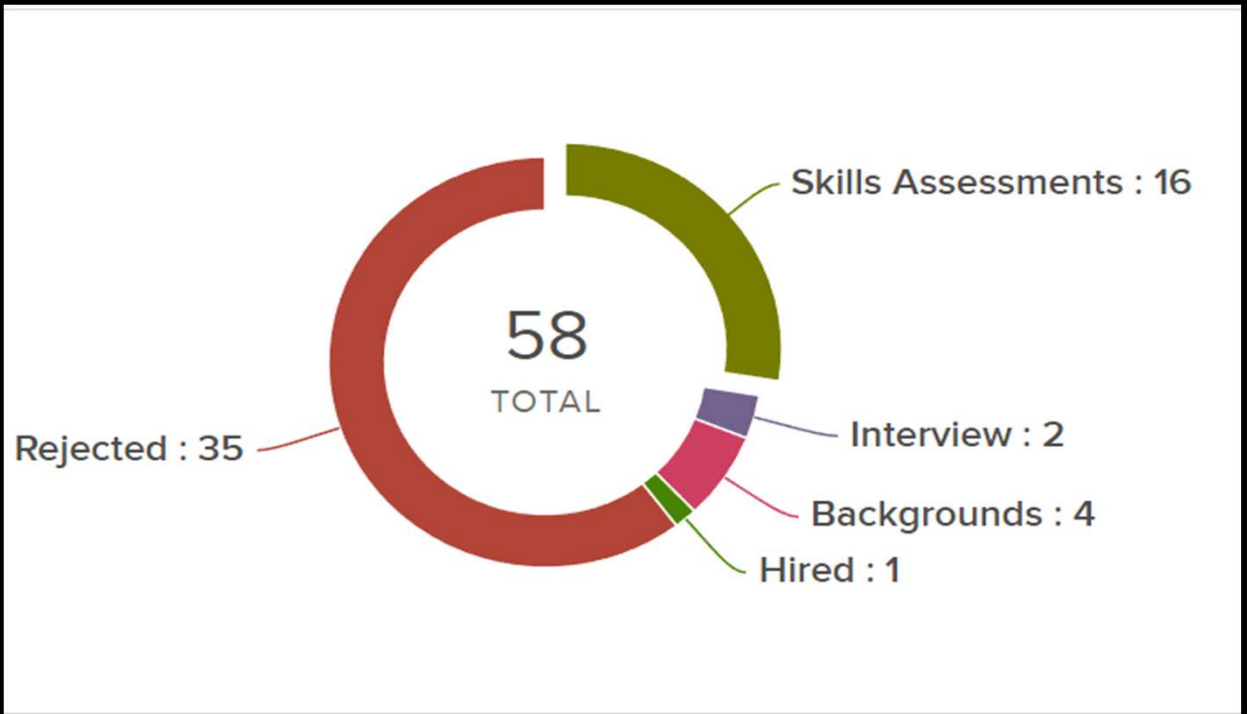
Staffing
Percentage:
78.1% Staffed

***Academy 22-3
starts
Sept 27th***

Recruitment Stats

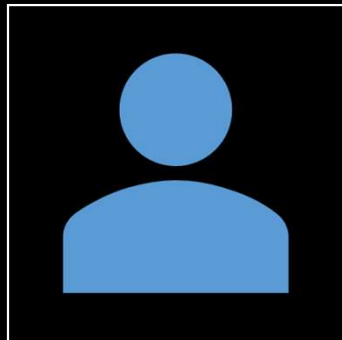
July 26th,
2022

58 applications received



16 sent to testing – 6 in backgrounds/interviews

Vacancy Detail



Entry Level Positions: 18

Next academy starting in September



Operations Supervisor: 1

Currently in skills testing

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)
 - May 2022
 - Two resignations (personal)
 - June 2022
 - Two resignations (personal)
 - July 2022
 - One transition to Variable Hour PT
- 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
 - June 2022
 - One Professional Development Specialist
 - July 2022
 - One Full Time Reinstatement

Continuing into fall for Aurora911

- Internal/External Professional Development for all members
- New CAD training for launch in September
- Recruit On the Job Training through September
- Introduction of Nurse Triage program (October 5th launch)
- Public Education events
- Onboarding Records and Professional Development teammates
- Environmental Improvements (New workstations, carpeting, paint)
- New academy starts September 27th



AURORA911

THANK YOU!

Questions?
Clarifications?



CITY OF AURORA

Council Agenda Commentary

Item Title: Public Safety Action Plan Update (August)- Various
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

Staff Source: Jason Batchelor, Deputy City Manager / Pete Schulte, City Attorney
15 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

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.)

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



CITY OF AURORA

Council Agenda Commentary

Item Title: Resolution Approving the Mutual Aid Agreement between AFR and South Adams County Fire Protection District
Item Initiator: Rod Weber, Deputy of Operations, Aurora Fire Rescue
Staff Source/Legal Source: Rod Weber, Deputy Chief of Operations / Angela Garcia, Senior Assistant City Attorney
Outside Speaker: None
Council Goal: 2012: 1.0--Assure a safe community for people

COUNCIL MEETING DATES:

Study Session: 9/19/2022

Regular Meeting: 9/26/2022

ITEM DETAILS:

Resolution approving the Mutual Aid Agreement between AFR and South Adams County Fire Protection District

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.)

New mutual aid agreement between AFR and South Adams County Fire Protection District for an area previously operated by Sable Altura Fire Department. AFR has numerous other MOU's with surrounding departments and districts.

QUESTIONS FOR COUNCIL

Does the PSCCS policy committee approve moving the Resolution approving the Mutual Aid Agreement between AFR and South Adams County Fire Protection District 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

Aurora Fire Rescue



Mutual Aid Agreement with South Adams County Fire
Protection District (SACFD)

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



New Agreement

AFR has been contacted by South Adams County Fire Protection District Fire Chief to produce a new mutual/automatic aid agreement between the two entities.

The agreement will be for fire-related emergency calls (structure fires).

Both entities will provide one (1) engine/truck company to agreed upon first due areas.



Response Areas

AFR will respond to the area generally bordered by E. 81st Ave. on the South, Buckley Rd. on the west, E. 96th Ave. on the North and the Denver International Airport West fence line on the East.

SACFD will respond to the area generally bordered by E. 26th Ave. on the South, N. Dunkirk St. on the West, Pena Blvd. on the North and N. Hayesmount Rd. on the East.



New Agreement

This area in question was once covered by Sable/Altura Fire Department and was recently annexed by SACFD which led to the need for the new agreement.

AFR maintains other Mutual Aid agreements with area Fire Departments and this agreement follows the same format as the others.

Questions?





Thank you

**INTERGOVERNMENTAL AGREEMENT FOR MUTUAL/AUTOMATIC AID
BETWEEN THE SOUTH ADAMS COUNTY FIRE PROTECTION DISTRICT AND
THE AURORA FIRE DEPARTMENT**

This INTERGOVERNMENTAL AGREEMENT FOR MUTUAL/AUTOMATIC AID (this “Agreement”) is made and entered into this _____ day of _____ 2022 by and between the City of Aurora (the “City”), on behalf of its Aurora Fire Rescue (“AFR”), and the South Adams County Fire Protection District (the “SACFD”) (each referred to separately as a “Party” and jointly referred to as the “Parties”).

RECITALS

WHEREAS, the Parties wish to serve their communities through the effective provision of fire protection and emergency response services; and

WHEREAS, the provision of such services can be better served through the use of mutual or automatic aid between the Parties; and

WHEREAS, pursuant to the provisions of the Colorado Constitution, Article XIV, Section 18(2)(a) and (b) and Section 29-1-203, C.R.S., the Parties desire to establish an agreement to provide services or functions, specifically, for mutual/automatic aid response of equipment and personnel of each Party to areas within the jurisdiction of the other Party, as provided herein; and

WHEREAS, establishment of a mutual/automatic aid agreement will serve a public purpose and will promote the health, safety, security and general welfare of the inhabitants and visitors of the Parties and the State of Colorado.

NOW THEREFORE, in consideration of the mutual promises and benefits described herein, the receipt, adequacy, and sufficiency of which are hereby acknowledged, the Parties hereby agree as follows:

1. The City, through AFR, will provide one (1) engine / truck company, first-due, to all fire-related emergency calls (structure fire) originating within the response area generally

bordered by E. 81st Avenue on the south, Buckley Road on the west, E. 96th Avenue on the north and the Denver International Airport west fence line on the east. SACFD will provide all companies as required by the appropriate SACFD response plan in addition to the one (1) engine / truck company from AFR. The City, through AFR, will provide one (1) mutual aid engine / truck company or specialized resources, at the request of the SACFD incident commander within the identified response area for all-hazards emergencies, if AFR resources are available and approved by the Shift Commander.

2. The SACFD, will provide one (1) engine / truck company, first-due, to all fire-related emergency calls (structure fire) originating within the response area generally bordered by E. 26th Avenue on the south, N. Dunkirk Street on the west, Pena Boulevard Avenue on the north and N. Hayeshmount Road on the east. AFR will provide all companies as required by the appropriate AFR response plan in addition to the one (1) engine / truck company from SACFD. The SACFD, will provide one (1) mutual aid engine / truck company or specialized resources, at the request of the AFR incident commander within the identified response area for all-hazards emergencies, if SACFD resources are available and approved by the Battalion Chief.
3. All requests for a response on southbound E-470 from Pena Boulevard to E. 64th Avenue will be provided by SACFD. Requests for mutual aid resources from AFR may be made for a response if SACFD is out of position or additional resources are requested. This request will be approved or denied by an AFR Battalion Chief.
4. All requests for response on northbound E-470 from Pena Boulevard to E. 96th Avenue will be provided by AFR. Requests for mutual aid resources from SACFD may be made for a response if AFR is out of position or additional resources are requested. This request will be approved or denied by the SACFD Battalion Chief.
5. Response assignments onto interstates or other roadways will be determined upon the designated response plans for each department.
6. This Agreement will not require the move-up of resources for either agency. In the event that either agency requests a move-up to support City / District coverage, the request can be made, and the requestor agency / battalion chief will approve or deny the request based upon

situational awareness of their primary district and capabilities to cover their incident response needs.

Communications protocol:

7. Aurora911 and the Adams County Public Safety Communications Center (ADCOM) will provide dispatch services for their respective agencies in accordance with this Agreement.
8. Fire-related emergency incidents in which AFR and SACFD are responding together within the designated automatic aid response areas will require the communication center that receives the request to notify the other agency as appropriate. When responding to this area, Aurora911 will initially dispatch all AFR companies on the Suppression Dispatch channel. Responding SACFD units will code up on the assigned AFR suppression channel. The Adams County Emergency Communication Center (ADCOM) will initially dispatch all SACFD companies on the SACFD Primary channel. Responding AFR units will code up on the assigned SACFD operations channel.
9. Individual agency responses to E-470 will be dispatched according to each department's specific policy and/or procedure.
10. The Parties shall cooperate with each other during and until completion of any response under this Agreement. Each Party shall be responsible for obtaining the information necessary for completion of its own emergency incident report and shall exchange that information with the other Party present at the incident as necessary and as appropriate under applicable law or protocol. As needed or required, and as appropriate under applicable law or protocol, the Parties may share information with other safety or law enforcement agencies that respond to emergencies. All protected health information shall be subject to HIPAA privacy requirements.
11. Any and all dispatch, communications, or technology costs to comply with this Agreement will be the responsibility of the respective agency. This Agreement creates no binding obligation upon either agency to fund, support, or provide any sort of financial assistance in complying with the terms of the Agreement.

Financial Obligations:

12. All financial obligations of the Parties created by the terms of this Agreement, if any, are contingent upon funds for those purposes being appropriated, budgeted, and otherwise made available by their governing bodies.
13. **Compensation:** The Parties agree that the services to be provided under this Agreement to each other are of equal value. All aid rendered under the terms of this Agreement shall be without charge to either Party.

Review, Renewal, Reassignment, Severability, Execution, Personnel/Equipment and Notices:

14. **Review:** AFR and SACFD will meet annually either in person or electronically to review and evaluate the continued effectiveness of this Agreement. This Agreement may be altered, changed, amended, and or modified at any time upon request of either Party and upon a showing of good cause. Should any alteration, modifications, amendments, or changes be made to this Agreement, they shall be reduced to writing and signed by the Parties in the same manner as this Agreement. In the event that neither Party wishes any alteration, modifications, amendments, or changes be made to this Agreement, the Agreement will automatically renew under the existing agreement terms for a term of one (1) year.
15. **Assignment:** The services contemplated under this Agreement shall not be assigned, sublet, or transferred without the written consent of both Parties.
16. **No Third Party Beneficiary:** Nothing in this Agreement shall be construed as conferring an enforceable right or benefit to any third party or as a waiver of the limitations on damages or any of the privileges, immunities, or defenses provided to, or enjoyed by, either party under common law or pursuant to statute, including but not limited to the Colorado Governmental Immunity Act, Sections 24-10-101, *et seq.*, C.R.S.
17. **Governing Law:** This Agreement shall be governed by and construed in accordance with all laws of the State of Colorado and all the ordinances of general applicability enacted pursuant thereto.
18. **Severability:** In the event that any of the terms, covenants or conditions of this Agreement or their application shall be held invalid as to any person, entity or circumstance by any court

having competent jurisdiction, the remainder of this Agreement and the application in effect of its terms, covenants or conditions to such persons, entities or circumstances shall not be changed thereby. Either party may terminate its participation in this Agreement with thirty (30) days prior notice to the other Party, either with or without cause. Such notice must be in writing and provided to the Chief of the Party to whom the notice of termination is being given.

19. **Personnel and Equipment:** Nothing herein shall operate to alter or amend the provisions of Section 29-5-109 C.R.S., regarding workers' compensation coverage. Each Party shall remain responsible for the payment of salary, wages, or other compensation or reimbursement of its own personnel used in responses under this Agreement, and all costs associated with the use of their own equipment and apparatus. The personnel and equipment of any Party providing a response under this Agreement shall be insured by the liability, workers' compensation, or other insurance of their own agency, and nothing herein is intended nor shall be deemed to create joint employment among or between the Parties with respect to their respective employees, policies, benefits, or in any other manner. Each Party shall be responsible for their own consumable equipment and supplies, including fuel, which may be consumed as part of a response under this Agreement.
20. **Notices:** All notices, requests, demands and other communications which may be or are required to be delivered hereunder will be in writing and will be delivered in person, by facsimile transmission, or by certified mail, return receipt requested, to the Parties at the following addresses:

For Aurora Fire Rescue

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

For South Adams Fire Protection District

South Adams Fire Protection District
Attn: Fire Chief
6050 Syracuse Street
Commerce City, CO 80022

21. **Endorsement:** By their signatures below, the following Parties in the Agreement on behalf of their respective jurisdiction and with the terms and conditions above, the Parties do not intend to create any obligation or contract, express or implied, other than those specified within this Agreement.

[SIGNATURE PAGE TO FOLLOW]

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their duly authorized representatives as of the day and year first written above.


CITY OF AURORA

MIKE COFFMAN, Mayor

ATTEST:

Kadee Rodriguez, City Clerk

APPROVED AS TO FORM:



Angela L. Garcia, Senior Assistant City Attorney

**SOUTH ADAMS COUNTY FIRE
PROTECTION DISTRICT**

Name:

Title:

RESOLUTION NO. R2022 - _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO, APPROVING THE INTERGOVERNMENTAL AGREEMENT FOR MUTUAL/AUTOMATIC AID BETWEEN THE CITY OF AURORA, COLORADO AND THE SOUTH ADAMS COUNTY FIRE PROTECTION DISTRICT, COLORADO

WHEREAS, the City of Aurora and the South Adams County Fire Protection District wish to serve their communities through effective provision of fire protection and emergency response services; and

WHEREAS, the provision of such services can be better served using mutual or automatic aid between the City of Aurora and the South Adams County Fire Protection District; 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, establishment of a mutual/automatic aid agreement will serve a public purpose and will promote the health, safety, security and general welfare of the inhabitants and visitors of the City of Aurora, the South Adams County Fire Protection District, and the State of Colorado.

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

Section 1. The Aurora City Council approves the Intergovernmental Agreement for Mutual/Automatic Aid between the City of Aurora, Colorado, and the South Adams County Fire Protection District, 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



CITY OF AURORA

Council Agenda Commentary

Item Title: EMS Protocol – New Sedative Added (Droperidol)
Item Initiator: Rod Weber, Deputy Chief of Operations, Aurora Fire Rescue
Staff Source/Legal Source: Rod Weber, Deputy Chief of Operations / Angela Garcia, Senior Assistant City Attorney
Outside Speaker: Dr. Eric Hill, AFR Medical Director
Council Goal: 2012: 1.0--Assure a safe community for people

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

ITEM DETAILS:

AFR EMS Protocol – New Sedative Added (Droperidol)

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.)

At the direction of Dr. Eric Hill, AFR will be adding a new sedative to our EMS protocol. The new sedative is Droperidol and will be used on patients who pose a risk of physical harm to themselves, others or EMS providers if they become violent and/or agitated. This sedative will help the EMS provider to safely evaluate and care for a patient with a potentially serious medical condition.

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

Prehospital Patient and Provider Safety

Shared goal: to create a framework for emergency medical care for our community that allows for the treatment of patients with a medical emergency to be safely cared for and transported to the hospital.

WHY – the “why” do we need to even sedate patients in the first place?

- Medical emergencies come in innumerable forms, and can impact an individual’s ability to care for oneself or others
- These emergencies may be related to an underlying illness, traumatic injury, intoxication with a variety of substances, or a mental health emergency
- EMS providers are specially trained to identify patients having a medical emergency, and are employed to provide the standard of care for their patients
- This means transporting patients to the hospital, who, at times, are unwilling or unable to consent to go
- EMS providers are trained to identify “decision making capacity” (Protocol 0030). If a patient lacks decision making capacity, providers are trained to act with beneficence under implied consent to get them medical care
- Transporting that patient can pose a risk of physical harm to the patient and EMS providers if the patient is violent and/or agitated
- The reason a sedative may be indicated is to enable the EMS provider to safely evaluate and care for a patient with a potentially serious medical emergency. Sometimes the violent behavior makes it impossible to safely assess the patient or provide medical care for the patient.
- The American College of Emergency Physicians recently published a Task Force report on hyperactive delirium with severe agitation available [HERE](#)
 - This report emphasized the importance of sedating medication, to be used in conjunction with other de-escalation techniques:
 - “Parenteral medications are often required to treat severe agitation. Multiple pharmacologic options exist for effective treatment of hyperactive delirium with severe agitation. There is no consensus on a single “optimal” medication at this time, but...droperidol, olanzapine, and midazolam delivered via intramuscular injection are the options best supported by current literature.”
- Severe agitation is an acute life-threatening emergency that should be treated as such and therefore obligates treating providers to utilize clinical assessment, clinical judgment, and multimodal treatment modalities to deliver safe and effective care. Sedating medications are a cornerstone of safe and effective treatment of this at risk population.

HOW – the “how” do we accomplish our shared goal for safe emergency care and transport?

- Verbal de-escalation training
- Training to identify who is a patient, and who is not
- Training on decision making capacity for patients
- Medication assisted sedation
 - **Versed:** a benzodiazepine, works on receptors in the brain that are similar to the receptors that alcohol work on. This is an effective medication, however, is not ideal in all medical situations and can increased risk to patients in certain physiologies of agitated behavior

- **Droperidol:** an atypical antipsychotic, which has been extensively studied in prehospital medicine, and has been determined to be a safe and effective medication for sedation when necessary

Page CB, Parker LE, Rashford SJ, et al. A Prospective Before and After Study of Droperidol for Prehospital Acute Behavioral Disturbance. *Prehosp Emerg Care*. 2018;22(6):713-721. doi:10.1080/10903127.2018.1445329

Uebinger RM, Zaidi HQ, Tataris KL, et al. Retrospective Study of Midazolam Protocol for Prehospital Behavioral Emergencies. *West J Emerg Med*. 2020;21(3):677-683. Published 2020 Apr 21. doi:10.5811/westjem.2020.3.45552

- Protocols have been designed and adopted across all major metropolitan EMS providers (fire departments with scope and ambulances services) in the region to allow for the safe administration of these medications, depending on the specific patient and identified medical emergency
- These medications have DIFFERENT mechanisms of action, durations, time of onset, and are indicated for different etiologies of emergency medical care. There is not one ideal medication for every patient condition.

PLAN – the “plan” for training, protocol implementation, and case review

- Every patient contact involving the use of physical restraints or a chemical sedative are reviewed by the Medical Director under the Continuous Quality Improvement Program. These reviews are to ensure that the paramedics are using the medication properly according to the treatment protocols.
- Every 6 months the medical direction team will review the previous 6 months of calls to assess for any trends or patterns of concern, identify any training needs that should be undertaken, or updates to the treatment protocols.

6005 PRINCIPLES OF MANAGEMENT FOR THE AGITATED PATIENT

Principles:

While treating patients experiencing agitation, safety of EMS providers should be maximized while honoring patient dignity and treating the patient's medical condition in a professional manner.

- **EMS Safety.** The safety of field personnel is paramount. Although EMS personnel have a duty to treat patients experiencing emergency medical conditions, they must not take risks that they are not comfortable with. Risks to scene safety should be commensurate to the benefit a patient may receive.
- **Patient safety.** Patient safety and the aid they receive from our care is the reason EMS exists. All treatments should be designed to reduce potential harm and maximize potential benefit.
- **Dignity.** All patients and providers deserve dignity and respect. Patient encounters for mental health and drug related behavioral emergencies often create challenges in recognizing the patient's dignity. It is essential that EMS professionals recognize our own biases. We owe it to our patients, especially those in disenfranchised groups, to provide equitable care. We strive to maximize the dignity of both patients and providers by practicing with clinical expertise and professionalism.

Initial Assessment:

The most critical initial step in managing agitation is the determination of an emergency medical condition.

- Patients assessed as having non-medical agitation do not require emergency medical intervention. EMS should never intervene solely for the support of another 911 function.
- EMS should only intervene in the medical management of agitation when the patient is assessed and suspected to have an emergency medical condition.
- Prior to any physical restraint or medication administration all patients must first be assessed and suspected to have an emergent medical condition. Depending on the acuity of the situation, some initial assessments must be made in seconds while others may require more time.
- In some situations, it may be appropriate for EMS to stand by in case a person develops a medical emergency.
- Some patients with emergency medical conditions such as trauma or dyspnea may also exhibit agitation. That agitation should only be treated if the paramedic assesses that the patient lacks decision making capacity to care for their illness or injury.
- As soon as safely possible, EMS providers should assess and treat for underlying conditions that may present as agitation.
- EMS safety is paramount. In extreme circumstances it may be necessary to separate from an agitated patient in order to protect the patient and personnel on scene.
- When we have tension between the duty to treat and the safety of field personnel, we should apply the principles of EMS safety, patient safety and dignity.



CITY OF AURORA

Council Agenda Commentary

Item Title: Havana Corridor Retail Theft Initiative
Item Initiator: Cassidee Carlson, Operations Division Chief
Staff Source/Legal Source: Cassidee Carlson, Operations Division Chief / Megan Platt, Assistant City Attorney
Outside Speaker: N/A
Council Goal: 2012: 1.0--Assure a safe community for people

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

ITEM DETAILS:

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

Cassidee Carlson, Operations Division Chief / Megan Platt, Assistant City Attorney

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.)

Retailers within the Havana BID have expressed concerns surrounding retail theft. APD is responding by working alongside these stakeholders to create more efficient processes, improve communication, identify offenders and hold them accountable. Ultimately our goal is to reduce these property crimes not only on the Havana Corridor, but across the city.

QUESTIONS FOR COUNCIL

N/A

LEGAL COMMENTS

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

PUBLIC FINANCIAL IMPACT

- YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

- Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

Havana Corridor Retail Theft Initiative



Operations Division Chief Cassidee Carlson



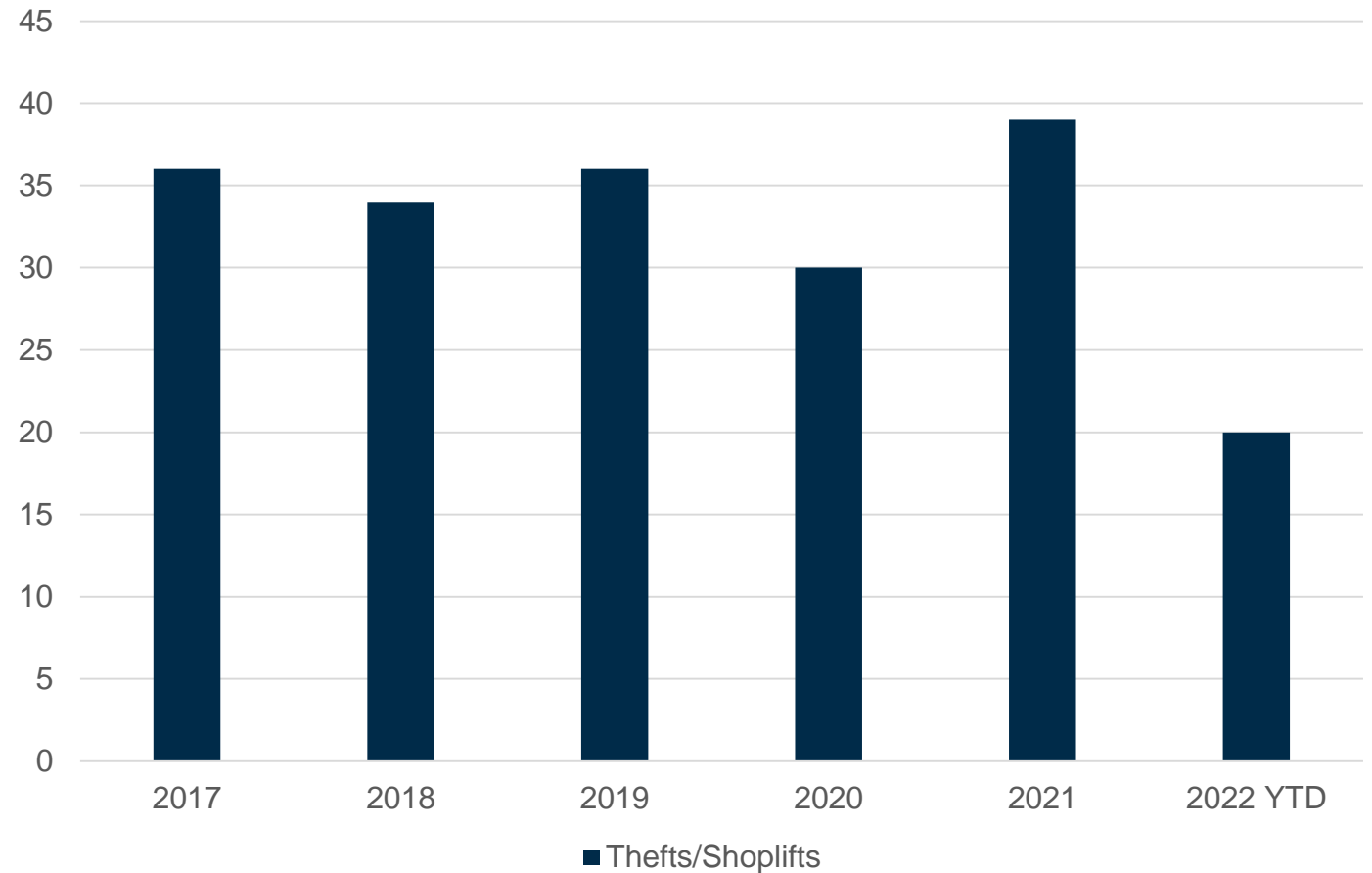
Background

- Havana BID meeting on July 7th
- Topic: Retail Theft
 - Concern - thefts have increased
- Participants:
 - Retailers
 - Regional Loss Prevention Managers



Five Year Data

- The statistics don't support that it is a major issue
- BUT we believe that shoplifts are under reported
- Why?





Traditional Responses

- Loss Prevention Response
 - Don't engage with shoplifter
 - Wait until shoplifter passed point of sale
 - Criteria varies for 9-1-1 call, online report, no report
- Police Response
 - Often suspects are gone prior to police arrival
 - If suspect is contacted, summons issued



Felony Level Response: Current Operation

The “Prolific Shoplifter”

- In order to build a case:
 - Felony event identified
 - Detective reviews all shoplifting cases to determine commonalities
 - Contact other retailers to connect additional theft incidents that may not have been previously reported
 - Gather video and assist in the reporting of the incident to file additional cases

This is labor intensive and inefficient.



Goals: Havana Corridor Retail Theft Initiative

- Early identification of patterns and prolific offenders
- Improve quality of cases on prolific offenders
- Allocate limited patrol resources where they make the most impact
- Streamline process for Department to address retail theft
- Streamline process for retail partners to report crime
- Prevent and reduce retail theft



Actions Taken

- Data collection from previous five years
- Intel Unit met with the Loss Prevention managers of large box retailers on Havana Corridor
- Researching best practices to reduce retail theft – this is a national concern
- Increased membership in the Colorado Organized Retail Crime Association – improved information sharing
- Retail Theft Prevention Sheet created by PAR
- Collaboration among Intel Unit, crime analysts, PAR and investigations



Next Steps

- Meeting set with retail partners (August 12)
- Retailers to provide top 10 prolific shoplifting offenders
- Identify and flag prolific shoplifters in our records system
- Work with City Attorney's Office for mandatory arrest and next day arraignment on flagged shoplifters
- Designate a detective who will specialize in putting these cases together into municipal court and district court
- Improve online reporting for retailers
- Improve analyst notification of online reports to track patterns and suspects



Tracking Outcomes

- Assess if process improvements are leading to stronger cases
- Track outcomes of municipal and district cases
- Solicit feedback from retailers and loss prevention on process



CITY OF AURORA

Council Agenda Commentary

Item Title: APD Back to School Safety Update
Item Initiator: Cassidee Carlson, Division Chief
Staff Source/Legal Source: Lonnie Eddy, 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

Lonnie Eddy, Lieutenant / Megan Platt, Assistant City Attorney

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 |
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| <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.)

In an effort to prioritize school safety and provide reassurance to the Aurora Public School and Cherry Creek School districts, the Aurora Police Department developed a proactive plan to educate them on measures the agency has taken.

QUESTIONS FOR COUNCIL

N/A

LEGAL COMMENTS

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

PUBLIC FINANCIAL IMPACT

- YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

- Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A



APD BACK TO SCHOOL SAFETY UPDATE

PUBLIC SAFETY, COURTS, CIVIL SERVICE COMMITTEE

AUGUST 11, 2022

PRESENTED BY: LT. LONNIE EDDY

OVERVIEW

- STAFFING AND POLICY
- FOCUSED TRAINING
- IMPROVED ACCESS
- TRAINING OFFERED TO SCHOOLS
- PREVENTION TIPS
- REASSURANCE MESSAGING

STAFFING AND POLICY

- SROS IN BOTH CHERRY CREEK AND AURORA SCHOOLS
- UPDATED DM 12.09 - ACTIVE CRITICAL INCIDENTS
 - *In the event that a solo uniformed sworn APD officer is first on scene and reasonably believes that a suspect is actively engaged in shooting other persons or the suspect still poses an immediate threat, the officer shall enter the location and immediately take all reasonable and necessary actions to stop the threat. The officer shall transmit via radio that he/she is entering the building alone and any other pertinent information that responding officers need to know upon their arrival.*

FOCUSED TRAINING

- "EVERYONE GOES"
- SINGLE OFFICER RESPONSE FOCUS FOR ALL
- JOINT TRAINING WITH AFR - A.S.H.E.R.
- JOINT TRAINING WITH SCHOOL SECURITY TEAMS



IMPROVED ACCESS



TRAINING OFFERED TO SCHOOLS

- TABLETOP EXERCISE (1 HOUR OR LESS)
 - APD TRAINING EXPERT AS FACILITATOR
 - 1 SERGEANT, 2 PATROL OFFICERS AS PARTICIPANTS
 - YOUR KEY ADMINISTRATOR(S) AND SUPPORT STAFF
 - A DISCUSSION OF THE FIRST HOUR OF A HYPOTHETICAL INCIDENT
 - WHAT WOULD WE DO?
 - WHAT WOULD YOUR TEAM DO?
 - HOW WILL WE COMMUNICATE?
 - WHAT WILL WE EXPECT OF EACH OTHER?

PREVENTION

WE PROVIDED TIPS AND RESOURCES TO SCHOOL ADMINISTRATION

IF WE GET INFORMATION ABOUT A STUDENT WHO MAY BE ARMED:

- INTELLIGENCE UNIT, SROS, PATROL OFFICERS AND SPECIALTY UNITS ARE MOBILIZED TO INVESTIGATE, RESPOND AND INTERVENE.

IF WE GET INFORMATION CONCERNING BEHAVIOR OR COMMUNICATION THAT INDICATES A POSSIBILITY OF VIOLENCE:

- TARGETED VIOLENCE PREVENTION (TVP) PROGRAM, INTEL, AND INVESTIGATIVE RESPONSE.



REASSURANCE MESSAGING

- PRESENTATION TO ALL AURORA PUBLIC SCHOOL ADMINISTRATION (7/25)
- PSA FOR ALL CHERRY CREEK AND AURORA EDUCATORS AND STAFF
- AURORATV STORY



CITY OF AURORA

Council Agenda Commentary

Item Title: MESH Camera Expansion Proposal
Item Initiator: Christopher Poppe, Lieutenant
Staff Source/Legal Source: Christopher Poppe, 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

Christopher Poppe, Lieutenant / Megan Platt, Assistant City Attorney

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

N/A

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

The Aurora Police Department embraces numerous forms of technology that are intended to provide safety for officers, enhance investigative abilities, improve efficiencies, and allow for transparency to the community. Over 10 years ago, the department started developing a system of surveillance cameras that use radio frequencies to transmit video to a central Video Management System. The system is known as a MESH camera network.. This system of cameras are used daily to capture criminal acts, investigate traffic crashes, identify suspects/vehicles/direct of travel, monitor active incidents, develop suspect pattern of life activities, and track the travel of stolen vehicles. Additional cameras would provide further valuable support for investigations throughout the city. The potential for growth includes areas in all 3 districts. ESS proposes expanding the network in 20-camera phases (2 phases total).. These additional cameras would provide coverage on additional major travel corridors, and around area hospitals, schools and parks. The proposed expansion would require approximately \$218,200 and would include the actual camera equipment, network enhancements, and training for staff. The presentation will expand on the request.

QUESTIONS FOR COUNCIL

N/A

LEGAL COMMENTS

This is an appropriate item for Council's consideration as, under City Charter §1-3, this is necessary and proper for the administration of local and municipal matters. (Platt)

PUBLIC FINANCIAL IMPACT

- YES NO

If yes, explain: Type explanation here or enter N/A if no public financial impact.

PRIVATE FISCAL IMPACT

- Not Applicable Significant Nominal

If Significant or Nominal, explain: Type explanation here or enter N/A if no private fiscal impact.



Proposed MESH camera expansion

APD utilizes numerous technology platforms and systems that are intended to provide safety for officers, enhance investigative abilities, improve efficiencies, and allow for transparency to the community.

SOME EXISTING TECHNOLOGY OPTIONS

- MESH cameras (expansion)
- License plate readers (upgrade or lease)
- Gun-Shot Detection (Shot-Spotter)
- Real Time Crime Center



VIDEO EVIDENCE

Video recordings are a primary source of evidence in criminal investigations

- Sources include-
 - Aurora Police and City of Aurora camera networks
 - Body Worn Cameras
 - Cell phone videos
 - Business security cameras
 - RTD busses and stations
 - Neighborhood & Residential systems (ie: Ring)



MESH camera network

- Cameras are positioned to capture activity in major intersections, around known crime locations, or venues that are difficult to surveil with traditional methods.
- Used daily to capture criminal acts, investigate traffic crashes, identify suspects/vehicles/direction of travel, monitor active incidents, develop suspect pattern of life activities, and track the travel of stolen vehicles.

**AURORA POLICE DEPARTMENT CURRENTLY
MANAGES ABOUT 50 OVERT CAMERAS**

**THESE ARE USED DAILY BY OFFICERS,
DETECTIVES AND ANALYST TO SOLVE CRIME**



Colfax and Akron - 8/3/2022 1:54:21.269 PM



Colfax and Beeler - 8/3/2022 1:54:21.264 PM



Colfax and Boston - 8/3/2022 1:54:21.244 PM



Colfax and Dayton - 8/3/2022 1:54:21.214 PM



Colfax and Elmira - 8/3/2022 1:54:21.261 PM



Colfax and Florence - 8/3/2022 1:54:20.359 PM



1500 N Florence St - 8/3/2022 1:54:21.259 PM



Colfax and Galena - 8/3/2022 1:54:21.267 PM



Colfax and Havana - 8/3/2022 1:54:21.214 PM



PROPOSED EXPANSION

Phase 1 includes increased cameras at major travel corridors and around hospitals

Phase 2 includes increased cameras around schools, parks and other major travel corridors



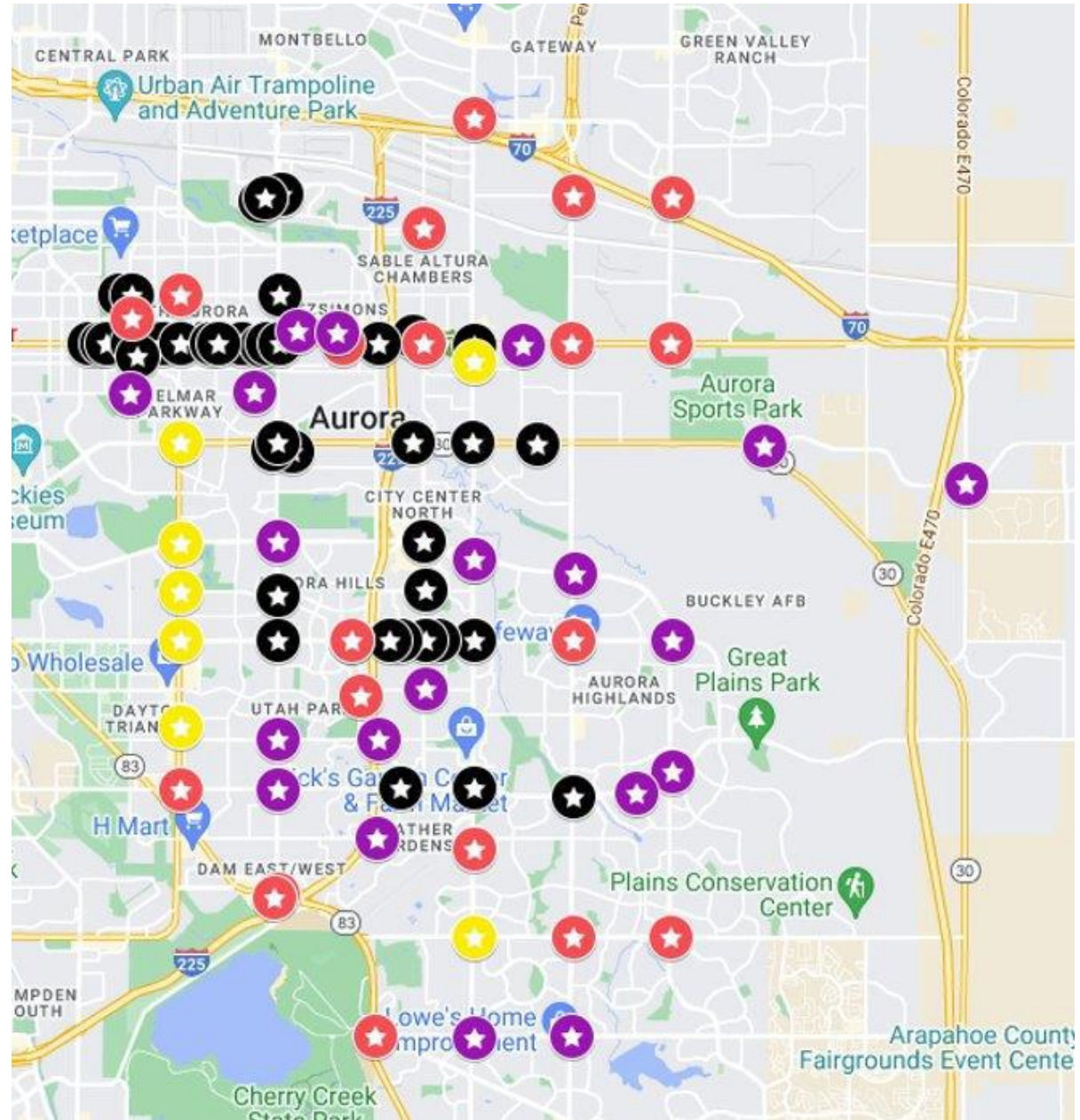
MESH camera network

Current locations

2022 funded
expansion

Phase 1 expansion

Phase 2 expansion



Cost explanation

PHASE 1 expansion

20 camera/network/training	
cameras	\$77,100.00
network enhancements	\$5,800.00
Training x2	\$11,200.00
	\$94,100.00
upgrade to 4K (add)	\$22,000.00
	\$116,100.00

PHASE 1 & 2 expansion

40 camera/network/training	
cameras	\$154,200.00
network enhancements	\$8,800.00
Training x2	\$11,200.00
	\$174,200.00
upgrade to 4K (add)	\$44,000.00
	\$218,200.00

Thank you