

**AURORA
POLICE
DEPARTMENT**

1993



POLICE & CITIZEN PARTNERSHIP

149005

**U.S. Department of Justice
National Institute of Justice**

This document has been reproduced exactly as received from the person or organization originating it. Points of view or opinions stated in this document are those of the authors and do not necessarily represent the official position or policies of the National Institute of Justice.

Permission to reproduce this copyrighted material has been granted by
Aurora Police Department

to the National Criminal Justice Reference Service (NCJRS).

Further reproduction outside of the NCJRS system requires permission of the copyright owner.

Aurora Police Department
15001 East Alameda Drive
Aurora, Colorado 80012
(303) 341-8300

An Equal Opportunity/Affirmative Action Employer



Cover Photo

Graduation photo of the first class of Aurora citizens to graduate from the Citizens Police Academy. More about this newly formed academy is found in the YEAR IN REVIEW section.

AURORA CITY GOVERNMENT

Mayor Paul E. Tauer

CITY COUNCIL

Ward 1 Nadine Caldwell

Ward 6 Wayne Gaston

Ward 2 Frank Weddig

At Large Debra Vickrey

Ward 3 Ingrid Lindemann

At Large Steve Hogan

Ward 4 John Paroske

At Large Edna Mosley

Ward 5 Barbara Cleland

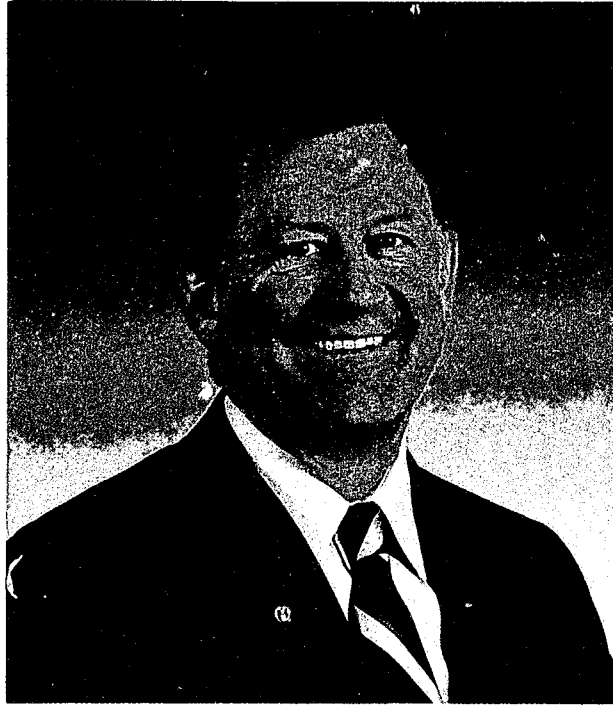
At Large Polly Page
(Mayor Pro-Tem)

City Manager John L. Pazour

Deputy City Manager of Operations Bob Blodgett

The city of Aurora, Colorado, has a population of approximately 235,000 and encompasses an area of 135 square miles. Aurora lies on the eastern portion of the Denver Metro Area and adjoins Denver along its eastern city limits. The city celebrated its centennial year in 1991 and it has proven to be one of the fastest growing and most progressive cities in Colorado.

CHIEF OF POLICE



Jim F. Everett

DEPARTMENT MISSION STATEMENT

"We will provide quality police service to our community by promoting a safe environment through police and citizen interaction with an emphasis on integrity, fairness and professionalism."



15001 East Alameda Drive • Aurora, Colorado 80012-1547 • 303/341-8300

December 27, 1993
93.01-252

TO: Bob Blodgett, Deputy City Manager
FROM: Jim Everett, Chief of Police
SUBJECT: Appreciation for Support

The year 1993 was one of several notable events and accomplishments for the Aurora Police Department. Both locally and nationally, this department received recognition for its demonstrated professionalism and dedication to the community it serves.

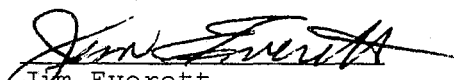
National attention was focused on Aurora and Denver during the Pope's visit in July for World Youth Day festivities. Aurora was heavily impacted because of the papal mass activities held at the Cherry Creek State Park. I was particularly proud of this department's performance over the duration of that operation.

A citizens police academy program was developed and the first class began in February. This program is educating Aurora residents about the reality of the police officer's job and how the police department operates. Feedback indicates the program to be increasingly popular and is a positive force in our community policing approach to policing.

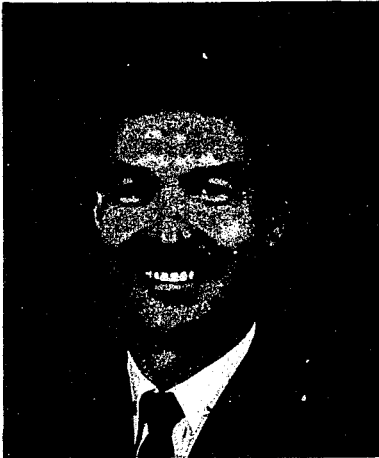
With the passage of Ballot Initiative A, Aurora residents further demonstrated their support for this department. The increased staffing level will permit a higher level of service to the community.

Another significant accomplishment came on December 20 when President Clinton personally telephoned city officials. He announced that this police department had been awarded nearly \$2 million to hire additional officers to be used for expanding our community policing efforts. From the thousands of applicants for the federal funding, Aurora was one of the few which received grant awards and for that we should be proud.

Every member of this department continues to work with pride and devotion to duty. The department's professionalism and community policing commitment are clearly evident in the past year's accomplishments and performance. Your support behind our efforts is greatly appreciated.


Jim Everett
Chief of Police

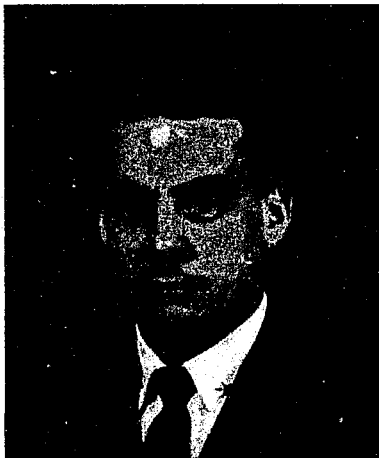
DIVISION CHIEFS



Ronald C. Sloan
*Police Services
Division*



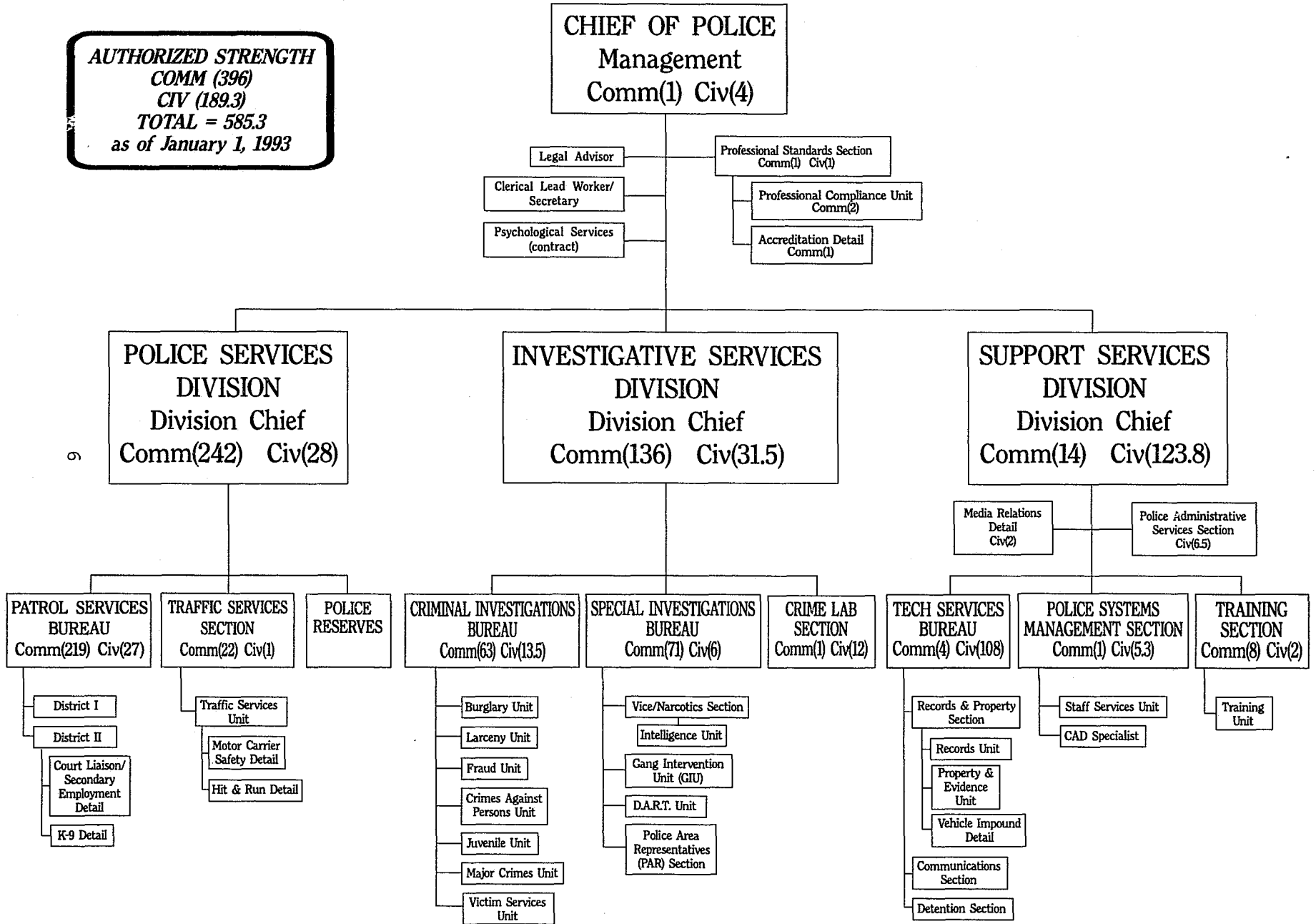
J. Michael Stiers
*Investigative Services
Division*



Verne R. Saint Vincent
*Support Services
Division*

AURORA POLICE DEPARTMENT: ORGANIZATIONAL CHART

AUTHORIZED STRENGTH
COMM (396)
CIV (189.3)
TOTAL = 585.3
as of January 1, 1993



CRIME SUMMARY STATISTICS

	1993	1992	Change
Population	235,381	230,700	+ 2.0%
Calls for Service	122,091	122,731	- 0.5%
Narcotics/Drug Related Arrests	2,788	2,505	+11.3%
DUI Arrests	2,234	2,184	+ 2.3%
Traffic Fatalities	17	17	none

Index Crime Totals

	1993	1992	Change
<i>Violent Crime</i>			
Homicide	19	16	+18.75%
Rape	166	182	- 8.79%
Robbery	740	672	+10.12%
Aggravated Assault	3,532	3,194	+10.58%
<i>Property Crime</i>			
Burglary	2,909	2,975	- 2.22%
Larceny	11,512	11,300	+ 1.88%
Auto Theft	1,489	1,677	-11.21%
Arson	119	111	+ 7.21%
TOTAL	20,486	20,127	+ 1.78%

AURORA CRIME TIME REVIEW



In Aurora, an index crime occurred every 25 minutes and 40 seconds.

- ... a LARCENY every 45.7 minutes
- ... a BURGLARY every 3 hours
- ... an AGGRAVATED ASSAULT every 2.5 hours
- ... an AUTO THEFT every 5.9 hours
- ... a ROBBERY every 11.8 hours
- ... a RAPE every 2.2 days
- ... a HOMICIDE every 19.2 days

In 1993, 1 in 35 Aurora residences was burglarized.

Violent crime struck 1 in 23 Aurora households.
That equates to 1 in every 53 residents.

Property crime accounted for a total dollar loss of \$13,355,958.

That means each Aurora resident averaged a property loss of \$56.74.

THE YEAR IN REVIEW

Department Reorganization

On January 1st, a number of organizational changes were implemented. The changes were part of the continuing effort to meet citizen needs through the Department's community service commitment and to standardize the naming of departmental areas. The new names of divisions, bureaus, sections and units are reflective of the command structure. That is, divisions are commanded by division chiefs, bureaus are overseen by captains, sections are overseen by lieutenants or civilian supervisors, and most units are overseen by sergeants or civilian supervisors.

The three divisions each underwent name changes to better reflect the department's philosophy of providing quality police service to the community. The former Uniform Division became the Police Services Division which consists of the Patrol Services Bureau, Traffic Services Section and Police Reserves. The former Investigative Division became the Investigative Services Division which consists of the Criminal Investigations Bureau, Crime Lab Section and the newly created Special Investigations Bureau. The former Services Division became the Support Services Division which consists of the Tech Services Bureau, Training

Section and the newly created Police Systems Management Section.

The new Special Investigations Bureau incorporates several special operations under one commander. The combining of specialty resources was intended to ensure coordination of related activities. The new bureau includes the Vice/Narcotics Section, Gang Intervention Unit (GIU), Direct Action Response Team (DART) Unit and the Police Area Representatives (PAR) Section. The change involved shifting GIU, DART and PAR from the Police Services Division to the Investigative Services Division and into the new bureau.

The newly created Police Systems Management Section oversees the computer systems and advanced technology within the department. The section was formed to centralize decision-making capabilities so that new and existing systems would meet the informational demands of the police department.

To reflect the department's commitment to operating with integrity, fairness and professionalism, a Professional Standards Section was formed under the direct command of the Chief of Police. This section consists of the Professional Compliance Unit (formerly Internal Affairs Unit)

and the Accreditation Unit (formerly under the Staff Services Section).

Citizens Police Academy

When Jim Everett came to the Department as its new chief in December of 1992, he brought with him many program ideas. One such idea was to start a citizens police academy. Such academy programs had proven successful in other cities. The premise for the program would be to improve citizen understanding of the inner workings of the police department through education.

Agents Joan Beck and Patricia Sprowls-Hardin were given the task to develop such an academy for Aurora. After much research, a program was designed, a curriculum developed and citizen applicants recruited.



Citizen "recruits" receiving classroom instruction.

The first class (cover photo) began on February 23rd and graduated eleven weeks later on May 4th with a formal

ceremony. During those eleven weeks, the citizen "recruits" were introduced to various operational aspects of the police department. Their education included many "hands on" sessions such as firearms familiarization, arrest control and patrol ride-alongs, in addition to classroom instruction.



Citizen during firearms familiarization instruction

Citizens who complete the academy return into the community with a more accurate understanding of what it takes to be a police officer. They can then appreciate the professionalism and dedication of the men and women who make up the Aurora Police Department. During its first year of operation, the citizens police academy graduated eighty Aurora citizens. The future goal is to annually graduate one hundred residents from the program.

ICAP Grant Completed

The two year federal grant Integrated Criminal Apprehen-

sion Program (ICAP) project was nearly completed at year's end. The primary purpose of the grant was to implement specific automated capabilities for crime analysis and patrol deployment.

The project consisted of three phases. The first was to bring in an automated deployment system to assist with patrol deployment decisions, manpower forecasting and police beat design. The second was to implement a computerized mapping system for crime analysis to plot crime and related data to assist in decision making for operational units. The last phase was to connect the two patrol district stations with the deployment and mapping systems via a local area network (LAN). This gives the watch commanders access to the automated information to assist them in their jobs.

The overall objective was to bring much of the fragmented crime information from various sources into a single data base and make that information available to as many vital users as possible.

David Alston, Systems Management Administrator, has been the driving force behind this project. Most of the training and many of the finishing touches will be accomplished during the first quarter of 1994, bringing the project to full completion.

The project has received

much local and national attention because of the state-of-the-art technology and advanced software applications that were installed. Many demonstrations of the system have been performed by the Police Systems Management Section staff to outside agencies. Agency representatives from as far away as England have visited the Department to view a demonstration of the system's capabilities.

2 Officers Per 1000 Ratio

The general election on November 2nd brought out a record number of Aurora residents to vote on several very controversial issues. One such issue, of special importance to the police department, was a ballot initiative to bring police officer staffing up to a ratio of two officers per one thousand residents. The voters passed the measure by a large majority.

The road which brought this issue to a vote of the people was a long and complicated one. The Aurora Police Association (APA) had been concerned for some time that staffing levels were not keeping pace with Aurora's population growth. Officer resources were being stretched to the limit in order meet the increasing demands and expectations of the community. Concerns involving officer safety, community policing and morale were topics of conversation among the rank and file as well

as the executive staff.

The APA and executive staff began a joint effort to research and study staffing levels locally and nationally. Aurora was found to be below both levels. The APA, with results in hand, contacted City Council members in order to present the information and to solicit support for an increase in police officer staffing levels.

Civic groups were contacted in order to get a sense of the public's feeling about such a measure. The consensus was that the citizenry would agree to a tax increase if it would be used solely for law enforcement purposes.

The measure garnered the needed support and was placed on the November ballot in the form of a .25% sales tax increase to bring police officer staffing levels to two officers per one thousand residents. Along with increasing officers was a measure to finish & staff the City's new but unopened city detention facility.

Police Hiring Grant

On December 20th, Aurora Mayor Tauer, City Manager Pazour and Police Chief Everett participated in a conference telephone call from President Clinton. The President personally informed them that the City had been awarded a federal grant in the amount of \$1,950,000 to hire 26 more

police officers.

The Aurora Police Department was one of several thousand agencies from across the nation to apply for federal funds to hire more police officers, as part of a new police hiring supplement program by the Clinton administration. The rigorous application and review process paid dividends with the President's call. Aurora was one of several key cities nationally which were the first to be awarded these special funds. Of 16 Colorado agencies to apply for the funds, Aurora was the only one to be approved.

The program specifies that the officers must be used for community policing efforts. The federal money may be used only for salary & benefits, while costs for equipment, overtime, etc. must be paid by the local agency. For Aurora, the nearly two million dollars equates to twenty-six more police officers over the next three years.

The additional officers will be used as follows. The Police Area Representatives (PAR) Section will get 14 officers to bring that section back to full staffing. One (1) PAR officer will be used specifically for multifamily housing problems. The Directed Action Response Team (DART) will get 7 officers. Four (4) officers will be used to fill in patrol for the foot beat officers along Colfax Avenue.

With the awarding of this grant, Aurora has received further national recognition for its community policing efforts. The police department may now place even more emphasis on better serving the community by placing more officers into the war on crime.

The Pope's Visit

The week of July 12th was a busy one for the Department as Pope John Paul II visited Metro Denver as part of World Youth Day festivities. Denver had been chosen as the site for World Youth Day with Cherry Creek State Park to be the site of a papal mass.



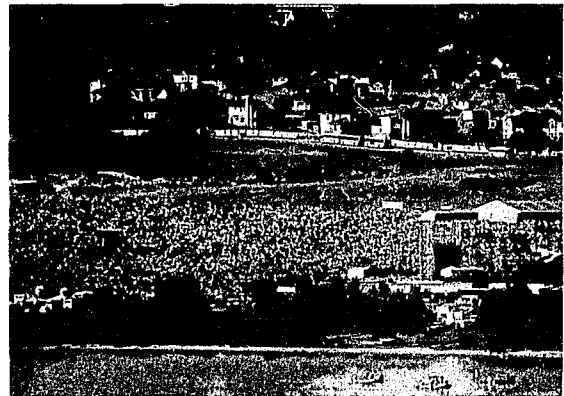
Crowd forming at Cherry Creek Park for the papal mass

Department personnel had begun planning in December of 1992 for the event when word of the visit first arrived. In March, the multi-agency planning began with the Secret Service and Arapahoe County Sheriff Department, as well as other metro agencies. Aurora's involvement was to be primarily

traffic control around Cherry Creek Park. The Secret Service was responsible for the Pope's security and the sheriff had park security responsibility.

Approximately 375,000 people from around the world came to Cherry Creek Park for the papal mass. The event went smoothly despite the logistics nightmare and some minor demonstrations by anti-abortion groups.

First aid stations were kept busy with dehydration and heat exhaustion cases. Most people were not accustomed to the high altitude and dry climate, and the aforementioned combined with the heat, caused many people to experience other related physical problems that required medical attention.



Pope's helicopter arriving at park

Four command posts were utilized for various operational needs. Aurora Police Department personnel were a necessary part of that staffing, in addition to the dozens of personnel required for the

traffic control operation. Over the course of the week, approximately 255 of Aurora's sworn personnel and 80 APD vehicles were involved. In addition to regular duty time, over 1700 hours of overtime and compensatory time was logged by Aurora personnel alone. Outside assisting agencies included Jefferson, Larimer and Weld County Sheriffs Departments and Broomfield, Lakewood, Loveland and Sheridan Police Departments.

The extensive planning for personnel utilization and logistics proved to be excellent. Particular credit for the success goes to Div. Chief Mike Stiers, Lt. Terry Marsh, Lt. Mike Nash, Lt. Karen Duffala, Sgt. Steve Denney and Sgt. Dennis Pieper.

Police Information Management System

Police Systems Management and Professional Standards Sections teamed together to produce an RFP centered around a complete Police Information Management System (PIMS). The RFP focuses on the concept that there is a single point of data capture for elements which can be stored, analyzed and become building blocks for information needs throughout the department.

A departmental focus group was formed to study data requirements. Existing systems and configurations were identified. The integration of these

systems around predetermined hardware/software standards was the main purpose of developing the RFP. The goal of this project is to allow end users with personal computers access to all segments of the information system, using local and wide area networking.

The PIMS project has been incorporated into the department's strategic planning. It will be phased in incrementally. The RFP will be finalized for competitive bidding in early 1994.

800 MHz System

The City began installation of the new public safety radio system, a Motorola 800 MHz Trunked System. The \$2.7 million system will move the police department from its current four channels to twenty channels.

The new radio system will offer nearly unlimited "talk" capability in addition to extra frequencies for special purposes.

A part of the new system will include a portable radio for each officer. Each individual officer will be issued his/her own personal radio with a charger. Officers will no longer experience radio shortages during certain periods of overlapping shifts.

The 800 MHz system will allow all departments within the City to talk with each

other. That capability is especially important in emergency situations. A special mutual aid package will even allow a national hookup capability should the need arise. The completed system is due for activation in mid February.

APD Volunteer Program

The Department's volunteer program had another very successful year. More than 120 volunteers gave nearly 27,000 hours of their time to the police department.

Volunteers worked in nearly every part of the Department, giving their time & talents to aid the overall operation of their police department. The 11th Annual Volunteer Recognition Banquet was held on February 24th at Lowry Air Force Base. This annual event is intended to formally recognize and credit the many volunteers for their contributions.



Annual Volunteers Recognition Banquet

Santa Claus Saved by APD

On December 20th, a bulletin was received from the FBI that a death threat had been made against Santas at the major regional malls - including the Aurora Mall.

In an effort to prevent such an incident, the Department teamed with the Aurora Mall, Buckingham Mall and the Aurora Municipal Courts. Santa was provided a prominent location in the Municipal Justice Center rotunda, complete with "officer helpers" and gifts for the kids.

Approximately 500 children came to see Santa there, since word of the threats had been on the TV news and parents were afraid to go to the malls. Santa remained safe, thanks to the police department's special efforts, and he returned to the North Pole on Christmas Eve in time to complete his annual duties.



Santa Claus with police "helpers" in court rotunda

College Credit for Academy

In October, the Community College of Aurora, the City of Aurora and the police department entered into an inter-governmental agreement.

The college wanted to start a criminal justice program and Sergeant Rick Bennett was hired as its coordinator. He was to develop such a program and ensure that it was state certified. The college had classrooms for such a program but needed a firearms range and pursuit driving facility, as well as a facility for arrest control tactics training. Logically, the police department had such things. In exchange for use of the specialty facilities, the college would offer 24 semester hours of college credit to recruits who successfully complete the police academy and FTO program.

Sergeant Bennett worked with college and city officials to work out details of an agreement which would benefit all parties concerned. The result was an agreement which lets the college use the police firearms range and driving facility as part of its criminal justice program. The city will provide a vehicle for pursuit driving training. In return, up to five police reserve officers may attend any law enforcement class free of cost and the above mentioned college credit will be given for the police academy. De-

partment members have first opportunity to teach law enforcement courses.

In addition to the criminal justice program, the college and police department will jointly develop and implement other programs such as management/supervisory training and development, cultural diversity training, and remedial reading and writing skills. Sergeant Bennett, in addition to being criminal justice program coordinator, is also the director of the Basic Law Enforcement Training Academy for the college which has been certified by the state.

K-9 Recognition

During this past year, all of the K-9 Unit patrol dogs received international certification. The patrol dogs underwent a specialized training program, which originally was developed in Germany. This particular program, which is recognized by 41 countries worldwide, consists of a set of rigid standards. To receive the international certification, a dog must complete the training and successfully pass an exacting evaluation test.

Officer Kevin Kenney of the K-9 Unit also received international recognition this year. He was chosen to be one of thirteen judges at the International Championships For Police Service Dog Handlers, held in Augsburg, Germany in

October. Officer Kenney was the only American selected to be a judge, as well as being the only non-German judge at the competition. This was only the third time in the competition's 35 year history that an American was selected as a judge. Judges are selected by the International Police Service Dog Congress which is comprised of representatives from countries around the world. The Congress itself meets twice annually to discuss issues concerning service dogs in law enforcement.

The four day event had eleven countries represented with a total of 81 dogs & handlers competing in the championships. The competition covers obedience, tracking and criminal apprehension. Only the finest dogs from around the world compete in this elite event.

Officer Jerry Nichols and K-9 Yogi received front page media attention in May of this year. A 5-year old girl was abducted in Englewood and Officer Nichols and Yogi, a bloodhound, were called in to assist in the case. Yogi tracked the scent for 12 miles,

until the heat and physical exhaustion forced him to cease. The following day, a search team found the body of the missing girl, along the same route which Yogi had been tracking.

This extraordinary tracking feat has brought much attention to the use of bloodhounds in abduction and missing person cases. Officer Nichols and Yogi are known regionally for their expertise in tracking, both suspects and victims. Five convicted murder suspects are currently in prison as a result of Yogi having tracked them down while assisting Aurora officers as well as other agencies.



Officer handlers & dogs of Aurora Police Department K-9 Unit

PERSONNEL HIGHLIGHTS

The Aurora Police Department has authorized separate and distinct awards to recognize commendable and honorable deeds or acts by its members in the line of duty. Private citizens are also recognized for specific acts which aid the Department in its mission. The following listed persons were recipients of such awards in 1993. Special awards are denoted by "*".

MEDAL OF HONOR

Peter Page

DISTINGUISHED SERVICE CROSS

Tom Wilson

CERTIFICATE OF COMMENDATION

Thomas Boyle	Frans "Skip" Hall
Ricky Brandt	Robert Heaps
Carl Broker	Jay Hirokawa
Kevin Cartica	Dave Junnila
David Cummings	Stephen Lawson
Denise Cummings	Gerald McGhee
Kevin Flynn	Jerry Nichols*
Steven Foster	Jon Papineau
Rocky Garbett	Otto Schlemeyer
Mark Gillis	Mike Sederberg
Harry Glidden	Steven Sopata
Mark Golden	Patricia Southwick
Thomas Graham	Ken Storch
Ron Hahn	Robert Wilson

MERITORIOUS SERVICE COMMENDATION

Freddie Barnes, Jr.	Daniel Korkowski
Kevin Cartica	Peter Page
Chad Cerinich	Jeffrey Robertson
Thomas Cramer	Kenneth Storch(2)*
William Heller	Mike Sweeney
Rudy Herrera	Scott VanDemark
Timothy Holt	Tom Welton
Robert Hose	Michael Yorckak
Donald James	Jon Zajac
Kelly Knuesel	

LETTER OF RECOGNITION

Michelle Anusencion
Donna Archuleta
Steven Barden
Joan Beck
Thomas Boyle
Ricky Brandt
John Brungardt
Patti Carlton
Chad Cernich
James Christensen
T. Christopherson
Christopher Conlon
Quinten Cox
Denise Cummings
Joseph D'Agosta(2)
Marty Deffenbaugh
Pam Dixon
Dorothy Dordel
Stephen Emerson
Brian Emeson
Michael Flynn
Steven Foster
Kay Frisk
Chris Gonzales(2)
Rik Grable
P. Sprowls-Hardin
Alan Hartsough(2)
Gary Hayes
M.Hellenschmidt(3)
Ron Hinckley
Richard Hirtle

Charles Holzheimer
Robert Hose
John Howe
Robert Jackson
Rich Jacobson
Don Jenkins
Charlene John
Yvette Kalule
Zena Keeling
Gregory Kennedy
Tim King
Linda Lee
Michael Liley
Edward Lopez
Dwight Lott
Shannon Lucy
Frank Mallon
Judi Mallon
Walter Martin
Deann McIntosh
Rex McKinney
Bill Miller
Roy Minter
Merle Moriarty
Kenneth Murphy
Darrell Nash
James Newman
Jerry Nichols(2)
& K-9 Yogi
Dean Oaks

Timothy O'Brien
Ernie Ortiz
Frederick Parker
Jason Pipkin
Gary Reno
Mark Ronan
Jake Shirk
Terry Simmons
Tom Sipe
Thomas Sobieski
& K-9 Nero
Robert Sonnichsen
Steven Sopata
Chad Stackhouse
Scott Stanton
Douglas Stark
Jerry Stinnett
Lori Strain
Barb Suits
Diane Traylor(2)
Bob Ukowich
Dawn Wagner
Scott Weaver
Thomas Welton
Casey Williams
David Williams
Thomas Wilson
Sharon Wood(2)
Michael Wortham
James Wykstra

LIFE SAVING

Bill Bell
Carlos Camacho
Mel Cobb
Jackie Cooley

Steven Foster
Craig Hopkins
Stephen Lawson

Gerald McGhee
Peter Page
Linda Swanson

COMMUNITY COMMITMENT

Karen Duffala
Mark Fletcher
Ronald Kuntz

Laurie Michelson
Thomas Muldoon
Michael Orwig

Gary Reno
Mark Ronan
Michael Simmons

CITIZEN AWARD

Stephen Beebe
Joe Chavez
Allen Deems
Hunter Harris
Glenn Haynes
James Johnson
Monica Jones

Darren Marshall
Robert Owens
Walter Pleger
Chuckie Taylor
DeMarco Taylor
Octavias Taylor
Amund Wimbauer

OTHER AWARDS

Award from the U.S. Army

Dan Daily
Tony Rodriguez
Frank White

Award from the Dept. of Defense

Doug Abraham
Jeff Turner

PROMOTIONS

Roberta Coleman, Agent
Ronald Hahn, Agent
Ronald Hinckley, Agent

Craig Piel, Agent
Gerald Jonsgaard, Sergeant
Linda Swanson, Sergeant

RETIREMENTS

Sergeant Monte Landers
Agent Gordon Addington
Agent Robert Tucker

Officer Al Kidd
Officer Robert Lee

CAREER OPPORTUNITIES AS AN AURORA POLICE OFFICER

The Aurora Police Department is one of the largest law enforcement agencies in the state of Colorado, with over 400 sworn personnel. Also, there are more than 190 civilian employees in support functions. Aurora ranks among the most progressive and professional

agencies within the state and around the nation. Because of the department's size and diversity of services provided, an officer is afforded a variety of specialized assignments and training during a career.

Lateral Entry

This opportunity became available in 1990. Basically, an applicant under this program must have a minimum of three (3) years previous related experience with a satisfactory performance rating in

each of the last three years. The applicant must also have successfully completed a related training academy which has been certified by an appropriate regulatory or oversight agency.

MINIMUM QUALIFICATIONS FOR POLICE OFFICERS

- 1) U.S. Citizen
- 2) Minimum 21 Years of Age
- 3) High school education or G.E.D.

FOR FURTHER INFORMATION ON EMPLOYMENT OR TO REQUEST APPLICATIONS

Aurora Civil Service Commission
1470 South Havana Street
Room 624
Aurora, Colorado 80012
Phone: (303) 695-7045

OR

(for LATERAL ENTRY only) Aurora Police Department Training Academy
15001 East Alameda Drive
Aurora, Colorado 80012
Phone: (303) 361-0880

BENEFITS

SALARY (as of 1-1-94)

Patrol Officer, IV	\$27,707
Patrol Officer, III	32,189
Patrol Officer, II	35,862
Patrol Officer, I	40,187
Police Agent	44,284
Police Sergeant	48,128
Police Lieutenant	54,499
Police Captain	60,060

UNIFORM

Complete uniforms are furnished by the department. Sidarm weapons are provided by the individual in accordance with department specifications.

HEALTH INSURANCE

A choice of three health plans is available. The city will monthly contribute up to \$329 for family coverage and up to \$152 for individual coverage.

DENTAL INSURANCE

A choice of two dental plans is available. The city will contribute up to \$21 per month toward family or individual coverage depending upon the plan.

LIFE INSURANCE

The city provides \$28,000 insurance (based upon annual salary) and \$1,000 for each dependent.

SICK LEAVE

One hundred twenty (120) hours paid sick leave per year.

VACATION AND HOLIDAYS

Ninety-six (96) hours paid vacation and ten (10) paid holidays per year.

RETIREMENT

A pension plan is administered by an elected board of trustees. Mandatory contribution is eight percent of salary and is matched by the city. Further details of the plan are available through the city.