

Your APA Board of Directors attend numerous meetings throughout the year. The Board has broken down the meetings by two categories: Labor Committee Meetings and APA Committees. Labor Committee Meetings are meeting set by the Police Administration, City Council or City Management that effect the Collective Bargaining Unit including working conditions for our members. APA Committees are within the organization and by design do most of the Board's work with help of members attending those committees. These committees help develop ideas, direction, strategies, and event planning for the organization.

The committees then make their recommendations to the Board which can approve the final product or send back to committee for more research or clarification. Each committee has a Chair and a Co-Chair that are board members.

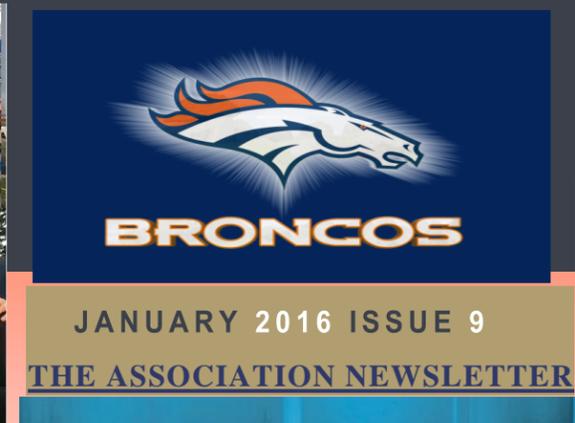
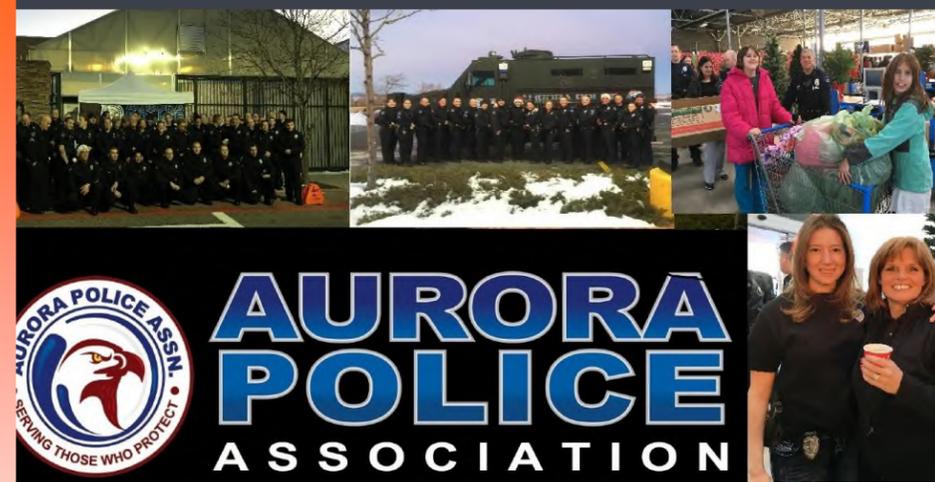
The Chair of the committee is responsible for getting members of the APA to volunteer as committee members, set dates – times of meetings and run the meeting. The Co-Chair fills in for the Chair if they cannot make a meeting. It's important that members get involved and volunteer for these committees; it's a small commitment and helps the organization move forward. Your APA Committees are as follows:

Negotiations Committee: Chair Judy Lutkin, Co-Chair Gregg Gallozzi, Virgil Majors

Fundraising and Events Committee: Chair Dave Cernich, Co-Chair Tasha Fazio

Benefits Committee: Chair Doug Wilkinson, Co-Chair Virgil Majors, Committee Member Walt Obrecht

Finance Committee: Chair Doug Wilkinson, Co-chair Tasha Fazio



LABOR COMMITTEES YOUR BOARD ATTENDS

SERVING THE MEMBERSHIP

Bob Wesner	(303) 885-1491
Gregg Gallozzi	(303) 332-2048
Walt Obrecht	(303) 884-1962
Joe Cornell	(720) 810-1693
Doug Wilkinson	(720) 252-4430
Tasha Fazio	(720) 938-2437
Judy Lutkin	(303) 435-5767
Dave Cernich	(720) 280-2052
Virgil Majors	(248) 943-0173
APA Office	(303) 363-0111

- PUBLIC SAFETY COMMITTEE: BOB WESNER, JUDY LUTKIN
- CIVIL SERVICE COMMITTEE: BOB WESNER
- KCRT: VIRGIL MAJORS
- LABOR MANAGEMENT COMMITTEE: GREGG GALLOZZI, BOB WESNER, JUDY LUTKIN
- EFFICIENCY COMMITTEE: JOE CORNELL
- TRAUMA RESPONSE COMMITTEE: BOB WESNER
- CHIEFS COMMITTEE MEETING: ALL BOARD MEMBERS ATTEND
- PENSION COMMITTEE: DAVE CERNICH, BOB WESNER
- DISPATCH COMMITTEE: GREGG GALLOZZI, JUDY LUTKIN
- RADIO COMMITTEE: GREGG GALLOZZI, JUDY LUTKIN
- JAIL COMMITTEE: JOE CORNELL, DAVE CERNICH
- USE OF FORCE BOARD COMMITTEE: WALT OBRECHT, JOE CORNELL, DOUG WILKINSON
- TACTICAL EQUIPMENT COMMITTEE: GREGG GALLOZZI

The Aurora Police Association Proudly Supports



Tour De Force
Regional Coordinator
APD Sergeant Mike Holm
Phone (303) 739-1605
www.grouprev.com/tourdeforce2016-mike-holm



BROTHERHOOD FOR THE FALLEN AURORA
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APA is the Only Recognized Bargaining Unit by APD and City of Aurora!

STATE OF THE APA ADDRESS

2015 was a crazy year. Many changes occurred to bring back policies and events of old. There were also new events that truly represented our organizational purpose and goals. In review, the only disappointment remains the leadership of Lodge #49 and their unwillingness to compromise and demonstrate truthful actions in reference to a merger. The idea of just being "them" is not a compromise. After their position was published, the APA Board remains committed to bring everyone together and to bring every officer back to one organization. While everyone's goals and objectives are the same, the infighting absolutely needs to STOP. APA Board of Directors are dedicated to move forward and with your assistance will negotiate the best Collective Bargaining Agreement that we can. Your voice is already being heard and your interests will be addressed.



The City of Aurora is doing outstanding economically and revenues are higher than they have been before the recent recession. That's not our opinion, that is the City's position and for which they talk about weekly at many public events.

The APA reorganization has placed the APA in a financial advantage that it has not seen in years.

The "Aurora Police Association Charitable Foundation" has opened the door to thousands of dollars to donate and assist officers and their families in times of crisis and need. The APA will also be creating scholarships for the fall of 2016. A golf tournament is in the works and the 2nd Annual Appreciation Party in December 2016 as well.

The APA Board is proud of our diversity, volunteer commitment, and expertise in the areas of negotiation, leadership and commitment to serve their members. **Rank does makes a difference.** Since our creation in 1972, the only APA by-law not changed over the years remains the one describing the make-up of our board. It requires that no more than 4 board members can be the rank of Sergeant or higher. This unique by-law remains one of the foundations of our organization and does not

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2015 was a crazy year

p2 **Negotiations Committee**
Update on the APA's Negotiations Committee with City Management

p3 **Use of Force and the Baton**
Considering best practices with a tool that has been around for a very long time.

p4 **APA Committees**
Board members have picked their committees for 2016.

allow members of Police Executive staff to singularly dictate policies and discipline representation to be in conflict of our members' best interests.

All that being said, the APA Board is continuing its commitment to our #1 priority of taking care of police officers and staff. This commitment includes those people of other organizations who need help as well. The APA will continue to assist and support our youth and civilians within the Police Department to meet their needs. Additionally, the APA has done some outreach and will continue to work with our community partners improving our relationship and understanding of police work in OUR city. "When WE work together, we always achieve our goals in pay, benefits, working conditions and job satisfaction. SO LETS GET IT DONE...."

Be Safe and Stay Happy,
Bob Wesner
APA President



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For all updates, follow us on:



QUICK COMMITTEE MEETING UPDATES

LABOR MANAGEMENT COMMITTEE:

DISTRICT STATION SECURITY PARKING RESULTS:



Today marks an exception day for the APA. Two years of discussion about the Security and parking has resulted in actual designs. While we have updated you on the progress over this time, today at LMC (Labor Management Committee) we got to see the design plans for security at all Three Districts. D-1 gets more lighting and video security and talks of more parking spaces. D-2 gets a fence and detailed lightening, video, garage barriers and lots more. D-3 gets lighting improvements, video, and fencing is still in planning phase. What really makes today exceptional is that I have design plans for you to look at. Please go to our web site or office to see the designs. The costs and the plans themselves ARE NOT FINAL. More work will continue but the overall suggestion of the APA on your behalf was heard and put into action. Ground breaking on the fence at D-2 will be this fall. Any questions should be directed to Gregg Gallozzi.

The Credit Union Building is coming along also and the design plan shows 180 parking spots all secured by a fence. Discussion about security to building from the Highway was also discussed at LMC. Things are looking up.

If you are interested in a Golf Tournament and can help organize the event please call Bob Wesner ASAP. The APA is looking for two volunteers to help facilitate the event. You'll be compensated for your efforts.



DID YOU KNOW?

Additional Reimbursement of your Wages If:

- If an Officer has a permanent off duty job in the City of Aurora and gets hurt on duty as workers comp issue and no longer can do the essential functions of the off-duty job, an Officer can get percentage of their lost wages for the off duty job reimbursed by the City of Aurora!
- If an Officer is on call, gets called to work and is hurt during this time while performing the duties, then along with workers comp pay an Officer gets paid his or hers on-call pay for the rest of the week!

NEGOTIATIONS COMMITTEE FOR 2017

As most of you are aware, the time has come again to sit down with our City Management and negotiate a contract for our police officers. The most important news from this year is that we have selected a new attorney to work through the process with us. Our new attorney is Michael Tedesco. Tedesco has a lengthy and successful background in contract negotiations representing cities across the United States. Tedesco just recently completed a contract with the Denver Police Department's Police Protective Association. Denver PD was happy with their contract and Tedesco came highly recommended.

We have members of the APA who have expressed interest in assisting with the Negotiations process. As the 30 day negotiations window approaches, we will be meeting more often and discussing our proposals to the City. The time commitment to this process is substantial and we as a board appreciate the members for taking on



Judy Lutkin, Secretary
Judy is new to the Board as of 2015, and has over 20 years of Law Enforcement experience. She is now assigned to District 3 Day Shift. Judy is the Chair of the Negotiations Committee.

this important responsibility.

During the time frame of negotiations, you as members of the bargaining unit may not hear about the progress being made as often as you would like. Due to the systems of negotiations we use with the City, some conversations must remain confidential until bargaining is complete. It is our intention to communicate as much as we are allowed during this time.

Please know that the APA Board will make every effort to obtain the very best contract possible for you during this contract negotiations process. If you have any questions or concerns, please contact Judy Lutkin or any board member.

USE OF FORCE AND THE BATON

BY DON BLACK



Don Black has 37 year in law enforcement experience and is presently an Instructor for the Koga Institute

I recently read a survey published by Force Science Institute that showed that a minority of police agencies were using batons. They suggested that the time used to train with the baton might be better utilized somewhere else. I am aware that many agencies consider that "best practice". I am also certain that all of the poor performances in riot control that we have seen lately are the result of training considered "best practice". These things always make me wonder about law enforcement's institutional memory and the knowledge and expertise of those making those judgments.

Let us look a little more critically at the baton and what is happening on the street. In another Force Science survey, they looked at

125 shootings of unarmed subjects. They said that in 30% of those shootings, the officers had first tried the Taser unsuccessfully. All tools fail

at some point. It is for that reason I always knew that force options had to be set up in layers. However, instead, agencies are giving minimal hands on training and often only one intermediate weapon. That weapon is usually the Taser. One of our Colorado Koga students told me that when he and his partner tried to break up a fight, the ten people involved attacked them. He said that they used their batons to defend themselves. Eventually, his baton broke and he used the stub briefly until he could transition to his SD-1 (short Yawara stick). Neither he nor his partner was injured before the suspects finally broke and ran. You never hear about good training, proper equipment and the confidence that create professional results.

I remember a number of times that we used our batons to disarm suspects with knives. I am not telling you that you should do so. However, situations constantly arise where it is a good answer. The straight baton out of the ring is the fastest tool that you can access. We knocked two butcher knives out of the hands of a twelve year-old with our batons one night. These things happen regularly. There is a recent video that shows officers kicking in a

bathroom door to get to a subject with a knife (see previous article to explain poor tactics). They used the Taser and the subject fell backward into the bathtub. The subject, Michael Blair, was immobilized by the Taser but did not drop the knife. The officers, in close proximity to the subject, continued to yell at him to drop the knife for an extended period. Eventually, the Taser stopped being effective and the officers backed out of the bathroom. Blair got up and charged them. Naturally,

PERFORMANCE

The straight baton out of the ring is the fastest tool that you can access.

he was shot to death. It was unfortunate that no one had a baton to knock the knife out of his hand.

I remember many times when we used the baton to pry I am not telling you that you should do so. However, situations constantly arise where it is a good answer. The straight baton out of the ring is the fastest tool that you can access. We knocked two butcher knives out of the a prone suspect's arms out from underneath him without incident. Nowadays, they just drive stun him repeatedly or knee and kick him to get compliance. This differs little from the Rodney King approach. It looks great on your body cam. Then, there is riot control. Wouldn't it be nice to know that your officers were trained in the use of the baton before you started handing out long batons in the middle of a riot. Additionally, the number of windows that officers have broken with the baton defies count.

The army taught me that it was my job as a leader to give my people the training and equipment to do the job. It was not my job to make them beg for it. It certainly wasn't my job to give them minimal training and equipment and call it "best practice". Some of our CCA students were told by a Colorado agency that they could carry the baton, but it had to stay in their patrol car. Bob Koga told me that at one point during his career, LAPD was



having problems with escalation of force. The Chief asked him about it and he explained that many of the problems could have been resolved with the baton, but that the officers were not carrying them. With the stroke of his pen, the Chief required all officers to carry their batons when out of their cars. Like it or not, this is the responsibility of a leader.

Luckily, Aurora P.D. prepares its officers better than most. For that reason, we have fewer problems than most police agencies. It is a never ending task. One former Chief asked why we did all of that use of force training. He said that we didn't have a use of force problem. He couldn't make the connection between proper, adequate, consistent and regular training and good results. Today's videos on the street are forcing people to make that connection. Think about the value of your baton and how it fits into the overall use of force as another tool.

