


**AURORA POLICE DEPARTMENT  
DIRECTIVES MANUAL**

<b>10.11</b>	<b>Title: INDEPENDENT REVIEW BOARD</b>	
	Approved By: Nick Metz, Chief of Police	
	Effective: 01/26/2009	Revised: _____
	Associated Policy: DM 10.02	
	References:	
Review: Internal Affairs Bureau Commander, City Director of Human Resources		<b>Duty Honor Integrity</b>
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10.11 Duties and Responsibilities of the Independent Review Board

The Independent Review Board (IRB) is designed to assist the Chief of Police in the deliberative process of determining an appropriate level of discipline for instances of sustained misconduct by subject members. The IRB may also review events that draw significant community interest as described below.

The IRB is not designed to determine or question findings, or evaluate the Department, the Chief’s Office, and/or the Internal Affairs Bureau, unless specifically empaneled by the Chief of Police to do so. The IRB is designed to recommend discipline for violations of policy under the circumstances of the violation.

The IRB process, although supported by the Police Department, is a function of the Human Resources Department under the control of the City’s Director of Human Resources or his or her designee (“Director of Human Resources”).

10.11.1 Disciplinary Matters Subject to IRB Review

With the intent of recommending a course of discipline to the Chief of Police, the Chief of Police, or a subject member officer involved in a potential disciplinary action by the Department, may request an IRB.

Should a subject member request an IRB review, the fact that they requested an IRB review will have no bearing on the discipline recommendation from the IRB.

Note: In matters involving allegations of criminal conduct by a member of the Department, the Police Chief may, in his/her discretion, move to discipline or terminate the member without input from an IRB.

When the need for an IRB review arises under this Directive, the Chief or his designee will send a written request, which can be by e-mail, for an IRB to the Director of Human Resources, or his/her designee.

When a review by the IRB is enacted in the case of Disciplinary matters, the IRB review will take place after the Pre-Disciplinary (*Loudermill*) hearing with the Chief.

The specific procedures for the IRB review process will be established by the City's Director of Human Resources. The IRB conference will be managed by the facilitator, upon the general direction of the Director of Human Resources.

Following the IRB conference, a recommendation of discipline will be forwarded to the Chief of Police. The Chief of Police will have the option of accepting, increasing, or decreasing the recommended discipline of the IRB.

10.11.5 Non-Disciplinary matters subject to IRB review

A IRB may also be called, for the sake of public transparency, for any incident that has created a significant community concern, and when the Chief of Police or City Manager, in consultation with the City Attorney, determines that it is in the best interest of the city to call for a IRB review.

A IRB may also be called when the original complainant involved in the case requests a review of the case, regardless of the original recommendations and findings in the case and when the Chief of Police or City Manager, in consultation with the City Attorney's office, determines that it is in the best interest of the city to call for a IRB review.

The specific process for reviewing an incident or non-disciplinary matter will be determined by the Director of Human Resources, with approval by the Chief of Police. The IRB conference will be managed by the facilitator, upon the general direction of the Director of Human Resources.