

COMMERCE CITY PD
STAFFING AND GROWTH

Historical review regarding CCPD growth

- April 6, 1999 Commerce City Voters vote not to restrict development in the northern range.
- March, 2007 Civic Center opens
- The northern range continues to be developed, and with development comes an increased need for consistent public safety presence.
- July 1, 2010 – Lease of northern substation is signed.
- CCPD Records indicate a total of 85 Sworn Officers were on books when 2010 shifts were bid
- Jan 1, 2024 – CCPD is still operating out of the same northern substation.
- CCPD has a total authorized strength of Sworn Officers at 134
This is a 57% increase in staffing from 2010

This equates to a **staffing increase in Sworn Officers of approximately 4% per year from 2010-2024.**
Virtually all of this growth has been in the Northern Range

2022 International Association of Chiefs of Police (IACP) Staff Study

Implications

- Primary conclusion - CCPD is a reactive PD. The primary driver of this is insufficient community engagement time – which is the result of too few officers for current workload.

IACP Recommended model for police staffing models

- Shifts of patrol officers should be broken into three areas:
 - 30% of their time should be administrative
 - 30% of their time should be responding to calls for service (obligated time)
 - 30% of their time should be devoted to community engagement
 - 10% flex factor for categories above

IACP Staff Study

IACP 2022 CCPD Study conclusions:

- 57% of officers time is responding to calls for service (obligated time)
- 30.4% of officers time is administrative
- 12.6% of officers time is devoted to proactive community engagement

FROM IACP

A general principle for the distribution of time for patrol is 30% for each category: administrative, operational, and uncommitted time, and, if possible, a 10% flex factor. Findings from the analysis suggest that CCPD's current unobligated time of 12.6% does not allow for sufficient time to allow CCPD officers to engage in effective community engagement programs, and it is recommended that CCPD take steps to increase the amount of uncommitted time for the patrol force.

12.6% of time available for proactive community engagement creates internal and external issues for CCPD

- External Issues - Long Response Times, Quality of Life Issues, Traffic complaints and speeding, Commercial Truck Issues, Parking Issues
- Internal Issues - Manpower and Staffing, Physical Space
- Essentially – we are primarily a reactive PD

IACP Staff Study

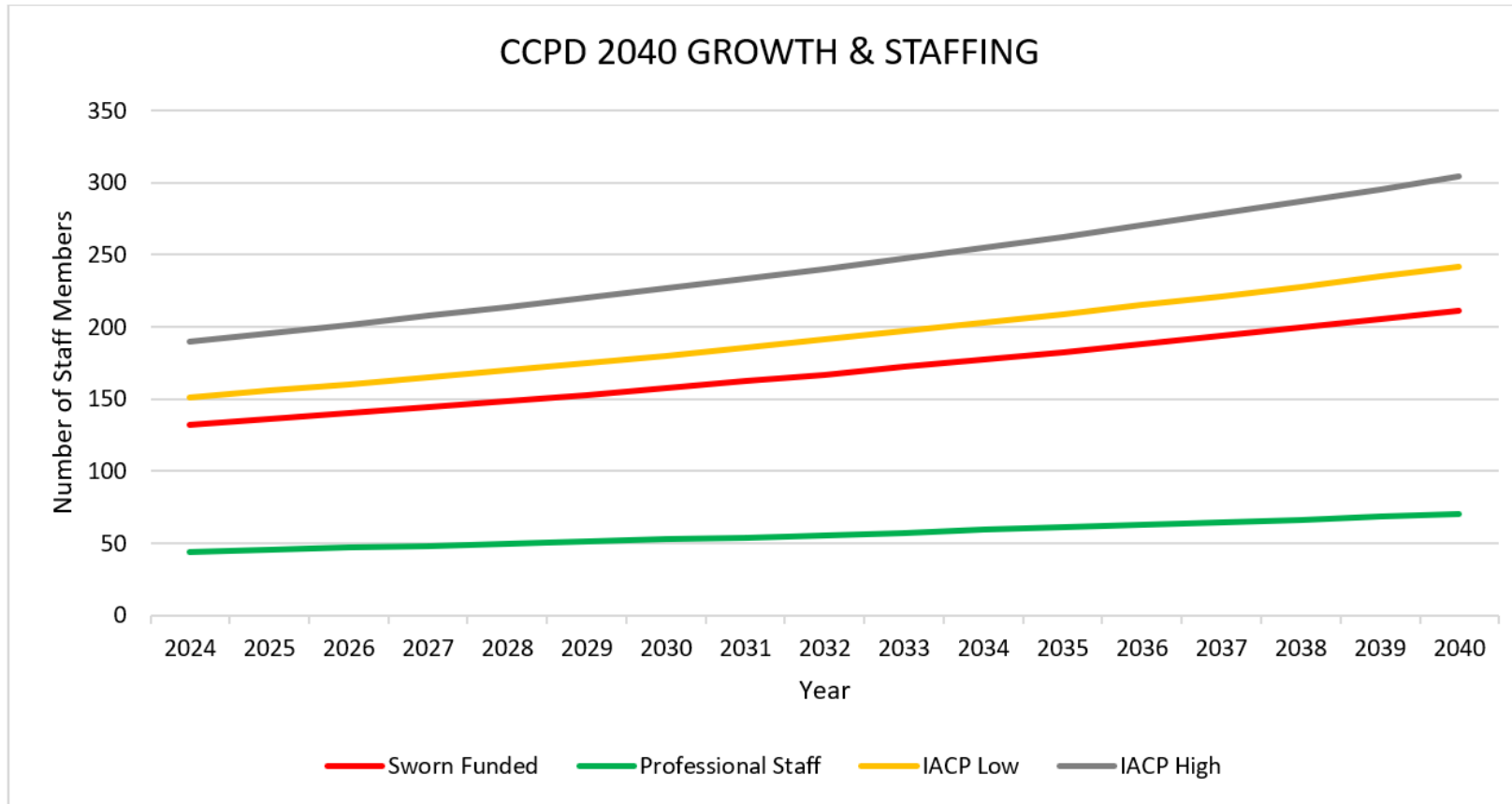
IACP Recommended Solutions:

- In order to decrease time responding to calls for service (obligated time) from 57% to 40%, thereby increasing community engagement time to 30%, 25 additional officers should be hired.
- In order to decrease time responding to calls for service (obligated time) from 57% to 30%, thereby increasing community engagement time to 40%, 54 additional officers should be hired.
- Find other ways to reduce CFS times, i.e., verified alarm response.

CCPD 2040 – growth projections and implications

- Projected growth for Commerce City – 26% increase in the next 12 years. Equates to **2.166% per year**
- Case report numbers issued growth rate over last ten years – **3.684% per year**
- Calls for Service growth rate over last ten years – **3.1% per year**
- Average of all these rates - **2.98333% per year**
- With 57% growth in Sworn Officers from 2010-2024, mostly in the northern range, the need for genuine police substation there is evident.

Year	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040
Sworn	134	137	140	144	148	153	157	162	167	172	177	182	188	193	199	205	211
Professional	45	45	47	48	49	51	52	54	56	57	59	61	63	64	66	68	70
Over hire	147	151	155	159	163	168	172	177	182	187	192	197	203	208	214	220	226
IACP Low	151	156	160	165	170	175	180	186	191	197	203	209	215	221	228	235	242
IACP High	190	196	202	208	214	220	227	233	240	248	255	263	270	278	287	295	304
Population	70040	71557	73107	74690	76308	77961	79650	81375	83138	84938	86778	88657	90577	92539	94544	96592	98684



- If CCPD grows at same rate as projected, we will continue to be primarily reactive.
- In 2024 the gap between sworn officers authorized and sworn needed to get to 30% / 40% community engagement time is 25/54 respectively.
- In 2040 that will become 40/87 respectively.

CASE STUDY IN PLANNING

...CURRENT PROPERTY AND EVIDENCE STORAGE

- WHEN THE PD MOVED INTO THE CIVIC CENTER A VEHICLE PROCESSING BAY WAS PART OF THE DESIGN. THIS WOULD ALLOW CSIS TO PROCESS VEHICLES FOR EVIDENCE IN A PROTECTED ENVIRONMENT.
- THIS GARAGE BAY WAS DESIGNED TO DRIVE THROUGH, AND IS ON THE NORTH END OF THE PD
- THE DESIGN FOR PROPERTY AND EVIDENCE STORAGE WAS INSUFFICIENT. PRIOR TO MOVING INTO THE CIVIC CENTER P&E HAD EVIDENCE IN DIFFERENT LOCATIONS. UPON MOVE-IN, ALL OF IT WAS RELOCATED TO THE CIVIC CENTER – AND PLACED IN THE VEHICLE PROCESSING BAY.
- ACCORDING TO CCPD CRIME SCENE INVESTIGATORS – WE PROCESS APPROXIMATELY 12 VEHICLES PER MONTH.
- IF A HOLDING BAY IS NEEDED, WE USE ONE AT OUR CONTRACTOR'S IMPOUND LOT
- IT IS BELIEVED THAT NOT ONE VEHICLE WAS EVER PROCESSED IN THE BAY AT CIVIC CENTER – THIS WAS IMMEDIATELY TURNED INTO EVIDENCE STORAGE AND HAS BEEN SUCH EVER SINCE.

NORTHERN RANGE – 2010 & 2022 (GOOGLE EARTH)



CCPD STAFFING AND GROWTH

CONCLUSIONS:

- Continued growth will occur in the north
- We are in a position to plan for this growth in a way that is functional for years beyond current projections
- If efforts are not made to align our sworn officer numbers with industry standards we will continue to be a reactive department with little time community engagement activities on a large scale.

CONSIDERATIONS:

- Central location in the northern range – the property at 104th and Potomac is ideal for a police station.
- Fully functional station – eliminate need to drive arrestees south to HQ for booking, only to later drive them to Brighton for booking at ACDF.
- Build for future anticipated needs, not current needs.
- Build space for Community use as well as training and professional development of PD staff.

Questions?