Police Department Reforms

December 14, 2015

Purpose

- Provide updated information on performance of the police department

- Review status of departmental reform efforts underway to remedy long-standing issues

- Look ahead to 2016 actions and outcomes

Community is Safer:
Q3 2015 vs. Q3 2014

- Part 1 crimes, defined as violent crimes against person and property, are down 6.05%

- Calls for service increased 19%

- Officer-initiated activity increased 30%

Community is Safer

| Category	Q3 2013 – Q3 2015	Q3 2014 – Q3 2015
Use of Force	-314%	-167%
Vehicle Pursuits	-400%*	-67%
Personnel Investigations	-250%	-250%
Citizen Inquiries	- 27%	-30%

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Commerce City Police Department
Part One Crimes Per Thousand Population Compared to FBI Group III Cities

- Crime Rate by Qtr CCPD
- Qtr Avg Crime Rate of Pop Peers
- 75 Percentile Ranking of Peer Cities
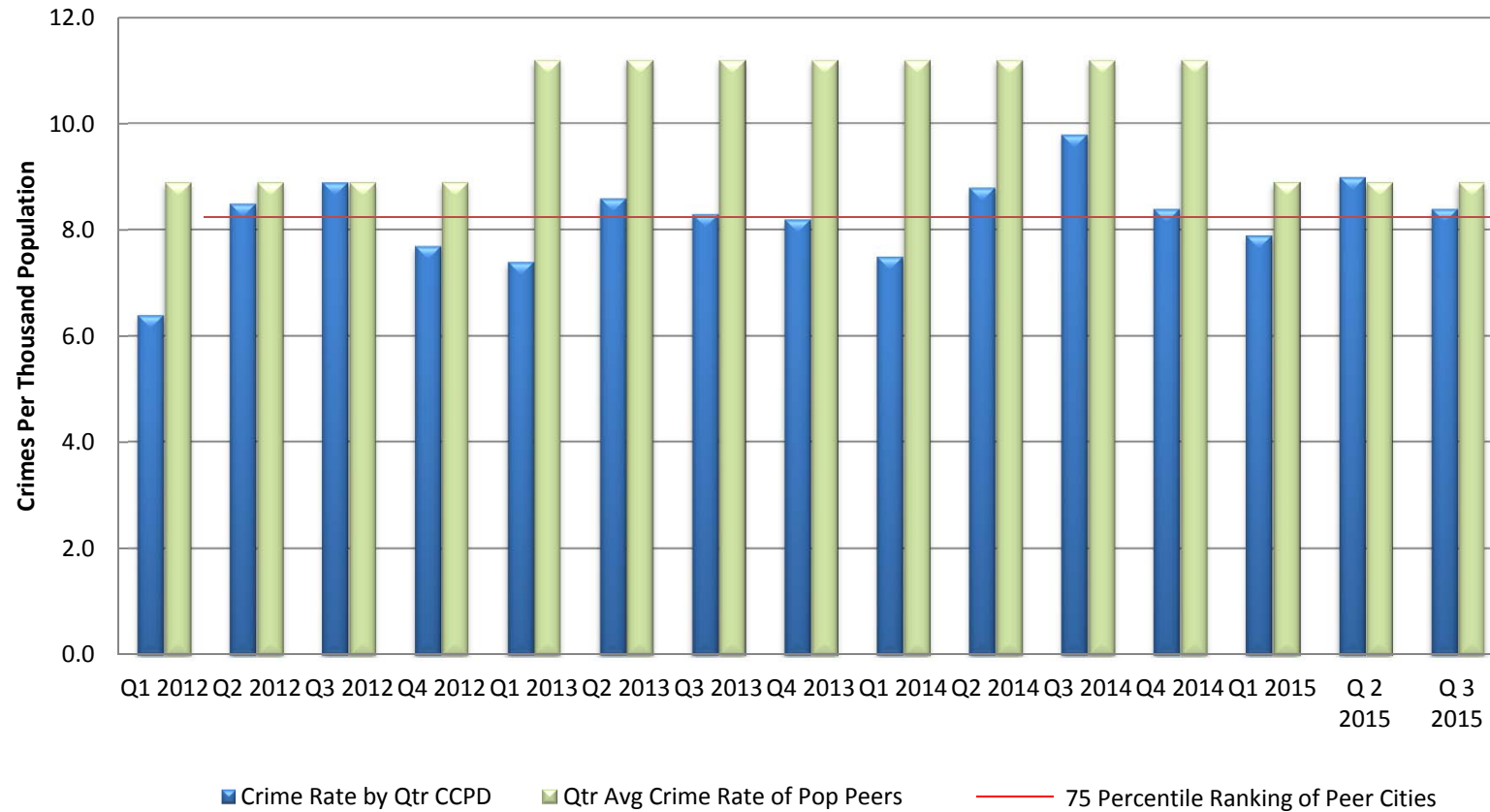
The Commerce City Police Department is committed to reducing victimization of crime throughout the community and increasing citizen perception of safety in Commerce City. Our goal is to have a lower crime rate than 75% of our peers cities (Group III Cities: population 50,000 – 99,999 Source FBI. Source: Crime In The US 2014

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Commerce City Police Department
Priority One Response Time by Quarter

Response Time in Minutes

Min ▬■▬ Goal
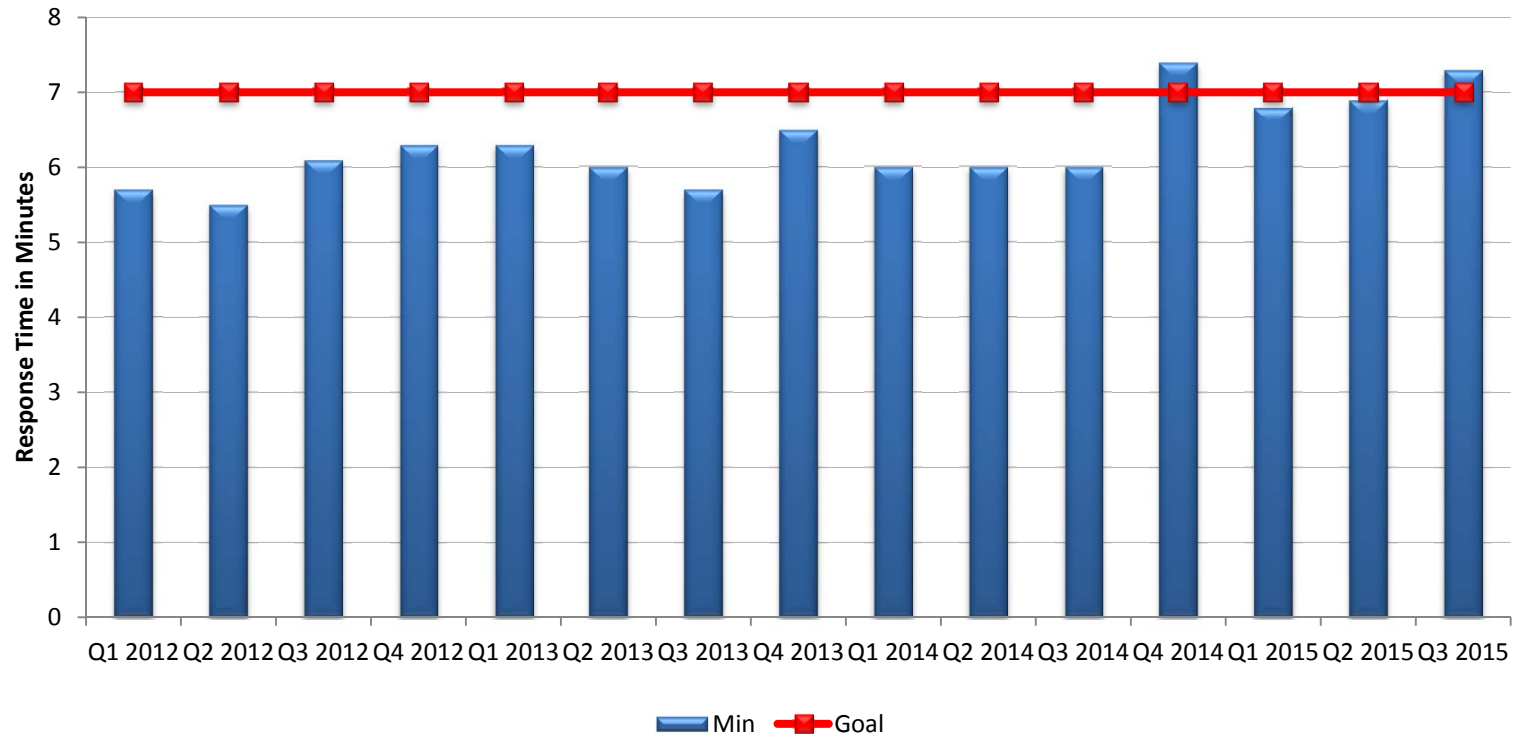
Commerce City's population grew by 125% in the last 10 years and we are the fourth fastest growing community in the State of Colorado. The City encompasses 41 square miles and is home to the largest wildlife refuge in the United States. Citizens expect rapid response to in progress calls for police service (priority one calls). Together, geographic configuration, staffing levels, deployment strategies and policy all provide a framework for managing reasonable response times to police calls for service. Our goal is to respond to at least 75% of priority one calls for service in 7 minutes or less.

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Traffic Crashes
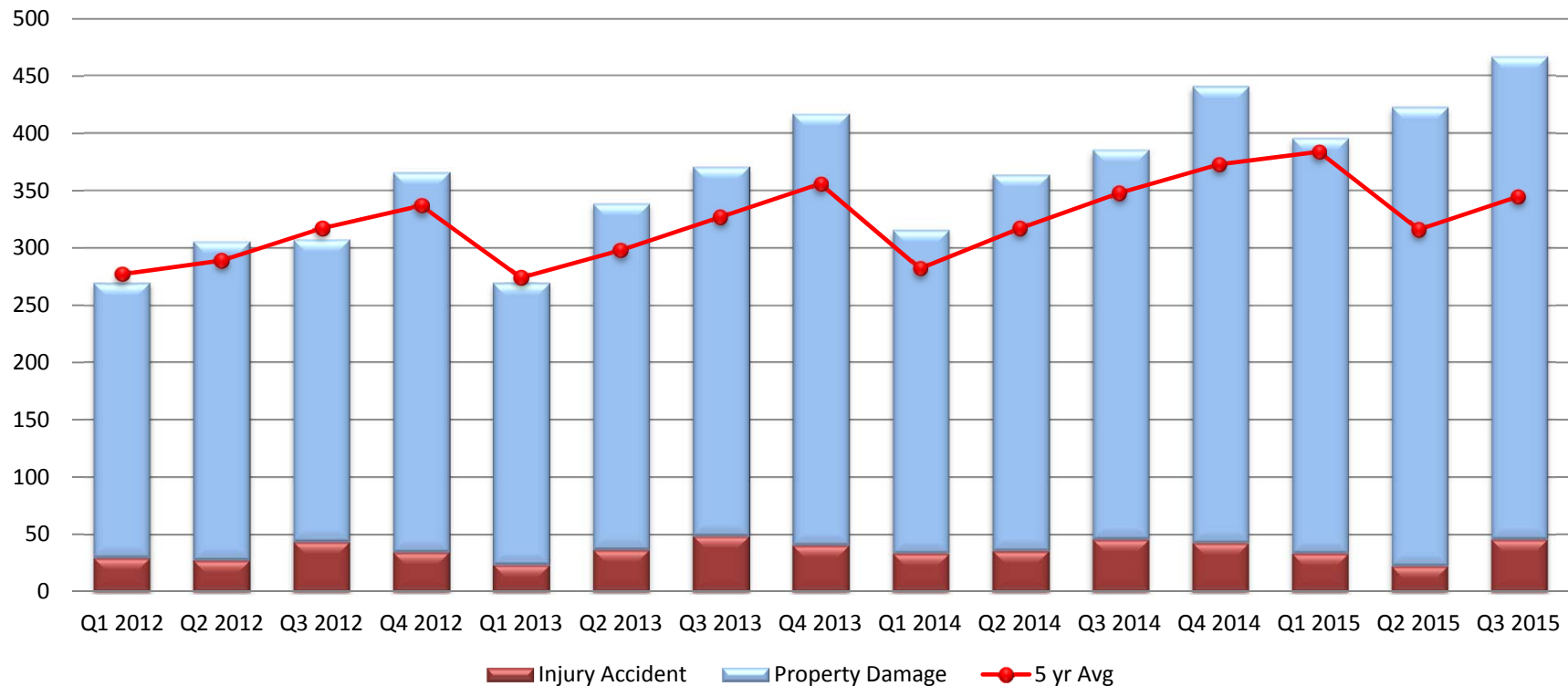
Several major transportation corridors and interstate highways traverse Commerce City. Our roadways serve as vital transportation routes for industry, Denver Metro area commuters, travelers and residents alike. Commerce City uses the three E's (education, engineering and enforcement) to manage roadway safety. Our goal is to improve traffic safety by reducing traffic crashes below our five year average.

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Community is Safer: Strategic Policing

- Implementing Geographic Command
- Proactively address problem solving
- Reduce repeat calls for service
- Increase community engagement
- Improve traffic complaint management and safety
- Regional Collaboration
  - SWAT, Victim Advocacy and Task Forces
- Transition to full-time youth services commitment

Community is Safer:
Learning Organization

- Sex assault evidence and case review
  - City had a lower clearance rate than others in county and a higher rate of inactivation.
  - Mandate victim advocate on every VRA call
  - Recommended training, policy and process improvements

- Proactive management of Registered Sex Offenders

- Implemented IAPRO/Blue Team Personnel Complaint Management system

- Increase training throughout the department

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Officers are Safer:
Declines in worker comp claims

Number of Injuries and Costs by year as of 11/2/2015

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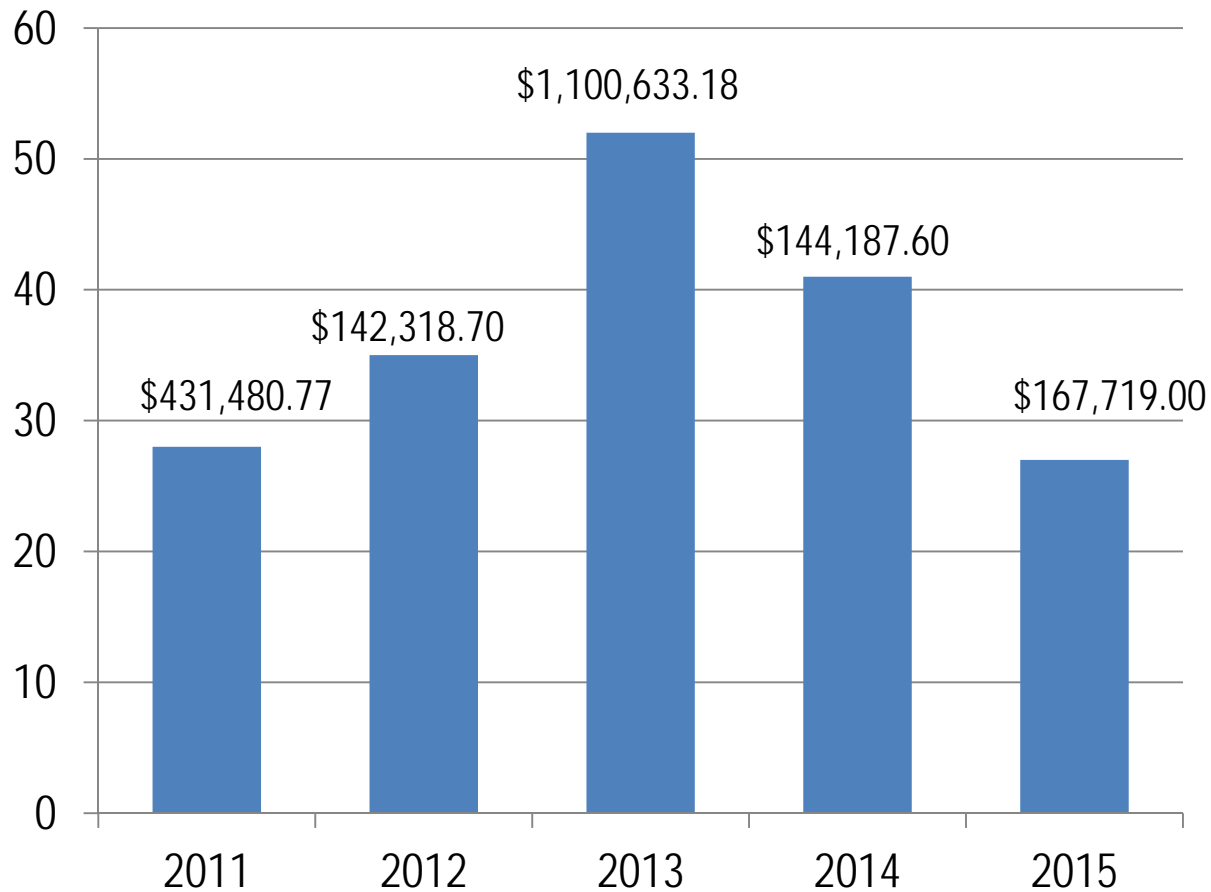
- Total of 497 triggering a departmental review, 85 actions taken or 17%
  - 83% (71 cases) resulted in training, counseling or written reprimand
  - 7% (6 cases) resulted in suspension
    - Four were one day suspension
    - One was a five day suspension
    - One was a six day suspension
  - 5% (4 cases) policy error

2016 Work Plan: Strategic Policing

- Improve upon the data driven portion of geographic program and include district sergeants and officers
- Increase use of crime analysis and create standardized reports for control and management
- Enhance traffic complaint management and develop traffic safety plan

- Develop self-initiated activity standards and performance expectations
- Increase oversight of special assignments/collateral duties
- Evaluate Lumen as a trial system
- Implement new scheduling software

2016 Work Plan: Learning Organization

- Establish mediation program for citizen complaints, community problems.
- Implement outcomes from Use of Force inspection
- Complete phase two of sex assault review
- Design and implement an internal "Leadership Academy" for supervisory and managerial employees.
- Implement a new digital evidence management system

- Implement new equipment inventory system
- Hold two table-top exercises to improve incident command system
- Create briefing training and debriefing process
- Development of marijuana detective and sex assault detective
- Implement new policy manual
- Improve in-service training, PTO and FTO programs

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2016 Work Plan: Reform Efforts

- Reform Commander
- Taser Program Procurement
- Body Cameras
  - Policy
  - Implementation
- Citizen Advisory Committee
  - Council appointed
  - President's 21st Century Policing Taskforce findings and applicability

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How to Accomplish?

Current Staffing as of 12/14/15

- 98.5 allocated sworn positions
  - 5 vacant positions*
  - 12 officers not in their assigned role (light duty, training)
  - **79.5 total officers in assigned roles**
- 28 allocated non-sworn positions
  - 3.5 vacant positions
  - **24.5 total non-sworn in assigned roles**

* Three conditional offers for Jan. 2016 academy

2016 Personnel

A-Side	Current			
Day Shift	7	8	9	9
Swing Shift	7	8	9	10
Grave Shift	8	8	9	10
Day Total	22	24	27	29

B-Side				
Day Shift	7	8	9	9
Swing Shift	8	9	10	10
Grave Shift	8	9	9	10
Day Total	23	26	28	29

Division Total	45	50	55	58
Additional		5	10	13

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Noncertified Recruitment Success

- Helps ensure department is more reflective of the community in which we work and live
- Local career opportunities for residents, bilingual speakers
- Two recruitments to date; yielded more than 342 applications; hired six officers, one community service officer

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Staffing Challenges Remain

- Union contract requires city pay officers 1% above the average salary of Arvada, Aurora, Boulder, Broomfield, Brighton, Thornton, Northglenn and Westminster.

- Competing with other agencies and battling poor reputation for quality applicants.

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Employee Separations

- From Jan. 1, 2013 – Dec. 7, 2015

Reason of Separations	FOP	AFSCME	Non-Union	Grand Total
Deceased	1			1
Retired	3		1	4
Another Job	10	3		13
Medical	7	1		8
Moved	4			4
Performance	13	5	2	20
Personal	1	4	1	6
Grand Total	39	13	4	56

Questions