



Wheat Ridge Police
Professional Standards Unit
2017 Annual Report



Approved *[Signature]* 6/16/18

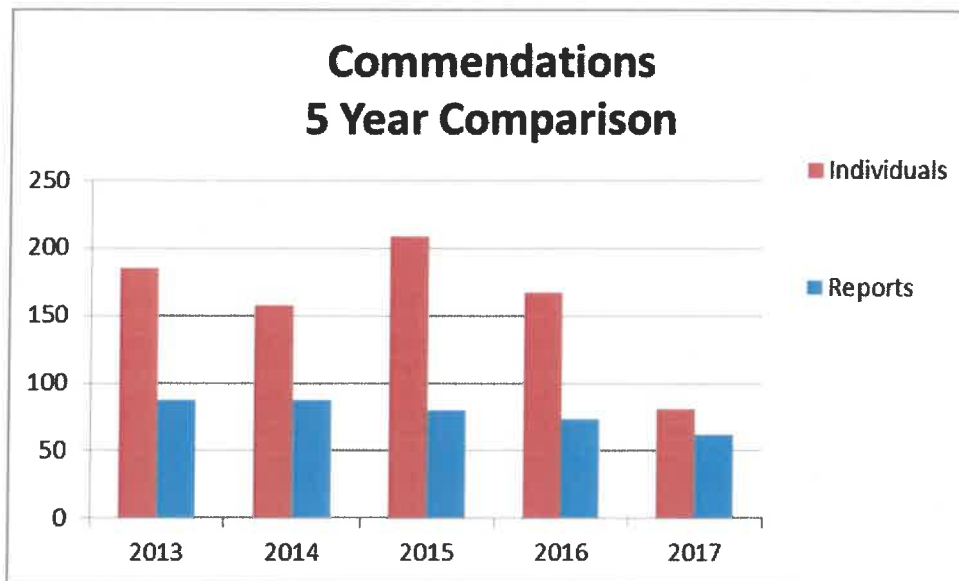
The Professional Standards Unit (PSU) accepts positive and negative comments from the public, professionals and staff in regards to police services and member conduct. The PSU investigates and maintains records on commendations, complaints, use of force incidents, employee-involved accidents, the early warning system, and eluding and pursuit events.

The PSU office researches, recommends, develops and writes policy revisions for the Police Department.

Statistical information is compiled to track trends, correct deficiencies and identify training needs, manage personnel resources and generally create a high level of accountability and performance for all employees.

Commendations

The Wheat Ridge Police Department provides recognition to those employees and citizens whose actions exemplify the qualities of our Core Values, specifically: Courage, Integrity, Respect, Perseverance and Initiative. The Department recognized 81 individuals for exceptional performance, involving 62 separate instances in 2017. This compares with 74 instances for 167 individuals in 2016. The Department receives a wide range of compliments from citizens, ranging from motorist assists to life-saving efforts. The table below reflects a five year comparison related to commendations.



Department Awards

The following individuals received a commendation or award during 2017. Awards are issued throughout the year or at the police department Annual Awards Ceremony.

Medals:

CHIEF'S AWARD

Phil Baca

COMMENDATIONS

Off. Molly Stark
Det. Mark Slavsky
Det. Chris Krieger
Police Tech. Nicole Houglan

RECOGNITION

Det. Kyle Eversole
Off. Brian Gross
Off. Daniel Whittle
Accreditation Manager
Colleen Slater

FORMAL LETTERS OF COMENDATION

Cmdr. Mark Cooney
Police Tech. Nicole Houglan
Admin. Assistant Michelle Stodden

SWAT AWARDS

Det. Tyler Josifek
Det. Chris Krieger

CITIZEN'S AWARD

Brian Geer

5 YEARS

Officer Ken Rezac
Det. Juan De La Vara
ESS Heidi Ford

10 YEARS

Det. Russ Henzie
Officer Steven Brooks
Evidence Tech Cindy Case

20 YEARS

Sgt. Scott Bellomy

25 YEARS

Cmdr. Tracy Wardell

CHALLENGE COINS

RESPECT

Cmdr. Mike Hendershot
Det. Betsy Sailor
Officer Andrew Carman
Officer Brian Gross

COP/POP

Chief Daniel Brennan
Cmdr. Mike Hendershot
Det. Chris Krieger
Officer Barry Malloy
Officer John Parsons
Officer Kira Smith
Officer Allen Hernandez
Officer Zac Pauga
Officer Krista Cuney
Officer Ciara Adams
Officer Andrew Carman
Officer Cory Chauncey
Officer Mitch Cotton
Officer Tyler Fashempour
Officer Allen Fischer
Officer Kira Smith
Officer Zahra Al-Arahawi

COURAGE

Admin. Assistant Michelle Stodden
Admin. Assistant Laura McAvoy
ESS Jessica Kunz

CEREMONIAL CHALLENGE COIN

Explorer Cole Bowman

Recruitment

The Police Department Recruitment Team was active in 2017. Four members left the department leaving the current membership at 12. Members of the Recruitment Team included: Sergeants Jamie Watson, Brian Wilkinson, and Bobbi Dawkins; Officers Allan Fischer, Barry Malloy, Nate Lovan, Brian Gross, John Bowman, Krista Cuney, Steven Berkowitz and Zahra Al-Arahawi, and Detective Kyle Eversole. Recruitment Team members continued to provide direct involvement in the applicant selection process; attending recruiting events, evaluating and scoring applications, scoring personal history questionnaires, and participating in oral board interviews.

Recruitment Team members attended nine job fairs in 2017, three more than the previous year. Members participated in the following recruiting events:

Denver-Auraria Job Fair	January 23
Denver-Auraria Job Fair	March 13
Colorado Springs Career Fair	March 22
Denver-Auraria Job Fair	May 8
Recruit Military Recruitment Event	August 24
Jefferson County Career Expo	August 26
ACC Law Enforcement Career Fair	October 25
University of Northern Colorado Job Fair	November 6
Arizona Law Enforcement Hiring Expo	November 28

Approximately 300 individuals visited our displays at these nine events. Of those, 170 spoke with a recruiter and gathered information about the department. The demographic breakdown of those interested in 2017 was:

Caucasian males:	63
Caucasian females:	39
African-American males:	17
African-American females:	5
Hispanic males:	129
Hispanic females:	6
Asian males:	7
Asian females:	1
Others	3

In 2017, Professional Standards worked in collaboration with Human Resources to expand outreach efforts to metro-area colleges and local academies. The data supports benefits from recruiting at colleges, universities, and law enforcement specific job fairs. Recruitment efforts were not well received at the Arapahoe Community College (ACC) Law Enforcement Career Fair; police academy enrollment was low with ten recruits in the last two classes.

Two team members traveled to Phoenix, Arizona for a law enforcement specific career fair; the booth attracted 30 individuals. The Arizona Law Enforcement Hiring Expo generated the third highest number of interested individuals out of the nine events.

Professional Standards facilitates the hiring process for all positions within the Police Department and assists with internal transfers and promotional processes. The Professional

Standards Unit works closely with the Human Resources Division to develop recruiting strategies and marketing techniques.

Hiring Processes, Promotions & Demographics

In 2017, 807 people applied to be sworn police officers with the City of Wheat Ridge. This was a 314% increase from 2016's 257 applicants.

Note: Gender/Ethnicity information is not required during the application process. The percentages detailed below are of the total information available.

- 85% of the applicants were men
- 15% of the applicants were women
- 67% of the applicants were Caucasian
- 7% of the applicants were African-American
- 19% of the applicants were Hispanic
- 4% of the applicants were Asian/Pacific Islander
- 1% of the applicants were American Indian
- 2% of the applicants identified as "Other"

During 2017, the Department did not hire lateral police officers. Ten recruit police officers were hired in 2017, two Caucasian females, one African-American female, one Asian male, and six Caucasian males. One Caucasian male withdrew from the police academy after two weeks. One Caucasian male and one African-American female resigned during phase two of Field Training. The remaining officers are working in the patrol division.

Two sergeant's positions were filled in 2017, one sergeant position was created from the 2015 IACP Staffing Study recommendations and the other one opened after a sergeant retired. Both positions were filled from the 2016 Sergeant's Eligibility List.

In 2017, a commander left the organization leaving the position vacant. A sergeant was promoted to commander from the 2016 Commander's Eligibility List.

Department, Community, and Enforcement Demographics

The City of Wheat Ridge is an inner-ring suburb, on the west side of the Denver Metropolitan Area. The Wheat Ridge Police Department endeavors to achieve staffing demographically aligned with our service community. The 2010 census data shows that Caucasian men and women make up 74 percent of the Wheat Ridge population. At the end of 2017, the Wheat Ridge Police Department consisted of 95% Caucasian officers, an overrepresentation of approximately 21%. This is a 3% increase from 2016.

Hispanic officers accounted for 1% of the department's sworn staff at the end of 2017; whereas the service population is approximately 21 percent Hispanic. Hispanics remain the most underrepresented ethnic group, at -20%. The department employed one African-American officer in 2017; an underrepresentation of 1%.

The department employed two Asian/Pacific Islander officers or 2.5%. The Census data places that ethnic group at 2% of the Wheat Ridge population, so Asian/Pacific Islanders are now slightly overrepresented in the department. The department had no officers of American Indian/Alaska Native heritage in 2017, leaving that ethnic group underrepresented by approximately 2%. The department employed one Middle Eastern officer or 1%.

These numbers fluctuated slightly throughout 2017 due to changes in personnel. The 2016 Recruitment Analysis contains a more in-depth analysis of department demographics.

The below chart represents an analysis of the percentage of total WRPD enforcement actions in 2017 from arrests made, traffic citations' issued, traffic summonses issued as a result of traffic accidents, and field contact cards in relation to population demographics of Wheat Ridge and the Denver Metropolitan Area:

	Metro	Wheat Ridge	WR Arrests	WR Traffic Citations	WR Traffic Accident	F.I. Card
Caucasian	66.3	84.8	77.9	83.8	84	75.3
Hispanic	22.1	22.1	14.2	9.7	8.7	12.2
Africa Am	5	1.4	6.4	3.5	2.7	10.4
Asian/ P. I.	3.9	1.7	0.6	1.5	1.4	0.3
Am. Indian	0.5	1.2	0.7	0.1	0.2	0.3

An analysis of the above data shows:

- Caucasian residents comprise 84.8 % of the Wheat Ridge population and 66.3% of the overall Denver metropolitan population. In 2017, an average of 80% of WRPD contacts and enforcement actions involved Caucasian citizens, a differential of - 4.8% when compared to the population of Wheat Ridge, and a differential of -13.7 % compared to the Denver metro population. This differential has decreased from 2016 when 83.2% of WRPD contacts and enforcement actions involved Caucasian citizens, a differential of +9.2% when compared to the population of Wheat Ridge, and a differential of +16.9% compared to the metro population.
- Hispanic residents comprise 22.1% of the Wheat Ridge population and 22.1% of the metro population. In 2017, an average of 11% of WRPD contacts and enforcement actions involved Hispanic citizens, a differential of - 10.1 % when compared to the population of Wheat Ridge, and to the Denver metro population. This total represents a decrease from 2016's differential of -12 %.
- African-Americans comprise 1.4% of the Wheat Ridge population and 5% of the Denver metropolitan population. African-Americans were the subject of 5.75% of WRPD enforcement actions, a differential of +4.35% when compared to the Wheat Ridge population, +.75 % when compared to the Denver metro area. This represents an increase from 2016 when the differential was +3.4%.
- Asian/Pacific Islander residents make up 1.7% of the population of Wheat Ridge and 3.9% of the Denver metro area. Asian/Pacific Islander persons were involved in .95% of WRPD enforcement actions. This equates to a differential of -.75% when compared to the Wheat Ridge population, and -2.95% compared to the Denver metro population; an increase from 2016's differential of -.35%.

-American Indian/Alaskan Native citizens' total 1.2% of the Wheat Ridge population and .5% of the Denver metro area. This ethnic group was subjected to .325% of the WRPD enforcement actions in 2017, a differential of -.925% when compared to total Wheat Ridge population numbers, and a differential of -.175% compared to the Denver metropolitan area. These totals represent a decrease from 2016's differential of .350%.

Caucasian citizens are still contacted, arrested or ticketed more often than any other ethnic group in relation to overall population and Hispanic residents less frequently than any other group.

Biased-Based Profiling

Two allegations of Biased-Based Profiling were received by the Professional Standards Unit in 2017. Bias-Based Profiling complaints are thoroughly investigated and subjected to an administrative review. Complaints are typically investigated by the named department member's direct supervisor. The supervisor takes into account the citizen's concerns, department policies, and municipal, state, and federal law. The investigating supervisor thoroughly documents the results of the investigation and makes a recommendation regarding disposition. The documented investigation is then forwarded to each link in the named department member's chain of command. The case is reviewed by each successive member, each of whom document their findings and make their recommendation for disposition. The Chief of Police makes the final review of the investigation and taking into account each previous recommendation, and issues a final disposition.

17-C-0009- involved an African-American male who stated he was a 100% disabled veteran suffering from PTSD. The complaint alleged that a Wheat Ridge Officer separated him from his service dog during a domestic disturbance call. The investigation revealed Wheat Ridge officers contacted the complainant on several occasions for welfare checks and suicidal attempts at the request of the Veteran's Hospital and his wife. The case was closed as Not-Sustained due to lack of evidence to support the allegation.

17-C-0036- involved a white male who left his van parked and unoccupied for several days in front of 10395 West 33rd Ave. The owner of the residence reported a suspicious vehicle. Officers found evidence to suggest the van may have been an unreported stolen vehicle; the vehicle was towed for safe keeping after all attempts to notify the owner were unsuccessful. The owner of the van made an allegation of discrimination that his van was towed because "he was poor" and the vehicle was left in a "rich" neighborhood. The case was closed as Not-Sustained.

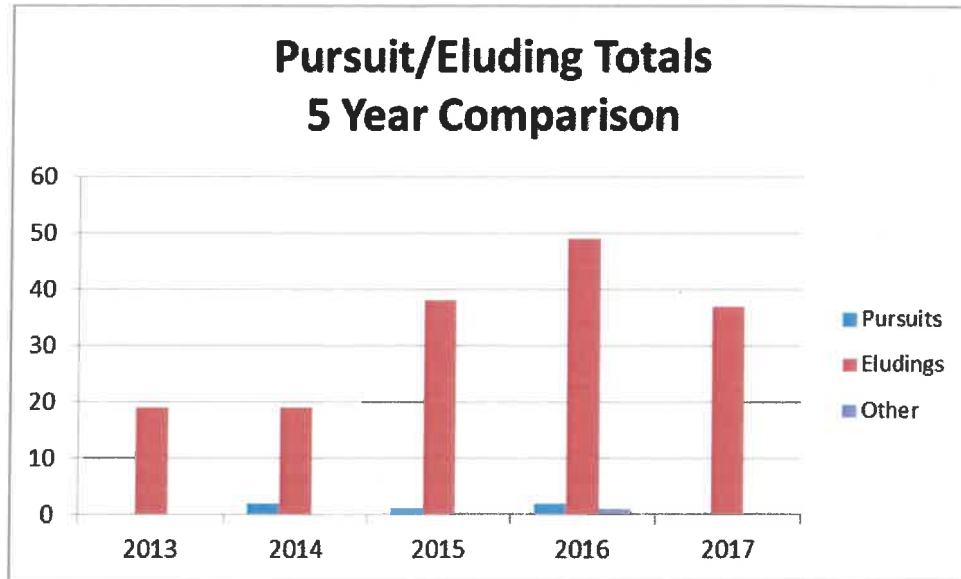
Pursuits

The Wheat Ridge Police Department defines a *pursuit* as the active attempt by an officer in an authorized emergency vehicle to apprehend the operator of a motor vehicle who, having been given an audible and visual indication to stop, attempts to avoid apprehension by maintaining or increasing speed or using other evasive tactics, and ignoring the attempts of the officer to stop the driver.

Eluding is defined as the act of knowingly attempting to evade a peace officer while driving a motor vehicle and the officer disengages pursuing the vehicle—following department policy and procedure.

In 2017, there were 37 total incidents in which suspects failed to yield to police officers. There were no policy defined pursuits in 2017.

017	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total	Justified	Not Justified
Pursuits	0	0	0	0	0	0	0
Eluding	13	11	7	6	37	37	0

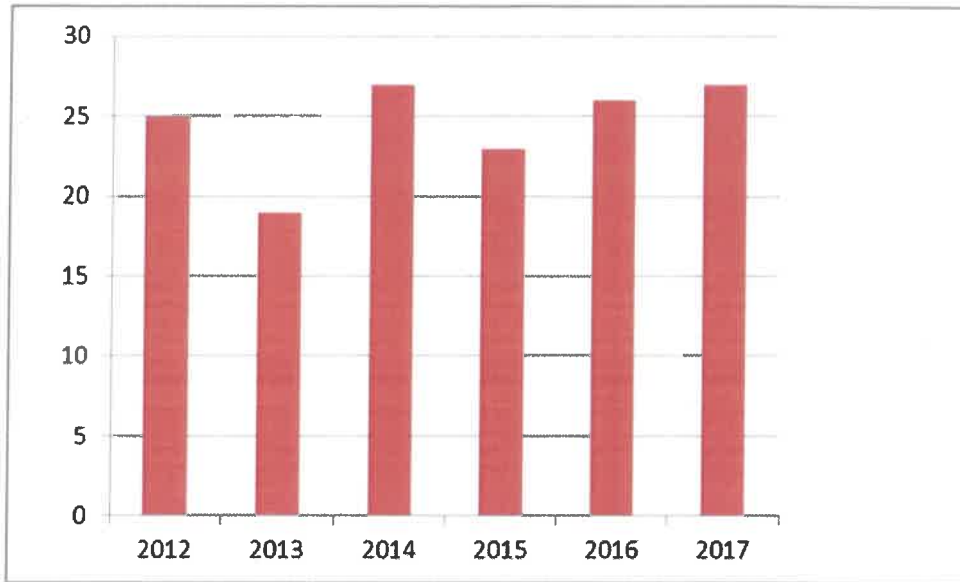


Full pursuit and eluding information and analysis is more completely detailed in the 2017 Pursuit Analysis Report.

Use of Force

Officers are required to complete a Use of Force report when they use force greater than Level 3, control and compliance, or whenever an injury is sustained by any person. *Control and compliance* is defined as the use of some combination of leverage and strength to generate compliance, including joint locks, pressure points, take-downs, and come-along techniques. Supervisors review the reports and make recommendations as to whether the incident needs further investigation.

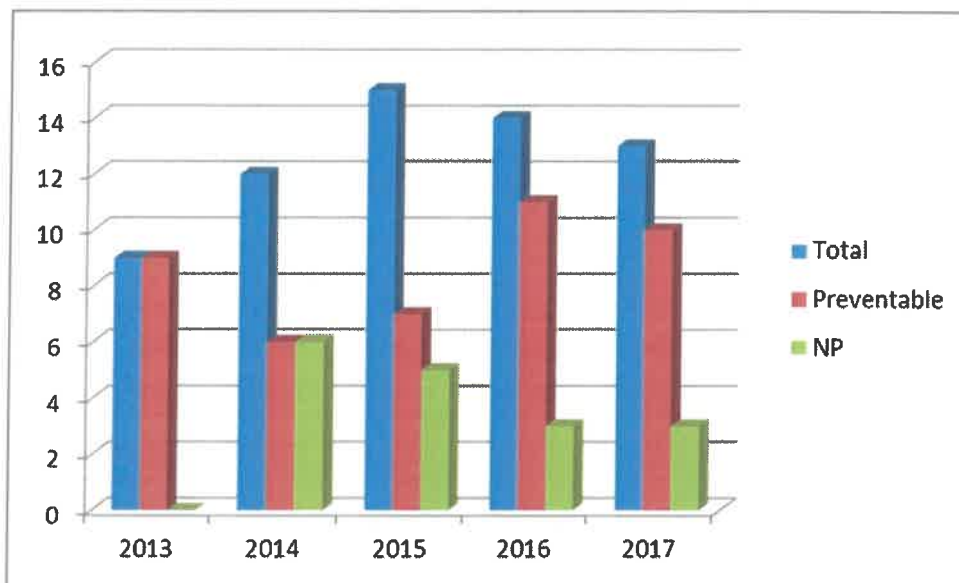
The PSU received 27 reported Use of Force incidents in 2017. Sixteen of the Use of Force reports from 2017 were Level 3 control and compliance, which required a report only because either an officer or suspect sustained an injury. Ten suspects were injured, all consisting of minor abrasions or lacerations; two suspects sustained significant injuries as a result of the police encounter, and one suspect was killed after pulling and pointing a gun at detectives. Three officers sustained injuries; one suffered a bloody nose, one complained of knee pain, and the other sustained minor scrapes and bruises. All Use of Force incidents were determined to be justified. The below chart reflects a five year comparison of reported Use of Force Reports.



Refer to the 2017 Use of Force Analysis report for complete information and analysis of use of force incidents.

Employee Involved Traffic Accidents

Wheat Ridge Police employees were involved in 13 accidents in 2017. Ten were preventable and three were not. This compares to 14 accidents in 2016, with 11 preventable and three not preventable. In reviewing accidents over the past five years, total accidents involving employees has decreased since 2015; however, preventable accident have increased. The graph below shows a five year comparison.

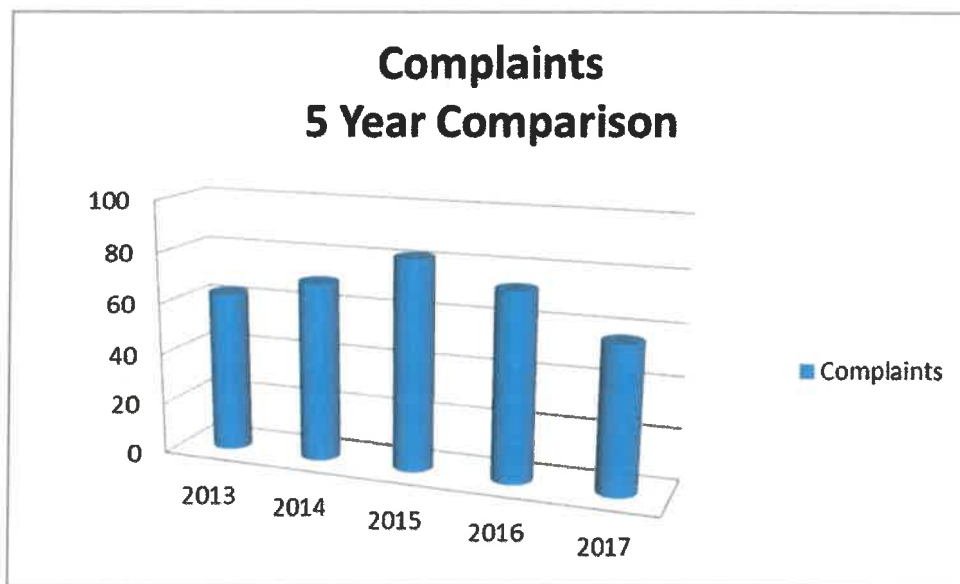


Complaints Investigated in 2017

Misconduct Allegation	S	NS	EX	UNF	PF	MED
3.42.02 Directives & Expectations	6	1				
3.42.03 Laws	1	2				
3.42.04 Truthfulness		2				
3.42.05 Conduct Unbecoming						
3.42.06 Respect for Others	2	5	1	1		
3.42.07 Customer Service	1	7				
3.42.08 Police Authority						
3.42.09 Neglect of Duty	7	1	2			
3.42.10 Care of Property and Equipment	3					
3.42.11 Conflict of Interest	1					
3.42.12 Use of Force (complaints only)		1	2	1		
3.42.13 Pursuits (complaints only)						
3.42.14 Traffic Accident						

Explanation of Abbreviations	
S= Sustained Complaint	EX= Exonerated
NS= Not Sustained	UNF= Unfounded
PF= Policy Failure	MED= Mediation

The department investigated 57 complaints in 2017; two were classified as major investigations that involved off-duty conduct. Thirty-nine of the 57 complaint reports resulted in a total of 20 (35%) sustained allegations and 19 (34%) resulted in not-sustained. There were seven (12%) reported complaints that resulted in other findings. Eleven (19%) out of the 57 reports were classified as inquiries. Complaints have decreased each year from 2015. The below graph shows a five year comparison.



Complaint Analysis:

The Wheat Ridge Police Department investigates all complaints against the agency or its employees, including those made anonymously. All complaints are investigated objectively and in a timely fashion.

Wheat Ridge Policy 3.43.05 (B) outlines the process to keep the complainant notified of the investigation status and the results of the investigation upon conclusion.

Wheat Ridge Policy 3.43.02 Complaint Definitions outlines the three complaint categories as, Inquiry, Divisional, and Misconduct. The Misconduct category has two subcategories, Minor allegations and Major Allegations. The severity of the allegation will determine the assigned complaint category.

Wheat Ridge Policy 3.43.10 Disposition Classification outlines the seven disposition classifications for any allegation of misconduct. The dispositions include, Inquiry, Unfounded, Exonerated, Not-Sustained, Sustained, Misconduct Not Base on Complaint, and Policy Failure. The disposition is based on the evidence or lack of evidence in a complaint investigation.

Completion Time:

In cases of Inquiries, Divisional and Minor complaints, every reasonable effort was made to ensure that the investigation was completed and a disposition reached within thirty days. In cases of Major complaints, additional time was generally necessary due to the complexity of the investigation. In those cases, every reasonable effort was made to ensure completion within sixty days. In all cases, extensions may be granted by the Chief of Police; department members who are the subject of the investigation are notified of the extension.

In 2017, case completion time varied considerably, for a variety of reasons:

Inquiries: The average time to complete an inquiry case in 2017 was 32.3 days. The shortest completion time was eight days; the longest was 60 days. The long case was related to whether a vehicle should be towed by the police, or should the

owner of the vehicle be allowed to arrange for a private tow when the owner is arrested and jailed.

- Divisional:** The average completion time for Divisional complaints in 2017 was 44.7 days. The shortest completion time was ten days; the longest was 150 days. The case with the longest completion time was delayed while waiting for Performance Record Entries (PRE) to be issue.
- Minor:** The average completion time for Minor complaints in 2017 was 70.3 days. The shortest completion time was ten days; the longest was 167 days. The long case was delayed due to a criminal case in conjunction with the complaint investigation. Twenty of the 25 total Minor investigations completed in 2017 were open greater than 30 days. The delays were most often encountered during the review and recommendations processes after the investigation was completed.
- Major:** Two Major investigations were conducted in 2017. One Major investigation was completed in ten days and the other remains open. The open investigation was a complex investigation related to a criminal investigation. The shortest Major investigation involved an off-duty arrest in another jurisdiction and subsequent resignation.

In only one case in which the investigation extended beyond the 30 or 60 day time limit imposed by policy, there was a formal extension request forwarded for the approval of the Chief of Police. Care should be taken to ensure this requirement is adhered to in future investigations.

Source of Complaints:

According to 2016 census data, Wheat Ridge is home to approximately 31,372 residents. A total of 57 complaints, including inquiries, were received in 2017, a complaint to citizen ratio of 1/.0018. In 2017, the Wheat Ridge Police Department responded to 32,272 calls for service and received 57 complaints. The data equates to 1/.0018 complaint to call for service ratio, a little more than one tenth of one percent.

Of the 57 total complaints/inquiries received in 2017, three resulted from incidents that occurred at a location outside the city, two in the City of Arvada and one in the City of Lakewood. Ten were initiated internally as the result of an incident at WRPD headquarters or Municipal Court. Fifty-four cases (94%) involved members assigned to the Patrol Operations Division; the remaining 3 (6%) involved Support Services personnel.

Patrol Operations:

Of the 54 cases involving personnel assigned to the Patrol Operations Division, two (4%) involved members of the Community Services Team. Two cases (4%) involved a school resource officer, and one case (2%) involved a member of the Crime Prevention Unit. The remaining 49 cases (90%) involved members of one of the three patrol watches. Twenty (41%) cases came from first watch calls for service, twenty (41%) cases from second watch, and nine (18%) cases from third watch. By way of comparison, in 2016 first watch received 29% of the calls for service, second watch 42%, and third watch 29%.

Support Services:

Of the three cases involving Support Services Personnel, one (33.3%) complaint involved investigations personnel, one (33.3%) involved a member of dispatch, and one (33.4%) involved a member of police administration.

Complaint by call type:

The number one investigated complaint (18) was generated through administrative action. Traffic calls generated the second-highest number (eight) of reported complaints. Medical related calls for service (four) were the third-highest number of complaints investigated. Warrant assist, disturbances, and third degree assault calls generated two complaints each. Trespass and mutual aid generated one complaint each. No call type information was entered on 22 reports.

Complaint by allegation:

The Department's highest complaint area was Neglect of Duty, with ten, in 2017. Over the past five years, Neglect of Duty complaints had posted the highest number of complaints with a total of 93. Fifteen Neglect of Duty complaints were received in 2012, 20 in 2013, 11 in 2014, 19 in 2015, and 18 in 2016.

Of the ten Neglect of Duty complaints in 2017, seven (70%) were sustained, two (20 %) were exonerated, and one (10%) was not sustained. The second highest allegation category in 2017 was Respect for Others with nine reported complaints. Two (22%) were sustained, five (56%) were not sustained, one (11%) was exonerated, and one (11%) was unfounded.

Complaint by case type:

When viewed by case type, the overwhelming majority of cases continue to be classified as minor investigations. Over the past five years, 61% of the cases have been categorized as minor investigations, 5% as major investigations and 21 % as divisional complaints, and 13% as inquiries.

Complaint by employee involvement:

A breakdown of employee involvement in complaints (discounting inquiries) in 2017, showed 20 sworn employees were named in at least one complaint, ten in two complaints, and seven in three complaints. In 2013, 42 officers were named in at least one complaint, in 2014 there were 38, there were 24 in 2015, and 28 officers in 2016. A five year comparison showed a decline in the number of officers receiving one complaint.

The department conducted Procedural Justice training in 2016 to all employees. A Procedural Justice Update training was conducted during 2017's In-Service training. This training may clarify the decline in complaints in 2017. The five year comparison encompasses two CALEA re-accreditation processes. The associated reviews and revisions of policies and procedures, training and overall enhanced customer service philosophy are likely contributing factors for the decline in officers receiving complaints.

In 2010, the Wheat Ridge Police Department added a category of "Mediation" to the possible findings for complaints. If a case is determined to meet the criteria as a candidate for mediation, that option for resolution is offered to both the employee and the complainant. The department utilizes the services of Jefferson County Mediation. There were no cases referred to mediation in

2017. A total of seven complaints have been successfully mediated to the benefit of both the employee and the complainant since the inception of the mediation process.

Early Warning System

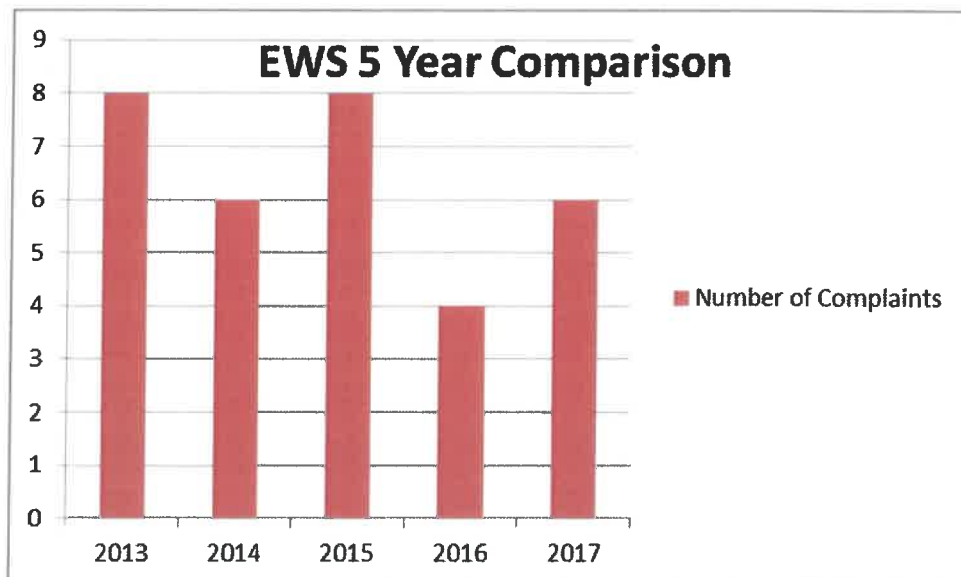
The Early Warning System was developed to identify employees who may be having difficulties with specific functions of their job performance, or who may be having behavioral issues. Police Department policy requires a supervisory review of the Professional Standards history of employees who have:

- Received two sustained complaints or four complaints, regardless of disposition, within a 12-month time period.
- Been involved in two preventable traffic accidents, while operating a City-owned vehicle, within a 12-month time period.
- Is involved in four or more use of force situations, regardless of disposition, during any 12-month period that require a Use of Force report, as defined in Policy 5.03.03

The review consists of reviewing each case to determine patterns or practices that require correction, either through counseling or directed training.

Early Warning System Analysis:

In 2017, six Early Warning System special reviews were initiated, involving five employees. Two of the five employees were involved in two EWS notifications in 2017. Three employees were subject of a EWS alert for four Use of Force reports within a 12-month period. One employee was subject to a EWS after being involved in two preventable traffic accidents when operating a City-owned vehicle, within a 12-month period. Two employees received either two sustained complaints or four complaints, regardless of disposition, within a 12-month period, which generated an EWS alert. An error in the AIM system occurred and failed to generate incident number 17-INT-0006, which was discovered too late to correct. EWS activations were down from 2015, and up slightly from 2016. The below chart shows the EWS Intervention comparisons for the last five years.



Each of the officers' performance was reviewed by their respective supervisors and chain of command. No concerns were noted and no further action was necessary for the officers.