



Wheat Ridge Police Professional Standards Unit 2018 Annual Report



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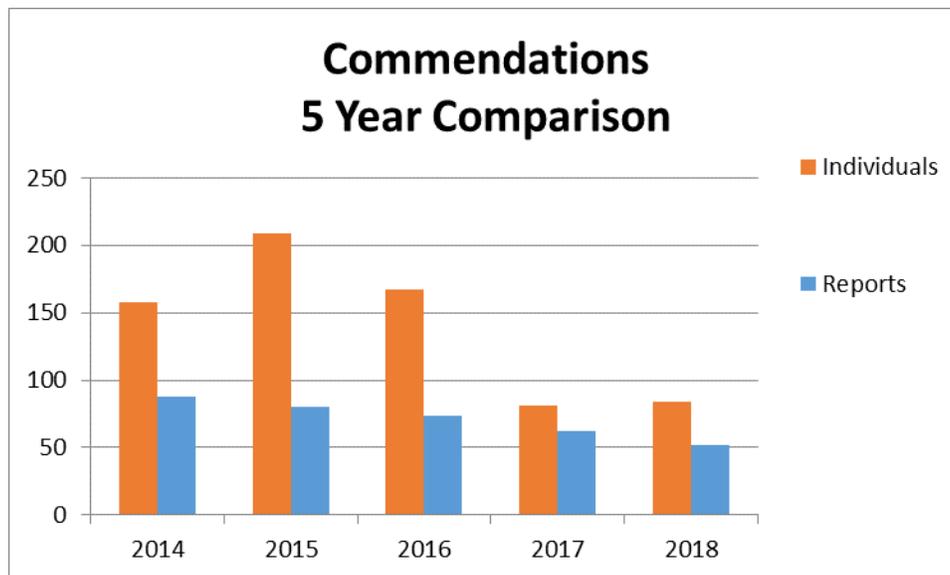
The Professional Standards Unit (PSU) accepts positive and negative comments from the public, professionals, and staff in regards to police services and member conduct. The PSU investigates and maintains records on commendations, complaints, use of force incidents, employee-involved accidents, the early 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 82 individuals for exceptional performance, involving 84 separate instances in 2018. This compares with 81 instances for 62 individuals in 2017. 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 2018. Awards are issued throughout the year or at the police department Annual Awards Ceremony.

Medals:

CHIEF'S AWARD

Michael Steinke
Chad Baker
Kent Kudebeh

MEDAL OF VALOR

Sgt. Weimer
Officer Gonzales

COMMENDATIONS

DC Pickett Sgt. Bellomy
Sgt. Moellenberg Det. With (3)
Inv. Tech Smith (2) Sgt. Watson
ESS Martinez ESS Vigil
Det. Shaul Det. Ells
Officer Brandner Sgt. Pickett
Det. Slavsky Det. Lovan
Det. Johnson Cpl. Brooks
Officer McCarthy Det. Eversole
Inv. Tech. Hougland
Officer Taggart

FORMAL LETTERS OF COMENDATION

Cpl. Baker Officer Fashempour
Cpl. Olexa Records Lead Schweda
Sgt. Jungclaus Det. Gisonda
Sgt. Darling Sgt. Dawkins
Sgt. Wilkinson Det. Paugh
Det. Eversole Det. Al-Arahawi
Officer Malloy Officer Pauga
CSO Burton Crime Analyst Daniel
IT Spec. Smith IT Spec. Schwengler
Records Supervisor Lepire
Records Tech. Valdez
Records Tech. Johnson
Records Tech. Wellington

FORMAL LETTERS OF COMENDATION

Det. Eversole (2)	Sgt. Krieger	Cpl. Payne
Officer Fischer (2)	Officer Chauncey	Sgt. Pickett
Sgt. Moellenberg	Lakewood Crime Analyst Laabs	Det. Shaul
Officer Gross	Lakewood Crime Analyst Rossi	Cpl. Brooks
Officer Gonzales	Sgt. Jungclaus	Officer Carley
Det. Lovan	Officer McCarthy	Cpl. Baker
Cpl. Parsons (2)	Officer McKewen	Officer Pauga
Officer Rezac	Officer Taggart	Officer Wright
Officer Malloy	Lakewood Crime Analyst Parker	
Inv. Tech. Smith	Sgt. Weimer	

CHALLENGE COINS

Perseverance

Cpl. Baker
Officer McKewen
Officer Parsons
Lakewood Crime Analyst Parker

Initiative

Officer Malloy

Recruitment

The Police Department Recruitment Team was active in 2018. 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 ten job fairs in 2018, one more than 2017. Team members participated in the following recruiting events:

Federal Center Job Fair	January 29
Colorado LE Hiring Expo	February 20
ACC Criminal Justice Job Fair	March 22
Recruit Military Recruitment Event	April 19
FBI-Recruiting Women in LE	May 10
18 th Annual Diversity Fair	August 18
Recruit Military Recruitment Event	August 23
Colorado LE Hiring Expo	September 12
University of Northern Colorado Job Fair	November 6
New Mexico LE Hiring Expo	December 18

Approximately 400 individuals visited our displays at these ten events. Of those, 285 spoke with a recruiter and gathered information about the department. The demographic breakdown of those interested in 2018:

Caucasian males:	115
Caucasian females:	67
African-American males:	22
African-American females:	5
Hispanic males:	48
Hispanic females:	28
Asian males:	0
Asian females:	0
Others	3

In 2018, 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 Albuquerque New Mexico for a law enforcement specific career fair; the booth attracted 19 individuals. This event generated the fourth lowest number of interested individuals out of the ten 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 2018, 1,512 people applied to be sworn police officers with the City of Wheat Ridge. This was a 187% increase from 2017's 807 applicants, and a 588% 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.

- 79% of the applicants were men
- 21% of the applicants were women
- 66% of the applicants were Caucasian
- 10% of the applicants were African-American
- 19% of the applicants were Hispanic
- 3% of the applicants were Asian/Pacific Islander
- 2% of the applicants were American Indian
- .8% of the applicants identified as "Other"

During 2018, the Department hired one lateral female police officers and 15 recruit police officers. The demographics for those hired in 2019 are four Caucasian females, one African-American male, one Pacific Islander male, nine Caucasian males and one undisclosed male. The Pacific Islander male did not complete the police academy due to his academic grades.

In 2018, two commanders left the organization leaving the positions vacant. A Commander's hiring process was held for internal and external candidates. Two external candidate were selected to fill the positions.

Two sergeant's positions were filled in 2018 from an internal promotional process.

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 2018, United States Census Bureau shows that Caucasian men and women make up 89% of the Wheat Ridge population. At the end of 2018, the Wheat Ridge Police Department consisted of 94% Caucasian officers, an overrepresentation of approximately 5%.

Hispanic officers accounted for 1% of the department's sworn staff at the end of 2018, whereas the service population is approximately 21% Hispanic. Hispanics remain the most underrepresented ethnic group, at -20%. The department did not employ an African-American officer, with a service population represented by 0.8% in 2018.

The department employed one Asian officer (1%) in 2018. The Census data places that ethnic group at 1.72% of the Wheat Ridge population, which makes Asians underrepresented in the department by 0.72%. The department had no officers of American Indian/Alaska Native

heritage in 2018, leaving that ethnic group underrepresented by approximately 2%. The department employed one Middle Eastern officer or 1%.

The above data fluctuated slightly throughout 2018 due to changes in personnel.

The below chart represents an analysis of the percentage of total WRPD enforcement actions in 2018 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	65.2	89.0	1327	1899	599	124
Hispanic	22.4	20.9	299	223	81	8
Africa Am	0.5	0.8	112	117	30	10
Asian/ P. I.	4.4	1.7	14	26	11	1
Am. Indian	0.5	1.0	20	3	1	0

An analysis of the above data shows:

Caucasian residents comprise 89% of the Wheat Ridge population and 65.2% of the overall Denver metropolitan population. In 2018, an average 80.5% of WRPD contacts and enforcement actions involved Caucasian citizens.

Hispanic residents comprise 20.9% of the Wheat Ridge population and 22.4% of the metro population. In 2018, an average of 12.5% of WRPD contacts and enforcement actions involved Hispanic citizens.

African-Americans comprise 0.8% of the Wheat Ridge population and 0.5% of the Denver metro population. African Americans were the subject of 5.5% of WRPD contacts and enforcement actions.

Asian/Pacific Islander residents make up 1.7% of the population of Wheat Ridge and 4.4% of the Denver metro area. Asian/Pacific Islander persons were involved in 1.1% of WRPD contacts and enforcement actions.

American Indian/Alaskan Native citizens’ total 1.0% of the Wheat Ridge population and 0.5% of the Denver metro area. This ethnic group was subjected to 0.5% of the WRPD contacts and enforcement actions.

The most recent data regarding demographics in Wheat Ridge is found in the 2018 estimate provided by the U.S. Census Bureau. This Bureau estimates the race distribution of Wheat Ridge residents in 2018 as 89.0% Caucasian, 20.9% Hispanic, 1.7% Asian, 1.0% American Indian, 0.8% African American, and 0.0% Pacific Islander. While these are the estimated demographics of city residents in 2018, these statistics do not include the individuals traveling through,

commuting to, or temporarily residing in Wheat Ridge. For this reason, caution should be used when directly comparing Wheat Ridge resident demographics to police contact demographics.

Biased-Based Profiling

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.

There were no bias-based profiling complaints received in 2018. This was a significant decrease from 2017, which received two complaints.

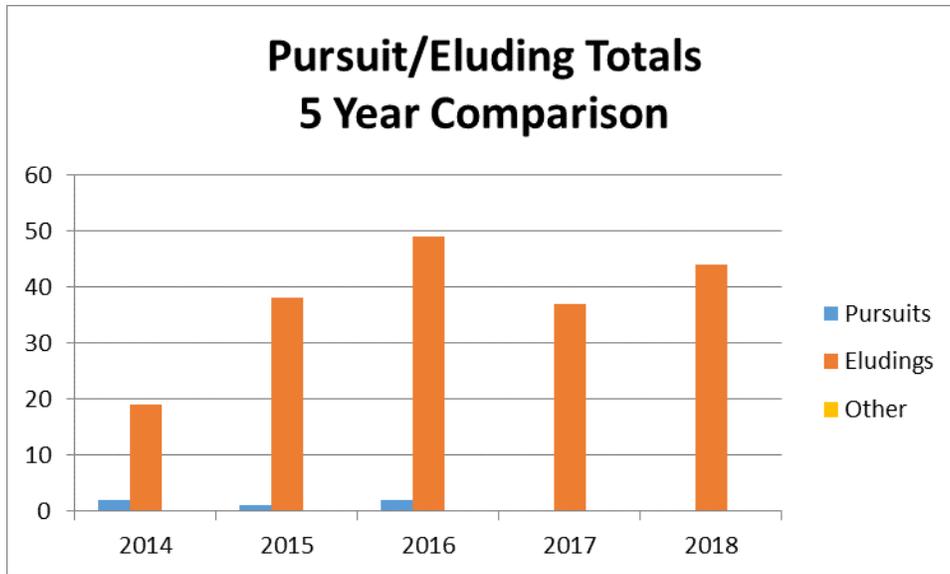
Pursuits

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 2018, there were 44 total incidents in which suspects failed to yield to police officers. There were no policy-defined pursuits in 2018.

2018	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total	Justified	Not Justified
Pursuits	0	0	0	0	0	0	0
Eluding	8	11	10	15	44	44	0

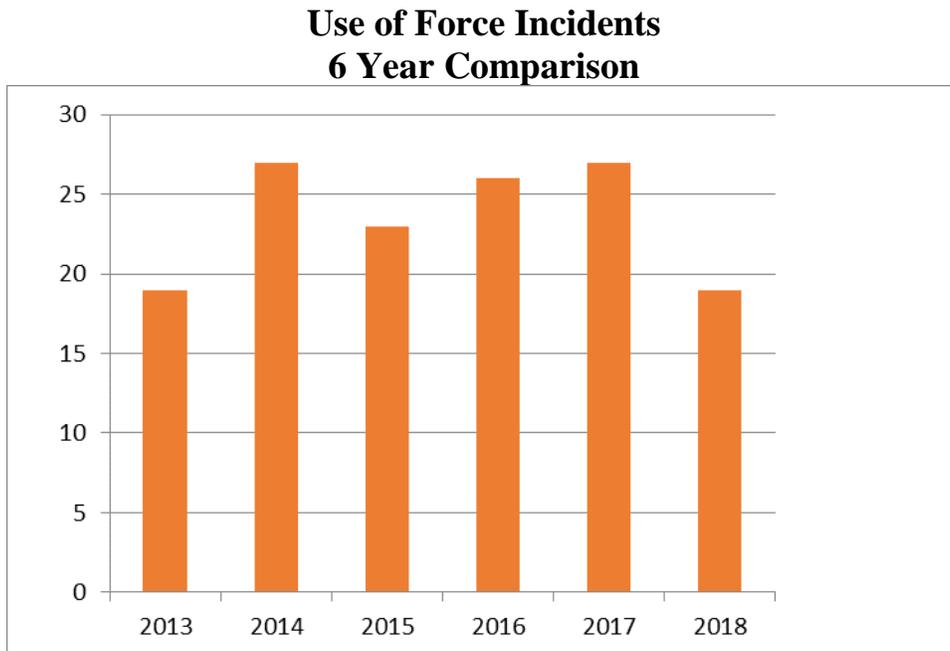


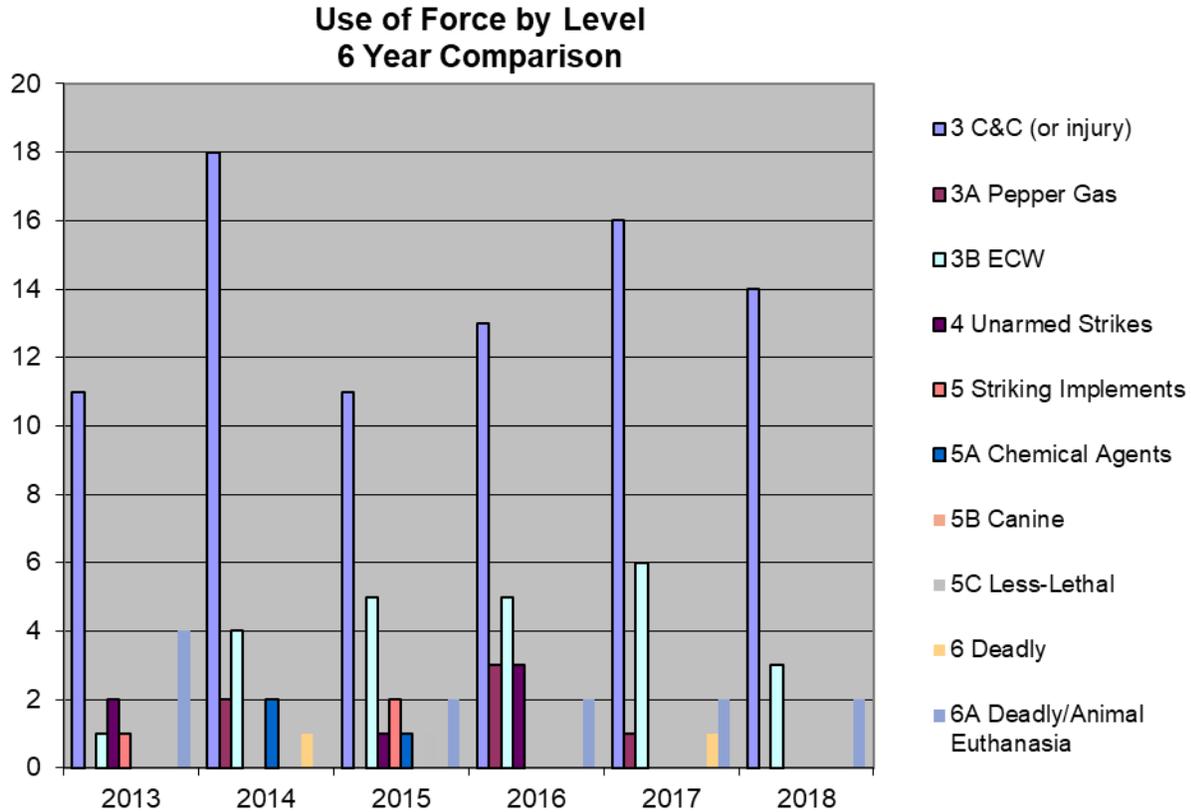
Full pursuit and eluding information and analysis is more completely detailed in the 2018 Pursuit Analysis Report.

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, takedowns, and come-along techniques. Supervisors review the reports and make recommendations as to whether the incident needs further investigation.

The PSU received 19 reported Use of Force incidents in 2018. The below chart illustrates a six year comparison of reported Use of Force incident.



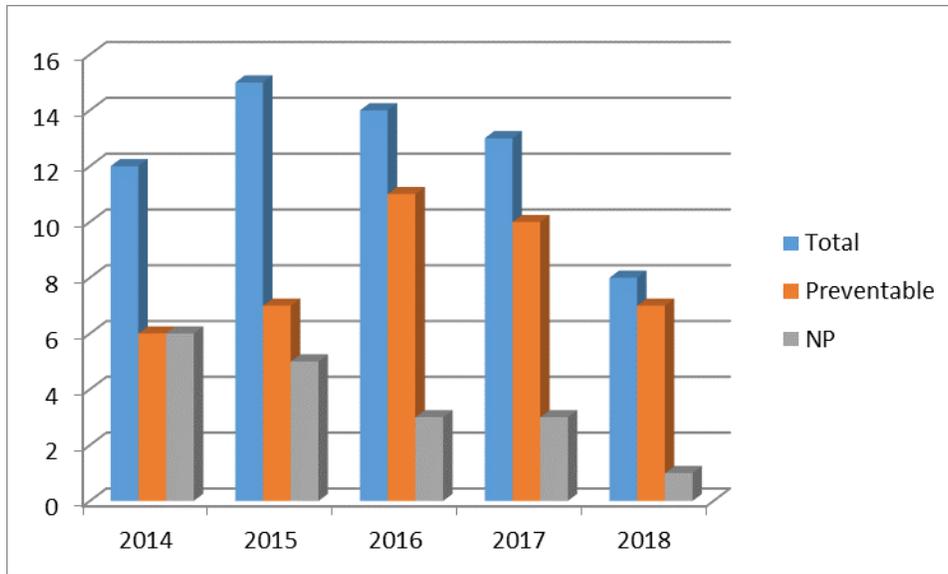


Level 3 Use of Force (Control and Compliance) remain the most widely used level of force.

Refer to the 2018, 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 eight accidents in 2018. Only one of the eight was deemed not preventable. In reviewing accidents over the past five years, total accidents involving employees has decreased since 2015 and preventable accident have decreased since 2016. The graph below shows a five-year comparison.



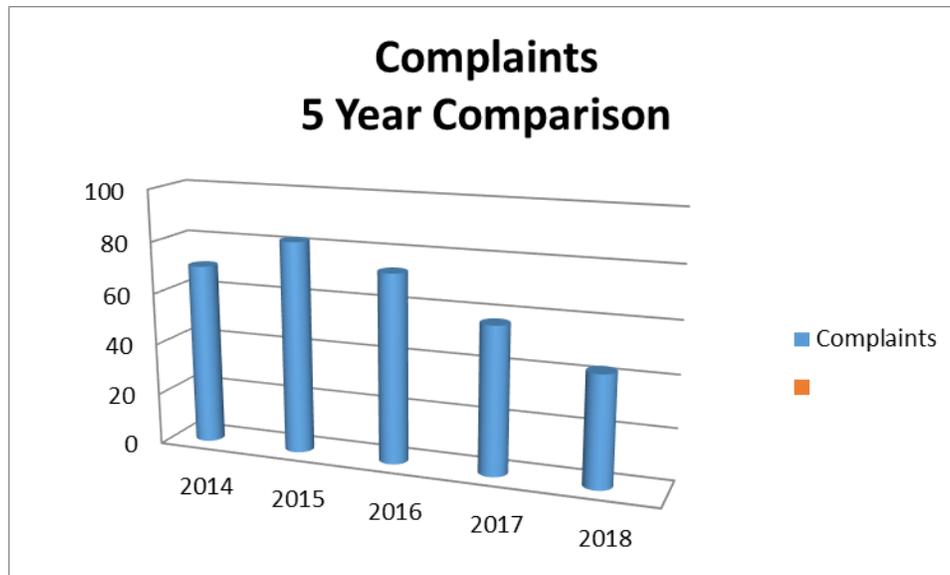
Complaints Investigated in 2018

Misconduct Allegation	S	NS	EX	UNF	PF	MED
3.42.02 Directives & Expectations	5					
3.42.03 Laws	3	5		1		
3.42.04 Truthfulness						
3.42.05 Conduct Unbecoming	2					
3.42.06 Respect for Others	2	9				
3.42.07 Customer Service		3				
3.42.08 Police Authority						
3.42.09 Neglect of Duty	2	3				
3.42.10 Care of Property and Equipment	1					
3.42.11 Conflict of Interest	1					
3.42.12 Use of Force (complaints only)		4				
3.42.13 Pursuits (complaints only)						
3.42.14 Traffic Accident	7	1				

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

The department investigated 43 complaints in 2018; one was classified as a major investigation that involved off-duty conduct. Thirty-three of the 43 complaint reports resulted in eleven sustained allegations and 20 resulted in not-sustained. There was one reported complaint that resulted in an unfounded finding. Twelve out of the 43 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, the Chief of Police may grant extensions; department members who are the subject of the investigation are notified of the extension.

In 2018, case completion time varied considerably, for a variety of reasons:

Inquiries: The average time to complete an inquiry case in 2018 was 21.5 days. The shortest completion time was one day; the longest was 58 days. The long case regarded a mother/daughter dispute. The mother was not satisfied with the way the officers handled the incident because the mother felt the daughter should have been transported to the Juvenile Assessment Center.

Divisional: The average completion time for Divisional complaints in 2018 was 55 days. The shortest completion time was 16 days; the longest was 156 days. The case with the longest completion time was delayed because it was not properly tracked to the next reviewer.

Minor: The average completion time for Minor complaints in 2018 was 59 days. The shortest completion time was 20 days; the longest was 147 days. The long case was delayed due to the involved officer being involved in another complaint investigation, which resulted in a Performance Improvement Plan for the officer.

Seventeen of the 22 total Minor investigations completed in 2018 were open greater than 30 days. The delays were for various reasons during the investigation, to include, but not limited to military leave and personal time off.

Major: One Major investigation was conducted in 2018. The investigation was completed in 99 days, and there was an approved extension request. The investigation was complex that related to a criminal investigation of an arrest in another jurisdiction and subsequent termination.

In only two cases 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 2018 census data, Wheat Ridge is home to approximately 31,294 residents. Forty-three complaints, including inquiries, were received in 2018, a complaint to citizen ratio of 1/.0014. In 2017, the Wheat Ridge Police Department responded to 38,241 calls for service and received 43 complaints. The data equates to 1/.0011 complaint to call for service ratio, a little more than one tenth of one percent.

Of the 43 total complaints/inquiries received in 2018, two resulted from incidents that occurred at a location outside the city, one in City of Golden and one in Commerce City. Five were initiated internally as the result of an incident at WRPD headquarters or Municipal Court. Forty cases (93%) involved members assigned to the Patrol Operations Division; the remaining three (67) involved Support Services personnel.

Patrol Operations:

Of the 40 cases involving personnel assigned to the Patrol Operations Division, four (10%) involved members of the Community Services Team. One case (2%) involved a school resource officer, and one case (2%) involved a member of the Crime Prevention Unit. The remaining 37 cases (86%) involved members of one of the three patrol watches. Twenty-one cases stemmed from first watch, 10 cases from second watch, and six cases from third watch.

Support Services:

Of the three cases involving Support Services Personnel, two (66.6%) complaints involved one person assigned to the Investigations Bureau and the other involved, one (33.3%) member of the Records Department.

Complaint by call type:

The number one investigated complaint (eight) was generated through Traffic contacts. Disturbance calls generated the second-highest number (five), and citizen assists calls (four) were the third-highest number of complaints investigated. There were no viable trends for the remaining complaints.

Complaint by allegation:

The Department's highest complaint allegation was Respect for Others (11), in 2018. Of the 11 complaints, nine were not sustained, and the remaining two were sustained. The second highest complaint allegation was Laws, with five not sustained, three sustained, and one 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, 57.25% of the cases have been categorized as minor investigations, 3.6 as major investigations and 22 % as divisional complaints, and 17% as inquiries.

Complaint by employee involvement:

A breakdown of employee involvement in complaints (discounting inquiries) in 2018, showed 18, sworn personnel were named in at least one complaint, six were named in two complaints, and one in three complaints. Three non-sworn personnel were named in at least one complaint, and one in two complaints.

If a case is determined to meet the criteria 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, or 2018. Seven complaints have been successfully mediated to the benefit of both the employee and the complainant since the inception of the mediation process in 2010.

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:

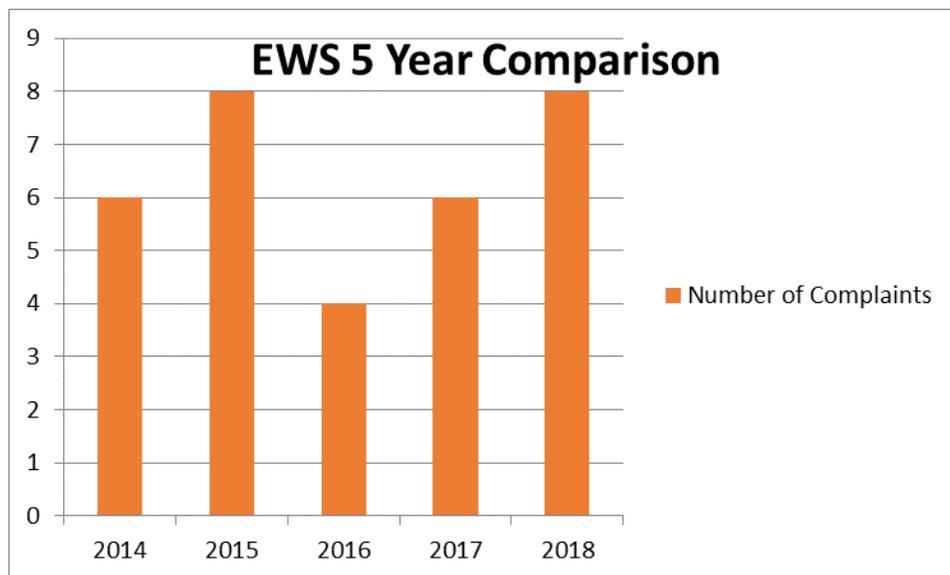
- Received two sustained complaints or four complaints, regardless of disposition, within a 12-month time period.

- 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 2018, eight Early Warning System (EWS) special reviews were initiated, involving eight employees. Three employees received an alert for four Use of Force reports within a 12-month period, and two employees were involved in two preventable traffic accidents when operating a City-owned vehicle, within a 12-month period. Three employees received two sustained complaints or four complaints, regardless of disposition, within a 12-month period, which generated a EWS alert. The below charts shows a five year comparison related to Early Warning System alerts.



Officer’s respective supervisors and chain of command reviewed each of their performance. Two officers were placed on Performance Improvement Plans and no further action for the remaining officers.