



MEMORANDUM

18-042

TO: Chief William Kilpatrick *WPK* Chief of Police

CC: Captain Joe Harvey Administrative Services Division *JH*

FROM: Sergeant Jean Miller Administrative Services Division

DATE: January 12, 2018

CALEA: 1.2.9.C , 4.2.4, 22.4.3, 35.1.9.e , 41.2.2.j/k, 26.2.5

GPD PPM: 8.5, 34.21, 35.8

SUBJECT: 2017 Professional Standards Unit Annual Report

This report contains information for 2015, 2016 and 2017. The Professional Standards Unit is part of the Administration Division. The Professional Standards Unit sergeant reports directly to the Chief of Police on all professional standards matters.

First, the professional standards process affords citizens and visitors an avenue to address complaints regarding allegations of employee misconduct. Second, the Professional Standards Unit allows an access to voice concerns about agency policy and procedures. Finally, it provides a conduit where commendations for members can be received.

The Professional Standards Unit maintains records and processes of inquiries, commendations, complaints, early warnings and Incident Review Board outcomes. Areas of concern are addressed through training, corrective action, discipline and review of policy, procedures or operating guidelines.

PROFESSIONAL STANDARDS: <26.2.5 Annual Report>

COMPLAINTS: 2017, 2016 and 2015

2017	External	Internal	Total
Complaints	15	6	21
Inquiries	5	0	5
Admin. Review	0	0	0
Totals	20	6	26

2016	External	Internal	Total
Complaints	27	3	30
Inquiries	3	0	3
Admin. Review	0	2	2
Totals	30	5	35

2015	External	Internal	Total
Complaint	18	5	23
Inquiries	0	0	0
Admin. Review	1	2	3
Totals	19	7	26

The yearly total complaints for 2017 was 9 less than 2016 and equal to 2015. Over the past three years, the average of total complaints, which includes inquiries and administrative reviews, is 29 per year. This is a significant decrease in total complaints from the previous three-year period (2012-2014) where the average was 47 total complaints per year. This 38% decrease may be due to a change in department philosophy and community engagement that occurred in January of 2015.

In 2017, the number of complaints filed by external sources decreased by 45% from the external complaints filed in 2016, however, the total external complaints from 2016 is a 33% increase over 2015. The number of complaints filed by internal sources has stayed consistent over this three-year reporting period. Investigations were completed and actions taken to address the behaviors, so the department can continue to deliver high quality service to our community.

There were five inquiry cases in 2017; all were from an external source. In one external inquiry, a citizen asked why his son was released to the non-custodial parent. This question was answered and the circumstances were explained to the citizen and the inquiry was closed. Another external inquiry was from a citizen who requested information learned through an investigation not be shared with his

estranged family members. The supervisor spoke with the detective and found the investigation did not involve the estranged family members, so there was no need to share the information with them. The citizen was advised of this and the inquiry was closed. The third external inquiry centered on a citizen's question regarding why an officer completed a traffic accident report as opposed to a traffic incident. The difference between the two reports and the reason why the officer completed the traffic accident report was explained to the citizen and the inquiry was closed. The fourth external inquiry started as a complaint against an officer regarding how a case was handled. Through the investigation, it was determined the officer acted properly and the citizen was trying to obtain information and evidence he could use in a civil case against a business. This was changed to an inquiry after consulting with the city attorney and the inquiry was closed. The final external inquiry involved a citizen who was asking why a detective did not charge an individual with false reporting on a sexual assault investigation. It was explained to the citizen the individual was a victim of sexual assault and the District Attorney's Office would not accept the charge if brought forward. And the inquiry was closed.

There were three inquiry cases in 2016 and no inquiry cases in 2015. There were no administrative reviews conducted during 2017.

There were two administrative reviews in 2016. There were three administrative reviews conducted in 2015. Information on the administrative reviews appears further into this report.

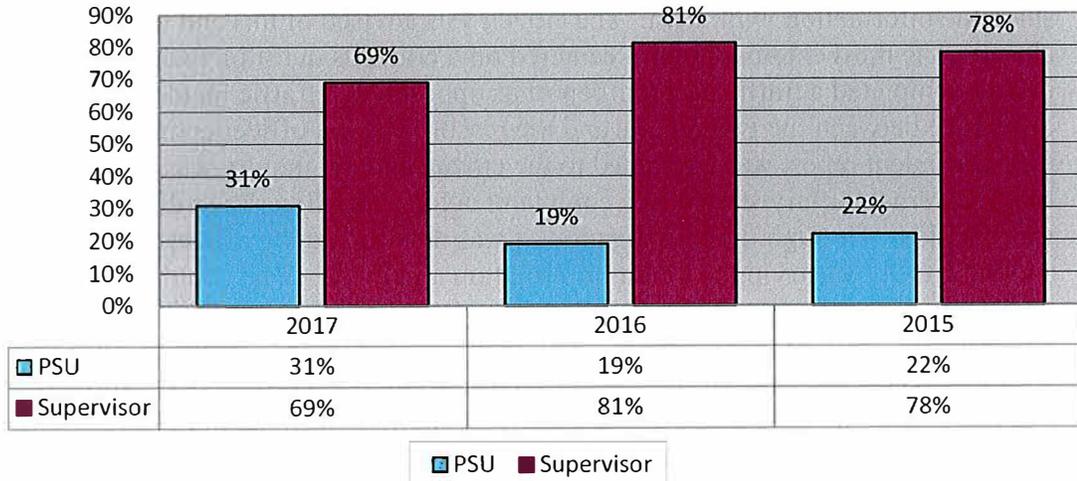
In 2017, no member received an exorbitant number of complaints. Three members received three complaints, triggering early warning alerts. All were reviewed by supervisors; no patterns were identified and no intervention was needed or taken.

In 2016, no member received an exorbitant number of complaints. Two members received three complaints and six members received two complaints.

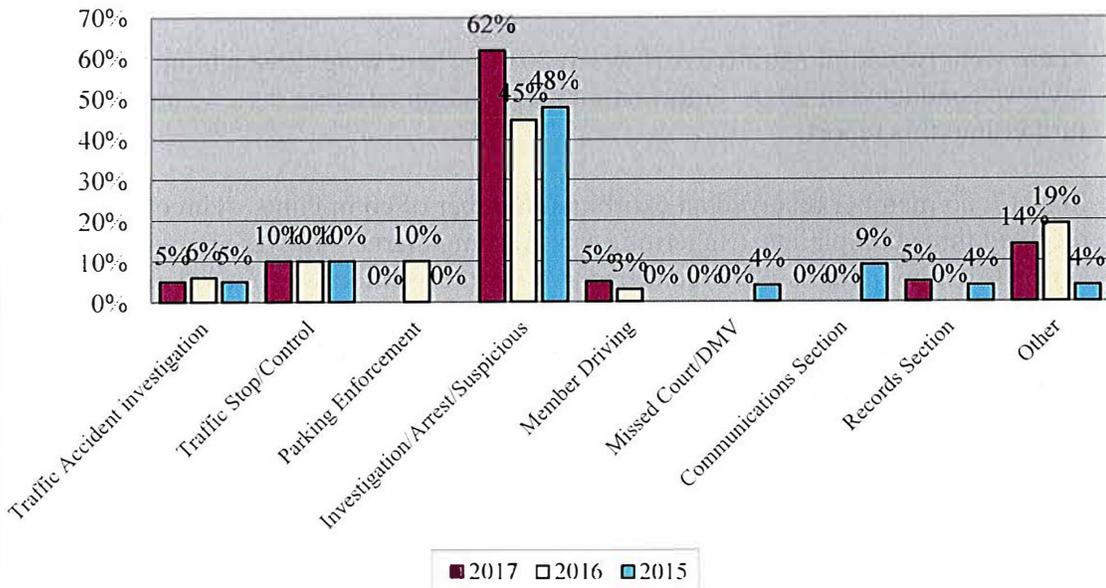
In 2015, one member had six complaints. Behavioral patterns were identified and additional training and supervision were provided to the member. Another member had three complaints; no patterns were identified and no intervention was needed/taken.

No member with three or more complaints in 2017, 2016 or 2015 was terminated or resigned.

PSU Investigation by Assignments 2017 - 2015



Member Action Initiating Complaint 2017 - 2015



PROFESSIONAL STANDARDS INVESTIGATION DISPOSITIONS: 2017, 2016, 2015

Dispositions for Complaint Allegations *

	2017	2016	2015
Sustained	14	8	9
Not Sustained	11	13	10
Unfounded	5	27	6
Exonerated	12	17	12
Outcome Not Based on Complaint	2	1	0
Exceptionally Cleared	1	1	0
Total **	45	67	37

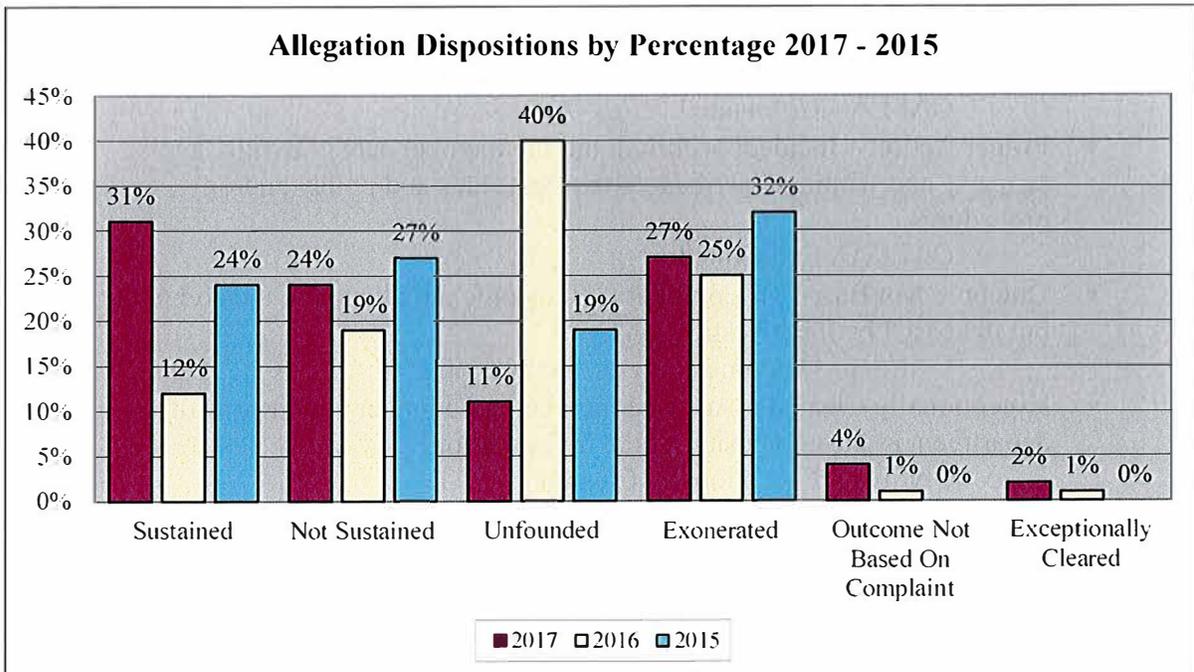
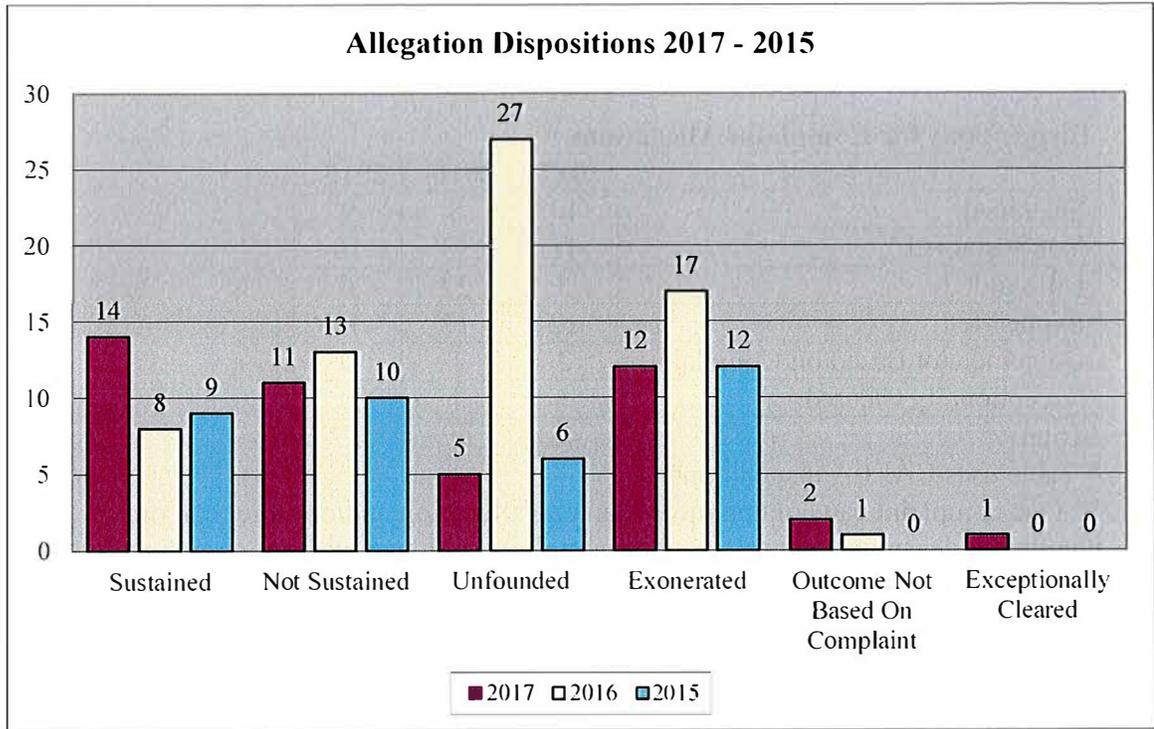
* Table uses CALEA dispositions.

** One complaint can contain more than one allegation and/or more than one member under investigation. (e.g. one complaint with two allegations against two members = four allegations)

Professional Standards Unit investigation dispositions are the final determination or outcome of each case.

Golden PD PPM defines the dispositions as follows:

- Substantiated – Allegation is supported by sufficient evidence.
 - CALEA - Sustained
- Unsubstantiated – Insufficient evidence to prove or disprove the allegation
 - CALEA - Not Sustained
- Unfounded – The allegation is false or not factual.
 - CALEA - Unfounded
- Proper Action – Incident occurred, but the member acted lawfully and properly and within prescribed department rules and policy and/or procedures.
 - CALEA - Exonerated
- Outcome Not Based on Complaint – Outcome not alleged in the complaint but disclosed by the investigation.
 - CALEA - Outcome Not Based on Complaint
- Exceptionally Cleared – Accused member is no longer a member of the department at the conclusion of the investigation.
 - CALEA - Exceptionally Cleared



PERSONNEL ACTIONS*

	2017	2016	2015
Suspension	2	0	0
Demotion	0	0	0
Resign In Lieu of Termination	0	0	0
Termination	0	0	0
Other	0	0	0
Total	2	0	0

*Table uses CALEA terms. GPD PPM term is Disciplinary Action

Personnel actions show the disciplinary results from sustained complaints.

INQUIRIES [Report]

Inquiries

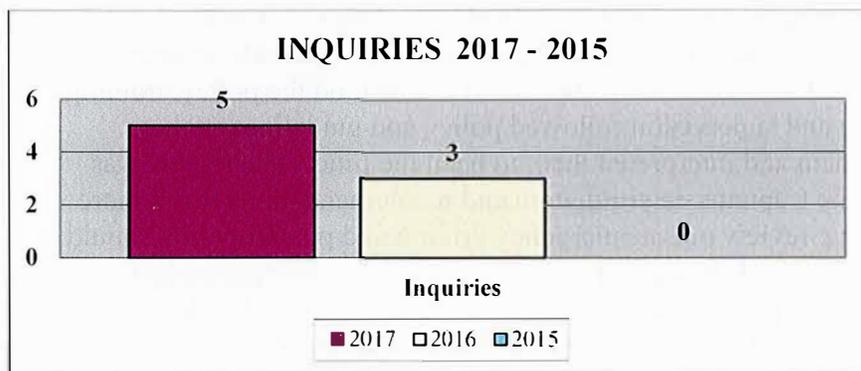
2017	2016	2015
5	3	0

An inquiry is more of a question or concern regarding policy, procedure or practice of the department versus a complaint.

As reported earlier, there were five inquiry cases in 2017; all were from an external source.

There were three inquiry cases in 2016; all were from an external source.

There were no inquiry cases in 2015.



ADMINISTRATIVE REVIEWS [Report]

Administrative Reviews

2017	2016	2015
0	2	3

Administrative reviews are generally used to follow-up situations where the department was involved, but questions or complaints are directed toward other entities. They can also be used to help evaluate policy, training, et al.

There were no administrative reviews in 2017 beyond use of force and pursuit investigations.

There were two administrative reviews in 2016 beyond use of force and pursuit investigations.

- The first administrative review involved officers' actions during a pursuit that occurred on 051916. The pursuit was the result of an assist to other agencies: Jefferson County Sheriff's Office and Colorado Department of Corrections Parole Officers. The pursuit began when parole officers attempted to stop a parolee who had a felony warrant for his arrest. The parolee did not stop for the parole officers and attempted to elude the officers. Jefferson County SO deputies responded to the area to assist. The parolee refused to stop for the JCSO officers, also. Due to the incident's close proximity to the City of Golden, several Golden Police officers responded to the area to assist. Golden police units were scanning JCSO radio channels and heard radio traffic about the parolee trying to ram a deputy and that the deputy had been hit and thrown to the ground. The Chief wanted to ensure the officers and supervisor involved clearly understood the policy, that department training in pursuits was adequate and supervisors understood their role and responsibilities before, during and after the incident. The administrative review revealed the officers and supervisor understood the policy, training was adequate and supervision followed policy and guidelines as they understood them and interpreted them to be at the time. The review was closed with the Captains determination and recommendations that a more comprehensive review of the emergency driving and pursuit policy should be completed in 2017. It was also recommended driving instructors be included in the review and provide recommendations for changes and updates.
- The second administrative review was on an Officer Involved Shooting. There was no allegation or suspicion of misconduct on the part of the involved officers. Two detectives and the Investigations sergeant were in another jurisdiction to locate a suspect wanted on an active warrant for aggravated incest and sexual assault on his daughter. The suspect's daughter

was living in a safe home in this jurisdiction and the detectives believed he was in the area to find and contact her. The lead detective on this case was on Facebook pretending to be the suspect's daughter. When the detective sent a message, the suspect immediately replied. The suspect's phone was "pinged" and his approximate location was determined. The three detectives responded to the area to locate and arrest the suspect. The suspect stopped his vehicle in a residential area close to where his daughter was staying in the safe house. The detectives boxed him in with their vehicles to prevent him from leaving. The suspect remained in his vehicle and started shooting at two of the detectives. All three detectives returned fire. The suspect was injured and subsequently taken into custody. The detectives received injuries from broken glass. The administrative review was closed with the identification of minor concerns such as wearing protective vests prior to making contact with an armed suspect, boxing in of the suspect's vehicle and documentation of tactical training/maneuvers that two detectives learned while assigned to the drug task force. There were no major violations of policy.

There were three administrative reviews in 2015 beyond use of force and pursuit investigations.

- The Chief requested an administrative review of the pursuit policy due to officers being involved in a lengthy pursuit initiated by another agency outside the City of Golden, came through the city and was terminated just outside the city limits. It was also discovered, the Golden Police Department's pursuit policy goes above and beyond the policy guidelines set by the IACP. This administrative review was closed.
- The Chief requested Jefferson County Sheriff's Office conduct an administrative review of a supervisor's and an officer's conduct during the arrest of a suspect. The arrest was captured on the cell phones belonging to the suspect's stepchildren. The children's mother made a complaint to the Jefferson County SO about force used against her children by a deputy and requested an investigation into the Golden police officers' conduct. Since Jefferson County SO was investigating the use of force, they agreed to investigate the actions and conduct of the Golden police officers. The administrative review determined the officers' actions were proper. This administrative review was closed.
- An administrative review was conducted as the result of an in custody death. Golden officers were assisting the US Marshal's Office with a fugitive felony warrant arrest of a Sexually Violent Predator/Flight Risk who was considered armed and dangerous. When marshals and officers arrived on scene, the suspect left out the back door. The suspect was subsequently caught, placed on the ground and handcuffed. After being handcuffed and placed in the

back seat of a patrol car, the suspect became unresponsive. Officers immediately requested medical assistance. The suspect was taken to an area hospital, where approximately two hours after police contact, he was pronounced dead. A thorough review of the incident was conducted by the Investigations sergeant. The investigation included the review of every interview, review of transcripts, officers' reports, conversations with the lead detective and further conversations with officers and external personnel such as ambulance members and deputy coroners. It is overwhelmingly clear that members of the Golden Police Department treated the suspect with professional care and at first sign of the medical emergency they rendered aid without delay. Cause of death was determined to be suicide by ingesting cyanide. This administrative review was closed.

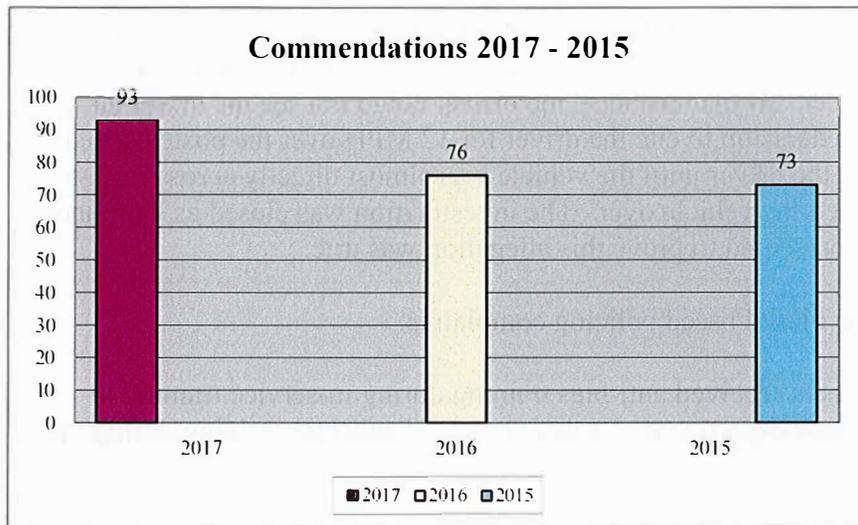
COMMENDATIONS [Report]

Commendations★

2017	2016	2015
93	78	73

★No data included from Awards Sub-Committee or the Working Environment Committee.

Commendations are received from internal and external sources through direct contact with the Professional Standards Unit, Chief of Police, City Manager, Communications Center, supervisors or department members. All such commendations are forwarded to the Professional Standards Unit for tracking and dissemination.



ANTI-BIAS: <1.2.9.c Annual Review> [§24-31-309 (4) (c) C.R.S.]

Biased Based Policing Complaints

Complaints from:	2017	2016	2015
Traffic contacts	0	1	0
Field contacts	0	0	0
Asset Forfeiture	0	0	0

2017: There were no biased based policing complaints. The department continued to evaluate its technological ability to collect race and gender data on all traffic citations. The migration from our current Sunguard HTE RMS to the Niche RMS presents a possible opportunity to begin the collection and analysis of this information starting in 2018 when the migration is completed. A final decision has not been reached at this point since the department continues to evaluate exactly how this information would be collated.

At this time, department policy and training efforts appear to be adequate based on the lack of biased based policing complaints.

2016: Complainant alleged officer was age biased when the officer stopped the complainant's daughter, age 17, for speeding and issued her a summons. The allegation was investigated and it was determined the officer was running speed enforcement. The officer was using a laser. The speed limit in the area is 25 MPH and the officer had a personal threshold of 12 MPH over the posted speed limit. The officer let several vehicles that were travelling around 10 MPH over the limit pass

with a non-verbal message of holding up two fingers on one hand and five fingers on his other hand to indicate “25”. The officer noticed a vehicle approaching and visually estimated the speed to be 40 MPH. The officer locked the laser in at 37 MPH at a distance of 750 feet. At that distance, the officer could not see the driver and he had already made the decision to cite the driver for 12 MPH over the posted speed limit. He did not see the driver until the vehicle was almost directly across from his location and he flagged the vehicle over. The investigation was closed as Unfounded. There were no facts presented to prove this allegation was true.

2015: There were no biased based policing complaints.

All department members received anti-bias training during in-service training in February 2017. All new department members received anti-bias training during their new hire orientation.

Conflict Resolution: <22.4.3 Annual Analysis>

The City of Golden is a “Home Rule” city and does not have a formal grievance process (City of Golden Employee Handbook January 2008). The process was changed to “Conflict Resolution” in 2011 and the process is available only to members of the police department. The Conflict Resolution process is outlined in the GPD PPM Chapter 31.

Conflict Resolutions

2017	2016	2015
0	0	0

There were no conflict resolutions filed in 2017, 2016 or 2015.

Conflict Resolution Process Analysis:

The department strives to provide a positive working relationship for all of its members. Although the city does not have a traditional grievance process the department does provide its members with a method to aid in resolving conflict.

The goal of the conflict resolution process is to help reduce personnel dissatisfaction, increase morale, identify problems and increase the positive perception members have of the organization. An audit of exit interviews of members who voluntarily left the department in 2017 revealed one member shared they voiced their concerns and frustrations through the chain of command, but did not receive the resolution they felt was adequate. The member did separate from the department, but made it clear during the exit interview, this was not the primary reason they left.

An audit of exit interviews for the years of 2015 and 2016 revealed that no member of the police department left because they did not feel they had an opportunity to be heard. It does not appear that lack of support/inadequate conflict resolution played a part in the departure of any of these individuals.

The Chief has made it clear to all department members that he has an open door policy and he is willing to discuss any problem with any member, all they have to do is ask. Because of that, members have little use for the formal conflict resolution process, as any conflict that does occur has been resolved before it reaches that level.

Recommendation / Conclusion:

A review of the conflict resolution policy was conducted in March 2017. The review revealed it is relevant, applies to our agency, it is well written, and easy to follow. No further action is necessary.

EARLY WARNING SYSTEM <35.1.9.e Annual Evaluation>

Alerts are generated by a database from information entered as part of the IRB process and complaint/inquiry entries. Each alert was reviewed on a case-by-case basis with the member's immediate supervisor and the involved member's division captain to determine if an early intervention should be initiated. The determination was based on the number of entries, length of time between entries and any noticeable pattern or extenuating circumstances.

Criteria to automatically initiate an early intervention investigation:

- Complaints 3 complaints within 12 months
- Use of Force 4 incidents within 12 months
- Vehicle Accidents 2 accidents within 12 months
- Vehicle Pursuits 2 pursuits within 12 months

2017: There were 63 early warning alerts; all were reviewed. This is a 54% increase in early warnings over 2016. Three early warnings were based on complaints and 60 early warnings were triggered by Use of Force incidents. As a result of the analysis of Use of Force incidents, the increase in early warnings are attributed to an increase in the number of alerts triggered by individual officers. When uses of force occur with a short period of time, an officer is more likely to cause an early warning alert to be triggered multiple times in a year. This is demonstrated by 11 individual officers triggering 55 early warnings in 2017 compared to 9 officers triggering 34 early warnings in 2016.

- Total arrests increased by 4.5%.
- All types of force used by each officer involved are reported, including each time a firearm or taser are displayed to gain compliance.

- Incidents of Active Resistance increased by 43%; 35 incidents of Active Resistance reported in 2017 compared to 20 in 2016. There were 12 incidents of Active Resistance in 2015.

All early warnings were reviewed and closed with the findings of no further intervention needed.

2016: There were 41 early interventions; all were reviewed. This is a 46% increase in early interventions over 2015. Four early interventions were based on complaints and one was based on vehicle accidents. Thirty-six early interventions were triggered by Use of Force incidents. As a result of the analysis of Use of Force incidents, the increase in early interventions can be attributed to the increase in reported Use of Force incidents:

- total arrests increased by 6%
- 30% increase in overall Use of Force incidents
- Use of Force arrests increased by 45%
- incidents of Active Resistance increased by 40% (20 in 2016 compared to 12 in 2015).

All early interventions were reviewed and closed with the findings of no further intervention needed. However, in one early intervention, the supervisor did have a conversation with the member coaching the member to be very cognizant of body language, pitch, timber and tone of voice when dealing with people.

2015: There were 28 early interventions; all were reviewed. Two of the early interventions involving sergeants and one involving a communications officer were closed with verbal counseling. The early interventions involving a traffic officer were closed with a determination of further intervention was needed in the form of training, counseling and mentoring. Early interventions involving a park ranger were closed with the determination of further intervention was needed in the form of training, coaching/mentoring and close supervision.

Below is the information on early interventions by assignment:

	2017	2016	2015
Executive Staff	0	0	0
Sergeant	12	9	11
Patrol Officer	49	31	8
Traffic Officer	1	0	3
SRO	0	0	0
CRO	1	0	0

Code Enforcement	0	0	0
Park Ranger	0	1	5
Communications	0	0	1
Total	63	41	28

HARASSMENT <26.1.3 Unlawful Harassment>

Harassment

2017	2016	2015
0	0	0

No harassment complaints have been filed during the three years.

CIVIL ACTION SUMMARY [Report] [GPD PPM Chapter 11]

Civil Action

2017	2016	2015
0	1	1

2017: There were no civil actions filed against the police department.

2016: In March, a citizen filed a Notice of Claim on behalf of her deceased son, claiming her son died at the hands of officers from another agency and “any other law enforcement officers that may be involved (none specified)”. The City of Golden was served however, no further action was taken on the claim. No Golden Police Officer had contact with the citizen’s son.

2015: In March, a civil action was filed against the Golden Police Department and specifically named a member of the department. The plaintiff alleged racial discrimination, unlawful search and seizure, malicious prosecution and several other claims. In July, 2015, the plaintiff voluntarily had the case dismissed without prejudice.

INCIDENT REVIEW BOARD: Annual Review [GPD PPM Chapter 8] <4.2.4, 41.2.2.1>

USE OF FORCE: <4.2.4 Annual Analysis>

Use of Force

2017	2016	2015
39	41	29

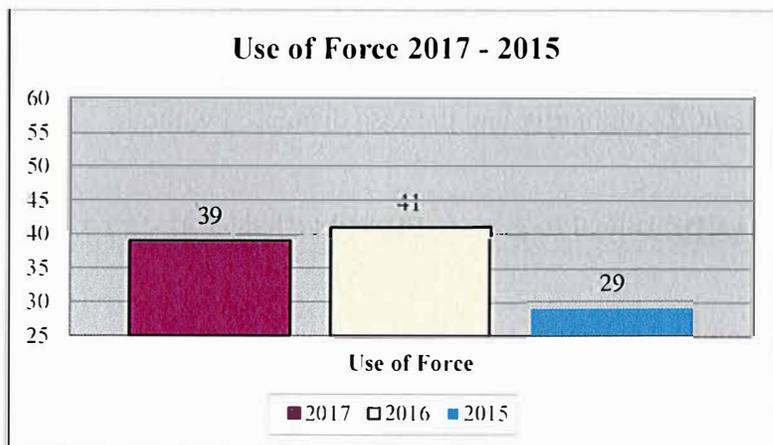
Use of Force data are gathered through submittals to the Incident Review Board (IRB). Data includes incidents involving the use of physical force through the use of

hands and feet, firearms (non-discharge) displayed to gain compliance, the display or use of conducted energy weapon (CEW) and use of less-lethal alternatives. One Use of Force incident can involve several officers and multiple types of force. Through the IRB review of Use of Force incidents, the board takes a critical look at each one to ensure the use was within policy and watches for trends and patterns that may indicate training needs, equipment upgrades and/or policy modifications.

In 2017, the review of the department's Use of Force policy was a continuous process. The policy review is a mandatory consideration every time the Incident Review Board members review a Use of Force incident. In August, a patrol officer involved in the arrest of a theft suspect voiced some concerns over the type and amount of force another officer applied to the suspect. As a result, the Incident Review Board members reviewed the policy and took a critical look at the incident. Both officers attended the IRB meeting and each, separately, had the opportunity to address the board and answer questions. The Use of Force incident was determined to be within policy.

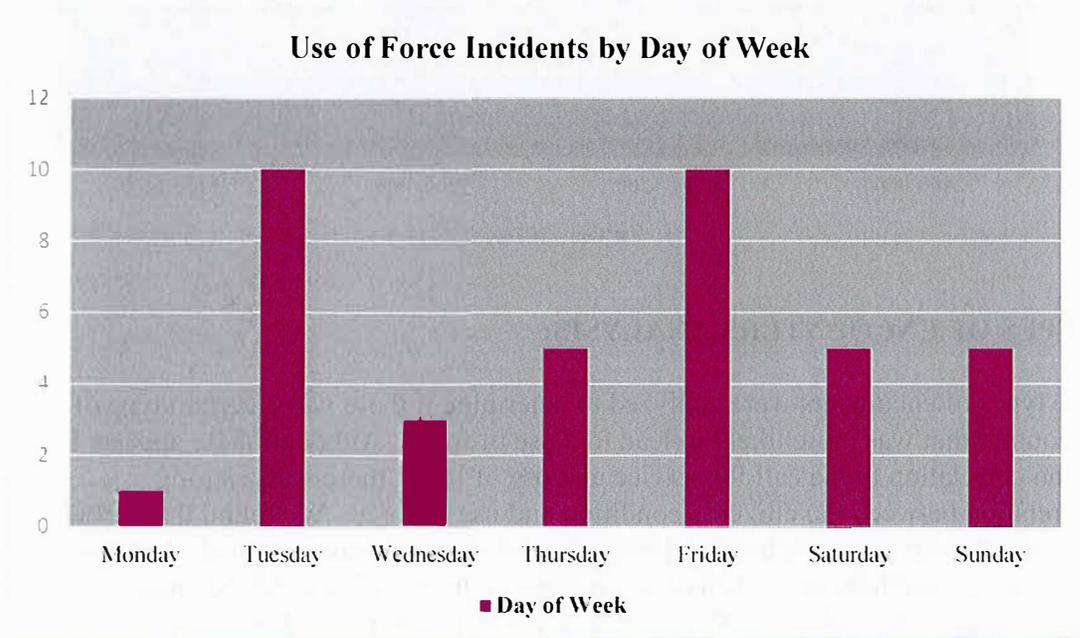
2017: 39 Use of Force incidents were reviewed by the Incident Review Board. None of the Use of Force incidents were found to be out of policy.

Professional Standards Investigations were conducted on two use of force complaints. One claimed "unnecessary" force was used during an arrest, and one alleged excessive force was used while a subject was under arrest. One investigation was determined to be proper action on the officers' part; the other report was closed as unfounded.



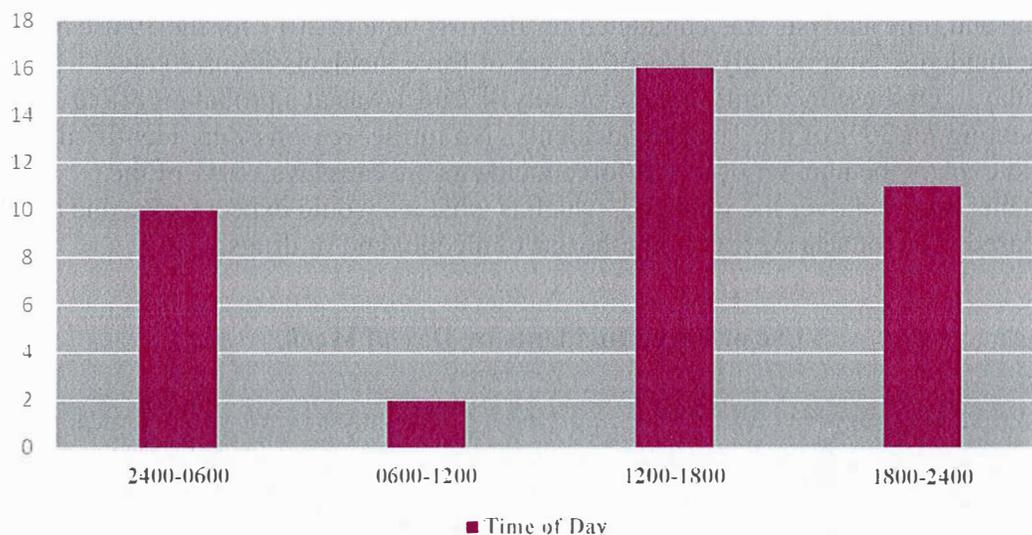
DATE AND TIME ANALYSIS:

A date and time analysis was conducted for the first time in 2017 for the 39 use of force incidents. Surprisingly, 26% of the use of force incidents occurred on Tuesdays. Of these incidents, 2 were on July 4th and 1 was at a probation office accounting for 30% of the Tuesday incidents. No further reasons were identified that would explain the number of use of force incidents on Tuesdays. 51% of the incidents occurred over the weekend, which is what we would expect to see due to increased calls for service involving the use of alcohol and/or drugs.



The time of day analysis identified 53% of use of force incidents occurred between the hours of 1800 and 0600, which is when we would expect to see use of force incidents rise. Once again, there was an interesting trend identified with 41% of the incidents occurring between the hours of 1200 and 1800. These 16 incidents were analyzed to determine if there were any trends within those calls, and none were found. The types of calls ranged from Domestic Violence and DUIs to Welfare Checks and Warrant Arrests.

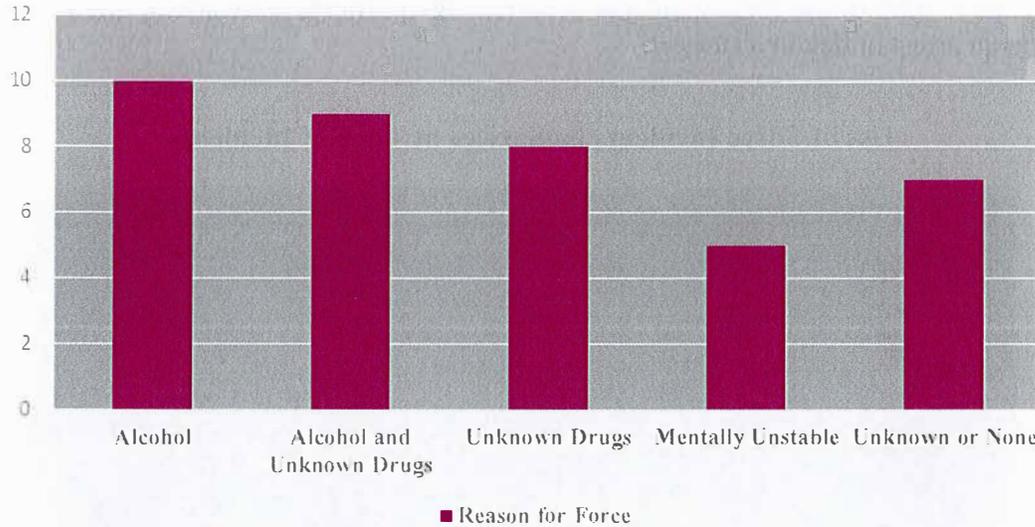
Use of Force Incidents by Time of Day



TYPES OF ENCOUNTERS ANALYSIS:

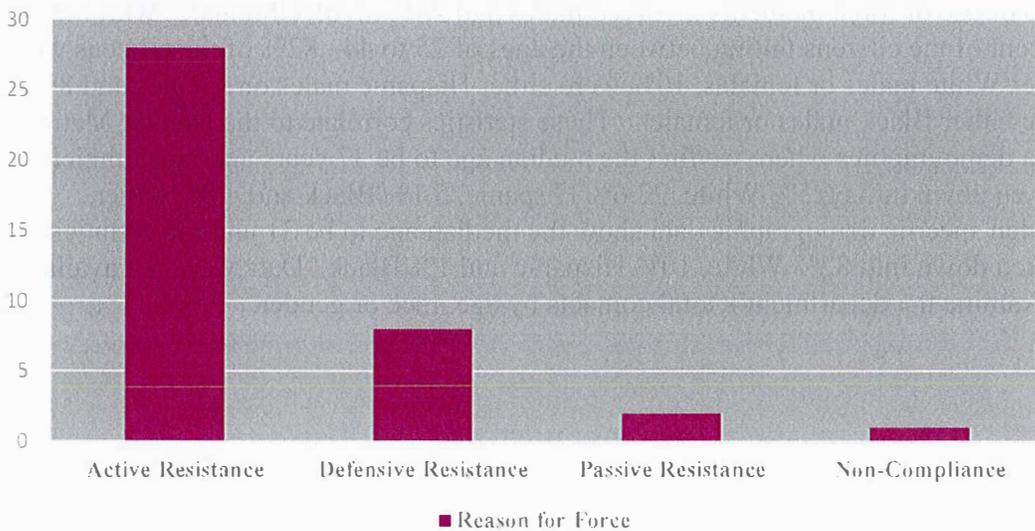
The types of encounters were analyzed to determine if there was a certain type of encounter that was more likely to lead to a use of force. Although there appears to be no correlation to the call for service and use of force, there was a strong correlation between the citizen's condition and use of force. We found that 69% of the use of force incidents involved citizens who were impaired by alcohol, unknown drugs, or a combination of alcohol and unknown drugs. 13% involved citizens who were mentally unstable and 18% were believed to be unimpaired at the time of the incident. A closer examination of the incidents involving mentally unstable citizens failed to identify a trend in the individual officers involved in those incidents.

Use of Force Incidents by Citizen's Condition

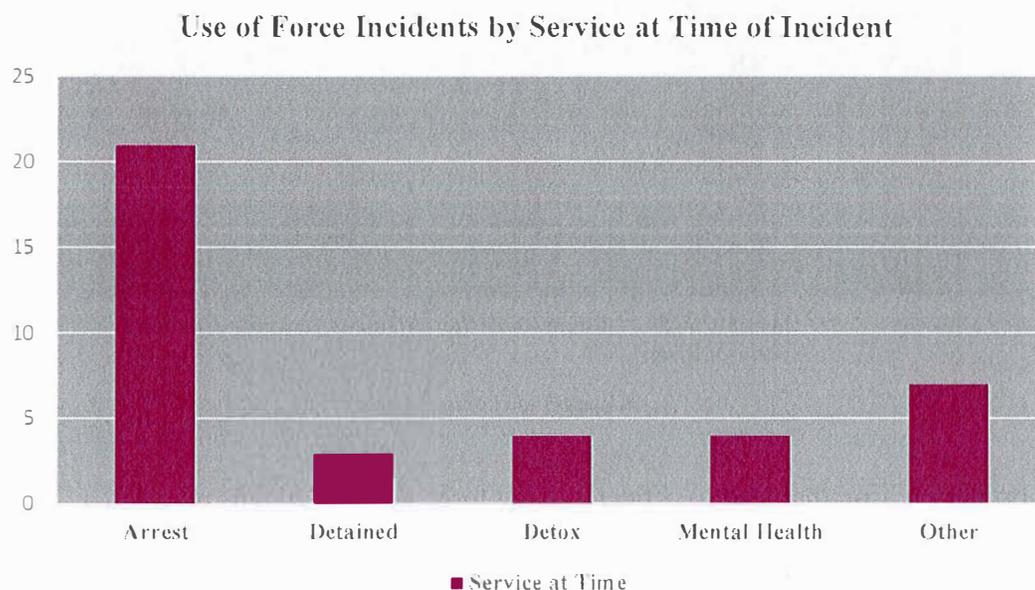


The primary reason that lead to officer's using force against citizens revealed a strong correlation between citizen's actively resisting officers and use of force. 72% of citizen's were actively resisting officers and 21% were defensively resisting officers. Only 8% of citizens were engaging in passive resistance or non-compliance with verbal commands. Both passive resistance incidents involved citizens who were mentally unstable.

Use of Force Incidents by Primary Reason for Force



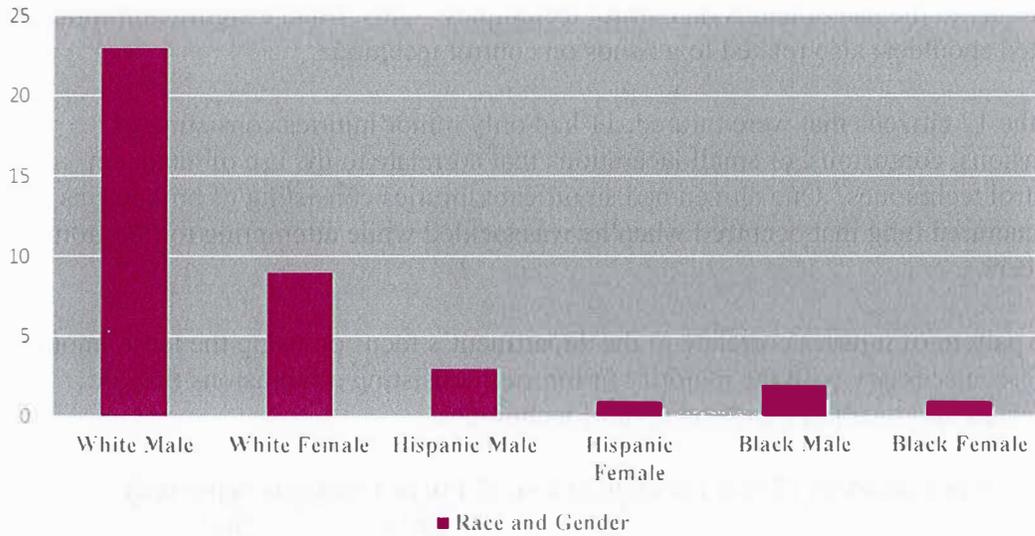
The service at the time of the use of force incidents also strongly correlate to officers engaging in custodial arrests and detainment of suspects when the use of force was necessary. 62% of use force incidents occurred when officers were attempting to affect an arrest or detain a suspect.



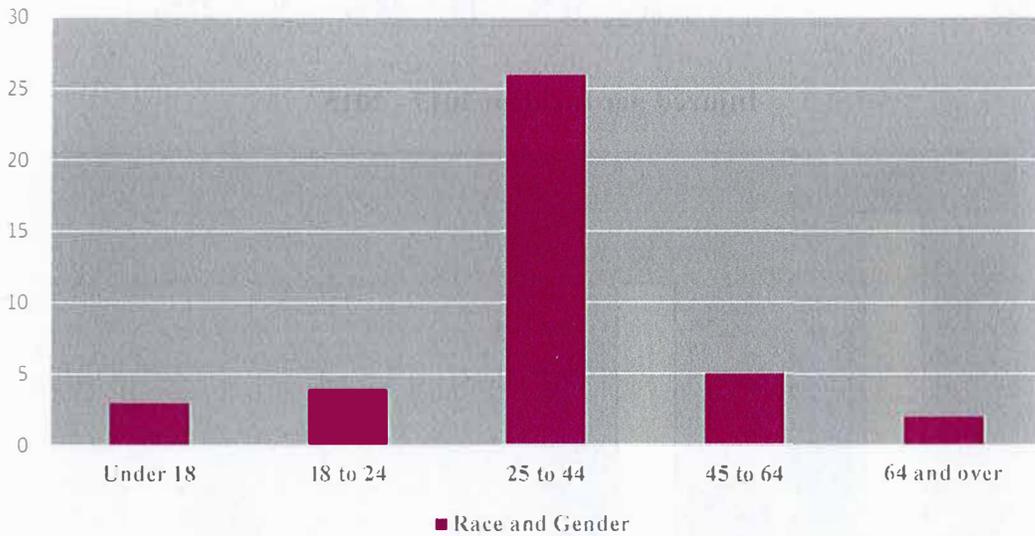
RACE, GENDER AND AGE ANALYSIS:

Race, gender and age were analyzed to determine if there were any patterns that may be cause for concern. The expected results matched up with the actual results in that 72% of use of force incidents involved males and 28% involved females with 67% percent of the citizens falling between the ages of 25 to 44. 82% of the citizens were either White males or females, 10% were either Hispanic males or females and 8% were either Black males or females. These statistics correlate to the Denver Metro Area demographics where we find the median age to be 37 years and race/ethnicity broken down into 66.5% White, 22.6% Hispanic, 5.1% Black and 4.8% Other. Golden specific demographic data show the median age to be 31 and race/ethnicity broken down into 82% White, 10% Hispanic and 1% Black. Data were not available to examine the department’s total contacts by age, race or gender.

Use of Force Incidents by Race and Gender



Use of Force Incidents by Age



USE OF FORCE INJURIES:

There was a small increase in the percentage of use of force incidents resulting in injuries from 2016 to 2017, however, there was also a 2.5% increase in the number of employees involved in each use of force incident. The type of injury and reason

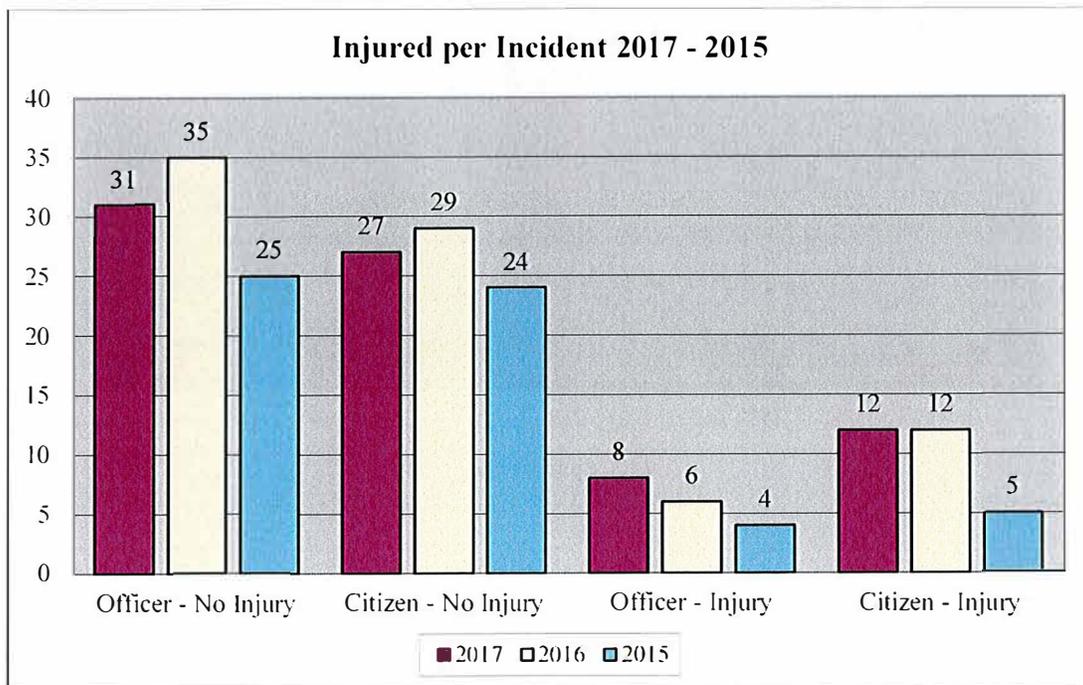
for the injury were examined for each 2017 incident. Of the officers injured, 7 had only minor injuries consisting of abrasions, contusions, or small lacerations that correlate to the use of hands on control techniques. Only 1 had a significant injury (a pulled shoulder) also related to a hands on control technique.

Of the 12 citizens that were injured, 11 had only minor injuries consisting of abrasions, contusions, or small lacerations that correlate to the use of hands on control techniques. One citizen had significant injuries consisting of broken ribs and a punctured lung that occurred when he was tackled while attempting to flee from officers.

The pattern of injuries correlate to the department's focus on using the least amount of force necessary with the majority of injuries consisting of abrasions that are expected as a result of hands on control techniques.

Injured per incident (Total number of Use of Force incidents reported)

	2017		2016		2015	
Number Incidents	39		41		29	
Officers	8	21%	6	15%	4	12%
Citizens	12	31%	12	29%	5	15%
Total	20	52%	18	44%	9	27%



Use of Force by Type

	2017	2016	2015
Baton	0	0	0
Canine	0	0	0
Firearms	0	3	0
CEW	4	1	5
Firearm/CEW Displayed (non-use)	42	42	44
Weaponless (Hands/Feet, Control)	99	88	58
OC	1	1	0
RIPP Restraints	1	5	1
Handcuffing	15	18	8
Total Types of Force	162	158	116
Total Use of Force Arrests	25	27	15
Complaints	0	2	0
Total Agency Custodial Arrests*	1028	971	913

* GPD counts full custody arrest/booking, and release on summons and complaint without full custody/booking, as a custodial arrest. No differentiation between the two.

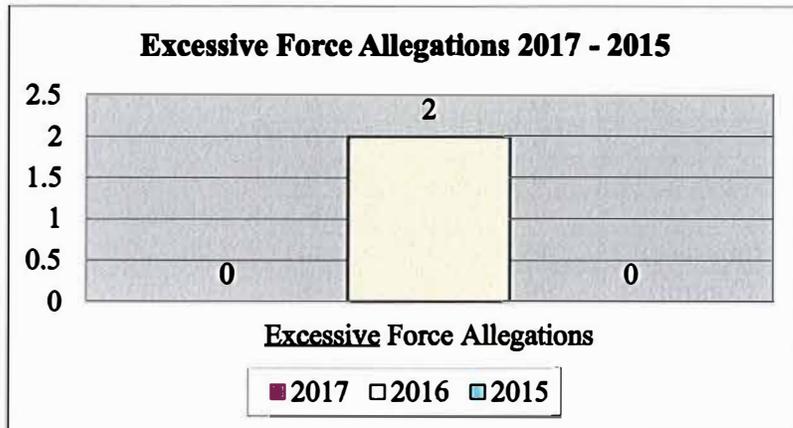
Notable changes between 2017 and 2016. Total arrests increased by 4.5%. The overall Use of Force incidents and the total types of force used are very similar to 2016. The use of a Taser increased by 75%, although, this is represented by a change of only 1 use to 4 uses. There was approximately a 10% increase in Weaponless/Control force used. There was a 17% decrease in force used during handcuffing. There were no officer-involved shootings in 2017.

EXCESSIVE FORCE:

Excessive Force Allegations

2017	2016	2015
0	2	0

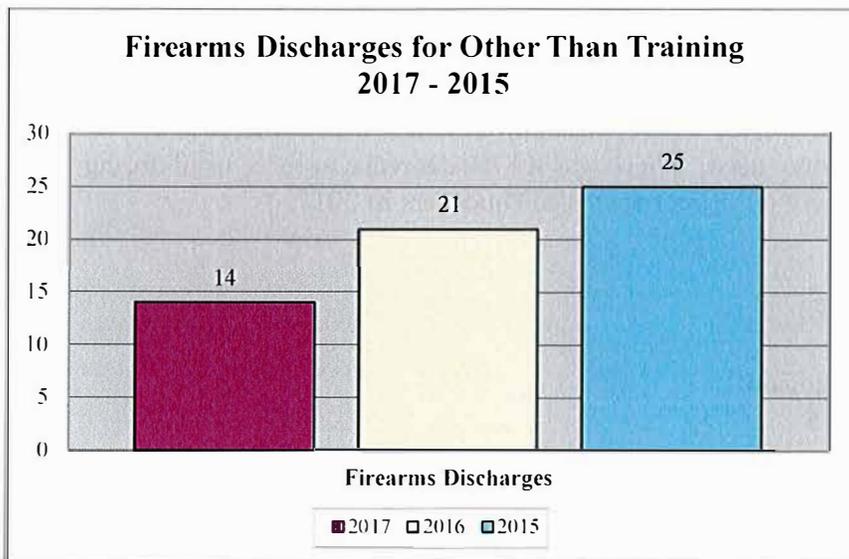
2017: There were no complaints of excessive force.



Firearms Discharge (Other than Training)

2017	2016	2015
14	21	25

2017: No discharge for other than training: 14 animals were dispatched.



IMPACT OF FINDINGS ON POLICIES, PRACTICES, EQUIPMENT AND TRAINING:

The analysis continues to demonstrate the department’s commitment to use force only when necessary and to use only the amount of force necessary to overcome resistance, stop assaults, in self-defense, or as reasonable and necessary to perform a

member's duties. The IRB's continuous review of the department's Use of Force policy, practices and available equipment identifies no need to adjust department policy or practices.

A year-end review of department training in 2017 identified 4 hours of Arrest Control, 6 hours of Taser, and between 8 and 12 hours of Firearms training provided per officer. The majority of uses of force continue to be control and handcuffing techniques accounting for 70% of the individual uses of force. Firearm and Taser to Compel accounted for 26% of the individual uses of force. Actual Taser use accounted for 2% of the individual uses of force.

Based on the use of force analysis, it is recommended the department increase its focus on Arrest Control training to ensure department members are receiving adequate training in this area. Training should include practical scenarios, such as gaining compliance from citizen's who refuse or resist getting out of their vehicle, using red man suits and other available training equipment.

MOTOR VEHICLE PURSUITS: <41.2.2.1 Annual Analysis>

Motor Vehicle Pursuits

Officer	2017	2016	2015
Male	1	2	3
Female	0	0	0
Total	1	2	3

2017: 1 pursuit; out of policy.

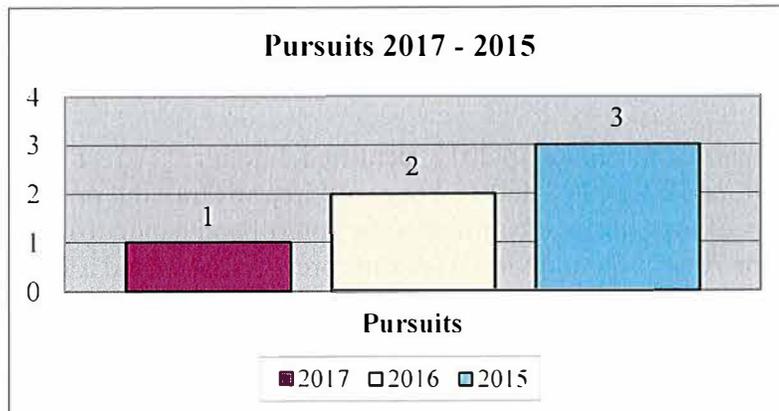
2016: 2 pursuits; one within policy, one out of policy.

2015: 3 pursuits; all within policy.

2017: Supervisor terminated pursuit.

2016: Supervisor discontinued pursuit; Pursuit resulted in a crash.

2015: Officer discontinued in all three pursuits .

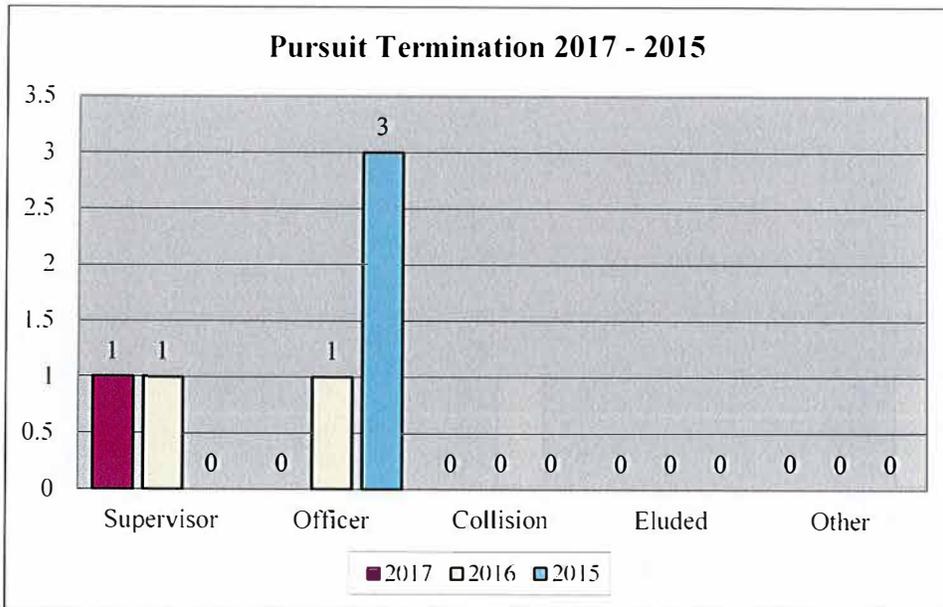


Pursuit Reasons:

	2017	2016	2015
Reckless Driving	0	0	0
Speeding	0	0	2
Other Traffic Offense	1	0	1
Criminal Offense	0	2	0
Total:	1	2	3

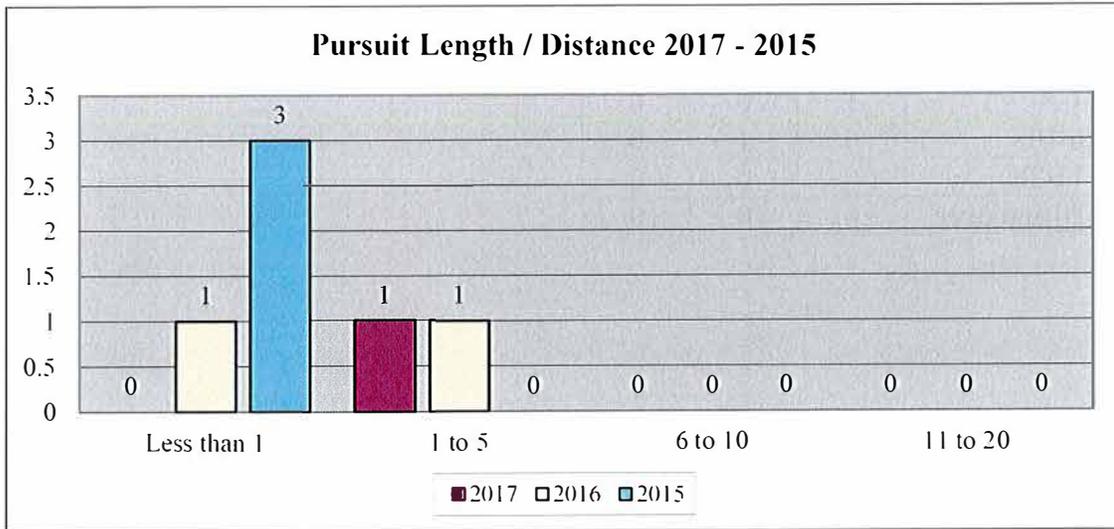
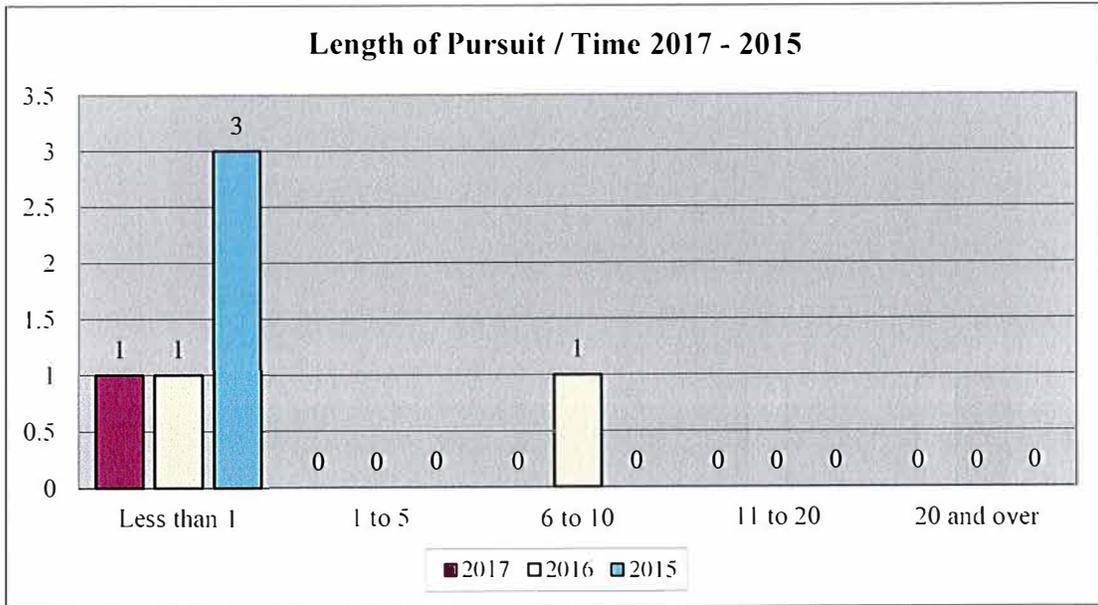
Pursuit Termination:

	2017	2016	2015
Terminated by Supervisor	1	1	0
Terminated by Officer	0	0	3
Collision/Crash	0	1	0
Eluded	0	0	0
Other means	0	0	0
Total	1	2	3



Pursuit Length/Time:

Minutes	2017	2016	2015
Less than 1	0	1	3
1-5	1	0	0
6-10	0	1	0
11-20	0	0	0
20 and over	0	0	0



Pursuit Length/Distance:

Distance	2017	2016	2015
Less than 1 mile	0	1	3
1-5 miles	1	1	0
6-10 miles	0	0	0
11-20 miles	0	0	0
21 and over miles	0	0	0

Pursuit with Injuries:

Injured	2017	2016	2015
Officer	0	0	0
Suspect	0	0	0
Other Person	0	0	0
Total	0	0	0

ANNUAL REVIEW OF PURSUIT POLICY AND REPORTING PROCEDURES

According to Departmental Policy, an annual administrative review of all pursuits is completed. In the last three years the department has experienced seven pursuits.

In 2017, the pursuit policy was reviewed by the Incident Review Board during the board's review of the only pursuit that occurred in 2017. The review of the policy and the incident revealed the board and the officer involved understood the policy as written.

In May 2016, an administrative review of the pursuit policy was conducted as the result of several officers involved in a pursuit started by another agency and just outside the city limits of Golden. The Chief wanted to ensure the officers and supervisor involved clearly understood the policy, the department training in pursuits was adequate and supervisors understood their role and responsibilities before, during and after the incident. The administrative review revealed the officers and supervisor understood the policy, training was adequate and supervision followed policy and guidelines as they understood them and interpreted them to be at the time. The review was closed with the Captains determination and recommendations a more comprehensive review of the emergency driving and pursuit policy should be completed in 2017. It was also recommended driving instructors be included in the review and provide recommendations for changes and updates.

In March 2015, Chief Kilpatrick requested an administrative review of the pursuit policy stemming from members' actions during an assist to another agency that was involved in a pursuit coming through the City of Golden. Of particular interest was if the relevant policy was clearly understandable and effective to cover the situation, if departmental training was currently adequate, and the quality of supervision before, during and after the incident. All reports and radio traffic were reviewed and all members involved in the pursuit were interviewed. As a result, it was determined the members understood the policy, training was adequate and supervision followed policy and guidelines. It was also discovered, the Golden Police Department's pursuit policy goes above and beyond the policy guidelines set by the IACP.

Pursuit Analysis:

The data being analyzed was collected from the years 2015, 2016 and 2017. The information was obtained from the department's IAPro software system where it is entered as the incidents occur.

All pursuits are reported by the pursuing officer into "Blue Team", a software program associated with "IA Pro", where they are initially reviewed by the Professional Standards Sergeant. The Professional Standards Sergeant is the chair of the Incident Review Board and presents all reportable incidents to the Incident Review Board. The reporting process continues to work well and serves the needs of the department.

The incidents themselves are reviewed by the Incident Review Board, which consists of division captains and subject matter experts. When individual incidents are reviewed the applicable policy is also discussed and reviewed, therefore the policy is reviewed on a continual and ongoing basis. The board reviews all pursuits and as a group makes a recommendation of determination to the Chief of Police as to whether the incident was within or out of policy. During that review the board discusses policy and discusses whether or not the policy is still applicable and meets current departmental needs.

The pursuit in 2017 was reviewed and analyzed. It was determined to be out of policy.

Both pursuits in 2016 were reviewed and analyzed. One pursuit only involved the "boxing in" of a vehicle that had pulled over to the curb and was being operated by an individual who had a felony warrant for his arrest to prevent his escape. This incident ended with an officer involved shooting. The "boxing in" maneuver was within policy.

The second pursuit occurred when officers received information via radio parole officers were attempting to contact an individual who had a felony parole violation warrant. The fugitive failed to stop for the parole officers. Deputies from JCSO responded to assist parole and one deputy report the fugitive attempted to ram his vehicle. Golden officers were in the area and heard the deputy say he was hit by the vehicle and knocked to the ground. Golden officers became actively engaged in the pursuit, believing this was now a violent felony assault on a peace officer. Golden officers stayed engaged in the pursuit until it was terminated by the supervisor due to the fugitive's risky driving behavior to avoid apprehension and the inherent dangers of vehicle pursuits. The fugitive was apprehended a short time later when another agency performed a termination technique. This incident resulted in an

Administrative Review of the pursuit policy with the recommendations for a more comprehensive review in 2017.

All three pursuits in 2015 occurred when an officer attempted to stop a traffic violator who then failed to stop and/or accelerated. The officer immediately shut all emergency equipment down and pulled over. Each pursuit was less than 1 mile and less than 1 minute in duration.

Recommendation / Conclusions:

Upon reviewing the circumstances for the one out of policy pursuit in 2017, it was determined the pursuit violated several sections of the policy including the reason the pursuit was initiated and the type of police vehicle that can engage in a pursuit.

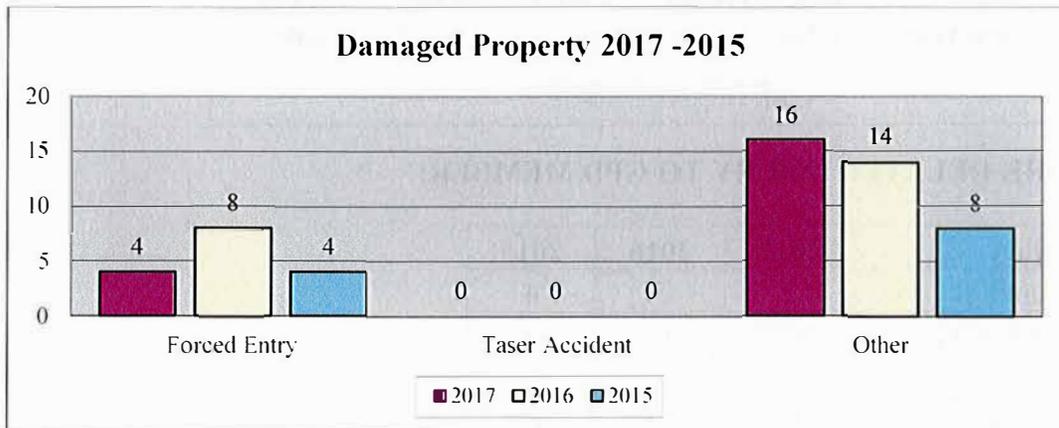
The officer received a written reprimand. The review of the pursuit found the policy and overall training to be adequate.

PROPERTY DAMAGED: CITY/DEPARTMENT, OR ANOTHER:

Damaged Property

	2017	2016	2015
Forced Entry	4	8	4
CEW Discharge	0	0	0
Other	16	14	8
Total	20	22	12

Damaged or destroyed from direct or indirect actions of a GPD member.



TRAINING: ACCIDENTAL, CARELESS OR RECKLESS DISCHARGE

By firearm, chemical weapon or CEW; injury to another.

Training

2017	2016	2015
0	0	0

2017: Zero incidents

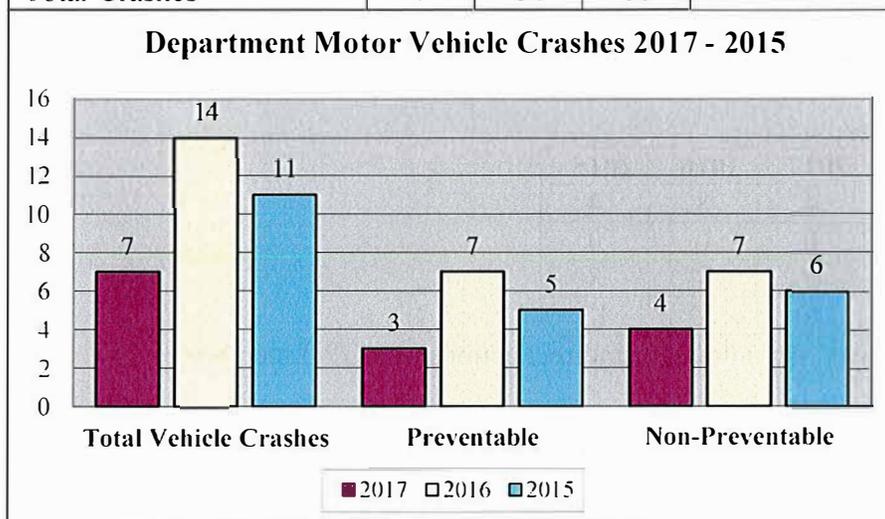
2016: Zero incidents

2015: Zero incidents

MOTOR VEHICLE CRASHES (INVOLVING DEPARTMENT VEHICLES)

Department Motor Vehicle Crashes

	2017	2016	2015
Preventable Crashes	3	7	5
Non-Preventable Crashes	4	7	6
Total Crashes	7	14	11



WORK RELATED INJURY TO GPD MEMBER:

Injury	2017	2016	2015
Training	2	5	4
Work (on job)	12	15	8
Exposures *	1	4	7
Totals	15	24	19

* City regulations require reporting of exposures, which are considered a work related injury.

Work Related Injury to Members 2017 - 2015

