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MEMORANDUM

16-105

TO: Chief William Kilpatrick Chief of Police

CC: Captain Daryl Hollingsworth Support Services Division

FROM: Sergeant Jean Miller Support Services Division

DATE: April 20, 2015

CALEA: 1.2.9.d , 1.3.13, 25.1.3, 35.1.9.c , 41.2.2.j, 52.1.5

GPD PPM: 8.5, 34.21, 35.8

SUBJECT: 2015 Professional Standards Unit (PROFESSIONAL STANDARDS UNIT) Annual Report

This report contains information for 2013, 2014 and 2015. The Professional Standards Unit is part of the Community Services Section of the Support Services 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 interventions 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:** <52.1.5 Annual Report>

**COMPLAINTS: 2015, 2014 and 2013**

<b>2015</b>	<b>External</b>	<b>Internal</b>	<b>Total</b>
Complaints	18	5	23
Inquiries	0	0	0
Admin. Review	1	2	3
<b>Totals</b>	<b>19</b>	<b>7</b>	<b>26</b>

<b>2014</b>	<b>External</b>	<b>Internal</b>	<b>Total</b>
Complaints	36	6	42
Inquiries	0	0	0
Admin. Review	0	0	0
<b>Totals</b>	<b>36</b>	<b>6</b>	<b>42</b>

<b>2013</b>	<b>External</b>	<b>Internal</b>	<b>Total</b>
Complaints	38	7	45
Inquiries	3	0	3
Admin. Review	0	0	0
<b>Totals</b>	<b>41</b>	<b>7</b>	<b>48</b>

The yearly total of complaints for 2015 was 16 less than 2014 and 22 less than 2013. Over the past three years, total complaints decreased by 22, which equates to a drop in total complaints of 46%. The significant decrease may be due to a recent change in department philosophy and community engagement.

In 2015 and 2014, the number of complaints filed by external sources decreased from the external complaints filed in 2013, however the number of complaints filed by internal sources stayed about the same. This would seem to indicate members of the Golden Police Department are reporting inappropriate and unprofessional behaviors of coworkers. 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 no inquiry cases in 2015 or 2014; a drop from three in 2013.

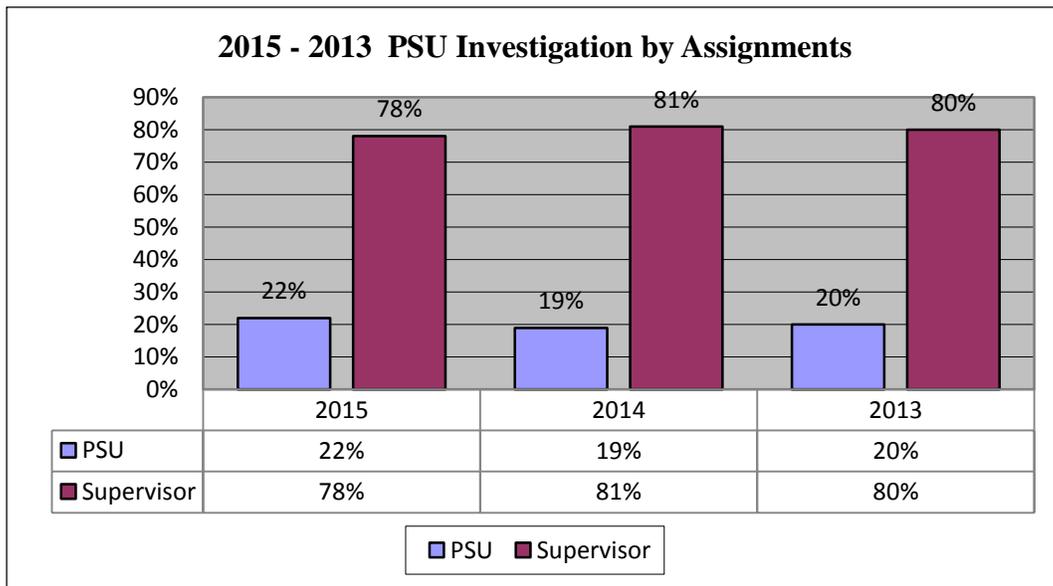
There were three administrative reviews in 2015. Information on the administrative reviews appears further into this report.

There were no administrative reviews conducted during 2014 and 2013.

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 further action needed/taken.

In 2014, six members had three or more complaints. In 2013, six members had three or more complaints.

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



**PROFESSIONAL STANDARDS INVESTIGATION DISPOSITIONS: 2015, 2014, 2013**

**Dispositions for Complaint Allegations \***

	2015	2014	2013
Sustained	9	15	14
Not Sustained	10	8	14
Unfounded	6	13	18
Exonerated	12	23	20
Outcome Not Based on Complaint	0	2	6
Exceptionally Cleared	0	4	10
Total **	37	67	82

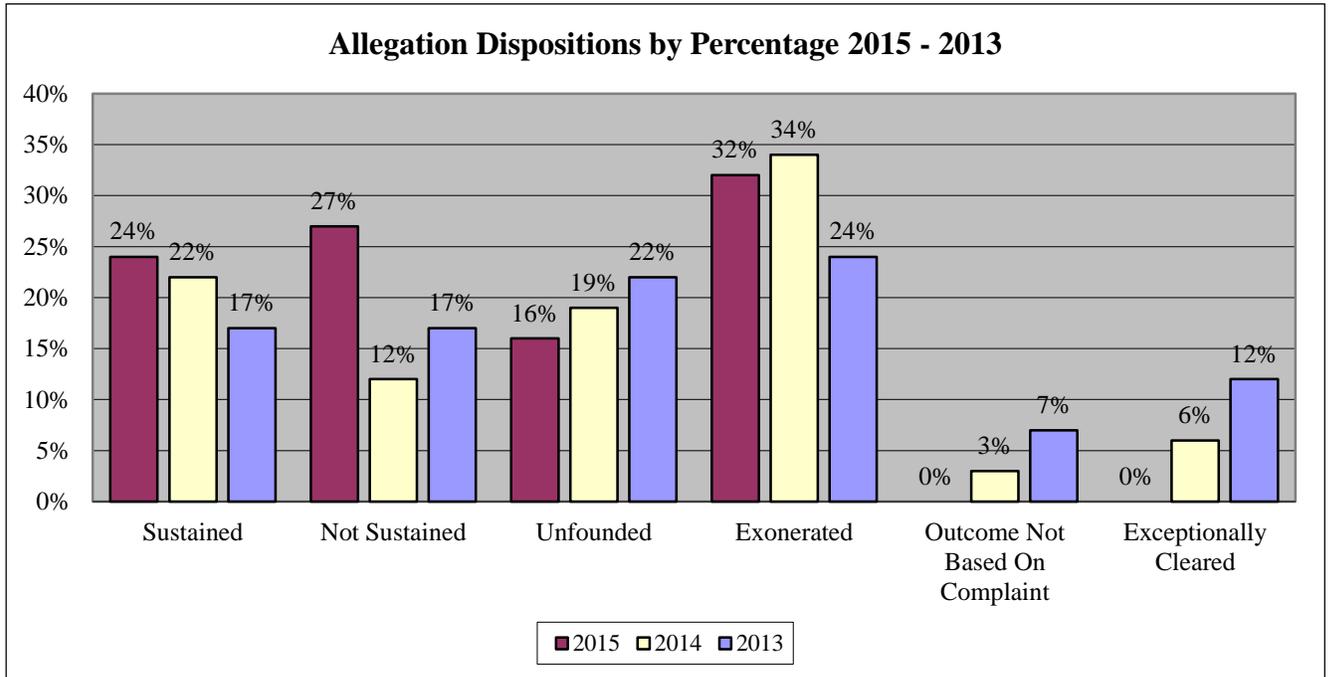
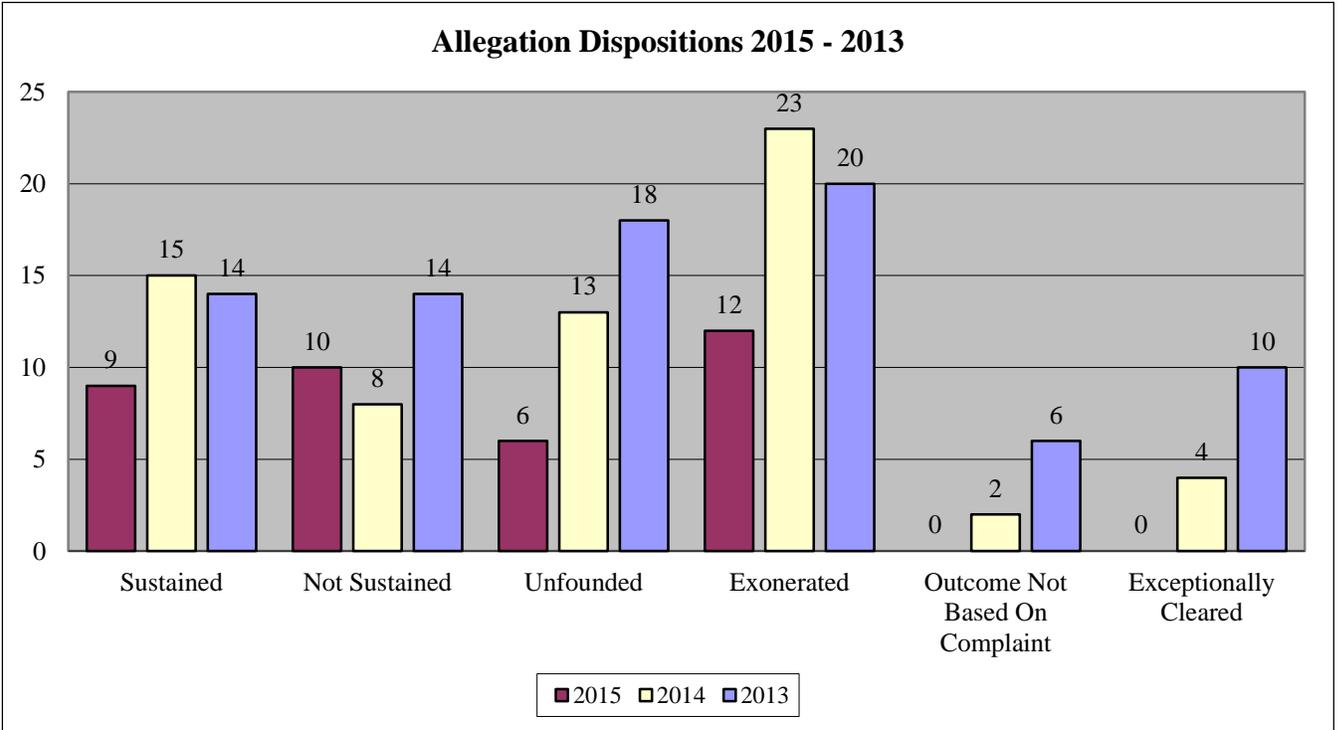
\* Table uses CALEA dispositions.

\*\* 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)

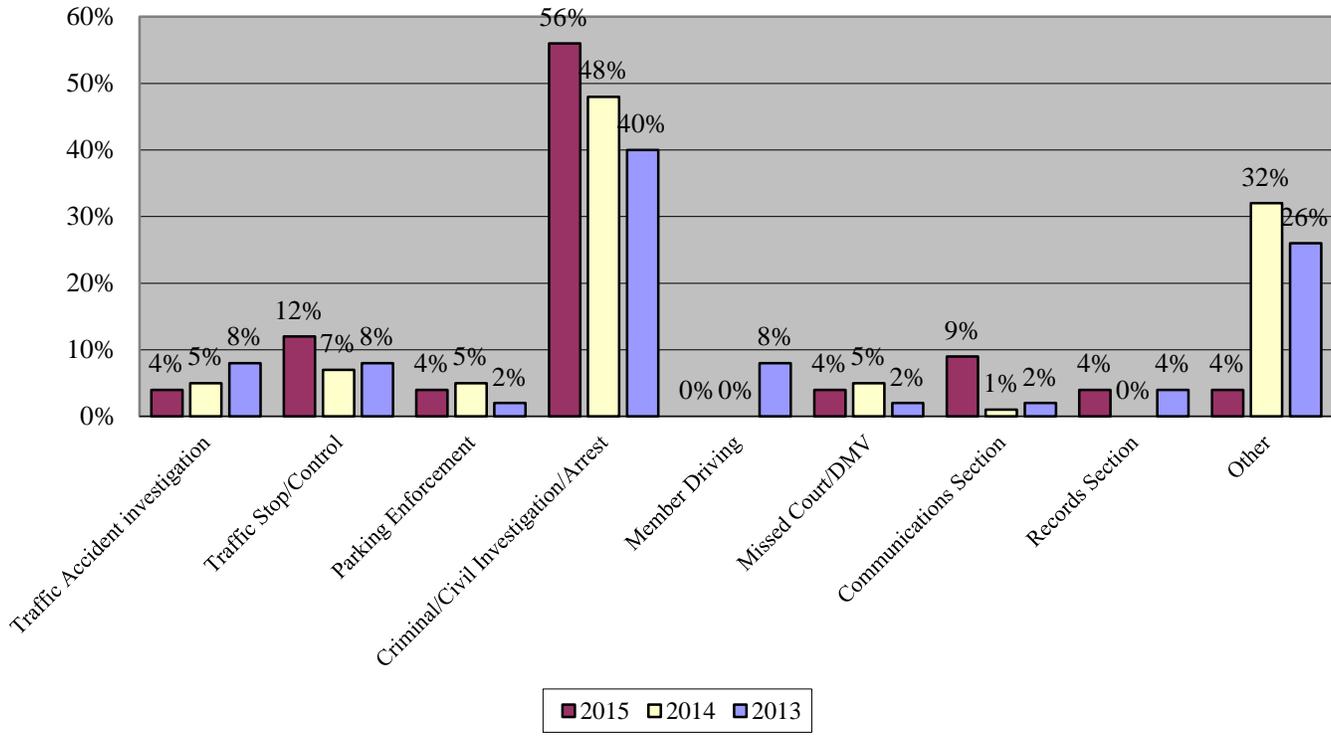
PROFESSIONAL STANDARDS UNIT investigation dispositions are the final determination or outcome of each case.

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



### Member Action Initiating Complaint 2015 - 2013



### PERSONNEL ACTIONS\*

	2015	2014	2013
Suspension	0	0	1
Demotion	0	0	0
Resign In Lieu of Termination	0	0	2
Termination	0	1	0
Other	0	0	0
<b>Total</b>	<b>0</b>	<b>1</b>	<b>3</b>

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

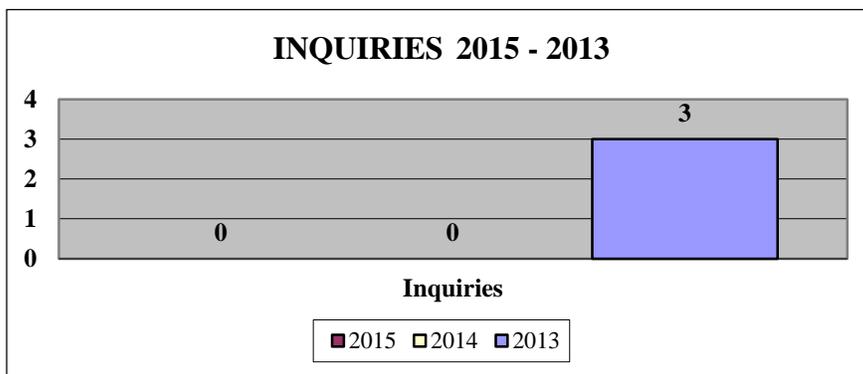
Personnel actions show the disciplinary results from sustained complaints.

## INQUIRIES [Report]

### Inquiries

2015	2014	2013
0	0	3

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



## ADMINISTRATIVE REVIEWS [Report]

### Administrative Reviews

2015	2014	2013
3	0	0

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 three administrative reviews in 2015.

- 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. The Chief wanted to ensure the officers and supervisor involved clearly understood the policy, department training in pursuits was adequate and evaluate the quality of supervision 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. 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 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.

There were no Administrative Reviews in 2014 and 2013.

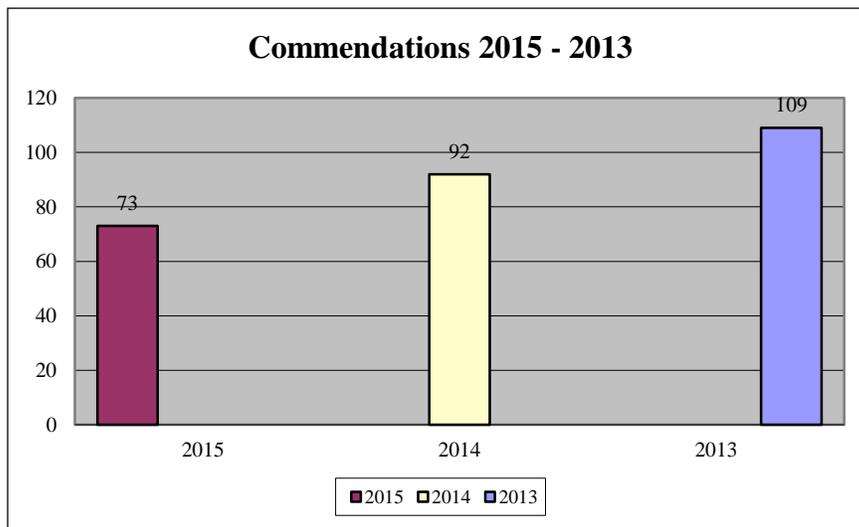
## COMMENDATIONS [Report]

### Commendations★

2015	2014	2013
73	92	109

★No data included from Awards Sub-Committee of 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.d Annual Review> [§24-31-309 (4) (c) C.R.S.]

### Biased Based Policing Complaints

Complaints from:	2015	2014	2013
Traffic contacts	0	0	0
Field contacts	0	1	1
Asset Forfeiture	0	0	0

2015: There were no biased based policing complaints.

2014: Complainant alleged officer was racially biased and arrested her grandson because he was black. The allegation was investigated and it was determined the subject had three active warrants for his arrest. The officer involved was driving past the residence and observed a male matching the description of the subject with the warrants. The officer stopped and spoke with the male who did identify himself as the person with the warrants. The subject was taken into custody without incident. The subject of the arrest did not file a complaint; his grandmother did alleging the contact was biased based. It should be noted the subject is White with Hispanic ethnicity. Allegation was closed as Proper Action.

2013: Complainant alleged “statistical discrimination and racial profiling” regarding a missing person report handled by a member. Complainant alleged member was aware of his credentials as having a doctoral degree, but referred to him by his first name.

Complainant also alleged member was displaying “hyper-vigilant racial profiling”. The term refers to vigilant racial profiling that makes assumptions that may lead to limited opportunities for work and unfair arrest or hostile treatment by police.

The Professional Standards Investigation revealed there was no evidence to show member’s conduct and/or actions were racially biased through actions of profiling or unprofessional treatment. The allegations were closed as unfounded.

All department members received anti-bias training during in-service training in February 2015. All new department members receive anti-bias training during their new hire orientation.

**Conflict Resolution:** <25.1.3 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**

2015	2014	2013
0	0	0

There were no conflict resolutions filed in 2015, 2014 and 2013.

**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 during the years of 2013, 2014 and 2015 revealed that none left because they did not feel that they did not have an opportunity to be heard.

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 revealed that it is well written, and easy to follow. No incidents were filed in 2013, 2014 or 2015. No further action is necessary.

**EARLY INTERVENTION SYSTEM <35.1.9.c 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

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.

2014: There were 39 early interventions; all were reviewed. Thirty-eight were closed with the determination no further intervention was needed. One was closed with the determination further intervention was needed by the member's supervisor.

2013: There were 27 early interventions; all were reviewed. All were closed with the determination no further intervention needed.

Below is the information on early interventions by assignment:

	<b>2015</b>	<b>2014</b>	<b>2013</b>
Executive Staff	0	0	1
Sergeant	11	3	3
Patrol Officer	8	32	19
Traffic Officer	3	0	2
SRO	0	0	0
Code Enforcement	0	3	0
Park Ranger	5	1	1
Communications	1	0	1
<b>Total</b>	<b>28</b>	<b>39</b>	<b>27</b>

There was a 28% overall decrease in Early Intervention Alerts between 2015 and 2014. There was a significant decrease (75%) of Early Intervention Alerts involving patrol officers between 2015 and 2014. This is due to the changes in the Use of Force reporting.

The table above reflects a 168% increase in Early Intervention Alerts on patrol officers from 2013 to 2014. In 2014, 22 of the 32 Early Intervention Alerts on patrol officers (69%) resulted from reported Use of Force incidents.

All Use of Force incidents are reported and reviewed. As a result, patrol officers who are assigned to the Swing shifts and Night shifts where there are a higher probability of calls involving unruly citizens were involved in numerous Use of Force incidents. When officers reached the threshold of four Use of Force incidents within a 12 month period, an Early Intervention Alert was generated. Every subsequent Use of Force incident generated another alert. It was very difficult for officers assigned to the late shifts to get out of the cycle of Early Intervention Alerts. In 2014, six officers who were assigned to either Swing shifts or Night shifts generated 21 of the 22 Early Intervention Alerts triggered by reported Use of Force

incidents. Their actions were reviewed by the Incident Review Board and during Early Intervention. There were no concerns and no need for intervention.

**HARASSMENT** <26.1.3 Unlawful Harassment>

**Harassment**

2015	2014	2013
0	0	0

No harassment complaints have been filed during the three years.

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

**Civil Action**

2015	2014	2013
1	3	0

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.

2014: In January, an Intent to Sue Civil Action was served on the Golden Police Department; no further action has been taken. In July, a citizen self-filed a Complaint Under Simplified Civil Procedure against the Golden Police Department and two officers; this was dismissed by the Courts. In August, a citizen self-filed a Small Claims Case against an officer; this was dismissed by the Courts.

2013: A Letter of Intent to Sue Civil Action was served on the Golden Police Department; no further action was taken.

**INCIDENT REVIEW BOARD:** Annual Review [GPD PPM Chapter 8] <1.3.13, 41.2.2.j>

**USE OF FORCE:** <1.3.13 Annual Analysis>

**Use of Force**

2015	2014	2013
29	26	33

Use of Force data is 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 multiple types of force.

In November 2015, a review of the Use of Force policy was conducted. The review revealed members understand the policy and training was adequate. One change was made at the suggestion of the conductive energy weapon master instructor to change the wording in the policy from “conductive energy device” (CED) to “conductive energy weapon” (CEW). This change was made to the policy.

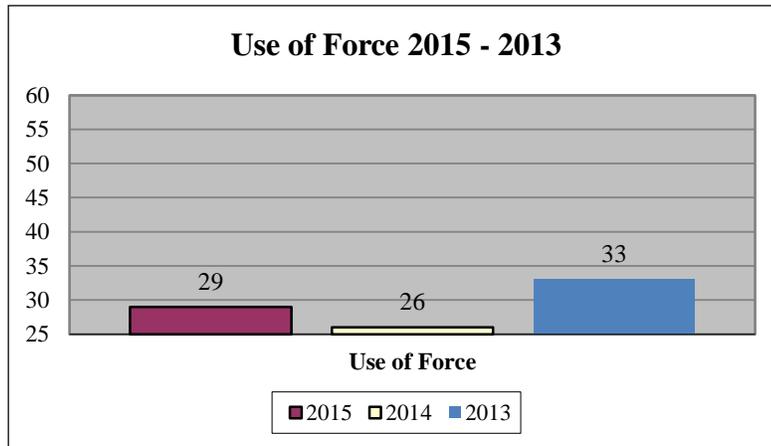
In December 2014, the Use of Force policy was reviewed by the members of the Incident Review Board to determine if the policy was clear and understandable and up to date. Members of the board recommended changes that were implemented.

In 2013, a decision was made that the use of a firearm or CEW to compel compliance was not a Use of Force incident. Two new classes of incidents were added that year: Firearm to Compel and Taser to Compel. Even though the non-discharge of a firearm and CEW are no longer considered a Use of Force, each reported incident is reviewed by the Incident Review Board to ensure the action was proper and within policy.

2015: 29 Use of Force incidents were reviewed by the Incident Review Board. One incident was determined to be a policy violation due to the member placing his palm on the forehead of the person and pushing the person’s head back down on an ambulance pram. This tactic is not taught in arrest control. The person was not injured. The member involved was counseled.

2014: 26 Use of Force incidents were reviewed by the Incident Review Board. All Use of Force incidents were determined to be within policy.

2013: 33 Use of Force incidents were reviewed by the Incident Review Board. Thirty-one were within policy. Two incidents were not reviewed by the Incident Review Board, but were handled as a Professional Standards Investigation. One investigation was sustained; the other was determined to be proper action on the officer’s part.



### Use of Force by Type

	2015	2014	2013
Baton	0	0	0
Canine	0	0	0
CEW	5	11	8
Firearm/CEW Displayed (non-use)	44	19	13
Weaponless (Hands/Feet, Control)	58	38	41
OC	0	1	0
RIPP Restraints	1	1	5
Handcuffing	8	11	11
<b>Total Types of Force</b>	<b>116</b>	<b>81</b>	<b>78</b>
Total Use of Force Arrests	15	16	21
Complaints	0	0	2
Total Agency Custodial Arrests*	913	920	1,026

\* 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 2015 and 2014 Use of Force incidents: Total arrests stayed pretty much the same. There was a 30% increase of Use of Force incidents overall. The most significant increase was a 57% increase in Firearms or Taser to Compel. The number of incidents where officer chose to use a firearm or taser to compel compliance from citizens has been discussed in the Incident Review Board and command staff meetings. It may be that communication skills and de-escalation skills are not being used as they should. In 2016, the department will be training in the use of verbal and de-escalation skills. There was a 34% increase in Weaponless/Control where officers had to go hand on with a citizen. This may also be related to communication skills.

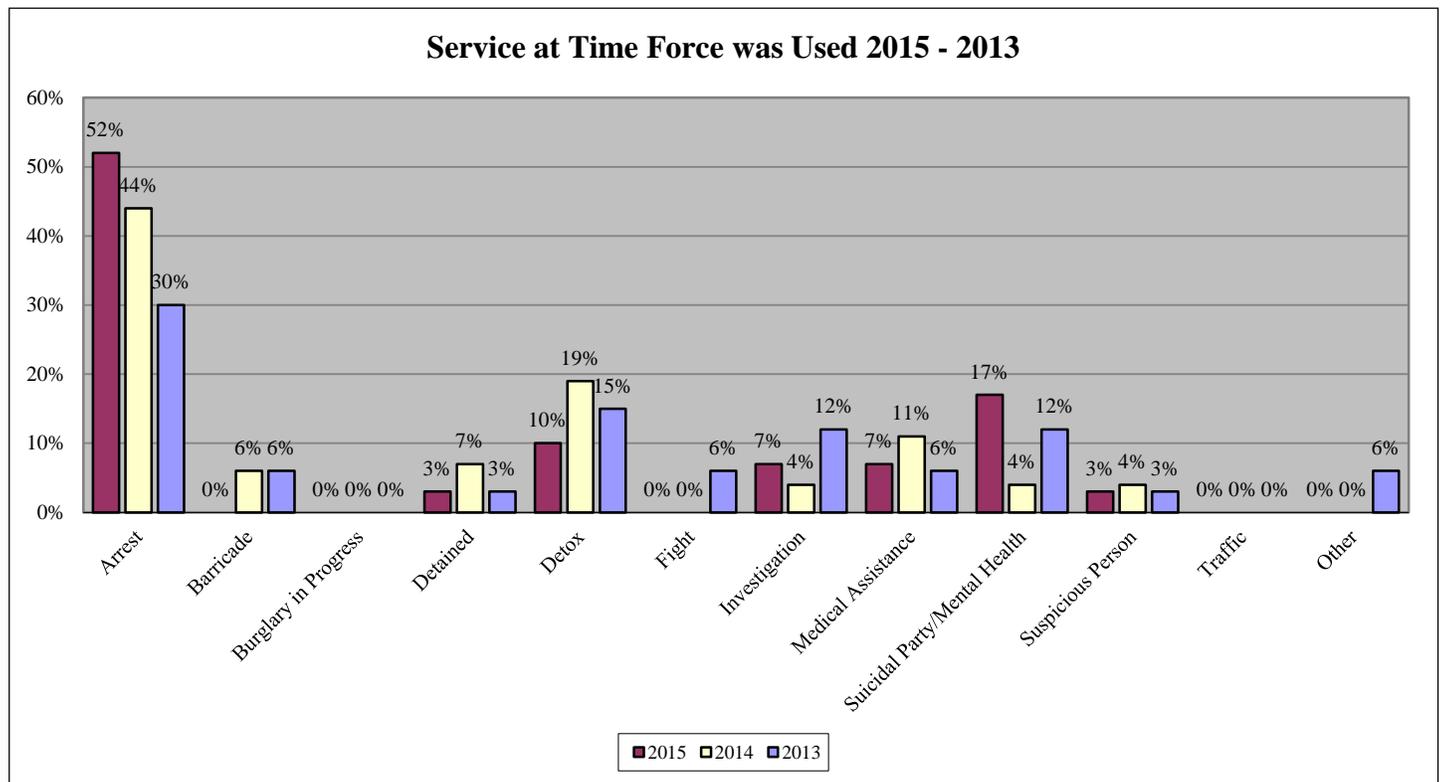
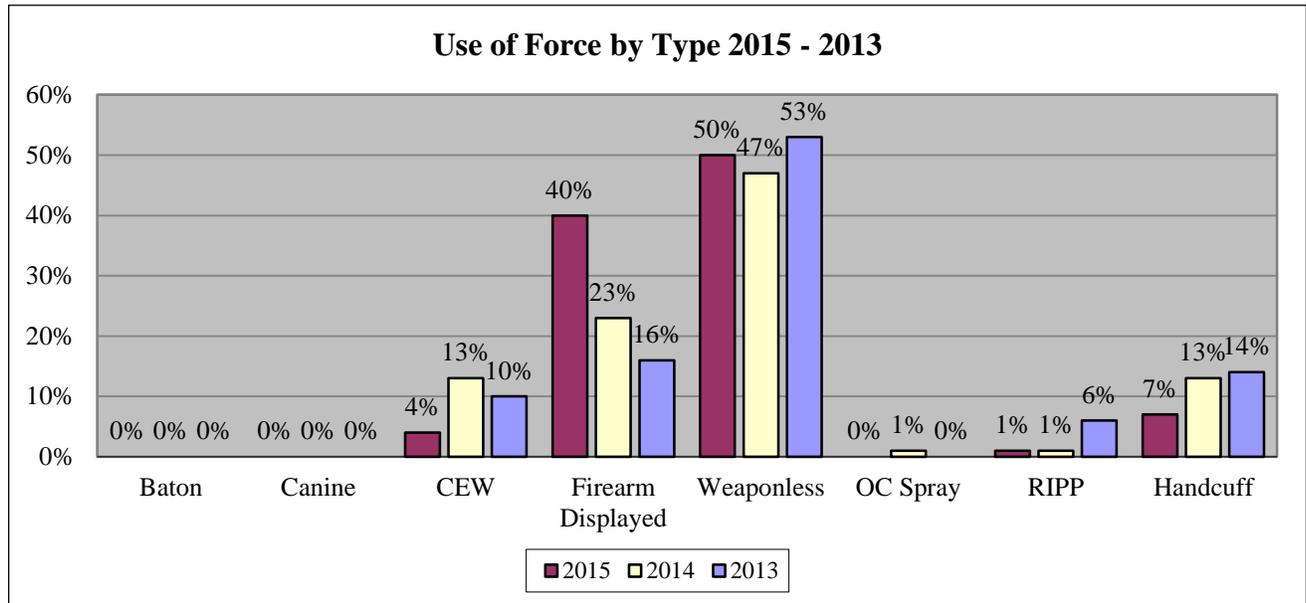
Notable changes between 2014 and 2013 Use of Force incidents:

- Total custodial arrests decreased 10.5%
- Use of Force incidents increased 4%
- Use of firearm to compel compliance increased 31.5%
- Total Weaponless incidents decreased 7.3%

**Use of Force by Type: Percentage Change**

	<b>2015</b>	<b>2014</b>	<b>2013</b>
<b>Baton</b>	0	0	0
% change from previous year	0%	0%	-100%
<b>Canine</b>	0	0	0
% change from previous year	0%	0%	-100%
<b>CEW (ECW)</b>	5	11	8
% change from previous year	-45%	+27%	-20%
<b>Firearms/Tasers Displayed</b>	44	19	13
% change from previous year	+57%	+31.5%	-70.5%
<b>Weaponless (Hands/Feet)</b>	58	38	41
% change from previous year	+34%	-7.4%	+20%
<b>OC</b>	0	1	0
% change from previous year	-100%	+100%	0%
<b>RIPP Restraints</b>	1	1	5
% change from previous year	0%	-80%	-17%

<b>Handcuffing</b>	8	11	11
% change from previous year	-27%	0%	+36%
<b>Total Types of Force</b>	116	81	78
% change from previous year	+30%	+4%	-25%



**Use of Force Injuries:**

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

	2015		2014		2013	
Number Incidents	29		26		33	
Officers	4	12%	4	15%	6	18%
Citizens	5	15%	10	38%	6	18%
<b>Total</b>	<b>9</b>	<b>27%</b>	<b>14</b>	<b>53%</b>	<b>12</b>	<b>36%</b>

**Injured per Type of Force Used**

**(Total number of individual Use of Force per incident)**

	2015		2014		2013	
Number of types force used	116		81		78	
Officers Injured	4	3.5%	4	5%	6	8%
Citizens Injured	5	4%	10	12%	6	8%
<b>Total</b>	<b>9</b>	<b>7.5%</b>	<b>14</b>	<b>17%</b>	<b>12</b>	<b>15%</b>

Comparing 2015 to 2014:

- A 1.5% decrease in the number of injuries to officers, even though there was a 19% increase in individual Use of Force by type.
- With a 19% increase in individual Use of Force by type, the number of citizens injured decreased by 8%.

**EXCESSIVE FORCE:**

**Excessive Force Allegations**

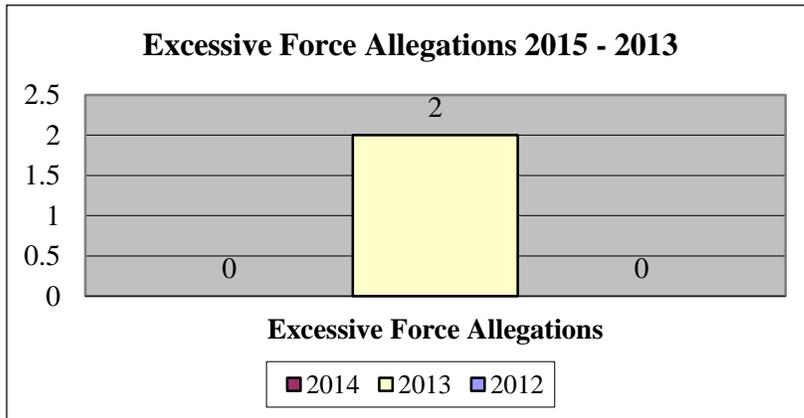
2015	2014	2013
0	0	2

2015: There were no complaints of excessive force.

2014: There were no complaints of excessive force.

2013: 1 internal complaint of excessive force – sustained

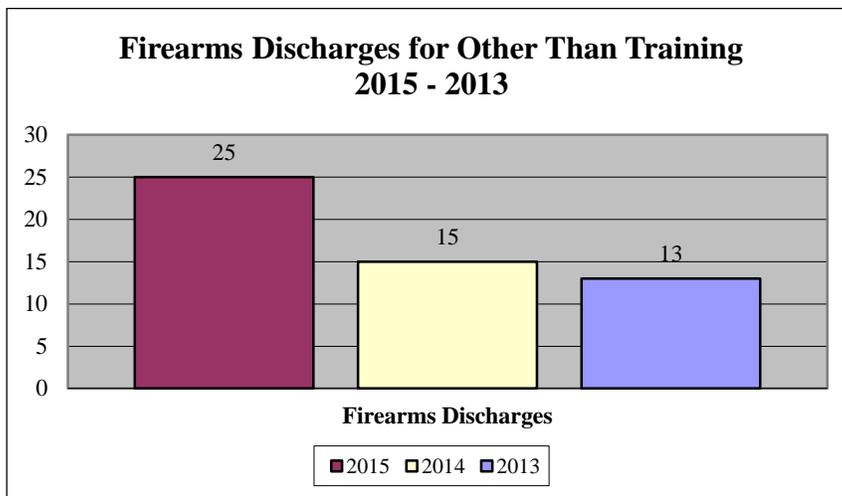
1 external complaint of excessive force – exonerated



### Firearms Discharge (Other than Training)

2015	2014	2013
25	15	13

- 2015: One firearms discharge other than training occurred when member shot three less lethal rounds at windows on a vehicle during the search for suspect in felony eluding incident. The vehicle’s brake light came on several times, leading the officers to believe the suspect may be in the vehicle. The vehicle was searched by a tactical clearance team and found to be empty. 24 animals were dispatched.
- 2014: No discharge for other than training: 15 animals dispatched.
- 2013: One discharge for other than training: 12 animals dispatched.



**MOTOR VEHICLE PURSUITS:** <41.2.2.j Annual Analysis>

**Motor Vehicle Pursuits**

	<b>2015</b>	<b>2014</b>	<b>2013</b>
Male	3	2	0
Female	0	0	0
<b>Total</b>	<b>3</b>	<b>2</b>	<b>0</b>

2015: 3 pursuits; all within policy

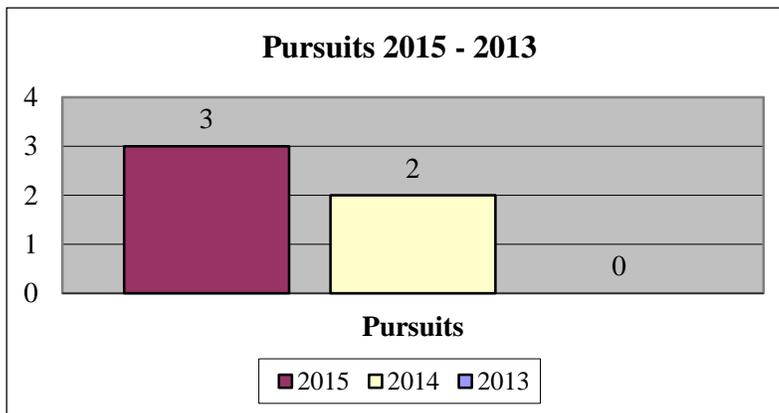
2014: 2 pursuits; one within policy, one not within policy

2013: 0 pursuits

2015: Officer discontinued in all three pursuits

2014: Officer discontinued pursuit; Pursuit resulted in a crash

2013: No pursuits

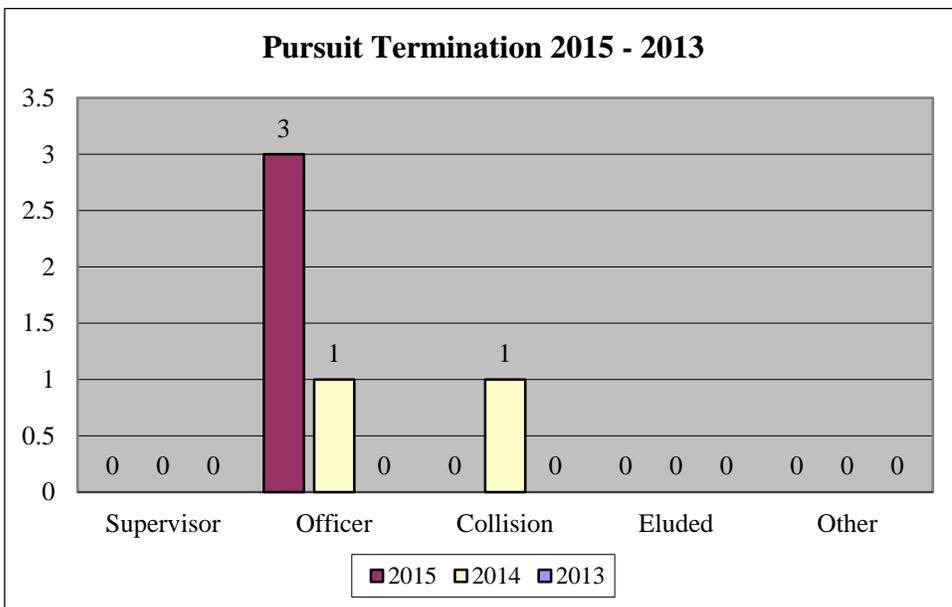


**Pursuit Reasons:**

	<b>2015</b>	<b>2014</b>	<b>2013</b>
Reckless Driving	0	0	0
Speeding	2	0	0
Other Traffic Offense	1	0	0
Criminal Offense	0	2	0
<b>Total:</b>	<b>3</b>	<b>2</b>	<b>0</b>

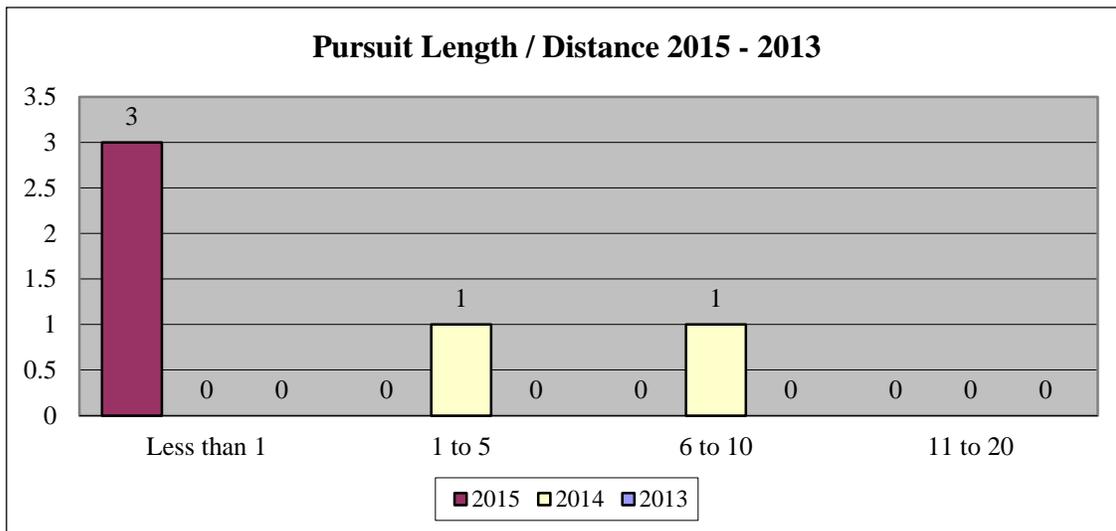
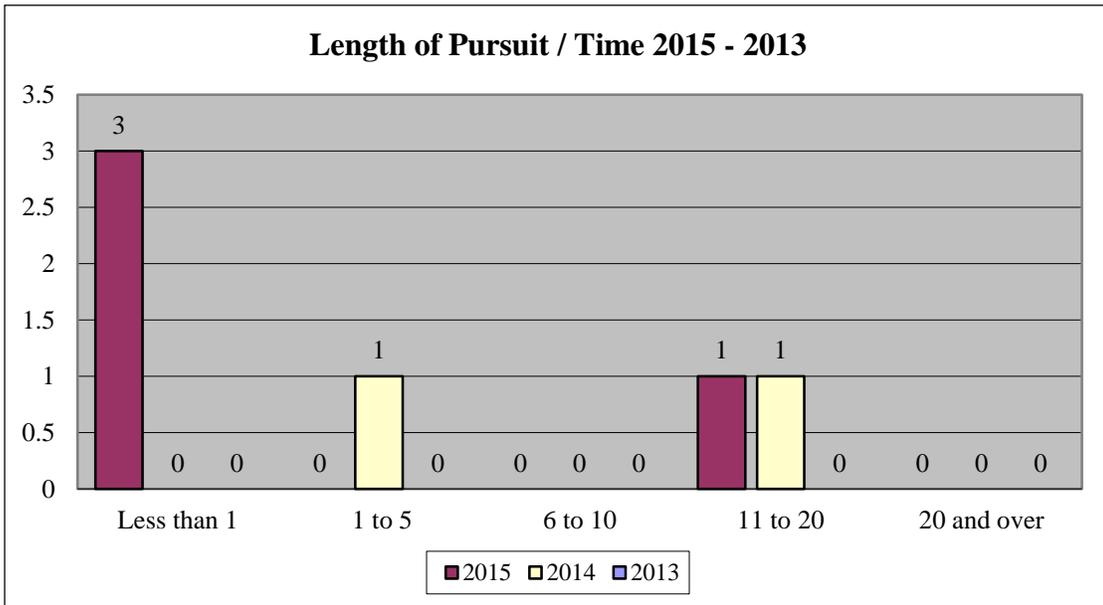
**Pursuit Termination:**

	2015	2014	2013
Terminated by Supervisor	0	0	0
Terminated by Officer	3	1	0
Collision	0	1	0
Eluded	0	0	0
Other means	0	0	0
Total	3	2	0



**Pursuit Length/Time:**

Minutes	2015	2014	2013
Less than 1	3	0	0
1-5	0	1	0
6-10	0	0	0
11-20	0	1	0
20 and over	0	0	0



**Pursuit Length/Distance:**

<b>Distance</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
Less than 1 mile	3	0	0
1-5 miles	0	1	0
6-10 miles	0	1	0
11-20 miles	0	0	0
21 and over miles	0	0	0

**Pursuit with Injuries:**

<b>Injured</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
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 review of all pursuits is completed. In the last three years the department has experienced five pursuits, none of which occurred in 2013.

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. 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 police supervisors and subject matter experts. When individual incidents are reviewed the applicable policy is also discussed and reviewed. 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.

Although there were no documented pursuits in 2013, a review of the pursuit policy did occur in reference to INC2013-102. Initially the incident looked like a pursuit but after review it was determined not to be. The pursuit policy continues to be applicable and serves the needs of the department.

#### **Pursuit Analysis:**

The data being analyzed was collected from the years 2013, 2014 and 2015. The information was obtained from the department's IAPro software system where it is entered as the incidents occur.

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 emergency equipment down and pulled over. Each pursuit was less than 1 mile and less than 1 minute in duration.

The first pursuit of 2014 was initiated after an officer responded to an assault in progress. The officer observed the suspect vehicle leaving as he was arriving. The officer pursued the suspect vehicle for a short distance. During the pursuit, the officer was able to obtain the license plate on the suspect vehicle, but continued to pursue for a short distance before discontinuing the chase. The pursuit was determined to be not within policy.

The second pursuit of 2014 was initiated after a vehicle ran from Jefferson County Sheriff's deputies and entered the city limits of Golden. The occupant of the vehicle was believed to be a suspect in a triple homicide. Golden Police officers assisted in the pursuit, including at one point being the lead vehicles in the pursuit, until the suspect vehicle left the city limits of Golden. The pursuit was determined to be within policy.

#### **Recommendation / Conclusions:**

Upon reviewing the circumstances for the one out of policy pursuit in 2014, it was determined the pursuit violated policy in that the policy only allows for officers to

engage in vehicle pursuits when they “are in fresh pursuit of a person who has committed, is reasonably suspected by a member to have committed, or has attempted to commit a violent felony.” That was not the case in this out of policy pursuit.

The officer was counseled by their supervisors and has committed no further indiscretions. The review of the pursuit found the policy and overall training to be adequate.

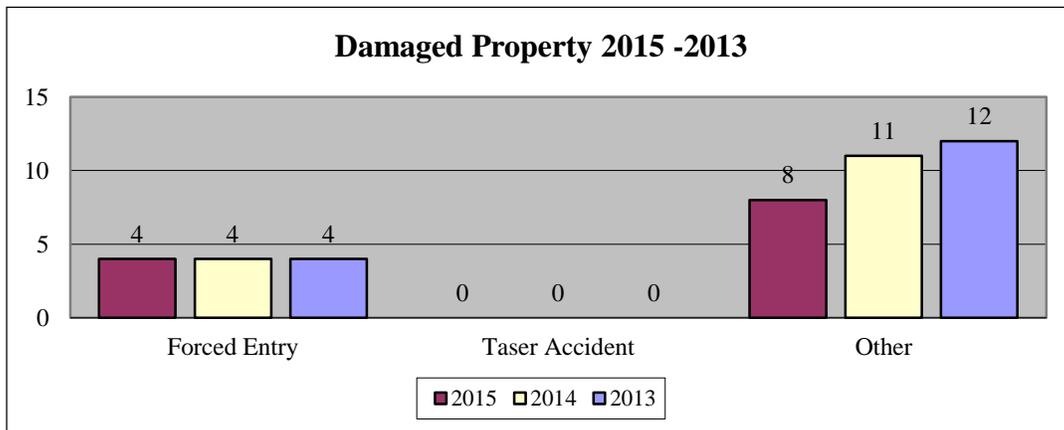
All employees have been trained and no further action is required

**PROPERTY DAMAGED: CITY/DEPARTMENT, OR ANOTHER:**

**Damaged Property**

	2015	2014	2013
Forced Entry	4	4	4
CEW Discharge	0	0	0
Other	8	11	12
Total	12	15	16

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

2015	2014	2013
0	0	0

2015: Zero incidents

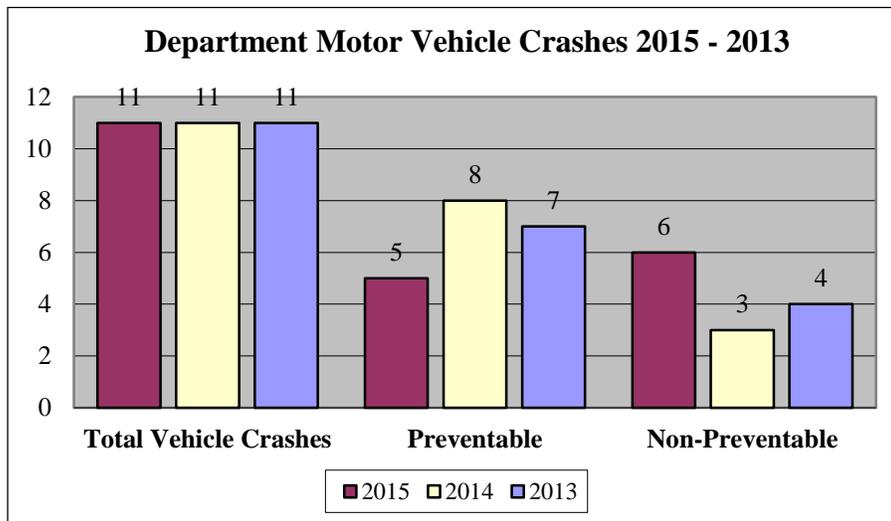
2014: Zero incidents

2013: Zero incidents

## MOTOR VEHICLE CRASHES (INVOLVING DEPARTMENT VEHICLES)

### Department Motor Vehicle Crashes

	2015	2014	2013
Preventable Crashes	5	8	7
Non-Preventable Crashes	6	3	4
Total Crashes	11	11	11



**WORK RELATED INJURY TO GPD MEMBER:**

<b>Injury</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
Training	4	1	6
Work (on job)	8	11	10
Exposures *	7	5	8
<b>Totals</b>	<b>19</b>	<b>21</b>	<b>16</b>

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

