



MEMORANDUM

17-041

TO: Chief William Kilpatrick Chief of Police

CC: Captain Daryl Hollingsworth Support Services Division

FROM: Sergeant Jean Miller Support Services Division

DATE: March 10, 2017

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: 2016 Professional Standards Unit (PROFESSIONAL STANDARDS UNIT) Annual Report

This report contains information for 2014, 2015 and 2016. 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: 2016, 2015 and 2014

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
Complaints	18	5	23
Inquiries	0	0	0
Admin. Review	1	2	3
Totals	19	7	26

2014	External	Internal	Total
Complaints	36	6	42
Inquiries	0	0	0
Admin. Review	0	0	0
Totals	36	6	42

The yearly total complaints for 2016 was 9 more than 2015 and 7 less than 2014. Over the past three years, the average of total complaints, which includes inquiries and administrative reviews, is 34 per year. This is a significant decrease in total complaints from the previous three year period (2011-2013) where the average was 50 total complaints per year. This 32% decrease may be due to a change in department philosophy and community engagement that occurred in January of 2015.

In 2016, the number of complaints filed by external sources decreased from the external complaints filed in 2014, 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 three inquiry cases in 2016; all were from an external source. One external inquiry started off as a complaint on the officer. Through the investigation, the citizen admitted she did not have a complaint on the officer, she just wanted her traffic summons dismissed. The sergeant conducting the investigation answered all the questions the citizen had and advised her to take the summons to court. The

complaint was changed to an inquiry. Another external inquiry also involved a summons. The citizen claimed she did not see the posted signs and felt the summons was unwarranted and wanted to know if anything could be done about the summons. The citizen was told she could present her case in court. The third external inquiry centered on a citizen's concern about the way police vehicles were responding to a reported structure fire in a mobile home park. The citizen spoke with the division captain. The citizen's questions answered and his concerns were address.

There were no inquiry cases in 2015 or 2014.

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.

There were no administrative reviews conducted during 2014.

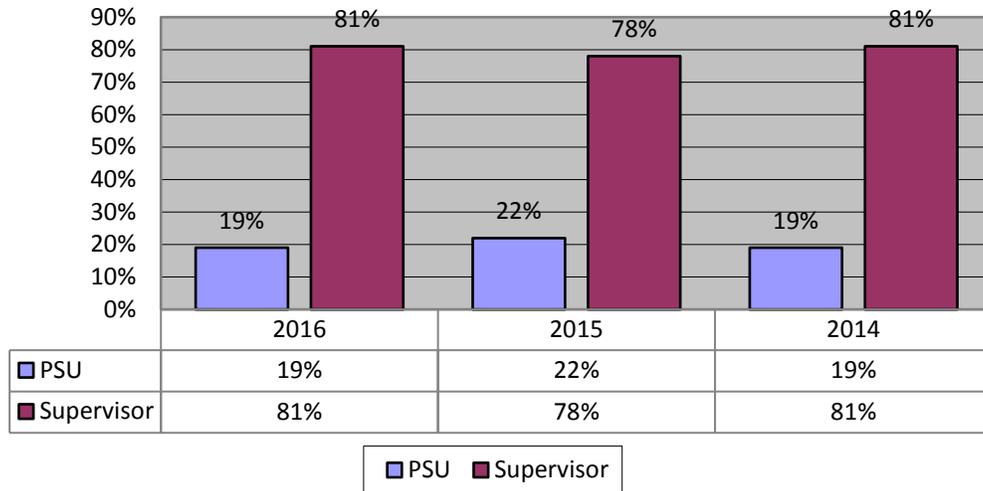
In 2016, no member received an exorbitant number of complaints. Two members received three complaints and six members received two complaints.

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 further action needed/taken.

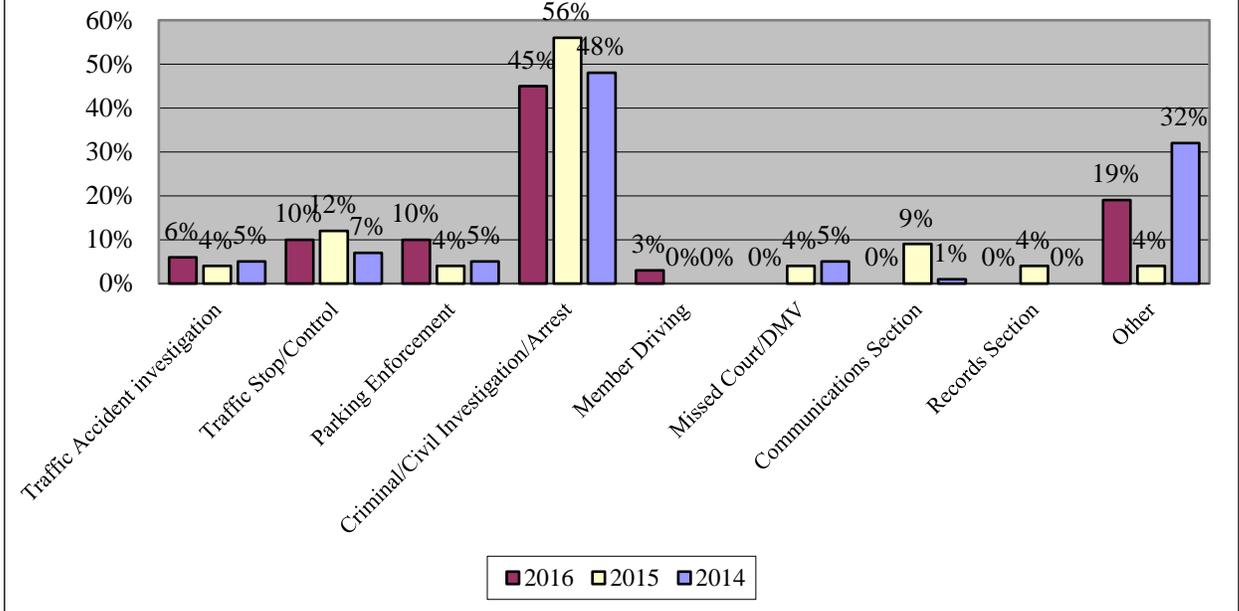
In 2014, six members had three or more complaints.

No member with three or more complaints in 2016, 2015 or 2014 was terminated or resigned.

PSU Investigation by Assignments 2016 - 2014



Member Action Initiating Complaint 2016 - 2014



PROFESSIONAL STANDARDS INVESTIGATION DISPOSITIONS: 2016, 2015, 2014

Dispositions for Complaint Allegations *

	2016	2015	2014
Sustained	8	9	15
Not Sustained	13	10	8
Unfounded	27	6	13
Exonerated	17	12	23
Outcome Not Based on Complaint	1	0	2
Exceptionally Cleared	1	0	4
Total **	67	37	67

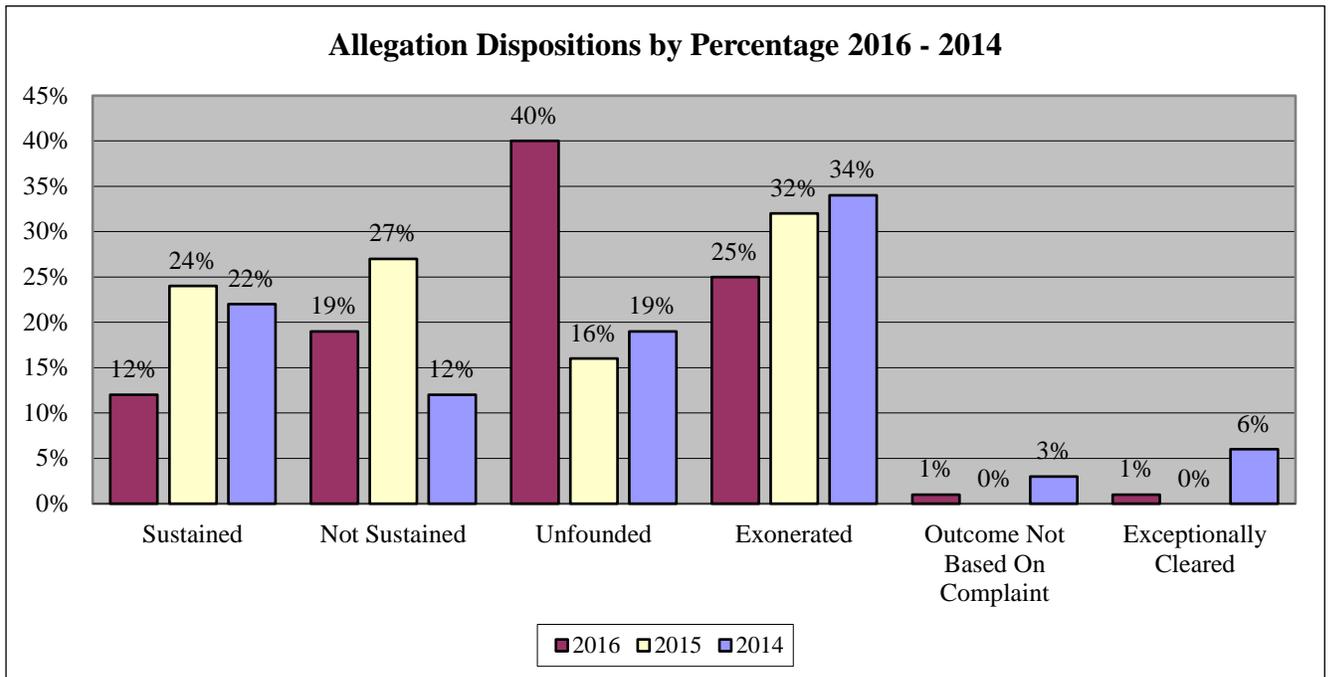
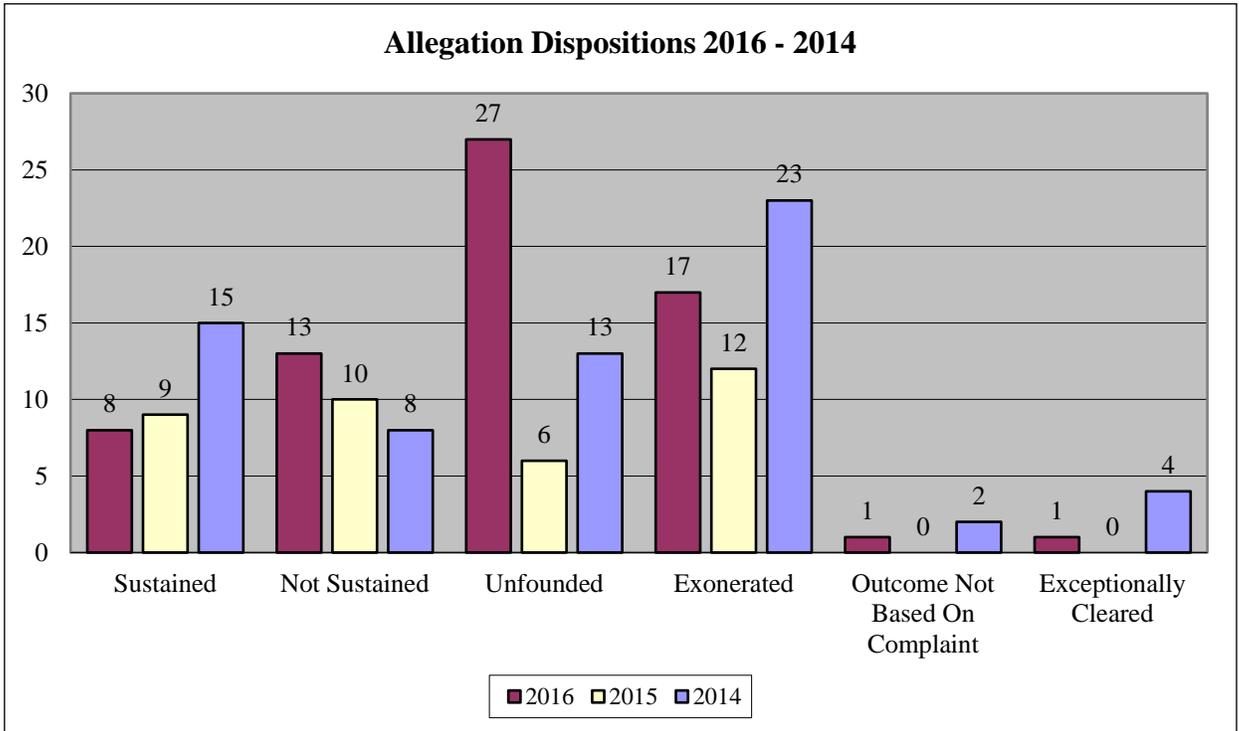
* Table uses CALEA dispositions.

** 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*

	2016	2015	2014
Suspension	0	0	0
Demotion	0	0	0
Resign In Lieu of Termination	0	0	0
Termination	0	0	1
Other	0	0	0
Total	0	0	1

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

Personnel actions show the disciplinary results from sustained complaints.

INQUIRIES [Report]

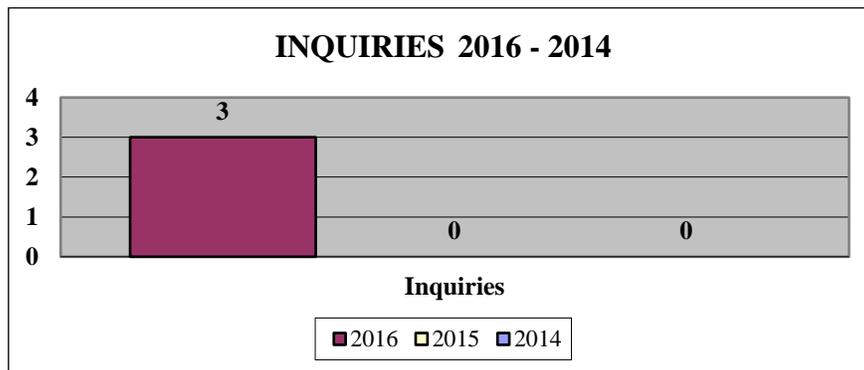
Inquiries

2016	2015	2014
3	0	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 three inquiry cases in 2016; all were from an external source.

There were no inquiry cases in 2015 or 2014.



ADMINISTRATIVE REVIEWS [Report]

Administrative Reviews

2016	2015	2014
2	3	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 two administrative reviews in 2016.

- 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.

- 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.

There were no Administrative Reviews in 2014.

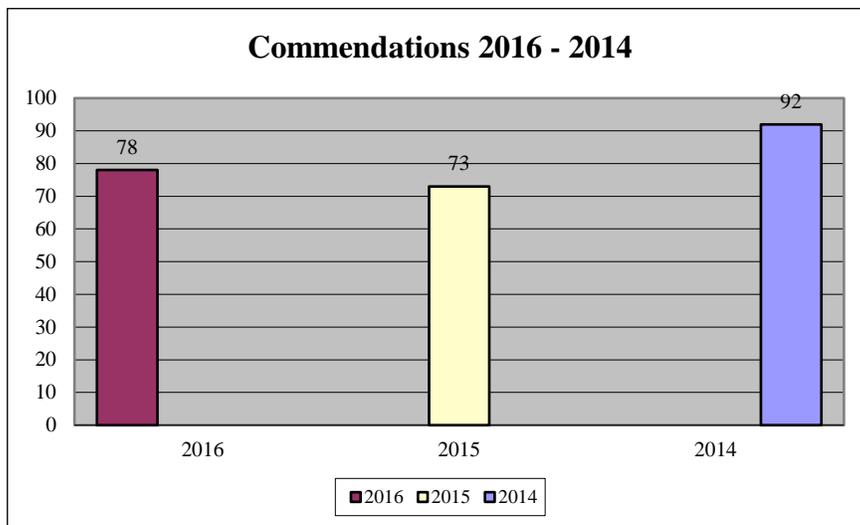
COMMENDATIONS [Report]

Commendations★

2016	2015	2014
78	73	92

★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:	2016	2015	2014
Traffic contacts	1	0	0
Field contacts	0	0	1
Asset Forfeiture	0	0	0

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.

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 outside the residence 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 race-biased based. It should be noted the subject is White with Hispanic ethnicity. Allegation was closed as Proper Action.

All department members received anti-bias training during in-service training in February 2017. 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

2016	2015	2014
0	0	0

There were no conflict resolutions filed in 2016, 2015 and 2014.

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 2014, 2015 and 2016 revealed that none left because they did not feel that 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 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

2016: There were 41 early interventions; all were reviewed. This is a 31% 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.

There was a 28% overall decrease in Early Intervention Alerts between 2015 and 2014. The overall decrease may be attributed to the department's newly adopted philosophy of "treating people better than they expect". 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.

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.

Below is the information on early interventions by assignment:

	2016	2015	2014
Executive Staff	0	0	0
Sergeant	9	11	3
Patrol Officer	31	8	32
Traffic Officer	0	3	0
SRO	0	0	0
Code Enforcement	0	0	3
Park Ranger	1	5	1
Communications	0	1	0
Total	41	28	39

HARASSMENT <26.1.3 Unlawful Harassment>

Harassment

2016	2015	2014
0	0	0

No harassment complaints have been filed during the three years.

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

Civil Action

2016	2015	2014
1	1	3

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.

2014: In January, an Intent to Sue Civil Action was served on the Golden Police Department regarding the suicidal death of his wife; 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.

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

2016	2015	2014
41	29	26

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 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 2016, there was an ongoing review of the Use of Force policy by members of the Incident Review Board. The policy is a mandatory consideration every time a member reviews a Use of Force incident. The board members' responsibility is to know the policy well and determine if the incident was within policy. If the board identified an issue with the policy, a review would have occurred, recommendations would have been suggested and the policy would have been revised. Members of the Incident Review Board determined the policy was clear, understandable and up to date.

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.

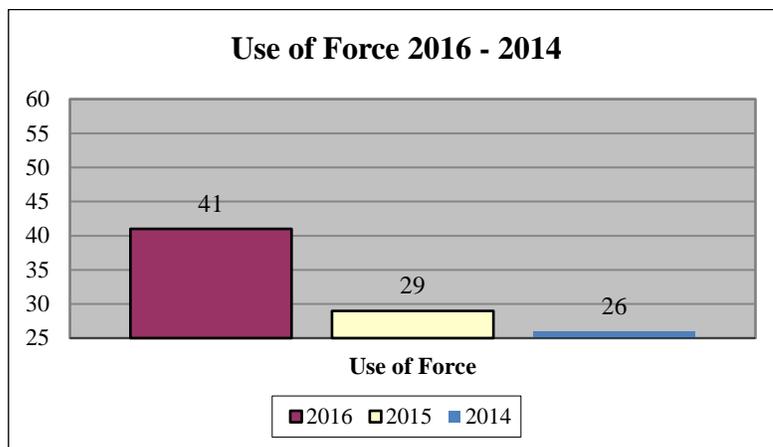
In December 2014, the Use of Force policy was reviewed by the members of the Incident Review Board to determine if the policy was clear and understandable and up to date. Members of the board recommended changes that were implemented.

2016: 40 of the 41 Use of Force incidents were reviewed by the Incident Review Board. One incident was reviewed as part of the Administrative Review of an Officer Involved Shooting. None of the Use of Force incidents reviewed by the IRB was 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.

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.



Use of Force by Type

	2016	2015	2014
Baton	0	0	0
Canine	0	0	0
Firearms	3	0	0
CEW	1	5	11
Firearm/CEW Displayed (non-use)	42	44	19
Weaponless (Hands/Feet, Control)	88	58	38
OC	1	0	1
RIPP Restraints	5	1	1
Handcuffing	18	8	11
Total Types of Force	158	116	81
Total Use of Force Arrests	27	15	16
Complaints	2	0	0
Total Agency Custodial Arrests*	971	913	920

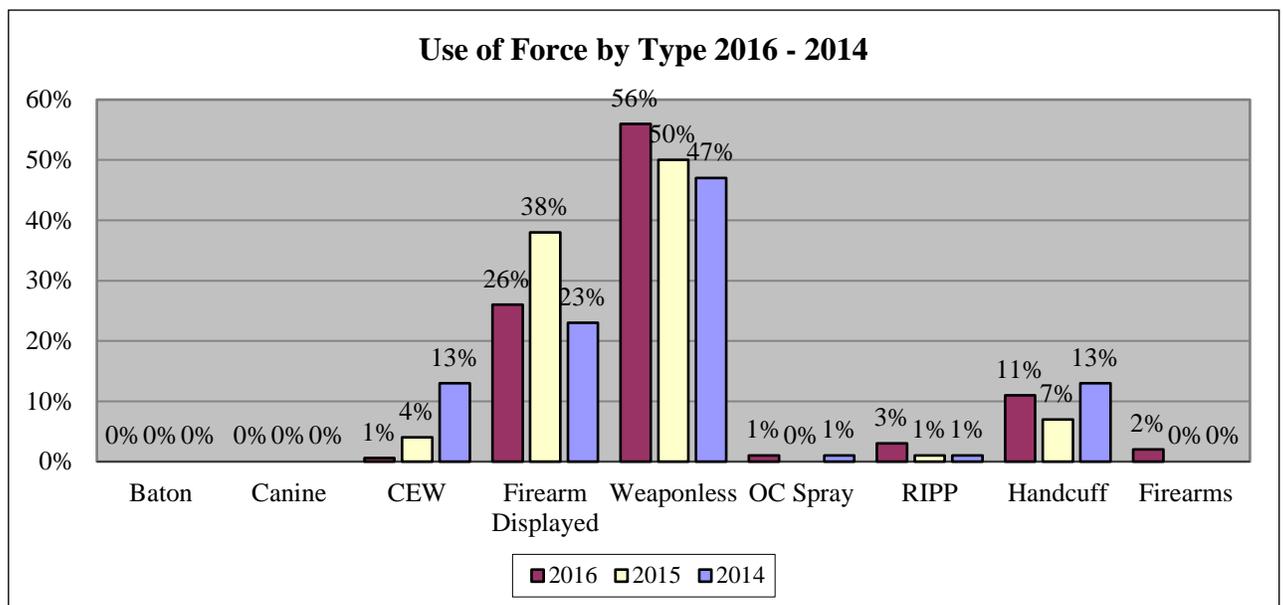
* GPD counts full custody arrest/booking, and release on summons and complaint without full custody/booking, as a custodial arrest. No differentiation between the two.

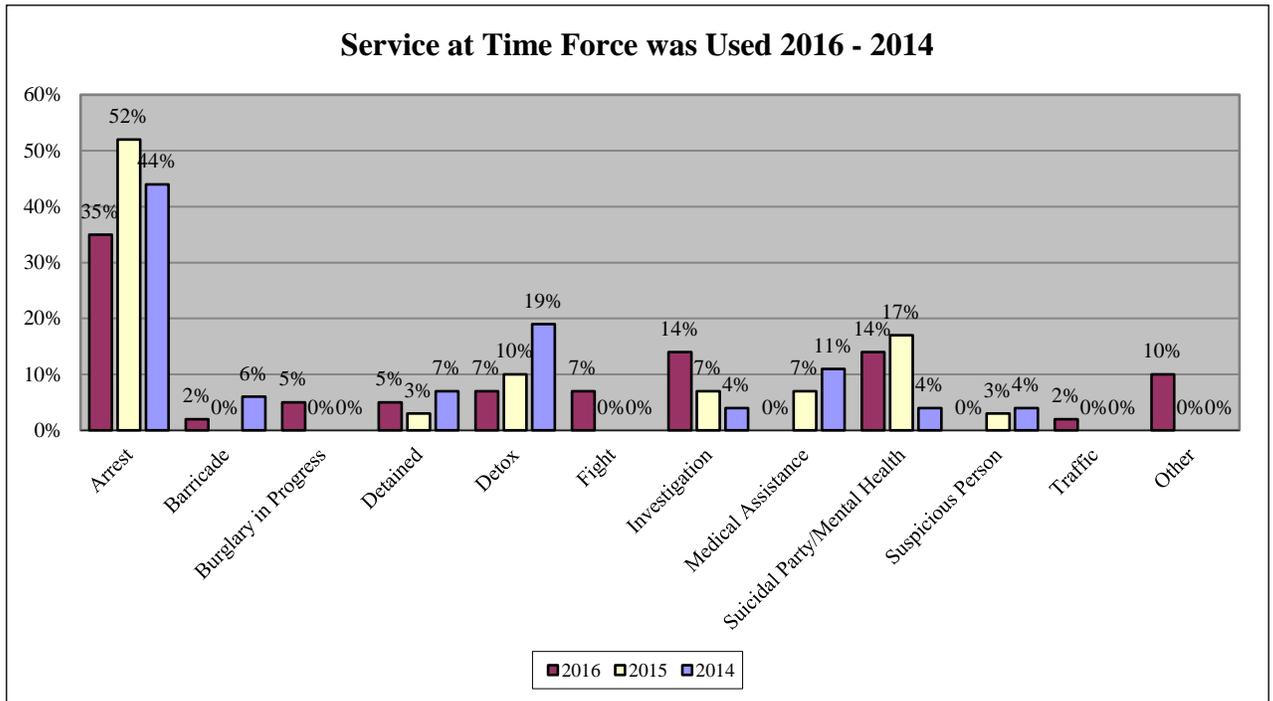
Notable changes between 2016 and 2015 Use of Force incidents: Total arrests increased by 6%. There was a 30% increase in overall Use of Force incidents. Use of Force arrests increased by 45%. Incidents of Active Resistance increased by 40% (20 in 2016 compared to 12 in 2015). Multiple officers responded on the majority of police calls resulting in some type of force being used. This resulted in a 27.5% increase of total types of force used.

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. There was a 34% increase in Weaponless/Control where officers had to go hand on with a citizen.

Use of Force by Type: Percentage Change

	2016	2015	2014
Firearms	3	0	0
% change from previous year	+300%	0%	0%
Baton	0	0	0
% change from previous year	0%	0%	0%
Canine	0	0	0
% change from previous year	0%	0%	0%
CEW (ECW)	1	5	11
% change from previous year	-80%	-45%	+27%
Firearms/Tasers Displayed	42	44	19
% change from previous year	-5%	+57%	+31.5%
Weaponless (Hands/Feet)	88	58	38
% change from previous year	+34%	+34%	-7.4%
OC	1	0	1
% change from previous year	+100%	-100%	+100%
RIPP Restraints	5	1	1
% change from previous year	+80%	0%	-80%
Handcuffing	18	8	11
% change from previous year	+55%	-27%	0%
Total Types of Force	158	116	81
% change from previous year	+27%	+30	+4%





Use of Force Injuries:

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

	2016		2015		2014	
Number Incidents	41		29		26	
Officers	6	15%	4	12%	4	15%
Citizens	12	29%	5	15%	10	38%
Total	18	44%	9	27%	14	53%

Injured per Type of Force Used

(Total number of individual Use of Force per incident)

	2016		2015		2014	
Number of types force used	158		116		81	
Officers Injured	6	3.8%	4	3.5%	4	5%
Citizens Injured	12	7.6%	5	4%	10	12%
Total	18	11.4%	9	7.5%	14	17%

Comparing 2016 to 2015:

- A .3% increase in the number of injuries to officers, even though there was a 27% increase in individual Use of Force by type.
- A 27% increase in individual Use of Force by type, resulted in a 42% increase of the number of citizens injured.
- The number of citizens injured can be attributed to
 - 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).
 - Multiple officers responded on the majority of police calls resulting in some type of force being used.

EXCESSIVE FORCE:

Excessive Force Allegations

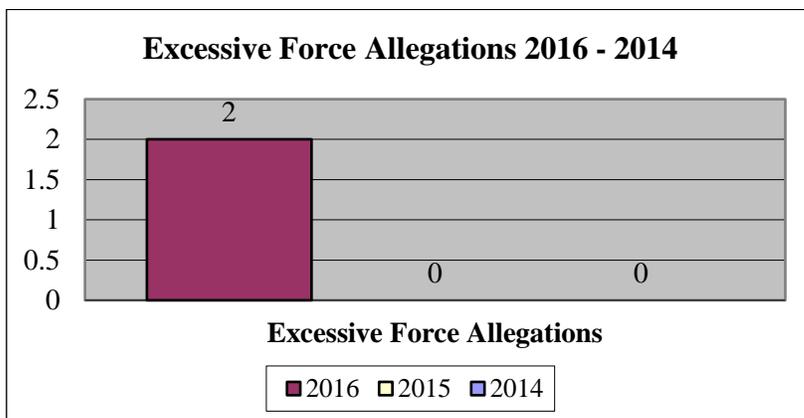
2016	2015	2014
2	0	0

2016: There was one complaint of “unnecessary” force being used during an arrest. The arrestee had an active warrant, was actively engaged in a struggle with the arresting officers and was trying to escape. The arrestee’s parents witnessed the struggle and claimed the force used by the officers during the struggle was “unnecessary”; they did not claim it was excessive. Investigation was closed as Proper Action/Exonerated.

The other complaint was filed by an arrestee who alleged an officer punched him while he was in custody. The investigation was closed as Unfounded as there was no evidence to indicate the allegation was factual.

2015: There were no complaints of excessive force.

2014: There were no complaints of excessive force.



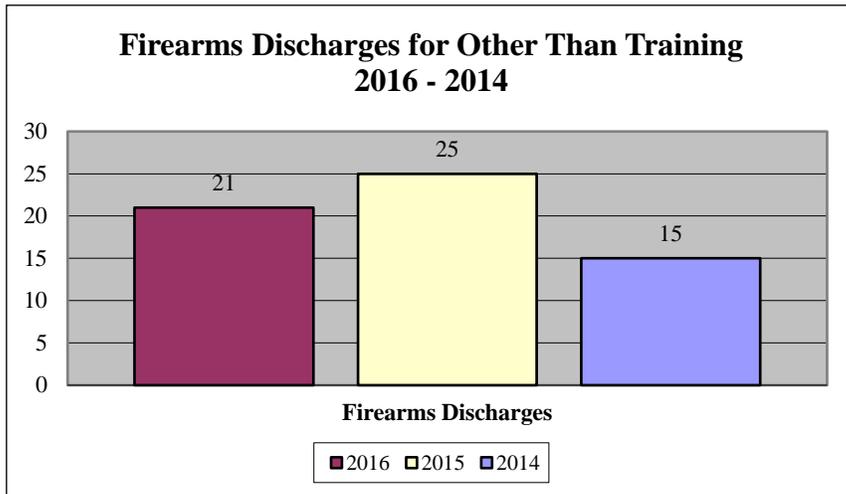
Firearms Discharge (Other than Training)

2016	2015	2014
21	25	15

2016: Three firearm discharges occurred during the Officer Involved Shooting. 18 animals were dispatched.

2015: One firearm 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.



MOTOR VEHICLE PURSUITS: <41.2.2.j Annual Analysis>

Motor Vehicle Pursuits

Officer	2016	2015	2014
Male	2	3	2
Female	0	0	0
Total	2	3	2

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

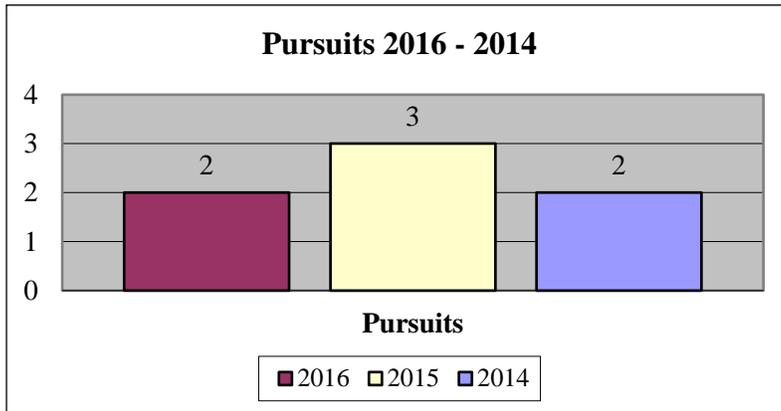
2015: 3 pursuits; all within policy

2014: 2 pursuits; one within policy, one out of policy

2016: Officer discontinued pursuit; Pursuit resulted in a crash

2015: Officer discontinued in all three pursuits

2014: Officer discontinued pursuit; Pursuit resulted in a crash

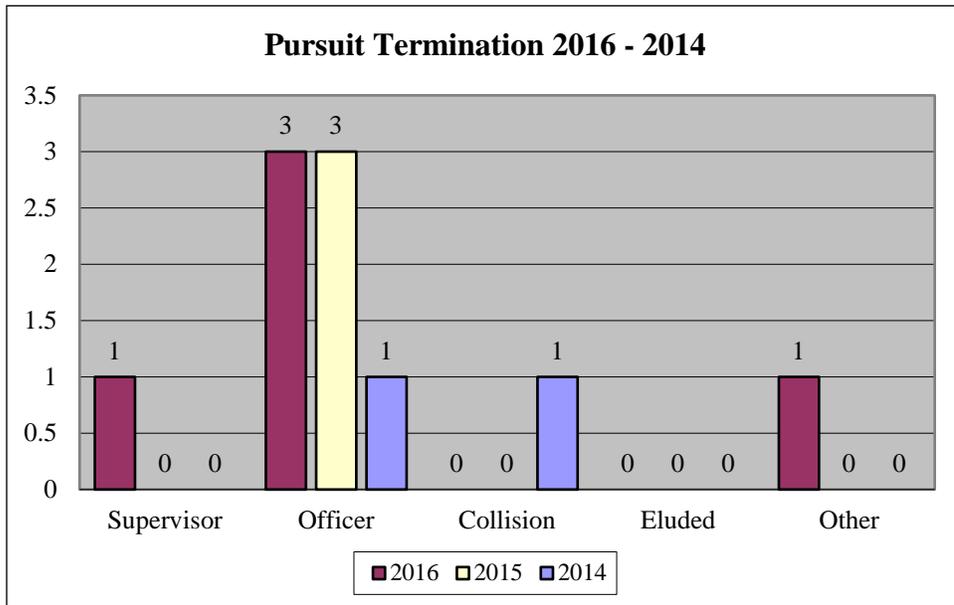


Pursuit Reasons:

	2016	2015	2014
Reckless Driving	0	0	0
Speeding	0	2	0
Other Traffic Offense	0	1	0
Criminal Offense	2	0	2
Total:	2	3	2

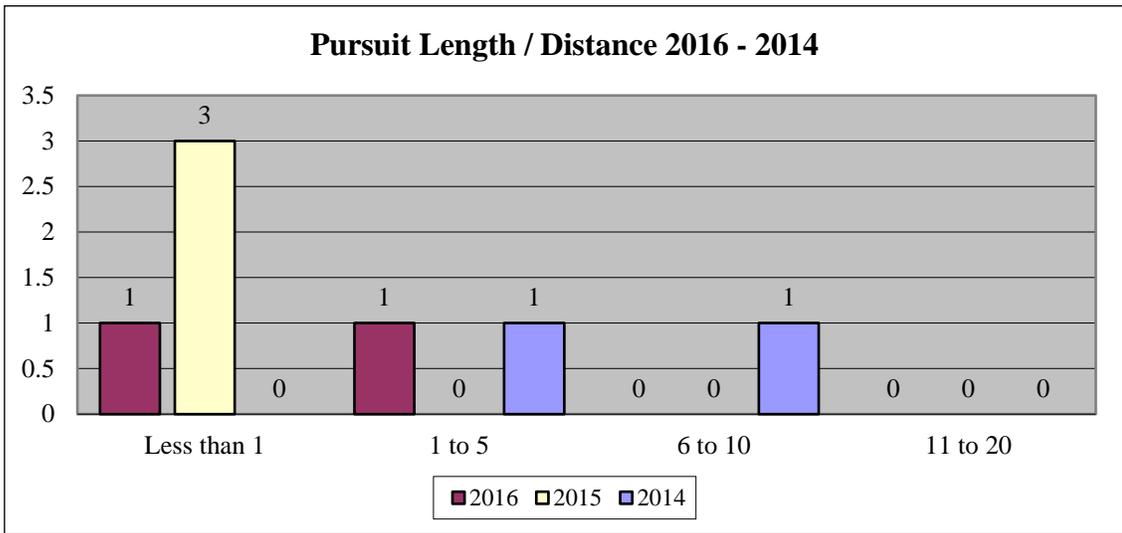
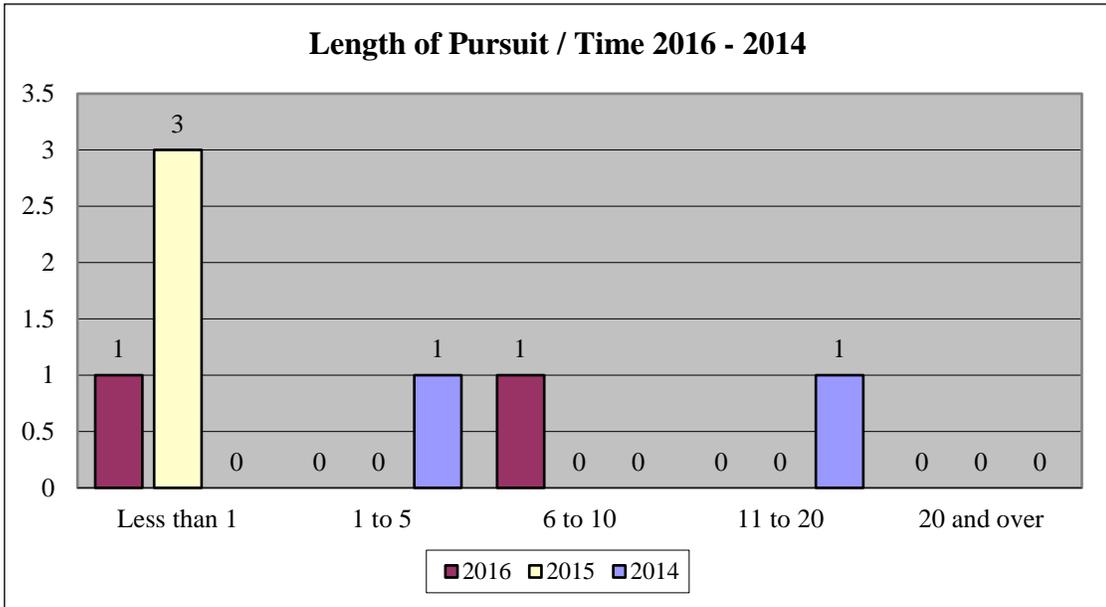
Pursuit Termination:

	2016	2015	2014
Terminated by Supervisor	1	0	0
Terminated by Officer	0	3	1
Collision	0	0	1
Eluded	0	0	0
Other means	1	0	0
Total	2	3	2



Pursuit Length/Time:

Minutes	2016	2015	2014
Less than 1	1	3	0
1-5	0	0	1
6-10	1	0	0
11-20	0	0	1
20 and over	0	0	0



Pursuit Length/Distance:

Distance	2016	2015	2014
Less than 1 mile	1	3	0
1-5 miles	1	0	1
6-10 miles	0	0	1
11-20 miles	0	0	0
21 and over miles	0	0	0

Pursuit with Injuries:

Injured	2016	2015	2014
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 seven pursuits.

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 2014, 2015 and 2016. 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.

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 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.

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.

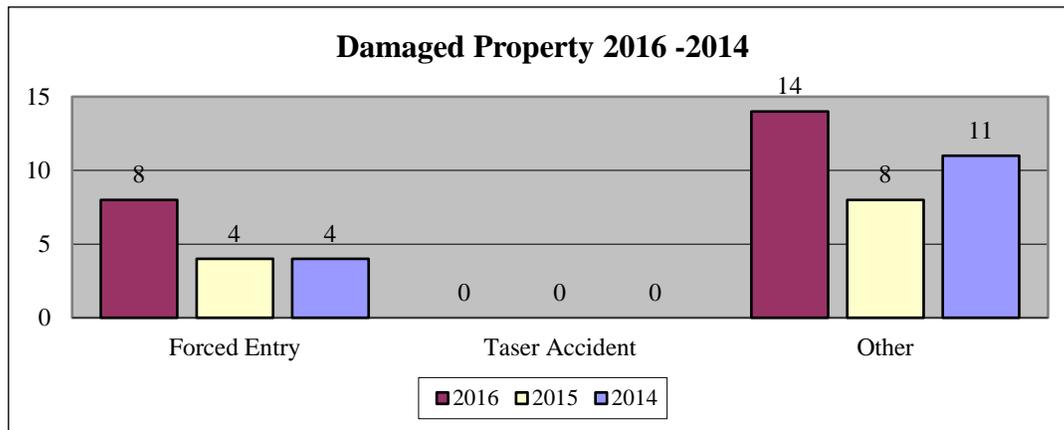
All employees have been trained and no further action is required

PROPERTY DAMAGED: CITY/DEPARTMENT, OR ANOTHER:

Damaged Property

	2016	2015	2014
Forced Entry	8	4	4
CEW Discharge	0	0	0
Other	14	8	11
Total	22	12	15

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

2016	2015	2014
0	0	0

2016: Zero incidents

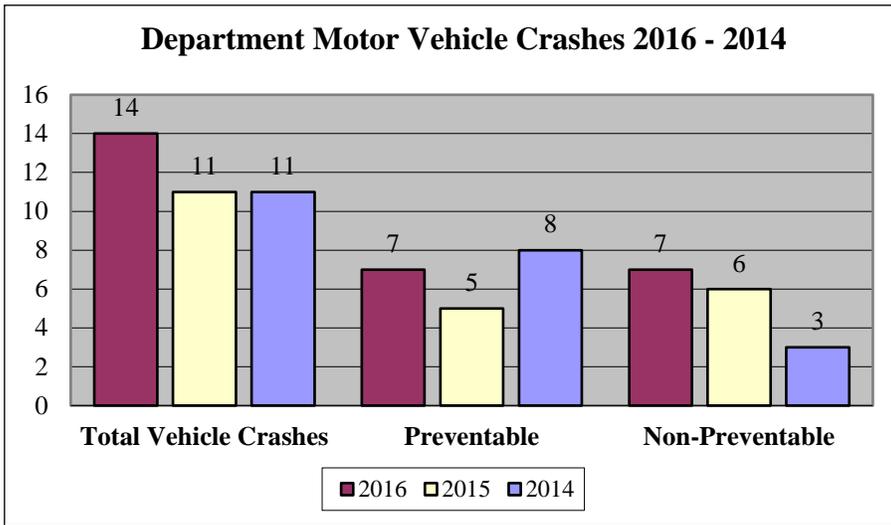
2015: Zero incidents

2014: Zero incidents

MOTOR VEHICLE CRASHES (INVOLVING DEPARTMENT VEHICLES)

Department Motor Vehicle Crashes

	2016	2015	2014
Preventable Crashes	7	5	8
Non-Preventable Crashes	7	6	3
Total Crashes	14	11	11



WORK RELATED INJURY TO GPD MEMBER:

Injury	2016	2015	2014
Training	5	4	1
Work (on job)	15	8	11
Exposures *	4	7	5
Totals	24	19	21

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

