



2007

DACONO POLICE DEPARTMENT

REPORT TO THE COMMUNITY

INTRODUCTION

As Henry David Thoreau stated, "Things do not change, we change." In 2007 we in the Dacono Police Department did change, and change dramatically. As we look back at the year 2007 we can gain a perspective on just how dramatic was the change. The statistics and the accomplishments in 2007 described in this report should be viewed as mileposts in the continuing journey of the Dacono Police Department in its growth and professional development.

We can look back at the year 2007 with justifiable pride, but we must now focus on the year 2008 and beyond and the goals that we must accomplish in our journey into the future. That journey should never end.

The goals we have set for the Dacono Police Department in 2008 and beyond are undeniably high. But they should be high. If we are to continue to develop as a professional law enforcement organization and provide the highest standard of police service for our community, we must constantly challenge ourselves. We have to keep moving forward. As President John Fitzgerald Kennedy said, "History is a relentless master. It has no present, only the past rushing into the future. To try to hold fast is to be swept aside."

With the support and help of the community as active partners we can work together toward achieving our goals in 2008. For the safety and welfare of our community and the development of your police department, we must ultimately achieve our goals. There is no alternative.

We are inviting you to join us in looking back at the year 2007 and looking forward with enthusiasm and confidence to the year 2008 and beyond. All the members of the Dacono Police Department sincerely thank you for your continued support.

John W. Hough
Chief of Police

PREFACE

The 2007 Dacono Police Department Report to the Community is divided into five general sections to create a more organized review process. Those five general sections- statistics, personnel and training, physical environment, policies and procedures, and community involvement- are set forth in the report in no particular hierarchy of significance.

In July 2006 the Department switched its records management system (RMS) that is the primary foundation for the yearly statistics. The immediate result for 2006 was a disruption in the statistical gathering mechanism; hence, the statistics for 2006 were generated by a combination of statistics produced by two dissimilar mechanisms. The 2006 statistics were not as accurate or reliable as the 2007 statistics upon which this annual report is based.

With this important preface in mind, we will review the 2007 performance and accomplishments of the Dacono Police Department. As a caveat to this review, one must bear in mind that a significant number of the 2007 performance issues and accomplishments remain ongoing projects that will be maintained or expanded into the future.

STATISTICS

The statistics cited for 2007 are based upon information retrieved from the internal statistics generated by the Department's E-Force computer system and the external statistics generated by the Weld County Dispatch Center Computer Aided Dispatch System (CADS). In addition, the Department submits annual statistical data to the National Incident-Based Reporting System (NIBRS) from which the Federal Bureau of Investigation generates the traditional Uniform Crime Reporting (UCR) statistics. It is those UCR statistics that are generally utilized to analyze crime patterns at national, regional, and local levels and to compare crime rates in different jurisdictions.

The most significant percentage increase or decrease between 2006 and 2007 in several statistical categories are highlighted in the below table. Some categories have so few statistics that an analysis of percentage increase or decrease is meaningless.

NIBRS/UCR statistics:

	2006	2007	% Change 2006/2007
Homicide	0	0	
Robberies	1	0	
Arson	2	0	
Forcible sexual assaults	1	1	
Non-forcible sexual assaults, i.e. incest	5	1	
Assaults (all degrees)	30	19	(-37%)
Burglaries (all degrees)	17	10	(-41%)
(\$24,647 of property stolen)		(\$25,395 of property stolen)	
Larcenies/thefts (all degrees)	43	45	
(\$64,681 of property stolen)		(\$20,817 of property stolen)	
Motor vehicle thefts	21	11	(-48%)
Narcotics offenses (all types)	25	36	(+44%)
Hate crimes	0	0	
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Adult arrests (total)	185	125	(-32%)
(139 male/46 female)		(97 males/28 females)	
Adult DUI arrests (total)	25	14	(-44%)
(17 male/8 female)		(9 males/5 females)	
Adult narcotics arrests (total)	14	20	(+43%)
(10 male/4 female)		(14 males/6 females)	
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Juvenile arrests (total)	47	54	(+15%)
(35 male/12 female)		(35 males/19 females)	
Juvenile DUI arrests (total)	1	0	
(1 male/0 female)			
Juvenile narcotics arrests (total)	4	6	
(3 male/1 female)		(6 males/0 females)	
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Marijuana seizures	5 oz/5 grams	9 oz	
Methamphetamine seizures	1 oz/6 grams	10 oz/3 grams	
Crack cocaine	0	4 grams	
Cocaine	0	1 gram	
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Stolen property (total value)	\$456,299	\$215,919	(-53%)
(\$364,918 or 80% stolen vehicles)		(\$169,704 or 79% stolen vehicles)	
Damaged property (total value)	\$148,507	\$14,564	(-90%)
(\$124,000 or 83% construction equipment)			

RMS (Records Management System) statistics:

	2006	2007	% Change 2006/2007
Total calls (including officer generated activity)	8,463	8,429	
Traffic stops (included in above total)	910	910	
Traffic collisions reported (included in above total)	100	52	(-48%)
Traffic violation citations (local ordinance/Model Traffic Code)	318	414	(+30%)
Traffic violation citations (state Traffic Code)	204	242	(+19%)
Non-criminal ordinance* citations	109	99	
*Non criminal ordinances are primarily code enforcement violations, e.g. litter/debris/trash, inoperable vehicles, and animal violations			

The Dacono Municipal Court statistics:

Total citations	359	587	(+64%)
Arraignments	304	337	(+11%)
Trials	8	13	(+63%)
Warrants issued	48	39	(-19%)
Court fines	\$61,430	\$81,068	(+32%)

While many police agencies and police executives are quick to claim credit for reductions in crime statistics, they are not necessarily as quick to accept responsibility for increases in crime statistics. The truth is that a multitude of factors impact increases or decreases in crime statistics, not all of which are within the control of a police agency, and it is difficult to assign responsibility for an increase or decrease to a specific factor. But one of the undeniable factors in any change in crime statistics is aggressive and pro-active patrol, as particularly evidenced in the decrease in traffic collisions and the increases in traffic violation and Municipal Court citations issued.

At the time of the release of this annual report, crime statistics were not available for comparison with the surrounding jurisdictions. Even if they were, caution should be exercised against any absolute inter-jurisdictional comparisons of the effectiveness or efficiency of the respective police agencies based upon those statistics because there are so many variable factors that are not controlled that can impact those statistics.

Based upon the comparisons of statistics in Dacono from 2007 to 2008 the Department's operational goals are to continue aggressive pro-active enforcement of traffic violations and Municipal Code violations. We firmly believe that the positive results of such enforcement are clearly evidenced not only in the statistics but also in significant improvement in vehicle and pedestrian traffic safety and quality of life issues.

PERSONNEL AND TRAINING

The Dacono Police Department is committed to recruiting and selecting the highest caliber candidates for Police Officer positions and promotions based upon an objective and professional assessment process designed to ensure the highest standards of police supervision. To enhance the professionalism of the organization, improve the quality of police service provided to the community, and provide opportunities to pursue individual career enrichment goals, the Department encouraged continued professional training during 2007.

- During 2007 two members of the Department left the organization for other positions in law enforcement. Officer Maria Moll was hired as a Police Sergeant with the Fort Lupton Police Department while Sergeant Jeffrey Hahn was hired as a Police Officer with the Broomfield Police Department. Officer Moll's decision was based upon an opportunity to advance her professional career; Sergeant Hahn's decision was in part a family decision based upon immediate and future significant salary increases. The fact that two members of the Department left the organization should not be viewed solely as a negative issue; rather, their departure should be testimony to the quality and professionalism of the officers and the organization that made their skills and experience desirable to other police agencies.
- In response to the departure of Officer Moll, Officer James Brentner was hired from the Fort Lupton Police Department as a lateral entry Colorado POST-certified candidate with about two years of police experience. Officer Brentner was the first officer to complete the completely revised recruitment and selection process, an intensive process including a written test, oral interview board, Certified Voice Stress Analysis (CVSA) examination for deception, a medical examination, a psychological examination, and an extensive background investigation conducted by an independent professional private investigation firm. The recruitment and selection process is delineated in writing for future reference and is designed to ensure objectivity, high standards, and consistency in the critical issue of hiring police personnel.
- The departure of Sergeant Jeffrey Hahn created a Police Sergeant vacancy. To fill that vacancy the Department contracted with Fred Rainguet, Ph.D, a retired Fort Collins Chief of Police who serves as a consultant for police agencies of all sizes from Colorado to California, to develop a promotional assessment process. The Police Sergeant promotional assessment was an intensive eight-hour process hosted by the Intrado Corporation in Longmont, Colorado. Each of three Police Sergeant candidates participated in at least three critical skills evaluations that were critiqued by an assessment board of eight police supervisors from police agencies in metropolitan Denver but outside the Carbon Valley area. All three candidates scored well in the process; however, Officer Joer Lopez achieved the highest score and was appointed as a Police Sergeant, effective January 1, 2008.
- To replace, or back fill, behind the internal promotion of Sergeant Lopez, the Department hired Officer Charles Martinez, another lateral entry Colorado POST-certified candidate with prior experience in courtroom security with the Boulder County Sheriff's Department. Officer Martinez also completed the same intensive recruitment and selection process as completed by Officer Brentner.

- The part-time Municipal Court Clerk, Shannon Dujardin, resigned from the Department in 2007 to accept a similar, but full-time, position with the Broomfield County court system. As her replacement the Department hired Jennifer Abkes after a recruitment and selection process that included an oral interview board, a CVSA, and an abbreviated background investigation conducted by the same professional private investigation firm that conducted the Police Officer background investigations. Abkes has prior experience with the Town of Frederick as an administrative Police Clerk working at the front desk.
- Department civilian and sworn personnel attended 680 hours of training during 2007. The training subjects included Incident Command System (ICS); ground fighting techniques; management of property and evidence; accident investigation; Basic Life Support (BLS) instructor; patrol rifle; Colt firearm armorer certification; supervising and managing a Field Training and Evaluation program; and animal control. Included within the 680 hours of training is a particularly intensive 40-hour training seminar sponsored by the Federal Bureau of Investigation Law Enforcement Executive Development Association (LEEDA) that both Sergeant Fitch and Sergeant Hahn attended.
- Not included within the 680 hours of training noted above are more than 100 hours of additional training Officer Ron Wolf, as the K-9 handler, and his K-9 partner "Zeke" received with the Adams County Sheriff's Department, the Boulder County Sheriff's Department, the Weld County Sheriff's Department, and the Denver Police Department in narcotics detection, tracking, obedience, handler protection, and search techniques. As a result of the extensive training Officer Wolf and "Zeke" received they are certified by the Colorado Police Canine Association in narcotics detection and patrol tactics.

EQUIPMENT AND FACILITY

Implementing change in the Department's equipment and facility continued into 2007. Some of the changes accomplished in 2007 include:

- At the request of the Department, employees of the Public Works Department constructed two fully enclosed rooms in the garage on the east side of the police facility. One room is used to provide secure storage for overflow, oversized, or dated physical evidence. Access to that room is restricted to the Evidence Custodian, the Police Commander, and the Chief of Police. Another room is used to provide secure storage for historical records and documents. Access to that room is restricted to the Administrative Coordinator, the Police Commander, and the Chief of Police. Construction of these secure rooms with controlled access brings the Department more closely into compliance with contemporary evidence and record storage standards.
- Exterior lighting at the front lobby doors and on the perimeter of the police facility was improved. The net result was not only an enhanced professional appearance but also an increased sense of security at the police facility for members of the Department, City Hall staff, and members of the public.
- A direct dial emergency telephone system outside the front lobby of the police facility was installed to allow individuals seeking police assistance after hours, when the police facility may not be occupied by civilian or police staff, to summon that assistance through direct contact with the Weld County Dispatch Center.
- The large garage on the east side of the police facility, long abandoned to an accumulation of unwanted, surplus, or damaged items and debris, remains cleaned out. The cleaned out garage is large enough to accommodate not only parked police vehicles but also the two fully enclosed rooms for evidence and records storage, the radar speed enforcement trailer, and the "Santa Cops" sleigh. The stage and the band and recording equipment used by the now dissolved band once formed by off-duty Department members have been removed from the garage.
- Three new police vehicles obtained through a lease/purchase agreement from a vendor in California were deployed in the patrol force. The paint and graphic schemes on the new police vehicles are radically different than the older police vehicles. The new paint scheme is a return to the traditional black and white marking of police vehicles that has been shown to enhance police visibility in the community. The graphic scheme deleted the mountain silhouette in favor of the Dacono Police Department badge and large block lettering. The new paint and graphic schemes reflected input that was solicited from sworn and civilian employees.
- The cardboard stock, light-weight, and easily damaged identification cards were replaced with heavier plastic identification cards with a dramatically more professional appearance. The new identification cards include the agency badge, a universally formatted photograph of the employee, and a mountain range silhouette.

POLICIES AND PROCEDURES

What became readily apparent in assessing the state of the organization in 2006 was the lack of adequate or contemporary systems to ensure stability, impartiality, and objective direction. The driving force to accomplish those significant changes is revisions of policies and procedures. The revision process that began in 2006 continued into 2007:

- The recruitment process for Police Officer positions, including inexperienced Police Officers, lateral entry Police Officers, and Reserve Police Officers, that was structured and defined in writing in 2006 was implemented in 2007 with the hiring of two (2) Police Officers.
- The departure of Sergeant Hahn to the Broomfield Police Department created an opportunity for the Department to implement a completely revised promotional process. The Department contracted with Fred Ranguet, Ph.D., a retired Chief of Police from the Fort Collins Police Department who has served as a consultant in entry recruitment and promotional processes for large and small police agencies from Colorado to California, to facilitate the promotional assessment process. The Police Sergeant promotional assessment was an intensive eight-hour process. Each of three Police Sergeant candidates participated in at least three critical skills evaluations that were critiqued by an assessment board of eight police supervisors from police agencies in metropolitan Denver but outside the Carbon Valley area. All three candidates scored well in the process; however, Officer Joer Lopez achieved the highest score and was appointed as a Police Sergeant, effective January 1, 2008.
- The major revision and expansion of the Department's policy and procedure manual that was begun in 2006 was completed in 2007 and submitted to the City Attorney for legal review. The intent is to ensure that the policies and procedures that govern the Department are complete and contemporary to maintain the professionalism of the organization while at the same time mitigating potential liability issues.
- The proposed tow vendor contract that was submitted for City Attorney review in late 2006 remains pending. A rotational tow vendor contract offers the tow vendor protection against arbitrary removal from the rotational tow pool while at the same time enabling the Department to demand for itself and the owner of a towed vehicle specific levels of service and behavior and protection against excessive charges from the tow vendor. In the interim, another tow vendor was added to the rotational tow list bring the total number of rotational tow vendors to three (3).
- The work performance evaluation process that was developed specific to each position in the Department was implemented in late 2007. The work performance evaluation forms are highly detailed with clearly defined standards and definitions in each rating category. The work performance evaluation process was linked to a merit based "pay-for-performance" salary plan that was also implemented in 2007 to provide salary adjustments for 2008. Every member of the Department was afforded several opportunities to review their respective performance evaluation form and provide feedback to refine the evaluation process.

- The final draft of an area-wide Emergency Operations Plan (EOP) has been developed in conjunction with the Frederick Police Department and the Firestone Police Department. Lieutenant Stacy Davis of the Firestone Police Department coordinated and authored the majority of the EOP since she has significant emergency operations management experience in Brighton and Adams County. The EOP will fully integrate with the respective EOP's of Weld County, the State of Colorado, and the federal government. The EOP will be submitted to the respective City Attorneys and governing bodies of the Carbon Valley communities for review and approval before it is fully implemented.

SIGNIFICANT DEPARTMENT AND COMMUNITY EVENTS

Some of the most significant Department and community events in 2007 included:

- In January 2007 Officer Ken Jones attempted to stop a vehicle for a minor traffic violation. A short vehicle pursuit ensued, followed by a brief foot pursuit that resulted in the arrest of a male adult suspect. The vehicle was determined to be stolen and there were credit cards and forms of identification from numerous other individuals in the vehicle. The suspect was transported to a local hospital when he exhibited what paramedics described as critical, life-threatening medical issues that were not caused by the vehicle or foot pursuit. The suspect was admitted into the Intensive Care Unit with a very negative prognosis for his recovery, yet unexpectedly and without notification being given to the Department, he walked out of the hospital and disappeared. Subsequent investigation revealed that the suspect was the de facto leader of a group of male and female individuals based in Edgewater involved in a major criminal conspiracy that focused on stealing expensive vehicles, stealing mail from mailboxes, and using fraudulent or stolen credit cards and identities to make major purchases. The Department became an integral partner in a multi-agency task force involving law enforcement agencies from metropolitan Denver, the Jefferson County District Attorney's office, and the United States Postal Service. The scope of the investigation was significant, involving thefts well in excess of hundreds of thousands of dollars. After several unsuccessful attempts by other members of the task force to arrest the primary suspect in lengthy, high-speed vehicle pursuits, he was finally arrested in metropolitan Denver without further incident. In early 2008 the suspect was convicted of possession of methamphetamine in a plea deal in which additional charges including aggravated motor vehicle theft, theft, fraud, forgery, receiving stolen property, and eluding the police were dismissed. The suspect was sentenced to seventeen (17) years in the Department of Corrections.
- In February 2007 one of the suspects linked to the suspect described above was located in a residence in Dacono based upon the discovery of a stolen vehicle at the residence. This suspect had a history of violence and weapons possession. Given that history, when the suspect refused to leave the residence and surrender peacefully, the Longmont Police Department SWAT team and the Boulder County Sheriff's Department bomb squad were contacted and responded. A lengthy SWAT tactical incident ensued, during which a neighborhood in the Glens was secured with a perimeter, tear gas was deployed into the residence, entry was forced with an explosive device, and a robot was inserted into the residence. The incident generated media coverage. The suspect was ultimately located in a detached exterior building and surrendered without further incident. The response by both outside police agencies did not create any cost for the City because at the time the Department was negotiating with the Longmont Police Department about the possibility of Dacono police officers joining the Longmont Police Department SWAT team under an intergovernmental agreement involving staffing and training issues; however, if the incident had generated a cost it would have been significant, likely approaching an estimated \$15,000 for material, time, and staffing.
- The Department's website continued to evolve with the regular addition of media releases and crime prevention information. A link to a citizen commendation and complaint form was added to the website, along with a detailed explanation of the citizen complaint process. The Department's information e-mail tree that is designed to expedite the dissemination and exchange of information with members of the community expanded to include over 50 individuals or families. The information e-mail tree is exemplary of the Department's effort to create and expand an active partnership with the community through the exchange of information and transparency.

- Recognizing the critical impact of Municipal Code enforcement on the quality of life in the community, from abandoned or junk vehicles to weeds, trash, and the control of animals, the role of the Community Resource Officer (CRO) was particularly emphasized during 2007 as evidenced by the dramatic increase in the statistics regarding enforcement activities. The duties and responsibilities of the CRO were expanded to include parking enforcement, focusing primarily on vehicles parked on the wrong side of the street, in front of fire hydrants, or blocking sidewalks and driveways.
- The Department continued to actively cultivate a positive relationship with the print and electronic media to enhance its professional image and make not only the Dacono community but also the Denver metropolitan area community and even the nation aware of its activities. As an example, after purchasing cameras in 2007 that are now mounted on every TASER to document the circumstances that precipitated the use of the device, the Department contacted the media to publicize the deployment. The result was a national Fox News Channel story on the deployment featuring Officer Lopez as the subject matter expert. The Department volunteered to serve as the point of contact for the entire state in collecting used bulletproof vests for deployment to Iraqi police officers under the "Brotherhood of the Badge" program initiated by the Fresno Police Department in California. Although the actual number of vests collected in 2007 was minimal, the program still generated a news story on the local ABC television affiliate in Denver.
- The Department applied for four (4) grants during 2007, two from federal funding sources and two from the Weld County Victim Assistance and Law Enforcement (VALE) Board. One federal grant proposal was for the purchase and installation of in-car video systems for patrol vehicles to document the activities of Department members in the field during patrol, citizen contacts, and vehicle pursuits; the other federal grant proposal was to fund a joint tactical training venture between the Department and the Longmont Police Department Special Weapons and Tactics (SWAT) team. Both federal grants were denied in an environment of extremely constrained federal law enforcement grant funding. Both VALE Board grants were successful. One VALE Board grant was to purchase and install audio-video recording equipment in the police facility interview room at a cost of approximately \$4,000 while the other VALE Board grant in the amount of approximately \$1,700 was used to fund accident investigation training for officers from all three Carbon Valley police agencies.
- Officer Ron Wolf and his K-9 partner "Zeke" participated in the Colorado Police Canine Association trials in Denver in August. Although Officer Wolf and K-9 "Zeke" were a very new team at the time of the trials and were not one of the top three medal finalists, they accumulated a very high score and were certified in police service, e.g. handler protection; tracking; and narcotics detection.
- Coincidentally, the Chief of Police was appointed as a member of the VALE Board at the end of 2007 after serving in an official advisory capacity to the Board since the early part of 2007.

- The Department explored the concept of entering into an intergovernmental agreement (IGA) with the Longmont Police Department to integrate Dacono Police Department officers into the Longmont Police Department SWAT team in a proposal submitted to all three Carbon Valley police agencies. The integrated SWAT team would then provide tactical response capability for critical incidents, e.g. barricaded suspects and hostages, in Dacono. At the same time the Longmont Police Department would provide training to not only Department members who were integrated into the SWAT team but also the entire organization. In light of the financial issues associated with the proposal, e.g. overtime costs associated with training and call-outs in Longmont and the Carbon Valley communities, City Council decided not to pursue the IGA in 2007; however, the issue may be revisited in 2008 or later depending upon available revenue. In the interim, based upon an objective command staff assessment of the Longmont Police Department SWAT team's level of training and professionalism, the decision was made to contact the team for any necessary tactical response. Such a tactical response would necessarily generate a cost to the City.

- The Department continued its firm commitment to community involvement through the Santa Cops program. Community Resource Officer (CRO) Kelli Revoir was instrumental in coordinating personalized gift purchases with the assistance of the Wal-Mart Supercenter in Longmont that provided holiday gifts for more than 180 less fortunate children in Dacono. Because the number of children involved in the Santa Cops program has become so large, delivery of the gifts has become increasingly problematic. As a result, in 2007 the children were invited to the police department to receive their gifts from Santa Claus rather than having Santa Claus deliver the gifts in a lengthy and slow procession of police cars and fire department vehicles. In 2007 Santa's sleigh was positioned outside the police facility where Santa Claus, aided by members of the police department and the Mountain View Fire Protection District, greeted children and handed out their gifts.

STATUS OF 2007 GOALS/ACCOMPLISHMENTS

The Department's goals for 2007 were not all finalized in 2007, nor should they have been. But some goals did transition into accomplishments. The goals were created not only for 2007 but also farther into the future to serve as mileposts for our journey into the future:

- Universal accountability is a cornerstone for the future of the Department. To that end, the work performance evaluation process was implemented and refined as needed to ensure that it is objective, realistic and relevant. In addition, the Department remained committed to objectivity and fairness in all internal procedures and in external and internal recruitment, selection, and promotional processes. **(CONTINUING GOAL)**
- The review, revision, and expansion of the policy and procedure manual were completed. The policy and procedure manual will remain a living document with continual revision to ensure that it provides the most contemporary and relevant direction for the organization. **(COMPLETED GOAL)**
- Re-certification with the Colorado Association of Chiefs of Police was not accomplished. **(PENDING CITY ATTORNEY REVIEW AND CITY COUNCIL APPROVAL OF THE REVISED POLICY AND PROCEDURE MANUAL)** The Chief of Police became a trained assessor for policy and procedure review in the accreditation process for other police agencies. **(COMPLETED GOAL)**
- Contracts with the rotational tow vendors have yet to be offered. **(PENDING CITY ATTORNEY REVIEW AND CITY COUNCIL APPROVAL OF THE CONTRACT PROCESS)** Rotational tow vendor contracts offer the tow vendor protection against arbitrary removal from the rotational tow pool while at the same time enabling the Department to demand for itself and the owner of a towed vehicle specific levels of service and behavior and protection against excessive charges from the tow vendor.
- An area-wide Emergency Operations Plan (EOP) is being developed in conjunction with the Frederick Police Department and the Firestone Police Department and both local fire protection districts. Lieutenant Stacy Davis of the Firestone Police Department, with her extensive expertise as the prior Emergency Services Manager for the City of Brighton, has completed the final draft of the EOP. **(PENDING INTERNAL STAFF REVIEW AND INPUT, CITY ATTORNEY REVIEW, AND CITY COUNCIL APPROVAL)**
- As a part of an internal emergency operations plan, checklists were developed, distributed to all personnel, and placed in notebooks in all patrol vehicles to provide consistent direction for Department personnel in critical incidents including major crimes, officer-involved shootings or in-custody deaths, aircraft accidents, hazardous materials spills, evacuations, winter storms, and oil well and pipeline fires or accidents. **(COMPLETED GOAL)**
- The Department website is being continually expanded with more information and interactive links to other website sources of information. Media releases and crime prevention information are continually cycled through the website. The information e-mail tree has continued to grow and, in conjunction with the Sweetgrass Neighborhood Watch e-mail tree, now numbers over 50 individuals and/or families. **(CONTINUING GOAL)**
- The direct dial emergency access telephone outside the front lobby of the Department was installed. **(COMPLETED GOAL)**

- Comprehensive but financially realistic plans to address the issues of increased Department staffing, fleet vehicle replacement, and involvement or alignment with a tactical/SWAT team were presented to the City Administrator. **(CONTINUING GOAL)**
- Based upon direction from City Council and the City Administrator, the issue of code enforcement is being addressed. The course of action involved education through media releases and focused, goal driven enforcement through a task force concept involving the entire Police Department, the Public Works Department, the Mountain View Fire Department, the Planning and Building Department, the Weld County Public Health Department, the Municipal Court Judge, the City Attorney, and the City Prosecutor. **(CONTINUING GOAL)**
- Secure storage space was created in the east garage for overflow records and evidence to ensure that the Department meets at least minimal requirements for the security of records and evidence. **(COMPLETED GOAL)**
- Improvements were made to the east garage to create a more useable garage and storage area. **(COMPLETED GOAL)**
- The Department aggressively pursued state, federal, and private grant funding sources in an effort to improve police services or equipment by augmenting the budget. **(COMPLETED AND CONTINUING GOAL)**
- The open dialogue and information exchange with the community continues unabated through ongoing media releases and meetings with individuals, community groups, and civic groups. The Department will continue to be committed to an active partnership with the community and an absolute transparency. **(CONTINUING GOAL)**
- ***The fundamental philosophy of the Dacono Police Department continues to be to provide pro-active and professional law enforcement to our community. (CONTINUING GOAL)***

2008 GOALS

As was the case in 2007, the Department's goals for 2008 will not all be finalized in 2008, nor should they be. These are goals for not only 2008, but also into the future as an integral part of a strategic plan for the organization. The 2008 goals include:

- Adoption of, training in, and implementation of the revised policy and procedure manual.
- Adoption of rotational tow operator contracts.
- Re-accreditation by the State of Colorado Peace Officer Standards and Training (POST) after training in and implementation of the revised policy and procedure manual.
- Adoption of, training in, and implementation of the Carbon Valley Emergency Operations Plan encompassing the police resources of Firestone, Frederick and Dacono.
- Continued training in critical performance areas, including but not limited to firearms and emergency vehicle operations, as evidenced by a 15% increase in training hours from 2007.
- Firearm manufacturer certified training for Department staff to enable the organization to conduct in-house maintenance and repair of firearms.
- Maintenance of full Department staffing, including the addition of one (1) sworn Police Officer and one (1) part-time Community Resource Officer.
- Maintenance of the patrol vehicle fleet in excellent condition as evidenced by no major damage to any of the vehicles from traffic collisions or other non-traffic collision related incidents.
- Participation by Officer Ron Wolf and K-9 "Zeke," as the Department's K-9 team, in the annual Colorado Police Canine Association competition.
- Active pursuit of federal and state grant funding as evidenced by the submission of at least two requests for grant funding.
- Adoption of a revised and shortened driving under the influence (DUI) arrest form designed to expedite the arrest and reporting process, contingent upon approval by the District Attorney's Office and the Weld County District and Superior Court judges.
- Completion of sex offender registration compliance checks on all registered sex offenders in Dacono every four months.
- Submission for City Council reconsideration of a proposal for an intergovernmental agreement (IGA) between the Dacono Police Department and the Longmont Police Department for an integrated Special Weapons and Tactics (SWAT) team and tactical training.
- Maintenance of current and contemporary information on the Department's website.
- Development and implementation of a regularly scheduled written documentation system to assist supervisors in tracking, recording, commending, and/or correcting employee work performance during the annual performance evaluation period.

- Development and implementation of a mentoring and/or coaching process designed to assist employees in preparation for management or leadership positions.

You are active partners with us in working together to ensure the safety of our community and the professionalism of the organization. As such, we encourage and welcome your comments or suggestions regarding our performance in 2007 and our goals for 2008 and into the future.