



DENVER

THE MILE HIGH CITY

Denver Police and Sheriff Departments

Police Headquarters - 1331 Cherokee St.
District 1 Station - 1311 W. 46th Ave.
District 2 Station - 3921 N. Holly St.
District 3 Station - 1625 S. University Blvd.
District 4 Station - 2100 S. Clay St
District 5 Station - 4685 Peoria St.
District 6 Station - 1566 Washington St.
City Jail- (PADF) - 1351 Cherokee St.
County Jail - 10500 E. Smith Road

Courts, City & County Building, 1437 Bannock St.

District Court- Criminal - Civil & Domestic Rm. 256
Denver Municipal Court - Traffic Division, Rm. 109
Denver Municipal Court - General Sessions Rm. 140

Other sites:

Safe City Kids Office - 303 W. Colfax Ave., 10th Floor

APPENDIX A

COMPLAINT/COMMENDATION FORM DISTRIBUTION SITES

City Council Offices

City Council Office
City and County Building, Rm. 451

City Councilman Rick Garcia
2727 Bryant St., Ste. 200

City Councilwoman Jeanne Faatz
3100 S. Sheridan Blvd., Unit D

City Councilman Paul D. López
4200 Morrison Rd., Unit 7

City Councilwoman Peggy Lehmann
3540 S. Poplar St., Ste. 102

City Councilwoman Marcia Johnson
6740 E. Colfax Ave.

City Councilman Charlie Brown
2324 E. Exposition Ave.

City Councilwoman Carla Madison
2713 Welton St.

City Councilwoman Judy Montero
3457 Ringsby Court, #215

City Councilwoman Jeanne Robb
1232 E. Colfax Ave.

City Councilman Michael Hancock
4760 Oakland St., Suite 175



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APPENDIX B

CITIZEN OVERSIGHT BOARD AND MEETINGS

CITIZEN OVERSIGHT BOARD (COB)

The COB will assess the effectiveness of the Monitor's Office; make policy level recommendations regarding discipline, use of force, and other policies; rules; hiring; training; community relations; and the complaint process; address any other issues of concern to the community; members of the board, the monitor, the Manager of Safety, the Chief of Police, the Undersheriff, or the Fire Chief.

2009 members:

Rev. Paul Burleson
Dr. Mary Davis
Rabbi Steven Foster
Anthony Navarro
Cathy Reynolds
Carmen Messina-Velasquez

Terms ending in 2009

Hank Knoche - 2005 - 2009

David Montez – 2005 - 2009

Samuel Freeman - 2007 - 2009

The Citizen Oversight Board holds its regularly scheduled twice-monthly meetings on the first and third Fridays of the month at 10:00 a.m. in the Webb Building on the 12th floor. The meetings are open meetings with the possibility that certain matters will involve an executive session.

2009 COB quarterly meetings

All Citizen Oversight Board Meetings were Thursday evenings from 7-9 p.m.

January 29, 2009- La Alma/Lincoln Park Recreation Center, 1325 W. 11th Avenue

April 23, 2009- Green Valley Ranch, 4890 Argonne Way, Denver, CO 80249.

July 23, 2009- College View Recreation Center, 2525 south Decatur Street, Denver, CO 80219.

October 22, 2009- Hiawatha Davis Recreation Center, 3334 Holly Street, Denver, CO 80207.



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APPENDIX C

2009 BUDGET

OFFICE OF THE INDEPENDENT MONITOR 2009 BUDGET

PERSONNEL COSTS	\$	610,070
INTERNAL COSTS	\$	19,085
EXTERNAL COSTS	\$	28,679
TOTAL EXPENDITURES	\$	657,834



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APPENDIX D

COMPLAINT HANDLING AND DISCIPLINARY PROCESS

Findings For Investigations

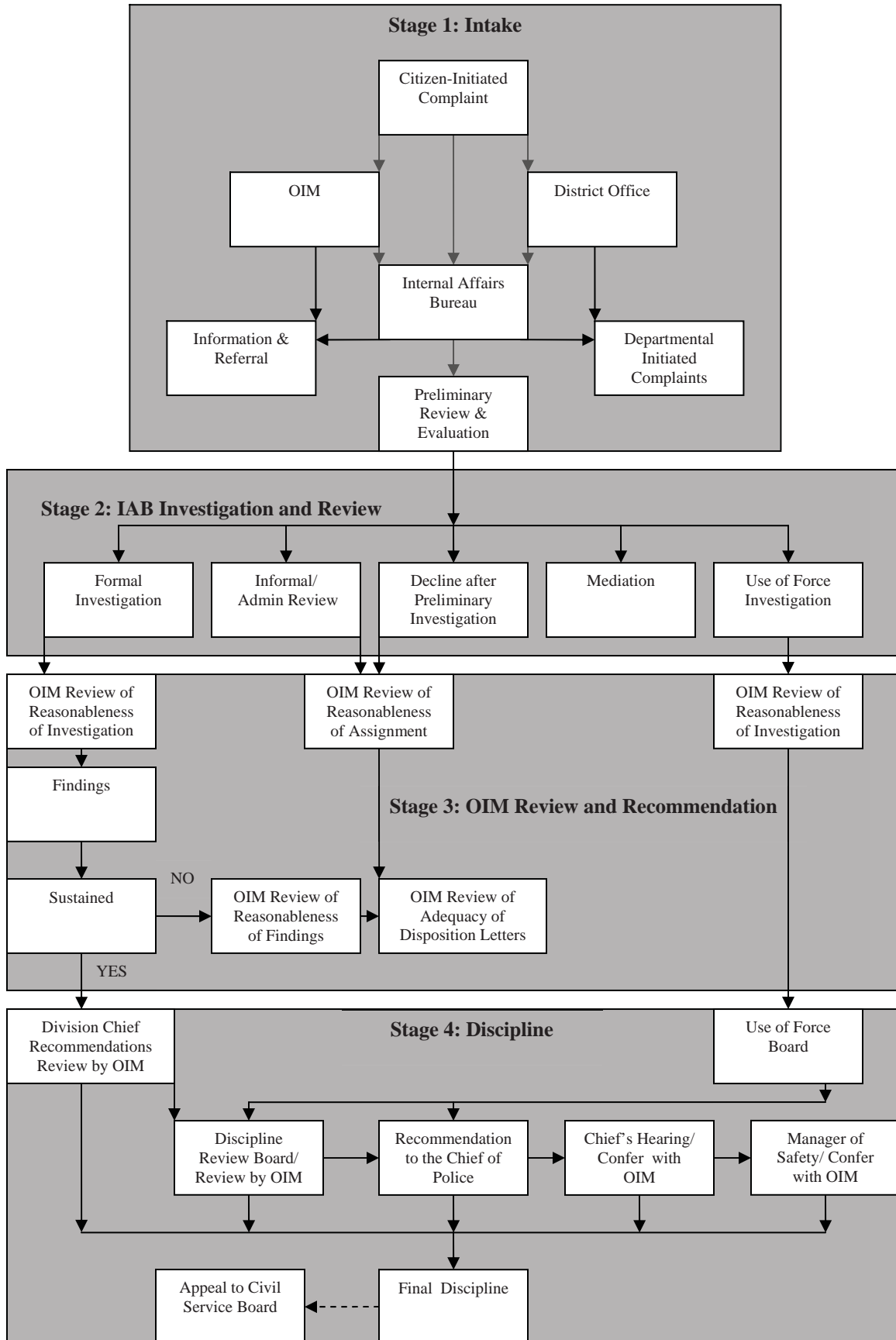
Unfounded - The investigation indicates that the subject officer's alleged actions relating to Department policy, procedure, rule, regulation, or directive in questions did not occur.

Exonerated - The investigation indicates that the alleged actions of the subject officer were within the policies, rules, regulations, and directives of the Department.

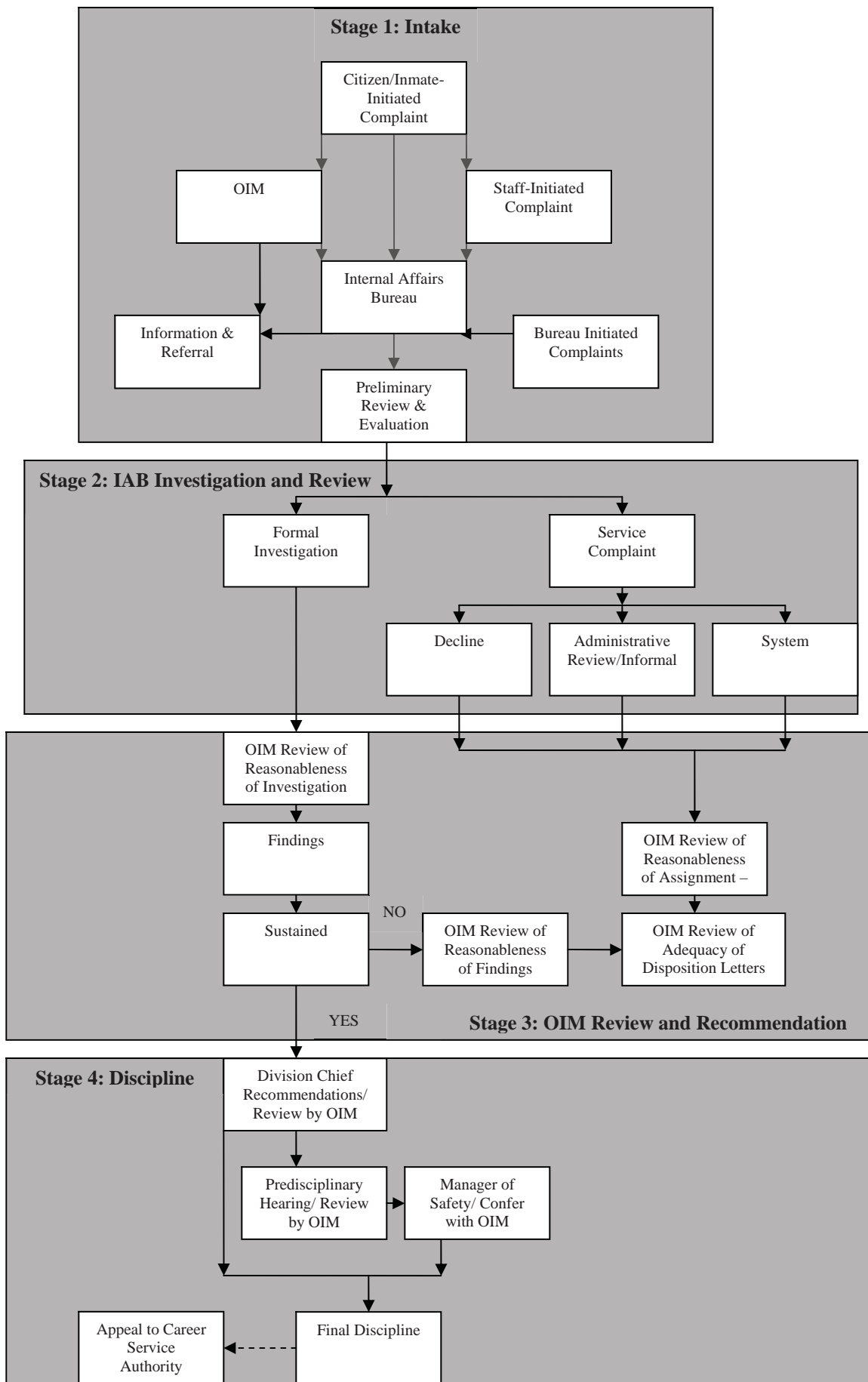
Not Sustained - There was insufficient evidence to either prove or disprove the allegation.

Sustained - The subject officer's actions were found, by a preponderance of the evidence, to have been in violation of Department policy, procedure, rule, regulation, or directive in question.

DPD - OIM Process



DSD - OIM Process





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APPENDIX E

TIMELINESS DPD

APPENDIX E

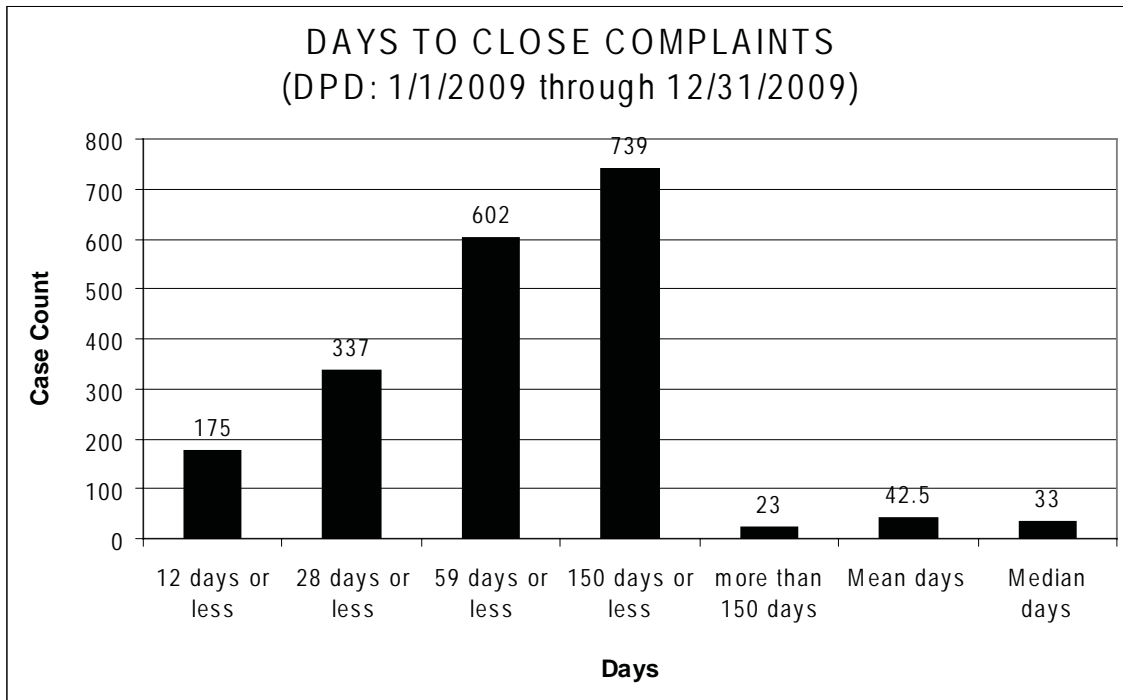
Performance Measures—Police Department

Timeliness of complaint investigations is one of the most critical elements of an effective complaint system. Delays can reduce the quality of investigations, discourage complainants, and frustrate officers with cases pending. Therefore, in an effort to monitor and reduce the amount of time that it takes to resolve citizen complaints, OIM has established a set of timeliness performance goals for each stage of the complaint process. This section reports on the timeliness of the individual stages of the complaint handling process.

Performance Goal for Closing All Complaints

Goal: Complete 95% of all complaints within 150 days of the complaint being received.

Parameters: All Citizen/Internal cases received and closed in 2009. This goal is only for citizen and internal complaint cases, not scheduled discipline cases. Additionally, citizen complaints that were scheduled for mediation were excluded from the analysis, as were cases involving law violations. The calculation was based on the number of days between the case received date and case closed date.

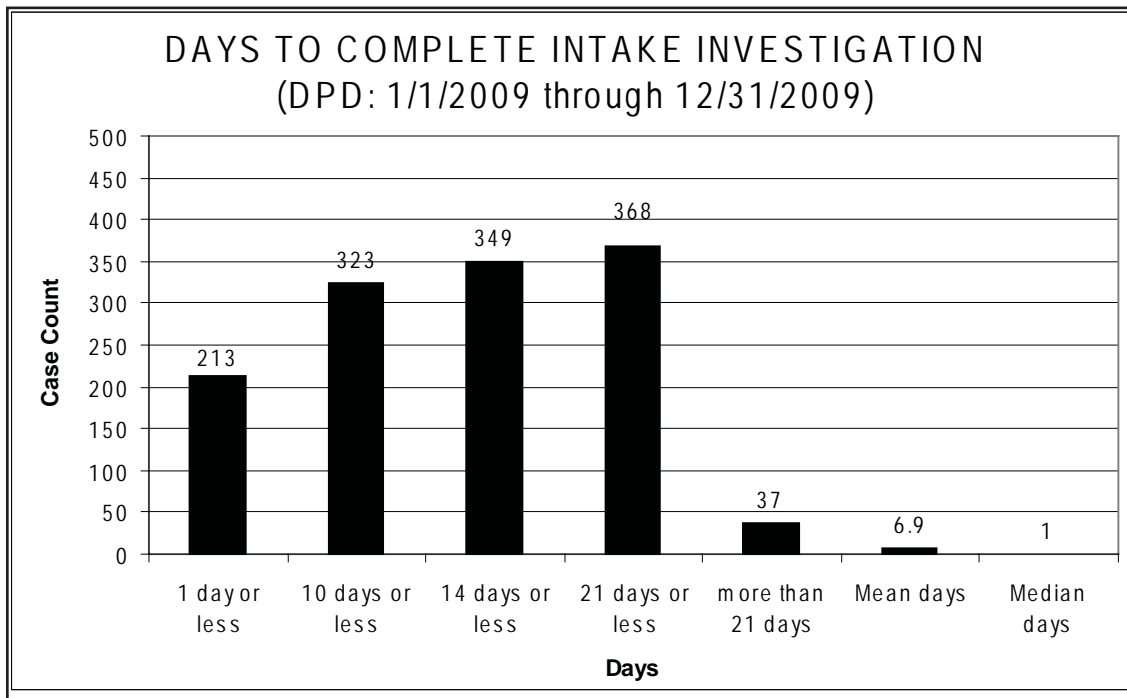


Ninety-seven percent of the cases were closed within 150 days. Twenty-three cases took longer than 150 days to close. DPD met this goal in 2009.

Performance Goal for Intake Investigation

Goal: Complete 95% of intake investigations within 21 calendar days.

Parameters: All cases received in 2009 and had a valid IAB case assignment date. This analysis only includes those cases that were assigned as formal, informal, or service complaint cases. Declines were excluded from the analysis due to data collection limitations. The calculation was based on the number of days between the case received date and case assigned date.

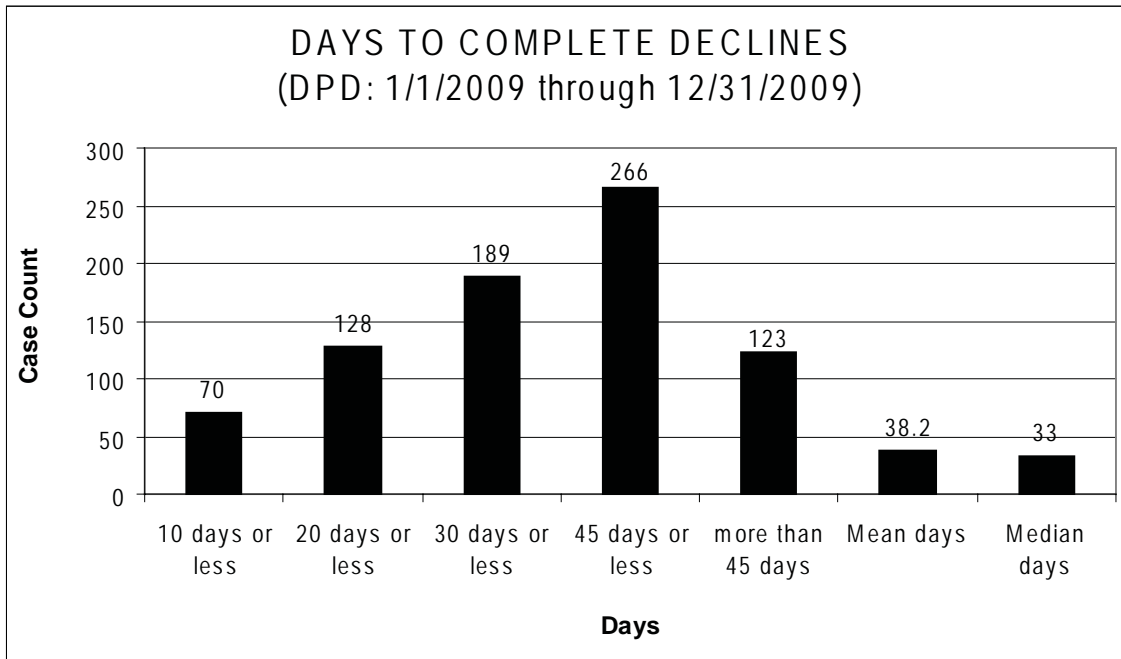


Eighty-six percent of the intake investigations were completed in 14 days or less and 91% were completed within 21 days. Only 37 of 405 cases (9%) took longer than 21 days. DPD did not meet this goal in 2009.

Performance Goal for Declines

Goal: Complete 75% of all declines within 30 calendar days of receiving the complaint and 95% within 45 days.

Parameters: All cases received and closed in 2009 that were assigned as declines excluding cases assigned to mediation. The calculation was based on the number of days between the case received date and case closed date.

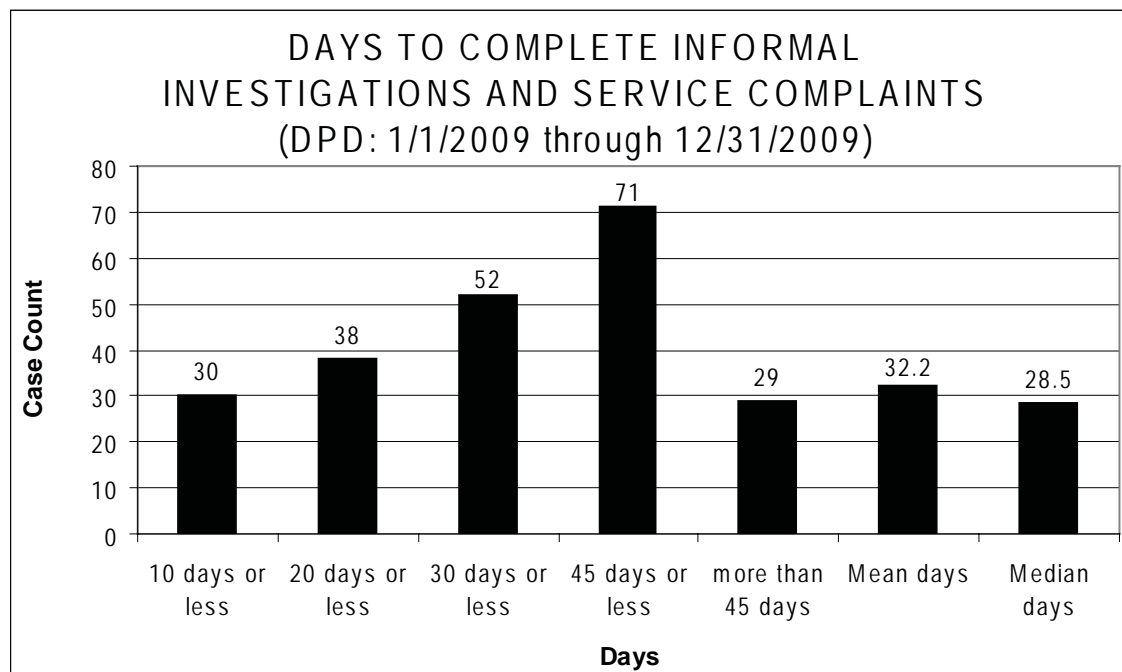


Forty-nine percent of the declines were completed in 30 days or less with 68% completed within 45 days. Thirty-two percent of the cases (n = 123) took longer than 45 days to complete. DPD did not achieve this goal in 2009.

Performance Goals for Completion of Informal Investigations / Service Complaints

Goal: Complete 75% of all informal investigations/service complaints within 30 calendar days from receiving the complaint and 95% within 45 days.

Parameters: All Informal and Service Complaint cases received and closed in 2009. The calculation was based on the number of days between the case received date and case closed date.

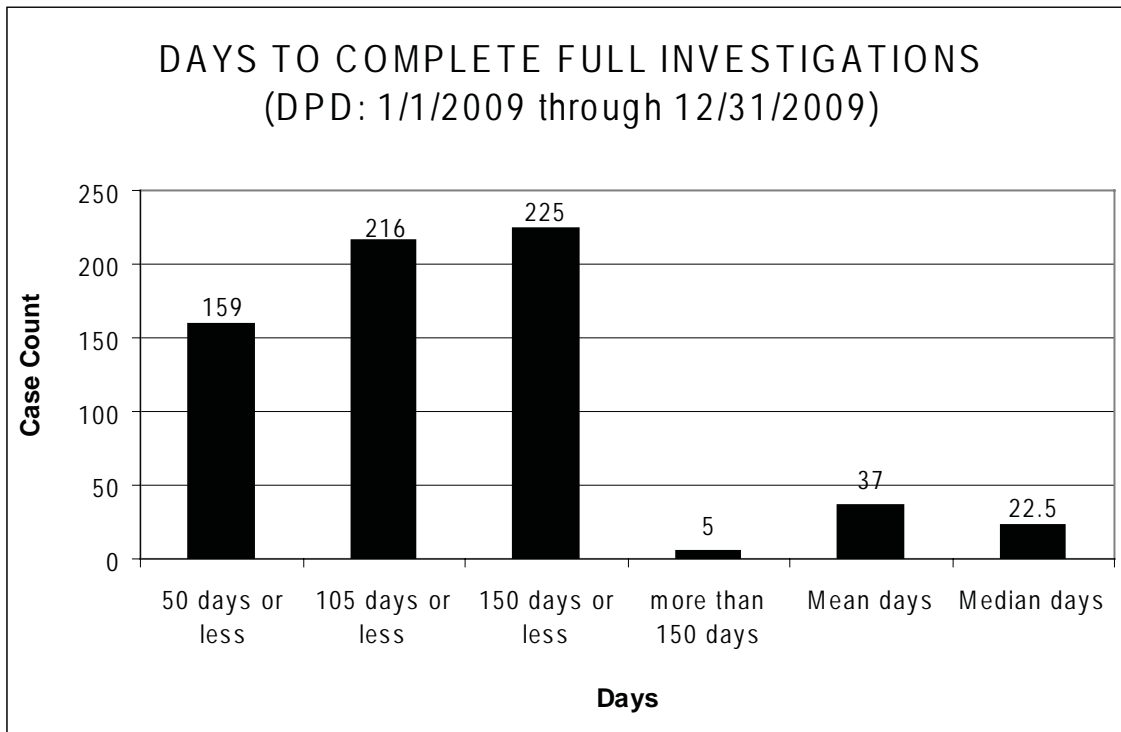


Fifty-two percent of these cases were completed within 30 days and 71% were completed within 45 days. DPD did not meet this goal in 2009.

Performance Goal for Completion of Full Investigations

Goal: Complete 85% of full investigations within 105 calendar days from receiving the complaint and 95% within 150 calendar days.

Parameters: All Formal cases received in 2009 and had valid 2009 IAB investigation completion date. This includes cases with more than one officer and different IAB investigation completion dates. The calculation was based on the number of days between the case received date and IAB investigation completion date.

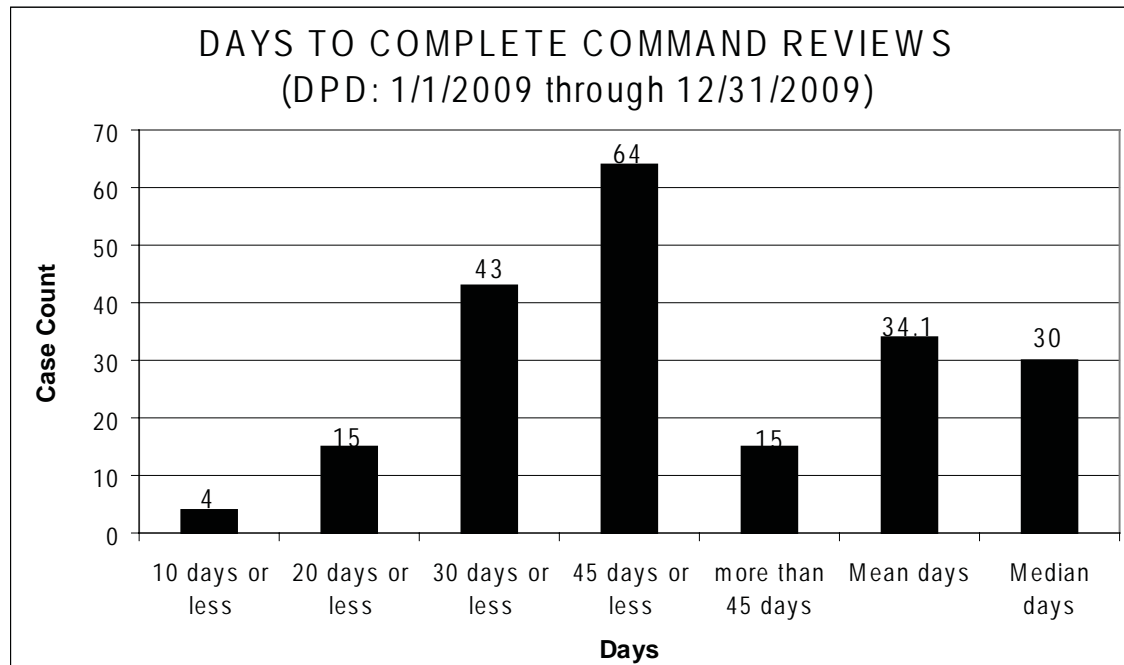


Ninety-four percent of full investigations were completed in 105 days or less and 98% were completed within 150 days. DPD met this goal for 2009.

Performance Goal for Command Review Process

Goal: Complete 100% of Command Reviews within 45 days of the case being received from internal affairs.

Parameters: All citizen/internal cases that were received in 2009, assigned to IAB, and had a 2009 IAB investigation completion date. The calculation was based on the number of days between the pick-up date and date back from the division chief.

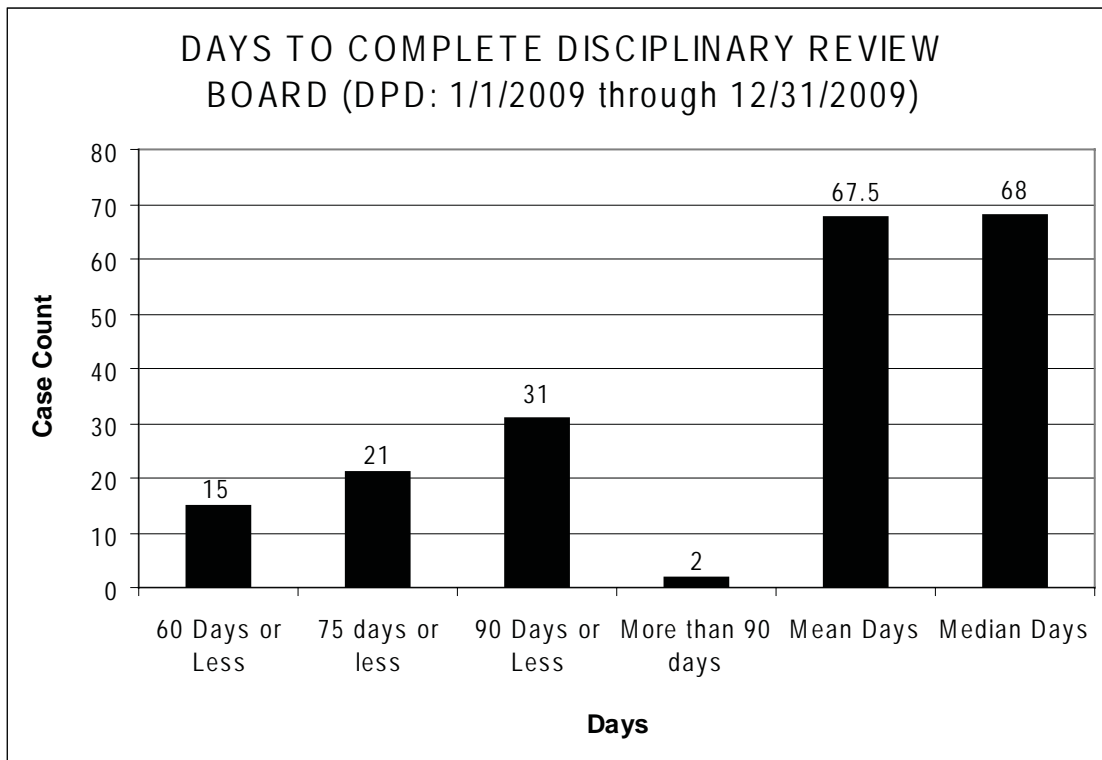


Eighty-one percent of command reviews were completed in 45 days or less. Fifteen cases (19%) took longer than 45 days to complete. DPD did not meet this goal for 2009.

Performance Goal for Disciplinary Review Boards

Goal: Complete 50% of Disciplinary Review Boards within 60 days from the day sustained findings are made by the Division Chief, 75% within 75 days, and 90% within 90 days.

Parameters: All cases that completed a DRB in 2009. The calculation was based on the number of days between the date back from division chief and the DRB hearing date.

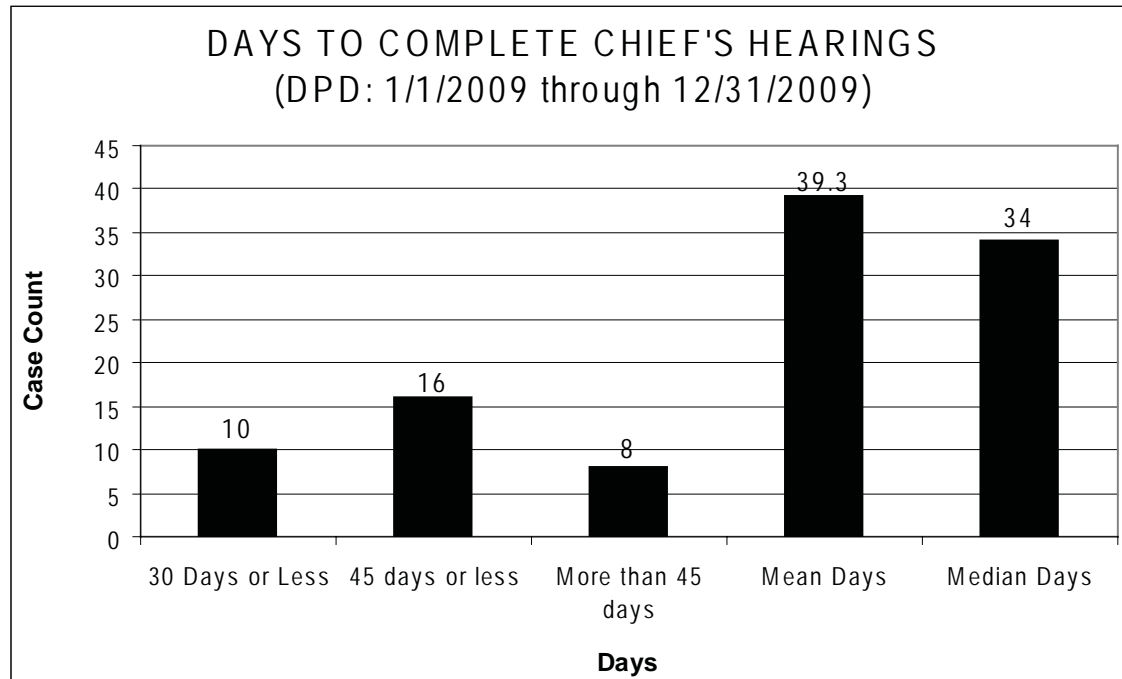


Forty-five percent of Disciplinary Review Board cases were completed within 60 days, 64% were completed in 75 days or less, and 94% were completed within 90 days. While DPD did not meet the goals for DRB hearings at the 50th or 75th percentiles, they did achieve the goal for the 90th percentile.

Performance Goal for Chief's Hearings

Goal: Complete 80% of Chief's hearings within 30 days of the Disciplinary Review Board and 100% within 45 days of the Disciplinary Review Board.

Parameters: All cases that completed a DRB in 2009 and had a valid date in the Chief's hearing date field. The calculation was based on the number of days between the DRB date and Chief's hearing date.



Forty-two percent of the Chief's hearings were completed in 30 days or less and 67% were completed within 45 days. Eight cases (33%) took longer than 45 days. DPD did not achieve the goals for Chief's hearings at either the 80th or 100th percentile.



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APPENDIX F

TIMELINESS DSD

Performance Measures—Sheriff Department

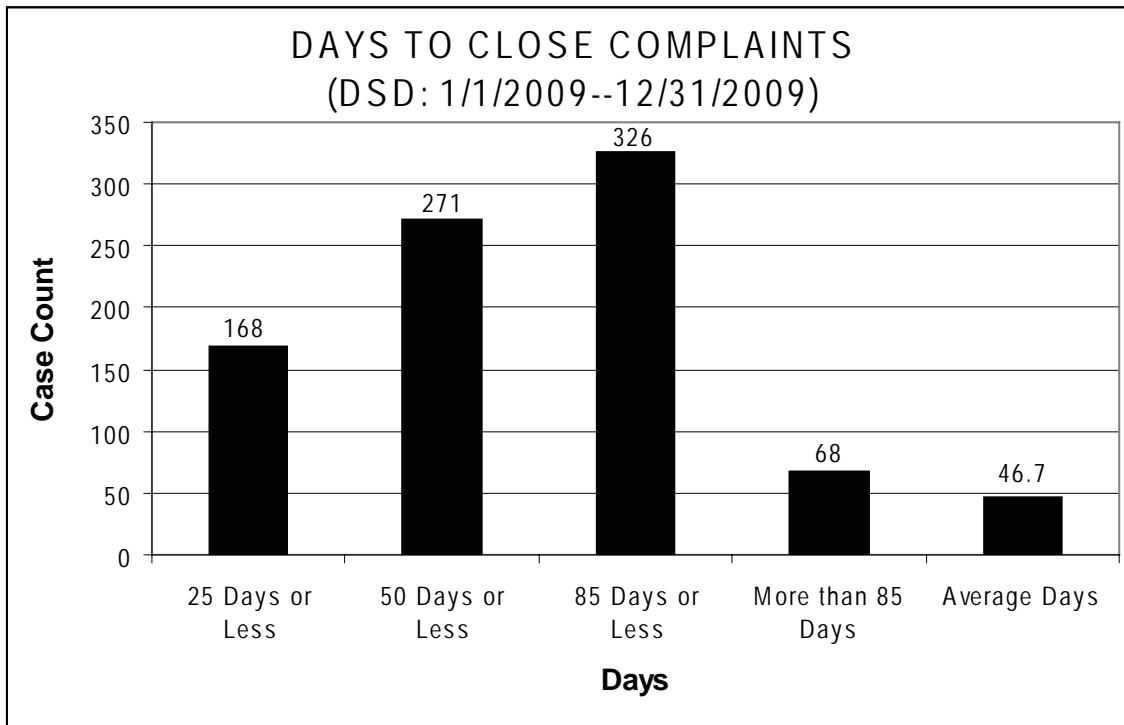
Performance Measures

Timeliness of complaint investigations is one of the most critical elements of an effective complaint system. Delays can reduce the quality of investigations, discourage complainants, and frustrate officers with cases pending. Therefore, in an effort to monitor and reduce the amount of time that it takes to resolve citizen complaints, OIM has established a set of timeliness performance goals for each stage of the complaint process. This section reports on the timeliness of the individual stages of the complaint handling process.

Performance Goal for Closing All Complaints

Goal: Complete all complaints within 85 days of the complaint being received.

Parameters: All cases that were received and closed between January 1, 2009 and December 31, 2009. Cases involving law violations were excluded from this analysis. The calculation was based on the number of days between the case received date and case closed date.

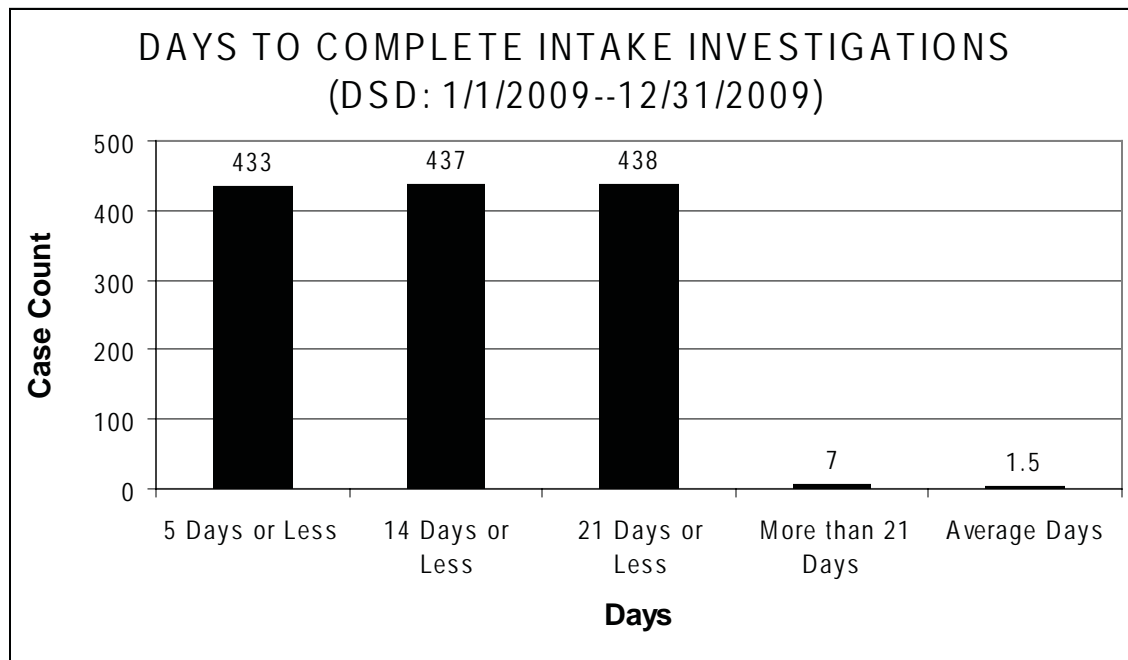


Eighty-three percent of complaint cases were closed within 85 days; however, 15% (68 cases) took longer than 85 days to close. DSD did not achieve this goal for 2009.

Performance Goal for Intake Investigations

Goal: Complete 60% of intake investigations within 14 calendar days of the complaint being received and 90% within 21 calendar days.

Parameters: All cases that were received in 2009 and were assigned in 2009. The calculation was based on the number of days between the case received date and assigned date.

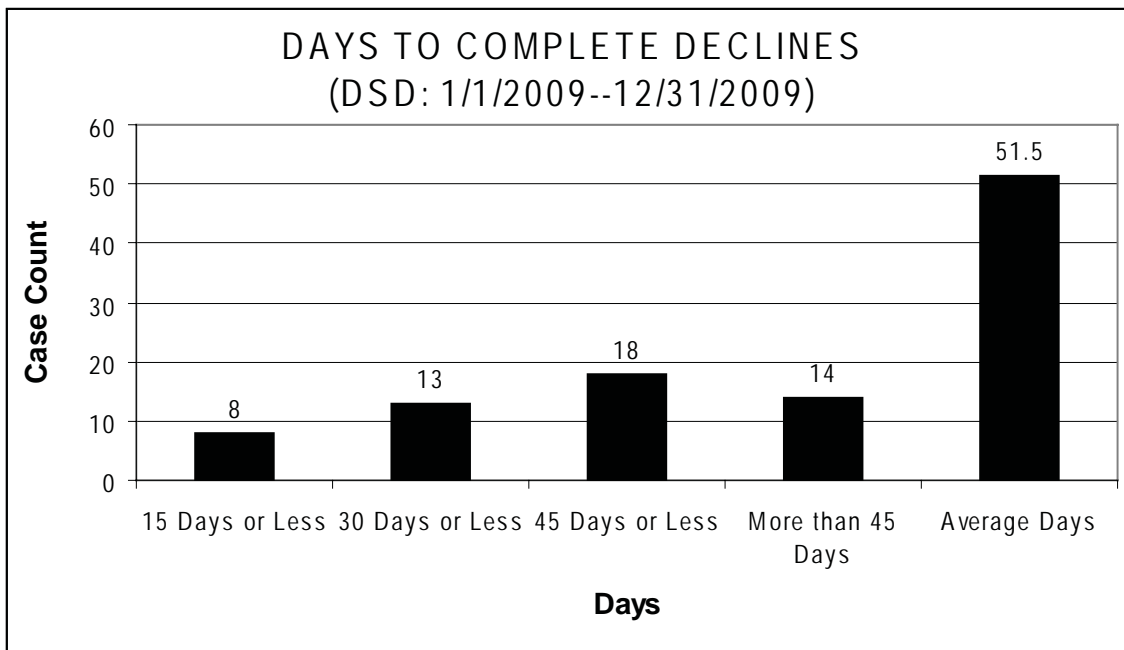


Ninety-seven percent of intake investigations were completed in 5 days or less. Only 2% of cases took longer than 21 days to complete the intake. DSD achieved the goals for both the 60th and 90th percentiles for 2009.

Performance Goal for Declines

Goal: Complete 75% of all declines within 30 calendar days of receiving the complaint and 95% within 45 days.

Parameters: All cases received and closed in 2009 that were declined for investigation. The calculation was based on the number of days between the case received date and the case closed date.

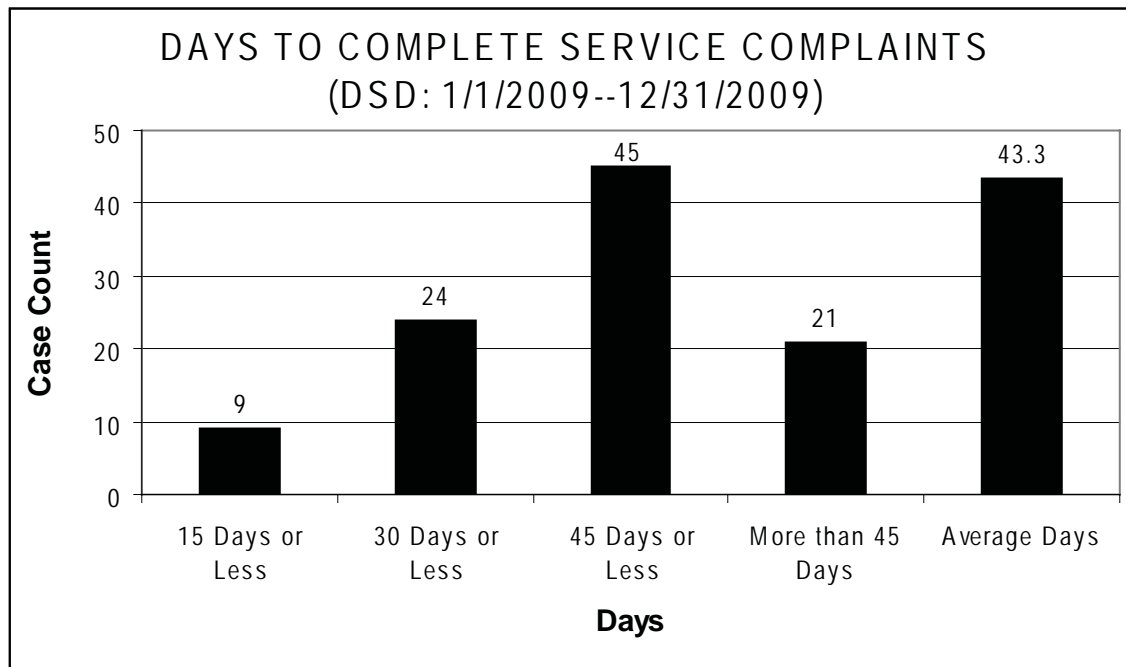


Forty-one percent of declined cases were completed in 30 days or less and 56% of cases were completed in 45 days or less. Fourteen cases (44%) took longer than 45 days to complete. On average, it took 52 days to complete declined cases. DSD did not achieve either goal for 2009.

Performance Goals for Completion of Service Complaints

Goal: Complete 75% of all service complaints within 30 calendar days from receiving the complaint and 100% within 45 days.

Parameters: All cases received and closed in 2009 that were assigned as service complaints. The calculation was based on the number of days between the case received date and the case closed date.

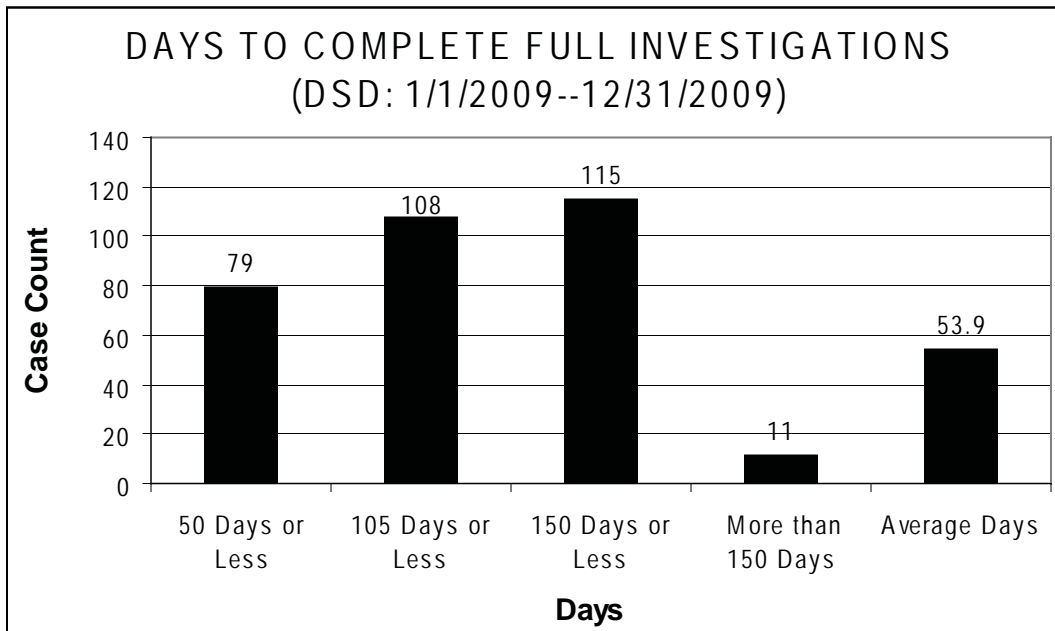


Thirty-six percent of service complaints were completed in 30 days or less and 68% were completed in 45 days or less. Twenty-one cases (32%) took longer than 45 days to complete. DSD did not achieve the goals at either the 75th or 100th percentiles.

Performance Goal for Completion of Full Investigations

Goal: Complete 80% of full investigations within 105 calendar days from receiving the complaint and 95% within 150 calendar days.

Parameters: All cases received in 2009 and were reviewed by a captain in 2009. The calculation was based on the number of days between the case received data and the captain review date.



Eighty-six percent of investigations were completed within 105 days of receiving the complaint and 91% were completed within a 150 days. On average, it took 54 days to complete investigations in 2009. DSD achieved the goal at the 80th percentile but not at the 95th percentile for 2009.



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APPENDIX G

DPD AWARDS

DPD Commendations and Awards Granted in 2009

Distinguished Service Cross

- The Denver Police Department started an extensive investigation into an Auto Theft ring operating in the Denver Metro area. The suspects were known gang members who had previously fired upon innocent victims and attempted to run over an Aurora Police Officer. Armed with handguns, these suspects led officers in a dangerous pursuit by ramming their stolen vehicle into police vehicles. Officers took decisive action which terminated a dangerous pursuit by using the P.I.T. maneuver.
- A Technician and Officer were involved in a lengthy pursuit with a suspect who had committed multiple armed robberies within a short time span. As the chase continued, the Officer was able to close the distance with the vehicle, which was reported to contain multiple armed parties. Despite exposing himself to danger, he was able to execute a perfect PIT maneuver, disabling the suspect vehicle. After the suspect vehicle was successfully stopped using the PIT maneuver, the Technician was able to take the armed suspect into custody without incident and did so despite facing a suspect who was known to be armed.
- Two Sergeants conducted a follow-up investigation into an auto theft, attempting to contact the suspect. As they approached the suspect, he pulled a handgun from his waistband and took off running. They pursued the suspect on foot while the suspect pointed the gun over his shoulder at the Sergeants. Never having a clear shot, the Sergeants did not fire upon the suspect, but continued chasing him. While setting up a perimeter, they directed other Officers into the area. Another Officer chased the suspect on foot along with a Sergeant who was able to push the suspect to the ground and hold him down, however the suspect was still armed and trying to free his gun hand to fire the weapon. The Officer saw the suspect attempting to use the gun and grabbed a hold of it, freeing the gun from the suspect's hand. The suspect was taken into custody without further incident.
- Officers responded to a report of a disturbance. They were met by a woman screaming frantically from the third floor due to the fact that a male party had attempted to throw her over the balcony. Once they entered the apartment, they came under attack by the same male party who had just beaten another male unconscious. Several taser deployments had no effect on the suspect, however, the officers were able to overcome the assault and take the suspect into custody.
- Metro/SWAT Officers responded to assist with a suicidal party. The male subject was confined to his basement holding a large knife and threatening to kill himself. When the subject moved the knife toward the table, less lethal munitions were deployed and the Officers immediately entered the room to physically disarm the subject. The subject fought with the Officers but they were successful in disarming him.
- Officers were patrolling an area due to a recent rise in gang activity stemming from a gang motivated homicide. Officers observed three males matching the description of felony menacing suspects, contacted them, and conducted a pat-down search. A search revealed a weapon and crack cocaine, respectively, on two of the suspects. A third suspect was armed with a handgun and attempted to flee from Officers. After a brief struggle, the suspects were taken into custody without the use of deadly force.
- Officers received a call on a despondent, suicidal female who had cut her own wrists and was still armed with a large knife. The party was located but refused to comply with Officers, who were attempting to disarm her. After a tense standoff, the Officers quickly devised a plan which allowed them to disarm her after striking her with the taser.

- A Lieutenant and an Officer responded on a report of a suicidal party threatening to jump from a bridge. Upon arrival, officers found a very distraught party sitting on the bridge railing. Officers attempted to defuse the situation through verbal communication however the party remained unresponsive. The party then placed a length of rope around his neck and leapt from the bridge. The Lieutenant and the Officer, at great personal risk to themselves, climbed over the safety railing and simultaneously grabbed the party and pulled him to safety, subsequently saving his life.
- An Officer was involved in the pursuit of a vehicle with multiple suspects that had just been involved in a shooting. Despite exposing himself to danger, the Officer executed a flawless P.I.T. maneuver terminating the pursuit almost immediately. The suspects involved were taken into custody without further incident. A search of the vehicle revealed the location of the victim's body.
- A Corporal and three Officers responded to a park lake on a report of a boat capsizing. The Officers saved an entire family whose boat had run aground. They did so by wading into the lake in the midst of a violent thunderstorm.

Medal of Honor

- As three Officers responded to a report of a suicidal party, they were confronted by a suspect with a large butcher knife. The Officers took immediate action to protect the suspect's family by fanning out and creating a human barrier between the suspect and the family. The suspect threatened the Officers with the knife so the Officers deployed a taser and repeatedly fired at the suspect with a pepper ball gun but were unsuccessful at disengaging the threatening actions of the suspect. Consequently, two of the Officers fired their weapons neutralizing the threat.
- A uniformed Sergeant and an Officer were deployed on foot patrol and saw a large altercation developing in a parking lot. As these two Officers moved towards the disturbance they heard numerous gun shots, and it was apparent that someone was firing from, and at, the crowd. As the Officers made their way through parked cars and fleeing citizens, they observed a male with a handgun and another male with a shotgun engaged in a gunfight. Although it was apparent that the Officers needed to take cover, they chose to immediately confront the gunmen. The male with the shotgun was firing indiscriminately at the other suspect and the crowd. Both Officers ordered the suspect firing the shotgun to drop the weapon, but the suspect turned the weapon and fired a shot at them, the bullet tearing through one of the Officer's shirt. The Officers were positioned next to each other and they returned fire as the suspect fired a second shot at them. Their rounds hit the suspect, so he handed the shotgun to his accomplice who took it and aimed it at the Officers. The Officers had to shoot the second suspect to neutralize him as well.

Medal of Valor

- A Sergeant covered Officers in a foot chase involving a man armed with a handgun and pointing it at Officers. He observed the suspect in an alley, still armed with a gun, and pursued him on foot. The Sergeant caught up to the suspect, holstered his weapon, shoved the suspect, causing him to fall, then held him down while other Officers took the gun from him. The suspect was then taken into custody.
- Members of METRO/SWAT responded to a hostage situation where the armed suspect had held a female hostage for hours, refusing all efforts by negotiators. A plan was developed which would create separation between the suspect and hostage and was quickly executed. A small team was covertly placed inside the apartment and they were successful in performing a rescue.

- While in their cars, a Sergeant, two Detectives, and an Officer from Aurora tried to detain an aggravated robbery suspect that was walking down the street, when he turned and pointed a gun at them. Identifying themselves as police officers, they drew their firearms, and advanced on the suspect. He responded by continuing to back away, pointing his firearm at the Aurora Officer. Fearing that he was about to be shot, the Officer from Aurora fired a single shot, striking the suspect. The Denver investigators maintained fire discipline as stray rounds would likely endanger innocent bystanders. The investigators performed first aid on the suspect while awaiting emergency medical personnel.

Life Saving

- A Sergeant and two Officers responded to a call on a suicidal party. Dispatch related that an individual had climbed a tree and tied a leather strap around his neck, while securing the other end of the strap to the tree. Upon arrival, the Officers found a very troubled person who was crying and telling the Officers that he was going to kill himself. The Sergeant began a dialogue with the individual while the two Officers positioned their police cars under the tree allowing them to reach him. The Officers were able to cut the strap and preserve the life of this highly distraught individual.

- Three Officers responded to a call for a welfare check of a suicidal party that had sent a family member a message saying she loved her and was sorry for her actions. The Officers were unable to make contact with the victim; but when they looked through an upstairs window they saw several empty prescription pill bottles on the ground and a female staggering into a nearby room. The Officers devised a tactical plan of entry, including calling for an ambulance to stage nearby, and forced their way into the residence. The victim was found lying on the floor unconscious and was transported to the hospital. A follow-up visit with the victim at the hospital the next day confirmed that the victim was attempting to end her life when the officers intervened and prevented her from doing so.

- A Corporal and an Officer were on patrol when they came upon a minivan that had crashed into a utility pole. The crash was of such an extreme nature that the vehicle had caught fire almost instantaneously. Frantic bystanders notified the Officers that a person was still trapped inside the vehicle. The Officers approached the vehicle and observed a female occupant still inside the vehicle; however, she was barely coherent and unable to get herself out. Despite the fact that the vehicle was getting overwhelmed with flames, the Officers quickly entered the vehicle and removed the female occupant, just as the vehicle became totally engulfed.

- Officers were flagged down by a party who said his girlfriend was attempting suicide. They responded to the victim's apartment, where they found her with a cord wrapped around her neck and not breathing. Both Officers worked together to release the cord and begin first aid through way of chest compressions. The victim eventually gasped for air, began breathing on her own again and soon regained consciousness.

- A Technician was off-duty with his family when he observed a vehicle make a sudden stop and the driver exit in obvious distress. The driver ran to the rear of the car and quickly removed a baby from the back seat. The Technician's observations led him to believe the baby was having difficulty breathing and was in need of immediate medical help. A former EMT, he immediately exited his vehicle and offered assistance to the panicked father. The baby was limp and not breathing. The Technician rapidly assessed the baby's condition and, with the assistance of his wife, was able to successfully clear the baby's airway and revive the near lifeless infant. He then stood by for paramedics and calmed the terrified parents.

- Two Officers were dispatched to a man threatening to jump from an overpass. When they arrived, they found the person standing over westbound I-70 outside of the protective fence. Had he jumped, the fall would have been in excess of 20 feet certainly causing serious bodily injury if not death. He expressed that he was despondent because his wife was leaving him and he would rather die than lose his family. Using their CIT skills, and after extensive negotiation, the Officers convinced him to step back end off the bridge and climb over the fence. He was transported to the hospital and placed on a mental health hold.
- Police responded to a report of a large fight. An Officer heard a female shouting that her boyfriend had been stabbed. The Officer called for an ambulance and located the victim where he had collapsed after being stabbed in the chest. He administered first aid to the victim until the ambulance arrived then rode in the ambulance, assisting the paramedics with their treatment.
- An unknown male had climbed a crane 300 feet in the air and had barricaded himself inside. For two hours District Officers could not effectively communicate with the man who made several attempts to hang himself from the crane's boom. Two crisis negotiators went to the 22nd floor of a building nearby and began to make contact with the barricaded party. The negotiators convinced the suicidal male to climb down from the crane.
- Two Officers were on routine patrol when they observed an auto pedestrian accident. The driver of the van began to flee and one of the Officers was able to stop her and place her in custody without incident while the other went to help the child victim. The first Officer then rushed over to assist in rendering aid to the young male victim who had sustained very serious injuries. The Officers stopped the bleeding, preventing and called for an ambulance. The emergency room doctor stated if not for their quick actions the child would have not been alive. The Officers were surrounded by angry residents, and due to their quick actions of apprehending the driver and caring for the child no one interfered or retaliated.
- An Officer was on a break from curbside traffic control at Denver International Airport. He walked by the food court area and saw two women fighting over a baby. As he reached them, he realized the child was not breathing and the women did not know what to do. He immediately took the infant, turned him over and administered two back blows in an attempt to restore breathing. By now the child was turning blue so the Officer laid him on his back and did a finger sweep of his mouth and found a piece of plastic lodged in the back of his throat. He was able to dislodge the plastic and remove it from the baby's mouth, opening his airway, and allowing him to start breathing again. The Officer then had Paramedics come and assess the child who was transported to Children's Hospital.
- Two Officers were dispatched to a 16th floor balcony for a reported suicidal woman. The male Officer initiated discourse with the woman and ascertained that she was not willing to speak with a male. The female Officer then engaged her and after 45 minutes the male Officer was able to inch closer. The woman had her leg over the rail and was in the middle of final contemplation before jumping, when she momentarily put her head in her hand. At that moment the male Officer was able to wrestle her to the balcony floor and secure her.
- Officers responded to a report of a suicidal party who had climbed to the thirteenth floor of a construction crane and was threatening to jump. Two of the Officers were secured in safety harnesses and climbed to a position in the building under construction that allowed them to talk to the party. The Officers utilized their crisis intervention skills to convince the party to allow a Sergeant to come up the crane to talk to him. After being secured in safety apparatus, the Sergeant climbed the thirteen stories and was able to establish rapport with the party based on their shared experience as former Marines. He was able to gain physical control of the party and talked him into voluntarily climbing down from the crane.

- An Officer was working the north screening point at Denver International Airport when a female TSA employee began choking on an 800mg Ibuprofen tablet in the break room. The Officer immediately went to her aid and began to perform the Heimlich maneuver. At the time, employee was not breathing at all. The Officer, in coming to her aid, caused the large tablet to dislodge in her throat so she could get some air into her lungs. This action allowed her to continue to breathe until she was transported to the hospital where doctors had to remove the tablet from her throat.
- Jefferson County Auto Theft Task Force officers were attempting to apprehend two occupants of a stolen pickup. During the attempted arrest, a Jeffco Deputy was dragged underneath the stolen pickup, which came to rest on the opposite side of the intersection with the Deputy pinned underneath the rear axle of the truck. This resulted in a call for emergent assistance from Denver Police. A Corporal was one of the Officers who immediately responded and recognized the urgency of the situation. With the assistance of multiple Denver Officers, the pickup truck was moved and they immediately pulled him from underneath the truck to safety.

Purple Heart

- An Officer was on duty working the Cinco de Mayo operation when he was attacked by multiple suspects. He received several serious injuries during the attack, for which he had to be hospitalized, and has had ongoing physical therapy even though he has returned to duty.

2009 STAR Award Narratives

- Officers responded on a report of an unknown person shooting a handgun into an occupied residence. It was determined that at least 10 bullets were fired into the house. Witnesses to the incident were identified and the license plate of the suspect vehicle was obtained.

An Officer responded to the registered owner's address and discovered the suspect's vehicle was parked in the roadway outside of the residence. He also observed two people exit the vehicle and quickly enter the residence through the front door. Because of the nature of the crime and the lack of cover present, the Officer did not engage the two people at this point. He safely positioned himself several houses away and directed the response of other Officers.

Given the knowledge that a weapon was used in this crime, the Officers held their tactical positions and worked to verbally communicate with the occupants of the home with a telephone. While this was being attempted, the Officers could simultaneously hear people arguing in a back bedroom of the house. They further observed the rear bedroom window was open. When contact was not immediately successful, an Officer began giving verbal commands through the PA system.

Since the suspects refused to communicate with officers, the SWAT team and negotiators were notified to respond. While awaiting the arrival of the tactical unit, the officers continued their attempts to communicate with the occupants of the house and had Stop Sticks placed around the vehicle's rear tires. The neighboring residences were evacuated and the surrounding streets were cordoned off. An Officer obtained permission from a home owner to use his house to attempt to communicate with the suspects. With sufficient cover, the officer located a window on the side of the house that was close to the open window at the suspect's location. The Officer, a highly qualified CIT officer, quickly built rapport with the suspect and was able to safely communicate with him. The suspect expressed concerns of being shot if he surrendered and the

Officer worked to calm the suspect's fears while still actively communicating with other officers on the interior perimeter.

Since communication with the suspects was still active, an arrest team was established on the front of the house. The CIT Officer remained in constant communication with the suspects for approximately 30 minutes before they agreed to surrender to police. As the suspects were preparing to exit the house, they quickly realized the front door was rendered inoperable and they could not come out through the front. The officers adapted to this obstacle, continued communication with the suspects, and moved the arrest team to a tactically safe position in the back of the residence. Once this was accomplished, the CIT Officer ordered the suspects out through the backdoor. They were all safely taken into custody.

- A Corporal, Technician, and two Officers responded to a home after receiving information from dispatch that an individual was demonstrating severe suicidal tendencies and actively threatening other family members in the home with a large knife. While en route to the address, dispatch continued to provide officers with updated information obtained from the family, including that the troubled person had already injured himself and that his threatened violence to the family was escalating.

A family member met the Corporal at the residence and reported that the individual may have other weapons and was threatening to kill any officers or medical personnel that entered the apartment. Due to the instability of the situation, the Corporal and the Technician ordered the family out of and away from the home. The situation was rapidly changing and the responding officers had little time to deal with the matter. The officers quickly developed a plan that would allow them to enter the home and take the party into custody without incident or injury to anyone involved. The plan required the Corporal to enter the residence armed with a 40mm less lethal weapon, followed by the Technician armed with a Taser, and the Officer armed with the less lethal pepper ball system. The other Officer would appropriately provide lethal cover with his side arm. Once the officers were assured the family members were safely away from the home, they made a tactically sound entry.

As the officers entered the home; they made continuous verbal announcements, stating they were Denver Police officers and asking anyone in the home to make themselves known. The injured and suicidal male responded by threatening to shoot anyone entering the room he was secreted in. A bed sheet covered the entrance to the room. The Technician carefully approached the entrance and removed the sheet, but the room was completely dark. After announcing loudly, "Pepper ball, pepper ball," the Officer fired four carefully placed pepper ball rounds into the ceiling of the room. The rounds provided the desired effect and filled the room with chemical agent, which in turn forced the suicidal male to emerge within seconds. He dropped the large knife to the floor and went to his knees where the officers safely handcuffed him. Once the scene was stabilized and all threats were neutralized, DHMC paramedics were summoned to the home to treat the male for exposure to the chemical agent and self-inflicted knife wounds to both forearms and wrists. The wounds were bleeding profusely and if not immediately tended to, would have produced the desired effect of ending the man's life.

- A suspect who had just shot his girlfriend, sped away from officers in his vehicle and appeared to be involved in an accident a short distance away. As the officers approached, the suspect produced a handgun and pointed it at the officers. They took positions of cover while moving to contain the suspect, keeping him away from nearby residences. Despite the officers' attempt to verbally deescalate the situation, the suspect turned the gun on himself and took his own life.

- Officers responded to a home to arrest a male suspect that had felony menaced his live-in girlfriend with a semi-automatic handgun. When the officers arrived, they attempted to make contact. They could hear the male inside who was refusing to answer the door. They attempted to persuade the male to open the door, but he wouldn't. After several minutes, one of the Officer heard the male suspect say he was going to kill himself. Concerned for the safety of the male, and for the safety of any other people in the apartment, the officers made the decision to force entry into the apartment immediately.

Once inside, the officers saw the male sitting on the couch holding a long serrated kitchen knife to his throat. At the suspect's feet was a loaded semi-automatic handgun. Instead of provoking the emotionally disabled male into a confrontation, one of the Officers deployed his less-than-lethal taser keeping it at the ready while the other Officers provided lethal cover.

The Officers remained calm and began talking to the male suspect. The officers were able to convince the male to put the knife down. At this point, one of the Officers sprung toward the suspect, locking his arms behind his head in a "Full Nelson" and pulled the suspect over the back of the couch away from the weapons. All three officers then handcuffed the suspect without injury to him or the officers.

- A Sergeant was conducting a meeting with two of his Detectives in reference to a burglary that they were working. During the course of the meeting, they observed a suspicious male looking into the windows of a residence across the street, then proceed to go up onto the porch and check the front door. This party was wearing gloves, despite it being the middle of summer. The party then got a vehicle and drove off into the alley. The Sergeant drove his unmarked police vehicle into the alley and observed the suspect standing in front of a garage door. The Sergeant immediately exited his vehicle, drew his weapon, and ordered the suspect to show his hands. The suspect turned toward the Sergeant, and was armed with a large spike in one hand and a pry bar in the other. The suspect was ordered to drop the weapons and to lie on the ground. The suspect quickly complied. The Detectives then arrived and assisted with taking the suspect into custody without incident. A check of the garage revealed that the suspect had just pried open the door and was in the process of removing items from the garage. The vehicle driven by the suspect was found to be loaded with tools and other items taken in other burglaries.

- A Sergeant and an Officer were working in LoDo. The officers saw a party swinging a knife at a group of people, attempting to stab them. Due to the large amount of people and no clear shooting lane, the officers made a stealth approach to the suspect's blind spot. Using a hands-on approach and the element of surprise, the officers physically grabbed the suspect, wrestled him to the ground and disarmed him.

- Metro/SWAT officers responded to assist officers with a suicidal party. The male subject was confined to his basement holding a large knife and threatening to kill himself. The Metro officers were equipped with a 40mm launcher and a Taser in addition to their lethal weapons. They developed a plan to subdue the subject if and when he put the knife down. When the subject moved the knife toward the table, a Technician struck him in the shoulder with a 40mm direct impact round. The subject held onto the knife and the team moved in to physically disarm him.

- Officers responded on a report of a distraught male suffering from depression, that he was in possession of weapons, and that he was going to attempt "suicide-by-cop."

Upon arrival, a Corporal and three Officers approached the front of the house, while two other Officers approached from the rear, ultimately working their way to the front of the house as well. The male was sitting in a chair on a small enclosed porch at the front of the house. He was drinking alcohol out of a bottle with several other bottles scattered near him. There also were two pictures of his loved ones at his feet.

One of the Officers immediately established a dialogue with the male, while the other officers set up a tactical inner perimeter, securing him at gunpoint. He was crying and looking at the pictures, while repeatedly refusing to obey the officers' orders to show his hands. At one point he became agitated and stated "I'm not coming out alive and you can't see my hands." During this entire incident, the male kept grabbing at his shirt pocket.

The officers recognized that the situation was quickly becoming more volatile and the Corporal drew his Taser. The male began to reach for his shirt pocket again and the Corporal fired the Taser, striking the male. Two other Officers immediately rushed in, subdued, handcuffed, and secured the male.

A loaded .32 caliber pistol was found in his shirt pocket, while a loaded .45 caliber pistol was found concealed under a blanket, directly underneath the chair where he had been sitting.

- Officers were dispatched on a call of an assault. The first Officer on scene contacted the complainant. A Technician, an Officer, and two Sergeants arrived soon after. During the interview with the complainant, they learned that the complainant's son had come home yelling that someone was chasing him, however, the complainant didn't see anyone chasing his son. When he told the son that nobody was chasing him, the son became upset and started assaulting him but eventually quit and went upstairs to his room. The son had apparently dealt with mental health issues in the past including suicidal tendencies and was supposed to be taking prescribed medication. He was potentially experiencing a complete mental breakdown. The complainant and his wife also stated that there was a possibility that the son was in possession of a handgun, but did not know if it was real or not.

A perimeter was established and officers attempted to make contact with the party to assure his well being as well as that of his parents who resided in the home. The situation rapidly dissolved when the suspect waived his gun outside the bedroom door. Faced with this imminent threat the officers simply repositioned themselves for better cover and maintained a tactically advantageous position. A Sergeant attempted to illicit the help of the Metro SWAT Unit, however, the suspect unfortunately escalated his threat when he exited the room with his gun pointed at the officers and began to rapidly advance towards them. In the face of extreme and immediate danger and with the risk to their own lives the officers fatally shot the suspect.

- Three Officers noticed a citizen was trying to get their attention. The citizen was so worked up she had trouble communicating to the officer what was happening. The officers thought that she was telling them that there was a fight in her house and pointed out the house. As the Officers went toward the house, they could see smoke coming from the top of the roof. One of the Officers immediately got on the air and asked for the fire department to respond. They then tried to ascertain if there were other parties in the house, or if the neighboring structures needed to be evacuated. During the chaos, the female homeowner and her daughter bolted back into the house to retrieve their belongings. The officers tried to stop them, but were unable to do so. All three officers had no choice but to now go inside the house and get the women out before they were overtaken by smoke. The officers retrieved the females from inside the house and brought them outside to safety. The officers were then able to determine there was nobody else in the house. The fire department responded and was able to put out the fire.

- Officers were called on a shooting. As they arrived on scene, they confirmed a party was indeed shot and in need of immediate medical attention. Witnesses were contacted and a suspect description was obtained.

A Sergeant was responding to the scene when he observed a vehicle matching the description occupied by two parties leaving the area. The Sergeant and an Officer notified dispatch then initiated their emergency lights and siren to stop the vehicle. The suspect vehicle failed to stop and, due to the nature of the crime, a Lieutenant authorized a pursuit with six police vehicles.

A Sergeant attempted a PIT maneuver, and as he made contact with the suspect vehicle, the driver jumped out of the car and rolled for several feet on the street. The suspect's vehicle crashed into a fence and garage as the suspect started running. Another Officer positioned his patrol car in a way that blocked the suspect's escape route along a fence. The suspect tried to jump over the police vehicle but caught the front fender with his foot and was flipped into the air. He landed on the sidewalk where the Sergeant contacted him. The suspect, not wanting to be arrested, began to kick and punch at the Sergeant. Another Sergeant and an Officer quickly arrived to assist and after a brief struggle were able to subdue and arrest the party. Three other Officers approached the stopped suspect vehicle (which was later found to be stolen) and ordered the female passenger out at gunpoint. She was taken into custody without incident.

- An Officer was on patrol when he observed two men, one of whom was wearing a bandana covering his face, walking toward a liquor store. The Officer contacted them and another Officer responded to assist. As the other Officer arrived, the man wearing the bandana ran from them; a foot pursuit ensued. The man fought with the officers and repeatedly reached for his waist band. During the struggle a loaded Colt .45 caliber handgun fell from the man's pants. Further investigation revealed that the man was a convicted felon and the handgun was stolen.



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APPENDIX H

DSD AWARDS

DSD Commmendations and Awards Granted in 2009

Medal of Valor - The “Medal of Valor” is awarded to employees who perform acts of bravery or receive personal injuries from inmates or others while performing their duties. The actions of these employees exemplify the highest standards of public service.

For the first time in recent history (2) Deputies received this award in the same year. While out with their work crews they witnessed a vehicle driving erratically and headed in their direction. The vehicle then crashed on its side with the engine still running. The Deputies ran to the vehicle and while one held the vehicle with his weight so it would not turn over the other was able to remove the driver from the vehicle safely. The Deputies administered first aid until the paramedics arrived.

Merit Award - A “Merit Award” is given to employees, who through personal initiative, developed a program which contributes to the Deptment’s objectives, goals, or morale.

(1) Major, (2) Captains, (1) Sergeant and (4) Deputies were recognized for their involvement in the implementation of the Special Olympics, HAWKS Basketball Program, the DSD Youth Mini-Academy and a poster program at the PADF to raise awareness to the prevention of suicide.

Community Service Award - A “Community Service Award” is given to an employee who sacrifices his/her time and expense, contributes a successful program to the community, or who performs an act to improve Sheriff/Community relations.

(1) Deputy was recognized for his coaching with the HAWKS Basketball Program which provides metro area youth with an alternative to gang activity.

(1) Sergeant was recognized for his dedication to the Special Olympics.

(1) Captain and (1) Deputy were recognized for their work with the Sentinels Motorcycle Club. This organization is comprised of all law enforcement officers and both sponsor and contribute to many charitable organizations.

(6) Deputies were recognized for their work with the Latin American Law Enforcement Association which is dedicated to providing service to the community.

(1) Captain, (1) Sergeant and (7) Deputies were recognized for their dedication to the Cops Fighting Cancer charity event.

(1) Deputy was recognized for his service to youth basketball in Denver. The Deputy has volunteered his time to teach basketball and sportsmanship to Denver’s at-risk youth.

Distinguished Service Medal - Awarded to employees who, under critical or hazardous conditions, show bravery and perform their duties in an outstanding manner.”

(4) Deputies were recognized for their assistance at the County Jail when an inmate started a fire in his cell and was lying unconscious. These officers worked together to extinguish the fire and remove the inmate to a safe area. All of these officers were treated for smoke inhalation but all recovered including the inmate.

Lifesaving Award - Awarded to a Deputy or support staff who, through exceptional knowledge and behavior, perform a physical act which saves the life of another person, and there is no immediate danger to the officer's life."

(5) Deputies were recognized for their assistance in providing CPR, and preventing inmates from choking. There were three separate incidents.