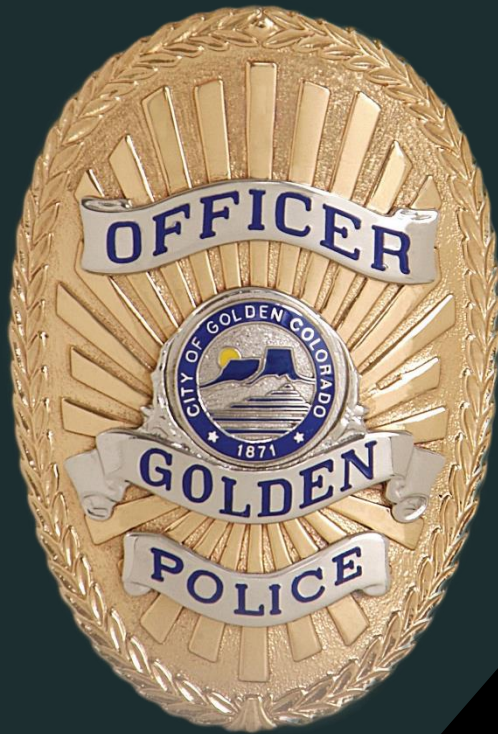


GOLDEN POLICE DEPARTMENT



2022 Annual Report

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Note

In March 2020, the Golden Police Department implemented an internal Communicable Disease/Pandemic Response Plan due to the COVID-19 pandemic in an effort to maintain the health and well-being of the community, all personnel and to comply with State and Local health orders. This plan included Police Department Operational Conditions that defined staffing levels, remote work schedules, use of accident alert and guidelines regarding call responses. Due to this Response Plan, the information included in this report does not reflect a traditional year in terms of workload and statistical data and will also affect the three-year averages.

MISSION, VISION AND CORE VALUES

MISSION

To keep our community safe through strong partnerships and excellence in service.

VISION

To elevate public trust through accountability and equitable policing.

CORE VALUES

ONE TEAM

We respect and value all members of our team and their contributions in service of our profession and community.

COMPASSION

We understand that everyone struggles sometimes; we treat people with dignity, respect and kindness and take action in the face of suffering.

INTEGRITY

We are honest, trustworthy, and transparent; we are dedicated to ethical conduct.

EQUITY

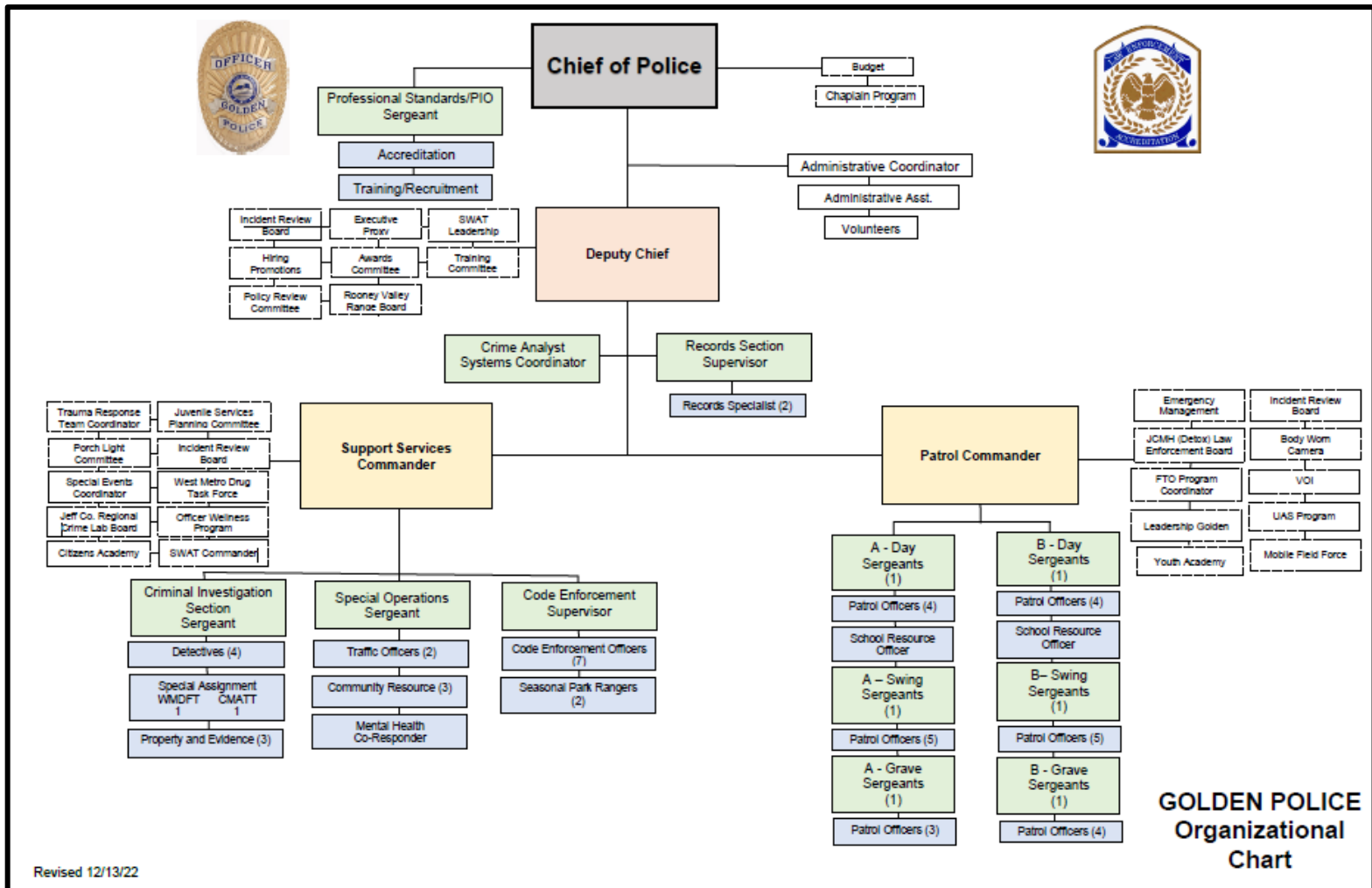
We recognize that each person has varying needs, life experiences and resources; we approach each person based upon their unique circumstances.

COURAGE

We do the right thing for the right reason, even when difficult or unpopular; we face uncertainty and danger with bravery.



ORGANIZATIONAL STRUCTURE



Administration

The Administration Division is comprised of the Chief of Police, Deputy Chief, Professional Standards Unit (PSU) Sergeant and Administrative Coordinator, all who report directly to the Chief. The Deputy Chief oversees the Crime Analyst/Systems Coordinator and the Records Section. The PSU Sergeant supervises the Accreditation Manager and manages Training and Recruitment.

Chief of Police

On March 16, 2022, Joe Harvey was sworn-in as Golden Police Department's Chief of Police. Chief Harvey has more than 34 years of experience in law enforcement. He joined the Golden Police Department in January 2015 and has served as Deputy Chief since 2018.



Deputy Chief

Mike Hendershot was promoted to Deputy Chief to fill the position previously held by Joe Harvey in March 2022. Deputy Chief first joined the Golden Police Department in 1990 before leaving to explore other career opportunities. He returned to the department as a Commander in 2018. Deputy Chief Hendershot 32 years of Law Enforcement experience.



Professional Standards

The Professional Standards Sergeant is responsible for maintaining all internal investigation records and processes. The Professional Standards process allows both the public and members of the department an avenue to voice complaints regarding employee conduct. During each investigation, internal policy and procedure are evaluated to promote best practice. In 2022, there were **fifteen (15)** complaint allegations, one complaint may include more than officer or allegation. **60%** of the complaint allegations were sustained while **40%** were not sustained, exonerated or unfounded.

The department received a total of **seven (7) complaints** against its members, **six (6)** were reported from external sources while **one (1)** came from an employee of the Golden Police Department. Personnel actions are the disciplinary results from sustained complaints. In 2022, **two (2)** members were suspended after findings were determined. There were no other investigations that resulted in discipline.

Accreditation

In 2022, the Accreditation Manager finalized all accreditation files with mandatory proofs of compliance for **368** accreditation standards. This effort represented CALEA Year 1 of the department's four-year Accreditation cycle. In August 2022, the CALEA Compliance Service Member and CALEA Assessors completed a virtual review of 114 standards. Upon completion of the Assessment and the submission of the annual CALEA report, the Golden Police Department was found to follow all standards reviewed.

Crime Analyst/Systems Coordinator

The Crime Analyst gathers and distributes crime and traffic data on a yearly, monthly and as needed basis. The data that is provided assists in deploying resources to high motor vehicle crash locations and high crime areas, in response to citizen and other City department requests and for assisting department personnel with data related goals.

The Systems Coordinator duties include collaborating with the City of Golden Innovation and Technology department team to evaluate the need for new technologies and the configuration and implementation of all new systems.

Records

Two (2) Civilian Records Specialists and one (1) Civilian Records Supervisor staff the Records Section. The Records team manage all police records, report release, work closely with the Jefferson County District Attorney's Office for case discovery, and report data to the National Incident-Based Reporting System (NIBRS) program. The Records Supervisor and one Specialist act as our CCIC Coordinator's to ensure that our department follows all FBI/CJIS and CBI security policies. In the first quarter of 2022, the department implemented Request a Report (RAR) which was the final step for our Records Section to process reports electronically from submission to release.

Process	2022	3-Year Average
Records Release	3,499	3,153
Warrants Entered	539	508
Sealed/Expunged	146	95
Case Filings	137	135
Discovery Submittals	792	654
Online/Citizen Report Reviews	432	382
Case Reviews	3,406	3,701
Traffic Citations Entered	2,216	1,422
Body Worn Camera Submissions	891	N/A
Reviewed for NIBRS	1,189	1,016

SUPPORT SERVICES

The Support Services Commander oversees a combination of sworn and civilian members who are assigned to the Criminal Investigations Section, Code Enforcement and Special Operations Unit. The Support Services Commander reports to the Deputy Chief.

Commander

Mark Donohue serves as the Support Services Commander. Commander Donohue joined the department in 2013 as a patrol officer. He was promoted to Sergeant in 2017 and is an active member of the Jefferson County Regional SWAT team. Commander Donohue was promoted to Commander in March 2022.



Criminal Investigations

The Criminal Investigation Section includes four (4) full-time detectives and three (3) Civilian Criminalists/Property and Evidence Technicians who are all supervised by the Criminal Investigations Sergeant. This section investigates all crimes at the felony level and any misdemeanor that require extensive investigatory time or that cannot be cleared by patrol. Detectives also work closely with the members of the Patrol Section. They review case filings completed by patrol officers and are often called out to assist on crime scenes or consulted over the phone.

Investigations	2022	2021
Cases Assigned	154	161
Cases Filed	38	75
Victim Contacts	373	462
Average Days Case Open	48	31
Case Filing Reviews	93	82
Crime Scene Callouts	76	95
Consults	98	149

CSI/Property/Evidence

The three (3) Criminalists respond to major crime scenes for processing as well as manage all property and evidence booked into the police department. In addition, they train in crime scene processing and proper evidence handling, collection and storage.

In 2022, they spent a combined **348 hours** processing major crime scenes, recovered or trespassed vehicles and completing victim/elimination fingerprints. More than half of their time was spent responding to and investigating attempted homicides and deaths this year. **215 hours** were spent writing reports and **161 hours** training both internal and external personnel.

When the Criminalists are not completing CSI duties, their time is spent managing the Property and Evidence Vault. They are responsible for the chain of custody for all property and evidence which includes booking-in, release, transfer and disposal.

Property & Evidence	2022	2021
Booked-In	2,779	2,210
Released to Owner	223	424
Destroyed	2,120	1,128
Disposal Review Approvals	179	525

Code Enforcement

The Code Enforcement team is responsible for all City ordinance, Animal Management and Parking Enforcement. All Code Enforcement members are civilian and include a supervisor, seven (7) Code Enforcement Officers, and two (2) Seasonal Park Rangers. This team responds to calls for service and work with the community to improve the appearance of the city. The Seasonal Park Rangers focus their efforts on trails and in the City parks, particularly along Clear Creek where they educate and enforce visitors on City ordinances and park rules.

Code Enforcement	2022	2021
Calls for Service	4,660	6,070
Animal Management Reports	104	120
Code Enforcement Reports	211	335
Parking Citations	4,101	4,302

*Due to organizational restructure, Code Enforcement CFS declined due to significant staffing changes.

Special Operations Unit (SOU)

The Special Operations Unit (SOU) includes two (2) Traffic Officers and three (3) Community Resource Officers and one (1) Mental Health Co-Responder. The purpose of the Special Operations Unit is to target criminal activity and traffic safety and provide a comprehensive and targeted approach to have an impact on these areas.

Members of the team conducted numerous operations, including targeted operations to reduce thefts of packages, bicycles and other personal property. This unit was heavily involved in the recovery of motor vehicle theft recoveries with the help of the Flock Camera System.

On January 24, 2022, officers with the SOU located a stolen motor vehicle at Jefferson County Human Services. While setting up a vehicle pinch, the suspect reversed over the curb and rammed an unmarked vehicle. Officers completed the pinch and used a window breaching technique to enter the vehicle and tased the combative driver. The driver and passengers were arrested for outstanding warrants. A stolen handgun was in the driver's possession, and he was charged with Possession of a Weapon by Previous Offender as well.

On April 6, 2022, SOU officers responded to a FLOCK hit at the Jefferson County Courthouse of a stolen vehicle. The vehicle was located, followed and officers deployed stop sticks resulting in the flattening of both passenger side tires. SOU officers in unmarked cars followed the vehicle at the speed limit and it stopped at the Golden Community Center. The suspect was taken into custody without incident. Two stolen laptops were recovered along with methamphetamine. The stolen property was returned to the owner.

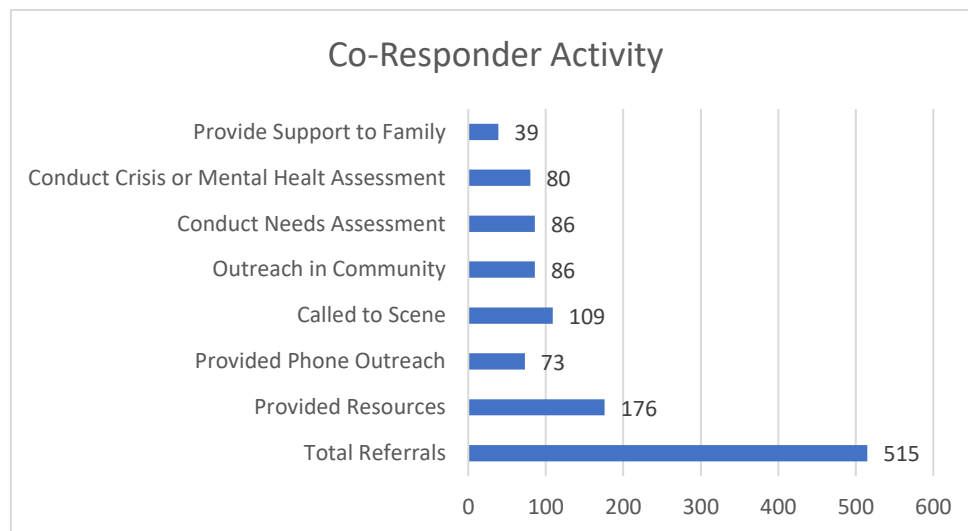
This team also conducted numerous traffic operations, specifically targeting high motor vehicle crash areas and citizen complaint locations.

SOU Traffic	2022	2021
Traffic Stops	1,019	672
Traffic Citations	816	507
Motor Vehicle Crashes	56	111

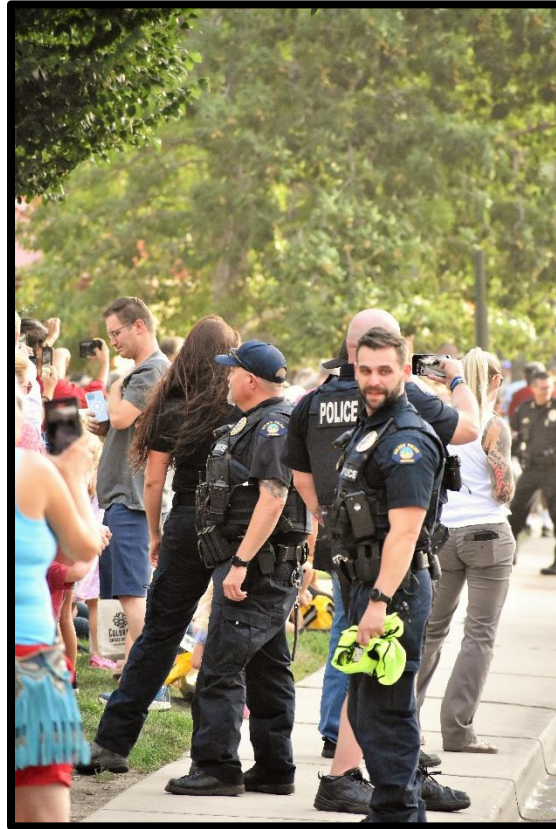
Co-Responder

The primary goal of the Co-Responder program is to provide officers an additional problem-solving tool to assure the best possible outcome for calls involving vulnerable populations and to reduce or eliminate the individual having further contact with police – especially for non-police related matters.

Vulnerable populations include people experiencing mental and behavioral health crisis or illness (including substance use or intoxication), aging/elderly adults, at-risk juveniles and adults including those with physical, intellectual, or developmental disabilities, and persons experiencing homelessness. Providing a mental health professional to assist officers with calls involving these populations is important to GPD because statistically, they are at higher risk for victimization and involvement in the criminal justice system.



In addition to the three primary focus areas of the SOU, this team assisted other areas of the police department. They assisted the Investigations unit 17 times and included neighborhood canvases for major crime investigations, surveillance operations, a search warrant and arrest of a suspect in Douglas County and locating and arresting a domestic violence suspect wanted by the District Attorney's office. SOU also assisted patrol 100 times in the first part of 2022. These assists include taking arrests when call volume is high, providing unmarked cars for surveillance and motor vehicle recoveries and cover on high priority calls for service.



PATROL

The Patrol Section consists of a Patrol Commander, six (6) Patrol Sergeants, twenty-five (25) sworn Patrol Officers and two (2) sworn School Resource Officers (SRO). The primary function of the Patrol Section is to respond to varying priority level calls for service. When they are not responding to calls, officers conduct neighborhood patrols, traffic enforcement and community engagement.

Commander

Commander Williams has been with the Golden Police Department for 23 years and throughout his career he has served in many roles including Sergeant of Investigation, Special Enforcement, Patrol Crash Team and now as the Commander of the Patrol Section.



The Patrol Section offers specialized opportunities for officers and include:

- Field Training Officer Program
- K-9 Unit
- Mobile Field Force
- Special Weapons and Tactics (SWAT)
- UAS (drones) Program
- Instructor opportunities

Field Training Officer Program

The Golden Police Department's Field Training and Evaluation Program is a formal, standardized program that uses structured teaching and evaluation methods to train police officers that are new to the organization in an unbiased and validated manner. On average, the program consists of six (6) different phases of training spanning 17 weeks and totaling around 680 hours of training time. Throughout the program, a trainee is assigned to Field Training Officer (FTOs) and is exposed to / trained in as many aspects of the duties and responsibilities associated with the position. Each phase contains different benchmarks that a trainee must meet in order to advance through the program and successfully complete it. In 2022, five (5) people entered the program, and all successfully completed it. A sixth (6th) person entered the program towards the end of 2022 with an anticipated completion date in early 2023.

School Resource Officers

Two sworn officers are assigned as School Resource Officers (SRO). Both officers are involved with and respond to calls for service at all schools within the city however, one officer is specifically assigned to Golden High School and the other to Bell Middle School. The SRO's responded to a combined **876** calls for service, investigated **fourteen (14)** Safe-2-Tell reports and made **seventeen (17)** arrests, both custodial and released on summons.

K-9

The Golden Police Department's K-9 Unit is a team of one police officer handler and a K-9 partner. The K-9 is specially trained and performs a wide range of activities such as person tracks, building searches, drug detection, handler protection, and suspect apprehension. The training consists of intensive, repetitive training when a K-9 is first put into service as well as on-going, frequent training throughout the career of the K-9 to maintain its skills and abilities. In addition to the training, a K-9 is required to obtain initial and maintain on-going certifications in a variety of areas (e.g., drug detection, obedience, suspect apprehension). K-9 Mao was deployed **thirty-seven (37)** times to assist other law enforcement agencies needing K-9 assistance; suspect apprehension efforts during such incidents as burglaries, high-risk traffic contacts, and building searches; drug detection and recovery, and public demonstration such as National Night Out.



Mobile Field Force

Mobile Field Force (MFF) is a group of five (5) officers who have specialized training in riot control tactics and are experienced in crowd control. Training includes using specialty equipment and mass arrest techniques. There were zero (0) responses in 2022.

Special Weapons and Tactics (SWAT)

Officers participating on the Jefferson County Regional SWAT team undergo rigorous testing and training to perform in high-pressure, high-risk incidents. The SWAT team was called-out to **eighteen (18)** incidents in 2022 that included active shooter situations, barricaded subjects, high-risk search warrants and assists to other agencies.

UAS (Drone) Program

The Golden Police Department's Unmanned Aircraft Systems (UAS – "Drone") Program utilizes unmanned aircraft to support all aspects of the organization in a variety of situations / ways. The program conducts flight operations in accordance with all Federal Aviation Administration (FAA) requirements under Part 107 and/or a Public Safety

Certificate of Operation and Waiver. The organization maintains a small fleet of unmanned aircraft and related equipment, each of which is configured for a variety of situations (e.g., high resolution camera, thermal camera, close quarters maneuvering) to accommodate the operational need (e.g., crime / crash scene photography / videography, search and rescue, intelligence gathering). In 2022, the department's UAS operators conducted a total of 88 flights totaling 18.2 flight hours spanning the three aircraft. The flights that were conducted were for a variety of reasons to include such things as training, certification, and recertification as well as crime / incident scene documentation and person searches.

Instructors

Patrol officers have the opportunity to attend training and become certified instructors in following technical positions:

- Use of Force and weapons
- Emergency vehicle operations
- Arrest control
- Horizontal Gaze Nystagmus (HGN) / Standardized Field Sobriety Testing (SFST)
- Intoxilyzer
- Speed measuring devices

These officers have a combination of necessary work experience and advanced subject knowledge and are used to train both internal and external personnel.



AWARDS

Each year the department's Commendation/Awards Board organize an annual awards ceremony to recognize the outstanding work of the nominated members as well as members of the community. The 19th Annual Awards Ceremony was held at on April 27, 2022, where the following employees received awards.

Professional Conduct Award

The Professional Conduct Award is awarded for any member who has continued to strive for excellence in their day-to-day operations, takes on special projects and completes the work with exceptional results, works in unique situations wherein their contributions not only makes the operation of the department more efficient but also enhances morale, has a work performance level consistently exceeding that of their peers and takes extra measures and goes beyond expected levels of performance to bring positive, favorable and occasionally unique recognition to themselves, the department and/or the city.

The professional conduct award is given to a member who has continued to strive for excellence in their day-to-day operations and takes extra measures and goes beyond expected levels of performance to bring positive, favorable and occasionally unique recognition to themselves, the department, and the city.

Co-Responder Elizabeth Gallagher has shown a commitment to serving vulnerable populations and providing the highest level of service.

Elizabeth is known for her ability to connect with clients on an emotional level and provide them with the support they need. She has been instrumental in helping clients navigate difficult situations, including one client who was struggling with addiction, another who was experiencing mental health problems, and several others who had been experiencing homelessness.

In particular, Elizabeth helped one client through an extremely challenging time in their life. The client suffered from homelessness, mental health problems, and substance abuse. She listened closely as the client told her about their situation and then offered her support and advice on how to manage the stressors of being homeless while also trying to navigate mental health services. This allowed the client to feel comfortable during an otherwise difficult time in their life. Despite Elizabeth working with the client to engage in services, every door seemed to close. Elizabeth continually worked with the client, diligently worked with service providers in the community, and never gave up.

After working with the client for some time, Elizabeth was able to help them get the lifesaving services that they needed.

Elizabeth's devotion to her clients has become a hallmark of the work she does for all community members in Golden.



Leadership Excellence

The Leadership Excellence award is awarded to any member who personifies leadership excellence by giving guidance, support, empathy, appropriate discipline and be a mentor to those they work with, and clearly exemplifies core competencies of leadership

Mary continuously strives to provide exemplary service to the citizens of Golden and the members of the Golden Police Department and is the epitome of the "One Team" concept introduced by Chief Harvey earlier this year.

Mary is known for her positive attitude and infectious smile, making it so much easier for anyone to seek her out for questions and advice. Mary is considered "THE" subject matter expert in everything Niche, Evidence.com and the Colorado Open Records Act (CORA). She is always willing to take the time to answer questions, show how something should be done or jump in to help when needed.

Since accepting my new position in April, Mary has shown nothing but patience and understanding as I struggle through the intricacies and pitfalls associated with the Niche program. Mary is always willing to stop what she's doing to guide me through a task or project, without complaint and I've come to realize, it's not just me for whom she provides her expertise. You will frequently see a line of people waiting to see Mary for her advice and input. It doesn't matter whether you are at the head of the line, or the back, and no matter what time of day it is, she always takes the time to help you out.

Along with being the Niche/Evidence.com expert, Mary continuously seeks out projects and programs focused on improving the morale and efficiency of the department. She is a member of multiple committees and volunteered to take over the liquor licensing background investigations that tend to bog down detectives when assigned. She continuously seeks improvement for all areas of the department.

Mary is all about customer service, both to the community and all members of the department and City. You can see her leadership philosophies at work with the other members of Records who strive to provide exceptional customer service to everyone they interact with. You can often find Mary searching the hallways of the department looking for the right person who can answer a citizen's questions or gain information so she can answer for them.

Mary does not shirk from difficult leadership and supervisory issues, meeting them head on. Whenever there's potential friction between a member of the Records and someone else in the department or city, Mary tackles the problem head on to help them clear up misunderstandings and find solutions for harmonious interactions. Mary is a role model for all supervisors within the department and is highly respected for her leadership abilities.

Above all else, Mary is highly professional and dedicated to maintaining the integrity of all records produced by the department. She frequently walks the legal fine line of CORA records release requirements involving public interest and is focused on ensuring anything release by the department is correct and accurate. Mary has no difficulty taking on pushy reporters in one phone call and then showing empathy and concern for a victim in the next. I have spoken with records supervisors with other agencies on many occasions and have yet to meet one with Mary's welcoming, helpful and service centered personality.



Leadership Excellence

Officer Trevor Novak is an excellent police officer who has made a tremendous impact on our department.

He brings to the Golden Police Department a true professional's dedication. He cares about delivering excellent quality work and integrates both an understanding of strategy and goals—as well as attention to details.

He is dedicated and hardworking. He has an extremely positive attitude, which he uses to focus on continuously learning—and developing his skills in order to be both efficient and effective. With a positive high energy that's infectious, he brings a personal touch as well.

Trevor has assumed leadership roles many times over the past year. During a critical incident, he took charge of the situation, quickly assessed what had happened and assigned duties to arriving officers; most importantly though—he remained calm. Trevor's leadership skills were on full display during this life-or-death situation. He consistently performs well when given the opportunity to lead.

Trevor has an easygoing personality, and other members of the department respect him. Although he is not assigned as an active Field Training Officer, due to short staffing and a lack of other experienced training officers, Trevor volunteered for two months of back-to-back patrol duty in order to train new recruits. He did this with no thought of personal gain, knowing that the department and its officers would be better off.

During the year 2022, Trevor assumed responsibility for most of the Special Operations Unit's crime prevention efforts. He took the initiative and planned a series of events with minimal guidance from his supervisor, making sure that they were safe and had the highest probability of success.

Because the department was short staffed, Trevor assisted wherever he was needed. Filling in as a Field Training Officer or Watch Commander when asked to do so. And through this incredibly stressful time, he remained cheerful and optimistic. He always tries to stay upbeat by looking for positive outcomes, focusing on the good things in life.

Throughout the past year, he has demonstrated leadership by excelling at communication, teamwork, and creativity in problem-solving. Trevor has proven himself adept at managing relationships, being self-directed, and mentoring others. We have all benefited from his leadership skills this year.



Apartment Fire

The Meritorious Service award is awarded for any member who conducted themselves in an exemplary manner, displaying exceptional courage while serving in a duty of great responsibility and importance during a critical incident. In the performance of an act, a member is exposed to operational risk and/or personal danger for a lifesaving or an attempted lifesaving act in which extraordinary efforts were used. Recognition for those who have served the department in good standing for generally 25 years or more.

The Chief's Star may be awarded to any member who performs their job assignment in an exemplary or commendable manner and/or exceeds department expectations, betters themselves, the department and/or the city through significant act, idea or professional/personal endeavor or performs an act of selfless conduct during a time of crisis or emergency, but which is less than valorous, distinguished or meritorious in nature or for an act evidencing exemplary conduct or performance.

On September 16, 2022, Officers were alerted to an imminent crime involving a firearm at a local townhouse complex. A hole had been broken through a common wall separating the victim's apartment from the suspect's apartment. The suspect aimed an AR-15 rifle through the hole and aimed it at the victim and family members.

Corporal Nate Brown was the first officer on the scene and immediately evacuated the victim and his family members from their town home. When Corporal Raoul Stoian arrived on scene, they attempted to contact the suspect at his home. A short time later, the suspect set his apartment on fire, which quickly spread to the neighboring terraced houses. Nate and Raoul recognized the threat and immediately focused on saving lives and began evacuating the building.

Due to their quick thinking and determination, approximately 32 units were evacuated, and they undoubtedly saved many lives.

Corporal Brown's performance during the incident was particularly noteworthy; he displayed an extraordinary level of courage under pressure while taking on great responsibility in order to ensure the safety of his team members as well as those around him. Similarly, Stoian showed remarkable poise throughout the ordeal by maintaining composure despite intense circumstances while successfully completing tasks with efficiency and accuracy even when faced with immense danger or difficulty. Both Corporal Brown's and Stoian's actions were essential to resolving the situation effectively without further harm coming upon anyone involved in it; thus, making them deserving recipients for such an esteemed medal like the **Meritorious Service Medal**.

During the evacuation, the suspect fled the home. Numerous officers responded, including patrol, CSI, detectives, tracking dogs, drone pilots and command personnel. Hundreds of man-hours were expended processing the crime scene, searching for the suspect and investigating the incident.

The Chief's Star is an award that recognizes exemplary performance in the job. It is given to members of a department who have gone above and beyond their duties, demonstrating excellence in all aspects of their work. This award celebrates those individuals whose hard work has made a difference for the betterment of their team and community as a whole. The following members are awarded the **Chief's Star**: **Latara Durand, Amanda Cordova, Gretchen Schroeder, Kevin Caffrey, Kristopher Stevenson, Mark Donohue, Nicco Fanelli-Poole, Christian Whyte, Bethany Grusing, Steve Guess, Frank Barr, Nathan Wolfe, Jayson Franceschini, Jessica Weathers, Adam Zutman, Trevor Novak, Stephanie Sipes, Christian Farris, and Philip Rogers.**



Animal Attack

The Medal of Valor is the highest decoration awarded and is reserved for sworn members who have displayed performance above and beyond the call of duty in situations that involve extreme risk, particularly those resulting from a combat situation. Such behavior is frequently characterized by a display of exceptional courage, heroism, conspicuous bravery or self-sacrifice in the performance of their duty.

The Distinguished Service Medal may be awarded to any member who has performed acts of gallantry beyond the call of duty, and, during which the member perseveres in accomplishing the mission, with demonstrated courage and professionalism despite exposure to significant risk, acts to save a human life or perform a duty and in doing so are exposed to a significant risk to their life or safety.

On September 14th, 2022, Officers responded to an animal bite call in the City of Golden. Officers were advised that a child had been attacked an adult was still being attacked in the back yard. Officers Trevor Novak and Steve Gurule arrived on scene first to assess the situation.

Trevor immediately deployed a less lethal shotgun and went inside with Steve. They followed a trail of blood leading them to observe that two pit bulls were attacking an adult who was lying on their back in the backyard. The officers then challenged both dogs verbally, but they charged at them regardless which caused Trevor to shoot his less lethal shotgun once at each dog causing them to briefly retreat as Steve used his taser against one dog.

The victim was in a dire situation when officers arrived on the scene. They had clearly been attacked by the two dogs and had suffered major injuries. The officers immediately assessed the injuries and determined that they needed immediate medical attention.

In order to ensure the safety of the victim and themselves, and because the two dogs continually dive bombed the victim and officers, Trevor used his less lethal shotgun to shoot at one of the dogs twice in an attempt to create distance between them and get it away from the victim. Fortunately, this worked for a brief period.

While all of this was going on, Trevor directed medics to be ready for transport while requesting incoming officers be prepared to put together a rescue team.

During this time, one of the dogs charged again towards them which caused Trevor to fire a less lethal shotgun into it for a second time in order to protect himself and his fellow officers from harm. Steve then took over with using this same less lethal shotgun while Trevor attempted to drag the victim away safely; however, during this attempt both of them were surrounded by both dogs circling around them making it difficult for either officer to extract the victim without injury.

Officers Sayed, Baker, Weathers and Grusing arrived on the scene of the rescue mission with one goal in mind: to help extract the victim from the back yard. After Trevor assessed the situation and formulated a plan of action, they quickly went into motion. Officers Sayed and Gurule provided less lethal cover while Officers Novak, Weathers, Baker and Grusing carried the victim into the house and for medical attention. This was no small feat as the aggressive dogs continued to circle and run towards the officers.

Once inside medical personnel quickly attended to her needs providing necessary first aid before transporting her to the hospital for further treatment; meanwhile officers continued their work handling the chaotic scene. The bravery displayed by these officers is nothing short of heroic as it took courage under pressure for them all act so decisively without hesitation when lives were at stake.

This serves as an example of how dedicated officers are willing go above beyond expectations when called upon even under extreme circumstances such as this one where time is not always on your side but despite those odds these brave individuals still managed to come through.

The Medal of Valor is given only after careful consideration has been taken into account regarding its recipient's actions during times when facing life threatening circumstances head-on was necessary; and it recognizes those who have gone above and beyond the call of duty in dangerous situations. This award honors those who have displayed exceptional courage, heroism, bravery, or self-sacrifice while performing their duties. In order to be eligible for this medal, clear proof must be provided that demonstrates an extraordinary act which sets them apart from their peers. **Officer Trevor Novak and Steve Gurule's** actions during this event clearly meet these criteria and both are awarded the **Medal of Valor**.

The Distinguished Service Medal is a prestigious award given to members of the department who have demonstrated extraordinary acts of gallantry beyond the call of duty. To be eligible for this medal, an individual must have performed acts above and beyond what was expected during service with the department. Such deeds could include saving human life or performing duties while facing significant risk to one's own safety or life. The recipient must also demonstrate unwavering courage throughout such activities despite being exposed to great danger in order to qualify for this honor. For performing a lifesaving act while facing significant risk to their own safety, **Officers Shams Sayed, Jessica Weathers, Ryan Baker, and Bethany Grusing** are awarded the **Distinguished Service Medal**.

Additionally, officers, sergeants, detectives, CSI, and code enforcement officers responded and took on several different support roles on the scene of the call. Code enforcement officers worked with Jefferson County animal control to euthanize one of the dogs and to catch and transport the second dog, these members entered a dangerous scene and safely completed the removal of both dogs. The second dog was transported to a local animal hospital by the officers.

Detectives took over the scene and began their investigation, with the assistance of crime scene officers and patrol sergeants and officers the scene was searched and documented. This scene was a difficult one because of the vicious attack on the family members and evidence that remained.

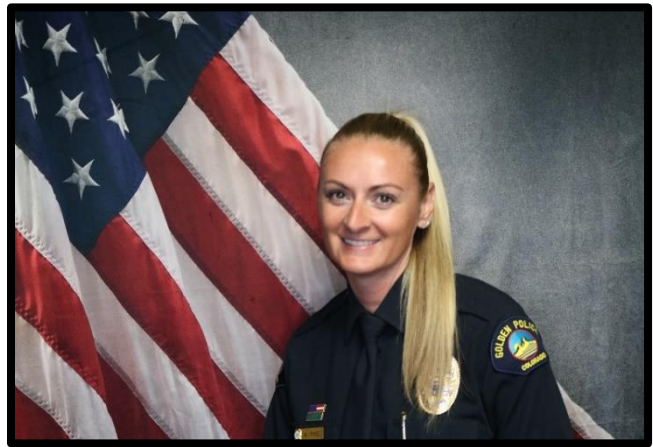
The Chief's Star is an award given to members of the police department who have gone above and beyond in their duties. This award recognizes those individuals who not only perform their job assignments to a high standard, but also better themselves, the department and/or the city through significant acts or endeavors. For their dedication and hard work on this chaotic and gruesome scene, the following members are awarded the **Chief's Star**: **Amanda Cordova, Latara Durand, Kristopher Stevenson, Shawn Henslee, Gretchen Schroeder, Merritt Johnson, Mark Donohue, Nathan Wolfe, Ryan Custer, Christopher Fink, McKenzie Metzger, Stephanie Sipes, Kevin Caffrey, Jamie Segal, Evan Dunn, Renee Rayton, Benjamin Sherman, Philip Rogers, and Courtland Haslett.**



2022 Employee of the Year

The Employee of the Year is awarded to a member who has shown exemplary performance in both their own responsibilities, as well as, service beyond their assigned duties, establishes a record of significant achievement sustained over a one-year period, played a prominent role and has shown continuous leadership in the conduct and goals of their division, the department, and/or the city, provides innovative and/or creative ideas that have improved the efficiency and/or effectiveness of the department and/or the city. One who volunteers to perform tasks beyond their call of duty, participates in professional improvement opportunities through training education, and or community involvement to increase knowledge and/or skills, actively promotes cooperation and harmony, making the department a more enjoyable place to work. Also exhibits an enthusiastic and positive attitude and demonstrates willingness to help others within the department and the city, is considered a role model and is highly respected by fellow members of the department because of their attributes and dedication.

The 2022 Employee of the Year has been awarded to Officer Annie Pike.



Officer Annie Pike is a dedicated and hardworking member of the Golden Police Department who shows exemplary performance in both her own responsibilities as well as, service beyond her assigned duties.

In 2022 she was assigned to the Special Operations Unit which was still a newly formed team of the department. Officer Pike immediately started to help develop positions within the unit and was eager to take on tasks and responsibilities. Officer Pike took on several different roles and worked diligently to make sure the tasks she handled were performed at the standard the community would expect.

Officer Pike takes lead on major cases and sees them through to completion; she was the first officer to take lead on filing complete cases and handling returns and DA phone calls. Because she took on this additional responsibility, it alleviated a large case load for investigations. During the year, it became apparent several of the Community Engagement tasks needed to be spread out. Officer Pike willingly took on several of these tasks and started attending various meetings and community functions. With staffing shortages occurring throughout the year, Officer Pike changed her shifts on multiple occasions to cover patrol shifts and to run the road as a supervisor when needed.

Officer Pike goes to the monthly Golden Chamber of Commerce meetings and addresses business owners, council members and surrounding business owners on police matters and questions they have. On multiple occasions the director of these meetings has made comments on what an exceptional job Officer Pike does in these meetings and how well she represents the Golden Police Department.

In 2022 Chief Harvey created the Community Engagement Group. Chief wanted the group to get firsthand training into what it was like to be a police officer and make decisions in a matter of seconds. Chief Harvey selected Officer Pike to plan an ICAT training day for the CEG. Officer Pike trained the CEG on the classroom portion of the training, she then planned an in-person scenario day. The training occurred and the members of the CEG gained a firsthand experience of what it is like to be a police officer.

Officer Pike is an instructor in multiple different subjects. She teaches CPR and first aid for department in-service training and mini skills. She teaches ICAT multiple times a year. In 2022 Officer Pike started teaching as an instructor for the Jefferson County Lakewood Police Combined Law Enforcement Academy, where she remains a respected instructor and liaison for GPD Officers attending the academy.

Officer Pike volunteered to write The Beat which is a bimonthly departmental newsletter which highlights department updates, changes occurring, programs being rolled out, as well as highlighting officers' performances and accomplishments. Officer Pike also writes the monthly article for The Informer; this often requires research and work outside of her normal duties. Officer Pike led the SOU team in arrests, recovered stolen motor vehicles, case filings and traffic citations. During COVID GPD fell behind on sex offender verifications, Officer Pike worked to develop a new post card program and was able to verify all sex offenders in just two months. This removed the responsibility of verifying offenders addresses from patrol.

Officer Pike is a contributing member of the Wellness Committee, Training Committee, and Benefits Committee. Despite all the additional rolls Officer Pike takes on she never lets her work quality suffer. Officer Pike always meets deadlines, writes exceptional reports, thoroughly investigates her cases, and takes on an extensive number of extra responsibilities. For these reasons I am recommending her for the **Employee of the Year Award**.

Citizen Commendation

Citizens who aid the police department that is less than distinguished in nature may be awarded the Citizen Commendation.

In the summer of 2022, members of the Community Engagement Group and Golden Police Department came together to work on developing a new Mission, Vision, and Values. They met numerous times in person and virtually, coupled with individual work assignments, to ultimately produce an outstanding MVV that is being implemented in January 2023. Each member brought their own ideas, understanding of modern policing, and passion to the group and ultimately a great Mission, Vision, and Values for our future direction was developed.

The 2022 Citizen Commendations were awarded to: Bryan Kelly, Tony Martinez and Susan Otey.



COMMUNITY ENGAGEMENT GROUP (CEG)

The Community Engagement Group (CEG) is an informal group created to provide feedback and communication between the Golden Police Department and the Community. The intent was to assemble a group based on racial diversity, socioeconomic status, age, career backgrounds and other characteristics with the hope to have a group that will provide a representative voice about community ideas, feedback, needs and concerns. The CEG currently consists of several retirees, four members of the Golden Anti-Racism Collective, a Golden High School student, a local real estate agent and a teacher. They meet bi-monthly but are encouraged to be involved in other aspects of the department.

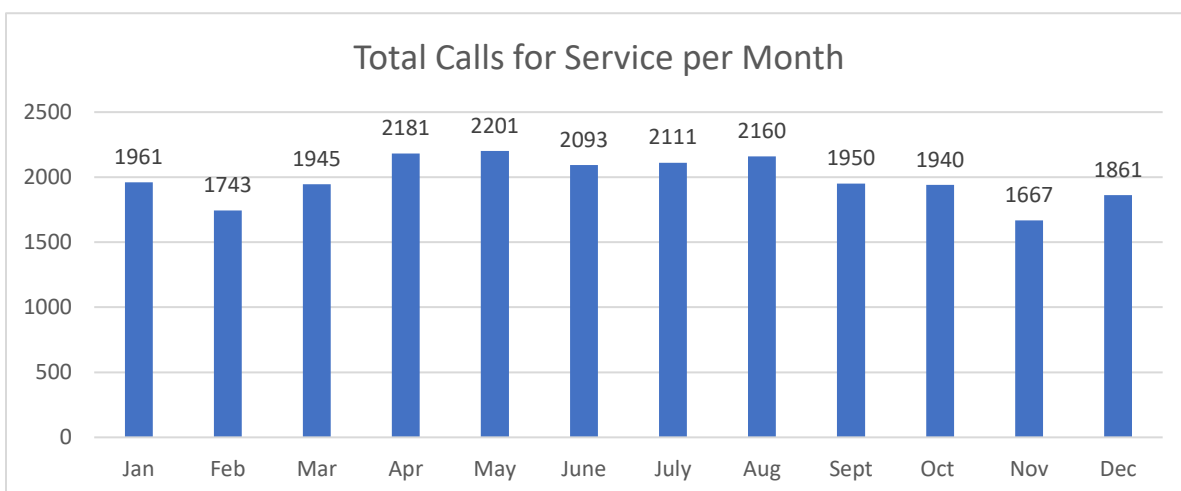
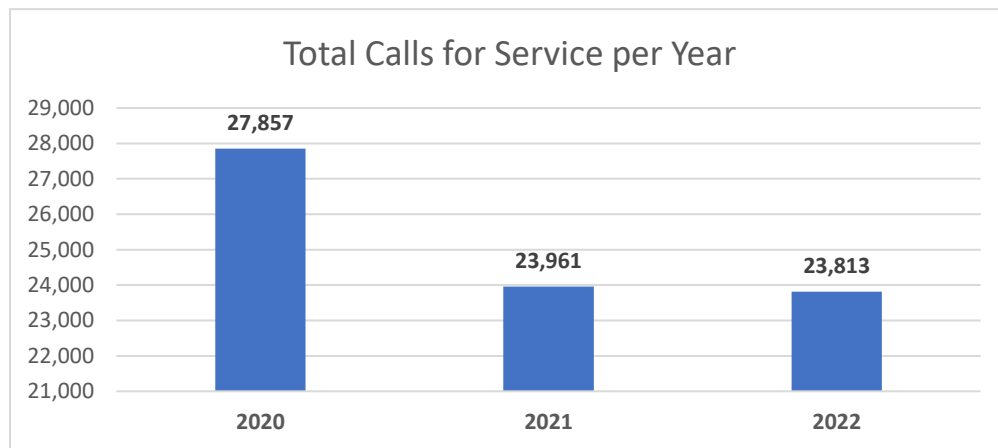


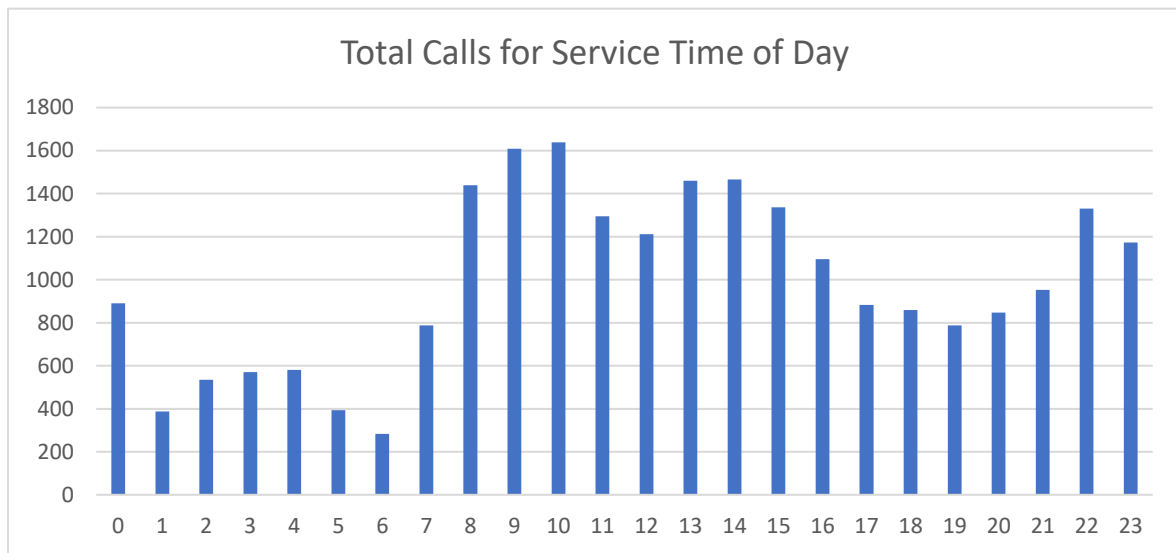
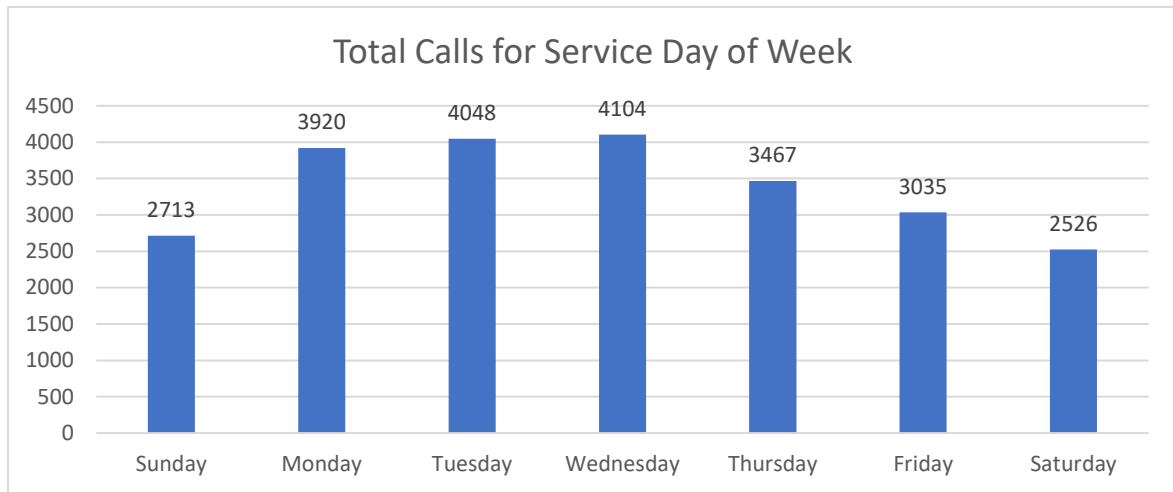
DATA

The following table represents department reported data for 2022.

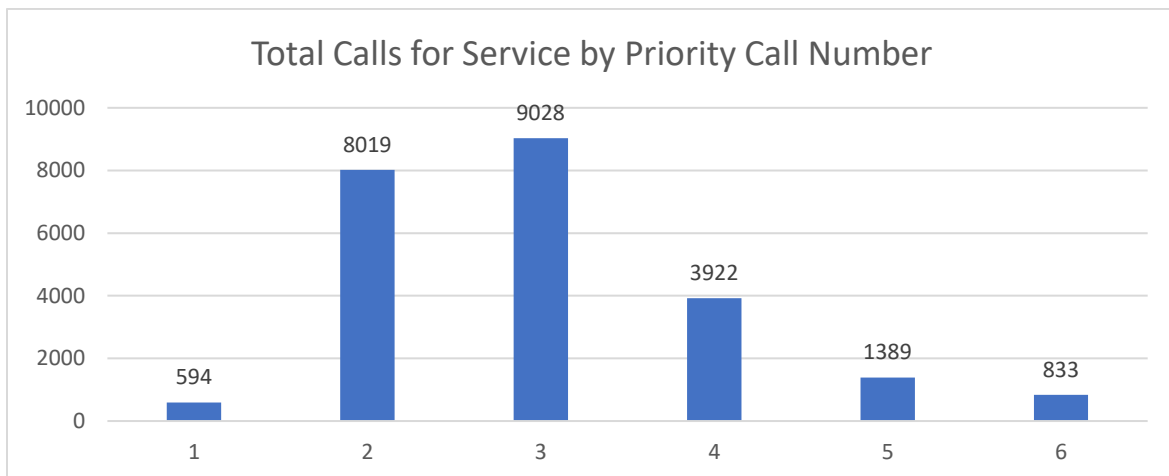
Type	2022	3-Year Average
Calls for Service		
Total	23,813	25,210
Priority 1 Response Times		
Time (min:sec)	5:15	4:56
Case Reports		
Total	3,612	3,541
Arrests		
Adult	687	649
Juvenile	44	46
Total	731	695

2022 Calls for Service (CFS) Data.

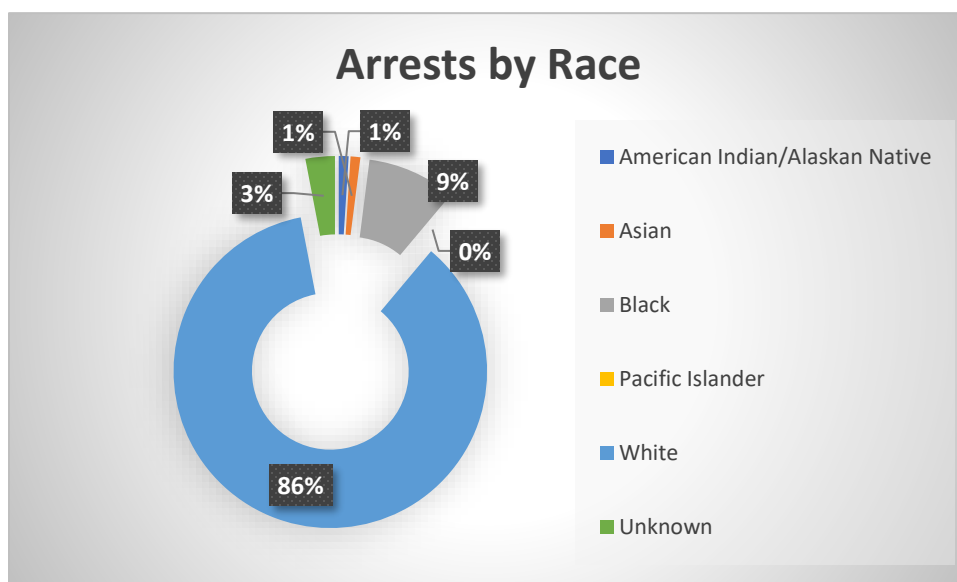
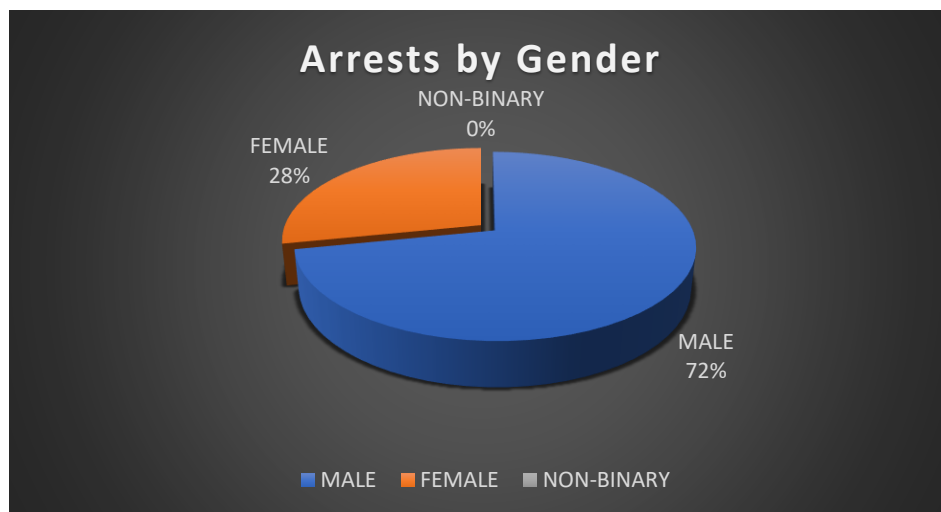
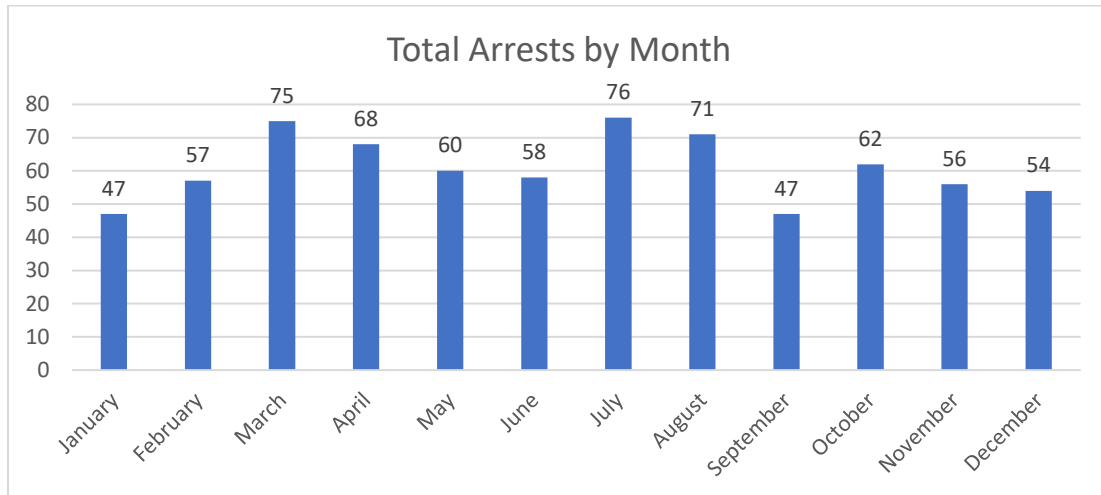




Priority 1 CFS include those calls that require an emergent response due to an imminent threat to life or property.



Arrest data. There was a total of **731** arrests and include custodial arrests and summons/citations issued for both adults and juveniles.



2022 Golden Police Department traffic related data.

Type	2022	3-Year Average
Motor Vehicle Crashes		
Fatal	2	1.7
Injury	38	39.3
Non-Injury	385	367.7
Traffic		
Stops	4,035	3,357
Citations	2,151	1,657
Warnings	1,884	1,700
Enforcement	1,106	1,142
Parking Citations	4,127	3,960
Alcohol/Drug Related		
DUI/DWAI	66	81.3
DUID	6	4.3



UCR/NIBRS

The Golden Police Department voluntarily participates in the Colorado Uniform Crime Reporting Program (UCR) which reports standardized data to the Colorado Bureau of Investigation (CBI). In addition, the department reports National Incident-Based Reporting System (NIBRS) data which is a collection of more specific data and includes national statistics. The data reported to CBI will differ from department reported data due to the specific reporting criteria for both programs.

The following shows clearance rates based on UCR and NIBRS criteria for both violent and non-violent crimes.

Part One Crimes 2022					
Type	Total	Cleared	3-Year Average Cleared	Clearance Rate	3-Year Average
Violent Crime	43	34	32	79.07%	74.29%
Property Crime	935	115	114	12.3%	11.2%
Clearance Rate per Crime					
Murder	0	0	0	0	0
Aggravated Assault	36	30	27	83.33%	80.79%
Non-Consensual Sex Offenses	4	2	3	50%	52.38%
Robbery	3	2	3.3	66.67%	86.67%
Larceny	605	89	81	14.71%	14.39%
Burglary	112	9	11	8.04%	13.03%
Fraud	108	5	8	4.63%	4.78%
Motor Vehicle Theft	110	12	13.3	10.91%	12.58%

