

## **COMMAND STAFF**

### **CHIEF ROBERT TICER**

In 2018, the Loveland Police Department reorganized the structure of the department and reclassified positions improving functions. This reorganization created the positions of Deputy Chief of Police and two Assistant Chiefs of Police. LPD Commanders Eric Stewart, Tim Brown, and Ray Butler assumed these new positions. The Communications Manager Position became a sworn Lieutenant position and the PSU Lieutenant position became the PSU Sergeant position. The department added an additional Lieutenant position to oversee a newly created Special Operation Division.

### **DEPUTY CHIEF OF POLICE ERIC STEWART**

Deputy Chief Eric Stewart is the second in command for the Department creating a defined succession in the absence of the Chief of Police. He oversees the Professional Standards Unit, the Community Resource Unit, and the Special Operations Division. The Professional Standards Unit comprises the PSU Sergeant, the Accreditation Manager, the Training/Personnel Sergeant, and the Human Resources Business Technician. The Community Resource Unit contains the School Resource Officer Program and the Community Education/Crime Prevention Program. The Special Operations Division has the Traffic Enforcement Unit, the K-9 Unit, the SWAT Team, and the Bomb Squad/Explosive Ordinance Disposal Unit.

### **ASSISTANT CHIEF TIM BROWN**

Assistant Chief Tim Brown oversees the Operations Division, which is the largest division in the Department. The Operations Division performs the patrol functions for the Department. The reorganization streamlined patrol to focus on high quality police services to the community. This Division trains new officers through the Field Training Program. The Division supports the other functions of the Department through collateral assignments and collaborative efforts. The Department's Crime Analyst reports to the Operations Division Assistant Chief of Police. This Division also coordinates with SummitStone Health partners to facilitate a co-responder program for individuals experiencing mental health crises.

### **ASSISTANT CHIEF RAY BUTLER**

Assistant Chief Ray Butler oversees the Support Services Division. This Division has three main components: Investigations, Records, and Communications. Each component reports to a division leader, a sworn lieutenant or a non-sworn professional staff manager. Investigations includes the Criminal Investigations Unit and the Special Investigations Unit. Records is the central repository for reports, citations, and documentation for the Department. Communications is known as the Loveland Emergency Communications Center and handles 911 and non-emergency calls to the Department.

## **ADMINISTRATION**

The Loveland Police Administration includes the Command Staff, the Administrative Analyst, an Executive Assistant, two Business Services Coordinators, and the Professional Standards

Unit. The Administrative Analyst manages the business functions of the Department including budgeting, accounting, contracts, procurement, grant oversight, and special assignments. The Administrative Analyst is instrumental in strategic planning for the Department. The Executive Assistant and Business Services Coordinators provide vital services to the functioning of the department. The Administrative Analyst is Keri Lawler, the Executive Assistant is Elizabeth Markham, and the Business Services Coordinators are Conny Hilgenfeld and Sara Wiggett.

## **PROFESSIONAL STANDARDS**

### **Training and Personnel**

In 2018, the Loveland Police Department hired 9 officers as recruits (cadets the Department pays to send to the police academy) and 4 POST certified officers (officers who recently graduated a POST academy or already hold certification from Colorado or another state). Recruit Cadets attended a full-time police academy where they learned to shoot well, drive well, and enforce the laws of the State of Colorado. Several current Loveland PD officers teach classes at the police academy. All hired officers (Recruit or POST certified) attend a six-week internal, classroom and practical training program before moving on to field training, where they are paired with a skilled training officer who teaches and evaluates the officers on all job functions. This program makes sure the officers can perform to the high standards of the Department and community. The Loveland Police Department strives to be a diverse agency through its hiring and promotional practices.

### **Professional Standards Unit**

The Loveland Police Department has a Professional Standards Unit (PSU) Sergeant assigned to the Deputy Chief of Police, although all Internal Affairs job functions require the PSU Sergeant to report directly to the Chief of Police. PSU conducts administrative investigations of the Police Department personnel regarding any suspected violations of the following:

1. Department Directives or procedures
2. City of Loveland Personnel Administrative Regulations
3. Loveland Municipal Code
4. Colorado Revised Statutes
5. Federal Law
6. Any police-related use of firearms

Any person who believes that a violation of an applicable procedure or law has the ability to file a complaint with the PSU. All formal complaints received are investigated at the direction of the Chief of Police.

Investigations that may involve alleged criminal conduct on the part of any member of the department are referred to, or investigated in coordination with, the Larimer County District Attorney's Office.

In 2017, a two-level complaint process was implemented to improve the overall efficiency of the complaint process. All complaints are reviewed by the Chief and assigned for investigation at one of two following levels:

1. Complaint Investigations – Investigations conducted by the employee’s immediate supervisor into performance related complaints.
2. Internal Affairs – Investigations conducted by the PSU Sergeant for serious allegations.

The following table summarizes the number of investigations in 2018 in comparison to the previous three years.

<b>Complaint type</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Internal Affairs	8	2	3 (one from 2016)	2
Complaints Investigations	25	36	26	25
Total Complaints	33	38	29	27

During 2018, there were two Internal Affairs investigations (serious allegations) and 25 complaint investigations. Below is a chart depicted the how we received the complaints and their outcomes.

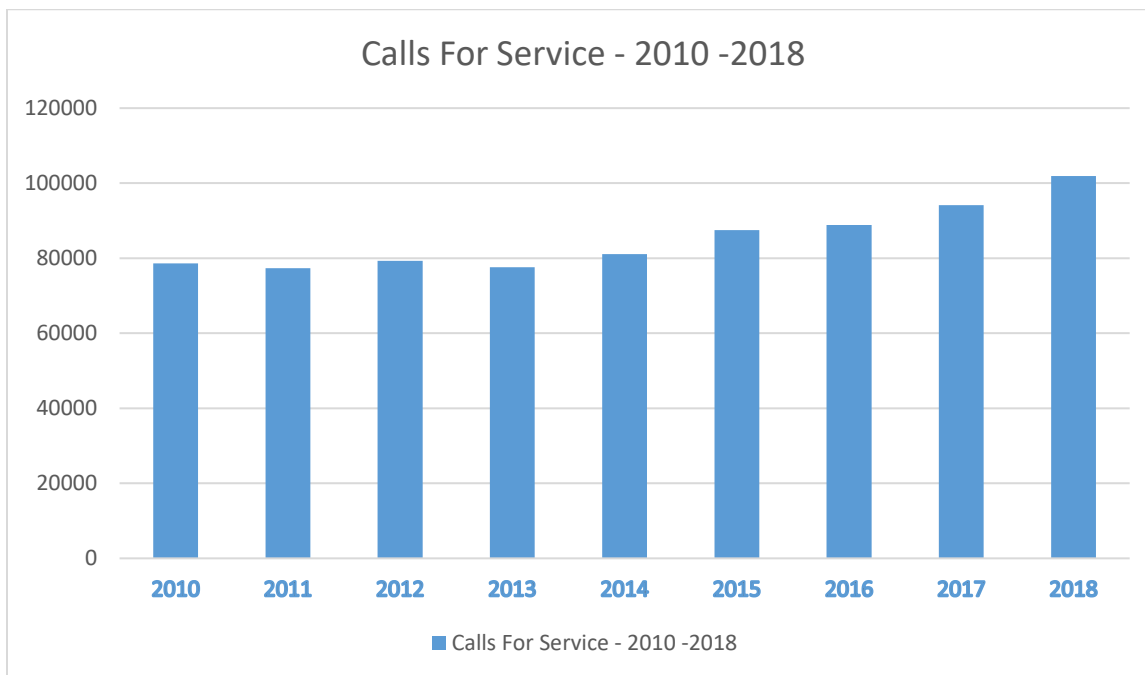
<b>Complaints and Internal Affairs Investigations</b>	
<b>External Complaints</b>	25
Sustained	2
Not Sustained	2
Unfounded	13
Exonerated	8
<b>Internal Complaints</b>	2
Sustained	2
Not Sustained	0
Unfounded	0
Exonerated	0

The percentage of the number of complaints having at least one sustained violation (4) to the total number of complaints (27) is approximately 15%. There were four sustained complaints in 2018. Two of the four were from internal complaints.

#### Police Calls for Service

2010	2011	2012	2013	2014	2015	2016	2017	2018
78,637	77,368	79,333	77,623	81,124	87,528	88,844	94,142	101,934

During 2018, calls for police service increased by approximately 7,800 over the previous year. Based on 101,934 calls for service for the year, only one complaint per 3,776 calls for service were received. Sustained complaints indicate an employee violated a policy. In 2018, four sustained complaints equate to only one verified complaint per 25,484 calls for service. This is an important number that related to the number of police contacts contrasted with the number of times the contact results in a verified complaint.



The PSU Sergeant also supervises the Loveland Senior Police Volunteers, The Loveland Police Chaplains, the Citizen’s Academy, and is the liaison with the Larimer Humane Society.

The Loveland Senior Police Volunteers (LSPV) assist the Department in several ways. There are 23 members dedicated to serving the community. The group meets monthly and conducts training to stay current with Departmental goals and procedures. The group performs tasks in three specific areas: administrative duties, patrol duties and special events. In 2018, LSPV

volunteered 2291 administrative hours, 1661 patrol hours, and 441 special event hours, totaling the work time of over 2 full time employees. The City saved over \$114,000 for the LSPV work.

The Loveland Police Department Chaplains completed their 39<sup>th</sup> year in 2018. This organization of men and women improve lives in our community and on the Department. The services provided reach far beyond individual churches in the area. They help shelter and feed the needy, bring gas to stranded travelers, and provide comfort to those in crisis. The Chaplains stand ready to serve and minister to Department employees whenever called upon. The Loveland Police Department thanks these dedicated men and women: Sathi Bunyan, Robert Garner, Kristi Hornick, Bob Link, Joel Pancoast, Ed Smith, Michael Stein, David Feeder, Jeremiah Harris, Laurel Liefert, Charles Milner, Harvey Ruesegger, Gary Swanson, Jennie Votaw, Jim Webb.

The 2018 Loveland Citizen's Police Academy welcomed 22 participants to the program. Over 10 weeks the group received instruction on police operations, communications, police records, investigations, special assignments, crime scenes, use of force, SWAT operations, police stress and critical incidents, K-9, Bomb Squad, and traffic/DUI enforcement. The goal is to educate the public on how we do our jobs and why. The transparency with our community members strengthens the relationship between the Department and the citizens we serve.

The City of Loveland contracts with the Larimer Humane Society to provide Animal Control services within the jurisdiction. In 2018, the Loveland Police Department paid \$435,048 to the Larimer Humane Society. The Larimer Humane Society proposed increases to the licensing fees for all of their partnering agencies. The City of Loveland adopted some of the proposed increases, while also eliminating the licensing fee for senior Loveland resident pet owners.

#### Commission on Accreditation for Law Enforcement Agencies (CALEA)

The Loveland Police Department holds accreditations from the Commission on the Accreditation of Law Enforcement Agencies and the Colorado Association of Chiefs of Police. Accreditation Manager Jeff Burgess ensures the Department's compliance with the annual standards required to maintain an accredited status. There are over 480 standards and less than 1% of all law enforcement agencies in the United States attained CALEA accreditation.

### **COMMUNITY RESOURCE UNIT**

The Community Resource Unit is comprised of eight School Resource Officers (SRO), Community Education & Safety Officer, and a sergeant as unit supervisor. Additionally, Explorer Post #22 with 27 cadets are under the direction of the unit supervisor.

In a collaboration with Thompson School District (TSD), the assigned SROs work to create a safe environment for learning. Many of the SROs participate on their own time as coaches for wrestling, softball, golf, and football. The SROs have the opportunity to teach Digital Futures Initiative (DFI), a curriculum-based program designed for sixth through ninth grade students.

These are the current assignments of the SROs:

- |                               |                          |
|-------------------------------|--------------------------|
| • Loveland HS                 | Officer Bruce Boroski    |
| • Thompson Valley HS          | Officer Luis Castellanos |
| • Mountain View HS            | Officer Andres Salazar   |
| • Ferguson HS/High Plains K-8 | Officer Doug Savage      |
| • Lucile Erwin MS             | Officer Jay Smith        |
| • Walt Clark MS               | MPO Bobbie Jo Pastecki   |
| • Bill Reed MS                | Officer Benito Avitia    |
| • Conrad Ball MS              | Officer Dave Roberts     |

As the Community Education & Safety Officer, Master Officer Dave Sloat is responsible for many public programs involving the community. Leading and organizing events such as:

- Community Night Out: 26 neighborhoods participated with first responders (Fire Department, Ambulance Service, and local Law Enforcement).
- Fish Derby: In collaboration with Colorado Youth Outdoors, Loveland Fishing Club, Kiwanis Club, and Fraternal Order of Police Lodges 52 and 27 over 285 kids registered and participated in the annual event.
- Public Presentations: This year we participated in approximately 95 presentations and community events. These events and presentations were at various locations such as; schools, businesses, churches, other city departments, community groups, parks and the Safety Village. The ages ranged from preschool aged children to senior adults. This year we were able to reach an approximate total of 2,582 children and 2,080 adults by providing some variation of safety and prevention information to them.
- Santa Cops: This year Santa Cops of Larimer County had over 866 families apply for assistance. Police officers and volunteers wrapped about 6,645 presents and about 2,215 kids received gifts for Christmas delivered by police officers.

The Loveland Police Explorer Post #22 experienced tremendous growth during the year with active recruitment done by the SROs at all middle/high schools. This endeavor resulted in doubling the size of the post.

The Post is actively engaged in supporting the growth and learning of the cadets by providing opportunities to work alongside police officers. Additionally, cadets participated in a 13-week academy covering aspects of law enforcement.

## **OPERATIONS DIVISION**

As the largest single division in the Department, the Operations Division employs 62 of the total 163 authorized employees for 2018. This is the most visible aspect of the Loveland Police Department because it focuses on the uniformed police service to the community. LPD continued the Data Driven Approach to Crime and Traffic Safety (DDACTS) implemented in 2017. This was the first full year of action and there was a reduction in traffic crashes and part 1 crimes (the most serious and most indicative of an area's overall crime according to the FBI). All violent crime categories showed a reduction from 2017. Arsons and Motor Vehicle Thefts accounted for the only increases in property related crime. In 2018, officers responded to 54,078 calls for service from citizens.

Several of the officers in the Operations Division serve as Field Training Officers. These officers help guide new officers and lateral officers through the Field Training Program. The Field Training Unit remains busy as the Department continues to hire for any vacancies as soon as possible.

The Operations Division utilizes Community Service Officers to round out a complete team of public servants. The Community Service Officers address non-injury crashes, prisoner transports, parking enforcement, and lower risk crime reports for citizens. These duties help keep sworn officers available for emergency situations. The Community Service Officers are professional staff members, who wear uniforms and badges but do not carry firearms within their role. They provide effective and efficient support to our sworn personnel every day.

The final months of 2018 saw the promotion of two sergeants to the rank of lieutenant: Jeff Pyle and Bob Shaffer. These new lieutenants took over watch commander duties for assigned shift schedules. The officers work split weeks of 11.5 hour shifts with five squads per each side of the week. The lieutenants work within the DDACTS model to assess, report, and address crime and traffic issues in the City of Loveland.

### **Liquor Enforcement Unit**

Officers are encouraged to add supplemental duties to their regular patrol functions in the form of collateral duties. Some of the collateral duties are directly related to their patrol jobs such as the Liquor Enforcement Unit. The AEU maintains checks on beer and liquor service businesses for compliance with state and local regulatory and statutory requirements. These officers become experts in the various liquor laws and organize undercover operations. These officers prosecute cases generated from establishment violations.

### **Bicycle Patrol**

Another collateral duty is Bicycle Patrol. Bicycle Patrol at the Loveland Police Department has proved to be a valuable, innovative resource for the community. The team is comprised of 14 police officers with plans to train an additional 8 officers in June of 2019. Officers on bicycles provide increased mobility (trails, alleys, parks) and it is good for the officers' physical and mental health. Officers are also more approachable, because who doesn't love bikes? The police vehicles assigned to officers on bicycle patrol have been equipped with bicycle racks so officers

can transport their Department bicycle to problem areas as well as assist transporting bicycles belonging to citizens.

### **Mental Health Co-Responder**

In addition to training officers in Crisis Intervention Team training, the Loveland Police Department further commits to assisting individuals in our community suffering from mental health crisis situations be diverted to appropriate medical and counseling services as opposed to the criminal justice system. Where practical, officers utilize their communication skills and interpersonal awareness when dealing with members of the public displaying signs of mental health related crisis. This allows for the officers to engage with co-responders trained in counseling to directly connect with the community members best served by those resources. This program has seen great success in connect resources with individuals and freeing up law enforcement elements to address emergency and crime related issues.

## **SUPPORT SERVICES**

### **Investigations**

The Investigations Division is divided into two major categories: Criminal Investigations and Special Investigations. The Criminal Investigations Unit (CIU) covers persons crimes, property crimes, and cyber crimes. The Unit recently added a Victim Assistance Coordinator in a much needed role. This position developed from a VALE grant award. The Department utilizes Alternatives to Violence for advocacy services. A CIU Investigative Technician handles the oversight of registered sex offenders residing in our jurisdiction. The Special Investigations Unit (SIU) is a two-pronged effort to combat drug crime and felon apprehension. There are SIU detectives assigned to the regional Northern Colorado Drug Task Force (NCDTF) and there are two officers assigned to the Department's Street Crimes Unit (SCU). NCDTF works in Loveland and the surrounding area because the nature of the drug trade does not stop at jurisdictional boundaries. The SCU focuses on Loveland's most wanted, whether they committed crimes here or committed crimes elsewhere and reside here. SCU works closely with Colorado Adult Parole, neighboring agencies, the FBI, the US Marshal's Service, and others. They put their resources to use for Department personnel as well. The Investigations Division also oversees the Department's Technical Support Unit, which covers evidence and crime scene processing.

#### *Criminal Investigations Unit*

The Criminal Investigations Unit is staffed by one lieutenant, two sergeants, eleven detectives, two investigative technicians, and one victim assistance coordinator. In 2018, CIU assigned 583 cases to detectives and investigated 192 Department of Human Services referrals. The Cyber Crimes Unit receives referrals from the Internet Crimes Against Children (ICAC) network for potential victims and suspects in the Loveland area. CIU reported a clearance rate of 61% with 358 cases cleared. In 2018, there were 235 registered sex offenders in Loveland.



This list is a snapshot of types of cases the Unit works:

- Persons Crimes
  - Homicides/Suicides/Death Investigations
  - Sexual Assaults
  - Robberies
- Property Crimes
  - Burglaries
  - Motor Vehicle Thefts
  - Identity Thefts
- Cyber Crimes
  - Child Enticement
  - Child Pornography

### *Special Investigations Unit*

The Loveland Police Department Special Investigations Unit (SIU) is the primary unit within the police department responsible for the investigation of illegal manufacturing and distribution of illicit drugs. The unit consists of one sergeant, three detectives and a civilian investigative technician, who are all assigned to the Northern Colorado Drug Task Force (NCDTF). The Northern Colorado Drug Task Force is a joint effort of local law enforcement agencies in Larimer County, consisting of the Loveland Police Department, Fort Collins Police Services, Larimer County Sheriff's Office and Colorado Parole.

The primary mission for this unit is to target and dismantle medium to large scale distributors and organizations involved in the sale of illicit drugs in our community. The unit regularly targets larger organizations in order to produce significant impacts to the drug networks and our community. The drug task force continues to primarily focus on the distribution of heroin and synthetic opioids, methamphetamine, cocaine and synthetic cannabinoids. The task force is also responsible for responding to, processing and collecting evidence at clandestine methamphetamine labs in Larimer County.

Members of the unit continue to give presentations on methamphetamine labs, the opioid crisis and other related topics throughout the city and local community. The unit continues to support the Drug Endangered Children program and works closely with the Larimer County Department of Human Services to help provide protection to children exposed to drug environments.

- Total Felony Drug Arrests: 116
- Heroin: 21.44 pounds
- Cocaine: 22.39 pounds
- Methamphetamine: 63.6 pounds
- Weapons Seized: 61

## Technical Support Unit

The Technical Support Unit (TSU) is responsible for property and evidence storage, crime scene processing, officer training, and the Crime Scene Technician (CST) program. Currently the unit is staffed by one Criminalist, one full time Evidence Technician, one Latent Print Examiner based out of the Northern Colorado Regional Forensic Lab and seven Crime Scene Technicians (CST's) who also perform other duties (i.e. patrol).

During the 2018 calendar year, CST's responded to various crime scenes for processing and evidence collection. The CST's also responded to calls generated through the 8th Judicial Critical Incident Response Team (CIRT) which investigate cases involving officers or law enforcement agency employees.

In 2018 the property and evidence staff completed the moving and relocating of close to 20,000 items. This move was in response to the completion of the high capacity storage which was installed in 2017. The new storage solution has increased the efficiency of the unit and has made storing and retrieving items much easier.

## RECORDS

The Records Section is responsible for processing all reports and during 2018, 67,990 reports were processed by the Records personnel. Highlights include:

- 22,917 citations (including electronic citations)
- 19,444 supplements
- 15,952 original offense reports
- 5,125 crash reports (including supplements)

In 2018, the Records Section was assigned responsibility for processing the Larimer County warrants. In order to assist with this task, a part time Warrant Records Specialist position was added. In addition, the Records Section is staffed by a Records Manager, a Lead Records Specialist, nine Records Specialists and a Report Technician. In addition, the Section is supported by a number of Loveland Senior Police Volunteers and three Records volunteers.

## COMMUNICATIONS

The Loveland Emergency Communications Center (LECC) is the public safety answering point (PSAP) for 9-1-1 access in southeastern Larimer County. The communications center is located in the Police and Courts Building in Loveland. Public safety dispatching services are provided for the Loveland Police Department, Loveland Fire Rescue Authority, Thompson Valley Emergency Medical Service, and the Berthoud Fire Protection District. The area of response encompasses 256 square miles and serves a population of more than 275,000 citizens. The center is staffed by a Communications Manager, 3 Communications Supervisors, and 19 Communications Specialists.

In 2018, the center received 123,139 phone calls. Of those calls, 37,652 were 9-1-1 calls. The center processed 101,925 calls for law enforcement (including more than 20,000 traffic stops), 10,655 fire emergencies, and 13,986 medical emergencies. The LECC uses a vast array of state-

of-the-art technology to process and disseminate information critical to the safety of the public and emergency responders. All inbound and outbound radio and telephone activity is via internet protocol connectivity. The computer-aided dispatch (CAD) system uses CentralSquare Technologies Inform CAD software to manage dispatching of incident information to mobile laptop devices in each police, fire, and ambulance apparatus and gives the dispatchers the ability to track the location of all emergency response units through GPS mapping. The center maintains ten Motorola MCC7500 800 MHz radio dispatch consoles that allow for local, regional, and statewide communications with public safety and emergency response entities of all disciplines.

9-1-1 telephone equipment and emergency telephone notification services are provided to the LECC by the Larimer Emergency Telephone Authority (LETA). The countywide 9-1-1 system is redundant at all five dispatch centers in Larimer County, allowing for 9-1-1 calls to be managed for any community in the county at any of the centers. The Everbridge emergency notification software is utilized not only by the LECC, but also by the City of Loveland and LETA to notify citizens in our response area during emergency situations. Evacuation, shelter-in-place, and many other emergency instructions can be provided to a variety of communication devices using the Everbridge notification system.

## **SPECIAL OPERATIONS**

The Special Operations Division contains a lieutenant in charge of the Traffic Enforcement Unit, the K-9 Unit, the SWAT Team, and the Bomb Squad/Explosive Ordnance Disposal Unit. The lieutenant is also the Department's Emergency Management liaison and coordinator for Special Events.

### **Traffic Enforcement Unit**

The Traffic Enforcement Unit has two elements to address the Department's goal of increasing traffic safety in Loveland. There is a daytime group dedicated to general traffic enforcement and crash investigation and an evening group tasked with identifying and removing drivers impaired by drugs and alcohol from the roadways.

In 2018, the Unit issued 4,265 citations and handled 444 crashes. The impact of the Unit's work included an overall reduction in the amount of traffic crashes for the City of Loveland. The Unit is also responsible for Code-77 serious traffic crash investigations, which involve fatalities or serious bodily injuries. Code-77 utilizes proven reconstruction methods to assist with discovering what happened during a crash.

The Unit also maintains a group of motorcycles for enhanced traffic enforcement operations. The Department updated the motorcycle fleet to Harley Davidson motorcycles individually assigned to specific officers trained for motorcycle operations. The Motor Officers attend a vigorous training class that tests the person's mental and physical limitations regarding riding and maneuvering.

### **K-9 Unit**

The K-9 Unit has a sergeant and three officers permanently assigned to the Unit. There is a Community Service Officer handling the Department's explosive detection/search and rescue dog on a collateral basis. The Department has four dogs trained in narcotics detection and patrol functions. These K-9 teams provide tracking, apprehension, and building search services.

In 2018, the Unit experienced a 57 percent increase in the number of utilizations with 807 compared to 515 in 2017. In two years, the Unit increased 156 percent from 326 utilizations. There was a 107 percent increase in the amount of narcotics found during sniffs going from 846.51g in 2017 to 1753.08g in 2018. Explosive detection utilization and ammunition recoveries also increased. There was a 137 percent increase in utilizations, 64 in 2017 and 152 in 2018. The K-9 team found 583 rounds of ammunition, which was an increase of 407 percent. An important figure of note for 2018 was the 91 non-physical apprehensions resulting in the potential reduction in 91 possible uses of force. The non-physical apprehensions also increased over 2017's total of 54. The K-9 Unit is available 24 hours a day to assist officers and detectives in their investigations and searches.

### Special Weapons and Tactics (SWAT) Team

The Special Weapons and Tactics (SWAT) Team is a collateral assignment team for the Loveland Police Department. This group contains two elements: tactical and negotiations. The Tactical element trains twice a month in several different disciplines related to diffusing some of the most potentially volatile situations encountered in law enforcement. The group learns about hostage rescue, active assailant, barricaded suspects, high risk warrant service, VIP security protection, riot control, and other high stress situations. The Negotiations element utilizes communication and intelligence gathering skills in order to hopefully establish contact with a target and gain voluntary compliance. The Negotiations team trains once a month with scenarios designed to test and enhance the group's ability to work together to solve complex problems. In 2018, the SWAT Team conducted 26 missions.

### Bomb Squad/Explosive Ordnance Disposal Unit

The Loveland Police Department participates in the regional Northern Colorado Bomb Squad. Several surrounding agencies send representatives to the squad to share resources. There are two Loveland Police Department members assigned to the squad. This squad responds to situations where a suspected explosive device is discovered. The focus is to safely contain the items and dispose of it in a manner which limits the danger to the community and the officers. Members must maintain current certification in the discipline, demonstrating proficiency in handling sensitive materials. In 2018, the squad had 56 missions where they were called to deal with a situation or a recovery. Another important component of the squad is to educate the public; the squad performed 14 community presentations.

### Special Events

The City of Loveland has several large-scale events occurring each year. The Special Operations lieutenant ensures the safety of the attendees and coordinates the law enforcement involvement for those events. Below is a list of some of the events:

- Fourth of July Celebration
- Thunder in the Rockies motorcycle rally
- Lake to Lake Triathlon
- Loveland Loves Barbeque
- Fire and Ice Festival
- Corn Roast Parade and Festival

## **PEER SUPPORT**

The department's Peer Support Team (PST) continues to help employees and their families work through the stressors and challenges of police work and public safety. Comprised of 16 employees from all divisions within the department (Patrol, Records, Dispatch), the team is supervised by inhouse psychologist, Dr. Teresa Richards. All PST members undergo an initial 40-hour training course and attend monthly meetings and trainings. The team focuses on resiliency and is committed to round-the-clock support, providing a "make-it-safe" atmosphere for people to talk about their struggles.

## **POLICE CITIZENS ADVISORY BOARD**

The Police Citizens Advisory Board brings a vital perspective to the Department as it looks to keep the policies and focus of the Department in line with the community values. In 2018, the Department thanks the members of PCAB for their advisement. PCAB is actively involved in areas concerning police related issues such as the police master plan, policies and procedures, and Departmental process. The Board participates in promotional assessment panels for the Department. Current members are:

Pat Kistler, Chairman

Erin Frisch

Dennis Soucek

Ed Gassman

Dick Hunsaker

John Tindall

Gary Gradner

Bev Cardarelli

Kathy Mitchell

Roger Troph