



2014 LOVELAND POLICE DEPARTMENT ANNUAL REPORT





Loveland Police Department Values

We Value the Law

We protect Constitutional Rights, apply the law fairly and consistently, and serve as examples to all.

We Value the People We Serve and Each Other

We care about people and treat everyone with dignity and respect. We aid those who are endangered. We maintain a family-oriented work atmosphere emphasizing humor and joy, and attained through fairness, career development, and the development of self-esteem in all of our team members. We respect diverse viewpoints without sacrificing professionalism in our service.

We Value Organizational Excellence

We desire to be the best; therefore, we live our established values and hold ourselves to the highest standards. We are committed to training, established goals, and written standards in order to focus on quality service for the community. We are proactive problem solvers, who are objective, fair and discreet in the delivery of those services. We constantly examine our goals, ourselves and our results in order to continually improve our productivity in both effectiveness and efficiency. We are a positive policing force; analytical, flexible and innovative. We will become recognized leaders in service delivery, administrative ability and human concern. We take pride in our work and strive for professionalism in promoting public safety and order.

We Value Communication

We work hard to educate our community about police procedures and the law. We keep lines of communication open within the Department and community.

We Value Our Public Image

We are community role models in integrity and performance by being visible, as well as caring, effective problem solvers. We hold sacred our community's confidence and trust and are inspired to maintain that honor.

We are proud to be the Loveland Police Department

Table of Contents

2014 Annual Report—Loveland Police Department

Table of Contents	1
A Letter from the Chief of Police	2
Organizational Chart.....	3
Administrative Support Staff/Budget	5
Operations Division	7-13
Overview	7
Traffic Unit	8
SWAT	9
K-9	10
Mounted Patrol Unit	11
Support Services Division	14-20
Overview	14
Criminal Investigations Unit	15
Community Resource Unit	16
Special Investigations Unit	16
Technical Support Unit	18
Senior Police Volunteers	20
Information Services Division	22-24
Overview	22
Emergency Communications Center	23
Records Section	24
Crime Analysis	24
Professional Standards Unit	25-28
Police Citizens' Academy	30
Santa Cops	30
Crisis Intervention Team	31
Chaplains.....	32
Explorers.....	33
Peer Support.....	34
Awards	35
2014 Retirees.....	37



Loveland Police and Courts Building established in February 2002

A Letter from the Chief of Police

Greetings,

The 2014 Loveland Police Department Annual Report contains enlightening information about police services in the community and illuminates numerous worthy accomplishments.

March 2, 2014 will perpetually be marked as a day of great paradox for the Loveland Police Department. It was one of the darkest days in the history of the organization, but was also a day in which measurable blessings became plainly visible: It was a dark day because Cody Powel ambushed and shot Officer Garret Osilka at point blank range during a traffic stop; it was a day of blessing because Officer Osilka's ballistic vest slowed the round enough to spare the life of this fine officer, wonderful husband, and great dad. Today, as you thumb through this Annual Report, I am thrilled to convey that Officer Osilka is healed and back to full duty.



2014 was a year in which 95.1% of surveyed residents reported that they are satisfied with police services in the entire community (up from 93.1% in 2011). It was a year in which the cities of Loveland and Fort Collins continued to partner on the development of a regional law enforcement training center, and a year in which the agency initiated a more than year-long project to replace its aged Records Management System.

The Loveland Police Department accomplished several major strategic objectives during the year and was recognized for a number of significant accomplishments. Included among them are:

- Community Service Officer Nate Schadewald was recognized as the City of Loveland Employee of the year.
- Along with the Thompson R2J School District, the agency was awarded COPS Grant for an additional School Resource Officer that will begin working in the Middle Schools in the fall of 2015.
- The Department implemented the technology of electronic citations to take the place of hand-written ticketing.
- The Communication Center was selected by the American Public Safety Officials to receive the "Team of the Year" award.
- The agency celebrated the distinguished 35th anniversary of the Loveland Police Chaplaincy Program.
- The Loveland Police Department and the Loveland Fire Rural Authority united in a 50/50 financial contract to provide in-house psychological services to all Police and Fire staff.

Two key positions identified in the Staff and Resources the plan, the Crime Analyst and Police Report Technician, were both added as full time positions in the Department.

In 2014, the Police Department was augmented by a wonderful cadre of Volunteers, Police Chaplains, Police Explorers, and the Police Citizen Advisory Board. We thank and recognize them for their roles in the successful advancement of the agency's mission.

All of us at the Police Department acknowledge the effective leadership of City Manager Bill Cahill and the Loveland City Council. Their leadership has maintained public safety as a community priority and bolstered the quality of life for all of us in this beautiful community.

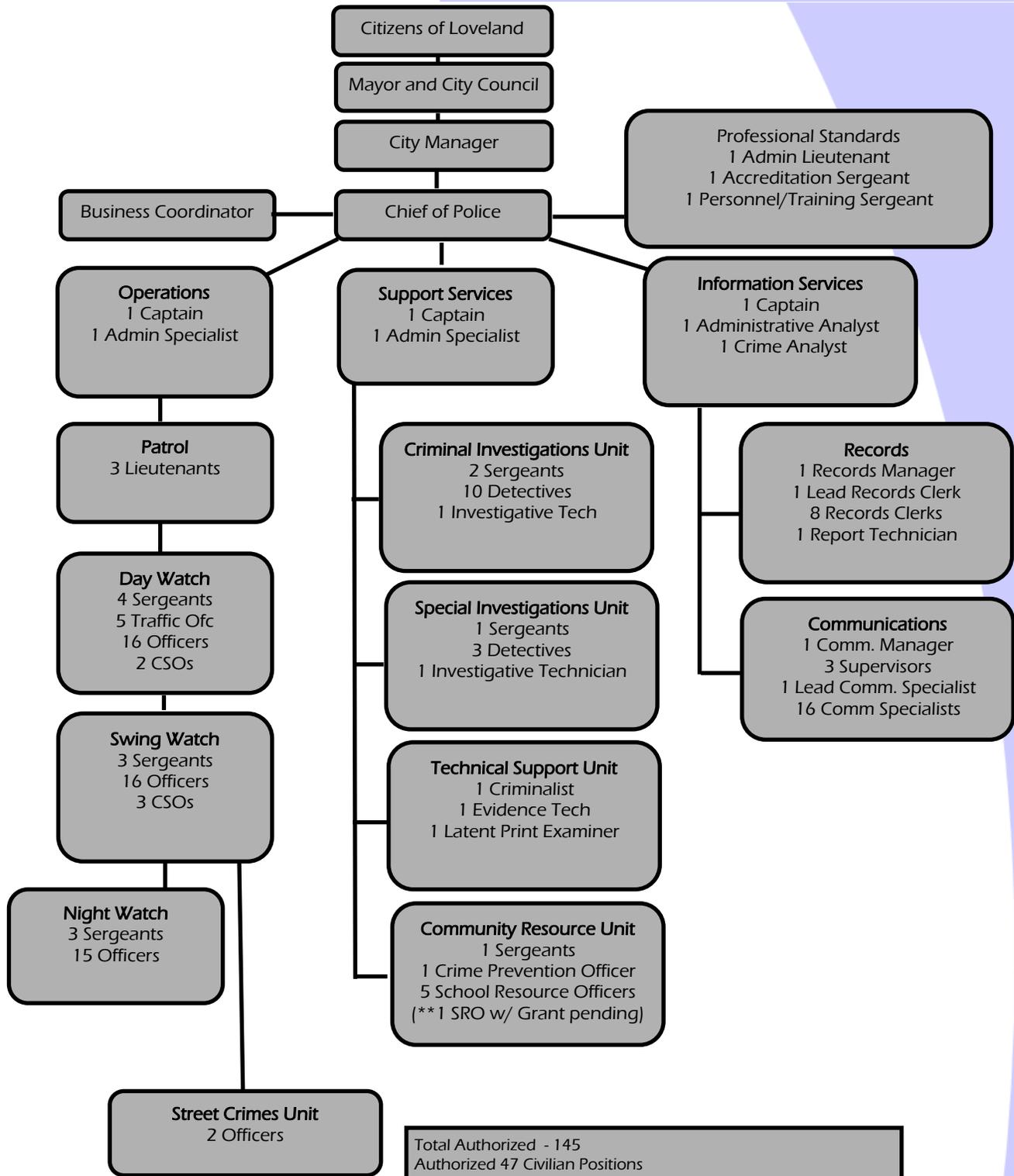
To the reader, thank for your attention to the contents of this report. It is an honor to serve you.

Sincerely,

A handwritten signature in black ink that reads "Paula Harker".



2015 Current Organizational Chart



Total Authorized - 145
 Authorized 47 Civilian Positions

- 6 Civilian Positions in Support Services
- 6 Civilian Positions in Operations Division
- 34 Civilian Positions in Information Services
- 1 Admin

Authorized 97 Sworn - plus 1 SRO from grant pending (98 total)

- 68 Sworn in Operations Division
- 25 Sworn in Support Services
- 1 Sworn in Information Services
- 3 Sworn in Professional Standards Unit
- 1 Chief



Administrative Support Staff



Elizabeth Markham
Business
Coordinator

Sara Wiggett
Administrative
Specialist

Conny Hilgenfeld
Administrative
Specialist

Budget

In 2014, salary budgets citywide allowed for an average 3.5% merit increase. The Police Department operating budget remained flat. We did receive approval for supplemental requests for an Officer, Detective, and Report Technician. We received funding for a Communication Specialist, and reclassification of the Criminalist to a Supervisor. Also, supplemental funds paid for digital recorders and a new transcription service.

We maintained our equipment replacement funds which allowed us to purchase bulletproof vests, rifles, computer hard/software, radios, tasers, SWAT equipment, and radar units.

The Loveland Police Department was awarded grant funding from the State of Colorado Department of Transportation for DUI and traffic enforcement. We receive payment for communication services we provide to Thompson Valley Emergency Medical Services, and Berthoud Fire. We also have a contract agreement with the Thompson R2-J school district to be partially compensated for two middle School Resource

Officers. The Northern Colorado Drug Task Force is supported in part by a federal JAG grant. We generated over \$21,000 for warrant and fingerprinting fees.

The Police Department paid the Larimer Humane Society nearly \$396,000 for animal control services provided to the community. We also have large contract payments each year to vendors for our communications and records management software support. We make annual payments for many services including juvenile transports, detox center, psychologist, suspect blood testing, mobile wireless, gun range, and warrant entry. The department also spent over one million dollars on the City fleet program.

Lauri Holstad







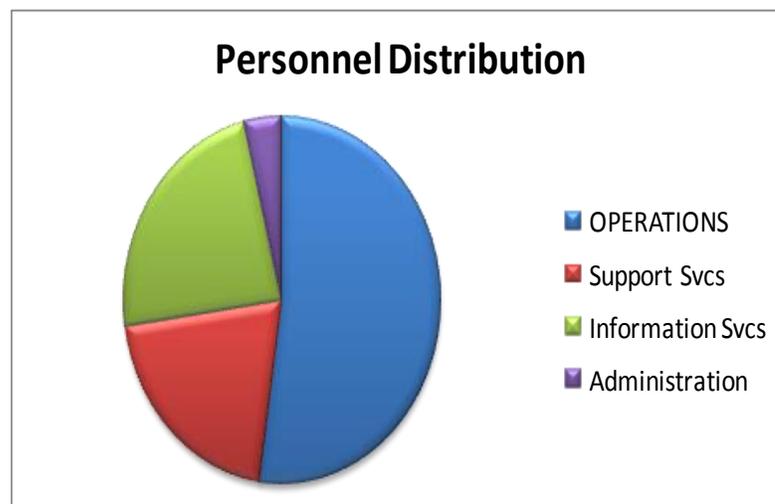
Overview

Sixty nine of the department's one hundred thirty four employees are assigned to the Operations Division. Patrol officers and Community Service Officers (CSO) provide the direct response to citizen calls for services. The staff was focused on the divisional goals in order to provide excellent policing. Traffic and criminal enforcement included self-initiated measures to keep Loveland's streets and neighborhoods safe. Officers also used the strategy of Problem-Oriented Policing (POP) to resolve criminal and quality of life issues. The objective of POP was to take citizen input and seek a conclusion that would deter a repeat of the disruptive activities.

Most of our officers have collateral or extra duty assignments. These tasks are handled internally in order to maintain our training systems at the most reasonable costs and best efficiency available. These include instructors in firearms, driving and defensive tactics, K-9 handlers, Technical Accident Team, Bomb Technician, Mounted Patrol and the Special Weapons and Tactics (SWAT) team.

The five Traffic Unit officers produce a good share of the department's total traffic enforcement with emphasis in school zone and regular speed limit enforcement. Traffic officers also focus on DUI and seatbelt initiatives, which are often extended through grant funds. They also use motorcycles for special enforcement initiatives and security at large community events. The CSOs support patrol functions including minor criminal investigations, motor vehicle incidents, parking enforcement, municipal code enforcement and the transport of prisoners to the county jail.

The men and women of the Operations Division are dedicated, well trained and equipped. Officers and CSOs are assigned take-home police vehicles. This enables officers to keep a high level of visibility in the city, reduce overall fleet costs and to be prepared for immediate response when called back to work for emergencies and overtime staffing.



Operations Division

Traffic Unit

The Loveland Police Department Traffic Unit's goal is to maintain the safest roadway environment possible for drivers and pedestrians in our City. The Unit works in cooperation with the City of Loveland's Traffic Engineering Department and the Colorado Department of Transportation in order to minimize crashes while maximizing the smooth and efficient flow of traffic.

The Traffic Unit compiles and analyzes traffic data to guide their traffic enforcement efforts. Crash location data, citizen surveys, Traffic Hotline information, and observations of the officers are all considered when developing their traffic enforcement strategy that addresses school zone speeding, red light and stop sign violations and other hazardous driving violations. In addition, the Traffic Unit works with the Thompson School District Transportation to identify hazardous school bus stops.

The Unit is budgeted for five traffic officers and one supervisor. In 2014, the Traffic Unit Sergeant was Jameson Gartner. The officers assigned to the Unit were Chuck Hofkamp, Al Holstad, Justin Lorenzen and Antolina Gonzales.

The Unit is equipped with a combination of six specially-equipped traffic vehicles, two Kawasaki Concourse 14 motorcycles, one Honda ST1300P motorcycle, two unmarked SUV's and an unmarked sedan.

2014 Special Enforcement Activities included:

- High Visibility DUI enforcement

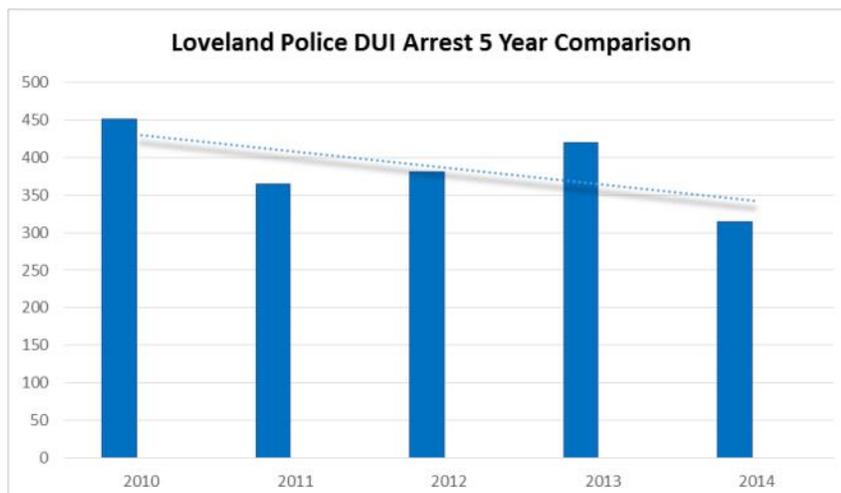
- School Zone enforcement / school bus safety
- Aggressive driving and construction zone enforcement

Officers utilize a combination of multi-directional RADAR devices as well as high-tech LASER speed measuring devices which allows them to isolate violators with pinpoint accuracy in high traffic volume areas. The cars are also equipped with dash-mounted video equipment.

The total department year-to-date ticket numbers are up by 850 compared to the same period in 2013 (9169 in 2013 compared to 10019 in 2014). This is a 9.27% increase. The Traffic Unit was responsible for 40% of the tickets written same time in 2013 and has increased to 43.42% for 2014. Year to date the Traffic Unit is up 18.14% over last year, with 668 tickets over 2013 year to date.

The implementation of E-ticket has shown a dramatic decrease in contact times for the fourth quarter. In the fourth quarter 2013 the average stop time for the Traffic Unit was 10:15 minutes. In the fourth quarter 2014 that time has dropped to 6:25 minutes. This is a 37.4% decrease for time on stop.

There were 315 DUI arrests for 2014 which is 25% below the 2013 total of 419 arrests. During 2014, the Technical Crash Investigation Team responded to 18 serious bodily injury or fatal crashes. This is a 19% decrease over 2013 which had 22 serious crashes.



S.W.A.T.

Special Weapons and Tactics

The Loveland Police SWAT Team assists other units of the department to resolve incidents that present a high risk to the personal safety of the citizens of our community and our officers. SWAT tactical officers train each month.

The team completes a total of 230 hours training per year. SWAT's primary mission is to save lives. The members of the SWAT Team are specially equipped and trained to respond to a variety of situations.

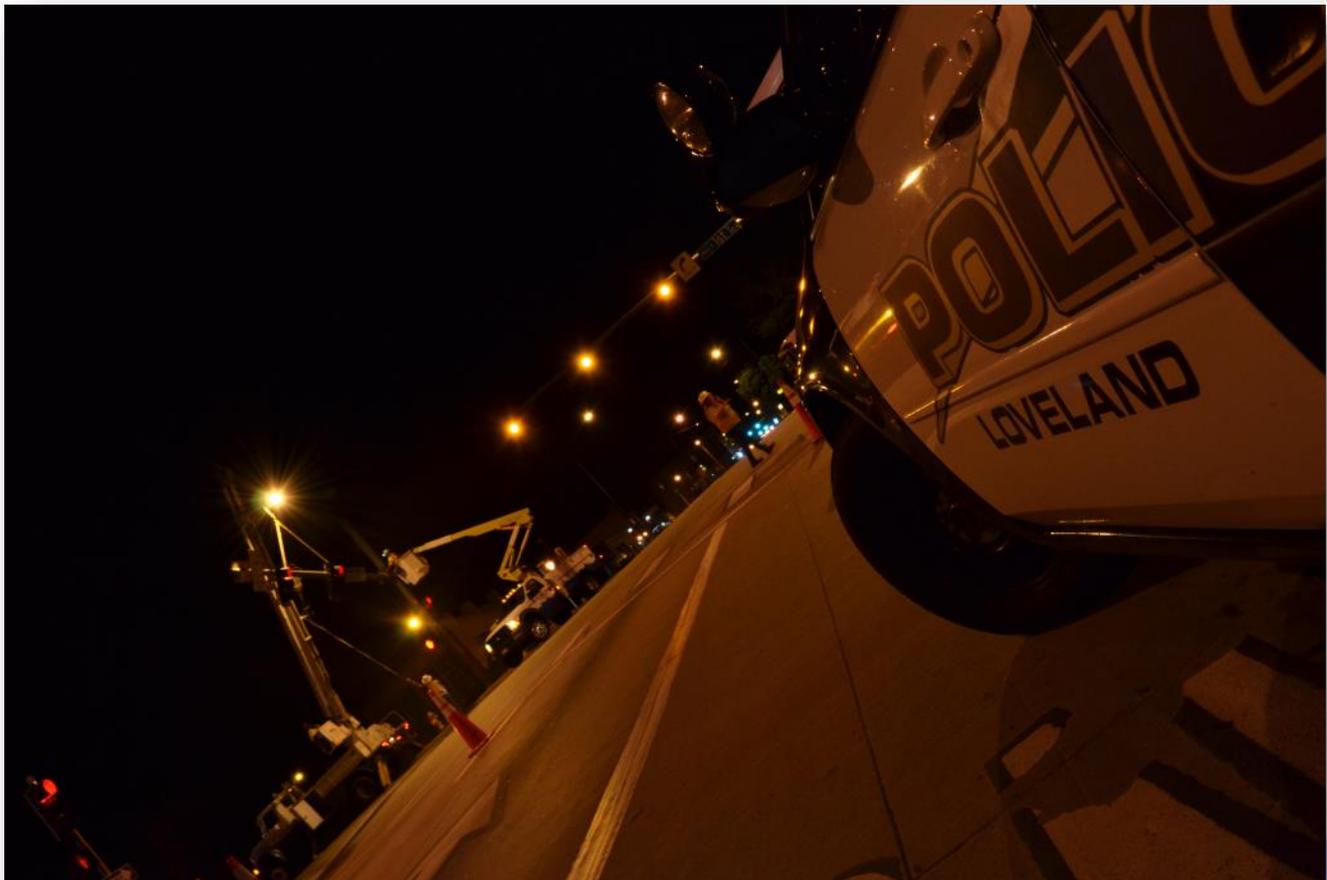
Our tactical team is comprised of police officers from throughout the department. The Loveland

Fire and Rescue Authority (LFRA) and the Thompson Valley Emergency Medical Services (TVEMS) also have staff on SWAT. They provide tools and medical support in all operations. There is also a Crisis Negotiations Team that assists the tactical SWAT Team to help resolve situations peacefully. We also work in mutual aid with regional, state and federal law enforcement agencies.

SWAT handles many types of calls for police services. They include: Barricaded persons, Service of high risk arrest and search warrants, hostage crisis, surveillance, Very Important Person (VIP) security details for local, state and national officials.

In 2014, the SWAT team responded to 28 calls.

The leadership of the SWAT Team includes:
Commander Captain Rob McDaniel, Team Leader Sergeant Phil Metzler, Assistant Team Leaders Lieutenant Brent Newbanks, Sergeant Justin Chase, Sergeant James Mines, Sniper Element Leader Officer David Roberts, Training Element Leader Detective Gary Patzer
Crisis Negotiations Team Leader—Sergeant Jeff Pyle



K-9 Unit

The mission of the Canine Unit is to assist Officers and save lives through the use of the canine's advanced abilities and skills. The unit was designed to assist in the areas of officer safety, suspect apprehension, detection of illegal drugs, and locating items associated to criminal activity.

The Loveland Police Department has four K9 teams: Officer Rob Croner and K9 Shadow, Officer Greg Harris and K9 Brisco, and Sergeant Steve Colburn and K9 Kyro. All are Narcotics and Patrol certified. Officer Stephen Marchio and K9 Monte are currently completing the K9 certification Academy. When completed they will be Narcotics and Patrol certified.

Monthly, each team spends approximately 50 hours training; 30 hours individually and an additional twenty hours as a unit. The Unit also has two members

specifically certified as Agitators; Community Service Officers Travis Tebbe and John Gebhardt. All K9 Handlers are also certified Agitators. Agitators Tebbe and Gebhardt also participate in the twenty hours of monthly unit trainings.

During the first two quarters of 2014 the unit was focused on the selection of a new K9 to pair with Officer Stephen Marchio who had been selected as a new handler at the end of 2013. The initial K9 selected was returned under warranty for a later discovered medical issue. The second K9 selected completed 13 weeks of the 16 week academy and was also returned under warranty for failing to demonstrate the required skills for a police K9. The third K9 was selected in the beginning of June, due to the increase in calls for service typically fielded during the summer months the start of the certification academy for

Monte was delayed until the fall. As staffing permitted; the philosophy of handlers not being assigned to districts to allow them to fully utilize their partners as cover for high risk calls, building searches, and traffic stops has continued.

The Loveland Police Department's Canine Unit, working with Patrol, has placed drug interdiction and eradication as a priority for enforcement action, along with deployments on high risk situations to better ensure the safety of officers. The K9 teams have been utilized 225 times for the detection of drugs, apprehension of suspects, and locating evidence; they have been a resource for Colorado State Patrol, Larimer County Sheriff's Department, Ft. Collins, Johnstown, Longmont, and Berthoud Police Departments as well as being involved with the Special Investigation Unit and SWAT.



Mounted Patrol Unit

Loveland Police Department's Mounted Patrol Officers work this assignment as a collateral duty; in addition to their regular assignments.

In 2014, the Unit had six trained riders. Horses are trained and available to the unit through private ownership by Unit members.

Training for all riders (and horses) is persistent, but starts with a forty-hour basic training course that is followed up by Unit training that occurs as regularly as the collective schedules permit.

Loveland Mounted Patrol Officers provided extra patrols and security for the City's Bike/Hike trail, parks, and special events such as the highly attended Fourth of July celebration.

This past July 4th, the Unit was aided by members of the Larimer County Sheriff's Posse, who capably allowed us to help manage and intervene in the nearly overwhelming crowd at North Lake Park.

The Mounted Patrol Unit continues its special relationship with Hearts and Horses, a community based

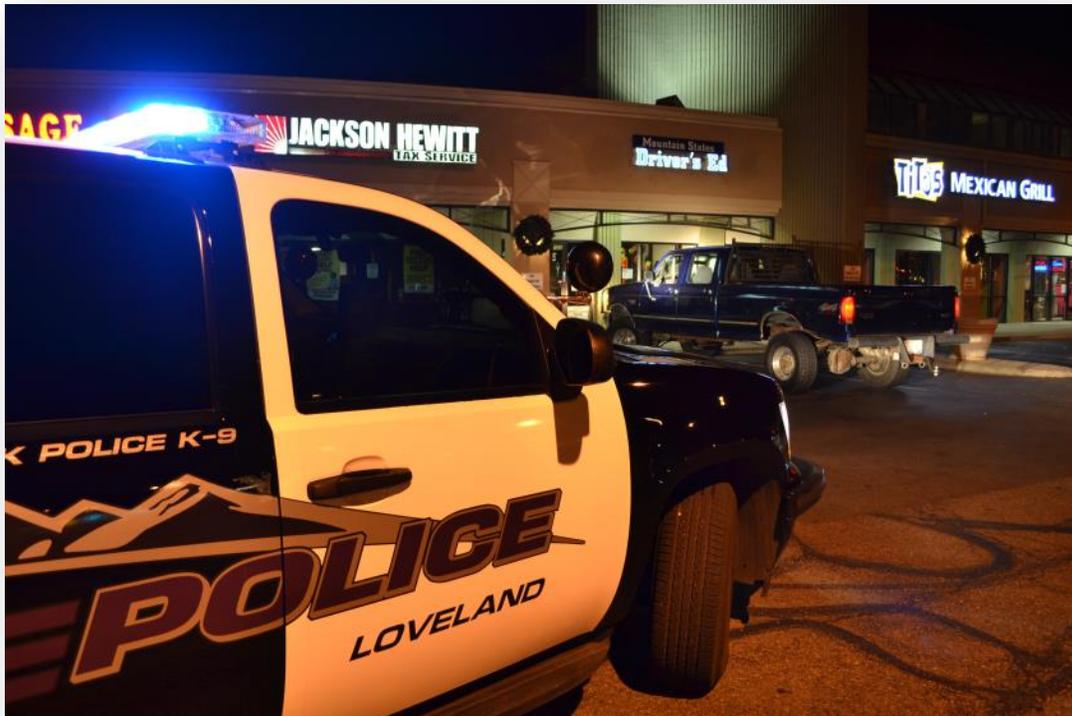
therapeutic riding non-profit organization.

LPD has assisted with training classes and special event presentations there and deeply enjoy the ever evolving relationship with their riders and instructors.

Each year the Unit participates in the Community Night Out event. Everyone enjoys the horses and the program is a strong part of the LPD community outreach strategy.



Operations Division





COPS FIGHTING CANCER - CHILDRENS HOSPITAL



Captain Tim Brown

The Services Division of the Police Department provides some of the essential “behind the scenes” work to support the uniformed Operations Division. Services Division includes our Community Resource Unit (CRU), Special Investigations Unit (SIU), Technical Support Unit (TSU), and the Criminal Investigations Unit (CIU).

By reading the short articles in the following pages, you will learn more about the detailed and critical work completed by these units. There will never be enough room within this report to talk about all of the work that these employees perform but you will get a glimpse of some of the highlights of their work.

Our Community Resource Unit (CRU) is home to our five School Resource Officers (SRO), one Crime Prevention Officer, and a Unit Sergeant. Three of the SROs are assigned to work in the High schools within the City while the other two are assigned to share responsibility in the Middle Schools within the City limits. These specially trained officers work to investigate and address all levels of crime within the school campuses as well as helping to resolve quality of life issues for our student population. Our Crime Prevention Officer conducts neighborhood and business crime prevention programs, school presentations, safety fairs and more while also serving our Senior population with programs like our lock-box program that insures emergency responders can reach them in the event of an emergency inside their homes.

The Special Investigations Unit (SIU) members are assigned to the Northern Colorado Drug Task Force and work primarily to address significant level drug trafficking organizations that are operating in and impacting Larimer County. The Task Force is also staffed by other members of local, state, and federal law enforcement agencies who partner with us in the unending battle with illicit drug trafficking. Arrests made by this group help to significantly impact drug trafficking in Larimer County.

The Technical Support Unit (TSU) is Loveland’s answer to the popular (and wildly inaccurate) television show CSI. Our TSU employs one full time evidence technician and a Criminalist who also assist, train, and supervise our Crime Scene Technicians (CSTs). This unit is responsible for receiving, logging, and maintaining thousands upon thousands of pieces of evidence as well as found or recovered property that may eventually be returned to its rightful owner. Our Criminalist works and trains extensively with our CSTs who are patrol officers working in a supplemental role to help process and collect evidence from our crime scenes including burglaries, stolen vehicles, and, unfortunately, even murders.

Finally, our Criminal Investigations Unit (CIU) is staffed with nine (9) general investigators, one investigative technician, and two sergeants. They are responsible for the follow up investigation of large scale felony investigations including property and persons crimes. The detailed work they complete takes much more time and attention than that portrayed in many of the popular television shows and they invest significant effort into every assigned case investigation. The CIU also is home to our Cyber Crimes Unit which is two of the previously mentioned detectives who are specially trained to investigate computer based crimes including sex crimes against children. Their work in this specialty area is a complement to their “regular” caseload that they carry along the other detectives in the unit.

This entire division is supported by a sole Administrative Assistant who, among her other duties, is also responsible for reviewing, scheduling, and staffing the many parades, celebrations, and events within the City throughout the year. These include the July 4th celebration, Fair and Corn Roast Parades (among others), Art in the Park, and numerous other events. We were proud to welcome Sara Wiggett to this position in 2014 as long-time Administrative Assistant Karla Sprague entered into retirement.

It is my honor to work with the variety of specially trained and highly dedicated members of the Services division. Please enjoy reading more detailed accounts of their 2014 successes in the paragraphs that follow.

Criminal Investigations Unit

The Criminal Investigations Unit (CIU) is staffed with two Sergeants; nine Detectives; and one Investigative Technician. The mission of the Unit is to investigate serious felony level crimes: homicide, sex assault, burglaries, robberies, auto thefts, and larceny.

As a Unit, the Detectives were assigned over 500 cases to investigate during 2014. This year also saw the Cyber Crimes Unit have a much heavier emphasis on Digital Forensics, because many types of crimes include digital media. Detectives attended training in 2014 specifically geared towards digital forensics. Some CIU detectives work several hours a week with the Northern Colorado Regional Forensics Laboratory conducting digital forensic exams on cases from numerous jurisdictions. Additionally, the CCU has assisted with 174 digital forensic exams.

The training of cyber-crimes investigators has been completed funded by ICAC (Internet Crimes Against Children). Some statistics of ICAC ONLY type cases are:

- Cyber Related Cases generated (ICAC only-exploitation of children cases) = 22
- Confirmed child pornography + attempted luring of children cases = 22
- Felony arrests (ICAC only-exploitation of child cases in Loveland only) = 10
- Search warrants (ICAC only-exploitation of child cases) = 17
- Exploitation of Child cases referred to Other Jurisdiction = 6

In 2014, LPD was awarded \$9,291.00 from ICAC for training and equipment. A large portion of this money paid (about \$6000) was for a Digital Forensics Computer and expanding storage capacity of digital media. This new machine has enabled LPD to conduct full forensic exams at a very efficient rate. The remaining money has paid for digital forensic programs licenses and training.



Support Services Division

Special Investigations Unit

The Loveland Police Department Special Investigations Unit (S.I.U.) is the primary unit within the Police Department for the investigation of the illegal manufacture and distribution of illicit drugs. The primary focus for this unit is large scale drug trafficking operations that impact our community, Larimer County and the State of Colorado. S.I.U. consists of one sergeant, three detectives and an administrative assistant, who are all assigned to the Northern Colorado Drug Task Force (NCDTF). This Task Force is a joint effort of agencies in Larimer County and, in addition to Loveland PD officers also has officers from Fort Collins Police Services and Colorado Parole.

In 2014, the NCDTF focused on major drug trafficking organizations involved in the distribution of cocaine, synthetic cannabinoids and methamphetamine. The NCDTF focuses on networks of distribution and major organizations to give a more significant impact to the drug networks and the community. NCDTF is also responsible for responding to, processing and collecting evidence at clandestine methamphetamine labs in Larimer County. Members of the NCDTF continue to give presentations on methamphetamine recognition and awareness throughout the city and local community. The task force continues to support the Drug Endangered Children program. This program is working for the children who are victims of drug abuse environments. We have also worked consistently with DHS to enforce protocols for evaluating children that have been exposed to a drug environment. The Special Investigations Unit Information tip line is (970)416-2560.

Community Resource Unit

The Community Resource Unit (CRU) is comprised of five School Resource Officers (SRO), a Crime Prevention Officer (CPO), and a Sergeant as unit supervisor. An SRO is assigned to each of the three main high schools and the four middle schools share two additional SROs thanks to partnering with the Thompson School District.

The SROs work with the Thompson School District providing law enforcement as a bridge to community resources through teaching and mentoring. The SRO assignments are as follows: Loveland High School SRO, Officer Bruce Boroski; Officer Jesse Lunsford; Thompson Valley High School SRO, Officer Andres Salazar; Mountain View High School SRO, Officer Benito Avitia; Bill Reed and Conrad Ball Middle School SRO, Officer Alex Quinones; Walt Clark and Lucille Erwin Middle Schools SRO, and Sergeant David Murphy, CRU unit supervisor. Mountain View High School SRO Officer Bryan Barnes and Walt Clark and Lucille Erwin Middle School SRO Bobbie Jo Pastecki rotated back to patrol in August of 2014.

The SROs handled 3428 Calls for Service, generated 466 original and supplemental offense reports, 283 arrests, and 63 citations.

Officer Dave Sloat is the current CPO and he rotated into the position in May of 2014. The CPO works directly with the community and is often the public face of the police department. The CPO provides crime prevention efforts through public presentations, safety and security assessments, and participation in community events.

The CPO gave 91 community presentations, installed and maintained 209 lockboxes, and conducted 7 security surveys. There were 28 block parties organized for Loveland Community Night Out. The CPO also organized and held the annual Loveland Police Department Community Fishing Derby which was a huge success this year with over 500 children attending. The CPO coordinated with the DEA for two National Prescription Drug Take-Back Days. During the events, Loveland PD collected 769 pounds of medication. The CPO reached approximately 2,025 children and 1,912 adults with safety and crime prevention information/events/activities. This year the CPO being a part of Santa Cops of Larimer County had over 970 families apply for assistance and about 2500 kids received gifts for Christmas delivered by police officers.

Support Services Division



2014 FISHING DERBY

Technical Support Unit

The Technical Support Unit (TSU) is responsible for 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, and eight Crime Scene Technicians who also perform other duties (i.e. patrol). In September, Jessica Carter began her employment as a Latent Print Examiner working out of the Northern Colorado Regional Forensic Lab. This position will also fall under the supervision of TSU.

During the 2014 calendar year, CST's spent **1078.75** total hours processing various crime scenes. This is a major increase from the 2013 hours (437) and from 2012 (532) due to some very large and time consuming crime scenes including an attempted homicide of one of our own.

A total of 6,156 pieces of property were submitted to the property and evidence unit for processing or storage. \$3,027.90 has been generated through the online auction process and deposited into the city's general fund. Auction items are items that are either court ordered not to be returned to specific individuals or items that went unclaimed by the owners. 470 items were sent to auction in 2014. Even with 3,822 items getting destroyed in 2014, the property room is quickly running out of space. We have met with facilities and are working towards some possible options for additional storage. One of these options is the use of high capacity shelving.

Property Technician, Margaret O'Brien continues to keep up with constantly changing laws . In 2014 we were faced with the legalization of marijuana and the possibility of having to store it for safekeeping purposes. The State of Colorado also put into effect House Bill 13-197 which changed the way we were returning firearms to owners. We were also faced with House Bill 13-1020, which required us to send all qualifying sexual assault kits to the state lab for analysis.



Support Services Division

Drug destruction at Denver International Airport



Gun destruction with the help of Scott Frye



LOVELAND SENIOR POLICE VOLUNTEERS

The Loveland Senior Police Volunteers (LSPV) completed their 19th year of service by contributing 4,544.25 hours to the community and the Loveland Police Department. Using a volunteer wage of \$25.10 per hour, as provided by IndependentSector.org. for the state of Colorado, the volunteers saved the Loveland Police Department \$114,060.75 for 2014.

Our hours increased almost 360 from 2013. This is in part due to the fact that seven additional volunteers were hired, while one retired from the group. Since the new volunteers began in the first part of the year, it was a challenge to work effectively with all to complete their training. Thanks to the FTOs for their diligent work in getting this done.

Since 2015 will represent the 20th year of LSPV, we will be working on plans to celebrate this great milestone. Administrative duties again accounted for the largest percentage of volunteer hours, 2,457.75 hours. The Records front desk received 1,374 hours of this total, clerical work accounted for 369.25 hours, meetings accounted for 358.25 hours, training was 228.75 hours and 127.5 hours was for other duties.

Patrol duties accounted for 1,762.25 hours. These hours were split as follows; vacation home checks of 967 hours, abandoned vehicle checks of 435.5 hours, handicap parking checks of 144.25 hours, lock box checks of 102 hours, radar checks of 36.5 hours, graffiti checks of 32.5 hours, code enforcement of 14 hours, stop light/sign checks of 5.5 hours, traffic control of 3 hours and 22 hours for other duties.

The volunteers performed 2,370 home checks. In addition, they checked on 371 abandoned vehicles, tagged 259, and turned over 67 to the CSOs. Eighty-eight warnings were given as the result of handicap parking checks. Public relations duties included assistance with community based events and activities. These are always fun and enjoyable activities for the volunteers. These hours were split as follows; 72.5 hours for Santa Cops, 71.5 hours for the Sculpture Show, 55.5 hours for the parades, 38 hours for assistance to our CPO (Off. Dave Sloat), 15 hours for Community Night Out, 14 hours for ride-alongs, 7.75 hours doing building tours, 7 hours walking downtown, and 43 hours with other duties.

The volunteers thank their advisors (Sgt. Dave Murphy, Off. Lisa Rakow, Off. Dave Sloat, and Records Specialist Dee Ann Beaman) for their leadership, guidance, support, and at times patience. We also thank the other officers and police department personnel, especially Chief Hecker and Captain Brown, for their support and encouragement. We look forward to 2015 with enthusiasm and a willingness to serve.







Captain Rob McDaniel

In 2014, the division consists of the Loveland Emergency Communications Center, Police Records, Crime Analyst and the Administrative Analyst. The Loveland Police Department is the Public Safety Answering Point (PSAP) for 911 calls in all of southern Larimer County, covering 256 square miles and serving approximately 270,000 residents. Emergency dispatching services are provided for the Loveland Police Department and Loveland Fire Rescue Authority.

Emergency dispatching is also provided through service contract agreements for Berthoud Fire Protection District and Thompson Valley Emergency Medical Services. Including managers the Center had 20 authorized positions.

The Records Section is the official custodian and central repository for all Loveland Police Department reports and related records. It is responsible for the management of document-based information and records release in compliance with Colorado Statutes. Including the manager, Records had 9 authorized positions.

The Crime Analyst provides pertinent information relative to crime patterns and trend correlation along with conducting mandatory staffing studies and citizen surveys. The Administrative Analyst composes and manages the Police Department budget. She also maintains the agency web page, assists with grant projects, contracts and writes a department newsletter. The all civilian staff of the Information Services Division work in support of the public and our police officers to provide friendly, professional service each and every day.

Respectfully,

Captain Rob McDaniel

Information Services Division

Emergency Communications Center

The Loveland Emergency Communications Center is the public safety answering point (PSAP) for 9-1-1 access for much of southeastern Larimer County. Public safety dispatching services are provided to the Loveland Police Department, Loveland Fire Rescue Authority, Thompson Valley EMS, and the Berthoud Fire Protection District. The area of response encompasses 256 square miles and serves a population of over 270,000 citizens. The center is staffed by a Communications Manager, 3 Communications Supervisors, a Lead Communications Specialist, and 12 Communications Specialists.

In 2014, the center received 151,633 phone calls. Of those calls, 34,713 were 9-1-1 calls. The center processed 80,125 calls for law enforcement, 11,442 fire emergencies, and 10,924 medical emergencies. Through extensive training, consistent application of standards of care for emergency medical dispatch, and the center retaining its certification as an Accredited Center of Excellence from the International Academy of Emergency Dispatch, LECC communications specialists were responsible for the saving of eight lives through the provision of CPR instructions during the 9-1-1 call. In 2014, LECC was recognized by the Colorado chapter of Association of Public Safety Communications Officials as the Dispatch Team of the Year and shared the award for Dispatch Center of the Year with all five dispatch centers in Larimer County.

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 system uses Tritech Software Systems Inform CAD software to manage dispatching of incident information to mobile laptop devices in 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 800mhz 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 LECC by the Larimer Emergency Telephone Authority. The county-wide 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. In 2014, the capability to send 9-1-1 text messages to the PSAP was made available to Larimer County residents. The 9-1-1 system also allows for call processing assistance from another dispatch center during large-scale emergencies such as wildfires, severe weather, specialized response incidents. The Everbridge emergency notification software is utilized not only by LECC, but by the City of Loveland and Larimer Emergency Telephone Authority to notify citizens in our response area during emergency situations where evacuation, shelter, any many other emergency instructions and information can be provided to a variety of communications devices.

The staff works to provide the necessary resources for the benefit of the citizens in our community, while being compassionate and empathetic in a manner that builds trust and confidence within the community.



Information Services

Records Section

The Records Section responds to a broad range of questions and requests for information and assistance from members of the Police Department, City government, citizens, the media and other public officials and agencies. It serves as the central repository for all police reports and related records.

Records personnel maintain strict accountability for all police reports, accident reports, citations and other law enforcement records. They provide access to information and supply copies to the public for documents requested under guidance of Colorado State laws.

The Records Section is responsible for handling incoming telephone requests for Records information and assisting citizens who come to the lobby of the Police Department with questions and concerns.

The Records Section continually works to improve access to critical information for investigators, officers, administrators and the public; increase security of vital records; eliminate redundancy of information in electronic formats; improve classification of information; make better use of information technology; provide higher quality and faster service to our customers; determine, analyze

and improve the flow of work; and increase staff productivity.

Records personnel include 7 Records Specialists; Dee Ann Beaman, Gail Brickner, Julie Bunch, Deb Lawrence, Kathy Beavers and Colleen O'Briant; lead Records Specialist, Vickie Lemkuhl; Records Supervisor, Kim Pals; and a number of Loveland Police Department Senior Volunteers (LSPV).

Crime Analysis

During June 2014, Mark Rudolph was hired as the Crime Analyst for the Loveland Police Department. He came to Loveland PD after spending 5 ½ years as the Crime Analyst at the Greeley Police Department. As a crime analyst, Mark measures and compares data in order to provide support for the administrative, strategic, tactical and intelligence activities of the Loveland Police Department. He also works to identify crime patterns, series, and trends that help officers and detectives in preventing and suppressing crime as well as in apprehension of criminals. Mark provides crime maps to help officers respond to current public safety needs. Other items included in these activity categories are:

- Crime mapping
- Local crime statistical analysis
- Serial offense data analysis
- State and national crime statistical services
- Special project design, analysis and reporting
- Officer training
- Strategic planning for resource deployment
- Workload analysis
- Program evaluation
- Citizen surveys

The Loveland Police Department is committed to using technology to help combat crime and improve public safety in Loveland. The Crime Analyst actively utilizes GIS technology to map crime locations, determine possible suspects and improve the effectiveness of resource deployment. In addition, statistical software is utilized to compile and analyze data from a variety of sources including police reports, CAD calls, census information and other statistical data.

Professional Standards Unit

The Loveland Police Department has a Professional Standards Unit (PSU) that operates under the supervision of the Administration Lieutenant assigned to the Chief of Police. PSU is authorized to conduct administrative investigations of the Police Department personnel regarding any violation of:

1. *Department Directives or Procedures*
2. *City of Loveland Personnel Rules and 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 occurred may file a formal complaint with the PSU. All formal complaints received will be investigated by the Police Department.

Investigations that 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.

All complaints are reviewed by the Chief of Police and then assigned for investigation at one of three levels; Concern Reviews, Supervisory Inquiries, or Internal Affairs Investigations.

The following table summarizes the number of complaints that were received in 2014 in comparison to the previous three years, which shows a continued significant reduction trend in Sustained complaints over the past four years:

	2011	2012	2013	2014
Internal Affairs Complaints	3	6	4	7
Supervisory Inquiries	5	5	2	1
Concern Reviews	31	31	22	24
Total Complaints Logged	39	42	28	32

	2011	2012	2013	2014
Citizen Complaints Total	31	30	19	26
Sustained	7	7	4	4
Not Sustained	4	2	1	1
Unfounded	4	3	2	6
Exonerated	11	17	11	15
Withdrawn	5	2	1	0
Internal Complaints Total	8	12	9	6
Sustained	5	4	6	4
Not Sustained	1	0	0	0
Unfounded	1	0	0	1
Exonerated	1	3	2	0
Cancelled	0	3	1	1

Complaints Received:

Overall, reported complaints slightly increased from 28 in 2013 to 32 for 2014 although after thorough investigation into these complaints, only 8 out of 32 complaints were sustained. This shows a continuing downward trend over the past few years of sustained complaints. The percentage of the number of complaints having at least one sustained violation (7) to the total number of complaints (32) is approximately 25%. In roughly one-out of four of the complaints, is a police employee has been found to have violated a Department or City policy. That equals 7 sustained complaints out of 81,124 calls for service.

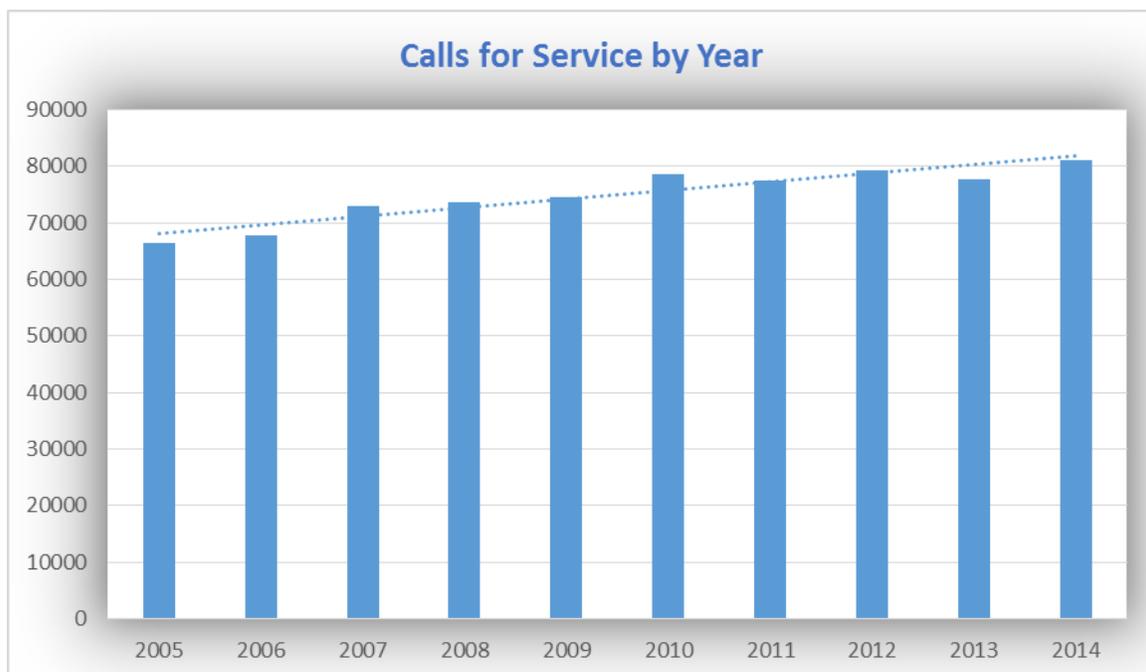
Internal Affairs complaints (serious allegations) increased from 4 in 2013 to 7 in 2014. Supervisory Inquiries (mid-level allegations) dropped from 2 in 2013 to 1 in 2014. Concern Reviews (minor allegations) also increased from 22 in 2012 to 24 in 2014. The expansion of web-based complaint reporting and introduction of new tracking software has increased the data collection of both use of force incidents and complaint issues. Complaints may be mailed, hand delivered, or obtained electronically via the website.

Complaint Review Results:

During 2014, calls for police service increased by 3,501 over the previous year. Based on the 81,124 calls for service for the year, only one complaint per 2535 calls for service was received. Sustained complaints indicate an employee violated a policy. With only 8 complaints sustained for 2014, that equates to only 1 complaint per 10,140 calls for service. This is an important number that relates to the number of police contacts contrasted with the number of times the contact results in a complaint.

The following is a comparison of the Police Calls for Service over prior years:

2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
66,300	67,809	72,825	73,571	74,462	78,637	77,368	79,333	77,623	81,124



Professional Standards Unit

Use of Force Reports—Blue Team

Starting January 1, 2014 a new software program has been used to document and track use of force incidents. The system, called Blue Team, allows officers to enter more detailed statistical data for use of force incidents. Some use of force incidents require more than one officer. Each officer may arrive at different times or need to use a different type of use of force. Officers use Blue Team to enter data that can be collected and assessed by trainers, supervisors and staff to improve safety to citizens and officers on future incidents.

During 2011, 2012, and 2013, incidents that called for use of force were documented as an event. For 2014, each individual officer's application of force was documented separately. In 2014, Canine and Chemical Other (such as chemicals used on SWAT calls) were separated out from the Less Lethal Munition category to further refine the specific type of use of force.

Use of Force – Blue Team Reporting Beginning January 1, 2014					
Type of Force Used	2011	2012	2013		2014
Firearm	5	5	3		1
ECD -Taser	17	26	30		19
Baton	2	2	2		1
OC	0	0	2		1
Weaponless	18	15	23		51
Canine					6
Less Lethal Munition		26	14		12
Chemical Other					3
Total Uses of Force		74	74		94
Use of Force Complaints			3		5

Professional Standards Unit

Throughout 2014, the Loveland Police Department continued a positive trend in police pursuits. With the change of the pursuit policy, to a stricter “Violent Felonies” only policy, the actions involved in the pursuit and the techniques used to resolve them may be higher risk than in the past.

With an apparent increase in the violent nature of crimes committed and the relative desperation of the suspects to escape, continued training in pursuit intervention techniques, including stop stick deployment and tactical vehicle interventions, is highly recommended and is on-going.

Refresher training on the deployment of stop sticks as an alternative to TVI will continue as a supplement to the existing driver training program.



During the year 2014, there were no complaints regarding citizen concerns or comments about LPD contacts with the public in regard to Bias Based issues. It appears that the agency is generally successfully addressing the concerns of Bias Based policing through appropriate training, practices, policies, and procedures.

Bias Based Profiling Complaints				
Complaints from:	2011	2012	2013	2014
Traffic Contacts	1	0	0	0
Field Contacts	0	0	0	0

Accreditation

The Loveland Police Department is preparing for the 2015 audit by the Commission on Accreditation for Law Enforcement Agencies (CALEA).

Accreditation assessment is basically an audit of the Department’s policies and practices. The Loveland Police Department has been CALEA Accredited since 1992.

In November 2012, Chief Hecker received our seventh award as a CALEA Accredited agency from the full commission. It is our under-

standing that we were the first agency to combine two of CALEA’s new processes during this audit.

We used a new electronic data management system to provide the proof documents for the audit.

Additionally, as an agency that has been positively assessed seven times in the previous twenty years, the Loveland Police Department was selected to participate in a Gold Standard Assessment (GSA).

The GSA process has the assessors look at the files off-site prior to arriving at the LPD.

When the assessors came on-site, they spent their time interviewing community members and employees, inspecting facilities and providing feedback to department members.





Police Citizens' Academy

From September to November 2014, 20 members of the community completed the ten-week, three hours per week sessions. Class subjects included Police/Citizen Encounters, Police Stress and Traumatic Incidents and demonstrations of crime scene processing and use of force scenarios. The comments from the class were very favorable, as they enjoyed the interaction with our team members and sincerely appreciated the opportunity to learn more about the Loveland Police Department.

Santa Cops is a non-profit organization consisting of representatives from Fort Collins Police Services, Loveland Police Department, Larimer County Sheriff's Office, Colorado State Patrol, and Colorado State University Police, also countless private individuals and businesses, each of whom are vital to our success. Our mission is to promote a positive law enforcement image with these children.

Santa Cops collects money and donations throughout the year to

ensure that we are able to provide underprivileged children of Larimer County with three gifts to bring a Merry Christmas to their homes.

The Crime Prevention Officer position has now taken over Santa Cops involvement. The CPO helped organize involvement in application days, toy drives, wrap nights, fundraisers, and delivery day. Officers were assisted greatly by Senior Volunteers, Loveland Explorers, and Community Service Officers. Loveland had four full application days in November.

Delivery day was December 14th and went very well serving thousands of children in Larimer County. For the city limits of Loveland, we served 319 families for a total of 812 children.

Santa Cops



Crisis Intervention Team

The Loveland Police Department is pleased to maintain 31 Police Officers trained in Crisis Intervention whose current assignments range from Patrol to Investigations to the Community Resource Unit and across every shift.

We continue to expand the number of CIT trained officers to insure that one is available on every shift and every day of the week, CIT Officers work to make themselves available and volunteer to assist with crisis calls involving people suffering from mental illness, including depression or suicidal thoughts.

Their goal is to resolve the incident with minimal force and the most appropriate referral to additional services or to provide additional insight into cases involving persons who are in crisis and may be struggling with a mental illness. When possible, they also provide follow up to insure that additional services are provided to those who've moved beyond a critical event.

The Crisis Intervention Teams (CIT) model was developed in 1988 in Memphis, Tennessee as a partnership between the Police Department, advocacy groups for people with mental illness, mental health treatment providers, local universities, and other community stakeholders.

The goals of CIT were to train law enforcement officers in the recognition of mental illness, to enhance their verbal crisis de-escalation skills, and to provide more streamlined access to community-based mental health services.

The Memphis community soon realized the benefits of this advanced course of training through dramatic declines in injury rates among both citizens and police officers, decreased utilization of the SWAT team to resolve crisis situations and – when safe and appropriate – the diversion of people with mental illness from incarceration to community-based mental health services.

Basic Crisis Intervention Training is a highly structured 40-hour training course that is taught primarily by local mental health professionals who volunteer their time to help train our police officers.

The training is stressful and involves scenario-based training each day to help the officers apply the additional skills that they learn in the classroom setting.



Police Chaplain Program celebrates 35th Year!!



2014 was the 35th year for the Loveland Police Chaplains organization. The Chaplains serve far beyond their individual churches, reaching out into all areas of the community. They provide support, shelter and the strength of faith to every citizen in Loveland.

Chaplains volunteer with LPD on a daily basis and even support operations on-call, 24 hours a day. The Chaplains serve with officers during some of the most intense critical incidents and they provide a network of resources through their extended community connections.

Their work to bring lodging and food to the needy, gas to stranded travelers and many other charitable services, have significantly improved the quality of life and sense of community in Loveland. They also assist with connecting charitable resources to crime victims during times of need.

The Loveland Police Department humbly thank the dedicated men and women of the Loveland Police Chaplains:

Kevin Blankenship
Sathi Bunyan
Robert Garner
Bob Link
Brian Riecke
John Sanders
Michael Stein
Jeremiah Harris
Lauren Miller

Phil Brewster
David Feeder
Laurel Liefert
Joel Pancoast
Harvey Ruegsegger
Ed Smith
Gary Swanson
Kristi Hornick
Charles Millner



Police Explorer Post

Police Explorers

The Loveland Police Department Explorer Post is a division of the Boy Scouts of America and is composed of both boys and girls. The explorer post is a volunteer program that exposes youth, ages 14-20, to a career in law enforcement. There are 20 youth members of the program as well as 6 advisors. Explorers participate in community activities like providing traffic control at the 4th of July celebration at North Lake Park and parades and helping with drug take-back day. They also ride along with patrol officers and spend time in the dispatch center. Explorers volunteer for hundreds of hours each year, which saves the department overtime costs while simultaneously allowing Explorers to serve the community.

Monthly, Explorers attend training on topics such as arrest control, weapons familiarization, building searches, and crisis intervention. In addition to law enforcement training, the Explorer program also provides youth with valuable life experience, leadership and character development, self-confidence, and problem solving skills.

Many explorers continue along the law enforcement path and find successful careers as police officers. In 2014, former LPD explorer Nicole Foote began a career with the Aberdeen, South Dakota Police Department. LPD Sgt. Brandon Johnson supervises the Explorer post and served as an Explorer at Loveland Police Department in the late 90s.



Peer Support Team

The law enforcement profession can be particularly stressful. This stress sometimes presents in the workplace but often spills over to home life and relationships. Employees at the Loveland Police Department have access to a network of specially trained co-workers on the Peer Support Team who provide support during rough times and critical incidents. The Peer Support Team operates under the supervision of the Department's Staff Psychologist and is comprised of 14 department employees, both sworn officers and civilian personnel.

2014 was a year of transition for the Peer Support Team and Psychological services as we saw the retirement of long-time LPD psychologist, Dr. Jack Digliani, PhD., EdD. Dr. Digliani was a pioneer in the development of the peer support team not only at LPD, but also helped develop and train peer support teams throughout northern Colorado. Many agencies have modeled their peer support teams after the foundation in place at LPD.

We were very fortunate to bring on Dr. Teresa Scott, PsyD., who directly supervises the peer support team and also provides psychological services to members of the department and their families. Dr. Scott also provides mental health-related training to department members as well as proactive programs and interactions within the agency. Dr. Scott comes to us with a wealth of experience in post-trauma support as well as trauma support for members of the emergency services profession.

The partnership between Dr. Richards and the Peer Support Team provides far-reaching support for LPD members and their families.



Sworn Employee of the Year
Civilian Employee of the Year
Dispatcher of the Year
Optimist Officer of the Year
Elk Officer of the Year

Detective Chris Kamoske
Elizabeth Markham
Disp. Kim Colwell
Ofc. Katey McDonald
Ofc. Brandon Johnson

Meritorious Service Award:

CSO Nate Shadewald
Ofc. Katey McDonald

Disp. Beb Archuleta
Disp. Laura Boots

Disp. Renee Clem
Det. Chris Kamoske

Life Saving Award:

Ofc. Ray Livingston
Disp. Kimberly Colwell
Disp Erin Berry

Ofc. Jennifer Hines Disp. Sara Williamson
Disp. Erica Snyder Disp. Clint Swain
TVEMS Paramedics Bauman and Pokora

Purple Heart:

Ofc. Garret Osilka

Unit Awards to:

Communications Unit Award
MCR Trauma Team
Technical Support Unit

Loveland Fire Rescue Authority
Criminal Investigations Unit

Letters of Commendation:

Det. Denise Dean Disp. Kim Colwell Sgt. John Spreitzer

Special Awards to:

Ofc. Sue Sauter—from Crisis Negotiations Team
Danny Robinette and Stephen Gillette—from Northern Colorado Bomb Team
Sue Barger—Senior Volunteer Retirement
Rick Bradley—Senior Volunteer Retirement
Dorothy Buck—Senior Volunteer Retirement
Dr. Jack Digliani—Peer Support

Department Citation:

Ofc. Sharon Hopkins Ofc. Danyel McGraw Disp. Mgr. Mark Gaisford

Chief's Awards:

- **Official Commendation** D.A. Cliff Riedel and A.D.A. Emily Humphrey
- **Cornerstone Award** Melissa Ashland
- **He Ain't Heavy, He's my Brother** Abby Holbrook
- **Protecting the Neighborhood** Loveland Senior Volunteers
- **On Eagle's Wings** Chaplain Kevin Blankenship
Chaplain Gary Swanson

2014 Retirees



2014 Retirees

Captain Ray Miller

*Retired after 35 years of
distinguished service*



Dr. Jack Digliani



Officer Charlie Wilson



*Administrative Specialist
Karla Sprague*



2014 Annual Report
Prepared by: Lieutenant Rick Arnold
Photographs provided by: Sgt. Mike Halloran, Sgt. Brandon Johnson,
Sgt. Steve Colburn Ofc. Brett Janzen

