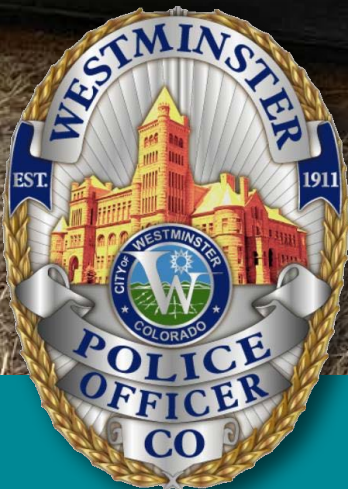


POLICE DEPARTMENT





Contents

Letter from Interim Chief Haubert.....	3
Divisions, Units and Teams	5
Animal Management Unit.....	5
Auto Theft Unit.....	5
Cold Cases Investigations.....	6
Crime Lab	6
Dispatch Unit.....	7
K9 Unit	8
Liquor Enforcement Division.....	8
Patrol Division	9
Property/Evidence Unit.....	10
Records Unit	11
Sex Offender Unit	11
Special Enforcement Team (SET)	12
Traffic Unit	12
Victim Services Unit (VSU)	13
Partnership Programs.....	14
Mental Health Co-Responder Program	14
North Metro Task Force (NMTF).....	15
School Resource Officers (SROs) Unit.....	16
Community Relations	17
Community Relations Programs	17
Officer Training	19
Arrest Control Training	19
Firearms Training	20
Officer Survival Training Program	20
Administration.....	21
Recruitment and Hiring	21
Technology	24
Computer Aided Dispatch (CAD)/ Records Management System (RMS)	24
Body Worn Cameras (BWC)	24
Response to Resistance.....	24
TASER Use	25
Retirements: Thank You for Your Service	26



Letter from Interim Chief Haubert

On behalf of the men and women of the City of Westminster Police Department (WPD), I am honored to present the 2021 Westminster Police Department's Annual Report. I have been the Interim Chief of Police since July 2021 and will continue to serve in this capacity until a permanent chief can be named. I have served this community in various roles at the police department since 1999. As with any year in policing, this year came with its challenges and successes. The successes lay at the feet of the women and men from both the sworn and professional staff of this agency. As staffing shortages have impacted all areas of the police department, our staff have demonstrated exceptional perseverance and steadfast professionalism. I am extremely proud to serve as the Interim Chief of Police and to be able to showcase the work that these men and women do day in and day out.

Tragedies have hit too close to home this year. The Boulder Police Department had an officer killed during a mass shooting at the King Soopers in March. Only three months later, the Arvada Police had an officer killed during an active shooter event in June. The year concluded with a horrific event in the Marshall fire where our neighbors lost over 1,000 homes.

This year the WPD saw 37 sworn officers retire, relocate to other states to continue their law enforcement careers, or leave the profession all together. This trend has been seen in many law enforcement agencies in Colorado and across the nation. With these departures comes opportunity and challenges. We have promoted one new deputy police chief, three new police commanders, six new sergeants, and hired 13 new officers. We also hired five professional staff, yet 15 left the department. We were able to hire a new case worker for our co-responder mental health program. Hiring qualified, talented staff that have integrity and are service-minded has always been a benchmark for this department and that will not change in these challenging times. The City has supported efforts to encourage qualified applicants to begin their careers here with financial incentives.

Crime rates have increased across the nation and Colorado, and Westminster is not immune to this troubling trend. Both crimes against persons and property crimes are on the rise. COVID, state legislation, and economic factors have all had a direct impact on crime trends and law enforcement.

Along with these challenges, internally, the police department experienced additional change with the implementation of new technology. This year saw the full execution and utilization of the Benchmark training system for staff. The new Computer Aided Dispatch (CAD) and Records Management System (RMS) went live in March 2021, replacing the old system that was installed in 2002. This was an enormous project that affected every person working in the police department. The police department began testing Body Worn Cameras (BWC) in early 2021 and reached full implementation for all sworn personnel and animal management before Thanksgiving. The summer months saw the



installation and implementation of the Axon interview system which allows officers to record interviews at the police department for patrol officers and detectives. Finally, cell phone upgrades occurred to allow officers to have their choice between androids or iOS platforms to make calls from the field and take better photographs of crime scenes.

Although there are many accomplishments in each of the divisions, this report also serves as a reminder we cannot rest on the success of the past. Change is constant in this world and our community. We are committed to continuously redefining ourselves and pressing forward with the challenges in our profession and improving our strong relationship with our citizens to continue to provide a safe and secure community.

I want to thank City Council, the City Manager's Office, and the other City Departments for their support, trust, and partnerships that have allowed us to provide exceptional service to our community. Thank you to all the police department employees who have given their all in this challenging year, and I wish everyone a safe and healthy 2022.



Respectfully,

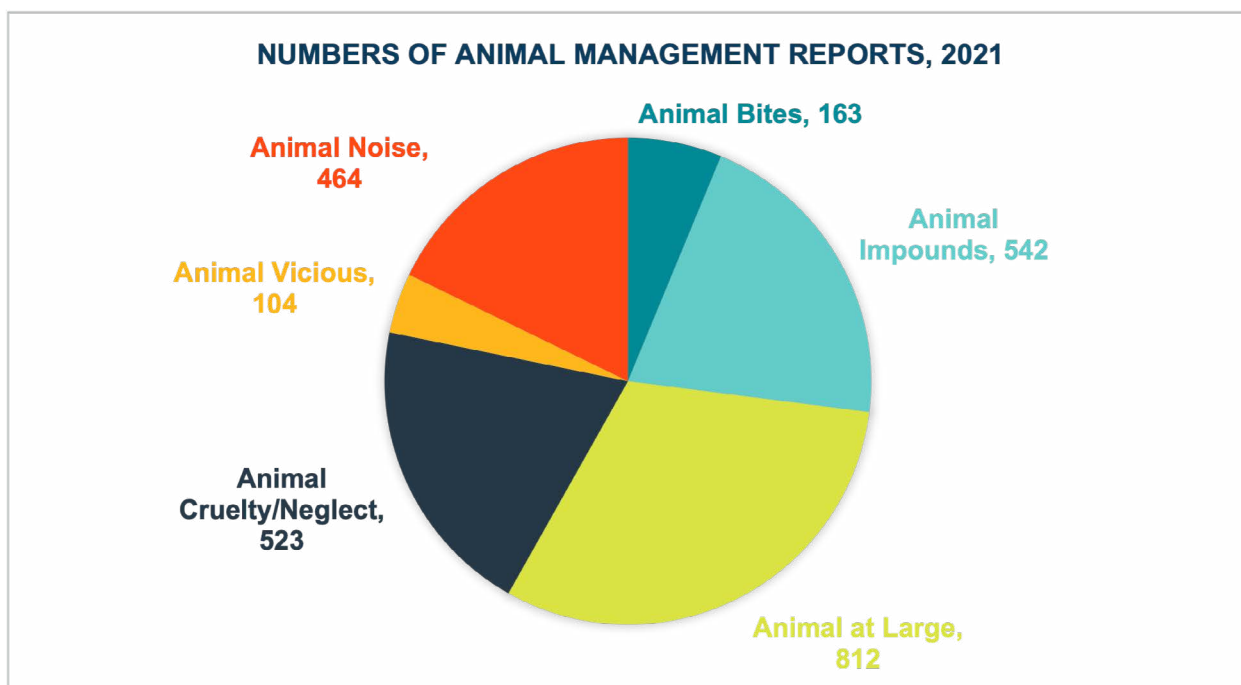
Norm Haubert
Interim Chief of Police



Divisions, Units and Teams

Animal Management Unit

The Animal Management Unit responded to 7,337 calls for service in 2021, and services that were curtailed in 2020 due to COVID-19 were reinstated. The unit spent most of 2021 short staffed even as calls for service increased. Pandemic-caused evictions resulted in the unit impounding larger numbers of animals from households as well as completing several complex dangerous dog investigations.



Auto Theft Unit

Property crimes saw dramatic increases in 2021. The City of Westminster had 1,495 reported auto thefts, which represents a 98 percent increase over 2020 and reflects a trend being seen throughout the Denver Metro Area. Seven out of 10 of those stolen cars were recovered by WPD.

During 2021, the Auto Theft Unit participated in several community prevention efforts including providing free auto theft deterrent clubs to residents and hosting a program to label residents' catalytic converters. The labels serve as both a theft deterrent and a recovery aid. These programs were held in conjunction with Denver area auto theft task forces.



Cold Cases Investigations

WPD currently has 11 cold cases/unsolved homicides that occurred between 1975 and 2018. Each year, cold cases are reviewed for additional tips or leads that need to be investigated. Per state law, WPD provides an update to the family of the victim as to the status of the case. The Investigations Division continues to actively work a 1975 rape/murder case and is utilizing DNA analysis in conjunction with genetic ancestry research.

Crime Lab

The recent precipitous rise in crime is seen clearly in much of the work of the crime lab in 2021. Notably, crime lab staff responded to 24 percent more crime scenes in 2021 than in 2020 and created 22 percent more crime scene reports. They processed 109 percent more items for latent fingerprints, and retrieved 60 percent more fingerprint matches from the national Automated Fingerprint Identification System (AFIS).

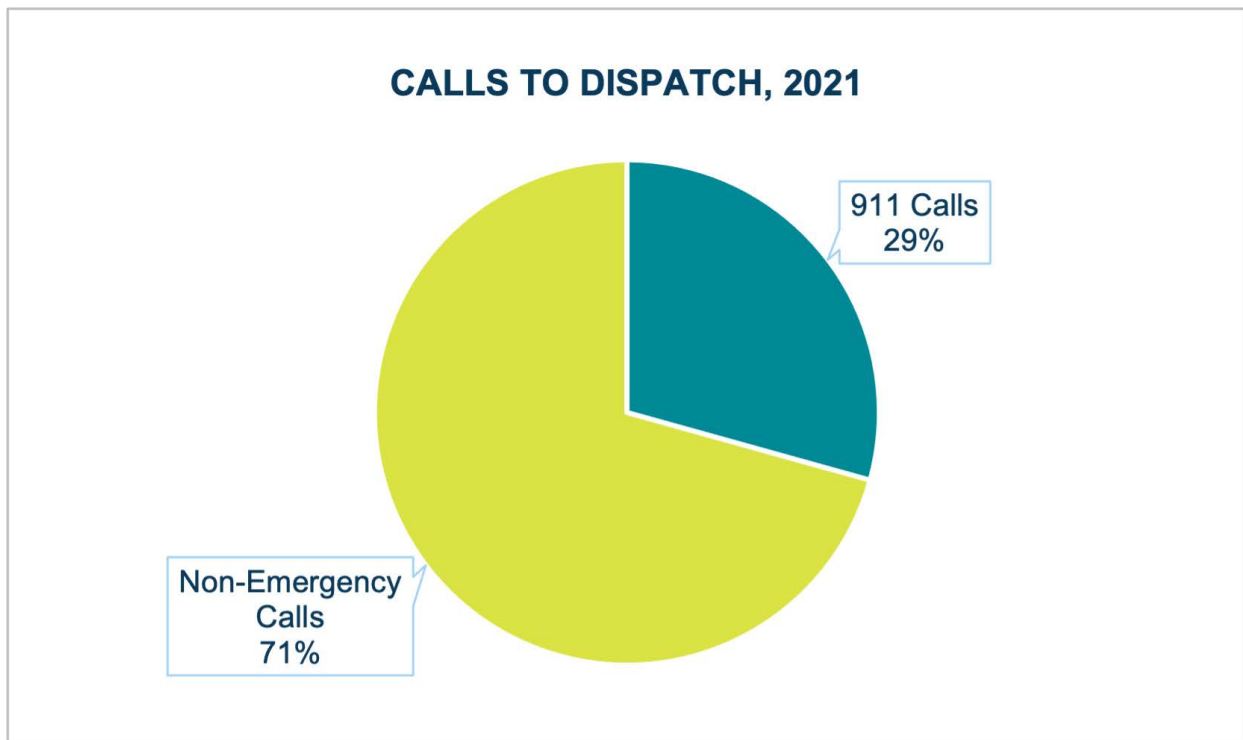
Crime Lab Work	2021	2020	Change
Crime Scene Responses	297	239	+24%
Crime Scene Reports	306	251	+22%
Laboratory Requests	168	168	No change
Items Processed for Latent Fingerprints	1014	483	+109%
Latent Fingerprint Evaluations	337	358	- 6%
Latent Fingerprint Comparisons	1578	1439	+9%
Serial Number Restorations	0	2	-100%
Forensic Video Analysis	0	0	No change
Footwear/Tire Comparisons	0	0	No change
AFIS Hits	32	20	+60%

Also, the lab recently acquired a Reflected Ultra Violet Imaging System (RUVIS) which is used to enhance latent/patent evidence for collection and identification. The equipment was partially paid for by a Justice Assistance Grant from the federal government.



Dispatch Unit

In 2021, the Communications Unit (also known as Dispatch) received 205,351 calls, a nine-percent increase over calls received in 2020. Of those calls, 60,203 (29 percent) were 911 calls. The remainder were received through the administrative or non-emergency lines.



An important focus for the Dispatch Unit in 2021 was implementing the new Computer Aided Dispatch (CAD) and Emergency Medical Dispatch (EMD) systems which went live at the end of March 2021. This required intensive training and ongoing coordination with other areas of the Police and Fire Departments.

The unit also focused on filling vacant positions. In 2021, the unit lost six communications specialists, one to an internal transfer and five to attrition. As of December 2021, the unit had one communications specialist in training and was working to hire more through a rolling application process that will remain open until all vacant positions are filled. Authorized staffing levels in the Communications Center are as follows:

- 1 administrator
- 4 supervisors
- 23 communications specialists



K9 Unit

The K9 Unit is comprised of four teams led by a Sergeant and three K9 handlers. All four dogs are multipurpose dogs utilized in patrol functions as well as odor work for narcotics and explosives. All handlers are currently assigned to shifts on patrol. In 2021, the K9 Unit was involved in 179 deployments and assisted in the arrest or surrender of suspects in 42 cases.



Liquor Enforcement Division

The Liquor Enforcement Division currently oversees 235 liquor licenses. As the community began to reopen during the COVID-19 pandemic, the division saw a substantial increase in new applications, special event permits, and requests for security guards for events.

Type of Liquor Enforcement Actions	2021	2020	2019
License Renewals	204	239	193
New Applications	21	5	13
Transfers of License	10	8	14
Changes of Manager	26	25	32
Changes of Corporate Structure	5	13	6
Tastings Licenses	6	2	6
Art Gallery Licenses	1	1	1
Cabaret Licenses	1	1	1
Modification of Premises	4	2	10
Special Event Permits	60	21	43



Type of Liquor Enforcement Actions	2021	2020	2019
Changes of Location	0	1	0
Compliance Checks	0	0	24
Liquor License Investigations	1	0	0
Liquor License Violations	1	0	3
Security Guards for Events	41	19	22
Total Number of Reports	382	337	368

Patrol Division

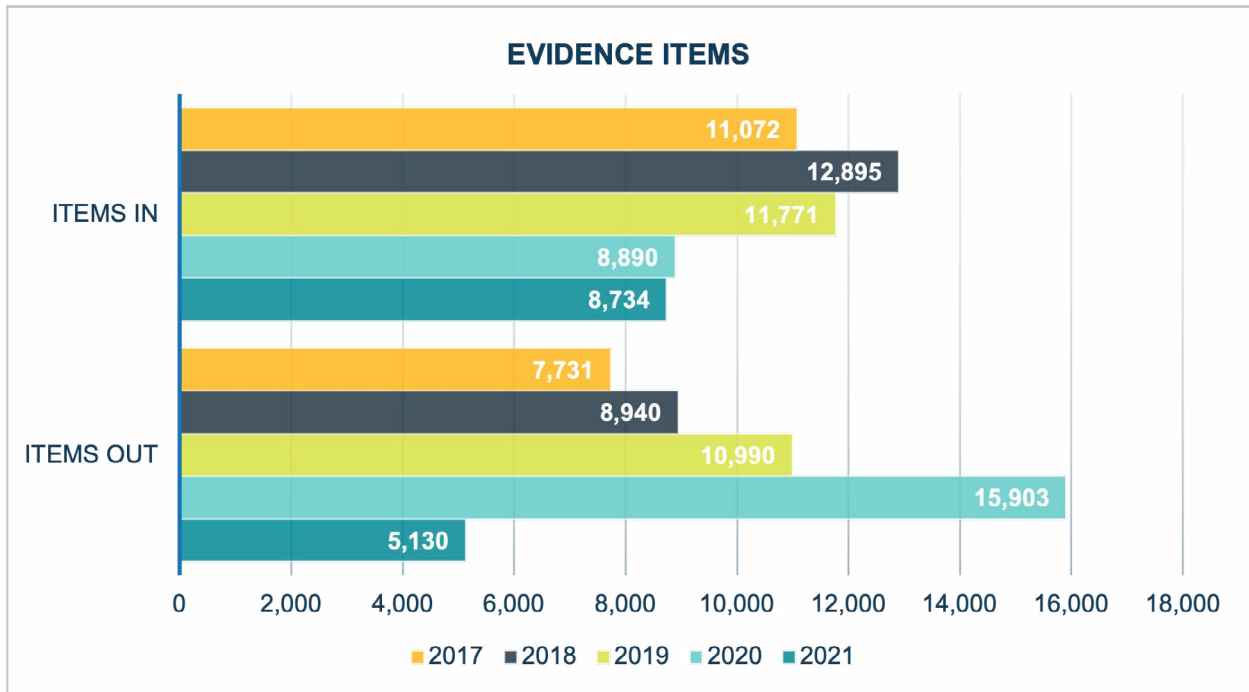
Consistent with police departments throughout the state, the Patrol Division was challenged with increased calls for service relating to all types of crimes. Patrol officers responded to a significant increase in violent and non-violent crimes, such as: auto theft, vandalism, simple and aggravated assaults, intimidation, and theft. This call increase resulted in less time for officers to focus on proactive crime prevention. Even so, due to their dedication to growing community trust, officers engaged with local groups and provided high quality service founded on integrity, respect, and dignity. During a time when police integrity was being questioned nationwide, Westminster residents showed their support for WPD officers, which improved morale and reinvigorated the officers serving the Westminster community. Overcoming staffing shortages was and continues to be one of the division’s biggest challenges, but the officers serving this community remain steadfast and devoted to providing professional service to all residents and businesses.





Property/Evidence Unit

The Property/Evidence Unit consists of three property evidence technicians. 2021 was challenging for this unit, as it was also short-staffed for most of the year. The unit tracks items of evidence brought into the warehouse and the number of items released or disposed of. The goal is to release/dispose of more items of evidence than are brought in and reduce overcrowding in the warehouse.



The unit began re-labeling items in existing storage locations in December 2019. When the COVID-19 pandemic hit in March 2020, the unit had to pause this project, but were able to resume and complete it in 2021. This was a significant undertaking. Technicians had to handle every single item of evidence to scan the bar code and update the storage location of the item in TraQ, the department’s evidence tracking software.

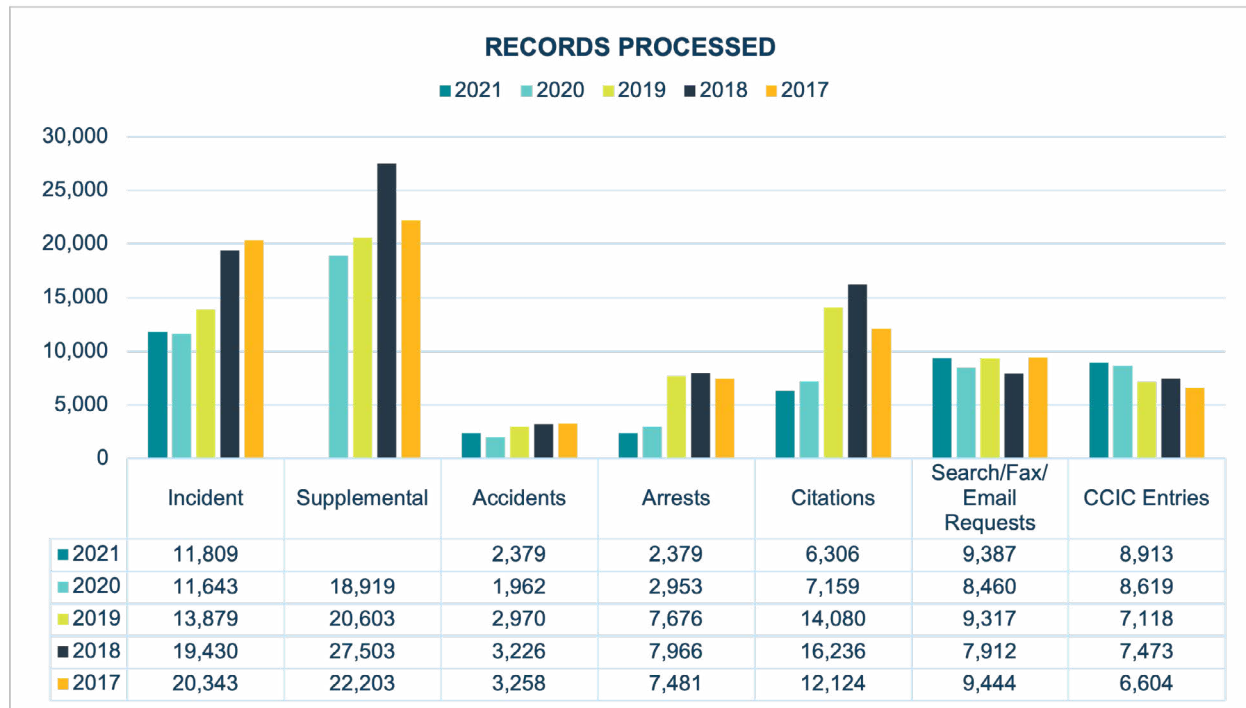


Evidence.com went live for the department in January 2021. This software allows digital evidence to be uploaded into Evidence.com by the officer, detective, or report specialist. The digital evidence can then be easily accessed by department and municipal court staff. The only digital evidence booked into the warehouse on a thumb drive or a CD are Sexual Assault Nurse Examiner (SANE) examinations and child pornography.



Records Unit

The WPD Records Unit is responsible for processing all department criminal justice records, serving the citizens at the front window, and manning the department’s main Colorado Crime Information Center (CCIC)/National Crime Information Center (NCIC) terminal. The table below captures the type of records processed in the unit from 2017-2021.



*Supplemental information not available for 2021 due to new software implementation.

Sex Offender Unit

In 2021, there were over 280 people on the sex offender registration list. Officers conducted home checks on individuals in compliance with C.R.S. 16-22-103. Depending on the type of offense, offenders are required to register either yearly or quarterly. The un-housed population is required to register monthly.



Special Enforcement Team (SET)

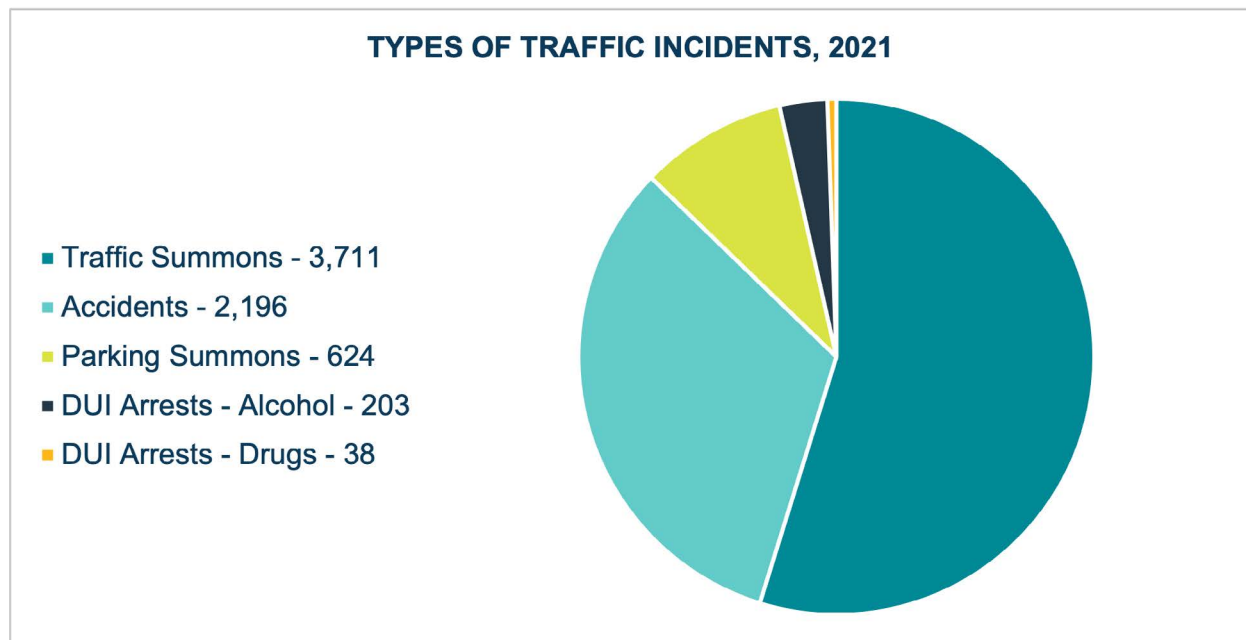
This past year, SET arrested 15 suspects wanted for murder or attempted murder, along with nearly 40 more offenders that were considered “dangerous felons.” Most of the homicide cases were generated within the city, and SET worked closely with investigations to apprehend our city’s most violent criminals.

SET’s successes in the past year were attained in a climate of significant staffing shortages. To compensate for those vacancies, SET has been permitted to borrow additional patrol officers when needed and has especially relied on the use of the WPD K9 officers.

Traffic Unit

The WPD Traffic Unit consists of the following personnel:

- 1 commander,
- 2 sergeants,
- 5 accident investigators,
- 4 traffic cars, and
- 5 motor officers, plus
- 5 vacant positions.



* Traffic Summons and Parking Summons numbers do not include data from January 1, 2021–March 22, 2021 due to the changeover in the Records Management System.



Victim Services Unit (VSU)

Over the years, the number of crimes needing victim services has increased alongside the population of the City and the recent jump in crime. In 2021, VSU provided services to 3,577 persons involved in 2,723 incidents of crime or personal tragedy. Of those cases, almost a quarter were related to domestic violence, and more than 10 percent of these cases received services through the Fast Track Domestic Violence Program. VSU was able to provide 10 families with financial assistance for funeral expenses, emergency hotel stays for 27 victims, rental assistance for 102 victims, access to counseling services for 92 victims, assistance with security systems for 24 victims, and assistance for basic needs and groceries to 56 families. Victims were also offered assistance with car insurance, moving expenses, eyeglass replacement, medically necessary devices, phone bills, phone replacement, childcare, and myriad services in order to help stabilize families and individuals in their moment of need.



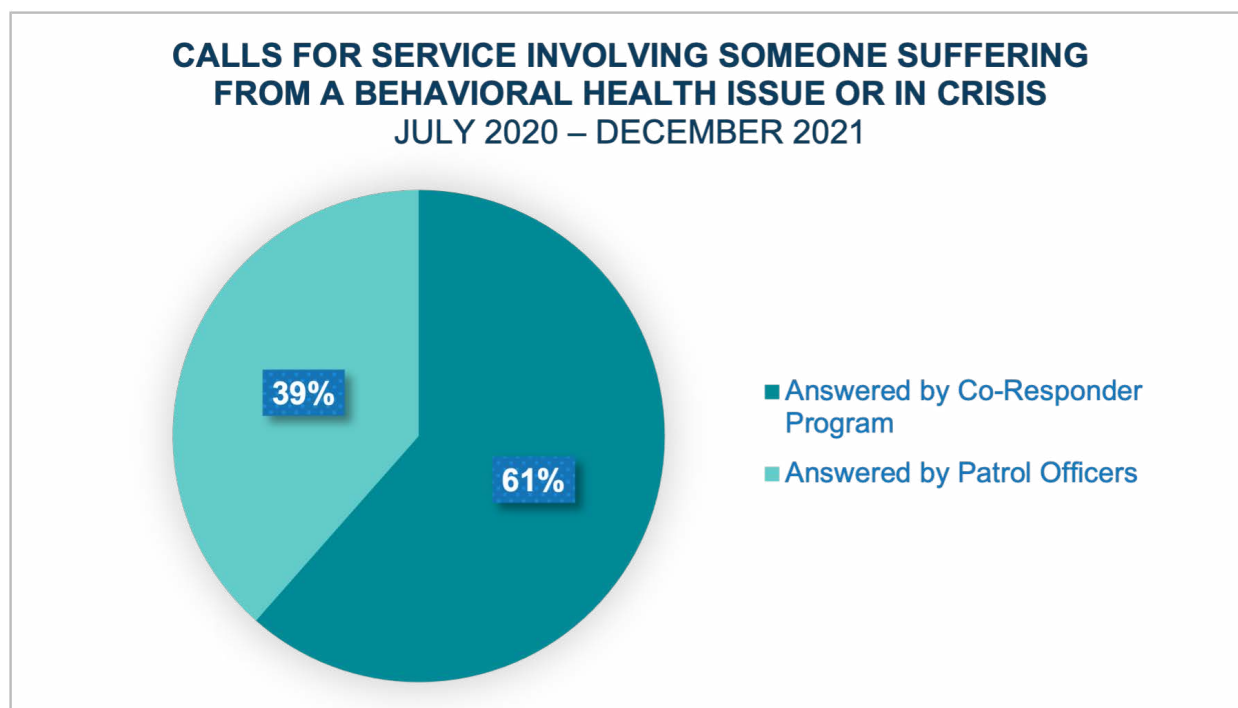
Additionally, VSU was able to provide more than \$241,688 worth of services and support back into the community by collaborating with the Colorado Organization for Victims of Crime, Catholic Charities, Crime Victims Compensation, and other organizations. The procurement of these services takes a great deal of time and relationship building by each of the five victim advocates.



Partnership Programs

Mental Health Co-Responder Program

The WPD's Mental Health Co-Responder Program had another exceptional year. The program pairs a mental health specialist with a police officer to respond to behavioral health-related calls for service. To meet these needs, WPD contracts with the Community Reach Center for licensed clinicians who are able to assist officers and community members during times of crisis. These teams utilize the combined expertise of the officer and the behavioral health specialist to de-escalate situations and help link people with behavioral health issues to appropriate services. Goals of the program include: prevention of unnecessary incarceration and/or hospitalization of mentally ill individuals, provision of alternate care in the least restrictive environment through a coordinated systemwide approach, prevention of duplication of mental health services, and the return of law enforcement units to patrol activities. The co-responders are able to de-escalate situations and stabilize individuals within the community or in their own homes.



Modern policing best practices recognizes that mental health difficulties affect many members of our community, and a team approach is often the best to achieve desired goals for the individual and the community as a whole. To better serve Westminster residents, the Co-Responder Program has begun to work with various City departments and units, including the Fire Department, the homeless navigator, Victim Services, and the Municipal Court. The purpose of these collaborations is to offer coordinated, wrap-around services to some of our community's most vulnerable populations at the time they are

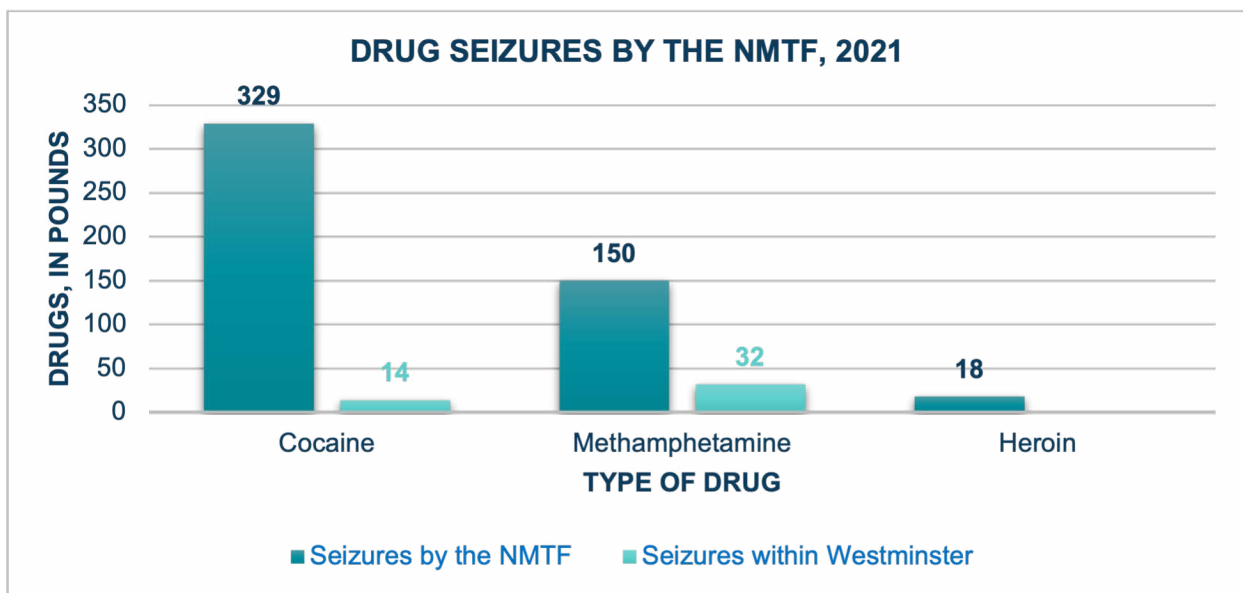


most in need. The Co-Responder Program officers are committed to problem solving and have adopted this Citywide, team approach to best serve each client and their individual needs.

In the coming year, WPD looks forward to expanding the Co-Responder Program to include additional licensed clinicians and case managers to meet the growing needs of our community.

North Metro Task Force (NMTF)

WPD currently staffs two full-time narcotic detectives and one Supervisor at the NMTF. Two additional WPD detectives are assigned to the U.S. Drug Enforcement Agency. In 2021, the NMTF conducted 187 tactical operations with 20 of these operations occurring in Westminster. Twenty-two individuals were arrested inside the city. 2021 saw the highest drug seizure totals to date for the unit.



In addition, the NMTF seized 101 guns, 14 of them within Westminster.

The efforts of the NMTF have shifted slightly in recent years to focus on large-scale drug distribution networks that operate in the greater Adams County area. This benefits Westminster directly by cutting off the source of supply for lower level drug dealers and users that work and reside in the City. These large cases involve partnerships with DEA and long-term wiretap investigations that are labor intensive but very productive, as illustrated by the arrest and seizure totals above. This shift is driven by a focus on supply side disruption and an understanding that individuals struggling with addiction should not be the focus of enforcement efforts, even though their addictions often drive other serious crimes in the City.



2021 started with the seizure of 22 pounds of methamphetamine that occurred in the first week of January as the result of a case that was started in 2020. The 22 pounds of meth was sold to undercover detectives that were parked near a school in the area of 74th Avenue and Irving Street.

School Resource Officers (SROs) Unit

Westminster School Resource Officers (SROs) serve over 56 preschools, elementary, middle, and high schools spanning three school districts. The unit is comprised of seven officers and one sergeant.

WPD SROs support schools, children, and families in Westminster by:

- Working with school staff to ensure the safety and security of school facilities;
- Building relationships with students, staff and families; and
- Doing the right thing for our youth.

This summer, the SROs partnered with the Arvada Police department to welcome 22 excited teens for a week-long youth police academy where they learned about the functions of the police department.





Community Relations

Community Relations Programs

Despite the pandemic, the department was busy with some old and some new community relations programs in 2021. These included:

- **Santa Cops** - WPD, with help from the Westminster Citizens Academy Alumni Association (WCPAAA), provides Christmas gifts to children in our community who are in need during the holiday season. In 2021, WPD sponsored 109 kids whose families were undergoing severe financial hardships and were unable to provide Christmas gifts for their kids. Nominations for the children came from officers who met the kids on calls, school resource officers, victim advocates, and through relationships built with school counselors and county housing authorities. Each child receives a pair of shoes, a winter coat, a complete outfit of clothes, and a few toys based on their interests.

Police officers then delivered the gifts to the families the week before Christmas. This program is a favorite of WPD staff, who are very grateful to have community members, colleagues, and businesses throughout the City who help make this program happen every year.





- **Cuisine with Cops — Community Conversations:** This was a new program launched in 2021 as a way to reconnect with the community after the isolation of the pandemic. WPD hosts a food truck series throughout the warmer months to afford residents an opportunity to talk with WPD employees while enjoying a night off from cooking. The event is held monthly at different parks throughout the City. The department plans to continue this program in 2022 in conjunction with the Parks, Recreation and Libraries department.



- WPD also launched “Westminster Police,” a new app for iPhone and Android mobile devices in May 2021. Development of the app was based on the realization that nearly all community members have phones in their hands almost constantly, and an app could be an excellent way to connect with them directly. The app has been viewed nearly 120,000 times.
- WPD conducted or supported 44 community meetings in 2021. This included seven “COP Talks,” virtual trainings/interactive sessions with the public so they can learn more about the department, and ask any questions they may have on the specific topic.

The following topics were covered in 2021:

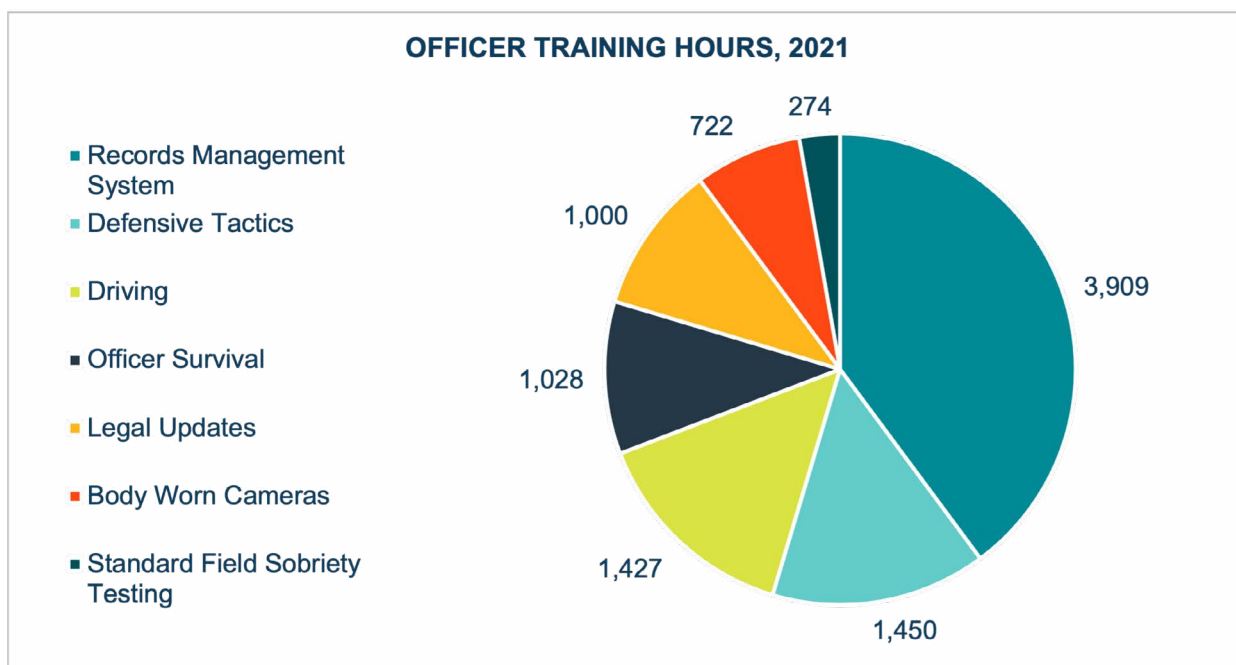
- WPD recruitment and hiring
- Police continuing education and training practices
- Police officer accountability, internal affairs investigations, and disciplinary process
- Mental Health Co-Responder Program
- School safety and an officer’s role
- Traffic safety and street





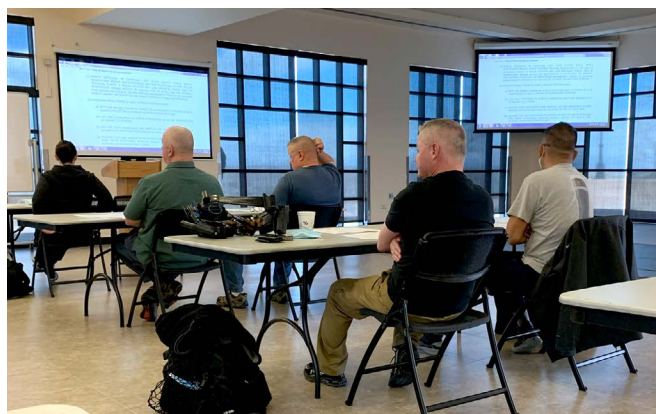
Officer Training

In 2021, WPD officers attended 191 classes for a total of 17,709.4 training hours collectively. The table below captures some of the most attended training classes.



Arrest Control Training

The focus of Arrest Control Training is driven by trends and/or concerns derived from reviewing WPD use of force reports. When no significant trends in types of resistance are discovered in a given year, training focuses on areas of arrest control/defensive tactics that haven't been covered in the previous year's training. Additionally, a portion of training time is spent on tactical reviews of cases involving excessive force claims from the U.S. 10th Circuit Court of Appeals. These reviews are extremely valuable as they allow staff to discuss real situations and identify windows of opportunity or turning points in those incidents where de-escalation could have changed the outcome.





Firearms Training

Firearms practice at the firing range is scheduled on a quarterly basis. Personnel are required to complete a four-hour training session once per quarter (for a total of 16 training hours per year). Additionally, officers must complete qualifications for all weapons (duty, off-duty, back-up handguns, shotguns, and rifles), followed by training on duty weapons and rifles. Officers completed the required amount of training in 2021.

Officer Survival Training Program

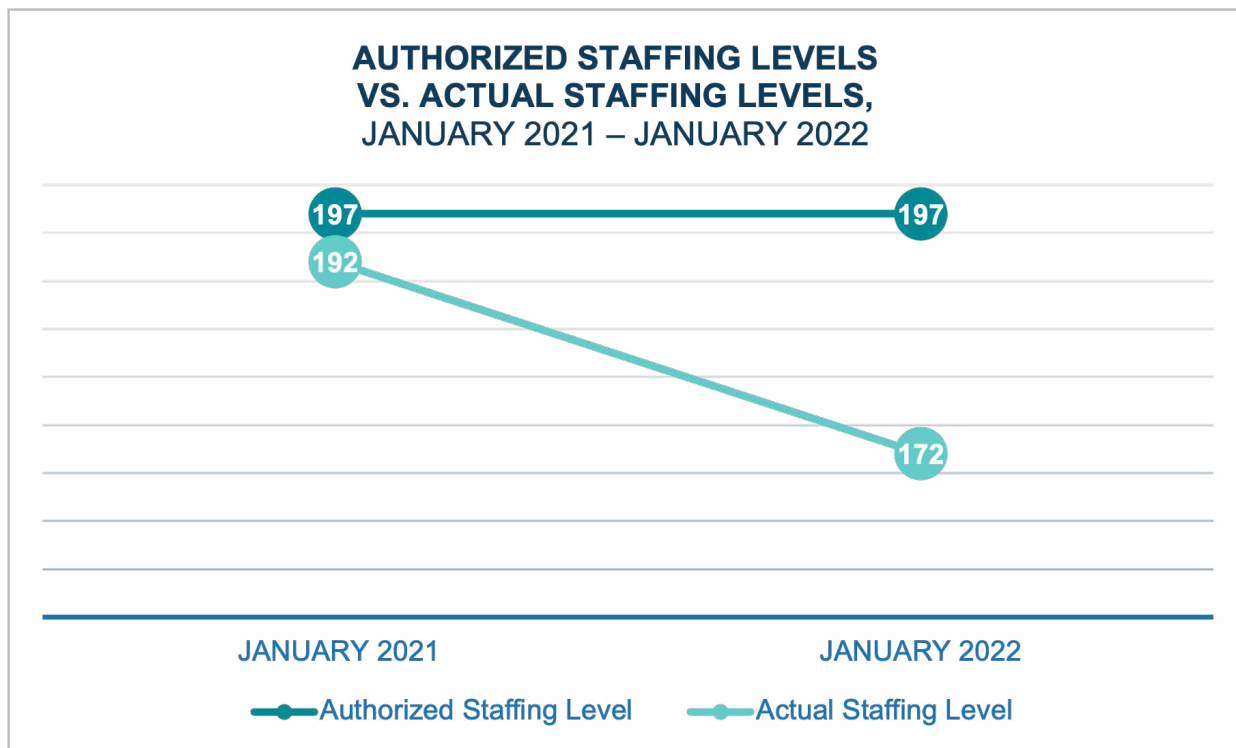
The Officer Survival Training Program is comprised of 21 instructors from across all divisions of WPD. The program provides scenario-based and force-on-force training on topics that include active shooter/hostile scenes, building searches, de-escalation techniques, pedestrian contacts, patrol calls, and traffic stops/contacts.





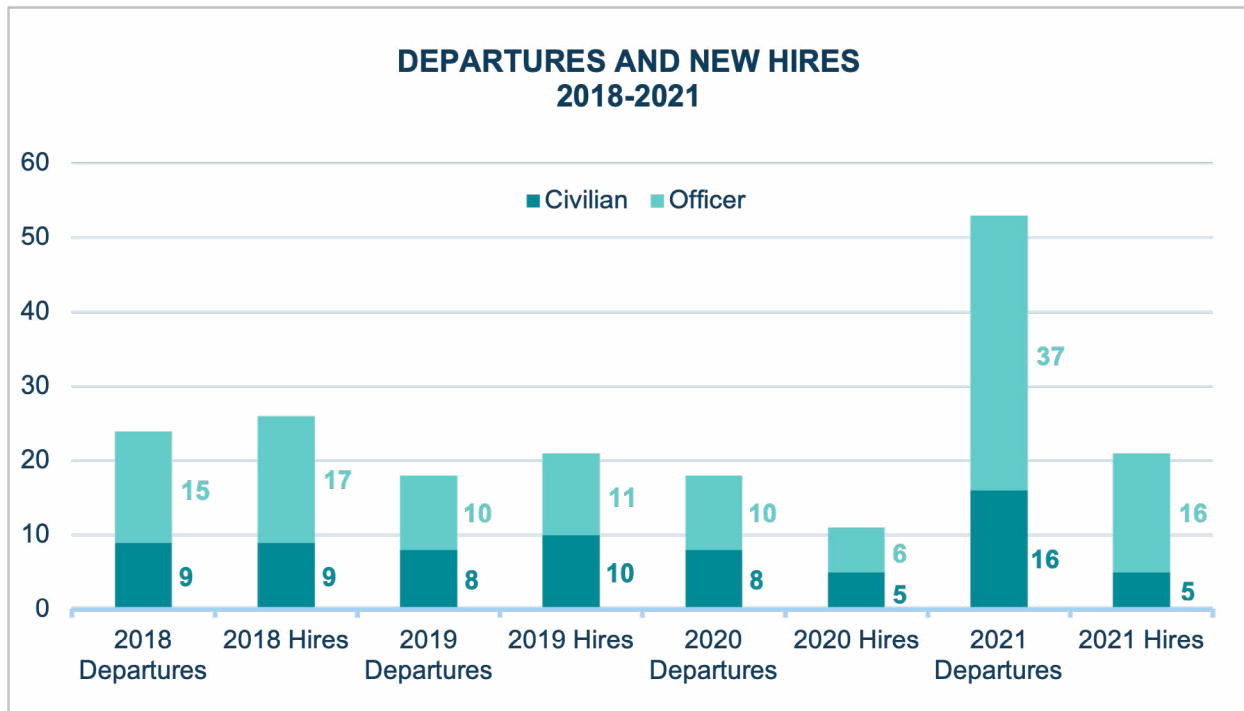
Administration

Recruitment and Hiring

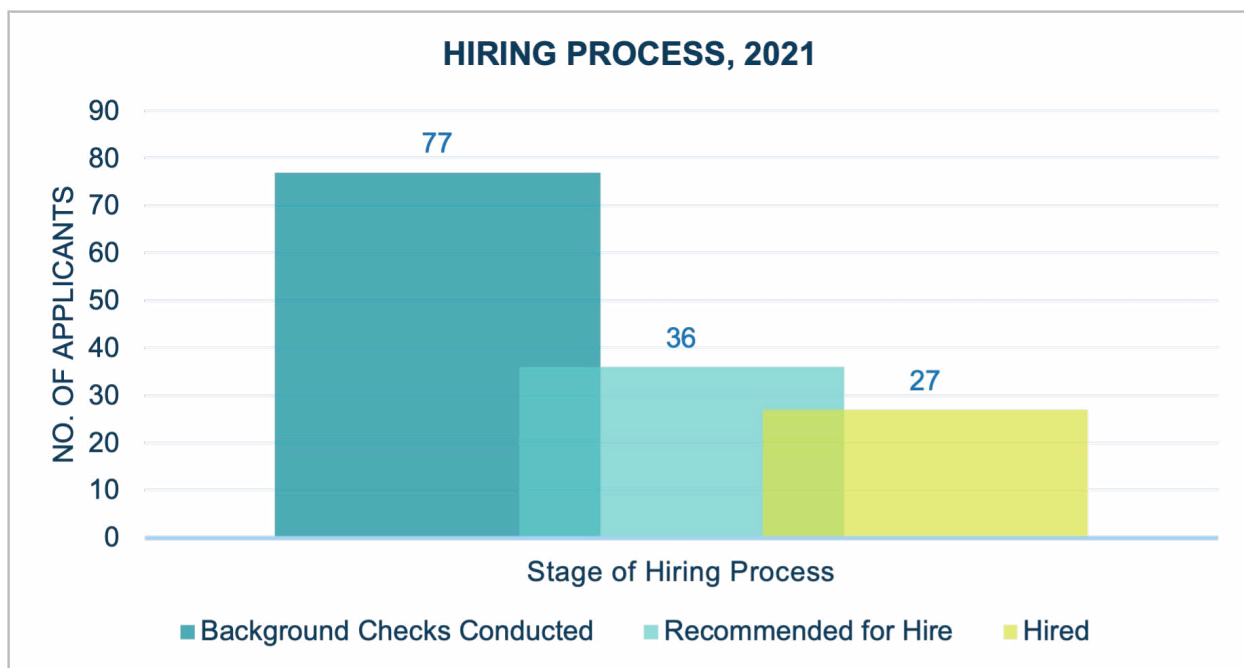


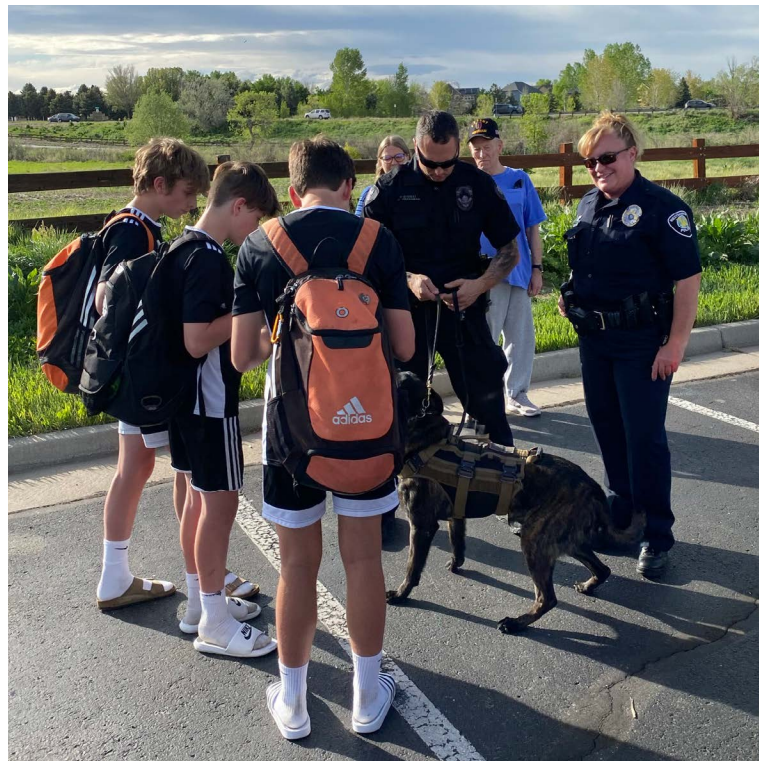
WPD's strategy for hiring highly qualified candidates continues to evolve to meet the ever-changing employment landscape. Leadership continues to evaluate the department's hiring methods and to work with the City's HR department to streamline the process. To cast a wider net for exceptional candidates, WPD adopted a rolling recruitment process for police officers and for communications specialists. Hiring bonuses have been implemented to attract candidates for both communications specialists and police officer positions.





Departures consist of resignations, retirements, and terminations. These numbers do not include volunteers, student interns, victim advocates, and Co-Responder Program members. Police officer hires include trainees hired for the academy. Entering January 2021, Communications/Dispatch was fully staffed with 23 dispatchers, four supervisors, and one administrative assistant. Through attrition and other issues, by the end of 2021, Communications/Dispatch had 5 vacancies.







Technology

Computer Aided Dispatch (CAD)/ Records Management System (RMS)

After a year’s delay due to COVID-19, Westminster transitioned to a new Computer Aided Dispatch and Records Management System (CAD/RMS) provided by Central Square Technologies on March 23, 2021. The new CAD system facilitates the delivery of information from the dispatcher to the responding officers and any who conduct subsequent investigations. The RMS is the repository for all information related to an incident that can then be accessed by the district attorney’s office for review and other investigators for subsequent and related investigations

Body Worn Cameras (BWC)

The planning, purchasing and deployment of 200 Axon Body 3 cameras began at the end of 2020 and by November 2021, the department had every officer equipped with a body camera.

Response to Resistance

In 2020, the department updated its policy regarding reporting and investigating use of force/response to resistance. The new updates defined use of force more broadly, such as including the use of the RIPP restraint device and/or the safety restraint chair. They also reiterated the department’s commitment to a thorough investigation of every use of force report. These policy enhancements have made year-over-year comparisons difficult, but data from 2021 show a general decline in use-of-force arrests throughout the year.

	Q1 Jan-Mar	Q2 Apr-Jun	Q3 Jul-Sep	Q4 Oct-Dec
Total Arrests	539	569	691	691
Use of Force Arrests	33	26	25	27
% of Arrests Requiring Use of Force	6.1%	4.6%	3.6%	3.9%

The use of force will continue to be investigated, analyzed, and included in officer trainings to ensure that the use of force is legally, practically, and prudently applied.



TASER Use

The WPD averages 25 TASER deployments a year where cartridges are fired. Use of Force Review and TASER survey data show that officers are deploying the device consistent with training, using good judgment, and employing best practices in de-escalation and warning tactics.



TASER Deployments, 2021	
Incidents involving a TASER	31
TASER deployments	36
De-escalation tactics used during incidents	122
Percentage of times officers were able to provide a warning prior to use of TASER	96%



Retirements: Thank You for Your Service

The Westminster Police Department, on behalf of its staff and the Westminster community, gratefully thanks the following officers for their service:

Officer	Years of Service
Commander Gene Boespflug	42
Chief Tim Carlson	34
Deputy Chief Kim Barron	32
Detective Bernard Vonfeldt	32
Officer Doug Tiller	31
Detective Jean Matthews	30
Officer Mike Sarconi	28
Commander Scott Takahashi	28
Officer Stephanie Hard	24
Investigator Luis Lopez	23
Detective Steve Bare	20
Detective Brandon Garcia	20
Officer Mike Gettman	20
Sergeant Jeremy Roberts	19
Sergeant Alex Johnstone	17
Officer Paul Mcdonald	16
Officer Drew Saenz	16

