



City of Craig Police Department 2015 Annual Report



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Craig Police Department Values

We Value Respect

Respect for Our Self - Our Coworkers - Our Community

We care about people and treat everyone with dignity and respect. We respect diverse viewpoints without sacrificing professionalism in our service to our team members and the people we serve.

We Value Integrity

We live our established values and seek to perform to the highest standards. We take pride in our work and hold each other accountable for our actions. We encourage transparency to be the norm, not the exception. The goal is to educate the community about police operations and practices. The more they know and understand, the more likely they are to be supportive.

We Value Service

We encourage a service mind-set by all our team members; and, through community input we seek to provide quality service in a courteous and efficient manner.

We Value Equality

We treat everyone in an impartial, considerate and compassionate manner. We believe that the principles of procedural justice -- fairness, transparency, impartiality, and providing voice for other sides to be heard -- are vital to effective policing and positive community relations. They're also critical to departmental harmony.

Mission

Provide high quality police service that will create a sense of safety and security to improve the quality of life.

Message from the Chief

"The highest of distinctions is service to others." --King George VI



On behalf of all our team members I am pleased to present the 2015 Craig Police Department Annual Report.

This report is a reflection of the dedication, compassion and professionalism of every team member of the Craig Police Department. It also contains information in regards to department activity, our challenges and accomplishments during the year.

It is an honor to lead the 28 highly valued men and women of this department who are truly dedicated to serving the citizens and guests of this community with the highest level of integrity. We are committed to providing service to all people and treat them not just with respect, fairness, compassion and professionalism, but also integrity and politeness. I personally express my appreciation to all our team members; they are the nexus for our success.

We continue to feel the effects of the economic downturn in our area, and a reduction in revenues. In 2014 the department undertook an examination of our technical core, which are the components of the organization that deal directly with the primary activity or mission of the organization. The result was the reduction of three team members. The reduction in staff continues to present challenges in meeting the expectation of services that the community has come to expect.

We experienced a five (5%) percent increase in calls for service from 2014 to 2015. Officers responded to approximately 12,320 calls for service along with 1,481 criminal calls, which was an 18% increase from 2014. This increase is more reflective of the number of calls we had during 2011-2013.

For seven months of the year Commander Jerry DeLong was assigned as the Interim Police Chief in Steamboat Springs. Ms. Anne Small, General Services Director, stated that "he was just an amazing asset to the City and the police department. I can't imagine how that department would look like without his solid leadership." I'm very proud of him for volunteering for this difficult job, the work he did and the positive example he set. He also gained an invaluable training experience that can be applied to the continuous improvement of our department. During that same time, Commander Bill Leonard assumed several of Commander DeLong's operational duties, as well as being our acting chief for approximately six weeks that I was out of the office. Values influence every aspect of our lives and serve as guides to action. It is clear by Bill's actions during this seven month period that his values model our own. He is a team player who daily commits to doing whatever it takes to get the job done and make our department better.

All our team members appreciate the cooperation and support given to us by the officials, citizens and visitors to Craig.

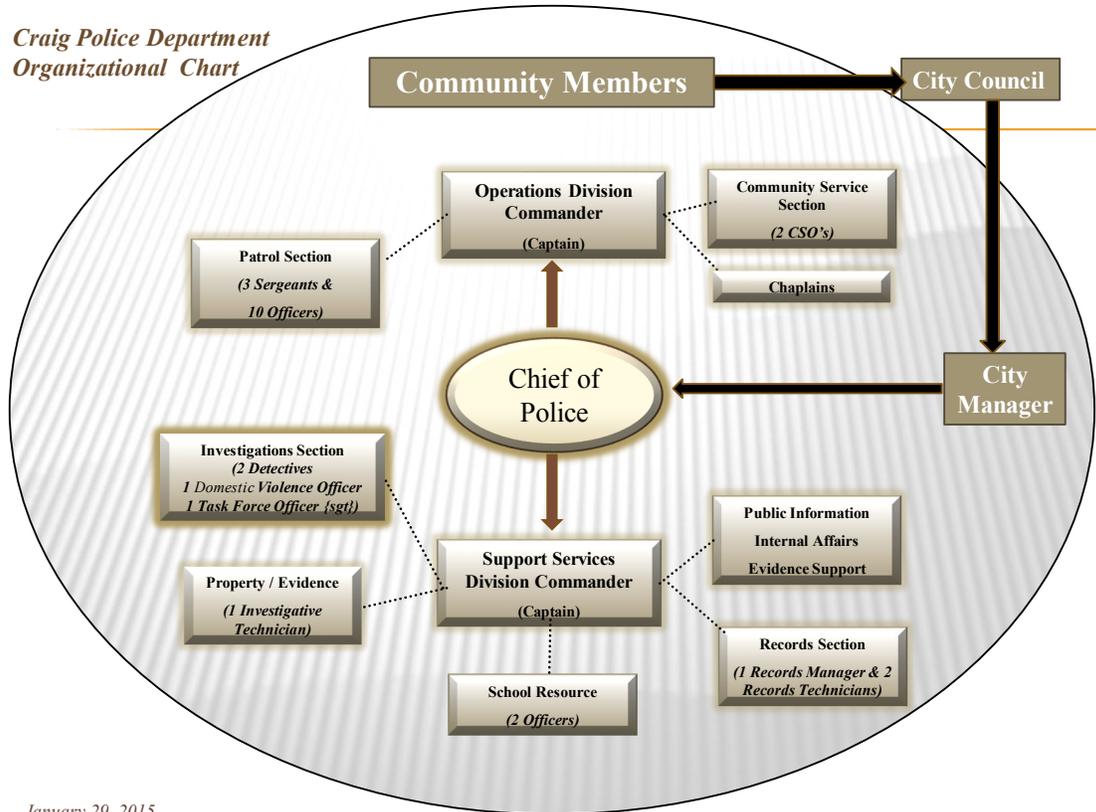
Respectfully,

A handwritten signature in blue ink that reads "Walter K. Vanatta". The signature is written in a cursive, flowing style.

Walter K. Vanatta
Chief of Police

Organizational Structure

Craig Police Department
Organizational Chart



January 29, 2015

Strategic Direction

2015 was the first year of the Department's current Strategic Plan. This strategic guidance is an essential part of our mission. The plan contains four (4) focus areas.

They are:

- *Crime
- *Youth
- *Organizational Excellence
- *Community Outreach

Within these focus areas there were a total of twenty-eight (28) specific goals and ninety-six (96) objectives that were established. Some of the goals overlapped into multiple focus areas.

I'm pleased to report that our team successfully accomplished eighty-one (81%) percent of the objectives. There were a few objectives that couldn't be accomplished due to factors outside of our control, and some that, due to staffing issues will be carried forward into 2016. Highlights from specific focus groups will be covered later in this report.

Youth Activities

Goals—79% accomplished

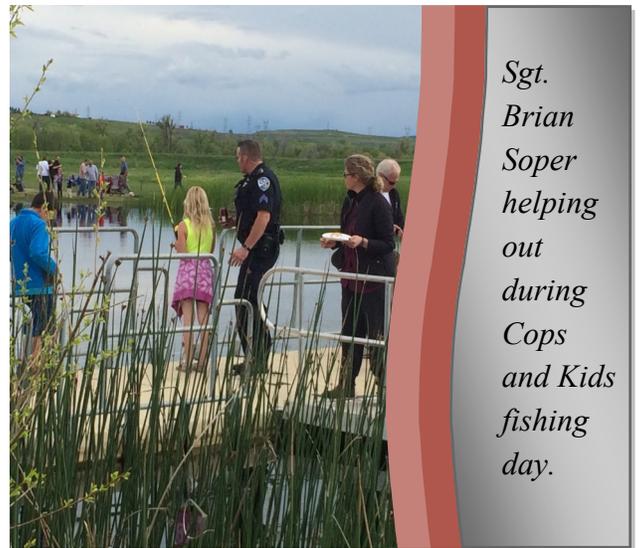
- ◆ Increase education and presence around technology and social media
- ◆ Train the trainer – officers training teachers so they can educate parents in regards to bullying, sexting, marijuana, etc.
- ◆ Have SRO/Patrol present in ALL places kids frequent
- ◆ Expand liquor compliance checks to all liquor establishments
- ◆ Drug prevention and intervention with kids
- ◆ Expand efforts to seek input from youth community and improve relationships



Officer Grant Laehr participating in the Moffat County High School Job Fair.



School Resource Officers Norm Rimmer and Ryan Fritz present D.A.R.E. Graduation certificates.



Sgt. Brian Soper helping out during Cops and Kids fishing day.

Youth Focused Activities:

- ◆ Continuing Programs: Safe2Tell; Safety Awards; Child ID Kits; Child Safety Fair and several School Safety Programs
- ◆ Child Protection Team Task Force Membership
- ◆ Presented Sexting and Extortion classes, Marijuana Abuse, and Internet Safety to 6th graders
- ◆ ALICE (school safety) classes were taught to all the new teachers
- ◆ Programs in partnership with Boys and Girls Club
- ◆ Partnered with State of Colorado on Liquor compliance checks
- ◆ Participated in the downtown Trick or Trunk during Halloween



Sexting continues to be an issue with school aged youth. Age appropriate education is being provided to help reduce this.



Organizational Excellence

Goals—81% accomplished

- ◆ Consider grant writer to look for additional funding opportunities
- ◆ Continued focus on education and transparency and the use of multiple resources, especially social media to educate department employees
- ◆ Improve employee wellness and well being
- ◆ Continue efforts to improve organizational performance
- ◆ Improve officer access to information—materials and support groups so officers don't have to come into the office to get it



Members from the Craig Police Department, Moffat County Sheriff's Office and Colorado State Patrol build relationships during a combined multi-agency picnic.

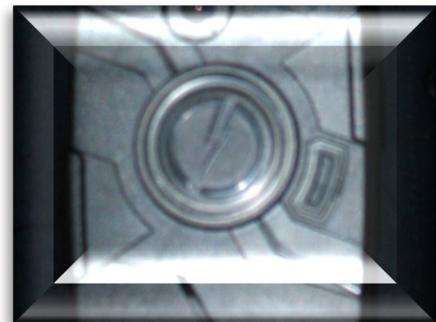


Our Facebook and Web Page are invaluable tools for maintaining transparency and communicating with the community. Over a recent 28 day period we reached over 24,600 people. We also utilize Twitter and implemented the MyPD app.

This year we modified our fitness policy from testing strength and agility to a medically based preventive model that is oriented at catching serious medical issues and preventing long term risk. This not only avoids injuries during testing but finds serious health issues that the team member may not be aware of.



All officers are issued iPads, and other technology, which have improved our ability to communicate from the field, have legal resources immediately available and gather evidence much more quickly.



Body Cameras are now an integral part of the police uniform.

Organizational Excellence—Cont.

Several team members were recognized by citizens and other officers during the year for not only their outstanding individual bravery and professional efforts, but for their efforts throughout the community. These exceptional people are a reflection of the commitment and compassion of all the staff. A total of sixty-five (65) commendations were received, involving twenty-three (23) individual team members. That equates to 82% of our team receiving commendable recognition during the year.



Community Service Officer Jill Nelson received the Employee of the Year Award for 2015 from Chief Vanatta. In part, Jill was recognized for team commitment and willingness to take on any job asked of her. She has become the department's data analyst, enters all the training records, provides patrol officers with data for directed patrol efforts, is an active member of the Strategic Planning Committee, writes public awareness articles for the paper and still finds time to do her community service officer job duties.

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Above, Officer Jesse Kennell and TEMS Officer Al Landa were the recipients of the Department's Firearms Achievement Award, and Annual Firearms Competition Award which was presented by Chief Firearms Instructor Corporal Alvin Luker.



Left, Corporal Mike Edwards and Sergeant Brian Soper receive the department's Life Saving Award from Chief Vanatta for saving the life of a heroin overdose victim.

Employee Performance Achievement Awards



Commander Jerry DeLong. In appreciation of his individual performance and contribution to law enforcement professionalism in Northwest Colorado as Interim Police Chief for Steamboat Springs. Jerry was in that role for seven months and had to make some very difficult decisions. He also had to take some very unpopular actions, but did so with professionalism and sound judgment.



Commander Bill Leonard. In appreciation of his individual performance and contributions to the Craig Police Department during 2015. He performed the duties of three officers at the same time and was acting police chief for approximately six weeks. He never complained about the additional responsibilities; he just stepped up and did them, and did them well.

Community Outreach

MY NEIGHBORHOOD UPDATE NET 2009

My Neighborhood Web Site Visits 2010-2015



My Neighborhood Update continues to provide the community with current crime information. The link to this data is on our web page at www.craigpolice.org. During 2015, the site was visited 2,336 times, (a 96% increase over 2014) Since the information was made available in 2009, there have been almost 11,500 visits with an average of approximately 153 visits per month. This is just one example of the department's efforts to remain transparent and provide the community information.

Goals—83% accomplished

- ◆ Continued transparency through the use of multiple resources, especially social media to educate the community on department activities and methods to improve community safety
- ◆ Continue presence in the community at the same or increased levels
- ◆ Improve community relationships with various cultural populations through Cultural & Disability Awareness Training and interaction with these groups
- ◆ Focus outreach/education efforts on senior population
- ◆ Discontinue use of community survey
- ◆ Identify and encourage officers (not just leadership) to become liaisons and representatives to community organizations
- ◆ Identify key community members to become liaisons to the Police Department
- ◆ Reach out to community to promote safety

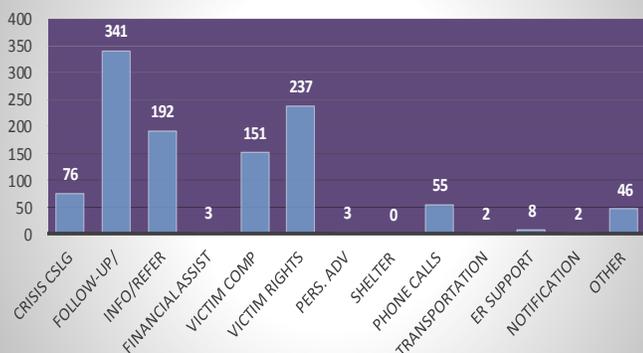
Crime and Victim Services Program

Ms. Bernadette Roper is the Crime Victim Services Coordinator. This position plays a critical role in providing services to victims. During 2015, advocates responded to 1,027 crime & trauma incidents and provided services in 1,116 cases. Services were provided for 872 individual crime victims (a 138% increase over 2014). The unit also responded to 135 trauma calls (a 45% increase over 2014). The charts below show the calls responded to.

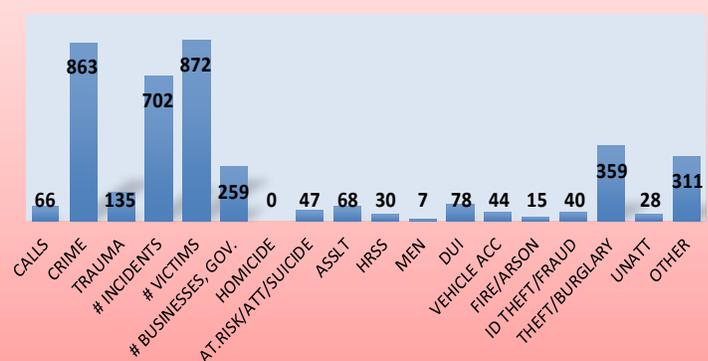
The department participated in the annual Child's Fair, National Night Out, Job Fair, Love Inc. Pre-school Safety, Eddy Eagle and activities at the Boys and Girls Club. In several cases we partner with all Federal, State, County and local first responder agencies in these events.

We thank McDonalds restaurant who has been a significant partner, and sponsor in providing these community events.

2015 Services to Victims



Total Crime & Trauma Incidents - 2015



Community Outreach—Cont.



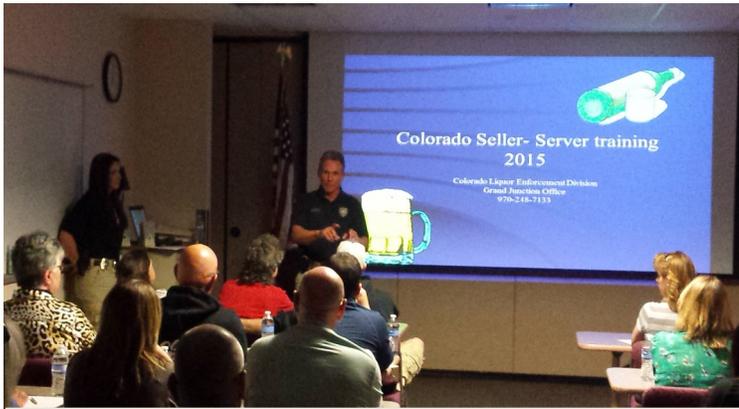
National Night Out—a multi-agency partnership with McDonalds to provide crime prevention information.



Above and below, Officers help serve and deliver food to the community at the Catholic Church Soup Kitchen and Food Bank.



Several local landlords attended the class implementing a Crime Free Multi-Housing Program.



Partnering with the Colorado Liquor Division, we hosted a Liquor Selling and Serving training at the Public Safety Center. Thirty-two (32) community members attended the training. This helped strengthen the partnership with our local liquor licenses to provide safe and responsible service.



Left: SRO Norm Rimmer volunteers for the dunk tank fundraiser during Grande Old West Days.

DUI and Traffic Enforcement

To increase traffic enforcement efforts the department continues to participate in the Colorado Dept. of Transportation High Visibility Impairment Enforcement periods, as well the LEAF grant. We also authorized overtime specifically for traffic enforcement, which continues to be one of the communities major concerns. \$5,500.00 in grant funds from the State allowed officers to provide sixty-eight (68) hours of extended DUI enforcement for our community.



During 2015, fourteen (14) DUI/DUID arrests were made during the enforcement periods, and a total of fifty-four (54) were made during the year. This was a 6% increase from 2014. This doesn't include other summons and traffic citations that may have been issued.

We have one officer trained as a DRE (Drug Recognition Expert), and all of the patrol staff are SFST (Standardized Field Sobriety Test) and ARIDE (Advanced Roadside Impaired Driving Enforcement) certified. Our DRE conducted over 10 exams for drug related driving as well as instructed all the patrol officers on the effects of marijuana on driving.

The SFST program trains officers to identify and assess drivers suspected of being under the influence of alcohol. ARIDE is intended to bridge the gap between these SFST and DRE by providing officers with general knowledge related to drug impairment and by promoting the use of DREs.

Goals—81% accomplished

- ◆ Focus on child abuse investigations and prevention
- ◆ Sex assault prevention
- ◆ Increase DUI saturation patrols & eliminate check points—increase traffic enforcement efforts
- ◆ Enhance community education efforts in the areas of child abuse, sex assault and social media crimes
- ◆ Focus on drug crimes with emphasis on prescription and illegal drugs and youth marijuana use
- ◆ Support of ACET investigations
- ◆ Increase social media use to solve and prevent criminal activity
- ◆ Support crisis groups
- ◆ Analyze data from repeat offenders and compare to what interventions they received to determine if successful



Partnering with the School District, K9 Officer Thunder searches lockers at the high school.

Crime—continued



The National Prescription Drug Take-Back Day aims to provide a safe, convenient, and responsible means of disposing of prescription drugs, while also educating the general public about the potential for abuse of medications. Over 76 pounds of drugs were gathered. Prescription drug abuse is one of our most pressing issues; this program helps reduce the availability of these drugs.

Domestic Violence (DV)

- ◆ The Department's Domestic Violence Program continues to be considered a model across Colorado. Investigator Travis Young is a dedicated Domestic Violence Resource Officer. This program is grant funded and has been so successful that the grant has been renewed by the Department of Criminal Justice multiple times.
- ◆ Participate in Multi-Agency Domestic Violence Task Force.
- ◆ In addition to the domestic violence training class that was held, a specific interview/interrogation class was also conducted to enhance officer skills.

One objective was to in-

U.S. Marshals Service

Justice. Integrity. Service.



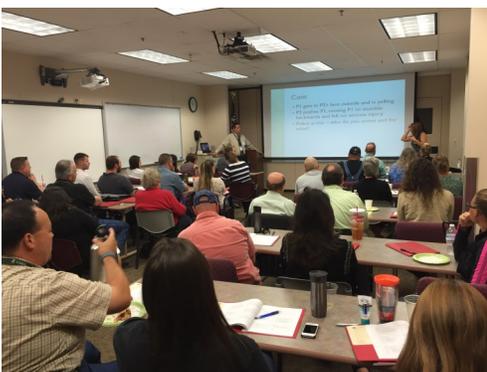
crease sex offender verification. That was accomplished in several ways. The first was to partner with the U.S. Marshals Service in their Sex Offender Compliance Project, which resulted in three (3) people being charged with Failure to Register. We have also increased the number of house checks that are completed on a regular basis.

There are currently forty-eight (48) registered sex offenders that reside in Craig and Moffat County.



Data from speed calming devices is being analyzed to provide directed traffic enforcement, as well as within neighborhoods that have specific speed related problems. Officers issued over 195 traffic summons during the year.

Below: The Special Response Team holds a briefing prior to assisting the All Crimes Enforcement Team with the execution of a warrant. These are multi-agency events with assistance from Craig Rural Fire, TMH-EMS and our Tactical Emergency Medical Staff.



Left: The department hosted a regional domestic violence training class to improve investigative skills.



Crime—data

National Incident Based Reporting System

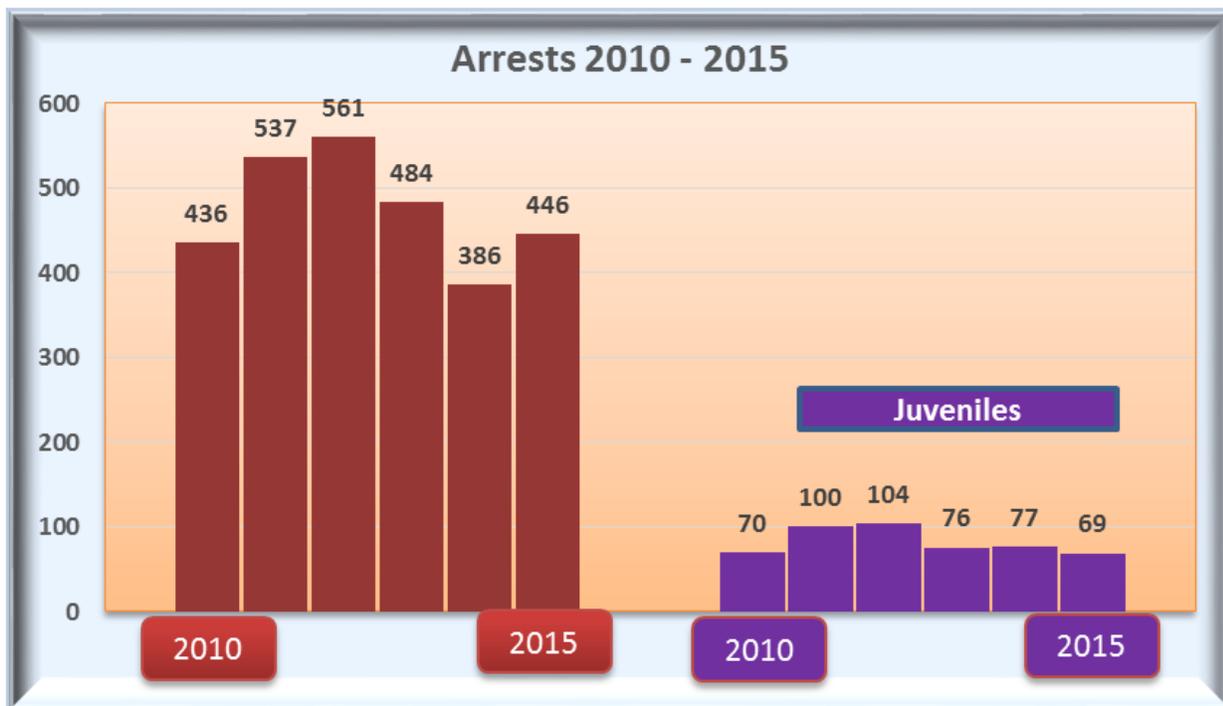
Group B Offenses		Change	
Arrest Only	2014	2015	%
Bad Checks	5	6	20%
Curfew/Loitering	10	0	-100%
Disorderly Conduct	9	11	22%
DUI/DUID	51	54	6%
Family Offenses	50	41	-18%
Liquor Law Violations	27	24	-11%
Runaway	15	21	40%
Trespass	67	130	94%
All Other Offenses	464	531	14%
TOTAL GROUP B OFFENSES	698	818	17%

Criminal activity is broken down into two groups.

The National Incident Based Reporting System (NIBRS) Group A and B crimes are shown in the chart to the left, and on the following page. They compare 2014 and 2015 offenses.

The Group B offenses (left) reflect arrests only, not the total number of incidents that were responded to. Overall, these offenses increased 17%. The “other” category has over three dozen different crimes in it.

During 2015, four hundred forty-six (446) adult and sixty-nine (69) juvenile arrests were made for violations of Group A and B crimes. The following chart shows an arrest comparison for the six years spanning from 2010 through 2015.



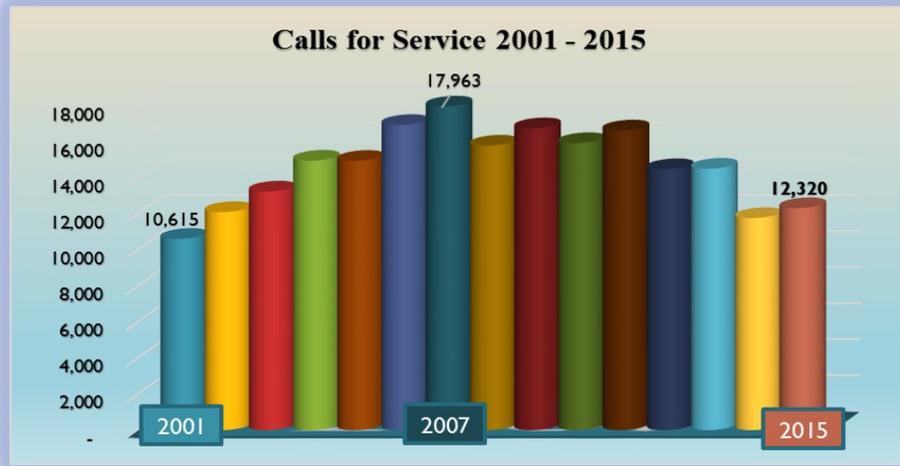
Crime-data

2015 NIBRS Crime Summary					
Group A Offenses	2014	2015	2014-2015		Clearance
			Change	Cleared	Rate
Homicide/Att. Homicide	0	0	0%	0	0%
Kidnapping	5	9	80%	7	78%
Sex Offenses/Forcible	19	15	-21%	6	40%
Robbery	0	2	200%	1	50%
Assault - Aggravated	10	5	-50%	4	80%
Assault - Simple	79	78	-1%	66	85%
Intimidation	6	15	150%	13	87%
Arson	3	3	0%	1	33%
Extortion	0	0	0%	0	0%
Burglary	41	34	-17%	13	38%
Theft - Purse Snatching	0	0	0%	0	0%
Shoplifting	9	0	-100%	0	0%
Theft from Building	104	75	-28%	39	52%
Theft - Coin Machines	0	0	0%	0	0%
Theft - from Vehicle	23	91	296%	6	7%
Theft - M.V. Parts	0	0	0%	0	0%
Theft - All Other	37	52	41%	6	12%
Motor Vehicle Theft	6	14	133%	3	21%
Forgery/Counterfeiting	18	6	-67%	4	67%
Fraud	30	17	-43%	6	35%
Embezzlement	0	0	0%	0	0%
Stolen Property	1	0	-100%	0	0%
Vandalism/Criminal Mischief	88	103	17%	28	27%
Drug/Narcotic Violations	47	69	47%	65	94%
Drug/Equipment Violations	26	51	96%	48	94%
Incest	0	0	0%	0	0%
Statutory Rape	0	1	100%	1	100%
Pornography	0	0	0%	0	0%
Gambling	0	0	0%	0	0%
Prostitution Offenses	0	0	0%	0	0%
Bribery	0	1	100%	1	100%
Weapons Violations	9	22	144%	20	91%
TOTAL GROUP A OFFENSES	561	663	18%	338	51%

Total offenses for the year were 1,481, which is a 18% increase from 2014. Our officers take a great deal of pride in their job and work very hard to clear cases they investigate. As a result, 51% of the cases investigated were cleared, up 3% from last year. According to the Statista Dossier, the clearance rate in the United States in 2014 averaged 32.8%. We tend to follow the national trends that “property crime” is the most often committed and least often solved type of crime.

Some of the categories with increases are “kidnapping,” “intimidation,” “theft from vehicle,” “motor vehicle theft,” “weapons violations” and “drug related” offenses.

Crime—data



As the graph above reflects, officers responded to 12,320 calls for service in 2015. This was a 5% increase from 2014. 2014 had the lowest number of calls for service that the department responded to in the last 12 years. While our calls for service increased, I believe there remain some contributing factors to our call load. They include a reduction in staffing in patrol division, an economic downturn that has reduced people's discretionary expenditures and thus fewer people are going out, and law suits filed against our biggest employers that threaten to close them. All these factors contribute to a reduced demand for police services. Unfortunately, as noted in the previous page, the calls we are responding to are becoming more violent, have more weapons, and people are under the influence of some type of drug. These factors dramatically increase officer safety concerns.

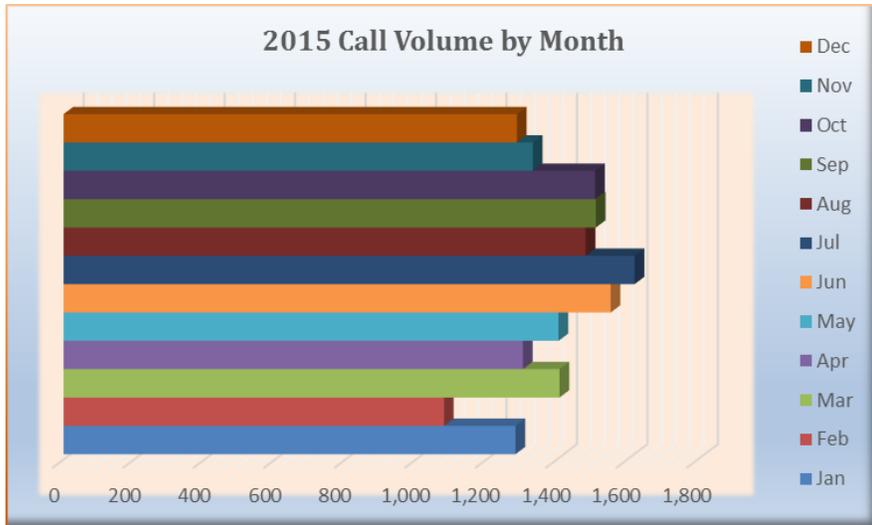
	2,010	2,011	2,012	2,013	2,014	2,015
Calls for Service	15,932	16,633	14,486	14,512	11,772	12,320
Accidents	311	595	274	297	286	309
Calls Per Patrol Officer	1,226	1,279	1,114	1,116	1,070	1,120

Left—The chart reflects total calls for service, accidents and the average number of calls handled by officers per year for the last six years.

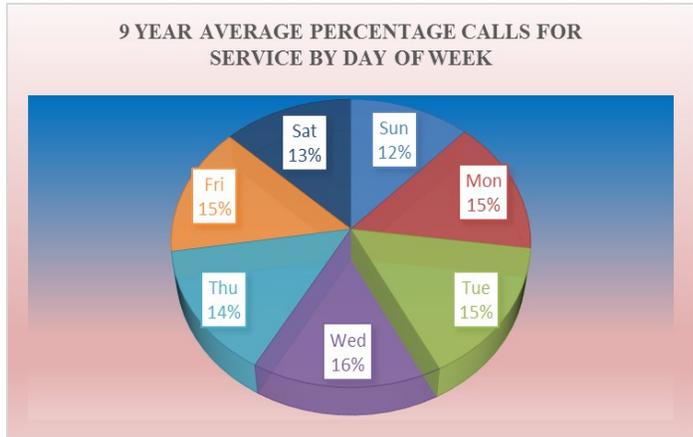
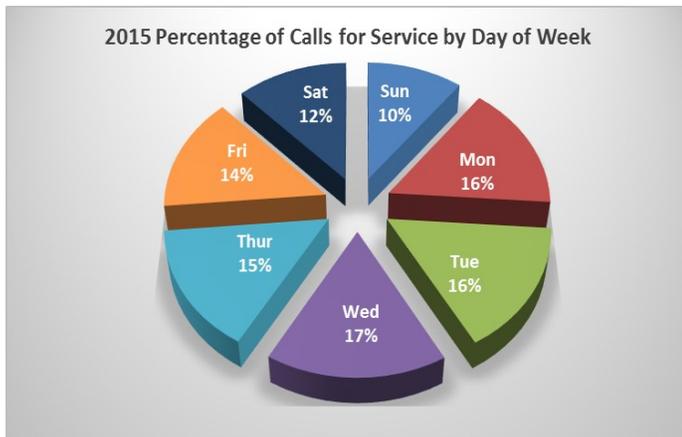


Normally, Motor Vehicle Accidents occur most often during December. 2015 was no different, with October running a close 2nd.

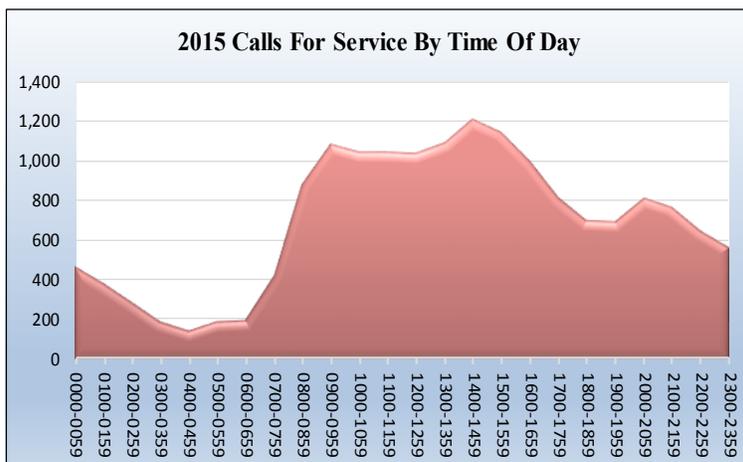
Crime—When it Occurs



The department's highest call volume months were June and July, with February being the slowest.



2015 Calls for service are fairly evenly split on days of the week with Wednesday the busiest by a small margin over Monday and Tuesday. Over the last 9 years, Wednesday has been the busiest day of the week, but only by 1% over Monday, Tuesday and Friday. Sunday has consistently been the slowest day for activity.



The hours from 0900 (9am) to 1600 (4pm) sees a large demand for service; however, officers remain consistently busy from 0800 (8am) through 2300 hours (11:00 pm).

Code Enforcement

I applaud the Community Service Officers' (CSO) efforts to make our community cleaner and healthier. Community Service Officers Jill Nelson and Josh Wright are the two officers handling the code enforcement and animal control calls. To make it easier to understand what the figures actually represent, definitions have been added below.



Complaints Community Service Officers Responded to in 2015

Animal Complaints	1,164
Community Service Complaints (trash, weeds, etc.)	609
VIN Inspections	298
TOTAL	2,071

Definitions for Code Enforcement Annual Reporting

Junk: Furniture, appliances, tires, garbage, debris, grass clippings, leaves, cut weeds, inoperable machinery or parts thereof, scrap metal, trimmings from plants and trees, cans, bottles, and other items which are unsightly.

Abandoned Vehicles: Vehicles which are junk or inoperable and left on private or public property; vehicles abandoned on public property for more than 48 hours; vehicles on public or private property which do not bear current registration; vehicles parked on public streets and interfering with snow removal or street maintenance. Vehicles classified as abandoned vehicles may be red tagged and towed if not brought into compliance, or may be the subject of written or verbal warnings.

Vehicles Towed: Vehicles which have been towed following the receipt of a red tag, towed immediately for interfering in street maintenance, or towed as part of abatement following issuance of administrative citations.

Weeds: Non-noxious plants/vegetation growing in excess of 6" in height; noxious plants of any height.

Miscellaneous Code Violations: Violations which do not fall into the above described categories, including but not limited to, pushing snow into the street, trees/shrubs impeding visibility at intersections, trees/shrubs interfering with vehicle movement in the alley, hazardous materials, and attachments to utility poles.

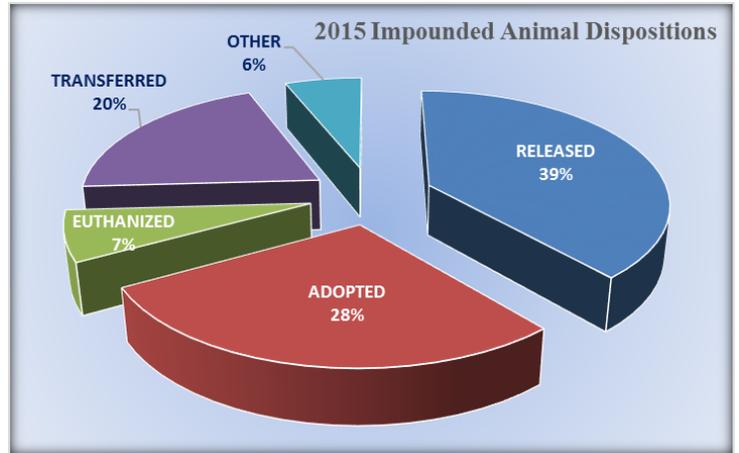
Code Enforcement Activity 2011 - 2015

Activity	2011	2012	2013	2014	2015	Change 2014-15
Abandoned Vehicles	239	184	210	168	163	-3%
Junk	163	182	189	109	97	-11%
Misc Code Violations	19	31	18	29	15	-48%
Weeds	282	234	349	207	254	23%
Towed Vehicles	20	20	1	6	7	17%
Total	723	651	767	519	536	3%
Administrative Citations	33	22	36	27	36	33%

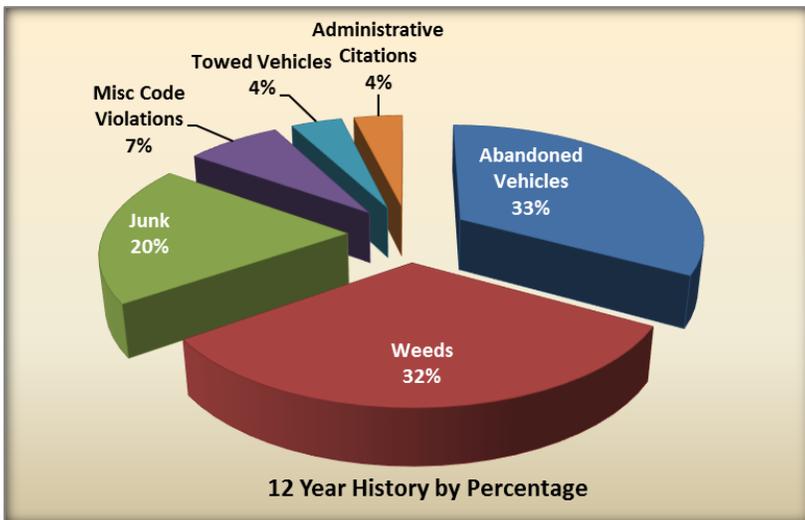


Code Enforcement—Cont.

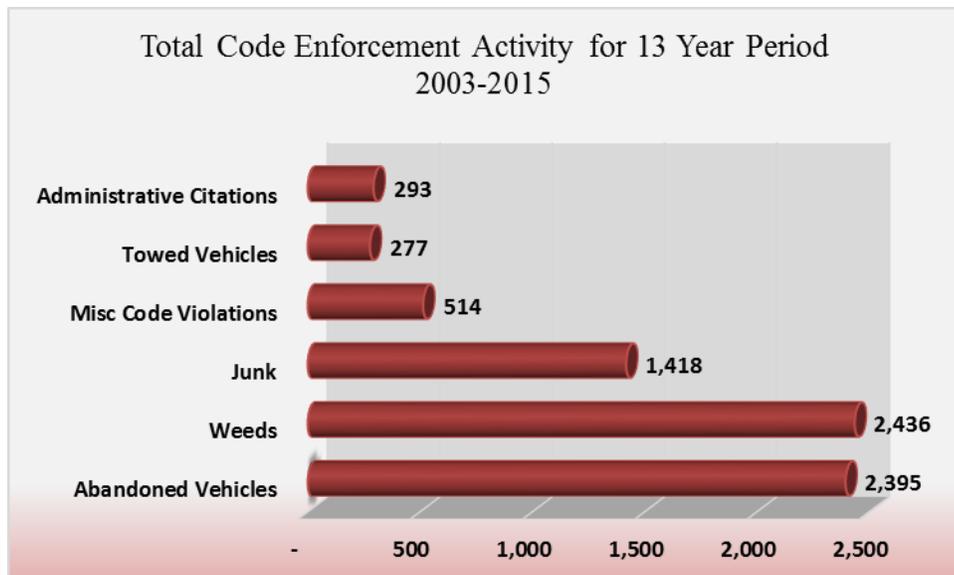
During 2015, a total of 1,616 animal complaints were handled. Of those, 1,164 (72%) were CSO calls. In 2013, CSO's handled 87% of the calls; this reduction is a direct result in the cut of one fulltime position. The flip side of that is that patrol officers now handle more animal calls, which takes them away from criminal investigations, traffic enforcement, etc.



There were 494 animals impounded. The graph to the right reflects the disposition of those impounds. Fifty (50) summons were issued and 23 vicious dog summons were issued. Of those 23, 9 (39%) resulted in injuries to people. CSOs and officers continue to offer education to people about pet care and ownership responsibility.

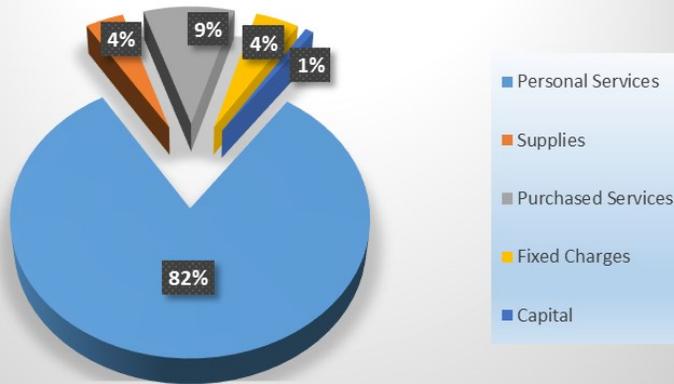


Since 2003, Code Enforcement Officers have handled 7,333 incidents. As the graphs reflect, the majority of those calls (65%) were abandoned vehicles and weeds. The actual number and type of complaints for that 2003—2015 period are shown below.



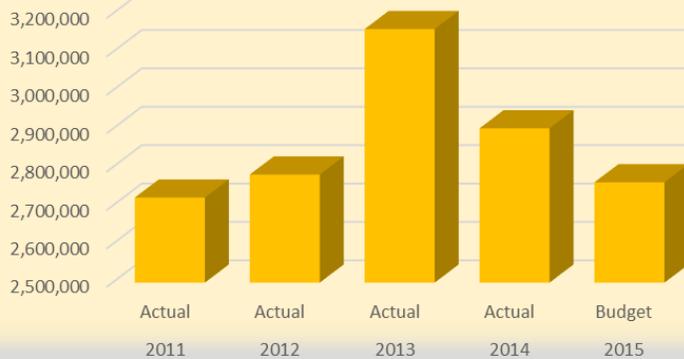
Fiscal Management

2015 Police Department Budget



- ◆ The Police Department is almost 100% service oriented. As a result, our budget is 82% personnel related.
- ◆ Mental Health Transports (30) cost the department over \$10,759.00, which is a 9% increase from 2014. A partnership with Mind Springs Mental Health, in which they supply personnel to assist with transports, saved us approximately \$9,000.00 in overtime costs. We greatly appreciate their willingness to help in this regard. These transports are unfunded and generally not the result of criminal activity.
- ◆ During 2015 fees associated with dispatch services were significantly reduced. This service is our largest expense in Other Professional Services.
- ◆ The 2015 budget is \$394,000 dollars (10%) less than 2014.
- ◆ Note on page 22 that in 2016 we will be charging fees to register sex offenders.

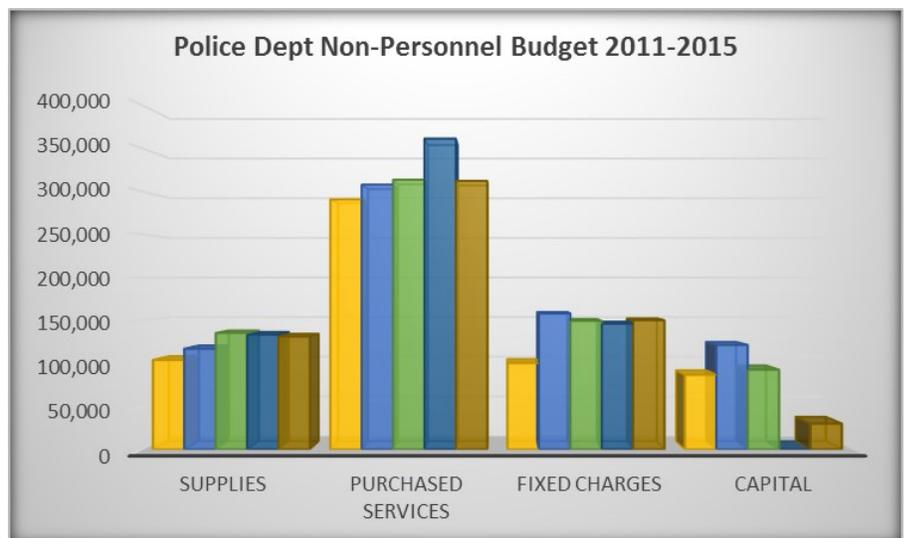
Police Dept Personnel Budget 2011-2015



The chart above shows the department's Personnel Services costs over the last five years. You will notice the significant increase between 2012 and 2013. This was directly related to the cost of health insurance almost doubling that year.

During that same time frame, most of the non-personnel costs (chart to right) were also increasing slightly with the exception of fixed costs and capital. Capital has taken the largest reduction due to the decrease in revenues.

Police Dept Non-Personnel Budget 2011-2015

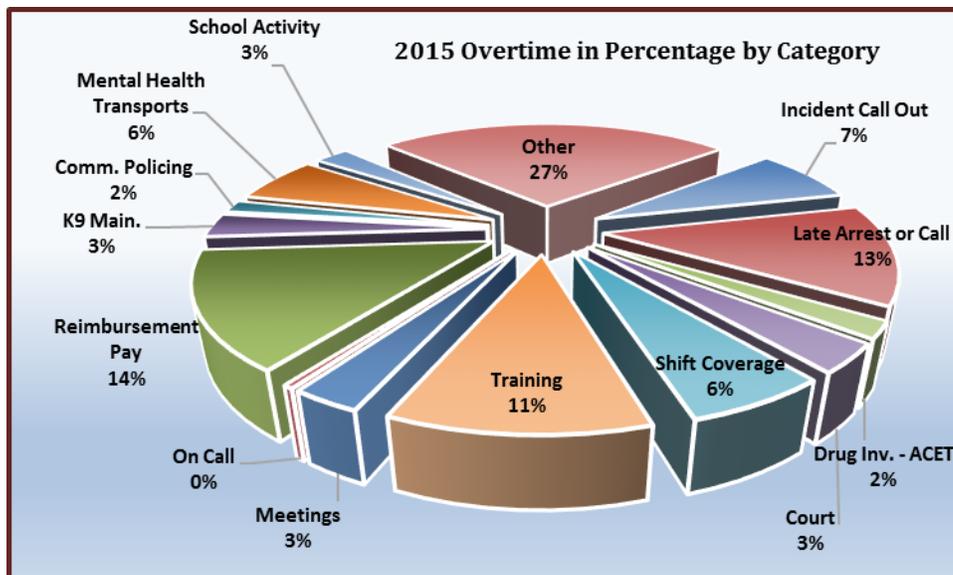
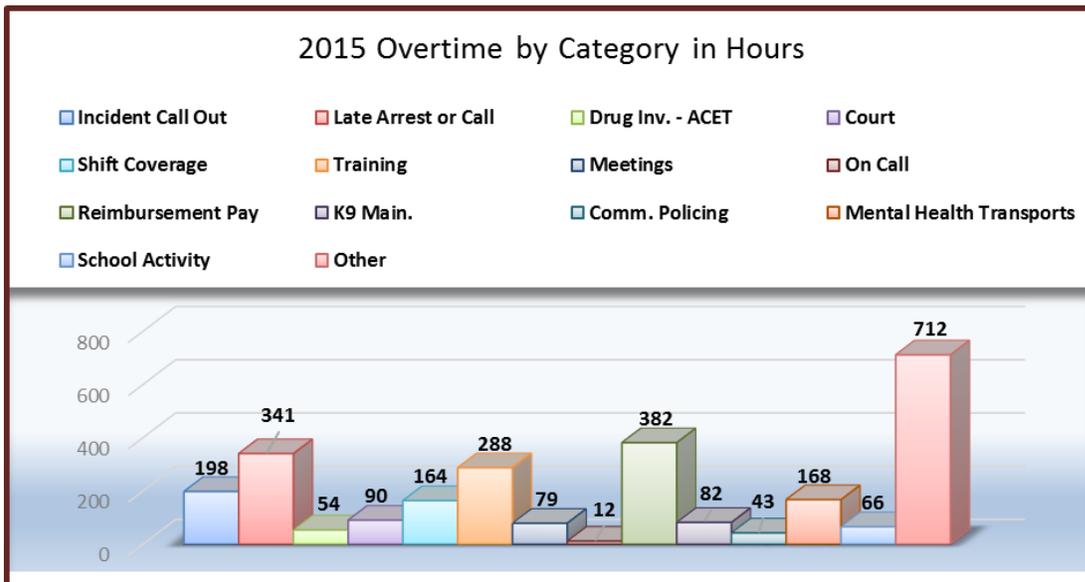


Overtime

We continuously seek methods to reduce overtime expenses. With that said, there are some strategic objectives that could only be accomplished by providing overtime pay for specific functions. An example is paying two hours of overtime before or after a shift to specifically work traffic enforcement. Some of the overtime is also reimbursed by grants from the State for DUI enforcement.

The “other” category is our largest expense and includes the paid holiday time (5 days per officer) in patrol division. Council approved this plan to increase officer availability due to the staff reductions in 2014. By paying this time we added sixty-five (65) shifts of availability. While paying 1/2 of the holiday time costs approximately \$30,000 it is far cheaper than the salary and benefits for an officer (approximately \$94,000.00). Training is also a significant category, which will be covered in the next section.

Not all overtime is paid in cash, some is taken as comp time. The following overtime comparison charts reflect all hours, regardless of how they were compensated, by *category* for 2015, and by *hour* for each category in both number of hours and percentage.



Training

A Training Committee completes an annual training needs assessment to identify training needs for the Department.

Training is a significant (fourth largest) overtime expense. This is a direct reflection of the amount of time dedicated to maintaining required certifications (such as CPR, First-Aid, Firearms, Use of Force, Custody & Control, etc.), providing specific training for mental health first-aid and enhancing existing skill areas. Between State and Federal mandates officers are required to receive approximately forty (40) hours of training a year. This doesn't include any specialized classes. Active Shooter training is incorporated every year into our program.

In 2013, the Colorado Legislature passed an annual in-service training requirement for peace officers. Each calendar year, every certified officer must complete 24 hours of in-service training, of which at least 12 hours must be in perishable skills; "Perishable skills training must include all three of the perishable skills (Arrest Control, Driving, and Firearms) each calendar year." In addition, it is mandated in HB-1287 that **all four** of the following classes be completed by July 1, 2017: **First Year of the Training:** Proper Holds and Restraints training (2 hours), Anti-Bias training (2 Hours), Community Policing / Community Partnership training (2 hours), De-Escalation training (2 hours). After all four of the classes have been satisfactorily completed in that first year, these classes will then be taught in a two year cycle. This two year cycle must be completed once every five years.

The Department seeks to provide ongoing training and encourages all personnel to participate in advanced training and formal education on a continual basis. Training is provided within the confines of funding, requirements of a given assignment, department needs, staffing levels and legal mandates.

The Peace Officers Standards and Training Grant helps provide quality training and also pays for some back-fill overtime.



Realistic training provides the backdrop for improving skills and decision making. Ethical decision making is blended into training, not only from a classroom perspective, but from a practical standpoint as well. Left: Officers, from multiple local agencies review their actions after an active shooter scenario that was conducted in partnership with CNCC and their staff.

Right: Officers receive classroom training on Bloodborne Pathogens and First Aid, which are also required training.



Investigations Division

Investigations Division Summary—2015

Composed by Commander Bill Leonard and Chief Vanatta



- ◆ 166 total cases handled, which includes investigations by School Resource Officers.
- ◆ 82 cases were submitted to the District Attorney for charges.
- ◆ 37 cases were sex crime investigations.
- ◆ 11 were domestic violence related investigations.

Division Highlights

- ◆ In 2015, Investigator Jen Kenney continued to update our sex offender registration process and files. As a result, five registered sex offenders were charged in 2015 for failing to properly register in our community. Because of the amount of registered sex offenders that we have living in Craig and our costs involved to properly manage this program; starting in 2016, we will be charging sex offenders to register with our agency. An initial registration will cost \$50.00 and to renew a current registration will cost \$25.00. The Moffat County Sheriff's Office will be charging the same fees.
- ◆ One registered sex offender, a 36 year old male, moved to our community from Montana. While living in Montana, he was charged with sexually assaulting a 14 year old girl. He continued his "sex assault pattern of abuse" in our community by assaulting another 14 year old girl here. Thanks to the work of Investigator Young, his next move will hopefully be to the Colorado Department of Corrections.



- ◆ Facebook can be a positive tool! Two seasonal employees with BLM loaded up on alcohol and "legal" marijuana literally "painted the town." Spray painting numerous businesses and City Hall, they caused thousands of dollars in damage. A paint can found at one of the scenes led investigators to Walmart. Video from Walmart identified two possible suspects. Pictures of the likely suspects were posted on the police department Facebook page. Within a few minutes, a BLM supervisor identified the suspects to investigators.

The suspects were immediately contacted in the BLM camp trailer where they were living. Wearing the same clothing from the Walmart video, both suspects quickly confessed to their "self-described artwork."

- ◆ Speaking of "legal marijuana," Colorado is now number one in another "not so proud" statistic. Out of all the states, Colorado had the largest increase in the use of marijuana by individuals under the age of 18 and is now ranked number one. As I recall, when legalizing marijuana was presented to voters, the "marijuana experts" said they anticipated no large increase in illegal use by our youth. This claim has obviously failed miserably. School Resource Officers, Ryan Fritz and Norm Rimmer, have seen an increase of marijuana related calls in our schools.



Investigations—Cont.

- ◆ Statistics clearly indicate alcohol/drug abuse (including Colorado’s Legal Marijuana), unhealthy relationships, and mental health complications can lead to tragedy. Case in point—a 24 year old male moved to Craig from Montana to start a new life. His plan was to leave behind drug/alcohol addiction, family drama and past relationship problems. He seemed to be off to a good start here in Craig. He had a good job, new girlfriend and had rented a house that he was helping remodel. His contact with family indicated that he believed his life was on track and he was happy.

Looking to share in his good fortune, he then invited a “lifetime” friend (who we now know had a lot to do with his troubled past) to move to Craig and live with him. The friend and his wife came to Craig and moved in with him. Old behaviors returned with old friends. Hot tempers fueled with alcohol and drugs brought back old times. During one of these parties, an argument started. The young man, who came here to start over, pulled out a handgun, pointed it at his girlfriend and roommates and told them to get out his house. After shooting rounds into the ceiling, tragically he ended his own life in front of them with the same firearm.

Now remember this same young man had been calling his family and telling them how well he was doing; new job, new truck, new girlfriend, a house he called home and above all- living an alcohol/drug free life. Within two days, 9 members of his family arrived in Craig with the firm belief this was a homicide. Several of our partner agencies, including the District Attorney’s Office, advocates, police chaplains, the Moffat County Sheriff’s Office, and the Moffat County Coroner’s Office, immediately stepped up to assist us during three very long days. One difficult task was bringing together his divorced parents and taking them on a tour to show them how their son was actually living. Their perception was not reality. The alcohol filled party house with the “legal” marijuana grow in the mud room, the truck filled with alcohol/drugs, the recent poor job performance and the ongoing strained relations involving his girlfriend and “old friends” was not what they were expecting.

The investigation revealed that this young man had threatened suicide with a firearm in front of the same individuals a couple weeks earlier. None had reached out to seek help for him. The investigation also revealed that he had done the same thing with another girlfriend in Montana a couple years earlier. His family was able to get the firearm away from him. This case was investigated as a homicide and involved the entire Investigations Unit at different times for several weeks. When the father was ultimately notified his son committed suicide, he told us how much he appreciated the way his family was treated by our community.

- ◆ Another man brought his family to Craig from Georgia. He had heard a rumor that there would soon be a pipeline coming through Craig that would employ hundreds of people. Along with his family, he brought his history of a recent release from the Georgia Department of Corrections for a violent assault, his temper while drinking alcohol and his self-admitted “racial slurred” vocabulary. They checked into one of our hotels and by the second night, he was partying with some other guests and the hotel manager in the hotel patio area. One of the guests was Native American. An argument started. When the hotel manager attempted to intervene, he (the guy from Georgia) slashed his throat with a large hunting knife. The hotel manager did survive but the surgeon noted only by a fraction. The defendant just started his sentence in Colorado Corrections. His family is still living here.



Left: Knife used in attack.

Investigations—Cont.

- ◆ During 2015 the Colorado Legislature passed legislation requiring each Colorado Judicial District to have a Critical Incident Team (CIT). CIT teams must be used to investigate all law enforcement incidents where officers cause serious bodily injury or death to an individual. Examples would include officer involved shootings or vehicle crashes as a result of a law enforcement pursuit. In our district, (the 14th) officers from Grand, Moffat and Routt County Sheriff's Offices, the Steamboat Springs, Hayden and Craig Police Departments and the District Attorney's office have been assigned to the CIT team.
 - ⇒ Agencies in our jurisdiction were very proactive in this area and have had a Memorandum of Understanding in this regard since 2010. It is believed that such a team is desirable to provide any participating agency requesting assistance with a team of investigators to assist in an incident of this type. Such a team will be able to provide a thorough and impartial investigation and avoid creating a serious depletion of resources from any one department. Additionally, when a critical incident occurs, it is in the public interest to guarantee that thorough and objective reviews are conducted. Utilizing outside assistance in both manpower and resources promotes a better and more complete investigation. Further, including outside agencies in an investigation promotes and encourages a level of transparency and objectivity that provides increased credibility to the final outcome. Finally, including outside agencies eliminates any bias, whether real or perceived, which in turn strengthens public confidence in the outcomes of such investigations (CRS 16-2.5-301 - Peace officer involved shootings investigations-protocol).
- ◆ During 2015, the 14th CIT was activated twice and staff from our department assisted with both cases.
 - ⇒ In March, a Moffat County Sheriff's Office Deputy and a Colorado Parks and Wildlife Officer contacted two suspicious individuals (one male and one female) in western Moffat County near the Utah border. The officers were briefly taken hostage at gunpoint by the couple. The Parks and Wildlife Officer was able to access his firearm and fatally shoot the male subject. The female was taken into custody and her trial is pending.
 - ⇒ In September, the Grand County Sheriff, several of his deputies and one Winter Park/Frazer Police Department officer responded to a Burglary in Progress call in the small town of Tabernash. A suspect was tracked to an apartment across the street (Highway 40) from the scene of the burglary. Upon contact with the suspect, he charged the sheriff with a large knife and was shot by the sheriff. The suspect was critically injured but did survive and is pending trial.



Scene of Critical Incident Team investigation in western Moffat County.

Without the great team work within our department and with our multiple community partners we would not have had the successful conclusions to several complicated investigations in 2015. The hard work and dedication of all our staff and community partners is greatly appreciated.

Investigations—Drug Investigations

All Crimes Enforcement Team (ACET).

Prepared by Sergeant Marvin Cameron, Task Force Commander

Due to staffing issues in some of the participating agencies the task force was working short handed as well. Considering they operated the whole year with minimum staffing they accomplished a great deal. Highlights include:

- ◆ Officers continue to see the negative impacts of the legalization of Marijuana, especially in its availability to our youth.
- ◆ ACET conducted a total of thirty-four (34) investigations, which is a 31% increase over 2014.
- ◆ Charges were filed against twenty-six (26) individuals.
- ◆ Moffat County had three (3) heroin investigations, one (1) marijuana investigation and thirteen (13) methamphetamine investigations.



- ◆ Routt County had seven (7) heroin investigations, one (1) marijuana and one (1) cocaine investigation.

- ◆ Drugs purchased or seized during 2015 totaled in excess of \$370,000.00. The drugs included:

- ◆ Cocaine
- ◆ Methamphetamine
- ◆ Marijuana
- ◆ Heroin

- ◆ Various amounts and various types of prescriptions

- ◆ ACET investigators assisted with a homicide investigation in Routt County and a very large burglary/theft investigation in Moffat County.
- ◆ ACET completed eighteen (18) search warrants during the year.



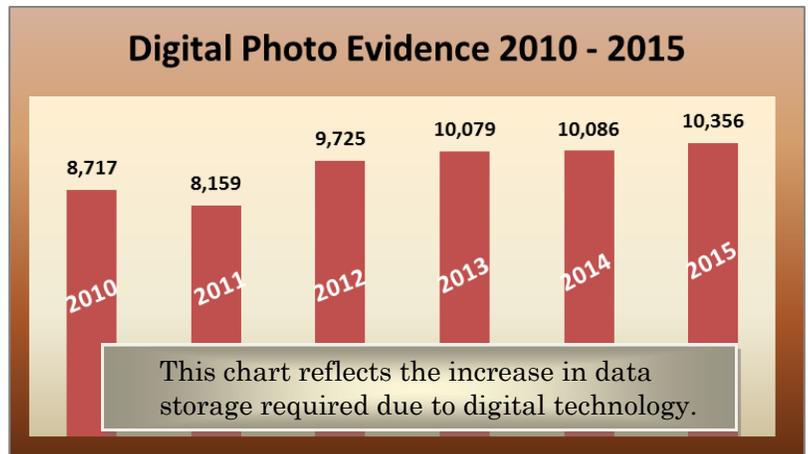
Investigations-Evidence

Crime Scene and Evidence Technician Blake Abdella maintains the evidence and property section for not only the police department, but also the Moffat County Sheriff's Office. Currently there are over 6,351 items being stored in our evidence facilities (19% increase over 2014). During 2015, 1,815 pieces of evidence/property (500 more than 2014) were submitted for processing, and:

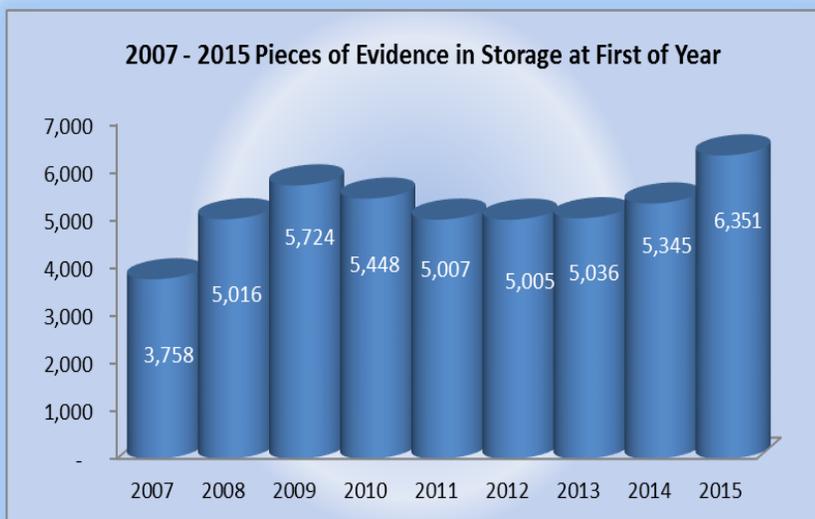
- 268 pieces were returned to the owner
- 696 pieces were destroyed
- 231 pieces were sent to the CBI lab

◆ The DA's Office requested evidence in 489 different cases. Of these, 359 were our cases, 114 from the Sheriff's Office and 16 from ACET.

◆ The department uses digital photography for recording crime scenes and evidence, and maintains them in a Secure Digital Evidence File. Further, officers record virtually every contact they have on a digital voice recorder, or body camera. During 2015, Technician Abdella downloaded 3,017 audio and audio-video files, which make up 951 separate folders (476 GB of data). The photo files downloaded for 2015 totaled 10,356 files, which comprised 508 separate folders.



◆ Technician Abdella also maintains the Needy Assistance Program in which 27 vouchers were issued for food, gas and lodging, totaling \$1,174.35. United Way provides most of the funding for this program, but since there is currently a positive balance no funds were requested for 2015.



◆ We are required to retain any evidence that may contain DNA for a significant amount of time. As the graph shows, this dramatically increased storage issues. We now have to rent an off-premise facility, and have purchased an 8 foot x 20 foot storage shed to help store items.

◆ Technician Abdella assisted with evidence processing and collection on both critical incidents that occurred in the 14th Judicial District in 2015.

◆ During 2016 the evidence room and process will be going paperless.

Future Priorities

2016 priorities include:

- ◆ Implement objectives developed for the revised Strategic Plan (see below) which include focus areas of Crime, Community Outreach, Organizational Excellence and Youth, there are twenty-four (24) specific goals within those four (4) areas, and sixty-seven (67) different objectives.
- ◆ During these continuing economically challenging times, continue to utilize Environmental Scanning to identify trends that significantly affect our organization's ability to accomplish our mission.
- ◆ Maintain a positive work environment that rewards and retains employees, and considers their health and well being.
- ◆ Utilize strategies to mitigate the impacts of environmental uncertainty; and continue to implement creative methods to reduce our dependence on outside resources.
- ◆ In partnership with the community, provide high quality police service to create a sense of safety and security that improves the quality of life in our community.

CRAIG POLICE DEPARTMENT— 2016 STRATEGIC PLAN

Our Mission:
Provide high quality police service that will create a sense of safety and security to improve the quality of life.

2016 Department Focus Areas and Goals

Crime	Community Outreach	Organizational Excellence	Youth
<ul style="list-style-type: none"> ◆ Focus on child abuse investigations and prevention ◆ Sex assault prevention ◆ Increase DUI saturation ops & increase traffic enforcement efforts ◆ Enhance community education efforts in the areas of child abuse, sex assault and social media crimes ◆ Focus on drug crimes with emphasis on prescription and illegal drugs and youth marijuana use ◆ Support of ACET investigations ◆ Increase social media use to solve and prevent criminal activity ◆ Support crisis groups 	<ul style="list-style-type: none"> ◆ Continued transparency through the use of multiple resources, especially social media to educate the community on department activities and methods to improve community safety ◆ Continue presence in the community at the same or increased levels ◆ Improve community relationships with various cultural populations through Cultural & Disability Awareness Training and interaction with these groups ◆ Focus outreach/education efforts with senior population ◆ Identify and encourage officers (not just leadership) to become liaisons and representatives to community organizations ◆ Identify key community members to become liaisons to the Police Department ◆ Reach out to community to promote safety 	<ul style="list-style-type: none"> ◆ Consider Grant writer to look for additional funding opportunities ◆ Continued focus on education and transparency and the use of multiple resources, especially social media to educate department employees ◆ Improve employee physical health, mental health and personal growth ◆ Continue efforts to improve organizational performance 	<ul style="list-style-type: none"> ◆ Increase education and presence around technology and social media ◆ Train the trainer – officer's training teachers so they can educate parents in regards to bullying, sexting, marijuana, etc. ◆ Have SRO/Patrol present in ALL places kids frequent ◆ Expand liquor compliance checks to all liquor establishments ◆ Drug prevention and intervention with kids

In closing, I would like to express my appreciation to the department members that donated their talent and knowledge by participating in our planning process, which included: Commander Jerry DeLong, School Resource Officer Norm Rimmer, Community Service Officer Jill Nelson, and Patrol Officers Grant Laehr and Tracy Reneau. Their work will guide our efforts in 2016.

I also thank all our team members, and their families, for the unwavering commitment to our community and keeping it safe.

On behalf of the men and women of the Craig Police Department, we thank you for your support and the honor to serve our community.

