

Annual
REPORT **2023**

TOWN OF FIRESTONE
POLICE DEPARTMENT

www.firestoneco.gov/police



2023 ANNUAL REPORT

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Our police officers and civilian staff continue to go out every day to serve you with dedication and professionalism.

-Chief David Angelo



MESSAGE FROM CHIEF OF POLICE

I am pleased to present the 2023 Annual Report for the Firestone Police Department. This report highlights some of the exceptional work that our men and women have done over the past year. In addition to highlighting our incredible work, this report also includes our crime statistics, accomplishments, and community outreach efforts.

Over the past year, our department has continued to remain steadfast in our commitment to serving and protecting you. Through innovative initiatives, proactive community engagement efforts, and collaborative partnerships, we continue to provide a very high level of service while keeping our crime rates low and maintaining a high quality of life for our residents, visitors, and businesses.

We have continued to maintain our agency accreditation through the Colorado Association of Chiefs of Police (CACAP), reinforcing our commitment to upholding the highest standards of professional law enforcement service and best practice.

However, none of this could have been accomplished without the support of the Firestone community. I want to also express my sincere gratitude and appreciation to our elected officials and Town Manager, A.J. Krieger, for their unwavering support to the Firestone Police Department.

I am filled with a profound sense of gratitude for the trust and support you have shown me and our Department and I am very proud of what we have accomplished.

I look forward to our continued success, community outreach, and new ways to continue to serve this great community.

David Angelo

Chief of Police



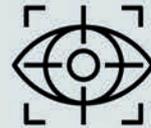
CHIEF

MISSION-VISION-VALUES



MISSION

Preserve peace, prevent crime, and enforce laws through trusted and professional service.



VISION

Remain proactive in our partnerships with the community, enforcement of the law, continued training, and commitment to excellence.

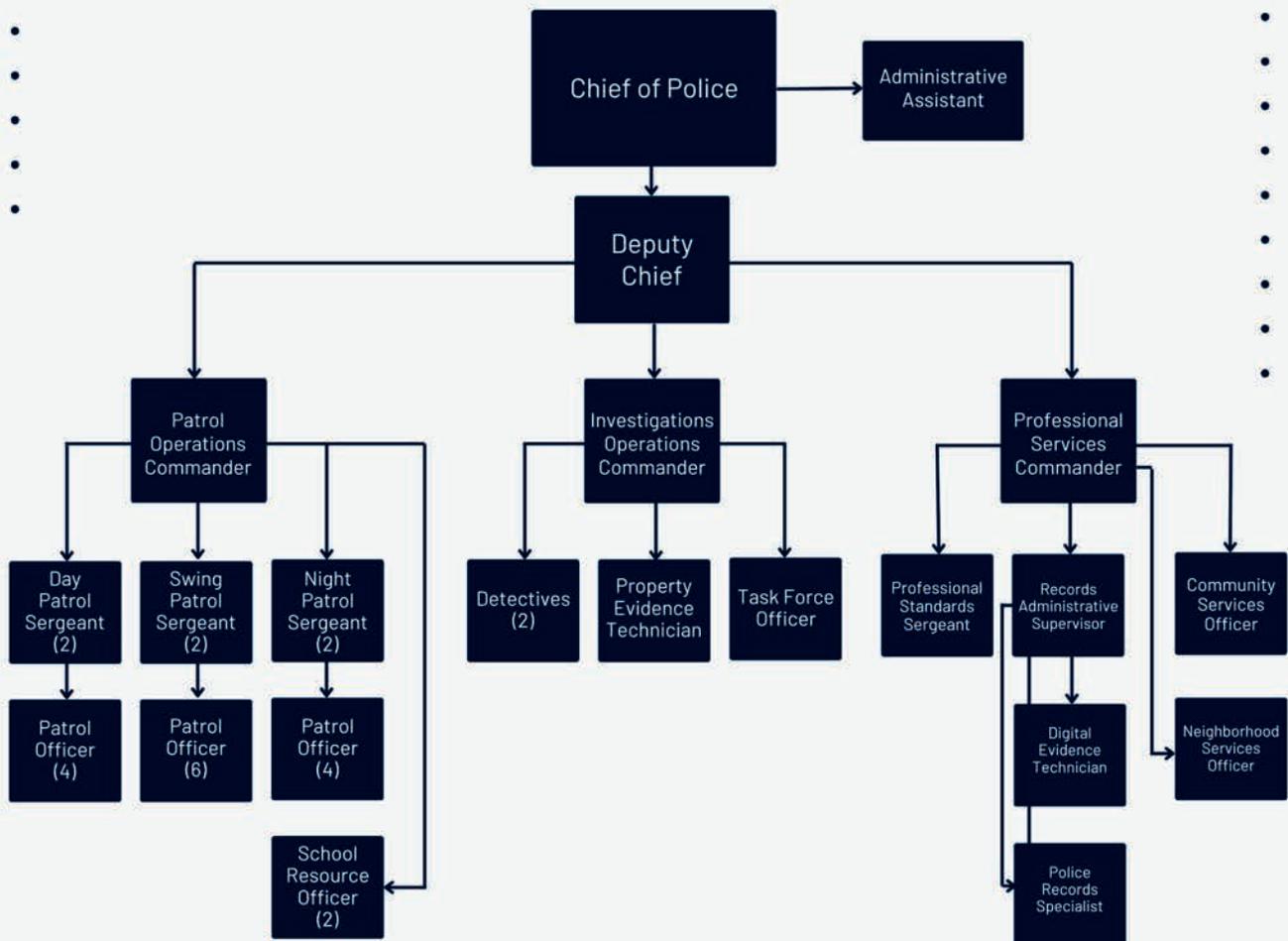


VALUES

Professionalism | **R**espect | **I**ntegrity | **D**edication | **E**xcellence

ORGANIZATIONAL CHART

Firestone Police Department 2024



Total Authorized Sworn Staff: 34

Total Civilian Support Staff: 7

2023 DEPARTMENT HIGHLIGHTS

All Officers received ICAT Training



Integrating Communications, Assessment, and Tactics (ICAT) goes beyond traditional training and is a training program or philosophy which provides police officers with a range of tools, skills, and options they need to successfully and safely defuse a range of critical incidents. ICAT was developed by PERF with input from hundreds of police professionals across the United States and takes the essential building blocks of critical thinking, crisis intervention, communications, and tactics, and puts them together in an integrated approach for officers to use.



PACT Meetings

Implemented regular Police and Community Together meetings featuring different speakers from the police department and our partner agencies to explain how their unit operates and allows for follow-up Q&A.



License Plate Reader Cameras

Received Board approval to install Flock license plate reader cameras. Installation is scheduled to take place in March 2024.



Citizens Police Academy

Twelve residents successfully graduated from the Firestone Police Department's Citizens' Police Academy.



Department Organizational Restructure

In October we finalized our department restructure by creating the Professional Services Unit, which is overseen by a commander. This unit includes Records, Training, Digital Evidence, Internal Affairs, Special Projects, Community and Neighborhood Services.



Volunteer in Police Services (VIPS)

A program called Volunteer in Police Services (VIPS) was implemented with the help of four volunteers.



Property Room Inventory / Audit

Contracted with Police Evidence Audits, LLC, to perform an audit of our property room as well as a full inventory account to ensure a full accounting of all property as well as a review of our Property Room procedures. More information is available on page 10.



Grants

In 2023, the department received more than \$45,000 in grants for programs, equipment, and services.



2022-2023 Strategic Plan

Completed all initiatives from our 2022-2023 Strategic Plan. Began building a new Strategic Plan for the future.



Catalytic Converter Theft

Partnered with Colorado Auto Theft Prevention Authority (CAPTA) to reduce catalytic converter thefts in the community.



Hiring

We hired our first sponsored Police Recruit in November to attend the Police Academy in January 2024. In 2023, we added six new employees: Lisa Archuleta (Records), Jacob Gibbs (Police Recruit), Chellsea Hedin (Digital Evidence), Denise Mathews (Property & Evidence Technician), Joseph Seulean (Police Officer), Heidi Walts (Commander).



Shield 616 Border to Border Ride

From September 13 - 17, Officer Gretchen Meyers and Sergeant Ray Bueno cycled 330 miles, including over 9,700 feet of elevation, to raise funds to provide ballistic rifle protection for first responders.

DEPARTMENT STATISTICS

PATROL



INVESTIGATIVE OPERATIONS

Firestone Police Department has two detectives who are overseen by a commander.



The numbers above do not reflect misdemeanors and felony arrests made by Patrol Officers.

CRIME STATISTICS

PART 1: Crimes Against Persons	2022	2023	PART 1: Property Crimes	2022	2023
<i>Murder / Non-negligent Manslaughter</i>	3	0	<i>Burglary</i>	18	11
<i>Sexual Assault</i>	3	9	<i>Thefts</i>	101	129
<i>Aggravated Assault</i>	6	15	<i>Vehicle Break-In</i>	48	34
<i>Robbery</i>	0	0	<i>Auto Theft</i>	59	43
Total Violent Crimes	12	24	Total Property Crimes	226	217

PROPERTY ROOM AUDIT

As a result of a new Property & Evidence Technician being hired earlier in the year, the Firestone Police Department contracted with Police Evidence Audits, LLC, to perform an audit of our property room as well as a full inventory account to ensure all property or evidence was accounted for. The audit objectives were as follows:



1. Determine if appropriate controls existed over property and evidence room inventory including: evidence intake, disposition, storage, preservation, and security;
2. Determine if the property and evidence room staff maintained and completed the proper documentation to support the chain of custody of the property; and
3. Determine if inventory is adequately accounted for and proper controls existed over the inventory management system.

RESULTS

There were four (4) low priority recommendations:

1. Designate a locker as a rejection locker. When an item is not acceptable to being booked in the property room, the item is placed in the rejection locker which continues to maintain chain of custody. Our previous procedure maintained chain of custody but was not as efficient as having a designated rejection locker.
2. Create a manual showing officers how to properly package items.
3. Evidence room's booking area does not appear to be adequate in size.
4. Develop an evidence room procedures manual.

No medium or high priority recommendations.



” Auditor's Notes from Final Report:

-FPD administrators can proudly report that all their inventory is accounted for.

-The leadership that is in place is ideal for the existence of a professional evidence room.

-Working in the Town of Firestone Police Department's evidence room was truly a breath of fresh air compared to the condition of many of the other evidence rooms I have been in.

COMMUNITY OUTREACH EFFORTS



- | | | | |
|---|---|---|-----------------------------------|
|  | Bite Club / Food & Flick Fridays |  | Meet and Greet |
|  | Carbon Valley Rotary Club |  | National Night Out |
|  | Citizens Police Academy |  | PACT Meetings |
|  | Coffee with a Cop |  | Presents In Custody |
|  | Cops & Cones |  | Reading With A Cop |
|  | Halloween Safe Night |  | Santa Cops |
|  | Kids vs. Cops Basketball Game |  | Teen Summer Police Academy |



SCHOOL RESOURCE OFFICER INITIATIVES



School resource officers, or SROs, are members of the law enforcement community who teach, counsel, and protect the school community. Our SROs foster a safe and supportive learning environment, promote positive relationships between law enforcement and students, and immediately intervene for any safety issues.

Officer Tera Neugebauer

Officer Neugebauer taught the Law Enforcement Against Drugs & Violence (L.E.A.D.) program to all grade levels during the 2022-2023 school year. L.E.A.D. is an interactive, evidence-based program taught nationwide which is a program designed to teach students how to problem solve, respect themselves, and others, as well as educate students on the dangers of substance abuse.

L.E.A.D. is the most rapidly growing school-based K-12 Drug & Prevention Program in the United States with certified instructors in 44 states. They offer the most effective evidence-based tested and proven K-12 ATOD curriculum delivered by Law Enforcement and Educators in the United States



Officer Luke Dunker

Officer Dunker taught study hall classes to 6th and 7th grade students at Coal Ridge Middle School with an emphasis on getting students caught up in math that were struggling. Luke was directly involved in scheduling the Kids Vs. Cops basketball game.



AWARDS

As part of select Board of Trustees meetings in 2023, Chief of Police David Angelo and Deputy Chief of Police Bryce Borders presented awards to the following officers:

MEDAL OF VALOR

- Sergeant Dan Wittler
- Officer Jesus Bustillos
- Officer Michael Gunter

LIFE SAVING AWARD

- Officer James Belue
- Sergeant Neal Lucero
- Officer Michael Ream
- Sergeant Curt Bringle

CERTIFICATE OF COMMENDATION

- Sergeant Curt Bringle
- Officer Jay Belue
- Officer Michael Ream

MERIT AWARD

- Detective Kimberly Cornwell

The Board of Trustees congratulated these employees for these well-deserved recognitions and thanked them for their continued service to the community and dedication to their careers.



BODY WORN CAMERAS

Below is reporting data captured by the Firestone Police Department in 2023 with Axon Body Worn Cameras.



TOTAL UPLOADS

24,027

Number of Videos Uploaded

6,272

Hours of Videos Uploaded

11,479

GB of Video Uploaded

AVERAGE PER MONTH

2,002

Number of Videos Uploaded

523

Hours of Videos Uploaded

957

GB of Video Uploaded

AVERAGE PER DAY

66

Number of Videos Uploaded

17

Hours of Videos Uploaded

31

GB of Video Uploaded

USE OF FORCE

The Firestone Police Department recognizes and respects the value of all human life and dignity without prejudice to anyone. Although we prioritize de-escalation and non-physical force whenever possible, there are times when our police officers are involved in a use of force incident. Every use of force incident that a Firestone police officer is involved in has a minimum of three levels of supervisor review.

The standard for all use of force incidents was whether the force used was reasonable at the time, given the totality of the circumstances. We believe we are accountable to the public we serve and we want to be transparent in our use of force incidents with you.

2023 USE OF FORCE INCIDENTS



18 Total Use of Force Incidents

37 Total Use of Force Reports

Each officer using force must complete a report for the incident. Some incidents may have one or more officers involved who are required to complete a report related to their specific use of force during the incident.

TYPES OF FORCE USED

1 Firearm - Discharged	0 Taser - Discharged	2 Less Lethal - Discharged
22 Firearm - Pointing Only	2 Taser - Pointing Only	1 Less Lethal - Pointing Only
9 Physical Control Techniques/ Bodily force or open hand technique		37 TOTAL COUNT

VICTIM SERVICES UNIT



The Victim Rights Act (VRA) in Colorado ensures that crime victims are treated with fairness, respect, dignity and that they are free from intimidation, harassment, and abuse. The VRA also helps to ensure that victims are informed of critical stages of the criminal justice process and that they may be present for, and heard, at certain stages as well.

The Carbon Valley & Mead (CVM) Victim Services Program supports victims of crime and/or unexpected tragedy in the jurisdictions of Dacono, Firestone, Frederick, and Mead. We are committed to ensuring that all victims of crimes covered under the Victim Rights Act (VRA) are aware of the rights afforded to them and to meeting law enforcement's responsibilities under those rights.



The CVM Victim Services was formed at the end of 2022 and this year marked the full first year of victim advocate services to the Firestone community. Below are statistics related to CVM services received in Firestone.

FIRESTONE VRA CRIMES AND VICTIMS

99

VRA Crimes

102

Number of
Victims Served

12

Non-VRA
Incidents

33

Non-VRA Crime
Individuals Served



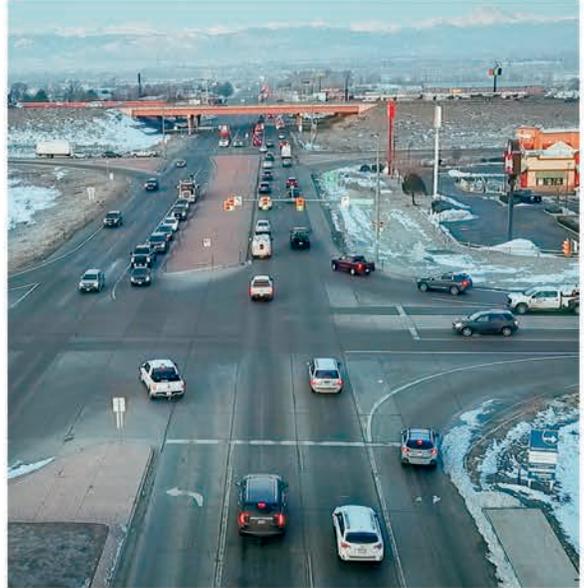
For more information related to the Carbon Valley, Mead (CVM) Victim Services Program, scan the QR Code or visit

www.firestoneco.gov/716/Victim-Services.

COOPERATION WITH CDOT

The intersection of Firestone Boulevard at the East I-25 Frontage Road is the highest crash location in Firestone. We met with CDOT earlier in the year to explain our concerns with this intersection – and CDOT listened and was responsive.

At the beginning of October, CDOT changed the signaling at this intersection to keep the permissive timing and include a yellow turn arrow to warn drivers of the permissive turn instead of the solid green light signal. Once the new signals were installed, we experienced a 25% reduction in crashes at this intersection alone.



We will continue to be data driven in our approach to identifying emerging high crash locations to deploy resources to enforce driving violations.

GRANTS AND REIMBURSEMENTS

We have been aggressive in identifying grant opportunities that serve our community to enhance public safety and to purchase law enforcement equipment. In 2023, the Firestone Police Department received over \$45,000 in grants, which include a CDOT grant for DUI enforcement, high visibility traffic enforcement, ballistic vest reimbursement, DOLA Peace Officer Behavioral Health Support and Community Partnership Grant, and a CIRSA Endowment grant. We will continue to research opportunities to apply for grants that serve our officers and community.

TRAINING

Every year, each Peace Officer in the State of Colorado must complete 24 hours of training, of which a minimum of 12 hours must be in the area of perishable skills (arrest control, driving, and firearms). The Firestone Police Department's commitment to training goes above and beyond the minimum requirements set by POST. Members of the Firestone Police Department received additional training above and beyond the requirements of POST. Firestone Police Department members received the following additional training in 2023:

- | | | | |
|-------------------------------------|--|-------------------------------------|---|
| <input checked="" type="checkbox"/> | Accident Reconstruction | <input checked="" type="checkbox"/> | Officer liability |
| <input checked="" type="checkbox"/> | Crisis Intervention Training (CIT) | <input checked="" type="checkbox"/> | Peer Support |
| <input checked="" type="checkbox"/> | Field Evidence Collection | <input checked="" type="checkbox"/> | Persons with Disabilities |
| <input checked="" type="checkbox"/> | First Aid/CPR | <input checked="" type="checkbox"/> | School Resource Officer training |
| <input checked="" type="checkbox"/> | General Criminal Investigations | <input checked="" type="checkbox"/> | School safety |
| <input checked="" type="checkbox"/> | General Police Operations | <input checked="" type="checkbox"/> | Standardized Field Sobriety Test |
| <input checked="" type="checkbox"/> | Integrating Communications, Assessment and Tactics (ICAT) / De-escalation | <input checked="" type="checkbox"/> | SWAT/Hostage Negotiation |
| <input checked="" type="checkbox"/> | Legal Updates | <input checked="" type="checkbox"/> | Taser |
| <input checked="" type="checkbox"/> | Less Lethal Force | <input checked="" type="checkbox"/> | Universal Precautions |
| <input checked="" type="checkbox"/> | Missing and Murdered Indigenous People (MMIP) | <input checked="" type="checkbox"/> | Use of Force |

TECHNOLOGY ENHANCEMENTS

AXON AUTO TAGGING

In the 2nd quarter of 2023, the Department rolled out the Auto Tagging feature for our Body Worn and In-Car Cameras. In our commitment to adopting cutting-edge technology, we've integrated the Auto Tagging into our body-worn and in-car camera workflows. This system extracts information from our Computer-Aided Dispatch system and seamlessly tags it to the corresponding BWC and in-car camera videos into our video evidence management system.

The system significantly reduces human error in the tagging process, offering complete and correct information. Manual tagging by the officer can take up to 3 minutes per video, translating to significant time and productivity costs for officers. With Axon Auto Tagging, we mitigate these challenges, allowing our officers to focus more on critical law enforcement duties and potentially saving substantial productivity costs for our agency. As we explore innovative solutions, our integration of Axon Auto Tagging reflects our dedication to leveraging advanced tools that not only enhance operational capabilities but also uphold the highest standards of policing.

AXON PERFORMANCE

The integration of Axon Performance represents a significant leap forward in our ongoing commitment to enhancing operational efficiency and fostering community-oriented accountability within our police department.

This state-of-the-art system provides immediate access to critical metrics related to officer compliance, covering body-worn cameras, TASER energy weapons, and Fleet in-car video. By leveraging Axon Performance, we not only quickly pinpoint opportunities for officer training and development but also cultivate a comprehensive view of overall accountability.

This approach allows us to evaluate officers' performance, ensure adherence to policies, and glean valuable insights to guide training initiatives.

Moreover, the system aids in identifying potential issues with TASER energy weapons, ensuring their proper function and adherence to guidelines. Axon Performance further streamlines our review processes, enabling supervisors review priority-ranked and random BWC auditing. This enhances overall accountability and provides actionable insights from video reviews. The system's aggregate audit dashboard empowers us to recognize exemplary performances and areas for coaching, aligning seamlessly with our steadfast commitment to achieving policy goals and upholding the highest standards of policing in service to our community.

2024 GOALS

As we embark on the development of our new 2024 Strategic Plan, we continue to look ahead to identify our future needs of our community and police department.

We look forward to the following in 2024:

- Creation of our 2024 Strategic Plan
- Continuing recruiting efforts to become 100% staffed
- Police Department re-accreditation through the Colorado Association of Chiefs of Police
- Installation of Flock license plate reader cameras
- Expanding our community partnership and outreach efforts
- Expanding leadership and development training at all levels



As we reflect on the past year, we are proud to present this annual report highlighting our accomplishments, crime statistics, and community outreach efforts. Our police officers and civilian staff continue to go out every day to serve you with dedication and professionalism.

Our success would not have been possible without the full support of our elected officials, town manager, and community.

On behalf of the entire Firestone Police Department, we want to thank our elected officials, Town Manager, community partners, and residents for your ongoing commitment and support which continues to make Firestone one the safest places to live in Colorado.

GOALS



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