



2024



**ANNUAL
REPORT**

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We're excited for the future and the impact we'll make together.

Message from the Chief



Our vision remains clear - provide exceptional customer service and maintain our high quality of life in Firestone where everyone feels safe, secure, and respected.



As I reflect on the year 2024...

I am both proud and honored to share with you the progress, challenges, and accomplishments of the Firestone Police Department. This year has been a testament to our collective dedication to enhancing public safety, strengthening the community outreach with our residents, and continuing to foster a culture of transparency and accountability.

We faced significant staffing challenges this year, but we have grown stronger and more determined in our mission. To continue to provide our community a high level of service, our police officers and sergeants have been working 12-hour shifts for the entire year, ensuring we have adequate patrol coverage to meet your needs.

We hired five police officers this year, including both lateral police officers and police recruits that we sponsored at the police academy. These officers and recruits represent the highest caliber as we will only accept the best, never compromising on the quality of police applicant just to fill a vacancy. And I am excited to report that we are very close to returning to 10-hour shifts.

Our police officers and professional staff continued to serve you with professionalism, integrity, and compassion while prioritizing community safety, customer service, and the well-being of our community.

As we look into the future, we continue to innovate and adapt, leveraging technology as a force multiplier, while simultaneously focusing on ensuring that we are efficient and responsive to your needs.

Thank you for your continued support. Your trust in us and our work is invaluable to me, and we remain committed to working with you and for you.

DAVID ANGELO
Chief of Police

Department Overview



The Firestone Police Department is dedicated to serving and protecting our community with integrity, professionalism, and commitment.

MISSION, VISION, AND 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 | Respect | Integrity | Dedication | Excellence

Guided by our mission, vision, and core values, we strive to foster trust, ensure public safety, and enhance the quality of life for all our residents.



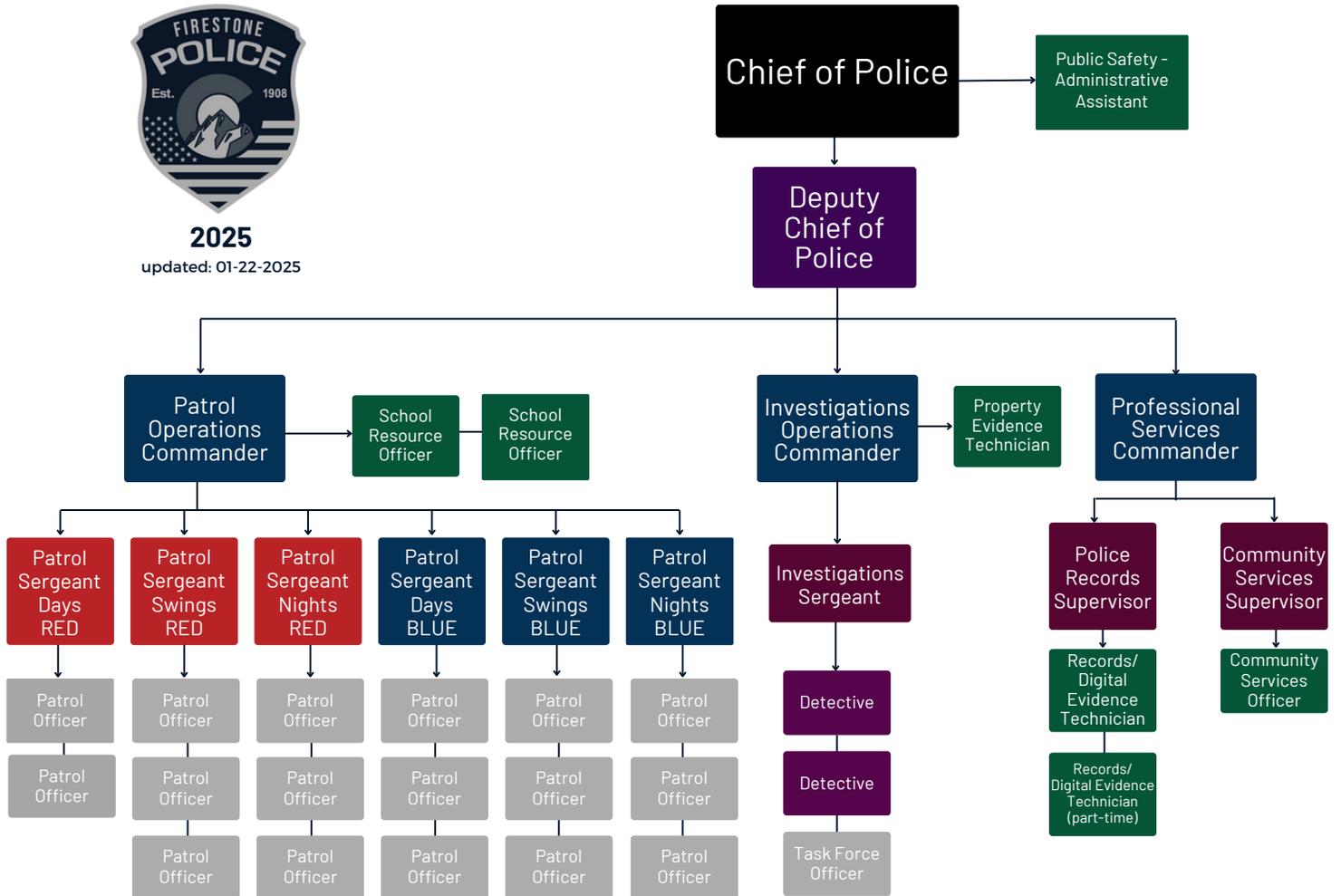
Through protective policing, community partnerships, and a commitment to excellence, we continue to uphold the highest standards in law enforcement.



DEPARTMENT ORGANIZATIONAL CHART



2025
updated: 01-22-2025



Total Authorized Sworn Staff: 34

Total Civilian Support Staff: 7

AWARDS

At the October 23, 2024 Board of Trustees meeting, a group of outstanding officers was honored with **STAR Awards** for their exceptional professionalism, teamwork, and strategic response during a critical incident. Sergeant Bringle, Sergeant Cionek, Officer Ream, Officer Gunter, and Officer Minter were all recognized for their remarkable efforts in the successful pursuit and capture of three suspects involved in a violent crime.

On September 9, 2024, Firestone Police Department officers demonstrated incredible bravery when they responded to a stolen vehicle in a high-risk situation. After attempting to apprehend the suspects, one officer was struck during the suspects' violent escape, which led to a high-speed chase that ended with a crash into a concrete embankment. The suspects fled on foot, but officers quickly contained the situation, coordinating with neighboring departments to secure the area.

A tense 45-minute standoff followed as two suspects barricaded themselves in a drainage tunnel. One suspect taunted officers and refused to comply with commands, prompting the use of a less-lethal projectile to de-escalate the situation, leading to their eventual surrender. A search of the suspects uncovered key evidence, including disassembled parts of a handgun and a large quantity of fentanyl pills, linking them to a recent homicide.

At the Board meeting, the entire room rose in a standing ovation to celebrate the dedication and bravery of these officers. Their commitment to each other, the department, and the community was truly exceptional. **Job well done!**



In 2024, the Firestone Police Department received 21 documented compliments from community members, highlighting the professionalism, dedication, and positive impact of our officers. These compliments reflect the department's ongoing commitment to serving and building trust within our community.

Community Engagement and Outreach

- **Carbon Valley Santa Cops**

Firestone, Frederick, and Dacono Police Departments provide gifts, winter clothing, and necessities to underrepresented children during the holiday season.

- **Catalytic Converter Theft Prevention Kits**

Free theft prevention kits available through a partnership with local auto shops and the Colorado Auto Theft Prevention Authority (CATPA).

- **Citizens' Police Academy**

Community members gain insight into police operations through hands-on training and education.

- **National Night Out**

Strengthening police-community partnerships through crime prevention awareness and neighborhood engagement.

- **PACT (Police and Community Together)**

Public meetings featuring department updates, crime prevention strategies, guest speakers, and Q&A sessions.

- **Teen Summer Police Academy**

A hands-on experience for teens to learn about law enforcement careers.

- **Volunteer Program (VIPS)**

Community volunteers support police initiatives and enhance public safety efforts.

- **Ride-Along Program**

Residents can experience a firsthand look at police work by joining an officer on patrol.

- **Presents in Custody**

Secure package delivery service to prevent theft by shipping orders to the Firestone Police Department for safe pickup.

- **Community Engagement at Special Events**

Officers actively participated in all community events, including their signature Halloween Safe Night, to build relationships and promote safety.



COMMUNITY OUTREACH EFFORTS



The Firestone Police Department is committed to continuously finding ways to add value to our community and enhance the services we provide. Through innovative partnerships and proactive initiatives, we strive to address local needs while making efficient use of our resources.



● More Better Bikes

One example of our partnerships is with **More Better Bikes**, an organization that refurbishes donated bicycles and provides repair services at little to no cost based on an individual's ability to pay. This collaboration highlights our commitment to giving back to the community while promoting the meaningful reuse of unneeded items.



<http://www.morebetterbikes.com>



The Firestone Police Department is proud to have donated **six bicycles** from our Property Room this year. These bicycles, which could not be reunited with their original owners, will be refurbished and either sold at an affordable price or provided to individuals in need. This initiative not only supports community outreach but also allows us to responsibly manage property that no longer holds value after the retention period.

Crime and Public Safety Initiatives



The Firestone Police Department is honored to collaborate with the 911 Cell Phone Bank in support of providing emergency cell phones and support services to victims of human trafficking and domestic violence, ensuring access to critical resources and assistance.

● 911 Cell Phone Bank

In 2024, the Firestone Police Department discovered an organization that provides a reliable and continuous source of 911 emergency cell phones and other personal electronic devices to support the urgent needs of law enforcement and victim services agencies. These devices are primarily distributed to assist victims of human trafficking and domestic violence. Since its inception, the organization has repurposed over 250,000 phones as emergency devices to aid victims across the country.



CELLPHONE BANK



www.911cellphonebank.org



A total of **32 items**, including cell phones, tablets, laptops, and watches, were donated to the 911 Cell Phone Bank. Of these, 27 items underwent a complete data erasure and will be distributed to victims of human trafficking and domestic violence through this non-profit organization.

● FLOCK

In April 2024, the Firestone Police Department installed its first **Flock Automatic License Plate Reader (ALPR) camera**, which quickly proved its value. The second day of use, the camera alerted officers to a stolen vehicle passing through town. Patrol units located the vehicle, confirmed it was stolen through Aurora PD, and arrested the driver. A thorough search of the vehicle uncovered significant evidence, and the driver was charged with multiple felonies and petty offenses. This technology is a powerful tool that enhances our ability to combat and deter crime, strengthening our community's safety.



Specialized Training

Each year, Colorado Peace Officers must complete 24 hours of training, including at least 12 hours in perishable skills (arrest control, driving, and firearms). The Firestone Police Department exceeds these minimum requirements. In 2024, officers received additional training beyond POST standards, including:



INTEGRATING COMMUNICATIONS, ASSESSMENT, AND TACTICS (ICAT)

In line with our ongoing commitment to enhancing community safety and advancing the professional skills of our officers, the Firestone Police Department successfully implemented the Police Executive Research Forum's (PERF) **Integrating Communications, Assessment, and Tactics (ICAT) training** program. This innovative program equips our officers with the tools and strategies needed to effectively manage high-stress situations, minimize conflict, and de-escalate interactions with individuals in crisis.



ACTIVE BYSTANDERSHIP FOR LAW ENFORCEMENT (ABLE)

Building on the success of ICAT, we introduced the **Active Bystandership for Law Enforcement (ABLE)** training program in 2024. ABLE fosters a culture of responsibility and peer intervention, reinforcing our dedication to maintaining the highest standards of conduct in all interactions with the community.

The core principles of ABLE include bystander intervention, de-escalation techniques, and the reinforcement of each officer's responsibility to prevent misconduct, including excessive use of force, bias, and other unprofessional behaviors. Through these initiatives, the Firestone Police Department remains committed to creating a safer, more equitable community, where officers hold each other accountable to the highest ethical standards.

Among the 18,000 law enforcement agencies in the U.S., the Firestone Police Department is proud to be one of just 417 nationwide with ABLE certification.

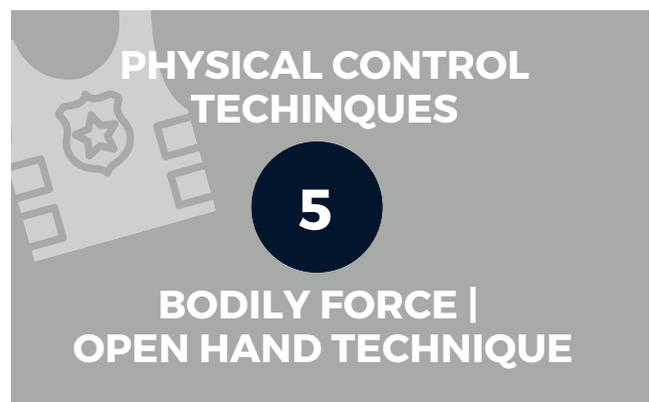
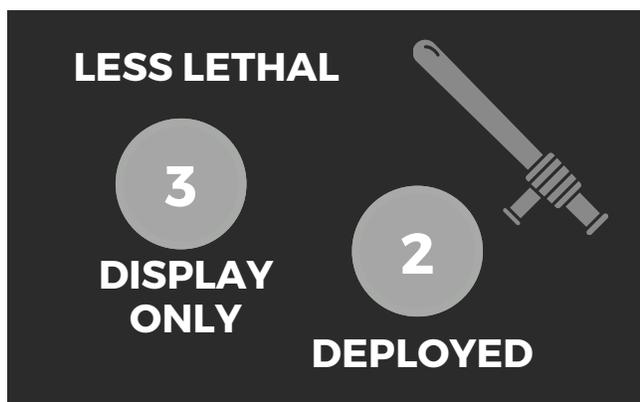
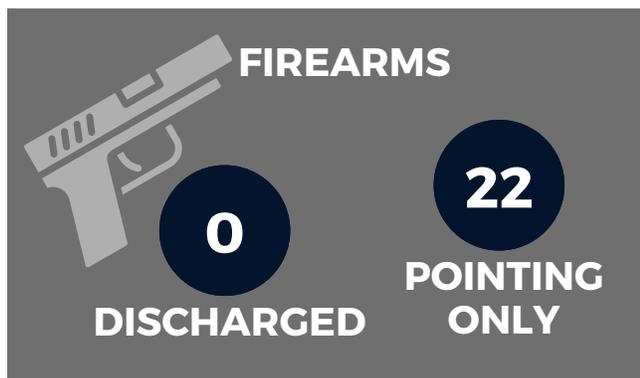
Use of Force and Accountability

The Firestone Police Department is committed to transparency and accountability in all aspects of our operations, including the use of force. Our officers are trained to use force only when necessary to protect themselves or others. Each incident involving the use of force undergoes a comprehensive review process, which includes multiple levels of supervisory oversight to ensure it is appropriate, justified, and aligned with department policies. Through continuous evaluation of these incidents, we uphold the highest standards of professionalism and accountability, reinforcing our commitment to building and maintaining trust with the community we serve.

USE OF FORCE



Each officer who uses force must complete a report detailing the incident. If multiple officers are involved, each is required to submit a report specific to their use of force.



PROPERTY ROOM

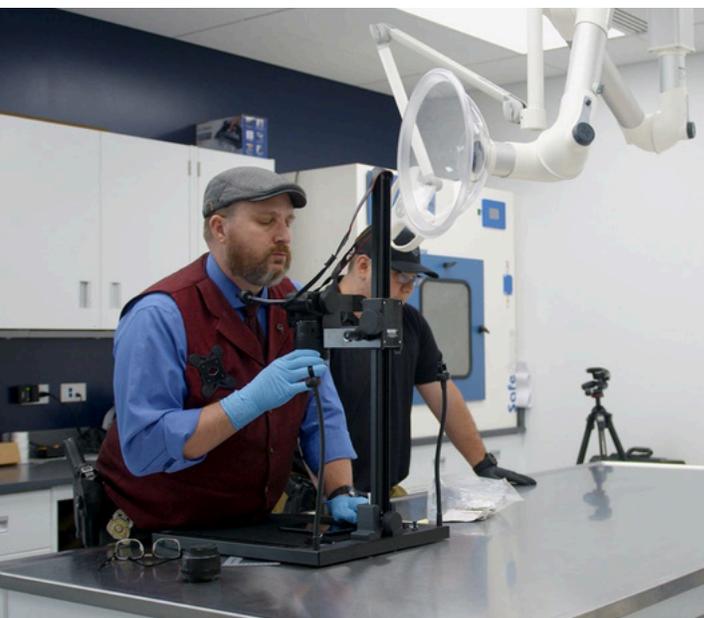
Building on the voluntary audit conducted in 2023 by Police Evidence Audits, LLC, four low-priority recommendations were made. In response, staff successfully implemented these recommendations in 2024:

- Locks were purchased to establish three rejection lockers, providing a secure space for items needing corrections before acceptance into the Property and Evidence Room and a temporary storage option for officers.
- To ensure proper item packaging, a manual and PowerPoint presentation were created, with a copy of the manual available in the packaging area.
- Additionally, an evidence room procedures manual was developed to assist with property room management and onboarding new team members.



The final recommendation addressed the countertop in the officer packaging area and its limited space. Although the room size is restricted, the countertop will be expanded and upgraded to a non-porous material as recommended in 2025.

In 2024, the property room has processed 731 new items and purged 902 items, exceeding the industry standard ratio of 1:1 for intake versus purging. This indicates that we were able to dispose of more property and evidence than we received.

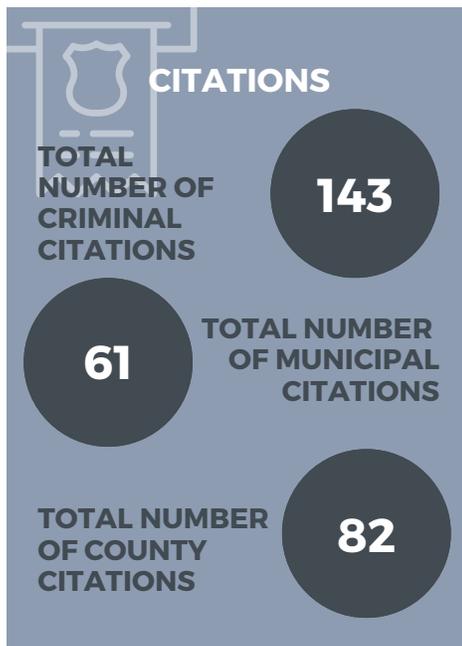
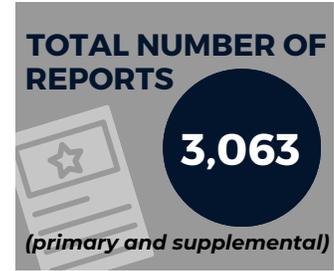
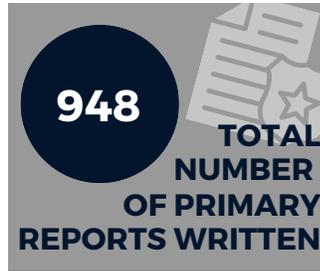


4,438

**TOTAL
ITEMS IN
PROPERTY
ROOM
RELATED
TO
SEPERATE
CASES**

1,314

2024 Crime Statistics



PART 1: Crimes Against Persons	2022	2023	2024
<i>Murder / Non-negligent Manslaughter</i>	3	0	0
<i>Sexual Assault</i>	3	9	8
<i>Aggravated Assault</i>	6	15	18
<i>Robbery</i>	0	0	1
Total Violent Crimes	12	24	27

PART 1: Property Crimes	2022	2023	2024
<i>Burglary</i>	18	11	15
<i>Thefts</i>	101	129	124
<i>Vehicle Break-In</i>	48	34	21
<i>Auto Theft</i>	59	43	30
Total Property Crimes	226	217	190

AXON BODY-WORN CAMERA REPORT



The Firestone Police Department remains committed to transparency, accountability, and public trust through the use of Axon Body-Worn Cameras (BWC). These cameras play a vital role in documenting interactions, enhancing officer safety, and providing valuable evidence for investigations.

Below is the reporting data captured by the Firestone Police Department in 2024 using Axon Body-Worn Cameras. This data reflects our ongoing efforts to ensure accurate documentation of law enforcement activities and uphold community safety.

As we move into 2025, the department continues to evaluate and enhance our use of this technology, reinforcing our dedication to best practices in policing and community engagement.



	2023	2024
Number of Videos Uploaded	24,027	23,857
Average per month	2002	1953
Average per day	66	65
Hours of Videos Uploaded	6,272	5,756
Average per month	523	466
Average per day	17	16
GB of Video Uploaded	11,479	10,467
Average per month	957	846
Average per day	31	29

VICTIM RIGHTS AND SUPPORT IN FIRESTONE

The Colorado Victim Rights Act (VRA) upholds the rights of crime victims by ensuring they are treated with fairness, respect, and dignity, while also protecting them from intimidation, harassment, and abuse. The VRA guarantees that victims are informed of key stages in the criminal justice process and have the opportunity to be present and heard when appropriate.



● CARBON VALLEY & MEAD VICTIM SERVICES PROGRAM (CVM)

The **Carbon Valley & Mead (CVM) Victim Services Program** provides critical support to victims of crime and unexpected tragedy within the jurisdictions of Dacono, Firestone, Frederick, and Mead. Our team is dedicated to ensuring that victims covered under the VRA are fully aware of their rights and that law enforcement fulfills its responsibilities in accordance with those rights.



Established in late 2022, CVM Victim Services completed its first full year of advocacy in 2023, offering essential support to the Firestone community. Below are key statistics highlighting the impact of CVM services in Firestone over the past year.

FIRESTONE VRA CRIMES AND VICTIMS



Update on New Strategic Plan

We have built upon the foundation of our previous Strategic Plan to create the **2024-2028 Strategic Plan**. This plan is the result of months of collaboration, with valuable input from both sworn and civilian members of the department, ensuring a shared vision for our future. It outlines nine key initiatives, each with specific goals to guide our efforts in the years ahead.



The nine initiatives in our Strategic Plan include:

- **Community Engagement & Satisfaction**

- **Crime Prevention & Community Safety**

- **Communications**

- **Recruiting & Retention**

- **Employee Health & Wellness**

- **Training & Leadership Development**

- **Organizational Growth & Accreditation**

- **Technology Advancement**

- **Improve Operational Efficiency**



We encourage you to explore the full details of our 2024-2028 Strategic Plan



Looking Ahead: Goals for 2025



STAFFING

” Achieving 100% staffing remains our top priority. While this process has taken longer than expected, we remain committed to hiring only the highest-quality applicants and will not compromise our standards to reach full staffing levels.



TRAINING

” Training also remains a key focus. The transition to 12-hour shifts temporarily delayed some elective training initiatives, but as staffing levels improve and we return to 10-hour shifts, additional training opportunities will be available to further strengthen our department.



AXON

” Following the Board's approval of our Axon contract, we have been working closely with Axon to develop a customized Records Management System (RMS) that meets our specific needs. We are on track to fully transition to Axon RMS in the second half of 2025.



We are also excited to implement Axon's Draft One technology, which automatically generates report narratives from body-worn camera audio in seconds. This innovation can reduce report writing time by up to 75%, allowing officers to spend more time responding to calls, engaging with the community, and addressing crime.



ACKNOWLEDGEMENTS

We sincerely appreciate the individuals and organizations that contribute to our continued success. Our dedicated officers and professional civilian staff work tirelessly each day to serve and protect the residents of Firestone, and their commitment remains the foundation of everything we do.

We are also grateful to the Firestone community for your trust and support. Strengthening the partnerships and collaborative relationships we share with you is a priority, and we look forward to building even stronger connections in the years ahead.

A special thank you goes to our Board of Trustees and Town Manager for their unwavering support, which enables us to adapt, grow, and meet the evolving needs of both our department and the community. We also appreciate our partnerships with neighboring law enforcement agencies, whose collaboration allows us to respond effectively to shared challenges.

Looking ahead, we remain committed to upholding the highest standards of public safety, delivering exceptional service, and fostering an even stronger, more connected Firestone. We are excited about the future and the positive impact we will continue to make together.

THANK YOU FOR YOUR CONTINUED SUPPORT!





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