

# TOWN OF FIRESTONE **POLICE** **DEPARTMENT**



# 2022

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## ANNUAL REPORT





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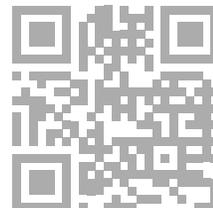


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SCAN



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# FIRESTONE POLICE DEPARTMENT

## *A message from Chief Angelo...*

On behalf of the men and women who proudly serve and protect our community here in Firestone, I want to thank you for your unwavering support for **YOUR** Police Department. I regularly receive unsolicited comments of appreciation and gratitude from our community expressing your appreciation for our police officers and their professionalism, and I could not agree more. We accomplished many goals this year, focusing much of our attention on implementing our 2022-2023 Strategic Plan.



As an agency, one of our core tenets is the belief that policing has to involve positive relationships with the community. Positive connections and communications with our community are paramount if we succeed in serving you. We need your support and willingness to get involved in matters that collectively affect us, and I am pleased to say that the Firestone community does just that. Though much has already been accomplished, we still have a lot of work ahead of us.

Thanks to the efforts and support from the leadership at the Town of Firestone, including the Board of Trustees and Town Manager, we were fully funded in 2022 and able to hire four new police officers. As a department, we are close to becoming fully staffed, which continues to be a challenge for departments across the country. As we continue to hire, we are looking for officers and civilian support staff who truly believe in service to the community and are committed to excellence.

*Finally, I want to personally thank you – our community – for your kind words and warm welcome as your new police chief.*

*David Angelo*



# DEPARTMENT PROFILE

## MISSION

*Preserve peace, prevent crime,  
enforce the law 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

# P.R.I.D.E

*Professionalism | Respect | Integrity | Dedication | Excellence*

# DEPARTMENT STAFF

## COMMAND STAFF



### **DEPUTY CHIEF**

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*Deputy Chief Bryce Borders is a 22-year veteran of the Firestone Police Department. Deputy Chief Borders ascended through the ranks at the Firestone Police Department where he currently oversees Patrol and Support Operations and serves as the Acting Chief of Police during the Chief's absence. He holds a Bachelor of Science degree in Criminal Justice and is also a graduate of the 232nd FBI National Academy in 2008.*



### **COMMANDER**

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*Commander Brian Scott has 23 years of law enforcement experience with the past 13-years at the Firestone Police Department. Commander Scott currently serves in Support Operations, which includes Property Room, Records, Investigations, Digital Evidence, and Professional Standards. He holds a Bachelor of Science degree in Kinesiology and is a graduate of the School of Police Staff and Command (SPSC) at Northwestern University.*



### **COMMANDER**

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*Commander James Stroud is a 15-year veteran of the Firestone Police Department. Commander Stroud was promoted to the rank of Commander in August. Commander Stroud currently serves in Patrol Operations. Commander Stroud holds a Bachelor of Science degree in Criminal Justice with a minor in Psychology and will be attending the School of Police Staff and Command (SPSC) at Northwestern University in 2023.*



### **COMMANDER**

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*Commander Heidi Walts is a 30-year veteran in law enforcement that comes to the Firestone Police Department from the Northglenn Police Department where she served as a Commander. She currently serves as Patrol Operations Commander. Commander Walts holds a Bachelor of Science degree in Criminal Justice and will be attending Police Executive Research Forum's Senior Management Institute for Police at Boston University in 2023.*

## SERGEANTS



**SERGEANT**  
James Bringle



**SERGEANT**  
Raymond Bueno



**SERGEANT**  
Michael Cionek



**SERGEANT**  
Neal Lucero



**SERGEANT**  
Michael Morris



**SERGEANT**  
Marc Robinson



**SERGEANT**  
Daniel Wittler

## OFFICERS



**OFFICER**  
James Belue



**OFFICER**  
Jesus Bustillos-Leon



**OFFICER**  
Dylan Chavez



**OFFICER**  
Kimberly Cornwell



**OFFICER**  
Kenneth Doll



**OFFICER**  
Lucas Dunker



**OFFICER**  
Michael Gunter



**OFFICER**  
Toby Hardwick



**OFFICER**  
Justin Lappegaard



**OFFICER**  
Gretchen Meyers



**OFFICER**  
Branden Minter



**OFFICER**  
Tera Neugebauer



**OFFICER**  
Michael Ream



**OFFICER**  
Bryn Reid



**OFFICER**  
Dillon Sandusky



**OFFICER**  
Joshua Shoemaker



**OFFICER**  
Devon Torres



**OFFICER**  
Eric Wickey



## CIVILIAN STAFF



**PROPERTY & EVIDENCE  
TECHNICIAN**

William DeWitt



**DIGITAL EVIDENCE  
TECHNICIAN**

Chellsea Hedin



**ADMINISTRATIVE  
ASSISTANT -  
PUBLIC SAFETY**

Bonijean Melick



**COMMUNITY  
SERVICES OFFICER  
III**

Michelle Powers



**POLICE RECORDS  
ADMINISTRATIVE  
SUPERVISOR**

Kendra Whyard

# DEPARTMENT STAFF

## STAFFING ACCOMPLISHMENTS & RECOGNITION

**4**  
**New Hires**

**3**  
**Promotions**



Commander James Stroud was promoted to his current rank in August and Sergeant Ray Bueno was promoted to his current rank in October. Kendra Whyard was promoted to Police Records Administrative Supervisor in December.

## STAR AWARDS

Throughout the year, during Board of Trustees meetings, the Firestone Human Resources Director will present STAR Awards to employees. The STAR (Special Thanks and Recognition) Award is an employee recognition program to award employees for demonstrating exceptional service and exceeding expectations in their work performance.

During 2022, STAR awards were presented to employees of the Firestone Police Department 4 separate times.



### Teen Academy

In July the Firestone Police Department hosted 22 teens from Firestone for a 4-day Teen Police Academy. The Teen Academy was organized and hosted by Firestone's School Resource Officers, Officer Dunker and Officer Neugebauer. Students had a full few days and learned about all aspects of a career in law enforcement. Officer Dunker and Office Neugebauer were recognized for their work coordinating and hosting an impactful program for Firestone's teens.



### Support & Compassion

A STAR Award was presented to Sergeant Neal Lucero for his role in assisting the late, former Trustee George Heath while having a medical emergency. Mrs. Heath wrote to the Board of Trustees to recognize Sergeant Lucero, not just for what he did as an officer that night, but for the humanity, compassion, and support he displayed following the loss of George a few months after this incident.



### **CPR Support**

In the early morning hours, Firestone Police Officers responded to a medical emergency at a resident's home in January of 2022. Weld County Dispatch had advised that they had an unconscious male, not breathing, and CPR was in progress. Within minutes Firestone Sergeant Stroud and Officer Belue arrived on-scene and quickly took over lifesaving measures. The officers continued CPR until they could be relieved by Frederick-Firestone Fire District personnel.



### **Santa Cops**

Community Services Officer, Michelle Powers, was presented with a STAR Award for Outstanding Achievement for her work on behalf of the Santa Cops program.

The Santa Cops program takes a lot of planning and organization. In 2021, 42 families qualified for the Santa Cops program. Michelle put up the Sharing Tree in the lobby of the Police Department and added 230 ornaments. Each ornament provided the 115 children with two gifts, a requested clothing item, and a toy from the child's wish list. In addition to individuals who picked ornaments off the tree, twenty local businesses and individuals contributed monetarily to Santa Cops.

## **WELCOME HOME**

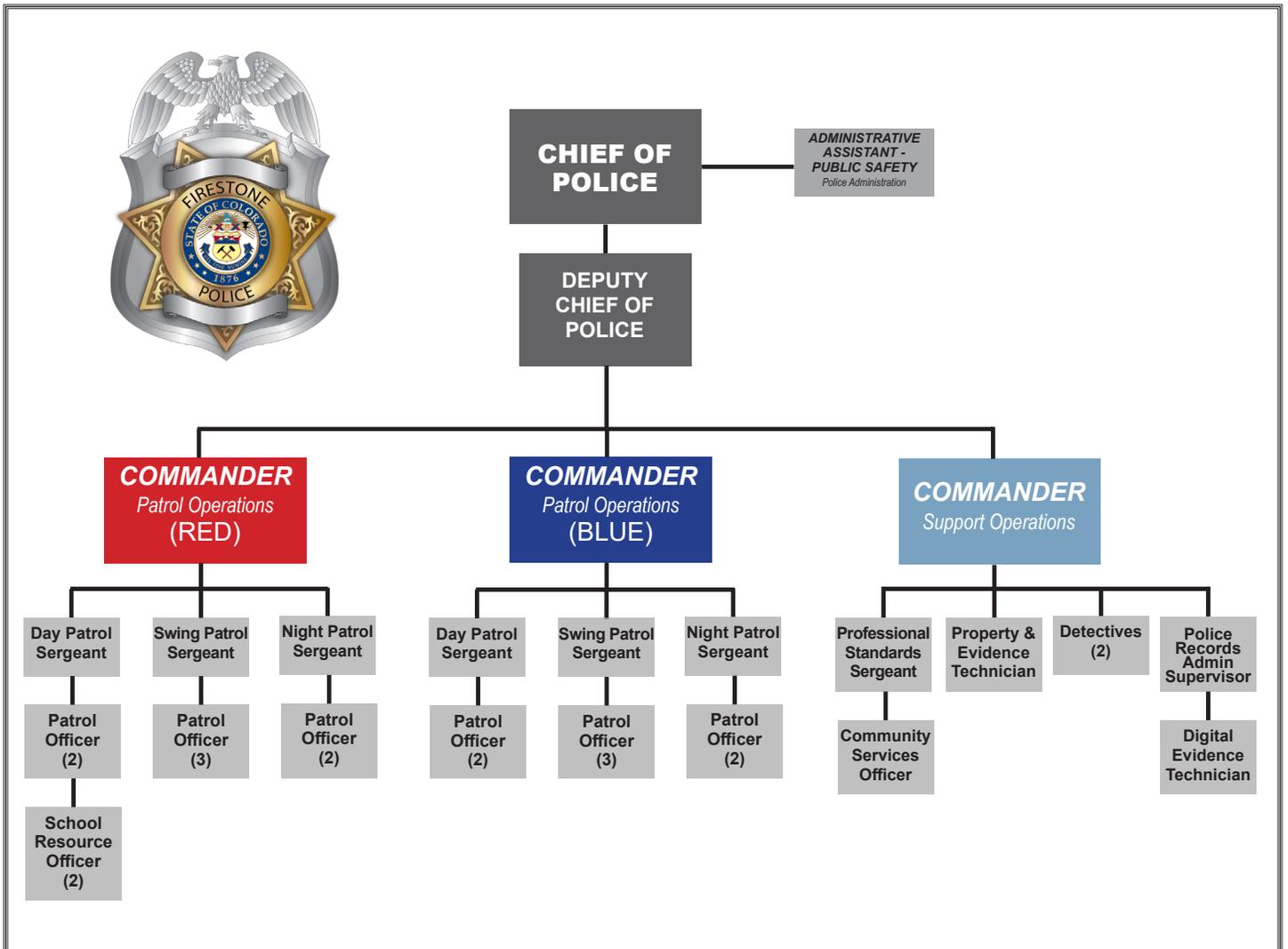


In November of 2022, The Board of Trustees and Town Staff officially welcomed Officer Mike Ream home after a year-long deployment in the Army National Guard. Officer Ream is a police officer for the Firestone Police Department and has recently returned to his position. The Town of Firestone is grateful for his safe return home and was honored to celebrate him in a Board of Trustees meeting during the week of Veterans Day.



*Thank you* **for your service!**

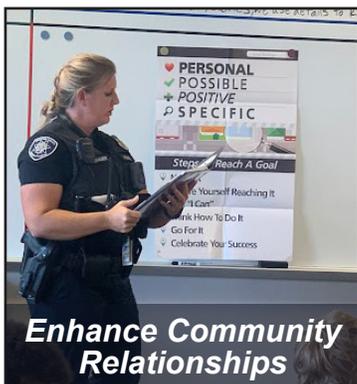
# DEPARTMENT ORGANIZATIONAL CHART



# STRATEGIC PLAN

In 2021, the Firestone Police Department developed the 2022-2023 Strategic Plan, which is centered on the following 9 core initiatives. These initiatives provided the foundation for the next two years of the police department.

The Department is pleased to report that they have touched every one of these initiatives, and the focus in 2023 will be on the remaining goals and objectives that have not been completed. The department will continue to implement changes and improvements and will begin working on our next strategic plan soon.



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# TRANSPARENCY BY THE NUMBERS

## CRIME STATISTICS

### Part 1 Crimes Against Persons in 2022

Murder / Non-negligent Manslaughter	2
Rape	3
Aggravated Assault	6
Robbery	0
<b>Total Violent Crimes</b>	<b>11</b>

### Part 1 Property Crimes - 2022

Burglary	18
Thefts	101
Vehicle Break-In	48
Motor Vehicle Theft	59
<b>Total Property Crimes</b>	<b>226</b>



## PATROL HIGHLIGHTS

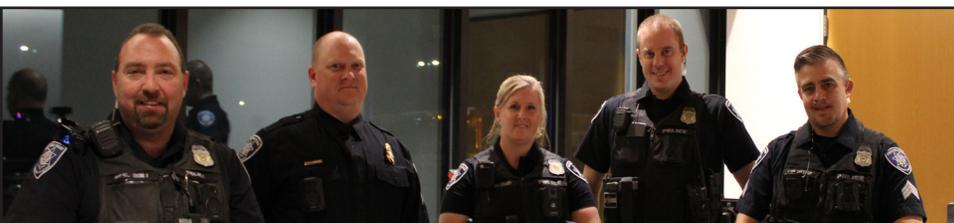
**11,072**

**Total incidents  
Firestone  
Police  
Responded  
To**

**1,447**  
**Total Police  
Reports Written**

**767**  
**Traffic Tickets  
Issued**

**248**  
**Criminal Citations  
& Arrests**



## INVESTIGATIVE HIGHLIGHTS



**110**  
**Total Cases Assigned  
to Detectives**

**Resulting in 30 felony charges  
and 14 misdemeanor charges**

## PROPERTY & EVIDENCE ROOM UPDATES

In 2022, the Firestone Police Department began implementing changes in the property and evidence room to ensure compliance with professional standards and the law. Updates include:



- Organization of the evidence room into designated property types (General Evidence, Found, Safekeeping, Biologicals, Death Investigations, Sex Assault Cases)
- Developed a process to coordinate with detectives and notify Command Staff of receipt of sexual assault kit(s) to ensure timely submission to CBI
- Created a Firearms Spreadsheet to track CCIC/NIBIN entries to ensure entry of all firearms into CCIC
- Established a process to identify and submit firearms that qualify for NIBIN entry by CBI
- Installed wireless gateway and sensors to monitor refrigerator/freezer temperatures with alarms to ensure evidence is not degraded
- Created property release and third-party release forms
- Transitioned to a new property and evidence management systems, FileOnQ

# TRANSPARENCY BY THE NUMBERS

## USE OF FORCE

The Firestone Police Department believes that every contact a department member has with a citizen should be respectful, regardless of whether it is in an enforcement capacity. This philosophy is evident by the low number of Use of Force (UoF) incidents in 2022.

**4\***  
**Bodily Force/Open  
Hand Technique**

*\*One incident involved Firestone Police Department assisting Weld County Sheriff deputy at their request.*

**5\***  
**Conducted Energy  
Weapon (TASER)  
Pointing Only**

**1**  
**Conducted Energy  
Weapon (TASER)  
Discharge**

*\*One incident involved Firestone Police Department assisting Platteville Police Department at their request.*

**4**  
**Firearm  
Pointing Only**

**0**  
**Firearm  
Discharge**

Per Department policy, every use of force event is reviewed by all members in the employee's chain of command, including the Chief of Police. If a review of the use of force incident is questionable or falls outside department policy, a formal internal complaint will be initiated and thoroughly investigated by the Professional Standards Sergeant. All 14 Use of Force incidents were thoroughly reviewed, and concluded that all incidents were justified and within department policy.

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## PROFESSIONAL STANDARDS

The Firestone Police Department is committed to the legal, professional, and ethical policing of our community. The public has the right to receive fair, efficient, and impartial law enforcement. Any misconduct by department personnel must first be detected, thoroughly investigated, and properly adjudicated. One of the ways we ensure the police department is serving the community is through the feedback we receive, both positive and negative, to evaluate how the community perceives we are serving you.

The Professional Standards Sergeant will investigate issues of serious misconduct in an internal affairs investigation. The findings of the Professional Standards Sergeant will be provided to the affected employee's supervisor, who will review the investigation to determine if there are any violations of department policy and then make discipline recommendations. The Chief of Police has the final authority in the issuance of discipline.

**0**  
**External Complaints  
Against an Officer  
Received**

**5\***  
**Internal Affairs  
Investigations  
initiated internally**

**6**  
**Supervisor  
Inquiries**  
*Based on informal  
community complaints.*

*\*All five investigations were generated internally by the department and all resulted in sustained violations of department policy.*

## DEPARTMENT FEEDBACK

The Firestone Police Department takes all complaints seriously. Through the Professional Standards Unit, the Department will accept and address all complaints of misconduct in accordance with department policy and state law.

The Police Department also encourages the public to share positive experiences when employees provide service at an exceptional level.

Anyone from the public can file a complaint or compliment online at [www.firestoneco.gov/police](http://www.firestoneco.gov/police).



# COLLABORATIVE LAW ENFORCEMENT INITIATIVES

## CO-RESPONDER PROGRAM

In 2022, the Town of Firestone partnered with the Town of Frederick, Town of Mead, and City of Dacono to establish and operate a Co-Responder Program with North Range Behavioral Health (NRBH).

Co-responders provide law enforcement personnel with assistance from behavior health specialists who will respond to calls with officers to assist with individuals suffering from mental health episodes, substance abuse, or a traumatic emotional response to a life event such as a death of a family member.

Without an underlying crime, law enforcement response to mental illness and substance abuse calls is often not the most appropriate or efficient response to these community issues.

The NRBH co-responder was hired in July and started taking calls in August. In the first five months of the program, a co-responder responded to 49 incidents in Firestone. This program has saved nearly 1,000 law enforcement hours allowing us to concentrate and serve our community in other areas.

## 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.

In a continuing commitment to provide the best services to the community, the Firestone Police Department partnered with the Frederick, Dacono, and Mead Police Departments to form and co-fund the newly created Carbon Valley & Mead Victim Services Program to provide services to victims of crime.

The Victim Services Program provides victims with support, assistance, and crisis intervention when needed. The Carbon Valley & Mead Victim Services Program is staffed by a dedicated advocate who is on call 24 hours a day to respond immediately to the scene of a crime, accident, or victim's home at the request of a police officer. The Carbon Valley & Mead Victim Services advocate will not only support victims through the immediate trauma but will also provide follow-up with referral information to further aid victims and their families through the healing process.

The Carbon Valley & Mead Victim Services Program aims to have a dedicated advocate so that victims of crime are treated better than perpetrators of crime.

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## CARBON VALLEY EMERGENCY MANAGEMENT

CARBON VALLEY  
EMERGENCY MANAGEMENT AGENCY



For many years, Carbon Valley's first responder agencies have worked together to perform emergency management functions in a coordinated manner. In November 2018, local first responder agencies signed an Inter-Governmental Agreement (IGA), forming the Carbon Valley Emergency Management Agency (CVEMA).

In April 2019, the first full-time Emergency Management Coordinator was hired to build and maintain the Carbon Valley's comprehensive emergency management program. In 2022, the IGA was updated and signed by the three police departments that serve the Carbon Valley and the Frederick-Firestone Fire Protection District.

In the first three years of CVEMA's existence, they have:

- Established plans, equipment, organizational structure, and standard operating procedures for the Carbon Valley Emergency Operations Center, which supports first responders, local governments, and community organizations through response and recovery operations in disaster.
- Developed the first Carbon Valley Comprehensive Emergency Operations Plan, encompassing plans for all phases of emergency management.
- Provided emergency planning and support for community events in the Carbon Valley municipalities.
- Delivered community preparedness and resilience training for the whole community.
- Assessed community preparedness and resilience, continually identifying capabilities and gaps to improve our overall readiness for disasters and large-scale emergencies

In 2023, CVEMA will work on updating the Emergency Operations Plan and Annexes, begin the development of a comprehensive resource database, and focus on community preparedness outreach.



# COMMUNITY CONCERNS

## TRAFFIC HIGHLIGHTS

**305**

**Number of Traffic  
Accidents**

**2**

**Number of Fatality  
Accidents**



### Traffic Accidents

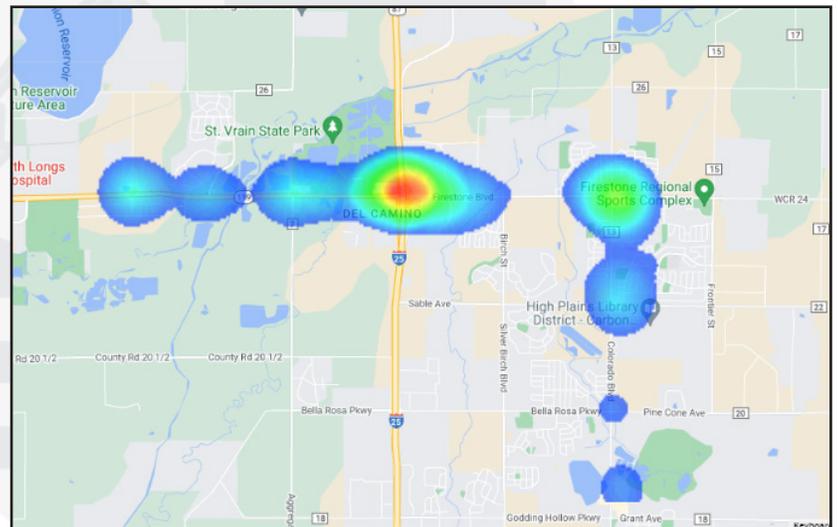
Traffic accidents continue to trend as the number one report that the Firestone Police Department responds to each month.

### Fatality Investigative Unit

The Firestone Police Department is a part of the Carbon Valley Fatality Accident Response Team, which has advanced trained officers to respond to fatality accidents in the area.

### Accident Reduction

The Firestone Police Department continues to prioritize response to reduce the number of traffic accidents in the community. With a new crime analysis software, LexisNexis Accurant Virtual Crime Center, the department can now track – in real-time – the location and the time of day of when and where crashes are occurring so that enhanced patrols and enforcement can be sent to those areas.



### Cooperation with CDOT

One of the largest crash intersections is on Firestone Boulevard at the East I-25 Frontage Road. This intersection is controlled by Colorado Department of Transportation (CDOT) within the incorporated town limits. The Town and CDOT are planning to work together to coordinate accident mitigation in this area.

## OPIOIDS IN WELD COUNTY

Fentanyl and other highly potent synthetic opioids continue to be the most lethal category of illicit substances misused in the United States. According to the Colorado Department of Public Health & Environment, there were 343 drug overdose deaths in Weld County involving opioids between 2001 – 2021.

**Figure 1. Weld County Drug Overdose Deaths per Year**



Between 2001 and 2021 there were 343 drug overdose deaths involving opioids of any kind (this includes both prescription opioids and illicit opioids, including heroin). This means that over half of the county's 652 drug overdose deaths from 2000-2021 involved opioids. Just under 4% of all drug overdose

deaths involving opioids in Colorado took place in Weld County within this same period.

Source: Colorado Health Information Dataset (CoHID), Mortality Statistics

4

## Narcan Incidents



Firestone is not immune to the effects of opioids. During the past year, the Town of Firestone had 3 overdose deaths due to opioids. In 2022, Firestone police officers administered Narcan, a Food and Drug Administration (FDA) approved medicine that rapidly reverses an opioid overdose on four (4) separate incidents. All Firestone police officers carry Narcan while on-duty to be able to immediately respond to opioid overdose incidents if needed.

The Firestone Police Department believes that prevention and education about substance use is a key component towards addressing the opioid use and overdose instances in our community. The department participates in the Weld County Drug Task Force, whose primary job is to interdict and investigate high volume drug trafficking. In addition, the School Resource Officers provide age appropriate training to school aged kids and teachers on the impacts opioids and other drugs have on you.

# COMMUNITY OUTREACH



The Firestone Police Department is committed to building and enhancing community relationships. Community relationships that focus on partnerships are imperative to reducing crime and enhancing the quality of life for residents. These partnerships are the cornerstone of community policing.

## **Citizens Police Academy**

Hosted Citizens Police Academy course in the fall and graduated 13 members of the community.



## **Other Events**

- Kids vs. Cops Basketball Game
- Coffee with a Cop
- Bite Club / Food & Flick
- Halloween Safe Night
- Santa Cops
- Meet and Greet
- National Night Out
- HOA Community Meetings
- Reading with a Cop



## **Teen Summer Police Academy**

In June, the Firestone Police Department hosted a one-week mini police academy where students between the ages of 13-17 learned about different topics in law enforcement including traffic stops, building searches, K-9 demonstrations, drone demonstrations, cyber-crimes, fingerprints and DNA, S.W.A.T. and much more.

Interactions like this are incredibly effective in forging positive relationships and enhancing trust between police officers and our youth.

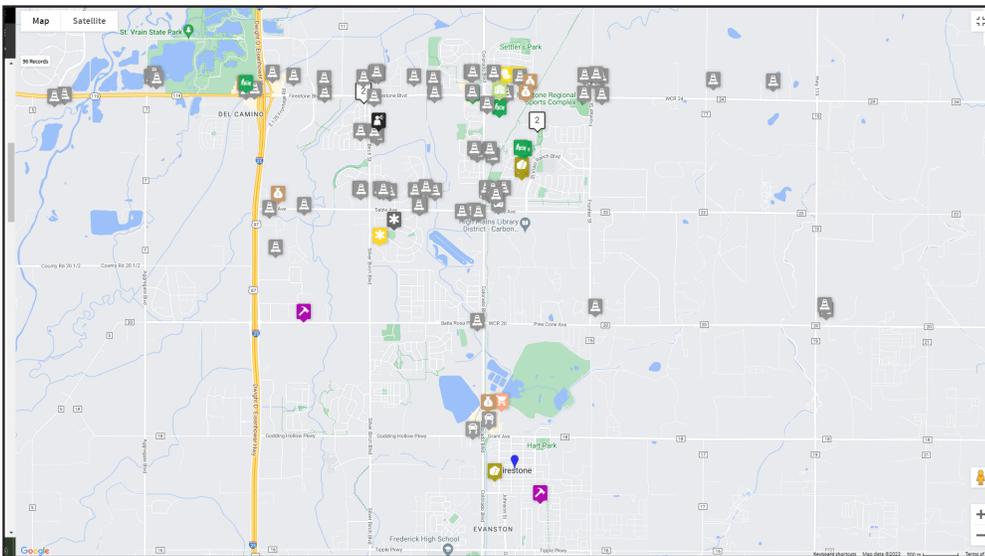


# TECHNOLOGY ADVANCEMENT

The Strategic Plan recognizes that any successful police agency must keep pace with changing technology in order to best serve the community and provide employees with tools to be efficient and effective. Below are a few technology advancements implemented in 2022 that allow the Firestone Police Department to serve our community more efficiently and with greater transparency.

## COMMUNITY CRIME MAP / AVCC

The Firestone Police Department transitioned to LexisNexis Accurant Virtual Crime Center (AVCC), an investigative tool that allows officers to search billions of public records in seconds. It is also used for crime analysis by populating data directly from our Computer Aided Dispatch (CAD) and our Records Management System (RMS). This allows the department to evaluate in real time what, where, and when crime is occurring and dedicate resources as needed. Community Crime Map is a public crime map that allows the Firestone Police Department to share crime data with the community, making it easier for the community to stay informed about crime.



## AXON BODY WORN CAMERA SYSTEM



The Firestone Police Department has been using body-worn cameras for nearly a decade. In February, the department upgraded all body-worn cameras to the Axon system. A benefit of Axon is the ability to seamlessly integrate body-worn cameras, in-car cameras, and TASERs in a secure cloud-based server, allowing for easy categorization and retrieval of video evidence for later viewing and court proceedings.

More importantly, body-worn cameras and their affiliated technologies provide transparency and accountability to the public, underscoring the professionalism our officers routinely display.

# 20 22

# TECHNOLOGY ADVANCEMENT

## EvidenceOnQ

Collecting, storing, and tracking of police evidence and found property for its life cycle is of paramount importance for any police agency. In 2022, the Firestone Police Department recognized the need to upgrade its police evidence management system and implemented one of the most robust systems available – EvidenceOnQ.

EvidenceOnQ provides vital reporting capabilities, increased efficiency for evidence submission, and automates the chain of custody, meeting accreditation standards. The department is in the last phase of finalizing property and evidence submission to integrate all historical evidence into EvidenceOnQ, which aligns with the Technology Advancement of the 2022-2023 Strategic Plan.

## NATIONAL INTEGRATED BALLISTIC IDENTIFICATION NETWORK (NIBIN)



Developing leads in shooting cases is critical to identifying and bringing closure to victims and their families. Through its partnership with the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF), the Firestone Police Department, in collaboration with the Colorado Bureau of Investigation, uses NIBIN to develop such leads. NIBIN is the only

national network that allows for the capture and comparison of ballistic evidence to aid in solving and preventing violent crimes involving firearms.

## CENTRAL SQUARE CAD & RMS



In November 2022, the Weld County Communications Center (WCCC) implemented a new Computer Aided Dispatch (CAD) for every Weld County law enforcement agency. This upgraded system allows WCCC to dispatch calls for service and associated information to any officer's in-car computer in real-time.

Along with the change to CAD, the Firestone Police Department also switched to Central Square Records Management System (RMS). With almost all Weld County law enforcement agencies utilizing the Central Square RMS, it allows for greater information gathering and sharing between law enforcement agencies and increased report writing efficiency.

# 20 22

# 2023 GOALS

As the Firestone Police Department continues to build upon the successful implementation of our current Strategic Plan, we are continuing to look ahead on how to best support the needs of this community and the changing dynamics of the law enforcement profession.

I look forward to the following in 2023:

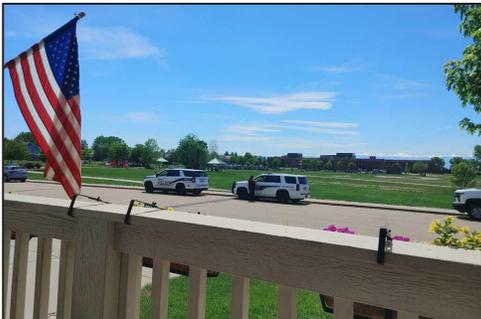
- Continuing recruitment efforts
- Emphasize education & hosting department-wide trainings
- Implementing a volunteer program
- Expanding community outreach efforts
- Hosting another Citizens' Police Academy & Teen Police Academy
- Starting a new program, Police and Community Together (PACT), a monthly community-focused meeting featuring different speakers both from within our police department and from our community partners
- Finally, we will build upon our current 2022-2023 Strategic Plan and develop a three-year Strategic Plan that will be our guiding blueprint for the years to come

I want to conclude this report how it started by saying Thank You! Thank you for warmly welcoming me as your police chief. More importantly, thank you for all of your support for the men and women of the Firestone Police Department, who go out every day to serve you with dedication and professionalism.



**THE BEST IS YET TO COME!**

*David Angelo*





FIRESTONE  
POLICE