

LAW ENFORCEMENT ACCREDITATION

Littleton (CO) Police Department

Agency

Littleton (CO) Police Department
2255 W Berry Ave
Littleton, CO 80120

Chief Executive Officer

Chief of Police
Douglas Stephens

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive Research Forum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Littleton (CO) Police Department is currently commanded by Douglas Stephens. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Services Review:

CALEA Compliance Services Member(s) Russ McElwee remotely reviewed 192 standards for the agency on 3/13/2023 using Law Enforcement Manual 6.17. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 1.2.8 – Strip/Body Cavity Search (LE1) (MMMM) – ISSUE: Bullet B requires a written directive regarding strip and body cavity search to include provisions for privacy and search by gender or gender identity/expression. Agency written directive did not include those provisions. AGENCY ACTION NEEDED: Recommend revising agency policy to reflect those provisions for privacy and search regarding gender or gender identity/expression. AGENCY ACTION TAKEN: The agency revised their policy to reflect provisions for privacy and search by gender or gender identity/expression.
- 4.3.4 – Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM) – FOLLOW UP: During the Year 4 review it was found the agency's written directive does not address emergency medical response training for firearms instructors. No proofs were in place for medical training. AGENCY ACTION TAKEN: During that same Year 4 review the agency modified its written directive to require the medical training. It also placed proofs which showed that, by practice, the agency was requiring and had undertaken the medical training. During the Year 1 review it was found the agency written directive was in compliance with the standard and appropriate proofs of that medical response training were in the file. The agency is now in compliance with the standard.
- 31.4.4 – Candidate Information – FOLLOW UP: During the Year 4 review it was found the proofs advising civilian applicants of the expected duration of the hiring process were the opening and closing dates for accepting applications and not the duration of the process. AGENCY ACTION TAKEN: The agency worked with the City's Human Resource Department to ensure that the expected duration of the selection process was provided in writing to all applicants no later than the time of their formal application. During the Year 1 review it was found the agency was providing applicants for both the sworn and non-sworn positions the duration of the process as required by standard. The agency is now in compliance with the standard.
- 41.2.7 – Mental Health Issues* (LE1) – FOLLOW UP: During the Year 4 review it was found the written directive lacked specific guidelines for interrogation of those potentially suffering from mental health issues. There were no proofs in place that addressed the issue. AGENCY ACTION TAKEN: The agency revised its written directive to include the guidelines for interrogation. A simple note that there were no occurrences during this review cycle were placed. During the Year 1 review it was found the agency's written directive was in compliance and the agency provided proofs related to street contacts and interviews. The agency advised there were no interrogations related to victims of mental health issues.
- 1.2.10 – Duty to Intervene (LE1) (MMMM) – ISSUE: Standard requires a written directive requiring intervention if the employee observes another agency employee or public safety associate engage in unreasonable use of force. Agency policy only addressed sworn employees and did not include requirement for intervention of public safety associates. AGENCY ACTION NEEDED: Recommend revising agency policy to reflect those provisions for employees and public safety associates. AGENCY ACTION TAKEN: The agency revised their policy to reflect requirements for all employees to intervene when observing another employee or public safety associate engage in unreasonable use of force.

CALEA Compliance Services Member(s) Jay Murphy (CSM) remotely reviewed 119 standards for the agency on 3/11/2024 using Law Enforcement Manual 6.19. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 1.2.8 – Strip/Body Cavity Search (LE1) (MMMM) – FOLLOW-UP: Prior amendments remain in place with appropriate documentation being provided.
- 1.2.10 – Duty to Intervene (LE1) (MMMM) – FOLLOW-UP: Prior amendments remain in place with appropriate documentation being provided.

Site-Based Assessment Review:

Site-Based Assessment Report was not completed.

CHIEF EXECUTIVE OFFICER PROFILE

Douglas Stephens

Chief Stephens became Chief of the Littleton Police Department in May 2013. He retired from the Denver Police Department after 22 years of serving in numerous positions. These included commanding Patrol District One, Captain and commanding officer of the Denver Police Gang Unit, commanding officer of the Pattern Crimes Bureau, which consisted of the Robbery, Fugitive, Computer Crimes, and Financial Crimes Units, Bomb Squad, and FBI Safe Streets Task Force. He also commanded Denver's Hostage Negotiation Team. Chief Stephens holds a Bachelor's Degree from the University of Wyoming, a Master's Degree from the University of Colorado-Denver, and is a graduate of session 231 of the FBI National Academy.

COMMUNITY PROFILE

The City of Littleton began as a farming community in the 1860s, which focused on supplying food for the miners involved in the Colorado gold rush. A railroad station was established and the area's future was solidified with the ensuing growth. The area was incorporated in 1890 as a town with a small town government. In 1904 Littleton was named the county seat for Arapahoe County and the city continued to grow with residential areas, businesses, manufacturing, and farming increasing. Today, Littleton is a growing suburb of Denver and now lies in Arapahoe, Douglas, and Jefferson Counties. With a population of approx. 50,000 residents, Littleton is the 20th most populous city in Colorado. Littleton covers approximately 14 square miles. The City has a Council-Manager form of government that includes seven elected council members. Two council members are considered 'at-large' while four members represent specific districts. Littleton voters approved a ballot measure in 2020 that direct-elects the mayor who serves as a 7th member of council. The council appoints the City Manager, City Attorney, and municipal judges. The City Manager is the chief administrative officer for the City who oversees daily operations of the government, and appoints department heads including the Chief of Police.

AGENCY HISTORY

Law enforcement in Littleton began with an appointed Town Marshal in 1890. In the 1950s, the agency became a police department lead by an appointed Chief of Police. Today, the Littleton Police Department (LPD) is a full service agency that focuses on delivering high quality services in a community oriented manner. The agency is functionally organized into two divisions, which enhances efficiency and effectiveness. The Patrol Division, which is overseen by a Division Chief, includes uniform patrol resources, which provides 24/7/365 proactive patrol and call response services. Two Commanders oversee the Patrol Watches and other components in the Division. Other components within the Patrol Division are School Resource Officers, Special Enforcement Team, Traffic Unit, Parking Enforcement, and Animal Control. The Investigative/Support Services Division is also lead by a Division Chief. Commanders or Civilian Managers oversee large components within the Division. These include Investigations, which is responsible for all latent and serious crime investigations, drugs, and task force operations. Support Services includes Property and Evidence, Crime and Data Analysis, Accreditation and the Victim Advocate Unit. Communications and Records are overseen by a civilian Manager. Other tasks and functions are performed by agency personnel as a secondary assignment.

AGENCY STRUCTURE AND FUNCTION

The Littleton Police Department has an authorized (budgeted) strength of 84 sworn. Chain of Command is as follows: Officer, Corporal, Sergeant, Commander, Division Chief, Chief. The Chief reports directly to the City Manager. Non-sworn support staff include 31 civilians. Non-sworn personnel report directly to one supervisor and follow the sworn chain of command.

AGENCY SUCCESSES

The passage of Ballot Measure 3K in the Littleton community has paved the way for a large expansion of LPD during the upcoming year. Plans for 2024 hope to expand Patrol by 6 officers, Investigations by 1 detective, SET by 1 officer, add two dispatchers and also expand the Co-Responder Program with a second full time co-responder and a full time case manager.

The department has added a new member to the team. K-9 Rudder was acquired as a certified therapy dog who works with his SRO handler in the Littleton Schools. Elite Training has certified Rudder as well as provide handlers training to pair the canine and handler. Rudder and his handler have been awarded the American Kennel Club 'Canine Good Citizen Title' Certificate.

In an ongoing effort to promote sound physical and mental wellness for all personnel, sworn staff were offered the opportunity to participate in a specialized health screening co-sponsored by the department and SIGMA Tactical Wellness. This program is designed to focus on the high incidents of cardiac issues specific to sworn personnel in law enforcement and provides participants with individualized health screenings, as well as specific recommendations for diet and exercise to improve health. Mental wellness continues to be promoted through use of specialized counselors available to all personnel at department expense.

The transition to a new RMS system (Central Square) which now allows our agency to collect, share, and analyze data more efficiently as well as allows real-time access to data from partner agencies within the county has been a great asset for our agency.

Development and implementation of Body-Worn Camera Program is complete and in use at this time by Patrol Officers.

The Department Public Information/Relations specialist dedicated to the agency continues to update and maintain the new LPD website and is promoting our events and staff through various social media sites such as Facebook and Twitter.

The sUAS (drone) program continues to evolve and has been effective in training, patrol, investigations and SWAT deployments. Drone use among neighboring agencies has also increased and our department conducts joint training with Arapahoe County agencies to improve interoperability during operations.

The Victim Services Coordinator has completed updating the victim brochures in Spanish. She has also continues to be an active member of the Advocate Citizens Academy with other area agencies in Arapahoe County to train victim volunteers effective methods of response to provide exceptional service to our community.

FUTURE ISSUES FOR AGENCY

Staff retention continues to be a challenge with regards to sworn officers and the Department continues to recruit for lateral and post officers to join our agency due to longer term injuries, family leave, and unanticipated attrition.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Russ McElwee

On 3/13/2023, the Year 1 Remote Web-based Assessment of Littleton (CO) Police Department was conducted. The review was conducted remotely and included 192 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	Compliance Verified
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: Bullet B requires a written directive regarding strip and body cavity search to include provisions for privacy and search by gender or gender identity/expression. Agency written directive did not include those provisions. AGENCY ACTION NEEDED: Recommend revising agency policy to reflect those provisions for privacy and search regarding gender or gender identity/expression. AGENCY ACTION TAKEN: The agency revised their policy to reflect provisions for privacy and search by gender or gender identity/expression.</p>	
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: Standard requires a written directive requiring intervention if the employee observes another agency employee or public safety associate engage in unreasonable use of force. Agency policy only addressed sworn employees and did not include requirement for intervention of public safety associates. AGENCY ACTION NEEDED: Recommend revising agency policy to reflect those provisions for employees and public safety associates. AGENCY ACTION TAKEN: The agency revised their policy to reflect requirements for all employees to intervene when observing another employee or public safety associate engage in unreasonable use of force.</p>	
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries (MMMM)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Compliance Verified
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified

Standards	Findings
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM) Notes: FOLLOW UP: During the Year 4 review it was found the agency's written directive does not address emergency medical response training for firearms instructors. No proofs were in place for medical training. AGENCY ACTION TAKEN: During that same Year 4 review the agency modified its written directive to require the medical training. It also placed proofs which showed that, by practice, the agency was requiring and had undertaken the medical training. During the Year 1 review it was found the agency written directive was in compliance with the standard and appropriate proofs of that medical response training were in the file. The agency is now in compliance with the standard.	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.2.1 Direct Command, Component	Compliance Verified
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	Compliance Verified
17.4.1 Accounting System*	Compliance Verified
17.4.3 Independent Audit	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
22 Personnel Management System	
22.1.3 Benefits Program (LE1)	Compliance Verified
22.1.4 Personnel Support Services Program	Compliance Verified
22.1.7 Employee Assistance Program	Compliance Verified
22.4.1 Grievance Procedures (LE1)	Compliance Verified
22.4.2 Coordination/Control of Records	Compliance Verified
22.4.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.3 Harassment (LE1)	Compliance Verified

Standards	Findings
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.3.1 Complaint Types	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
31 Recruitment and Selection	
31.1.1 Agency Participation	Compliance Verified
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.2.2 Annual Analysis	Compliance Verified
31.4.4 Candidate Information	Compliance Verified
<p>Notes: FOLLOW UP: During the Year 4 review it was found the proofs advising civilian applicants of the expected duration of the hiring process were the opening and closing dates for accepting applications and not the duration of the process. AGENCY ACTION TAKEN: The agency worked with the City's Human Resource Department to ensure that the expected duration of the selection process was provided in writing to all applicants no later than the time of their formal application. During the Year 1 review it was found the agency was providing applicants for both the sworn and non-sworn positions the duration of the process as required by standard. The agency is now in compliance with the standard.</p>	
31.4.7 Selection Criteria (LE1) (MMMM)	Compliance Verified
31.4.8 Sworn Appointment Requirements (M M M M)	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified
31.5.3 Truth Verification	Compliance Verified
31.5.4 Conducted by Certified Personnel	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	Compliance Verified
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.3.1 Instructor Training	Not Applicable by Function
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.4.2 Recruit Training Program (LE1)	Compliance Verified
33.4.3 Field Training Program (LE1) (M M M M)	Compliance Verified
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Not Applicable by Function
33.6.2 Tactical Team Training Program (LE1)	Compliance Verified

Standards	Findings
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	Compliance Verified
34.1.2 Promotional Process Described	Compliance Verified
35 Performance Evaluation	
35.1.1 Performance Evaluation System	Compliance Verified
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	Compliance Verified
41 Patrol	
41.1.4 Agency Service Animals	Not Applicable by Function
41.1.5 Police Service Canines (LE1)	Compliance Verified
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
<p>Notes: FOLLOW UP: During the Year 4 review it was found the written directive lacked specific guidelines for interrogation of those potentially suffering from mental health issues. There were no proofs in place that addressed the issue. AGENCY ACTION TAKEN: The agency revised its written directive to include the guidelines for interrogation. A simple note that there were no occurrences during this review cycle were placed. During the Year 1 review it was found the agency's written directive was in compliance and the agency provided proofs related to street contacts and interviews. The agency advised there were no interrogations related to victims of mental health issues.</p>	
41.3.5 Protective Vests (LE1)	Compliance Verified
41.3.9 License Plate Recognition Systems	Not Applicable by Function
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.4 Investigative Task Forces	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.1.3 Command Function* (LE1)	Compliance Verified

Standards	Findings
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.2.2 Tactical Team Selection	Compliance Verified
46.2.3 Tactical Team Equipment	Compliance Verified
46.2.4 Crisis Negotiator Selection	Compliance Verified
46.2.5 Search and Rescue	Not Applicable by Function
46.2.6 VIP Security Plan	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	Compliance Verified
55.2.1 Initial Assistance	Compliance Verified
61 Traffic	
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.2.2 Collision/Crash Scene Duties	Compliance Verified
61.3.4 School Crossing Guards*	Not Applicable by Function
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.6 Procedures, Transport Destination (LE1)	Compliance Verified
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
70.1.8 Notify Court of Security Risk (LE1)	Compliance Verified
70.3.3 Special Situations	Not Applicable by Function
71 Processing and Temporary Detention	
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Compliance Verified
71.4.2 Fire Prevention/Suppression (LE1)	Compliance Verified
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.1.2 Access, Nonessential Persons	Not Applicable by Function
72.2.1 Minimum Conditions	Not Applicable by Function
72.3.1 Fire, Heat, Smoke Detection System, Inspections*	Not Applicable by Function
72.3.2 Posted Evacuation Plan	Not Applicable by Function
72.3.3 Sanitation Inspection*	Not Applicable by Function
72.4.1 Securing Weapons (LE1)	Not Applicable by Function
72.4.2 Entering Occupied Cells	Not Applicable by Function

Standards	Findings
72.4.3 Key Control	Not Applicable by Function
72.4.4 Facility Door Security	Not Applicable by Function
72.4.5 Security Checks	Not Applicable by Function
72.4.6 Security Inspections*	Not Applicable by Function
72.4.7 Tool and Culinary Equipment	Not Applicable by Function
72.4.8 Alerting Control Point	Not Applicable by Function
72.4.9 Panic Alarms*	Not Applicable by Function
72.4.10 Procedures, Escape	Not Applicable by Function
72.4.11 Report, Threats to Facility*	Not Applicable by Function
72.5.1 Detainee Searches	Not Applicable by Function
72.5.2 Intake	Not Applicable by Function
72.5.3 Sight and Sound Separation (LE1)	Not Applicable by Function
72.5.4 Segregation	Not Applicable by Function
72.5.5 Procedure, Outside Detainees	Not Applicable by Function
72.5.6 Procedure, Exceeding Capacity	Not Applicable by Function
72.5.7 Identification, Released Detainees	Not Applicable by Function
72.6.1 Procedure, Medical Assistance	Not Applicable by Function
72.6.2 First Aid Kit*	Not Applicable by Function
72.6.3 Posted Access to Medical Service	Not Applicable by Function
72.6.4 Dispensing Pharmaceuticals	Not Applicable by Function
72.7.1 Procedure, Detainee Rights	Not Applicable by Function
72.8.1 Monitoring of Detainees (M M M M)	Not Applicable by Function
72.8.2 Audio/Visual Surveillance	Not Applicable by Function
72.8.3 Supervision, Opposite Gender	Not Applicable by Function
72.8.4 Receiving Mail/Packages	Not Applicable by Function
72.8.5 Visiting	Not Applicable by Function
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	Not Applicable by Function
73.2.1 Facilities, Equipment, Security Survey*	Not Applicable by Function
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.3.2 Use of Restraints	Not Applicable by Function

Standards	Findings
73.4.1 Identification, Availability, Operational Readiness	Not Applicable by Function
73.4.2 External Communications (LE1)	Not Applicable by Function
73.4.3 Duress Alarms*	Not Applicable by Function
73.5.1 Training*	Not Applicable by Function
73.5.2 Detainee Searches	Not Applicable by Function
73.5.3 Detainee Property Security	Not Applicable by Function
73.5.4 Segregation	Not Applicable by Function
73.5.5 Procedure for Medical Assistance	Not Applicable by Function
73.5.6 First Aid Kit*	Not Applicable by Function
73.5.7 Access of Nonessential Persons	Not Applicable by Function
73.5.8 Minimum Conditions*	Not Applicable by Function
73.5.9 Fire Alarm System*	Not Applicable by Function
73.5.10 Evacuation Plan	Not Applicable by Function
73.5.11 Pest Control Inspection*	Not Applicable by Function
73.5.12 Securing Weapons (LE1)	Not Applicable by Function
73.5.13 Entering Occupied Cells	Not Applicable by Function
73.5.14 Key Control	Not Applicable by Function
73.5.15 Facility Door Security	Not Applicable by Function
73.5.16 Cell Security Checks	Not Applicable by Function
73.5.17 Facility Security Inspections*	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
73.5.19 Panic Alarms*	Not Applicable by Function
73.5.20 Escape Procedures	Not Applicable by Function
73.5.22 Posted Access to Medical Service	Not Applicable by Function
73.5.23 Audio/Visual Surveillance	Not Applicable by Function
73.5.24 Supervision of Opposite Gender	Not Applicable by Function
81 Communications	
81.1.1 Agreements, Shared/Regional Facility	Not Applicable by Function
81.2.9 Alternative Methods of Communication	Not Applicable by Function
81.2.13 First Aid Over Phone (LE1)	Not Applicable by Function
81.3.1 Communications Center Security (LE1)	Compliance Verified
82 Central Records	

Standards	Findings
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
82.2.3 Case Numbering System (LE1)	Compliance Verified
82.2.5 Reports by Phone, Mail or Internet	Compliance Verified
82.3.1 Master Name Index	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	Compliance Verified
83.2.5 Procedures, Seizure of Electronic Equipment	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Compliance Verified
84.1.5 Records, Status of Property (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.2 Out of Agency Budget Coordination	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.2.2 Personnel Assigned to Medical Centers	Not Applicable by Function
91.2.3 First Responses Responsibilities	Not Applicable by Function
91.3.1 Agency Role and Responsibilities* (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Comments:

Area of Interest Interviews - Year 1 - CSM Russ McElwee

Littleton, CO Law Enforcement Interview Report

Critical Performance Area:

1. Mental Illness Response

Executive Summary:

This area of interest was suggested by the agency as an area to review based on the high liability and public perception of law enforcement response to calls involving mental illness. The agency utilizes a co-response program where trained mental health professionals work with sworn personnel to handle response to calls for assistance involving mental illness or any other crisis situations. The written directive utilized by the agency in meeting the standards clearly define the response protocols for agency personnel responding to calls for service involving mental illness behaviors, provides for training agency personnel on recognizing, proper response actions, resources available to field patrol units and a comprehensive review and evaluation of each call for service involving agency response to mental illness.

Summary of Review:

The Accreditation Manager arranged for two interviews with agency personnel to include Commander Hal Mandler and Ms. Rebecca Rickard. Ms. Rickard is a certified mental health clinician and an employee of AllHealth Network. AllHealth Network is a not-for-profit organization that provides mental health assistance as well as substance abuse treatment.

Commander Mandler advised that Littleton Police Department requires all sworn personnel and civilian employees, including all telecommunicators, that may come in contact with those suffering from mental illness attend a 40-hour Crisis Response Training (CRT) course. Of those 40 hours, 20 hours involve role-playing exercises where professional actors are used to play the part of the person(s) experiencing a mental health crisis. Every employee who completes the course is certified in CRT response. He further advised that Colorado Basic Law Enforcement Training only mandates a one-hour block of instruction on mental illness. CRT training includes effective communication skills, officer safety and medical treatment options for those suffering from mental illness. 100% of sworn personnel have attended the training. Commander Mandler advised that most officers are very receptive of the training, and those that express some frustration often realize the benefit once they respond to a mental illness call for service, utilize some of the skills learned and see the long term benefits of that training. Some of those long-term benefits include reduced repeat calls for service and the benefit of having Ms. Rickard respond to those calls. She does not wear a uniform and is often able to develop a relationship with those suffering from mental illness. She is able to provide follow up care and long term treatment options. Ms. Rickard is able to assist with involuntary commitment orders, welfare checks, treatment options for drug and alcohol abusers and assist family's with juvenile issues resulting from mental illness.

The Co-Responder program will be expanded in April of this year through the use of a Mobile Response Unit. That unit utilizes a trained mental health professional who will perform welfare checks and other responses that potentially involve mental health issues that don't require a police response. The unit has been operating in a neighboring jurisdiction for over 10 months and has shown to be very effective.

AllHealth Network has clinicians operating in multiple jurisdictions across Colorado and maintains a database of persons they come in contact with. This allows the local law enforcement agencies to identify those individuals that may move from one jurisdiction to another affording AllHealth to continue the course of treatments regardless of that person's location.

Littleton Police Department has seen multiple benefits resulting from the co-responder program. Those include de-escalation through assessment, lower manpower and the ability to provide follow up services to those individuals. They have seen a slow, but steady, decrease in the number of calls for service involving mental health issues, a reduction in the number of persons arrested or cited during these interactions as well as a reduction in the number of non-critical hospital visits resulting from mental health incidents.

All calls for service resulting from mental health issues are forward to Ms. Rickard for follow-up on those calls she is not able to respond to.

2. Line of Duty Death/Injury

Executive Summary: This area of interest was identified after discussion with the agency and Accreditation Manager Nagle. The agency recently had a officer shot on duty that required extensive response from not only the agency, but multiple local jurisdictions that assisted during the event. The agency advised their written policies and procedures were very effective in assisting with the multiple requirements of such an event.

Summary of Review:

Deputy Chief Gene Enley advised that one of their officers responded to a shots fired call for service and stopped a vehicle matching the suspect's description. During that encounter, the driver jumped and ran with Littleton Police Officer David Snook in foot pursuit. As Officer Snook entered an apartment complex he was shot over nine (9) times. He was able to return fire, and with the assistance of Officer Jeffrey Farmer, was able to leave the area and was transported to the hospital where he survived his injuries.

The agency immediately implemented their "Line of Duty Death or Injury" procedure and utilized the "Emergency Form for Public Safety Employees" that is completed by the employee and stored at the Police Department. That form has specific directions, from the employee, about how notifications are to be accomplished and whom the employee prefers conduct that notification. The form also includes emergency contact information, where the spouse works, that contact information and even where any children attend school. Utilizing that information the agency was able to immediately send a Littleton PD Sergeant to the residence, and with the assistance of the local department where their residence is located, immediately transported the spouse to the hospital.

Included in the agency procedure are various assignments intended to assist the family and the organization in dealing with the emergency. The Hospital Liaison Officer responds to the hospital and is responsible for coordinating the activities of hospital personnel, the member's family, agency officers, any other law enforcement agencies and officers involved as well as the press that will respond to the hospital. The Family Liaison Officer is responsible for ensuring that all needs of the family are met. The Department Liaison Officer should be a member of the Executive Staff and is responsible for coordinating the necessary departmental resources to meet the needs of the family, hospital, crime scene and provide briefings to the departmental Executive Staff. The Public Information Officer is responsible for managing communications with the news media throughout the incident. The Benefits Coordinator is responsible for providing assistance and coordinating the completion of benefits paperwork, and ensuring that all medical bills relating to the injured or deceased member are directed to the City of Littleton Human Resources Risk Manager. The Peer Support Team was activated and responded to the scene as well as the hospital and provided long term support to both the family and agency members.

The agency conducted an extensive after action review of the incident and the agency's response, both to the incident as well as the hospital and family needs. The after action analysis showed the Emergency Contact Form worked well and did not require any changes. The response to the family, hospital and agency employees was also conducted in accordance with agency procedures.

3. Response to Active Threats/Critical Incidents

Executive Summary: This area of interest was identified after discussion with the agency and Accreditation Manager Nagle. Littleton and surrounding jurisdictions have suffered a number of Active Shooter/Active Threat incidents in the past several years. The agency has developed a well-rehearsed and trained response to those incidents.

Summary of Review:

Deputy Chief Gene Enley advised that the area around Littleton has experienced more than their fair share of mass shooting in the past several years. Ranging from Columbine School shooting in 1999 to Colorado Springs most recently in 2021 and again in 2022, Aurora in 2019 and 2021, Centennial in 2013, and the 2019 STEM school shooting in Highland Ranch and even Littleton at Deer Creek Elementary. Couple that with train derailments and chemical/hazmat fires, the agency has developed an extensive All Hazards Response Plan that includes the response to Active Threats.

The agency follows the Incident Command protocols with published Operations Plans utilizing common/standard terminology. Those plans have been well rehearsed with the local fire and medical response agencies as well as surrounding police departments. The agency utilizes a software package called “RHODIUM” that houses all the evacuation and reunification plans for the schools as well as other local facilities. RHODIUM is a web-based application that can be accessed anywhere including patrol cars. All agency officers and appropriate civilian employees are trained on the uses of that software package.

The 2019 STEM school shooting in Highlands Ranch, located adjacent to Littleton, prompted the agency to review and revise their Active Threat protocols utilizing recent events in the surrounding area as well as the CALEA standards related to Active Threats and All Hazards response. A key revision centered around the movement and reunification of victims with family members. During the STEM shooting a victim’s family was mistakenly moved to an area hospital believing the victim had been transported there. In fact, the victim had been fatally shot and remained on scene.

The extensive revision to the reunification plans involved placing all local school building schematics as well as selected reunifications sites to the RHODIUM software site. Those reunification plans include coordinated public notifications, communication with neighboring law enforcement agencies and the sheltering of the victims in one central location. A centralized reunification site was selected that had enough parking and sheltered areas for parents, students, the press and other related response agencies. With rapid, coordinated transportation of all victims in mind, area school bus drivers were trained on how and where to transport those victims. Littleton police officers accompanied bus drivers while they practiced the routes to be driven and walked the reunification site with those drivers to ensure the victims are transported to the proper check-in location. Once on site, the students are checked-in, quickly interviewed to determine if they have any information of value, and placed in a secured location. The parents, and other concern citizens are located in a separate secured area and checked in. Once a match is made, the family is reunified and securely escorted off the site.

The Public Information Officers have pre-planned messages with clear information on how to be reunited with other family members. The agency has Command Checklists for all security positions and traffic control points as well as color coded badges so officers know who is allowed in what areas of the reunification site.

The agency has a new Emergency Manager and written agreements with Arapahoe County to assist with any all hazards response. Officers have basic Personal Protective Equipment in their vehicles to assist in those responses. All Littleton police officers receive extensive training on Active Threat response as well as the All-Hazards Plan. The Police Department conducts a documented after action review of all major incidents as well as an annual review of those policies and procedures. Any revision or training needs are addressed immediately and distributed to all personnel.

4. Personal Early Intervention

Executive Summary: This area of interest was identified after discussion with the agency. The Littleton Police Department recently began utilizing the software system IA Pro for tracking incidents involving complaints and employee behaviors and actions that may impact the agency or its employees. Prior to IA Pro the agency tracked these actions on a simple spreadsheet and recognized the need to improve that system.

Summary of Review:

Commander Mike Eyman advised that previous to IA Pro there was no consistency in tracking employee behavior especially if that officer moves from one assignment to another. He advised that IA Pro was a “game changer” and began utilizing that software to establish thresholds or trigger levels for their sworn personnel. When establishing those levels, the agency established levels for instances such as use of force, pursuits and complaints. The same levels were established for supervisors. The agency soon realized those trigger levels did not produce the information necessary to identify problematic employees or shift level issues. One issue identified was the trigger level for pursuits. Include in that level were agency identified non-pursuits where an officer may activate their emergency equipment but for one reason or another either terminate the pursuit or cancelled by a supervisor before it even began. Supervisory levels were cumulative for all officer on their squad. These, and other factors, resulted in numerous officers and supervisors

remaining in levels requiring intervention or investigation where it was not needed.

The agency brought in a representative from IA Pro to assist them in establishing those thresholds or trigger levels that would produce useful information regarding the behavior or actions of officers and supervisors. The new perimeters allowed the agency to better understand what actions the officers were taking and identify those that actually needed intervention. They allowed the agency management to see if training was appropriate or were those actions a discipline problem for an individual officer or a shift level problem due to lack of supervision.

The agency policies and procedures address the responsibilities of supervisors and upper management in reviewing those behaviors and the need for remedial actions to include counseling, training and discipline. Alerts from the system are forwarded to Commanders who can reassign to field supervisors or forward to Internal Affairs for investigations. The agency clearly state in their policies these alerts are to be utilized to improve the agency and employees and not to be used purely for disciplinary actions.

The agency conducts an extensive annual review, evaluation and analysis of the data produced by IA Pro to ensure the agency is obtaining useful information and the system is working as the agency intended.

Findings: The agency is in compliance with all standards relating to Line of Duty Death or Injury, All Hazards/Active Threat Response, Personnel Early Intervention and Mental Health Response. Each of the Areas of Interest related policies and procedures are fully described in material available to each employee. Those policies and procedures are included in new employee, as well as in-service training. The requirements of the employees, shift supervisors as well as agency management are fully explained in those procedures. Documentation and reports of action, as well as in-action are completed when required and are reviewed and analyzed at each level of supervision.

Public Portal Summary: The compliance review of the Littleton (CO) Police Department occurred the week of March 3, 2023. The Public Portal standard was effective on January 1, 2023, and the portal became active on February 7, 2023. As such, the agency did not have the opportunity to develop and post the public portal. However, the agency does maintain a link on their website that allows for commending an employee as well as filing a complaint.

Statistical Data Tables: The data tables provided by the agency are complete and consistent with the established reporting parameters.

Compliance Data Summary: All standards identified as Not Applicable by the agency have been verified. The agency is well within the identified threshold for elected 20% standards.

Statistical data on compliance with applicable standards to ensure that the agency complies within the identified limits:

Number of Interviews Conducted 4

Assessor(s) Name Russ McElwee

Assessment Start and End Dates 3/3 – 3/9, 2023

Mandatory (M) Compliance 310

Other-Than-Mandatory (O) Compliance 56

Standards Issues 2

Waiver 0

(O) Elect 20% 0

Not Applicable 92

Total 460

Percentage of applicable other-than-mandatory standards 100%

Notes: The agency is in compliance with all applicable standards reviewed during this assessment period except for Standard 1.2.8 – Strip and Body Cavity Search and Standard 1.2.10 – Duty to Intervene. The agency provided the needed revisions to their written directives during this assessment period. The agency categorized 92 standards as not

applicable by function which have been verified as appropriately categorized by the web-based assessor. The agency categorizes zero (0) standards as elected 20% which is within the limits prescribed by the Commission.

Response from Agency Regarding Findings:

During this remote web-based assessment our agency was found to have 2 standard issues whereby our policies needed minor modification to comply with recent standards changes. Both policies were updated immediately to reflect the new standards. No significant changes to operation or procedures were necessitated by the policy updates.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Jay Murphy (CSM)

On 3/11/2024, the Year 2 Remote Web-based Assessment of Littleton (CO) Police Department was conducted. The review was conducted remotely and included 119 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	Compliance Verified
1.1.4 Consular Notification (MMMM)	Compliance Verified
1.2.2 Legal Authority to Carry/Use Weapons (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
Notes: FOLLOW-UP: Prior amendments remain in place with appropriate documentation being provided.	
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
Notes: FOLLOW-UP: Prior amendments remain in place with appropriate documentation being provided.	
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Compliance Verified
3.1.2 Employee Rights (MMMM)	Compliance Verified
4 Use of Force	
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.4 Police Action Death Investigations	Compliance Verified
12 Direction	
12.2.1 The Written Directive System (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.3 Multiyear Plan	Compliance Verified
15.1.4 Succession Planning	Compliance Verified
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
15.2.2 System for Evaluation/Goals and Objectives	Compliance Verified
17 Fiscal Management and Agency Property	
17.3.1 Requisition and Purchasing Procedures	Compliance Verified

Standards	Findings
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	Compliance Verified
22 Personnel Management System	
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.2.3 Fitness and Wellness Program	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.2 Employee Awards	Compliance Verified
26.1.7 Termination Procedures	Compliance Verified
31 Recruitment and Selection	
31.2.3 Equal Employment Opportunity Plan	Compliance Verified
31.3.1 Job Announcements	Compliance Verified
31.4.6 Records	Compliance Verified
31.5.2 Training	Compliance Verified
31.5.5 Use of Results	Compliance Verified
31.5.6 Medical Examinations	Compliance Verified
33 Training and Career Development	
33.1.2 Training Attendance Requirements	Compliance Verified
33.1.3 Outside Training Reimbursement	Compliance Verified
33.1.4 Lesson Plan Requirements	Compliance Verified
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.1.7 Training Class Records Maintenance	Compliance Verified
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.3.1 Instructor Training	Not Applicable by Function
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Not Applicable by Function
33.5.3 Accreditation Process Orientation (LE1)	Compliance Verified
33.5.4 Accreditation Manager Training	Compliance Verified
33.8.1 Training for Career Development Personnel Training	Compliance Verified
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.4 Evaluation Criteria	Compliance Verified
35.1.6 Unsatisfactory Performance	Compliance Verified

Standards	Findings
41 Patrol	
41.1.1 Shift/Beat Assignment	Compliance Verified
41.1.2 Shift Briefing	Compliance Verified
41.1.3 Special-Purpose Vehicles	Compliance Verified
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.3.4 Authorized Personal Equipment	Compliance Verified
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	Compliance Verified
41.3.9 License Plate Recognition Systems	Not Applicable by Function
42 Criminal Investigation	
42.1.5 Habitual/Serious Offenders	Compliance Verified
42.1.6 Exculpatory Evidence (LE1) (M M M M)	Compliance Verified
42.2.8 Interview Rooms (LE1)	Compliance Verified
42.2.9 Line-ups	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.2 Records, Storage and Security	Compliance Verified
43.1.3 Confidential Funds	Compliance Verified
43.1.4 Equipment, Authorization and Control	Compliance Verified
44 Juvenile Operations	
44.1.2 Policy Input, Others	Compliance Verified
44.1.3 Annual Program Review*	Compliance Verified
44.2.4 School Services Program	Compliance Verified
44.2.5 Community Youth Programs	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	Compliance Verified
45.1.2 Community Involvement and Organizing Community Groups	Compliance Verified
45.1.3 Prevention Input	Compliance Verified
45.2.1 Community Input Process*	Compliance Verified
45.2.2 Citizens Survey*	Compliance Verified
45.2.3 Accreditation Public Comment (LE1) (M M M M)	Compliance Verified
45.3.1 Program Description	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.8 Equipment Inspection*	Compliance Verified

Standards	Findings
46.1.13 Continuity of Operations Plan (LE1) (M M M M)	Compliance Verified
46.2.1 Special Operations Activities	Compliance Verified
46.2.5 Search and Rescue	Not Applicable by Function
46.2.8 Event Deconfliction Process	Compliance Verified
54 Public Information	
54.1.1 Activities	Compliance Verified
54.1.4 Public Information Officer Training	Compliance Verified
55 Victim/Witness Assistance	
55.1.2 Review Need/Services*	Compliance Verified
55.2.6 Next-of-Kin Notification	Compliance Verified
61 Traffic	
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.1.8 Speed-Measuring Devices	Compliance Verified
61.3.1 Traffic Engineering	Compliance Verified
61.3.4 School Crossing Guards*	Not Applicable by Function
70 Detainee Transportation	
70.1.3 Procedures, Transporting by Vehicle	Compliance Verified
70.1.4 Interruption of Transport	Compliance Verified
70.3.3 Special Situations	Not Applicable by Function
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.3.1 Procedures (LE1)	Compliance Verified
71.3.2 Immovable Objects	Compliance Verified
74 Legal Process	
74.1.3 Warrant/Wanted Person Procedures	Compliance Verified
74.2.1 Procedure, Civil Process	Compliance Verified
74.3.2 Arrest Warrants Require Sworn Service	Compliance Verified
81 Communications	
81.1.2 Operations Meet FCC Requirements	Compliance Verified
81.2.2 Continuous, Two-Way Capability (LE1)	Compliance Verified
81.2.3 Recording Information (LE1)	Compliance Verified

Standards	Findings
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	Compliance Verified
81.2.7 Recording and Playback (LE1)	Compliance Verified
81.3.3 Mobile/Portable Radios	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.2.1 Field Reporting System (LE1)	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.2 Photography, Video and Audio Evidence	Compliance Verified
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified
83.3.2 Evidence, Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.7 Final Disposition	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.2 Out of Agency Budget Coordination	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.2.2 Personnel Assigned to Medical Centers	Not Applicable by Function
91.2.3 First Responses Responsibilities	Not Applicable by Function
91.3.1 Agency Role and Responsibilities* (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Comments:

No report comments provided.

Area of Interest: Strategic Planning

The change in city administration has led to significant changes to the agency's strategic plan. Prior plans were prepared for the annual budget, with little emphasis on out-years. The plan's focus will change to forecasting needs and developing goals and objectives to achieve these goals.

Data-driven facts and analysis will have a significant role in developing the plan. This change was seen in a recent plan that included data to seek staffing increases needed to re-implement pro-active programs previously eliminated for budgetary reasons. Based on conversations with other staff members, this goal has been at the forefront of the command staff's recommendations.

The administration appreciates the value of community partnerships in providing community services. A vital partnership with the AllHealth Network allowed the agency to establish a Co-Responder Mental Health Crisis Program. The agency's analysis of the existing program's outcomes recognized a need to expand the unit. This analysis and supporting documents were later provided to the city's management team. The requested expansion of the Co-Responder Mental Health Crisis Program was linked to a second partnership established to address the needs of people experiencing homelessness. The agency successfully partnered with AllHealth Network, Littleton Merchants Assoc., Littleton Business Chamber, LDDA, the Faith-based community, and Tri-Cities Homelessness Policy Group to forge a community-based holistic approach.

The agency found many similarities to its needs throughout the state and nation. After evaluating known best practices, a second request was developed to expand the partnership's resources. The request involved adding personnel to serve as Community Liaison Officers specializing in a Multi-Disciplinary Team focusing on the needs of the unhoused.

These programs are a significant portion of the agency's current strategic plan, which has been developed through data analysis and researching known contemporary best practices to aid it in achieving its overall goal of maintaining a safe community for its residents and businesses.

Area of Interest: Communications

Ms. Jo Ann Ryan, the Center's manager, provided an overview of the training offered to its members. After completing the Center's onboarding training, many subsequent training programs meet Association of Public Safety Communications Officials (APCO) or International Academies of Emergency Dispatchers (IAED) requirements. The entire process is memorialized in policies that provide sufficient guidance and latitude for the trainers.

All newly hired personnel must complete a basic APCO-certified training program before routine assignment as a Communications Officer. The training is reviewed and updated to remain current with APCO standards. The basic training course for Communications Officers consists of phases based on the position's most frequent and critical tasks. Training for the new hire begins with basic classroom instruction provided by the Center's APCO-certified Communication Training Officers (CTO). Upon completing the program, the trainee will be designated Public Safety Telecommunicator I. After serving in the position and completing APCO leadership courses, the telecommunicator may serve as a Senior Telecommunicator.

The staff is highly trained in specialized topics such as emergency management and response, crisis intervention, suicide intervention, hostage negotiation, tactical dispatch, and active shooter.

The agency relies on Littleton South Metro Fire as the primary Public Safety Answering Point (PSAP). Any call for service requiring law enforcement is forwarded to the agency's communication center staff to determine, prioritize, and dispatch the appropriate police units to emergencies and routine situations. To support these tasks, the agency maintains Telecommunications Device for the Deaf (TDD) machines and can support text-to-911 calls. All other public safety calls are directed to the responsible agency. An area-wide 800MHz trunked system aids in maintaining interoperability among area public safety agencies.

The growth of the metro area's population has increased calls for service and placed an ever-increasing demand on staff

allocation. Overall, between the years of 2020 to 2023, there has been an 18% increase in call volume. The agency's analysis suggests the ongoing trend of population increases and associated service levels in the past five years necessitates increasing staffing levels to address the needs of the citizens and officers promptly. The Communications Center continues to review its practices, incorporating best practice when appropriate, and appreciates the value of ongoing data analysis to prepare for future years.

Area of Interest: Canine Unit

The Canine Unit was developed to support other personnel within the organization by properly using the specialized capabilities of canines and handlers. Primary areas of use include scent detection, high-risk search and apprehension, unusual occurrences, rescue operations, and any other function requiring such specialized assistance. Recently, the agency added a comfort dog to its program.

Canine and handler selection processes are similar for both programs. The canines are provided by commercial kennels, which complete an initial evaluation of the canine. Prospective handlers are then introduced, and the evaluation continues on a team basis throughout the training period. A new handler and the patrol canine partner undergo approximately twelve to fifteen weeks of training for a dual-purpose canine. The handler and canine must demonstrate proficiency in various aspects according to the standards outlined by the Colorado Police Canine Association (CPCA) to graduate from the basic training course.

The initial 12-month period requires monthly team evaluations. Monthly training consists of at least eight hours of Patrol Training and eight hours of Narcotics Training in conjunction with other Arapahoe County agencies. Daily training is highly suggested for the team to maintain the performance standards for patrol canines and handlers.

Initial training for Comfort Dog teams is shorter, and no specified monthly training is listed, except for what is necessary to allow the team to demonstrate ongoing proficiency to the national body successfully.

The comfort dog program differs from a typical patrol dog program. The agency adopted the program to improve interaction during investigations involving children or adults by reducing anxiety and increasing communication between the adult or child victim/witness and investigators. The agency's comfort dog is partnered with the agency's School Resource Officer and spends significant time interacting with the children to foster dialog and communication between the officer and the children. The Comfort Dog is also available to provide aid and comfort for people during times of crisis and assist individuals, groups, and communities impacted by violence, tragedy, or traumatic events.

The agency's canine training programs are consistent with current training principles and aid in ensuring patrol dogs are correctly maintained and deployed while the comfort dog continues providing relief and comfort to the residents.

The total cost of the animal's care and maintenance and all necessary equipment is provided for the handlers.

All canine usages or deployments are recorded, and a canine bite package is completed anytime a person has been bitten, whether accidentally or because of police action. The exception is training exercise participants. This information is included in the unit's and agency's annual use of force analysis.

Area of Interest: Use of Force

Training is essential to the agency's comprehensive Use of Force program. The state has several requirements addressing the Use of Force; each is incorporated into the training curriculum. New officers receive training at the basic law enforcement academy and develop personal proficiency in the necessary skills and ability to respond to resistance upon returning to the agency. Instruction on agency policy and applicable laws rises to the same level of importance. Testing in all areas is required during initial training and annually during refresher training to measure the officer's Use of Force knowledge, skills, and abilities. The training meets or exceeds state requirements and includes mandatory

proficiency topics, de-escalation, and intervention.

The agency adopted scenario-based training to provide them with the tools to safely resolve critical incidents involving subjects not armed with firearms that may pose a danger to themselves or others through de-escalation. Proper decision-making involves using skills and tools found in the agency's Critical Decision-Making Models that encourage officers to develop and think through their options in these challenging non-firearms incidents. Employees must intervene and notify the appropriate supervisory authority if they observe any unreasonable response to resistance or become aware of any violation of department policy, state/provincial or federal law, or local ordinance.

Like other agency functions, the use of force team analyzes use of force reports and other items to identify any concerns that may be resolved through additional training.

A recent analysis identified the need for additional skills training on defensive tactics. The study revealed that officers' inadequate defensive tactics may have contributed to incidents escalating. The agency has since included best-practice ground survival skills training in its annual Use of Force training. A second concern led to a handcuffing refresher training class being developed to mitigate the problems.

The agency's use of force training program includes all agency weapons, contemporary issues of duty to intervene, medical aid, and recent enhancements, including expanding training involving mental health concerns. The training is provided during monthly training days, allowing the agency to exceed the state's 10-hour minimum annual training easily. The training topics and presentation methods are consistent with current best practices.

Findings

This progressive agency complies with all reviewed standards and continues to employ best practices throughout its practices and policies, which are constantly being evaluated. The agency appreciates the value gained from proper evaluation and analysis of issues to provide staff with the necessary information to make informed decisions. The recent change in leadership led to an increase in data-driven analysis and an emphasis on planning.

A constant observation during this interaction was the staff's demonstrated expertise in their areas of responsibility and commitment to ongoing improvement as they strive to provide the community with excellent service. The outcome is an agency comprised of well-trained professionals who enjoy a favorable relationship with the citizens they serve.

The Littleton Police Department continues to invest many resources in training to enhance skills and reinforce values to provide the community with a high degree of professionalism and expertise. The staff values the belief that striving for constant improvement by employing contemporary best practices is paramount, and measuring the outcome is an essential component to validate the efforts.

Public Portal Summary

Each of the agency's three comments to the public portal were complimentary in nature and easily verified sources who all support the agency. Comments included:

"He's an amazing officer, and I hope he gets to train police officers because he is such a stand-up guy. He is a godsend.", or

"All in all, today's encounter with this officer left me feeling very positive about Littleton PD, and I'm sure that I'm not the only one!" and finally,

"Little people love and admire you! Thank you,"

Statistical Data Tables

The agency's data tables are complete and provide supporting information relative to applicable standards.

Summary:

Number of Interviews Conducted: 4

Compliance Services Member(s): Jay Murphy (CSM)

Web-Based Assessment Start Date: 03/01/2024

Web-Based Assessment End Date: 03/10/2024

Standards Issues	0
Waiver	0
Applicable Mandatory (M)	317
Applicable Other-Than-Mandatory (O)	56
Not Applicable	89
Total:	462
Elect 20% (O)	0

Percentage of applicable other-than-mandatory standards:

100 %

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

4/1/2024

Summary:

Number of Interviews Conducted: 0

Assessors' Names:

Site-Based Assessment Start Date:

Site-Based Assessment End Date:

STATISTICS AND DATA TABLES

Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency’s use of standards to address the standards' intent

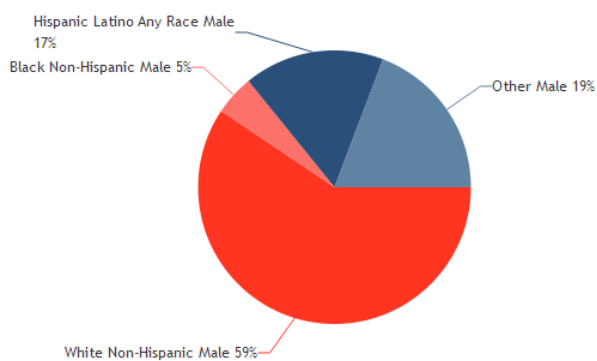
Traffic Warnings & Citations - Reaccreditation Year 1

Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	0	464	464
Black Non-Hispanic Male	0	37	37
Hispanic Latino Any Race Male	0	130	130
Other Male	0	150	150
White Non-Hispanic Female	0	355	355
Black Non-Hispanic Female	0	6	6
Hispanic Latino Any Race Female	0	76	76
Other Female	0	94	94
TOTAL	0	1312	1312

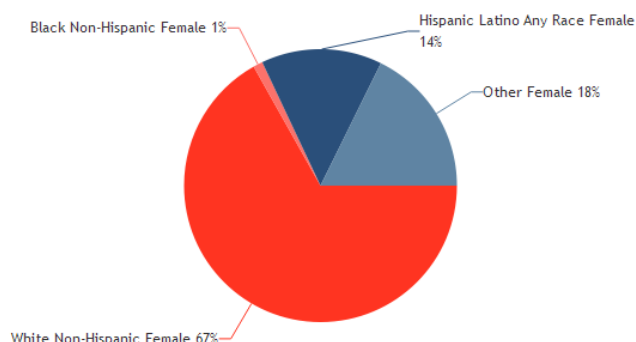
Male Warnings

Male Citations



Female Warnings

Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 2

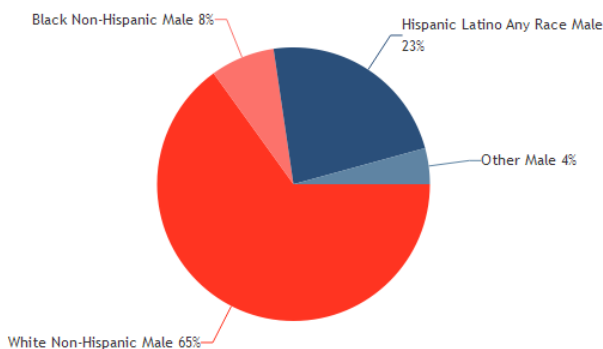
Data Collection Period: 1/1/2022 - 12/31/2022

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	307	889	1196
Black Non-Hispanic Male	36	52	88
Hispanic Latino Any Race Male	109	219	328
Other Male	20	104	124
White Non-Hispanic Female	214	571	785
Black Non-Hispanic Female	12	21	33
Hispanic Latino Any Race Female	68	114	182
Other Female	19	65	84
TOTAL	785	2035	2820

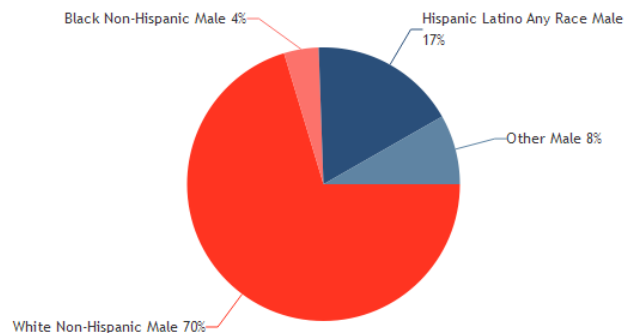
Reaccreditation Year 2 Notes:

Included in the race category "other" are all contacts where no race was recorded. There were 66 warnings issued where there was no sex, race, or ethnicity identified. There were 6 additional citations issued where the sex was not identified. This issue occurred primarily with the first few versions of the new contact cards. The issue was resolved in a later version and should no longer be an issue moving forward.

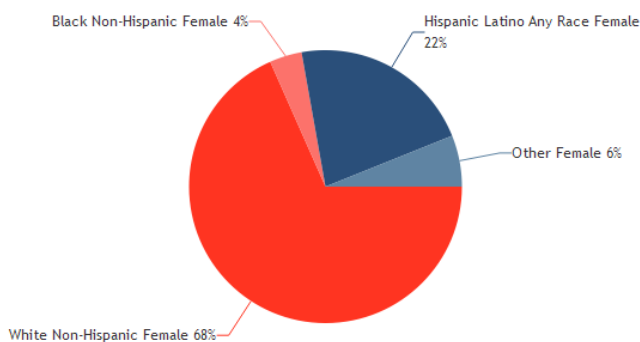
Male Warnings



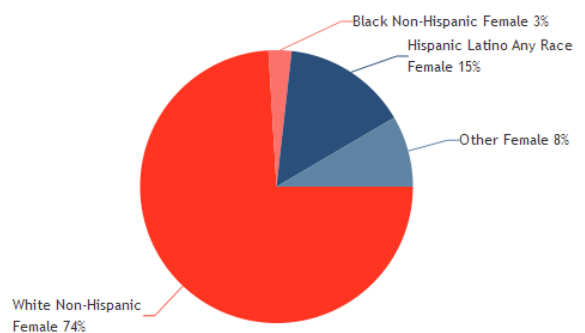
Male Citations



Female Warnings



Female Citations



Legend

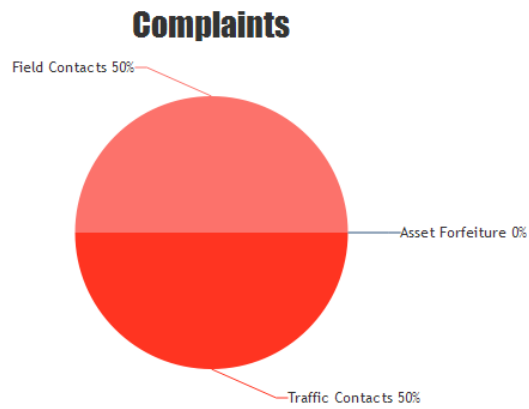
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/1/2022-12/31/2022

Complaints from:	Year 1	Year 2
Traffic Contacts	1	0
Field Contacts	1	0
Asset Forfeiture	0	0



Complaints

Legend

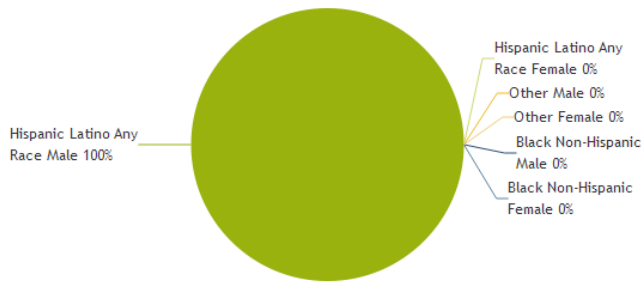
Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

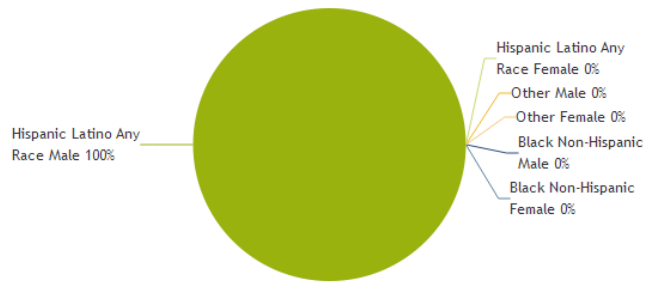
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	0	0	0	0	1	0	0	0	1
Display Only	0	0	0	0	0	0	0	0	0
ECW									4
Discharge Only	2	0	1	1	0	0	0	0	4
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	6	2	1		2				11
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	8	2	2	1	3	0	0	0	16
Total Number of Incidents Resulting In Officer Injury or Death	3	1	1	0	0	0	0	0	5
Total Use of Force Arrests	12	2	1	1	5	0	0	0	21
Total Number of Suspects Receiving Non-Fatal Injuries	6	0	0	0	3	0	0	0	9
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	131	46	25	7	42	21	2	3	277
Total Use of Force Complaints	0	0	0	0	1	0	0	0	1

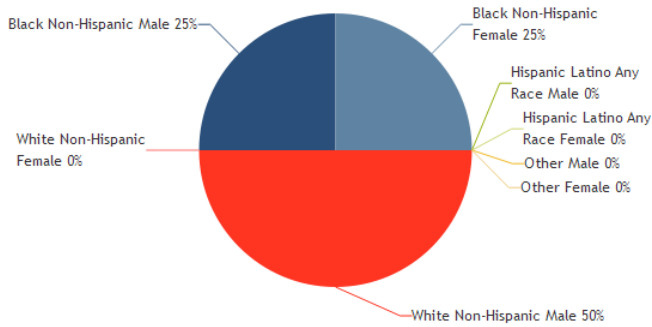
Total Firearm



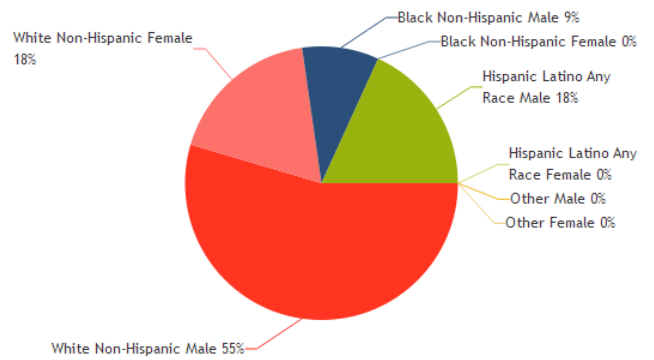
Firearm Discharge



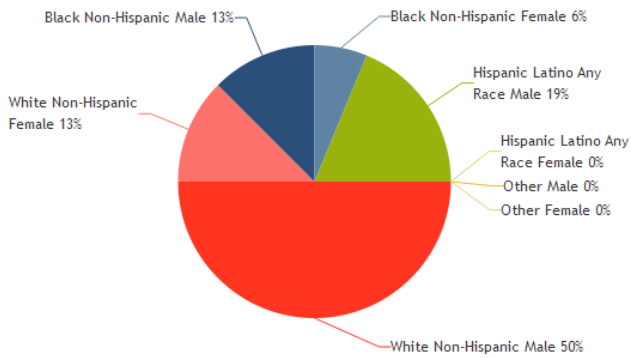
ECW Discharge



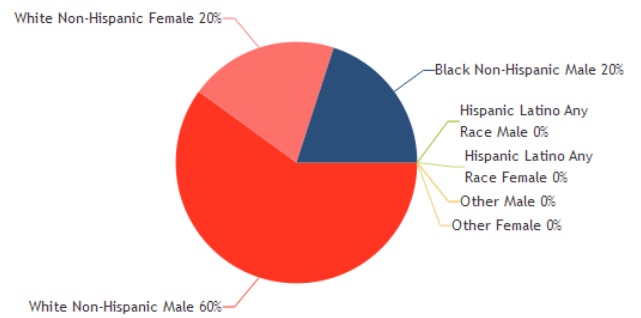
Weaponless



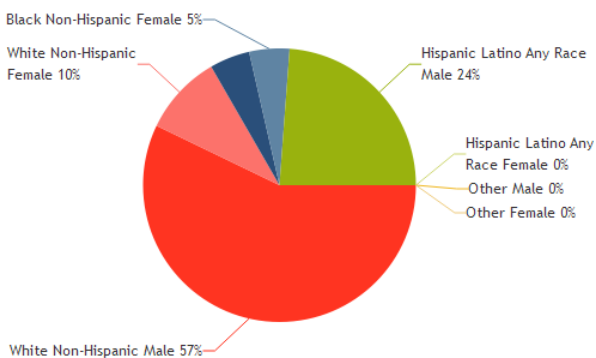
Total Uses of Force



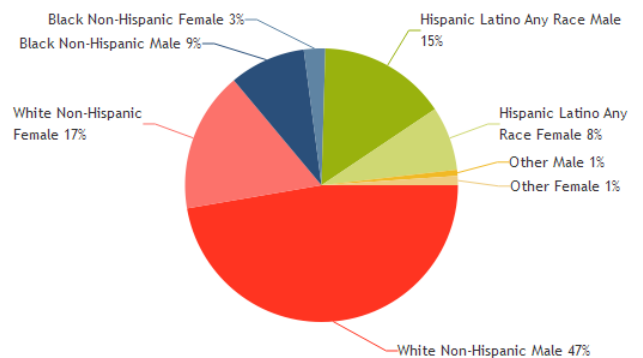
Total Number of Incidents Resulting in Officer Injury or Death



Total Use of Force Arrests



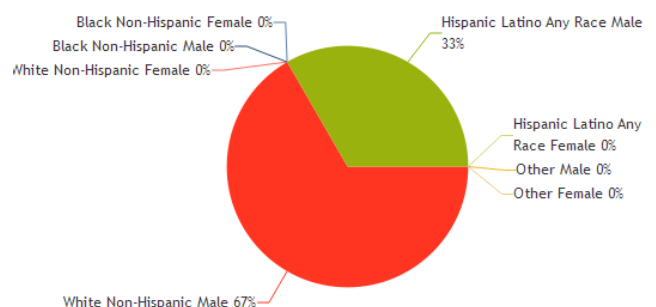
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

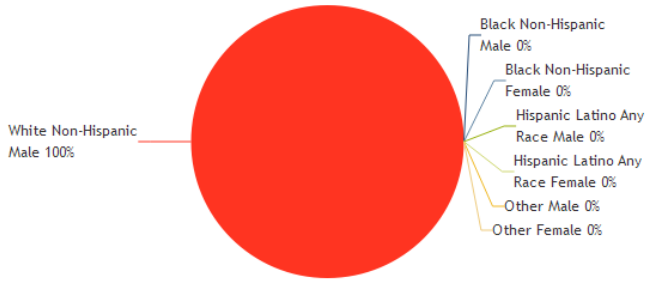
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 2

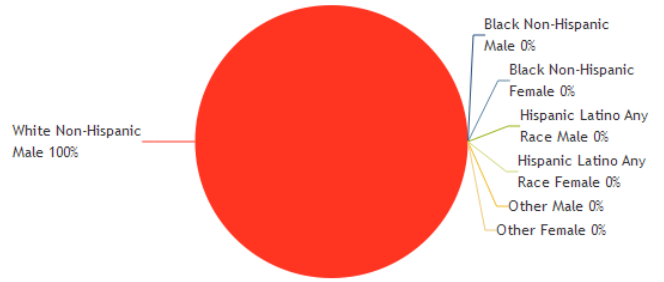
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	0	0	0	0	0	0	0	1
ECW									4
Discharge Only	2	0	1	0	0	0	0	0	3
Display Only	1	0	0	0	0	0	0	0	1
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	1	0	0	0	1	0	0	0	2
Weaponless	9	0	0	0	1	0	0	0	10
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	14	0	1	0	2	0	0	0	17
Total Number of Incidents Resulting In Officer Injury or Death	3	1	0	0	1	0	0	0	5
Total Use of Force Arrests	12	0	1	0	2	0	0	0	15
Total Number of Suspects Receiving Non-Fatal Injuries	9	0	0	0	1	0	0	0	10
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	300	82	39	5	70	25	3	2	526
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

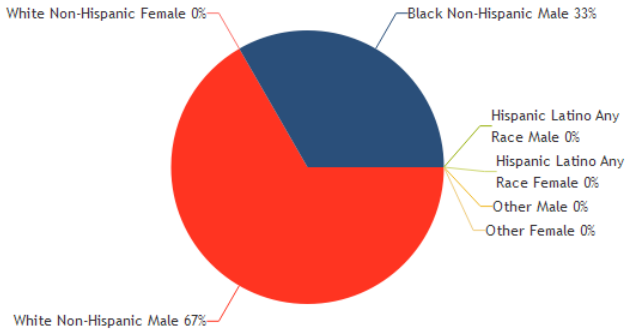
Total Firearm



Firearm Display



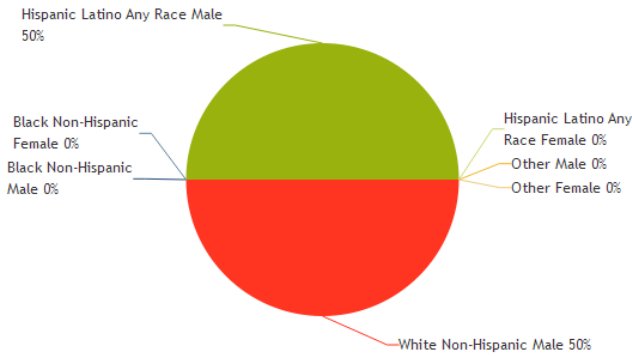
ECW Discharge



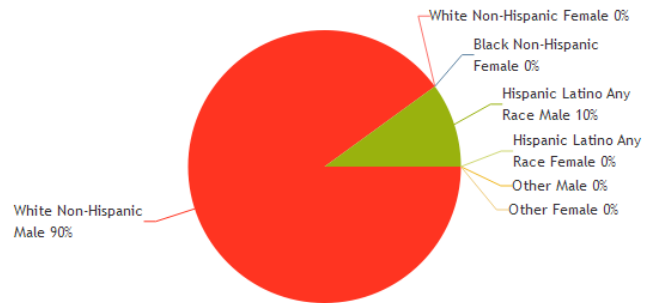
ECW Display



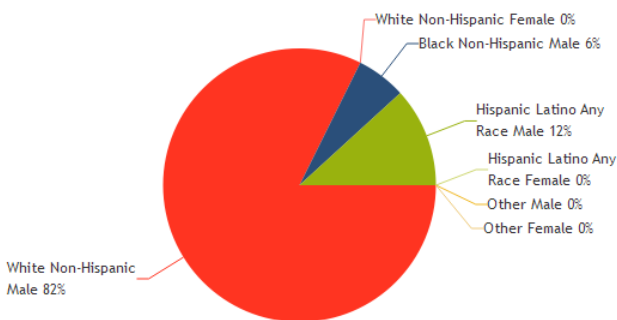
Chemical/OC



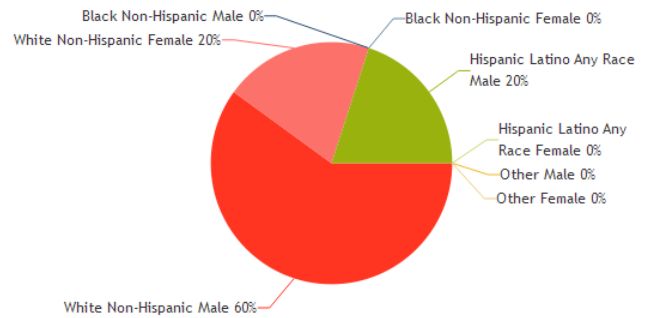
Weaponless



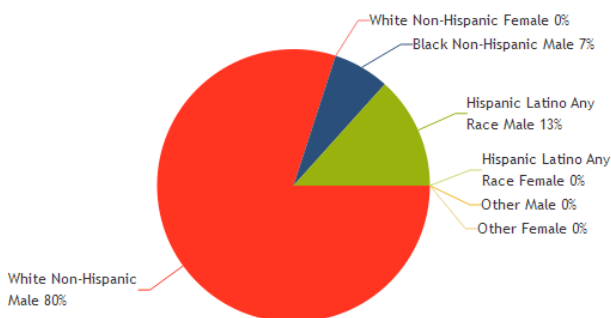
Total Uses of Force



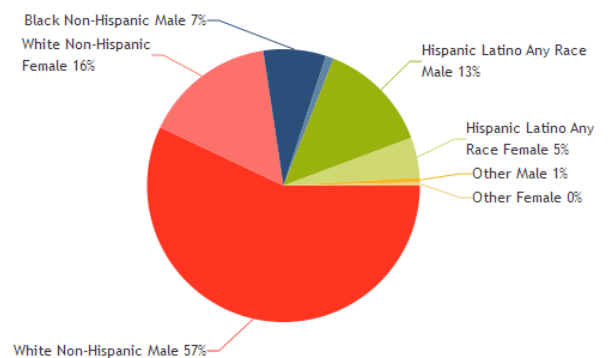
Total Number of Incidents Resulting in Officer Injury or Death



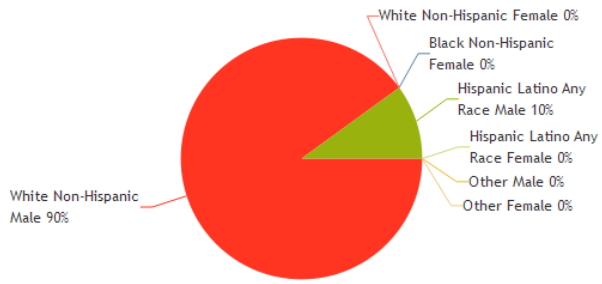
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/1/2022-12/31/2022

Grievances	Year 1	Year 2
Number	0	0

Personnel Actions

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/1/2022-12/31/2022

	Year 1	Year 2
Suspension	2	2
Demotion	0	0
Resign In Lieu of Termination	0	1
Termination	0	0
Other	3	3
Total	5	6
Commendations	61	0

Complaints and Internal Affairs - Reaccreditation Year 2

Data Collection Period: 1/1/2021 - 12/31/2022

	Year 1	Year 2
External/Citizen Complaint		
Citizen Complaint	13	16
Sustained	1	1
Not Sustained	10	4
Unfounded	0	4
Exonerated	2	7
Internal/Directed Complaint		
Directed Complaint	4	6
Sustained	3	5
Not Sustained		1
Unfounded		0
Exonerated	1	0

Calls For Service / Crime Data - Reaccreditation Year 2

Data Collection Period: 1/1/2021 - 12/31/2022

	Year 1	Year 2
Calls for Service		
Calls for Service	58806	60152
Crime Data		
Murder	0	1
Forcible Rape	16	33
Robbery	22	22
Aggravated Assault	59	59
Burglary	256	258
Larceny-Theft	860	912
Motor Vehicle Theft	323	323
Arson	8	8

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/1/2022-12/31/2022

	Year 1	Year 2
Pursuits		
Total Pursuits	51	45
Forcible stopping techniques used	0	0
Terminated by Agency	50	28
Policy Compliant	49	44
Policy Non-Compliant	0	1
Collisions		
Injuries		
Total Collisions	3	3
Officer	0	0
Suspect	0	0
ThirdParty	0	0
Reason Initiated		
Traffic	31	29
Felony	13	14
Misdemeanor	7	2

Reaccreditation Year 1

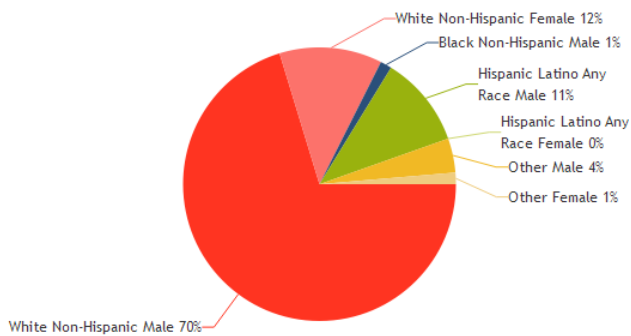
This agency documents non-pursuit incidents, which are captured in the data above. There was one pursuit that was initiated and then terminated by an outside agency.

Agency Breakdown Report - Reaccreditation Year 1

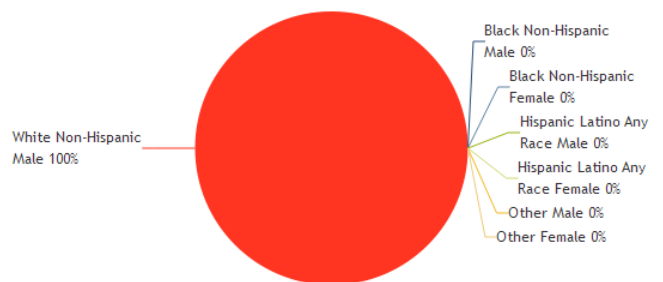
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	3								3
Command	4								4
Supervisory Positions	16		1		1				18
Non-Supervisory Positions	29	9	0	0	7	0	3	1	49
Sub Total									74
Non Sworn Personnel									
Executive									
Managerial	0	1	0	0	0	0	0	0	1
Supervisory Positions		1				1			2
Non-Supervisory Positions	6	11	0	0	2	6	1	1	27
Sub Total									30
Total									104

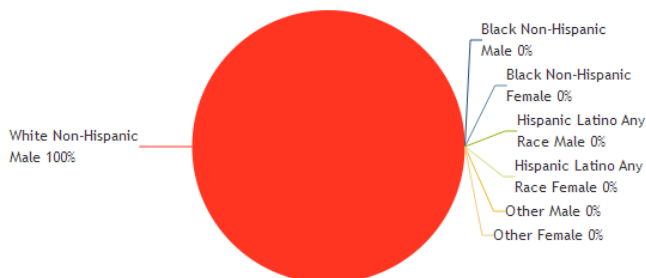
Total Sworn Personnel



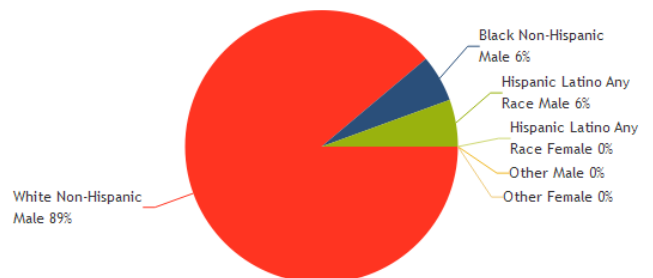
Sworn Personnel: Executive



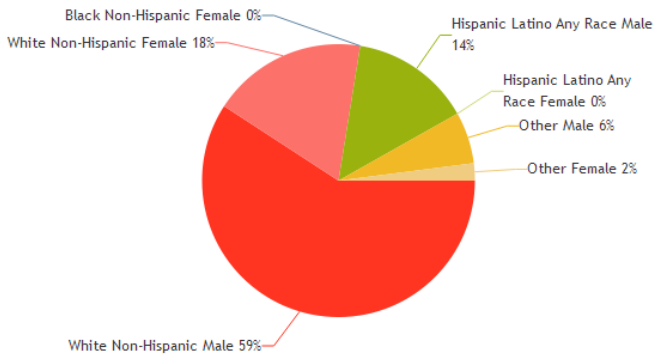
Sworn Personnel: Command



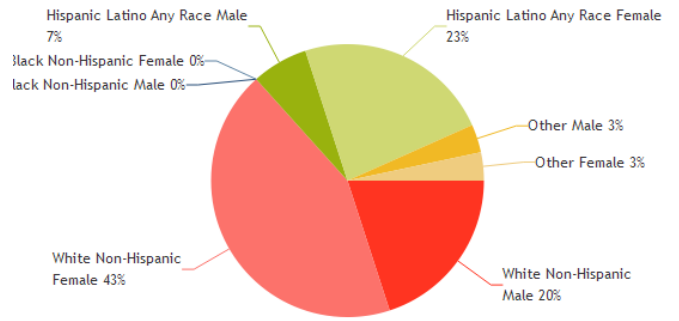
Sworn Personnel: Supervisory Positions



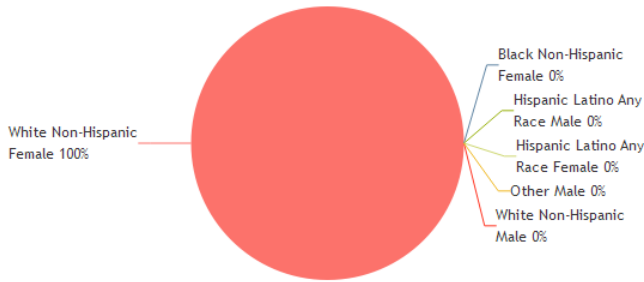
Sworn Personnel: Non-Supervisory Positions



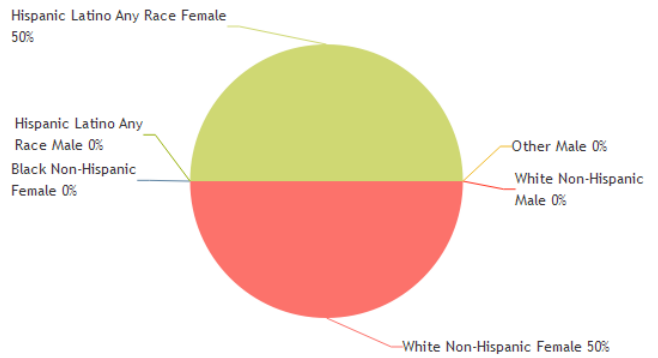
Total Non-Sworn Personnel



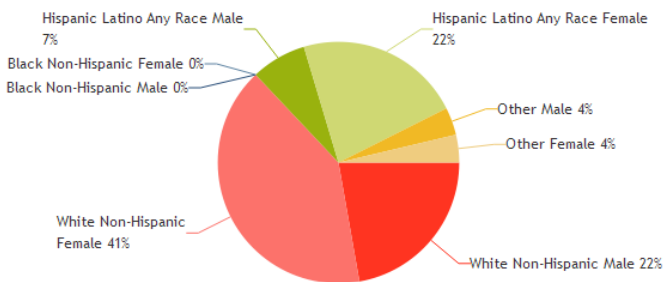
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

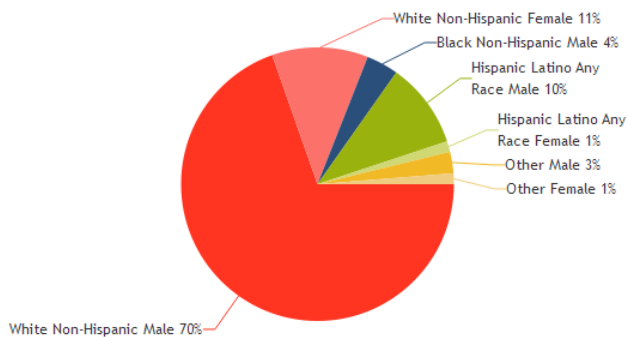
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

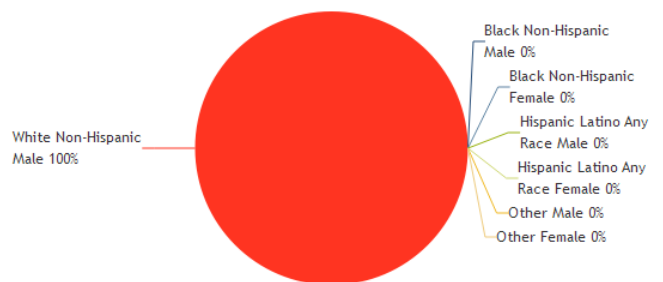
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	3	0	0	0	0	0	0	0	3
Command	4	0	0	0	0	0	0	0	4
Supervisory Positions	16	2	1	0	1	0	0	1	21
Non-Supervisory Positions	32	7	2	0	7	1	2	0	51
Sub Total									79
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	1	0	0	0	0	0	0	1
Supervisory Positions	0	1	0	0	1	1	0	0	3
Non-Supervisory Positions	11	14	0	0	1	5	1	2	34
Sub Total									38
Total									117

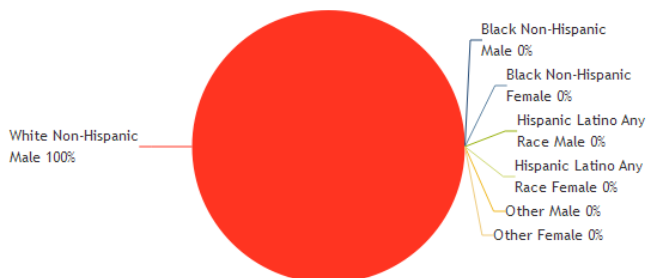
Total Sworn Personnel



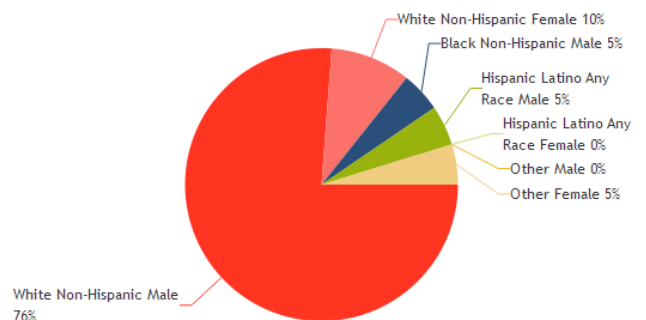
Sworn Personnel: Executive



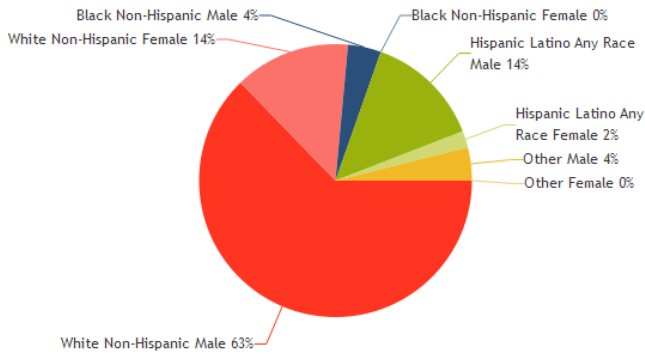
Sworn Personnel: Command



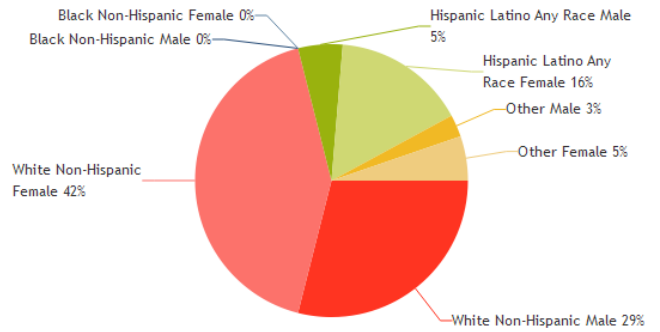
Sworn Personnel: Supervisory Positions



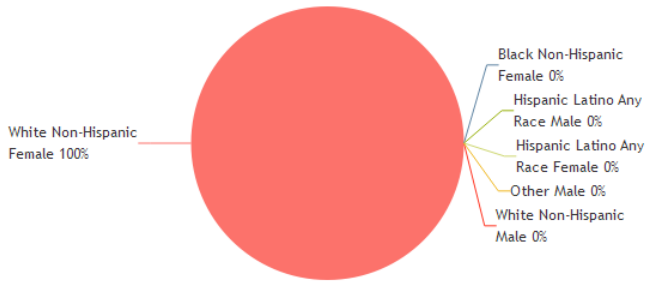
Sworn Personnel: Non-Supervisory Positions



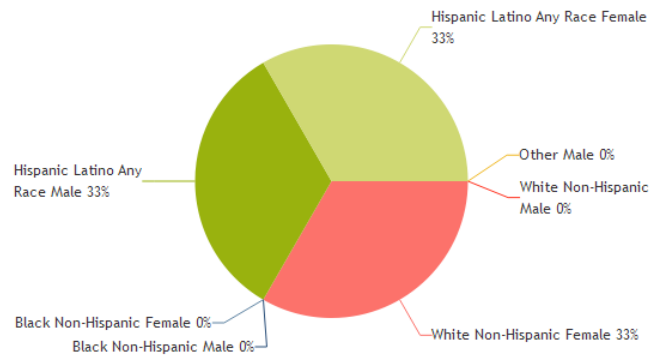
Total Non-Sworn Personnel



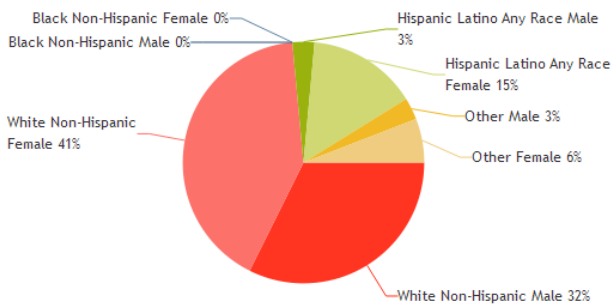
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

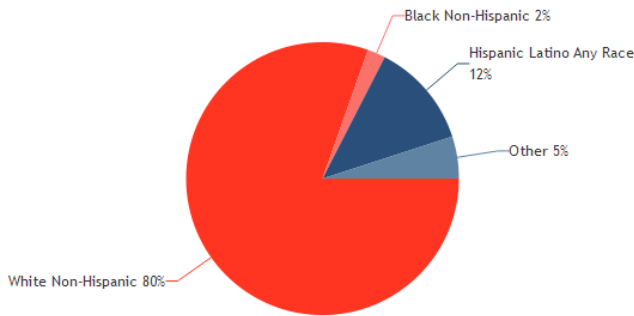
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Reaccreditation Year 1

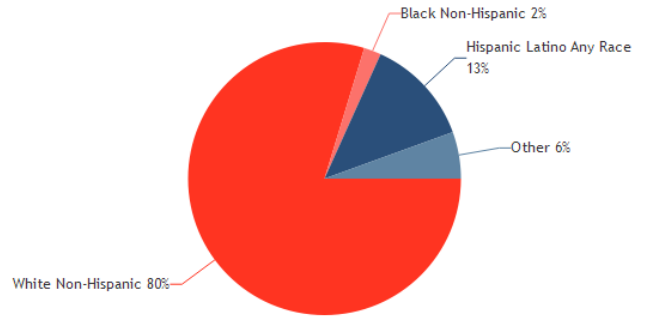
Data Collection Period: 1/1/2021 - 12/31/2021

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	36557	80%	22988	80%	52	81%	9	14%	68	82%	11	13%
Black Non-Hispanic	969	2%	588	2%	1	2%	0	0%	1	1%	0	0%
Hispanic Latino Any Race	5676	12%	3670	13%	8	12%	0	0%	10	12%	1	1%
Other	2263	5%	1596	6%	3	5%	1	2%	4	5%	1	1%
Total	45465		28842		64		10		83		13	

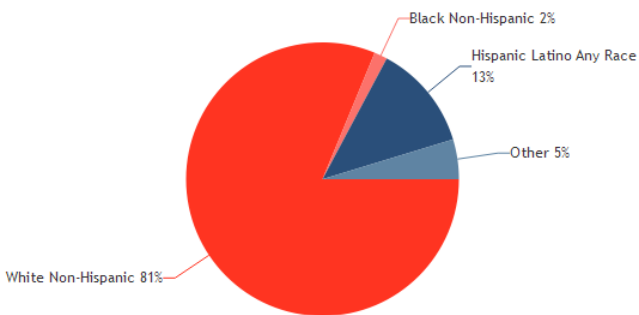
Service Population



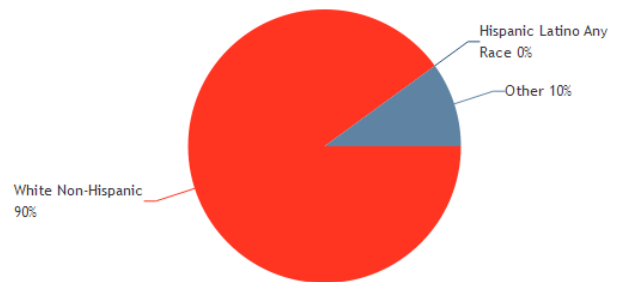
Available Workforce



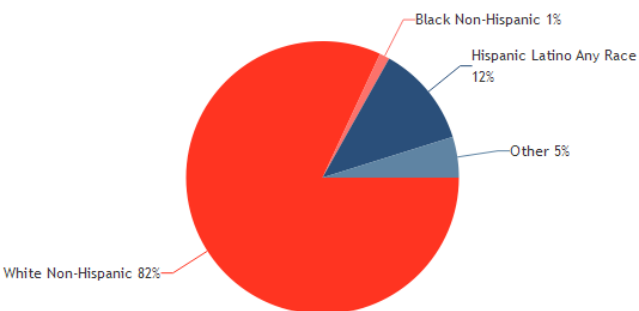
Current Sworn Officers



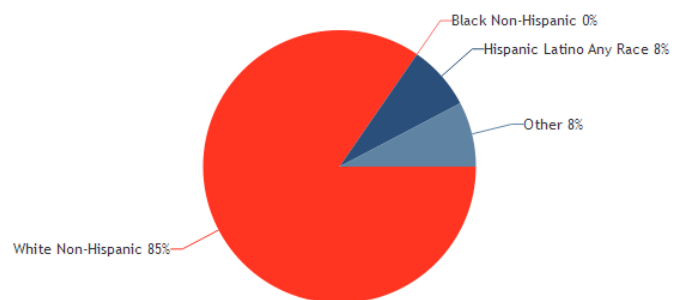
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 2

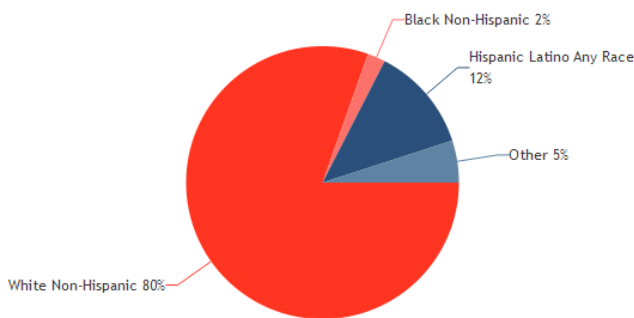
Data Collection Period: 1/1/2022 - 12/31/2022

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	36557	80%	22988	80%	64	81%	9	11%	52	81%	9	14%
Black Non-Hispanic	969	2%	588	2%	3	4%	0	0%	1	2%	0	0%
Hispanic Latino Any Race	5676	12%	3670	13%	9	11%	1	1%	8	12%	0	0%
Other	2263	5%	1596	6%	3	4%	1	1%	3	5%	1	2%
Total	45465		28842		79		11		64		10	

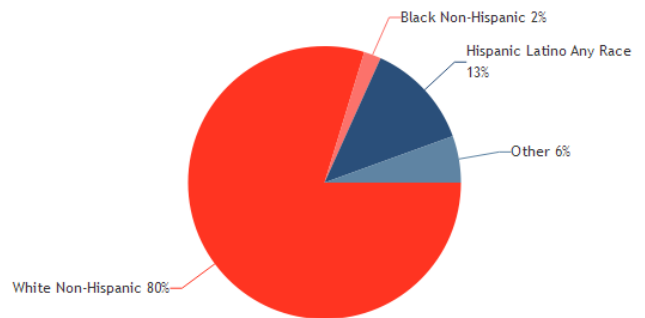
Reaccreditation Year 2 Notes:

In the previous assessment the figures were entered as male officers (total 64) and female officers (total 10) for a grand total of 74 officers. In this assessment the figures are entered as the total number of officers regardless of sex in column one (total 79) and then broken down by those that are female in column two (total 11). The total number of sworn officers was 79 at the end of 2022.

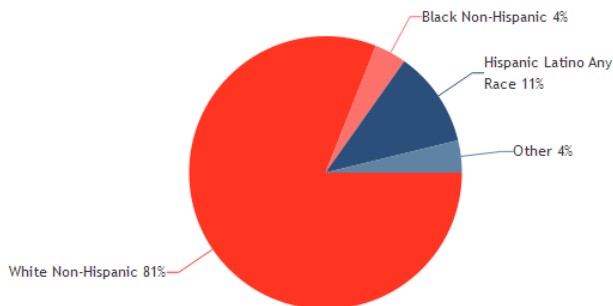
Service Population



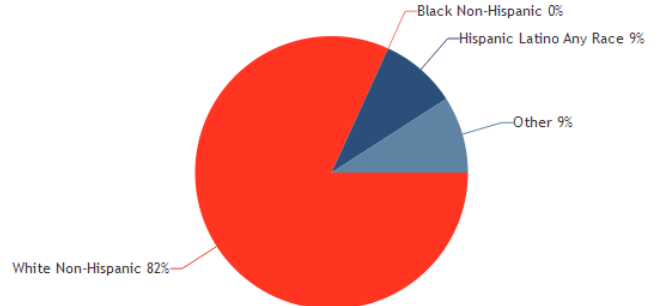
Available Workforce



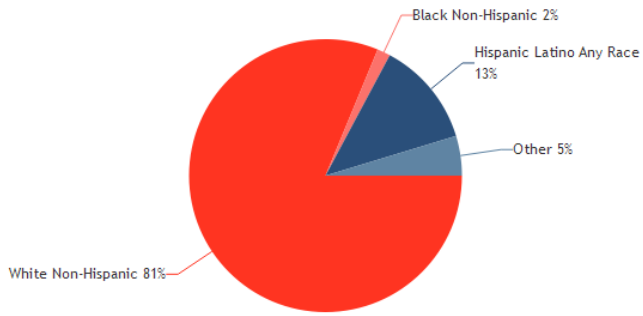
Current Sworn Officers



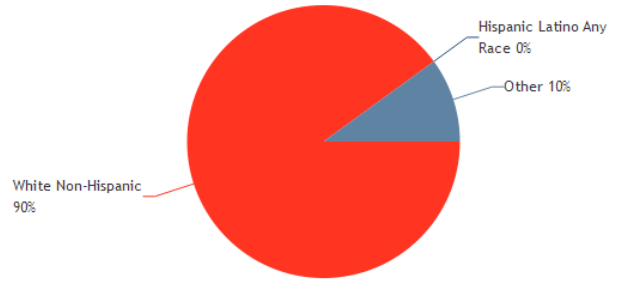
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 1/1/2021 - 12/31/2021

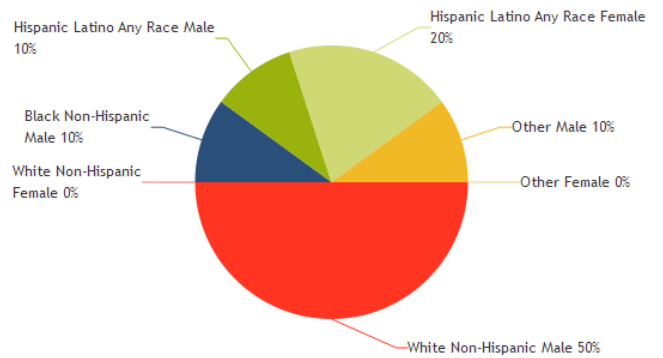
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	5	0	1	0	1	2	1	0	10
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	8%		2%		5%		2%		N/A

Reaccreditation Year 1 Notes:

We do not capture race or gender information on applications. We had a total of 333 applicants in 2021.

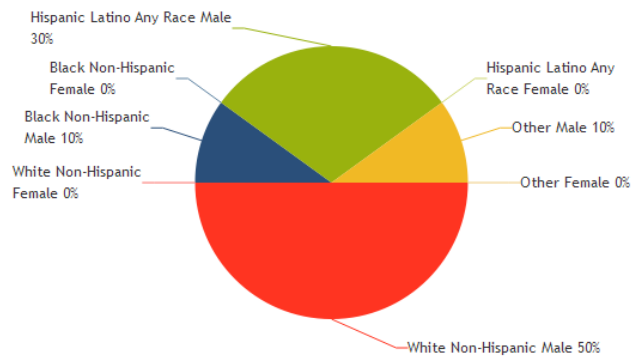
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 2

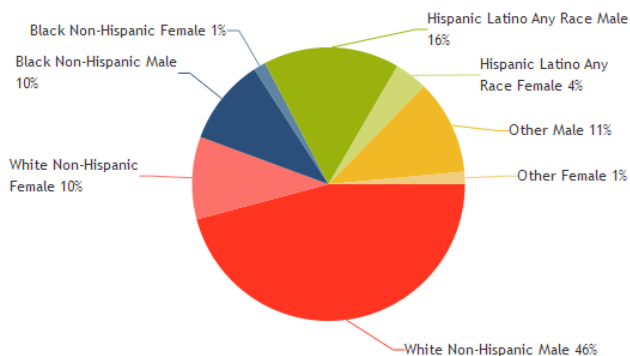
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	94	20	21	3	33	8	23	3	205
Applicants Hired	7	1	1	0	0	0	0	0	9
Percent Hired	7%	5%	5%	0%	0%	0%	0%	0%	N/A
Percent of Workforce Population	10%		1%		0%		0%		N/A

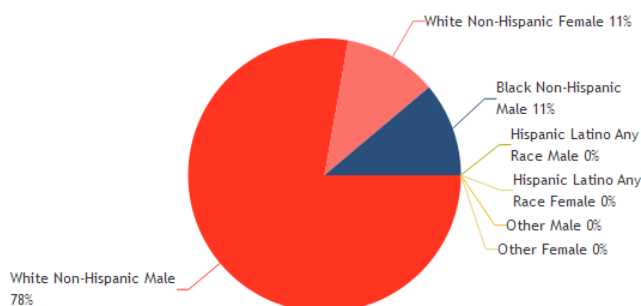
Reaccreditation Year 2 Notes:

There were 3 applicants that did not include their gender on the application.

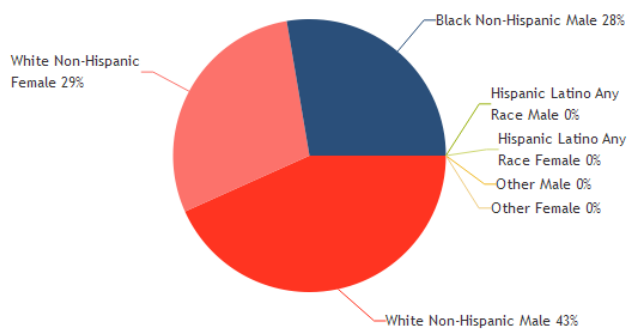
Applications Received



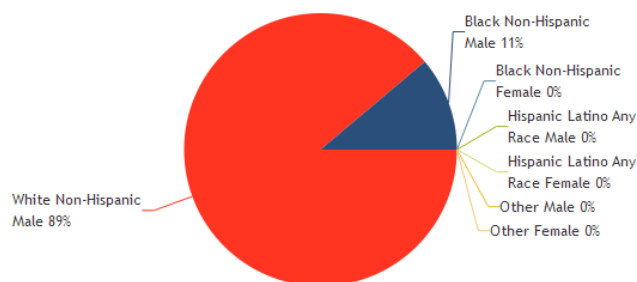
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

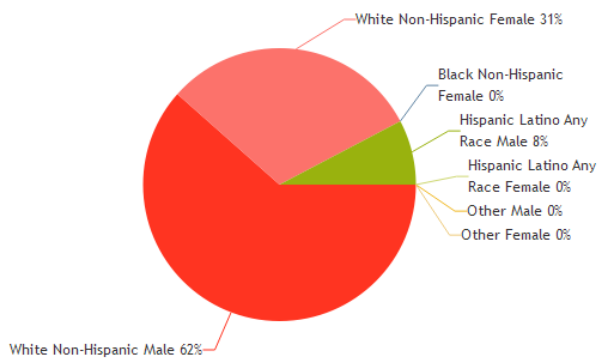
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 1

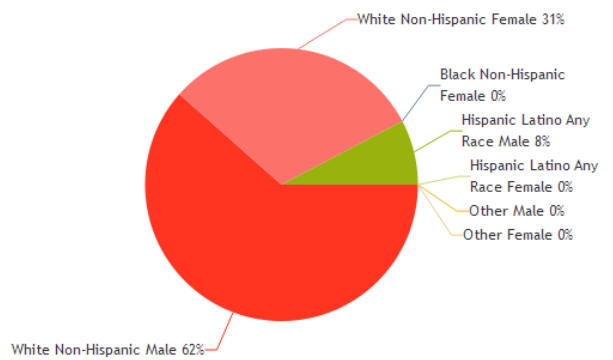
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	8	4	0	0	1	0	0	0	13
Eligible After Testing	8	4			1				13
Promoted	1	2	0	0	1	0	0	0	4
Percent Promoted	13 %	50 %	%	%	100 %	%	%	%	N/A

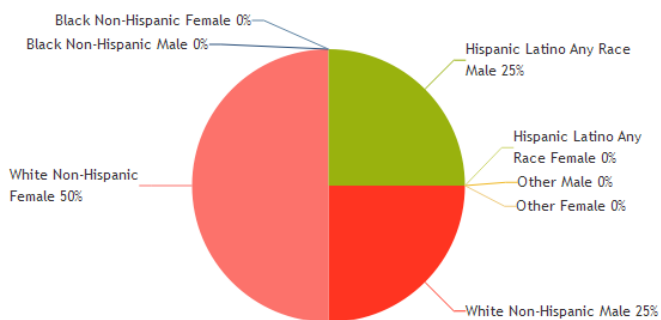
Tested



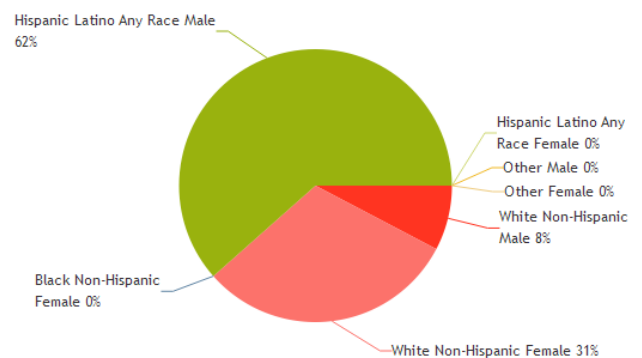
Eligible After Testing



Promoted



Percent Promoted



Legend

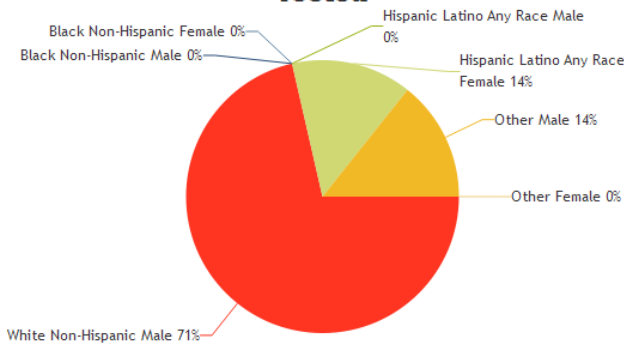
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 2

Data Collection Period: 1/1/2022 - 12/31/2022

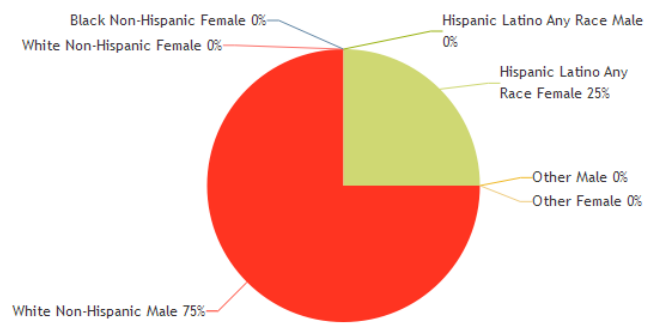
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	5	0	0	0	0	1	1	0	7
Eligible After Testing									
Promoted	3	0	0	0	0	1	0	0	4
Percent Promoted	60 %	%	%	%	%	100 %	0 %	%	N/A

Tested

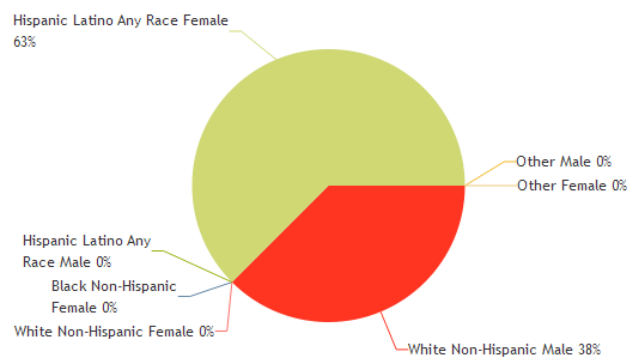


Eligible After Testing

Promoted



Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

