



FRASER WINTER PARK POLICE DEPARTMENT

2021 – A YEAR IN REVIEW



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A MESSAGE FROM THE CHIEF

On behalf of the wonderful men and women of the Fraser Winter Park Police Department, thank you for taking the time to read this review of our activities in 2021. This report will cover not only our calls for service and other activities that took place this last year but will also showcase the opportunities we had for personal engagement with members of our community.

In many ways, 2021 was unprecedented for all of us in the upper Fraser Valley. Still reeling from 2020 when many of our businesses were shut down, it seemed that the flood gates opened and never shut! We had a record number of visitors to Grand County last year, and the majority of those folks chose to either spend their time in the Fraser Valley or stopped on their way through to other destinations. Likewise, new home and business construction were also at near-record levels throughout the valley.

This growth, however, also contributed to a significant increase in calls for service to public safety organizations including the Fraser Winter Park Police Department. In 2021, we handled over 5,300 calls for service, and took over 900 incident reports, which is an increase of nearly 14% over any previous year since we began collecting such data.

One thing is abundantly clear, though. The men and women who work for our Police Department are some of the finest human beings I have ever been privileged to work with. As members of our wonderful community, each and every one of them sincerely strive to not only meet but exceed the performance standards set by our organization and our profession.

In 2021, we celebrated 16 years of providing law enforcement services to the Towns of Fraser and Winter Park. From our humble beginnings in 2005 to the present, our primary focus has always been to make a difference in the lives of those we contact on a daily basis. As ambassadors and guardians of our community, it is our desire to provide high-level values-based law enforcement services to our citizens and guests, while at the same time, never forgetting that our partnership with each of you is vital to keeping our community safe.

Once again, thank you for reading the Fraser Winter Park Police Department's 2021 Annual Report. If you would like to discuss the contents of this report or any other topic, please reach out to me or a member of my staff. Thank you again for your support of our organization and for allowing us to serve you!



Glen P. Trainor
Chief of Police

MISSION, VISION, AND CORE VALUES

The Fraser Winter Park Police Department embraces the concept that **Service, Justice, and Fundamental Fairness** are the reason why law enforcement exists. As such, we have adopted the following guiding principles for our agency.

Department Mission

- *Making a Difference by Serving Others*

Department Vision

- *We will serve as an example of excellence in promoting trust and mutual respect with our employees, our citizens, and the community. We will endeavor to work together to develop partnerships in order to solve problems, reduce crime, and make the towns of Fraser and Winter Park a better place to work, live, and visit.*

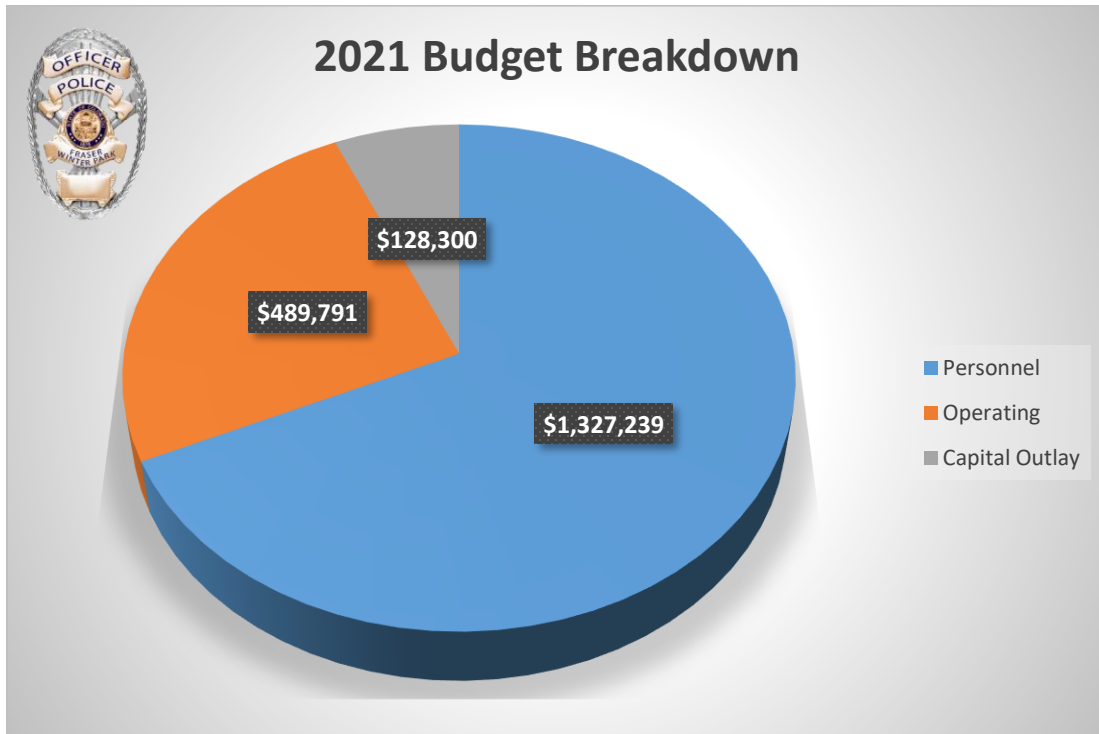
Core Values

With the understanding that our actions can impact an individual for life, and even a community for generations, we have adopted these core values individually and as an organization.

- **Integrity** - *We hold ourselves accountable to the highest level of honesty, truthfulness, and ethical conduct.*
- **Courage** - *We will do and say what is right, graciously accepting both the sacrifices involved and the consequences of our actions.*
- **Loyalty** - *We will demonstrate unwavering commitment to the ideals of our profession, our organization, and our community.*
- **Service** - *We will cheerfully and enthusiastically place aside our own desires in order to meet the needs of others.*
- **Justice** - *We will always seek the path of "right", disregarding our own biases or personal interests.*
- **Respect** - *We will ensure that all persons are treated with courtesy, dignity, and fundamental fairness.*
- **Pride** - *We will take pride in ourselves as individuals, our agency as a team, and our citizens as a community*

2021 BUDGET INFORMATION

The 2021 Budget for the Police Department was \$1.945 Million. This includes both the Police Department and the Fraser Winter Park Combined Municipal Court. It also included the purchase of two 2021 Chevrolet Tahoes as replacement police vehicles. Through an Intergovernmental Agreement, the Town of Winter Park pays for 63% of the costs of the Department, and the Town of Fraser pays for 37% of the cost.



FRASER WINTER PARK POLICE DEPARTMENT STAFF

The Police Department is currently comprised of a Chief of Police, a Commander/Deputy Chief, two sergeants, eight patrol officers, a records clerk, and an Office Manager/Court Clerk.

In March, two fabulous people came to work with the Fraser Winter Park Police Department. Kalie Boyter, who formerly worked at the Crooked Creek Ranch, was hired as our Records Clerk, and Officer Kandace Padilla, a long time Winter Park resident came back to the Valley after working as a Ranger for the New Mexico State Parks Department.

Recruitment of quality employees remains a challenge for our department and law enforcement agencies as a whole nationwide. We spent the entirety of 2021 with an unfilled vacancy for police officer.

Below are listed photographs and a short biography on all our outstanding employees.

POLICE DEPARTMENT ADMINISTRATION



Glen Trainor, Chief of Police
17 years FWP/43 years LE
30 Years in Grand County
USAF Veteran,
FBI NA Graduate (#231)
Hobbies: fly fishing, hunting, hiking



Commander Donnie Ransom
10 years FWP/11 years LE
ERT Commander, Rangemaster,
DUI Instructor, FTO
Lifetime Resident of Grand County
US Army Veteran
Hobbies: hunting, snowmobiling



Carol McHenry, Office Manager
14 years FWP/18 years LE Admin.
Cert. Master Records Technician
22 Years in Grand County
Hobbies: crafting, kayaking

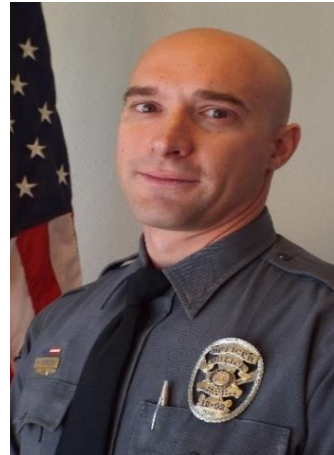


Kalie Boyter, Records Clerk
9 months FWPPD
2 Years in Grand County
Hobbies: hiking, snowboarding

PATROL DIVISION



Sergeant Paul Finley
5 Years FWP/14years LE
Level III Accident Investigator,
DRE, FTO
20 years in Grand County
Hobbies: hunting, fishing, hiking



Sergeant Matthew Murdoch
9 years FWP/9 years LE
ERT Member, DARE Instructor, FTO
Less-Lethal Instructor,
16 Years in Grand County
Hobbies: snowboarding, hunting,
fishing, musician



Officer Tyler Kupser
5years FWP/6 years LE
5 years in Grand County
Taser and PPCT Instructor
Hobbies: skiing, dirt biking,
camping, fishing



Officer Jeff Malchow
4 Years FWP/10 years LE
Liquor Law Expert, Crisis
Negotiator, FTO
Hobbies: Lacey the Wonder
Dog, skiing, hiking, friends

PATROL DIVISION



Officer Anthony Fernandez
3 Year at FWPPD
7 Years in Grand County
FTO, ERT Member
US Army Veteran, EMT
Hobbies: fly fishing, hiking, skiing



Officer Cory Esslinger
3 Years FWP/5 Years LE
Hobbies: Gaming,
weightlifting, hiking



Officer Jared Bombardier
2 Years at FWPPD
2 Years in Grand County
Hobbies: hiking, weightlifting,
sports



Officer Kandace Padilla
1 FWP/2 years LE
4 Years in Grand County
Active Shooter Instructor
Hobbies: paddleboarding,
fishing, hiking, camping

POLICE DEPARTMENT WELLNESS

The exceptional men and women of the Fraser Winter Park Police Department are our most valuable resource. Recognizing that law enforcement exposes our staff to both traumatic and cumulative stress, we provide the following programs.

- Wellness rewards through the Town’s health insurance provider.
- Town-sponsored activities designed to promote camaraderie
- \$500 annual wellness benefit
- Free admission to Town-sponsored concerts and special events
- Town owned fitness facility with access to video workout and diet programs.
- Discounted memberships at the Fraser Valley Recreation Center
- Discounted ski passes through Winter Park Resort
- Town sponsored Employee Assistance Program
- De-brief with professional counselor after traumatic incidents
- Liberal paid time off policy to allow for enjoyment of our outstanding recreational opportunities

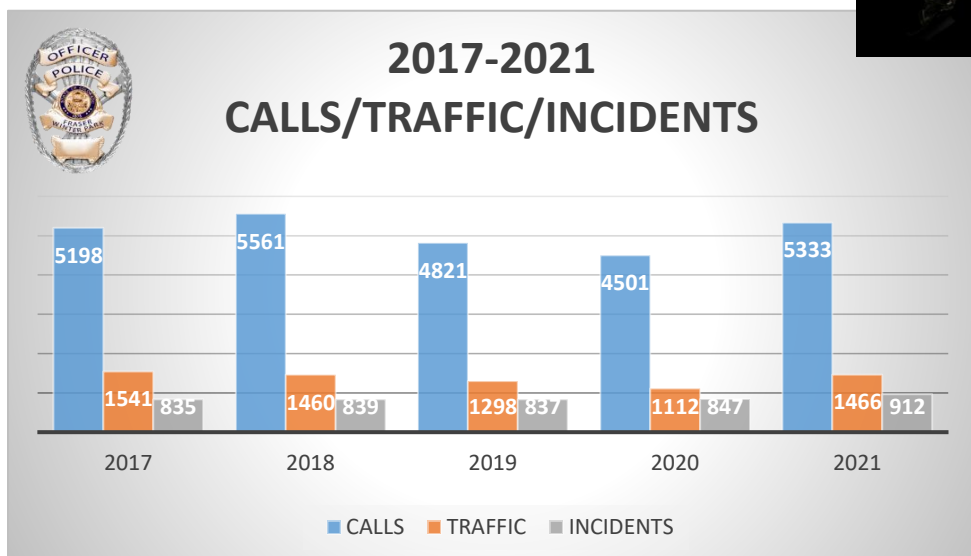
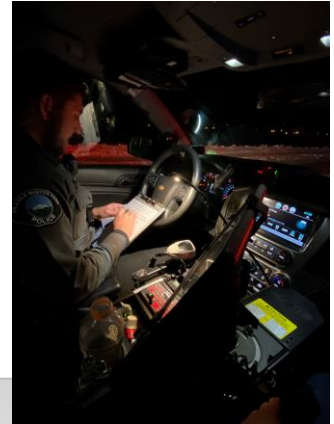


POLICE DEPARTMENT OPERATIONS

CALLS FOR SERVICE

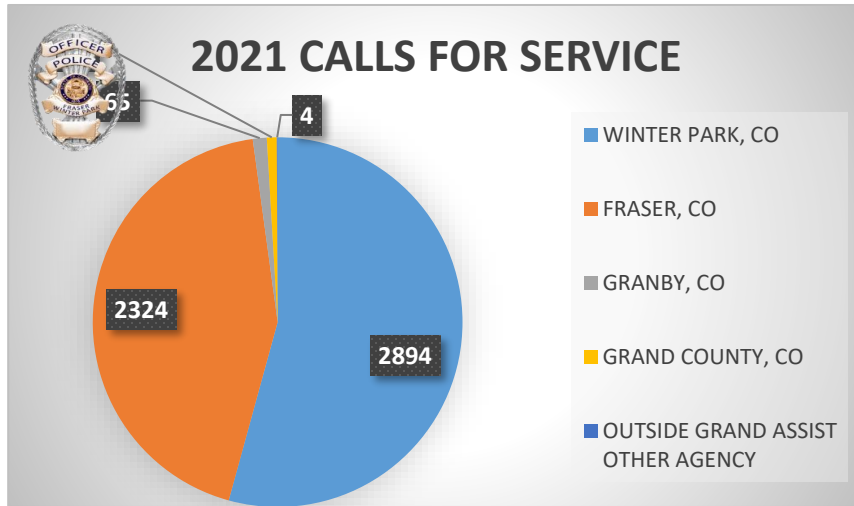
In 2021, we saw a 18% increase from the previous year in the total calls for service handled by our officers. Undoubtedly, part of this increase is because of the Covid shutdown that occurred in March 2020, but we were also significantly busier this past year than even in 2019

The following chart shows calls for service, traffic stops, and incident reports completed.



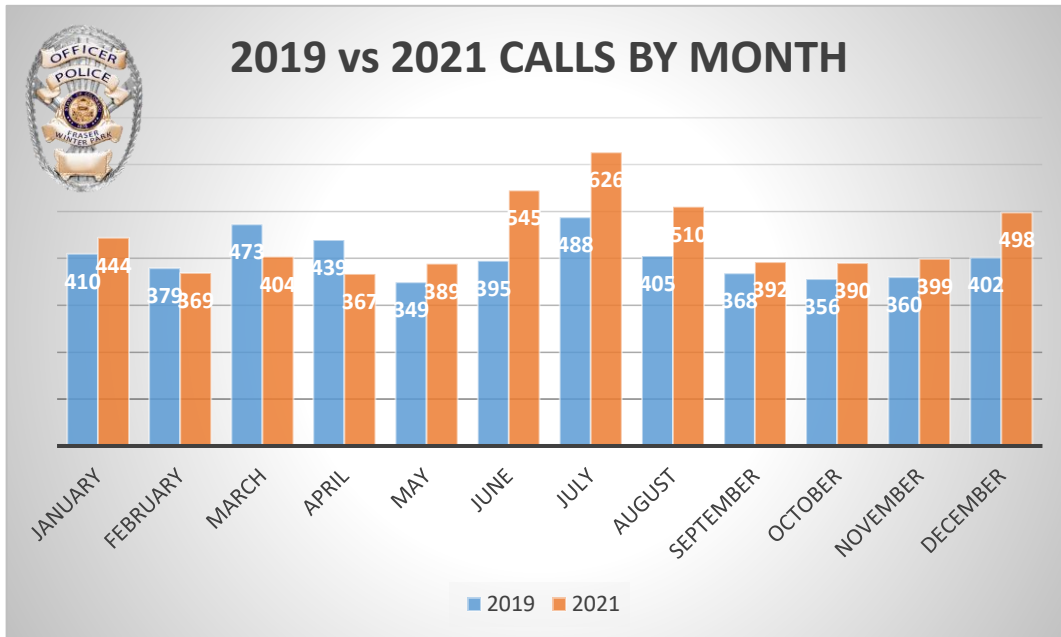
- Calls for Service by Town**

Of the total calls for service in 2021, approximately 44% occurred in the Town of Fraser, 54% were in Winter Park, and the remaining were other agency assists. This is quite a change from 2019 when only 34% of the calls occurred in Fraser.



- Calls for Service by Month**

Historically, our Towns have been busiest during the ski season (December – March), fairly quiet during the shoulder seasons and a slight uptick in calls during July when we are host to several large special events. Over the last several years, we have become much busier during the summer months, with calls exceeding those we find during the ski season.



CRIME & INCIDENT DATA

- **Incident Summary**

In 2021, we completed 912 written reports detailing a total of 964 incidents that we initiated or responded to.

- **Criminal Incidents**

The Fraser Winter Park Police Department investigated a total of 524 criminal incidents (all of which are documented in the chart above). Below is a table showing our reported UCR Part I Crimes and clearances compared to the State of Colorado and the United States as a whole. Our clearance rate for all incidents was 80%.

A COMPARISON OF CRIME STATISTICS						
CRIMES AGAINST PERSONS	2020	2021	Cleared	Percent	Colorado*	US**
Homicide and Manslaughter	1	0	N/A	N/A	58.0%	61.4%
Aggravated Assault	2	5	5	100.0%	47.0%	52.3%
Robbery	0	2	2	100.0%	30.0%	30.5%
Sexual Assault	9	5	3	66.7%	24.0%	32.9%
Total	12	10	9	90.0%	40.0%	45.5%
CRIMES AGAINST PROPERTY	2020	2021	Cleared	Percent	Colorado*	US**
Arson	0	0	N/A	N/A	UNK	23.8%
Burglary	7	15	11	73.3%	13.0%	14.1%
Motor Vehicle Theft	3	10	7	70.0%	9.0%	13.8%
Fraud	19	37	14	37.8%	12.0%	UNK
Theft	74	54	17	31.5%	11.0%	18.4%
Total	103	116	49	42.2%	11.0%	17.2%
*Colorado (CBI) - 2020 Data						
**US(FBI) - 2019 Data						

Following a national upwards trend for vehicle crimes, in 2021 we investigated 10 auto thefts, and 7 thefts of catalytic converters. Our team worked with other agencies to file charges against an individual who committing these acts in Grand County as well as some of his associates on the front range and communities on the I-70 Mountain Corridor.





In January and May 2021, we also had two bank robberies at a bank in Fraser. The same individual also robbed a credit union in Frisco, CO. With a demonstration of outstanding teamwork by the Grand County and the Clear Creek County Sheriff's Offices, this individual was taken into custody in May after the second robbery in Fraser. The suspect remains in custody and is currently awaiting sentencing for all three robberies.

In September, we investigated the accidental shooting of an individual by a friend on Winter Park Resort property. The defendant subsequently pled guilty to an assault charge in relation to the incident. The victim has recovered from his injuries.

Also in 2021, we continued following up with a rash of bicycle thefts that occurred in 2020. These thefts included two burglaries to a local bicycle shop. Working with our partners on the front range and the I-70 corridor, suspects in these thefts were identified and are currently under indictment through the Colorado Attorney General's Office.

- **Arrests**

An "arrest" is classified as any incident in which an individual who is charged could receive jail time if found guilty of the offense charged. This includes ordinance violations, misdemeanor traffic violations, and both misdemeanor and felony crimes. It does not include minor traffic infractions.

In 2021, the Fraser Winter Park Police Department made 365 arrests for the various incidents we investigated, which is almost a 12% increase over 2020. While we regularly attempt to cite and release as opposed to transport someone to jail, each "trip" to the jail in Hot Sulphur Springs results in an average of two-hours "unavailable time", which also reduces that officer's availability to perform discretionary patrol activities.

Covid-19 and "misdemeanor reform" have proven to be a significant challenge to the criminal justice system. Beginning in 2020, we have been prohibited from taking many people to jail that normally would have been arrested. Further, in all but the most serious cases, most defendants are released from jail on a personal recognizance bond after their arrest.

TRAFFIC & DUI ENFORCEMENT

The goal of traffic law enforcement is to reduce traffic collisions and improve the safety and quality of life for the community through traffic law compliance. In 2021, the Department made the following traffic-related contacts.

2021 TRAFFIC RELATED INCIDENTS			
Call Type	Number	Call Type	Number
· Traffic Stops	1,296	· Parking Violations	97
· Total Traffic Crashes	150	· DUI	78
o Injury Crashes	9	· Criminal Traffic	25
o Fatal Crashes	1	· Traffic Complaints	40
o Hit & Run	54		

We issued 508 traffic citations for violations into either the Combined Municipal Court or the Grand County Court. As one would expect, the most common primary violation cited was speeding (238), with 19 citations being issued for driving 25 mph or over the legal speed limit. Our high speed of the year was **96 mph** on Hwy 40 near the Winter Park Resort.

Impaired Driving Enforcement remains a top priority for our agency. In 2021, we made 78 arrests for this offense. According to statistics provided by our records management system, our agency was responsible for 44% of all DUI/DUID arrests in Grand County. Of those arrests, 14 were confirmed to be drug related.

Additionally, our department participated in all but two of the High Visibility Enforcement periods promoted by the Colorado Department of Transportation.

Under Colorado law, a portion of fines from DUI cases is returned back to the department for DUI Enforcement efforts. This year, we used these fines to purchase 4 portable breath-testing devices (PBT) and a calibration machine to ensure our PBTs are accurate.



For the third consecutive year, in 2021 our department was again recognized by the Colorado Chapter of Mothers Against Drunk Drivers (MADD) for our efforts in reducing impaired driving. Officer Jared Bombardier was given special recognition as he made 27 DUI arrests or 34.6% of the total DUI arrests in our agency.

Sgt. Paul Finley is a certified Drug Recognition Expert (DRE) through the International Association of Chiefs of Police and conducted three DRE examinations. Commander Donald Ransom is a certified “Standardized Field Sobriety Testing” instructor.

TOWN CODE ENFORCEMENT



Enforcement of Municipal Code violations in both the Towns of Fraser and Winter Park increased significantly in 2021. We investigated a total of 42 different complaints last year. Most involved a failure to secure trash causing human/bear conflicts. Additionally, we towed seven vehicles that were abandoned on Town-owned property.

In 2022, we are adding a full-time Code Enforcement Officer to our staff to better enable our department to handle such calls. This non-sworn uniformed position will be responsible for enforcing town codes in relation to unlawful parking, trash, junk, and abandoned vehicles.

COMMUNITY ENGAGEMENT

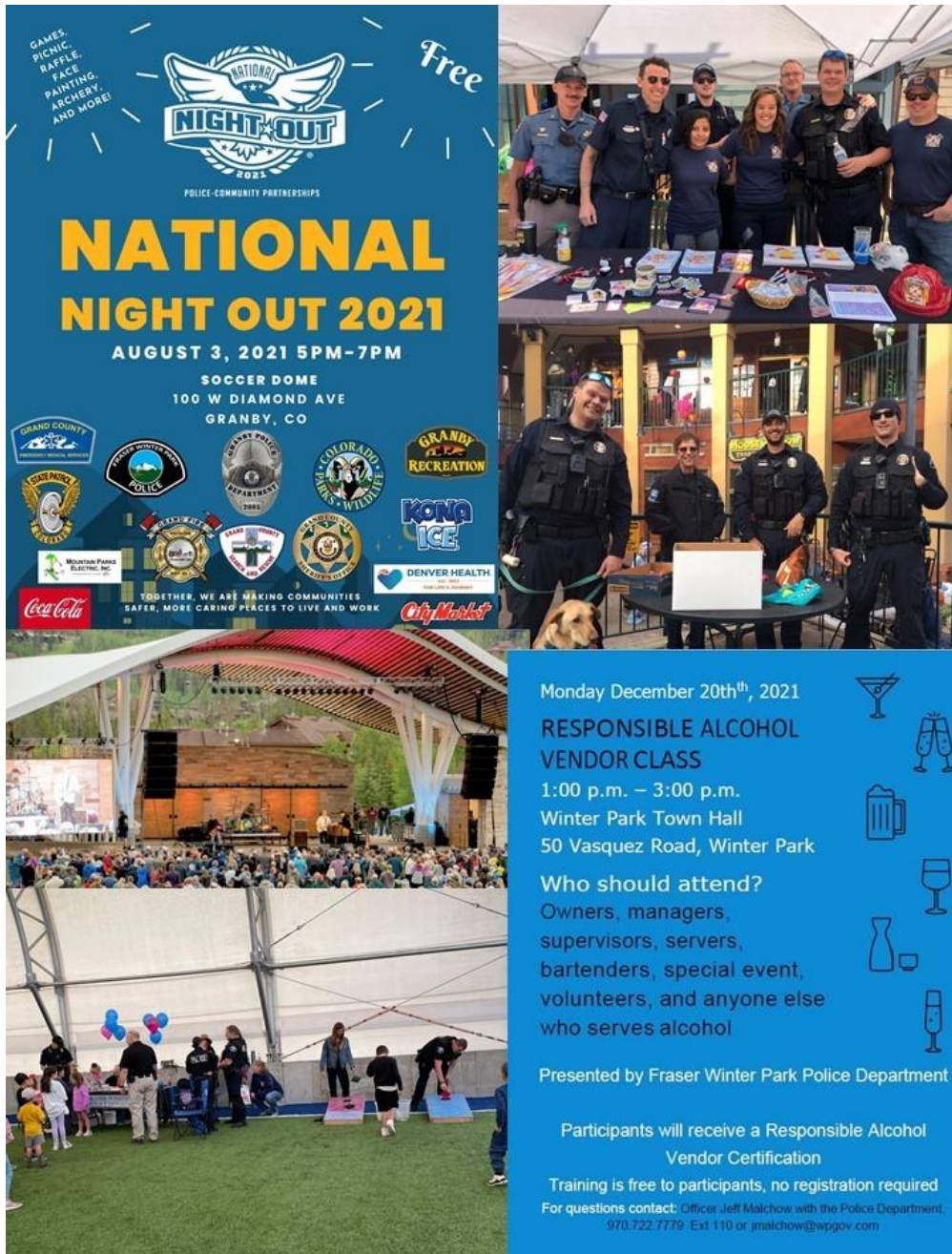
Our partnership with the community is vital to our existence. As such, we take great pride in working with our citizens, guests, and other Grand County public safety organizations to make our community a better place to work, live and visit. It has been said that trust is based on two main components – competence and character. As public servants, we must not only do our jobs well, but we must always set a positive example by displaying **integrity and empathy** as we seek to enforce the law.

With this in mind, we place a high value on engaging with the public in both formal settings and through strategic outreach efforts. These include conducting foot patrols and business checks in public areas and in our businesses.

We also organized and/or actively participated in numerous special events, including, but not limited to the following:

- Fraser Valley Elementary School
 - DARE Program
 - Health Fair
 - Bike Rodeo
- Special Events at Hideaway Park
- Winter Park Resort Spring Splash
- Family Bike Safety Fair at Winter Park Resort
- National Night Out at the soccer dome in Granby (sponsored by the Granby Police)
- Halloween festivities at Cooper Creek Square.

- Provided several presentations on “De-escalating Tense Encounters” to several local civilian audiences as well as the “International Wildfire Prevention Conference”.
- **Responsible Server Training** for retail liquor license holders and employees, including communities outside of Fraser & Winter Park. In 2021 Officer Jeff Malchow trained 194 licensed premise owners and employees in eight different sessions. Given the average industry cost of \$35 per student, this no cost training saved our citizens over \$6,000. Since starting this program in late 2019, we have provided this training to 479 individuals, saving our business community nearly \$17,000!



NATIONAL NIGHT OUT 2021
AUGUST 3, 2021 5PM-7PM
SOCCER DOME
100 W DIAMOND AVE
GRANBY, CO

Monday December 20th, 2021
RESPONSIBLE ALCOHOL VENDOR CLASS
1:00 p.m. – 3:00 p.m.
Winter Park Town Hall
50 Vasquez Road, Winter Park

Who should attend?
Owners, managers, supervisors, servers, bartenders, special event, volunteers, and anyone else who serves alcohol

Presented by Fraser Winter Park Police Department

Participants will receive a Responsible Alcohol Vendor Certification
Training is free to participants, no registration required
For questions contact: Officer Jeff Malchow with the Police Department
970.722.7779 Ext 110 or jmalchow@wpgov.com

EMERGENCY MANAGEMENT



The Fraser Winter Park Police Department is committed to preventing, responding to and mitigating the effects of catastrophic events, whether natural or human caused. To that end, we maintain strong relationships with our partners on the local, state, and national level.

Whereas in 2020, our department provided hundreds of hours toward the response to the Williams Fork and East Troublesome Fires, 2021 gave us somewhat of a respite. This downtime allowed first responders to participate in after-action briefings from 2020, and to further plan for future events, including a county-wide **Wildfire Mitigation Planning**.

Grand County Office of Emergency Management (GCOEM)

We work closely with the Office of Emergency Management on both emergency preparedness and response. This includes active participation in the following:

- Grand County Local Emergency Planning Committee
- Grand County Emergency Operations Plan (currently being updated)
- Grand County Hazard Mitigation Plan (Updated in 2021)

Northwest All Hazards Emergency Management Region (NWAHEMR)

Operating under the authority of the State Department of Homeland Security, and as part of the NW Council of Governments, the NWAHEMR encompasses the 10 counties in Northwest Colorado. This group is comprised of representatives from all 15 Emergency Support Functions under the National Incident Management System. Chief Glen Trainor is the Law Representative (ESF-13) to this group for the Northwest Region.

Middle Park Emergency Response Team



The Middle Park Emergency Response Team (ERT) is a multi-jurisdictional tactical team comprised of 12 members from the Grand County Sheriff's Office, Granby Police Department, Fraser Winter Park Police Department, and Grand County EMS. It includes personnel assigned to roles as Command Staff, Tactical Response, Crisis Negotiations, and Tactical Medical Support.

Our team strives to follow guidelines for response as set forth by the **National Tactical Officers Association (NTOA)**. As a result, we do not respond to incidents involving only misdemeanor crimes or suicidal subjects who are not a threat to anyone but themselves. Given the danger of conducting search warrants on “drug houses” we also avoid conducting “no-knock” raids on those locations. Finally, prior to deploying ERT on any search or arrest warrant served at a residence, a **“threat assessment”** is required to be completed to justify activation of the team.

Training is generally conducted monthly. Team members also attend specialized training sponsored by the National Tactical Officers Association, the Rocky Mountain Tactical Team Association, and the Rocky Mountain Hostage Negotiator’s Association, as well as other respected organizations.



In 2021 we were fortunate not to have any ERT activations. There were several incidents that occurred within Grand County that could have qualified for an ERT activation, but all were resolved prior to the Emergency Response Team being fully activated. Additionally, there were two different incidents where ERT response was requested but declined because the incident did not meet the threshold for activation, or other avenues were found to take the suspect into custody.

USE OF FORCE

The Fraser Winter Park Police Department recognizes and respects the value of all human life, including citizens, law enforcement officers, and suspects.

“Vesting officers with the authority to use reasonable force and to protect the public welfare requires monitoring, evaluation, and a careful balancing of all interests. Officers shall use only that amount of force that reasonably appears necessary given the facts and circumstances perceived by the officer at the time of the event to accomplish a legitimate law enforcement purpose. The reasonableness of force will be judged from the perspective of a reasonable officer on the scene at the time of the incident.” (FWPPD Policy #300).



Our department requires that a “Response to Resistance” (RTR) report be completed any time an officer needs to use force stronger than verbal commands to affect an arrest or gain subject compliance. This includes the use or “display” of a firearm or control device such as a Taser, baton, or chemical agent. All department use of force incidents and the corresponding body-worn camera footage are reviewed by a supervisor to determine if the force used follows FWPPD Policy and Colorado law.



In 2021, Department members completed RTR reports for 27 different incidents, 15 of which occurred in Winter Park, 7 in Fraser, and 5 in other parts of Grand County (other agency assist). Below is a breakdown of the type of force used by our officers. The reader should keep in mind that while there were 27 incidents, there were often multiple officers involved in each incident.

- Assistance from other LEO 23
- Balance displacement: 19
- Strike Motor points/ Muscles: 2
- Joint Manipulation (PPCT): 14
- CEW (Taser) Displayed: 7
- CEW (Deployed): 1
- Chemical/ Natural Agent: 0
- Strike Baton or other object: 0
- Kinetic Energy Projectile: 0
- Firearm (Displayed Only): 8
- Firearm Discharged: 0

Our officers were assaulted by combative persons two times in 2021. Only minor injuries resulted from these assaults.

Given that our officers initiated or responded to over 5300 different incidents in 2021, and made investigative contacts with nearly 2,000 individuals, our use of force rate in our two towns is extremely low. This is a testament to not only our relationship with the community, but the de-escalation mindset ingrained in our officers.

FRASER WINTER PARK POLICE DEPARTMENT USE OF FORCE POLICY			
Chokeholds/Neck Restraints	De-escalation	Use of Force Warning	Exhausting All Options
<i>FWPPD does not train or condone the use of carotid restraints, also known as “chokeholds” or “strangleholds.” (2013)</i>	<i>De-escalation is integrated into all tactical training and frequently used when dealing with citizens in crisis. All officers have attended either Crisis Intervention or Mental Health First Aid Training. Mental health professionals are routinely called to assist. (2013)</i>	<i>Our training includes verbal commands/warning issued before force is used. Officers make every effort to de-escalate and announce their presence without jeopardizing the life and safety of others. (2013)</i>	<i>Officers are trained to use the least amount of force necessary to ensure the safety of all involved in a situation. Our defensive tactics and firearms protocols and the use of force continuum teach officers to make force decisions based on the level of threat presented. (2005)</i>
Duty to Intervene	Shooting at Moving Vehicles	Use of Force Continuum	Use of Force Reporting
<i>All officers are responsible for ensuring the safety and ethical treatment of community members, and for intervening when necessary to prevent or stop an improper use of force. Integrity, judgment, and ethical decision making are continually reinforced during training and real-life incidents. (2013)</i>	<i>“Officers should move out of the path of an approaching vehicle instead of discharging their firearm at the vehicle or any of its occupants. An officer should only discharge a firearm at a moving vehicle or its occupants when the officer reasonably believes there are no other reasonable means available to avert the threat of the vehicle, or if deadly force other than the vehicle is directed at the officer or others. Officers should not shoot at any part of a vehicle in an attempt to disable the vehicle.” (2013)</i>	<i>FWPPD trains officers to use a force continuum. Members are expected to make force decisions based on the level of threat presented. Our defensive tactics and firearms training include transitioning between responses, so officers are well-equipped to move up <u>and</u> down the continuum based on the threat presented. (2005)</i>	<i>FWPPD was the first agency in Grand County to mandate Use of Force Reporting. All use of force and show of force (i.e. display of a weapon) incidents are documented via a written report. Reports and accompanying body-camera footage are reviewed by supervisors to determine if the force used was consistent with Policy. (2005)</i>
<i>The Fraser Winter Park Police Department believes that the sanctity of human life is of the utmost importance. We’ve already adopted progressive policies being supported by police reform advocates</i>			

PROFESSIONAL STANDARDS INVESTIGATIONS

Transparency and accountability by our law enforcement officers are at the core of public service. As such, our department actively seeks out ways to improve our relationship with the community while at the same ensuring the safety of our citizens and officers.

There were two formal complaints filed against our officers in 2021. In both instances, the officers were exonerated of any violation of either policy or Colorado Law.

The relatively few numbers of complaints that we receive against our officers is a testament to not only their strong moral character, but the level of supervision and leadership that is provided by our agency supervisors.

COMBINED MUNICIPAL COURT

In 2021, the Fraser and Winter Park Combined Municipal Court docketed a total of 141 defendants for either violations of the Towns' Municipal Code or the Model Traffic Code. This is an 40% increase from the previous year, when the pandemic caused us to make far fewer traffic contacts. Total court revenue (fines, court costs & ticket surcharges) for 2021 was \$50,249.

Both Winter Park (2020) and Fraser (2021) have now adopted ordinances specifying that alleged violations of the liquor code by licensees be heard in the Combined Municipal Court. This was done to ensure that these violations are dealt with in a fair and impartial manner while ensuring the rights of all those involved. To date, there has been one violation of the Colorado Liquor Code that has been heard in our municipal court.

POLICE DEPARTMENT TRAINING & PLANNING

DEPARTMENT TRAINING

It is the policy of this department to administer a training program that will meet the standards of federal, state, local and POST training requirements. It is also a priority of this department to provide continuing education and training for the professional growth and progressive development of its personnel. By doing so, the Department will ensure its personnel possess the knowledge and skills necessary to provide a professional level of service that meets the needs of the public, while at the same time ensuring, in as much as possible, their safety, and the safety of our citizens.

Using the Colorado Peace Officer Standards and Training (POST) portal, we track all officer training, which provides great documentation for protection against civil liability. POST Rule 28 requires that all officers undergo a minimum of 24 hours of training annually, with 12 of those hours being in "perishable skills" (driving, arrest control, and firearms). While COVID restrictions in 2020 & 2021 forced the cancellation of most in-person training classes, we were still able to provide our officers legitimate training in needed areas.

One of our primary training sources is Lexipol, who publishes our department's policy manual. Lexipol also provides 30 "Daily Training Bulletins" per month that all sworn officers are required to complete. Topics include emergency operations, driving, use of force, conduct, and other policy and officer safety related topics.

In 2021, we "sponsored" Officer Kandace Padilla's attendance at the Highlands Ranch Refresher Academy in Castle Rock, CO. This two-week course is specifically designed to allow personnel who are certified in other states to become fully POST certified in the State of Colorado.

In 2021, members completed over 1,350 hours of in-service training, or an average of 135 hours of training per officer. Included in that amount was 547 hours of training in perishable skills. Below are specific notable trainings our staff completed:

- FBI LEEDA Basic Supervision and Command Courses
- FBINAA Fall Conference
- Field Training Officer Course
- Emergency, Pursuit, & Defensive Driving
- De-escalation Tactics
- Anti-bias Training
- Mental Health First Aid
- Taser Instructor Re-certification
- Arrest Control
- Firearms, including skills development and decision making.

Additionally, our records and court staff also completed 28.5 hours of training in records management, release, and retention. Our new records clerk is working towards her certification as a Police Records Technician and should obtain that certification by mid-2022.

2021 CHALLENGES

- **Recruiting and retaining quality staff:** This remains our #1 challenge, as it is for the majority of law enforcement organizations in the US. Causative factors for this include strong national anti-police media attention as well as a robust economy. We believe very strongly that traditional methods that have worked for recruitment of law enforcement candidates are no longer effective and that we must seek new, more effective ways to attract individuals to our agency and community.
- **Community Growth:** 2021 saw not only record sales tax numbers, but a record number of building permits being issued in Fraser and Winter Park. What this boils down to more people, more cars, and more crowding of our roadways, trails, and public lands. It also means more calls for service by our citizens who rightly deserve the same level of service we have always provided. While increasing staffing is one solution, we must also work smarter by engaging in strategic deployment of our resources to become more effective.
- **Metal Health Crisis Calls:** In 2021, our officers responded to 94 calls for service that were directly mental health-related, as well as an untold number of other calls that

were classified as criminal acts but had a mental health or substance abuse component to them. These calls create a tremendous drain on our resources. Given a mostly ineffective and underfunded community mental-health system, coupled with the availability of both legal and illegal mind-altering substances, this is not only a local

problem, but one of national significance. It is hoped that our legislature will be more willing to address this issue in the coming years.

- **Code Enforcement:** Whether it is parking violations, abandoned vehicles, or wildlife protection (trash), community “appearance” calls have proven to be incredibly time consuming. This issue will be addressed through the adding of a full-time code enforcement position in 2022.

2021 MAJOR ACCOMPLISHMENTS

While the majority of these incidents have been previously discussed in the body of this report, nevertheless, we would like to highlight them to illustrate the professionalism and integrity of our officers and organization.

- Cleared several major crimes including two bank robberies, two burglaries to a bike shop, and numerous auto thefts and break-ins.
- Participated in over 30 community engagement activities.
- Awarded Lexipol Connect “Gold” status for adoption of policies designed to reduce liability and increase accountability.
- Purchased a new radar trailer that doubles as a variable message sign board.
- Completed the deployment of updated body-worn cameras for deployment by our officers.
- Completed the construction of a “soft” interview room where recorded interviews of victims and witnesses of traumatic incidents can be interviewed.
- Successfully revamped our pay plan to enhance recruiting and retention of quality staff.
- Obtained almost \$50,000 in grant funding for the purchase of 10 semi-rugged laptops for deployment in our patrol fleet.



2022 GOALS

- Enhance recruiting efforts through targeted advertising as well as the creation of a video that specifically markets our officers and the tremendous work they do.
- Successfully transition our agency to a new records management system for reporting law enforcement incidents.
- Complete installation of laptop computers into our patrol vehicles.
- Further our goal of having all patrol personnel trained in Crisis Intervention.
- Hire and deploy a full-time code enforcement officer.
- Continue to seek out ways to affirmatively engage our community in problem solving and trust building activities.

CONCLUSION

Thank you for taking the time to read this review of our 2021 activities. It is our hope that you have found the information contained herein to be beneficial to you as a member of our community, as well as an accurate representation of who we are as an organization.

The past year has been one of immense challenges for the guardian/ambassadors of the Towns of Winter Park and Fraser, but we feel it has been one of tremendous rewards as well. Whether patrolling our streets in our patrol vehicles or by foot at one of our town parks, we have enjoyed the opportunities we have had to serve you.

Over 200 years ago, the “father of modern policing,” Sir Robert Peale, said, **“The police are the public and the public are the police; the police being only members of the public who are paid to give full time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.”** Nowhere is that truer than here in Fraser and Winter Park. Your support and partnership with our department has been legendary, and we are humbled by it.

As we proceed through 2022 and beyond, it is our sincere desire to continue to serve you at the same high level we always have. Obviously, the growth we are seeing will provide challenges, but in the end, we are convinced that our collaboration and partnership with you is fundamental to our existence.

From the bottom of our hearts, we thank you. First, for allowing us to provide you with law enforcement services, but more importantly, for working alongside us to make and keep Fraser and Winter Park a safe place to live, work, and visit!

