

### QUICK REFERENCE SPREADSHEET

	TOPIC	Arvada Police Department	Lakewood Police Department	Jeffco Sheriff's Office (JCSO)
1	Mission Statement		3 Pillars: Intelligence, Integrity, Initiative	
2	Population Served	Total Arvada population is 124,402 (2020 Census) (note that Arvada has residents in Adams County as well as Jefferson County)	155,984 (2020 Census)	The population of Jefferson County is 582,910 (2020 Census). There are 195,663 residents in unincorporated Jefferson County (2015 estimate). Note that while JCSO serves unincorporated Jefferson County, it has responsibility to manage and handle jailing for the entire county.
3	Management	Chief of Police is the top Officer selected by the City Manager, Link Slate is current Police Chief	Chief of Police is the top Officer selected by the City Manager, Dan McCasky is current Police Chief	Sheriff is the top Jefferson County officer and is elected countywide. Jeff Shrader is the current Sheriff
4	Staff	190 State Certified Peace Officers (Total personnel for 2022 projected at 259.)	300 Sworn officers, 100 volunteers	510 officers, 56 vacancies, 13 School Resource Officers as of August 2021 and 95 vacancies as of March 2022. The 2020 turnover rate, which included retirements, some early, was at 10.4%. The turnover rate for the second quarter of 2021 is 8.8%, and the ideal attrition rate is about 6%.
5	Recruitment		Hired through website <a href="http://www.lakewoodblue.com">www.lakewoodblue.com</a> or job fairs, introduced through social media platforms, hiring process takes 6 months	Presence at state and minority job fairs - Sheriff discussed the difficulties in finding qualified candidates
6	Prior Military Experience Recruits	Between 10-15%	Currently 8% (51 veterans currently)	

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7	Requirements for New Hires (includes state requirements)	4-year degree, written exam, polygraph examination, interviews, psychological exam	21 years of age and bachelor's degree, Psychological and Mental health evaluations including Suitability testing, Polygraph tests, background checks and interview process, no felony convictions and/or specific misdemeanors found on ColoradoPost.gov website	College degree not required for recruits; Two-year Associate Degree required for line supervisor. Colorado does have a tuition assistance program
8	Requirements for Lateral Hires (includes state requirements)		Active POST certification, not under Internal Affairs investigation	
9	Background check requirements			Written test, employment history, three personal references, education and/or military information, school transcripts/military discharge, criminal & driving record, character & demeanor, credit & financial history, polygraph interview and exam after completion of application, ethical questions, physical & psychological exams, then final review by Sheriff, Under Sheriff, Division Chief & Captains
10	Training – New Hires	20-week academy, 127-week field training, 1-year probation	6-month session using a Combined Regional Law Enforcement Academy (POST) done in partnership with Jeffco Sheriff's Department	780 hours using a Combined Regional Law Enforcement Academy (POST) done in partnership with LPD (9 weeks). Fully trained in 18 months

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11	Training – Continuing Education	Gun-handling & Safety, Understanding Laws and Ordinances, Anti-bias	Gun-handling & Safety, Understanding Colorado Criminal Code, 50 hours of Anti-bias and De-escalation every 2 years	In-service training of 24+ hours, de-escalation tactics, anti-bias policing, Recognition, response, and provision for those suffering from mental health concerns
12	Training – Use of Force	On-going training, Complaints investigated by internal affairs, less lethal alternatives used: bean bag rounds, tasers, OC spray, pepper balls	Bi-yearly/yearly training along with de-escalation training. Recently carotid pressure technique banned. Less lethal alternatives: bean bag rounds, tasers, OC spray, pepper balls used	JCSO employees attend de-escalation training in the academy, in their field training program, in annual in-service training, as well as in periodic briefing training throughout the year. Coupled with the de-escalation training our deputies receive, there is a duty to intervene if a deputy observes excessive force being used. JCSO deputies are trained in a multitude of less lethal options. These are deployed when verbal persuasion has failed or is not practical due to an imminent threat of injury.
13	Volunteers Used?		Volunteers for the LPD contribute an average of 14,000 hours each year and are active throughout the department. Some volunteer positions require the completion of the Citizen Police Academy Program.	(1) Explorer Program sponsored by the Sheriff's office for 14- to 21-year-old students. They receive basic law enforcement training and volunteer for community events. They are taught like policemen and volunteer 10 hours a month. This is a National Program; (2) Post Law Enforcement Certified Reserves work in animal control, investigations, as jail volunteers, mounted patrol, patrol work release; (3) Reserve Sheriff Academy - bicycle and mounted patrol, crime scene security, crime prevention presentations,

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				speed trailer deployment, search & rescue, prisoner/fugitive extraditions, victim services advocates
14	Gun Handling – Criteria for use by the law enforcement officials			JCSO has a history of successfully de-escalating incidents and conflicts that could have ended poorly. In the unfortunate event a deadly use of force is necessary, JCSO deputies have had extensive training in decisional shooting. There have been four officer involved shootings in the last three years – all of them justified. The county has not paid out or settled any officer-involved shootings.
15	Budget (2021)	\$43,743,864 (2022 budget City of Arvada). In 2022 76% of budget for personnel. In 2020 grant income was \$340,000. Recently, Arvada was awarded a grant of \$235,000 for body worn cameras.	\$52.5 million awarded by Lakewood City Council for 2021. Additionally, in 2021 they were funded by grants of \$4.2 million and Tabor Fund refunds of \$1.3 million.	Annual budget \$114,378,300 (2021). The CARES Act and the ARPA Act, both federal funding for COVID, are helping to fill in the gaps in the budget in the short term (although CARES Act monies must be spent this year, and the ARPA funds spent by 2026).
16	Impact of Budget Cuts			Significant vacancies for sworn officer positions, including cut of 40 positions in 2019 and the closure of an entire floor of the jail in early 2020 (this reduced the population by roughly 64 prisoners per module, with four modules per floor). Jefferson County started early release of those with sentences not involving crimes

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				against persons in February 2020. The DA started dismissing and not prosecuting “lower level” (property and non-violent crimes such as car thefts).
17	Equipment		Patrol cars, motorcycles, bicycles, one armored car shared with Wheatridge SWAT team, Bulletproof vests, and helmets	
18	Standards & Certification		1. Regional Law Enforcement Academy (POST)	1. Commission on Accreditation for Law Enforcement (CALEA) 2. Regional Law Enforcement Academy (POST)
19	Techniques – Social Engagement Teams/Groups	Mental Health First, Crisis Intervention Team, Mental Health Co-Responder program, Anti-bias, De-escalation. Mental Health Co-Responder program, started in 2016, works with homeless and transient populations	Community Action Team (CAT), Family Crimes Team, Law Enforcement Assisted Diversion Team (LEAD). Teams are a combination of sworn agents and experts in mental illness, domestic violence, and homelessness. LEAD- can divert people out of justice system if offense non-violent. Connected to Jefferson Center for Mental Health, Porchlight (a new organization for crime victims and The Action Center. LEAD started in Seattle, WA., Includes National Night Out	The Sheriff's Office is in support of, and currently utilizes a multi-disciplined response team. Our agency has had mental health co-responders within the department since 2016. We also work with homeless navigators. The JCSO has proposed a pilot program to form a stand-alone regional community response entity, like CAHOOTS and STAR but far more comprehensive. The project is a regional partnership between all law enforcement agencies within Jefferson County, the Jefferson Center for Mental Health, Human Services and other county,

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				<p>city, and NGO officials. This is currently in the research phase of the project.</p> <p>Deputies are trained in various alternatives when dealing with juveniles. They are involved with the Juvenile Assessment Center (JAC) wherein juveniles who are exhibiting behavioral issues have an option to initially be assessed and referred to different resources. If a juvenile is an offender, depending on the criminal charge, deputies can consult with parents, the JAC, and schools in some circumstances to determine the best course of action. This ensures that alternative pathways to incarceration are explored.</p>
20	Excessive Force	Department has not paid or settled a lawsuit in 11 years	All complaints investigated	The county has not paid out or settled any officer involved shootings.
21	SB 20-217 Compliance	Purchasing Body Cameras	Purchasing Body Cameras by 2023 - It is an unfunded mandate and will cost millions to implement and purchase cams. It is an extensive process requiring a new unit to handle data handling and expertise in data storage.	The JCSO has had body cameras since March 2018 and will be equipped as required by 2023. In addition, the county will indemnify a deputy sheriff so long as they are acting in good faith and are adhering to the policy and procedures set forth by the agency. SB20-217 has produced an anxiety in deputies and officers across the nation as to the indemnification by their agency. The Sheriff's Office has reassured deputies of this support. Some officers have opted to

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				obtain additional insurance coverage. The approval of this legislation and negative representation of law enforcement in the media has significantly impacted law enforcement recruiting and we have seen a substantial decrease in the number of applicants for sworn positions.
22	Unique to Department			High Turnover Rate in last several years for employees
23	Public Awareness	When asked what the public needs to know to help police do their job better, the response was for community members to educate themselves on the facts and not rely on social media for information. Go to your local police department or arrange for community forums to ask questions.	LPD would like the public to be aware of how tough police work can be. They would like the public to be aware of the many things they do such as: Volunteer Courtesy Patrol, before COVID "Ride Alongs", Christmas Cheer- items collected for needy families and School resource Officers.	Sheriff Shrader asked that people focus on local practices, rather than getting caught up in the "broad Brush" denigration of policing. He cautioned against making policies and passing laws based on what other departments (particularly in other geographic areas) are doing. He is concerned that all law enforcement is being blamed for what certain people or departments do or have done.
24	Source of Information	Public Information Officer Detective David Snelling, <a href="https://www.arvadabuiltblue.org">https://www.arvadabuiltblue.org</a> , <a href="https://arvada.org">https://arvada.org</a>	Public Information Officer John Romero, Lakewood Police Department website: <a href="https://www.lakewood.org/Government/Departments/Police">https://www.lakewood.org/Government/Departments/Police</a> ; YouTube video with Channel 9 newscaster Mark Koebrich and Dan McCasky LPD Chief of Police:	Interview with Sheriff Jeff Shrader, 8/4/2021; Written responses from JCSO to follow up questions 3/3/2022; Jefferson County Sheriff's office webpage: <a href="https://www.jeffco.us/sheriff">https://www.jeffco.us/sheriff</a> ; Jefferson County Sheriff's Office LEA Quarterly Reports, Second Quarter and Fourth Quarter, 2021.

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			<a href="https://www.youtube.com/watch?v=jxjpNyh9HgE">https://www.youtube.com/watch?v=jxjpNyh9HgE</a>	<a href="https://www.jeffco.us/ArchiveCenter/ViewFile/Item/626">https://www.jeffco.us/ArchiveCenter/ViewFile/Item/626,</a>

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