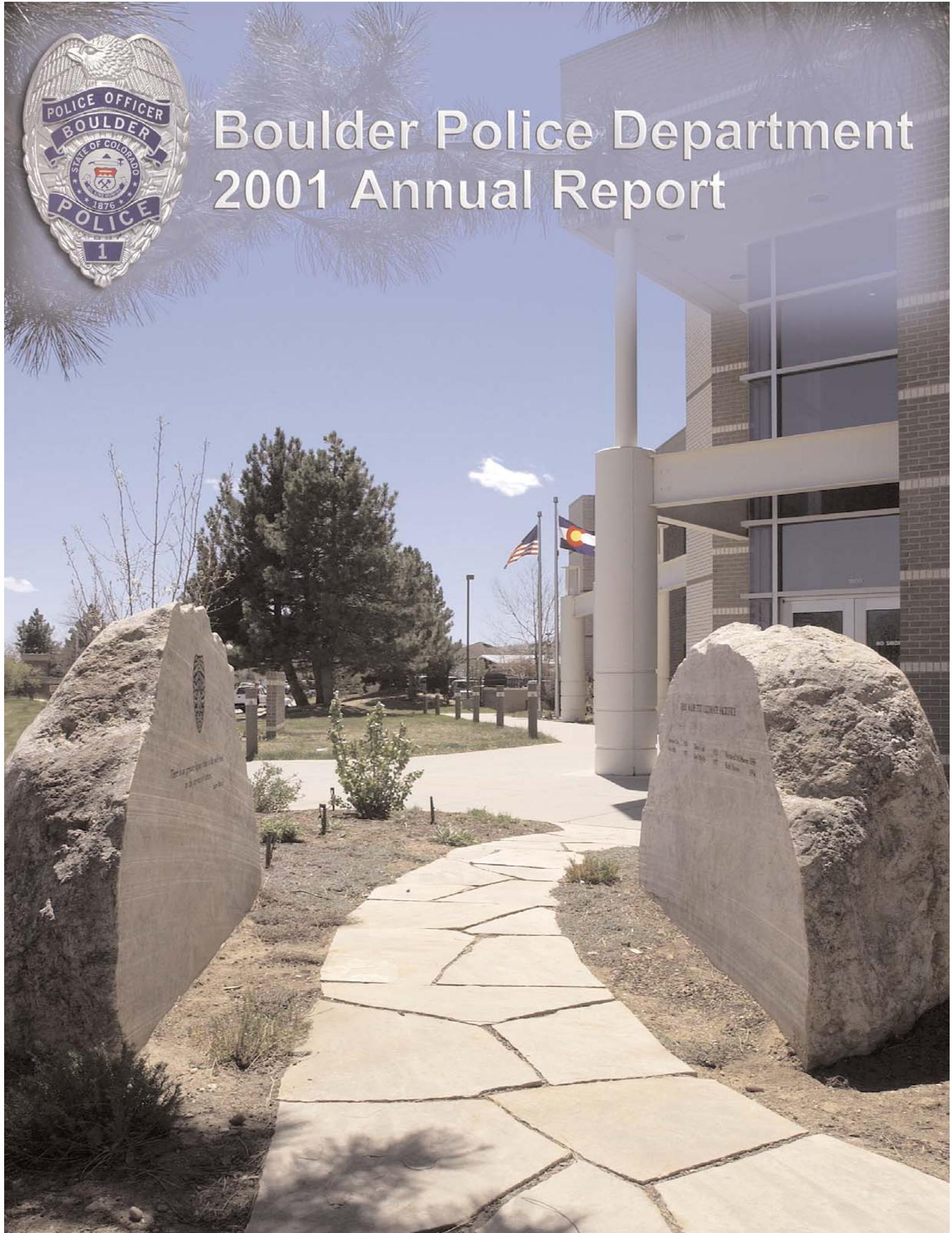
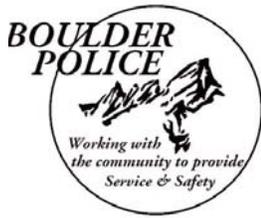




Boulder Police Department 2001 Annual Report



Department Mission & Values



VALUES

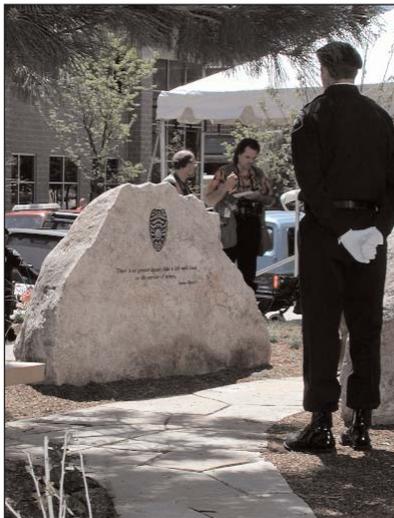
In the accomplishment of our mission we value and promote:

- ◆ Respect for the rights of all people
- ◆ Organizational and personal integrity
 - ◆ Excellence in service
 - ◆ Community partnerships
 - ◆ Creative problem solving
- ◆ The diversity of our community

On the Cover

“There is no greater legacy than a life well lived in the service of others.”
- James Bunzli

The month of May marked the culmination of many months of planning and hard work to establish a police memorial in honor of Boulder Police Department members killed in the line of duty. The vision, to keep the memory of these officers alive, became a reality on May 8. That is when the newly completed memorial, designed by the Wescoat family, Florrie, Jim and Ruby, was dedicated at a public ceremony in front of the Police Department.



Officer Jeffrey Puttkammer at the memorial dedication ceremony

Chief Mark Beckner stated in his dedication address, “This memorial will long stand in honor of those who have given their lives in service to our community.” The memorial pays tribute to the noblest aspects of all police officers and serves as the department’s gift of remembrance

for the courage and commitment of the six Boulder Officers who have given their lives to safeguard others.

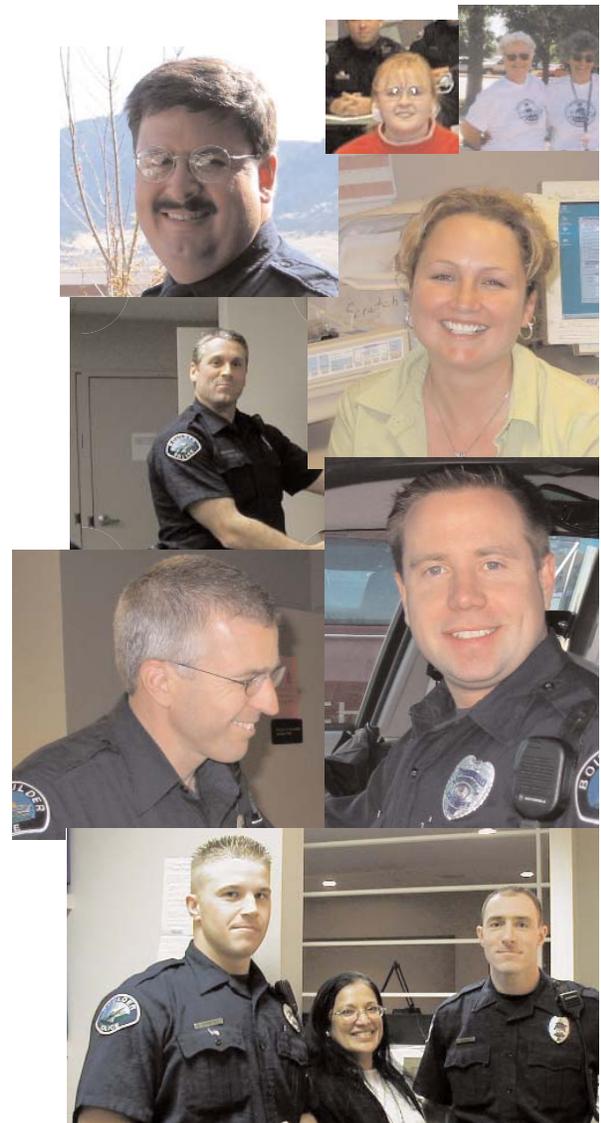
Engraved on the face of the memorial are the names of the following Boulder Police Officers:
Chief Lawrence Bass – March 19, 1920
Officer Elmer Cobb – November 19, 1923
Officer Raymond McMaster – November 9, 1958
Officer Gary Mills – August 25, 1973
Officer Janet Hinkle – September 21, 1977
Officer Beth Haynes – April 16, 1994



The pipers and drummers of the El Jebel Shrine Band at the ceremony

Table of Contents

Message from the City Manager	4
Message from the Chief of Police	5
Organizational Chart	6
The Chief's Administrative Staff	7
Support & Staff Services	8
Personnel & Training Units	9
Finance & Facility Units	10
Records & Information Services	11
Victim & Volunteer Services	12
Communications Section	13
Police Department Awards	14
Statistics	16
Operations Division	17
Watch I & Traffic	18
Bomb Squad	19
Community Services	20
Watches II & III	21
University Hill Team	22
Officer of the Year	23
K-9 Unit	23
Detective Section	24
Snapshot of a Police Sketch Artist	25
Promotions	25
September 11	26
Thank You	27



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 website: www.ci.boulder.co.us/police/

Message from the City Manager



Dear Citizens of Boulder,

As Boulder City Manager, I am very proud of the work of the Boulder Police Department. This annual report shares just a small part of the work of the Police Department in 2001.

For example, Boulder Police:

- ◆ Created and dedicated a memorial to honor officers killed in the line of duty.
- ◆ Provided new leadership in the

University Hill neighborhood to address concerns of long-term residents, meet the needs of a diverse business community and build relationships with students.

- ◆ Successfully aided in the prosecution of perpetrators of a horrific sex assault.
- ◆ Redeveloped the Records and Information Services Section, which received a citation award for teamwork.
- ◆ Improved emergency response times from 2000.

All this was achieved in just 12 month's time, while the Department maintained a consistently high level of service to our community. It's rewarding for me to be able to witness these successes, and even more so to come to know the men and women who make up the Boulder Police Department. This is a dedicated, highly educated and motivated Department that exhibits exemplary standards of conduct and professionalism.

It's clear that the public safety of our community is in good hands. Join me in congratulating Boulder Police on a successful 2001, and saying, "Thank you" for a job well done.

Sincerely,

A handwritten signature in black ink, appearing to read "Ronald A. Secrist". The signature is stylized with a large, looping initial "R" and a long horizontal stroke extending to the right.

Ronald A. Secrist
City Manager

Message from the Chief



To the Boulder Community,

Well, another year has come and gone. In looking back over the last year, we see that much work was completed on the goals identified for 2001. While some accomplishments are ongoing, it is fair to say we have successfully met the following identified 2001 goals:

- ◆ Completed the transition of BPD Communications Center.
- ◆ Published and distributed the new policy and procedure manual.
- ◆ Completed the Master Plan update.
- ◆ Worked with the University Hill community to solve Hill related problems.
- ◆ Revitalized the recruitment program.
- ◆ Developed a plan for expanding lab facilities.
- ◆ Implemented a master training calendar.
- ◆ Implemented roll-call training programs.

The Department also successfully handled several challenges this past year. The national issue or concern over racial profiling hit the Boulder Police Department when the Racial Task Force decided to focus on Boulder to see if racial profiling existed. In a study of tickets issued, the task force, in cooperation with the Department, found no evidence of racial profiling. We also participated in a community forum in November on the issue of racial profiling. The Department also just completed its third year of training record numbers of new hires. While this has been taxing at times, we have pulled together, helped each other out and gotten the training completed.

Then, of course, we were all affected by the events of September 11. It is a day none of us will ever forget. The fears, frustrations, concerns, sadness and anxiety we all felt challenged us in ways that are hard to describe. The sense of not knowing what or when something else may happen, and being on the front lines of civil defense added another level of stress to our jobs. Yet we were able to put our own fears aside and continue to serve the needs of our community in a professional manner.

Finally, we had the riots on the weekend of December 1 after the Buffaloes won the Big 12 Championship. We certainly have had our share of experience with these types of events, and it

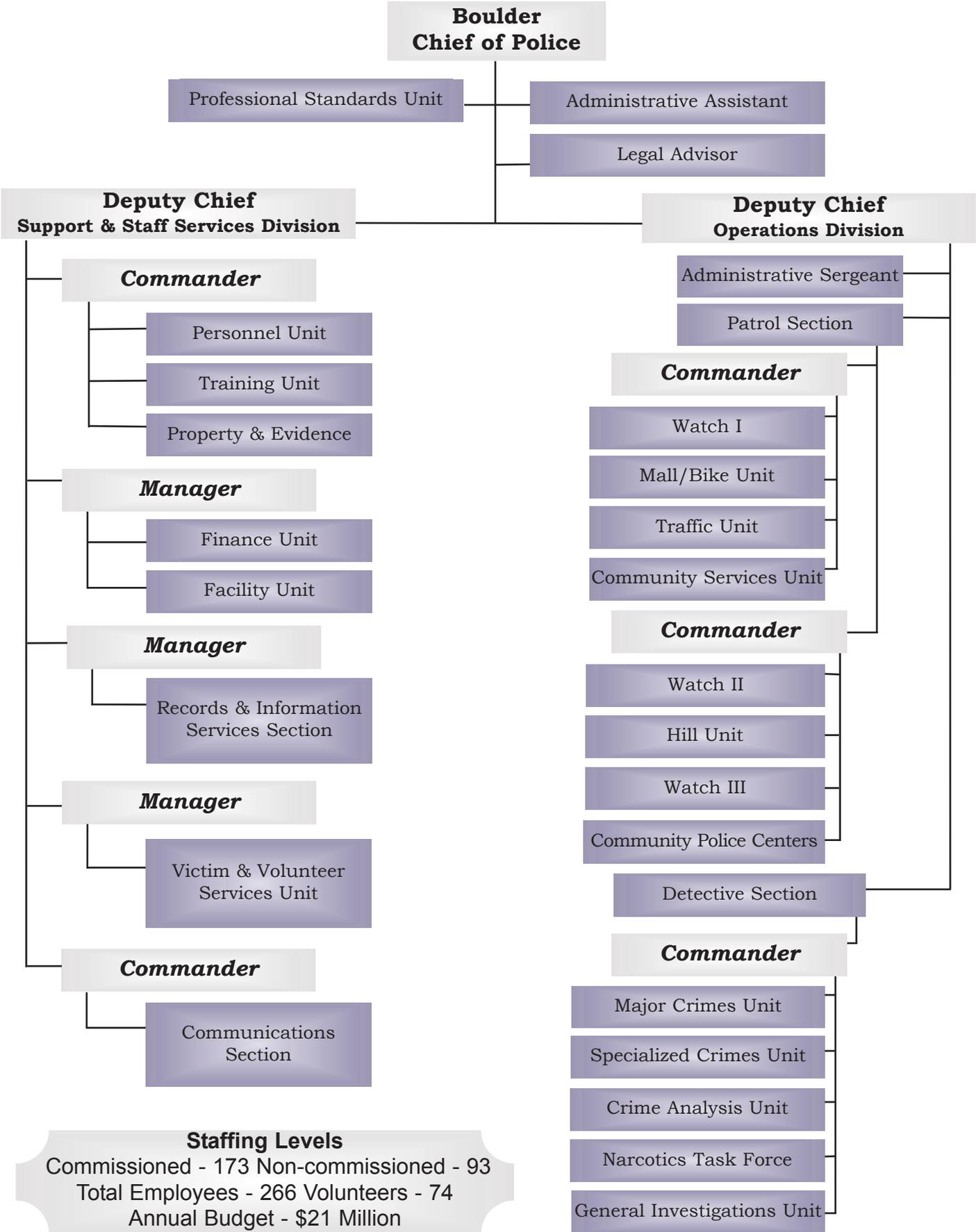
showed this time around. As these types of events go, this one was handled about as well as can be expected. The response was quick, coordinated and effective. We were also able to make more arrests than in previous similar situations. The best thing about it was that nobody was seriously injured.

So, as we look back, I believe we can be proud of our accomplishments and of the service we have provided to the community. Does this mean we can now rest on our successes? No. Let us celebrate what we have accomplished as an organization, but also look at the road ahead, the additional challenges facing us and search for ways to reach the ultimate in service excellence. The day we are satisfied is the day we stop improving.

Sincerely,

Mark R. Beckner
Chief of Police

Organizational Chart



Staffing Levels
 Commissioned - 173 Non-commissioned - 93
 Total Employees - 266 Volunteers - 74
 Annual Budget - \$21 Million

The Chief's Office

Police Administration is composed of the Police Chief's Office, the Professional Standards Unit, and the Department's Legal Advisor. Two commissioned members, including the Chief of Police, and two noncommissioned members are assigned to these functions

Legal Advisor

The Legal Advisor, a heavily used resource within the Department, provides legal advice on any situation that might arise. This helps officers avoid making hasty legal decisions in quickly unfolding situations. The Legal Advisor reviews all Boulder Police warrants, issues a monthly legal bulletin, and provides training on criminal procedures issues.

	1997	1998	1999	2000	2001
Legal Inquiries	2,078	2,068	2,288	2,010	2,091
Arrest Warrants	194	212	198	189	192
Search Warrants	95	90	126	89	88
Training Classes	98	80	87	52	58

Professional Standards Unit

The Professional Standards Unit investigates and reviews complaints and allegations of misconduct by Boulder Police officers and staff. Each complaint is categorized as one of three types: Referrals, which include training and performance issues; Supervisory Reviews, which involve minor misconduct; and Internal Affairs Investigations, which include more serious misconduct.

In 2001, the unit received 99

complaints, 83 of which were classified as Referrals. Ten of the complaints were Supervisory Reviews and six were Internal Affairs Investigations. Six employees were investigated for Internal Affairs Investigations, and eleven employees were investigated for Supervisory Review Investigations.

Complaints are investigated internally and reviewed by the Professional Standards Review Panel made up of four Police

Department employees and four Boulder citizens.

To be considered for the Review Panel, you must:

- ◆ Be a US citizen
- ◆ Have been a Boulder city resident for the past three years
- ◆ Be at least 21 years old
- ◆ Agree to and pass a background check

Support & Staff Services



Deputy Chief David Hayes

The Support and Staff Services Division is responsible for Records and Information Services, Communications, Planning, Personnel, Training, Property & Evidence, Finance and Facility management, and Victim and Volunteer Services. Support and Staff Services includes five commissioned and 66 noncommissioned members.

A Message from the Deputy Chief:

In 2001, the men and women of the Support and Staff Services Division continued to provide excellent services to members of the Department and the citizens of Boulder. Members of the Division also met or exceeded the following goals:

- ◆ Victim and Volunteer Services staff implemented measures designed to further integrate volunteers into the Department.
- ◆ New staff members were brought on board in Records and Information Services (RIS), including a new manager. The RIS process to provide police reports to the District Attorney's Office was streamlined.
- ◆ Personnel Unit staff worked on developing and implementing a Department-wide mentoring program.
- ◆ Members of the Finance and Facility and Property and Evidence Units assisted with

planning for the development of BPD's expanded laboratory facilities. These plans included major remodelling necessary to accommodate a "clean room" for processing physical evidence.

- ◆ The Communications Center continued to provide dispatching services to the Department in its second year of service. Additional staff was hired and trained bringing the Section closer to its authorized staffing.
- ◆ The Training Unit continued to provide excellent training to both commissioned and non-commissioned members of the Department.

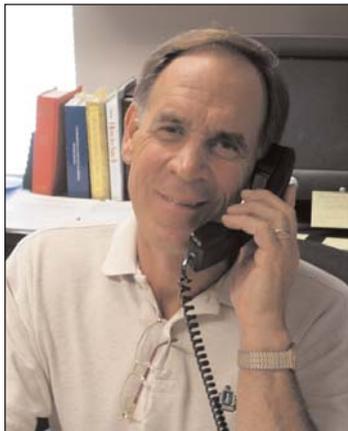
In addition, members of the Support and Staff Services Division worked on a number of Department-wide projects including the 2000 Annual Report, and the planning and development of a Police Memorial. The memorial, dedicated to the men and women of the Department killed in the line of duty, was dedicated in May of 2001.

Dollar Value of Property Stolen & Recovered		
Year	Stolen	Recovered
1997	6,531,169	2,584,461
1998	5,763,979	2,010,461
1999	4,255,908	1,442,943
2000	4,235,828	1,721,382
2001	4,587,436	1,581,061



Blood drive at the Boulder PD - Coordinated by Kay Seale (standing) and staffed by Department volunteers

Personnel & Training Units



Commander Tom Kilpatrick

The Personnel Unit recruits, selects and hires all employees of the Boulder Police Department. The unit also handles medical issues which range from arranging care for injured employees to maintaining medical records and overseeing physical and psychological wellness. It also oversees the Training Unit which is responsible for all law enforcement related training.

To answer a need for more efficient and comprehensive officer training, the Personnel and Training Units in 2001 made changes in unit staffing, structure, and yearly goals. Plans for 2002 include the assignment of Sgt. Kurt Matthews to the Department's newly developed Training Sergeant position, and the addition of Diane Herzberg (formerly with Victim and Volunteer Services) to Personnel Services.

One of the Personnel Unit's initiatives for 2001-2002 was a

renewed focus on recruitment. The development of a new recruitment brochure, enhancement of the Department's website, and a greater emphasis on partnerships with colleges and universities are all part of the department's effort to increase the size and diversity of its applicant pool. The Department's recruitment team has developed an action plan for 2002. The first stages of the plan will begin in the early months of 2002 with additional stages starting periodically throughout the year.

The Training Unit continues to develop its library of "red zone" training videos. These five-minute training tapes typically focus on low frequency/high risk police actions that hold the potential for officer injury and/or substantial civil liability. Subjects covered in the red zone training include police involvement in vehicle pursuits, apprehension of barricaded suspects, civil disturbances, use of force and other high risk situations.

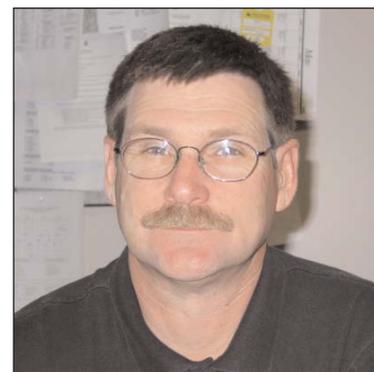
Also included in the Department's training regimen is organization-wide instruction in the newly developed Police Information Network (PIN), which will serve as the Department's new database. This records and information system will replace the current Records Management System (RMS), which is nearing obsolescence.

Seven new police officers were tested and selected in the latter

half of 2001, filling a number of attrition vacancies upcoming in 2002. These recruits will graduate from the police academy at Arapahoe Community College in May 2002, after which they will enter the Field Training Officer (FTO) phase of their introduction to policing in Boulder. The vacancies to be filled by these officers are existing positions and not newly funded. The Department anticipates five to ten more attrition vacancies by the end of January 2003. It is likely the Personnel Unit and Recruitment Team will be busy working on getting those filled in the upcoming year.



Patricia Hanket
Training Coordinator



Kurt Matthews
Personnel Sergeant

Finance & Facility Units



Joseph Pura
FSU Manager

civilian applicants and application verification interviews for new police officers.

The unit manager, Joseph Pura, also oversees the Facility Unit, which includes building and fleet maintenance. This entails supervising all building remodels, office maintenance, and uniform and supply purchasing for the entire Department.

In addition to its day-to-day activities, the Facilities Unit outfitted 17 new officers; replaced 20 bulletproof vests; and coordinated the remodel of the detectives' area, the install of a sound barrier in the front lobby, the restriping of the parking lot, the installation of an iron fence surrounding the building and the recarpeting of the Chiefs' area.

The Financial Services Unit (FSU) is responsible for meeting all budget and finance needs of the Boulder Police Department. This includes working with the City Manager, Budget Office, Chief of Police, and Department personnel. FSU prepares and monitors the budget; processes and tracks leave time; pays bills; and processes personnel changes, hires and terminations.

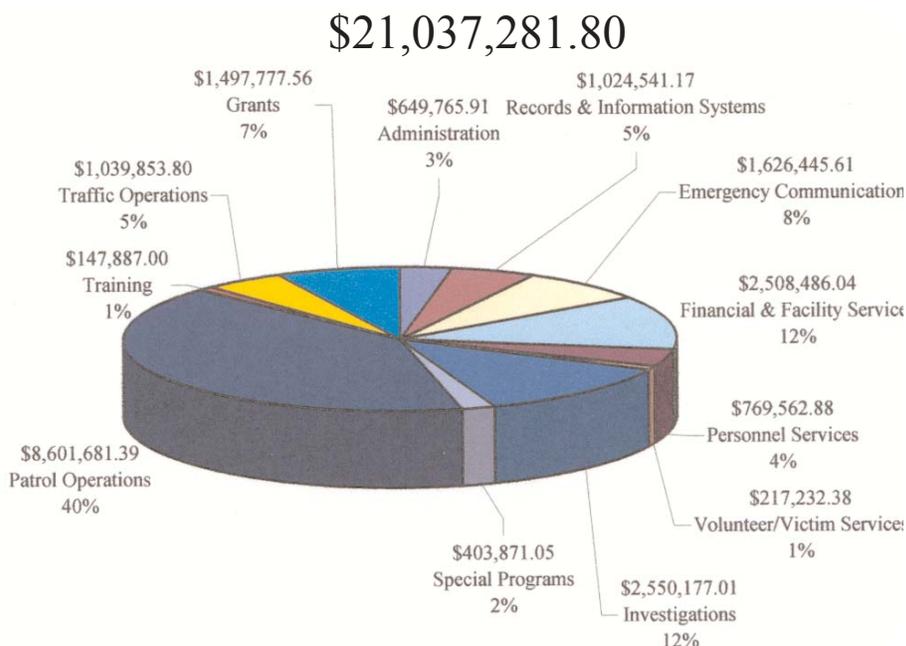


Financial Services Work group, Nelda Lacy, Julie Cross, Rose Gracie and Brenda Dageforde

In 2002 the Facility Unit will oversee the addition of a stand-alone heat and air conditioning system to training rooms and the remodel of the west wing of the building.

FSU coordinates and manages grant funding for various Department projects. In 2001 grants awarded to the Department were distributed to several projects including Youth Alcohol, COPS in Schools and Counter Terrorism. The Financial Services staff also provides Computer Voice Stress Analysis (a truth verification instrument) interviews for

2001 Budget



Records & Information Services



Jojo Field
RIS Manager

The Records and Information Services Unit is the official memory and contact point of the Department for all other agencies and for the public. RIS coordinates and stores a large variety of Department records and sends information to other agencies nationwide. In addition, it staffs the reception desk, which is the main point of contact to the general public.

Budgeted for 25 staff, RIS is organized into two work units,

Records and Data Control. Three supervisors, two day shift and one swing shift, and a manager oversee the work groups across shifts.

The biggest challenge in 2001 was keeping positions filled. For the past two years, the unit has been understaffed due to attrition and a difficult labor market. For half of 2001, a limited staff (sometimes only 40 percent) struggled to cover the needs of the department, sometimes staffing the hours from 6:00 p.m. to 2:00 a.m. with a crew of only six. Curtailed business hours and assistance from other staff in the Department helped RIS get through this period of shortage.

By mid-2001 the Department had hired several new staff members, including a new Records Manager, Jojo Field. Jojo came to the Police Department with 17 years of experience in the City Human Resources Department, much of it in public safety personnel hiring and employee relations. Also hired were four new Police Records

goal of a single work unit able to staff all functions. To assist with training new and existing staff, four employees attended Field Officer Training in Estes Park in December.

Nine dedicated volunteers also help RIS stay abreast of the incredible number of records it manages, including more than 22,000 police reports and almost 24,000 citations and summonses annually. Additionally, volunteers help ready police and detective case files from past years for microfilming, and they assist with fingerprinting and creating photo identification cards.

Upcoming goals include:

- ◆ Increasing hours of operation at night (especially from Thursday night to Saturday) to support Patrol operations.
- ◆ Implementing a new computerized police reporting system (PIN), which will improve information and search capability and report entry and retrieval.
- ◆ Increasing onsite training in areas such as Criminal Records Release Law and Colorado Crime Information Center (CCIC) systems.
- ◆ Continuing partnerships with other agencies, such as the District Attorney's Office and Municipal Court to better coordinate shared functions.
- ◆ Adding a Windows-based update to the CCIC computer system.

Specialists:

Kady Eckstrom, JoAnna Lieb, Melissa Garner and Lynn McKissack. Cross training the staff of the two work groups helped achieve the

The Boulder Crime Clock:



Victim & Volunteer Services



Victim and Volunteer Services Staff - Kris Gibson, Peg Skurnik, Susan Townley and Diane Herzberg

Victim and Volunteer Services is a small unit that blends two collaborative services provided to the Department and the public.

Victim Services, which is made up of staff and volunteer Victim Advocates, works in partnership with police officers, firefighters and the Coroner, to meet the needs of victims. Their primary function is to support victims and witnesses of crime or critical incidents. They

provide crisis intervention, an opportunity for venting and validation, and information about community resources available in Boulder.

Volunteer Services recruits, trains and places community members in various volunteer capacities throughout the Department. During its history, citizen volunteers have contributed countless

hours of service and professional skills to the Boulder Police Department in a variety of areas.

In 2001 Victim and Volunteer Services:

- ◆ Provided crisis intervention and follow up outreach services to over 1,600 persons involved in a crime or critical incident.
- ◆ Participated in coordinating the creation, building and dedication

of the Boulder Police Department memorial to officers killed in the line of duty.

- ◆ Provided in-service training for all attending commissioned officers and new communications staff on such topics as victimization, crisis response, victim assistance and the Colorado Victim Rights Amendment.
- ◆ Completed a “Guidelines and Protocols” manual for the Victim Advocate program.
- ◆ Designed and printed brochures on road-rage, identity theft, forgery and other related topics.
- ◆ Oversaw design, completion, production and distribution of the Department’s 2000 Annual Report.

In 2001 approximately 105 volunteers donated just over 5,500 hours of time to the Department and the community, at an estimated value of \$88,275.

Snapshot of a Volunteer Team

Boulder PD’s Accessible Parking Team defends handicapped parking for Boulder’s differently abled residents. Team members learn about local code and violation enforcement, cite citizens who violate those codes, and educate members of the community on the importance of accessible parking.

Nancy Meise was looking for a volunteer opportunity when she read about BPD’s Accessible Parking Team. She appreciated the existence of handicapped parking spaces and thought working to keep

them available would be a worthwhile way to spend her time. Les Berry had seen people violating handicapped spots and it made him angry. When he read that the police were looking for volunteers to help enforce accessible parking laws it seemed like a perfect fit.

Both Les and Nancy went through the



Accessible Parking Team Members, Les Berry and Nancy Meise

Communications Section



Commander Robert Sullenberger

The Boulder Police Communications Section completed its second year of

operation in 2001. In June, it became a stand-alone “Public Safety Access Point,” which means that it is responsible for all incoming emergency calls, nonemergency calls and dispatch services for the City of Boulder.

The biggest challenge in 2001 was to staff the new dispatch center. The healthy economy made it difficult to attract qualified personnel, but as the economy deteriorated during 2001 that process became easier. By the end of the year the center

had 18 fully trained dispatchers with five additional people in the training program scheduled to be fully trained within the first half of 2002.

The dispatch center continues to operate according to its mission: To represent the City of Boulder as a critical point of police service for Boulder’s residents, businesses and visitors and to serve with competence and human kindness.

Number of Citizen Calls for Service				
1997	1998	1999	2000	2001
59,288	62,002	55,518	60,900	72,277
These numbers represent a small percentage of police activities and do not account for the thousands of officer initiated police actions and projects.				

	1997	1998	1999	2000	2001
Dispatch Response Time (minutes)	1.49	1.78	2.42	1.11	1.00
Officer Response Time (minutes)	5.73	5.79	5.95	2.33	2.52
TOTAL Response Time (minutes)	7.22	7.57	8.37	3.44	3.52

Snapshot of a Volunteer Team *(cont'd)*

Department’s training in September of 1995 and became certified to join the Accessible Parking Team. APT members always work in pairs and when Nancy and Les teamed up together they discovered they had a lot in common. It was the start of a great friendship.

More than six years later the two are still volunteering for the APT. In addition to enjoying the

camaraderie, they like getting positive strokes from people in the community, and they think that the enforcement that they do is invaluable. Often when they are at a stoplight they’ll get a thumbs up or a favorable comment from someone in a nearby vehicle. They are also very appreciative of the support they get from the Police Department. Sometimes people can get angry about being ticketed and

though Les and Nancy have only had to rely on their cell phone to call for “back-up” a couple of times, the response has always been very quick.

Being a part of the Accessible Parking Team has been a very interesting and rewarding volunteer experience for both Les and Nancy, one that they intend to continue for some time to come.

2001 Police Department Awards

At a ceremony on December 6, 2001, the Boulder Police Department issued awards in several categories honoring citizens, groups and individuals. Candidates were selected for awards through a formal process, in which an awards committee reviewed nominations and offered recommendations to the Department's Management Staff, who made the final decisions.



Chief Mark Beckner congratulates Summer and Maryanne Cast

Ms. Maryanne Cast and her daughter Summer Cast won an Outstanding Citizenship Award for raising \$1,000 to purchase ballistic vests for police K-9s. Summer and her mother made collection boxes and placed them in Boulder area veterinary offices and pet stores. Maryanne wrote a press release that generated two television news stories publicizing the campaign and creating local interest. Mother and daughter were honored for substantially assisting the Department, above and beyond the scope of normal civic responsibility.

Mr. Floyd Hinrichs and Ms. Marilyn Hinrichs also received an outstanding Citizenship Award for presenting their 1913 Ford Model T police car at the Fire and Police Expo and the Fall Festival for the last three years. Even in the face of personal adversity, the Hinrichs, residents of Lakewood, volunteered by sharing their time, expertise and historical knowledge. Mr. Hinrichs spent five years building and restoring the couple's police paddy wagon. At the Expo and Fall Festival he allowed visitors, especially children, to get inside the car and play the role of a prisoner. The Hinrichs encouraged families to use this as a photo opportunity and made sure each child received a stuffed animal as a souvenir.



Sergeant Terence Harmon (left) thanks Floyd and Marilyn Hinrichs for outstanding citizenship

Officers Glenn Hartenstein, Detective David Spraggs, and Detective Nate Vasquez received Awards for Excellence.

Officer Hartenstein was recognized for demonstrated continued service at a level of excellence. He is a bilingual

officer who conducted 77 Spanish translations. He also issued 811 summonses, made 858 traffic stops, and arrested 167 people, 114 of whom were arrested for driving under the influence. He was commended for reporting to work early to prepare his equipment and be in service as soon as briefing

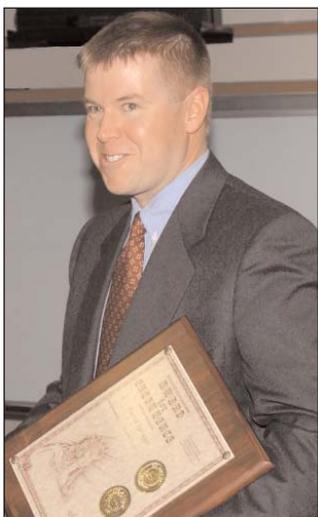


Deputy Chief David Hayes (right) presents Officer Glenn Hartenstein with the award of excellence

was over. His supervisor, Sergeant Stewart, said "Officer Hartenstein has a superb attitude, a great work ethic, and an excellent sense of teamwork."

Detective Nate Vasquez was called the "ultimate team player" by his superior officers and was recognized for demonstrated continued service at a level of excellence. He carried a large caseload but was always willing to take on more responsibilities and help other detectives and officers. He worked on major, complex investigations, and assisted law enforcement agencies throughout Colorado and in other states. His policing skills are unparalleled, yet he works quietly and allows others on his team to bask in the spotlight.

2001 Police Department Awards



Detective David Spraggs

Detective David Spraggs was recognized for outstanding administrative accomplishment for researching and developing a program allowing the Department to convert to digital photography. This significantly increased the Department's administrative and operational efficiency and effectiveness. Not only did he research and make numerous contacts with vendors to purchase cameras and printing equipment, he also wrote a departmental policy and training curriculum. Officer Spraggs then trained departmental staff while staying current on industry trends. He is recognized as an emerging expert in this field.

Officer Doug Grove received the Medal for Lifesaving for bravery in removing an accident victim from his car following a head-on collision. Just ten feet away was a burning vehicle, and the victim's car was spewing gasoline. With the assistance of an off-duty Denver police officer, Officer Grove pulled this victim away from his wrecked car to safety. His quick actions merited this award presented to members who save the life of another person using exceptional or extraordinary actions.



Officer Doug Grove and accident victim

The Records and Information Services Unit won a Unit Citation Award for exemplary teamwork. Due to hiring difficulties and staff attrition the unit operated for most of the year at 40 percent of budgeted Police Records

Specialists. The remaining staff accomplished the work because each person took on extra duties. Data Control staff reorganized its workload of entering approximately 20,000 police reports a year to assist RIS with taking fingerprints, staffing the front desk, processing paperwork and crosstraining to become Police Records Specialists.

Due to these combined efforts, this staff provided exceptional customer service to citizens. The team completed such critical assignments as distributing police reports, providing computer support to Operations, teaming with other agencies to streamline work processes, assisting in the development of a new records management system, maintaining sex offender registration, training five new staff members, and performing innovative problem solving. Supervisors also were honored for coordinating all these efforts and for training new employees, helping out in any job where needed and for caring deeply about the people they supervise.



Records and Information Services receives a Unit Citation for exemplary teamwork

2001 Statistics

Reported Major Crimes					
	1997	1998	1999	2000	2001
Murder	2	1	0	0	0
Manslaughter	0	0	0	0	0
1 st /2 nd Degree Sex Assault	42	41	39	33	30
Robbery	59	40	36	44	49
Aggravated Assault	129	125	111	141	132
Burglary	926	814	561	600	573
Larceny/Theft	3,928	3,640	2,991	2,548	3,145
Vehicle Theft	312	238	186	169	211
Arson	29	35	46	62	88
TOTALS	5,427	4,934	3,970	3,597	4,228

Case Clearance Rates for Major Crimes		
Year	Boulder	US
1997	23%	22%
1998	24%	21%
1999	28%	21%
2000	23%	20%
2001	20%	Not Available

Rate Per 100,000 Inhabitants of Offenses Known to Police						
Year	Serious Crime Totals		Violent Crime		Property Crime	
	U.S.	Boulder	U.S.	Boulder	U.S.	Boulder
1997	4,930	5,673	611	243	4,319	5,431
1998	4,616	5,249	566	220	4,049	5,029
1999	4,267	4,179	525	196	3,742	3,983
2000	4,124	3,514	506	211	3,618	3,303
2001	N/A	4,017	N/A	201	N/A	3,816

Dollar Value of Property Stolen & Recovered		
Year	Stolen	Recovered
1997	6,531,169	2,584,461
1998	5,763,979	2,010,461
1999	4,255,908	1,442,943
2000	4,235,828	1,721,382
2001	4,587,436	1,581,061

Other Reported Crimes					
	1997	1998	1999	2000	2001
Assault	589	549	541	497	572
Forgery/Counterfeiting	140	120	119	98	197
Fraud	218	168	205	163	281
Vandalism	1,253	1,323	1,278	1,273	1,403
Weapons	43	41	35	28	43
2 nd /3 rd Degree Sex Assault	107	145	98	105	126
Drug Violations	258	209	220	243	227
TOTALS	2,608	2,555	2,496	2,407	2,849

Operations Division



Deputy Chief Jim Hughes

The Operations Division consists of 166 commissioned and 26 noncommissioned members working in the Patrol Section, Detective Section, Traffic Unit, Community Services Unit, Bicycle/Mall Unit, Hill Team and Community Police Centers.

A Message from the Deputy Chief:

The end of 2001 marked the final year in a three-and-a-half year rebuilding effort for the Operations Division. When viewed in total, this first full year of the 21st Century found the dedicated men and women of the Operations Division on target for achieving their comprehensive long term goals originally established in July 1998. A sampling of those projects and goals includes:

- ◆ Expanding problem solving efforts (e.g. the University Hill Community Improvement Plan)
- ◆ Improving basic policing skills, report writing, training and crime scene investigations (e.g., the very public success of the Major Crimes Unit)
- ◆ Significantly improving emergency response times (which cut previous figures in half)
- ◆ Increasing department morale, professionalism, accountability and internal confidence in our capabilities (as documented in a recent internal scientific survey)

- ◆ Focusing on customer service (e.g., aggressively pursuing quality of life issues)
- ◆ Expanding proactive enforcement efforts (e.g., significant improvement in riot preparation and response)
- ◆ Upgrading internal efficiencies (e.g., use of dogs and motorcycles)
- ◆ Meeting budget
- ◆ Opening three fully staffed Community Police Centers
- ◆ Enhancing community partnerships (e.g., replacing DARE with a program designed specifically for Boulder)

The collaboration between the community and members of this organization has produced a department which, in my opinion, is the equal of any in the United States.

I am proud of all the members of Operations, and I am looking forward to what more can be achieved in the future.

Total Arrests for All Crime in 2001	
	Number of Arrests
Adults	5,214
Juveniles	633
TOTAL	5,847

DUI Arrests				
1997	1998	1999	2000	2001
804	1,303	1,034	1,184	1,369



Officers Kott and McKinney assist a citizen

Watch I & Traffic



Commander Tom Wickman

Watch I includes all the officers who patrol Boulder’s streets during the day, and the units dedicated to the Pearl Street Mall, Traffic and Community Services. Response times on all Watches, including Watch I, decreased over the last two years. This is attributed in large part to the Department’s

ability to assign officers to specific “beats” and to maintain beat integrity; officers who spend more time in a specified area become more familiar with that area. This familiarity enables officers to respond more quickly to calls that arise in their own beats. As Patrol and Dispatch personnel become more experienced those response times should continue to decrease. Additionally, Boulder’s five-year trend of decreasing traffic fatalities continued.

The Motorcycle Unit played a significant part in helping Watch I meet enforcement goals for 2001. The maneuverability of the motorcycles allowed the Department to use them for traditional traffic enforcement and

also enabled better enforcement of crosswalk violations downtown and on the Hill.

In 2001 the Community Services Unit continued to work with students and administrators in Boulder schools to avert crimes in school. Student-planned crimes continue to rise but the presence of School Resource Officers (SRO) in the schools helped to reduce the number of actual crimes committed because students were more willing to alert an officer about crimes planned by classmates than ever before. The benefit of having SROs in the schools is difficult to measure, however, statistics in an ongoing study show that police presence in schools has made a difference over the last two years.

Staffing and Hours of Operation
Watch I (Day Shift)
Number of Officers: 24
Hours: 0630 – 1630
Community Services
Number of Officers: 8
Bike/Mall Unit
Number of Officers: 7
Hours: 0730 – 0330
Traffic Unit
Number of Officers: 14
Accident Specialists: 4
Hours: 0630 – 1500
Photo Radar
Number of Operators: 2

Traffic Tickets Issued in 2001	
Type of Offense	Number
Speeding	6,248
No Insurance	1,819
Stop Sign	1,201
Red Light	1,478
Other Violations	5,864
Other Moving Violations	6,817
TOTAL	16,727

Traffic Fatalities	
1997	4
1998	4
1999	1
2000	2
2001	2



Motorcycle Officer Michael Everett

Bomb Squad



Bomb Squad
Officer Mike Pease
(before)

The Bomb Squad, together with other Boulder County bomb squads, handles all reports of bombs, suspicious packages and explosive chemicals in Boulder County. The Boulder Police Department's Bomb Squad is composed of five members: Commander Bob Sullenberger,

Officers Mike Pease, Greg Perry, Scott Little and EPO Officer Dale Goetz.

Each officer has been trained at a



(and after)

Hazardous Devices School (HDS) taught by the Federal Bureau of Investigation (FBI) and the US Army. The school is an intense five-week program in which technicians complete courses on the components of bomb making and the history of explosives and chemicals, how to disarm bombs and handle hazardous materials and weapons of mass destruction. Upon completion of the course trainees are certified by the FBI. Only about 3,000 technicians, including the military, are certified worldwide. Technicians must be recertified every three years and are required to train 16 hours a month.

To maintain certification and accreditation, the Squad is required to use bomb suits, search suits, portable x-ray and a bomb robot in the execution of its work. Each is designed to assist in the technical aspect of bombs and to save lives.

Boulder County has two accredited bomb squads, the Boulder Police Department and the Boulder County Sheriff's Department. Longmont Police Department has its own technicians but it is not accredited as a squad. The technicians in

Boulder County all

work together, and will respond most anywhere on a Mutual Aid Request.

Bob Sullenberger, the Commander of BPD's Bomb Squad, though not a certified technician, attended a Bomb Squad Commanders school where he learned how to staff a bomb squad team, train the team in policies and procedures, conduct practical exercises and lend guidance and direction in such potentially stressful work.

Eligible Department members can apply for an opening on the Squad if they have been with the Department for a number of years, are level headed, with an ability to work through problems and some experience with explosives. Applicants should be team-oriented and must be interviewed by the present team members. Upon acceptance to the team, new members undergo "on the job training." Trainees assist the present technicians until their application for HDS is accepted and the team member is allowed to go to certification training. Being a bomb technician is a collateral duty and not a specific job classification.

Community Services



Community Services Unit, Front row: Bob Kessler, Kip Euler. Back row: Larry Weida, Sue Barcklow, Ralph Smith, Marcus Askins, Sharon Kott and Becky Wallace

The Community Services Unit is responsible for a wide variety of programs geared toward the community including Cops in the Classroom, Neighborhood Watch, home and business security surveys, Crime Stoppers, Best Buddy Bear program and Safety Town. Sergeant Terence Harmon is in charge of the Community Services Unit which is composed of five school resource officers

and three crime prevention officers.

School Resource Officers Marcus Askins, Ralph Smith, Becky Wallace, Kipp Euler, and Sharon Kott, patrol all the middle and high schools during the school day. They deal with criminal complaints in the schools and with day-to-day issues that arise before they become more serious.

In addition to his other responsibilities, Officer Kipp Euler teaches a bike and helmet safety class. The class was developed in conjunction with Boulder Community Hospital and is taught to third graders in the Boulder Valley School District. When the one-hour class is over, each student is given a new bike helmet and bike safety materials.

Officer Becky Wallace teaches a Stranger Danger class to first graders in the Boulder Valley

schools. She teaches students what to do if approached by someone they don't know and what they can do when they need help. After each class, students are given a t-shirt with a gold police badge silk-screened on it.

The Crime Prevention Officers in the unit are Larry Wieda, Bob Kessler, and Sue Barcklow. That part of the unit is also responsible for Crime Stoppers, Neighborhood Watch, Business Crime Prevention, Safety First (a class for the developmentally disabled), Senior Safety, including the "ID for Me" Program (a bracelet given to people with memory problems and/or dementia); and setting up booths at various city events.

The Community Services Unit also holds an annual golf tournament to raise money to pay for the programs the officers teach.

Safety Town

Community Services held its first Safety Town in the Crossroads Mall parking lot in 2001 and because of its success plans to continue it every summer. The purpose of Safety Town is to teach preschool and kindergarten aged kids about traffic and pedestrian safety. A "town" is constructed using cones, and miniature street signs. Each child is led through the town on a "Big Wheel" or tricycle by an officer or volunteer. They must obey the traffic symbols throughout their journey. At the end of their route each child is given a t-shirt and balloon.

To help get the program started, the Arvada Police Department loaned Community Services the signs they used for the town. The other equipment, including tricycles and "Big Wheels," was purchased at a very low cost from local businesses.

GO Boulder also sent a Skip bus and driver to the event and the kids could sit on the bus and learn about bus and pedestrian safety. Each child was given a coloring book and lollipop at the end of the bus tour.

Watches II & III



Commander Molly Bernard

Watches II and III include the officers that cover the streets of Boulder on Swing and Midnight Shifts, and the units dedicated to the Hill, and the Community Police Centers. Watches II and III work with the Hill merchants, permanent residents, part-time residents and students. The department nominated and awarded the University Hill Neighborhood Association for an Outstanding Citizens Award for all the work it has done to help the police department and to improve the University Hill neighborhood.

Staffing and Hours of Operation

Watch II (Swing Shift)

Number of Officers: 25
Hours: 1500 – 0100

Hill Unit

Number of Officers: 8
Hours: 1200 – 0300

Watch III (Midnight Shift)

Number of Officers: 26
Hours 2100 – 0700

DUI Officers

Number of Officers: 2
Hours: 1900 - 0500

The K-9 unit, also a part of Watch II, conducted a total of 129 building searches, 54 tracks, and 40 area searches, which when combined resulted in 11 finds of suspects and/or evidence. The K-9 unit deployed dogs eight times for officer protection. Both dogs (ALF and Brit) are drug certified. Throughout the year, the unit conducted 44 narcotics searches which resulted in 17 arrests or summonses. The unit also made six public presentations.

Another program included in Watches II and III is the Adopt-A-Site program. Adopt-A-Site was piloted in early 2000 as a partnership with Boulder's Department of Housing and Human Services. Its purpose is to maintain relations with and forestall problems within subsidized housing communities. Problems typically involve a small number of occupants who, through a variety of behaviors, diminished the quality of life in and around these complexes for other residents. It was not uncommon for the police to spend a significant amount of time responding to these locations to assist residents in removing unwanted individuals who often trespassed on housing complex grounds. Working with City Housing, housing complex managers, and residents, the Police Department was able to make a positive impact on quality of life issues in these areas of the city. Today, officers work in close partnership with housing resident managers to continuously monitor

conditions that threaten the safety and well-being of Boulder citizens living in these neighborhoods. Information is shared among police, property managers and City Housing to deal with problems in a timely and effective manner. The Adopt-A-Site program is a source of pride in the Department, and one that has proven to be a real life testimonial to the value of a proactive approach to community problem solving. Officers from each watch participate in the Adopt-A-Site program.



Officers Matt Greer and Heather Frey arresting a suspect

University Hill Team

The University Hill Team is the group that patrols and monitors events that occur in the University Hill neighborhood. The team met all but one of its many 2001 goals.

For the first time ever, the entire team had to be International Police Mountain Bicycle Association certified. This required the officers to be outfitted with bicycles, new uniforms, and to complete an arduous week-long bicycle class. After the training, the officers were required to complete bicycle patrols a minimum of 25 percent of their week. The bikes were a great public relations tool and enabled the officers to participate in the University of Colorado's Homecoming Parade, and to work during Critical Mass demonstrations, block parties, stake-outs and other events important to the residents on the Hill.

Along with their regular patrol duties, officers attended meetings and formed lasting partnerships with many of the Hill residents. Officers worked hand-in-hand with the University Hill Neighborhood Association (UHNA), the Hill Alliance (merchants), the Responsible Hospitality Group, University of Colorado Student Union (UCSU) students, the Boulder County Liquor Board, the Boulder County Alcohol Diversion Board, and the University Hill General Improvement District (UHGD) group.

In addition, each officer participated in the Adopt-A-Greek program which was designed by Officer Jason Hone. Each officer was assigned as a police liaison to three or four sororities or fraternities. After officers received their assignments, they contacted the house presidents and other members of the executive committees offering advice and the



Some members of the University Hill Team, Officers Michelle Wilson, Kristi Peterson and Rick French

services of the Department. They also contacted the house mothers at all of the sororities. These house mothers were so impressed by the officers that they provided a dinner for the officers to show their appreciation.

The Hill Team was not only highly productive, it was also totally dedicated to improving the quality of life for residents of the Hill. The team espoused the department's mission statement by truly *working with the community to provide service and safety*.

The one team goal that was not met was preventing a riot during the year. There had been seven riots on

University Hill between 1997-2000. The team agreed that it would do all it could to prevent any type of riot. However, on December 1, when CU's football team won the Big 12 championship, a riot ensued on the corner of 13th Street and College Avenue. Many officers responded and the riot was quickly quelled – however, it still marred the team's goal.

Despite this disappointment, City Manager Ron Secrist met with the University Hill Team on December 19 to compliment its many achievements. Mr. Secrist said, "Of all the groups in the City, and you know we have 1,300 employees, the University Hill Team made the most dramatic impact. You should be proud of your accomplishments."

In addition to Mr. Secrist's eloquent words, the 2001 University Hill Team was nominated for the Department's Unit Citation. The Department's Management Staff unanimously approved the award and it will be presented to the team sometime in 2002.

The 2001 University Hill Team consisted of a diverse, well-balanced, versatile mixture of officers. Team members included: Officers Bev Bookout, Rick French, Vinnie Gallerani, Jason Hone, Eric Laurin, Carey Lutz, Kristi Peterson, and Michelle Wilson. With the exception of Officers Rick French and Jason Hone, the other six officers were new to the University Hill Team.

Officer of the Year

Officer Beverly Bookout received the Boulder Police Benefit Association's prestigious Officer of the Year Award for 2001.

In addition to her regular, and very demanding, assignment on the University Hill, Officer Bookout served as a Crime Scene Investigator and Field Training Officer.



Officer Beverly Bookout

Tenacious and dedicated, Beverly applied her considerable investigative skills to many cases throughout the year and enjoyed many successes.

Her work with the elderly, the mentally ill, and the homeless has also earned her a reputation for being a kind and compassionate officer.

K-9 Unit



Officer Doug Grove and ALF

The Boulder Police Department's K-9 (Canine) Unit enjoyed its second successful year of operation in 2001. The Unit consists of two handlers and their police service dogs. Officer Anthony DiGiovanni, who is also a certified Utah Post K-9 Trainer, handles Brit while Officer Doug Grove handles ALF. During 2001, the K-9 Unit was supervised by Sergeant Carey Weinheimer.

The Boulder Police K-9 Unit subscribes to the "Bark and Hold" philosophy, which encourages minimal use of force

by a police dog against a criminal. The police dog is trained to alert (bark) and detain (hold) compliant suspects.

Both ALF and Brit are certified "dual-purpose" police service dogs, which means they are trained in both the search and apprehension of criminals and evidence and narcotics detection. To maintain a high quality of performance, the K-9 Unit strives to train during at least 25 percent of its scheduled work week.

The K-9 Unit welcomes Sergeant Dave Seper as its new supervisor for 2002, a long-time supporter of police canine programs. He is



Officer Tony DiGiovanni, K-9 Brit and young child

2001 K-9 Statistics:

Building Searches	129
Suspects Found	8
Tracks	54
Apprehensions	3
Area Searches	40
Officer Protections	8
Evidence Searches	4
Finds of Evidence	3
Narcotic Detections	39
Drug Related Arrests	17

currently working on certification as a police dog agitator which will help facilitate the training needs of the unit. Some of the unit's future goals include developing a department training video on patrol applications for police service dogs, and the developing a metrowide K-9 training certification program for Bark and Hold K-9 Units.

Detective Section



Commander Joseph Pelle

The Detective Section handles crime investigations that are too time-consuming or otherwise involved for patrol officers to deal with and are responsible for the investigation of serious crime in Boulder. Currently, 23.5 detectives, four sergeants, and six support

personnel are assigned to the Detectives Section.

The Detective Section investigated approximately 2,000 cases last year and was very successful in solving violent crime and major cases. The department got “hammered,” however, in the categories of criminal trespasses to automobiles and auto thefts and, as a result, the overall clearance rate went down slightly compared to 2000. These cases are difficult to solve and there are many reported

The section stayed the same size as in 2000, with one exception. The intelligence function was added and is being staffed half-time by the Boulder Police Benefit Association (BPBA) president. This keeps him involved in a vital

law enforcement function, but allows for a flexible schedule, which helps with his BPBA duties.

The Detective Section includes:

- ◆ Major Crimes Unit: One sergeant and six detectives
- ◆ Narcotics Task Force: One sergeant and three detectives.
- ◆ Special Investigations: One sergeant and six detectives.
- ◆ General Investigations: One sergeant and eight detectives.
- ◆ Crime Analysis: One Crime analyst and two assistants.
- ◆ Computer Crimes: One Technician and one technical assistant.
- ◆ Intelligence: One half a detective (also serves as the Boulder Police Benefits Association president).
- ◆ Two secretaries.

Clearance Rates*

The Offense	Boulder - 2001	Rocky Mtn. Region - 2000	U.S. - 2000
Violent Crime	64%	46%	48%
Property Crime	18%	17%	17%
Murder	No murders	63%	63%
1 st Degree Sexual Assault	90%	39%	47%
Robbery	41%	23%	26%
Aggravated Assault	65%	55%	57%
Burglary	16%	12%	13%
Larceny/Theft	18%	19%	18%
Auto Theft	17%	14%	14%

*Clearance rates for the Rocky Mountain Region and the U.S. are for the year 2000. Regional and national statistics for 2001 are not yet available

In 2001 Detectives:

- ◆ Were assigned an average of six to ten cases per month
- ◆ Obtained five convictions in the abduction and sexual assault of a CU student
- ◆ Arrested and convicted a suspect in a previously unsolved 1982 murder case
- ◆ Arrested and convicted a suspect in a brutal assault case
- ◆ Reviewed DNA evidence in all previously unsolved sexual assaults since 1990
- ◆ Arrested and prosecuted a suspect in a home invasion, double shooting case
- ◆ Obtained 14 arrest warrants in the December riots
- ◆ Arrested three individuals in connection with 54 cases of burglary and auto theft
- ◆ Broke up two robbery rings
- ◆ Responded to 12 suspicious death cases, 31 sexual assaults, 14 serious assaults and nine aggravated robberies

Snapshot of a Police Sketch Artist



Renee McCoy

Renee McCoy just may have found the most creative way to provide police service: by sketching the faces of criminal suspects.

Renee joined the Boulder Police Department in 1999 because she wanted to make a different kind of contribution, to “give something back.” She found a comfortable niche in Records and Information Services and, as an Information Specialist, Renee has felt good about the contribution she makes. But an opportunity presented itself early in 2001 to broaden that contribution.

Commander Joe Pelle of BPD’s Investigations Section implemented the plan to use in-house sketch artists. “The automated composite, or sketch, programs we had used in the past were somewhat difficult to operate and, to some extent, limited in their applications,” Pelle advised. “I felt we could get better results from sketches produced by a human hand.”

Renee is one of three department members — both commissioned and civilian — selected to complete training in composite sketching. And while the training consisted of only a one-week crash course, Renee brings an art background to this endeavor. She earned an associate degree from the Art Institute of Colorado, worked in the technical drawing and computer aided design fields, and enjoys creating pottery and stained glass. However, working with witnesses to, and victims of, crime requires a whole different set of skills. “I try to put the subject at ease,” Renee explains, “listening very carefully

and responding in a way that is appropriate to the situation. And every situation is different.” Renee typically spends between 30 and 40 minutes with the witness, looking at examples of various facial features, identifying those that most closely resemble the suspect’s. She then puts pencil to paper, sketching in a “first draft” from which the witness may suggest alterations or adjustments.

Like the department’s other two artists, Renee is available to detectives who need her services in addition to her regular duties. Already she has been called upon to create some 20 drawings and she claims an impressive nine successes. One of the most impressive involved two men suspected of committing a home invasion robbery. A citizen recognized the pair after seeing Renee’s sketches in the newspaper and called police. Arrests soon followed. “That was very exciting,” Renee admits. “It feels like you’ve had a very direct impact.”

Promotions



New Sergeant
Katie McEldowney



New Sergeant
Pat Wyton

On September 26, Chief Mark Beckner announced that Katie McEldowney and Pat Wyton would be promoted to the rank of sergeant.

Their promotions became official on October 29, at

which time they were both assigned to Patrol for a training and orientation period.

They will assume permanent assignment at shift changeover in January, 2002.

An impressive effort

On October 11, one month to the day after the attack on the World Trade Center, Officer Sue Napoli traveled to New York City to deliver a banner inscribed with the heartfelt messages of Boulder County emergency services workers. She also handed over a check for \$12,400, money collected from the Boulder Police Department and its members.

Officer Aimee LaClaire, along with the enthusiastic assistance of Officers Kathy Lowe and Aaron Kafer, led the collection effort. With a series of inspired email messages and some gentle personal prompting, Aimee collected over \$6,000 in donations from police department members—easily meeting the \$5,000 level up to which the department had promised to match. The Boulder Police Benefit Association pitched in \$1,000.

Napoli delivered the banner to a firehouse in the Times Square area of Manhattan. She presented the check, made out to the NYPD/FDNY Widows' and



Officer Sue Napoli gives check for \$11,400 from the Boulder Police Department to the NYPD/FDNY Widows' and Children's Fund

Children's Fund, to NY Fire Department officials at Headquarters in Brooklyn, NY. She also had the opportunity to visit "Ground Zero," from about one block away.

A New York native, Napoli expressed both astonishment and gratitude after returning from her trip. "I still can't believe it," she says, "even after seeing the devastation in person. My home city's sky line is not the same. But I would like to thank everyone at the Boulder Police Department and all the emergency services units of Boulder city and county for their donations as well as for their prayers and best wishes. It was an honor for me to represent the Boulder Police Department in delivering the many messages and donations to our heroes and survivors back home in New York."

NY Police respond

Patrick Lynch, President of the New York Patrolmen's Benevolent Association, responded to Boulder's donation. The following is reprinted from Mr. Lynch's letter of November 12, 2001.

"On behalf of all New York City police officers, I wish to express our sincere gratitude for your kindness and generosity. Your check for our Widows and Children's Fund is especially meaningful to us particularly in this time of tremendous need. It will enable us to continue the fine programs established by the fund, such as providing scholarship grants, holiday gifts and other financial assistance for the families of police officers killed in the performance of duty.

"It is because of thoughtful people like you that police officers will never fail to rise to the occasion and risk their lives in defense of the community they serve.

"All the members of the PBA are grateful for your support and for your help in brightening the lives of these families."



Thank You

Recently, an intoxicated man—probably mistakenly—entered his neighbor’s home through a back door during the late evening hours. A confused, violent encounter ensued, leaving all three participants injured, two

seriously. On July 31, James Tracy, the man whose home was entered, wrote to Chief Mark Beckner to thank those who have assisted him and his wife. The following is reprinted with Mr. Tracy’s permission.

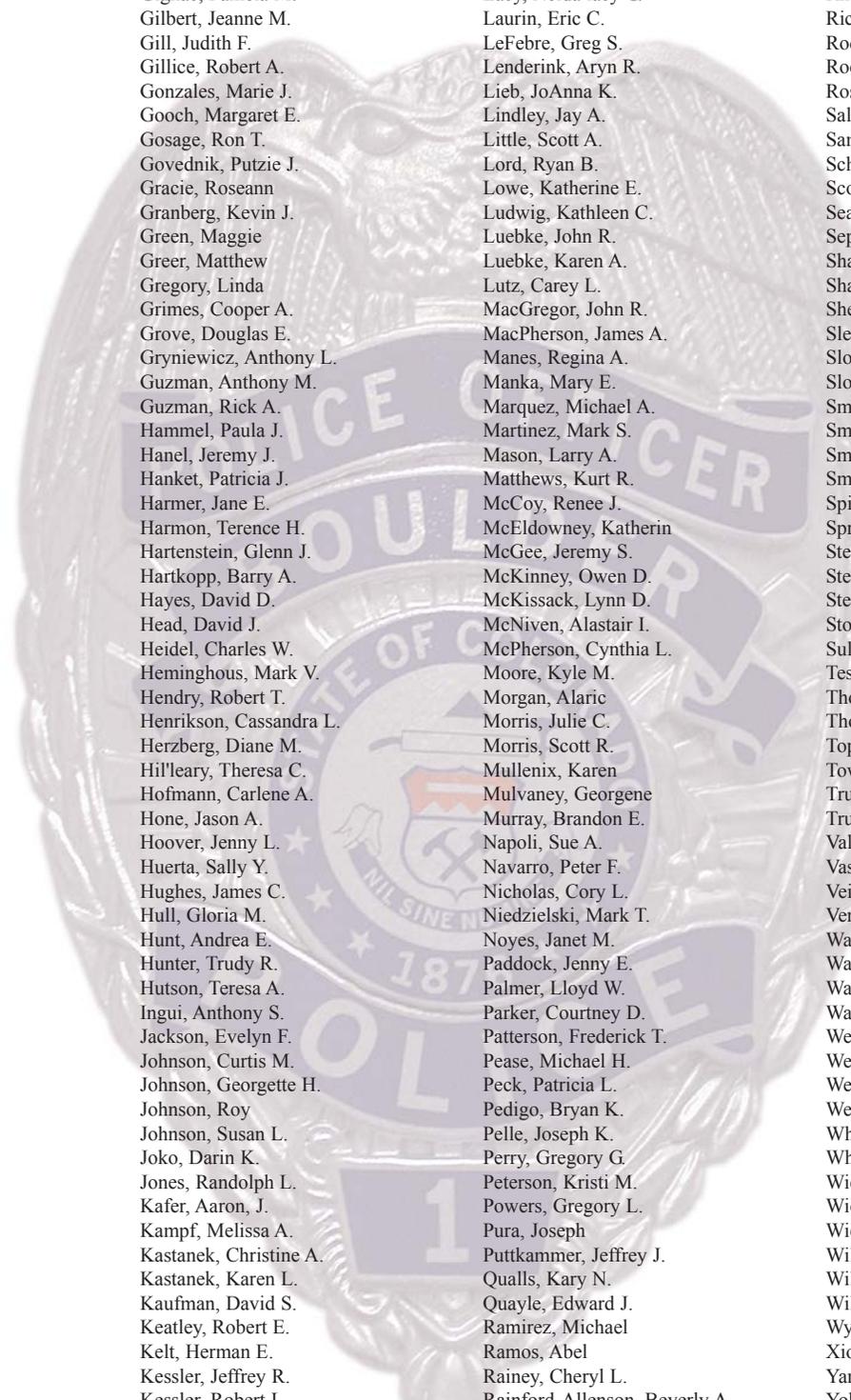
July, 2001

“My house . . . was entered violently on June 6, and I spent some 13 days in the Community Hospital recovering from a broken hip and three gunshot wounds. My wife was treated and released from Longmont Hospital. Your police acted with excellent authority and exhibited flawless procedures in handling the situation. I felt you should know that Detective Curtis Johnson and all the officers involved have acted in an exemplary manner during the entire incident and since. My sincere thanks are offered to the Boulder Police Department. Detective Johnson has kept me well informed and several officers on patrol have also stopped in. This was particularly appreciated during the time I was in the hospital and my wife was home alone at nights.

“Also many thanks to an adjunct of the police department—the Victim Advocates—which previously I did not know existed. Judy spent virtually the entire night with my wife and Chris was with me in the emergency room and ICU as well as subsequent visits. They were extremely helpful.

“You have a right to be proud of the entire Boulder Police Force. I was conscious and alert during the entire night and was aware of the conduct and behavior of your people.”

BOULDER POLICE DEPARTMENT EMPLOYEES

The seal of the Boulder Police Department is centered in the background. It features a circular design with the words "POLICE OF BOULDER" around the top and "1876" at the bottom. In the center, there is a shield with a scale of justice and a sword. The seal is rendered in a light, semi-transparent purple color.

Adams, Matthew S.
Adams, Rebecca A.
Adler, Jessica R.
Aguirre, Janet M.
Alvarado, Alfredo S.
Armstrong, Laura L.
Ashmore, Sue A.
Askins, Marcus B.
Babiak, Jerry O.
Barcklow, Susan J.
Batton, Lucy
Beckner, Mark R.
Bergh, Daniel E.
Bernard, Mary M.
Berry, Coleene R.
Biekert, Brent D.
Binning, Jeffrey C.
Bliley, Mark D.
Bookout, Beverley K.
Bradbury, Theresa K.
Brock, Melissa B.
Brown, David R.
Brown, Gordon R.
Busse, Dale E.
Bustrum, Robert E.
Butterfield, Carol L.
Bux, Jenny
Byfield, James R.
Cantu, Sarah D.
Cast, Steven E.
Cheney, Lorraine M.
Cho, James I.
Christopher, Ruth M.
Chromiak, Angeline M.
Collodi, Richard A.
Cravitz, Traci J.
Cross, Julie A.
Cumow, Brent R.
Dageforde, Brenda P.
Denig, Richard L.
DiGiovanni, Anthony D.
DiRezza, Michele A.
Dowd, Thomas F.
Duffy, Jason D.
Eckstrom, Kathie J.
Ellis, Vincent P.
Etzkorn, Robert L.
Euler V, Karl F.
Everett, Michael T.
Faber, Steven C.
Feeny, James M.
Feldmann, Teresa A.
Field, Jojo H.
Foltz, Karla M.
Forth, Bonnie L.
Fortini, Suzanne L.
Foster, Kurtis J.
Frederking, Bradley C.
French, Richard R.
Frey, Heather D.
Gallerani, Kimberly A.
Gallerani, Vincent C.
Garcia, Gilbert J.
Garcia, Roberto C.
Gardner, Jack M.
Gardner, Melissa T.
Gerhardt, Frederick M.
Gibson, Donald L.
Gibson, Rebecca A.
Gignac, Pamela M.
Gilbert, Jeanne M.
Gill, Judith F.
Gillice, Robert A.
Gonzales, Marie J.
Gooch, Margaret E.
Gosage, Ron T.
Govednik, Putzie J.
Gracie, Roseann
Granberg, Kevin J.
Green, Maggie
Greer, Matthew
Gregory, Linda
Grimes, Cooper A.
Grove, Douglas E.
Gryniewicz, Anthony L.
Guzman, Anthony M.
Guzman, Rick A.
Hammel, Paula J.
Hanel, Jeremy J.
Hanket, Patricia J.
Harmer, Jane E.
Harmon, Terence H.
Hartenstein, Glenn J.
Hartkopp, Barry A.
Hayes, David D.
Head, David J.
Heidel, Charles W.
Heminghous, Mark V.
Hendry, Robert T.
Henrikson, Cassandra L.
Herzberg, Diane M.
Hil'leary, Theresa C.
Hofmann, Carlene A.
Hone, Jason A.
Hoover, Jenny L.
Huerta, Sally Y.
Hughes, James C.
Hull, Gloria M.
Hunt, Andrea E.
Hunter, Trudy R.
Hutson, Teresa A.
Ingui, Anthony S.
Jackson, Evelyn F.
Johnson, Curtis M.
Johnson, Georgette H.
Johnson, Roy
Johnson, Susan L.
Joko, Darin K.
Jones, Randolph L.
Kafer, Aaron, J.
Kampf, Melissa A.
Kastanek, Christine A.
Kastanek, Karen L.
Kaufman, David S.
Keatley, Robert E.
Kelt, Herman E.
Kessler, Jeffrey R.
Kessler, Robert L.
Keys, Sterling R.
Kicera, David M.
Kilpatrick, Rebecca S.
Kilpatrick, Thomas P.
Kithcart, Jeff D.
Kott, Sharon T.
Kramer, Terry L.
LaClaire, Aimee R.
Lacy, Nelda lacy G.
Laurin, Eric C.
LeFebre, Greg S.
Lenderink, Aryn R.
Lieb, JoAnna K.
Lindley, Jay A.
Little, Scott A.
Lord, Ryan B.
Lowe, Katherine E.
Ludwig, Kathleen C.
Luebke, John R.
Luebke, Karen A.
Lutz, Carey L.
MacGregor, John R.
MacPherson, James A.
Manes, Regina A.
Manka, Mary E.
Marquez, Michael A.
Martinez, Mark S.
Mason, Larry A.
Matthews, Kurt R.
McCoy, Renee J.
McEldowney, Katherin
McGee, Jeremy S.
McKinney, Owen D.
McKissack, Lynn D.
McNiven, Alastair I.
McPherson, Cynthia L.
Moore, Kyle M.
Morgan, Alaric
Morris, Julie C.
Morris, Scott R.
Mullenix, Karen
Mulvaney, Georgene
Murray, Brandon E.
Napoli, Sue A.
Navarro, Peter F.
Nicholas, Cory L.
Niedzielski, Mark T.
Noyes, Janet M.
Paddock, Jenny E.
Palmer, Lloyd W.
Parker, Courtney D.
Patterson, Frederick T.
Pease, Michael H.
Peck, Patricia L.
Pedigo, Bryan K.
Pelle, Joseph K.
Perry, Gregory G.
Peterson, Kristi M.
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Wickman, Tom J.
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Wills, Cory A.
Wilson, Michelle A.
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Yamaguchi, Kerry K.
Yokomizo-Burton, Karen M.
Young, Patrick D.
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