

TOWN OF GRANBY

Board of Trustees

MEETING DATE: JANUARY 26, 2021

- Consent Agenda**
- Resolution or Ordinance**
- Citizen Requests**
- Public Hearing**
- Committee/Staff Reports:**
- TOWN CLERK**
- FINANCE DIRECTOR**
- BUILDINGS AND STREETS**
- ECONOMIC DEVELOPMENT**
- PUBLIC SAFETY**
- PUBLIC WORKS**
- WATER DEPARTMENTS**
- MAYOR**
- TOWN MANAGER**
- TOWN ATTORNEY**
- Other**
- Executive Session**
- Workshop**

TIME OF AGENDA ITEM: 6:25 PM

Agenda Request No. 5

MEETING TO BE HELD AT:

**Town Hall, Zero Jasper Avenue
Granby, CO 80446**

**(5) POLICE DEPARTMENT ANNUAL REPORT / INTERIM POLICE CHIEF JONATHAN STARK
6:25 PM**

January 19, 2021

Mayor Josh Hardy

Town Manager Ted Cherry

Board of Trustees

Ladies and Gentlemen,

On behalf of the Granby Police Department, I present for your review the 2020 annual report of police operations. This report covers the time period from 01/01/2020 to 12/31/2020.

Your police department personnel have had a busy year which included personal loss, the building pandemic, a new Police Reform bill, a major fire and the retirement of Chief Jim Kraker. Through it all they have remained steady and focused on serving the Town of Granby and the larger Grand County community. This past year has allowed for team growth and interagency cooperative growth as well.

No new officers were hired during 2020. However, Officer David Sofer completed his field training program in the first quarter and has been a valuable asset since he has been assigned to patrol. Officer David Sofer, like Officer Jake Fisher before him, was hired and sent to the police academy. This occurred in 2019. We had the necessary staffing numbers to cover daily operations under the old shift schedule while we eagerly awaited his graduation and subsequent release from field training.

Once Officer David Sofer was assigned a shift we moved to 24 hour coverage. This is something that we found necessary from a community service and protection aspect. The ability to serve our community for the full 24 hours has been very valuable especially considering the fears brought on by the pandemic and the subsequent rise in property crime. Since Chief Jim Kraker's retirement, we have not been able to maintain the same level of shift coverage. It is our hope to solidify the departments continued commitment to the community and ability to get the job done with the same care and concern as always. In doing so we hope to have our structure shored up and be given the opportunity to hire another officer.

Moving forward into 2021, it is our desire to press on with the same culture and commitment that has made this department stand apart in the past. We hold ourselves to the standard of serving our community as a member of that community and not as an agent acting upon the citizens. No one in your police department considers this just a job.

Respectfully,

Sgt. Jonathan Stark
Interim Chief of Police

Personnel

We set off into 2020 fully staffed with the addition of Officer David Sofer being able to assume shift coverage. About midyear 2019 and throughout 2020 the department structure began to flow. The decentralized command structure, which took some getting used to, really started to shine in 2020. As administrative staff we were given more responsibility in daily departmental decisions and executing special operations. We were able to tackle some of the most difficult circumstances of the year without issue even though Chief Kraker was out of state. Chief Kraker did a great job of building us up and encouraging us to rise to challenging occasions so that when they occurred we were prepared.

In a decentralized command structure within a para-military organization there is still an appointed head, a Chief. Chief Kraker fulfilled this role well. One of his major focuses as Chief was to build others up to be able to assume departmental responsibilities outside of their expected scope. This was done for several reasons. First it was done so that in the event of anyone's absence either temporary or permanent, the department would continue to function in a healthy manner. For example, over the last three years, when Chief Kraker was absent the structure shifted up so that nothing was missed. Secondly, it was done so that no one or two members of the department held all the responsibility. Each member of the department either bears a portion of the responsibility for departments functioning or is being or will be being brought up to assume additional responsibility. For example, Sergeant Heitzenrater, in addition to supervisory patrol responsibilities, he also is responsible for departmental training and fleet maintenance. The system has proven beneficial and there is no expectation under your current police department leadership that a return to a centralized command structure would be advisable.

The Granby Police Department is not immune from the plague of challenges to hiring and retaining excellent employees. Our great community presents challenges from the housing market, lack of career opportunities for an employee's spouse all the way up to wage disparities with other agencies in Colorado. What we do offer is an outstanding quality of living due to location, competitive pay and benefits when judged against other agencies in the county, and a work environment where they truly get to be a valuable member of a team and not just another body to push a car around. I expect to see a good pool of candidates both locally and from outside of our community once we open up a new hiring process.

Administrative Sergeant Amy Ryan-Williams (Serving since 2016)

Sgt. Williams is an indispensable asset to the police department. She is the glue holding everything together, she is the oil in the gears and she is the taskmaster making sure everything gets completed on

time. She is a dependable voice of reason when tough decisions need to be made and an ear to listen to all of my ideas both bad and good. She wears many different responsibilities in the department:

- Administrative Sergeant
- Secretarial Duties
- Evidence Specialist (certified)
- Public Information Officer (PIO)
- Records and Records Management System (RMS) Coordinator
- NIBRS & CCIC Coordinator
- Supervisor of Granby Code Enforcement Officer R. Carlson
- Assist in the planning and execution of public events
- Shared responsibility of conducting civil fingerprinting

Sgt. Williams is not a Colorado POST Certified Officer.

Sergeant Jeff Heitzenrater (Serving since 2014)

Sergeant Heitzenrater is organized and focused. He appreciates structure and dependability. Sergeant Heitzenrater perfectly complements the administrative team. He is able to provide a different perspective on problem solving and is tactically sound. He is our department's only representative on the Middle Park Emergency Response Team. Sergeant Heitzenrater has many responsibilities:

- Administrative Oversight / Patrol Supervision
- Shift Coverage when needed
- Answering Calls for Service and normal Patrol Officer Duties
- Event Planning
- Safety Planning
- Policy and Procedures
- E.R.T
- Vehicles
- Officer Physical Fitness Oversight with Officer Fisher leading
- Department Budget
- Firearms/ Armory/ Ammunition
- Police Department Equipment
- Individual and Department Training (POST Required)
- Department Scheduling

Interim Chief Jonathan Stark (Serving Since 2015)

Below are a list of my responsibilities for 2020

- Administrative Oversight/ Patrol Supervision
- Acting Chief of Police
- Shift Coverage when needed
- Answering Calls for Service and normal Patrol Officer Duties
- Supervisor of the School Resource Officer program and SRO Rector
- Reinstating a county drug task force
- Oversee investigations and take lead on major investigations
- Grant Writing
- Attend Town Board meetings
- Internal Affairs
- Conduct Municipal Court
- Supervise the Chaplains Program with Officer Carlson leading
- Officer Mental Health
- Department Budget
- Event Planning
- Safety Planning
- Policy and Procedure

Officer Andrew Sidener (Serving Since 2017)

Officer Andrew Sidener has grown into a dependable and competent officer. He aspires to be our departments Drug Recognition Expert which would be a major accomplishment and a significant benefit to your agency. He has also been working to assist with narcotics investigations and has assisted with our new Jiu-Jitsu program. Officer Sidener is the head of our Field Training Program and has trained Officer Fisher and Officer Sofer. Officer Sidener is well organized in this role. Officer Sidener is a certified field sobriety instructor and taught several classes in 2020 including a class to G.P.D officers. Officer Sidener is always willing to assist and commonly takes on tasks and coverage needs above and beyond his normal scope of patrol duties with enthusiasm. Officer Sidener has the following responsibilities:

- Patrol shift coverage and normal patrol responsibilities
- Leader of Field Training Program
- Department S.F.S.T Instructor (Standardized Field Sobriety Testing)

S.R.O Nathan Rector (Serving Since 2018)

School Resource Officer Nathan Rector took over as our School Resource Officer in 2019. He has been developing and adjusting to the unique role and demands of that role. 2020 certainly brought some unique challenges to the school district in reference to the pandemic. SRO Rector was able to transition to offer the support that was needed. SRO Rector appears to excel when challenging circumstances arise. In the schools or during the Troublesome Fire, SRO Rector was a welcome asset. SRO Rector had the following responsibilities during 2020:

- School Resource Officer
- Taser Instructor
- Armorer

Officer Jake Fisher (Serving Since 2018)

Officer Jake Fisher was sent to the Police Academy in 2018 and assumed shift coverage in 2019. In 2020 Officer Fisher continued to grow as an officer and showed competence in handling his responsibilities as an officer. Officer Fisher led the department in citations issued and arrests made for 2020. He is actively involved in martial arts and physical training. Officer Fisher's had the following responsibilities during 2020:

- Patrol shift coverage and normal patrol responsibilities
- Organizing department physical trainings
- Worked towards instructor certification in Gracie Jiu-Jitsu for Law Enforcement
- Lead Arrest Control Instructor

Officer Roy Ybarra (Serving Since 2019)

Officer Roy Ybarra has been an excellent addition to your department. He is a great example of a community service officer. He is well liked and received throughout the community and many citizens turn to him for help and advice. Likewise, departmentally he is also looked to as a confidant and shoulder to lean on. Officer Ybarra has been serving the grand county community for almost two decades and as a senior officer he is a trusted asset to the younger officers. Officer Ybarra while being a senior officer, has a fire for addressing narcotics issues in our community. Officer Ybarra had the following responsibilities in 2020:

- Patrol shift coverage and normal patrol responsibilities
- Stop Stick Instructor

Officer David Sofer (Serving Since 2019)

Officer David Sofer was hired and sent to the police academy in 2019. He was able to assume shift coverage near the end of the first quarter of 2020. The addition of Officer Sofer made it possible for the

Granby Police Department to provide twenty four hour shift coverage. The Granby Police Department is and has been the only local agency to provide twenty four hour shift coverage. Officer Sofer came to us with previous law enforcement experience. His prior experience was in Israel, so he is able to bring a lot of different ideas to the table. He really enjoys investigations, especially narcotics investigations. Officer Sofer is actively involved in martial arts and physical training. Officer Sofer had the following responsibilities in 2020:

- Patrol shift coverage and normal patrol responsibilities
- Worked towards instructor certification in Gracie Jiu-Jitsu for Law Enforcement

Code Enforcement Officer Rich Carlson (Serving Since 2018)

Code Enforcement Officer Rich Carlson continued to do a great job throughout 2020. He takes his job seriously. Code Enforcement Officer Carlson made a mark in the STR issues of 2020 especially during this time of increased restrictions. He has taken a large chunk out of the seemingly unending snow based code complaints and this helped to clean up the town. He commonly is looking to be of assistance to the department. He has written or helped to write several new town codes over the last year. Code Enforcement Officer Carlson is also the primary lead and organizer for the Middle Park Chaplains. He responded to several calls during the year in that capacity and helped to organize chaplain response to critical incidents such as the troublesome fire. Code Enforcement Officer Carlson had the following responsibilities in 2020:

- Code Enforcement, Compliance, and Education
- Middle Park Chaplains Team
- Short Term Rentals
- Code Review, Addition and Rewrite

Programs

SRO Program

The School Resource Officer Program has been in place since 2018. This program has been very successful in many facets. First and foremost it provides for the needs of the microcosm with is the Granby Schools. Having an officer in the schools helps to establish a safe and secure environment for the students and staff. It allows them to have their own representative who is part of their world and is a consistent and dependable authority figure. The school resource officer also takes part in educating, counseling and mentoring students. Also the program helps to create a positive association and community partnership between the police and all involved.

Middle Park Emergency Response Team

The law enforcement agencies in Grand County have continued to jointly operate a tactical response team under the: Middle Park ERT. The Team currently has 10 active operators, all trained in standard SWAT operations. GCSO Lieutenant Rauch is currently assigned as Team Commander. The Team is overseen and controlled by the Sheriff and Chiefs of Police, with incident oversight belonging to the jurisdiction (incident) involved.

The Granby Police Department has one operator on the Team, Sgt. Heitzenrater, who also functions as a Team Leader.

The Team trains monthly in County. Individual operators are also provided specific training by discipline (i.e. less lethal munitions, chemical munitions etc.). In 2020, the annual team training hosted by Rocky Mountain Tactical Team Association (RMTTA) was cancelled due to COVID restrictions.

The team continues to work on the integration of Crisis Negotiations, and looks forward to working with FWPPD Officer Malchow, and KPD Chief Rivera, as this moves forward.

This year the Team worked alongside the Jefferson County SWAT Team on the apprehension of an armed Felony Menacing subject in Hot Sulphur Springs.

Grand County Drug Task Force

Members of the Granby Police Department are currently active in re-establishing a drug task force within Grand County with the focus on creating a healthier and safer community through the reduction of illegal substance use.

Infrastructure & Vehicles

The current state of the physical police department is adequate for current staffing. Including the vacant full time Chief's position, our allotted space in Town Hall is at capacity. The Squad Room is at maximum capacity, housing four patrol officers, one SRO, and one Code Enforcement Officer. The Sergeants Office currently housed two Patrol Sergeants. Added staffing would likely require an update to the available space. This year the department workout room was converted to a conference/board room. The prior conference room was reallocated for the Chief's office. The prior Chief's office was converted to the Administrative Sergeant's Office. And the prior Administrative Sergeant's Office was converted to the future Support Services Technician's Office. Finally, the department workout room was moved to the

basement of Town Hall. This movement, and the expansion of workout equipment, has made a larger and better equipped facility available to all Town staff. Through Colorado POST Grants, the department also added a training room in the basement of Town Hall. This space houses a regional Use of Force Simulator, and doubles as a training area for department arrest control. A grant was also obtained for half the funds needed for a far overdue update of the recording equipment for our interview rooms.

My assessment of the windows and entry doors in that they were not adequately designed (or chosen) for use in a security sensitive building. They are closer to residential in design and any future plans on upgrade should reflect the purpose and function differently. This issue should be discussed in 2021 to assess cost effective updates and solutions.

We rely on an alarmed security system for notification of a breach of the police wing.

The limited life span items (i.e. carpet, paint, etc.) are currently adequate. New carpeting and paint were required for the transition of the prior workout room to the new conference/board room. Carpeting in the rest of the building could use updating in the near future.

The office furniture is in good shape with an occasional chair needing replacement and these issues are correctable through current budget line items.

We rely heavily on our computer systems and we have maintained upgrades through annual budgets. Over the last few years the department shifted away from traditional "Toughbook" mobile systems, and updated to a tablet platform, selecting Microsoft Surface tablets as our current platform. These systems seem to fit our needs while saving cost, and will be directly compatible with a new computer aided dispatch and report program being implement County wide in 2022.

This year the Town Board approved the reallocation of our academy budget line for the purchase of department owned service weapons. This will allow our department to own, issue, and maintain the duty handguns fielded by our officers. These weapons will be issued and placed into service in the second quarter of 2021. The majority of officers also carry personally owned patrol rifles. These rifles are all semi-automatic AR-15's, and must be approved by the department Range Master (Sgt. Heitzenrater) prior to being placed into service. The department also owns four patrol rifles, three of which are unassigned, and available for future personnel.

Our patrol vehicle fleet currently exists of six Chevrolet Tahoes, and two Chevrolet Silverado:

- 2013 (Tahoe) < 120,000 miles (projected to be decommissioned in 2020)
- 2014 (Tahoe) < 64,000 miles
- 2014 (Tahoe) < 58,000 miles
- 2016 (Tahoe) < 43,000 miles
- 2016 (Tahoe) < 27,000
- 2018 (Silverado) < 22,000 miles
- 2019 (Silverado) < 20,000 miles
- 2020 (Tahoe) < 9,000 miles

We repurposed a patrol Tahoe in 2019 as the Code Enforcement Vehicle. This vehicle is considered as part of the department fleet.

- 2011 (Tahoe) < 114,000 miles

We also own and maintain a 2002 Ford van (received by donation) which is used for ERT purposes.

The current plan is to purchase one new vehicle through the Town vehicle fleet fund. This new purchase, combined with the decommissioning of the 2013 Tahoe listed above, will allow one vehicle per officer. Future expansion would require the purchase of an additional vehicle, or the implementation of a vehicle sharing program. An obvious deficiency in our fleet operations is the lack of a dedicated mechanic, or local service facility. Any vehicles requiring service from a dealership result in high repair costs, and an obvious impact to our staffing. Marked police vehicles require transport to the dealership by department employees, resulting in the loss of those employees for 4 to 8 hours of the work day. I would encourage the Town to look at the hiring of a certified mechanic, the dedication of local service facility, or a cooperative maintenance effort with Grand County.

Personnel uniform needs remain stable and there appears to be adequate budgeting for these items.

The department will continue to evaluate the cost, effectiveness, and need of a dedicated impound facility in the coming year.

In conclusion, we are proud of how our officers have handled the challenges of 2020. With the COVID-19 Pandemic our officers have embraced compassion and understanding over enforcement, and have continued to build relationships with our community in this difficult time. We are committed to continued growth as individuals, and as a team, and will support our community and each other in any way possible.

The community growth that is currently projected will be a challenge for our department. We recognize that the first priority of 2021 will be the solidification of the Chief position. We strongly recommend that the second priority be the addition of a team member. The availability of our academy budget line allows us to pursue a member of the Grand County community for placement in a police academy. However, the events of 2020 also provide us a great opportunity to interview lateral candidates from larger cities and towns across the nation. We will continue to evaluate these options as we progress through 2021.

We also identified that we must work harder and more effectively in the area of traffic control throughout our community. COVID precautions caused us to limit our traffic contacts, in order to limit exposure. In 2021 we plan to offer dedicated traffic enforcement shifts to our officers to address the growing needs of the Town.

As planned growth continues, we can expect to see an increase in criminal behavior related to the opportunity that construction sites can create through unsecured materials and tools. We will address this early through a site survey and tool registration program. Along with increased nightly site checks, we hope to keep this potential problem to a minimum. Increased substance abuse issues sometimes occur early in a growth cycle and our investigative systems must be intact and active very early on in 2021.

We will continue to grant write to lessen the financial burden that growth can place on a community. We have a history of being efficient and transparent with budgets and this will continue. The creative use of our personnel and resources will always be revisited and adjusted for the best utilization of both.

The communities' perception of the Granby Police Department does not have to reflect national trends or big city opinions of their police departments. We have to continue to work in our community, with relationship building and problem solving as both principles and priorities, always understanding that our role is unique in the law enforcement realm and that we accurately demonstrate the goals and missions of the Town of Granby.

Thank you,

Jonathan, Jeff and Amy

The Granby Police Department Administrative Team