



2022 PUBLIC SAFETY ACTION PLAN

Under the Hancock Administration, Denver's public safety agencies have established a national reputation for reform, better training for law enforcement, improved community engagement and innovation. Denver has led on use-of-force training and policies, body-worn cameras, de-escalation tactics, co-responders, STAR, Active Bystandership for Law Enforcement training, and community-based policing.

Building on that decade-long record of progress, the Department of Safety has now developed a comprehensive strategic plan, including a coordinated multi-agency approach to improving law enforcement outcomes and neighborhood security.

It is clear that public safety is a growing concern based on increases in several types of crime impacting Colorado and the country as a whole. As noted by the National Council on Criminal Justice's violent crime working group, the causes for increased crime are complicated. There is broad agreement among experts that the COVID-19 pandemic, the proliferation of illegal guns, and social unrest have played a part in these disturbing trends. There is also an emerging consensus that the opioid crisis, cheap fentanyl, and newer, deadlier versions of methamphetamines are at the center of an explosion of drug addictions and violent behavior fueling crime on our streets.

Addressing these challenges will require a coordinated approach that includes local, state and federal action, as well as thoughtful and effective collaboration among law enforcement, addiction and treatment providers and the community at large.

At the Mayor's direction, the Department of Safety, the Department of Public Health and Environment, the Department of Finance, the City Attorney's Office and senior members of the Administration with public safety responsibilities have developed an action plan for 2022. This is not a static document; it is designed to organize resources and establish priorities to make a meaningful impact on our streets. Going forward, the Administration anticipates working with City Council and other community stakeholders as always to add best practices and other ideas to achieve common goals.

This is a summary of that plan.

PUBLIC SAFETY AGENCY-SPECIFIC INITIATIVES



Denver Police Department:

1. Maintaining and expanding successful "Hot Spot" place-based policing:
 - a. Hot-spot policing involves police officers working with neighborhood-based organizations and community members to address the factors that influence crime in particular areas of the city, specifically the areas of South Federal Boulevard & West

Alameda Avenue, Colfax Avenue & Broadway, East Colfax Avenue & North Yosemite Street, East 47th Avenue & North Peoria Street, and Martin Luther King Jr. Boulevard & North Holly Street.

- b. DPD is working to identify grant opportunities along with the Agency for Human Rights and Community Partnerships to help address violent crime in the hot spots by supporting a community-focused approach to increase awareness, prevention and access to services.
 - c. DPD will emphasize deployment of officers to address safety and security in partnership with businesses and residents in the downtown core. An example of this work is underway at Denver Union Station, where the city is developing short- and long-term strategies with the Regional Transportation District, the transit union, businesses, and residents to ensure the area is safe.
 - d. In 2022, DPD will be preparing for the potential of three additional hot spots to focus resources in areas where gun crime might emerge.
2. Becoming a national model for training
- a. The DPD is in the process of hiring a civilian academic director with expertise in policing to advance training consistent with evidence-based practices, and to provide enhanced educational opportunities for law enforcement officers. The goal is to make the DPD the very best-trained and well-educated agency in the country.
 - b. In partnership with a local university, DPD plans to open a professional policing and leadership center that can be a resource for enhanced training across the region.
3. Removing illegal guns from the streets
- a. Continuing existing relationships with federal partners to leverage resources on large gun cases and remove illegal guns from Denver's streets.
4. Establishing a Diversion/AID Center
- a. To address the challenge of drug addiction and criminal activity, DPD will be establishing an Assessment Intake Diversion (AID) Center. This will be a welcoming, trauma-informed center in a central Denver location that will operate 365 days a year and 24 hours a day. When individuals are arrested in connection with disruptive behavior, officers and clinical personnel will make immediate evaluations based on observations of mental illness and addiction and will connect these individuals with services, case management and shelter. This person-centered approach will focus on the unique aspects of each case to provide services for those in need and hold habitual offenders who prey on the most vulnerable populations accountable.
5. Improving service and response for residents:
- a. Increasing the focus on customer service skills at all levels of the Police Department.
 - b. Deploying new technologies to increase feedback opportunities and information sharing with community members.
 - c. Working with the private sector on strategies to improve customer service.
 - d. Training all 9-1-1 Call Center personnel to better triage calls and dispatch the appropriate response.
 - e. Incorporating the latest call-taking technology solutions to assist efficient response to calls for service.

6. Expanding support services and alternative responses
 - a. Using data to inform opportunities to expand Denver's co-responder model.
 - b. Increasing collaboration with community partners through outreach case coordinators to ensure long-term success.
 - c. Continuing to support the STAR program as it expands to additional areas around the city.
7. Improving recruitment and retention
 - a. Continuing DPD's efforts to diversify its officer ranks, including a goal of 30 percent women officers by 2030, known as the 30x30 initiative.
 - b. Maintaining the Shared Leadership for Institutional Diversity and Equity (SLIDE) Bureau that works in collaboration with employees and community members to identify and eliminate barriers to diversity, equity, and inclusivity.
 - c. Hiring additional officers – both new recruits and lateral transfers from other agencies – through nearly \$10 million in Mayor Hancock's 2022 budget.



Denver Sheriff Department:

1. Creating of DSD Criminal Charges Filing Team (CCFT)
 - a. Currently, when a criminal offense happens in one of the facilities under the authority of the Denver Sheriff Department, a Denver police officer must be taken off the street to investigate and file charges. The CCFT will be composed of sheriff deputies and a sergeant. They will be trained and authorized to investigate and file charges when these offenses occur. This will allow DPD officers to remain on the street to prevent and respond to crimes and will also provide a quicker response in DSD facilities when certain criminal offenses take place.
2. Completing the roll-out of Crisis Response Team (CRT)
 - a. The CRT consists of mental health professionals who are DSD employees, tasked with working beside deputies in Denver's jails 24 hours a day, 7 days a week. They will prevent mental health crises from occurring by providing mental health treatment and assistance to people in custody by getting to know each of them. They will also respond to incidents where people in custody are suffering a mental health crisis to help deescalate situations. This will potentially prevent uses of force and help these patients not to assault staff or others.
3. Increasing deployment of body worn cameras to Denver deputy sheriffs at both jails, court houses and Denver Health/CCMF
 - a. The introduction of body worn cameras to the DSD has increased transparency, accountability and safety. The continued roll-out of BWC's in 2022 will increase the

number of deputy sheriffs who are wearing them to 85 percent by the end of the year, and 100 percent by summer 2023.

4. Improving recruitment and retention
 - a. 2022 has been named “The Year of Retention” for the DSD. All leaders throughout the agency have been tasked with leaving no stone unturned with keeping the great employees who make up the DSD.
 - b. The Recruitment Unit is working with Denver Public Schools to create a pipeline of future deputies by connecting with and mentoring graduating seniors through the DSD “Project 2025 Program.”
5. Expanding Medicated-Assisted Treatment
 - a. The Denver Sheriff Department has offered Medicated-Assisted Treatment (MAT) for people in custody for years. This program, administered by Denver Health and Hospital Authority personnel, helps people with drug addictions.
 - b. With the growing number of people who are suffering from fentanyl and methamphetamine abuse, the DSD will explore developing an entire pod dedicated to MAT. This will allow the Department to take a targeted approach to providing additional specialized care, treatment and therapy in addition to medicine.
 - c. Participants will be connected to additional resources once they are released back to the community with the hope of continued stabilization
 - d. Programs of this nature have been implemented in other jails across the country and have proven to be successful



Denver Fire Department:

1. Continuing to build and implement a sustainable Incident Fire Safety Officer program in line with National Fire Protection Association (NFPA) 1521 standards to increase fireground safety and reduce injuries.
2. Through a collaborative process with the City’s Risk Management Division and Department of Safety Wellness Team, implement wellness screening for all uniformed members in a voluntary, on-duty capacity
 - a. Helps with early detection of cancer, the No. 1 killer of firefighters
 - b. Functional movement screens allow for enhanced mobility training opportunities resulting in a reduction of long-term injuries
3. Provide members that may deploy on a DFD strike team with a minimum Wildland Certification to enhance awareness and safety when deployed on a strike team.
4. Provide educational opportunities and evacuation plans to threatened communities that are in the urban wildland interface.
5. Improve call to answer, processing, turnout, and response times striving toward compliance with NFPA 1710

6. Continue with a data driven and hands on recruitment approach, with a focus on robust mentoring opportunities:
 - a. Youth Fire Safety Camp for 100 kids, including one camp exclusively for young girls
 - b. Pre-Academy mentoring focused on physical and mental preparation
 - c. Lowering age to 18 for EMTs
 - d. Recruit a workforce that is representative of the diverse city we serve



City Attorney's Office:

1. Keeping ghost guns – privately made firearms with no serial numbers – out of Denver, following the City Council vote in January.
2. Developing and implementing a Conceal Carry Ban in city-owned facilities.
3. Expanding participation in CO-ACT partnership with Mental Health Center of Denver and Denver Health to provide intensive mandatory mental health treatment for criminal offenders who have been or are in the process of being placed under a mental health certification.
4. Ensuring the risk assessment tool used by pretrial in bond setting is working as intended.

INTER-AGENCY COORDINATION

1. Denver is implementing the Human Trafficking ordinance requiring massage businesses to obtain a license to operate by July 1, 2022, helping law enforcement keep tabs on 150 or so businesses in Denver.
2. Criminal Bond Schedule Review: work with the courts, public defenders, district attorneys and the Denver sheriff to review which criminal violations allow for issuance of an automatic PR bond and which require the defendant to appear before a judge for a bond hearing.
3. The Department of Safety is partnering with City agencies and the Reimagining Policing and Public Safety Task Force to implement community recommendations.

BEHAVIORAL/MENTAL HEALTH

1. Improving outcome data collection and enhancing the quality of engagement between STAR responders, substance use navigators and Street Enforcement Teams and those needing resources.
2. Strengthening the connections from the Solution Center to longer-term support systems to address the issue of clients returning to the street after the 30-day stay.
3. Expanding the number of providers within the health care system so those needing immediate support have access to treatment.
4. Expanding community outreach with a second Wellness Winnie.

5. Supporting statutory improvements to civil involuntary mental health commitments including M1 holds and short and long-term certifications.

LOCAL AND REGIONAL PARTNERSHIPS

1. 1. Youth Violence Prevention Action Table: A multi-agency, multi-disciplinary public health approach to youth violence prevention, building pathways to justice, increasing safety and expanding educational and employment opportunities for youth through city-supported, community-led and youth-informed programming.
 - a. Deepen coordination with City of Aurora through the Youth Violence Prevention Regional Compact.
 - b. Work with Denver Parks and Recreation to support programming and operations that enhance safety in and around recreation centers.
 - c. Invest in community-led prevention strategies through microgrants.
 - d. Launch of community partnership with Life-Line Colorado to operate in the first of a network of Youth Empowerment Centers to provide wrap-around/trauma-informed programming for youth and families.

STATE PARTNERSHIPS

The City is actively monitoring state legislative efforts that could have a significant impact on the ability to address crime in Denver. The Governor's proposed budget includes additional resources for mental and behavioral health, law enforcement, and drug addiction treatment services that are vitally important. Mayor Hancock is appreciative of the historic investment the State is poised to make to help in addressing homelessness and services for those in crisis.

Other important public safety legislation Denver is monitoring include jail standards, the catalytic converter market and theft, retail theft, fentanyl and meth possession and distribution, changes in 72-hour mental health holds and mandated drug treatments, among them.

PUBLIC SAFETY BUDGET Expansions for 2022

- \$2.8 million in local and federal funds to continue a new collaborative crime-prevention initiative in hotspot areas
- \$1.4 million for two Street Enforcement Teams of six people each for non-uniform, public safety and code enforcement
- \$1.5 million to keep downtown parks safe and maintained
- \$351,000 to add another medical unit to serve the Federal Boulevard corridor and east of the central business district
- \$665,000 to expand work around youth violence prevention, including pop-up events, community micro-grants, and multi-sector collaboration between the city and community-based organizations

- \$1 million expansion to continue the city-wide expansion of the Support Team Assisted Response Program (STAR) for a total investment of \$3.8 million, when combined with funds from Caring for Denver (DDPHE)

*Continued support for Co-Responders Program (DDPHE)

- \$947,000, including \$750,000 from Caring for Denver, to create an Assessment Intake Diversion (AID) Center to serve as an additional alternative response to the criminal justice system

*Continued support for the Solutions Center a 46-bed crisis-stabilization facility for people experiencing a behavioral health emergency (DDPHE)

- \$1 million for a new Crisis Response Team to provide emergency mental health support in Denver's jails
- \$777,000 to increase body-worn cameras inside the jail
- \$769,000 in additional services for the Tooley Hall re-entry program
- The Denver Police Department is funded for two classes of 52 and one class of 40 = 144 recruits - \$7.6M
 - In January we added an additional 40 lateral officer opportunities totaling an additional \$2.2M
- ARPA Restoration Service Funding
 - \$2M in overtime budget in 2021 and 2022 to support calls for service
 - Restored 16 non-uniform positions
- ARPA Funding Recovery Allocation of \$1.5M for a combination of the following programs:
 - Security grants – Grants to businesses and multiunit housing facilities for cameras, fencing, security and lighting.
 - CCTV Hardware - Additional CCTV cameras to police districts.
 - Community Outreach - Work with communities prior to starting specific interventions to implement collaborative, community specific change. Requires substantial outreach to affected communities so Police, Safety, and other city teams to effectively engage with communities.
 - Traffic Calming (when necessary) - Often, in gun violence hot spots, small indiscretions/slights escalate quickly into gun fire.
 - Demolition of Abandoned Buildings (when necessary) – Abandoned, irrecoverable buildings often conceal other unwanted activities (e.g., staging of guns and/or drugs).
 - Improved Street Lighting (when necessary)
- Park Activation (when necessary) – Increase park activation. Note, community outreach is of particular importance here to activate parks in the way communities wish to use this space.