

DENVER POLICE DEPARTMENT



CHANGE OF COMMAND

Assess

- What needs to be done?

Build

- The foundation

Evolve

- Implement Cultural Change

BUILDING A FOUNDATION

Implementation

- 👮 Revised Mission Statement
- 👮 Transformed Command Staff
- 👮 Flattened Organization
- 👮 Right-Sized the Department
- 👮 Re-Application for all Appointed Positions
- 👮 Civilianized Positions
- 👮 Created Civilian Report Taker Positions
- 👮 Revamped Evaluation Process
- 👮 Introduced Team Policing
- 👮 Redesigned Precinct and District Boundaries
- 👮 Streamlined Discipline Process
- 👮 Overhauled Internal Affairs Division
- 👮 Created and Mandated Implicit Bias Training
- 👮 Required Leadership Training for all Supervisors
- 👮 Utilized Data to Determine Authorized Strength
- 👮 Redesigned Commendation Process
- 👮 Improved Communication

Shooting into Vehicles
Ingestion of Contraband
Duty to Intervene

Decision Making Model
De-Escalation
Duty to Render Aid

Use of Force Policy

Evolving
from
Traditional
to
Dynamic
and
Innovative

New
Officer
Training
Model

40 Hour
Ethics
Training

Implicit
Bias
Training

Mental
Illness
Response

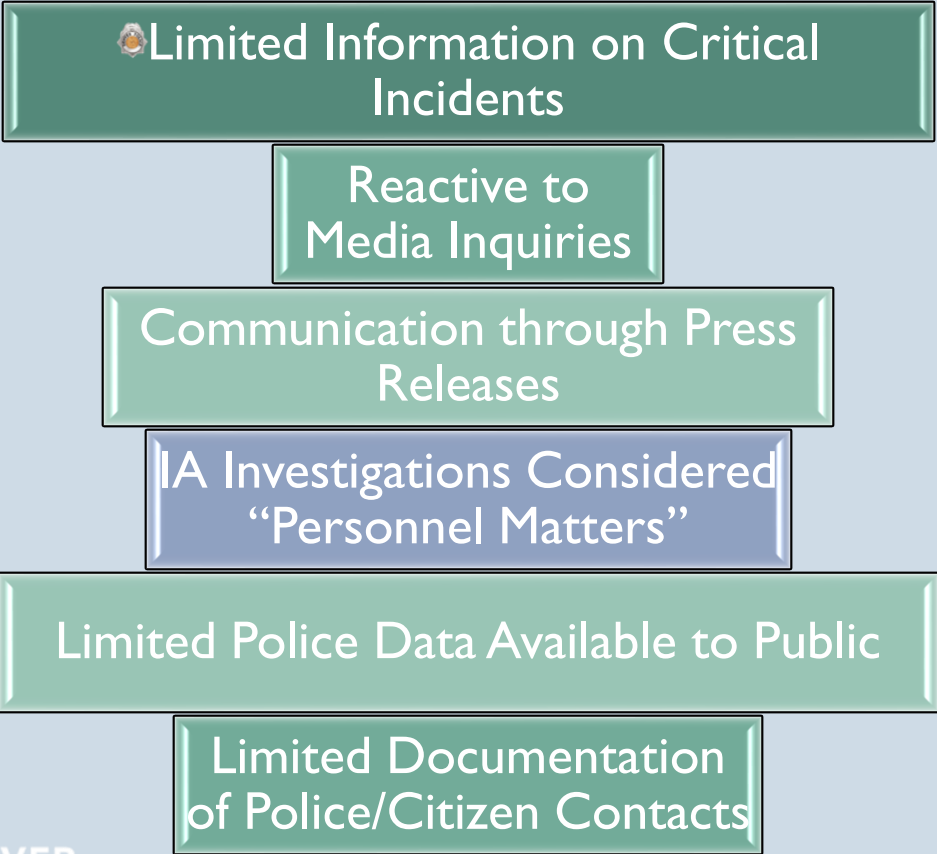
Less
Lethal
Options

Suicidal
Parties
Response

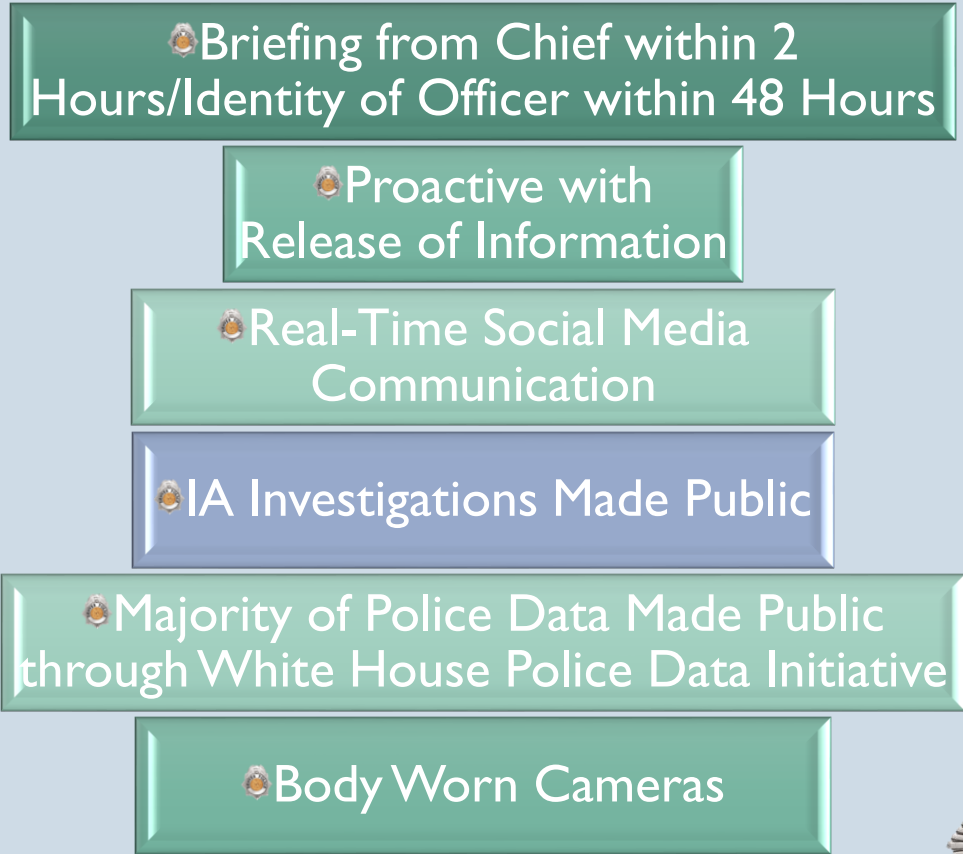


TRANSPARENCY

Traditional



Dynamic & Innovative



AWARDS & PROMOTIONS

Traditional

- Promotions Based Solely on Testing Performance
- Department's Highest Awards Typically Awarded to Officers Involved in Critical Incidents
- Police Academy Awarded Best Recruit in Driving, Arrest Control Skills and "Top Shot"

Dynamic and Innovative

- Utilizing "Rule of Three" to Choose Best Candidates
- Overhauled Commendations Program – Introduction of "Preservation of Life" Award
- Consolidated Police Academy Award to Single "Top Skills" Award
- Introduced "Most Inspirational" Award for Exemplifying Department Values



COMMUNITY ENGAGEMENT



Traditional

- Sporadic Community Meetings
- Typically Post-Incident
- Primarily Reactive to Crime

Dynamic and Innovative

- Monthly Scheduled Meetings
- 35% of Officer Time Devoted to **PROACTIVE** Patrolling to Include Community Engagement

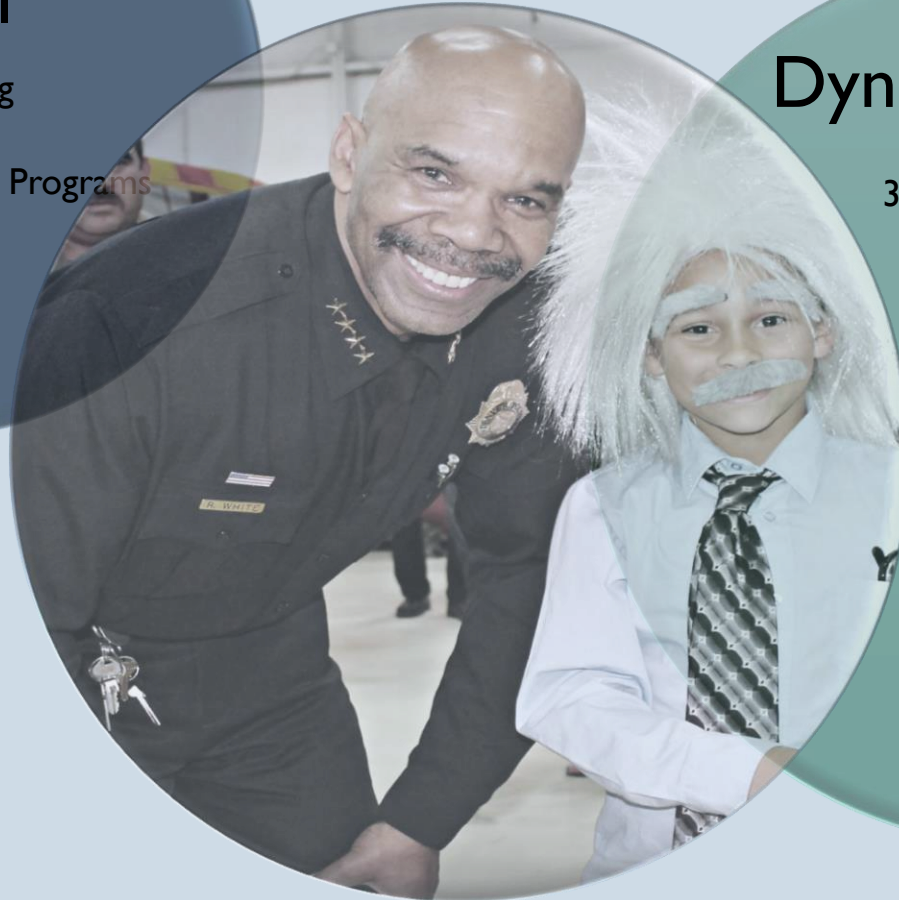


YOUTH ENGAGEMENT

Traditional

Primarily Conducting Enforcement Efforts

- Few Youth-Centric Programs



Dynamic & Innovative

Partnering with DPS to Create 35,000+ Positive Youth Interactions

- Camp Postcard
- Read Across America
- Goodwill Mentorships
- Cookout with the Cops

TRAINING

Traditional



- Military, Boot-Camp Style Recruit Training
- Two Week Supervisor Training that Did Not Include Leadership Skills
- Basic Crisis Intervention Training
- UOF Training Focused on what was “LEGALLY ALLOWED”
- Anti-Bias Training
- Four Hour Post-Mandated Police Ethics Course

Dynamic & Innovative



- Adult Learning Model Focus on Emotional Intelligence and Respect
- Additional Three Week Leadership Course for Supervisors with On-Going Management Courses
- Revamped Curriculum for Crisis Intervention with a 90% Participation Rate for Agency
- UOF Training Focused on De-Escalation and Less Lethal Actions
- Implicit Bias Training Focused on Respect
- Mandatory 40 Hours Ethics Course Implemented Department Wide



POLICY

Traditional

- Officers...
- Were Able to Shoot at Vehicles that Posed a Threat
- Used Force to Recover Ingested Contraband
- Who Witnessed Inappropriate Force were Required to Report
- Were Required to Call for Medical Assistance for Individuals Injured in Critical Incidents
- Were Trained to Use Force to Promptly End Volatile Situations
- Were Trained on what the Law PERMITTED

Dynamic & Innovative

- Officers...
- May Not Shoot at a Vehicle if it is the Only Threat
- Must Treat Ingested Contraband as a Medical Call
- Who Witness Inappropriate Force are Required to Intervene
- Are Required to Render Aid and Call Medical for Individuals Injured in Critical Incidents
- Are Required to Attempt to De-escalate Situations
- Are Required to Use a Decision-Making Model to Appropriately Resolve Police Incidents

DENVER POLICE DEPARTMENT USE OF FORCE POLICY



TRADITIONAL POLICING

Legal

Standard enforcement decision generally was whether the action of the officer was *legal*.



DYNAMIC AND INNOVATIVE POLICING

Necessary

All officer decisions require a determination if actions are *legal, necessary and appropriate*.

Allows for *critical thinking*.



TRADITIONAL POLICING

Stand Your Ground

Officers used to be trained to not give up ground when dealing with volatile situations.

This *restricted* options.



DYNAMIC AND INNOVATIVE POLICING

Adaptive and Resourceful

Officers now adapt to situations while *maintaining control*, keeping themselves and others *safe*.

This offers the ability to utilize *additional resources* and *increases options*.



TRADITIONAL POLICING

Inflexible

Occasionally, citizens complained that officers were *rigid* and *disrespectful*.



DYNAMIC AND INNOVATIVE POLICING

Respectful and Impartial

Officers are now taught to maintain control in a *polite, professional* manner while demonstrating heightened *emotional intelligence*.



TRADITIONAL POLICING

Hurried Response

Regardless of the situation and possible dangers to all parties involved, officers were trained to resolve situations as *quickly as possible*.

This *limited options and decreased safety*.



DYNAMIC AND INNOVATIVE POLICING

Slow Down

When possible, officers are taught to *slow response* to the situation. This allows for critical thinking.

Officers are taught to utilize *time, distance* and *cover*.

TRADITIONAL POLICING

Enforcing

Officers *reacted* to crime.

They focused on eradicating crime through *enforcement*.

This was often referred to as a “War on Crime.”



DYNAMIC AND INNOVATIVE POLICING

Prevention

Enhance crime prevention through *relationships* with the community.

Officers who are *integrated* in the community are sought for hiring and training.



INPUT IS WELCOME

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Comentarios, Consejos e Ideas
son Bienvenidos

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