

# SAFETY 101

Denver Department of Public Safety Leadership

August 30, 2023



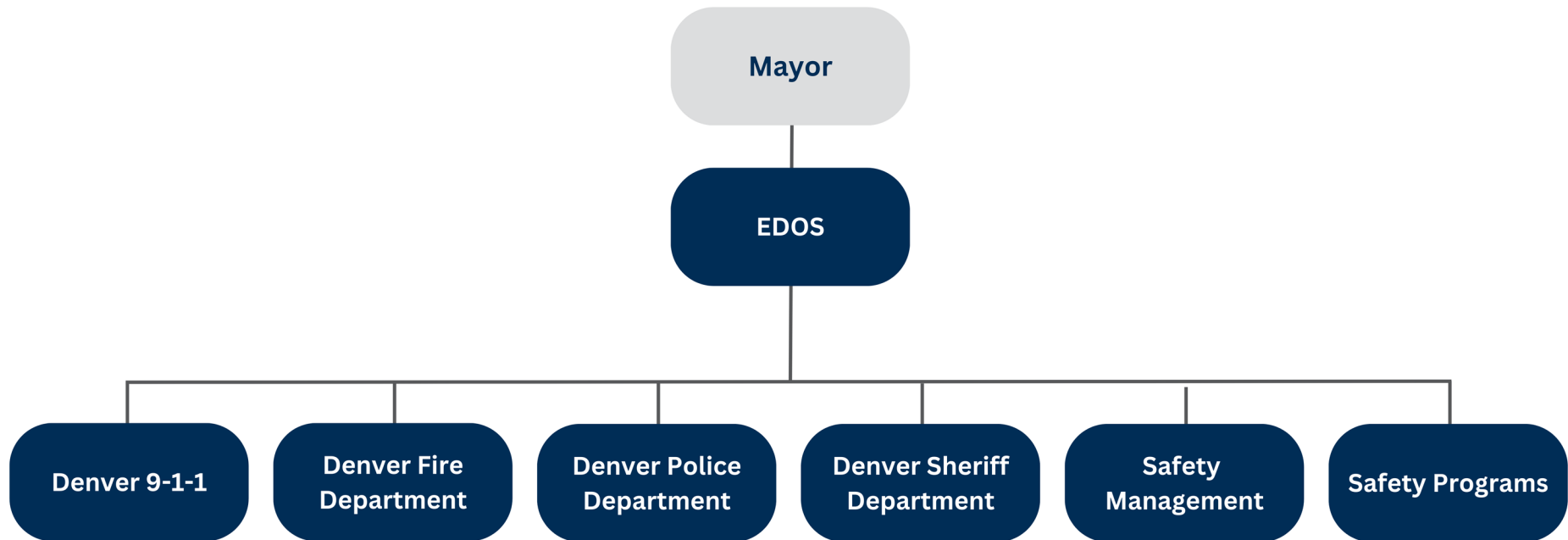
# Agency Summary

By Charter, the Department of Public Safety (DOS), led by the Executive Director of Public Safety (EDOS), is charged with "full charge and control" over the Police, Fire, and Sheriff Departments, Denver 9-1-1, Community Corrections, Safety Youth Programs, the Office of Community Violence Solutions, and programs that provide public safety services. Core responsibilities include:

- Oversight, management, and administrative support of all safety agencies and functions
- Hiring and promotional authority for sworn positions
- Sworn personnel discipline
- Policy, communications, data, and budget direction
- Human resources

## Organization

# Department of Public Safety



## Organization

# Safety Management & Programs



# Budget & Funding

Department of Public Safety	2021 Actuals	2022 Appropriated	2023 Appropriated
<b>General Fund Expenditures by Agency</b>			
<b>911 Emergency Communications</b>	6,766,211	10,460,887	12,051,349
<b>Community Corrections</b>	4,782,011	6,338,108	7,517,857
<b>Denver Fire Department</b>	90,849,126	129,482,502	142,348,920
<b>Denver Police Department</b>	222,739,786	245,934,787	257,156,120
<b>Denver Sheriff Department</b>	141,377,039	157,749,233	169,490,422
<b>Safety (All Other Entities)</b>	14,882,872	17,705,677	22,127,367
<b>Total</b>	<b>481,397,045</b>	<b>567,671,194</b>	<b>610,692,035</b>

# DOS Key Programs and Initiatives

**Assessment, Intake, and Diversion (AID) Center:** provides an alternative to arrest and incarceration for certain low-level offenses. The center takes a trauma-informed public health approach to public safety by acting as a connection point to comprehensive community and systems-based services as a continuum of services and alternative response model.

**Public Safety Cadet Program (PSCP):** facilitates the growth of high school graduates and individuals with a GED into public safety professionals. Those hired into the program receive invaluable training in public safety while DOS sponsors their college education. Cadets are an integral part of Denver Public Safety as they provide support to various sworn and civilian departments.

**Street Engagement Team (SET):** alternative response program dedicated to engaging with and connecting individuals experiencing homelessness to resources. SET is comprised of two civilian teams who take a trauma-informed approach to building relationships and assisting with low-level enforcement.

# Emergency Medical Response System (EMRS)

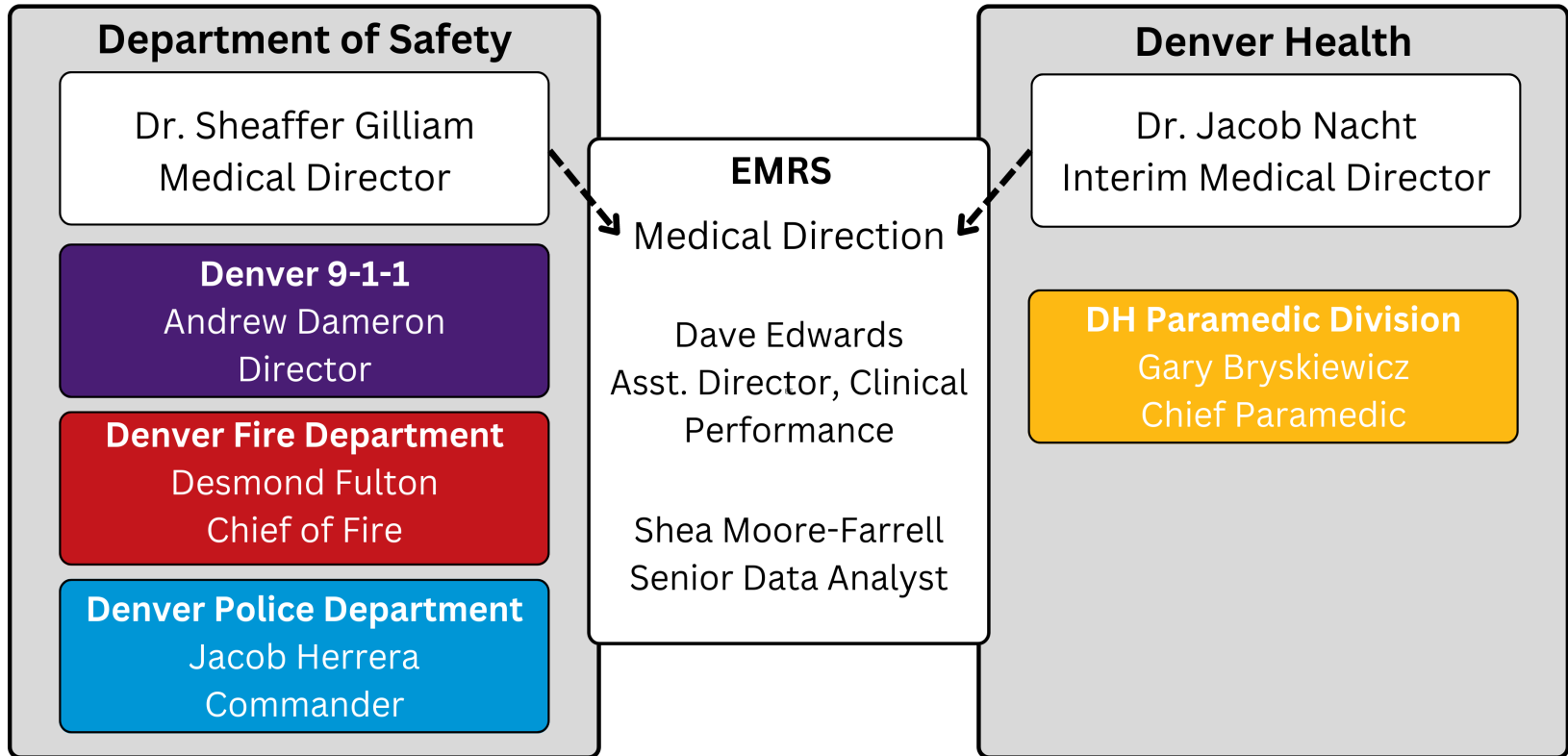
Through strategic planning and data-driven collaboration, EMRS monitors system-wide emergency medical services performance, maintains a system of continuous quality improvement, and identifies opportunities for innovation and improvement. The EMRS system focuses on Denver 9-1-1, the Denver Health Paramedic Division, Denver Fire Department, and Denver Police Department.

## 2022 CAD Incidents

**TOTAL: 1.339M**



# Emergency Medical Response System (EMRS)





# Denver Police Department Priorities

## 1. Preventing crime and increasing public trust

Innovative crime prevention, customer service, and transparency

## 2. Building safe and healthy communities

Mental health, substance abuse, fear of crime, multimodal transportation

## 3. Precision policing

Identify neighborhood-specific information, focused deterrence, holistic approach to community, evidence-based and data-informed

## 4. Innovative training

Education for a 21<sup>st</sup> century police organization, community-informed innovations in training, support lifelong learning

## 5. Building a more efficient and resilient organization

Resilience and wellness programs, improving work/life balance, reintegration program

# Denver Fire Department Priorities

## 1. Promote a safe, inclusive, and professional environment

Focus on wellness, recruiting, and training improvements

## 2. Increase training opportunities and share expertise

Expand educational and certification opportunities

## 3. Enhance business processes and fiscal management

Better identify budget needs and improve continuity plan

## 4. Provide faster and higher quality emergency response

Improve response times and collaboration with EMS partners

## 5. Increase community preparedness

Improve processes related to inspections and code compliance

## 6. Update infrastructure, equipment, and technology

Training facility expansion and Station 40

# Denver Sheriff Department Priorities

## 1. Lead, listen to, and take care of our staff.

Build strong leaders who are trained, competent, confident, and accountable.

## 2. Ensure fairness, dignity, and humanity for those in our custody, especially the most vulnerable.

Provide jail programming that is effective and equitable.

## 3. Be responsive and respectful to the community we serve.

Foster strong partnerships with the community.

## 4. Strive for professional growth and live out the 22 core competencies in our work.

Promote continuous improvement of staff.

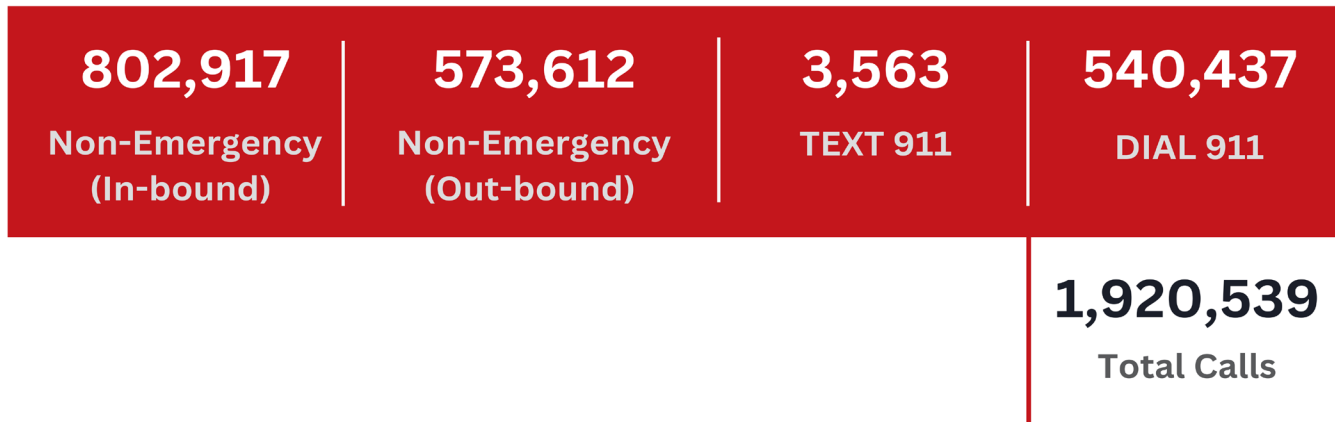
## 5. Make time for personal self-care and work-life balance.

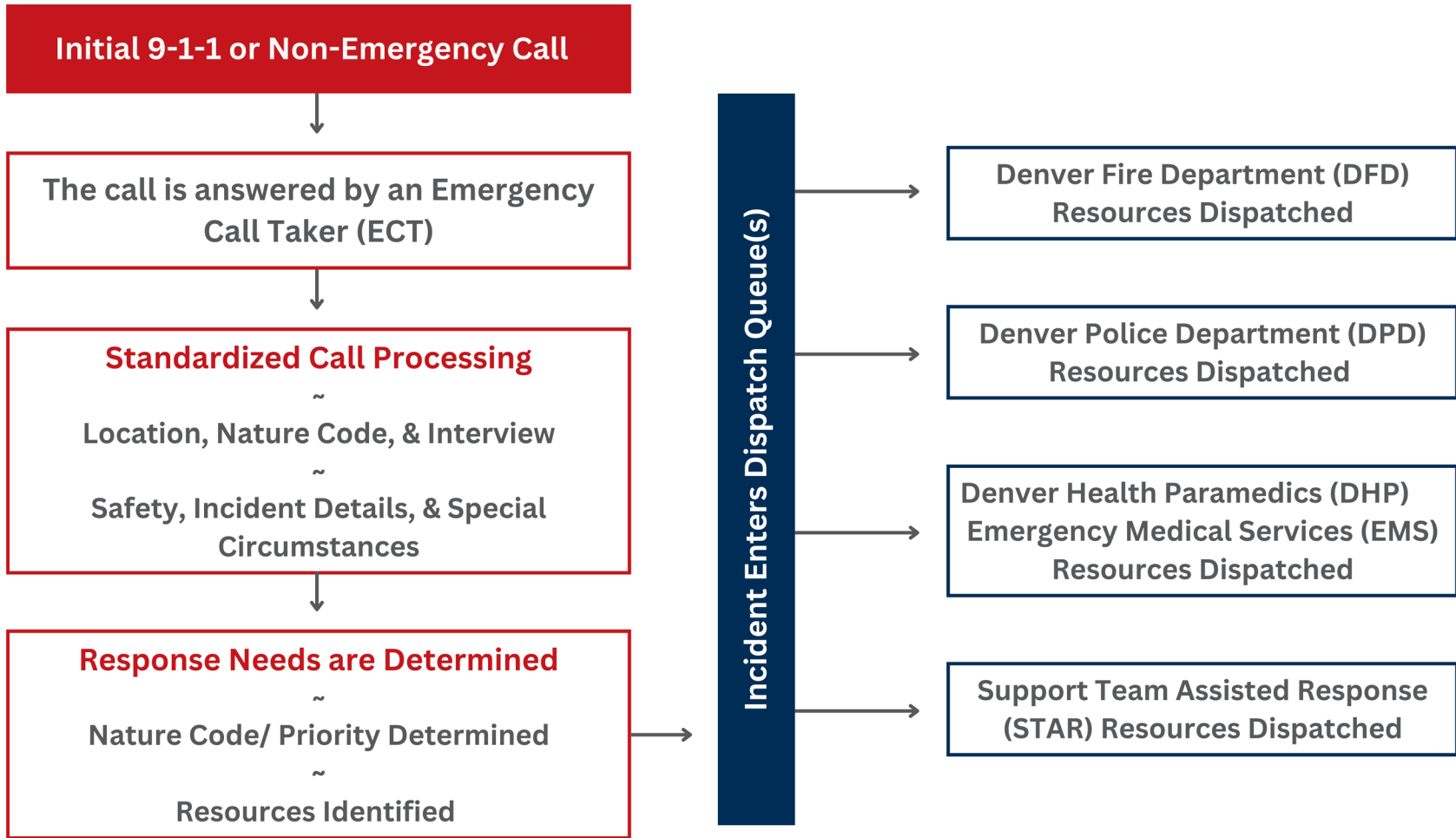
Keep staff safe, healthy, and well.

# Denver 9-1-1

Denver's 9-1-1 Emergency Communications Center is staffed by public safety professionals who are trained to answer 911 and non-emergency calls, as well as dispatch police, fire, and paramedic resources. Our dedicated Emergency Communications Technicians gather critical information from callers and send the information via computer to police, fire and or paramedic dispatchers who are responsible for relaying the information to the first responders.

## 2022 Call Volume:





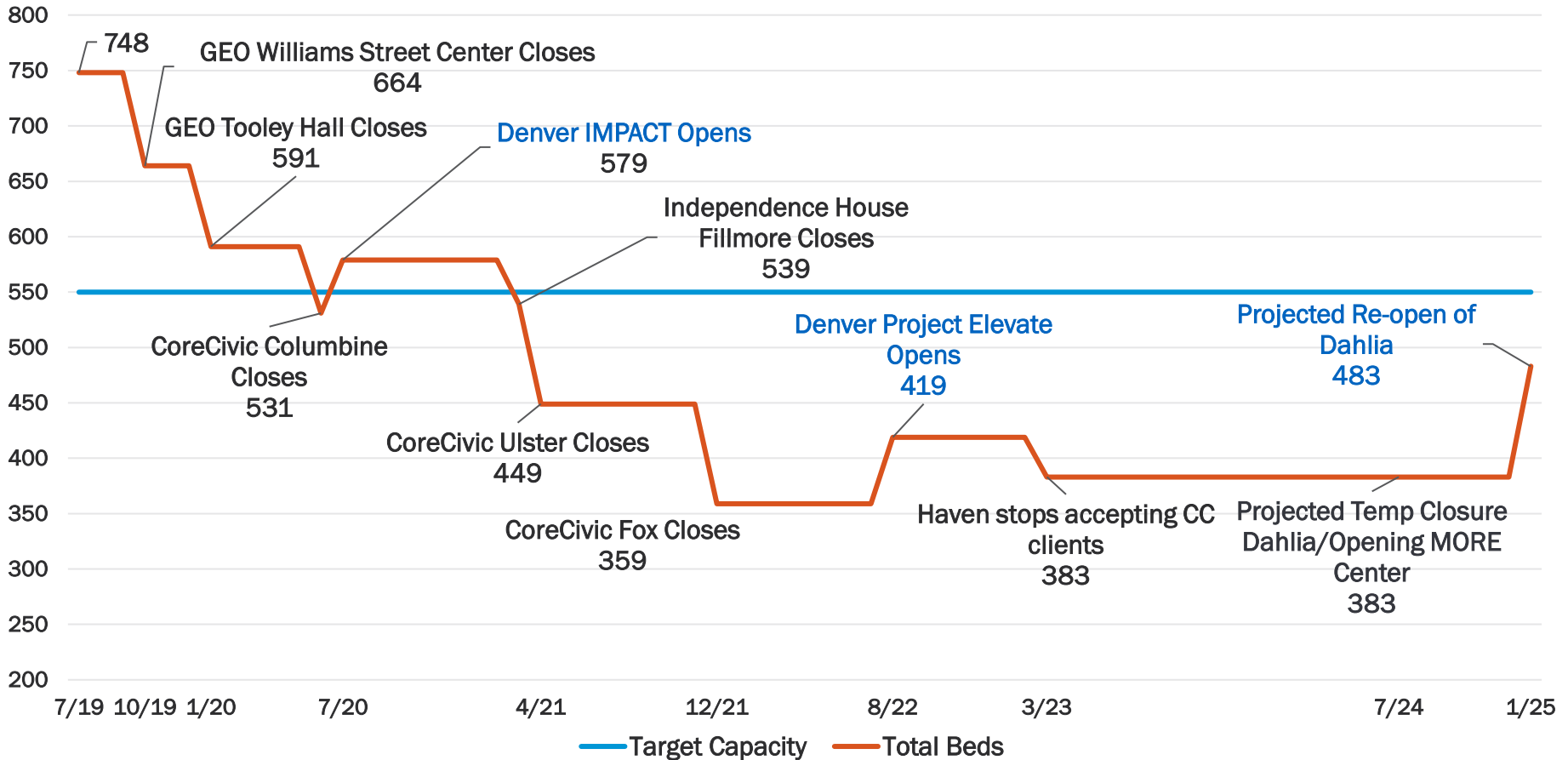
# Community Corrections

**Residential Community Corrections**, or residential reentry programs, consists of a network of residential facilities, sometimes called "halfway houses," for adults convicted of a felony to receive supervision and treatment services in a controlled environment before re-entering the community.

**Pretrial Services** assesses defendants in custody prior to their first court appearance. This program obtains essential information and makes risk-informed recommendations to the court to determine appropriate pretrial release conditions. Upon release from custody, PTS staff work with defendants to comply with conditions of release and connection to resources that promote pretrial success.

**The Home Confinement Program** uses electronic monitoring and supervision strategies to effectively monitor and supervise a client in the community in lieu of a jail sentence, allowing that client to work and participate in other court-ordered activities like treatment and community service.

# Denver Community Corrections System Total Bed Capacity July 2019 to January 2025



# Office of Community Violence Solutions

OCVS works to develop and support a network of partner agencies and programs to provide effective and efficient prevention strategies that collectively strengthen families and communities, provide effective and efficient case management intervention strategies to high-risk gang members and their families, and ensure effective enforcement of violent gang crimes.

## Prevention

Support a network of partner agencies that can provide effective and efficient strategies that collectively strengthen families and communities.

## Intervention

Create and support a network of partner agencies that provide case management intervention strategies to high-risk gang members and families.

## Suppression

Create and support criminal justice partnerships to suppress violent crimes in the community.



# Public Safety Youth Programs

**Primary Prevention:** Programs and services available to any youth/family. Intended to support building protective factors.

- Public Safety Youth Leadership Team
- Mentor Program

**Secondary Prevention:** Programs and services for youth who have engaged in behavior that could lead to system involvement.

- Alternative to Citation Program
- Runaway Outreach Notification & Intervention (RONI) Project
- Community Partnership Program

**Intervention:** Programs and services for youth who are justice-involved or are engaged in high-risk behavior that could lead to harm.

- Municipal Juvenile Diversion
- 2<sup>nd</sup> JD Colorado Youth Detention Continuum Program
- Denver Juvenile Human Trafficking Multidisciplinary Team

# Safety Human Resources

Manage the full lifecycle of sworn and professional staff:

- Recruiting
- Onboarding
- Learning and development
- Performance management
- Total rewards
- Employee relations
- Leave of absence
- Succession planning
- Separation/Retirement
- Equity, Diversity and Inclusion

## Sworn staff:

- Agency-specific collective bargaining agreements and operations manuals
- Supervise civilian staff under civil service rules
- 24/7 schedules
- Essential staff
- Evolving public safety cultures

## Professional staff:

- Complex career service rules
- May report to sworn staff
- Hybrid and in-office work schedules
- 24/7 schedules
- Essential staff

# Questions?

## **Department of Public Safety**

Executive Director Armando Saldate  
Chief of Staff Jeff Holliday  
Chief Financial Officer Chaneé Cummings  
Chief Compliance Officer Mary Dulacki  
Chief Administrative Officer Daelene Mix  
CAO Special Counsel Wendy Shea  
Legislative and Policy Director Emily Lauck  
Communications Director Kelly Jacobs

## **SafetyHR**

Director David Chamberlain

## **AID Center**

Director Carlon Manuel

## **Public Safety Cadet Program**

Manager Sherry Jackson

## **Denver Police Department**

Chief Ron Thomas

## **Denver Fire Department**

Chief Desmond Fulton

## **Denver Sheriff Department**

Sheriff Elias Diggins

## **Denver 9-1-1**

Director Andrew Dameron

## **Community Corrections**

Director Greg Mauro

## **Public Safety Youth Programs**

Director Pat Hedrick

## **Office of Community Violence Solutions**

Director Nicole Monroe