



Photo: 1920 Detective Squad



Photo: 1908 Operations Room

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“Overall, an extremely good program.”

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Budget

By Chief Gerald R. Whitman

Our revised 2003 budget was due at the Budget Management Office (BMO) the last week of June and we met that deadline. I briefed the leadership of the PPA, BPO, Latino Officers Organization and other organizations and individuals on the content of the submission the day before we submitted it to Budget. As I expected, the very next day the amount by which we needed to reduce the 2003 budget was changed by the BMO requiring changes to our proposal. For the past 17 days we have been pressuring the BMO for a final resolution. Understandably, the BMO has been operating in crisis mode since they announced the necessary budget cuts May 10th.

In an effort to get out the most current information here are some of the most frequently asked questions and the most current answers:

Q: Are employees going to be laid off?

A: Given the budget figures as of today, no. Should the economy get worse, maybe, but it is not anticipated due to our constant attrition and our public safety mission.

Q: Are officers going to be force transferred to DIA?

A: As of today, it is likely that some officers will be transferred to DIA. The current authorized strength at DIA is 101. As of 2003 the authorized strength will increase to 126 with the elimination of \$2.1 million dollars in overtime. The 25 officers being assumed by the DIA budget are doing this to allow the overall departments authorized strength to decrease, as a result of the budget cuts.

Q: Who will be transferred to DIA?

A: Officers who volunteer will get preference and then officers who are first grade will be selected by seniority.

Q: Will the transfers to DIA be permanent?

A: Not until we can reasonable assume that the 25 new positions at DIA are permanent. Until that time we will assume that the assignments are temporary and I will devise a plan to accommodate the rotation of the temporary assignments by seniority.

Q: Are you going to take away my take home car?

A: Maybe. Part of our budget reductions include fewer take home cars, a 5% reduction in our fleet size and purchasing about 15% fewer new cars in 2003. In addition, the new Mayor's Executive order does not allow city cars to be driven more than 25 miles from the City and County building for authorized personal use.

Q: Is there less overtime money?

A: Yes, a lot less. Scheduled overtime has been restricted. Overtime at DIA will be very limited in 2003 when the overtime money is converted to full time positions. We will have a better idea about savings in this area after the first quarter of 2003. In addition, there will be significant restrictions on towing cars in an effort to reduce our \$1.1 million in annual towing expenses by 40%.

Q: Will we hire in 2003?

A: We are negotiating a start date for an Academy class in early 2003. Given the current budget restrictions, the BMO must approve filling any vacated CSA position throughout the City.

Keep in mind that each reduction can be applied towards full time positions. The Mayor and all of the City Council representatives I have talked to are clearly concerned

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with preserving public safety and are very sensitive to the impact that budget cuts may have on our ability to be effective.

I have asked Deputy Chief Klee to prepare a fact sheet, for distribution, with the final reductions when they are accepted by the BMO. Feel free to e-mail me with questions. ☐

Differential Pay for Officers in the Military Reserves

Finally, as of Monday night, July 15th, the department can financially assist officers who have been called to active duty in the military. Late last year I approached Councilwoman Wedgeworth with a proposal that would have the City provide added pay to officers who were taking pay cuts to serve in the armed forces. The same thing was being done in Colorado Springs and then in Boulder.

The process was painstakingly slow and was derailed several times due to bad information. A big public THANK YOU to Mayor Webb for getting it done, former Manager of Safety Zavaras for being persistent and determined to get this done before he left, Councilwoman Wedgeworth for taking the lead on council, the City Council Public Safety Committee members and the rest of City Council who voted for the initiative, Manager of Safety Howard for using the ordinance to its fullest to benefit DPD officers serving in the military and to the officers in the photograph below for their impressive presence at City Council.

The ordinance allows the Manager of Safety to develop a policy that pays the difference between the officer’s military pay and their pay on the department. It also allows the payment to be retroactive to the date they were activated. The final procedures will be in place by August 1st. ☐



The Gold Badge

At the suggestion of Captain Tim Leary, officers who have served ten consecutive years as a detective will be awarded a gold detective badge with a silver City seal. This is a minor token of the Department’s appreciation for the continued service of our professional career investigators. Thanks to Tim for this idea!!!

I have also expanded the quarterly awards ceremony to include promotions of detectives and technicians. Once a new detective or technician has successfully completed their probationary period they will be awarded their technician or detective badge in a promotional ceremony. This will allow us all to celebrate this achievement more publicly.

In addition, newly promoted detectives and technicians who are serving their probationary period will receive the full benefits of that assignment whereas previously they had only received acting pay, which did not apply to overtime, pension or other benefits of the positions. ☐



Left to right: Retired Sergeants Tony Lombard and Bill Clayton, Chief Whitman, Brian Wallace, Ken Chavez, James Boutin, Kevin Edling, Karl Roller, Councilwoman Wedgeworth, Craig Hess, Stephen Browne, Manager Howard

Thanks for the Memories

by Division Chief Juan Maldonado

This past weekend I was out and about this great city enjoying the 90-degree plus weather. I stopped at the 7 11 store at E. 35th Ave and Colorado Blvd. As I was sitting there waiting for a parking spot to clear, I looked to the north and into the District Two station parking lot. I saw a young police officer methodically "loading up." I watched him load his equipment with great care and purpose. I noticed how sharp he looked in his uniform, how well kept his leather and brass looked, I also noticed how clean his new Ford F150, 4 door pick up was. This indicated to me how he must conduct himself as a Denver Police Officer as well as how he lives his personal life. The immediate thought was, "this guy is a proud professional police officer." I thought that because he looked good as well as demonstrated what I call command presence (Although as far as he knew, no one was watching). This officer had no rank insignia so I know he is a "slick sleeve," one of hundreds out there who go through the same routine of getting ready to go out and serve our community and do it very well without fan or fanfare. These are the officers who really do the work and on whom the reputation and credibility of the department depends. I regret I did not approach this officer to express how much he impressed me. But if he reads this article, for identification purposes, this was Saturday, June 30th around 2:30PM, and retrieving his equipment from a new green F150 Ford truck parked on the alley in the last spot in the southwest corner of the lot.

Now to the title of this article. As I sat there watching this officer, my thoughts went back 31 years, back to a time when I was a young District Two officer, back to a time when the "job" was the center of my world. To add an element of history, let me talk about how I came to be a member of Denver's Finest. I was fresh out of the Army and Vietnam and looking for a job. I needed something to help support my young family while I finished college. I was driving home one day in a beat-up 1965 Ford when I went by the old police building at 13th St. and Champa. I saw a sign nailed to the front wall which indicated that Denver was looking for firefighters and police officers... inquire within the sign read...so I did (This sign is now in our museum). I thought this would be a good place to stay just long enough to get some tuition money, finish my education then move on to a real job. The strangest thing happened to me...I fell in love with this profession, this department and this city. This is a love affair that's lasted just about 31 years and a decision I have not regretted for one moment. Have there been times of disappointment? Of course. But the good times have far outweighed the

not so pleasant.

I have had the opportunity to work in numerous assignments throughout the job during my career. But the most satisfaction I had was working in uniform out in Patrol and Traffic Operations. The satisfaction came from seeing the fruits of my labor first hand. My morale was high because I was fortunate enough to work for command and supervisory officers who let me use my initiative and brain power to get things done within my area of responsibility. In those times when I made mistakes and deserved to be disciplined, I was treated fairly and accepted what I had coming to correct my behavior, although at the time I may have thought otherwise.

Looking back, I believe what kept me balanced and centered was my realization that police officers do not live by job alone. We need to have outside interests as well as friends, family, and a belief in a Supreme Being. Often times we tend to associate only with those like us...fellow officers. This I believe is a mistake...we should mix our friends in order to experience society as it really is. On the job we deal with a small percentage of society. Naturally we develop an unfair opinion of society at large. The people we deal with for the most part are not at their best at the time we see them. Hence, our skewed opinion. I learned long ago to seek friends in other walks of life to re-enforce the fact that most people are living breathing human beings who care about us.

These are just a few memories from a 31 year career veteran sparked by a chance encounter with a young cop doing his job. To that young officer and to the hundreds like him I say thanks for your professionalism and thanks for helping me look back on my time on this tremendous job...Gracias. □

June Retirements

- Richard Boroff 70012
- Johnnie Humphries 71096
- Ron Blair 72039
- Thomas Ortiz 72077
- Levert White 72098
- Tony Lombard 73009
- Donald Schoepp 73046
- William Clayton 73102
- Scott Blatnik 92007

"This should be part of every basic recruit academy."

"I've received more real life situations than I have during my career."

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Missing Persons Protocol

by Captain Tim Leary

The Missing Persons Unit of the Crimes Against Persons Bureau has changed many of the protocols utilized for locating and investigating missing person cases.

Recently, Operations Manual, Section 406.01, was changed to reflect the existing method of investigation regarding all missing persons. This includes adults, runaways and missing children. The definition of a missing child has changed from 10 years of age to less than 12 years of age. A complete definition of "Extenuating Circumstances" has been established to better assist the officer on the street with identifying the instances where the Missing Persons Unit must be contacted. Other changes include:

- No waiting period to report a missing or runaway person
- Definitions regarding children and missing, endangered or runaway persons
- Reporting procedures utilized by officers in the field
- Activation of a media alert to assist with locating missing or endangered persons
- Activating the "Amber Alert" system through the Colorado Bureau of Investigation.

Some questions have been raised about the use of the DPD 250, Offense Report form for capturing the information for the Missing Persons Unit. The reasons are two-fold. First, officers are familiar with the form and simply need to fill in the blanks. This information can easily be placed into the database utilized by the Missing Persons Unit. Second, the use of the Offense report eliminates a need to adopt a new and additional reporting form. It is important to remember that this is not a criminal offense and a case number must not be assigned. To ensure immediate entry into the CCIC/NCIC system, the reports must be delivered to the Missing Persons Unit. During normal business hours of the Crimes Against Persons Bureau: 7:00 A.M. to 5:00 P.M., a copy of the Offense Report may be faxed to the Missing Persons Unit at (720) 913-7027. After hours, officers may fax a copy to the Juvenile Intake Unit at (720) 913-7041. In either case, the officer faxing this report must call the Missing Persons Unit or Juvenile Intake Unit to verify that the report has been received and make entry onto their log sheet indicating the person who was advised. The original document is always sent to the Missing Persons Unit.

Also, a Missing Persons Unit Supervisor may always be contacted through the Communications Bureau. You may contact the on duty Crimes Against Persons night shift supervisor during the hours of 7:00 P.M. to 3:00

A.M. If the missing person is endangered or extenuating circumstances exist, an active investigation will be initiated and members of the Missing Persons Unit called out. The report in these instances will be hand-carried to the Missing Persons Unit representative.

Two additional protocols have been implemented regarding the use of the media in locating missing persons. One is formalizing the practice used for several years in dealing with missing children or endangered persons. The second is the new Amber Alert Program that was recently passed into law. The Colorado Bureau of Investigation manages the Amber Alert program. The activation or cancellation of either procedure is the responsibility of the Commanding Officer of the Crimes Against Persons Bureau.

The Media Alert Activation is used to assist in locating any missing child or other endangered person where the use of such activation is deemed beneficial in locating the missing person. This procedure has been used very successfully in the past.

The Amber Alert Program is utilized through the Emergency Broadcast System, administered by the Colorado Bureau of Investigation. This program is designed to alert law enforcement and the public when a child has been abducted.

A complete Missing Persons Protocol Training Bulletin will be issued to all personnel. This bulletin details the procedures that are outlined in OMS 406.01. As always, should anyone require additional assistance or have any questions, the members of the Crimes Against Persons Bureau are at your service. □

Academy...What Next?

by Captain Tom Sanchez

Denver, like many cities in the nation is suffering a major economic downturn. This drastic reduction in revenues has had, and will continue to have negative impact on the Department of Safety, including the Denver Police Department. Our agency is funded primarily by the General Fund, the city's primary source of dollars for doing business, which is at the moment, hurting.

The anticipated sales tax, which accounts for over 50% of the General Fund has flat lined yet costs have risen due to increases for a whole host of items, including our latest Collective Bargaining package. The Mayor has ordered all city managers to reduce costs in an effort to balance the 2002 and 2003 budgets. That means budget cuts, which translates to reductions in personnel for the DPD. There will be no Denver Police Department Academy classes in the year 2002 and possibly none in 2003. With no recruit or lateral classes on the horizon, the ques-

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tion cries out, “So what will the Training Bureau staff do now.” With the help of the staff, who contributed to this article, that question will be addressed.

Currently the Training Bureau consists of the Academy Section, the Firearms Section and the Video/In-Service Section. Albeit there are no Lateral or Recruit classes in session, training and productivity continues on a daily basis.

On May 28th, 2002, a Reserve Class of eight volunteers started. They are scheduled to hit the street on October 17th, 2002. Whether it is eight or eighteen, we must provide the same P.O.S.T. certified training to each of them. That includes driver training, firearms, arrest control techniques and the attendant classroom instruction for the myriad subjects required by The Police Officers Standards and Training Rules and Regulations. This encompasses the efforts of the entire staff. Simultaneously, the very successful Continuing Education Program is presented for all of us, to include our Career Service Authority staff. Sergeant Catherine Davis managed this complex program until her transfer to the new Professional Standards Section. Now Sergeant James Henning has taken over the reins and continues to insure the quality and diversity of the program.

He also oversees the “Short 7” program. These training productions are very labor intensive and require the help of the entire staff. Each member of the Academy staff is required to take the lead on these productions and put them together for final viewing for training throughout the agency. This is done in addition to their other responsibilities.

Their other responsibilities include instructing in a number of different environments i.e. remedial driver training, P.I.T., citizen, Reserve and youth academies, C.E.P., decisional shooting including the Range 2000 that is being presented to the entire Patrol Division.

There are several current events worthy of discussion. The Denver Police Training Academy has received and is in the process of implementing the ADORE program for the evaluation of recruits. The Academy will be Beta testing the program through the end of June 2002 and will go live with the next class of recruits.

The Denver Police Department is in the process of acquiring four driving simulators. The selection process has been refined to two products, the Doron Precision Systems, Inc. and FAAC Corporation model. The Academy has acquired the old District Three Burglary Unit temporary building and is having it retrofitted for the installation of the simulators. Since the \$500,000 pur-

chase price for the simulators consists of dollars identified in the city Risk Management 2002 budget, budget cuts should not affect their acquisition. It should be noted the Denver Police Department will become the first Law Enforcement Agency in the state to both own and implement the use of driving simulators as part of its training protocol. The plan is to integrate their use into existing training. Simulators will not replace live track time.

The Academy has acquired three new vehicles that are in the process of being prepared for departmental use. These vehicles include: a former military Airport Fire Fighting and Rescue 1975 Oshkosh Crash six wheel drive 30 foot diesel truck, a 30 passenger diesel bus formerly owned and operated by D.I.A. and a surplus Air Force armored car (Peace Keeper) that is not yet ready for prime time. All three vehicles have great potential for future use by members of this agency but require a great deal of energy and time by staff to get them to an acceptable standard then, maintain them.

Under the direction of Sergeant Myrek Rybdowski, the Firearms Section continues to provide an excellent Department of Safety shooting program. A great deal of time and effort is required to administer the qualification program for both the police and sheriff’s departments. The Range is also required to provide other training in the areas of handguns, shotguns, long guns and of

course remedial shooting and Range 2000 decisional shooting. This alone is a huge mission. But in addition to this, is the very labor intensive and never-ending job of maintenance

of the facility and equipment that is required of the staff. Testimony to this is the fact that Academy Technician Rob Rathburn spends several shifts every work period on special assignment at the Range in an effort to help keep the place afloat. Incidentally, the installation of the new HEPA filtered ventilation system was just recently completed at our range. You will feel a strong breeze now when you qualify. It’s the air moving through the system as it traps certain particles before being released into the atmosphere. It is now a much safer environment for all of us, both inside and out. The possibility of an outdoor range at D.I.A. is still being explored. We have support from the new Transportation Safety Administration. They may have the dollars to finance the project.

The Video Section is technically the Video “person section.” Mr. John Morales, does a yeoman’s job creating professional quality products. Mr. Morales does everything from filming, producing to editing. Last year he produced over forty films...the average police depart-

“Best Training I’ve ever attended. I will definitely be a more effective officer.”

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ment video section does around ten to twelve annually. He is also to be congratulated for his national recognition regarding the winning of a bronze “Tele Award” for his recruitment video.

The Training Bureau will strive to provide the very best training for the Denver Police Department as well as for the outside agencies who look to us for their training needs. The Bureau is currently exploring revenue generating training programs. With the demise of the Denver Property Confiscation Fund, it is anticipated that more in-house training will be assigned to the Training Bureau. Those additional training opportunities and dollars will help improve the quality of the training we provide to our own people.

The sign above the entrance to the Academy states, “Through these doors pass the finest police officers in the world.” We at the Training Bureau want to do our best to maintain that standard. □

Doing the Right Thing & Paying For It

by Robert J. Duffy

Reprinted with permission from Ethics Roll Call, Summer, 2001.

If you ask Eric Lehre how he feels about “doing the right thing,” be prepared for an earful.

In June, 2001, things were looking pretty good for Lehre; after a 25 year career, he had attained the rank of Commodore in the Canadian Navy, and was in charge of naval forces in the Pacific. Things changed, though, when he learned he might be chosen to serve on a disciplinary panel hearing the case of a young sailor charged with using a government computer to visit “adult” web sites on the Internet. When he learned of the assignment,

Lehre knew he had a problem. He also knew he was honor-bound to report it. Lehre immediately contacted his boss and admitted that he – like the young sailor – had visited some “Penthouse-style” web sites in the past. In his defense, he said he had only visited the sites during off-duty time and using his own internet account. But like the accused, he had used government equipment (his assigned laptop computer) to access the web. As such, he recognized a conflict of interest, and asked to be excused from sitting in judgement in this case.

At this point Lehre learned how people are sometimes treated when they “do the right thing” ... he was charged with “conduct prejudicial to good order and discipline” and relieved of his command. In treating him that way, Lehre’s bosses missed a great opportunity. They could have sent a powerful message about the importance of

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“Running The Numbers”

LAW ENFORCEMENT OFFICERS KILLED – 2001

Year Total		140
September 11 th		71
- NY/NJ Port Authority		37
- NYPD		23
- Office of Tax Enforcement		5
- Unified Court System		3
- FDNY Fire Marshall		1
- Secret Service		1
- FBI		1
Unrelated to September 11 th		69

FELONIOUS DEATHS (UNRELATED TO 9/11/01) – 69

18 more than killed in 2000

Geographically		
- South	28	
- West	18	
- Midwest	14	
- Northeast	3	
- Puerto Rico	6	
Circumstances		
- Domestic disturbances		10
- Traffic pursuits/stops		10
- Drug related		8
- Misc. arrests		8
- Suspicious persons/situations		8
- Ambush		10
- Disturbance call		5
- Robberies		4
- Burglaries		2
- Handling/transporting prisoners		2
- Handling mental patients		2
Method of death		
- Firearms		60
▪ Handguns	45	
▪ Rifle	11	
▪ Shotguns	4	
- Killed with vehicle		7
- Personal weapons		1
- Blunt object		1
Status of Investigations		
- Cleared by arrest		61
- Suspects at large		4
Miscellaneous Facts		
- Officers wearing body armor		39
- Attempted to use their weapon		16
- Fired their weapon		12
- Officer’s weapon stolen		7
- Killed with own weapon		3
- Accidental deaths		77
(7 fewer than in 2000)		

“Doing the Right Thing” continued from page 6

character by admonishing him for a technical breach of a regulation, while recognizing the good example he set for his people in stepping forward. Instead, a very different message was transmitted ... *keep your mouth shut!*

Every year, about this time, an interesting thing happens around the Ethics Center as we begin the search for candidates for the Ethical Courage Award. The names of various people are discussed, but when those individuals are asked if they would like to be considered for that honor the most common response is “Thanks, but no thanks.” While disappointing, that is an understandable reaction. What it says is this: “I appreciate the thought, but when I stepped forward it resulted in a lot of stress and uneasiness both personally and professionally. Things are just starting to cool off, and I’d rather not stir them up again.”

Cops are not ignorant. They have seen what happens to people who have stood up for the “right thing,” and noticed that sometimes the results are not pretty. Consider, for example, the case of Perry Dunlop, recipient of the 2000 Ethical Courage Award. He is the former constable from Cornwall, Ontario, who – despite orders from his agency – had the courage to report a case of suspected child sexual abuse to the Children’s Aid Society. Almost a year later, Perry Dunlop is still unemployed. He has tried to get back into law enforcement, but without success. As a matter of fact, he recently received a rejection letter from a department where he was being considered. He was turned down over concerns about his “honesty and integrity.”

Across the law enforcement profession, ethical organizations have bought into the importance of rewarding acts of moral courage. That is a step in the right direction, but it is not enough. As a matter of fact, something even more essential must happen first. Simply stated, leaders must stand up and let it be known that ethical behavior is both encouraged and protected, and that people who step forward will be supported. Failing that, there should be no surprise when officers take stock of what has happened to

people like Perry Dunlop, and decide they are unwilling to pay a similar price for doing “the right thing.”

The English author and clergyman, Charles Caleb Colton (1780-1832) put it this way: “Physical courage, which despises all danger, will make a man brave in one way; and moral courage which despises all opinion, will make a man brave in another.” Work at the Ethics Center over the past ten years has been rewarding in a number of important ways. Nothing has been more uplifting, though,

than the interactions we have had with the multitude of physically brave – and morally courageous – men and women who populate the law enforcement profession. □



1910 Patrol Wagon

Crisis Intervention Teams

“Congratulations! I wasn’t looking forward to the class but now I’m very proud to have been a part of it. I am nervous, but looking forward to utilizing my CIT skills.”

That’s right, the quotes you’ve been reading are from the course evaluations from the week-long Crisis Intervention Team (CIT) training. Many also commented that this was one of the most difficult classes they’ve ever attended, but every last one was proud to have survived and graduated.

The program is still in its infancy and many of the details have not been worked out, but already there are many accounts of how these officers have used their new skills. It has prevented unwanted resistances and earned them praise.

Eventually, the Patrol Division will have around 200 certified CIT officers. If you are interested in this program talk to one of the offices wearing a “CIT” pin on their uniform. The next class is scheduled for the week of **September 16th**. Put in a request to your District Commander as soon as possible so you don’t miss this opportunity. □

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We're On The Web
www.denvergov.org/police

Officer Recruitment
www.denvergov.org/recruit
(720) 913-3390



Interesting Web Sites

- Airborne Law Enforcement Association - <http://www.alea.org/>
- America's Most Wanted - <http://www.amw.com>
- DOJ, Computer Crime & Intellectual Property Section, Cybercrime - www.cybercrime.gov/
- Financial Crimes Enforcement Network - <http://www.ustreas.gov/fincen/>
- International Association of Financial Crimes Investigators (IAFCI) - <http://www.iafci.org/>
- International Association of Crime Analysts - <http://www.icaa.net/>
- International Police Mountain Bike Association (IPMBA) - <http://www.ipmba.org/>
- Just4Cops - <http://www.cgclaw.com/Just4Cops.htm>
- National Association of Field Training Officers - <http://www.nafto.org/>
- National Association of Scholl Resource Officers - <http://www.nasro.org/>

If you know of any interesting web sites, email them to Steve Carter at carters@ci.denver.co.us