

ANNUAL REPORT

THE COMMUNITY HAS STEPPED UP

THE BENEFIT OF BALLOT INITIATIVE 1A

We are committed to ensuring the community is rewarded with a good return on its investment.

>>> page 8

MAINTAINING THE LEVEL OF EXCELLENCE

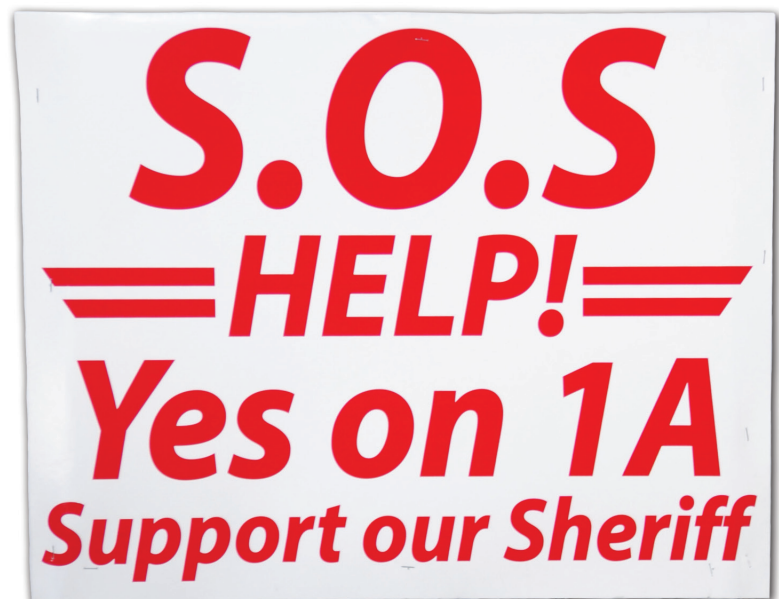
The Training Section confronted a self-imposed challenge in 2013.

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A HEALTHY & PRODUCTIVE LIFE

El Paso County Community Detoxification Facility is making a difference in the lives of our citizens suffering from substance abuse. We are proud of the contribution we are making to the community.

>>> page 21



PLUS

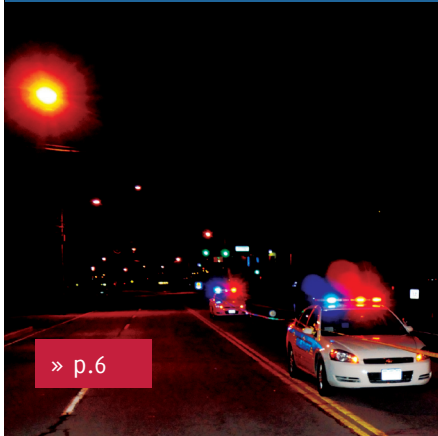
The Black Forest Fire and immediate actions to protect lives

page 6

— YOU! —
continue to
= Support Our Sheriff =

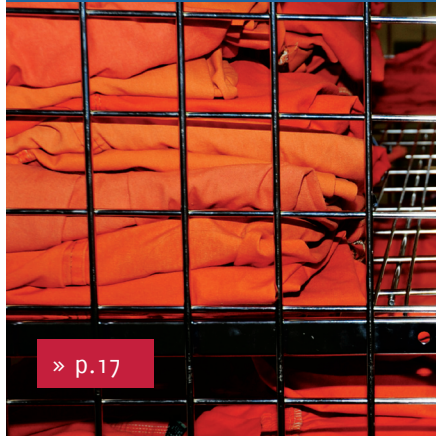
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LETTER FROM THE SHERIFF



TO THE CITIZENS OF EL PASO COUNTY

“It has been an eventful, challenging, and devastating year.”

I am very pleased to present to you the El Paso County Sheriff's Office 2013 Annual Report. We have again this year seen history in the making for the El Paso County Community and the Sheriff's Office.

It has been an eventful, challenging, and devastating year, but wonderful in the way the challenges were met. El Paso County experienced the second largest wildland fire in our jurisdiction in less than one year, and it proved to be even more devastating than the first. I could not be more proud of the efforts of all involved in fighting the Black Forest Fire. I received many compliments about our response and leadership during the fire, and these are a direct reflection of the quality of the people we have in our Office.

We began a remodel project on the former Coroner's Office on the Criminal Justice Center (CJC) campus. This will house our defensive tactics room and will be more than double the size of our old one. It will also include classroom space, office space, a weight room, and will serve as the south substation. Once the remodel

is completed, we will use the former Detox facility to house minimum security inmates, freeing up bed space at CJC.

We saw history in the making regarding our Second Amendment rights with the legislature's passing gun laws which penalize law-abiding citizens. The public's reaction to these laws led to the subsequent recall of two senators. The lawsuit to overturn these laws continues, and the trial concluded in April with a decision expected sometime in September of 2014. Our Concealed Handgun Permit (CHP) Unit saw record numbers of citizens applying for permits. We had a total of 9,786 new applicants this year and 2,306 renewals.

As a result of the passage of Ballot Initiative 1A, we had a record number of Recruit Academies and a Lateral Academy this year, graduating 129 new deputies, along with hiring 52 civilian staff to support the sworn positions. We transferred 22 deputies to the Patrol Division and were able to complete much needed repairs to the equipment at CJC. We were also able to purchase a building on Mark

Dabling Boulevard. This building will be the new home of our Emergency Services Division, which will house all our specialty vehicles and serve as a north substation for our Patrol deputies. Words are inadequate to express the gratitude felt by each and every member of the Sheriff's Office for the support of the community on passing Support our Sheriff (SOS) 1A.

I hope you will take the time to review our 2013 Annual Report, as it highlights not only our accomplishments but serves as an informational piece on how the money you have entrusted to the Sheriff's Office with the 1A dollars is being spent. It is an honor to be your Sheriff, and I could not be more proud of the men and women who make up this fine organization.

Regards,

Terry Maketa, Sheriff

EPSO COMMAND STAFF



UNDERSHERIFF
Paula Presley



**EL PASO COUNTY
SHERIFF**
Terry Maketa



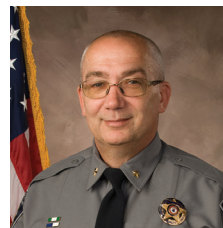
CHIEF
Al Harmon



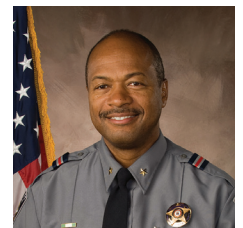
COMMANDER
Rob King



COMMANDER
John Padgett



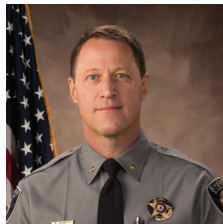
COMMANDER
John Molatch



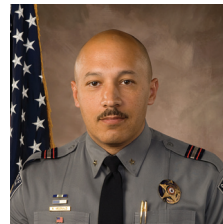
COMMANDER
Clif Northam



COMMANDER
Mitch Lincoln



COMMANDER
Rodney Gehrett



COMMANDER
Bob McDonald



COMMANDER
John San Agustin

NEW PROMOTIONS



**PROMOTED TO
LIEUTENANT**
William Burns



**PROMOTED TO
LIEUTENANT**
Eric Carnell



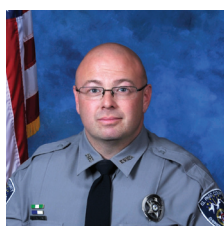
**PROMOTED TO
LIEUTENANT**
Robert Jaworski



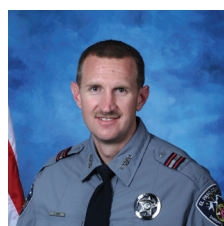
**PROMOTED TO
SERGEANT**
Michael Baier



**PROMOTED TO
SERGEANT**
Brian Brown



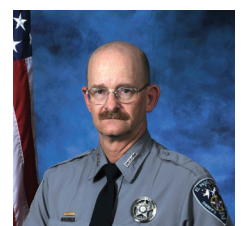
**PROMOTED TO
SERGEANT**
Derrick D'Mellow



**PROMOTED TO
SERGEANT**
Jason Hess



**PROMOTED TO
SERGEANT**
Christopher Klug



**PROMOTED TO
SERGEANT**
Bud Perry

GRADUATIONS



RECRUIT ACADEMY 13-01

May 31, 2013



RECRUIT ACADEMY 13-02

September 23, 2013



RECRUIT ACADEMY 13-03

January 17, 2014



LATERAL ACADEMY 13-01

May 10, 2013



RESERVE ACADEMY 13-R1

April 16, 2014



SHERIFF'S CITIZEN PATROL 13-01

June 18, 2013



SHERIFF'S CITIZEN PATROL 13-02

December 12, 2013



CITIZENS ACADEMY 13-01

May 14, 2013



CITIZENS ACADEMY 13-02

November 4, 2013

RETIREMENTS



Harlen
Calahan



Kerry
Bouwens



Michael
Muoio



Ivan
Sundheim



Belinda
Skibba



Marian
Whitten



James
Kirkendall



David
Roycraft



Marco
Vazzano



Donald
Roycraft



Noel
Esquibel



Deborah
Davis



Rosemarie
Paity



Jean
Kinne



Jon
Mueller



Benjamin
Maestas



Herbert
Bourdelais

BLACK FOREST FIRE



"I'M NOT LEAVING UNTIL YOU DO!"

This statement was heard several times from the El Paso County Sheriff's Office deputies and personnel who responded during the wildland urban interface fire that grew to be known as the Black Forest Fire.

Besides doing their normal law enforcement duties, they were going door-to-door aiding in evacuations and notifying citizens of the threat of the fire's spread and advising them to get out as the fire grew in intensity. It wasn't a designed outcome, a practiced outcome, or a training outcome that led these men and women to respond to an incident only a few law enforcement agencies had ever experienced, and they were doing this for the second time in less than a year. Once again the Sheriff's Office took immediate action to protect lives and property, while working side by side with the area's fire departments and fire protection districts.

A fire begins:

In the early afternoon of June 11, 2013, a fire and smoke observation was reported as being near Highway 83 and Shoup Road. The fire danger included low humidity, low fuel moisture content, increasing winds, drought stressed vegetation, and fire loads which included houses and anything that will burn. These would be found to be factors which influenced the spread of this fire. Because of the dead wood and ladder fuels that had accumulated in parts

A LOOK BACK:

Wildland Urban Interface (WUI) fires are common in states along the Front Range. Millions of acres of America are consumed by fire each year. The fire suppression costs are in the hundreds of millions of dollars. The year 2013 was a particularly rough year for these types of fires in Colorado. The state was still in a drought condition. The forests had been experiencing two types of beetle kill to the timbered areas of the state, and by the end of the summer at least 13 large fires had been engaged.

On Tuesday, June 11, 2013, in the early afternoon, several fires were burning throughout the state. In Fremont County, near the Royal Gorge Bridge, another fire was escalating, requiring the return of fire resources which had been committed to our area earlier in the day. The smoke at times was visible for miles from this fire as it came across the Front Range near Pikes Peak and to the City of Colorado Springs. There had been several smoke reports and fires along the Front Range in the county from the previous evening that our El Paso County Wildland Fire Crew were, or had been, engaged in.

of this geographic area, record-setting heat, and red flag warnings out, the stage had been set for an intense fire situation. This fire spread quickly, transitioning into a crown fire that traveled through the tree tops. The crowning fire projected millions of small embers that produced spot fires that grew in size and added quickly to the fire spread. These spot fires began to appear far ahead of the fire front, often pushing a half mile ahead, because of an increase in wind speeds and changing environmental conditions throughout the day.

Initial responding units were from the Black Forest Fire Protection District, Donald Wescott Fire Protection District, Tri-Lakes Fire Protection District, Palmer Lake Volunteer Fire Department, Colorado Springs Fire Department, and the El Paso County Sheriff's Office Wildland Fire Crew. Fire Command stated the fire was running very fast at 1:52 p.m. El Paso County Assistant Fire Marshall, Scott Campbell, requested two heavy air tankers, a Type 3 helicopter, and then a Type 1 helicopter to respond through Pueblo Dispatch

because of the smoke column the fire was presenting even before his arrival on scene. The fire was reported to be two to three acres in size by the first arriving fire department units who requested information on aircraft to help contain this blaze. Initial suppression activities involved using engines, tenders, and point structure protection with the resources available. By 2:12 p.m. requests were made to open the Emergency Operations Center (EOC). At 2:20 p.m. an unknown unit broadcasted emergency traffic that a big wind storm was pushing the fire and they were pulling people back. At 2:25 p.m. Fire Command advised evacuation of kids at Cathedral Pines because it didn't look as if firefighters were going to hold the fire. Staging was set up because of the influx of apparatus being supplied to the incident. A Law Enforcement Branch of the Incident Command System (ICS) was established to assist with the evacuation and safety of the responding personnel and the citizens being evacuated from the area.

At 4:49 p.m. command of the fire was assumed by Scott Campbell after he was appointed as the Type 3 Incident Commander by the State Fire Management Officer.

Additional resources were ordered from the Sheriff's Office EOC to assist the fire-fighting operations. The Office also provided support in numerous areas, from sheltering evacuees to the protection and feeding of animals. Many agencies and volunteers who were contacted helped with the basic needs of responding personnel as well. Various agencies



within the county and other counties, such as neighboring fire agencies and military installations, continued to reinforce those already committed to this event. This included a request to the Governor's Office for activation of the Colorado National Guard.

On Wednesday, June 12, 2013, in the late afternoon hours the fire had grown and jumped the roads spreading out to the east, north, and west, calling for additional evacuations. At this time the fire was up to 22.32 square miles. Various firefighting agencies from around the state were involved in the fire response. Some of these provided military aircraft and helicopters.

On the morning of Thursday, June 13, 2013, the National Weather Service had predicted another hot, dry day with isolated thunderstorms in the late afternoon. The storms brought south and south-east winds that moved the smoke in the direction of Douglas County. Partnerships with the Colorado National Guard allowed for securing the evacuated homes and the enforcement of road closures as 5% containment was reached. The unfortunate announcement of two fatalities was made that afternoon. Containment reached 30% the following day.

The evening of Saturday, June 15, 2013 the firefighters had achieved up to 55% containment, and some mandatory evacuation areas were downgraded to pre-evacuation status.

On Sunday, June 16, 2013, additional areas were changed from mandatory to pre-evacuation status, and some residents were allowed to return to their homes. The announcement of the results and the disaster assessment of the fire took place that evening at 7:30 p.m. from the Sheriff's Office. The damage assessment of the fire revealed 488 homes were destroyed and 18 homes were damaged.

By Monday, June 17, 2013, the size of the fire was assessed at 14,280 acres that had burned. After burning for three more days, this fire was finally 100% contained on June 20th. The emergency evacuations resulted in affecting up to 13,000 homes and approximately 38,000 people. The evacuation area covered over 145 square miles. Although the Colorado Springs region had experienced an unprecedented second large destructive wildfire, the response by first responders as well as the community was swift and heart-felt.

AUTHORED BY: **COMMANDER PADGETT**



THE COMMUNITY HAS STEPPED UP

and responded to our critical need for funding and more staffing. We are committed to ensuring the community is rewarded with a good return on their investment. With the short-term goal of increasing Patrol staffing by 44 deputies, our focus will continue to be proactive policing for a safer community for our families. Ballot Initiative 1A is helping that goal become a reality.

Looking back on 2013, one cannot help but be dismayed by the major events that impacted the El Paso County community. From a high number of horrendous violent crimes we experienced early in the year, to the Black Forest Fire and the overwhelming power of the floods which followed, our determination was tested like no year in recent memory. We're proud to report that our deputies responded with the utmost professionalism and courage, demonstrating again they have earned the trust bestowed upon us by the citizens of El Paso County as reflected in November of 2012 by the passage of Ballot Initiative 1A. It's a trust we honor with conviction.

THE YEAR 2013 BEGAN WITH THE SHERIFF'S OFFICE SETTLING INTO OUR NEW HOME AT 27 EAST VERMIJO AVENUE IN THE BUILDING WHICH WOULD BECOME KNOWN AS THE OFFICE OF THE SHERIFF (OTS).

The Patrol Division took residency on the 3rd floor of the OTS, and for the first time in many years enjoyed the benefit of having all patrol assets under a single roof. The facility is not new but had been recently remodeled to fit the needs of the Sheriff's Office. The result was an outstanding modern and professional platform from which to coordinate the Patrol Division resources and specialized deployment as we seek



to accomplish our daily duties.

We have been very pleased with our new home and the sense of professionalism it inspires. As we adjusted to our new environment, we readied ourselves for the year ahead, which promised to be busy with the buildup of patrol deputies made possible by the tax dollars provided by the passage of 1A.

Using lessons learned from the Waldo Canyon Fire in 2012, we placed all-hands-on-deck in vital areas, working shifts around the clock during our battle against the Black Forest Fire and the flooding which followed on both the Waldo Canyon Burn Scar and in areas throughout Black Forest. Critical coordination between the Field Command and the Emergency Operations Center (EOC) ensured calculated risks were supported with strong leadership and appropriate logistics to ensure the safety of El Paso County first responders and residents. Countless evacuation and rescue missions were conducted by deputies during these events, with stories of heroic actions taken to guarantee the safety of the citizens we serve.

Concurrent with these significant events and the daily responsibilities of the Sheriff's Office, the much anticipated revenue generated by 1A became available in 2013 and promises to positively impact the Office for years to come. By running back-to-back academies, Sheriff Maketa was able to facilitate the addition of 22 deputies being added to the Patrol Division by allowing deputies to transfer from Detentions to Patrol and running a Lateral Transfer Academy

which included 7 deputies who were hired directly to Patrol. While we anticipate adding a total of 44 patrol deputies as a result of Ballot Initiative 1A, the 22 hired thus far have already resulted in a very positive impact on Patrol staffing and response to the community.

Any successful businessman will attest that ideas come quickly but implementation often takes time. The availability of 1A funds allowed us to hire Recruits, but the buildup of Patrol deputies is undoubtedly taking longer than we had anticipated. Not only do deputies need to be hired and trained, but equipment must be purchased and made ready for deployment. New Academy Recruits attend a five-month basic academy, and after they graduate are assigned to the Criminal Justice Center (CJC). There they attend a Detentions Training Officer (DTO) Program before they are assigned to work independently. Deputies who are selected to transfer from Detentions to Patrol then undergo a rigorous 14-week Field Training Officer (FTO) Program before they are allowed to work independently. All together, this process takes nearly one year. Having said this, we were very impressed with how quickly the Patrol Division was able to increase its assigned staffing by 22 deputies despite losing members through attrition resulting from several unexpected resignations and retirements. The buildup of additional Patrol deputies presented a unique challenge for our FTO Program. We found ourselves in overdrive trying to accommodate the increased workload. Several senior deputies, who had until now avoided becoming an FTO, stepped up or in

some cases were assigned to become an FTO to assist with the increased workload. At times throughout the year, our FTOs were training as many as 20 deputies who were in different phases of the field training officer program.

So how soon will we truly see the impact of 1A, and what is the bottom line? Can we show that we've been able to improve our services because of the passing of 1A? The figures already indicate we've increased our overall productivity. In 2013, calls for service increased 63% over the previous year. We took 39% more cases and cleared 22% more than in 2012. The statistics also show a 50% increase in felony arrests and a 25% increase in misdemeanor arrests. Overall, officer-initiated activity increased 24% in 2013, which included 47% more citizen contacts and 39% more motorist assists than in the previous year. In review, it is clear the goal of 1A already seems to be working. 1A also funded 15 new patrol cars, which were pressed into service before the end of 2013 in support of the additional patrol staffing.

More deputies on the road equates to more opportunities to stop to meet shop owners, neighborhood watch captains, and community members. It means our deputies will spend less time reacting to calls for service and more time initiating actions which will prevent crime before it occurs or interrupt crime before the suspect can get away. With the additional staffing made available by 1A, we look forward to spending more time and energy educating the public to reduce crime

opportunities by hardening the targets. We will be more proactive and less reactive. When a crime does occur, deputies will have the time available to fully investigate and hopefully solve the crime instead of having to dash off to take another case report, which has often been the case in the past.

The addition of more deputies on Patrol will allow us to redistrict the county and place deputies in areas where calls for service are historically higher. Currently, deputies are responsible for one of eight primary patrol district assignments. These eight districts cover a total of more than 2000 square miles of urban and rural territory. At least one of our primary patrol districts is so large it encompasses approximately 800 square miles. We are in the process of gathering data on population growth and calls for service and are studying the most efficient way to dissect the county to allow for more effective and timely response. With more deputies on the road, coupled with redistricting and data-based deployment of our Patrol resources, we intend to reduce response times. We also plan to improve the level of service we are able to provide to the community by placing Patrol resources in close proximity to the areas where they are most often required. This will be accomplished by considering historical and real-time data collection and analysis, which will continually be reevaluated.

AUTHORED BY: **COMMANDER KING**

INVESTIGATIONS DIVISION



WE CONTINUE TO GROW AND EXCEL

The Investigations Division saw the promotions of two Sergeants to the rank of Lieutenant and welcomed the addition of two new Sergeants. The year culminated with the Investigations Division being awarded the Sheriff's Office 2013 Unit Commendation.

The year 2013 was an extremely eventful year for the Investigations Division. It started with settling in to the Office of the Sheriff (OTS) after moving into our new location in December of 2012. This move was the result of extensive planning and has resulted in an increase in work space for detectives. The consolidation of law enforcement and administrative functions into one building has increased both divisional and Sheriff's Office efficiency. With the passage of Ballot Initiative 1A, the Division was able to add a fourth interview room and upgrade the conference room with an interactive media system. Supervisors were provided with smart phones,

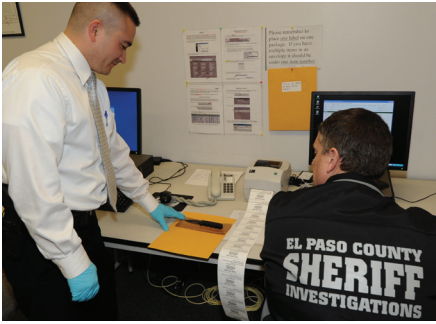
which enable them to now live stream video to the OTS while processing a crime scene or conducting interviews in the field. 1A also provides for six new detectives for the Division, two of which were brought on board in 2013.

The homicide rate for 2013 was unprecedented, with 10 cases and 13 homicides. The first case occurred on the fourth of January and the last one on the twenty-eighth of December. There were two double-murder suicides, one double-murder, two cases with three homicides in one night and the assassination style murder of the Executive Director of the Colorado Department of Corrections. Detectives from all four

Units pulled together to bring resolution to all 10 cases. This was the busiest year in the history of the Sheriff's Office with a record number of homicides.

On the night of February 13, 2013, detectives responded to a murder and while working at that crime scene, were notified of an unrelated double-murder suicide at another location. This required the entire cadre of investigators to be deployed at two simultaneous and separate murder investigations. This is the first time that two different murders have occurred on the same date in the history of this Office. Three arrests were made on the first murder after an exhaustive investigation over several months. The victims of the second homicide were very young children and the scene was intensely graphic and extremely disturbing. The men and women investigators assigned to that crime bravely processed the scene and did what they are paid to do—determine what happened. Victim advocates were also subjected to the horrors of that evening and continued to provide professional services to relatives of victims of both crimes.





Victim advocates have responded to all of the homicides, suicides, sexual assaults, and domestic violence to render assistance and support to victims of these crimes. Their case load has been impacted by the numerous homicides and the notoriety they have received. As usual, they continue to provide service in a professional and extremely competent manner.

On November 9, 2013, investigators from this Office were summoned to a murder and attempted murder with a firearm. The suspect had stolen a vehicle from the neighboring residence and was on the run. As a result of excellent investigative work, the suspect was quickly identified; and it was subsequently discovered there was a second murder victim. Additional investigation revealed a possible telephone number which led to the location of the suspect. As detectives attempted to stop the suspect, a vehicle pursuit ensued whereby the suspect crashed through a fence and escaped on foot. Detectives immediately summoned assistance to contain the rural area, and initiated a search to look for the suspect and ensure the safety of nearby homeowners. After an all-night manhunt, the suspect was located and taken into custody. The actions of Sheriff's Office Investigators likely prevented additional crimes, to include murders, from occurring.

In June, the most costly wildfire in the state of Colorado occurred in the Black Forest. Investigators worked nearly around the clock for several days assisting with evacuations and searching for and researching backgrounds of persons presumed missing. Unfortunately, two victims of this fire were discovered, and investigators were tasked with the recovery of the remains of the two deceased victims of the fire. The discovery of victims has resulted in the Investigations Division's assuming the lead role into the investigation of the cause of this tragic fire and is ongoing.



The Property Crimes Unit also had a banner year with multiple crimes investigated, resulting in the clearing of hundreds of cases. This Unit worked closely with other law enforcement agencies on two separate burglary investigations. These two investigations alone resulted in the clearing of 44 cases each and allowed for the return of hundreds of thousands of dollars in stolen property and in multiple arrests. One of these cases involved the burglaries of 23 businesses in the Black Forest area. Those burglaries were particularly hard on that community after its having survived the massive fire just a few months earlier.

The Sex Crimes Unit investigated 157 reported sex crimes during 2013, two of which involved school district employees, one being a high school teacher.

The teacher was arrested on 18 counts of Sexual Assault on a Child by One in a Position of Trust. The case involved seven victims. The Unit also solved an Incest case with the use of DNA.

Of note during 2013, the Financial Crimes Unit became involved in a Jamaican scam involving an elderly couple from Security. Tragically, this incident went undetected until one of the victims committed suicide. Investigators are working closely with Jamaican Operations Linked to Telemarketing (JOLT) in an attempt to identify suspects. JOLT is a collaborative effort between the United States Immigration and Customs Enforcement, the United States Postal Inspection Service, and the Jamaican Constabulary Force.

In addition to the record number of crimes that detectives were tasked with investigating, they assisted with hundreds of hours of classroom instruction provided to new Recruits in the three Deputy Sheriff Academies that were approved with 1A funding. Detectives also instructed for Annual In-Service training to both sworn and civilian personnel.

AUTHORED BY: COMMANDER LINCOLN



We are looking forward to 2014 with new challenges ahead and the addition of four new detectives to further help the citizens of our community.

EMERGENCY SERVICES DIVISION



GROWING TO MEET THE NEEDS OF THE COMMUNITY

Ballot Initiative 1A tax dollars received by the El Paso County Sheriff's Office have been able to generate an enhanced, well-prepared Emergency Services Division by adding skilled and trained staff members to the team, as well as purchasing additional vehicles to enhance the division's fleet.

In 2013, the Emergency Services Division moved forward with staff additions and equipment enhancements to better prepare for emergency disasters. The additions of staff include two Wildland Fire Crew Supervisors, one Fire Investigator, one Hazmat Coordinator, and two Emergency Planners. The additions of equipment include one Type III Fire Engine, one Fire Investigator vehicle, one Hazmat vehicle, and one Wildland pick-up truck.

The enhancements to the fire crew in 2013 mark a transition for the Wildland Fire Team. These positions have allowed the Team to intensify training, and add exceptional experience and superior qualifications to the Wildland program. All began with a meteoric start with an AmeriCorps crew of ten. AmeriCorps is a federal agency that engages Americans in service to improve lives, strengthen communities, and foster civic engagement through service and volunteering. The combined crew has engaged west of Manitou Springs on the Paul Intemann Memorial Nature Trail to create a fire break for the community of Manitou Springs. They successfully treated 2.5 miles of trail. As a mitigation effort, the trail has served as a training ground

to hone the crew's firefighting capabilities that would be tested later in the year. The crew also completed community chipping for residents in Green Mountain Falls and Manitou Springs in conjunction with the local fire departments. The team was instrumental in responding to fire and smoke investigations throughout the County. During 2013, the El Paso County Emergency Services Wildfire team responded to several deployments. The Wildland Fire Crew responded to the Black Forest Fire in June as mutual aid for the first five days of the destructive fire and then extended their attack on the fire for an additional eleven days. The team also responded to the call for aid for the West Fork Fire located near Pagosa Springs that burned approximately 109,615 acres, and the East Peak Fire located near La Veta which burned approximately 13,572 acres. Both fires occurred near the same time as the Black Forest Fire, taxing resources and pushing dedicated staff to challenging limits. These fires also caused evacuations of homes, required sheltering of the residents and instituting safety road blocks. The El Paso County Wildland Fire Team's contributions were very effective in providing a timely intensive collaborative attack to these fires.

THE EL PASO COUNTY SEARCH AND RESCUE TEAM (EPC SAR)

is a non-profit organization that partners with the El Paso County Sheriff's Office through a cooperative agreement to provide search and rescue services when called upon during times of disaster. This voluntary team consists of approximately 70 trained members who specialize in areas such as rescue or medical assistance, emergency location of activated



devices, high angle, avalanche, confined space, and more. This team has built up the capability to respond with mountaineering equipment, medical gear, and radio communications that allow their search to continue for an extended time when necessary.



The El Paso County Sheriff's Office Hazmat Team also stayed busy providing support for approximately 248 incidents with 15 of these requiring extended technical assistance and response, adding up to 313 man hours. The Hazmat Team formed in 1986 involved seven members whose mission is to mitigate the dangers posed by accidental hazardous materials releases. Today, that mission is under the leadership of the newly hired Hazmat Coordinator, and the team now consists of twelve trained deputies and two additional trained volunteers always at responsible readiness. Additionally, the team serves as the Designated Emergency Response Authority (DERA) in the unincorporated areas of the county and as response in support of Metro SWAT and VNI Units, and acknowledges and acts in response to mutual-aid commitments within the county and region. The Hazmat Team provided over 90 class hours of Academy instruction and support in areas of Self-Contained Breathing Apparatus, Fire Extinguisher, Oleoresin Capsicum Decontamination, Incident Command System training, and Hazmat Awareness, with 435 man hours expended. This commitment and rigorous training provides readiness for daily Hazmat response and special requirements for Homeland Security incidents.

The Office of Emergency Management (OEM) personnel of the Emergency Services Division responded to several events including wildfires, Hazmat incidents, and the recent unprecedented 2013 flooding that affected El Paso County. The primary purpose of the OEM is to plan, prepare for, respond to, and recover from emergency incidents and disasters. Large incidents, whether natural or human-made, require the support of the Emergency Operations Center (EOC). During these types of incidents, the EOC is activated with trained personnel in specific areas, such as a director, operations chief, public safety personnel, and more to support necessary tasks until the incident is resolved. The EOC performs much like the Emergency Room in a hospital setting. Regardless of the type of emergency that occurs, the emergency personnel are ready to support the incident by providing logistics, communications, and life safety measures when called upon by the incident commander. Life safety measures may include coordinating evacuations, provisions for sheltering residents and their pets, providing behavioral health support, and providing disaster recovery centers with information. The EOC also supplies other agencies that can assist following an incident.

The OEM is extremely fortunate to have wonderful dedicated partners such as the American Red Cross, the Medical Reserve Corps of El Paso County, the Salvation Army, Care and Share, and so many more hard-working dedicated non-profit agencies that are so compassionate and ready to support our impacted residents following disaster events. Maintaining this responsibility and leaning forward for such occurrences requires proactive planning. Emergency plans are reviewed and modified to include an all-hazards approach. Updates and creation of processes and protocol are made when opportunities for improvement are identified. With the additional Emergency Planners that were hired, the OEM team has adopted standard operating practices during emergency operations activations, conducts modifications of emergency plans, and continues to establish relationships and mutual aid agreements with neighboring jurisdictional fire districts and municipalities. It is important to note that forming these relationships in advance and fostering a collaborative approach with other emergency management agencies, law enforcement, and non-profit organizations allows for a productive and whole-community response approach. Internal preparation and planning are shared with the community externally through outreach during preparedness events such as Sky Sox Preparedness Night or community training such as the Citizens Outreach Group (COG) and the Community Emergency Response Training (CERT) programs. The message to our citizens is: Be aware of their surroundings during threats to safety and notifications of adverse weather conditions. Listen and follow the direction of emergency alerts



when notified and have a proactive plan, emergency go kit, and a meeting place in mind before a disaster occurs.

AUTHORED BY: LIZABETH JORDAN

SPECIAL OPERATIONS DIVISION



READY TO HELP THE OFFICE AND COMMUNITY

The Special Operations Section stands ready to assist our citizens, as well as our fellow deputies in the performance of their duties.

The El Paso County Sheriff's Office Special Operations Section encompasses several specialized Units whose purpose is to provide assistance to other Sheriff's Office assets. These Units are composed of the Special Weapons and Tactics (SWAT) Team, the Crisis Negotiation Unit (CNU), the Crime Reduction Unit (CRU), the Explosive Ordinance Disposal (EOD) Unit, the K-9 Unit, the Mounted Unit, the Traffic Unit, and the Community Support Unit. The Community Support Unit encompasses the School Resource Officers (SRO) and the DARE Officer, as well as the Cadets, Honor Guard, and the Chaplain Programs.

Sheriff Maketa started the transition in 2013 by announcing the Sheriff's Office would no longer require a contract or a charge to schools who wished to have a School Resource Officer assigned.

The funding made available from Ballot Initiative 1A allowed our Office to continue the DARE Program and provide School Resource Officers (SROs) for schools in unincorporated El Paso County. It also allowed the Sheriff's Office to expand the Program to include Air Academy High School.

The El Paso County Sheriff's Office DARE Program saw significant change in 2013 with the retirement of Deputy Don Roycraft. "Deputy Don," as he had become known to thousands of students and teachers, had instructed the DARE Program for the El Paso County Sheriff's Office for approximately 23 years. Deputy Teresa Murphy was selected to carry on the mission of DARE and attended the 80-hour DARE Certification Training hosted by DARE in Iowa. In September 2013, Deputy Murphy began teaching DARE in Widefield School District #3 and Lewis-Palmer School District #38. The current DARE "keepin' it REAL" (kiR) curriculum was taught to approximately 400

students during the first semester of the 2013-2014 school year. The number of students reflects half of the sixth grade students attending three School District #3 middle schools (Watson, Janitell, and Sproul) as well as Palmer Lake Elementary School in School District #38.



In January 2013, School Resource Officers went back to their schools and continued to provide the same level of service they had provided while under contract. In addition to providing law enforcement services in their schools, School Resource Officers and our DARE Deputy demonstrate a vested interest in the neighborhoods in close proximity to the schools to which they are assigned. School Resource Officers and our DARE Deputy responded to 1,100 calls for service which would have otherwise been handled by deputies assigned to a Patrol shift.

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With the passage of Ballot Initiative 1A in November of 2012, we knew immediately there would be positive changes which would directly impact the Special Operations Section.

Most members of the Special Operations Section are Academy Instructors and regularly help instruct the Recruit Academies as well as In-Service training. With the buildup of deputies hired following the passage of Ballot Initiative 1A, this responsibility has doubled if not tripled as the Training Staff continues to run multiple academies to keep pace with the accelerated hiring schedule which has been established. Special Operations Section deputies are also very active in many community events such as the Pikes Peak Auto Hill Climb, the El Paso County Fair, the Pikes Peak or Bust Rodeo, the Relay for Life, Cimarron Hills Safety Day, and numerous other presentations and community events. Special Operations Section members serve as Cadet Advisors and actively facilitate the Cadet Program, which includes training and mentoring the young men and women who participate in the Cadet Program. Together, the Cadets and their advisors serve the community in nearly every capacity at all Sheriff's Office events and functions. To say personnel assigned to the Special Operations Section wear many hats would be an understatement. Each deputy has a primary assignment; nearly all have at least one or more secondary assignments.



When tragedy in the form of fire struck the region for a second time in as many years, the Special Operations Section was once again called upon to respond. Special Operations personnel participated in every aspect of our response to the Black Forest Fire, assisting with evacuations, manning checkpoints, and providing additional patrols needed to secure the area during and after the fire. Special Operations personnel augmented Patrol to assist with shortages caused by the staffing demands resulting from our response to the Black Forest Fire. Once the Black Forest Fire was under control, the Special Operations Section remained very busy responding to the flooding which resulted from heavy rainfall over the Waldo Canyon and Black Forest Fire burn scars. The flexible nature of their assignments allowed Special Operations Section personnel to be rapidly deployed to trouble situations, while allowing regular Patrol operations to continue.

The SWAT Team has directly benefited from Ballot Initiative 1A. Due to the additional staffing made available by revenue from 1A, SWAT has been able to recruit and select team members to near full-staffing levels, a feat which had not occurred in the past several years. The increased staffing has assisted the team in handling the 39 deployments which occurred in 2013. These deployments included buy/bust operations and high-risk search warrants for the Metro Vice, Narcotics, and Intelligence Unit (UNI); barricaded gunmen calls; and dignitary protection details. SWAT assisted the Air Force

Academy Security Forces with additional staffing for the Army/Air Force and Notre Dame/Air Force Football games, and also assisted with providing additional security for Prince Harry's visit to the Wounded Warrior Games.



The Mounted Unit was instrumental in working with other local agencies on focused patrol and targeted law enforcement in and around the West Colorado Avenue corridor. Business owners and residents have expressed concerns over the increased number of panhandlers and vagrants who have set up shop in the area and are having a negative impact on the community in that they have become quite aggressive in their efforts to solicit handouts. The Mounted Unit's presence in this area has reinstalled a feeling of security for these business owners. Also in 2013, the Mounted Unit started handling all animal abuse and neglect cases involving livestock. These cases had previously been referred to the Investigations Division, but are now referred to Deputies Murphy and Ives, who have both received additional training in how to evaluate abuse or neglect cases.

The Crime Reduction Unit (CRU) had an exceptionally busy year. This 7-person Unit focused its efforts on pattern crimes and trends, as well as fugitive apprehension. They were successful in running down difficult leads and solving several seemingly impossible cases. CRU deputies also assisted the Investigations Division with surveillance and follow-up investigation involving several of this year's significant cases. CRU personnel were also on hand to assist with the Black Forest Fire, and the Waldo Canyon and Black Forest flooding. Members of CRU worked a large number of serial burglary cases: one set of which occurred during the Black Forest Fire evacuation, and a second series which occurred following the Black Forest Fire. CRU has become the go-to Unit for outside agencies who request assistance with locating wanted persons.



SHERIFF'S OFFICE CHAPLAINS PROVIDED 9,200 HOURS OF VOLUNTEER SERVICE DURING 2013.

They were involved in the Black Forest Fire response as well as responded to 24 unattended deaths, 8 death notifications, 1 homicide, 7 suicides, and 2 requests for counseling. The 8 members of the Sheriff's

The year 2013 was a tremendous year for the Reserve Section. These dedicated non-paid law enforcement professionals showed why having a Reserve Program in an organization such as ours is critical to our success. From the early hours of the Black Forest Fire, through the Waldo Canyon flood response, and through our execution of all our normal crowd control details such as the Air Force Academy Graduation, Pike's Peak or Bust Rodeo, El Paso County Fair, and the Air Force Academy Football Games, our Reserve Section demonstrated why even in these days after the passage of Ballot Initiative 1A, it is essential to have a well-trained volunteer response force available. To aid in their ability to respond to situations county-wide, the Reserve Section added a number of updated 800 MHz radios and a four-wheel-drive vehicle to their inventory. These items were not funded by 1A, but were purchased with funds made available by the Reserve Section through contract details they work, which include many of the events listed above.

Office Chaplain Group have provided this service with a sense of compassion and care for the citizens of El Paso County and members of our Office.



The Sheriff's Office Honor Guard continued its tradition of representing our Office in a professional manner with appearances at both internal and external events. Many of the events are scheduled to occur annually and include presentations such as those involving our Award Ceremony and the Fallen Officer Memorial Service, but others are unexpected and leave little opportunity to plan. Events which fall into this category include the funerals of law enforcement and former law enforcement members who have paid the ultimate price. Our Honor Guard attended four law enforcement funerals during 2013 and participated in approximately thirty other community events such as parades, special events, and assemblies. Regardless of the setting or occasion, the Sheriff's Office Honor Guard continues to challenge its members and is continually training to ensure they are considered the Unit others strive to measure themselves against.

AUTHORED BY: COMMANDER KING

EQUIPMENT REPAIRS AT CJC

DETENTIONS

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THE BENEFIT OF BALLOT INITIATIVE 1A

enabled the Criminal Justice Center (CJC) to replace aged and antiquated equipment that in some cases posed significant security or health risks.

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This much-needed influx of capital funding has greatly improved operations at CJC and is being used on a daily basis now.

Examples of this much-needed equipment include the replacement of the kitchen's commercial-sized dishwasher, which would not maintain sanitary temperatures after numerous repair attempts; four new ovens; warming cabinets; a 125-gallon kettle, which significantly increased the kitchen's cooking capacity for the facility; new washers and dryers to replace equipment that was constantly out of service and well beyond expected service life; computers for the door control system which replaced our eight-year-old computers and software and resulted in improved response times; and thirty-three new and replacement cameras with wide dynamic lenses which enhance security and surveillance in the wards and recreation yards at CJC.

KITCHEN EQUIPMENT:		\$157,732.76
22-Foot Stero Dishwasher	1	
125-Gallon Kettle	1	
Blodgett Ovens	4	
Warming Cabinets	2	

LAUNDRY EQUIPMENT:		\$57,020.00
80-Pound Milnor Washing Machines	2	
170-Pound Speed Queen Dryers	2	

CAMERA SECURITY IMPROVEMENTS:		\$52,969.50
PTZ Cameras Replaced in A and B Towers	15	
New Cameras in E Tower and Recreation Yards	18	

GUARDIAN SYSTEM INSTALLATION:		\$26,244.81
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DOOR CONTROL SYSTEM UPGRADE:		\$18,810.00
Door control computers with software	5	
Administrative Data System Server with software	1	

DOOR 1E005A REPAIR:		\$17,000.00
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Additionally, we obtained the funding to install the Guardian System, which will allow attorneys and visitors within CJC to push a button on their SuperCell 250 body-worn transmitters and get help immediately dispatched to their location in the event of an emergency. 1A also permitted us to repair an Echo Tower main slider door that was malfunctioning due to settlement of the building.

AUTHORED BY: PAUL BILLIARD

CJC TRAINING TECHNIQUES FOR NEW DEPUTIES



A WELCOMED ADDITION TO THE CJC STAFF

Since the citizens of El Paso County passed Ballot Initiative 1A in November 2012, a primary focus of the Sheriff's Office has been to hire, train, and place new employees into the workforce to address the ever-increasing public safety needs of the county.

The Criminal Justice Center (CJC) is the first assignment for newly sworn deputies upon completion of the Basic Law Enforcement Recruit Academy. Thanks to the new employee authorizations created by Ballot Initiative 1A, CJC received more new employees than ever before. All the newly trained deputies were a very welcomed addition to the CJC staff, allowing many members to transfer to other assignments in the Sheriff's Office, including assignments in Patrol, Court Services, and Intake and Release. These transfers provided career opportunities for the dedicated employees assigned to CJC, but drained the facility of many experienced deputies.

To help illustrate the scale of the challenges created by the rapid expansion of the sworn officer numbers at CJC, one only needs to examine the experience levels of the changing workforce.

As mentioned above, all new deputies are assigned to CJC for their first operational assignment. Prior to 1A, the numbers of new deputies could be assimilated into the shifts with little impact on experience levels on duty at any given time. New hires were

simply spread across the shifts evenly to ensure a common sense distribution of rookie deputies. This allowed ample opportunities for the newer deputies to learn from those who had been at CJC for a while. Until 1A, the rookies were always a minority on any shift at any given time. Each problem situation was addressed under the supervision of experienced deputies who had seen just about every possible combination of daily challenges that are typical in a jail setting. By the end of 2013, the effects of the accelerated hiring created by 1A were very clear to supervisors and members of the Sheriff's Command

Staff. Many employees with the rank of Senior Deputy and Deputy 1 had transferred to other assignments within the Office. This left a majority of sworn staff at CJC with very little experience in operating a facility with the complexity of CJC. In fact, more than 50 percent of the CJC sworn staff consisted of deputies with less than one year of experience in the facility. The influx of so many new, inexperienced deputies and the shortage of experienced Detention Training Officers (DTO) required a complete overhaul to the Detention Bureau's initial entry training program, known as the DTO program.



In August of 2013, the DTO program began a series of significant changes designed to keep pace with the changes made to the Office as a result of 1A. The program had existed in its basic form for many years, going back as far as fifteen to twenty years, with only a few minor changes. Changes to the workforce composition, as identified above, had not been experienced since CJC was originally opened for operation back in 1988. Efforts to properly train so many new employees to meet the demands of the facility needed a new approach. Lt. Stephen Way was placed in charge of the program due, in part, to his extensive background with the Patrol Division's Field Training Officer (FTO) program, the training program used to train deputies newly assigned to the Law Enforcement Bureau. His assignment to the program turned out to be the catalyst for change the program needed to meet the challenges associated with 1A. He solicited the assistance of Sergeant Tammi Murphy-Kinner, Deputies Kim Miller and Ed Larsen, and Security Technician Jerry Day. Together they conducted a complete review of the program and identified the necessary changes to improve the end result of the program: better trained and more adaptable new deputies to staff the small city known as CJC.

One of the first steps taken to improve the program was a change in the evaluation form used to record the specific performance of each trainee. The evaluation form used by Patrol in the FTO program identified many more specific knowledge and performance measures than the DTO evaluation form did.

It was easily modified for Detention Bureau use and was an instant success with the DTOs. Training Officers preferred the evaluation form over the previous version because it eliminated the need to make specific remarks for each performance element. Instead, evaluator remarks were limited to three areas, making the form more user-friendly and easier to understand by those being evaluated. The new form was first used with the 2013-1 Academy Class.

The next significant change to the program came with the introduction of Daily Evaluation Report (DER) tracking form. DER is the name given the evaluation form indicated above, and the tracking form was implemented to easily view the progress of each trainee. The tracking form records individual numeric values for each performance element on the DER, and the values are color coded, giving the reviewer a clear picture of the trainee's progression for each performance evaluation. The tracking form demonstrated immediate value to the supervisory team tasked with monitoring the program and the progress of each new employee. It showed key areas that were not being routinely evaluated, which was an indication those areas were not being adequately trained. This allowed immediate adjustments to correct the training deficiency and ensure changes in daily assignments that provided a complete training opportunity for every area of the facility. Supervisors were also able to make changes in the overall training program to help prevent future training deficiencies. This change was introduced with the 2013-2 Academy Class.



The 2013-2 class was the first to complete the DTO Program Critique Form.

The critique was geared to provide supervisors valuable information on the program itself and on the performance of our DTO staff. Interestingly, an After Action Review of the critiques provided by Class 2013-2 pointed directly to a problem identified by a review of the DER Tracking Form for the class. Our newly assigned deputies were not receiving proper training in the area of general investigation into inmate activity, including criminal violations and violations of the Inmate Code of Conduct. The class was also dissatisfied with the training they received regarding documentation of inmate activities in the form of reports. These enabled supervisors to make changes to the program to ensure those identified shortfalls were addressed with subsequent trainees. An example of a program change resulting from critique form feedback was the initiation of scenario-based training using actual video of jail incidents. Sergeant Chris Klug put together a training packet of four videos provided to him from the Detentions Investigations Team. The videos are now used to help trainees identify criminal activity and violations of the Inmate Code of Conduct. They also provide a realistic example of a violation from which to write a criminal or disciplinary report. The selection of scenario videos will continue to expand as more incidents occur and suitable videos are found.

Upon completion of the changes made to the DTO training process, the Detention Training Officer Manual needed a complete revision. The revised manual contains sections that correspond to each training week and includes specific policy or Standard Operating Procedure (SOP) references to each section, where applicable. This provides references to additional sources of information on each topic, something lacking in the earlier manual. Additionally, written tests were revised to match the manual and the DERs. New deputies and their DTOs can now have confidence the materials used for the training process are up-to-date and accurate; however, these are living documents that change to remain consistent with policy and SOP.

Finally, the new training guidelines and expectations were taught during a three-hour Train the Trainer course for DTOs. Feedback offered during training was outstanding. By including supervisors, training officers, and those being trained, revisions to the program are a clear improvement and will lead to better trained, more capable employees at CJC. Ultimately, this will lead to a safer environment for inmates and staff alike.



AUTHORED BY: COMMANDER GEHRETT

EL PASO COUNTY COMMUNITY DETOX FACILITY



ACHIEVE A HEALTHY AND PRODUCTIVE LIFE

The El Paso County Community Detoxification Facility (Detox) is making a difference in the lives of our citizens suffering from substance abuse. We are proud of the contribution we are making to the community by helping troubled individuals.

The facility has opened a Transitional Residential Treatment Program (TRT) available for male and female clients. The TRT rooms are located in both the male and female wards and are used for clients who will be participating in our in-patient residential programs. This program is also open to anyone in our community over 18 years of age who is in need of a 30-day in-patient drug and alcohol program. Our program is relatively inexpensive compared to other in-patient programs throughout the United States, making it affordable to all.

The Detox program leadership and personnel are community minded and work diligently to mitigate the problems of addiction and homelessness.

The average length of stay for our Detox clients is approximately 2.5 days. Clients who are under the influence of drugs versus alcohol typically have a longer length of stay due to the severity of withdrawal. Each client entering the facility, whether here voluntarily or involuntarily, meets with a Detox Specialist for a case management interview. The interview is designed to determine the particular needs of each

client. This information is used to help the client to leave our facility with a solid plan for a successful recovery. Referrals and appointments for issues such as future medical needs, housing, food stamps, employment, out-patient therapy, inpatient therapy, and support systems are made before the client is discharged. Our current recidivism rate is 13.7 percent. We attribute the low recidivism rate to the dedication our staff shows towards each client by tailoring a specific recovery plan for each individual.



This has been a great year for the El Paso County Community Detoxification Facility (Detox).

The El Paso County Community Detox Facility is able to seek additional help for those clients who exhibit signs of an inability to maintain productive lives in our community due to their substance abuse. To protect the client, a system is in place for an Involuntary Commitment with the State of Colorado when necessary. Family members are always encouraged to participate and assist in this process. Information on this process is provided to family members upon request.

We are proud of the strong working collaboration between the El Paso County Community Detox Facility and the local Sober Living Homes. Without their assistance, after-care management would be all but impossible. The outreach of the El Paso County Detox Facility extends well beyond the borders of El Paso County. We enjoy a close working relationship with Cross Roads of Pueblo and Resada located in Las Animas County, often accepting clients from their facilities.

The El Paso County Community Detox Facility is actively involved in preventing the pitfalls of substance abuse.

This prevention begins in the schools. Throughout the year, Detox Director Teri Lawrence and Specialist Rod Branch visit several schools in El Paso and Teller Counties to present a program developed by Director Lawrence titled "The Dirty Truth." This presentation outlines the dangers of drug and alcohol use. Included are interviews with a crack cocaine addict and a heroin addict. These presentations have been received positively by the attending students and have been applauded by the school faculty members as having a positive impact on the students.



The El Paso County Community Detox Facility is proud of our success in helping many of our citizens obtain sobriety in a safe and secure environment. Since its inception in 2009, our facility has served 22,561 clients. The service we provide is in such high demand we filled the facility to capacity 14 times in 2013 and were forced to temporarily hold clients at local hospitals until space became available. Fortunately, these incidents were infrequent and of short duration.

AUTHORED BY: THERESA LAWRENCE

287(G) PROGRAM



ONE OF THE BEST THEY HAD SEEN

The El Paso County Sheriff's Office 287(g) program is in partnership with local law enforcement agencies and Immigration and Customs Enforcement (ICE).

Through a memorandum of agreement, specific immigration duties are delegated to deputies who have been trained and designated to perform immigration functions. These functions are conducted by volunteer sworn personnel specifically trained in immigration law at the Federal Law Enforcement Training Center in Charleston, South Carolina. In 2013, three deputies attended the 287(g) academy. This training is a month long, fast paced, comprehensive indoctrination into Immigration Law in accordance with the Immigration and Nationality Act. The 287(g) duty is a collateral duty with no additional compensation. There are currently 18 deputies assigned to 287(g) duties, including one Lieutenant and three Sergeants. The El Paso County Sheriff's Office 287(g) Program is coordinated through Intake and Release. Any foreign-born individual who is lawfully arrested and brought to the jail for processing is screened by a 287(g) trained deputy. These designated deputies have access to a variety of immigration databases to assist in determining the immigration status of the arrested individual. If the investigation reveals the subject is in violation of federal immigration law, the deputy then begins the judicial process of placing the individual in proceedings to appear before a Federal Immigration Judge for possible deportation.

In September 2013, the El Paso County Sheriff's Office 287(g) Program was inspected by a team of agents from the Immigration and Customs Enforcement

Office of Professional Standards. This team of three agents is assigned across the United States and does nothing other than inspect 287(g) programs across the nation. This three-day inspection encompassed everything about our Program, including initial processing, records management, case filing, organization, and compliance with national standards as set forth by the Department of Homeland Security. At the debriefing, the inspectors commented our program was one of the best they had seen and really dug deep to try to find something out of compliance, but they were unsuccessful. They took some of the processes that we implemented as part of our program to pass on to other 287(g) programs across the nation as Best Practices. The statistical data collection processes we use, the way we assign



deputies to 287(g) duties on a regular, rotating basis, and the professionalism and knowledge base of our deputies were specifically mentioned by the inspectors as standards that have made our program the benchmark for all other 287(g) programs across the nation.

FOREIGN-BORN CONTACTS	532
PROCESSED FOR REMOVAL	126
287(G) STAFF HOURS	734

In 2013, the 287(g) trained deputies provided significant contributions to the mission of ICE and the Sheriff's Office in processing foreign-born inmates. This effort does more than assist with the apprehension of criminal illegal aliens; it also allows for the proper identification of foreign-born United States citizens and lawfully residing immigrants. Another responsibility of the 287(g) deputies is to monitor the Secure Communities database. Hit returns on this database are based on fingerprints submitted through the Department of Homeland Security. For 2013, our 287(g) deputies processed a staggering 7,271 hits on this system with 204 of those being identified as needing further investigation.

AUTHORED BY: SERGEANT ST. CHARLES

TRAINING SECTION ACCOMPLISHMENTS

SUPPORT SERVICES

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MAINTAINING THE LEVEL OF EXCELLENCE

With the successful passing of Ballot Initiative 1A, the Training Section confronted a self-imposed challenge in 2013. The challenge was to maintain the level of excellence reached over the previous few years while coordinating and running three Basic Academies, one Lateral Academy, and a Reserve Academy, as well as overseeing Annual In-Service training for sworn and civilian personnel.

Basic Academies

We started 2013 with Basic Law Enforcement Academy **Class 2013-1**, which began on January 14, 2013. That class graduated on May 31, 2013, and gave us 36 new deputies.

Class 2013-2 started on May 31, 2013, and graduated on September 23, 2013. This added another 39 new deputies.

We completed the year with Academy **Class 2013-3**, which started on September 9, 2013, and added another 41 new deputies upon graduation on January 17, 2014.

By the beginning of 2014, we welcomed **116 new deputies** to the ranks of our Office. Additionally, we graduated 5 new deputies for the Teller County Sheriff's Office. The passage of 1A provided additional personnel not only to our Office, but to our neighboring Law Enforcement Agency.

We increased our Patrol Division immediately in 2013 by completing a Lateral Academy starting April 15 and graduating May 15 with **9 Police Officers Standards Training (POST) certified deputies**.

Sworn and Civilian Personnel

The Training Section focused mainly on Academy Classes during the course of 2013 but was also able to meet or exceed the training hours for our existing sworn and civilian personnel.

TRAINING	HOURS
Sworn In-Service	9,380
Hosted	6,040
In-House	5,801
Civilian	3,364
Basic Academy	95,992
TOTAL TRAINING	120,577



There were approximately 63,523 more training hours in 2013 than there were in 2012.

Law Enforcement Equipment

With the additional personnel came the need for additional equipment. Over the course of 2013, funding was available through 1A to obtain the necessary items.

We used approximately 240,000 rounds of ammunition during 2013, for the training of three basic recruit academies; 4,500 rounds during one Lateral Academy; 1,000 rounds for one Reserve Academy; 60,000 rounds for Annual In-Service training; and 71,000 rounds during seventy-four open range dates.

WEAPONS

Glock Model 22 Handguns	147
Sig Model M400 Patrol Rifles	46
Remington Model 870 Shotguns	46

WEAPONS EQUIPMENT

Magazines, 20 Round Capacity	46
Magazines, 30 Round Capacity	46
Rifle and Shotgun Swivel-Slings	72

ADDITIONAL EQUIPMENT

Ballistic Vests	30
Sworn Deputy Badges	184
TASER Cartridges	350

AUTHORED BY: **LIEUTENANT BRANDT**

COMMUNICATIONS SECTION



BUILDING ON STRONG FOUNDATIONS

The growth and changes seen in the Communications Center have prepared us for the future in staffing needs, logistical requirements, and personnel development. We look to the future with anticipation as our newly hired dispatchers begin completing their training.

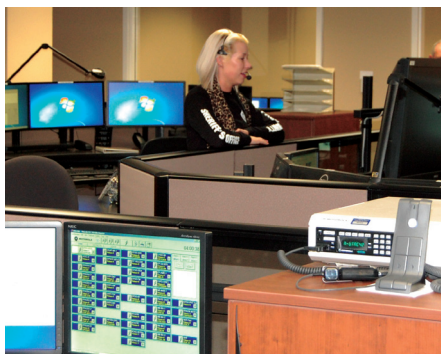
In 2013, it was a year of transition, growth, and opportunity for the Communications Section. The transition to the new Communications Center brought the excitement of new and upgraded equipment coupled with the task of overcoming some hurdles in the implementation. The increased funding from Ballot Initiative 1A allowed for the addition of seven new dispatcher positions. This afforded the opportunity to increase minimum staffing and implement the use of an additional talk group during times of heavier radio traffic. When facing multiple large scale incidents, the Communications Center met them head-on with incredible displays of strength, teamwork, and tenacity. This year, the foundation was laid to meet the ever evolving needs of our community, the Office and the Communications Center.

The move to the Office of the Sheriff was one of great anticipation as the plans and preparations were brought to life. The dispatchers were greeted with brand-new dispatch consoles equipped with upgraded computers, monitors, and radio equipment. A new soft phone system was implemented and brought with it the addition of multiple 911 and administrative phone lines. With the increased number of incoming phone lines, it was determined that

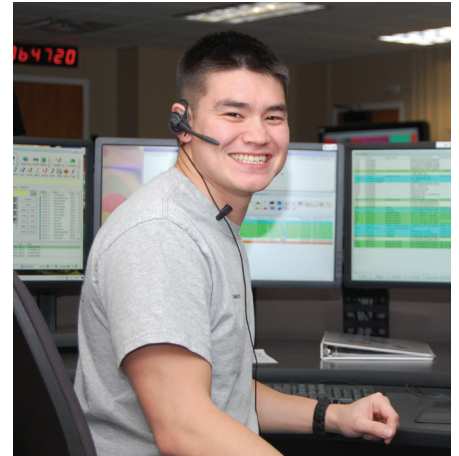
an Automatic Call Distribution system would provide the best possible service to both citizens and internal callers. Through trial and error this system was meticulously built to allow for prioritization of calls, a phone queue, and one-button transfers for callers needing to reach other sections. The upgraded computer systems provided the framework to transition to a virtual network, resulting in a more efficient and streamlined workflow.

The addition of seven new dispatcher positions, made possible with 1A funding, brought a steady stream of training to the Communications Center. In a single year six basic academic classes were conducted, as well as four fire academic classes and one police academic class. To effectively use the additional staffing, these training phases were implemented in waves. The increased staffing allowed minimum staffing levels to be raised to meet higher call volume needs. In addition, split-county was implemented to meet the needs of increased radio traffic.

In the midst of these changes, on June 11, 2013, at 1:43 p.m., the first report of the Black Forest Fire was received in the Communications Center. This fire would turn out to be the most destructive wildland fire in Colorado's history. The Communications Center quickly jumped into action, deploying Tactical Dispatchers to the field and planning for staffing needs. This event showed the capacity and capability of the telephone and radio systems and how the dispatch team would respond to these demands. Dispatchers hired with 1A funds were used to answer incoming phone lines and assist with logistical



needs of the Center. Responding to the changing needs of the situation, specialized positions were formed to assist in the evacuation of residents throughout the first four days of the fire. The tracking systems developed during this time would become a model for evacuation and tracking responders in our Center. The teamwork and flow of information seen during this time was once again required when flooding of the Waldo Canyon Fire burn scar began on July 1, 2013. Using lessons learned from the Black Forest Fire, personnel quickly pulled out maps that had been created with street names and house numbers to assist in the evacuation efforts. The use of a Tactical Dispatcher at Incident Command assisted with the smooth flow of information between the communications center and responders.



AUTHORED BY: **MARIKA SOMERSALMI**

FLEET SERVICES



KEEPING US MOVING

As always, the team's goal is to fulfill the needs of the Office and provide the best customer service while maintaining and building safe and reliable vehicles for our sworn and civilian personnel.

Due to the passage of Ballot Initiative 1A, Fleet Services was extremely busy in 2013 outfitting new vehicles and keeping up with the maintenance of our current fleet. Fleet Services went from the normal outfitting of an average of 20 new vehicles per year to outfitting 70 vehicles in 2013. These include both marked and unmarked vehicles.



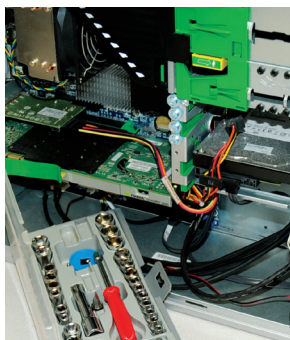
FLEET SERVICES ACCOMPLISHED

6	Refurbished Units
27	Radar Units Installed into New Patrol Vehicles
42	Laptop Computers Installed into New Patrol Vehicles
5	Havis Portable Computers Installed for Manitou Springs PD
600+	Oil Changes Performed
400+	Tires Replaced
100+	Front Brake Jobs Performed
50+	Rear Brake Jobs Performed

Fleet Services staff consists of a Fleet Manager and three mechanics. This small group of professionals provide maintenance and repair to 398 units, to include utility trailers, motorcycles, SUVs, large Wildland Fire and Hazardous Materials vehicles, special purpose units such as K-9 and Mounted Patrol, snowmobiles, the Mobile Command Post, and 53 Metro Vice Narcotics and Intelligence (VNI) units. The passage of 1A has also enabled us to add one new mechanic position to the staff. We will be filling this position in the very near future.

AUTHORED BY: **JIMMIE ORTEGA**

INFORMATION TECHNOLOGIES



PROJECT MANAGEMENT

In 2012, the IT Section made a change in primary focus to project management. We have continued and solidified that change in 2013. With the passage of Ballot Initiative 1A in the fall of 2012, the IT Section was able to focus on a handful of projects with strategic importance to the Office.

Records Management System (RMS)

The current RMS system was installed March 2003. This system was a major upgrade from the old mainframe system in use since 1984. This system has served the Office and the community well for over 10 years now, but it is showing its age. The Office has contracted with the current vendor to install a new and improved version of the RMS system. This new version will take advantage of technological advances and functionality that did not exist when the first version was installed 10 years ago. Some of these advances include a redesign of the database to provide better reporting, work flow processes to track reports through the system, better mapping and addressing solutions, and efficiencies in sharing information across departments.

Biometrics

This area of technology has been on our radar for a couple of years now. We experimented with a system in early 2013 that ultimately did not rise to the level of functionality the Office is looking for. We spent much of 2013 reaching out to other vendors and speaking with experts at the state and national level. We are continuing in our

research and evaluations and should be making a product selection in 2014, with an implementation to follow shortly after. Some of the functions we are looking for include finger print identification and facial recognition. The facial recognition is the big leap for the Office, as it will help us identify suspects from images and videos based on previous booking photographs.

Mobile Computer Upgrades

The Office started a project in 2013 to upgrade and update the fleet of mobile computers used in Patrol cars. The current computer was selected in 2005 for its features and design. These systems are multi-component, meaning they have separate computer and monitor hardware, much like a common desktop computer. Much has changed since then, and the Office is making a move towards more mobile computing functionality. We are now installing laptop computers in the cars. This will enable deputies to take their now truly mobile computers with them when they get out of the car. Moving to laptops will also allow deputies to take advantage of functionality in the new RMS and Biometrics systems mentioned above. The Office will make this transition as

the existing systems reach end-of-life for support and functionality.

Smart Phones

In the same spirit of moving to laptops, the Office also rolled out an upgrade to smart phones for most of the supervisors and Command Staff. The Office was previously using Blackberries. With the move to Android and Apple iOS phones, we will be able to extend the computing environment deeper into operations, using more of the functionality provided by the above systems and systems coming in the near future.



Video Visitation

As mentioned in last year's report, our current video visitation system is in need of replacement. Funding from 1A has been identified and set aside specifically to replace this system. The Office initiated and completed a competitive Request for Proposal (RFP) process to select a new system. Installation of this new system is currently slated for summer of 2014.

AUTHORED BY: TOM THIEME

CONCEALED HANDGUN PROGRAM UNIT



MEETING THE INCREASED DEMAND

Each member of the Unit accepted the challenge and remained courteous, helpful, and treated each applicant as if he or she was the only applicant. This care and consideration is evidenced by the numerous letters, e-mail messages, and phone messages from applicants expressing their gratitude.

The Concealed Handgun Program (CHP) Unit is responsible for processing Concealed Carry Permits which include new applicants, renewals, and emergency permits.

They are also responsible for the processing of Federal Firearms Licenses and the coordination of the Extra Duty Program.

The number of requests by members of the community for permits in 2013 was astronomical in comparison to previous years. In 2012 the CHP Unit processed 3,391 applications. That number almost tripled during the same period in 2013 to reach a total of 9,826 applications. Along with the increase in applications, CHP also experienced a dramatic increase in telephone calls. Inquiries per day peaked at 152 in a single day in April.

TO MEET THE INCREASED DEMAND, CHP PERSONNEL AND SUPERVISORS MADE DRASTIC CHANGES

to the duty schedule, the process, and the philosophy. These changes allowed eighty applicants to be processed daily, which was an impressive increase over the twenty processed daily in 2012. For several months applicants were also provided the opportunity to schedule Saturday appointments. To reduce the approval time, accommodate the influx of telephone calls, and improve the overall service provided to the community, the CHP Unit



incorporated the assistance of the Communications Center to provide criminal histories and the Front Desk to answer the incoming calls. The continual evaluation and changes implemented within CHP, combined with the tremendous individual and team efforts, resulted in approval times of thirty days or less for all applications both new and renewal, as well as the scheduling of next-day appointments for new applicants.



The demand for permits increased following the tragedies in Colorado and Connecticut, which received much nation attention along with the resulting proposed gun legislation. Because of an immediate increase in applicants and a lengthy response time by the Colorado Bureau of Investigations with background checks, the CHP Unit soon found itself more than ninety days behind in processing and approval time, and had increased wait periods for appointments.

AUTHORED BY: SERGEANT ROYBAL

HUMAN RESOURCES SECTION & BACKGROUND INVESTIGATIONS UNIT



EXCELLING THROUGH THE INCREASED DEMAND

All HR Specialists are crossed-trained to handle a variety of functions, which include time card updates, Personal Action Reports (PAR), Payroll Change Requests (PCR), and personnel evaluation processing. Three areas that showed a significant increase in activity for 2013 were new-hire application processing for both sworn and non-sworn, PAR/PCR processing, and time card management.

With the passing of Ballot Initiative 1A, 131 new authorizations for sworn and civilian positions were planned. As would be expected, new-hire application processing created the most significant increase in workload. In previous years, a typical Basic Academy class size was 20 to 25 deputy designees, and was conducted one time a year. In 2013, three Academies of 40 deputy designees were conducted; along with a Lateral Academy of 9 designees; one Deputy Reserve Academy of 11 recruits; two Academies for the Sheriff's Citizen Patrol with 8 and 12 recruits, respectively; and two Citizen Academies that had 41 and 28 attendees, respectively. Additionally, applications were processed for Records Technicians, Emergency Service Dispatchers, Detention Specialists, Intake and Release Specialists, Bookkeepers, Security Technicians, Property Custodians, and a host of individual positions ranging from HR to Emergency Services Division Commander. There were 5488 applications received for all the jobs mentioned.

As staffing levels increased, so did the number of personnel actions, as well as payroll adjustments. This year, 621 PCR/PARs were processed as compared to 540 in 2012. This increase is significant, considering each PCR/PAR was either a change to someone's pay, a promotion/demotion, or a change in position. With the addition of another Human Resources Specialist, all transactions were handled smoothly with a minimum delay in processing. This year's hiring numbers coupled with additional overtime for the Black Forest Fire required supervisors to closely manage and track employee hours. The Human Resources Section worked closely with the Office Comptroller to ensure that all hours were accurately captured and employees were paid in a timely manner.

The Background Investigation Unit did a tremendous job this year in successfully meeting every hiring goal asked of them.

After the passage of 1A, the Background Investigations Unit was tasked with hiring

three classes of 40 deputies along with a myriad of non-sworn positions. To accomplish this, three additional investigators were added to manage the over 400

background investigations that were ultimately conducted.

All sworn applicants must take a written test, and those who pass are scheduled for an interview board. Once this is completed, applicants are rank-ordered and placed into banding lists based on their scores. They complete background and Computerized Voice Stress Analysis (CVSA) packets, which are then processed by investigators. Parts of the process include applicant in-home interviews as well as neighbor inquiries.

Applicants who successfully complete the background screening move on to the CVSA exam. Psychological and physical exams are the last hurdles applicants undergo. Some applicants drop out throughout the process, requiring the Investigators to start the process for the next applicant in line. In most cases, two to three background checks are started for every one applicant who completes the process. Non-sworn applicants typically do not have to undergo the psychological and physical testing, but are required to undergo a background investigation, plus CVSA and drug screening.



In January 2013, David Mejia was added to the HR Section, bringing the Section's total to three full-time employees.

AUTHORED BY: COMMANDER MCDONALD

BUDGET & FINANCE



BUDGET & FINANCE

Budget and Finance provides the overall quality and integrity of the Sheriff's Office financial management and control system and consists of four major functional areas: Accounting/Finance, Budget, Payroll, and Grants Management.

2013 UNRESTRICTED GENERAL FUND REVENUE	
State Detentions	\$ 1,829,186
Federal Detentions	\$ 335,799
Local Detentions	\$ 234,365
Public Safety Fees	\$ 223,697
Charges for Service	\$ 1,073,666
Fines and Forfeits	\$ 38,931
Miscellaneous Revenues	\$ 81,936
2013 RESTRICTED REVENUE	
Concealed Handgun Program	\$ 693,885
Sheriff's Reserve Unit	\$ 26,650
Gateway Through the Rockies	\$ 615,300
Pre-Trial Services	\$ 62,446
Work Release Program	\$ 868,960
Inmate Processing Fees	\$ 421,093
Sex Offender Registration	\$ 20,095
ICE-Federal Detentions	\$ 1,460,774
Firing Range	\$ 38,345
Detoxification Center	\$ 1,482,030
2013 GENERAL FUND EXPENDITURES	
Personnel	\$ 38,091,986
Operations	\$ 2,095,614
Sheriff's Office Fleet	\$ 1,145,831
Inmate Medical Contract	\$ 4,348,345
Inmate Food Contract	\$ 1,603,171
Internal and External Extraditions	\$ 262,689
2013 1A PUBLIC SAFETY TAX INITIATIVE	
1A Public Safety Revenue	\$ 17,898,721
1A Public Safety Personnel Expenditures	\$ 6,668,422
1A Public Safety Capital Expenditures	\$ 3,209,907
1A Public Safety Operations Expenditures	\$ 3,105,116



AUTHORED BY: DORENE CARDARELLE

ANNUAL AWARDS CEREMONY

EMPLOYEE OF THE YEAR

Since 2004, Richard Dietz has been instrumental in ensuring the HR needs of the office have been met. However, with the passage of Ballot Initiative 1A in November 2012, the workload of the HR Unit, and Rick, increased dramatically.

Since the approval of the 1A, the Office has been directed to recruit enough qualified candidates to fill three recruit academies in 2013,

conduct a Lateral Deputy Academy, and keep up on the many day-to-day issues faced by HR employees.

Compounding the issue further, the HR Unit, along with other Office operations, moved from the Metro Facility to the new Office of the Sheriff building. In addition, Rick's coworker, Beth, was out on maternity leave during this time. As a result, Rick was the sole full-time HR Specialist and was directly responsible for ensuring the Office move went as planned and for keeping up with the accelerated hiring process.

As an example of this increased workload, meeting the needs of Recruit Academy 13-01 (a total of 40 recruits) required processing almost

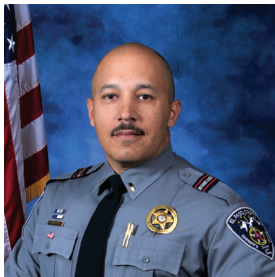
70 applicants, each of whom had to be initially processed through the HR Unit. To meet the needs of the annual Detention Specialist Academy (a total of 14 recruits) required processing 30 applicants: again, all of whom initially passed through the HR Unit.

Rick's positive attitude and seemingly endless resourcefulness reflect positively on him and set the standard of exemplary service to all employees of the Office.

For his outstanding service, dedication, and hard work, Richard Dietz was selected as the 2013 Employee of the Year.

A handwritten signature in blue ink that reads "Terry Maketa".

Terry Maketa, Sheriff



SHERIFF'S ACHIEVEMENT AWARD

Commander
Robert McDonald



SHERIFF'S ACHIEVEMENT AWARD

Sergeant
Douglas Lundstedt



SHERIFF'S ACHIEVEMENT AWARD

Deputy
Christopher Ganstine



SHERIFF'S ACHIEVEMENT AWARD

Deputy
Robert May



SHERIFF'S ACHIEVEMENT AWARD

Deputy
Lawrence Murphy



SHERIFF'S CIVILIAN DISTINGUISHED SERVICE AWARD

Mr. Brian Douthit



SHERIFF'S CIVILIAN DISTINGUISHED SERVICE AWARD

Dr. Armand Boudreau

The Investigations Team had an extremely busy 2013. The year began with a homicide in early January. The crime scene was complicated, but detectives were able to learn what occurred and made an arrest in the case.

On the night of February 13th, detectives responded to a murder; and while working that crime scene, were notified of an unrelated double murder/suicide at another location. This required the entire cadre of investigators to be deployed at two simultaneous murder investigations. This is the first time two different murders occurred on the same date in the history of this Office. The second scene was especially horrific and involved two young children. Both the investigators and victim advocates alike provided a professional response and services despite the graphic nature of the scene.

In March another murder occurred, this one attracting state and national attention. This crime was multifaceted with many persons of interest which are known to be lifelong criminals. Investigators have traveled to Texas and the ensuing investigation has involved an extensive task force made up of local, state, and federal agencies. This is an extremely complex and far-reaching investigation which has required hundreds of interviews and an exhaustive review of financial, phone, and other

data systems to include several jails and many state prisons.

In June, the most costly wildfire in the state of Colorado occurred in Black Forest. Investigators worked nearly around the clock for several days assisting with evacuations and searching for persons missing or presumed dead. They were also tasked with the recovery of the remains of two deceased victims of the fire. The investigation into the cause of the fire is tedious and ongoing.

Shortly after the fire, another double murder/suicide occurred, this one involving a lengthy pursuit prior to the suspect's taking his own life. Once again, great demands were placed upon investigators, as two scenes were processed simultaneously.

In early July, investigators were called to another homicide, this one in Manitou Springs. A suspect was quickly identified, and after a skilled investigation and interrogation, arrested. The investigation was done thoroughly and professionally, evidenced by the 29-year sentence the suspect received.

On November 9th, investigators from this Office were summoned to a murder and attempted murder with a firearm. The suspect had stolen a vehicle from the neighboring residence and was on the run. As a result of excellent investigative work, the suspect was quickly

identified; and it was subsequently discovered there was a second murder victim. Through additional investigative efforts, a multi-agency coordination, and an all-night manhunt, the suspect was taken into custody. The actions of several investigators likely prevented additional crimes, to include murders, from occurring.

In between these numerous and noteworthy homicides, there are many crimes which require an equal amount of investigative resolve. They are also very manpower intensive and must be continued to be worked along with other homicides requiring immediate attention. There have been several cases of commercial and residential burglaries and sex crimes that have garnered a lot of local media attention. Nearly all of these crimes have been solved.

Victim advocates have responded to all homicides, suicides, sexual assaults, and domestic violence incidents to render assistance and support the victims of these crimes. Their case load has been equally impacted by the numerous homicides and notoriety these events have received. As usual, they continue to provide service in a professional and extremely competent manner.

The Investigations Team will tenaciously accept any challenge. When handed a major case, they simply don't give up, no matter how many hours of work are required. Their resolve is simply incredible. For their dedication and commitment to excellence, the Investigations Team is awarded the 2013 Unit Commendation



MISSION, VISION, & VALUES

THE MISSION

The mission of the El Paso County Sheriff's Office is to provide public safety services to our community by fulfilling the duties and responsibilities as defined by Colorado law with a determination to meet the growing expectations of our citizens.

OUR VISION

Our vision is to ensure the future quality of life for our citizens as our community grows. We will set the standard in public safety through innovation, flexibility, and commitment while recruiting and retaining a dynamic work force. Through community support and fiscal responsibility we will strategically plan and prepare for the necessary resources to meet future needs in Law Enforcement, Detentions, Wildland Fire, Search and Rescue, and Civil Process.

WE BELIEVE...

- ▶ In protecting the Constitutional rights of all individuals.
- ▶ Our Civilian and Sworn employees are our greatest asset and the key to our collective success.
- ▶ We work for and with the citizens of our community in a partnership based on mutual trust.
- ▶ In identifying, prioritizing, preventing, and solving community problems.
- ▶ In supporting on-going organizational change that strengthens our ability and capacity to serve our community.
- ▶ All our actions and decisions are driven by a commitment to

Honesty, Loyalty, and Unity.