

# 2015 ANNUAL REPORT

CLOSER WITH OUR  COMMUNITY



EL PASO COUNTY SHERIFF'S OFFICE | COLORADO SPRINGS, COLORADO



To the citizens of El Paso County,

When I began my first term as your Sheriff on January 1, 2015, it was important for me to establish the Mission, Vision and Values for the Office. As an organization, this has become a compass to strengthen the relationship between local law enforcement agencies and the citizens of El Paso County. Through collaborative regional partnerships, community outreach and transparency, I am proud of where we are today and excited about the direction we are headed.

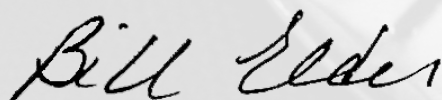
The message from citizens in eastern El Paso County was loud and clear. In 2015, the Rural Enforcement and Outreach Unit and Community Relations Unit were established. They create a vital link that empowers citizens to solve community and neighborhood problems through mutual understanding and cooperation with the Sheriff's Office.

As an Office, we focused efforts creating a new "character initiative" to bring ethics amongst all law enforcement agencies in the region. This is now creating mutual trust in our community. The concept of the character initiative is based on ethical leadership development centered on character, competency and consistency. I am excited about this program. It will be the catalyst for growth of our organization as we interact with our community.

Rebuilding our relationships with our regional law enforcement partners was a priority from day one. We increased Sheriff's Office representation on multi-jurisdictional task forces and participated in joint training exercises. Throughout the year, I gave Deputy Sheriff Commissions to sworn members of local law enforcement agencies. This long standing tradition of the Sheriff's Office helps to promote regional cooperation and better working relationships between agencies in our region. The return on investment throughout the entire city and county is increased public safety, well-trained first responders, and a high level of emergency preparedness.

This has been an exciting year for the El Paso County Sheriff's Office. We continue to grow and adapt as an organization, transforming the way we serve this community. I thank you for your continued support of the Sheriff's Office and its employees, and thank you for allowing me to serve as your Sheriff.

Sincerely,



Bill Elder  
Sheriff





# 2015 COMMAND STAFF



**SHERIFF**  
B. Elder



\* UNDERSHERIFF



## CRIMINAL JUSTICE CENTER

2739 East Las Vegas Street  
Colorado Springs, CO 80906  
(719) 390-2000



## OFFICE OF THE SHERIFF

27 East Vermijo Avenue  
Colorado Springs, Co 80903  
(719) 520-7100



## METRO WORK RELEASE

210 South Tejon Street  
Colorado Springs, CO 80903  
(719) 520-7123



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# PATROL DIVISION

## HIGHLIGHTS FROM PATROL

In January of 2015, Sergeant Mitch Mihalko was assigned as the Report Authority/Administrative Sergeant. As a part of his duties, he initiated the Regional Crime Information Sharing (CIS) meetings with participants from CJC and Patrol Gangnet, CSPD, Fountain PD, Metro VNI, CSPD and EPSO Crime Analysts and other entities focusing on criminal intelligence. These meetings provide an opportunity to open dialogue and share information among agencies and units.

Beginning in July of 2015, the Training Unit hosted three sessions of Single Officer Response to Active Killer Training. All Patrol personnel had an opportunity to attend this valuable training. The Training has prepared our Patrol deputies to have the mind set and tactical knowledge to better manage such an event.

Deputies Mindy Mangel, Westen Rubio, and Timothy Ferrell received Certificates of Appreciation for their outstanding work on D.U.I.s. The Patrol Section recognizes a deputy or deputies who have the highest D.U.I. arrests and they are presented with a certificate and a gift from the Shift Supervisors.

On October 16, 2015, several Patrol deputies and CRU deputies met with representatives from Taser International, Chief Brad Shannon, Commander Clif Northam and EPSO IT personnel to receive training on the Taser Axon body camera system. After the day-long training and testing policy review, the deputies began using the cameras to test their capabilities and effectiveness. The testing took place between October 16 and December 18, 2015. This is the first stage in our study to determine if body-worn video will be an effective tool for the Sheriff's Office. More testing on different brands is expected to take place in 2016.

## 65,511

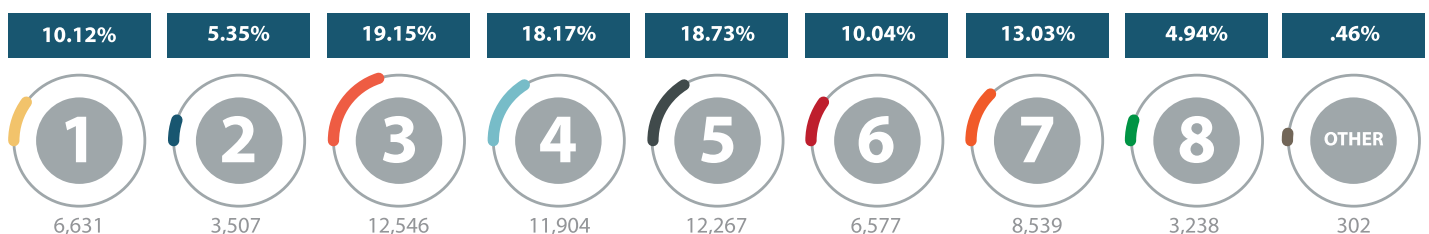
### Priority 1-4 Calls in Un-incorporated El Paso County

Abandoned Vehicle:	1,516
Aircraft Emergency:	4
Alarm (Business/Residential):	2,724
Assault:	308
Assist Outside Agency:	1,917
Burglary (Business/Residential):	2,225
Check the Welfare:	2,418
Child Abuse/Neglect:	212
Citizen Contact:	6,116
Citizen Traffic Complaints	1,611
Criminal Mischief:	641
Criminal Trespass, Automobile:	505
Criminal Trespass:	653
Disturbance:	2,517
Domestic Violence:	2,032
Fight:	53
Fraud:	1,079
Harassment:	1,397
Hazard:	1,318
Illegal Shooter:	136
Juvenile Complaint:	119
Menacing:	102
Motorist Assist:	2,811
Motor Vehicle Theft:	305
Motor Vehicle Theft, Recovery:	136
Noise Complaint:	664
Open Door/Window:	401
Patrol Check:	9,603
Reckless Endangerment:	159
Restraining Order Violation:	178
Robbery:	10
Suspicious Incident:	4,546
Theft:	1,139
Traffic Stop:	2,269

76 additional type codes: 13,777

*\*not all calls required a deputy response, some calls reclassified after contact*

## CALLS BY DISTRICT





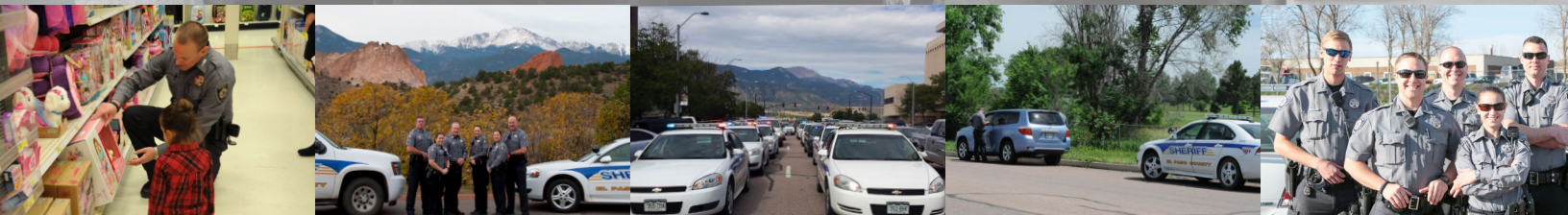
*"I am glad to see my tax dollars have gone to attracting, training, and supporting personnel of the quality of Deputy Linfoot.."*

*"...Deputy Gallagher is an expert example of "Protect and Serve."*

*"I just wanted you to know that Deputy Dickson represented your department in the highest fashion. We are in good hands. Stay safe."*

*"All the deputies in El Paso County have always been quick to respond, professional, quick thinking on their feet, and easy to work with."*

*"Thank you again for having wonderful, caring and highly professional deputies out in the field. May God Bless and protect the guardians in Gray and Blue!"*



## HIGHLIGHTS FROM INVESTIGATIONS

### Solved the Cimarron Hills Pizza Hut Robbery/Kidnapping/Theft Case

*The defendant, Xavier Smith, was arrested and initially agreed to a plea; however, he has since decided to go to trial. Smith was also charged in five CSPD home invasion cases.*

### Identified and arrested murder suspect Maxwell Garihan in less than 48 hours from incident.

### Attempted First Degree Murder of Monument-area resident Elisabeth Sciotto.

*She was stabbed multiple times by her 11-year-old son who was arrested after he jumped from a third story window at their home.*

### Two large chop-shop operations broken up and more than a dozen stolen vehicles were recovered.

### Investigation into a religious compound in the eastern part of the County obtaining three confessions on multiple incest and sex assault (child) cases.

*These cases spanned a decade and resulted in four victims who provided information for prosecutable cases, although there may have been more victims over the years.*

### A successful child pornography investigation that involved a UCCS maintenance employee and his State-owned computer.

### Special Victims Unit (SVU) has solved nearly 80 of its cases with arrests to include several successful confessions in cases with limited-to-no evidence.

### Convictions of Michael "Popeye" Mallory, Brian Springsted, and Nathan Varnador.

*A 2014 case in Security, Colorado. Mallory was found guilty of Second Degree Murder, Springstead was found guilty of First Degree Murder, and Varnador received probation.*

### Conviction of Heather Neville.

*A 2014 case in Calhan in which Neville was found guilty of Manslaughter in the killing of Michael Mackey.*

### Conviction of Jessie Jo Barnes.

*Another 2014 case in which Jessie Jo Barnes pled guilty to Second Degree Murder in the killing of Daniel Cressey and dumping his body into Fountain Creek in Pueblo County.*

### Conviction of Louis Pico.

*A Stalking and Attempted Sexual Assault on a Child case in Green Mountain Falls.*

### Conviction of two defendants in a major assault case that caused the victim to be comatose for two weeks.

*Truly a "who-done-it" which occurred in the parking lot of a 7-11 store. Detectives successfully identified and arrested the suspects.*

### Located and caused the arrest of #5 and #18 on CBI's Most Wanted Sex Offenders list.

### Missing Persons, Runaways, and Endangered Youth

Missing Person Protocols were developed to be more consistent with national standards. A new approach to handling runaways, missing persons, and endangered youth was implemented. The Unit started with nearly 100 unsolved missing persons/runaway cases and now average about a dozen cases...a 90% increase in solve rate.

### Sex Offenders and Sex Assault Cases

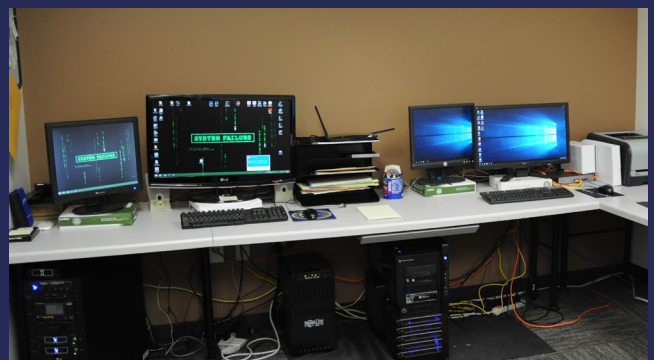
In addition to an enhanced relationship with DHS, Sergeant Gugliotta has implemented a streamlined process for reporting cold sexual assault cases with mandatory notifications for EPSO to avoid cases "slipping through the cracks" and no unfounded cases being assigned to Patrol deputies. Expansion and streamlining of the Sex Registration Unit including a uniform reporting system and automatic processing of arrest warrants for those who fail to register with a dedicated detective.

### Regional Participation

- The NIBIN Protocol and program implementation has resulted in more than eight associations with CSPD cases.
- Investigations rededicated their participation in the auto theft task force (CATPA).
- Participation in DHS's Child Fatality Review Board by Sgt. Gugliotta and Detective Nohr.

### Additions

- The Evidence Section was expanded. This was significant because even though personnel remained static, evidence intake has increased by over 127%.
- Addition of Administrative Assistant Micaela Leffler to support Leanne Mitchell and enhance our ability to create major crimes case books.

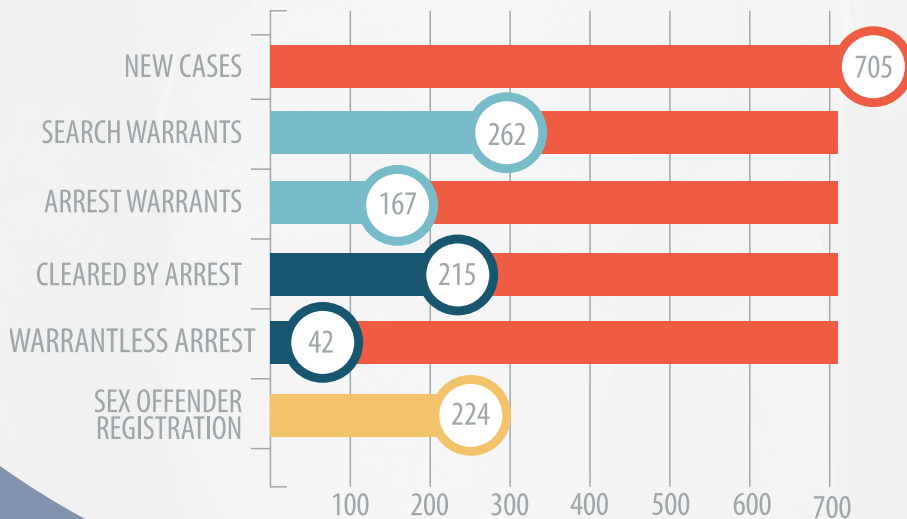


### UP-TO-DATE & FUNCTIONAL COMPUTER LAB

Detective Powell has worked tirelessly in collaboration with the Secret Service and assisted them in more than 40 incidents in addition to handling the El Paso County Sheriff's Office cases. Detective Powell's ability to solve cases and obtain evidence has been unprecedented.



# INVESTIGATIONS DIVISION



## OFFICER-INVOLVED SHOOTING PROTOCOL

An Interagency OIS protocol was developed and was used by EPSO five times during 2015. The Sheriff's Office has handled Officer-Involved Shootings with the DFIT (Deadly Force Incident Team) for CSPD and Fountain PD, to include the multi-jurisdictional investigation of the Planned Parenthood shooting.

## METRO VICE, NARCOTICS, & INTELLIGENCE (VNI)

- Metro VNI detectives conducted normal street-level operations, as well as assisting Patrol and impact units with narcotics and specialty related services throughout the year. This included surveillance on homicide suspects and wanted violent suspects. Several operations were conducted regarding open-air drug markets in parks and details on problem homes where marijuana was being sold to children.



- Detectives initiated a case where they assisted patrol with a heroin overdose and ended up recovering 519.96 grams of heroin, 4.2 grams of crack cocaine, and \$267,001.50 in cash from a vehicle and a hotel room. Two arrests were made in connection with this investigation.



- A case was initiated where a suspect was contacted and directed to meet for a purchase of 9 ounces of meth. Detectives intentionally did not meet the suspect but instead conducted surveillance and discovered a storage unit that was believed to be a stash location. A Search Warrant was obtained and 1,365.1 grams of meth (ice) was recovered along with a stolen handgun. Two arrests were made in connection with this investigation.



- Detectives initiated a case where a suspect was contacted and directed to meet for a purchase of meth. Detectives intentionally did not meet the suspect but instead conducted surveillance and conducted a traffic stop on the source. Between the vehicle stop and the drugs that were dropped off at the original meet location, 1001 grams of meth (ice) were recovered. One arrest was made in connection with this investigation.



- In October, detectives initiated a case where narcotics were purchased from 2 suspects. As the investigation continued, detectives discovered a large shipment of meth was brought in. Subsequently, the shipment was intercepted. A total of 5271.5 grams of meth (ice), 2 firearms, and \$5,509 were recovered. Two arrests were made in connection with this investigation.



- Detectives initiated a case into the distribution of meth from information provided by the upset father of a juvenile in Spring Creek. The father had gained several phone numbers and aliases from his son's phone and provided the information to detectives. Based on follow-up to one of the numbers, detectives were successful in setting up several

meth transactions. Detectives started with small purchases, leading into multiple-ounce quantity purchases. During the investigation, several addresses, narcotics traffickers, and vehicles were identified. At the conclusion of the case, five felony drug arrests were made, \$1,560.00 was seized, one stolen gun was recovered, and 1.2 pounds of meth was collected as evidence.



- During 2015, detectives initiated approximately eight narcotics cases from the use of escort websites. Detectives conducted follow-up on information listed on the website and requested to purchase narcotics. Five times this was a successful venture, resulting in the seizure of numerous varieties of and amounts of illegal narcotics. This was a very effective effort and approach towards traditional narcotics cases.



- In late 2015, detectives started an investigation into a heroin dealer identified only by a street moniker. The Hispanic female agreed to sell detectives ¼ ounce of heroin on the first deal. From the first purchase the amounts continued to rise, leading up to the purchase of a firearm and a two-ounce buy bust/search warrant operation. During the search warrant execution, approximately three ounces of meth were recovered. Along with the meth were psilocybin mushrooms, heroin, marijuana, crack cocaine, prescription pills, and approximately \$3,000. A total of 142.93 grams of heroin was collected as evidence and removed from the streets of Colorado Springs.



- In December of 2015, detectives worked collectively with the CSPD Gang Unit to investigate a methamphetamine dealer selling out of his residence and his mother's tailor shop. Detectives made one purchase of methamphetamine through use of a confidential informant and were able to secure Search Warrants on both properties. During the execution of the search warrants, two firearms, approximately \$9,500, and almost two pounds of methamphetamine were recovered. Due to the firearms and the suspects' federal probation status, the case was forwarded to the State Attorney for prosecution.



- Metro VNI made a presentation on the effects of marijuana home grows on El Paso County to the El Paso County Commissioners. As a result of this presentation, VNI was tasked with working with the County Attorney's Office to draft a Land Use ordinance (Criminal Zoning) limiting the amount of marijuana that can be grown in residential



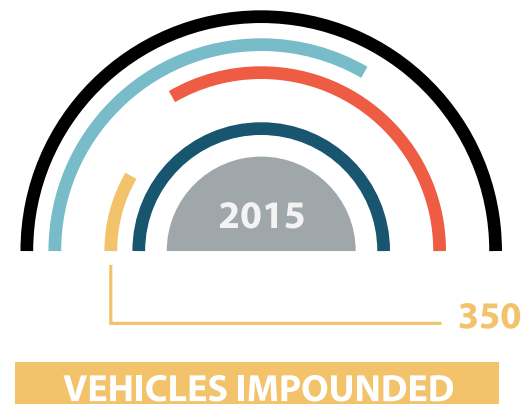
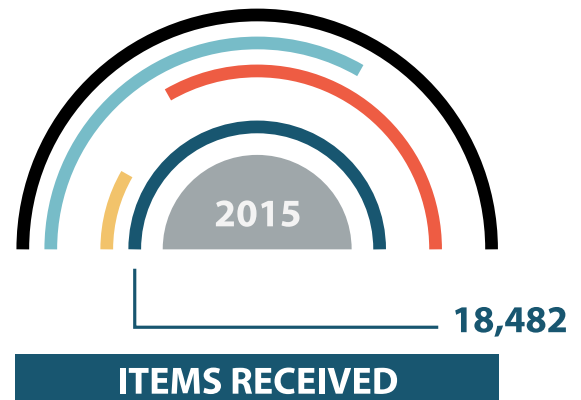
areas of the county to 12 plants. The ordinance also bans the production of hash oil by the use of any flammable or volatile liquid. El Paso County Ordinance 15-351 was passed by a vote of 4-0 and went into effect immediately.



- Detectives conducted an investigation of heroin runners from Denver distributing heroin in the Colorado Springs area. Detectives were able to purchase heroin from 2 runners and then conducted surveillance on the suspects. A Search Warrant was obtained for the vehicle. A traffic stop was conducted and the warrant was executed. A total of 351.12 grams of heroin and 21 grams of meth (ice) were recovered. Two arrests were made in connection with this investigation.



## EVIDENCE FACILITY

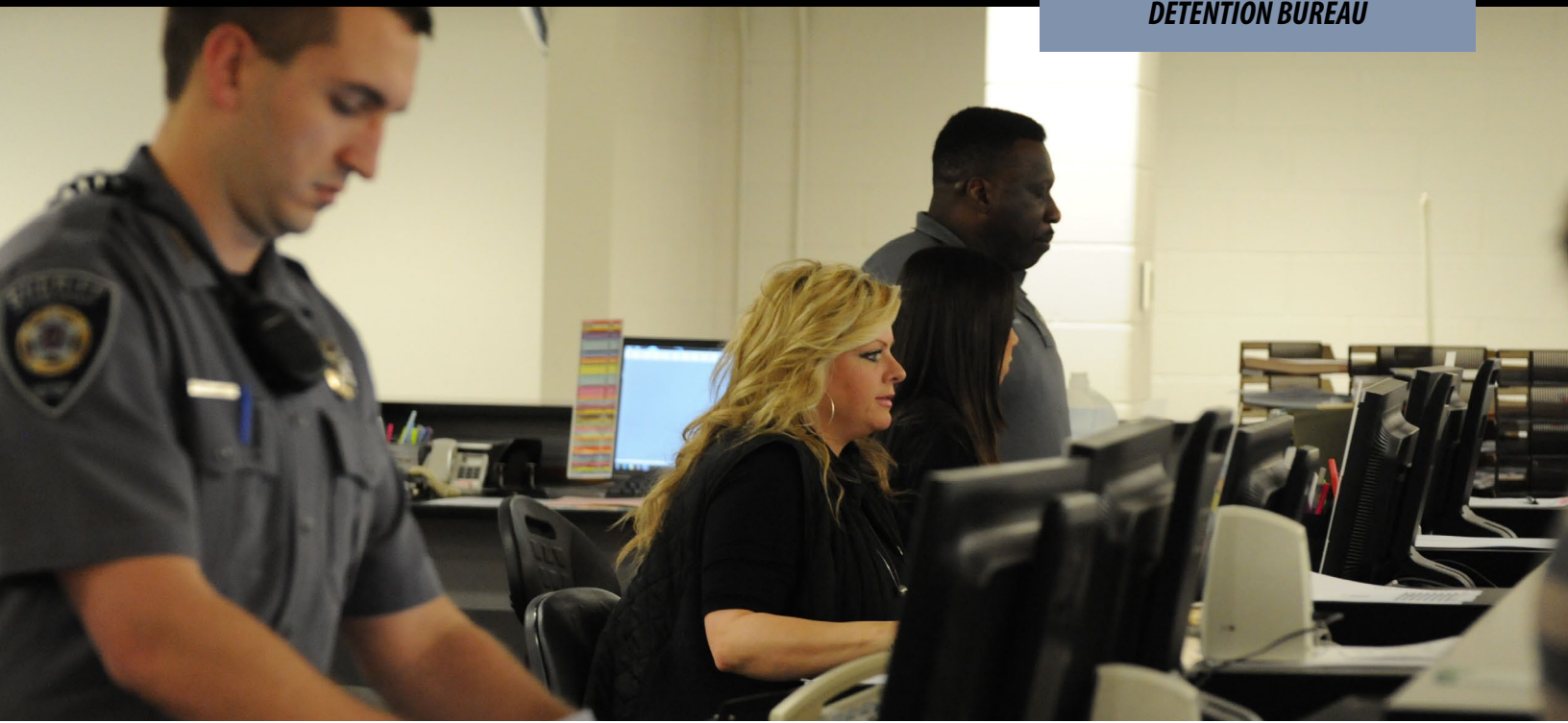


## GATEWAYS / R&R PROGRAM

- Laura Ridenour was promoted to Assistant Director of the Gateways/R&R program and obtained her credentials as a Licensed Addiction Counselor, enabling her to conduct addiction diagnosis and treatment.
- Elizabeth Villamarin transitioned to a full-time R&R Clinician.
- R&R Clinicians Teresa Meza and Elizabeth Villamarin completed certification to practice the curriculum of Moral Recognition Therapy (MRT) in December.
- R&R Client treatment options have been enhanced by the addition of classes to include Offender Specific treatment, Seeking Safety, Self-Esteem, and Anger Management.
- Collaboration/Contract with Insight Services and Gateways began. Insight Services now provides the additional treatment options focusing on Co-occurring Disorders, Emotion Regulation, and Relapse Prevention. This helps bridge the gap for client aftercare assistance upon their re-entry to the community.
- Collaboration with Aspen Pointe and Gateways was expanded with the addition of client instruction using the Moral Recognition Therapy (MRT) curriculum.
- The number of dedicated Gateways workers increased by seven at the Bestway Recycling and D&J Pallets job sites. This has increased the opportunities for job assignments and provided additional revenue to the Gateways program.
- Gateways collaborated with the City of Colorado Springs Municipal Court to establish a process for referrals to the program from these courts.
- **Gateways vans received new graphics to better identify them as affiliated with the Gateways Through the Rockies program.**







# OPERATIONS DIVISION



## INTAKE AND RELEASE

Prisoner transports were expanded to include Gold Hills on Fridays and Saturdays at 2330 hours and 0230 hours. For 2015, 719 inmates were transported from Stetson Hills, 411 from Falcon, and 75 were transported from Gold Hills.

Deputy Courtney Norman participated in Operation Curious George with the Colorado Department of Corrections Division of Adult Parole ISP Sex Offender team. This operation was targeted at conducting compliance checks with parolees with a sex offense history that reside in the South East Region, specifically Colorado Springs, Fountain, Security, and Unincorporated El Paso County.

### Sure and Swift Program

- The Pilot Program for the Sure and Swift program implemented by the El Paso County Sheriff's Office was also implemented state wide. This program allows for

short stays in the county jails of parole violators. We increased the total bed count to 12 beds to house this inmate population.

### Tours of the Criminal Justice Center (CJC) and Courthouse

- In April, local community leaders were given a tour of CJC and the courthouse. They also had the opportunity to observe and interact with several judges and participate in case scenarios. The purpose was to give participants a better understanding of the structure and operation of the courthouse and to learn about the challenges of our judicial system.
- The Board of County Commissioners conducted a tour of CJC on May 28th, 2015, to see firsthand the operations at CJC.
- In September, the District Attorney's Office Victim/Witness Unit took advantage of some available time during "Judicial Week" to tour the Criminal Justice Center (CJC).
- Congressman Lamborn Tour of CJC occurred in July of 2015.

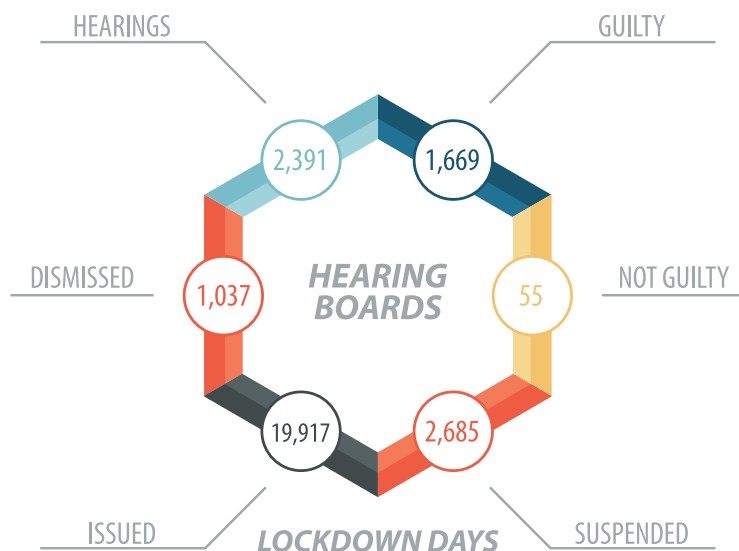
### Community Events

- The Office participated in the Spring Blood Drive at the CJC and OTS locations in June.
- Fundraisers were organized and attended by several Detentions Operations and Detentions Security sworn and civilian personnel. The events included the Polar Plunge, Tip-a-Cop, Plane Pull, and Shop with a Cop.

## DETENTION INVESTIGATIONS

### INVESTIGATIONS

Deputy/Staff Assistance with Case Preparation and Incidents:	320
Outside CJC Investigative Assists:	770
Intel Referrals Completed:	59
Citizen Contacts:	187
Crime Tip Hotline:	547
Case Reports Generated, Detentions:	146
Case Reports Generated, Investigations:	230
Criminal Cases Filed by Investigations:	141
CVSA Completed:	106
Background Investigations Completed:	237
DNA Collected:	341
Sex Offender Registrations:	248



### INMATE CLASSIFICATION

Classifications Conducted:	17,729
Special Management (Suicidal):	4,927
Inmate Assault on Deputy/Staff:	36
Injury(s):	31
Inmate Assault on Inmate:	86
Injury(s):	46
Inmate vs. Inmate Fight:	93
Injury(s):	52

### REINTEGRATION & RECOVERY

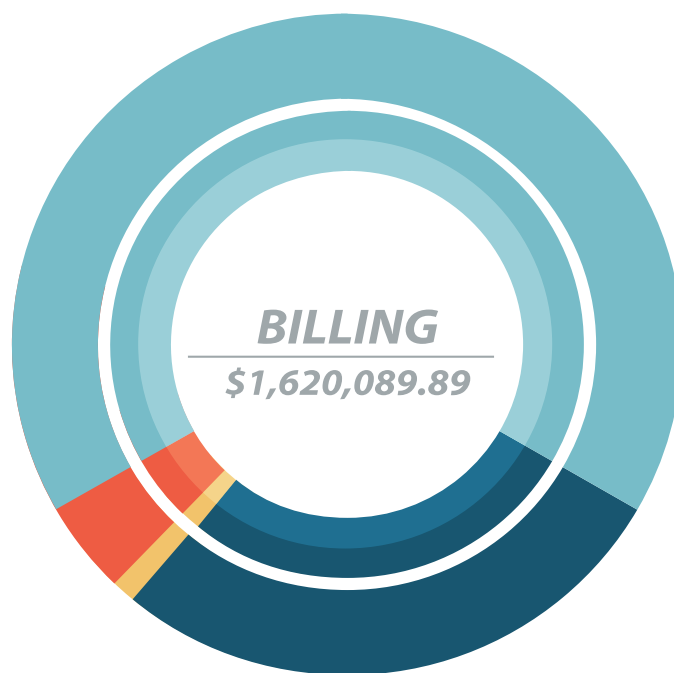
New Clients:	400
Released Clients:	254
Removed Clients:	52

#### Thinking 4 Change

Participants:	2,528
Graduates:	521

### OUTSIDE AGENCY REFERRALS

Alamo House:	13
Jail Diversion - Aspen Pointe:	121
Rocky Mountain Human Services:	103
Springs Rescue Mission:	292
Stout Street:	7
Veterans Court:	233
Veterans Administration:	179
<b>Total Referrals:</b>	<b>948</b>



#### CDOC

\$1,011,051.19

#### ICE

\$550,382.40

#### MILITARY

\$54,725.10

#### US MARSHALL

\$3,931.20



## SPECIAL RESPONSE TEAM

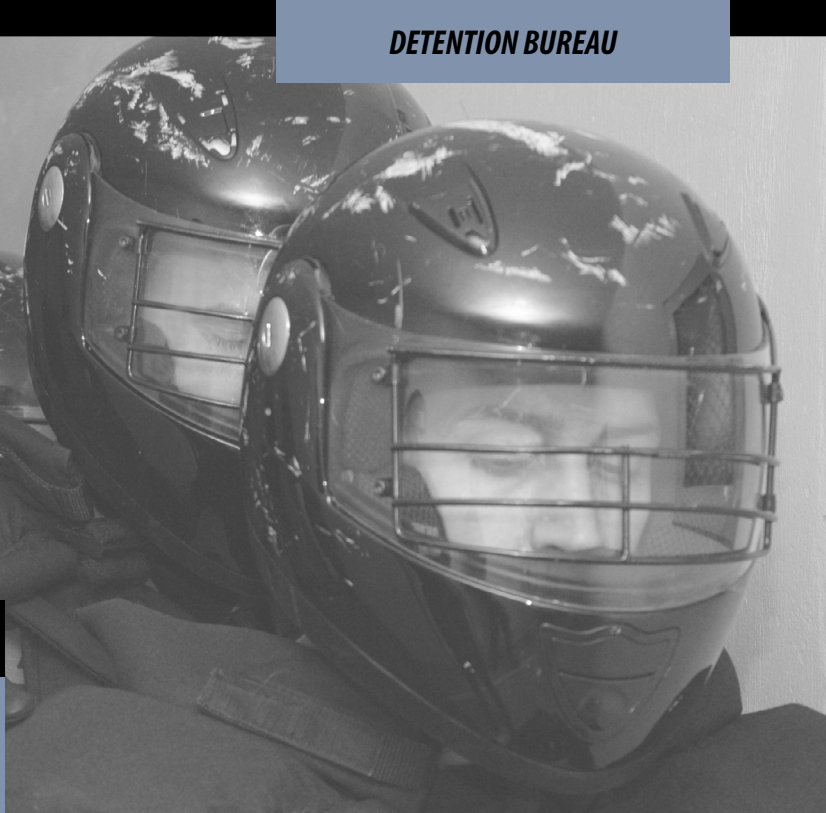
### SRT AND SPECIAL OLYMPICS

Each year, EPSO partners with Special Olympics of Southern Colorado in support of Special Olympic Athletes in the state. The Special Response Team Members coordinate the events, and employees of the Sheriff's Office dedicate their time and efforts to raise money for the athletes, which enables them to travel and compete in athletic programs. EPSO has been a leader throughout the state participating in multiple events each year. This year, EPSO participated or donated to the athletes in the following events: Polar Plunge, Tip-A-Cop Chilis, Tip-A-Cop Red Robin, Tip-A-Cop Texas Roadhouse, and the Plane Pull. The money raised for the athletes was incredible!

- **Polar Plunge: \$3,182.00 (Received Highest Fundraising LETR Team award)**
- **Tip-A-Cop Chilis: \$11,470.00**
- **Tip-A-Cop Texas Roadhouse: \$6,283.00**
- **Tip-A-Cop Red Robin: \$9,215.00**
- **Plane Pull: \$2,000.00**

**Grand total of: \$ 32,150.00**

The SRT thanks the Office and each member who helped make 2015 a great success for the Special Olympics and the athletes and a WIN for all involved.



### SRT PARTICIPATED IN:



One jury site visit.



Seven different trainings to include SWAT, Active Shooter, and Reality Based Training.



Seven out-of-state extraditions.



Seven cell extractions.



Several call-outs for extra security at the Courthouse for high profile cases.







### **Court Services Employee of the Month Recognition**

The Unit created a plaque to recognize an employee each month. The selection is made by peers, not supervisors. Each month, the winner has his or her name engraved on a name plate which goes on the plaque and given a \$10 gift card to a local restaurant to enjoy a lunch as a reward.

### **AMR Life Saving Award Recipient**

On May 21, 2015, Transport Specialist Lincoln Hartman received a Humanitarian Life Saving Award from American Medical Response at their Annual Awards Ceremony and Dinner for his efforts in saving a life.



## COURT AND TRANSPORT

### Cross Training and CORE Deputies in Court Services Unit

In January, CORE Deputies were assigned Booking duties in Court and Transport to allow for the continuity that comes with a CORE assignment to benefit the Unit for months and years to come. Deputy Cole and Deputy Trujillo are fully trained as Booking Deputies. They provide a stable, reliable service that will benefit the Unit, the Office, and the Community. In an effort to increase the ability of Court Services Deputies to better serve the Office and the community, a cross training program was implemented in January of 2015, with the Transport Unit. On a rotating basis, Court deputies and Transport deputies trade places for 90 days. All Court Services deputies are now trained to operate in the Court Unit and the Transport Unit.

### C&T Hosted the State Wide Transport Across Colorado Meeting

The Court and Transport Unit hosted the State Wide Transport Across Colorado (TAC) meeting where state wide representatives coordinated transporting inmates throughout the state.

### Court Services Schedule Change

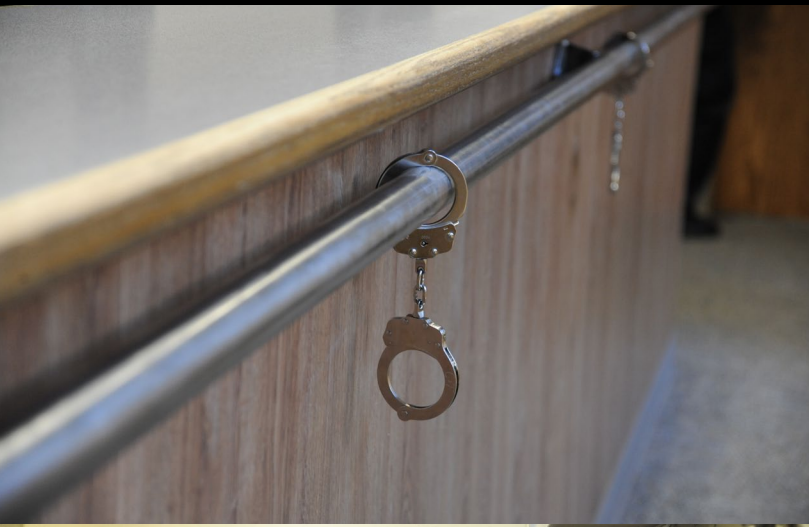
The Court Services schedule change approved in 2015 for implementation in 2016: The 2016 schedule was drafted and approved in 2015, with input from line-level employees, supervisors, and staff members. The new schedule will make better use of sworn personnel assigned to Court Services. It will also enhance the ability of Court Services to better assist the Transport Unit by having more deputies available to help with trips back and forth from CJC to the Courthouse, as well as make more deputies available to conduct separate trips for remands. This will help avoid chain of custody issues that sometimes arise with remand property and money. Additionally, the new schedule will reduce the amount of overtime worked by Court Services deputies.

### Pre-Trial Services

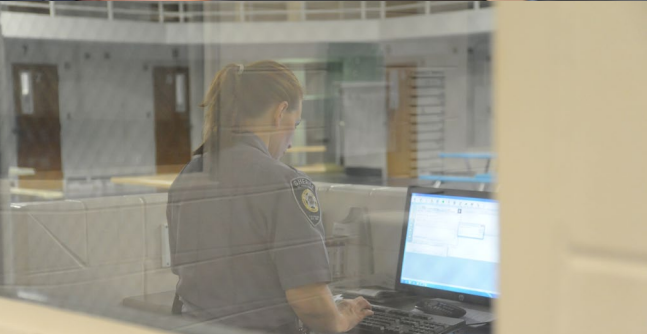
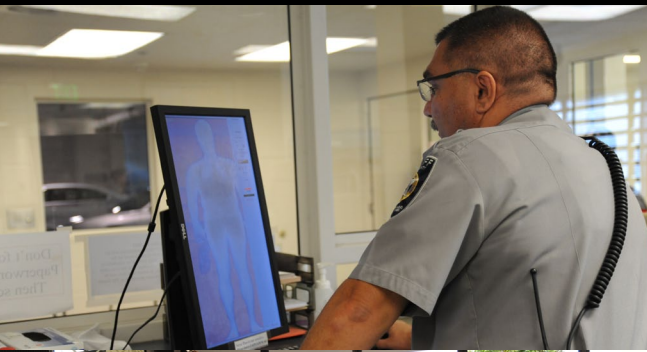
- *Pre-Trial Services and the Personal Recognizance Bonds were transferred from the Sheriff's Office to El Paso County as an effort to clearly define the role of the PR Bond Commissioner in this process.*
- *Ray Murray was selected Volunteer of the Year for his efforts in Pre-Trial Services as an El Paso County Sheriff's Office volunteer. He provided over 792 hours of volunteer service.*

### Upgrade to Security Camera Monitors in C&T

Beginning in November, the Court and Transport office retired its antiquated dry-erase boards and implemented two fifty-five inch monitors to view security cameras and update the assignment board. The monitor dedicated to security cameras allows staff to glance at any cell within seconds.







## HIGHLIGHTS FROM CJC SECURITY DIVISION

### JANUARY

- Floor grinding and repainting project was completed.

### FEBRUARY

- National Commission on Correctional Health Care (NCCHC) voted to renew CJC's accreditation.
- The Secure Pass machine passed the yearly inspection.

### MARCH

- Charlie Mod visitor window was reinforced with steel bars.
- Old tower elevator floor was replaced in A/C & B/D elevators.
- Medication Return Box was installed in Medication Room.
- Detention Security Division manpower allocation study was completed.

### APRIL

- The CJC campus completed a total re-striping of the parking areas for the CJC Campus, to include the Coroner's Office.

### MAY

- ICE audit was completed.
- Five new sergeants were promoted to Detention Security.
- Formal Supervisor Training Program was implemented.

### JUNE

- Temporary outdoor kitchen project started.
- Kitchen remodel project started.

### JULY

- Regionalization of GangNet was introduced, attended by The CSPD Gang Team, representatives from Parole, Fort Carson Investigations, Juvenile Parole, DYC Parole, MPI and FBI, along with 29 new members from our Office.

### AUGUST

- CJC mowing project was completed by Inmates.

### SEPTEMBER

- Vari-Desk was purchased and installed in the Central Control Room for testing and evaluation.
- CJC successfully completed its annual US Marshal Service Inspection with no issues.
- CJC successfully completed a Federal Bureau of Prisons Inspection with no issues.

### OCTOBER

- VOIP project (CJC Phone Upgrade) completed.
- Detention Investigator Ralph Gomez was promoted to the rank of Sergeant, and Deputy Kim Farrell transferred to fill the investigations position.
- Kitchen remodel grand reopening.

### NOVEMBER

- American Correctional Association audit was completed.

### DECEMBER

- Eight new Deputy III's were hired and started their DTO Program.



# SECURITY DIVISION

## INMATE CLASSIFICATION PROGRAMS

- Progressive Regressive Classification and Housing Program Expanded to include:
  - *Implemented the program in the Female Wards, modeled after the program in the male population, to provide additional lockdown groups in 1A1, 1A3 and 1E1, thus lowering the number of inmates allowed out together.*
  - *Expanded the program into Wards 1B2 & 2F1 to prevent homesteading and break up the large groups in 2F1.*
  - *Further expanded the program in the male wards to provide additional lockdown groups in 2C1, 2C2, and 2D1, thus lowering the number of inmates allowed out together. This was a result of and in response to a high number of events, including assault and facility disruption.*

## INMATE PROGRAMS

- T4C Classes (Thinking for a Change) are being taught in General Population Wards and Veterans' Ward (1E1, 3G1, 3G2, 3G3, 3G4 and 1H1).  
*\*Approximately 325 Inmates completed this opportunity in 2015.*
- Grace Watch Program Implemented for Professional Visitors.
- Bishop Sheridan from The Catholic Diocese of Colorado Springs visited the male and female wards of CJC to perform a special Easter Mass for the inmates. Easter cards made by the children at St. Peters were handed out during the service.

## VETERANS WARD

- Added a Community Employment class for the Veterans Ward that includes resume writing & job interview skills.
- Added a Healthy Relationships class for general population females and the Veterans' Ward.
- Veterans' Trauma Court Briefings occurring in Veteran's Ward (3G1).
- Workout equipment added to the Veterans' Ward.
- Military Monthly Newsletters made available to Veterans' Ward.



# SPECIAL OPERATIONS

The Crime Reduction Unit (CRU) became the first EPSO Unit to regionalize where Sergeant oversight and housing were maintained at EPSO. One Fountain Police Department Officer (Alan Smith) joined the Unit and has been a great asset to the team. EPSO also committed to providing a full-time employee (Deputy Marcus Miller) to the Regional Explosives Unit, of which we have been a part of for several years. The move has been a win for both EPSO and the Colorado Springs Police Department with Deputy Miller bringing a wealth of knowledge and experience on a full-time basis.

The SWAT team capitalized on an opportunity to offer two regional positions to the Fountain Police Department. The SWAT team was instrumental during the response to the Planned Parenthood active shooter incident on November 27, 2015. Their involvement undoubtedly aided in the capture of the suspect and the rescue of numerous civilians.

Deputy Mark Miller conducted a certified 8-10 week K9 Academy for three Police Service Dogs (PSD). The agencies represented included the Fountain Police Department, Pueblo County Sheriff's Office, and Rusk County Sheriff's Office (Wisconsin).

The Traffic Unit hosted two Police Motorcycle Certification courses during 2015, each two weeks in length. Between the two schools, the following agencies were represented: EPSO, the Pueblo Police Department, UCCS Police, and the University of Colorado-Boulder.

The Crisis Negotiation Unit (CNU) hosted and was instrumental in the FBI Negotiator Course held at the USAFA. Five new members of our own CNU were able to attend the course as well.

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## EXPLOSIVE ORDNANCE DISPOSAL UNIT (EOD)

Although EPSO has been a member of the Regional Explosives Unit for many years, 2015 marked a significant change in our support of the Unit. As part of an overall commitment to regionalization of various units, EPSO committed its first full-time employee to the Regional Explosives Unit rather than only personnel who serve as bomb technicians or para-technicians as a collateral duty. Since around mid year, Deputy Marcus Miller has been assigned to the post with office space alongside other full-time members of the Unit from CSPD at the hangar near the airport. This step in the right direction has allowed EPSO to contribute more focused attention on equipment needs, operational needs, and training needs.

The year 2015 was busy, partly due to the Unit's area of responsibility. It is the primary responding bomb squad in the Homeland Security South Central Region which covers five counties: El Paso, Chaffee, Lake, Park, and Teller. Additionally, because of the limited number of geographically positioned certified bomb squads within the state, the Regional Explosives Unit also provides services to roughly 33 counties throughout southern Colorado.

In addition to real-world events, the Unit members provided 72 different classes, presentations, and displays throughout the calendar year for first responders and the citizens in our community. Classes included Bomb Threat Management, Initial Law Enforcement Response to Suicide Bombing Attacks, Weapons of Mass Destruction for first responders, and numerous law enforcement classes related to recognition of IEDs and IED response.

The accomplishments of the Unit during 2015 would not have been possible if it weren't for the combined effort and dedication of all those assigned (three full-time bomb technicians/arson investigators from CSPD, one full-time arson investigator from CSFD, one full time bomb technician from EPSO, and 11 other members working as bomb technicians/para-technicians from both CSPD and EPSO ancillary to their primary duties).

The Regional Explosives Unit enjoys an outstanding reputation in the civilian EOD community due to the dedication of its personnel. The Unit continually strives to improve by using cutting edge technology and new techniques, while staying abreast of current tactics and techniques used by criminals and terrorists.

### **In 2015, the Unit conducted 111 explosives-related operational deployments including:**

- Improvised Explosive Devices (IEDs)
- Suspicious packages
- Pipe bombs
- Chemical bottle bombs
- Post blast bombing investigations
- Subject matter expert testimony in criminal trials
- Found explosives
- Recovered military ordnance
- Hoax devices
- Support for the Colorado Springs Tactical Enforcement Unit and the El Paso County SWAT Team
- VIP security details
- EOD sweeps and security at parades and other large scale events



## SPECIAL WEAPONS AND TACTICS (SWAT)

In 2015, the team's operational tempo stayed fairly steady with 32 deployments. Those deployments ranged from dignitary protection details during the United States Air Force Academy graduation and high-profile AF football games, to barricaded suspects, to active shooters, to high-risk warrant service executions for Metro VNI, DEA, FBI, and the EPSO Investigations Division.

In August, the EPSO SWAT team, along with the several federal, state, and local tactical teams conducted a large scale/multi-agency investigation along with search warrant executions of

an illegal narcotics ring in the Fremont County area. Multiple arrests were made, and a large amount of illegal narcotics was recovered.

As always, SWAT will do their very best to be properly equipped and trained to respond to any event whenever and wherever they are needed. To maintain peak operational readiness for such demanding tasks and schedules, SWAT completed in excess of 280 hours this year with a variety of training topics to include Firearms, Hostage Rescue, Barricaded Gunman, and Active Shooters, to name a few.







## K9 UNIT

The El Paso County Sheriff's Office has three teams assigned to the K9 unit. The teams include Deputy Mark Miller and K9 Axel, Deputy Brad Bengford and K9 Nash, and Deputy Patrick Younkin and K9 Blitz. The three teams maintain a 24/7 on-call schedule and are available whenever they are needed. The K9 teams also assist other agencies in the Pikes Peak region.

Members of the K9 Unit are primarily assigned to the El Paso County Sheriff's Office Patrol Division but are often used in the Special Operations and Detentions Divisions as well. They are deployed to assist with many operations because of their enhanced senses and relative intelligence. Canines have the ability to locate narcotics, evidence, and suspects that may not be within a human counterpart's field of view. The canines also assist with criminal apprehension situations because of their superior athletic ability. These abilities make the canines a force multiplier and an invaluable tool to law enforcement.

The three teams assigned to the K9 Unit receive certifications from the United States Police Canine Association (USPCA) on an annual basis in Tracking, Narcotics Detection, and Police Dog

Capabilities (PD1). These certifications are obtained at USPCA trials conducted each year in different locations throughout the region. This year, the El Paso County Sheriff's Office K9 Unit hosted the PD1 trials. The trials, witnessed by many K9 enthusiasts, went well and were recognized by other agencies as one of the best they had seen. All three EPSO K9 teams performed well in both aspects of trials this year, Narcotics and Tracking, and Police Dog certifications.

Throughout the year, the K9 Unit responded to an average of 115 calls for service a month. The Unit, which assists the El Paso County Sheriff's SWAT team, also responded to 32 SWAT related calls. With the help of the K9 Units, \$110,000 worth of illegal narcotics were found and taken off the streets and out of the detention facility. With the importance of keeping the K9 handlers and their partners proficient in their skill set, much training is needed. During 2015, the K9 unit, which trains regularly ten hours a week, trained in excess of 480 hrs. Not only do they train within the Unit, but they also train with the SWAT team regularly to stay proficient in the team environment.



## CRIME REDUCTION UNIT

Case Reports:	379
Felony Arrests:	418
Misdemeanor Arrests:	119
DUIs:	26
Warrants Cleared:	405
Search Warrants:	49
Guns Recovered:	59
Other Weapons Recovered:	16
Stolen Vehicles Recovered:	60
Traffic Tickets:	320
Meth Labs Found:	5
Meth Recovered:	111.79 grams
Cocaine Recovered:	26.55 grams
Marijuana Recovered:	660.3 grams
Marijuana Plants Recovered:	70
Other Narcotics Recovered:	51.59 grams



## TRAFFIC UNIT

Traffic Warnings:	1,682
Penalty Assessments:	2,144
State Summons:	241
Criminal Summons:	8
Warrant Arrests:	41
DUI Cases:	10
Motorist Assists:	226
Drug Cases:	15
Traffic Complaints:	251
Parking Tickets:	44
VIN Verifications:	389
School Zones Worked:	245



## CRISIS NEGOTIATIONS UNIT

The El Paso County Sheriff's Office Crisis Negotiations Unit (CNU) exists to prevent loss of life or serious bodily injury to persons involved in hostage or barricaded subject situations through organized and strategic negotiation strategies.

The Unit is composed of both sworn and civilian staff who represent the Detention Bureau, Law Enforcement Bureau, Support Services Bureau, Special Operations Unit, Community Services Unit, and Command Staff. All members were selected to the Unit through a competitive selection process, have successfully passed the 40-hour Crisis Intervention Training (CIT), the 40-hour FBI Hostage Negotiation course, and participate in monthly training sessions. The 20-unit members, staff psychologist, and 2 sergeants are grouped into 3 teams who are on call 24 hours a day for 2-week time frames. During their scheduled on-call periods, they respond to hostage and barricaded subject situations in conjunction with SWAT or the Detention Bureau's Special Response Team (SRT).



The Community Impact Section participated in the following events:

- **Kids-n-Cops Charity Basketball Game at Widefield H.S.**
- Southeast Summer Soccer Initiative (SeSSI)
- Feed the Children Event
- Westside Saturation Detail

Statistics for the Community Impact Section:

- Increased the number of Neighborhood Watch groups by 11%
- Civil Unit served 475 distraint warrants on October 3, 2015, with 216 man hours expended and over 1600 miles logged in one day.
- Over 10,000 civil process services performed in 2015
- The Mounted Unit participated in more than 20 specialized events
- Identified more than 40 large, outdoor marijuana grow operations in joint effort with County Attorney, MVNI, and DEA.

Statistics for Community Support:

Calls for Service:	1,838
Case Reports:	562
Felony/Misdemeanor Arrests:	216
Motorist Assists:	308
Citizen Contacts:	8,613
Juvenile Arrests:	180
Weapons Cases:	19
Safe 2 Tell Cases:	120
School Events:	260
Classes Taught:	485
Presentations:	121
Mediations:	441



# COMMUNITY IMPACT

The Community Impact Section participated in nearly 100 special events and details during 2015. Two of the most significant additions to the Section were the implementation of both the Rural Enforcement and Outreach Unit (REO) and the Community Relations and Outreach Unit (CRO).

The Rural Enforcement and Outreach Unit is community oriented and high-impact policing with a rural twist. As a direct link to the citizens of the rural regions of eastern El Paso County, the Unit's focus is to develop and cultivate relationships with these residents and create a mechanism to address issues specific to the culture and the area. This includes mediating fence line disputes, assisting with livestock issues, investigating equine abuse/neglect, and encouraging education relating

to equine health. Based out of Calhan, the REO Unit offers better coverage in the rural areas and makes it easier for the Sheriff's Office to stay connected with the citizens who call the Eastern plains home. Currently, three full-time deputies and one sergeant comprise the Unit. They are working with the residents of Eastern El Paso County to develop crime prevention programs specific to the rural community.

The Community Relations and Outreach Unit developed out of the need for mutual understanding and cooperation to solve community and neighborhood problems. Through effective relationships, community members learn about policing while law enforcement members learn about the policing needs of the community.





**Rural Enforcement Outreach (REO) Office**  
1010 Golden St., Calhan, CO 80808

To better understand a community's need, we involve ourselves directly into neighborhood functions, create and promote community programs, and adopt various projects and services to better impact our mission. Our goal is to establish and maintain a healthy collaboration between law enforcement and the public which will foster positive support and a productive police-community relationship.

The Community Impact Section also partnered with El Cinco de Mayo, the Latino Business Association, the local NAACP, Eastern Plains Law Enforcement group, and several culturally diverse faith-based safety coalitions.







MIDNIGHT SHIFT



DAY SHIFT



SWING SHIFT



# DISPATCH COMMUNICATIONS

In 2015, the Communication's Section worked in excess of 2,300 overtime hours and saw 9 employees move on to new positions or careers. Hundreds of hours of classroom education were conducted, including 5 General Academic Classes, 2 Fire Academics Classes, and 2 Police Academics Classes. Incredibly, these shortages and grueling long hours have made Dispatch a stronger team. Regardless of personal sacrifices, EPSO dispatchers are selfless in their service to their community and to the dispatch, fire, and law enforcement families.





**238,534** POLICE CALLS FOR SERVICE

**216,093** NON-EMERGENT CALLS

**98,855** OUTGOING CALLS

**36,708** FIRE/MEDICAL CALLS

**27,655** 911 CALLS

**17,618 CASE NUMBERS ASSIGNED**

**2,322 HOURS OF OVERTIME WORKED**

## 2015 UNIT COMMENDATION WINNER

In July, Dispatch's careful monitoring and exceptional documentation of their deputies' activities allowed for an immediate response to a Code 20 from a deputy who couldn't provide her location because of an armed suspect.

El Paso County experienced the first blizzard of the winter season in mid-November. An infant in a rural stretch of the county took this as her cue to be born. Dispatch successfully coordinated a response from the El Paso County Department of Transportation to send a snowplow so the fire department and an ambulance could reach the scene. After an hour on the

phone with the excited and terrified father, the breech infant was born into the hands of an arriving firefighter.

Later in November, Dispatch's swift action on the radio and the phones helped coordinate a rapid response and saved lives during the horrific active shooter incident at Planned Parenthood. Additional staffing responded to the Emergency Operations Center as well as to the Communications Center to provide additional support.



# TRAINING SECTION

In 2015, the Training Section designed and implemented a Deputy III Academy. This 5-week training academy yielded 9 already POST certified officers and appointed them to our agency. This was the first academy of its kind, with the promise of many more to come.

In addition to the Training Section's certifying 10 new Arrest Control Instructors in 2015, Deputy Ed Kafel hosted multiple classes titled "Detention Use of Force Considerations." This class proved incredibly valuable and received very high praise from all who attended. Praise for this section continued when the Firearms Range volunteers that frequently help Deputies Bowen and Bogan were rewarded with the Volunteer Unit of the Year Award. **To top off the accolades for the Training Section,**

**Deputy Paul Mynatt was selected as 2015's recipient of the 100 Club Award.**

**The Training Section hosted a new event called the EPSO Fit Games. This event was created solely to inspire all members of our Office to lead healthier lifestyles and enhance their physical fitness for duty.**

Diversity University/Media Reality Based Training Day was conducted on August 28th, 2015. This was an 8-hour training block designed to bring law enforcement closer to the community and help others gain a better understanding of the complexities associated with use-of-force events that are frequently tense, uncertain, and rapidly evolving.



**DEPUTY PAUL MYNATT - 100 CLUB WINNER**





## HIGHLIGHTS FROM TRAINING

- Range Masters Randy Bowen and Dave Bogan hosted training for El Paso County Security, the Fountain Police Department, Fort Carson Police, and Green Mountain Falls Police Department.
- Training Section provided training in Threat Identification and De-escalation for Broadmoor Security, Broadmoor Reception, Broadmoor Accommodations, Mount View Utilities, and the Pikes Peak Library District.
- Single Officer Response to Active Killer training, a 16-hour class, was provided to the entire Law Enforcement Bureau and Court and Transport Section.
- Below 100 classes were provided to every sworn member of the Sheriff's Office.



# SUPPORT SERVICES

- The Reserve Section supported the Pikes Peak Hill Climb in a coordinated multi-agency event with 9 agencies and 46 officers working together for 2 days in support of the race.
- The Support Services Section also supported the Cripple Creek Bike Rally in collaboration with 5 agencies.
- The Cadet Program joined LEEPAC and started Boy Scout Lodge #117.
- Completed the first-ever joint Cadet Academy with CSPD.
- **The Sheriff's Citizen's Patrol group installed more than 250 neighborhood watch signs.**
- The Chaplain Corps helped man the joint counseling for the Planned Parenthood incident.

## SHERIFF'S CITIZEN PATROL

Law enforcement agencies have been examining ways in which to better use their volunteer programs to cut costs, improve efficiencies, and reduce crime. To offset the increasing demands of our growing community, the El Paso County Sheriff's Office (EPSO) reached out to its citizens for volunteerism. In 2009, the Sheriff's Citizen Patrol volunteer program began. It was an opportune time to help lighten the heavy burden that Patrol deputies face every day. The Sheriff's Citizen Patrol is a citizen-based program which allows residents of El Paso County the ability to volunteer within their community to perform law-enforcement-related duties which do not require a sworn member. This program allows volunteers to actively participate in a wide variety of opportunities which were historically unavailable to volunteers.

The Sheriff's Citizen Patrol (SCP) volunteers do not respond to or investigate criminal activity, but engage in other activities associated with the Patrol functions. The volunteers will respond to calls for service that do not require a sworn deputy. SCP volunteers perform duties involving motorist assists, traffic control at accidents or construction zones, abandoned vehicles, animal complaints, vacation checks, crime prevention activities, residential and business alarms, parking complaints, patrol checks, and business premise updates. Most importantly, SCP provides a visible Sheriff's Office presence in the community and neighborhoods. One of the keys to the success of this program has been citizen support. The community has supported and embraced these volunteer's efforts since 2009. These dedicated volunteers have served the community well. Since 2009, SCP has handled 21,376 incidents, taken over 430 reports, and volunteered more than 32,540 hours, which equates to a savings of \$636,725. In 2015, SCP drove 28,433 miles, assisted with traffic control in 832 incidents, and completed 623 crime prevention-related duties. All of these measures will save time for our patrol deputies and provide them more opportunity to respond to more serious crimes.

## CADET PROGRAM

2015 proved to be an exciting year for the Cadet Explorer program. Newly graduated Cadets/Explorers came out of the academy eager to learn and grow in possible careers in law enforcement by performing ride-a-longs, training, and special events. There were 2,585.5 recorded volunteer-service hours at events such as the El Paso County Fair, joint training with the Colorado Springs Police Department Cadet Explorer Program, and numerous others. Most recently the Law Enforcement Explorers Post Advisors Association of Colorado accepted our application and designated the El Paso County Cadets Explorers Unit as Post 117. We look forward to a new year to expand and grow as we face new challenges and competitions with other agencies.



## VOLUNTEER PROGRAM

Volunteers (reporting hours)	418
Hours Reported	73,812
Financial Value	\$1,973,899
New Volunteers	78

### Court Notification Call Center:

4 Volunteers provided 224 hours culminating in 5,879 calls made.



## PROFESSIONAL STANDARDS

Upon Sheriff Bill Elder taking office in 2015, he directed the former Internal Affairs Unit (IA) be rebranded as the "Professional Standards Unit (PSU)." The members of the PSU were tasked with ensuring there were substantive changes in operations and philosophy, as well as a name change.

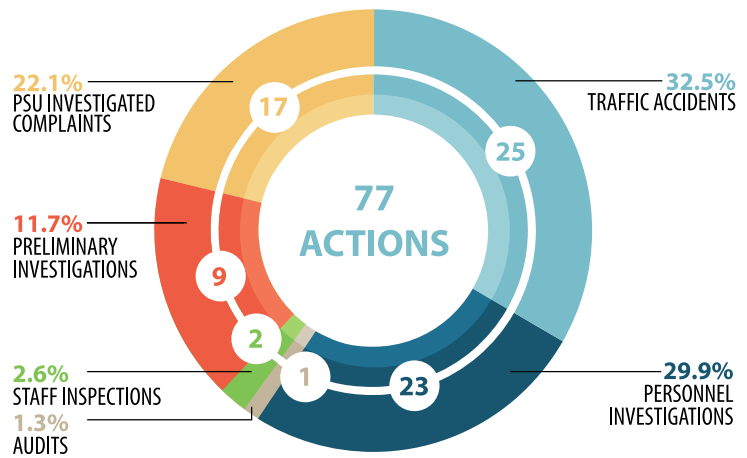
Specifically, the PSU was moved on the organizational chart so that it reports directly to the Chief Deputy or Undersheriff, thus eliminating the perception of external influences on investigations. Furthermore, Sheriff Elder directed that more personnel investigations be referred to the employee's respective chain of command and that PSU investigations be reserved for Level I (the most serious) offenses.

Sheriff Elder also directed that a "records retention" schedule be instituted in accordance with State Law. In cooperation with the El Paso County Attorney's Office, members of the PSU are in the midst of reviewing existing records and destroying old records which are no longer required to be retained.

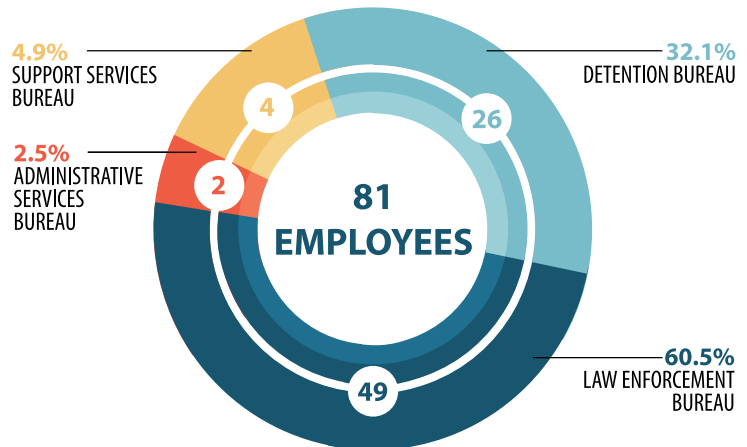
The PSU is dedicated to ensuring that the EPSO meets community expectations and the industry standards of law enforcement through both audits and investigations of wrong doing or substandard performance.

We now have the Disciplinary Action Board (DAB). When deciding on the level of discipline for a sworn employee, anything that rises above of a Letter of Reprimand is decided by the DAB. This Board is made up of a Bureau Chief, a Commander, and two Lieutenants who are not in the individual's chain of command. The individual can also select an advocate to speak on his or her behalf who is a voting member of the Board. The Legal Advisor is present for the Board meetings but is not a voting member. The Sheriff and Chief Deputies have no part in the disciplinary process. The only caveat is the Sheriff will be the appeal authority in cases of recommended termination.

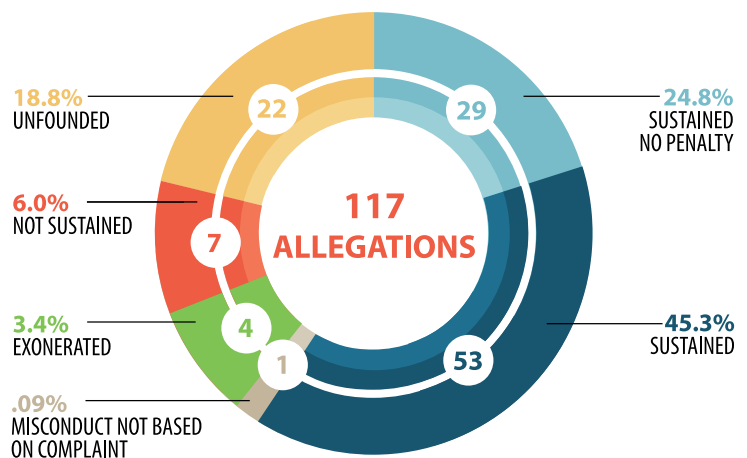
Traffic crashes will no longer be sent through the chain of command and now go before a Traffic Crash Board made up of a Sergeant and two driving instructors. Special Assignment processes will remain the same. Although there have been a few direct assignments, in the future they will be based on test scores and oral board results. A banding list will be created, and the Sergeant and Lieutenant of that auxiliary assignment will be the person selecting from the banding list.



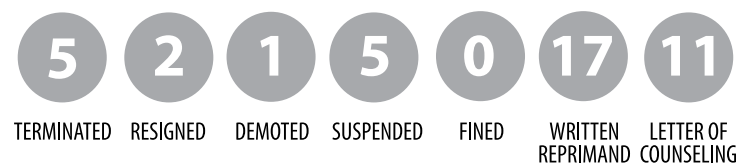
### INVESTIGATIONS CONDUCTED



### EMPLOYEES INVOLVED



### ALLEGATIONS



### ACTIONS

## RECRUITING

In 2015 the Office took on a new system of recruiting to fill vacancies throughout the Office. Several steps were initiated to enhance the process by which we hire both sworn and non-sworn individuals. The entire process was placed under the Administration Bureau and compartmentalized into a cradle-to-grave system to insure proper records keeping, confidentiality by limited access, and one-stop customer service.

customer service and aids in our selection of high-quality applicants.

The next step in the rebuilding was in the hands of Administrator Larry Borland and the Staff. For many years the El Paso County Sheriff's Office was not competitive in pay with any of the agencies along the Front Range.



First, the Background Section was increased to three deputies permanently assigned to conduct investigations. This has eliminated the need to pull deputies from throughout the Office and train them to conduct the investigation each time a need arises. This has increased the efficiency, reduction of time, and quality of the final product. The background packet itself is now electronic, allowing us to become paperless cutting down on the time spent on each packet. This system was researched and tested by Deputy Doug Ericksen and has been a great success. Deputy Melissa Roybal has created a file system that enables us to do quick reference checks to determine if an applicant has been previously disqualified, or to recall information for those applicants that have worked for the Office in the past. Retired Deputies Tony Scherb and Jim Choate time-share the third position. All these individuals now share the case load to include CVSA, home interviews, and background research. Other streamlining was done to increase the number of people we are able to process through the physiological evaluation, medical examination, and drug screening process in a shorter time frame.

The next step was to create a permanent Recruiting Sergeant position. Sgt. Chuck Harrington has taken on this responsibility with great enthusiasm. He has made a visit to 50% of the Law Enforcement Academies within the state and plans to visit the others within the year. Additionally, Sgt. Harrington conducts job fairs and requested presentations for the local community and military groups. Having a point of contact in the office for individuals to get answers from has greatly enhanced our

After a year-long process that included surveys, audits and countless hours of work by a great number of people, we are now one of the leading agencies on the Front Range for pay scale at the deputy level. A 2% increase overall and a Market Adjustment based on the survey has made us among the top destinations for applicants in every position. In order to fill over 40 vacant sworn positions, a systematic three-phase plan was put into operation. We identified three categories of individuals whom we will target to fill sworn vacancies.

- **P.O.S.T. Certified:** Those individuals who are currently employed by other agencies or who have attended a Law Enforcement Academy and hold a current valid P.O.S.T. Certification.
- **D-3 Applicant:** Those individuals who may have previous Law Enforcement, D.O.C., or military experience that gives them a high probability of success. They can be commissioned after completing training to work in the Detentions Bureau while awaiting a slot to our Basic Academy.
- **Basic Academy:** The traditional route although enhanced by choosing D-3 individuals who have shown success in the detentions environment, in addition to new applicants.

We also established a temporary incentive plan of \$500 for employees who refer individuals who become sworn and remain with the Office for one year.





## FLEET SERVICES

El Paso County Sheriff's Office Fleet Services Section was able to procure numerous items of new specialty equipment to allow the mechanics to better perform their duties. This saves the Office and taxpayers money by keeping vehicles out of the dealership for repairs. Fleet installed two additional above-ground vehicle lifts, allowing each mechanic to have access to lifts when needed.

To ensure the safety of the Citizen Patrol, Chaplains, and Gateways employees, vehicle graphics were changed and the light bars were converted to amber flashing lights. This change limited the possibility that the civilian volunteers and civilian employees would be mistaken for sworn officers.

A major technological improvement was made by outfitting all patrol vehicles with updated mobile data computers (MDC). The parking at Fleet located by CJC was repainted and the employee parking lot was provided more spaces.



## SERVICE AND MAINTENANCE



340+ Vehicles



153,000 Gallons of gas delivered



359 Tires



233 Brake sets



957 Oil changes





# EMERGENCY SERVICES DIVISION



## HIGHLIGHTS FROM ESD

- All of the Division's peace officers met all of their training requirements and post training as presented and offered.
- Seven members deployed to California to assist in their fire fighting operations in a large scale fire.
- ESD developed a fire tracking schematic for the Black Forest Fire spread.
- ESD developed a new "open" burning ordinance which the county adopted and will review yearly.
- ESD updated and changed the logos on firefighting vehicles and uniforms to remove the "sheriff's star" pattern and emphasized fire response logos as opposed to law enforcement logos.
- Fire Rehab was assigned to the Emergency Services Division. They were instrumental in providing food support at the Sheriff's Office Annual Picnic, and they provided food and drinks to first responders during the Planned Parenthood shooting event.
- The Division of Fire Safety is now programmed into the Sheriff's Office system for notification of working fires. This provides access to the state's funding and other static resources in a timelier manner on larger incidents.
- ESD increased participation in community parades, committee events, school visits, and tours of the ESD building.
- ESD provided stories, highlights and photos to the Sheriff's Office Public Information Officer for dissemination to the public through local media channels and to be published in the Sheriff's Office *Informer*.
- The "Whispering Fox" foundation awarded a grant to equip the volunteer firefighting force adequately with replacement personnel protective gear and to purchase 8 additional VHF Radios for the teams.
- To enhance their initial responses to a fire scene ESD developed "run card" improvement through dispatch with local fire districts.



## FIRE INVESTIGATIONS

### PROGRAMS/PROJECTS:

Crime Scene Preservation class development

### TRAINING AND DEVELOPMENT:

#### Instruction:

- Dispatch Training

#### Training:

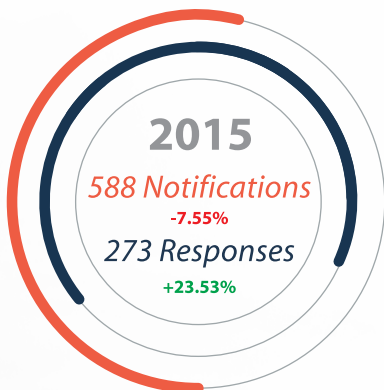
- Pipeline Emergency Tabletop Exercise
- Traffic Incident Management Train The Trainer class held at EPCDOT
- Three Fire Investigation classes with varying focuses
- Crime Scene Investigation
- SkyWarn Class
- Bomb and IED Recognition Class

### COMMUNITY INVOLVEMENT/COLLABORATION:

- Pikes Peak Region Investigation Task Force Meeting monthly
- 9/11 Presentation at Prairie Heights Elementary School in Hanover
- Pikes Peak International Hill Climb as a Race Safety Official
- Attendance at the Annual General Meeting of the International Association of Arson Investigators, Colorado Chapter









## WILDLAND FIRE

The Wildland Fire Team restarted the mitigation programs started several years ago. This effort was made in cooperation with the County Parks Department. The Emergency Services Division reviews all community wildland fire plans. Two more were added in 2015.



### SEASONAL FIREFIGHTING PROGRAM:

The seasonal firefighting program was a major success this year allowing the ESD to increase staffing to 8 seasonal fire fighters, (from the 3 in the previous year). With this additional staffing, the Emergency Services Division was able to respond to fire and emergency incidents with 3 engine companies from the normal 1. Staff weekend response to calls was successful in using these same personnel after adjustment of their work status to part-time employees.

### INTERAGENCY COOPERATION/COLLABORATION:

- Developed and increased interoperability with our neighboring offices of emergency management to include the City of Colorado Springs Office of Emergency Management and Colorado Springs Utilities.
- Renewed attendance to Pikes Peak Fire Chief's Association meetings.
- Responded to out-of-county fires as mutual aids for Sheriff-to-Sheriff requests.
- Collaboration with the City of Green Mountain Falls Mayor concerning flood mitigation and response.
- Provided assistance in sand-bagging efforts in and near the Green Mountain Falls area.
- Offered training classes for local fire departments with Crime Scene Preservation trainings for 2016.
- Started building surveys on the CSU facilities to develop increased awareness and security measures for their planning processes. Extra patrols have been initiated to select CSU venues by Citizen Patrol, Reserves, and normal patrol drive-by operations.

### PROGRAMS/PROJECTS:

Fox Run Park is a Fuels Reduction Project. EPSO Wild Land Fire started thinning the area and moving the usable wood out of the area for county citizens to pick up for fire wood use. The limbs and slash leftover were piled and burned later in the season to continue with the reduction of fuels available to fuel a fire in the area.

- Acres completed: 17
- Acres needing to be completed: 3  
*\*Piles still need to be burned and fuel wood needs to be hauled out.*
- Piles burned: 325
- Fuel wood hauled out: Approximately 250 cords of wood

### SIGNIFICANT EVENTS/ACTIVITIES:

- One crew member deployed to Alaska for 1 week.  
Billable Amount: \$2,371.96



- One crew member deployed to Oregon for 2 weeks.  
Billable Amount: \$8,286.94



- One Task Force Leader deployed to Idaho.  
Billable Amount: \$7,577.18



- Engine 3110 and 4 crew members deployed to California for 2 weeks.
- Engine 3110 and 3 crew members deployed for California for 2 weeks.  
Billable Amount: \$114,873.95



- Aided Teller County Sheriff's Office with a fire on County Road 11 with 2 engines and 8 persons.



- Four acre fire-assist on Fort Carson.
- 120 acre fire-assist in Tri-County.
- Assisted USFS South Park with RX fire, 1 engine for 2 days.
- Assisted Fort Carson Fire to burn piles.

### TRAINING AND DEVELOPMENT:

#### Instruction:

- Conducted weekly Wildland Crew Trainings.
- Hosted Power Saw/Faller annual recertification for CSU, BFFD, and Security.

#### Training:

- Wildland Annual Work Capacity Testing.
- RT130
- Wildland Crew Individual Qualifications.
- Interagency Wildland Training with Douglas County Hand Crew.
- Hosted L-280 Fire-Line Leadership Course.
- Unexploded Device Awareness for Crew.

## SEARCH AND RESCUE



The Search and Rescue Team participated at the Pikes Peak Hill Climb. Members of the Emergency Services Division also supported this event with MOCOM support, wildland fire teams, and extraction staging for crashed vehicles.

### TRAIL MISSIONS:

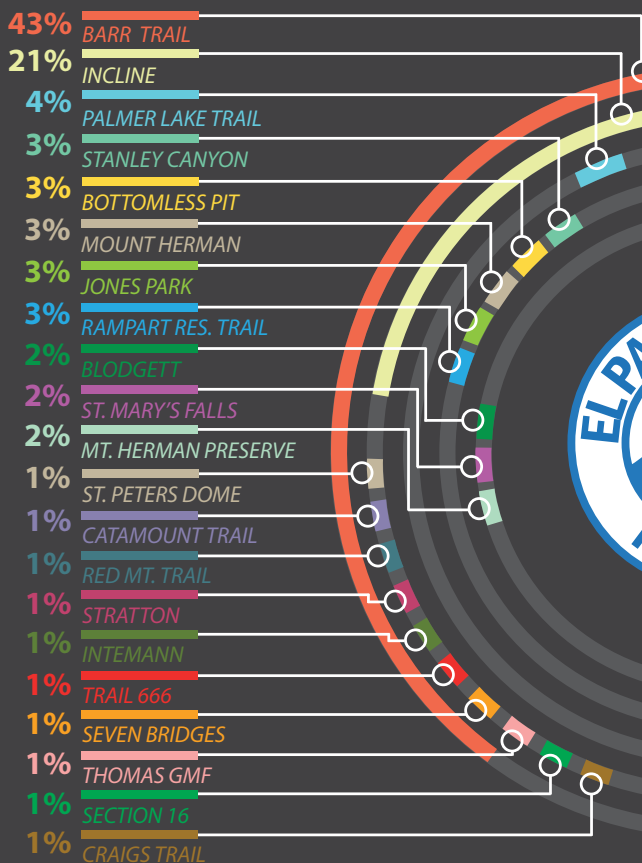
The two primary trails are Barr Trail and Manitou Incline. Most Barr Trail missions occur in the bottom mile near the trail head or the top two miles near the summit.

### ROAD MISSIONS:

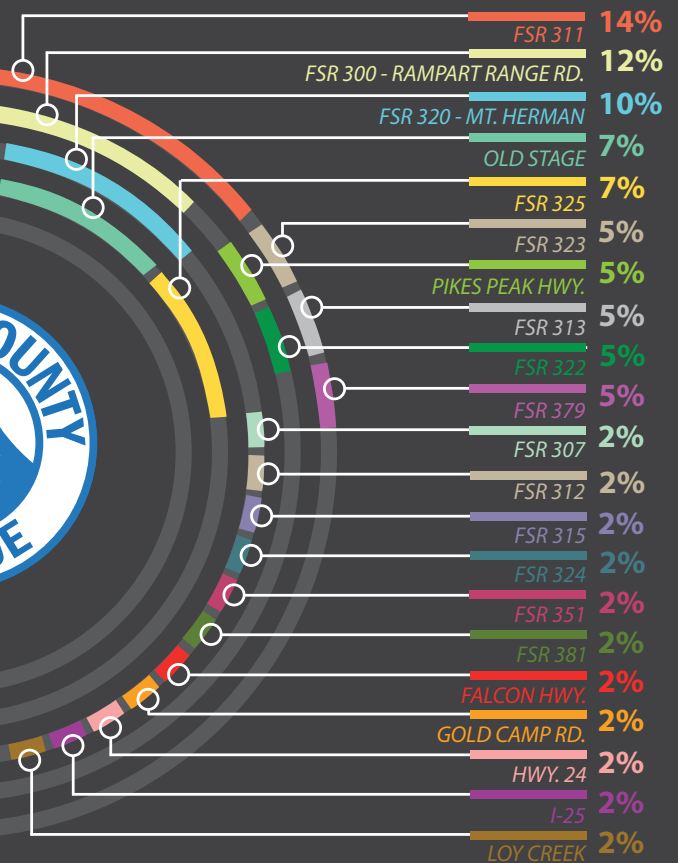
Most road missions occurred in the spring and then in November and December with limited others over the summer months.



### TRAIL MISSIONS



### ROAD MISSIONS





**COMMUNITY INVOLVEMENT/COLLABORATION:**Colorado Springs Office of Emergency Management:

- EPSO Equipment Monitoring Inspection (SCR)
- Hazard Mitigation Plan Revision (COS-EOC)
- Rampart Dam Workshops
- Tornado Planning Workshop
- Annual Flash Flooding Planning Workshop
- Palmer Park Evacuation Exercise
- SkySox Preparedness Night
- EOC Flood Training Workshop
- Ute Pass Flood Planning
- Civil-Military EM Collaborative
- EPSO Equipment Monitoring Inspection
- Hazard Mitigation Plan Revision
- EPSO/CSU Coordination
- Emergency Operations Plan briefing
- Blizzard Table Top Exercise
- IPM for 2016 Spring Residential Evacuation Exercise

El Paso County Office of Emergency Management:

- Reviewed Isolation and Plan
- EOC Training Workshop
- State EM Academy EOC Exercise
- EPC Multi Agency Coordination Group Meeting
- El Paso County Resiliency Planning Charrette
- CSU Regional Threat Working Group
- CSU Propane Airplant Threat Assessment and Tour Red Team
- Clear Springs Ranch Facility Tour

**MOBILE COMMAND (MOCOM)**

The Emergency Services Division works as a unified support team for any major event that occurs in El Paso County with response to weather events, MOCOM aided in endeavors, wildland, and other fire/ rescue responses.

A separate MOCOM Section was developed including enhanced training and driver education for the vehicle to be fully operational. The MOCOM communication and systems restoration brought the condition of the MOCOM to "nearly new" status.

In 2015 MOCOM was deployed in support or training 39 times (75 days).

**PROGRAMS/PROJECTS:**

- ReadyOP development continues with Special Operations Division/Support Services and Administrative Services.
- PDMP completed and submitted for review to FEMA.
- Risk analysis surveys were finalized and the survey team (Herman, Bethel, and Baker) has completed analysis of results from survey.
- Performed Infrastructure Protection Risk Assessments at ESD, CJC, and OTS. State and Federal DHS personnel assisted with assessments. Gonzalez was certified as a train-the-trainer for future team certification.
- All PCII and IP Gateway certifications completed for Bethel, Boley, Gonzalez, Herman, and Padgett.
- A Continuity of Operations (COOP) planning cycle is being developed and a project deadline for end of January for implementation in 2016.

**INSTRUCTION:**

- New Hire Orientation - 22 conducted
- Intern Orientation - 14 conducted

**TRAINING:**

- Classes Instructed - 4
- Classes Taken - 32



## PUBLIC INFORMATION OFFICE

The Sheriff's Office Public Information Office experienced changes in 2015 regarding how media relations are handled. Deputies and on-scene supervisors are now empowered with the ability to speak to the media when they arrive on the scene. This change has been proven helpful in the goal of providing quick, accurate information to the media and our community.

2015 was a busy year as a result of Senate Bill 15-219 (Concerning Measures to Provide Additional Transparency to Peace Officer-Involved Shootings). The El Paso County Sheriff's Office investigated five Officer-Involved Shootings during 2015 as a result of several tragic events.

The Public Information Office took a gigantic leap into the use of social media to promote current Sheriff's Office events in the community, recognition of employees and community partners, and accolades received from the citizens of El Paso County. The Sheriff's Office website and Facebook were not the only social media methods used. Twitter has become popular with both the followers of the community and media for up-to-the-minute information related to incidents that could impact the safety of the community. Safety tip information is also provided on seasonal hot topics and trends in criminal activity.



EPC Sheriff's Office



@EPCSheriff



EPC Sheriff's Office



COMING IN 2016



El Paso County Sheriff



**MEDIA SERVICES UNIT**

The Media Services Unit, formerly known as Research and Development, has catapulted the agency to a new level. Their skill and expertise, coupled with their passion to serve every Bureau, Division, Section, Unit, and member of this Office, shines in every work product put out. The two-person team is responsible for the development of various publications using multiple technologies for distribution on the Web and in print. They update the internal and external websites promptly and efficiently. They film, edit, and produce videos for distribution within the Office, as well as for public viewing. The Media Services Unit also photographs and records Office functions for various mediums of publication. They assist in gathering data, editing articles, and composing designs for various publications to include quarterly reports, annual reports, and other publications.

## HIGHLIGHTS FROM MEDIA SERVICES

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Launch and maintenance of the Sheriff's Office new internal website</li> <li>• New print and video recruiting materials for dispatch and sworn deputy positions</li> <li>• Creation of the weekly newsletter, <i>The Informer</i></li> <li>• Motivational posters placed around the Office of the Sheriff and the Criminal Justice Center</li> </ul> | <ul style="list-style-type: none"> <li>• Creation of the new El Paso County Sheriff's Office challenge Coin, Sheriff's Coin of Excellence, and Sheriff's Office Association of Retirees Coin</li> <li>• Re-designed materials for crime prevention</li> <li>• Creation of new Pikes Peak Region Peace Officers' Memorial logo and web page</li> <li>• Launch of new mobile application available on Apple, Android, and Windows Platforms</li> </ul> |
|---|--|



## FISCAL AND COMPLIANCE SERVICES

### Community Detox Facility:

- Transitioned Detox services from under EPSO purview to Community Services purview in a smooth and seamless transfer, providing continued communications to Detox employees of the changes occurring throughout and after the transfer.

### Contract Compliance:

- By working closely with the medical services vendor and ensuring their compliance with applicable state laws and Medicaid eligibility guidelines for off-site medical expenses, approximately \$700,000 in inpatient medical costs was diverted from the medical vendor/EPSCO/El Paso County to Medicaid. These fees related directly to fees captured under the medical services contract by enrolling qualified inmates into Medicaid during 24-hour or longer inpatient hospital stays. This savings of \$696,000 encompasses January–December 2015, with an additional \$24,000 still pending Medicaid review and approval. While this encompasses savings seen in 2015 directly, it also indirectly impacts the future of our contract rates paid for medical services at CJC.

### Commissary Fund Compliance:

- Researched applicable expense allowances from the Inmate Commissary Account, pursuant to state statute and general operating guidelines.
- Updated the applicable Commissary Account SOP.
- Achieved full compliance with County Procurement process on all commissary purchases.

### Committed Relationship with County Finance and Procurement staff:

- The rebuild of the budget, along with moving Sheriff's Office finance operations including commissary, invoicing, and other activities in line with general county finance and procurement procedures and guidelines allowed us to rebuild trust and cooperations between County Finance and EPSO.
- The unfortunate events surrounding the leaking roof and kitchen construction project led to an incredibly strong relationship between EPSO Detentions staff and El Paso County Facilities staff that had never been experienced before.

### Medicaid Partnership:

- This partnership opportunity between DHS and EPSO to educate, screen, and enroll releasing individuals in Medicaid and other social safety net programs may directly result in reduction in recidivism rates to CJC; better health outcomes with access to medical, mental health, and substance abuse treatment; a healthier inmate population; reduction in the community burden of medical and mental health care needs; job placement assistance for individuals releasing from CJC; positive opportunities for the involved individuals to become more productive and successful members of the community; and strengthening of the

relationship among multiple agencies vested in public health and public safety.

- Implemented this partnership at NO additional cost to EPSO or taxpayers of El Paso County, as DHS and Public Health were able to implement these activities by redeploying staff, work space, and program expenses from existing funds to conduct this work.
- Because of this partnership, CJC is the first county jail classified as an official Medicaid Enrollment Site in the state of Colorado, and is one of only a handful of jails across the country providing this kind of direct access to Medicaid screening for eligibility and immediate enrollment.
- DHS staff enrolled 40% of eligible inmates (562 people out of 1,390 deemed eligible) into Medicaid during the release process. DHS staff was also able to confirm and update the records of 643 active Medicaid clients during their release process.

### PUBLIC ASSISTANCE INFORMATION SHEET

**CJC is an official Medicaid Enrollment Site**

Anyone can go to the Criminal Justice Center (CJC) lobby and request to speak to a DHS employee.

**Monday - Friday (excluding Holidays)**  
6 a.m. - 5 p.m.

El Paso County Sheriff's Office  
Criminal Justice Center  
2739 E. Las Vegas St.  
Colorado Springs, CO 80906

**TOUGH TIMES DON'T LAST. TOUGH PEOPLE DO.**

**WE ARE HERE TO HELP!**

**Programs available**  
(if qualified/eligible):

- Medicaid
- Food Assistance (helps you buy food)
- Colorado Works (cash program for households with a child or pregnant mother)
- Aid to the Needy Disabled Colorado Supplement to SSI (provides additional cash supplement to those not receiving the full SSI grant)
- Aid to the Needy Disabled and Aid to the Blind (cash benefit for persons 18-59 who are totally disabled for at least 6 months or persons under the age of 59 who meet the definition of blindness)
- Old Age Pension (cash benefit for low income persons 60+ and may include medical assistance)
- Home Care Allowance (HCA) (cash benefit for persons who need help on a regular basis with some or all of their daily self care needs or who need 24 hour supervision in a non-medical facility)
- Personal Needs Allowance (PNA) (for persons residing in a nursing home who have income less than \$50 per month for personal needs)
- Referral to Local Providers accepting Medicaid (including new Medicaid coverage) and low income patients, as well as assistance transferring CJC medical records to a local provider.
- General Education Degree (GED) Free assistance to El Paso County residents.

**Verification needed for the various programs**  
Bring with you if available/needed:

- Photo ID
- Social Security Card
- Employment Verification / Pay Stubs
- Termination Verification (letter)
- Original Birth Certificate or Passport
- Day care expenses
- Verification of Child Support expenses and/or income
- Rent receipt, lease, or living arrangement form

### Accreditation Compliance:

- The Accreditation team reported to Wendy Habert during 2015, and the successes of this team included:
  - Obtained ACA re-accreditation in November 2015.
  - Successfully completed the NCCHC accreditation audit compliance requirements from the October 2014 audit in which deficiencies were noted. Full re-accreditation was granted in May 2015.



## INFORMATION TECHNOLOGY

The IT Department was busy at the El Paso County Sheriff's Office in 2015. With new direction, the department reorganized and added an IT Support Specialist to the ranks and back-filled the position of the Help Desk Technician. It also swapped Support Specialists between the main building on Vermijo and the Criminal Justice Center on Las Vegas. This allowed for more cross-training in the multitude of systems located in both facilities. In addition, large technology updates in the manner of Mobile Data Computers and desktop computers were purchased and implemented through the latter half of the year. An audit of the systems at the Sheriff's Office was completed on two levels. One level was an assessment of compliance towards Criminal Justice Information Systems Security and the other level was a general review of the status of technology and departmental structure. Both gave refreshing insight into the strategic direction of the Office for the following years and led to the hiring of two additional IT Management Staff. IT has many Enterprise-related projects that will impact on a large-scale the effectiveness and productivity of the Sheriff's Office. Records Management, Jail Management, Video Visitation, Body-worn Cameras, Mobile Device Management, and various security-related initiatives that will play a large role in moving forward the mission of the Office in 2016.

### HIGHLIGHTS FROM I.T.

- 45 Lenovo Tiny-in-One Machines for CJC
  - Reduced Clutter
  - Eliminated Wiring
  - Replaced old machines in Intake & Release and in the wards
- 104 Mobile Data Computers Purchased for Patrol
  - Roll-Out Began November 2015
- Upgraded Records Department to Dual Monitors to increase efficiency and productivity
- Installation of computer in the East Substation in Calhan for Rural Enforcement Outreach
- New LiveScan Plus Fingerprint/Palm scanner for CJC

### WORK ORDERS BY TYPE



1,607 Software



634 Hardware



488 Network



236 Phone

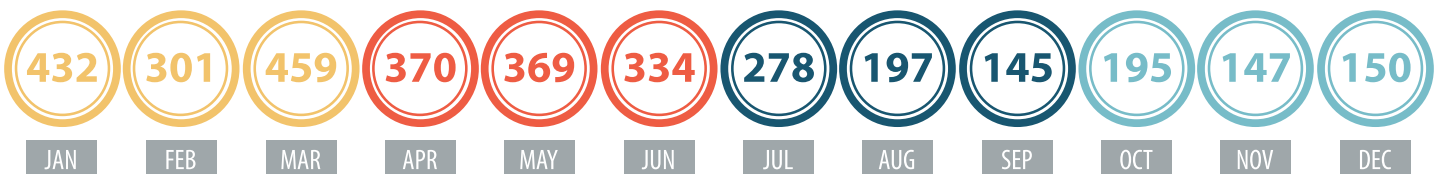


185 Internet/E-Mail



227 Other

### WORK ORDERS COMPLETED BY MONTH



## BUDGET AND FINANCE

The Sheriff's Office budget was completely restructured to include standard business units, with budget allocations to each unit and each fund (general fund and 1a public safety tax). This was an enormous task that involved essentially recreating budget history for 2014.

2015 BUDGET		EXPENDITURES	BALANCE
<b>PERSONNEL</b>			
Salary/Overtime/Vacation/Sick/Part Time	\$ 47,690,541	\$ 45,516,245	\$ 2,174,296
FICA	\$ 3,502,518	\$ 3,384,165	\$ 118,353
Benefits	\$ 2,397,384	\$ 2,573,924	\$ (176,540)
Personnel Reimbursements	\$ 16,194	\$ 773,443	\$ (757,249)
<b>Personnel Total \$ 53,606,637</b>		<b>\$ 52,247,777</b>	<b>\$ 1,358,860</b>
<b>OPERATING &amp; CAPITAL</b>			
Office Supplies	\$ 171,960	\$ 124,130	\$ 47,830
Operating Supplies	\$ 603,637	\$ 1,070,333	\$ (466,696)
Repair & Maintenance	\$ 871,336	\$ 644,728	\$ 226,608
Equipment Under \$5,000	\$ 692,045	\$ 755,962	\$ (63,917)
Communication & Transport	\$ 651,700	\$ 692,593	\$ (40,893)
Printing & Duplicating	\$ 52,060	\$ 34,689	\$ 17,371
Publicity & Subscription	\$ 97,435	\$ 144,391	\$ (46,956)
Utilities	\$ 322,180	\$ 302,908	\$ 19,272
Inmate Medical	\$ 4,177,903	\$ 2,688,456	\$ 1,489,447
Inmate Food	\$ 1,650,800	\$ 1,819,080	\$ (168,280)
Professional Services	\$ 1,110,637	\$ 759,641	\$ 350,996
Repair & Maintenance	\$ 733,606	\$ 556,571	\$ 177,035
Travel & Meetings	\$ 143,340	\$ 22,815	\$ 120,525
Training Services	\$ 35,870	\$ 15,520	\$ 20,350
Other Purchased Services	\$ 1,300	\$ 0	\$ 1,300
Rent & Leases	\$ 166,200	\$ 193,383	\$ (27,183)
Grants & Contributions	\$ 20,560	\$ 10,166	\$ 10,394
Intergovernmental	\$ -8,568	\$ 149,230	\$ (157,798)
Machinery & Equipment	\$ 621,241	\$ 56,281	\$ 564,960
Vehicles	\$ 519,500	\$ 261,019	\$ 258,481
<b>Operating &amp; Capital Total \$ 12,634,742</b>		<b>\$ 10,301,896</b>	<b>\$ 2,332,846</b>
<b>TOTAL \$ 66,241,379</b>		<b>\$ 62,549,673</b>	<b>\$ 3,691,706</b>
			<i>FUTURE PROJECTS</i>



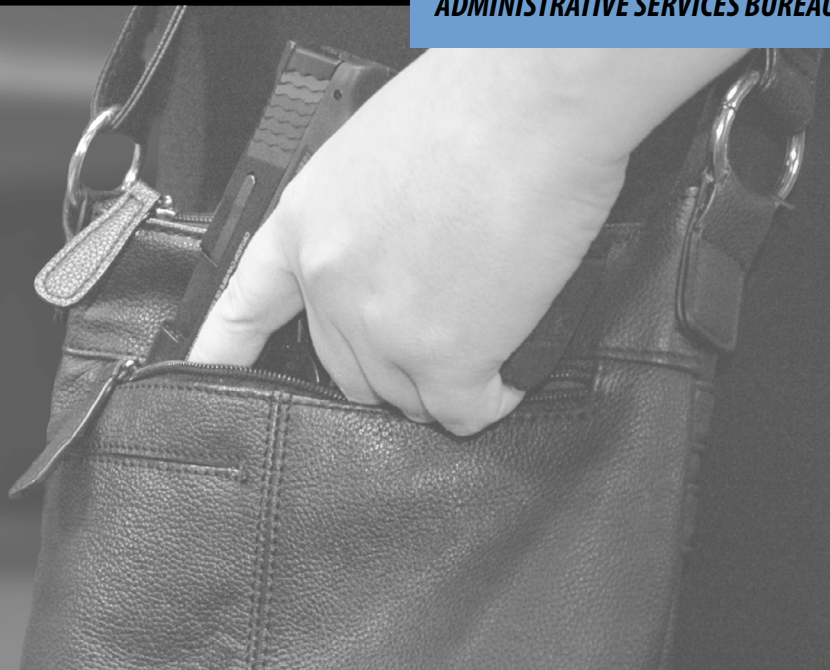


**5,123 New Applications**

**2,404 Renewal Applications**



**#1 County in Colorado for permits processed for the 5th year in a row!**



## CONCEALED HANDGUN PERMITS

The year 2015 proved to be another success for the El Paso County Concealed Handgun Permit Program. Because of the active shooter situations in Colorado Springs on October 31, 2015, and November 27, 2015, the department processed 896 new permit applications in the month of December alone! For 2015, the Concealed Handgun Permit Program processed a total of 5,123 new applications and 2,404 renewal applications. These statistics make the El Paso County Sheriff's Office Concealed Handgun Permit Program the #1 county in Colorado for permits processed for the 5th year in a row!

In addition to processing Concealed Handgun Permit applications, the Concealed Handgun Permit Program also participated in many community events including the Pikes Peak Firearms Coalition, the Sertoma Gun Show, the El Paso County Fairgrounds, Peterson Air Force Base Firearms Exchange, the U.S. Air Force Academy Firearms Exchange, and the Concealed Carry Expo.

### EVENTS CHP PARTICIPATED IN:

From July 20–July 23, 2015, the Concealed Handgun Permit Program manned a booth at the El Paso County Fair. The Fair provided an opportunity for Concealed Handgun Permit Technicians to share information about the Concealed Handgun Permit Program and answer concealed-carry questions from the fair goers. Thanks Jennifer Rose, Annie Petree, Annette Chapman and Brittany Webber for making the El Paso County Fair a success for the Concealed Handgun Permit Program and the El Paso County Sheriff's Office!

On Friday, July 24, 2015, Laurie Thomas, Concealed Handgun Permit Supervisor, visited Peterson Air Force Base Firearms Exchange. This was an opportunity to hand out concealed handgun permit information to active duty soldiers, retired soldiers, and their spouses. Jennifer Herring, Firearms Supervisor at Peterson, was glad to have us and so were the future concealed handgun permit applicants.

On April 18, 2015, El Paso County Sheriff's Office Concealed Handgun Permit Technicians Annette Chapman and Annie Petree visited the U.S. Air Force Base Firearms Exchange.



# OFFICE OF THE COUNTY ATTORNEY

Throughout 2015 the Office of the County Attorney has worked closely with the El Paso County Sheriff's Office to improve processes and communications which will benefit both partners. This partnership promotes leadership and professionalism, resulting in reduced risk of liability to both entities and their employees.

The reorganization of EPSO Attorney to the County Attorney's Office resulted in better working relations, improved consultation on employment matters, and prevention of potential liability.



## PROJECTS

- **Officer Involved Shooting (OIS) MOU and policy** – provides guidance to all agencies involved, ensuring that all laws are being followed.
- **Disciplinary Standards Board (DAB)** – established a fair unbiased board to review employee discipline and provides clear guidance regarding procedures and expectations.
- **Hiring Process** – set procedures to ensure EPSO is legally sound and neutral regarding hiring decisions.
- **Lexipol** – uses best national practices while integrating specific Office policies and providing easy access for all employees.
- **Retention Schedule** – ensures that EPSO is legally sound in the retention schedule by meeting the minimum State recommendations on retention.
- **Professional Standards Unit (PSU)** – provides guidance as to the role of the PSU and which situations warrant their assistance.
- **CORA** – ensures that EPSO is compliant with all CORA requirements and sets specific procedures for the flow of requests and fulfillment of the same.
- **MOUs** – updates existing MOUs and prepares a procedure to better store and process deadlines, as well keep the lines of communications among agencies easily accessible.
- **Detox and Pretrial Services** – moved from EPSO to EPC; fiscally responsible and provides better results for the community.
- **Training** – continues legal training with employees while adding new topics such as SRT training, ethics, and report writing.

## LITIGATION



- Twelve lawsuits involving EPSO and/or its employees were filed in 2015. Five of the 2015 cases have been dismissed based on OCA's motions to dismiss.



- Two lawsuits involving EPSO that were filed in 2014 were dismissed in 2015: 1 based on OCA's motion to dismiss and 1 for Plaintiff's failure to prosecute.



## HIGHLIGHTS

**OTS 5th Floor Memorial Conference Room**

The OTS 5th floor waiting area has been turned into a Memorial Conference Room that honors and remembers fallen law enforcement officers who have paid the ultimate price and given their lives to protect and serve. A special plaque dedicated to fallen deputies Hugh Martin, Cecilia Cipriani, Jay Kemp, and Marion E. Sanders is proudly displayed in honor of their sacrifice and service to the El Paso County Sheriff's Office.

**Pioneer Museum preserves Sheriff's Office Artifacts**

Representatives from the Pioneers Museum came by to help us preserve old jail registers and logs dating back to the late 1800's. They preserved the artifacts by wrapping them in acid-free paper and putting them in boxes. The Sheriff's Office will take part in a Crime and Punishment exhibit with some of these artifacts in the next couple of years. We are truly grateful to the Pioneer Museum for taking the time to preserve a little history from the Sheriff's Office.

**Contingent of Stakeholders Testified In Support of SB15-268 "Offenses Against an Unborn Child"**

Joined by District Attorney Dan May, then Attorney General John Suthers, Sheriff's Office Investigators, legislators, and victims. Sheriff Elder and Janet Huffor testified in favor of Senate President Bill Cadman's Fetal Homicide bill. The bill was ultimately postponed indefinitely on party-line votes in the House of Representatives.

**Sheriff Elder and Janet Huffor Testified at the Capitol During the 2015 Legislative Session**

The legislative efforts from the Chief of Staff and the El Paso County Sheriff's Office were not only commended by CSOC (County Sheriff's of Colorado), CACP (Colorado Association of Chiefs of Police), CDAC (Colorado District Attorney's Council), and the DOR (Department of Revenue), but by the legislators at the State Capitol for the impact that was made statewide.

## CHIEF OF STAFF

In January of 2015, Janet Huffor was appointed as the Chief of Staff. She was charged with developing, maintaining, and promoting effective community and intergovernmental relationships between the El Paso County Sheriff's Office and local, state, and federal governmental agencies, elected and appointed officials, businesses, and community groups. One facet of promoting effective community and intergovernmental relationships was the implementation of a character-based leadership and culture change program provided through STRATA Leadership, Inc. The positive character trait training (C3 Concept and Ethics in Law Enforcement) was provided for all civilian and sworn supervisors in the agency. What made the training different from others offered previously was the participation and attendance of these trainings by all of the local law enforcement agencies to include the Colorado Springs Police Department, Manitou Police Department, Teller County Sheriff's Office, Monument Police Department, Fountain Police Department, UCCS Police Department, Green Mountain Falls Police Department, and many others.



Among the many duties as Chief of Staff, Janet Huffor attended meetings and monitored the initiatives and actions of various law enforcement agencies involved in regional collaboration. Representing the El Paso County Sheriff's Office and law enforcement agencies across the state, she attended meetings, seminars, and regional forums with other federal, state and local governmental officials to assess political positions, laws, pending legislation, and strategies. With local community initiatives in mind, she developed positions on legislative and policy issues.

One of the major efforts taken on by the Chief of Staff was actively engaging during the 2015 Legislative Session at the State Capitol as the Legislative Liaison. The legislative session of 2015 proved challenging for law enforcement in part from the effects of the Ferguson, Missouri incident in 2014. Several bills were introduced in both the House of Representatives and State Senate to include repealing civil asset forfeiture, banning restraints on juveniles in the courtroom, regulations on body-worn cameras, banning the use of chokeholds by law enforcement, disarming Department of Revenue investigators, marijuana regulations, and several anti-bias/profiling bills. Each piece of legislation came with a fiscal note and heavy burden on the law enforcement agencies throughout the state.

## RETIREMENTS



Deputy  
Richard Heaverlo



Lieutenant  
Brian Mattson



Sergeant  
Ronald Howard



Virpi Mattson



Kenneth Pitman



Deputy  
Harry LeMonte



Deputy  
David Salter



Sergeant  
Dale Nuss



Sergeant  
William Haragan



Connie Bryan



Lieutenant  
Stephen Way



Sergeant  
Ben Dearthmont



Dalene Atwell



Lieutenant  
Paul Billiard



Deputy  
Peter Gaffney



Linda Martin

## IN MEMORY OF



### ***Judy Fisher, Security Technician***

**1943-2015**

Judy Fisher was born on May 27, 1943, in Brooklyn, New York, and passed away on January 6, 2015, in Colorado Springs, Colorado. She was a loving and devoted mother and grandmother to daughter, Dawn Fisher, and granddaughter, Lindsay Fisher. Judy had a passion for arts and crafts and was always making crochet items and pins for her loved ones. She also cared about animals and had a wonderful sense of style.

She was very proud of her job at the Sheriff's office and saved several lives. Her family will miss her dearly.



### ***Sergeant Derek Conrad, Floor Security***

**1969-2015**

Derek graduated from Rampart High School in 1987. He then went on to the University of Colorado at Colorado Springs and graduated Cum Laude in 1993 with a Bachelor Degree in Physics and Energy Science. He wanted to "accomplish something harder" so he achieved a Master's Degree in Physics in 1995. In 1997 instead of using his degree in "satellite and rocket science stuff" he went to work for the Colorado Springs Police Department as a software developer. Due to his work with the police department he felt his true calling was to serve his community in law enforcement which led him to become a deputy sheriff with the El Paso County Sheriff's Office in 2004. Derek wrote he "never regretted his decision to become a deputy sheriff, despite the financial sacrifice." He also considered it an honor to serve as a member of the El Paso Honor Guard. We will remember him for his rock hunting, camping adventures, and the many ways he enriched our lives. He kept the Sun shining and left enough sunshine behind to last us the rest of our lives until we see him again.



# PROMOTIONS



**Bureau Chief**  
Mitchel Lincoln



**Bureau Chief**  
Robert McDonald



**Lieutenant**  
Tim Williams



**Lieutenant**  
Cy Gillespie



**Lieutenant**  
Darren O'Driscoll



**Sergeant**  
Tammy Gugliotta



**Sergeant**  
Cliff Porter



**Sergeant**  
Bill Huffor



**Sergeant**  
Philip Goodloe



**Sergeant**  
Michael Pitt



**Sergeant**  
Tyrone Bolden



**Sergeant**  
Kimberly Miller



**Sergeant**  
Derek Mower



**Sergeant**  
Brad Rickerl



**Sergeant**  
Jacob Abendschan



**Sergeant**  
Keith Duda



**Sergeant**  
Lawrence Gallegos



**Sergeant**  
Christopher Rogers



**Sergeant**  
Troy Fritsche



**Sergeant**  
Rafael Gomez



**ACA  
Manager**  
Shannon Paolini



**Facility  
Inspector**  
Jerald Day



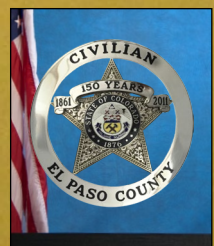
**Inmate Class.  
Supervisor**  
Elizabeth O'Neal



**Dispatch  
Supervisor**  
Jocelyn Darbyshire



**Dispatch  
Supervisor**  
Ryan McGinty



**Detox  
Supervisor**  
Kary Tuinstra





# 13TH ANNUAL AWARDS *Banquet*



**YEARS OF SERVICE**



*Deputy T. Fliney*



*Deputy G. French*



*Deputy K. McAllister*



*Deputy M. Miller*



*Deputy L. Murphy*



*J. Pludowski*



*Detective J. Vidmar*



*Sergeant J. Mahan*



*Lieutenant J. Brandt*



*Lieutenant JD Ross*



*Lieutenant J. Roybal*



**YEARS OF SERVICE**



*Lieutenant W. Burns*



**YEARS OF SERVICE**



*K. Pitman*



**CIVILIAN  
ACHIEVEMENT  
AWARD**



*R. Bennett*



*M. Boley*



*R. Sutherland*



*V. Vialpando*



**ACHIEVEMENT  
AWARD**



*Deputy K. Davis*



*Deputy T. Fliney*



*Deputy M. Hessek*



*Deputy R. Losasso*



*Deputy M. Miller*



**MERITORIOUS  
SERVICE  
AWARD**



*C. Hedgeman*



*G. Oldham*



**SHERIFF'S  
STAR**



*Deputy C. Norman*



**LIFESAVING  
AWARD/MEDAL**



*L. Carson*



*Deputy K. Nordeman*



*D. Chandler*





Deputy D. DeHaan



Deputy T. Eager



Deputy D. Fair



Deputy R. Gonzales



Deputy C. Jaworski



Deputy D. Sampsel



Deputy J. Seiter



Deputy C. Talavera



**CIVILIAN  
DISTINGUISHED  
SERVICE AWARD**



N. Brandt



M. Hagiwara



**DISTINGUISHED  
SERVICE  
MEDAL**



Deputy B. Bengford



Deputy N. Caruso



Deputy C. DeStefano



Deputy C. Donatell



Deputy T. Ferrell



Deputy M. Gaw



Deputy K. Gingrich



Deputy C. Herman



Deputy J. Juhl



Deputy M. Miller



Deputy J. Montes



Corporal G. Morris



Deputy S. Robblee



Deputy P. Vigil



Deputy C. Wheat



Deputy P. Younkin



Sergeant J. David



Deputy D. Glenn



Sergeant K. Duda



**MEDAL OF  
VALOR**



Sergeant S. Mitchell



Deputy M. Miller



Sergeant J. Hess

**COMMUNITY  
RECOGNITION  
AWARD**



V. Cheney



J. Hanson



J. Langford



**PURPLE  
HEART**



Sergeant J. Hess

**UNIT  
COMMENDATION**



Dispatch - Communications

**EMPLOYEE  
OF THE  
YEAR**



M. Powell





# MISSION

OUR MISSION IS TO PROVIDE THE CITIZENS OF EL PASO COUNTY EFFECTIVE AND EFFICIENT PUBLIC SAFETY SERVICES. WE DELIVER THEM CONSISTENTLY WITH CHARACTER, COMPETENCE, AND TRANSPARENCY.

# VISION

OUR VISION IS TO ENSURE EL PASO COUNTY REMAINS THE SAFEST AND MOST ENJOYABLE PLACE TO LIVE AND VISIT IN THE STATE OF COLORADO. WE ARE COMMITTED TO HOLDING THE HIGHEST STANDARD FOR PUBLIC SAFETY TO ACHIEVE A COUNTY FREE OF CRIME AND PUBLIC DISORDER.

# VALUES

## HONESTY

OUR PERSONAL AND PROFESSIONAL BEHAVIOR WILL BE A MODEL FOR ALL TO FOLLOW. OUR ACTIONS WILL MATCH OUR WORDS. WE WILL HAVE THE COURAGE TO STAND UP FOR OUR BELIEFS AND DO WHAT IS RIGHT.

## LOYALTY

WE ARE LOYAL TO OUR OATH TO PROTECT THE CONSTITUTIONAL RIGHTS OF THOSE WE SERVE BY EMPOWERING OUR EMPLOYEES TO MAKE DECISIONS THAT SUPPORT THE LETTER AND SPIRIT OF THE LAW.

## UNITY

WE HAVE A UNITED COMMITMENT TO SERVE OUR DIVERSE COMMUNITY WITH FAIRNESS, DIGNITY, AND EQUALITY. WE COMMIT TO EXCELLENCE IN ALL WE DO.

