

**POLICE MEMORANDUM**  
**#6-2025**

**DATE:** Feb. 24, 2025

**TO:** Honorable Mayor Meredith Leighty and City Council Members

**THROUGH:** Heather Geyer, City Manager *hmg*

**FROM:** James S. May Jr., Chief of Police *JSM*  
Justin Lauck, Commander

**SUBJECT:** Northglenn Police Department Approach to Building a Safe City for All Residents

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**PURPOSE**

To provide information to City Council on the Northglenn Police Department's (NPD) approach to building a safe city for all residents.

**BACKGROUND**

NPD is committed to ensuring that all residents are safe and feel secure by utilizing data-driven policing strategies, accountability, and strong community partnerships. A safe community is one where people can live, work, and thrive without fear of crime, where trust between law enforcement and residents is strong, and where public spaces are welcoming for all.

NPD trains and emphasizes cultural sensitivity and respect for cultural differences within our community. Officers strive to ensure our interactions are inclusive and free from bias. We work to understand diverse customs, beliefs, and values to foster effective communication and reduce misunderstandings. Cultural sensitivity helps our officers build trust, improve community relations, and enhance public safety by recognizing and respecting different cultural norms.

The department's anti-bias training focuses on recognizing, addressing, and mitigating implicit and explicit biases to improve policing effectiveness and community trust. Our training includes:

1. **Understanding Bias** – Educating officers on how unconscious biases impact decision-making.
2. **Cultural Competency** – Enhancing awareness of diverse communities, improving interactions and reducing misunderstandings.
3. **Procedural Justice** – Emphasizing fairness, transparency, and respect in policing to build public trust.
4. **Community Engagement** – Encouraging dialogue with local groups to foster mutual understanding.
5. **De-escalation Techniques** – Focusing on reducing confrontational encounters by improving communication skills.

Officers utilize communication tools such as our language line to provide native language translation services when language barriers exist between officers and community members. This service includes options for hearing-impaired individuals and offers translation for nearly all languages.

**Proactive Policing & Crime Prevention**

NPD employs data-driven strategies to identify crime trends, increase patrols in high-risk areas, and foster relationships with residents. By prioritizing visibility and responsiveness, we deter

criminal activity and enhance public confidence. Through technology such as automated license plate readers and drones, we have improved officer safety and effectiveness, while enhancing officer ability to identify and apprehend wanted suspects.

### **A Safe Community is Defined by:**

- **Low Crime Rates:** Violent crime, property crime, and drug-related offenses are minimized through proactive policing and enforcement strategies.
- **Strong Police-Community Relationships:** Residents trust and cooperate with law enforcement, leading to better crime reporting and problem-solving.
- **Active Community Engagement:** Local organizations, businesses, and residents work together with police to identify and address safety concerns.
- **Well-Maintained Public Spaces:** Parks, streets, and neighborhoods are free from vandalism, blight, and signs of disorder, which deters crime and enhances quality of life.
- **Swift and Fair Justice System:** Criminal offenders are held accountable, ensuring a victim-centered approach to justice while working to reduce repeat offenses.
- **Crisis Intervention and Support Services:** Resources are available for mental health crises, domestic violence victims, and at-risk youth, reducing the likelihood of crime.

### **Accountability & Justice**

Holding criminals accountable is crucial to maintaining order and safety. The NPD collaborates closely with the District Attorney's Office and the judicial system to ensure justice is served. Additionally, we invest in alternative programs, such as diversion for non-violent offenders, to reduce recidivism and promote rehabilitation when appropriate.

### **Community Partnerships**

Public safety is a shared responsibility. We collaborate with local organizations, businesses, faith groups, and neighborhood watch programs to create a unified approach to crime prevention and problem-solving.

Programs such as citizen academies, school resource officers, and crisis response teams help foster trust and cooperation between law enforcement and the public. Partnerships with our faith-based community have helped us foster open communication, mutual respect, and collaboration. Our partnership with the Metropolitan Denver North Islamic Center has improved our cultural competency, assisting officers in gaining insight into different faith traditions, reducing misunderstandings, and fostering respect. By integrating proactive policing, accountability, and community collaboration, we create an environment where all residents feel safe, supported, and confident in their police department.

### **Training Program**

Training is essential for skill development, decision-making, and ethical conduct. Continuous training enhances officers' abilities to de-escalate conflicts, use force appropriately, and engage with diverse communities. Regular training on bias, cultural awareness, and communication fosters professionalism, accountability, and improves transparency by ensuring officer conduct is consistent with department policy and within ethical guidelines.

When communities see well-trained officers demonstrating fairness and restraint, trust grows and public confidence increases. Prioritizing ongoing education and maintaining nationwide best practices in policy and procedure reinforces the legitimacy of law enforcement action.

New officers undergo over 556 hours of training to become certified under the Colorado Peace Officer Standards and Training board. This training includes:

- 378 hours of rigorous academic courses in Colorado law, criminal procedure, and the criminal justice system
- 62 hours of defensive tactics and arrest control
- 44 hours of emergency vehicle operations and driving
- 72 hours of firearms proficiency

Additional areas of study include:

- 8 hours of training in law enforcement ethics and anti-bias policing
- 28 hours of human rights and victim's rights
- 8 hours of domestic violence investigations
- 4 hours of bias-motivated hate crimes
- 8 hours of interactions with special populations
- 4 hours of interacting with individuals in mental health crisis
- 4 hours of community interaction
- 8 hours in verbal communication techniques

Upon completing the academy, new officers continue training with a seven-week in-house training program specific to the Northglenn Police Department. This training includes:

- Northglenn-specific policy and procedures
- Radio communication
- Geography
- Domestic violence investigations
- Report writing
- Evidence collection and crime scene processing
- Firearms training and qualification
- Body-worn cameras
- Officer safety and survival
- Peer support
- Victim Advocacy
- Accident investigation
- Technology
- Crisis response unit

Once officers have completed the in-house training, they begin a 16-week robust field training program where recruits work with certified field training officers to prepare for all aspects of patrol duties, emphasizing safety, professionalism, and community engagement. The program is broken down into three phases.

#### **Phase 1: Orientation & Observation (Weeks 1-5)**

- **Department Policies & Ethics** – Understanding agency values, procedures, and use-of-force guidelines.
- **Community Policing & Cultural Awareness** – Building trust through engagement and de-escalation strategies.

- **Basic Patrol Procedures** – Report writing, radio communication, and situational awareness.
- **Observation Phase** – The trainee shadows a Field Training Officer (FTO), observing daily operations.

### **Phase 2: Basic Patrol Operations (Weeks 6-10)**

- **Traffic Stops & Enforcement** – Conducting stops, issuing citations, and DUI detection.
- **Criminal Investigations** – Handling calls for service, gathering evidence, and interviewing witnesses.
- **Defensive Tactics & Firearms** – Physical control techniques, firearms qualification, and scenario-based training.
- **Crisis Intervention & De-Escalation** – Managing mental health crises and high-stress situations.

### **Phase 3: Advanced Patrol & Problem-Solving (Weeks 11-15)**

- **Emergency Response & Pursuits** – High-risk traffic stops, vehicle pursuits, and tactical response.
- **Domestic Violence & Special Victims** – Handling sensitive cases with empathy and legal knowledge.
- **Report Writing & Courtroom Testimony** – Strengthening documentation and courtroom presentation skills.
- **Independent Decision-Making** – Trainee takes the lead in calls with FTO evaluation.

### **Evaluation & Final Assessment (Week 16)**

- **Solo Patrol Evaluation** – The trainee operates with minimal FTO intervention.
- **Performance Assessments** – Review of decision-making, communication, and officer safety.
- **Final Testing & Certification** – Evaluation of all competencies before graduation.

NPD's structured 16-week FTO program ensures recruits develop confidence, competence, and accountability, preparing them for independent patrol while fostering public trust.

Ongoing and continued in-service training is mandatory for all officers on an annual basis. To maintain their Colorado Peace Officer Standards and Training (POST) certification, officers must complete 24-hours of annual training to include:

- 12 hours of perishable skills training in the areas of:
  - Driving training
  - Firearms training
  - Defensive tactics and arrest control

Each agency determines the training topic of the other 12 hours of training. The authority and responsibility for training shall be with the chief executive of each law enforcement agency. Mandatory training includes:

- An annual two-hour anti-biased training program

- Alternating years of:
  - Two-hour community policing and community partnership training
  - Two-hour situation de-escalation training

**Community members can get involved with NPD through:**

- Citizen Police Academy - Learn about law enforcement operations
- Ride-Along Programs - Observe officers on duty
- Neighborhood Watch - Help improve local safety
- Volunteer Programs - Assist with administrative or community outreach efforts
- Community Meetings - Engage in discussions with officers
- Social Media Engagement - Stay informed and share safety tips
- Reporting Suspicious Activity - Help prevent crime

**BUDGET/TIME IMPLICATIONS**

The cost for annual training requirements and certifications is included in NPD's yearly budget.

**STAFF RECOMMENDATION**

This is for informational purposes only.

**STAFF REFERENCE**

If Council Members have any questions, please contact James S. May, Jr., Chief of Police, at [jmay@northglenn.org](mailto:jmay@northglenn.org) or 303.450.8967.

**ATTACHMENT**

1. Presentation

# *APPROACH TO BUILDING A SAFE CITY FOR ALL RESIDENTS*

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**Council Meeting**

*Feb. 24, 2025*



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Northglenn**

# ***PURPOSE***

To provide information to City Council on the Northglenn Police Department's approach to building a safe city for all residents.



# ***VALUES & MISSION***

## **Value Statement:**

The four C's are the cornerstones of our core values: Character – Courage – Commitment – Competence.

## **Mission Statement:**

The members of the Northglenn Police Department are a dedicated team committed to protect life and property, reduce crime, and promote peaceful neighborhoods. We achieve this through strong community partnerships, collaborative problem-solving, and ethical enforcement of the law.



# ***ANTI-BIAS TRAINING***

- Understanding Bias – Educate Officers on how biases can impact decision making.
- Cultural Competency – Awareness of diversity, improving interactions and reducing misunderstandings.
- Procedural Justice – Emphasizing fairness, transparency, and respect in policing to build public trust.
- Community Engagement – Dialog with local groups to foster mutual understanding.
- De-escalation Techniques – Focuses on reducing confrontation by improving communication techniques.



# WHAT IS A SAFE COMMUNITY?

## Community Safety:

- Lower crime rates through proactive policing and enforcement.
- Build community relationships and trust through engagement.
- Maintain public spaces to enhance quality of life.
- Provide support services to include crisis intervention.



# OFFICER TRAINING

## Why is Training Important?

- Problem solving and decision-making skills
- De-escalation skills
- Non-bias policing and cultural Awareness
- Understanding of law
- Builds trust with the community



# ***OFFICER TRAINING***

## **Police Academy**

- 556 Hours of training to become certified

## **In-House Academy**

- 7-week training course taught in-house

## **Field Training**

- 16-week on the job training and evaluation course

## **Continuous In-service Training**

- 24 hours of mandated training



# HOW CAN THE COMMUNITY GET INVOLVED?

- Citizen Police Academy
- Ride Along Program
- Neighborhood Watch
- Volunteer Programs
- Community Meetings
- Social Media Engagement
- Reporting Suspicious Activity



# *QUESTIONS?*



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