



FORT MORGAN POLICE DEPARTMENT

2022 ANNUAL REPORT

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City Council



Lyn Deal
Mayor



Brian Urdiales
Ward 1



Doug Schossow
Ward 1



Bill Garcia
Ward 2



Jon Kaper
Ward 2



Clint Anderson
Ward 3



James Parks
Ward 3

Chief's Message

The Fort Morgan Police Department continues to grow, evolve, and adapt to an everchanging landscape around the profession of law enforcement. With numerous changes to laws that govern how policing must be performed as well as policy changes around the detention of suspects due to the lingering effects of COVID or legislative changes to bail bond rules and conditions, challenges were aplenty in 2022. Despite these challenges, the dedicated members of this department worked tirelessly, hand in hand with community members, to maintain a longstanding tradition of excellence in policing. Through new community-based initiatives and continued proactive policing, along with new and innovative investigation techniques, we continue to build a culture of service to this community.



Last year, we handled many types of calls for service that tested the patience, empathy, and nerves of our staff, while also trying to meet the expectations of those in which we serve. We blended our own servant's hearts with the desire of our citizenry to live in a safe community. As always, this can be a challenge when evil lurks 24 hours per day and 7 days per week. Our staff remained vigilant and worked, heavily, with the community to dampen crime and maintain a civil and just society that all members of Fort Morgan can be proud of when calling this city home.

While working together, we created a Community Police Panel that helped bridge the police department with the community, started a new program called Chat with the Chief to allow new opportunities for the community to express their concerns and gratitude, and implemented new, innovative ideas for working with the public. A community camera registry was started to help tie the evidence present in our citizen's homes and businesses to crime in the area. We expanded the BBQ with the Blue by providing an excellent family night for so many in our community and began a new community-based program called Faith and Blue where we partnered with the community for a clean-up day and interacted with the kids during a Chalk with a Cop event. Our ever-popular Blue Santa program was expanded to serve more people than ever before and was a hit with those we served. A summer mentoring program working with kids expanded from the initial year and public donations were received to pay for much of it.

Aside from all of the public interactions, our staff did excellent work in catching those responsible for committing crimes and working with those that we often see demanding more resources from our staff. The mentally ill, homeless, and those suffering from drug and alcohol addiction took up a great deal of time and resources. These issues seem to be growing exponentially, yet our staff has remained empathetic and helpful to ensure the safety and dignity of all who suffer such problems.

Training our staff has been a great emphasis in both leadership roles and areas in which officers can better perform their duties. As such, we attended many hours of training and were awarded over \$45,000 in tuition grant funding. On top of this funding, we received another \$20,000 grant for hiring and retention, \$10,000 for an investigative tool, and \$7,192 to support the New Horizons youth program.

In closing, I would like to thank all of the members of the Fort Morgan Police Department who continue to devote their time and talents to working with our community to make this a great place to live and raise a family. Of course, without the support of those on the City Council, we would not have the support that is needed to succeed. Together, we are making a difference in the community.

Mission, Vision, and Values

In 2021, our staff looked at our mission, vision and values and determined that we wanted to build a new culture, which includes working with the community and truly understanding the impact we can have on our citizens. As a result, we worked together to find our core values and, collaboratively, developed a new mission, vision, and values statement. These statements serve as a guide for our staff and provided information about who we are, what we believe in, and how we want the community to view us. We also subscribe to the goals set city-wide. By following the city goals, we can be better enabled to meet our own aspirations.

MISSION

Collaborating with our community to promote safety and build trusting relationships.

VISION

To be a source of pride for citizens and a leader in our law enforcement community known for our professionalism, integrity, and service to the people of Fort Morgan.

VALUES

Fair **M**indful **P**rofessional **D**ependable

City of Fort Morgan Goals

- Use positive communication inside and outside of the organization.
- Show respect to others in words and actions.
- Provide exceptional service delivery to citizens and employees in the City of Fort Morgan.
- Lead by example.

Office of Chief of Police



Loren G. Sharp
Chief of Police



Kevin Miller
Operations
Support Services
Commander



Steve Brown
Support Services
Commander



Evan Schiel
Administrative
Sergeant



Michelle Miller
Administrative
Assistant



Palmer Anguiano
Sergeant



Kevin Campbell
Sergeant



Wayne Campbell
Sergeant



Caleb Creech
Sergeant



Jared Iungerich
Sergeant



Robert Griffith
Code Enforcement
Officer



Megan Andrews
Community
Engagement
Technician



Salima Jandali
Police Recruit



Belen Dominguez
Records
Technician



Stephanie Harman
Records
Technician



Mary Holt
Records
Technician



Angelica Rodas
Records
Technician

Officers



Brian Bagnall
Patrol Officer



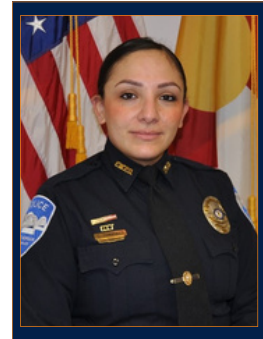
William Bencomo
Detective



Austin Brown
Patrol Officer



Anthony Chaparro
Corporal



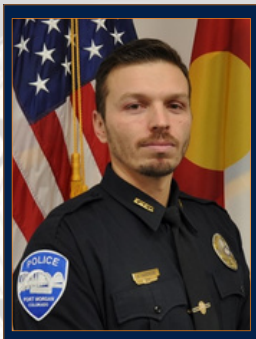
Sara Cummings
Patrol Officer



Tekiah Dabbs
Patrol Officer



Jordan Dean
Patrol Officer



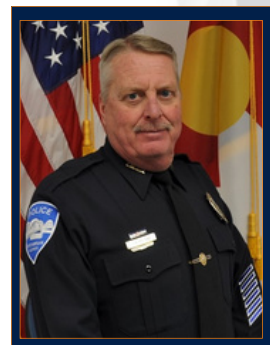
Brian Herrera
Patrol Officer



Joe Hochanadel
Corporal



Jared Larson
Corporal



Tim Malone
SRO



David Marquez
Corporal



Paul Mendoza
Patrol Officer



Marcos Montalvo
Detective



Tyler Price
Patrol Officer



Dusty Quick
Patrol Officer



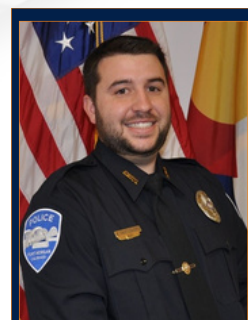
Jon Renteria
Sergeant



Zachary Lunog
Patrol Officer



Alex Mai
Patrol Officer



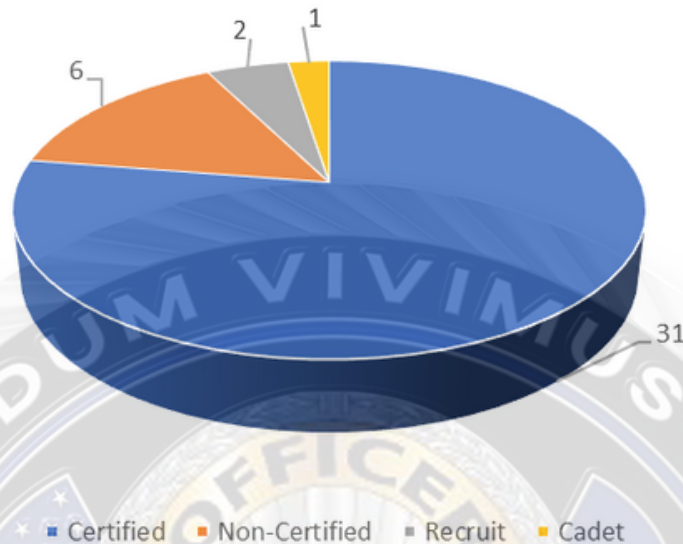
Kaden Shuttleworth
Detective



Ted Thyne
Detective

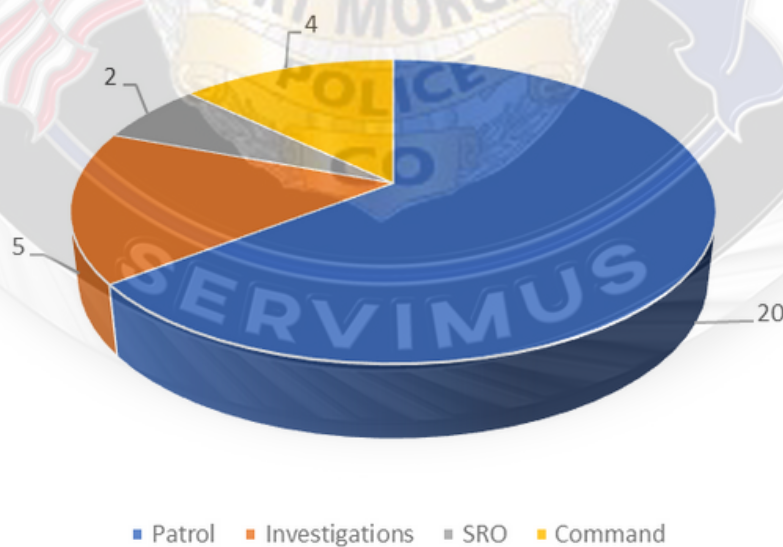
Percentage Of Staff

FMPD Staff



The staff makeup of the Fort Morgan Police Department involves a total of 40 employees. 31 sworn officers and another officer in training, with the Cadet program, comprise all of the certified employees. An Administrative Assistant and three Records Technicians are civilian staff that work to ensure that all of the certified staff is able to focus on police matters. A Code Enforcement Officer and Community Engagement Technician are civilian employees that focus on non-police specific code violations and two Recruits, that work part-time, are employed to prepare for an academy position and provide support to other members of the department as needed.

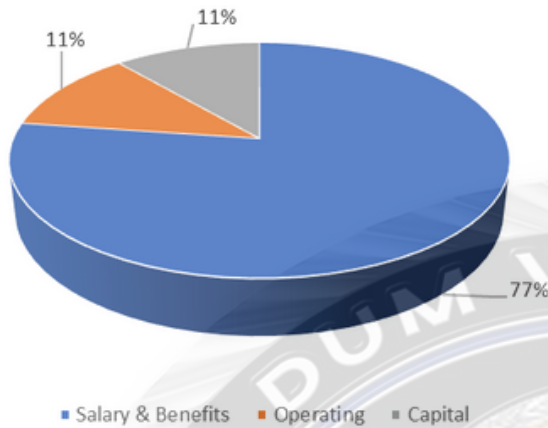
Certified Officers



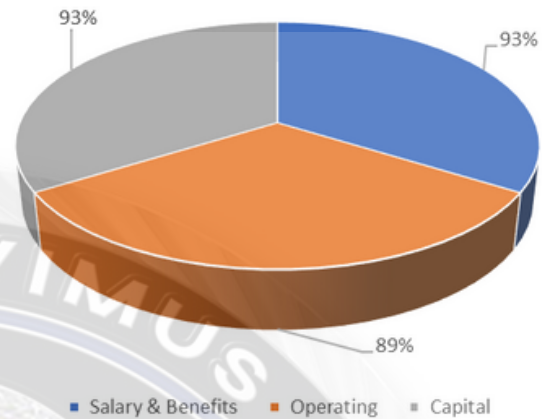
Since the main function of any department involves patrol officers, 20 of the 31 sworn officers are on patrol, while five fill roles in the Investigations Unit. Two School Resource Officers work in a partnership with the Morgan County RE-3 School District, while four employees make up the command staff in the department (Chief, two Commanders, and Administrative Sergeant).

Budget

2022 Budget

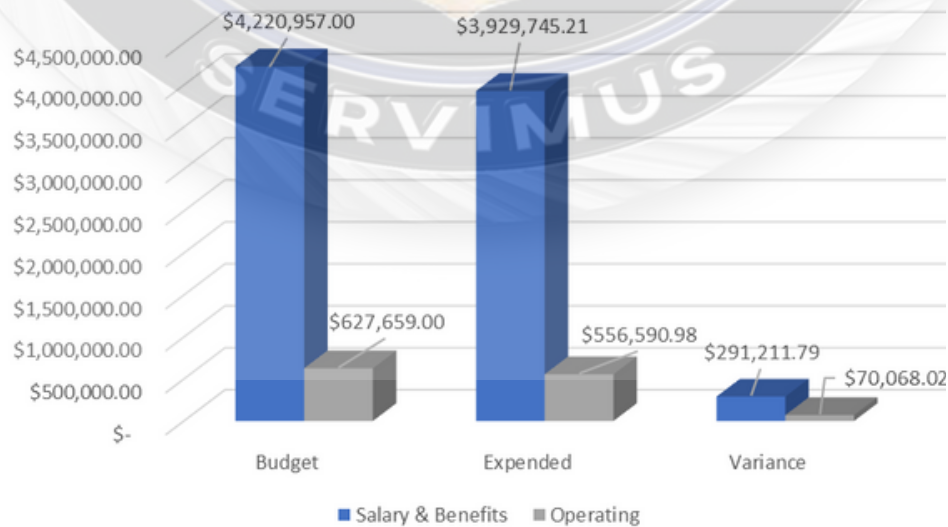


2022 Expended Budget



General Fund, Special Revenue, Enterprise, Internal Service Funds)	\$77,007,064.00
2022 Operating & Maintenance Budget	\$4,848,616.00
2022 Capital Budget	\$618,000.00
Total:	\$5,466,616.00

Operating & Maintenance Budget



Budget

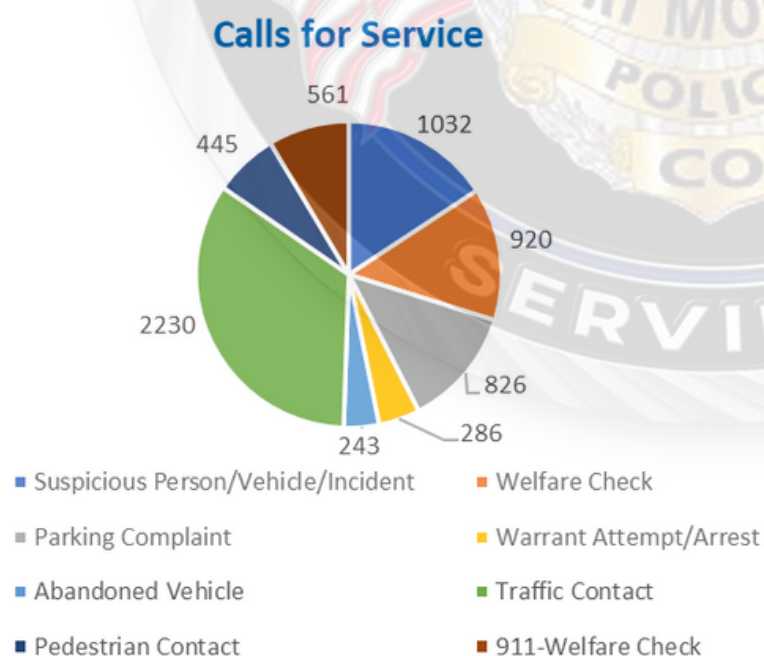
Account Title	Budget	YTD Expenses	Differences
Salaries & Wages	\$ 2,570,691.00	\$ 2,412,366.92	\$ 158,324.08
Sal & Wages - Transferred	\$ -	\$ 750.00	\$ (750.00)
Overtime expense	\$ 73,000.00	\$ 67,484.42	\$ 5,515.58
Retirement - PERA	\$ 35,352.00	\$ 33,656.03	\$ 1,695.97
Retirement-Money Purchase	\$ 306,570.00	\$ 241,273.61	\$ 65,296.39
Retirement - FPPA	\$ 188,078.00	\$ 141,058.53	\$ 47,019.47
Medicare	\$ 38,334.00	\$ 34,793.37	\$ 3,540.63
Health Insurance	\$ 861,347.00	\$ 861,347.04	\$ (0.04)
Life Insurance	\$ 6,861.00	\$ 6,861.00	\$ -
Disability Insurance	\$ 4,512.00	\$ 4,512.00	\$ -
Workers Compensation	\$ 64,360.00	\$ 66,581.94	\$ (2,221.94)
Death & Disability-FPPA	\$ 71,852.00	\$ 59,060.35	\$ 12,791.65
Equipment Allowance	\$ 70,150.00	\$ 65,732.60	\$ 4,417.40
Crime Control & Investgtn	\$ 4,250.00	\$ 2,126.99	\$ 2,123.01
Criminal Investigations	\$ 30,295.00	\$ 14,420.95	\$ 15,874.05
Community Events	\$ 20,000.00	\$ 23,761.87	\$ (3,761.87)
Software Maintenance	\$ 63,825.00	\$ 51,207.58	\$ 12,617.42
Credit Card Fees	\$ 100.00	\$ 73.64	\$ 26.36
Office Supplies & Expense	\$ 19,430.00	\$ 12,448.59	\$ 6,981.41
Utilities	\$ 36,225.00	\$ 22,311.32	\$ 13,913.68
Telephone	\$ 6,800.00	\$ 14,924.82	\$ (8,124.82)
Fuel & Oil	\$ 50,400.00	\$ 62,954.38	\$ (12,554.38)
Employee Recognition	\$ 4,000.00	\$ 2,570.67	\$ 1,429.33
Maint Equipment & Vehicle	\$ 36,960.00	\$ 32,899.19	\$ 4,060.81
Maint General Property	\$ 37,650.00	\$ 45,735.60	\$ (8,085.60)
Janitorial	\$ 16,000.00	\$ 12,600.00	\$ 3,400.00
Uniforms	\$ 29,500.00	\$ 21,872.43	\$ 7,627.57
Animal Shelter Maint	\$ 53,100.00	\$ 52,897.60	\$ 202.40
Blight Removal Expense	\$ 25,000.00	\$ 1,950.00	\$ 23,050.00
PD New Hire Testing	\$ 6,500.00	\$ 9,223.24	\$ (2,723.24)
Property & Casualty Ins	\$ 69,774.00	\$ 69,774.00	\$ -
Education & Training	\$ 39,100.00	\$ 32,208.94	\$ 6,891.06
Dues & Subscriptions	\$ 7,600.00	\$ 4,896.57	\$ 2,703.43

Calls for Service

With mental health calls up, considerably over the past year, the Fort Morgan Police Department handled many more suspicious person or vehicle calls than in years past, along with 911 welfare check calls. With a focus on parking violations and other municipal code violations that are quality-of-life issues for our residents, we also saw increases in those types of calls. Pedestrian contacts were very common as well, as officers were often contacting those individuals in areas where theft and other crime were prevalent.

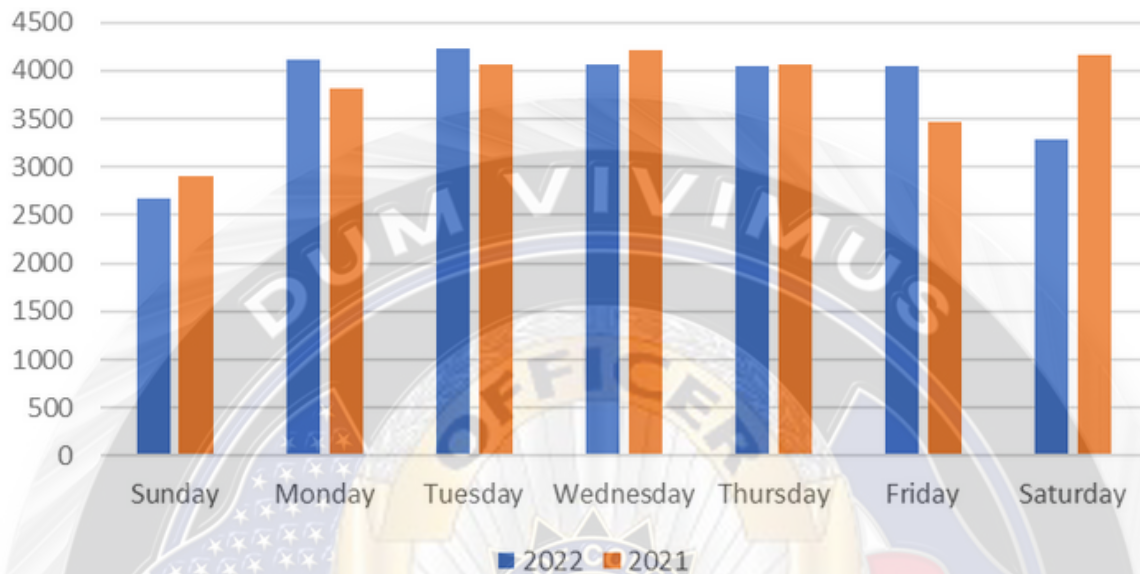
Coming off of the COVID years and jail policies, there were many more people that had warrants than in years past as well. Those that had warrants in 2020 and 2021 were often provided with new court dates and immediately released on personal recognizance bonds as detention centers around the state were limiting the intake of prisoners to prevent COVID outbreaks. As we get later into the year 2022, some of the restrictions that were put in place during the COVID peak were relaxed and officers contacted more people with warrants than in years past as well.

With the total number of calls for service in 2022 being 26,846, the Fort Morgan Police Department handled 151 fewer calls than in 2021. Just like in years past, the busiest time for calls is between 8:00 a.m. and 4:00 p.m., with the largest call volume between 8:00 a.m. and noon. There were a total of 6,742 calls during this time frame, which accounts for approximately 25% of all calls. While the call volume was up during the daytime hours, it was a little lower from 4:00 p.m. to 8:00 a.m. than in 2021.

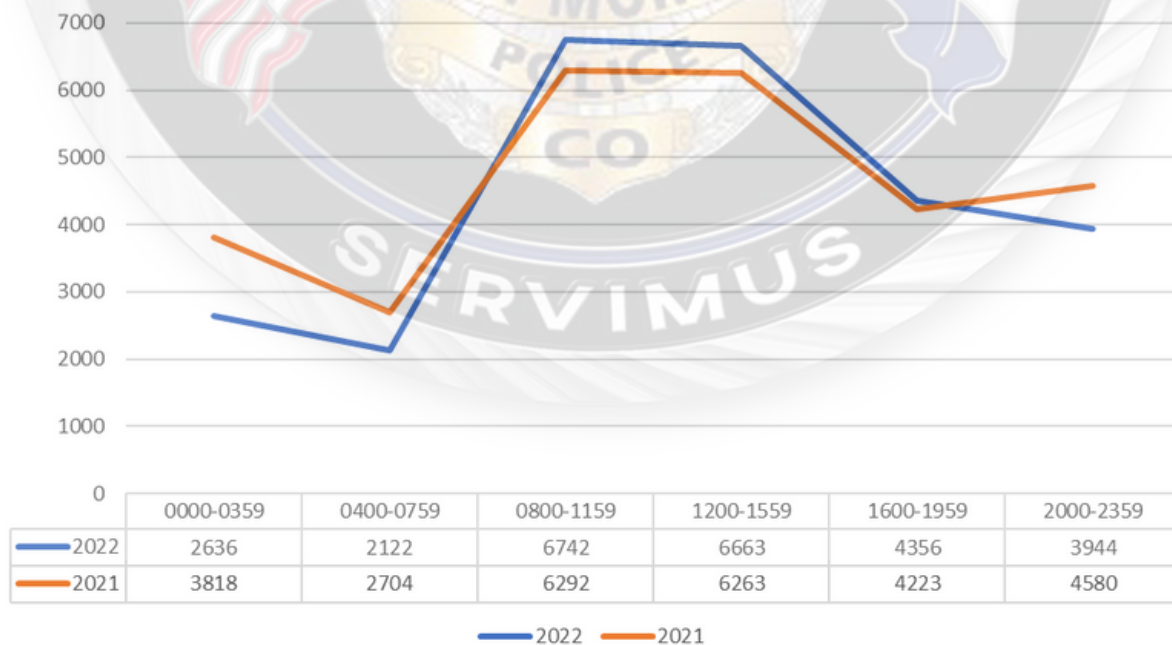


Calls for Service

CFS by Day of Week



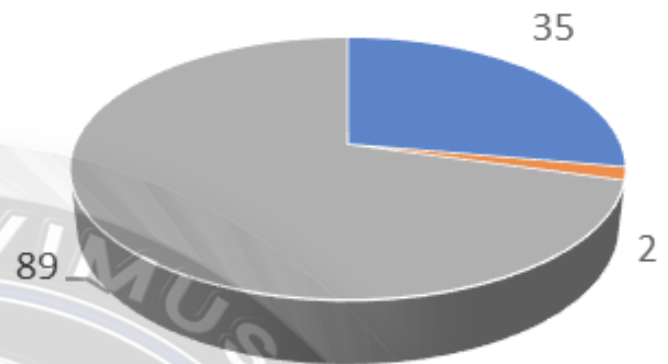
CFS by Time of Day



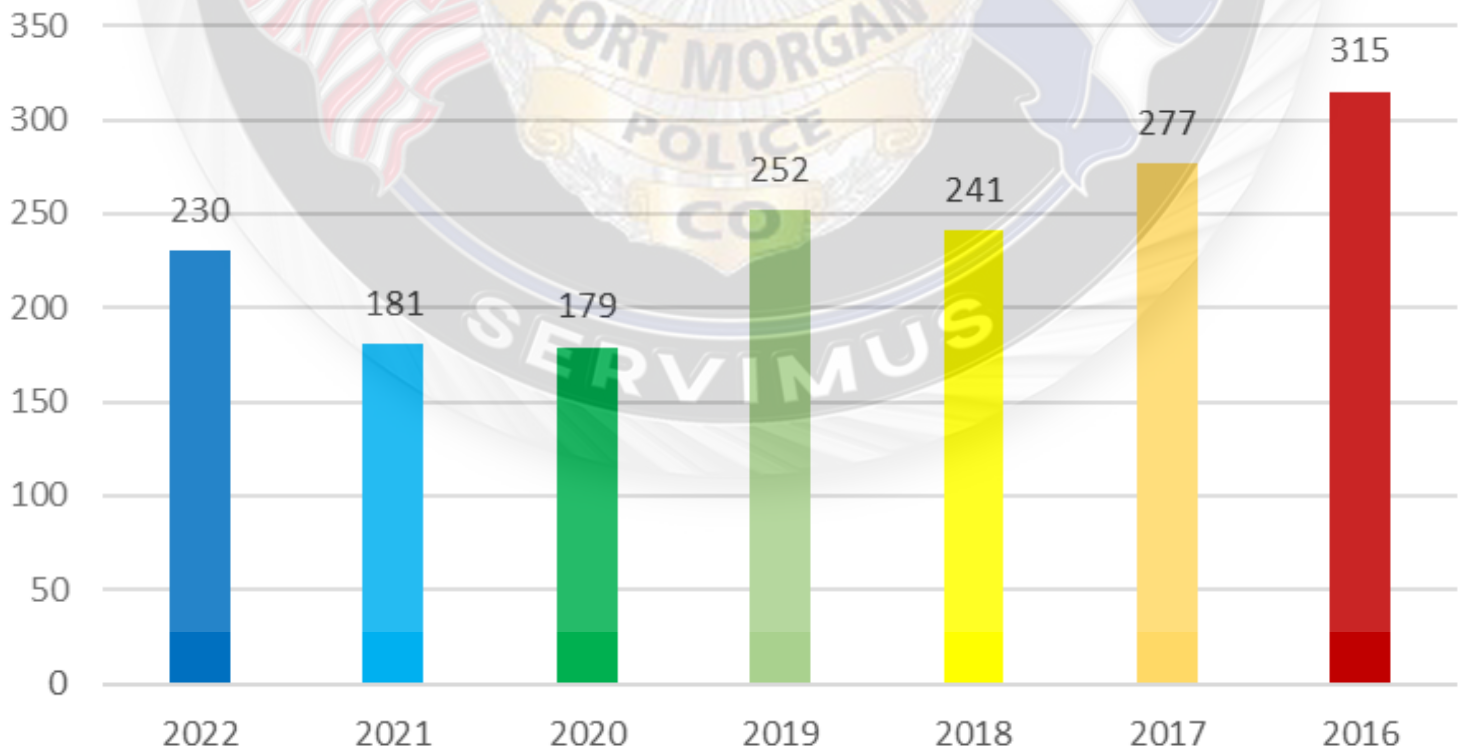
Traffic Accidents

Over the past couple of years, traffic accidents were very low in comparison to previous years. In 2022, we had an increase of 27% in traffic accidents that is close to the pre-pandemic levels. Those accidents were primarily property damage only, however, there were also two fatalities in 2022. Both fatalities involved pedestrians and both of them were in the same block, after dark, in the 700 block of Main Street.

2022 Traffic Accidents

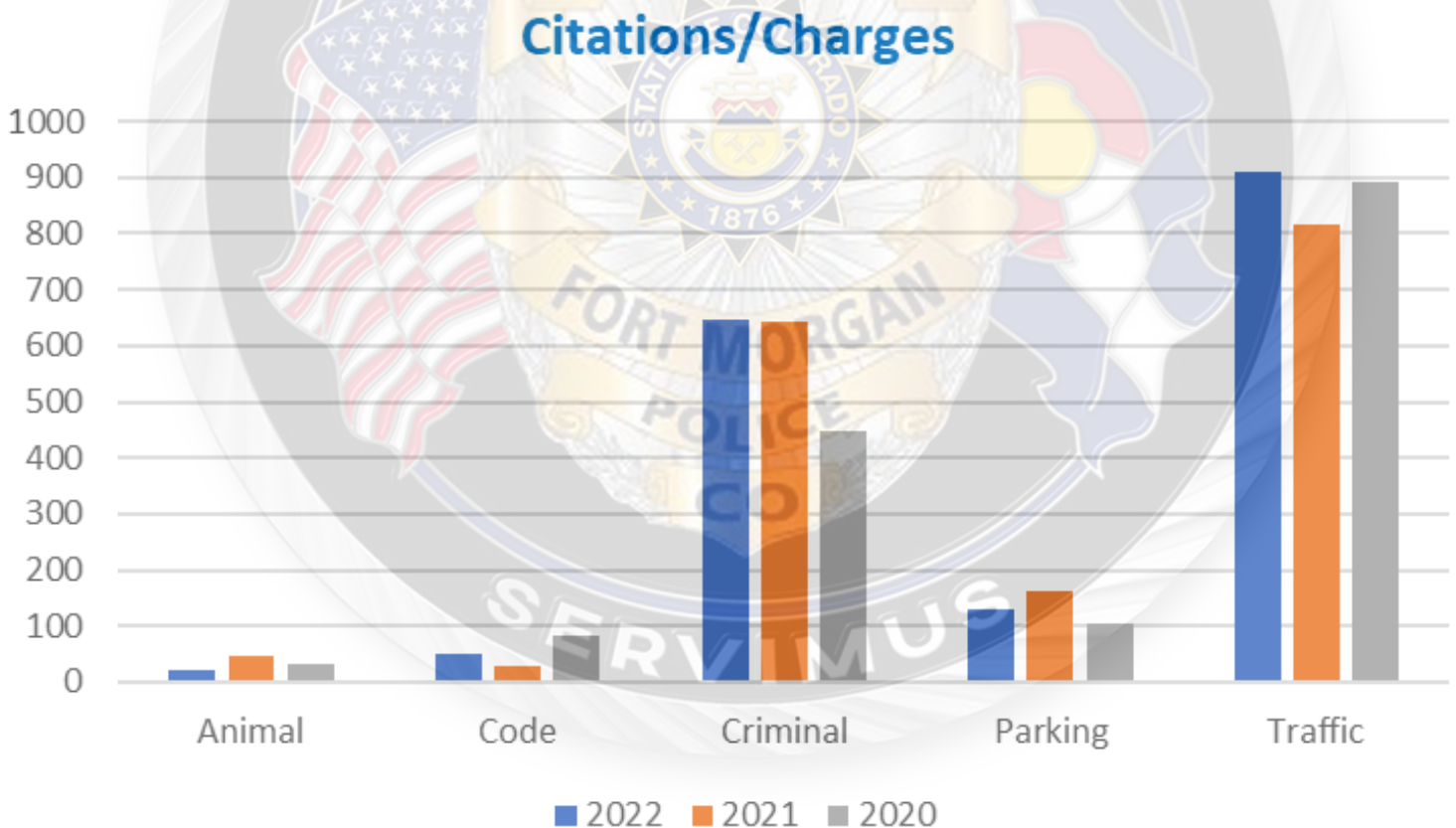


Traffic Accidents



Citations

In 2022, citations issued in nearly every category was higher than the previous two year periods. The exception to this was in the area of animal charges which would include dog and cat-at-large summonses. Summonses for code violations were up 67% over the prior year, but down from the year before that when the Fort Morgan Police Department had two Code Enforcement Officers for some time in that year. Criminal summonses were very similar to 2021 levels (up only 2), which is still up 44% from 2020. Traffic summonses also increased by about 11% over 2021.



Crime in Fort Morgan

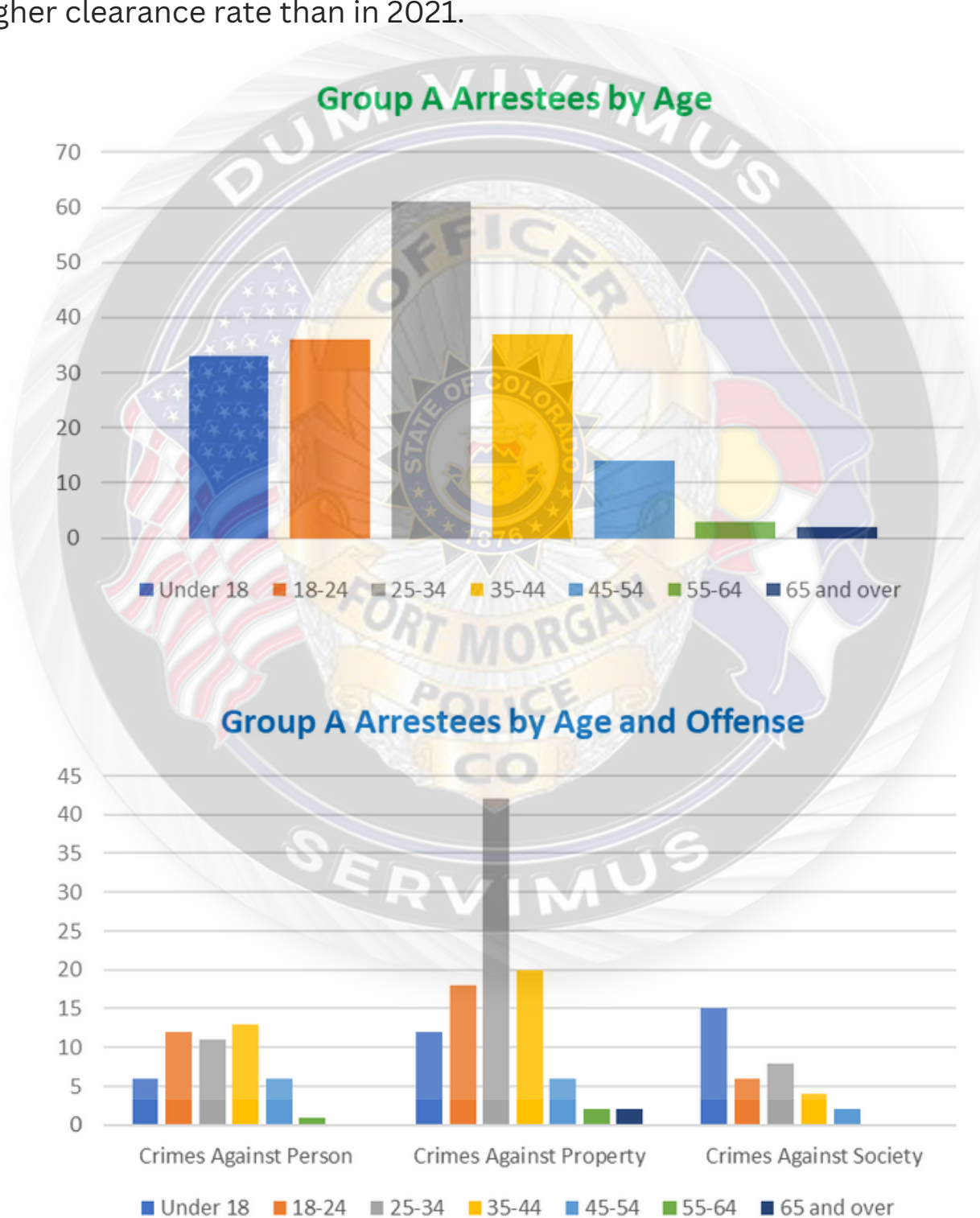
The National Incident Reporting System (NIBRS) is the system the Fort Morgan Police Department has been using to report crime statistics for several years. This reporting system breaks crime into Group A and Group B Offenses, with Group A offenses generally being the most egregious crimes.

As shown in the table below, the number of simple assaults (misdemeanors) and aggravated assaults, (felonies) decreased by a total of 19%, after an increase in 2021. While property crimes have skyrocketed across the state over the past few years (Motor Vehicle Thefts are highest in the nation), we have seen a decrease in auto thefts for two years straight, while theft reports have increased slightly over the past two years.

Group A Offenses							
Violent Crimes	2022	2021	2020	Property Crimes	2022	2021	2020
Sexual Assault	40	39	37	Burglary	63	57	58
Robbery	1	1	3	Fraud Involving Credit Cards	23	22	48
Aggravated Assault	37	42	40	Vandalism	164	242	135
Simple Assault	89	114	81	Theft	244	230	199
Child Pornography	11	0	5	Motor Vehicle	30	33	35
Group B Offenses							
Adult	2022	2021	2020	Juvenile	2022	2021	2020
Disorderly Conduct	6	12	7	Disorderly Conduct	5	0	1
DUI	36	47	46	DUI	0	0	0
Liquor Law Violation	13	3	10	Liquor Law Violation	4	7	2
All Other Offenses	367	425	426	All Other Offenses	53	23	34
Trespassing	36	35	29	Trespassing	3	0	4

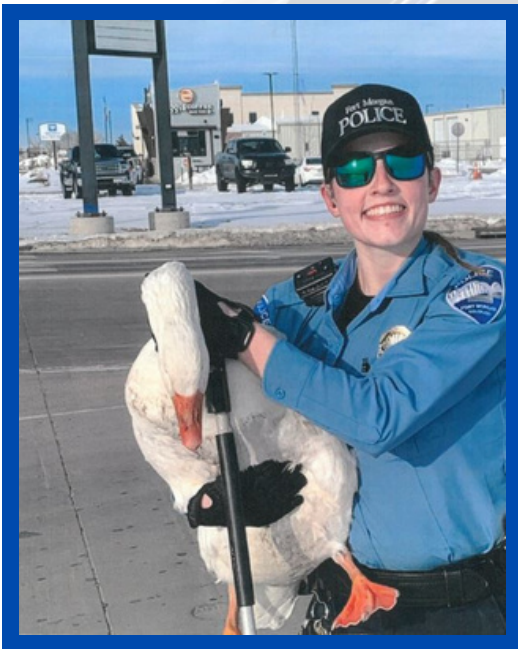
Crime in Fort Morgan

In 2022, we had a total of 907 offenses reported in NIBRS, a decrease of 14% from 2021. This total includes violent crimes that are reported in the NIBRS program which does not include all other crimes that are reported in Fort Morgan as Municipal charges. 40.02% of those offenses reported were cleared, which is a 2% higher clearance rate than in 2021.



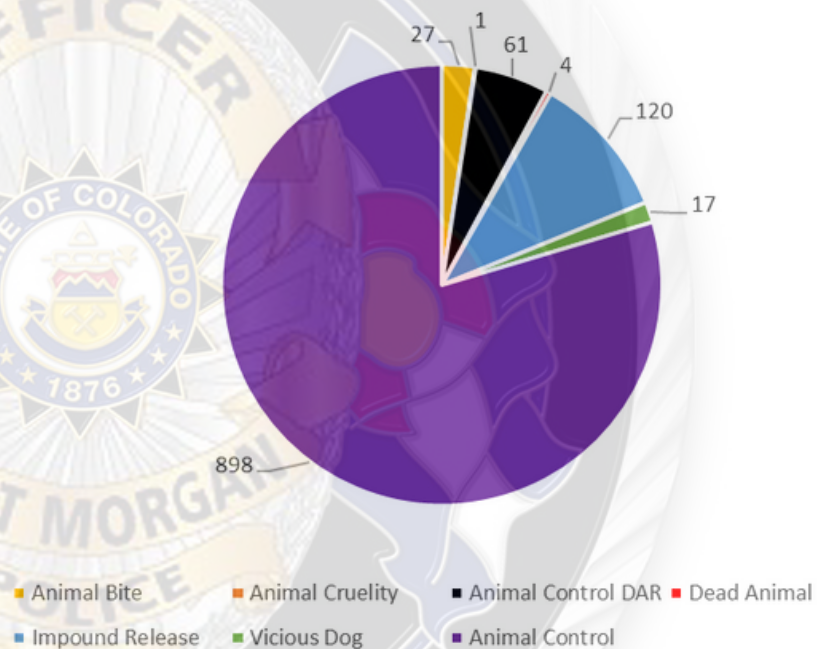
CODE ENFORCEMENT & COMMUNITY ENGAGEMENT TECHNICIAN

Animal control is a pretty extensive job for any municipality. In 2022, the Fort Morgan Police Department handled a total of 1,128 calls that involved animal control. Most of these calls were handled by the Code Enforcement Officer or Community Engagement Technician, while officers handled those calls outside of the normal working hours for those responsible for such calls. Calls listed as "Animal Control" are typically comprised of dog or cat-at-large and make up the vast majority of animal control calls.

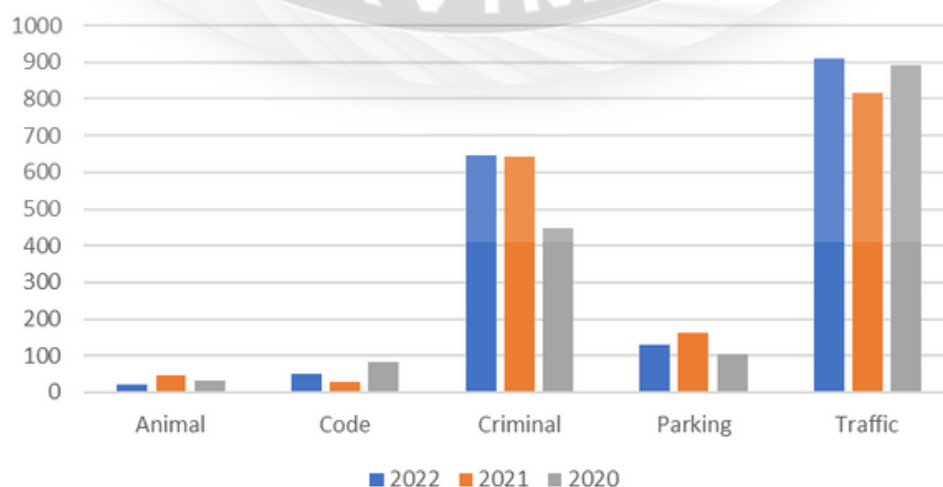


CET Megan Andrews

Calls for Service



Citations/Charges



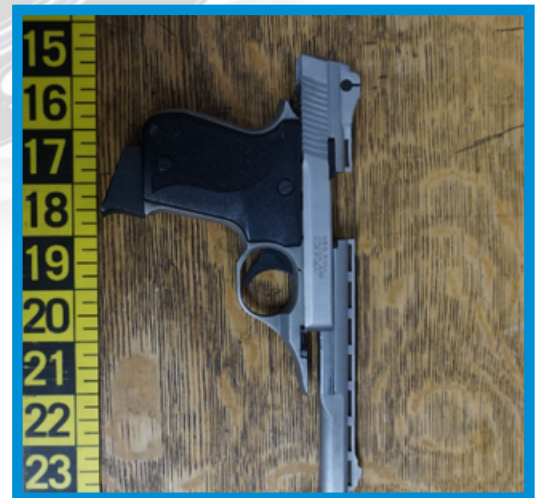
Investigations

The Fort Morgan Police Department has an investigations unit dedicated to major crimes and special enforcement issues. The unit is staffed with a Detective Sergeant and three detectives. In 2022, we also had a Drug Investigator that was also assigned to the investigations unit who worked narcotics and also assisted in the day-to-day investigations.

In 2022, the investigations division either investigated or assisted in investigating 123 cases. Of those, 51 cases were sex-based crimes, and 7 were violent crimes against persons cases. The 7 cases ranged from robbery or felony assaults, to attempted murder.

Investigators attended numerous trainings in 2022. Some examples are forensic pathology for investigators, crime scene processing, numerous narcotics investigation classes, and crime scene reconstruction. We also certified two additional detectives on the CVSA truth verification instrument.

In 2022, we also obtained a grant for a very desirable and expensive digital forensics tool that not many agencies are fortunate to have. (GrayKey)



Records Division

The Records Division is often overlooked and goes unnoticed when people think of the operations of a police department. The employees within this division, however, are extremely important to what is done on a daily basis.

On top of typing every report and entering all of the crime data into the National Incident-Based Reporting System, these individuals respond to every request for records that comes into the department (over 2,000 last year). When a record request is received, they find the record and prepare it for release. In some cases this requires redacting information that is not appropriate for release and/or making copies of body worn camera and in-car camera video.

In 2022, our Records Division received 1,023 record requests that were completed and provided to the requester. The actual number of records far exceeds that number as many requests are for multiple records on one form. Without the Records Division, staff would be unable to function as required by law. This is a vital function for every law enforcement agency.



School Resource

Since its inception in the 2000-01 school year, the Fort Morgan Police Department's School Resource Officer program continues to enhance the connection between today's youth, the community, and law enforcement. In 2022, the SRO program included two officers assigned to various schools. One officer was assigned to the Fort Morgan High School, while the other was assigned to the Fort Morgan Middle School with supplementation to elementary schools.

Strong relationships between school staff and SROs are imperative to effective policing in schools. While this SRO program is essential in providing a safe learning environment for the children in the schools, improving relationships between students and the police is a key component of safety. The SROs continue to strive to improve these relationships by expanding the services they have been doing. One such program that was started in 2022 was the D.A.R.E. program.

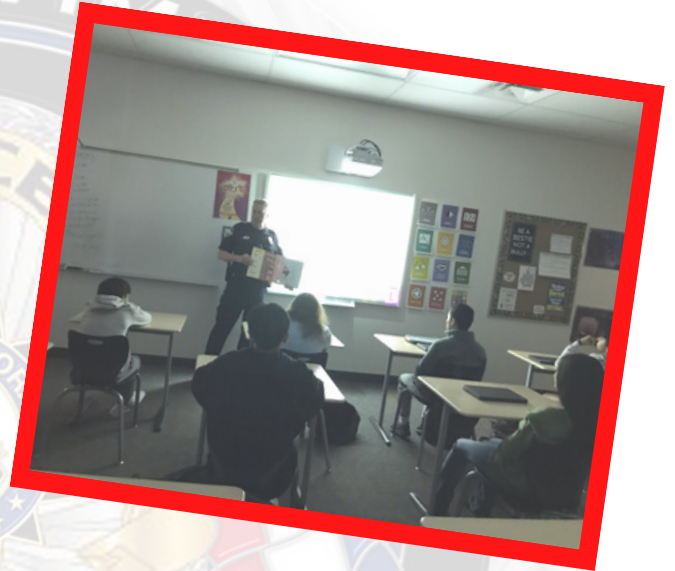
On a daily basis, School Resource Officers can be found interacting with the students, assisting school administration with legal and discipline issues, instructing classes to students, training staff on various significant issues, and promoting a positive and safe environment for both students and staff which are vital to the learning process. Because of these daily interactions, they are able to intervene and provide students with warnings and the possible legal ramifications for continued bad choices.



DARE Program

The D.A.R.E. program consists of 10 lesson plans that last between 50 and 60 minutes each. In 2022, the first year of the program for this department, we chose to work with the 5th grade students. Unlike the program of the 1990s and 2000s, we chose the D.A.R.E. program to be implemented in the school district for the skills that it teaches to students in numerous areas, with research based principles to be effective. Some of the topics that are covered in the program include:

- Drug awareness and decision making
- Dealing with peer pressure
- Dealing with stress
- Non-verbal communication skills
- Bullying
- Risk/consequences



Bike Patrol

The bike patrol unit presently has four officers serving on the team, after being reactivated in 2021. When the unit resumed bike patrol they were using bikes that were purchased in 2005, along with a newer bike purchased in 2010. In 2022, the Department replaced the oldest bikes with new Trek mountain bikes. None of the bikes in service are actually “police model” mountain bikes. Police-specific bikes tend to be needlessly more expensive than their “regular” counterparts and, depending on the brand, may not be as nice considering what one would pay for them. By purchasing regular mountain bikes and adding the necessary equipment, the Department was able to obtain nicely-equipped bikes that should last for several years at a much lower cost.

Bike patrol has the advantage of maneuverability (going where cars cannot) and stealth. Bike patrol has great potential for catching criminal activity both day and night. It can be especially beneficial for patrolling school zones. The Bike Patrol Unit has also been a great benefit during special events such as Bobstock and BBQ with the Blue.

In 2022, the unit logged 584.75 miles and handled numerous calls and contacts. In 2023, we anticipate the number of miles ridden and the calls completed to increase.



Field Training Officer



The Field Training Program had four officers in training in 2022. This program is one of the most important programs in the department. It is during the training program that officers learn what the department expectations are, and how to properly perform their job. We had 4 trainee officers in the FTO program in 2022 year.

We currently have 3 Field Training Officers (FTO) and an FTO Sergeant but are looking to add more in the near future. FTOs are selected for being excellent role models, and for leadership potential. They attend training that is 40 hours long before training new officers.

The program itself consist of 4 phases.

Phase 1- Phase 1 is a shadow phase. New officers will observe during most calls while focusing on learning the cities geography and basic radio etiquette.

Phase 2- Phase 2 is a mixture of the FTO and the incoming officer handling calls. The FTO is there to assist the new officer in any way possible to successfully complete a call. The FTO still drives the patrol vehicle.

Phase 3-The new officer is expected and asked to handle most situation on their own with minimal assistance. They also take over the driving.

Phase 4- Officers handle all calls on their own. A FTO or Sergeant is in plain clothes. They are there to shadow the trainee to ensure they meet the minimum standard to safely do the job.

The program itself generally last between 14-16 weeks, depending on the success or needs of the trainee.

SET TEAM

One of the ancillary duties that officers often participate in is a Special Enforcement Team (SET). The SET team is designed to supplement and augment the patrol and investigations divisions of the department. Officers who belong to this elite team are often used for surveillance, drug operations, and directed enforcement. To be a member of SET, there is a competitive testing process and those officers that are found to be the most active, are often chosen to be members. Not only does the SET team provide assistance to patrol and other functions, but these members also learn more investigative skills that may help them should they ever be selected as a detective.

In 2022, the SET team consisted of 7 officers who participated in several operations:

- “Operation Rotten Pumpkin” was an operation that the SET team assisted in around Halloween. Several other agencies assisted in the operation, which was designed to arrest people on outstanding warrants. This operation yielded the apprehension of 9 fugitives in one day.
- Assisted in evidence collection and serving of search warrants in 2022. This is an important function of the SET team as they are able to provide more manpower for some labor-intensive cases and those that require more tactical approaches but don’t rise to the level of utilizing the SWAT team.
- Issued multiple tickets and warnings during targeted enforcement in and around school zones in the Spring of 2022. This operation was designed to bring more awareness to the importance of driving safely in school zones as the weather warmed up.



SWAT

The Fort Morgan Police Department has 7 active SWAT operators on the Northeast Regional SWAT team. Each member of the Northeast SWAT team is trained to perform in varying roles on the team.

The Greeley SWAT school, which is the preferred school to attend, is 5 days of training which consists of range time, classroom, tactical movements, and a final exercise that ties all the week-long training together. In this final exercise, operators are put into teams where they are tasked with completing a “mission” that uses everything they have learned.

Some of the topics covered in SWAT school are hostage rescue, covert operations, vehicle assaults, and building clearing.

The Northeast Regional SWAT team is a combined team of members from the Fort Morgan Police Department, Logan County Sheriff’s Office, Sterling Police Department, and the Brush Police Department. The team trains 10 hours each month on varying scenarios they might be expected to respond to and handle during a call-out. In 2022, the SWAT team opened testing for Team Paramedics and two Firefighters with the Sterling Fire Department were selected.

In 2022, the Northeast Regional Team was called out 4 times: 01/02/2022, 06/05/2022, 07/13/2022, and 07/21/2022. Three of the four call-outs were in Sterling. One involved an armed male party who had shot at patrol officers who arrived on-scene and then barricaded himself. Another call involved negotiators from the CNU unit being called out to assist.



The Northeast Regional Team chose the Latin Phrase "Fortitudinem et Honorem" which translates to strength and honor. The SWAT pin some officers wear on their uniform depicts an Eagle, a Rifle, a knife, and a Lightning Bolt. The Eagle stands for honor and integrity, the Rifle stands for firepower, the knife stands for stealth, and the Lightning Bolt stands for speed and forcefulness of action.



Annual Review of Bias-Based Policing

A fundamental right guaranteed by the U.S. Constitution is the “equal protection” clause. Everyone is entitled to walk, drive, and move about in public free from police interference so long as they obey the law. Those who commit infractions must receive equal and fair treatment, regardless of their race, color, ethnicity, sex, sexual orientation, physical handicap, religion, or another belief system.

Officers must conduct themselves in a dignified and respectful manner at all times when dealing with the public. The Law Enforcement Code of Ethics articulates the professional and personal behavior that is expected of all law enforcement officers.

Random audits found no unusual patterns of enforcement that would statistically indicate that bias-based profiling is occurring. A review of data that showed an absence of any sustained citizen complaints also indicates that no bias-based profiling has occurred.

This year, all officers received a review on ethics and professionalism that addressed, among other topics, the prohibition of bias-based profiling. Due to the fact that there were no complaints or indicators of racial or any other bias-based profiling, there were no corrective measures taken during the year of 2022.



Officer Training

The Fort Morgan Police Department began tying pay increases to training requirements in 2021. The purpose of the pay plan is to ensure that officers are trained beyond minimal requirements to provide excellent service to the community. As such, each officer must attend specific trainings every six months before being able to receive a pay increase. This means that training is at the forefront of every officer and it reinforces the belief that training should be an on-going, career long endeavor to build upon the skills of each officer.

On top of the training requirement in the pay plan, the Fort Morgan Police Department has also developed a leadership plan for all leaders in the department. This plan begins with corporals and goes all the way through the command structure to the Chief of Police. Leaders are expected to receive leadership training annually, throughout their leadership roles. Basic leadership classes are set up for the newest leaders and each year more leadership training is added. This continues to build upon the previous leadership principles to ensure that our leaders are well-trained and are adequately equipped to keep the department moving forward as retirements occur.

In 2022, we had a total of 26 certified officers (not including those in the academy). The officers attended a combined total of 3,408 hours of training. Some of this training was in-house training that is required for all officers to attend to maintain POST certification, while most of the training was outside of the department where officers had the opportunity to meet others from around the state and learn new ideas and concepts that may be beneficial to the Fort Morgan Police Department. The average officer attended 131 hours of training in 2022.



Police Accountability Report

Police accountability involves holding both individual police officers as well as law enforcement agencies responsible for effectively delivering basic services of crime control and maintaining order, while treating individuals fairly and within the bounds of law. Police are expected to uphold all laws regarding due process, search and seizure, arrests, discrimination, as well as other laws relating to equal employment, sexual harassment, etc.

The most imperative function in our department is the accountability of ourselves to those we serve. We take all complaints seriously and investigate each one thoroughly. In addition, we review behaviors of all officers through the Early Warning System or EWS, which tracks specific behaviors that arise to ensure the community safety. One such behavior is accidents. In 2022, one officer was involved in a minor, single car traffic accident, causing damage to a single picket on a fence and no damage to the patrol vehicle.

The Fort Morgan Police Department conducted three Internal Affairs investigations in 2022. Two officers were involved in one complaint and one officer was involved in two of them. Two complaints were generated by a member of the public and the officers were exonerated in both complaints. One of those complaints alleged that the officers unlawfully arrested a person for trespassing, while the other complaint was in regards to excessive force being used to effect an arrest. Body camera footage as well as interviews with the complainant and the officers, exonerated the officers. The third complaint was generated by administration on a concern of dishonesty by a member of the department. The investigation into that complaint resulted in the complaint being "not sustained".

The Fort Morgan Police Department is also committed to doing Active Bystandership for Law Enforcement (ABLE), whose goal is to prevent misconduct, avoid police mistakes, and promote officer health and wellness. As such, we sent two officers to a train-the-trainer course and have committed to making this part of our training plan in 2023.



Innovative Policing Program
GEORGETOWN LAW

Reports of Resistance & Force Used to Overcome

In 2022, there were 48 reports of resistance, and in 2021 there were 37 reports of resistance; for a 29.7% increase this year over last year.

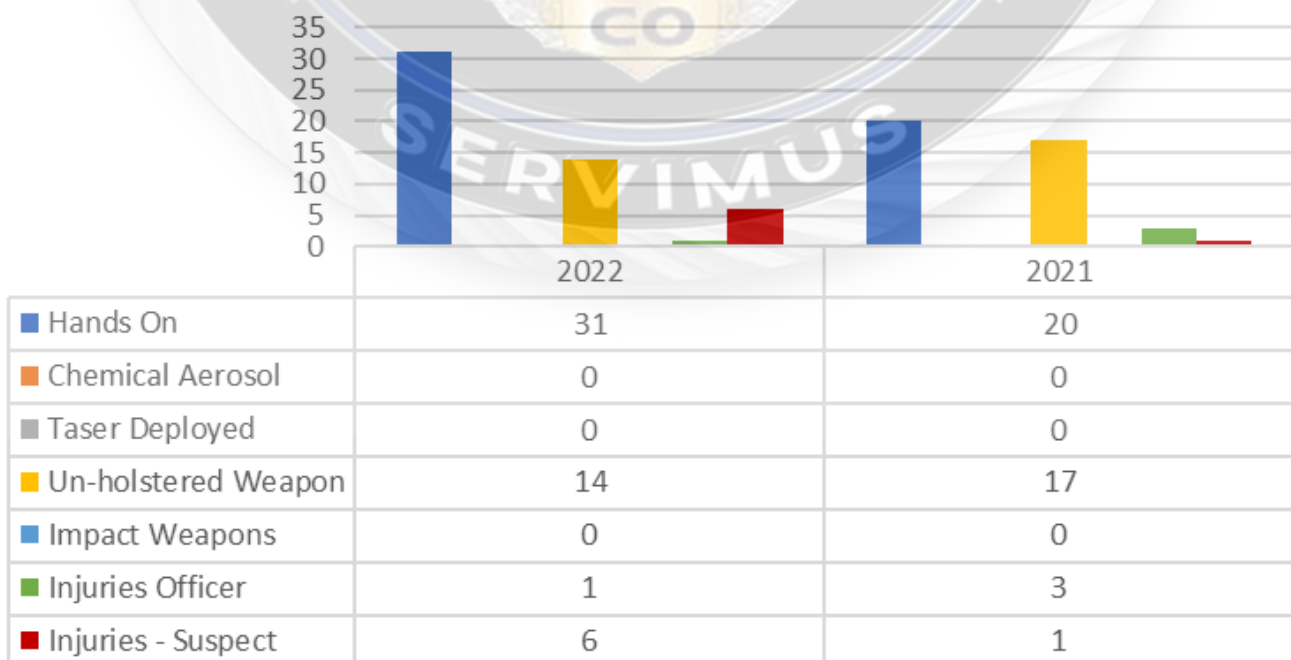
In 2022, the Fort Morgan Police Department made 641 adult arrests and 96 juvenile arrests. The 2021 arrest numbers were 730 adult arrests and 57 juvenile arrests. These numbers show that there was a 13.8% decrease in the number of adult arrests as compared to last year, and a 68.4% increase in juvenile arrests; for an overall 6.35% decrease in the total number of arrests as compared to last year. The arrest numbers used for last year's Use of Force Analysis report were not NIBRS numbers, but NIBRS numbers for both last year and this year were used for this year's report.

The 2022 reports of resistance show that there were 3 reports for unholstering or displaying a Taser, 31 reports for soft empty-hand control techniques, 13 reports for unholstering or displaying a firearm, and one where an impact weapon was displayed. There were some errors in the reports of resistance, including one that indicated deadly force with a firearm was used, when in fact a firearm was only pointed at the suspect.

An officer was injured in only one use-of-force incident, and suspects were reported as being injured in 6 of the incidents. All injuries to both officers and suspects were minor and all suspects were cleared by medical staff to be taken to the jail. In two of the incidents, the suspect's injuries were either preexisting or were caused by the suspect. In another one, the injuries were from a Taser being used on the suspect by another law enforcement agency.

There were no incidents in the 2022 reports of resistance where an officer used unnecessary force to gain compliance, and most of the incidents resulted in very little force being used by officers. Most of the time officers showed great restraint and would have been justified in using force sooner, and often time justified in using a greater degree of force than what was used.

Types of Force with Number Incidents



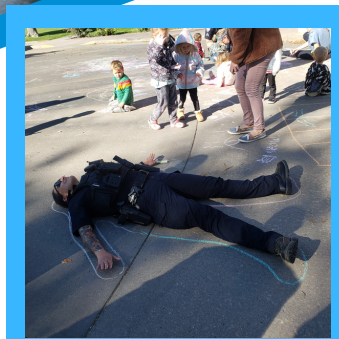
Community Outreach

The Fort Morgan Police Department recognizes the importance of working with our community partners and remain committed to do everything we can to build on those relationships. Numerous programs have been set up throughout the history of the department in the area of community engagement. Over the years, many of these programs have been modified or adapted to meet the everchanging needs of our community. There are numerous programs that have been ongoing for years, while others have been started over the past couple of years, and still more that began last year.

In 2022, we began three new community outreach programs. Chat with the Chief is an event that was created to allow for an opportunity for community members to speak directly with the Chief in various public meetings. Quarterly, the Chief set up educational meetings that the community may find interest in hearing more about and presentations were made to those in attendance. Topics in 2022 included: legislative changes that affect law enforcement, quality of life ordinances, where your tax money is spent in the department, and police and school response to school threats.



The Community Camera Registry was another program that was started in 2022. In this program, members of our community were given an opportunity to let us know where they may have cameras in the personal homes or businesses. This affords us an opportunity to request video footage of incidents that may have been captured on private camera systems. This would allow our officers to request potential evidence from our citizens to better serve the community and create stronger cases to ensure conviction.



Faith and Blue was another new event that the Fort Morgan Police Department participated in 2022.

With HGTV Hometown Takeover coming to our city in the summer, it was decided that we would do a community clean-up project to coincide with the HGTV events.

This was an opportunity to bring the police and the community together, to build trust amongst each other. During this weekend, FMPD officers also spent time with preschool and kindergarten children at a Chalk with a Cop Event.

Community Outreach

The New Horizon Program was started in 2021 and implemented by the School Resource Officers. This program was developed to work with kids and build strong police and community relationships through a mentorship program. Kids were selected by the SROs, in cooperation with Morgan County School District RE-3 staff, and were given an opportunity to participate in a six-week program in the summer. There were two sessions that included many fun opportunities to interact with the officers and included a community service component.

The Fort Morgan Police Department received a lawn mower from an organization called “Raising Men Lawn Care” in Alabama. By utilizing the lawn mower in this program, the New Horizon program was able to provide some free lawn care service and clean-up service to several individuals who were unable to do this for themselves. This was a great experience for the kids and provided an excellent service to a few members of the community as well.

In 2022, the program was expanded and numerous community donations were made to increase the amount of service that can be provided to those in need. A grant was also received in the amount of \$7,192 that will purchase more equipment and provide financial support for the program that will help mentor these kids and teach them what it means to give back to the community.



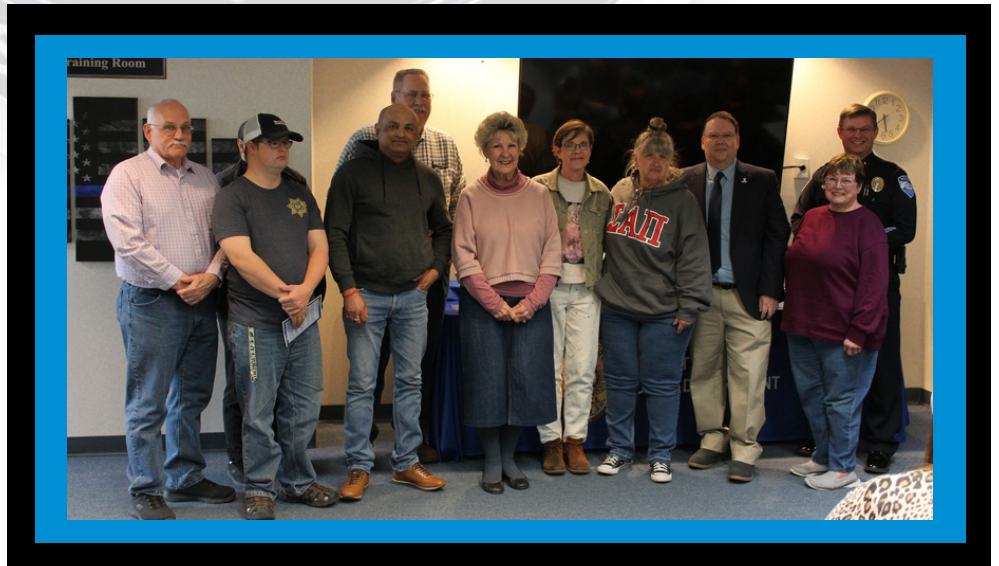
Community Outreach

While this is a program that was started at the Fort Morgan Police Department many years ago, the attendance had dwindled and the program was briefly discontinued. The COVID pandemic caused further delays to a program that we intended to bring back sooner, but it came back in 2022, bigger and better than ever. In cooperation with the Morgan County Sheriff's Office and Brush Police Department we held a county-wide academy that served people from all over the county and was supported by all three agencies. This allowed for larger numbers in attendance and a better product that highlighted the importance of all law enforcement agencies working together in this county.



The Community Police Panel was created in 2021 as a means of creating a method for our citizens to communicate their needs within their own neighborhoods. Utilizing the newspaper, radio, social media, and word of mouth, we asked for help from the public to create a Community Police Panel. The response to the call was enormous as, approximately 90 people indicated they were willing to participate.

Monthly meetings designed to find new and innovative ways to work together to better serve the community were the focus for the group. Many members also assisted with community events to include the BBQ with the Blue, Faith and Blue, and Blue Santa. The Fort Morgan Police Department and the Community Police Panel continue to work together to identify concerns and work toward progress.



Community Outreach

BBQ with the Blue was the 2nd annual event for the FMPD. The goal of the event is to strengthen our city spirit and build a strong Police-Community Partnership. We are estimating there were over 2,500 in attendance. There were 22 non-profit agencies sharing information about their resources. Also in attendance were other Morgan County Law Enforcement Agencies. Attendees were able to explore a variety of first responder vehicles, participate in a variety of activities that included a zip line, ropes course, bouncy houses, putt-putt golf, face painting, bicycle rodeo, water balloon toss, and more, all while listening to a local band.

Thanks to our generous partners, we were able to raise thousands of dollars and received many donations to keep this event free for everyone. We served about 1,100 hamburgers and over 500 hot dogs to those in attendance as well as providing some excellent prizes through drawings. The event in 2022 was a huge success!



Community Outreach

The Blue Santa program has been going strong for nearly 30 years now. While it has evolved from the early days of collecting toys for kids to providing food and toiletries to those seniors in our community that often go unnoticed, 2022 was the biggest year yet for this program. By working together with the Morgan County Golden Stars group and collecting at Walmart, Safeway, Edward's, and Fresh Foods, we were able to collect enough food, toiletries, and cash to serve 96 good boys and girls generous amounts of necessary items and gift cards to make their holiday a little more special. The expansion of the program included people throughout Morgan County and poinsettias were delivered to several assisted living facilities in Morgan County.



Community Feedback Program

As part of the commitment to provide excellent service to our citizens, the Fort Morgan Police Department uses technology to determine how we are perceived by those that call for police services. Through a program called CueHit, a text message is sent to those that call dispatch, a few hours after the call has been completed. The text message asks the person to reply with a score from 1-5, with 5 being the best possible score to rate the service they received.

In 2022, there was a 41.13% response rate to the survey with 92% of the survey respondents rating our service a 4 or 5 (85% gave a 5), while another 3% rated us an acceptable score of 3. About 5% of the respondents stated our service was unacceptable. In each case where there was an unacceptable score, an employee reached out to the respondent to find out how we could better serve them. While some of the respondents had simply entered the wrong score and others had unrealistic expectations of what the police could do, we did find several with valid concerns around the procedures in place. The Fort Morgan Police Department took these unacceptable scores very seriously and changes have been made to procedures and training to ensure that all staff members are properly trained and procedures meet the standards of those we serve.

The screenshot displays a 'Feedback Board' interface with two columns of feedback messages. The messages are presented in a grid-like fashion, with each message in its own colored box (shades of blue and purple). The feedback is overwhelmingly positive, praising officers for their helpfulness, professionalism, and quick response times. Some messages mention specific officers like Cummings, Dabbs, and Mai. The board also includes a 'Feedback Board' header and a 'List' button in the top right corner.

Feedback Board	List	Feedback Board	List
Was helpful and knowledgeable and quick to get back to me # 236	wellness check was complete	Professional, proficient and patient.	
Officer Cummings did all she could to find my stolen property and went further than she had to to assist me. The office staff I spoke with was helpful and professional and I thank for FMPD for their efforts.	Officer Dabbs, was calm and understanding and was quick with the process.	Officer Cummings was very helpful. I was grateful for the information and professionalism	Your service is invaluable to all of our community. I personally thank you very much for your service. Keep up the good work of protecting our community
Officer Dabbs was polite, cared about the situation at hand, knowledgeable and did what she could within her authority.	Professional and empathetic.	I appreciate the understanding when I call. We have a lot of questionable people walking our neighborhood and linger in our alley. I appreciate the officers not acting like I am a bit for calling.	She was very nice and professional! Nice to see new faces
Helped mediate and dissolve the situation	She was here very quick. She was very pleasant. Very nice overall it was an awesome experience.	Professional	He was very professional.
Very professional, polite and concerned about the lost dog.	Thank you for your service	I needed a VIN inspection and the officer was efficient, kind & acted professionally	Very kind!
All three police offices were very respectful I would just let to sav thank you for all you do	Very helpful	The officers were very respectful and thorough. They took my dad's information and gave clear instructions as to what would happen if his vehicle was found.	We try and run a safe and efficient self storage business. We have added some security measures. We were out of town and saw some suspicious activity in the middle of the night. I was panicked and called dispatch as there have been so many break ins lately across the county. Officer Mai and another officer (saw on camera) were there and helped me to the building.
	Dispatch and officer were very friendly.	Was very helpful and I appreciated his response.	
	Very professional and responded to the call very quickly even though it was not an emergency		
	Thank you!		

Interdepartmental Events



**Secret Santa
Breakfast**

Promotions in 2022



Anthony Chaparro
Corporal



Caleb Creech
Sergeant

Swearing In



Alex Mai
Officer

Awards and Community Recognition

Unit Citation



**Corporal David Marquez, Officer Anthony Chaparro
Detective William Bencomo, Corporal Jared Larson**

On August 24, 2021 our agency was contacted by Sterling PD to see if we could check Central Motel for a male party that had felony warrants X2 FTC on 2 separate cases involving weapons. Cpl. Marquez, Cpl. Larson and Sgt. Iungerich responded to check. As Cpl. Marquez & Sgt. Iungerich knocked on the front door, Cpl. Larson covered the back window. The male party attempted to flee out the back window and saw Cpl. Larson. He then fell back inside the window and refused to exit even after knocking and announcing. It was determined that STAR was to be activated by Chief Bos of Brush. CNU Negotiator Det. Bencomo was contacted and responded to assist in the negotiation.

Cpl. Larson knew his role and helped to maintain a secure perimeter and even handled calls when he was relieved of his position. Officer Chaparro responded to the scene on his time off to assist in any capacity needed. Cpl. Marquez maintained strong communication and assisted in evacuating neighbors as well as holding a secure perimeter.

Det. Bencomo was able to find a good number to contact one of the parties inside. As he spoke with them, he was cool, calm and collected. The female party mentioned this helped her convince the male party to give up instead of trying suicide by cop. The male party was arrested as well as his girlfriend who had 5 warrants for her arrest, 1 of which was a felony warrant for dangerous drugs.

This unit all did their part to push towards a safe outcome from this incident. The communication was clear, concise and everyone did their parts very well. I am very impressed with the level of teamwork from this event, all of which helped lead to the best possible outcome.

Employee of Quarter



Jared Larson
Corporal



Kaden Shuttleworth
Detective

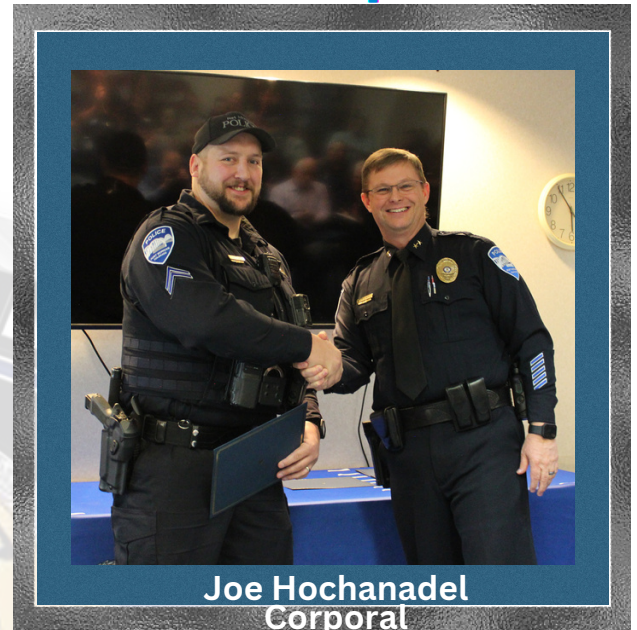


Marcos Montalvo
Detective



Tekiah Dabbs
Officer

Leadership Award



**Joe Hochanadel
Corporal**

Cpl. Joe Hochanadel – was selected for his leadership style and communication skills. Cpl. Hochanadel is an individual that other officers are comfortable talking to. He can raise the morale within the department by being positive and encouraging. He helps to create a fun working environment that helps reduce the stress that naturally comes with the job. His attitude and work ethic encourage other officers to work hard but also enjoy work at the same time. He is passionate about his job not only as an officer but as a leader within the organization.

Employee of the Year

Cpl. Jared Larson – was selected due to his positive attitude, willingness to help other officers, willingness to learn, and his strong work ethic as it relates to proactive policing. Corporal Larson is always kind and professional in dealing with people. While he remains very active in his work, he is always representing the police department in an exemplary way.



Awards and Community Recognition



Sergio Aguirre
Certificate of Appreciation

Mr. Reider is being nominated for his actions on May 12, 2021. He heard dogs parking and went outside and saw two dogs attacking a male party. He grabbed a baseball bat to attempt to defend the male party. He realized that was not effective and went to his house to get a shovel. He was able to fight off the dogs long enough to run into his house to call 911. When he returned to the male party, he saw the dogs had returned and had the male party on the ground attacking him. Again, Mr. Reider went after the dogs to defend the victim until law enforcement arrived on scene. He continued to keep the dogs back about 30 feet so law enforcement could render first aid. Officer Daymil nominated him for unparalleled bravery to assist a stranger. Officer Daymil stated this situation could have ended much worse if it was not for your heroism. Thank you for your selfless actions!



Ronald Reider
Citizen Citation for
Meritorious Service



Kelly Ewing & Siobhan Ewing
Citizen Citation for
Distinguished Service

The afternoon of October 30, 2021, Mr. & Mrs. Ewing were driving down Sherman Street when they saw smoke coming from a garage. They immediately parked their vehicle and ran to the residence to see if anyone was inside. They notified the residence who were not aware of the fire. They went inside to assist the homeowners by securing the dogs so they could be safely moved. As the occupants began to evacuate their home, they learned that two members of the household were limited with wheelchairs. The Ewing's assisted the individuals by wheeling them to a safe spot near a neighboring home. The Ewing's continued to stay with the homeowners for over an hour and helped them find a place to stay, in addition to paying for a night at a local hotel.

In 2021, a new program was created aimed at receiving feedback from the community and establishing a trusted group of community members to help improve the communication between the police department and our citizens. As a result of this quest, several individuals stepped up to the plate and have been working to better our community through their own initiatives. The Fort Morgan Community Panel has been meeting since last summer working to establish a Neighborhood Watch Program in Neighborhoods throughout Fort Morgan. The group has successfully appointed block captains in several of the neighborhoods. This is an ongoing process that requires the members to knock on a lot of doors to educate their neighbors and provide resources to assist in the program. In addition to creating a Neighborhood Watch Program, the group is also working on ideas for a Community Outreach to bring the diverse cultural differences together to make this a better community for all to live, work, and raise their children.



Community Police Panel
Certificate of Appreciation

Recruitment

In 2022, the Fort Morgan Police Department participated in many recruiting events. Recruitment teams travelled around the state of Colorado to meet with prospective candidates in police academies, held the first ever hiring expo at the police department, partnered with Morgan Community College to create a recruitment video, and utilized social media, radio ads, and several new methods to reach out for recruitment. Participating in local school job fairs, advertising at community events and talking about the department in public has been very helpful in the recruitment process.



CODE ENFORCEMENT OFFICER
WE'RE HIRING

Fort Morgan Police Department Code Enforcement Officer

Position Summary:

- Identifies & Enforces Fort Morgan Municipal Code Violations
- Including: Animal Control, Parking, Weed & Snow Removal, Watering Regulations, Refuse Notices and others.

Requirements:

- Minimum 21 Years of Age
- High School Diploma or Equivalent
- Experience Working with Animals
- Valid Drivers License
- CPR/First Aid Certification

APPLY NOW!
Application Deadline:
Oct 23, 2022

www.FMPD.org/JoinOurTeam
<https://www.cityoffortmorgan.com/127/Job-Openings>



Fort Morgan Police Department
IS NOW RECRUITING

POLICE CADET

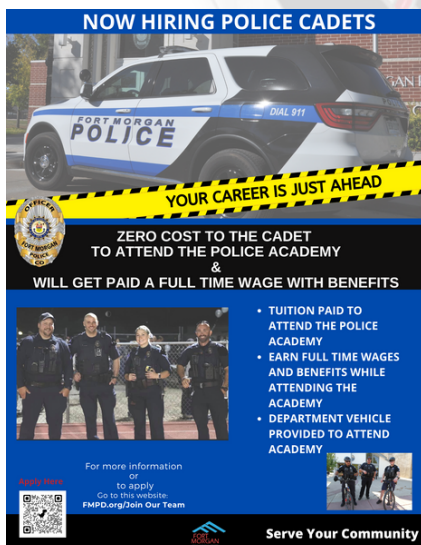
FMPD WANTS
Highly Motivated Individuals
to JOIN OUR TEAM

- Full Time Position
- Health Insurance
- Generous Paid Time Off Accruals
- Competitive Pay *once certified
- Retirement Plan

*Selected individuals will be sent to a police academy to become a certified police officer.

Apply by Sept. 28th

For more information or to apply
Go to this website:
FMPD.org/JoinOurTeam



NOW HIRING POLICE CADETS

YOUR CAREER IS JUST AHEAD

ZERO COST TO THE CADET TO ATTEND THE POLICE ACADEMY & WILL GET PAID A FULL TIME WAGE WITH BENEFITS

- TUITION PAID TO ATTEND THE POLICE ACADEMY
- EARN FULL TIME WAGES AND BENEFITS WHILE ATTENDING THE ACADEMY
- DEPARTMENT VEHICLE PROVIDED TO ATTEND ACADEMY

For more information or to apply
Go to this website:
FMPD.org/JoinOurTeam

Serve Your Community



STAND WITH US

NOW HIRING POLICE CADETS & RECRUITS

CADETS	POLICE RECRUITING EXPO	RECRUITS
<ul style="list-style-type: none"> READY TO ATTEND THE POLICE ACADEMY IN JANUARY 2023 MUST BE 21 AT TIME OF GRADUATION FROM ACADEMY MUST BE ABLE TO PASS A BACKGROUND CHECK AND PSYCHOLOGICAL EXAM TUITION PAID TO ATTEND THE POLICE ACADEMY EARN FULL TIME WAGES AND BENEFITS WHILE ATTENDING THE ACADEMY DEPARTMENT VEHICLE PROVIDED TO ATTEND ACADEMY 	<p>SATURDAY SEPT 17, 2022 9:00-10:00</p> <p>TOUR THE FMPD TALK TO POLICE OFFICERS LEARN ABOUT FMPD LEARN ABOUT THE COMMUNITY WE SERVE</p> <p>RSVP by 9.16.22 Cmdr. Steve Brown 970-542-3940 steve.brown@cityoffortmorgan.com</p> <p>For more information or to apply Go to this website: FMPD.org/JoinOurTeam</p> <p>Apply by Sept. 28th</p>	<ul style="list-style-type: none"> MUST BE AT LEAST 18 PART TIME POSITION 5-10 HRS A WEEK - FLEXIBLE TO WORK AROUND YOUR CURRENT SCHEDULE MUST BE ABLE TO PASS A BACKGROUND CHECK AND PSYCHOLOGICAL EXAM THIS POSITION WILL LEAD TO FMPD SENDING TO THE CADET POSITION WHEN AN OPENING OCCURS ULTIMATELY THIS POSITION WILL LEAD TO YOU BECOMING A POLICE OFFICER

Apply Here

Coffee & Donuts will be served

YOUR CAREER IS JUST AHEAD



STAND WITH US

NOW HIRING POLICE CADETS

ZERO COST TO THE CADET TO ATTEND THE POLICE ACADEMY & WILL GET PAID A FULL TIME WAGE WITH BENEFITS

- TUITION PAID TO ATTEND THE POLICE ACADEMY
- EARN FULL TIME WAGES AND BENEFITS WHILE ATTENDING THE ACADEMY
- DEPARTMENT VEHICLE PROVIDED TO ATTEND ACADEMY

For more information or to apply
Go to this website:
FMPD.org/JoinOurTeam

YOUR CAREER IS JUST AHEAD

DEPARTMENT IMPROVEMENTS

Shooting Range



Digital Sign



Perimeter Fence



Chief of Police Past & Present

In 2022, we acknowledged 135 years of law enforcement in the City of Fort Morgan. There have been 36 Town Marshals and Chiefs of Police serving the City of Fort Morgan beginning with Frank Anderson to our Current Chief of Police, Loren Sharp. In 1917, the title of Town Marshal was changed to Chief of Police beginning with Chief E.A. Morse.

	<u>SERVED FROM:</u>	<u>SERVED TO:</u>
1. Frank Anderson	August 1887	April 1889
2. A.L. Wilson	April 1889	July 1890
3. R.W. Atchison	July 1890	April 1891
4. F.J. Dingman	April 1891	April 1894
5. H.S. Pyott	April 1894	May 1894
6. J.H. Farnsworth	May 1894	April 1895
7. James Hall	April 1895	April 1895
8. A.K. Hill	April 1895	April 1899
9. James Hall	April 1899	April 1900
10. A.L. Burdette	April 1900	March 1903
11. C.J. Carlson	March 1903	February 1904
12. A.K. Hill	February 1904	November 1905
13. A.W. Croft	November 1905	February 1906
14. L.M. Davis	March 1906	April 1907
15. J.C. Grahm	May 1907	October 1907
16. J.A. Tilson	October 1907	April 1908
17. S.S. Lamb	April 1908	January 1913
18. R.E. Parker	January 1913	January 1914
19. E.A. Morse	January 1915	June 1917
20. Charles R. Todd	June 1917	December 1918
21. C.J. Carlson	January 1919	December 1919
22. F.W. Quackenbush	January 1920	September 1925
23. Alva Burton	September 1925	December 1927
24. William Hauge	January 1928	February 1931
25. C.J. Carlson	March 1931	December 1931
26. Arthur L. Shaffer	January 1932	February 1938
27. Homer F. Morse	February 1938	March 1958
28. Anthony Erosky	March 1958	June 1959
29. Daniel Dorn	June 1959	July 1960
30. Homer F. Morse	August 1960	January 1962
31. W. Gale Davey	January 1962	December 31, 1980
32. B. Harold Davisson	January 1, 1981	December 31, 2000
33. Keith A. Kurelich	January 1, 2001	September 6, 2013
34. Darin L. Sagel	December 19, 2013	May 31, 2016
35. Paul D. Schultz	January 9, 2017	January 14, 2020
36. Loren G. Sharp	December 15, 2020	Current