



July 18, 2016

Director Ronald Davis
Department of Justice
COPS Office
145 N. Street NE
Washington, DC 20530

Mr. Davis:

Starting in January 2013, Chief Troy Smith initiated steps to transform the Commerce City Police Department by addressing policy issues, management practices, internal culture, and instilling a stronger level of trust and confidence within the community.

The reform goals supported by City Council and the City Manager are:

- 1) Earn and hold the public's trust, confidence and faith in the police by increasing compliance with policy and best practices.
- 2) Protect the public and seek justice for crime victims by conducting vigorous criminal investigations.
- 3) Create a safe community to live, work, learn and play by actively embracing our community in a collaborative partnership.

A new vision, mission, and core values were also adopted through a department-wide collaborative process. Several key policies and initiatives were updated or implemented to achieve industry best practices.

Over the course of a year and by the end of 2015, positive results of the reform were noticeable. A geographic command model was put in place to increase personnel service and increase accountability. Use of force and vehicle pursuits decreased significantly while officer initiated activity and community engagement have increased. Injuries to citizens and officers', including workers compensation claims, decreased. An audit was conducted on past sexual assault case investigations which generated recommendations for improving response, investigation, and resolution of these critical investigations. Compliance with the State's victims' rights act was achieved through the development of a new policy, and advocacy for victims of crime increased following the merger of these services with a partnering community. A new property and evidence management software system was implemented following a comprehensive audit of the property room and a new internal affairs software management system was also implemented. The department created a new registered sex offender detective position and wrote a new city ordinance to effectively manage this population within the community. Finally, in an effort to reduce lethal force incidents, the department mandated that all uniformed personnel carry Tasers as a less-lethal force option, and provided training and new equipment to all officers to accomplish this goal.

This work continues into 2016 along with additional focus areas. Some of the reform efforts the police department is focusing on this year specifically include establishing a citizen advisory committee, which was authorized by municipal ordinance and its members are appointed by the City Council. This committee's responsibilities include assisting the police department in implementing the recommendations found in the President's 21st century task force on policing report. Additionally, beginning this month all uniformed officers will be deploying body worn cameras. This project was funded in the 2016 budget and the program was implemented in just six months. This project serves as a terrific example of the support the police department has from both the City Council and City Manager, and also speaks to the department's ability to manage projects and implement progressive change.

While the department has experienced success in implementing these reform efforts, and the community is a safer place because of it, serious internal issues and officer misconduct have been all too prevalent in the department over a prolonged period of time. For example, within the last six months two police officers were criminally charged for their actions while on-duty. In other cases officers have chosen to resign during the internal affairs investigative process after having been found to have engaged in conduct that likely would have resulted in termination. These incidents of misconduct on the part of police officers who are sworn to protect and serve this community have undermined the trust of the community and negatively impacted the credibility of the department and its membership who are committed to providing quality services.

The City Council, the City Manager, and the senior leadership of the police department have been in search of assistance to continue to reform the department and ensure that its residents receive high quality services. Therefore, on behalf of the City of Commerce City we are requesting assistance from the Department of Justice's Community Oriented Policing Division's Technical Assistance Program for Collaborative Reform. With your assistance and through this program, we believe a positive cultural change will transform the department and bring it to the level of excellence the community demands and deserves.

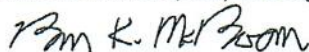
Thank you for your consideration of this request.

Sincerely,

Mayor Sean Ford



Brian McBroom, City Manager



Lowell Richardson, Interim Chief of Police

