

Michael W. Calo

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CAREER PROFILE

Over 32 years of creative leadership in law enforcement and public safety in Denver, Colorado. An energetic, ethical, and accomplished leader with over 19 years of command level experience. More than 12 years combined of senior command level experience as the Gang Bureau Captain and most recently the District 2 Commander. A robust belief in community-oriented policing and believer in the very basic knowledge that law enforcement exists to serve all communities with a compassionate, modest, and impartial professional attitude. A strong belief that collaborative partnerships with all citizens, peoples, and officers are essential to bolster a healthy community that understands police are their partners in all endeavors for the prevention of crime. An unwavering personal commitment to building partnerships between the men and women of the police department and the diverse communities we serve. That commitment is based on transparency, mutual respect and a common vision of preventing and reducing crime so that we enhance our collective quality of life.

PROFESSIONAL EXPERIENCE

DENVER POLICE DEPARTMENT

Denver, Colorado | 1985 - Present

Commander, District Two

April 2012 – Present

- A spirited determination to work toward the vision of the Mayor, Director of Safety and Chief of Police
- Possess a tenacious work ethic to ensure that we deliver the most professional and effective police services
- Extensive law enforcement experience with an emphasis on strategic command operations and professional management within the Denver Police Department
- Lead a team of 152 dynamic professionals in a highly diverse and eclectic community experiencing significant gentrification
- Currently the only district with a double-digit Part I Violent Crime Reduction of -11.9% YTD 2018
- Administer approximately \$10-12 million in public safety services and resources, including reporting requirements for personnel, material, equipment, and overall fiscal matters
- Strong leadership promoted atmosphere of inclusion, mutual respect, and trust between officers and our diverse community members
- Responsible for all aspects of employee management including discipline, morale, training, safety, professional conduct, assignments, and work performance
- Personal commitment to proudly serve 15 distinctive neighborhoods located in northeast Denver
- Work in concert with at least 6 Denver City Council Members on wide ranging topics
- Created and sustained collaborative community partnerships and projects
- Initiated the Work Force Development Program with Impact Empowerment Group & Pro Pak Company
- Conduct extensive crime analysis through evaluation of local and state crime statistics to reduce crime and disorder; established crime initiatives to address specific neighborhood crime quality of life issues
- Utilize community-oriented policing, GEO Based policing, Data Driven Policing, and other law enforcement methodologies to prevent and reduce crime in micro and macro hot spots
- Utilize technology to enhance community oriented-police communications and promote transparency
- Denver Pocketgov.org application (smartphone app) for police/city services

- Developed the first District 2 Facebook page
- Developed the first District 2 Nextdoor.com application
- Developed a robust community-oriented response to our “Gunfire Detection System”
- Manage the implementation of the Body Worn Camera system
- Manage the deployment of High Activity Location Observation (HALO) Cameras in District 2
- Manage the implementation of the “Officers City Cell Phone” program
- Manage the new Use of Force Program / 21st Century Policing Standards
- Manage the Continuing Education Program for district personnel
- Manage the District 2 Officer Wellness programs at the district level

Captain, Gang Bureau

January 2006 – April 2012

- Lead highly specialized group of 46 gang officers responsible for Denver citywide identification and suppression of gang related/motivated crime. Homicides, Aggravated Assaults, and other gang crimes
- Manage the Denver Graffiti Unit responsible for investigation of large scale graffiti vandalism crimes throughout the City and County of Denver
- Develop and promote respectful community-oriented partnerships focused on gang prevention and intervention including Open Door Youth Gang Alternative (Reverend Leon Kelly), GRASP, Cops & Clergy, Impact Empowerment Group (IEG), Part of the Solution (POTS), Violence Interruption, and Gang Reduction Initiative Denver (GRID)
- Team with local, state, and federal partners to improve gang suppression efficiencies through utilization of special operations, teams, and multiple regional task forces
- Worked directly with Denver Metro Ministerial Alliance to enhance transparency and collaboration
- Managed three very resource intensive complex investigations into illegal weapons sales involving Denver regional gang systems
- Managed “Officer Down” crime scenes in which officers were shot and killed in the line of duty
- Managed numerous homicide, aggravated assault, and other violence induced crime scenes
- Testified in numerous high-profile cases throughout my career
- Managed the implementation of the new “Gunfire Technology System” in northeast Denver
- Wrote two specific federal grants securing funding for a crime analyst, officer overtime, community-oriented programs, and specific equipment needs for the Denver Gang Bureau
- Secured funding for Denver Gang Bureau officers to attend the respected California Gang Investigators Association Conference sponsored in Anaheim, California
- Democratic National Convention 2008 lead a team of 50 law enforcement personnel from the Denver Police Department tasked with all aspects of site security surrounding the convention venue(s), including crowd management and rapid response to civil unrest (DNC 2008/Denver)
- Occupy Denver lead a team of 50 law enforcement personnel from the Denver Police Department tasked with crowd management and rapid response to civil unrest (Occupy Denver/Denver’s Civic Center Park)

Lieutenant, Traffic Investigations

September 2005 – January 2006

- Traffic Investigations Bureau Commander responsible for staff of 12 investigators
- Responsible for managing the proper investigation of all fatal accidents, serious bodily injury accidents, hit and run accidents, and DUI investigations throughout the City and County of Denver
- Managed a very robust training program to increase the competencies of the Accident Investigators

Lieutenant, Internal Affairs Bureau

September 2004 – September 2005

- Managed an investigative team made up of 6 sergeants
- Member of joint command structure responsible for maintaining the integrity of the Denver Police Department
- Managed major investigations into alleged criminal and administrative violations by officers, sheriffs deputies, and fire fighters

- Command level liaison with the newly appointed Civilian Independent Monitor
- Developed and implemented revised internal investigation process which greatly enhanced efficiencies through the use of digital media (paperless internal affairs cases)
- Integral in development and implementation of revised complaint intake and assessment process in partnership with the Officer of the Independent Monitor
- Managed the termination of employees from the classified service

Lieutenant, Traffic Operations

March 2002 – September 2004

- Managed 26 uniformed traffic personnel
- Managed the Denver Police Special Events Unit
- Lead all aspects of police services rendered by uniformed traffic personnel
- Developed and implemented a new policy regarding POTUS motorcades
- Managed numerous complex traffic accident investigations on the highway systems throughout the City and County of Denver
- Managed enforcement activities at I-70 and I-25 interchange (The Mousetrap)
- Managed the new traffic plan for ingress and egress at Denver's Mile High Stadium
- Managed major special events at Mile High Stadium (Bronco's games & large concerts)

Lieutenant, Denver International Airport

September 2000 – March 2002

- Selected by Division Chief Juan Maldonado (Retired) to conduct a complex internal investigation into police corruption and misconduct taking place at DIA. Numerous officers disciplined and some dismissed from the classified service as a result of their negative behavior and findings of the investigation
- Instilled new discipline, conduct, and efficiency of all police members assigned to Denver International Airport
- Developed and implemented new security policies and directives as a result of "9-11."
- Managed and assisted in the transition of the new TSA at DIA Security Check Points
- Managed the curbside security plan to prevent terrorist attacks at DIA

Lieutenant, District Two

April 1999 – September 2000

- Detail Commander responsible for 42 patrol officers
- Commander of the Street Crime Attack Team
- Managed all aspects of problem solving within a diverse geographic area
- Fostered numerous community partnerships with groups such as Park Hill, Five Points Business District, Red Shield Center, Colfax Corridor Crime Coalition, Open Door Youth Alternatives, and Whittier Neighbors
- Developed and implemented operational plans for many large-scale public events / civil unrest
- Co-developer of the new "Sector Plans" for District 2 personnel
- Developed the "Community Oriented Response Team" to build community partnerships
- Managed police security team at the Jazz in the Park summer concert series held at Denver's City Park
- Managed crime reduction program aimed at theft from motor vehicles around the Denver Zoo
- Managed traffic ingress and egress for the annual National Western Stock Show

Sergeant

1994 – 1999

Detective, Traffic Investigations Bureau

1993 – 1994

Patrol Officer

1985 – 1993

Arvada Police Department
Patrol Officer
1983 – 1985

United States Airforce
1979 - 1983

EDUCATION AND PROFESSIONAL TRAINING

Bachelor of Science Criminal Justice and Criminology

- Metropolitan State University of Denver, 2013

Associate of Applied Science Criminal Justice

- Community College of the Air Force, 1983

Associate in Arts

- Columbia College, 1983

Senior Management Institute for Police (SMIP)

- Session 66, 2017

FBI National Academy, *Distinguished Graduate*

- 262nd Session, 2015

Certificate of Achievement Criminal Justice Education

- University of Virginia, 2015

Police Staff and Command School

- Northwestern University, 2005

Police Training Academy

- Denver Police Department, 1985

Public Safety Academy

- Lakewood, Colorado Department, 1983

Served at the 3320th Corrections Facility

- Lowry Air Force Base, Denver, Colorado, 1981 – 1983

Served at the 24th Tactical Fighter Wing

- Republic of Panama, 1979 - 1981

Law Enforcement Specialist Training

Basic Military Training

- United States Air Force, 1979

AWARD, RECOGNITION AND COMMUNITY INVOLVEMENT

- FBI National Academy Session 262 Distinguished Graduate
- Alpha Phi Sigma National Criminal Justice Honor Society Member
- Honorary Denver District Attorney
- Citizens Appreciate Police Award
- Gang Violence Reduction Humanitarian Award
- Northeast Denver Communities Joint Effort Safe Streets Program Community Service Recognition
- Gang Reduction Initiative Denver (GRID) Committee Member
- University of Colorado Northeast Denver Youth Violence Prevention Program Committee Member
- District Two's Citizen Advisory Board (2CAB)
- District Two Top Cop Award
- National Night Out and Denver Days Participant
- Denver Police Department Medal of Honor
- Denver Police Department Distinguished Service Cross
- Denver Police Department Police Merits for Outstanding Police Work
 - Three-time award recipient
- Chiefs Citations
- Unit Citations
- 2008 Democratic National Convention
- 1997 G8 Summit (Eight World Leaders in Denver, Colorado)
- 1993 Pope John Paul II World Youth Day (Denver, Colorado)
- Air Force Commendation Medal
- Air Force Achievement Medal
- Air Force Humanitarian Award Medal
- Graduate of the Denver Police Department Academy
- Graduate of the Lakewood Department of Safety Police Academy
- Graduate of the United States Air Force Security Police Academy
- Graduate of the United States Air Force Basic Military Training Academy

PROFESSIONAL AFFILIATIONS

- International Association of Chiefs of Police
- Police Executive Research Forum
- FBI National Academy Associates
 - Rocky Mountain Chapter
 - Hawaii Chapter
- Colorado Police Chiefs Association
 - 2017 Conference attendee on behalf of Chief Robert C. White
- Denver's Black Police Officers Organization
- National Latino Police Officers Association