

Commander Joseph A. Montoya

Commander Internal Affairs

2015-Present

- Developed strong working relationship with the Office of the Independent Monitor.
- Implemented the “Blue Team” complaint/case tracking system city wide, which improved the efficiency and effectiveness of the informal complaint/case process.
- Expanded the Critical Incident team to create a relief system for the assigned sergeants.
- Developed a Use of Force subject matter expert position to improve the timeliness and quality of inappropriate Use of Force investigations.
- Implemented a proactive philosophy to recognize pattern disciplinary issues and provide feedback to operational commanders.
- Implement positive reinforcement process for officers who are properly using their Body Worn Cameras.
- Ensured timely case completion and complaint outcome notification to community residents.
- Presented at the 2016 National Association of Civilian Oversight of Law Enforcement conference.
- Presented at the 2018 National Mentoring Summit

Commander District 3 Station

2012–2015

- Built a strong partnership with five City Council Members.
- Built strong community relationships with neighborhood associations, schools, churches and businesses.
- Coordinated a successful collaborative effort with community members and various city resources to address several nuisance locations in the district.
- Maintained strong community policing efforts through community meetings and resource allocation to solve community problems.
- Improved communication between the Police Department and the community using social media networks, primarily the “Nextdoor” network. District Three had the most active users city wide.
- Maintained high officer morale during a year of transition.
- Commanded a Field Force battalion during 2014 Broncos Superbowl.

Commander District 4 Station

2010–2012

- Built a strong partnership with three City Council Members.
- Built strong community relationships with neighborhood associations, schools, churches and businesses.
- Coordinated a successful collaborative effort with community members and various city resources to address two hookah bar nuisance locations in the district.
- Maintained strong community policing efforts through community meetings and resource allocation.
- Directed SCAT (Specialized Crime Attack Team) resources to coordinate with the Gang Unit to reduce gun violence in the district. The directed activity successfully decreased shootings.

Captain Crimes Against Persons Bureau

2008–2010

- Commanded the Homicide Unit, the Cold Case Unit, The Sex Crimes Unit, The Missing and Endangered Persons Unit, the Assault Unit, The Domestic Violence Unit and the Victims Assistance Unit.
- Maintained a strong partnership with the Victims Rights groups.
- Maintained strong relationships with victims and families of victims.
- Coordinated and directed a community project to solicit information about an unsolved homicide. The project led to information and an arrest.
- Directed all investigations of Officer Involved Shootings
- Successfully initiated a personnel expansion request to obtain a Major Crime Analyst.
- Keynote speaker at the “Safe house Women’s Shelter” fundraising banquet.
- Coordinated a Denver Police Cold Case Unit session at the 2008-09 FOVHAMP (Families of Victims of homicide and Missing Persons).
- Created an operational plan and commanded a 65 officer multijurisdictional team during the 2008 Democratic National Convention. Our team provided security for all special and social events. We worked closely with Secret Service throughout the week.
- Represented the Denver Police Department in the Executive Command Post during the DNC Nomination Ceremony at Invesco Field

Lieutenant Internal Affairs Bureau

2005–2008

- Built a strong partnership with the Office of the Independent Monitor.
- Assisted with the transition to the newly formed Office of the Independent Monitor system.
- Developed and implemented training of the new oversight system to the entire Denver Police Department
- Assisted in establishing a successful mediation program.
- Created the template for the Citizen Case Status Letters
- Coordinated and managed a successful drug smuggling investigation at the Denver County Jail involving a Deputy Sheriff.
- Managed four separate felony investigations against police officers involved in unlawful activity.

Sergeant Vice/Drug Control Bureau

2001–2005

- Directed problem solving teams to address high profile narcotics issue’s in the community.
- Assured a timely response to community problems and provided good follow up.
- Managed many successful high-risk narcotics operations without incident.
- Assisted with the development of the new Standard Operating Procedures Manual for the Vice Drug Control Bureau

Sergeant District One

1999–2001

- Ensured the delivery of high quality police services from my sector to the District One community.
- Managed two tactical situations minimizing risk to the community and the involved officers.
- Developed and implemented training for police foot pursuits.
- Emphasized accountability and fairness to the officers I supervised.

- Developed an effective action plan to address a Bar with historical nuisance issues.

Detective Vice/Drug Control Bureau 1996–1999

- Developed multiple action plans to solve Drug Dealing problems in the community.
- Initiated a Title III investigation and authored the Federal Affidavit.
- Managed and directed resources during two long term Federal investigations.

Neighborhood Police Officer Weed & Seed Unit 1994-1996

- First Neighborhood Police Officer assigned to South Capitol Hill.
- Built community partnerships with Several South Capitol Hill Community Groups.
- Solved several neighborhood problems through Community/Law Enforcement collaboration.
- Created a monthly informational Community Policing letter that motivated precinct officers to assist with problem solving projects.

Patrolman District Four 1991-1994

Patrolman Northglenn Police Department 1984-1991

Formal Education:

FBI National Academy Session 242 2010
Whittier College 1981-1984

In-Service Training:

I.A.C.P. Conference 2013
ICS/NIMS 100-800 2005-2006
Managing Police Discipline 2005
DOJ Civil Rights Training 2004
DEA Supervisor Leadership 2004
Superior Supervision 2003
Police Recruiting 101 2003
Active Supervision 2003
Criminal Street Gang Investigation 2003
American Law Enforcement by Gordon Graham 2002
Effective Business Writing Skills 2001
Cultural Awareness & Communication for Commanders 2001
Leadership & Influence 2000
Supervision in the New Millennium 2000
Seven Habit for Highly Effective People 1999
Train the Trainer: Cultural Diversity Training 1992

Awards:

Distinguished Service Cross-Initiated and Managed a Title III Wire-tap Investigation.
Merit Award – Coordinated and commanded the Special Events security teams during the 2008

DNC.

Merit Award- Directed officers during the arrest of Armed Robbery Suspects out of Pennsylvania.

Merit Award- Used less lethal tools to arrest an armed suicidal male.

Official Commendation – Supervised officers as they disarmed a suicidal male armed with a knife.

Official Commendation- Instructed Cultural Diversity In-Service Training.

Official Commendation- Managed the arrest of violent predator without incident.

Official Commendation-Directed officers during arrest of a serial robbery suspect.

Unit Citation-Assisted at Columbine High School with the on-scene evacuation and triage of students and the post shooting investigation.

Unit Citation – Assisted the FBI with a R.I.C.O. investigation.

Southwest Optimist Officer of the Year 1994-Team award for the apprehension of a serial rapist.

PPA Officer of the Month September 1995-Title III Wire-tap Investigation

Commendatory Letter-Participated during World Youth Day Activities.

Commendatory Letter- Undercover Drug Enforcement while in the Weed and Seed Unit which produced (621) Felony arrests in ten month period.

Letter of Appreciation- Provided security for the Gay and Lesbian Pride Festival.

Letter of Appreciation- Participated in a Front Rangers Youth Cycling event in Lamar, Colorado.

Letter of Appreciation- Provided Crime Prevention training for the Colorado Department of Education.

Letter of Appreciation- Successful problem solving in Capitol Hill Apartment complexes.