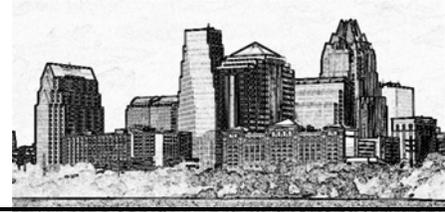


PUBLIC SAFETY

	Denver	Austin
Violent Crime Rate	0.62	0.46
Property Crime Rate	5.14	6.2
Sworn Officers as Percent of Total Employees	81%	75%
Sworn Officers per 1000 Population	2.45	1.95

	Denver	Austin
Average Daily Jail Population	0.3%	0.3%
Jail population per Number of Employees	2	2.7
Average Jail Population/ Number of Beds Available	1.2	1.1



DENVER

Denver Police Department

The Denver Police Department (DPD) is the primary agency responsible for law enforcement related activities in the City and County of Denver. The mission of the Denver Police Department is to apply its knowledge, skills, and resources to foster an environment where all people live safely and without fear.

The Department values and promotes:

- The consistent and equitable enforcement of the law;
- Maintaining the highest standards of professional ethics, leadership, and integrity at all levels of the department;
- A community with a collective intolerance for crime, violence, neighborhood decay and disorder;
- Unity and diversity-recognizing there is strength in both;
- A commitment to problem solving and crime prevention, in partnership with the community and other city agencies;
- Impartially employing both time tested police methods and innovative approaches in protecting the community;
- Striving to maintain and support the most qualified work force by providing all personnel with high quality equipment, technology, and training to enhance their skills;
- Impartial and equitable treatment of all employees;
- Openness and accessibility within the community; and
- Timely, accurate, and effective internal and external communications

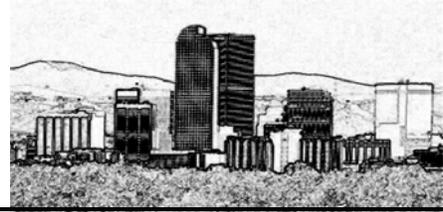
<http://www.denvergov.org/dephome.asp?depid=240>

Biased Policing (Racial Profiling)

The Biased Policing Task Force is a community/police collaboration that began in November 2000 to address the national issue of Racial Profiling. The name of the Biased Policing Task Force was selected to reflect that the issues addressed by the project go beyond race/ethnicity to include any discriminatory actions that were based on age, gender, sexual orientation or gender identity.

The Task Force mission was to promote and enhance a healthy relationship between the Denver Police and the community through mutual accountability, which promotes open communication and fosters respect and trust. To accomplish this, the Task Force set out to ensure that biased profiling does not occur, compile statistical data as to the nature of police contacts, develop

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policies that reflect this position, create training programs for the community and the police, and develop standards and monitor compliance.

Members of the Task Force worked with members of the Colorado General Assembly to craft House Bill 01-1114, concerning profiling in connection with law enforcement traffic stops.

On June 1, 2001, seven months of work culminated in the announcement of the Denver Police Department's policy regarding Biased Policing and the procedures to collect data on all officer initiated citizen contacts, both traffic and pedestrian. Officers now complete a Citizen Contact Datasheet for every officer-initiated contact where the person was detained based on reasonable suspicion or probable cause.

To provide for a credible process, the raw data was analyzed outside of the police department by Dr. Deborah Thomas of the University of Colorado at Denver (UCD). The Denver Police Department, in partnership with UCD, is utilizing a Mission Driven Comparison approach. In other words, police activity should be compared against the mission of promoting public safety, reducing crime, addressing quality of life issues, and equitable enforcement of the law.

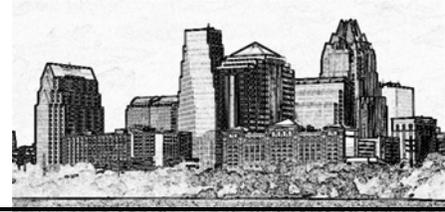
Little agreement exists nationally on interpreting these data. They can only serve as guidelines for decision-making, not as a replacement for addressing the complexity of the issue in Denver. The data should act as the basis for further community-police discussions on the topic.

DPD did not capture information on individual officers as part of the collection process. This means that the data can only support general observations about systematic practices. Data Collection ceased December 31, 2004.

According to the 2003 report, the most recent report available, DPD collected 155,004 contact cards from June 1, 2002, through May 31, 2003, including both traffic stops (124,104) and pedestrian stops (29,456).

Officers indicated that they could identify race/ethnicity prior to the stops only 21.1% of the time. They made a pre-determination of race/ethnicity in 76.3% of pedestrian stops, but only in 8.4% of traffic stops. For traffic stops, the number of, and percent of, Whites stopped was higher than for either Hispanics or Blacks. In fact, Whites continue to constitute nearly 50% of the traffic stops.

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This shifts for pedestrian stops, however, where nearly an even number of Whites, African-American, and Hispanics were contacted. The numbers for perceived Asian, American Indian, and Middle Eastern are relatively low in comparison. A distinct pattern appears when the Hispanic, White, African-American, and Asian stops are mapped.

Those perceived to be Hispanic are stopped in the western and northwestern sections of Denver. Blacks are stopped in the northeast section and Whites are stopped along the interstate corridors and in the downtown area. Asians are generally stopped in southwestern areas along Federal Boulevard. The pattern is similar for pedestrian stops. However, Whites, in this instance, are stopped along Colfax and in the downtown area.

The overall geographic configuration is similar to the demographics of the neighborhoods throughout Denver. So, while comparisons of the summary numbers for the entire city did not make sense because of the number of non-residents also stopped, comparisons between census numbers and the summary of stops when mapped are revealing.

The pattern suggests that people are generally stopped in or near their own neighborhoods and/or that non-residents are commonly stopped in places with a similar race/ethnic make-up to the officers' perceptions of their race/ethnicity. This pattern remains consistent from the previous report.

<http://www.denvergov.org/Police/template19843.asp>

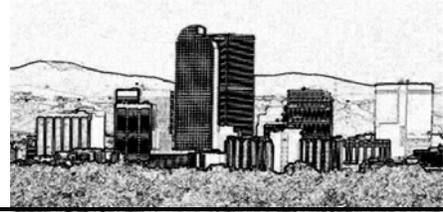
Denver Office of the Independent Monitor

The Office of the Independent Monitor (OIM) is a civilian oversight agency that was created by the City of Denver and began its work on August 1, 2005. The mission of the OIM is to monitor the Denver Police, Sheriff and Fire Departments and provide for fair and objective oversight of the uniformed personnel, who hold among the highest positions of public trust within the City and County of Denver, and to ensure public confidence in such uniformed personnel.

The OIM is responsible for:

- 1) Actively monitoring and participating in investigations of uniformed personnel in the City and County of Denver's Police, Sheriff and Fire Departments;
- 2) Making recommendations to the Manager of Safety (who is responsible for discipline within the three departments) regarding administrative action, including possible discipline for such uniformed personnel; and

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- 3) Making recommendations regarding broader policy. The jurisdiction of the OIM is focused on uniformed personnel:
 - who are involved in duty-related incidents which result in serious-bodily injury or death; who are charged with felonies or certain other crimes;
 - against whom various citizen complaints are brought; and
 - about whom the Citizen Oversight Board or Manager of Safety has requested the Monitor's involvement.

On opening day, the Monitor's office began monitoring all citizen complaints pertaining to the Denver Police and Sheriff Departments on a "real time" basis, from the time the complaint is initiated until its final conclusion. In addition, the Monitor's Office is prepared to respond to the scene of any officer-involved shooting that may take place.

Among the goals of the Office will be:

- 1) To work with the Citizen Oversight Board to conceptualize and adopt "case handling guidelines" to ensure fair and consistent handling of citizen complaints by the Police and Sheriff's Department;
- 2) To create and distribute throughout the community complaint-commendation forms (and to create a web-based complaint-commendation form) to make it easier to file either a complaint or commendation about the service provided by informed personnel;
- 3) To create a vigorous citizen-police mediation program;
- 4) To conceptualize and hire an expert consultant to review Police Department deadly force policies, training, tactics and review processes relating to Officer-Involved Shootings and In-Custody Deaths;
- 5) To prepare a template for an annual report which will provide transparency for the complaint handling and disciplinary processes; and
- 6) To work with the Citizen Oversight Board (COB) to conduct community outreach and create protocols for the COB's evaluation of the work of the Monitor's Office.

Citizen's Oversight Board

The Citizen Oversight Board (COB) consists of seven citizens appointed by the Mayor and confirmed by City Council to assess the effectiveness of the Monitor's Office; to make policy-level recommendations regarding discipline, use of force and other policies, rules, hiring, training, community relations and the complaint process; to address any other issues of concern to the community, the COB, the Monitor, the Manager of Safety, the Chief of Police, the Undersheriff or the Fire Chief; and to review and make recommendations as

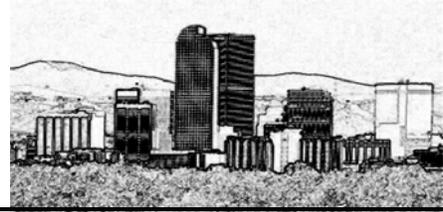
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to closed Internal Affairs cases where the findings were not sustained, as appropriate.

The COB is responsible for assessing whether the Office of the Independent Monitor is effectively performing its duties, making recommendations regarding policy and training issues, and addressing issues of concern to the community and other interested stakeholders. The COB will meet at least quarterly in public with the Manager of Safety, the Chief of Police and the Undersheriff and will conduct at least three meetings annually for public comment. The COB will also make an annual report to the public, Mayor and City Council and may furnish additional public reports as necessary.

<http://www.denvergov.org/OIM/2065aboutus.asp>



AUSTIN

Austin Police Department (APD) 2004 Community Relations Action Plan

Concerns were voiced in Austin's minority community about a double standard of policing and more recently the use of force. In order for APD to take community policing to the next level, an action plan was developed as the first step in addressing several key issues raised by the Austin community. The Action Plan addresses such issues as documenting consent searches, enhancing police training, use of force and police-community education.

Office of Community Liaisons

APD has divided the City into six Area Commands. Liaisons work in each of these six areas as requested by the officers or residents. Outreach efforts include Safety Fairs where safety and health information is presented in a festive atmosphere that allows residents to interact positively with the police officers assigned to their neighborhoods. Town Hall Meetings called to address specific issues when the need arises; individual projects with officers and with neighborhood associations to address long or short -term problems. Visits to area businesses to provide information about how to contact the officers assigned to the area or the liaisons. School projects and presentations with the officers and independently to address such topics as safety, "Stranger Danger", and to participate in school fairs and festivals.

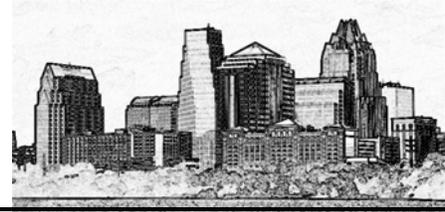
Citizen Police Academy

The Citizen Police Academy was established in January 1987 and more than 1,400 citizens have graduated from 51 classes.

The Citizen Police Academy is a 12-week program designed to give the public a working knowledge of the Austin Police Department. Each session consists of 12 consecutive Tuesday night classes held at Austin Police Department facilities from 6:00 p.m. to 10:00 p.m. The instruction is comprehensive and each week separate areas of the department are covered.

Training, communication, canine, patrol, S.W.A.T., and recruiting are examples of some of the topics that are covered. Instruction consists of lectures, demonstrations, tours, and riding with a police officer on a ten-hour shift.

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Civil Defense Battalion

After September 11th, APD created a Major Event Team (MET) equipped and trained to handle terrorist attacks and/or civil unrest or panic resulting from such attacks. A natural part and extension of the MET is the creation of a Police Civil Defense Battalion, consisting of a well-trained corps of volunteers prepared to respond quickly to supplement the work of APD officers. APD worked to position and train civil defense volunteers to support the work of the Department to respond to critical incidents or catastrophic events. You must be at least 18 years old and live or work in the Austin area. The Civil Defense Battalion mandates that its personnel meet three physical requirements. They are:

- Vision and hearing corrected to normal range.
- Ability to stand for 2 or more hours at a time.
- Ability to lift at least 20 pounds.

The Office of Community Liaison has the responsibilities of recruitment, coordination and scheduling for training, and placement of volunteers. Ongoing training will be offered to maintain readiness. Volunteers working outside of the police facilities will work in pairs only.

Greater Austin Crime Commission

The Greater Austin Crime Commission was formed in October 1997 to support law enforcement, raise public awareness about crime prevention programs, and promote a cooperative and coordinated anti-crime effort in our community. It is modeled after similar citizen groups in Atlanta, Chicago, Dallas, Los Angeles, New York, and Philadelphia.

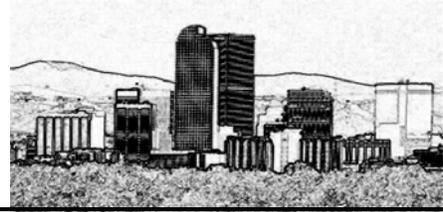
Objectives:

- To form a community-wide, broad-based coalition to set priorities for crime prevention in the Austin area;
- To educate the public about the incidence of crime in our community and efforts being made to curtail it;
- To promote existing anti-crime efforts in the Austin area and to develop and promote effective anti-crime programs; and
- To provide a clearinghouse of information about anti-crime programs and law enforcement-related volunteer opportunities in the Austin area.

The Greater Austin Crime Commission is tax exempt pursuant to provisions of Internal Revenue Code Section 501(c)(3). Donations are tax-deductible to the extent provided by law. The Greater Austin Crime Commission is a member of the National Association of Citizens Crime Commissions.

<http://www.ci.austin.tx.us/police/default.htm>

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Austin Office of the Police Monitor

Mission Statement: Through our outreach efforts, we will educate the community and law enforcement to promote the highest degree of mutual respect between Police Officers and the Public. By engaging in honest dialogue over issues and incidents that impact the community and law enforcement, the Office of Police Monitor will enhance public confidence, trust, and support in the fairness and integrity of the Austin Police Department.

Duties:

- Accept complaints from the public;
- Oversee the investigation complaints;
- Attend witness interviews;
- Review cases;
- Monitor the "patterns and practices" of the APD; and
- Make policy recommendations to the Chief of Police.

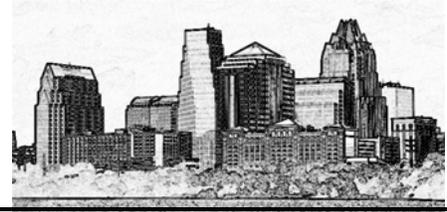
The Office of the Police Monitor was created on February 11, 2002 in response to recommendations from the Police Oversight Focus Group (POFG) which examined the issue of civilian oversight of the Austin Police Department following the 1995 Cedar Avenue Incident.

The City negotiated with the Austin Police Association over a new contract, which would include a civilian oversight process. This process was necessary under Texas civil service laws and gave police officers a stake in the outcome, hopefully resulting in more buy in for the success of civilian oversight.

Citizen Review Panel

The Citizen Review Panel is charged with providing an independent civilian review of Austin Police Department actions resulting in serious bodily injury or death, as well as citizen complaints regarding officer misconduct. It is comprised of seven volunteer members appointed by the City Manager with input from the City Council and the community. The Police Monitor's Office also solicits interest from individuals and educates people about the duties of the Citizen Review Panel. Panel members must have been a resident of the City of Austin for at least two years prior to their appointment. In making appointments to the Panel, the City Manager shall attempt to reflect the social, geographic, and economic diversity of the City of Austin.

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Each panel member shall serve for two years on evenly staggered terms. No member may serve for more than two full consecutive terms. Panel members are subject to removal by the City Manager for just cause, including but not limited to breaching the confidentiality provisions of the Oversight Process or when a panel members fails to attend scheduled meetings. Training will be required in order to serve on the panel. The training requirements are as follows:

- A two to three (2-3) day training tailored from parts of the Austin Police Academy.
- At least one, three (3) hour ride along in each of Austin's seven (7) police sectors.
- Meet with selected community groups and persons with an interest in police oversight.
- Eight (8) hours of training provided by the Internal Affairs Division.

Members of the Review Panel are subject to the confidentiality and penalty provisions of the Oversight Process.

<http://www.ci.austin.tx.us/opm/office.htm>