

Law Enforcement Workforce Retention, Recruitment, and Tuition Grant Program Annual Report: FY25

Pursuant to Senate Bill 2022-145

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Purpose of the Report

During the 2022 Legislative session, [Senate Bill 22-145](#) created three grant programs that included, The Multidisciplinary Crime Prevention and Crisis Intervention Grant Program, The Law Enforcement Workforce Recruitment, Retention, and Tuition Grant Program, and the States Mission for Assistance in Recruiting and Training (SMART) Grant Program.

The Law Enforcement Workforce Recruitment, Retention, and Tuition Grant Program 24-33.5-528 was created to; assist law enforcement agencies in addressing workforce shortages; improve the training given to P.O.S.T. - certified peace officers; and improve relationships between law enforcement and impacted communities.

Eligible entities are Colorado law enforcement agencies, including those serving rural municipalities and counties, tribal law enforcement agencies that serve fewer than fifty thousand residents; third-party membership organizations on behalf of a law enforcement agency; and any state institution of higher education, as defined in section 23-18-102 (10), that operates a law enforcement academy.

Eligible activities are:

1. Recruit, pay the tuition for, and train individuals to work in P.O.S.T.-certified law enforcement careers, which may include:
2. Pre-apprenticeship and apprenticeship programs for public safety careers;
3. Scholarships for training in public safety careers;
4. Tuition reimbursement for successful completion of training at P.O.S.T.-approved law enforcement training academies, for persons who were hired by a law enforcement agency after the effective date of this section and who complete at least one year of the agency's probation period;

5. Housing assistance while attending peace officer training and continuing education or other training programs if it is necessary because of the time or distance required to commute;
6. Make student loan payments for individuals' student loans related to the costs of becoming P.O.S.T.- certified peace officers;
7. Provide supplemental resources to rural and smaller law enforcement agencies that possess modest or no financial resources to recruit and retain qualified and trained P.O.S.T.- certified peace officers; and
8. Any other strategies demonstrated to recruit, train, and retain high-quality P.O.S.T.- certified peace officers if deemed appropriate by the division.
9. Increase the number of people receiving training as P.O.S.T.- certified and non-certified law enforcement personnel and improve the training provided to such people;
10. Improve the training provided by entities approved for providing training by the peace officer standards and training board, referred to in this section as "approved P.O.S.T. board trainers", by enhancing their curriculum to expand mental health, implicit bias, cultural competency, critical incident, de-escalation, and trauma recovery training and increasing the availability of workforce mobility;
11. Provide continuing education opportunities for P.O.S.T.- certified and non-certified law peace officers; and
12. Increase activities intended to foster a more positive relationship between law enforcement and impacted communities.

13. A law enforcement agency shall use the grant money to supplement the costs of recruitment and training. A local government or law enforcement agency may not use the grant money to supplant these costs.

14. A law enforcement agency may not use the grant award to cover the costs of eligible law enforcement officer salaries and benefits if the eligible law enforcement officers would have been hired by the law enforcement agency even if the division had not awarded the law enforcement agency the grant.

Advisory Committee

The Division of Criminal Justice, in the Colorado Department of Public Safety, is responsible for administering the grant program with the advice of The Law Enforcement Workforce Advisory Committee. The division was to ensure that the composition of the committee was racially, ethnically, and geographically diverse and representative of the communities where crime is disproportionately high. The committee consists of the following twelve members:

Committee Position	Individual	Agency/Organization
CDPS Director - Serves as Chair	Director Joe Thome	Division of Criminal Justice
Elected county sheriff - 1	Sheriff Robert Hill	Custer County Sheriff's Department
Chief of Police or designee - 1	Patrol Commander Matthew Smith	Montrose Police Department
Behavioral Health - 1	Summer Gathercole	Colorado Behavioral Health Administration

Victim's Advocate or a representative from a community-based victim services organization	Candice Bailey	Lighthouse Consultants Colorado
JAG Board - 1	Sheriff Sean Smith	LaPlata County Sheriff's Department
Tribal Member - 1	Janelle Doughty	Southern Ute Tribe University of Denver, Graduate School of Social Work
Community College System - 1	Gwen Burke	Front Range Community College
POST - 1	Erik Bourgerie (Bo)	P.O.S.T. Academy, Attorney General's Office
Colorado Counties, Inc. (CCI) "appointee" - 1	Commissioner Kayla Marcella	Lake County
Colorado Municipal League(CML) "appointee" - 1	Commander Tim Walsh	Canon City Police Department
Member of a community organization who is an expert in human resource issues with a specific emphasis on recruiting for equity, diversity, and inclusivity - 1	Dante James	The Gemini Group

Grant Award Requirements

The General Assembly appropriated \$3,750,000 for each fiscal year 2022-23 and 2023-24. At least twenty percent of the money allocated is to be distributed to law enforcement agencies in rural counties and municipalities with a population of fewer than fifty thousand people, wholly located either east of Interstate 25 or west of the continental divide. If the number of eligible grants from rural applicants is less than twenty percent of all monetary awards, then the committee may reallocate the difference to other jurisdictions.

In determining which entities should receive grants under this section, the advisory

committee shall consider:

1. How the grant would improve and support P.O.S.T.-certified and non-certified peace officer recruitment and retention;
2. Compliance with all relevant state and local laws or a demonstration of how the applicant will come into such compliance;
3. Sustainability of the project after the grant ends; and
4. If the grant includes activities that are likely to foster a more positive relationship between law enforcement and the impacted community.

Grant Reporting Requirements

A grant recipient shall submit a report to the division twice each year in accordance with the deadlines set by the Department. The report must include:

Question #1 - Explain what recruitment, training, and retention efforts have been implemented this quarter.

Question #2 - Explain what activities have been done this quarter to foster positive relationships between law enforcement and the community.

FY2022 Grant Review Process and Outcome

On October 21, 2022, The Law Enforcement Workforce Advisory Committee reviewed all the submitted grant applications. In whole, there were 31 grant applications submitted requesting \$6,991,442 in funding. The appropriation available for fiscal year 2023 was \$3.75 million, and another \$3.75 million for fiscal year 2024. The Advisory Committee recommended 27 grant applications for funding, totaling \$3,874,301 over an eighteen-month grant period, January 1, 2023, through June 30, 2024.

FY2024 Grant Review Process and Outcome

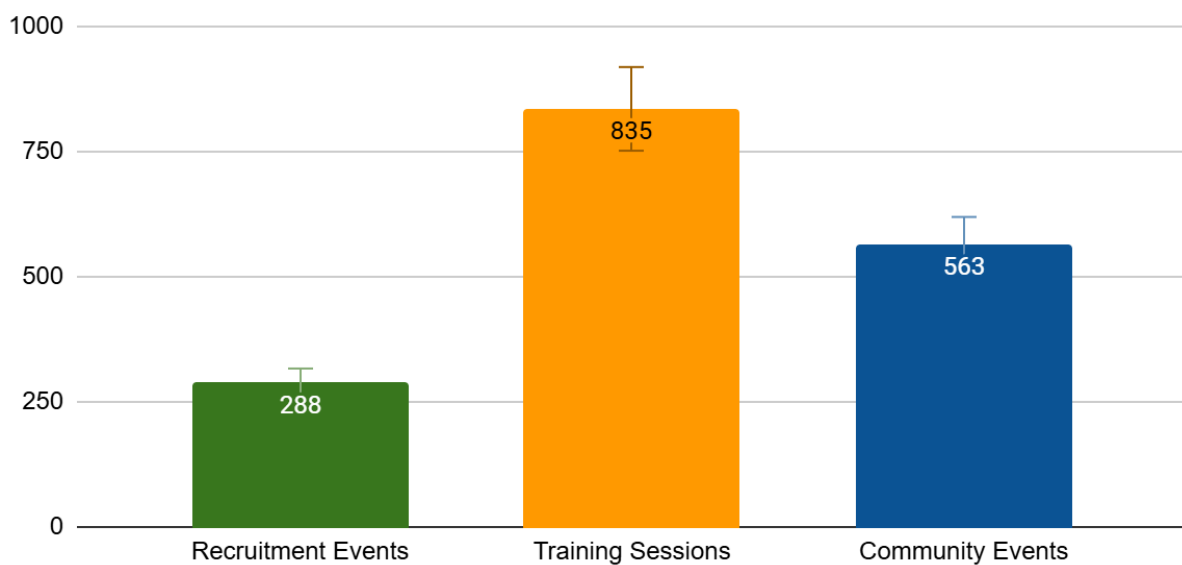
On October 12, 2023, The Law Enforcement Workforce Advisory Committee reviewed all the submitted grant applications. In total, 35 grant applications were submitted requesting \$12,201,829 in funding. The amount available was \$3,411,355. The Advisory Committee recommended 26 grant applications for funding, totaling \$2,890,313 over a 24-month grant period, January 1, 2024, through December 31, 2025.

FY2025 Grant Review Process and Outcome

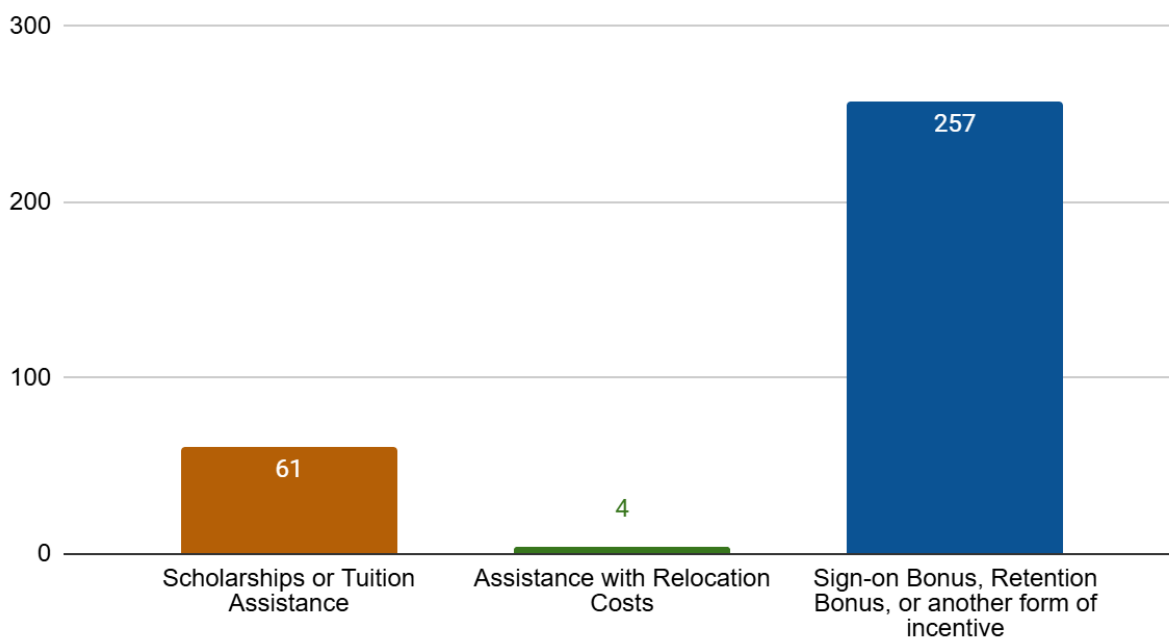
On November 25, 2024, The Law Enforcement Workforce Advisory Committee reviewed all the submitted grant applications. In total, 23 grant applications were submitted requesting \$2,459,029 in funding. The amount available was \$705,289. The Advisory Committee recommended 12 grant applications for funding, totaling \$607,613 over a 12-month grant period, April 1, 2025, through March 31, 2026.

Project Data

Events Attended or Hosted by Officers in FY25



Officers who Received Assistance in FY25



Conclusion

The Law Enforcement Workforce Retention, Recruitment, and Tuition Grant Program, established by Senate Bill 22-145, has been a demonstrated success, fulfilling its legislative intent by effectively addressing workforce shortages, improving peace officer training, and strengthening relationships with impacted communities. The report data indicates a significant, measurable turnaround in the capacity and professional development of participating agencies across the state.

Programmatic Impact and Workforce Stability

The grant served as a critical tool for agencies struggling with turnover and low applicant volume. The combination of targeted financial support, retention incentives, and strategic recruitment campaigns, including the innovative use of digital marketing and social media, drove a dramatic improvement in staffing. Multiple agencies achieved and sustained near-full staffing levels (e.g., Monte Vista

Police Department, Weld County Sheriff's Office), a feat described as a "game-changer" for many, especially those in rural jurisdictions.

A core success of the program was its ability to create a vested, local talent pipeline by sponsoring non-certified community members to attend the POST Academy. This investment not only increased the number of certified officers but fostered a stronger commitment to the hiring agency and community. Furthermore, the commitment to internal professional growth was reinforced by pay scale adjustments, retention bonuses, and the creation of new leadership and specialized positions (e.g., Detective, Sergeant).

Advancing Training, Competence, and Wellness

The grant fostered a departmental culture centered on continuous improvement in officer competence and well-being. Funds supported comprehensive and specialized training, notably in:

- **De-escalation and Tactics:** Providing ICAT and other reality-based training scenarios, which directly enhance an officer's ability to manage complex incidents and reduce risk.
- **Leadership and Professional Development:** Supporting advanced courses like the FBI LEEDA and specialized departmental programs, preparing personnel for management and command roles.
- **Health and Wellness:** Implementing proactive programs such as the Peer Support Team, psychological wellness sessions (e.g., Human Design), and vital physical health initiatives, including cardiac screenings that successfully identified high-risk personnel for immediate care. These retention-focused efforts demonstrated the agencies' commitment to the long-term well-being of their staff.

Cultivating Community Trust and Engagement

Agencies significantly expanded their community presence and engagement, moving toward the goal of fostering more positive relationships. This was achieved through a high volume of diverse and consistent outreach activities, including:

- **Targeted Outreach:** Implementing events to connect with specific demographics, such as Spanish-speaking residents (e.g., Aurora PD, GJPD), the senior population (e.g., Beacon Fest), and youth through revamped Explorer and Police Academy programs.
- **Consistent Presence:** Regularly hosting and attending events like National Night Out, Coffee with a Cop, Citizen's Academies, and local festivals, ensuring officers were visible in positive, non-enforcement capacities.
- **Data-Driven Improvement:** Utilizing community feedback and surveys (e.g., CU Police Departments) to pivot from generic engagement toward more meaningful, substantive interactions, which directly supports the goal of building trust.

Long-Term Sustainability and Outlook

The project's success has established a foundation for long-term sustainability. The most effective strategies, particularly in affordable digital marketing, improved applicant tracking, and essential wellness programs—are now being integrated into core operational budgets. Agencies are committed to securing additional funding through subsequent grant applications and prioritizing successful recruitment and retention programs within their general budgets. This strategic commitment ensures that the positive momentum generated by this grant will be maintained, positioning the participating Colorado law enforcement agencies for continued staffing stability and excellence in community service well into the future.

Appendix A

FY2023 Funded Grant Programs and Progress Report Summaries

January 1, 2023, to June 30, 2024

Arapahoe County Sheriff's Office

Award: \$1,404,375

Status: Projected ended 6/30/24

Summary: Funding to expand recruitment efforts by hiring specialized consultants, increase retention through additional training opportunities and monetary incentives, and improve relationships between law enforcement and its communities.

Goals:

1. Increase the recruitment of qualified individuals for P.O.S.T. certified positions within the ACSO.
2. Create and enact a comprehensive employee retention program.
3. Provide tuition reimbursement for recent P.O.S.T. certified academy graduates, as well as current employees requiring recertification training.

Recruitment, Training, and Retention Efforts

This year there were 86 law enforcement officers registered to attend a total of 175 overall for the agency. They were able to send Deputies to training they would not have been eligible to attend due to cost, such as sending SORT Deputies to SWAT training, winter driving course for driving instructors, K9 tracking school, and the SWAT Night Vision Operator Weapons Critical Precision course. They attended 7 job fairs.

In addition, they were able to send several supervisors to law enforcement leadership training. There were several out-of-town training offerings as well and they hosted a large SWAT training course at their agency in April. They attended 7 job fairs in the quarter but only one was paid for under the grant.

Activities to Foster Positive Relationships with the Community

The Arapahoe County Sheriff's Office human resources department attended their agency's open house and is scheduled to attend multiple community events such as; the Dragon Boat Festival, National Night Out, and the Aurora Pride event.

Project Impact

The Arapahoe County Sheriff had well over 300 training requests during the grant period. Those were training opportunities those sworn members would not have been able to attend as they did not have the budget in the Detentions Bureau. Detention staff members have limited training opportunities, so this allowed many to attend specialized training to enhance their skills/knowledge. There were also training opportunities for some members to attend leadership training to give them a head start on assessing for promotional opportunities to Sergeant or Lieutenant. These training opportunities were helpful with retention efforts because this showed they valued employees and their future.

ACSO was also able to enhance their recruitment efforts for Deputy recruits by using The Muse and Indeed/Glassdoor. They were able to hire enough Recruits to go from over 60 vacancies to only 10 in June 2024.

Tied to the above goal was using grant funds to certify and re-certify the instructors who teach in the Academy. This helped because the more instructors they could certify, the less overtime expense they had.

ACSO identified the value of training opportunities as well as marketing as being critical in getting applicants. The Muse and Indeed/Glassdoor were extremely helpful in getting a decent number of applicants to be able to hire enough Recruits. The cost of the project under the grant is not sustainable through the typical budget process and they will need to look for other funding opportunities.

Aurora Police Department

Award: \$433,750

Status: Project ended 6/30/25

Summary: Funding to support a lateral recruiting project to increase not only the number of officers but also the diversity of police officers, especially those from marginalized communities and/or communities of color. The project also supports online marketing and a contract for producing, improving, and monitoring the agency's online presence. Finally, the funding supports efforts to increase the number of leadership training opportunities.

Goals:

1. Increase the number of laterally recruited officers.
2. Increase Leadership Training Opportunities.

Recruitment, Training, and Retention Efforts

The City of Aurora Police Department has scheduled recruiting trips beginning in July 2024. They have attended many recruitment events and continue to work with their outside marketing consultants to create content. Their recruiting team is working tirelessly to recruit the best people to join their team. They are revamping their online presence, shooting recruiting videos, and traveling across the country to get the best lateral recruits as well. Training continues to be a major focus of the Chief's office and has included APD-wide training and multiple training sessions specific to officer assignments. The team attended the FRA Recruiting and Retention Summit in February 2024, and members of the team also attended the Caliber Press Recruiting and Retaining the Next Generation class in Denver at the end of January 2024.

Activities to Foster Positive Relationships with the Community

Relational policing, as implemented by the Aurora Police Department's Community Relations Section (CRS), has been a key strategy for strengthening community ties, trust, and engagement. The CRS carried out diverse and impactful outreach initiatives, which included organizing a first-ever Community Workshop entirely in Spanish to better connect with Spanish-speaking residents, launching the Faith Leader Academy to build rapport with religious institutions, and hosting the 4th Annual Santa in the Park event, which provided essential items to over 1,100 community members. Furthermore, the CRS participated in various "Shop with a Cop" events and other

holiday outreach programs, consistently demonstrating a dedication to being actively present in the community's life and reinforcing the foundational principles of relational policing: building understanding and more resilient communities.

Project Impact

The project proved highly successful, significantly boosting recruitment efforts throughout 2024 and 2025 with measurable growth in applicant numbers and academy class sizes. The January 2025 class, for example, was the largest in over five years, clearly indicating the effectiveness of the grant-supported strategies in expanding the applicant pool and increasing hires. The funding allowed the department to explore innovative recruitment channels such as billboards, targeted radio spots, and internet advertisements, which successfully broadened their reach into previously unengaged communities and demographics. A new QR code system, linked to an online interest card, streamlined the process for potential applicants, generating a consistent pipeline of actionable leads. The most impactful outcome has been the substantial growth of the online presence, with the majority of successful recruit connections now coming through digital channels, reinforced by a partnership with Sensis for targeted online marketing. The department also partnered with a company specializing in law enforcement career fairs, allowing them to connect with recruits in other states and diversify their applicant base.

The biggest accomplishment was the dramatic, sustained growth in both applicant numbers and academy class sizes, with academy classes consistently averaging over 30 recruits—a sixfold increase from the low of five recruits experienced between 2020 and 2022. This turnaround created a sustainable model for meeting staffing needs. Key to this achievement was the expansion of advertising and the implementation of improved tracking systems, enabling the department to set realistic, data-driven recruitment goals. Another notable success was a reduction in attrition rates, largely attributed to stable, consistent leadership which improved organizational morale and staff confidence. The growth in academy sizes and reduction in attrition collectively

represent the most significant impacts of the project, strengthening the department's capacity and building momentum for future recruitment cycles.

The project is positioned for long-term sustainability. The commitment is to continue and build upon successful strategies, particularly the use of affordable and scalable digital marketing combined with targeted outreach. Because these methods are cost-effective and adaptable, they can be supported within the existing budget and staffing resources, ensuring progress continues after the grant concludes. The newly implemented tracking systems will further sustain success by allowing real-time monitoring and data-driven refinement of recruitment efforts, embedding these effective practices into the department's long-term recruitment model.

Boulder County Sheriff's Office

Award: \$36,000

Status: Project ended 6/30/25

Summary: Grant funding for POST (Peace Officers Standards & Training) academy certification tuition.

Goals: 1. Send patrol recruit applicants to the police academy.

Recruitment, Training, and Retention Efforts

The Boulder County Sheriff's Office recruiting efforts included attending a job fair and placing job postings on Facebook, Twitter, Instagram, and LinkedIn. They have a personnel and training sergeant position that has been vacant but once the position is filled, they should be more active with specific recruiting events/job fairs in the summer. They have three major divisions, and each division has a newly formed recruitment and retention team.

Activities to Foster Positive Relationships with the Community

The Boulder County Sheriff's Office has been actively engaging with the community. They hosted a Community Academy, participated in numerous K-9 demos and tours for scouts, hosted a "Bike to Work" Event, and a national Night Out event. They also

attended one recruiting event where deputies recruited for cadets and deputy positions.

Project Impact

The project was successful and accomplished its goal of sending four recruited deputies through POST academies using the \$36,000 allocated by the grant. The biggest accomplishment and overall impact were the ability to hire non-certified applicants and sponsor them through the academies. This strategy effectively increased the number of incoming employment applications and substantially improved the department's staffing levels.

Breckenridge Police Department

Award: \$141,900

Status: Project ended 6/30/25

Summary: Funds are used to pay the tuition for individuals to attend the police academy and to retain officers by providing professional development opportunities to create a more well-rounded employee and department. These efforts include support of cross-training for officers to increase their morale and lead to better retention within the department.

Goals:

1. Recruit new officers by reducing financial barriers through tuition reimbursement.
2. Retain officers by providing opportunities for professional development.

Recruitment, Training, and Retention Efforts

The Breckenridge Police Department hosted Small Team Tactics for POST-certified officers and had 17 participants. The department sent 2 officers to FAA Drone School and now has 2 additional certified Drone Pilots within the department.

They have completed a recruitment video and have sent it out via their social media accounts.

Activities to Foster Positive Relationships with the Community

The Department hosted a Police Advisory Committee Open House to draw in new members.

Project Impact

The project was overall successful, as the transition to a focus on recruitment and retention resulted in a reduction in the turnover rate, an increase in retention, and an overall larger staff size. The primary impact of the project was on the agency's staffing levels. The incorporation of hiring and retention bonuses for staff members was highly beneficial, leading to a reduction in the turnover rate and a sustained increase in staffing numbers. The resulting increase in staff capacity allowed for more personnel to attend training, engage in community events, and increase the department's presence in the community. As the project was successful, the agency plans to continue seeking additional grant-funded opportunities to provide hiring and retention bonuses. Furthermore, plans are being implemented to utilize funds provided by Proposition 130 to offer staff bonuses, training opportunities, and essential equipment with the goal of continuing the reduction in the turnover rate.

Center Police Department

Award: \$95,398

Status: Project Ended 6/30/25

Summary: Funding to assist the department in recruitment and retention, training, and marketing to attract candidates to fill open positions, including gym memberships to maintain physical fitness needed for the job, in-state tuition for training certifications, and sign-on and referral bonuses.

Goals:

1. To enhance recruitment and retention to continue to improve the current staff and new officers to ensure a safe community.
2. To send officers for training to keep their knowledge of law enforcement laws and techniques up to date.
3. Increase health and wellness within the department.

Recruitment, Training, and Retention Efforts

The Center Police Department hosted training along with the Colorado State Patrol for Drug Trafficking that was open to other local agencies to attend.

Activities to Foster Positive Relationships with the Community

The Center Police Department engaged in several community outreach initiatives. They held monthly "Coffee with the Chief" events to gather community concerns and suggestions. They also hosted a "Center Drag Event," providing a safe environment for the community to race vehicles with police, medical, and fire presence, and offering food and drinks. Furthermore, the police officers organized holiday events for children, including an Easter Egg Hunt and a "Shop with A Cop" event, allowing local children to purchase gifts with an officer. The department also hosted a suicide prevention walk to raise money for fallen officers and K9s, and they participated in an annual community event where they set up a booth, grilled food, and sold K-9 T-shirts.

Project Impact

The project was highly successful, meeting its goals by allowing the Center Police Department to offer both retention and tuition assistance to committed officers. These incentives were crucial in retaining quality personnel and supporting their continued professional development, directly contributing to a more stable, better-trained, and motivated police force. The biggest accomplishment was the successful implementation of these financial support mechanisms, which had a direct impact on officer retention, recruitment, and professional development. This outcome specifically addressed the intent of the legislation and the problem statement in the department's application, which was focused on improving public safety through a more stable and better-trained police force, thereby enhancing the overall quality of policing and community engagement in the Town of Center. Due to the project's success and positive impact on retention, recruitment, and training, the department fully intends to continue its implementation and plans to seek additional funding through local, state, and federal grant opportunities, explore partnerships, and advocate for support through town budgeting and potential private sector donations.

Maintaining and expanding this program is a top priority for building a professional and committed law enforcement team.

Clear Creek County Sheriff's Office

Award: \$40,500

Status: Project ended 6/30/25

Summary: Funding for POST certification tuition for new hires.

Goals:

1. Increase the number of POST-certified deputies.
2. Have 3 POST-certified deputies ready for advancement to the Patrol division.
3. Positive work environment for both existing and new employees.

Recruitment, Training, and Retention Efforts

The Clear Creek Sheriff's Office completed multiple trainings that include Legal Updates, Verbal De-escalation, Crisis Intervention Team training, ADA Disability Etiquette & Interaction for Law Enforcement training, QMAP, CPR-AED & First Aid, Missing & Murdered Indigenous People training, Taser, and Firearms Training.

Activities to Foster Positive Relationships with the Community

The Sheriff's Office participated in various community engagement activities, including attending the 4th of July parade and the Slacker Half Marathon in Georgetown to interact with residents and provide public safety personnel. The SO hosted the annual Lyle Wohlers Awards ceremony, which recognizes outstanding citizens and public safety professionals, and the C3 Fest in Idaho Springs. They also attended the 2024 Wildlife Forum on Evacuations to educate homeowners on wildfire safety protocols and were present at the Georgetown honorary mayor's Parker Palooza birthday party/charity fundraiser. Additionally, the Sheriff's Office engaged in multiple holiday events, participating in Trunk or Treat activities at Georgetown City Park, as well as Trick or Treat events at the County Courthouse in Georgetown and a Trunk or Treat event in Idaho Springs.

Project Impact

The project was successful and achieved its goals, notably by funding the attendance of three deputies through POST academies. This effort increased the number of POST-certified deputies, with one graduate advancing to the Patrol division and the other two positioned to advance once staffing in the jail is sufficient. The intended objectives were implemented, resulting in new certified deputies having a stronger commitment to the agency and non-certified deputies seeing a clear path for internal advancement. The project's biggest accomplishment was the successful education of the deputies without them incurring the training expense. This training is credited with providing officers with greater confidence and ensuring they are competent when dealing with the public and inmates, which, in turn, is expected to lead to fewer complaints and more disciplined, positive interactions. For long-term sustainability, the office recognizes that finding a permanent funding source will be challenging but has already secured a SMART grant to pay for two additional deputies to attend the academy in the Fall of 2025.

Colorado Springs Police Department, 2021

Award: \$72,874

Status: Project ended 6/30/24

Summary: Funding for targeted and enhanced recruitment, retention, and training strategies through the purchase and implementation of coordinated technology and outreach. This effort includes two educational opportunities designed to bring greater personal and professional growth while simultaneously building community relationships and enhancing overall officer retention as well as enhancement of de-escalation training efforts by sending a group of selected officers to be trained as instructors. In conjunction with CSPD Training Academy staff, those officers facilitate de-escalation training for officers throughout CSPD (both incumbent officers and new recruits).

Goals: 1. To increase the recruitment capabilities of the Colorado Springs Police

Department (CSPD).

2. To provide additional tuition reimbursement to recruit candidates for CSPD and to increase educational career growth opportunities for sworn employees.

3. To improve and enhance de-escalation training and skills for all sworn employees (line level and supervisors) at the Colorado Springs Police Department.

Recruitment, Training, and Retention Efforts

The department utilized the grant-funded software tool NeoGov Attract for their recruitment efforts. Mass emails were sent to prospective candidates, and forms and a QR code were developed within Attract to easily capture interest information at job fairs and events. The system allows the department to communicate easily with prospective candidates and evaluate the effectiveness of their outreach through email statistics (sent, failed, opened). Furthermore, the CSPD NeoGov Attract website was upgraded in June to include more detailed information about the sworn applicant testing process and the CSPD Training Academy, as well as recruitment videos. Plans are underway to implement the "Source" function of Attract, which has the potential to reach over 300,000 law enforcement candidates across the entire Government Jobs system.

Regarding training, grant funding was used to send CSPD officers to the Police Executive Research Forum (PERF) Integrating, Communications, Assessment and Tactics (ICAT) national conference. The officers attended an ICAT "Train the Trainer" course and subsequently returned to Colorado Springs to train 25 additional ICAT instructors within the CSPD. These instructors are now facilitating ongoing in-person de-escalation scenario training for all CSPD sworn officers, which is further supported by a COPS Office de-escalation grant and utilizes trained professional actors as role players.

Activities to Foster Positive Relationships with the Community

CSPD has for many years been involved in numerous community outreach efforts and programs within the city.

Project Impact

The Law Enforcement Recruitment & Retention Grant Program at the Colorado Springs Police Department (CSPD) was largely successful, with most performance goals and accomplishments met. The only exception was the Alternative Education Program (AEP), where fifteen recruits registered but did not follow through with the necessary documentation for CSPD to provide reimbursement. During the grant opportunity, all other goals were accomplished, including the purchase and deployment of the NEOGOV Attract module. This system enabled CSPD to distribute, track, and analyze approximately 175,423 emails to potential police officer candidates, which successfully helped them reach diverse and qualified applicants. Recruitment efforts were also supported through the use of large billboards and various recruiting/career sites. In terms of training, four sworn employees attended ICAT training and returned to train an additional twenty-five people in the ICAT model. Furthermore, leadership training was completed for two CSPD Lieutenants, and sworn members assigned to the Financial Crimes Unit completed online training.

Craig Police Department

Award: \$20,700

Status: Project ended 6/30/23

Summary: Funding for training and supplies at the Flat Rock agency academy for three employees and continuing education with LexiPol/Police.

Goals:

1. Send (3) non-certified employees to become POST-Certified.
2. Use funds to support continuing education for certified officers.

Recruitment, Training, and Retention Efforts

During this reporting period, the Craig Police Department has conducted monthly Lexipol Daily Training Bulletins. They have been able to recruit and enroll two cadets

in the Flatrock Training Academy. In addition, they have hosted (3) training classes this quarter, (ARIDE, SFST, Interviews/Interrogation).

Activities to Foster Positive Relationships with the Community

Officers have attended DARE graduation ceremonies and have hosted the monthly Ministerial Alliance Meetings. The department has plans to start the CPA (Citizens Police Academy) in late summer or early fall.

Project Impact

The Craig Police Department conducted monthly Lexipol Daily Training Bulletins. They have been able to recruit and enroll two cadets in the Flatrock Training Academy. In addition, they have hosted (3) training classes, (ARIDE, SFST, Interviews/Interrogation).

Officers engaged with the community by attending DARE graduation ceremonies and hosting monthly Ministerial Alliance Meetings. In 2024, the department started a CPA (Citizens Police Academy).

Delta County Sheriff's Office

Award: \$76,366

Status: Extended until 6/30/26

Summary: Funding to increase awareness of employment opportunities and remove barriers to hiring new employees via funding Peace Officer Standards and Training Certification for six recruits; creating recruitment and publicity video for broadcast on social media and delivery to Criminal Justice higher education programs, military veterans' employment programs, etc.; and distributing promotional materials locally to create local pride and awareness of Law Enforcement services.

Goals: 1. To improve recruitment, training, and hiring efforts of the Delta Sheriff's Office.

Recruitment, Training, and Retention Efforts

The Delta County Sheriff's Deputy just graduated from the academy and is now working court security and is being retained through a 3-year agreement. This was a new position that had been unfilled for a long time within the Department. The DCSO has attended three recruitment events at local high schools and technical schools.

Activities to Foster Positive Relationships with the Community

Undersheriff Quinn Archibeque spoke at a women's group in Cedaredge about Law Enforcement jobs and services. The office conducted 6 semi-formal informational meetings this year.

Denver Police Department

Award: \$72,955

Status: Project ended 6/30/23

Summary: Funding to update methods in training and testing recruits and established officers. This includes the purchase of laptops for the academy classroom, which provides additional availability to different training opportunities that currently do not exist for recruit classes.

Goals: 1. Recruit classes will receive additional training opportunities in classroom laptops.

Recruitment, Training, and Retention Efforts

The Denver Police Department has implemented the "Before the Blue Program" for recruits that are hosted before the academy starts. It allows recruits to gain knowledge about the department and different aspects of law enforcement. During the program recruits engage with community leaders to learn more about the community and the needs of the residents. DPD has also contracted with AOR, Inc. to create a new recruitment campaign. They are purchasing laptops for their academy/recruit classroom with these grant funds.

Activities to Foster Positive Relationships with the Community

No activity reported.

Project Impact

The Denver Police Department has implemented the “Before the Blue Program” for recruits that are hosted before the academy starts. It allows recruits to gain knowledge about the department and different aspects of law enforcement. During the program recruits engage with community leaders to learn more about the community and the needs of the residents. DPD has also contracted with AOR, Inc. to create a new recruitment campaign. DPD purchased laptops for the academy classroom for recruits to utilize for additional training opportunities.

By purchasing laptops for the academy classroom, recruits can access additional training modules to help them during the different academy courses. The classroom instructors also received workstations that helped with instruction and accessibility to training courses in the classroom. Providing recruits with additional resources during the academy will be essential to the future success of DPD officers.

Elbert County Sheriff’s Office

Award: \$124,140

Status: Deobligated all funds

Summary: The grant award would have funded the employee wage and cost of tuition during the 21-week full P.O.S.T. Academy or the 2-week Colorado P.O.S.T. regulated Refresher Academy for former Colorado certified officers whose P.O.S.T. certification has expired or P.O.S.T. certified officers from other states that are looking to obtain certification in Colorado.

Goals: 1. The goal was to provide Elbert County with growing Law Enforcement recruitment opportunities by providing paid training to up to 5 employees of Elbert County Sheriff’s Office who are interested in a P.O.S.T. certified law enforcement career.

Project Impact

No impact, the project was not completed.

Fort Morgan Police Department

Award: \$32,000

Status: Project Ended 6/30/25

Summary: Funding of recruitment trips to POST academies, an advertisement for open positions, a new hiring expo, and moving assistance reimbursements program.

Goals:

1. FMPD will devote more time to recruitment through expanding advertisements on social media, internet sites, flyers, radio ads, and recruitment trips to POST Academies.
2. FMPD will implement and expand upon a Hiring Expo held at their facility.
3. FMPD will implement a moving assistance program for new hires.

Recruitment, Training, and Retention Efforts

The Fort Morgan Police Department has engaged in academy recruitment across the state and is planning additional Academy visits this year. They are planning a Recruitment Fair at the police department and have attended recruitment events at the local schools.

Activities to Foster Positive Relationships with the Community

The Fort Morgan Police Department has engaged in multiple community events that were held by their minority community leaders to help build relationships. They also hosted their annual BBQ with the Blue and participated in the Faith in Blue program.

Project Impact

The project was highly successful, ultimately enabling the department to hire an individual from an academy, assist with their tuition, and become fully staffed, a milestone that had not been achieved for several years. By utilizing the grant funds, the department was able to hire individuals from the community who are more vested in public safety, which is seen as inherently increasing community safety and lowering

crime. The biggest accomplishment was the ability to hire individuals and engage with the community. Given the project's success, the department plans to continue this program by utilizing a different grant.

Grand Junction Police Department

Award: \$134,220

Status: Project ends 12/31/25

Summary: Support to improve recruitment and retention efforts, and expand programs that improve community relations through the following initiatives: utilizing the software company Interview Now as a tool to recruit and communicate with potential applicants; paying tuition and fees for applicants to attend the Western Colorado Peace Officers Academy to receive their POST certification for the State of Colorado; and hosting an annual Citizens Academy to provide comprehensive information about the operations of the GJPD to foster relationships with the community.

Goals:

1. More efficiently and effectively attract exceptional applicants to serve at the Grand Junction Police Department
2. Create a more rewarding Citizens Police Academy.

Recruitment, Training, and Retention Efforts

The Grand Junction Police Department hosted two events on campus at Colorado Mesa University to strengthen relationships and connect with students to continue the employment pipeline. They utilized social media for a recruitment campaign for co-responder clinicians and parking compliance officer applicants. They also utilized social media to host a virtual ride-along for their community to highlight and educate about the role of a police officer in Grand Junction. They attended the Grand Valley Career Fair, hosted by Colorado Mesa University, and restructured their pay plan to be more competitive and to recruit and retain quality employees. The department offered two CIT courses, Basic Death/Homicide, Legal Update, Red Dot Instructor, and Daniel Defense Armor Class. They identified potential candidates for their co-

responder clinician program and did a targeted mass mailing to qualified candidates who live in Colorado, advertising the position. They also hosted a welcome dinner for their local fall academy cadets and their families. They did a statewide tour of POST academies to tell recruits about their agency, visiting six academies statewide.

Activities to Foster Positive Relationships with the Community

The Grand Junction Police Department (GJPD) engaged in a wide array of community activities and outreach efforts designed to build trust, promote safety, and strengthen relationships with diverse groups. Their involvement included large public events like the Riverside Neighborhood Block Party, National Night Out (nearly 20 neighborhood events), the 4th of July, and the Veteran's Day Parade. They utilized social media for outreach with initiatives like a badge design contest on Facebook and hosted a "First Responder Friday" radio segment. Specific targeted outreach included participating in Beacon Fest to educate the senior population on financial scams and cyber-security and continuing to work with La Plaza, a local migrant services organization, by holding a Meet and Greet for the Spanish-speaking community. They also focused on youth engagement with events like a "Create Your Own Badge Contest" and various holiday activities such as "Trunk or Treat" and "Shop with a Cop." To foster education and transparency, the GJPD concluded an eight-week Community Police Academy for nearly 30 citizens, providing an in-depth look at police operations. The department also engaged with various community groups, including the Deaf Group, the faith community via a First Presbyterian Meet and Greet, and university students through CMU outreach events. These varied activities show the GJPD's strategy of maintaining a positive, visible presence and actively fostering communication with the community.

Hinsdale County Sheriff's Office

Award: \$11,000

Status: Project ended 6/30/23

Summary: Tuition And for 21-week certification at the POST Academy for one person.

- Goals:**
1. Successful completion of POST Certification.
 2. Trained POST-certified deputy added to Hinsdale County's law enforcement staff.

Recruitment, Training, and Retention Efforts

Hinsdale Sheriff's Office continues to build its recruitment efforts to send a qualified candidate to the POST academy.

Activities to Foster Positive Relationships with the Community

No activities reported.

Project Impact

The project intended to hire a non-certified candidate and bring them on board for full-time employment. The biggest accomplishment was that they were able to hire a candidate from their community. In addition, their newest deputy is the first female deputy the Hinsdale Sheriff's Office has employed in nearly 20 years.

Kiowa County Sheriff's Office

Award: \$7,263

Status: Project Ended 3/31/24

Summary: The grant project includes funding for retention and incentive bonuses.

- Goals:**
1. To pay the deputies a one-time sum of \$1815.75 for retainment.
 2. Offer and pay (2) new hires a one-time incentive bonus of \$1815.75.

Recruitment, Training, and Retention Efforts

The Kiowa County Sheriff's Office has been actively searching for and recruiting possible applicants. They have implemented a new, more user-friendly website to facilitate the application process. As a result, they have conducted interviews with prospective deputies. Two new employees joining their office will receive a sign-on bonus when the new hire process is complete. In addition, two employees have received the retention bonus and are still with the Office.

Activities to Foster Positive Relationships with the Community

The Sheriff's Office has actively engaged with the community through various initiatives focused on building rapport, especially with children. A K9 deputy has been interactive in both local schools, reading to elementary students and introducing the K9, Apex, to help the children become comfortable with the dog's presence. The Sheriff personally works the school crosswalk every morning to ensure child safety and foster relationships with students, parents, and school staff. The Sheriff also spends time inside both schools to build rapport with children and staff. Additionally, the Sheriff's Office assisted with community events, such as the 4th of July Parade and Celebration, with deputies leading the parade and engaging with community members to continue fostering positive relationships.

Project Impact

The Kiowa County Sheriff's Office was able to hire new deputies and retain current deputies. The project positively impacted their agency, bringing their agency up to full staff.

Larimer County Sheriff's Office

Award: \$368,150

Status: Extended until 12/31/25

Summary: Support to attend in- and out-of-state career events, hosting Open Houses to bring in local interest, update marketing materials (including recruitment videos) that are outdated and advertise on various platforms. In addition, funding supports non-certified deputies to attend the POST Academy each semester, provides Employee Referral Incentives for helping recruit quality employees, and supports the development of courses and supplies to provide ongoing training for deputies.

Goals: 1. Increasing staffing in the Jail to meet the need of adding 150 extra beds to the facility and the agency as a whole. Efforts to achieve this goal are attending and hosting both out-of-state and local recruiting events including Historically Black College.

2. Retention of current Jail and Patrol Deputies to reduce attrition. This will be done by sending more non-POST certified Deputies to POST Academy and giving current employees referral incentives for recruiting quality deputies.
3. Increase the scope of training provided during in-service training by developing the skills of current and future instructors within the agency, including Training Unit staff, providing opportunities to attend training related to Spanish language skills.

Recruitment, Training, and Retention Efforts

The Larimer County Sheriff's Office (LCSO) implemented a range of strategies for recruitment, retention, and training.

For recruitment, the LCSO attended Career Fairs at CSU and Fort Carson, with the recruitment cadre actively seeking out more events. They participated in activities such as flyer placement at local health clubs/gyms, a recruiting table at Colorado State University, and the Mermaid Alliance Pickleball Tournament. They hosted a Spring Hiring Event, an open-house style event offering tours and application assistance. Additionally, the LCSO ran digital and physical advertising campaigns in Northern Colorado and the Denver Metro regions, with a focus on attracting a diverse, values-driven candidate pool. The flyer placement at health clubs/gyms notably resulted in at least three applicants.

In terms of retention, the agency continually awards employees for Employee Referrals and provides assistance with POST renewal fees when necessary. Retention efforts also included hosting appreciation BBQs for deputies, "Pop-Up Resource Events" for staff, and recognizing performance with awards like the "Prime Time Player Awards," "Best Nomination recognition," "Top Tactics Deputy," and "OT Warrior Awards."

For training and development, various courses are being attended, planned, and sought out to continue progressing toward the goals of instructor and employee development.

Activities to Foster Positive Relationships with the Community

LCSD attended the Hero Fest Community Event and the Mermaid Alliance Pickleball Tournament which built community relationships and supported a charitable organization/event (suicide prevention and awareness). They are continuing to schedule more community events throughout the year.

Monte Vista Police Department

Award: \$36,000

Status: Project Ended 1/31/24

Summary: Funding to support a starting bonus and a paid incentive for those within the agency who actively recruit new hires.

Goals: 1. Recruit quality employees and retain them for a minimum of two years and offer an incentive for current members to actively recruit quality applicants and then provide mentorship and support for the recruits.

Recruitment, Training, and Retention Efforts

The Monte Vista Police Department has successfully hired an officer from another agency and recruited a former officer who is getting ready to attend a 2-week refresher academy. In addition, they have recruited 3 academy applicants who are in the process of completing training. All three of them have been given conditional job offers. This hiring incentive has been the key to helping get applicants.

To help with retention, the Sheriff's Office has upgraded all their uniforms and weapons and provided a new workout facility for the officers for mental health and wellness. They have also added a sleeping room for officers who have to stay over for court instead of driving home.

Activities to Foster Positive Relationships with the Community

Officers are in the schools weakly interacting with students and conducting foot patrols in the business area to build community relationships. Their department hosts many regional meetings for law enforcement and participates in many community boards. In August they hosted National Night Out. They also conducted a bike fair with the local Elks Club.

The Officers participated in multiple holiday activities in the community. Officers read Polar Express to 2nd graders at one of the local elementary schools, hosted Shop With a 1st Responder where they provide funding for 15 local children to shop with a 1st Responder at the local Walmart, they had a booth at the Christmas Bazar where they handed out free ice cream cones. There were several thousand attendees at the event. There were a couple of other events where officers led parades, including one of the officers who was dressed as the Grinch.

Project Impact

The Monte Vista Police Department (MVPD) successfully utilized a grant to transform its recruitment and retention efforts. Historically, the department struggled to fill vacancies, often receiving only one or two applicants per opening, leading to a shortage of six officers in a 17-officer department. By offering a hiring bonus and an employee recruitment incentive through the grant, the MVPD saw a major shift, receiving more applicants than available positions. This project has been a "game-changer," resulting in two major accomplishments: achieving a surplus of qualified applicants for the first time in years and maintaining full staff for eight consecutive months. Due to this success, the department secured additional funding to begin recruiting non-certified members of the community and pay for their academy attendance, a shift from their previous policy of only accepting POST-certified officers. This new approach allows the MVPD to hire directly from the community and sustain any future shortages by sending a recruit to the academy for certification.

Mountain Village Police Department

Award: \$56,551

Status: Project ended 6/30/23

Summary: Funding for two recruits to attend the Law Enforcement Police Academy for P.O.S.T. training and certification. This includes funding for the P.O.S.T. certification training program, lodging, meals, and mileage.

Goals:

1. Increase P.O.S.T. certified law enforcement officers by two.
2. Increase community engagement between law enforcement officers and community members within Mountain Village through increased diversity and capacity.

Recruitment, Training, and Retention Efforts

The Mountain Village Police Department has two recruited officers attending a Law Enforcement Police Academy to become P.O.S.T certified officers. The department is now fully staffed. Training for all staff is ongoing both in-house and regionally. Having consistent, ongoing training is a big part of the retention of their current staff, and they have implemented a yearlong training schedule.

Activities to Foster Positive Relationships with the Community

Officers will be in the community hosting coffee with a cop, National Night Out, and will be attending a community outreach event for the surrounding counties. June was busy with the FTO of the new officers as well as the biggest festival of the year. The department has engaged in several community meetings with the Latinx community. Having bilingual Spanish speakers on the staff has enhanced this relationship.

Project Impact

The Mountain Village Police Department (MVPD) successfully increased its number of P.O.S.T. certified law enforcement officers by two, following their graduation from a Law Enforcement Academy and the substantial completion of an in-depth Field Training program. This achievement has contributed to the department being fully staffed, a rare status among Colorado's rural/resort areas.

Through grant funding, the department was able to sponsor two local citizens to attend the Police Academy. By hiring and training Mountain Village residents, the

department aims to enhance community engagement and develop positive relationships built on trust and mutual respect, as these recruits already possess a critical understanding of the local area. A key accomplishment is that one of the new recruits is bilingual in Spanish and English, making them the department's first bilingual officer since 2006, which will allow the MVPD to more effectively serve its Hispanic or Latino population. This overall increase in diversity and capacity has strengthened community engagement. An additional benefit of being fully staffed is improved retention, as officers can enjoy regular days off and vacation time, thereby reducing or eliminating burnout.

Otero College Police Department

Award: \$214,610

Status: Project ended 5/31/25

Summary: The Otero LETA Interagency Training & Recruitment Project enhances the

overall training opportunities for current peace officers while also focusing on seeking police applicants from underserved communities in Southeast Colorado. The project funds housing, supplies and fees, and tuition for pre-sponsored students wishing to become peace officers.

Goals: 1. To increase the number of police officers in local law enforcement agencies.

Recruitment, Training, and Retention Efforts

The Otero College Police Department Academy had 20 sponsored cadets from various law enforcement agencies in the fall and 10 sponsored cadets in the spring.

Activities to Foster Positive Relationships with the Community

Additional grant funds were utilized for housing and fee assistance for cadets.

Project Impact

The project was highly successful, and its primary goal of increasing the number of cadets for agencies in need was met. This success is evident in the Fall 2024

attendance, which began with a total of 30 cadets, all of whom were pre-hired by agencies. This enrollment was the highest for a program that typically averages 15 cadets per academy and rarely has a full class of already-hired recruits.

The project's significant impact addressed the intent of the legislation by increasing officer numbers for smaller agencies, which was achieved through this program. The biggest accomplishment was the attendance growth, as all 59 cadets who benefited from this grant were placed with agencies that have less than 20 full-time staff.

Regarding long-term sustainability, funding sources for supplementing officer education are rare. While Colorado Advance Careers provided some money to the program, the fact that this grant covered only sponsored cadets allowed the program to focus solely on the areas of most need.

Otero County Sheriff's Department

Award: \$40,137

Status: Project ended 6/30/24

Summary: Funding for training in cultural awareness, emotional intelligence, and leadership to improve the ability and capacity of the Otero County Sheriff's Office to serve its communities, improve relationships with all populations, advocate for social justice issues, and improve multicultural competencies for sworn, non-sworn, and civilian employees of the agency. Funding also supports increased efforts in recruitment and retention of employees, and recruitment of residents that best represent Otero's communities by implementing a program to cover the costs of tuition for recruits to attend a POST-Approved Academy program, through Otero College, and to allow for advertising for open positions within the agency. This project also provides funding for training instructors through State POST and other nationally recognized programs so that they may instruct employees and other criminal justice agencies in the region.

- Goals:**
1. Online training for cultural awareness, emotional intelligence, and professional leadership for all staff.
 3. Improved local recruitment and retention of existing employees.
 4. Improved access to training in de-escalation and crisis intervention.

Recruitment, Training, and Retention Efforts

The Otero County Sheriff's Office has been focused on increasing training and recruitment efforts. Deputies are scheduled to attend the next ICAT training in Pueblo and can now access online training through the Force Science Institute. They are also participating in De-Escalation Instructor training, Caliber Press training for Leadership in Corrections, and online PREA (Prison Rape Elimination Act) training. A pilot of the Diversity Builder training program, which is starting for 25 staff, is also underway for the state of Colorado.

In terms of recruitment and professional development, a partnership with Otero College will see one Jail Deputy start the POST-Certified Academy in August 2023. Deputies attended a job fair at Otero College alongside other criminal justice agencies. Additionally, Patrol staff received driving instructor training and conducted in-service training, while Detention staff participated in a basic recruit academy.

Activities to Foster Positive Relationships with the Community

The Sheriff's Office engaged in various community activities focused on youth education and community interaction. For the La Junta School District, they participated in a STEM Fair, helping elementary-aged children and their families learn about forensic fingerprinting using both specialized equipment and household items. They also provided educational speaking events for the Swink School district on event safety and, in partnership with the Colorado State Patrol, offered Drunk Driving Education for the Swink and Manzanola School Districts (Pre-Prom) to combat underage drinking and DUI incidents. Beyond school-based programs, the Sheriff's Office participated in major community events like the Santa Fe Trail Days (in association with the Bent County Sheriff's Office) and assisted with the Cruising into

Summer car show in Rocky Ford. Furthermore, the Otero County Sheriff's Office attended town council meetings in La Junta, Rocky Ford, Fowler, Cheraw, and Swink, and co-hosted "Coffee with the Cops," a meet-and-greet function with the La Junta Police Department that is planned to continue throughout the summer.

Project Impact

The project successfully impacted employee retention and recruitment by offering to cover academy tuition for recruits to become POST-certified. This strategy enabled the recruitment of individuals from the local community who had a vested interest in remaining there. As a result, training and recruitment efforts for new deputies positively influenced the public's perception. However, the project faced challenges from short staffing and turnover, which made consistent attendance and recurring training difficult. The turnover included instructors, providing insight into a future improvement plan. Changes going forward will incorporate incentives to encourage staff to become trainers and to retain these key personnel.

Pikes Peak State College Police Department

Award: \$167,500

Status: Project Ended 6/30/24

Summary: This project increases enrollment of future Pikes Peak Regional Law Enforcement Academy (PPRLEA) cadets by funding tuition, fees, and related supplies for pre-sponsored cadets who are not eligible for either agency reimbursement or military benefits to supplement their Academy costs.

Goals: 1. To provide financial assistance to Pikes Peak Regional Law Enforcement Academy students to increase overall enrollment & retention to help meet the growing demand by law enforcement agencies throughout the state for well-trained certified cadets.

Recruitment, Training, and Retention Efforts

Pikes Peak College scheduled recruiters from numerous law enforcement agencies, including the Teller County Sheriff's Office, Glendale PD, Loveland PD, Austin PD, Grand Junction PD, Cherry Hills Village PD, CU Anschutz PD, Firestone PD, and Telluride Marshall's Office. The purpose of this effort is to provide current cadets with exposure to the wide range of career opportunities available within the Colorado law enforcement community. Additionally, the college hosted a Public Safety Information Night to provide prospective students with details about upcoming academy programs.

Activities to Foster Positive Relationships with the Community

The Pikes Peak Regional Law Enforcement Academy (PPLEA) recently hosted a Pikes Peak Regional Law Enforcement Academy/Criminal Justice Advisory Board meeting. This meeting was attended by local law enforcement executives, Crime Stoppers, and local school districts, among others. Beyond exchanging information, the PPLEA provided an update on current academies and other relevant information to maintain the interest of their law enforcement partners. The Academy also held an Information Night, which was open to anyone interested in an upcoming Law Enforcement Academy and other college programs in public safety.

Project Impact

The grant project proved to be highly successful, significantly increasing overall academy enrollment and, consequently, providing several local law enforcement agencies with POST-certified employees. The funding covered expenses for a total of 14 cadets throughout the project, leading to a marked increase in enrollment for both the Fall and Spring 2024 classes. The grant-funded cadets were subsequently employed by the Buena Vista Police Department, Canon City Police Department, Cripple Creek Police Department, Elbert County Sheriff's Office, Park County Sheriff's Office, and the Teller County Sheriff's Office. Beyond increasing the number of cadets in the academies, the funding also successfully added crucial staffing to these law enforcement agencies.

Prowers County Sheriff's Office

Award: \$190,632

Status: Extended through 12/31/25

Summary: Funding for personnel costs for a POST-Certified Deputy who will be a designated School Resource Officer for the three schools in Prowers County.

Goals:

1. Hire a certified peace officer to combat the anticipated and likely upcoming shortages in the Patrol Division to prevent a decline in services to the community with the expected shortages.
2. Create a successful School Resource Officer Program for Holly Jr/Sr High (Holly, CO), Wiley Jr/Sr High (Wiley, CO), and Alta Vista Charter School (Lamar, CO).

Recruitment, Training, and Retention Efforts

The Prowers County Sheriff's Office successfully recruited four new jail staff. For training, they conducted sessions on various cell phone and social media investigation techniques and successfully added several new instructors for Taser, Driving, Defense Tactics, and De-Escalation training. The SRO Deputy is also scheduled to attend Basic SRO Training through NASRO, and the agency is implementing Active Shooter Training with Wiley School staff, local law enforcement, fire departments, and emergency medical services.

In terms of community engagement, the Sheriff's Office completed its first 5-day Prowers County Youth Academy in June 2024 with 10 local students. They partnered with Lamar Community College (LCC), the Colorado National Guard, the Prowers County Rural Fire Dept, the District Attorney's Office, the Honorable Judge Taryn Johnson, and Lamar EMS to educate students on Law Enforcement, the judicial process, Fire/EMS, and survival skills. LCC provided students with three free credit hours, and a local bank offered a \$500 scholarship for the top student. This program was designed to spark youth interest in local career opportunities in Law Enforcement or Fire/EMS. Due to its success, there has already been a request to expand the

program next year to include the Division of Wildlife, Colorado State Patrol, and Prowers Medical Center, potentially extending it to a two-week Youth Academy.

Activities to Foster Positive Relationships with the Community

The Sheriff's Office has focused on engaging with the community, particularly through initiatives involving schools. These activities included "Books and Badges" at Wiley School, where deputies read to Pre-K through 5th-grade students and held a Q&A session afterward. They also visited Holly School for a Criminology discussion and Q&A with high school students, offering an overview of career and college options in the field of criminology and explaining the differences between law enforcement entities and the judicial process.

A significant effort was the Youth Academy (for ages 18-21) put on in partnership with Lamar Community College (LCC) in May 2024, which provided college credits to attendees. LCC supported the program by providing training space and dorm rooms. This successful academy concluded with a banquet for participants' families, college faculty, and training staff, and the students were later featured on the radio to discuss their experiences. The Sheriff's Office also collaborated with LCC's Criminology program to host a Detention Facility tour and Q&A session, explaining the unique duties of a Sheriff's Office to students interested in law enforcement careers.

In the wider community, Deputies participated in the "One Step Kids' program," first by planting a community garden and later by assisting in building, painting, and setting up birdhouses in the garden. The department is also developing a drug prevention and awareness program called "Red Ribbon Week" in partnership with the Colorado National Guard and DEA. Finally, they organized "Bowling with Deputies," an activity designed to be a more relaxed environment for students, parents, and children to interact and speak with the deputies.

Steamboat Springs Police Department

Award: \$31,359

Status: Project ended 6/30/24

Summary: This is a training operations project that includes a combination of hosted training attended by sworn officers and other regional law enforcement officers, and funding to cover registration and travel costs for sending critical police department staff to external training.

Goals:

1. To increase the knowledge and expertise of local law enforcement and professional staff.
2. To provide leadership and training in areas where the department lacks expertise.
3. To improve public opinion of the Steamboat Springs Police Department.

Recruitment, Training, and Retention Efforts

The Steamboat Springs Police Department focused on both recruitment and extensive training initiatives. For recruitment, the department attended the law enforcement hiring fair in Denver in early March as well as the Hayden Hiring Fair, which resulted in several recruiting contacts. Grant funds were utilized for external professional development, supporting training with Rocky Mountain Blueline Consulting, Dr. Kimberly Miller's training, and registering a staff member for the Public Safety Leadership Development course at the University of Denver. Officers were sent to a wide range of external courses, including Active Shooter Instruction, Krav Maga, Public Safety Leadership Development, Street Cop Spanish, Gracie Survival Tactics, Glock Armorer Training, Simunitions Instructor training, Defensive Tactics, IACP training, and various conferences such as AWAC, NTOA, CASRO, and the National Robbery Conference. Additionally, the department hosts weekly internal training for proficiency and perishable skills to enhance retention and competency, covering topics like CPR, Advocates Training, firearms training, Less Lethal/OC Certification, driving instruction, Ethical Decision Making Under Stress, and Internal force on force contact training.

Activities to Foster Positive Relationships with the Community

The department is heavily engaged with the community through various participation and outreach activities. They hold positions on several community organization boards, including the Sex Assault Response Team and the DHS Elderly & Child Abuse Board, and are collaborative partners on a local church-sponsored Anti-Discrimination Team. Educational outreach efforts included hosting Internet Scam training at Colorado Mountain College for the CMC Autism Group and a Senior Scam Prevention seminar at the Aging Well Fair.

The department maintains a strong public presence by participating in many PRIDE month events, staffing a weekly Farmer's Market booth to teach hands-on sidewalk CPR, and having a School Resource Officer engage daily with youth and schools. They are involved in numerous community organization meetings, such as the STAND community meetings for anti-discrimination, Routt County Crisis Support meetings, and School Multidisciplinary Team meetings.

Their facility is also used to host meetings for various community organizations, like Parks & Rec planning, the Stone Lane design review, and the NW Transportation District. Prioritizing youth outreach, the department increased its visibility at the high school and community events. Other activities included a food drive for the local food bank, a robust volunteer/internship program, the pinning of new officers & annual awards ceremony, and annual Christmas charity events in collaboration with the City Council & the Lions Club. Finally, their investigations unit provided safety assessments for four organizations, conducted a self-defense class at a local school, and gave presentations on fentanyl, active threats, accountability, and emergency response.

Project Impact

The department has successfully improved its retention efforts and is actively conducting interviews and recruiting for both sworn and non-sworn open positions. They have implemented valuable training programs designed to develop existing officers and ensure new officers are better prepared for the daily stresses of police

work. Currently, the sworn staff is 80% staffed, with six vacancies out of 31 positions. Their civilian staff maintains an 87% staffing level, with two vacancies out of 16 positions.

Summit County Sheriff's Office

Award: \$44,420

Status: Project ended 6/30/24

Summary: This funding allows the Summit County Sheriff's Office to advertise recruitment information year-round in digital, print, and radio formats. It also provides funding for three academy cadets to attend the Arapahoe County Sheriff's Office POST training academy.

Goals:

1. Through visible and effective advertising/recruitment, growth from the current staffing level to the fully budgeted staffing levels.
2. Increase retention of existing employees to keep staffing levels as high as possible.
3. Send three academy cadets to a POST-certified academy above the three already budgeted.

Recruitment, Training, and Retention Efforts

The Summit County Sheriff's Office significantly boosted its recruitment efforts by contracting with numerous advertising platforms across the state. They utilized radio advertising on KKFN in the Colorado Springs area, and print and digital advertising through the Denver Post, along with a focused push for the western slope of Colorado in several local newspapers, including the Summit Daily, Vail Daily, and Steamboat Pilot and Today. These advertising efforts spanned multiple geographical locations, including the Denver metro area, utilizing services like Bonneville Radio and the Denver Post. This extensive advertising campaign culminated in a well-attended recruitment event, held in conjunction with a Summit County Government-wide event at the High School, which yielded numerous contacts and resulted in the successful hiring of several new candidates after multiple oral board interviews.

For training and retention, the major event was a "Human Design" class conducted by Focus Point Solutions, which focused on deputies gaining knowledge about their well-being and helping coworkers and the public when in distress, serving as a successful retention tool by demonstrating the agency's care for its employees. Additionally, the office held Reality Based Training days for all deputies, centering on building clearing and Detention-based use of force with combative inmates. This Reality Based Training continues every other Wednesday and is open to all law enforcement agencies within Summit County. These courses are grounded in real-life incidents to better serve the public and ensure officer safety. Furthermore, the Sheriff's Office hosted specialized training, including CIT training for members and outside entities, a hostage negotiations class for the co-responder program, and a peer support trainer program open to all law enforcement and dispatch agencies in Summit County.

Activities to Foster Positive Relationships with the Community

The Sheriff's Office engaged in a variety of community initiatives, with a strong focus on youth and public health. They support education by sponsoring a college scholarship for a high school senior, which is presented by the Sheriff, Undersheriff, and School Resource Officer (SRO). The office also provided important public information sessions, including a sexual assault information session for high school parents and a fentanyl discussion for the public.

In public health and safety, the Sheriff's Office held two well-attended opioid take-back events with Public Health, during which they distributed Narcan and provided instructions for its use. They also partnered with multiple agencies for a "Wildfire Rendezvous" to educate the public on prevention and preparation protocols.

Youth engagement activities included evidence technicians and a detective hosting popular weekly "junior detective" classes for children (ages 6-11) at the Breckenridge Recreation Center, teaching them about evidence and clues using a mock crime

scene. SROs also began to re-implement their explorer's program for high school individuals.

Furthermore, the co-responder program (SMART) participated in two community events to discuss mental health crisis services and co-hosted a well-being "Longevity" event for community members and mental health partners, which promoted their services. Deputies also attended Silverthorne's First Friday event, where Special Operations, Emergency Management, and patrol deputies spoke with the public about wildfire preparedness and prevention.

Project Impact

The project was highly successful across several fronts. Multiple media blitz campaigns for recruiting proved fruitful, leading to many applications and the hiring of several Deputies. The department also hosted two additional Human Design courses for employees, which significantly benefited the staff and the agency by promoting wellness and self-awareness. Furthermore, the equipment purchased to assist recruitment was essential. The project ultimately impacted both increased staffing and employee retention. A major accomplishment is that the department is now only one position short on patrol and is planning to promote two sergeants in the near future.

Thornton Police Department

Award: \$15,000

Status: Project ended 6/30/24

Summary: This project includes funding to support de-escalation training and equipment.

Goals: 1. The goal is to improve training and utilize the equipment purchased to bring in more of a realistic type of training. This equipment should provide us with necessary de-escalation training as well as provide a better visual aid on any officer safety issues.

Recruitment, Training, and Retention Efforts

The Thornton Police Department hosted in-service training for 249 sworn officers over multiple training days. Additionally, they hosted multiple outside training sessions and various in-house academies. The training sessions covered a range of critical skills, including rapid response, building clearance, defensive tactics, interview and interrogation, a rifle course, a pistol course, and other training necessary for officers to maintain a high level of efficiency in their duties.

Activities to Foster Positive Relationships with the Community

The department hosted multiple community events, including Movies in the Park, a Bike Rodeo, Coffee with Cops, a youth basketball game, a polar plunge, Police Department tours, Thornton Fest, and a Summer Kickoff Party. In addition to hosting these events, they also attended the Community Meeting and Citizen's Academy, as well as various community watch events held at local HOA meetings or recreation centers.

Project Impact

The training unit utilized equipment purchased with this funding to successfully obtain POST certification, allowing them to operate a POST Academy. To enhance recruit officer training, the unit produced multiple video segments that were submitted to the Colorado POST Curriculum Committee for approval. The approved video segments cover a diverse set of topics, including: two segments on basic constitutional principles, two on civil situations, two on community policing, two on the criminal justice process, two scenario videos for handling in-progress calls, three videos on handling hazardous materials, ten videos on law enforcement ethics and anti-bias policing, and five videos on patrol observations and perceptions. These video segments are designed either to describe and illustrate key concepts for police academy recruits or to be used as scenarios for classroom tabletop exercises.

University of Colorado Police Department

Award: \$85,115

Status: Project ended 6/30/24

Summary: The grant funds were used to help fill a 16% gap between allocated

commissioned officers and current commissioned officers by offsetting some of the cost of bringing in new recruits who need to attend a POST academy or providing tuition reimbursement to recruit those who complete a POST academy within the allowable award period. Funds are also used to help retain personnel through wellness initiatives and improved community relations.

- Goals:**
1. Increase commissioned staffing levels closer to the allocated number of 51 - currently 43.
 2. Increase support for and positive feelings about CUPD with the broader campus community.
 3. Increase the feelings of health and wellness of CUPD staff through recreation center access.

Recruitment, Training, and Retention Efforts

The University of Colorado Police Department (CUPD) expanded its recruitment efforts by posting job openings on additional sites, including IACP, NAWLEE, NNALEA, IACLEA, CALEA, AALEA, PoliceOne, CO POST, and Handshake. The department posts recruit job openings monthly and holds interviews with staff the upcoming Academy. Beyond sworn officers, they successfully recruited a Detective, a Records Technician, and a Dispatcher position. For training, CUPD hosted a DEI training session in October called "What you do matters: Lessons from the Holocaust," which focused on the role of policing in history and the importance of standing up for what is right. They held four sessions with 76 attendees, including campus partners. The department also brought in Darrell Hammond from Higher Ground Consulting to conduct "Mindset Matters" DEI training. Additionally, CUPD attended the Health and Wellness Summit at CU Boulder, where they showcased the department's wellness resources for employees to all faculty, students, and staff, which served as a recruitment opportunity for both commissioned and professional staff.

Activities to Foster Positive Relationships with the Community

The department successfully hosted multiple community engagement events throughout the semester. They held "Coffee with a Cop" events with approximately 480 attendees in total. A specific "Coffee with a Cop" in April, held in collaboration with the Office of Victims Assistance and the Office of Institutional Equity and Compliance for Sexual Assault Awareness Month, drew an estimated 159 attendees. A survey administered at this event showed that 16 out of 22 respondents reported a more favorable opinion of the CUPD. A "Coffee with a Cop Finals Edition" in May saw about 500 students, though no survey was conducted due to students preparing for exams.

The department also hosted tables at key campus events, including the "Be Involved" fair to raise awareness about using Safe2Tell and at the BikeFest, where they distributed bike locks to students who registered their bikes to promote bike safety. A large event was held on December 20th at the CU Events Center for the last big finals event, where CUPD handed out breakfast burritos, snacks, and drinks to 1400 students. Additionally, Resident Service Officers hosted several events, sometimes attended by commissioned staff, such as making pancakes and hot chocolate for students and hosting a Thanksgiving event for RAs.

To formalize future engagement, the department established a new Community Outreach Committee, consisting of professional staff, commissioned staff, and Resident Service and Community Safety officers, which will determine the scheduling and location of future events based on feedback from students, faculty, and staff. They plan to re-administer their survey at upcoming events to track changes in community perception.

Project Impact

The University of Colorado Boulder Police Department (CUPD) increased its POST-certified staff by funding the tuition for five cadets to attend the academy. In their effort to boost recruitment and retention through increased feelings of health and wellness and positive community engagement, the department implemented several

initiatives. They provided employees with wellness activities such as massages, acupuncture appointments, and stretching sessions, based on ideas gathered from an employee wellness survey. The department also offered diversity, equity, and inclusion training to increase awareness. Regarding community engagement, surveys showed that the community appreciated the events but desired more meaningful interactions beyond simply handing out coffee and pastries. This feedback prompted the department to pivot its strategy to provide more substantive interactions. To formalize this new approach, CUPD implemented a Community Engagement Committee to develop and execute ideas, and the department plans to continue surveying students to ensure their needs are met.

Weld County Sheriff's Office

Award: \$192,000

Status: Project ended 6/30/24

Summary: Funding assists with organized communication efforts that support recruiting community members who seek a career in law enforcement. This includes a marketing plan with focused recruiting efforts through radio, print media, social media, and other mediums that attract a higher volume of potential applicants from the immediate community served by WCSO.

Goals: 1. Increase the applicant count who starts the hiring process.

Recruitment, Training, and Retention Efforts

The Weld County Sheriff's Office (WCSO) engaged a marketing firm, AllStar Talent, using grant funds to develop and implement a tailored marketing and recruitment plan. Following completed market research, ad design, and focus groups, an initial digital social media campaign was launched in June 2023. A tested geotargeted digital ad initiative aimed at Wyoming, Nebraska, Kansas, and rural Colorado communities was abandoned due to a lack of leads, and funds were reallocated to retarget more traditionally productive areas like Colorado Springs, Denver, Greeley, and Weld County. The overall marketing campaign is considered a success, as the WCSO succeeded in hiring 26 sworn personnel this year. They significantly reduced vacancies

in the Detention Division from 16 open positions at the start of the year (and 29 in March 2023) to only 5 at the time of the report. Patrol Division open positions also decreased by 14%. In addition to recruitment, the WCSO provided 120 hours of in-service training, conducted 3 academies, and hosted 7 training sessions, including six SWAT training sessions and one speaker training session. The Professional Standard's division continues to attend job fairs as part of their outreach to potential candidates.

Activities to Foster Positive Relationships with the Community

The Weld County Sheriff's Office (WCSO) engaged in numerous community outreach activities, often centered on fundraising, education, and direct public interaction. Deputies participated in the Colorado Eagles' "Pot of Gold" game to raise money and awareness for children with GM1. Other fundraising efforts included a "Tip-a-Cop" event at Texas Roadhouse for Special Olympics athletes, a deputy raising money for the Special Olympics through events like the Law Enforcement Torch Run, and a donation to A Woman's Place, a Greeley non-profit, from the proceeds of the Colorado Police and Fire Games. The WCSO non-profit, "Weld Elves," held two drives to collect and deliver toys for children in need during the holiday season. The Sheriff's Office promoted community engagement by posting the Annual Youth Advancement Scholarship on their website and Facebook, and a Public Relations officer attended the Firestone Police Department's Meet and Greet. Educational and interactive activities included a deputy visiting the ABC Development Center to let students sit in a patrol car, a School Resource Officer recognizing a local business for toy donations via social media, and the K-9 unit performing demonstrations at schools like Benjamin Eaton, Platteville, and Coal Ridge Elementary Schools. The Sheriff's Office mounted posse and SWAT team attended the Timnath Safety Fair, the Field of Honor in Fort Lupton (SWAT only), and Leadership Weld County, displaying equipment and answering community questions about their professions. The WCSO regularly educates the community on crime prevention through social media platforms, covering topics like Safer Internet Day and various scams, and also uses social media to thank local businesses for their support. These diverse events, including

attendance at fairs, donating time, and fundraising, foster positive relationships and maintain positive community relations by sharing important public information.

Project Impact

The Weld County Sheriff's Office (WCSO) implemented a marketing plan utilizing radio, print media, social media, and other mediums to substantially increase the volume of potential applicants, primarily from the immediate community. This effort aimed to facilitate the selection of the most qualified candidates and reduce job vacancies, thereby providing the community with a properly staffed agency. The project was highly successful: the Detention Division's average sworn vacancy rate dropped from 33 in the first quarter of 2023 to 1.3 by the end of the third quarter of 2024, ultimately reaching zero sworn vacancies after the project concluded. This success is attributed to the increase in qualified applicants, with the average number of applicants rising from 56.7 per month in the first quarter of 2023 to 153 in the fourth quarter. The project also established a significant benefit for non-certified community members hired by the WCSO, offering substantial support through agency sponsorship to the POST Academy, which allows them to become POST-certified peace officers and enhance their career opportunities. As part of this, the WCSO sponsored 10 detention deputies to attend the Aims Community College Police Academy, all of whom had a 100% success rate. The biggest accomplishment of the grant project was achieving a fully staffed Sheriff's Office, which provides the community with qualified deputies who deliver excellent, comprehensive services.

Appendix B

2024 Funded Grant Programs and Progress Report Summaries

January 1, 2024, to December 31, 2025

Adams County Sheriff's Office

Award: \$70,000.00

Status: Project ends 12/31/25

Summary: The goal is to utilize funds to help with workforce shortages through recruitment, retain certified Peace Officers, and provide the training necessary to ensure that officers are well-rounded and knowledgeable regarding mental health, implicit bias, cultural competency, critical incident, de-escalation, and trauma recovery. The Sheriff's Office's primary focus is to ensure that their core values and mission are to provide community connections through dependability, collaboration, compassion, and unity.

Goals:

1. Enhance and grow the Explorer program in a way that allows youth to learn and seek a position in Law Enforcement.
2. Training for certified staff as it relates to the diversity and needs of the community, and a high-quality law enforcement workforce.

Recruitment, Training, and Retention Efforts

The agency maintains continuous efforts across recruitment, training, wellness, and community engagement. They are committed to ensuring officers have the necessary training to keep their mental and physical health in check while simultaneously providing community awareness. Training has been specifically improved to include and emphasize de-escalation, ADA compliance, anti-hazing, stress management, and overall mental health, with classes focused on both the community served and the officers themselves. Recruitment efforts include ongoing attendance at events and the addition of entrance exams for certain positions to help with suitability and success rates, which will continue long-term. Furthermore, the agency continues

recruitment for its Explorer program as a pipeline for future law enforcement careers and has partnered with local high schools to implement an internship program to encourage more applicants for the Explorer program and general positions.

Activities to Foster Positive Relationships with the Community

The agency hosts a variety of community engagement activities. These include hosting a senior and youth fishing festival and Citizen's Academies. They maintain a continuous presence in and support for areas such as the Hmong community, Special Olympics, and Back to School events. They address concerns in Neighborhood Meetings, attend Cub Scouts meetings to engage the young demographic, and participate in a Special Olympics Conference and a Hometown Heroes event. While continuing their regular community events, they have also begun to incorporate attendance at events focused on emergency preparedness and behavioral health. The agency consistently attends community events, such as festivals and coffee with a cop events, allowing them to interact with all ages, spread positive messages, and participate in events to raise funds for the Special Olympics.

Alamosa County Sheriff's Office

Award: \$62,132.00

Status: Project ends 12/31/25

Summary: The Alamosa County Sheriff's Office is requesting funding for tuition assistance for seven Detention Technicians to attend the Trinidad State College Police Academy in the 2023/2024 school year. After successful completion of the Police Academy and becoming POST certified, they will be given an opportunity to further their career in law enforcement.

Goals: 1. Recruit and retain quality employees to create a stable workforce that is responsive to the community and proactive in peacekeeping and law enforcement. Deputies will be recruited as non-certified Detention Technicians who will be sent to the academy.

Recruitment, Training, and Retention Efforts

The agency made every effort to attend numerous job fairs, including recruitment events at Adams State University and Trinidad State Junior College. However, the agency continues to face significant challenges in recruitment and difficulty competing with other agencies due to its lower salary and benefit package offerings. Despite initial hopes that grant funding would help attract qualified deputies, recruitment difficulties have persisted. Adding to these challenges, the County Commissioners advised a 9% budget reduction for 2025, which resulted in the elimination of three unstaffed positions. To address staffing gaps, the agency recently hired a new Lieutenant in the jail whose primary focus will be recruitment, retention, and training of new deputies. This Lieutenant also serves as an instructor at the local academy and will utilize that position to recruit new deputies for the agency.

Activities to Foster Positive Relationships with the Community

The department attended several events, including one at the local police academy. With a new class starting in August, the department is actively working with the academy to identify students who may be interested in participating in their program and working at the Sheriff's Office while attending the part-time academy. Although no events were attended during the most recent quarter mentioned, the department plans to participate in "Fright Night" with other community members on Halloween night, with the hope of attracting interest in the department.

Arapahoe County Sheriff's Office

Award: \$225,200.00

Status: Project ends 12/31/25

Summary: The ACSO plans to expand recruitment efforts by offering health screenings for all sworn law enforcement personnel. The ACSO's vacancy rate continues to be high. It is imperative to the safety of the citizens of Arapahoe County that these vacancies be filled with qualified employees, who want to continue their law enforcement career with Arapahoe County. ACSO intends to use the funding from this grant to health screenings for all sworn law enforcement personnel.

Goals: 1. Create and enact a health screening program to assist with retention.

Recruitment, Training, and Retention Efforts

The agency engaged in an extensive and varied recruitment effort across multiple career fairs. Their outreach included attending several veterans career fairs, such as those at Ft. Carson in June, the Denver Veterans Job Fair in April, and a military job fair in Colorado Springs in November. They focused on educational institutions by attending a total of four college job fairs, including events at MSU Denver and Adams State University, and numerous high school career fairs across the region, including three within Aurora public schools. Strategic recruiting included attending an out-of-state job fair at Bowie State University, an HBCU, to specifically recruit diverse candidates, as well as the WYCO Job Fair. Furthermore, they participated in various community and specialized events, such as a law enforcement specific job fair, an event put on by Arapahoe/Douglas Works, and a community job fair hosted by Congressman Jason Crow in August. The high school events were also utilized to build relationships and establish a talent pipeline with high school graduates.

Activities to Foster Positive Relationships with the Community

The Community Resource Officers continued their outreach efforts by attending various events. They had representatives present at the Juneteenth Music Festival to engage with the community at a diverse event. They also attended Mountain Vista High School's Diversity Club event to educate minority high school students about careers in law enforcement. Additionally, they were present at the job fair organized by Congressman Crow, which, although primarily a job fair, served as an outreach opportunity for his constituents and Arapahoe County residents in general.

Arvada Police Department

Award: \$50,000.00

Status: Project Ends 12/31/25

Summary: The Arvada Police Department (APD) is requesting funding for 2024 and 2025 to utilize a company to do geofencing advertising to promote working at the Arvada Police Department. APD has seen an

unprecedented number of resignations and retirements since 2021 and is struggling to stay staffed at a level appropriate for a community their size. Due to two line of duty deaths within fifteen months, APD has seen record low applications during the hiring processes so have been exploring a multitude of options to address the issue.

- Goals:**
1. Have two million impressions on their website and social media platforms to increase recruitment of viable officers.
 2. See a 50% increase in the number of applications received due to advertisements and social media pushes from their recruiting marketing firm.
 3. Successful hiring and completion of the Field Training Program from employees who indicated they applied to their agency due to the targeted marketing.

Recruitment, Training, and Retention Efforts

The city implemented several financial incentives aimed at both retention and diversification. They approved a bilingual bonus, which provides a bi-weekly paycheck increase to all police department employees who pass a proficiency test and agree to be available for translation during their shift. Police officers also received their first low staffing bonus, a tiered bonus approved by the City Manager and added to the bi-weekly paychecks of sworn personnel from Commanders down to line-level officers. The existing annual retention bonus of \$5,000 per officer was also continued.

The department's recruiting unit implemented a comprehensive strategy that included hosting two city-wide career nights dedicated to police officer jobs. Their outreach efforts were enhanced by partnering with a marketing company, Epic, to produce a variety of media content, including photos, videos, and social media posts, and by designing a new recruitment website. The unit also participated in job fairs, advertised on online platforms and job boards, sent personalized communications to interested candidates, hosted info days, and launched both a targeted mailing

campaign aimed at college recruits and a movie campaign that follows recruits through their academy experience.

In terms of training and wellness, the training unit hosted two sessions, one focused on unity within law enforcement and implicit bias. Supervisors attended a full-day training session with Code 4 Counseling focused on resiliency and identifying signs of burnout and fatigue in employees. Additionally, committees were formed to focus on wellness initiatives and retention strategies, generating ideas such as neurofeedback, in-house physical therapy, and meal delivery services.

Activities to Foster Positive Relationships with the Community

The agency maintained a vigorous schedule of both recruitment and community engagement activities across multiple quarters. Their recruitment efforts included hosting two career nights for prospective law enforcement candidates and attending a career fair at a local elementary school.

In terms of community engagement, the agency reported an exceptionally busy quarter with 16 hosted or attended events designed to enhance community relationships. Highlights included hosting two popular GPS tracker install events, attending the annual Courage Walk, staffing the annual Kite Festival, and hosting a groundbreaking ceremony for their Police Foundation's Honor Garden. They co-hosted a Teen Academy with Westminster PD and participated in the Excalibur Outreach Bike Drive. Officers consistently worked to build relationships, notably by meeting with businesses in the Old Town area and hosting "Coffee with a Cop" events at various locations, including a local McDonald's and a Target.

The department was also heavily involved in holiday and charitable events. Activities included the Jeffcom Trunk or Treat, DEA Take Back Day, Kiwanis' Santa House Toy Drive, Cruisin' for Causes Toy Drive, and two "Tip a Cop" events for the Special Olympics. They also attended the Polar Plunge for Special Olympics, a Long Blue Line toy drop off, and National Night Out, where every rank was encouraged to visit

neighborhood block parties to foster positive relationships with the community. These engagement activities were aimed at introducing officers to the public in positive scenarios to build greater trust and understanding.

Auraria Campus Police Department

Award: \$28,530.00

Status: Project ends 12/31/25

Summary: The outcome of this project is to increase Auraria Campus Police Department level of service to the community by increasing POST certified police officers by the hiring of three individuals. This request includes the POST academy cost for three officers. The three additional officers will allow this agency to allocate additional resources to areas that will better serve the student community.

Goals: 1. Increase the number of POST-certified officers.

Recruitment, Training, and Retention Efforts

The Auraria Campus Police Department (ACPD) focused on internal recruitment, utilizing a police officer sponsored application process rather than hosting or attending external recruiting events. Through this process, the ACPD hired a total of six recruits for the Arapahoe Community College POST Academy that began on August 10, 2024. These hires included two ACPD dispatchers, three ACPD Neighborhood Community Officers, and one ACPD intern. All six recruits, hired during the July-September period, successfully continued their participation and completed the POST Academy during the October-December grant timeframe.

Activities to Foster Positive Relationships with the Community

The community events hosted by the Auraria Campus Police Department (ACPD) serve as bridges to build relationships with the Auraria Campus Community. These events provide crime prevention tips, share information about the police department, and recruit for police officer, dispatcher, and Neighborhood Community Officer positions. In November, the ACPD hosted the "Cocoa with the Cops" social event as an opportunity to engage with Auraria Campus students, faculty, and staff, and to help

recruit students for the department. ACPD officers attend and will continue to attend table events to promote the department, inform the public and students of CCD, UCD, and MSU about campus safety, raise awareness about hiring, and build friendships.

Avon Police Department

Award: \$110,200.00

Status: Project ends 12/31/25

Summary: Recruit one new police officer at the Avon Police Department. The grant will cover salary and benefits for one new police officer. Other costs of academy tuition, training, uniforms, and equipment will be borne by the Town of Avon.

Goals:

1. Recruit qualified applicants with a preference for female, Latino, and or veterans, but not limited to these preferences depending on who applies in this intensely competitive market. Send one recruit through the academy and graduate them through the field training program.
2. Improve officer safety by the addition of 1 officer.
3. Enhance trust in their community, particularly the 50 % Latino population.

Recruitment, Training, and Retention Efforts

The Avon Police Department implemented a multifaceted approach to recruitment, retention, and training while also addressing the challenges posed by the high cost of living in their mountain community.

The department created and posted bilingual advertisements in English and Spanish for police officer and code enforcement positions on their website and social media, including a recruiting video highlighting Latino and female officers. The Police Department is currently fully staffed, having recruited enough applicants to hold a hiring process and having one candidate in the background process to attend the academy in January 2025. They held two recruitment sessions posted on social media and at a nearby POST academy, and while two potential recruits (one female and one

veteran) in a previous round did not pass backgrounds, they are moving forward with two previous applicants prepared to attend the POST academy in 2025. Retention efforts include coordinated activities for employee acknowledgment and teambuilding to increase satisfaction, as well as the creation of a new detective position to provide more opportunities for growth.

The department offered two quarterly in-service trainings and three quarterly in-service training sessions for all officers, in addition to individual learning sessions and joint SOU team training held twice a month with surrounding agencies (involving 8 of their 20 sworn officers). They have attended and hosted a variety of training, including sessions on clearing buildings, school/active shooter training, supervisory training, bike patrol, tactical patrol, Krav Maga, arrest control, incident command, detention, wildfire evacuation, use of force, and less lethal.

Due to the high cost of living, the Chief and Deputy Chief found that recruiting from the Denver area was not successful for long-term retention. As a result, the department is not actively recruiting people from more populated areas with lower living costs. The Town of Avon is addressing this challenge by assessing wages this year and developing a long-range employee housing goal, which the Police Department believes will be critical for future recruitment success.

Activities to Foster Positive Relationships with the Community

The Avon Police Department has implemented a variety of initiatives to build relationships with the community. They regularly host a "Kids, Hoops and Cops" or "Cops and Hoops" open night, a weekly or semester-based event at the local elementary school for children and their families to play basketball with officers. They also frequently host "Coffee with a Cop" events at locations like the elementary school and a local Starbucks for casual conversations with residents. The department has focused on direct interaction by having officers on foot patrol in centralized park and recreation areas near the mobile home park and elementary school, where many local Latino children play. These efforts are part of a broader strategy, which

included 72 community policing events logged in the dispatch system, though this marked a decrease from 87 during the previous year. Additionally, the department supports charitable causes, participating in "Tip a Cop" events to raise money for Special Olympics and hosting their annual "Shop with a Cop" event, which allows 25 children to shop with staff for gifts. Other outreach included attending the elementary school's end-of-year event, Pride in the Park, the community Ride in Remembrance, presenting community awards at Town Council, hosting a Citizen's Police Academy, and having one of their Latino detectives conduct a panel interview on Univision to engage the Spanish-speaking audience. The department will continue hosting events, including the planned National Night Out, to openly engage with the community.

Boulder County Sheriff's Office

Award: \$42,000.00

Status: Project ends 12/31/25

Summary: To address the recruitment challenges faced by the Boulder County Sheriff's Office, a grant proposal has been put forth to secure funding for various initiatives. Grant funding will pay for POST (Peace Officers Standards & Training) academy tuition certification. Grant funding will pay for advertising and recruitment.

Goals:

1. Increase the number of qualified patrol candidates joining the Boulder County Sheriff's Office as patrol deputies.
2. Enhance recruitment advertising efforts by developing and implementing targeted advertising campaigns.
3. Support personnel in obtaining POST certification by removing financial barriers and attract both internal and external candidates.

Recruitment, Training, and Retention Efforts

The Boulder County Sheriff's Office has undertaken several initiatives to enhance recruitment efforts that include social media campaigns, and employee referral programs. They have introduced advanced training modules focused on community

policing, de-escalation techniques, and mental health awareness. In addition, they have offered continuous education opportunities for current employees to improve their skills and knowledge. They have expanded their wellness programs to support the physical and mental health of staff. Future efforts include allocating additional resources to the recruitment, training, and retention departments to ensure these initiatives are adequately supported. Training courses attended or hosted include the FBI LEEDA Supervisor Leadership Institute, FBI LEEDA Command Leadership Institute, Crisis Intervention Training Leadership and development course, FTO training course, Firearms instructor development course, Smith & Wesson Armorers Course (16 hrs.), CAP Training (3 hrs.), Victim Advocate Training (48 hrs.), and G191 Training (8 hrs.).

Activities to Foster Positive Relationships with the Community

The Boulder County Sheriff's Office and its sergeants who oversee contract towns engaged in numerous community connections. They hosted "Chat with the Chief" events to provide an opportunity for open dialogue and relationship building with residents. The cadet program is active, and the Sheriff's Office participated in a community event to sell blankets for fundraising. They also attended the Boulder Rural Fire Department's "Touch a Truck" event, with several deputies, including K9 and SWAT, in attendance. The office continues to develop and promote various communication channels, such as social media platforms and town hall meetings, to keep the community informed. Specific events hosted or attended across various months included: "Chat with the Chief" events in Superior and Nederland; a Job Open House; a surprise for a Hygiene teacher; send-offs for the Lyons wrestling and basketball teams; a BVSD parent meeting; a San Lazaro community meeting; a Latino Chamber of Commerce event; a Superior Prescribed Fire 101 event; a Blood drive; a Gun Safety event with Intermountain Health (distributing gun locks and suicide prevention materials); National Night Out events in Lyons, Superior, Niwot, and San Lazaro; a Community Engagement Video with Dos Bros and El Banda Palomito; a Red Cross Blood Drive; a Lyons High BBQ; the Long Blue Line Parade (co-hosted with Children's Hospital); "Posada at San Lazrio" Community Event; a Co-Responder and

Deputy Community Ride Along; and Lyons High School state send-offs for various sports teams.

Brighton Police Department

Award: \$44,000.00

Status: Project ends 12/31/25

Summary: The proposed project aims to enhance the effectiveness of the Brighton Police Department's law enforcement workforce by providing comprehensive leadership training to current and aspiring supervisors. Through a partnership with reputable institutions such as FBI LEEDA and Denver University, the project will offer specialized training to address the three core goals outlined in SB22-145: addressing workforce shortages, improving training for POST certified Peace Officers, and fostering improved relationships between law enforcement and impacted communities.

Goals:

1. Provide current and upcoming frontline leadership with appropriate and relevant leadership training through programs like FBI-LEEDA and Denver University's Public Safety Leadership Course.
2. Ensuring that culture and morale grow in a positive manner allowing the Brighton Police Department to retain highly professional officers and staff.

Recruitment, Training, and Retention Efforts

The department has focused on advancing its officers and supervisors through leadership training. A Commander and two Sergeants were sent to the FBI LEEDA Command leadership course, and four supervisors attended the FBI LEEDA class this quarter. Additionally, three officers have attended the DU class, with several more scheduled to attend in the future. The agency recently conducted a testing process for the rank of sergeant and has scheduled the officers at the top of the resulting list for classes next year. The department plans to continue offering this leadership training to advance its personnel.

Activities to Foster Positive Relationships with the Community

The Brighton Police Department dedicated significant efforts toward strengthening its bonds with the community through a series of impactful engagements. Notably, they conducted seven sessions of their Citizen's Academy, a flagship program designed to bridge the gap between law enforcement and the public, serving as a platform for dialogue, education, and mutual understanding. Participants gained insights into law enforcement procedures and interacted directly with officers, fostering trust and cooperation.

In addition, the department collaborated closely with North Metro Community Services to organize three events specifically tailored to the elderly community. These initiatives aimed to enhance accessibility to law enforcement services, address senior-specific concerns, and foster a sense of security and support for this demographic.

Furthermore, recognizing the importance of inclusivity and accessibility, the department hosted a virtual community meeting to engage residents from diverse backgrounds. Despite the challenges of the virtual format, they successfully facilitated meaningful discussions on key issues, solicited feedback, and reinforced their commitment to transparency and accountability.

Colorado Department of Corrections

Award: \$84,033.00

Status: Project ends 12/31/25

Summary: The Colorado Department of Corrections (CDOC) is submitting a request for funding to support and improve the recruitment and retention of parole officers (POs) in the Division of Adult Parole. Approximately 250 parole officers provide oversight to 9,400 parolees in 19 different parole office locations throughout the state of Colorado. CDOC has seen an over 20% vacancy rate for POs since January of 2022 and saw a 14.81% separation rate last year and 17.32% the year before. Efforts to reverse

these trends have been made, but additional strategies must be deployed. Grant funding will allow the CDOC to conduct targeted recruitment at job fairs and colleges, resume an internship program, train additional FTOs, and provide discretionary pay to POs that participate in recruiting events and serve as FTOs in addition to their regular duties.

- Goals:**
1. Increase Parole Officer Retention
 2. Increase Parole Officer Recruitment
 3. Increase the Number of Advanced Training Opportunities Offered to Parole Officers

Recruitment, Training, and Retention Efforts

Parole officers from the Division of Adult Parole (DAP) participated in a significant number of recruitment efforts, attending a total of 39 events across multiple quarters. Funds from the grant were utilized to pay stipends to officers who participated in these events in addition to their regular duties. These events were held across the state and included a focus on educational institutions and career fairs, such as the FBLA 2024 State Leadership Conference, the Denver Law Enforcement Hiring Expo, various college career fairs at institutions like Metro State U, Colorado Mesa University, UCCS, Pueblo Community College, and high school career fairs.

Through these efforts, the DAP was able to generate significant interest:

An initial 35 applicants applied to the Division of Adult.

The DAP received approximately 30 follow-up emails inquiring about employment and internship opportunities.

An internship tab was added to the Department's website to promote opportunities.

Four institutions of higher education outside of Colorado and two in Colorado initiated partnership affiliation agreements with DAP to promote internship opportunities.

Affiliation agreements were also established with Metro State and CU Denver.

Three student interns were recruited as a result of recent events.

To support future training, FTO train-the-trainer training was scheduled for February and May 2025, and the DAP registered to participate in the Denver Law Enforcement Hiring Expo in January. Recruitment events attended included locations such as Fort Carson, Grand Junction, Colorado Springs, Denver, Pueblo, Aurora, and Westminster, demonstrating a comprehensive statewide outreach strategy.

Activities to Foster Positive Relationships with the Community

Parole officers from the Division of Adult Parole (DAP) actively engaged in various community and recruitment events across the state, utilizing these opportunities to interact with the public, other law enforcement agencies, and the media. These events were designed to educate the public on the parole officer's role, build relationships, and serve as recruitment platforms. Educational and support activities included a CDOC representative speaking to the CSU Ft. Collins Criminal Justice Organization and an officer participating in a community support education panel on sex offenders in Colorado Springs. The DAP also conducted events that served a dual purpose as both recruitment and community engagement, such as the CEO & Parole Community Job Fair and Denver's Annual Community and Diversity Employment Day. They participated in numerous holiday and charitable events, including the Boo at the Bridge Community Event, the Windsor Halloween Carnival, First Responder Trunk or Treat, and various "Shop with a Cop" and Special Olympics supporting events like the Pueblo Polar Plunge. Direct community interaction also occurred at the Springs Ranch Park Community Engagement Event, the Cruising with Corrections Car Show, a Community Resource Event in Denver, and the Pueblo Crime Stoppers "Bingo Bags and Heroes" event. Furthermore, DAP officers collaborated on a recruitment video production with a local television station and, during one quarter, provided role players for reality-based training scenarios for new recruits at the El Paso County Regional Peace Officer Training Academy. Overall, these efforts allowed officers to educate and interact with the public, fostering positive relationships and enhancing public knowledge of the division's role.

County Sheriffs of Colorado

Award: \$184,923.00

Status: Project ends 12/31/25

Summary: Hiring processes for law enforcement positions are time consuming for the applicant and hiring agency. With each application to an agency, individuals must complete psychological and medical evaluations and background checks. Currently, an individual applying to several agencies must complete evaluations for each of the agencies they apply to. This is costly and time-consuming for everyone. This project will develop, implement, and manage a Colorado law enforcement recruiting application portal where individuals can apply for open positions posted throughout the state. The portal will house the results of evaluations in a secure location accessible only to agencies an individual applies to. The portal significantly reduces the time commitment and will be a single resource for applicants interested in law enforcement careers and for sheriffs to find qualified, pre-screened professionals. In addition, a fund for one-time signing bonuses available to newly employed deputies will be implemented.

Goals:

1. Develop a centralized platform for law enforcement agencies in Colorado to increase recruiting efforts and allow all agencies to post open positions and where applicants can go to one place, completing one set of exams.
2. Establish a fund for bonus payments to new hires. Fund distribution/allocation would be determined by rules developed and adopted by the board of directors; all funds would be tracked by CSOC's program manager.
3. Create and implement successful educational marketing campaigns for statewide recruitment efforts through print and digital media.

Recruitment, Training, and Retention Efforts

The County Sheriffs of Colorado (CSOC) grant project focused on two primary areas: developing a centralized hiring and retention platform and fostering community engagement, particularly with youth. The project successfully developed and tested a new retention and hiring application/online recruitment platform for Sheriffs across the state, and CSOC is actively working to secure buy-in from Sheriffs to coordinate applicants and gather digital media for recruitment. In terms of training, a new Training Manager started on June 16, 2025, and has begun coordinating future training sessions with instructors and Rural Sheriffs' offices.

Activities to Foster Positive Relationships with the Community

For community engagement, CSOC actively engaged with the public by holding a youth baseball camp in Montrose/Ouray to promote positive relationships, meeting with high school classes to discuss careers in Law Enforcement, posting community safety information on social media, and planning future events centered on youth athletics. Overall, the project is designed to promote positive relationships by bridging the gap between law enforcement, potential candidates, and communities, aiming to highlight positive aspects of the state and drive new residents and community members into the area.

CU Boulder Police Department Development Grant

Award: \$40,766.00

Status: Project ended 12/31/24

Summary: When the University of Colorado Police Department (CUPD) is awarded this grant, the funds will be used to improve retention, training, recruitment, and community engagement. CUPD will improve retention through an officer safety and wellness conference, an onboarding and orientation conference, care boxes, and team building and wellness events. With this grant, CUPD will offer more training opportunities for employees, including diversity, equity, and inclusion (DEI) training and emotional survival training. To improve recruitment, a year-long contract with NEOGOV will be purchased, allowing the CUPD more

resources to help fill current vacancies with qualified and quality candidates. Community engagement would be improved by purchasing bike locks, promotional items, and refreshments for community engagement events. By investing in wellness, training, recruitment, and community engagement, CUPD aspires to be a department that its employees and community are proud of.

- Goals:**
1. Have more candidates applying for positions.
 2. Increase mental wellness.
 3. Give the department a better sense of work community.

Recruitment, Training, and Retention Efforts

Due to a hiring slowdown (post freeze) and a change in leadership, the department did not implement any recruitment events this quarter and currently lacks the personnel to attend such events, relying instead on job postings to fill positions despite some turnover. For retention efforts, the quarter included providing employee holiday appreciation meals/gatherings, offering wellness massages, and sending out care packages. The department is also moving forward with purchasing care packages and organizing plans for efficient fund spending. In terms of training, one session affiliated with the grant was held—an employee was sent to the Disney Employee Engagement conference—and other training opportunities were available on campus, unaffiliated with the grant. The department also offered a two-session DEI training, and a conference debrief session this quarter, with plans for a few more training sessions in the coming quarter.

Activities to Foster Positive Relationships with the Community

The department hosted and attended a variety of community engagement events to foster positive relationships between law enforcement and the community. These initiatives included a "Trunk or Treat" event, providing finals support with breakfast burritos and other related events, and hosting welcome back events. They also hosted a "Bike Fest" where students could register their bikes and receive safety gear like bike locks and stickers. Furthermore, the department ensured a positive police

presence during move-in week, aiming to build relationships with new students from the start.

Project Impact

The project was largely successful, achieving two out of its three primary goals: increasing employee mental wellness and fostering a better sense of both internal work community and external community relationships. The mental wellness goal was accomplished by purchasing emotional survival books and a DVD for curriculum building and personal use, offering massages to all employees, and providing a Thanksgiving meal for staff working on the holiday. The community goal was met by sending out employee care packages for life events (which were the project's biggest accomplishment) and building stronger external community relationships through the purchase of promotional items and participation in events like a consent carnival, a "be involved" fair, and facilitating a student breakfast before final exams. The original goals for the project were to increase candidate diversity, increase mental health services, and create a better sense of community. The unsuccessful goal was to increase candidates applying via NEOgov, which was not accomplished due to personnel changes that led to a major pause in the hiring process. Overall, the grant was successful in making employees feel cared for, more aware of their mental health, and in prioritizing positive community relationships. For long-term sustainability, the department has secured another grant to continue supporting these successful initiatives and is optimistic that their value will be recognized and prioritized within the general budget once the current grant funding ends. The university will continue to search for alternative ways to share job positions to address the one unsuccessful recruitment goal.

Dolores County Sheriff's Office

Award: \$54,895.00

Status: Project ends 12/31/25

Summary: The Dolores County Sheriff's Office (DCSO) Range Improvement Project is part of a multifaceted strategic plan (also a work in progress). The Project aims to improve and expand on a 2-lane 75-yard firing line. The

grunt portion of the project will expand the existing range, allowing for needed and varied training for DCSO POST and non-post employees. Currently, adequate training is not available. This improved range would also become a regional asset for instruction provided by the Sheriff's office. The range would (when completed) allow for 100m rifle, 35m pistol, and "shoot house" training facilities.

- Goals:**
1. Proceed with ordering of barrier walls and structure kits in the first quarter of 2024.
 2. Construction of new additions to the range. All barrier assembly completed, and structures assembled and erected.

Recruitment, Training, and Retention Efforts

The Dolores County Sheriff's Office has focused on enhancing training and recruitment, despite facing staffing challenges. They have hired two new Deputies for the Field Training Program. Quarterly firearms and defensive tactics courses have been held by in-house instructors, with an ongoing goal to provide high-quality training to increase officer morale and confidence. A new shooting range is planned, with supplies purchased, but construction is delayed due to weather. Recruitment efforts were hindered by a shortage of personnel, as approximately half the department was in the process of moving to a different department. Despite this, two "ride a longs" were completed during the quarter to recruit local talent. Additionally, Lieutenant Braiden Banks spent four hours training a prospective Deputy on patrol duties necessary for the Sheriff's Office.

Activities to Foster Positive Relationships with the Community

The Dolores County Sheriff's Office has actively engaged with local schools and the community to build positive relationships. Deputies have attended high school sporting events, providing a uniformed presence for security and fostering productive conversations with the community. Elementary-aged children are invited annually to the Sheriff's Office for a field trip, a positive relationship-building event where they learn about law enforcement and build trust by getting to know officers by their first

names. Additionally, law enforcement personnel were present during two community football games, offering security and addressing any community concerns. The Sheriff's Office also supported the ROCK Community Food Program and participated in the 4th of July events hosted in Dove Creek and Rico, CO. Specific personnel engagements included Deputy Fred Buffington attending the Prom at Dove Creek High School and Sheriff Don Wilson attending the Annual Dove Creek Volunteer Fire Department's Fireman's Breakfast. The office also conducts school walkthroughs involving school personnel.

Douglas County Sheriff's Office

Award: \$257,000.00

Status: Project ends 12/31/25

Summary: Douglas County Sheriff's Office will utilize Law Enforcement Workforce Recruitment, Retention, and Tuition Grant funds to provide cardiac screening to its First Responders due to the high risk of cardiac disease in the Law Enforcement profession. These funds will also assist and alleviate the high financial stress of childcare for working families within the Sheriff's Office. Douglas County Sheriff's Office requests \$257,000.00 to reimburse the cost of cardiac screening and childcare expenses.

Goals:

1. Provide a proactive approach to potential cardiac issues to reduce heart attacks of DCSO's First Responders on and off duty.
2. Provide financial assistance to DCSO families with the cost of childcare.

Recruitment, Training, and Retention Efforts

The agency implemented a cardiac screening initiative as a proactive measure to detect cardiovascular disease (CVD) among its First Responders, a program that is on track to complete screenings for the remaining personnel by December 2025. This program has successfully identified and stratified personnel across all risk levels. A majority of those screened were identified as low risk for CVD, while others were

assessed as moderate risk, strongly recommending significant lifestyle changes or medication, or referral to a cardiologist for further evaluation. Critically, a small number of commissioned personnel were classified as high risk, with several requiring immediate cardiac surgery or follow-up care. Once the project is complete, the data collected will support future wellness training efforts by emphasizing the importance of regular cardiac screenings. Furthermore, the findings are planned to be shared with Human Resources to explore options for formally incorporating cardiac screening into the agency's health insurance plan.

Activities to Foster Positive Relationships with the Community

No activity

Frederick Police Department

Award: \$64,456.00

Status: Project ended 8/31/25

Summary: The Town of Frederick Law Enforcement Workforce Recruitment, Retention, and Tuition Program will provide training for 2 potential officers to receive POST Certified Training.

Goals: 1. The project will fund two (2) police officer recruitment positions, including salary, benefits, and registration fees for the Aims Community College Police Academy.

Recruitment, Training, and Retention Efforts

The Frederick Police Department actively engaged in comprehensive efforts for recruitment, retention, and training. They advertised open positions, actively recruited and tested applicants, and successfully identified quality candidates who are currently in the later stages of employment testing. The department attended a large recruiting fair in Northern Colorado and successfully hired an individual who was sent to a police academy, while continually recruiting for additional lateral applicants. The department conducts ongoing recruitment by attending job fairs, visiting police academies, and utilizing social media outlets. They have implemented a strategy for retention by evaluating and adjusting pay to remain competitive,

offering incentives like take-home vehicles, wellness benefits, and paid counseling, and initiating quarterly culture meetings to foster a positive environment. Preferred candidates are also contacted and offered a chance to meet with the hiring sergeant and commander to learn about the department's culture.

In terms of training, the department conducted 10 in-service training sessions on topics including RMS/Report writing, victim services, firearms training and quality, less-lethal tools, anti-bias policing, and community policing. They also provided in-service training on use of force, taser, and de-escalation techniques. The department maintains a schedule of two in-service training dates per month to cover all aspects of police service and sends numerous officers to outside training for specialized knowledge, viewing this investment as a retention tool. Training also covered perishable skills, mental health, and de-escalation. The Town's mid-year salary survey and pay adjustments have also contributed to recruitment and retention success.

Activities to Foster Positive Relationships with the Community

The Frederick Police Department has demonstrated a strong commitment to community engagement through various events and programs designed to foster a positive relationship with its citizens. Community outreach efforts include hosting or continuing to host the National Night Out event, quarterly Neighborhood Watch Meetings, and Dog Walker Watch training. The department also attended two Community BBQ Tour events and hosted a Student Summer Police Academy at FHS.

The agency regularly participates in town tours and talks that bring together community members and all town staff, including the police department, allowing for dialogue, addressing concerns, and collaboratively solving problems. The Neighborhood Watch meetings serve to engage residents by explaining the department's technology, discussing crime within the Town, and encouraging vigilance and suspicious activity reporting. The department's community interactions continue with events like community talk and tours within subdivisions, and Coffee with a Cop, with the overall goal of forming partnerships to keep the community safe.

Project Impact

The project was successful, its goals were met, and the intended objectives were implemented. The Frederick Police Department was able to successfully hire and send two recruits to the Police Academy to become fully sworn officers. This impacted the department's ability to successfully send the recruits to the academy, which, in turn, has had a positive impact on both the department and the community by having additional officers available. As the project was successful, the department plans to continue funding it through the Town's General Fund.

Grand County Sheriff's Office

Award: \$119,500.00

Status: Project ends 12/31/25

Summary: Funds will be used to provide peace officers signing bonuses, and retention bonuses, as well as funds to begin building a relationship with the local high schools to help develop a "grow your own" program. Grand County has seen a large number of families move from the valley to find less expensive communities. The Probation Department and local school districts are now waiving education and basic qualifications to find employees.

Goals:

1. For the Grand County Sheriff's Office to be fully staffed through the use of signing and retention bonuses.
2. The Grand County Sheriff's Office will be fully staffed in its Patrol Division.

Recruitment, Training, and Retention Efforts

The Sheriff's Office has maintained its focus on managing and facilitating a robust training program for both the Patrol and Detentions Divisions, ensuring coverage of all state and department mandated curricula. A key operational emphasis is placed on timely hiring processes to secure quality applicants before they are offered positions by other agencies. During the quarter, the office actively supported one cadet participating in POST training in Breckenridge. In addition to this ongoing support, the

Sheriff's Office is currently focused on recruiting a new individual for the next available POST session, with continued efforts being made to identify qualified candidates and encourage their participation to ensure program sustainability and meet future staffing needs.

Activities to Foster Positive Relationships with the Community

The Grand County Sheriff's Office actively engaged in a wide variety of community initiatives focused on youth, public safety, and relationship-building. The office regularly facilitated and attended numerous school sports team's send-off parades for state championship games in both the East Grand School District and West Grand School District. They participated in several town parades, including the Grand Lake Memorial Day, Hot Sulphur Springs Days, and Kremmling Days, often including patrol vehicles. Sheriff's Office staff consistently attend graduation and end-of-year events in both school districts, as well as various Veterans events, community meetings, and holiday festivities.

Specific public safety campaigns that the Sheriff's Office regularly participates in include mental health and drug awareness campaign events, DUI prevention, wildfire preparedness, and avalanche safety. During one quarter, key initiatives included hosting a Drug Take-Back Day, leading a 9-1-1 education campaign, promoting water safety awareness, and awarding a local student the County Sheriffs of Colorado scholarship. The office also received recognition from MADD and CDOT for its impaired-driving enforcement efforts. Overall, these diverse activities emphasize community safety, education, and youth engagement, helping to build trust and strengthen connections between law enforcement and residents.

Grand Junction Police Department

Award: \$34,080.00

Status: Project ends 12/31/25

Summary: The Grand Junction Police Department (GJPD) is requesting support to improve recruitment and retention efforts as well as expand programs

which will help cultivate stronger relationships between law enforcement and the local community through the following initiatives: GJPD will provide staff with access to wellness initiatives and screenings through the Sigma Tactical Wellness Program to prevent and manage cardiac illness and early on-set heart disease.

Goals: 1. Improve health outcomes and retain highly qualified personnel.

Recruitment, Training, and Retention Efforts

The Grand Junction Police Department (GJPD) began a strategic planning process to streamline its recruiting, application, and hiring processes, which include updating applications and oral board questions and creating a more efficient review process for applications and background packets. The department actively engaged in recruitment by increasing pay and updating the pay scale to retain police officers. They attended the Grand Valley Career Fair hosted by Colorado Mesa University (CMU) and other career fairs at the local university, sometimes sending recruitment information with employees who traveled for training. The GJPD also hosted a dinner for the new police academy class to welcome them and connect with unsponsored students. Outreach efforts targeted specific groups, as officers visited the local university's lacrosse and soccer teams to discuss employment opportunities aligned with a team environment. They also visited a career fair for local high school students to introduce career opportunities available for people as young as 18. Furthermore, the GJPD initiated conversations about a Dispatch Community Academy for educating and recruiting and partnered with the STEM P TECH academy at a local high school to educate students about civilian career opportunities. The department also invested in training for its process, attending a Lexipol course titled “Why Law Enforcement Hires Go Bad: From Recruitment Through Academy” to learn best practices for new hires.

Activities to Foster Positive Relationships with the Community

The Grand Junction Police Department (GJPD) is committed to building a safer and more informed community through a diverse and high-volume range of outreach activities, participating in over 30 community events in a single quarter. A core

educational effort is the eight-week Community Police Academy, which offers citizens an in-depth look at police operations. The GJPD focuses on engaging with specific demographics: for the senior population, they attend Beacon Fest to educate on financial scams and cyber-security; for youth and students, they host the Police Week Badge Design Contest, the Design a Stocking contest, and participate in numerous school projects, including a partnership with the STEM P TECH academy, and host events like Ice Cream with a Cop and the annual Shop with a Cop. The department also actively works to strengthen relationships with the Spanish-speaking community through events like the La Plaza Mixer and participation in the Cesar Chavez Celebration. The GJPD maintains a consistent public presence by attending large community and holiday events, including the Special Olympics Games, Kite Day, Juneteenth Celebration, MLK Celebration and March, and numerous holiday parades and toy runs. A significant effort is the National Night Out, where sworn and non-sworn personnel attend close to 20 neighborhood events. Furthermore, the department utilizes a strong social media presence for direct messaging of public safety concerns, education, and positive engagement, having grown its Facebook followers by over 23,000 since the beginning of 2024. The GJPD also consistently hosts Coffee with a Cop events and works with Colorado Mesa University and the Mesa County School District 51 to promote safety and build trust.

Greeley Police Department

Award: \$50,000.00

Status: Project ends 12/31/25

Summary: The Greeley Police Department (GPD) has the mission statement: “Proudly working with the citizens to protect our community.” One of the ways this is accomplished is by hiring and training the right candidate for the position of police officer. The Officer must understand the community and the needs of the residents, visitors, and labor force to build relationships and develop a sense of connection and a desire to serve. The officer’s tenure at an agency is directly linked to the ability and desire to serve in and for the community they are partnering with.

GPD desires to build lasting officers and community members to unite with the ultimate goal of providing a safe enjoyable community to all who find themselves in Greeley, CO.

- Goals:**
1. Reduce the early departure of newly hired officers.
 2. Send ten cadets to the Law Enforcement Academy per year.

Recruitment, Training, and Retention Efforts

The department is engaged in ongoing training and certification for instruction within the organization, having added certifications in ABLE, FTO, Firearms, and Scenarios. Retention efforts include equipment improvements and replacements, such as equipping new and existing officers with advanced firearms and sight systems. For recruitment, they partnered to host a job fair and paid for associated advertising. They have held multiple police hiring processes in the first quarter, completed job fair activity and hosted training events in the fourth quarter of 2024, and plan for a hiring process and recruiting with job fair activity in the first quarter of 2025. To enhance recruitment logistics, they purchased a trailer, which gives them the ability to perform physical agility testing offsite and meet candidates closer to their locations. They also attended one job fair and visited two community colleges to build relationships for POST academy requirements.

Activities to Foster Positive Relationships with the Community

The Greeley Police Department engaged in several community outreach and recruitment activities. They had interaction at community events such as the Teen Academy, Greeley Stampede, and a Job Fair at UNC, with plans to continue these efforts with a Citizen Academy and other community events. The department actively worked with a local community college for recruiting and job placement, attending a job fair event on campus and holding meetings with the community college advisory board to foster relationships. Furthermore, members of the real-time information center team presented to various community members, including the Latino advisory board and members of the city council, and held a community-wide event in February to educate the public about the Real-Time Information Center. Other outreach

included presentations with the AIMS academy/criminal justice program and the Citizen Academy, participation in the Colorado Police Job fair in Thornton, CO, and outreach with the City Manager's office that included training presentations.

Johnstown Police Department

Award: \$50,000.00

Status: Project ends 12/31/25

Summary: The Johnstown Police Department (JPD) will continue the cadet program that they have spent the last year piloting. Grant funding will pay for tuition costs for five cadets to attend a POST academy. This will improve recruitment by allowing JPD to take applicants from a larger pool of potential police officers who are not currently POST-certified. It will also improve retention as they will be able to more effectively train officers for a full career with the Johnstown Police Department.

Goals:

1. Hire five non-certified applicants to attend one of the next four semesters of the POST academy.
2. Retain officers sponsored through the academy for two years after the completion of their POST academy.

Recruitment, Training, and Retention Efforts

The Johnstown Police Department has focused heavily on both training and recruitment efforts. The department has completed monthly training for all officers and sent several to specialized training hosted throughout Colorado. For recruitment, the department actively sought to fill open officer, lateral detective, Community Service Officer (CSO), and cadet positions using job search websites and their own website. They have been recruiting for academy cadets for the Spring Semester, and for an upcoming academy class in August, for which over 100 applications were received and reviewed. Throughout one quarter, the department recruited and hired three POST-certified officers and three cadets who will enter the academy in January, and they recently hired one lateral detective. Current job openings remain for cadet, detective, and lateral officers. To enhance future outreach, the department formed a

recruiting committee, with the initial goal of continuing a recruiting video project to produce more marketing materials for the next recruiting period in February.

Activities to Foster Positive Relationships with the Community

The Johnstown Police Department actively engaged with its community through a variety of initiatives. The Police Chief attended community meetings to support the formation of neighborhood watch groups. The department helped plan and facilitate security for the town's largest event, BBQ Days, which includes a festival and firework display. They also hosted a "Touch a Truck" event, allowing community members to interact with police, fire, and public works vehicles and connect with staff. To enhance relationships, the department participated in numerous community events, including fundraising and charitable events like the Polar Plunge/5k for the Special Olympics and working closely with the Weld Elves non-profit for holiday gift drives and deliveries. Direct community interaction included "Coffee with a Cop," hosting and attending National Night Out, participating in a Cinco de Mayo Festival, a Ribbon Cutting for the police department, the Blue Envelope program, a DEA National Drug Takeback, a unified basketball game with the High School, and high school football games with RE5-J, consistently working with community groups to maintain and enhance positive relationships with its citizens.

Larimer County Sheriff's Office

Award: \$212,160.00

Status: Project ends 12/31/25

Summary: Positively Hiring and Keeping the Best focuses on recruiting high-quality candidates from diverse backgrounds by attending career events, hosting Open Houses, and partnering with other agencies. Advertising through Digital Marketing and Radio streaming will reach a larger population, attracting more applicants. Focusing on the retention of sworn employees along with Dispatch and Jail Booking Specialists through quarterly recognition events, employee referral incentives, and paying for Non-Certified Deputies to attend POST Academy, showing that LCSO is invested in their employees. Empowering School Resource Officers

(SRO) to continually grow their relationships with the youth through Bicycle Safety programs and by giving out youth marketing materials. Instructor development courses and supplies expand the training instructor's capacity to provide ongoing training for the workforce.

- Goals:**
1. Increasing staffing to meet the needs of the agency as a whole; helping us School Resource Officers (SROs) increase their relationships with youth; and paying for advertising and marketing materials to attract applicants.
 2. Retention of current employees to reduce attrition.
 3. Increase the scope of training provided during in-service and new hire training by developing the skills of current and future instructors.

Recruitment, Training, and Retention Efforts

The Larimer County Sheriff's Office (LCSO) implemented a variety of strategies across recruitment, retention, and training.

For recruitment, the LCSO hosted a recruiting table at Colorado State University (CSU), participated in the Mermaid Alliance Pickleball Tournament, and hosted a Spring Hiring Event, which was an open-house style event offering tours and application assistance. They actively promoted with digital and physical advertising in the Northern Colorado and Denver Metro regions, emphasizing the attraction of a diverse, values-driven candidate pool. They also continually post Sworn, Jail Booking Specialist (JBS), and Dispatch job openings on social media platforms and send sworn staff to the CSU recruitment fair on September 9, 2024. The LCSO encourages non-POST-certified deputies to continually grow to be eligible to attend the POST Academy.

In terms of retention and appreciation, efforts included hosting Appreciation Event BBQs, Pop-Up Resource Events for staff (such as for Juneteenth and Pride), and providing Breakfast for the platoons during the 4th of July week. They gave out Prime Time Player Awards along with Best Nomination recognition, including the Top Tactics

Deputy and the OT Warrior Award. They also set up St. Patrick's Day displays for all sworn employees, hosted Nacho appreciation events for Sworn employees, JBS's, and Dispatch during in-service training days, and held a raffle for Sworn employees by buying vehicle entry tickets for Noco Winter Wonderland.

For training and development, LCSO provided a weeklong Train the Trainer class in September 2024 and hosted a Training, Leadership & Change Management class for sworn employees on September 27, 2024.

Activities to Foster Positive Relationships with the Community

The Larimer County Sheriff's Office (LCSO) School Resource Officers (SRO's) actively promote youth safety and engagement through their Bike Rodeo program, which they host throughout the summer. The LCSO successfully hosted its first Bike Rodeo in June using a new Bike Rodeo Essentials kit, with an estimated 100 children attending. Given the success of the new kit, the department plans to order another one to provide the necessary equipment for children to get extra help and has also ordered supplies for their Bike Rodeo committee to prepare for upcoming events. The LCSO continues to supply SROs with youth marketing materials to distribute at schools and for their planned Bike Rodeos.

Littleton Police Department

Award: \$36,209.00

Status: Project ends 12/31/25

Summary: The Littleton Police Department (LPD) requests \$36,209 to establish an LPD community office in the recently decommissioned East Elementary School. The former school is being returned to the community as the newly branded East Community Center. The police department community office will include four desktop workstations, a conference table, additional laptop workstations, and breakroom amenities to encourage officers to spend time with the community. By actively engaging with residents in these neighborhoods, LPD aims to build trust, enhance communication, and foster a sense of partnership between law

enforcement and the community. Officers will have the opportunity to interact directly with members of the community using a pro-active non-enforcement approach. LPD seeks to create a supportive and collaborative environment that not only improves community safety but also attracts and retains dedicated officers who are committed to making a meaningful difference.

- Goals:**
1. Increase direct accessibility to law enforcement, while reducing response times for calls in the area surrounding the community center.
 2. Strengthen law enforcement's interaction with low-income neighborhoods, recognizing the positive impact it has on both the community and the police department's recruiting and retention efforts.
 3. Collaborate with local groups to offer training and support to help officers feel more confident and satisfied in their roles, leading to higher retention rates.

Recruitment, Training, and Retention Efforts

The Littleton Police Department (LPD) focused its efforts on internal training and wellness, as the success rate for Law Enforcement Recruiting events was consistently low, prompting the department to focus resources elsewhere. The LPD Peer Support Team brought in a nationally recognized PTSD speaker who discussed work/life balance, job satisfaction, off-duty officer survival, and personal health and well-being. Additionally, LPD is preparing for a 2024 ABLE training. Officers from LPD attended training both in-house and off-site.

In terms of recruitment, the department limited its activities during the reporting period due to the time required to process and test applicants between academy starts. LPD conducted one hiring process for Non-POST certified individuals, which resulted in three academy hires. They did not participate in any recruiting-specific events during this time.

Activities to Foster Positive Relationships with the Community

The Littleton Police Department (LPD) has been highly active in community outreach through various initiatives. Their Special Enforcement Team/Community Team regularly takes part in local HOA meetings, hosts "Coffee with a Cop" events, and holds meet-and-greets featuring their K-9 unit. The department also participates in youth-focused events, including Bike to School Day, K-9 dog and Officer reading to kids at the library, and the Junior Police Academy. They engage with city leadership through the "Meet Greet and Eat with City Council" event and support charitable causes like the LE Torch Run for Special Olympics.

The LPD has also hosted other community events, such as a "Coffee with A Cop" and a Make a Wish Foundation event and participated in the National Drug Take Back Day. They are active in holiday celebrations, participating in the Candlelight Walk, a community Christmas event. The Special Enforcement Team's outreach efforts also extend to the Special Olympics and homeless outreach. Every August, the LPD plays a vital role in the City of Littleton's annual Western Welcome Week Events and the Criterium Cycling race, using both as public-facing opportunities to display officers and equipment, interact with the community, and promote ongoing recruiting efforts. The department plans to further increase engagement with the upcoming opening of a new community center.

Milliken Police Department

Award: \$5,363.96

Status: Project ended 6/30/24

Summary: The project will certify a Sergeant through "The International Association of Computer Investigative Specialists (IACIS)," in Mobile Device Forensics. The Milliken Police Department will have every officer participate in the SIGMA health screening. The screening would potentially identify any cardiovascular issues and allow the officers to seek medical treatment and or change any diet, weight loss, and exercise.

- Goals:**
1. Register officer for the training for IACIS.
 2. Present SIGMA to officers, and advise them about the program and the benefits of the health screening.

Recruitment, Training, and Retention Efforts

The Department expanded job postings to multiple job boards including LinkedIn, Indeed, and Glassdoor. They also used social media platforms, and industry-specific websites to advertise vacancies. They established an employee referral program that encouraged current employees to refer qualified candidates. They attended industry conferences, job fairs, networking events, and forged partnerships with universities and colleges to recruit recent graduates.

Activities to Foster Positive Relationships with the Community

Milliken Police Department regularly holds events for the community such as, the Easter Event, Milliken Young Community Leaders (MYCL), Positive Story Sharing: Regularly shared stories of positive interactions and community support on social media to build a positive image.

Project Impact

The biggest impact was attending IACIS training, and the ability to attend the training. The agency is seeing a high number of digital forensic cases and having the training is extremely beneficial. The heart testing improved officers' overall understanding of heart health as well as long term impact as a LEO. It further improved the officers' understanding regarding overall weight loss.

Monte Vista Police Department

Award: \$68,132.00

Status: Project ends 12/31/25

Summary: The grant funds will be used to continue to build on the momentum of recruiting and retaining qualified and quality applicants to serve in the Monte Vista PD. Using grant funds last year, MVPD currently filled ranks

by offering a hiring bonus and a \$1000 recruiting incentive to current officers. History has shown an average of 2-3 officers, per year, leaving for higher pay opportunities. They anticipate that in 2024-2025 at least 2 officers will leave each year. The current recruits were required to sign a two-year contract so they would anticipate keeping all six for at least 2 years. But that still leaves 10 eligible to leave for greener pastures. Locking new hires in for 2 years will continue to help build stability. As other agencies are creative in recruiting, MVPD will have to become more competitive by offering a higher incentive to come to work at MVPD. This project will recruit 2 POST certified and 2 non-certified and pay for their training to attend an academy.

Goals: 1. Recruit and retain quality employees and continue the momentum of creating a stable workforce that is responsive to the community and proactive in peace keeping and law enforcement. Two officers will be recruited from already POST certified and two will be new hires non-certified who will be sent to the academy.

Recruitment, Training, and Retention Efforts

The agency has successfully implemented new recruitment strategies, which include developing a slide show and brochure and assigning an officer specifically to recruitment and retention efforts. This dedicated officer received training at the local Law Enforcement Academy, has reached out to all state academies for recruitment, and is currently scheduled to conduct recruitment presentations at statewide Law Enforcement Academies. The department also confirmed that a presentation was already given to their local police academy.

Activities to Foster Positive Relationships with the Community

The Monte Vista Police Department is actively involved in numerous community events and has taken steps to enhance transparency and community relations. Officers are routinely involved in all events hosted at the city-owned Convention and Event Center, where routine walk-throughs expose them to several thousand people.

They actively participate in major events like the Ag Fest and Crane Festival. To engage with youth, officers walk through schools almost daily to interact with children and recently played basketball at a community event. The department has also reimplemented its social media to be transparent with operations and attended community events to provide security, such as the Ski Hi Stampede Event. Other community attendance includes the Health Fair, Ag Conference, and relationship building with local Banks. Officers have also participated in the "Shop with a Cop" program for children and a community event through a local church. These activities, which include local Philanthropy Days and exposure to community partners and nonprofits, are designed to build positive relationships with the community.

New Castle Police Department

Award: \$32,800.00

Status: Project ends 12/31/25

Summary: The New Castle SMART (States Mission for Assistance in Recruiting and Training) Grant Initiative—is aimed at fortifying their police force. With a clear objective to attract and retain exceptional officers, New Castle seeks funding to invest in targeted recruitment, robust training, and community engagement. This project will cover the costs of sending 2 officers to the academy and will fund hiring bonuses that will improve their hiring rate. The New Castle Police Department lost three officers last year and has been understaffed since July 2022. As a result, the current officers have been working overtime to cover the 3 spots currently open. Funding will also be applied to hire a possible lateral position, offering more attractive benefits and pay options.

Goals: 1. Recruiting, hiring, and retaining quality employees and continuing the momentum of creating a stable workforce that is responsive in addressing community needs, in addition to more proactive peacekeeping and law enforcement.

Recruitment, Training, and Retention Efforts

The New Castle Police Department (NCPD) is actively engaged in recruitment, with a large percentage of the agency serving as instructors at the local police academy, which is noted as a significant source of recruiting. Officers continue to reach out to individuals in the community to sponsor candidates who would be a good fit for the agency. In a recent quarter, the NCPD was able to bring in two new lateral police officers by reaching out to individuals in the community. The department has also attended a career expo, such as the Youth Entity Career Expo on October 3rd, 2024.

Regarding training, the New Castle Police Department has hosted and attended numerous sessions. Examples of hosted training include TCCC, Defensive Tactics, CPR, Fall Driving and STOPS Training, Proper Holds and Restraints, Handgun and Rifle Qualification, and Team Movement Training. Officers also attended various other training sessions, including STOPS Instructor, TCCC Training, Intoxilazer Instructor, SFTS Class, Search and Seizure, Scoped Carbine Training, Officer Involved Shooting Training, Driving STOPS STICKS, and FBI LEEDA.

Activities to Foster Positive Relationships with the Community

The New Castle Police Department consistently engaged with its community through a variety of hosted and attended events, with a strong focus on building relationships with youth and local schools. Key activities included putting together the annual Bike Rodeo to teach children safety, attending the Boy Scout's Fishing Derby, a CMAS Celebration at Riverside Middle School, and hosting a Student Police Explorers event in collaboration with the Garfield County Sheriff Office. They also participated in the Youth Entity Career Fair Expo, National School Lunch Week, Bring a Parent to PE at Elk Creek Elementary School, and a Veteran's Event at Kathryn Senior Elementary School. In terms of community events and interaction, they hosted the first Coffee with a Cop in January, took part in the Town's Main Street Trick or Treat, attended the Dirty Hog Dash, Rides and Reggae event, National Night Out, and the 52nd Annual Burning Mountain Days. They also hosted an annual BBQ with a Cop and attended events like the Hogback Hustle 5K and the Kid's Market at Burning Mountain Park. Furthermore, the agency provided civic and safety support, with Chief Burrows

helping plant a tree during the Town's Arbor Day Celebration and the agency assisting Apple Tree Park staff with their yearly highway clean up. Lastly, their charitable efforts included putting together the annual Shop with a Cop event in December.

Prowers County Sheriff's Office

Award: \$27,759.00

Status: Project ends 12/31/25

Summary: Prowers County Sheriff's Office would like to obtain additional funding to send cadets or un-certified deputies to a POST Certified Law Enforcement Training Academy to obtain POST Certification with limited costs to the students, in hopes to retain and recruit cadets to be future POST certified staff.

Goals: 1. Send 2 local recruits and/or un-certified staff to the OJC Law Enforcement Training Academy between January 1, 2024, and December 31, 2025. In hopes of recruiting and/or retaining quality employees who often leave to obtain POST certification for career advancement. They anticipate sending one in 2024 and sending the other in 2025.

Recruitment, Training, and Retention Efforts

Prowers County Sheriff's Office hosted a Youth Academy in June 2024, which turned out to be very successful. There was a total of 10 students, and they partnered with multiple entities, including Lamar Community College, rural fire, Lamar EMS, District Attorney, and an Honorable Judge . Plans are already being made for 2025 to expand the program from 1 week to 2 weeks, and to include several other entities. They participated in two Job Fairs with local schools which seemed very successful.

Activities to Foster Positive Relationships with the Community

Deputies are becoming a lot more engaged with the community in general. Several training courses have been attended with PMC ER staff for active shooter tabletop exercises. Deputies have also been speaking on the radio to endorse their first youth academy which is set to start in June. They had about 10 kids participate in the

academy. The last night of the academy, a banquet was held for the students, their families, College Faculty, and numerous LEO/EMS entities.

Pueblo Police Department

Award: \$791,811.00

Status: Project ends 12/31/25

Summary: Pueblo's crime rate - 49 per one thousand residents - is one of the highest in the nation. At the same time, its police department has 47 vacancies of its authorized strength of 231. 40+ positions have been vacant for 16+ months. The positions are budgeted, but expenses to fill them are inadequate.

Attracting and retaining the best law enforcement candidates who represent a diversity of backgrounds, knowledge, and experiences is essential to having a strong workforce. However, for reasons that span social, economic and political factors, PPD's current strategy is inadequate. PPD seeks funding to employ innovative ways to fill vacant PPD positions. Emphasis will be placed on recruiting officers that bring PPD to parity with the city's demographics.

Goals:

1. PPD will be fully staffed.
2. Improved community relations & collaboration.
3. All PPD staff will be trained for their position.

Recruitment, Training, and Retention Efforts

The Pueblo Police Department (PPD), engaged in extensive recruitment and training initiatives. They participated in a total of 13 career fairs across multiple quarters, including local, out-of-state, and military-focused events such as the Pueblo West Career Day, Pueblo Chemical Depot Career Fair, University of Wyoming, Pikes Peak Workforce Center, and military bases like Camp Pendleton in California and Fort Cavazos in Texas. The agency continues to attend career fairs and military bases to expand its applicant pool.

In terms of specific programs, PPD hosted a TRU Mentorship program for 16 hired applicants awaiting the Police Academy, allowing these recruits to engage with PPD staff, culture, and operations for hands-on experience prior to their formal training. The department also maintains five paid intern positions for young, college-aged individuals pursuing pathways in the Criminal Justice field, who work in various areas of the PPD. Furthermore, a class of eight individuals graduated from the academy and is set to undergo approximately 16 weeks of in-field training, complemented by the hiring of four part-time interns to gain departmental experience.

Activities to Foster Positive Relationships with the Community

The department's officers were actively engaged with the community and educational institutions. Community interactions included hosting "Coffee with a Cop" in January, participating in town hall meetings hosted by City Councilman Roger Gomez, and attending Community Meetings in Pueblo. The department continues to work collaboratively with community partners such as the NAACP and the Latino Chamber of Commerce. A major focus was placed on youth and education through numerous presentations and career events. Officers attended Career Days at Corwin International Middle School, East High School, and Central High School, including four sessions with JROTC members. They also provided career presentations and served as an ongoing Law Enforcement Advisor for the Pueblo West High School Law and Justice Academy (PWLJA), whose students presented their community projects to members of law enforcement agencies. For higher education and academy outreach, officers spoke with students at the Trinidad State Law Enforcement Academy in Alamosa, gave a talk to the CSU Pueblo Criminal Justice Club, conducted presentations at the PCC Law Enforcement Academy, and attended the Trinidad State Junior College Career Day. They also attended the Red Cross Block Party and engaged with students at The Place Pueblo PAA Middle School.

Saguache County Sheriff's Office

Award: \$64,000.00

Status: Project ends 12/31/25

Summary: Saguache County Sheriff's Office is looking for funding to hire more

personnel, incentivize recruitment; as well as provide continued education possibilities to all staff interested.

Goals: 1. Hire qualified personnel who will help in creating a healthy working environment by balancing out the workload of all.

Recruitment, Training, and Retention Efforts

The agency successfully bolstered its recruitment efforts by hiring officers from a municipality within its jurisdiction that was closing due to staffing issues and by recruiting an employee from the POST Academy. Deputies and personnel are actively engaged in recruitment, including proactively reaching out to P.O.S.T. certified individuals known to be seeking employment. In terms of training, the agency implemented five different training sessions for its personnel this quarter, one of which was also offered to collaborative agencies.

Activities to Foster Positive Relationships with the Community

Since the agency hired more deputies, it now has more personnel, resulting in more "boots on the ground" and greater availability for deputies to stop and talk to the community while on patrol. The increase in staff numbers has led to more community engagement by allowing the agency to service more of the community. Although a community event was not held during one specific quarter, the improved staffing enables the department to have more deputies on the road engaging with the public. The agency has started hosting "Donuts with Dan" events, inviting the community to join the sheriff to ask questions, pose concerns, and get to know the deputies. Being fully staffed has allowed the agency to attend more valley-wide and local community events, which has prompted the community to publicly express how wonderful it is to see the agency more involved.

Appendix C

2024 Funded Grant Programs and Progress Report Summaries

April 1, 2025, to March 31, 2026

County Sheriffs of Colorado

Award: \$133,927

Status: Project ends 3/31/26

Summary: This project will deliver proven curriculum for officers operating in leadership and training roles and develop officers trained in mental health engagement with the public. The project will fill the training gap created by a reduction in grant-funded courses that have been depleted each year resulting in fewer classes meeting these critical and unmet needs. This project will result in a larger pool of law enforcement professionals capable of training others, filling leadership roles, and personnel skilled in handling critical incidents stemming from mental health and developmental disabilities in rural communities.

Goals:

1. Provide critical POST training to rural agencies by offering 3 Front-Line Leadership Institute Courses (FLLI) to peace officers in those rural locations.
2. Provide critical POST training to rural agencies by offering 3 Field Training Officer Courses (FTO) to peace officers in those rural locations.
3. Provide critical POST training to rural agencies by offering 3 Critical Incident Teams Course (CIT) to peace officers in those rural locations.

Recruitment, Training, and Retention Efforts

The new Training Manager for CSOC started on June 16, 2025. This individual has begun the process of coordinating training with instructors and Rural Sheriffs' offices, a planning process expected to last over the next eight months.

Activities to Foster Positive Relationships with the Community

The new Training Manager for CSOC started on June 16, 2025. This individual has begun the process of coordinating training with instructors and Rural Sheriffs' offices, a planning process expected to last over the next eight months.

Frederick Police Department

Award: \$73,370

Status: Project ends 3/31/26

Summary: The Town of Frederick (the Town) seeks funding to lay the foundation of community support, collaboration, and continuous training for hiring two (2) recruits to be placed in the Town's community by the end of the first quarter of 2026. The request will support salary, fringe benefits, and the recruitment of two (2) police academy registrations. Strategically, the project aligns with the Town's priority of a Safe and Secure community.

Goals: 1. The project will fund two (2) recruitment positions, including salary, benefits, and registration fees for the Aims Community College Police Academy.

Recruitment, Training, and Retention Efforts

The department has provided in-service training to officers on use of force, taser deployment, and de-escalation techniques.

Activities to Foster Positive Relationships with the Community

The agency regularly attends "tour and talks" events throughout the town, using these opportunities to engage directly with the community.

Grand Junction Police Department

Award: \$41,600

Status: Project ends 3/31/26

Summary: This project seeks to improve recruitment, retention, training, and community relationships for the Grand Junction Police Department (GJPD). It prioritizes their key initiative: securing funding to sponsor four additional recruits for POST Academy in 2025, building on past successes in training and retaining high-quality officers. This initiative aims to strengthen GJPD's workforce and ensure a well-trained, stable, and supported police department.

Goals: 1. Attract exceptional applicants to serve at the Grand Junction Police Department by eliminating financial barriers to entry and implementing targeted outreach strategies.

Recruitment, Training, and Retention Efforts

The Grand Junction Police Department attended a career fair hosted by their local university to connect with members of the community regarding career opportunities. Additionally, the department sent recruiting information for the agency with current employees who traveled to training in other parts of the state and country.

Activities to Foster Positive Relationships with the Community

The Grand Junction Police Department (GJPD) is committed to collaborating with community partners to build a safer and more informed community. In the second quarter of 2025 alone, the GJPD participated in 30 community events. These diverse activities included the Community Police Academy, the Crime Stoppers Car Show, a Transportation Safety event, multiple school Performance-Based Learning projects, the Special Olympics Regional and State Games, a Tip-A-Cop fundraiser, the Juneteenth Celebration, a Get to Know the City event, and Ice Cream with a Cop. The department's consistent presence and meaningful engagement in all these activities reflect a single, shared goal: building trust, strengthening relationships, and fostering a community where safety and communication go hand in hand.

Hinsdale County Sheriff's Office

Award: \$30,000

Status: Project ends 3/31/26

Summary: This grant seeks to recruit and train one additional deputy for the county. Hinsdale County will recruit a candidate and identify housing opportunities for the recruit in Lake City. The selected candidate will be sent to the POST academy and will be provided with a salary or a stipend, as well as room and board while at the POST academy. This additional deputy will add 17% more workforce to the community police force.

Goals:

1. Sponsor one (1) cadet from Hinsdale County to a POST law enforcement academy.
2. Hinsdale County Sheriff's Office and cadet to select POST LE Academy; Cadet successfully completes POST LE academy, graduates, and passes the POST exam.

No activity reported

Lake County Sheriff's Office

Award: \$124,356

Status: Project ends 3/31/26

Summary: The Lake County Sheriff's Departments project will cover the cost of hiring and training an additional patrol deputy. The Lake County Sheriff's Office has had difficulty recruiting and retaining qualified law enforcement personnel due to budget constraints combined with the remoteness of the region and the cost of living here. The grant award will greatly increase their ability to recruit quality candidates while allowing room in the current and upcoming budget cycle for providing incentives, additional training and merit increases for their existing staff. Hiring an additional patrol deputy will improve public safety and reduce the financial burden of overtime compensation for existing deputies.

Goals:

1. Hire an additional patrol deputy for the Lake County Sheriff's

Department.

Recruitment, Training, and Retention Efforts

The agency recently hired an Operational Support Director whose current role involves monitoring the training of deputies to ensure all personnel are keeping up with their necessary certifications.

Activities to Foster Positive Relationships with the Community

The Lake County Sheriff's Office worked closely with the Leadville Race Series this quarter, with both patrol officers and participants from the Sheriff's Office involved in the Heavy Half and the Marathon events.

Lakewood Police Department

Award: \$76,035

Status: Project ends 3/31/26

Summary: The City of Lakewood's project will support continuing education and advanced certifications for police officers to improve retention, decrease risk of adverse incidents, and improve relationships between law enforcement personnel and the community. Grant funding will allow LPD to increase training capacity by funding overtime hours instead of requiring personnel to take flex or comp time. Because instructors will lead training in addition to, not instead of, their primary assignment, LPD will be able to offer more consistent continuing education and increase advanced training opportunities. This will improve and support retention by responding to the desire for more and better training opportunities. Increasing the amount and level of training will also provide personnel with a more sophisticated set of skills to draw upon in various situations, which will reduce the risk of adverse incidents, improve safety for law enforcement and the public, and improve the relationship between law enforcement and the community.

Goals:

1. Address staffing shortages for perishable skills training.
2. Provide consistent delivery of mandatory perishable skills training and

expand training opportunities for elective and advanced skills.

3. Enhance agent preparedness and safety.

Recruitment, Training, and Retention Efforts

The Lakewood Police Department implemented various in-service and external training and retention initiatives this quarter, all aimed at supporting personnel development and improving long-term retention. Grant funding was primarily used to cover instruction via overtime, a method that avoids the use of flex or comp time and ensures minimal disruption to core operations. Training areas supported by this funding were extensive, including SWAT and Crowd Control Team training, In-Service Drive Track, firearms (Pistol and Rifle), Arrest Control, Self-Defense, TASER, Forensic Nurse Examinations (FNE), the Youth Police Academy, Train-the-Trainer, ARIDE, Less Lethal, and DDACTS instructor certifications. The department noted that these expanded training opportunities directly respond to employee feedback for more advanced continuing education. By enhancing the quality and quantity of training, personnel are better equipped to manage complex incidents, which in turn reduces risk, improves safety, and strengthens trust with the community. This initiative also reinforces retention efforts by demonstrating the department's commitment to professional growth and career development. In addition to improving short-term training access, this funding window provides the department with time to evaluate sustainable long-term funding strategies for ongoing support of recruitment, training, and retention efforts.

Activities to Foster Positive Relationships with the Community

The Lakewood Police Department actively focuses on Community Engagement, although none of the events or activities are funded by this grant. This year, the department began forming a dedicated Community Engagement Section, which will re-assign teams with a proactive community-focused mission under one umbrella, including School Resource Officers, LPD Volunteers, Code Enforcement, Co-Responders, and the Community Action Team. Much of the coordination for the following events was managed by this new Section.

Events hosted or participated in by the Lakewood Police Department during the quarter ending June 30th included:

The Youth Police Academy (for both High School and Middle School students)

Coffee with a Cop (held twice)

Touch a Truck (held twice)

The Big Belmar Bash

Special Olympics Tip-A-Cop

Splash and Play

The 32nd annual Courage Walk

Mead Police Department

Award: \$12,100

Status: Project ends 3/31/26

Summary: The Mead Police Recruit Project would include recruiting two new police recruits. These recruits would need to meet the standards and qualifications required for Mead Police Officer. The recruits would then be sponsored through a Colorado police academy. The grant funds would be used to pay the cost of the academy, and the Town of Mead will cover the salaries of the recruits during the academy. Once they successfully complete the POST academy, they will be employed as police officers by the Mead Police Department.

Goals:

1. Recruit two candidates for the police recruit position that are eligible for the police academy.
2. Support two police recruits through a local police academy.

Recruitment, Training, and Retention Efforts

The community policing officer attended one community event during this operational period. Additionally, all officers participated in three training sessions.

Activities to Foster Positive Relationships with the Community

One community event was attended, which was a bicycle parade and gathering at the town park. Police officers participated by helping the children decorate their bicycles

with red, white, and blue decorations. Furthermore, the officers provided a safe route of travel for the participating residents during the parade.

Palmer Lake Police Department

Award: \$47,756

Status: Project ends 3/31/26

Summary: The Palmer Lake Police Department will recruit an additional officer, and

offer tuition reimbursement for POST Academy training, as well as the uniform and equipment needed. The grant will also provide advanced search and seizure; advanced traffic stops and advanced criminal investigation training for 2-3 currently staffed police officers.

Goals:

1. Recruit one (1) new officer to the Palmer Lake Police Department.
2. Create Retention Incentive for P.O.S.T. Certified Peace Officers by offering advanced training. Training consists of Advanced Search and Seizure, Advanced Traffic Stops, Advanced Criminal Investigations, and Street Survival.

Recruitment, Training, and Retention Efforts

To recruit for the new position, the department took several steps: they contacted the academy director to disseminate the opportunity to the cadets; they relied on word of mouth; and they published the opening on the town website and the Colorado POST website. Following these efforts, the department conducted four interviews and ultimately chose one candidate, with no further recruitment deemed necessary.

Activities to Foster Positive Relationships with the Community

The agency attended the annual fishing derby in Palmer Lake and plans to host National Night Out in August.

Pikes Peak Regional Law Enforcement Academy

Award: \$67,000

Status: Project ends 3/31/26

Summary: The purpose of this project is to increase enrollment and retention of

prospective Pikes Peak Regional Law Enforcement Academy (PPRLEA) cadets by funding tuition and instructional costs, including equipment, for cadets who are not eligible for either agency reimbursement or military benefits. The Pikes Peak Law Enforcement Academy Triple Rs: Recruitment and Retention for Readiness Project proposes using Academy training to prepare cadets to be meaningfully involved in campus security, their Enhanced Threat and Risk Vulnerability Assessment, and partnerships with emergency response entities throughout the region to not only retain qualified applicants, but facilitate their gainful employment in Top Jobs in the field, as defined by the Colorado Talent Pipeline Report.

- Goals:**
1. To provide financial assistance with the Pikes Peak Regional Law Enforcement Academy students to increase overall enrollment and retention to help meet the growing demand by law enforcement agencies throughout the state for well-trained certified cadets. Additionally, all eligible cadets must have been already selected by a local law enforcement agency/sheriff's office with a written letter of employment offer and have a preference towards rural communities and jurisdictions such as Teller and Elbert Counties.

Recruitment, Training, and Retention Efforts

Recruiters from rural law enforcement agencies visited the Pikes Peak Regional Law Enforcement Academy three times this quarter with the purpose of recruiting soon-to-be POST-certified cadets.

Activities to Foster Positive Relationships with the Community

The Pikes Peak Regional Law Enforcement Academy attended the regional PPSC Criminal Justice/Law Enforcement advisory board meeting in April. During this meeting, the Academy connected with its partners in law enforcement to discuss hiring practices and the recruitment of its cadets.

Walsenburg Police Department

Award: \$41,800

Status: Project ends 3/31/26

Summary: The City of Walsenburg has committed, over the course of the next three

years, to create a Police Department to serve the law enforcement needs and concerns of the citizens of the community. The first year of implementation requires recruiting and employment of staff including a Chief, Supervisors and line officers; fully equipping the department and establishing an office/headquarters. Abbreviated timelines, limitations of available post certified officers, competition for candidates by larger, financially viable communities, no history of a successful police department and the smaller, rural setting of the community posed huge challenges in the recruitment of personnel. The City has adopted an aggressive base salary/benefit package and will pair that with a signing bonus or educational reimbursement package funded through this LE Workforce grant to recruit law enforcement candidates.

Goals: 1. City of Walsenburg will utilize incentives and aggressive base pay rates to recruit and hire four post certified patrol officers by January of 2026.

No activity reported

Westminster Police Department

Award: \$12,272

Status: Project ends 3/31/26

Summary: The Westminster Police Department (WPD) will provide a LE Explorer Program like other neighboring agencies. The Law Enforcement Explorer Program (LE Explorer Program) is sanctioned by the Boy Scouts of America and is offered to youth ages 14 - 21 and will provide them with the opportunity to explore the career of policing through training,

practical experiences and competition. The LE Explorer Program will also instill discipline, good character, personal growth, respect for law and physical fitness.

The participants will gain valuable hands-on training that will undoubtedly prepare them not only for the Peace Officers Standards and Training (POST) Academy, but also for a career as a future law enforcement officer.

- Goals:**
1. Implement a Law Enforcement Explorer Program at the City of Westminster Police Department with participants from ages 14 through 21.
 2. Purchase needed supplies for the Law Enforcement Explorer Program.

Recruitment, Training, and Retention Efforts

As related to the grant, no Explorers were chosen. However, co-hosting the Teen Academy provided a valuable opportunity for the police department to mention its future recruitment for the Explorer Program. A total of 50 teens participated in the Teen Academy.

Activities to Foster Positive Relationships with the Community

The Police Department/Law Enforcement agency hosted a total of 12 community events that allowed them to interact with the community in a positive manner and leave a favorable impression on all generations. These events consisted of:

Sirens & Syrup @ IHOP (1 event)

Coffee With a Cop (3 events)

National Prescription Drug Take Back (1 event)

Peace Officer Memorial Day/Police Week (1 event)

Burritos & Badges (1 event)

Co-hosted a Teen Academy with the Arvada Police Department (1 event)

Hosted a Public Safety Open House (1 event)

Westy TRAX Installation (1 event)

Shred-A-Thon (1 event)

Tip A Cop - Benefiting Special Olympics (1 event)

Wray Police Department

Award: \$14,396

Status: Project ends 3/31/26

Summary: The Wray Police Department was approved for a full-time 7th officer about 2 years ago. They have struggled to fill this position, and the number one reason is the cost of the academy. Their hope is to alleviate some of the burden of having to pay for the academy. This project will assist in hiring one new officer by sending them to a POST Law Enforcement Academy, by paying for the tuition and other required fees while in the academy.

Goals: 1. The Wray PD will recruit one (1) new officer to attend a POST LE Academy.

Recruitment, Training, and Retention Efforts

The agency has redesigned access to its online application format, including the ability to scan the application. Additionally, they have distributed flyers to the public in an effort to generate interest in Law Enforcement careers.

Activities to Foster Positive Relationships with the Community

The agency attends all events in their towns, including sporting events and meetings at the "55 and Over Club."