Goal and Objectives Statement for the Collaborative Reform Initiative for Technical Assistance with the Commerce City Police Department

Goal

Assess, monitor, and assist the Commerce City Police Department (CCPD) in its implementation and sustainment of reforms that increase operational transparency, professionalism, accountability, and community engagement through improvements in community-oriented policing practices while taking into account national standards, best practices, current and emerging research, and community expectations. Critical to this effort is ensuring that the CCPD is engaged with all communities of Commerce City in an open, transparent, and impartial manner centered on building trust and confidence with the department.

Objectives

1. Assess the CCPD’s policies, training, and operational practices as they relate to
   a. supervision and management, with a focus on strategic planning and organizational change management;
   b. communication, top-down and bottom-up;
   c. internal procedural justice to provide for transparency, fairness, and impartiality when interacting with and managing department personnel;
   d. internal affairs processes for handling internal and external complaints and investigations;
   e. processes for handling discipline
   f. processes for managing the CCPD early warning system (EWS);
   g. processes for handling sexual assault investigations;
   h. processes for handling domestic violence investigations.

2. Assess the CCPD’s policies, training, and operational practices as they relate to
   a. community policing;
   b. external procedural justice to provide for transparency, fairness, and impartiality when engaging members of the community, with a focus on
      i. interactions with drivers and passengers on traffic stops, as well as enforcement outcomes;
      ii. processes for receiving and responding to emergency and non-emergency calls for service, including sexual assault and domestic violence incidents.

3. Assess the CCPD’s policies, training, and operational practices as they relate to
   a. recruitment and hiring to include a focus on
      i. diversity;
ii. Spanish-speaking officers and civilian personnel;

b. retention;

c. promotional processes.