Denver Police Department

Volunteers in Police Service

2021 Annual Report

Winners of the 2018 & 2020 “Leadership in Volunteers in Police Service Award” by the International Association of Chiefs of Police
Message from the Chief of Police

Our volunteers are vital to the Department and contribute in significant and meaningful ways to our success. As Chief of the Denver Police Department (DPD), it is my belief that service to others makes Denver a world class city and thanks to people like you, who give of themselves to help others, our community and department will continue to prosper.

In the words of Elizabeth Andrew, “Volunteers don’t necessarily have the time, they just have the heart.” Please know that I, along with the members of DPD, strongly value our Volunteer in Police Services Program and know the service you provide is invaluable.

Again, thank you for your contributions and for being a part of something that has a direct and positive impact, not just on the community we serve, but also on yourself.

Sincerely,

Paul M. Pazen
Chief of Police
Mission Statement
The Volunteers In Police Service Program is committed to developing a spirit of cooperation and partnership within the community to enhance the Denver Police Department’s ability to serve the city of Denver.

Our Purpose
Established in 2004, the mission of the Denver Police Department’s Volunteers in Police Service Program is to deliver high quality public safety support services to the sworn and civilian employees of the Denver Police Department, in order to provide an exceptionally safe and healthy environment for all.
Meet Our Team

The Volunteers in Police Service Program is overseen by the Manager of Strategic Initiatives, Matthew Lunn

Marie Dabis
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Overall Program Management
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Laura Stickney
Program Coordinator
Onboarding, Recruitment, and Intern Coordination
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Program Overview

In 2021:

- 282 Volunteers Worked
- 24,761 Hours
- The value of these hours equals $706,692 in added value for DPD and the City and County of Denver
- This hard work is equal to the time of Twelve full time employees

Seventy volunteers worked over 100 hours

Since 2004:

- Volunteers have worked over 547,201 hours
- The value of these hours equal $15.6 million in added value
- Equaling the time of 263 full time employees
**Recruiting in 2021:**

- 154 applications submitted
- 85% of applications were online applications, via Volunteer Impact
- 67 new volunteers were accepted
- Over 1,223 Facebook page followers
- Almost 2,400 Instagram post likes

**Volunteer Facts:**

- 42% of volunteers are male
- 58% are female
- Volunteers average 78 hours per year

**Volunteer Ages**

**Volunteer Hours by Division:**
Volunteer Assignments

In 2021 there were 205 unique assignments open to volunteers. These assignments varied significantly to meet the growing needs of the Denver Police Department. Below are some examples:

**Crime Prevention:**
Volunteers regularly distribute educational materials to community members to assist in crime reduction.

**Community Outreach:**
Volunteers often act as a bridge between the Police Department and citizens, assisting with events like Christmas Crusade for Children and food box distributions.

**Training Scenarios:**
The Police Academy as well as many divisions regularly request the assistance of volunteers to act out real-life scenarios as a trainings for Officers and Recruits.

**Special Events:**
Volunteers assist in planning, fundraising, and implementing special events such as Community BBQ's, Police Memorials, Halloween parties, etc.

**Administrative Support:**
Many Units are lacking in administrative support, so volunteers regularly perform these duties to help officers and personnel concentrate on other important tasks.

**Technical Support:**
Volunteers also assist with essential tasks like photography, database management, computer troubleshooting, graphic design and video surveillance.

**Volunteers are always learning more through DPD provided trainings such as:**
- Denver InfraGard Training
- Counterterrorism Educational Learning Lab
- PoliceOne Courses
- Emergency Management Training
- Hate Crime Training
- Human Trafficking
- Resiliency & Wellness
- Crisis Services and Mental Health
The Denver Police Museum has the largest contingency of volunteers with almost 50 volunteers actively participating. They work hard to honor the history of the Department through the collection and preservation of artifacts, documents, and photographs; as well as educating the public through interpretive exhibits, educational programs, and hands-on activities.

The Museum celebrates and honors the lives of fallen Denver law enforcement officers who have died in the line of duty. Through ongoing Memorial Services, including placement of memorial signs at the locations where the officers lost their lives, wreath laying at gravesites, supporting the families of Fallen Officers, and telling the stories of their sacrifice, the Museum works to commemorate their courage, dedication, and unwavering commitment to preserving history.

- Historical Lectures
- Fallen Officer Sign Dedications
- Night at the Museum Downtown Bus Tour
Volunteer and Intern Alumni

Many of our volunteers join the program with the specific intent of bolstering their resumes and looking to get their foot in the door with law enforcement. This is a testament to how well our volunteers are respected and integrated into police work. Since 2015, these are the recorded numbers:

Areas and agencies volunteers were hired into:

<table>
<thead>
<tr>
<th>Year</th>
<th>Volunteers hired</th>
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<tbody>
<tr>
<td>2015</td>
<td>2</td>
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<tr>
<td>2016</td>
<td>12</td>
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<td>2017</td>
<td>17</td>
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<td>2018</td>
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<td>2019</td>
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<tr>
<td>2021</td>
<td>10</td>
</tr>
<tr>
<td>Total</td>
<td>64</td>
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</tbody>
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Denver Police Chaplains

All ten Chaplains act as volunteers, working to provide spiritual and emotional guidance and counseling to all members of the Denver Police Department and their families in time of need. Police Chaplains provide a ministry of presence to officers and employees as they cycle through events in their lives. They offer much needed empathy, compassion, and support in officers personal, professional, and spiritual lives, regardless of denomination.

In 2021, Chaplains volunteered almost 655 hours by:

- Attending rolls calls, trainings, and debriefings
- Going on ride-alongs
- Supporting officers in crisis
- Praying over official ceremonies
- Responding to the hospital room of injured officers
- Officiating Departmental Memorial services and other life cycle events
- Responding to emergency call outs

In 2021, over 241 letters of congratulation and condolence were sent to department personnel experiencing milestone events such as weddings, graduations, family deaths, promotions, etc.
The Police Applicant Volunteer Experience (PAVE) is a volunteer program, developed to support the future hiring needs of the Denver Police Department.

Individuals are invited to join the program, based on their Police Recruit testing scores. If they successfully satisfy all requirements of the program (120 volunteer hours), participants will be given the opportunity to apply to become Denver Police Recruits.

Since 2019:
36 individuals have applied
16 have been accepted
10 have completed the Program
4 PAVE Program Participants have started at the Denver Police Academy.

Community Partnerships

The Denver Volunteers in Police Service also partner with outside Public Safety agencies who do not have the time or resources to build volunteer programs of their own. We provide access to our talented volunteer pool, and the volunteers enjoy the variety of volunteers assignments. Here is a list of some of our outside agency partnerships:

- Denver Office of Emergency Management
- Colorado VINE - Colorado Victim Information and Notification Everyday
- Counterterrorism Learning Lab (CELL)
- Colorado District Attorney’s Office
- Denver Sherriff Department
- Colorado State Patrol
- Denver Orphan’s Fund
- Denver Dream Center
- Major League All Star Game
- Denver Fire Department
- Christmas Crusade for Children
- Special Olympics Torch Run
- Metro Denver Crime Stoppers

Totaling 2,180 hours
Denver Police Interns

Intended for students who are exploring various career fields, students have the opportunity to learn and gain a better understanding of police work and how DPD is involved in the community by gaining hands-on experience assisting in various areas within DPD.

Twenty interns contributed to fifteen different areas within DPD:
Giving 2,923 hours to the Department with summer being the largest semester with 1,627 hours.

Interns came to us from eight different schools throughout the country:
CU Denver               Metro State University
CU Boulder              University of Denver
Colorado State University University of Nebraska, Kearney
University of Wyoming    University of Northern Colorado

Interns contributed to a wide variety of areas including:
Traffic Investigations    Evidence & Property Unit
Police Academy            Diversity & Equity Division
City Safety & Security    All Six District Stations
Community Relations       Police Museum

► DPD Interns were also actively involved with programs and trainings provided by DPD and the City of Denver. They learned how to network through LinkedIn, took security awareness training, became well versed in various police software programs.
COP Shops

A COP Shop is a non-profit organization operated 100% by volunteers and donations that serves the community. It is a storefront that is open to all citizens providing crime prevention and community-oriented information to those who stop by. It is also available to police officers 24 hours a day. The following COP Shops currently provide services to their community:

- **West Colfax**
  5094 West Colfax Avenue
- **Federal**
  2635 North Federal Boulevard
- **Leetsdale**
  Mobile & Virtual COP Shop
- **West Denver**
  4200 Morrison Road
- **Bear Valley**
  3100 S. Sheridan Blvd, Unit A-20
- **Broadway**
  487 S. Broadway, #300

- Overall, in 2021 our COP Shops assisted 202 citizens and had 4,712 police officer visits.
- Forty-three volunteers worked a combined 3,125 hours in all six COP Shops.
- All Cop Shops donated a significant amount of food, and snacks to Officers needing a break.

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**16th Street Mall Kiosk**

The 16th Street Mall Kiosk acts as an information and resource booth for citizens and visitors. Volunteers interact with the public as community liaisons, relieving DPD of using highly trained personnel whose knowledge and skills can be better used elsewhere.

Since the Kiosk’s Opening in 2015:

- 4,125 information requests
- 5,014 volunteer hours
- 10,088 contacts with citizens
In the inaugural year of our new teen volunteer program, ten teens worked alongside Denver Police Officers and Staff for the betterment of the City and County of Denver, donating over 175 hours.

Denver Police Teen Volunteers

The Denver Police Department sought out teens ages 16-19 interested in volunteering during their summer break. To graduate from the program, teens had to complete at least 20 hours of volunteer time at designated DPD Volunteer Activities such as: Graffiti Removal, Denver Park Clean-ups, Community Outreach Events and Crime Prevention Education. At graduation, every teen received letters of recommendation from DPD Staff, an official certificate of completion, Office of Emergency Management Training Certificates, and gift cards for school supplies, donated by the Leetsdale Cop Shop and the Office of Diversion and Inclusion. This program was a resounding success that we plan to continue in the future.