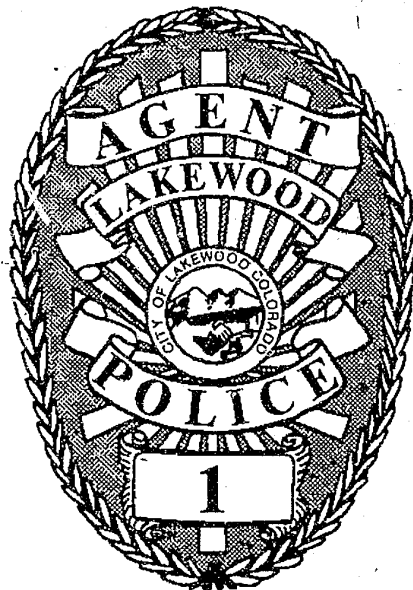


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LAKEWOOD POLICE DEPARTMENT

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NCJRS

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ACQUISITION

CITIZEN POLICE ACADEMY

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U.S. Department of Justice
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Lakewood Police Department

Charles Johnston
Chief of Police

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CITIZEN POLICE ACADEMY

The Lakewood Police Department has found that education has been most effective in gaining understanding and support from the community. Through implementation of the Citizen Police Academy, the Lakewood Police Department offers its citizens new insights into how police agents perform their duties, as well as how the department serves the community.

The Citizen Police Academy is a ten-week program where citizens from the community are nominated to attend a three-hour class one night a week. Nominations are submitted by members of the police department, as well as past Citizen Police Academy participants. Final selection to attend the academy is made by the department's command staff.

Classes are taught by various police personnel from the department. Each police agent develops his/her own class curriculum addressing subjects such as basic law, patrol procedures, narcotics, vice, SWAT, K-9, and officer survival. Each academy participant also receives hands-on training in firearms, arrest control, and building searches. Role playing is another important — and frequently humorous — component of the program.

The Lakewood Citizen Police Academy has had many (since October 1989) graduating classes. These classes have been a great success in closing the gap between the community and the police department. At the start of each academy class, participants seem somewhat skeptical of the program. However, as the classes progress each person becomes more at ease with the other members of the academy, the police agents, and the department as a whole. No attempts are made by the instructors to sway class members toward becoming pro-police, but as each class reveals different aspects of policing not generally known to the public, a deeper understanding and a greater bond develops between the citizens and the police department.

The Citizen Police Academy is a program that can and will spark the enthusiasm needed to achieve community involvement in developing solutions for the future betterment of society.

CITIZEN POLICE ACADEMY CURRICULUM

WEEK 1

TIME	INSTRUCTORS	AREA	TOPICS COVERED	CLASS PARTICIPATION
6:30-7:15	Chief Johnston Lt. Garner	Police Department	Welcome Overview of Course Organizational structure Police ethics Goals & objectives of police department in the community.	Tour of Police Department
7:15-8:00	Ms. Judy Edwards	Communications	911 response Mechanics of E911 Prioritization of calls Computer-aided dispatch	Tour of Communications Center
8:00-9:30	Mr. Tom Waddill	Critical Incidents/Victim Assistance	Psychology & emotional aspects involving victims and officers.	

WEEK 2

TIME	INSTRUCTORS	AREA	TOPICS COVERED	CLASS PARTICIPATION
6:30-8:00	Agent Cliff Dawson Agent Flint Buettell	Traffic Law	Objectives of traffic enforcement. Reasoning behind different types of vehicle stops (felony vs. misdemeanor traffic stop).	
8:00-9:30	Agent Jim Miller Agent John Hitchens	Patrol	Organization of Patrol Unit response (Code 2/Code 3), Dynamics of Patrol (SET Unit, Traffic Unit, Animal Control, CSI).	

WEEK 3

TIME	INSTRUCTORS	AREA	TOPICS COVERED	CLASS PARTICIPATION
6:30-7:30	Detective Scott Richardson Detective Dick Lurz	Criminal Investigation	Methods of investigation, case load, clearance, evidence value.	Mock crime scene. Students identify evidence, process it. Students work from crime report and act as investigators.
7:30-8:30	Mr. Doug Monsoor	Criminalistics	Evidence preservation. Crime scene processing.	
8:30-9:30	Mr. Doug Monsoor	Criminalistics	Mock crime scene - collect evidence & support investigation.	

WEEK 4

TIME	INSTRUCTORS	AREA	TOPICS COVERED	CLASS PARTICIPATION
6:30-8:00	Detective Ray Knott	Intelligence - Vice	Victimless crimes and their impact on society. Discussion on prostitution, pornography, and gambling.	
8:00-9:30	Detective Joe Wray	Intelligence - Narcotics	Drug problems in Lakewood and its relationship to other crimes.	

WEEK 5

TIME	INSTRUCTORS	AREA	TOPICS COVERED	CLASS PARTICIPATION
6:30-8:00	Det. Dennis Goodwin Agent John Mackey	Child Abuse Juvenile Laws	Child abuse laws, juvenile crimes and criminal law.	Students will participate with a panel of adjudicated juveniles discussing their criminal behavior and the juvenile jail system.
8:00-9:30	SET Team	Intelligence - Gangs	Problems & issues regarding youth gangs & their impact on our community.	

WEEK 6

TIME	INSTRUCTORS	AREA	TOPICS COVERED	CLASS PARTICIPATION
6:30-9:30	Range Staff	Use of Force/SWAT Firearms Firearms Training C.S.P. Range	Use of force policy. SWAT firearms display. Basic handgun orientation. Fire handgun at Federal Center Range - voluntary basis (18 rounds per person.)	Students instructed in firearms and allowed to fire 18 rounds at the range.

WEEK 7

TIME	INSTRUCTORS	AREA	TOPICS COVERED	CLASS PARTICIPATION
6:30-7:15	Sgt. Les Williams Det. Alex Jameson	Personnel Investigations	Personnel Investigations, commendations. Citizen complaints and how they are investigated.	
7:15-8:00	Sgt. Al Padilla	Public Information Office - Press Relations Crime Prevention	What information is released to the press. What information can and cannot be released to the public and why. Crime Prevention program.	Role play during media presentation. Class participants take the role of police officers during an interview with the media. Instructor takes role of media.
8:00-9:30	Sgt. Ken Perry	Criminal Law	What actions constitute a criminal act. Discussion on probable cause, Miranda, and arrest procedures. Discretion	

WEEK 8

TIME	INSTRUCTORS	AREA	TOPICS COVERED	CLASS PARTICIPATION
6:30-7:30	Agent Kevin Kimmey Agent Lee Thomas	Arrest Control	KOGA methods, control maneuvers, arrest control.	Students will participate in basic arrest control techniques using handcuffs and batons.
7:30-8:00	Ms. Pat Rogers-Greer	Animal Control	Importance of animal control and major enforcement duties.	
8:00-9:30	Sgt. George Hinkle K-9 Team members	K-9 Unit	Function & support services that these specialized units perform. Building search/evidence search.	K-9 demonstration; class participation on a voluntary basis.

WEEK 9

TIME	INSTRUCTORS	AREA	TOPICS COVERED	CLASS PARTICIPATION
6:30-9:30	Lt. G. Garner Sgt. Les Williams Assisting: Sgt. Ken Fischer Sgt. Mary Wamsley Agt. John Hitchens Det. Scott Richardson	Officer Survival/SWAT Tactics	Why officers react the way they do. Officer safety techniques. Building search exercise with laser vest in building. Critique	Students will conduct a building search using laser vests. Gives the student an idea of the multitude of officer safety factors that must be adhered to.

WEEK 10

TIME	INSTRUCTORS	AREA	TOPICS COVERED	CLASS PARTICIPATION
6:30-8:30	Graduation	Open House with Academy Instructors, Graduates, and Family Members		Students will be presented with graduation certificate and memento presented by chief. Open house buffet.

STUDENT INSTRUCTIONAL RATING REPORT

Week 9 Date: _____

se rate the questions on a scale from 1 to 5, with 1 being the lowest and 5 being the highest.

	Officer Survival	SWAT Tactics	Building Search
The instructor was enthusiastic when presenting course material.			
The instructor's use of examples/experiences helped to get points across in class.			
You were interested in learning the course material.			
You have become more knowledgeable in this area due to this course.			
You had an opportunity to ask questions and participate in class discussion.			
The instructor attempted to cover too much material.			
The course was well organized and presented in a systematic manner.			
The instructor's class presentations made for easy note taking and comprehension.			

WRITTEN COMMENTS

One way in which instructors can improve their class is through thoughtful student reactions. These instructors hope to use your responses for self-improvement. If you have any comments to make concerning the instructor or the course, please write them in the space below.

[illegible]

LAKEWOOD POLICE DEPARTMENT

445 South Allison Parkway
Lakewood, Colorado 80226

LAKEWOOD POLICE DEPARTMENT CITIZEN POLICE ACADEMY PARTICIPATION PERMIT/PROMISE TO RELEASE

NAME OF PARTICIPANT _____

In consideration of the benefits that I will receive from my participation in the Lakewood Police Department Citizen Police Academy sponsored by the Lakewood Police Department, I do hereby release the City of Lakewood, its police agents, public officials, agents, servants, and employees from any and all liability, claims, demands, actions, and causes of action which I may hereafter have on account of any and all injuries and damage to me or to my property, or my death, arising out of or related to any happening or occurrence while I am participating in the academy. For the same consideration, I agree to forever hold the City and said persons harmless from any such liability, claims, demands, actions or causes of action.

The terms hereof shall be in full force and effect during the period of my participation in the Lakewood Police Department Citizen Police Academy.

Signature of Participant

Date

First Citizen Police Academy Graduates credit Lakewood Police Department with the artful blending of service, compassion and ethics to equal excellence...

1989 Graduates perspective —

Eight weeks ago, eleven citizens of Lakewood were asked to accept an invitation to participate in the First Citizen Police Academy.

Each of us responded to the invitation with a hesitant, yes. Why not? We asked. Can we believe in something that we have never seen before?

We accepted the invitation with differing attitudes and perceptions — some with a fear of the unknown, a curiosity, professional motivation and/or a thirst for knowledge to better ones self, our families and our community.

These and many emotions were shared with family and friends who were patient listeners.

The Lakewood Police Department presented us with the facts.

Gradually these facts helped us to define the emotions, define the reasons why we said yes, and helped us cope with and internalize this valuable educational information.

The facts were turned into experiences — the basis of all learning.

Experiences directly relating to officer survival, day to day patrol, special enforcement, drugs, gangs, firearms, domestic violence, loss of life and threat to life and property were realized.

This group of citizens was willing to contribute to understanding. They are now an informed group.

The carefully guided impact of the total educational experience produced the following result:

The City of Lakewood Police Department — its outstanding leadership and its family of dedicated agents has replaced the

common words: acceptable, standard, needed, necessary and adequate with these words:

- **Progressive**
- **Professional**
- **Dedicated**
- **Proud**

This opening of doors, in the truest sense, we believe, was for the healing of oftentimes, unjustified and uncomplimentary distance. The catalyst education.

It is an open door to the future of understanding and of *public and private partnerships against crime.*

It is Progressive. It is no longer a given, no longer an indispensable condition, no longer a pre-requisite that we (the citizens) be police to enter these doors — that we be police to understand their stress, their motivation, their skill, their humor.

It is no longer status quo — things are not the same as they used to be. Citizens and their families can become a part of the PRIDE and the PROFESSIONALISM that provides this valuable service to our community.

It is with this, that we, the honored Graduates of the First Citizen Police Academy, recognize and commend the dedication of your protection and education and credit you with the artful blending of service, compassion and ethics to equal excellence...

November 22, 1989

POLICEMAN

Official Publication of the Police Protective Association of Colorado

LAKESWOOD POLICE DEPARTMENT

Citizen Police Academy

By Mary Kubeck

"There's never a cop around when you need one!" How many times has a police officer heard this old adage which seems to be the general consensus of people in any area of the country? Better yet, how can this pre-conceived notion be changed and how can police departments attain the support of residents of the community?

The Lakewood Police Department has found that education has been most effective in gaining understanding and support from the community. Through implementation of the Citizen Police Academy, the Lakewood Police Department offers its citizens new insight into how police agents perform their duties, as well as how the department serves the community.

The Citizen Police Academy is a nine-week program where citizens from the community are nominated to attend a three-hour class one night a week. Nominations are submitted by members of the police department, as well as past Citizen Police Academy participants. Final selection to attend the academy is made by the department's command staff.

Classes are taught by various police personnel from the department. Each police agent develops his own class curriculum addressing subjects such as basic law, patrol procedures, narcotics, vice, SWAT, K-9, and officer survival. Each academy participant also receives hands-on training in firearms, arrest control, and building searches. Role playing is another important—and frequently humorous—component of the program.

The Lakewood Citizen Police Academy has had two graduating classes. Both classes have been a great success in closing the gap between the community and the police department. At the start of each academy class, participants seemed somewhat skeptical of the program; however, as the classes progressed, each person became more at ease with the other members of the academy, the police agents, and the department as a whole. No attempts were made by the instructors to sway class members toward becoming propolice but, as each class revealed different aspects of policing not generally known to the public, a deeper



Dick Bower inspecting the gun used in laser vest training.



Cliff McNeill and Dick Bower conducting a building search with laser vests.

understanding and a greater bond developed between the citizens and the police department.

A member of the first Citizen Police Academy described his experiences in the academy, "It was excellent and I think everyone in the academy feels the same way. I have a sincere appreciation for the stresses of police agents, their jobs, and the dedication of their efforts to protect us. I really respect the department. I don't think I'd be able to do it."

By graduation night, participants actually feel as if they are a part of the department, and the Lakewood Police Department fosters this feeling

by encouraging graduates to participate in projects which will help integrate the police department into the community.

Lakewood Police Chief Charles Johnston has been overwhelmed by the positive response of this program. The graduates are extremely eager to help the police department in any way they can. These graduates have a better understanding of police department operations, thus enabling them to support the police department when under media or other public scrutiny.

The time has come wherein each community needs to involve itself in police matters. Future trends in policing are toward more intensive community involvement. The most effective police department will be the one with the greatest community support. The Citizen Police Academy is a program that can and will spark the enthusiasm needed to achieve community involvement in developing solutions for the future betterment of society.

Ordinary Joes (and Janes) Learn the Inside Story Through Lakewood's Citizens' Police Academy

She may look like your mother but she totes a pistol at night.

He may take your loan application by day but at night he's dusting for prints.

And that woman who just sold you a new house? Well, she's cuffing bad guys at night - on Wednesdays anyway.

These folks are examples of the 40 some Lakewood residents who have graduated from Lakewood's Citizens' Police Academy. And, no, it's nothing at all like the crazy movie, "Police Academy - Citizens On Patrol." On the contrary. There's nothing funny about the real-life experiences these people are going through.

The Academy, which celebrated its first anniversary last November, accepts participants (Lakewood residents) by nomination. The purpose of the program is to educate influential members of the community about what police personnel really do on a day-to-day basis.

The City instituted the Academy in an effort to open up the organization and help the public understand how it works. "The general philosophy of the department and the City is to run an open and honest organization. We hope this will increase understanding and give citizens a first-hand glimpse of how and why we work the way we do," said Police Chief Charles Johnston.

The training touches nearly all phases of actual police training but on an accelerated and less detailed level. Participants experience first-hand emergency calls such as one in which a young girl called the department screaming hysterically and begging police dispatchers for help while her father was in the background killing her mother.



Richard Bower, left and Cliff McNeill search the Municipal Center for "bad guys."

Cadets learn about illegal drugs through the sobering experience of holding thousands of dollars worth of cocaine and hearing tales about the man who was trying to sell it to are youngsters.

Cadets are trained to shoot handgun and go through "shoot, don't shoot" scenarios where they make the decisions.

Participants attend Academy classes once a week for 9 weeks. By the time they graduate they will have toured the 911 emergency response center, ridden along with street cops, witnessed and processed a crime scene, dealt with the press, seen pictures of child pornography schemes, played with rigged carnival games, handled thousands of dollars of drugs, shot handguns, used batons and arrest techniques to take down and handcuff crooks, and searched the Municipal Center, wearing laser vests, to sleuth out the bad guys.

And when it's all over, graduate of the Lakewood Police Academy classes, hopefully will have a better understanding of what went through a police officer's mind when confronted with a dangerous situation.

For more information on the academy call Agent Mary Kubeck, 987-7353.



Kathy Celto learns proper handgun procedures

MARCH 1991: Looking At LAKEWOOD.

SPECIAL EDITION: looking at LAKEWOOD

Volume 6, Issue 1

January 1990

Citizen's Police Academy: A Graduate's Perspective

by Kathleen Caito — 1989 Graduate

The following is an excerpt taken from a speech delivered at the Citizen's Police Academy graduation on November 2. The academy was conducted by the Lakewood Police Department and was very similar to a real police academy. The purpose of the Citizen's Police Academy is to build a better understanding between citizens and the police through education. Graduates do not qualify to become police agents, however, they do gain an invaluable understanding of police work. The following excerpt is taken from a graduation speech delivered by class member Kathleen Caito.

This fall, eleven citizens of Lakewood were asked to accept an invitation to participate in the first Citizen Police Academy.

Each of us responded to the invitation with a hesitant, yes. Why not? We asked. Can we believe in something that we have never seen before?

We accepted the invitation with differing attitudes and perceptions — some with a fear of the unknown, a curiosity, professional motivation and/or a thirst for knowledge to better oneself, our families and our community.

These and many emotions were shared with family and friends who were patient listeners.



Dick Bower, a graduate of the academy, examines a firearm.

The Lakewood Police Department presented us with the facts.

Gradually these facts helped us to refine the emotions, the reasons why we said yes, and helped us cope with and internalize this valuable educational information.

The facts were turned into experiences — the basis of all learning.

Experiences directly relating to officer survival, day to day patrol, special enforcement, drugs, gangs, firearms, domestic violence, loss of life and threat to life and property were realized.

This group of citizens was willing to contribute to understanding. It is now an informed group.

The carefully guided impact of the total educational experience produced the following result:

The City of Lakewood Police Department — its outstanding leadership and its family of dedicated agents has replaced the common words: acceptable, standard, needed, necessary and adequate with these words:

■ Progressive ■ Professional
■ Dedicated ■ Proud

This opening of doors, in the truest sense, we believe, was for the healing of oftentimes, unjustified and uncomplimentary distance. The catalyst education. [E]

Police Academy I

Nothing funny about school for citizens

ONI INMAN
Staff Writer

A mild-mannered mother serves on the PTA by day, crack pistol shot by night. A watch salesman by day dusts for fingerprints at night... the real estate agent by day who handcuffs bad by night. The newspaper writer by day who searches for things by night. Who are these people leading a double

life? All cadets in the City of Lakewood's first Citizens' Police Academy Class.

When Lakewood Police Officer Charles Johnston asked me, "coerced — me into being part of the first academy?" I had visions of the movie, *Police Academy* —



Oni Inman learns that nothing from the hip is just for journalists.

Citizens On Patrol. What fun, I thought, joining 11 other "influential" members of the community in a lighthearted attempt to experience what real police officers go through on a day-to-day basis.

The first clue that I was in for more than I bargained for came when Johnston told the class on the first day, "You will become closer to these people than to any other group of people you've ever been with. You will experience things together that other people can't imagine."

He was right. It's a sobering experience to hear first-hand a young girl screaming hysterically, begging police dispatchers for help while her father kills her mother — hearing her sobbing, "I think he's hanging her."

It's a sobering experience to see a police officer shot before your eyes (an enactment that cadets were not expecting) and then being responsible for finding the criminal, the weapon and processing the crime scene.

It's a sobering experience to hold \$100,000 worth of cocaine and think that someone was out there trying to sell it to your kids.

It's a sobering experience to have a semi-automatic handgun strapped to your side and have to make an instantaneous decision on whether or not to shoot.

The department instituted the first Citizens' Police



PHOTO BY DAVE JENNINGS

Lakewood Police Sgt. Steve White (left) shows Steve Burkholder and Kathy Caito how to handle a semi-automatic police pistol.

Academy in an effort to open up the organization and help the public understand how the department works.

"The general philosophy of the department and the city is to run an open and honest organization. We hope this will increase understanding and give citizens a first-hand glimpse on how and why we work the way we do," Johnston said.

The Lakewood Police Department has undergone some criticism over the past several months. In one case, it took a man into custody for drunken behavior. It was later discovered he had been having a diabetic seizure.

The purpose of this program, according to Johnston, hopefully is to turn several "influential" citizens into advocates for the department.

The "influential" citizens in the first cadet class are: Richard Bower, retired geologist; Stephen Burkholder, sales representative for Seiko; Kathy Caito, mother and community activist; Joseph Elias, manager of the Tally Ho Restaurant; Susan Leach, mother and organizer of an anti-drug and alcohol parent group at Green Mountain High School; Cliff McNeill, real estate company owner/broker; Fern Rossi, Federal Center employee; Win Schendel, life insurance salesman; Chris Taylor, co-president of the Kendrick Lakes PTA; Ben Veldkamp of Veldkamp Flowers; Jim West, television news reporter, and myself.

"There will be a lot of action," the chief told me.

During the eight-week

course, the 12 of us will have toured the 911 emergency response center, ridden along with street cops, witnessed and processed a crime scene, dealt with the press, seen pictures of child pornography, schemes, played with rigged carnival games, handled thousands of dollars in drugs, shot semi-automatic handguns, used batons and arrest techniques to take down and handcuff crooks, and searched city hall, wearing laser vests, to sleuth out the bad guys.

When it's all over, Nov. 22 we'll stand side-by-side to receive our certificates. And the next time a Lakewood cop has to shoot a crook, we'll have a little better understanding of what went through his mind before he pulled the trigger.



Cliff McNeill, left, and Dick Bower conduct a practice building search. Steve Burkholder, right, a Lakewood resident, was the suspect. The Lakewood Citizens Police Academy offers an opportunity for residents to undergo a condensed version of officer training. The goal is to foster a better understanding and appreciation for police work.

PHOTOS BY STEVE GROER/Rocky Mountain News

Doing time with police

By TONY PUGH
Rocky Mountain News Staff Writer

LAKEWOOD — Academy offers training for appreciation for the law

Steve Burkholder's reaction to seeing a police officer was probably typical of most motorists.

"I'd always check my speedometer," the 48-year-old sales representative said.

But that's changed now. Sure, Burkholder may still feel the need to relax that gas pedal, but he'll probably be a little more congenial the next time those blue lights are flashing in his rear view mirror.

"I'm certainly not a junior policeman," Burkholder said. "But I've got a lot of empathy and understanding for them."

Credit an eight-week crash course at the Lakewood police academy for Burkholder's new-found sensitivity for the men and women in blue.

He was one of 11 Lakewood residents selected to participate in the police department's Citizens Police Academy.

Some of his fellow classmates included a retired geologist, a real estate executive, a life insurance salesman, a housewife and a PTA president.

For eight weeks, the participants spent three hours every Wednesday night going through a condensed version of an officer's training. The goal of the program was to better acquaint residents with what officers do, and more importantly, why they do it.

Lakewood Police Chief Charles Johnston said better informed residents can share their knowledge with others when high-profile incidents occur as well as provide information about how the department can better serve the community.

"We're the most visible of any government service. We're reviewed by the public and the press, but most people don't understand why we do what we do," Johnston said. "This gives them an opportunity to understand something that's so easy to criticize. So now when cops do something wrong, they'll understand why that may have happened and if we do something right, they'll understand that as well."



Chris Taylor, left, poses as the officer responding to a domestic dispute, while Sgt. Mary Wamsley poses as the victim. Residents got a chance to use conflict resolution skills needed in certain situations.

evidence collection, firearms practice and other aspects of police work. She said the course was an eye-opener and one she'd recommend to others.

"It was excellent and I think everybody in the academy feels the same way. I have a sincere appreciation for the stresses of police agents and their jobs, and the dedication of their efforts to protect us."

Burkholder agreed that the class enjoyed the course. "We really wanted more."

"I really respect the department. I don't think I'd be able to do it."

Police agent Mary Kubeck and Sgt. Pete Palmer developed the curriculum and taught the course. Kubeck said she wanted to give a well-rounded education

that touched all aspects of an officer's job. That included doing ride-alongs with police, demonstrating conflict resolution skills and showing the citizens the myriad emotions and decisions officers have to face, often without the benefit of time.

"We are human. We feel emotion. We may not show it at the time, but that doesn't mean when we get home at night, we don't feel for the people we were involved with," Kubeck said.

Johnston said the department is planning a similar course in the spring and that about 100 people have expressed interest so far.

"We were very quiet about it, but it's gone so well we're getting calls from people who want to be in the next class," Johnston said.

SPECIAL FOCUS

**PREVENTING VIOLENCE:
PROGRAM IDEAS AND EXAMPLES**



TAKE A BITE OUT OF
CRIME

NATIONAL CRIME PREVENTION COUNCIL
1700 K STREET, NW, SECOND FLOOR
WASHINGTON, DC 20006-3817

Citizen Police Academy

Stacey Collis
Training Agent
City of Lakewood Police Department
145 South Allison Parkway
Lakewood, CO 80226-3105
303-987-7353

SETTING

Increases in crime and gang activity, coupled with tight budgets, led the police department in Lakewood, Colorado, to look for innovative ways to promote citizen—law enforcement cooperation. Lakewood is a Denver suburb with a population of 130,000. Using a program from Phoenix as a model, the department started the Citizen Police Academy in 1989.

FOCUS

Lakewood's Citizen Police Academy brings police and citizens together in three-hour sessions one night a week for nine weeks. Graduates of the program and members of the police department nominate residents for the course. The program tries to help citizens understand how police officers make decisions—including the underlying reasons and the stresses involved. The Lakewood Police believe that it is important for course participants to understand that increasing the number of officers isn't the solution to crime. Rather, a major part of the solution is to increase the number of people in the community who work positively with the police.

STRATEGIES

The Lakewood Police Department assigned officers to the program; they developed the curriculum, which includes lectures on basic law, patrol procedures, narcotics, and officer survival. The Academy limits a class to 15 persons, knowing that personal interaction between the officer and the citizen is vital to success. Citizens listen to 911 calls and comment on the steps taken by responding officers. The Academy also gives hands-on training in firearm use, arrest procedure, and building searches. Mock crime scenes—complete with evidence collection, shooting aftermath, and domestic disturbances—help citizens understand the trauma of crime and its impact on victims. Participants

Life holds a few chosen experiences that, if one opens to these experiences, the course of that life is changed forever. This training is one of those experiences for me. I am a different person inside and out because of the training and the people who have touched me in the last nine weeks. I no longer look at life in an ordinary way. I also hold the deepest respect for the people who risk their lives and dedicate their lives for what they believe in. Thank you to all of you—you have stimulated my mind, challenged my ability, and deeply touched my soul.

Citizen Police Academy
Participant
Lakewood, Colorado

quickly—remembering at the same time that some information is confidential. These activities help citizens understand and appreciate the difficult job officers face every day as well as the need for citizen cooperation. At a graduation ceremony, the Chief presents graduates with certificates, and an official Lakewood Police Department pen set. This recognition strengthens the spirit of partnership.

SIGNS OF SUCCESS

Educating citizens has resulted in support for the Lakewood Police Department. When the department does come under scrutiny—usually due to media coverage—informed community leaders stand side by side with the police. Volunteers help the police with routine office tasks such as data entry and answering phones. Recently, Citizen Academy graduates were recruited to help search for vital evidence when a young boy was murdered. The concept of the Citizen Police Academy was expanded in 1991 to include young people. High school principals nominated youth from the four area schools to attend the Youth Academy. Parents reported positive changes in their children's attitudes toward police. Both academies have fostered a better understanding between police and citizens.

COMMUNITY PARTNERS

The Lakewood Police Department works closely with city council members, neighborhood leaders, active retired persons in the community, and businesses.

FUNDING

Currently the program is funded by the Lakewood Police Department. The department provides officers to teach the course. Attempts to raise funds through grants have been unsuccessful to date.

CHALLENGES

The department conducts two Citizen Police Academies a year at an estimated cost of \$2,000 to \$2,500 per session. The demand far exceeds the supply. The challenge is to conduct more programs per year to meet the demand. Residents were initially skeptical about the Academy, thinking the program would be superficial and selective. But experience disproved this fear. In the three years of the program's existence every participant has completed it successfully.



Rocky Mountain News

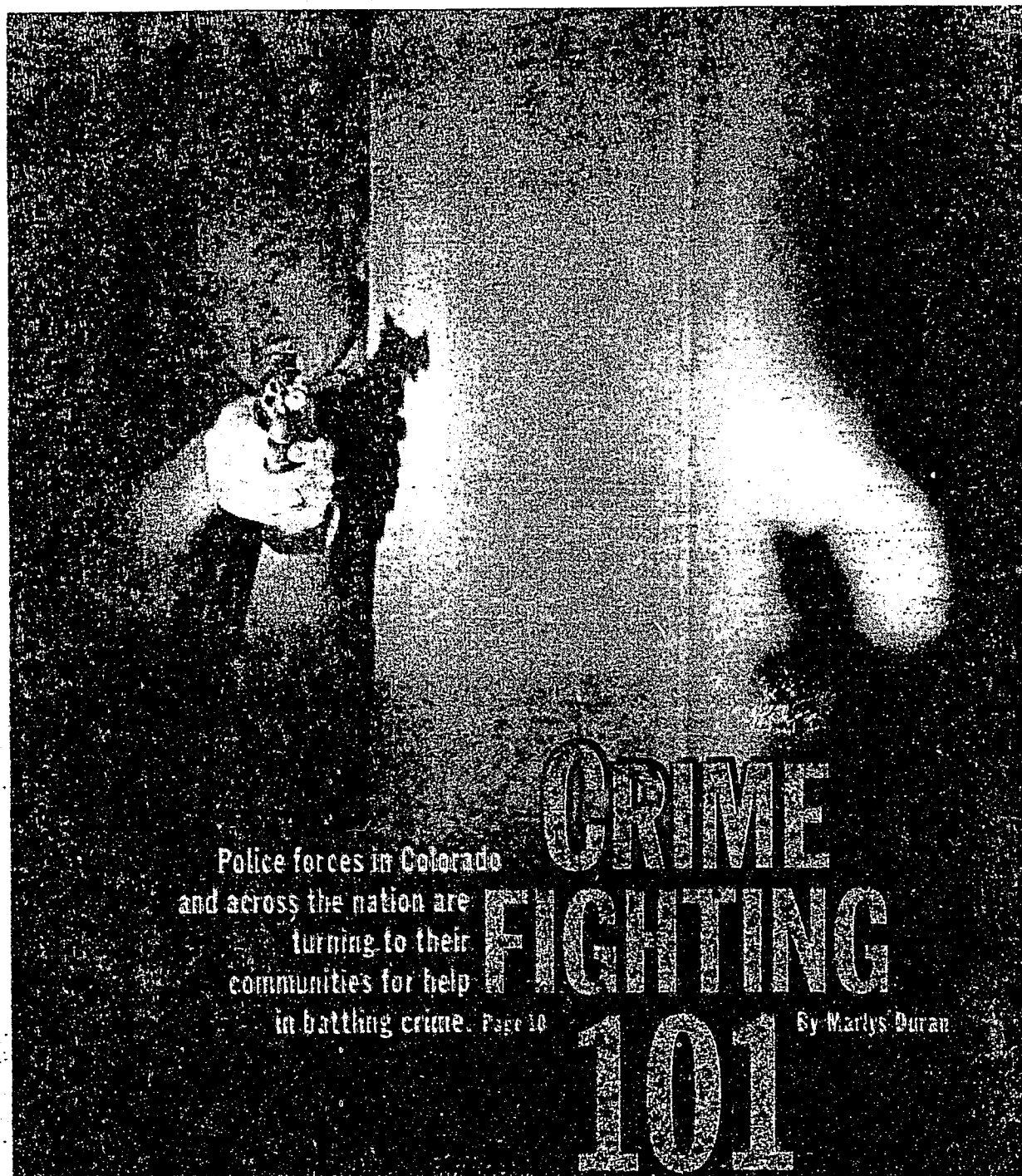
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September 15, 1991 DENVER, COLORADO

SUNDAY

133rd year No. 23



Police forces in Colorado
and across the nation are
turning to their
communities for help
in battling crime. Page 10

CRIME FIGHTING 101

By Marlys Duran

SUBURBS

Burt Hubbard, Suburban Editor ■ 892-5107

Citizens take a shot at life with a badge

Lakewood participants in Police Academy find that role-playing is far from just a game

By Marlys Duran

Rocky Mountain News Staff Writer

Jane Williams shapes a T with her hands and pleads, "Time out! I'm losing control!"

She casts a desperate look at police Sgt. Les Williams. "I just want her to shut up," she says.

"That's a natural reaction," Sgt. Williams replies.

Jane Williams, a certified public accountant, is playing cop.

But it's no game.

She is doing a tough bit of role-playing during the final session of Lakewood's fifth Citizen Police Academy.

As a pretend police officer, Williams is trying to calm a disheveled drunken and battered wife (portrayed by Sgt. Mary Wamsley).

Nearly hysterical, Wamsley insists that her husband has taken money she was going to use to visit her sick mother.

Williams has just made the mistake of telling Wamsley that the money isn't important.

"Whaddya mean, it's not important?" Wamsley screeches.

Nearby, computer programmer Richard Blackburn is contending with the husband (Sgt. Ken Fischer). Swigging from a can of beer while a TV blares, Fischer insists "the silly witch" got her bloody nose from falling in the shower.

Jane Williams finally settles the domestic dispute by arresting Wamsley, who has admitted she hit her spouse.

Wrong solution, Sgt. Williams explains afterward.

Wamsley was innocent, he says. Fischer was the batterer. The pretend police officers missed clues, including Fischer muttering, "I'm just sorry I didn't knock her out."

Says Blackburn, "This amazes me, how tough it is."

That is the point of the exercise, to gain insight into the daily challenges that police officers face.

Lakewood's Citizen Police Academy is on the cutting edge of what police experts say is the future of law enforcement: greater citizen involvement. It's the same

philosophy that spawned such programs as Neighborhood Watch, Operation ID and Crime Stoppers.

Overwhelmed by soaring violence, police forces across the nation are acknowledging they cannot stop crime by themselves. They are turning more and more to their communities for help.

"We can't be the armed guards out there to ward off all crime," says Lakewood Police Chief Charles Johnston. "We need to involve the community who are the victims of crime to help become the solvers of crime."

COP TALK

■ Hearts still race even if it's make-believe/58

■ Students gain sense of power on firing range/58

But to make that work, police say, they must change the way people think about cops.

"They watch TV and they have this mystique about

what a policeman really does," Johnston says, "and it's no way in the world what reality really is."

About 70 Lakewood residents have a different view of that reality after graduating from the Citizen Police Academy.

Three times a year, a dozen or so residents spend eight weekly three-hour sessions inside the police department — getting to know officers, learning what they do, tasting the trauma of their work.

The latest academy included a husband-and-wife team of certified public accountants, a computer programmer, a veterinarian, a pediatric nurse, a Justice Department lawyer, a lawyer in private practice, a bank executive, a junior high school assistant principal, a state official, the city's animal-control manager, a barber and a *Rocky Mountain News* reporter.

"We try to select people who represent a good cross section of the community and hope that they will share their experiences with other people," Johnston said.

The citizen cadets attend classes taught by police officers, ride on patrol with officers, get a shooting lesson at a firing range, do role-playing as officers.

They listen with horror to the

tape-recorded screams of a Lakewood teen-ager pleading frantically with a police dispatcher to send help while her father was stabbing her mother to death then hanging himself in the garage.

"Every citizen ought to hear that," Johnston says. "That's not some made-for-TV movie. That's the real world."

Scores of academies such as Lakewood's have sprung up since the Orlando, Fla., Police Department put together the nation's first citizens' class in 1984.

Orlando, which now has a one-year waiting list, borrowed the idea from a British constabulary credited with originating the concept in 1977.

"I can't foresee us ever stopping the program because it's been so beneficial," said Orlando police Sgt. Mike Holloway.

Lakewood has taken the idea a bit further, establishing the nation's only academy for teen-agers, Johnston said. Each year, one eight-week session is devoted to high school sophomores.

The department is not trying to create a cadre of citizen cops. The graduates have no special status as deputies.

But they are encouraged to maintain their ties to the department by doing volunteer work.

For example, police contacted graduates in July when they needed help combing a section of greenbelt for evidence in the slaying of a 10-year-old boy. About 20 responded.

"We needed some people immediately who had an understanding of crime scenes," Johnston said.

Police officials in several large cities have asked Lakewood to help them set up similar programs.

Among them is Denver, where police officer Mark Chavez hopes to have a citizen academy under way by February in District 1.

Chavez got the idea from Patricia Barela Rivera, a graduate of Lakewood's most recent class. "I like the concept," he says.

Citizen police classes have yielded an unexpected benefit — a boost in officer morale, experts say.

An officer "who's working midnight shifts and all he's doing is putting drunks in jail and chasing down gang members has a distorted view of what Lakewood's really about," Johnston says.

Teaching in the academy gets officers away from the seamy side for a few hours, he says, and lets them "show off some of the expertise that they have."

San Francisco police consultant Sharon Tafoya, who is preparing a doctoral dissertation on citizen police academies, says she heard almost universal praise for the programs during interviews with police officers and academy graduates in Lakewood and around the nation.

A few officers told Tafoya they were dubious at first, suspecting the citizen classes were just another public relations gimmick.

"But now, they've completely turned around," she says. "The comment I heard over and over was, 'It's the first totally positive experience I've ever had being a police officer.'"

Police envision a time when there will be enough citizen-academy graduates to make a difference.

"Someday maybe we'll have five hundred or a thousand people in Lakewood who have been through this," Johnston says.

"Over the long haul, we know that we're going to get people more interested in helping solve our problems but also having some expectation of what our limits are."

Already, Lakewood's has turned out a group more sensitive to police because they have "been in an officer's shoes."

"We want you to feel," Sgt. Wamsley says, "that you want you to feel like a police officer is out there. It works."

See CITIZENS on 59

LAKEWOOD OFFERS TASTE OF LAW ENFORCEMENT

Police Academy graduates more sensitive

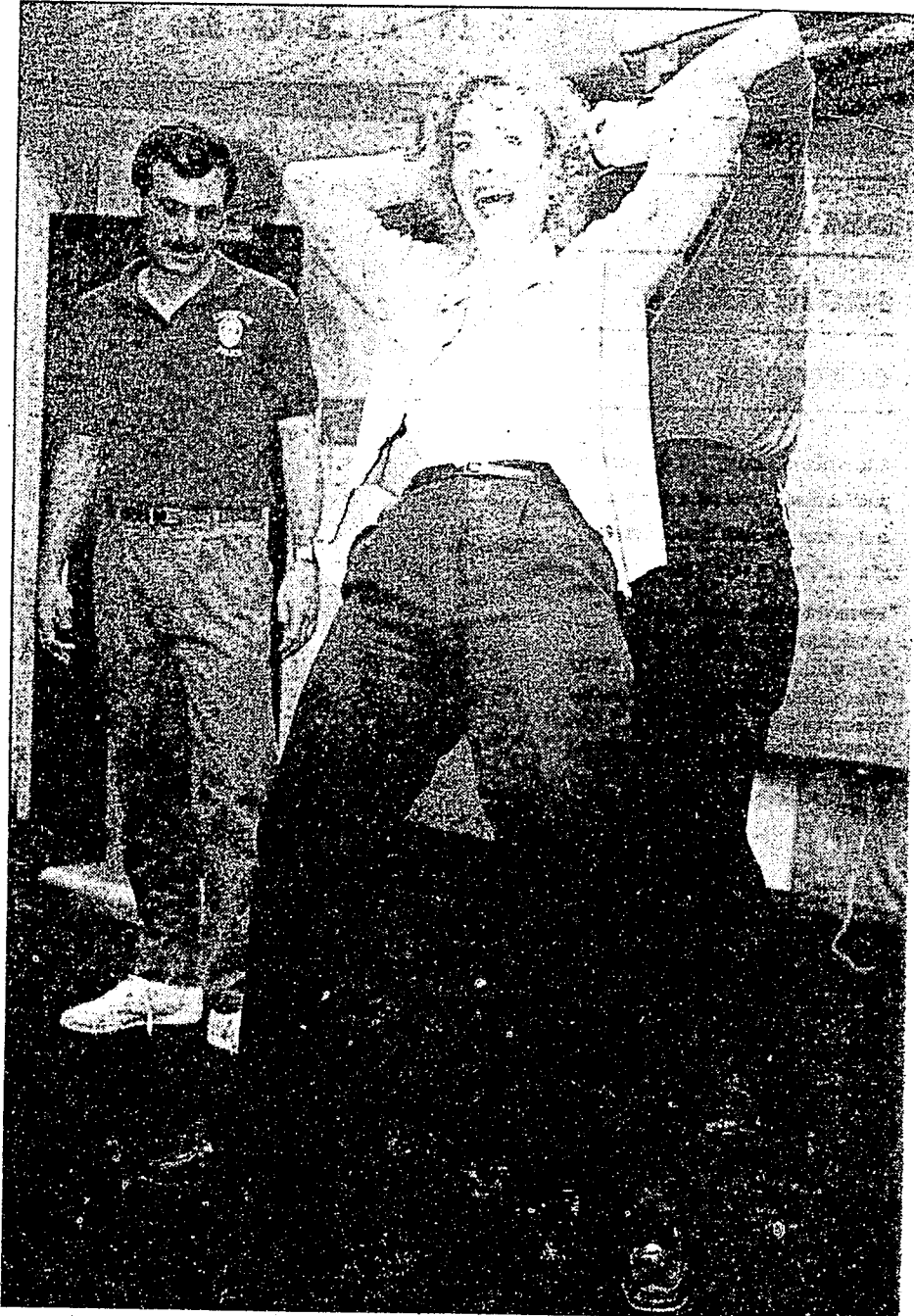


From McClintock/Rocky Mountain News

Instructors John Incampo and Kevin Kimmey, pictured above, demonstrate arrest techniques. They taught "cadets" how to frisk suspects, how to handcuff a person and other techniques. At right, Lakewood police Sgt. Les Williams moderates a discussion during the Citizen Police Academy. Williams says the department wants participants to know "how vulnerable a police officer is out there."



Kenn Bisio/Special to the News



Instructor Kevin Kimmey inspects the technique as Cathy Auble is searched by Jane Williams during the arrest portion of the Citizen Police Academy in Lakewood.

Cyrus McCrimmon/Rocky Mountain

LAKEWOOD OFFERS TASTE OF LAW ENFORCEMENT

Bang, bang! You're dead

Laser bullets trigger heart-pounding tension, but the red that's drawn is only a blinking light

By Marlys Duran

Rocky Mountain News Staff Writer

LAKEWOOD — It's my first night on the beat and I just got shot.

Smack dab in the center of my chest.



Duran

But the "bullet" was a laser beam, and the red spot on my vest is a blinking light, not blood.

I'm a member of Lakewood's Citizen Police Academy, and the assignment tonight is to search a dimly lit section of city hall for a hidden suspect.

It's only make-believe.

So why is my heart doing a jitterbug?

Our instructors, officers John Hitchens and Scott Richardson, have split us into groups of three. My group will do the first search.

Computer programmer Richard Blackburn and I are the police officers. Certified public accountant Jane Williams is the suspect.

We don brown vests with tiny lights that detect laser beams.

"It will blink like a Christmas tree if you get hit, so you can't cheat," Sgt. Les Williams tells us.

We each get a real handgun modified to shoot laser beams. Mine is a .357 magnum, model 719.

Richardson disappears with Jane Williams to help her hide.

Hitchens refreshes Blackburn

and me on how to hold our guns: Wrap both hands as high as possible around the grip. Rest index finger lightly on the trigger. Point the barrel at an angle toward the floor.

We each have to carry a 30,000-candle watt flashlight, too. Hitchens shows us how to tuck the flashlight up next to the gun and wrap our hands around both.

My flashlight keeps slipping. This is getting tough already.

Hitchens gives us some pointers on how not to tip our position to the suspect: Use the flashlight sparingly. Talk only when necessary. Don't slide our bodies against the wall.

But nobody tells us how to actually search for the suspect. We're on our own.

We do almost everything wrong.

I lead the way. Blackburn is supposed to provide cover. I sidle past a half-wall and step into a hallway, where coats are hanging on a rack. Blackburn is crouched behind me at the end of the wall.

This is scary. Now I know why police use dogs to search buildings. So where is the K-9 unit when you need it?

What happens next is a blur.

Shots are fired.

The first one comes from Jane Williams' gun. I see it now, sticking out from beneath the coats, aimed right at me.

I return at least two shots before someone — I think it's Hitchens — yells, "You're dead."

Or, "You're shot."

I'm not sure which. I'm busy reacting, not taking notes.

I look down at my vest and, sure enough, the little red light is blinking.

Williams has nailed me with her first shot.



Kenn Bisio/Special to the News

"Suspect" Jane Williams, left, an accountant in real life, takes aim at reporter turned "officer" Marlys Duran at Lakewood's Citizen Police Academy. The modified guns shoot laser beams.

Later, Hitchens demonstrates how I moved "right into the kill zone." And Blackburn, he says, didn't provide adequate cover.

Theoretically, I'm dead. But if this were a real building search, and if I were a real police officer, I

might not be.

I probably would have been wearing a protective vest under my uniform. It's optional, but most Lakewood officers wear them.

Most important, I would have had extensive training in how to

conduct the building search properly.

No officer has been killed in the Lakewood Police Department's 21-year history.

"That's no accident," Les Williams says.

Citizen Police Academy gives students 'sense of power'

Lakewood officers give training in firearms, other law work to get civilians more involved

By Marlys Duran

Rocky Mountain News Staff Writer

Patricia Barela Rivera is about to get a lesson in power.

"I get a holster? This is great," she exclaims as Detective Mike Heylin helps her strap a Smith and Wesson .357-caliber revolver to her side.

Rivera and 12 classmates in the Lakewood Citizen Police Academy have donned ear protectors and safety glasses at a small firing range at the Denver Federal Center.

They'll each shoot 18 rounds at a black, upper-body silhouette on a sheet of white paper hanging 7 yards away

"We teach our officers how to survive."

Sgt. Steve White
Lakewood police

Heylin shows Rivera how to push open the cylinder with two fingers of one hand, load six rounds of ammunition with the other hand, then snap the cylinder shut with her thumb.

The one-handed method, Heylin calls it.

"The line is hot," Sgt. Donn Kraemer shouts. Rivera and three others are ready to shoot.

Rivera raises her gun with both hands and points it at the "critical mass" — the chest and stomach — on the silhouette.

She waits for Heylin's command.

Don't do anything at the range unless you're told to, Sgt. Steve White has told the class earlier.

"Fire," Heylin barks.

Rivera pulls the trigger six times, taking careful aim each time.

She reloads. This time, she fires "double taps" — two bullets in rapid succession, three times.

Rivera slips six more bullets into the cylinder for the "failure drill" — two quick bullets to the chest and, if the suspect keeps coming, one bullet to the groin or eye socket.

"We teach our officers how to survive," White has told the class.

"Take your time with that head shot," Heylin advises.

Rivera gets to keep her target. She has put all 18 bullets in the silhouette.

"It's scary," says Rivera, a deputy director of the state Local Affairs Department.

— Marlys Duran



Cyrus McCrimmon/Rocky Mountain

Patricia Barela Rivera of Lakewood gets firearms instruction from Mike Heylin of the Lakewood Police Department at a firing range in the Federal Center as part of Citizen Police Academy.

CITIZEN POLICE ACADEMY

Lakewood, Colorado

NEWSLETTER

Volume 1, May, 1991

It's been nearly two years since invitations were issued for a dozen Lakewood residents to participate in the first Citizen Police Academy. It was with great trepidation, perhaps on the parts of both students and instructors, that the 8 week adventure began. It was soon apparent that the project was enormously successful, and as word spread, the department was deluged by citizens requesting participation.

Three academy classes have graduated, with the fourth ceremony imminent. The fifth class has been invited to start in July, and academy number 6 starts in October.

We became a part of the Lakewood Police Department during our brief tenure. We understood them, we cared about them, and we wanted to give back to our community some of what we had learned under their tutelage. This newsletter and others to follow will help us keep in touch with department activities and opportunities for service.

CPA FOUR

Twelve pairs of eyes fix on four teenage boys -- their peers in age, but worlds apart in experience. The

dozen are high school sophomores, hand picked by their principals and counselors to comprise the first Youth Citizen Police Academy. They sit and listen attentively to the four, who have come from incarceration or probation to address issues of drugs, gangs, criminal behaviors, and, thankfully, the road to recovery. There is good interaction, respectful listening and thoughtful questions.

At their break, these teenagers sound like all the rest who have sat, transfixed, on any given evening of class. They find it ALL exciting, interesting, and, as students, rate it a solid 'A.' They have a new awareness that "they aren't out to pester us or pick on us...television makes it seem so different!" They loved the ride-alongs, found the gang information frightening, but, unlike older CPA students, find themselves thinking of law enforcement as a career possibility. Now, half way through the curriculum, these students would highly recommend a youth academy to their friends...although they, too had some hesitation when first invited to attend. "I wasn't sure about it at first...they made us sign a form that we wouldn't sue them if I got killed or something..."

This interfacing of youth and police was a goal of the CPA Youth Committee chaired by Doug Blatt (CPA 2). Kids need increased understanding of police procedures as much as adults do, particularly considering that approximately half of police incidents involve youth.

We applaud the department's first step toward bridging the gap between teens and police.

DARE DOWN IN DEFEAT

The DARE program has met with great success nationwide in connecting a younger age group not only to police but to the world they live in.

The recent city council rejection of a tax that would have implemented DARE in every Lakewood school was a tremendous disappointment. As we who have been through CPA recognize, our Lakewood Police Department performs at extraordinary levels, nationally recognized for so many of its programs and procedures. Although there may be Tom Ritchie clones available, how many budgets can find an "extra" quarter of a million dollars without sacrificing something significant? Keep DARE in your thoughts. Official committee membership is not requisite for sharing alternate funding ideas!

COPS!

Community Oriented Policing is alive and well!

The first substation is slated to open at 6645 West 13th Avenue in Ward

1. \$73,000 in federal funding has been allocated to initiate the project as part of the Colfax Avenue corridor redevelopment.

The agents assigned to the center will also have patrol responsibilities, so volunteers are needed to man the station, answer the phones, assist in writing reports, etc. This presents a wonderful opportunity for CPA grads to work with police in our community. We who are most familiar with what-they-do-and-why-they-do-~~it~~ can be instrumental to the program's success. The first attempt at bringing police officers closer to citizens, to the heartbeat of a small area, can validate the expansion of the entire program. If you have an interest in launching COPS, notify Rollie Inskeep, Public Information Officer.

ACCREDITATION REVIEW

The pride and respect we feel for our Lakewood Police Department is shared by law enforcement agencies across the country. Many programs and policies either initiated or developed here are imitated coast to coast.

A measure of credibility comes from the Accreditation Commission, who, every five years, sends a team of assessors to evaluate operations at the Lakewood Police Department. We have been one of a comparative handful to receive accreditation status across the country -- but not without exhaustive efforts on the part of every division. Standards are stringent and requirements lengthy. One division alone may be asked to

address and comply with some thirty different standards.

In May a mock evaluation was held prior to the arrival of the four assessors who will stay for three days. Lt. John Miller, our accreditation manager, reports a successful run-through. We have every confidence that Lakewood will continue to be a recognized leader in law enforcement.

GANGS IN SUBURBIA

California based gangs headed east and settled in Denver in alarming numbers about 8 years ago. Sgt. Dallas Riedesel's recent report to Chief Johnston clearly shows that gang activity has settled into Lakewood at the rate of a 360% increase per year since the first contact in 1987; there were 770 contacts in 1990. The department currently tracks 577 gang subjects.

Taking its usual proactive stance, the department has already developed strategies to combat the emerging problem. Many have been completed, some are in progress, and others are still on the drawing board.

In house, all Lakewood police sworn personnel were given a written bulletin on gang organization, and were given training in January of 1990. A computerized information system was started in January, 1990, to track known members and their associates. Weekly reports are generated to update gang activity. The department vigorously pursues

gang members who commit criminal acts.

Steps have been taken to increase awareness in the community as well. Over 100 hours of training was given to schools and community organizations last year, and educational programs are being expanded.

The department is working on the establishment of a youth center where tutoring and structured after-school programs would be available. Part of the Action Plan involves making the best use of CPA graduates as volunteers in gang prevention programs and related operations. If you have an interest in participating, or if you belong to a group interested in having a speaker on gangs, contact Rollie Inskeep.

NEW CPA "CHIEF"

WELCOME TO CLARENE SHELLY, LIEUTENANT, PERSONNEL SERVICES SECTION ! Clarene is the new coordinator of CPA, replacing Pete Palmer. She is ably assisted by Mary Kubeck and Cindy Straus. Hopefully CPA grads can meet soon and those of you who have not yet met Clarene will have the opportunity to do so.



The Academy Connection

Lakewood Police Department
Citizens Police Academy
Alumni Association

June 1992

NEW CPA BOARD MEETS

The first (CPA) Citizen Police Academy Alumni Association board meeting was held April 30, 1992, at Lakewood Police Department. Newly elected board members Larry Clements (Chairman), Dave Black (Vice Chairman), Hank Cramer (Recorder), Connie Hieb, and "Scat" Scatterday were present.

Also attending were Mike Mitchell, Natalia Greer, David Burnett, Jane Williams, Dennis Marshall, and Ed Gray. All alumni are invited to attend board meetings. Your input is important and welcomed.

President Larry Clements led a discussion of the role of CPA alumni. The board sees this role as a talent and energy pool from which the department can draw; creating and maintaining a liaison between citizens and the department; participating in interesting and challenging opportunities to serve the department and the city; offering a variety of educational opportunities in which graduates will be invited to participate; and shaping the makeup of future academy classes through the review and nomination process. An academy goal will be to respond to needs of the department.

The board will sustain alumni through frequently scheduled in-service training opportunities and social gatherings.

A June 4th board meeting was held in which details for the June 27th in-service were discussed. It was also decided that board meetings would be held on the fourth Thursday of every month beginning on July 23rd at 7 p.m. in the Chief's conference room.

JUNE 27TH IN-SERVICE

The board has planned an in-service training day for Saturday, June 27, 1992, 10:00 a.m. - 2:00 p.m. in Lakewood City Council Chambers. All graduates are encouraged to participate. It was decided that training regarding techniques of canvassing neighborhoods and the required report writing would be of future benefit to the department and would be an in-service that many graduates would enjoy.

Lunch and refreshments will be provided at a nominal cost. If you're interested in attending, please make your reservation by calling Lt. Clarene Shelley (987-7351) by Wednesday, June 19.

MANY OPPORTUNITIES FOR GRADUATE INVOLVEMENT

During the board's discussion, it was apparent that there will be many opportunities for CPA graduates to contribute their talent and energy in future months: a speaker's bureau; involvement with the Explorer Scout Program; staffing of the Newland Square community - police sub-station; participation as role-players in recruit and officer training programs; assisting in the administration of future Citizen Police Academy classes; helping to staff the city desk in the reception hall to greet citizens and direct their concerns; involvement with youth activities; and much more.

CPA ALUMNI SURVEY

Enclosed in this mailing is an alumni survey to develop a data base of information about CPA graduates, listing individual interests and resources. The information will assist the board in determining future activities and will help define what areas of expertise we each can offer to the department and city as the needs arise.

The board requests that you please take a few minutes to complete the survey and return it at your earliest convenience. Please send to: Alumni Association, Citizens Police Academy, c/o Jane Williams, 475 South Iris Court, Lakewood, CO 80226.

LPD HISTORY IN PRODUCTION

Natalia Greer (who prefers to be known as "Nat") is an extremely talented lady, a professional librarian, and a graduate of Academy Class IV.

Nat, Alberta Carter (Class II), Pat Wilcox, and board member Dave Black (Class III), are planning to organize and create a well documented history of the department's development since its inception. Nat has been in contact with former Police Chief Pierce Brooks and together they've compiled a stack of documents and photographs which will become a major part of the final publication.

The board, Chief Charles Johnston, and the department commend Nat and her team for tackling this long needed project. We look forward to the finished product.

ACADEMY CLASSES PLANNED FOR SEPTEMBER '92 AND SPRING '93

Lt. Clarene Shelley informed the board that two Citizen Police Academy classes are scheduled: one in September 1992 and one in the spring of 1993. The size of the classes will be increased from twelve to approximately twenty.

It's been decided that, for now, the "youth academies" will be discontinued.

Although some names already exist on the waiting list, alumni are welcome to nominate students for these classes.

LAKEWOOD JUVENILE PROBATION NEEDS CPA ASSISTANCE

The Probation Dept. critically needs access to a passenger van, 3 - 4 times a year, to transport juvenile first offenders and counselors on prison tours. If you can offer the use of a van, or if you have a contact with a van/automobile dealership who might be willing to offer Probation use of a vehicle, please contact a member of the board. City insurance would cover passengers and vehicle.

In addition, Dave Risher, Probation Supervisor, Municipal Court, is in need of qualified volunteers to assist as trained citizen-probation counselors with the escalating caseload of juvenile offenders. If this interests and challenges you, please contact Connie Hieb (697-6721, leave message) and Connie or Dave will return your call. You would be interviewed by Dave and be scheduled to participate in a training program.

CPA VIDEOTAPES TO BE PICKED UP

If you haven't picked up your copy of the CPA videotape, produced by Dave Black, please do so. A videotape is reserved for you. Contact Lt. Clarene Shelley, 987-7351. If you contact her before the June 27th in-service, it will be possible for you to receive your video at that time.

ACADEMY ALUMNI NEED INFORMATION ON GRADUATES

The board would appreciate knowing of academy graduates who are ill or who have passed away so concern or condolences can be expressed to family members on behalf of the alumni association. Please notify a board member if you have this information.

CPA ALUMNI I.D. CARDS TO BE ISSUED

The police department has arranged to issue alumni special cards, identifying us as graduates of the Citizen Police Academy. These cards are a privilege and would be used to identify a citizen-graduate when he or she assists in a department-related event.

Lt. Shelley will provide additional information

about the cards at the June 27th in-service and a sign-up sheet will be provided to indicate your interest in receiving a card. If you're interested, but will be unable to attend the in-service, contact her at (987-9351) or Jane Williams (980-8220).

THE ACADEMY CONGRATULATES SGT. GREG MORRISON!

The alumni association congratulates Sgt. Greg Morrison on his new position as Chief of Police of the Silverthorne, Colorado department. The graduates and the department wish Greg great enjoyment, challenge, and success in this new opportunity.

Upcoming Events:

* *CPA In-service, Saturday, June 27th, 10 a.m. - 2 p.m., Lakewood City Council Chambers. Please make a reservation by Wednesday, June 24th. Call Lt. Clarene Shelley, 987-7351.*

* *Grand Opening and Ribbon-Cutting Ceremony of LPD - Community Substation, "The Newland Square House," 13th & Newland, 10 a.m. to 12 noon, Saturday, June 13th. Open House to include a basketball challenge by "drafted" city employees and volunteers.*

* *Next scheduled CPA Board Meeting: Thursday, July 23rd, 7 p.m. in the Chief's conference room. All graduates invited to attend.*

CPA board members welcome your concerns and suggestions. Feel free to contact them:

*Larry Clements: 988-3555 (H)
623-3551 (W)*

*Dave Black: 937-9782 (H)
937-0407 (W)*

Hank Cramer: 987-7142 (W)

Connie Hieb: 697-6721 (H)

*"Scat" Scatterday: 238-5378 (W)
237-4879 (H)*

Volunteer Surveillance Team

In 1993, the Lakewood Police Department formed a Volunteer Surveillance Team made up of graduates of the Citizen Police Academy who had expressed interest in providing additional support to our department. In November 1993, initial training was presented to approximately 21 CPA graduates. The purpose of the training was to expose the attendees to the nature of surveillance work and the varied situations in which it can be utilized. Areas of training included radio procedures, elements of crimes, observation, note-taking, narcotics trafficking, gang identification, and gang activities.

VST members must undergo a background investigation and a polygraph examination. They normally work in pairs under the supervision of sworn police personnel. They make no personal contact with persons involved in suspicious or criminal activity which they observe. Identification cards are issued and are to be displayed during police operations.

To date, VST members have been used in areas such as: surveillance of crowds at Villa Italia Mall (a major shopping center in Lakewood); auto theft decoy operations; surveillance for criminal trespassers breaking into vehicles in a heavily built-up area in west Lakewood; enforcing the City's handicapped parking ordinance by issuing summonses; taking graffiti reports and photos, contacting and distributing brochures to property owners, rechecking graffitied property, and conducting low-level surveillance of target graffiti locations; and, taking head counts of people going into a problem bar for maximum capacity violations.

It should be noted that the volunteers are not authorized to make arrests, that they cannot pursue a suspect, that they cannot be armed with any weapon, or be in possession of police equipment such as handcuffs, that they are not authorized to use force except in self-defense, and that such operations must be treated in a confidential manner.

The police department's resources are enhanced by the use of the Volunteer Surveillance Team...Just another example of how the community and the department benefit by working together as a team.

SECURITY LAW NEWSLETTER

April 30, 1990

Chief Charles Johnston
Lakewood Police Department
445 South Allison Parkway
Lakewood, Colorado 80226-3105

Dear Chief Johnston,

I would like to begin this letter by saying that there is little in life that meets or surpasses our preconceived ideas. I came to Lakewood with several years worth of such ideas and I'm delighted to say that I was not disappointed--in any way. I had first heard about Lakewood when I was working on my associate's degree in Law Enforcement. I was in New England at the time (one of two females in a class of mostly in-service personnel), and from my perspective, Lakewood appeared to be a bright spot on the horizon. I'm delighted to be able to tell you that Lakewood is still a bright spot on the horizon of policing.

For several reasons, I have been privileged in being allowed to view a number of departments from a unique position, and I have found quite a bit to admire in many of them. However, being in Lakewood was like being a small child on Christmas morning. Every new experience, and everyone I spoke with was like opening another present. Everyone was so positive, not only about the citizen's police academy, but about the department itself. As I'm sure you know, you have quite a bit to be proud of in the members of your department. Lt. Pete Palmer did a tremendous job in coordinating my schedule. He did everything possible to ensure that my appointments ran smoothly, and that the individuals that were to be interviewed were there at their scheduled time. Lori Moon also went out of her way to make sure that I was being taken care of and had everything I needed. Sgt. Jerry Garner wasn't even on my interview list, but he took the time to allow me to ride with him on my last night in Lakewood. Not only these individuals, but everyone I came into contact with did whatever they could to make my stay run smoothly.

I feel very honored by your allowing me the opportunity to write about the Citizen's Police Academy. I believe that Lakewood's experience with the academy will be of real value to many other departments, and I'm proud to be involved in the sharing of this information. I have never seen so many individuals so enthusiastic about something. Everyone involved, citizens and officers alike, are of the opinion that this is a very worthwhile program, and they are excited about it. This positive feeling holds true throughout

CCRC Crime Control Research Corp., 1063 Thomas Jefferson St., N.W., Washington, D.C. 20007

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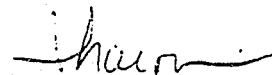
the rank structure of the department. I was very interested in how the agents felt about the program, which is why I asked to ride with a couple of different individuals.

The academy already seems to be an invaluable resource for the department. The value of the support and enthusiasm that is being generated is priceless. The only negative aspect that I found was that a means to maintain this enthusiasm has not been developed. There needs to be a way to continue this spirit of goodwill. Something as simple as an annual academy graduate picnic might work, or you could have periodic "retraining" seminars to keep the graduates current on what is going on in the department. The important thing is to keep the graduates involved, to maintain their feeling of being a part of the department. I would also suggest an annual review of the academy. This would be done to review where you want the academy to go--have your expectations changed? Have the expectations of the participants changed? Are the instructors still as enthusiastic about the program? I believe that the enthusiasm evidenced by the instructors is extremely important and has had a great deal to do with the success of the academy. You may also want to consider collecting demographic data from the participants. I believe this information would be valuable when reviewing the academy.

I will begin working on the article as soon as the semester is over (May 16th). I will be sending you and various members of the department my rough drafts for your review and comments. I'm looking forward to returning to Lakewood with Bill in June to review your community oriented policing program.

Again, thank you so much.

Sincerely,



Sharon S. Tafoya

August 27, 1991

Charles Johnston
Chief of Police
Lakewood Police Department
445 S. Allison Parkway
Lakewood CO 80226-3105

Dear Chief Johnston:

We have struggled with how in the world to thank you for what you and your people have so willingly given us!

We thank you, Chief Johnston, for sharing your Department and your people. The eleven of us have shared an insightful, incredible experience -- eight Tuesday evenings filled with intriguing information, discussion, and hands-on experience, presented so capably by the men and women of the Lakewood Police Department. You can be very proud of them. "We" are very proud of them.

We are now more keenly aware of the complexity of the Department, the scope of its operation, the exceptional caliber of its people, the excellence of its leadership -- and the Department's dedication to serving all citizens of the community.

As graduates of the Citizens Police Academy, we would like to be considered as a resource -- an energy pool from which the Department can draw -- to be used however we can be used. Please call upon us. We are eager to be of assistance. We will consider it a privilege.

Sincerely,

Citizens Police Academy Graduates

Hebra Ottaway
Carmen Torres
Debra C. Stevens
Ed Gray
Connie Nick
Kare Goldman
Shirley O. Brown
Jannette Carter
Natalie Greer
La Key
Robert Brown



Clara Corporation DBA McDonald's
3000 Youngfield, Suite 320
Lakewood, Colorado 80215
303/232-3390
or 303/232-3403

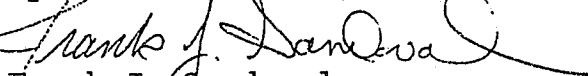
November 22, 1993

Mr. Charles Johnston
Chief of Police
445 South Allison Parkway
Lakewood, Colorado 80226-3105

Please allow me this opportunity to praise the instructors and everyone associated with the City of Lakewood Citizen Police Academy.

I was thoroughly impressed with the entire operation of the Lakewood Police Department and have a deep understanding of the problems and policies facing the Lakewood police agent. I found this experience to be enjoyable and an enlightening experience. I truly feel a sincere commitment to our department and offer my services to you in any way possible.

My sincere thanks,


Frank J. Sandoval



F. JIM
PARKS, JR.
AGENCY

November 14, 1990

Chief Charles Johnston
445 S. Allison Parkway
Lakewood, CO 80226-3105

Dear Charley,

Thank You, I sincerely appreciate being included in Citizens Police Academy III. My remarks last night were limited yet I believe gave a good feeling for the importance of the Academy.

I have given a great deal of thought to how and improve future Academy's and find I am unable to offer concrete suggestions.

I would however like to offer another idea for your consideration.

Shortly after my son began driving he had two rather unpleasant experiences with Lakewood Agents. I wonder what the long term results would be if high school freshman or sophomore students, were to experience two or three brief classroom introductions into the basics of officer and citizen safety, arrest techniques and investigation philosophy.

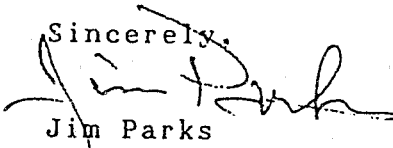
I know that I have a far better understanding of these areas, and I see tremendous value in young people gathering the necessary practical experience to become contributing members of society.

I fully realize everything costs money and have no way of evaluating whether the cost would be justified in the long term.

Charley, Thanks again, both the academy and the graduation were first class. Lakewood Police have gained at least one supporter. I sincerely hope other agencies can profit from your leadership in developing this program.

I trust you will pass my Thank You along to every officer and employee involved in making Academy III a success.

Sincerely,


Jim Parks

November 26, 1990

RECEIVED
DEC 10 1990
CITY MANAGERS OFFICE

Chief Charles Johnston
LAKEWOOD POLICE DEPARTMENT
445 S. Allison Parkway
Lakewood, CO 80215

Chief Johnston and Staff:

Thank for for a very informative Academy III, every presenter was a Class Act!

Chief, there are so many adjectives I could use to describe my feelings for the Academy III and your staff, but let me sum it up as "YOU ARE THE BEST IN THE BUSINESS AND WE ARE PROUD OF YOU"!

Thank you for the opportunity to attend Police Academy 101 plus getting to know your staff!

Sincerely,



Kathy Stapleton
City Council

cc: Walt Kane



Williams, Betzer & Co.
Certified Public Accountants

950 S. Cherry, Suite 118
Denver, CO. 80222
(303) 757-1274
Fax (303) 757-1350

Albert S. Williams, C.P.A.
Sheri L. Betzer, C.P.A.

Practice Limited to Litigation Support,
Consultation and Related Areas.

October 30, 1991

Chief Charles Johnston
Lakewood Police Department
445 South Allison Parkway
Lakewood, Colorado 80226

Dear Chief Johnston,

Re: The Citizen Police Academy^V evaluations

Consider revamping the evaluation form. The questions are more likely to suppress spontaneity than they are to make professional speakers of the presenters. The focus of the questions should be on expectations: what participants were looking for, what they learned, what questions come to mind at a later time, etc. The speakers' voluntary participation is evidence enough of their enthusiasm.

We've had a wonderful opportunity. Even police officers not directly involved in the program spoiled us. Indeed, everyone with the Lakewood Police Department was hospitable. The whole idea of the program was an innovative one. But it's the implementation by the individuals that has made it such a success. I would like to thank all the people who made it happen.

Finally, Chief, I want to thank Stacey Collis. It was his presence that helped us come together as a group. It was his influence that kept the course on track. He did a great job and his contribution was appreciated.

Respectfully yours,

WILLIAMS, BETZER & CO.

Jane A. Williams, CPA



FARMERS INSURANCE GROUP OF COMPANIES

MICHAEL E SNIDER AGENCY
FARMERS INSURANCE GROUP
7805 W HAMPDEN
LAKEWOOD, CO 80227
303 987-3157/989-8098

May 1990

LAKEWOOD POLICE DEPARTMENT
455 S ALLISON ST
LAKEWOOD, CO 80226

I WISH THAT I COULD PUT INTO WORDS WHAT THIS EXPERIENCE HAS MEANT TO ME, BUT UNFORTUNATELY WORDS FAIL ME.

I WOULD LIKE TO EXPRESS MY SATISFACTION WITH THE TIMELY WAY THAT THE COURSE WAS PRESENTED. IT SEEMED LIKE ALL OF THE CLASSES FLEW BYE AND THAT THEY COULD HAVE ALL BEEN EXTENDED BY AN HOUR, BUT THAT WOULD NOT BE PRACTICAL.

MY RECOMMENDATION FOR "ACADEMY III" IS MR STAN VANPUTTEN. HE IS A BUSINESS OWNER IN THE LAKEWOOD AREA AND HAS LIVED IN LAKEWOOD FOR A NUMBER OF YEARS. HIS ADDRESS IS LAKEWOOD CO 80228. HIS HOME PHONE NUMBER IS WORK

AGAIN I WOULD LIKE TO EXPRESS MY THANKS TO ALL WHO MADE THIS PROGRAM POSSIBLE.

SINCERELY,

MIKE SNIDER

5/1990

I soon learned that question #4 was impossible to evaluate. All officers were well informed. The interest and interaction made it difficult for them to maintain a time frame.

I appreciated the Lakewood Police Department prior to this academy, now I know why. The single message that you gave was your caring and concern for people. What a proud city we should be.

Thank you for all of your hard work.

Bertie Carter

November 21, 1989

TO: Lakewood Police Department

FROM: Susan Leach

RE: Police Academy!

There's no way around it -- there's little room for improvement on the First Citizen's Police Academy.

I didn't answer any of the points about the amount of material covered in the time allotted because there is obviously far too much to teach on ANY of the subjects in just an hour or two. I would suggest an overall expansion of the program to allow for those areas our class seemed particularly interested in to have additional time. In the following classes we were hard-pressed to let the instructors go:

Week Two: Criminal Law, Ken Perry

Week Three: Criminalistics, Doug Monsoor, Mike Powell and Steve Evans

Week Four: Vice/Narcotics, Greg Bramblett

Week Five: Firearms, more time to enact the film scenarios, getting the feel of being the officer in the situation

Week Seven: Officer Survival, Les Williams, again, enacting the scenarios to experience what the officer feels and faces

My suggestion: would be to have nine weeks of instruction and the tenth week be the graduation. Perhaps if a whole different set of instructors were identified, the Academy could be held twice a year with not an enormous amount of extra responsibility on one set of folks.

I think the class could hold more participants, perhaps 15-20 at one time. If participants were encouraged to come at 6:00 for "dinner" (which, by the way, was always appreciated and very well done), there would be a little extra time to mingle and "bond."

The entire program rates an A+. The instructors were nearly all rated 10+ on my own scale. There were always hand-outs we could take home and peruse, and that compensated for insufficient time in class -- we always seemed to want MORE! From the start it was a first-class operation - the folders, notepads, pens and pencils, name cards and tags....all said we were important and welcome. The organizational efforts were always obvious - list of participants was a good idea, syllabus was good, and even though we never wanted to go home, it was nice that when 9:30 arrived, we were so instructed.

For me, personally, the program has been enormously successful. Not only did I find it fascinating, but I hope the purpose was accomplished in me, because as I speak to parents and teens in churches, schools and assorted community groups, I am invariably asked "Why Don't..." and Why Do..." the police operate

in one way or another. Not only am I well prepared to answer, but I am proud to tell about the Academy, and obvious interest occurs!

Certainly one cannot help but feel empathic with the Lakewood Police after "walking in their shoes!" After the session play-acting domestic violence, my knees were shaking! It has been amazingly real to a private citizen to stand for just a moment where an officer stands -- and it is an awesome feeling. I am left with an overwhelming sense of pride in each of you and respect for the difficult job you undertake each day. I am impressed with the preparedness and readiness, with the danger, with the constant uncertainty of what the day holds, with your need to be able to switch gears instantly, the need to be physically ready and be part psychologist as well... I am impressed with Lakewood's high standards for agents, and with the department's positive approach to the community (I like the Chief's word, 'proactive').

This program is an excellent outreach to the community; if a handful of us have stimulated a wave of interest, imagine how positively the community will feel about its police department after several classes have gone through!

Assuming that the program will continue, I have two recommendations for future participants:

My daughter, Kristin, has been fascinated. She is a 16 year old junior in high school, an Honors Student, cheerleader, writer for the newspaper, state medal winner in debate two years in a row, Fashion Board member at Villa Italia - she has some visibility in Lakewood and would be an excellent spokesperson among youth for the department.

Doug Blatt is an insurance agent in Lakewood who chairs the Green Mountain High School After Prom Party. He is a community activist, serves on CAARE (Community Alcohol Abuse Reduction Effort) with me and Charlie and Dave, articulate, intelligent, and concerned about the place he lives.

Thank you -- BEYOND thank you! - for including me in this marvelous program.

Susan Leach

M. A. MICELI
PETROLEUM GEOLOGIST
410 17TH STREET
SUITE 1720
DENVER, COLORADO 80202

TELEPHONE
(303) 629-1914

July 20, 1990

Chief Charles Johnston
Lakewood Police Dept.
445 S. Allison Parkway
Lakewood, CO 80226-3015

Dear Chief Johnston:

I have finally gotten around to writing this letter to thank you and the Lakewood Police Department for the opportunity to participate in the Citizens Police Academy II. I would also like to thank Agent Halpin for submitting my name as a candidate for the academy.

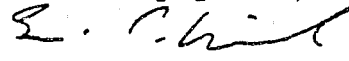
I found the experience quite rewarding and enlightening. Although I have always been impressed with the competence and professionalism of the LPD, I came away from the academy with an even more profound respect for the officers and department as a whole. I feel that the academy is, and will be, to a greater extent in the future, an excellent vehicle to get the community more involved in crime prevention and volunteerism.

I believe the Citizens Police Academy is critical to a harmonious working relationship between the police and the citizenry. For the above reasons, I would like to recommend that the academy consider as participants the following people:

I would like to recommend that these people be considered for participation at the earliest possible date.

Thank you very much for an excellent academy.

Sincerely yours,



M. A. Miceli