



# ANNUAL REPORT 2018

Boulder Police Department

PARTNERING WITH THE COMMUNITY  
TO PROVIDE SERVICE AND SAFETY

1805 33rd Street  
303.441.3333  
[www.Bouldercolorado.gov/police](http://www.Bouldercolorado.gov/police)



# 2018 Annual Report

"I attended today's "Coffee with a Cop" at Starbucks and the interaction between police and citizens was great to see. ...What I found most impressive was how our police officers were active listeners and so personable.

...Job well done and hope we have more of these interactions in the future."





# CHIEF'S MESSAGE



## Looking back at 2018

It is a privilege for me to write this letter each year to share some of the more significant things we've accomplished together as a community.

One of our largest undertakings this year was beginning to work on the new citywide public safety radio infrastructure project. Funding for this project was voter approved in November of 2017 through an extension of the Community, Culture and Safety Tax. Our current radio system is decades old and antiquated which leaves police officers, fire fighters and the community at risk if the system fails. Our radio communication system is a lifeline for our officers and the state of the current system puts everyone in a precarious situation. Without the community's support to fund this project, our goal of improving radio communications would not happen. When the new system is completed in 2019, we will have a state of the art, resilient radio system that will improve public safety services in Boulder.

Trends in law enforcement are shifting to a more proactive approach to prevent school and workplace violence. In September, working collaboratively with the Office of Emergency Management

(OEM), we trained with the Boulder Valley School District. While we hope this type of incident doesn't hit close to home, we are not naive enough to think we are immune. These exercises give students, faculty and staff the knowledge of how to take responsibility for their own survival. Practicing for a response to an active harmer will, hopefully, give everyone the tools to act the same way in a real event.

BPD has taken a diligent stance in investigating bias motivated crimes and works closely with the district attorney's office on these cases. We participated in a Hate Crimes Event in late October where over 400 community members attended and could discuss their concerns with law enforcement and city and county officials.

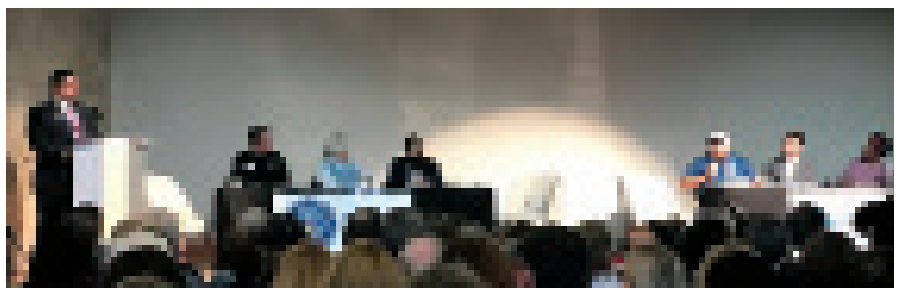
Motor vehicle thefts increased significantly in 2018 throughout the

metro area and Boulder was no exception. We have joined efforts with other law enforcement agencies and gathered information on a large auto theft network to arrest perpetrators. The department has also joined a Northern Colorado task force to reinforce our commitment to solve these crimes.

Serious crimes like robbery and sex assaults decreased in Boulder from 2017. Solving crime in Boulder often depends on assistance from witnesses and individuals who are willing to share information about offenses and/or offenders.

As part of our commitment to equitable and transparent policing, our first Stop Data Analysis Report is included as an appendix to this annual report. We are committed to learning, understanding and continuously improving in our service to our community.

Sincerely,  
Greg Testa  
Chief of Police



# HONOR GUARD



## Honor Guard Visits Washington, D.C.



The Boulder Police Department Honor Guard was privileged to be the primary team supporting the Douglas County Sheriff's Office in May as a part of National Police Week to honor Deputy Zach Parrish who was fatally shot in December of 2017. They attended a candlelight vigil on Capitol Hill with over 20,000 people honoring those officers who died in the line of duty during 2017 and participated in a "watch" at the police memorial site.

Honor Guard Officer Heather Frey said the outpouring of support received from people was amazing and heartwarming. One little girl gave them homemade cards thanking them for their service. She remarked on the camaraderie between all the law enforcement agencies attending and said they met a lot of really great police officers.

"My husband Bob and I want to commend and thank Officer Trujillo for his professionalism and diligence helping us with a very difficult situation last night. And thanks, too, to his fellow officers."



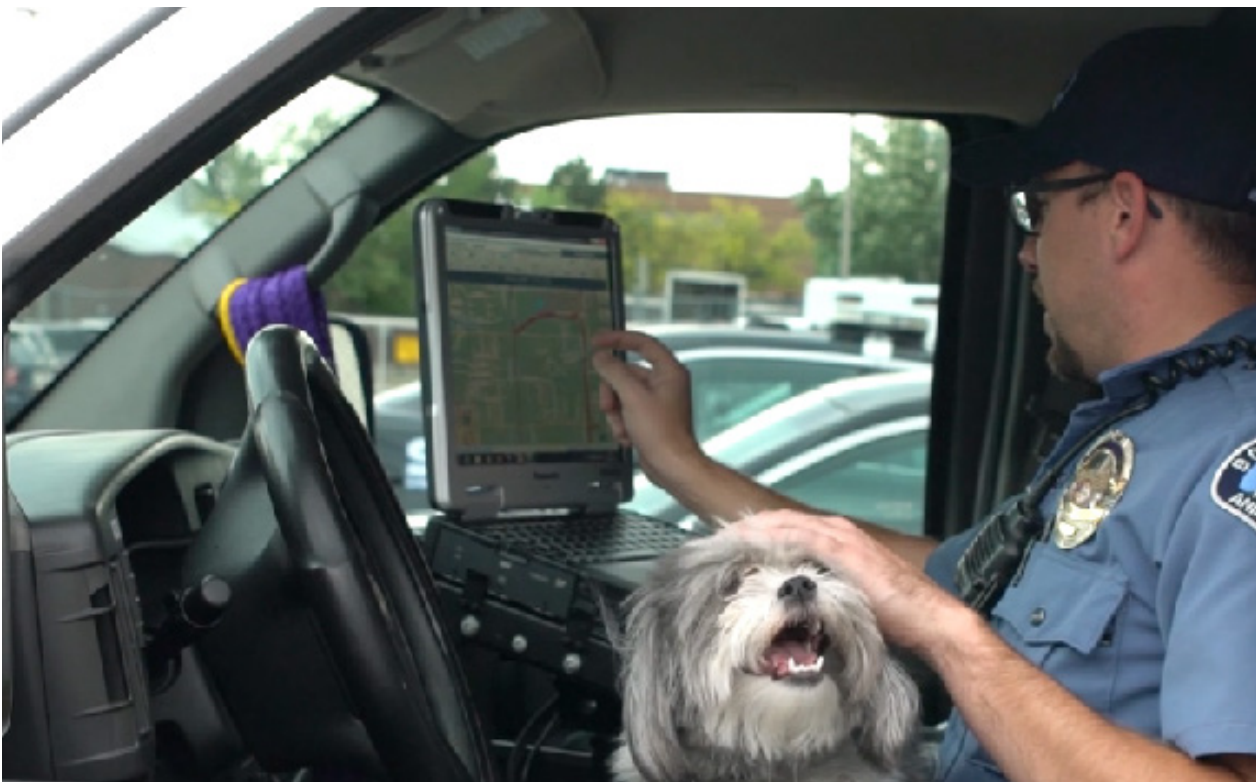
## Partnering with the Community

After learning there were concerns in the San Juan community regarding on-going and unreported criminal activity, Officers Her, Lolotai, Montano-Banda and Torres worked with the neighborhood to tackle the problems. All four officers adjusted their normal work hours in order to be present at San Juan where the majority of problems were occurring. All four officers embraced their mission and did phenomenal work. They took a hard line on enforcement but also spent a lot of time establishing connections and relationships. They developed intel, made arrests and balanced that time playing pickup soccer and handing out countless stickers. This was true community policing.

“The department is very proud of these four officers and what they have accomplished for the San Juan community.”

The results these officers obtained were outstanding. Within six weeks, residents at a public meeting were commenting how much safer they felt. They pointed out that the intimidating crowd of young men were no longer hanging out on the street and cars were no longer racing through the neighborhood. There was not one negative comment about the officers’ presence in the neighborhood.

Officers Torres, Lolotai, Her and Montano-Banda, demonstrated exceptional problem solving, teamwork and collaboration in addressing the problems at San Juan. They also made some personal sacrifices while working this assignment, which were greatly appreciated.





# ANIMAL PROTECTION



JONATHAN KIDD



CHRIS REICH



RACHEL SMITH



TAYLOR BARNES



JANEE BOSWELL

## Low-Cost Animal Vaccinations and Licensing

To keep animals healthy and safe, each Spring, the Boulder Police Department's Animal Protection Unit hosts a low-cost vaccination and licensing clinic. Rabies, DHPP (distemper, hepatitis, parvovirus and parainfluenza) and FVRCP (for cats only) are offered on a first-come, first-serve basis.

Licensing animals provides a quick way for dogs to be quickly reunited and ensures they are vaccinated.

## 2017-2018

In 2017 & 2018 Animal Protection Officers taught in the Boulder schools.

## 10

On ten dates throughout the year

## 6

To six schools and 26 different classes grades K-4.

## 658

Reaching a total of 658 students!

"Thank you so much to the police officers and department for helping us locate our German shepherd dog (Jada) today! We are so thankful and grateful for their assistance!"



## State-Wide Law Enforcement Torch Run, Tip-A-Cop at LePeep Restaurants a Huge Success!

Our awesome group of Boulder Police Department employees were able to raise \$1916.28 in "Tips" (donations) and a priceless amount of awareness for Special Olympics Colorado Athletes! A special thanks to Officer Sue Barcklow, Code Enforcement Officers Georgette Johnson and Gayla Berry, Admin Specialist James Dann, and Building Services Tech Amado Ramirez. Also, we are very proud of our Special Olympics Athletes, Amanda Banamman and BJ Padilla, for being our celebrity hosts. All eight LePeep restaurants raised a total of \$16,002.28!

- Sgt. Dave Seper



"We, as neighbors of Goss-Grove Neighborhood, wanted to formally recognize and thank Keith Steinman for the outstanding service he has provided to our neighborhood. For many years, Keith has attended our meetings, listened to our concerns, and acted to provide services as needed. He has ...always been a friendly face to all of us. He's part of the Goss-Grove family."



# SPECIAL OLYMPICS



# Teaching in Antigua

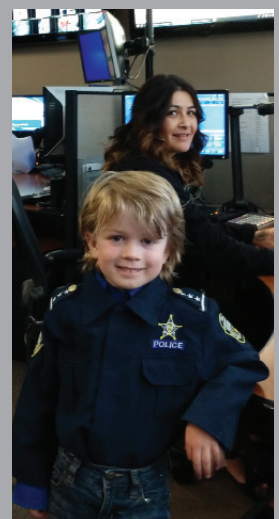
In August, our Victim's Services Coordinator, Susan Townley was asked, as a trainer for the National Organization for Victim Assistance (NOVA) to help facilitate a Basic Crisis Response Team training at the Ministry of Education for Antigua and Barbuda. She traveled to Antigua where 40 students attended from both islands. The precipitating factor was due to the devastation caused in Barbuda by Hurricane Irma last year. Many of the attendees felt they wanted to do something to assist with the emotional reactions to trauma,

but lacked the skills necessary to do so in a positive manner. After the three-day training, the attendees felt as though they would be able to provide better crisis intervention after any trauma or tragedy and they invited Susan and others back to facilitate advanced training in the future.



# Family Night

On June 16, the Boulder Police Department hosted a "Family Night" geared towards newer officer's families where they enjoyed dinner, had the opportunity to learn more about the department, how to deal with stress and share their experiences. We appreciate the efforts of Sgt. Brannon Winn and Officer Ian Compton for initiating the idea. It received enthusiastic reviews and was well attended. This kind of support for BPD families is invaluable.



# MAJOR CASES

## ATTEMPTED MURDER ARREST

On April 27, police were called to 3003 Valmont after someone reported shots being fired through the window of a vehicle where a man was sitting. As officers investigated, they discovered the suspect, Kaylob Lee Marris, age 22, had a restraining order against him from

a woman whom he saw getting out of the victim's car. An argument ensued which prompted Marris to shoot at the man through the window of his vehicle. Fortunately, the victim wasn't injured but Marris drove away from the scene. That sparked a metro-wide search and Marris was located and arrested in Golden on May 4. He was charged with Second Degree Attempted Murder.



## House Fire

Firefighters responded to a house fire in the 4600 block of Macky Way on March 15 at 9:00 p.m. where two people were burned badly. When police began to dig deeper they found that the owner of the home hired a person to extract cannabis oil from hemp which he used medically and the system was "pieced together awkwardly." Boulder fire investigators found the explosion was caused by "butane vapors used in the extraction of oil from plant materials." Three people were arrested and charged with fourth-degree arson and reckless endangerment.

## Update on 2017 homicide

On October 2, 2018, James Craig Dobson was convicted of criminally negligent homicide in the death of Roland "Donnie" Dequina who was found beaten and stabbed near Baseline Road and 27th Way on July 25, 2017.



## Fatal Accidents

A devastating accident late on the evening of August 16 resulted in the death of a 21-year-old man. Witnesses reported seeing the man driving at a high rate of speed northbound on 30th Street from Baseline when he struck a traffic signal at the northeast corner of 30th and Colorado. The car burst into flames on impact and the driver was unable to escape.

Early in the morning of January 28, police received multiple reports of a tan SUV driving erratically and shortly after that it collided with a light pole at Table Mesa Drive and Moorehead Avenue. When emergency personnel arrived on the scene they discovered the driver was deceased.



## Living with Wildlife

Homeowners on Marine Street were surprised when they arrived home at about 10:40 on the night of August 9 to find a mountain lion inside. It entered through a window screen and unfortunately killed a cat inside. Boulder Police officers and officials from the Colorado Division of Wildlife spent an hour coaxing the animal out of the house, using non-lethal ammunition. It finally left, uninjured, through the front door.

While this type of incident is unheard of in Boulder, it's important to remember that we co-exist with wildlife and it's necessary to take precautions to stay safe. After this case, homeowners were advised to keep windows and doors locked and closed while they are not at home.



# MAJOR CASES, cont.



## Hostage Situation at Hair Rage (major cases, cont.)

On October 24 a little after 10:00 a.m., employees and customers at Hair Rage, 633 So. Broadway were stunned when a man pointed a gun at them and demanded they leave the building. As they were walking away, they saw the suspect force a female employee to the ground. They alerted someone from a business nearby to contact police. Numerous officers responded including members of SWAT and the Crisis Negotiation Team. After three hours of negotiating, the suspect agreed to surrender, put the weapon

down and walked peacefully out of the front door of the business. The victim was uninjured. Officers believe this was a domestic-related incident and the suspect, 45-year-old Fidel Jaramillo was charged with Menacing, First Degree Kidnapping and several other offenses.

"We have one of the finest police departments in the country and today they demonstrated that their training and calm demeanor under great stress can neutralize a dangerous situation. Many thanks to our police team, our sergeants and command staff for the work they did today and - do every day - to keep our community safe." - Jane Brautigam, City Manager

## Goozmo Extortion and Kidnapping Case

On February 9, 2018, two men were in a meeting at the Goozmo web firm design company located at 1645 Canyon when another man entered the building dressed as an FBI agent and was armed with a knife and a gun. The man they were meeting with and the "FBI agent" handcuffed them both, tased the victims, demanded money and threatened their families. One of the suspects was distraught over

a yoga studio project he worked on with Goozmo that he claimed "ruined his life" when he lost a large amount of money. He recruited his accomplice when they became acquainted at a martial arts gym in Oregon. Both men are set to go to trial in early 2019.

# Promotion

After a rigorous and competitive process, the department celebrated the promotion of Rachael DiGiovanni as our newest sergeant on August 1. Rachael has been with the department for over 17 years. She began her career at BPD in 2001 as a dispatcher and in 2004 was hired as a police officer. She was in the Patrol Division until 2009 when she was transferred to our Traffic Division. She also served as a Defensive Tactics Instructor and an officer of the Honor Guard. We are proud to add her to our team of exceptional supervisors!



# Retirements

This year, we had multiple employees retire. Their diligent work led to solving literally hundreds of crimes in the city of Boulder. Though they are sadly missed, it is always gratifying to see this type of longevity in the department.



47 YEARS  
Bob Hendry  
33 years commissioned  
14 years non-commissioned

39 YEARS  
Sgt. Doyle Thomas

37 YEARS  
Detective Jeff Kithcart

35 YEARS  
Officer Jerry Babiak



27 YEARS  
Officer Rick French

25 YEARS  
Detective Dixie Bliley

20 YEARS  
Detective Scott Sloan  
Officer Colleen Wilcox

18.5 YEARS  
Detective Traci Cravitz

I want to thank all the officers, fire personnel and departments involved in this difficult and heartrending incident. I appreciate everyone's sensitivity to the situation and how you handled it so quickly and discreetly. You showed me how caring and professional you are and I am thankful to have you as our police and fire forces.

# Looking Back....

With new radio infrastructure on the horizon, it was interesting to find an article dated April 8, 1951 which mentions the police department was in the process of acquiring the radio transmitting station near Chautauqua. "This is the first step in changing the system from AM (audio modulation) to FM (frequency modulation)." Chief Myron Teegarden said the new service would provide better transmission and reception for the department. The cost of the entire project was estimated at \$5,000.



In 1952, rent for a two-bedroom apartment was advertised for \$65 a month plus utilities. A two-bedroom, two-bath home in North Boulder was listed with a purchase price of \$18,500 with \$6,600 down payment.



On June 10, 1949, a resident in the 400 block of Pearl Street reported someone entered his home through a window and took a piggy bank containing \$35.



A resident of Ward was arrested on August 3, 1949, after he took a donkey to participate in the Pow Wow parade. He tied the animal to the back of a truck and when it refused to stand up the man drove on until he was stopped by angry onlookers.

An article from April 7, 1954 reports police clerks and radio dispatchers at the Boulder Police Department wearing uniforms they made themselves. They wore dark blue skirts, ties and light blue shirts with a badge.



# STATISTICS

	2016	2017	2018
Population (est.)	107,167	108,707	108,507
Officers	181	181	181
Support staff	97	111	97
Other enforcement	13	15	20
Ratio officers/1000	1.69	1.67	1.67
Budget (in millions)	34.0	34.7	35.7

Part I Crimes	2016	2017	2018
Murder	0	3	0
Rape	46	41	39
Robbery	31	38	37
Aggravated assault	187	220	197
Burglary	431	387	379
Larceny-theft	2,514	2,704	3,141
Vehicle theft	167	222	271
Arson	19	8	22
<b>TOTAL</b>	<b>3,395</b>	<b>3,623</b>	<b>4,086</b>

Arrests Part I Crimes						
Adult/Juvenile	2016		2017		2018	
Murder	0	0	3	0	0	0
Rape	12	2	9	1	7	0
Robbery	13	0	11	1	16	5
Aggravated Assault	78	5	96	6	149	5
Burglary	40	11	44	6	51	2
Larceny- theft	442	86	406	76	409	59
Vehicle theft	8	8	19	2	27	8

Traffic - Accidents, injuries, summons			
Total accidents	3,691	3,491	3,624
Bike/Pedestrian	276	245	225
DUI Arrests	486	352	270
Injury accidents	361	499	792
Fatal accidents	7	0	3
Alcohol related fatal	0	0	2
Traffic summons	11,439	6,462	7,026

Part II Crimes	2016	2017	2018
Assaults	531	528	521
Forgery	87	69	54
Fraud	479	437	611
Vandalism	825	857	869
Weapons	58	59	54
Sex assaults (misd.)	107	86	121
Drug Abuse	302	234	248
DUI	481	412	271
Liquor Laws	577	817	737
Drunk/ARC	1,041	898	902
Disorderly Conduct	102	136	178
<b>TOTAL</b>	<b>4,590</b>	<b>4,533</b>	<b>4,566</b>

Arrests Part I Crimes, cont.						
Adult/Juvenile	2016		2017		2018	
Arson	9	1	2	0	2	1
<b>TOTAL</b>	<b>602</b>	<b>113</b>	<b>590</b>	<b>92</b>	<b>661</b>	<b>80</b>

# No-Shave November

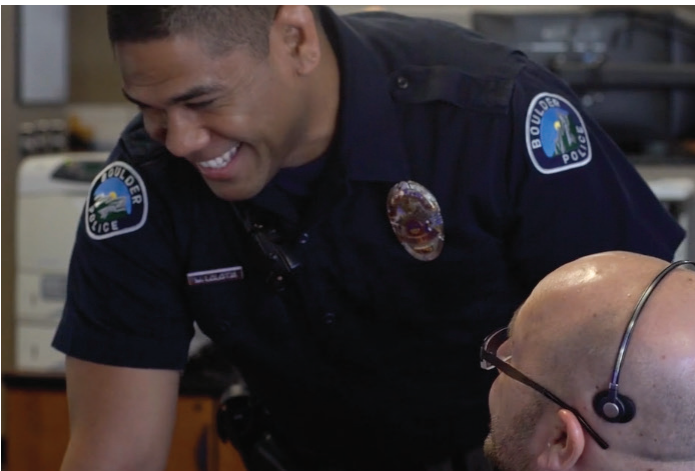
Many of our officers, including command staff, grew beards during the month of November to raise cancer awareness and funds for research. Over 30 BPD officers participated with more than \$1,800 donated. To make things more interesting, No-Shave November was turned into a competition with these categories: Best-Silver, Best Multi-Color, Best Trim and Style and Best George Michael with a group of eight judges deciding on winners.



"Officer Holster was so nice and empathetic, I know this must not be an easy job and he handled the situation quickly and effectively."



"Officer Grider, You pulled me over Friday night. I want to thank you and your partner for the patience and compassion you showed me. ...Thank you. You are good and kind men."



# Holiday Giving

We are gratified to participate in our third year where both commissioned and non-commissioned employees donate their time and money during the holidays to buy gifts for families who are less fortunate. Employees have given an estimated \$10,000 and helped 14 families since the program began. Families in need are chosen through feedback from area schools. Different sections of the department shop for and wrap the gifts and then deliver them to the families. This is a rewarding and enjoyable experience for everyone involved and we look forward to it every year.



## THE THIN BLUE LINE - COPS FIGHTING CANCER

"One more time, thank you for putting smiles on the faces of the children. Thank you for everything you have done for our family."





# Stop Data Report

## Background and Overview

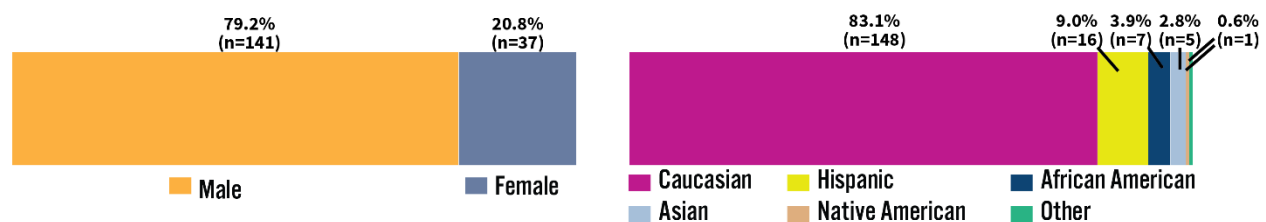
The City of Boulder Police Department is committed to advancing racial equity in its activities. In 2016, an outside consulting firm, Hillard Heintze, conducted a study to analyze citation and arrest activity by Boulder police. Among other recommendations, the study suggested several changes to how Boulder Police collect and analyze data. Accordingly, in 2017 the Boulder Police Department implemented new processes and a new data collection system. In 2018, the department collected its first full year of data, giving the police an opportunity to better understand its activities through a racial equity lens.

The information that follows includes context, key data, and findings from analysis of the 2018 data. Going forward, the police department will update this information as part of its annual report. In addition, the city will publish data on stops and the related methodology annually through its Open Data Catalog (<https://bouldercolorado.gov/open-data>).

### The Boulder Police Department: Who We Are

The City of Boulder strives to employ a workforce that is representative of the community it serves based on the belief that this is an important factor in our approach to policing. Figure 1 shows the demographic composition of Boulder's police officers as of Jan. 1, 2019.

Figure 1. Demographics of Boulder Police Department

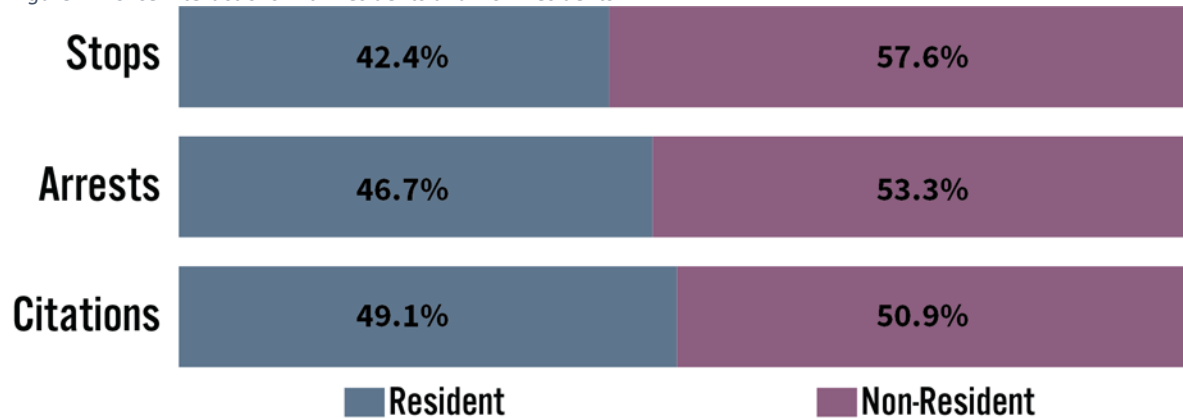


The demographics of current police officers reflect the community we serve in several different ways. For example, the percentage of African American, Hispanic, and Native American officers is roughly equivalent to the representation of those groups in the broader community (see Table 2 for population estimates). While female officers have lower representation in the department relative to the broader community, Boulder has nearly twice the number of female officers of the average American police department (according to recent Police Benchmark Cities estimates of 11.2% female officers).

### Who We Serve

The City of Boulder is a dynamic community. Boulder police are responsible for serving a much broader population than just those who live in the city. Boulder is a destination for commuting workers, visitors and students. Data shows regular interaction with both residents and non-residents – more than 50% of stops, citations and arrests in 2018 were of non-residents (Figure 2).

Figure 2. Police Interactions with Residents and Non-Residents



Note: All stops are discretionary; Arrests and Citations displayed above include both discretionary and non-discretionary arrests and citations. Each data source contained a proportion of 'unknown' values for resident status; unknowns ranged from 2% to 40% and were removed from this figure.

Therefore, when analyzing the work of the department, it is important to look at more than just resident data. For the purposes of this analysis, multiple sources of demographics were considered, including U.S. Census data (American Community Survey, ACS), CU Boulder Student Enrollment (students), U.S. Census data (ACS) commuter data, and Boulder Homeless Coordinated Entry Program (BHCEP) for people experiencing homelessness (Table 1). This approach provides a more representative view of who the Boulder Police serves on a regular basis.

Table 1. Population Data of Residents and Visitors to Boulder

Data Title	Sub-Population	Estimated Population	Source	Time Period
ACS	Residents	106,271	U.S. Census	2013-2017
CU Boulder Student Enrollment	Students	34,510	CU Boulder	Fall 2018
ACS Commuter Data	Commuters	21,001	U.S. Census	2009-2013
BHCEP	People Experiencing Homelessness	1,960	Homeless Solutions for Boulder County	October 2017-September 2018

## Understanding Police Action: Discretion

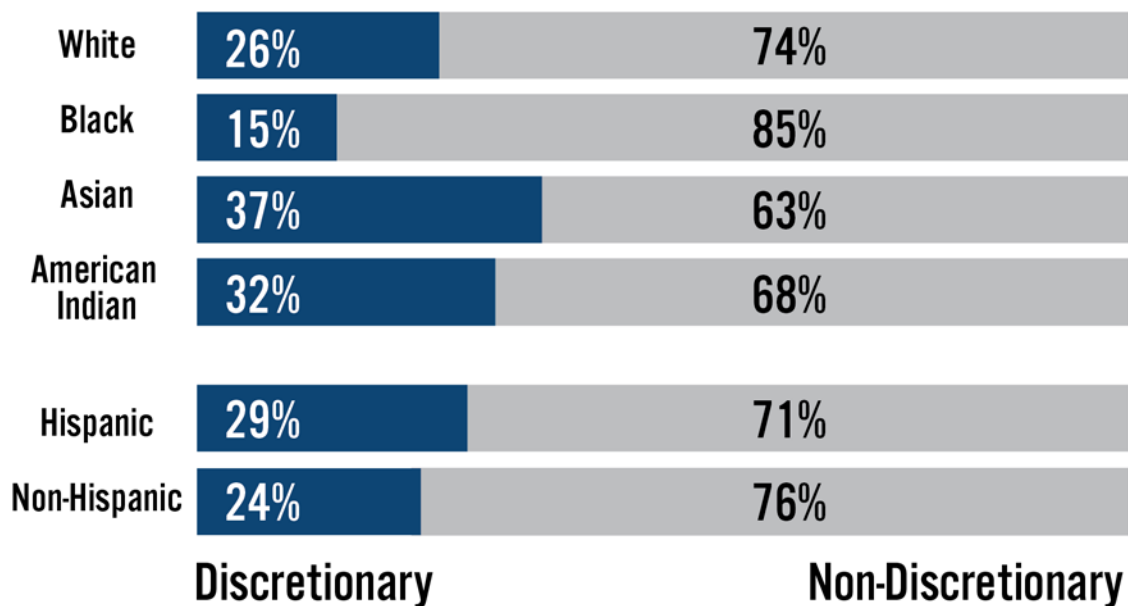
Officer discretion is a critical concept to understand when analyzing police activity. By law and department policy, police officers have limited discretion in some activities. For example, if an officer is dispatched to a reported crime, they do not have discretion about stopping a reported suspect. On the other hand, if officers observe a minor traffic violation, they may use their discretion and choose not to stop the driver. Boulder Police Department policy requires officers to enter stop information into the records management system only for discretionary, officer-initiated, stops. Stops that result from dispatched calls for service are not recorded as officer-initiated activity and are not analyzed in this report.

Once a stop is initiated, the officer must arrest an individual under the following circumstances:

- A warrant has been issued for the individual
- The person is the subject of a court-ordered arrest
- A felony crime is believed to have taken place
- A domestic violence crime is believed to have taken place
- A violation of a restraining order/protective order has occurred

Like stops, arrests can also be discretionary or non-discretionary. Out of the 2,934 arrests in 2018, 2,137 (73%) were non-discretionary and 797 (27%) were discretionary. When arrested, Black individuals were less likely to have been arrested due to a discretionary reason than other racial groups. Hispanic individuals were slightly more likely to be arrested due to discretionary reasons than non-Hispanic individuals (Figure 3).

Figure 3. Arrests by Discretion, Race and Ethnicity



### Understanding Police Action: Stops, Arrests, and Citations

For this analysis, the city analyzed data from the Boulder Police Records Management System (RMS) during calendar year 2018. Analysis of this report focuses on the most common police actions: stops, arrests and citations.

Stop data is anonymized (no name or personally identifying information is collected) to protect individual privacy. As a result, it is not possible to determine how many unique individuals were stopped, or if the same individual accounts for multiple stops. Finally, stop data does not include a field indicating if an individual is experiencing homelessness; the RMS only captures the location an individual calls home (Boulder resident or non-resident).

Total police activity in 2018 included:

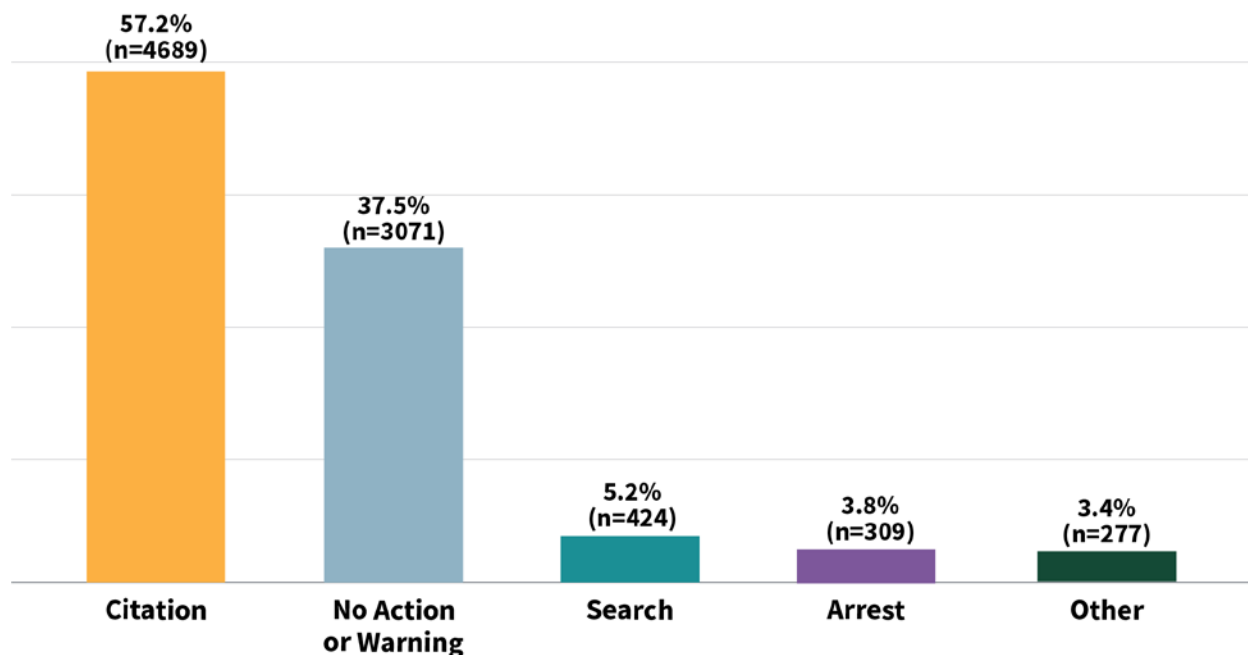
- 8,198 discretionary stops



- 2,934 arrests of 1,914 individuals (some offenders were arrested multiple times)
- 9,782 citations issued to 8,757 individuals (some offenders were cited multiple times)

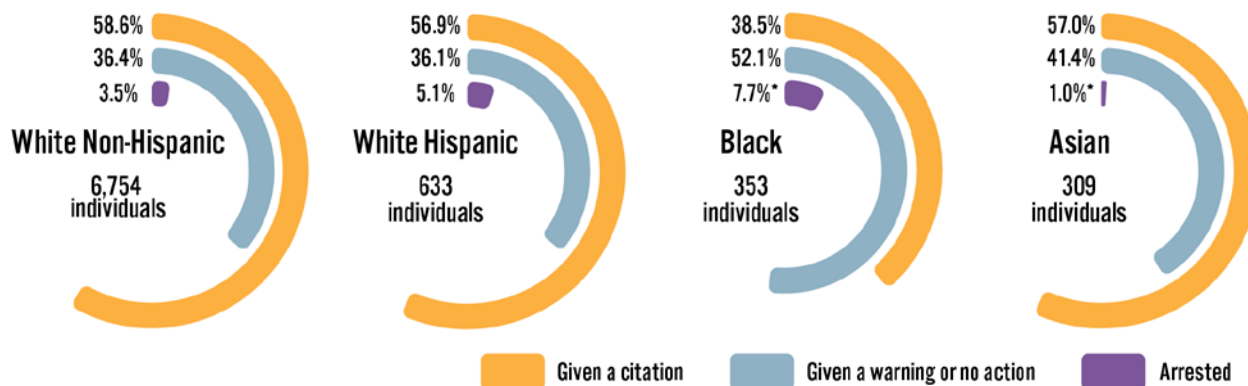
Each stop has a set of possible outcomes ranging from no action to an arrest. Sixty-one percent of discretionary stops resulted in either a citation or arrest (Figure 4). Discretionary stops and their results vary by race and ethnicity (Figure 5).

Figure 4. Results of Discretionary Stops in 2018



Note: 'Other' consists of three categories with small numbers: contraband found, field interview report, and hold for detoxification or mental health.

Figure 5. Results of Discretionary Stops by Race and Ethnicity



Note: \*Indicates there were less than 30 individuals in a given category, the user is advised to use caution when basing conclusions on small numbers.

As mentioned at the beginning of this report, Boulder police interact with a much wider set of individuals than those who reside within the city. More than half of all interactions are with those who do not reside within the city (Figure 2). Tables 2 and 3 provide more detailed breakdown of the types of interactions Boulder police have with different groups of people who live, work, visit, and study in Boulder. Demographic estimates are from the data sources highlighted in Table 1.

*Table 2. Boulder Police Actions as Compared to Demographic Estimates (Race) of Different Groups*

Race	Police Actions			Demographic Estimates			
	Stops	Arrests	Citations	Residents	Students	Commuters	People Experiencing Homelessness
<b>White</b>	90.7%	92.3%	93.5%	87.9%	65.9%*	68.7%*	63.1%
<b>Black/ African American</b>	4.3%	5.1%	3.1%	1.1%	2.5%	2.7%	7.4%
<b>Asian</b>	3.8%	1.5%	3.2%	5.3%	7.8%	3.9%	0.6%
<b>American Indian/ Alaska Native</b>	0.4%	1.0%	0.2%	0.3%	1.6%	0.9%	2.8%

Stops and Arrests displayed above are limited to discretionary actions, while Citations include both discretionary and non-discretionary citations.

\* indicates that this data source reported information with race and ethnicity combined (as White Non-Hispanic)

*Table 3. Boulder Police Actions as Compared to Demographic Estimates (Ethnicity) of Different Groups*

Ethnicity	Police Actions			Demographic Estimates			
	Stops	Arrests	Citations	Residents	Students	Commuters	People Experiencing Homelessness
<b>Hispanic</b>	8.1%	12.6%	8.6%	9.3%	11.4%	23.7%	10.6%
<b>Non-Hispanic</b>	90.1%	87.4%	91.4%	81.0%	N/A*	N/A*	53.5%**

Stops and Arrests displayed above are limited to discretionary actions, while Citations include both discretionary and non-discretionary citations.

\* indicates that this category was not collected in the related data source

\*\* indicates that this data source had a high percentage of 'unknown' Ethnicity (35%)

## Summary, Data Limitations and Next Steps

In summary, even this first year of data provides valuable insights about how our police interact not just with our resident community, but many people who live, study, work and visit Boulder.

1. Gathering and analyzing Boulder police data presents a significant opportunity for the city to understand the interactions we have with the public, improve business processes, and advance insights and actions about racial equity in our community.
2. This data and resulting analysis also present several challenges. This is the first year of data collection, so this single year of data cannot yet be put into broader context. In many cases, the data contains small numbers; even 1 or 2 additional arrests or stops could have a meaningful impact on the results between years.

3. Law and policy significantly limit the amount of discretionary action an officer may take. Changing them could have significant positive impact on the tools for advancing racial equity in our policing but will require action from a variety of stakeholders within the city and well beyond.
4. Boulder serves a much broader population than who lives here and is accounted for in the U.S. Census. This includes commuters, tourists, individuals experiencing homeless, and students with large swings in population throughout the year, and even in a given day. Data revealed that most people stopped, arrested, and cited by Boulder police are not residents, so it is important to look at additional population estimates when comparing data.
5. White individuals are most likely to be stopped by Boulder police (90.7%), followed by Black (4.3%), Asian (3.8%), and American Indian (0.04%). In the case of white individuals, these stop rates are similar to resident population estimates but higher than commuters, or other types of visitors. Stops of Black individuals are higher than the resident population, but in the middle range of the population of people experiencing homelessness and other population groups. Stops of Asian individuals are similar to or fall within the range of all comparison groups. The proportion of stops of American Indian individuals are similar to or smaller to all comparison groups. Stops of Hispanic individuals are lower than the resident population, but in the middle range of other population groups.
6. Data results regarding discretionary arrests are similar to those of stops. White individuals are also the most likely to be arrested by Boulder police (92%), followed by Black (5.1%), Asian (1.5%), and American Indian (1%). In the case of white individuals, these arrest rates are similar to resident population estimates but higher than commuters, or other groups. Arrests of Black individuals are higher than the resident population, but in the middle range of the population of people experiencing homelessness and other population groups. Arrests of Asian individuals are similar to or fall within the range of all comparison groups. The proportion of arrests of American Indian individuals are similar to or smaller to all comparison groups. Arrests of Hispanic individuals are higher than the resident population, but in the middle range of other population groups.
7. Data results regarding citations are also similar to those of stops and arrests. White individuals are most likely to receive citations from the Boulder police (93.5%), followed by Black (3.1%), Asian (3.2%), and American Indian (0.02%). In the case of white individuals, these citation rates are slightly higher than residents and other population estimates. Citations of Black individuals are higher than the resident population, but in the middle range of the population of people experiencing homelessness and other population groups. Citations of Asian individuals are similar to or fall within the range of all comparison groups. The proportion of citations of American Indian individuals are similar to or smaller to all comparison groups. Citations of Hispanic individuals are slightly lower than the resident population, but in the middle range of other population groups.

The analysis of 2018 yields important insights for the Boulder Police Department, and we will be discussing this data with our officers and the community in a series of upcoming forums. Based on the results of those forums, the Boulder Police Department will create an appropriate action plan to address the insights gained from this analysis and from the community's feedback.



