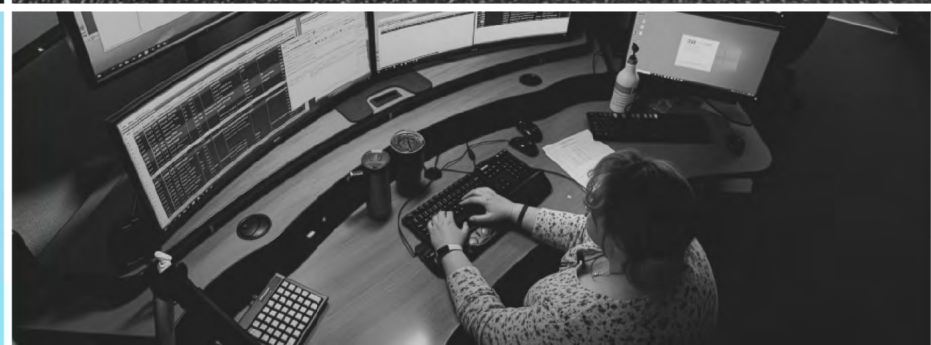
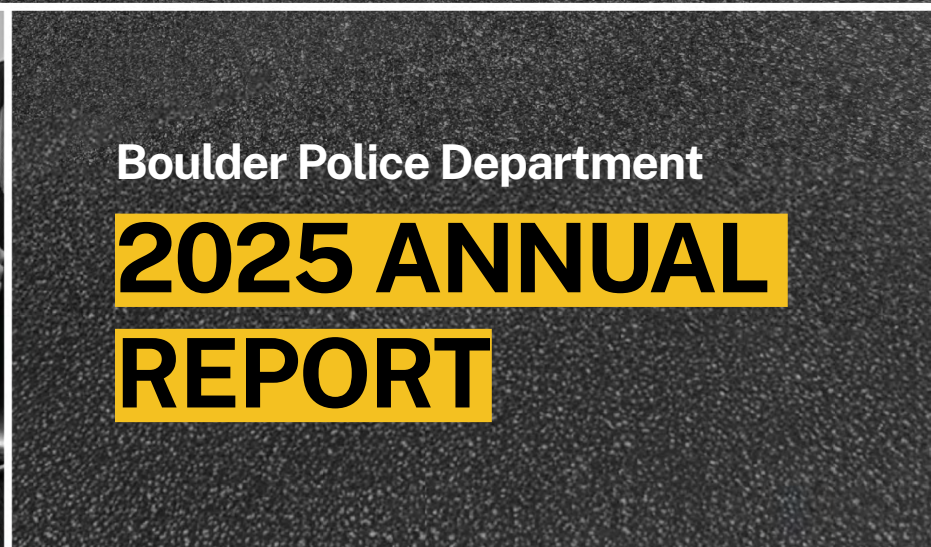




MESSAGE FROM CHIEF REDFEARN

Dear Boulder Community,

Before we look to the bright future that is 2026, it's important to review all that your Boulder Police Department accomplished in 2025. And though there were challenges, the positives far outnumbered any negatives. As I wrote in one of my newsletters last year, this profession is not without its struggles, and it can be so busy that sometimes we forget our successes. However, we must remember and appreciate the good that we've accomplished.

The first are the huge reductions in crime. By December 2025, we were down nearly double digits in almost every crime category, and I am incredibly proud of the work that our team has done this year in partnership with the community to make this happen. We are safer, and our efforts ensure that people know we won't tolerate criminal activity in Boulder. Having a community that feels safe and is safe is our paramount responsibility and not one we take lightly.

That's why our agency's response to and recovery from the June 1 attack on Pearl Street was so critical. This awful, targeted attack consumed every member of our agency and was the primary focus of most of our work in June and beyond. This quickly became an international incident, and our team's work to help the victims, prepare the case for court, and support our Jewish community was unparalleled in helping to restore the sense of safety that was shattered.

Switching gears, it was also important in 2025 that we continued to enhance our community's knowledge and transparency with data. That's why we worked diligently with our city partners to have a robust suite of public-facing



dashboards that allow our community to clearly see what we are doing in a number of areas. As of early 2025, we were up to 14 dashboards that share information on topics like officers' use of force, Unmanned Aircraft Systems (drone) deployments, and crash data, among others. Many of these were due to community requests, for which we are grateful and continue to ask that community members let us know what they'd like to see from us.

In 2025, we achieved our first national accreditation by the Commission for Accreditation of Law Enforcement Agencies (CALEA), which is a really big deal. Around 5% of law enforcement agencies are accredited, and this process took two years to prepare for. We are now preparing for re-accreditation in 2027 and this process ensures our agency's policies and practices have been changed when needed and adhere to the highest level of industry best practices.

One of my top priorities for our department has always been community engagement, and this past year we focused on forming new liaison units and strengthening our existing ones. Our goal is to continue meeting community

members where they are, and as a result, I have seen great connections and previously existing walls come down. We now have multiple liaison teams and will continue to reach out to all our community members in Boulder to ensure we hear their needs and broaden our engagement.

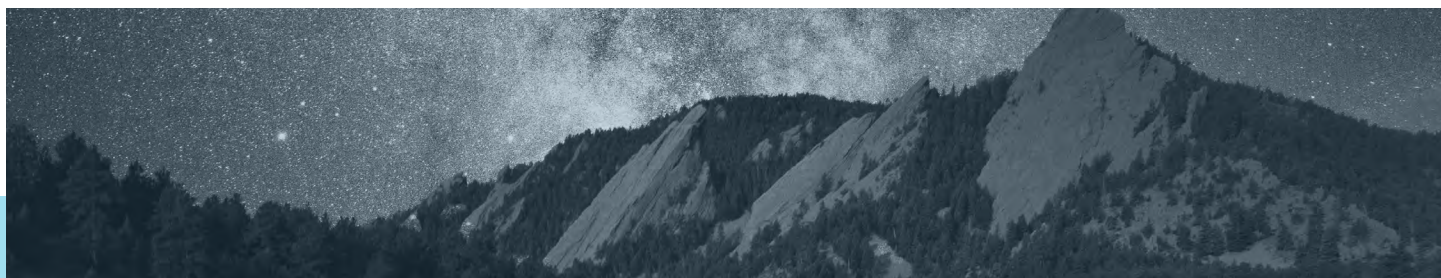
That also includes increased outreach to our Community of People with Disabilities. This year, we launched a new program for individuals with invisible disabilities that builds off of our Autism Decal Program, which we launched in August 2024. We were the first agency in Colorado to institute the Autism Decal Program as well as the Blue Envelope Program. The Blue Envelope program, which we first introduced for drivers in January 2025, and then for pedestrians and cyclists in May 2025, has been incredibly popular both within Boulder and beyond. We also created a video, which included roles for persons from the neurodivergent community, showing how the program works. This program involved a lot of in-depth engagement with individuals from these communities to ensure we were providing the best options and services to folks. The result of both programs has been that numerous other agencies inside and outside Colorado have replicated our work and started their own similar programs to better serve their communities. We have also gotten a lot of great feedback from Boulder residents that have improved and enhanced our programs even more, which I think speaks volumes about the great relationships we have here.

Community engagement to me most definitely includes the return of the BPD Community Academy. This past year we held our second academy, which was eight weeks long — two weeks longer than last year — after participants

told us they wanted to learn even more! This engagement event gives the community a front row seat to what we do, how we do it, and, most importantly, why we do it. The feedback we received was overwhelmingly positive; we're already planning the 2026 academy to build on its success.

Training, training, training. One of the most important ways we serve our community is by continuing to learn, challenging our previously held beliefs, and honing our skills. That's one of the reasons I'm proud to look back on the year and share that as of November, five of our six police commanders had attended a senior leadership school in 2025. This was no easy feat given their workloads and responsibilities, but I appreciate each commander's willingness to engage in career development that better serves the community and BPD staff. The commanders attended leadership schools put on by: University of Chicago Crime Lab, the Washington D.C. Metropolitan Police Department, the Federal Law Enforcement Training Center, and the Northwestern University School of Police Staff and Command. As I believe one should lead by example, I too was proud to be accepted into the 2026 Naval Postgraduate Institute's Executive Leadership Program focused on Homeland Security and Defense. I was one of only 25 people selected from across the country. These trainings not only make each of us better at our jobs on an individual level, but they also make us better at serving our community and our sworn and professional staff because of what we have learned and implemented.

With gratitude and commitment to service,
Chief Steve Redfearn



1 ABOUT THE BOULDER POLICE DEPARTMENT

Motto

Willing to Serve, Ready to Protect

Mission

Enhance public safety by focusing on community engagement, innovative problem solving and employee wellness and development.

Vision

A safe community built on trust through unwavering service, collaboration and exceptional policing.

Our Values

- Respect
- Integrity
- Resilience
- Excellence



2 RESPONSIBILITIES

Administration includes the Police Chief and supporting staff, providing executive leadership and strategic direction (this section includes an Executive Assistant, two Deputy Chiefs, a Chief of Staff, a Chief Data Analyst and the Professional Standards Unit). Additional support is provided by a Public Information Officer from Communications and Engagement, and a Legal Advisor from the City Attorney's Office, both of whom are embedded within the police department.

Operations

The Operations division is responsible for frontline law enforcement, investigations, and specialized tactical response. Most commissioned officers serve in this division, providing 24/7 police services and addressing both immediate and long-term public safety needs.

- **Patrol Services:** Consists of Patrol Watches, Neighborhood Impact Team, Homeless Outreach Team, Homeless Response Team, and the Pearl Street Mall Team. The Field Training Officer (FTO) program is also run through Patrol Services.
- **Traffic Enforcement:** Commissioned officers and limited commission Crash Investigation Specialists (CIS).
- **Investigations:** Consists of the Special Enforcement Unit, Narcotics, the Crime Lab, Major Crimes Unit, Special Victims Unit, and General Crimes Unit.
- **Special Operations:** Consists of Special Weapons and Tactics (SWAT), Bomb Squad, Drone Team (UAS), Community Services, Alcohol Enforcement and Marijuana Enforcement.



Support and Staff Services

This division provides essential resources, services, and specialized programs that allow the Boulder Police Department to operate effectively and serve the community. This division supports both internal operations and external community needs through a wide range of units and professional staff.

- **Personnel and Training:** Responsible for employee hiring and tracking. Includes internal human resources, recruitment, and training.
- **Financial Services Unit:** Responsible for budget development and maintenance, grants, and accounts payable
- **Special Services:** Responsible for CALEA accreditation, Special Events Planning and Staffing Inspections, Victim Services, Photo Enforcement and Animal Protection
- **Police Records:** Responsible for the collection, maintenance, transfer, and release of police reports. Includes Digital Evidence Specialists and Police Report Specialists
- **Fire and Police Communications:** 911 Public Safety Answering Point for community emergency, assistance, and inquiry
- **Property and Evidence:** Responsible for the intake, maintenance and release of evidentiary items or items collected for safekeeping.

Note: Code Enforcement moved to the City of Boulder's Planning and Development Services Department in late 2025.

Community-Oriented Policing

The Boulder Police Department (BPD) is responsible for general public safety; prevention of crime; responding to and investigating crime; apprehension of those who commit crime; public order; traffic safety; criminal justice records; and safety education. The department is service-oriented and builds community partnerships to address crime and crime-related problems. This method is known as a community-oriented or community-based policing approach.

While there are many examples of the Boulder Police Department's success using this approach, one example is the work our University Hill officers have done with University Hill neighbors, students and the business community to make positive changes on the Hill. The department is involved in many other prevention, intervention and educational programs.

BPD Collateral Duties



In addition to these sections, other resources are available to police department employees, such as Peer Support, EAP, the Chaplain's program, and our Wellness team.

3 BUDGET, STAFFING AND STRATEGIC FOCUS

2025 Budget and Staffing

The Boulder Police Department operated with a 2025 budget of \$46,425,876 and maintained 284.5 full-time equivalent (FTE) positions, ensuring comprehensive coverage and specialized services across all divisions.

Strategic Focus

In 2025 the Boulder Police Department focused on delivering high quality and equitable policing. BPD utilizes modern and evidence-based programs as well as technology and advanced courses of training. This comprehensive approach ensures our department remains at the forefront of modern policing practices while maintaining our commitment to community partnership and service excellence.



You can find Boulder Police Department's full budget story online on the OpenGov platform at: **bldr.fyi/BPDbudget2025**



“BPD utilizes modern and evidence-based programs as well as technology and advanced courses of training.”

4 TRANSPARENCY AND OPEN GOVERNMENT INITIATIVES

Public Information Access

In 2025, we expanded and continued our commitment to transparency through several key initiatives:

- **Chief's Connection Newsletter:** Regular communication updates to keep the community informed. Sign up by visiting bldr.fyi/chiefs-connection.
- **Critical Incidents Page:** Timely information sharing on significant public safety events. Visit the page at bldr.fyi/critical-incidents.
- **Open Data Dashboards:** Our public safety dashboards were regularly viewed to assess public safety circumstances. See the dashboards at bldr.fyi/crime-dashboard.

Communicating Department Use of Force

The Boulder Police Department created a public-facing, automated use of force dashboard (available at bldr.fyi/uof-dashboard) in March 2025. This dashboard provides context for: (1) how force use has changed over time; (2) what constitutes force; (3) where community members can learn about police policies, and; (4) how force relates to arrests or contacts with the community. In 2025, in more than two-thirds of cases where force was used, officers showed a weapon to get someone to comply. The display of an officer's weapon was generally effective, negating the need for other force and minimizing harm to community members and the officer. In 2025 in Boulder there was:

- One use of force incident in every 475 dispatch incidents
- Fewer than five percent of arrests or tickets involved the use of force
- About 20% fewer use of force incidents than in 2024.

Digital Engagement and Website Traffic

Our commitment to transparency and community access is reflected in strong digital engagement across our online platforms. In 2025, the Boulder Police Department's web services experienced significant community usage:



**Public Safety
Dashboard**

1,616 to 3,255
views monthly



**Report a Crime
Portal**

860 to 1,429
visits monthly



**Crime Reports/
Records Requests**

589 to 847
visits monthly

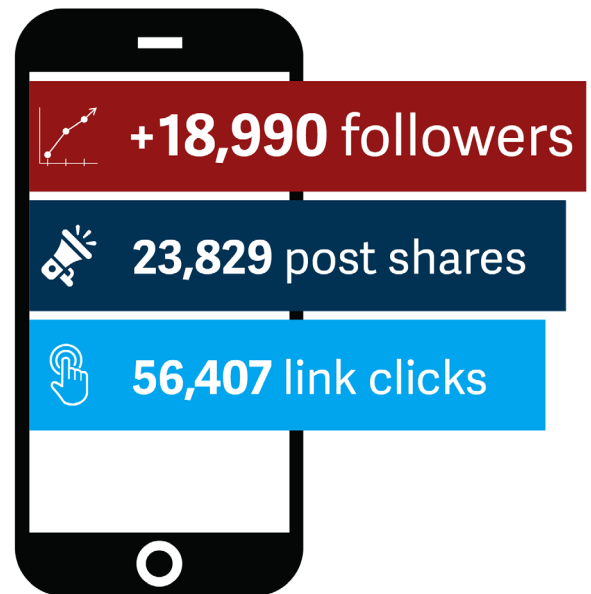
- **Public Safety Dashboards:** The most popular online resource, with monthly views ranging from 1,616 to 3,255, with June and September experiencing the most views. This platform provides real-time crime data and statistics to keep the community informed. The monthly average of 2,161 views suggests the community regularly views public safety information.
- **Report a Crime Portal:** Maintained steady usage throughout the year with 860 to 1,429 monthly visits, demonstrating consistent community engagement with online reporting services. There was a monthly average of 1,087 views on the reporting website.
- **Crime Reports/Records Requests:** Sustained demand for transparency with consistent monthly traffic between 589 to 847 visits, showing the public's active interest in accessing crime information and records. There was a monthly average of 698 views.

Social Media Engagement

The Boulder Police Department maintains an active social media presence across multiple platforms to enhance community communication and engagement. Our 2025 social media performance demonstrates strong community connection.

Platform Overview:

- BPD Instagram, Facebook and X audience grew by 18,990 followers across these 3 platforms (Jan. 1 to Dec. 31, 2025).
- BPD Instagram, Facebook and X posts were shared 23,829 times
- BPD Instagram, Facebook and X post links were clicked 56,407 times



Year at a Glance for all BPD Platforms:

- 1,656 posts shared across all platforms
- 25,473,548 impressions
- 23,829 shares
- 171,530 reactions

These platforms serve as vital communication channels for emergency alerts, community events, safety tips, and transparency initiatives, reinforcing our commitment to accessible and responsive public safety communication.

Behavioral Health Crisis Response Team: Annual Report

The Boulder Police Department works closely with the City of Boulder Behavioral Health Crisis Response Team (formerly “Crisis Intervention Response Team”). This team operates in the Department and Housing and Human Services, with mental health clinicians and case workers responding to incidents alongside uniform police officers. The City of Boulder released a report of 2024-2025 activities for the related pilot program, “Community Assistance Response and Engagement (CARE)”. View the report by visiting bldr.fyi/care-report.



Boulder Police Department 2025 Annual Awards

Each year, the Boulder Police Department recognizes our sworn and professional staff and agency partners by honoring the best work of the year during the Boulder Police Department Awards Ceremony. The recipients of our 2025 awards are below:

BPOA Officer of the Year

- David Middlebrooks

BPOA Detective of the Year

- Zihang Xu

Outstanding Community Member Award

- Rowan Laird
- Marilyn Kaminski
- Elizabeth Swason

Unit Citation

- Unmanned Aircraft Systems
- Ryan Bemis, Bryan Capobianco, Chris Clark, Gustavo Diaz, Joseph Fischer, Jesse Gowdy, Andrew Heaton, Kiel Johnson, Collin Keith, Michael Marquez, Jared Moore, Meghan Nettles, Jennifer Riley, Craig Shepherd, Richard Steidell

Unit Citation

- Homeless Outreach Team
- Ross Maynard & Keith Steinman

Police Records Unit

- Brian Adams, Kayla Adams, Kya Beyer, Jeanne Gilbert, Sara Guile, Gloria Hull, Diane Jaiswal, Sheryl Rech, Keenan Rodaway, Dawn VanAckeren, Stacey Ward

Chief's Commendation

- Scott Adams
- Daniel Bergh
- Kya Beyer
- Carlos Castro
- Joseph Fischer & Courtney Parker

- Nathan Hawkins
- Chris Kastanek
- Kenneth Kupfner
- Caylee Pomerenk
- Dylan Chavez, Sam Coffee, Elijah Cook-Cruz, Michael Esparza, Kenny Shinley
- Sam Coffee, Trenton Kirkpatrick, Kyle Monroe, Trey Salem, Kenny Shinley, Lovell Smith, Max Tromp

Award of Excellence

- Scott Byars
- Bethany Ciesielski
- Ryan McAuley
- Alastair McNiven
- Leah Rech
- John Serrano

STAR

- Dylan Chavez & Winsor McLean

Lifesaving Medal

- Mason Hadley
- Bernardo Chernitzky-Torres

Lifetime Achievement Award

- Coleene Berry

Eric Talley Award

- Ross Richart

JUNE 1, 2025 TERROR ATTACK

Unit Citation

- Detectives Unit

Chief's Recognition

- City & Regional Public Information Officers
- Arvada Police: Chase Amos
- City of Boulder: Jamie Barker, Julie Causa,

- Jennifer Ciplet, Layra Nicli
- DA's Office 20th JD: Shannon Carbone
- Arapahoe County Sheriff's Office: Ginger Delgado
- Jefferson County Sheriff's Office: Jacki Kelley
- Thornton Police: Klynn McTague,
- FBI Denver: Vikki Migoya
- Littleton Police: Sheera Poelman,
- Adams County Sheriff's Office: Adam Sherman

Chief's Commendation

- Denisse Martinez Montes
- Sara Tjosvold
- Lucas Santos
- Mike Heath
- Christian Leman
- Gregory Luebe

Award of Excellence

- Benjamin Graff
- Andrea Tuck & Raul
- Montano-Banda
- Jesse Gowdy
- Dionne Waugh

Medal of Valor

- Jarrett Mastriona





5 COMMUNITY ENGAGEMENT AND OUTREACH

Our Community Services division facilitated numerous engagement opportunities throughout 2025.

Public Engagement Events

- **Coffee with a Cop Events:** 6 events fostering informal community dialogue
- **Safety Fairs, Booths, and Tours:** 20 events connecting with residents
- **Holiday Engagements:** 3 special community celebrations

Educational and Safety Programs

- **De-escalation and Safety Presentations:** 15 comprehensive training sessions
- **Community Preparedness Programs:** 6 situational awareness initiatives
- **Neighborhood and Committee Meetings:** 34 collaborative sessions with community groups

Crime Prevention and Safety Education

Anonymous Reporting Programs

- **Safe2Tell Reports:** 429 reports received
- **Crime Stoppers Tips:** 40 tips processed
- **Combined total:** 469 anonymous safety reports from community members

Property Security and Crime Prevention

- **Property Security Assessments:** More than 8 comprehensive evaluations
- **Crime-Free Education Events for Landlords:** 8 educational sessions
- **Stratified Community Projects:** 12 targeted initiatives addressing specific neighborhood concerns including NOBO, Downtown, University Hill, auto theft prevention, burglary reduction, and assault prevention

Bicycle Safety and Theft Prevention

Boulder is a biking community, and we care about bicycle safety. In 2025 there were about 33% fewer bicycles stolen than in 2024. This corresponds to about 22 fewer bike thefts per month, and about 270 fewer stolen bikes throughout the year. The average cost of a stolen bicycle in Boulder is more than \$1,500; throughout 2025 there were more than \$1,000,000 in bicycles stolen. As part of the Boulder Police Department's commitment to further reducing bicycle theft, we've engaged in these recent activities:

1. Participated in bicycle theft awareness workshops to discuss theft prevention
2. Posted to social media about the importance of bicycle registry on Bike Index
3. Posted crime prevention tips and successes across social media
4. Added links to Bike Index on the City of Boulder website
5. Provided internal training to officers on using and searching Bike Index
6. Shared theft data with bike advocacy groups in Boulder
7. Collaborated with groups to promote theft deterrence and awareness
8. Supported the installation of multiple bait bike awareness signs in Boulder
9. Conducted undercover bait bicycle operations in Boulder
10. Supported the online bicycle theft crime dashboard on the BPD website
11. Made bicycle theft reporting easier online with its own dedicated report category
12. Distributed higher quality bicycle locks to community members
13. Explored alternative locking solutions, such as companies that install stationery and reusable locks in public spaces
14. Published information annually in local news sources about recovered property stored at the police department



SPOTLIGHT:

Attack on Pearl Street

On June 1, 2025, a violent attack unfolded at Boulder's Pearl Street Mall when a suspect used incendiary devices to target participants in a peaceful community walk. The incident, later investigated as a targeted act of domestic terrorism, left more than a dozen people injured, with one victim tragically succumbing to her injuries a few weeks later. Boulder Police officers quickly identified and arrested the suspect who was charged with multiple crimes at the state and federal level, including attempted murder and hate crimes.

"Boulder is not immune to tragedy, sadly, and I know a lot of people are scared right now and questioning how this happened and why. Boulder has recovered from acts of violence before and we will again recover. I urge this community to come together. Now is not the time to be divisive," Boulder Police Chief Stephen Redfearn said in the aftermath.

"When this call came out today, our officers rushed to the scene as quickly as they could to protect our community and arrest the suspect and I'm very proud of their response. I also greatly appreciate all of our law enforcement and community partners who responded to help as well. I want to assure our Boulder community that we will have increased presence at many events and locations throughout the city to ensure safety."

What stands out in the aftermath, however, is the speed and coordination of the emergency response from both Boulder Police and Boulder Fire-Rescue. Boulder Police officers arrived within minutes of the initial 911 call, and the suspect was taken into custody almost immediately after the first officer reached the scene, neutralizing the threat to the community. Firefighters and medical teams followed just as rapidly, coordinating with the first officers on scene to deliver advanced life support and transporting victims within minutes. This swift, coordinated action across law enforcement, fire, and medical services significantly limited further harm and demonstrated a high level of preparedness and professionalism under pressure.

In the days and weeks that followed, the response extended beyond the initial emergency. Local, state, and federal agencies worked together to investigate the attack and pursue charges, reinforcing accountability and public safety. At the same time, the Boulder community showed resilience, coming together to support victims and reaffirm shared values in the face of violence. The incident ultimately became not only a story of tragedy, but also one of effective response, interagency cooperation, and a community's determination to recover and stand united against violence and hate.





6 COMMUNITY ACADEMY PROGRAM

The Boulder Police Department's Community Academy continued to strengthen police-community relationships through direct engagement and education. The program welcomed 14 community members who participated in weekly sessions at the department for 8 weeks during September and October (September 3 – October 22, 2025).

Program Structure

The 2025 Community Academy featured 16 comprehensive topics covering various aspects of police operations, including:

1. UAS (Drones), SWAT, and K9 operations
2. Co-Responders and Crisis Intervention
3. Crime Scene Investigation and Communications
4. Specialized units including Bomb Team, Traffic Unit, and Drug Task Force
5. Community Services and Virtual Reality Training

Sessions ran from 6pm-9pm every Wednesday, providing participants with hands-on experiences, facility tours, and direct interaction with officers and specialized units.

Participant Feedback and Success

Post-program surveys revealed high satisfaction levels among participants. Key feedback highlights included:

Positive Impact:

- Participants praised the curriculum as “enjoying courses and learning a lot”
- Many noted gaining “insight into the BPD”
- Participants noted that “everyone has been so personable and prepared”
- Multiple participants committed to recommending the program to others

Program Improvements for 2026:

Based on participant feedback, future academies will incorporate:

- More time for Investigations/Detectives
- Additional time for patrol functions, traffic, and photo enforcement
- Pre-program agenda distribution and question collection
- Addition of partner entities
- Improved graduation ceremony format

This annual fall program continues to provide residents with an inside look at police operations, training, and community safety initiatives, fostering mutual understanding and collaboration between the department and the community it serves. Planning discussions are ongoing for the 2026 academy, with efforts to widely advertise and attract diverse applicants interested in learning more about the Boulder Police Department.

“This annual fall program continues to provide residents with an inside look at police operations, training, and community safety initiatives, fostering mutual understanding and collaboration between the department and the community it serves.”





"The Boulder Police Department responded to 66,903 calls for service in 2025, demonstrating our commitment to being available when the community needs us most."

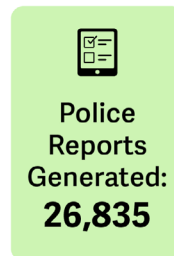
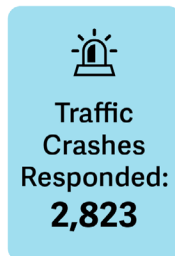
7 2025 OPERATIONS AND RESPONSE PERFORMANCE

Calls for Service and Community Impact

The Boulder Police Department responded to 66,903 calls for service in 2025, demonstrating our commitment to being available when the community needs us most. This substantial volume reflects the trust our community places in our officers and our comprehensive approach to public safety.

2025 Service Volume:

- **Custodial Arrests:**
2,384
- **Traffic Crashes**
Responded: 2,823
- **Records Information**
Requested: 6,463
- **Police Reports**
Generated: 26,835
- **Total Calls for Service:**
66,903



Crime Response and Prevention

Crime Statistics:

- **Persons Crimes:** 1,727 incidents
- **Property Crimes:** 5,187 incidents
- **Drug Offenses:** 533 cases

Proactive Policing:

- **Proactive Police Incidents:** 35,446
- **Animal Protection Incidents:** 5,388

Victim Services and Community Support

Our commitment to supporting crime victims and community members impacted by critical incidents remained a priority in 2025. BPD Victim Services assisted 962 individuals affected by crime and critical incidents, serving as a liaison between law enforcement and victims or witnesses. Of those individuals, 790 received services specifically related to the requirements under the Victims' Rights Act. Additionally, on June 1, 2025, victim advocates provided support to the victims and witnesses of the June 1st Pearl Street attack. In 2025 in Victim Services, there have been:

- 44 volunteers
- 528 volunteer hours
- 6 of which were episodic volunteers
- 38 of which are ongoing volunteers

This significant number demonstrates the need for our comprehensive approach to victim services, reflecting our mission to enhance public safety through providing compassionate care for individuals experiencing some of their most difficult moments. We also made significant additions and improvements to our Victim Services webpage, including information and videos for victims of crimes, their families and loved ones. You can learn more about our victim services by visiting bldr.fyi/victim-services.

Top Five Call Types for 2025:

1. **Animal Calls** - Community assistance with wildlife and domestic animal issues
2. **Disturbance** - General peace-keeping and conflict resolution
3. **Trespassing** - Property protection and security concerns
4. **Welfare Check** - Contacting individuals to be sure they are safe
5. **Noise Complaints** - Quality of life and neighborhood peace maintenance



Persons Crimes:
1,727 incidents

Property Crimes:
5,187 incidents



Drug Offenses:
533 cases



Victims Served:
962 individuals



Top 5 Call Types for 2025:



Animal Calls
Disturbance
Trespassing
Welfare Check
Noise Complaints

Response Time Performance

Our department maintains strong response time performance across all priority levels, ensuring timely assistance when emergencies occur.

Priority 1 Calls (Emergency Response):

- **Median Response Time:** 5 minutes, 56 seconds
- **Call Receipt to Dispatch:** 2 minutes, 6 seconds
- **Dispatch to Arrival:** 3 minutes, 50 seconds
- **Target Response Time:** 6 minutes (meeting department standards)



Call Receipt to Dispatch
2 minutes, 6 seconds



Dispatch to Arrival
3 minutes, 50 seconds



Median Response Time
5 minutes, 56 seconds

Priority 2 Calls (Urgent but Non-Emergency):

- **Median Response Time:** 21 minutes, 58 seconds

Priority 3 Calls (Routine Service):

- **Median Response Time:** 20 minutes, 22 seconds

These response times reflect our commitment to efficient emergency response while balancing the varied needs of our community. Our performance consistently meets department targets for Priority 1 emergency calls, ensuring critical situations receive immediate attention.

The 2025 data demonstrate our comprehensive service delivery, from emergency response to proactive community policing, victim assistance, and specialized services that address the diverse public safety needs of Boulder.





“... in 2025 the BPD hosted dozens of public safety professionals from Brazil to discuss community engagement, evaluations, and internal investigations.”

8 LEADERSHIP TRAINING OPPORTUNITIES

Boulder Police Department (BPD) invested in the professional development of both sworn and non-sworn staff through a range of leadership training and conference opportunities. This includes sending personnel to events, and hosting events in the City of Boulder. As a part of the International Association of Chiefs of Police, in 2025 the BPD hosted dozens of public safety professionals from Brazil to discuss community engagement, evaluations, and internal investigations.

Sworn officers attended advanced leadership programs including the University of Chicago Police Leadership Academy, Northwestern’s Police Staff and Command School, a Crisis Communications and Media Relations course, and the Department of Homeland Security Leadership Academy. Officers also attended conferences including CALEA, the International Association of Chiefs of Police (IACP), the Mid-Sized Agencies Benchmark Cities Conference, and the Axon Technology Conference. These training opportunities helped keep the department current on evidence-based practices and emerging technology. They also helped develop current officers into leaders and build a pipeline for the future.

Non-sworn staff received similar investment. In April 2025, BPD hosted Sworn Impact’s Emerging Leaders training, where roughly two dozen employees, both sworn and non-sworn, worked on leadership and strategic communication skills. Staff also attended the IACP and Axon conferences, participated in Paul Butler’s training on teamwork, leadership, and customer service, and represented BPD as presenters at the Government Alliance on Race and Equity (GARE), Colorado Crime Analysis Association (CCAA), and Academy of Criminal Justice Sciences (ACJS) conferences. These opportunities strengthened employee skills, deepened engagement, and prepared the broader workforce to support BPD’s mission.

9 LOOKING FORWARD

As we enter 2026, we've created six main department goals on which to focus:

1. **Safety:** Continue to reduce crime citywide and focus our efforts through our Problem-Oriented Policing initiative to reduce calls for service at high-call and high-crime locations.
2. **Recruiting and Retention:** Continue to hire quality employees to fill vacant roles and work hard to retain the talented employees we currently have.
3. **Community Engagement:** Continue to be present, visible, and engaged in our community, and work to add additional staff to our liaison roles, hold town halls with the chief and other staff, and be present at community events and meetings.
4. **Staff Wellness:** Continue to prioritize the well-being of our employees who face stressors and trauma that most people never do. A top priority is ensuring our employees come to work emotionally and physically well.
5. **Transparency:** Continue to share with the community what we do and why we do it. As we add new technology, tools, or programs, we want to share the ins and outs of those things via our dashboards and other formats.
6. **Sundance Preparation:** With less than a year to go until we host the first Sundance Film Festival in Boulder, much of the year will be spent preparing for January 2027 when we host this international event in the city. This involves training, advances in technology, and ensuring we are engaged in best practices so we can hold a safe and fun festival.

There are many other things we will also be examining, from trends to safety to the national landscape and unplanned incidents, so we will constantly re-evaluate these priorities to make sure we are focusing on where we need to be.





/ CONTACT US

For more information about Boulder Police Department programs and services, please visit bldr.fyi/bpd

This report reflects our commitment to transparency and community partnership. We thank all community members, partners, and stakeholders who contribute to making Boulder a safer place for everyone.