

## BUDGET

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Police budget is \$48M with approximately \$40M of that in personnel expenses (pay and benefits). Are any considerations being made for reallocation to community services for mental health and drug abuse etc. with the national defunding conversation and demands? We have significant allocations for: the mental health co-responder, Spanish Team, training related to Implicit Bias, Ethics, and Discrimination (*Character Counts* program), a department psychologist who works with community mental health professionals, the Neighborhood Engagement Team, the District One Unit, supporting funds for City services such as the cold-weather shelters, and many personnel working on committees and with teams for mental health and substance abuse. We have heard the calls to consider reallocation of funds from Police Services to other community priorities. Please see the Budget section at [www.fcgov.com/police/transparency](http://www.fcgov.com/police/transparency) for a response to this issue. Information about our approach to mental health is also available in the Mental Health section.

Are there city priorities that could benefit from re-allocation of funds or higher levels of cross-departmental collaboration in order to tackle the root problem? For example to build the mental health center that fell short as a ballot initiative in 2016? We have heard the calls to consider reallocation of funds from Police Services to other community priorities. Please see the Budget section at [www.fcgov.com/police/transparency](http://www.fcgov.com/police/transparency).

Additionally of note, Larimer County voters passed a tax measure in 2018 to support a mental and behavioral health facility. This program/funding is not related to City funding, but is about to begin construction.

There is a national movement to strategically reallocate resources, funding, and responsibility away from police and toward community-based models of safety, support, and prevention (i.e. defund the police). To invest more in areas like housing and education. To move away from criminalizing poverty and drug addiction. This is a two-part question:

- What do you think that would look like in Fort Collins? We have heard the calls to consider reallocation of funds from Police Services to other community priorities. Please see the Budget section at [www.fcgov.com/police/transparency](http://www.fcgov.com/police/transparency) for a response to this issue.
- And Councilmember Gorgol asked at the June 2nd council meeting about the percentage the city spends on policing vs. community programs, and I am curious to know that percentage? The City of Fort Collins budget process funds specific community outcomes: Neighborhood Livability and Social Health, Culture and Recreation, Economic Health, Environmental Health, Safe Community, Transportation, and High Performing Government. Each of these outcomes includes several strategic objectives. Instead of across-the-board increases or decreases to department budgets, this model funds programs and services that align with community priorities to support those strategic objectives. Detailed information about the City budget can be found at [www.fcgov.com/budget](http://www.fcgov.com/budget).

Should we have a serious conversation about having many services presently covered by Police Services rather be provided by other City services? For example, should (armed) police officers intervene when attending to traffic crashes? Or for that matter, should armed, uniformed police be involved in MOST matters? FCPS has a [Community Service Officer \(CSO\) program](#), which includes response to traffic crashes. The community service officer position is a limited commission, non-armed, civilian position designed to deliver efficient service to the community. A large percentage of police calls are service-oriented rather than enforcement-related. Many of these calls do not require the expertise of a sworn officer and can be competently handled by CSOs. FCPS has low use of force statistics due to our thorough hiring practices and robust training. While armed officers may attend to calls that do not require firearms, the officers only utilize their firearms in response to imminent deadly threats to residents or themselves.

Is the Fort Collins city council considering dismantling the city's police department and replacing it with a community based system of public safety like Minneapolis has committed to doing? or at least considering implementing some sort of community based system of public safety? [While we have heard the calls to consider reallocation of funds from Police Services to other community priorities](#), the City is not considering dismantling Police Services. For more information about the strategic objectives that FCPS supports, please visit [www.fcgov.com/budget](http://www.fcgov.com/budget).

'Transformation through reallocation' is related. Can we revisit Keep Fort Collins Great tax allocations and adjusting the allocations going to the various 'sectors': police, streets, parks and recreation. A small slice of the pie went to Social Sustainability and could be increased. Is it possible to revote or Council redistribute how those KFCG allocations are going to certain service areas? The presentation to the vote was basically continue the same allocations, yes or no. These are tax payer funds for 10 years that could really make a lasting, durable system change we can actually plan on. [The City of Fort Collins budget process funds specific community outcomes: Neighborhood Livability and Social Health, Culture and Recreation, Economic Health, Environmental Health, Safe Community, Transportation, and High Performing Government](#). Each of these outcomes includes several strategic objectives. Instead of across-the-board increases or decreases to department budgets, this model funds programs and services that align with community priorities to support those strategic objectives. Detailed information about the City budget can be found at [www.fcgov.com/budget](http://www.fcgov.com/budget).

## **RACE/EQUITY/BIAS**

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What social justice resources (i.e. books, research, podcasts, trainings, practices, etc.) are you three using right now to further educate and challenge yourselves as leaders in this community to make your decision-making more just and better informed? [All FCPS employees are required complete formal training each year related to implicit bias \(see the Anti-Bias Training + Expectations section at www.fcgov.com/police/transparency for details\)](#). Agency and City Leaders have also attended National League of Cities training to better understand systemic racism. Chief Swoboda, and his Executive Staff, frequently take opportunities to listen and learn from community members through informal discussion. FCPS also has representation in the City of Fort Collins Equity Team. In addition to formal

training, FCPS employees participate in multi-cultural events throughout the year to connect with community members and learn about social issues/concerns unique to different minority and marginalized groups (see Cultural Competency section at [www.fcgov.com/police/transparency](http://www.fcgov.com/police/transparency)).

Do police receive any kind of anti-bias training (to help reduce the role of potential unconscious racial bias in their actions)? **Yes.** Please see the Anti-Bias Training + Expectations section at [www.fcgov.com/police/transparency](http://www.fcgov.com/police/transparency).

'@swoboda how are you talking to your staff about why Black Lives Matter? Chief Swoboda has engaged in numerous conversations with employees, including discussions about the death of George Floyd, protest activities in Fort Collins, and the social discussion and challenges surrounding race and equity. Our agency's values are respect, integrity, service, and engagement. We cannot uphold these pillars without discussing the historic and modern-day challenges faced by communities of color.

## **TRAINING - FORCE**

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Since we have had excessive force with women being arrested. How is that data then used to alter policy, training and hiring? The FCPS Personnel and Training Unit is constantly evaluating tools and tactics to ensure that they remain in line with national best practices. FCPS is a CALEA-accredited agency, which requires annual policy review by third-party CALEA assessors. Our agency also employs a number of accountability measures to ensure that any behavior that doesn't align with policy or ethics are quickly addressed. More information can be found under the De-Escalation/Use of Force and Conduct/Complaints sections of our Transparency page ([www.fcgov.com/police/transparency](http://www.fcgov.com/police/transparency)).

## **TRAINING/HIRING - GENERAL**

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How is that same rigor used that is used in hiring also employed during the officer career to ensure those same values and behaviors are meaning maintained and even improved? We invest heavily in ongoing training. All officers are required to complete ongoing training to maintain Colorado P.O.S.T. certification. We are also required to complete certain training to maintain CALEA accreditation. More information can be found under the Training section of our Transparency page ([www.fcgov.com/police/transparency](http://www.fcgov.com/police/transparency)).

How do you ensure that the hiring review board addresses diversity and is diverse itself? Information about our diversity efforts related to hiring can be found on our Transparency page ([www.fcgov.com/police/transparency](http://www.fcgov.com/police/transparency)).

## **OVERSIGHT**

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How often do you all review body cams? How do you decide when a body cam needs to be reviewed? How often have y'all missed something (intimidation, racist behavior, etc.) because the person on the receiving end didn't come forward out of fear or concern that it wouldn't make a difference if they did come forward? Body camera videos are reviewed during the investigation of complaints or when following up on concerns. Supervisors also conduct regular audits of body camera videos. We take all complaints seriously and have

several channels available for community members to share concerns about an employee's conduct (<https://www.fcgov.com/police/employee-conduct.php>).

I think we need to hear more about the process of removing bad apples. I don't know if there is any history to speak to in Fort Collins, but in general, the appearance is that there is no strong and reliable process at all, here, and across the nation. [For more information about our accountability measures, including an early intervention system used to identify and address issues, please visit our Transparency page \(\[www.fcgov.com/police/transparency\]\(http://www.fcgov.com/police/transparency\)\).](#)

## ARREST INFO

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What is the ethnic/racial breakdown for arrests & incarceration in Fort Collins? [This information is available on our Transparency page \(\[www.fcgov.com/police/transparency\]\(http://www.fcgov.com/police/transparency\)\).](#)

## THIN BLUE LINE

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Can you comment on the "Blue Lives" flags that are in SRO offices in Boltz and Poudre High? [This symbol is commonly misunderstood. Please see the Thin Blue Line section on our Transparency page \(\[www.fcgov.com/police/transparency\]\(http://www.fcgov.com/police/transparency\)\) for more information about its significance and true intention when displayed in FCPS spaces.](#)

Is the city of Fort Collins police department dedicated to removing all Blue Lives Matter symbolism from their offices, cars, etc. [The Thin Blue Line displayed in our offices, cars, etc is not related to modern day social justice movements. For more information about this symbol and why we display it, please see the Thin Blue Line section on our Transparency page \(\[www.fcgov.com/police/transparency\]\(http://www.fcgov.com/police/transparency\)\).](#)

## LEGAL

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Recently (Oct. 2019) the Colorado Appellate Court ruled that child welfare workers were not immune from 4th Amendment protections - they cannot enter, search and seize, period. This was a published landmark decision resulting from a 2013 illegal entry by CPS and FCPD, who also lacked a warrant but went in anyway. Have any changes to policy or Memorandums of Understanding with CPS occurred as a result of finding? [To view FCPS policy related to child abuse investigations and protective custody, please see Policy 330 in our \[Policy Manual\]\(#\).](#)

There are a lot of topics to discuss. To me the most important one revolves around the apparent legal immunity of police officers who have assaulted or killed citizens and have been able to hide behind "fear for life" concerns when evidence all too often contradicts their claim. It seems the bar for using lethal force is too low, and goes without consequences. Can Chief Swoboda speak to conversations and/or negotiations with the FOP union such as the Minneapolis police department is undertaking with their police union? To me, this issue hinges around accountability. Bad apples are too easily permitted to remain. Where else can this happen when citizens' lives are at stake? [We invest heavily in hiring and training to ensure that highly-qualified, ethical candidates have the opportunity to serve our community. For more information about these processes, as well as how conduct](#)

complaints are handled, please see our Transparency page ([www.fcgov.com/police/transparency](http://www.fcgov.com/police/transparency)).

Statutory language surrounding use of lethal force is determined at the state level. If lethal force is used, the District Attorney reviews the investigation conducted by a multi-jurisdictional team and determines if it fell within the scope of the state statute.

## SCHOOL RESOURCE OFFICER PROGRAM

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I understand SROs were placed in PSD middle and high school in 1995 or 1996. What is the history and reason for placing SROs in schools? What is the breakdown of data related to race and ethnicity and actions taken by SROs? For information about our SRO program and reporting on data, please see the SRO section on our Transparency page ([www.fcgov.com/police/transparency](http://www.fcgov.com/police/transparency)).

## MENTAL HEALTH

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For Chief Swoboda - I was reading about the Co-Response program. A few questions regarding this program.

(1). What percentage of calls does the FCPD which have a mental health issue actually have the co-response team attached to an officer? In 2019, the co-responder assisted with 631 contacts (this does not include consults, phone calls/follow ups, or other basic coordination activities)

(2). If #1 is not 100%, In your personal opinion, are officers truly qualified to respond to mental health issues/crisis by themselves? Officers are increasingly tasked with navigating complex issues, including homelessness, mental and behavioral health, substance abuse, and more. At FCPS, we have increased our partnerships and training in these areas to equip officers with the skills and resources to manage situations involving these factors.

(3). If so, how many hours does an officer receive in mental health training? (Knowing that a board certified counselor go to school for years in order to be able to handle certain situations). All officers receive annual mental health training from our staff psychologist. FCPS does not train officers to provide comprehensive counseling services; rather, officers work to de-escalate situations and connect individuals in crisis with appropriate resources for evaluation and care. Our de-escalation training includes discussion and practical application of approaches that can help facilitate safety. FCPS also works with the UHealth CORE Team (Community Outreach, Response, and Engagement), which includes a licensed therapist and a community paramedic who respond to situations to assist officers in the field. For more information about our mental health training and efforts, visit <https://www.fcgov.com/police/mental-health>. Additional information about our De-Escalation and Mental Health training can be found on our Transparency page ([www.fcgov.com/police/transparency](http://www.fcgov.com/police/transparency)).

(4) Would you support expanding this program and other mental health services in Fort Collins if it means cutting some police funding that would traditionally answer these calls? We are always open to constructive conversations about other avenues for managing these challenges in our community.

Chief Swoboda, what's the "room" like at the department right now? How are the officers doing? What's the mental capacity of the force? 2020 has been a challenging year for

virtually everyone in our community, and our officers are no exception. They remain committed to serving with compassion and professionalism. Our agency's internal wellness program is designed to support employees and their families. For more information about this program, please see the Wellness section of our Transparency page ([www.fcgov.com/police/transparency](http://www.fcgov.com/police/transparency)).

## DIVERSITY

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Any trans or non-binary police? Do you collect this data at all?

We have a number of LGBTQIA+ employees at FCPS who have openly shared this part of their identity. We do not formally collect this data but do have resources and opportunities within the City of Fort Collins to celebrate diverse gender identities and orientation.

What is the current demographic makeup of officers in FC, by racial presentation? [This information is available under the Diversity section of our Transparency page \(\[www.fcgov.com/police/transparency\]\(http://www.fcgov.com/police/transparency\)\).](#)

## GENERAL INFORMATION

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What are your general thoughts on having a wildlife rehabilitation facility established in the community such as the one Northern Colorado Wildlife Center has presented? Do you believe your constituents would benefit from the services a wildlife rehabilitation facility would offer? What additional questions or concerns do you have on the topic? [This is outside the scope of Fort Collins Police operations. We would encourage you to contact Natural Areas service area representatives for further information.](#)

How does Fort Collins work with neighbors like the city of Denver on these issues to ensure the entire state is having these conversations collectively?! [The Deputy Chief of Police serves on the Daniels Fund Law Enforcement Ethics Initiative Committee, which produced a series of videos utilizing our employees, and those of other participating agencies, to focus specifically on law enforcement ethics. This initiative \[which directly involves: FCPS, Denver PD, Aurora PD, Colorado Springs PD, Albuquerque \(NM\) PD, Casper \(WY\) PD, and Salt Lake City \(UT\) PD\] delivers principle-based ethics education, and reinforces the value of ethical work and personal conduct. On a national level, FCPS is part of a Benchmark Cities group that includes 30 cities across the country with similar populations. This group compares practices and outcomes annually to facilitate conversation and develop best practices to better serve our respective communities.](#)

like all listening sessions by the city, so far it seems everything is perfect, so are there any areas of growth in relation specific to racism and social justice? [City staff conduct ongoing work to promote an equitable, inclusive community and invite feedback through a variety of communication channels. For more information about programs and process related to these issues, please visit the City's Equity and Inclusion page \(<https://www.fcgov.com/socialsustainability/equity.php>\).](#)

Why do we have a white woman in charge of EDI at the city when she has so little experience working in/on it? [This is outside the scope of Fort Collins Police operations. Please contact the related service area or City Manager's Officer regarding this concern.](#)

As stated, "Racial or bias-based policing is strictly forbidden" on behalf of Fort Collins Police Services, but what is the policy on how to handle calls from citizens/businesses that may be biased (because of race or class, as in cases of those experiencing homelessness)? Being approached by the police who respond to calls can be traumatizing and negatively impact those who are approached (whether the call itself was racially biased by whomever called 911, or even if one "fits the description"). So - even in best case scenarios when police are not biased - what alternatives are you all exploring to mitigate the negative, cumulative effect of police being the ones who respond to those who are perceived by others to be "suspicious" or "dangerous"? Re: Chief Swoboda's comment about it being a citizen's problem if people are not nice and don't treat each other well - i.e., how can the police mitigate the effects of racist/classist citizens calling the cops on vulnerable populations? [City staff conduct ongoing work to promote an equitable, inclusive community. For more information about programs and process related to these issues, please visit the City's Equity and Inclusion page \(<https://www.fcgov.com/socialsustainability/equity.php>\).](#) Units like our Neighborhood Engagement Team also help resolve ongoing conflicts within neighborhoods. The City's Neighborhood Services staff also works to support positive relationships within the community (more information: <https://www.fcgov.com/neighborhoodservices/neighborhoodconnections.php>).

'@swoboda- what's the best way to report misconduct then? I have had many experiences with people experiencing homelessness and people who use drugs in the D1 district, been given their supervisors cards and never heard from those supervisors. [If you have unresolved concerns about an incident, information for reporting can be found at <https://www.fcgov.com/police/employee-conduct.php>](#)

How many police officers in the department live in Fort Collins? [92 \(includes sworn officers and community service officers\)](#)

At swoboda- if you know - how can Justin Smith post hate speech/ fake news on his county government social media accounts. Who is able to hold him accountable? [This is a civil issue related to a county elected official and falls outside the scope of FCPS operations/authority.](#)

City manager's office and City Council talk the talk about race and racism. People of color are afraid, angry, and fed up. When will you walk the walk? When can we expect specific actions, and accountability, and see objective change? [City staff conduct ongoing work to promote an equitable, inclusive community and invite feedback through a variety of communication channels. For more information about programs and process related to these issues, please visit the City's Equity and Inclusion page \(<https://www.fcgov.com/socialsustainability/equity.php>\).](#)

How are we breaking down the cycles of criminal justice based oppression? Small municipal violation followed by failure to appear followed by county jail time and on and on and on? [FCPS works to provide compassionate, professional police services to create a safe community for all. Our officers work with local social service providers to help people](#)

experiencing homelessness, individuals in mental/behavioral health crisis, and others with chronic challenges access resources to avoid repeat emergency medical or justice involvement. Our partnership with Outreach Fort Collins and UCHHealth's CORE team are two examples of these partnerships. Broader issues regarding the criminal justice system dispositions, penalties, and outcomes may be addressed to the District Attorney's Office or Larimer County Court.

How can we work to remove the you+2 city policy? This policy is not culturally informed to consider the deep roots of family for POC. Family members are allowed to reside together under the Occupancy ordinance. For more information about this ordinance, visit <https://www.fcgov.com/neighborhoodservices/occupancy>