

Lakewood (CO) Police Department

Site Visit Report

Description of Training Organization

The City of Lakewood, Colorado, is located on the western edge of the Denver metropolitan area. The Lakewood Police Department has 238 sworn officers and serves a population of 145,000. The Lakewood Police Academy has been in operation since 1970 and has provided basic law enforcement training to hundreds of police recruits. In addition to providing training for our agency, we train personnel from other area agencies as well, on a space available basis.

The Academy moved to its present location in June of 2002. The new facility has its own classroom, locker rooms, workout area, arrest control training area, computer lab, and break room. Firearms training takes place at the Rooney Valley Law Enforcement Training Facility, located approximately 10 minutes from the Academy. Emergency driving is done at the Colorado State Patrol Drive Track, which is approximately 15 minutes from the Academy.

Colorado Peace Officer Standards and Training (POST) currently requires 546 hours of instruction for an approved basic police academy. The Lakewood Police Academy curriculum currently offers 946 hours of instruction. Our training staff is comprised of an academy director, assistant director, two training agents, and a training technician. Our instructional staff consists primarily of current police department employees from a wide variety of assignments.

Source of Official Student Records

In order to award credit, colleges and universities require proof of completion of coursework issued by the training organization. A student who has completed training provided by the Lakewood Police Department Basic Training Academy may obtain such records of this training by contacting:

Director of Training
Lakewood Police Department Basic Training Academy
445 South Allison Parkway
Lakewood, CO 80226

Description of Training Programs

Location: Physical Address: 1955 South Kipling Street Lakewood, CO 80228. Administration/Mailing Address: 445 South Allison Parkway Lakewood, CO 80226
Length: 946 hours

Program Objective: To provide participants with the knowledge, skills and abilities necessary to serve effectively as a law enforcement officer in the State of Colorado.

Learning Objective: Agent will be able to perform all routine and specialized duties of a law enforcement officer in the State of Colorado.

Instructional Methods: A combination of lecture, presentation, discussion, practical exercise, and scenario.

Learning Assessments: Written and practical examinations are used.

Description of Team

Three assessment consultants and one Criminal Justice Training Assessment coordinator were on the team. Below is a list of all participants; CJTA and Excelsior College have full curriculum vitae on file for each.

August Fons, PhD
Director of Criminal Justice
New Mexico Junior College
Hobbs, New Mexico

Michael Palmiotto, PhD
Professor
Wichita State University
Wichita, Kansas

Philip Kramer, EdD
Assistant Professor
University of Texas at El Paso
El Paso, Texas

Brian Redmond, MA
Assessment Coordinator
Criminal Justice Training Assessment
Albany, New York

Description of Visit

From August 3-5, 2005, four representatives of Criminal Justice Training Assessment conducted a site visit to the Lakewood Police Department Training Academy to assess the Basic training programs offered by the Lakewood Police Department. On the first morning (Wednesday, August 3, 2005), the team assembled at the Academy. Following a brief organizational meeting and introductions to the academy staff, the assessment team was shown to the conference room to access all the necessary materials and to begin the assessment process.

The team determined that the beginning of the day would be spent organizing the various subject modules of the recruit training program into familiar college course content areas. Mid-day was spent discussing and then assigning specific courses to faculty members to begin reviewing. The end of the day was spent reviewing the materials.

Consultant Fons reviewed the Firearms Proficiency, Colorado Criminal Law, Wellness for Law Enforcement, Law Enforcement Custody and Control, and Patrol Procedures I blocks of instruction. Consultant Kramer reviewed the Patrol Procedures II, Traffic Investigations, Introduction to Criminal Justice, and Communications for Law Enforcement blocks of instruction. Consultant Palmiotto reviewed the Investigations I, Investigations II, and Basic Law blocks of instruction.

The above list of courses was developed from a list of subjects mandated by the Colorado Peace Officer Standards and Training Board (POST) and from the supplemental subject areas included in the training programs by the Lakewood Police Department.

The team began the second day by continuing to review the assigned materials. The number of hours involved in the materials took the team to the end of the day.

On the third day, the team first consulted with each other on the individual courses to ensure agreement on the recommendations. All credits were agreed upon by the consultants. Shortly thereafter, the team conducted the exit-interview/debrief with the staff and administration of the training academy.

Credit Recommendations**Summary of Credit Recommendations**

<i>Program:</i> Lakewood Police Department Basic Academy	
Basic Law	3 credits
Colorado Criminal Law	3 credits
Communications for Law Enforcement	3 credits
Firearms	2 credits
Introduction to Criminal Justice	3 credits
Investigations I	3 credits
Investigations II	3 credits
Law Enforcement Custody and Control	4 credits
Patrol Procedures I	3 credits
Patrol Procedures II	3 credits
Traffic Investigations	3 credits
<u>Wellness for Law Enforcement</u>	<u>1 credit</u>
TOTAL	34 credits

Course Descriptions**Basic Law** (3 credits, lower division)*Program:* Lakewood Police Department Basic Training Academy*Location:* Lakewood, CO*Length:* 50 hours*Dates:* March 2005 through June 2009

Objectives: Identify and know the basic elements of law involving basic law enforcement. Identify and know the elements of law pertaining to everyday life such as domestic violence, sexual harassment, ethnic intimidation and hate crimes, as well as the rights of victims. Be able to discuss laws that specifically mention law enforcement, such as; search and seizure, legal liability, interviewing, rules of evidence, and municipal laws.

Instruction: Students must complete no fewer than twelve hours of "Arrest, Search & Seizure," four hours of "Rules of evidence," six hours of "Legal Liability: Legal Liability," two hours of "Legal Liability: Sexual Harassment," four hours of "Municipal Code," four hours of "Victim's Rights," eight hours of "Domestic Violence," six hours of "Ethnic Intimidation & Hate Crimes," and four hours of "Interrogations/Confessions." Instructional methods for include lecture, PowerPoint presentations, videos, and discussions. Evaluation methods include written examination.

Credit Recommendation: In the lower division associate/baccalaureate degree category, three semester credits.

Colorado Criminal Code (3 credits, lower division)*Program:* Lakewood Police Department Basic Training Academy*Location:* Lakewood, CO*Length:* 65 hours*Dates:* March 2005 through June 2009

Objectives: Identify the aspects that constitute a crime, inchoate crimes, and defenses to crimes. Describe proper procedures for handling incompetent or insane defendants; understand the class and penalties for Colorado criminal offenses and the difference between civil and criminal offenses. Recognize elements of crimes including crimes against persons/property, public peace and order, child abuse, fraud, computer crimes, and sexual assaults. Be familiar with: Colorado (state and municipal) theft laws, prosecution standards, and children's code (charging options, release of records/information, and sentencing options). Identify Colorado Controlled Substances statutes and violations of the Liquor and Beer Code including elements and restrictions imposed in the Code. Explain and discuss Colorado Peace Officer enforcement procedures related to the Liquor and Beer code.

Instruction: Students must complete no fewer than thirty-two hours of "Colorado Criminal Code: Criminal Code," five hours of "Colorado Criminal Code: Auto Theft Laws," four hours of "Colorado Criminal Code: Theft Laws," two hours of "Liquor Code," four hours of "Controlled Substances: Prescription Fraud," two hours of "Controlled Substances: Narcotics Law," and sixteen hours of "Colorado Children's Code." Instructional methods include lecture, class discussion, case critiques, and the use of applicable statutes/ordinances. Evaluation methods include written examination.

Credit Recommendation: In the lower division associate/baccalaureate degree category, three semester credits.

Communications (3 credits, lower division)*Program:* Lakewood Police Department Basic Training Academy*Location:* Lakewood, CO*Length:* 62 hours*Dates:* March 2005 through June 2009

Objectives: Effectively communicate using verbal and written communications. Identify the necessary structure and elements of effective police reports as well as other written communications, and how to prepare those documents. Gain an understanding of basic computer report writing skills and techniques. Identify characteristics of effective investigative report writing. Be able to identify and understand hostile verbal communications. Be able to deescalate and resolve hostile verbal communications. Understand and be able to use conflict resolution techniques. Understand basic concepts, policies and procedures of the National Crime Information Center (NCIC) system and the Colorado Crime Information Center (CCIC) systems. Identify and list the key elements of the NCIC and CCIC systems. Identify and define relevant terminology and be able to explain the importance of key concepts. Define relevance as it relates to patrol needs. Understand and be able to articulate the need for proper radio procedures.

Instruction: Students must complete no fewer than forty hours of "Report Writing," four hours of "Verbal Communication Techniques: Verbal Descalation," fourteen hours of "Verbal Communication Techniques: Spanish," and four hours of "NCIC/CCIC." Instructional methods include lecture, videos, PowerPoint presentations, examinations, overhead transparencies, voice tapes, and evaluations. Evaluation methods include written and practical examinations.

Credit Recommendation: In the lower division associate/baccalaureate degree category, three semester credits.

Criminal Investigations I (3 credits, lower division)*Program:* Lakewood Police Department Basic Training Academy*Location:* Lakewood, CO*Length:* 59 hours*Dates:* March 2005 through June 2009

Objectives: Gain an understanding of the basic elements and components necessary to conduct a criminal investigation. Understand preliminary investigation procedures, protecting the crime scene, searching the crime scene, photography of the crime scene and obtaining latent fingerprints. Achieve the capabilities of identifying suspects, interviewing witnesses and victims, properly taking notes at the crime scene, booking evidence, and testifying in court.

Instruction: Students must complete no fewer than two hours of "Courtroom Testimony: Lecture," eight hours of "Major Courtroom Testimony: Practical," four hours of "Preliminary Investigations," three hours of "Crime Scene Searches," four hours of "Crime Scene Documentation: Note Taking," two hours of "Crime Scene Documentation: Crime Scene Photography," three hours of "Crime Scene Documentation: Crime Scene Sketching," three hours of "Crime Scene Documentation: Traffic Crime Scene Sketching," two hours of "Identification and Collection of Evidence: Fingerprinting," two hours of "Identification and Collection of Evidence: Crime Scene Photography," four hours of "Identification and Collection of Evidence: Automated Booking," four hours of "Identification and Collection of Evidence: Latent Fingerprints," two hours of "Identification and Collection of Evidence: Booking Property," six hours of "Identification and Collection of Evidence: Identification and Collection of Evidence," six hours of "Interview and Interrogation Techniques," and four hours of "Identification of Suspects." Instructional methods include lecture, practical exercises, videos, course review, and critique. Evaluation methods include written and practical examinations.

Credit Recommendation: In the lower division associate/baccalaureate degree category, three semester credits.

Criminal Investigations II (3 credits, lower division)

Program: Lakewood Police Department Basic Training Academy

Location: Lakewood, CO

Length: 46 hours

Dates: March 2005 through June 2009

Objectives: Gain knowledge of the major crimes committed in society. Be able to conduct the preliminary investigations of the following crimes; death and major crime scenes, robbery, burglary, arson, vice, sexual assault, and crimes against children. Be able to conduct initial investigations on identity theft, fraud, and computer crime.

Instruction: Students must complete no fewer than two hours of "Major Case Considerations: Robbery," four hours of "Major Case Considerations: Burglary," eight hours of "Major Case Considerations: Death and Major Crime Scenes," four hours of "Major Case Considerations: Arson," four hours of "Major Case Considerations: Vice/Intelligence," six hours of "Major Case Considerations: Sexual Assault," four hours of "Major Case Considerations: Crimes Against Children," two hours of "Major Case Considerations: Computer Crime," two hours of "Major Case Considerations: Fraud," eight hours of "Major Case Considerations: Mock Crime Scene," and two hours of "Identity Theft." Instructional methods include lecture, discussion, and videos. Evaluation methods include written and practical examinations.

Credit Recommendation: In the lower division associate/baccalaureate degree category, three semester credits.

Firearms (2 credits, lower division)

Program: Lakewood Police Department Basic Training Academy

Location: Lakewood, CO

Length: 88 hours

Dates: March 2005 through June 2009

Objectives: Identify and demonstrate safe firearms handling procedures, loading and unloading techniques, and basic marksmanship skills. Discuss and demonstrate proper malfunction clearing procedures and survival-based shooting techniques. Apply proper ammunition management procedures and determination of weapon status.

Instruction: Students must complete no fewer than eight hours of "Firearms Lecture," sixteen hours of "Firearms Shotgun," and sixty-four hours of "Firearms Pistol." Instructional methods include lecture and hands-on application. Evaluation methods include written examination and mandated passing qualification scores for the shotgun and semi-automatic pistol.

Credit Recommendation: In the lower division associate/baccalaureate degree category, two semester credits.

Introduction to Criminal Justice (3 credits, lower division)

Program: Lakewood Police Department Basic Training Academy

Location: Lakewood, CO

Length: 47 hours

Dates: March 2005 through June 2009

Objectives: Gain comprehension of basic theory and practice of criminal justice. Understand the criminal justice system's criminal procedures including processes of arrests, due process, equal protection, constitutional amendments, and peace officer legal responsibilities. Describe and explain the duties and responsibilities of the federal, state, county, and local courts. Explain and define terms of the criminal judicial process. Understand the roles and relationships of federal, state, and local law enforcement agencies. Identify the possible professional relationships between peace officers and victims, the community, the police department, other governmental agencies, and fellow officers. Understand and describe the importance of ethical conduct. Paraphrase the Law Enforcement Code of Ethics and describe how the code pertains to professional and personal life. Identify the ethical and professional traits officers should exemplify. Explain the benefits of professional and ethical behavior to the officer, the department, and the community. Describe the consequences of unethical decision making, unprofessional behavior, and misconduct. Understand the responsibility to report unethical and unprofessional behavior of co-workers. Explain the dynamics of prejudice and profiling. Understand the legal provisions and terms related to bias crimes, ethnic intimidation, and civil damage issues. Identify the role and responsibility of an officer who responds to a hate crime. Understand the sufficient cause to determine whether a hate crime has occurred. Develop a working definition of community policing including the implementation of community policing policy and practices. Understand the merits of community policing. Analyze the roles of the organization and the line officer in community policing. Identify problem solving techniques. Demonstrate knowledge of problem solving. Explain the benefits and opportunities of community partnerships. Identify and explain how to minimize obstacles to effective community partnerships. Understand and explain the officer's role in crime prevention. Explain and discuss specific methods of crime prevention and the possible reduction of crime.

Instruction: Students must complete no fewer than fourteen hours of "Criminal Process (US Constitution & Court Systems)," four hours of "Judicial Procedures," four hours of "Law Enforcement Organizations," eight hours of "Ethics & Anti-biased Policing: Ethics," two hours of "Ethics & Anti-biased Policing: Anti-biased Policing," four hours of "Community Policing," four hours of "Problem Solving," three hours of "Community Partnerships," and four hours of "Crime Prevention." Instructional methods include lecture, handouts, videos, PowerPoint presentations, examinations, overhead transparencies, voice tapes, case studies, legal decisions, journal articles, book chapters, and evaluations. Evaluation methods include written and practical examination.

Credit Recommendation: In the lower division associate/baccalaureate degree category, three semester credits.

Law Enforcement Custody and Control (4 credits, lower division)

Program: Lakewood Police Department Basic Training Academy

Location: Lakewood, CO

Length: 122 hours

Dates: March 2005 through June 2009

Objectives: Demonstrate proper technique in the following skills areas: searches, handcuffing, baton, handgun retention, knife defense, ASP, ground avoidance, escape from common ground "pins", ground control holds. Understand and explain: psychological and physiological effects of the use of force, provisions of law that apply to the use of force, and the legal concept of reasonableness. Identify critical concepts of custodial care, Sudden Custody Death Syndrome, and high-risk arrestees.

Instruction: Students must complete no fewer than eighty-four hours of “Arrest Control: ACT,” eight hours of “Arrest Control: Ground Fighting,” two hours of “Arrest Control: Knife Defense,” four hours of “Use of Force: Lecture,” eight hours of “Use of Force: Practical,” eight hours of “Officer Survival: Lecture,” six hours of “Officer Survival: Practical,” and two hours of “Surviving Off-duty Encounters.” Instructional methods include lecture, use of force training system (Range 2000), video and hands-on application. Evaluation methods include written examination and mandated passing practical skills application.

Credit Recommendation: In the lower division associate/baccalaureate degree category, four semester credits.

Patrol Procedures I (3 credits, lower division)

Program: Lakewood Police Department Basic Training Academy

Location: Lakewood, CO

Length: 80 hours

Dates: March 2005 through June 2009

Objectives: Identify methods of de-escalating emotional events and appropriate communication skills for dealing with people in crisis. Identify behaviors of psychological disorders and demonstrate/employ the Threat Assessment and Response Procedure. Differentiate between criminal matters and various types of civil disputes and demonstrate understanding of the practical and legal issues commonly encountered in civil disputes. Describe the psychological influences of crowds and warning signals leading to civil disobedience, three stages in the formation of a mob and explain proper procedures for handling an unlawful assembly including crowd control formations. Demonstrate knowledge of relevant factors, including tactical considerations, in responding safely to in-progress calls; specifically, information and intelligence gathering, response strategy, cover/concealment, and nature of crime. Identify conditions in which it is proper to conduct a pedestrian stop and demonstrate proper positions from which to conduct the stop. Identify risks and special considerations involved in pedestrian stops. Identify varying methodologies which can effectively be used in survival/safety/crisis situations. Discuss concepts of observation and perception. Explain motor vehicle law governing traffic direction and describe proper methods of giving the basic traffic direction signals. Identify gang members, gang crimes, and gang activity. Discuss safe and effective response to gang activity, identify two groups of graffiti, and explain the relationship between gangs and drug trafficking. Discuss effective and safe methodologies for conducting traffic violations stops, investigative traffic stops, and high-risk (felony) and unknown risk traffic stops. Identify correct performance elements in the approach, arrival, and containment of a crime scene. Demonstrate the proper means of approaching and entering a building, proper search methods and identification of special risks associated with building searches.

Instruction: Students must complete no fewer than two hours of “Traffic Direction (lecture),” four hours of “Traffic Direction (practical),” four hours of “Patrol Observation and Perception,” six hours of “Pedestrian Contacts (lecture),” six hours of “Pedestrian Contacts (practical),” five hours of “Gangs,” six hours of “Vehicle Contacts: Vehicle Traffic Stops,” four hours of “Building Searches (lecture),” eight hours of “Building searches (practical),” four hours of “Handling In-progress Calls (lecture),” six hours of “Handling In-progress Calls (practical),” five hours of “Civil Disputes,” eight hours of “Crowd Control,” four hours of “Area Searches and Perimeters,” and eight hours of “Risk Assessment and Response.” Instructional methods include lecture, class discussion, video, and practical scenario-based application. Evaluation methods include of written examination and practical skills application.

Credit Recommendation: In the lower division associate/baccalaureate degree category, three semester credits.

Patrol Procedures II (3 credits, lower division)

Program: Lakewood Police Department Basic Training Academy

Location: Lakewood, CO

Length: 58 hours

Dates: March 2005 through June 2009

Objectives: Explain the differences between active shooters and barricaded suspect situations. Explain the criteria used for handling active shooter-barricaded suspect situations. Explain the diamond formation in terms of how it is used with a mock active shooter situation and an active shooter situation. Demonstrate an understanding of the general issues surrounding terrorism and law enforcement responses to terrorist activities. Demonstrate a comprehension of a “Weapons of Mass Destruction” incident and law enforcement response. Demonstrate knowledge of the tactics required to respond safely to a terrorist incident. Identify terrorist related responsibilities of various federal, state, and local law enforcement agencies. Identify the roles and responsibilities of law enforcement officers in terrorist intelligence activities. Identify and recognize law enforcement duties and health issues regarding various infectious agents. Demonstrate the ability to apply safety measures, including protective equipment, to reduce or prevent exposures to biohazards. Understand the nature of critical incidents. Understand the techniques for responding to critical incidents. Understand the nature and impact of cumulative critical incident stress. Understand the purpose, function, and responsibility of the Internal Affairs Unit. Understand and explain the differences between Allegations of Misconduct and Administrative Review Cases. Understand the difference between personnel investigations and criminal investigations. Understand how to complete an Internal Affairs response memorandum. Ability to properly plan and execute high-risk felony vehicle stops. Demonstrate various vehicle positions and occupant positioning techniques. Demonstrate proper verbal commands. Demonstrate understanding of special circumstances in high-risk felony stops. Describe and explain how specific behaviors of individuals may be indicative of people who have special needs that require officer intervention. Identify the key federal, state, and local laws regarding people with disabilities. Explain how federal, state, and local laws (e.g., laws pertaining to the protection of people with disabilities) affect officers in the performance of their duties. Identify specific provisions of the law as they relate to people with disabilities and public access and the use of service animals. Demonstrate an understanding of techniques for responding to people with disabilities. Recognize a hazardous materials incident and demonstrate an understanding of first responders. Demonstrate proper safety tactics. Understand the roles and responsibilities of the Special Weapons and Tactics team. Demonstrate an understanding of the different weapons and tactics of the team. Demonstrate and understand the roles and responsibilities in hostage-taking or barricaded suspect situations. Understand perimeter and containment responsibilities. Understand Stockholm Syndrome and explain the effect on victims.

Instruction: Students must complete no fewer than eight hours of “Rapid Emergency Deployment,” eight hours of “Terrorism,” eight hours of “Incident Command Systems,” two hours of “Bio-Hazard Materials,” four hours of “Critical Incident,” two hours of “Internal Affairs,” six hours of “Vehicle Contacts: High Risk Traffic Stops,” four hours of “Special Populations,” eight hours of “Hazardous Materials,” four hours of “Special Weapons and Tactics,” and four hours of “Hostage Taking and Crisis Negotiations.” Instructional methods include lecture, handouts, videos, PowerPoint presentations, examinations, overhead transparencies, voice tapes, and evaluations. Evaluation methods include written and practical examination.

Credit Recommendation: In the lower division associate/baccalaureate degree category, three semester credits.

Traffic Investigations (3 credits, lower division)

Program: Lakewood Police Department Basic Training Academy

Location: Lakewood, CO

Length: 59 hours

Dates: March 2005 through June 2009

Objectives: Describe and explain the elements of Colorado traffic code violations, including traffic code violations pertaining to driver’s licenses, habitual offenders, registration and taxation, and regulations of vehicles and traffic. Recognize right-of-way violations, turning and stopping violations, passing violations, speed violations, reckless driving violations, hit and run violations, careless driving violations, driver’s licenses violations, and vehicle registration violations. Understand the Municipal Code and the Enforcement Guide. Describe and explain the elements of Municipal Code traffic violations. Understand basic concepts, processes, and procedures necessary for traffic accident investigation. Effectively and safely conduct an on-scene traffic accident investigation including ability to accurately measure and diagram traffic accident scene. Recognize and preserve evidence at traffic accident scenes including tire marks, fluids, dirt and debris, paint, and damage assessment. Manage

traffic accident scene. Complete a well written traffic accident report. Apply traffic laws to accident investigation. Understand the legal aspects of DUI enforcement. Understand the deterrence effects of DUI enforcement. Understand and apply tactics and procedures of DUI enforcement including the recognition of alcoholic drinking behaviors that indicate impaired driving. Detect and describe conditions of DUI arrests, be able to make DUI arrests, and to write effective DUI reports.

Instruction: Students must complete no fewer than seven hours of "Traffic Code: State Traffic Code," four hours of "Traffic Code: Municipal Traffic Code," twenty-four hours of "Traffic Accident Investigations," and twenty-four hours of "DUI." Instructional methods include lecture, handouts, instructor guidelines, training bulletins, videos, PowerPoint presentations, examinations, overhead transparencies, and evaluations. Evaluation methods include written and practical examination.

Credit Recommendation: In the lower division associate/baccalaureate degree category, three semester credits.

Wellness for Law Enforcement (1 credit, lower division)

Program: Lakewood Police Department Basic Training Academy

Location: Lakewood, CO

Length: 66 hours

Dates: March 2005 through June 2009

Objectives: Describe and explain the fundamental components of physical fitness to include cardiovascular/respiratory endurance, strength, flexibility, and body composition. Discuss appropriate fitness training methodologies to include cardiovascular training, strength training, and flexibility training. Identify dietary nutrients and recommended nutrition guidelines. Identify factors that are inherent in the law enforcement profession that promote excessive levels of stress. Describe the effects of stress on the mind and body and techniques for effectively alleviating distress.

Instruction: Students must complete no fewer than eight hours of "First Aid/CPR," four hours of "Stress Management," and fifty-four hours of "Physical Training." Instructional methods include lecture and hands-on application. Evaluation methods include written examination and mandated passing physical fitness requirements.

Credit Recommendation: In the lower division associate/baccalaureate degree category, one semester credit.