



August 5, 2011

Denver Sheriff Department *Progress Report*



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DIRECTOR'S OFFICE

Strategic Planning

On August 2, 2011 a Strategic Planning Meeting was conducted to review our current and future strategic plans. During our meeting a new vision statement and a slightly revised mission statement was created:

New DSD Vision Statement:

We are committed to being a model law enforcement agency by demonstrating best practices, incorporating emerging technologies and the highest standards in accreditation by achieving and maintaining the Triple Crown Award.

New DSD Mission Statement:

To provide safety and security for the community by ensuring care, custody, transportation and reentry services for detainees by operating safe, secure, efficient and humane facilities that adhere to federal, state, and local laws.

During this meeting each division gave a mid-year update on their 2011 goals and an update was also given on the department's outcome and strategies. We also reviewed Mayor Hancock's 100 day plan and developed ideas and strategies on how DSD can assist in accomplishing the 100 day plan. An additional meeting will be established within the next two weeks to finalize our 2012 Department Goals and Strategies.

Sergeants Promotional Exam

On July 28th, a memo was sent out to all DSD Staff informing each of you that the investigation into the allegations of cheating on the 2011 written examination for Sergeant was completed. There was no evidence produced or discovered that supported the allegations in the anonymous letter. The reports are attached.

On August 12th, a promotional ceremony for the position of Sergeant will be held for: *Norma Mock, Michael Jordan, Steven Zarnow and Stephen Koch*. Stephen Koch will serve as acting Sergeant until Sgt. Rodriguez retires on August 31, 2011. On September 4, 2011 Steven Koch's promotion to the rank of Sergeant will be effective and Earl Sims will become an Acting Sergeant.

I want to thank Eric Miller, James Sanford, Michael Newtown and Steven Zarnow for "stepping up" and serving in the position of Acting Sergeant while the agency developed the new promotional list. Job well done!

DIRECTOR'S OFFICE

Continued...

Security Specialists

The Security Specialist position is one of the most important support functions within our department. They have been tasked with an enormous responsibility of ensuring that our facility is secure, inventories are maintained, camera observation of staff and inmate movement, communications and many other important functions. While observing the work of this group in central control a couple of weeks ago, I was reminded of the **critical** role that they play in the safety and security for everyone that enters and exits our facilities. A recent vulnerability study was conducted at several of our facilities which demonstrated how complacency and taking short cuts with our security can lead to escapes and introduction of contraband. In an effort to keep all of us safe, new guidelines have been given to the security specialists regarding overriding and/or breaching doors. Unless there is an emergency or an exigent circumstance, **do not** request doors to be breached or overridden. **Normal** movement through our facilities is designed to be controlled; which may lead to some delays getting through doors. This minor inconvenience is what keeps us safe and secure. If anyone has any concerns with the new policies and procedures for the Security Specialists, please address those concerns to the Major and/or the Division Chief of the respective facility; not the Security Specialists. Thank you.

New Deputy Sheriff and Security Specialist Class

On August 15th, it is anticipated that we will be hiring approximately 5-7 Security Specialist recruits that will replace the approximate 5-7 current Security Specialists who will be promoted to Deputy Sheriff. It is also anticipated that approximately 25-30 Deputy Sheriff recruits will be hired on September 12th to fill current and future vacancies within the department.

Deputy Sheriff Recruiter Position

Letters of interest are currently being accepted for the Denver Sheriff Department Deputy Sheriff Recruiter position. Please refer to the August 4, 2011 "DSD ALL" email that was sent out for additional information; the deadline for submitting the required information is **3:00 p.m. on Thursday, August 18, 2011.**



DENVER SHERIFF DEPARTMENT

Gary Wilson

Director of Corrections and Undersheriff
490 W. Colfax Avenue
Denver, Colorado 80204

Phone: 720-337-0194 * FAX: 720-337-0206

Date: July 26, 2011

To: ALL DSD STAFF

From: Gary Wilson, Director of Corrections and Undersheriff

Subj: No Evidence of Cheating on the 2011 Sergeant Promotional Test.

On May 17, 2011, the Denver Sheriff Department was made aware of an anonymous letter that alleged cheating on the Deputy Sheriff Sergeant written promotional examination administered on April 13, 2011. The author claimed that he or she had been given the answers to the test by a Deputy Sheriff Major and that he or she had given copies of those answers to five, possibly six other applicants. The anonymous letter was sent to my office and multiple news agencies that reported the allegations in local newspapers and television. The anonymous letter called into question the integrity of the promotional process.

The following steps were taken to determine if the allegations were true:

- A **multi-resource** investigation was immediately launched involving the Denver Police Department, the Independent Monitor's Office, an International Cheating Detection Expert and the Denver Sheriff Department.
- George O. Wesolowsky, an expert in cheating detection from Hamilton, Ontario, Canada performed an analysis on the written test results and found "*no evidence of cheating by collusion.*"
- The Denver Police Department interviewed all DSD Majors, other DSD command staff involved in the process and CSA personnel. Further, the DPD Crime Lab attempted to determine the origin of the letter through biometrics, saliva testing and mailing location. *None of these efforts produced any evidence of cheating or physical evidence to identify the author of the letter.*
- The Independent Monitor's Research Analyst compared the qualitative 2011 test results to similar promotional tests in 2007 and 2008. The Monitor's Analyst reported that "*the distribution characteristics of the 2011 exam results were very similar to earlier promotional exams.*" He also found that the distribution was "*what one would expect if there were no cheating.*" Lastly, he reported that "*no noticeable outlier group of deputies clustered at the top of the distribution in 2011 as would have been expected if the anonymous letter writer's allegations were true.*"

No Evidence of Cheating on Sheriff Sergeant Promotional Exam as Alleged in an Anonymous Complaint

Introduction

In a letter dated May 14, 2011, an unknown person sent an anonymous letter to the members of the media and the Director of Corrections/Undersheriff which claimed that s/he was a person who took the Denver Sheriff Sergeant promotional examination on April 13, 2011 and that s/he was provided with a copy of the test in advance by a Sheriff Major. The anonymous person claimed to be “sorry, regretful and embarrassed” and reported that s/he provided copies of the test to three other applicants. The writer further alleged that “about five, possibly six” deputies received the answers to the test and, thereby, cheated on the exam.

This letter called into question the credibility of the Sheriff Sergeant promotional process. Upon receiving the letter, the Director of Corrections/Undersheriff promptly initiated a full investigation into the cheating allegation, during which the below described steps were taken.

Test Results Were Examined Quantitatively for Indicators of Cheating

The Sheriff’s Department had the test results evaluated by an international expert in cheating detection methods. In addition, the Monitor’s Research Analyst,¹ compared quantitatively the 2011 test results to similar promotional tests administered in 2007 and 2008.

Neither evaluations of the test identified any patterns that would be consistent with cheating or collusion. The outside expert found “...no evidence of cheating by collusion.” He also found that the distribution was “...what one would expect if there were no cheating.” The Monitor’s Analyst reported that “...the distributional characteristics of the 2011 exam results were very similar to earlier promotional exams. Nothing in the distribution of the 2011 scores indicates cheating or collusion among a group of deputies.” The Monitor’s Analyst also found that the 2011 results had “...a smooth, approximately normal distribution that is almost identical in shape to the two previous exams.” Moreover, there was “...no noticeable outlier group of deputies clustered at the top of the distribution in 2011” as would have been expected if the anonymous letter writer’s allegations were true.²

¹ The Monitor’s Analyst is a former university professor with a Ph.D. in sociology and a background in statistical analysis.

² In fact, no applicant scored higher than 89% on the 2011 promotional test. If, in fact, multiple applicants had been provided with the answers to the test, it seems unlikely that they all would have purposely scored lower than an 89%, especially since none of the applicants knew in advance what the cut-off would be for a passing score.

The Denver Police Internal Affairs Bureau Assisted with the Internal Investigation

In addition to having the test results analyzed, the Director of Corrections requested that the Police Department's Internal Affairs Bureau interview members of the Sheriff committee that created the Sergeant promotional examination. Based on the information obtained from these interviews, there is no reason to believe that any Sheriff Major had such access to the test such that s/he could have provided a copy of the test to anyone.

The Police Department's Crime Lab examined the anonymous letter that was received by the Department and found no physical evidence which could be used to identify the anonymous writer.

Completion of the Internal Investigation

Finally, the Sheriff Department's Internal Affairs Bureau contacted all deputies who took the examination to ensure that no deputy had any information which would either prove or disprove the cheating allegation. No deputy identified him or herself as having any further information to provide regarding the cheating allegation.

Conclusion

Overall, it is the Monitor's judgment that there is no credible evidence of cheating on this promotional exam. The Director of Corrections/Undersheriff took these allegations seriously, acted quickly, and obtained the assistance of an International Cheating Detection Expert, the Denver Police Department, and the Monitor's Office in order to conduct a thorough and complete investigation into the anonymous complaint. A Sheriff Department internal investigation was also conducted. None of these efforts produced any evidence to support the information in the anonymous letter. The Monitor concurs with the Department's decision to take no further action on this complaint.

- The Denver Sheriff Department Internal Affairs Unit contacted all DSD Deputies who took the exam on April 13, 2011 to determine if they had any knowledge regarding the allegations. This action did not produce any evidence to support the allegations in the anonymous letter.

The Denver Sheriff Department took this allegation seriously and used multiple resources to conduct a thorough and complete investigation. I am confident that the allegations in the anonymous letter are **NOT** true. Therefore, the results of the 2011 Sergeant Promotional Testing Process will be deemed valid and will be utilized in accordance with the Career Service Rules. I want to give special thanks to the Denver Police Department, The Independent Monitor's Office, and Mr. George Wesolowsky for their assistance in this investigation. Thank you.



OFFICE OF THE INDEPENDENT MONITOR

THURSDAY, JULY 28, 2011- FOR IMMEDIATE RELEASE

Contact No.: 720-913-3306

Richard Rosenthal, Independent Monitor

THE INDEPENDENT MONITOR RELEASES A STATUS REPORT REGARDING AN INVESTIGATION INTO AN ALLEGATION OF CHEATING ON THE SHERIFF SERGEANT PROMOTIONAL EXAMINATION

On today's date, the Office of the Independent Monitor (OIM) posted an advance to its third quarter 2011 report providing details regarding an investigation into an allegation of cheating on the recent Sheriff Sergeant promotional examination. Pursuant to City Ordinance, the OIM publicly reports on the sufficiency of investigations and determinations as to whether Department rules and policies have been violated.

In this report, the Monitor concluded that the Sheriff Department conducted a complete and thorough investigation into an anonymous allegation of cheating on a recent Sheriff Sergeant Promotional Examination and that there was no evidence of cheating on the examination as alleged in an anonymous complaint.

The OIM is responsible for (1) monitoring and reporting on investigations of sworn police and sheriff personnel; (2) making recommendations to the Manager of Safety, Chief of Police and Director of Corrections regarding case findings and discipline; and (3) making policy recommendations regarding how the Departments operate.

This report can be accessed on the OIM website at www.denvergov.org/oim.

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COUNTY JAIL DIVISION

CAPTAIN KOONCE

R.I.S.E. (Recovery in a Secured Environment)

On July 5, 2011, the RISE program officially began at the Denver County Jail in the 19/20 & Palmer Unit with twelve (12) offenders. The program is funded by a Justice Assistance Grant (JAG). It is based upon the model established in Henrico County Jail (Richmond, VA) and created on principles that include the 12-Step philosophy, social learning theory, and cognitive behavior skills. The program provides tools for recovery and promotes building self-esteem in a peer-to-peer learning environment. This is an intensive, jail-to-community program for driving under the influence (DUI) offenders and those offenders struggling with alcohol addiction. The program will focus on offenders with their second or subsequent DUI, serving up to 365 days at the Denver County Jail. The goal is to reduce the number of alcohol related offenses for repeat DUI offenders.

To be eligible for the program an offender shall have a:

1. Current DUI conviction or history of substance abuse and/or
2. Sentence to program by Denver Sobriety Court;
3. All current charges should be adjudicated;
4. Current institution behavior shall be conducive for setting.

Although the program is structured as a peer-to-peer learning environment, there are two certified addictions counselors staffed in the unit to provide guidance and support. The counselors will co-facilitate the Level II Education classes with the selected outside vendor, BI, Inc. The role of the outside vendor is to provide the offenders a continuity of care as they transition back into the community. Once the offender is released from jail, the offender will be supervised by the probation department for a specified period of time. BI, Inc. will continue to meet with the offender and provide the Level II Therapy classes and monitor sobriety through drug and alcohol testing.

Starting a program of this magnitude required a collaborative effort and I would like to extend my appreciation to the following individuals for their hard work and dedication:

Director of Corrections Gary Wilson
Division Chief E. Diggins, Denver County Jail
Captain P. Oliva, Director's Office
Melody Bynum, Addictions Counselor
Eugene Onofrio, Addictions Counselor
Dr. Margaret Reiland, Psychologist
Regina Huerter, Manager of Safety's Office
Christine Flavia, Colorado Division of Behavioral Health

As the Unit Commander, I will oversee the program and I would also like to thank the staff in 19/20 & Palmer for welcoming and supporting this program.

COUNTY JAIL DIVISION

CAPTAIN KOONCE

2011 Youth Mini-Academy

This year marked our 5th Anniversary for the Denver Sheriff Department's Annual Youth Mini-Academy. The program was established to give the youth in our communities the opportunity to learn respect for the law by providing them with a positive interaction with law enforcement officers. Through interactive training and law enforcement education, one of our goals is to motivate the youth to be outstanding citizens. The Academy has afforded us the ability to enhance the department's relationship with the community. The Academy is a three (3) day course for girls and boys between the ages of 10-13 years old. The parents must complete an application, parental consent form and provide existing proof of medical insurance. We hold two sessions annually which includes the graduation ceremony.

Over the past 5 years, we have had the glorious opportunity to provide training to over 200 kids in our communities. This year Sergeant Grannum supervised the Academy and we had forty-four (44) kids participate in the two sessions. Below is the class curriculum for this year:

Leadership.....	Sergeant Wynn
Code of Conduct.....	Sergeant Grannum
Seat Belt Safety.....	Captain Gale
Stop Bullying.....	D/S Alexander
Healthy Attitudes & Friendships.....	Lisa Calderon (CCPC)
Health & Nutrition.....	Sergeant Grannum
CPR/First Aid.....	D/S B. Lovingier
Self Defense.....	D/S Yamaguchi
Firearm Safety.....	D/S D. Burroughs & D/S Szumomowski
Gang Awareness.....	D/S Yamaguchi
Resisting Peer Pressure and Drug & Alcohol...	D/S Koch
Internet Safety.....	D/S Mills
Stranger Danger.....	Sergeant Wynn
Fitness Challenge.....	Training Academy Staff
Flag Protocol.....	D/S P. Ortega
K-9 Presentation.....	D/S Dunn & Jack and D/S Swan & Rex
Life Choices.....	Division Chief E. Diggins

I would be remiss if I did not take a moment to thank all of the facilitators, volunteers, cadets, and of course our generous sponsors; Colorado Police Officer's Foundation (Colorado FOP), Denver Sheriffs Lodge 27 Fraternal Order of Police, Black Sheriff's Protective Association (BSPA), Latin American Law Enforcement Association (LALEY), and the Denver Sheriffs Union. It is because of their sponsorship that we offer the Academy to the community at no cost.



COUNTY JAIL DIVISION

SERGEANT BUTLER

County Jail Construction Projects Update

Below is the new view from the warehouse dock area showing the completion of the exterior north wall sections of new building.



This photo is the east view of the new recreation yards for Building 21 which will have roofs, and two separate yards when they are completed.



There are other projects around the jail facility that include two new parole hearing rooms and two holding rooms for inmates waiting to see the parole board. Denver Water has a major project going on around the North part of the jail grounds which impacts traffic flow. More updates to follow on the progress of the EHP project.

TECHNOLOGY, SUPPORT & SPECIAL PROJECTS

DIVISION CHIEF KIELAR

NCIC Unit

The NCIC Unit has been working closely with the Colorado Bureau of Investigation to implement new laws pertaining to sex offenders and assuring that these individuals are registered at the Denver facilities while incarcerated. Both the Denver County Jail and the Downtown Detention Center are in compliance with the new laws. Thanks to both divisions for your assistance.

Training

Civilian in service has begun; the dates are August 1st through September 9th. Due to September 5th being Labor Day, in service will not occur.

Congratulations to the new sergeants: D/S Norma Mock, D/S Michael Jordan, D/S Stephen Koch and D/S Steven Zarnow. The training class for these deputies begins on August 8th with their new assignments effective on August 14th.

VEHICLE IMPOUND FACILITY

CAPTAIN MEYER

I-100

As you are now aware, I-100, the No Valid Operator License ordinance was repealed by City Council on July 11, 2011. Per instructions of the City Attorney, we stopped enforcing the bond requirements on July 13, 2011. The actual repeal of the law takes effect on August 1, 2011. However, anyone whose vehicle was impounded prior to July 12, 2011 and they posted a bond is still subject to the provisions of the ordinance. Anyone who did not recover their vehicle and had an I-100 bond attached to the vehicle has been blessed by City Council as the bond is now invalid and they can recover their vehicle for just the tow and storage fees. The NCIC Unit will continue to track any second violations of bonds and close out all existing bonds as they expire.

As City Council emphasized during the repeal hearing, you still must have a valid driver's license to drive a vehicle in Denver. Citizens and visitors are still subject to being charged under the State Statute 42-2-101 – No Valid Operator License for not having a license on you or not having a valid license when driving.

PSYCHOLOGY UNIT

DR. MARGARET REILAND

Interns

We are coming up on the end of the 2010-2011 Internship year, and all current interns will be concluding their commitments by the middle of August. We will resume our full complement of students by the middle of October. The Internship program is valuable not only to the students who participate, but to the Sheriff Department as well, in terms of both the quantity and the quality of clinical services they provide. In the course of a month, they collectively provide about 300 individual therapeutic contacts and facilitate 30 groups. In return, the licensed psychologists provide clinical training and supervision. Dr. Brad McMillan is our Training Director and over the years has successfully expanded the number of programs from which we draw our interns as well as the number of interns we take each year. Feedback from students is that ours is considered a very desirable internship site, and it provides us an opportunity to enhance the visibility and reputation of the Sheriff Department in the community.

RISE

In other news, at the end of June, the RISE (Recovery in a Secure Environment) Unit (treatment unit for DUI offenders) was transferred from the Psychology Department to Captain Koonce. In addition to Addictions Counselors Melody Bynum and Eugene Onofrio who are assigned to that Unit, Addictions Counselor Avis Blankenship has also been reassigned to Captain Koonce. At the DDC, Addictions Counselors Maria Arroyo and Daphne Walker have been transferred from the Psychology Department to Programs under Mr. Burris.

PRI Grant

The PRI (Prisoner Reentry Initiative) grant, which had funded the women's Transition Unit, has expired, and the Sheriff Department has agreed to fund the positions held by clinical psychologist Dr. Denise Vargas and Diversion Officer Liz Shackford through the end of 2011. We lost the other Diversion Officer position for the Unit, which has presented a challenge but one that has proven not insurmountable after some changes were made to accommodate reduced staffing. The CPCC (Crime Prevention and Control Commission) continues to fund the two Diversion Officer positions for the men's Transition Unit. That Unit, too, is currently understaffed, but clinical psychologist Dr. Jennifer Gafford and Diversion Officer Andrew Jones, along with a dedicated group of interns and supportive uniformed staff are continuing to provide the needed services for the specialty population in their charge.

ARRA JAG (American Recovery and Reinvestment Act and Justice Assistance Grant)

Rounding out our services to specialty populations, the ARRA JAG (American Recovery and Reinvestment Act and Justice Assistance Grant) continues to fund the Sheriff Department's participation in an overall project designed to address the areas of juvenile justice, prosecution, crime prevention, crime control, and law enforcement. Our role has been to expand the Juvenile Inmate Treatment Program for youth who are direct filed. The Psychologist position for this project is part-time, augmented by student interns who provide some of the clinical services and uniformed staff who are an integral part of the team. We are currently recruiting for the Psychologist position, and Dr. McMillan has temporarily assumed responsibility for the operation of this program.

CORRECTIONAL CARE

Eve Mitchell, RN

New Employees

Margie Williams, CSS I



Deja Stewart, CSS I



Joyce Henning, LPN



Theresa Lindsey, LPN



Jessie Curtiss, RN

