

BOZEMAN^{MT}
POLICE DEPARTMENT

2020

**BOZEMAN POLICE
DEPARTMENT ANNUAL
REPORT**

A MESSAGE FROM THE CHIEF

On behalf of the members of the Bozeman Police Department, it is my honor to present our 2020 annual report.

The year 2020 presented many challenges for our department, the Bozeman community, and our nation as a whole. However, with these challenges came opportunities for our department to demonstrate our ability to adapt to constant change, to take an introspective look at ourselves, and to reconsider how we deliver police services to the community.

While working through the pandemic, officers and staff had to constantly adapt to new directives and safety protocols, all while continuing to serve the Bozeman community. We were forced to separate the three divisions into different locations to provide adequate and safe space, and we had to navigate cooperating with a wider variety of agencies related to dealing with the pandemic.

The social unrest of 2020 also brought about an opportunity for us to take another look at our department. We updated some policies, increased training in de-escalation and bias awareness, expedited plans to put together a body worn camera program, and began putting together a new citizen complaint and appeals process.



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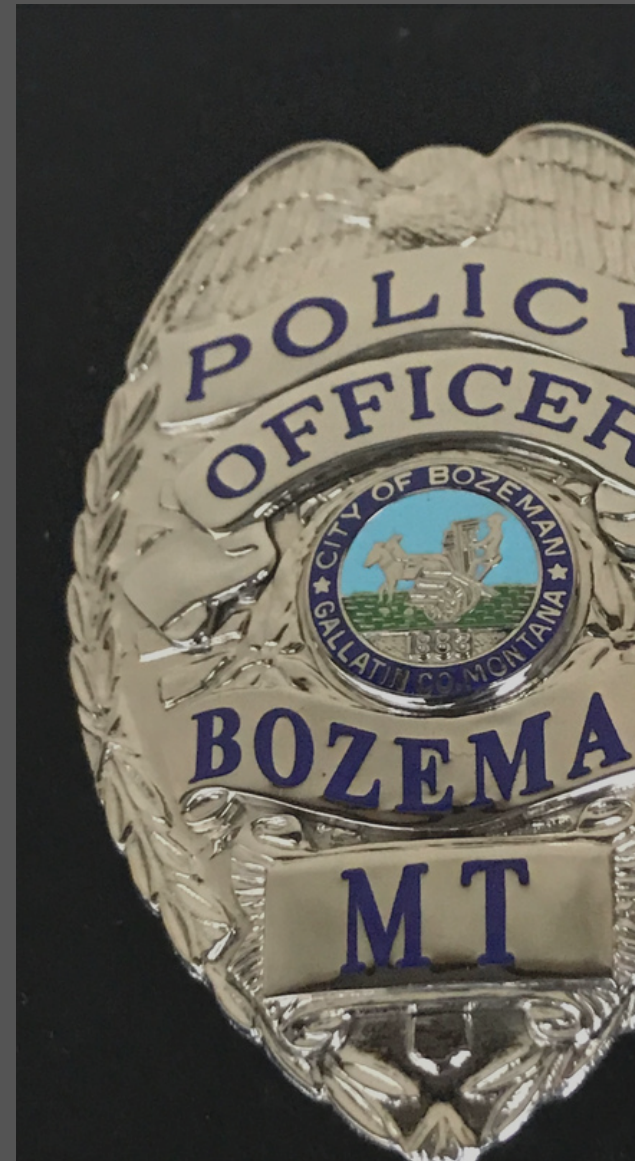
In addition, we saw the retirement of a police chief and two sergeants. We also continued to work with other City departments and architects on the in-progress Bozeman Public Safety Center, hired three new officers, and promoted three new sergeants.

I am extremely grateful for the positive attitude and effort displayed by all of our employees as they came to work each day during this challenging year. They are our greatest resource and I am thankful for the leadership, integrity, service, and teamwork they demonstrated. I am extremely proud of their work and the difference they make daily in the City of Bozeman.

I am also thankful for the partnership of this incredible community, other City departments, and the agencies we work with on a daily basis. Together, we have been able to continue ensuring that Bozeman has the lowest crime rate amongst the large cities in Montana.

As always, we remain committed to continuing to deliver best practice police services and to addressing public safety issues to keep Bozeman The Most Livable Place.

Chief Jim Veltkamp



Mission and Values

BOZEMAN^{MT}
POLICE DEPARTMENT

OUR MISSION

To keep Bozeman the most livable place through safety and community partnerships

OUR VALUES

LEADERSHIP in the community that is proactive and innovative

INTEGRITY at all times with transparency and accountability

SERVICE above self that is personal, prompt and respectful

TEAMWORK that promotes collaboration and success

PHOTO CREDIT: JEFF & NEAL KROGSTAD

Covid Challenges

Just like everyone else, COVID became a regular part of the Bozeman PD in 2020. We implemented safety protocols for all of our staff including masks, social distancing measures, sanitizing, and work from home strategies for some of our non-sworn staff.

Although there are some police services that do not require face-to-face interaction, a considerable amount of police work does. Responding to traffic stops, active calls and criminal investigations, which are critical to protecting public safety, require officers to interview victims, witnesses, and suspects as well as arrest and process offenders. Officers made concerted efforts to make effective but safe contacts when possible.

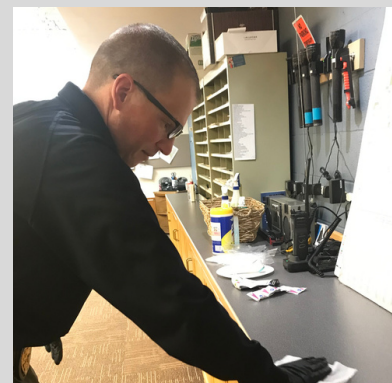


Officer Marvich supporting breast cancer awareness

While we were not immune to some cases of COVID among our officers, we managed to continue to deliver a high level of service to the citizens of Bozeman by responding to all public safety concerns. While overall calls for service decreased slightly, we saw an increase in public assist calls and family disturbances as stay at home recommendations were implemented.



2020 staff meetings



Officer Ziegler sanitizing

Public Safety



Along with the challenges of COVID, our patrol officers continued to effectively respond to calls as well as remain proactive in all areas of the city to help keep Bozeman safe. Officers are assigned primarily to three patrol beats, where they respond to all types of disturbances as well as conduct traffic enforcement, welfare checks and educational events. Officers utilize a variety of specialty assignments to accomplish public safety goals, including Mountain Bike Patrol, K9 Units, Crisis Intervention Team and Drug Recognition Experts.

The Detective Division moved to an alternative space at the Bozeman Public Library due to COVID, where they continued to investigate felony crimes involving property, violence involving major assaults and weapons, crimes against children, serious drug crimes and domestic violence. Through a cooperative effort with the Bozeman School District, the BPD was able to add a fourth School Resource Officer to augment the work of the other three SRO's already assigned to the schools, and help continue to build important long term relationships.



Officer Dyk and K9 Ivan



2020 Detective Division

Hiring and Promotions



Officer Fitzpatrick swearing-in ceremony



Ofcs Nyquist and Helsby MLEA graduation.

Retirements of two of our long time Sergeants left openings in our leadership team. In December 2020, two Detectives and one Patrol Officer were promoted to the rank of Sergeant. Each of these officers have shown leadership abilities in their former assignments and they bring a variety of experiences and talents as well as strong sense of service to the job.

Hiring the right people is the foundation for success.

2020 presented unique hurdles with our hiring program. Our commitment to an in-person oral testing process helps us ensure that we employ officers who share the same values and commitment to service that the citizens of Bozeman expect. Travel restrictions during COVID saw a reduction in our applicant pool which caused some open positions to go unfilled. Still, we successfully hired three new officers and were able to graduate several others through the Montana Law Enforcement Academy. We believe strongly that hiring the right people is the foundation for success.



Sgts Hutchings, McCormick and J. Chaffins were promoted in 2020

Bias Awareness

The policy of the Bozeman Police Department is to treat every citizen with courtesy and respect. In 2020, the agency's Bias-Free Policing Policy was updated to reflect national best practices standards. The BPD is proud of its history and commitment of bias-free policing. This policy update serves to reaffirm the Bozeman Police Department's commitment to unbiased policing in all its encounters between police officers and citizens. The policy also provides guidelines for officers to prevent biased policing through profiling based solely on race, ethnicity, or any other perceived difference among individuals, and reinforces procedures that serve to maintain public trust and confidence.



Black Lives Matter march Bozeman



We are constantly working to mitigate any type of bias in policing through hiring practices and regular training for all of our employees. We believe decisions made based on explicit or implicit bias unrelated to individual behavior or reasonable suspicion is an example of ineffective law enforcement and is not reflective of our mission and core values.

Use of Force



The tragic events of 2020 were a reminder to all that police use of force policies and training are vitally important to the success of a police department. While we felt strongly about the efficacy of our own policies in this area, we took the opportunity to take a closer look in 2020 to ensure we were following national best practices, and to make adjustments where necessary.

Modeling our policies around the *National Consensus Policy on Use of Force*, changes were made to help better define de-escalation as well as a duty to intervene, and to specifically ban chokeholds and vascular restraints. Ultimately, the review left us feeling confident in what we were already requiring of our officers, and it was the impetus to provide robust training in these areas and reinforcement of our values.

We are committed to protecting citizens, their rights and their property, while ensuring public safety. We understand legitimacy and trust from the citizens we serve requires accountability for our actions, and we strive to strengthen officers' abilities to mitigate the need for force through a variety of strategies and regular training.

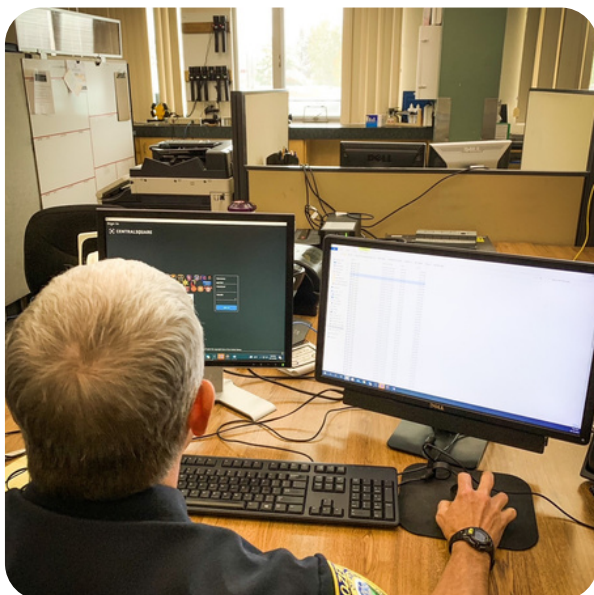
Training

BPD Officers attended more than 1000 hours of training in 2020.

The Bozeman PD saw a reduction of in-person training hours during 2020, but learned to adapt to online venues to help maintain skills and proficiencies in vital areas. These lessons taught us to find creative solutions for future staff training.

Our officers and staff attended a total of 1058 hours of total training in variety of areas such as Active Shooter Response, Impaired Driving Investigation, Family Emotional Survival, Homicide Investigation, Less lethal Force Options, Police Resiliency, Firearms Proficiency and Tactical Medical Care just to name a few.

291 training hours were specifically spent on topics related to bias recognition, de-escalation and communication.



Online learning



Officer Mustoe on the range

Bozeman Public Safety Center

In November 2018, Bozeman voters approved the sale of bonds to fund the construction of the Bozeman Public Safety Center. The BPSC will be the new home of the Bozeman Police Department, Fire Station #1, Municipal Courts, Prosecution and Victim Services. This new facility was planned to address the impacts of a rapidly growing community and sub-standard conditions at the current Law and Justice Center on South 19th Ave.

Since approval, the development team spent a year working with all municipal stakeholders including facilities, information technology, police, fire, finance and courts finalizing design and identifying efficiencies and cost savings. The project went to bid in June 2020 and site work began in the early summer of 2020. The BPSC is being constructed on the old Montana Department of Transportation maintenance yard at 901 North Rouse, and the result is the reuse of an important property in the heart of the City.

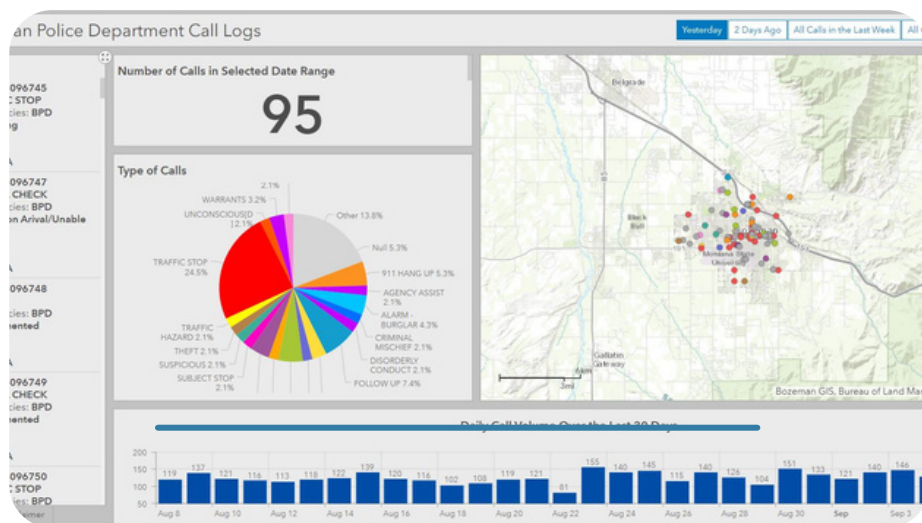
We truly appreciate the support of the public. The Bozeman Police Department is excited for the myriad of opportunities the BPSC will afford us and the citizens, and for the efficiencies that it will bring by being co-located with the Fire Department, Municipal Courts, City Attorney and Victim Services.



Officers touring the BPSC

Calls for Service Dashboard

The new BPD Calls for Service Dashboard shows recent calls responded to by officers, allowing citizens a more "real time" experience. They show type and volume and are part of our commitment to transparency.



In late 2019, the Bozeman Police Department along with Gallatin County Sheriff's Office began utilizing Community Crisis Response Therapists to streamline services to those who are experiencing crisis. While most of our officers are trained to handle crisis situations, in this alternative approach licensed therapists respond with officers to scenes when mental health services are likely the best solution. This direct approach to crisis care helps stabilize situations and provides for professional client follow-up, while reducing the need for law enforcement response to mental health calls.

Awards

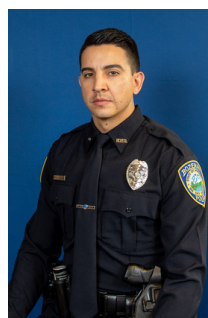
The Bozeman Police Department is proud of the dedicated work our officers do each day. Occasionally, an action rises to a level that meets the highest level of service. The awards below were nominated by peers and supervisors, and we are honored to recognize each of them.

MEDALS OF VALOR

Awarded to those for an act of valor for actions including bravery and courage, and which involves extreme risk of life to an officer. Actions taken are performed in a selfless and noble fashion in the pursuit of service.



Officer Troy Fraley



Officer Pete Tartaglia

LIFESAVING AWARDS

Awarded to those who perform life-saving actions. This award is reserved for those incidents where someone would not have survived or had a chance of survival except for the direct actions of the employee.



Officer
Brett Logan



Officer
Zach Garfield



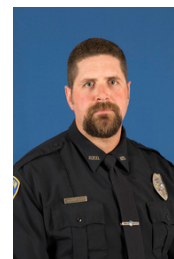
Officer
Ian Anderson



Sergeant
Justin Chaffins



Officer
Kaci Hansen



Officer
Tom Lloyd

2020 Retirements

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**CHIEF
STEVE CRAWFORD**

Chief Steve Crawford retired after 26 years of service to the City of Bozeman. Crawford became Chief in 2015 and retired in the fall of 2020.



**SGT
TRAVIS MUNTER**

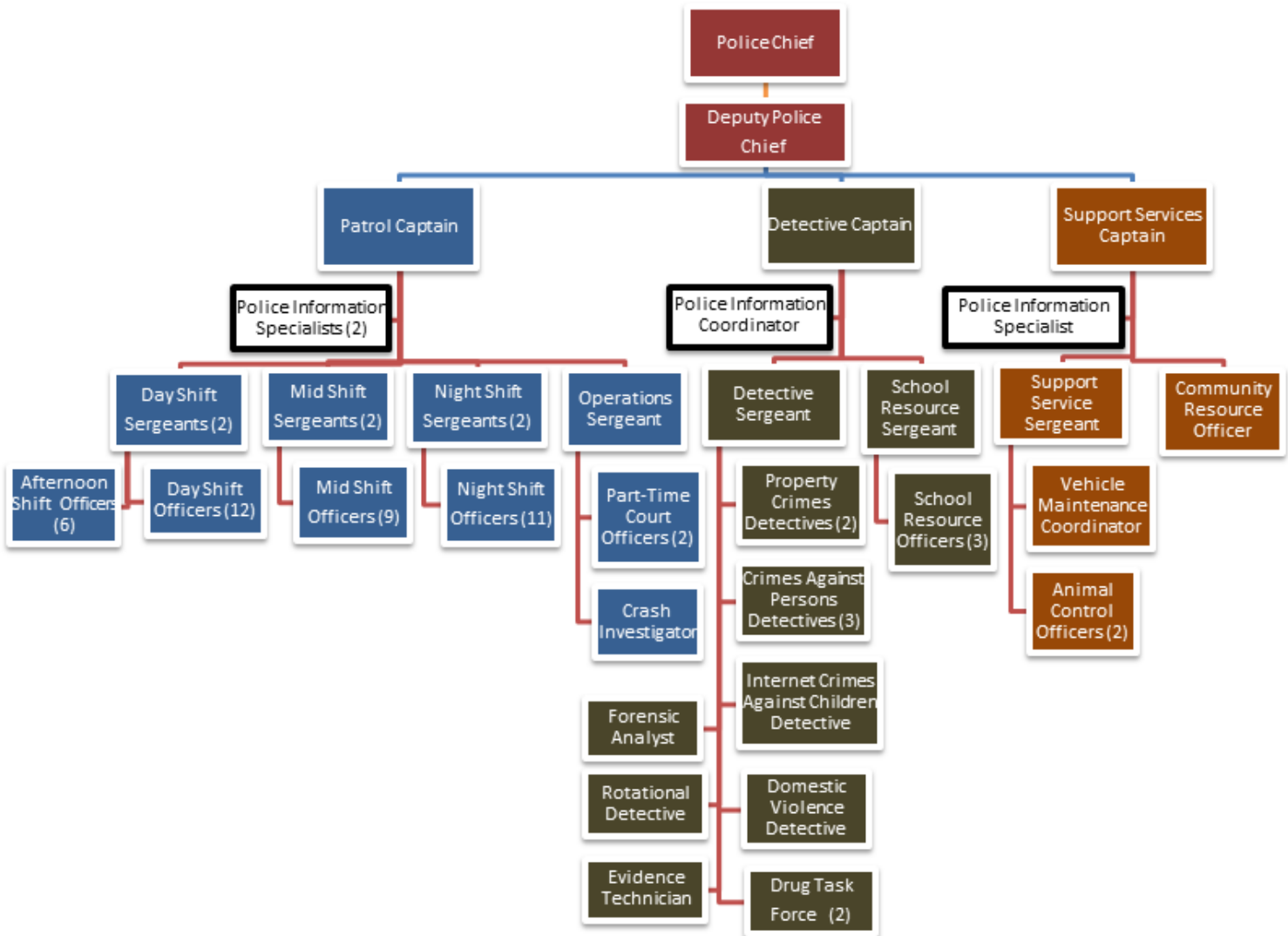
Sgt. Travis Munter retired in November 2020 after almost 25 years of service.



**SGT
JASON LACROSS**

Sgt. Jason LaCross retired in December 2020 with over 25 years of service.

Organizational Chart



2020 Calls for Service

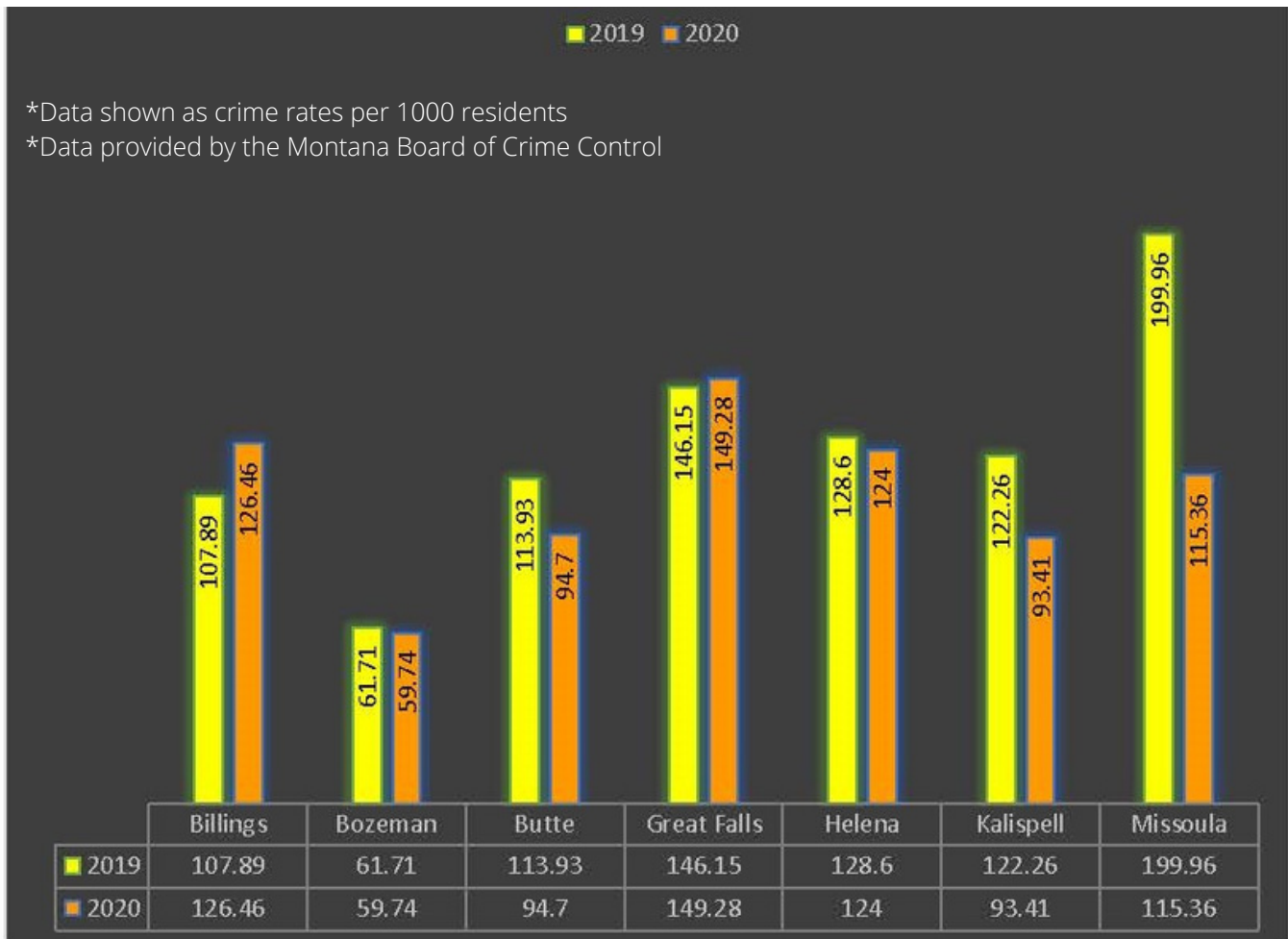
2020 Call For Service:

Activity	2018	2019	2020
Traffic Stops	9,600	8,410	8,629
Subject Stops	1,469	1,303	1,112
Misdemeanor Citations	5,430	4,800	4,561
Motor Vehicle Crashes	1,840	1,813	1,469
Animal Complaints	1,819	1,778	1,513
Public Assist	1,815	2,466	3,067
Disturbances	1,343	1,807	1,938
Assaults	246	281	309
Family Disturbances		91 *	148*
Domestic Disturbances	433	342 *	298*
Rape	31	41	37
Trespass	800	756	878
Vandalism	364	355	417
Theft	1,190	1,062	855
Motor Vehicle Theft	65	48	52
Burglary	50	58	66
Formal Criminal Reports taken	4,845	5,687	4,966
Total Arrests	2,618	2,017	1,612
DUI Arrests	367	350	360
Total Calls for Service	50,548	48,099	47,060

*As of 2019, "Family Disturbances" are being tracked separately from "Domestic Disturbances."

2020 Crime Rate

In 2020, Bozeman's crime rate remained the lowest of the 7 major Montana cities



Connect with Us

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