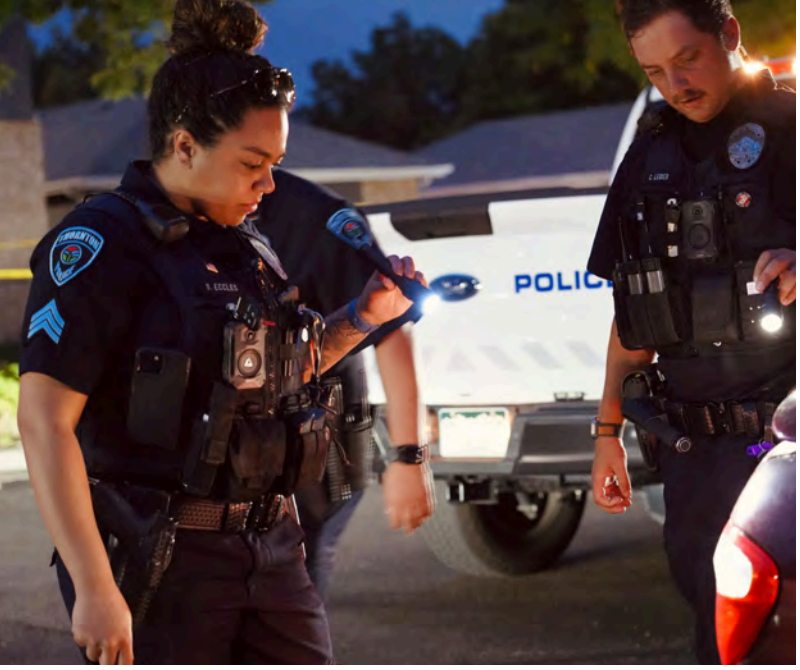
THORNTON
POLICE
DEPARTMENT



2025 ANNUAL REPORT

To serve and protect

LEADERSHIP | ACCOUNTABILITY | TEAMWORK | SAFETY | SERVICE | INTEGRITY







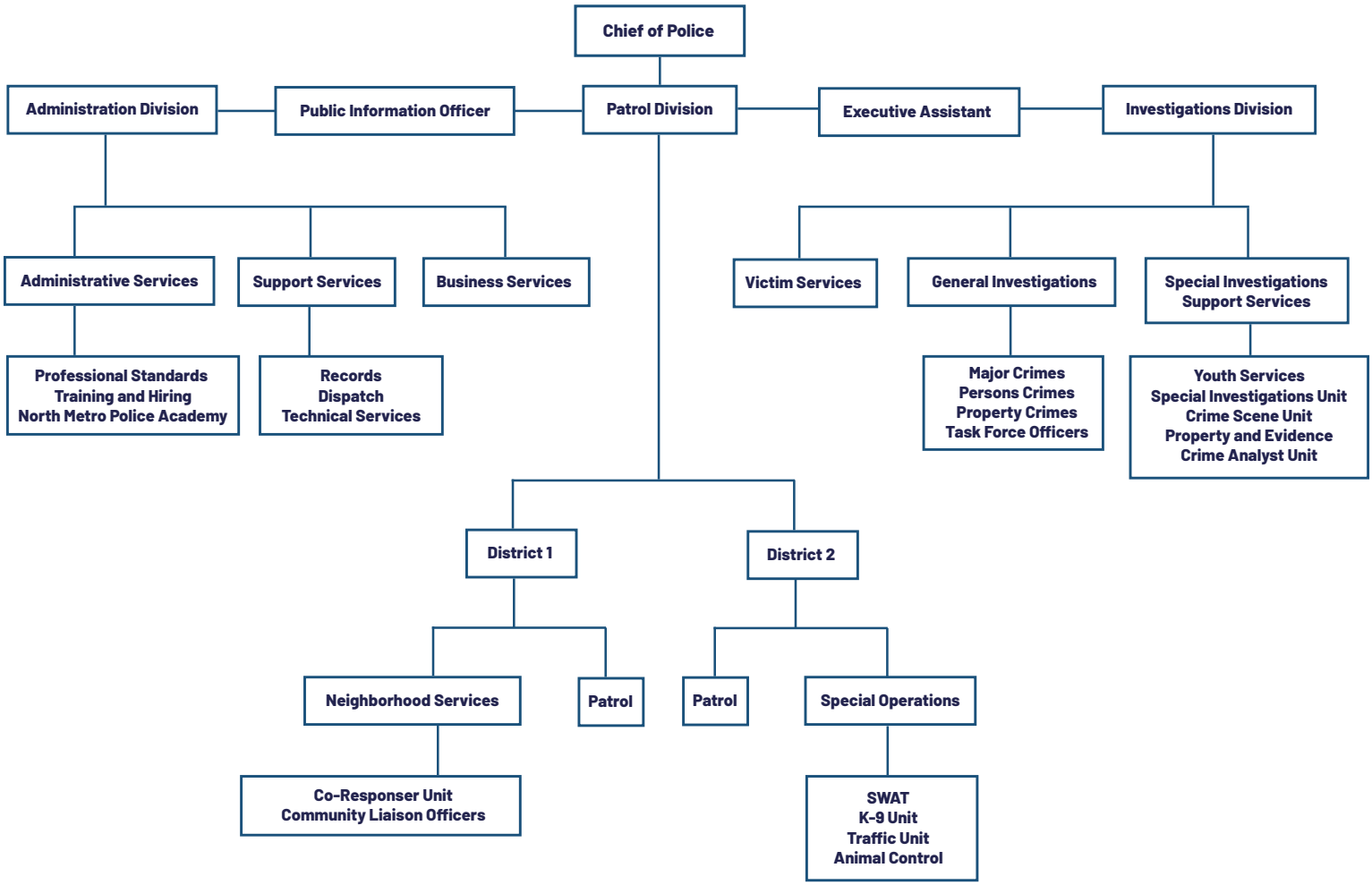



HONOR GUARD
THORNTON
POLICE


THORNTON
POLICE

ORGANIZATIONAL **STRUCTURE**

345 FULL TIME EMPLOYEES
258 SWORN EMPLOYEES
87 PROFESSIONAL STAFF EMPLOYEES



EXECUTIVE **SUMMARY**

The Thornton Police Department serves a population of over 150,000 residents across two districts organized into seven patrol sectors. As of December 2025, the department employs 345 full-time personnel, including 258 sworn officers and 87 professional staff. The department operates with a total budget of $60,647,449, effectively leveraging resources to maximize public safety and community services.

In 2025, the department secured over $1 million in state and federal grant funding, offsetting operational costs and expanding programs without increasing the burden on the general fund. These funds supported critical initiatives, including services for victims of crime and outreach to vulnerable community members. Through strategic investments in personnel, technology, and community engagement, the department continues to strengthen public safety, foster trust, and enhance service delivery across the city.

A MESSAGE FROM **THE CHIEF**



It was an honor to join the Thornton Police Department in 2025 and join a team that embodies integrity, service, leadership, teamwork, and accountability all in the pursuit of public safety. From day one, I've seen firsthand the dedication and professionalism of the sworn officers and professional staff of the Thornton Police Department.

This past year, we made meaningful strides—embracing transparency, implementing new programs, and actively seeking innovative tools to provide the best possible service to our growing community. With the rapid growth of our city comes tremendous opportunity, and every day our team demonstrates what excellence in law enforcement looks like. We are leveraging emerging technology to improve efficiency and service delivery, though there is still work to be done.



Looking forward, our focus remains on continuous improvement and preparing for our imminent growth. By staying true to our values and embracing new challenges, we will ensure Thornton remains a safe, supported, livable community as well as an employer of choice where our people can grow and thrive throughout their careers.

Every member of this department is helping shape the next chapter of public safety in Thornton, and I look forward to seeing the positive difference we will make together in the years ahead. I could not be prouder to be a part of the TPD team.

Jim Baird
City of Thornton Police Chief

2025

OUR **MISSION**
To serve and protect our community.

OUR **VISION**
To be recognized as the standard of excellence in law enforcement.

OUR **VALUES**
Leadership | Accountability | Teamwork | Safety | Service | Integrity

ORGANIZATIONAL **CHANGES**

- Chief Jim Baird was hired in May and implemented organizational restructuring in November to improve efficiency, clarity, and span of control.
- The Office of the Chief was eliminated to reduce ambiguity and streamline leadership roles.
- The Operations Division was split into separate Patrol and Investigations Divisions to better balance workload and oversight.
- Units were realigned to improve operational efficiency, including moving Property & Evidence, Youth Services, and Crime Analysts to the Investigations Division.
- Deputy Chief assignments were updated to align leadership with division responsibilities.
- Supervision in the Investigations Division was strengthened by reallocating positions to add a Lieutenant and Sergeant.
- Committed resources to join the Colorado Metropolitan Auto Theft Task Force (CMATT).



Chief Baird, Animal Control Officer Hinrichs, Traffic Investigator DeHaan, and Animal Control Officer Zaiss at the 2025 City of Thornton Fourth of July celebration.

ADMINISTRATION **DIVISION**

Deputy Chief Greg Reeves

UNITS

Administrative Services

- Internal affairs
- Policy and accreditation
- Audits and inspections
- Planning and research
- In-service training
- POST academy
- Hiring and background investigations
- Chaplain program

Support Services

- Records
- Dispatch
- Technical services

Business Services

- Budget
- Grants
- Government relations
- Special projects





ADMINISTRATIVE **SERVICES**

Commander Tom Connor

POLICY AND ACCREDITATION



- Maintained CALEA accreditation, reinforcing commitment to best practices and professional standards.
- Completed an intensive 2025 review cycle, including two file reviews and a full on-site assessment.
- Submitted 1,000+ compliance proofs within a condensed timeline, demonstrating strong department-wide collaboration.
- Updated policies and procedures to align with current standards and evolving practices.
- Partnered with Lexipol to enhance policy efficiency and ensure compliance with applicable laws.
- Improved internal processes through enhanced reporting and analysis tools, including Response to Resistance reviews.

INTERNAL AFFAIRS

- Initiated 15 internal affairs investigations and closed 7 cases during the year.
- Received 95 official compliments and 30 complaints.
- Documented and reviewed 43 Response to Resistance incidents.

AUDITS AND INSPECTIONS

- Conducted multiple inspections across the department, including Mobile Data Terminals (MDTs), patrol vehicles, uniforms, and property and evidence functions, ensuring compliance with standards and operational readiness.
- Reviewed and updated departmental policies to reflect current laws, best practices, and CALEA standards, supporting transparency, accountability, and operational efficiency.
- Facilitated key committees to guide policy, procedure, and recognition programs:
  - Body-Worn Camera (BWC) Committee
  - Report Writing Committee
  - Response to Resistance / Pursuit (RTR/Pursuit) Committee
  - Citywide Safety Committee
  - Tattoo Committee
  - Awards Board
- Analyzed trends and operational data to inform policy decisions, improve procedures, and support strategic planning initiatives.

ADMINISTRATIVE **SERVICES**

Commander Tom Connor

TRAINING UNIT

- Provided over 10,400 hours of training for officers, including tactical skills, range exercises, Police One courses, and in-service training to ensure readiness and compliance with POST standards.
- Held two recruit academy graduations, including the launch of the inaugural North Metro Police Academy Class 2025-01.
- Delivered advanced training and professional development, contributing hundreds of hours toward career growth and specialized skill development.
- Conducted written and oral boards, background investigations, and facilitated final phase interviews for police officer recruits, records specialists, 911 communications staff, and victim advocate specialists.
- Hosted ASP transition classes, intoxilyzer instructor courses, SWAT/CNU exercises, and CALEA inspections to maintain operational excellence.
- Expanded training programs and regional collaboration, including quarterly command staff training and leading a regional training group to enhance interagency coordination.
- Supported Explorer meetings, Citizen's Academy alumni events, and informational meetings such as the 17th Judicial District Cold Case session.
- Hosted major training events and statewide meetings, including a statewide POST board meeting and multi-agency training opportunities.
- Played a key role in developing and implementing new instructional methodology courses with Colorado POST for statewide implementation.



SUPPORT **SERVICES**

Administrator Jodi Malpass

RECORDS



- Implemented Red-Light and Mobile Speed Enforcement Program with Verra Mobility to improve roadway safety and reduce crashes.
- Launched Digital eCitation System, replacing paper citations and increasing efficiency and accuracy.
- Completed digitization of a 1984 homicide case to preserve evidence and support future review.
- Processed 169,458 CCJRA/CORA requests, including 959 body-worn camera requests, supporting transparency and public access.
- Managed high workload, including 19,481 case reports, 26,900 supplemental reports, 6,202 arrest reports, 26,674 citations, 27,548 calls, and 13,074 stand-alone reports.
- Advanced staff expertise with multiple Records Specialists earning CCRN Master Certification.

DISPATCH

- Answered 223,128 total calls, including 58,694 9-1-1 calls, exceeding national standards with 95.25% answered within 15 seconds.
- Managed 15,085 9-1-1 hang-ups with callbacks and handled 12,827 medical calls, providing lifesaving instructions.
- Dispatched 160,270 police calls for service and coordinated 1,009 after-hours city service calls.
- Made 39,509 outbound calls and produced 7,072 open records requests within a 3-day standard.
- Implemented a new phone system with text-to-citizen capabilities, improving service delivery and efficiency.
- Automated daily performance metrics, upgraded equipment through a safety grant, and replaced outdated server infrastructure.
- Enhanced operations through system integrations, SharePoint development, volunteer support, and leadership training for supervisors.
- All supervisors completed the University of Denver Public Safety Leadership Development Program (PSLD), strengthening leadership and operational effectiveness.

TECHNICAL SERVICES

- Accepted and processed 338,419 pieces of digital evidence, ensuring accurate management and accessibility for investigations and court proceedings.
- Reprogrammed all police and fire radios, expanding local and mutual aid channel capabilities to enhance communication and interoperability during critical incidents.
- Implemented electronic citation (eCitation) systems for traffic and municipal violations, eliminating paper tickets and supporting the City's sustainability and efficiency initiatives.
- Processed and redacted 1,367 files for public release, maintaining compliance with legal standards while protecting sensitive information.

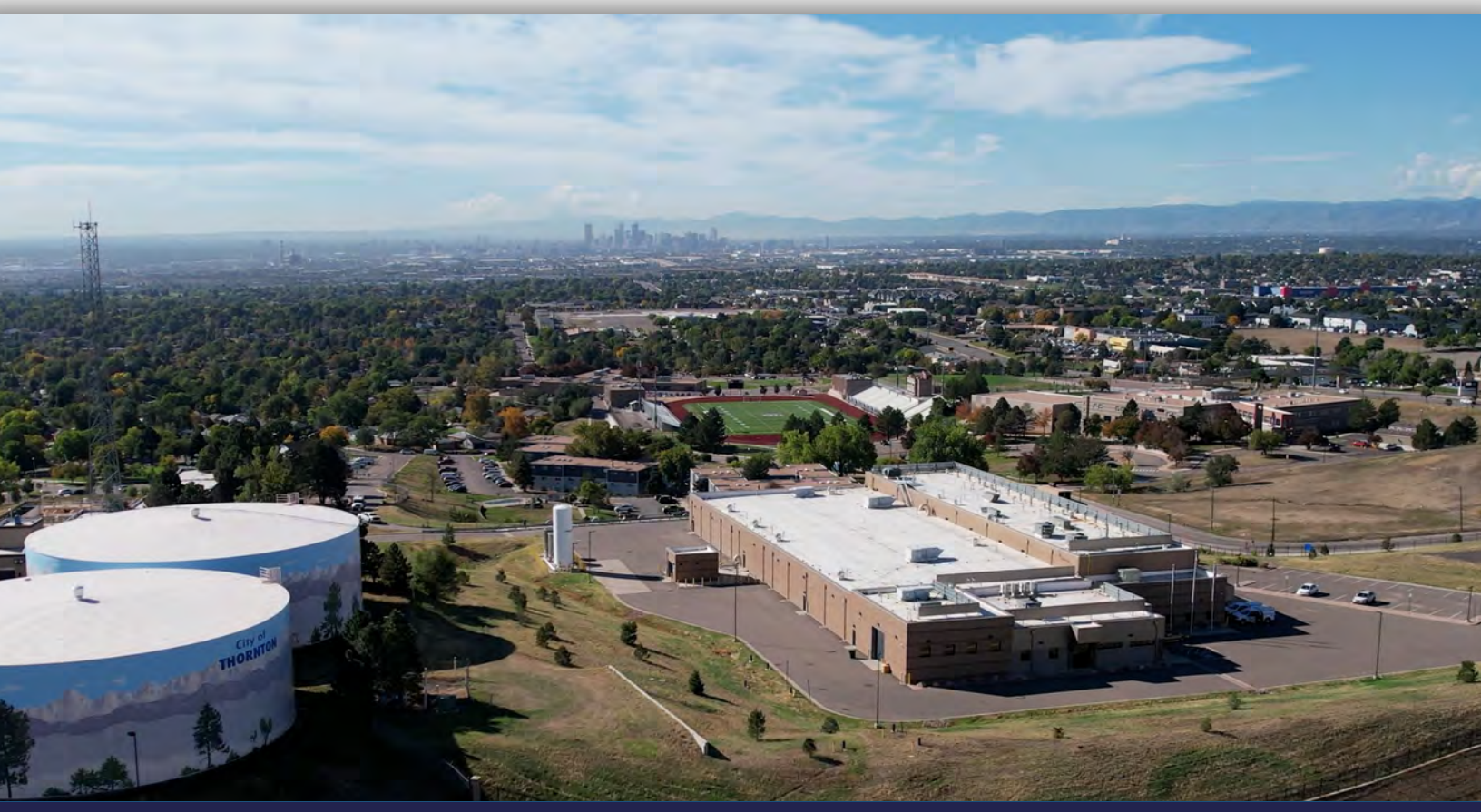
BUSINESS **SERVICES**

Administrator Tonya Herman



GRANTS

- Secured $40,837 through the Colorado Department of Transportation (CDOT) Click It or Ticket Grant to support seat belt, child safety, and aggressive driving enforcement.
- Awarded $83,000 from the CDOT Traffic Safety Grant and $56,000 from the High Visibility Enforcement Grant to fund overtime and equipment for traffic and impaired driving enforcement.
- Received $600,000 from the Adams County Opioid Abatement Council to fund two years of salaries for three co-responders.
- Obtained $145,000 through the Department of Local Affairs (DOLA) Peace Officer Mental Health Grant to support psychological services.
- Secured $8,919 from Colorado POST for bike track equipment at the Police Training Facility.
- Awarded $161,450 through the Victims of Crime Act (VOCA) grant to support staffing and training for the regional Victim Advocate program.
- Received $8,945 through the Internet Crimes Against Children (ICAC) grant to support officer training and digital evidence analysis tools.



PATROL **DIVISION**

Deputy Chief Paul Hawkins

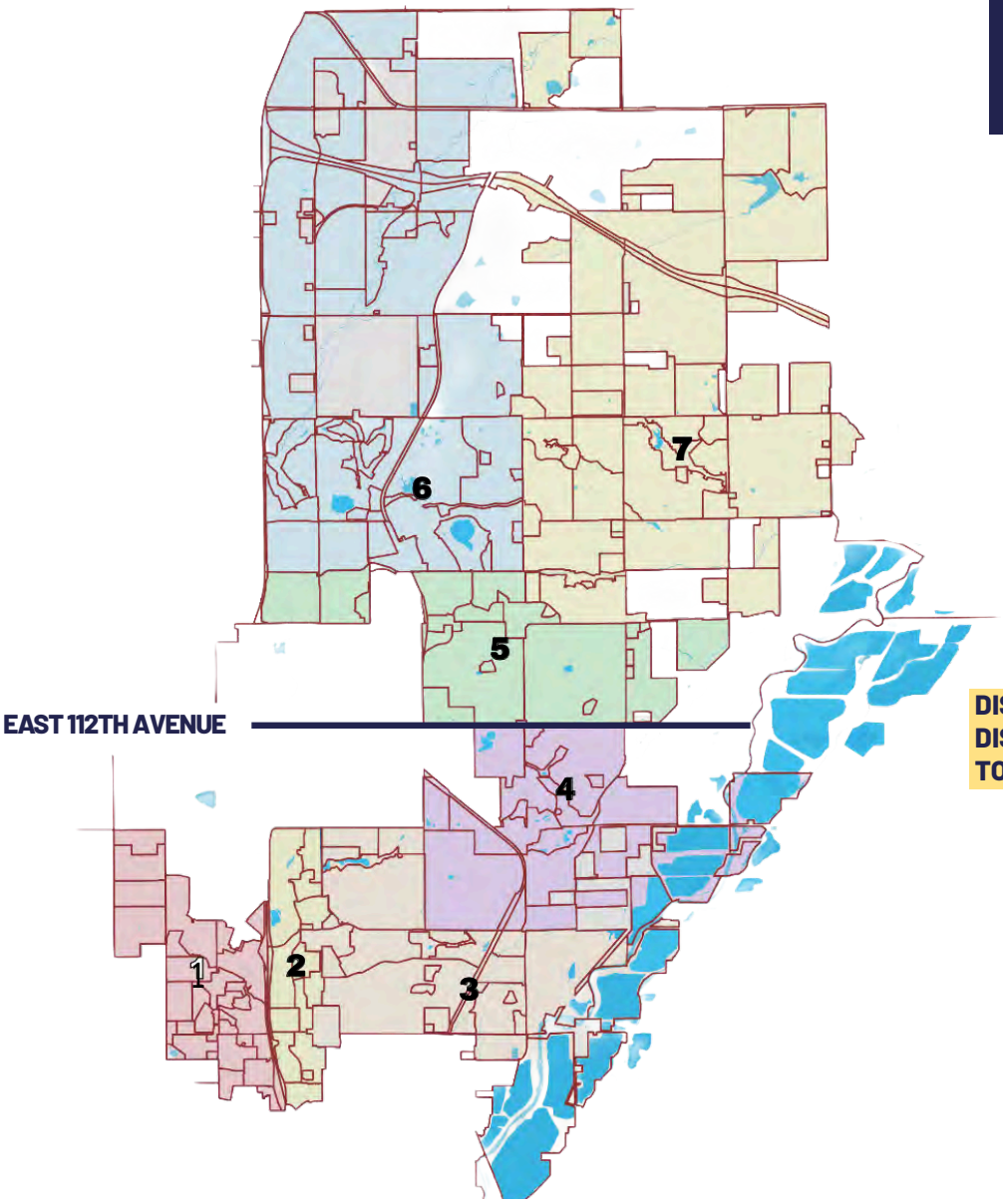
UNITS

Patrol
- District 1
- District 2
- Honor Guard
- Peer Support

Special Operations
- SWAT
- K9 Unit
- Traffic Unit
- Animal Control

Neighborhood Services
- Co-Responder Unit
- Problem Oriented Policing (Community Liaison Officers)





DISTRICT 2: NORTH OF EAST 112TH AVENUE
DISTRICT 1: SOUTH OF EAST 112TH AVENUE
TOTAL OF 36 SQUARE MILES

PATROL **DIVISION**

Commander Fred Dudley and Commander Chad Parker

PATROL



- Handled 50,250 calls for service.
- Completed 8,277 hours of patrol training, ensuring officers remained prepared for a wide range of incidents and evolving challenges.
- Made 421 DUI arrests, reinforcing efforts to reduce impaired driving and improve roadway safety.
- Conducted proactive crime prevention initiatives during patrol operations, including efforts such as “puffer patrols” to educate residents on auto theft prevention and reduce crime opportunities.
- Maintained a team of 23 Field Training Officers (FTOs), supporting the development of new personnel.
- Successfully trained and graduated seven new officers from the Field Training Program, preparing them for solo patrol duties.

TRAFFIC UNIT



- Traffic Unit issued 11,862 summons, representing nearly 50% of all traffic citations.
- Investigated 1,094 crashes, almost half of the department’s total crash investigations.
- Conducted numerous Enhanced Enforcement Operations, including multi-jurisdictional collaborations with several agencies.
- Traffic investigators were assigned multiple felony cases, including traffic fatalities, serious bodily injury crashes, vehicular homicides, and assaults.
- Reaffirmed commitment to the City of Thornton’s Vision Zero strategy, prioritizing roadway safety and crash reduction.

ANIMAL CONTROL

- Throughout 2025, Animal Control responded to 6,946 animal control calls, assisted with 1,034 patrol calls, issued 229 summons, impounded 1,302 animals, and took 257 bite reports.
- The unit was recognized by Northglenn Police Department for their ongoing assistance from 2022–2025, stepping in during staffing shortages to handle calls and manage nearly double their normal workload, including support with a July 2025 hoarding case involving over 100 animals.
- Animal Control conducted commercial animal license inspections across the city to ensure compliance and public safety.
- The unit delivered educational outreach in schools, teaching children about safe behavior around dogs, encountering stray animals, and basic pet care, often including hands-on activities.
- Animal Control held fact-finding hearings for habitual animal violations, supporting enforcement and community safety.

PATROL **DIVISION**

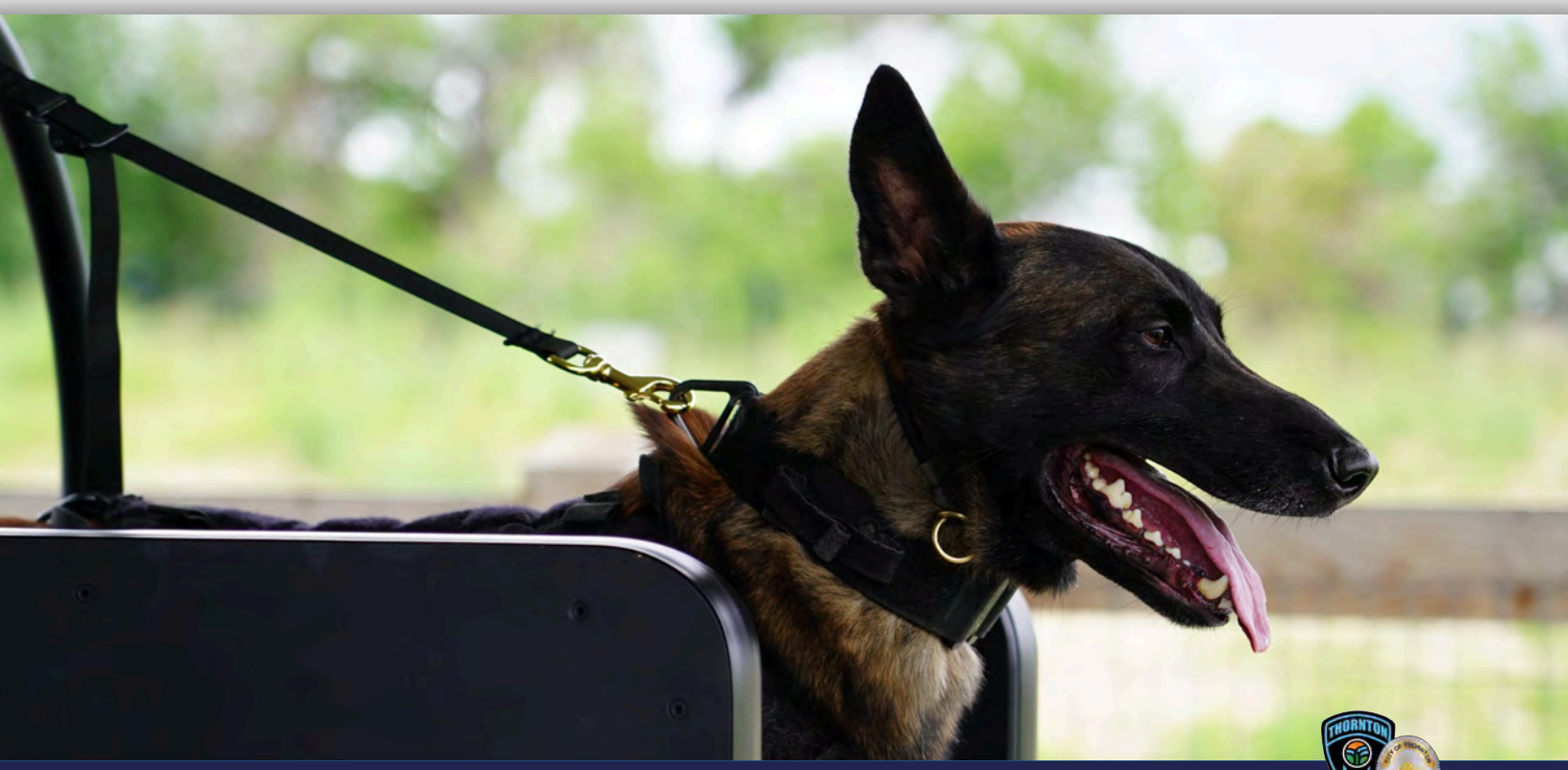
Commander Fred Dudley and Commander Chad Parker

SWAT

- Executed 48 warrants in support of high-risk operations throughout the year.
- Responded to 4 call-outs, providing tactical support for critical incidents.
- Completed 1,950 hours of specialized training, ensuring readiness for complex situations.
- Engaged with the community through educational presentations, including a session for local Girl Scouts and a training day with the Young Marines program.
- Maintained a focus on both operational excellence and community outreach, demonstrating the unit's commitment to public safety and education.

K9 UNIT

- Conducted 181 K9 deployments, supporting patrol and investigative operations across the city.
- Assisted in 17 felony arrests and 5 misdemeanor arrests, contributing to enforcement efforts.
- Performed 10 area searches, 24 building searches, and 13 odor detections, enhancing suspect apprehension and evidence location.
- Provided 68 perimeter support operations and responded to 11 mutual aid requests, assisting both internal units and partner agencies.
- Completed 477 hours of specialized training to maintain a high level of readiness and operational effectiveness.
- Participated in 14 community engagement events, promoting public education and positive community relations.



PATROL **DIVISION**

Commander Fred Dudley and Commander Chad Parker

CO-RESPONDER UNIT

The Co-Responder Unit pairs clinicians with police officers to respond to calls involving mental health, substance use, and other behavioral health needs, providing on-scene support, de-escalation, and connection to resources. The Thornton PD Co-Responder Unit was established in 2023.

- Responded to 3,062 calls for service and community contacts, providing on-scene support for mental health and crisis-related incidents.
- Processed 1,054 referrals to connect individuals with appropriate behavioral health services.
- Conducted 967 follow-ups to ensure continuity of care and support for clients.
- Managed 119 ongoing cases, addressing complex behavioral health and safety needs.
- Distributed 168 Narcan kits to prevent opioid-related overdoses and support harm reduction efforts.
- Demonstrated a commitment to integrating public safety with behavioral health services, improving outcomes for vulnerable community members.



PATROL **DIVISION**

Commander Fred Dudley and Commander Chad Parker

PROBLEM ORIENTED POLICING (COMMUNITY LIAISON OFFICERS)

- Conducted 334 community watch meetings, strengthening neighborhood safety and engagement.
- Made 126 homeless contacts and assisted with 218 patrol calls, supporting vulnerable populations and public safety efforts.
- Engaged with residents in high-density housing through 321 interactions, addressing concerns and building community trust.
- Maintained connections with 293 community contacts and 197 local businesses, fostering partnerships and promoting safety initiatives.
- Facilitated educational programs, including the Citizen's Academy and Silver Stars Academy, to engage and educate the public.
- Coordinated and led major community events and programs, including Summer Kickoff, Haunted Hallways, National Night Out, Coffee with a Cop, and Ice Cream with TPD.
- Launched the Blue Envelope program in partnership with Thornton Fire and Adams County Sheriff's Office, which is designed to help individuals with developmental disabilities or communication challenges feel safer and better understood during interactions with first responders.
- Supported Special Olympics Colorado fundraising and inclusion events, including participation in Unified Basketball games, hosting Tip-A-Cop fundraisers, and taking part in the Polar Plunge to raise awareness and support for athletes with intellectual disabilities through community engagement and law enforcement collaboration.
- Conducted neighborhood walkthroughs following significant incidents to answer questions and provide reassurance to residents.
- Hosted tours of the police department to educate the public and build positive community relationships.
- Participated in 147 additional community meetings and events, providing outreach, education, and collaboration across the community.



INVESTIGATIONS **DIVISION**

Deputy Chief Keith Evans

UNITS

General Investigations

- Major Crimes Unit
- Persons Crimes Unit
- Property Crimes Unit
- Multi-agency Task Forces

Special Investigations

- Special Investigations Unit
- Youth Services
- Crime Scene Investigations
- Property and Evidence
- Crime Analysts

Victim Services

- Victim advocates
- Volunteer victim advocates





INVESTIGATIONS **DIVISION**

Commander Chris Fusetti



GENERAL INVESTIGATIONS

- Made an arrest in the 2003 murder of Rosa Arguello after more than twenty years of investigative work.
- Investigated 30 Internet Crimes Against Children (ICAC) cases, executing 26 search warrants and processing 70 digital devices.
- Managed sex offender registration and compliance, with 264 registered offenders and three sexually violent predators residing in the city as of December 2025.
- Conducted mobile device tracking operations on 360 devices, totaling approximately 1,100 hours in support of investigations.
- Completed regulatory inspections, including 155 liquor inspections with 142 license renewals, and nine cannabis inspections with eight license renewals.
- Maintained a registry of 605 community-submitted cameras, helping investigators identify potential video sources while accessing footage only with owner permission.
- Supported regional task forces, with officers serving on the North Metro Drug Task Force, Regional Anti-Violence Enforcement Network (RAVEN), and FBI Safe Streets.

YOUTH SERVICES UNIT

- Oversaw the Thornton PD Explorer Program, guiding and mentoring youth; Explorers brought home 16 trophies at the 2025 LEEPAAC Conference Competition.
- SRO Couture received the Attorney General's Excellence in School Safety Award, presented by the Director of Safe2Tell Colorado, recognizing outstanding dedication to student safety at Stargate School.
- Hosted the annual Teen Academy, providing students with education, mentorship, and insight into law enforcement careers.
- Confiscated 31 weapons and made 207 School Resource Officer (SRO) arrests, enhancing school safety.
- Responded to 935 Safe2Tell reports, supporting students and staff through anonymous reporting and intervention programs.

SPECIAL INVESTIGATIONS UNIT

- Conducted 85 surveillance operations, supporting criminal investigations.
- Performed 49 traffic stops as part of enforcement and investigative efforts.
- Made 104 arrests, contributing to the disruption of criminal activity and enhancing community safety.
- Utilized a combination of surveillance, enforcement, and investigative strategies to support complex cases and ongoing operations.

INVESTIGATIONS **DIVISION**

Commander Chris Fusetti

VICTIM SERVICES UNIT

- Served 6,099 total victims, including 4,357 related to Thornton cases, providing critical support and resources.
- Assisted with 195 high-risk domestic violence cases within Thornton, supporting coordinated response efforts.
- Provided services to 100 victims of sexual assault (age 13+) in Thornton.
- Completed 498 callouts, totaling over 876 hours of on-call response, delivering immediate crisis support.
- Contributed 398.5 volunteer hours on scene, enhancing victim support services.
- Assisted 313 Spanish-speaking victims, ensuring accessible and inclusive services for the community.

CRIME SCENE UNIT

- Responded to 206 callouts, providing critical on-scene forensic support for investigations.
- Evaluated 285 latent prints, with 141 submitted through the Automated Fingerprint Identification System (AFIS) for analysis.
- Successfully identified 60 suspects through forensic processing and analysis.
- Submitted 783 items of evidence, ensuring proper collection, documentation, and support for investigative and prosecutorial efforts.
- Utilized forensic techniques and evidence processing to assist in case development and suspect identification.

PROPERTY & EVIDENCE

- Processed 8,698 property and evidence intakes, ensuring accurate documentation and secure handling of all items.
- Completed 6,532 property destructions, maintaining compliance with legal requirements and managing storage capacity efficiently.
- Maintained an inventory of 71,484 pieces of evidence as of December 2025, supporting ongoing investigations and court proceedings.
- Continued to uphold strict chain-of-custody standards, ensuring integrity, accountability, and reliability of evidence.



PUBLIC **INFORMATION**

Public Information Officer Kylynn McTague

Community Liaison Officer Kimberly Twinem



SOCIAL MEDIA

- Achieved a 25.17% increase in total social media followers across platforms, significantly exceeding typical public-sector growth trends.
- Reached a combined audience of over 4.87 million users, including 4.54 million on Facebook and 330,000 on Instagram, expanding community awareness and education.
- Maintained strong audience engagement, with average rates of 3.96% on Facebook and 15.1% on Instagram, far surpassing government benchmarks.
- Published consistent and timely content, including 376 Facebook posts, 261 Instagram posts, and 342 posts on X, averaging 20–29 posts per month per platform.
- Demonstrated a highly effective content strategy that not only increased visibility but also drove meaningful community interaction and engagement well above municipal standards.



MEDIA RELATIONS

- Responded to over 200 media inquiries via email and phone, providing timely and accurate information to media partners.
- Facilitated eight on-camera interviews to communicate department updates and key public safety information.
- Issued roughly 25 news releases throughout the year.
- Established a media distribution list including over 15 outlets, covering both print and broadcast.
- Monitored hundreds of media mentions across local, regional, and online outlets.

STRATEGIC COMMUNICATIONS

- Produced public information materials on safety initiatives, programs, and events through multiple channels to keep the community informed.
- Coordinated messaging across social media, press, and internal channels to ensure consistent, timely, and transparent communication.
- Developed the concept for a weekly briefing e-newsletter, launching in early 2026, to provide residents with proactive updates in a streamlined format.
- Aligned messaging with departmental objectives and community needs to promote transparency and public trust.
- Developed a crisis communications plan to ensure timely, accurate, and coordinated messaging.
- Managed crisis communications to keep the public informed about active incidents.

2025 **AWARD RECIPIENTS**

Employee of the Year: Lieutenant Jenae Husk



Lieutenant Husk exemplifies leadership, vision, and dedication across the department. Recognized for her work with the Co-Responder and Community Liaison Units, she has improved mental health response and strengthened community engagement.

A mentor to officers at all levels, she fosters professional growth, encourages excellence, and ensures integrity, compassion, and service are central to the department's culture.

Lieutenant Husk has also played a pivotal role in connecting with those experiencing homelessness, building trust, and implementing programs that improve outcomes, enhance safety, and positively impact lives.

Team of the Year: SWAT



The SWAT team operates in the highest-risk situations, where split-second decisions can mean the difference between life and death. They respond to high-risk warrants, barricaded suspects, and complex incidents across jurisdictions.

In 2025, they completed over 46 activations, partnering with department detectives, metro-area drug task forces, the DEA, FBI, and neighboring agencies.

Every mission demands coordination, precision, and courage — and this team delivers consistently. Their skill, dedication, and teamwork set the standard for excellence.

2025 **AWARD RECIPIENTS**

Medal of Valor: Luke Luebker, Mark Snyder, Martynas Ramazauskas, Joseph Quaratino



On October 9, 2024, officers responded to a shooting on Columbine Street, where a male suspect fired rounds inside his home, striking one officer and sending glass shards into another. Four officers were recognized for extraordinary bravery:

- Officer Luebker –Assisted a wounded officer out of the line of fire, then returned to provide cover and maintain containment until relieved by SWAT.
- Officer Snyder – Returned fire and held position, providing crucial cover and containment under fire.
- Officer Quaratino – Returned fire and continued to provide cover during the extraction of wounded officers, maintaining containment until relieved.
- Detective Ramazauskas – Shielded an unarmed Co-Responder from potential harm, placing himself between the suspect and the officer.

Their courage, quick thinking, and unwavering commitment in a life-threatening situation exemplify the highest standards of valor and heroism in law enforcement.

Medal of Honor: Terrell Watson



Thornton PD presented its third ever Medal of Honor to Officer Terrell Watson for extraordinary bravery on May 14, 2024.

That morning, a vehicle fled a traffic stop near 112th Avenue and Colorado Blvd. After the driver abandoned the vehicle, a subsequent armed carjacking occurred at Carpenter Recreation Center, matching the suspect description.

Officer Watson, patrolling nearby on his motorcycle, located the suspect in the east parking lot. When the suspect pointed a gun and fired, Officer Watson returned fire, stopping the threat and protecting the public.

His actions demonstrated bravery, rapid decision-making, and unwavering commitment to public safety under extreme duress.


EXHIBITS




VICTIM ADVOCATE
THORNTON






THORNTON POLICE DEPARTMENT




POLICE






POLICE



2025

THORNTON
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