



**AURARIA CAMPUS POLICE DEPARTMENT**  
AURARIA HIGHER EDUCATION CENTER

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**TO:** Queen Pompee, Chair of the ACPD Community Advisory Board

**FROM:** Commander Jason Mollendor

**DATE:** Tuesday, January 25, 2022

**SUBJECT:** 2022 ACPD Items

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I would like to start by wishing you a happy new. With a new year is a chance for a new beginning. I have been reflecting on what areas the Auraria Campus Police Department needs the help of the Community Advisory Board (CAB) to address. I realize that last year was met with a lot of challenges both on and off campus. Now that CAB has had the time to establish itself, and find its footing, I would like to ask for your help. Below is a list of issues the ACPD is facing. These are areas that that in many cases have become a larger issue due to the pandemic, and in some cases social influences. If it is possible, could we discuss these issues at the next meeting. My hope is that CAB can prioritize these items and take the time to help us navigate the complexities of these issues so that we may find some real solutions. I am also hoping that CAB presents us with real, actionable recommendations that we can implement for the betterment of our community. We are at the time a year where we are beginning to prepare our budget for the 2022-2023 fiscal year. Budgets are typically submitted in March. This gives us some time to make recommendations that have a fiscal note attached. Anything we propose later, that requires funding, may have to be tabled until the next fiscal year. We share a drive to make the Auraria Community the absolute best it can be, and to support the students that are working so hard to better themselves through education. Please let me know if you have any questions.

### **Areas of Concern**

#### **Hiring and Retention of Police Officers, Dispatchers, and Neighborhood Community Officers**

The ACPD has always struggles with staffing. We are a small agency in the middle of a major metropolitan area. We often have a limited hiring pool, and often lose good officers to agencies with higher pay. In addition, most people that want to be police officers do not view “campus policing” as real police work. These issues, along with the anti-police sentiment that has been prevalent in the media over the last year and a half has exacerbated an already existing problem.



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- Recruitment
- Advertisement
- Pay Scale
- Hiring Bonus
- Sponsorship to a Police Academy
- Contract
- Benefits
  - Free Tuition
  - Parking Fees/ Location
  - Internal Programs
  - Wellness/ Quality of Life
  - Metal Health

## **Community Outreach and Engagement**

How does the ACPD reach our community? Not just those people that are supportive, but those that have negative feelings about the police. COVID-19 has made this very difficult due to all of the restrictions. Moving forward how do we engage with the community so that they know our value system and willingness to serve.

- Community Events
- Programs
- Student Engagement
- Officer Engagement
- ACPD Trainings
- Volunteer Work
- Media/ Social Media

## **Collaborations**

This area goes beyond simple outreach. What groups in our community do we need to partner with in order to reach the members of our communities that may not feel comfortable reaching out to us? How do we develop stronger partnerships within our community to promote good will?

- Office of Equity
- Student Groups
- Student Governments
- Administration
- Off-Campus Groups



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## **Equipment and Training**

What are the things that the ACP needs, and what would our community like to see us have (especially outside of the box)? In addition, what training would CAB like to see us prioritize for our staff? When we commit our limited resources, what are the areas that the community feels are most important?

- Vehicles
- Field Gear
- Uniforms
- Physical Space
- Training Ideas
- Less Lethal Options
- New ideas

## **ACPD Policy**

What policies are concerning for the CAB? Are there adjustments, additions, or policies that should be removed? How do we promote the professionalism of our agency to the community?

- Policy Review

## **Our Brand**

How we are presented by both ourselves, and our community is critically important. What can we do to promote our values? What can we do to promote the positive work we do every day? How do we be at the forefront of our community, with out making it feel like an Orwellian display?

- Badge and Patch
- Vehicle Graphics
- Signage
- Posters
- Messaging

## **ACPD/ ACPD CAB Collaborations**

What are areas that ACPD and the CAB can collaborate on?

- Events
- Trainings
- Volunteer Campaigns