



May 29, 2020

Dear Jefferson County Community,

The recent event in Minneapolis involving its police department has caused great concern throughout the entire country. Let me assure you that we at the Jefferson County Sheriff's Office stand in condemnation of the death of George Floyd caused by certain Minneapolis police officers. I applaud the quick and decisive action taken by police leadership in the firing of the officers involved, and the arrest of Derek Chauvin was absolutely the right thing to do.

Our vision at the Sheriff's Office is to make certain that Jefferson County is a safe place for all people to live, learn, work and play. To attain this vision we instill in all our deputies and professional staff the core values of integrity, excellence and respect. These are not just words – everyone in the Sheriff's Office has sworn an oath to uphold our mission to protect, serve and enforce with these values in mind.

This commitment to our vision, mission, and values begins with the hiring process. Our recruiting practices actively seek out qualified candidates from all walks of life. We attend hiring events across the state, including minority job fairs, and we use nationally recognized recruiting practices to find the best people for every position within our agency, regardless of race or social status.

We also stay focused on excellence through extensive training. Every peace officer in Colorado is governed by regulations put forth by the Peace Officer Standards and Training (POST) Board under the State Attorney General's Office: <http://www.coloradopost.gov/>. This training includes the basic academy curriculum and annual in-service training, but new Jefferson County deputies actually receive nearly 300 hours of basic training beyond that required by the state, for a total of 780 hours of academy training.

The same theory of more training is better also applies to our continuing education program for sworn and professional staff. The state requires all peace officers to complete 24 hours of in-service training each year, but our deputies receive nearly double that amount. Annual in-service trainings include use of force; de-escalation tactics; anti-bias policing; and recognition, response, and provision of resources for those suffering from mental health concerns.

In addition, the Jefferson County Sheriff's Office is certified by the Commission on Accreditation for Law Enforcement (CALEA), which means we must abide by accepted national high standards for law enforcement. These standards, like POST, include use of force subject matter, anti-bias policing, and mental health training. We are also accredited by the American Correctional Association (ACA), which ensures we abide by national high standards for the care, custody and control of inmates in our charge. Similar to POST requirements, accreditation standards help keep our employees and our agency professional, accountable, and free of racial bias.

We are also very engaged with our communities. The Sheriff's Office participates in all manner of community events, from rodeos and fairs to homeowners association and chambers of commerce meetings. We are firmly committed to our schools through our School Resource Officer program and have an active crime prevention program. In addition, I have instituted a "Safety in Faith" program to connect with the all faith communities in Jefferson County through an annual training summit and biennial workshops. Through these initiatives and more, the Sheriff's Office is both proactive and responsive to community issues, needs and desires.

Finally, on a personal note, I grew up in Jefferson County in a multi-racial family. My parents adopted five of their eight children from different parts of the world. I am very sensitive to the need to accept all people and I am committed to the vision I stated earlier: that Jefferson County be a safe place for ALL people to live, learn, work and play.

While recent national events may have shaken the level of confidence citizens have in law enforcement, we will continue to work with the communities we serve to maintain the confidence and trust we have built together.

Sincerely,

A handwritten signature in blue ink that reads "Jeff Shrader". The signature is fluid and cursive, with the first name "Jeff" being more prominent than the last name "Shrader".

Sheriff Jeff Shrader

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JEFF SHRADER, SHERIFF

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