

STERLING

A Colorado Treasure



2014 ANNUAL REPORT

CITY OF STERLING
CENTENNIAL SQUARE
421 NORTH 4TH STREET
P. O. BOX 4000
STERLING, CO 80751-0400

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January 31, 2015

To the Honorable Mayor and City Council
City of Sterling
Sterling, Colorado 80751-0400

Re: Annual Report – Calendar Year 2014

Pursuant to Section 4.5 (d) of The Charter of the City Of Sterling, I submit the annual report for the calendar year 2014. This report is a compilation of the monthly reports prepared by and submitted by the various City Departments.

The year 2014 was a challenging year for the City with numerous challenges. The City was without a permanent full-time City Manager, it was still recovering from the flood of September 2013, and was still under the cease and desist order from the Colorado Department of Health - Water Quality Control Division as the new water treatment plant was under construction. Yet, through these challenges and others the City continued to offer quality services to the citizens of Sterling because of the vision and guidance of City Council and the dedicated employee's of the City.

Anyone perusing this Annual Report should be amazed at the level of services the City provided in 2014, with or without the challenges presented above.

I am optimistic that 2015 will be a better year, but there is plenty to be proud of in 2014.

Sincerely,

Donald J. Saling
City Manager

FINANCE DEPARTMENT

2014 ANNUAL REPORT

The following tables and analysis of revenue, expenditures and fund balances briefly describe the performance of each fund of the City of Sterling, and how such performance affects the financial condition on December 31, 2014. This Annual Financial Report is based upon the City's unaudited financial records. Such records are not formally finalized until the independent auditors complete the annual audit; however, no major adjustments are expected.

To assess the true financial condition of the City, the total of all funds must be reviewed. The fifteen funds accounted for by the City of Sterling had a total of \$1,274,685 in cash and \$19,778,495 in investments on December 31, 2014. The investments include: \$206,257 in Certificates of Deposit at local banks; \$100,512 in a money market account; and \$19,471,726 at Colotrust.

GENERAL FUND:

The General Fund accounts for all ordinary operations and transactions within the City that do not have to be accounted for in another fund, including the following departments and divisions: City Council, City Manager, City Attorney, Municipal Court, Finance, Non-departmental, Personnel, Police, Dispatch, Youth Services, Fire, Ambulance Service, Street, Engineering and Operations, Airport, and all divisions under the Parks, Library and Recreation Department.

Actual revenues for 2014 were over budget projections by approximately 4% or \$516,409. Actual expenditures were approximately 7% less than budgeted or \$1,077,516, including transfers to other funds. The figures on the following pages include any additional appropriations Council made during the year but do not include encumbrances outstanding as of December 31, 2014. At the close of each budget year, such encumbrances and other unexpended appropriations lapse and the significant items are included within the budget for the ensuing year by re-appropriation from fund balance.

	Revenues	%	Expenditures	%
2012 Budget	\$13,512,637	100%	\$14,864,912	100%
2012 Actual	\$12,111,840	90%	\$11,795,723	79%
2013 Budget	\$14,109,799	100%	\$15,693,239	100%
2013 Actual	\$12,228,181	87%	\$12,545,884	80%
2014 Budget	\$14,382,282	100%	\$15,588,851	100%
2014 Actual	\$14,898,691	104%	\$14,511,335	93%

The above table shows, in 2014, the actual revenue exceeded the actual expenditures by \$387,356. The expenditures include transfers as follows: Transfer for Workers Compensation Insurance \$182,609, Transfer to Service Center Fund \$507,587, Transfer to Insurance Fund \$114,627 and Transfer to Capital Equipment Fund \$291,467 for a total amount transferred of \$1,096,290.

Although the transfers reduce the fund balance of the General Fund, such transfers do not reduce the overall funds available to the City. The transfers merely make the money available for budgeted revenue within the appropriate fund receiving the transfer.

REVENUES:

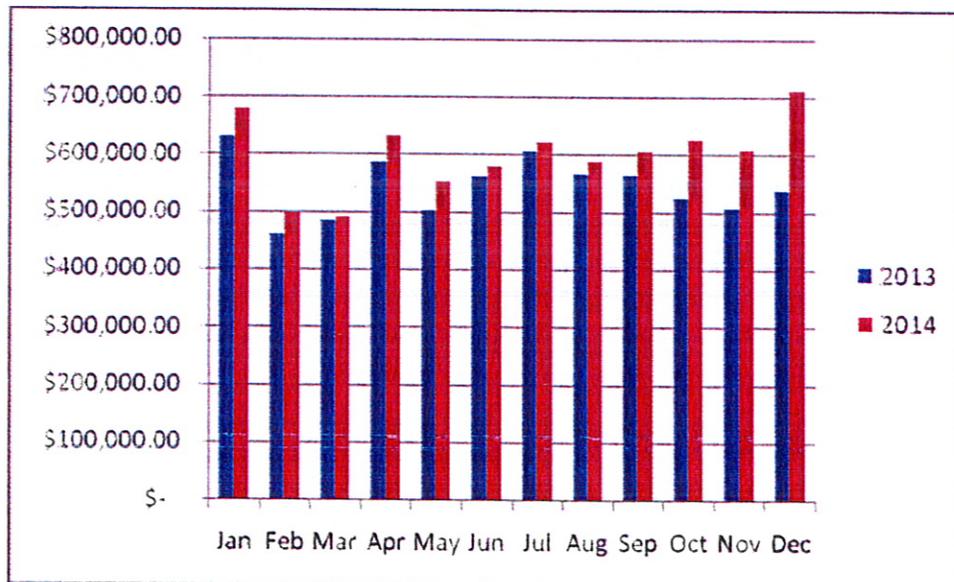
Year	Amount	% of 2012
2012	\$12,111,840	100%
2013	\$12,228,181	101%
2014	\$14,898,691	123%

The revenues can be broken down into the following ten categories, as indicated on the City of Sterling's monthly financial statements. The following tables analyze their performance compared to previous years.

SALES TAX:

Year	Amount	% of 2012	% of Total Gen Fund Revenue for Year
2012	\$6,416,403	100%	53%
2013	\$6,550,495	102%	54%
2014	\$7,188,005	112%	48%

The above table shows that sales tax revenue has increased approximately 12% since 2012; and in 2014, accounted for 48% of the General Fund revenue.



PROPERTY TAX:

Year	Mill Levy	Assessed Valuation	Property Tax Amount	% of 2012	% of Total Gen Fund Revenue for Year
2012	14.051	\$71,853,410	\$1,011,242	100%	9%
2013	14.051	\$72,270,770	\$1,017,531	101%	8%
2014	14.030	\$73,032,730	\$1,038,346	103%	7%

FRANCHISE TAXES:

Year	Amount	% of 2012	% of Total Gen Fund Revenue for Year
2012	\$652,097	100%	5%
2013	\$685,469	105%	5%
2014	\$681,823	105%	5%

The Franchise Tax category includes the amount received from Xcel Energy, for both electric and gas, and the amounts received from Charter Communications, Qwest, and Kentec.

OTHER TAXES:

Year	Amount	% of 2012	% of Total Gen Fund Revenue for Year
2012	\$585,537	100%	5%
2013	\$622,109	106%	5%
2014	\$785,330	134%	5%

The Other Taxes category includes Vehicle Use Tax, Building Use Tax, Road & Bridge Tax, Auto Ownership Tax and Employee Occupational Tax.

LICENSES AND PERMITS:

Year	Amount	% of 2012	% of Total Gen Fund Revenue for Year
2012	\$250,615	100%	2%
2013	\$182,340	73%	2%
2014	\$211,988	85%	1%

INTERGOVERNMENTAL REVENUE:

Year	Amount	% of 2012	% Total Gen Fund Revenue for Year
2012	\$1,742,929	100%	14%
2013	\$1,702,229	98%	14%
2014	\$3,543,651	203%	24%

In 2014, \$1,673,693 was received from FAA and the State of Colorado for improvements at the airport.

CHARGES FOR SERVICES:

Year	Amount	% of 2012	% Total Gen Fund Revenue for Year
2012	\$266,832	100%	2%
2013	\$259,785	97%	2%
2014	\$263,438	99%	2%

FINES AND FORFEITS:

Year	Amount	% of 2012	% Total Gen Fund Revenue for Year
2012	\$127,270	100%	1%
2013	\$107,654	85%	1%
2014	\$105,850	83%	1%

MISCELLANEOUS REVENUE:

Year	Amount	% of 2012	% Total Gen Fund Revenue for Year
2012	\$500,222	100%	4%
2013	\$569,896	114%	5%
2014	\$519,796	104%	3%

TRANSFER FROM OTHER FUNDS:

Year	Amount	% of 2012	% Total Gen Fund Revenue for Year
2012	\$558,693	100%	5%
2013	\$530,673	95%	4%
2014	\$560,464	100%	4%

Transfers from other funds have remained consistent with previous years. Interfund transfers from the Sewer Fund, Water Fund, and Sanitation Fund are to reimburse the General Fund for each of the enterprise fund's proportional share of administrative overhead costs. The interest amount accrued in the Perpetual Care Fund is transferred to the General Fund to partially reimburse the General Fund for operation of the cemetery. In 2014, the interest amount earned in the Insurance Fund was also transferred to the General Fund.

EXPENDITURES:

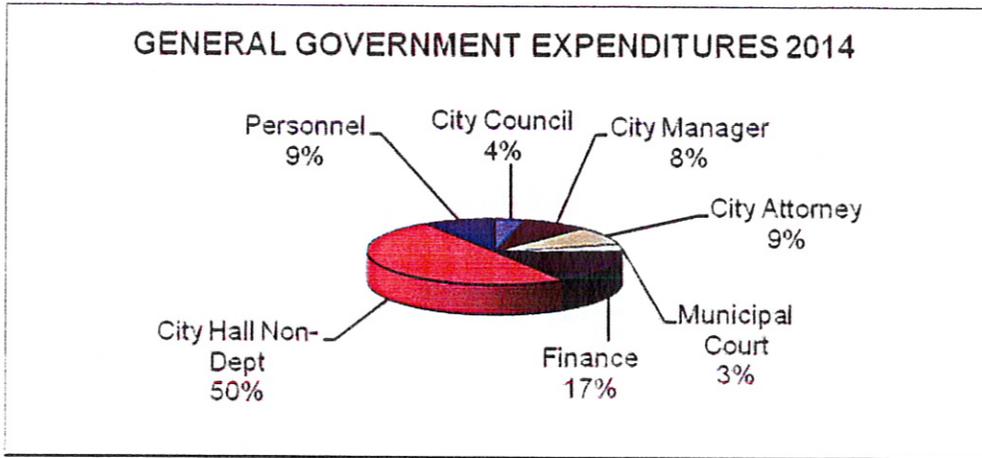
Year	Amount	% of 2012
2012	\$11,795,723	100%
2013	\$12,545,884	106%
2014	\$14,511,335	123%

The expenditures can be broken down into categories as they are on the City of Sterling's monthly financial statements. The following tables analyze their performance compared to previous years.

GENERAL GOVERNMENT:

Year	Amount	% of 2012	% Total Gen Fund Expend. for Year
2012	\$2,645,718	100%	23%
2013	\$2,883,698	109%	23%
2014	\$2,869,715	108%	20%

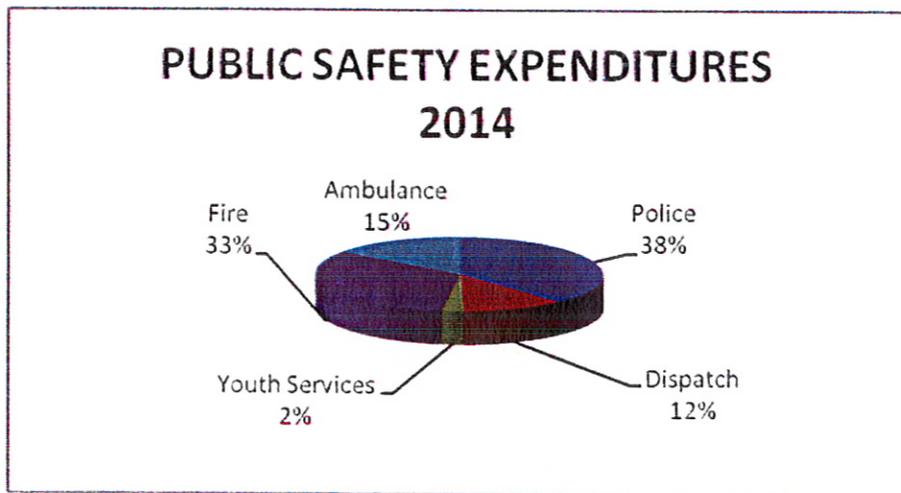
Department or Division	2012	%	2013	%	2014	%	% of Gen Fund
City Council	\$ 73,110	3%	\$ 44,510	2%	\$ 108,306	4%	1%
City Manager	\$ 342,892	13%	\$ 406,815	14%	\$ 242,890	8%	2%
City Attorney	\$ 206,031	8%	\$ 233,607	8%	\$ 249,636	9%	2%
Municipal Court	\$ 94,616	4%	\$ 98,620	3%	\$ 97,714	3%	1%
Finance	\$ 431,920	16%	\$ 418,354	14%	\$ 481,109	17%	3%
City Hall Non-Dept Personnel	\$1,277,807	48%	\$1,453,411	51%	\$1,425,463	50%	9%
	<u>\$ 219,342</u>	<u>8%</u>	<u>\$ 228,381</u>	<u>8%</u>	<u>\$ 264,597</u>	<u>9%</u>	<u>2%</u>
TOTAL	\$2,645,718	100%	\$2,883,698	100%	\$2,869,715	100%	20%



PUBLIC SAFETY:

Year	Amount	% of 2012	% Total Gen Fund Expend. For Year
2012	\$4,295,145	100%	36%
2013	\$4,388,597	102%	35%
2014	\$4,567,903	106%	31%

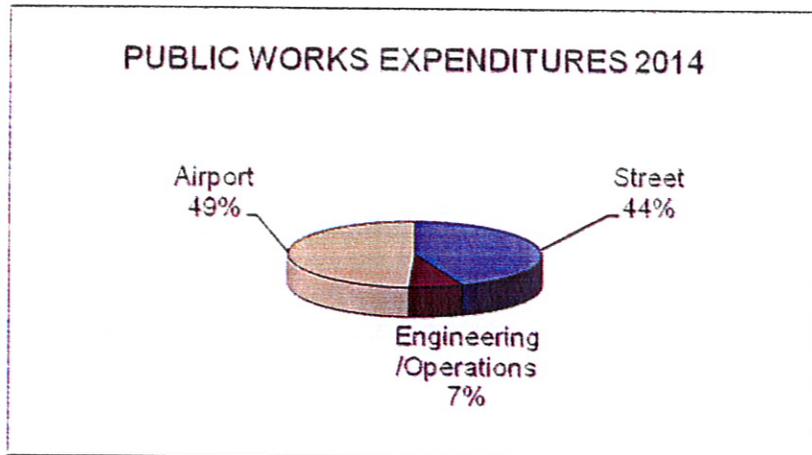
Department or Division	2012	%	2013	%	2014	%	% of Gen Fund
Police	\$1,640,434	38%	\$1,683,952	38%	\$1,741,090	38%	12%
Dispatch	\$ 503,696	12%	\$ 486,722	11%	\$ 528,251	12%	3%
Youth Services	\$ 105,328	2%	\$ 107,224	3%	\$ 110,277	2%	1%
Fire	\$1,500,725	35%	\$1,473,786	34%	\$1,501,315	33%	10%
Ambulance	\$ 544,962	13%	\$ 636,913	14%	\$ 686,970	15%	5%
	\$4,295,145	100%	\$4,388,597	100%	\$4,567,903	100%	31%



PUBLIC WORKS:

Year	Amount	% of 2012	% Total Gen Fund Expend. For Year
2012	\$2,507,461	100%	21%
2013	\$2,965,518	118%	24%
2014	\$4,607,983	184%	32%

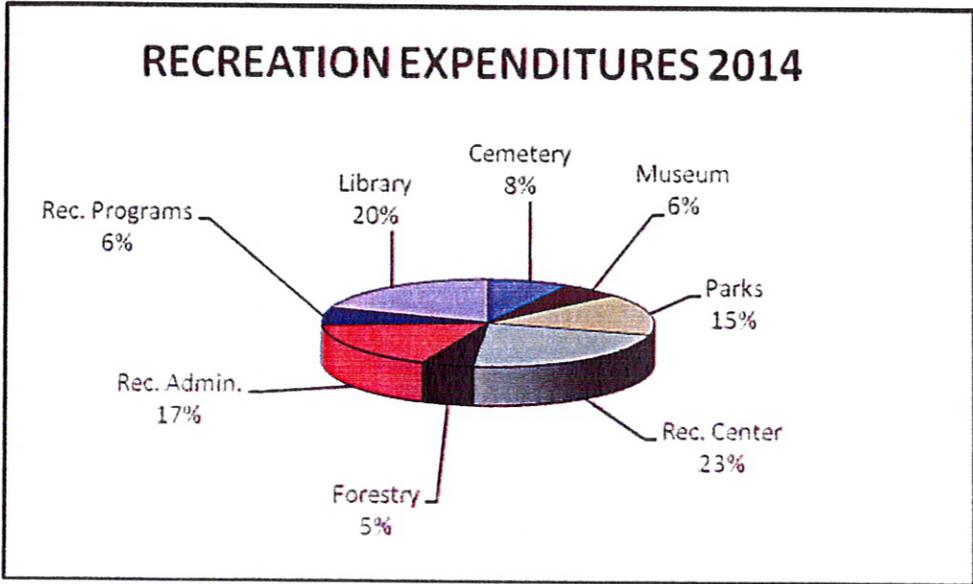
Department or Division	2012	%	2013	%	2014	%	% of Gen Fund
Street	\$1,605,940	64%	\$2,160,560	73%	\$2,021,658	44%	14%
Engineer/Oper	\$ 428,620	17%	\$ 409,785	14%	\$ 316,457	7%	2%
Airport	<u>\$ 472,901</u>	<u>19%</u>	<u>\$ 395,173</u>	<u>13%</u>	<u>\$2,269,868</u>	<u>49%</u>	<u>16%</u>
TOTAL	\$2,507,461	100%	\$2,965,518	100%	\$4,607,983	100%	32%



PARKS, LIBRARY AND RECREATION:

Year	Amount	% of 2012	% Total Gen Fund Expend. For Year
2012	\$2,347,399	100%	20%
2013	\$2,308,071	98%	18%
2014	\$2,465,734	105%	17%

Department or Division	2012	%	2013	%	2014	%	% of Gen Fund
Cemetery	\$ 188,509	8%	\$ 163,155	7%	\$ 198,529	8%	1%
Museum	\$ 105,614	5%	\$ 119,661	5%	\$ 137,739	6%	1%
Parks	\$ 472,676	20%	\$ 376,616	16%	\$ 378,452	15%	3%
Rec. Center	\$ 463,753	20%	\$ 479,336	21%	\$ 553,382	23%	4%
Forestry	\$ 152,066	6%	\$ 160,386	7%	\$ 123,743	5%	1%
Rec. Admin.	\$ 393,985	17%	\$ 422,895	18%	\$ 426,234	17%	3%
Rec. Programs	\$ 143,648	6%	\$ 133,414	6%	\$ 158,925	6%	1%
Library	<u>\$ 427,148</u>	<u>18%</u>	<u>\$ 452,608</u>	<u>20%</u>	<u>\$ 488,730</u>	<u>20%</u>	<u>3%</u>
	\$2,347,399	100%	\$2,308,071	100%	\$2,465,734	100%	17%



As of January 1, 2014, the City of Sterling's General Fund surplus was \$2,807,730, and \$3,195,086 as of December 31, 2014. The following table depicts the budgeted 2014 ending fund balance of \$1,510,802 and prior year balances.

Ending Fund Balance			
Year	Budget	Actual	% of Budgeted Balance
2012	\$1,233,339	\$3,125,432	253%
2013	\$1,521,968	\$2,807,730	184%
2014	\$1,510,802	\$3,195,086	211%

WATER FUND:

The City's three Enterprise Funds: Water, Sanitation, and Sewer are used to account for operations that provide services financed primarily by user charges and activities where periodic measurement of income is appropriated for capital maintenance, public policy, management control and other purposes.

The City's Water Fund was established to account for all water utility service operations, which are provided by the Water Division within the Public Works Department. Beginning in 2012, the expenses for the new water treatment plant were budgeted for a portion of the year. These expenses are now broke down between water lines and the water treatment plant.

For the Water Fund, the 2014 actual revenues were under the budgeted revenue by \$337,527. The actual expenses for 2014 were \$3,027,955 under that budgeted, without consideration for depreciation. The following table provides an analysis of 2012 through 2014 performance, for both revenue and expenses.

REVENUES:

<u>Year</u>	<u>Residential Water</u>	<u>Commercial & Industrial Water</u>	<u>Other Charges</u>	<u>Total</u>
2012 Budget	\$3,617,867	\$1,670,681	\$ 190,750	\$5,479,298
2012 Actual	\$3,759,656	\$1,556,538	\$ 331,900	\$5,648,094
2013 Budget	\$3,617,867	\$1,670,681	\$ 182,081	\$5,470,629
2013 Actual	\$3,417,259	\$1,358,778	\$ 394,267	\$5,170,304
2014 Budget	\$3,577,325	\$1,641,728	\$ 303,028	\$5,522,081
2014 Actual	\$3,395,296	\$1,413,090	\$ 376,168	\$5,184,554

EXPENSES:

<u>Year</u>	<u>Water Lines</u>	<u>%</u>	<u>Water Treatment Plant</u>	<u>%</u>	<u>Total</u>
2012 Budget	\$14,284,066	100%	\$ 198,025	100%	\$14,482,091
2012 Actual	\$13,323,871	93%	\$ 71,962	64%	\$13,395,833
2013 Budget	\$2,702,805	100%	\$ 7,910,263	100%	\$10,613,068
2013 Actual	\$ 791,903	29%	\$ 5,911,275	75%	\$ 6,703,178
2014 Budget	\$3,613,823	100%	\$ 5,845,812	100%	\$9,459,635
2014 Actual	\$1,827,018	51%	\$ 4,604,662	79%	\$6,431,680

Since depreciation is an expense not associated with current cash outlay, the Enterprise Funds do not account for depreciation during the budgeting process. Instead, depreciation is recorded by journal entry at year-end without budget consideration. After considering \$350,509 depreciation expense for 2014, total expenses increased from \$6,431,680 to \$6,782,189. The majority of revenue received in 2014 was from commercial and residential water sales in the amount of \$4,808,386, as compared to \$4,776,037 in 2013.

For accounting purposes, Enterprise Funds are treated much like a commercial business. Fund Equity includes surplus from previous years and also includes the undepreciated balance of fixed assets such as pipe, pumps, buildings, etc. Therefore, Fund Equity represents more than current net resources that are available such as cash and investments.

On December 31, 2014 the Fund Equity section of the Water Fund is comprised of the following: Reserve for Capital Replacement \$3,997,683, Reserve for Painting \$640,000, and Retained Earnings \$11,913,850, for a total Fund Equity of \$16,551,533.

SANITATION FUND:

An Enterprise Fund as described above, the Sanitation Fund was established in 1989 to account for all City operations for Sanitation (garbage collection) services.

In 2014 the Sanitation Fund's actual revenues were under the budgeted revenues by \$7,592. Actual expenses were \$294,358 less than budgeted. The table below compares the actual revenues and expenses for 2012 through 2014 as compared to budgeted figures.

	Revenue	%	Expenses	%
2012 Budget	\$457,500	100%	\$497,666	100%
2012 Actual	\$458,394	100%	\$515,577	104%
2013 Budget	\$458,100	100%	\$514,660	100%
2013 Actual	\$467,131	102%	\$432,872	84%
2014 Budget	\$487,550	100%	\$810,671	100%
2014 Actual	\$479,958	98%	\$516,313	64%

The above expenses in this Enterprise Fund do not include depreciation, which is a year-end adjustment rather than a budgeted amount. The total depreciation for the Sanitation Fund in 2014 was \$36,475; thus the total expense including depreciation was \$552,788. This amount exceeds the actual revenue by \$72,830.

On December 31, 2014, the Fund Equity section of the Sanitation Fund is comprised of the following: Reserve for Equipment \$23,389, Reserve for Capital Replacement \$953,314 and Retained Earnings -\$2,522, for a total Fund Equity of \$979,181.

SEWER FUND:

An Enterprise Fund as described above, the Sewer Fund was established to account for all City operations of the sewer utility service. The Sewer Fund is broken down into two divisions: Lines and Services, and Wastewater Treatment Facilities. The 2014 actual revenues were over the budgeted revenues by \$14,809.

REVENUES:

Year	Domestic Sewer	Industrial Sewer	Other Charges	Total
2012 Budget	\$1,395,370	\$311,909	\$58,957	\$1,766,236
2012 Actual	\$1,439,604	\$261,968	\$81,887	\$1,783,459
2013 Budget	\$1,417,490	\$264,733	\$84,256	\$1,766,479
2013 Actual	\$1,410,229	\$231,550	\$45,925	\$1,687,704
2014 Budget	\$1,445,839	\$264,733	\$41,999	\$1,752,571
2014 Actual	\$1,473,737	\$246,392	\$47,251	\$1,767,380

EXPENSES:

<u>Year</u>	<u>Lines & Services</u>	<u>%</u>	<u>Treatment Facilities</u>	<u>%</u>	<u>Total</u>
2012 Budget	\$944,302	100%	\$1,314,319	100%	\$2,258,621
2012 Actual	\$820,797	87%	\$1,244,364	95%	\$2,065,161
2013 Budget	\$1,061,736	100%	\$1,349,348	100%	\$2,411,084
2013 Actual	\$ 614,723	58%	\$ 844,162	63%	\$1,458,885
2014 Budget	\$1,270,984	100%	\$1,671,137	100%	\$2,942,121
2014 Actual	\$ 773,521	61%	\$1,389,010	83%	\$2,162,531

The amount of depreciation for 2014 was \$605,763. When this figure is added to the other expenses, the actual cost of doing business was \$2,768,294.

The following is a breakdown of the Fund Equity section of the Sewer Fund at year-end 2014: Reserve for Capital Projects \$111,784, Reserve for Lagoons \$365,361, Reserve for Capital Replacement \$9,989,830, Trunk Line Replacement \$202,432, and Retained Earnings of \$3,395,479, for a total ending Fund Equity of \$14,064,886.

HOTEL TAX FUND:

Voters in 2011 approved a 5% lodging tax for the City of Sterling, effective January 1, 2012. Of this amount, 33% is remitted to Logan County for the Logan County Taxing Board.

In 2014, revenue consisted of \$212,977 in hotel tax, and \$377 in investment earnings. Expenditures were \$50 for audit, and \$9,619 for beautification projects.

Fund balance on December 31, 2014 was \$460,846.

PERPETUAL CARE FUND:

This is a special revenue fund established for the purpose of using revenues generated from investments for operations and care of the cemetery. Special revenue funds are used to account for assets held by the City in a trustee capacity or as an agent for individual, private organizations, or other governmental units and/or other funds.

The interest earnings in 2014 were \$212, Perpetual Care sales were \$12,850, and sales of niches were \$13,500. Expenditures were \$35,000 for a new columbarium, \$320 for the audit fee, \$3,405 for engraving, and \$212 transfer of investment earnings to the General Fund.

As of January 1, 2014 the beginning fund balance was \$202,181; the ending fund balance as of December 31, 2014 was \$189,806.

LIBRARY IMPROVEMENT FUND:

The Library Improvement Fund was established in 2007 for the funds received from donations for the proposed addition to the Library.

During 2014, \$990 was received in donations and \$32 was earned in investment earnings. Expense for 2014 was \$50 for the audit.

The fund had a \$30,309 fund balance as of December 31, 2014.

CONSERVATION TRUST FUND:

This is a special revenue fund, which accounts for the state lottery proceeds and expenditures. The amount of money to be received is based on the state lottery proceeds and the City of Sterling's population.

In 2014, the City of Sterling received \$137,605 from the State of Colorado and \$259 in investment earnings. The City had no expenditures in 2014, due to the playground budgeted was not received.

The beginning fund balance in this fund was \$165,174; the ending balance as of December 31, 2014 was \$303,038.

KARL FALCH LIBRARY TRUST FUND:

This is a special revenue fund used to account for funds willed to the City of Sterling by Karl Falch, and designated to be used for public library purposes.

In 2014, total revenues were from investment earnings in the amount of \$36. In 2014, expenses were \$55 for the audit.

The beginning fund balance on January 1, 2014 was \$31,456; the ending balance as of December 31, 2014 was \$31,437.

EMPLOYEE INSURANCE FUND:

The City has four Internal Service Funds: Employee Insurance Fund; Risk Management Fund, Service Center Fund and the Capital Equipment Fund. Internal Service Funds are used to account for the financing of goods or services provided by one department or agency to other departments or agencies of the City on a reimbursement of costs basis.

The Employee Insurance Fund was established to provide medical and life insurance for city employees. In September 2006 the City changed from a self funded plan to a fully funded plan. Employee premiums are based on the health and/or dental coverage the employee chooses.

In 2014 total revenues were \$1,664,414. This included \$653 from investment earnings, \$1,378,133 from transfers, \$1,725 for wellness, and \$283,903 in employee premiums. Expenses were \$1,667,602, which included \$1,725 for wellness, \$1,662,637 in premiums, \$2,610 in FLEX expenses, and \$630 for audit.

The beginning fund balance as of January 1, 2014 was \$588,142; the ending fund balance as of December 31, 2014 was \$584,954.

SERVICE CENTER FUND:

The Service Center Fund was established in 1999 to account for the expenses of operating the City Service Center Facility. Revenue is received as transfers from the various departments and divisions to cover the cost of operation.

In 2014 revenues included the transfers of \$685,282, and investment earnings of \$471, for total revenue of \$685,753. Expenditures amounted to \$650,673.

The Fund Equity of the Service Center will include the undepreciated balance of the fixed assets for the facility; therefore Fund Equity will represent more than current net resources available such as cash and investments. The Fund Equity on December 31, 2014 was \$1,360,890.

OLD HIRE POLICE PENSION FUND:

In 2013 Fire & Police Pension established that there was one member remaining eligible to receive retirement benefits in the Old Hire Police Pension Fund. Per Colorado Revised Statutes excess funds were determined to be available. Three years of annual employer pension contributions for the Police Department remained at FPPA, as well as the amount determined to fund the future retirement benefits for the remaining plan member. Excess funds were transferred to the City, and must be used for law enforcement related purposes.

In 2014, the fund earned \$781 in investment earnings. Expenses included \$74,639 for Police pension benefits and \$117,938 for police cars.

Fund balance as of December 31, 2014 was \$791,971.

RISK MANAGEMENT FUND:

The Risk Management Fund is an internal service fund used to support the property, casualty, and liability insurance of the City of Sterling. In 1990, the Risk Management Fund was established and the City of Sterling began participating with the Colorado Intergovernmental Risk Sharing Agency (CIRSA) for the purpose of pooling for insurance.

In 2014, the revenues totaled \$1,152,473 and were comprised of investment earnings of \$935, miscellaneous of \$107, compensation for loss of \$67,843, compensation for loss for the flood \$543,901 and transfers of \$539,687. Expenses in 2014 were for claims paid in the amount of \$13,052, flood expenses \$463,141, premium fees of \$295,430, expense for workers compensation \$241,394, material & supplies for \$2,617, unemployment expense for \$4,855, audit fees of \$590, and transfer to General Fund \$934, totaling \$1,022,013.

The beginning fund equity as of January 1, 2014 was \$842,741. The ending fund equity as of December 31, 2014 was \$973,201. The emergency reserve, set up in 1993 to cover Tabor (Amendment One) requirements, is in the amount of \$350,000.00.

CAPITAL EQUIPMENT FUND:

The Capital Equipment Fund was established to account and provide for equipment for the General Fund with a purchase price of \$5,000 or greater and a life expectancy greater than one year. The General Fund bases transfers on an expected life and value calculation of current assets in use.

In 2014, revenues were \$296,473, which was comprised of \$1,425 in investment earnings, transfer of reserves \$291,467, and sale of assets \$3,581. Expenses were as follows: audit \$905, Fire Department \$37,442, Public Works \$26,575, Parks, Library & Recreation \$68,965, and Non-Departmental \$78,857 for a total of \$212,744.

The ending fund equity as of December 31, 2014 was \$3,181,134.

CAPITAL IMPROVEMENT FUND:

The Capital Improvement Fund is a capital project fund, which was established to account for financial resources to be used for the acquisition or construction of major capital facilities. Revenues and other financing sources are primarily derived from investment earnings, grants, rental proceeds of City-owned land, and transfers from other funds.

In 2014, \$16,258 was received in total revenue; \$946 in investment earnings, \$13,842 from land rent, and \$1,470 for miscellaneous.

Expenditures consisted of \$300 for audit expense.

The ending fund balance as of December 31, 2014 was \$840,840.

CITY MANAGER
2014 ANNUAL REPORT

OFFICE OF EMERGENCY MANAGEMENT

The Office of Emergency Management (OEM) is responsible to the Sterling City Council and the Logan County Commissioners in preventing, protecting, responding and recovering from natural and manmade disasters.

As part of those responsibilities, OEM was greatly involved in numerous organizations during 2014 including the Northeast Colorado Emergency Managers, Logan County EMS Council, Northeast Colorado All-Hazards Region – Department of Homeland Security Group, RE1 Schools Safety Committee, and the Logan County ESF-8/ Health Care Coalition.

Annually, OEM is required to submit the Emergency Manager Program Grant as well as quarterly reporting of outcomes and deliverables under the grant, 2014 was no exception. Additionally, the annual testing of all of the Sterling tornado sirens was completed. (A replacement tornado siren was acquired under a Department of Homeland Security grant and was installed downtown).

A full scale multi-agency exercise was conducted at Northeastern Junior College. The exercise tested a total evacuation of the campus in a timely and organized manner. The Northeastern Junior College Emergency Alert Notification system was used to communicate with each student.

The Pre-Disaster Hazard Mitigation plan was updated during the year as well as OEM provided assistance to the Sterling Public Works with the FEMA grants and disaster assistance project as a result of the late 2013 Platte River flooding.

There were several occurrences of severe weather during the year. There were warnings for thunderstorms, flash floods and tornadoes. The EOC was opened for a tornado warning in Sterling and sirens were deployed and shelters opened.

STERLING EMERGENCY COMMUNICATION CENTER (SECC)

The Emergency Communications Center provides dispatch services to all first responders in Logan County. Those first responders include the Sterling Police Department, Logan County Sheriff's Office, Crook Fire Department, Fleming Fire Department, Merino Fire Department, Peetz Fire Department and the Sterling Fire Department.

The table below illustrates the number of calls to each agency that was dispatched in 2014.

Month	Sterling Police	Logan County Sheriff	Sterling Fire	Crook Fire	Fleming Fire	Merino Fire	Peetz Fire	Total
January	954	568	186	10	5	9	0	1732
February	793	616	157	6	4	6	2	1584
March	1065	751	196	12	6	18	1	2049
April	1100	808	214	8	2	20	6	2158
May	1169	777	207	13	5	12	1	2184
June	1026	645	213	9	5	11	2	1911
July	1146	746	211	16	9	13	2	2143
August	1158	751	216	13	6	15	3	2162
September	1179	645	188	8	2	16	6	2044
October	1188	757	187	9	4	8	3	2156
November	1025	569	193	11	6	13	6	1823
December	1024	680	285	14	9	21	2	2035
Total	12827	8313	2453	129	63	162	34	23981

INFORMATION TECNOLOGY SPECIALIST (ITS)

City of Sterling currently has about 160 networked computers and devices and 16 servers in 11 buildings for running the daily business in all City departments. Servers running every process in the City from Public Safety, Public Works, Finance/Administration, Public Library, Utility billings, Parks and Recreation, E-mail, public access at the Library to video surveillance. Two of the servers are IBM iSeries AS/400 systems.

The City uses Fiber Optic connections to City Hall from the Fire Department, Library, Communications Center, Service Center, Water Treatment Plant and Recreation Center. The City shares 10 MB Internet through our network.

The other City buildings connect via VPN (Virtual Private Network) using DSL or wireless internet. This includes Airport, Cemetery, Museum, and Waste Water.

Web access e-mail is also allowed for those working away from the City network to access their City e-mail from any internet browser with secured password.

ITS Anderson continues to maintain a security for all City computer information and processes, including security of CBI, which requires bi-annual security and awareness testing.

The ITS performed various duties for systems and user maintenance and backups. She routinely answers calls for assistance from City employees for program, printer, telephone, and connection problems. Mary Ann troubleshoots issues and contacts technical support as necessary. She continually repairs and replaces the office computers and maintains equipment and licensing information.

The City had a spamming incident starting from a Trojan virus in an e-mail that was opened and spammed throughout the city address book where five other users opened it and spammed again. The systems were cleaned with our Trend Antivirus system, but some spamming

occurred to other e-mail address outside the City. To prevent this from happening again the City had to upgrade its spam filter to also protect outbound e-mail.

Staff discovered a glitch in the City telephone system that will not allow calls to 911 from any phone on the City network, which includes Service Center, Library, Fire, Recreation Center and WTP. Ken from KCI will try to do a work around for it, but in the mean time stickers were printed for each phone to warn users to call 911 with a cell phone.

In February the City website was infected with 21 malware vulnerabilities causing problems with downloading of forms and pictures. The cleanup process took about 15 hours but the site was never unavailable.

Program updates were installed for many of the systems including Police Tracker, Public access at the Library, ADG Tax program, recording system at Dispatch, City website, Court recorder program and programs on the Citrix server.

Mary Ann serves on the SWellness Committee and Web Group Committee:

- The SWellness Committee meets regularly to plan monthly and quarterly events for City employees, promoting good health and well being, including the City Health Fair. All employees have the opportunity to attend the health fair and activities. This year's health fair provided 72 flu vaccinations and 37 blood draws. In 2014 the committee implemented an incentive program for individual wellness rewards.
- The Web Group Committee meets as needed to continually maintain the City of Sterling website, www.sterlingcolo.com. The committee consists of employees from each City Department to maintain the information on their pages. The City website is currently hosted at New Age Electronics.

The ITS also attended various training sessions provided by the City and takes her turn as relief at the reception desk when needed.

Continuing the process of installing:

- Two new VMWare servers, they will provide the ability to set up more virtual servers for City applications and eliminate some of the aged hardware. The City has one Xen server running virtual servers that have been in place for about three years.
- A new backup system that will allow staff to store a redundant back up off premises.
- A new switch with web filtering to replace the old filter system that has reached its end of life.
- These additions that have taken time to prepare for transfer of records from the old servers.

Upcoming in 2015:

- Win XP computers - Every department still has some WinXP computers that are end of life and need to be replaced.
- The City Website will get some updating, a new look. Staff hopes to be able to host the site at its own server again.
- Upgrade of Police & CAD system to MSP platform will begin in 2015.
- A new Court Records System will need to be purchased and implemented.

CITY ATTORNEY
2014 ANNUAL REPORT

In March of 2012, J. Curt Penny entered into a contract with the City and took over the work of the Office of the City Attorney, with Stephanie M.G. Gagliano and Tricia Matuszczak assisting, as Deputy City Attorneys. Ms. Gagliano assumed the duties of the prosecution of the cases in Municipal Court, Ms. Matuszczak assumed duties of assisting the Public Works Department, and Mr. Penny, as City Attorney, assumed all other duties of the position of City Attorney, including assisting with the duties of the Deputy City Attorneys, as needed.

The City Attorney performs all functions assigned by general law to municipal attorneys, including the institution or the defense of actions or proceedings on behalf of the City, when so directed by the City Council. The City Attorney is also involved with working with outside legal counsel for the City, including water attorneys retained by the City.

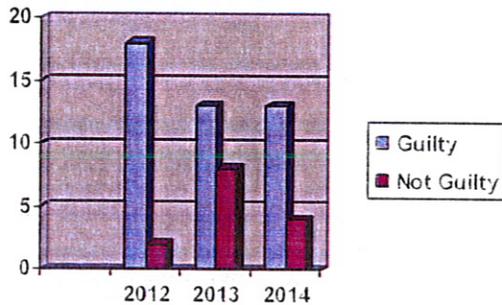
The Attorney staff attends City Council meetings and work sessions, Planning Commission meetings and staff meetings. The City Attorney advises and meets with staff members concerning legal matters and this has resulted in an increased amount of contact between the City Attorney and department heads and other staff. The Attorney prepares correspondence as directed by the Risk Manager.

The City Paralegal attends staff meetings and City Council meetings. In addition to her general duties and functions as a paralegal, the Paralegal also assists with answering telephones and receptionist duties when needed, assists in covering other positions when needed, processes letters prepared by library staff, and makes telephone calls to library patrons regarding past due items.

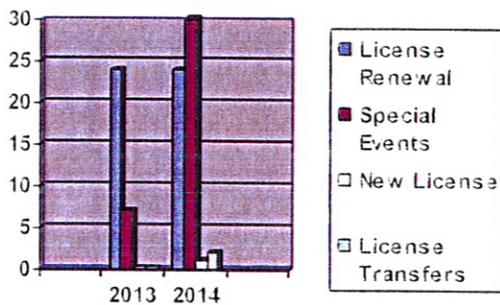
The City Attorney's office drafted 13 ordinances and 30 resolutions that were passed in 2014. This office drafted various agreements, correspondence, intergovernmental agreements, and leases. These documents included an agreement for use of a portion of the airport apron for CDL testing in exchange for CDL testing for the City; a Mutual Aid Agreement with the Air Force; an Option Agreement relating to a Holiday Inn Express; an agreement for the PD cadet program; a new City Manager Employment Agreement; Request for Bids pertaining to the City-owned property known as Knowles Field; and documents, including a Request for Proposals, pertaining to the sale and development of City-owned property known as Buffalo Hills Marketplace. This office did extensive work on the search for a new City Manager, including preparation of the Request for Proposals and contract for the City Manager search project.

The City Attorney assists the Finance Department with collection of past due sales tax and occupational tax accounts, and lien releases. This office also assists in obtaining reimbursement for damages to City property in some cases, and obtaining releases regarding any minor property damage claims against the City.

The City Attorney's office represented the City in the prosecution of violators of City ordinances. The City Attorney's office prosecuted all trials, which included 17 charges consisting of 17 pro se trials resulting in guilty judgments on 13 defendants. The City Attorney also appeared for pre-trial conferences, met with defendants or defense attorneys regarding cases, and met with police officers and Humane Society employees to prepare for trials and related discussions. The Paralegal informs the police officers and Humane Society of court dates; sets up the prosecution and police files; types all subpoenas; prepares other pleadings, including motions, deferred stipulations, and written pleas; photocopies and prepares discovery for defendants and defense counsel; prepares jury instructions; prepares correspondence; calendars trials and pretrials; schedules appointments; and assists in research.



This office handles all liquor applications, and processed 24 renewals, 30 special event permits, 1 tastings permit renewal, 1 new Retail Liquor Store license application; 2 liquor license transfer applications, and 3 application/permit and report of changes regarding change of officers or registered agent. This office also does follow-up work with the State and with individuals to confirm approval or to direct compliance with the rules and regulations.



The City Attorney's Office researches matters at the request of various department heads, or as needed for ordinances, contracts, litigation, etc.

In most instances, this office replied to requests for legal opinions within three days or less. This office drafted most ordinances and resolutions within 1 to 2 days of the request, or by the next Council meeting. In all cases, matters referred from the Planning Commission to City Council were prepared in time for the next regular or work

session meeting, as applicable.

The personnel in the City Attorney office continue to comply with the Criminal Justice Information Service Security and Awareness online training and testing to renew certification, and complete other training throughout the year as required.

MUNICIPAL COURT
2014 ANNUAL REPORT

Sterling Municipal Court is held every Wednesday at 9:00 a.m. and continues until all cases are concluded. Jury trials are held on Fridays as necessary. The Sterling Municipal Court hears all cases involving violations of the City's Ordinances. Jay Brammer is the Municipal Court Judge. The Clerk of Sterling Municipal Court is Deanna Weingardt. Ms. Weingardt also serves as the Useful Public Service Coordinator for the City of Sterling.

In 2014, the Municipal Court experienced a slight decrease in the number of cases handled primarily due to a lower number of traffic tickets being issued and contested. The number of juvenile cases handled remained consistent with a slight increase in the number of alcohol related charges compared to those type of charges handled in 2013. Municipal Court continues to refer juvenile cases to Sterling Youth Services for educational programs and monitoring for compliance with sentencing requirements.

Municipal Court processed 809 new charges for 2014. Charges involving traffic related offenses accounted for 123 charges.

Last year, adult offenders were sentenced to 57 days in jail. Overall, the volume of cases handled by Municipal Court in 2014 was slightly lower than the five year average.

PERSONNEL/HR DEPARTMENT

2014 ANNUAL REPORT

The following is a summary of activities in which the HR Department participated in during the year of 2014.

CDL TESTING AND PRE-EMPLOYMENT DRUG TESTING – The City of Sterling entered a new consortium January 1, 2014. This consortium is a local business and will be available for Random, Reasonable Suspicion and Post-Accident testing.

Required quarterly random drug testing for CDL drivers was conducted during 2014. Pre-employment drug screens were conducted as needed for new employees including seasonal employees. All CDL physical medical cards that were renewed in 2014 were faxed to Motor Vehicle Department for compliance of the employer's portion of the requirement.

City of Sterling's CDL Drug Policy was updated with the new consortium, A & D Compliance and new DER (Designated Employee Representative).

WORKERS' COMPENSATION –During the year of 2014, the City recorded 29 claims. Ten claims were notification only and no medical attention was sought. Other claims were for knee, falls on ice and other falls, minor back and lifting injuries, sprains and strains.

C.I.R.S.A. – CIRSA continued to insure the property of the City of Sterling. New equipment, vehicles and buildings were added during 2014 along with some being removed. The City worked on fourteen property claims during 2014. Flood related claim from 2013 continued into 2014 with repairs to Museum and fishing pond.

In April, CIRSA representative conducted the Loss Control Standards Audit. The audit was satisfactorily completed. Public Works, Parks, Library, and Recreation Department, Fire, Police and Administration completed the Loss Control Audit.

Safety training continued during 2014 with slips, trips, and falls, back injury and driver safety training conducted annually. Harassment and Workplace Violence online training was taken by employees. Specific training is obtained for areas as Flagger Certification, trenching & shoring.

Certificates of insurance continued to be reviewed with street use permits for events such as Logan County Parade, numerous walks and relays and special events at the softball fields. This insurance is provided by the event sponsors and protects the City if a participant were injured during the event. The City is listed as an additional insured for the event by the sponsors.

UPS COORDINATOR – Clients from Intervention (District and County Court) completed Useful Public Service hours. The assigned locations were the Library and the Recreation Center. HR Assistant coordinated with Intervention for completion of these UPS hours..

JOB OPPORTUNITIES - The City continues to use NEOGOV online application process. During 2014, 939 applications were received from applicants for twenty-seven position requisitions.

	2011	2012 (Neogov Jan. 30)	2013	2014
Applications Received on Neogov	582	1089	1109	939
Job Interest Cards			145	79

Potential applicants completed 79 job interest cards. When a position opens that the potential applicant has completed a job interest card, they are notified that the position they were interested in has opened up. The job interest cards remain active for one year.

Public Safety positions had several vacancies during 2014: Fire Department had five vacancies including Firefighter (2) and new position of Fire Lieutenant (3). Police Department had 3 vacancies. One officer resigned and the other vacancies were due to promotions within the department. Two Police Cadets were hired and completed the P.O.S.T. Academy in November and December. Public Safety Dispatcher had 5 vacancies during 2014.

Several Maintenance Worker positions were also vacant during 2013. Advertising for the position was continuous throughout 2014 as positions were vacant.

Public Works Director resigned in May. A promotion in the department filled the vacancy in October.

City Manager position was hired by City Council September 1.

Police Chief position was filled in January with a promotion from within. This opened up Police Commander position and then Police Sergeant position.

PERSONNEL BOARD ACTIVITIES – Members of the Personnel Board were invited to CIRSA Public Official Liability training presented by Tami Tanoue on Feb. 25, 2014. Other Board meetings involved promotion interviews for Fire and Police

MISCELLANEOUS ACTIVITIES – The City Manager made paid time available for employees to attend the flex spending plan and insurance meetings. In 2014 The City renewed with CTSI for insurance coverage for 2015. Employees completed Open Enrollment paperwork by November 5 with all employees returning their enrollment forms.

AFLAC Open Enrollment was held November 3 and 4 for employees. Thirty-nine participants in Flex Spending with an election amount of \$45,976. Changes were made to the Plan to allow up to \$500 carryover in flex accounts into 2015. One employee has chosen to participate in the child care deduction account.

Revision of Job descriptions continued throughout early 2014. Seasonal job descriptions are in the process of being updated. Maintenance Worker I, II, and III positions were

reviewed for the necessity of holding the CDL license. With the DOT regulations of weight limits, the need for the medical card is still there. Removing the requirement for CDL license was not feasible. Seasonals will be required to hold a medical card if they will be driving vehicles that haul trailers over 10,000#.

There were some positions that the CDL requirement was removed such as the Water Treatment Plant employees, the Wastewater Treatment Plant and the Building Maintenance Worker position.

HR Assistant attended MSEC Employment Law Update in Denver during March. HR Director attended the Western Region IPMA-HR Conference in San Francisco in April. HR Director and HR Assistant attended the CML Conference in Breckenridge in June. These conferences provide training and education on laws and regulations for HR.

PUBLIC WORKS DEPARTMENT

2014 ANNUAL REPORT

The Public Works Department, staff and employees spent the year 2014 actively pursuing open communications with the citizens of Sterling, attempting to be responsive to those communications, being timely and efficient in meeting the needs of the City of Sterling, and continued to strive to provide levels of necessary services in compliance with acceptable standards using innovative methods while still efficiently using available resources.

The Director served as a member of the Safety Committee, Logan County Local Emergency Planning Committee and attended the regular meetings of the Eastern TPR. The City of Sterling has a safety manual which is continually reviewed and updated.

Throughout the year, the Public Works Department staff was involved in administering, monitoring, and/or completing the following projects, tasks, or administrative matters under the direction of the administration and City Council.

ADMINISTRATION

Personnel Matters

The City has continued the effort to attract and retain a competent, efficient labor force. The Public Works personnel roster for 2014 began the year with 37 full time employees.

The year ended with 37 full time employees. Staffing for the new Water Treatment System (Plant) continues in progress and we currently have one Class A operator, two Class B operators and one Class D operator. We still have one position to fill.

Training Programs

The Public Works staff and employees continue to undergo training as determined necessary under various Federal, State, and local rules and regulations. With additional State and Federal regulations requiring Drinking Water and Wastewater Staff to be trained and certified in their field, the City financially supports the intensive training required of each Staff member. Training for Certifications is done through correspondence courses and weeklong training sessions. Required continuing education is accomplished through day long seminars. Most of the other training is being held internally through the Personnel Office/H.R. Department.

Stop Sign and Through Street Project

Public Works staff is continuing to review traffic within the City of Sterling to allow for the efficient movement of motor vehicles through the City. This study includes various traffic counts, research of accident histories at specific locations, and the consideration of the specific needs of the neighborhood before the installation or removal of stop signs or other traffic control devices. As a part of this project, the speed limit posted in various sections of the City is also reviewed.

The replacement project of street name signs on an "as needed" basis began during 2007. This project continued in 2014 to upgrade the signs to the current MUTCD standards. Numerous regulatory and traffic control signs were re-faced during 2014 by the Street Division staff. Although a cost savings is achieved, it has modified the 5 year average production summary due to changes in the method of classifying sign replacement and maintenance totals.

Equipment Replacement

Throughout the year, staff continued the replacement of equipment for the Public Works Divisions as outlined in the operating budgets. Vehicle and equipment replacement consisted of: 1 Utility truck in the Street Division, 1 Trash truck in the Sanitation Division, Crack seal trailer at the Airport and budgeted small equipment items.

Budget Amendment

Public Works staff again participated in the proposed budget for the fiscal year 2014.

Update the Emergency Response Plan

Throughout the year, the staff updated the City of Sterling's Public Works Department Emergency Response Plan through meetings among staff and administration. This updating is an ongoing process as new information or resources become known to the City. The department cooperated with the Emergency Management Coordinator to implement this plan.

Update Snow Removal Plan

Updating the Snow Removal Plan is an annual process. This updating is completed after a review of the prior season's operation taking into account areas of concern and comments from the citizens of the City of Sterling. This plan will be reviewed and updated as necessary during 2015 and implement any changes during the 2015-2016 season.

Land Acquisition and Disposal

The Public Works Department assisted City Administration in consultations and production of documents and plats for consideration in acquiring lands for the City of Sterling and also the disposal of properties that had been declared surplus.

Department of Corrections Labor Forces

The Divisions Operations Coordinator, as a supervisor within the Public Works Department, is charged with the coordination of labor crews from the Sterling Correctional Facility. The City of Sterling has taken advantage of this additional resource available to public entities within the area to assist in the construction and maintenance of atypical operations within the City of Sterling.

Projects accomplished during 2014 included brush removal and mowing of the detention ponds along Hays Avenue which collects storm water runoff from the Housing Authority apartments and from Hays avenue.

The other major project included fence work related to the 2013 Flood. This included removal of flood debris, straightening posts, resetting posts and reinstalling barbed wire repair around the irrigated Alfalfa fields and along approximately two miles near the river at Scalva Farm. This fence work was placed on hold during the extreme cold weather in 2013 and continue into 2014. Correctional Facility crews also cut and removed trees in the third channel of the South Platte River North of the bridge along with a private contractor to remove the stumps. This should increase the flows in the river in the event of another high water season.

Update Utility Maps

The Department is continuing to update the utility maps of existing infrastructure throughout the City of Sterling. The Engineering Technician's office continued with updating the utility mapping data base during 2014. The map layer updating the fiber optic network continues to be implemented as information becomes available.

Staff Meetings

Public Works staff attends staff meetings as required by administration. The Director attends the administrative staff meeting held each Thursday morning and shares the contents of this meeting with departmental staff later the same morning. Each Division Superintendent then shares the appropriate information with Staff and also discusses any problem encountered in the past week along with projects for the coming week. Each month there is a time set aside for safety training. These meetings are conducted by the chair with minutes kept, recorded, printed and filed for viewing by interested parties.

Public Works Board

The Public Works Director, along with the Administrative Secretary and Project Manager, meets with the Public Works Board once a month. The normal meeting schedule is on the fourth Monday of each month. The Public Works Board is a three (3) member advisory board to the Public Works Department/Director on budget matters and capital outlay items within the City of Sterling. The Public Works Board was active during 2014 maintaining an interest in the status of projects under construction. They exhibited their awareness of observing progress on the various projects and asked valid questions about how these projects fit into the overall improvements to the City's infrastructure. Discussions continue about upgrading the waterline distribution system within the City and the need for replacement of same. The Board Members participated in the approval of Curb/Gutter/Sidewalk projects completed in the City sponsored Replacement Program. Throughout the year input is provided to the P.W. Board from staff relative to project planning and design. Discussion is conducted with the Board and their directions are followed to implement and complete the selected projects based upon available funding in the current budget.

Monthly Reports

The Public Works Staff compiles the necessary information to allow the Director and clerical staff to prepare a monthly report for submission to the City Manager's office. During the month of January each year, all of the reports are compiled into an annual report for the previous calendar year and submitted to the City Manager's office for review.

Planning Commission

The Planning Commission of the City of Sterling holds regular meetings on the first Wednesday of each month. Special meetings are held if determined necessary by the Staff and the Chairperson of the Planning Commission. During 2014, the Planning Commission considered and reviewed the following items: 2 Minor Subdivision requests, 1 Text Amendment request, 2 Variance requests, 3 Conditional Use requests, 1 Non-Conforming request and 2 discussion work sessions on various topics.

STREET DIVISION

Drainage Considerations

On a continuous basis, the Street Division receives requests for drainage improvements and/or solutions to drainage problems throughout the City. The division attempts to respond to these requests efficiently with the resources available to them; however, some of these requests require the installation of extensive capital infrastructure and; therefore, cannot be responded to as rapidly as deemed advisable.

Intersection Improvements

Periodically throughout 2014 CDOT Traffic Signal Technicians monitored traffic flow and reviewed citizen complaints regarding the sequence/delay times of the traffic signals. Staff continues to work in conjunction with CDOT to address citizen suggestions and complaints regarding traffic flows.

Street Improvement Program

During the calendar year 2014 the Street Division and Public Works Staff, planned, designed, specified, bid, and monitored the Street Improvement Program for the City of Sterling. The street locations listed below represent a major construction effort. The remainder of the City's street inventory was maintained by existing City staff.

This year's street work included:

- | | |
|----------------------------------|-----------|
| ➤ Process Reclaimed Asphalt Base | 18,935 sy |
| ➤ Removal of Asphalt Milling | 27,542 sy |
| ➤ HMA Pavement | 6,873 ton |

The streets included in the 2014 program are as follows:

2014 STREET WORK					
STREET			FROM STREET	TO STREET	NOTES
FRANKLIN ST			SIDNEY AV	DAWES ST	2 1/2" Overlay
FRANKLIN ST			DAWES ST	N 6TH ST	MILL 3" 2 1/2" Overlay
FRANKLIN ST			N 6TH ST	N 7TH ST	2 1/2" Overlay
FRANKLIN ST			N 7TH ST	N 8TH ST	2 1/2" Overlay
FRANKLIN ST			N 8TH ST	N DIVISION AV	2 1/2" Overlay
STREET			FROM STREET	TO STREET	NOTES
WILLIAMS PL			VALLEY DR	MARKS CT	RECONDITION 3" HMA
STREET			FROM STREET	TO STREET	NOTES
JONES LN			LOGAN ST	LOGAN ST	MILL FULL DEPTH 3" HMA
STREET			FROM STREET	TO STREET	NOTES
WALNUT ST			N 2ND ST	N 3RD ST	Mill 1" 2" HMA
STREET			FROM STREET	TO STREET	NOTES
PLATTE ST			WESTON CT	KING CT	RECONDITION 3" HMA
STREET			FROM STREET	TO STREET	NOTES
ZACHARY DR			IRIS DR	ARIANNE DR	RECONDITION 3" HMA
STREET			FROM STREET	TO STREET	NOTES
GLENORA ST			S 11TH AV	WESTVIEW DR	RECONDITION 3" HMA
STREET			FROM STREET	TO STREET	NOTES
S 10TH AV			W MAIN ST	DOUGLAS ST	Mill 1" 2" HMA
STREET			FROM STREET	TO STREET	NOTES
IRIS DR			HWY 6	S 4TH AV	Mill 1"
IRIS DR			S 4TH AV	S 6TH AV	2" HMA
STREET			FROM STREET	TO STREET	NOTES
S 5TH AV			COLUMBINE ST	DELMAR ST	RECONDITION
S 5TH AV			DELMAR ST	ELWOOD ST	3" HMA
S 5TH AV			ELWOOD ST	FAIRHURST ST	
S 5TH AV			FAIRHURST ST	GLENORA ST	
S 5TH AV			GLENORA ST	HOLLY DR	

STREET	FROM STREET	TO STREET	NOTES
DELMAR ST	S 10TH AV	S 11TH AV	RECONDITION
DELMAR ST	S 11TH AV	WESTVIEW DR	3" HMA
STREET	FROM STREET	TO STREET	NOTES
S 5TH AV	W MAIN ST	DOUGLAS ST	2 1/2" Overlay
S 5TH AV	DOUGLAS ST	HAMILTON ST	2 1/2" Overlay
S 5TH AV	HAMILTON ST	PHELPS ST	2 1/2" Overlay
			2 1/2" Overlay
STREET	FROM STREET	TO STREET	NOTES
N 10 TH AV	W MAIN ST	PLATTE ST	2 " OVERLAY
N 10TH AV	STATE ST	PLATTE ST	2 1/2" Overlay
N 10TH AV	PLATTE ST	STATE ST	2 1/2" Overlay

Pavement Marking Program

The 2010 Pavement Marking Project utilized EPOXY paint to enhance the durability and visibility of markings. The change to epoxy paint has proven to be cost-effective to the City and beneficial to the traveling public. After the street repair and replacement projects were completed in late 2014 the City contracted with Kolbe Striping to do epoxy pavement marking on streets that were part of the Street Improvement Project. That project is on hold until due to adverse weather conditions in late fall.

Bike Lanes in Sterling Local Agency Project.

In 2014 the Public Works Department oversaw the construction of the final phase of a pedestrian improvement and bike lane project that has included several phases over more than a decade. With the completion in 2014 of the North and South 3rd Avenue Phase of the project all of the Major City Parks are interconnected with bike lanes and ADA Compliance Pedestrian Ways. This final phase included.

- 951 SY of sidewalk
- 470 LF of curb and gutter
- 90 SY of curb ramps
- 611 SY of rock mulch

ADA Compliant Curb Ramps

In 2014 the City continued the curb ramp program in a continuing effort to make all the transitions from sidewalks to street surfaces comply with ADA standards. In 2014 ADA Compliant transitions were installed at these locations. Included in this chart are the ramps from the Bike Lanes in Sterling CDOT Local Agency Project. A total of 64 ramps were installed this year.

**2014 TABULATION OF CURB RAMP
QUANTITIES**

STREET	STREET	NOTES
JONES LN	LOGAN ST	2 2B
JONES LN	LOGAN ST	2 3B
WALNUT ST	N 2ND ST	4 3B
WALNUT ST	N 3ND ST	2 2B
ZACHARY DR	IRIS DR	2 2B
ZACHARY DR	ARIANNE	2 2B
GLENORA ST	S 11TH AV	2 2B
S 10TH AV	W MAIN ST	
IRIS DR	S 4TH AV	2 2B
IRIS DR	S 6TH AV	1 2B
S 5TH AV	COLUMBINE ST	2 2B
S 5TH AV	DELMAR ST	4 2B
S 5TH AV	ELWOOD ST	4 2B
S 5TH AV	FAIRHURST ST	4 2B
S 5TH AV	GLENORA ST	4 2B
S 5TH AV	HOLLY DR	2 3B
S 4TH AV	COLUMBINE ST	4 3B
S 4TH AV	DELMAR ST	4 3B
DELMAR ST	S 11TH AV	3 2B
S 3RD AV	S RAILWAY AV	1 3A
S 3RD AV	HAMILTON ST	1 3B
S 3RD AV	DOUGLAS ST	1 3A
N 3RD AV	STATE ST	2 3B
N 3RD AV	PLATTE ST	4 3 B
N 3RD AV	CLARK ST	2 3A
N 3RD AV	JEFFERSON ST	1 3B
BROADWAY ST	N 2ND AV	2 2B

Federal Transportation Enhancement Project(s)

The City of Sterling – Public Works has submitted applications and received funding approval for the following projects through Eastern Transportation Planning Region (ETPR) and the Colorado Department of Transportation (CDOT) in the category of Bicycle and Pedestrian Facilities.

<u>Project</u>	<u>Budget</u>	<u>Fed / Local</u>
a. Sterling Bike Lanes – Phase IV (Pending CDOT pre-bid review)	\$132,500	80% / 20%
b. West Main Street Pedestrian Improvements Project (In Design)	\$220,000	80% / 20%
	<i>Budget Total</i>	<i>\$352,500</i>

Pioneer Drainage Ditch

The City of Sterling continues to perform the maintenance of the Pioneer Drainage Ditch. The City is reviewing the maintenance necessary and options available to complete that maintenance. Maintenance currently performed has consisted of trash and debris removal, and the burning of vegetation materials. These items have been performed utilizing City forces and equipment.

AIRPORT DIVISION

Public Works staff is considering various projects at the Sterling Municipal Airport. The Apron Rehabilitation/Taxiway A1 Rehabilitation Project was bid on September 13, 2012. One bid was received. The consulting engineer recommended this project be repackaged and rebid with the proposed reconstruction of Taxiway A, tentatively scheduled for late 1st Quarter 2013. As recommended, both projects were rebid on May 15, 2013. One bid was received and subsequently awarded on August 13, 2013. Construction schedules and delay resulting from the September 2013 flood event dictated the decision to begin construction in early 2014. This construction commenced in April and was completed in late July 2014.

The 2014 Aviation Grant Application was submitted for the construction of a Fuel Farm Facility was approved and construction of the Fuel Farm is scheduled for 2015. Other projects on the Capital Improvement Plan includes crack sealing, pavement sealing and pavement marking to be completed in 2015.

Stormwater Management Plan

Due to the Clean Water Act and the types of activities that normally occur on airports, the Sterling Municipal Airport is obligated to maintain a Stormwater Management Plan. The plan includes information relating to drainage basins and the discharge of those basins. An annual report is prepared each January and submitted to the health department in February each year. This requirement and deadline continued to be met during 2012. The Colorado Department of Public Health and Environment-Water Quality Control Division-Water Pollution Control Program, Permits Section issued a modified Certification, Colorado Discharge Permit System on June 19, 2012. This permit is effective 7/1/2012 and expires 6/30/2017. Stormwater Management Plans (SWMPs) annual report must be completed by March 31, 2015.

WATER DIVISION

Water Quality – Water Treatment Facility

The City of Sterling completed the first full year of the new Water Treatment Facility being online, bringing the drinking water system into compliance in accordance with Enforcement Order No. DC-080902-1.

The City of Sterling had been in violation of Maximum Contaminate Levels (MCL) for Trihalomethanes and Uranium. To be in compliance with State of Colorado Water Regulations, the City, our engineers and contractors, Hatch Mott MacDonald and Hydro Construction Co., completed Sterling's new Water Treatment Facility. In 2013, startup of the plant was successfully completed. Starting October 23, 2013, all water supplied to the city has been processed through the completed Reverse Osmosis/Blend system. The completion of the final deep injection well # 2 was completed January of 2014, having the project at 100% complete. In December of 2014, the City of Sterling received a letter from the Colorado Department of Public Health and Environment stated that the city is now in compliance with all CDPHE and EPA regulations and no longer falls under Enforcement Order No. DC-080902-1.

In 2014 the city's new Water Treatment Facility also saw changes in its treatment classification. Due to the proximity of Scalva well # 2 to the river and other surface water sources, making it a Ground Water under the Influence of Surface Water Well (GWUDI), the city is now considered a

surface water treatment facility. Due to the complexity of the facility, the city also saw a reclassification from a Class C Treatment Plant to a Class A Treatment Plant.

In 2014 Sterling's Water Treatment Facility produced 876.49 million gallons to meet the system demand of 876.17 million gallons.

The city's Water Treatment Staff strives to supply its customers with safe and quality drinking water as well as meeting all requirements of state and federal drinking water regulations.

Water Production Wells

The City continues with a well rehab and re-drill program to ensure water demand from the City can be met. Production well # 2 was tested and equipment and building was installed. Well # 7 was re-drilled, and both are to be on line early 2015. The city had 9 raw water wells in production in 2014.

Water Augmentation

The City continues to operate under the water decree terms and conditions. Continued familiarization of the decree and support from our water engineers is giving Staff the necessary tools to operate the water augmentation as established by the decree. The City has been very active in assuring that we meet our established requirement of our decree.

Scalva Farm

The Scalva Parcel at Bravo State Wildlife Area remains available for public use through the joint effort and agreement between the Colorado Division of Wildlife and the City of Sterling. The property consists of 138 acres of South Platte River bottom and is made available for public use on a reservation only basis administered by the D.O.W. The farm area continued to be leased with corn as the main crop, and other areas were used for grazing.

Water Meters

The Water Division employees are continuing the replacement of potable water meters throughout the City of Sterling. The conversion is to install touch-read meters that are also adaptable to a radio read system for future improvements. The installation of such meters will simplify the monthly reading of the meters as it will no longer be necessary to open the meter pit to read the meter and have the ability to upgrade to a Drive By System. In 2014 we continued to investigate meters that have read "0" consumption for 3 consecutive months. Meters that were determined as not functioning were replaced/repared.

Water Line Upgrades

In 2014 in conjunction with the West Main Reconstruction project, 4200 linear feet of 16" water main was replaced along with customer service lines.

Systems Control and Data Acquisition (SCADA)

All functions of the water system are controlled by a SCADA system located at the new Water Treatment Plant. This system helps operators control, monitor and track data in the treatment process at the plant as well as controlling all remote raw water wells and storage facilities.

Location of City Utilities

The Water Division also expended resources in locating of City utilities as required by the one-call law in the State of Colorado and administered by UNCC. The Division responded to approximately 1478 requests throughout the year for utility locates. Included in these were 148 requested by the City of Sterling and 1330 requested by customers.

Fire Hydrants

The Water Division cooperates with the Fire Department in fire hydrant inspections, repair and replacement program. The Division continued efforts in repair and maintenance of the fire hydrants while the Fire Department expended efforts inspecting and flushing hydrants during 2014.

SANITATION DIVISION

Employees of the Sanitation Division continue to endeavor to provide timely and efficient residential trash removal for the citizens of Sterling. In addition to that service and in conjunction with employees of the Street Division, the Sanitation Division conducts the Spring and Fall City-Wide Cleanup. This program provides to citizens of the City of Sterling who receive trash service, the proper disposal of items that are too large to place in the trash dumpsters and roll-outs. This program has remained popular with the community and the volume of rubbish and debris items collected has become more consistent with the prior year quantities.

The Sanitation Division continues to pursue the replacement and/or repair of the large dumpsters and roll-out containers. This process has been perpetual during previous years. 2013 continues to reflect a substantial increase in replacement of the 1.5 cy and 3.0 cy dumpsters. Changes in technology of equipment and availability of replacement containers is continually reviewed by staff to maintain a level of quality service to the customer at a reasonable rate.

Special Project: Downtown Receptacles and Benches

The Street and Sanitation Division crews participated in a cooperative effort with SURA (Sterling Urban Renewal Authority) installing trash receptacles (2008) and benches (2009) located primarily in the downtown area as defined by SURA boundaries. This project resulted in a very visible improvement in appearance and usefulness to pedestrian traffic in the prescribed area of SURA. The trash receptacles and benches were provided by SURA and City of Sterling provided the labor for installation. This special project was successfully accomplished by this cooperative effort and perpetual maintenance continues to be provided by the City crews.

Periodically requests are received for installation of additional benches and/or trash receptacles. These requests are reviewed to ascertain the location is within SURA boundaries.

Sewer Division

The employees of the Sewer Division maintain the collection system for sanitary wastes in the City of Sterling. The division cleans and repairs sewer mains and manholes and maintains 11 remote sewer lift stations. These stations are visually and physically maintained on a monthly basis with several stations needing pump change outs. The stations are monitored by a SCADA system separate from the water SCADA system. There were no combined sewer overflows reported in 2014.

2014 OVERVIEW OF PUBLIC WORKS DIVISIONS

Street Division

The labor hours to perform items of work show the following comparisons for the last five years data has been recorded. 2014 compared to 2013 shows a 3% increase of crew hours. 2013 compared to 2012 shows a 16% decrease. 2012 compared to 2011 a 6.8% decrease. 2011 compared to 2010 shows a 14.5% decrease.

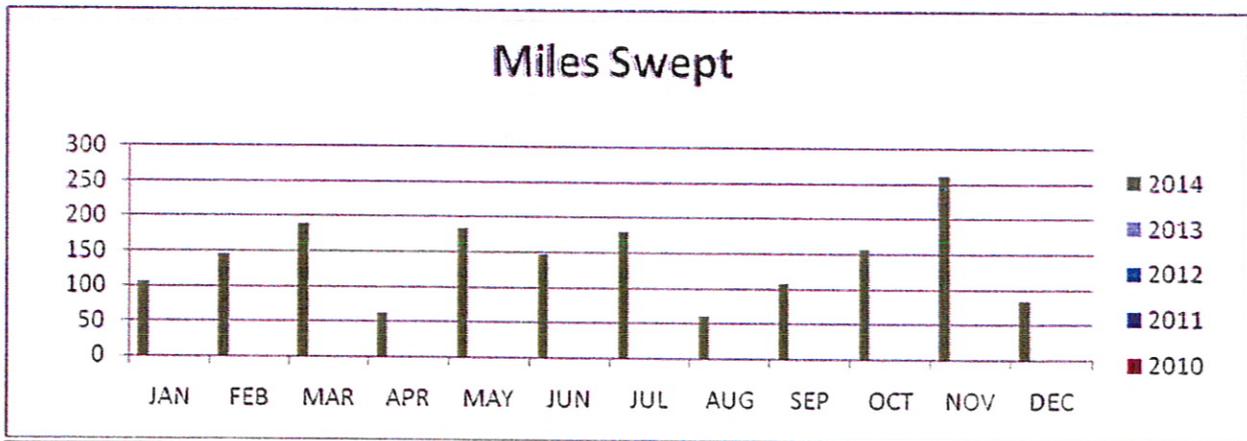
In 2014 the Street Division saw a significant increase in snow removal operations, logging 1,331 man hours and hauling 644 loads of snow (approximately 6,440 cubic yards) away from commercial and residential locations as compared to 2013 at 487 man hours and hauling 130 loads of snow. In 2012, the division logged 347 man hours and hauling 129 loads of snow (approximately 1,290 cubic yards) within the City of Sterling. In 2011 the Street Division saw

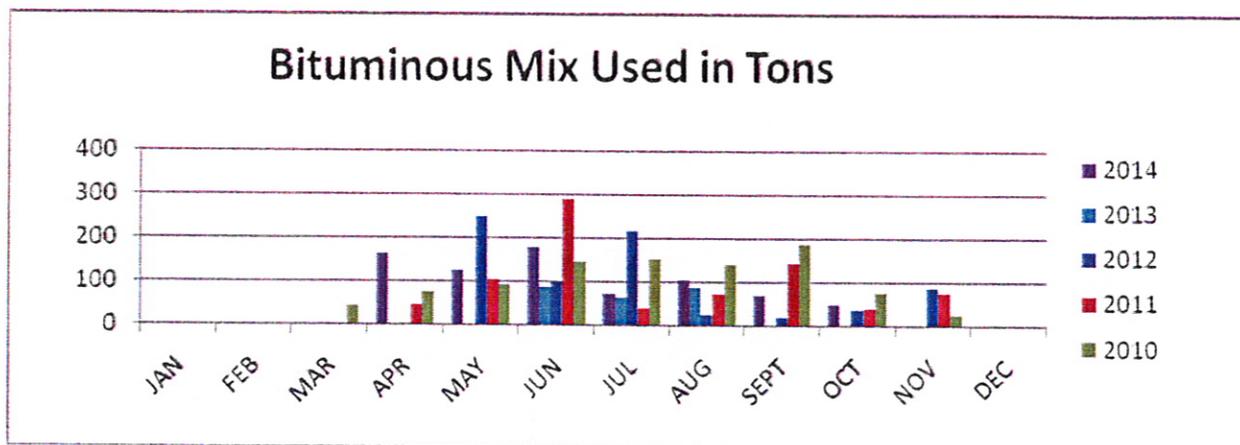
increase in snow removal operations logging 697 man hours and a increase in snow hauled at 713 loads (approximately 7,130 cubic yards) as compared to 2010, logging 426 man hours and hauling 262 (approximately 2,620 cubic yards).

The Street Division also continued the crack sealing program in 2014, using 14,980 pounds of rubber crack seal material. On approximately 90,000 square yards of city streets. The year of 2014, there was a significant decrease in pounds of material used due to cold, snowy weather not allowing us the opportunity to get the material on the streets. In 2013, 27,150 pounds of rubber crack seal material on approximately 190,000 square yards of city streets, as compared to 2012, using 29,000 pounds of rubber on approximately 205,000 square yards of city streets. 38,790 pounds of rubber crack seal material on approximately 300,000 square yards of city streets were used in 2011. 20,400 pounds on 153,000 square yards in 2010.

The division also conducted the Spring and Fall Cleanups for 2014. The City saw an increase in customer participation collecting 596 tons in 279 loads of household refuse. As compared to 2013 collecting 380 tons in 240 loads of household refuse that would be an increase of 216 tons and 39 loads. In 2012 at 449 tons in 320 loads. In 2011 the city collected 424 tons in 314 loads. In 2010, the city collected 629 tons in 370 loads.

The Street Division continued to monitor their performance in street sweeping within the City. A total of 1,681 miles were swept in 2014. It is the City's intention to sweep all streets within the City a minimum of once a month with the downtown and commercial areas receiving additional attention. The division cleaned 3,705 catch basins throughout 2014 which is a 24% increase compared to 2013. The City also placed 23 tons of granular material and 308 hours blading alleys and or parkways. The division placed 769 cubic tons of hot bituminous mix while maintaining the nearly 65 miles of City streets. This is approximately a 219% increase compared to a year ago. The City experienced a decrease in traffic control signs repaired, an increase in street name signs repaired, an increase in traffic control signs installed and a decrease in street name signs installed during 2014. Throughout the year, the City removed 644 loads of snow and consumed 613 tons of salt/sand mixture.





B. Building Maintenance Division:

	<u>2014</u>	<u>2013</u>	<u>2012</u>
Work orders completed	382	347	340
Referenced hours of production	3044	3337	2742
Recorded value of labor/materials	\$84,900	\$82,085	\$71,620
Average hours per Work Order	7.97	9.62	8.06
Average value per Work Order	\$222.25	\$236.56	\$210.65

C. Mechanics-Vehicle Maintenance Division:

	<u>2014</u>	<u>2013</u>	<u>2012</u>
Work orders completed	926	859	840
Referenced hours of production	3311.29	2954.42	2845.69
Recorded value of labor/materials	\$292,899.69	\$143,323.29	\$321,549.05
Average hours per Work Order	3.58	3.44	3.39
Average value per Work Order	\$316.30	\$166.85	\$382.80

Sanitation Division

The Sanitation Division, providing rubbish pickup for residential accounts within the City of Sterling, collected 742 tons of loose trash in the calendar year 2014. On the compacted residential trash, there was a 1% increase resulting in 5,756 tons collected during the year. The City repaired or replaced approximately 563 dumpsters.

	UNITS	2010	2011	2012	2013	2014	5 YR AVG
STREET MAINTENANCE							
Street Sweeping	Blocks	5764	3766	4651	3983		4541
Streets Swept	Miles					1681	1681
Catchbasins Cleaned	No.	6449	5592	3504	2995	3705	4449
Gravel for Alleys or Streets	Cu. Yds.	1022	963	2613	184	23	961
Grading Alleys or Streets	Blocks	1909	1922	1672	293		1449
Grading Alleys or Streets	Hours					308	308
Blend Material for Backfill	Cu. Yds	3931	947	783	0	160	1164.2
Bituminous Mix	Tons	948	821	739	241	769	703.6
Painting Curbs, Streets, etc.	Gals	631	251	554	367	278	416.2

SIGN REPL AND MAINTENANCE

Traffic Control Signs Repaired	No.	234	2	110	187	68	120.2
Traffic Control Signs Replaced	No.	138	117	218	109	208	158
Traffic Control Signs Installed	No.	185	151	194	6	19	111
Traffic Control Signs Removed	No.	218	121	155	9	14	103.4
Street Name Signs Repaired	No.	85	2	222	8	25	68.4
Street Name Signs Replaced	No.	204	178	82	62	0	105.2
Street Name Signs Installed	No.	204	180	84	5	0	94.6

SNOW AND ICE REMOVAL

Snow Removal	Loads	302	739	129	130	644	388.8
Salt-Sand Mixture Used	Tons	215	272	196	271	613	313.4

SANITATION

Loose Trash Collection	Tons	1446	789	990	1061	742	1005.6
Compacted Trash Collection	Tons	6113	5866	5547	5701	5756	5796.6
Containers Repaired	Each	742	556	557	455	563	574.6

MISCELLANEOUS

Weed Control	Manhours	195	218	214	114	249	198
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Water Division

This division produced 1,044,096,000 gallons of water during 2014 which is approximately an 11% increase compared to the year 2013. Producing this volume logged 32,216 hours on equipment which is a 1% increase in hours logged a year ago.

Throughout 2014, the Water Division meter reader read a total of 57,548 meters which is a 2% decrease compared to a year ago. These readings resulted in 957 turn-offs due to delinquency of payment. This is a 4% increase compared to a year ago. There were 125 turn off for repairs in 2014.

During 2014, the City experienced 36 water breaks requiring immediate attention. This is a 227% increase from a year ago with a total of 11 in 2013.

Location of City Utilities

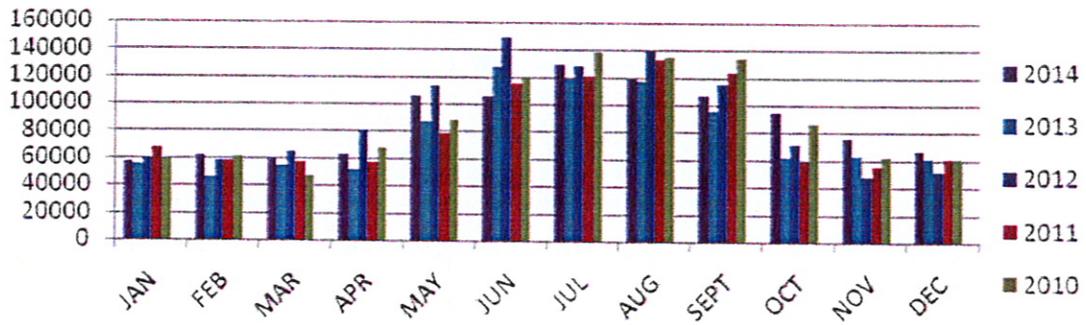
The Water Division also expended resources in locating of City utilities as required by the one-call law in the State of Colorado and administered by UNCC. The Division responded to approximately 1,173 requests throughout the year for utility locates. Included in these were 173 requested by the City of Sterling and 1002 requested by customers.

Fire Hydrants

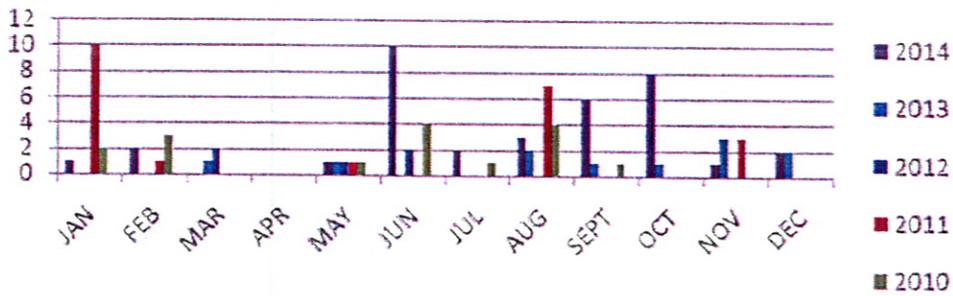
The Water Division cooperates with the Fire Department in fire hydrant inspections, repair and replacement program. The Division continued efforts in repair and maintenance of the fire hydrants while the Fire Department expended efforts inspecting and flushing hydrants during 2014.

Water Consumption

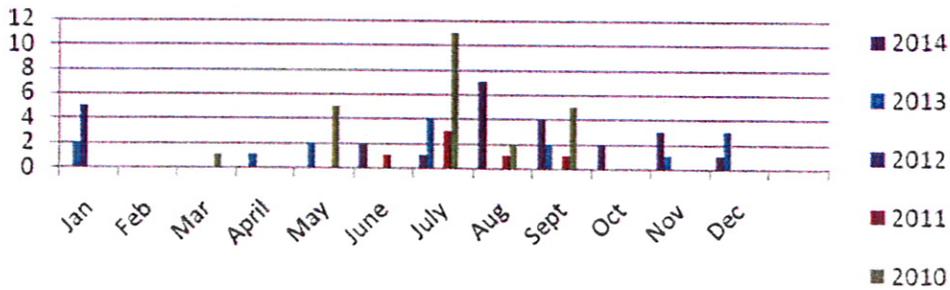
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Water Breaks



Water Service Leaks



	UNITS	2010	2011	2012	2013	2014	5 YR AVG
WATER LINES							
Water Lines Installed	Feet	0	25	0	0	20	9
Water Lines Repaired	No.	0	0	0	0	0	0
Water Lines Replaced	Feet	541	47	0	0	36	124.8
VALVES							
Valves Exercised/Repaired	No.	113	12	84	3		53
Replaced							
FIRE HYDRANTS							
Installed	No.	2	0	0	3	0	1
Repaired	No.	5	18	4	16	1	8.8
Replaced	No.	0	1	3	0	0	0.8
Inspected	No.	0	0	2	0	0	0.4
Flushed	No.	0	0	2	72	0	14.8
METERS READ							
Well Meters	No.	214	163	267	181	143	194.6
Park Meters	No.	314	323	384	343	380	348.8
WELL MAINTENANCE							
Wells Motors Checked	No.	4745	4745	4318	2800	1603	3642.2
CHLORINE							
Bottles Picked Up	No.	148	155	197	0	0	100
STORAGE TANKS							
Water Level Checked	No.	3650	3650	5800	3285	3484	3973.8
WATER SERVICES							
Services Installed	No.	0	0	0	0	0	0
Services Repair/Replace	No.	24	6	5	15	20	14
WELLS PUMPED							
	Hours	35684	31891	33000	31758	32216	32909.8
	Gallons	1057169	984641	1077489	936484	1044096	1019976
METERS AND SERVICES							
*Meters Read	No.	55489	54304	50489	58533	57548	55272.6
Investigation Orders	No.	520	292	372	463	432	415.8
Meters Repaired/Replaced	No.	17	2	0	0	0	3.8
Turn offs	No.	941	800	896	1082	1082	960.2
Turn ons	No.	923	881	909	1054	1210	995.4

Sewer Division

The Sewer Division cleaned 16,071 feet of sanitary sewer pipe throughout 2014.

	UNITS	2010	2011	2012	2013	2014	5 YR AVG
SANITARY MAINS							
Sanitary Mains Repaired	Feet	1801	19	0	0	0	364
Sanitary Mains Cleaned	Feet	23550	21959	6200	22400	16071	18036
Sanitary Mains Replaced	Feet	0	35	0	0	0	7
MANHOLES							
Repair/Raise Sanitary	No.	1	1	0	0	0	0.4
Repair/Raise Storm	No.	0	0	0	0	0	0
Inspected Sanitary	No.	1	0	0	0	0	0.2
Inspected Storm	No.	0	0	0	0	0	0
STORM SEWERS							
Constructed	Feet	2	0	0	0	0	0.4
Cleaned	Feet	200	3649	0	1990	600	1287.8
Repaired	Feet	0	0	0	0	0	0
Installed	Feet	0	130	0	0	0	36
Replaced	Feet	0	4	0	0	0	0.8
Catchbasins Cleaned	No.	12	0	695	0	0	141.4
LIFT STATIONS							
Cleaned and Washed	No.	89	54	14	94	7	51.6
Alarms	No.	1	15	35	0	0	10.2

Wastewater Division

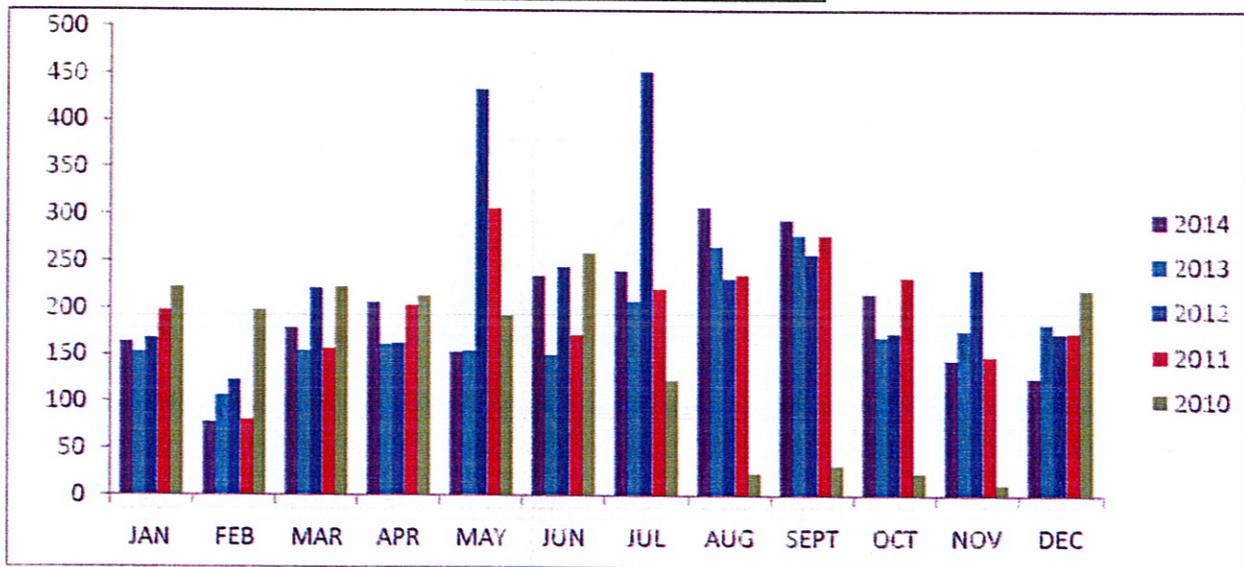
The employees of this Division complete the collection and treatment of the sanitary wastes of the City of Sterling. A part of the tasks is to timely and correctly complete all mandated testing and reporting to the Colorado Department of Public Health and Environment and the Environmental Protection Agency. The Wastewater Division is charged with the treatment of wastewater from the City of Sterling and the Colorado Department of Corrections. There were 620.460 million gallons of wastewater treated in 2013 and 595.069 million gallons treated in 2014 for a decrease of 4.1%. Of the totals; 138.074 million gallons were received from the Department of Corrections in 2013 and 93.677 million gallons in 2014 for a decrease of 32%. The balance was received from the City of Sterling, with 482.386 million gallons in 2013 and 501.392 million gallons in 2014 for a 3.8% increase.

Airport Division

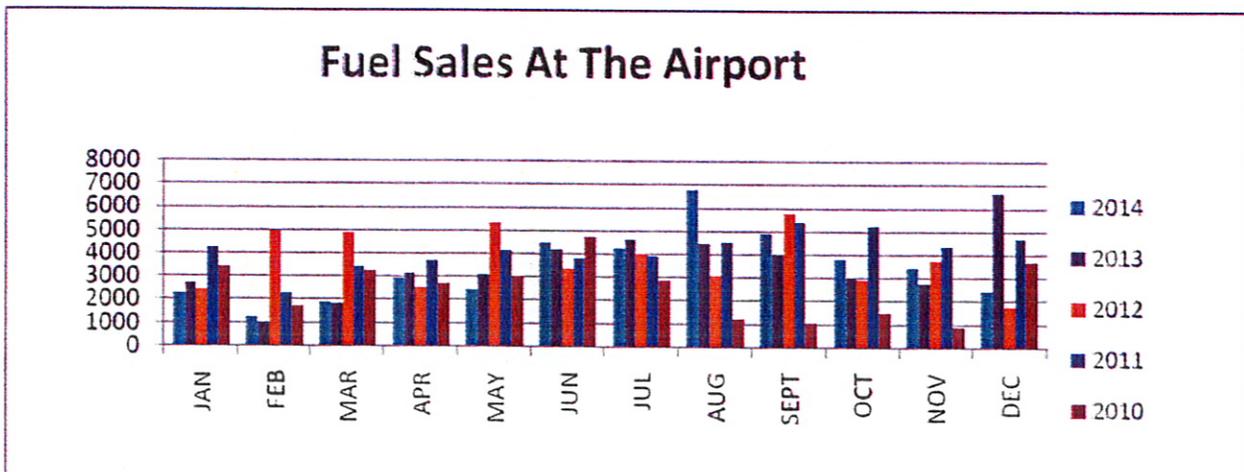
The Airport Division experienced 2,349 operations during normal business hours of 8 AM to 5 PM Monday through Sunday. This is an 8% increase compared to a year ago. The division dispensed a total of 41,245 gallons in 2014. There was approximately a 35% increase in AV gas sales and a 20% decrease in Jet-A fuel sold.

		UNITS	2010	2011	2012	2013	2014	5 YR AVG
AIRCRAFT TYPE								
A/C Single-Engine	Operation		979	1573	1894	1285	1507	1447.6
A/C Multi-Engine	Operation		129	116	172	167	177	152.2
Helicopter	Operation		272	252	246	164	180	222.8
Turbo Jet	Operation		366	473	576	547	485	489.4
Other	Operation		0	0	2	2	0	0.8
AVIATION FUEL DISPENSED								
Avgas	Gals		9572	14603	16666	14004	18892	14747.4
Jet-A	Gals		21302	35479	28542	27804	22354	27096.2

Airport Operations



Fuel Sales At The Airport

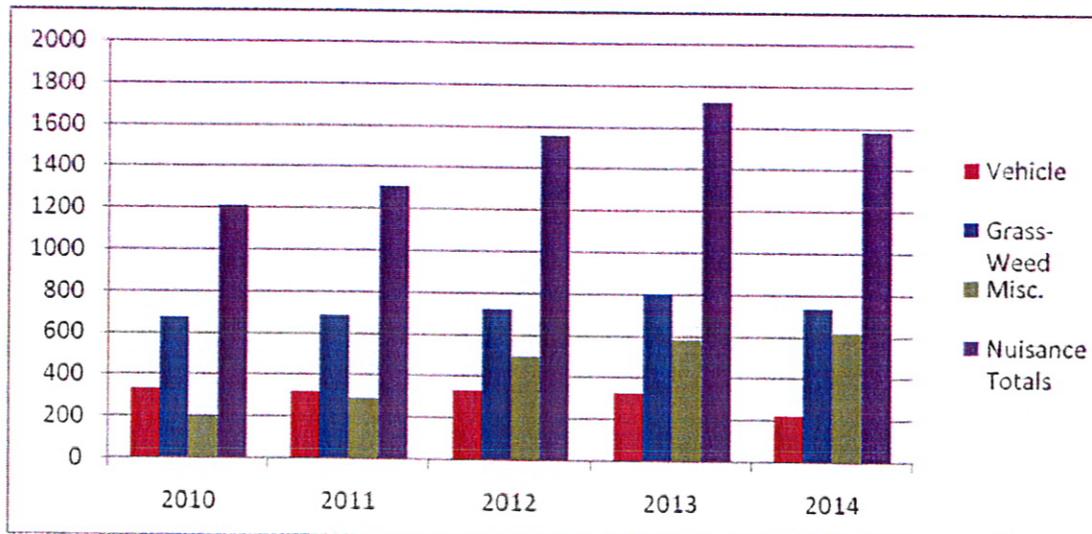
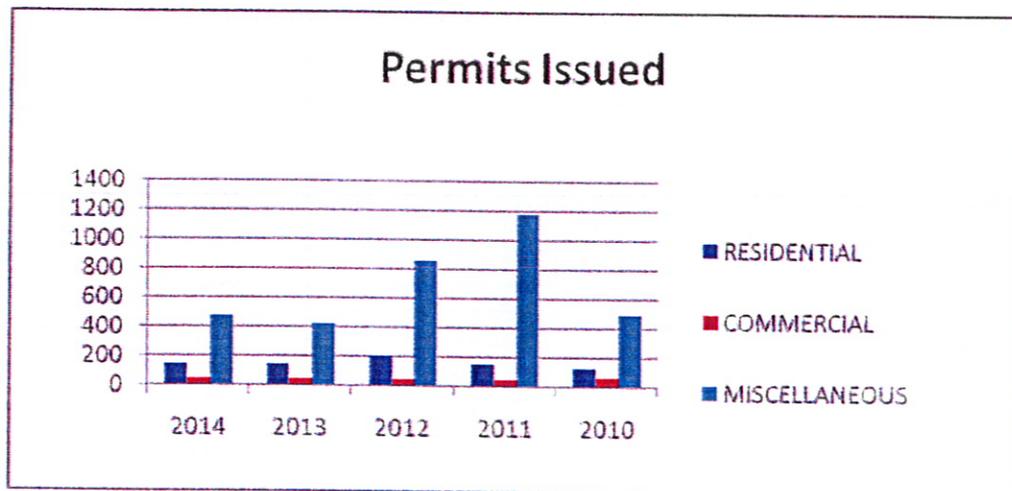


Code Enforcement Division

The City of Sterling continues to experience reasonable activity in building permits. Permits issued throughout the year were as follows.

TYPE OF PERMIT	NUMBER	CONSTRUCTION VALUE
New Residential (Including Manufactured Homes)	8 dwelling units	\$1,165,000
Residential Additions/Alterations	133	\$ 789,096
Residential Garages/Carports	12	\$ 130,264
New Nonresidential	15	\$6,212,663
Nonresidential Additions/Alterations	38	\$1,567,620
Demolitions	15	N/A

The total number of permits and/or approvals issued in 2014 is 672 with a fee structure of \$278,769.



	UNITS	2010	2011	2012	2013	2014	5 YR AVG
NEW RESIDENTIAL							
Single Family (Detached)	Permits	0	2	3	6	6	3.4
	101 Units	0	2	3	6	6	3.4
	Value	0	204300	373000	771000	829000	435460
Condominiums & Townhouses	Permits	0	0	0	0	0	0
	102 Units	0	0	0	0	0	0
	Value	0	0	0	0	0	0
Duplex	Permits	1	0	0	0	1	0.4
	103 Units	2	0	0	0	2	0.8
	Value	186552	0	0	0	336000	104510
4 Family Apartments	Permits	0	0	0	0	0	0
	105 Units	0	0	0	0	0	0
	Value	0	0	0	0	0	0
Manufactured Homes	Permits	0	0	0	1	0	0.2
	106 Units	0	0	0	1	0	0.2
	Value	0	0	0	1500	0	300
TOTALS	Permits	1	2	3	7	7	4
	Units	2	2	3	7	8	4.4
	Value	186552	204300	373000	772500	1165000	540270
ADDITIONS AND ALTERATIONS							
Res. Alteration, Addition	Permits	126	143	201	137	133	143
	434 Value	732270	682093	1790840	773344	789096	963529
Res. Garage, Carport	Permits	8	15	7	9	12	10.2
	438 Value	80982	129394	124901	59310	130264	104970
TOTALS	Permits	134	158	208	146	145	153.2
	Value	863252	811487	1915741	832654	919360	1068499
NEW NON-RESIDENTIAL							
Amusement & Recreation	Permits	1	0	0	2		0.75
	318 Value	850000	0	0	278285		282071
Churches & Religious	Permits	0	0	0	0		0
	319 Value	0	0	0	0		0
Industrial Buildings	Permits	0	0	0	1	1	0.4
	320 Value	0	0	0	450000	877832	265566
Auto Service & Repair	Permits	0	0	0	0	1	0.2
	322 Value	0	0	0	0	118267	23653.4
Hospitals & Institutions	Permits	0	0	0	0	1	0.2

	323	Value	0	0	0	0	2266440	453288
Offices, Banks, Professional		Permits	0	1	1	2	2	1.2
	324	Value	0	10000	1924600	23500	1158500	623320
Schools & Education		Permits	0	0	0	0		0
	326	Value	0	0	0	0		0
Stores and Customer Service		Permit	0	0	1	0		0.25
	327	Value	0	0	428119	0		107030
Public Works & Utilities		Permit	0	2	0	2	1	1
	325	Value	0	1.2E+07	0	40028	18528	2412099
Other Nonresidential Buildings		Permit	4	2	2	6	5	3.8
	328	Value	142757	46602	236517	152685	524671	220646
Structures Other than Buildings		Permits	2	0	0	2	4	1.6
	329	Value	4000	0	0	277855	1248425	306056
NONRESIDENTIAL ADDITIONS/ALTERATIONS		Permits	65	45	46	33	38	45.4
		Value	5467732	2561197	3473826	2259568	1567620	3065999
DEMOLITIONS								
Residential		Permits	0	0	0	0		0
Other		Permits	1	1	0	0		0.5
PERMITS AND FEES								
Building		Permits	208	210	261	201	205	217
		Fees	137694	116448	207671	159162	245246	173244
Demolition		Permits	7	4	8	3	15	7.4
		Fees	165	94	191	75	375	180
Fence		Permits	68	55	79	57	50	61.8
		Fees	1320	1100	1580	1160	1000	1232
Mechanical		Permits	61	70	51	52	139	74.6
		Fees	2024	1962	1700	1709	3970	2273
Sign		Permits	26	36	20	17	34	26.6
		Fees	900	920	680	440	860	760
Excavation		Permits	72	60	83	104	96	83
		Fees	585	660	640	915	1380	836
*MH Hookups		Permits	2	7	4	9	5	5.4
		Fees	150	525	300	2886	2028	1177.8
Miscellaneous		Permits	260	950	610	178	128	425.2
		Fees	64259	231766	153407	38531	23910	102375

TOTALS	PERMITS	704	1392	1116	621	672	901
	FEES	207096	353475	366169	204878	278769	282077

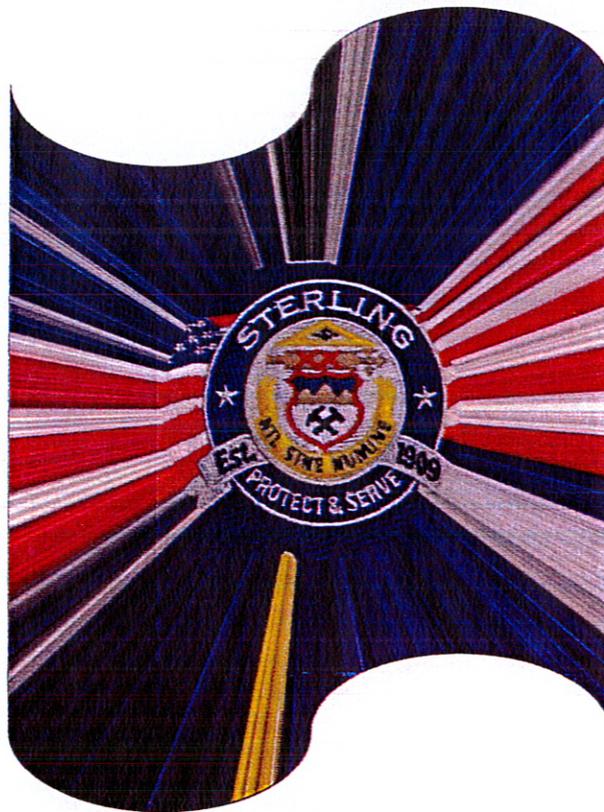
Nuisance Violations

Vehicle Notices	335	323	333	332	225	309.6
Grass-Weed Notices	676	692	728	803	735	726.8
Misc. Notices	203	295	499	588	623	441.6
Total Notices	1214	1310	1560	1723	1583	1478

2014

*CITY OF STERLING POLICE
DEPARTMENT*

ANNUAL REPORT



*Our mission statement, presented with pride by the men and women
of the
Sterling Police Department _____*

*“Our mission is to support a high quality of life for those we serve in our
community by preserving peace, protecting life and property and providing
public safety leadership. We accomplish this mission by response with
compassion, performance with integrity, and law enforcement with vision.”*

**POLICE DEPARTMENT
2014 ANNUAL REPORT**



The annual report is an opportunity to review and highlight our activities and performance during the past year and to discuss the challenges our department faces. The report contained within was developed through the combined effort of many of our team members, and it is with great pride I present it here for your review.



The ability to provide quality, professional law enforcement service to the Sterling community is influenced directly by the quality and commitment of our staff. As Chief of Police, I have the honor and privilege to work with Sterling's finest who honorably serve the citizens of Sterling. As we welcomed our new City Manager, Donald Saling in September, I want to thank him and City Council for their support of our Department and our mission. We look forward to working with them in the coming year.

The year 2014 was a year for renewal and change for the Sterling Police Department. In January 2014, I had the honor of being selected as the Chief of Police. I was excited and very much looked forward to a prosperous year of positive change and enhancements to provide even better services to our community and greater job satisfaction to our team members.

*Some of the enhancements and changes in 2014 included the implementation of a new shoulder patch that better represents our community, culture and what the Sterling Police Department stands for. The first K-9 Unit in the department's 105 year history was created and implemented to assist in meeting the needs of public safety. We hosted our first ever Community Appreciation Day for the public to come and meet our staff and learn about the services we provide in order to reaffirm our commitment to community relations and becoming a Community Oriented Policing Agency. We updated our officer's room, administration offices, Youth Services and other areas of the police department to present a more professional appearance and better represent us to the public we serve. We re-dedicated ourselves to our mission and vision, while instituting a new set of core values- **Integrity, Professionalism, Courage, Respect, Perseverance, and Intentional.***

We enhanced some of our patrol programs to help decrease criminal activity and increase community relations. Meetings for the entire department are conducted quarterly to enhance our communication and transparency throughout the department. In April of 2014, Sgt. Scott Annable was promoted to Major as the Commander of Operations, and in May, Officer James Rank was promoted to Sergeant. Both of these additions have added great value to our supervisory team. We also reaffirmed our commitment to our team members by acknowledging their value in order to increase morale, retention and job satisfaction. These are just some of the enhancements and changes in 2014 that we are very proud of and have proved successful.

The year of 2014 did not come without its share of challenges as well, and the response of our staff was second to none. We struggled with being low staffed and an increased case load which creates a great deal of difficulty in providing the professional services our community expects and deserves. We had many high profile and complex cases throughout the year that required and still require an extensive amount of resources and time commitment. The year of 2014 in general was a challenging year for law enforcement across the country combating misinformation and negative public perception.

The department could not have responded to the challenges and initiated all the enhancements the way we did if it had not been for the management team which includes Major Kelsch and Major Annable. The ability to work as a team and make things happen, despite the daily difficulties they face clearly demonstrates their dedication to this department and this community.

As 2014 came to a close, we turned the page to continue our pursuit of excellence in 2015. In spite of what lies ahead, the most difficult and challenging times that law enforcement across the county has ever seen, our dedication to this great community has never been stronger and our commitment to public safety expectations will not waiver. We look forward to enhancing the partnerships we already have and building collaborations with those we do not. We will continue to earn the confidence and trust of the public by being accessible, accountable and transparent, and by delivering professional, responsible services that this community expects and deserves.

As I said, I am proud and fortunate to have the opportunity to work with such a dedicated, talented and professional group of men and women. Their commitment and professionalism to this community is reflected in their daily performance. I am so very proud of their resolve and where we stand today as a result of the adversity, successes and experiences we shared together. I thank each member of our department for their valuable contributions to the team effort that makes the Sterling Police Department the department it is.

IN APPRECIATION

The staff would like to extend a thank you to our reading audience for the privilege of presenting our 2014 Annual Report. We would like to acknowledge the members of the City of Sterling Council as many of the programs and services our community has come to value would not be possible without the endorsement, recognition, and support of City Council members. We would also like to recognize our City Manager and Mayor for their outstanding support and encouragement that has allowed our growth throughout the Year 2014. Finally, the members of the Sterling Police Department reach out to the community in expressing our appreciation for their support and cooperation during the Year 2014.

The Sterling Police Department consists of individuals who are interested in being more than just law enforcement officers. They are men and women that desire to not only "Protect and Serve", but to know, reach out, and lend a helping hand to citizens whatever their need.

Serving your community at the end of 2014:

<u>Name</u>	<u>Date of Hire</u>
Tyson R. Kerr, Chief of Police	09-14-1998
Richard D. Kelsch, Major, Support Services	05-29-1990
Scott T. Annable, Major, Operations Division	09-07-1995
Sgt Ronda K. Taylor	11-02-1971
Sgt Brad L. McMahon	11-01-1977
Sgt Bill Dolan, Investigations	08-24-1992
Sgt Warren P. Sica	09-18-2006
Sgt James Rank	08-06-2009
Officer Roy Burk	01-10-2011
Officer David Gustafson	04-18-2011
Officer Russell Baca	08-20-2012
Officer Nicholas Hrycaj	07-25-2011
Officer Matt Williams	11-02-2012
Officer Reese Doorgeest	03-18-2013
Officer Michael Donahue	06-07-2013
Officer Michael Grant	07-22-2013
Officer Michael Hart	12-02-2013
Officer Trevor Tuttle	03-18-2013
Officer Barry Winckler, Detective	08-20-2012
Officer Ryan Peterson	11-24-2014
Officer Casey Swingle	08-07-2014
Officer James Hunsicker	08-14-2014
K9 Officer Glock	03-30-2014
Virgie Nelson, Youth Services Coordinator	08-14-1984
Lori McClaran, Youth Services Secretary	04-03-2000
Danyel Powell, Certified Records Tech	08-31-1996 and 07-13-2013
Shari Burton, Certified Records Tech	07-15-1973 and 12-17-2007
Lila Koch, Administrative Asst/Secy	06-01-1996
Chaplain Jared Sonnenberg	03-14-2011

CORE VALUES

STERLING POLICE DEPARTMENT

Year 2014



In 2014 Chief Tyson Kerr implemented a new set of core values that represent the members of our team as well as the Sterling Police Department as an organization. Chief Kerr believed for the core values to have true meaning and to be lived by the officers daily, the values must come directly from our team members. Chief Kerr instructed different groups within the department to each come up with core values that represent our mission, our department, our culture, our true values and our dedication to service. Not only did they have to come up with the core values, but they also needed to provide what that core value means to them and all of us as a department.

I am very proud to provide in our 2014 annual report, our newly stated core values that demonstrates our commitment to the law enforcement profession, dedication to our beliefs and values, and our unwavering commitment to delivering the most professional services possible.

Integrity

- *Commitment to the highest standards of honest and ethical conduct*
- *Strong moral principles*
- *Many things come and go, integrity lasts forever*
- *Adds to one's credibility*
- *Being fair and consistent*
- *Do what's right, even when no one is looking*
- *Truthful and trustworthy*
- *Cornerstone of our profession*

Professionalism

- *Displaying the highest standard of personal and organizational excellence through our conduct and demeanor, guided by the "Law Enforcement Code of Conduct."*
- *The ability to handle any situation in the face of pressure, ridicule, scorn or any other adversity*
- *Accountability*
- *Never ending pursuit of excellence*
- *Compassion*
- *To excel by having the motivation to acquire new knowledge and share it with others*
- *Achieve maximum potential*
- *It's what we are and stand for*
- *Exceptional training standards and continuing commitment to training and growth*

Courage

- *Courage to be leaders in the law enforcement community*
- *Courage to be leaders in the Sterling Community, the community we serve*
- *Resiliency to maintain the level of service to our community*
- *Strength of mind*
- *Strength of character*
- *True grit*
- *Endurance*
- *Bravery*
- *Taking risk when necessary*
- *Ability to confront fear*
- *"Moral Courage": the courage to act rightly in the face of popular opposition, shame, scandal, or discouragement*
- *Courage to stand up to others*

Respect

- *Recognizing the authority we hold and will treat others as we would like to be treated*
- *Will faithfully, and without bias, honor our obligations to the community*
- *Remaining calm and respectful in the face of ridicule, scorn and adversity*
- *Being courteous*
- *Consideration of others*
- *Others before self*
- *Respect of the Law Enforcement Profession*
- *Showing empathy and sympathy*

Perseverance

- *Steadfastness in getting the job done despite the difficulty, obstacles, challenges or discouragement one faces in achieving success*
- *Tenacity*
- *Persistence*
- *Determination*
- *Keep trying/forging ahead, even after failure*

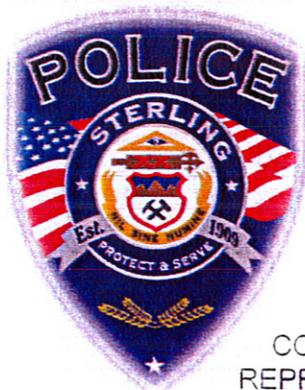
Intentional (actions and decisions)

- *Made by conscious design or purpose*
- *Sound judgment and decision-making*
- *Made or performed with purpose or intent*
- *Is shaped by integrity, teamwork and a positive mental outlook*
- *Leaves nothing to chance*
- *Is the confidence to be the masters of situations*
- *Adopts forethought and training to shape excellence*

*"NIL SINE NUMINE" "Nothing Without the Divine Will"**
Colorado's State Motto

For quite some time members of the department have been working on creating a uniform shoulder patch that better reflects our department, community and our culture. At the end of 2013, then Interim Chief Tyson Kerr pushed this objective forward in order to facilitate its completion. Several variations of a patch were compiled and at its conclusion all members had input in selecting the patch that would ultimately become the official patch of the Sterling Police Department.

In 2014 the patch was officially dedicated and instituted as our new shoulder patch. We are proud to unveil our patch and its meanings in our 2014 annual report.



THE FLAG - DEPICTS OUR PATRIOTISM, IS A REMINDER OF HOW WE OBTAINED OUR FREEDOMS, REPRESENTS OUR RESPECT FOR THE BILL OF RIGHTS AND OUR BEING PROUD TO LIVE IN THE BEST COUNTRY IN THE WORLD

THE COLOR BLUE - REPRESENTS THE TRADITIONAL COLOR OF UNIFORM FOR POLICE OFFICERS AND ALSO REPRESENTS THE THIN BLUE LINE

THE COLOR SILVER - REPRESENTS STERLING (AS IN STERLING SILVER) AND STERLING BEING A COLORADO TREASURE

THE STATE SEAL - REPRESENTS THE STATE OF COLORADO IN WHICH OUR AUTHORITY AS PEACE OFFICERS IS GRANTED. THE STATE SEAL ALSO REPRESENTS LEADERSHIP AND THE HERITAGE OF COLORADO

THE WHEAT BUNDLES - REPRESENTS OUR AGRICULTURE ROOTS/FOUNDATION IN THIS AREA. AGRICULTURE IS A SIGNIFICANT PART OF OUR ECONOMY AND HAVING WHEAT ON THE PATCH SIGNIFIES OUR RESPECT FOR THE FARMER AND THEIR CONTRIBUTIONS GLOBALLY

THE STAR - THE STAR REPRESENTS OUR OPTIMISM FOR A BRIGHT FUTURE FOR OUR DEPARTMENT AND OUR COMMUNITY, IN ADDITION TO OUR NEVER ENDING PURSUIT OF EXCELLENCE



OPERATIONS DIVISION OVERVIEW by Major Scott Annable, Commander

The Operation's Division saw very constructive additions this year; the most notable was the addition of our first ever canine officer: "Glock." This is a momentous addition made possible through monies seized during a drug investigation as well as donations from several businesses and community members. Another significant area of note is that Officer Matt Williams completed a substantial amount of training to become a certified drug recognition expert (DRE); a DRE is a police officer trained to recognize impairment in drivers under the influence of drugs other than, or in addition to, alcohol. The DRE, because of their extensive training can then testify as an expert in court as to the impairment of the driver and the likely cause of the impairment. Officer Williams is the first certified DRE in the Department's history.

The year 2014 was a year of growth in the Operation's Division as three promotions were made during the year. Scott Annable was promoted from Sergeant to Major of the Operations Division, filling the position after Tyson Kerr was promoted from Major to Chief of Police. James Rank was promoted from Officer to Sergeant filling the position left by Major Annable's promotion.

We are fortunate to have a very competent and dedicated group of officers and staff who work tirelessly to accomplish the mission of the Sterling Police Department and maintain a high level of professional service to the community. However, staffing levels, recruitment, and retention of officers continue to be the biggest challenges for the Operation's Division. Year 2014 opened with the Department having one open position, and during 2014 two officers left to pursue other endeavors. The Department's hiring process is extensive, the standards are rightfully high and, therefore, we had to spend most of the year working to find candidates that could meet the Department's standards. We are very pleased and excited to have hired three individuals; we are confident they have the necessary intelligence and high moral and ethical standards required to be successful.

Of those hired, one was already Peace Officer Standards of Training (POST) certified (had completed the Police Academy). The other two hired were employed as "cadets" and completed academy training at the expense of the City of Sterling. One cadet attended the police academy at Otero Junior College and the other completed his academy training at Red Rocks Community College. As we enter 2015, all three of the new officers are currently in and working through our very rigorous Field Training Program (FTO).

As noted in previous annual reports, when an experienced officer leaves our department, we lose not only the valuable experience of that officer, but the financial investment in him or her as well. Over the course of an officer's career, the Sterling Police Department invests a significant amount of time and money in the development and training of that officer. With that said, retention and recruitment continues to be critical components of the Operations Division and the Department as a whole. The Department continues to aggressively recruit new, qualified individuals to serve as police officers. However; finding qualified applicants, especially POST certified applicants, continues to be a challenge. We are pleased to report that we saw a reduction in turnover during 2014 as compared to 2013 (two officers vs. five officers).

TRAINING VIEWED AS ESSENTIAL

The safety of our community rests, in part, on a well-trained police force and we remain committed to providing that. To that end, in 2014 the Department put a renewed effort and priority into training for all officers. The Department hosted training classes for certified officers throughout the region which included: hash oil explosions & investigations, the courtroom experience, Below 100 training (training with the goal of reducing yearly line of duty deaths to below 100) and legislative updates. Some additional examples of training officers participated in and completed (both in-house and out) were technical accident investigation, basic TAC (SWAT) school, clandestine lab recertification, firearms training, pepper spray training, conducted energy weapon training, SFST (Standardized Field Sobriety Testing) recertification, intoxilyzer operator & instructor, stop sticks, first aid, CPR, search and seizure, arrest control training, Cross Fit/Level I Trainer Certification training, and canine training. In addition, all officers have access to and complete training through the "PoliceOne Academy;" this enables them to select and take on-line police classes, in their area of interest(s), at any time. In 2014, Chief Kerr was privileged to attend and completed the rigorous FBI Rocky Mountain Command College held in Denver from June 2 -6. It is said with pride, that overall, to include all in house and off site training, to include cadet academy training, 18,301.34 hours were completed by officers and support staff.

PATROL REACHES OUT....

The patrol division has concentrated efforts in having community patrol practices this year. During the year, the patrol division logged over 400 community patrol events; these included such activities as foot patrol, business checks, presentations, school patrols, and community education. Continuing the education of our community has always been a high priority for the Sterling Police Department. During 2014, several presentations on various issues were presented to different organizations. Topics included such things as alcohol and drug abuse, internet safety presentations, and how to avoid being defrauded. The Department also participates in activities in our local schools with programs such as Kops-n-kids. One of our favorite events of the year is in December every year. The Sterling Police Department, in partnership with the Logan County Sheriff's Office, presents the annual Blue Santa program to the community. The Blue Santa event was again held at the County Courthouse where children get a photo with Santa, their fingerprints taken for a child identification kit and have cinnamon rolls and hot cocoa. Sterling Police Officers also deliver food baskets to less fortunate families in the Sterling area.



CANINE PROGRAM

In 2013, Officer Nick Hrycaj began researching the feasibility of beginning a canine program at the Sterling Police Department. After tireless efforts of both Officer Hrycaj and Chief Kerr, this program became a reality in 2014 and the Department is proud to have the "first ever" canine program in its history, with Glock being sworn in on May 12, 2014. He is shown proudly wearing his officer's badge in the photo to the left.

Officer Hrycaj went to K9 Working Dogs International in Longford, Kansas where he attended and underwent an extensive three-week canine handler training course.

During the handler school he was introduced to a two and a half year old male Dutch Shepherd named "Glock." Glock had already completed substantial training as both a patrol canine and as a drug detection canine; it was now time for Glock to train Officer Hrycaj. K9 Glock can discern and locate the odors of cocaine, heroin, marijuana, and methamphetamine. His patrol capabilities include locating subjects hiding in buildings, criminal apprehension, and tracking and assisting with high risk stops. K9 Glock certifies yearly through the Colorado Police Canine Association and trains endlessly to ensure a high level of proficiency. In fact, Glock trains an average of 15 hours each month.



Officer Hrycaj and Glock began working together, on patrol in Sterling, in April of 2014. By the end of 2014 they were utilized 63 times which included narcotic searches of homes and vehicles, tracking fleeing criminals, apprehending criminals and encouraging suspects to peacefully surrender. During their work, Officer Hrycaj and K9 Glock found cocaine, methamphetamine, and a suspected mobile methamphetamine lab that would otherwise have gone undetected by human officers.

Initial funding for the program came from seized funds from a previous drug investigation as well as donations from members and businesses in the community. The following businesses/individuals donated to the program in 2014: Wal-Mart Super Center, the Bow-Wow Barn, Blue Buffalo Company, Dr. Fredregill's Veterinary Medical Clinic, Mead Lumber, G&L Woodcraft, Boondocks Army Surplus, Mr. D's Ace Hardware, Vested Interest in K9's, (see K9 Glock wearing his new bullet proof vest in photo to the right) Debra Brandt, and K9 Working Dogs International. The Department is very grateful for the generous community support and will depend on that support to continue to be successful.

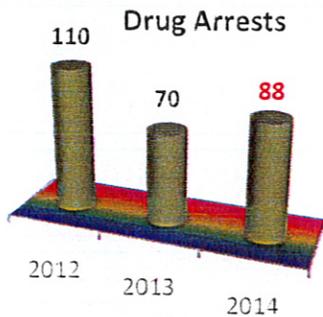


K9 Glock was an instant "hit" with the community in 2014. One could call him an "instant celebrity". Numerous requests came to Officer Nick Hrycaj for Glock to visit their group and demonstrate skills. He demonstrated at the Rotary Club, the SPD's Citizens Appreciation Day on August 20, he "showed off his stuff" for a crowd of approximately 100 people at the June 17th movie, "The Avengers" in Columbine Park, at the request of the Parks, Library and Recreation Department. Glock and Nick gave a presentation in NJC's Student Center ballroom for Criminal Justice students, and the list goes on and on....not to mention the intangible "good will" benefit the dog brought to the department, a benefit that cannot be measured, only felt from the citizens we serve.



GRANTS & SEIZURES

In 2014, the Department applied for numerous grants and all were awarded. The Sterling Police Department partnered with the Bureau of Justice for a grant in the amount of \$1,350 to purchase bullet proof vests for the officers in 2013 and 2014. In 2014, the Sterling Police Department, in conjunction with the Colorado Department of Transportation (CDOT) conducted two "waves" of seatbelt enforcement and a series of waves for High Visibility Impaired Driving Enforcement in which additional officers were put on the streets through grant funding made available by CDOT. The Department also received an armored vehicle from the Department of Defense's excess property program (1033 Program); the vehicle is valued in excess of \$400,000.



DRUG ENFORCEMENT ACTIVITY

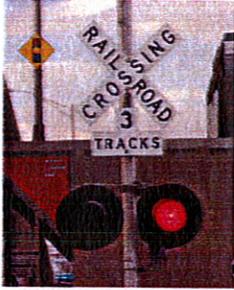
Due to staffing levels in our Department, we are unable to commit an officer full-time to the issue of drug enforcement. In spite of this fact, our officers have remained diligent and proactive in this area during the course of their duties. As a result, in 2014, our officers arrested 88 individuals and charged them with a total of 150 offenses related to illicit drug activity. Following is a breakdown of those charges.

- ✱ *Possession of Schedule II Controlled Substance (methamphetamine/amphetamine)* **54**
- ✱ *Possession of a Schedule II Controlled Substance with Intent to Sell/Distribute* **6**
- ✱ *Possession of Marijuana with Intent to Distribute/Sell* **0**
- ✱ *Possession of Marijuana* **27**
- ✱ *Possession of Drug Paraphernalia* **57**
- ✱ *Possession/distribution of Synthetic Cannabinoids* **1**
- ✱ *Introduction of Contraband* **5**

In connection with the arrests, in 2014 officers seized approximately:

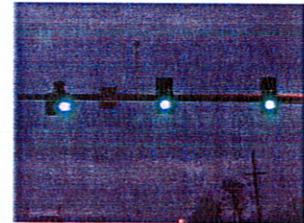
- ✱ 364.23 grams of marijuana
- ✱ 54.8 grams of methamphetamine/amphetamine
- ✱ 41.28 grams of Cocaine
- ✱ 9 Methadone pills
- ✱ 1 Oxycodone pill
- ✱ 18 Adderall Pills
- ✱ 3 Methylphenidate Hydrochloride pills
- ✱ 90 items of Drug Paraphernalia

TRAFFIC



The Sterling Police Department investigated 296 traffic accidents in 2014, representing a 10.8% increase from the 267 accidents investigated in 2013. Of the 296 traffic accidents reported to the Sterling Police Department in 2014, 89.5% of the accidents occurred on public streets and 10.5% occurred on private property. Of note, the Sterling Police Department only investigates private property accidents if the accident is alcohol related, a hit and run accident with suspect information, or if there is an injury/fatality. Although police can investigate any accident on private property, it is

important to recognize that private property accidents, even if a fatality is involved, are no longer considered reportable accidents to the State of Colorado (*Traffic Accident Reporting Manual*; July 1, 2006; page 17). Of those accidents which occurred on public streets, 98 or 33 percent were intersection-related accidents. December was the busiest month for traffic accidents, during which 37 traffic accidents were reported and investigated by the Department.



A total of 24 people were injured in traffic accidents in 2014, a 14.3% decrease from the 28 injured in accidents in 2013. There was one fatal accident investigated in 2014. Of the 296 accidents, 2 involved pedestrians, 3 involved bicycles, and 41 were hit and run accidents. Eleven of the accidents were alcohol related. In 2014, "Special Hazards" was the most common violation cited for traffic accidents.

A total of 56 people were arrested in 2014 for driving while intoxicated; five of which were charged for driving while ability impaired.

- Of those arrested, 12 were charged with driving under the influence of drugs.
- Of those arrested, all were adults - seven of which were under 21. There were no juvenile DUI arrests.

The following is a breakdown of the blood/breath alcohol levels of those arrested:

Charge	Blood Alcohol Level	Number of Persons
Under 21 W/ BAC of .02 to .049	0.020 to 0.049	2
Drove while Ability Impaired	0.050 to 0.099	10
Drove While Under the Influence	0.100 to 0.149	11
Drove While Under the Influence	0.150 to 0.199	11
Drove While Under the Influence	0.200 to 0.299	2
Drove While Under the Influence	0.300 and above	2
Drove While Under the Influence	Refused Testing	15
Under the Influence of Drugs		3

The largest traffic control detail that the Sterling Police Department undertakes during the year is the coordination of traffic routing and traffic control for the Logan County Fair Parade, which was held this year on August 9, 2014. All sworn officers, to include command, plus many of the Explorer's Post #322 were required to report for duty to assist in the monumental task of directing traffic, both before, during and after the parade. SPD Major Scott Annable, Operations Commander, also worked



diligently in conjunction with Public Works many weeks prior to this event to plan for the smooth and timely flow of parade entries to assure the safety of all involved.

Pictured on the prior page is Officer Trevor Tuttle who was assigned to bicycle patrol duty, making it possible for him to interact with the crowds lining the entire route to answer questions, meet needs and contact the younger citizens in the area.



Driving the SPD K9 Unit, Officer/Handler Nick Hrycaj and K9 Officer Glock led the 2014 parade and riding with them was Clare Handke, special friend of K9 Glock and Officer Hrycaj. Also leading the parade was Officer Russell Baca in



his police "interceptor" squad car. He is pictured here with his wife, Katie, who rode with him. SPD presence at every intersection along the approximate two mile parade route through the main part of Sterling provided very definite police visibility and positive crowd interaction for officers.



The fair parade gives the officer an opportunity to practice the "art" of directing traffic with vigorous hand motions, traffic whistles, and body positions. They demonstrate a musical beat to keep the rhythm of their hands "in tune" with the moving traffic! Shown in the photo at the left is Officer Russell Baca "putting in motion" this art at the end of the parade route.

Officers also play a definite role during the Christmas season with traffic and crowd control at the annual Parade of Lights, held this year on December 4th in downtown Sterling. The evening event was blessed with mildly cold temperatures, encouraging an abundance of spectators to line the route to cheer on parade participants, which had gathered to view the over 30 brightly lit entries. The photo to the right is of the "interceptor" police car during a routine patrol in downtown Sterling. The photo is indicative of the festive atmosphere experienced during the Parade of Lights.



(Photo courtesy of Sgt Rick Jandiegan - Logan County Sheriff's Office)

The police department, represented by Lila Koch, Admin Secy/Asst on the all-city float committee, was highly contributory to the innovation and subsequent decorating of the City's float entry in the parade depicting the 2014 theme: "An Old Fashioned Christmas". Committee members, to include Koch, joined by Chief Kerr, walked along with the float, giving out treats to the spectators. Major Scott Annable organized and was on parade duty, with other officers, to help with traffic control for the event.

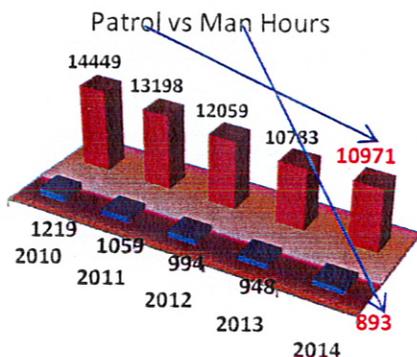
VIOLATION ANALYSIS

There are many state statutes and municipal ordinances which provide the officer with the legal authority to issue a citation indicating a violation of those laws. An officer may "write" a violation into Municipal Court, Logan County Combined Court, depending on the violation's applicable statute or ordinance. In the two tables to follow, the general categories of ticket charges issued

and their number are noted on a monthly basis for the years of 2014 and 2013. Warning charges occupied the highest number of charges cited at 1,755 in 2014 vs. the 2,131 in 2013, with a decrease between the two years of 376 Warnings or an 18 percent change. Violations of the Model Traffic Code were at 478 in 2014, showing a decrease of 79 charges from the 557 in 2013 or a 14 percent change.

2014 Violations / Month										
Month	Other	Felony	Model	City	Criminal	Misdemeanors	Petty	Traffic	Warning	Total Monthly Violations
Jan	2	1	31	5	65	5	0	40	156	305
Feb	1	1	33	4	45	3	8	48	129	272
Mar	0	1	42	4	54	4	4	62	255	426
Apr	1	2	41	5	63	6	9	44	200	371
May	0	3	92	12	82	5	4	54	147	399
June	1	2	46	5	86	0	1	39	109	239
July	3	4	30	16	112	5	9	58	139	376
Aug	0	6	40	17	101	4	4	56	138	366
Sept	1	2	28	3	81	5	2	50	120	292
Oct	1	2	35	1	82	1	11	55	120	308
Nov	0	3	29	10	74	7	4	58	131	316
Dec	0	5	31	4	81	1	1	60	111	294
Total	10	32	473	86	926	46	57	624	1755	4014

2013 Violations / Month										
Month	Other	Felony	Model	City	Criminal	Misdemeanors	Petty	Traffic	Warning	Total Monthly Violations
Jan	2	5	35	6	83	2	7	57	97	294
Feb	2	6	27	6	75	2	4	46	121	239
Mar	0	8	29	11	88	4	1	72	153	366
Apr	1	2	62	17	50	4	0	60	145	341
May	2	6	109	8	65	3	0	61	202	456
June	3	9	33	9	76	8	0	39	148	325
July	2	4	56	15	73	5	0	56	207	413
Aug	1	5	49	2	79	5	0	53	138	332
Sept	0	9	33	11	61	1	1	31	126	273
Oct	0	2	56	10	52	4	6	52	196	378
Nov	1	2	31	7	54	1	1	64	266	427
Dec	0	2	37	2	48	2	2	44	331	468
Total	14	60	557	104	804	41	22	635	2131	4368



The aside graph shows a five year comparative of man hours expended in the categories of patrol vs. traffic activity. Officers also contact subjects who have violated county or state traffic laws vs. Municipal Code Violations, and they frequently issue citations for such violations as Driving Under the Influence, Driving While Under a License Suspension, No Insurance, or Illegal Use of the Driver's License.

CHARGES

When an officer makes a traffic stop and writes a citation to a subject, he often will discover more violations than the initial reason for which he wrote the ticket, i.e., if he made a stop for speeding he may discover the driver was not wearing his seat belt, had no insurance, or the vehicle was not properly licensed. These discoveries result in more than one charge per ticket, and as many as four can be noted on an individual ticket. In an attempt to reflect the greater activity generated by the number of charges written, the following statistics are presented in table form below. It is interesting to note, that on a five year average, 13 percent more officer activity is shown with noting the charges incurred rather than merely quoting the tickets written count.

Year	Total Charges	Total Tickets	Percentage of Change
2014	4,014	3,239	+19%
2013	4,368	3,678	+16%
2012	4,857	4,236	+13%
2011	4,752	4,256	+10%
2010	6,909	6,148	+11%
5 Year Avg	4,980	4,311	+13%

SUPPORT SERVICES DIVISION OVERVIEW by Major Richard Kelsch, Commander



The Support Services Division provides essential support to the Police Department's mission to provide professional law enforcement services to the citizens of Sterling and Logan County. The Support Services Division is comprised of the Investigations Division, Youth Services, and the Records Division. The Division is commanded by Major Richard Kelsch.

YOUTH SERVICES

Youth Services continues to serve as an important component of the department and as a community resource. Handling the division's activities are a full-time coordinating counselor, Virgie Nelson and a part-time secretary, Lori McClaran. Referrals to Youth Services increased in 2014 to 326 youths compared with the 306 juveniles referred in 2013. The 326 juveniles were referred to Youth Services by law enforcement, courts, schools and parents.

With the 326 referrals to the Youth Services Division in 2014, Lori McClaran, the Youth Services secretary, did a fantastic job keeping the records, scheduling appointments, and keeping court documentation orderly and accurate. Lori is also a valued member of the team with the overseeing and setting up of court ordered programs for the kids.

In 2014, the Sterling Police Department Youth Services Coordinator Virgie Nelson, with the assistance of staff from the RE-1 Valley School District, the Thirteenth Judicial District Attorney's Office and the Logan County Sheriff's Department continued the "Wired for Safety" Program. The program is a multi-dimensional approach to a public information campaign concerning internet and cell phone safety. The program has been a great success with many area schools and parents. During the year, Mrs. Nelson and the team conducted several presentations at local schools covering various safety and educational concerns targeted for the younger students.

This year Mrs. Nelson became very involved with Colorado HB 1451 and 215 which relate to community education, participation and funding to address the dangers and issues concerning the use of marijuana by juveniles. Mrs. Nelson has attended various training sessions on this subject. Mrs. Nelson is currently sitting on several teams which are tasked with creating programs, presentations and incentives which will be presented to local area school students on a regular basis. The teams are also tasked with getting community businesses and citizens involved with these programs.

INVESTIGATIONS DIVISION

The division is comprised of one sergeant and two detectives. The division handles many sensitive and high profile cases. These cases range from person crimes such as homicide, child pornography and sexual assaults to property crimes such as burglaries, thefts and financial crimes. These cases showcase the professionalism, tenacity, caring and compassion of the detectives working in the division.

In January of 2014, a four year Sterling Police Department veteran, Officer Thomas Law joined Detective Sergeant Bill Dolan and Detective Barry Winckler, bringing the division to full staff.

The year 2014 proved to be very challenging and put the entire Sterling Police Department to the ultimate test. Along with maintaining their already heavy case load, the Investigations Division was tasked with being the lead investigating agency in a double homicide investigation. The investigation spanned numerous jurisdictions in two states and would include working closely with six other law enforcement agencies. Two persons were arrested stemming from the investigation.

In July of 2014 Detective Law left the employment of the Sterling Police Department to take employment with the Windsor Police Department, enabling him to be closer to family. Due to the staffing shortages of the department, this left the Investigations Division down one detective. This placed additional burdens on both Sergeant Dolan and Detective Winckler. Both handled this situation and the extra work placed on them in a professional manner, not compromising the integrity and service of the division to the community or the department.

RECORDS DIVISION

The Records Division continues to experience heavy demands on its services, despite its limited resources. The division is staffed by one full time employee and one part time (32 hours per week) person. The Records Division provides essential record keeping services for the Police Department. In 2014, the Records Division handled 998 requests for criminal justice records. These requests came from various entities, such as private citizens, insurance companies and outside law enforcement agencies.

Along with records requests, Master Certified Records Technicians, Danyel Powell and Shari Burton, perform a multitude of other duties. To name a few:

- CCIC, NCIC and NIBRS reporting
- Providing needed documents to the Logan County Courts, Sterling Municipal Court and 13th Judicial District Attorney's office
- Maintaining and entering documents and reports generated by the Patrol Division, Investigations Unit and Youth Services Division
- Accepting on-line credit card payments for traffic fines
- Keeping records in compliance with ATV registrations concerning the City of Sterling ATV registration ordinance

To maintain their Master Certified Records Technician status, Mrs. Burton and Mrs. Powell (photo to the right) need to stay current with the ever changing Colorado Open Records Act statutes, along with other requirements. This is achieved by attending various trainings throughout the year.



Shari and Danyel's professionalism, experience and knowledge continue to highlight their commitment to the Sterling Police Department and the citizens of the community.

YOUTH SERVICES

As Sterling Youth Services was previously its own department within the city's structure, the Sterling Youth Services was restructured under the Support Services Division of the Sterling Police Department during Chief Bill Finch's tenure in the mid-1980s. As an augmentation to lecture release procedures for juveniles contacted by law enforcement for petty offense criminal activity, Youth Services enhanced the Department's goal to address delinquent behavior in its early stage, thus decreasing the growth of significant criminal behavior.

The Sterling City Council and Sterling Municipal Court decriminalized the Sterling Municipal Ordinances and removed the possibility of a jail sentence for individuals under the age of 18 years – to create the additional resource of Sterling Municipal Court Summons to further hold juveniles accountable for delinquent actions.

The Sterling Police Department Youth Services Coordinator schedules appointments for delinquent youth who are referred by law enforcement, courts, schools, families and the human service agencies. The Youth Services Coordinator also acts as the Juvenile Probation Officer for Sterling Municipal Court to supervise compliance with court orders, and to provide supervision in addition to that which is provided by parents.

The Sterling Youth Services Coordinator is Virgie Nelson who is a 30 year city employee. Lori McClaran is the 32-hour a week Youth Services Secretary who is in her 14th year of employment with the City of Sterling. Youth Services referral sources for 2014:

Source	2014	2013	Change
Sterling Police Department	308	281	+27
Logan County Sheriff's Office	2	7	-5
District Court/Other Jurisdictions	1	7	-6
Parents	1	2	-1
School	14	9	+5
Total	326	306	+20

Reasons for Referrals

The following list reflects the reasons for referral to Youth Services. A youth may be referred in more than one category.

Referral Reasons - 2014	Number	Referral Reasons - 2014	Number
Alcohol		False Fire Alarm	1
DUI/DWAI	0	False Reporting	6
Possession/Consumption	21	Forgery	0
Procurement	0	Harassment	37
Arson	8	Home Problems	26
Assault	4	Menacing	10
Burglary	0	Misuse of 9-1-1	0
Credit Card/Check Fraud	0	Possession/Receiving	
Resisting/Obstructing Officer	4	Stolen Property	0
Criminal Mischief	1	Possession of Tobacco	7
Cruelty to Animals	0	Probation Violations	40
Curfew Violation	17	Run Away	46
Destruction of Property	9	School Problems	45
Discharge of Explosive Device	5	Sexual Assault	0
Disorderly Conduct	0	Theft	21
Disturbing the Peace	68	Trespass	15
Identity Theft/Computer Crime	1	Truancy	7
Drugs		Vandalism	0
DUID	0	Vehicle/Driving Violation	4
Possession	56	Warrant Arrest	8
Possession Drug Paraphernalia	14	Weapon Violation	6
Digital Communication Mis-Use	6	Other	14
Victim of a Crime	8		

Most Frequent Referral Reasons:

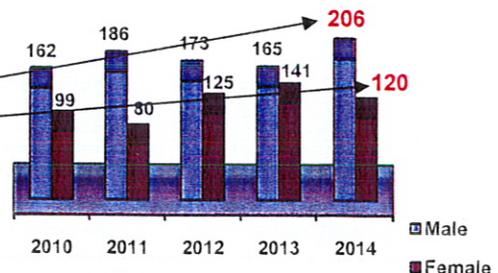
Percentage

■ Possession of Drugs/Drug Paraphernalia	21
■ Disturbing the Peace	21
■ Probation Violations	12
■ School Problems –	11
■ Harassment	11
■ Home Problems	8
■ Theft	6
■ Possession/Consumption of Alcohol	6
■ Curfew Violation	5
■ Trespassing	5

Demographics of Referred Youth

Total referrals to Youth Services increased seven percent in 2014 to 326 youths, compared with the 306 juveniles referred in 2013. Referrals on females accounted for 120 cases – 37% - and 206 referrals on male – 63% - of total case referrals.

Youths Referred - Five Year Comparative



The average age of youth referred was 13.88 years, younger than the 2013 average of 14.21. Illustrated below is the age of the youth and number of referrals in 2014 for that particular age group. A total of 40 referrals were youth under the age of 12 years.

Youth Age	Number of Referrals
5	2
7	3
8	3
9	2
10	8
11	22
12	47
13	55
14	36
15	59
16	52
17	37
Total	326

Of the 326 case referrals, 175 involved different youth. Those youth with more than one referral represent 38 percent of Youth Services' caseload. The breakdown is as follows:

- One juvenile —————> eleven times
- One juvenile —————> eight times
- Two juveniles —————> seven times
- Five juveniles —————> six times
- Three Juveniles —————> five times
- Nine juveniles —————> four times
- Thirteen juveniles —————> three times

Youth Services' Philosophical Practices

Youth Services programming addresses behavior change using Evidence-based and Best Practices strategies which are explained in the Guiding Principles section.

Identification and management of early delinquent behavior is key in the reduction of school failure, substance use/abuse, and participation in on-going criminal behavior, victimization and development of generalized thinking errors which lead at minimum, to irresponsible and unproductive behavior. Ultimately, if unchecked, thinking errors frequently result in relationship dysfunction, illegal behavior and generalized poor mental health.

Education Status and Delinquency

Frequently delinquents have academic and behavior problems at school. National research indicates truancy does not necessarily lead to delinquency. However, truancy is frequently a dynamic of delinquent behavior. Of the 326 youth referred in 2014, 60 percent of Youth Services' case-load was at-risk of academic failure or suspension from school. The number was 47 percent for the 2013 year.

School suspension for behavior management issues often reflects an overall inability or refusal to follow laws and/or respond to authority and guidance.

The following chart defines youth school status at the time of referral for the past five years.

YOUTH SERVICES' CLIENTS EDUCATIONAL STATUS

Year	Regular Students	At-Risk Youth	Suspended Students	Expelled Students	Truant Youth	GED/N/A
2014	121	168	19	0	7	11
2013	127	115	14	4	12	34
2012	136	108	13	3	14	24
2011	117	87	32	6	17	7
2010	88	109	27	8	13	16

The 2014 percentages break down as follows:

At-Risk	52%
Suspended	6%
Truant	2%
Expelled	0%

Definitions:

“At risk” - more than one disciplinary report for the current school year.

“Suspended” - the youth’s behavior has resulted in a three, five or ten day out-of-school suspension.

“Expelled” - formally removed from the RE-1 Valley School District due to significant violation of school policy.

“Truant” - more than ten unexcused absences and are being filed on in Logan District court for violation of the mandatory school attendance law.

“GED/NA” - attending GED programming at Northeastern Junior College or have graduated from an alternative school program.

Youth Services’ programming goals include:

- 1) yearly identification of at risk students
- 2) reduction of truancy and academic failure
- 3) increased high school graduation rates

Sterling Municipal Court Supervision

- Juveniles arrested for violation of Sterling Municipal Court Ordinances are summoned into Sterling Municipal Court.
- Juveniles arrested on county or state specific traffic offenses are summoned into Logan County Court.
- Juveniles arrested for misdemeanor and felony level crime are summoned into Logan County District Court.

The following table lists Youth Services’ court related caseload over a five year time period.

COURT ACTION

Year	Total No Court	Municipal Court	County Court	District Court	Total No Referrals
2014	99	72	1	26	326
2013	106	68	2	36	306
2012	99	64	7	28	298
2011	113	77	0	36	266
2010	118	80	2	36	261

Youth Services' oversees juveniles as sentenced by area judges. The focus of Sterling Youth Services' probation services is supervision, access to community based services, specialized education classes and completion of court requirements. Programming includes education classes, restitution recovery, community service projects, counseling, school agreements, curfew monitoring, drug/alcohol urinalysis testing, monitoring of compliance with court orders, referral to and program collaboration with community agencies, parent support and education and crisis intervention. (See the Coordinator's Report for detail.)

The average number of juveniles on Sterling Municipal Court Supervised Probation per month was 19.88—a decrease of 14 percent compared with the 15 percent average for the 2013 year. Unsupervised Probation youth are first time offenders in Municipal Court who have demonstrated no need for supervision in addition to that provided by parents.

Education Classes

Using the group setting, Youth Services conducts the following education classes:

- drug/alcohol use, abuse and relapse
- tobacco use and cessation
- understanding the definition of and dangers of a "weapon"
- assault and self-defense
- anger management
- victim impact/victim empathy
- conflict resolution
- peer influence
- sexual harassment
- bullying

Attendance and participation in specialized classes, such as gun safety presented by the Sterling Police Department, fire safety presented by the Sterling Fire Department, and Alive at 25 presented by the State of Colorado are monitored by Youth Services. The following chart compares the last five years' numbers of class participants.

COURT ORDERED EDUCATION CLASSES

Year	Drug & Alcohol Education	Tobacco Education	Fire Safety	***Peer Influence Education	Other Education
2014	49	7	8	77	29
2013	25	5	3	35	21
2012	22	3	1	34	25
2011	38	10	6	60	10
2010	26	6	1	26	11

An additional 22 youth participated in **Six Big Ones** decision making classes that were presented by the HB1451 Intergovernmental Oversight Committee Coordinator. (See the Coordinator's Report for detail).

***Peer Influence Classes focus on managing peer influence in decision making.

Logan District Court Supervision

In 2014, 43 youth were referred for criminal activity which if charged as an adult, could result in prison time sentencing. Such activity included:

- carrying a concealed weapon
- domestic violence
- criminal mischief
- interference with school officials
- motor vehicle theft
- assault, menacing, eluding police officers
- arson
- drug possession
- criminal impersonation

Following the arrest for a misdemeanor or felony level crime all juveniles must be screened using the State of Colorado Juvenile Detention Screening and Assessment Guide to determine the immediate placement of the youth. Meaning, should the youth be returned home for supervision or remanded to custody at Platte Valley Youth Services Center, the secure juvenile detention facility for Logan County, the Youth Services Coordinator has been appointed by the 13th Judicial District Chief Judge Michael Singer to provide those services. (See the Coordinator's Report for detail).

Year	Screen	PVYSC	Staff Secure	Monitor
2014	34	31	1	2
2013	39	39	0	0

- PVYSC – Platte Valley Youth Services Center, locked facility run by the Colorado Division of Youth Corrections.
- Staff Secure Supervision – held behind an unlocked door with 24 hour awake staff monitoring.
- Staff Supervision was eliminated as a placement option in March, 2011. However, one juvenile was held in December 2014 due to unsafe weather conditions for transport to the youth detention facility.
- Electronic Home Monitoring – Following the screen the juvenile is sent home with an electronic ankle device which monitors location.

2014 Sterling Youth Services Coordinator's Report by Virgie Nelson, YS Coordinator

Guiding Principles

At the heart of creating a positive behavior change at any age is learning intentional, informed and positive decision making skills. Adolescent Evidence Based Programs and Best Practice are research-proven methods which strengthen those skills in the constantly changing youth culture. The Coordinator's participation in the education seminars and conferences offered by the Colorado Division of Youth Corrections provides opportunities for training and resources which are at the forefront of managing behavior for delinquent youth.

The Sterling Police Department Six Core Values – Integrity, Professionalism, Courage, Respect, Perseverance and Intentional Actions and Decisions - are reflected in Youth Services programming. The following subject areas are addressed from the position of what constitutes a strong decision maker, thus a successful life:

- How does shoplifting affect my community?
- What constitutes as a weapon?
- What is Assault? Harassment? Disturbing the Peace?
- What is the legal definition of self defense?
- What harm is trespassing?
- What is the value of deciding who is to blame?
- Dealing with Difficult People
- Dealing with Anger
- How to Use Conflict Resolution
- Understanding the Teenage Brain
- Safety for Girls

For each area subject specific education includes the skill of how to implement sound judgments and choices so as not to increase the problem and/or get in trouble with authority, be it school personnel, parents or law enforcement.

SUBSTANCE USE

Alcohol and marijuana are the primary drugs of choice in the Sterling community. Experimentation with and/or use of methamphetamines is present in approximately 25 percent of youth referred for drug use.

Without question since 2013, Youth Services has seen a steep rise in the use of marijuana by youth in Sterling. The adolescent brain is especially susceptible to marijuana use. The National Institute on Drug Abuse reports:

“Contrary to common belief, marijuana is addictive. Estimates from research suggest that about nine percent of users become addicted to marijuana; this number increases among those who start young (to about 17 percent, or 1 in 6) and among people who use marijuana daily (to 15-50 percent).”

To address the significant concerns about rising adolescent marijuana use, Youth Services has adopted participation in two of the priorities as stated by Deputy Director J. Skyler McKinley, Office of Marijuana Coordination, Colorado Office of the Governor:

- 1) Decrease youth marijuana use and consumption through strong regulations, public education and proven youth-prevention programs.
- 2) Maintain public safety by prevention of marijuana-impaired driving and ensuring marijuana-related crimes are effectively policed.

Youth Services Substance Use Education Classes emphasize understanding the functioning of the brain concerning reasoning, emotions/instinct, and involuntary responses followed by what the use of substances does to brain function. “You will change under the influence” is the theme of the education.

Substance use is always about a manner of thinking concerning the presenting situation:

- assigning importance to the situation
- the feelings about the situation
- choosing the behavior
- experiencing the results

“Using substances will produce something,” teaches that all use has consequences. Marijuana use as with alcohol use - recognizing potency is critical, i.e. the percent of alcohol or the percent of THC in marijuana.

EDUCATION

Youth Services tracks the education status of referred youth in order to keep the importance of education at the forefront of success builders for youth. Youth Services partners with the RE-1 Valley School District, the Interagency Oversight Group through Colorado House Bill 1451, Logan County Combined Court and SB94 to provide supervision, monitoring and mentoring for student academic, attendance and overall educational success.

6 BIG ONES

Sean Covey, the author of The 7 Habits of Highly Effective Teens, developed The 6 Big Ones – The Choice Is Yours, in 2006. Youth Services and Sterling Municipal Court partner with the Logan County Interagency Oversight Group, to teach teens skills in six decision areas:

- School
- Friends
- Parents
- Dating and Sex
- Addictions
- Self-Worth

Through the use of interactive learning, video learning and hands-on activities, youth are guided is recognized:

“There are six key decisions you make during your teen years that can make or break your future. So, choose wisely, and don’t blow it.”

The 6 Most Important DECISIONS You’ll Ever Make

Sterling Municipal Judge Jay Brammer frequently requires participation in the six weeks, 6 BIG ONES Program presented at the CSU Engagement Center in Sterling. The classes cycle every two months, alternating middle school and high school ages. The 6 BIG ONES language is implemented throughout the Youth Services probation supervision period to support the decision making skills taught in the program.

Community Collaboration

In 2014, Youth Services’ participated in efforts which strengthen collaboration with community resources for juvenile specific services. A continuum of care throughout the community connects youth and families to the appropriate services, eliminates duplication of services and

thus poor use of resources and funding, and increases the possibility for youth and family success.

Re-1 Valley School District

School safety concerns were staffed between school district staff and Youth Services to assess the need for individual youth education, violence intervention treatment and/or additional law enforcement intervention.

Youth Services created a formal referral process for the District staff to refer youth concerning school based incidents which did not warrant police intervention but need additional response to RE-1 Valley School policy response. Youth Services scheduled an appointment with the parent and youth to focus on the law as it relates to matters such as student behavior issues which border on criminal activity, weapons, drug possession or use at school and bullying behavior. Through family contact and education classes, Youth Services strives to compliment the efforts of the school to help ensure the safety and well-being of the students.

Centennial Mental Health

Youth Services participates in staffing for law enforcement referred who need the intense therapy and medication for dealing with negative behaviors. Specific programming for dual-diagnosed youth (those with both substance use and mental health issues), Parenting with Love and Limits and Dialectical Behavioral Therapy are programs which are delivered by masters level licensed therapists.

Logan County Human Services

The Youth Services Coordinator joins human service related staffing and Team Decision Making Conferences where the goal is to establish and manage community-based services for at risk youth and the family before long term and extremely costly out-of-home placement is the only option.

Youth Services participates in multi-agency staffing prior to a youth's return to the community from an extended jail term to establish adequate support and aftercare programming.

HB1451 Interagency Oversight Group- IOG

Funded by the Colorado State Legislature, the Logan County IOG is a multi-agency effort to enhance the general health of the community. The Youth Services Coordinator serves on the IOG Board and is a regular participant in community well-being team decision round table discussions.

In 2014 the Youth Services Coordinator chaired the IOG Board subcommittee to establish a community wide education campaign concerning the dangers of adolescent marijuana use. The purpose of the subcommittee is to aid in the prevention of access to and use of marijuana by underage youth in the City of Sterling and Logan County, thus promoting a community standard of drug free youth.

Community Well-being

Wired for Safety

The Youth Services Coordinator, RE-1 Valley Schools, the Office of the District Attorney and Logan County Sheriff's Department updated the Wired for Safety power point and presentation.

The presentation addresses safety concerns of electronic media such as internet luring, cyber-bullying, and sexual exploitation.

Kops n Kids

St Anthony's Elementary School and Ayres Elementary School requested Youth Services present STRONG KIDS, SMART KIDS, SAFE KIDS to Kindergarten – Second Graders. The program has an energetic empowerment theme which demonstrates age appropriate safety techniques and behaviors to manage a bullying situations, how to walk and hold oneself in a manner which speaks to strength, and how to scream to draw attention to a frightening or bad situation.

Logan County Stakeholder

The 13th Judicial District Chief Judge Michael Singer holds quarterly meetings for juvenile justice and juvenile welfare agencies to give input on district court procedures and matters of concern about court dispositions. The Youth Services Coordinator participates as a representative of the Sterling Municipal Court and the 13th Judicial District SB94 Program.

Sterling Middle School Career Day

Youth Services presented two sessions at the 2014 Sterling Middle School Career Day. Eighth grade students were introduced to City of Sterling employment, Sterling Police Department Youth Services job description and responsibilities and the education required to be hired to such a position.

Community Boards & Committee Participation

The community committees on which the Coordinator serves includes:

- Wired for Safety Coalition
- 13th Judicial District SB 94 Juvenile Services Planning Committee
- 13th Judicial District Liaison to the Division of Youth Corrections' Platte Valley Youth Services Center
- 13th Judicial District Juvenile Detention Bed Management Committee
- HB 1451 Logan County Interagency Oversight Group

City of Sterling Committees

The City committees on which the Coordinator serves include:

- Sterling Police Department Awards Committee
- Kops 'n Kids presenter
- The City of Sterling Employee Recognition Committee

2014 Training for Youth Services

The following skill strengthening trainings were attended:

- Family Engagement Strategies
- Motivational Interviewing Refresher Course
- BI Electronic Home Monitoring and GPS Case Management
- Threat Assessment Screening
- Treatment for Girls – Electronic Media Safety Sanctuary and Support

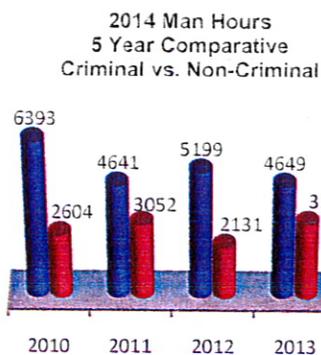
- Crisis Intervention Following School Violence Incidents
- Shackling Juveniles During District Court Appearances
- HB1023 – Public Defender Presence at Hearings
- Cognitive Behavioral Treatment
- Colorado TRAILS Data Entry Program
- HB215 – Allocation and Use of Marijuana Tax Funds
- Division of Youth Corrections Standards of Practice
- Mastering Difficult Conversations
- Recreational Marijuana Use
- Criminal Justice Information System Security & Awareness
- Implementation of Amendments 20 and 64 (Marijuana Legalization)
- Building Resilience in Youth
- Employee Recognition Strategies for Success

CRIMINAL INVESTIGATIONS

During 2014, SPD Officers investigated 1,956 criminal offenses. This is an increase of 91 actual cases, or a five percent change, compared to the 2013 figure of 1,865 actual cases.

Vandalism, assaults, thefts and drug/narcotic offenses continue to be our most persistent crimes. The following table illustrates the number of actual cases in 2014, and compares them to actual 2013 figures.

Crime	2014	2013	% Change
Vandalism	198	215	17 less or - 8%
Assaults	157	134	23 more or + 15%
Thefts	383	357	26 more or + 7%
Drug/Narcotic	106	45	61 more or + 58%



In 2014 uniformed officers, in addition to the Investigations Division, spent 4,364 hours conducting criminal investigations, and a six percent decrease was seen beside the 4,649 hours spent on criminal investigations in 2013, or 285 hours. An additional 4,160 hours were spent on non-criminal investigations to include lost, missing or suspicious people, injuries sustained on city property, etc. compared to 3,101 hours in 2013. A total of 8,524 man hours were given to criminal and non-criminal investigations.

The Sterling Police Department arrested or issued Summons to 590 adults and 51 juveniles in 2014 for crimes other than traffic offenses, compared to 569 adults and 58 juveniles in 2013. This is a six percent increase in adult arrests, or 21 arrests, and a one percent decrease in juvenile arrests, or seven arrests. An increase of 14 arrests is seen in the combined adult and juvenile arrests over the total arrests of 627 in 2013.

In 2014 property valued at \$550,150 was reported as stolen to the Sterling Police Department. This is a 15 percent increase over the stolen property value of \$541,938 in 2013, or \$8,212 more. During 2014, property recovered was at \$190,974, and in 2013 property recovered was at \$158,889, creating an increase of \$32,085 more in 2013, or 17 percent more.

The following table exhibits property stolen and recovered over a five year time line, and it is noted that 2013 gave a lower dollar value stolen at \$541,938 than the higher dollar rate stolen in 2012 of \$550,150, or \$8,212, less. The recovery rate in 2013 was at \$158,889 and in 2014 the rate was at \$190,974, or 32,085 more. A five year average of the dollar value of property stolen is \$427,712, and a five year dollar value average of property recovered is \$132,775.

Year	Dollar Value Stolen	Dollar Value Recovered
2010	465,383	159,010
2011	297,008	75,234
2012	284,081	79,768
2013	541,938	158,889
2014	550,150	190,974
Five Year Average	\$427,712	\$132,775

The National Incident Based Reporting System (NIBRS) provides the SPD with year-end figures on Group A crimes occurring within its jurisdiction. The following table notes "Reported" and "Actual" in 2014, comparing to the 2013 "Actual" figure. Again, the NIBRS reporting system in 2014 did not provide the categorized Group B Crimes. In order to present an overall picture of the crimes handled by the SPD, the Group B categorization figures were generated by the on-site New World System as submitted by SPD personnel. They are presented as reported crimes.

NIBRS is manually entered and reports are interpreted by the person entering the information. A new records technician was hired in July 2013 and therefore, stats may have been entered differently in differently categories than in previous years. (i.e., see comparative figures*)

Group A Crimes

Offense	2014 Actual	2014 Reported	2013 Actual
Murder/Non-negligent	2	2	0
Negligent Manslaughter	1	1	0
*Kidnapping/Abduction	18	18	3
*Forcible Rape	17	16	8
Forcible Sodomy	2	2	0
Sexual Assault w/object	8	7	10
Forcible Fondling	7	6	7
Statutory Rape	1	1	2
Robbery	6	6	1
Aggravated Assault	30	29	28
Simple Assault	112	108	107
Intimidn of Witness/Victim	15	15	12
Arson	0	0	3
*Burglary	64	63	117
Shoplifting	89	89	75
*Theft from Building	119	117	78
Theft from Coin-op	4	4	6
Theft from Motor Vehicle	79	79	90
Motor Vehicle Parts	14	14	16
All Other Larceny	78	77	97
Motor Vehicle Theft	19	19	15
Counterfeiting/Forgery	12	12	8
False Pretense/Swindling	12	12	6
Credit Card/ATM	14	14	13

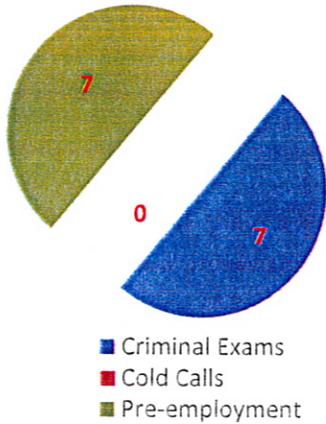
Impersonation	14	14	16
Wire Fraud	2	2	3
Embezzlement	1	1	0
Stolen Property	5	5	4
Vandalism	198	198	215
Drug/Narcotic Violations	56	56	28
Drug/Equipment	50	50	17
Weapon Violations	15	15	15
Pornography/Obscene	6	6	8
Prostitution Offense	0	0	0
Bribery	1	1	1
Group A Totals	1071	1059	1009

Group B Crimes

Offense	2014 Reported	2013 Reported
Bad Checks	1	3
Curfew/Loitering/Vagrancy Viol	7	0
Disorderly Conduct	61	63
Disturbing the Peace	2	89
D.U.I.	64	0
Family Offense/Non Violent	129	106
Liquor Laws	49	51
Trespass Real Property	119	138
All Other Offenses	454	406
Burglary/Breaking and Entering	0	0
Sterling City Code Violations	0	0
Indecent Exposure/Bestiality	0	0
Failure to Register Sex Offender	0	0
Contributing Delinquency/Minor	0	0
All Obstructing Police Offenses	0	0
All Obstructing Judiciary/Congress Legislature	0	0
Traffic Offense/Free Text	0	0
Traffic Violations	10	0
All Health/Safety Offenses	0	0
Crimes Against Person Violations	0	0
Public Order Crimes	0	0
Peeping Tom	1	0
Vehicular Assault	0	0
Class B Totals	897	856
Grand Totals	1,956	1,865

COMPUTER VOICE STRESS ANALYZING - CVSA

In January 2002, the Department purchased a CVSA (Computer Voice Stress Analyzer) system for use in investigative cases by the department. On March 4, 2002, the first CVSA testing at the Sterling Police Department was completed with a subject, resulting in a confession on an attempted murder case. To become a certified CVSA operator an officer attends an extensive six day training course. After becoming certified and to maintain his/her certificate, the operator attends training every two years. In 2014, the department had one certified CVSA Operator, which is Major Kelsch and he conducted seven pre-employment exams and seven criminal exams.

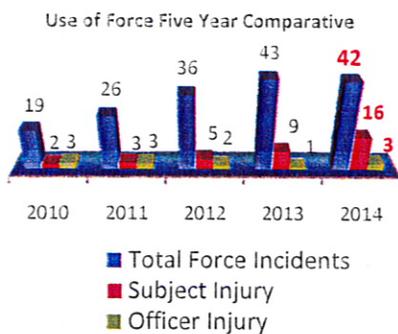


The CVSA is an investigative tool used widely in law enforcement organizations throughout the country. As the test title indicates, the computer system can indicate a systematic and predictable relationship between voice patterns and stress related to deception. It has come to replace the polygraph testing process because the examination can be administered without wires and at a greater comfort to the subject. Exams can be conducted remotely, by distance, using the telephone, or later in time by using a recording. In certain cases, where a recording made under reasonable conditions exist, a CVSA can be done after a subject's death. A typical exam takes anywhere from 35 minutes to two hours and could be conducted covertly if the investigation so indicates.

The graph above shows the CVSA count completed in 2014 by category and the number in each category. The testing categories were even at seven pre-employment exams and seven criminal exams. The table below presents a five year comparative on the CVSA Tests completed.

Category	2010	2011	2012	2013	2014	Overall	5 Yr Ave
Criminal Examination	13	7	3	3	7	33	6.6
Cold Calls	0	0	0	0	0	0	0
Pre-employment	11	15	7	6	7	46	9.2
Total Exams	24	22	10	9	14	79	15.8

USE OF FORCE



Whenever an officer uses physical force to overcome a subject's resistance to arrest or lawful order, they have been required, since January of 1992, to complete a detailed Response to Aggression/Resistance Report. The reports are reviewed with a departmental instructor who then makes any recommendations to command regarding equipment and/or training needs. Use of Force incidents numbered 42 in 2014, with 43 experienced in 2013.

Regarding injuries occurring to officers during 2014, there were three injuries, two of which involved cuts to the left middle and ring fingers, and the third, minor scratches to the right forearm. Sixteen subjects were injured in 2014, and injuries were a shoulder contusion(caused not by Use of Force), complaint of hand pain, small scratch to the forehead, two incidents where there were small cuts to the arms, wrists, and knuckles, scrapes of hand and face, stab wounds to left chest, (inflicted by subject) head hit wall and dresser, small abrasion left shoulder when pushed into tree, small cut to right clavicle, skinned elbow, abrasions to face and knee, open head wound, right arm injury, small punctures right buttocks, and upper thigh from Taser, minor scratches to left forearm, minor cuts to hands, K9 bite bruising lower back and buttocks, small over eye scrape to left side of ace.

These 42 incidents were controlled through the use of verbal techniques, empty hand P.P.C.T. techniques, display/discharge of a firearm, and deployment or display of an electronic control device, all of which have proven to be very safe and effective in controlling violent subjects.

When officers attempt to restore order and control, or attempt to take a subject into custody, altercations can occur as a result, because of the combative nature of the subject. Such was the aspects of the majority of the 2014 Use of Force incidents. During 2014, officers encountered no situation where the discharge of firearms was necessary in the apprehension of subjects; however, firearms were displayed 17 times during 2014. There were two Use of Force Incidents in which K9 Glock was involved.

In 2009, new standards of reporting were instituted when a Use of Force incident occurred. This was necessary to accommodate the use of the Electronic Control Device (Taser), and the reporting of "firearms displayed".

The following tables show a five year comparative on Levels of Resistance encountered by officers as well as the Level of Control Used to bring the incident to conclusion.

Level of Resistance	2010	2011	2012	2013	2014
Psychological Intimidation	6	4	7	10	15
Verbal Threats	3	5	5	5	7
Passive Resistance	6	14	18	23	19
Defensive Resistance	12	20	29	33	30
Active Aggression	5	5	9	8	6
Subjects/Influence: Drugs/Alcohol	12	12	22	2	19

Level of Control Used	2010	2011	2012	2013	2014
Verbal	19	26	37	42	42
Empty Hand	9	15	16	24	19
O.C. Pepper Mace	1	0	0	1	0
Electronic Cntrl Device-Deployment	4	4	4	3	8
Electronic Cntrl Device-Display	5	9	8	18	16
CN or CS Gas	0	0	0	0	0
Impact Weapon	0	0	0	0	16
Firearm – Discharge	0	0	0	0	0
Firearm – Display	13	5	8	15	17



FIELD TRAINING OFFICER PROGRAM

The Sterling Police Department has had in place a training program for new recruits on the force since 1985. The goal of the Field Training Officer Program is to provide street experiences that are designed to complement the recruit candidate's academy training. How a recruit responds to field training is a significant factor in the shaping of the candidate's career in law enforcement. The SPD field training process is an open ended program designed to last approximately 18 weeks and is divided into four phases. All new hires/recruits must satisfy the requirements of the FTO Program before being allowed to perform "solo" street duty.

Historically, law enforcement basic field training resembled little more than a popularity contest. Recruit officers were expected to learn what they could in a basic academy. Once new officers entered the field training aspect of their job, it was the duty of their assigned "training" officer to determine the type of instruction, if any, the recruit would receive and ultimately, when the new officer would begin performing solo. Basically, it was this lack of proper field training which led to a change in training standards.

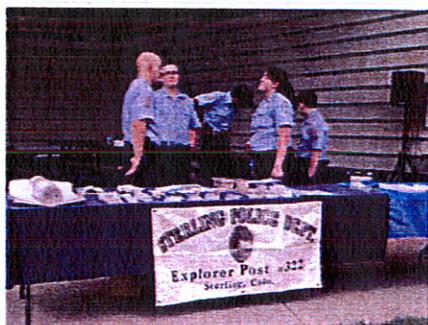
Phase I is the introductory phase and includes basic tasks. In Phase II the tasks become more involved, with Phase III beginning the instruction designed to lead to the recruit's independence. Phase IV is the Ride Along phase and the FTO instructor will act as an observer while his/her trainee takes responsibility for the unit. All four phases do take as high as 720 hours or more to complete.

On March 27, 2014, FTO's finished up the training for Officer Michael Hart, who had begun the program on December 2, 2013. It is very demanding on the FTO's, as not only do the officers have their own work to do, but the added workload of one of the most important jobs at the police department: training new officers. Trainees are rotated between officers at various phases of the program. While Officer Hart completed the program in 2014, three entered the program at the end of 2014: Officers Casey Swingle, James Hunsicker, and Ryan Peterson. The amount of new officers training in 2014 makes the role of the FTO extremely remarkable in their commitment, dedication and loyalty, and the officers are to be highly commended for all their efforts in helping to shape the career of the recruit. It is truly a calling. They endure many highs and lows and have been put in untenable situations. Through these times, the FTO's continued with their heads held high and a positive outlook.

The FTO Program was coordinated in 2014 by Major Scott Annable, and was led by Sergeant James Rank, who served with Officers Nick Hrycaj, Roy Burk, Matt Williams, Michael Grant, and Reese Doorgeest.

EXPLORERS POST #322

The Explorer's Program has been in effect with the City of Sterling Police Department for 25 years, beginning in 1989. The Post has ten members ranging in age from 15 to 20 years old. Officers Nick Hrycaj, Russell Baca, and Matt Williams all served as Post Advisors during 2014, with Chief Tyson Kerr as the Committee Chairman. The ten Explorers are Sergeants Lyle Anthony Koch, Blake Clary, and Explorers Trenton Negley, Veronica Abeyta, Jose Herrera, Dustin Troy, Emily Rutherford, Daniel Pray, Cheyenne Finlayson, and Cory Pfeifer. The Post Advisors also generated membership interest in seven students in 2014 from Sterling High School. All advisors work voluntarily with the Explorers on various projects, such as fingerprinting children, security projects, fund raisers, and aiding with traffic control at many community events.



The Explorers, in either their distinguishing gray polo shirts and black BDU pants, or the blue uniforms, were very visible at many 2014 Sterling events, to include the Logan County Fair and Parade, Blue Santa, Heritage Days on July 4th at the Overland Trail Museum, and security at Sugar Beet Days, to name a few. The Explorers participate in numerous Ride-A-Longs with the officers. The Explorers were valuable assets in assisting with practical trainings with new officers in the FTO Program in 2014. During these functions, the Explorers provide a valuable assist with many tasks for the officer to whom they are assigned. Explorers are pictured

where they manned a booth/table with information on becoming an Explorer during the Community Appreciation night held on August 20, 2014 at Pioneer Park.

Law Enforcement Exploring is a work site-based program for young men and women who have completed the eighth grade and are 14-15 years of age, but have not yet reached their 21st birthday. Law Enforcement Explorer Posts help youth to gain insight into a variety of programs that offer hands-on career activities. For young men and women who are interested in careers in the field of law enforcement, Exploring offers experiential learning with lots of fun-filled, hands-on activities that promote the growth and development of adolescent youth. Pictured to the right are three Explorers, Emily Rutherford, Blake Clary, and Lyle Koch, presenting an engaging picture for visitors to the SPD Community Appreciation Night.

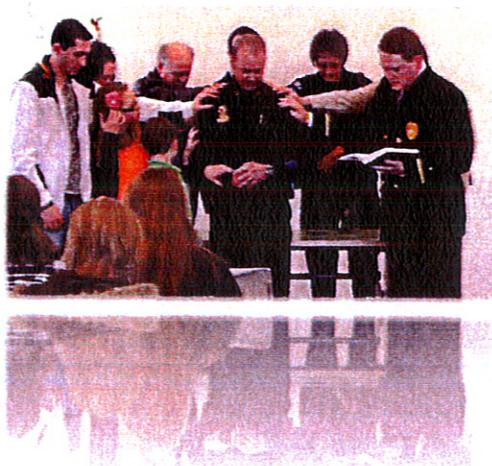


Members have been working diligently conducting fund raisers that meet the needs of the Post. The most recent fund raising event was a partnership with Sterling's Daylight Donuts to sell coupons entitling the purchaser to a dozen donuts, the proceeds, part of which came back to the Post. They also receive donations throughout the year from events in which they provide security services, such as the annual Sugar Beet Days, held in downtown Sterling. The Explorers work in shifts at this event, providing 24 hour coverage for the many vendor booths.

Many former Explorers of the Sterling Police Department's program, to include SPD's Major Scott Annable, are currently working in agencies which include the Sterling Police Department, Fort Morgan Police Department, Logan County Sheriff's Office, and the Colorado State Patrol.

POLICE CHAPLAINCY PROGRAM

At the end of 2014, the volunteer chaplaincy program of the Sterling Police Department had been in place for three years and nine months. The program was established with the premise of providing a beneficial resource to department employees and their families. The goal of the program was to bring comfort to those in need, regardless of the theological persuasion of those being assisted. While the chaplain possesses no law enforcement authority, he provides a strong assist to officers in making injury or death notifications to family or others affected, and serving in any situation where officers deem the services of a chaplain beneficial.



The volunteer chaplain, after meeting the criteria put forth by the Police Chaplain Program policy, is appointed by the Chief of Police. The SPD Chaplain is Chaplain Jared Sonnenberg. He is a licensed minister in an officially recognized denomination. He began his duties on March 14, 2011. He is pictured at the Swearing In Ceremony for Chief Tyson Kerr on January 14, 2014, where he offered the invocation and hands on blessing at the installation. Jared was highly instrumental in the department's high profile cases in 2014, where he assisted with family members of victims and in general provided a resource of comfort and prayer to those who were involved in the cases, and requested his counsel.

Chaplain Sonnenberg is highly interactive with department functions and was present at all 2014 Swearing In ceremonies, attended all departmental meetings, and came to the police station quite frequently to chat and interact with staff.

AWARDS AND COMMENDATIONS - 2014

In March of 1999, an Awards and Commendations Committee was authorized and formed from the staff of the Sterling Police Department. The chairperson of the Awards Committee is Virgie Nelson, Youth Services Coordinator. Others serving are: Lila Koch, Administrative Secretary; Shari Bollish, Records Clerk; Sergeant Scott Annable, and Officer Tom Law.

To be eligible for an award, an employee or an individual or community organization must meet the criteria for the award as set forth in General Order #10 of the Operations Manual of the Sterling Police Department. The purpose of this committee is to recognize staff members and citizens for exemplary conduct and outstanding performance for the Sterling Police Department. Awards that can be given, with the approval of the Chief of Police, are the Medal of Honor, the Purple Heart, the Life Saving Award, Police Employee of the Year, the Chief's Commendation, the Community Service Award, Years of Service Award, the Youth Award, and the Safe Driving Award. Award recipients are nominated by any member of the police staff, submitted to the committee for approval, and then on for final approval by the Chief of Police. The recipients will be recognized and presented with their award at a police ceremony on Sunday, February 22, 2014 at the Sterling Public Library's Community Room.

The 2014 Sterling Police Department Award recipients are:

2014 Employee of the Year

2014 Civilian Employee of the Year

Officer Matt Williams



Danyel Powell, Certified Records Technician



**Safe Driving Award: Sgt Jimmy Rank (five years without an accident)
Sgt Ronda Taylor (fifteen years without an accident)**

2014 Community Service Award: Jesse Genereux



2014 YEARS OF SERVICE AWARDS:

30 years of service as the Coordinator for the Youth Services Division of the Sterling Police Department: Virgie Nelson

TACTICAL APPREHENSION AND CONTROL TEAM



The T.A.C. team of the Sterling Police Department is made up of eight Sterling Police Officers and two TEM's (Tactical Emergency Medics) from the Sterling Fire Department. Officer Donahue was selected to the team this year to replace an officer that resigned from the Sterling Police Department. Those members participating on the team in 2014 are Sergeants Ronda Taylor, Warren Sica, and James Rank with Officers Roy

Burk, David Gustafson, Nick Hrycaj, Matt Williams and Robert Donahue. The team is led by team leader Sergeant Ronda Taylor and assistant team leader Sergeant James Rank, under the direction of Tactical Commander, Major Scott Annable. The two Sterling Fire Department TEMS members are Captain Lavon Ritter and Engineer Brett Dowis.

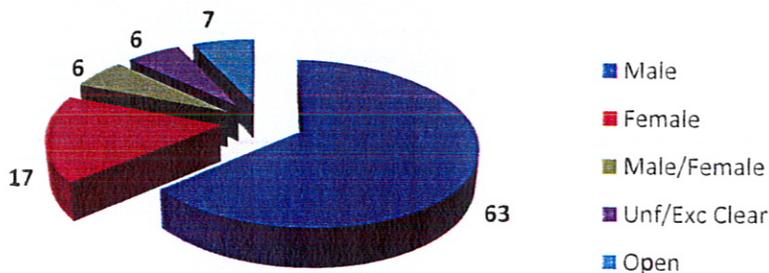
The T.A.C. Team is available and ready for any high risk incident that would require their deployment. The T.A.C. Team was activated on one occasion in 2014 for a suicidal male threatening officers and barricaded with weapons inside a residence. After several hours of negotiations this situation was peacefully resolved when the subject surrendered and was taken into custody.



Training continues to be a high priority for the T.A.C. team. The T.A.C. team trains monthly and during this past year the training covered medical rescue; stacking, entry, radio commands, moving and rescue; chemical munitions; specialty impact munitions; tactical scouting; SCBA (self contained breathing apparatus); repelling; active shooter/violence entries; equipment usage and deployment; distraction devices, and a tactical debrief.

DOMESTIC VIOLENCE

The Sterling Police Department follows a zero-tolerance standard regarding domestic violence, as required by state statute and the policies of our district attorney. Upon establishment of probable cause, suspects in domestic violence-related offenses are arrested, charged with the appropriate criminal offense, and held in custody at the Logan County Justice/Detention Center until the required court advisement and setting of bond. The most common charges in these cases are assaults and harassment. Officers work closely with the Logan County Victim's Advocate and Help for Abused Partners in providing guidance and support for victims of domestic violence.



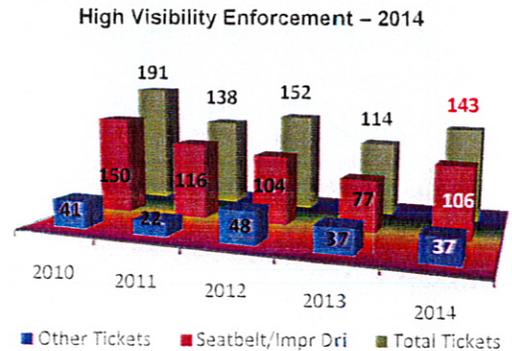
During 2014, officers responded to 131 Calls for Service involving some kind of domestic problem, and compared to 134 Calls in 2013, this equates to a two percent decrease, or three less calls. Of these 131 Calls, 86 resulted in

cases with 63 male arrests and 17 female arrests. There were six cases where both male and female were arrested. This information is shown graphically above. Six cases occurred which were unfounded or exceptionally cleared. Seven cases remained open at the end of 2014.

HIGH VISIBILITY ENFORCEMENT WAVES

Seatbelt

In 2014, the Sterling Police Department in conjunction with the Colorado Department of Transportation (CDOT) conducted two “waves” of seatbelt enforcement, in which additional officers were put on the streets through funding made available by CDOT. The first wave was conducted in April and the second was conducted at the end of May and first part of June. Officers logged a total of 28 hours during the April wave issuing 25 tickets pertaining to seatbelt violations. Officers logged in a total of 60 hours committed solely to seatbelt enforcement during the second wave. During this wave, 81 tickets were issued pertaining to seatbelt violations, which included child restraint violations.

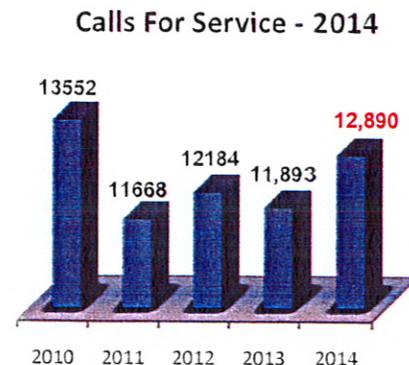


Impaired Driving

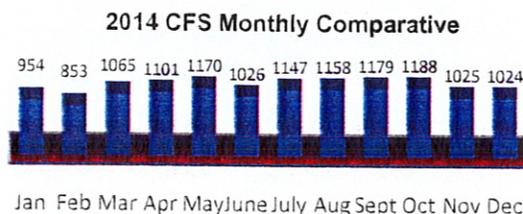
During 2014, the Sterling Police Department in conjunction with the Colorado Department of Transportation (CDOT) conducted a series of “waves” of High Visibility Impaired Driving Enforcement. As with the seatbelt enforcement “wave,” additional officers were put on the streets through funding made available by CDOT to enforce Colorado DUI laws. Officers logged a total of 147 hours committed to DUI enforcement during times such as: St. Patrick’s Day, SHS Prom event, Memorial Day, 4th of July, Labor Day, Halloween, Sugar Beet Days, Thanksgiving, Holiday Parties, and New Year’s Eve.

CALLS FOR SERVICE

A Call for Service (CFS) is entered into the computer system by a dispatcher each time the police department receives a telephone call or other communication requesting police services. In addition, a CFS is generated each time a patrol officer initiates some type of activity such as a traffic contact. This keeps the dispatcher updated on officer activity and availability, using the “CAD” or the computer-aided dispatch system. Each CFS includes an identifying case number, the officer or officers involved, location, the time the call was received, time dispatched, time of officer arrival, and time of completion, as well as a brief synopsis of the action taken. Compiled, this can be called a modern day version of the traditional police “blotter” and serves as a *general measure of police activity*. The basic CFS report is supplemented by additional reports when the activity goes beyond a basic Call for Service. In 2014, the department received 12,890 Calls for Service, an eight percent increase or 997 calls more than $\frac{4}{79}$ 11,893 calls logged in 2013, and of the 2014



calls, 2,990 were officer-initiated, and 9,900 were citizen-initiated. The above graph compares the yearly Call for Service count over a five year time span. The below graph shows a monthly comparative for 2014.

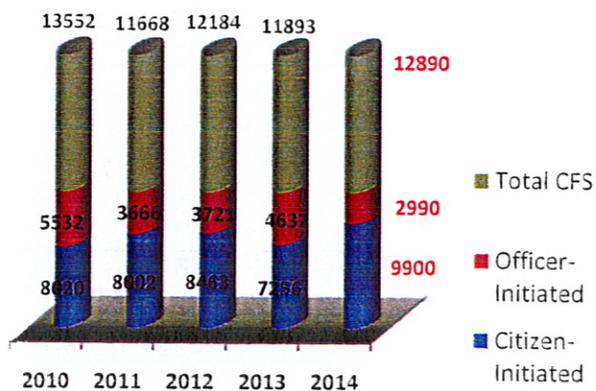


A five year monthly comparative of Calls for Service for the Sterling Police Department is presented in the following table. It is interesting to note the seasonal variations and weather variances that can dictate citizen need, as well as community activities that are occurring.

CALLS FOR SERVICE – 5 YEAR MONTHLY COMPARATIVE

Year	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Mo Avg
2010	1190	1074	1243	1089	1255	1041	1176	1368	1241	1014	956	905	1129
2011	823	811	1024	989	989	990	970	1115	1005	998	930	1024	972
2012	1002	913	1119	1124	1116	1007	1126	1089	1026	948	857	857	1015
2013	846	793	875	973	1095	993	1144	1130	902	1017	1063	1062	991
2014	954	853	1065	1101	1170	1026	1147	1158	1179	1188	1025	1024	1074

CFS - OFFICER INITIATED VS. CITIZENS INITIATED



It is important to note in the table to the left that the category of Officer Contact or Officer Initiated Calls is the largest number of calls at 2,990, which demonstrates all categories of the pro-active efforts of officers. This number represents 23 percent of all Calls received. A five year comparative graph is pictured demonstrating the number of officer-initiated to citizen-initiated against the total CFS Count. The number of 2014 citizen initiated calls was at 9,990 or 2,644 more than the 7,256 in 2013, or a 27 percent increase.

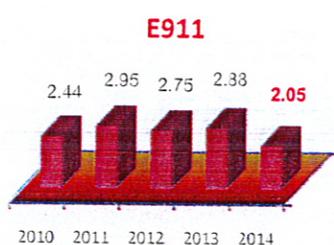
The table on the following page notes the categories of calls received and how many in each category in 2014.

Category	Number	Category	Number
Accident-Injury	17	Accident-No Injury	7
Alarm Burglary	1	Escort Funeral	53
Alarm Fire	11	Escort Other	4
Alarm Other	2	Extra Patrol	194
Ambulance Transport	4	Fingerprinting	184
Ambulance	131	Fire/Hazmat	3
Disturbance	2	Forgery	3
Fire	54	Fraud/Mail	136
Hazardous Conditions	15	Gambling	1
Abandoned Vehicle	58	Harass/Threatening	372
Accident Injury	21	Hazardous Conditions (Road/St)	10
Accident Non Injury	328	House Check	6
Accident Other	2	Intr (Inmate Transport)	31
Alarm Burglary	262	Obstruction Justice	63
Alarm Fire	3	Kidnapping	3
Alarm Other	79	Kid Trouble	6
Ambulance Transport	9	Liquor Law	59
Ambulance Assist	27	Lost/Found	251
Animal Bite	5	Missing/Runaway	84
Animal	74	Mun Code Violation	39
Animal Lost/Found	2	No Acc Res (Private Property)	101
Assault	75	No Animal	1
Assist Other Agency	214	Neighbor Trouble	46
Assist Other	29	Officer Contact	2990
Attempt LO (to locate)	19	Open Door	54
ATV Registration	15	Parking	163
Bar Check	7	Prowler	37
Burglary	65	Public Relations	571
Child Abuse	81	Repossessions	50
Check Fraud	6	Robbery	1
Citizen Complaint	55	School Patrol	344
City	28	Sex Offense	52
Civil Process	45	Sex Registrations	321
Civil Situations	258	Stolen Property	3
Con Burn (Controlled Burn)	8	Street Lights	2
Contraband	1	Stolen Vehicle	53
Coop Assist (Coop Ministry)	1	Suspicious Incidents (All)	637
Crime Stoppers	13	Theft	548
Criminal H (History)	13	Trespass	156
Criminal	7	Traffic Control	1
Deliver Message	265	Traffic Hazard	92
Disturbed/Mental	140	Vandalism	180
Disp CFS	12	Vehicle Unlock	4
Drunk/Disturbance	541	VIN Check	95
Dept Corrections/Transport	5	Wants/Warrants	160
Domestic	132	Weapon Violations	32
Driving	301	Weather	9
Drugs	114	Welfare Check	322
Error	161	911C (Cell Phones)	396
Escape (Prison/Jail)	1	911 Unknown (land line)	241
Total CFS:	12,890		

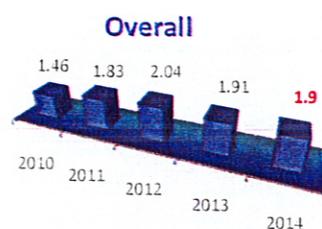
AVERAGE RESPONSE TIME

One of the standard statistics that most police departments in the nation generate and report about on an annual basis is the Average Response Time of an officer responding to a Call for Service. The average response time is a measure of the officer's performance. There are many ways of categorizing the Average Response Time, such as response time from the time the Communications Center receives the call to the time of arrival of the officer, or the time the officer gets the call from a dispatcher to his time of arrival. The category most often quoted in reports is the response time of an officer from the time of dispatching until the time of arrival on the scene. This dispatch to arrival criterion is used in the two graphical representations. This response time category can be applied to the overall call, such as the calls of a general, routine nature, or more specifically, the E-911 call, the call of an emergency nature.

The 2014 overall response time for a regular call was 1.90 minutes per call, with the 2014 E911 response time being 2.05 minutes per call. A five year average for the E911 response is 2.61 minutes per call with the average for an overall response time is at 1.82 minutes.



The Sterling Police Department is proud to present such response times on the five-year comparative graphs to each side. It is important to note that not all E911 calls are emergent responses, resulting in the longer response time displayed on the graph.



OFFICER'S TIME USE STATISTICS – 2014

The following is an analysis of time use during 2014 that officers used to complete various categorized tasks and is shown in the tables in this segment. The statistics are gathered from a Daily Activity Record completed daily by the on-duty officer and recorded on a monthly basis to each officer's spreadsheet. In turn, those statistics are compiled and shown in the following tables. The numbers can show the emphasis of activity in a given area, such as criminal investigations, and can be compared with the number of cases cleared, or a clearance rate. Overall, the numbers contribute to quality control in all activity areas, as they can indicate where an activity emphasis may need to be adjusted to meet needs within the department.

Also, a synopsis of time use expended is included on each officer's yearly performance evaluation. This time use not only shows the evaluating supervisor where the officer is concentrating efforts, but may also be used to determine future goals for the officer, and measurement of the same in his/her job performance. It is interesting to note that Patrol Activity again represents the largest time use category during 2014, at 10,971 hours, and compared to 10,783 hours in 2013, this is an increase of 188 hours, or 1.71 percent. The smallest time use was experienced in Code Enforcement at 4.0 hours. Time use is actual hours worked by an officer, and does not include paid time off.

TIME USE STATISTICS – 2014 Percentage of the Whole

Category	Time Expended (Hours)	Percentage of Whole
Dispatch	0	0.00
Report Writing	4078	12.14
Administration	2225	6.62
Training/Education	4292	12.78
Community Relations	186	0.55
Maintenance of Squad Car	167	0.50
Meal Break	1254	3.73
Court Activity	196	0.58
Code Enforcement	4	0.01
Criminal Investigations	4364	12.99
Non-Criminal Investigations	4160	12.39
Traffic Activity	893	2.66
Patrol Activity	10971	32.66
Assists/Citizen – Agency	390	1.16
Transport	5	0.01
All Other	401	1.19
Total Hours Expended	33,587	100.00

TIME USE STATISTICS – Two Year Comparative

Category	2013Hours	2014 Hours	Percentage/Difference
Dispatch	0	0	0
Report Writing	5147	4078	-26.21
Administration	2542	2225	-14.25
Training/Education	3021	4292	29.61
Community Relations	115	186	38.17
Maintenance of Squad Car	221	167	-32.34
Meal Break	1315	1254	-4.86
Court Activity	141	196	28.06
Code Enforcement	3	4	25.00
Criminal Investigations	4649	4364	-6.53
Non-criminal Investigations	3101	4160	25.46
Traffic Activity	948	893	-6.16
Patrol Activity	10783	10971	1.71
Assists/Citizen – Agency	534	390	-36.92
Transport	5	5	0.00
All Other	359	401	10.47
Total Hours Expended	32,884	33,587	2.09

BUILDING COMMUNITY PARTNERSHIPS IN 2014



KOPS 'N KIDS

The Kops 'N Kids Program continues to be a very popular program with the young citizenry of Sterling, and is requested from schools on a regular basis. The program has been in place since 1993, or 21 years. Once a month



officers go to the elementary schools of Ayers, Campbell and St Anthony's and meet with children and visit about a variety of subjects, such as Stranger-Danger, Bullying, Respect for Others, Police Officers as a friend, Theft/Shoplifting, Vandalism, Drugs, Bicycle Safety and Weapon Safety. The officers present these subjects on a communication level suitable for the early elementary grades.

Officers who conducted the monthly programs in 2014 were: Officers Nick Hrycaj, David Gustafson, Michael Hart and Sergeant Warren Sica. Their classes typically last thirty minutes each and they reach more than 600 students per month during the nine month school year; creating approximately 5,400 times a youth contact was made throughout 2014. In addition to officer presentations, Youth Services Coordinator Virgie Nelson gives classes for the elementary students, such as her STRONG KIDS, SMART KIDS, SAFE KIDS Program, which focuses on bullying issues and empowers students by providing them with tools to handle their situation. Photos are of a visit to Ayres Elementary School by Mrs. Nelson and Officer Gustafson.

Officers also branch out into the Sterling Middle School and Sterling High School to present SPD Programs and participate in school-based programs for students.

NEIGHBORHOOD WATCH PROGRAM

Crime vigilance continues to be a high priority for the Sterling Police Department, and is strongly encouraged as well among citizens. Evidence of this goal is seen in the very prominent street signs posted in areas of Sterling showing that the posted block is a member of the Neighborhood (NH) Watch Program. A neighborhood Watch Program is a group of organized citizens devoted to crime and vandalism prevention within a neighborhood. In the United States it builds on the concept of a *town watch* from Colonial America. Most areas are one block, and each block has a block captain. Each block is required to have two meetings per year. The responsibilities of the "neighbors" who watch for crime in their area are to contact the police department, and not attempt to handle the situation on their own. Sergeant Warren Sica was assigned in December of 2006 to coordinate and oversee the development of the NH Watch program into more sectors, as well as developing active participation by neighborhood watch participants.



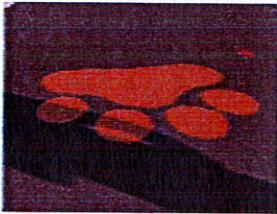
There are 18 Neighborhood Watch Sectors in the City of Sterling. Blocks/Sectors have been established at the Northeastern Junior College residence Halls: Guenzi, Reed and Breidenbach Halls, Williams, Poole, Dowis and "Herbie" (Herboldshiemer) Halls. In 2011, Sergeant Sica expanded block areas to include three more in the area of Jay Drive and Lark Lane, making a total of 18 blocks in the city. Sergeant Sica has also approached MacGregor and MacLaren Houses in Brigadoon Village about becoming neighborhood sectors.

During the month of June 2014, the Neighborhood Watch Program partnered with the Department of Parks, Library and Recreation to preface their movie event with information for the listening audience on the Neighborhood Watch Program and prefacing the June 24th, 2014 movie, "Despicable Me 2", Sergeant Sica spoke to approximately 100 people gathered in Pioneer Park. Sergeant Sica also took information on the program to various community groups in 2014.

CITIZEN'S APPRECIATION DAY - 2014



Envisioned by Chief Tyson Kerr as another way in which to connect with the citizens of Sterling, the Sterling Police Department presented its inaugural Community Appreciation Day at Pioneer Park on August 20, 2014. Shown to the left is City Manager Elect Don Saling visiting with the "Robo Cop" aka SPD Sgt Bill Dolan. Demonstrations and hands on display of all facets of the SPD, from the new Interceptor squad cars, to "Glock", our Explorers, our K9's new "ride", hand outs for the kids, fingerprinting services, and in general, all were intended to build a partnership with those we serve.



And when it came time to paint orange Tiger Paws on Walsh Parkway by Sterling High School, SPD Chief Kerr was there, along with other city officials, to make sure each paw was printed perfectly for the donor purchase and to have their name embossed on the paw. The Tiger Paws are a fund raising effort by the SHS Booster Club to help promote school spirit in the schools and community.

The SPD conducted two "Drug Take Back" Days, one in the spring and the other in the fall, on September 27, 2014. Close to 100 lbs of prescription drugs, as well as over the counter drugs were brought in by citizens for appropriate destruction by officials. Pictured are Sgt Billy Dolan, Officer James Rank and Major Scott Annable, manning the tent at the spring collection in front of the SPD on N. 4th Street.



SPD tours are requested quite often by various groups within the community, and 2014 proved to be no exception. Church groups, preschools, both Girl and Boy Scout packs, 4 H groups, all were received by officers and they were shown basic services of the SPD, and more importantly, officers made positive contact with kids and adults alike.



Officers are often asked to speak to various groups in the community. Pictured to the left is Officer Michael Hart, speaking at the Early Learning Center on the NJC Campus on November 25, 2014, regarding traffic tickets, what they mean, how to handle "your" ticket, and how an officer makes a traffic stop, as well as answering questions poised from the English as a Second Lanuage Class.

In 2014, the SPD partnered with the community in giving back:

Participated in the SWellness "Help for the Holiday's Event" wherein SPD staff donated 178 pounds of food to help fill the shelves of the Logan County Cooperating Ministries for needy families.

Accepted hand tied blankets from members of the quilting group at the Peace Lutheran Church on July 23, 2014 to use as a comfort item for officers when they see a need. On May 21, 2014, Sgt Ronda Taylor accepted stuffed animals from the Christ United Church Committee designated to collect bears for officers to give to children who have experienced some type of trauma.

Officers were on traffic patrol to assist with the 4th of July traffic routing throughout the Pioneer Park area after the Fireworks presentation.

Sgt Warren Sica, aided by officers, participated on the afternoon of Halloween Day 2014 in the Trick or Treat Streets at Ayres and Campbell Elementary Schools. Officers stock piled reflective and colorful Halloween bags in the trunk of a squad car, heading up the line of cars containing treats, and made sure each of the 445 students at Ayres and the 420 students at Campbell were given a Halloween bag.



During the Christmas Season, citizens are very generous by bringing holiday treats to express their appreciation of our police services throughout the year. These gestures of partnership are looked forward to and appreciated by all staff. The Jim Merrell family (pictured to the left) brought Christmas cookies for officers, and are shown displaying the SPD's thank you letter, which certainly depicts teaching his grandchildren respect for law enforcement!

The above photo was posted on "I Care, Sterling" a Facebook page used by citizens of Sterling to communicate needs and events, such as the above. The use of social media has emerged on the world stage as an invaluable and extremely powerful aide in communicating news and information to an interested citizenry. The Sterling Police Department maintains such a "Friend" page and posts can be seen regarding events of public interest and safety throughout the year. During the historic flood of late 2013, OEM posts proved the power of social media to be an extremely valuable assist by informing citizens of available services in the community.



Technology lends the department another "hand" in which to communicate with citizenry by posting information to the City's web site: "Sterlingcolo.com". On this site you can view a list of sex offenders and their residences in the city, download a criminal justice record form, learn of the various programs the department has to offer, view a letter from our Chief of Police, obtain information on employment, to name only a few. Again, another convenient way to build a relationship with the public we serve!

During 2014, the Sterling Police Department was host to sixteen citizens who qualified for Ride Along activity with an officer. During the rides, individuals learned of the officer's work day, what it entailed, and how responses to calls for services for citizens were handled. Again, another way in which to partner with the citizens we serve.

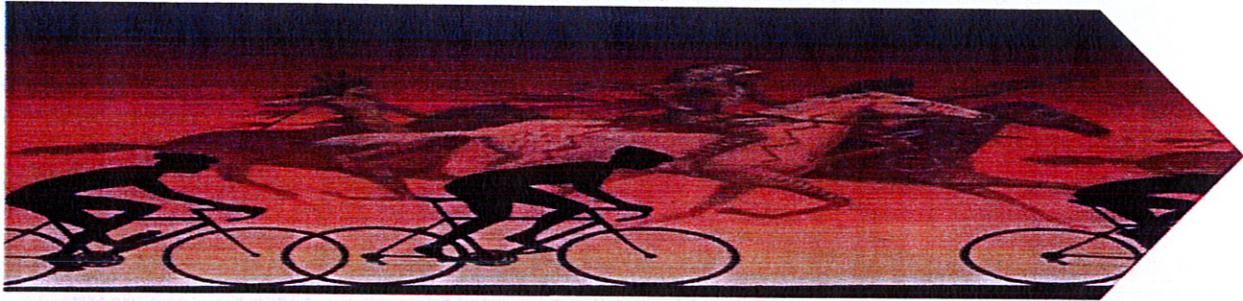


In 2014 the police department saw a new friend in the person of six year old Clare Handke. Her alliance with the staff was born out of her desire to one day become a "cop"! Clare helped with many police projects throughout the year, such as our Citizen's Appreciation Day, the Logan County Fair Parade, and the Blue Santa Program, in which Clare's parents and sister joined in the action by



establishing a winter coat give away during the event. In late 2014 Clare competed in the National American Miss Pageant in California and brought home three awards and the coveted "spirit stick". Clare says, "Cops are cool! I want everyone to know that!"

PEDAL THE PLAINS - 2014



One of the major events of the year occurring in Sterling was the "Pedal the Plains" cyclist's ride on September 20 and 21, 2014. When it was first known that the "ride" would be in Sterling, the community, to include the police department, began making preparations for the 3-Day Tour, the Century (100 miles) Ride, and the Family Fun Ride. The three rides had a total of 941 pre-registrations, with one of the Family Run riders being none other than our own Chief Tyson Kerr on the department's bike. The PD Command and patrol staff worked with our local Chamber of Commerce, various area entities, and other law enforcement agencies to prepare ride routes, route the traffic and ensure the safety of the high influx of people that came into the community.

CONCLUSION

The role of police leadership in the past has centered on the sole individual and his/her efforts to bring about a desired level of law enforcement in the community being served. The Year 2014 has certainly seen a change in that defined leadership role, as exemplified in the foregoing pages of the 2014 annual report. The role of defined leadership is certainly highly characteristic of dedicated teamwork with shared responsibilities of leadership further categorized by suggestion involvement, job involvement, with perhaps a touch of high involvement purpose to affect the community policing effort called for from citizens served, both now and in the future.

Most importantly, it is hoped that the foregoing pages of the 2014 annual report have clearly spoken to that police leadership role of involved teamwork, not only within the police family of workers, but with the community it serves. The community will speak, inevitably, and it is hoped with a changing positive tone, both on a local level as well as on the national scene, as officers become more involved in promoting that leadership role of defined and dedicated teamwork.

In 2014, one of the SPD's efforts, among many, called for a program of enhanced foot patrol which was implemented and produced one example among many of positive community feedback, put quite simply, from a citizen operating a business in Broadway Plaza, her comments paraphrased: "It was so good to see Officer Hart stop by the other day. All he wanted was to ask if there was any further way he could respond to meet any needs I might have. I told him we were fine, and it was "good" that he took the time to stop and chat for a bit!"

That "helping hand" is beginning to take effect and it is highly essential in view of the changing future face of the law enforcement environment.

STERLING FIRE

DEPARTMENT

2014 ANNUAL REPORT



"Perfection is not attainable, but if we chase perfection we can catch excellence" ~ Vince Lombardi



Letter from the Fire Chief

It is my distinct pleasure to present the Sterling Fire Department's 2014 Annual Report, highlighting the year's activities and achievements. Maintaining our vision, our mission and our goals continue to be the motivation for moving the department forward.

We are on a journey toward excellence, and 2014 was full of great opportunities, changes and challenges for us.

The Sterling Fire Department is dedicated to making our community a safe place to live, work, and visit.

As a department, we are honored to serve our citizens and guests.

"We are dedicated to providing the community progressive, high quality emergency and preventive services."

As always, be safe!

Respectfully,

Kurt Vogel

Kurt Vogel

Our Vision:

We have the honor, privilege and responsibility to serve our community.

We will always provide fire and medical services selflessly to those in need.

We will use innovative technology and ideas to continually improve the quality of life to those we serve.

We will continually measure ourselves as a team and individually to assure we are constantly striving for excellence.

Our Mission: Prevent, Protect, Provide and Prepare

We will initiate prevention programs to **Prevent** fires, suffering, injury, accidents, death, disease, sudden illness and other disasters.

We will quickly and selflessly **Protect** the residents and visitors every second of everyday in their time of need with the most qualified team of compassionate emergency professionals.

We will constantly **Provide** an unsurpassed level of professional care during every emergency and non-emergency service provided.

We will **Prepare** by maintaining the highest of training standards, conducting building preplanning, and identifying risk and trends in order to make our community a safer place to live.

Sterling Fire Department Two-Year Goals

We are on a journey toward Fire and EMS excellence!

- Develop Wellness and Fitness programs
- Increase safety through SOPs and training Resident feedback – online survey
- Improve organization efficiencies through improved planning, prioritization and recognition of unique roles of our Department to maximize uses of resources
- Develop and maintain urban interface Wild land fire plan CWPP, work with the State Forestry Service, Fire wise program, Sheriff, OEM, and Logan County Fire Districts Standard Operating Procedures – living document
- Survey personnel/Seek input from members – online survey
- General knowledge testing – SOPs, medical, firefighter, and streets
- Assist all members with setting professional and personal goals with effective expectations for all personnel
- Continue to enhance relationships with neighboring jurisdictions and agencies
- Enhance communications within our department and with other agencies- Attend meetings throughout Logan County, work with the area Fire districts, SRMC, NJC, all State agencies, CSP, etc.
- Cost Efficiency-Smart budgeting, Grants -Use all our resources responsibly, from paper to our people. Plan for future projects and needs, make sure we are getting the best price
- Promote Pride and Ownership within the department
- Evaluate goals and objectives quarterly
- Accreditation – continue to work on our self assessment, this will help us realize issues we need to look at changing
- Risk reduction - an all Hazard approach to make our community safer by Identifying trends and risks that are unique to our area, beyond fire prevention-including Building Preplans and update our Preplans on a yearly basis - 20% complete
- Reduce the number of human fatalities and injuries and the amount of property damage in our community
- Identify all high-risk occupancies/areas and assign the startup or update of pre-incident plans
- Provide continual Education programs
- Officer Development Personal training
- National Fire Academy – online, off campus or on campus
- Firefighter I and II Academy
- ISO documentation (training hours, pre-planning, business inspections)

- Conduct time-based performance evolutions (water supply, hose placement, ladders, ropes, etc.)
- Enhance our Volunteer program through Volunteer recruitment
- Training – all types of training
- Grants – continue to look at all opportunities
- Firefighter Recruitment/Retention
- Safety on the 16 Initiatives- Maintain focus on these initiatives

With the addition of our EMS responsibilities we have added the following goals:

- Initiated county wide Medical protocols
- Initiated countywide certification accountability
- Planning, development, and implementation of policies and programs for EMS
- Identifying and developing short and long-range goals
- Evaluating, planning and developing the EMS budget
- Leading, supervising and directing part-time EMS employees, along with mentoring all assigned personnel
- Developing strategic plans for the department to meet community's needs in the future
- Liaison for Volunteer Fire Departments and dispatch
- Continued Quality Control and Continued Quality Assurance for EMS countywide
- EMS countywide training
- Initiated countywide firefighter rehab policy for our EMS crews and fire districts
- Work with our Medical Director in the development of medical protocols and narcotic security policies
- Liaison with the 19 receiving hospitals for our inter facility transports
- Maintaining a close working relationship with SRMC and all the local healthcare facilities
- Risk Reduction and Prevention activities for EMS
- Working with the billing company on a continuous bases
- All the above are ongoing to insure we maintain a progressive and forward moving EMS system

We are a Community Fire Department and we give our all to prevent, protect, provide and prepare.

The following are programs we participate in each year -

- Fire Prevention week
- EDITH (exit drill in the home) program
- Change your clock, change your battery
- Vial of life
- Water festival
- Health fair
- Job fair
- Seatbelt checks
- EMS week presentation

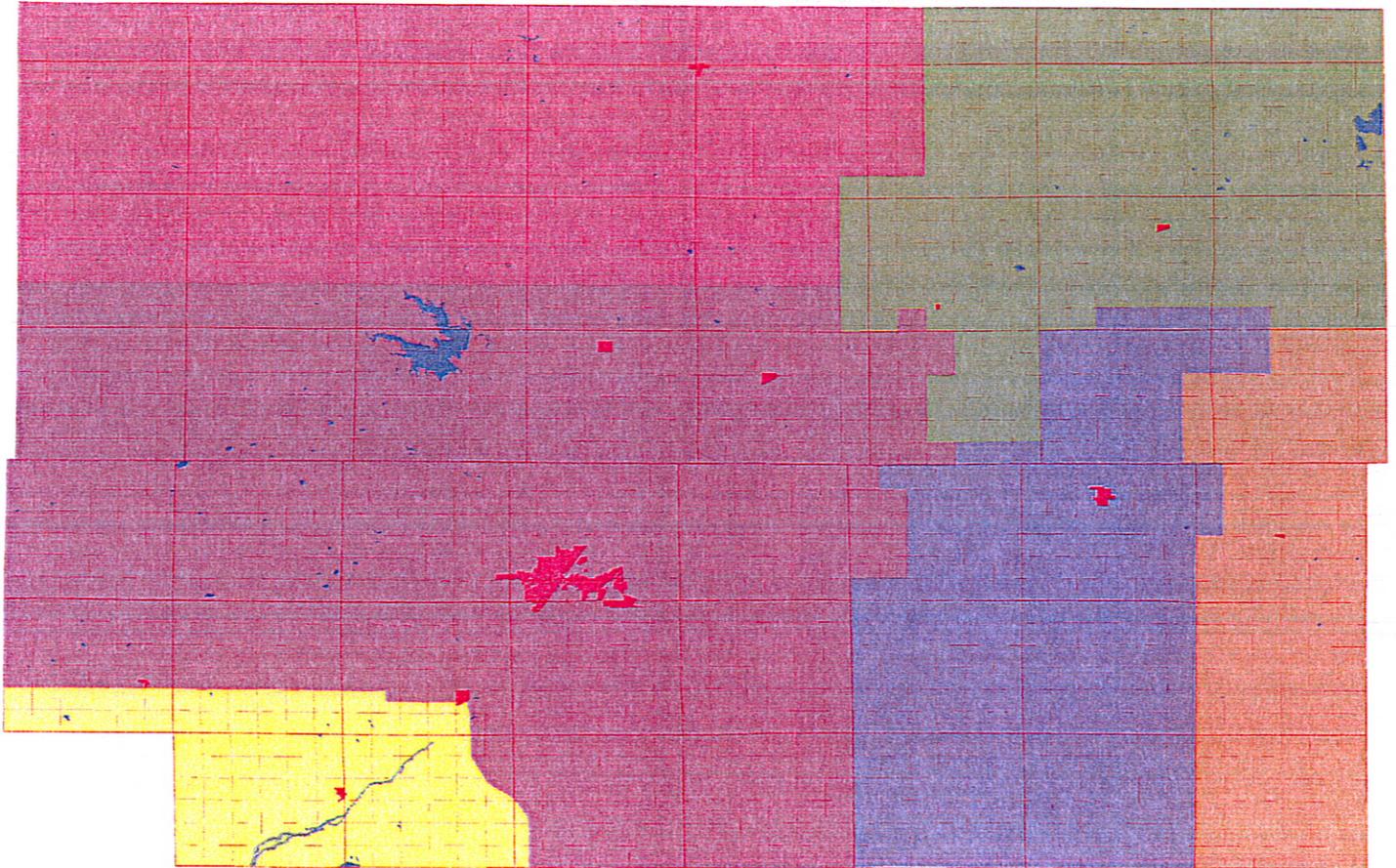
- 9-11 stair climb
- Breast Cancer awareness month
- City parade
- Parade of lights
- Fireworks standby
- Residential inspections
- Station tours
- Ride along program
- Santa and firefighters adopt a family
- Relay for life
- Business fire safety presentations
- Area department training
- Home for the holidays
- Career day at middle school
- Education on open burning
- MDA (Muscular Dystrophy) fund raising
- CPR and First Aid classes
- Fire Extinguisher classes
- Lunch with elementary schools
- Rodeo standbys
- Logan county fair standbys
- Sugar beet days
- SPYFL standbys
- School sports standbys

Request for Service

Increase of 540 calls from the previous year, Sterling Fire Department responded to 2298 requests for service during 2014. Chart break down on calls.

CITY and RURAL CALLS
95 Fires
1,743 EMS
460 Hazardous Conditions (No Fire)
Hazardous-Conditions includes: Service Calls
Good Intent Calls
False Alarms & False Calls
Severe Weather & Natural Disasters
Total 2,298

Our fire response area includes the City of Sterling and an area of approximately 600 square miles of the Sterling Rural Fire Protection District with Mutual Aid Agreements in place to assist when requested by our surround Fire Districts and Counties. Our EMS response area includes all of Logan County's 1845 square miles along with agreements with surrounding Counties to assist when requested.



We provide basic and advanced life support on medical responses. We responded to 1,743 medical calls for service compared to 1,403 in 2013. An increase of 340 in EMS calls.

CITY & RURAL CALLS

	<i>FIRE</i>	<i>EMS</i>	<i>HAZ-CONDITION</i>	<i>Transport</i>	<i>YR' Totals</i>
2014	95	1743	460	143	2298
2013	90	1403	265	n/a	1758
2012	151	1283	379	n/a	1813
2011	110	1064	420	n/a	1594
2010	90	906	357	n/a	1353



Station and Equipment

The Sterling Fire Station built in 1974, is located at 410 North 5th Street and serves as the department headquarters and administrative office. The meeting room was upgraded to an exercise wellness facility during 2011 for staff members. The upstairs contains the living quarters for the firefighters while they are on duty.

Our average emergency response time (time of dispatch to time on scene of the incident) during 2014 was five (5) minutes for the average city time. Eleven (11) minutes was the average rural response.

The department maintains a fleet that consists of the following equipment housed at this location:

Fire 10 – Capable of multi-radio Incident command system response.

Fire 11 – Transport trailers/personnel to incidents as needed.

Engines 11 & 12 – Class A engines equipped for major fire and medical response.





Squads 13 & 14 –Type 6 Wild land engines.

Engine 104 – An urban-interface engine.

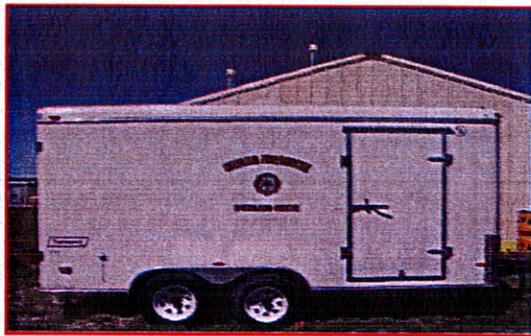
Tender 15 and Engine 16 – Combined water tender capacity

of 4360 gallons as well as Engine 16 having true engine capabilities

Rescue 17–Advanced rescue and medical unit.

Tower 18 – 100 ft elevated platform.

Service 19 – Hazmat and rescue support vehicle



Decontamination Trailer – Used to transport mass “Decon” shelter.

Special Rescue Trailer – Used to stage trench and high angle rescue equipment

Mass Casualty Trailer – Used for storage and transport of mass casualty equipment.

5 Med Units – Used for Advanced Life Support (ALS) response and transports.

1 Unimog –New to Fire Department 2014

1 6x6 – New to Fire Department 2014



The Sterling Fire responds to a wide variety of emergencies and maintains a diverse fleet of apparatus to support this demand. The response vehicles are required to respond to structure fires, car fires, wild land fires, auto accidents, advanced rescue incidents, hazardous materials releases and medical emergencies. One vehicle cannot be expected to provide the appropriate response for such a wide array of incident demands.

Sterling Fire Department training center is located at 103 Sugar Mill Road and consist of a three story tower with burn room, elevator shaft and tie downs for repelling training. It includes a separate class room that is utilized by the department along with the Northeastern Junior College Fire Academy, area fire departments and local law enforcement for training purposes.

In 2014, two new fire fighters were hired. They are Chris Bernall and Vincent Pratt.

Jason Fletcher and Darcy Chrisp became paramedics.

Three firefighters promoted to Lieutenants', Cyler Beeson, Brady Ring and Jason Fletcher.

Six firefighters promoted to Engineers; JC Langley, Troy Nicolaus, Brian Miller, Troy Kinoshita, Jason Vorderberg, and Brett Dowis.

The fire department currently has 3 captains, 3 lieutenants, 15 firefighters, 9 part time EMS, 12 volunteers and 1 secretary.

Services are delivered by three shifts and each shift is assigned a Captain (the shift commander), a Lieutenant, and five Fire Engineers per shift. We have twelve active volunteer firefighters. All volunteers are required to attend the firefighter academy held as a cooperative effort between our department and Northeastern Junior College.

The Fire station is staffed 24-hours a day, 7 days a week, and 365 days a year. Each shift works a 48/96 schedule which consists of working two consecutive 24 hour shift (48 hours) followed by 4-days off (96 hours).

TRAINING

Today, fire departments have become an "All Hazards" agency for any new threat or problem. This training has become more standardized and consistent as firefighters and departments pursue certification as a Firefighter I and beyond.

Emergency Medical Services, hazardous materials, high and low angle rescue, confined space, swift water and underwater emergencies, and various forms of potential terrorist attacks have all been added to the portfolio of the fire service. These haven't eliminated the original purpose for which fire departments were established, namely fighting fires, nor the importance of training for the namesake mission.

ISO has set the following minimum training per member-Company/Station Training-20 hours per month. Single Company Drill- 8 times per year, 3 hours each. Multi-company Drill- 4 times per year, 3 hours each. Driver Training-16 hours per driver per year. Night drill- 2 per year, 3 hours each. Officer Training- 16 hours per Officer per year and Hazardous-Material Training- 4 hours per year. Our goal is to exceed the minimums each year.

Our career staff completed a total of 5748.5 hours of training. The volunteers trained for 1009 hours in 2014.

Our training is conducted by attending classes/courses locally and/or attending outside training. Continuing education and training for the medical field is encouraged and is in conjunction with NJC such as attending Pre-Hospital Trauma Life Support Class, Medical Protocols and courses on pediatric education.

Additional specialty training classes for all personnel in addition to Fire Suppression/Emergency Medical refresher classes: Splinting & Rehabilitation, Hazardous Material, Technical Rescue, Confine Space Rescue, High/Low Angle Rescue, Trench and Building Collapse Rescue and Driver Operator. In 2014 our Department continued On-line training available to all its members for online credit to both career and volunteers through the Fire Emergency Training Network (FETN).

The NJC Fire Academy has been very helpful in retaining interest and providing a highly trained volunteer force. Sterling Fire is always looking for new volunteers to fill our ranks. For those interested in volunteering and becoming a firefighter, please contact us at 970-522-3823.

Career staff completed their Annual physical agility testing. This test consist of a hose drag, simulated forcible entry, hose carry up two flights of stairs, extending a ladder, pulling and maneuvering a charged hose line and a 175 lb dummy drag.

An entry level firefighter is required to be an Emergency Medical Technician-Basic (EMT) upon hire or within the first year of employment. Sterling Fire Department currently has nine Firefighters / three Volunteers who hold ALS (Advanced Life Support) certification, along with one trained and one in training for certification in Tactical Emergency Medical Support (TEMS); these members provide medical support to the Sterling Police Department during SWAT incidents.

Currently all members hold various certifications from the State of Colorado, although these are not mandated. From August to December the Annual SFD/NJC Firefighter I academy began. The majority of the training is done in-house using the Colorado State Division of Fire Safety Job Performance Standards for Firefighting, Fire Instructor I, Hazardous Materials Operations, Hazardous Materials Technician and Airport Firefighter as a reference.



PREVENTION AND EDUCATION

The Sterling Fire Department is committed to fire prevention through inspections and education programs such as Fire Inspections for all commercial property located within the City limits. Our goal is to identify and correct hazards before they cause an emergency. Our staff performed 461 New Inspections and 241 Re-inspections. Included in new inspections are vacant buildings and liquor license renewals.

Fire department staff also inspected the fire hydrants located on the Municipal water system and some hydrants located on private systems to ensure reliable water sources. 390 hydrants were inspected in 2014.

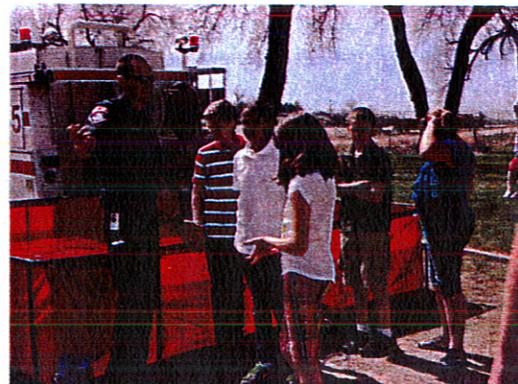
"Kids in Kars" was implemented in 2014. The fire department now has 3 certified car seat installers. Certified personnel for car seats are Darcy Chrisp, Troy Nicolaus, and Kevin Stumpff. Appointments can be made to have car seats correctly installed in vehicles.

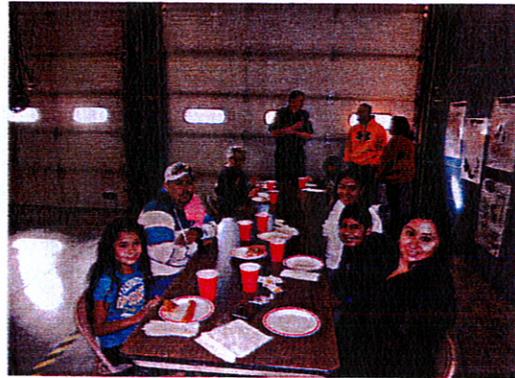
Firefighters attended SATRA training for grain elevator and bin rescue.

Firefighters educated area school students on several different events. Some of the most memorable events were the hospital, ambulance and fire trucks tours located at the hospital, the water festival at the museum, Fire education month visiting each school by class, Mock drill at NJC, and Sterling Middle school career days.

Several times during the year station tours are given. They have been groups from daycare centers, a school bus full of students from Holyoke, and groups of special need citizens. Everyone enjoys the tours and vehicles.

The coloring contest and pizza party for the winners was held in October and well attended by winners and their family members.





COMMUNITY ENGAGEMENT

Residential key box program

Relay for life team / poker run (raised \$2000.00)

Stand by for tractor pull

Stand by for Fire Races (CSFFA)

Stand by for Triathlon

Stand by for 4th of July fireworks

Assisted NJC with school bus drivers training

Stand by for events at County Fair

County Parade

MDA Fill the Boot (raised \$10,000.00)

Stand by for SPYF

Stand by for High School football

Stand by for Homecoming events

Mock accident at NJC

Home for the Holidays

Change your clock/ Change your batteries

Delivery of Food baskets for Christmas

Fire fighters for Santa

Christmas Parade

Major Incidents

Kuglar plant fire

Swans salvage yard fire

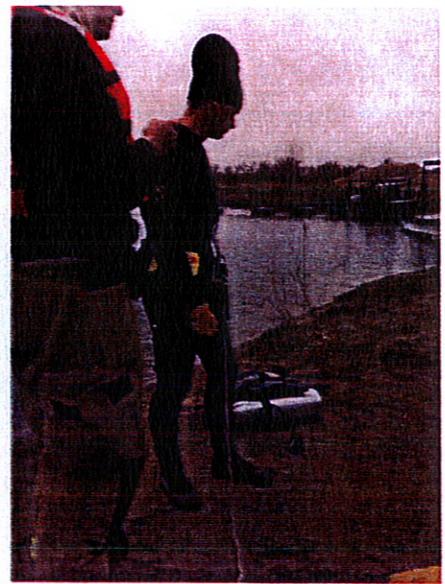
Dive team assist with Dozer

House fire resulting in loss of life

Abandon house fire

ESTIMATED TOTAL LOSS

\$1,044,750.00



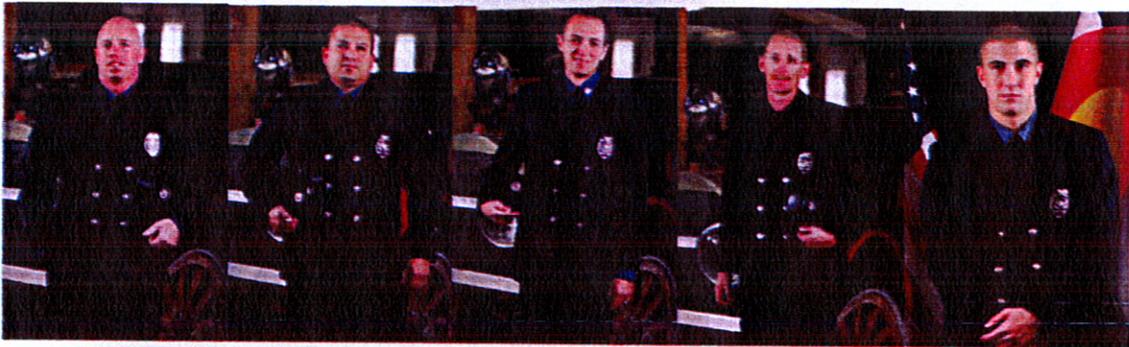
2014	NUMBER OF CALLS
JANUARY	166
FEBRUARY	168
MARCH	188
APRIL	210
MAY	208
JUNE	194
JULY	191
AUGUST	191
SEPTEMBER	170
OCTOBER	174
NOVEMBER	176
DECEMBER	260
YEAR END TOTAL	2298

2014	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
DESCRIPTION												
FIRES												
City	5	1	8									
Rural	4	1	6									
Total	9	2	14	7	12	17	11	7	4	4	4	4
EMS/RESCUE												
City	80	100	86									
Rural	36	38	42									
Total	116	138	128	158	166	142	129	141	135	135	142	213
HAZARDOUS CONDITION												
City	2	2	3									
Rural	1	1	1									
Total	3	3	4	14	5	2	12	6	5	4	7	15
TOTAL 911 SERV CALLS												
City	102	103	119									
Rural	45	62	49									
Total	147	165	168	208	205	194	188	190	167	172	175	260
AVERAGE RESPONSE TIME												
City	4.30	5.00	5.00	6.00	4.00	5.00	4.00	4.00	4.00	4.00	5.00	5.00
Rural	13.22	15.00	10.00	12.0	9.00	8.00	7.00	21.00	17.00	8.00	10.00	11.00
Overall Average	8.76	8.00	7.50	9.00	6.00	6.50	5.50	12.50	10.50	6.00	7.50	8.00
GENERAL ALARMS												
Total General Alarms	4	3	5	3	2	4	3	6	2		2	2
Average Number of Firefighters	17	3	3	3	3	4	3	4	3	3	3	3
BUILDING FIRES												
Total Building Fires	2.0	2	3			4	1	4.0	1			2
Fires Confined to Rm of Origin	1		1	1.0				2.0				
TRAINING HOURS												
Career Hours	559	767	855	335	456	551	271	493	199.0	411	209	642.
Volunteer Hours	80	120	252.0	53	67.0	134	64	14.0	12	105	4	53
Total Hours	639	887	1107	388	523	735	335	507	211	516	5.	694.0
Average Career Hours	37.3	51.1	57.0	22.3	30.4	36.7	13.1	32.37	13.3	27.4	13.9	42.3
Average Volunteer Hours	6.67	10.00	21.00	4.42	5.58	15.33	5.33	1.17	1.00	8.71	0.33	4.4
FIRE INSPECTIONS												
New Inspections	68	13	43	139	39	34	9	2	10	9	69	21
Re-Inspections	46	14	38	41	36	25	19	6	9	1	6	
Total Inspections	114	32	81	180	75	59	28	8	19	10	75	21
HYDRANT INSPECTIONS							111		117	162		

A
SHIFT
FIRE
EDUCATION
AND
PREVENTION



B
SHIFT
EMERGENCY
MEDICAL
SERVICES
UNIFORMS
AND
PROTECTIVE
CLOTHING



C
SHIFT
TRAINING
WILDLAND
VOLUNTEERS



Thank you for taking the time to review our annual report. If you have any questions or concerns please contact me at 970-522-3823 extension 5262 or by e-mail at kvoegel@sterlingcolo.com

DEPARTMENT OF PARKS, LIBRARY AND RECREATION

2014 ANNUAL REPORT

During 2014 the Parks, Library and Recreation department worked extensively on repair work on damages caused by the flood of 2013. Multiple proposals were submitted for several projects at both the Museum and the Overland Trail Recreation Fish Pond. To date all but a couple of the projects are finished, with completion scheduled for unfinished projects in early 2015. The majority of these projects were paid for by the city's insurance company, with three projects receiving funds from the Federal Emergency Management Agency (FEMA).

The Parks and Recreation Departments received the finished update to the Master Plan in April of 2014. The document outlines all of the assets and programs available to the community, analyzes data gathered from the public and offers ideas for improvement on existing resources or addition of new facilities and programs. The department is looking forward to using this update to guide our endeavors for the next ten to fifteen years.

The parks were also beautified by many citizens wishing to memorialize their loved ones through the City of Sterling Bench Donation program. A total of four benches were donated for use at Pioneer Park and the Riverview Golf course. The PLR Department greatly appreciates each of these donations.

The parks also received two incredible donations from Andy Anderson and his family. A large recreation of a Penny-Farthing bike was placed in Columbine Park in conjunction with Pedal of the Plains. The Anderson Family also donated the funds for a new pavilion to be erected at the Overland Trail Recreation Area Fish Pond. This wooden and metal structure will be a great addition to the Kiwanis picnic area. Thank you to the Anderson Family for your generous donations and care for our community.

In conjunction with Pedal of the Plains the city hired a local artist to design and build three bike racks to be placed at Columbine Park, Prairie Park and Library. The farm animal themed bike racks remind us of our rural heritage and add to the beauty of our city. Special thanks to all the people involved in making this project a success.

There were a couple major changes in personnel again this year in the PLR department. After twenty-three years of service to the city Gail Shafer retired from the PLR Administrative Assistant position. Gail was a wonderful and valued employee and the PLR Department would not be where it is today without Gail's hard work and dedication. Cassia Freeland was selected from the pool of applicants to fill the vacant position. Cassia has caught on quickly and is doing a fantastic job implementing new social web pages and handling day to day operation for the PLR Department. Shawn Rewoldt was hired as the Parks, Cemetery and Forestry Superintendent. Shawn has done a great job with project work despite a large number of movement in personnel. Shawn has a tireless work ethic and is not afraid to tackle any problems or tasks.

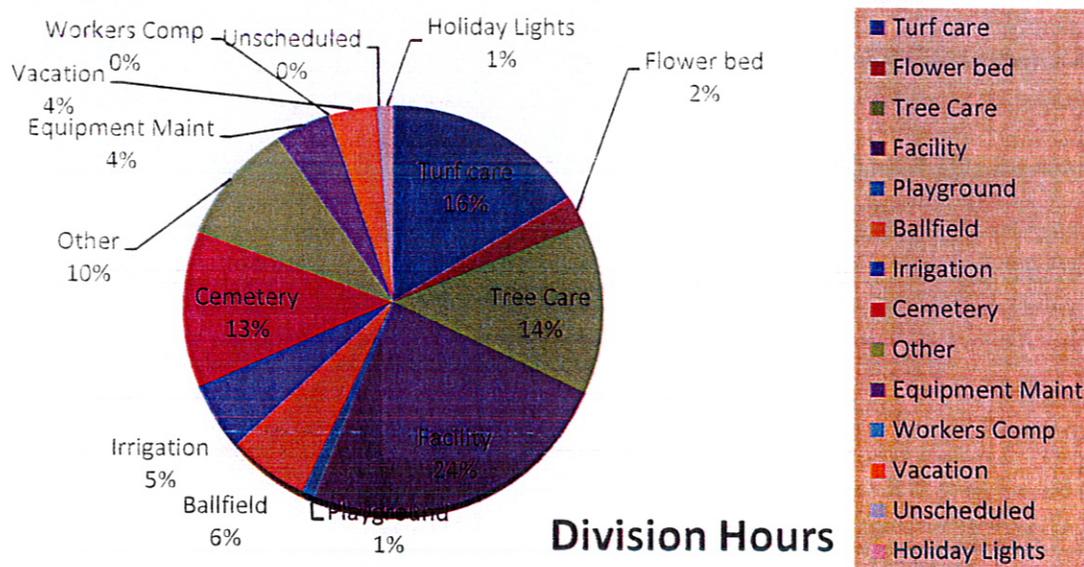
The urban forest is always a high priority for the city and Forestry Division. The Tree Removal Program paid out \$500.00 toward removal of dead or diseased trees on private property throughout the City. In order to replenish the urban forest of Sterling, \$448.57 was awarded to citizens participating in the Tree Planting Program. The City of Sterling continues to be recognized for its outstanding forestry practices by being awarded the Tree City USA designation; for the 26th year; by the Arbor Day Foundation.

The public parks of Sterling also remain a favorite place to visit for leisure time activities. In 2014 the pavilions at the various parks were reserved for private use 179 times. These uses include: family reunions, class reunions, weddings, memorial services, car shows, concerts, fund raising walks to support various non-profit agencies, birthday parties and more. There were also 10 facility rentals utilizing the Disc Golf Course, Amphitheater and Softball Complex. For those needing extra seating for private events not held in a park, the Picnic Table Rental Program is utilized. The PLR Department provided table rentals for 13 events in 2014.

The PLR Department enjoyed great success again this year with large numbers of participants in our various programs. From sports to swimming, learning to read to checking e-mail, studying our history to reenacting it, walking to napping, the parks, recreation center, library and museum provided numerous possibilities for quality of life services, entertainment and tourism within our community with the help of our hard working staff and Advisory Board.

PARKS, CEMETERY AND FORESTRY DIVISION:

Parks, Cemetery and Forestry Division Staff accounted for 23,265 man hours in 2014. This was a decrease of 893 man hours from 2013. The change is related to the vacant position in the Superintendent's position along with vacant positions throughout the year in various positions within the PCF department. The following chart illustrates how the PCF Division hours were distributed over the course of the year.



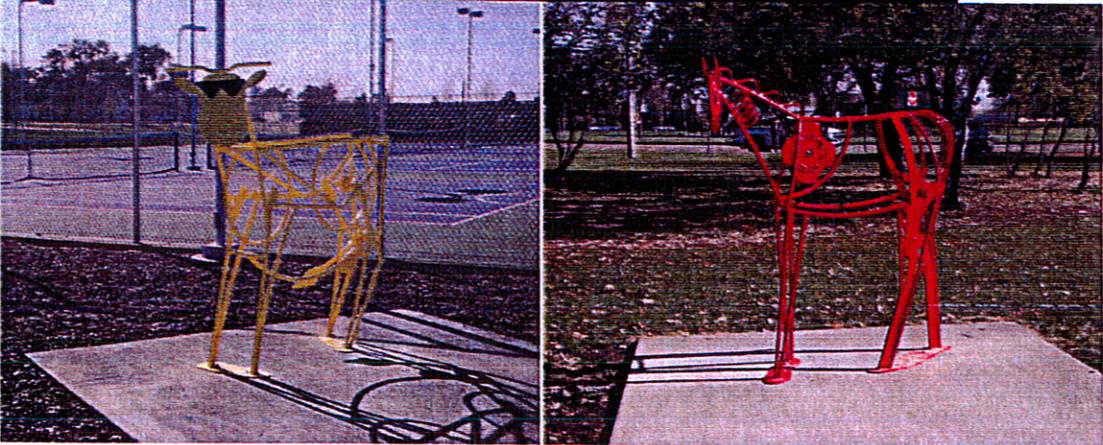
The PCF Division encountered a major change this year as Superintendent Shawn Rewoldt is leading five divisions in two different departments.

PARKS

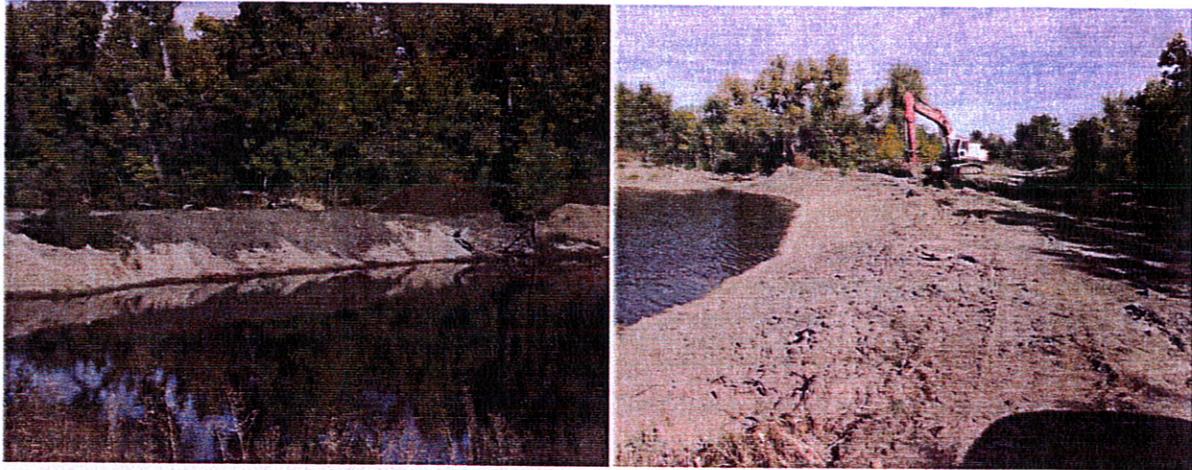
The park crews worked diligently on playground maintenance. It seemed to be the year for upkeep on playground units. Columbine Park has seen a huge facelift with its overgrown shrubbery. The park crews cleaned out old growth and pruned, trimmed shrubbery and trees. Giving the park a new cleaner look.

The irrigation in the parks proved to be an issue this year with several major breaks, including a six inch line that was a challenge for the irrigation crew. The irrigation crew stepped up and repaired it in a timely manner.

For 2014, there were additions added to the parks and library. Columbine Park received a large scale Penny-Farthing bike, donated to the City of Sterling. Three bike racks were also commissioned to be sculpted for an upcoming event. One bike rack, The Horse, was placed at Columbine Park. The second bike rack, The Cow, was placed at Prairie Park. While the third bike rack, The Rooster, was placed at the Library. This donation and bike racks coincided with Pedal of the Plains event which came through Sterling in September. The park crews were instrumental insuring that these went in without any problems. Thank you to the local artists for their contributions.



The Kiwanis fishing pond banks were finally reconstructed this year, after the devastating flood in 2013. The fishing dock was put back into place after it was swept out of position, due to the flood. The Kiwanis cove picnic area is receiving new construction, with the donation of a pavilion being put in. The park crews worked hard taking out old picnic tables and barbeque grills. This was quite the monumental task as the area had to be made larger to accommodate the new pavilion.



While vandalism is always an issue, the Parks Department dealt with a relatively low number of incidences this year. The additions of new camera systems at Prairie and Wisdom Parks have provided better surveillance of criminal activity. The recorded events are then used to help authorities prosecute the perpetrators of the crimes. We always encourage the public to call the police department if they see any suspicious or illegal activity taking place in the parks.

The wooded area and exercise trail received routine maintenance throughout the year. Forestry crews have been working on removing dead and downed timber from the forest floor. There was a meeting with a group of people that are passionate about disc golf. This meeting was very positive and beneficial in creating a top rated course. As always the department is looking into ways to best improve the course for the enjoyment of all of its users.

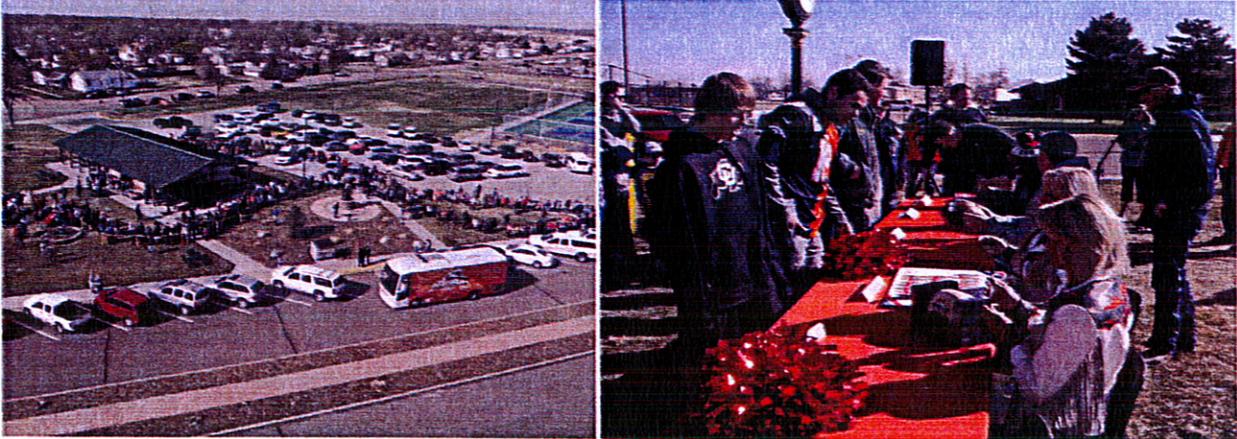
The City of Sterling continued its Movies in the Parks program for the third year, to great response and praise from the public. The annual event was held on Tuesday nights in June at Prairie Park, Wisdom Park, Pioneer Park and Columbine Park. Because of the great response from the public a fifth movie was added this year. We look forward to providing this service to the public in 2015.





The demolition and construction of a new playground in the area near the east restroom at Pioneer Park began in December; construction should be completed early on 2015. This new playground will have a farm theme and be a great addition to our park and the city as a whole.

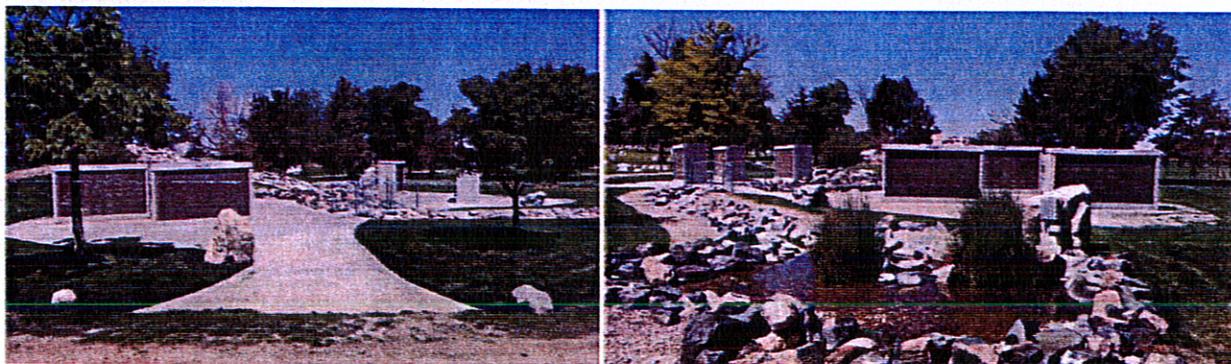
The city of Sterling was honored to have several members of the Denver Bronco's organization in Prairie Park with their Celebrate the Fans Tour. Players, cheerleaders and the mascot greeted the fans, signed autographs and posed for pictures. A great time was had by all, thank you to the Denver Broncos for their time and graciousness.



The Fourth of July fireworks show was a great success this year, even though rain threatened to cancel the show. It stopped raining minutes before the show began. This rain was actually a blessing, keeping the fire hazard to a minimum. The Director of parks, Wade Gandee and Superintendent Shawn Rewoldt took a course on the proper setup and safety of fireworks, to ensure the city would have a show. The parks crew; along with the Sterling Fire Department; handled the set up and tear down of the fireworks display with incredible care and professionalism. Pioneer Park was filled with a large number of patrons who not only enjoyed the fireworks display, but also were treated to a concert.

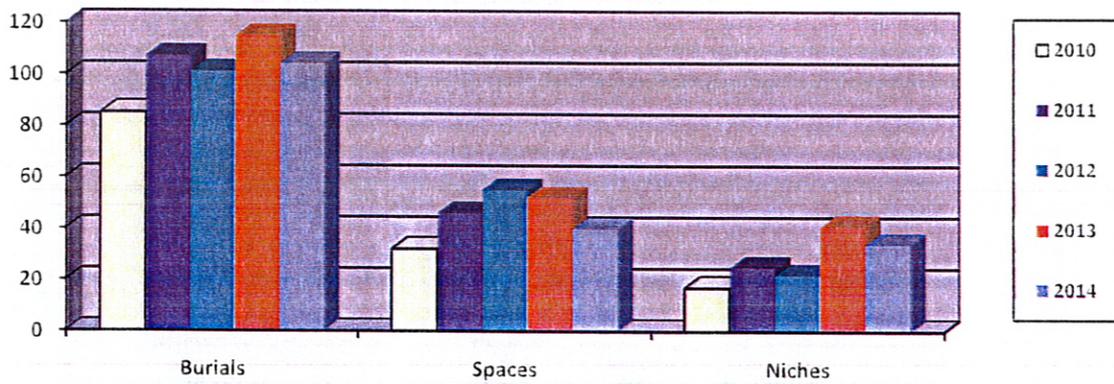
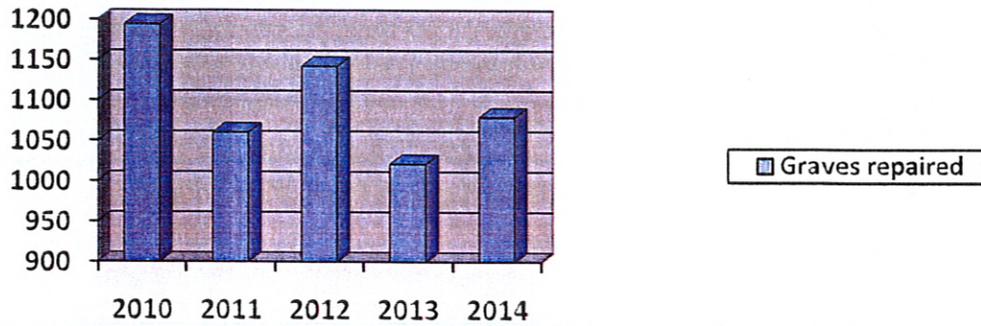
2014													YTD
DESCRIPTION	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Dec
													0.0
PARKS													0.0
Man-hours of equip maint (all PCF)	46.0	146.0	69.0	139.0	78.0	83.5	98.0	175.3	84.0	129.0	98.0	211.0	1356.8
Facility reservations	1.0	0.0	5.0	9.0	39.0	43.0	34.0	41.0	14.0	1.0	5.0	5.0	197.0
Restrooms cleanings/inspections	200.0	155.0	237.0	128.5	123.5	154.0	200.0	131.5	157.5	122.0	140.0	104.0	1853.0
Man-hours of ballfield preparation	0.0	71.5	135.0	82.0	192.5	296.5	261.0	191.0	128.0	89.0	27.0	2.0	1475.5
CEMETERY													
Opening/Closing	9.0	8.0	7.0	11.0	7.0	16.0	5.0	13.0	16.0	8.0	4.0	4.0	108.0
Cremaains - Openings/Closings	3.0	3.0	3.0	4.0		9.0	4.0	6.0	5.0	4.0	0.0	2.0	43.0
Grave Spaces Sold	1.0	3.0	7.0	6.0	3.0	2.0	1.0	2.0	12.0	0.0	2.0	1.0	40.0
Niches Sold	2.0	0.0	4.0	4.0	6.0	5.0	5.0	2.0	4.0	0.0	0.0	2.0	34.0
Graves repaired/raised	90.0	88.0	112.0	57.0	70.0	89.0	63.0	82.0	112.0	120.0	118.0	78.0	1079.0
Forestry													
Action requests completed	4.0	2.0	4.0	1.0	4.0	2.0	5.0	10.0	12.0	4.0	0.0	1.0	49.0
Trees trimmed	5.0	23.0	5.0	1.0	12.0	42.0	42.0	24.0	22.0	13.0	5.0	5.0	199.0
Trees removed	9.0	3.0	7.0	2.0	32.0	17.0	29.0	14.0	13.0	6.0	10.0	6.0	148.0
Trees planted	0.0	0.0	0.0	6.0	6.0	24.0	0.0	0.0	0.0	0.0	0.0	0.0	36.0
Stumps removed	9.0		13.0	17.0	1.0	15.0	47.0	5.0	1.0	4.0	12.0	7.0	131.0

CEMETERY

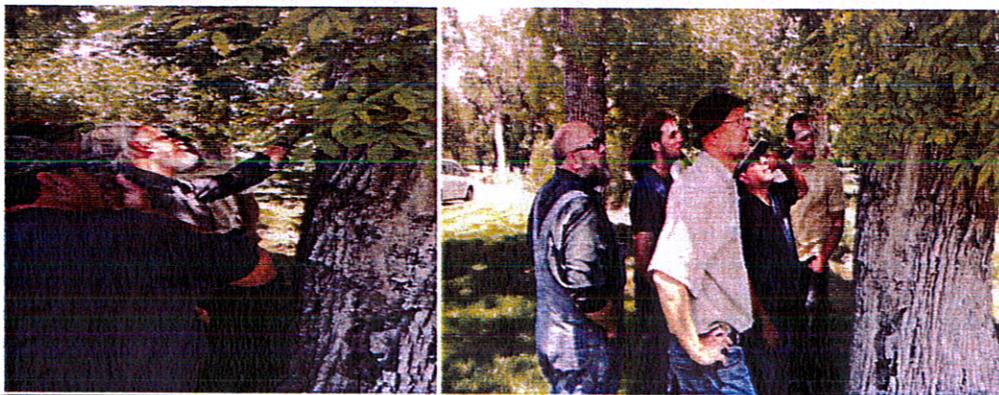


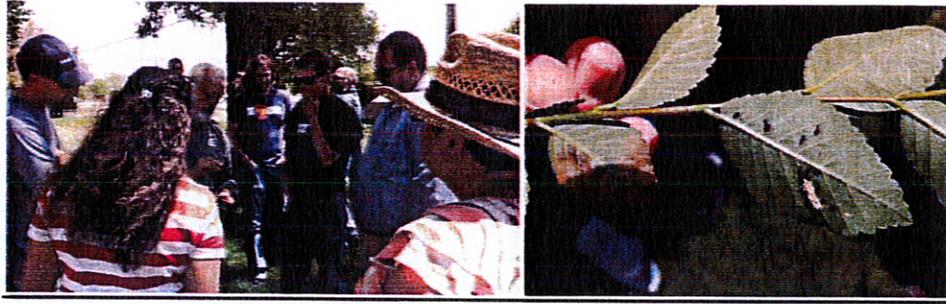
There were two major projects in the cemetery this year, one of them being the addition of two columbariums to the Granite Springs area. The new columbariums are named Peak and Arctic. The second project was a repair to our well for irrigating the landscape. This was a huge and costly repair but unfortunately it was needed in order to keep up the high standard that we require our cemetery to look like. Routine maintenance and daily operations were the norm. The crew did an outstanding job of keeping the landscaping in great shape, with high praises from the patrons.

The two graphs shown here represent the number of graves repaired over the last five years. The first graph shows that there were 1,079 graves repaired in 2014. The second graph shows the number of burials, grave spaces sold, and niches sold over the past five years. For 2014 there were 108 burials, 42 graves sold, and 30 niches sold.



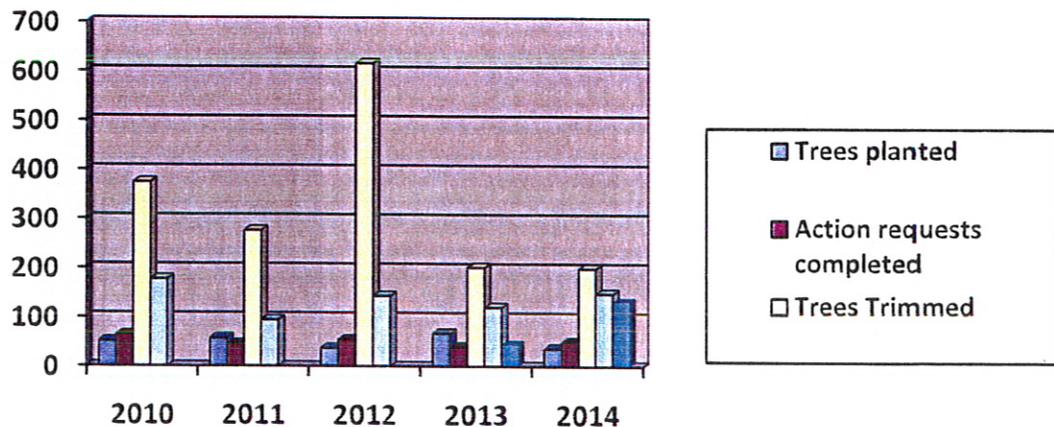
FORESTRY





The importance of trees within our urban areas and parks cannot be understated. Along with providing shade for people, homes, and businesses; which can reduce utility costs; trees also help to filter the air and provide oxygen. Property values tend to run higher in areas with established trees and they help to add beauty to our city.

The Forestry Division had a very busy year with projects and training. Along with regular tree maintenance for the city of Sterling; the City of Sterling hosted a training day at the City Library on several topics that were forestry related in June. This was an extremely informative course sponsored by CSU State Foresters; also Dr. Whitney Cramshaw was present to give lecture on the Emerald Ash Borer. After lectures were given the class continued outdoors at different areas of the town for hands on training and guidance on tree diseases and bugs that could be detrimental to our trees of Sterling. In July once again the state forestry division of CSU contacted us to put out 30 insect traps in Walnut trees throughout the city, specifically looking for Walnut Twig beetles. After being in the tree's for approximately two months, we are happy to report at this time the Walnut Twig Beetle is not present in Sterling. The forestry division assisted the parks division in clearing the Kiwanis cove area of trees for the new pavilion. Also new this year the forestry crew gave support to the street department during spring and fall cleanup. Rather than hauling off limbs and partial trees adding cost to the city, the forestry crew chipped them allowing them to be recycled, keeping dump fees lower. The graph shows the number of trees planted, action requests completed, trees trimmed, trees removed and stumps removed (in 2014) over the past five years. In 2014 there were 36 trees planted, 39 action requests completed, 166 trees trimmed, 129 trees removed and 109 stumps removed. The forestry crew is also the main division responsible for the installation, maintenance and removal of the holiday decorations for the city. There were a total of 202 man hours spent on installation and removal of holiday lights between the forestry crew and other PCF crews. The reason for the fewer man hours this year regarding the holiday lights was because of the new construction on west main.



On April 25, 2014 the City of Sterling along with, the Merino Elementary Fifth Grade and Kindergarten Classes celebrated Arbor Day. This was the 26th consecutive year the City of Sterling was recognized as a Tree City USA Community by the Arbor Day Foundation.



There are four standards that must be met for a community to receive the award. Communities must have a tree board or department, a tree-care ordinance, a comprehensive community forestry program and an Arbor Day observance proclamation.

This year the City of Sterling's Arbor Day Celebration was held in Columbine Park. All of the attendees were able to participate in the planting of the trees with the guidance of the PCF crew and the State Forest Service. The forestry crew demonstrated the proper techniques for digging the proper sized hole for the tree, setting the tree, covering the tree and watering the tree in. This is a great opportunity for the PCF divisions to involve and teach the public the importance of trees and how they can impact the community they live in. A wonderful day of learning and fun was had by all involved. The City of Sterling Parks Library and Recreation Department and the Parks, Cemetery and Forestry Divisions thank the Merino Elementary Fifth Grade and Kindergarten class for their outstanding support of this year's event.

The PCF divisions are proud to have served the public for another year. The Parks, Cemetery and Forestry crews strive to provide some of the cleanest, well maintained parks and cemetery in the nation. The PCF divisions are looking forward to serving the community in 2015.

LIBRARY DIVISION

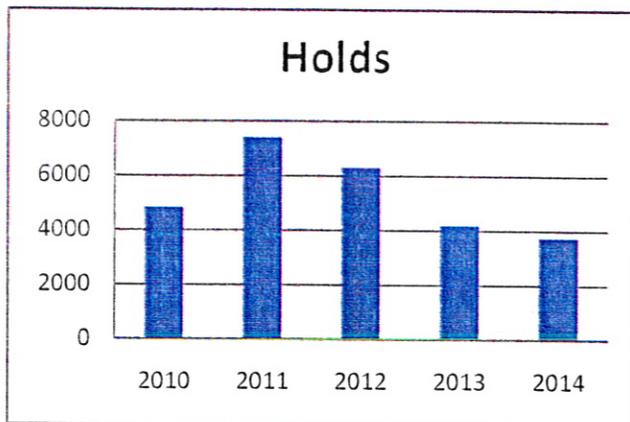
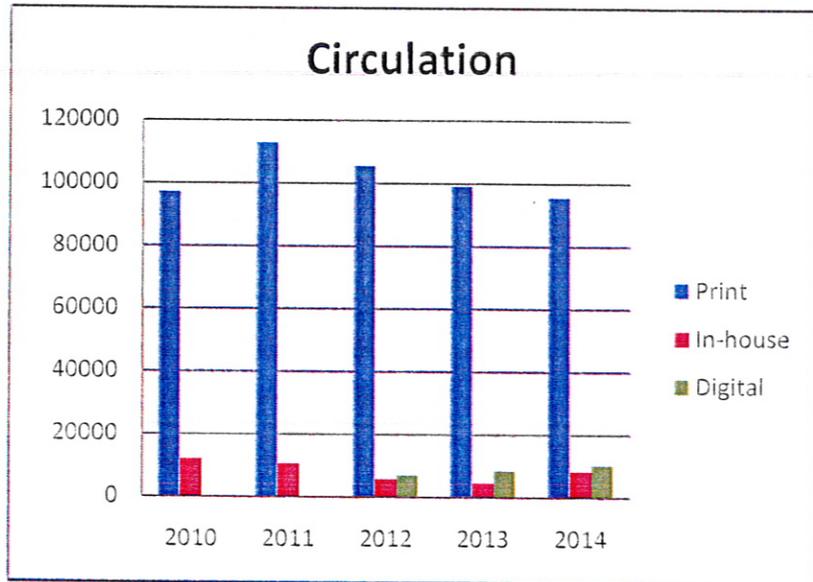
Digital checkouts with Sterling Public Library continued to be a popular services during 2014. The library continued to participate in the Across Colorado Digital Consortium providing patrons with access to approximately 14,000 digital e-books, audio books, and movies. The library also provided free downloads of music for patrons with Freegal. The number of music downloads was increased to 5 per week in October and the service allowed for streaming. Downloadable checkouts increased 22% in 2014 with 10,240 uses compared to 8,398 in 2013.

The library added 5 Nooks for a total of 21 for public checkout. The Nooks are preloaded with titles. Titles are added several times a year.

Circulation of physical materials experienced a decrease of 4% during 2014. There were 95,496 items circulated compared to 99,074 circulated in 2013. This decrease may be due to more people using digital items. The Nooks also continue to affect the number of items circulated as patrons had access to numerous titles on the Nook and it counts as 1 circ.

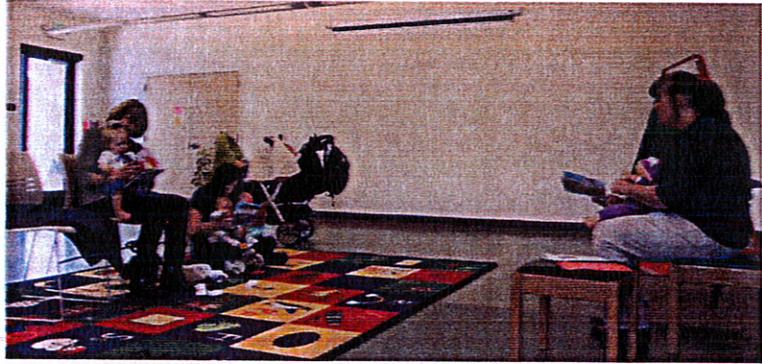
The library has 31 computers available for public use. The library saw a decrease of 20% in computer use with 18,151 uses in 2014 compared to 22,662 uses in 2013. The library also has two AWE computers for young children. These computers are preloaded with educational software and are not part of the statistics above since they are not on the network.

Library Assistant Erica provided a series of four computer classes during the year. Topics covered were basic computer, Word, email accounts, and Internet. We also continued offering OverDrive classes as well as helping people one-on-one.

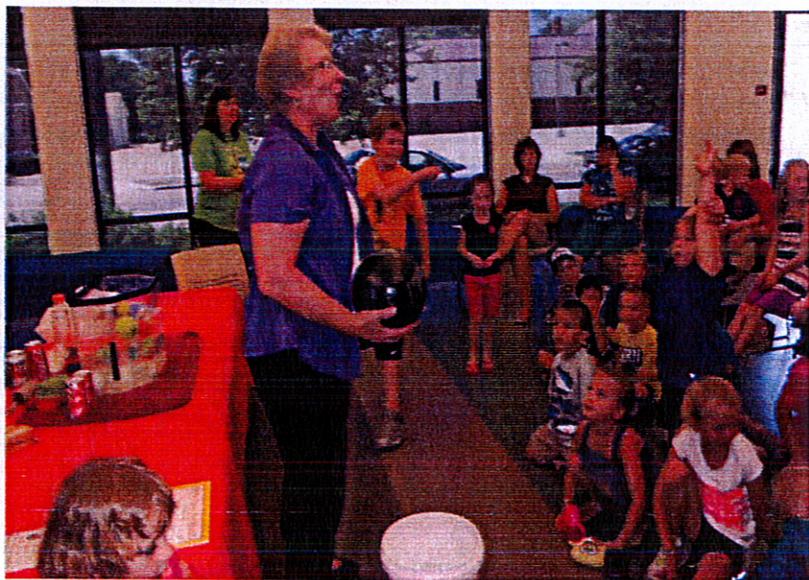
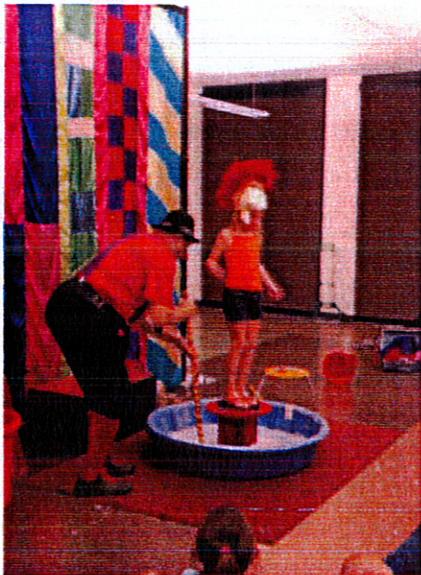


The number of items placed on holds by patrons this year was down 11%. Patrons placed holds on 3,727 items in 2014 compared to 4,176 in 2013. The drop in holds is partially due to the fact that some patrons are placing holds on the digital items rather than the print.

The library offered a variety of programs for both children and adults during 2014. Three sessions of Story Time were offered. Little Readers targeted 3 to 5 year olds, Baby Time was for newborn to 18 months and Toddle Time was for 18 months through 2 years. Story Time saw an increase of 26% during 2014. Story Time attendance was 990 in 2014 compared to 784 in 2013.



The theme for the 2014 Summer Reading Program was Fizz Boom Read. During 2014 590 children enrolled and 398 participated. Participation was up 3.3% from 2013. The library provided 46 programs including 4 for teens and 4 movie nights for kids. During 2014 we also held Baby and Toddle Time each week for the younger children. Total attendance at the programs was 1049 compared to 767 in 2013. Special guests provided many of the Monday programs. Library Assistant Denise Ladd also prepared science labs for the kids to explore. One lab was featured each week for Reader of the Week.



During 2014 kids read 9640 hours. There were 175 readers age 2 through grade 12 who completed 6 levels and were eligible to attend the closing program. The closing program was a picnic at Prairie Park and swimming at the outdoor pool. The Friends of the Library served a sloppy joe dinner, but the swimming was cancelled because of inclement weather.

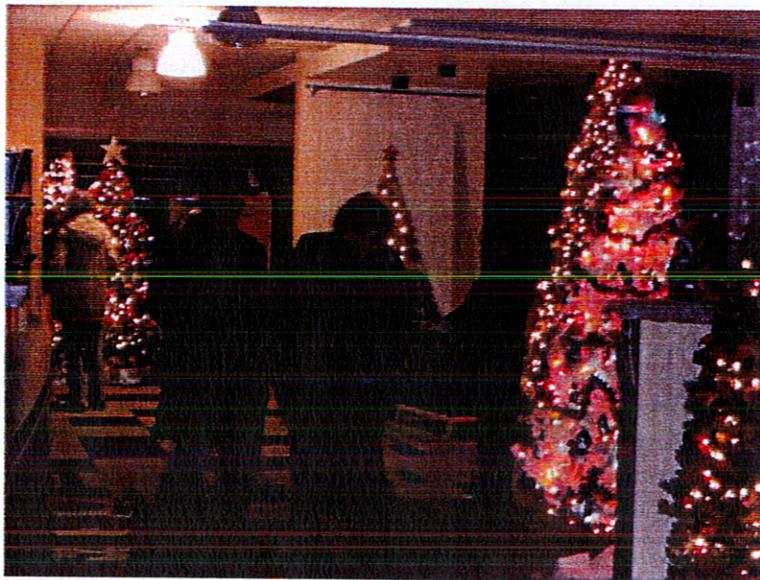
During the 2014 Summer Reading Program, 106 adults registered. There were 49 people who participated by turning in reading time. Participation was up 30% from 2013.

Monthly evening programs were provided for children. A program was provided on the third Monday of each month. Programs centered around a chosen theme and included stories, crafts, games or other activities. Some of the program themes were Speak for the Trees, Pot of Gold Awaits and Roald Dahl Day. We also continued Crafty Characters on the first Monday afternoon of each month. These are make and take programs in which children came in and completed a craft project. The Library and Recreation Center also teamed up to provide Santa City again this year. It was a great success with approximately 800 people attending.



This year we provided two activities for teens during Teen Read Week. We offered a movie for teens only one evening and a program on Saturday about various types of transportation. The Saturday program was opened to the all ages. Special guests provided information about trains, planes and race cars. Two guests brought their cars for people to view.

The library also offered programs for adults in 2014. The library held our annual Valentine and Christmas teas. Each was very well attended with all tickets taken within a day. The quilt show was held with 51 quilters displaying their creations. Warren Brown as Mark Twain also visited the library and provided a fantastic program. The library continued providing Our Time for handicap adults. The group listens to stories and completes a simple craft. This year the library provided a special open house to view the Christmas trees. The library and community decorated 108 trees. During the evening the lights were turned off and lighting was provided from the trees and special lighting.



Activity Chart

	2010	2011	2012	2013	2014	5 yr. avg.
Patrons Using Facility	47816	55951	57214	49085	47707	51554.6
Books Circulated	97152	112761	105078	99074	95496	101912.2
Digital check out			7035	8398	10240	5134.6
In-house Circulation	12193	10812	5889	4649	8472	8403
Volunteer Hours	87	121	570	508	567	370.6
Summer Reading Enrollees	635	680	659	580	590	628.8
Summer Reading Participants	447	488	477	385	398	439
Story Time Attendance	513	895	843	784	990	805
Reference Questions	11411	10698	7322	6891	5366	8337.6
Books Placed on Hold	4825	7390	6300	4178	3727	5284
Interlibrary Loans						0
Borrowed	2566	2744	2553	2578	2085	2505.2
Loaned	2516	2522	2217	2050	1858	2232.6
Library Meeting Room Use	43	166	340	372	314	247
Hours Tutoring	1532	1175	1891	1583	1389	1514
Internet Use	18305	23094	25570	22662	13151	21556.4

The activity report above indicates how active the library has been over the past five years. The table also indicates the library services used most by citizens.

The Literacy program continues to be administered by the City of Sterling. During 2014 21 tutors worked with 119 students. The tutors and students worked a total of 1517 hours during the year.

The use of the Community Room was down 18% with 314 uses. Some organizations were unable to schedule use of the room because others were already scheduled at that time. The study rooms were also very popular with all three rooms being used daily.

In 2014 the library offered free legal clinics provided by an attorney online. During the year 95 patrons were helped with questions related to civil cases such as bankruptcy, foreclosure, employment/labor, evictions, small claims and other cases.

Overall it was a great year. Our volunteer shelvers helped the library tremendously by donating 567 hours allowing staff to concentrate on other services to the community.

2014 RECREATION DIVISION

RECREATION CENTER

FACILITY CONTROLS SYSTEMS PROBLEMS: \$72,000.00 was budgeted, and City Council approved, replacing the Recreation Centers HVAC control systems in 2015. The Recreation Centers Building Automation Systems, installed by Long Building Intelligence in 1996, do not work and cannot be accessed at all! The outdated, problematic, and costly

pneumatic system operates the critical HVAC, boilers, facility and pool water temperature controls, and air delivery systems.

The existing system is 16 years old, it has passed way beyond the normal life span of computerized systems and the actual hardware, such as the circuit boards, are no longer manufactured or available through the manufacturer. These non-working controls systems run everything in the facility. We cannot access any control parameters at all.

NEW TREADMILLS: \$17,500.00 was budgeted, and City Council approved, purchasing three new treadmills for the Recreation Center in 2015. The three old Precor treadmills were purchased in 2000 and 2001. They are long past their life expectancy but have been well maintained over the years. In 2014 some complaints were received about their age and how loud they were. We looked into the cost of their replacement, and budgeted for them in 2015.

RACQUETBALL COURT #4 REPAIR: In November 2014, it was noticed that the hitting wall of racquetball court #4, at the Recreation Center, was buckling and imploding along its seams. City staff determined that the cause of the problem was the drain pipes not getting water away from the foundation. The cause of the problem was addressed by extending the drains out 10' out from the building, the grass was removed 10' and the sprinklers were relocated 10' from the foundation. The wall then needed to be replaced. Bids from two contractors were received and the job was awarded to KCR Enterprises LLC, out of Denver. New front wall panels were special ordered, special heavy gauge metal hanging studs were ordered, and the walls were striped and sealed in December 2014. Work should be completed in January, 2015.

FACILITY DECK RESURFACING: The indoor pool has had a problem with the topcoat seal since its installation in 2013. Arrangements were made for Restoration Concrete to come back in, during our closure Sept. 2 – 5, 2014 during our Annual Maintenance, and remove the top coat. The surface now has no top coat but both showers have been re-done with different techniques to see which may work best, or if no top coat is needed at all. We have incurred no charges for the top coat removal as the company has honored their warrantee.

RECREATION CENTER YEARLY ATTENDANCE: In 2014, total paid and punch card admissions totaled 45,715 admissions. In 2013, total Recreation Center paid and punch card admissions totaled 42,271 admissions. **The attendance total for 2014 was up 3,444 admissions from 2013. This is a very good increase and averages out to be approximately 9 more patron admissions a day!**

Total paid admissions and punch card admissions do not include many other admissions to the Recreation Center. Other non-paid admissions, due to intergovernmental agreements, to the Sterling Recreation Center in 2014 include: 1,338 uses from Sterling High School P.E. classes, 1,502 uses from Sterling Middle School P.E. classes, and 1,092 other individual RE-1 uses which includes the RE-1 Summer Club. There were and additional 383 uses from Northeastern Junior College.

Another 3000 parents and their children attended the Sterling Recreation Centers free Trick or Treat Street and 800 attended the free Santa City event at the library.

LIFEGUARD SAVES: The Recreation Center's Incident Report Forms showed that there were 21 full Lifeguard saves in 2014. There were 4 more saves than there were in 2013. **Lifeguards utilized their American Red Cross lifeguard training, entered the water, and actually saved 21 children's lives.** These incidences are why lifeguards are so valuable for the safety of our patrons and the liability of the City. There were also Incidence Forms for an additional 5 saves, where parents entered the water and saved their own children.

FIRST-AID: In 2014, Minor First-Aid Report Forms showed that Recreation Center Staff performed first-aid 118 times. There were 40 more Minor First-Aids reported than there were in 2013. The Minor First-Aid and report forms indicated varying degrees of seriousness. There were an additional 6 Major First-Aid Injury Reports at the Recreation Center in 2014.

DISCIPLINARY ACTION: In 2014, the Recreation Centers Incident Report Forms showed that Recreation Center Staff handled youth patron disciplinary problems just two times where youth patrons were required to leave the facility. This is one more than there was in 2013.

THEFT: **There were no Incidence Reports of theft in 2014!** This is surprising because there often are several incidences during the busy summer season. Possible reasons for the low theft could be: that the few problematic individuals may not have come in, staff verbally reminded patrons not to leave anything in the locker rooms, all patrons are now required to pay admission to enter the facility, and staff pages patrons to the front desk instead of just allowing them to walk in to look for someone. This is 4 fewer times than in 2013.

VANDALISM: **There were no Incidence Reports of vandalism in 2014.** There were 2 in 2013. The Sterling Recreation Center is very lucky that we are seldom targeted for vandalism compared to other cities.

PEDOPHILE INCIDENT: On June 16, 2014, there was an incident at the Sterling Recreation Center involving a pedophile in the boy's locker room. The man sexually assaulted one boy and attempted to assault several others. The Lifeguard staff reacted quickly to the incident. Staff immediately called the Sterling Police Department who arrived within 5 minutes. Staff identified the man through video footage and the man was arrested by the Sterling Police Department within a few hours.

LIGHTNING PROCEDURES: In 2014, the Sterling Recreation Center's Lightning Procedures show that the outdoor pool closed for lightning 25 times for a total of 48 hours and 15 minutes. In 2013, the outdoor pool closed 15 times for a total of 23 hours and 45 minutes.

Sterling Recreation Center Lightning Procedures require that if the lightning flash to bang is 15 seconds or less, the outdoor pool is immediately cleared and patrons directed inside the building to the indoor pool. New Lightning Procedure changes came in effect in 2010, after the Cities insurance group, CIRSA, determined that an indoor pool has never had an patron insurance claim due to lightning. They have determined that indoor pools can be open when lightning is present in the area, as long as outside doors and windows are closed. Because of this, our procedures require lifeguards to send outdoor patrons to the indoor pool and close the indoor pool doors and windows. Lifeguards then supervise the patrons indoors until the lightning danger outside passes. The outdoor pool re-opens after 10-minutes have passed and lightning conditions no longer exist.

TORNADO PROCEDURES: In 2014, Recreation Center staff implemented the Recreation Center's Tornado Procedures two times. Facility patrons were directed to the men's locker room for a total of 1 hour and 56 minutes. In 2013, they were not implemented at all.

FIRE EVACUATION PROCEDURES: In 2014, Recreation Center staff did not have to implement the Recreation Center's Fire Evacuation Procedures. In 2013, Fire Evacuation Procedures were not implemented either.

FECES PROCEDURES: In 2014, Recreation Center staff followed Feces Procedures 6 times. This is 1 less time than in 2013. The indoor pool was closed 2 times and the outdoor pool was closed 4 times for a total of 6 hours. There was no incidence of diarrhea, where Colorado Health Department Regulations require pools to close for 24 hours and follow exact procedures for decontamination. The outdoor pool, outdoor wader pool and indoor pools do not share water, so each can be closed individually when needed. The Sterling Recreation Center, Feces Procedures, follow Colorado Health Department Regulations.

SWIM LESSONS: The Sterling Recreation Center's W.S.I. take great pride in teaching many of Sterling's youth how to swim! In 2014, there were a total of 581 children enrolled in the Recreation Centers summer American Red Cross swimming lesson program. In 2013, there were a total of 630 children enrolled. In 2014, there were 49 less children than there were in 2013.

In 2014, the American Red Cross Swimming Lesson program brought in a total of \$21,360 in revenue. This total was \$1,260.00 less than in 2013. This summer there were 450 children in regular swimming lesson classes. Regular lessons cost \$30.00 per child and totaled \$13,500.00 in revenue. There were also 131 children enrolled in private lessons. Private swimming lessons cost \$60 per child, and totaled \$7,680.00 in revenue.

In 2014, we had 36 W.S.I. available to teach swimming lessons which is 2 more than in 2013. Their availability made a large impact on the quality of lessons, enrollment, and attendance of our American Red Cross swimming lessons program.

The total number of times that these 581 children came into the Recreation Center for lessons, plus a conservative estimate of at least one parent that comes in to watch their child's 10 classes per lesson, adds up to a staggering 11,620 people in the summer coming into the Recreation Center...and that is just before noon! These 11,620 observers are not counted anywhere in the Recreation Centers overall attendance figures! Three parking lots are often filled in the mornings during swimming lessons!

WATER SLIDE REGULATIONS: The Department of Labor & Employment requires the Recreation Centers outdoor pools water slides to be inspected, to have State Water Slide Registrations and pay fees for these. C.I.R.S.A. provides the inspections for us. We follow all regulations and have implemented Water Slide Training Reports, Water Slide Inspection Reports and Water Slide Maintenance Reports in order to comply.

OUTDOOR POOL SEASON: The outdoor pool opened on Memorial Day, May 26th and closed on August 20th. It closed on August 20th because S.H.S. classes start on that day and 90% of our lifeguards are S.H.S. students. Many of our out of town college lifeguards had already gone back to school, as had our N.J.C. lifeguards.

The weather conditions for the outdoor pool during the summer of 2014 were excellent! Temperatures were very constant and we had good outdoor pool weather all summer.

It is most logical and economical for the outdoor pool to close on the day that school starts but this year we attempted to stay open 2 additional weekends and the Monday of Labor Day; remaining open on the weekends until Labor Day resulted in low attendance. Sometimes there were as many lifeguards on duty as there were swimmers.

The cost of heating the outdoor pool and chemicals remains constant when the pool is closed during the week. They total approximately \$127.00 a day or \$1,127.00 for the 10 closed week days until Labor Day. This, and the low attendance for the two weekends, made it costly to keep the outdoor pool open on weekends until Labor Day but, the patrons that did come were very vocal and appreciative that it was open.

NO MAJOR OUTDOOR POOL MECHANICAL PROBLEMS: The now eight year old outdoor pool did not have any major mechanical problems in 2014. But, two of the big pump and motors that supply water to the water slides, did seize up and have to be replaced.

Minor maintenance and preventive maintenance is a daily occurrence. Keeping up with maintenance prevents major breakdowns of the many pumps, impellers, motors, filters, chlorination systems, heaters, electronics and controls involved.

FLEMING AND MERINO AFTER PROMS: The Recreation Center hosted Fleming and Merino's after prom parties in 2014. Fleming's was April 5th & 6th from midnight till 3:30 am. Merino's was March 29th & 30th from midnight till 3:30 am. They were each well attended. Merino had approximately 150 students and chaperones. Fleming had approximately 100 students and chaperones.

During after proms, the Recreation Center provides 1 cashier and 3 lifeguards for the pool, just like it provides during normal operating hours. If very large numbers of students are in the pool for after hour's activities, the number of lifeguards would be adjusted accordingly.

RE-1 SCHOOL USE: There were a total of 4,313 visits to the Recreation Center from RE-1 Valley School students in 2014. This is down 748 visits from 2013. The decrease is primarily due to S.H.S. going to 2 hour long, block scheduling classes. Because of the block scheduling, S.H.S. used the Recreation Center the same number of hours on Fridays but the number of students went down.

The Recreation Center was used on Tuesday and Thursday from 8:00 a.m. until 9:30 and 1:00 pm until 2:30 by the Sterling Middle School P.E. classes and also on Fridays from 8:00 a.m. until 3:20 p.m. by Sterling High School P.E. classes. Other RE-1 School use of the Recreation Center include: the After School Club during the school year and the Summer/After School Club, Life Skills classes, Special Ed. Classes, and occasional uses by Sterling High School football, wrestling, cross country, and track teams, St. Anthony Catholic School as well as the Sterling Middle School boat races. Other Logan County schools like Caliche and Merino also use the Recreation Center free due to intergovernmental agreements.

END OF SCHOOL YEAR SWIMMING: 562 children from Ayres and Caliche swam free at the Recreation Center at the end of the school year due to intergovernmental agreements.

RE-1 SUMMER CLUB: There were 962 kids from the RE-1 Valley School Summer Club that used the outdoor pool in May, thru August, 2014. This was 216 more than in 2013. There are no charges for these visits due to intergovernmental agreements between the City of Sterling and RE-1 Valley Schools.

STERLING SWIM TEAM: In 2014, there were 18 kids participating on our Sterling Swim Team. This is 7 more kids than there were in 2013. This is a decent increase and is helpful because many of our future lifeguards come from participating on our swim teams. These 18 kids accounted for 260 visits to the Recreation Center for practice. Practices are scheduled weekly, Monday - Friday from 10:00 a.m. – 11:30 a.m. in the outdoor pool. There were three Recreation Center swim team coaches working with the kids daily. The coaches do everything from conducting daily practices to attending out of town swim meets with the kids.

RECREATION CENTER AMERICAN RED CROSS L.G.T & W.S.I. TRAINING SCHOOL: The Sterling Recreation Center successfully completed its third year of conducting its own Lifeguard (L.G.T.) and swimming Lessons Instructor (W.S.I.) Training Schools. American Red Cross certified instructors were contracted to teach the courses. From the training we were able to hire 13 new American Red Cross certified lifeguards this year and train 12 new W.S.I. Several other facilities in northeastern Colorado and Nebraska send their L.G.T and W.S.I here to be trained. Lifeguards (L.G.T.) guard the pools and have A.R.C. Lifeguarding Certification, along with American Red Cross C.P.R - P.R. and First-Aid certifications. Water Safety Instructors have A.R.C. Water Safety Certification and teach swimming lessons. Lifeguard Review Classes were also conducted since L.G.T. must now recertify every other year.

Sixty percent of the Recreation Center's yearly certification training is scheduled through these classes. The 20 percent of training is done the first week of May, when all staff is scheduled for their yearly C.P.R. - P.R. review classes and the remaining 20 percent is done during in-service training's throughout the year.

TRICK OR TREAT STREET: The Sterling Recreation Center held the annual "Trick Or Treat Street" on Halloween evening from 5:00 p.m. to 8:00 p.m. The event was sponsored by generous donations from 85 local businesses! There were 4 less sponsors this year than there were last year. Each sponsor donated \$30. Over \$3,000 was actually used to purchase candy alone. Treats were handed out free to all costumed children 12 and under.

This year, the Recreation Center theme was a, "Beware of the Pirates." Again this year we had the decorations on the indoor pool deck and the outdoor shade structure. The turnout was extremely high with over 3000 kids and parents passing through many different donation stations. Inside the Center was decorated with ships, pirate caves, treasure chests and anything else you might associate with pirates. The lifeguards were dressed up like pirates: Jack Sparrow, Black Beard and the ship crew. The outside was also decorated with many scenes from past Trick or Treats Street's.

Before the event, 1,500 fliers were sent to each K-5th grade student in the RE-1 Valley schools and to all pre-schools and daycares. Press releases were sent and staff went to local radio stations to promote the event. The scene and prop construction involved many man-hours and took full-time staff and part-time staff a month to complete. Staff actually started preparing and making the scenes months in advance of the event.

SANTA CITY: This was the third year that the Recreation Centers and Sterling Public Library's annual Santa City event was held at the Sterling Public Library. We held several meetings to ensure that both facilities staffs know who is responsible for completing which responsibilities. Staff spent many hours making decorations and preparing for the annual event. This was the 10th year the event has taken place.

Santa City was held on Tuesday, December 9th, from 4:00 – 7:00 p.m. In the past, there were between 300-500 children and their parents that attend the event at the Recreation Center, but this year there were 800 in attendance! This is up nearly 300 people from 2011 when it was last held at the Recreation Center! Those that attended received drinks and cookies and participated in the ornament making, coloring contest, Christmas videos and stories while they waited to see Santa. Participants could enter their names to win many prizes that were donated from one local business or purchased from Recreation Center accounts.

OTHER RECREATION CENTER ACTIVITIES: The Recreation Center offers an aqua-aerobic class. It is from 6:30 a.m. - 7:30 on Monday, Wednesday & Friday's. In 2014 there were 1,098 class attendees. This was 177 less than there were in 2013. This class has had consistent attendance from the attendees for many years but does not really grow in the number of participants. Several of the class participants have been coming for over 20 years!

RECREATION DIVISION PROGRAMS

PURPOSE OF LEAGUES: City of Sterling, Recreation Division youth and adult sports programs are designed to provide "fun and recreational" levels of play for all participants. All City sports programs are recreational.

This year, new PLR Director Wade Gandee, has given us new direction for our adult leagues. At his suggestion, we provided surveys to all our adult sports participants to see what they wanted, and scheduled a meeting with participants to see what ideas or changes they would like to see in our leagues. Following participant suggestions, we put back in competitive leagues, tournaments, and trophies and T-Shirts to the division champions only, in 2015. We will monitor if these changes increase participation.

There are player fees in youth sports programs and team fees for our adult sports programs. The registration fees in the youth sports programs are standardized at \$30.00 and all sports programs have a \$35 forfeit fee if teams do not give 24 hours notice. The youth sports seasons run six weeks, while adult sports seasons will run six weeks with a double elimination tournament at the end.

The youth sports programs we offer are not offered in the schools until the middle school level. For most, this is the only opportunity they may have to participate in youth sports. Our adult programs are the only opportunity for many adults to play sports at all, in an organized setting.

All Sterling Recreation Division youth and adult sports programs are open to and fully utilized by, both Sterling and out of town players and teams. These programs affect the health and well being of all youth and adult sports participants in the northeast Colorado area.

The economic impact of our youth sports programs to the city businesses is huge. In 2014, 43 of the 70 youth basketball teams participating were from out of town, 25 of the 35 youth

volleyball teams participating were from out of town and 7 of the 29 youth softball teams participating were from out of town. These out of town teams not only play in our leagues, but they also eat in our local restaurants and purchase food and supplies while in Sterling.

ADULT SPORTS ATTENDANCE TOTALS: The total number of adult participants, spectator visits and officials, scorekeepers, gym/field supervisors that entered a facility for a game or match in 2014 was **29,868**.

In 2014, there were a total of 2,148 Adults participating in Recreation Division programs which is 258 more participants than there were in 2013.

YOUTH SPORTS ATTENDANCE TOTALS: The total number of youth participants, spectator visits, and officials, scorekeepers, gym/field supervisors that entered a facility for a game or match in 2014 was **35,506**.

In 2014, there were a total of 1,442 Youth participating in Recreation Division programs, which are 38 more participants than there were in 2013.

YOUTH BASKETBALL: The Youth Basketball program started on January 11th and concluded on February 15th, 2014. There were 70 teams and 546 participants in the program. The participants consisted of 327 boys and 219 girls. The program was up 1 team and up 16 participants from 2013. Teams played all 6 of the scheduled games in 2014. In 2012, one Saturday's games were cancelled due to a blizzard and we were not able to make-up the games due to gym availability.

Youth Basketball spectators logged approximately 15,392 visits to S.H.S. Wally Post Gym and Tiger Den, the S.M.S., the N.J.C. Events Center, and St. Anthony's Gym where our games were played in 2014. The program employed 17 officials, 8 scorekeepers and 11 gym supervisors.

There are 2 other competitive Youth Basketball leagues that some Sterling teams and other area teams play in. One is out of Ft. Morgan and one league is out of Denver.

ADULT BASKETBALL: There were 25 teams and 232 participants in the Adult Basketball Program in 2014. This is up 1 team and down 3 players from 2013. This is the third year the leagues included a Women's Open division. The program accounted for 2,400 spectators at the games. The program employed 10 adult officials, 7 scorekeepers and 4 gym supervisors.

NEW TEEN/ADULT DODGEBALL PROGRAM: In 2014, we started new Teen/Adult Dodgeball Leagues. They were very successful in their inaugural year. There were 10 teams competing in the open division. There were 96 participants in the program. Total participant and spectator visits to the Sterling Middle School on Tuesday evenings accounted for approximately 300 visits in 2014. Teams officiated their own games, with Gym Supervisors ruling if they could not agree. The new program appears to be very successful and participants seem to be having a real positive and fun experience. The program provides employment for approximately 2 adult gym supervisors.

OPEN GYM: In 2014, the open gym attendance during Christmas break was 1,071 visits. It was down 157 visits from 2013. The gym is not available to us in the mornings because SHS sports teams are allowed to practice during Christmas break. The program employed 5 open gym supervisors.

YOUTH VOLLEYBALL: In 2014, there were 35 teams and 272 participants in our Youth Volleyball program. This is down 13 teams and down 68 players from 2013. The reason that we were down 13 teams in 2014 was because a new youth volleyball league started out of Sidney, NE, called **CONE (COLORADO/NEBRASKA)**. Five of the Sidney teams as well as a few other teams switched to that league. The program accounted for 5,280 spectators at the games. The program employed 13 youth officials and 5 gym supervisors.

ADULT VOLLEYBALL: There are two seasons a year for our Adult Volleyball program, Spring and Fall. Combined, there were 52 teams and 403 participants in the 2014 leagues. This is up 9 teams and up 75 players from 2013. The programs accounted for 3,476 player and spectators visits to the Sterling Middle School and N.J.C. Events Center gymnasiums, where the games are played. The Spring and Fall Adult Volleyball programs employed 17 officials and 9 gym supervisors.

YOUTH SOFTBALL: In 2014, there were 29 teams and 256 participants in the Youth Softball program. This is down 1 team and down 77 players from 2013. The program accounted for 5,820 spectator visits to the softball complex. In the summer, the program employed 9 youth umpires, 9 scorekeepers and 6 field supervisors.

ADULT SOFTBALL: There are two seasons a year in our Adult Softball program, Summer and Fall. In 2014, there were 47 teams and 930 participants in the Summer and Fall Adult Softball Programs. This is up 7 teams and 159 players from 2013. This was a good increase from 2013. Both programs employed 13 adult umpires, 10 scorekeepers and 7 field supervisors.

NEW 3 ON 3 TEEN/ADULT BASKETBALL LEAGUE WAS OFFERED BUT DID NOT GO: The Recreation Division offered a new 3 on 3 Teen/Adult outdoor Basketball league, in April, 2014. Not enough teams registered and the league did not run. We offered it as a "\$50 League" which is very inexpensive to administer, and has few costs. The participants would have called each other to arrange game dates and times. They would have officiated their own games, and they would have turned in their scores at the Recreation Center.

ADULT/TEEN KICKBALL: This year, we started a new adult program, Adult/Teen Kickball. Registration concluded in August and the first game took place on August 26th. There were 8 teams participating in the inaugural year. This was a very good start. It appears to be a hit and the teams had a good time. The games provided 672 Adult Kickball player visits and 480 spectator visits to the softball complex in September, 2014. Adult Kickball is one of our inexpensive, "\$50.00 Leagues."

SAND VOLLEYBALL: There were 5 Co-Rac. teams and 30 participants in the inaugural year in the open division of our 4 on 4 Adult Sand Volleyball League. The league ran on Wednesday evenings and games were played at the City sand volleyball courts at Prairie Park. Play began on June 11th and continued until July 30th. There is just one Supervisor is from the Recreation Division scheduled. Sand Volleyball is one of our inexpensive, "\$50.00 Leagues."

RACQUETBALL AND WALLYBALL LEAGUES: The Sterling Recreation Center offers two Racquetball and Wallyball leagues per year, Winter and Fall.

The Winter Racquetball and Wallyball leagues began the week of February 23rd. There were 14 total teams participating. There were 6 teams in the 2-A-Side Wallyball division and 8 teams in

the CO-REC Wallyball division. The racquetball leagues did not run because there were not enough participants registered.

The Fall Racquetball and Wallyball leagues began the week of October 12th. There were 11 total teams participating. There were 4 teams in the 2-A-SIDE Wallyball Division, 7 teams in the CO-REC Wallyball Division. The racquetball leagues did not run because there were not enough participants registered.

SPECIAL EVENTS: The Recreation Center conducted many special events in 2014. They are all free to the public. These include the: Pepsi Punt, Pass & Kick; Colorado Rockies Baseball Skills Challenge; Denver Nuggets Basketball Skills Challenge; a band in the park at the July 4th Celebration; Children's Pet Show; Trick-or-Treat Street and Santa City.

DENVER NUGGETS BASKETBALL SKILLS CHALLENGE: The Recreation Division, in conjunction with the Denver Nuggets and the Colorado Parks and Recreation Association, conducted the free local Denver Nuggets Basketball Skills Challenge. The competition was held at Sterling High School in the Wally Post Gym on Friday, January 3rd, 2014 at 6:00 p.m. The competition was held during Christmas vacation and 25 youth participated. The winners advanced to the Regional Competition which was held on February 23rd in Windsor, CO. The State Competition was the final step in the Denver Nuggets Basketball Skills Challenge.

CHILDRENS PET SHOW: The free annual Kid's Pet Show, sponsored by the City of Sterling Recreation Division and Cher's Pet Shop, took place on Friday, August 1 at 6:30 p.m., at Prairie Park. This year, we tried the event on Friday evening instead of Saturday morning. There was not a very good turn-out for the event at that time. There were just 3 participants, 6 spectators, 3 judges and 2 staff members attending. Next year, we will return the event to its Saturday morning time slot and offer it in July.

There was no fee to enter. Categories include: Best Dressed, Best Trick, Cutest Pet, Friendliest Pet, Agility Pet, Smallest Pet, Least Motivated Pet, and a very cute Pet Owner Look-A-Like. The Best of Show winner was "Bella" the dog - owned by Mary Ritter.

COLORADO ROCKIES BASEBALL SKILLS CHALLENGE: On June 1st 2014, there were 19 participants, 5 staff, and 6 adult volunteer helpers at the free Colorado Rockies Baseball Skills Challenge. This was 3 more than last year. The challenge is a baseball competition free to youngsters ages 6 – 13. They get to showcase their talents in batting, throwing and base running. Scores are based on speed, distance and accuracy.

The competition was held at the S.H.S. Tiger Field at the RE-1 Valley Schools baseball complex. The winner of each age and gender division move on to the sectional, regional, and national competition hosted later this summer.

PUNT, PASS & KICK COMPETITION: On Saturday, August 16, 2014, 14 young football enthusiasts participated in the free NFL Punt, Pass and Kick competition. The free competition was held before the S.H.S. Football, "Gatorade Game." There were 2 less participants than last year. The competition was held at the Sterling High School - Tiger Field. Local participants were judged on distance and accuracy in punting, passing and kicking. The participants, with the highest cumulative distance in the three events, were the winners. Five youngsters qualified locally to compete at the sectional competition, which was scheduled for Sunday, October 26th at 10:00 p.m., in Ft. Collins, at Spring Canyon Park.

BRONCO SUPER BOWL DRAWING: Recreation staff wanted to do something special because the Broncos were in the super bowl. They decided to offer a free drawing for a Bronco's Gift Basket. We purchased some items, and staff personally added some items, in order to make a nice big gift basket. A press release for the drawing was prepared and the drawing quickly became popular. There were 545 names in for the drawing and a youth, Tyler Gibbs, won the gift basket. Many of the people that came in to register for the drawing were not normal patrons, so the advertising brought new people through the Recreation Center's door.

ROTARY CLUB SOFTBALL TOURNAMENT: The Sterling Rotary Club did not host a tournament this year.

2014 PERRY MASON CO-REC SOFTBALL TOURNAMENT: Was held on May 31st, 2014 at the Pioneer Park Ball Fields. This year, we had 5 teams and over 100 spectators at the event. The teams were placed in a blind draw for tournament placing for the double elimination tournament. At lunch time from 11:00 am – 1:00 pm the Recreation Division held an Accuracy Throwing Challenge for a Men's and Women's Division and a Home Run Derby for a Men's and Women's Division, the buy in for the Challenge was \$2.00 and the Derby was \$5.00. Pro Sports generously sponsored the Home Run Derby this year and donated 2 Nike Drawstring Bags for the winners. Perry Mason himself threw out the opening pitch for the start of the Championship game. The Tournament Champion was Culligan Water Conditioning from Sterling.

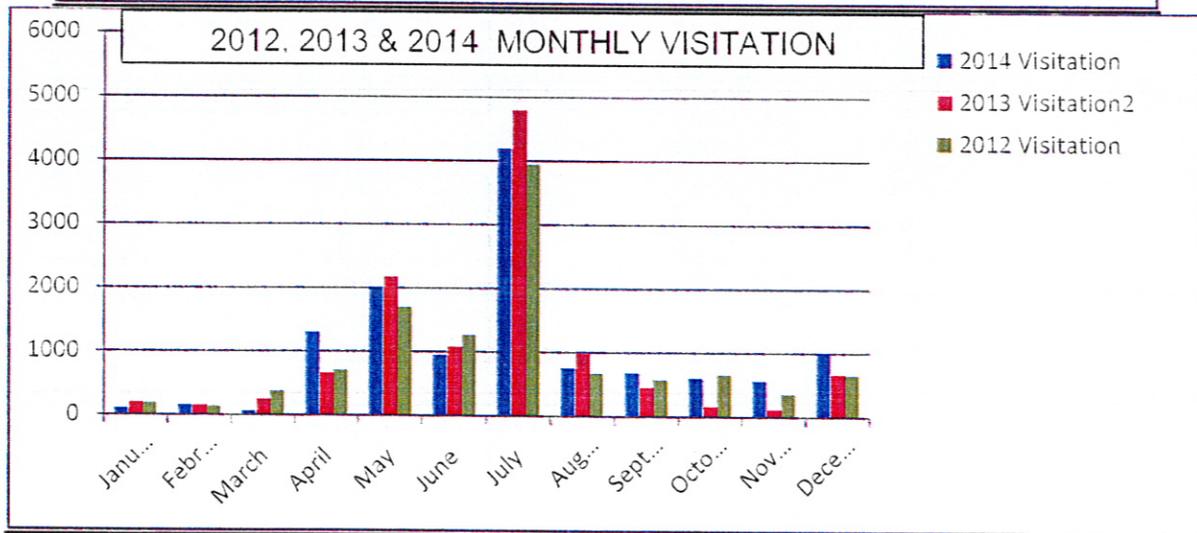
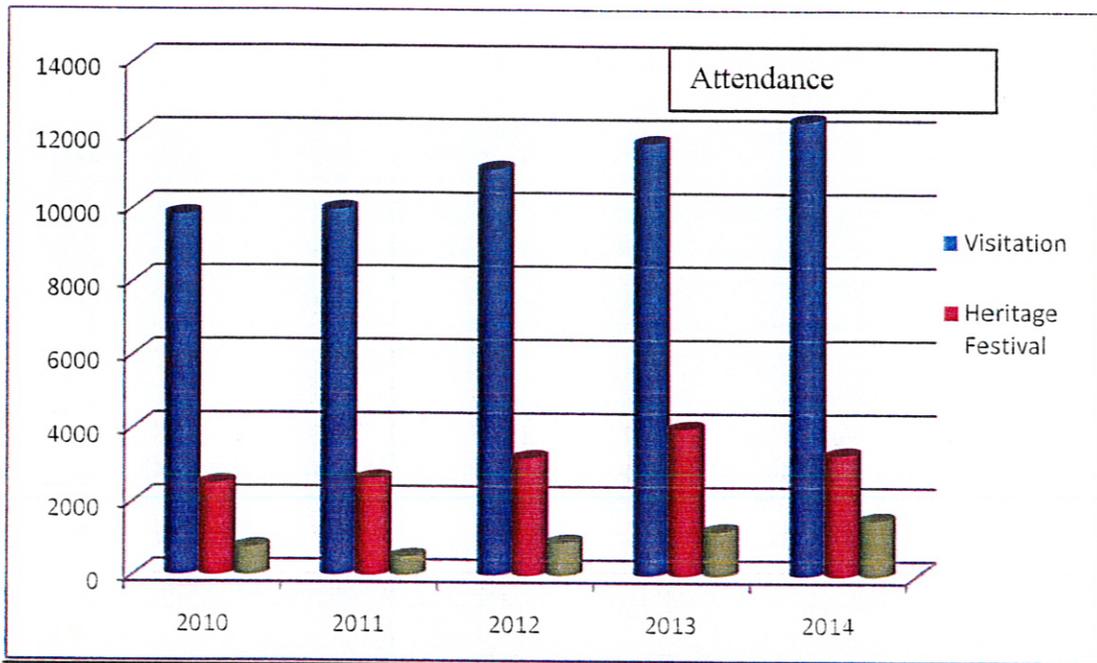
The tournament was a success and the Sterling Recreation Division raised over \$100 extra dollars for our Youth Wildcat Softball Program to upgrade gear.

OVERLAND TRAIL MUSEUM

The year 2014 began as the year 2013 ended; with the museum being closed to the public due to damage sustained in the September 2013 flood. As described later in this report, facility rentals and some education programs continued to take place while the museum was closed.

The museum was finally able to open to the public with the grand opening of the Smithsonian exhibit "Journey Stories", opening on April 4, 2014. Despite the three month closure, our 2014 attendance was at a five year high of 12,384. The highest visitation month was July and the lowest month March.

During the first several months of the year, construction continued on the Main Lobby of the museum and restoration on many objects continued. Details of the restoration of the museum will follow.



RESTORATION - The museum remained closed throughout the first three months of 2014 for continued flood restoration. In January the restored textiles were returned. Most items were cleaned, only a few textiles were returned as unable to restore. During the winter months other concerns surfaced including flagstone coming loose as well as the sun dial in front of the main museum coming loose. Gary Schlenz of Schlenz Builders was hired as the general contractor.

During the months of March and April one of the largest restoration jobs began at the museum. Dave and Beth Seat of HotMetal Services arrived in Sterling from Tennessee to begin the two month long restoration of the Linotype machine and other print shop equipment.

Colorado Art Restoration and Refinishers began returning the artwork and furniture to the museum in February and March. The restoration continued with final deliveries made during the fall months. The stagecoach was returned, fully restored, and is now being housed in the Karg Barn.

In February the construction in the main lobby began. Construction included drywall, paint and flooring as well as replacing the main lobby furnace and air-conditioners in the Dave Hamil building. New flooring for the main lobby and the basement staff offices was installed in March and the carpets in the Dave Hamil building were cleaned.

Gary Schlenz installed the frame for the new reception desk. The new reception desk was custom built with trust fund money donated to the Logan County Historical Society to be used at the museum.

Staff worked to re-print labels and re-install all of the main lobby exhibits in preparation of the April opening.

**BEFORE AND AFTER PICTURES
OF THE INTERTYPE MACHINE
WHICH UNDERWENT
EXTENSIVE RENNOVATION**



Front lobby showing new flooring and new custom built reception desk

EDUCATION PROGRAMS

- **Family Fun Saturday** continues to be a successful program offered at the Museum on the first Saturday of each month. Family Fun Saturdays were resumed in May of 2014 when the museum re-opened following the 7 month closing due to the 2013 flood. While some have attracted larger numbers, each Saturday has had some success. The programs each month are designed to encourage parent or grandparent/child interaction by introducing a theme with some historic significance and usually a hands-on activity or craft. Kids are admitted free of charge when accompanied by a paying adult.
- **Education Events:** Several education programs have been offered throughout the year:
 - Presidents Day program – children learned many significant facts about Presidents and participated in a team competition “George Washington vs Abe Lincoln”.
 - Kids College, a program through NJC, held its first class at the Museum in July. Perry Johnson led the program which was titled “Museum 101 ~ a behind the scenes look at the museum”.
 - Bison Days – this two day annual program continues to be a Museum favorite. Participants learn about Buffalo Bill Cody and his Wild West Show. They also learn about the importance that the buffalo herds had on Native American life and about other significant western characters.
 - “Afternoon at the Museum” and “Another Night At The Museum” took place in October. This is also an annual program. This year the afternoon event was added to encourage younger children to participate. Participants are taken on a “mystery” tour of the museum where clues are discovered and a mystery is solved.
 - “A Child’s Christmas on the Prairie” took place the first Saturday in December with about 200+ children and parents participating. Activities included a story by the fire (HPEC), cookie decorating in “Grandmas Kitchen” (O’Connell House), a visit with “Cowboy Santa” in the Dailey Store, ornament decorating and Christmas caroling in the old country church.
 - “A Step Back in Time” – New Years Eve program. Children got a look back at what life might have been like 100 years ago in the year 1915. This is an annual program for children

School Field Trips – The Smithsonian exhibit “Journey Stories” was the central theme of our 2014 school field trip programs. Students were given a staff led tour of the exhibit as well as a staff led tour of the Overland Trail exhibit “Logan County Journey Stories which highlighted local families. Hands-on activities included “Packing the Wagon” in which students were given an amount of money, a given amount of time and had to choose what to pack in their wagon for a six month journey west. A replica covered wagon was constructed for this activity as well as all of the supplies that a family would need to pack for a successful journey. The second activity was called “Where in the World Did I Come From”. Students learned about Logan County families that settled here from Russia, Ireland, Mexico, Japan and Sweden. Total visitation for our Journey Stories field trips in April and May were 1,525 students which includes Wagons West and Children’s Water festival attendance.

Wagons West – Wagons West continues to be one of our most popular school programs. Wagons West took place on the last Friday in April and the first three Fridays in May. The Wagons West program fit very nicely with the Journey Stories exhibit. Students also learned

about the Native American tribes on the Northeast Colorado plains, met and listened to cowboy poet, Zeb Dennis, and rode in a covered wagon provided by Doug and JoAnn Conter. This program is funded by a community grant from Wal-Mart and a donation from Bank of Colorado.

Children's Water Festival – The South Platte Water Conservancy held their annual Water Festival at the museum for the second year in a row. Approximately 400 area school children attended and rotated to about 12 different stations where they learned about the value and use of water in Northeastern Colorado.

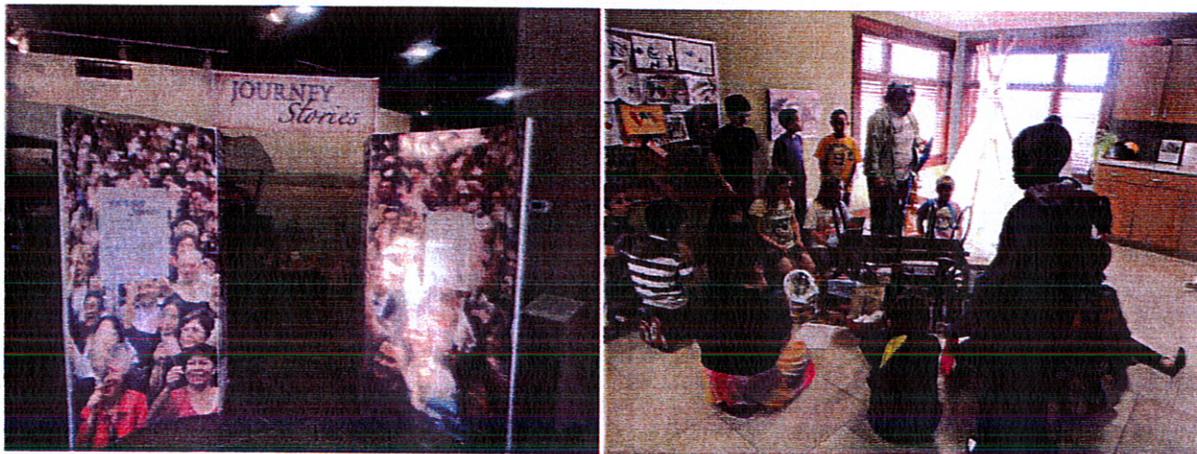
Prairie School – Prairie School led by Paula Ahlbrandt and other volunteer teachers took place the last week of May, two weeks in June and one week in July. About fifteen students attended each week and participated in a traditional 19th century school experience including square dancing, old fashioned games, classroom activities and guest speakers.

EVENTS

JOURNEY STORIES: The premier event at the Museum in 2014 was the arrival of the Smithsonian Museums on Main Street exhibit "Journey Stories". This exhibit was originally scheduled to be at the Overland Trail in October of 2013 but was delayed due to the 2013 flood. A grant from Colorado Humanities was applied for and received which helped with advertising, materials and special guests during the exhibit.

The opening night took place on Friday, April 4 with a catered reception attended by about 150 people including representatives from Colorado Humanities. The exhibit was very well received and well attended during its six-week run. The Museum also opened a local exhibit titled "Logan County Journey Stories" which showcased six Logan County residents. Four of the six local stories were interviews which took place as a part of the Hartway Oral History Project. Along with the opening reception and daily tours, Museum staff offered several supporting events including:

- PEO anniversary luncheon and tour
- Logan County Historical Society after hours event
- Rotary lunch and tour
- History Café events~ Curator, Kay Rich led discussions on "Keeping your family history alive", Logan County Journey Stories and the history of the Orphan Trains.
- International Tea – Colorado Humanities speaker portrayed Isabella Bird and a global menu was served to about 75 guests





Approximately 2000 people visited "Journey Stories" during its six week exhibition at the Overland Trail Museum

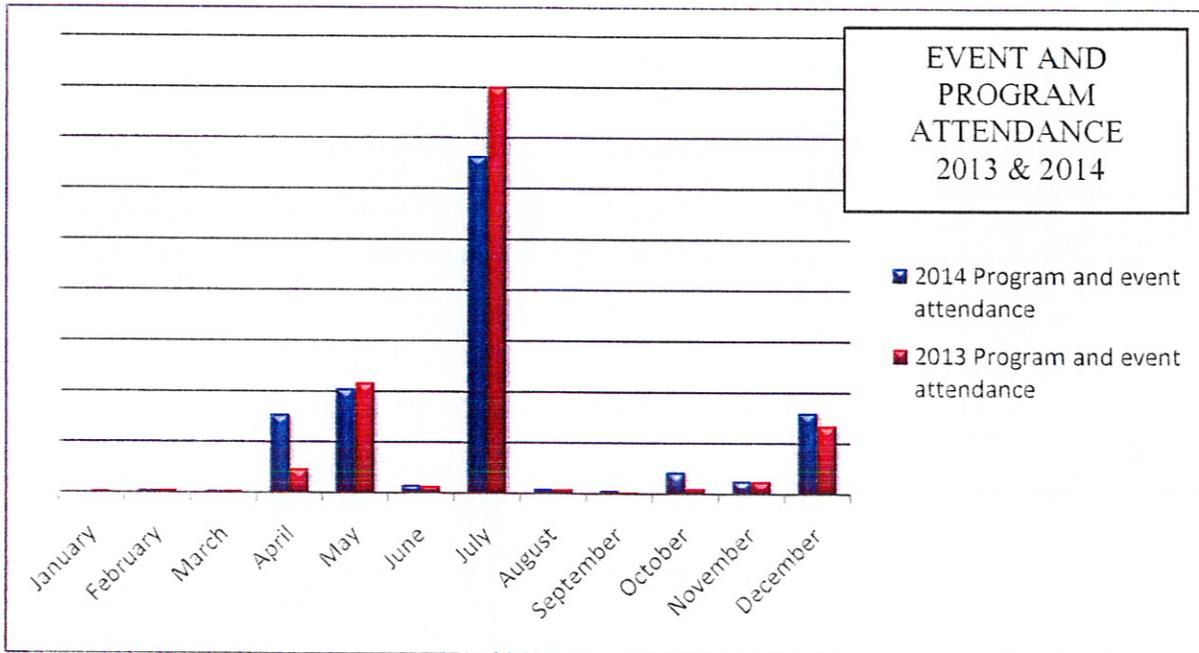
"May At The Museum with KPMX" – KPMX radio continued for the seventh year to offer live broadcasts from the Museum each Friday morning in May. This is always a great boost to our attendance and a unique way for the community to know what's going on at the Museum. Andy Rice, Chris Brom, Dorothy Unrein and Susie Shaefer all broadcast at various times during the month; the broadcasts have a business sponsor which allows these broadcasts to be free of charge for the museum.

Heritage Festival – July 4th Heritage Festival had approximately 3200 visitors. Performing on the entertainment stage in Heidi Park was: EIDorado, Boots in Motion and Leo Everett & the Clear Creek Cowboys. Bill Benson, local historian, spoke in the HPEC. His topic was titled "Sterling Stories". Heritage Crafters, food vendors, blacksmith and children's activities make this event a very popular and traditional celebration. Helping to fund the event, along with the City of Sterling, are the Logan County Commissioners, Logan County Lodging Tax Board and Logan County Historical Society. KPMX provided live coverage of the event.

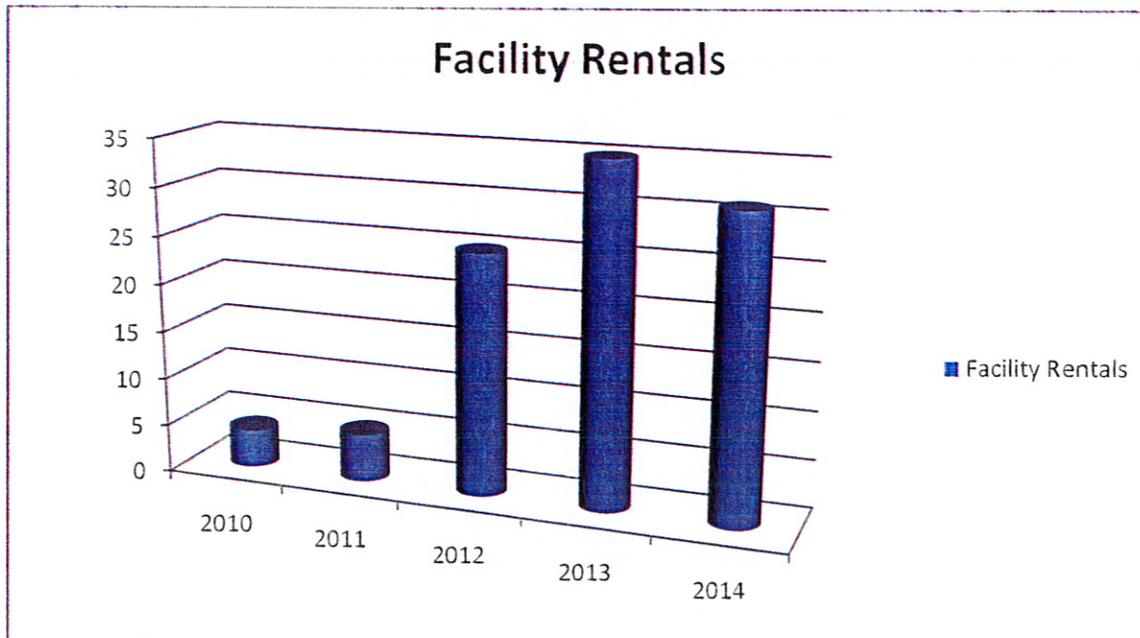
Western Women Who Dared to be Different - On October 7, the museum hosted a morning brunch with special guest, rodeo historian and author, Gail Hughbanks- Woerner. About 75 people attended the brunch. Ms. Woerner spoke about the western women who had influenced her life and autographed her newest book. She returned that evening for a pie and coffee event sponsored by the Logan County Historical Society.

Hanging of the Greens - About 50 community members gathered at the museum on November 15 to help begin the task of decorating the museum building and grounds for Christmas. This year the Flatlanders Car Club donated funds for the chili and cinnamon rolls for volunteers. Frigid temperatures kept participation lower than normal this year.

Christmas on the Prairie – The theme for 2014 Christmas on the Prairie at the Museum was "A Cowboys Christmas". Western décor and music highlighted this theme. The children's event kicked off the Christmas season on December 6. Three open house nights followed on December 16, 18 & 23. Attendance for the combined Christmas events totaled 795. Several community groups and individuals provided music and entertainment for these events.



FACILITY RENTALS: Staff has continued to work through issues that accompany our facility rentals. Many issues have been resolved through more concise guidelines and personal meetings between staff and potential renters. Prices for facility rentals did increase this year and rental numbers were slightly under what they were during the previous year. This year the Overland Trail Museum was the venue for 31 facility rentals. The majority of the rentals have been for the High Plains Education Center which has been used for a variety of purposes including business meetings, private parties and weddings/receptions. Museum staff continues to meet with City management to write a proposal for alcohol use at private events at the museum.



PROJECTS & EXHIBITS

- Staff continued to work on inventory and updating files following the flood. The basement storage area has been inventoried for the first time.
- Re-installation of exhibits in main lobby of museum including uncovering original backdrops for the main lobby exhibits.
- The Tannery project is completed and awaiting the interpretive signs.
- Logan County Journey Stories exhibit was installed to coincide with Journey Stories. This included six story boards that were also a part of the Hartway Oral History Project
- A short-term exhibit of Logan County Women Who Dared to be Different coincided with the Western Womens brunch in the fall of 2014
- A short term exhibit of bicycles coincided with Pedal the Plains in July 2014
- An exhibit commemorating the one year anniversary of the flood was installed in the print shop

STAFF & TRAINING

Kay Rich attended training in Fort Collins with History Colorado. The training outlined the new grant guidelines and changes to the historical funding.

All staff has participated in the required CIRSA webinars

Kay Rich and Perry Johnson attended a management training session provided by the City.

Staff member Amanda Benson resigned to continue her education in August. New staff member Sharon Dickinson was hired in August.

Kay Rich attended the Mountain Plains Museum Association conference in October.

Grants & Special Project Funds:

- Wal-Mart – Community grant in the amount of \$500. used for Wagons West
- Bank of Colorado – Contributed \$500.00 to fund Wagons West
- Logan County Lodging Tax Board – The LCLTB funded all of the promotion and advertising for both Journey Stories and July 4th Heritage Festival
- Travel Fund – A fund was established to help with student travel needs during the 2014 school field trip season. Twelve hundred dollars was donated and distributed to various schools to defray bus/driver costs.
- Reifsneider Trust through the Logan County Historical Society funded reception desk

LOOKING TOWARDS 2015

The Museum looks forward to welcoming the New Year; when the final flood restoration will take place; including new flooring in the lobby of the High Plains Education Center. A high priority for the museum in 2015 will be continuing to take a closer look at collections policies and make collections management, storage and care a high priority.