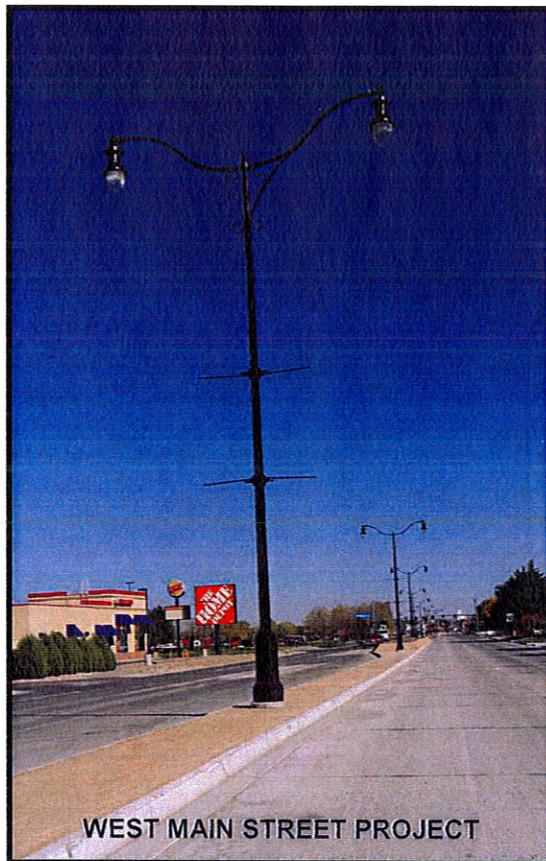


STERLING

A Colorado Treasure



2015 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, 2016

To the Honorable Mayor Dan Torres Jr., and City Council
City of Sterling
Sterling, Colorado 80751-0400

Re: Annual Report – Calendar Year 2015

Pursuant to Section 4.5 (d) of The Charter of the City Of Sterling, I am pleased to submit the annual report for the calendar year 2015. This report is a compilation of the monthly reports prepared by and submitted by the various City Departments.

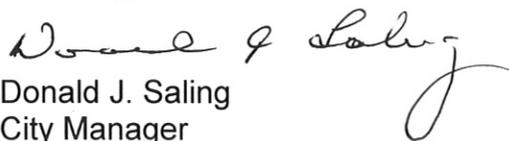
The Year 2015 was a challenging year for the City with numerous challenges. The City faced the start of the year with a cold front and snow storm that kept the City under its grip for a month plus. The South Platte River iced over and created some serious concerns for ice flooding and damages to the numerous bridges that span the river. During the summer increased snow melt from the north and substantial amounts of rain threatened the City and caused some minor flooding to the northern part of the City. 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.

Numerous projects were started in 2015 including the upgrading of the computer-aided dispatch system which when operational in early 2016 will provide up to date status of first responders and directions to incidents instantaneously. The Franklin Park – Dog Park fencing was installed, the water tank rehabilitation project commenced, an important link for the river trail system was acquired and the City hosted the "Pedal the Plains" bicycle ride for the second time in a row (the first time that has ever occurred).

Anyone perusing this Annual Report should be amazed at the level of services the City provided in 2015, with or without the challenges presented above.

I am optimistic that 2016 will be a better year, but there is plenty to be proud of in 2015.

Sincerely,


Donald J. Saling
City Manager

FINANCE DEPARTMENT

2015 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, 2015. 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 \$1,155,707 in cash and \$19,740,834 in investments on December 31, 2015. The investments include: \$206,523 in Certificates of Deposit at local banks; \$100,542 in a money market account; and \$19,433,769 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 2015 were under budget projections by approximately \$36,607. Actual expenditures were approximately 13% less than budgeted or \$2,122,517, 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, 2015. 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	%
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	\$15,023,326	104%	\$14,473,626	93%
2015 Budget	\$13,764,164	100%	\$15,347,269	100%
2015 Actual	\$13,727,557	100%	\$13,224,752	87%

The above table shows, in 2015, the actual revenue exceeded the actual expenditures by \$502,805. The expenditures include transfers as follows: Transfer for Workers Compensation Insurance \$195,018, Transfer to Service Center Fund \$549,673, Transfer to Insurance Fund \$127,969 and Transfer to Capital Equipment Fund \$555,512 for a total amount transferred of \$1,428,172.

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:

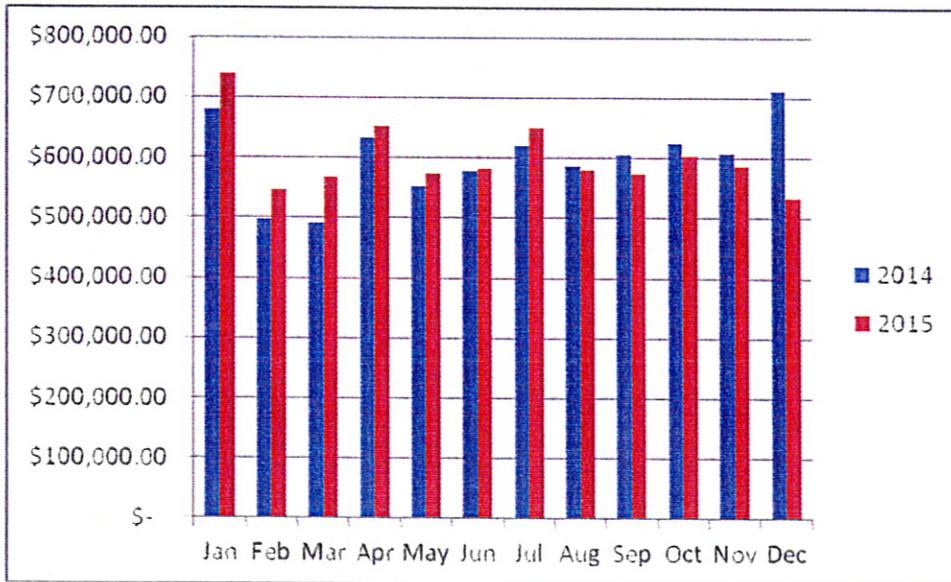
Year	Amount	% of 2013
2013	\$12,228,181	100%
2014	\$15,023,326	123%
2015	\$13,727,557	112%

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 2013	% of Total Gen Fund Revenue for Year
2013	\$6,550,495	100%	54%
2014	\$7,215,895	110%	48%
2015	\$7,063,645	108%	51%

The above table shows that sales tax revenue has increased approximately 8% since 2013; and in 2015, accounted for 51% of the General Fund revenue.



PROPERTY TAX:

Year	Mill Levy	Assessed Valuation	Property Tax Amount	% of 2013	% of Total Gen Fund Revenue for Year
2013	14.051	\$72,270,770	\$1,017,531	100%	8%
2014	14.030	\$73,032,730	\$1,038,346	102%	7%
2015	14.051	\$71,853,410	\$1,047,846	103%	8%

FRANCHISE TAXES:

Year	Amount	% of 2013	% of Total Gen Fund Revenue for Year
2013	\$685,469	100%	5%
2014	\$699,089	102%	5%
2015	\$650,561	95%	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 2013	% of Total Gen Fund Revenue for Year
2013	\$622,109	100%	5%
2014	\$789,303	127%	5%
2015	\$760,733	122%	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 2013	% of Total Gen Fund Revenue for Year
2013	\$182,340	100%	2%
2014	\$211,988	116%	1%
2015	\$267,190	147%	2%

INTERGOVERNMENTAL REVENUE:

Year	Amount	% of 2013	% Total Gen Fund Revenue for Year
2013	\$1,702,229	100%	14%
2014	\$3,673,165	216%	24%
2015	\$2,353,333	138%	17%

In 2014, \$1,673,693 was received from FAA and the State of Colorado for improvements at the airport. In 2015, \$453,341 was received in grants for the airport.

CHARGES FOR SERVICES:

Year	Amount	% of 2013	% Total Gen Fund Revenue for Year
2013	\$259,785	100%	2%
2014	\$263,405	101%	2%
2015	\$243,520	94%	2%

FINES AND FORFEITS:

Year	Amount	% of 2013	% Total Gen Fund Revenue for Year
2013	\$107,654	100%	1%
2014	\$105,850	98%	1%
2015	\$105,973	98%	1%

MISCELLANEOUS REVENUE:

Year	Amount	% of 2013	% Total Gen Fund Revenue for Year
2013	\$569,896	100%	5%
2014	\$531,903	93%	4%
2015	\$293,219	51%	2%

TRANSFER FROM OTHER FUNDS:

Year	Amount	% of 2013	% Total Gen Fund Revenue for Year
2013	\$530,673	100%	4%
2014	\$494,382	93%	3%
2015	\$941,537	177%	7%

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 2015, the interest amount earned in the Insurance Fund was also transferred to the General Fund, and the cost of a mower for Cemetery was transferred from Perpetual Care.

EXPENDITURES:

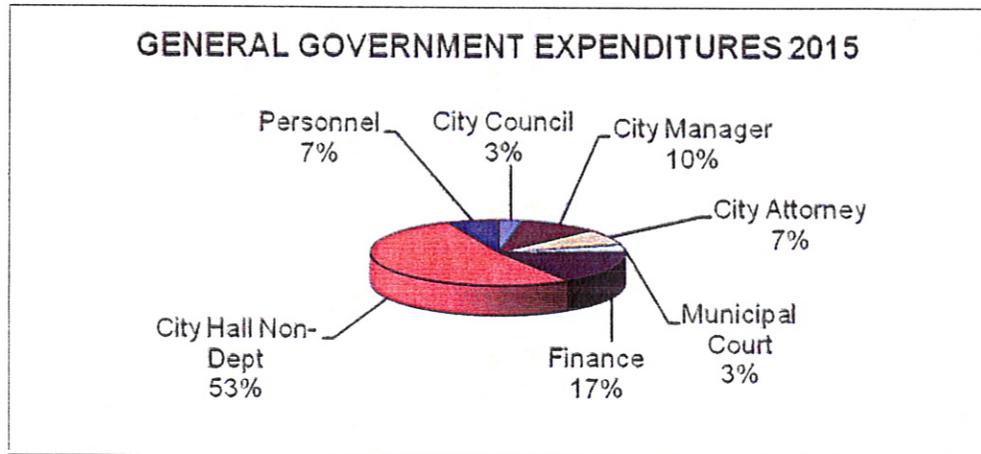
Year	Amount	% of 2013
2013	\$12,545,884	100%
2014	\$14,473,626	115%
2015	\$13,224,752	105%

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 2013	% Total Gen Fund Expend. for Year
2013	\$2,883,698	100%	23%
2014	\$2,798,231	97%	19%
2015	\$2,994,419	104%	23%

Department	2013	%	2014	%	2015	%	% of Gen Fund
City Council	\$ 44,510	2%	\$ 108,306	4%	\$ 91,151	3%	1%
City Manager	\$ 406,815	14%	\$ 242,890	9%	\$ 296,739	10%	2%
City Attorney	\$ 233,607	8%	\$ 249,636	9%	\$ 228,558	7%	2%
Municipal Court	\$ 98,620	3%	\$ 97,714	3%	\$ 104,610	3%	1%
Finance	\$ 418,354	14%	\$ 481,109	17%	\$ 501,544	17%	4%
City Hall Non-Dept	\$1,453,411	51%	\$1,353,979	48%	\$1,575,741	53%	12%
Personnel	\$ 228,381	8%	\$ 264,597	10%	\$ 196,076	7%	1%
TOTAL	\$2,883,698	100%	\$2,798,231	100%	\$2,994,419	100%	23%

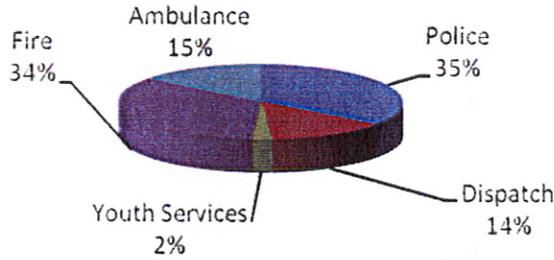


PUBLIC SAFETY:

Year	Amount	% of 2013	% Total Gen Fund Expend. For Year
2013	\$4,388,597	100%	35%
2014	\$4,567,903	104%	32%
2015	\$5,074,198	116%	38%

Department	2013	%	2014	%	2015	%	% of Gen Fund
Police	\$1,683,952	38%	\$1,741,090	38%	\$1,781,900	35%	13%
Dispatch	\$ 486,722	11%	\$ 528,251	12%	\$ 693,712	14%	5%
Youth Services	\$ 107,224	3%	\$ 110,277	2%	\$ 115,163	2%	1%
Fire	\$1,473,786	34%	\$1,501,315	33%	\$1,744,060	34%	13%
Ambulance	\$ 636,913	14%	\$ 686,970	15%	\$ 739,363	15%	6%
TOTAL	\$4,388,597	100%	\$4,567,903	100%	\$5,074,198	100%	38%

PUBLIC SAFETY EXPENDITURES 2015

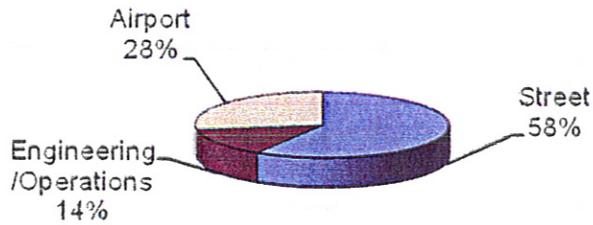


PUBLIC WORKS:

Year	Amount	% of 2013	% Total Gen Fund Expend. For Year
2013	\$2,965,518	100%	24%
2014	\$4,627,418	155%	32%
2015	\$2,756,885	93%	21%

Department	2013	%	2014	%	2015	%	% of Gen Fund
Street	\$2,160,560	73%	\$2,026,393	44%	\$1,616,872	58%	12%
Engineer/Oper	\$ 409,785	14%	\$ 316,457	7%	\$ 378,270	14%	3%
Airport	\$ 395,173	13%	\$2,284,568	49%	\$ 761,743	28%	6%
TOTAL	\$2,965,518	100%	\$4,627,418	100%	\$2,756,885	100%	21%

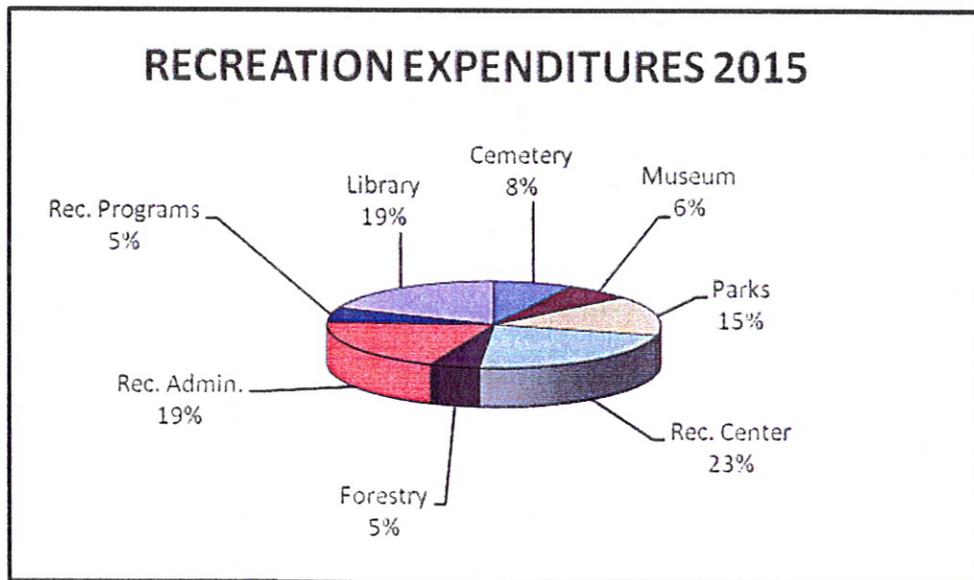
PUBLIC WORKS EXPENDITURES 2015



PARKS, LIBRARY AND RECREATION:

Year	Amount	% of 2013	% Total Gen Fund Expend. For Year
2013	\$2,308,071	100%	18%
2014	\$2,480,074	107%	17%
2015	\$2,399,250	104%	18%

Department	2013	%	2014	%	2015	%	% of Gen Fund
Cemetery	\$ 163,155	7%	\$ 198,529	8%	\$ 183,682	8%	1%
Museum	\$ 119,661	5%	\$ 138,683	6%	\$ 152,115	6%	1%
Parks	\$ 376,616	16%	\$ 379,802	15%	\$ 356,531	15%	3%
Rec. Center	\$ 479,336	21%	\$ 555,973	22%	\$ 541,292	23%	4%
Forestry	\$ 160,386	7%	\$ 123,743	5%	\$ 114,491	5%	1%
Rec. Admin.	\$ 422,895	18%	\$ 426,234	17%	\$ 464,587	19%	4%
Rec. Programs	\$ 133,414	6%	\$ 166,965	7%	\$ 131,228	5%	1%
Library	\$ 452,608	20%	\$ 490,145	20%	\$ 455,324	19%	3%
	<u>\$2,308,071</u>	<u>100%</u>	<u>\$2,480,074</u>	<u>100%</u>	<u>\$2,399,250</u>	<u>100%</u>	<u>18%</u>



As of January 1, 2015, the City of Sterling's General Fund surplus was \$3,357,430, and \$3,860,291 as of December 31, 2015. The following table depicts the budgeted 2015 ending fund balance of \$1,327,933 and prior year balances.

Ending Fund Balance

Year	Budget	Actual	% of Budgeted Balance
2013	\$1,521,968	\$2,807,730	184%
2014	\$1,510,802	\$3,357,430	222%
2015	\$1,327,933	\$3,860,291	291%

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 2015 actual revenues were over the budgeted revenue by \$53,829. The actual expenses for 2015 were \$2,571,826 under that budgeted, without consideration for depreciation. The following table provides an analysis of 2013 through 2015 performance, for both revenue and expenses.

REVENUES:

Year	Residential Water	Commercial & Industrial Water	Other Charges	Total
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	\$ 390,533	\$5,198,919
2015 Budget	\$3,500,000	\$1,388,000	\$ 298,000	\$5,186,000
2015 Actual	\$3,456,391	\$1,426,969	\$ 356,469	\$5,239,829

EXPENSES:

Year	Water Lines	%	Water Treatment Plant	%	Total
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%	\$ 5,055,875	100%	\$8,669,698
2014 Actual	\$1,704,023	47%	\$ 3,817,418	76%	\$5,521,441
2015 Budget	\$3,216,919	100%	\$ 5,215,243	100%	\$8,432,162
2015 Actual	\$1,447,422	45%	\$ 4,412,914	85%	\$5,860,336

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 \$785,725 depreciation expense for 2015, total expenses increased from \$5,860,336 to \$6,646,061. The

majority of revenue received in 2015 was from commercial and residential water sales in the amount of \$4,883,360, as compared to \$4,808,386 in 2014

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, 2015 the Fund Equity section of the Water Fund is comprised of the following: Reserve for Capital Replacement \$4,451,683, Reserve for Painting \$700,000, and Retained Earnings \$12,196,400, for a total Fund Equity of \$17,348,083.

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 2015 the Sanitation Fund's actual revenues were under the budgeted revenues by \$17,110. Actual expenses were \$44,214 less than budgeted. The table below compares the actual revenues and expenses for 2013 through 2015 as compared to budgeted figures.

	Revenue	%	Expenses	%
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%	\$465,693	57%
2015 Budget	\$483,050	100%	\$803,528	100%
2015 Actual	\$465,940	96%	\$759,314	95%

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 2015 was \$23,660; thus the total expense including depreciation was \$782,974. This amount exceeds the actual revenue by \$317,034.

On December 31, 2015, the Fund Equity section of the Sanitation Fund is comprised of the following: Reserve for Equipment \$28,389, Reserve for Capital Replacement \$1,003,934 and Retained Earnings -\$196,919, for a total Fund Equity of \$835,404.

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 2015 actual revenues were over the budgeted revenues by \$21,987.

REVENUES:

Year	Domestic Sewer	Industrial Sewer	Other Charges	Total
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	\$48,079	\$1,768,208
2015 Budget	\$1,445,200	\$245,000	\$38,550	\$1,728,750
2015 Actual	\$1,435,901	\$218,547	\$96,289	\$1,750,737

EXPENSES:

Year	Lines & Services	%	Treatment Facilities	%	Total
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	\$ 674,827	53%	\$ 943,975	56%	\$1,618,802
2015 Budget	\$1,660,931	100%	\$1,819,802	100%	\$3,480,733
2015 Actual	\$1,061,807	64%	\$1,413,529	78%	\$2,475,336

The amount of depreciation for 2015 was \$619,741. When this figure is added to the other expenses, the actual cost of doing business was \$3,095,077.

The following is a breakdown of the Fund Equity section of the Sewer Fund at year-end 2015: Reserve for Capital Projects \$111,784, Reserve for Lagoons \$395,361, Reserve for Capital Replacement \$10,574,865, Trunk Line Replacement \$217,431, and Retained Earnings of \$2,597,132, for a total ending Fund Equity of \$13,896,573.

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 2015, revenue consisted of \$203,901 in the city's share of hotel tax, and \$931 in investment earnings.

Expenditures were \$50 for audit, and \$68,764 for beautification projects.

Fund balance on December 31, 2015 was \$594,871.

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 2015 were \$329, Perpetual Care sales were \$6,000, and sales of niches were \$4,500.

Expenditures were \$320 for the audit fee, \$300 for engraving, and \$14,105 transfer to the General Fund.

As of January 1, 2015 the beginning fund balance was \$189,806; the ending fund balance as of December 31, 2015 was \$185,910.

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 2015, \$2,036 was received in donations and \$49 was earned in investment earnings.

Expenses for 2015 were \$50 for the audit, and \$23,316 for wireless network at the Library.

The fund had a \$9,028 fund balance as of December 31, 2015.

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 2015, the City of Sterling received \$134,916 from the State of Colorado and \$164 in investment earnings.

The City had expenditures in 2015 of \$292,153 for the following: turf machine \$48,254, mower \$32,478, disc golf \$1,782, fence for the dog park \$16,640, playground improvements, \$138,000 and HVAC repairs at the Recreation center of \$54,999.

The beginning fund balance in this fund was \$246,037; the ending balance as of December 31, 2015 was \$88,964.

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 2015, total revenues were from investment earnings in the amount of \$55. In 2015, expenses were \$55 for the audit.

The beginning fund balance on January 1, 2015 was \$31,437; the ending balance as of December 31, 2015 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. Employee premiums are based on the health and/or dental coverage the employee chooses.

In 2015 total revenues were \$1,900,649. This included \$990 from investment earnings, \$1,572,195 from transfers, \$1,590 for wellness, and \$325,874 in employee premiums.

Expenses were \$1,901,065, which included \$1,590 for wellness, \$1,896,440 in premiums, \$2,405 in FLEX expenses, and \$630 for audit.

The beginning fund balance as of January 1, 2015 was \$584,953; the ending fund balance as of December 31, 2015 was \$584,537.

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 2015 revenues included the transfers of \$744,383, and investment earnings of \$802, for total revenue of \$745,185. Expenditures amounted to \$744,959.

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, 2015 was \$1,487,705.

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 2015, the fund earned \$908 in investment earnings. Expenses included \$82,961 for Police Pension benefits and \$177,821 for police cars, laser mapping and mobile computing equipment.

Fund balance as of December 31, 2015 was \$532,096.

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 2015, the revenues totaled \$795,259 and were comprised of investment earnings of \$1,316, miscellaneous of \$7,367, compensation for loss of \$202,926, compensation for loss for the flood \$31,713 and transfers of \$551,937.

Expenses in 2015 were for claims paid in the amount of \$32,348, flood expenses \$259,667, premium fees of \$323,235, expense for workers compensation \$241,851, material & supplies for \$408, audit fees of \$590, and transfer to General Fund \$900, totaling \$858,999.

The beginning fund equity as of January 1, 2015 was \$1,017,413. The ending fund equity as of December 31, 2015 was \$953,673. The emergency reserve, set up in 1993 to cover Tabor (Amendment One) requirements, is in the amount of \$370,000.00.

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 2015, revenues were \$699,495, which was comprised of \$2,045 in investment earnings, sale of assets \$7,630, contributions for the software \$134,308, and transfer of reserves \$555,512.

Expenses were as follows: audit \$905, Fire Department \$118,250, Public Works \$160,189, Parks, Library & Recreation \$19,930, and Non-Departmental \$369,682 for a total of \$668,956.

The ending fund equity as of December 31, 2015 was \$3,319,044.

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 2015, \$16,752 was received in total revenue; \$1,394 in investment earnings, \$13,861 from land rent, and \$1,497 for miscellaneous.

Expenditures consisted of \$300 for audit expense, \$10,987 in land transactions, \$174,911 for land purchase, and building improvements at the Fire Station \$100,000.

The ending fund balance as of December 31, 2015 was \$571,393.

CITY MANAGER

2015 ANNUAL REPORT

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 2015.

Month	Sterling Police	Logan County	Sterling Fire	Crook fire	Fleming Fire	Merino Fire	Peetz Fire	Total
January	1047	661	209	6	3	16	1	1943
February	957	564	206	2	1	16	3	1749
March	1278	822	196	18	7	15	5	2341
April	1246	696	223	16	4	17	3	2205
May	1296	854	227	6	5	15	2	2405
June	1254	665	246	6	6	16	1	2194
July	1316	658	244	11	4	17	3	2253
August	1228	631	275	7	9	21	3	2174
September	1184	647	221	14	10	15	4	2095
October	1236	673	245	17	6	12	5	2194
November	1042	491	223	8	6	20	5	1795
December	993	478	187	11	2	9	1	1681
Total	14077	7840	2702	122	63	189	36	25029

INFORMATION TECNOLOGY SPECIALIST (ITS)

The City of Sterling currently has approximately 175 networked computers and devices and 32 servers in 12 buildings for running the daily business in all City departments. Servers running every process in the City from Public Safety/Dispatch, Public Works, Finance/Administration, Municipal Court, Public Library, Utility billings, Parks and Recreation, E-mail, Gasboy, public access and wireless at the Library, and video surveillance at many of the City buildings. Two of the servers are IBM iSeries AS/400 systems and 18 are virtual servers using VMware.

The City uses Fiber Optic connections to City Hall from the Fire Dept., Library, Communications Center, Service Center, Water Treatment Plant, Recreation Center, and fire training building. The City shares 30 MB Internet through the network.

The other City buildings connect via VPN (Virtual Private Network) using wireless internet. This includes Airport, Cemetery, Museum, and Waste Water. Multiple VPN service allows for connections for monitoring of SCADA and WTP as well as police mobile units and other authorized personnel. Web access e-mail is allowed for those working away from the City network to access their City e-mail.

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

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

Program updates were installed for ADG Tax, Laser Fiche, Police Evidence Tracker, Exchange mail, as the City migrates these systems, printers and department data files to the new virtual servers. The Firehouse system was migrated to a new server but is only used for retrieving information.

The new secured Public WiFi and filtering system has been a big project at the Library and finally complete.

In January we began the plan with New World Systems (NWS) to implement the Microsoft Platform (MSP) upgrade for the Police and Dispatch, which turned in to actually upgrading to their newest, CAD Enterprise system, as they have moved ahead from their MSP CAD program. Les Archuleta, Platinum Technology, has been instrumental in getting the City hardware installed and ready as specified by NWS for setup and training by their staff. With GIS assistance from Logan County Assessor's Office and Danyel Powell working with NWS on the initial mapping setup. ITS Anderson installed training computers and set up a training area at the EOC building, with more to install before "Go Live" for Police & Dispatch. Staff is on schedule to go live in March 2016. NWS has recently merged with Tyler Technologies.

The NWS MSP project does not include a Court Records software. Municipal Court Clerk, Deanna Weingardt and the ITS have looked at several options to purchase in 2016.

A stacked SAN storage system will be added to the City network in 2016, partitioned for data storage for Police and Dispatch per NWS specifications and all other City department's data.

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

The SWellness Committee meets regularly to plan monthly Lunch & Learn and other events for City employees, promoting good health and well being, including the City Health Fair. All employees have the opportunity to participate in SWellness activities. This year's health fair provided for 57 flu vaccinations and 37 blood draws. The City also has an incentive program for individual wellness rewards and a reimbursement program for participation in local health activities in our community.

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. Our current website is struggling and is at the end of life with limited support for the platform it runs on. The committee has looked at demos from two companies to rebuild and host a new website.

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

CITY ATTORNEY
2015 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.

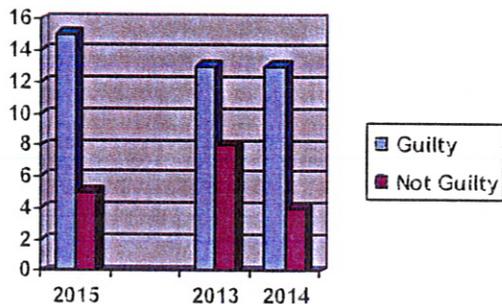
The Attorney staff attends City Council meetings and work sessions, Planning Commission meetings and staff meetings. The City Attorney advises and meets with staff members concerning legal matters and this has resulted in an increased amount of contact between the City Attorney and department heads and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

The City Paralegal attends 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.

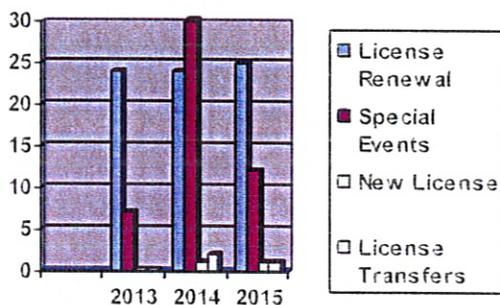
The City Attorney's office drafted 9 ordinances and 49 resolutions that were passed in 2015. This office drafted various agreements, correspondence, intergovernmental agreements, and leases. These documents included an Intergovernmental Agreement with Northeastern Junior College for use of the Pioneer Park softball complex; an Amendment to the Lease with the Logan County Humane Society, and subsequent deed and related documents for the closing of the real estate sale to the Humane Society; deed and related documents for closing on the real estate sale to the Holiday Inn Express; deed and related documents for closing on the transfer of donated Pospicil property to the City; Request for Bids pertaining to the City-owned property known as Buffalo Hills Marketplace, and assisted on the subsequent Disposition and Development Agreement with Cobblestone; and deed and documents for closing on the real estate purchase from Ferrin.

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 33 charges consisting of 33 pro se trials resulting in guilty judgments on 15 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 25 renewals, 12 special event permits, 1 tastings permit renewal, 1 new Retail Liquor Store license application; 1 liquor license transfer application, and 2 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 replies to requests for legal opinions within three days or less. This office drafts 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 are 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

2015 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 2015, the Municipal Court experienced an increase in the number of cases handled primarily due to the volume of theft tickets being issued. The number of juvenile cases handled remained consistent with a slight increase in the number of theft related charges compared to those type of charges handled in 2014. Municipal Court continues to refer juvenile cases to Sterling Youth Services for educational programs and monitoring for compliance with sentencing requirements.

Municipal Court processed 986 new charges for 2015. Charges involved traffic related offenses accounted for 111 charges. Theft charges accounted for 127 of the charged processed for 2015.

Last year, adult offenders were sentenced to 24 days in jail. Overall, the volume of cases handled by Municipal Court in 2015 was higher than the five year average.

PERSONNEL/HR DEPARTMENT

2015 ANNUAL REPORT

The following is a summary of activities in which the HR Department participated in during the year of 2015.

CDL TESTING AND PRE-EMPLOYMENT DRUG TESTING

Required quarterly random drug testing for CDL drivers was conducted during 2015. Pre-employment drug screens were conducted as needed for new employees including seasonal employees. All CDL physical medical cards that were renewed in 2015 were faxed to Motor Vehicle Department for compliance of the employer's portion of the requirement.

WORKERS' COMPENSATION

During the year of 201, the City recorded 42 claims. Twenty-one 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, asbestos exposure, rotator cuff 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 2015 along with some being removed. The City worked on thirteen property claims during 2015. Flood related claim from 2013 continued into 2015 with repairs to fishing pond. Hail storm in 2015 resulted in damage to City vehicles and the Museum roof.

The City didn't participate in Loss Control Audit this year. New standards were being developed and the City was able to build on 2014 score with bonus points. New standards will be implemented for 2016 audit next spring.

Safety training continued during 2015 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 and Advantage Treatment for completion of these UPS hours.

JOB OPPORTUNITIES

The City continues to use NEOGOV online application process. During 2015, 1066 applications were received from applicants for forty (40) position requisitions.

	2011	2012 (Neogov Jan. 30)	2013	2014	2015
Applications Received on Neogov	582	1089	1109	939	1066
Job Interest Cards			145	79	109

Potential applicants completed 109 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 2015: Fire Department had four (4) vacancies due to employees leaving. Two Fire Lieutenant positions were opened during 2015. Paramedic position was created in 2015.

Police Department created Police Corporal position. Three Police Officer II employees were promoted to this position. One Police Corporal resigned in May. Police Commander (Major) resigned and Police Officer II was promoted to this position. Two vacancies in the Police Department remain at the end of 2015.

A new position, Communication Services Specialist, was advertised late in 2015. This position will be available to work with PR for the Police Department and assist officers in minor duties.

Several Maintenance Worker positions were also vacant during 2015.

Water Treatment plant was at full staff at the end of November.

PERSONNEL BOARD ACTIVITIES

Members of the Personnel Board were involved in several promotion interviews for Fire and Police.

MISCELLANEOUS ACTIVITIES

The City Manager made paid time available for employees to attend the flex spending plan and AFLAC meetings. In 2015, the City has entered into an agreement with a local provider for the Flex Spending Accounts.

The City renewed with CTSI for insurance coverage for 2016. Employees completed Open Enrollment paperwork by November 5 with all employees returning their enrollment forms.

AFLAC Open Enrollment was held November 9 and 10 for employees. A new Independent Agent was on hand for the Open Enrollments. The former agent retired this year.

Affiliated Benefits held Open Enrollment for Section 125 Plan on November 9 and 12. Thirty-five employees elected participation in Flex Spending with an election amount of \$46,844. Employees will be able to carryover \$500 in flex accounts into 2016.

HR Assistant worked with Finance Assistant Brandt on the Affordable Health Care. For 2015, the City will supply health insurance information with W-2's. Training was attended by these employees to obtain more information on the 1095- A & B forms that are required for 2015 taxes. HUB is also working on a projection of possible effect on the City in 2018 for the Cadillac Tax. HR Assistant also has monitored part-time and seasonal employees during 2015 for hours worked. These employees can only work a maximum of 130 average hours for the lookback period. This lookback period is November 1 through October 31. Most employees are much below this average but several positions are monitored very closely throughout the year.

HR Assistant attended MSEC Employment Law Update in Denver during March. In September, she attended EEOC training in Denver. She attended Payroll Administration training in October which was presented by MSEC.

HR Assistant created a Facebook Page, City of Sterling Employment Opportunities, for the announcement of open positions. The page is being reviewed by potential applicants on a regular basis. From this page, the employment announcements are then being shared on Employ Northeast CO. This page is also linked with other City Facebook pages for easy access.

HR Director and HR Assistant participated in scheduled interviews with Hiring Managers starting in 2015.

Empower Retirement, FPPA and ICMA visited at different times throughout the year to meet with employees for 401(a) and 457 questions. These meetings were attended by HR Assistant who assisted representatives during the meetings.

HR Director attended the Central Region IPMA-HR Conference in Kansas City in April.

Several webinars have been viewed by HR during 2015. Several were regarding the Affordable Health Care Act were viewed with Finance.

PUBLIC WORKS DEPARTMENT

2015 ANNUAL REPORT

The Public Works Department, staff and employees spent the year 2015 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 Logan County Local Emergency Planning Committee and attended the regular meetings of the Eastern TPR.

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 2015 began the year with 37 full time employees.

The year ended with 38 full time employees. Staffing for the new Water Treatment System (Plant) is complete; we currently have three Class A operators and two Class D operators. We are fully staffed at this time.

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 2015 to upgrade the signs to the current MUTCD standards. Numerous regulatory and traffic control signs were re-faced during 2015 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 Lee Boy Grader plus 1 Jet Vacuum sewer cleaning truck.

Budget Amendment

Public Works staff again participated in the proposed budget for the fiscal year 2015.

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 2016 and implement any changes during the 2016-2017 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.

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 2015 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.

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 2015. 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 2015 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. 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. The Board Members participated in the approval of 23 Curb/Gutter/Sidewalk projects completed in the City sponsored Replacement Program throughout 2015.

Monthly Reports

The Public Works Staff compiles the necessary information to allow the administrative secretary 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 2015, the Planning Commission considered and reviewed the following items: 1 Map Amendment request, 3 Variance requests, and 2 work session 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 2015 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 2015 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 4,000 SY
- HMA Pavement 225 ton
- Removal of Concrete pavement 54,410 SY
- 8 Inch Concrete Pavement 54,410 SY

The streets included in the 2015 program are as follows:

- Ash Street from Front St to S division Ave. 54,410 SY 8 inch Concrete Pavement
- S 10 Ave CUL DE SAC 4,000 SY reclaim asphalt base and 225 tons HMA Pavement

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 was completed in early spring of 2015.

ADA Compliant Curb Ramps

In 2015 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. A total of 14 ramps were installed this year.

AIRPORT DIVISION

Public Works staff over saw the completion of two major projects in 2015. The construction of our Fuel Farm Facility was completed in December but was not brought on line in 2015 due to the State Inspector not getting the inspection done. We are still waiting on this inspection and the final walk-thru inspection with our Engineering Consultant. We fully expect to have the facility on line by the end of January.

The second project in 2015 was the Fog Seal and Repainting of runway 15/33 and part of taxiway A. The second coat of paint will be done in the spring of 2016, which will fully complete this project.

The Capital Improvement Plan was up dated in 2015 with some changes being made in the schedule of projects dating thru 2021.

The 2016 Aviation Grant was submitted for the first phase of getting a Airport Perimeter Fence with the following schedule. Bid Announcement March 1st, Bid Opening March 30th, Bid Award May 1st, Project Start July 6th, Project End Sept 30th 2016.

Storm Water 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 Storm Water 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 2015. 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, 2016.

WATER DIVISION

Water Quality – Water Treatment Facility

The City of Sterling has five(5) full time employees operating the Water Treatment Facility and completed the second full year of the being online, bringing the drinking water system into compliance in accordance with Enforcement Order No. DC-080902-1.

The City of Sterling has had no violations in 2015 and remains in compliance with Colorado Department on Health and Environment Regulations. The new Water Treatment Facility startup was successfully completed October 23, 2013, all water supplied to the city has been processed through the a Reverse Osmosis/Blend system. The system also operates Two(2) Deep injection wells for waste removal of contaminants removed by the Reverse Osmosis Process. Both wells also remain in compliance with all CDPHE and EPA regulations. The facility operates under a Colorado State Class A classification due to being considered a surface water plant as well as the complexity of the system.

In 2015 Sterling's Water Treatment Facility produced 1,006,008 million gallons to meet the system demand of 946.83 million gallons, as compared to 1,044,096 million gallons to meet the system demand of 876.17 million gallons In 2014, a decrease of 4%.

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 10 raw water wells in production in 2015 and intends to add 2 more production wells in the near future.

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 188 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 continued the replacement of potable water meters throughout the City of Sterling. Also in 2015 the City of Sterling awarded a meter replacement project to Hydro Construction of Fort Collins. The system will be a drive -by/ radio read system This installation 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 reduce the number of miss read and improperly functioning meters. This new accurate system will also enable the city to track water loss in the system. The project will start February 2, 2016 and be completed sometime in June of 2016.

In 2015 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 2015 the City of Sterling replaced 3300 linear feet of water mains in multiple locations due to aging/failing pipe. Of that 3300 feet, 1150 feet was replaced in conjunction with the Ash Street Reconstruction project and 700 feet of water main was installed to serve the new Logan County Humane Society Facility. The Division will continue to pursue water main replacement projects in 2016 due to the fact of aging infrastructure and a large increase in water main breaks. In 2015 the Water Division repaired approximately 62 water main breaks.

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 1037 requests throughout the year for utility locates. Included in these were 103 requested by the City of Sterling and 934 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 2015.

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 2015.

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 US Environmental Protection Agency.

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SANITATION DIVISION

Employees of the Sanitation Division continue to endeavor to provide timely and efficient residential trash removal for the citizens of Sterling. 2015 brought about big changes for Sanitation services for the city of Sterling. A new truck was purchased exclusively for rollout containers. The new vehicle is twice as efficient as the older models. The purchase of this vehicle has made it possible to reduce trash pickup to four (4) days a week rather than six (6) days a week. This allows the department to better utilize its staff and resources in other area's as needed.

Changes in technology of equipment and availability of replacement containers is continually reviewed by staff to maintain a level of quality and service to the customers at a reasonable rate. In 2016 Sanitation prices for residents increased from \$9.50 per month to \$12.00 per unit, per month. The increase is needed to maintain the quality of service that the residents of Sterling expect. The City of Sterling sanitation prices are still lower than other municipalities in the surrounding areas.

In conjunction with the employees of the Streets Division, the Sanitation Division coordinates the Spring and Fall City-Wide Cleanup. This program provides the citizens of Sterling who receive trash service, a way to disposal of items that are too large to place in the trash dumpsters and roll-out receptacles. Although, this is a great service, the department employee's have noticed that the amount of items picked up is growing considerably each year.

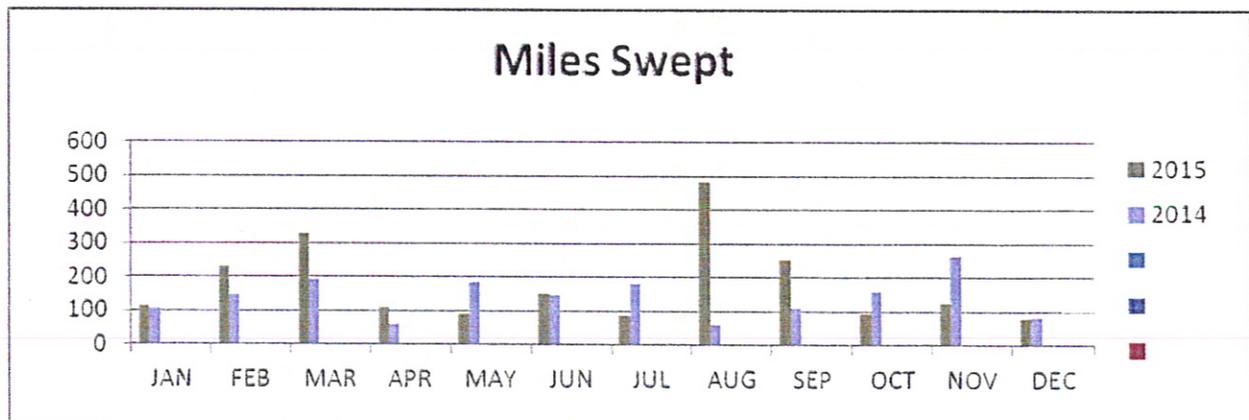
Another obstacle the department is facing is the unwanted dumping of rubbish in alley-ways. When trash builds-up in the alley, the Sanitation trucks cannot maneuver through the alley. Checking alley-ways for trash has become a regular task for the department. In order to keep the alley-ways clean of debris. 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. 2015 continues to reflect a substantial increase in replacement of the 1.5 yd. and 3.0 yd. dumpsters, as well as rollout receptacles for individual use.

STREET DIVISION

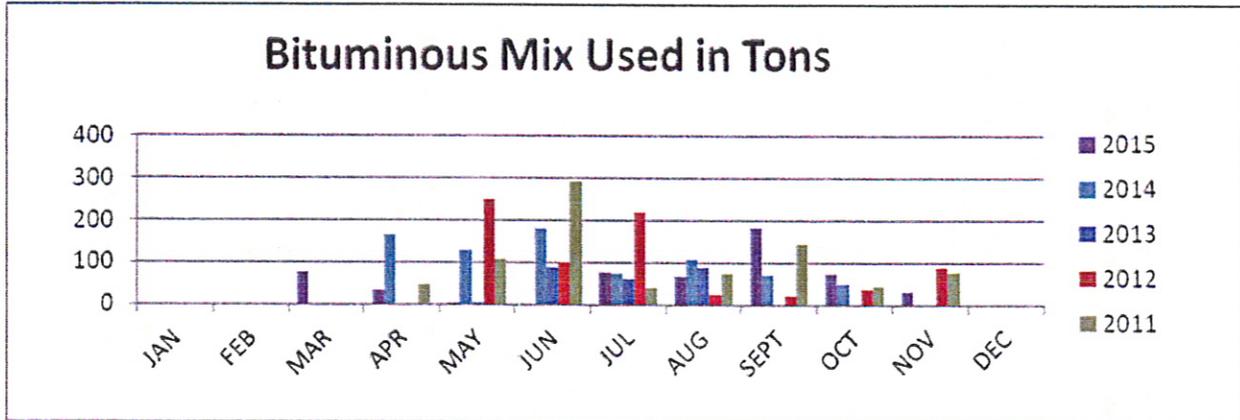
The labor hours to perform items of work show the following comparisons for the last five years. Data recorded in 2015 shows a .0045% decrease in crew hours compared to last year. 2014 compared to 2013 shows a 3% increase of crew hours. 2013 compared to 2012 shows a 16% decrease. 2012 compared to 2011 a 6.8% decrease. 2011 compared to 2010 shows a 14.5% decrease.

In 2015 the City of Sterling saw yet another increase from 2014 in snow removal operations, logging in 1,562 man hours and hauling 744.5 loads of snow (approximately 7,440 cubic yards) away from residential and commercial property(Down town). 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 years) 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 an 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 2015, using 4,250 pounds of rubber crack seal material. On approximately 25,500 square yards of streets. This is significantly lower than years passed, but is due to snow and then going right into rain, which was heavy this year also causing flooding in area's. 2014 used 14,999 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, the department used 27,150 pounds of rubber crack seal material on approximately 190,000 square yards of city streets, as compared to 2012, which used 29,000 pounds of rubber on approximately 205,000 square yards of city streets. An estimated 38,790 pounds of rubber crack seal material was used on approximately 300,000 square yards of city streets were used in 2011.



In 2014 street sweeping measurement changed from blocks to miles.



Building Maintenance Division:

	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>
Work orders completed	372	382	347	340
Referenced hours of production	2840	3044	3337	2742
Recorded value of labor/materials	\$75,054	\$84,900	\$82,085	\$71,620
Average hours per Work Order	7.63	7.97	9.62	8.06
Average value per Work Order	\$201.76	\$222.25	\$236.56	\$210.65

Mechanics-Vehicle Maintenance Division:

	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>
Work orders completed	824	926	859	840
Referenced hours of production	3527.77	3311.29	2954.42	2845.69
Recorded value of labor/materials	\$201,181	\$292,900	\$143,323	\$321,549
Average hours per Work Order	4.28	3.58	3.44	3.39
Average value per Work Order	\$244.15	\$316.30	\$166.85	\$382.80

Electrician

	<u>2015</u>
Work orders completed	129
Referenced hours of production	851.4
Recorded value of labor/materials	\$55,279
Average hours per Work Order	6.6
Average value per Work Order	\$428.52

SANITATION DIVISION

The division conducted Spring and Fall Cleanups for 2015. The City saw an increase in customer participation collecting 722 tons in 341 loads of household refuse as compared to 2014 where 596 tons in 279 loads of household refuse; 2013 collecting 380 tons in 240 loads of household refuse that would be an increase of 216 tons and 39 loads. In 2012 the department collected 449 tons in 320 loads versus 424 tons in 314 loads in 2011.

	UNITS	2011	2012	2013	2014	2015	5 YR AVG
<u>STREET MAINTENANCE</u>							
Street Sweeping	Blocks	3766	4651	3983		0	4133.333
Streets Swept	Miles				1681	2037.2	1859.1
Catchbasins Cleaned	No.	5592	3504	2995	3705	4167	3992.6
Gravel for Alleys or Streets	Cu. Yds.	963	2613	184	23	0	756.6
Grading Alleys or Streets	Blocks	1922	1672	293		1295.66	1036.53
Grading Alleys or Streets	Hours				308	246	277
Blend Material for Backfill	Cu. Yds	947	783	0	160	348	447.6
Bituminous Mix	Tons	821	739	241	769	382.3	590.46
Painting Curbs, Streets, etc.	Gals	251	554	367	278	225	335
<u>SIGN REPL AND MAINTENANCE</u>							
Traffic Control Signs Repaired	No.	2	110	187	68	18	77
Traffic Control Signs Replaced	No.	117	218	109	208	36	137.6
Traffic Control Signs Installed	No.	151	194	6	19	20	78
Traffic Control Signs Removed	No.	121	155	9	14	10	61.8
Street Name Signs Repaired	No.	2	222	8	25	4	52.2
Street Name Signs Replaced	No.	178	82	62	0	0	64.4
Street Name Signs Installed	No.	180	84	5	0	0	53.8
<u>SNOW AND ICE REMOVAL</u>							
Snow Removal	Loads	739	129	130	644	761	480.6
Salt-Sand Mixture Used	Tons	272	196	271	613	381.6	346.72
<u>SANITATION</u>							
Loose Trash Collection	Tons	789	990	1061	742	800.5	876.5
Compacted Trash Collection	Tons	5866	5547	5701	5756	5741.6	5722.32
Containers Repaired	Each	556	557	455	563	545	535.2
<u>MISCELLANEOUS</u>							
Weed Control	Manhours	218	214	114	249	105	180

WATER DIVISION

This division produced 1,006,008 gallons of water during 2015 which is approximately a 4% decrease compared to 2014. Producing this volume logged 33,866 hours on equipment which is a 5% increase in hours compared to hours logged a year ago.

Throughout 2015, the Water Division meter reader read a total of 56,513 meters which is a 2% decrease compared to a year ago. These readings resulted in 913 turn-offs due to delinquency of payment. This is a 5% decrease compared to a year ago. There were 98 turn off for repairs in 2015.

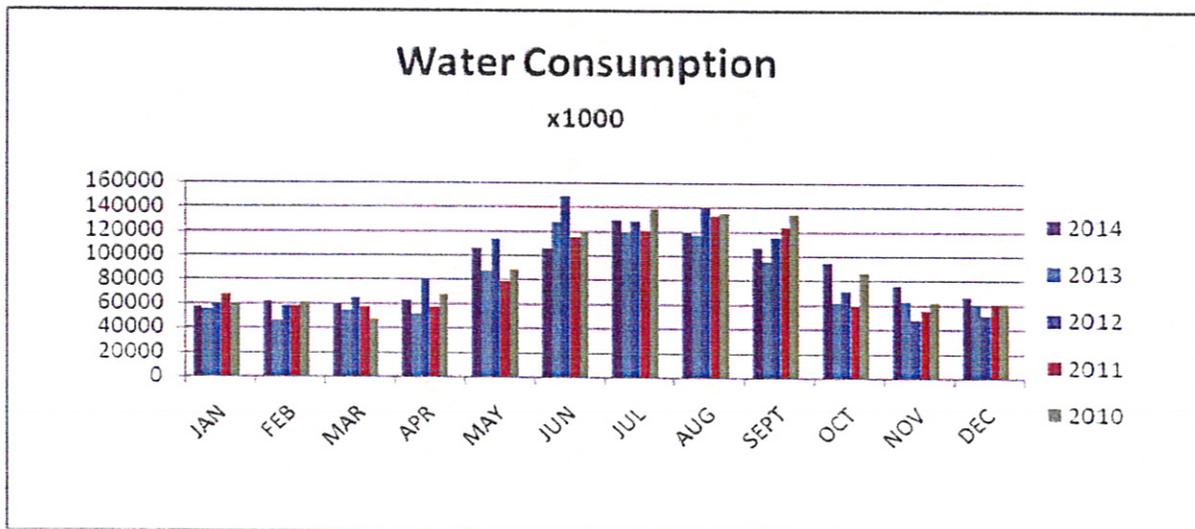
During 2015, the City experienced 62 water breaks requiring immediate attention. This is a 177% increase from a year ago with a total of 36 in 2014.

Location of City Utilities

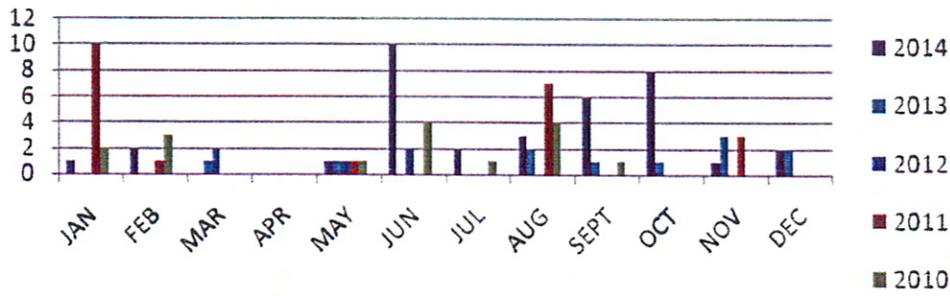
The Water Division also expended resources in locating of City utilities as required by the one-call law in the State of Colorado and administered by UNCC. The Division responded to approximately 1037 requests throughout the year for utility locates. Included in these were 103 requested by the City of Sterling and 934 requested by customers.

Fire Hydrants

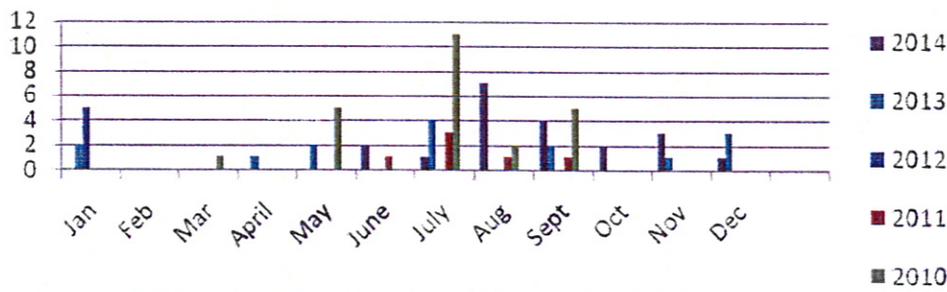
The Water Division cooperates with the Fire Department in fire hydrant inspections, repair and replacement program. The Division continued efforts in repair and maintenance of the fire hydrants while the Fire Department expended efforts inspecting and flushing hydrants during 2015.



Water Breaks



Water Service Leaks



	UNITS	2011	2012	2013	2014	2015	5 YR AVG
WATER LINES							
Water Lines Installed	Feet	25	0	0	20	500	109
Water Lines Repaired	No.	0	0	0	0	0	0
Water Lines Replaced	Feet	47	0	0	36	59	28.4
VALVES							
Valves Exercised/Repaired	No.	12	84	3			33
Replaced							
FIRE HYDRANTS							
Installed	No.	0	0	3	0	0	0.6
Repaired	No.	18	4	16	1	1	8.0
Replaced	No.	1	3	0	0	0	0.8

Inspected	No.	0	2	0	0	0	0.4
Flushed	No.	0	2	72	0	0	14.8
METERS READ							
Well Meters	No.	163	267	181	148	169	185.6
Park Meters	No.	323	384	343	380	227	331.4
WELL MAINTENANCE							
Wells Motors Checked	No.	4745	4318	2800	1603	639	2821
CHLORINE							
Bottles Picked Up	No.	155	197	0	0	0	70.4
STORAGE TANKS							
Water Level Checked	No.	3650	5800	3285	3484	2266	3697
WATER SERVICES							
Services Installed	No.	0	0	0	0	65	13
Services Repair/Replace	No.	6	5	15	20	35	16.2
WELLS PUMPED							
	Hours	31891	33000	31758	32216	33866	32546.2
	Gallons	984641	1077489	936484	1044096	1006008	1009744
METERS AND SERVICES							
*Meters Read	No.	54304	50489	58533	57548	56513	55477.4
Investigation Orders	No.	292	372	463	432	358	383.4
Meters Repaired/Replaced	No.	2	0	0	0	6	1.6
Turn offs	No.	800	896	1082	1082	1011	974.2
Turn ons	No.	881	909	1054	1210	1142	1039.2

SEWER DIVISION

The Sewer Division cleaned 12,340 feet of sanitary sewer pipe throughout 2015.

	UNITS	2011	2012	2013	2014	2015	5 YR AVG
SANITARY MAINS							
Sanitary Mains Repaired	Feet	19	0	0	0	40	11.8
Sanitary Mains Cleaned	Feet	21959	6200	22400	16071	12340	15794
Sanitary Mains Replaced	Feet	35	0	0	0	0	7
MANHOLES							
Repair/Raise Sanitary	No.	1	0	0	0	0	0.2
Repair/Raise Storm	No.	0	0	0	0	0	0

Inspected Sanitary	No.	0	0	0	0	70	14
Inspected Storm	No.	0	0	0	0	0	0
STORM SEWERS							
Constructed	Feet	0	0	0	0	0	0
Cleaned	Feet	3649	0	1990	600	240	1295.8
Repaired	Feet	0	0	0	0	40	8
Installed	Feet	180	0	0	0	0	36
Replaced	Feet	4	0	0	0	75	15.8
Catchbasins Cleaned	No.	0	695	0	0	0	139
LIFT STATIONS							
Cleaned and Washed	No.	54	14	94	7	36	41
Alarms	No.	15	35	0	0	90	28

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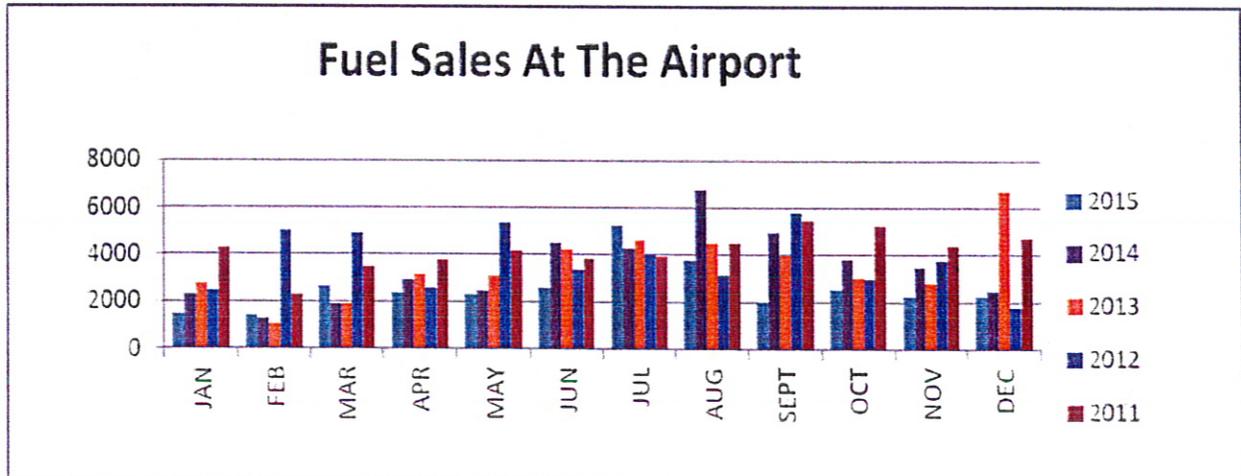
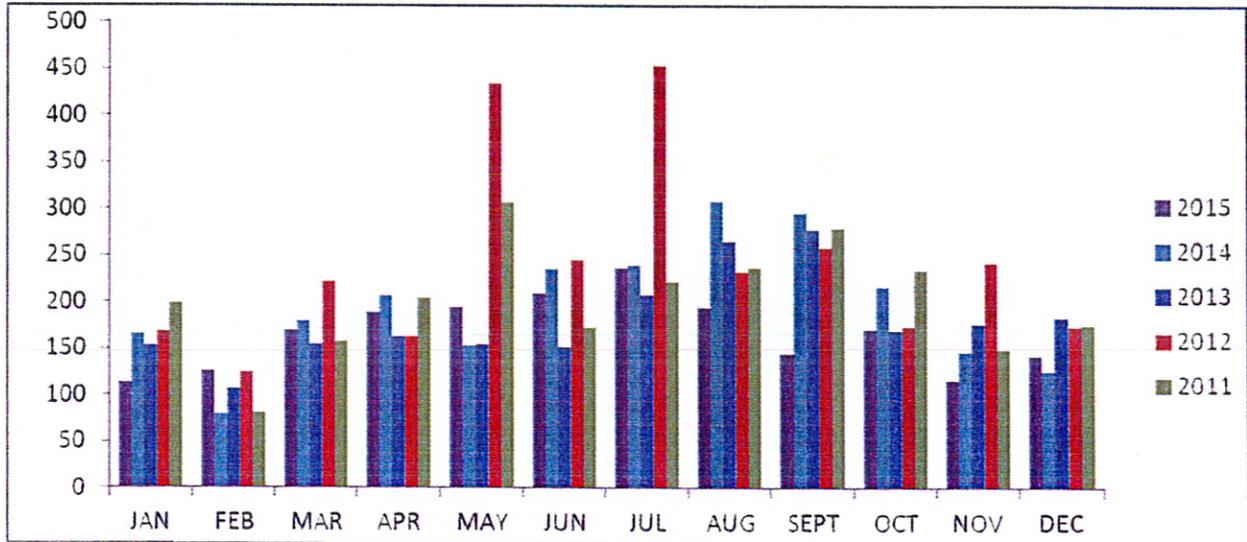
AIRPORT DIVISION

The Airport is open 7 days a-week and has an On-Call person for after-hours requests for fuel or other services. In 2015 the Airport logged 2008 Operations which are generally logged during normal business hours. The fuel sales in 2015 totaled 30,582 gals.

	UNITS	2011	2012	2013	2014	2015	5 YR AVG
AIRCRAFT TYPE							
A/C Single-Engine	Operation	1573	1894	1285	1507	1328	1517.4
A/C Multi-Engine	Operation	116	172	167	177	142	154.8
Helicopter	Operation	252	246	164	180	205	209.4

Turbo Jet	Operation	473	576	547	485	317	479.6
Other	Operation	0	2	2	0	12	3.2
AVIATION FUEL DISPENSED							
Avgas	Gals	14603	16666	14004	18892	12252	15283.4
Jet-A	Gals	35479	28542	27804	22354	18544	26544.6

Airport Operations

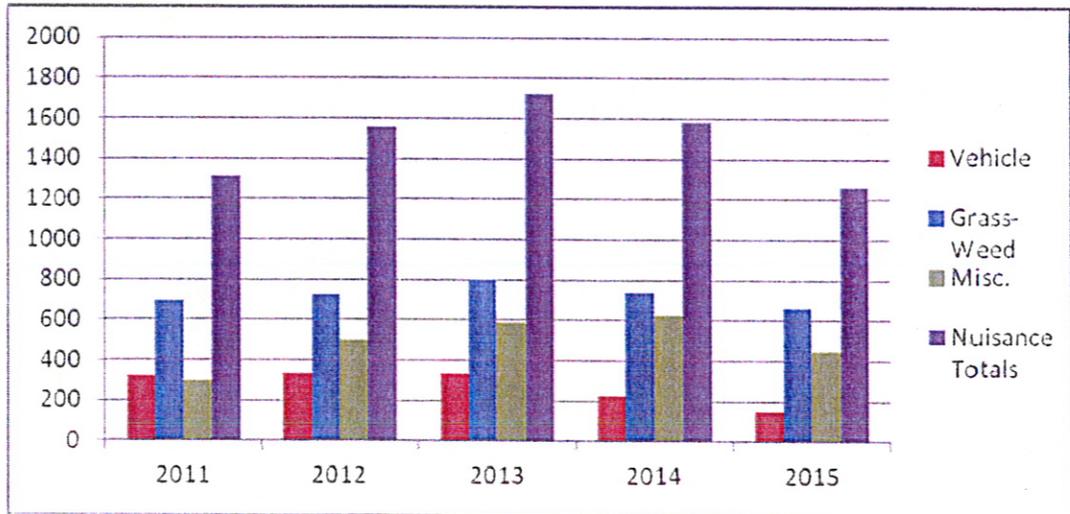
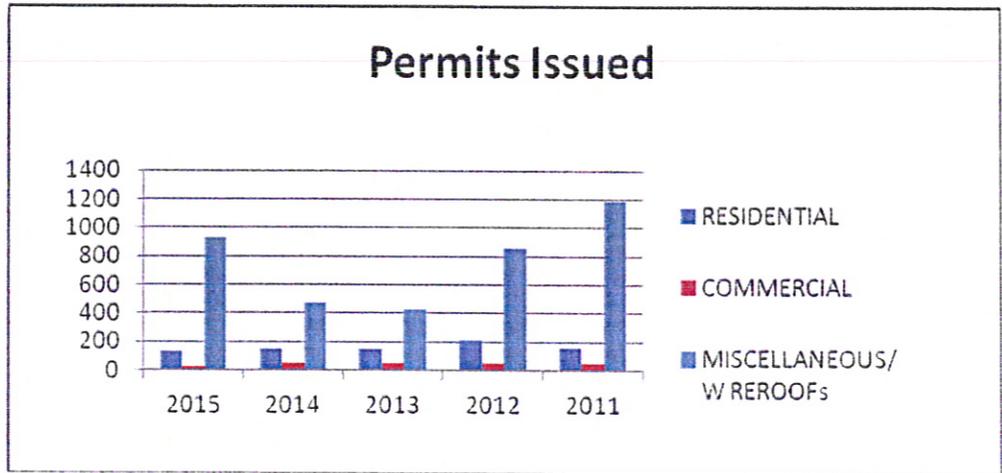


CODE ENFORCEMENT DIVISION

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 MH)	5 units	\$ 611,000
Residential Additions/Alterations	758	\$ 5,742,219
Residential Garages/Carports	8	\$ 75,295
New Nonresidential	15	\$ 3,269,983
Nonresidential Additions/Alterations	56	\$ 2,465,071
Demolitions	12	N/A

The total number of permits and/or approvals issued in 2015 is 1,115 with a fee structure of \$366,189.80.



		UNITS	2011	2012	2013	2014	2015	5 YR AVG
<u>NEW RESIDENTIAL</u>								
Single Family (Detached)	Permits		2	3	6	6	5	4.4
	101 Units		2	3	6	6	5	4.4
	Value		<u>204300</u>	<u>373000</u>	<u>771000</u>	<u>829000</u>	<u>611000</u>	<u>557,660</u>
Condominiums & Townhouses	Permits		0	0	0	0	0	0
	102 Units		0	0	0	0	0	0
	Value		<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Duplex	Permits		0	0	0	1	0	0.2
	103 Units		0	0	0	2	0	0.4
	Value		<u>0</u>	<u>0</u>	<u>0</u>	<u>336000</u>	<u>0</u>	<u>67,200</u>
4 Family Apartments	Permits		0	0	0	0	0	0
	105 Units		0	0	0	0	0	0
	Value		<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Manufactured Homes	Permits		0	0	1	0	0	0.2
	106 Units		0	0	1	0	0	0.2
	Value		<u>0</u>	<u>0</u>	<u>1500</u>	<u>0</u>	<u>0</u>	<u>300</u>
TOTALS	Permits		2	3	7	7	5	4
	Units		2	3	7	8	5	4.4
	Value		<u>204300</u>	<u>373000</u>	<u>772500</u>	<u>1165000</u>	<u>611000</u>	<u>540270</u>
<u>ADDITIONS AND ALTERATIONS</u>								
Res. Alteration, Addition	Permits		143	201	137	133	758	274.4
	434 Value		<u>682093</u>	<u>1790840</u>	<u>773344</u>	<u>789096</u>	<u>5,742,219</u>	<u>1,955,518</u>
Res. Garage, Carport	Permits		15	7	9	12	8	10.2
	438 Value		<u>129394</u>	<u>124901</u>	<u>59310</u>	<u>130264</u>	<u>75,295</u>	<u>103833</u>
TOTALS	Permits		158	208	146	145	766	284.6
	Value		<u>811437</u>	<u>1915741</u>	<u>832654</u>	<u>919360</u>	<u>5,817,514</u>	<u>2,059,351</u>
<u>NEW NON-RESIDENTIAL</u>								
Amusement & Recreation	Permits		0	0	2	0	1	0.60
	318 Value		<u>0</u>	<u>0</u>	<u>278285</u>	<u>0</u>	<u>28,500</u>	<u>61,3571</u>
Churches & Religious	Permits		0	0	0	0	0	0

319	Value	0	0	0	0	0	0
Industrial Buildings	Permits	0	0	1	1	7	1.8
320	Value	<u>0</u>	<u>0</u>	<u>450000</u>	<u>877832</u>	<u>1,636,560</u>	<u>592,878</u>
Auto Service & Repair	Permits	0	0	0	1	0	0.2
322	Value	<u>0</u>	<u>0</u>	<u>0</u>	<u>118267</u>	<u>0</u>	<u>23653.4</u>
Hospitals & Institutions	Permits	0	0	0	1	0	0.2
323	Value	<u>0</u>	<u>0</u>	<u>0</u>	<u>2266440</u>	<u>0</u>	<u>453288</u>
Offices, Banks, Professional	Permits	1	1	2	2	0	1.2
324	Value	<u>10000</u>	<u>1924600</u>	<u>23500</u>	<u>1158500</u>	<u>0</u>	<u>623320</u>
Schools & Education	Permits	0	0	0	0	0	0
326	Value	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Stores and Customer Service	Permit	0	1	0	0	4	1.00
327	Value	<u>0</u>	<u>428119</u>	<u>0</u>	<u>0</u>	<u>77,793</u>	<u>101,182</u>
Public Works & Utilities	Permit	2	0	2	1	0	1
325	Value	<u>12001939</u>	<u>0</u>	<u>40028</u>	<u>18528</u>	<u>0</u>	<u>2412099</u>
Other Nonresidential Buildings	Permit	2	2	6	5	1	3.2
328	Value	<u>46602</u>	<u>236517</u>	<u>152685</u>	<u>524671</u>	<u>497,050</u>	<u>291,505</u>
Structures Other than Buildings	Permits	0	0	2	4	1	1.4
329	Value	<u>0</u>	<u>0</u>	<u>277855</u>	<u>1248425</u>	<u>20,000</u>	<u>309,256</u>
NONRESIDENTIAL	Permits	45	46	33	38	56	43.6
ADDITIONS/ALTERATIONS	Value	2561197	3473826	2259568	1567620	2,465,071	2,465,456
DEMOLITIONS							
Residential	Permits	0	0	0		1	0.2
Other	Permits	1	0	0		6	1.2
PERMITS AND FEES							
Building	Permits	210	261	201	205	839	343.2
	Fees	116448	207671	159162	245246	357,229	217,151
Demolition	Permits	4	8	3	15	12	8.4

	<u>Fees</u>	<u>94</u>	<u>191</u>	<u>75</u>	<u>375</u>	<u>280</u>	<u>203</u>
Fence	Permits	55	79	57	50	69	62.0
	<u>Fees</u>	<u>1100</u>	<u>1580</u>	<u>1160</u>	<u>1000</u>	<u>1360</u>	<u>1,240</u>
Mechanical	Permits	70	51	52	139	50	72.4
	<u>Fees</u>	<u>1962</u>	<u>1700</u>	<u>1709</u>	<u>3970</u>	<u>1804</u>	<u>2,229</u>
Sign	Permits	36	20	17	34	45	30.4
	<u>Fees</u>	<u>920</u>	<u>680</u>	<u>440</u>	<u>860</u>	<u>920</u>	<u>764</u>
Excavation	Permits	60	83	104	96	61	80.8
	<u>Fees</u>	<u>660</u>	<u>640</u>	<u>915</u>	<u>1380</u>	<u>1445</u>	<u>1,008</u>
*MH Hookups	Permits	7	4	9	5	2	5.4
	<u>Fees</u>	<u>525</u>	<u>300</u>	<u>2886</u>	<u>2028</u>	<u>1793</u>	<u>1,506</u>
Miscellaneous	Permits	950	610	178	128	37	380.6
	<u>Fees</u>	<u>231766</u>	<u>153407</u>	<u>38531</u>	<u>23910</u>	<u>1358</u>	<u>89,794</u>
TOTALS	PERMITS	1392	1116	621	672	1115	983.2
	<u>FEES</u>	<u>353475</u>	<u>366169</u>	<u>204878</u>	<u>278769</u>	<u>366189</u>	<u>313,896</u>
<u>Nuisance Violations</u>							
Vehicle Notices		323	333	332	225	148	272.2
Grass-Weed Notices		692	728	803	735	665	724.6
Misc. Notices		295	499	588	623	447	490.4
<u>Total Notices</u>		<u>1310</u>	<u>1560</u>	<u>1723</u>	<u>1583</u>	<u>1260</u>	<u>1487.2</u>

*STERLING POLICE DEPARTMENT
ANNUAL REPORT
2015*



*"BUILDING PARTNERSHIPS AND TRUST
WITH OUR COMMUNITY"*

*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."*

2015 ANNUAL REPORT

LETTER FROM THE CHIEF



The annual report is an opportunity to review and highlight our activities and performance during the past year and to discuss the challenges law enforcement and 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 Law Enforcement's finest who honorably serve the citizens of Sterling. As the city completed our first complete year under the direction of City Manager Donald Salinger, 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.

2015 was a year where we solidified and strengthened the enhancements we implemented and dedicated ourselves to in 2014, while continuing to be progressive and proactive to meet the needs of the future. We pride ourselves in being leaders not only in law enforcement, but the entire community we serve. The information included in my letter and the entire annual report, encompasses that philosophy while being partners with all who tirelessly work to make Sterling a safe and prosperous place to live, work and visit.

Our newly implemented and highly trained K-9 Unit remains very active and is an extremely valuable program that assists in meeting the needs of public safety. In 2015 we hosted our second annual 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 being a Community Oriented Policing Agency. We updated our lobby and records section of police department to present a more professional appearance and better represent us to the public we serve. We continue to enhance some of our patrol programs to help decrease criminal activity and increase community relations. We also designed and created the departments first ever challenge coin that is so popular amongst law enforcement agencies across the country. As always, our commitment to our team members remains a high priority by acknowledging their value in order sustain and enhance morale, retention and job satisfaction.

In March of 2015 we transitioned to the Lexipol Policy Program to enhance our risk management capabilities. This policy system provides our agency with current laws, statutes, and public safety best practices through a state-specific, web-based policy manual. Keeping up with the changing laws, court decisions and best practices in the public safety field is a difficult and time consuming task far beyond the resources available to our agency. This program assists in providing that service. After years of research, discussions, demonstrations, and meetings, the city along with the E911 board, funded a new windows based Computer Aided Dispatch (CAD), Records, and Police Mobile Reporting System to replace the old, outdated and less efficient system we currently use. The implementation of the new system started in February of 2015 and is expected to go live in March of 2016. In addition, to further increase efficiencies and better utilize officer's time, we began phasing in mobile computing in our patrol cars.

In May of 2015 after nearly 20 years with the Sterling Police Department, Major Scott Annable resigned his position as the Commander of Operations to accept a job with the Colorado Department of Corrections. In late June, Detective Barry Winckler was promoted to Major and took over the Operation's Division and has been a great addition to our command staff team. We also promoted four officers to the newly created position of Corporal.

Training continued to be a high priority in 2015. Members of the department participated in thousands of hours of training in various disciplines far exceeding the Colorado Peace Officer Standards and Training (P.O.S.T.) requirements. A training need for law enforcement across the country and priority of mine is officer response to critical incidents where crisis intervention is needed. Dealing with those in an altered state of mind is very challenging, difficult, and sensitive and comes with a great amount of liability. Whether that is from a mental disability, drugs/alcohol, suicidal, or other type of concern, addressing the issue requires more than a typical response. As a result we wanted to assure we could handle these situations safely and effectively for all involved. In 2015 I tasked Major Winckler (due to his background) with developing a training program to meet this need. Major Winckler met this challenge and was able to get all the officers in the department through this training in order to provide the professional services our community expects and deserves.

2015 did not come without its share of challenges, and once again, the response of our staff was second to none. Case load continued to increase which creates a great deal of difficulty in providing prompt, professional services to our community. In 2015 Law Enforcement endured a lot of negative publicity as a result of a variety of incidents that have occurred across the country. Our department has been steadfast, as we understand that the significant majority of our community and elsewhere across the country support their law enforcement officers. Law Enforcement⁴³ remains one of the most noble and

respected professions filled with outstanding men and women with the highest level of character and integrity, and for that, I am extremely proud.

The department could not have responded to the challenges and initiated all the enhancements the way we did if it had not been for our management team which includes all our sergeants and corporals in addition to our command staff team that includes Major Richard Kelsch and Major Barry Winckler. 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 2015 came to a close, we turned the page to continue our pursuit of excellence in 2016. As we prepare for the future with vision, determination, and considerate deliberation, 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.

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 that make up our family. 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.

*Tyson R. Kerr
Chief of Police*

IN APPRECIATION

The staff would like to extend a thank you to our reading audience for the privilege of presenting our 2015 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 2015. 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 2015.

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 2015:



<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
Barry Winckler, Major, Operations Division	08-20-2012
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	08-06-2007
Corporal Russell Baca	08-20-2012
Corporal Nicholas Hrycaj	07-25-2011
Corporal Matt Williams	11-02-2012
Corporal Michael Grant	07-22-2013
Officer Reese Doorgeest	03-18-2013
Officer Robert Donahue	06-07-2013
Officer Christopher Fleckenstein	05-04-2015
Officer Michael Hart	12-02-2013
Officer Trevor Tuttle	03-18-2013
Officer Ryan Peterson	11-24-2014
Officer Casey Swingle	08-07-2014
Detective Russell Swingle	06-10-2015
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

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*

PARTNERSHIPS BEGIN WITH OUR YOUTH

"This means more than you'll probably ever know", were the words of Chief Kerr and those words probably spoke more truth about the way in which a police officer feels about those he has sworn to "serve and protect." Indeed, the youth of a community often senses very readily



those they can trust to be their friends in a world often fraught with choices as they grow to become contributing citizens of our world.



Given the current atmosphere surrounding the police officer on the street, on both a national, as well as a more

local level, current events do not often carry a "thank you" to the officer for their dedicated work. On September 21st of this year, area law enforcement agencies heard "thank you" in so many

boisterous ways from the 450 students comprising the Ayres student body when staging their "Thank a Police Officer Day" celebration.

In the gym of Ayres Elementary, students took turns speaking about police officers: Kindergartners called them "kind, honest, fearless and brave." First graders took a more detailed approach and said, "someone who chases bad guys, who is brave and saves lives and keeps me safe." Officers received doughnut seeds in bags so they could plant their own doughnut trees, because what police officer doesn't like doughnuts? At the end of the celebration, as officers left in their squad cars, students lined up along Robin Road carrying "thank you" banners, cheering them on, releasing blue balloons, and waving, letting the officers know that they are appreciated.



Attending from the SPD were Cpl. Matt Williams, Chief Tyson Kerr, Major Barry Winckler, Officer Trevor Tuttle, and Sergeant James Rank.

OPERATIONS DIVISION OVERVIEW

By Major Barry Winckler, Commander



The Operation's Division saw constructive advances this year. Training related advancements was one that occurred this year. Technology was another. Each of the advancements we saw this year was designed to provide not only better service to the community but the efficient delivery of services. These advances will continue into 2016 and will certainly have an impact on the department as well as the community.

TRAINING IN 2015

Colorado Peace Officer Standards and Training (POST) is the entity that certifies peace officers in Colorado. A new Rule (Rule 28 – In Service Training Program) went into effect in January, 2015. According to Rule 28, POST required officers to complete a minimum of 24 hours of annual in service training each year in order to keep their certification to be employed as a peace officer.

Of the 24 hours of required training, a minimum of 12 hours must be in what is determined to be perishable skills. These perishable skills pertain to skills such as firearms training, emergency vehicle driving training, and arrest control training.

An average of 96.02 hours of training per peace officer was submitted to POST as training completed by all the officers who were employed in 2015. This includes four peace officers who left Sterling Police Department in 2015 and two that were hired in 2015. Of note, the Sterling Police Department has been meeting this level of annual training for many years. It is said with pride, that overall, to include all in house, FTO and off site training, 6,136 hours were completed by officers and support staff in 2015.

Additional training related advancements included the Sterling Police Department developing a POST approved course called Agitated Chaotic Events (ACE). This course was a one of a kind hybrid 8 hour course that included topics derived from Critical Incident Training and Excited Delirium training. Interest from multiple surrounding area law enforcement agencies have contacted us inquiring about receiving this course instruction.

We incorporated a training simulator to train our sworn personnel in emergency vehicle driving and operation. The simulator is available in the district. Officers Rob Donahue and Trevor Tuttle were trained as the simulator instructor and they trained the other officers. This is a technology advance that allows us to effectively train officers in emergency driving.

The Department hosted training classes for certified officers throughout the region which included: investigations 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, 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.

Technology advances in 2015 also included the incorporation of laptop computers in the cars. This has been a big step towards going to mobile dispatching and records management directly from the cars.

With the computers in the police cars, we began working with Tyler/New World Systems in building our records management system. This is a very robust system designed for report writing and all the other day to day records management. Its use will be implemented in 2016. This system will provide many benefits to the Sterling Police Department to include a reduction in time officers spend in report writing. This will certainly increase efficiency.

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. We strive to 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.

The 2015 year saw the following changes in personnel:

- * Four members were promoted to the new position of Corporal. Those members were Roy Burk, Nick Hrycaj, Russ Baca and Matt Williams.
- * Corporal Burk resigned to go to California. Mike Grant was promoted to Corporal.
- * Officers Gustafson and Hunsicker resigned.
- * Officers Chris Fleckenstein and Russ Swingle were hired.
- * Officer Swingle was transferred to the Investigations Section.
- * Major Scott Annable resigned. Detective Winckler was promoted to Major.
- * Officer Marisa O'Toole was given a formal job offer at the close of 2015 and sworn in on January 4, 2016.

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 the individuals we did. We are confident they have the necessary intelligence and high moral and ethical standards required to be successful.

The resignations of officers during 2015 as compared to 2014 rose from two officers to four officers. 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.

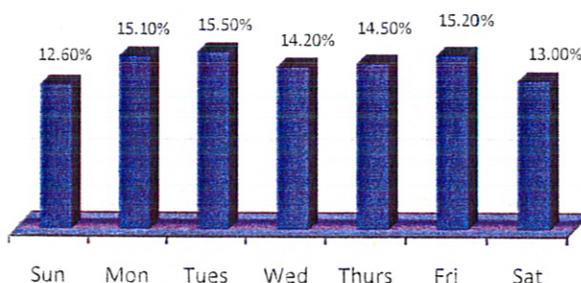
With that said, retention and recruitment continues to be critical components of the Operations Division and the Department as a whole.

The Department continues to aggressively recruit new, qualified individuals to serve as police officers. However, finding qualified applicants continues to be a challenge.

The safety of our community rests, in part, with a well-trained police force and we remain committed to providing that. To that end, in 2015 the Department put a priority into training for all officers.

The Patrol Division was busy with logged calls for service. We saw a total of 14,295 calls for service for 2015. Of those calls for service the percentage per day break down was as follows:

- * Sunday = 12.6%
- * Monday = 15.1%
- * Tuesday = 15.5%
- * Wednesday = 14.2%
- * Thursday = 14.5%
- * Friday = 15.2%
- * Saturday = 13%



As busy as we were, the Patrol Division was able to concentrate efforts in community patrol practices this year. During the year, the patrol division logged over 1100 community patrol events; these include such activities as foot patrol (149), business checks (563), presentations, school patrols, and community education. Continuing the education of our community has always been a high priority for the Sterling Police Department.

During 2015, 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 throughout the school year. Additionally, we conducted Trunk or Treat at Halloween (October 30) in which we had positive contact with almost 900 kids (448 at Ayers Elementary and 444 at Campbell). Shown is Officer Trevor Tuttle (AKA Batman), trunk open, ready to hand out nearly 450 reflective/silver Trick or Treat bags to students to use to enhance their visibility when Trick or Treating on Halloween night.



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, and in 2015, the event added a new partner, the Overland Trail Museum with their "A Child's Christmas on the Prairie" event, on the afternoon of December 5, a Saturday. A huge crowd of 600 children of all ages, along with parents, received hot cocoa, cinnamon rolls, and were able to tell Blue Santa (AKA Officer Trevor Tuttle) of their Christmas wishes. Child ID kits were also available, with fingerprinting for the kits being done by Jose Herrera, an Explorer. Pictured is Blue Santa "high fivin'" a small visitor, and this photo says a "thousand words" regarding police interaction with our youth.

CANINE PROGRAM



For many years, the department had considered the viability of a canine program. In 2013, due to his interest, Corporal Nick Hrycaj was assigned to research the feasibility of a canine program. After tireless efforts of both Corporal 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.

Corporal 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 Corporal 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.

Corporal 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, Corporal Hrycaj and K9 Glock found cocaine, methamphetamine, and a suspected mobile methamphetamine lab that would otherwise have gone undetected by human officers. During 2015, K9 Glock and Corporal Hrycaj were utilized 43 times, and it is important to note that in April of 2015, it was necessary for Glock to have his tooth extracted, thus reducing the deployment count during his recovery period, approximately one month.

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 continued to donate and support the program in 2015: 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, and Mr. D's Ace Hardware, The Department is very grateful for the generous community support and will depend on that support to continue to be successful.



K9 Glock Continued his public contacts in 2015 and as always, was a very welcome celebrity with the community, not to mention our younger set, as is demonstrated by his appearance at a Kops 'N Kids presentation, "High on Life and Nothing Else" at Campbell Elementary in early 2015, pictured to the left. Numerous requests came to Corporal Nick Hrycaj for Glock to visit their 51st and demonstrate skills.



The training provided for Glock by his handler and other contributing officers during 2015 numbered 86.73 hours. His training included Tracking, Bite Training, Narcotics Detection, Article Searches,



Building Searches, Aggression Training, not to mention strength and agility training, which is seen in the photo to the above right, where Glock demonstrates his jumping abilities on an early frosty morning at the firearms range. Glock is pictured above left during a "bite training" session, assisted by Officer Reese Doorgeest in the "bite" suit.

GRANTS & SEIZURES

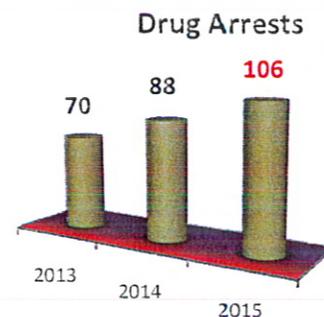
In 2015, the Department applied for numerous grants and all were awarded.

- ✦ The Sterling Police Department partnered with the Bureau of Justice for a grant in the amount of \$829.95 to purchase bullet proof vests for the officers in years 2016 and 2017.
- ✦ In 2015, 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 Sterling Police Department was awarded an equipment grant from Colorado POST in the amount of \$7,479.65. This grant is to be used for specific proposed training equipment purchases in 2016.

DRUG ENFORCEMENT ACTIVITY

Our officers have remained diligent and proactive in this area during the course of their duties. As a result, in 2015, our officers arrested 106 individuals and charged them with a total of 185 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* **4**
- ✦ *Possession of Marijuana with Intent to Distribute/Sell* **1**
- ✦ *Possession of Marijuana* **41**
- ✦ *Possession of Drug Paraphernalia* **79**
- ✦ *Introduction of Contraband* **4**



- ✿ Possession of a Schedule III, IV, V Controlled Substance **5**
- ✿ Open Marijuana Container in motor vehicle **1**
- ✿ Possession of a Controlled Substance by a Special offender **2**

In connection with the arrests, in 2015 officers seized approximately:

- ✿ 12.6 pounds of marijuana
- ✿ 187 grams of methamphetamine/amphetamine
- ✿ 3.6 grams of Cocaine
- ✿ 103 items of Drug Paraphernalia

Police Department participates in Drug Take Back Day



Again, by popular request from the community, the police department, for the 10th time in five years, participated in the DEA's (Drug Enforcement Administration) Program of accepting for destruction out dated, unused and potentially harmful prescription medications from citizens. Major Barry Winckler and Investigations Sergeant Billy Dolan took in over 54 pounds on September 26th of such medications at their tented booth in front of the Police Department. Pictured are Dolan and Winckler bagging up the meds before taking them to the nearest DEA Collection Center for destruction.

TRAFFIC



The Sterling Police Department investigated 257 traffic accidents in 2015, representing a 13.5 percent decrease from the 297 accidents investigated in 2014. Of the 257 traffic accidents reported to the Sterling Police Department in 2015, 91.8 percent of the accidents occurred on public streets and 8.2 percent 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, 70 or 27.2 percent were intersection-related accidents. August was the busiest month for traffic accidents, during which 36 traffic accidents were reported and investigated by the Department.

A total of 18 people were injured in traffic accidents in 2015, a 25 percent decrease from the 24 injured in accidents in 2014. There was one fatal



accident investigated in 2015. Of the 257 accidents, four involved pedestrians, three involved bicycles, and 23 were hit and run accidents. Five of the accidents were alcohol related. In 2014, "Unsafe backing" was the most common violation cited for traffic accidents.

A total of 57 people were arrested in 2015 for driving while intoxicated; two of which were charged for driving while ability impaired.

- * Of those arrested, nine were charged with driving under the influence of drugs.
- * Of those arrested, all were adults, but four were under 21 years of age. 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	0
Drove while Ability Impaired	0.050 to 0.099	5
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	9
Drove While Under the Influence	0.300 and above	0
Drove While Under the Influence	Refused Testing	7
Under the Influence of Drugs		9

DRUG RECOGNITION EXPERT EVALUATIONS



Corporal Matt Williams is a certified Drug Recognition Expert. For 2015, he conducted four complete drug evaluations for suspected impaired drivers. He has conducted several suspected drugged driver investigations. He has also assisted outside agencies (Logan County Sheriff's Office and the Colorado State Patrol) in the suspected drugged driver investigations. Corporal Williams is pictured to the left being congratulated by Chief Kerr at his graduation ceremony to become a Drug Recognition Expert.

Drug evaluations differ from basic investigations in many ways. The investigation includes interviews, observations of the suspect (to include standardized field sobriety testing and any physical evidence available).

The evaluation involves these criteria as well as voluntary physical examination of the suspect. This examination includes measuring pupil size in dark vs light, temperature, blood pressure, heart rate, respiration rates, etc. It is a very focused and extensive examination.

Of all of Corporal William's investigations, four turned into complete Drug Recognition Expert evaluations. Of the four evaluations, three were confirmed (by subsequent blood test) to be under the influence of drugs. One was not evaluated further after he was able to determine (from the extensive medical evaluation he is trained in) the subject had medical conditions.

EVERYONE LOVES A PARADE....

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 8, 2015. 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, before, during and after the parade. SPD Major Barry Winckler, 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 to the right is Officer Trevor Tuttle who was assigned to bicycle patrol duty, on hand at the starting point of the parade, helping with one of the younger set who had questions.



Leading the parade in his "interceptor" squad car was Corporal Matt Williams, who led the entire length of the parade and in addition directed traffic flow and float entries at the end of the route. 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 to the right is Major Barry Winckler, before the parade, organizing and directing traffic along Main Street, where he was able to utilize his skills in this manner. And what an eloquent and gracious job he did!



The 2015 Logan County Fair Parade gave City of Sterling employees the opportunity to construct a float entry for the parade, following the theme of "Going Hog Wild for the Logan County Fair." Representing the police department on the employee's float committee were Lila Koch, Admin Asst, and Shari Bollish, Records Tech. The committee took great pride in receiving the honor of first place in the commercial division by judges! Koch accompanied the float, giving out treats to the younger set along the 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 3rd 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 shows the City's "sparkly" float getting ready to take its place in the



parade procession.

The police department, represented by Lila Koch, Admin Asst and Shari Burton, Records Tech, both on the all-city float committee, was highly contributory to the innovation and subsequent decorating of the City's float entry depicting the 2015 theme: "Sterling Sparkles". Committee members, to include Koch, joined by Chief Kerr, walked along with the float, giving out treats to the spectators. Major Barry Winckler was highly instrumental in organizing police patrol for the parade, and was on duty, with other officers, to help with traffic as well as any crowd management needed for the event.

VETERAN'S DAY PARADE SUPPORTS THOSE WHO SERVED

On November 7, 2015, in downtown Sterling, in courthouse square, a parade event was organized by Fred Kubitz, American Legion member, for those who have or are serving in our armed forces. The veterans were honored at a recognition ceremony in the courthouse gazebo, and then recognized by the crowd by walking or riding around the courthouse square in parade fashion. The Sterling Police Department worked closely with Kubitz to make the event a reality for veterans. Pictured are veterans Chief Tyson Kerr, City Manager Don Saling, and special friends as they walk the parade route.



STERLING POLICE DEPARTMENT DESIGNS AND INSTITUTES INAUGURAL CHALLENGE COIN

In 2015, the department's first ever challenge coin that is so popular amongst law enforcement agencies across the country, was given out to members at their annual Christmas party, held this year at the *Plainsman 18* on December 20. As always, commitment to team members remains a high priority by acknowledging their value in order to sustain and enhance morale, retention and job satisfaction. The development of the Challenge Coin reinforced this commitment. One face of the coin is pictured on the beginning page of this annual report, and exhibits the core values of the department in the outside circle of the coin, and those values surround a picture of the uniform shoulder patch. The reverse side of the coin (pictured) is indicative of the historical significance that this department has had in the community since its initial inception in 1909, and shows the 2009 commemorative badge that officers designed, purchased and wore during the year of 2009.



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 56 t-time secretary, Lori McClaran. Ms. Nelson

started her 32nd year in 2015 with the Sterling Police Department as well as Ms. McClaran started her 16th year with Sterling Youth Services. The department and the citizens of Sterling are very fortunate to have these two very dedicated and caring people. The knowledge, passion and compassion they bring to this division of the police department is an outstanding statement to their professionalism.

Referrals to Youth Services decreased in 2015 to 260 youths compared with the 326 juveniles referred in 2014. The 206 juveniles were referred to Youth Services by law enforcement, courts, schools and parents.

Lori McClaran, the Youth Services secretary, continues to show her organizational skills. With 260 referrals, the first step in the process starts with Ms. McClaran making the case and she continues to be a part of the process, keeping records, scheduling appointments and court documentations in an orderly and accurate manner.

Lori assists with other department needs such as covering the records division when needed. She also participates and is the lead person on the City's Committee for Employee Excellence.

In 2015, 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, Ms. Nelson and the team conducted several presentations at local schools covering various safety and educational concerns targeted for the younger students.



In 2014 Ms. 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. Ms. Nelson continued with the mission in 2015, taking the lead in creating programs, presentations and incentives through the High on Life and Nothing Else education program. This program is presented to local area school students on a regular basis. Ms. Nelson is pictured working with students at the Sterling Middle School in November of 2015.

Ms. Nelson continued to attend various trainings during the year concerning such topics as drug and alcohol use and abuse, tobacco use, understanding the dangers of weapons, assault and self defense, anger management, conflict resolution, peer influence, sexual harassment and bullying.

INVESTIGATIONS DIVISION

The Investigation Division is comprised of one sergeant and two detectives. The division handles many sensitive and high profile cases. These cases range from crimes against persons 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 June, 2015, Detective Barry Winckler was promoted to the position of Major over the Operations Division of the department. This left the Investigations Unit down two detectives. In July Patrol Officer Russ Swingle was assigned to the unit. Detective Swingle started his career in law enforcement with the Sterling Police Department in 1995. In 1998 he went to the Logan

County Sheriff's Office for the next 17 years. Detective Swingle came back to the department June, 2015. Ending the 2015 year, the unit found itself still down one detective.

In 2015 the unit continued to show their professionalism and dedication by managing their already heavy case load along with new cases, assignments, and challenges coming in everyday. The unit sent 190 Felony filings or filing decisions to the 13th Judicial District Attorney's Office. Among those were an attempted homicide case, which one subject was arrested after fleeing to Arizona, and an armed robbery which occurred at Wal-Mart. This Investigations Unit collaborated with many out of state jurisdictions to connect numerous robberies in Nebraska, Wyoming and Colorado. One subject was arrested in Nebraska in regards to multiple robberies.

The Investigation unit is also assigned various details such as Sex Offender Registration and verification, keeping records for pawn shop transactions within the City, liquor license inspections, maintaining the department in-house video equipment and storage, in-car video storage and processing crime scenes, collecting evidence and maintaining the evidence storage room, communicating with other law enforcement jurisdictions, the courts and the District Attorney's office and also going to various trainings and educational classes held throughout the year.

Due to the staffing shortages in the department, this left the Investigation Division one detective short all of 2015. This placed additional burdens on Sergeant Dolan, Detective Winckler and now Detective Swingle. All 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.

Moving forward in 2016, the department is looking forward to filling the vacant position.

RECORDS DIVISION

The Sterling Police Department's Records section continues to experience heavy demands on its services, despite its limited resources. The division was staffed by one full time person and one part time (32 hours per week) person. The Records Division provides essential record keeping services to the Police Department. In 2015, the Records Division handled 1,203 requests for criminal justice records. These requests came from various entities, such as private citizens, insurance companies and outside law enforcement agencies.

Along with request for records, 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's ATV registration ordinance
 - * Entering Pawn Slips into CCIC/NCIC
 - * Entering Sex Offender registrations into CCIC/NCIC
 - * Entering stolen and recovered property into CCIC/NCIC



Ms. Burton and Ms. Powell are also in charge of maintaining the Records Management System, which includes merging all reports the department

produces, all the jackets of individuals that the department members come into contact with, and stolen and recovered property, just to name a few. This is one of the most demanding components of their duties.

The Sterling Police Department has been in the process of getting an updated Law Enforcement Records Management System for the past three years. In 2015, the project was finalized and was started. This project is a very time and personnel intensive undertaking. Ms. Powell has been the departments "go to person" on this project to get certain tasks and inner workings of the project in place. Ms. Powell has been able to accomplish all these extra duties while still performing her everyday demanding duties.

To maintain their Master Certified Records Technician status, Ms. Burton and Ms. Powell need to stay current with the ever changing statutes of the Colorado Open Records Act, 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

Sterling Youth Services, supervised by Major Richard Kelsch of the Sterling Support Services Division of the Sterling Police Department, provides on-going services for those juveniles referred by the Sterling Police Department, courts, school, families and the human service agencies. Virgie Nelson, the Program Coordinator, began her 32nd year with the Department in August, 2015. Lori McClaran, the Youth Services Secretary, began her 16th year with Sterling Youth Services in April, 2015.

Adopting the mission of the Support Services Division of the Sterling Police Department, Sterling Youth Services – hereafter referred to as SYS - provides an augmentation to officers' lecture-release option for juveniles contacted by law enforcement for petty offense criminal activity, suspicious activity or individual/public safety concerns. SYS enhances the Department's goal to address delinquent behavior in its early stages, thus decreasing the growth of significant criminal behavior and educating youth and families on personal and public safety matters.

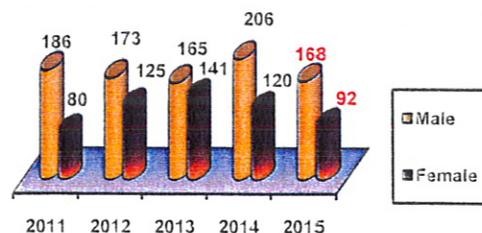
Additionally, officers may summons juveniles into Sterling Municipal Court to further hold juveniles accountable for delinquent actions. SYS provides juvenile probation services for Sterling Municipal Court.

Demographics of Referred Youth

In 2015, the total number of referrals to SYS decreased 20 percent from 326 to 260. Ninety-two referrals on females were 35 percent of the total caseload and 168 males were 65 percent of the total caseload.

The average age of youth referred was 14.74 years, as compared to the 2014 average of 13.88. A total of 20 referrals were youth under the age of 12 years.

Youths Referred - Five Year Comparative



The chart below illustrates the age of the youth and number of referral in 2015 for the particular age group.

Youth Age	Number of Referrals
6	1
8	3
9	3
10	3
11	10
12	11
13	16
14	54
15	45
16	56
17	58
Total	260

SYS is an active community resource concerning all efforts involving youth success by providing and participating in a broad range of services. The following list reflects the reasons for referral to SYS in 2015. A youth may be referred in more than one category.

Source	2015	2014	2013
Sterling Police Department	210	308	281
Logan County Sheriff's Office	5	2	7
District Court/Other Jurisdictions	10	1	7
Parents	2	1	2
School	3	14	9
Total	260	326	306

Reasons for referral to SYS include criminal behavior, non-criminal activity which is at risk behavior, activity which presents a perception of harming public safety, family disputes, driving violations which include petty offense violations, the so-called "non-victim crimes" of vandalism, trespass, and curfew violations, the mis-use of digital devices and the status offenses of truancy and running away.

The following list reflects the reasons for referral to SYS in 2015. A youth may be referred in more than one category.

Referral Reasons - 2015	Number	Referral Reasons - 2015	Number
Alcohol		False Fire Alarm	0
DUI/DWAI	0	False Reporting	3
Possession/Consumption	22	Forgery	0
Procurement	0	Harassment	10
Arson	1	Home Problems	28
Assault	12	Menacing	7
Burglary	4	Misuse of 9-1-1	0
Credit Card/Check Fraud	1	Possession/Receiving	
Resist/Obstruct/Elude Officer	8	Stolen Property	0
Criminal Mischief	5	Possession of Tobacco	5
Cruelty to Animals	6	Probation Violations	34
Curfew Violation	8	Run Away	30

Destruction of Property	12	School Problems	8
Discharge of Explosive Device	2	Sexual Assault	2
Disorderly Conduct	2	Theft	53
Disturbing the Peace	36	Trespass	6
Identity Theft/Computer Crime	0	Truancy	22
Drugs		Vandalism	2
DUID	0	Vehicle/Driving Violation	6
Possession	20	Warrant Arrest	22
Possession Drug Paraphernalia	13	Weapon Violation	2
Digital Communication Mis-Use	7	Other	7
Victim of a Crime	5		

Most Frequent Referral Reasons:	Percentage
▪ Theft	20
▪ Disturbing the Peace	14
▪ Probation Violations	13
▪ Possession of Drugs/Drug Paraphernalia	13
▪ Runaway	12
▪ Home Problems	11
▪ Possession/Consumption of Alcohol	8
▪ Truancy	8
▪ Warrant Arrest	8

Truancy, academic failure and school disciplinary problems are risk factors for delinquency. National statistics bear out school problems are a dynamic of delinquent behavior. SYS tracks the education status of those youth referred. In 2015, 52 percent of Youth Services' caseload was at-risk of academic failure or suspension from school at the time of referral.

Students were listed as:

- ✱ At Risk – more than one disciplinary report for the current school year
- ✱ Suspended – currently behavior has resulted in a three, five or ten day out-of-school suspension
- ✱ Expelled – completed school expulsion proceedings due to significant violation of school policy – May be up to one calendar year
- ✱ Truant – more than ten unexcused absences resulting in a case being filed in 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 education program

YOUTH SERVICES' CLIENTS EDUCATIONAL STATUS

Year	Regular Students	At-Risk Youth	Suspended Students	Expelled Students	Truant Youth	GED/N/A
2015	97	111	3	0	22	27
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

The National Center for School Engagement reports the lack of commitment to school is “a risk factor for substance abuse, delinquency, teen pregnancy and school dropout.” SYS

programming, in tandem with community youth agencies, works from three foundational programming goals:

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

Juveniles in the Court System

Three Courts may hold jurisdiction over youth:

- * Sterling Municipal Court – Sterling City Ordinance Violations and Specified Driving
- Logan County Court – DUI, Driver’s License Violations and Specified Driving Violations
- * Logan District Court – Misdemeanor and Felony Level Crimes

COURT ACTION

Year	Total No Court	Municipal Court	County Court	District Court	Total No Referrals
2015	117	77	6	34	260
2014	99	72	1	26	326
2013	106	68	2	36	306
2012	99	64	7	28	298
2011	113	77	0	36	266

Sterling Municipal Court Supervision

The objectives for youth in Sterling Municipal Court are threefold:

- * Take responsibility for the behavior
- * Take care of any damages which resulted from the behavior
- * Develop a skill which will disable the behavior from repeating

The goals of Sterling Youth Services’ Municipal Court supervision are:

- * Monitor compliance of court orders
- * Access community based services which provide court required services
- * Provide topic specific education classes
- * Act as parent liaison with court
- * Advocate for youth best interests

All youth in Sterling Municipal Court receive a probation period in which court requirements are to be completed and there are to be no further violations of law. Most youth receive six months of probation. Unsupervised Probation is for first time offenders who have a history which demonstrates no need for supervision in addition to that provided by parents. Supervised Probation is for youth who are repeat offenders and need additional supervision to ensure compliance with court orders.

SYS averaged 15.83 youth a month on Supervised Probation during 2015.

Logan District Court Supervision

In 2015, 59 youth were referred for criminal activity, which if charged as an adult, could result in a sentence which includes secure lock-up time in a state jail or prison. Such offenses are either misdemeanors or felonies. In 2015 those crimes included:

- * Burglary
- * Carrying a concealed weapon
- * Domestic violence
- * Criminal mischief
- * Motor vehicle theft
- * Assault, menacing, eluding police officers
- * Arson
- * Drug possession
- * Sexual exploitation of children

When a youth is charged with one of the above, the youth is arrested by law enforcement. All misdemeanor or felony level crimes must be screened by a district court appointed juvenile jail screener to determine if the juvenile is allowed to return home prior to the court date or must be taken to a secure juvenile detention center until a district court judge determines if the youth and/or community is safe for the youth to return home.

The Colorado Juvenile Detention Screening and Assessment Guide is a 25 question, State of Colorado validated assessment tool which determines the youth's safety and the safety of the community at the time of the arrest. Youth may be sent home with parents, turned over to human services for placement or remanded to Platte Valley Youth Services Center, a locked facility run by the Colorado Division of Youth Corrections in Greeley, Colorado.

If transportation to Greeley is required, it is the responsibility of the county sheriff's department.

The SYS Coordinator has been appointed by the 13th Judicial District Chief Judge Michael Singer to provide jail screening services. The Coordinator acts as the community liaison with Platte Valley Youth Services Center.

Jail Screening Dispositions

Year	Number of Screens
2015	34
2014	34
2013	39

2015 Education Classes

In the group setting, SYS conducts education classes on the following topics:

- * Drug/alcohol use, abuse and relapse prevention
- * Tobacco use and cessation
- * Understanding the definition of and danger of a "weapon"
- * Assault and self-defense
- * Anger management
- * Victim impact and victim empathy
- * Conflict resolution
- * Peer influence
- * Sexual harassment
- * Bullying

SYS refers and monitors youth participation in classes on gun safety presented by the Sterling Police Department and Alive at 25 which is sponsored by the State of Colorado and addresses the dangers of drinking and driving.

OWN IT decision making and skill building classes are sponsored by Youthlink, the Logan County HB 1451 program. In 2015, the SYS Coordinator assisted in the facilitation of OWN IT classes for 12 Sterling Municipal Court referred youth.

2015 Sterling Youth Services Coordinator's Report by Virgie Nelson, YS Coordinator

GUIDING TENETS OF STERLING YOUTH SERVICES

Beginning in the late 1970s research into juvenile crime and delinquency was implemented by national agencies. It has been statistically proven that programs offering counseling and treatment typically reduce repeat violations, while those programs focused on coercion and control tend to produce negative or no effects at all. SYS focuses on helping youth develop new skills and address personal challenges as *they are held accountable for negative and/or illegal behavior.*



Therapeutic intervention, skill-building and case management approaches are the keys to motivation strategies for change.

Therapeutic intervention – SYS refers youth to adolescent specific treatment counselors and therapists when youth's personal and family mental health issues are at the forefront of poor decision making.

Skill-building – Cognitive behavior programming is taught in groups. Topics include developing new problem-solving skills and understanding perception's role in detrimental thinking patterns which need to change into thinking patterns which promote mental and physical health.

Case Management – Frequent face-to-face meetings reinforce what is being learned in therapy and education class coupled with continued accountability for supervision requirements.

SYS collaborates with the following agencies that hold the same tenets for real and lasting youth behavior change:

Youthlink – Logan County's agency which participates in Colorado Legislative HB1451 funding for collaborative efforts to reduce truancy, out-of-home placements and juvenile justice cases. Youthlink and SYS collaborate to establish education program which uses Steven Covey's The 7 Habit of Highly Effective Teens, and The 6 Big Ones – The Choice is Yours as the foundation for education classes. Interactive learning, hands-on activities enriched with video learning promotes the goal of changing negative and illegal patterns of thinking.

The CSU Engagement Center provides a positive and modern environment in which to hold classes.

Centennial Mental Health Regional Operations Director Kathleen Murray hosts regular meetings to identify treatment gaps which are detrimental to accessing counseling services within the community of Sterling.

Logan County Human Services Child Welfare Division holds specialized Family Engagement Meetings which bring together all the participating agencies and individual families to create a Wrap Around Service plan to address the needs of youth families.

The Family Resource Center is a vibrant community resource for services. They truly deliver their mission statement: "...dedicated to encouraging the development of healthy children and strong family units by providing support systems, parent education and referral services."

The 13th Judicial District SB94 Program links SYS to funding, technology resources, community service projects, training opportunities and community educational programming which promote healthy youth.

RE-1 Valley School District is a critical community partner as truant and delinquent youth frequently need additional staffings and case management in order to succeed in the community.

The Colorado Division of Youth Corrections was mandated in 2015 to establish community ties to enhance the success of youth who are transitioning from the custody of Youth Corrections to community placement on parole. SYS is the community liaison for communication with Division of Youth Corrections, Northeast Region Director Maria Campos. SYS leads the communication protocol with the Division of Youth Corrections in any concerns for community safety which may arise from the behavior of juvenile parolees in Sterling.

The 13th Judicial District Court as led by Chief Judge Michael Singer began the creation of a Family Treatment Court in late 2015. It is an effort to afford parents who have had their children removed from their custody because of habitual drug use to be reunited with their children. Family court monitors a prescribed set of treatment and behavioral standards which if successfully completed, will result in the court returning the children to the parent/parents' custody. Sterling Police Department Chief Kerr is on the Family Court Screening Committee. SYS acts as liaison for the Chief at meetings and on special Family Treatment Court projects. The Family Treatment Court is due to begin in February, 2016.

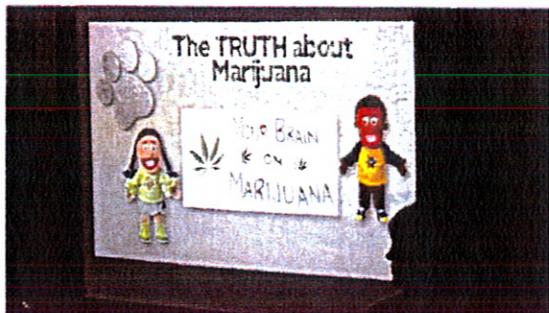
SYS EDUCATION PROGRAMS

WIRED FOR SAFETY

SYS continues to lead the efforts to educate the community on the dangers on unmonitored and/or reckless use of digital communication. Presentations were made in Sterling, Fort Morgan, and Idalia in 2015. The power point presentation is updated each year to keep the statistics current and to have the timeliest material to promote positive and healthy use of the internet and cell phone texting. The Wired for Safety presentation subject areas include:

- ✱ Definition of the practices of the internet predator
- ✱ What it means to be a victim of an internet predator
- ✱ Sexting
- ✱ Cyber Bullying
- ✱ Colorado State Law concerning digital communication
- ✱ How to protect digital communication from predators
- ✱ How to manage receiving illegal or unsafe cyber-based communication
- ✱ Setting up safe social media accounts
- ✱ Resources for reporting and getting help with cyber harassment or illegal activity

HIGH ON LIFE AND NOTHING ELSE



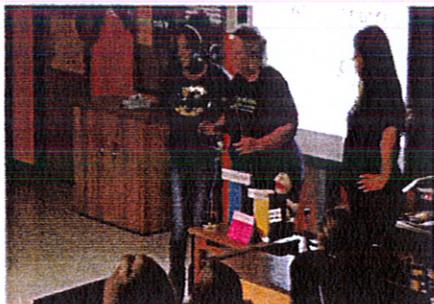
Colorado legalized recreational marijuana in 2013 and retail marijuana businesses began operation in 2014. Professionals and educators at all levels are seeking to establish a unified effort to help young people understand the dangers of marijuana use. In 2015, statistics cited by SMART COLORADO and a survey sponsored by the Substance Abuse and Mental Health Services Administration published:

- * Colorado voters legalized recreational marijuana in 2012 without knowing all the implications
- * In 2013 Colorado ranked 3rd in the nation and was 56 percent higher than the national average for youth ages 12 to 17 years old who were considered current marijuana users
- * Drug-related suspensions/expulsions increased 40 percent from school years 2008/2009 to 2013/2014.
- * The vast majority were for marijuana violations.
- * There was a 20 percent increase in the percent of 12 to 17 year old probationers testing positive for marijuana since the legalization for recreational purposes.

In response to evidence that the statewide statistics match juvenile marijuana use in Sterling, the Sterling Police Department through Youth Services is sponsoring the education program **HIGH ON LIFE AND NOTHING ELSE**. The Department's drug dog Glock is the mascot. The program colors are blue and silver. The initial education program is a school, single grade at a time, assembly demonstration of Glock's skill at finding drugs and the statement that Sterling Police Department and the City of Sterling is supporting 'STRONG KIDS, SMART KIDS, SMART KIDS' who are choosing to remain drug free. Small group follow-up education includes:

- * Marijuana is a mildly tranquilizing, mood and perception-altering substance
- * Marijuana disrupts the communication between brain cells
- * Marijuana slows reaction time and impairs judgment
- * Marijuana affects motor coordinating
- * Marijuana distorts sense of time and short-term memory
- * Edible marijuana is equally if not more dangerous than smoking marijuana
- * There are 100 different cannabinoids and over 600 other chemical substances in marijuana

The question for students: How well do you want your brain to work when it is making your decisions? The challenge is for students to foster activities which produce heightened excitement and joy in life which in turn will be long lasting and healthy.



In 2015 approximately 500 middle school aged youth and approximately 150 elementary school youth experienced the **HIGH ON LIFE AND NOTHING ELSE** presentations. Agency partners include: Youthlink, 13th Judicial District SB94, Northeast Colorado Health Department, Family Resource Center and the 13th Judicial District Juvenile

Probation Department. In 2016 **HIGH ON LIFE AND NOTHING ELSE** will expand to include representatives from the business and professional community demonstrating their support for Sterling youth to be drug free. Pictured is Virgie Nelson working with Middle School students, during a "High on Life and Nothing Else" presentation in November of 2015.

CITY OF STERLING COMMITTEE PARTICIPATION

SYS Secretary Lori McClaran is the lead facilitator for the City's Committee for Employee Excellence and Recognition. Twice yearly the Sterling City Council sponsors and the Committee host a Years Of Service recognition reception for the city's employees who have reached 5, 10, 15, 20 etc. years of employment with the City. Coordinator Virgie Nelson serves as a member of the Committee.

Coordinator Virgie Nelson is the facilitator for the Sterling Police Department Awards Committee. Each year an event is held to recognize excellence in service in the department and recognition of youth and/or community individuals who have substantially contributed to the mission of Sterling Police Department.

SYS presented STRANGER DANGER during the Kops' N Kids education year at Ayres Elementary School.

COMMUNITY/STATE BOARDS PARTICIPATION

- * Wired for Safety Coalition
- * 13th Judicial District SB94 Juvenile Services Planning Committee
- * 13th Judicial District Juvenile Detention Bed Management Committee
- * Colorado Division of Youth Corrections Northeast Region Catchment Area – Platte Valley Youth Services Center
- * HB1451 Logan County Interagency Oversight Group – Youthlink

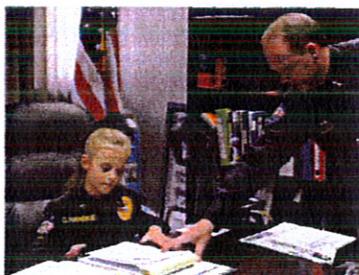
2015 TRAINING

- * Motivation Interviewing
- * TRAILS Integrated Data Collection System, State of Colorado
- * Quality Control Program Management
- * Leadership in the Committee Setting
- * Cross-over Youth Model
- * Minority Over Representation in the Juvenile Justice System
- * Engaging Resistant Youth and Their Families
- * Random Acts of Kindness Training
- * Restorative Justice in the Education Setting
- * SMART COLORADO Marijuana Use Intervention
- * My Brother's Keeper Initiative – Reducing Juvenile Violence
- * Current Marijuana Legislation
- * Edible Marijuana Production Standards, Marketing and Hazards
- * Vaping – Hash Oil and Hookah Bars
- * Community Continuum of Care Model

SPD “CHIEF FOR A DAY” VALIDATES SPD COMMITMENT TO OUR YOUTH

In early 2015, the SPD donated a *Chief for a Day* experience for the American Red Cross benefit auction. The high bid was given by the grandparents of Clare Handke, almost seven years old, supporting her dream of becoming a police officer a reality, at least for a day..

Clare took over at the helm of the SPD on August 12, 2015, unseating Chief Tyson Kerr, whom she referred to as “Kerr” for the remainder of her day. She began her day in full uniform, being sworn in by City Clerk Deb Forbes, and proceeded along a schedule that included a “Pedal the Plains” organizational meeting, a briefing with her command staff, Majors Winckler and Kelsch, and after she came from lunch at her favorite, “Wonderful House”, she rode in a police car with Sergeant Sica and made a very “controlled” traffic stop. She made an executive decision to approve “Kerr’s” vacation day request, made a trip to the Justice Center where she met members of the courts and the Sheriff’s Office, and then after an exhausting day of guiding the department, participated in the department’s Community Appreciation Night at Pioneer Park.



Clare described her experience as the “first day of the rest of my life” and is definitely interested in pursuing a career in law enforcement. Chief Kerr called the day a phenomenal success because of Clare’s longtime support and inspiration to the department. He said her passion for law enforcement is a “reminder of why we do what we do.”

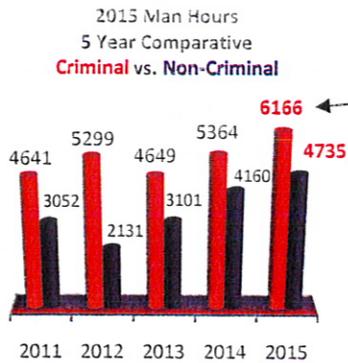
CRIMINAL INVESTIGATIONS

During 2015, SPD Officers investigated 2,283 criminal offenses. This is an increase of 327 actual cases, or a 14 percent increase, when compared to the 2014 figure of 1,956 actual cases.

Of note, our local Wal-Mart Store installed a new Surveillance System and increased their Loss Prevention Staff in 2015, which increased the number of reported thefts that our officers were called upon to process at their store. The number of thefts was at 185 in 2015 vs 89 in 2014, making 96 thefts more, or a 107 percent increase, which accounts for the majority of the increase in the reported thefts.

Crime	2015	2014	% Change
Vandalism	210	198	12 more or 6%+
Assaults	189	157	32 more or + 17%+
Thefts	481	383	98 more or + 20%+
Drug/Narcotic	140	106	34 more or 24%+

Vandalism, assaults, thefts (to include shoplifting) and drug/narcotic offenses continue to be our most persistent crimes. The above table illustrates the number of actual cases in 2015, and compares them to actual 2014 figures.



In 2015 uniformed officers, in addition to the Investigations Division, spent 6,166 hours conducting criminal investigations, and a 15 percent increase was seen beside the 5,364 hours spent on criminal investigations in 2014, or 802 hours. An additional 4,735 hours were spent on non-criminal investigations to include lost, missing or suspicious people, injuries sustained on city property, etc. compared to 4,160 hours in 2014. A total of 10,901 man hours were given to criminal and non-criminal investigations in 2015.

The Sterling Police Department arrested or issued Summons to 694 adults and 71 juveniles in 2015 for crimes other than traffic offenses, compared to 590 adults and 51 juveniles in 2014. This is a fifteen percent increase in adult arrests, or 104 arrests, and a 39 percent increase in juvenile arrests, or 20 arrests. An increase of 121 arrests is seen in the combined adult and juvenile arrests over the total arrests of 641 in 2014.

In 2015 property valued at \$522,952 was reported as stolen to the Sterling Police Department. This is a five percent decrease over the stolen property value of \$550,150 in 2014, or \$27,198 less. During 2015, property recovered was at \$73,659, and in 2014 property recovered was at \$190,974, creating a decrease of \$117,315, or 39 percent less.

The following table exhibits property stolen and recovered over a five year time line, and it is noted that 2015 gave a lower dollar value stolen at \$522,952 than the lower dollar rate stolen in 2014 of \$550,150, or \$8,212, less. The recovery rate in 2015 was at \$73,659 and in 2014 the rate was at \$190,974, or \$117,315 less. A five year average of the dollar value of property stolen is \$439,226, and a five year dollar value average of property recovered is \$115,705.

Year	Dollar Value Stolen	Dollar Value Recovered
2011	297,008	75,234
2012	284,081	79,768
2013	541,938	158,889
2014	550,150	190,974
2015	522,952	73,659
Five Year Average	\$439,226	\$115,705

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 2015, comparing to the 2014 "Actual" figure. Again, the NIBRS reporting system in 2015 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 using the query function. 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	2015 Actual	2015 Reported	2014 Actual
Murder/Non-negligent	0	0	2
Negligent Manslaughter	0	1	1
*Kidnapping/Abduction/False Imprisonment	28	28	18
Forcible Rape	22	22	17
Forcible Sodomy	1	1	2
Sexual Assault w/object	6	8	8
Forcible Fondling	17	18	7
Statutory Rape	0	0	1
Robbery	4	4	6
Aggravated Assault	32	33	30
Simple Assault	131	133	112
Intimdn of Witness/Victim	22	23	15
Arson	4	4	0
Burglary	79	81	64
Purse Snatching	1	1	0
Shoplifting	185	186	89
Theft from Building	139	147	119
Theft from Coin-op	1	1	4
Theft from Motor Vehicle	43	43	79
Motor Vehicle Parts	18	19	14
All Other Larceny	77	84	78
Motor Vehicle Theft	21	23	19
Counterfeiting/Forgery	31	31	12
False Pretense/Swindling	11	12	12
Credit Card/ATM	14	14	14
Impersonation	19	19	14
Wire Fraud	2	2	2
Embezzlement	0	0	1
Stolen Property	7	7	5
Vandalism	209	210	198
Drug/Narcotic Violations	72	73	56
Drug/Equipment	67	67	50
Weapon Violations	17	17	15
Pornography/Obscene	6	8	6
Assisting/Promoting Prostitution	1	1	0
Bribery	5	5	1
Group A Totals	1292	1326	1071

*Reference this category above, the significant majority was "False Imprisonment" charges associated with domestic violence cases, but the NIBRS category for this charge is Kidnapping/Abduction.

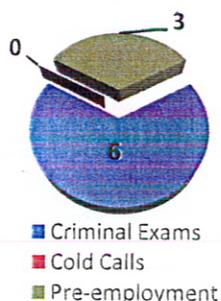
Group B Crimes

Offense	2015 Actual	2014 Actual
Bad Checks	2	1
Curfew/Loitering/Vagrancy Viol	2	7
Disorderly Conduct	66	61
Disturbing the Peace	0	2
D.U.I.	57	64
Family Offense/Non Violent	139	129
Liquor Laws	34	49
Trespass Real Property	107	119
All Other Offenses	550	454
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	0	10
All Health/Safety Offenses	0	0
Crimes Against Person Violations	0	0
Public Order Crimes	0	0
Peeping Tom	0	1
Vehicular Assault	0	0
Class B Totals	957	897
Grand Totals	2283	1956

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 2015, the department had one certified CVSA Operator, which is Major Kelsch and he conducted three pre-employment exams and six criminal exams.

2015 CVSA Examinations

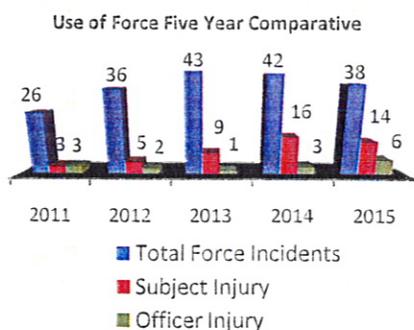


The CVSA is an investigative tool used widely in law enforcement organizations throughout the country. As the test title indicates, the computer system can indicate a systematic and predictable relationship between voice patterns and stress related to deception. It has come to replace the polygraph testing 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 2015 by category and the number in each category. Again, the testing categories were at three pre-employment exams and six criminal exams. The table below presents a five year comparative on the CVSA Tests completed.

Category	2011	2012	2013	2014	2015	Overall	5 Yr Ave
Criminal Examination	7	3	3	7	6	26	5.20
Cold Calls	0	0	0	0	0	0	0
Pre-employment	15	7	6	7	3	38	7.60
Total Exams	22	10	9	14	9	64	12.80

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 38 in 2015, with 42 experienced in 2014, or four less in 2015.

Regarding injuries occurring to officers during 2015, there were four cases that involved officer injury, and officers sustained scraped index knuckle on each hand, a left knee injury, and a right arm cut. One officer was injured on two separate cases, a right bicep scratch and abrasion, as well as scratches/abrasions to both hands and right knee.

Subjects sustained injuries on fourteen cases, to include self inflicted injury, as well as injury specific to the apprehension. They involved: scraped knuckles, right elbow, stun marks on right shoulder; puncture marks right forearm near wrist from dog bite; complaint of head injury and subject thought he was having a heart attack; scraped right knee and Taser marks on right back; anxiety attack after custody effected and difficulty in breathing and chest pain; complained of back pain and small scrapes on back; self-inflicted head bumps from window bars and swelling, cuts on wrists from getting out of handcuffs; minor cuts, scratches, trouble breathing after Taser; minor scrapes to both arms from falling; minor scrapes from falling while being tased; self-inflicted head wound; cuts to bottom of feet while running barefoot and Taser strike punctures to right upper arm.

These 38 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 2015 Use of Force incidents. During 2015, officers encountered no situation where the discharge of firearms was necessary in the apprehension of subjects; however, firearms were displayed seven times during 2015. There was one Use of Force Incident 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 a conclusion.

Level of Resistance	2011	2012	2013	2014	2015
Psychological Intimidation	4	7	10	10	16
Verbal Threats	5	5	5	5	15
Passive Resistance	14	18	23	23	19
Defensive Resistance	20	29	33	33	34
Active Aggression	5	9	8	8	10
Subjects/Influence: Drugs/Alcohol	12	22	2	2	19

Level of Control Used	2011	2012	2013	2014	2015
Verbal	26	37	42	42	38
Empty Hand	15	16	24	19	26
O.C. Pepper Mace	0	0	1	0	1
Electronic Cntrl Device-Deployment	4	4	3	8	9
Electronic Cntrl Device-Display	9	8	18	16	8
CN or CS Gas	0	0	0	0	0
Impact Weapon	0	0	0	16	0
Firearm – Discharge	0	0	0	0	0
Firearm – Display	5	8	15	17	9

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 can take as high as 720 hours or more to complete.

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. Two new officers participated in the program in 2015. Officer Chris Fleckenstein began the program on May 4, 2015 and participated for six weeks with successful completion. Officer Russ Swingle began the program on June 10, 2015 and participated five weeks with successful completion. It is worthy to note that both officers experienced an abbreviated field training program due to their prior experience with the program and the department.

The amount of officers training in 2015 or in other years 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 2015 by Major Barry Winckler, and was led by Sergeant James Rank, who served with Corporals Nick Hrycaj and Matt Williams, and Officers Michael Grant, and Reese Doorgeest. One officer, Robert Donahue, was sent to FTO School in 2015 to replace the vacancy on the instructor's roster left by Corporal Roy Burk, who resigned from the department in April of 2015.

EXPLORERS POST #322

The Explorer's Program has been in effect with the City of Sterling Police Department for 26 years, beginning in 1989. At the end of 2015, the Post had eight members ranging in age from 15 to 20 years old. Corporals Nick Hrycaj and Russell Baca served as Post Advisors during 2015, with Chief Tyson Kerr as the Committee Chairman. The eight Explorers are Sergeants Blake Clary and Emily Rutherford, and Explorers Trenton Negley, Veronica Abeyta, Jose Herrera, Dustin Troy, Dante Kohl, and Andrew DeSouza. The Post Advisors also generated membership interest in nine students in 2015 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 2015 Sterling events, to include the Logan County Fair and Parade, Blue Santa, Heritage Days on July 4th at the Overland Trail Museum, Treads for Trails biking event on May 30th, 2015, 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 2015. During these functions, the Explorers provide a valuable assist with many tasks for the officer to whom they are assigned. Explorer Jose Herrera is pictured with Sergeant James Rank, assisting with traffic control.



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 Explorers assisting, as well as enjoying the SPD Community Appreciation Night on August 12, 2015. Explorers manned their own recruitment booth, assisted visitors with questions, and helped with staging of the event.

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. The Post hopes to obtain funds to enable participation in the Explorer Conference to be held in the summer of 2016.

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

COMMUNITY APPRECIATION NIGHT HELD ON AUGUST 12, 2015



In 2015, the department "pulled out all the stops" to show their appreciation to the community for their help and support throughout the year. The event was held at Pioneer Park and gave citizens an opportunity to learn about the department's services, by having on



hand squad cars for viewing, a demonstration by K9 Glock, completion of Child Identification kits by our Explorer's Post, our Neighborhood Watch Program, and the Kid's Kop was on hand to speak to the younger set, all topped off with a free meal of barbecued hot dogs, chips and desserts provided by officer's wives, this being organized by the wife of SPD's Corporal Russell Baca, Katie.



Over 125 citizens responded to the department's Appreciation Night. Officers and members of the non sworn staff were also in attendance to answer questions from our public about services.



POLICE CHAPLAINCY PROGRAM

At the end of 2015, the volunteer chaplaincy program of the Sterling Police Department had been in place for four 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.



Jared is pictured on October 29, 2015 with Chief Tyson Kerr, Sergeant Ronda Taylor and Major Richard Kelsch as they join the department in honoring him during Pastor Appreciation month. Saying "thank you" in appreciation seems hardly enough for all that Jared does through his chaplaincy ministry for the department, as well as the public we serve.

Jared was highly instrumental in the department's high profile cases in 2015, where he assisted with family members of victims and in general provided a resource of comfort and prayer to those involved in the cases, and requested his counsel.

Chaplain Sonnenberg is highly interactive with department functions and was present at all 2015 Swearing In ceremonies, attended all departmental meetings, and came to the police station quite frequently to chat and interact with staff.

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. Officers Doorgeest and Tuttle were selected to the team in 2015 to replace officers that had resigned from the Sterling Police Department. Those members participating on the team in 2015 are Sergeants Ronda Taylor, Warren Sica, and James Rank with Corporals Nick Hrycaj, Matt Williams and Officers Reese Doorgeest, Robert Donahue, and Trevor Tuttle. The team is led by team leader Sergeant Ronda Taylor and assistant team leader Sergeant James Rank, under the direction of Chief Tyson Kerr. The two Sterling Fire Department TEMS members are Captain Lavon Ritter and Engineer Brett Dowis.

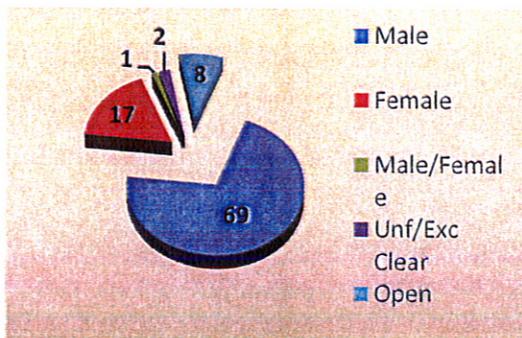
The T.A.C. Team is available and ready for any high risk incident that would require their deployment. The T.A.C. Team was activated:

- ✱ May 2015 for a shot fired call when officers went to do a welfare check.
- ✱ June 2015 for a suspect found hiding under a trailer. The suspect had a weapon and was avoiding arrest on felony warrants.
- ✱ December 2015 for an assist to Larimer County on the execution of three search warrants at three separate locations in Morgan County.

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.

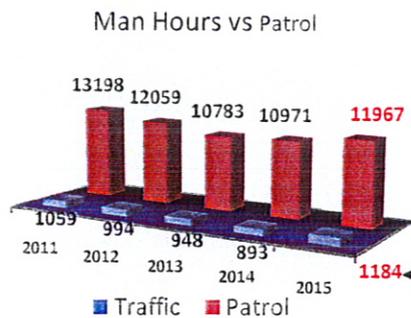
During 2015, officers responded to 138 Calls for Service involving some kind of domestic problem, and compared to 131 Calls in 2014, this equates to a five percent increase, or seven more calls. Of these 138 Calls, 84 resulted in cases with 69 male arrests and 17 female arrests. There were two cases where both male and female were arrested. This information is shown graphically above. One case occurred which was unfounded or exceptionally cleared. Eight cases remained open at the end of 2015. It is interesting to note that two cases resulted in two males each being arrested and one case where the suspect was unknown.

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 2015 and 2014. Warning charges occupied the highest number of charges cited at 1,947 in 2015 vs. the 1,755 in 2014, with an increase between the two years of 192 Warnings or a ten percent change. Violations of the Model Traffic Code were at 461 in 2015, showing a decrease of 79 charges from the 557 in 2013 or a 14 percent change.

Month	2015 Violations / Month									Total Monthly Violations
	Other	Felony	Model	City	Criminal	Misdemeanors	Petty	Traffic	Warning	
Jan	1	0	43	9	61	2	3	56	134	309
Feb	2	1	38	7	83	3	12	50	174	370
Mar	1	3	54	10	97	7	6	83	263	524
Apr	0	0	43	12	68	2	5	70	222	422
May	2	2	83	11	98	7	7	49	194	453
June	4	3	36	8	98	6	6	47	176	384
July	0	1	31	8	101	2	0	37	192	372
Aug	2	7	20	14	75	3	2	48	111	282
Sept	0	4	25	13	102	4	0	55	143	346
Oct	7	1	33	8	91	7	12	50	170	379
Nov	1	2	26	7	100	6	6	39	102	289
Dec	0	6	29	6	82	2	0	56	66	247
Total	20	30	461	113	1056	51	59	640	1947	4377

Month	2014 Violations / Month									Total Monthly
	Other	Felony	Model	City	Criminal	Misdemeanors	Petty	Traffic	Warning	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	289
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	478	86	926	46	57	624	1755	4014



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. The 2015 man hours were recorded by officers as 11,967, and 1,184 hours were seen as traffic activity. A five year average of man hours is 11,796 and average traffic hours expended were at 1,016.

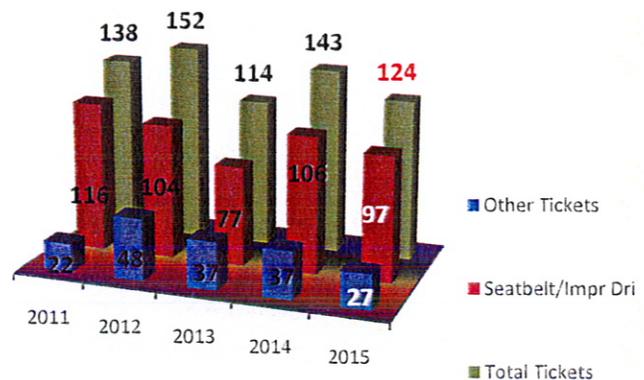
CHARGES

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, 16 percent more officer activity is shown with noting the charges incurred rather than merely quoting the tickets written count. In the Year 2015, 916 more charges or 4,377 total charges were written vs the total ticket count of 3,461.

Year	Total Charges	Total Tickets
2015	4,377	3,461
2014	4,014	3,239
2013	4,368	3,678
2012	4,857	4,236
2011	4,752	4,256
5 Year Avg	4,474	3,774

SEATBELT/HIGH VISIBILITY ENFORCEMENT WAVES

In 2015, 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 32 hours during the April wave, issuing 31 tickets pertaining to seatbelt violations. Officers logged in a total of 50 hours committed solely to seatbelt enforcement during the second wave. During this wave, 47 tickets were issued pertaining to seatbelt violations, which included child restraint violations. Total seatbelt tickets issued were 78.

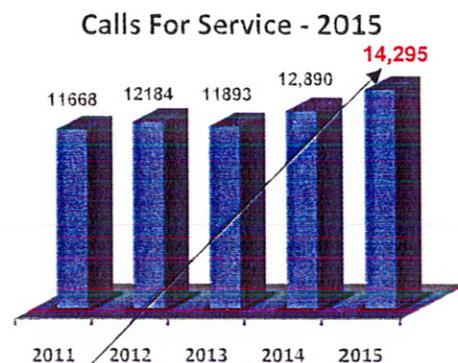


HIGH VISIBILITY

During 2015, 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 133 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. DUI tickets issued were nineteen.

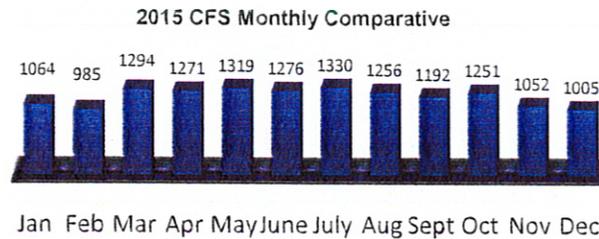
CALLS FOR SERVICE

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*. It is said, "There is no such thing as an easy CFS", and this is exemplified when the basic CFS report is supplemented by additional reports and the activity expands beyond a basic Call for Service activity. In 2015, the department received 14,295 Calls for Service, a ten percent increase or 1,405 calls more than the 12,890 calls logged in 2014, and of the 2015 calls, 5,709 were officer-initiated, and 8,586 were citizen-initiated. The 2015 increase in Calls for Service is largely due to the increase in officer initiated activity as result of our commitment to extra patrols in our

community and our public relation and community policing efforts. The above graph compares the yearly Call for Service count over a five year time span. The graph below shows a monthly comparative for 2015.

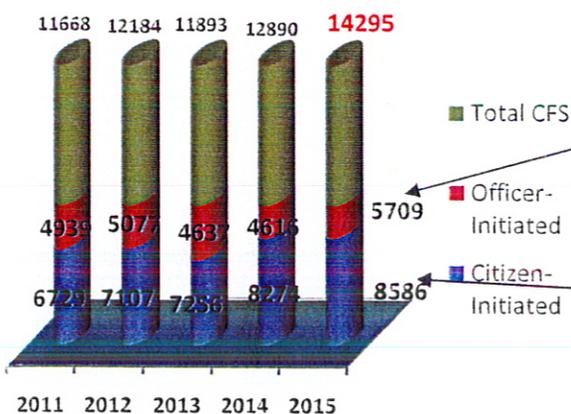


A five year monthly comparative of Calls for Service for the Sterling Police Department is presented in the following table. It is interesting to note the seasonal variations and weather variances that can dictate citizen need, as well as community activities that are occurring.

CALLS FOR SERVICE – 5 YEAR MONTHLY COMPARATIVE – 2011 - 2015

Year	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Mo Avg
2011	823	811	1023	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	994	1144	1130	901	1107	1064	1062	998
2014	954	853	1065	1101	1170	1026	1147	1158	1178	1188	1025	1024	1074
2015	1064	985	1294	1271	1318	1275	1330	1256	1193	1251	1052	1005	1,191

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 at 5,709, which demonstrates all categories of the pro-active efforts of officers. This number represents 40 percent of all calls received. A five year comparative graph is generated to demonstrate the number of officer-initiated to citizen-initiated against the total CFS Count. The number of 2015 citizen initiated calls was at 8,586.

This year we analyzed the actual number of CFS's that were due to officer initiated contacts, not just the traffic contacts. In the past our public relation efforts, extra patrols, school patrols, foot patrols, and other crime prevention strategies and contacts were not calculated in the total number of officer initiated calls. Rather, they were calculated under the citizen initiated calls. The new methodology provides a more accurate picture of officer activity. The new calculated totals are provided in this year's annual report going back to 2011.

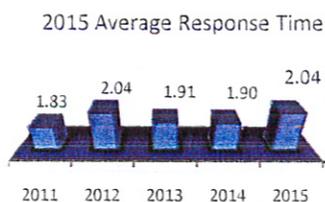
The table below notes the categories of calls received and how many in each category in 2015. The CFS number count does not indicate the actual crime statistic.

Category	Number	Category	Number
Abandoned Vehicle	75	House-Check	1
Accident Injury	57	Intr	48
Accident Non Injury	320	Obstruction Justice	87
Accident – Other	3	Kidnapping	5
Alarm Burglary	260	Kid Trouble	4
Alarm Fire	20	K9 Assist	17
Alarm Other	39	Liquor Law	55
Ambulance Transport	217	Lost/Found	220
Ambulance Assist	34	Missing/Runaway	76
Animal Bite	18	Municipal Code Violations	32
Animal	89	No Acc Residential	55
Animal Lost/Found	2	Neighbor Trouble	45
Assault	64	Officer Contact	3,282
Assist Other Agency	208	Open Door	58
Assist Other	23	Parking	142
Attempt LO	8	Prowler	43
ATV Registration	7	Public Relations	760
Bar Check	6	Repossession	40
Burglary	72	Robbery	1
Child Abuse	63	School Patrol	281
Check/Fraud	2	Sex Offense	59
Citizen Complaint	57	Sex Offender Registration	307
City	23	Stolen Property	2
Civil Process	81	Street Lights	1
Civil Situations	305	Stolen Vehicle	51
Controlled Burn	4	Suspicious	671
Concealed Weapon	1	Test	1
Coop Assist	2	Theft	634
Criminal History	2	Trespass	130
Criminal	2	Traffic Hazard	50
Curfew Violation	1	Vandalism	179
Deliver Message	244	VIN Check	92
Disturbed/Mental	108	Wants/Warrants	192
Disp CFS	7	Weapon Violations	21
Drunk/Disturbed	517	Weather	14
Domestic	138	Welfare Check	350
Driving	312	911(Cell Phone)	380
Drugs	94	911 (U/Land Line)	177
Error	218	Unattended Death	1
Escape	1		
Escort Funeral	46		
Escort Other	3		
Extra Patrol	1,133		
Fingerprinting	170		
Fire/Hazmat	71		
Forgery	5		
Fraud/Mail	237		
Harass/Threatening	333		
Hazardous Conditions	29	Total CFS:	14,295

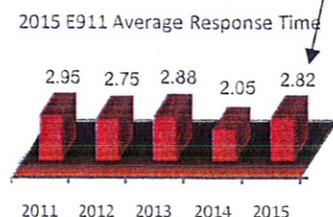
AVERAGE RESPONSE TIME

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 Sterling Emergency 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 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 2015 overall response time for a regular call was 2.04 minutes per call, with the 2015 E911 response time being 3.46 minutes per call. A five-year average for the E911 response is 2.82 minutes per call and the average for an overall response time is at 1.94 minutes.



It is important to note that not all E911 calls are emergent responses, resulting in the longer response time displayed on the graph.



2015 FLOOD OFFERS UNIQUE CHALLENGES TO RESPOND TO NEEDS OF CITIZENS



On May 23, 2015, the Sterling area received heavy rainfall resulting in flooding. The Emergency Operation Center was activated to monitor the situation and to put action plans in place. In the early morning hours of May 24th, the EOC received reports of high water in the northern area of Sterling, near Pioneer Ditch Road and the Globe Meadows Trailer Park. High water was threatening the safety of residents being caused by flood waters from the South Platte River and the heavy rains that caused flash flooding from the north, resulting in mandatory evacuations of people from that area. The photo to the left, courtesy of the Sterling Journal Advocate, shows a swollen Pioneer Ditch waterway, which, after receiving water from the northern fields, backfilled a small ditch that runs along the west side of the Globe Meadows area, causing flood water to rush into the residential sections of north Sterling.

In addition, many homes north of Sterling received substantial flooding making it difficult for first responders to get to people and conduct rescue/evacuation operations. The Sterling Police Department's 1033 program 6X6 rescue vehicle was used to assist resulting in saving four citizens from the flood waters and transporting them to safety.

OFFICER'S TIME USE STATISTICS – 2015

The following is an analysis of time use during 2015 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.

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 2015, at 11,967 hours, and compared to 10,971 hours in 2014, this is an increase of 996 hours, or eight percent. The smallest time use was experienced in Code Enforcement at six hours. Time use is actual hours worked by an officer, and does not include paid time off. The total amount of hours expended by officers was 39,227 in 2015.

TIME USE STATISTICS – 2015 Percentage of the Whole

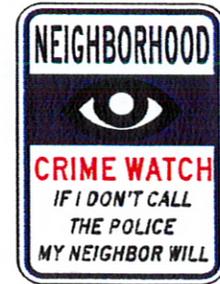
Category	2015 Time Expended (Hours)	Percentage of Whole
Dispatch	0	0.00
Report Writing	6426	19.13%
Administration	2692	8.02%
Community Relations	471	1.40%
Maintenance of Squad Car	232	0.69%
Meal Break	1275	3.80%
Court Activity	267	0.79%
Code Enforcement	6	0.02%
Criminal Investigations	6166	18.36%
Non-Criminal Investigations	4735	14.10%
Traffic Activity	1184	3.53%
Patrol Activity	11967	35.63%
Assists/Citizen – Agency	499	1.49%
Transport	0	0.00%
All Other	232	0.69%
Total Hours Expended	36,152	100.00%

TIME USE STATISTICS – Two Year Comparative

Category	2014 Hours	2015 Hours	Percentage/Difference
Dispatch	0	0	0
Report Writing	4078	6426	36.54%
Administration	2225	2692	17.35%
Community Relations	186	471	60.51%
Maintenance of Squad Car	167	232	28.02%
Meal Break	1254	1275	1.65%
Court Activity	196	267	26.59%
Code Enforcement	4	6	33.335
Criminal Investigations	4364	6166	29.22%
Non-criminal Investigations	4160	4735	12.14%
Traffic Activity	893	1184	24.58%
Patrol Activity	10971	11967	8.32%
Assists/Citizen – Agency	390	499	21.84%
Transport	5	0	0.00
All Other	401	232	-72.84%
Total Hours Expended	29,924	36,152	16.17%

NEIGHBORHOOD WATCH PROGRAM - 2015

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 the *town watch* used in 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 expansion 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.

Sergeant Sica is pictured to the right giving a presentation before the start of the PLR Department's showing of *Homeward Bound: The Incredible Journey* at Prairie Park on Tuesday, June 9, 2015. Sica talked to approximately fifty "movie goers" about how the program works and what to look for when watching for suspicious activity. (Photo courtesy of the Sterling Journal Advocate, June 11, 2015 edition).



Sergeant Sica took his Neighborhood Watch presentation to community groups throughout the year, to include churches, as well as the Sherwood Village Trailer Park at the end of September 2015. Two dozen families are in the process of forming two blocks in the area.

LEXIPOL POLICY MANUAL IS A REALITY IN 2015

For some time police department command has been working toward instituting a new policy manual and in March of 2015 the department transitioned to the Lexipol Policy Program to enhance our risk management capabilities. This policy system provides our agency with current laws, statutes, and public safety best practices through a state-specific, web-based policy manual. Keeping up with the changing laws, court decisions and best practices in the public safety field is a difficult and time consuming task far beyond the resources available to our agency. This program assists in providing that service.

COMMUNITY INVOLVEMENT CONTINUES

Nearly 50 citizens took part in the first "Treads for Trails" bicycling event in Sterling's Pioneer Park. The purpose of the event, held on Saturday, May 30th, was to raise funds to help offset the cost of implementing the construction of a premier multi-use trail system in the community. Some miles of the



event's route were included from the multi use trail. Pictured are right to left, Shawn Rewoldt, Streets Supervisor, Don Saling, City Manager, and Tyson Kerr, Chief of Police, and it is also noted that three members of the Sterling Police Department's Explorer's Post #322 were present and gave out bicycle safety information, and conducted bicycle safety checks.



The "Denver Post Pedal the Plains" Event was held in September of 2015 for the second year in a row in the City of Sterling, a first for this event, and again the department played a very significant role in staging this event. When it was first known that the "ride" would come through Sterling a second year, the community, to include the police department, began making preparations for the three segments: the 3-Day Tour, the Century (100 miles) Ride, and the Family Fun Ride. SPD Major Richard Kelsch rode in the Family Fun Ride. The three rides boasted a significant registration, with one of the riders being our own Chief Tyson Kerr in the 3-Day Tour. The PD Command and patrol staff worked with the "Pedal the Plains" event coordinator, 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.

On October 30 of 2015 young Tristan Whited, a student at Campbell Elementary, was at Propst Park and found a wallet containing \$364.00 in cash. The young man, assisted by his school principal, "Mr. Applehans", turned the wallet into the police department, so that it could be returned to its' rightful owner. The owner, in picking up the wallet, said that nothing was missing. The SPD is proud to say, "Cudos" to Tristan, he's our hero!



The department participated in the City of Sterling SWellness Committee's "Help for the Holiday's Event" wherein SPD and the SECC Dispatch staff donated 80 lbs pounds of food to help fill the shelves of the Logan County Cooperating Ministries for needy families.

Officer Reese Doorgeest accepted stuffed animals from the Christ United Methodist Church women who generously collected, blessed and donated stuffed animals 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.

During 2015, the Sterling Police Department was host to fourteen 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 November of 2015, Chief Kerr gave officers a relaxed stance on their dress code which specifically details the limits of facial hair. For "No Shave November" in turn for a web based donation to the Fight Against Cancer, officers were allowed to grow beards for the month. Pictured are left to right, Officer Reese Doorgeest, Detective Russ Swingle, Major Barry Winckler, and Sergeant Bill Dolan. Others who chose to participate and grow a beard were Cpis Russell Baca, Nick Hrycaj, Major Richard Kelsch, Chief Tyson Kerr, Sgt Jimmy Rank, and Officers Chris Fleckenstein and Trevor Tuttle.



In addition to the above interaction, foot patrols, school patrols, business checks, and interaction with our school youth, all played a definite role in helping our public to see the police officer in a positive way.

CONCLUSION

Police and citizens often come into contact with each other for reasons other than criminal investigation. In addition to enforcing criminal law, police officers often engage in community service. Community service may include providing information and/or assistance to people in need, as well as offering youth education and coordinating community outreach efforts. In many communities, police officers network to establish partnerships between residents and the law enforcement agency. Community-oriented policing seeks to address the causes of crime and to reduce fear of social disorder through problem-solving strategies and police-community partnerships. Typically, it involves a greater use of foot and bicycle patrols and frequent meetings with community groups.

Police Departments, on a national level, are being subjected to an ever-increasing level of public scrutiny as they continue to function in their dedication to "serve and protect". The application of the concept of community policing has never held such a high level of priority for our officers as it does in today's law enforcement world.

To that end, not only seen through a need to satisfy that public scrutiny, but to continue, more importantly, to fulfill our mission of public service, the men and women of the Sterling Police Department conducted many, many personal involvement efforts providing high visibility with our citizenry in 2015.

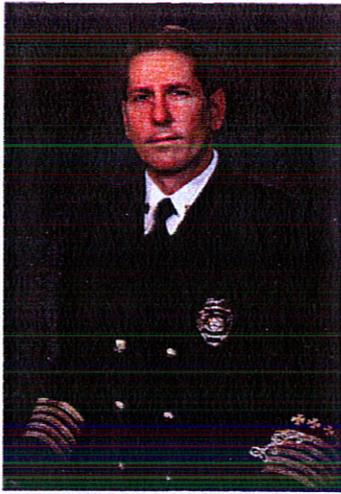
As you can see, the foregoing pages of the 2015 Annual Report of the Sterling Police Department demonstrates the commitment of the men and women of the department to the citizens they serve. That commitment is a priority and a privilege we accept with serious dedication. We are thankful to the City Council for their support, and City Management as well, for that support is a vital component in making our mission to *serve and protect* possible.

STERLING FIRE DEPARTMENT



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

2015 ANNUAL REPORT



It is my distinct pleasure to present the Sterling Fire Department's 2015 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 2015 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

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** and unsurpassed level of professional care during every emergency and non-emergency services 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.

We are on a journey toward excellence

Sterling Fire Department Goals

- Effectively communicate the Department's mission and vision to employees, partners, and stakeholders.
- Promote Pride and Ownership within the department
- 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
- Improve organization efficiencies through improved planning, prioritization and recognition of unique roles of our Department to maximize uses of resources
- Maintain good Wellness and Fitness programs
- Reduce the number of human fatalities and injuries and the amount of property damage in our community
- Recognize and scale to changing budgetary, fiscal, and regulatory conditions.
- Seek to improve operational efficiency and effectiveness by shaping, enhancing, and adapting to changing circumstances. • 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
- Cultivate and strengthen relationships with stakeholders, governing bodies, cooperators, and the public.
- Foster a culture that emphasizes and enhances employee health and safety. Increase safety through SOPs and training
- Promote a highly motivated and well-trained workforce.
- Mentor Assist all members with setting professional and personal goals with effective expectations for all personnel Officer Development Personal training
- 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
- Enhance our Volunteer program through Volunteer recruitment
- Conduct time-based performance evolutions (water supply, hose placement, ladders, ropes, etc.)
- ISO documentation (training hours, pre-planning, business inspections)
- Continue comprehensive training programs - consider ISO and NFPA compliance - Hands on training
- Keep expectations high, hold members accountable for their behaviors, decisions, and actions
- We will improve our ability to comply with the established standard of cover in order to accomplish our mission
- Increase Hazardous Materials (Haz-Mat)/Special Operations capabilities
- Continue to update our radio communications

- Reduce overtime cost
- Recruit and retain employees
- Update Standard Operating Procedures
- Identify grant opportunities
- Re-evaluate departmental SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis
- Planning, development, and implementation of policies and programs for EMS
- 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
- Continued Quality Control and Continued Quality Assurance
- 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 all 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
- Maintain a progressive EMS system

"I have one life and one chance to make it count for something... My faith demands that I do whatever I can, wherever I am, whenever I can, for as long as I can with whatever I have to try to make a difference."

— Jimmy Carter

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 -

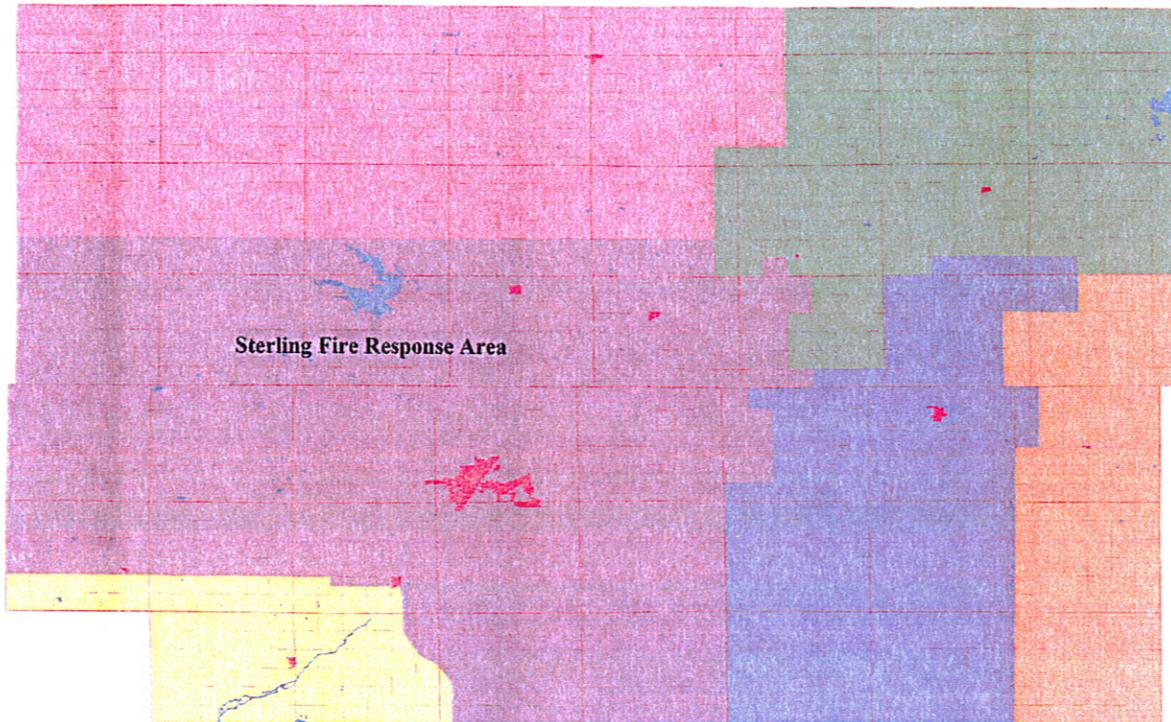
- Fire Prevention week
- EDITH (exit drill in the home) program
- Change your clock, change your battery
- Vial of life
- Water festival
- Health fair
- Job fair
- Seatbelt checks
- EMS week presentation
- 9-11 stair climb
- Breast Cancer awareness month
- City parade
- Parade of lights
- Fireworks standby
- 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

2015 had an increase of 425 calls from the previous year. Sterling Fire Department responded to 2723 requests for service during 2015.

2015 City and Rural calls
140 Fire
2077 Rescue
103 Hazardous Conditions
90 Service Calls
174 Good Intent Calls
94 False Alarms
4 Weather Calls
2 Special Conditions
38 Other calls
2723 Total





Our Fire response area includes the City of Sterling and an area of approximately 660 square miles of the Sterling Rural Fire Protection District. We also have a Mutual Aid Agreement in place to assist when requested by our surrounding 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 2077 medical calls for service compared to 1743 in 2014. This is an increase of 334 EMS calls for the year.

November 26, 2015 Sterling Fire Department had 20 alarms in 24 hour period. The average alarm per day is 7.

2015 had 48 General Alarms.

Total number of personnel responding to alarms for the year was 8,208.

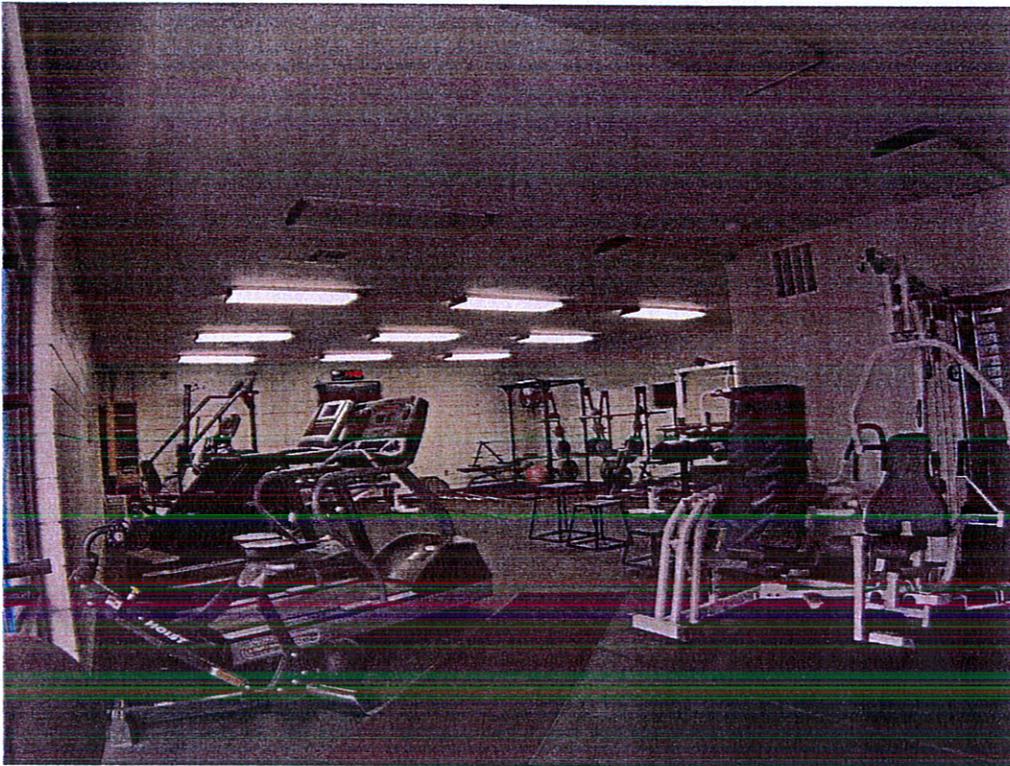
Time of day for most alarms is 4 p.m. to 8 p.m. with Fridays having the most alarms.

Our average emergency response time (time of dispatch to time on scene of the incident) during 2015 was 3 minutes 57 seconds for the average "in city" response time. 5 minutes was the average "rural/outside city limits" response time.

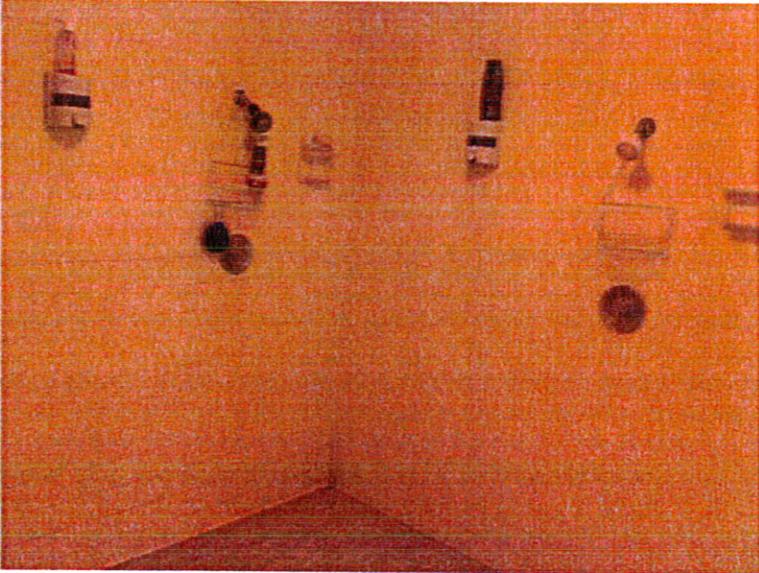
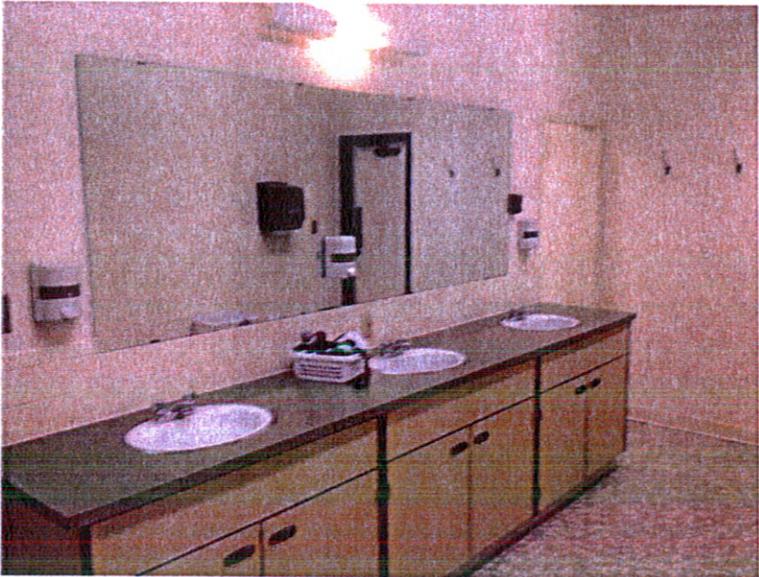
	FIRE	EMS	HAZORDOUS CONDITIONS	OTHER	TRANSPORT	YEAR TOTALS
2015	140	2077	103	403	1921	2723
2014	95	1743	460	N/A	143	2298
2013	90	1403	265	N/A	N/A	1758
2012	151	1283	379	N/A	N/A	1813
2011	110	1064	420	N/A	N/A	1594

Station

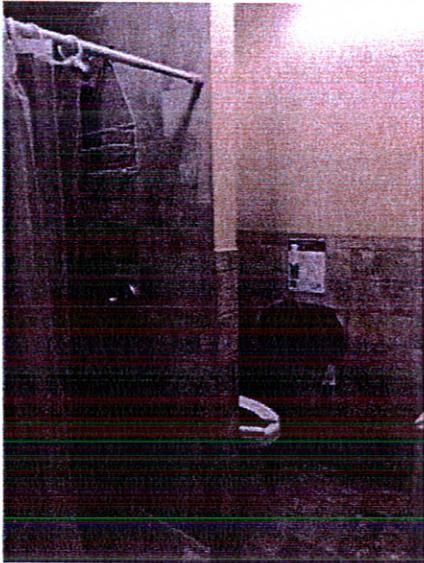
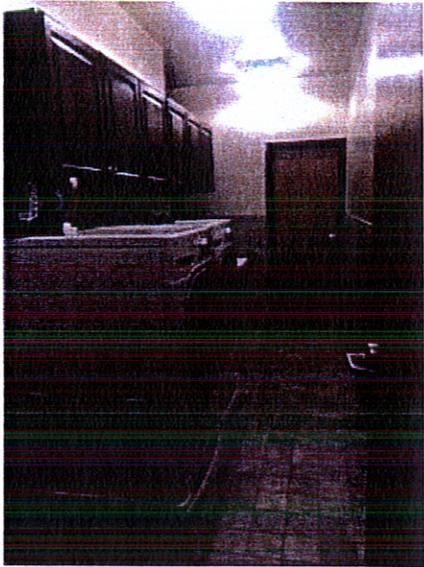
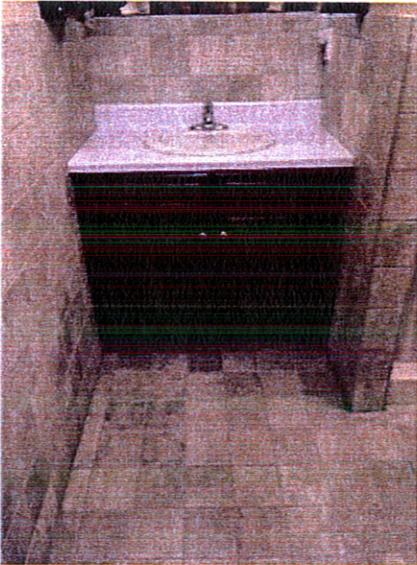
The Sterling Fire Station was built in 1974. It is located at 410 North 5th Street and serves as the department headquarters and administrative office. There is an exercise wellness facility for staff members on sight. The upstairs contains the living quarters for the firefighters while they are on duty. The upstairs restroom/showers received an upgrade/remodel in 2015. This allowed for three private showers and toilets for the firefighters to use.



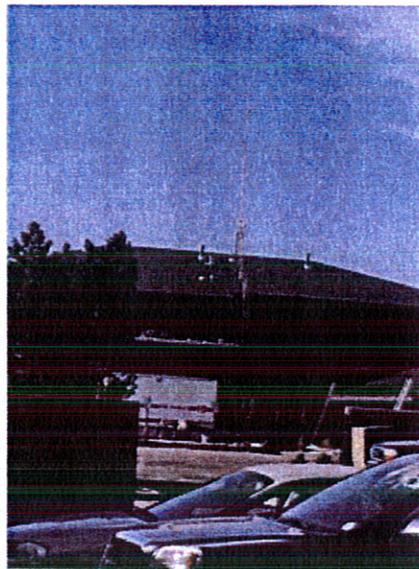
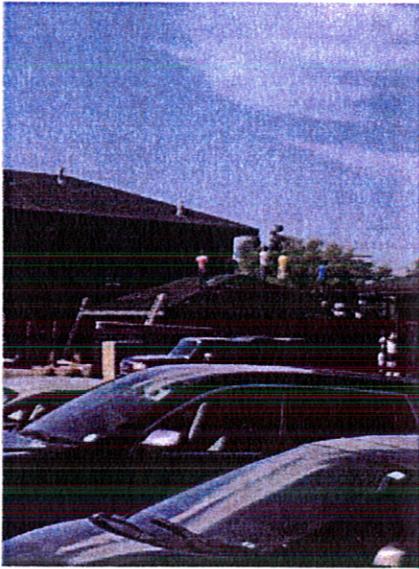
Before Remodel



After Remodel



New roof and gutters on Station October 2015



Equipment

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

Engine 11 & 12

Class A engines equipped for major fire and medical responses

Squad 13 & 14

Type 6 Wild land engines

Engine 104

An urban-interface engine

Tender 15 & 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. elevation platform

Service 19

Hazmat and rescue support

Decontamination Trailer

Used for storage and transport of 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.

Sterling Fire received one new ambulance in 2015.

1 Unimog

Used for off road as needed

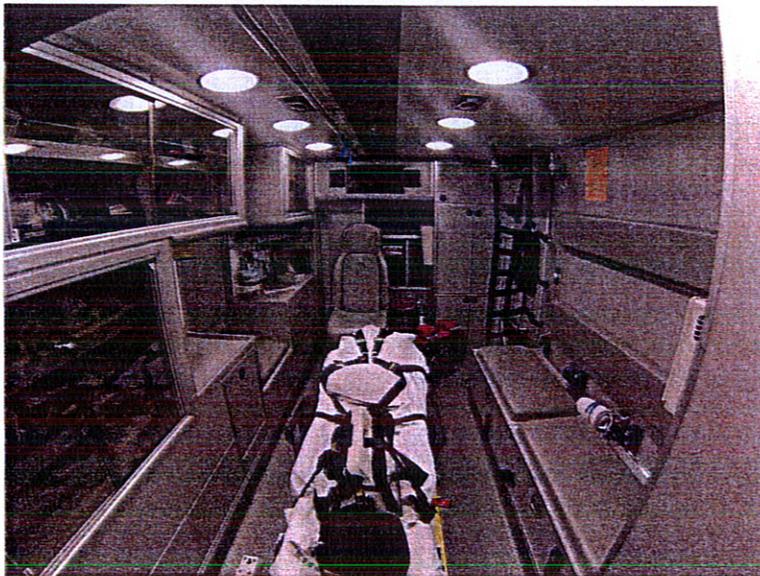
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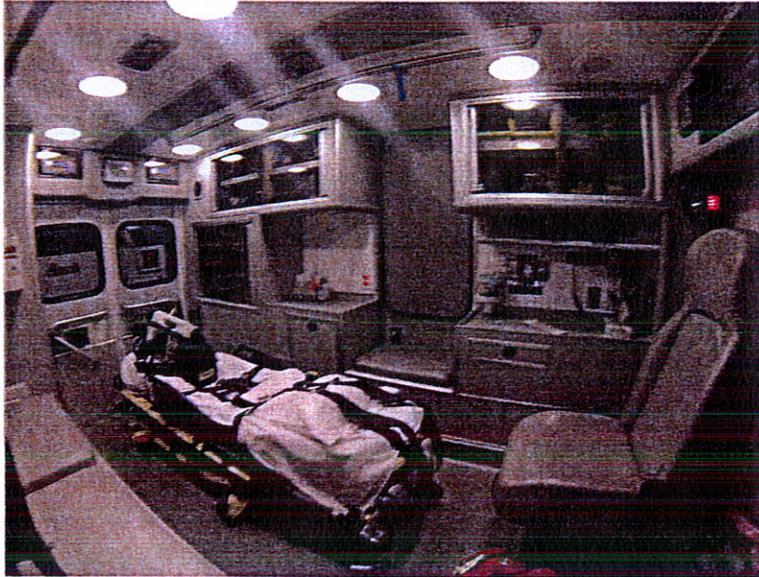
Used for off road as needed



Trailer

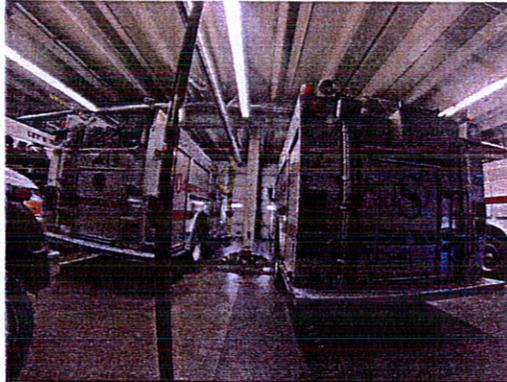
Inside view of Ambulance





Fire Trucks





The Sterling Fire Department 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 Rd... It consists 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 2015, five new fire fighters were hired. They are: Gilbert Tucker, Trevor Weisgerber, Mike Dotson, Ray Bondi, and Cody Mathewson.

Two fire fighters were promoted to Lieutenants. They are Travis Davis and Marc Wolf.

The Sterling Fire Department currently has 1 Chief, 3 Captains, 3 Lieutenants, 15 Fire Fighters, 6 Part Time EMT's /Fire Fighters, 6 Active Volunteers, 1 Fire Chaplin and 1 Secretary.

Services are delivered by three shifts and each shift is assigned a Captain (the shift commander), a Lieutenant, and five Fire fighters per shift. We have 6 Active Volunteer Fire Fighters. All Volunteers are required to attend the fire fighter 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 per 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 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.

"Hazardous-Material Training"---4 hours per year.

Our goal is to exceed the minimums each year.

Our career staff completed a total of 5685 hours of training. The volunteers trained for 677 hours in 2015.

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 2015 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 consists 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 pound dummy drag.

An entry level firefighter is required to be and Emergency Medical Technician-Basic (EMT) upon hire or within the first year of employment. Sterling Fire Department currently has 4 EMT-Paramedics, 3 EMT-I, and 23 EMT-Basic certified staff. We also have 2 certified in Tactical Emergency Medical Support (TEMS); these members provide medical support to the Sterling Police Department during SWAT incidents.

PREVENTION AND EDUCATION

The Sterling Fire Department is committed to fire prevention through inspections and education programs such as business 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 completed 262 business inspections in 2015 which includes new, re-inspection and liquor licenses renewals

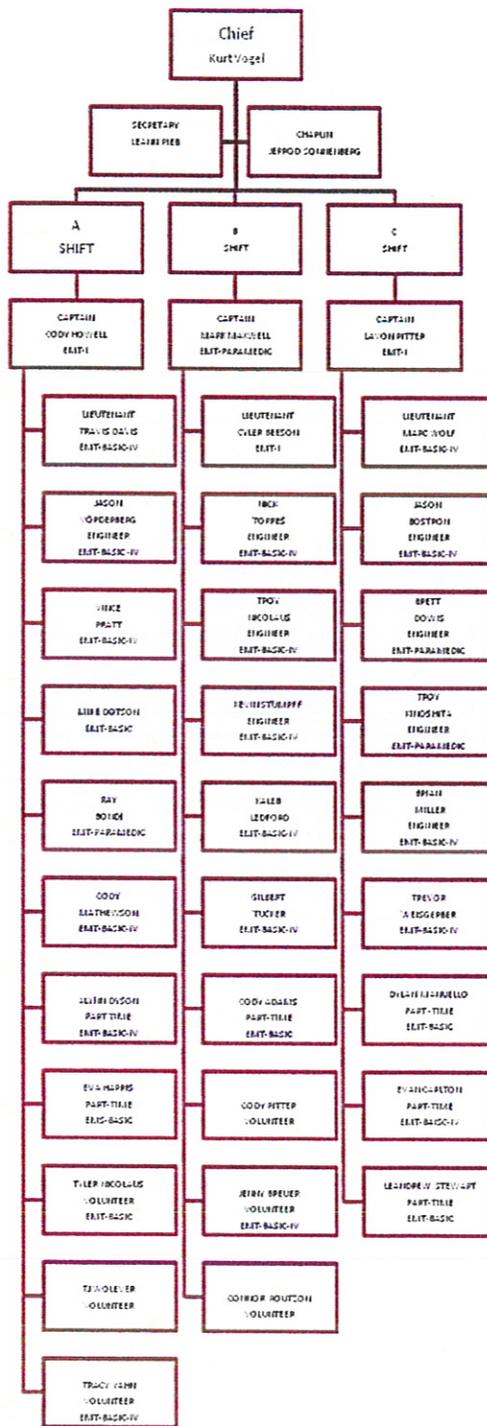
Hydrants located throughout the city are also flowed and inspected yearly.

"Kids in Kars" provides car seat installation by certified personnel. We have 6 fire fighters certified. Appointments are recommended to have car seats correctly installed in vehicles.

Every October, the Sterling Fire Department visit schools, preschools and daycare centers to educate our youth on fire prevention. Coloring contests and pizza party for the winners hosted by the firemen are always an event to remember.

Tours of the Fire Department are always welcome. Large and small groups visit the station regularly and enjoy the trucks and station.

2015	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
FIRES												
Total	11	8	30	6	4	10	22	14	10	11	6	8
EMS/RESCUE												
Total	159	178	146	178	173	197	186	221	176	175	149	139
HAZARDOUS CONDITION												
Total	12	5.0	4.0	10.0	14.0	5.0	10.0	4.0	4.0	4.0	21.0	10.0
Ambulance Transfers												
Total	143	165	128	162	172	188	187	197	161	159	130	122
TOTAL 911 SERV CALLS												
Total	210	208	197	225	230	248	246	276	223	245	224	191
AVERAGE RESPONSE TIME												
City	6.00	4.0 0	4.00	5.00	9.00	5.00	5.00	5.00	4.00	3.00	4.00	4.00
Rural	13.0 0	8.0 0	12.0 0	14.0	11.0 0	11.0 0	10.0 0	11.0 0	12.0 0	10.0 0	10.0 0	9.00
Overall Average	9.00	6.0 0	8.00	9.00	10.0 0	8.00	5.00	5.50	8.00	6.50	7.00	6.00
GENERAL ALARMS												
Total General Alarms	6	8	4	5	5	2	6	4	1	1	4	4
Average Number of Firefighters	3	3	3	3	3	3	3	3	3	3	4	4
BUILDING FIRES												
Total Building Fires	10.0	3	7	1.0		2	3				2	3
Fires Confined to Rm of Origin	5	2.0	1				1			1		1.0
TRAINING HOURS												
Career Hours	1,210	498	457	667	354	124	418	482	191.0	504.0	161	144.0
Volunteer Hours	102		105.0	42	144.0	198	81	135.0	32	41	47	44
Total Hours	1,312	498	562.0	709.0	498.0	322.0	499.0	617.0	223.0	545.0	208.0	188.0
Average Career Hours	80.7	33.2	30.5	44.5	23.6	8.3	27.9	32.1 3	12.7	33.6	7.6	9.6
Average Volunteer Hours	6.80		8.75	3.50	12.0 0	16.5 0	6.75	11.2 5	2.67	3.42	16.0 0	3.7
FIRE INSPECTIONS												
New Inspections	42	3	6	9	67	29	36	20	22	7		21
Liquor License Inspections												
Re-Inspections												
Total Inspections	42	3	6	9	67	29	36	20	22	7		21



1st Annual Fire Department Awards Banquet

November 14, 2015 the Fire Department held an awards banquet. Several Department members were recognized for various achievements.

"C" shift received the life saver award for an accident at the City Service Center.

Firefighter of the year was Troy Nicolaus.

Rookie of the year went to Mike Dotson.

Paramedic of the year was awarded to Brett Dowis.

Volunteer of the year was awarded to Alynn Dyson.

Education/Awareness award was given to Travis Davis.

Community Fundraiser was Jason Vorderberg.



Left to right Dowis, Weisgerber, Bostron, Kinoshita, Beeson, Ritter, Vogel, Torres



Vogel, Nicolaus, Torres



Vogel, Dotson, Torres



Vogel, Dowis, Torres



Vogel, Dyson, Torres

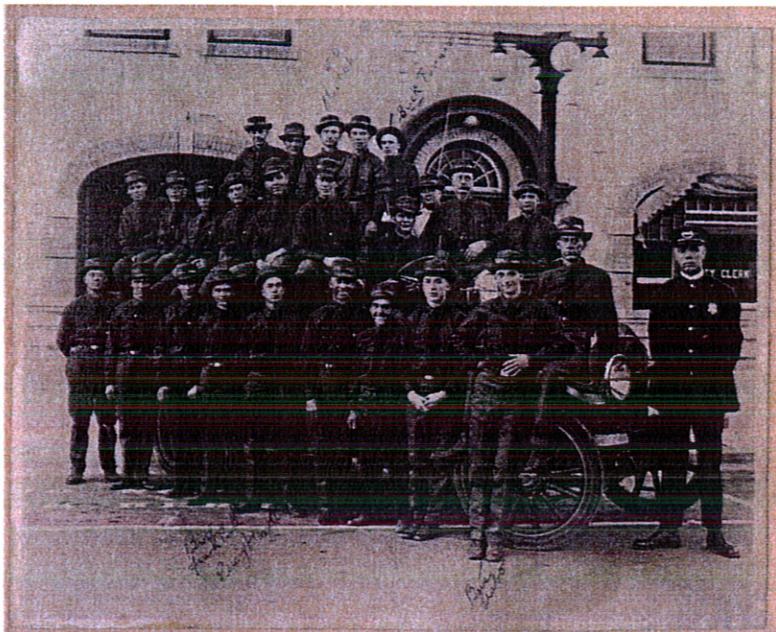


Vogel, Davis, Torres



Vogel, Vorderberg, Torres

This is a photo from the early 1900 of the Sterling Fire Department.



"By changing nothing, nothing changes." -Tony Robbins

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

2015 ANNUAL REPORT

The Parks, Library and Recreation Department began a new effort, in 2015, to emphasize community Health and Wellness. The PLR department partnered with the Northeast Colorado Health Department in their I Am Healthy Northeast Program. A walk was held at Columbine Park to kick off National Health Week, free Tia Chi classes were held at Prairie Park in conjunction with Rural Solutions, Walking Wednesdays take place at different designated parks at 12:00 and 5:00 pm, biking Thursdays leaves at 5:30 pm from the court house corner with rides of different lengths for riders of different abilities, a family fun ride was held in conjunction with the Sterling Loop Group to raise money and support for the proposed trail system and a Family Fun Day of sledding in Pioneer Park was also well attended. All of these activities and others being held at our library, museum and recreation center are beginning to garner a great deal of support and enthusiasm.

This year as every year there were a number of individuals and groups who volunteered their time in all of the different divisions in the PLR Department. This is a great partnership and valued asset that strengthens the bond between the city entity and the community. A free day of swimming at the outdoor pool was provided by the local semi-pro baseball team the Sterling Express, the public was invited to swim and meet the players on the team. A second free day of swimming was offered by Viaero Wireless. 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 six benches were donated for use at multiple locations throughout PLR department's locations. The benches are a welcome addition to our city. The Overland Trail Recreation Area Fish Pond saw the completion of the Dredging Project, this project cleaned debris for the pond left by the 2013 Flood. The area was also enhanced with the Anderson Pavilion, donated by the Anderson Family, and two new barbeque grills donated by the local Kiwanis Club. These two donations have improved the aesthetics and functionality of the area and will provide years of enjoyment to our patrons. We would like to thank all of the many volunteers and donors for the generosity shown to the PLR department in 2015.

The City of Sterling was once again a host city for Pedal the Plains, the first city to be chosen to host a second time. The PLR administration was involved with the Family Fun Ride portion of the event leading the participants from downtown to Pioneer Park and back, stopping in the park to enjoy the activities PTP had provided. In conjunction with Pedal of the Plains the city hired local artist Caren Foote to design a bike rack to be placed at a yet to be determined park. A biking themed arch designed by artist Brad Rhea, erected on the Pioneer Park path. These two new art pieces will be a great addition to Sterling's ever growing community art projects.

Urban forestry is a crucial component of the PLR Department. The Tree Removal Program paid out \$200.00 toward removal of dead or diseased trees on private property throughout the City. In order to replenish the urban forest of Sterling, \$223.97 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 27th year; by the Arbor Day Foundation.

The public parks of Sterling also remain a favorite place to visit for leisure time activities. In 2015 the pavilions at the various parks were reserved for private use 130 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

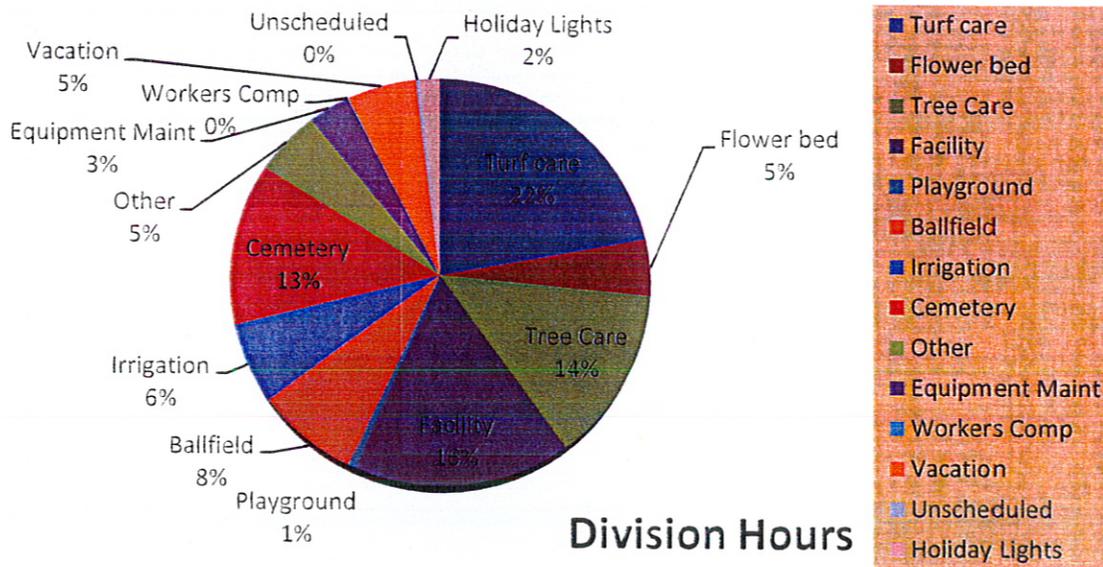
also 14 facility rentals utilizing the Disc Golf Course, Amphitheater and Softball Complex. For those needing extra seating for private events not held in a park, the Picnic Table Rental Program is utilized, the PLR Department provided table rentals for 21 events in 2015.

The PLR Advisory Board work on three policy changes effecting the PLR Department. The first policy addressed was to allow alcohol to be served at certain events at the city museum. There had been a few requests from the public about this situation. After careful consideration and debate a policy was recommended and the city code amended to allow alcohol to be consumed at the museum under certain conditions and with the proper permits. The second policy to be discussed was the city's policy on smoking in the parks around playgrounds and special events. The board agreed there should be a safe zone around all playgrounds, structures and events in the parks with a distance of twenty-five (25) feet being the safe zone with no smoking or vaping allowed. Third policy to be looked at was a policy to allow camping in the parks it was discussed and a decision was reach to allow certain groups to camp in certain areas of the parks by permit. The final policy will be adopted in 2016.

With the hard work and dedication of the PLR staff and Advisory Board the department provided outstanding service to our patrons. All of the departments programs and facilities provide a high standard of quality of life services for the region to enjoy. Thank you to all the citizens who support and utilize the PLR Department.

PARKS, CEMETERY AND FORESTRY DIVISION:

Parks, Cemetery and Forestry Division Staff accounted for 24,467 man hours in 2015. This was an increase of 1,242 man hours from 2014. The difference in hours are from the additional projects that the PCF crew obtained this last year. The following chart illustrates how the PCF Division hours were distributed over the course of the year.



PARKS

I will start this report with a thank you to Upper Administration. As a Superintendent for several divisions within two departments I was able to cross train and utilize people from all divisions to get work finished. Not only is this a step in the right direction, it just made sense in being able to

have everyone trained in all facets in case of emergency situations. The parks crew worked very hard this year with so many projects on the table for 2015. Starting with the completion of the farm themed playground at Pioneer Park. Irrigation had to be redone to accommodate where some of the playground fixtures went. The Kiwanis's fishing pond received a face lift this year from a generous donation from Mr. Anderson for a new pavilion. It was a great addition to a wonderful area for families to spend time together, whether fishing from the pond, walking the path around the fishing area or nature watching, afterwards barbequing and relaxing. It took a while to finish as the weather once again gave us an abundant amount of rain, causing the fishing area to rise displacing water from the river everywhere. The banks at the North end once again had to be reconstructed but the South end held without any issues. The fishing area was dredged this year starting with the Colorado Parks and Wildlife coming in and removing over 6,000 fish. People were still fishing and catching fish after the reclaiming and relocating of the fish. Next came all the dredging equipment and the dirt, (or sand in this case) really began to fly.

Movies in the park was a big hit again this year with the added bonus of a barbeque at the first and last movie. It's great seeing the community come out to these as it typically involves the whole family. We will be continuing this attraction in 2016.



This year brought a lot of outside agencies to assist and help with overall cleanup and grooming of trails. The boy scouts, girl scouts, Cargill, College people along with a teenage leadership group all helped in some manner with the parks. There help was greatly appreciated. The Boy scouts had a chuck wagon course through Pioneer Park this year. The weather didn't cooperate but you wouldn't of known it with all the energy those young people were displaying.



Along with the Pedal of the Plains there was a fun ride to Pioneer Park this year. Brad Rhea had designed an arch that was in keeping with the Pedal of the Plains theme. Once built the parks, forestry, cemetery crew along with the street department and water department all had a hand in placing this arch near the Girl Scout house. At the same time the arch was being installed double duty was being done with the working of the Tee-pads for the disc golf course. Eighteen concrete pads were installed just in time for one of their disc golf meets.



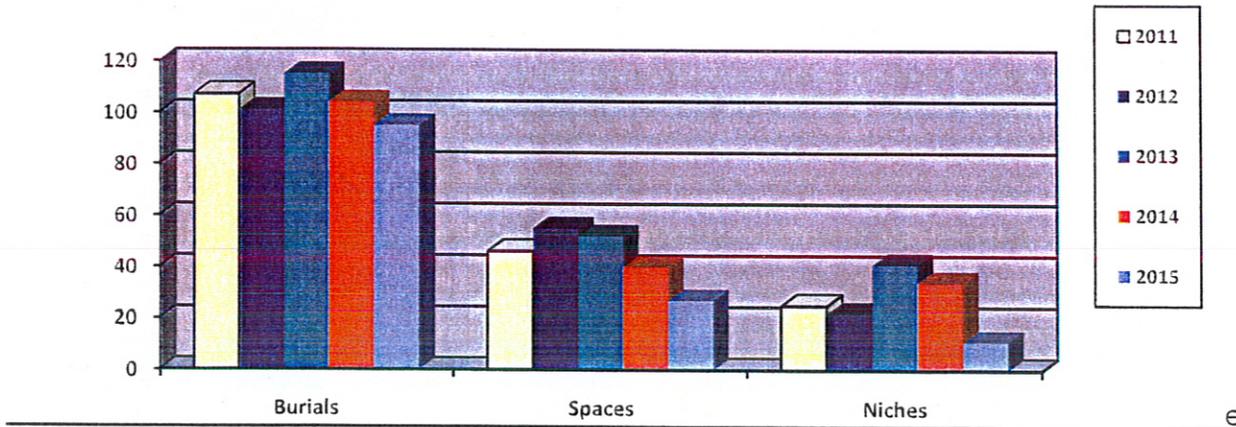
The parks crew assisted the street department this year with the beginning of many miles of trails to come. This was a very complex area to build the trails, but was very rewarding as it's being used heavily.

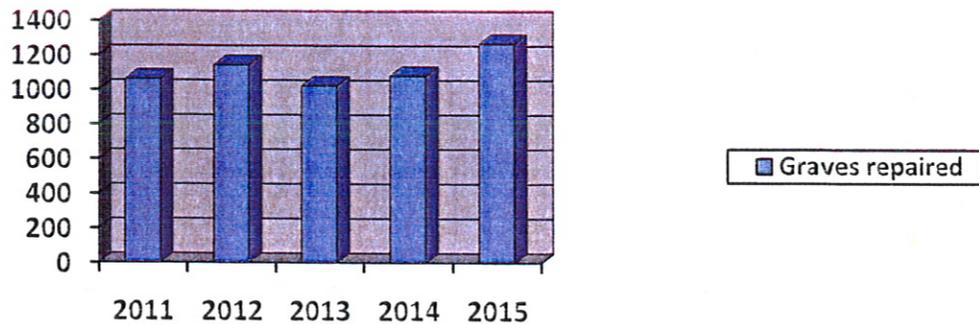
The dog park construction at Earl Franklin Park began in 2015 and will end in 2016. There were plenty of delays with this project as material kept getting delayed and when we did get the material, there was weather to contend with. The park crews were diligent and pushed through adverse weather to work when they could.

CEMETERY

The cemetery was challenged this year with constant rotation of new employees. However the employees were of first rate and jumped right in, with nothing suffering from it. During Memorial Weekend there were good reviews from people visiting, commenting how well the cemetery looked. I believe this year was one of the best years of care and maintenance on the grounds and it showed with how hard staff worked.

The graphs below represent the last five years of graves repaired along with burials, graves sold and niches sold. The grave repair was higher in 2015 with 1,266 repairs. This would be contributed to heavy rain fall causing the graves to settle more than normal. For 2015 burials were at 95. Niches sold were 14. Full grave lots sold were 27.





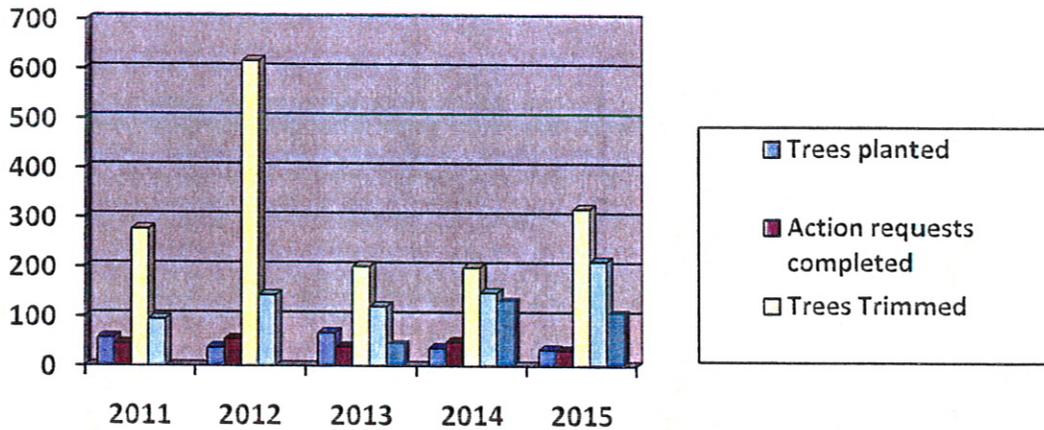
FORESTRY

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.

This year Arbor Day was held in Pioneer Park. There are four standards that must be met for a community to receive the Arborist award. Communities must have a tree board or department, a tree-care ordinance, a comprehensive community forestry program and an Arbor Day observance proclamation. The city's Arbor Day was April 17th, 2015. The forestry department along with the 5th grade from Merino school had a fun filled day, learning about and planting trees, despite the weather. I would like to thank Merino's 5th grade teacher (Mrs. Gandee), volunteers and students for their participation in the event. Without them it wouldn't be nearly as enjoyable. The forestry crew had a tremendously busy year not only did they have their own responsibilities in forestry, they were busy with storms this year, which involved a lot of high winds. They also assisted streets with the spring and fall cleanup and also parks with special projects. This year was the first year of keeping the cabs on the parks mower's, so they had the daunting job of trimming up tree's that would accommodate the cabs around the tree's. This will be an ongoing process.

Boyd Lebeda came down for a day along with the City Forester and the forestry crew and went around and inspected trees for healthiness. We were pleasantly surprised that the City of Sterling's trees are in good shape overall. This was a great educational day for us and thank Boyd for taking time out of his busy schedule to help us.

You will notice the graph will show you the amount of trees planted, action request completed, tree's trimmed, tree's removed and stumps removed in 2015, this graph will show you over a five year span. In 2015 there were 33 trees planted, 31 action request completed, 316 tree's trimmed, 211 tree's removed, 106 stumps removed, The forestry crew is also responsible for the placing and removing of the holiday lights for the city. There was a total of 368 man hours with holiday lights. With the construction of West Main being completed, there were additional lights and banners added to the forestry crew's responsibilities. Also with the years of service of holiday lights, there was constant maintenance needed in order to keep the holiday lights operational. I feel it should also be noted that the forestry crews are a very flexible crew. When other departments are shorthanded, they don't have any problems helping out.



There were a lot of additional activities this year for the PCF crew and they stepped up and accomplished them with vigor. We look forward as a team to serving the residents of Sterling again in 2016.

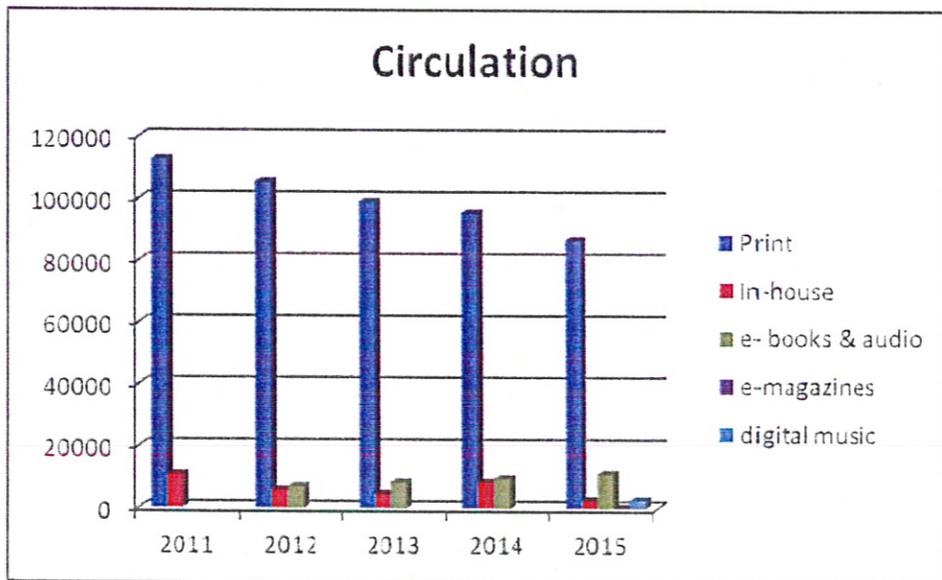
LIBRARY DIVISION

Sterling Public Library continued to see an increase in use of the digital services during 2015. Check outs of e-books and e-audios increased 17% in 2015 with 11,155 uses compared to 9,550 in 2014. During the year the library also added e-magazines for patron check out. There were 293 e-magazines checked out in 2015. The library continued to provide music downloads but also added the capability of streaming music. There were 845 music downloads and 1,879 songs streamed during 2015.

The library has a total of 21 Nooks available for check-out. The devices continued to be popular and new titles were added throughout the year.

Circulation of physical materials experienced a decrease of 9% during 2015. There were 86,770 items circulated compared to 95,496 circulated in 2014.

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 one circ.



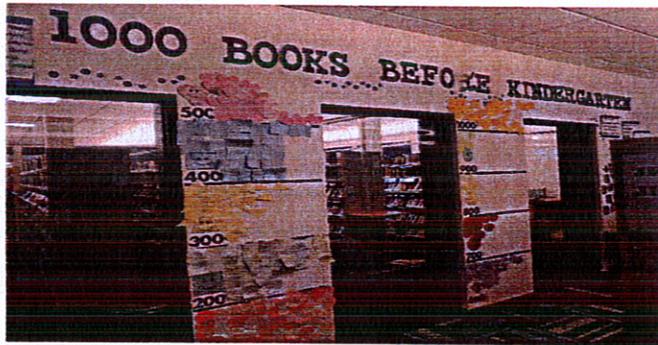
The library continues to see patrons requesting help with their digital devices and library services. We provided Tech Time during the beginning of 2015 on the first Thursday of each

month. We found that people didn't want to wait with their questions so staff began helping patrons as they came into the library.

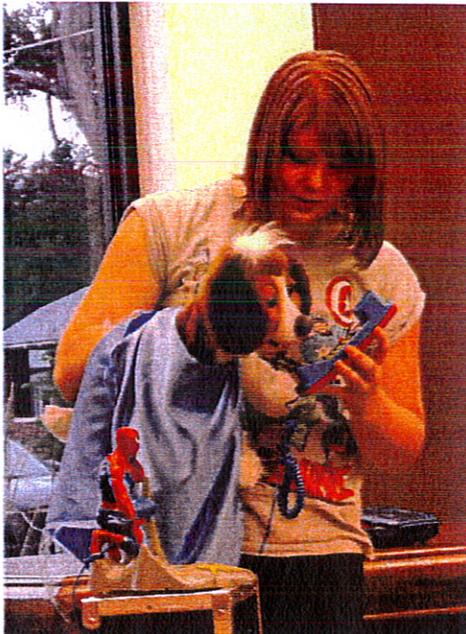
The number of items placed on holds by patrons this year was down 16%. Patrons placed holds on 3,115 items in 2015 compared to 3,727 in 2014. The drop in holds is partially due to the fact that some patrons are placing holds on the digital items rather than the print.

The library offered a variety of programs for both children and adults during 2015. 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. In November the library started providing a second Toddle Times due to the large number of children in this age group attending. Story Time saw an increase of 3% during 2015. Story Time attendance was 1,024 in 2015 compared to 990 in 2014.

The library continues to offer 1000 Books Before Kindergarten. At the end of the year there were 286 children registered. One hundred five of those children have read at least 100 books and thirty have completed the program.



The theme for the 2015 Summer Reading Program was Every Hero has a Story. During 2015 582 children enrolled and 354 participated. Participation was down 12.4% from 2014. The library provided 42 programs for kids, 13 for teens and 3 for adults. Part of the teen programming was a Graphical Novel Club in which 5 kids completed a graphic novel. Total attendance at the programs was 920. We also started a summer reading program for babies. To complete the program they needed to have 25 books read to them. Forty babies enrolled and 24 completed the 25 books.



During 2015 kids read 8594 hours. There were 204 readers age 2 through grade 12 who completed 6 levels and were eligible to attend the closing program. The closing program was a picnic and movie at Pioneer Park. The Friends of the Library served sloppy joes for the picnic.

During the 2015 Summer Reading Program, 107 adults registered. There were 47 people who participated by turning in reading time. Participation was down 4% from 2014.



Monthly evening programs were provided for children. A program was provided on the third Monday of each month. Programs centered on a chosen theme and included stories, crafts, games or other activities. We also continued Crafty Characters on the first Monday afternoon of each month. This is a make and take program in which children came in and completed a craft project. The library held a costume contest for Halloween in addition to our annual Fright Night. The Library and Recreation Center also teamed up to provide Santa City again this year. It was a great success with approximately

732 people attending.

Programs were provided for teens during the year. During Teen Read Week teens using the library spun the prize wheel for special treats. Teens using the library or bringing in their ticket could also register for a drawing.

The library also offered programs for adults in 2015. 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 50 quilts being displayed. John Voehl as Abraham Lincoln visited the library and provided a fantastic program as a part of our Veteran's Day Lunch. The library continued providing Our Time for developmentally disabled adults. The group listens to stories and completes a simple craft. This year the library provided our second annual open house to view the Christmas trees. The library and community decorated 124 trees. During the evening the lights were turned off and lighting was provided from the trees and special lighting.



	2011	2012	2013	2014	2015	5 yr. avg.
Patrons Using Facility	55951	57214	49085	47707	39507	49892.8
Books Circulated	112761	105078	99074	95496	86770	99835.8
Digital check out		7035	8398	10240	14172	7969
In-house Circulation	10812	5889	4649	8472	2561	6476.6
Volunteer Hours	121	570	508	567	511	455.4
Summer Reading Enrollees	680	659	580	590	582	618.2
Summer Reading Participants	488	477	385	398	354	420.4
Story Time Attendance	895	843	784	990	1024	907.2
Reference Questions	10698	7322	6891	5366	4246	6904.6
Books Placed on Hold	7390	6300	4178	3727	3115	4942
Interlibrary Loans Borrowed	2744	2553	2578	2085	1837	2359.4
Loaned	2522	2217	2050	1858	1800	2089.4
Library Meeting Room Use	166	340	372	314	267	965.8
Hours Tutoring	1175	1891	1583	1389	1606	1528.8
Internet Use	23094	25570	22662	18151	13157	20526.8

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 2015 18 tutors worked with 66 students. The tutors and students worked a total of 1606 hours during the year.

In 2015 the library offered free legal clinics provided by an attorney online. Patrons were helped with questions related to civil cases such as bankruptcy, foreclosure, employment/labor, evictions, small claims and other cases.

Overall 2015 was a good year. Technology continues to change what libraries provide and how we provide it. Usage of the digital services continue to increase. Programs play a more important role as we provide the community with cultural, educational and recreational opportunities. The library programs were well attended and enjoyed by a number of people in the community.

RECREATION DIVISION

RECREATION CENTER

ACTUAL YEARLY RECREATION CENTER ATTENDANCE: Approximately 64,592 people actually came into the Recreation Center in 2015! This averages 178 people a day!

The paid attendance of 43,612 is only the number of people that paid admission! Another 20,980 patrons enter the Recreation Center that do not pay individually. Recreation Center admissions that are added to paid admissions totals are: Swimming lessons at 11,780, Trick or Treat Street at 3,000, free Intergovernmental use at 5,378, Racquetball/Wallyball Leagues at 432, Lifeguard and WSI School 90, our swim team at 354, Sterling Police Department and Logan County dive teams 100, and an estimated three hundred people that come to the Rec. Centers birthday party/meeting room each year.

The Free patron use of the Sterling Recreation Center from RE-1 and NJC alone, due to Intergovernmental agreements, in 2015 were: 1,338 from Sterling High School P.E. classes, 1,502 from Sterling Middle School P.E. classes, 1,092 other individual RE-1 uses which includes the RE-1 Summer Club. There were 383 free uses from Northeastern Junior College.

RECREATION CENTER YEARLY PAID ATTENDANCE: In 2015 total paid and punch card admissions totaled 43,612 admissions. This averages 121 patrons a day! In 2014, total paid and punch card admissions totaled 45,715 admissions. The attendance total for 2015 was down 2,805 from 2014. This averages out to be approximately 8 less patron admissions a day. This is actually not bad because the weather outside Sept. through December, 2015, was very warm and people were still walking and exercising outdoors.

In 2013, total Recreation Center paid and punch card admissions totaled 42,271 admissions. 2015 total admissions were up 614 patron visits from 2013.

DEMOGRAPHICS OF PAID ADMISSIONS: From 2015 paid admissions, the demographics of Recreation Center users is approximately: Child 9%, Youth 34%, Seniors 16%, and Adults 41%. If you add in the non-paid admissions like: Swimming lessons at 11,780, Trick or Treat Street at 3,000, free intergovernmental agreement youth use at 5,378, the demographics percentages move much further toward the Youth users.

2015 RECREATION CENTER LAYOUT CHANGES: In 2015, \$5000.00 was budgeted for Small Equipment. The money was used to maximize space and provide some separate recreation areas for 6 month to 5 year olds, 6 to 12 year olds, 13 to 17 year olds, and adults. These changes are designed to increase safety and fun to different age groups, as well as maximize facility use.

The Plexiglas wall upstairs was removed in front of the treadmills as was the Plexiglas wall by the stretching area. We tried to create interest for adults in the new fitness space created upstairs. Equipment like: TRX Suspension Training gear, a heavy bag, ab balls, Kettle balls, weight bars, core wheels, yoga mats, and a DVD player to go with the 46" Big Screen TV in the area, were purchased for the open space.

Young children are no longer allowed to go upstairs because of potential safety issues with them around the treadmills, elliptical machines, Stairmasters, and Life Fitness equipment.

When children accompany patrons to the Recreation Center, they can go to court #1 and play in the newly designed Youth Room. It includes many fun play activities for children ages 2 - 12. Many small gym type pieces for the different age groups were ordered. 2 - Hockey goals and plastic hockey equipment, a gymnastic mat, a bounce back, scooters, 36" fun balls, hop/bounce balls, small basketball goals, and soft balls, hoops, disks, cones and pucks of many sorts purchased.

We also have video cameras in court #1 and a 46" video monitor right next to the current TV in the fitness area. Parents are able to watch their children in court #1 on the monitor as they work out upstairs. They can also see their children through the glass directly below the fitness room and hear their children through the vent.

The basketball rim was permanently re-installed in court #4 for the youth ages 12 – 17. It is also a multi-use court with basketball, wallyball or many other possible uses.

FACILITY CONTROL SYSTEMS INSTALLED: The Recreation Centers old and problematic pneumatic HVAC control system was replaced in 2015. The new electric system was installed by Johnson Controls. They came in a few times between Sept. and Feb. to access the scope of work and the actual installation began in March, 2015. Johnson controls are still returning to the Recreation Center in January, 2016 to fine tune some parameters such as the consistency of the shower water temperatures. The City electrician Rachel, has been instrumental in working with the electronics of the new system.

The Recreation Centers old Building Automation Systems, installed by Long Building Intelligence in 1996, did not work and was plagued with problems. The outdated, problematic, and costly pneumatic system operated the critical HVAC, boilers, facility and pool water temperature controls, and air delivery systems. The old system had passed way beyond the normal life span of computerized systems and the actual hardware, such as the circuit boards, were no longer manufactured or available through the manufacturer. These non-working controls systems ran everything in the facility. The pneumatic system was full of air leaks which caused the air compressors to run constantly. At the end, before replacement, thousands of dollars were spent on repairs to the air compressors alone. We also had no access to any control parameters at all and had to call in expensive technicians from Denver whenever anything needed adjusting.

FACILITY DECK FINAL RESURFACING: The indoor pool deck, locker rooms and shower floors have had topcoat seal and aesthetics problems since its installation in 2013. Restoration Concrete came back in for the final time during our Annual Maintenance Sept. 8 – 11, 2015. They removed all remnants of the old top coat and cleaned the decks with a Hoxie machine. They then applied a different top coat. We have incurred no charges for any of the repairs since its installation, as the company has honored their warrantee.

LIFEGUARD SAVES: The Recreation Center's Incident Report Forms showed that there were 14 full Lifeguard saves in 2015. This was 7 less saves than there were in 2014. Lifeguards utilized their American Red Cross lifeguard training, entered the water, and actually saved 14 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 2 saves in 2015, where moms jumped in the water fully clothed and saved their own children. When a parent jumps in the water and saves their own child, we acknowledge what they did and praise them for getting there before the lifeguards did. We take the wet parent to the front desk, dry them off, acknowledge what they did, and fill out an Incidence form. In the Denver area, this situation had happened at a facility. There was no acknowledgement of what the parents did by the lifeguards or facility. The facilities were chastised on 9 News and on social media for not doing anything! We do not want that to happen here.

FIRST-AID: In 2015, The Minor First-Aid Report Forms showed that Recreation Center Staff performed minor first-aid 76 times. There were 46 less Minor First-Aids reported in 2015, than there were in 2014. The Minor First-Aid and report forms indicated varying degrees of seriousness.

There was 1 additional Major First-Aid Injury Report at the Recreation Center in 2015. An employee hurt their arm lifting a chlorine bucket. The employee was fine the next day.

DISCIPLINARY ACTION: In 2015, the Recreation Center staff did not have to fill out any patron Disciplinary Reports. Last year, there were just 2 two times where youth patrons were required to leave the facility.

THEFT: In 2015 there were 2 instances where the police had to be called for theft. Possible reasons for the low theft could be: that staff verbally reminds patrons not to leave anything in the locker rooms, lifeguards do rounds through the facility at each lifeguard change, and all patrons are required to pay admission to enter the facility. This is 1 less time than in 2014.

VANDALISM: There were no Incidence Reports of vandalism in 2015. There were also none in 2014. The Sterling Recreation Center is very lucky that we are seldom targeted for vandalism compared to other cities.

LIGHTNING PROCEDURES: In 2015, the Sterling Recreation Center's Lightning Procedures show that the outdoor pool closed for lightning 19 times for a total of 28 hours. In 2014, the outdoor pool closed 25 times for a total of 43 hours and 15 minutes.

Sterling Recreation Center Lightning Procedures require that if the lightning flash to bang is 15 seconds or less, or if the Outdoor Pool Supervisor sees lightning or hears thunder, the outdoor pool is immediately cleared and patrons directed inside the building to the indoor pool. The indoor pool windows and doors are sealed and the indoor pool exhaust fan turned off.

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. 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 2015, Recreation Center staff did not have to implement the Recreation Center's Tornado Procedures. In 2014, Tornado Procedures were implemented 2 times for a total of 1 hour and 56 minutes. In 2013, they were not implemented.

FIRE EVACUATION PROCEDURES: In 2015, Recreation Center staff did not have to implement the Recreation Center's Fire Evacuation Procedures. In 2014, Fire Evacuation Procedures were not implemented either.

FECES PROCEDURES: In 2015, Recreation Center staff followed Feces Procedures 3 times. This is 3 fewer times than in 2014. The indoor pool was closed 1 time and the outdoor pool was closed 2 times for a total of 3 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 is 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 2015, there were a total of 589 children enrolled in the

Recreation Centers summer American Red Cross swimming lesson program. In 2014, there were a total of 581 children enrolled. There were 8 more children in 2015 than there were in 2014.

In 2015, the Recreation Centers American Red Cross Swimming Lesson program brought in a total of \$20,370.00 in revenue. The total was \$990.00 less than in 2014 because there were fewer enrolled in private lessons, which cost more. This summer there were 499 children in regular swimming lesson classes. Regular lessons cost \$30.00 per child and totaled \$14,470.00 in revenue. There were also 90 children enrolled in private swimming lessons. Private swimming lessons cost \$60 per child, and totaled \$5,400.00 in revenue.

In 2015, we had 33 W.S.I. available to teach swimming lessons which is 3 less than in 2014. 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 589 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 11,780 people in the summer coming into the Recreation Center...and that is just before noon! These 11,780 swimmers and 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 25th and closed on August 26th. It closed August 26th 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. N.J.C. lifeguards had gone back to school August 24th.

The weather conditions for the outdoor pool during the summer of 2015 were excellent! Temperatures were very constant and we had good outdoor pool weather all summer.

It is most economical for the outdoor pool to close on the day that school starts, but again this year we stayed open 2 additional weekends, and the Monday of Labor Day.

Opening on the weekends until Labor Day resulted in low attendance. Sometimes there were as many lifeguards on duty as there were swimmers. A total of 262 patrons used the outdoor pool when it was opened the extra 5 days through Labor Day.

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.

NO MAJOR OUTDOOR POOL MECHANICAL PROBLEMS: The now eight year old outdoor pool did not have any major mechanical problems in 2015. But, three of the big 5 hp 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.

CALICHEAFTER PROM: The Recreation Center hosted Caliches' after prom party in 2015. It was May 2, 2015 from midnight till 3:30 am. They had approximately 100 students and chaperones.

During after prom, the Recreation Center staffs the event with 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 4,491 visits to the Recreation Center from RE-1 Valley School students in 2015. This is up 178 visits from 2014.

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: 314 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 792 kids from the RE-1 Valley School Summer Club that used the outdoor pool May thru August 2015. This was 170 less than in 2014. 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 2015, there were just 12 kids participating on our Sterling Swim Team. This is 6 less kids than there were in 2014. This is a sizable decrease. It is concerning because many of our future lifeguards come from participating on our swim teams.

These 12 kids accounted for 354 visits to the Recreation Center for practice. Practices are scheduled daily 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. The coaches do everything from conducting daily practices to attending the 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 4th 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. The number of applicants was down

for the training we were able to hire just 9 new American Red Cross certified lifeguards this year. This is down 4 from 2014. We were able to train 10 of our L.G.T. as 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 its 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 77 local businesses! There were 8 less sponsors this year than there were last year. Each sponsor donated \$30. Over \$2,300 was used to purchase candy alone. Treats were handed out free to all costumed children 12 and under.

This year, the Recreation Center theme was, "The Wizard Of Odd." Again this year we had the decorations on the indoor pool deck and the outdoor shade structure. The turnout was higher than normal with over 3500 kids and parents passing through nine different donation stations. The line to enter the Center was solid people from 5 – 7 pm before it started to slow up.

Inside the Center was decorated with scenes from the movie. The outside was decorated like the uncles corn field. The lifeguards were dressed up like Dorothy, Toto, the Tin Man, The Scarecrow, the Lion, the Bad Witch, and OZ. Outside the fence was also decorated with many scenes from past Trick or Treats Street's. The high wind was an issue at set-up time so the air filled props and larger decorative props are could not be used.

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 started preparing and making the scenes one month 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.

Santa City was held on Tuesday, December 8th, from 4:00 – 7:00 p.m. There were 800 in attendance similar to last year. 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 purchased from Recreation Center accounts.

OTHER RECREATION CENTER ACTIVITIES: The Recreation Center offers an aqua aerobics class. It is from 6:30 a.m. -7:30 on Monday, Wednesday & Friday's. In 2015 there were 1,004

class attendees. This was 94 less than there were in 2014. 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!

OUTDOOR POOL FREE DAYS IN 2015: Two local businesses in Sterling provided "Free Swimming Days" for youth at the Recreation Center outdoor pool in 2015. They were the Sterling Xpress baseball team and Viaero Wireless. This was a nice business donation and they may challenge other businesses to do the same in 2016.

RECREATION DIVISION PROGRAMS

ADULT SPORTS ATTENDANCE TOTALS: In 2015, 27,881 adult participants, spectators, officials, scorekeepers, and gym/field supervisors attended an adult Recreation Division game.

There were a total of 1,749 adults participating in Recreation Division programs that accumulated the total.

YOUTH SPORTS ATTENDANCE TOTALS: In 2015, 38,704 youth participants, spectators, officials, scorekeepers, and gym/field supervisors attended a youth Recreation Division game.

In 2015, there were a total of 1,051 youth participating in Recreation Division programs that accumulated the total.

The economic impact of our youth sports programs to the city businesses is huge. In 2015, 44 of the 78 youth basketball teams participating were from out of town, 21 of the 32 youth volleyball teams participating were from out of town and only 1 of the 38 youth softball teams participating was 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.

YOUTH BASKETBALL: The Youth Basketball program started on January 11th and concluded on February 15th, 2015. There were 78 teams and 563 participants in the program. The participants consisted of 364 boys and 199 girls. The program was up 8 teams and up 14 participants from 2014. Teams played all 6 of the scheduled games in 2015. In 2012, one Saturday game was cancelled due to a blizzard and we were not able to make-up the game due to gym availability.

Youth Basketball spectators logged approximately 14,100 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 2015. The program employed 22 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 24 teams and 251 participants in the Adult Basketball Program in 2015. This is down 1 team and up 19 players from 2014. This is the third year the leagues included a Women's Open division. The program accounted for 1600 spectators at the games. The program was up 400 spectators because in 2015 we had a tournament at the end that we did not have in 2014. The program employed 10 adult officials, 8 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.

In 2015, there were 8 teams competing in the open division. This was down 2 teams from 2014. There were 95 participants in the program. The total number of participant, spectator and Gym Supervisor visits to the Sterling Middle School on Tuesday evenings, accounted for approximately 540 visits in 2015.

Teams officiate 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 2015, the open gym attendance during Christmas break was 907 visits. It was down 164 visits from 2014. 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 2015, there were 32 teams and 259 participants in our Youth Volleyball program. This was down 2 teams and down 33 players from 2014. The reason that we were down was because a new youth volleyball league started out of Sidney, NE, called **CONE (COlorado/NEbraska)**. The program accounted for 5,860 spectators at the games. The program employed 17 youth officials and 6 gym supervisors.

ADULT VOLLEYBALL: There are two seasons a year for our Adult Volleyball program, Spring and Fall. Combined, there were 53 teams and 403 participants in the 2015 leagues. This is up 1 team and up 75 players from 2014. 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 14 officials and 8 gym supervisors.

YOUTH SOFTBALL: In 2015, there were 38 teams and 231 participants in the Youth Softball program. This is up 9 teams but down 25 players from 2014. The program accounted for 5,640 spectator visits to the softball complex. In the summer, the program employed 9 youth umpires, 12 scorekeepers and 5 field supervisors.

ADULT SOFTBALL: There are two seasons a year in our Adult Softball program, Summer and Fall. In 2015, there were 50 teams and 994 participants in the Summer and Fall Adult Softball Programs. This is up 3 teams and up 64 players from 2014. This was a good increase from 2014. Both programs employed 10 adult umpires, 9 scorekeepers and 4 field supervisors.

ADULT/TEEN KICKBALL: Adult/Teen Kickball registration concluded in August and the first game took place on August 25th. There were 8 teams participating in the second year of the program. The games provided 1,312 Adult Kickball player visits and 1,230 spectator visits to the softball complex in September, 2015. Adult Kickball is one of our inexpensive, "\$50.00 Leagues."

SAND VOLLEYBALL: There were 4 Co-Rec. teams and 55 participants in the open division of our 4 on 4 Adult Sand Volleyball League. This is 1 less team but 25 more players than there were in 2014. The league ran on Wednesday evenings and games were played at the City sand volleyball courts at Prairie Park. Play began on June 3rd and continued until July 15th. 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 14th. There were 12 total teams participating. There were 4 teams in the 2-A-Side Wallyball division and 7 teams in the CO-REC Wallyball division. The racquetball leagues did not run for the second year in a row because there were not enough participants registered.

The Fall Racquetball and Wallyball leagues began the week of October 12th. There were 15 total teams participating. There were 7 teams in the 2-A-SIDE Wallyball Division, 8 teams in the CO-REC Wallyball Division. The racquetball leagues again did not run because there were not enough participants registered.

SPECIAL EVENTS: The Recreation Center conducted many special events in 2015. 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 2nd, 2015 at 6:00 p.m. The competition was held during Christmas vacation and 28 youth participated. This was 3 more than last year. The winners advanced to the Regional Competition which was held on February 21st, 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 Saturday, July 18th, at 10:00 a.m., at Propst Park. There were 8 participants, 25 spectators, 3 judges and 3 staff members attending

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 "Cheetos" the pitbull - owned by Emma Crawford.

COLORADO ROCKIES BASEBALL SKILLS CHALLENGE: On June 20th, 2015, there were 8 participants, 6 staff, and 3 adult volunteer helpers at the free Colorado Rockies Baseball Skills Challenge. This was 11 less participants than there were 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, September 12th, 2015, 22 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 8 more 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.

2014 PERRY MASON CO-REC SOFTBALL TOURNAMENT: Was held on May 30th, 2015 at the Pioneer Park Ball Fields. This year, we had 7 teams and over 200 spectators at the event. This was two more teams than there were in 2014. 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. Hootenannies generously gave out \$5.00 gift cards for the Home Run Derby.

Jenny Smock, Perry Mason's daughter, threw out the opening pitch for the start of the Championship game. The Tournament Champion was Dirty Ster, from Sterling.

The tournament was a success and the Sterling Recreation Division raised over \$1,265 extra dollars for our Youth Wildcat Softball Program to upgrade gear.

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.

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. All sports programs have a \$35 forfeit fee if teams do not give 24 hour notice. The youth sports seasons run six weeks, while adult sports seasons run six weeks with a double elimination tournament at the end.

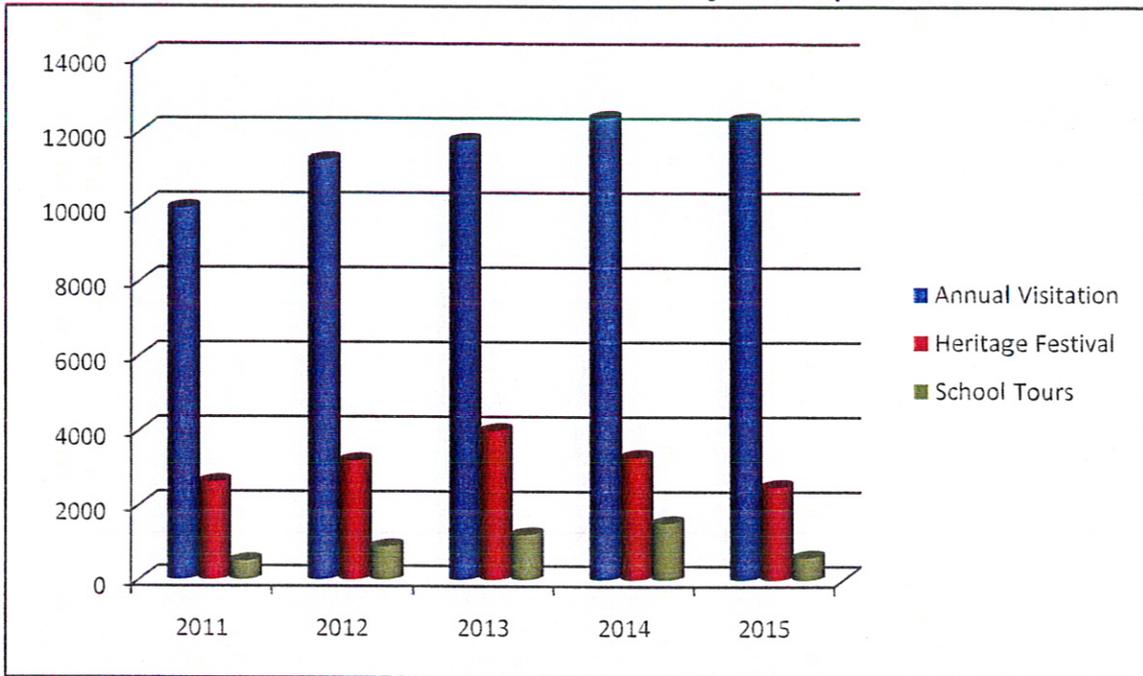
The youth sports programs we offer are not offered in the schools until the middle school level. For most, this is the only opportunity they may have to participate in youth sports. Our adult programs are the only opportunity for many adults to play sports at all, in an organized setting.

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.

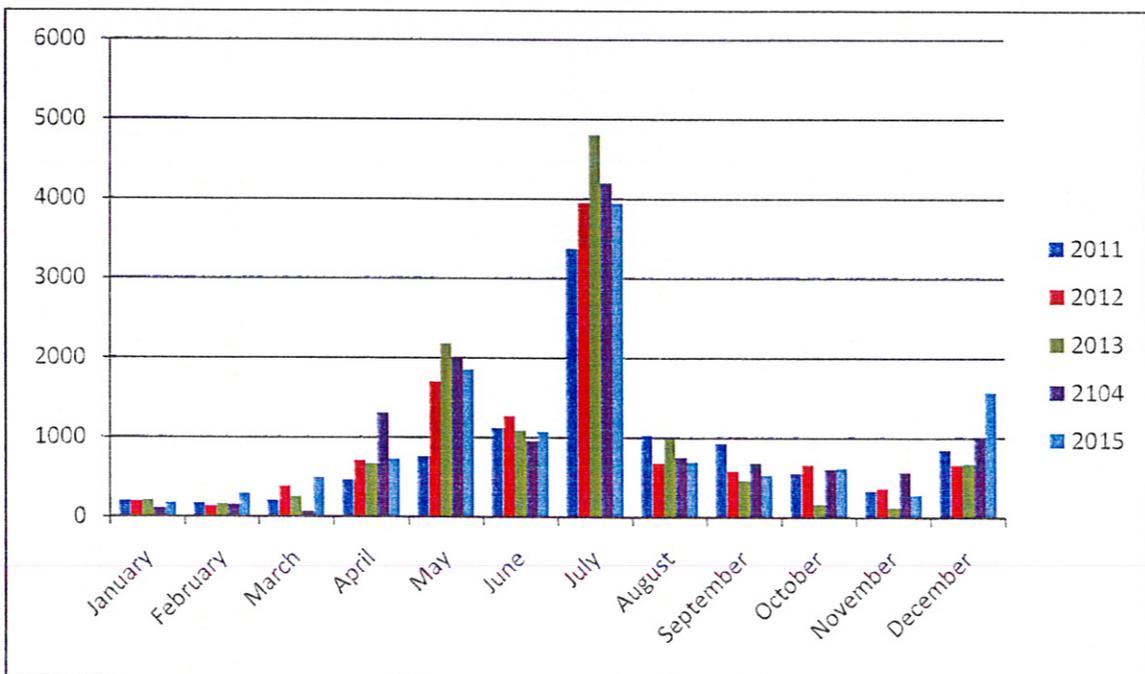
OVERLAND TRAIL MUSEUM

This past year the Overland Trail Museum has had many events, activities and exhibits that have been both successful and well attended. The first chart below is a five year comparison of annual visitation, Heritage Festival attendance and School Tour attendance. Explanation of some of these numbers will be discussed later in this report.

VISITATION AND ATTENDANCE – 5 year comparison



MONTHLY VISITATION – 5 year comparison



PROGRAMS AND EVENTS

History Café ~

The museum held 2 separate series of three History Cafés. The first series took place in January, February and March with themes being: "A Step Back to 1915", "Western Heritage through the eyes of local artists" and "Mysteries at the Museum". All three topics were well received and were followed by good discussions. The next series of three took place in November. Participants learned to make hand-made Christmas ornaments and listened to three topics which included: "History of Quilts and Quilting", "The German Russian Immigrants in Logan County" and "Holiday Food Traditions". History Café will resume in January, 2016.

Family Fun Saturday –

This program has really picked up in attendance this year. Themed activities are planned for the first Saturday of each month which are designed to be interactive and involve both children and parents. Children are admitted free of charge with a paying adult. The most well attended Family Fun Saturday took place this year on August 1st which is also traditionally our Colorado Day celebration. About 85 families took part in this day that focused on Colorado history.

Saturday Kids programs:

- **Presidents Day ~** Participants learned about the history of Presidents Day, had a cherry pie eating contest and participated in a series of team games between the "George Washington Team" and the "Abe Lincoln Team".
- **Bit o' the Irish –** St. Patricks day themed program – kids learned about the potato famine, Irish immigrants, made potato stamps and took part in various activities.
- **Critter Fest –** Children learn about the unique critters that live on the Northeastern Colorado plains.
- **Plantin' the Pumpkins –** This program focuses on agriculture. Kids also planted pumpkins for the pumpkin patch
- **Bison Days -** Bison Days continues to be one of our most anticipated children's programs. It takes place two days during the week of the Logan County Fair. Children learn about the important role the buffalo played in our western history. They also learn about Buffalo Bill and his Wild West Show, Annie Oakley, Sitting Bull and the Plains Indians.
- **Afternoon at the Museum and Night at the Museum –** Afternoon at the Museum is designed for younger children. Kids play pumpkin games, go on a treasure hunt and more. Night at the Museum is a very popular program. Participants include children and parents. A flashlight mystery treasure hunt around the museum grounds is the highlight of this program.
- **Teddy & Friends Tea -** This program was designed for preschool-Kindergarten age children. Kids brought their favorite stuffed animal and took part in a traditional "tea".

Christmas on the Prairie:

- **Hanging of the Greens** – We held our traditional “Hanging of the Greens” on the Saturday before Thanksgiving. Five community groups (Flatlanders Car Club, Historical Society, Busy Bees Homemakers, 4-H groups combined and the DKG Sorority) each decorate a building. Chili and cinnamon rolls are served to all participants. Funds for the chili were donated for the second year by the Flatlanders Car Club. All other buildings are decorated by the Museum staff.
- **“Country Christmas”** Our Kick-off event for 2015 Christmas on the Prairie was a concert in the High Plains Education Center. Village Inn donated pies for the event. Texas cowgirls, Jean Prescott and Yvonne Hollenbeck presented a program of music, stories and poetry.
- **A Child’s Christmas on the Prairie/Blue Santa** – The Museum partnered with the Logan County Sheriff’s office and the Sterling Police Department this year, combining our children’s Christmas event with their Blue Santa Event. This was a very successful partnership. Typical attendance at our children’s Christmas event is around 100-150. Typical attendance at the Blue Santa event is around 200. The combined event this year attracted 693 visitors. Kay met with representatives from the SPD and the LCSD and all agreed that this would be a good event to continue next year.
- **Christmas on the Prairie Open House** – A blizzard hit Sterling on the day of our first scheduled open house, December 15 forcing the cancellation of the event. Our second scheduled open house took place on December 17. Frigid temperatures (5 degrees above zero at opening) kept visitation numbers low (65). Our rescheduled open house was on Monday, December 21 and our final open house was on Tuesday, December 22. Two hundred people visited on Monday and three hundred fifteen on Tuesday, making it one of our most successful open house nights in several years. Entertainment included the piano students of Emily Singer, folk singer Arden Fennell and flutist Jamie Whelock. The Methodist church choir also sang carols outside and in the buildings on the final night. Doug and Jo Ann Conter roasted and served chestnuts which is always a visitor favorite. Serving cider and cookies this year were the PLR Board, KPMX radio and Sterling Federal Credit Union.

Dailey Store 100 year celebration

An open house was scheduled the end of May to celebrate the 100 year anniversary of the Dailey Store and to honor donor Ross Frank. About 250 people joined in this celebration, enjoying special exhibits and displays, root beer floats served in the store and cake and coffee served in the HPEC. A new street sign and park bench were installed near the store in honor of Ross Frank.

May At the Museum with KPMX” –

KPMX radio continued for the eighth 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 business sponsors which allows these broadcasts to be free of charge for the museum.

2015 Heritage Festival

Our largest attended event continues to be our July 4th Heritage Festival. This year approximately 2500 visitors took part in the festivities. Partnering with the City of Sterling to help with this year's event was the Logan County Commissioners, Logan County Lodging Tax Board, Logan County Historical Society, Northstar Bank, KPMX radio, the Sterling Arts Council and shuttle service by the Prairie Express. Changes to this year's event included hiring just one band on the Heidi Park stage - - they performed once in the morning and did a second show in the afternoon. Other musical entertainment took place in the Courtyard Gazebo; The Prairie Pickers and Arden Fennell. The opening ceremony was done by the Buffalo Soldiers of the American West with historic interpreter Jeff Norman portraying Buffalo Bill Cody raising the flag before the National Anthem. Speakers in the HPEC included Jeff Norman and Dr. Jeff Broome who spoke on the Battle of Summit Springs. Compared to previous July 4th attendance, our numbers were lower than hoped for. This tends to happen when the July 4th holiday lands in the middle of a long weekend.

SCHOOL TOURS

April and May continue to be our busiest school field trip months. The museum offers program options to teachers who are given the choice of choosing the traditional museum tour or the High Plains Education Center tour. Two hands-on activities are also chosen (Butter making, Old Fashioned games, Prairie School, Native American Activities and Gold Panning). Unfortunately, several schools were forced to cancel their fieldtrips due to weather and spring flooding. Weather also prevented our largest school tour, the South Platte Water Festival, from happening. This resulted in an average of 500 students fewer at the museum than in past years.

Wagons West

Wagons West took place this year on the last Friday of April and two Fridays in May. Doug and Jo Ann Conter were not able to provide the wagon and horses this year but another company (Gentle Giants) were able to provide a wagon and horse. Cowboy poet, Zeb Dennis, was again our guest speaker/poet. This program is offered to area fourth grade students and is funded by a community grant from WalMart.

NJC Kids College

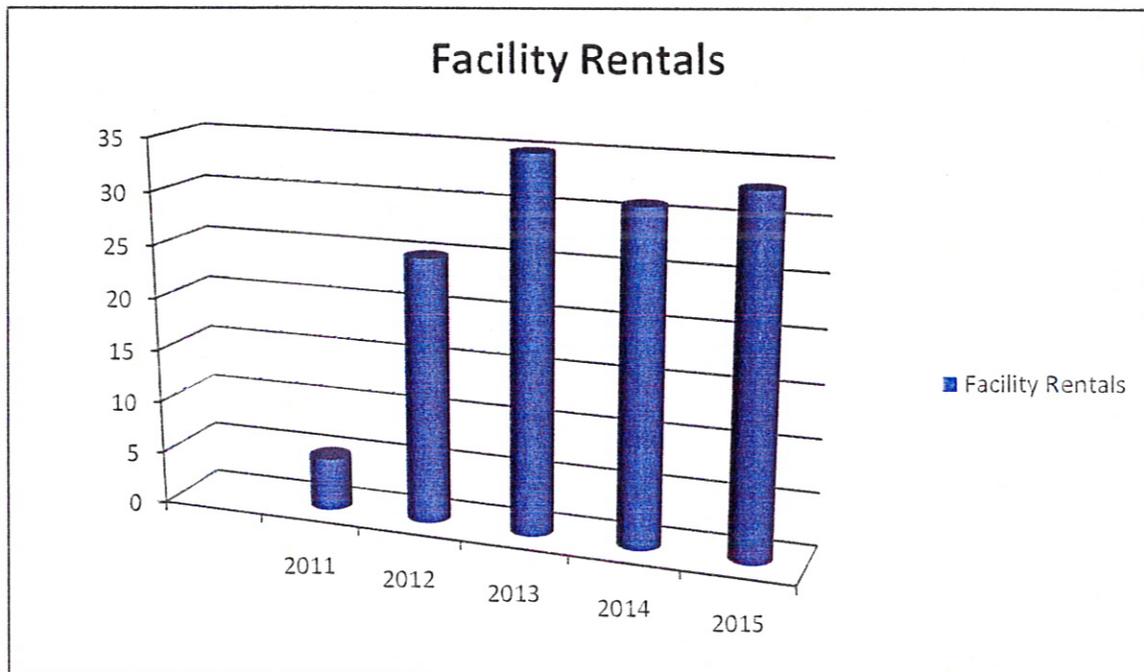
NJC Kids College took place at the museum on July 15. The theme was "Behind the scenes at the Museum". The kids learned about the daily operations at the museum, took part in some of the key activities and also learned about exhibit design. A new exhibit "Decades of Sports Excellence" was designed and the participants completed a sports history collage for the exhibit.

Prairie School

Eighty five students and volunteer teachers took part in Prairie School taking place in June and July. Four week-long sessions were initially offered and a fifth week was added due to high demand for the program. This program is led by Paula Ahlbrandt who has been leading it since its beginning in the 1980s. The program offers children a 19th century prairie school experience including activities such as square dancing, butter making, candle dipping and old fashioned games. Students are also given complete tours of the museum and are often entertained by special guest speakers.

FACILITY RENTALS

We had a total of 33 facility rentals in 2015 which included: 4 weddings, 5 private parties, 6 business meetings/retreats, 1 high school prom, 1 graduation party, 1 memorial service, 2 church services, 4 wedding/baby showers, 1 family reunion, 2 travel groups, 1 music recital and 5 business training meetings. There have been no major challenges this year with facility rentals. All rental groups have had 100% of their deposits returned to them.



EXHIBITS & DONATIONS

Exhibits

Two new exhibits were added to the Dave Hamil building this year. The largest exhibit was titled "Here Comes the Bride ~ Decades of Wedding Fashion" and displayed thirty dresses. The oldest wedding gown displayed was from 1829 and is in the permanent collection at the museum. A dress from each decade, 1900 through 2013, was

represented in the exhibit with photos, accessories and documents included. This exhibit was definitely a visitor favorite with many people returning and bringing family members. The second, smaller exhibit in the Hamil building was a display titled "Our Western Heritage ~ through the eyes of Logan County artists". Thirty four pieces of original art were displayed, all of which are a part of the permanent collection at the museum.

Other smaller displays included the "Decades of Sports Excellence" display as well as several themed vignette type exhibits.

Donations

The Museum has received a couple of significant donations along with a variety of single item donations. We received a large donation from the family of Doris Monahan in September. Doris was a local historian and author and donated her large collection of research books to be used in our research library. She also donated many binders which contain her personal research for the books that she authored. Avocational archaeologist Julius Schmeckle, donated several Native American objects including a timeline of arrowhead and points and a collection of stone tools. An 1893 upright piano was donated that has been tuned and placed in the HPEC to be used at events.

PROJECTS

Spring flooding

The weekend of May 9 & 10 staff and crews from the Parks department worked to secure the museum from the threat of river flooding. Perry and Kay moved all of the artifacts from the cases in the front museum lobby up to the higher rooms. Sunday morning a crew of about 12 people from the Parks department met us and moved everything from the Hamil storage up to the upper Hamil room. The Print Shop was also completely emptied with everything moved and stored in the Karg Barn. The saddles in the Anderson Barn were also moved and protected. The front entrance, the side doors, the outdoor restrooms and the doors to the Hamil storage were all flood prepped with plastic wrap, boards and sandbags. The museum was closed from May 11 – May 20. Flood waters did not reach the museum buildings.

STAFF AND TRAINING

The Museum staff visited the Wray Museum, the "Memories Museum" and the Battle of Summit Springs site as a training day. The staff felt that it was very beneficial to visit other museums and talk with other museum professionals and will plan similar trips during the winter of 2016.

Kay was a part of a speaker panel at the Mountain Plains Museum Association conference in Wichita Kansas in October. The topic was "Museum Law" where she spoke about the importance of good collections management.

Staff participated in CIRSA webinars.

In December, Chelsea Taylor applied for and was promoted to full time Museum Associate and began her new duties on January 2, 2016.

Both Perry and Kay have a standing appointment with both radio stations, KPMX and KSTC to talk about and promote museum programs, events and exhibits.