



## Department of Public Safety FY 22 Annual Performance Report (November 2022)

### Wildly Important Goals

The Department of Public Safety (CDPS) has identified several wildly important goals (WIGs) for FY 2021-22 and beyond. For this annual performance report, the Department has updated progress on those goals identified in its FY 2021-22 Performance Plan that capture the Department’s WIGs and reflect the overall direction as identified by Department leadership.

Additional detail for these, and other, WIGs is available in the [Department’s Performance Plan, which may be accessed here](#) and the [Governor’s Dashboard which may be accessed here](#).

**WIG 1 – In an effort to increase safety for the traveling public in Colorado, the Colorado State Patrol (CSP) will reduce the number of CSP-investigated fatal and injury crashes from 3,766 in FY 2021 to 3,577 (-5%) by June 30th, 2022.**

**WIG 2 – In an effort to reduce over-representation of minority youth in the juvenile justice system, DCJ will increase the number of targeted judicial districts in Colorado that receive facilitated forums on juvenile justice race and ethnicity, from one judicial district to four, by June 30, 2022.**

**WIG 3 – Increase CDPS employee representation of racial and ethnic minorities from 17% in 2020 to 18% by June 30, 2022.**

**WIG 4 – To expand community access through increased digital government engagement, CDPS will increase the number of trainings and conferences with a virtual option offered to external stakeholders from 45 to 100 by June 30th, 2022.**

**WIG 5 – Improve collaboration among CDPS divisions by increasing the Employee Engagement Survey metric "Other work groups give us the support we need to succeed" from 55% to 65% by June 30, 2022.**

### Performance Measures

**WIG 1: Reduce Highway Fatalities  
Major Program Area—Colorado State Patrol**

Measure	FY19 Actual	FY20 Actual	FY21 Actual	Q1 FY 22	Q2 FY22	Q3 FY22	Q4 FY22	FY22 Goal	3-Year Goal
In an effort to increase safety for the traveling public in Colorado, the Colorado State Patrol (CSP) will reduce the number of CSP-investigated fatal and injury crashes from 3,766 in FY 2021 to 3,577 (-5%) by June 30th, 2022.	3,946	3,807	3,766	1,301	2,338	3,212	4,194	Below 3,577	Below 3,228



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The Colorado State Patrol will increase the number of proactive traffic stops initiated for the top causes of crashes (speeding, weaving, and lane usage) from 132,144 (the total in FY21) to 136,108 by June 30, 2022.	338,987	299,716	132,144	31,886	61,554	87,159	114,785	136,108	
The Colorado State Patrol will increase the number of seat belt citations issued from 15,057 (the total in FY21) to 15,508.	22,228	14,531	15,057	3,709	6,272	9,035	12,734	15,508	
The Colorado State Patrol will increase the number of proactive impaired driving citations from 3,082 (the total in FY21) to 3,174.	3,615	3,214	3,082	739	1,438	2,099	2,813	3,174	

**WIG 2: Juvenile Minority Over-Representation  
Major Program Area—Division of Criminal Justice**

Measure	FY19 Actual	FY20 Actual	FY21 Actual	Q1 FY 22	Q2 FY22	Q3 FY22	Q4 FY22	FY22 Goal	3-Year Goal
In an effort to reduce overrepresentation of minority youth in the juvenile justice system, the Division of Criminal Justice will increase the number of targeted Colorado judicial districts that receive Juvenile Justice Race and Ethnicity Forums facilitated by DCJ from one (in previous years) to four by June 30th, 2022.	NA	NA	1	0	0	0	3	4	7
Increase the total number of people participating in a Juvenile Justice Race and Ethnicity Forum from 25 to 70 people by June 30th, 2022.	NA	NA	25	0	0	0	64	70	
Increase understanding of at least 75% of forum attendees in one or more knowledge areas by June 30th, 2022.	NA	NA	NA	0	0	0	88%	75%	

**WIG 3: Increase CDPS Employee Diversity  
Major Program Area—Equity, Diversity and Inclusion**



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Measure	FY19 Actual	FY20 Actual	FY21 Actual	Q1 FY 22	Q2 FY22	Q3 FY22	Q4 FY22	FY22 Goal	3-Year Goal
Increase CDPS employee diversity of racial and ethnic minorities from 17% on June 30, 2021 to 18% by June 30th, 2022.	16.2%	17%	17%	17.6%	17.54%	17.52%	18.02%	18%	18%
Increase the number of equity, diversity and inclusion related trainings and events from 23 to 30 by June 30, 2022.	NA	NA	23	3	9	14	21	30	
Increase the number of CDPS policies reviewed through an EDI lens, with each division reviewing at least one, from 2 to 8 by June 30, 2022.	NA	NA	2	0	4	6	7	8	
Increase the percentage of position descriptions for positions being filled that will be reviewed with an equity lens from 99% to 100% by June 30, 2022.	NA	NA	99%	86%	91%	100%	100%	100%	100%
Increase CDPS attendance at hiring and outreach events in underrepresented communities from 6 to 10 by June 30, 2022.	NA	NA	6	2	4	7	9	10	

\*Many of these programs and efforts are new to CDPS.

**WIG 4: Digital Training and Engagement**  
**Major Program Area—Department Wide Effort**

Measure	FY19 Actual	FY20 Actual	FY21 Actual	Q1 FY 22	Q2 FY22	Q3 FY22	Q4 FY22	FY22 Goal	3-Year Goal
To expand community access through increased digital government engagement, CDPS will increase the number of trainings and conferences with a virtual option offered to external stakeholders from 45 to 100 by June 30th, 2022.	NA	NA	45	113	298	415	522	100	110
Increase the number of virtual attendees to 2000 by June 30, 2022.	NA	NA	NA	3,506	7,826	11,877	15,434	2,000	
Increase the number of training documents that are prepared with accessibility in mind from 38 to 50 by June 30, 2022.	NA	NA	38	80	193	238	286	50	



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Increase the percentage of trainings where the trainer proactively asked attendees about accommodation needs from 4% to 90% by June 30, 2022	NA	NA	4%	40%	41%	41%	42%	90%	
Increase the Employee Engagement Team’s personal offering to assist CDPS trainers to learn and utilize virtual meeting tools and platforms from 0 to 100% of trainers engaged by June 30, 2022.	NA	NA	0	0%	100%	100%	100%	100%	

**\*This goal was set at a sustainable level. CDPS did not return to in person events as heavily as we originally anticipated due to ongoing COVID constraints.**

**WIG 5: Improve Employee Collaboration  
Major Program Area—Department Wide Effort**

Measure	FY19 Actual	FY20 Actual	FY21 Actual	Q1 FY 22	Q2 FY22	Q3 FY22	Q4 FY22	FY22 Goal	3-Year Goal
Improve collaboration among CDPS divisions by increasing the Employee Engagement Survey metric "Other work groups give us the support we need to succeed" from 55% to 65% by June 30th, 2022.	NA	55%	NA	NA	NA	NA	51%	65%	70%
Increase peer-to-peer recognition in CDPS's performance management system from 2,715 per year to 3,122 per year by June 30, 2022.	NA	NA	2,715	818	1,428	2,237	2,787	3,122	
Launch CDPS's traveling recognition token program and increase the number of recognitions from 0 to 50 by June 30, 2020.	NA	NA	NA	11	26	46	65	50	
Increase CDPS total yearly attendance at department-wide events from approximately 1,000 to 2,220 by June 30, 2022.	NA	NA	1,000	573	1,559	1,984	2,573	2,220	
Increase the number of improvement ideas shared in the Innovation Driven by Employee Action (I.D.E.A.) Center and CSP's New Ideas for Research and Development (N.I.R.D.) from 70 to 88 by June 30, 2022.	3	165	70	27	45	72	89	88	