

Latino Advisory Committee Meeting
Agenda
Friday, April 12, 2024 @0730

Attendees: Chief Turk, Chairperson Elder, DC Edwards, Cmdr. Meyer, Steve Moreno, Maria Garcia, Barb Lessman

Meeting called to order by Chairperson Elder at 7:32 a.m.

Welcome and introductions.

Chief Turk:

- ❖ Public Safety Tax – We are currently looking at another Public Safety Tax. We have a Public Safety Tax currently .16% (that was just renewed in 2019 and it goes through 2044), that was used for the building we're in now. Our current building is going to be paid-off this year. But because of growth and how we're expanding, we're looking at increasing that to a .25%. The possible increase is in the polling phase now, City Council has not decided between taxes for, open spaces, public safety, food tax. This will be a sunset tax, I'm sure.
- ❖ AP Triton – Organizational Assessment – When the new CM came onboard, he wanted to have every department in the City do an organizational assessment. After the RFP process (bidding out and picking a consulting company). We had to gather all sorts of data that covered everything from space to staffing and everything in between. Fire went with the same company and actually did their process right before we did ours. After all the data is gathered, we had an on-site visit which included focus group. The different groups included people from inside the department, citizens, local business owners, council members and so on. We were notified that we also have to do a community meeting and a survey. We held the community meeting last week; they survey out now. Now we're waiting for the draft report from AP Triton. Fire is waiting on the second draft of their report, they're a bit ahead of us.
 - Steve Moreno – Staffing, how are you doing?
 - Chief Turk – We are not fully staffed at this time. However, we are allowed unlimited over hires, but the pool just isn't great. Cmdr. Meyer will cover staffing more.
- ❖ Photo Radar – We're getting closer to having our photo radar up and running, so this is your notice, they will be in school zones, near parks, construction zone, and residential neighborhoods. The ordinance will pass on April 16th, then we'll sign the contract with the vendor. We will need to hire four civilians to man the vans.
- ❖ RTIC – Real Time Information Center – We are hoping to locate that in the building next door to the PD.
 - Steve Moreno – Is this another form of Dispatch?
 - It's a force multiplier and this is the best way I can describe it, Dispatch is the ears of safety, RTIC is the eyes, that's the easiest way to describe this. Proactive policing instead of reactive policing. City Council appropriated \$2.4 mil dollars as a onetime startup cost and then we're estimating \$700k of on-going costs is what

we're estimating. Positions have been posted; architect selected. We have about 30 applicants now. We're looking for people who can multitask, be proactive, and look for things out of the ordinary.

DC Zeller (Cmdr. Meyer)

- ❖ Patrol Rifles – In the process of purchasing Patrol rifles and everything that goes along with them, \$233k was appropriated for that. We are purchasing 110 rifles on top of the 15 we already have and then our SWAT team is assigned rifles that we've already purchased, that's another 23 rifles. Some officers have purchased their own rifles, but this will cover anyone that doesn't have their own rifle.
 - Chief Turk – We've never had a rifle program here, we're pretty reliant on the Federal Government and their leftover stuff. This will help with retention and to make sure our officers have everything they need to do their job.
- ❖ Hiring Update – 6 cadets in the academy now who will graduate next month. 4 laterals we are backgrounding now. We are looking at 20 people for the next academy; we need 12 out of that 20. Staffing – we're at 152, that includes the 6 cadets in academy now.
- ❖ Lateral Written Test – We eliminated the written test for laterals. We found that a high percentage were passing the test, so we did away with it after approval from Civil Service.
- ❖ Weld County Drug Task Force Staffing –
 - Chief Turk – Are you all aware of what the Sheriff has done with Weld County by pulling Patrol resources back to the jail due to staffing? There's a political component to it. The Sheriff was very candid about what he was doing. That has impacted our Drug Task Force. The Weld County Drug Task Force is managed and supervised by the Greeley Police Department with a Sergeant, Commander and several Greeley Officers. Evans dedicates 1 officer, Sheriff dedicates 2. Evans pulled their officer due to their staffing and now WC is pulling theirs. Which leaves the TF very short staffed.
 - This will leave us with only four detectives, that's pretty thin staffing for that unit and what they do out there. We don't know when Evans is going to fill their spot, so for the time being we are going to pull one of our former task force officers and send them back to the Task Force to help cover for the time being. We are looking at growing our criminalist positions. That's down the road so it won't help us any time soon.
 - Chief Turk – We are constantly looking at ways to be more efficient, if there are jobs to give to civilians that are easier to hire and easier to train, that can free up the workload and responsibilities for our officers, we're going to do it. This position is one more way of being more efficient.
 - DC Edwards – The key is to have everyone with arrest powers and the ability to carry a firearm, to be out in the public doing what we're able to do, based on our certifications and all that. A lot of the administrative tasks can be taken care of by other people/positions.

DC Edwards

- ❖ Staffing – We have 9 individuals in FTO program, and they all look good at this point. So, at this point by mid-May or early May they should all be out on their own. This group is going to be a big relief to our Patrol officers.
 - Steve Moreno – Is it really salary why officers are leaving?
 - I don't believe it is pay. We're very competitive, the reality is that we're a very active agency and not everyone wants to work as hard for their money as others.
 - Chief Turk – The market is just nothing I've ever seen before. Good officers can go anywhere because every agency is looking for people.
- ❖ Public Safety Technician (PST) – We changed this title back to Community Service Officer (CSO), it's more reflective of the work they do, it makes it easier for them and there is less confusion. Everyone is happy with the change.
- ❖ CSO – We're adding 2 additional positions to Patrol – we'll now have 3 CSO's on all major shifts, it's much needed. They do a lot of work that helps the officers deal with the more crucial calls. This position is a good officer recruiting tool as well. This position is replaced much quicker as well.
- ❖ Fleet – We are still waiting on our trucks – they are being up-fitted now (lights, siren and so on). F150 four door truck. These are going to be a big benefit to the department.
- ❖ NIBIN Van – Cmdr. Meyer and I have been working on this. Think of NIBIN as a fingerprint for shell casings fired from a gun. The machine is a microscope that takes a picture of the casing for comparison to other casings logged into database, which can lead us to known suspects that are in the system as well. There is a NIBIN machine at the regional crime lab, but that machine is so busy that it slows the process down for us. This van will be parked here at the department, we will get several people trained on how to do the initial NIBIN work then upload to the database. Once the information is uploaded, we will send it to a regional "fusion" center that the Federal Government operates then we get what is called a "Leads Pack" which could tell us if that specific firearm had been used in another incident somewhere. It's been a long process, but this will help us in a big way. It will be a resource for neighboring agencies as well.
 - With this initiative – Chief Turk was invited by the Director of the ATF to attend the 3rd Annual Chief Police Executive Forum on Crime Guns. That will be June 5th in Washington, DC at the ATF HQ. There is only a total of 53 Chiefs invited to this forum from the United States. That speaks highly for our agency, for Chief Turk and also speaks towards that NIBIN initiative that we have with the ATF and our ability to impact gun violence as it relates to the community. When you look at it from a statistical standpoint, we do have a fair number of firearms used in the commission of crimes in Greeley. We're not necessarily more violent than other areas, but when we do have violence, it tends to be as a result of firearms used. So, I think if we do this correctly it will be impactful when it comes to those types of crimes.
- ❖ We decided to create an analyst position for the Operations Division (Patrol). We hired one of our long-term Records Supervisor for this position. He has some experience in crime analyst work. His focus will be on patrol issues; he's already been a real benefit to us.

Roundtable –

- ❖ Maria Garcia – May 10th event 10:30 would like officers to stop by –
- ❖ Steve Moreno – I'm happy to help and be on this committee – how can I help?
 - Chief Turk – Recruiting is what we need.
 - DC Edwards – Just your support and being on this committee helps us.
- ❖ Chairperson Elder – The DO School is still in the works and looking good. It will be a good addition for the community.