

Latino Advisory Committee April 1, 2022

Attendees: Chief Turk, DC Zeller, Chairperson Elder, Barb Lessman, Tobias Guzman, Justin Martinez, Mike Salazar, Andrea Sandoval,

Meeting called to order at 7:35 a.m. by chairperson Elder.

Introductions for new/visiting members

Andrea Sandoval– with Banner Health

Chief Turk:

I would like to thank Justin for helping out with the Sergeant and Commander promotion process.

- Justin – I was very excited, these men and women that serve the Greeley PD are extraordinary individuals. The process was seamless both days, very well run. I felt bad for the officers it was a so much work for them.

Chief – The whole process is extremely difficult and stressful for the officer/sergeants. Our top three in both processes, I expect to be promoted.

DC Zeller – For the Commander process they had to write a paper that was graded internally and then a UNC professor graded as well. Then they have a presentation and finally an oral board. The process is pretty rigorous for both processes.

Chief – The people who put these processes together worked very hard. Since we had the process, UNC has hired one of our Commanders for their Chief of Police, so our promotions will be moving forward quickly.

Chief – Cmdr. Gutierrez will be attending the FBI National Academy, this is an intensive 12-week executive leadership program, in the Fall, we're very proud of him. This academy is attended by people from all over the world. Cmdr. Meyer will be attending the PERF, the Police Executive Research Forum, this summer in Boston, this is another executive training academy.

We have opened up our ride along program. They are typically four-hour stints at pretty much any time.

I am very proud of very Cmdr. Carmichael and Teri Gutierrez for working the department re-accreditation. A lot of work goes into preparing for this.

Recruitment – we currently have four cadets in the police academy 2M/2F the graduate in May. We have five candidates that are, certified candidates, in the hiring process now. We must stay ahead of the curve. We're down about 9 officers right now. Even being down only 9 we have people out on military leave, out with injuries. We are not seeing a good pool of applicants for certified people because all the agencies, in Colorado, are looking for officers. Some agencies are offering hiring bonuses or take home vehicles. We have recently lost 14–16-year, seasoned officers because they just want out of this field of work. We're hurting right now. We're shifting resources, that hurts other areas, School Resource Officer's, Traffic. We can't offer a work/life balance, officers can't work from home, it just can't work that way.

DC Zeller – The really concerning part, is the mid-career people walking away from this profession.

Chief – In an effort to address Recruiting requirements, we have made some changes to increase our candidate pool. College credits and military service. We know that education is not the be all end all, we believe life experiences is as important as education. There is a caveat – in return of an investment by us paying for the academy, you have to get 30 more credits in a four years before we move that person past a certain level. We thought this was a step we could take now to help with our hiring situation.

Justin – What is civil service?

Chief - By City Charter, the police department and the fire department have a civil service commission that oversees our hiring, promotional and disciplinary processes. Whenever we do a hiring before we certify a list; for every one hire we can have a list of 10 people that is approved through civil service – this is in our Charter. It is a City board, a volunteer position that people apply and go through an interview process for. This board also approves our promotion processes.

DC Zeller – These positions are appointed by city council.

Chief – Chief's process – The city hired SGR executive search firm out of Texas. They just did the first review of 28 applicants and have narrowed the list down to 11. In April they will narrow that list down to 5 or 6 people. By the end of May I hope there will be a decision. I made the first cut.

DC Zeller – DDACTS (Data Driven Approaches to Crime and Traffic Safety) We are moving forward with this program; we should see some results with that. Its' the end of the first quarter, so we'll see if we're having an impact.

Staffing – in addition to maintaining staff – we are working on a staffing study as Greeley continues to grow, the department will need to grow as well.

Chief- We need to evaluate response times and other things; we need to work on efficiencies as well as more people. 157 sworn officers, 148 w/9 missing.

We're due to relook at our sectors and see if changes are needed. It is a huge undertaking to redistricting.

Zeller - 1.4 officer per thousand citizens.

Roundtable

Sandi – Promotion ceremony on April 13 and a retirement today at 1:00 p.m.

April is donor month - Donor day April 22<sup>nd</sup>

Barb – UW is working away – A huge festival for children, it's at IG April 9<sup>th</sup>.

DC Zeller – Have they started looking for the Director yet?

They are starting to work on that now.

Andrea – Banner is restructuring and recruiting and trying to figure out how to work with/around UC Health.

Tobias – I can relate to the staffing issues we have a big turnover, in staff mostly. Enrollment is one of our main focus areas. Our school of medicine will be advancing, interviewing a founding Dean for that school.

Meeting was closed at 8:34 a.m.