

Latino Advisory Committee
February 3rd, 2023
7:30 A.M.

Attendees: Mike Salazar, Adolph Diaz, Justin Martinez, Barb Lessman, Tawnya Bowie, Maria Garcia, Chief Turk, DC Zeller and DC Gutierrez

Meeting called to order at 7:34 by Chief Turk. New members introduced themselves, Tawnya Bowie and Maria Garcia.

Agenda:

Chief Adam Turk:

- 1) George Trevino Traffic stop – January 23rd. We were doing surveillance on a drug house at an address in Greeley. One of the neighbors called in about a suspicious vehicle. The officer did some investigation and had probable cause to pull the vehicle over for a license plate cover that is illegal. The officer goes and checks the person out and finds that he has a warrant out for his arrest. The officer tells the driver to get out the vehicle he's under arrest. That's when the driver becomes combative and doesn't comply with the officer. The primary officer pulls out his taser, to try to get the driver to comply. The taser doesn't work and in the struggle the driver gets a hold of the taser. The struggle goes to the ground, officer is yelling he has my taser. During the struggle the officer strikes Trevino in the head multiple times. Any time less lethal, or a blow to the head is done that initiates an internal review. Sergeants review the videos first, then it moves to the next level of supervision. We are going to evaluate the actions for training purposes.

As all of this was happening a friend of the driver was taking video. The video was sent to the news media. We were contacted and interviewed.

Downtown/Homelessness (Security, CWS) – Our homeless issue is different in winter, they tend to move towards the cold weather shelter. So, in March or April things will change and we're working proactively to get involved and hired a security firm to work downtown. We've identified the hours of 9a.m. -7 p.m. 7 days a week. We will have to start budgeting for that going forward. We're working with the City Managers office, and they have hired a person, Julianna Kitten, who's focus is homelessness initiatives.

Deputy Chief Mike Zeller:

- 1) FTO – Field Training officer. This is a 14-week training program for new officers. We have 12 officers in training right now. It's a good program but it's taxing on the officers having someone in your car with you. It's a very important roll that they play in training new officers.

- 2) ABLE – Active Bystandership for Law Enforcement. This will teach officers how to intervene if something is going wrong at a call, with another officer. Train the Trainer is happening this month.
- 3) Patrol Drones – Before Cmdr. Steve Black retired, he said we should have a drone program. We have instituted that program and used it multiple times with good success. Using a drone makes it much safer for our officers to find people hiding. We try to have one trained user on every shift.

Deputy Chief Gutierrez:

- 1) Diversity (30X30) – LE initiative where an agency commits to evaluating their hiring processes their policies and procedures in order to increase their representation of women in law enforcement. Currently, nationally about 12% of staff is women in law enforcement. We're at about 11%. Women in leadership, nationally is 3% and we're at about 1.9%. We're looking at the requirements and have reached out for more information.
- 2) Hiring Update – Recruitment efforts – we are working diligently to hire people. Geo targeting is a tool we're using. We are trying to expand how we reach out to people for hiring. We're advertising on multiple websites.
- 3) Last year was our largest turnover year ever. We're in a much better place now. We have 7 cadets in academy and 12 in house. We have 4 PST's that started this week. We have a cadet process that closes at the end of this month. We hire people and pay to send them to the academy. We have 132 applications at this time for cadets. We run an ongoing certified process for lateral hires. If you know someone, please send them our way. We use Aims and Front Range for our academy's.
- 4) Services Update – We're part of a group called BATTLE, it's our regional auto theft task force. We ran several operations in January. During those operations we recovered 19 stolen vehicles and made 7 arrests. This is funded through the state. One of the tools we use is License plate readers. Our group consists of 6 different agencies.

Chief Turk – The LPR's we have them fixed on poles at intersections, on trailers, on vehicles so they're mobile. Let me hit on technology, we have drones, we have all this technology that we need to use better. We need to be more proactive and to do that we need people to monitor the technology. In 2015-2020 there were 7-9 resignations a year, 2021 18 and last year was 28. For our organization it is really difficult. This was a trend we saw in LE all over the states.

Adolf – Applicants, where are they from?

DC Gutierrez – Mostly this area and the metro area.

Chief Turk – Let's look at this number 132 people apply, they then have to take the NTN (National Testing Network) test (Math, writing and reading), then there's the essential functions test (fitness test). That number dwindles down to a manageable number before people go to backgrounds and have interviews. It's a very selective process, it has to be.

Meeting was adjourned at 8:50 a.m.