

October 5, 2018 LAC Meeting

Attendees: Chief Mark Jones, Art Terrazas, Joe Perez, Adolph Diaz, Mike Salazar, Trish Escobar, Maria Secrest, Joana Gomez, Inacio Ramos, Capt. Turk and Capt. Zeller

Meeting called to order at 7:30 by Mike Salazar co-chair

Welcome and introduce Chief Jones

Chief Jones – We talked about hiring and marketing to the Hispanic community. Has anyone thought about that and do you have any ideas.

Art – I was waiting for further direction from Sandi

Chief Jones – I'll send her an email and see what she thinks.

Art – More direction specific questions or something like that

Joe – Reach youngsters in the elementary grades. Before they get outside influences.

Art – I agree – I move to accept the minutes – Joe seconds them. Nacho had mentioned that there needs to be more LE at Jefferson HS functions.

What programs does the PD have in reference to resource for young people –

Chief Jones - Sgt. Lobato started Kool-Aid with a Cop was something that we tried this year and it had a good turn out – very positive. We use social media to advertise events the PD does. We also hold the Teen Academy. There were around 25 students and at least 50% were Latino. They do the ropes course at UNC for team building and much more.

Lt. Turk – Our SRO's (School Resource Officers) spend a lot of their time with the students. They work to develop relationships with the students not just deal with the negative situations.

Art – The students may think the SRO's are policing so the relationship part is important.

Mike – A lot of times it's the mindset of the parents that determine how children think. The more we get out there the better.

Chief – We are working on a full-time Social Media manager. Social Media is important and it's out there all the time. This will be a very important part for the PD to get the messages out there that everyone needs to know. We have recruitment videos that are out there.

Art – An article in the newspaper of all the combined programs that are available, so the community is sure to get the word.

Chief Jones – All of the information is out there it just may not be where you're looking. I will get with Sandi and see about narrowing things down for changes the group wants to see. Starting at a younger age is a great place to start.

Mike – In the past we have reached out the younger people. The University is very important to reach out to.

Trish – The Cultural Center has tried to hold different programs – some have worked some have not. The criminal justice program is a large program – we plan to hold an event that you could attend in the Spring some time.

Adolph – We are looking at about 70% Hispanics in the HS's. ROTC has about 70% Hispanic in it at North Ridge HS. Could you speak to the ROTC group?

Chief Jones – We are really big on speaking to any group that wants us. I'll send an email to Sandi and ask for a bit more coordinated instruction for what the group would like to see.

Mike – North Ridge the % of Hispanic was surprising and the talent, wow.

Chief Jones – If you look at the demographics in Greeley – if we can't find more Latino's to become officers we will be in trouble. We have to figure out how to keep the department fully staffed.

Joe – One barrier that puts a cap on what we're trying to do comes from the family setting. If you're a child from a Doctor as a parent you listen to that. We need to be aware of educating the Latino parents of all the occupations are out there for these children.

Trish – That's the challenge with first generation students – they don't have the experience in the home. The School District students is 60% Latino, UNC now has 20.4% Latino. We need to think about the best way to recruit the young people and switch the way we think and talk about children's futures.

Chief Jones – I think there's another piece to this. You've always got those people that didn't go get an education. This is one of those careers that you don't have to have an education. Police work you can start at \$63k a year. If you didn't have the money to go to school, there are good careers out there you can pursue. We don't require college degrees. That's another piece we need to look at.

Chief Jones – You might have seen the article in the Tribune this morning about body worn cameras – we are headed in that direction. Probably around February it will begin. I think this will be positive – I'm sure we'll run into problems – we'll work through the issues and move on.

Art – It's trust of the citizens and this is a good bridge.

Chief Jones – Don't know if any of you know retired Officer Dave Volpe – he passed away last night – he began Santa cops.

Capt. Zeller - We are fully staffed – we have 6 recruits in the academy doing well. We're doing another hiring process, at this point we have 91 applicants.

Capt Turk

Operations Captain so, anyone in uniform – I missed the last meeting. We have 6 people in the FTO program, so we'll have another 6 officers in the solo roll soon.

Co-Responder program to go live November 1st – 3 clinicians that work with officers – we have been working with Squad 1 who deals with medical type calls. These people will take the roll of follow-up that the officer just aren't trained or have time to do. Capt. Zeller and Evans PD did a lot of work to get this program started. We are working on building relationships with the officers. We really think this is going to be a good thing for the community.

So Trish, I wanted you to know that I'm a graduate of UNC and I am working with people and involved in different programs – I would really like to get with you to start more involvement with you. I'm making a commitment to further reach out to the UNC students.

Maria – Have you ever thought of doing the domestic violence presentation to the junior high students. They would benefit from that.

Capt. Turk – I think that would be a good idea – we would just have to look at it further

Mike – Capt Zeller, do you have a percentage of Latino new hires?

Mike Zeller – No sorry – but we are getting much more diverse applicants.

Chief Jones– We just hired a Polish immigrant who speaks fluent Spanish.

Joana – How long is the academy.

Capt. Zeller – 14 weeks, 3 months in house so about 6 months before they hit the streets.

Capt. Turk – It's a lengthy process.

Capt. Zeller – We send them to front range academy right now – it would be great if Aims would have the program.

Capt. Turk – Several of our officers teach at those academy's/schools as well.

Joe – question – The nation seems to have a low unemployment rate right now. Have you seen lower crime rates due to that?

Chief Jones – If you look at historically – our crime ebbs and flows. I'm not sure the unemployment rate effects the crime rate.

Round Table

Adolph – Everyone is welcome to come wrap toys at District 6 on December 1st. the Christmas fiesta will be Dec. 16th , 7:30 is set-up the fiesta begins at 2:00p.m.

Art – High School graduates must be prepared for success in College – the State initiated new policies that anyone can begin classes w/out accu-placers. Now they have the choice to register for a class that they are not ready for. It's not a good change.

Joe – Had pizza with some friends the other day – we talked about the divisions in our country – sexual harassment – we seem to be at a wide divide – we all need to work towards coming back together. Race relations especially – we need to start moving forward not backwards. How do we solve these problems – what can we do – we didn't come to any conclusions but we did have a good conversation. We need to keep talking.

Trish – It has to be grassroots it isn't the government. - UNC has a new president Andy Feinstein – he is going take on the debt the university has. There has already been structural changes – no job losses. I'm already reporting to a new person. A lot of changes going on. - Students are on mid-terms – a lot of stress. - Just finishing Hispanic Heritage month.

Joana – Last Friday was our soiree, that went well. - We have support groups starting up soon.

Maria – I work for the senator – his support is the military and police – what type of medals do you have. Presentation in Douglas County – officer was shot during an incident (the officer is now paralyzed). -Districtd 6 dream team breakfast – 6th grade level – highlighted a couple students who have graduated college.

December 7th will be the next meeting

Meeting adjourned at 8:42 a.m.