



Q&A from June 17, 2020 City of Northglenn Telephone Town Hall

Below are **questions/comments from residents** during the call, with *answers and resources*

Main Topic: Northglenn Police Department

Meeting hosts: Mayor Meredith Leighty, City Manager Heather Geyer, Chief Jim May, Commander Heidi Walts and Mitch Weinzetl, Sr. Consultant for Berry Dunn

What are the rules regarding fireworks in Northglenn? Is there increased patrol so residents take it more seriously?

Fireworks are illegal in Northglenn, the minimum fine is \$1000. Officers have been responding to complaints and issuing summons. We will have increased officers working July 3-5 to help enforce the no fireworks ordinance. Please report fireworks use (with address if possible) through our non-emergency number at 303.288.1535 or Access Northglenn at https://www.northglenn.org/government/access_northglenn.php under the Topic Area "Police Services" then select "Fireworks".

Are SROs in schools changing?

Mayor Leighty talked to Adams 12 and currently there is no plan to make any changes. School board members would ultimately make this type of decision.

Is the city's budget available to the public? Specifically how much of our taxes are being used to fund the police department?

You may access the city budget on our website at www.northglenn.org. In the search function type in "2020 budget". That will provide a link to a PDF of the entire budget.

You may also click on the [financial transparency link](#) which will take you to our Opengov online portal which provides real time information in terms of what is being spent throughout the city compared to what was budgeted.

For 2020, we've made about 15% in reductions throughout the city as a result of our response to COVID-19. The police department budget that Council adopted is eleven million dollars. Based on projections we will come in under budget for the year.

What do you think more money could actually do for the police department that it doesn't already?

The results of the recent police department 360 assessment will provide insight into the gaps within the police department's staffing and operations. The consultant's recommendations will be integrated into the department's strategic plan which will guide future funding requests.

How will the new police reform bill affect the police department?

The new Senate Bill 20-217 "Enhance Law Enforcement Integrity" recently passed. The rapid pace of this bill will require law enforcement to respond with training, strategic planning, and budgeting to adhere to the mandate. The overall hope is that such reform improves law enforcement services in all communities.

Speeding Concerns:

My mother lives in Northglenn off 104th & Grant and cars speeding seems to be getting worse.

Ward 4 on Croke Drive people are speeding down the hill and there are visibility issues.

With the implementation of the traffic team we have expanded our ability to focus on traffic enforcement efforts. An extra patrol request may be made for the area of concern by calling 303.450.8892.

Additionally the new No Need for Speed program, launched in April of this year, is a program that uses education, enforcement, and engineering to encourage motorists to slow down. The program is for two-lane streets only, and not designed for major streets. It's an opportunity for residents to partner with the city to become part of the solution to traffic concerns in their neighborhoods. You may learn more about the program on our website at www.northglenn.org/noneedforspeed.

There seems to have been an increase in racing and/or vehicles with loud exhausts around the city, and it is very disruptive. Are there any ideas that we can develop to abate/penalize this noise?

We are aware of groups meeting in Northglenn and Westminster to race and we are coordinating enforcement efforts with Colorado State Patrol and surrounding jurisdictions. It can be a challenge to catch them in the act of racing because they move quickly out of our jurisdiction. However, officers are writing tickets on altered suspensions, exhaust systems, illegal lighting, etc. to deter them from meeting in Northglenn. There may be a need to establish a task force.

In the future is there a way to engage these racing communities by holding events for them as a way to control the environment?

This is something that will require more conversations to understand the specific request and possibilities.

What are the racial statistics of the city of Northglenn? What is the community made up of?

According to the 2019 US Census data race statistics for the City of Northglenn population is 58.73% Caucasian, 33.94% Hispanic/Latino, 2.9% Asian/Pacific Islander, and 1.72% African American.

The race statistics for the City of Northglenn employees as a whole is: 78.8% Caucasian, 15.5% Hispanic/Latino, 3.7% Asian/Pacific Islander, and 2% African American.

Lastly, for the police department officers specifically, those statistics are: 84.4% Caucasian, 9.1% Hispanic/Latino, 2.6% Asian/Pacific Islander, and 3.9% African American.

What is the percentage of black individuals ticketed and arrested verses other races in Northglenn?

Historically, the police department has not tracked this statistic and therefore, that information is not readily available. A request for that information may be made by calling 303.450.8892.

When will the results of the police department 360 Assessment information be released?

It is expected that Berry Dunn's final report will be made available to the public, via city website, on July 10, 2020 with opportunities for community feedback/discussion.

What did the 360 assessment process look like and will COVID19 have any influence on recommendations?

The 360 assessment process started early this year. The scope of the project encompassed “staffing and operations” to analyze the organization in relation to best practices in the industry. A very large data request was made in which Northglenn police department provided multiple files, documents, and worksheets. The consultants conducted eighty plus interviews with government leaders, staff within the police department, and external stakeholders of the police department. The consultants also conducted community forums, and created an online community portal allowing residents to go online to provide additional information. All of the information was then funneled into a methodology to look at a cross section of the organization. They analyzed everything from policy to organizational structure, staffing levels, spans of control, crime rates, response times on calls, and types of calls.

Consultants relayed that they do not anticipate COVID19 having any bearing on the final outcomes or recommendations to the department. There’s been a lot of discussion on the current conditions related to COVID but the belief is we will return to a different state of normal which will likely resemble where we’ve been.

Will Senate Bill 20-217 alter the recommendations made by Berry Dunn?

We do not foresee SB 20-217 altering BerryDunn’s recommendations to the police department.

Does BerryDunn have a diverse team that worked on this assessment to include people of color and women?

There were no persons of color or women assigned to work on this particular project from BerryDunn, McNeil & Parker, LLC. The police department assigned a female Commander, Heidi Walts, as the project manager.

Are officers required to wear face masks or other PPE due to COVID19?

Northglenn officers are required to wear face masks during contacts with the public.

Are officers required to have their name/badge number clearly displayed so they can be easily identified (particularly if they are wearing masks)?

The officer’s name is clearly visible on a name plate that is worn on their uniform on the right side of the chest. Their employee number is on their badge. The employee number is made up of the year they were hired followed by their officer number. Officers also have business cards that you may request upon being contacted.

What happened to the speed bumps on Claud Court, and what is being done about the speeding?

The speed bumps on Claude Court were initially placed as a temporarily option to slow traffic. They have since been removed to prepare for pavement work and restriping. Asphalt speed humps will soon be installed permanently.

Caller lives on the border of Northglenn and is concerned that there is not enough police presence.

The police department's goal is to deploy patrol officers according to community needs. Officers are strategically assigned corresponding to traffic issues, crime activity, and community events. Although we would like to be in all areas of the city equally we do have targeted enforcement which allows us to be most effective in our work. If you have a concern in your area please contact us to make an extra patrol request and we will provide extra patrol as availability allows.

Caller heard that police officers are only receiving about 4-5 hours of training per year, is that true for our county?

New officers receive approximately 1350 hours of training. Their on-going training required by the Colorado Peace Officer Standards and Training (POST) is a minimum 24 hours per year. Northglenn officers exceed that minimum and receive closer to 100 hours through in-service training and online trainings.

How do we require more training and education for police officers?

Minimum training requirements are established by the Colorado Peace Officer Standards and Training (POST). POST's mission is to establish and maintain standards in training that are relevant, realistic and responsive to the ever changing world.

How will the new recreation center programming be affected by COVID19?

The new recreation center is expected to be complete in the fall of 2021 so in relation to the pandemic, timing is on our side. Additionally, the new recreation is much larger and the added space will allow us to make necessary adjustments to programming.

What is Northglenn's stance on contact tracing?

The City of Northglenn has implemented guidelines for employees to report any potential COVID19 exposure to their immediate supervisor. We believe it is of the utmost importance that we do our part to help minimize the spread of COVID19 and keep our workforce as well as our community healthy. On a larger scale you may want to reach out to Tri-County Health to learn about their case investigation and tracking.

Do you have stats on individuals that want to become a police officer and those that do not?

We do not have stats on individual's interest or non-interest in becoming a police officer.

Is the city of Northglenn or Thornton responsible for controlling speeds around the 112th widening project? Who can we engage with in Thornton during the project?

There is no work currently being conducted on 112th Ave that is the responsibility of the City of Northglenn. Thornton inquires may be made [on-line](#).

Can we get some clarity on what systemic racism means? How does it manifest itself? Have we had any incidences in the past 50 years?

By definition, "systemic racism is a form of racism expressed in the practice of social and political institutions. It can lead to such issues as discrimination in criminal justice, employment, housing, health care, political power and education, among other issues".

Is the chief of police aware of the June 21 protest and speech that's happening?

The police department has been in contact with the organizer of the scheduled protest and at this time we have no reason to believe it not to be conducted peacefully.

How will the city and the police department handle the upcoming protests? How can we, as citizens, be assured that law and order will be maintained?

The City of Northglenn supports all persons in exercising their first amendment right. Therefore, we will not discourage peaceful protests within our city. The police department has and will continue to collect information about known protests and will work with the organizers to ensure the safety of our residents and protestors during such events.

Does anyone know George Saurus (?) He paid all protestors to come into city. Does anyone know about this?

The City of Northglenn is not aware of this person's activities in Northglenn.

Does the police department have a database to track officers Use of Force?

The police department has a robust software program (IAPRO Blue team) to review each use of force that allows for analysis into the use of force individually and collectively. Analysis of the data provides a means for the department to identify areas or trends that can be addressed through additional training.

Northglenn PD FAQs mention implicit bias & de-escalation training - details on this training?

De-escalation training is incorporated into all arrest control and scenario based training. It includes verbal de-escalation which is primarily crisis-intervention; tactical de-escalation which includes various techniques associated to positioning, time and distance; and physical de-escalation techniques to reduce or stop the amount of force being applied as the threat neutralizes.

Implicit Bias training is designed to bring a heightened awareness to the automatic associations that individuals make about groups of people and stereotypes about those group that could result in inaccurate assessments, flawed decisions, unprofessional behavior, and unnecessary use of force.

In addition to racial sensitivity what sort of training do officers receive on interactions with disabled or neurodivergent individuals? Transgender individuals?

Officers receive training on Interaction with Special Populations. The training describes and explains behavior that may be indicative of persons with special needs requiring peace officer intervention. These persons include but are not limited to the mentally ill, the elderly, and the physically impaired. Officers are also trained on how to respectfully engage with the LGBTQ community.

What is NPD doing to ensure the safety and respect of transgender individuals?

The police department has a philosophy of treating all persons with dignity and respect. If at any time an individual, regardless of their sexual orientation/gender, feels their safety has been threatened or is at risk they should contact the police department. If a crime is committed against an individual or property motivated in whole or in part by an offender's bias against sexual orientation/gender it may be classified and charged as a hate crime.

Northglenn PD's manual has policies about tasks completed by an officer of the same sex as the person involved - how is this policy applied to transgender & non binary officials, particularly since Colorado now allows for an X gender marker on state issued ID?

The police department's policy on "Custody Searches" indicates that "whenever practicable, a search should be conducted by an officer of the same gender as the person being searched". In the case of a transgender individual, the officer should consider how the individual identifies and act accordingly.

What purpose does Northglenn's armored vehicle serve and has it ever been used in conflict?

The police department's emergency response armored vehicle has been utilized in training and operations by the special weapons and operations team (SWAT) during barricade situations, warrant arrests, and search and seizure operations. The vehicle could also be utilized in rescue situations involving active shooting, fire or severe weather situations.

What is Northglenn Police Department's policy on chokeholds?

Officers are not trained nor authorized to apply chokeholds or vascular neck restraints as a use of force option.

Were there any deaths reported in the City of Northglenn due to Covid19?

The Colorado Department of Public Health and Environment (CDPHE) reports two COVID19 related deaths in the City of Northglenn. Numbers may vary according to the source of information.

How many total cases of COVID19 have been reported in Northglenn?

As of June 12, 2020 [Tri-County](#) Health Department reported that Northglenn had 194 positive COVID19 cases.

Does the police department use body cameras?

Currently officers are not required to wear body cameras. The police department's 3-year plan includes implementation of body cameras as does the recently passed SB 20-217.