



Public Safety Commission Meeting Minutes

Chairperson Nate Marsh
Vice Chair Janet Peterson
Debra Beck
Clark Hammelman
Don MacBrayne
Richard Morton
Andy Powell
Carl Smith
Steve Thayer

Thursday, March 2, 2023

3:00 PM

Castle Rock Municipal Courtroom
100 Perry St., Castle Rock, CO 80104

This meeting is open to the public. Please note that all times indicated on the agenda are approximate and interested parties are encouraged to be present earlier than the posted time.

Call to Order and Attendance

Chairperson Marsh called the meeting to order at 2:58 p.m.

Present 6 - Chairperson Nate Marsh, Andy Powell, Don MacBrayne, Clark Hammelman, Steve Thayer, and Debra Beck

Not Present 3 - Richard Morton, Carl Smith, and Vice Chair Janet Peterson

Attendance 4 - Laura Cavey, Jack Cauley, Norris Croom, and Becky Hernandez

Approval of Meeting Minutes

[PS 2023-007](#) Public Safety Commission meeting minutes - February 2, 2023

Attachments: [PSC 02-02-2023 Minutes](#)

Mr. Powell moved to approve the February 2, 2023 minutes. Mr. Hammelman seconded the motion; the motion carried.

Yes: 6 - Chairperson Marsh, Powell, MacBrayne, Hammelman, Thayer, and Beck

Not Present: 3 - Morton, Smith, and Vice Chair Peterson

Fire Department Report

[PS 2023-008](#) CRFD January Report

Attachments: [Fire-January](#)

- The commission members previously received the department's January report via email.
- Fire Marshal process
 - New Fire Marshal begins Monday, Mar. 6.
- Academy updates
 - The current academies (includes laterals) will fill a couple of vacancies with start dates expected in April and June.
- 2024 Budget
 - The budget process is in progress.
 - Once approved (estimated May/June), CRFD's 2024 budget will be distributed to the Public Safety Commission members.

- Mitigation
 - The department is once again using goats to assist with mitigation in the Woodlands and Escavera areas.
 - The goats may also be utilized within the Memmen Ridge Open Space.
- PSC Meetings (April and May)
 - Due to the upcoming Court construction, the next couple of meetings will be held at the Fire Station.

Police Department Report

[PS 2023-009](#) CRPD January Report

Attachments: [Police-January](#)

- The commission members previously received the department's January report via email.
- Staffing
 - Three new police officers started on Feb. 27; a fourth officer begins Monday, Mar. 6.
- Overall Crimes
 - Crimes decreased by 39 percent in 2022.
 - Chief Cauley accepted a couple news interviews this past week.
 - 9News video shown.

One-By-One Policing presentation

- Chief Cauley presented the department's One-By-One Policing philosophy

New Business

- Upcoming Public Safety Commission interviews
 - Scheduled for Tuesday, May 9.
 - Chairperson Marsh to attend with the Police and Fire Chiefs.
 - Incumbents may reapply, if desired.

Old Business

- N/A

Commissioner Comments and Questions

- Ms. Beck (and other commission members) thanked Chief Croom for a wonderful event at their recent Awards Banquet.
- Ms. Beck asked Chief Cauley how Command Staff uses these trust factors and how PD's interview process works to look for these types of candidates.
 - Discussion on Simon Sinek's book, The Infinite Game, regarding innovation of Diffusion, innovators, and early adopters.
 - Our interview panels screen for those candidates who will embrace

- our culture.
- The Department's promotional process also reinforces those who embrace our vision and the One-By-One Policing philosophy.
 - This philosophy must be worked every single day to be accountable.
- Mr. Hammelman asked how the metrics and one-by-one are used for employee evaluations.
 - Discussion on how metrics are replaced by the stories told in the presentation.
 - If the environment is provided, employees are invested, and it is much easier to focus on community service.
 - Need to know what you are doing is the right thing.
- Discussion on return on invested capital discussion led to results such as being fully staffed, not a large amount of churn rate, overtime use, mental health illness absences, crime decreases.
- Chairperson Marsh asked if the department will be able to police violations should Town parking permits be introduced.
 - Chief Cauley stated if this were to happen, staff workload would be evaluated.
 - Councilmember Cavey mentioned the Town Staff is working on this situation and will bring a report back to Council. As well, Council may look at parking ordinances.
 - Commissioners request the Parking Permits Staff Report be brought to the Commission for review prior to, if possible, or after it is introduced to Town Council.

Adjourn

Mr. Hammelman made a motion to adjourn the meeting; Mr. MacBrayne seconded the motion.

The meeting adjourned at 4:42 p.m.

**The next Public Safety Commission meeting is scheduled for
April 6, 2023 at 3:00 p.m. at the Castle Rock Fire Department**