



## Public Safety Commission Meeting Minutes - Draft

Chairperson Nate Marsh  
Vice-Chair Clark Hammelman  
Debra Beck  
Don MacBrayne  
Richard Morton  
Andy Powell  
Carl Smith  
Steve Thayer  
Laurie Van Court

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Thursday, September 7, 2023

3:00 PM

Castle Rock Fire Station 151  
300 Perry St., Castle Rock, CO 80104

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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

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

**Present** 9 - Chairperson Nate Marsh, Vice Chair Clark Hammelman, Andy Powell, Don MacBrayne, Richard Morton, Carl Smith, Steve Thayer, Debra Beck, and Laurie Van Court

**Attendance** 3 - Jack Cauley, Norris Croom, and Becky Hernandez

### Approval of Meeting Minutes

[PS 2023-025](#) Public Safety Commission meeting minutes – Aug 3, 2023

**Attachments:** [PSC 08-03-23 Minutes](#)

**Mr. Morton moved to approve the August 3, 2023 minutes. Mr. Thayer seconded the motion; the motion carried.**

**Yes:** 9 - Chairperson Marsh, Vice Chair Hammelman, Powell, MacBrayne, Morton, Smith, Thayer, Beck, and Van Court

### Fire Department Report

[PS 2023-026](#) CRFD July Report

**Attachments:** [CRFD July Report](#)

- The commission members previously received the department's July 2023 report via email.
- Goat mitigation continues within many of the higher-risk zones in Town including Escavera.
  - Goats clear up to seven feet in height and complete approximately one acre per day.
  - The Town's mitigation areas are funded through TABOR timeouts as well as grants.
- Academy
  - Eight recruits continue in their academy and are expected to graduate in December.
- Castle Rock Fire Protection District (CRFPD)
  - CRFPD contributes 5.5 percent (~\$1.4 million) of the Fire Department's operation budget, which will not change next year.

- Researching possibility of charging impact fees for new construction within the protection district.
- 2024 Budget
  - Town Departments are awaiting the 2024 budget presentation to Council prior to the release of the final approved budget.
  - An open house was held last week on the Town's Budget.

## Police Department Report

[PS 2023-027](#) CRPD July Report

Attachments: [CRPD July Report](#)

- The commission members previously received the department's July 2023 report via email.
- Hiring updates
  - Officers
    - Planning to hire approximately six new officers due to retirements and projecting a couple of new full-time equivalent (FTEs) positions for January 2024.
    - Written exam is scheduled for Tuesday, September 12 with 108 applicants invited to participate.
  - Executive Assistant
    - Due to Administrative Supervisor retirement in October.
    - Currently an open position; receiving and reviewing applications.
  - Crime Analyst
    - Discussion on civilian external posting as well as an internal police officer assignment.
  - Dispatcher
    - Continues as an open position; receiving and reviewing applications.
  - Digital Media Technician
    - In final stages of backgrounds.
- Frosty Five-0 trailer was successful all summer and will become the Cocoa Five-0 trailer during the winter.
  - Donated funds were/are used to purchase the trailer and ice cream.
- School Resource Officers (SRO) / Therapy Dogs
  - One newest therapy dog is now working alongside the SRO at Castle Rock Middle School. There are three therapy dogs in the schools and one working with our Community Response Team. Four CRPD therapy dogs in total.
- IACP Police Chief Magazine
  - August 2023 - Two CRPD staff members are featured in the cover photo (importance of mentoring programs in policing).
  - September 2023 - Chief Cauley, in conjunction with the University of Boulder Police Chief, San Mateo County's Undersheriff and Author Simon Sinek, was honored to co-write an article,

Transforming Policing Culture, which included references to CRPD's One-By-One Policing philosophy.

- Axon camera upgrades discussed
  - In-car camera replacements will now include Flock technology in each vehicle.
  - Flock cameras store license plate information for 30 days and receives plate photos from the back of vehicles.

## **New Business**

- N/A

## **Old Business**

- N/A

## **Commissioner Comments and Questions**

(Chairperson Marsh arrived at 3:36 pm)

- Commissioner Smith discussed FPPA, retention bonuses, and shortage of officers in other agencies.
  - Can CRPD compete with Denver and Colorado Springs? Chief Cauley stated while CRPD may not be the highest paid Colorado agency, we do not generally compete with Denver and Aurora. Our department looks at whether we are largely competitive within our local agencies.
  - Chief Cauley also discussed the importance of recruiting, developing, and retaining the right kind of highly-qualified people who will embrace your philosophy, culture and the way we police our community.
- Discussion on the City of Denver and Aurora controversy.
  - Chief Cauley and Chief Croom discussed various protocols and standards in place for police and fire agencies.
    - Police Department
      - Policing standards vary widely based on communities and many other variants.
    - Fire Department
      - The local EMS agencies follow the same protocols.
      - A CRFD Battalion Chief deploys along with Castle Rock firefighters mutual or auto aid requests.
      - Wildland deployments and national fire standards also discussed.
    - Chief Croom also mentioned Castle Rock police and fire departments both excel in their Active Threat Protocol Policy Standards. Every 18th Judicial agency operates from this same policy.
- Another successful Touch-A-Truck event. Chief Cauley expressed appreciation for our Community Policing Unit and the officer

coordinating this event, especially given the large crowds in attendance.

- Railroad emergency crossing update requested. Chief Croom explained this is the area near the Joslyn property and involves an agreement between the Town and railroad. It is considering moving through the annexation process. Council will determine final approval.

## **Adjourn**

**The next Public Safety Commission meeting is scheduled for October 5, 2023 at 3:00 p.m. at the Fire Department.**

**Mr. MacBrayne made a motion to adjourn the meeting; Mr. Morton seconded the motion. All were in favor.**