



CITY CLERK'S OFFICE MEMORANDUM
#8-2024

DATE: July 22, 2024
TO: Honorable Mayor Meredith Leighty and City Council Members
THROUGH: Heather Geyer, City Manager 
FROM: Johanna Small, City Clerk 
SUBJECT: Community Co-Production Policing Advisory Board Annual Report

PURPOSE

To provide City Council with an annual report from the Community Co-Production Policing (CCPP) Advisory Board.

BACKGROUND

City Council adopted Ordinance No. 1802 on Dec. 14, 2020 to create the CCPP Advisory Board. City Council chose an advisory board model to align with implementation of community co-production policing based on the belief that the community should be integrally involved in shaping the policing strategies that affect it. Community co-production policing is a concept that was advanced by the consultant, BerryDunn, during the Police Department 360 Assessment in 2020.

The overarching goals of a CCPP board were to:

1. Reduce fractionalism, correcting any inharmonious separation between the community and those responsible for policing it;
2. Create transparency, preventing secrecy in accountability, policymaking, or in determining strategies to address and reduce crime and disorder; and
3. Balance influence, empowering residents to get involved in shaping the vision for public safety services while also equipping those who police the community with the resources to effectively provide services.

The predicted outcomes identified in 2020 were:

1. Increased community trust: Since the community shares decisional authority in substantive policing matters, they will have shared ownership over the results.
2. Enhanced public safety: Trust is the cornerstone to solving crimes, and when trust is established, people will more readily assist in public safety matters affecting them.
3. Improved racial/diversity equity: Diverse partnerships lead to greater understanding, which in turn changes perspectives, beliefs, and behaviors.

The initial Board members were appointed in February 2021. The Board's operations were paused in May 2022 to provide for an assessment of the Board and its functions in response to several Board member resignations and operational challenges the Board was experiencing.

City Council held a CCPP visioning workshop on Sept. 29, 2022 with BerryDunn to discuss the Board's purpose, membership, Council and staff liaison roles, and next steps. Following the workshop and assessment, a re-launch workshop was held on Nov. 15, 2022 with City Council, the CCPP Board, and Civic Canopy facilitator Bill Fulton. Three key changes were prioritized as a result of the workshops: 1) The staff liaison will serve as Clerk to the Board; 2) The Council and staff liaisons will not serve in a facilitation, decision-making, or influencing role; 3) The Board's membership composition will be modified.

On Dec. 12, 2022, City Council adopted Ordinance No. 1843, reducing the Board's membership from 13 to 11 positions, and adjusting the timeframe to fill vacancies. Recruitment commenced in early 2023 and five new members were appointed in March and April of 2023. The 11-member Board currently has three vacancies: one community service provider member; one youth at-large member; and one community safety member, which will be filled with Council approval of CR-126.

To ensure a successful relaunch, the Board held two retreat sessions with professional facilitator Bill Fulton in May and June of 2023. During the retreat sessions, the Board reviewed the purpose of the Board and established ground rules (Attachment 1) to prevent the challenges experienced previously and reduce resignations related to those operational challenges.

Since the relaunch in July 2023, the Board elected new officers and has been meeting monthly. The Board's activities have included the completion of the required CCPP mini-academy training and several outreach events to introduce themselves to the community and begin gathering data on the public's perception of policing in Northglenn.

Chairperson Richard Volk, Vice Chair Don Vallero, and Treasurer Camille Linn will attend the July 22nd City Council meeting to present an update on the Board's activities and goals.

BUDGET/TIME IMPLICATIONS

None.

STAFF RECOMMENDATION

This item is for informational purposes.

STAFF REFERENCE

If Council members have any questions, please contact Johanna Small, City Clerk, at jsmall@northglenn.org or 303.450.8757.

ATTACHMENTS

1. CCPP Board Ground Rules
2. Presentation

Northglenn Community Co-Production Policing Advisory Board

Ground Rules

Work as a team toward a common goal, not just from individual agendas.

- Individual passions and interests are welcome, but keep our eyes on the common good
- Bring a community perspective on outcomes that help all of Northglenn
- Check your ego at the door
- Disagree without being disagreeable

Communicate in ways that show respect, foster learning, and honor our diverse perspectives.

- Listen first, extend respect, and respond with your own perspective
- Presume positive intent, and reinforce that through our actions
- We are here to learn and be heard, not to win
- Welcome and honor the different experiences we bring, and learn from each other

Create an environment of genuineness.

- We can change the patterns if we are open to growing instead of judging
- Stay committed and keep contributing
- Reflect on our biases and “call each other in” when we need to
- Avoid taking things personally or defensively

Important Roots and Role of the CCPP Board

- Intentionally set up as an innovative model—not a rubber stamp for law enforcement, nor a review board to critique the police, but a place for co-production of community safety that respects and works within the Council-Manager form of government.
- Goal is to be a bridge between law enforcement and the broader community, providing support to both in service of creating a safer Northglenn.
- It will be important to help build empathy and understanding for the difficult job the police have, as well as trust with those who are critical and concerned about the legacy of police violence, especially on communities of color.
- The work of this group will be difficult and heated at times as incidents inevitably arise, so the foundations of communication, trust and respect need to be strong.

COMMUNITY CO-PRODUCTION POLICING ADVISORY BOARD

- Richard Volk, Chair
- Don Vallero, Vice Chair
- Camille Linn, Treasurer

Council Meeting
July 22, 2024



CITY OF
Northglenn

PURPOSE

To provide City Council with an annual report from the Community Co-Production Policing (CCPP) Advisory Board as required by the Board's Bylaws



TIMELINE

December 2020	Council created the CCPP Advisory Board
May 2022	Council paused the Board's operations
Jan–April 2023	Recruitment to fill Board vacancies
May 2023	Board reconvened
May & June 2023	Board held two retreat sessions with professional facilitator to ensure successful relaunch
July 2023	Board adopted Ground Rules & elected officers
July 2023–present	Board held monthly meetings, amended Bylaws, completed required training, hosted and participated in several community events



MEMBERSHIP

Ward 1 Member
Natasha Adler

Ward 2 Member
Beth McIlree

Ward 3 Member
Camille Linn, Treasurer

Ward 4 Member
Richard Volk, Chair

At-Large Member
Pat Marquez

At-Large Member
Don Vallero, Vice Chair

Youth At-Large Member
vacant

Community Service Provider
Ihsan Riahi

Community Service Provider
vacant

Community Safety Member
Sgt. Joel Brown

Community Safety Member
vacant (CR-126 will fill vacancy)

Ex-Officio Member
Council member Megan Burns



WHAT IS THE PURPOSE OF CCPP?

A bridge between the broader community and law enforcement

- **Build connection and understanding between the community and police**
- **Increase transparency in policymaking, crime reduction, and accountability**
- **Empower residents to shape the vision for public safety services and provide police the resources to support that vision**



GOALS

Ordinance No. 1802, adopted in 2020, defined the Board's goals:

- Increase community trust
- Enhance public safety
- Ensure diversity and equity in public safety policymaking



ACCOMPLISHMENTS

Policy Recommendations

- Reviewed purpose and role
- Adopted Ground Rules
- Reviewed and amended Board's Bylaws
- Recommended Municipal Code amendment for Board quorum – adopted by City Council January 2024 (Ordinance No. 1858)



ACCOMPLISHMENTS

CONT'D

Mini-CCPP Academy Training

- Crisis Response Unit (CRU)
- De-escalation and CIT/Emotionally Disturbed Persons
- Internal Affairs Complaint Process
- Police Department Strategic Plan
- Patrol Procedures
- Recruiting, Hiring, & Background Investigations
- Traffic Team
- Training
- Use of Force
- Officer Safety & Survival
- Education & Training Completed: 12 hours



COMMUNITY OUTREACH

Prioritized outreach events to begin receiving community input



Hosted booths at 2023 State of the City & Safe Street Halloween to introduce the Board to the community



COMMUNITY OUTREACH

CONT'D



Participated in National Night Out



Provided \$25 gift cards to Christmas Crusade program for Northglenn families with teens

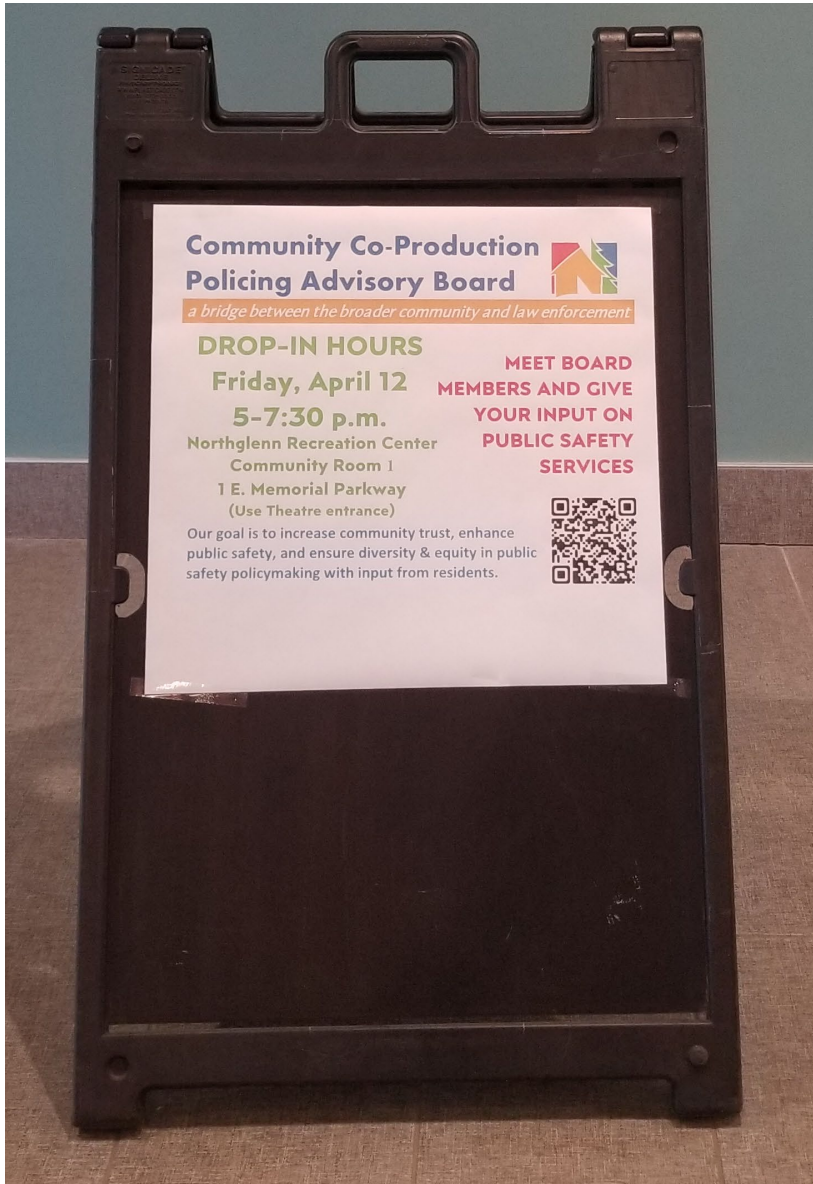


Attended diverse events to meet community members

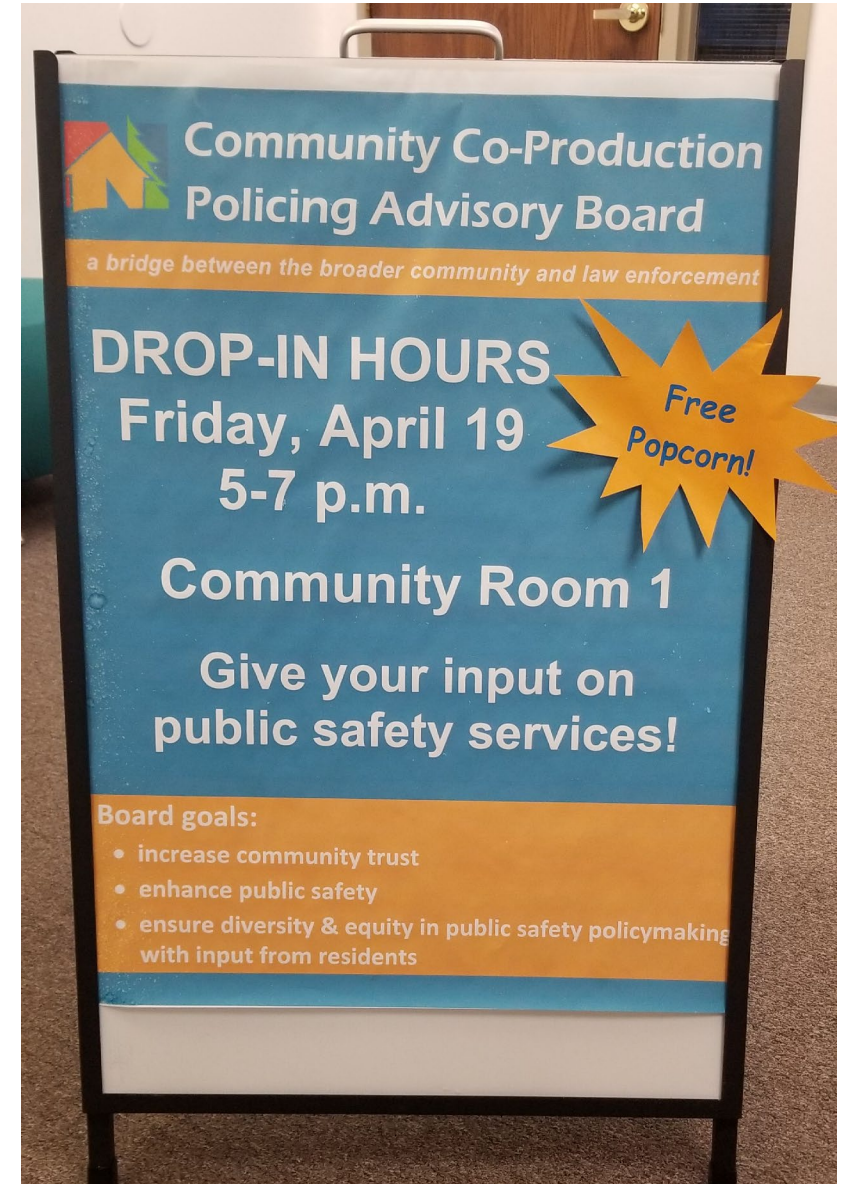


COMMUNITY OUTREACH

CONT'D



Hosted
“meet & greet”
Drop-in Hours
at Recreation
Center



POLICING IN NORTHGLENN SURVEYS

Created surveys to hear from the community and empower residents to get involved in shaping the vision for public safety services



LGBTQ+ Community
at Pride Event



General Community
at Summer Concerts & Neighborhood Nights



LOOKING AHEAD

- Continue to host quarterly “meet & greet” drop-in events and have a presence at City events
- Provide emergency cards/magnets for residents to provide important info to first responders and to educate new residents on how to call 911 for services
- Gather feedback from the community
- Strengthen the bridge between the community and law enforcement



QUESTIONS?



CITY OF
Northglenn