

**CASA GRANDE POLICE ADVISORY BOARD
MINUTES OF THE MEETING
HELD IN THE COUNCIL CHAMBERS
510 E. FLORENCE BLVD. - CASA GRANDE, AZ 85122**

April 9, 2015 – 7:00 P.M.

A. CALL TO ORDER:

Chairman Mikel McBride called the meeting to order at 7:00 p.m.

B. PLEDGE OF ALLEGIANCE

All in attendance recited the Pledge of Allegiance.

C. ROLL CALL:

The following board members **were** present:

Mikel McBride, Chairman
Rodolfo Calvillo, Vice-Chairman
Anabel Bevin, Board Member
Diana Curtis, Board Member

The following board members **were not** present:

Joshua Carstens, Board Member
Johnjaline Cully, Board Member
Roger Vanderpool, Board Member

D. MINUTES:

Vice-Chairman Calvillo motions to approve the minutes from the January 8, 2015 Police Advisory Board meeting; Board Member Bevin seconds said motion; Motion approved with a 4-0 vote.

E. PRESENTATIONS - NONE

F. NEW BUSINESS

F. 1 Board Retreat

The board discussed the purpose of holding a board retreat: Vice-Chairman Calvillo expressed that he sees it as a means to understand the board's direction, and as a way to set goals so as to be active and productive. Interim Director of Police Services Chris Vasquez said that it may be a good idea to have someone from the City come in to hold a training session to discuss the board's role/purpose and open meeting laws. Chairman McBride relayed that it was his understanding that the retreat would have to be posted as a meeting and an agenda would need to be compiled, so as to comply with open meeting laws. The board agreed the retreat should be scheduled after summer; the topic of a retreat will be placed on the next meeting's agenda and

plans will be finalized then.

F.2 CGPD Employee Demographics

In analyzing some of the recent nationwide incidents involving police, it is clear that in some of the communities that were involved, there exists a large race disparity between the population being served and the police force. In light of this, the board was inquiring into CGPD's employee demographics. Director Vasquez explained there are strict federal laws that prohibit asking certain questions regarding age, race, etc., so the following statistics are to be taken as approximate and estimated. Patrol Captain Reginald Winston presented the following statistics regarding the employee make-up, dividing the employees among sworn and non-sworn positions:

Totals for Sworn Personnel (73 total):

- 5 females (6.8%) and 68 males (93.2%)
- 51 White (69.9%), 20 Hispanic (27.4%), 2 Black (2.7%)

Total Supervisory Break-Down (Cpl. and up, 21 total supervisors):

- 2 females (9.5%) and 19 males (90.5%)
- 12 White (57.1%), 8 Hispanic (38.1%), 1 Black (4.8%)

Line-Level Supervisory Break-Down (Cpls. and Sgts., 16 total):

- 2 females (12.5%) and 14 males (87.5%)
- 10 White (62.5%) and 6 Hispanic (37.5%)

Upper-Level Supervisory Break-Down (Lts. and Capts., 5 total):

- 5 males (100%)
- 2 White (40%), 2 Hispanic (40%), 1 Black (20%)

Totals for Non-Sworn Personnel (48 total):

- 28 females (58.3%) / 20 males (41.7%)
- 29 White (60.4%), 16 Hispanic (33.3%), 1 Black (2.1%), 1 Pacific Islander (2.1%), 1 Native American (2.1%)

Supervisory Break-Down (6 total):

- 4 females (66.7%) / 2 males (33.3%)
- 5 White (83.3%) / 1 Hispanic (16.7%)

In comparing these statistics to the general population of Casa Grande, the demographics run relatively parallel. Vice-Chairman Calvillo called this "reassuring".

F.3 CGPD Employment Vacancies/Upcoming Retirements

On the date of the meeting, Capt. Winston relayed there were 6 police officer vacancies. The department has recruits in the academy (at the time of the meeting, there were 4). Due to the long training process that includes the police academy and Field Training Program, officers-in-training are not available to independently serve for many months after initial hiring. Capt. Winston also relayed that we have 4 employees in the DROP retirement program; CID Capt. Angel Leos explained the DROP retirement program at length.

F.4 Sensitivity Training

Captain Winston relayed that the department has participated in sensitivity training such as Blue Courage and The Respect Effect, in addition to more informal, regular briefing training. Each squad supervisor is tasked with conducting regular training during their shift briefings (15-20 minutes long); many use this as an opportunity to discuss the current events involving police and to discuss what went wrong in those events. Capt. Winston acknowledged the importance of our officers knowing how to deal with all types of people, especially when dealing with our diverse community. Director Vasquez said that it is standard to have a one-on-one talk with new recruits and new hires dealing with this subject and stressing that all people (even criminals) will be treated with dignity and respect.

F.5 Police Activity Log/Police-Community Interactions

Vice-Chairman Calvillo raised a concern that there appears to be an inordinate number of Hispanic, Black, and Native American names appearing in the police log in the local newspaper, which may result in the perception that the police are “keeping an eye” on certain communities, more so than others. Director Vasquez explained that this is not the case; rather, the newspaper receives a large stack of reports from the police department, and the newspaper chooses which reports go into the newspaper. It is not representative of all crime or arrests that are occurring.

G. UNFINISHED BUSINESS - NONE

H. REPORTS BY OFFICERS - NONE

I. PUBLIC/BOARD COMMENTS

Director Vasquez extended an invitation to the board to the Volunteers Banquet. Newly hired Captain Angel Leos was welcomed by the board. A recent drug bust was commended.

J. ADJOURNMENT

There being no further business for discussion, the meeting was adjourned at approximately 8:06 p.m.

Approved this 16th day, of July, 2015 by the Casa Grande Police Advisory Board.



Mikel McBride, Chairman

7-16-15

Date