

STAKEHOLDERS' AGREEMENT

Between

Pueblo Human Relations Commission
League of United Latin American Citizens (LULAC)-Council #3043
National Association for the Advancement of Colored People (NAACP)-Pueblo Branch #4005
Latino Chamber of Commerce of Pueblo
Posada
ARC of Pueblo
Pueblo Police Department
District Attorney-10th Judicial District
Colorado Public Defender's Office-Pueblo
Pueblo County Sheriff's Office

I. Preamble and Purpose

In an effort to promote positive community-police relationships, to instill and enhance public trust and confidence in local law enforcement, to promote multi-agency collaboration and to build a peaceful and safe community, the Pueblo Police Department, District Attorney-10th Judicial District, Pueblo County Sheriff's Office, Colorado Public Defender's Office-Pueblo, Pueblo Human Relations Commission (PHRC), League of United Latin American Citizens (LULAC)-Council #3043, National Association for the Advancement of Colored People (NAACP)-Pueblo Branch #4005, the Latino Chamber of Commerce of Pueblo, Posada and ARC of Pueblo (collectively referred to herein as "The Stakeholders") enter into this collaborative and good faith agreement.

This document is a demonstration of the commitment between the listed Stakeholders to maintain and improve community relations, and the effectiveness of existing communication and collaboration among service representatives and the communities they serve.

II. Areas of Previous Success

The Stakeholders acknowledge the previous successes and good work done to improve community safety, community-police relations and collaboration. These collaborative successes include but are not limited to:

- Successful implementation of a revised Taser policy
- Successful facilitation of several police-community dialogues, forums and information sessions
- Successful resolution of several alleged complaints
- Successful creation of a Spanish language police academy

- Successful information sharing, including: 1) access to police policies and procedures via the Department's website; 2) available hardcopy of police policies and procedures at the library; 3) complaints forms available via the Department's website
- Successful implementation of a new School Resource Officer (SRO) policy that significantly decreased school citations

III. Areas of Concern

The Stakeholders convened in facilitated problem-solving process on May 9 and 31, June 14 and 26, July 18 and 31, August 22 and September 4, 2013. The process assisted the Stakeholders to identify and analyze issues and barriers impacting trust, communication and collaboration among the Stakeholders, the broader Pueblo community and law enforcement.

IV. Problem Solving and Action Steps

In an attempt to frame the solution development process, the following collaborative problem solving question was adopted:

What can the Stakeholders do to increase trust between the community and law enforcement?

1. The Stakeholders agree that *outreach, information sharing* and *communication* are crucial to establishing, and maintaining, a trusting relationship between the Pueblo community and law enforcement. To this end, the Stakeholders agree to the following:
 - a. The Pueblo Police Department, District Attorney-10th Judicial District and the Pueblo County Sheriff's Office will assign representatives to attend monthly Pueblo Human Relations Commission meetings. These representatives will report back to the appropriate levels of authority.
 - b. The Pueblo Police Department and Pueblo County Sheriff's Office will develop a directory of Department/Office liaisons for community organizations and special populations. The directory will be available on the Department's/Office's websites, Pueblo Human Relations Commission's website, and a web link will be added to community-based organizations' and nonprofit organizations' websites, and community-based organizations' printed materials.
 - c. The Pueblo Police Department and Pueblo County Sheriff's Office will develop a resource guide to define crimes, including crimes against persons. The resource guide will also outline the complaint/commendation process, and provide names of contact persons at the police department. Additionally, Pueblo Police Department will develop a brochure that will provide general information about the police department that will include contact numbers.
 - d. The District Attorney-10th Judicial District will create a schedule to hold community-based meetings throughout the county/community.

- e. In an effort to provide the community with critical information, the Pueblo Police Department and Pueblo County Sheriff's Office will engage in an aggressive information campaign via social networks, internet, and videos to promote and provide information from the respective departments/offices.
 - f. In an effort to educate the community about the office's function, the District Attorney-10th Judicial District will produce informational videos to provide service information about their office and to recruit talented attorneys.
 - g. Community-based organizations will be encouraged to collaborate with the District Attorney-10th Judicial District, the Pueblo Police Department and the Pueblo County Sheriff's Office in distributing information publicizing community events and meetings.
 - h. The Greater Pueblo Chamber of Commerce and the Latino Chamber of Commerce of Pueblo will recognize Pueblo Police Department personnel at an annual event.
 - i. The Pueblo Police Department and Pueblo County Sheriff's Office will continue the current School Resource Officer (SRO) program as a way to engage the community's youth, enhance school safety, and develop proactive relationships with students and school leadership.
 - j. The Pueblo Human Relations Commission will act as a primary avenue to assist citizens in accessing the Pueblo Police Department's and Pueblo Sheriff's Office's complaint process. Pueblo Human Relations Commission will work with the Department's/Office's Internal Affairs Bureau and/or other appropriate personnel to facilitate the resolution of complaints.
 - k. Stakeholders are encouraged to submit op-ed articles in newspapers and newsletters to address rumors and assumptions about community events, purposes and outcomes of forums, and/or responses to community issues.
2. The Stakeholders agree that *community* and *law enforcement partnerships* are crucial to establishing, and maintaining, a trusting relationship between the Pueblo community and law enforcement. To this end, the Stakeholders encourage the following:
- a. Pueblo Police Department and Pueblo County Sheriff's Office will establish a display case in the lobby at the police department that will contain community resource materials and police information.
 - b. Pueblo Police Department and Pueblo County Sheriff's Office will promote neighborhood watch programs as a way to supplement law enforcement resources and promote community-oriented policing practices; Pueblo Police Department has placed neighborhood watch program information on the department's website to provide better access for community members.

- c. Pueblo Police Department and Pueblo County Sheriff's Office will promote City Day at the Park, a Public Safety Fair and the Police Athletic League.
 - d. Pueblo Police Department and Pueblo County Sheriff's Office will recruit interested individuals to become law enforcement volunteers.
 - e. LULAC and the Latino Chamber of Commerce will host cultural competency training for law enforcement and community members to learn more about the various cultures and needs in the community in order to build trust and prevent misunderstandings.
3. The Stakeholders agree that *professional customer service* and *officer and community engagement* are crucial to establishing, and maintaining, a trusting relationship between the Pueblo community and law enforcement. To this end, the Stakeholders agree to the following:
- a. Stakeholders support the development of a Police-Community mediation program for the Pueblo Police Department to address low-level complaints against officers, i.e. courtesy and conduct driven issues, etc.
 - b. There is a difference of opinion among members of the group regarding the need for a citizens' review board. Therefore no specific recommendation either for or against the creation of a citizens' review board is offered at this time.
 - c. The Stakeholders group extensively explored opportunities to involve citizens in law enforcement oversight and identified barriers/obstacles, including, but not limited to, the City Charter.
 - d. Pueblo Human Relations Commission will meet with Pueblo Police Department and Pueblo County Sheriff's Office leadership on a quarterly basis to review community trends, concerns and complaints.
 - e. Pueblo Human Relations Commission's Law Enforcement Committee will act as an advisor to the leadership of the Pueblo Police Department and Pueblo County Sheriff's Office. The role of the committee will evolve and develop as circumstances change.
 - f. Pueblo Police Department, Pueblo City-County Health Department and Posada will collaborate to create a homeless outreach project.

V. Terms of Agreement

The Stakeholders shall jointly review all the aforementioned agreements after one year from the date of the signing.

The Stakeholders agree that this Agreement is a “living document” and from time-to-time, one or all Stakeholders may seek to refine or adjust this agreement. To this end, the Stakeholders may choose to amend, extend or dissolve the agreement based on evidence of good faith, mutual compliance and benefits to the Pueblo, Colorado community. It is also understood that the Stakeholders of this Agreement agree to work in earnest, to convene themselves regularly during the annual terms specified and to uphold the tenets of the Agreement as described herein.

VI. Dispute Resolution

In the event that the Stakeholders to this agreement cannot reach agreement on amendment, extension or dissolution of the agreement, neutral dispute resolution will be sought to resolve their differences. The Community Relations Service of the U.S. Department of Justice (USDOJ) or any other dispute resolution service might be sought in this regard.

VII. Party and Third Party Rights

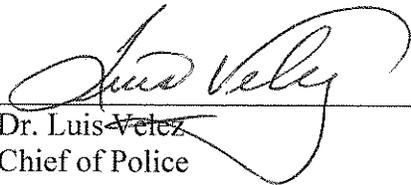
Nothing in this agreement is intended to create or shall anything in it be construed as creating any rights that may be exercised by a person or entity that is not a party to this agreement.

VIII. Voluntary Agreement and Disclaimer

This agreement is the result of voluntary mediation between the Stakeholders and is not a result of duress, coercion, or undue influence. Nothing in this agreement should be taken as an admission of wrongdoing by any party. The terms and conditions contained herein are non-contractual and create no independent contractual obligation and/or duties upon any of the Stakeholders. It is understood and agreed that no party to this Agreement shall institute or prosecute any judicial or administrative proceedings of any kind or nature to enforce any of the terms and conditions.

IX. Consummation and Ratification

The Stakeholders agree to execute this Agreement as of **September 23, 2013** and the signatories hereto personally represent that this agreement is executed pursuant to legal authorization by the organizations on behalf of which they are signing:



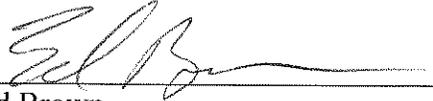
Dr. Luis Velez
Chief of Police
Pueblo Police Department



Gary Weaver
Interim Executive Director
Pueblo Human Relations Commission



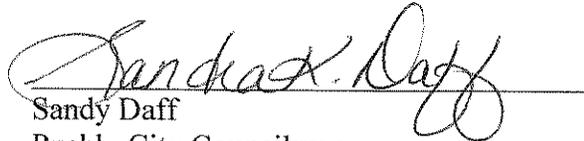
Jeff Chostner
District Attorney, 10th Judicial District
Pueblo County, Colorado



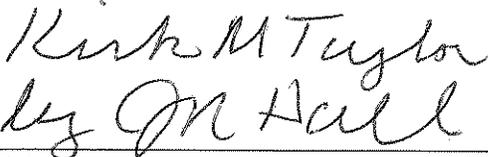
Ed Brown
Pueblo City Councilman
Chair
Pueblo Human Relations Commission



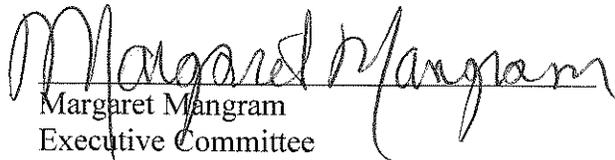
Kristi Martinez
Chief Investigator
CO Public Defender's Office-Pueblo



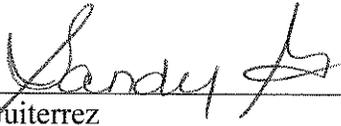
Sandy Daff
Pueblo City Councilwoman
Executive Director
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Kirk M. Taylor
Sheriff
Pueblo County Sheriff's Office



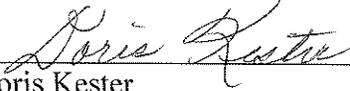
Margaret Mangram
Executive Committee
National Association for the Advancement of
Colored People (NAACP), Pueblo Branch
#4005



Sandy Gutierrez
President & CEO
Latino Chamber of Commerce of Pueblo



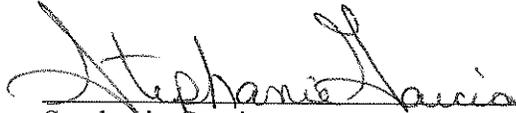
Anne Stattelman
Director
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Doris Kester
Treasurer
Pueblo Human Relations Commission



Betty Martinez
President
League of United Latin American Citizens
(LULAC), Council #3043



Stephanie Garcia
Executive Director
ARC of Pueblo

Witnessed By:



Christopher "Kit" Chalberg
Conciliation Specialist
Community Relations Service
U.S. Department of Justice
O: 303.844.2975

*This stakeholder agreement is consistent with the United States Department of Justice, Community Relations Service's (CRS) congressional mandate as detailed in the Civil Rights Act of 1964 (42 U.S.C. §2000g). CRS provides assistance to communities and persons therein in resolving disputes, disagreements or difficulties related to conflicts and tensions based on race, color, and national origin. CRS also works with these parties to help communities prevent and respond more effectively to violent hate crimes committed on the basis of actual or perceived race, color, national origin, gender, gender identity, sexual orientation, religion, or disability.