



Minutes

The City of Douglas Mayor and Council met in a Regular Meeting on Wednesday, March 11, 2026, at 6:00 p.m., at City Hall Council Chamber, 425 10th Street. The Honorable Mayor Jose Grijalva called the meeting to order.

1. **CALL TO ORDER:** 6:00 p.m.
2. **PLEDGE OF ALLEGIANCE:** by Council
3. **INVOCATION:** By Rev. Marco Antonio Basulto – Immaculate Conception Church.
4. **ROLL CALL.**

	<u>PRESENT</u>	<u>ABSENT</u>
MAYOR, JOSE GRIJALVA	X	
MAYOR PRO TEMPORE, RAY SHELTON	X	
COUNCILMEMBER, MELISSA RODRIGUEZ		X (excused)
COUNCILMEMBER, JOSE MONTANO	X	
COUNCILMEMBER, GUSTAVO DURAZO JR.		X (excused)
COUNCILMEMBER, MARIA DILLMAN	X	
COUNCILMEMBER, RICHARD C. ACOSTA	X	
DEPUTY CITY MANAGER, LUIS PEDROZA	X	
CITY ATTORNEY, DENIS FITZGIBBONS	X	
CITY TREASURER, ALEJANDRO MARTINEZ	X	
CITY CLERK, ALMA ANDRADE	X	

5. EVENTS UPDATE.

Staff from the Recreation and Aquatics departments presented upcoming events including Saint Patrick's Day themed Art in the Park on March 17th, a Day of Peace event on March 21st at Raul Castro Park, and the first amateur boxing event at the Cochise County Fairgrounds featuring 28 elite bouts with international participation. They also announced the eighth annual D Hill Run and Walk on April 11, 2026, with proceeds benefiting the Border Air Museum. An update was provided on the aquatic center men's restroom renovations, noting that plumbing had been redone, drywall installed, and tile work was scheduled to begin March 12.

The Douglas Public Library presented their March activities including Monday relaxing activities, Tuesday STEAM club for kids, Wednesday movies with free popcorn and juice, Thursday story time, a March 20th paint party for adults, book club participation, and a March 30th health presentation by the University of Arizona Cancer Center.

6. MAYOR AND COUNCIL MEMBER UPDATES AND/OR REPORTS.

Council Member Montaño congratulated Police Chief Pullen on his retirement after nearly 30 years of service and Lieutenant David Rose who was retiring after 25 years, noting this represented a combined loss of 55 years of experience. He reported that the community had an opportunity to meet the two final candidates for Police Chief position, describing both as excellent candidates who would serve Douglas well. Council Member Montaño also announced that the Whitman family, who are purchasing property around the airport for development, were ready to proceed and sign contracts, which he characterized as significant news for the community.

Council Member Shelton congratulated Chief Pullen on his service and discussed the improvements to the golf course, noting that the 18-hole course was nearly restored to proper condition. He emphasized the importance of the golf course for recreation and mentioned that many men and women use the facility. Council Member Shelton highlighted that the high school golf team benefits from teams coming from Tucson and that having all 18 holes operational would be advantageous for Douglas. He also noted a recent well-attended tournament with participation from across the state.

Council Member Montaño added that Safford was bringing 30 golfers to play against Douglas on Saturday, demonstrating the quality of work being done at the golf course. He mentioned significant investment in the back

nine holes, which were expected to open by late summer, and noted that 18 teams participated in a recent tournament with many visitors spending the weekend in Douglas.

Council Member Dillman reported attending an author-playwright performance about Raul Castro, Arizona's first Latino governor, at the visitor center. She found it very informative and educational, learning about Castro's resilience and determination. Council Member Dillman suggested the city should host more such events and include school students in future performances. She also thanked Casa Corazon Independent Living Suites for hosting a tour with the mayor, praising their vision for providing housing choices for older adults and commending their comfortable, homey suites.

Council Member Acosta thanked Chief Pullen and Lieutenant Rose for their combined years of service. He attended the chief of police candidate question and answer session and felt confident the city would be well-served by either candidate. Council Member Acosta praised the golf course improvements, noting he lives nearby and frequently talks with staff about the facility's progress. He emphasized the golf course's benefit to the community through visitor tournaments. Additionally, Council Member Acosta attended the Raulito playwright performance, describing it as entertaining and educational. He learned that Castro's mother delivered many current Douglas citizens and that Castro was six years old when he first heard Arizona's first governor speak at 10th Street Park. As a final comment, Council Member Acosta was particularly impressed that the actor wore a suit given to him by Castro himself and encouraged more such historical presentations, especially for school children.

Mayor Grijalva reported meeting with a group interested in bringing affordable housing opportunities to Douglas, noting they also offered bulletproof warehousing services which he planned to connect with the IDA. He attended the Raulito playwright performance and arranged for Jose Quiñones from Casa de la Cultura to obtain books for showcase at Agua Prieta. The mayor emphasized leveraging resident passion for promoting Douglas at no cost to the city.

Mayor Grijalva hosted a SEAGO executive meeting and promoted the boxing event to attendees. He attended an ICSC downtown revitalization webinar that provided insights on business-friendly practices, including creating one-stop shops for zoning and permits, consulting with merchants about their preferences, and being more pro-business while considering business perspectives in decision-making. The webinar emphasized continuous merchant communication, marketing vacant buildings, working with realtors and property owners, and considering all ideas for downtown activation.

The mayor reported attending a chat with mayor event where 13 individuals participated in productive conversations. He received communication from the Secretary of State about mobile business services potentially visiting during Douglas Days. Additionally, Mayor Grijalva met with Vicky Males media relations team regarding their generous donation to name the Boys and Girls Club after their foundation. He thanked Stevenson and Clawson Elementary schools for allowing him to read to students and noted one student's two-year request for a Taco Bell.

Mayor Grijalva visited Casa Corazon Independent Living Suites with Council Member Dillman, praising the friendly staff, great owners, and welcoming environment suitable for seniors and others. He served as keynote speaker for the Hispanic Chamber mixer and was interviewed about the commercial port of entry progress.

The mayor announced significant boxing event updates, including a meet-and-greet appearance by interim WBC champion Jesus Ramos Jr. for ticket holders. He credited Cesar Verduzco for promotion efforts and noted media coverage extending to Mexico City. The event grew from 28 to 37 pending bouts with participants from Texas, New Mexico, Arizona, Las Vegas, Hermosillo, Agua Prieta, Nogales, and Cananea. Due to high interest, plans were being made for a second event in October.

Mayor Grijalva displayed a WBC calendar and suggested the city create similar promotional calendars for residents featuring council members and important city dates. He announced new business developments including someone purchasing the old Frontera bar property for a small market and another business proposing shuttle service from the border to local stores and back to Mexico.

7. PRESENTATION of AWARDS.

A. AUTISM AWARENESS MONTH.

Mayor Grijalva proclaimed April 2026 as Autism Awareness Month, highlighting that autism affects communication, behavior, and social interaction across all demographics. The proclamation noted that an estimated 1 in 36 children in the United States are diagnosed with autism spectrum disorder according to the CDC. It emphasized the importance of early diagnosis, intervention, support, and community inclusion. Mayor Grijalva noted that Douglas naturally accepts and supports all community members, making this proclamation particularly fitting for the city's values.

B. NATIONAL CHILD ABUSE PREVENTION MONTH.

Mayor Grijalva proclaimed April 2026 as National Child Abuse Prevention Month, noting that 4.3 million reports were made to child protective services in federal fiscal year 2022. The proclamation emphasized that child abuse affects all community segments and requires collaborative solutions. It highlighted the importance of protective factors, partnerships between various organizations and agencies, and prevention as the best defense for children and families. The mayor concluded by emphasizing the community responsibility to "see something, say something" and be "our brother's keepers."

8. COCHISE COUNTY GOVERNMENT UPDATES.

Mayor Grijalva noted that Supervisor Kathleen was not present but would be included in future agendas, as the county relationship and updates are very important to the city.

9. PERSONS WISHING TO ADDRESS THE COUNCIL IN WRITING OR VERBALLY ON ANY ITEM NOT ON THE AGENDA.

Eric Braverman of 1101 G Avenue addressed tourism opportunities, stating Douglas could promote tourism immediately with existing attractions including the port, weather, safety, shopping, restaurants, car museum, Cultura Center, Gadsden Hotel, and Slaughter Ranch Museum, which he noted was ranked the number one tourist attraction by the Herald Review for two consecutive years. He expressed frustration about difficulty getting tourism support, mentioning that one council member stated personal reasons for never visiting the museum and refused to explain those reasons. Mr. Braverman noted his museum brings in ten times more visitors than the golf course and criticized the golf course as exclusive rather than inclusive. He advocated for the previously submitted "Day in Douglas" tourism program and emphasized the potential for bringing 10 visitors daily.

Ida Ann Pedrego of 1815 5th Street stated she's both a merchant and a resident of Douglas. Ms. Pedrego expressed concern regarding the reaction received at the last council meeting. Her intentions are not to create division within our community—quite the opposite. It is essential that constituents can share their views without being spoken to inappropriately. Such interactions discourage open communication and may deter people from attending City Council meetings. As a final comment, Ms. Pedrego added that as a community, everyone must work together. While not all might agree, it is important to consistently respect each other's opinions.

Rosa Rodriguez of 1701 10th Street from the Boys and Girls Club provided an update, reporting 38 current participants with capacity for 50. She announced the grand opening on March 23rd at 1 PM and noted the organization's 501(c)(3) status for accepting community donations to help local children.

Lawana Diffie of 1511 12th Street, owner of Two Flags Computer for over 20 years, used an antique pot scrubber analogy to illustrate how some see junk where others see treasure, comparing this to Douglas itself. She expressed concern about downtown building structural integrity, noting most buildings are over 100 years old and questioning whether they have been properly assessed before streetscape construction begins. Ms. Diffie referenced Alison Armstrong's email about foundation issues during renovation of 917 G Avenue and asked whether fire trucks could maneuver the proposed two-lane G Avenue design. She suggested the fire department verify accessibility and requested better public explanation of the streetscape plans. Additionally, Ms. Diffie mentioned Sierra Vista's similar project creating public dissatisfaction and bottlenecks, suggesting Fifth Street as an alternative location. She advocated for progress and beautification but emphasized needing to understand project benefits, noting Douglas's reputation still suffers from 1990s drug tunnel incidents and that businesses don't come for wide sidewalks and narrow streets.

Lizie Pedrego-Boss of 2912 Barcelona Dr., speaking on behalf of over 350 petitioners and local business owners, expressed grave concerns about the G Avenue proposal. Ms. Pedrego-Boss and her husband own two impacted

buildings on G Avenue. While thanking three council members for providing the streetscape showcase opportunity, she noted the lack of Q&A sessions and believed dialogue should have occurred before council design approval. Her concerns included emergency vehicle access impacts on the three affected blocks, handling of historical trolley tracks embedded 18 inches in asphalt, potential negative effects on the historic parade route from sidewalk widening, what construction machinery would be used and potential vibration impacts on surrounding structures, and whether the city was prepared for litigation regarding construction damage to century-old buildings with inadequate modern foundations. Ms. Pedrego-Boss noted that properties at 917 and 911 G Avenue have external overflow draining directly into sidewalks. Ms. Pedrego-Boss questioned the mandate to spend available grant money, emphasizing wise investment priorities and concern for existing business survival during construction. She advocated for previously suggested temporary low-cost pilot programs using paint and planters as more relevant options allowing beautification without irreversible multimillion-dollar commitments.

Diana Pacheco of 333 F Avenue provided updates on the Douglas Market, which had been operating on Tenth Street for the past two weeks from 3 to 7 PM on Fridays. The market featured approximately 25 vendors and attracted around 150 visitors each week. She thanked recreation center staff and Dave from the visitor center for their assistance and expressed gratitude to community members supporting the market's success. Ms. Pacheco announced a book drive benefiting the Boys and Girls Club, collecting books in good to new condition for K-12 students during market hours on the current and following Friday.

Diana LaMar of 1303 F Avenue followed up on streetscape commentary from previous meetings, noting that community feedback revealed inadequate public discussion. She suggested holding a charrette, a common municipal practice for robust community discussion allowing creative input from various parties and ensuring questions receive answers in an atmosphere of genuine listening. Ms. LaMar raised concerns about a December 2023 strategic planning retreat involving mayor, council, and staff that included in-depth streetscape discussions, questioning whether this violated open meeting laws and suggesting the community deserved similar discussion opportunities.

Regarding consent agenda items, Ms. LaMar requested more information about certain items like the sewer vector truck, suggesting a fluid process for removing items from consent agenda when additional explanation would be helpful. She inquired about a recent executive session discussing strategic innovations or strategic technology, expressing community curiosity about whether this involved a data center technology company or other business venture.

Mayor Grijalva offered to discuss any consent agenda questions in his office.

10. DISCUSSION/DECISION on APPROVAL of CONSENT AGENDA ITEMS:

- A. **EXPENDITURES** for the month of **FEBRUARY 2026** totaling **\$3,342,594.49**.
- B. **MEETING MINUTES** for **FEBRUARY 2026**.
- C. Request for Qualifications **BID AWARD** to **NATIVE NETWORK, INC.** for **FORMALIZATION** of **MUNICIPAL INTERNET SERVICE PROVIDER (ISP)** and **TOWER LEASING MANAGEMENT PROGRAMS**.
- D. **RESOLUTION NO. 26-1721**, a Resolution of the Mayor and Council of the City of Douglas, Cochise County, Arizona, **AUTHORIZING** the City of Douglas to **ACCEPT GRANT FUNDING** and **ENTER** into a **SUBGRANTEE AGREEMENT** with the **STATE OF ARIZONA DEPARTMENT OF HOMELAND SECURITY** for a **REIMBURSABLE GRANT FUND** allocation in the amount of **\$32,700** for **EQUIPMENT** under **OPERATION STONEGARDEN** Fiscal Year 2023 Grant Program Award - Reallocation.
- E. **RESOLUTION NO. 26-1722**, a Resolution of the Mayor and Council of the City of Douglas, Cochise County, Arizona, **AUTHORIZING** the execution of the **INTERGOVERNMENTAL AGREEMENT** between the City of Douglas and **COCHISE COUNTY** to **PROVIDE CERTAIN ELECTION SUPPLIES** and **SERVICES** for the City of Douglas Primary Election scheduled for July 21, 2026.
- F. **RESOLUTION NO. 26-1723**, a Resolution of the Mayor and Council of the City of Douglas, Cochise County, Arizona, **ACCEPTING GRANT FUNDING** from the **WATER INFRASTRUCTURE FINANCE**

AUTHORITY of Arizona for **WELL #18 EQUIPPING & TRANSMISSION LINE REPLACEMENT PROJECT** in the amount of **\$2,000,000** and authorizing the City Manager to execute all necessary documents.

- G. **RESOLUTION NO. 26-1724**, a Resolution of the Mayor and Council of the City of Douglas, Cochise County, Arizona, **AUTHORIZING** the City of Douglas to enter into a **REIMBURSABLE GRANT AGREEMENT** with the Arizona Department of Transportation (ADOT) in the amount of **\$534,037** to assist in meeting the city's **REQUIRED MATCH** for the **SAVE AMERICA'S TREASURES GRANT** awarded by the U.S. Department of the Interior, National Park Service; and authorizing the City Manager to execute all necessary documents.
- H. **RESOLUTION NO. 26-1725**, a Resolution of the Mayor and Council of the City of Douglas, Cochise County, Arizona, **RATIFYING** and **AUTHORIZING** the City of Douglas to **ACCEPT GRANT FUNDING** from **BEST FRIENDS ANIMAL SOCIETY** in the amount of \$600 to attend the Best Friends National Conference.
- I. **RESOLUTION NO. 26-1726**, a Resolution of the Mayor and Council of the City of Douglas, Cochise County, Arizona, **AUTHORIZING** the **EXECUTION** of an **INTERGOVERNMENTAL AGREEMENT** between the City of Douglas and the **COCHISE COUNTY COMMUNITY COLLEGE DISTRICT** regarding the Extension of Utility Services and Backup Well.
- J. **RESOLUTION NO. 26-1727**, a Resolution of the Mayor and Council of the City of Douglas, Cochise County, Arizona, **AUTHORIZING** the **DONATION** and **TRANSFER** of a **SEWER VACTOR TRUCK** to the **CITY OF AGUA PRIETA, SONORA** to be Used to Protect the Environment and Public Health in the Shared Border Region.
- K. **AUTHORIZING** a **LICENSE AGREEMENT AMENDMENT** between **FAMILY HEALTH CARE AMIGOS** and the **CITY OF DOUGLAS**, **GRANTING** a **NON-EXCLUSIVE LICENSE** to use a portion of city-owned property to locate an additional Connex Box for Agency related storage at the city owned parcel 409-13-190.

Motion by Council Member Acosta, second by Council Member Shelton to approve the consent agenda items as presented.

Roll call: Voted in Favor: Mayor Jose Grijalva, Council Members: Jose Montañó, Ray Shelton, Maria Dillman, and Richard Acosta. Voted Against: None.

11. DISCUSSION/DECISION on APPROVALS.

- A. **SECOND READING OF ORDINANCE NO. 26-1228**, an Ordinance of the Mayor and Council of the City of Douglas, Cochise County, Arizona, **AMENDING SECTION 10.08.010, SECTION 10.16.020 and SECTION 10.19.010** of the **DOUGLAS MUNICIPAL CODE RELATING to PARKING**, establishing severability of components of ordinance; and establishing an effective date thereof.

Mr. Karl Rockwell participated virtually to explain the ordinance amending sections 10.08.010, 10.16.020, and 10.19.010 of the Douglas Municipal Code relating to parking. The ordinance transfers decision-making authority for traffic control changes from requiring two council readings to approval by the city engineer and city manager, creating more efficient processing of traffic control modifications.

Motion by Council Member Montañó, second by Council Member Acosta to approve the second reading of Ordinance No. 26-1228.

Mayor Grijalva emphasized that since administration was receiving expanded authority for parking decisions, staff should consult with affected businesses before making changes. He noted the importance of communication, particularly for downtown parking decisions, suggesting businesses should have input on parking placement priorities such as handicap spaces near schools versus gyms. The mayor stressed that if decisions don't work effectively, issues would return to council, making business consultation essential.

Roll call: Voted in Favor: Mayor Jose Grijalva, Council Members: Jose Montañó, Ray Shelton, Maria Dillman, and Richard Acosta. Voted Against: None.

12. PRESENTATION/DISCUSSION/DIRECTION.

A. FLOCK SAFETY AUTOMATED LICENSE PLATE READER (ALPR) PROGRAM.

Chief Fullen presented information regarding the Automated License Plate Reader (ALPR) program at the direction of City Manager Ana Urquijo, as requested by Mayor Grijalva. The presentation addressed recent community concerns about the ALPR program, specifically related to the vendor, Flock Safety.

The Police Department was selected by the Arizona Department of Emergency and Military Affairs to receive \$194,178 through the Border Security Fund Grant Program to implement an Automated License Plate Reader (ALPR) program within the city. This funding opportunity was presented to the Mayor and Council for consideration at the December 13, 2023, meeting under Resolution No. 23-1575. A representative from Flock Safety, the preferred vendor, participated virtually and addressed questions from the Mayor and Council. The motion to accept the funding was approved unanimously by a 7-0 vote.

The grant performance period began on October 1, 2022, and will continue through September 30, 2027. Following approval, the ALPR system became operational around July 2024. The Police Department retains full authority to grant, deny, or limit access to the system. Currently, access is restricted to local, county, and state law enforcement agencies. As of December 9, 2025, access was further limited exclusively to agencies within the State of Arizona, based on vendor recommendations.

Additionally, the department has the capability to implement a public-facing Transparency Portal that provides information on:

- What Flock Safety is
- How the technology is utilized
- What the system does and does not detect
- General usage data from the agency

Recently, Douglas residents have expressed concerns regarding the ALPR program, particularly related to the vendor, Flock Safety. This presentation is intended to provide an overview of the system's functionality, safeguards, and data usage practices.

Pros:

- Real-time alerts are delivered to officers via SMS, email, or mobile app for stolen vehicles, missing persons, violent offenders, runaways, and investigative purposes.
- Vehicle Fingerprint technology enables searches even when license plate information is unavailable.
- Safeguards include:
 - Department policy restricting system access to trained personnel for law enforcement purposes only, requiring a Department Report (DR) or case number. All activity is tracked and audited.
 - License plate data must still be verified through the Arizona Criminal Justice Information System (ACJIS), which is also restricted to law enforcement use and subject to Arizona Department of Public Safety audits.
- Approximately 50 law enforcement agencies across Arizona currently utilize the Flock system.
- Data is automatically deleted after 30 days, while audit logs of system access are permanently retained.

Cons:

- The system utilizes artificial intelligence, which has raised public concerns and skepticism.
- Hardware, software, and servers are leased rather than owned by the city.
- Public concerns have been raised regarding definitions, data usage, and licensing terms outlined in the Flock agreement (see attached).
- Policies, while in place, are not immune to misuse.
- Termination of the agreement is currently under legal review.

- Approximately \$100,916 in remaining grant funds may be forfeited if the agreement is terminated and may not fully cover the cost of an alternative ALPR system.
- Alternative technologies may generate similar public concerns.

Staff is requesting direction from the Mayor and Council based on the information presented and the concerns raised.

Since implementation, the system has generated approximately ten stolen vehicle alerts, resulting in five recoveries, several arrests, and five vehicles crossing into Mexico prior to intervention. The system also assisted in a recent shoplifting investigation at Walmart, where vehicle fingerprint technology helped identify a suspect vehicle and support the investigation through interagency cooperation.

A Flock Safety representative, Lily Ho (virtually) provided background on the company, its founding, growth, operational safeguards, privacy protections, and system architecture, including data storage within AWS GovCloud, encryption standards, automatic data deletion, and audit transparency features. She also noted partnerships with national organizations and case studies demonstrating system effectiveness.

Council discussion reflected both support for investigative value and concerns regarding privacy and community trust. Mayor Grijalva directed staff to explore potential termination options while preserving grant funding, with the matter to return to Council for formal consideration.

13. CITY MANAGER REPORTS.

Mr. Luis Pedroza the manager's report:

- The Monchi Little League field shade project over the concession stand being handled internally by public works staff for completion before opening ceremonies later in March.
- Public works completed a commercial street corridor inventory including sidewalks and street conditions identifying ADA accessibility deficiencies and submitted findings to ADOT for inclusion in the RACE grant project engineering phases.
- Chino Road alignment bids were received and would be presented to the transportation board on March 20th for approval and contractor award. If approved, construction would begin within 30 days.
- The asphalt plant final footings were scheduled for pouring the following week, with crane scheduling for mid-April to lift and place major AC plant components in permanent locations.
- Staff are preparing a Downtown Revitalization expo at mayor and council request to provide comprehensive information on historical preservation, community searches, brownfield funding updates, business loan resources, possible tax incentive programs, public-private partnership opportunities, facade grant applications, and preservation easement opportunities.
- House Bill 2716, referred to as vacant/abandoned property legislation, had been worked on since summer to require property owner accountability for vacant parcels through mandatory registration, contact information, and condition check-ins with the city. The bill was supported by Douglas, Superior, and Globe but failed to advance due to lack of committee interest. Staff would continue working with legal counsel to explore alternative options.
- The SBDC would host "Biz 101" on March 17th at Cochise College Douglas campus from 2-3 PM, focusing on business success building blocks using the business model canvas. The free seminar information was available through the economic development department with flyers available.

14. FUTURE AGENDA ITEM REQUESTS FROM MAYOR AND COUNCIL.

Council Member Montaña referenced the downtown showcase meeting from the previous week, noting both positive and negative feedback. He requested staff direction to arrange for Douglas residents to vote on the current streetscape design to determine if readjustment was needed.

Mayor Grijalva noted receiving an email from Ali, the art studio owner, which became public record upon submission. The email included an engineer's and local contractor's assessment that touching sidewalks near her building could be problematic due to structural fragility, creating potential city liability concerns. Mayor Grijalva requested this be scheduled as a discussion item with possible direction for design changes or additional time for information gathering, preferring a regular meeting format rather than a special meeting to ensure proper public notice.

Mayor Grijalva Address a last Call to the Public by the Chief of Police Kraig Fullen's Farewell Statement:

"Good evening Mr. Mayor and members of the Council. Thank you for the opportunity to address you this evening as this will be my final appearance before you in my official capacity as your police chief.

On March 30, 1997, I reported to the Tucson Regional Police Academy to begin my training. We were instructed to arrive the following morning in business dress – trousers, a button-down shirt, tie and dress or athletic shoes. We were not authorized to wear our uniforms for the first 3 weeks of training. It was during this time that we were educated about the privilege of wearing the uniform, the readily recognizable symbol of law enforcement. We came to learn that it represents command presence, calm in the face of chaos, professionalism, integrity, trust, and ultimately authority. This lesson would repeat itself throughout the course of the 17-week academy as we committed a violation that stripped us of this privilege and reverted us back to business attire.

Throughout my time with the department, I have worn my uniform with pride, knowing what it represents and recognizing that it comes with the trust of the community I have proudly served; that the privilege to wear it must be earned every day.

After 29 years of service, with 13 years in the capacity of chief, it is time to retire. In the words of Dirty Harry – "A man's got to know his limitations". It has been a tremendous experience, one that I will carry with me the rest of my days.

I am sincerely grateful for the men and women who come to work every day – committed to doing the best job possible.

I am equally grateful for the leadership that I have followed throughout my career. It has always been a family first atmosphere with the only comments made during a hardship being: Take the time that you need and let me know what I can do to help. You are my family as we spend 1/3 of our days each week together. It is beyond professional acquaintance and know that I carry all of you with me as family does. This is just one of the many things that makes our community special.

I am eternally grateful for the opportunities that were afforded to me. The most valuable being the opportunity to provide for my family, my greatest legacy, for the sacrifices they have endured and their unconditional support. This career would have been impossible without it.

I am eternally grateful for never having had to use my service weapon in the line of duty. I have had a number of occasions to point it at somebody – convincingly – which did the trick.

I am equally grateful for the ultimate sacrifices paid by others in our department – Ray Rios, and others in our profession. Their sacrifice shall never be forgotten.

I leave this profession the same humble person I was when I started, with a few physical scars and many more below the surface because what has been seen cannot be unseen. I too will carry these for the rest of my days.

We have accomplished many great things during my time in service. Notice that I said we, as this is a team effort, a team that extends beyond the walls of the police department and includes every member of the City staff and the community at large. As I have said, "It takes a community to police a community" and you all have answered that call.

It is the desire of every person in a leadership position to leave it better than you found it. I can sincerely say that you are not in good hands, you are in great hands, hands that are far better than mine. Please keep our first responders in your thoughts and prayers as I will. Continue the family first atmosphere. Continue to support our first line workers because while you provide the vision, it's their backs that bring it to fruition.

Thank you and God Bless you all."

15. ADJOURNMENT.

Motion by Council Member Shelton, second by Council Member Dillman to adjourn the meeting at 7:47 p.m. Motion passed unanimously.

Prepared by:



Alma Andrade, City Clerk