

Dear Chief,

Are you retiring?

Dear Citizen,

I am retiring after serving 30 years in law enforcement in order to be closer to family and to pursue a new career in Human Resources. I wish to thank the citizens of Alamosa, the Alamosa City Council, City Managers Brooks and Cherpeski, and all of my colleagues and friends for their support during my tenure as Chief of Police. I have truly enjoyed serving as your Chief of Police and I have great confidence in the people who will continue representing the Alamosa Police Department in the years to come.

As a police department a lot has been accomplished in the past three years, there is positive momentum moving forward, and the department is left well-positioned for the future. The challenges being left for the new Chief of Police are the same challenges facing most law enforcement organizations and communities and none of these challenges will be corrected overnight.

Organizationally, attracting, developing, and retaining a quality workforce is key to the success of any organization. While we have an excellent foundation in place, the new Chief of Police and his/her staff will need to identify innovative strategies that place great emphasis on employee retention. Our local economy simply doesn't support, and has great difficulty competing with other organizations that are able to compensate employees at nearly twice the pay rate for the same job. Fortunately, we have a good entry-level recruitment base in the San Luis Valley, but we must determine ways to retain these employees longer. While it's easy to sell Alamosa and the San Luis Valley on the front end, it's hard to dissuade the attraction of more money and more opportunity being offered in other areas.

As a community, our public safety challenges are really no different than other communities. There is an inherent nexus between crime and economics just as there is between economics and crime. At the end of the day, every community is trying to figure out a way to improve and sustain local economies. Crime, or the perception there-of, is a critical component to each community's economic well-being. I am confident Alamosa is making strides in the right direction; our efforts to improve the aesthetic appearance of our community and our willingness to have uncomfortable community conversation about our criminal justice systems are examples of a community with passion and desire for positive change.

Alamosa will forever remain near and dear to me. The Community, The City, The Police Department, and The People, have left a positive and lasting impression. I will always be an advocate, cheerleader, and a resource to Alamosa and I look forward to many return visits.

Craig Dodd

Chief of Police, Retired