

Name	David Hayes - Click here for video - https://youtu.be/nx9k4M6Hu6g	Curtis Johnson - Click here for video - https://youtu.be/yjViqVqxeQY
Current Employer	City of Louisville	Boulder County Sheriff's Office
Position you are Seeking	Boulder County Sheriff	Boulder County Sheriff
What are your professional qualifications for the office you seek?	40 years experience as law enforcement Officer and Leader	I have 28 years of experience in law enforcement. I was hired at the Boulder Police Department in 1993 by Mike Butler who then left to become the Chief of Police in Longmont. I held progressively responsible positions at Boulder PD and rose to the rank of Deputy Chief of Police before moving to the Sheriff's Office in March of 2021 where I am currently a Division Chief. I am unique as a candidate, as I am currently learning how the Sheriff's Office operates while being mentored by Sheriff Pelle. I am actively looking at our policies, processes and opportunities for improvement so I can implement changes as soon as I am elected. Prior to starting my career in law enforcement, I earned a Bachelor of Arts in American Politics and Government at the University of Puget Sound in Tacoma, Washington. I then moved to Washington DC where I attended the American University and completed a Master of Arts in Public Administration. My combination of education, experience and my collaborative leadership style qualify me as the best candidate for this position.
What charities, causes or civic organizations do you belong to or have contributed over the past year?	Chief Hayes' Charities-Ascent Church Louisville Longmont Area Democrats NAACP-Boulder Chapter Mental Health and Legal Subcommittees-NAACP	The last year has been full of transition for Janet and me. I changed jobs, Janet started a new company, the campaign started and our home burned down. I have not been as active with civic or charitable organizations as I would like to be. We regularly donate to the Juvenile Diabetes Research Foundation because our daughter is a type 1 diabetic. We have also donated to the University of Puget Sound for scholarship funding and we financially support Planned Parenthood,
Have you and/or any close family members served in Public Office? If yes, for whom and when?	No	I am a first-time candidate for elected public office. While my family has been politically active by supporting and voting for candidates and issues we support, I would be the first elected official in my family.
Do you have experience in elected office? If yes or no, describe?	No	No, I have never run for office nor served as an elected official. I have several years of experience working with and/or working for elected officials as my entire career has been spent in public service.
Please disclose any potential conflicts of interest, such as lobbying or applying for a Federal Grant, etc.	None	I have no potential conflicts of interest related to my seeking election as Sheriff.
How have you been active in serving disenfranchised communities including Latinx and LGBTQ issues? Give specific examples.	As Chief of Police and former Deputy Chief in Boulder, I help insure service to all.	Throughout my career I have taken an active role in serving disenfranchised communities. While working for the Boulder Police Department as a Commander, I was active with the Family Learning Center at San Juan Del Centro in Boulder. I served on their board because the police department had sought and received grant funding for their programs working primarily with Latinx youth. More recently I supported our officer's efforts to connect with Latinx youth by partnering with the Parks and Recreation Department in a program where recreation activities were brought to several manufactured housing communities in Boulder. At the end of the year, a holiday party was held for participants at a City facility and I attended as Santa. The goal of this program was to engage disenfranchised youth in their neighborhoods and connect with them through sports and other recreation activities. I have the support and a great relationship with Out Boulder County. I helped develop and support a liaison program between the Boulder Police Department and Out Boulder County. While this initiative started with one LGBTQ officer wanting to help make a difference in their community, we formalized the relationship and grew the program to include law enforcement officers from throughout the county. The result has been a trusted relationship with Out Boulder County and a direct connection that allows us to hear concerns and address them quickly.
From this experience serving disenfranchised communities, what challenges have you identified, and what do you see as key solutions? How has this experience influenced your role and responsibility in your community?	Need for hard conversations-questioning the status quo and recognize systemic and implicit biases. Yes, on-going need to talk with community members.	The biggest challenge that law enforcement faces when working with disenfranchised communities is trust. There is a history of law enforcement unfairly targeting and mistreating disenfranchised communities that must be overcome before any meaningful work can be accomplished. Rebuilding trust, being honest, available and listening to the communities we serve are the critical components that I intend to work on so that I can better serve the disenfranchised. When I met with many of you several weeks ago, I was asked some tough questions about how I would better serve the Latinx community. Having had some time to reflect on those questions, I intend to work hard to add diversity to our team by actively recruiting new employees from disenfranchised communities and developing them in to leadership roles. I will also create a "Sheriff's Advisory Panel" and the Latinx and LGBTQ communities will have representation on that panel. I want to gain trust and provide an opportunity for the community to engage in a meaningful dialogue with me.

How have you been active in serving different age groups in the Latinx community? Give specific examples.	I have not.	Yes, as noted above, I have worked with adults wanting to improve opportunities for youth at the Family Learning Center and I have worked with youth in the interest of building trust by supporting work in the neighborhoods with our officers.
What is your vision for the role of the Latinx Community in building a strong future for the U.S.?	Latinx Community has to have a seat at the table and be recognized.	First, the Latinx Community needs to be recognized and valued as a part of our community. We must ensure that the Latinx Community knows that they belong to and are an active part of the Boulder County community. As for the future, the data indicates that the Latinx community will continue to grow and by working with Latinx leaders now I will be prepared to continue a positive relationship with the Latinx community.
Have you been involved in anything that would cause reason for concern or mistrust?	I have not.	No, I have not. I am supported by a broad range of people in Boulder County including our current Sheriff Joe Pelle and DA Michael Dougherty. They support me because they know that I am trustworthy, honest and work every day with the best of intentions.
What do you believe is the purpose of the government?	Fair treatment for all.	The purpose of government is to provide the essential services that our community depends on to be safe, prosperous, and healthy.
What is your approach to economic development, specifically as it applies to Latinx and disenfranchised (including immigrant) communities?	We need to help anyone/any community realize the dream of what we as the United States and Colorado have to offer.	As a candidate for Sheriff, my role in economic development is hiring, retaining and supporting employees from Latinx and disenfranchised communities. As an individual and leader in the community I can support and frequent businesses owned or supportive of the Latinx community.
If you have staff (temporary or long term), do you have any members of the Latinx Community and if so how many hold positions of leadership within your staff organization? If you do not have staff, how do you advocate for more Latinx inclusive leadership in local government and community organizations?	In the Louisville Police Department we have 5 members of the Latinx Community, three of which serve as supervisors.	The Sheriff's Office has about 450 employees and we do employ members of the Latinx Community. I appreciate this question because I have been asking our HR department for data on the race/ethnicity of our employees and I have not been able to get accurate information. I asked for the data because I wanted to know how well our organization reflected the county we serve. I want a baseline indication of our employees so that as we move forward, I can measure our progress on improving the diversity of our organization. I spoke with County Commissioner Marta Loachamin this morning about my frustrations and I believe that together we can find a solution to help me advance racial equity in the Sheriff's Office. Regarding leadership positions in the Sheriff's Office, supporting and promoting a diverse group of employees is my goal. I know that people want to work with and work for people that they can identify with and I intend to support that by making sure our Latinx employees are prepared to lead and supervise in our organization. In the coming weeks we will be promoting a Latinx LGBTQ woman to the rank of Sergeant and a Latinx Sergeant to the rank of Commander. Both of these employees are examples of the future leadership team that I intend to continue to develop as I take office.
What is your take on the current state of immigration policy and what do you see as comprehensive solutions?	Open borders with some qualification for entry (no serious crimes against persons convictions- without additional screening).	I am frustrated that our country seems to have forgotten that immigrants built our nation. My ancestors immigrated to America, and I believe the diversity of our country is what makes us successful. I find the current state of immigration policy confusing and lacking clear direction for people seeking legal status. The current processes take too long and are not fairly applied. The only comprehensive solution is a major federal overhaul of the broken system.