



# Lowell City Council

## *Public Safety SC Meeting Minutes*

Michael Q. Geary  
City Clerk

**Date:** July 22, 2025  
**Time:** 5:30 PM  
**Location:** City Council Chamber / Zoom

### **PRESENT:**

Present on Roll Call were C. Nuon, C. Chau and C. Yem. Also present were Supt. Greg Hudon (LPD), Capt. Nobrega (LPD), Dep. Supt. LeBlanc (LPD), Maryann Manzi (LPD), C. Jenness, C. Gitschier, C. Robinson, C. Belanger and Ineabelle Dominquez (Mgr. Office)

### **MEETING CALLED TO ORDER:**

Chairman Nuon called the meeting to order noting agenda items and attendance.

### **ORDER OF BUSINESS:**

C. Chau noted the attendance and the team making the presentation. C. Chau noted the need to gather information on each item on agenda. C. Yem noted he would have questions during and after presentation. Supt. Hudon commented on the assessment center and that it must be impartial and that they are awaiting results from the study. C. Nuon commented the need for minority employees to move up in the organization as that best suit the department. Supt. Hudon noted concern if vendors do not meet expectations of personnel. C. Yem noted the importance of choosing these vendors. C. Chau noted all items (assessment center, civil service, hybrid hiring and citizen advisory committee) are evaluated as one and information should be gathered for them. Supt. Hudon noted the current status of the department and what the future looks like in terms of attrition, injury and academy attendance, noting it will never be a full compliment



due to injury and retirement. Supt. Hudon noted that hiring under civil service is a long process and that the introduction of hybrid hiring is a quicker process and would attract more applicants for positions. Supt. Hudon noted hybrid hiring is a good gap hire process and is open enrollment to prevent attrition. C. Chau noted hybrid hiring can go beyond entry level hiring. Dep. Supt. LeBlanc commented on data history of civil service and noted hybrid hiring attracts more applicants but can only be used for 50% of the workforce. Dept. Supt. LeBlanc noted the City is active in promoting and outlined statistics for that. C. Nuon requested more information regarding hybrid hiring. Capt. Nobrega noted it was a better process in hiring as it is a boots on the ground approach. Capt. Nobrega outlined steps for the civil service exam including upcoming courses that are free to the public. Supt. Hudon noted the number of applicants has declined over the years and outlined reasoning behind such and that the department is meeting all of those challenges. C. Nuon questioned Ms. Dominquez regarding prospective with the hiring system. Ms. Dominquez noted that materials would be available. C. Gitschier noted the hiring process was in a good place and noted the need to invest in the process to make it a good place to work. C. Jenness noted the strides of the department in their interaction with the community and crime reduction. Supt. Hudon commented on the how the hybrid hiring assists with minority hiring as it encourages those applicants to apply. Dep. Supt. LeBlanc provide statistics to make that result. C. Yem noted the effort to reach out to all members of the community. C. Yem noted the need to push to get community involved. C. Chau noted that hybrid hiring was effective and that it got qualified candidates. C. Chau commented on the efforts of the Citizen Advisory Committee. Supt. Hudon noted the monthly meetings they have and how they are successful as an outreach venue. George Procope (President – Citizen Advisory Committee) noted the positive engagement with the police and it is done consistently and is important to the community. Supt. Hudon noted they were moving forward to attract new members. C. Nuon noted the need for more information about the committee and that a further subcommittee will be established for that purpose. C. Yem noted the challenges to policing nationwide and that the City is addressing those challenges. C. Gitschier commented that there



should always be high standards to become a police officer. C. Jenness noted that there are programs within the department to keep the interest of applicants. Supt. Hudon noted the Cadet Program was such a program. C. Chau commented on the diversity in the department. Dep. Supt. LeBlanc commented on the demographics within the department. Capt. Nobrega restated the upcoming dates surrounding the civil service exam.

**ADJOURNMENT:**

**Motion** to adjourn meeting by C. Yem, seconded by C. Chau. So Voted.

Meeting adjourned at 6:25 PM

Michael Q. Geary, City Clerk<-@