

Campus Safety and Security Structural Options – FY 2021/2022

Option 1: Eliminate Sheriff's Contract

- Public Safety Department changes:
 - Create five (5) Public Safety Specialists (Campus Safety Officer/CSO)
 1. Proposed new position to serve in lieu of deputies (unarmed)
 2. Two Specialists per campus and one floater to ensure day and evening coverage
 - Add three (3) CAPS Specialists to provide additional coverage 24/7
 1. Will reduce overtime expenses

- Impacts
 1. Elimination of the Sheriff's Contract will result in:
 - a) Loss of directly provided services including but not limited to:
 - Psychological Emergency Response Team (PERT)
 - Homeless Outreach Team
 - Crime Analyst
 - Crime Prevention Through Environment Design Annual Review
 - Family Protection Services
 - Domestic Violence Services
 - Data Services and Clery Data Coordination for the Annual Security Report (Federal Mandate to continue Financial Aid Funding)
 - Property and Evidence Collection used for follow-up on cases
 - Training Services
 - b) An alternative would be to create a special MOU to obtain these services with other companies:
 - Response time for call may be increases significantly
 - Multiple agencies may respond to call with little to no background or information regarding the colleges and student population
 - Victim or reporting party may be redirected to multiple agencies when calling 911
 2. Limitations of Public Safety Specialists (Campus Safety Officer/CSO):
 - a) Cannot perform investigations and follow up
 - b) Will not interfere with physical altercations, positions are observe and report

- c) Cannot issue traffic citations which was indicated on student survey as a necessity
- d) Nominal experience with Penal Code/Laws

3. Additional expenses for Public Safety Department:

- a) Personnel Cost = \$745,000 per year
 - b) Body Cameras \$15,000
 - c) On-going training to maintain a customer service focus coupled with enforcement duties
 - d) Pepper Spray Training (TBD) \$1,000
 - e) Two new vehicles \$50,000
 - f) Insurance/liability Increase
- On-Going Savings from original (pre-COVID-19) Sheriff's contract = \$750,000 per year

Option 2: Reduce to only one armed Deputy

- Public Safety Department changes:
 - Create four (4) Public Safety Specialists (Campus Safety Officer/CSO)
 1. Proposed new position due to the reduction in deputies (unarmed)
 2. Two Specialists per campus

 - Add one (1) CAPS Specialists to provide additional coverage 24/7
 1. Provide additional coverage to Cuyamaca College CAPS office
 2. Will reduce overtime expenses

- Benefits of maintaining a deputy:
 - Maintains a minimum level of law enforcement on campus

 - Maintains services provided by the sheriff's contract including but not limited to:
 - a) Psychological Emergency Response Team (PERT)
 - b) Homeless Outreach Team
 - c) Crime Analyst
 - d) Crime Prevention Through Environment Design Annual Review
 - e) Family Protection Services
 - f) Domestic Violence Services
 - g) Data Services and Clery Data Coordination for the Annual Security Report (Federal Mandate to continue Financial Aid Funding)
 - h) Property and Evidence Collection used for follow-up on cases
 - i) Training Services

 - Additional expenses for Public Safety Department:
 - a) Personnel Cost = \$500,000 per year
 - b) Body Cameras \$15,000
 - c) On-going training to maintain a customer service focus coupled with enforcement duties
 - d) Two new vehicles \$50,000

- Sheriff's Contract Cost = \$300,000 per year
- On-Going Savings from original (pre-COVID-16) Sheriff's contract = \$700,000 per year

Option 3: Continue with current structure: (two armed deputies – one per campus)

- Public Safety Department changes:
 - Create two (2) Public Safety Specialists (Campus Safety Officer/CSO)
 1. Proposed new position due to the reduction in deputies from original contract
 2. One Specialists per campus

 - Add one (1) CAPS Specialists to provide additional coverage 24/7
 1. Provide additional coverage to Cuyamaca College CAPS office
 2. Will reduce overtime expenses

- Benefits of maintaining two deputies:
 - One deputy per campus coverage augmented with Public Safety Specialists

 - Maintains services provided by the sheriff's contract including but not limited to:
 - a) Psychological Emergency Response Team (PERT)
 - b) Homeless Outreach Team
 - c) Crime Analyst
 - d) Crime Prevention Through Environment Design Annual Review
 - e) Family Protection Services
 - f) Domestic Violence Services
 - g) Data Services and Clery Data Coordination for the Annual Security Report (Federal Mandate to continue Financial Aid Funding)
 - h) Property and Evidence Collection used for follow-up on cases
 - i) Training Services

 - Additional expenses for Public Safety Department:
 - a) Personnel Cost = \$284,000 per year
 - b) Body Cameras \$15,000
 - c) On-going training to maintain a customer service focus coupled with enforcement duties

- Sheriff's Contract Cost = \$565,000 per year
- On-Going Savings from original (pre COVID-19) Sheriff's contract = \$650,000 per year

Option 4: Return to pre-pandemic structure without the Sargent: (four armed deputies – two per campus)

- Public Safety Department changes:
 - Add one (1) CAPS Specialists to provide additional coverage 24/7
 - 1. Provide additional coverage to Cuyamaca College CAPS office
 - 2. Will reduce overtime expenses

- Benefits of maintaining deputies:
 - Two deputies per campus coverage during day and evening hours

 - Maintains services provided by the sheriff's contract including but not limited to:
 - a) Psychological Emergency Response Team (PERT)
 - b) Homeless Outreach Team
 - c) Crime Analyst
 - d) Crime Prevention Through Environment Design Annual Review
 - e) Family Protection Services
 - f) Domestic Violence Services
 - g) Data Services and Clery Data Coordination for the Annual Security Report (Federal Mandate to continue Financial Aid Funding)
 - h) Property and Evidence Collection used for follow-up on cases
 - i) Training Services

 - Additional expenses for Public Safety Department:
 - a) Personnel Cost = \$69,000 per year
 - b) On-going training to maintain a customer service focus

- Sheriff's Contract Cost = \$1,300,000 per year
- On-Going Savings from original (pre-COVID-19) Sheriff's contract = \$130,000 per year

Summary of Recommendations

Regardless of which campus safety option is selected, there is an overall strong sentiment that the district should also address/implement the following:

- Ensure that the enforcement personnel employed by or contracted with the District act more as “guardians” than “enforcers,” ensuring that they are trained to protect and serve while supporting student success.
- Provide the campuses with recommendations to make systematic changes to the culture of policing and enforcement on campus at a swift pace.
- Train and remind employees who to call and what type of response is necessary for classroom situations. Campus security and local law enforcement should have limited involvement in non-emergency campus situations.
- Implement regular trainings on cultural competence, including implicit bias and micro-aggressions, in collaboration with District Human Resources, and develop a shared understanding of the following: anti-Blackness, anti-BIPOC, and anti-LGBT societal context; intersectionality; institutional and systemic forms of discrimination and inequity; and respectful, inclusive and trauma-informed communication/interview practices. These trainings should extend to the District’s contracted personnel including contracted law enforcement.
- Provide employees with proper de-escalation and conflict resolution training to ensure they can successfully carry out these tactics when necessary.
- Pilot a behavioral health response team or employ a greater mental health services presence at both campus during day and night courses. Rely on the professionals who are trained to respond to non-emergency mental health issues.
- Continue to utilize resources currently provided by the Sheriff’s Department contract including but not limited to PERT, Homeless Outreach Team, Domestic Violence Experts, and Clery Act Report Mandates. Explore options for additional resources or MOU and/or contracts with various agencies.
- Significantly strengthen accountability measures for the District’s Public Safety Department, including an anonymous complaint system and creation of an oversight committee comprised of faculty, students, and staff to investigate complaints.
- Improve transparency and the use of data to understand how and when campus incidents occur.

- Provide a quarterly report from the Director of Public Safety to the Chancellor's Cabinet or Presidents Cabinet to reinforces the importance of campus safety streamline information and ensure it is correctly flowing to the top which.
- Cultural competence trainings should also pull from the scholarship, teachings, and recommendations produced by students and faculty with relevant subject matter expertise in the Cuyamaca College Arts, Humanities and Social Sciences Division and the Grossmont College English and Social/Behavioral Sciences Division.
- Public Safety outreach to Inter-Club Council and other student organizations and clubs.
- Integrate campus safety activities, including prevention and response, more deliberately with existing campus-based programs that address issues such as mental health, domestic violence, sexual harassment, and drug or alcohol abuse, such as those units within Student Affairs, Human Resources, and Title IX; and pursue innovative models to pair and cross-train public safety personnel with campus practitioners.
- Work collaboratively with Student Services to improve and invest in services related to basic needs, mental health, and homelessness. Particular investment should be directed toward marginalized and highly vulnerable communities, including but not limited to Undocumented, International, Native, Black, Brown, Queer, Trans, Neurodiversity, and Disabled groups.
- Proper staffing of all campus resources and administrative support, particularly during night courses which run until 10:00 p.m.