

**SBCCD DISTRICT PROGRAM REVIEW**  
**Resource Request Division Rankings**

Division: District Police Department

Programs: District Police Department

Resource Request Rankings

Ranking	Resource Request*
1	Two Police Officers Plus Equipment
2	Body Camera
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\* Should match Resource Request field in accompanying SBCCD PROGRAM REVIEW RESOURCE REQUEST APPLICATION

## SBCCD PROGRAM REVIEW RESOURCE REQUEST APPLICATION

Name of Person Submitting Request:	Al Jackson
Program or Service Area:	District Police
Resource Request:	Two Police Officers w/ Police Safety Equipment
Type of Request:	<input checked="" type="checkbox"/> Personnel <input checked="" type="checkbox"/> Equipment/Technology <input type="checkbox"/> Budget
Request Need:	<input type="checkbox"/> Replacement <input checked="" type="checkbox"/> Growth <input type="checkbox"/> Prof. Expert <input type="checkbox"/> Categorical
Amount Requested:	\$71,722 per year per officer Range A, plus benefits
Resource Type:	<input type="checkbox"/> One Time <input checked="" type="checkbox"/> Ongoing
Object Code:	
Program Ranking:	1
District and/or Campus Master Planning:	DR.9, CS.1, CS.2, SBS.2 & SBS.3

Are there alternative funding sources? (For example, Department Budget, Perkins, Grants, etc.)

Yes  No  If yes, what are they?

1. Provide a rationale for your request. *(Explain, in detail, the need for this request.)*

It is a policy of the Board of Trustees for the SBCCD to protect members of the entire college community and the property of the District. In accordance with this policy, the District maintains a Police Department (PD) 24 hours a day, 7 days a week, & 365 days per year. The officers assigned to the PD are sworn and fully Commissioned Police Officers of the State of CA as defined in section 830.32 of the Penal Code and 72330 of the CA Ed. Code. To effectively carry out the above policy, reduce liability & manage predictable risk to the District, the PD is requesting two additional police officers. Currently, the PD has eight police officers deployed and effective July 1, 2019 is budgeted/authorized to hire two (2) additional officers. However, the PD is still well below proper staffing levels to cover the three duty shifts during the 24 hour operational period or handle a major incident within the District. It should be noted that comparable Community College Districts with a similar student population have an average of 12-19 police officer.

2. Indicate how this request is related to the challenges, opportunities, goals, objectives and data in the department's Program Review Self-Evaluation.

The main goals of the PD are: 1) to provide exceptional campus safety to students, faculty, and staff throughout the entire campus community 2) strengthen campus and other law enforcement relationships, increase visibility, and fully implement community policing, and 3) reduce response times, improve officer safety, and reduce the overall incidents of Clery Act, Part I & II crimes. Currently, the PD has unsafe staffing levels forcing police officers to work an average of 50-60 hours per week, including weekends, just to cover the respective duty shifts.

3. Indicate how this request will improve productivity and service.

This approval of this request would allow the PD to:

- \*Provide exceptional campus safety to students, faculty, and staff throughout the entire campus community.
- \*Strengthen campus and other law enforcement relationships, increase visibility, and fully implement community policing.
- \*Reduce response times, improve officer safety, and reduce overall incidents of Clery Act, Part I & II crimes
- \*Reduce liability and manage predictable risk to the District
- \*Increase employee wellness and reduce the number of fatigued Police Officers.

4. Indicate how this request will improve student learning.

As outlined in a CNN Report (July 2019), there have already been 22 school shootings where someone was hurt or killed. That averages out to more than 1 shooting a week." It is strongly felt that by having more well trained police officers to deploy in the field, the PD will be able to provide a more secure and stable learning environment for all students throughout the District. Furthermore, students will feel much safer on campus as the PD continue to work toward increasing its visibility and provide additional safety presentations, thus assisting students with focusing more on learning and less on their personal safety.

5. Indicate any additional information you want the committee to consider (*for example, regulatory information, compliance, updated efficiency, student success data, planning, etc.*).

Lack of police coverage makes it very difficult, if not impossible, for the PD to handle or address any type of major incident (e.g., active shooter, armed intruder, earthquake, etc.) on either campus, as well as maintain 24/7 field coverage.

6. Indicate any related costs (including any ongoing maintenance or updates) and program/area's plans to support those costs.

Ongoing personnel costs, benefits, and Peace Officer Standards and Training (POST) in-service training courses, the purchase of police uniforms and safety equipment.

7. Given that district resource requests are assessed to the colleges, what is the benefit of this request to the colleges?

The benefit to the colleges are as follows:  
\*A safer learning environment for students, faculty, & staff  
\*A higher level of customer service and reduce response times to calls for service  
\*A reduction in Clery Act and UCR reportable Part I & II crimes  
\*Increase visibility & more collaboration with the campus community  
\*Better command and control of major incidents at both campuses  
\*Increase of safety presentations (active shooter, sexual assault prevention) to students, faculty & staff

8. What are the consequences of not funding this request?

The consequences of this request not being funded are as follows:  
\*Increase risk to the District due to limited police officers  
\*Reduced campus and officer safety due to fatigue police officers  
\*Increase in response times to calls for service  
\*Reduction in employee wellness & an increase in sick time usage  
\*Excessive use of overtime hours from the District budget

## SBCCD PROGRAM REVIEW RESOURCE REQUEST APPLICATION

Name of Person Submitting Request:	Al Jackson, Chief of Police
Program or Service Area:	District Police Department
Resource Request:	Police Safety Equipment (Body-worn Cameras)
Type of Request:	<input type="checkbox"/> Personnel <input checked="" type="checkbox"/> Equipment/Technology <input type="checkbox"/> Budget
Request Need:	<input type="checkbox"/> Replacement <input checked="" type="checkbox"/> Growth <input type="checkbox"/> Prof. Expert <input type="checkbox"/> Categorical
Amount Requested:	\$15,000.00
Resource Type:	<input checked="" type="checkbox"/> One Time <input type="checkbox"/> Ongoing
Object Code:	
Program Ranking:	2
District and/or Campus Master Planning:	DR.9, CS.1, CS.2, SBS.2 & SBS.3

Are there alternative funding sources? (For example, Department Budget, Perkins, Grants, etc.)

Yes  No  If yes, what are they?

1. Provide a rationale for your request. *(Explain, in detail, the need for this request.)*

It is a policy of the Board of Trustees for the SBCCD to protect members of the entire college community and the property of the District. In accordance with this policy, the District maintains a Police Department (PD) 24 hours a day, 7 days a week, & 365 days per year. The officers assigned to the PD are sworn and fully Commissioned Police Officers of the State of CA as defined in section 830.32 of the Penal Code and 72330 of the CA Ed. Code. To effectively carry out the above policy, reduce liability & manage predictable risk to the District, the PD is requesting funding to purchase the necessary police safety equipment. Specifically, the PD will like to requested funds to purchase 15 body-worn cameras.

2. Indicate how this request is related to the challenges, opportunities, goals, objectives and data in the department's Program Review Self-Evaluation.

The main goals of the PD are:1) to provide exceptional campus safety to students, faculty, and staff throughout the entire campus community 2) strengthen campus and other law enforcement relationships, increase visibility, and implement community policing, and 3) reduce response times, improve officer safety, and reduce the overall incidents of Clery Act, Part I & II crimes. Currently, the PD does not have any body-worn camera equipment. Body-worn cameras will aid in criminal investigations, protection against miscarriages of justice for both the campus community and police officers. In addition, it will improve training and standards through analysis of incidents and aid in accountability for officers and suspects. In an era with police community relations often being called into question, having officer body-worn cameras present police departments with a novel outlet to rebuild and maintain trust and legitimacy within the campus community. Furthermore, adding body-worn cameras to the PD will help us effectively carryout the primary mission of keeping the campus community safe.

3. Indicate how this request will improve productivity and service.

This approval of this request would allow the PD to:

- \*Provide exceptional campus safety to students, faculty, and staff throughout the entire campus community.
- \*Strengthen campus and other law enforcement relationships, fully implement community policing.
- \*Improve officer safety, training, accountability and transparency
- \*Reduce liability and manage predictable risk to the District
- \*Aid in criminal investigations and protect against miscarriages of justice
- \*Heightened self-awareness for both police officers and citizens
- \*Video recorded by body cameras helps protect police officers and citizens against false accusations, claims of misconduct, or abuse.
- \*May help provide valuable evidence in obtaining accurate witness and victim statements

4. Indicate how this request will improve student learning.

Deploying officers with body-worn cameras would facilitate students, faculty and staff to feel more comfortable within the campus community during their daily interactions with PD personnel. This will in turn allow students, faculty and staff to focus more on their studies or work and less on their overall personal safety.

5. Indicate any additional information you want the committee to consider (*for example, regulatory information, compliance, updated efficiency, student success data, planning, etc.*).

Currently, the PD does not have any body-worn camera equipment. Body-worn cameras will aid in criminal investigations, protection against miscarriages of justice for both the campus community and police officers. In addition, it will improve training and standards through analysis of incidents and aid in accountability for officers and suspects. In an era with police-community relations often being called into question, having officer body-worn cameras present departments with a novel outlet to rebuild and maintain trust and legitimacy within our campus communities. Furthermore, adding body-worn cameras to our department will help us effectively carryout the primary mission of keeping the campus community safe.

6. Indicate any related costs (including any ongoing maintenance or updates) and program/area's plans to support those costs.

The related costs for body-worn cameras would be approximately \$1,000.00 each. The PD would need 15 body-worn cameras, therefore, we are requesting a total of \$15,000.

7. Given that district resource requests are assessed to the colleges, what is the benefit of this request to the colleges?

The benefit to the colleges are as follows:  
\*Increase the level of trust & transparency within the campus community  
\*A higher level of customer service & professionalism by deployed personnel  
\*Body-worn cameras would assist in gathering critical evidence for criminal investigations, student conduct hearing & adverse police incidents  
\*Ability to review and analysis data, as well as provide key training on lessons learned  
\*Reduction in civil liability for the PD and District  
\*Increase overall officer safety & campus community safety  
\*A safer learning environment for students, facility & staff

8. What are the consequences of not funding this request?

The consequences of this request not being funded are as follows:  
\*Reduction in trust and transparency by the campus community  
\*Increase civil liability for the PD and District  
\*Increase in personnel complaints by the public and use of force incidents  
\*Unable to review and analysis data or learn from mistakes  
\*Increase risk to officer safety and campus community  
\*Inability to use a body-worn camera as a witness or gather critical evidence for criminal investigations or student conduct hearings

### District and Campus Master Planning

	<b>District Wide Strategic Support Services Plan: Recommendations</b>
<b>DR.1</b>	Complete and regularly update the three-year staffing plan and develop a process to increase the number of full-time faculty and increase the ratio of full-time to adjunct faculty in the District.
<b>DR.2</b>	To stabilize staffing levels, the District Human Resources department must address upcoming retirements and hiring procedures that include strategies for interviewing candidates from across the country. Additionally, consider completing a market study to understand the levels of salary, compensation, and benefits that will attract highly qualified candidates.
<b>DR.3</b>	Complete and regularly update the District Enrollment Management Plan. Support the Colleges' community outreach and marketing efforts in order to increase campus visibility, highlight instructional opportunities, and increase FTES
<b>DR.4</b>	Support each Colleges' effort for addressing basic skills needs.
<b>DR.5</b>	Support the Colleges' effort to work with K-12 entities, the EDCT, adult schools, and the Inland Adult Education Consortium to become a leader in providing education to adults in the region.
<b>DR.6</b>	Support Distance Education at each campus with the software, hardware, training, and support mechanisms as identified through local processes by the Colleges.
<b>DR.7</b>	Continue to sustain funding for technology in order to support the needs of students, faculty, and staff.
<b>DR.8</b>	Establish a full-time and robust facilities department within the District to secure state funding through the Capital Outlay Process, manage construction projects, oversee and integrate maintenance and operations, implement design standards, coordinate sustainability efforts, and implement a Total Cost of Ownership model for facilities.
<b>DR.9</b>	Continue to sustain funding for site security and safety and proactively design outdoor and building spaces using best practices for creating secure environments.
<b>DR.10</b>	Establish and maintain a cyclical process through which college planning informs the development and revision of District plans, including the Educational Master Plan, Facilities Master Plan, College Strategic Plan, and Technology Plan.
<b>EDCT.1</b>	Each college should explore the EDCT as a resource to support grant development, contract education offerings, non-credit and not-for-credit courses and short-term vocational training opportunities.
<b>KVCR.1</b>	Reevaluate the role and function of the radio and television station to operate as a fiscal asset that is an economically viable and self-sufficient entity. Develop a process for resource distribution between the District, EDCT, KVCR, and the Colleges.
	<b>Crafton Hills College Major Strategies</b>
<b>CS.1</b>	Promote Student Success
<b>CS.2</b>	Build Campus Community
<b>CS.3</b>	Develop Teaching + Learning Practices

<b>CS.3</b>	Expand Access
<b>CS.4</b>	Enhance Value to the Surrounding Community
<b>CS.5</b>	Promote Effective Decision Making
<b>CS.6</b>	Develop Programs + Services
<b>CS.8</b>	Support Employee Growth
<b>CS.9</b>	Optimize Resources
	<b>San Bernardino Valley College Strategic Directions + Goals</b>
<b>SBS.1</b>	Increase Access
<b>SBS.2</b>	Promote Student Success
<b>SBS.3</b>	Improve Communication, Culture + Climate
<b>SBS.4</b>	Maintain Leadership + Promote Professional Development
<b>SBS.5</b>	Effective Evaluation + Accountability
<b>SBS.6</b>	Provide Exceptional Facilities