

Memo: Delivering Public Safety Working Group

Drafter(s): Judge Michael Vigil, Sascha Anderson, Marcela Diaz, Emily Kaltenbach, Miranda Viscoli, Maria Jose Rodriguez Cadiz, Jerry Trujillo, Barbara Salas, Jennifer Manzanares

Date Submitted: 6-11-18

Policy Objectives

- To enhance public safety, ensure inclusiveness of all residents in Santa Fe, and support excellent relations between the community and the Santa Fe Police Department
- To ensure efficient and effective delivery of emergency services
- To promote clear and consistent communication between public safety departments, community groups, and the public

State of Play

We believe our families and community members should feel safe, as our children grow in a community that fosters trust, resiliency, and the redemptive value of true justice. Our public safety providers pursue their work with this shared vision, despite challenges. We know that we cannot arrest our way out of public safety issues. There is ample space within our current environment to explore, expand, enhance, and implement dynamic, collaborative and evidence-based practices proven to improve public safety. Gaps in behavioral health services, an understaffed police department, prosecutors with limited resources, and the need to improve public perception of accountability, transparency, and communication by public safety departments prevent us from fully realizing this vision.

ACTION ITEMS AND DELIVERABLES

Problematic Drug Use

- ***Expand Law Enforcement Assisted Diversion (LEAD) program to all drugs, excluding marijuana. Highlight the benefits of public safety diversion programs.***
 - o 6-month: Develop SFPD training program on benefits to diversion programs. Community Services Department (CSD): conduct environmental scan of social service and treatment services for individuals suffering from problematic drug use other than opioids and marijuana; with SFPD, conduct data analysis of individuals currently arrested for drugs other than marijuana and opioids to determine increased utilization of LEAD; review LEAD evaluation results (available July 2018) and identify areas of improvement.
 - o 9-month: Develop policy and training protocols for LEAD expansion. Host law enforcement focus groups inform LEAD training to improve program referral rates. Implements solutions to address deficiencies as noted in 2018 LEAD evaluation. Conduct training for all officers on benefits of public safety diversion programs, preferably by law enforcement trainer. Integrate questions about the benefits of diversion into SFPD Sergeant Test.
- ***Clarify the benefit to citing marijuana possessors under city ordinance***
 - o 6-month: Gather data on use of city marijuana ordinance vs state law by SFPD officers, including survey of SFPD officers on when and why city ordinance is not used.
 - o 9-month: Conduct training on the benefit to citing marijuana possession under city ordinance.
- ***Ensure city residents receive evidenced-based treatment services, including medication assisted treatment, at the Santa Fe County Detention Center and in the community***
 - o 6 month: Discuss medication assisted treatment (MAT) programs in jails with county. Develop white paper on importance of MAT.
 - o 9 months: Advocate for MAT (medication assisted treatment) services at the Santa Fe County Detention Center and collaborate with County on implementation.
 - o 12-month: LEAD service expansion begins.
- ***Prioritize the mobilization of the Municipal Drug Strategy (MDS) Task Force (Resolution No. 2017-17).***
 - o 6 month: Municipal Drug Strategy (MDS) Task Force develops work plan, gathers appropriate data to inform harm reduction, prevention, treatment and other public safety solutions and develops recommendations.
 - o 9-month: MDS Task Force report with recommendations presented to Mayor, City Council and public.
 - o 12-month: Funding plans for recommendations of MDS Task Force chosen by City Council developed/secured and implementation phase begins.

Recruitment and Training

- ***Ensure a staffed and educated police force delivering the highest professional performance with strong community relationships.***
 - o 6-month: Provide increased resources and focus to recruitment personnel in SFPD to address officer shortage, seeking specialized training for recruitment personnel, increasing recruiting locally (New Mexico) and regionally at higher education institutions, and focusing recruitment criteria on community-oriented characteristics.
- ***Address the well-being of first responders through peer support***
 - o 6 month: Develop and implement peer support program for first responders.
- ***Establish educational and training programs to enhance innovative thinking, problem solving and decision making with a community oriented approach. Develop leadership program to grow future leaders and encourage leaders to live and stay (after retirement) in Santa Fe.***
 - o 6 month: Assess recruitment materials, messaging, and training programs in the following areas: cultural competence; anti-bias/implicit bias; trauma informed response; resiliency training; harm reduction; collateral consequences of criminal charges; de-escalation; and LGBTQIA issues, particularly trans* issues.
 - o 9-month: Work with SFCC Criminal Justice department to develop collaborative training programs, with courses at the police station to minimize barriers. Establish a personal training and educational plan for each officer and a leadership plan for future police leaders, allocating hours specifically for education, incentivizing advanced training.
- ***Increase officers living in the Santa Fe community.***
 - o 6 month: Prepare assessment of factors that prevent officers from residing within the city of Santa Fe. Develop action plan to address top challenges.
 - o 12-month: Implement action plan.

Immigrants and Public Safety

- **Ensure understanding of city's Welcoming Community Resolution and U-visa policies by public safety personnel.**
 - 6-month: SFPD and the Santa Fe Immigration Committee review and updates procedures reflecting policy changes in the City's Welcoming Community Resolution No. 2017-19. SFPD, Immigration Committee and other partners identify, develop and provide ongoing training for police officers that incorporates changes in immigration-related laws and federal enforcement tactics, as well as other issues impacting the immigrant community. City public safety officials participate in intergovernmental working group on "sanctuary" policies to share strategies, information and resources.
 - 12-month: SFPD evaluates current U-visa certification program and training and creates program to address the increase of certification requests.
- **Ensure universal access, including language access, throughout city government and to public safety personnel.**
 - 6-month: Conduct comprehensive assessment of language access needs throughout city government, including a thorough review of existing language barriers and needs in Santa Fe's public safety services, incentive programs for and recruitment of bilingual personnel, current and past usage of police and emergency services by non-English speakers, compliance with state and federal language access laws, best practices in similarly sized cities, adequate translation of forms and publications, use of social media and other platforms to communicate public safety information to multilingual audiences.
 - 9-month: Host community and police dialogues in Spanish and other languages.
 - 12-month: Implement recommendations of language access assessment and continues updating police training and community outreach efforts.

Gun Violence Prevention

- **Raise public awareness of and ability to achieve safe gun storage.**
 - 6-month: Plan gun lock distribution event(s), public information campaign on safe gun storage, including a safe gun storage program targeting families with suicidal loved ones.
 - 9-month: Launch gun lock distribution event(s) and public information campaign on safe gun storage.
- **Improve investigations of gun crimes**
 - 6 months: Working with related agencies, identify measures that improve investigations of gun crimes. Establish best practices for ensuring clear communication channels with federal law enforcement, including ATF, to ensure they are following through to get guns out of the hands of domestic violence offenders under protective orders until legislation is passed that gives local police the jurisdiction to remove these guns.
 - 9-month: Adopt measures that improve investigations of gun crimes.

Restorative Justice

- **Develop restorative justice plan for Santa Fe**
 - 6-month: City, with Public Safety Transition Committee identifies potential members of Restorative Justice Working Group (RJWG) including restorative justice practitioners, community and victim advocates, and representatives from law enforcement, the courts, faith groups, the Schools, and the Santa Fe Community College Criminal Justice Program. RJWG compiles research about effective programs and best practices in other cities, evaluation strategies, training opportunities for stakeholders and law enforcement, and potential funding. RJWG develops a report with recommendations for an evidence-based pilot project..
 - 9-month: RJWG develops recommendations for a short and long-term restorative justice plan based on research and community input. Reports to Governing Body.
 - 12-month: RJWG leads a community process to create and implement a pilot diversion program in Santa Fe and provide ongoing training and support for the expansion of restorative justice programs.

Behavioral Health

- **Support and expand city support of crisis programs**
 - 6-month: Identify key contacts involved with the planned Santa Fe County behavioral crisis center and establish best practices for clear communication and advocacy from the City of Santa Fe to the county regarding the center. Assess current crisis intervention resources in community and within public safety departments. Continue city support of MIHO, Mobile Crisis Response Team, and Santa Fe Safe. Survey current levels of service, including input from public safety staff and identify areas in which to expand these programs. Establish Law Enforcement Response Triage team
 - 9-month: Develop action plan to expand MIHO, Mobile Crisis Response Team, and Santa Fe Safe where needed. Develop training plan for members of Law Enforcement Response Triage, focusing on a trauma-informed approach, and action plan for when and how Law Enforcement Response Triage should be dispatched.
 - 12-month: Implement training plan for members of Law Enforcement Response Triage. Implement action plan for dispatch of Law Enforcement Response Triage.

4-year objectives: Create a robust, dynamic means of communication between public safety departments and the community, promoting accountability, transparency, and responsiveness to community concerns and values. Minimize the criminalization of people who use drugs to free up scarce law enforcement resources to focus on more pressing crime while promoting health-centered alternatives rooted in public health and safety. Enhance policing performance through education and training to provide society with the best assets for community policing. Reduce barriers for immigrants in accessing public safety services and improve community trust. Decrease gun violence within our community by increasing safe gun storage, improving gun crime investigation, decreasing the supply of illegal guns, and working with state and federal agencies to ensure achievement of these measures. Provide community-wide education regarding restorative justice processes and their impact on public safety, including training opportunities for community members, public safety personnel, and restorative justice facilitators in Santa Fe; the creation of collaborative and evidence-based diversionary restorative justice pilot projects Santa Fe; and ongoing processes for dialogue between community, law enforcement and government officials to build trust, promote reconciliation, and prevent crime. Support community members in crisis or with behavioral health challenges, ensuring law enforcement officers and fire personnel, including emergency medical services providers, have constructive, beneficial interactions.