

Rec'd 8/21



CITY OF
**PALO
ALTO**

POLICE DEPARTMENT

275 Forest Avenue
Palo Alto, CA 94301
650.329.2406

August 14, 2018

Hon. Patricia Lucas
Santa Clara County Superior Court
191 North First Street
San Jose, CA 95113

(ENDORSED)
FILED
AUG 21 2018

via US Mail

Clerk of the Court
Superior Court of CA County of Santa Clara
BY Janice Jones DEPUTY

Dear Judge Lucas,

Attached please find the City of Palo Alto's response to the Santa Clara County Civil Grand Jury's Final Report, entitled "Police and the Mentally Ill: Improving Outcomes" (published on May 9, 2018) as required by CA Government Code §§ 933(c) & 933.05(a) & (b).

Should you have any questions or concerns regarding the enclosed document, please feel free to call me at (650) 329-2103.

Sincerely,

James Reifschneider
Lieutenant
Personnel and Training



Palo Alto Police Department Response to Grand Jury Findings and Recommendations

Finding 1 – The County’s AB 71-required criminal justice reporting surpasses that of many nationwide. However, the presence of mental illness in a given incident report is not mandated by AB 71. Reporting this data would assist law enforcement agencies in understanding the relationship between mental illness and officer-involved shootings and help in revising their training programs.

Response to Finding 1 – Agree.

Finding 2 – The Grand Jury found that training in crisis intervention and de-escalation techniques beyond what is included in the POST Basic Police Academy helps improve the outcome of law enforcement contacts with the mentally ill.

Response to Finding 2 – Agree

Recommendation 1 - Law enforcement agencies submitting AB 71-required data should report, to the extent possible, whether mental illness was involved in their use of force data, starting in 2019. This applies to all the agencies reviewed by the Grand Jury, which are the Santa Clara County Sheriff’s Office, the Sunnyvale Department of Public Safety and the following law enforcement agencies: Campbell, Gilroy, Los Altos, Los Gatos-Monte Sereno, Milpitas, Morgan Hill, Mountain View, Palo Alto, San Jose and Santa Clara.

Response to Recommendation 1 - Agree.

Recommendation 2A - The law enforcement agencies of Gilroy, Los Altos, Los Gatos-Monte Sereno, Milpitas, Morgan Hill, Mountain View, Palo Alto, Sunnyvale and San Jose, and the Santa Clara County Sheriff’s Office, should prepare a plan to ensure that all their officers receive POST-approved Crisis Intervention Training and De-Escalation technique training, beyond the training included in the POST Basic Police Academy, by the end of calendar 2018.

Response to Recommendation 2A - It is already the policy of the Department to provide Crisis Intervention Training and De-Escalation technique training, beyond the training included in the POST Basic Police Academy, to every officer as soon as is practicable after hire. All but four Palo Alto Police officers have already received the above-prescribed POST-approved Crisis Intervention Training and De-Escalation technique training, beyond the training included in the POST Basic Police Academy; a plan is already in place for the remaining four officers to receive the training in the very near future.

Recommendation 2B - The law enforcement agencies of Gilroy, Los Altos, Los Gatos-Monte Sereno, Milpitas, Morgan Hill, Mountain View, Palo Alto, Sunnyvale and San Jose, and Santa Clara County, should provide funding for their law enforcement agencies to complete POST-approved Crisis Intervention Training and De-Escalation technique training, beyond the training included in the POST Basic Police Academy, by June 30, 2019.

Response to Recommendation 2B - It is already the policy of the Department to provide funding on an annual basis dedicated to POST approved Crisis Intervention Training and De-escalation Training, beyond the training included in the POST Basic Police Academy. Police Department staff will continue to dedicate funding in the Fiscal Year 2019-20 budget to allow any not-yet-trained officers (and as many dispatchers as practicable) to complete POST-approved Crisis Intervention Training and De-Escalation technique training, beyond the training included in the POST Basic Police Academy, as part of the department training plan.

Recommendation 2C - The following law enforcement agencies should execute their plan to ensure that all officers receive POST-approved Crisis Intervention Training and De-Escalation technique training, beyond training included in the POST Basic Police Academy, by June 30, 2020: Gilroy, Los Altos, Los Gatos-Monte Sereno, Milpitas, Morgan Hill, Mountain View, Palo Alto, Sunnyvale and San Jose, and the Santa Clara County Sheriff's Office.

Response to Recommendation 2C - It is already the policy of the Department to provide Crisis Intervention Training and De-Escalation technique training, beyond the training included in the POST Basic Police Academy, to every officer as soon as is practicable after hire. All but four Palo Alto Police officers have already received the above-prescribed POST-approved Crisis Intervention Training and De-Escalation technique training, beyond the training included in the POST Basic Police Academy; a plan is already in place for the remaining four officers to receive the training in the very near future. As part of the 2018 POST PSP training cycle, all officers already completed a two-hour Tactical Communications training block, which included elements of crisis intervention training and concepts. Crisis Intervention Training (to include mental health awareness, tactical communication, and de-escalation techniques) is on the Department's POST Perishable Skills Program (PSP) training cycle that starts on January 1, 2019 and ends December 31, 2020.

Recommendation 2D - The following law enforcement agencies should include Crisis Intervention Training and De-Escalation technique training in their Continuing Professional Perishable Skills and Communications training: Santa Clara County Sheriff's Office, the Sunnyvale Department of Public Safety and the following law enforcement agencies: Campbell, Gilroy, Los Altos, Los Gatos-Monte Sereno, Milpitas, Morgan Hill, Mountain View, Palo Alto, San Jose and Santa Clara.

Response to Recommendation 2D - It is already the practice of the Department to include Crisis Intervention Training and De-Escalation technique training in its Continuing Professional Perishable Skills and Communications training. As part of the 2018 POST PSP training cycle, all officers - and some dispatchers and parking enforcement officers - already completed a two-hour Tactical Communications training block, which included elements of crisis intervention training and concepts. Crisis Intervention Training (to include mental health awareness, tactical communication, and de-escalation techniques) is on the Department's POST Perishable Skills Program (PSP) training cycle that starts on January 1, 2019 and ends December 31, 2020. All officers, and as many dispatchers and parking enforcement officers as is practicable, will receive additional training during this cycle.