



City of Gilroy Mayor's Office

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(ENDORSED)

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AUG 09 2018

August 6, 2018

Mr. Peter L. Hertan, Foreperson
2017-18 Santa Clara County Civil Grand Jury
191 North First Street
San Jose, CA 95113

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

Dear Foreperson Hertan:

This letter transmits the City of Gilroy's response to the findings and recommendations contained in the 2017-18 Santa Clara County Civil Grand Jury's Final Report entitled, Police and the Mentally Ill: Improving Outcomes, based on Council action of August 6, 2018.

On behalf of the City of Gilroy and the Gilroy City Council, I would like to acknowledge the work of the Grand Jury and ensure the jurors that the City Council and City staff takes the responsibility for sound and comprehensive policies seriously.

I am pleased to report the Gilroy Police Department has already trained all Field Training Officers (16 Sworn Personnel) by completing the 40 hour Crisis Intervention Training Course. The Department has also provided 28 additional Sworn Officers and 5 Dispatchers with Crisis Intervention Training in courses ranging from 4 hours to 40 hours. The Department is taking further steps to comply with the Grand Jury's recommendations.

Please find enclosed the City's response to the Grand Jury's report, which was approved for transmittal by the City Council on August 6, 2018. The City appreciates the opportunity to respond to the Grand Jury's report and commends the work of the Grand Jury members.

Sincerely,

Roland Velasco
Mayor, City of Gilroy

Enclosure: City Response to Grand Jury Report

**RESPONSE TO THE SANTA CLARA COUNTY CIVIL GRAND JURY REPORT,
POLICE AND THE MENTALLY ILL: IMPROVING OUTCOMES**

The City of Gilroy has the following response to the Findings and Recommendations in the report, *Police and the Mentally Ill: Improving Outcomes*:

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.

City Response: The City of Gilroy agrees with this finding. The Police Department will incorporate the collection of this data in police report narratives by documenting mental health factors. Training and policy updates will formalize this process, directing Officers to include mental health factors on all use of force cases reportable pursuant to AB 71.

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.

City Response: Training and policy updates will formalize this process by or before January 1, 2019, directing Officers to include mental health factors on all use-of-force cases reportable pursuant to AB 71.

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.

City Response: The City of Gilroy agrees with this finding. Topics such as tactical communication, de-escalation, and mental health training and awareness have been, and continue to be training topics in the Police Department training calendar.

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.

City Response: The City of Gilroy agrees. Crisis intervention training (to include mental health awareness, tactical communication, and de-escalation techniques) is on the Police Department's POST Perishable Skills Program (PSP) training cycle that starts on January 1, 2019 and ends December 31, 2020.

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.

City Response: The City of Gilroy agrees. Police Department staff will examine the training budget and make recommendations for funding in the Fiscal Year 2019-20 budget which will allow Officers and Dispatchers to attend ongoing crisis intervention, de-escalation, and tactical communication training 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.

City Response: The City of Gilroy agrees. Crisis intervention training (to include mental health awareness, tactical communication, and de-escalation techniques) is on the Police 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.

City Response: The City of Gilroy agrees. Crisis intervention training (to include mental health awareness, tactical communication, and de-escalation techniques) is on the Police Department's POST Perishable Skills Program (PSP) training cycle that starts on January 1, 2019 and ends December 31, 2020.

Recommendation 2E

The law enforcement agencies in the cities of Gilroy, Milpitas and Mountain View should expand their Crisis Intervention Training and De-escalation technique training to include all of their officers, not just their Field Training Officers.

City Response: The City of Gilroy agrees and notes that the Police Department has already expanded crisis intervention training and de-escalation technique training to Police Officers other than Field Training Officers. To date, 44 sworn Officers (16 Field Training Officers and 28 additional Sworn Officers) and 5 Dispatchers have received the training. The Department will examine the training budget and make recommendations for funding to accommodate Crisis Intervention Training for all Police Officers and Dispatchers in the next budget cycle.