



# FOOTHILL - DE ANZA

COMMUNITY COLLEGE DISTRICT POLICE DEPARTMENT  
"TO SERVE AND PROTECT"



## Police Chief's Advisory Committee (PCAC)

### Meeting Notes

January 20<sup>th</sup>, 2022, 4:00pm – 5:30pm

#### I. Welcome and Introductions

A. The FHDA Police Department is responsible for the Police Chief's Advisory Committee (PCAC). The PCAC members are comprised of administrators, staff, faculty, and student representatives.

➤ *In attendance:*

**Chief Danny Acosta** – PCAC Chair, FHDA PD  
**Susan Cheu** – Vice Chancellor Business Services  
**Bernadine Chuck-Fong** – President, Foothill College  
**Lloyd Holmes** – President, De Anza College  
**Bill Baldwin** – Central Services Classified Senate  
**Ajani Byrd** – Dean of Institutional Equity, Diversity & Inclusion at FHC

**Dennis Shannakian** – De Anza Classified Senate  
**David Marasco** – Foothill Academic Senate  
**Jim Nguyen** – Faculty Association (FA)  
**Jory Hadsell** – Vice Chancellor Technology  
**Joy Garza** - FHDA PD Training & Communications Manager  
**Joe Mauss** – FHDA PD Records Supervisor

#### II. Approval of Minutes/Notes

➤ *Minutes are approved with no corrections*

#### III. 21-22 Academic Year Schedule

February 17, 2022	May 19, 2022
March 17, 2022	June 16, 2022
April 21, 2022	

#### IV. Action Item – AB 481

A. Review, proposal, recommendations

➤ *Chief Acosta provides overview of bill, FHDA PD and Board policy draft changes. Joy G. provides documents to members present via email. Many items listed in the bill are not used by the military. Beanbag rounds for example are not used by the military. FHDA PD has one item that falls under this bill; beanbag rounds for a less lethal shotgun tool that is an alternative to lethal force. PD will submit to Board for approval any new items for purchase and use. Process of approval includes community input, policy regarding the use of the item(s) and approval of the governing body (Board of Trustees). For existing items, approval process must be completed by May 1, 2022. Board of Trustees will also create a new policy.*

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- Chief Acosta, FHDA PD will seek approval for continued use and explains the rationale for the use of the beanbag rounds. There are tools and options that are between pepper spray / baton and lethal force that officers can use. The beanbags fall in this area.
- David Marasco; will PD need to request to the Board when they want to obtain a new tool or item that is listed on the bill? Chief Acosta, yes and added an annual report must be created and submitted to the Board for continued use of the item or tool. This report must also be posted for public viewing prior to the Board acting on the item.
- Joe Moreau asked for more context and background on this bill.
  - Chief Acosta, bill stems from community feedback on de-militarizing and oversight of Police Departments and to make PD's accountable for purchase and use of some items.
  - Joe Moreau added that while it's not the case with our Police Department, many Police Departments may have gone too far with some of their military equipment.
- David Marasco asked if License Plate Readers (LPRs) are covered under this bill.
  - Chief Acosta, LPRs are not covered under this bill but the Police Department would still go through a similar process to gain Board approval for the use of LPR technology.
- Chief Acosta, emphasized his primary concern is without the bean bag option, our department's tools are from pepper spray, baton use directly to deadly force with no other options in between. He advised that there are many less lethal options available and hopes that our department would be able to use those down the road.
- Joe Moreau asked what the penalties are if an agency does not comply.
  - Chief Acosta, PD's will not be able to use their equipment, it would be up to the governing body to decide. Law may change over time.
- Susan Cheu, intent is to have a draft Board Policy for this committee to review at the next meeting prior to submitting it to the Board for approval.
- Chief Acosta asked for all members of the committee to take this information to their constituents and advised that he would be available for any questions.
- Chief Acosta asked committee members to read over the information and review with their constituents. The Police Department policy manual is online, asked group to read the use of force sections.
- Joe Moreau, interested in what the process and procedures are rather than just the policy. Wants to see information about the annual Board report; when due, how it is submitted.
- Bill B., militarized equipment while addressing public relations, what does it mean and how can the public or community understand the use of it. Suggested PD continue public relations work to make sure the public understands the importance of these tools and weapons.

### V. Training

- A. College, state, federal mandated training
- Joy G. presents training matrix: required CPT, PSP and officer specialty requirements, refresher training, Campus LE, CIT, FTO, online training and more. Matrix shows topic, who is required or audience focus, how many hours are mandated and how often it needs to be done.

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- *First section, 24 hours of PST/PCP for all CA police officers and must be completed every 2 years. Two new training topics have been added this year; Strategic Communication (updated) and Use of Force to include de-escalation techniques.*
- *Next sections are additional training, in addition to the initial training in the Police Academy which is around 1,000 hours.*
- *Campus Law Enforcement course required for all college and university officers within 2 years of being hired. Our newest officer will be completing this shortly.*
- *CIT (Crisis Intervention Training) as part of the mental health response. A 40 hour course taught by mental health professionals. Chief Acosta, can see this increasing from 40 to 80 hours in the next couple of years. Santa Clara County has a Psychological Emergency Response Team (PERT) that responds to mental health calls in our county. Our department has contacted, and they are available to assist when needed. Most officers have completed CIT but is not required. It is required for all Field Training Officers.*
- *Domestic Violence Update, usually put on by the District Attorney's Office. Required every two years.*
- *First Aid/CPR course required every two years. Now includes the use of Narcan spray. Chief Acosta, some classes coming out on how to deal with Fentanyl which is a great danger to officers.*
- *Field Training Officers (FTO) must complete 24 hours of FTO training every three years.*
- *Human Trafficking is not a required course for officers after the academy training, but FHDAPD will be doing it's own training on this topic as it is a growing problem.*
- *Mental illness and disability training at the Academy has been increased from 8 hour to 16 hours.*
- *Racial & Cultural Diversity is 16 hours at the academy and required refresher of two hours every five years. Instructor requirement is 80 hour course. Chief Acosta is a trainer.*
  - *Ajani Byrd, clarified requirement and requested if the FHDA police officers are in compliance with this.*
  - *Chief Acosta, we are in compliance and have additional training*
  - *Ajani Byrd, mandated training seems like a very low number for such an important topic. Does FHDA go above and beyond in this topic? Students would share in this concern in light of the recent discussions and student demands from 2020/2021.*
  - *Chief Acosta agreed that two hours every five years is too low. Requires PD read the book "Blind Spot" which is about bias then held an open discussion about the book as an additional training. He has also mandated other online trainings about bias and cultural diversity to all members of the PD to go above and beyond the current mandates. He is happy to meet with the various groups on campus to find out more training ideas.*

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- *Ajani Byrd acknowledged the book is a great supplement but suggests additional official training time on this topic would be important to him as well as ASFC, student bodies and the community*
- *David Marasco, thanked Joy for the document and added he would like to see more information on "Danny mandated" courses and hours to show what our officers are receiving that is above and beyond what is mandated by the state.*
- *Joy G., acknowledged FHDAPD undergoes addition training in addition to the mandates. The new online training program is for all members of the department; assigned every two weeks to once a month depending on how intensive the training is.*
  - *Example, the first online training assignment in September was Use of Force; Officers review the current use of force policy, read scenarios and respond to quiz, watch a series of training videos on the topic. Some videos are interactive and can take hours to complete.*
  - *Assigned additional training to the Police Dispatchers, CSO's and staff*
  - *October 2021; Responding to the Homelessness training*
  - *November 2021; Responding to mental health calls and situations. Officers were given a POST handbook and quick-guide to help them if they are on a call with someone who is in mental distress.*
  - *December 2021; Officer mental health, wellness, stress management and fatigue*
  - *January 2022 was a legal update on the 40+ new pieces of legislation that effects officers and Police Departments.*
- *Joy G, FHDAPD will be attending the new 8-hour Use of Force and Strategic Communications course with West Valley Mission College in January.*
- *Chief Acosta and Joy G. concluded the mandated trainings are not enough and many departments are going above and beyond these noted trainings. There is a lot of growth in this area.*
- *Ajani Byrd, how can our department lead the way in cultural diversity training, not just doing the required or some supplemental work. FHDA as a district can be a national or regional leader in this type of training.*
- *Susan Cheu, supported the opportunity for FHDAPD to be an example in this area.*

**VI. Discussion Topics**

**A. Community Policing**

- |                                    |   |
|------------------------------------|---|
| 1. Outreach events and initiatives | 4. Training provided for district ( Ex; |
| 2. Forums, Education efforts       | Workplace Violence and Active           |
| 3. Building trust and transparency | Shooter)                                |

**B. Public Safety**



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1. Homelessness
2. Mental Health
3. Active Assailants
4. Crime statistics
5. Clery Report data
6. Crime Reduction
7. Self-Initiated contacts vs Calls for service
8. Complaint process and status
9. Police Blotter
10. Demilitarization
11. Legal Updates
12. Police Technology

### C. Resources

1. Staffing and shortages
2. Recruitment, retention
3. Police Training (Use of Force, De-escalation, Implicit Bias, Procedural Justice, Perishable Skills)
4. Budget
5. Law Enforcement challenges; PTSD, staffing, divorce, fatigue
6. Officer wellness
7. Policies and Procedures