



Agenda

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PUBLIC SAFETY COMMITTEE
Tuesday, October 18, 2016, 4:00 PM
City Council Chambers
200 Lincoln Avenue, Santa Fe, NM 87501

1. Roll Call
2. Approval of Agenda
3. Approval of August 16, 2016, and September 20, 2016 Minutes
4. New Business: Action Items
 - A. APPROVAL OF 2016 EMERGENCY MANAGEMENT PERFORMANCE GRANT (EMPG) PROGRAM SUB-GRANT AGREEMENT. (David Silver, Emergency Manager)
 - B. APPROVAL OF RETENTION OF POLICE OFFICERS (RESOLUTION #2016-69). (Deputy Chief Andrew Padilla)
 - C. APPROVAL OF 2017 MEETING CALENDAR (Jessica Pfeifer)
5. Matters from Municipal Court Judge Virginia Vigil
6. Matters from Police Chief Patrick Gallagher
7. Matters from Fire Chief Erik Litzenberg
8. Matters from the Regional Emergency Communications Center Ken Martinez
9. Communications from the Floor
10. Matters from Committee Members
11. Adjournment

For information regarding the agenda, you can call Jessica Pfeifer at 955-5074. Persons with disabilities in need of accommodations, contact the City Clerk's office at 955-6520, five (5) working days prior to meeting date.

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Roll Call and Call to Order	Acting Chair Herbert Harris called the Public Safety Committee meeting to order at 4:05 pm. Roll call reflects a quorum.	Page 1
Approval of Agenda	<i>Mr. Mizrahi moved to approve the agenda as presented, second by Dr. Mier, motion carried by unanimous voice vote.</i>	Page 1
Approval of Minutes, August 16, 2016 and September 2016	<i>Mr. Mizrahi moved to approve the minutes of August 16, 2016 and September 20, 2016 as presented, second by Dr. Mier, motion carried by unanimous voice vote.</i>	Page 1
New Business, Action Item A. Approval of 2016 Emergency Management Performance Grant (EMPG) Program Sub-grant Agreement B. Approval of Retention of Police Officers (Resolution #2016-69) C. Approval of 2017 Meeting Calendar	<i>Dr. Mier moved to approve the 2016 Emergency Management Performance Grant Program sub-grant agreement, second by Mr. Mizrahi, motion carried by unanimous voice vote.</i> <i>Dr. Mier moved to approve Retention of Police Officers (Resolution #2016-69) to move forward to the City Council, second by Chief Johnson, motion carried by unanimous voice vote.</i> <i>Dr. Mier moved to approve the meeting calendar as proposed and meetings commence at 4:00 pm, second by Dr. Owen Lewis, motion carried by unanimous voice vote.</i>	Page 2-4
Matters from Municipal Court Judge Virginia Vigil	Informational	Page 4
Matters from Police Chief	Informational	Page 4-7
Matters from Fire Chief	Informational	Page 7
Matters from RECC	Informational	Page 7-8
Communications from the Floor	None	Page 8
Matters from Committee Members	Informational	Page 8
Adjournment	<i>There being no further business to come before the Public Safety Committee, Dr. Mier moved to adjourn at 5:15 pm, second by Mr. Mizrahi, motion carried by unanimous voice vote.</i>	Page 8
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PUBLIC SAFETY COMMITTEE
Tuesday, October 18, 2016, 4:00 pm – 5:15 pm
City Council Chambers
Santa Fe, NM

MINUTES

Acting Chair Herbert Harris called the Public Safety Committee meeting to order at 4:05 pm. Roll call reflects a quorum.

1. Roll Call

Present

Herbert Harris, Acting Chair
Peter Mizrahi
Dr. Nancy Owen Lewis
Dr. Mike Mier
Eric Johnson
Joe Arellano

Absent/Excused

Councilor Chris Rivera, Chair
Mike Bowen

Others Present:

Mario Salbidrez, Deputy Police Chief
Jessica Pfeiffer, Office Manager, SFPD
Deputy Chief Andrew Padilla, SFPD
Nancy Jimenez, SFPD
Captain James Lamb, SFPD
Lieutenant Mark Paulk, SFPD
Chief Erik Litzenberg, Santa Fe Fire Chief
Ken Martinez, REC
Melissa Austin-Cordell, SFPD
Fran Lucero, Stenographer

2. Approval of Agenda

Mr. Mizrahi moved to approve the agenda as presented, second by Dr. Mier, motion carried by unanimous voice vote.

3. Approval of Tuesday, August 16, 2016 and September 20, 2016 Minutes

Mr. Mizrahi moved to approve the minutes of August 16, 2016 and September 20, 2016 as presented, second by Dr. Mier, motion carried by unanimous voice vote.

4. New Business – Action Items

A. Approval of 2016 Emergency Management Performance Grant (EMPG) Program sub-Grant Agreement

Dr. Mier moved to approve the 2016 Emergency Management Performance Grant Program sub-grant agreement, second by Mr. Mizrahi, motion carried by unanimous voice vote.

B. Approval of Retention of Police Officers (Resolution #2016-69) (Deputy Chief Salbidrez and Deputy Chief Andrew Padilla)

Deputy Chief Salbidrez provided information on the resolution (memo included in packet detailing the Retention of Police Officers. The resolution notes that police departments in the surrounding areas are experiencing officer shortages and offer incentives for new officers that could potentially lure Santa Fe police officers to other departments. In collaboration with Chief Gallagher, Deputy Chief Padilla, Ms. Jimenez and myself we explored different options.

Deputy Chief Padilla referred to page 1 of the memorandum from Chief Gallagher in which it explains the proposed changes to the resolution to reduce the time it takes for an officer to become a Police Officer IV. Fiscal Year 17-18 is the highest financial impact of this plan, FY 18-19 and FY 19-20 decrease and is subject to change due to numerous factors that vary over time (vacancy rate, new hires, resignations, retirements, etc.) Financial breakdown reflected in this memo (A-C). Exhibit A.

Addressing Item B; getting the police officers with the rest of the city of Santa Fe employees on PERA contributions going from 9% to 4%. Mr. Harris stated that is a decrease of 50%. Why do police officers pay 50% towards PERA vs. city employees paying 25%? Ms. Jimenez added that this is the percentage that the City of Santa Fe picks up for city employees; currently all other city employees only pay 25% of their PERA contribution. The Police Department, about 177 sworn officers actually pick up 50% to pay towards their retirement. It looks like a drastic change but it is only 25%, the city picks up 50% right now so if we reduce it down by ½ they will pick up 75% and the employee will pay 25% which is in line with the rest of the city employees. Also, depending on when they started with the city some individuals only have to work 25 years and newer employees need to work 30 years based on the PERA changes in 2011. 22 years 11 months gets you 80% of your retirement, 20 years gets you 70% and if you stay 25 with the PERA changes you will be at 90%.

Deputy Chief Padilla stated that option C is a flat dollar increase per hour for all sworn officers and sergeants. The increases range from \$1 increase, \$2 increase to \$3 increase.

Dr. Mier asked if these amounts have been compared to other local law enforcement agencies. Deputy Chief Padilla said that they have been compared; APD is at \$28 an hour and Santa Fe County Sheriff's Department is trying to negotiate to \$28 an hour. Ms. Jimenez noted that State Police has a totally different plan for PERA, which makes it difficult to compare to the city. In terms of salaries this would keep us higher than State Police, although they are in the same situation and looking at their adjustments for new higher or lateral changes. Dr. Mier asked if there are plans to look at ranks above Lieutenants for retention purposes? Ms. Jimenez said that she did not believe so as the Lieutenants, Captains all the way up to the Chief were adjusted about 3 years ago. With those adjustments there should not be any issues with Lieutenant and above.

Mr. Arellano asked what is the entry Level for a Police Officer? Ms. Jimenez stated that it is \$19.11 as Cadet or PO1. If you come in as a cadet you go to \$19.30 after the first year and if you come in as a PO1 you go to \$20.73 after your first year.

Chief Johnson asked what is the entry level for the surrounding cities? Ms. Jimenez said that currently Bernalillo County is \$17.75 and the Sheriff's Department is \$19.00 although we know that

is potentially changing as they are under negotiations. State Police right now is \$16.00, Las Cruces granted they are south is \$20.99, Farmington is \$21.21, Rio Rancho is \$17.65 and Hobbs is \$24.29. These are just the beginning pay amounts and do not take into consideration cost of living.

Dr. Nancy Owen-Lewis asked what are the incentives as previously spoken about. Ms. Jimenez said that Albuquerque in particular are offering \$8,000 sign on bonus, they do have a clause that you have to stay with the department for two years and they will give you a \$2,000 payment after 6 months and so on and so forth within those two years. They also have a home purchase bonus option; Albuquerque officers are also receiving 100 hours of sick and 100 of annual leave immediately on start date. If you work with the city now you accrue about 3 hours every paycheck. 100 hours for beginning officers that helps them when they start. Deputy Salbidrez said that we are hoping that we can remain competitive if salary changes can be made, we are aware that two individuals have applied at APD and we would like to have a better offer for our officers so they don't leave.

Chief Johnson stated that he supports this Resolution; this has been an on-going problem for Santa Fe, it is hard for police officers to purchase a home in Santa Fe.

Dr. Mier asked if there was any consideration for sign on bonuses. Ms. Jimenez said that there were some legalities attached to this option and therefore, SFPD did not include this option and stayed with options A-C as proposed. Ms. Jimenez feels that this will support the recruiting effort and if the resolution is approve being competitive will be a big help.

Mr. Mizrahi supports the resolution and feels that the governing body should support the SFPD and SFFD to assure they have their necessary resources. It is important for them to find the financial resources.

Dr. Mier moved to approve Retention of Police Officers (Resolution #2016-69) to move forward to the City Council, second by Chief Johnson, motion carried by unanimous voice vote.

C. Approval of 2017 Meeting Calendar (Jessica Pfeifer)

January moved to the 4th Tuesday and other adjustments were done from this year's calendar.

Dr. Mier moved to approve the meeting calendar as proposed and meetings commence at 4:00 pm, second by Dr. Owen Lewis, motion carried by unanimous voice vote.

January 24, 2017	February 21, 2017	March 21, 2017	April 18, 2017
May 16, 2017	June 20, 2017	July 18, 2017	August 15, 2017
September 19, 2017	October 17, 2017	November 21, 2017	December 19, 2017

D. Matters from Municipal Court Judge Virginia Vigil
Not in attendance, report included in packet.

E. Matters from Police Chief Patrick Gallagher (Deputy Chief Salbidrez)
Deputy Chief Salbidrez said that SFPD officers are solving a lot of cases and providing a high level of professional service in our community. (Crime Analysis report was included in meeting packet).

Motor vehicle thefts are up by 27% and residential burglaries are down by 1%, commercial burglaries are at 30%.

In response to the request from Dr. Owen-Lewis regarding Cerrillos Road and Jaguar intersection: Ms. Pfeiffer reported that she spoke to John Romero, City Traffic Engineer who conducted the process to address the concern and they watch the traffic flow and also review the crash data. SFPD also researched the crash data from January of this year through August and learned that 6 accidents have taken place at that intersection. At this time the City does not feel that there is enough criteria to make a change at this time. They are happy to re-evaluate that intersection at a later time.

Dr. Owen-Lewis expressed her thanks because the City went out and re-painted the arrows both east and west directionally, they also looked at it in the south direction and added arrows there, thank you.

Deputy Chief Padilla: There are 11 vacancies at this time, we swore in three Cadets who started today and will follow the training process. On November 20, 2016 it is hoped to hire two full time certified officers which will bring vacancies to 9. There are also 10 Cadets at the academy now that will graduate from the Law Enforcement Academy on November 16th.

AED: Fire House Subs provided the Police Department with one that will be mounted at the SFPD for city employees or for a citizen who would have a medical emergency we would be able to provide assistance. Through Fire House Subs, we have applied for a grant and will be awarded 30 more AEDs to assure all police units have an AED.

Captain James Lamb:

- Talked about cases that they discuss and prioritize during their weekly staff meetings. One case happened on September 9th, person lost their car and when officers found the car they found someone breaking in to the vehicle. They pursued and arrested the individual who was a homeless career criminal. The next incident took place on September 15th, officer was out on patrol and he observed a vehicle that was speeding on Cerrillos Road, he got the license number to discover the vehicle could be stolen. He stopped the individual to find out the driver had a warrant out for stolen vehicles. During the search they found two rulers modified in to two slim Jims. On September 16th officer responded to a fight in progress; she noticed that the subject had broken windows in the home and was trying to gain entry through the garage. The individual resisted arrest and was spitting and kicking our female officer. They got him under control and charged him with two counts of battery on a police officer and criminal damage to property. September 20th we received a report that there were 2 males who had broken in to a vehicle. The officer came in contact with two juveniles, they had ditched some backpacks and some of the items found in the backpacks were from the vehicle with the most important being a firearm. When they did the investigation in two days they found a total of 10 cars that were part of a car mobbing ring and the juveniles were charged with burglary of motor vehicle and possession of a weapon. On September 24th an officer was called to De Vargas Park where an investigator with the District Attorney had noticed that two guys were sitting in a marked city vehicle smoking a substance out of tin foil, he told them not to leave which they did. The officer was able to locate them and they were charged with control substance and tampering with evidence. September 23rd, a robbery at Railyard Park, victim said he was walking along Railyard Park and 5 males (homeless) forced him under a picnic table and they took his items. You can see an increase in homeless and theft. A thank you to all officers involved in these cases.

Dr. Owen-Lewis said thank you and she appreciates the report.

- Dr. Mier asked about the increase data in the report on auto theft from last month. Captain Lamb added that they have some new systems and strategies in place and they are considering using bait cars which can be controlled from any location. Santa Fe is second to Albuquerque on auto theft and we are looking for additional resources as it has been learned that many of those individuals are coming from Albuquerque and taking the vehicles back there. Chief Salbidrez said that in working with the Superintendent of Insurance, together they are looking for additional resources, such as GPS devices. These resources come from the State Insurance Department and we are working on a Memorandum of Understanding (MOU) to access future resources.
- Robbery: There was only one robbery for the month and we are pleased to be able to continue the enforcement, hoping for 0 burglaries.

Lieutenant Mark Paulk in charge of Community Relations, Training and Recruiting, SFPD

- Citizens Academy – 3 classes, 20 people per class
- Junior Academy, held 3 classes total of 68 students.
- Neighborhood Watch Programs since 2015 we have established 15 new ones in Santa Fe and 10 new programs in 2016.
- Coffee with Cops at local places to discuss issues in their neighborhoods.
- New Programs: Combat Auto Theft (CAT) Program – We will do a PR campaign on this program we will put car stickers on the vehicle which will be a prevention motive. We have established a policy in collaborating with the Legal Department. This should be a very good protective program.
- New Program: Window Etching a sister to the CAP Program - We etch their VIN numbers on their windows and the decal to deter burglars.
- Working to re-initiate Crime Stoppers Program, it may take about 6 months to have this program up and running.
- Reading with Kids, training about bullying, being a good citizen, safety. PMS Early Child Hood Education also contributes in training. Turkey giveaway next month for families, shop with a cop that we will do in December, last year we had about 76 children. The funds come from business owners in our community.
- DEA Take Back – Individuals can drop off any pharmaceutical drugs; as drugs in our community is at a high.
- Child ID Program is a successful way to reunite lost children with their parents in a quick manner if they are identified. We only had one booth this year for this program and we are hoping for additional booths to keep up with the demand.

Chief Johnson asked if SFPD is doing anything for Halloween as the concerns in the nation regarding Clowns is a concern. Chief Salbidrez said they are dispatching as we can if we get calls and we will answer calls regarding this topic.

Holiday Safety Tips: We have a non-profit who is issuing holiday tips for the community. This will educate the parent as well as the children. Chief Salbidrez said that Chief Gallagher has approved a video on safety which will be posted on Facebook.

Mr. Arellano asked; how does Coffee with Cops work out. Lt. Paulk said they have had a good response, they talk about issues they may be afraid to discuss openly and it develops a positive rapport with the individuals and the police officers. Lt. Paulk said they have had 6 events one recently at Our Lady of Guadalupe where we had many people come forth to discuss their concerns. These events demonstrate support to the community on how to get in touch with the Santa Fe Police

Department without fear and when needed. Mr. Arellano expressed his thanks for these projects and is pleased that we are reaching out to the community.

Melissa Austin-Cordell: Auto Burglaries

Ms. Austin-Cordell reported that 14 of the 24 auto burglaries were unsecured where keys were left in the vehicle. 6 were locked, 3 were "I gave them my keys and they took my car" as their reasoning. Of the 24 – 18 were recovered and 7 other vehicles were recovered from other jurisdictions; 3 of those were from Albuquerque, 1 was Santa Fe County, 1 from Taos, 1 from Arizona and 1 from Bernalillo.

F. Matters from Fire Chief Erik Litzenberg

The Forest Service has had a large prescribed burn, large in terms of area a total of 2400 acres. These are called maintenance burns with small fuels. The smoke is largely unpredictable; you can't stop a burn immediately. There was a little bit of heat that needed added attention and they used a helicopter to control that area. Forest Service is done at the Watershed for this year.

Rapid Increase in Double Digit Incoming Calls: SFFD is responding quickly to these calls.

SFFD officers wear their Cancer Shirts during the month of October and we also have pink Cancer shirts to sell with proceeds contributed for Cancer research. October is also fire prevention safety so you will see our equipment and fire prevention specialist at the local schools teaching our children.

The month of September, we had training of 85 students from 8 different states. We have had international visitors in the past, this year the Department of Student Service in Hawaii was represented with one individual. There is a charge for this event and we have become one of the premier destinations.

Chief Litzenberg said that SFFD has been selected to be a pilot for the International Association of Fire Chiefs through the US Department of Forest Service; it is called the Training Exchange. They are bringing department leadership from departments across the nation to learn from places that are doing well, we were chosen as the pilot as we are recognized as one of the best fire departments in the nation.

Engine 8 – Traditional push back ceremony will take place on October 24th at 2:00 pm at Fire Station #8. Those fire engines that need to be retired go to areas that are in need of coverage and support in Northern New Mexico.

Vacancies: We are at 8 vacancies and normally in the past start the recruitment at 10 vacancies. We do not have recruitment issues we have 200+ great applicants when these positions open up. I appreciate Mr. Mizrahi's comments to have the governing body support us when we have a need for additional staff to provide public safety.

We teach our own EMT classes at the academy at the starting level and for the middle intermediate level we teach our own as well. We send our students to SFCC for Paramedics school and we help with that instruction as well.

G. Matters from the Regional Emergency Communications Center (Ken Martinez)

September Call Volume

- 48 calls to drug tip hotline which is the highest for the entire year; we were averaging 25-30 at one point and we have 323 calls this year so we are keeping up with that trend.

- Regular Calls: 25,555 calls – 6,944 were 911 calls, 19,412 calls were dispatched out, 62% for the city (police, fire and animal control) = 12,087.

SMART 911 Program is now in effect at REC. We are the second center in NM to implement this program. This will allow residents to enter their demographics into a profile which will be very helpful to the First Responders. It is private, secure and confidential; it is a data base that the resident creates themselves. You can indicate the numbers that relate to the individual, i.e., you can list family members, you can list important of medical needs and any medicines that should be identified. Mr. Martinez would have liked to be the first center in the state, but second is good. www.smart911.com It is important to reiterate that the profile is completely confidential. Files are not retrievable for any random reason; the profile comes up when the call comes in.

Chief Johnson stated that when the RECC meetings are held there is normally good attendance from the public.

Mr. Martinez is also struggling to get the center staffed appropriately. Mr. Martinez said that these operators represent public safety and 911 operators are hard to hire, they have to be at the desk for one year before they are certified. 911 is a career field, highly trained and medically trained to do the job they do. Salaries for 911 officers, we fall under the scale amongst the 7 other statewide REC offices. Our dispatchers start at approximately \$12 and level 3 (after 3-years) is \$17.00 – and if other REC locations are starting at \$19 an hour, it is a deep concern. Chief Johnson said it is just as important to retain and support these 911 operators. He urged the city and PSC members to provide support through contacting the county for additional staffing funds.

H. Communications from the Floor

None

I. Matters from Committee Members

Dr. Mier asked the Santa Fe Police Chief what is the current policy or procedures for collisions and traffic flow. Chief Salbidrez said that many officers like to use investigations at the scene of the accident. Dr. Mier asked, “they like or is it policy?” Chief Salbidrez said they encourage the officers for safety to move them off the road the policy is to do the diagrams and photographs first. For the safety of those involved in the accident and the officer and other motorist, we remove them off the roadway to make the flow of traffic safer to prevent a crash behind them from occurring. Chief will follow up. Thank you.


Chief Johnson asked; what is the process for a Public Safety Aid? It was noted that there are times when they assist with cones when an accident happens. Chief Salbidrez said that a Public Safety Aid can respond to an accident without injuries, they will help with traffic patrol and they also work the school zones.

Chief Salbidrez said that if one officer shows up, safety and attention to the incident comes before the cone. They will be reminded.

J. Adjournment

There being no further business to come before the Public Safety Committee, Dr. Mier moved to adjourn at 5:15 pm, second by Mr. Mizrahi, motion carried by unanimous voice vote.

Signature Page
Public Safety Committee:


Mr. Herbert Harris, Acting Chair


Fran Lucero, Stenographer

City of Santa Fe, New Mexico

memo

Date: October 12, 2016

To: City Council
Finance Committee
Public Safety Committee

cc: Brian Snyder, City Manager
Finance Department

From: Patrick G. Gallagher, Chief of Police



Re: Retention of Police Officers (Resolution #2016-69)

Background and Summary:

At the direction of Resolution #2016-69 (see attached), the Police Department, in collaboration with the City Manager and Finance Department, has developed the following plan to retain police officers currently with the City of Santa Fe Police Department. The financial impact of this plan is estimated and subject to change due to numerous factors that vary over time (vacancy rate, new hires, resignations, retirements, etc.) **Please note: all parts of this suggested plan must be negotiated with the P.O.A. Union prior to implementation.**

The following suggestion is recommended as the most likely to directly address the issue raised in the aforementioned retention resolution; specifically, the concern that police departments in the surrounding areas are offering incentives to "potentially lure Santa Fe officers to another police department". Therefore, it is recommended to:

Reduce the time it takes for a Cadet to reach top pay (POIV \$27,144) from 7 years to 4 years. The resulting financial impact of this change is as follows:

*Fiscal Year 17/18: \$738,320
Fiscal Year 18/19: \$216,062
Fiscal Year 19/20: \$149,716*

Although this suggestion most directly addresses the stated goal of the resolution, it creates a unique set of unintended consequences that will likely have an adverse impact on the operational efficiency of the City of Santa Fe Police Department. As such, it is strongly recommended that some

Exhibit A

combination of the following three suggestions be considered for implementation concomitantly with the above suggestion.

- A) Increase maximum salary rate for PO IV to \$28.00 per hour and entry salary rate to \$21 per hour. The financial impact is estimated to be as follows:

Fiscal Year 17/18: \$201,029

Fiscal Year 18/19: \$220,304

Fiscal Year 19/20: \$167,768

- B) Realign the percentage of their salary that Sworn Officers pay into the Public Employees Retirement Association system (PERA) to coincide with what other city employees contribute. It is estimated this reduction in officers' bi-weekly contribution from 9.0852% to 4.5426% will have the following financial impact:

Approximately \$444,493 annually depending on employees' salary rates

- C) A flat dollar increase per hour for all sworn officers and sergeants. The financial impact is estimated to be as follows.

\$1.00 increase: \$450,923

\$2.00 increase: \$901,846

\$3.00 increase: \$1,352,769

It should be noted the Police Department did review and research a onetime lump sum payment as a retention incentive to be paid to police officers and sergeants. However, after review and discussion with the City Attorney's office, this option has been eliminated due to fiscal considerations related to FLSA requirements.

The fund affected with any of these salary increases will be the General Fund as all Sworn Police Officer's salaries and benefits are paid from this fund within the City of Santa Fe's budget. Specific business units affected are 12057, 12187, 12059, 12188, and 12062.

Action Requested:

Specific direction so that we may be prepared and informed to efficiently proceed with the upcoming union contract negotiations and budget preparation for FY 17/18.