



Council Policy Prioritization: Early Consideration Response Form

Department Human Resources, Police Dept., CMO
 Department Rep. Name/Ext. Jennifer Schembri, Chief Mata, Sarah Zarate
 Policy/Ord. Subject Community Violence Prevention and Response

Rules Date 9/22/21 Item G.2
 Council Member Sponsorship Councilmember Peralez

Staff Recommendation

- GREEN The Administration can implement this Nominated Idea under its current workplan
- ALREADY UNDERWAY MINIMAL WORK LESS THAN 40 HOURS REQUEST FOR INFORMATION
- YELLOW The Administration recommends Council send this Nominated Idea to the Priority Setting Process (See Complexity Level Below)
- RED The Administration recommends Council not adopt this Nominated Idea
- NEEDS CLARIFICATION OR MORE TIME TO EVALUATE

Criterion to Determine Scale of Project Complexity

Project complexity is determined by scoring the project in each of the 3 criteria below and then summing the score.

- a. Low Complexity is a sum of 6 or less.
- b. Medium Complexity is a sum of 7 - 9
- c. High Complexity is a sum of 10 or greater.

Total Score = 11

Scoring Criterion	Low Complexity		Medium Complexity		High Complexity	
	Estimated Duration	6 - 9 months <input checked="" type="checkbox"/> =1	9 - 18 months <input type="checkbox"/> =2	More than 18 months <input type="checkbox"/> =3		
Organizational Complexity (Internal)	Can Easily be Absorbed into Existing Workplan <input type="checkbox"/> =1	Planned Work (Future) Have staff with required skillset/ requires moderate research <input type="checkbox"/> =2	Work Not Currently Proposed Do not have staff with required skillset/ requires significant research <input checked="" type="checkbox"/> =3			
	Have staff with required skillset/ knowledge <input checked="" type="checkbox"/> =1	Less than or equal 2 Staff required <input type="checkbox"/> =1	3 - 4 Staff required <input type="checkbox"/> =2	More than 5 Staff required <input checked="" type="checkbox"/> =3		
(External)	1 Additional Departments <input type="checkbox"/> =1	2 Other Department Involved <input type="checkbox"/> =2	3 or more Depts Involved <input checked="" type="checkbox"/> =3			

- DEPT. Required
- Airport
 - Housing
 - CMO
 - OED
 - PRNS
 - PD
 - PBCE
 - CA
 - ES
 - DOT
 - LIB.
 - PW
 - FD
 - EM

Analysis

Explain the rationale for Staff recommendation, including any mitigating factors that need to be considered (recent legislative action, significant workplan changes, etc). Please address the following as well.

GREEN LIGHT: The Administration can implement this Nominated Idea under its current workplan. Item should be sent to Council to add to Department workplan. Explain how the Idea will be approached.

Recommendation 1 (a,b,c). Green - This work is already underway under the Powered by People initiative in Human Resources but will require continued partnering with all Departments for implementation. Please see explanation on next page.

Recommendation 2. Green - City staff will reach out to the County. Please see explanation on next page.

Recommendation 3. City Auditor will address at Rules Committee.

Recommendation 4. Green - City staff will use a City Auditor produced report and/or a pending PIRE report for a report to PSFSS. If neither report is available, City staff will engage the County to see what data is available. Please see explanation on next page.

Recommendation 5. Green - City staff will engage County to determine their interest in a future joint meeting. If County is not interested or does not have the capacity, Yellow. Please see explanation on next page.

Recommendation 6. Green - City staff will work with PD to update Legislative Program. Please see explanation on next page.

YELLOW LIGHT: The Administration recommends Council send this Nominated Idea to the Priority Setting Process due to [describe cost implications, workload impacts, or other factors].

Recommendation #5: YELLOW (without County participation) – Given the requested scope of the study session, in particular the request to discuss mental health issues and include social service professionals, staff does not recommend moving forward with this recommendation in the absence of County participation.

RED LIGHT: The Administration recommends Council not adopt this Nominated Idea due to [describe reason implementation would be difficult if not impossible – conflict with other laws, etc].

Recommendation #1: GREEN

Providing support and resources for our workforce related to mental health and wellness began in earnest prior to COVID starting with several sessions of mental health first aid training facilitated by National Council for Behavioral Health in 2019. The City had also begun intentional efforts to do active shoot training and provide departments with essential tools and resources to be prepared for this type of situation. While COVID interrupted those efforts, we just recently began those efforts again with an Active Shooter training for Senior and Executive Staff last week conducted by the Police Department and will be rolling out a “train the trainer” program Citywide within the next few months.

A key strategy, launched out of the EOC under Powered by People in July of 2019, was a team focused on employee health and wellness. The objective for this area was to “provide resources and develop practices that facilitate employees to be physically healthy, mentally well, and financially supported.” While this objective included more intentional offerings of webinars and wellness challenges, as well as a policy initiative, it launched a signature initiative to launch a program dedicated to creating a trauma informed, resilience oriented organizational culture.

The program launch began with a Senior and Executive Staff session with the National Council on Wellbeing in the Fall of 2020. The first formal step in building the awareness, tools, resources, and capabilities in our workforce to be trauma informed and resilient was to hold Trauma Informed 101 (“ACES are not Destiny”) training for more than 180 staff across all departments and levels in the organization, in April 2021. In order for this to be successful HR must partner with departments and the first five departments that include an advisory team, a leadership cohort, and department based learning cohorts, were launched as part of Part Two of the work. These departments will develop implementable projects based on some aspect of building a trauma informed, resilience oriented culture (TIROC) over the course of the next year. The HR department will launch another round (101 sessions and another 5 department teams) in the Fall of 2021 and will continue with a third round next year. The teams and departments will be continued to be convened and supported as learning communities. This work is a close collaboration with our Office of Racial Equity to ensure alignment of the work.

In addition, the City has maintained an incentivized wellness program for several years. Currently, employees receive financial rewards for completing a series of wellness activities and are given additional opportunities throughout the year for gift cards and other prizes like Fitbits for participation in wellness challenges like the upcoming Walktober challenge. In 2020 the City partnered with Santa Clara County on a Healthy Cities grant program to promote wellness activities. Through this grant program, the City is establishing wellness policies around wellbeing and physical activity, department-wide walking maps to encourage exercise, fitness challenges, and the promotion of existing wellness resources through the City’s medical and EAP vendors. For many years, the City has offered in-person wellness workshops to all employees. These workshops provide employees resources and training encouraging a healthy lifestyle. The classes have been provided by the City’s medical and EAP vendors. Since the onset of the pandemic, the City moved to virtual wellness workshops with a focus on emotional wellbeing. Classes on emotional wellbeing include Enhancing Stress Hardiness during COVID-19, Resiliency, Coping with the Stress of Change, Mindfulness, and the Power of Meditation.

Additional activities in support of TIROC will include integration of activities and practices within the Mentoring Program (e.g. self care) and a more targeted set of webinar offerings focused on resilience. As the HR department develops a complete Powered by People roadmap there will be closer collaboration between the safety and benefits divisions to integrate TIROC concepts, tools, and practices into and across HR work involving safety and wellness.

An RFP does not need to be issued specifically for Trauma Informed care work as this is already being done through the National Council of WellBeing but staff will consider other add on options such as self-care, etc as they evaluate the Employee Assistance Program RFP.

Recommendation #2: GREEN

Staff from the City Manager's Office and the Police Department will reach out to the County of Santa Clara to explore participation in the countywide Trauma Recovery Center, and will involve other City departments and offices as appropriate based on the scope of the County's effort. Since the nature of the City's potential participation is currently unknown, staff cannot evaluate the feasibility of this effort or attendant resource needs at this time. Staff will develop an understanding of any opportunities for participation through discussion with County staff, assess feasibility and identify any associated resource needs, and report back to the City Council on the result of these discussions via informational memorandum.

Recommendation #4: GREEN

The Police Department does not have sufficient in-house data on cause of death to respond to this request. However, the Santa Clara County Public Health Department has published data on deaths from firearms within the County in the past, and is currently providing data to the Pacific Institute for Research and Evaluation (PIRE) for preparation of a gun harm study as part of PIRE's partnership with the Mayor's Office, so data may be available on this topic through other sources. Given that the data requested under this item is closely related to the topic of the audit requested under Recommendation 3, staff will coordinate with the City Auditor to determine whether death data on deaths from firearms should be folded into the audit, if it moves forward. If the data requested under this recommendation is not folded into the audit, the Police Department, with the assistance of the City Manager's Office, will work to obtain available data from the County of Santa Clara or the PIRE study, as appropriate, and bring it forward through a report to the Public Safety, Finance and Strategic Support Committee.

Recommendation #5: GREEN (with County participation)

The City Manager's Office will reach out to the County of Santa Clara to make an offer of a joint study session on firearm safety as it relates to mental health, Intimate Partner Violence/Intimate Partner Homicide and substance abuse. If the County Board of Supervisors is interested in participating in this Study Session, staff in the City Manager's Office and the Police Department will coordinate with the County to bring forward presentations on the requested topics at a joint study session. [see additional below in YELLOW LIGHT]

Recommendation #6: GREEN

The City's Legislative Program currently includes the following policy related to Gun Violence Restraining Orders:

"Gun-violence: Support efforts to reduce gun violence, including support of legislation that prevents theft and unauthorized usage, and allows employers, co-workers and teachers to request a gun violence restraining order. Support a state tax, insurance, or fee-based approach to gun violence harm reduction, and urge legislation that removes local preemption."

The Intergovernmental Relations team can review the policy with the San Jose Police Department and update the policy to include the following line: Work with the City's Legislative Delegation and the Santa Clara County District Attorney's office to monitor progress toward the expansion and improvement California's Red Flag laws and lend support where necessary.

