

# Section 1 and 3 - Analysis of Unit PIE & Updates on Goals

## PIE - Administrative Services: Campus Safety and Emergency Operations Manager

2018-19

**Contact Person:** Michael C. Williams

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**Division Mission Statement:** The Police and Campus Safety Department is "Dedicated to Education and Safety," specifically the safety and security of students, faculty, staff and visitors to the campus.

**1. Summary of Notable Achievements:** Police and Campus Safety has hired its first police officer.

Notable Achievements for Theme B: To Support Student Access and Success: Campus Safety has taken steps to create a safer environment in which students can flourish. Some of these steps include increased on-campus presence of officers, active shooter training for students and staff, and increased situational awareness training for Campus Safety personnel.

Notable Achievements for Theme C: Secure Human, Technological, & Financial Resources: The Cabinet provided Campus Safety with New Resource Allocation funding for new vehicles, upgraded equipment, and additional personnel to meet the goal of providing a safe campus environment.

Notable Achievements for Theme D: To Foster an Atmosphere of Cooperation and Collaboration: Campus Safety has increased its on-campus presence which has generated many positive comments from faculty and staff about how we have become a more collaborative department.

**Closing the Loop - Analysis of Progress on College Goals:** Progress is being made toward this goal. It is anticipated that the MT. SAC Police and Campus Safety Department will obtain full POST certification by the end of the 2019 calendar year. Once POST certification is obtained, the Department will be in a position to obtain reimbursable POST certified training for all sworn members of the Department.

**Tracking Conditions and Trends: a. External Conditions Analysis:** The shared governance process has tremendously impacted the speed with which the transition to a police department has been able to move. Seemingly straightforward issues must be discussed by multiple groups on campus who do not have the experience nor expertise to decide what needs to occur. These groups include the classified and faculty unions, along with other constituent groups.

There is legislation pending in Sacramento to allow homeless student community to reside on campus. If that legislation is enacted it will result in the need to increase the deployment of personnel within the department in order to provide quality service to the homeless student community.

**Tracking Conditions and Trends: b. Internal Conditions Analysis:** While the majority of the Campus Safety personnel are productive daily workers, only a small number of them are participatory in taking the steps necessary to transition to a police department. Management has tried to lead the classified staff toward the transition but has been met with some resistance.

**Tracking Conditions and Trends: c. Program Planning Dialogue:** Police and Campus Safety continues to plan for becoming a POST participating, full-service, police department. The extent of the budgetary impacts continue to be discussed and evaluated as the number and type of personnel affects the costs of equipment, training, compliance, etc. Completing the major steps of the transition is possible during the upcoming year as long as the budget is sufficient and the full cooperation of staff is existent.

**Tracking Conditions and Trends: d. Critical Decisions Analysis:** The Cabinet members have decided the College needs a police department. In 2015, we began a subscription with an online policy manual system (Lexipol) that far exceeds Board Policies and Administrative Procedures in regard to law enforcement operations. Due to the factors listed above the policy manual has not yet been adopted. A decision was made to make an ongoing effort to work with CSEA 262 to reach agreement on implementing the manual.

Two sergeants (managers) were hired in November 2016 to assist with leading the department through the transition, in addition to being two more armed personnel on campus.

The position of Public Safety Officer II was created to allow qualified personnel to carry firearms on campus in order to provide increased safety in the event of a violent attacker. Eight of the existing Public Safety Officers are participating in the qualification process.

The Cabinet approved positions and funding for two police officer positions in October 2015. We recently received the authorization to submit Request to Fill documents to recruit for those two positions and a third one created from two other vacancies. The three police officer positions opened for recruitment on September 21, 2017. On July 2, 2018, one of three police officer positions was filled. However, the recently hired police officer has elected to leave the college.

**Analysis of Division's Plans, Activities, and Resources:** Achieve the goal of becoming a California POST certified Police Department.

## 2017-18

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**Analysis of Division's Plans, Activities, and Resources:** Achieve the goal of becoming a California POST certified Police Department.

## 2016-17

**Contact Person:** Dave Wilson

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**Division Mission Statement:** The Police and Campus Safety Department is "Dedicated to Education and Safety," specifically the safety and security of students, faculty, staff, and all who visit our campus.

**1. Summary of Notable Achievements:** Campus Safety made or began making several major changes during the year as the department moves toward becoming a full service police agency. These changes included increased managerial leadership, new computer systems, and upgraded equipment for officers.

**Closing the Loop - Analysis of Progress on College Goals:** The Police and Campus Safety Department continued moving toward becoming a full-service campus police department.

**Tracking Conditions and Trends: a. External Conditions Analysis:** Increased Campus Safety

**Tracking Conditions and Trends: b. Internal Conditions Analysis:** Administrative Support

**Tracking Conditions and Trends: c. Program Planning Dialogue:** Strengthen Current Personnel

**Tracking Conditions and Trends: d. Critical Decisions Analysis:** Future Vision

**Tracking Conditions and Trends: e. Progress on Outcomes Analysis:** Foundation Established

**Analysis of Division's Plans, Activities, and Resources:** Reach Goal of Campus Police Department

**Related Documents:**

[2015.16publicsafetymanagerpie.pdf](#)