

Reimagining Public Safety

Background

In February 2025, the chancellor convened a taskforce to examine the current structure for public safety to better support the needs of the colleges. Members of the taskforce are:

- Sahar Abushaban – Vice Chancellor, Business Services
- Steve Crow – Interim AVC Facilities Planning, Public Safety, & Risk Management
- Sharon Sampson – GC Academic Senate President
- Karen Marrujo – CC Academic Senate President
- Michele Martens – GC Classified Senate President
- Rana Al-Shaikh – CC Classified Senate President
- Lu Tri “Vi” Huynh – GC ASGC President
- Marseel Bahnan – CC ASCC President
- Jim Mahler – AFT Rep
- Colleen Moreno – CSEA Rep
- Tammi Marshall – AA Rep
- Kimberly Gioscia – Confidential Staff Rep
- Craig Leedham – Confidential Administrators Rep
- Nicole Conklin – Director of Public Safety

The taskforce met six times and reviewed the following items:

- Campuses unmet needs:
 - Support events on the weekend
 - Evening escorts
 - Student Transport (no student transport after 5 pm/students with disabilities)
 - Building Access (procedures, constant locked doors)
 - Locking and unlocking of doors
 - Key Control
 - Only 1 deputy at each campus (no deputy after 6:30 pm)
 - No additional sheriff coverage if on vacation or sick
 - Options to pay overtime or no coverage
- Current CAPS staffing, duties and responsibilities, schedules, and multiyear cost:
 - 1 Director of Public Safety
 - 3 CAPS Supervisors
 - 11 CAPS Specialist
 - 1 CAPS Operation Assistant
 - 1 Public Safety Compliance Specialist
 - Coverage 24/7
 - Annual cost of \$2 million

- Current Sheriff staffing, schedules, and multiyear cost
 - 2 deputies Monday to Thursday, one at each campus
 - 1 deputy on Friday (rotates campuses)
 - Monday to Thursday coverage:
 - Deputy 1: 8:00 am to 5:30 pm
 - Deputy 2: 9:00 am to 6:30 pm
 - Friday Coverage:
 - One week: 8:00 am to 5:00 pm
 - Following week: 9:00 am to 6:00 pm
 - 2025-2026 cost \$900k

- Brainstorming on new model/options
 - Discussed the feasibility of adding security positions (super CAPS)
 - As CAPS positions became vacant
 - Discussed the feasibility of hiring a private security company

In addition, a small group met with the Chancellor and the Academic Senate of SDCCD to explore the feasibility of subcontracting with their college police department to provide law enforcement/public safety to GCCCD. In addition, the interim AVC of Facilities, Risk Management, & Public Safety explored contracting with Southwestern College to provide law enforcement services. Neither SDCCD nor Southwestern College proved to be viable at this time.

Status

There are growing concerns about the safety of the campuses in light of the unrest and numerous acts of violence in public institutions across the country. In the last month:

- There was an attempted murder related to domestic violence matter on campus
- There were concerns about a threatening student with significant history on campus where 911 was called and the student was apprehended
- A faculty member was targeted on Tik Tok

It is evident that the current structure is no longer viable and it is time to consider a new safety structure to protect our district.

The leadership of the district has considered the following two options:

Option 1 – Implement a district Police Force

- All of the community college districts in San Diego region and Imperial Valley have their own police force except for GCCCD
 - In a recent inquiry, the majority of community college districts in the state that responded indicated that they have their own campus police
- CAPS operations will be incorporated in this option

Proposed Structure for option 1

Command Structure

Chief Safety Officer (1 FTE)

- **Estimated Salary Range:** \$155,000 - \$175,000 + Benefits
- **Requirements:** POST certification, supervisory experience
- **Responsibilities:**
 - District-wide law enforcement supervision
 - Policy development and implementation
 - Emergency management coordination
 - Mutual aid coordination with county agencies
 - Budget and strategic planning
 - Community relations and campus partnerships
 - Training coordination using SDRPSTI resources
 - Cross-campus operational coordination

Law Enforcement Operations

Sergeant, College Police and Safety (2 FTE)

- **Estimated Salary Range:** \$117,000 - \$135,000 + Benefits
- **Requirements:** POST certification, field training officer
- **Responsibilities:**
 - Field supervision of all police officers
 - Report review and case management
 - Training coordination using SDRPSTI resources
 - Criminal investigations
 - Cross-campus operational coordination

Option 1 Continues....

Community College Police Officers (6 FTE)

- **Estimated Salary Range:** \$90,000 - \$110,000 + Benefits
- **Requirements:** POST certification, academy training
- **Shift Coverage:**
 - 8 AM – 10 PM Monday to Friday (TBD)
 - 8 AM – 6 PM Saturday (TBD)
- **Responsibilities:**
 - Campus community safety and law enforcement and investigations
 - Traffic enforcement and accident investigation
 - Emergency response and crisis intervention
 - Report writing and court testimony
 - Crime prevention and community policing
 - Arrest authority and weapons deployment

Support Staff

Communication Dispatchers (4 FTE)

- **Estimated Salary Range:** \$50,000 - \$62,000 + Benefits
- **Coverage:** 24/7 (TBD)
- **Responsibilities:**
 - Emergency response coordination and dispatch services
 - Communication with responding officers and emergency services
 - Radio communications coordination
 - Continuous monitoring of building alarms (fire, security, intrusion)
 - After-hours emergency contact coordination

Estimated Annual Operating Expenses

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| • Salaries & Benefits: | \$1.8 million |
| • Vehicle Maintenance: | \$100,000 |
| • Equipment & Supplies: | \$50,000 |
| • Training & Certification: | \$50,000 |
| • Regional Partnership Fees: | \$12,000 (mutual aid, training) |

Total Estimated Annual Program Cost: **\$2.0 million**

Estimated Start Up Cost (One-Time Fund)

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| • Police Vehicles: | \$250,000 (4 patrol units) |
| • Communications: | \$100,000 (radios, mobile data, dispatch) |
| • Police Equipment: | \$50,000 |
| • Uniforms/Equipment: | \$50,000 |
| • Technology: | \$50,000 |

Total Estimated Start-Up Cost: **\$500,000**

Option 2 – Increase the Sheriff Contract

Proposed Structure for option 2

Increase the current Sheriff contract to include:

- 3 additional deputies
- 1 Sergeant (required by the Sheriff department)

Estimated Additional Operating Expenses

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| • Salaries & Benefits: | \$1.2 million |
| • Vehicle Maintenance: | \$120,000 |
| • Equipment & Supplies: | \$30,000 |
| • Overhead (30.8%): | \$370,000 |

Total Estimated Additional Annual Cost: **\$1.7 million**

Total Estimated Program Cost: **\$2.6 million**

Estimated Start Up Cost (One-Time Fund)

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| • New Patrol Vehicles: | \$250,000 (4 patrol units) |
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Total Estimated Start-Up Cost: **\$250,000**

The chancellor is recommending the district proceed with option 1.