

Community Safety Mayoral Transition Committee Report

Outcome #1: The City of San Jose is a City with a lower crime rate, where residents feel safer.

Success Metric: The rate of decrease in property crime and violent crime.

Success Metric: The increasing rate of residents that feel safe.

Outcome #2: Pedestrians, bicyclists, and drivers jointly share our streets safely.

Success Metric: The rate of reduction in total traffic, pedestrian, and bicyclist fatalities, serious injuries and crashes.

FY 23-24 Recommendations

Recommendation #1: The Police Department should continue to prioritize the development of a community engagement strategy. The community engagement strategy should focus on outreach to various affinity groups, a diverse subset of neighborhoods, and to other demographics within the City of San Jose. As part of the plan, the police department should identify implementation success metrics.

Success Metric: The submission of a report and an attached work plan from the San Jose Police Department regarding the implementation of said community engagement strategy and recommendations on how to track the success of the strategy.

Recommendation #2: Work with the County and non-profits to further strengthen the substance use and mental health experts that work hand-in-hand with other City of San Jose personnel.

Success Metric: The rate of increase for dedicated substance use and mental health professionals working in coordination with the City and non-profit community.

Recommendation #3: Increase the number of police officers on the street by filling vacancies in the Police Department and explore innovative recruitment strategies for attracting and retaining Police Officers.

Success Metric: The rate of increase in the number of street-ready officers within the San Jose Police Department by the end of FY 23/24.

Success Metric: The rate of decrease in police officers leaving employment with the City of San Jose.

Recommendation #4: The City of San Jose should commit to funding for self-enforcing streets and roll out new designs on a more expedited timeline. To that end, the City of San Jose should fully fund the rapid build-out of the City's Vision Zero Action Plan.

Success Metric: The increased rate of completion for the miles of road in the City's Vision Zero Action Plan by the end of FY 23/24.

FY 24+ Recommendations

Recommendation #1: Support the buildout of "complete streets" improvements by funding implementation of the Better Bike Plan, establishing a dedicated pedestrian safety improvement program, and building staff capacity to apply for and deliver grant-funded complete streets projects.

Success Metric: Rate of completion for the miles of roads with complete streets improvements by the end of calendar year 2025.

Recommendation #2: Increase community policing efforts, such as by increasing the number of police officers conducting patrols on foot or by bicycle, and by increasing the number of community service officers available to work with businesses and residents.

Success Metric: The rate of increase in police officers and community service officers conducting foot and bicycle patrols, and participating in community policing.

Recommendation #3: Analyze police calls for service to determine the number of additional community service officer positions that could be added in the budget to free police officers from calls for which a community service officer response is sufficient.

Success Metric: The rate at which community service officers respond to call types for which a community service officer response is appropriate.

Recommendation #4: Increase sworn staffing in the San Jose Police Department to align service levels with the needs of the community.

Success Metric: The Department meets its response time targets for responding to calls for service and has adequate resources to investigate workable cases.

Community Safety Transition Committee Roster / Acknowledgements:

1. Councilmember Rosemary Kamei, Council Co-Chair,
2. Councilmember Bien Doan, Council Co-Chair,
3. Gabrielle Antolovich, Community Co-Chair, Billy DeFrank LGBTQ+ Center
4. Leland Wilcox, City Administration Lead, City of San Jose
5. Antonina Ettare, Hyde Park Neighborhood Association
6. Sean Pritchard, San Jose Police Officers' Association
7. Catherine Alvarez, San Jose Police Officers' Association
8. Scott Seaman, Police Foundation
9. Bob Jonsen, Santa Clara County Sheriff
10. Anthony Mata, City of San Jose
11. Michael Van Every, Republic Properties
12. Darrell Cortez, Retired San Jose Police Department Officer
13. Matt Tuttle, IAFF Local 230
14. Shiloh Ballard, Silicon Valley Bicycle Coalition
15. Jason Reynolds, Emmanuel Baptist Church
16. Marissa McKeown, Santa Clara County District Attorney's Office
17. Mary Hien Pollett, Evergreen School District
18. Nubia Ramirez, Hoffman Via-Monte Neighborhood
19. Dave Noel, Ericson Neighborhood Association
20. Kairong Qian, Chinese Community Member
21. Jorge Arellano, Alpha
22. Marco Hernandez, Mariscos Costa Alegre
23. Mike LaBarbera, Terracommercial Real Estate
24. Paul Kelly, The United Coalition of Public Safety
25. Sherri Terao, Santa Clara County Behavioral Health Services Department
26. Athar Siddiquee, South Bay Islamic Association

Mayoral Transition Committees "Glossary"

Goals:

Each committee has a mandate that includes the **goals** of the committee. For example, the goals of the community safety committee are to (1) increase pedestrian and traffic safety, and (2) reduce street level crime and improve the felt experience of safety for residents and small businesses. In meetings, we've also used the words "pillar", "north star", and "mandate".

Outcomes:

The transition committees are going to start by discussing what success looks like from a holistic community impact or state of well being perspective. We can think of these as **outcomes**. To give an example, the Community Safety Committee may decide that one of their outcomes is "San José residents feel safe anytime, anywhere in San José" or "San José residents feel safe walking in their neighborhood."

Recommendations:

The Committees will spend the second and third committee meetings generating **recommendations**. Each Committee will produce 3 - 5 recommendations for the upcoming budget cycle, and 3 - 5 recommendations for the longer term (within the next two years).

The recommendations will also have a success metric attached but Committee members are not expected to define actual specific targets for these success metrics. Recommendations may or may not be specific to a particular City program or service. For example, stricter enforcement of speeding in heavily trafficked intersections or increasing the number of traffic calming solutions may be specific recommendations from the Community Safety Committee. Each transition committee will rank their recommendations in order of which they think will have the biggest impact on their goal and outcome.

Success Metrics

Outcomes and recommendations should be measurable via a **success metric** such as a community indicator, which is a performance measure that quantifies trends affecting outcomes (the well-being of communities). Success metrics are typically expressed as a rate or percentage and can be disaggregated by race and location to identify disparities and and take action to close the disparities. To give an example, an outcome may have the success metric “the percentage of San Jose residents who feel safe anytime anywhere in San Jose.” The goal is to identify both the outcome and the recommendation success metrics so the City does not become overly focussed on measuring a particular program or service that is not ultimately improving the higher level outcome. When an outcome is not clear or cannot be readily measured, other program or service level performance measures may be used as proxies. For example, a proxy success metric for pedestrian and traffic safety might be a reduction in the crash injury rate. Committee members are not expected to define actual specific targets for these outcome metrics.

Product:

The **product** of the transition committees will be 15 - 25 recommendations for the upcoming budget cycle, and 15 - 25 recommendations for the longer term.

The budget cycle recommendations will feed directly into budget prioritization over the course of two council meetings. In the first council meeting, Councilmembers will provide a public **readout** of the committee recommendations. In the second council meeting, Councilmembers will rank outcomes across all the transition committees. The Administration will use the ranked strategies from Council and the product from the transition committees as inputs in the normal budget process.