Meeting was brought to order by Committee Chairperson Susie Weinacht at 4:00 p.m.

Present: Council members Susie Weinacht, Dale Todd, and Ashley Vanorny; Fire Chief Mark English, Police Chief Wayne Jerman, Area Ambulance Executive Director Keith Rippy, Building Services Director Kevin Ciabatti, and Amanda Grieder with SAFE-CR.

The October 10, 2017, Public Safety and Youth Services Committee minutes were approved.

LaSheila Yates – Civil Rights Director

Director Yates presented information regarding the Cedar Rapids Employee Diversity, Equity and Inclusion Team, and attached is her report.

Background:

- The City of Cedar Rapids has long worked to promote diversity through hiring a diverse workforce and making sure that our work environment is welcoming.
- The City has conducted city-wide training on anti-harassment, diversity and inclusion, dignity and respect, all of which are related to promoting a diverse and welcoming workplace.
- Many public sector organizations have developed diversity programming, supportive committees, and executive positions to guide their diversity efforts.
- As of August 19th, through a Service Agreement between the City of Cedar Rapids and the Cedar Rapids Civil Rights Commission, CRCRC Executive Director LaSheila Yates began serving as the City’s Chief Diversity Officer.
- The CRCRC Director is working in partnership with Human Resources and serves as a co-advisor to the City Manager on issues related to diversity, equity, and inclusion.

Overview:

- The City of Cedar Rapids has appointed a Chief Diversity Officer and assigned the Human Resources Director to co-lead citywide diversity and inclusion efforts.

Work Plan Goals – Internal Events and Education:

Goals and Ongoing Tasks:

- Increase awareness of diversity and inclusion among City employees through engagement, training and collaborative events.

Actions:

- Schedule meetings(s) for employees to attend to learn about Employee Resource Groups (ERGs)
- Communicate employee feedback on Diversity Dialogue Circles Lunch and Learn series and Women’s Network meetings to full Diversity Team.
Communicate with Diversity Team the number/percentage of employees interested in ERGs and Diversity Dialogue Circles
Move forward on feedback and recommendations

Work Plan Goals – External Events and Recruitment:

Goals and Ongoing Tasks:
Assist with the City’s current diversity efforts and to assist departments with hiring needs with an emphasis on diversity recruitment.

Actions:
Reach out to City departments in an attempt to get feedback on their current recruiting efforts
Participate in Career Day throughout the year
Reach out to the Hispanic community
Participate in the City Day at the Farmer’s Market
Visit locations: military bases, communities with diverse groups (Iowa City, Marshalltown, Des Moines, etc.)
Point out the variety of job opportunities the City of Cedar Rapids has to offer through Informational/Motivational Job video clip
Participate in Career Day throughout the year
Use Social Media to share job opportunities within the organization

Work Plan Goals – Communications:

Goals and Ongoing Tasks:
Communicate on a monthly basis

Actions:
Diversity Spotlight: Published in the Employee Connection Newsletter
Promote Legacy Series: Increase awareness of these events among City employees
Video Series: Plan a video series consisting of 2-3 minute interviews with City employees. Will be published on the intranet and displayed on TV monitors in City buildings.
Website and Intranet – Establish a minimal presence on the City’s public-facing website that states the purpose of the committee. Create a page on the intranet to store detailed committee information
Organize a group photo to be taken of the Diversity Team

Work Plan Status Report:
Conducted a Diversity Climate Survey with City employees
Complete focus groups with City Employees to follow-up on the survey
Receiving information from other communities on their diversity efforts
Information will be reviewed and compared with City of Cedar Rapids efforts
The information will be compiled into a report and the final document will be shared with all City employees
Created an internal employee diversity page that contains the main documents and projects of the team as well as a list of members
Information about the page will be shared in the employee newsletter
Has started a Women’s ERG and has held several meetings to date
Working to promote the upcoming Women’s ERG events throughout the employee newsletters
Working with City Manager Jeff Pomeranz to complete a diversity video in which Jeff shares his commitment to diversity within the City of Cedar Rapids
The first two videos “Finding a Place” video series are currently being edited for publication
Reviewing a City-wide training that focused on diversity
• Working to meet with people in diversity roles at major local employers to gather feedback on their successes in dealing with diversity efforts in their workplaces
• Hosting fourth Career Day for underrepresented students in the Cedar Rapids Community School District. This career day will focus on jobs in public safety.

Director Yates also discussed public sector diversity initiatives across the nation.

Fire Department Report – Chief Mark English
Report from the Fire Department is attached.

In the last quarter, the Fire Department had 3,080 calls, or 11,000 per year. Property losses totaled $110,353, and the Fire Department saved 92% of the property. Rescue & emergency medical calls account for almost 53% of the calls, and 47% account for all other calls. Quarterly permit revenue is a little over $103,000. With all of the other fees the department collects, this revenue is close to a million dollars every year by the services they provide.

Engine #1 has the highest number of responses, which is the engine at the new station. This is an indication that the right location for this station was chosen. It has great access to the interstate and great access to 1st Avenue and response time is very good. The station, if needed, could operate 24/7 off the grid with backup electricity, etc.

Regarding recruitment of firefighters, Chief English stated that they are trying to increase their diversity, but they have trouble getting minorities to apply. Last summer the Fire Department held a four day camp strictly for girls between the ages of 15 – 21. There were 15 girls, and they did everything the firefighters did, to show them that females can perform this job. Chief English is open to input and suggestions on ways to increase diversity.

Building Services Report – Kevin Ciabatti
Director Ciabatti presented information regarding the Building Services Department to gain an understanding of the roles of the different divisions in his department, and attached is a handout describing activities of all divisions of the Building Services Department.

Permits:
• Total permits issued are down 1% from this time last year.
• The total residential building permits are down 4% from this time last year.
• The total number of permits issued are down 43% from this time last month Nov. = 794; Dec. = 456).

Inspections:
• Building inspections are up 9% from this time last year.
• Electrical inspections are down 22% from this time last year.
• Mechanical inspections are down 6% from this time last year.
• Plumbing inspections are up 6% from this time last year.
• Overall, the total number of inspections is down 3% as this time last year.
• The total number of inspections is down 22% from this time last month.

Complaints:
• The total number of open complaints is up 21% from this time last year.
• The total number of open cases is down 8% from this time last quarter.
• The total number of pending investigations has increased 7% from this time last year.
• The total number of open nuisance cases are up 16% from this time last year.
• The total number of open zoning cases are up 51% from this time last year.

Positive highlights from last year include:
Total permit valuations are up from $292,825,000 in calendar year 2016 to $313,320,000 in calendar year 2017.

New single family home construction is up from 214 in calendar year 2016 to 220 in calendar year 2017.

The Nuisance Division managed 6 demolitions through court proceedings and is in the process of preparing for 3 demolitions in the first quarter of this year.

Staff, along with assistance of the City Attorney's Office, successfully filed the City's first 657A case. That case will be in court in the coming months.

The entire office (all divisions) performed close to 25,000 inspections.

**Area Ambulance Report – Keith Rippy**

Area Ambulance Services’ Key Performance Indicators and Special Events Summary reports are attached. Half way through their fiscal year, AAS has had 10,457 calls for service, so it is anticipated that they will have approximately 21,000 calls for the year. Last fiscal year, they had 54.2 calls per day and half way through the fiscal year they are at 56.8 calls per day. 75% of their calls are for emergency, and 25% are not.

Director Rippy gave an overview of Area Ambulance Service.

Director Rippy reported that AAS recently acquired Automated Vehicle Locator Software, which is intuitive software. It uses 10 years of data of calls for service, time of date, day of week, etc. It can project the likelihood for where a call for service may come from and not just wait for the call to come in and then move the ambulance. The dispatcher can see where the hot spots are and they can move ambulances accordingly, so they can move the units before the calls come in.

AAS recently purchased six new ambulances, five of which are here, and one is in Buchanan County. They will be purchasing another three around the 1st of July. The new ambulances have more safety features built into them. One is that the boxes are strong enough that they can re-mount the boxes for at least two cycles. They can take the box off, put it on a new chassis and have the box re-mounted and refurbished and use it again. The boxes are very stable, and very crack resistant. They also have cameras that go out in front of the ambulances and also a camera and audio in the cab of the ambulance. They are recorded any time there is an event. In addition, they recently installed in each ambulance a “black box”, which records how fast the driver is going, and other parameters. This “black box” is built for behavior modification, and these reports are reviewed. The ambulances that they replace are sold for $1.00 to various communities/agencies.

The most recent safety feature is power loads which were installed in the ambulances. The population is getting heavier and for safety reasons, both for the patient and for their staff, they have installed these power loads in each unit. The power load raises up the patient on the cot then moves the cot in and lowers it down.

AAS has a requirement that they be on time to all life threatening and all non-life threatening emergencies within 9 minutes, 90% of the time. Statistics over the last 8 or 10 years show they are 95 – 96% on time, so they exceed the 90% threshold. As call volumes increased, they have increased the number of units on the street, and have added personnel. Last year they added four more personnel and 10 more unit hours on the street.

A few years ago, the State changed the law and every graduating senior must receive some amount of CPR training. AAS took that project on, and they have provided CPR training to thousands of seniors in the school districts; 352 students so far this year, and they have trained approximately 6,000 and 7,000 total students. Also, AAS provides service to the high school football games, standby service for the Fire and Police Departments, as well as for other events and entities at no cost. They provide $5,000 to $8,000 worth of standby service at no cost for Freedom Fest activities (Balloon Glow, fireworks, etc).
Youth Services Update – Sgt. Laura Faircloth, CRPD
Sgt. Faircloth reviewed juvenile arrest data (reports are attached).

Arrests for youths for our most violent crimes are down for the year, and theft of motor vehicles are down 50%. Weapon violations are down 27%, and drug violations are down 17%. OWI, intoxication, liquor law violations, burglaries, disorderly conduct are also down. However, there was an increase of 57% in criminal trespass, which made overall crime go up by 4%. During the summer, there was an influx of kids who were breaking into the schools, so that accounted for an increase in those crimes. There was also an increase of different non-violent crimes; and misdemeanor crimes were up 31%, and assaults were up 19%. Overall, at the high schools, arrests were down 15%; however, middle school arrests went up 33%.

During the school season, through the Police PAL program which is targeted toward the smaller kids, PALs go into the schools and talk about safety, gun safety, theft, etc. CRPD also had a Criminal Investigative Program that was piloted this year at one of the middle schools that consisted of a 10 week program. One of the School Resource Officers and an investigative officer went to the school and helped with the program for 10 weeks to see who would be interested in that type of career, and also have a positive influence on the kids with law enforcement. CRPD hosted many academies for high school students, as well as Crafts with a Cop over the Christmas break, which provided an opportunity for positive interaction with the smaller kids. School Resource Officers are in the schools to foster relationship building with law enforcement. The Citizen’s Police Academy will be held from March 21st to May 23rd. CRPD will partner with the Roughriders for an anti-bullying campaign, and they will be going into the middle schools. Upcoming this summer will be a Cop with the Kernels event. Also planned are safety events with bike helmet giveaways. Youth Academies are also planned for this summer as well, and CRPD will be hosting a Hero’s Camp, along with the Fire Department.

SAFE-CR Update – Amanda Grieder
Amanda presented the SAFE-CR Public Safety Update (attached). Since the implementation of Chapter 22A there have been 4,442 Founded Calls for Service, which have affected 2,914 properties. Of those, 647 have met the threshold of 22A and have been deemed Nuisance Properties. They have brought 463 properties back into compliance. 152 have resulted in a Nuisance Property Designation. Of the 184 active nuisance properties, 2 are commercial, 111 are owner occupied, and 71 are rental properties. Overall, there have been 6,147 background checks, ordered by 477 landlords. They have billed out $60,296.02 for Police Calls for Service, and City Finance has collected $35,610.04.

Police Department Report – Chief Wayne Jerman
Chief Jerman reviewed the Activity Comparison Summary (attached). Also attached is the Citizen Assistance Summary.

Violent crime continues to trend down. Last year it was only slightly down, just over ¼%. Since 2013, violent crime in the city is down almost 11%. Last year, the first homicide occurred on July 2nd. There were two additional homicides during the summer, and those cases are still open. Information from residents/neighbors coming forward would assist police in closing these homicides. In November, there were three more homicides, and two of those homicides are still open. During this time, there were also the highest number of shots fired.

In 2017, there were 17 more robberies compared to 2016. Some robbery victims were engaging in criminal activity themselves by purchasing, selling, and using illegal drugs. This activity will increase the likelihood of becoming a victim, or exposed to being a victim of a crime of violence. Also, a number of robbery victims were engaging in unlawful sexual activities that they arranged online or through phone apps. A number of robbery victims were selling products (usually electronics) that require they physically meet a buyer. A lot of these meetings occurred at out of the way places or areas that are not highly public. If you are going to sell an item via Craig’s List or another media form and you need to meet the buyer, do so in a very public place.

CRPD’s #1 priority continues to focus on violent crime by the use of firearms. There continues to be a high number of firearms that continue to be possessed and used by those persons who are prohibited
from possession of firearms. Last year, the patrol division seized 102 firearms, and 18 of the 102 were seized by the PCAT team. CRPD continues to promote responsible gun ownership, and maintaining appropriate and proper control over them. In 2017, 26 guns were stolen from motor vehicles, unattended motor vehicles. Out of these 26 cases, only 2 had forced entry into the vehicle, which means 24 vehicles were unlocked.

Narcotics, drug use and sales, are directly related to criminal activities such as burglaries and thefts. Even though burglaries are down, thefts were up. Criminals steal property, pawn it and sell it in order to sustain their addiction to illegal drugs. Methamphetamine labs have dropped in Cedar Rapids. In 2015, there were 22 labs, and last year there were 2 meth labs. While this is good news, there is an abundance of methamphetamine that is being imported from Mexico. Supply is very high, and the cost is low. This eliminates the need of some users from cooking their own meth, since the availability is very widespread.

Heroin is still one of CRPD’s primary drug issues that they are addressing. Overdoses were up by 24 incidents last year, and 10 of the overdoses resulted in death; nine by heroin and 1 by the use of fentanyl. They are in their third year of the Eastern Iowa Heroin Initiative that Police Officer Al Fear is involved in, but one officer is not enough. CRPD is going to obtain Narcan for distribution to our officers to dispense for drug overdoses. Drug charges are up by just under 60 last year compared to 2016, which is a 9 ½% increase.

Non-violent crime is down and Chief Jerman attributes this downward trend for a number of reasons: community engagement; the work of patrol officers and investigators, and also through the partnerships that they have with State and Federal Task forces. CRPD has officers on the FBI’s Safe Streets Task Force as well as the Joint Terrorism Task Force. Two officers are assigned to the Drug Enforcement Task Force in the narcotics section, an investigator is assigned to the U S Marshal Fugitive Task Force, and also two officers that are assigned to the State’s Internet Crimes Against Children Task Force.

There has been an increase in patrol related activities and traffic stops, and there was a 27% increase in citations issued. Also, an increase in foot patrols, which enhances community engagement. There was an increase in the service of arrest warrants, where individuals who had an outstanding warrant were located, warrant served, and the individual taken to the Linn County jail.

The PCAT team is comprised of a sergeant and four officers. In just one year’s time, they seized 18 firearms that were illegally possessed; conducted 267 individual foot patrols, and stopped nearly 600 individuals to conduct a field interview. PCAT has partnerships with a number of agencies in the city and county. They have a very close working relationship with Juvenile Probation and the Department of Corrections, where they attend WARN meetings (Welcome and Resource Notification). They attend these meetings to provide information on social services and other forms of services for not only adult offenders who are released into the community, but also juvenile offenders who are either sent to other juvenile detention facilities or are also looking to get out of the groups that continue to engage in criminal behavior. The PCAT team is the PD’s premier unit that interacts with juvenile offenders. Once a juvenile offender has been identified, they will meet with the juvenile along with either their parents or whoever is responsible for the youth and provide means and ways to get out of the groups that continue to engage in criminal behavior. Also, the PCAT team is the primary gang intelligence and education unit in the department. They have attended many gang education and seminars in the region and other states.

Regarding police officer recruitment, January 11th was the closing day of the application process that began on October 13th. 175 applications were received and CRPD anticipates hiring seven officers. Here is the breakdown by race and ethnicity: 116 W/M; 18 W/F; 17 B/M; 7 H/M; 4 B/F; 4 A/M; 2 H/F; 2 A/I/M; 4 unknown male (2 or more races/ethnicities); 1 unknown female (2 or more races/ethnicities). The physical and written testing will be given on February 3rd. The class is set to begin on June 4th, and graduation will be October 3rd.

Sgt. Faircloth is the commander of the department’s Community Outreach unit. She oversees the Citizen’s Police Academy and leads our Peer-to-Peer Team which was established last year. The Peer-
to-Peer Team is made up of police officers and non-sworn employees who make themselves available to each other to assist in de-briefing and whenever there is a need to discuss an incident if it’s job related or not. She also oversees Lethality Assessment Protocol. This is a county wide program that when a first responder arrives on the scene of a domestic violence situation, a series of questions are asked and if there is an affirmative response to multiple questions, then an automatic referral is made to a social service agency to get the victim assistance. The program has seen great success nationally in reducing domestic related homicides. Sgt. Faircloth also oversees the department’s Honor Guard.

Another key component of outreach activities is Chief Jerman’s Police Chief Advisory Committee. It is made up of 9 citizens who are from Cedar Rapids, and they meet quarterly to discuss, review and provide input on department policies, and training curriculum. They review significant incidents and events that occur between the PD and the community. The nine members are the President of the NAACP, LaSheila Yates, a member from the faith based community, Cedar Rapids School District, small and large business representatives; and a member from each quadrant of the city. Some of the topics discussed are the body worn camera program; training; recruitment/diversity; crime stats; ATE program; Crisis Intervention Team; Eastern Iowa Heroin Initiative; CALEA accreditation; budget; Peer-to-Peer Team; Implicit Bias Training; Basic Academy; and Lethality Assessment Protocol. The last meeting was held in November.

Chief Jerman highlighted ICAT (Integrating Communications and Assessment Training) This training helps officers safely and effectively diffuse many types of encounters. It is designed especially for situations involving persons who are unarmed or who are armed with weapons other than firearms, and who may be experiencing a mental health or other crisis. The training will be delivered department wide to all officers. Officers trained in crisis intervention and other programs may not possess the full range of skills that ICAT does – crisis recognition, communications, tactics, and decision-making needed to handle these types of very challenging situations. What makes ICAT unique is that it equips first responding officers with additional tools and options beyond drawing their firearms and shouting commands. By emphasizing scenario-based training, ICAT gives officers both the skills and the confidence to defuse many of these situations so that everyone can leave the encounter safely.

CRPD’s patrol schedule will be changing on February 17th. An internal and external evaluation was conducted, and the current patrol schedules were determined to be 59% efficient when addressing calls for service. A consultant conducted a staffing study, which confirmed the lack of efficiency. The department is effectively staffed, but ineffectively deployed; therefore, a new deployment schedule should raise the efficiency levels between 15% to 18%. Also, the department is going through an additional reorganization, where one lieutenant position will be eliminated and replaced with a captain position. One of the lieutenants formerly on the patrol shift will be assigned to the Criminal Investigations Division to address narcotics, property and evidence. The additional captain will oversee the Special Services Division.

Implicit Bias training was conducted this past November 15th and 16th and was provided by the Fair and Impartial Policing Institute. The feedback and the evaluation were extremely positive, and department wide implicit bias training will be held this year.

APRIL AGENDA ITEM FORECAST
- Approval of January Draft Minutes
- Building Services Report (Ciabatti)
- Cedar Rapids Fire Department Report (English)
- Area Ambulance Service Report (Rippy)
- Youth Services Report (Faircloth)
- Police SAFE-CR Report (Grieder)
- Cedar Rapids Police Department Report (Jerman)
- April Agenda Forecast Item – Section 8 Voucher Program

The meeting was adjourned at 6:10 p.m.
Respectfully submitted,

Jean Novak
Administrative Assistant
Cedar Rapids Police Department