

May 3, 2024

From: EODAC

To: The Committee working to develop a Police Department at Bakersfield College

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We, the members of EODAC, appreciate the discussions Joe Grubbs and Tommy Tuscon held with us this semester regarding the proposed development of a police department at Bakersfield College. We took your proposals back to our constituent groups and we'd like the consultant you are hiring to include answers to the following concerns in their rationale and proposed plan:

Concerns that the proposal won't solve the problems presented:

- BPD already responds to the needs of Bakersfield College, why an armed officer?
- What benefit is one armed officer for a large campus and satellite campuses?
- Is the goal to have a full police department? How many officers?

Safety Concerns:

- The current reputation of the Bakersfield Police Department, nationally, is of a department that shoots first and asks questions later. How would the BC Police Department ensure safety for everyone in the BC community?
- How would the BC Police Department ensure our student population isn't over-policed?

Staffing Concerns:

- Will the Armed Officer KCCCD employee classification be Classified or Confidential Management
- Will Classified Public Safety positions be phased out via retirement or resignations to fund an expensive armed officer?
- Will current employees be offered the opportunity to go through the BC Transformational Policing Program and move into the new roles?
- If this is a joint venture between BC and BPD, who will investigate personnel complaints and potential criminal complaints against any officer? How do we ensure transparency?
- We would like EODAC included in an advisory capacity throughout the development and planning processes.

Funding Concerns:

- Why is the Public Safety Department running understaffed and not being considered for additional Public Safety Officers instead of investing in an armed officer?
- Is it cost-effective to contract with BPD instead of hiring an armed officer?
- What is the funding source for an armed officer and what is the annual projected cost?

Data Concerns:

- Please provide disaggregated data to reflect "70% of California Community Colleges that have added Armed Officer" [Joe Grubbs] to include demographics including the ratio of Armed Officers to Public Safety officers.
- Provide data on incidents of crimes or threats to campus in the last two years that justifies an armed police officer.
- What is the current ratio of students to officers? What is the required vs. ideal ratio of students to officers?
- When will data be provided to the campus community?
- Will there be a campus-wide survey to ensure that everyone has an opportunity to share their concerns?

- What Departments were asked to collect information and provide feedback to the committee?