

**REPORT TO MAYOR AND COUNCIL****TO THE HONORABLE MAYOR AND COUNCIL:**

DATE: September 30, 2014

**SUBJECT: MODIFICATION OF THE POLICE DEPARTMENT'S PART-TIME DOMESTIC VIOLENCE VICTIM ADVOCATE POSITION TO A FULLTIME CONTRACT POSITION (GENERAL FUND)****Report in Brief**

Currently, the Police Department (PD) employs one part-time Domestic Violence (DV) victim advocate. This position has proven to be a critical linchpin connecting DV victims with needed services. However, the position's part-time classification forecloses on the possibility that victim advocacy services can be offered within 24 hours of a DV incident, nor can those services be enhanced commensurate with the future staffing and advocacy needs of the in-progress Family Justice Center (FJC) project. PD staff seeks to improve and expand our victim advocacy services by re-classifying this part-time position to that of a fulltime, benefitted contract DV victim advocate. Council's approval of this action will have no fiscal budgetary impact. The total cost for the position is approximately \$88,000 annually (salary and benefits) and will be paid for by reallocating existing part-time funds within the PD budget.

**Discussion**

Since 1996, the Police Department has provided near continuous, in-house DV victim advocacy and support services. Embedded PD victim advocacy services have proven to be a vital, effective component in reducing the prevalence and reoccurrence of interpersonal family violence crimes in Concord. Key to this model is rapid intervention with families and victim assistance and disrupting the cycle of violence within families and its impact on secondary victims – children. Over the years, this effort has been maintained through a combination of part-time, full-time, and volunteer DV victim advocate positions within the PD Investigations Division. DV advocates imbedded within the PD provide victims with counselling services, advice, support, and referrals to non-profit community-based organizations, as well as work collaboratively and cooperatively with law enforcement personnel and other public agencies. CPD's in-house victim advocacy model has provided effective, efficient, and timely support services to DV victims.

In 2009, due to the economic crisis impacting the city's budget, the PD was forced to eliminate both in-house full-time (contract) and part-time victim advocate positions, in lieu of outsourced solutions. From 2009 through 2011, annual DV-related assault reports surged from 426 to 684, a 60% increase<sup>1</sup>. After the PD hired a part-time DV advocate in mid-2011, DV-related assaults tipped and they have steadily decreased in 2012 and 2013. Intervention in the cycle of interpersonal family violence is a keystone to reducing future domestic violence, and our inference from recent year's decrease in DV assaults is the pivotal role of our DV victim advocate's intervention and outreach efforts, and victim support and assistance.

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<sup>1</sup> Exhibit A, Domestic Violence Assault Analysis 2009-2013, CPD Senior Crime Analyst Mike Raney

APPROVE THE MODIFICATION OF THE POLICE DEPARTMENT'S PART-TIME  
DOMESTIC VIOLENCE VICTIM ADVOCATE POSITION  
TO A FULLTIME CONTRACT POSITION

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However, the part time position and classification restricts the advocate from working more than 30 hours a week, which significantly limits our ability to intervene with a victim or family within 24 hours of a DV incident. On average, our DV victim advocate handles approximately 18 new domestic violence victim referrals each month -- in addition to on-going case management duties with existing DV victims. Approximately 64% of our advocate's referral victims are Spanish-speaking.

DV victim advocate duties include: response and support to crime victims; navigation with the victim through external and internal service providers, Spanish translation, court accompaniment, safety planning, weekly Spanish support groups and presentations in the community, and collaborating with non-profit community-based organizations. As the City continues working with our agency and service provider partners to open a Central County FJC in Concord, the importance of this position increases. The DV victim advocate position will be relocated to the FJC site where it will contribute in-kind services as an FJC victim advocate, anchoring the city of Concord's investment in wrap-around support services for victims of family violence. The contract-specific classification will make the position flexible and complementary for FJC operations and management, and it is consistent with our past hiring practices and job class history for the position.

**Fiscal Impact**

No fiscal impact. The total cost for the position is approximately \$88,000 annually (salary and benefits) and will be paid for by reallocating existing part-time funds within the PD budget. The position will not result in an increased PD budget.

**Public Contact**

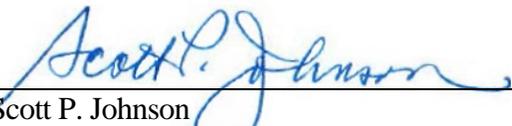
The agenda has been properly posted.

**Recommendation for Action**

Staff is recommending the City Council reclassify the PD part-time DV Advocate position as a full-time contract DV Advocate position using existing part-time funds, and authorize the City Manager to approve the staffing change.

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Concord Police Department  
Crime Analysis Unit

# Information Request

Request Date: 8/18/14  
Requestor Chief Guy Swanger

Request Filled: 8/18/14  
Analyst: Mike Raney

Attachment 1

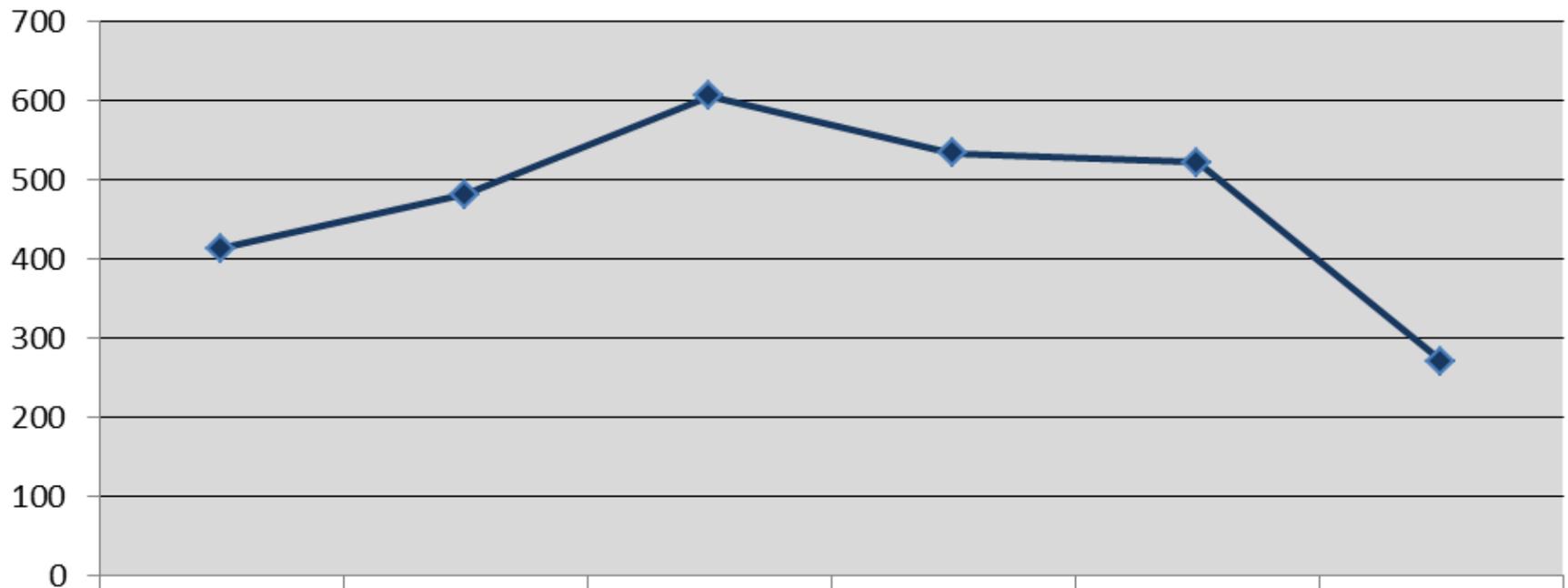
**PROBLEM:** Domestic Violence Assaults  
**LOCATION:** Citywide  
**DATES:** 2009-2014

Due to limitations of the RMS and the inconsistent coding on domestic violence cases, I chose to tabulate the number of domestic violence assaults as reported to DOJ on a monthly basis. I broke down the assaults into simple vs. aggravated. **(NOTE: The 2014 numbers are only through June)**

## Monthly/Yearly Breakdown

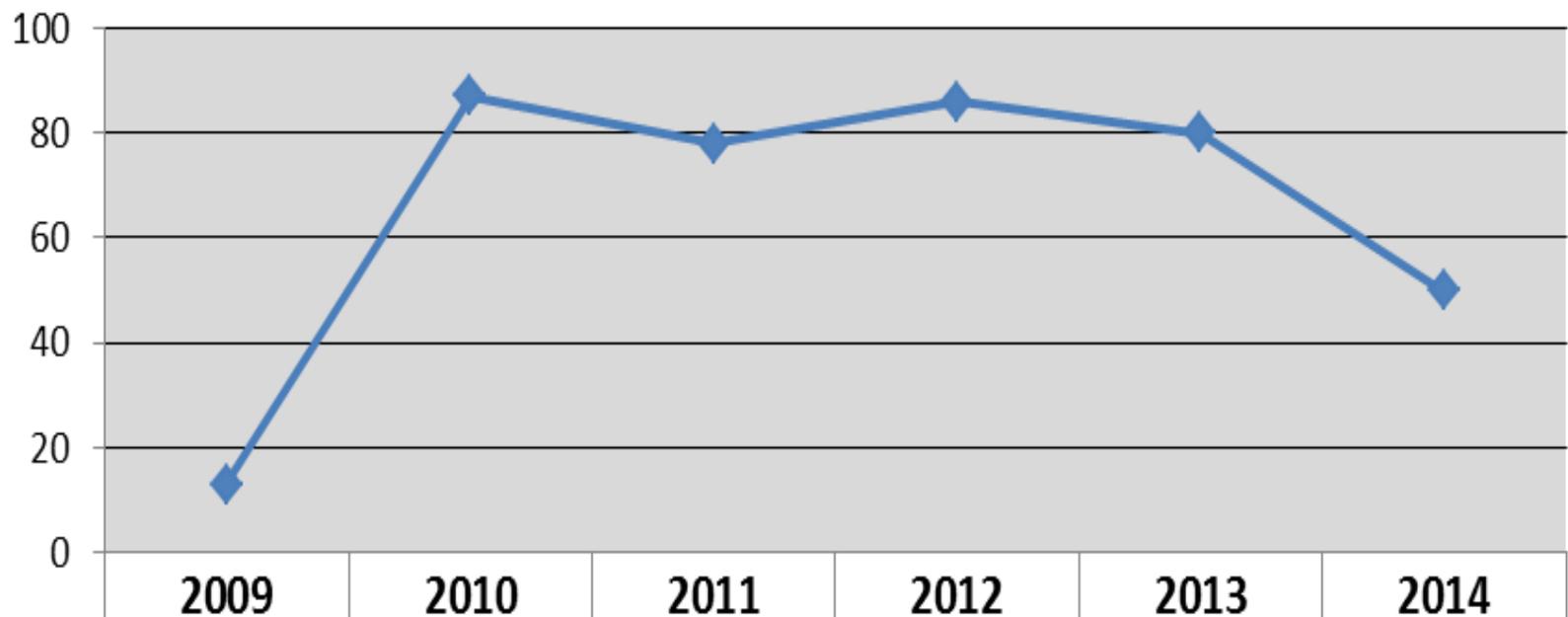
Month	2009			2010			2011			2012			2013			2014		
	Simple	Aggravated	Total															
January	30	2	32	37	7	44	40	4	44	53	10	63	39	11	50	41	6	47
February	37	2	39	41	14	55	30	12	42	29	9	38	28	8	36	40	4	44
March	37	2	39	56	11	67	58	8	66	50	9	59	51	8	59	41	10	51
April	41	1	42	41	12	53	55	3	58	42	10	52	46	4	50	54	8	62
May	30	1	31	34	4	38	64	1	65	53	2	55	42	14	56	53	10	63
June	32	0	32	41	7	48	60	14	74	49	9	58	57	5	62	42	12	54
July	47	0	47	30	10	40	74	6	80	59	5	64	43	9	52			
August	30	2	32	36	7	43	44	4	48	46	6	52	47	2	49			
September	37	1	38	36	4	40	55	7	62	41	4	45	46	6	52			
October	33	1	34	36	1	37	44	9	53	33	6	39	43	5	48			
November	34	1	35	43	4	47	49	7	56	37	9	46	41	5	46			
December	25	0	25	50	6	56	33	3	36	41	7	48	39	3	42			
<b>Yearly Total</b>	<b>413</b>	<b>13</b>	<b>426</b>	<b>481</b>	<b>87</b>	<b>568</b>	<b>606</b>	<b>78</b>	<b>684</b>	<b>533</b>	<b>86</b>	<b>619</b>	<b>522</b>	<b>80</b>	<b>602</b>	<b>271</b>	<b>50</b>	<b>321</b>

## Domestic Violence Simple Assaults 2009-2014



	2009	2010	2011	2012	2013	2014
Simple	413	481	606	533	522	271

## Domestic Violence Aggravated Assaults 2009-2014



**Aggravated**

**13**

**87**

**78**

**86**

**80**

**50**

## Domestic Violence Assaults 2009-2014

