



## CITY OF FULLERTON

### City Manager's Office

September 16, 2020

The Honorable Kirk H. Nakamura  
Presiding Judge of the Superior Court  
700 Civic Center Drive West  
Santa Ana, California 92701

#### **RE: 2019-20 Grand Jury Report: "Protecting Those Who Protect and Serve"**

Dear Presiding Judge Nakamura:

This letter constitutes, in accordance with Section 933.05 of the California Penal Code, the response of the City of Fullerton to the Orange County Grand Jury 2019-20 Report, dated June 30, 2020, titled "Protecting Those Who Protect and Serve" (Grand Jury Report). The enumerated items in this response correspond to the Findings and Recommendations contained in the Grand Jury Report for the City of Fullerton.

#### Finding 1:

**Peer Support Programs are effective in helping Peace Officers develop healthy coping techniques for themselves and their families.**

#### Response:

The City of Fullerton agrees with the Finding.

The Fullerton Police Department has a well-established Peer Support Program which has been in place for over 5 years. The Fullerton Police Department's Peer Support Team has 25 members; the team is made up of sworn officers (of varying rank from officer to lieutenant), dispatchers, forensic specialists, records personnel, professional staff, volunteers and chaplains.

Additionally, the Fullerton Police Department has an Employee Assistance Program (EAP) program which allows employees to get assistance any time of day, any day of the year. The EAP program also has also allowed the Fullerton Police Department to establish protocols so that any employee can see Dr. Heather Williams, a clinician who helped establish Peer Support in Orange County. Dr. Heather Williams, through EAP, also facilitates the Department's Critical Incident Debriefs.

#### Finding 3:

**The benefits in the peer support statute, effective January 1, 2020, are important to Peace Officers and Peer Support Team members.**

#### Response:

The City of Fullerton agrees with the Finding.

The Fullerton Police Department has maintained confidentiality since the inception of the team and members acknowledge the importance by signing a Confidentiality Waiver.

### **THE EDUCATION COMMUNITY**

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Finding 4:

**It is important that Peer Support Team members receive periodic training.**

Response:

The City of Fullerton agrees with the Finding.

All peer support team members must attend the Basic Peer Support course within one year of being assigned to the team. Additionally, the Peer Support Team receives training at their regularly scheduled meetings, these meetings are scheduled to take place three times a year.

Finding 5:

**Allocating a specific budget line item for Peer Support Programs help ensure adequate training and continuation of the programs.**

Response:

The City of Fullerton agrees with the Finding.

A dedicated, line-item budget ensures there are funds for the Peer Support Team members to get the required training classes, attend conferences and attend additional, non-required training classes that would ensure the continuation of the program. The funds would also allow for department-wide training materials and promotional materials to increase awareness and usage of the peer support program, which would aid in the continuation of the program.

Finding 6:

**Continuous communication to Peace Officers about the Peer Support Programs is important to increase awareness and use of the Peer Support Programs.**

Response:

The City of Fullerton agrees with the Finding.

The Fullerton Police Department's Peer Support program is a well-respected, established program but reminding personnel the program exists and disseminating important peer support related information is critical to the program's success. Peer Support team members regularly give briefing trainings and communicate department wide via email in an effort to remind all personnel the program exists and how the program can benefit them.

**Response to Recommendations**

Recommendation 2:

**The 2019-2020 Orange County Grand Jury recommends that all Peer Support Programs be in compliance with the peer support statute. (F3)**

Response:

The recommendation has been implemented. The Fullerton Police Department Peer Support Program is in compliance with the peer support statute.

Recommendation 3:

**The 2019-2020 Orange County Grand Jury recommends that Peer Support Team members receive periodic training and that completion of training is documented. (F4)**

Response:

The recommendation has been implemented. Internal training is conducted at the regularly scheduled team meetings and is documented and maintained in the employee's training file.

Recommendation 4:

**The 2019-2020 Orange County Grand Jury recommends that all law enforcement agencies allocate a specific budget line item for their Peer Support Program. (F5)**

Response:

The recommendation has not yet been implemented, but will be implemented in the future. Although there is not a current budget line item for the peer support program, the City will implement this recommendation for budget year 2021-2022.

Again, thank you for the opportunity to respond to this very important issue. The City greatly appreciates the time and energy as demonstrated by the 2019-20 Grand Jury. Please feel free to contact me at your convenience for any issues surrounding this response at (714) 738-6310 or [kenneth.domer@cityoffullerton.com](mailto:kenneth.domer@cityoffullerton.com).

Sincerely,

Kenneth A. Domer  
City Manager

CC: City Council  
Bob Dunn, Chief of Police