

This document is an extract of a larger publication.

civilgrandjury.org is a project of UnGovr.org, a US-based 501(c)(3) nonprofit dedicated to government transparency and public accountability.





SANTA CRUZ COUNTY
Civil Grand Jury

701 Ocean Street, Room 318-I
Santa Cruz, CA 95060
(831) 454-2099
grandjury@scgrandjury.org

New Recruiting Ideas for the Personnel Department

Residents Deserve a Fully Staffed Workforce

Summary

County residents rely on fully staffed County agencies to provide timely services. Prior Grand Jury reports and media articles both point out chronic staffing shortages in key departments. This report explores the root causes and suggests specific actions that the County Personnel Department could take. These actions, which could help all other departments fill their vacancies more quickly, include:

- Improve the website search engine optimization to increase visibility of job listings.
- Adopt a countywide integrated HR software platform.
- Add department-specific recruiting expertise and bandwidth.
- Publish per-position candidate pool policies and hiring results on a semi-annual basis.
- Guide departments to strengthen “Promote from Within” programs and embrace continual improvement for advancement.
- Improve communication to candidates during recruitment and make current candidate status easily available.
- Increase transparency of Personnel Data by using a countywide Dashboard.
- Conduct a salary comparison study based on nearby counties which have recently hired County employees.
- Engage external expertise, such as peers and consultants, in order to improve hiring processes.

The Grand Jury’s hope is that making progress toward full staffing will improve service levels to residents and improve the morale of current County employees.

Table of Contents

Summary	1
Table of Contents	2
Background	3
Scope and Methodology	3
Investigation	3
What is Holding Back Hiring?	5
Looking for More and Better Candidates	6
Faster Per-position Result	9
In-house, Bottom Up Advancement	14
Conclusion	15
Findings and Recommendations	16
Group 1: Fast-track Candidate Pool Quality / Quantity	16
Group 2: Improve Hiring and Recruitment Results	17
Commendations	18
Required Responses	19
Invited Responses	19
Definitions	19
Sources	19
References	19
Appendix A – Supporting Figures	23
National Low Income Housing Coalition for Housing Report	23
County Personnel Recruitment and Examination Flow Chart	24

Background

The charter of the Grand Jury is to identify areas where local agencies can improve effectiveness and efficiency. Past reports from the 2022-2023 Grand Jury noted that staffing shortages and long recruitment processes kept County agencies and departments from delivering required services.

The focus of this investigation is to highlight issues and opportunities to accelerate the hiring for difficult to fill positions across county departments. The end goal is improved skills and processes that deliver fully staffed agencies with top quality people. Long term positive outcomes can be fewer vacancies, shorter recruitment times, improved staff morale and higher employee retention rates.

Scope and Methodology

Specific issues that the Grand Jury investigated included:

1. The frequently lengthy process from posting to hiring.
2. Inconsistent recruiting practices across departments.
3. Analysis of the root causes of slow hiring processes.
4. The lack of accurate integrated recruiting and hiring data.
5. The lack of status information to in-process candidates.
6. Continuous vacancies taking months to fill, especially for supervisors and those requiring professional licenses.

The Grand Jury is very aware that processes at the County agency level take time to change. This report guides residents through issues as well as opportunities for near term process improvement. This investigation completed these tasks:

1. Compared an ideal hiring process to how the County operates today. This includes reviewing today's current best practices in recruiting for government jobs.
2. Evaluated practices in neighboring counties. This includes current technology being used.
3. Interviewed County staff across agencies and roles, as well as external experts. Specifically, that included Personnel Department staff and other County department's staff tasked with hiring and recruiting. Recent hires were interviewed to understand their perspective on the process.
4. The Grand Jury looked for gaps in the current County recruiting policy.
5. Reviewed statistics from the Personnel Department recruitment reports.
6. Looked at "out of the box" approaches to improving access to candidates for difficult to fill job profiles.

Investigation

The Grand jury interviewed a cross section of Personnel and Departmental staff, new hires and experts in Human Resources well educated in best practices. Figure1 below is a composite of a number of interviews that describe County recruitment experiences.

Imagine you are a resident of Santa Cruz County working over the hill. You are considering a job working for Santa Cruz County, which is much closer to home. You have a job, but you are tired of the private sector and commuting over Highway 17.

You have heard the pay in Santa Cruz County is much less than Santa Clara County, but you are ready for a change regardless. And you heard there are good benefits with government jobs.

You have rented a home for many years in Santa Cruz with a great landlord. Since you have been a good tenant, you have a below market rent. So you wouldn't want to move closer to your current job. You feel fortunate because you have heard Santa Cruz is the highest priced rental market in the country and, besides, you like the Santa Cruz lifestyle.

Searching "Santa Cruz County jobs," Google offers several websites, mostly consolidators of jobs, not necessarily the Santa Cruz County website. Your search also takes you directly to the Santa Cruz Probation Department website, but also to the Personnel Department website. You can see that the County is not using up to date Search Engine Optimization techniques (SEO) that help a website rank on the first page of browser results. On the Personnel website you find a link for open positions with the County and begin searching for analyst jobs in IT.

Just your luck you find a data analyst opening but there is no indication as to which Department you would be applying. You send off the application and wait. You quickly get an acknowledgement form letter. Two weeks later you receive an email indicating you did not make a top ten list of applicants and your name will not be submitted to the hiring manager for consideration. You are told if you want to wait they will call you if candidates fall off the list and you are moved up.

Six months go by. It's June, and you have written off the possibility of getting a position with the County. Then, you get a call from someone in the Personnel Department asking if you're still interested. Lucky for the County, you have held onto your current job! So you express interest in pursuing a position with the County. You are told that you will be called back soon.

A couple weeks go by and you get the call. You are told you may now be considered, but there are several steps to take before you are determined to be qualified to work for the County. You are then scheduled to take the required tests and pass a background check. Once again you wait. In August you are called for an interview with a hiring manager. You thought you had applied for a position in IT, but this is an interview for a new position in the Health Services Agency. Unbeknownst to you, the application you filled out was for a generic data analyst position. You go ahead with the interview and it seems to go well. And you wait.

It's October and you are notified that you got the job. Congratulations! The position is not exactly what you expected, but the salary being offered is fair and you accept the position.

Your start date is set for November. The time from submitting your application until your date of hire is 11 months. How many people would be able to endure this process? There must be a better way.

Figure 1 Composite of confidential interviewee's recruitment experiences.

For this report the Grand Jury examined only recruiting and hiring processes. The investigation found several opportunities for process improvement. This report will highlight some of the current obstacles and alternative approaches for building strong candidate pools. Without a solid pool of candidates, hiring managers have limited choices.

What is Holding Back Hiring?

There are many reasons Santa Cruz County takes a back seat to other counties as an ideal employer. Externals include housing costs, post-Covid tight job market, salary competition with private industry/Santa Clara County, and license/credential requirements. County government issues examined include lengthy processes, wage disparity, lack of communication with candidates, poorly-written job descriptions, no designated recruiters, and others.

Of particular note is that post-Covid, employment for skilled professionals in Santa Cruz County has been turned inside out. Local employers, including the County, could previously rely on the attractiveness of the area lifestyle to overcome salary limitations. The opposite is now true. Higher salaries over the hill, combined with flexible hybrid work, have made Santa Cruz County an ideal place to live but not to work. Housing and rental prices are proof.^[1] Santa Cruz was **number one** in average wage needed to rent a two bedroom in the Santa Cruz country according to the National Low Income Housing Coalition for Housing report.^[2] See Figure 6 in [Appendix A](#).

The irony is inescapable. Skilled County employees receive below market wages, have limited remote work options, and cannot afford housing in core cities.

An “Ideal” Hiring and Development Process

The following are best practices gleaned from several sources.^{[3] [4] [5] [6]}

- Management commitment to continual improvement. For instance, embracing the principle that best practices change and all employees can provide insights. Soliciting these ideas improves current employee morale because they feel heard.
- Consistently strong candidate pools are formed when an organization combines a strong brand, savvy marketing, and competitive postings.
- Good integrated data, combined with analysis, to improve performance.
- Fast hiring cycles with strong governance for required skills and certifications.
- Encouraging all employees to seek more senior positions. Building from within can reduce job-hopping to higher paying localities.
- Fast track advancement for qualified staff based on established processes and management support.

Variability in Hiring Success

There is a consistent pattern in filling available positions within County Departments. Hiring is most efficient for entry level positions, especially with a candidate pool of qualified applicants. Other positions are difficult to fill and may remain vacant for long periods of time. This is especially true for the Health Services Agency (HSA), Human

Services Department (HSD) and Public Works Department (PWD). The Sheriff's office has had problems hiring for several years. Examples of the hard-to-hire positions:

1. Positions requiring a specialized degree or credential (e.g., doctors, nurses, and licensed social workers).^{[7] [8]}
2. Higher level supervision (e.g., department supervisors).^[9]
3. Jobs with difficult working conditions (e.g., correction officers at the jails).^[10]
4. Positions that directly compete with private sector openings (e.g., IT positions).^{[11] [12] [13]}

Recruiting and hiring requires close collaboration between departments and Personnel. There are some noted hiring gaps. Opportunities to improve them are discussed in sections below.

Impact of Hiring Gaps

Hiring gaps examined in this report reduce quality of life for county residents. Consider these cause and effect scenarios:

- Lack of nurses in the Health Services Agency can limit care for patients.
- Understaffed social worker teams in the Human Services Agency can compromise family and child safety.
- In the Planning department, staff shortages for permitting, plan review and inspections can lengthen the housing recovery time for fire victims or development of additional housing.
- Open supervisor positions across all departments puts additional burdens on senior administrators.^[14]

No Data, No Answers

For the most part, County Personnel was unable to give the Grand Jury accurate report data based on common recruitment measures. As a result, most of our information came from interviews. This is unfortunate since such metrics capture data points used to track, manage, and optimize recruitment processes. Because they are so critical, they are continually captured as standard practice by many peer government organizations.^[15] The lack of such published data in Santa Cruz County is an important fact for readers of this report.

Documenting which functions and practices are efficient allows departments to see which recruitment methods need improvement. Two examples are average recruitment time data and vacancy rate trend data. This would help departments and the County Personnel Department assess the results of their hiring process and the effectiveness of their hiring strategies.

Looking for More and Better Candidates

Rapidly gathering an adequate candidate pool is essential for filling critical vacancies. For many positions that are easier to hire, a pool of qualified candidates can readily be created. This is not the case for more specialized and senior positions.

Without Salary Parity, Limited Candidate Interest

A salary comparison done by the Grand Jury comparing Santa Cruz County and Santa Clara County posted salaries indicates that Santa Cruz County compensation is generally lower, on average 17% lower.^[16] As a result, experienced entry level staff frequently seek out jobs over the hill to advance their careers.

Figure 2 below is a snapshot comparison of a handful of open positions at the County as of February 25, 2024 demonstrating this salary disparity.

Date Viewed	The Job Opportunity	Salary - Santa Cruz County	Salary - Santa Clara County	Compared to Santa Clara	Salary - Monterey County	Compared to Monterey
Feb.25, 2024	Clinical Nurse II	\$106,728- \$124,848	\$150,552- \$182,996	68-70%	\$103,224- \$140,964	103- 88%
Feb.25, 2024	Clinical Nurse III	\$118,116- 138,084	\$165,607- \$221,963	62-72%	\$165,840- \$226,392	61- 71%
Feb.25, 2024	Deputy Sheriff- Lateral	\$97,944- \$131,208	\$111,662- \$135,742	59-62%	\$89,004- \$121,560	108-108%
Feb.25, 2024	Deputy Sheriff- Cadet	\$93,608- \$131,208	\$103,731	91-127%	\$72,324	129-181%
Feb.25, 2024	Corrections Officer- Lateral	\$78,516- \$105,012	\$110,032- \$133,752	70-79%	\$82,276- \$114,684	95-82%
Feb.25, 2024	Psychologist	\$106,056- \$134,160	\$139,986- \$170,152	75-78%	\$93,240- \$127,464	113-105%
Feb.25, 2024	Public Defender IV	\$182,352- \$221,688	\$226,025- \$281,328	79-80%	121,584- \$206,640	150-107%

Figure 2. Snapshot salary comparison for open positions as of 2/25/2024^[17]

There is a Board of Supervisors approved philosophy that a salary comparison is done comparing our county with eight other Bay Area counties including our neighboring counties, Monterey and Santa Clara.^[18] Our county strives to be in the middle of the pack of the eight counties.^[19] Current salary compensation guidelines (defined in 1990 and revised in 2002) call out Napa, Solano, and Contra Costa counties as benchmarks. The cost of living is much lower in those counties and using them for comparison may skew salary estimates lower.^[20]

Static Candidate Search Practices Cast a Narrow Net

Post-Covid, unemployment remains low and prospects have many career choices and see rising salaries. There are now many more candidates today declining job offers not just here but everywhere. Candidates have gotten used to working from home and want to work remotely, but the County does not accommodate this requirement as well as the private sector.^[21] In response, mainstream candidate search practices have evolved to an “Employee Driven” marketing model.

Adjustments made by other public sector organizations include:

- Position descriptions include more flexible scheduling, including consistent hybrid/remote work.^{[22] [23]}
- Advertising and awareness marketing extend further. For example: career fairs, colleges and universities, social media, career panels, community markets and events, in-person job fairs and networking events.^[24]

The County Personnel Department has done trials with several of these approaches. There has not been a published analysis of cost/benefit analysis for these efforts. There is no public, written guidance for recruiters on best practices.

A couple of examples of pilot projects include:

- Quarterly community workshops on how to get a job with the County.^[25]
- Employee testimonial videos.^[26]

In contrast, continual posting remains a long-standing County practice even though it has been shown to be ineffective. In this approach, generic postings are left unchanged on the County website for months.^[27] Candidates see only stale postings and search engines rank them lower than newer postings from competing employers. Search Engine Optimization tools can help to get ranked higher on the browser list.^[28]

Limited In-process Candidate Communication Stalls Interest

Contact with candidates is sporadic. The initial communication is with Personnel, not the hiring department, which is often seen as a barrier.^[29] Applications are acknowledged with a form email. The next contact may be months later, when the candidate is asked to schedule a test or is called in for an interview.

There is no ongoing communication with candidates who are eligible, or information on where they stand in the hiring process.^[30] Candidates are not able to check their status online and systems are not in place to automatically generate status communications. Since processes and communications rely on manual employee processes, time can be lost and gaps can occur.

Candidate Pool Bottlenecks Slow Hiring Decisions

The recruiting and hiring of county employees follow strict civil service guidelines to ensure fair and equitable hiring. These requirements were put in place many years ago to block unfair hiring practices. Circumstances have changed and some, such as candidate pool sizes, now simply delay the hiring process. Some progress has been made since the Board of Supervisors approved replacing the Rule of 10 with Rule of 5 for some positions.^[31] Previously the Rule of 10 required Personnel to identify 10 qualified candidates before submitting the candidate list to the hiring manager. This requirement was reduced to 5 candidates. However, there remain many rules which - while well intended to avoid the “spoils” system of the past - remain as obstacles to efficient hiring at the County.

Provisional hiring is a means to bring onboard highly qualified candidates for more specialized positions while a determination is made as to their civil service qualifications

and while their credentials are checked. This has only been rarely used in Santa Cruz County to accelerate hiring. When it is used, it has been successful in persuading candidates to wait out the months-long processes.

Extended Time to Hire Slows Departments

Due to practices described above, the process in use today often takes six months to a year. Candidates frequently accept other opportunities before the Personnel department makes an offer. Normally, public sector hiring takes three times longer than the private sector for higher level, special skills or credentialed positions.^[12] This is another factor that puts Santa Cruz County at a huge disadvantage. The end result is service gaps for residents and increased workload for existing staff.

Faster Per-position Result

The prior section looked at difficulties in attracting sufficient candidates. This section looks at how to move from a pool of candidates to a hired employee.

Limited Agency-specific Recruitment Skills

We found that most County departments and programs lacked dedicated hiring managers. Most of the time department managers, in addition to their regular duties as administrators, are also charged with hiring. These managers often lack personnel hiring experience.^[32] The exception is the Sheriff's department, which has an officer dedicated as a recruiter. However, comparable large departments such as HSA, HSD and Public Works, with similar complex position requirements, do not.

Typically, the most difficult positions to hire for are psychiatrists, senior medical specialists, social workers, nurses, and senior building officials. These are all positions that require specialized knowledge as well as a license.^[8]

Human Resources Best Practices

The Grand Jury interviewed a Human Resources expert with many years' experience consulting for California cities and counties to improve their HR practices. The consultant sampled some advertised open positions on the County Personnel website.

One Santa Cruz County job description for an engineer, for example, was not interesting to prospective candidates.

- The salary description was monthly (not annual), the salary that was listed later in the ad used a range without any context.
- There was nothing compelling in content when compared to another rural county entity's job description for an engineer that included multi-media links talking up the job, with multiple pictures.
- Best practice was to write a job description from the perspective of what the candidate is looking for and would be interested in. An engineer would love to see a link to current County projects to see what they might be working on if hired.^[33] Simply running an ad does not work today.^[34]

The consultant recommended several best practices which were divided into four categories:

- Effective advertising methods for open positions
- Creative “outside the box” recruiting tips
- Managing new hires for retention and promotion
- Obtaining new recruits from employees.

Best Practices for Effectively Advertising Open Positions:

- Personnel staff and the department hiring manager should co-write the job announcement and supplemental questions. Often HR develops an initial draft, based on priorities articulated by the hiring manager and key details of the job description plus required EEO/ADA language.^[35]
- Show hourly salary for entry-level and part-time jobs and annual salary for journey-level and above. It is acceptable to list both hourly and annual salary ranges.^[36]
- Include a benefit summary, with links to a graphic presentation “selling” benefits to potential applicants.^[37]
- Sell the job opening to qualified candidates by highlighting key features of the job to the target market. The common element here is blending specific job tasks with benefits and tapping into the reason folks choose a specific career path.^[38]
- Continuous postings should be refreshed every month. This includes updating the posting date, so web crawlers and search engines will “see” the posting as new. Another best practice is to add new information each month, such as “Next Application review date: Oct 30. All applications received by that date will be reviewed by the hiring manager within 2 weeks.”^{[27] [39] [40]}
- Contact each applicant within one week of the close of any job posting with a status update.^[41]
- Departments with chronic staff shortages would benefit from opening social media accounts where information about department happenings and future open positions may be highlighted.^[42]

As an example of best practice innovation to increase exposure, the Sheriff’s Department has its own Facebook and Instagram accounts and attends law enforcement job fairs.

The Personnel Department has implemented a wide variety of outreach methods which have had some success. These methods include social media, online job boards, career panels, information sessions, direct US mailings, direct emails, direct phone calls, attending community events (Farmer’s markets, Pride Day, County Fair), attending online and in-person job fairs and internship fairs, radio ads, newspaper ads, fliers posted at local businesses, attending professional conferences and networking events.

Best Practices for creative “outside the box” recruiting:

- A referral bonus is another nice perk for current staff. An employee contest or reward program can be fun and effective. Some departments use a payment split: 50% on hire; 50% when the probation period is successfully passed.^[43]
- Use job titles and keywords that resonate with current industry nomenclature even if they do not match the County’s current job title.^[32]
- Provide candidate immediate access to the hiring manager if they clearly appear to be a good candidate.^[44]
- Have a union rep present during the interview process. This sensitizes the union member to what the process is and promotes a better understanding from the hiring manager’s point of view. By collaborating with the union representative for creative ways to meet civil service requirements it may be possible to come up with unique ways to hire good candidates.^[45]

Best Practices for managing new hire retention and promotion:

- Investing in communication skills for leads, supervisors and managers is vital, so they have the tools to effectively lead their staff. Recommend coaching and mentoring trainings.^[46]
- Establish regular meetings throughout the probationary period with feedback on performance and expectations. This allows the supervisor to assess if assignments are appropriate, and/or if additional resources are needed to help an employee. It also helps the employee to have a clear idea of how well they are doing.^[3]

Best practices for obtaining new recruits from employees:

- Annual reviews that include a professional development training plan will actively encourage staff to improve their skill for advancement. This can help retain valuable employees, while helping struggling employees improve and feel good about staying with an employer long-term.^[47]

Complex and Intertwined Personnel Department and Agency Roles

The County Personnel Department covers many areas within the Human Resources operations besides recruiting. These include employee payroll and benefits, state and federal compliance issues, employee grievances and union collective bargaining issues.

As a result, data is not readily available and acted upon. County Personnel staff are not as familiar as they could be with current data on vacancies across the departments they serve, time to hire, retention rates, etc.^[48] They wait for the department or agency to report a need for new hires. The data is held within the departments. Because of this, consolidated county-wide job vacancy data is not available.

Home grown tracking systems and spreadsheets to capture hiring information continue to be used in this county. Data collection is therefore labor intensive and inefficient.

From Personnel Department interviews, Figure 3 below is an outline of the hiring process.

1. A vacancy opens up. The hiring manager fills out the required form and submits it to the Personnel Department.
2. After review by the Personnel technician, the hiring manager signs off on the forms.
3. Personnel may already have a list of candidates which can be filtered to identify suitable candidates for a particular position.
4. The list is shared with the department hiring manager.
5. The hiring manager reviews the list.
6. The hiring department and Personnel jointly oversee candidate qualification evaluation, testing, background checks, and training if required.
7. The Personnel technician takes part in weekly follow up meetings with the hiring manager.
8. Candidates are identified.
9. The hiring manager does reference checks.
10. The Personnel technician does paperwork and completes a Payroll Action Form.
11. The form goes to the Records team for audit.
12. A pay grade is assigned to the candidate.
13. Personnel clears the hire.
14. The Personnel technician then contacts the candidate and schedules them for in-processing.
15. A welcome letter with onboarding information is sent to the candidate.

Figure 3: Santa Cruz County Hiring Process Steps.^[49]

Every recent hire interviewed said it takes at least six to twelve months to fill a County position.^[34] Sometimes things slow down because of the government hiring process.^[50] For example, candidates fill out tests and essays not necessarily for the position they will be eventually offered. In other cases, it is because the hiring managers take months to interview candidates provided by Personnel causing candidates to lose interest.^[51] Everyone seems to be resigned to the long process.^[52] The Hiring Flow Chart in Figure 7 in [Appendix A](#) shows it is a complicated process that a candidate must endure.

Many peer agencies rely on integrated software tools to automate such processes and integrate data gathering.^[53] Most importantly, these tools free up managers from manual paperwork tasks in order to focus on sourcing, interviewing, and hiring. As an example of the value of integrated HR systems, San Francisco reduced hiring time by 40% through streamlining the application, interview and hiring process.^[54] Specific examples of advantages of using an integrated system are shown in Figure 4 below.

Software capability	Impact on recruiter efficiency and/or candidate perception
Increase pool of qualified applicants.	Reach more candidates all at once, easier to track cost-effectiveness on sourcing targeted applicants.
Easier tracking and screening.	Improved/easier application process for candidates. Screening automated for recruiter and hiring manager.
Immediate response to online application.	No recruiter effort. ^[55] Immediate feedback to candidates.
Candidates can self-schedule interviews.	No recruiter effort. Quickly locks down interaction with the hiring team. Engages candidates, demonstrates their interest.
Job posting content is displayed as easy to follow indexed pages	Easier for candidates to evaluate topics of interest.
Captures recruitment metrics, such as time to hire, recruitment effort results. Generates related reports to track progress.	Lessens time for staff to pull data. Improved process governance, capture of best practices for oversight and planning.
New hire onboarding.	Ensure compliance to policies while making new hires feel welcome.

Figure 4: Typical capabilities of integrated HR software packages.^[56]

Examples of Online Software Platforms for Organizing Personnel Departments

Candidate Relationship Management (CRM) software streamlines the recruiting and hiring process. Adapting CRM software would complement and/or improve inhouse software and allow the County to more effectively compete with local counties and cities.

NeoGov is an example of a company that provides CRM to public and civil service employers. Santa Cruz County currently uses some NeoGov modules for applicant tracking and online training of employees.^[57] One advantage of using NeoGov is that when an advertisement is posted on the County website, it is also picked up on the NeoGov website.^[58] Currently NeoGov is used by Watsonville, Santa Cruz City, Los Gatos, San Jose, Monterey, Salinas, Santa Clara County and San Benito County.^[59] NeoGov saves lots of time because it sends out notices to candidates and allows them to self-schedule interviews.^[60]

Careers in Government is another CRM software system that is available. Their service scrapes subscribers' websites and publishes listings on their own, increasing visibility to potential recruits. It would also push interested candidates back to the County website.^[61]

Handshake is a service that is free where links to County job posting can be posted, increasing visibility to new candidates seeking job opportunities.^[62]

Limited Focus on Accelerating Recruitment and Hiring

As mentioned above, because administrators also act as hiring managers at agencies such as Public Works, Planning, HSA, and HSD, they are typically very busy people. Time spent on the hiring process is often hard to find. However, a shortage of staffing due to chronic unfilled positions can lead to employee frustration on one hand and overtime charges on the other. Neither is good for these agencies.^[51]

Personnel Department leadership positions that are filled by long-time employees can be beneficial for the county. But it also has limited the acceptance of new ideas from employees.^[63] It is important to try new methods that appeal to a new generation of workers and have worked elsewhere in hiring for difficult to fill positions.^[64]

Agencies depend on the Personnel Department to optimize the hiring process. In many cases peer organization best practices or employee suggestions are available to the Personnel Department to improve efficiency and effectiveness. However, for these ideas to be of any benefit, Personnel Department management must take a leadership role that encourages their evaluation and testing. Continual improvement depends on Personnel Department leadership as well as measurement.^[65]

In-house, Bottom Up Advancement

The County has a tremendous resource to draw from - their existing employees. As described above, the Grand Jury found that processes and candidate pools for entry level employees are up to the task.

One hindrance to a bottom up approach is a lack of consistent policies, funding, and training to encourage employees on that path.^[47] As a result, employees considering advancement often look elsewhere. This is a self-reinforcing downward spiral which reduces the internal talent pool while encouraging some employees to leave. The advantages of promoting from within are described in Figure 5 below.

Existing Employee Characteristic	Advantage to County
Easier to hire a Level 1 and promote to Level 2	More entry level applicants who meet minimum qualifications
Knows the opportunities for advancement	Can track employee progress
Has already secured local housing	Able to work locally without having to commute
Understands local issues	More likely to effectively contribute to innovative organizational solutions
Can make a living at current County wage levels	Less likely to seek out other locations that offer higher wages
Gaining seniority and experience	Becomes more invested in Santa Cruz County organization

Figure 5. Advantages to County departments gained by promoting from within.

Conclusion

The Grand Jury recommends changes that improve efficiency and effectiveness of the county’s hiring processes. This is done to improve service levels for County residents that support the local agencies with hard-earned tax dollars.

All of the recommendations below are specific, but do not call out the elephant in the room: County services for residents suffer because management is not able to prioritize staffing levels, or deploy time-saving integrated software, or fix broken processes. Residents deserve the improved services that fully staffed departments can deliver. For county residents, the “just business as usual” attitude of local agencies towards filling these critical vacancies is very concerning.

The Recommendations in this report anticipate continual improvement in County hiring and recruiting. These will result in more completely staffed agencies and departments that deliver high quality services on time with improved morale. The County will accrue cost and time savings through integrated data and processes.

Time is money and the clock is ticking. The Grand Jury thinks this problem is urgent and needs to be addressed now.

Findings and Recommendations

Group 1: Fast-track Candidate Pool Quality / Quantity

Add Department-level Recruiting Expertise and Bandwidth

- F1.** Requiring candidates for difficult to fill positions coordinate with Personnel rather than directly with hiring managers in departments slows the hiring process and reduces candidate interest.
- F2.** The Personnel Department recruiter training does not provide recruiter skills to the hiring managers necessary in today's job market.
- F3.** Outdated personnel "candidate pool" rules and Civil Service recruiting policies inadvertently force long term vacancies for supervisory and credentialed positions.
- F4.** By not sending candidates for difficult to fill positions directly to hiring managers the chances of hiring well qualified candidates are reduced.
- F5.** Most county departments lack dedicated hiring managers leading to overloaded administrators.
- R1.** The Grand Jury recommends that by December 31, 2024, in order to reduce the backlog of difficult to fill positions, the Personnel Department creates dedicated recruiter positions for the HSA, HSD and Public Works departments. (F1–F5)

Improve Marketing to Candidates

F3 applies to this area as well.

- F6.** The Personnel Department has not changed policies and procedures in the face of fewer candidates applying for County positions resulting in additional vacancies and slower recruitment and hiring processes.
- F7.** The Personnel Department's website advertising continuous open positions without regular updates makes it very difficult for candidates to find opportunities on search engines because the information is stale and not up to date.
- R2.** The Grand Jury recommends that by December 31, 2024, the Personnel Department update recruitment and hiring procedures. For example, requiring the updating of job postings on a regular basis in order to improve search engine visibility. (F3, F6, F7)
- R3.** The Grand Jury recommends that by December 31, 2024, the Personnel Department begin publishing per-position candidate pool policies and hiring results on a semi-annual basis. (F3, F6, F7)

Promote from Within

- F8.** Continuous improvement for promoting existing employees in departments with difficult to fill positions can help to maintain effective staffing levels.
- F9.** Promoting employees within departments with many difficult to fill positions can limit the damage caused by attrition, especially at more senior levels.
- R4.** The Grand Jury recommends that by December 31, 2024, the Personnel Department, in collaboration with HSA, HSD and Public Works, embrace continuous improvement and publish a skills and advancement plan to accelerate promotion from within, including budget requirements and goals. (F8, F9)

Group 2: Improve Hiring and Recruitment Results

Adopt Integrated HR System

- F10.** The months-long hiring process is frustrating to candidates and jeopardizes the County's chances of hiring good candidates.
- F11.** The time required for complex paper processes steals time from creative recruitment and ongoing contact with candidates.
- R5.** The Grand Jury recommends that by December 31, 2024, the Personnel Department publish a cost/benefit analysis comparing their current approach with that offered by integrated HR solutions. (F10, F11)

Embrace Continual Improvement within Personnel Department

F6 applies to this area as well.

- F12.** Despite the finding in F9, having leadership in Personnel Department positions filled by long-time employees that have spent most of their career in the department has led to limited acceptance of ideas that have worked elsewhere in hiring for difficult to fill positions.
- R6.** The Grand Jury recommends that by December 31, 2024, the Personnel Department develop a plan detailing how they will solicit and evaluate employee recommendations that could help reduce the backlog of difficult to fill positions. (F6, F12)
- R7.** The Grand Jury recommends that by December 31, 2024, the Personnel Department publicly document how they have engaged external expertise which would likely improve hiring and promoting processes. (F6, F12)

Evaluate Peer Counties for Best Practices

F6 applies to this area as well.

- F13.** The 8-county salary comparison in place since 2002 is no longer a useful benchmark for wages and salaries given the high cost of living in Santa Cruz County resulting in many vacancies.
- F14.** To attract a wider pool of candidates for difficult to fill positions, pay needs to be at least 90% of what Santa Clara County offers.
- R8.** The Grand Jury recommends that by December 31, 2024, and annually thereafter, the Personnel Department conduct a salary comparison study based on nearby counties. It is recommended that this study include counties which have routinely recruited Santa Cruz County employees and residents. (F6, F13, F14)

Create a Public Dashboard of Key Hiring and Recruitment Metrics

- F15.** The County Personnel Department was consistently unable to provide comprehensive hiring statistics. Without accurate data, Personnel and other departments cannot make sound judgements on how to measure improvements in the hiring process for difficult to fill positions.
- F16.** The Personnel Department expects the department units themselves to track hiring and recruitment metrics and keep important data such as turnover statistics and vacancy rates. This leaves the Personnel Department and oversight bodies without a clear picture of the situation and depth of the problem.
- F17.** By not filling essential positions for months at a time, services for residents suffer harm when vacancies persist.
- R9.** The Grand Jury recommends that by December 31, 2024, the Personnel Department post a public dashboard, based on real time data, to include time-to-hire and vacancy rates for difficult to fill positions in County departments. (F15, F16, F17)

Commendations

- C1.** The Grand Jury commends the Personnel Department for testing ways to improve recruiting for difficult to fill positions. These include preparing a video selling the lifestyle of Santa Cruz County, attending job fairs, having a booth at the County fair, attending conferences where professionals meet, advertising in magazines that target professionals with needed skills, reaching out to universities and meeting students about to graduate.
- C2.** On the recommendation of the Personnel Department, the Board of Supervisors eliminated the civil service requirement for a top ten list for a set of hard to fill positions. Department hiring for those positions accelerated since managers were able to interview candidates more quickly.

Required Responses

<i>Respondent</i>	<i>Findings</i>	<i>Recommendations</i>	<i>Respond Within/ Respond By</i>
Santa Cruz County Board Of Supervisors	F1–F17	R1–R9	90 Days September 25, 2024

Invited Responses

<i>Respondent</i>	<i>Findings</i>	<i>Recommendations</i>	<i>Respond Within/ Respond By</i>
Director, Santa Cruz County Personnel Department	F1–F17	R1–R9	90 Days September 25, 2024

Definitions

Terms requiring an explanation that would not fit in the report flow.

- **SEO:** Search Engine Optimization. The practice of orienting your website to rank higher on a search engine results page (SERP) so that you receive more traffic. The aim is typically to rank on the first page of Google results for search terms that mean the most to your target audience.^[28]
- **HR:** Human Resources. A term often attached to Personnel Department services.
- **Provisional hiring:** Committing to a candidate prior to fully completing the hiring process. Allows for mutual commitment of the agency and candidate while providing sufficient time for all required steps to complete.
- **Rule of 10:** A civil service rule that says until ten candidates have been vetted by the Santa Cruz County Personnel Department they cannot be forwarded to the hiring department.^[31]
- **CRM:** Stands for Candidate Relationship Management in human resources, talent acquisition, and recruiting software.

Sources

References

1. Josh Copitch. June 27, 2023. "Santa Cruz County most expensive place to rent, Monterey not far behind." *KSBW News*. Accessed April 16, 2024. <https://www.ksbw.com/article/california-rent-expensive-places-to-live/44350132#:~:text=Santa%20Cruz%20County%20is%20now,to%20make%20%2463.33%20an%20hour.>

2. Andrew Aurand, Mackenzie Pish, Ikra Rafi, Diane Yentel. February 15, 2024. "OUT of REACH: THE HIGH COST OF HOUSING." *National Low Income Housing Coalition (NLIHC)*. Accessed April 17, 2024.
https://nlihc.org/sites/default/files/2023_OOR.pdf
3. Confidential Grand Jury interview.
4. Confidential Grand Jury interview.
5. Confidential Grand Jury interview.
6. Confidential Grand Jury interview.
7. Confidential Grand Jury interview.
8. Confidential Grand Jury interview.
9. Confidential Grand Jury interview.
10. Confidential Grand Jury interview.
11. Confidential Grand Jury interview.
12. NeoGov staff. July 1, 2020. "NEOGOV Time to Hire Report 2020." *Neogov.com*. Accessed March 22, 2024.
<https://www.neogov.com/hubfs/NEOGOV-Time-to-Hire-Report.pdf>
13. County of Santa Cruz County Personnel Department. June 7, 2024. "Job Salary Schedule." *County of Santa Cruz County Personnel Department*. Accessed June 7, 2024.
<https://www2.santacruzcountyca.gov/personnel/salsched/salsched.asp>
14. Confidential Grand Jury interview.
15. Vasco. July 2, 2023. "Recruitment Metrics." *OnHires*. Accessed March 22, 2024.
<https://www.onhires.com/blog-post/recruitment-metrics>
16. County of Santa Clara Personnel Department. June 3, 2024. "County of Santa Clara Pay Schedule 6/3/2024." *County Santa Clara County government website*. Accessed April 15, 2024.
https://files.sccgov.org/bc-entesa/basic_salary_plan.pdf
17. Confidential Grand Jury document.
18. Confidential Grand Jury interview.
19. Confidential Grand Jury interview.
20. Confidential Grand Jury document.
21. Confidential Grand Jury interview.
22. Santa Cruz County Personnel Department. December 12, 2023. "Title VII – Department Procedures Section 1500 Remote Work Policy."
23. Confidential Grand Jury interview.

24. Confidential Grand Jury document.
25. Confidential Grand Jury interview.
26. Confidential Grand Jury interview.
27. Confidential Grand Jury interview.
28. Search Engine Land staff. April 23, 2023. “What Is SEO – Search Engine Optimization?” *Search Engine Land*. Accessed April 23, 2023.
<https://searchengineland.com/guide/what-is-seo#:~:text=SEO%20stands%20for%20%E2%80%9Csearch%20engine.Services%20you%20provide.>
29. Confidential Grand Jury interview.
30. Confidential Grand Jury interview.
31. Confidential Grand Jury interview.
32. Confidential Grand Jury interview.
33. Confidential Grand Jury interview.
34. Confidential Grand Jury interview.
35. Confidential Grand Jury interview.
36. Confidential Grand Jury interview.
37. Confidential Grand Jury interview.
38. Confidential Grand Jury interview.
39. Confidential Grand Jury interview.
40. Confidential Grand Jury interview.
41. Confidential Grand Jury interview.
42. Confidential Grand Jury interview.
43. Confidential Grand Jury interview.
44. Confidential Grand Jury interview.
45. Confidential Grand Jury interview.
46. Confidential Grand Jury interview.
47. Confidential Grand Jury interview.
48. Confidential Grand Jury interview.
49. Confidential Grand Jury interview.
50. Confidential Grand Jury interview.
51. Confidential Grand Jury interview.
52. Confidential Grand Jury interview.

53. Confidential Grand Jury interview.
54. Josh Koehn and Mike Ege. January 8, 2024. "Takes 150 Days to Hire SF Worker; Mayor Says That's Progress." *San Francisco Standard*. Accessed March 5, 2024. <https://sfstandard.com/2024/01/08/san-francisco-mayor-breed-cuts-red-tape-budget-crisis/>
55. Confidential Grand Jury interview.
56. Confidential Grand Jury interview.
57. Confidential Grand Jury interview.
58. Confidential Grand Jury interview.
59. Confidential Grand Jury interview.
60. Confidential Grand Jury interview.
61. Confidential Grand Jury interview.
62. Confidential Grand Jury interview.
63. Confidential Grand Jury interview.
64. Confidential Grand Jury interview.
65. Confidential Grand Jury interview.
66. Confidential Grand Jury document.

Appendix A – Supporting Figures

National Low Income Housing Coalition for Housing Report

MOST EXPENSIVE JURISDICTIONS			
Metropolitan Areas	Metropolitan Counties ²	Housing Wage for Two-Bedroom FMR ¹	
Santa Cruz-Watsonville, CA MSA ⁴	Santa Cruz County, CA	\$63.33	
San Francisco, CA HMFA ³	Marin County, San Francisco County, San Mateo County, CA	\$61.31	
San Jose-Sunnyvale-Santa Clara, CA HMFA	Santa Clara County, CA	\$56.56	
Salinas, CA MSA	Monterey County, CA	\$51.44	
Santa Maria-Santa Barbara, CA MSA	Santa Barbara County, CA	\$51.29	
Boston-Cambridge-Quincy, MA-NH HMFA		\$50.67	
Stamford-Norwalk, CT HMFA		\$49.29	
Santa Ana-Anaheim-Irvine, CA HMFA	Orange County, CA	\$48.83	
Seattle-Bellevue, WA HMFA	King County, Snohomish County, WA	\$47.21	
New York, NY HMFA	Bronx County, Kings County, New York County, Putnam County, Queens County, Richmond County, Rockland County NY	\$47.13	
State Nonmetropolitan Areas (Combined)	Housing Wage for Two-Bedroom FMR	Nonmetropolitan Counties (or County-Equivalents)	Housing Wage for Two-Bedroom FMR
Massachusetts	\$46.91	Nantucket County, MA	\$50.35
Hawaii	\$37.86	Dukes County, MA	\$44.71
Alaska	\$26.88	Kauai County, HI	\$41.31
Connecticut	\$26.62	Eagle County, CO	\$39.04
New Hampshire	\$25.21	Monroe County, FL	\$38.90
Colorado	\$24.50	Pitkin County, CO	\$36.73
California	\$22.35	Hawaii County, HI	\$36.56
Nevada	\$22.28	Summit County, CO	\$35.77
Washington	\$21.80	Bethel Census Area, AK	\$34.98
Vermont	\$21.69	Aleutians West Census Area, AK	\$34.56

Figure 6: National Low Income Housing Coalition for Housing Report. ^[2]

County Personnel Recruitment and Examination Flow Chart

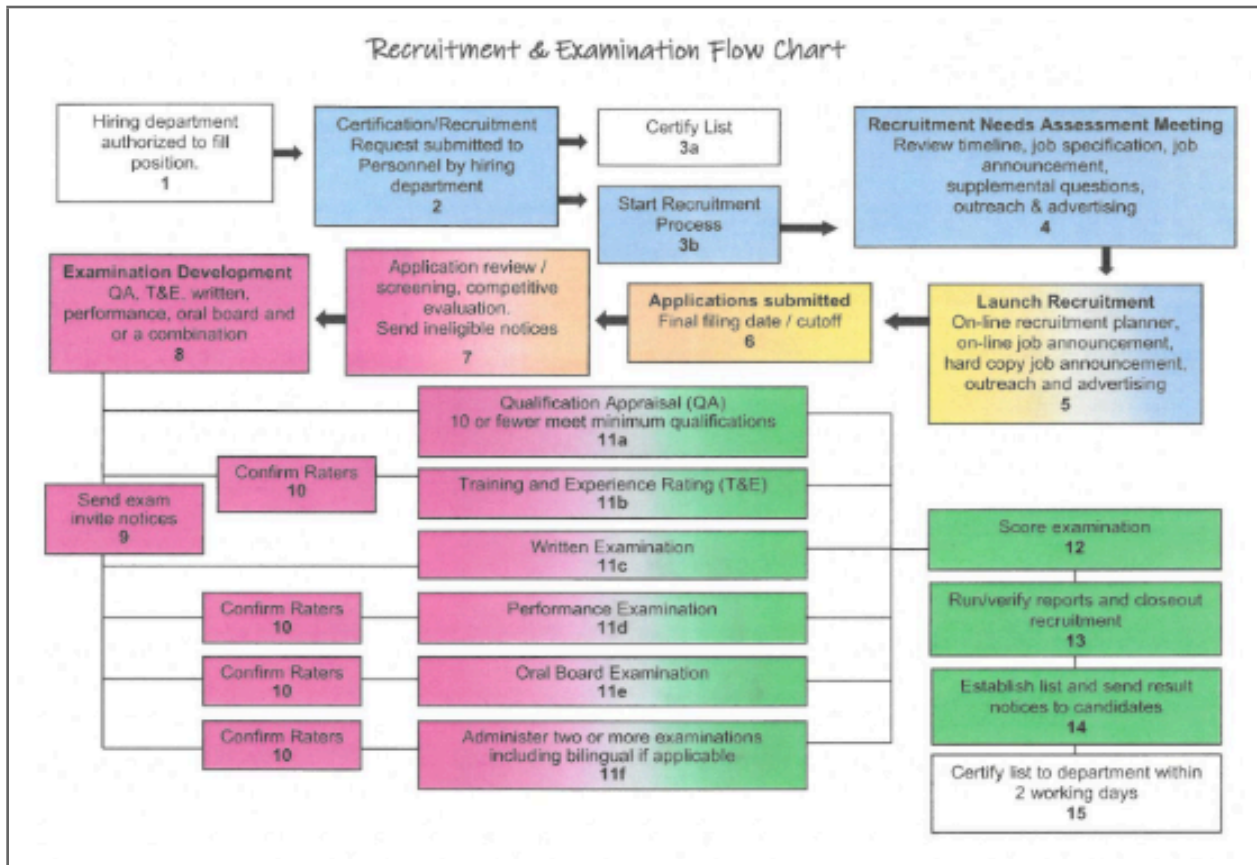


Figure 7: County Personnel Recruitment and Examination Flow Chart.^[66]



SANTA CRUZ COUNTY
Civil Grand Jury

701 Ocean Street, Room 318-I
Santa Cruz, CA 95060
(831) 454-2099
grandjury@scgrandjury.org

City Of Santa Cruz: Preventing Rape and Domestic Violence

Where's The Priority?

Summary

By law, since 1981, the City of Santa Cruz is required under Santa Cruz City Ordinance 81-29 to make the prevention of rape and domestic violence one of its highest priorities. In 2023, the Santa Cruz City Council adopted a Five Year Strategic Plan. The Plan makes no mention of rape and domestic violence.

Over the past decade, the City's Commission for the Prevention of Violence Against Women has failed to provide the City Council with solid Annual Reports that document City, community, and police efforts to prevent rape and domestic violence. Recent reports have either included no data or limited data. The 2023 CPVAW Joint Report has no metrics on important trends such as whether the City of Santa Cruz still has a higher than average rate of rapes by strangers. What areas of the city were the crimes committed in? Have there been arrests?

Long-standing Commission programs such as the Safe Place Network of local businesses are currently idle. This year the Santa Cruz City Schools District canceled the Commission's popular self-defense classes for middle and high school students. The in-person classes are being replaced with an online self-esteem video.

The City has ended the Commission's thirty five-year access to redacted police reports of rape and domestic violence. These reports enabled the Commission to evaluate police response, respond to complaints and recommend training if needed.

The Grand Jury submits its findings and recommendations to bring the City of Santa Cruz into compliance with City Ordinance 81-29. The personal safety and well-being of the community is at stake.

Table of Contents

Summary	1
Table of Contents	2
Background	3
Scope and Methodology	3
Investigation	4
History Of Commission Work	4
Decline in Report Quality and Frequency	5
Metrics On Reported Rape in the City	6
Commission Programs and Resources	8
Self-Defense	9
Cuts to Self-Defense	9
Safe Place Network	10
Bar Coasters	11
Banners	12
Measuring the City's Support	13
Not In the City Five Year Strategic Plan	13
Decline In Dedicated Staffing	13
Ongoing Budget Reductions	14
Loss Of Visible Location	14
Frequency Of Meetings	15
SCPD And The Commission	15
High Incidence of Stranger Rape	15
Defining Rape	16
FBI And Revised Rape Definition	17
SCPD, CPVAW and the Definition of Rape	17
Commission Access to Redacted Police Reports on Rape	20
Conclusion	20
Findings	21
Recommendations	21
Required Responses	22
Invited Responses	23
Definitions	23
Sources	23
References	23
Appendix A – Figure 8 Full Table	29
Appendix B – Figure 9 Full Table	30

Background

Rape and domestic violence are among the most serious of crimes. Yet they are hidden crimes, ones we would rather not talk about except for high profile cases. When did you last read in the local press about a woman raped in Santa Cruz? Victims of these crimes feel shame, self-blame, fear, and isolation. Perpetrators are rarely arrested, prosecuted, convicted, and sentenced.^[1]

Forty-three years ago, the Santa Cruz community took action to bring rape and domestic violence out of the shadows by making them issues of public concern and public policy. An Initiative was drafted, circulated, and gained sufficient signatures to qualify for the ballot. The Santa Cruz City Council at the time adopted the Initiative rather than put it to a vote of the people. As a result, Santa Cruz City Ordinance 81-29 was passed by the Santa Cruz City Council in 1981.^[2]

The Ordinance required the creation of a City Commission for the Prevention of Violence Against Women (CPVAW or Commission) to carry out specific actions to help prevent rape and domestic violence in the City. The Ordinance mandates that the Santa Cruz Police Department (SCPD) offer full and open cooperation to the Commission. The Ordinance states that: “It shall be the policy of the City of Santa Cruz that the prevention of rape and domestic violence shall be one of its highest priorities.” Sexual harassment was added to the purview of the Commission in the early 2000’s, however it is not codified in the Ordinance.^[3]

Since 2016 there has been a noticeable decline in the Commission’s visibility and programs. There is little collaboration with relevant community agencies. Detailed information and metrics on rape are no longer presented to the community as in past years. The City of Santa Cruz appears to have significantly reduced its support for the Commission’s mandates. There is no mention of the prevention of rape and domestic violence in the City’s published priorities for the next five years.

This investigation was undertaken to document and explore possible reasons for this decline and recommend solutions. This will hopefully bring the Commission and the City back into compliance with its mandate to help prevent rape and domestic violence in the City of Santa Cruz.

Scope and Methodology

The scope of this investigation is:

- To investigate the effectiveness and function of the City of Santa Cruz Commission for the Prevention of Violence Against Women, the Santa Cruz Police Department, and the City of Santa Cruz with respect to the mandates of Ordinance 81-29.
- To investigate the decline in the comprehensiveness and usefulness of the Commission’s required Annual Reports.
- To investigate the decline and abandonment of established Commission programs for community awareness and safety.

- To investigate how data on rape is recorded by the Santa Cruz Police Department, in what form it is sent to the Uniform Crime Reporting Program (UCR) and how it is shared with the Commission.

For this investigation the Grand Jury undertook the following actions:

Interviews

- Conducted interviews

Documents and Reports

- Reviewed City Ordinance 81-29
- Reviewed all available past CPVAW Annual Reports

Program Comparison

- Compared past Commission programs and activities with current programs and activities

Staffing and Budgets

- Examined past and current Commission staffing levels
- Examined past and current Commission budgets

Law Enforcement Data

- Reviewed Santa Cruz police statistics on reported rape and domestic violence and the format for submitting data to the UCR
- Reviewed Federal Bureau of Investigations (FBI) reports on National Incident-Based Reporting System (NIBRS) for Rape

Field Trips

- Attended a Commission meeting
- Listened to all Commission meetings since and including November 2023
- Inquired about Commission resources at local bars
- Visited downtown stores listed as members of the Safe Place Network for current evidence of the program

Investigation

History Of Commission Work

The record of work carried out by the Commission for the Prevention of Violence Against Women is partially captured on its website, which includes Annual Reports to City Council and the CPVAW Historical Timeline.^[4]

The Historical Timeline begins with the Commission's formation in 1981. It stops at 2008. It gives a snapshot of the extensive programming, resources and community outreach that was typical between 1982 and 2008 and which has largely been discontinued.

Some highlights from the timeline are listed below.^[5]

- 1982 Distributed a bilingual Women’s Resource Card
- 1983 Emphasis on developing a Self-Defense Program
- 1985 Review of 1983-84 Sexual Assault cases. Many areas of concern identified. An “Officers’ Check-list” developed for SCPD
- 1985 Sexual Assault Response Team (SART) initiated and developed
- 1987 Updated “Survivors Feedback Form” for those who reported to SCPD
- 1988 New procedures enabled survivors of domestic violence to obtain an Emergency Protective Order at the scene of the crime
- 1989 Improve services for Latina survivors of domestic violence
- 1990 Self-defense class in Spanish established
- 1992 Outreach to women in Blaine St. Jail
- 1992 Teen Women’s Day. Self-defense for women with mental health issues
- 1993-94 Commission coordinator trained SCPD in Domestic Violence awareness
- 1996 Responded to the rapes of three elderly women with media coverage for awareness, teach-ins, and free installation of safety equipment
- 1997 Latina Self-defense program established
- 1998 Self-defense for all female students at Branciforte Junior High
- 2000-01 First Teen Men’s Day. CPVAW 20th Anniversary
- 2003-04 Safe Place Network formed
- 2004-05 Bar Coaster Program developed. Banner Program established
- 2005-06 Joint City Committee on Sexual Assault created
- 2006-07 Stakeholders’ meeting, 45 representatives from community agencies
- 2007-08 Self-defense in City schools for girls and boys in PE classes established

The Ordinance specifies duties for the Commission and for the SCPD.^{[2] [4]} Performance relative to fulfilling the Ordinance is covered in the following sections.

Decline in Report Quality and Frequency

Ordinance 81-29 requires that the Commission submit an annual report to the City Council documenting in detail City, community, and police efforts to carry out the purposes of the Ordinance. The Ordinance requires the Chief of Police to submit an annual report to the City Council documenting, in detail, police efforts to carry out the purpose of the Ordinance.^[2]

There are no Annual Reports on its website of the Commission’s first twenty years of work. The Historical Timeline is the only record from 1981-2005.

The Joint report of 2005-2007 is the earliest listed report. For those years, the CPVAW and SCPD submitted a combined report.^{[6] [7] [8]} Both the 2005-07 Joint Report and the 2005-07 CPVAW Annual Report are comprehensive reports which highlight significant programs and include detailed metrics on reported rape and domestic violence. The

24-page 2005-07 CPVAW Report includes the results of a stakeholders' meeting where forty-five representatives from community agencies, community members, and law enforcement participated in discussions that led to detailed goals and objectives.^[9]

The Joint Reports and Annual Reports of 2008-10 and 2012 are also comprehensive, including detailed data on domestic violence and rape. The 2014-16 Annual Report is briefer than earlier reports. It does include data on rape and domestic violence but not as detailed as in the earlier reports.

Between 2017 and 2020 there are no Commission Annual Reports. In 2018 the Commission hired consultants to do a Needs Assessment. The resulting document references the entire county, does not focus on the city, and has little to add that is new or relevant to the Commission's mandate.^[10]

The 2020-21 and 2022 Reports are brief three-page narratives with no data on domestic violence or rape.^{[6] [7]}

In May, 2024 the Commission and the SCPD completed a brief 2023 Joint Report. More details about this Report are under the section, SCPD and The Commission.^[11]

For the first two CPVAW meetings of 2024, SCPD made available annual statistics on rape, domestic violence, homicide, and stalking. However there have been no comprehensive Annual Reports from the SCPD to City Council from 2012 to 2022.^[12]

Metrics On Reported Rape in the City

Publicly accessible data on the profile of those who commit rape, where, what percentage are arrested and the outcome of arrests is important for community awareness and safety. Such data were provided in detail in earlier Commission reports but are not included in the three recent reports. The Commission has in the past made repeated requests for a tracking system to determine the outcome of an arrest. No such system or data have been provided.^[13]

The actual incidence of rape in the City of Santa Cruz is unknown and can only be estimated. Reference to numbers in the Commission Annual Reports is based on rapes reported to the Santa Cruz Police Department. Reported rape is a smaller percentage of all rapes committed and estimates vary. Data from the Rape and Incest National Network (RAINN) estimate between a quarter to a third of all rapes are reported to law enforcement with differences based on ethnicity, age, class, and degree of physical injury.^[1]

Note: The number of crimes listed may not equal the number of victims. A person may commit more than one crime on one victim.

Detailed information up to 2016

Based on redacted police reports (all personal information removed) the Commission until 2016 gathered detailed metrics on rape and domestic violence. These metrics gave important information to the community about these crimes. Information on rape included:

- Location of the crime by police beat (West, East, Beach, Central, Downtown)
- Time of year

- Whether perpetrator and victim were local or visitor
- Age and ethnicity of perpetrator and victim
- Whether weapons or alcohol were involved
- Whether the perpetrator was a stranger, a brief encounter (less than 24 hours) or an acquaintance
- Percentage of arrests

The Figures which follow illustrate the detail and approach taken in earlier reports.

Detailed Information on Rape in Past Reports: From Joint Report 2008-2010

Figure 1 provides three data points on whether the person committing rape was an acquaintance, briefly encountered within 24 hours or a complete stranger. Such information is important for community awareness, preparedness, and crime prevention.

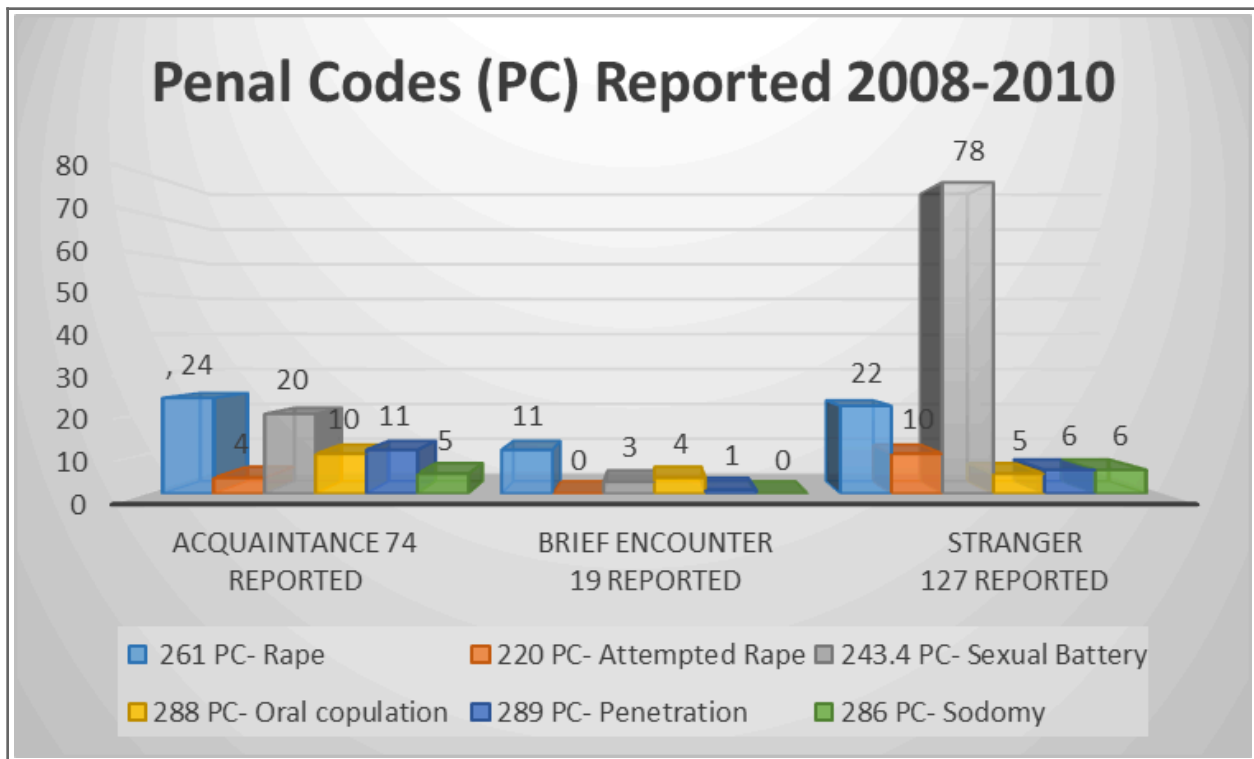


Figure 1. Reported Penal Codes on Sexual Assault 2008-2010.^[14]

Figure 2 indicates whether the perpetrator and the victim were local residents or visitors. Such information helps replace assumptions with facts.

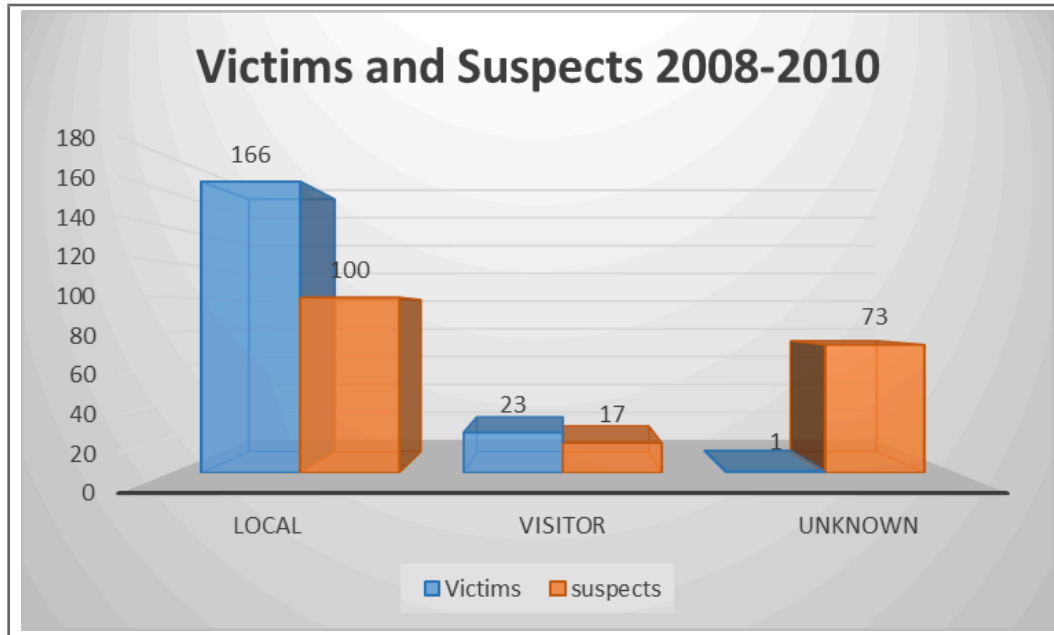


Figure 2. Data from 2008-2010 Joint SCPD CPVAW Report-Victims & Suspects^[14]

Commission Programs and Resources

The Commission has a history of providing the community with a wide variety of programs and resources for raising awareness of and helping to prevent domestic violence and sexual assault.

Covid had an understandable impact on the ability of the Commission to provide programs during 2020-22 and half of 2023. Since then there have been a few one-time well-attended events, a number of Public Service Announcements (PSA’s) and events for Domestic Violence Month. However, the established, popular CPVAW programs have largely disappeared, with no explanation on why they were ended. Other programs have been neglected. Visibility of CPVAW and, by association, the City’s commitment to public safety has declined. To document this decline the Grand Jury investigated the following major programs.

Self-Defense

Free or low cost self-defense classes offered to the community at London Nelson Center and to Santa Cruz City District Schools have been a long-time key component of CPVAW's visibility and resources for personal safety. Their progression is documented in the History of the Commission Work section of this report.

Establishing self-defense classes in District Schools was described in the 2007-8 Annual Report as an "incredible milestone" and a "goal that CPVAW has had for years." The following entry from the 2010 Annual Report captures their significance:

Since 2007, the CPVAW has partnered with Santa Cruz City Schools to offer safety skills/self-defense classes to girls and boys at local middle and high schools. Almost 5,000 students have taken these classes in the past four academic years. This program, scheduled during physical education classes, provides information on awareness, avoidance, verbal techniques, and physical skills for students. Evaluations from students and teachers continue to indicate that these classes are valued and successful in teaching girls and boys important skills that assist in avoiding or facing difficult, uncomfortable situations.^[15]

Cuts to Self-Defense

Cuts to the Commission's self-defense programs have been made over the past seven years.

In 2017 the Commission significantly cut the community self-defense program. This issue of public concern was covered by the weekly newspaper, *The Good Times*.^[16] In November 2023, at the regular CPVAW meeting, the sixteen-year history of self-defense classes in middle and high schools came to an end. An online video, *Vector Solutions*, will replace in-person self-defense classes in District Schools. The video covers issues such as stress management, self-harm awareness, conflict resolution, students' safety, wellness, and healthy relationships. While useful topics, they are different skills than those taught and practiced in a self-defense class.^[17]

This decision was opposed by members of the public who spoke to the Commission at the meeting. Drawing on personal experience, they stressed the need for in-person, hands-on self-defense classes. Long-time City self-defense instructor, Leonie Sherman, cautioned against substituting in-person self-defense classes with an online course. She spoke of the need for a local instructor's physical presence to ensure correct techniques, to connect with students and to respond to local situations.^[18]

]

Safe Place Network

The network of “Safe Places” was initiated by the Commission in 1999. It is described as “A collaborative effort by the Commission for the Prevention of Violence Against Women, the Downtown Association, the Downtown Commission and Monarch Services (formerly Women’s Crisis Support-Defensa de Mujeres)”.^[19] The network of forty- one businesses, mostly in the downtown, identified by a decal in their window (Figure 3 below), offered a safe place for anyone who felt threatened on the street. Upon request, a staff member in the business could offer resources and a place to wait until a resource responded.

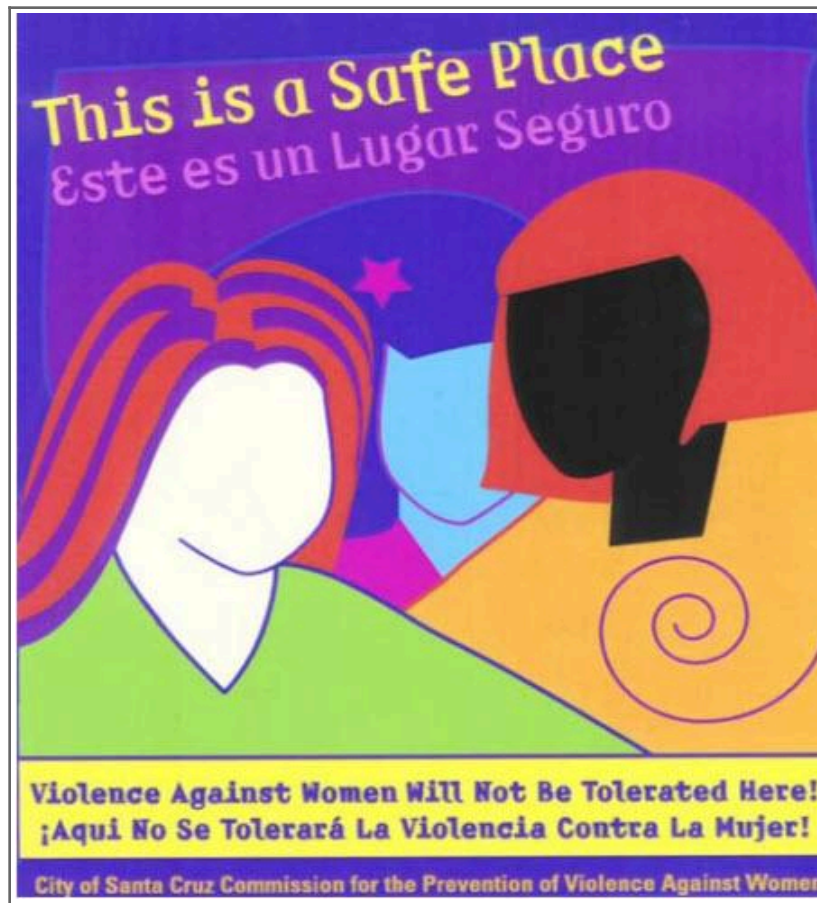


Figure 3. Safe Place Window Sticker from CPVAW
Annual Report 2005-07^[20]

The Safe Place Network is still listed on the Commission’s website. Out of the forty-one businesses listed, fourteen have closed. Of the remaining businesses, only two still have stickers in their storefront windows.^[21]

The Grand Jury could find no record of why this important program and safety resource has not been updated and continued. The Safe Place Network costs little to run and offers a valuable resource for our community and visitors if ever in need of an immediate safe haven in the downtown area. Without CPVAW active support, residents and visitors lose this valuable resource.

Bar Coasters

The Coaster Program was introduced during April of 2005 to raise awareness regarding the issues of alcohol, sexual assault, and consent. Since the first distribution in 2005, more than thirty bars in the City of Santa Cruz, from Seabright on the Eastside to Mission St. and the downtown area have participated.^[22] The coaster program started with a consent and alcohol message and then was updated with the GHB (date rape drug) testing feature. This was an effective way to keep the awareness message front and center with the public.



Figure 4. Drug Testing Drink Coaster - Juror supplied picture^[8]

The 2020-21 and 2022 Annual Reports refer to a continuation of the coaster program with similar-themed posters and brochures. The Grand Jury could find no evidence of such support materials in a random selection of local bars. Coasters were found in only one bar after the barkeep spent five minutes searching along the back wall of the bar. Staff in other establishments who were asked said they had heard of the program and were interested but had no materials.^[23]

Banners

These public awareness banners, a program initiated in 2005 (shown in Figure 5 below), were displayed twice a year on top of street poles along Pacific Avenue and major city corridors.



Figure 5. CPVAW Banner Project From CPVAW Annual Report 2005-07^[22]

From the description in the 2010 Report: “Banners are displayed in April for Sexual Assault Awareness Month. Banners are again displayed in October for Domestic Violence Prevention Month. The goal of the CPVAW Banner Project is to raise awareness and to continue to keep the issues of sexual assault and domestic violence as a priority in the City of Santa Cruz.”^[22]

From a review of the Annual Reports, it seems the banner program has been dormant for more than a decade. The Grand Jury could find no record of this program being officially discontinued.

Measuring the City's Support

The Grand Jury evaluated the following indicators of support for and commitment to the Commission's mandate: the City's Five Year Strategic Plan, Commission staffing, budget, community visibility and frequency of meetings.

Not In the City Five Year Strategic Plan

In 2023 the City Council adopted a Strategic Plan which establishes priority areas of focus for the City over the next five years. There are six Focus Areas in the Plan. Focus Area 5 (shown in Figure 6 below) is Public Safety. There is no inclusion of preventing rape and domestic violence under Public Safety, nor under any of the other five Focus areas.^[24] The City confirmed that the Strategic Plan is a statement of the City's priorities.^[25]

Focus Area 5: Public Safety

Goal statement: Provide public safety services that support well-being and healthy communities.

Proposed Strategies

- **Collaborate with stakeholders and allied agencies** to find areas for increased alignment and accountability
- Evaluate and potentially establish a **Mobile Crisis Response Unit** for the city
- Conduct a **standards of coverage** study for Fire to identify issues and needs
- Determine feasibility and funding of a regional **public safety training center**
- Identify opportunities for **shared services and facilities** with neighboring agencies
- Evaluate opportunities to **utilize new technology**, including replacement of aging radio/communication infrastructure, to enhance public safety effectiveness and efficiency

Figure 6. From the 2023-28 Five Year Strategic Plan for the City of Santa Cruz^[24]

Decline In Dedicated Staffing

Since the Commission's inception, and until 2016, the City had funded a dedicated twenty-hour per week Commission Coordinator. The position required a knowledge of the issues as well as skills in event planning, outreach, and publicity. A dedicated staff position was considered necessary because CPVAW is not tied to a City Department. Other commissions such as Planning and Parks and Recreation are tied to City Departments with multiple employees to assist with their commissions' work.

In 2016, the Commission lost its dedicated staff. The Coordinator and her predecessor had worked as Commission Coordinators for over twenty years. From the Historical Timeline and Annual Reports, it appears that their work ensured ongoing successful programs, visibility for the issues and effective partnership with relevant agencies and community groups. According to a city staff report, the position was eliminated.^[26]

Since the loss of the dedicated Coordinator position, the City Manager's office has allocated employees from that Department to work a few hours per week for the Commission: to run Commission meetings, keep minutes and follow the Brown Act regarding posting of meetings. The turnover is high. The staff time available is low.

This problem is captured in the words of the then Commission chair Newman from November, 2017:

Newman says the CPVAW's mission hasn't changed, but admits that recent staff turnover and reduced allocated staff time for the commission has made its goals more of a challenge. The commission has had three coordinators in the last two years, and Newman says the process of commissioner appointments—which come from the City Council—as well as the amount of time needed to catch up new appointees, makes transitions difficult.^[27]

From 2017 to 2024, the staffing situation is basically unchanged. It appears that without a dedicated staff person with sufficient time and knowledge of the issues, since 2016, the Commission's programs, visibility, reports, and connections with the community has declined.^[28]

Ongoing Budget Reductions

Don't tell me what you value. Show me your budget, and I'll tell you what you value. President Biden quoting his father, March 2023.^[29]

The Commission's annual budget has always been modest, covering the Coordinator's half-time salary plus supplies, administrative costs, and self-defense classes. In 2007-08 the City Council cut the Commission's \$69,992 budget to \$50,759. In 2010-11 it cut the budget to \$46,328. In 2023-24 council further cut the budget to \$38,869.^[30]

At its November 1, 2023 meeting, the Commission voted to forward a budget request for 2025 for a status quo budget of \$25,202 plus \$15,000 for self-defense: a total of \$40,202. The Commission voted for an additional request for a part-time staff with benefits. The City Council will vote on all department requests at its budget hearings in late May or early June 2024.^[31]

Loss Of Visible Location

For over a decade the Commission had a storefront office on Cedar Street. This site gave public visibility for the issues and access to the Commission Coordinator for information and resources.

After the City sold the building in 2010, the Commission had to move. It had space for a number of years in a room upstairs in the Parks and Recreation department. The Commission was then moved to the City Manager's office. This site is largely invisible to the public. According to discussion at Commission meetings, many resources, such as the banners and past documents, have been misplaced or lost. Since April 15, 2022,

there has been no mention of any CPVAW program or support of the Commission in the City of Santa Cruz City Manager's weekly update.^[32]

Frequency Of Meetings

For the first twenty-five to thirty years the Commission held monthly meetings. That frequency, combined with a half-time dedicated staff person for CPVAW's work, produced robust programs, community visibility and effective partnerships.

During the past decade, the City halved the number of CPVAW's regular meetings to once every two months or six times a year. With such infrequent meetings, the Commission's programs and their visibility to the media and the public have suffered.

SCPD And The Commission

High Incidence of Stranger Rape

When a rape is reported to the SCPD, if the perpetrator is a stranger, community alerts posted with suspect description and area of crime committed are important tools for community safety. The Joint Report of 2008 noted that "alert" flyers were posted in the community when a sexual assault occurred. The Report stated, "Commission staff and the Parks and Recreation Department work closely with SCPD to get the flyers out into the community as quickly as possible." There is no evidence that this protocol is currently being carried out.^[33]

Data gathered from police reports up to 2016 showed that the City of Santa Cruz is above the norm for rapes committed by strangers. The national average of rapes committed by strangers is just under twenty percent. The data up to 2016 show that the percentage of reported rapes committed by strangers is higher in the City of Santa Cruz than the national average. Even allowing for the fact that stranger rape is more likely to be reported than non-stranger rape, the city's percentage is very high.^[1]

Stranger rape is not singled out as being more serious than acquaintance or brief encounter rapes. It is highlighted because the public needs to know if an unknown rapist is still at large in the community. When the suspect is a stranger and has not been arrested, SCPD needs to alert the community.

Note: National averages do not track the brief encounter category. For the purpose of this report, the word "stranger" is used as it is defined in the reports and does not include a brief encounter. The rationale for creating the brief encounter category is on page 6 of the 2008 Joint Report.^[14]

Figure 7 below shows the relationship between victim and perpetrator as compiled from Commission Reports 2005-2010. These reports use the term sexual assault, which covers all felony sexual crimes including rape. They include the crime of sexual battery which can be a misdemeanor or a felony depending on the details of the crime. The 2014-16 report lists percentages only.

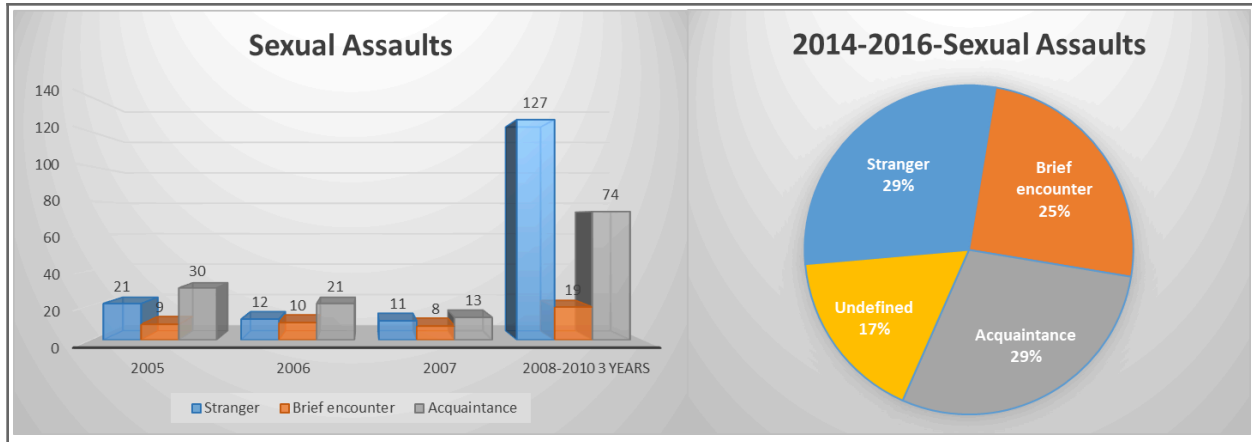


Figure 7. Relationship between victim and suspect. 2005-2016^{[34] [35] [36]}

There are no CPVAW Reports after 2016 that gather such data. Without available data and public reports, the community has no way of knowing whether Santa Cruz continues to have a high incidence of rapes committed by strangers. Such knowledge is crucial for community safety and crime prevention.

At its May 1, 2024 meeting, the Commission approved a 2023 Annual Report and Joint Report. While this Report includes data regarding the numbers of rapes and domestic violence incidents reported to SCPD, it does not include the detailed metrics that were featured in earlier Reports up until 2016. There is no information about which police beats, or areas of town the rapes were committed in, no data on age, ethnicity, use of alcohol or weapons and no information on the percentage of rapes committed by strangers. These long standing metrics are crucial for community awareness. It is important for the public to know if the high percentage of stranger rapes in Santa Cruz is a continuing trend.

In the absence of any such data, the 2023 Report, under the heading “Who are the Perpetrators?” highlights the following national statistic: “The majority of perpetrators are someone known to the victim. Approximately 8 out of 10 sexual assaults are committed by someone known to the victim.”^[1]

This general statement and metric is accurate as an average for the nation, but it is not necessarily accurate for the City of Santa Cruz. When data on victim/perpetrator relationships were tracked by the Commission, over fifty percent of sexual assaults reported in the city of Santa Cruz involved an assailant who was a complete stranger to the victim. The Grand Jury believes that by referencing this generic **national** statistic the City is minimizing stranger rape and misleading the public into a possible false sense of security.

Defining Rape

A complaint filed with this year’s Grand Jury claims that the SCPD is not using the current Uniform Crime Report (UCR) definition of rape. The complaint asserted that by not using the current definition, neither the Commission nor the community are receiving

accurate data on rape. The answer as to whether the SCPD is using the current definition is complex.

To assess the validity of this claim the Grand Jury investigated the definitions of rape and how they are applied.

FBI And Revised Rape Definition

Since 1929, in an effort to track crime on a national level, the FBI has gathered crime data from local police departments under the UCR Program. Data, including that of rape, are submitted monthly by police departments to the UCR.

The current UCR definition of rape was adopted in 2014. Rape is now the umbrella term to cover all forms of felony sexual assault, previously submitted under their separate Penal Code entries. This is how the FBI described the new definition:

Beginning in 2013, the FBI UCR Program defines Rape for SRS UCR purposes as, 'Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.' The new definition updated the 80-year-old historical definition of rape which was 'carnal knowledge of a female forcibly and against her will.' Effectively, the revised definition expands rape to include both male and female victims and offenders, and reflects the various forms of sexual penetration understood to be rape, especially nonconsenting acts of sodomy, and sexual assaults with objects.^[37]

The new definition includes the rape of males, attempted rape, and sex offenses beyond forced vaginal penetration. This change makes it a more comprehensive, inclusive definition.

SCPD, CPVAW and the Definition of Rape

A Question of Definition

The data on rape that SCPD presents to the CPVAW is different from what SCPD posts on its website. Entries for Rape on the SCPD website under Crime Data are listed as UCR numbers (revised rape definition). It should be noted that data prior to 2017 is more detailed than the single number listed after 2017.^[38]

At the first two CPVAW meetings in 2024, SCPD shared Data Collection Monthly Reports for Sexual Assault. Each Data Collection table covered the years 2021-2023 with the first three months of 2024 added to the second Report. Both Data Collection tables for 2021-2023 should be identical since they cover the same period. See Figures 8 and 9 below.

Unlike on their website, SCPD Data Collection Tables are not using the revised UCR definition of rape. They list sexual assaults under their separate Penal Codes. Under the column Rape Cases the data includes only spousal rape and the old definition of rape. Using data for the year 2021 for example, a reader would conclude that there were 18 rapes. To know the UCR rape totals, you must add up all the separate Penal Codes.

If the other forms of sexual assault are included, consistent with the UCR definition of rape, there were 26 rapes. **By not using the revised UCR definition of rape, rapes are essentially being under-counted by more than 40%.**

	Domestic Violence/Battery Calls	Domestic Violence/Battery Cases 273.5 PC (Felony)& 243(e)(1) PC (Misdemeanor)	Homicide-Intimate Partner (Felony)	Sex Assault (Other) 243.4 PC (Misdemeanor or Felony)	Rape Cases 261 PC & 262 PC (Felony)	Sodomy 286 PC (Misdemeanor or Felony)	Forcible Sexual Penetration w/a Foreign Object 289 PC (Felony)	Assault to Commit Rape 220 PC (Felony)	Stalking 646.9 PC (Misdemeanor or Felony)
2021	339	218	1	41	18	0	6	2	20
2022	343	235	0	30	20	3	5	6	22
2023	295	201	0	21	8	3	4	5	17

Figure 8. 2021-2023 Sexual Assaults Using Separate Penal Code Entries with old Rape Definition, from SCPD January 2024 Data Collection. Annual totals for easier viewing.^[39] Full table in [Appendix A](#).

	Domestic Violence/Battery calls	Domestic Violence/Battery Cases 273.5 PC(Felony)& 243(e) (1) PC (Misdemeanor)	Homicide-Intimate Partner (Felony)	Sex Assault (other) 243.4 PC (Misdemeanor or Felony)	All Rape Cases 261 PC & 262 ^{1,6} PC (Felony)	Sodomy 286 PC (Misdemeanor or Felony) ⁵	Oral Copulation 287 ^{2,4} PC (Misdemeanor or Felony)	Forcible Sexual Penetration w/a foreign Object 289 PC (Felony)	Assault to Commit Rape 220 PC (Felony)	Stalking 646.9 PC (Misdemeanor or Felony)
2021	339	218	1	41	18	0	5	9 (6)	2	20
2022	343	235	0	30	23 (20)	4 (3)	4	9 (5)	6	22 (17)
2023	323 (295)	202 (201)	0	21	17 (8)	4 (3)	1	7 (4)	5	17

Data in (parenthesis) was previously published by the SCPD as the January 2024 data collection

Notes

1. PC 262 repealed on October 8, 2021, AB 1171)
2. PC 288a oral copulation, was changed to PC 287 on January 1, 2019
3. UCR Summary totals the number of victims, not the number of cases-as reported in the table above
4. PC 287 includes PC's 288a(b)(a), 288a(c)(2)(a), 288a (c)(3)
5. One case involving PC 288.7(A) and 286 counted as one for sodomy count
6. One case involving PC 264.1 and 261 counted as one for rape count

Figure 9. 2021-2023 Sexual Assaults Using Separate Penal Code Entries with old Rape Definition, from SCPD May 2024 Data Collection. Annual totals only.^[40] Full table in [Appendix B](#).

A Question of Accuracy

Of serious concern is that the data in Figure 8 and Figure 9 do not match, despite being identical data sheets for the same years 2021-23. In Figure 9, the Grand Jury entered the number of rapes from Figure 8 in parentheses so readers can see the difference. Both numbers should be identical.

One example: In Figure 8, the number entered for 2023 is eight rapes. In Figure 9, using the same definition, the number entered for 2023 is seventeen rapes. This is a

difference of more than 100%. It is not possible to know which is the correct number. SCPD must provide the Commission and the public with accurate data on rape. This is not a question of definition but of accuracy.

As previously noted, SCPD on its website under Crime Data is using the UCR definition of rape. However, the annual totals on the SCPD website for rape do not consistently match the aggregate numbers in the above Crime Data sheets. For example, for 2023, the UCR number on the SCPD website is twenty-one rapes. On Figure 8 when you sum the separate Penal Codes the number is twenty but on Figure 9 the number for the same year is thirty-four.

This discrepancy cannot be explained by the footnotes under Figure 9. Footnote #3 states that UCR tracks the number of victims while SCPD tracks the number of cases, explaining why the numbers may be different. But that footnote applies only for the year 2021. For that year, the total UCR figure on SCPD's website is twenty-six which is the same number as on Figure 8. However, for that same year, Figure 9 has thirty-four rapes.^[39]

These examples suggest there is a serious need for oversight and review for accuracy of the SCPD's data collection before being published.

National Incident-Based Reporting System (NIBRS) and Rape

An overview of this reporting system is helpful for a fuller understanding of how rape is now defined and what additional data is submitted to the FBI for public awareness.^[40]

In 2016, the FBI started transitioning to a new reporting format, which they expected to be completed by 2021. This system, the National Incident-Based Reporting System (NIBRS), aims to “enhance the quantity, quality and timeliness of crime data collection...and to improve the methodology used in computing, analyzing, auditing and publishing the collected crime statistics.”^[37] California has CIBRS, which is the same as NIBRS with additional specific data elements.^[41]

NIBRS uses the new UCR definition of Rape. It also defines the various felony sex offenses that fall under the term Rape.

NIBRS Gathers Important Rape Metrics

The Grand Jury learned that in 2024, the SCPD started using this enhanced data system for their submission to the FBI for crime data gathering.^[42]

Both CIBRS and NIBRS require the submission of more crime elements than aggregate numbers. Non-identifying details of both victim and offender submitted to NIBRS include: age, sex, race, ethnicity, use of alcohol or drugs by the offender, use of weapons and relationship of victim to offender. This data is gathered from police departments, such as SCPD, nationwide and published for public information.^[43]

Since the SCPD gathers this data for submission to CIBRS and NIBRS, such data should be available on a regular basis for the Commission as well as on the SCPD website. The Commission is currently not receiving the data as described above.

This more detailed data could then easily be incorporated into the Commission's Annual Reports. The increased data will enable the public to have a clearer understanding and awareness of rape and rape trends in the city of Santa Cruz, including whether the City has a continued trend of a significant number of rapes committed by strangers.^[42]

Commission Access to Redacted Police Reports on Rape

There are two reasons the Commission requires access to redacted SCPD reports on rape and domestic violence. One is to gather information for the city and the community to have a more detailed and accurate understanding of rape trends. For instance, what communities or neighborhoods might be at risk or whether the high incidence of rapes by strangers is a continuing pattern. The other reason is to evaluate the quality of SCPD's response to rape and domestic violence.

Ordinance 81-29 Section 5d, 4 and 5 states that the Duties of the Commission are:

- To hear citizens' complaints and recommendations about the City Police Department's service to those who have been raped or battered, and to evaluate such input.
- To present recommendations to the City Council regarding activities of the Police Department related to this Ordinance.
- To make recommendations to the City Council regarding police training in the areas of rape and domestic violence.^[2]

The Commission has a thirty-five year history of reviewing redacted police reports. The redacted cases have always been "closed" cases. No active cases or cases involving children were requested.^[5] Over the past year, the City has denied the Commission access to redacted police reports. The Grand Jury asked to review the City's reasoning for this denial. The response from the City attorney referred to Government Code Section 7926.600 as the reason for disallowing access. The Grand Jury did not see the relevance of this Code to the issue of access to redacted reports of rape.

Conclusion

City Ordinance 81-29 Section 3 (a) states, "It shall be the policy of the City of Santa Cruz that the prevention of rape and domestic violence shall be one of its highest priorities." It is clear from each priority criterion evaluated for this investigation that the City is ignoring its mandate. This inaction leaves the community vulnerable and ill-informed with respect to rape and domestic violence. By adopting the Grand Jury's recommendations, the City can bridge the gulf between their long-standing legal obligations and their current neglect of these critical services. The result will be a community better informed, better prepared, and less vulnerable to rape and domestic violence.

Findings

- F1.** Since 2016, the lack of comprehensive Annual Reports with detailed metrics on rape, including the tracking of stranger rape, leaves the community less informed, more vulnerable, and less safe.
- F2.** By highlighting a generic national statistic on stranger rape, rather than assessing local metrics in the CPVAW 2023 Report, the City is minimizing stranger rape and misleading the public into a possible false sense of security.
- F3.** The lack of attention to long-time Commission programs such as the Safe Place Network and the Bar Coaster program leaves residents and visitors without important resources for their personal safety.
- F4.** The loss of the in-person self-defense program for boys and girls in Santa Cruz City Schools lessens students' ability to prevent sexual assault and interpersonal violence, inconsistent with the mandate of Ordinance 81-29.
- F5.** The City's replacement of a dedicated 20-hour per week Commission staff position with rotating staff with minimal hours has resulted in a loss of visibility for the prevention of rape and domestic violence, a loss of community connections, a lack of programs, inadequate resource distribution and less public awareness.
- F6.** The City's refusal to allow the Commission continued access to redacted police reports prevents the Commission from making recommendations for police training and evaluating community complaints as required by Ordinance.
- F7.** The SCPD's decision to drop stranger rape alerts and case-by-case updates leaves the community unaware about this serious crime and therefore less safe.
- F8.** The inconsistencies the Grand Jury found in SCPD's rape numbers means the public, the CPVAW and the City have no accurate metrics about reported rape, leaving the community ill-informed and Annual Commission Reports unreliable.
- F9.** The SCPD and the Commission's lack of a consistent definition of rape leads to public confusion and potential undercounting of rape crimes in the City.
- F10.** The Five Year Strategic Plan's failure to include the prevention of rape and domestic violence leaves the community less aware and less safe.
- F11.** The City Manager's Weekly Update to the community has not highlighted the work of the CPVAW for the past two years, effectively relegating the prevention of rape and domestic violence to a low priority, leaving the public uninformed.

Recommendations

- R1.** The Grand Jury recommends that the City Council fund a dedicated staff person for the Commission with skills commensurate to the need for program and resource development, community outreach and visibility, data research and report writing and have such position advertised by December 31, 2024. (F5, F3)

- R2.** The Grand Jury recommends that the City Council reevaluate the legal ability of CPVAW commissioners to access redacted police reports of rape as described in this investigation, and present the results of that research by December 31, 2024. (F6)
- R3.** The Grand Jury recommends that the City Council begin evaluating options with the Santa Cruz City School District to reinstate the in-person self-defense program for middle and high school students of all genders by January 31, 2025. (F4)
- R4.** The Grand Jury recommends that the SCPD update its website to include the detailed metrics on Rape Incidents submitted to NIBRS and CIBRS, ensuring all data entries are accurate and available at each meeting of the CPVAW, and have this in place by January 31, 2025. (F8, F9)
- R5.** The Grand Jury recommends that the SCPD reinstate community alerts for incidents of stranger rape, with case-by-case updates, by December 31, 2024. (F7)
- R6.** The Grand Jury recommends that the Commission and the SCPD submit comprehensive annual reports as called for in Ordinance 81-29, using the 2005-07 reports as a model, with the 2024 Annual Report placed on the Commission's agenda by December 31, 2024 and future reports submitted on a consistent, annual basis. (F1)
- R7.** The Grand Jury recommends that the 2023 Report be amended to remove the national entry on stranger rape, replacing it with accurate data for the City of Santa Cruz by December 31, 2024. (F2)
- R8.** The Grand Jury recommends that the CPVAW update the status of the Safe Place Network and the Bar Coasters program. If the programs are to be discontinued, a public CPVAW meeting is advised for that decision. If the programs are to be continued, the date of January 31, 2025 is recommended for the full reinstatement of these programs. (F3)
- R9.** The Grand Jury recommends that Focus Area 5, Public Safety of the 2023-28 Five Year Strategic Plan include an entry prioritizing the prevention of rape and domestic violence, as mandated by Ordinance 81-29, and published by February 28, 2025. (F10)
- R10.** The Grand Jury recommends that the City Manager increase the visibility of the CPVAW programs and events by publishing relevant information, at least quarterly, in the City Manager's Weekly Update and that the first article be published by December 31, 2024. (F11)

Required Responses

<i>Respondent</i>	<i>Findings</i>	<i>Recommendations</i>	<i>Respond Within/ Respond By</i>
Santa Cruz City Council	F1–F11	R1–R10	90 Days September 25, 2024

Invited Responses

<i>Respondent</i>	<i>Findings</i>	<i>Recommendations</i>	<i>Respond Within/ Respond By</i>
Santa Cruz Chief of Police	F1, F6–F9	R4–R6	90 Days September 25, 2024
Commission for the Prevention of Violence Against Women	F1–F3, F8	R4, R6, R7	90 Days September 25, 2024
Santa Cruz City Manager	F11	R10	90 Days September 25, 2024
Superintendent, Santa Cruz City Schools	F4	R3	90 Days September 25, 2024

Definitions

- **CIBRS:** California Incident Based Reporting System
- **CPVAW:** Commission for the Prevention of Violence Against Women
- **FBI:** Federal Bureau of Investigation
- **NIBRS:** National Incident-Based Reporting System
- **RAINN:** Rape and Incest National Network
- **SCPD:** Santa Cruz Police Department
- **UCR:** Universal Crime Report

Sources

References

1. RAINN. January 1, 2024. "The Criminal Justice System: Statistics." *RAINN.org*. Accessed April 21, 2024.
<https://www.rainn.org/statistics/criminal-justice-system>
2. City of Santa Cruz Council. July 28, 1981. "Ordinance 81-29," p. 1. *City of Santa Cruz Commission for the Prevention of Violence against Women*. Accessed April 11, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/82092/637390601527270000>
3. City of Santa Cruz Council. July 28, 1981. "Ordinance 81-29," p. 3. *City of Santa Cruz Commission for the Prevention of Violence against Women*. Accessed January 25, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/82092/637390601527270000#page=3>

4. City of Santa Cruz Commission for the Prevention of Violence Against Women. January 1, 2024. "Commission for the Prevention of Violence against Women." *CPVAW Website Homepage*. Accessed April 11, 2024.
<https://www.cityofsantacruz.com/government/city-departments/city-manager/commission-for-the-prevention-of-violence-against-women>
5. The Commission for the Prevention of Violence against Women. January 1, 2008. "History of the Commission For The Prevention Of Violence Against Women." *CPVAW Website*. Accessed April 23, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/87723/637782661752370000>
6. Commission for the Prevention of Violence Against Women: Danielle Long, Ann Simonton, Anissa Novak, Brandon Bollinger, Gabriela Trigueiro, Ilene Feinman, Karen Madura. January 1, 2023. CPVAW. *CPVAW Annual Report 2022*, p. 1. Accessed April 21, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/99110/638466876461030000>
7. The CPVAW Commissioners: Delphine Burns, Dena Loijos, Danielle Long, Karen Madura, Roya Pakzad, Ann Simonton. January 1, 2021. CPVAW. *CPVAW Annual Report 2020-2021*, p. 1. Accessed April 21, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/87727/637782664844500000>
8. Juror supplied picture. April 21, 2024. "'What's in your glass?' drug testing drink coaster." *Juror supplied picture*. Accessed April 21, 2024.
9. City of Santa Cruz Commission for the Prevention of Violence Against Women. November 25, 2008. SCPD & CPVAW. *The Joint Report on Sexual Assault to the Santa Cruz City Council*, p. 1. Accessed April 10, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/99118/638466958983730000>
10. Cole Communications Inc. June 27, 2019. "Preventing Violence Against Women in Santa Cruz County: 2019 Needs Assessment findings," p. 1. *City of Santa Cruz*. Accessed April 21, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/87711/637782660198270000>
11. May 1, 2024. "COMMISSION FOR THE PREVENTION OF VIOLENCE AGAINST WOMEN (CPVAW) Regular Meeting, May 1, 2024." *CPVAW Website*. Accessed April 30, 2024.
<https://ecm.cityofsantacruz.com/OnBaseAgendaOnline/Meetings/ViewMeeting?id=2286&doctype=1>

12. CPVAW. March 1, 2023. "CPVAW March 1, 2023 Meeting Agenda Packet," p. 12. Accessed April 22, 2024.
https://ecm.cityofsantacruz.com/OnBaseAgendaOnline/Documents/ViewDocument/CPVAW_Regular_Meeting_2055_Agenda_Packet_3_1_2023_6_30_00_PM.pdf?meetingId=2055&documentType=AgendaPacket&itemId=0&publishId=0&isSection=false&#page=12
13. Karren Zook. February 12, 2008. "2005,2006,2007 Annual Report to City Council from the City of Santa Cruz Commission for the Prevention of violence Against Women," p. 16. CPVAW. Accessed April 11, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/87715/637782661061730000#page=16>
14. The Commission for the Prevention of Violence against Women and the Santa Cruz Police Department. November 13, 2012. CPVAW. *The Joint Report on Sexual Assault to the Santa Cruz City Council*, p. 6. Accessed April 21, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/99117/638466957956070000#page=6>
15. The Commission for the Prevention of Violence against Women. February 12, 2008. "2005, 2006, 2007 Annual Report to City Council from the City of Santa Cruz Commission for the Prevention of Violence Against Women," p. 7. CPVAW. Accessed April 11, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/87715/637782661061730000#page=7>
16. Georgia Johnson. November 22, 2017. "Santa Cruz Cuts Women's self-Defense classes." *GoodTimes Newspaper*. Accessed April 22, 2024.
<https://www.goodtimes.sc/santa-cruz-cuts-womens-self-defense-classes/>
17. The Commission for the Prevention of Violence against Women. November 1, 2023. "Recorded minutes." CPVAW website. Accessed April 21, 2024.
<https://ecm.cityofsantacruz.com/OnBaseAgendaOnline/Meetings/ViewMeeting?id=2069&doctype=2#page=7080>
18. The Commission for the Prevention of Violence against Women. November 1, 2023. "Recorded minutes." CPVAW website. Accessed April 21, 2024.
<https://ecm.cityofsantacruz.com/OnBaseAgendaOnline/Meetings/ViewMeeting?id=2069&doctype=2#page=5617>
19. Commission for the Prevention of Violence Against Women, the Downtown Association, the Downtown Commission and Monarch Services. April 1, 2004. "The Safe Place Network Program," p. 1. CPVAW website. Accessed April 21, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/46153/635806086950330000#page=1>

20. Commission for the Prevention of Violence Against Women, the Downtown Association, the Downtown Commission and Monarch Services. October 1, 2015. "Invitation to Safe Place Network." *CPVAW Website*. Accessed April 22, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/46153/635806086950330000>
21. The Commission for the Prevention of Violence Against Women, the Downtown Association, the Downtown Commission and Monarch Services. May 1, 2024. "This is a Safe Place." *CPVAW Website*. Accessed May 6, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/46155/635806092744030000>
22. The Commission for the Prevention of Violence against Women. July 1, 2011. *CPVAW. 2010 Annual Report By The Commission for the Prevention of Violence Against Women Presented To The Santa Cruz City Council July 2011*, p. 5. Accessed April 21, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/87717/637782661066900000#page=5>
23. The Commission for the Prevention of Violence against Women. June 1, 2023. "CPVAW June 2023 Newsletter," p. 6. *CPVAW*. Accessed January 25, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/95606/638288980707830000#page=6>
24. City Councilmembers: Fred Keeley, Renee Golder, Sandy Brown, Sonja Brunner, Shebreh Kalantari-Johnson; Leadership Team Members: Matt Huffaker, Laura Schmidt, Lisa Murphy, Bonnie Bush, Lee Butler, Elizabeth Cabell, Anthony Condotti, Sara DeLeon, Tony Elliot, Bernie Escalante, Bonnie Lipscomb, Rosemary Menard, Ken Morgan, Nathan Nguyen, Robert Oatey, Yolande Wilburn. April 18, 2023. "City of Santa Cruz 5 Year Citywide Strategic Plan," p. 12. *City of Santa Cruz*. Accessed April 21, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/95406/638277711616870000#page=12>
25. Confidential Grand Jury interview.
26. The Commission for the Prevention of Violence against Women. May 1, 2024. *COMMISSION FOR THE PREVENTION OF VIOLENCE AGAINST WOMEN (CPVAW) Regular Meeting May 1, 2024*. Accessed May 2, 2024.
[https://ecm.cityofsantacruz.com/OnBaseAgendaOnline/Documents/ViewDocument/Summary%20Sheet%20for%20-%20Historical%20Analysis%20of%20SCPD%20Data%20Reports%20to%20CPVAW%20\(38975.pdf?meetingId=2286&documentType=Agenda&itemId=38975&publishId=59102&isSection=false](https://ecm.cityofsantacruz.com/OnBaseAgendaOnline/Documents/ViewDocument/Summary%20Sheet%20for%20-%20Historical%20Analysis%20of%20SCPD%20Data%20Reports%20to%20CPVAW%20(38975.pdf?meetingId=2286&documentType=Agenda&itemId=38975&publishId=59102&isSection=false)
27. Georgia Johnson. November 22, 2017. "Santa Cruz Cuts Women's self-Defense classes." *GoodTimes Newspaper*. Accessed April 22, 2024.
<https://www.goodtimes.sc/santa-cruz-cuts-womens-self-defense-classes/>

28. Confidential Grand Jury document.
29. President Joseph R. Biden. March 28, 2022. “Remarks made by President Biden announcing the fiscal year 2023 Budget,” p. 1. *WhiteHouse.gov*. Accessed April 22, 2024.
<https://www.whitehouse.gov/briefing-room/speeches-remarks/2022/03/28/remarks-by-president-biden-announcing-the-fiscal-year-2023-budget/>
30. Santa Cruz City Council. July 1, 2022. *City of Santa Cruz Fiscal Year 2024 Annual Budget*, p. 86. Accessed April 22, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/89266/637969525610400000#page=86>
31. November 1, 2023. “COMMISSION FOR THE PREVENTION OF VIOLENCE AGAINST WOMEN (CPVAW) Police Subcommittee Meeting, November 1, 2023,” p. 83. *CPVAW agenda*. Accessed April 22, 2024.
https://ecm.cityofsantacruz.com/OnBaseAgendaOnline/Documents/ViewDocument/CPVAW_Regular_Meeting_2069_Agenda_Packet_11_1_2023_6_30_00_PM.pdf?meetingId=2069&documentType=AgendaPacket&itemId=0&publishId=0&isSection=false&#page=83
32. Matt Huffaker. April 14, 2022. “City Manager’s Weekly Update, April 15, 2022.” *City Manager*. Accessed May 2, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/98173/638418101936370000>
33. The Commission for the Prevention of Violence against Women and the Santa Cruz Police Department. November 25, 2008. *The Joint Report on Sexual Assault to the Santa Cruz City Council*, p. 16. Accessed April 12, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/99118/638466958983730000#page=16>
34. The Commission for the Prevention of Violence against Women and the Santa Cruz Police Department. November 25, 2008. *The Joint Report on Sexual Assault to the Santa Cruz City Council*, p. 8. Accessed April 12, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/99118/638466958983730000#page=8>
35. The Commission for the Prevention of Violence against Women and the Santa Cruz Police Department. November 13, 2012. CPVAW. *The Joint Report on Sexual Assault to the Santa Cruz City Council*, p. 9. Accessed April 21, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/99117/638466957956070000#page=9>
36. The Commission for the Prevention of Violence against Women. January 1, 2017. CPVAW. *2014 2015 2016 Report Presented by CPVAW*, p. 2. Accessed January 25, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/87721/63778261079700000#page=2>

37. U.S. Department of Justice—Federal Bureau of Investigation. January 1, 2013. “NIBRS Rape vs. SRS Rape.” *Federal Bureau of Investigation*. Accessed April 25, 2025.
<https://ucr.fbi.gov/nibrs/2013/resources/nibrs-rape-vs.-srs-rape>
38. The Santa Cruz Police Department. January 1, 2018. “Santa Cruz Police Department, Uniform Crime Reporting, Part 1 Crimes, 2018 Report.” *SCPD*. Accessed May 12, 2024.
<https://www.cityofsantacruz.com/home/showpublisheddocument/78590/637130644845000000>
39. The Santa Cruz Police Department. December 31, 2023. “SCPD DATA from 2020-2023 SCPD website.” *SCPD*. Accessed April 25, 2024.
https://ecm.cityofsantacruz.com/OnBaseAgendaOnline/Documents/ViewDocument/SCPD%20DATA%20COLLECTION%20%20MONTHLY%20REPORT_JANUARY%202024.PDF.pdf?meetingId=2244&documentType=Agenda&itemId=36816&publishId=56517&isSection=false
40. February 7, 2024. “COMMISSION FOR THE PREVENTION OF VIOLENCE AGAINST WOMEN (CPVAW) Regular Meeting, February 7, 2024.” *CPVAW Website*. Accessed April 25, 2024.
https://ecm.cityofsantacruz.com/OnBaseAgendaOnline/Documents/ViewDocument/CPVAW_Regular_Meeting_2244_Agenda_Packet_2_7_2024_6_30_00_PM.pdf?meetingId=2244&documentType=AgendaPacket&itemId=0&publishId=0&isSection=false
41. Federal Bureau of Investigation; National Incident Based Reporting System. December 9, 2019. “National Incident-Based Reporting System (NIBRS).” *Federal Bureau of Investigation*. Accessed April 22, 2024.
<https://www.fbi.gov/how-we-can-help-you/more-fbi-services-and-information/ucr/nibrs>
42. Confidential Grand Jury interview.
43. Rob Bonta. December 6, 2023. “Law Enforcement Code Tables.” *Office of Attorney General*. Accessed April 22, 2024.
<https://oag.ca.gov/law/code-tables>

Appendix A – Figure 8 Full Table^[39]

	Domestic Violence/ Battery Calls	Domestic Violence/ Battery Cases 273.5 PC (Felony) & 243(e)(1) PC (Misdemeanor)	Homicide- Intimate Partner (Felony)	Sex Assault (Other) 243.4 PC (Misdemeanor or Felony)	Rape Cases 261 PC & 262 PC (Felony)	Sodomy 286 PC (Misdemeanor or Felony)	Forcible Sexual Penetration w/ a Foreign Object 289 PC (Felony)	Assault To Commit Rape 220 PC (Felony)	Stalking 646.9 PC (Misdemeanor or Felony)
2021									
January	26	14	0	3	1	0	1*	0	0
February	19	14	0	5	3	0	0	0	0
March	30	14	0	3	2	0	2	1	1
April	23	12	0	5	1	0	0	0	2
May	41	26	0	3	1	0	1*	0	1
June	31	21	0	6	2	0	0	0	3
July	24	18	1	6	0	0	0	0	1
August	19	13	0	5	0	0	1*	1	2
September	39	27	0	1	3	0	1	0	3
October	36	25	0	3	2	0	0	0	4
November	33	19	0	1	2	0	0	0	3
December	18	15	0	0	1	0	0	0	0
	339	218	1	41	18	0	6	2	20
2022									
January	21	19	0	0	4	0	0	1	3
February	26	22	0	1	1	0	1	1	1
March	18	14	0	7	1	1*	0	1	1
April	23	19	0	2	2	0	0	0	1
May	30	22	0	3	3	1*	1*	0	3
June	35	22	0	4	1	0	1*	0	2
July	37	25	0	2	1	0	0	0	0
August	35	23	0	3	2	0	0	0	3
September	33	16	0	2	1	0	1*	0	2
October	32	20	0	2	2	1*	1*	1*	3
November	26	17	0	1	2	0	0	0	2
December	27	16	0	3	0	0	0	2	1
	343	235	0	30	20	3	5	6	22
2023									
January	28	18	0	3	1	0	0	0	0
February	26	9	0	1	0	0	1	1	3
March	26	15	0	5	0	1	1*	1	1
April	33	23	0	1	3	2*	1*	0	0
May	35	19	0	3	1	0	0	1*	2
June	30	23	0	0	2	0	0	1	1
July	33	22	0	1	0	0	0	0	1
August	32	18	0	1	0	0	0	0	1
September	35	20	0	2	0	0	0	0	2
October	17	6	0	2	1	0	1*	1	4
November	-	11	0	1	0	0	0	0	0
December	-	17	0	1	0	0	0	0	2
	295	201	0	21	8	3	4	5	17

* Associated with another reported case

Appendix B – Figure 9 Full Table^[40]

	Domestic Violence/ Battery Calls	Domestic Violence/ Battery Cases 273.5 PC (Felony) & 243(e)(1) PC (Misdemeanor)	Homicide-Intimate Partner (Felony)	Sex Assault (Other) 243.4 PC (Misdemeanor or Felony)	All Rape Cases 261 PC & 262 ¹ PC (Felony)	Sodomy 286 PC (Misdemeanor or Felony)	Oral Copulation 287 ^{2,4} PC (Misdemeanor or Felony)	Forcible Sexual Penetration w/ a Foreign Object 289 PC (Felony)	Assault To Commit Rape 220 PC (Felony)	Stalking 646.9 PC (Misdemeanor or Felony)
2021										
January	26	14	0	3	1	0	1*	1*	0	0
February	19	14	0	5	3	0	0	0	0	0
March	30	14	0	3	2	0	0	3	1*	1
April	23	12	0	5	1	0	1*	1	0	2
May	41	26	0	3	1	0	2*	2	0	1
June	31	21	0	6	2	0	0	0	0	3
July	24	18	1	6	0	0	0	0	0	1
August	19	13	0	5	0	0	0	1*	1	2
September	39	27	0	1	3	0	1*	1	0	3
October	36	25	0	3	2	0	0	0	0	4
November	33	19	0	1	2	0	0	0	0	3
December	18	15	0	0	1	0	0	0	0	0
Total Cases³	339	218	1	41	18	0	5	9	2	20
2022										
January	21	19	0	0	4	0	1*	0	1	3
February	26	22	0	1	1	0	0	1	1	1
March	18	14	0	7	2	1*	1	0	1	1
April	23	19	0	2	2	0	0	0	0	1
May	30	22	0	3	4	1*	0	2*	0	3
June	35	22	0	4	1	0	0	1	0	2
July	37	25	0	2	1	0	0	1	0	0
August	35	23	0	3	2	0	0	0	0	3
September ⁵	33	16	0	2	2	1	0	1*	0	2
October	32	20	0	2	2	1*	0	2*	1*	3
November	26	17	0	1	2	0	1*	1*	0	2
December	27	16	0	3	0	0	1*	0	2	1
Total Cases	343	235	0	30	23	4	4	9	6	22
2023										
January	28	18	0	3	1	1	0	1	0	0
February	26	9	0	1	1	0	0	2*	1*	3
March	26	15	0	5	0	1	0	1*	1	1
April	33	23	0	1	3	2*	0	1*	0	0
May	35	19	0	3	2	0	0	0	1*	2
June	30	23	0	0	2	0	0	0	1	1
July ⁶	33	22	0	1	2	0	1	0	0	1
August	32	18	0	1	4	0	0	0	0	1
September	35	20	0	2	0	0	0	1	0	2
October	17	6	0	2	2	0	0	1*	1	4
November	9	12	0	1	0	0	0	0	0	0
December	19	17	0	1	0	0	0	0	0	2
Total Cases	323	202	0	21	17	4	1	7	5	17
2024										
January	-	13	0	0	1	0	0	0	0	0
February	-	13	1	1	2	0	1	0	0	1
March	-	17	0	1	4	2*	1*	0	1	0
Total Cases	-	43	1	2	7	2	2	0	1	1

* Associated with another reported case

** Data includes cases involving all genders, adults and minors

1. PC 262 repealed on October 8, 2021, (AB 1171)
2. PC 288a oral copulation, was changed to PC287 PC on January 1, 2019 (SB 1494)
3. UCR Summary totals the number of victims, not the number of cases - as reported in the table above
4. PC 287 includes PCs 288a(b)(1), 288a(c)(1), 288a(c)(2)(a), 288a(c)(3)
5. One case involving PC 288.7(A) and 286 counted as one for sodomy count
6. One case involving PC 264.1 and 261 counted as one for rape count