

CRIMINAL JUSTICE COORDINATING COUNCIL 2019-2021 ACTION PLAN

ADOPTED — NOVEMBER 2018

A LETTER FROM CRIMINAL JUSTICE COORDINATING COUNCIL

Dear El Paso County and Pikes Peak Region Citizens,

El Paso County created the Criminal Justice Coordinating Council (CJCC) in 2017 to collaborate with our community partners to pursue innovative and holistic programs and services to improve our criminal justice system.

The CJCC consists of passionate and dedicated criminal justice professionals and citizens that have developed this Action Plan to guide improvements in the criminal justice system in the Pikes Peak Region over the next three years.

In an increasingly concerning criminal justice climate nationwide, it has become ever important that our criminal justice agencies, researchers, policy makers, and other stakeholders, are working together to develop evidence-based practices and innovative solutions to address challenges within the criminal justice system and strengthen community trust.

We have attempted to identify gaps in our criminal justice system and propose recommendations to address service deficiencies with the hope that addressing these concerns will encourage collaboration and confidence in our local system.

Jail overcrowding, pretrial services, behavioral and mental health, and workforce opportunities for individuals with a criminal history are some of the highlighted areas of focus for positive change within this Action Plan.

As the CJCC and its Committees continue to grow and flourish, so will the relationships between agencies and citizens. We invite all citizens to join with us as we strive to achieve the objectives in the Action Plan that will lead to a more effective and equitable criminal justice system in the Pikes Peak Region.

Sincerely,
Darryl Glenn
Chair, Criminal Justice Coordinating Council
President, Board of El Paso County Commissioners



DARRYL GLENN

CJCC MISSION

The Criminal Justice Coordinating Council of the Pikes Peak Region reviews criminal justice matters and makes recommendations to the El Paso County Board of Commissioners and criminal justice agencies to promote positive changes that achieve and sustain a more effective and equitable criminal justice system.

CJCC OBJECTIVES

- A. Provide a forum for interagency coordination on criminal justice matters.
- B. Research, analyze, evaluate, and develop innovative planning recommendations regarding criminal justice matters.
- C. Oversee the collection of criminal justice data for use by the Council, agencies, and departments.
- D. Analyze past and current El Paso County Criminal Justice Center populations and develop recommendations to address capacity issues at the Criminal Justice Center.
- E. Identify gaps and deficiencies in the criminal justice system and make recommendations to address service gaps.
- F. Make recommendations that will help control the costs of managing offenders.
- G. Evaluate and recommend crime prevention and early intervention programs that will help reduce recidivism.
- H. Increase community understanding and support for the criminal justice system.
- I. Seek grants that will support the enhancement of the criminal justice system.
- J. Support a holistic community approach to criminal justice by involving law enforcement, judicial services, behavioral health, housing, employment, and other social services to address criminal justice needs.
- K. Make recommendations on proposed legislation that will impact the criminal justice system in our region.

CJCC COMMITTEE STRUCTURE

The **Criminal Justice Coordinating Council** has appointed five committees to focus on various areas within the criminal justice system.

The Action Plan is organized by each committee, listing objectives, evidence-based tasks and strategies, and timelines for achievement over the next three years to support and improve the Pikes Peak Region Criminal Justice System.

The **Pretrial Services Community Advisory Board** serves to help reduce the use of County Jail resources for defendants where less restrictive alternatives are appropriate, and to seek efficiencies in operating a cost-effective pretrial system that is safe, fair, and effective, which maximizes public safety, court appearance, and the appropriate use of release, supervision, and detention.

The **Strategic Planning Committee** collects and analyzes past and current criminal justice system data, identifies gaps and deficiencies in the criminal justice system, and makes recommendations to address service gaps. The Committee also researches, analyzes, evaluates, and develops innovative planning and strategy recommendations regarding criminal justice matters.

The **Behavioral Health Committee** strives to bring together local service providers, agencies, and stakeholders to identify ongoing issues and gaps for people with mental health and/or co-occurring substance use concerns within the criminal justice system. The Committee is focused on prevention, diversion, and reducing recidivism.

The **Financial Resources Committee** serves to explore and/or pursue legislative, federal, state, local and third party funding opportunities to support our criminal justice system.

The **Transition to Workforce Committee** strives to create workforce connections for Pikes Peak Region residents with criminal convictions who may have difficulty finding employment. A healthier and safer community can be built by increasing effective collaboration, planning, and information sharing, while promoting restorative justice and focusing on offender reconciliation with the community.

2017-2018 ACCOMPLISHMENTS

Pretrial Services Community Advisory Board:

- Assisted with the implementation of the Pretrial Services Program expansion.
- Monitored statewide committees involved in Pretrial Service concerns, including detention and money-based bond issues.

Strategic Planning Committee:

- The Board of County Commissioners (BoCC) approved the formation of the Criminal Justice Coordinating Council (CJCC).
- The BoCC appointed 24 members to the CJCC based on a holistic community approach and includes representatives from law enforcement, judicial services, behavioral health, housing, employment, and other social services.
- The BoCC approved funding for the hiring of a Criminal Justice Planner and to significantly expand the Pretrial Services Program.
- The CJCC endorsed a feasibility study for a Family Justice Center.
- The CJCC joined the National Network of Criminal Justice Coordinating Councils.

Behavioral Health Committee

- Regular meetings have provided a consistent forum for exchange of systems information, news, and updates, promoting a sense of unity and collaboration toward a shared mission between stakeholder groups.
- Serves as the Advisory Committee for BHCON (Behavioral Health Connect) grant, launching the co-responder program with the El Paso County Sheriff's Office and UC Health.

- Initiated the development and planning of the Behavioral Health/Criminal Justice Summit.
- Initiated the development of a first responder resource guide for behavioral health services.

Financial Resources Committee:

- Researched grants awarded to other Criminal Justice Coordinating Councils.
- Explored and created a list of criminal justice funding opportunities.
- Identified possible grant opportunities for potential Courthouse expansion.

Transition to Workforce Committee:

- Held an Employer Breakfast in February of 2018 to meet with employers and discuss challenges when working with those with a criminal background.
- A follow-up Employer Association event was held in September of 2018 that allowed the committee and employers to further collaborate and work on resolving barriers to employment.

ACTION PLAN DEVELOPMENT

This plan was developed through the collaboration of CJCC stakeholders and committee members to guide recommendations and support positive change in the local criminal justice system.

Achievements by each committee have been celebrated and next steps are being taken to promote future success in determining and serving the greatest needs among the citizens of the Pikes Peak Region and the criminal justice system.

Objectives for this three-year plan were identified by stakeholders, committee members, and the public, who offered input and expressed interest in specific criminal justice issues to be addressed within the region.

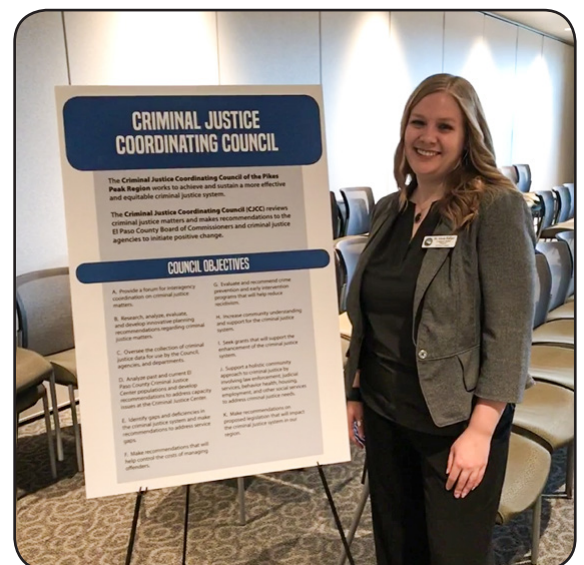
A community meeting was held before the adoption of this Action Plan to garner citizen feedback on the proposed objectives.

Evidence-based practices for how to address these issues will be developed and implemented throughout this plan in an effort to achieve and sustain more effective and efficient criminal justice system operations.



Principal PR Bond Commissioner Audra Boileau receives a Staff Achievement Award, and is congratulated by Pretrial Services Manager Dawn Montoya, El Paso County Commissioner Longinos Gonzalez Jr., and Deputy County Administrator Nicola Sapp, at the Community Services Department picnic in August of 2018.

Alexis Harper, Ph.D., Criminal Justice Planner, greets citizens and CJCC members as they arrive to the public open house to introduce the Action Plan in October of 2018.



PRETRIAL SERVICES COMMUNITY ADVISORY BOARD

ACTION: REDUCE THE JAIL POPULATION THROUGH PRETRIAL SERVICES

Objective: Identify diversion options for qualified individuals from the Criminal Justice Center to help alleviate the average daily jail population while also addressing public safety concerns and court appearance rates.

Tasks:

- Evaluate the jail population to inform Personal Recognizance (PR) Bond recommendations and use of PR Bonds.

- Explore the use of a pretrial work release program with the El Paso County Sheriff's Office.
- Explore the implementation of administrative release authority.

Timeline: 2019-2021

ACTION: ALIGN PRETRIAL SERVICES OPERATIONS WITH STATE STANDARDS

Objective: Update Pretrial Services Operational Procedures based on the Professional Standards suggested by the Colorado Association of Pretrial Services (CAPS) and complete the CAPS Professional Standards Review Process.

Tasks: Utilize the CAPS Professional Standards guidelines,

complete the self-review, and submit for an onsite review by CAPS.

Timeline: 2019

ACTION: CONSIDER NATIONAL STANDARDS FOR PRETRIAL SERVICES

Objective: Utilize the National Institute of Corrections "Measuring What Matters" for Pretrial Services.

Tasks: The National Institute of Corrections has outlined recommended outcome and performance measures and critical data needs for pretrial services programs to help enable agencies to more accurately gauge program effectiveness in

meeting goals. By utilizing these recommendations, the Pikes Peak Region will have a better understanding of indicators of success in pretrial services and how to improve and increase successful outcomes.

Timeline: 2020

ACTION: IMPROVE PRETRIAL SUPERVISION AND CASE MANAGEMENT

Objective: Examine the supervision and monitoring practices to determine effective case management of Pretrial Service defendants.

Tasks:

- Adapt additional practices to align with evidence-based pretrial practices.
- Measure the level of agreement between the Pretrial Services recommendation matrix and compliance with supervised conditions.

- Track the length of time a defendant is on pretrial supervision. Monitoring the length of stay of pretrial defendants will help track costs as well as identify system level issues such as court continuances that directly impact the length of stay.
- Develop a means to survey pretrial defendants and stakeholders to help determine the value of pretrial supervision.

Timeline: 2019-2021

STRATEGIC PLANNING COMMITTEE

ACTION: MONITOR CJCC ACTION PLAN PROGRESS

Objective: Oversee the execution of the CJCC Action Plan

Tasks: Over the course of the three year Action Plan, the Strategic Planning Committee will assist the Council and other committees by tracking the status of committee objectives,

providing feedback and resource suggestions, and contribute to the completion of CJCC objectives.

Timeline: 2019-2021

ACTION: EXPLORE INNOVATIVE CRIMINAL JUSTICE STRATEGIES

Objective: Explore innovative criminal justice strategies and best practices that may be applicable for implementation in the Pikes Peak region.

Tasks:

- Research evidence-based practices found to be effective in similar jurisdictions.
- Actively participate in the National Network of Criminal Justice Coordinating Councils including attending the NNCJCC annual conference and working with Denver County, who holds a Network Membership, on developing initiatives.

- Research innovative practices designed to divert people from the Criminal Justice Center (CJC) and / or reduce daily CJC population, such as self-surrender and safe-surrender programs.

Timeline: 2019-2021

ACTION: ESTABLISH AN INTERNSHIP PROGRAM

Objective: Establish a Criminal Justice Internship Program.

Tasks:

- Develop the duties and responsibilities for designated internships.
- Inform local colleges and universities of the internship opportunities appropriate for students.
- Complete the recruitment process for paid and / or non-paid interns.

Timeline: 2019

ACTION: EXPLORE DATA SHARING OPPORTUNITIES

Objective: Explore data collection and sharing opportunities between CJCC stakeholders.

Tasks:

- Determine the feasibility of developing an integrated data system, what agencies would be involved, and how information can more readily be shared without compromising security.

- Collaborate with the Financial Resources Committee to determine potential third party funding sources to support the development of the integrated data system.

Timeline: 2019-2021

ACTION: FAMILY JUSTICE CENTER DEVELOPMENT

Objective: Support the continued exploration of a Family Justice Center.

Timeline: 2019

- Tasks:** Complete a feasibility study to determine potential partners, facility needs, funding sources, and program opportunities.



The Board of El Paso County Commissioners recognize the 35th annual National Night Out held in August of 2018. National Night Out is a positive, proactive opportunity for El Paso County to join forces with thousands of other communities across the country in promoting cooperative police-community crime prevention efforts.



The Board of El Paso County Commissioners recognize the dedication of the Peace Officers Memorial in May of 2018, honoring officers killed in the line of duty in El Paso and Teller Counties since 1895.

BEHAVIORAL HEALTH COMMITTEE

ACTION: HOLD A BEHAVIORAL HEALTH/CRIMINAL JUSTICE SUMMIT

Objective: Organize a Behavioral Health/Criminal Justice Summit within the Pikes Peak Region to bring together local service providers, agencies, and stakeholders to identify ongoing issues and gaps and propose solutions. It is important for various agencies to understand each other's services and responsibilities as a network is built to service community members with behavioral and mental health and substance use concerns.

Tasks:

- Host a summit within El Paso County, bringing together various criminal justice and behavioral health agencies/stakeholders and generate a report outlining the results of the summit, knowledge gained, what the summit achieved, and next steps.
- Extend invitations to agencies and stakeholders across the Pikes Peak Region.

Timeline: 2019

ACTION: EXPAND BEHAVIORAL HEALTH SERVICES

Objective: Explore the need for additional behavior health services and facilities in the Pikes Peak Region.

Tasks:

- Identify existing services and gaps in services, and a plan for how to fill these gaps by creating systems-wide case management through the coordination of services for offenders. These systems will be databases for informational sharing and personal advocates.
- Develop a guide of supportive services (housing, transportation, food, medical care, Veteran's affairs, etc.) and information on how to enroll, access, and consume or utilize these services.

- Create an understanding of Medicaid benefits and other payer systems for incarcerated individuals.
- Evaluate and make recommendations regarding system challenges for individuals who cycle repeatedly through the criminal justice system.
- Seek a Colorado Springs Health Foundation Grant to support a study of existing and essential behavioral health resources within the Pikes Peak Region.

Timeline: 2019-2021

ACTION: UTILIZE JAIL DIVERSION OPPORTUNITIES

Objective: Enhance the diversion of defendants with behavioral and mental health concerns from jail.

Tasks:

- Serve as the Steering Committee for the El Paso County Sheriff's Office co-responder patrol unit, the Behavioral Health Connect Unit (BHCON). Pairing Sheriff's Deputies with licensed behavioral health clinicians, the goal of the BHCON unit is to prevent unnecessary incarceration and/or hospitalization of individuals with mental health concerns by providing crisis intervention and linking clients to community programs that can support and sustain their mental health stability.

- Develop a resource guide for law enforcement to use when interacting with the community and offenders as a means for referring the public to various services.
- Actively participate in the Stepping Up Initiative, a national initiative to reduce the number of people with mental illness in jails. Work to complete the county self-assessment on implementation progress through www.stepuptogether.org.

Timeline: 2019-2021

FINANCIAL RESOURCES COMMITTEE

ACTION: RESEARCH AND SUPPORT CJCC ACTIONS

Objective: Identify potential grant and funding opportunities for the CJCC Committees based on specific committee objective funding needs.

Tasks: Develop a list of potential funders and grants that would promote the achievement of the other CJCC committees' objectives. This would include:

- Work with the committees to establish reasonable timelines for the research, application, and award of funds for their objectives.

- Utilize El Paso County's memberships in the National Network of Criminal Justice Coordinating Councils and the National Association of Counties as potential funding opportunities arise.

- Develop proposal templates.

Timeline: 2019-2021

ACTION: RESEARCH AND SUPPORT RESOURCES FOR COMMUNITY CRIMINAL JUSTICE PROJECTS

Objective: Explore criminal justice funding opportunities that can be utilized for a variety of projects, along with effective ways to share information with stakeholders in a timely manner.

Tasks:

- Develop a list of potential funders and grants that would benefit criminal justice oriented projects in the region to be shared on the county's website.

- Create a distribution list of individuals interested in criminal justice grant opportunities.
- Pursue additional funding for residential community corrections and auxiliary services.

Timeline: 2019-2021

ACTION: INTEGRATED DATA SYSTEM

Objective: Help determine the potential funding sources for developing an integrated data system among criminal justice agencies in the Pikes Peak Region.

Tasks: Use the feasibility study designed by the Strategic Planning Committee to seek funding for implementing an integrated data system.

Timeline: 2019-2021

TRANSITION TO WORKFORCE COMMITTEE

ACTION: BUILD AN EMPLOYER ASSOCIATION

Objective: Further expansion of the Employer Association.

Tasks:

- Develop a network of employers willing to participate in information gathering events about barriers to employing ex-offenders, and develop means for addressing these concerns to increase the hiring and employment of individuals with a criminal record.

- Release regular news updates to Employer Association members highlighting employers of interest and other important and educational information subscribers may find helpful.

Timeline: Expand the network of employers through 2019. Begin introducing and matching ex-offenders to the Employer Association network through 2021.

ACTION: HOLD REGULAR EMPLOYER ASSOCIATION EVENTS

Objective: Organize at least two events per year to act as networking opportunities between CJCC stakeholders, employers, and ex-offenders to help determine barriers to hiring offenders.

Tasks:

- Host various events within the Pikes Peak Region, bringing together employers willing to hire ex-offenders and generate a report assessing the results of these events,

knowledge gained, and next steps toward connecting employers with potential employees.

- Enlist guest speakers that can provide information to employers on a variety of relevant topics regarding employing ex-offenders as well as a networking opportunity.

Timeline: 2019-2021

ACTION: REDUCE EMPLOYMENT BARRIERS FOR INDIVIDUALS WITH A CRIMINAL HISTORY

Objective: Explore ways to prevent employees with criminal records from missing work for Probation/Parole Officer (PO) meetings and urine analysis (UA) testing, including extending office hours for these services for before/after work hours.

Tasks: Explore the extension of office hours for PO meetings and UA testing, and the exploration for expanding options such as the implementation of a mobile UA unit.

Timeline: 2019-2021

ACTION: UTILIZE LOCAL WORKFORCE CENTERS

Objective: Further develop Pikes Peak Region Workforce Centers programs to assist those with a criminal history.

Tasks:

- Develop a tracking mechanism for the citizens referred to and receiving services from the workforce centers for follow-up purposes to determine service effectiveness.
- Utilize job and resource fairs and on the job training events by working with hosting agencies to bring offenders and employers together to explore opportunities.

- Identify courses currently being offered at the workforce centers, and gaps in knowledge or resources that would help improve employability. Develop, promote and share curriculum and courses that fill these employability gaps, including soft skills training and information that focuses on improving socialization skills (resume building, proper work attire, hygiene, etiquette, etc.).

Timeline: 2019-2021

MEMBERSHIP

CJCC Council Members

Darryl Glenn, President, Board of El Paso County Commissioners (CJCC Chair)
 Mark Allison, Colorado Department of Corrections, Division of Adult Parole
 Russ Bogardus, Citizen
 Chief Peter Carey, City of Colorado Springs Police Department
 Aimee Cox, Community Health Partnership
 Jennifer Dabros, Ph.D., AspenPointe
 Marc Dettenrieder, Teller County Commissioner
 Bill Elder, El Paso County Sheriff
 Janice Hellman, Teller County Sheriff's Office
 Judge HayDen Kane, Colorado Springs Municipal Court
 Julie Krow, Department of Human Services, El Paso County
 Denise Krug, Discover Goodwill
 Traci Marques, Pikes Peak Workforce Center
 Daniel May, District Attorney, 4th Judicial District
 George Reed, Ph.D., University of Colorado Colorado Springs, Dean, School of Public Affairs
 Chief Joe Ribeiro, Manitou Springs Police Department
 Rosalie Roy, Managing Deputy State Public Defender, 4th Judicial District
 John Suthers, Mayor, City of Colorado Springs
 Ellen Walker, Chief Probation Officer, 4th Judicial District Probation Department
 Chief Judge William Bain, 4th Judicial District
 Tim Wolken, El Paso County Community Services Department
 Henry Yankowski, El Paso County Administrator
 Larry Yonker, Springs Rescue Mission
 Staff:
 Alexis Harper, Ph.D., Criminal Justice Planner, El Paso County

Pretrial Services Community Advisory Board

Chief Judge William Bain, 4th Judicial District (Chair)
 Lt. Michael Baier, El Paso County Sheriff's Office
 Jonathan Caudill, Ph.D., Citizen
 Sallie Clark, Citizen
 Judge Shannon Gerhart, 4th Judicial District
 Jeff Lindsey, 4th Judicial District Attorney's Office
 Katherine Livornese, Court Operations Specialist, 4th Judicial District
 Rosalie Roy, Managing Deputy State Public Defender, 4th Judicial District
 Margaret Vellar, Chief Deputy District Attorney, 4th Judicial District
 Attorney's Office Mark Waller, El Paso County Commissioner
 Magistrate Gail Warkentin, 4th Judicial District
 Tim Wolken, El Paso County Community Services Department
 Staff:
 Christine Burns, Community Outreach Division, El Paso County
 Dawn Montoya, Pretrial Services Program, El Paso County

Strategic Planning Committee

Rosalie Roy, Managing Deputy State Public Defender, 4th Judicial District (Chair)
 Russ Bogardus, Citizen
 Sallie Clark, Citizen
 Bridget Collins, Deputy Court Administrator, 4th Judicial District

Teri Frank, El Paso County Sheriff's Office
 Lori Griffith, 4th Judicial District Probation Department
 Jeff Lindsey, El Paso County District Attorney's Office
 Chief Joe Ribeiro, Manitou Springs Police Department
 Shelly Serna, El Paso County Department of Human Services
 Tim Wolken, El Paso County Community Services Department

Behavioral Health Committee

Matthew Caywood, Ph.D., El Paso County Department of Human Services (Chair)
 Victoria Allen-Sanchez, Psy.D., CSFD, CARES
 Amber Biss, El Paso County Department of Human Services
 Carey Boelter, El Paso County Sheriff's Office
 SherryLynn Boyles, TESSA
 Andrew Bunn, El Paso County Department of Human Services
 Kathryn Chacon, El Paso County Department of Human Services
 Jennifer Dabros, Ph.D., AspenPointe
 Jane Gravelle, El Paso County Department of Human Services
 Doug Greenberg, El Paso County Department of Human Services
 Judy Haller, 4th Judicial District Attorney's Office
 John Hammond, El Paso County Sheriff's Office
 Andrea Kedley, Colorado Community Health Alliance
 Claire Moon, 4th Judicial District Probation Department
 Michele Newell, Public Defender's Office, 4th Judicial District
 Joel Siebersma, Springs Rescue Mission
 Lynn Shull, National Alliance on Mental Illness
 Kathy Sullivan, Colorado Department of Corrections, Division of Adult Parole

Financial Resources Committee

Christine Burns, El Paso County Community Services Department (Chair)
 Anna Auwae, Colorado Springs Police Department
 Russ Bogardus, Citizen
 Larry Borland, El Paso County Sheriff's Office
 Scott Sosebee, Court Administrator, 4th Judicial District

Transition to Workforce Committee

Christine Richard, Colorado Department of Corrections, Division of Adult Parole (Chair)
 Pedro Arellano, Springs Rescue Mission
 Charity Bellerdine, GEO Reentry Services, Community Alternatives of El Paso County
 Hilary Johnson, ComCor, Inc.
 Denise Krug, Discover Goodwill
 Jess Larsen, 4th Judicial District Probation Department
 Sacorra Ned, Mt. Carmel Veterans Service Center
 Kurt Runge, 4th Judicial District Probation Department
 Debi Strong, Pikes Peak Workforce Center
 Dywane Thompson, Citizen

CONTACT US

For additional information regarding the CJCC 2019-2021 Action Plan, please contact El Paso County Criminal Justice Planner, Alexis Harper at alexisharper@elpasoco.com.

Please visit the Criminal Justice Coordinating Council website at <https://communityservices.elpasoco.com/community-outreach-division/justice-services/criminal-justice-coordinating-council>

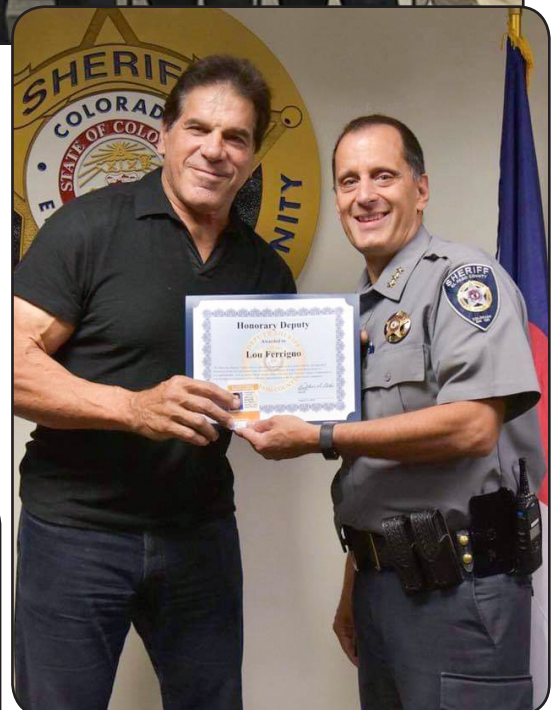


Colorado Springs Police comically enjoy delicious donuts.



El Paso County Sheriff's Deputies participate in the Shop With a Cop program at Target in December of 2018. The annual holiday event helps build positive relationships by pairing officers with elementary school students as they shop for holiday gifts for their families with gift cards donated by police and retailers.

El Paso County's departments of Human Services, Planning and Community Development, and Public Health were recognized in July of 2018 with Achievement Awards from the National Association of Counties (NACo) for innovative and effective county government programs that strengthen services for residents, including a program to help support court-involved clients in receiving Health First Colorado assistance.



The original "Hulk," Lou Ferrigno, becomes an Honorary Deputy before attending Colorado Springs Comic Con in August of 2018.