



DIVISION OF PUBLIC SAFETY

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FY 2016 Second Quarter Report
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I. EXECUTIVE SUMMARY

The Navajo Division of Public Safety (NDPS) is established pursuant to 2 NNC §1351 with approve Plan of Operation GSCAU-61-95 and GSCJA-04-08 has in excess of 800 employees and global budget over \$40 million, 380 first responder and administrative vehicles, and 3 new multi-justice centers constructed with 2009 ARRA funds.

NDPS consists of seven (7) Departments: Criminal Investigations, Corrections, Emergency Management, Emergency Medical Services, Fire and Rescue, Navajo Police (Uniform Patrol) and Office of Internal Affairs.

There are seven (7) Police Districts, six (6) Adult and two (2) Juvenile Correctional Facilities, five (50) Fire Stations, fourteen (14) Indian Health Service Units or Health Centers.

NPDS funds are from external sources such as federal funding (BIA/IHS/FEMA/USDOJ/ARRA/AZ-NM-UT States) which is approximately eighty six percent (86%), while fourteen percent (14%) are derive from Navajo General Funds, Third Party Billing and designated Proprietary funds.

NDPS average annual criminal statistical data for Part I and Part II Crimes exceeds 250,000 offenses, 30,000 arrests, 12,000 DUI's, 250,000 calls for services within the exterior boundaries of the Navajo Nation.

Department of Criminal Investigations (DCI):

The department provides 24/7 criminal investigation services within the territorial jurisdiction of the Navajo Nation as defined by Title 7 N.T.C. §254 and 18 U.S.C. §1151.

Department of Corrections (DOC):

The department provides health, safety, and welfare of all adults and juveniles incarcerated within the territorial jurisdiction of the Navajo Nation as defined by Title 7 N.T.C. §254 and 18 U.S.C. §1151.

Department of Emergency Management (DEM):

The department provides effective and efficient emergency management on a 24 hour basis within the territorial jurisdiction of the Navajo Nation as defined by Title 7 N.T.C. §254 and 18 U.S.C. §1151 coordinating with other Navajo Nation divisions, departments, programs, and local communities as well as with other tribal, federal, state, and county organizations.

Department of Emergency Medical Services (EMS):

The department provides vehicles, equipment and personnel for the delivery of effective and efficient emergency health care services within the territorial jurisdiction of the Navajo Nation as defined by Title 7 N.T.C. §254 and 18 U.S.C. §1151.

Department of Fire and Rescue (F & R):

The department safeguards public welfare and to protect life, health, and property of individuals from improper storage, handling, and use of hazardous materials and to reduce the number of fires and fire damage within the territorial jurisdiction of the Navajo Nation as defined by Title 7 N.T.C. §254 and 18 U.S.C. §1151 and to provide fire safety education programs.

Navajo Police Department (NPD) (Patrol Services):

The department enforces all Navajo Nation laws within the territorial jurisdiction of the Navajo Nation as defined by Title 7 N.T.C. §254 and 18 U.S.C. §1151, to provide effective and efficient law enforcement services on a 24/7 basis to protect life and property, and to screen all police personnel to determine their level of law enforcement skills and knowledge and provide them with the required law enforcement training to achieve full potential as Navajo Nation Police officers.

Office of Internal Affairs (IA):

The department is to ensure the integrity and the professionalism of the NDPS and its employees by establishing procedures for handling personnel matters, complaints, and disciplinary actions against the employees of the NDPS. These procedures will assure the prompt and thorough investigation of incidents and if necessary, facilitate a suitable disciplinary action.

II. CRITICAL ISSUES

Criminal Investigations:

- A. The department is experiencing manpower shortage resulting in an increase in criminal activity within the jurisdictional boundaries of each district. The department has 62 personnel; 46 commissioned and 16 civilian positions. The department is currently operating at 34 commissioned and 14 civilian filled positions at 79%. It is anticipated there will be an additional reduction over the span of 3-5 years due to retirements. This will set personnel operations at 70% of the workforce. The vacant positions are budgeted, positions are being advertised, but applicants applying are not AZPOST certified for the positions, nor are they found applicable to the Department of Personnel Management's assessment.
- B. Commissioned personnel continue to obtain Special Law Enforcement Commission cards (SLEC). Personnel have been complying with P.L. 93-638 Contract and some officers still need to attend the Criminal Jurisdiction in Indian Country (CJIC) Course. The department is working with other law enforcement agencies to schedule a second course in Arizona for those still lacking their certification.

- C. The department continues to review and update personnel files to ensure compliance with agency standards and/or personnel requirements (BIA, AZPOST). Compliance is an issue for commissioned officers. Department commanders will be attending a Command Officers Development, Leadership and Management Course in addressing future audit compliance issues. When the completion of the Navajo Police Academy, this will be address on the ratification of findings of the audits.
- D. The department owned vehicles are operating on high mileages with mechanical problems, which poses a safety issues to the officers. The department is addressing this matter to work with Fleet Management on the Law and Order Committee resolution to waiver and eliminate paying for vehicle monthly maintenance fee. The meeting between NDPS and Fleet is forthcoming.

Corrections:

- A. The department has been audited every year and have had repeated findings in the personnel requirements for yearly contract training requirements in Medical exam updates, weapons, and the 40 hour training requirements.
 - 1. The department has been working with the district Lieutenants to ensure that each officer understands that they are responsible by renewing their health evaluations and to be due to schedule their physicals at least one month before they are due. The supervisors will monitor all personnel under their supervision the required weapons training every 6 months and the 40 hour training requirements using a monthly monitoring tool that was developed as part of an overall Corrective Action Plan (CAP). This is an ongoing activity for all districts
- B. The process of hiring is a lengthy ordeal for districts and places them in a liability situation. In assessing the issues, it appears that much of the delay rests with internal departments when documents are not reviewed and/ or returned in a timely manner. To address this issue, the department has made a request to handle their own personnel matters which include the following: assessment and determination of qualified individuals, processing the necessary paper work to hire individuals as Corrections Officers and working directly with Navajo DPM for processing. This process will expedite the hiring of individuals and fill positions sooner. This will also expedite the process of new classifications and/or re-classifications of positions. The timeframe on this should be immediately with a plan to hire into all vacant corrections personnel positions.
- C. The division FMIS 6B Rollout deadline was February 22, 2016. As a result of this implementation, all department purchase documents were returned by the Office of the Controller and had to be entered into FMIS. This created a back log of “unprocessed financial” documents and unpaid bills for the department. To address this issue and ensure personnel received FMIS certification in necessary modules, the department brought in all district and headquarter personnel into Kayenta District and completed the necessary modules to use the FMIS system. We are working with 23 individuals and 8 of them have completed all modules to be

certified and should be given security access by March 30, 2016. The remaining 14 plus others who were not able to attend will need to return for training the middle of April 2016. Our expected time for completion is April 30, 2016, when NDOC will have all the district supervisors, their sergeants and administrative support staffed certified. This includes five (5) personnel from headquarters.

Emergency Management:

- A. The department 's plan is to significantly increase the Navajo Nation's capabilities to respond to the hazards that threaten the Navajo Nation, while preventing or reducing the impact of potential hazards on the Navajo Nation. However, challenges that the department encounters is current staff consists of four personnel to cover the entire Navajo Nation. In addition, there are only two positions currently filled and two vacant positions.

Emergency Medical Services:

- A. The department has encountered issues with Department of Personnel in regards to submitting request for step increase for staff. Each request was denied due to outstanding Employee Performance Appraisal Forms for the department and submitting the request after the established deadline date. Since 2010, the department has attempted to better the base salary of its staff. The main obstacle is the outdated policy material and lack of DPM Staff attention. The department has several staff that qualify for the step increase and funds have been identified to accommodate the step increases. The department will continue to work with Department of Personnel to resolve this issue.

Fire and Rescue:

- A. The department continues to experience manpower shortage and lacks the operating funds to sustain adequate fire and rescue protection. Additional funding is needed to employ additional firefighters to cover each of the six (6) fire stations; to adequately provide fire services the department submitted a \$1.2 million dollars unmet needs to fund operational cost, additional personnel, training and protective equipment.
- B. San Juan County is relinquishing fire and rescue services to the communities of Shiprock, Ojo Amarillo, and Newcomb. To address this issue, the department received an additional general fund allocation of \$768,596 for total amount of \$1.3 million reoccurring fund to continue operations for those locations. Positions are currently being advertised. The Department continues to communicate with San Juan County regarding the transfer of the three fire stations.
 - 1. Executive decision was made to utilize \$67, 000 from departments' operating line items to pay the county for services until the Nation completely takes over and a total of \$200,000 is needed to cover until the end of the fiscal year.
 - 2. Initial date of station transition was scheduled for April 2016 but a new date of September 2016 has been agreed to for the transition. Executive decision to pay county \$67, 000 a month to provide services.

Navajo Police Department:

- A. The department continues to experience manpower shortage at all district locations. Recruitment efforts are on-going to attract potential candidates for police recruits. The department reclassified thirty-three (33) positions as police recruits to ensure that positions are available when applicants successfully pass initial requirements (i.e. written and physical examinations and background investigations). The department is working with surrounding higher institutions to possibly establish training academy curriculum so that recruits do not have to attend remote training academies. The department has been conducting meetings to discuss, plan, and implement recruitment efforts utilizing social media to actively seek and acquire potential candidates. We currently have some police recruits attending state training academies.
- B. The department continues to strive to comply with personnel requirements (BIA/AZPOST). Each year, the departments continue to be cited for audit findings. AZPOST and KPMG are currently conducting the audit and/or site review of the program. To ensure personnel requirements, the department utilizes Direct Contract Support Cost received from BIA. These funds are specifically designed to be used for training cost/travel, fringe benefits, and insurance/worker's compensation. The program has had 100% compliance with AZPOST for the past two year however, we continue to have repeat findings with KPMG. Additional information will be provided upon receiving the report.
- C. In November 2014, B and F Committee passed legislation BFN-28-14 to replace the BIM language "programs with program owned vehicles are not bound to Fleet Management User Rates...." This item needs to be addressed; the department continues to pay monthly rates. Meetings with Navajo Nation departments to address this issue are ongoing.
- D. The department continues to experience problems with the current Records Management System (RMS) and Computer Aided Dispatch (CAD). Numerous issues have occurred with this system and as a result the division is taking steps to acquire a new RMS/CAD system that all NDPS departments can utilize. A Request for Proposal (RFP) was issued and once proposals are received, the division will select a vendor. Additional information will be provided.
- E. The department has high-mileage police vehicles that need to be replaced. The old 2001, 2002, and 2006 departmental purchased vehicles have high mileage and are in constant need of repair. The department is working with NN Fleet Management to purchase new vehicles and replace older units.

Internal Affairs:

- A. The department is addressing issues of Post-Traumatic Stress Disorder (PTSD) that is being reported and experienced by first responders within NDPS. The department in

collaboration with NDPS administration has initiated the assistance of Salt River Maricopa-Pima Indian Community Police (SRMPIC-PD) Critical Incident Stress Management Team to address Post Traumatic Stress Disorders (PTSD).

- B. The department with assistance from NDPS administration has proposed a policy review and development of its most recent NDPS General Orders revision as the revised policy was developed more for the Navajo Police Department rather than the division as a whole. The NDPS administrative has identified the areas of need for immediate revisions, such as Use of Force, Incident Command Management and others.
- C. The department along with NDPS administration has determined the need for the adoption of supplemental policies to the Navajo Nation Personnel Policies Manual (NNPPM).

III. PROJECT(S) STATUS

Criminal Investigations:

- A. The department has been participating in the Chinle Justice Center. Plans are being finalized for the grand opening of the newly constructed facility. The department will address a major compliance issue on the evidence room. Currently, Chinle CI does not have adequate evidence building or storage space to store collected evidence.
- B. The department currently conducts death investigations and is working on addressing NDPS/NDCI Strategic plan, Goal five: separating non-negligent death investigations from the department. This will allow investigators to focus on Major Crimes such as burglaries, arson, fraud, embezzlement, etc. Current action of plans are in three folds:
 - 1. Educate local chapter houses and obtain support for the need to separate the responsibility from the department.
 - 2. Finalize three working models on how the separation will take place so the NN President and NN Council can identify who the duties and responsibilities should be given to. Ensure there is a transition plan, and identifying funds to appropriate budget in which the assigned entity can efficiently operate.
 - 3. Implement transition based on decision of NN President and NN Council.
- C. The department is working to update Standardized Operating Procedures (SOP). The initial meeting was held on March 7, 2016 in Chinle, AZ. Personnel were identified from each district to participate, each assigned a task to collect documents, and work session is scheduled May 9-13, 2016. This will address Goal Seven of NDPS/NDIC Strategic Plan.

Corrections:

- A. The department has started to work on updating policies and procedures for all the new facilities, post orders and providing training in preparation for use of these larger and expanded facilities. The Corrections personnel up to now were used to small compact detention facilities with no security systems, small kitchens and no central controls for monitoring of the inmate population. The newer and larger facilities are extensively equipped which requires renewal of policies and procedures and extensive training. The goal is to complete the policies and procedures by July 2016 and to provide training to all its personnel by the end of September 2016. The department will need to provide continuous training as new officers are hired as we work toward a goal of fully staffing our facilities.
- B. The department has been working on increasing the number of Corrections Officers at each facility to address the lack of security for the inmate population. The department to date has increased its manpower from 70 to 170 in the past two years. The department cut back on a lot of administrative costs like sending individuals to off-site training locations to hold localized training in order to add full time personnel. In addition to this, the Bureau of Indian Affairs, Office of Justice Services has provided additional funds to the Tuba City and Crownpoint Adult Corrections district which supported the increase in personnel for corrections. The department still lacks an additional 150 officers in order to be fully staff and to achieve use of the entire facility at all the new location. The department expects to add approximately 40 new positions by the end of this year 2016.
- C. The department is working with a couple of agencies to add counseling and skills development for the inmate population to support their development. One is with Capacity Builders, Inc., under a grant for young fathers for skills development in parenting. There are two grants under which the department will be able to tap into services for the population; The Arizona Office of Justice Services will be providing Father Hood Services to two (2) facilities located in Arizona; Tuba City and Kayenta. There is also one federal grant under this same initiative which will serve the Tuba City Corrections district and the Kayenta districts.
- D. The second initiative is with the United Way Health Organization who provides outpatient mental health outpatient intervention services. The department is looking at starting a pilot program in Crownpoint or Shiprock District to provide limited mental health assessment and intervention services on site. For individual(s) who need more intense mental health services, we will work the United Way Native American Office for referrals for inpatient and other services
- E. The department continues to work with the Navajo Nation Work Force Development Program to train individuals who are interested in the Criminal Justice. So far, the department has been able to hire all individuals who have trained under this program with the added positions discussed above. The department has currently approximately 23 individuals training for officers

positions. The department is also working with the Navajo Nation DPM to create 2 trainee positions for each district for a total of 18 trainee positions which will complement the Work Force Program. The Work Force program provides 1000 training hours to their participants placing the participant still needing 1000 hours to fully qualify for a Corrections Officer position. The trainee positions will be used to supplement the additional hours of training for the workforce participants. This has been an excellent partnership between the Work Force Development Program and the Navajo Department of Corrections for recruitment and training.

- F. The Dilkon Public Safety facility is moving forward as we completed the 100% review of the schematic designs at the beginning of March 2016. This a thirty-two (32) bed corrections facility with a law enforcement component of patrol officers and investigators. This facility is expected to be construction ready by the end of this year. The department is looking for funds to construct this facility starting in 2017.
- G. The Pinon Judicial/Public Safety facility is moving forward as the team approved the schematic designs in March 2016. The A/E will now move forward to start the construction designs and we anticipate to have the 100% plan designs completed in 2016 and over to the BIA/DSRM for reviews at 100%. This a thirty-two (32) bed corrections facility with a law enforcement and a courts component to serve 12 chapters within the Pinon Region. This facility is expected to be construction ready by the end of this year. The department is looking for funds to construct this facility starting in 2017.
- H. The department has continued to take the lead in the construction of the Chinle Judicial Public Safety Center. This 111,000 square foot facility will be completed by the end of June 2016 and ready for occupancy in August 2016. The grand opening is slated for August 19, 2016.
- I. The department continues to take the lead in the design of the Division of Public Safety Regional Training Academy that will be located in Chinle, Arizona. The site master plan was completed for an 80 acre site and the design work has begun on the administration building, two (2) classroom facility, a cafeteria and the physical training area. In a separate funding the department in partnership with the Navajo Housing Authority (NHA) has hire an A/E firm to start the designs of one of the six academy dorms. The department has filed a new application with the NHA Grant office for the remaining funds needed to design all six academy dorms.
- J. The department completed work with TechSource to develop a funding plan to address needed funds to continue to plan for new Public Safety facilities across the Navajo Nation. This funding plan was presented to the Si Ha Siin Committee on February 29, 2016 for funding. The committee's recommendation was that their focus was on economic development projects and the Public Safety Plan could be considered in their plans for the Community following the economic development

plans. This document was given to Dana Bobbroff, Attorney for the Si Ha Siin Committee to review and offer comments and recommendation as the plan moves forward.

Emergency Management:

- A. The department continues to disburse FEMA reimbursement checks to chapter/programs for DR-1659, 1660, 1888, 1936, OSF-2010, 4104, 4148 and 4152. The department continues to provide technical assistance and training to Navajo Chapter and Program/Departments regarding FEMA reimbursement project closeout and documentation. The department has completed the 164 process for FEMA DR-4148 and DR-4152 which would allow us to start reimbursing the NN chapters and divisions/programs for damages that occurred during heavy rain falls in 2014 for the New Mexico side of the reservation.
- B. The department is working on creating a community based all volunteer program (Community Emergency Response Team CERT) by recruiting, training, and outfitting first responders. In addition, the department provides training regarding Incident Command System (ICS) and National Incident Management System (NIMS) to Navajo Chapters and Navajo Nation Departments/Programs. During this quarter, the department has provided CERT training at Navajo Technical University and provided FEMA trainings.
- C. The department was awarded the Hazard Mitigation Grant; funds will be utilized to purchase generators for critical infrastructures (i.e. Police, fire depts.) In addition, will also be utilized to update the Navajo Nation Mitigation Plan which is expiring December 2015. Currently, the department is working on the plan.
- D. The department continues to advertise for two vacant positions within the department.

Emergency Medical Services:

- A. The To'hajiilee EMS building project continues to progress with the department complying with the established timeframes. There was an issue regarding the construction bid that is holding up the process of awarding the contract to the recommended contractor. The department has been contacting Design & Engineering Services (DES) Offices in addressing this issue. The Torreon Office Building is also progressing, planning is underway to improve the office building and grounds for the EMS staff. The department continues to plan to acquire a new modular office building for EMS Training Staff. Additional updates will be provided as project progresses.
- B. The department is working on acquiring an Emergency Medical Service Off-line Medical Director and a proposal was received. The proposal will be reviewed and if medically sufficient, the proposal will be considered. A Professional Consultant Service contract will be proposed by early February 2016.

- C. The department is working on acquiring ten-fifteen new van type ambulances. The planning stage has been initiated with the specifications listed as well as other factors. The purchase did receive approval by the Motor Vehicle Review Board. Additional updates will be provided as project progresses.
- D. The department is working on an Interfacility Transport Project. This is a region-wide plan that will involve the Navajo Area Indian Health Service Indian Self Determination office and the Navajo Nation Committees Approval. Additional updates will be provided as the project progresses.

Fire and Rescue:

- A. The department will continue to work with Executive Branch, Oversight committee to allocate re-occurring funds for additional personnel, equipment and training.
- B. Department continues to conduct fire prevention classes and First Aid CPR classes; during this quarter 33 fire prevention classes were held and 20 CPR classes were conducted with a total of 865 participates that were certified. In addition, 30 fire inspections were conducted.
- C. The department advertised for one new firefighter at Twin Arrows, selection was completed and individual was hired. The individual completed the 90 day probation period and is now a full time employee. The department re-advertised to fill 15 positions; 2 (1-Newcomb and 1-Shiprock) were filled, 4 are waiting background check with OBI.

Navajo Police Department:

- A. The department continues to work with Bureau of Indian Affairs to obtain “Special Law Enforcement Commission” cards (SLEC) for commissioned personnel. All districts have been informed of the mandate and instructed personnel to complete the course (Criminal Jurisdiction in Indian Country) and extensive background check to obtain the card. District personnel have been complying with the mandate; project will continue to progress and updates will be provided.
- B. The department completed the 2015 General Orders and is awaiting final completion of Forty-Seven General Orders Rules and Regulations, Department Directives, and Special Operating Procedures by the Office of the Attorney General for documents before disbursing information out to commission personnel. Trainings will be scheduled and conducted at district locations for thoroughly knowledge and understanding attesting to protocol and management of police services.
- C. The department in collaboration with Navajo Nation Fleet Management will be acquiring an estimated twenty-four police package vehicles to replace aging units.

Additional vehicles are needed and the department is working to address this issue. Project will continue to progress and updates will be provided.

- D. The department has been conducting several police operations throughout the districts. The emphasis is police saturation and traffic enforcement for safer roads.

Internal Affairs:

- A. The department conducted a research of potential counseling clientele West Coast Post Traumatic Retreat (WCPTTR) that is specifically intended for first responders from within the various public safety fields such as Police, EMS, Fire, Corrections, etc. (This project remains pending for the review/approval process by the Nation’s employee benefits program).
- B. NDPS administration issued a directive to the various departments and programs in regards to POST reporting guidelines, when reporting subsequent administrative actions against commissioned law enforcement officers within the NDPS.
- C. The department was approved for its eligibility by the United States Government Services Administration (GSA) for vehicle fleet usage and is currently awaiting the establishment of its’ GSA fleet account.

IV. BUDGET STATUS

Funding Source General Funds	Number of Personnel	FY 2016 Personnel	% Used	FY 2016 Operating	% Used
Public Safety Admin	2	\$196,592.76	45%	\$105,738.68	37%
Corrections	0	\$167,409.52	84%	\$631,002.35	49%
Law Enforcement	21	\$1,772,219.00	43%	\$4,221,483.38	44%
Fire and Rescue	27	\$1,194,677.00	21%	\$473,919.00	29%
Criminal Invest.	0	\$57,190.00	20%	\$667,810.00	37%
Emergency Mgmt.	4	\$232,012.00	27%	\$42,988.00	54%
Internal Affairs	1	\$36,191.00	46%	\$53,809.00	32%
Emergency Med. Svc	0	\$58,240.00	86%	\$31,213.83	61%
Total	55	\$3,719,525.28	37%	\$6,228,510.41	43%

Funding Source External Funds	Number of Personnel	FY 2015 Personnel	% Used	FY 2015 Operating	% Used
Corrections	133	\$4,151,691.00	71%	\$354,367.00	73%
Criminal Invest.	62	\$4,111,728.31	88%	\$234,443.69	8%
Law Enforcement	361	\$19,258,727.14	86%	\$2,047,062.60	13%

Chinle Youth Corr.	35	\$1,337,326.09	87%	\$216,281.91	84%
Crownpoint Juvenile	15	\$619,598.07	74%	\$39,462.93	47%
EMS	184	\$8,830,024.35	71%	\$136,865.00	0%
EMS Shares		\$0.00	0%	\$162,041.95	83%
Total	790	\$38,309,094.96	68%	\$3,337,821.39	44%

V. OPERATIONAL & PROCESS IMPROVEMENT INITIATIVE STATUS

Criminal Investigations:

- A. The department now has licensed attorneys representing the departments from the NN Department of Justice, whereas representation was provided by an advocate with little understanding of the specialized circumstances of Law Enforcement. Currently, the department still has some cases going before NN ONLR.
- B. The department assisted in the Promise Zone application process and was able to obtain support letters from neighboring Law Enforcement agencies and non-profit organizations in supporting the Promise Zone initiative.
- C. The department collaborated with NN Department of Justice in conducting a training for Cross Commissioning with outside law enforcement agencies such as: New Mexico State Police, Ramah Police Department, Farmington Police Department, and Navajo Criminal Investigators. This training was a refresher for first responders on jurisdiction, detainer, fresh pursuit guidelines, and extradition process with the exterior boundaries of the Navajo Nation.
- D. The department commissioned personnel along with uniform patrol officers were fitted for new Survival Armor Vest that NDPS ordered from Neves.
- E. The department attended meetings at Twin Arrows with Coconino County Sheriff and Deputies, Coconino County Attorney, Navajo Nation Gaming, Twin Arrows Compliance Coordinator & Enforcement officer, AZ AUSA, AZ DPS, NDPS Director and Commanders; to address criminal issues of Non-Indians at Twin Arrows, jurisdiction, liquor violations, medical marijuana, Central Violations Bureau (CVB), SLEC, and cross commission training.
- F. The department supported the Critical Incident Stress Debriefing for commissioned officers and civilian staff affected by traumatic incidents entailing; officer involved shooting as well as investigators performing coroner functions.
- G. The department is working with NDPS in reviewing laws enforcement policy manual/ general orders to include department procedures.

Corrections:

- A. The department obtained funding in the amount of \$1,250,000 for planning design of a Regional Training Academy for Public Safety. In addition, \$500,000 was awarded for the NAHASDA grant in November 2014. This grant will be leveraged by other funds to complete the planning and design for the facility. The contract for the A&E has completed the 164 review process and the team has started meeting to plan for the new training facility. A kickoff meeting was held February 2015 regarding this project and the utilities coordination meeting was held March 2015. A work session that included all services providers under Division of Public Safety to discuss the training academy was held April 9-10, 2015. Additional meetings are conducted as this project moves forward.
- B. The department has been working with Pinon and Dilkon communities to complete the designs of the Judicial and Public Safety facilities. \$1.8 million was identified for the Dilkon facility to complete the design work and \$348,428 for Pinon to complete contract modifications to compete their design work. Dilkon Task Force kick off meeting was held March 2015, during this meeting there were a few changes that were made based on recommendations.
- C. The Crownpoint district is working on developing a physical fitness program and fitness trail for the employees. This project will help employees with the required annual agility test and promote a healthy living lifestyle. The department is going to certify an officer as a physical fitness coordinator, develop a schedule of physical activity, and allow personnel one hour of physical fitness during their tour of duty and promote proper nutritional eating. The fitness trail will be within the allotted 40 acres and will consist of several physical conditioning stations along the trail and serve as a running/walking trail for the complex.

Emergency Medical Services:

- A. The department through the Navajo Nation Department of Information established the DEMS website that provides the public information of all upcoming trainings and functions of the department. This includes all field office activities.
- B. The department submitted "Draft" DEMS Policy Manual for review to Navajo Nation Department of Justice and Department of Personnel Management. The department is awaiting feedback before proceeding. The document has been pending review for five years. In addition, the department currently has 14 items for legal sufficiency review at Navajo Nation Department of Justice and some of these documents have been there for several years and some have expired.
- C. The department field office EMT Supervisors continue to monitor and track the accumulation of annual leave hours of their field staff. The supervisors plan out their staff leave well in advance to prevent losing annual leave hours at the end of the year. This item is announced at each supervisor's staff meeting. A recent survey

of the annual leave hours still not used showed a total of 31 staff and total of 11,250 hours. This is a topic for discussion for 2016.

Navajo Police Department:

- A. Amber alert is addressing Amber Alert System for the Navajo Nation. A meeting with Arizona, New Mexico, and Utah Amber Alert Coordinators will be held December 2015 in Gallup, NM. The meeting will be hosted by Amber Alert with Fox Valley Technical College Appleton, WI. The goal is to establish an Amber Alert System for the Navajo Nation in collaboration with the Surrounding Four Corners States.
- B. The department throughout all the districts continue to proactively work with several community programs to ensure good working relationships.
- C. The department submitted a request to USDOJ COPS office to purchase new armor vests for all commissioned personnel. Request was approved, vendor was selected and contract was initiated. Vendor scheduled all district personnel to be fitted.

Internal Affairs:

- A. The department will continue working with the NDPS Administration and various programs within the NDPS, thus ensuring the needs of its employees are met and addressed in a timely manner.