



**SOLANO COMMUNITY COLLEGE DISTRICT  
DEPARTMENT OF PUBLIC SAFETY (DPS)  
THREE-YEAR STRATEGIC PLAN (2022–2025)  
“Building Trust Through Service, Safety, and Innovation”  
May 10, 2022**

**EXECUTIVE SUMMARY**

On May 1, 2022, the Solano Community College District Department of Public Safety (DPS) began providing comprehensive public safety services to the campus community. This strategic plan was developed to guide the Department’s first three years of operations, focusing on building a strong operational foundation, fostering trust with the campus community, and implementing innovative programs that enhance safety while supporting student success.

This plan outlines a phased approach to developing a modern, community-oriented public safety model grounded in professionalism, accountability, and service.

**MISSION**

To provide a safe and secure learning environment through professional public safety services, community engagement, and proactive problem-solving.

**VISION**

To be a model campus public safety agency recognized for innovation, compassion, and trust-based policing.

**CORE VALUES**

- Accountability
- Respect
- Integrity
- Service
- Excellence

**STRATEGIC PILLARS**

1. Operational Excellence
2. Community Engagement & Trust
3. Training & Preparedness
4. Employee Wellness & Development
5. Innovation & Student-Centered Safety



## YEAR ONE (2022–2023)

### Foundation & Operational Readiness

#### Staffing & Deployment

- Fully staff:
  - Fairfield Campus
  - Vallejo Center
  - Vacaville Center
- Develop a **sustainable staffing model** to ensure consistent, high-quality service coverage

#### Community Engagement

- Launch **“Meet & Greet” program** at the start of each semester
  - Build relationships with students, faculty, and staff
  - Increase visibility and approachability of DPS personnel

#### Technology & Accountability

##### Body-Worn Camera (BWC) Program Development

- Develop and implement a Department-wide Body-Worn Camera program
- Establish policies and procedures governing:
  - Activation and use
  - Evidence retention and storage
  - Privacy and compliance considerations
- Train all sworn and applicable non-sworn personnel on proper BWC usage
- Integrate BWC technology to:
  - Enhance transparency and accountability
  - Improve evidence collection
  - Strengthen community trust

#### Training & Preparedness

Develop and deliver campus-wide training programs including:

- Active shooter response
- Emergency Operations Center (EOC) preparedness
- Dating/domestic violence awareness
- First Aid / CPR / AED certification
- Personal safety and self-defense awareness



## **Equity & Safety Initiatives**

- Establish an **Anti-Bias / Hate Incident Response Unit**
  - Focus on prevention, education, and response
  - Promote an inclusive and respectful campus environment

## **YEAR TWO (2023–2024)**

### **Organizational Development & Wellness**

#### **Volunteer Chaplain Program**

- Develop and implement a **Volunteer Chaplain Program**
  - Provide emotional and spiritual support during crises
  - Assist with death notifications and post-incident care
  - Enhance overall campus wellness and resilience

#### **Employee Wellness Program**

- Establish a **comprehensive wellness program** for DPS personnel
  - Focus on mental health, stress management, and resilience
  - Promote long-term employee well-being and performance

#### **Field Training Program**

- Develop a **formal Field Training Officer (FTO) Program**
  - Standardize training for new Public Safety Officers
  - Ensure consistency, professionalism, and accountability
  - Build a strong foundation for future personnel

## **YEAR THREE (2024–2025)**

### **Innovation & Student-Centered Safety**

#### **Special Needs Alert Program (SNAP)**

- Create a voluntary registry for students with special needs
  - Provide first responders with critical information during emergencies
  - Enhance response effectiveness and safety outcomes

#### **Unhoused-to-Student Initiative**

- Develop a program to assist unhoused individuals
  - Connect them to educational opportunities
  - Provide access to campus support services
  - Promote long-term stability and self-sufficiency



### **Fix-a-Falcon Repair Voucher Program**

- Implement an innovative alternative to enforcement
  - Provide repair vouchers for vehicle equipment violations
  - Partner with automotive programs and local businesses
  - Promote safety while reducing financial burden on students

### **EXPECTED OUTCOMES**

- Fully operational and professionally staffed department
- Increased trust and engagement with the campus community
- Enhanced emergency preparedness and response capabilities
- Improved employee morale and retention
- Implementation of innovative, nationally recognized programs
- A shift toward **compassionate, student-centered public safety**

### **CONCLUSION**

This three-year strategic plan represents a commitment to building a modern, forward-thinking Department of Public Safety that balances enforcement with education, compassion, and community partnership. Through intentional growth, innovation, and collaboration, DPS will continue to enhance safety while supporting the mission of the Solano Community College District.

Respectfully Submitted,

A handwritten signature in black ink that reads "Brian Huynh Travis". The signature is fluid and cursive.

Brian Huynh Travis  
Chief of DPS