

SAN LEANDRO POLICE DEPARTMENT



2012



ANNUAL REPORT

TEAMWORK · INTEGRITY · PROFESSIONALISM · SERVICE



Proud to Serve



Officer Frederick Haller
End of Watch • 20 April 1961

Officer Donald Spingola
End of Watch • 29 September 1969

Officer Nels "Dan" Niemi
End of Watch • 25 July 2005

Proud to Serve



Mission Statement.....	2
Message from Chief Spagnoli.....	3
Department History.....	4
Organizational Chart.....	5
Crime Statistics.....	6
Administration Division.....	8
Patrol Division.....	10
Criminal Investigation Division.....	16
Traffic Division.....	18
Support Services Division.....	20
Personnel Changes.....	22
Budget and Grants.....	23
Roll Call.....	24
Awards and Recognitions.....	26
Open House.....	27

MISSION STATEMENT

We are committed to providing professional police services and safety to our community in a manner in which we, ourselves expect.



CORE VALUES

- TEAMWORK** • SLPD values teamwork which fosters cooperation through a positive work culture and partnership with the community. We encourage and share ideals and goals, while respecting diversity and individuality.
- INTEGRITY** • The San Leandro Police Department values ethical and honest employees who are dependable to the organization and the community we proudly serve.
- PROFESSIONALISM** • We honor the professional standards of the law enforcement community and proudly adhere to the Law Enforcement Code of Ethics in the service we provide. We value quality training for personal and professional growth and hold ourselves and each other accountable for maintaining high standards.
- SERVICE** • We are committed to providing quality service in a timely manner using technology as a valuable resource.



Proud to Serve



I am proud to present the San Leandro Police Department's 2012 annual report, which provides a snapshot of the last year, and direction for the future. As a City, we are fortunate to continue to provide a wide-range of police services, that focus on keeping our community safe and enhancing the quality of life for our citizens.

Our newly established department motto, "Proud to Serve" defines the commitment each employee has to the community. We have also outlined and defined our core values: professionalism, service, integrity, and teamwork. Our core values are the foundation for our service delivery.

Last year, we strategically implemented several technology initiatives that provided greater transparency and detailed public information to the community in a timely manner. We expanded our website to include a listing of all police calls for service, arrests, and on-line reporting. The addition of the text-a tip program, allows information on crime tips to be sent to police via a text message and the sender can remain confidential. We

have also partnered with Nixle to provide community alerts on crime and special announcements. In 2013, we will fully implement and utilize crime analysis data to its fullest potential; strengthen our partnerships with local, regional and federal agencies in order to strategically track criminals, review crime trends, and ultimately reduce crime.

I am committed to developing programs and delivering services that will leave a legacy of professionalism, service, integrity and teamwork, while using our resources in an efficient and effective manner. It is a priority to develop and train staff at all levels to prepare the next generation of leaders.

Looking toward 2013, we plan to implement a public safety initiative, "United for Safety" designed to fully engage the community in keeping San Leandro safe as well as a Police Chiefs' Advisory Board, comprised of a diverse group of community members who come together to discuss police related issues.

In closing, I want to thank the members of the San Leandro Police Department for their commitment and dedication to community partnerships and safety. Through such partnerships, we are making a difference. Our partnerships allow us to identify, prioritize and address community concerns, in order to ensure that San Leandro is a safe city to live and work.

Sandra R. Spagnoli
Police Chief

FBI Law Enforcement Executive Leadership
Chief Sandra Spagnoli

FBI National Academy
Lieutenant Jeff Tudor*

Missing and Exploited Children Executive Training
Manager Denise Lenz*

POST Sherman Block Supervisory Leadership Institute
Lieutenant Luis Torres*
Sergeant Brian Anthony

Incident Leadership
Lieutenant Randy Brandt

Leadership San Leandro
Lieutenant Jeff Tudor*
Sergeant Mike Sobek
Sergeant Ted Henderson*

PERF Senior Management Institute for Police
Captain Greg Lemmon

LAPD West Point Leadership Academy
Sergeant Mike Sobek*
Sergeant Troy Young
Sergeant Doug Calcagno*

Alameda County Leadership Academy
Sergeant Robert McManus

Inner-Perspectives Leadership Program
Officer Ryan Gill

San Diego Regional Law Enforcement
Explorer Leadership Academy
Police Explorer Post

*Denotes leadership classes completed in 2011

SAN LEANDRO POLICE DEPARTMENT HISTORY

San Leandro's first charter was approved on March 1, 1872. Section five of the charter stated: "A Marshall shall be elected by the qualified electors of said Town on the first Monday of May of each year, and shall enter upon his duties upon the first succeeding Monday thereafter and he shall hold his office for one year and until his successor is elected and qualified."

J.H. Putman was elected the first Town Marshall on May 6, 1872. He took office May 13, 1872 and his salary was \$25.00 per month plus fees. In March 1873 his salary was reduced to \$20.00 per month plus 10% of the fees he collected. Between 1911 and 1912, the City Charter was ratified, eliminating the election of a Town Marshall. The new language read that the City Marshall would be an appointed position. In 1911, Joseph Peralta became the last City of San Leandro Marshall to be appointed. Between 1912 and 1918, Joseph Peralta was also appointed as the City's Sanitary Inspector, Street Superintendent and Plumbing Inspector.

In 1928, Joseph Peralta became the first appointed Chief of Police, thus having the distinction of being known as the City's last Marshall and the first Chief of Police. Since Joseph Peralta became Chief of Police in 1928, nine others have served as the City's Police Chief.

Chief Lamoureux	• 1945 - 1963	Chief Maginnis	• 1986 - 1999
Chief Rogers	• 1963 - 1973	Chief Kitchen	• 1999 - 2007
Chief Swanson	• 1973 - 1975	Chief Attarian	• 2007 - 2008
Chief Becker	• 1975 - 1986	Chief Willis	• 2008 - 2011

The current Police Chief, Sandra R. Spagnoli has held her position since January 2011 and has the distinction of being the first female Police Chief in the history of San Leandro.

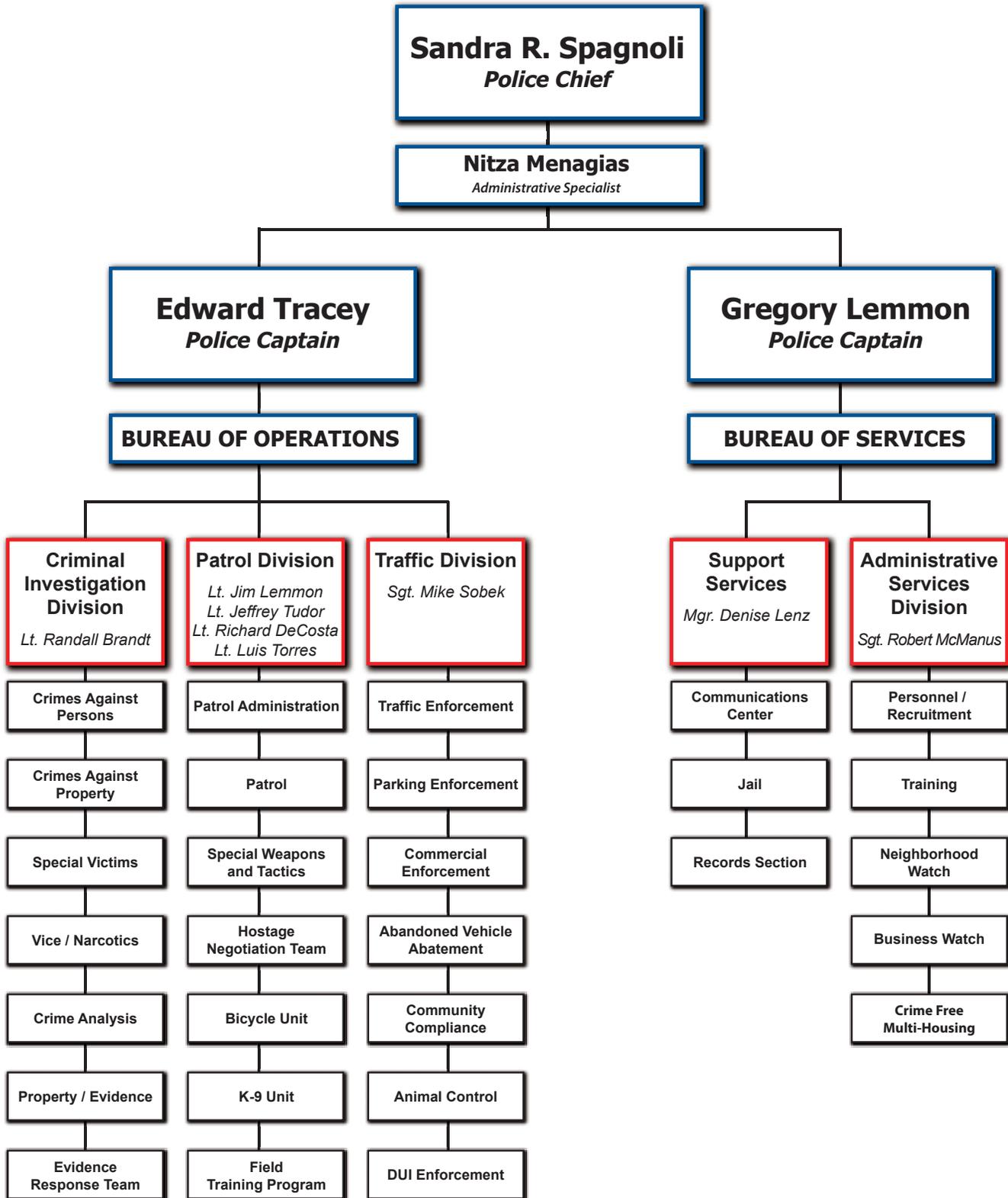


*Proud to Serve
Through the Years*

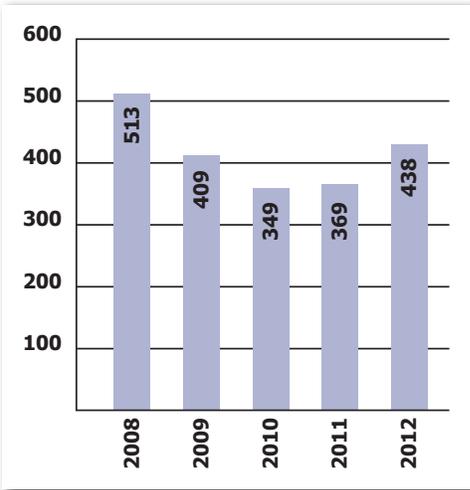




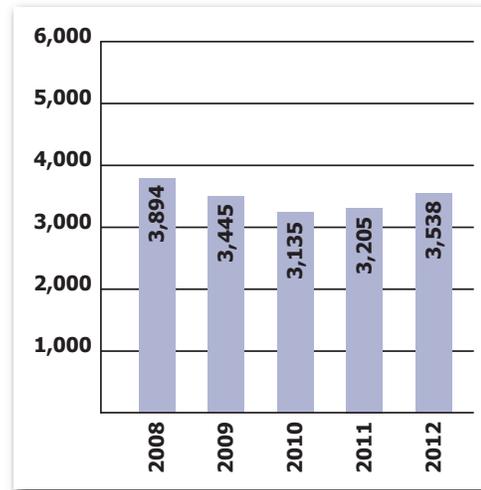
ORGANIZATIONAL CHART



Violent Crimes · 5 Year Trend
Homicide, Rape, Robbery, Aggravated Assault



Property Crimes · 5 Year Trend
Burglary, Larceny, Motor Vehicle Theft



2011 - 2012 UCR Crime Comparison

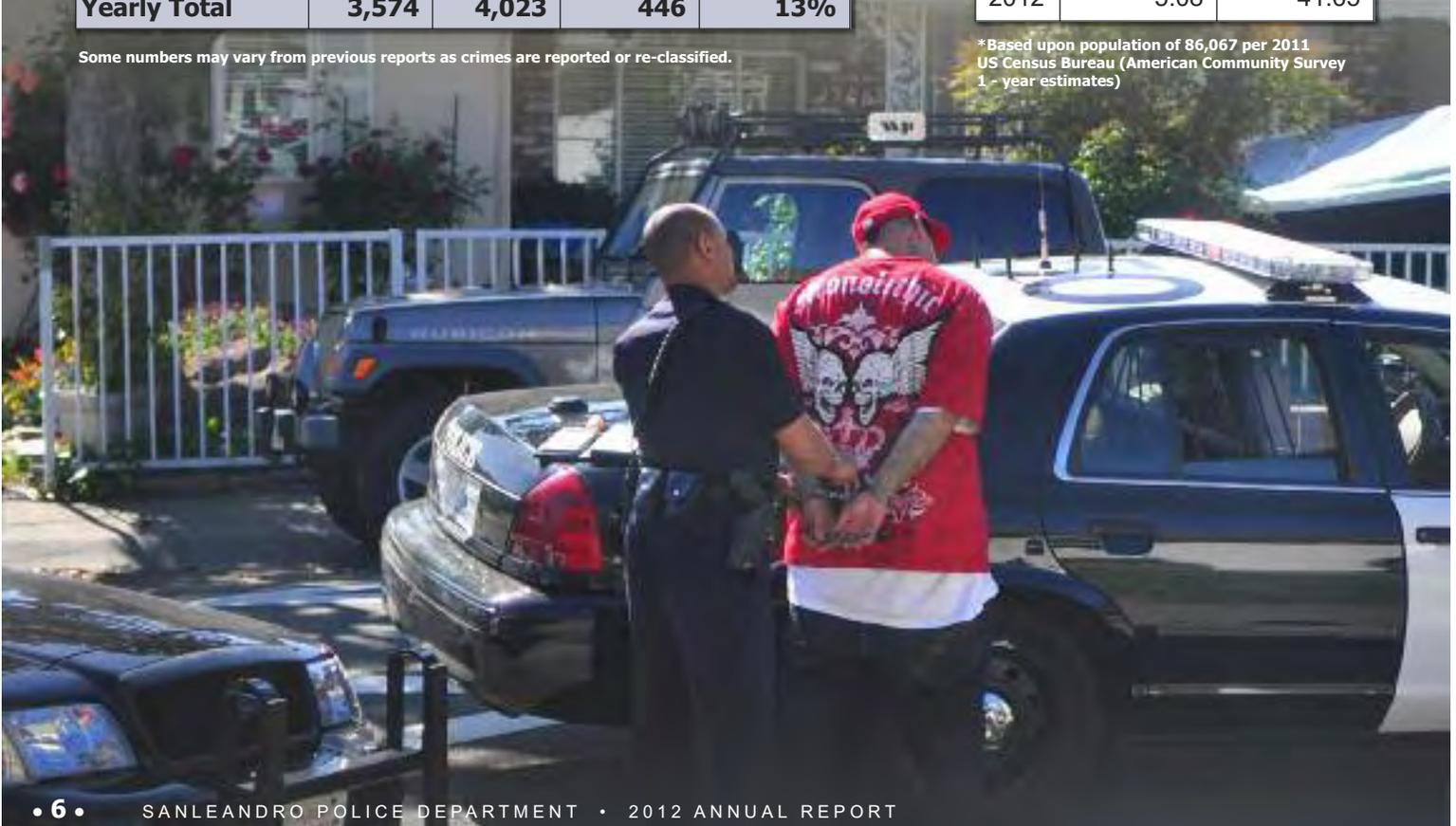
Crime	2011	2012	# change	% change
Homicide	7	2	5	-71%
Rape	20	15	5	-25%
Robbery	217	273	56	25%
Aggravated Assault	125	148	23	18%
Burglary	671	699	28	4%
Larceny	1,957	2,093	136	7%
Motor Vehicle Theft	577	793	216	37%
Yearly Total	3,574	4,023	446	13%

Some numbers may vary from previous reports as crimes are reported or re-classified.

5 Year Trend per 1,000 Population*

Year	Violent Crime	Property Crime
2008	5.96	44.90
2009	4.75	40.02
2010	4.05	36.43
2011	4.29	37.23
2012	5.08	41.65

*Based upon population of 86,067 per 2011
US Census Bureau (American Community Survey
1 - year estimates)



Staffing and Population Comparison



City	Authorized Officers	Dispatchers	2010 Census	Officers per 100,000	Dispatchers per 100,000
Richmond	196	30	103,701	189	27.34
Hayward	201	27	144,186	139.4	18.73
Walnut Creek	86	19	64,173	134	29.61
Livermore	90	18	80,986	111.13	22.23
Pleasanton	81	17	70,285	115.25	24.19
Vacaville	100	16	92,428	108.92	17.31
Union City	77	15	69,516	110.77	21.58
Milpitas	95	15	66,790	142.24	22.46
San Leandro	90	14	84,950	104.77	16.48

Arrest by City of Residence

Adult

San Leandro*	849	27%
Oakland	1,022	32%
Hayward	238	7%
San Lorenzo	74	2%
Other	1,005	32%
Total	3,188	

**Verified address in our jurisdiction*

Juvenile

San Leandro*	112	43%
Oakland	83	32%
Hayward	16	6%
San Lorenzo	10	4%
Other	38	15%
Total	259	

**Verified address in our jurisdiction*





ADMINISTRATION

The Administrative Division is responsible for the development and communication of the direction for the agency. It plans, organizes and directs Departmental policies and activities.

The Administration Division includes the Office of the Chief, the Bureau of Operations as well as the Bureau of Services. Both bureaus are overseen by Police Captains.

In 2012, this division saw significant leadership change with the retirements of Captain Pete Ballew and Captain Steve Pricco. For the first time in the history of the San Leandro Police Department, the testing for the Captain position included internal and external applicants. In April of this year Ed Tracey was hired as one of our two Captains. Ed served with the Oakland Police Department for over 19 years and has 23 years of law enforcement experience. In August of this year Captain Pricco retired after 31 years of law enforcement experience; 23 years with the San Leandro Police Department. Lieutenant Greg Lemmon was promoted to the rank of Captain and assigned to the Bureau of Services. Captain Lemmon has been with the San Leandro Police Department for over 26 years and has worked a variety of assignments. Nitza Menagias was hired in 2012 as the Chief's Administrative Secretary.

ADMINISTRATIVE SERVICES

The Administrative Services Division includes Sergeant Robert McManus, Officer Tim DeGrano and Officer Kerri Kovach. They are responsible for a variety of duties including; recruitment, hiring and training of employees; developing partnerships with our community through the Neighborhood Watch, Business Watch and Crime Free Multi-Housing programs; hosting community outreach programs, including the Citizen's Academy and Teen Academy; the purchasing and issuance of equipment for our staff; maintaining our indoor firearms range; and conducting internal affairs investigations.

RECRUITMENT AND HIRING

The Administrative Services Division is committed to hiring professional employees for the Police Department. Administrative Services personnel work closely with the City's Human Resources Department during the recruitment and testing

process for applicants interested in positions with the Police Department, and see applicants through the testing process from application to employment. Police personnel assist during the written testing processes and also serve as evaluators during the oral interview process. Those applicants considered for employment are required to successfully pass background checks, polygraph examinations, and psychological and medical examinations before beginning employment within the Police Department. During 2012, thirteen new employees were hired by the San Leandro Police Department, including Captain Edward Tracey, Police Officers Steven Cesaretti, Calvin Watson, Richard Van Dyke, and Iain Fry; Public Safety Dispatchers Adrienne Bradford and Karine Manookian; Police Service Aides Ana Marisol Graves and Maria Cortez (part-time); Administrative Assistant to the Chief of Police Nitza Menagias; Police Specialist Michael Dalisay; and Provisional Jailers Juanita Rabai and Edward Bell.

TRAINING MANAGEMENT

An important duty of the Administrative Services Division is to identify training needs of the Department's personnel and comply with training mandates set by the Peace Officers Standards and Training (P.O.S.T.) for police officers and public safety dispatchers and with the Standards in Training for Corrections (S.T.C.) for jailers. Police officers are required to complete a minimum of 24 hours of training every two years in the areas of defensive driving, use of force, tactical communications, and arrest and control techniques. Public Safety Dispatchers require 24 hours of training every two years and jailers must complete 24 hours of training each year in a variety of disciplines, specific to their job assignments. In addition, all employees are required to complete sexual harassment and diversity training along with other departmentally required training. The Police Department's annual budget for training is \$133,000, which is used to cover tuition costs, travel expenses, and overtime. POST reimburses the City approximately \$79,000 of those expenses each year. In 2012, Police Department employees completed approximately 7,800 hours of formal training in police management, supervision and leadership development; firearms and intermediate use of force; vehicle operations through the use of driving simulators; arrest and control techniques; skill development, and several other training classes listed in the Department's training matrix.

CRIME PREVENTION NEIGHBORHOOD WATCH BUSINESS WATCH

Throughout the year, Officers DeGrano and Kovach networked with our residents, businesses, and homeowners' associations, providing them with crime prevention training. Neighborhood Watch meetings were conducted throughout the year in neighborhoods throughout the City, with officers speaking with the community, forming partnerships, and encouraging people to notify the police when they observe suspicious activity. In August, police personnel hosted the National Neighborhood "National Night Out" and attended more than thirty five neighborhood block parties in partnership with the Alameda County Fire Department and our City Council. Through the training provided, and partnerships made with residents, community members have become instrumental in providing information throughout the year, which has led to the arrests of suspects responsible for committing crime in San Leandro.

CRIME FREE MULTI-HOUSING UNIT

Officer Kovach has built her expertise in Crime Free Multi-Housing, which is a three phase program, assisting in the reduction of crime in our City's apartment communities. The program teaches apartment managers how to properly screen tenants, laws regarding fair housing practices, gang awareness and fire/disaster safety. Apartment communities that enter the second phase of the program, have their properties inspected through environmental design, to better assist in the reduction of

crime within their complex. Phase three involves Officer Kovach meeting with managers and tenants, discussing the program, its benefits and how to partner with the police to reduce crime and build a stronger community. Currently, San Leandro has 137 apartment communities with approximately 33,000 residents residing in them. The Police Department has certified 19 apartment communities and has 97 others in one of the three phases to be certified as a "Crime Free Community." It is projected that an additional 25 communities will complete their certification process in 2013. Officer Kovach is an expert in this arena and co-hosted a 3-day training seminar for law enforcement personnel assigned to the "Crime Free Multi-Housing" units in their respective agencies. In San Leandro, the success of this program is evident in the reduction of calls for service in our apartment communities, which is a contributing factor to the overall reduction of crime in our City.

This has been a year of transition for the Administrative Services Division, with the promotion of Luis Torres to the rank of Lieutenant and the transfer of Sergeant McManus into the division. At the end of the year, both Officers DeGrano and Kovach returned to the Patrol Division, where their expertise will be of great assistance to the community. Community Services Officer Jennifer Crosby will coordinate the Crime Free Multi-Housing Program, and Police Services Aide Sandra Colwell will begin to serve as the Department's Training and Neighborhood Watch Coordinator. As a team, they look forward to building new partnerships with our community and strengthening those that have been built over the years.

COMMUNITY OUTREACH PROGRAMS

In March, the Administrative Services Division hosted the 5th annual "Citizens Academy," which was attended by people who live and work in San Leandro. This ten week program met each Wednesday night for three hours. The students received training on the operation of the San Leandro Police Department, its role within City government, and the importance of forming community partnerships. Classroom training included classes in patrol operations, jail procedures, crime prevention, criminal investigations, arrest procedures, police radio communications and the 9-1-1 system, police service dogs, SWAT and others. Upon graduation, the students had in-depth knowledge in the criminal justice system and a thorough understanding of the mission of the Police Department.



In June, Officer DeGrano coordinated the Department's second "Teen Academy," which was held twice a week during a 6-week period. Students in this academy included teenagers ages 14-18, from San Leandro, who were trained in various aspects of law enforcement.

Much like the Citizen's Academy, the Teen Academy focused on exposing the students to various police operations, including patrol operations and traffic enforcement. The students were provided with hands-on training in how to lift latent fingerprints, and participated in physical fitness training. Officer DeGrano emphasized personal responsibility and accountability to the class, and provided leadership skills for the students that they will use in years to come.



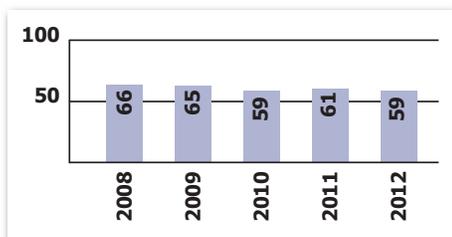


PATROL

The Patrol Division is the largest division within the Police Department and falls under the command of Operations Bureau Captain Edward Tracey. The Patrol Division operates 24 hours a day, 365 days a year (366 in 2012). With four Lieutenants, seven Sergeants and 48 Police Officers, this Division has set out to prevent crime through high-visibility patrols and pro-active enforcement. They also provide general and crime specific enforcement to the nearly 85,000 residents, as well as the tens of thousands of citizens who visit San Leandro on a daily basis.

In 2012, the Patrol Division handled over 89,000 calls for service. These calls included life-threatening emergencies, critical incidents, suspicious activities, and non-emergency services. The Division is also responsible for the initial response to critical incidents or natural disasters. Responses by the Hostage Negotiation Teams/SWAT, Evidence Response Team, and K-9 Units are primarily generated at the patrol level.

5 Year Patrol Staffing



Patrol Events • Citizen vs. Onview

Year	Reported (Citizen Initiated)	Officer Initiated	Total
2009	48,701	20,960	69,661
2010	59,056	19,494	78,550
2011	59,787	18,536	78,323
2012	65,970	23,160	89,130

Officers of this division also offer assistance to and communicate with the City's diverse cultural community in many languages which include Spanish, American Sign Language, Chinese, Farsi and Tagalog. The Patrol Division provides a positive presence at community activities such as the Farmers' Market, Sausage and Suds, as well as many high school events. It also assists in maintaining a positive family atmosphere in the Downtown Plaza, Bayfair Center, Marina Square Shopping Center and Century Theaters. Officers Watson, Cesaretti and Van Dyke successfully completed the Field Training Program and were assigned to the Patrol Division.

BICYCLE

The San Leandro Police Bicycle Program started in the early 90's when bank robberies within the downtown corridor were at an all-time high. To lower the robbery rate, San Leandro Police Department implemented the Bicycle Officer Program throughout the downtown area. This program was highly effective with not only decreasing bank robberies, but with our officers getting to know the Downtown Business owners/workers and bringing the departments professionalism and service directly to those businesses. We currently have two bicycle officers assigned to this program with one position partially funded by grant sources.

BAYFAIR

Approximately 14 years ago the Police Department entered into a partnership with the Bayfair Center and added a full-time Police Officer dedicated to servicing the shopping center. Officer Geiger provided this service on a part-time basis during the first half of 2012, and Officer Kalsbeek completed the second half of the year. They focused on high visibility to deter crime, gave crime prevention training to store owners and managers and served as a liaison/trainer for security staff at both Bayfair Center and Century Theaters.



POLICE K-9 UNIT

In the 1970's the San Leandro Police Department implemented a K-9 program. The program was the first in Alameda County. Officer Schroeder and his partner, Score, became the first K-9 team for San Leandro Police Department. The community was apprehensive about the use of dogs in police work, however, after apprehending their first burglary suspect, the sentiment changed. This program continues to be highly successful today.

In 2012, Veteran K-9 Officer Walt Aldred and his partner Gunner, as well as Veteran K-9 Officer Kevin Hackl and his partner Arago, retired from the unit. Officer Jason Bryan and his partner Conan, and Officer Dennis Mally and his partner Rohan, succeeded them. The San Leandro Police Department plans to fill the third K-9 team position in 2013. Canine teams respond when there is a need to search for suspects, assist with warrant service, and to search for missing children, persons or articles. All K-9 teams participate in weekly training after their initial certification to maintain their skills.

2012 K-9 Statistics

	Officer Aldred K-9 Gunner	Officer Hackl K-9 Argo	Officer Bryan K-9 Conan
Finds (Surrenders)	3	1	2
Apprehensions	0	1	0
Deterrence	4	3	2
Drugs Found	5	Not Narcotics Trained	9
Cash	1	0	1
Alarm Searches	7	0	2
Residential Searches	16	20	25
Commercial Searches	1	13	16
Vehicle Searches	2	0	4
Community Demonstrations	2	1	1
Outside Agency Assists	2	5	7

COLOR AND HONOR GUARD

The San Leandro Police Department Color Guard participates in many events throughout the year, such as dedications and ceremonies. Members included Lieutenant Luis Torres, Sergeant Ted Henderson and Officers Dan Leja, Nick Corti, Louie Guillen, Tim Chinn, Jeff Walton and Chris Albert.

SCHOOL RESOURCE OFFICER

There are two full time School Resource Officers (SRO's) that report to the Sergeant in the Special Victims Unit (SVU). The Officers are assigned to San Leandro High School and the Fred T. Korematsu Campus (Freshman Campus). They investigate any crimes/incidents that happen at the schools, including truancy, gangs, bullying, and sex related crimes.

The SRO's collaborate with the San Leandro/San Lorenzo Allied Youth Agency (SLAYA) which is comprised of local law-enforcement and school representatives, to share information and coordinate efforts to improve school safety. A partnership has recently been formed with the Community Youth Courts to offer diversion programs as an alternative to the traditional justice system for middle and high school teens that are first time offenders of misdemeanor or lesser crimes. The Officers have developed a very close working relationship with the school staff and spend many hours on campus getting to know the students.

EVIDENCE RESPONSE TEAM

The Evidence Response Team examines major scenes to identify and process all related evidence. The process involves developing, identifying, documenting, collecting and preserving evidence for purposes of identifying suspects and establishing sequence of events possibilities. The ERT is supervised by Sergeant Bob Sanchez and is comprised of eight officers. These members may have individual forensic specialties, but are all generalists that maintain working knowledge of the various disciplines of forensic science.

TACTICAL UNIT

The TAC Unit is a specialized Tactical Anti-Crime team which operates within the Patrol Division. The team's mission and goal is to combat street level crimes such as: narcotics, robberies, burglaries, and other crimes that negatively impact quality of life for the citizens of San Leandro. The Unit is a single squad of highly motivated officers who respond to in-progress crimes, and conduct random searches of convicted suspects who are on County probation and/or State parole. If needed, the Unit also conducts undercover operations.

When the public provides tips about suspected criminal activity, the TAC Unit will respond to determine whether an immediate response is needed or will gather the intelligence to target that activity, long term or until the problem is solved. An example of this is the identification and targeting of criminal street gangs.

In 2012, the TAC Unit expanded its reach into the community by adding the Crime Free Multi-Housing program. The Crime Free program targets quality of life and safety issues at apartment complexes and other multi-housing complexes through resident education and partnership with housing management.



2012 Onview Incidents

Car Stop	842
Bike Stop	25
Walking Stop	116
Bar Check	119
Other	402
Total	1,504

2012 Reports / Dispos

Cases	352
Supplements	58
Tows	40
Recovered Stolen Vehicle	34
Field Interview	320
Total	804

2012 Arrests / Cites

Felony	162
Misdemeanor	62
Warrant	49
DUI	14
Citations	99
Total	386

TACTICAL OPERATIONS TEAM

- SPECIAL WEAPONS AND TACTICS (SWAT)
- HOSTAGE NEGOTIATIONS (HNT)
- TACTICAL DISPATCH



The Tactical Operations Team consists of three parts, Special Weapons and Tactics, Hostage Negotiations and Tactical Dispatch.

There are 18 members on the SWAT team including a Tactical Emergency Medicine Specialist (TEMS). The SWAT team trains 10-12 hours per month and participates in various competitions. The SWAT team participated in their 6th Urban Shield Training Exercise in October. The team is on call 24 hours a day and they respond to pre-planned and rapidly developing incidents requiring advanced training and equipment.

2012 was one of the busiest years for the San Leandro Police Department SWAT team. They were used as a mobile field force for several mutual aid requests among other activations for critical incidents. San Leandro Police Department SWAT members share their experience on a daily basis by supplementing patrol officers and providing key instruction and training in force options.

The Hostage Negotiations team consists of 10 members, and are currently in the process of adding several more members. They are a key part of our Tactical Operations Team successfully communicating with suspects during critical incidents with the goal of a peaceful resolution. HNT has increased their training to six trainings per year with three including the entire Tactical Operations Team. There were several incidents throughout the year in which HNT members assisted patrol with negotiations and successfully mitigated the incidents with minimal force. Members of HNT have also assisted in evaluating HNT competitions within the region. Tactical Operations Leadership has recognized the need to increase the training and staffing of HNT based on tactics that are rapidly changing and negotiations are becoming more prevalent.

Tactical Dispatch is a very critical part of the Tactical Operations Team. Currently there are two Tactical Dispatchers with plans to increase to four members in 2013. Tactical Dispatchers are required for information sharing within the command post between all groups and developing intelligence about the incidents.

Tactical Operations also plans to add K9's to the team in 2013 which will increase the teams searching and operational capabilities.





EXPLORERS

The San Leandro Police Explorers is a division of the volunteer program at the Police department. The San Leandro Explorer program (also known as Cadets) is open to young men and women ages 14 to 21, who are interested in learning more about careers in the field of Law Enforcement. Although this program is geared towards future Law Enforcement members, the program does focus and develop leadership skills, self-confidence, college and career readiness, team building and community outreach in each member.

The San Leandro Police Explorers currently have approximately 15 uniformed members, who assist in various assignments with the police department including; Sausage and Suds, It's a Wonderful Night, DUI checkpoints, Summer Reading Festivals, Bikes for Tykes, Downtown Halloween security, and assisting the multi-housing crime free division to name a few. They attend an eight day live-in Law Enforcement Explorer Academy in San Diego, which is fully funded by the Police department.

Cumulatively in 2012 the Explorers have worked over 1,500 hours on events and ride-a-longs with the Police department. Many Explorers have graduated from the program and gone onto successful careers in Criminal Justice fields, including the San Leandro Police Chief.

STOLEN VEHICLE RECOVERY PROGRAM

The San Leandro Police Department in conjunction with the California Highway Patrol and AAA Auto Insurance have participated in the California Stolen Vehicle Recovery Program. Officers are tracked by the number of stolen vehicles they recovered in a month. Officers are eligible to receive the CHP award based on these results. In 2012 we recovered 491 stolen vehicles. This past year, Officer Mally and Officer Perry received this award.

NIKE STORE

The San Leandro Police Department began providing contract Police Service to the Nike Clearance store in 2011, shortly after it opened in Marina Square. The Nike Clearance store is an outlet type store selling the full gamut of Nike sports and leisure apparel. With the services of SLPD, they have been able to keep their raw shrinkage and theft percentages substantially lower than any other Nike store. This has made a positive change in the overall atmosphere of the store.

VOLUNTEERS IN POLICE SERVICES

Volunteers in Police Services (VIPS) is a proactive, community-based crime prevention program designed to strengthen the partnership between sworn personnel and community residents by reducing local crime, improving the effectiveness of police response and increasing patrol coverage.

In the latter part of 2012, the San Leandro Police Department initiated a recruiting process for this new program. Once the Program is fully operational current members of the Department, both sworn and civilian, will train and deploy citizen volunteers to perform routine, non-hazardous police functions. Prior to acceptance into the Program, VIPS candidates will participate in an interview process then successfully pass a comprehensive background check.

The duties of these volunteers may include, but are not limited to:

- Clerical assistance such as report scanning and data entry
- Staffing posts at parades and/or special events
- Traffic direction and control
- Animal control reporting
- Vehicle abatement
- Reporting neighborhood blithe issues
- Vacation house checks



Training staff will place qualified members of the VIPS Program into assignments which best utilize their skill sets, talents and interests while at the same time offering rewarding challenges and the opportunities to learn new skills. We are proud and excited to introduce our dedicated group of volunteers to the community in which we serve.

CRITICAL INCIDENT STRESS MANAGEMENT (CISM)/ PEER SUPPORT TEAM

Law enforcement personnel are frequently exposed to traumatic events. In years past, it was expected that officers would deal with emotional trauma on their own. Sick leave usage increased, as did the rate of stress-related retirements and suicide by law enforcement personnel. Today, we realize that police officers are exposed to trauma that can have a long-term emotional effect on them if not dealt with in a timely manner.

In January 2011, the San Leandro Police Department began its first CISM Peer Support Team. The program's mission is to provide emotional support and counseling to those effected by traumatic events and crisis in both the employee's professional and personal lives.

The CISM Peer Support Team is certified through the International Critical Incident Stress Foundation (I.C.I.S.F.) and is modeled after the United States' Military program used to debrief soldiers returning from combat before they are reintegrated into their civilian lives.

San Leandro's Peer Support Team members include: Lieutenant Rick DeCosta, Sergeants Annie O'Callaghan, Robert McManus; Officers Chris Albert, Mike Fischer, Tim DeGrano, Ali Khan, and Mike Olivera; Police Services Aide Pam Neal; and Retired Police Officer Kirby Wong. These people were chosen to serve on the team because of their own personal and professional experiences, credibility amongst their peers, compassion, and willingness to help others. These Peer Support Team members are available to our employees 24 hours a day to assist employees through any personal and/or professional crisis.

Peer Support Team members complete 27 hours of basic training before receiving certification to serve as a member of the team. Upon completion of the basic training course, they are required to attend quarterly training in a variety of related topics amounting to twenty hours of formal training each year.

The San Leandro Police Department is under contract with The Psychological Services Group, who specialize in treating law enforcement personnel who have been exposed to traumatic events, such as incidents involving death of a person or child, multi-casualty incidents, serious vehicle collisions, and others. During the year, Peer Support Team members assisted 39 employees, conducted 2 diffusion meetings following critical incidents, and facilitated 6 debriefings for employees involved in traumatic incidents.

Following a traumatic event, Peer Support Team members meet with involved employees and assist in the facilitation of formal debriefing sessions with a clinical psychologist. Studies have proven that officers who participate in this process following a traumatic incident are less likely to use sick leave or retire due to stress-related illnesses.

CHAPLAINS

Our Chaplaincy Program began in 2012 and our inaugural team consists of three wonderful people from various denominations. Gerald Pickett, a member of the San Leandro Police Department since November 1977, is the associate Minister at Good News Baptist Church in Tracy. Father Jayson Landeza is an ordained Catholic Priest who serves at Saint Felicitas in San Leandro, and Sue Kuipers is a Community Outreach and Youth Pastor and the Director of Youth and Education at Christ's Community Church in Hayward.

Our police chaplains volunteer their time to provide counseling to Department members and their families, as well as other members of our community. The chaplains do this by providing a sympathetic ear to a member of our Department who has experienced a traumatic incident such as an accident, a shooting, or even a situation not related to police work, such as a death in the family.



Members of our Department going through personal problems can also turn to one of our chaplains for guidance. Essentially, the chaplains are there to provide a friendly and easily accessible resource that helps members and their families get past their personal or spiritual issues. Our chaplains also provide support by visiting sick or injured members.

One of the responsibilities of a police officer is to notify families of deaths due to suicides, fatal accidents, or criminal acts. When possible, one of our police chaplains will accompany the officers and help with the actual notification. Our police chaplains regularly ride with San Leandro Police Department patrol officers, adding a unique level of support as they interact within the community. Our police chaplains also have access to numerous referral resources outside of the Department.





CRIMINAL INVESTIGATION

The Criminal Investigation Division is responsible for investigating all cases and ensuring cases are prepared properly for charging at the District Attorney's Office.

The Criminal Investigations Division is broken into several sections; Crimes Against Persons, Property Crimes, the Special Victims unit and School Resource Officers. We are pleased to announce the addition of Denise Joseph, Crime Analysis Technician, this year.

2012 was a very challenging year for our Detectives. They were tasked to work with fewer staff to allow the Patrol Division to maintain adequate staffing.

Both the Property Division and the Special Victims unit were short staffed, despite this, they were still able to provide our community with the best service possible.

The Crimes Against Persons section was supervised by Sergeant Ted Henderson. Working with Sergeant Henderson were Detectives Brum, Hidas and Rocha. They were responsible for investigating all crimes against persons cases. Cases investigated by this unit included home invasion robberies and shootings.

The Property Crimes Section was supervised by Sergeant Doug Calcagno. Working with Sergeant Calcagno were Detectives Cauragh and Walton. They were responsible for investigating all thefts of property and any fraud related thefts.

2012 required our Detectives to work large case loads. In July, San Leandro Police Department started to introduce more crime data into enforcement efforts. Statistical data was evaluated and resources used to impact and lower the numbers. We use all divisions in our organization to combat and prevent crime trends. Information sharing between all divisions has proven very effective.

Staff attends crime data and investigative meetings throughout Alameda County. Information sharing at a regional level will continue to enhance our enforcement efforts.

Goals for Criminal Investigation Division for 2013 include holding monthly enforcement for all of investigations. This will include sex registrant compliance checks, burglary/robbery suppression and conducting group surveillances on active projects. The utilization of other divisions, agencies and task forces will assist us in these efforts.

2011	Auth.	Actual	Active
Investigation	22	20	19
Lieutenant	1	1	1
Sergeant	5	5	5
Police Officer	10	10	9
SRO	2	2	2
ASP	1	0	0
Property/Evidence Technician	1	1	1
Property Clerk	1	1	1
PT Property Clerk (FTE)	0.5	0.5	0.5

2012	Auth.	Actual	Active
Investigation	23	20	20
Lieutenant	1	1	1
Sergeant	4	4	4
Police Officer	11	9	9
SRO	1	1	1
ASP	3	2	2
Property/Evidence Technician	1	1	1
Property Clerk	1	1	1
PT Property Clerk (FTE)	0.5	0.5	0.5
PT Department Assistant (FTE)	0.5	0.5	0.5
Crime Analysis Technician	1	1	1

VICE AND NARCOTICS INVESTIGATIONS

The Vice Narcotics Division consists of Sergeant Brian Anthony and Detectives, Clifford, Morgan and Barajas. The unit is responsible for follow up investigation on all Vice and Narcotic related cases, and also handle various complaints relating to narcotics and prostitution. The Narcotic Unit primarily investigates mid to high level drug dealing that originates in San Leandro and participates in both federal and state narcotic investigations. The Unit is very productive with high expectations on mitigating drug abuse and handling "problem" houses within the City.

The Detectives work in an undercover capacity and often assist other San Leandro divisions with violent Felony offenders. The Vice unit collaborated with the DEA and completed a one year investigation leading to the discovery of a cultivation group that ultimately led to the arrest of 32 suspects on federal charges. Approximately one million dollars was recovered in cash and bank accounts. Eleven homes, 13 vehicles and 5 boats were seized, 10 guns recovered along with 3,600 marijuana plants and 96 pounds of finished dried marijuana. The Narcotics Unit has provided training and awareness to parents and the community about current drug trends and prevention measures. The main goal in this unit is to reduce drug and prostitution related activity.

Seizures and Arrests

Probation Searches	21
Parole Searches	20
Consent Searches	19
Search Warrants (Written)	47
Search Warrants (Served)	42
Felony Arrests	69
Misdemeanor Arrests	20
Grams of Marijuana Seized	118,127
Value of Marijuana	\$800,000
Marijuana Plants Seized	11,203
Cash Seized	\$626,927
Vehicles Seized	4
Guns Recovered	26
Stolen Vehicles Recovered	3

PROPERTY AND EVIDENCE

The Property and Evidence unit is a vital section within our organization. They had a busy year processing thousands of articles that were submitted, completing forensic analysis and preparing property for court cases. Loretta Jones is the section supervisor and she supervises three employees. Their responsibilities are as follows:

Jann Carpenter works part time as a Property Clerk in the Property and Evidence Unit. Her duties and responsibilities include receiving, classifying, recording, and storing a variety of evidence and property. This includes property that has been found and turned into the Police Department.

Other duties include destroying or disposing of obsolete evidence or unclaimed property including biological materials as well as weapons and illegal substances. Ms. Carpenter also stocks supplies in the Property and Evidence office and for the Technician lockers and CD box. She performs a variety of administrative or clerical related duties.



Beverly Cromwell works full time as a Property Clerk. She maintains and updates various computer files and records in several software programs, which includes accurate record keeping for property and evidence status, ownership, court requirements and other pertinent data. Other duties include receiving, classifying, recording, and storing a variety of evidence and property that has been found and turned into the Police Department, destroying or disposing of obsolete or unclaimed property or evidence including biological materials as well as weapons and illegal substances. Ms. Cromwell also transports evidence to and from the Alameda County Crime Lab and other Crime Laboratories for further examination, stocks supplies for the Property/Evidence office, Technician lockers, CD box and performs a variety of administrative or clerical related duties as needed.

Denise Cowan works full time as an Evidence Technician. Her duties include analyzing, comparing and classifying prints. She also evaluates latent prints for automated processing, tracing, photography and computer input. Ms. Cowan compares and may certify tentative identifications, examines evidence and decides on the proper technique to use for latent development, and testifies as an expert witness regarding laboratory examination of evidence, fingerprint identification, crime scene investigation and evidential property. She maintains and updates various computer files and records and performs a variety of administrative or clerical related duties as needed.

SPECIAL VICTIMS UNIT

The Special Victims Unit, supervised by Sergeant Bob Sanchez, includes Detective Khan and School Resources Officers, Pickard and Rogers. This unit was created in January 2012 and is a specialized unit of trained investigators staffed by one Sergeant and two Detectives. These crimes are often time sensitive related crimes. The cases often rely on the dedication and persistence of the investigating detective.

The Special Victims Unit (SVU) investigates child abuse, elder abuse, domestic violence, missing persons, registered sex offenders, sexual assaults and other sex related crimes. This new division relies on collaborative partnerships with non-profit organizations such as the Child Abuse Listening, Interviewing & Coordination Center (CALICO), Safe Alternatives to Violent Environments (SAVE), and Bay Area Women Against Rape (BAWAR) to help support the victims and survivors of these violent crimes. This unit also works with the Alameda County SAFE Task Force to monitor the convicted sexual offenders that reside in San Leandro.



TRAFFIC

The San Leandro Police Traffic Division is comprised of the following components: four Traffic Enforcement Officers, one Commercial Traffic Enforcement Officer, two Animal Control Officers, two Community Service Officers, one Community Compliance Supervisor, four part-time Parking Enforcement Officers, two part-time RedFlex Camera Officers, one Administrative Assistant and One Traffic Division Sergeant.

The Traffic Enforcement Unit works Monday through Friday from 0630-1630 hrs and is on call 24 hours a day for major traffic collisions and fatalities.

There are three main goals within the Traffic Division:

- #1 To provide the citizens of San Leandro with the best service possible, while enforcing the traffic laws, to keep the streets safe.
- #2 To educate the community on traffic laws and quality of life issues. Our goal is to empower citizens with traffic knowledge so they can make safe decisions while riding, driving or walking in the City which will ultimately reduce traffic collisions and fatalities.
- #3 To work closely with the City's Engineering Department. A close relationship between the two Departments is pivotal in making San Leandro a safe place to live, work and play.

The Division is staffed with one full time Commercial Officer. The Commercial Officer is responsible for all enforcement of commercial vehicles as well as commercial vehicle inspections. While the division has

three commercially trained Officers, only one is full time. The Officer participates in a bi-monthly program called COSAC, which stands for the Commercial Officers of Southern Alameda County. Commercial Officers from the County meet in particular cities and enforce the needs of those municipalities in regards to commercial violations.

The Red Light Camera Enforcement Program is run by two part-time employees who monitor five intersection approaches. The employees issue citations, conduct reviews and provide court room testimony for drivers who fail to stop at red lights. Statistics show that the program has reduced the number of collisions in the intersections where the cameras were installed.

The Division is staffed with four part-time Parking Enforcement Aides. The Parking Enforcement Aides enforce various parking issues within the City as well as assist in traffic control for major incidents.

MOTORCYCLE COMPETITION

Three of the four Motorcycle Enforcement Officers competed in the University of California Berkeley Police Motorcycle Competition and Training Day on July 28, 2012. Officer Corti won first place in the Harley Davidson Division, while Officer's Mendenhall and Albert finished fifth and sixth respectively.

Riders from throughout the State participate in Police Motorcycle competitions to better their riding skills. The competitions usually consist of a specifically designed timed course marked off by cones to simulate real riding conditions on the street.

TRAFFIC EDUCATION

The Motor Enforcement Officers enforce the traffic laws within the City while also educating the public. In addition to writing traffic citations, the Motor Officers investigate accidents and perform inspections. They also participate in the following activities:

- High Impact Traffic Team
- Every 15 minute DUI Campaign
- Avoid the 21 DUI Campaign
- Click it or Ticket Campaign
- Distracted Driver Campaign

They have also begun the process of implementing a bicycle/pedestrian safety program to educate school aged children regarding bicycle and pedestrian traffic laws while ultimately trying to reduce the number of collisions that occur. The Traffic Enforcement Officers participate in local parades, festivals, public relations events, and provide additional coverage for the Patrol Division.

FACTS AND ENFORCEMENT

2012 DUI Enforcement

Received \$12,623.32 in grant funding solely for DUI enforcement. One DUI suppression at Sausage & Suds DUI Checkpoint– 490 vehicles screened /2 field sobriety tests administered /5 citations issued. DUI saturation patrol (4 nights during the “Avoid the 21” campaign between Dec. 14 2012 - Jan 1, 2013) – 12 enforcement stops /2 citations issued /1 miscellaneous arrest /1 DUI arrest.

Traffic Duties and Special Enforcement

- Participated in the monthly “HITT” (High Intensity Traffic Team) team which saturates cities in Alameda County each month targeting traffic violators (5 to 6 events yielding approximately 230 tickets)
- Tested “ViView” body cameras
- Distracted driver awareness enforcement (cell phone citations) – 599 tickets (included in overall total). “Click it or Ticket” enforcement – 181 tickets (included in overall total).

Citations Issued

Citation Type	Traffic Div.	Dept.
Traffic Citation	3,033	4,451
San Leandro Municipal Traffic Code (SLMC)	836	836
Parking Citation	51	1136
Total Citations	3,920	6,423

Accidents Investigated

Injury Collisions	193
Non-Injury Collisions	209
Property Damage Only	3
Vehicle Fatality	1
Train Fatality	1
Hit and Run	189
Total	596

COMMUNITY COMPLIANCE

The Community Compliance Division is under the Traffic Division. Regulations and programs that focus on property maintenance, quality of life issues and vehicle complaints are this unit’s main focus. They enforce the Community Preservation Ordinance, Weed Abatement Ordinance and Zoning Code. They also respond to complaints regarding abandoned vehicles or vehicles parked in excess of 72 hours on a public roadway.

Through the Abandoned Vehicle Abatement program, the Unit responded to over 1,700 vehicle complaints, towing 120 of those vehicles in 2012. They also responded to over 1,200 property code complaints throughout the year. The unit assists the Patrol Division in providing traffic control as needed, and assist with both Animal Control and Jailer duties.

The Community Service Officers (CSO’s) are also responsible for assisting the Patrol Division with low level, no suspects involved, crime reports. They responded to 168 calls for service resulting in 158 crime reports being generated. The Community Compliance Specialist manages the Unit’s programs and staff. He also reviews crime reports submitted in the online CopLogic report system as well as hears appeals regarding false alarms and issues alarm permits.



ANIMAL CONTROL

The Animal Control Program currently consists of two full-time Animal Control Officers. The main function is to handle all animal control issues within our City limits. This includes dead animal removals from City streets, licensing issues, stray animal recoveries, and orphaned animal transports to local kennels. This year Animal Control Officer Kris Herrera played an integral part in the updating of the City of San Leandro’s Municipal Code relating to Animal Control. She has also participated in the Coffee with the Cops program where she helped to educate our community on animal behaviors, and current animal issues. She also investigates all cases of animal cruelty and abuse.



SUPPORT SERVICES

The goal of the Support Services Division is to provide essential support to the sworn division, the department and the community. The division consists of three areas; the Records Section, the Communications Center and the Jail Facility. These three divisions are managed by Civilian Manager, Denise Lenz. The Communications Supervisor is Norma Gordo, and Judy Park supervises the Records Section. Sergeant Troy Young has taken over the supervisory responsibility of the Jail.



COMMUNICATIONS CENTER

The Communications Center is the Police Department's primary answering point for all 911 and non-emergency calls for service for the City of San Leandro. The Communications Center is budgeted for fourteen full-time Public Safety Dispatchers. Our communications staff answers and dispatches calls for service 24 hours a day, 365 days a year. San Leandro Police Department has added a new feature to its automated phone tree that gives citizens the opportunity to listen to their available options in English, Spanish and Cantonese. This service will enhance the communication between the Police Department and the community. Access to a language line that can provide translation for several languages is also available. This can be utilized in the communications center for emergencies and throughout the department for non-emergencies.

San Leandro's communications center received over 89,000 from the public. Of those calls 65,970 were dispatched to an officer(s). In addition to those calls for service there were 23,160 officer initiated calls for service. These calls range from emergency calls such as medical aids, traffic accidents, and in progress crimes to barking dog complaints and abandoned vehicles.

During 2012, dispatchers did an amazing job staffing shortages. During this time, the number of calls for service increased by 11% in 2012.

The Communications Center utilizes the Computer-Aided Dispatch System (CAD) to efficiently manage and record calls for emergency services. The system is capable of recognizing different call types and prioritizing them in order to be dispatched in an efficient manner. This system also provides the call history for each address within the City, and statistical reports that can be generated. This information assists management with properly allocating and scheduling public safety personnel.

RECORDS SECTION

The Records Division is a vital part of the Department. It is staffed with three full time and one part time Police Service Aides (PSA) and is under the supervision of a civilian supervisor. All paperwork and reports filed by officers, PSA's and citizens are reviewed by the Records Division for completeness and statistical accuracy as directed by FBI and California DOJ Uniform Crime Reporting (UCR) requirements. All arrest reports must be processed within a strict timeframe and prepared for the Alameda District Attorney's Office to allow for pre-trial review and charging. The Records Division manages and processes nearly 11,000 case reports per year as well as handling subpoenas, warrants, outside police agencies, and District Attorney requests related to those cases.

Online Reports

Online Reports	814
Reports Processed	10,041
Total Reports	10,855

The Records Division is the public facing operation of the Department. It is open Monday through Friday from 9am to 5pm. Victims of crime and family members receive personalized assistance, either on the phone or at the front window, after being involved in a Police incident, having their car towed, or learning that a loved one has been arrested.

Several Local, State, and Federal criminal computer systems rely on the accuracy and completeness of the Record Divisions' work and timely data entry processes.

The Records Division also provides a critical community safety service through the Department's fingerprint program. Volunteers who work with children or are in State identified careers must have a fingerprint background check performed. PSA's schedule and perform fingerprint checks for San Leandro residents, employees and non-residents.

JAIL

The San Leandro City Jail is a Type I correctional facility. This certification allows the jail to house prisoners for up to 72 hours before transferring them to court or to a County booking facility such as Santa Rita Jail in Dublin, CA. Most of the people arrested by SLPD are transported to the Hayward Hall of Justice for court. After court they are taken into custody by Alameda County Sheriff's Office and transported to Santa Rita Jail.

The San Leandro Police Department booked almost 3,000 adults last year. Current Jail staffing is five Jailers. Two of these Jailers were hired on a provisional basis during the last half of the 2012.

The Jailer position is currently being evaluated to determine the most efficient and effective way to manage these critical resources.



Calls for Service

	2009	2010	2011	2012	11 -12% Change
January	5,647	6,043	7,042	6,851	-3%
February	5,140	5,701	5,759	6,693	16%
March	5,786	6,767	6,227	7,677	23%
April	5,765	6,480	6,051	7,180	19%
May	6,046	6,916	6,551	7,673	17%
June	5,844	6,815	6,502	7,866	21%
July	5,996	6,944	6,821	7,936	16%
August	5,874	7,131	6,768	7,640	13%
September	5,968	6,696	6,470	7,599	17%
October	6,323	6,590	6,842	7,690	12%
November	5,604	6,110	6,487	6,953	7%
December	5,668	6,357	6,803	7,372	8%
Totals	69,661	78,550	78,323	89,130	11%

PERSONNEL CHANGES

Name	From	To
Gregory Lemmon	Lieutenant - Patrol	Captain - Support Services
Edward Tracey	Oakland PD - Captain	Captain - Operations
Richard DeCosta	Sergeant - Patrol	Lieutenant - Patrol
James Lemmon	Lieutenant - Traffic	Lieutenant - Patrol
Jeff Tudor	Lieutenant - Investigations	Lieutenant - Patrol
Randall Brandt	Sergeant - Traffic	Lieutenant - Investigations
Luis Torres	Sergeant - Admin Services	Lieutenant - Patrol
Robert McManus	Sergeant - Patrol	Admin Services Sergeant
Michael Sobek	Sergeant - Traffic	Acting Lieutenant - Patrol
Derrel Ramsey	Officer - Detective	Sergeant - Patrol
Isaac Benabou	Officer - Detective	Sergeant - Patrol
Annie O'Callaghan	Officer - Patrol	Sergeant - Patrol
Judy Park	Station Supervisor	Supervisor - Records
Norma Gordoia	Station Supervisor	Supervisor - Dispatch
Loretta Jones	Station Supervisor	Supervisor - Property & Evidence
Jason Bryan	Officer - Patrol	Officer - K-9 "Conan"
Dennis Mally	Officer - Patrol	Officer - K-9 "Rohan"
Liaquat "Ali" Khan	Officer - Patrol	Officer - Detective
Neil Goodman	Officer - Detective	Officer - Patrol
Steve Cesaretti	Union City PD - Officer	Officer - Patrol
Calvin Watson	San Jose PD - Officer	Officer - Patrol
Richard Van Dyke	San Jose PD - Officer	Officer - Patrol
Iain Fry	San Jose PD - Officer	Officer - Patrol
Jennifer Crosby	Jailer	Community Service Officer - Crime Free
Denise Joseph	Public Safety Dispatcher	Crime Analysis Technician
Karin Manookian	N/A	Public Safety Dispatcher
Lesley Jong	Police Services Aide - Records	Community Service Officer - Animal Control
Nitza Menagias	N/A	Administrative Specialist II
Marisol Graves	N/A	Police Services Aide - Records
Maria Cortez	Police Intern	Police Services Aide - Records (Part-Time)
Johanna Overton	Administration	Administrative - Traffic
Michael Dalisay	Union City PD - Officer/Retired	Police Specialist - Investigations
Juanita Rabai	Alameda PD - Jailer	Jailer - Provisional
Edward Bell	Alameda PD - Jailer	Jailer - Provisional

BUDGET SUMMARY

The Police Department has an operating annual budget of 26.1 million dollars. The City is in the process of implementing a Biennial Budget for fiscal years 2013-14 and 2014-15. As part of this process no revenue increases are forecasted for the department. Simply stated we need to hold the line with expenses and continue to utilize technology to assist with our safety efforts.



Expenditures by Category

	2009 - 2010 Actual	2010 - 2011 Actual	2012 - 2013 Adopted	2012 - 2013 Adopted
Salaries / Benefits	22,091,505	21,355,684	22,221,173	20,882,563
Services	1,179,576	1,127,550	1,151,709	1,129,128
Supplies	408,404	303,480	353,058	353,058
Capital Outlay	136,829	33,027	42,780	42,780
Other	3,144,318	2,761,545	3,182,017	3,760,111
Grand Total	\$26,960,623	\$25,581,286	\$26,950,737	\$26,167,640

Expenditures by Fund

	2009 - 2010 Actual	2010 - 2011 Actual	2012 - 2013 Adopted	2012 - 2013 Adopted
General Fund	\$26,579,332	\$25,404,541	\$26,085,580	\$25,330,942
Grant Fund	381,291	176,745	865,157	836,698
Grand Total	\$26,960,623	\$25,581,286	\$26,950,737	\$26,167,640

Personnel Summary

	2009 - 2010 Adopted	2010 - 2011 Adopted	2012 - 2013 Adopted	2012 - 2013 Adopted
Full Time				
General Fund	138	128	128	127
Grant Fund	0	1.0	5.0	5.0
Part Time				
General Fund	3.69	4.15	3.48	5.48
Grant Fund	0	0	0	0
Grand Total	141.69	133.15	136.48	137.48

GRANTS

Operationally we are fortunate to have received Community Oriented Policing Services (COPS) Grant funding in 2011. The 2.4 million dollar grant has allowed us to hire five officers and bring our staffing levels to 90 officers. This grant extends through December 31, 2015. The positions covered with these funds are; Crime Free, School Resource Officer, Bicycle Officer and TAC Unit (2).

The Justice Assistance Grant (JAG) is furnished by the Federal Government. These funds are provided once a year and are typically \$50,000 - \$60,000. The JAG monies have been used to fund the new EBRCSA radios and some constructions costs to the police vehicle parking/prisoner sallyport.

ROLL CALL

Chief of Police

Sandra R. Spagnoli

Police Captains

Greg Lemmon

Edward Tracey

Stephen Pricco *(Retired)*

Police Lieutenants

Randy Brandt

Rick DeCosta

Jim Lemmon

Christopher Tankson *(Retired)*

Luis Torres

Jeff Tudor

Support Services Manager

Denise Lenz

Police Sergeants

Brian Anthony

Isaac Benabou

Douglas Calcagno

Ronald Clark

Ted Henderson

Randall Hudson *(Retired)*

Robert McManus

Joseph Molettieri

Jose Nguyen-Delgado

Annie O'Callaghan

Derrel Ramsey

Bob Sanchez

Mike Sobek

Troy Young

Administrative Specialists – Police

Norma Gordoia

Loretta Jones

Judy Park

Community Services Specialist

William Baptista

Police Officers

Christopher Albert

Walter Aldred

Joseph Bacon

Keith Ballard-Geiger

Matthew Barajas

Curt Barr

Michael Benz

Jeff Bouillercce

Louie Brandt

Joshua Brum

Jason Bryan

Brian Buss

Ricky Cahall

Michael Cauraugh

Steven Cessaretti

Timothy Chinn

Mark Clifford

Nicholas Corti

Robert Cronin

Timothy DeGrano

Warren DeGuzman

Dan Fernandez

Michael Fischer

Jason Fletcher

Iain Fry

Neil Goodman

Ryan Gill

Louie Guillen

Kevin Hackl

Alex Hidas

Steven Kahncook *(Retired)*

Joseph Kalsbeek

Brandon Kelsoe

Liaquat "Ali" Khan

Kerri Kovach

Jason Kritikos

Richard Kwan

Patrick Kyle

Daniel Leja

Dennis Mally

Suzanne Mann

Vincent Marchetti

Robert Mendenhall

Gary Moore

Anthony Morgan

James Moss

Ted Mund

Shane Nelson

Michael Olivera

Ian Ordinario

Darren Pasut

Tim Perry

Catherine Pickard

Victor Pimental

Jonathan Remulla

Alex Rendez

John Robertson

Jeremy Rocha

Thomas Rogers

Thomas Rosenlind



Dan Ruff (Retired)
Daniel Sellers
Kendrick Shedd
Brian Sommer
Enguang "Abe" Teng
Deborah Trujillo
Richard Van Dyke
Jason Vincent
Jeffrey Walton
Calvin Watson
Michelle Woods

Public Safety Dispatchers

Donna Balelo
Adrienne Bradford
Angela Calcagno
Ashlee D'Apice
Danielle Fowler
Melissa Graham
Teresa Loconte
Karine Manookian
Leslie McLain
Tina Prieto
Michelle Ratto-Branchaud
Robert Rosas
Megan Wilske

Property/Evidence Technician

Denise Cowan

Property Clerk

Beverly Cromwell

Police Service Aides

Lesley Carr
Christi Colon

Sandra Colwell
Ana Marisol Graves
Pam Neal

Jailers

Edward Bell
Danny Ebarvia
Frank Grove
Juanita Rabai
Edgar Reinhart
Robin Rosenlind

Community Service Officers

Lisa Agraviador
Jennifer Crosby
Kristina Herrera
Richard Holman
Hilario "Larry" Puente

Administrative Assistant II

Gayle Armas

Administrative Specialist I

Nitza Menagias

Crime Analysis Technician

Denise Joseph

Part-time employees

Jann Carpenter • Property/Evidence
Maria Cortez • Records
Michael Dalisay • Criminal Investigations
Barbara Ebron • Records
Luciana Fair • Traffic
Elton Fong • Traffic

David Jones • Jail
Debra Lillard • Criminal Investigations
Johanna Overton • Traffic
Lew Pollack • Traffic
John Sullivan • Traffic
Stanton "Kirby" Wong • Traffic

Chaplains

Pastor Sue Kuipers
Father Jason Landeza
Reverend Gerald Pickett

Retirements

Captain Stephen Pricco
23 years of service
Lieutenant Christopher Tankson
27 years of service
Sergeant Randall Hudson
19 years of service
Officer Steven Kahncook
26 years of service
Officer Daniel Ruff
11 years of service
Police Canine "Gunner"
7 years of service
Police Canine "Arago"
5 years of service



2012 AWARDS AND RECOGNITION

The San Leandro Police Department values the hard work and dedication of its employees and makes it a priority to formally recognize them. In 2012 the Department hosted several award recognition, promotion, and retirement ceremonies.

The Public Safety Dispatchers answer thousands of calls from citizens who are in need of police, fire or medical services. April 9 - 15, 2012 was National Telecommunicators Week. The San Leandro Police Department honored its dispatch team at a banquet April 14, 2012 and celebrated staffs dedication, accomplishments and commitment to the community.

On April 26th, Officer's Brum and Remulla were awarded the Life Saving Medal for separate acts of heroism. On December 2, 2011, Officer Brum, put his life on the line by pulling a suicidal female off the railroad tracks while a train was coming. Officer Remulla received his commendation by providing first aid on November 11, 2011, to an infant who had food lodged in its mouth and was not breathing. His actions saved the child's life.

In 2012 Chief Spagnoli created a Chief's Challenge Coin that she awarded to 22 individuals. This coin was presented to Community members, City staff, as well as members of the San Leandro Police Department for their dedication and commitment to the San Leandro Police Department core values of Teamwork, Integrity, Professionalism and Service.



CHIEF'S COIN RECIPIENTS for 2012

Moira Fry and Robert Ewert
Broadmoor Neighborhood Association
Citizen's For a Safer San Leandro
Officer Louie Brandt
Officer Jeffery Bouillerc
Sergeant Brian Anthony
Detective Mark Clifford
Detective Anthony Morgan
Detective Matthew Barajas
Lieutenant Luis Torres
Sergeant Robert McManus
Sergeant Annie O'Callaghan
Officer Mike Fischer
Officer Tim DeGrano
Officer Michael Olivera
Detective Ali Khan
Officer Christopher Albert
Public Safety Dispatcher Teresa Loconte
Police Service Aide Pamela Neal
Captain Gregory Lemmon
Kerry Hocker
Janet Gebhardt
FPD Officer Todd Young
Photographer Eddie Duncan

DEPARTMENT INSPECTION

On November 05, 2012, we held our first departmental inspection in many years. Staff participated in the departmental inspection in which command staff walked through the ranks inspecting each member of our organization. The inspection was followed up with a group photo with over 120 members photographed. Each division and employee was then photographed to memorialize the date. The morning included a presentation from Officer Todd Young from the Fremont Police Department. He was invited to speak about a near death experience he had while attempting to apprehend a violent felon that was wanted by San Leandro Police Department. This was a great day that received positive feedback from many members.

POLICE UNITY TOUR

The San Leandro Police Department has had three Officers killed in the line of duty.

In 2007, the San Leandro Police Department began participating in the Police Unity Tour to honor all Officers who made the ultimate sacrifice. The Police Unity Tour is a bicycle ride from New Jersey to Washington, DC, covering almost 300 miles. Their motto is "We Ride for Those Who Died". The goal of the organization is to raise awareness of Law Enforcement Officers killed in the line of duty and to raise money for the National Law Enforcement Officers Memorial in Washington, DC. The Unity Tour began in 1997 and has raised almost \$12 million dollars in 16 years. For more information, please visit our website at:

www.unitytourncal.com or www.policeunitytour.com
Contact Sergeant Troy Young or Sergeant Bob McManus if you are interested in supporting our riders.



OPEN HOUSE

The Police Department hosted an Open House on Friday, September 8, 2012 from 5pm – 8pm and more than 750 people were in attendance. The event was very well received and community feedback was outstanding. The event exceeded all our expectations.

The Open House included tours of the Police Department, information booths, a BBQ and a rappel demonstration by S.W.A.T. member Mark Clifford. The first 100 people to attend received a San Leandro Police Department drawstring backpack, complete with wrist bands, tattoos, pens and other complimentary goodies. Community members were lined up at 4:45pm, filled with excitement and anticipation. Donated prizes included gift certificates, floral arrangements, oil changes and bicycles. The grand prized drawing, a training session for two with the S.W.A.T. team, was won by Jenny Anderson.



Law Enforcement Code of Ethics



As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder, and to respect the constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life. I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decision. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in the acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession. . . law enforcement.

ACKNOWLEDGEMENTS

Chris Zapata, City Manager
Sandra R. Spagnoli, Chief of Police

CITY COUNCIL

Stephen H. Cassidy, Mayor

Michael Gregory, Vice Mayor • District 1

Benny Lee • District 4

Ursula Reed • District 2

Pauline Russo Cutter • District 5

Diana Souza • District 3

Jim Prola • District 6

CONTRIBUTORS

The San Leandro Police Department would like to thank the employees who contributed to this report

Graphic Design & Layout • Kerry Hocker

Sandra Spagnoli

Randy Brandt

Mike Sobek

Judy Park

Ed Tracey

Luis Torres

Troy Young

Bill Baptista

Greg Lemmon

Denise Lenz

Bob Sanchez

Norma Gordoa

Jeff Tudor

Robert McManus

Brian Anthony

Denise Joseph

Rick DeCosta

Ron Clark

Nick Corti

Nitza Menagias





SAN LEANDRO POLICE DEPARTMENT
835 E. 14TH STREET
SAN LEANDRO, CALIFORNIA 94577
510.577.2740

WWW.SANLEANDRO.ORG/DEPTS/PD/SERVICES

