



## San Leandro Police Department • Proud to Serve

---

### Chief's Advisory Board Meeting Notes Tuesday, February 3, 2015

#### **ELECTED VICE CHAIR**

- Candidates Provided Brief Introduction on the Reason They Would Like to be Vice Chair
- Board Voted and Cartier Lee Was Elected as the New Vice Chair

#### **RESCUE VEHICLE POLICY**

- The Policy was Distributed to Board Members for Their Review & Feedback

#### **CHIEF'S ADVISORY BOARD MEMBERS SHARED COMMENTS**

- Board Member Expressed Concern Considering the History of the City of San Leandro and it's Department Regarding Racial Issues
  - Sees a Pattern in the City
    - Rescue Vehicle is a Bigger Tool to Create More Fear in the City
    - Old Mentality in San Leandro was to Park Police Cars at Borders and Now we are Replacing Cars with Cameras
  - If the Vehicle Saves 1 Life it is Justified at any Cost?
  - Rescue Vehicle is Intimidating – Squashes Freedom of Expression
  - Easy for the City of San Leandro to Slip Back to the History of the City
    - 40-50 Years Ago San Leandro Was Ferguson – Don't Want to Digress
  - Rescue Vehicle is Building a Wall Between the Police and the People of the Community
- Discussed That San Leandro Police Department is a Para Military Culture
  - Chain of Command
  - Orders
  - Guardians of the Community – Separates us From the Military
- How is the Last \$100,000 Being Funded for the Rescue Vehicle?
  - Cost is Being Shared Amongst City of San Leandro and Fremont Police & Fire
  - City of San Leandro's Cost Will Be Paid Through Asset Forfeiture in the Amount of \$50,000
    - No General Funds Will be used for the Purchase – No Taxpayers Funds
- Board Member Discussed Active Shooter Training in Hayward Where He is a School Counselor
  - Training Exercise to Prepare Staff on How to React in the Event of an Active Shooter on Campus
  - Hayward Police Department Orchestrated Event and Raised Awareness for Staff
- The Rescue Vehicle Topic was a Great Opportunity for the Youth in our Community to Communicate Their Concerns
  - Essential For the Youth to Speak up on Their Fears
  - Dialogue With the Youth is Vital
- Board Member Voiced the Importance of the Chief & Captains to Visit Students at School

- Currently the San Leandro Police Department has 2 School Resource Officers
  - Working on Decentralizing so that Every School has a Connection with an Officer
  - Essential for Youth to See Officers as a Person
- The San Leandro Police Department Tries to Connect with Students on Many Levels
  - Career Day
  - School Reading
  - Teen Academy
  - SLPD Implemented New Position in 2014 – Youth Coordinator
    - Connect More with the Youth
    - In Discussion to Set Up “Pizza with the Cops”
      - Similar to “Coffee with the Cops”
- Board Member Expressed His Personal View of Not Being in Favor of Purchasing the Rescue Vehicle
  - Essential for Chief’s Advisory Board Members to Discuss Opposing Views
    - Each Board Member Represents the Voice in Their Community
- Support for Body Cameras – Raises Awareness for Officer’s Actions
- Board Member Asked For Clarification of His Role as a Chief’s Advisory Board Member
  - Expressed His Concerns & Views
    - Importance of Getting to Know the Other Members of the Board & Their Background
      - What Does Each Member Bring to the Table
      - How Can Our Backgrounds Benefit the Community and Quality of Life
    - Awareness of Bay Area/Nationwide Police Reform
    - Rescue Vehicle Vote on February 2, 2015 6-1
      - Focus Should Be on Bridging the Gap in the Vote – Not a Celebration
      - Communication Gap = Concerns & Problems
    - Discover Ways to Talk – Especially with the Opposition
    - Leadership of Opponents Should be Spoken With
    - 20 Years Ago – Rodney King Incident
      - Continue Police Reform
    - Stronger Communication/Transparency Movement
    - Save 1 Life – NOT Enough
    - Essential that Board Members Bring Concerns From Their Community to the Chief’s Advisory Board Meetings so that the Chief & Captain can Review
      - Board Members Can Then Report Back to Their Communities
    - Board Members Should Be Providing the Temperature of their Communities and Share with the Chief
    - Important Board Members Make Factual Recommendations and not on Emotion
    - Police Reform is Ongoing
      - Assistance From the Community is Essential
- Grace Matters – Essential for Police to Initiate Efforts to Fix Racial Divide
  - Break Ice – Start Conversations With People of Other Races
- Ongoing Homeless Issues – Police Need to Reach out to Everyone Including the Homeless

## **ACCOMPLISHMENTS & GOALS FOR 2015**

### Board Members Discussed Accomplishments & Goals for 2015

- Expand Youth Programs & Communication with the Youth
- College Intern Program - Career Path For Our Youth
- Community Compstat Meetings in Conjunction With Coffee w/ The Cops
  - Review Hot Spots in San Leandro to Assist in How we Deploy our Resources
  - Crime Analyst Compiles Meaningful Data
- Captain Tracey is Finalizing Early Warning System – Track Employee’s Daily Activities (e.g. Aggressiveness, Citizen’s Complaints, Sick Leave, Use of Force, Pursuits)
  - Data to Be Analyzed to Determine We are in Line with Industry Standards
  - Risk Management Tool – Mechanism Serves as an Early Alert System
    - Hold Personnel Accountable/Save Careers
  - Accountability is Essential in Police Reform
- Transparency That is Meaningful - How Can SLPD Improve?
  - Discuss with Chief’s Advisory Board How We Can Leverage Information
- “Take Me Home Program” - Assist Seniors With Special Needs
- Community Outreach - Real Dialogue with the Community
- Board Members to Create Small Sub Committee Groups to Discuss Critical Issues
- Feature Gun Display – Allow Citizens to Determine What Firearm is Real
- Allow Board Members to Attend Officer Training so They Can Report Back to the Group
  - Realistic Police Training “Shoot or Don’t Shoot” – Understand Officer’s Decision Making Process – Chief Will Consider
- Encourage Board Members to Participate in a Ride Along
- Walking Patrols Essential – More Interaction with the Community
- Community Surveys – Measurable Goals
- Set Goals for Each Meeting – Discussion at End of Meeting to Determine if Goal Was Achieved
- More Participation of Board Members at Community Events

Board Members Were Encouraged to Reach Out to Nitza if Interested in a Ride Along or Volunteer Opportunities

### **ROUND TABLE DISCUSSION – MILITARIZATION OF POLICE**

- Ongoing Dialogue
- National Topic – Communicating Correctly is Essential
- Tabled for Next Meeting

### **Future Topics:**

- Militarization of the Police

**Next Meeting: Tuesday, April 7, 2015 at 5:30 p.m.**

**Adjournment 7:32 p.m.**