



San Leandro Police Department • Proud to Serve

Chief's Advisory Board Meeting Notes Tuesday, July 28, 2015

ANNOUNCEMENTS

- Introduction of New Police Lieutenant, Ted Henderson
- Announced Retirement of Police Lieutenant, Mike Sobek
- SLPD Hosted a Day of Remembrance for Officer Dan Niemi on July 25, 2015
 - The City of San Leandro Memorialized His Service by Re-Naming a Section of Hays Street to "Dan Niemi Way"
- National Night Out is on Tuesday, August 4, 2015
 - Jenny Crosby From the Crime Prevention Unit Will Contact Chief's Advisory Board Members to Provide List of Neighborhoods That Are Hosting Parties if Members Would Like to Stop By

MEETING GOALS

- Reviewed Agenda/Itinerary to Accomplish During Meeting

NEW BUSINESS

Brief Group Report on 21st Century Policing – Subcommittee Groups

- Chief Requested Feedback From Each Pillar Group to Provide Update
- Goals for 21st Century Policing Subcommittee Groups
 - Post the Recommendations From Each Pillar Group on our Website to Share with the Community
 - Share Feedback with City Council

Pillar One – Building Trust & Legitimacy

- Subcommittee Group Emphasized the Importance of Having a Diverse Department
 - Community Outreach for Everyone is Essential
- Discussed the Success of Weibo –Provides Communication to the Chinese Community
 - Need More Channels to Communicate With Everyone
 - Discussed Importance of Nixle
 - Platform Connects With Various Social Media Sites
- More Research to Identify the Demographics in San Leandro to Connect Better
- Emphasis on Homeless Population – Enhance Quality of Life for all Demographics
- Spanish Forms are Available – Need More Forms in Other Languages to Reach/Communicate with Everyone

Pillar Two-Policy & Oversight

- Subcommittee Group is Working on Prioritizing Their Top 5 Goals Within Their Pillar
- Expressed Concern for Cost of Staffing – Where Are the Funds Going to Come From
- Board Member Emphasized That Some of These Recommendations are Impossible
 - How Can We Fund the Costs For Additional Staffing
- Chief Emphasized For All Subcommittee Groups to Identify All Opportunities that SLPD Can Grow
 - The City Council Will Review All Recommendations/Feedback
 - They Make the Determination to Authorize
 - Encouraged Groups to Create a Wish List and Prioritize

Pillar Three-Technology & Social Media

- Subcommittee Group Was Not in Attendance at the Meeting
- Lt. McManus Spoke Out on The Group's Behalf to Share the Ongoing Success of Weibo
 - Cartier's Continual Posts on Weibo are Traveling Worldwide
 - The Hayward Police Department Was Contacted by a Police Department in Japan Offering Their Condolences for Sgt. Scott Lunger Killed in the Line of Duty

Pillar Four-Community Policing & Crime Reduction

- Subcommittee Group Provided Feedback Pertaining to Community Flyer that Was Mailed by SLPD
 - Suggestion to Mail Letter in Envelope so it is Not Confused With Junk Mail or Hand Deliver
 - Chief Advised Flyers Will Be Mailed Out on a Yearly Basis
 - Advertise in Flyers – No Fireworks on July 4th
 - Chief's Advisory Board Members Requested Another Copy – Admin To Mail
- Board Member Suggested More Outreach on Next Door – Growing Network
 - Organically Grown System – Does Not Want to Partner with Facebook and/or Nixle
 - Crime Prevention Unit is Using Next Door – Recommendation to Use More
- More Outreach in Schools/Community
- Technology Piece – SLPD Was Named as a Best Practice on Weibo

Pillar Five-Training & Education

- Subcommittee Group Had Questions on Recommendations/Action Items
 - What is the Department of Justice (DOJ) Doing to Provide Funding?
 - What Are the DOJ's Training Requirements?
 - SLPD Seems Ahead With Training – Subcommittee Group to Meet With Managers to Discuss Further
- Emphasis that Training/Education Must Always be Ongoing

Pillar Six-Wellness & Safety

- Subcommittee Group Discussed the Importance of Developing a Support Group for Spouses
 - Fremont Police Department Has Implemented Program
 - Chief's Advisory Board Member, Janet Gebhardt, met with Jenny Crosby to Discuss Developing an Officer's Family Association & Hosting an Officer Family Event
- Subcommittee Group to Meet with Managers to Discuss Implementation
- Chief Emphasized That Officers do Need a Stronger Support System
 - Chief Approves Moving Forward with Family Association
- Discussed SLPD is a Tight Knit Family
 - SLPD Wants to Provide More Support and Gatherings to Include Spouses

PEER SUPPORT TEAM

- Introduction of Beth Dansie
 - Available 24 Hours a Day/7 Days a Week
 - Comes From a Big Law Enforcement Family
 - Has Personally Visited a lot of Active Sights of Incidents Including Ground Zero 9/11
- Emphasis of the Peer Support Program - Wellness Component for Employees of the San Leandro Police Department
 - Includes All Staff (e.g. Officers, Dispatchers, Police Service Aides, etc.)
- Discussion on What We See When We See a Police Officer
- Peer Support Team Established in 2011
- Lt. McManus Emphasized the Difficulties with Law Enforcement Facing Many Issues
 - Officers Reaching Out to Peer Support Team to Talk
 - Spouses Don't Understand
- The Peer Support Program is Phenomenal in Offering Support
 - Essential Help is Available When an Officer/Professional Staff Needs Help
- Discussed Suicide Rates
 - Law Enforcement has a High Rate of Suicide and This Number Grows after Retirement
 - Stress Causes Negative Impacts – Alcohol/Substance Abuse & Divorce
 - Suicide is Preventable
 - The Rate of Suicide Each Year per 100,000 is 11
 - The Rate of Suicide For White Males per 100,000 is 8
 - The Rate of Suicide in law Enforcement per 100,000 is 18.5
 - The Rate of Death for an Officer to be Killed in the Line of Duty (Includes Electrocutation, Drowning, Accidental, Homicide, etc.) per 100,000 is 9
 - The Rate of Death for an Officer to be Killed by Another per 100,000 is 4.5
- Kevlar For the Mind – What Does it Take to Protect the Mind
 - Healthy Mind, Body, Soul is Essential
- Quote by Richard Heckler
 - “Believing You Can Be Perfect Is The Fatal Imperfection And Believing You're Invulnerable Is The Ultimate Vulnerability”

- Law Enforcement is Faced With New Reality:
 - Expected to Perform More With Less – No Relief in Sight
 - Cultural Divide
 - Age of Technology
 - Liability Avoidance and Management
 - Industry Changing
 - Transparency
- Weltanschauung – Means World View
 - World View Dilemma
 - Core Beliefs
 - Belief in “Fair” or Predictable World
 - Guilt or Violation of Sense of Self
 - Abandonment, Betrayal, Loss of Trust
 - Violation of Sense of Our Safety
 - Violation Sense of Coherency
- Stress Manifestation
 - Heart
 - Gastro
 - Diabetes
 - Divorce
 - Chemical
 - Suicide
 - Depression/Anxiety
- Critical Incident Stress
 - Behavioral Extremes
 - Physiologically Overwhelmed
 - Emotionally Taxed
 - Litigious
 - Still Woefully Avoiding in Seeking Help
- Different Types of Stress
 - General
 - Critical
 - Post
 - Cumulative
- Cumulative Stress
 - Disengaged
 - Disillusioned
 - Disappointed
 - Disinterested
- Essential to Manage All Types of Stress
 - If it is Predictable – It’s Preventable
 - Prevention is Primary Concern
 - What We Do Before is Most Effective & Cost Effective

- Primary Prevention – Prevention
 - Focused Orientation
 - Physical conditions
 - Lifestyle Choices and Stresses
 - Social Support
 - CISM Programs
 - Established Leadership
 - Communication
- Secondary Prevention – Reduce the Impact
 - Recognition of Events
 - Equalization of Information
 - Coherent, Meaning, Control
 - Respond to On-Going Exposure
 - Investigative Protocols
 - Civil Suit
 - Deposition
 - Return to Work Protocols
 - Predictability of Agency Response
 - CISM Services Predictable
- Tertiary Prevention – Soften Impact of Ongoing Stresses
 - Aimed at Helping Law Enforcement Manage Their Stress
 - Improving Their Quality of Life
- Standard of Care CISM Program
 - Training Peers is Essential
 - Includes Both Peer Support and Clinical Supervision

ROUNDTABLE

- 4 ½ Years CISM Program at SLPD
- Recommendation to Reach out to Retirees
 - Need to Keep in Contact With the SLPD Family
- Support Peer Support Team
 - 10 People Trained at SLPD
 - Conversations are Confidential
- Critical Incidents
 - All Critical Incidents are Debriefed
- Board Member Shared an Observation of the Importance of President Obama Placing Emphasis on Reforming the Criminal Justice System – Feels Long Overdue
 - Difficulties to Implement 21st Century Policing When the System is Broken
 - Uphill Battle – Money & Staffing are Essential to Move Forward
- Commentary Received From Several Members Regarding the Events Hosted by SLPD Including United 4 Safety and Dan Niemi Day of Remembrance
 - Great Involvement with the Community

Next Meeting: Tuesday, September 1, 2015 at 5:30 p.m.

Adjournment