



San Leandro Police Department • Proud to Serve

Chief's Advisory Board Meeting Notes Tuesday, March 1, 2016

CURRENT EVENTS

- Captain Tudor Has Been Appointed to Acting Police Chief Effective Monday, March 14, 2016
 - The City Manager Will Appoint a Permanent Police Chief in the Next 6 Months

MEETING GOALS

- Reviewed Agenda/Itinerary to Accomplish During Meeting

ANNOUNCEMENTS

- Chief Spagnoli Announced This Will be Her Last Meeting With the Board
 - The Chief's Advisory Board Has Been a Huge Success
- The Board Expressed Their Interest in Continuing the Chief's Advisory Board Meetings in the Absence of a Permanently Appointed Chief
 - Command Staff to Review and Make Recommendation

NEW BUSINESS

Chief's Advisory Board Rules and Member Rotation

- Command Staff and Board Agreed to Maintain Existing Board Members Until a Permanent Police Chief is Appointed
 - Emphasis That the Board Should Continue to Represent Every District in San Leandro

21st Century Policing Pillar 5 Group Report

- The San Leandro Police Department Provides Training for Their Officers Above POST and Many Recommendations in the 21st Century Report on Policing are Already Being Completed by SLPD
 - SLPD is Performing Above the Norm
 - Discussed the Importance of Procedural Justice Training as Identified in Recommendation 5.9 – POST's Should Ensure Both Basic Recruit and In-Service Training Incorporates Content Around Recognizing and Confronting Implicit Bias and Cultural Responsiveness
 - Consensus That the San Leandro Police Department is Complying With This Recommendation and Has Made This Training a High Priority
 - The Group Reiterated the Importance of De-Escalation Techniques and Encourages That SLPD Staff Continue to Receive Hands On Training in Handling Situations Without the Use of Force
 - Emphasized The Importance of Understanding/Diffusing a Situation Before Taking Action
 - Recommendation for the Chief's Advisory Board to Participate in Active Shooter Training
- The Chief Announced the Final Report on 21st Century Policing Will Be Submitted to the City Council Prior to Her Departure

ROUNDTABLE

- The Board Congratulated Chief Spagnoli on Her Recent Appointment as the Police Chief for the City of Beverly Hills
 - Members Expressed Their Honor in Serving on the Board Under Her Leadership
 - Thankful for Chief Spagnoli's 5 Years as Police Chief Serving the City of San Leandro
 - Appreciate the Chief's Contributions/Accomplishments to the City
 - Increased Level of Communication
 - Strengthen Relationship Between the Community and Department
- Received Feedback That the San Leandro Police Department is Experiencing a Lot of Change
 - Continue Mentoring/Succession Planning to Help the Department Grow
 - Work Together to Keep Moving Forward
- A Member Expressed Continue Utilizing The Chief's Advisory Board to Participate on Interview Panels
 - SLPD Has a Very Professional Process
 - SLPD is Dedicated to Placing People in Positions That Reflect the Community
 - Feedback From the Community is an Essential Component in Selection Process
- The Board Expressed Their Interest to Continue Having Monthly Meetings During the Transitional Phase of Appointing a Permanent Chief
 - Dialogue From Meetings is Valuable Feedback For Members to Share with Community
- Members Inquired About The Process in Appointing Next Police Chief
 - The City Manager Makes The Decision to Appoint a New Police Chief From Within or Conduct a National Search (e.g. Work With a Recruiting Firm)
 - The City Council Also Provides Their Feedback/Recommendations
 - A Member Encouraged the Board To Share Their Thoughts With City Manager, Chris Zapata, About Appointing an Internal Candidate to Serve as Next Police Chief
 - Many Members of Board Made a Recommendation to Promote Within – SLPD Needs a "Homegrown Chief"

Next Meeting: To Be Determined

Adjournment