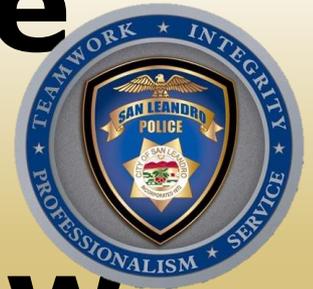
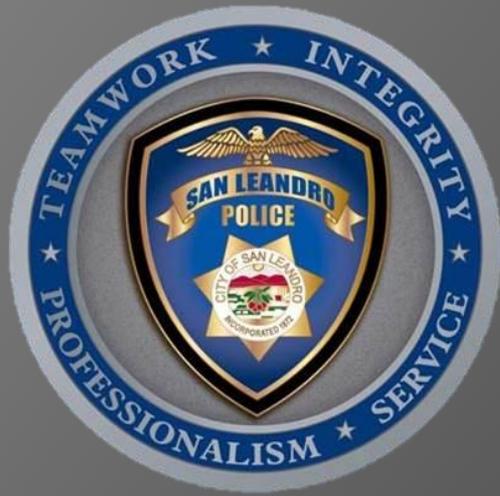


# San Leandro Police Department 2012 Year in Review





# PRESENTATION AGENDA & OVERVIEW



# AGENDA

- **Provide an overview of 2012 - programs and accomplishments**
  - Community Outreach
  - Community Involvement
  - Youth Programs
  - Technology
  - Staffing
  - Operational Overview
  - Personnel/Testing / Training and selection standards
- **Review Priorities & Plan for 2013-2014**



# Overview of 2012 Goals

- **Manage Department Leadership Transition**
  - Promotions at all levels
  - Long term department management planning / team-building workshop
- **Implement a Crime Reduction/ Policing Plan**
- **Enhance Public Education/ Community Outreach**
- **Focus on Youth and Senior Issues**



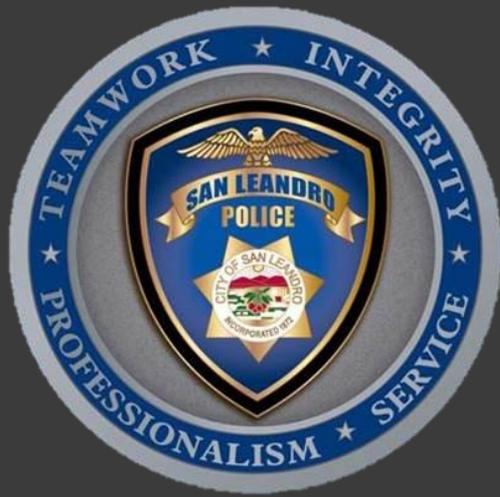
# Overview of 2012 goals

- **Implement Community Programs**
  - Chaplains
- **Improve Technology**
  - Testing body cameras for officers
  - Text a tip
  - Crime analysis
- **Utilize Performance measures**
  - 911 answer times
  - Crime rate/ Case clearances/Response times<sup>5</sup>



# Overview of 2012 Goals

- **Chiefs Advisory Committee**
- **Internal Reorganization**
- **Building Security Enhancements**
  - Parking lot security fence
  - Bullet resistant safety glass
- **Opportunities for Resource Sharing**
  - CAD/ RMS/ Jail Services



# SLPD YEAR IN REVIEW 2012



# Teambuilding Workshop

- Funded by POST
- One every 2 years or under special circumstances
- Supervisors/ Managers/ Command Staff attended
- Completed a Department wide survey
- Established Department Goals/ Objectives
- Established a mission statement/ motto
- Presented outcomes in a department-wide meeting



# Department Motto *"Proud to Serve"*



## Mission Statement

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

# SLPD Core Values



★ TEAMWORK

★ INTEGRITY

★ PROFESSIONALISM

★ SERVICE



# The Six Pillars of Character



★ RESPECT ★ TRUSTWORTHINESS ★ FAIRNESS  
★ RESPONSIBILITY ★ CARING ★ CITIZENSHIP



# 2012 Year in Review Staffing Reorganization

## Department Structure

- POST Reviewed Civilian Supervision
- Added Crime Analyst
- Increased Management Oversight
- Shifted Administrative Support
- Designated Community Outreach Staff





# Promotions & Appointments Sworn

- 5 Lateral Police Officers
  - 3 have completed 60+ college units
  - 1 possesses Associate's Degree
  - 1 possesses Bachelor's Degree
- 3 Sergeant promotions
- 3 Lieutenant promotions
- 2 Captains
  - 1 Internal promotion
  - 1 Lateral promotion





# Promotions & Appointments Civilian

- 1 Police Service Aide
  - Possesses Bachelor's Degree
- 1 Police Service Aide (part time)
  - College student pursuing Bachelor's Degree
- 1 Administrative Assistant
  - Possesses Bachelor's Degree
- 1 Animal Control Officer
  - Possesses Bachelor's Degree
- 1 Crime Analyst
  - Possesses Bachelor's Degree
- 1 Community Service Officer
- 2 Provisional Jailers

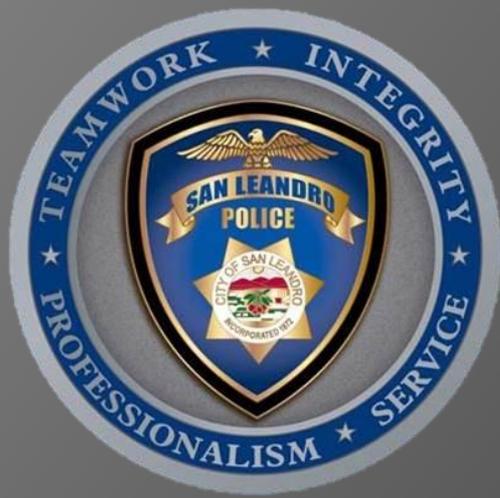




# Lobby Enhancements

- Community accessibility & appearance
  - Computers available for online reporting
  - Large screen with department photos
  - Information boards
- Safety
  - Bullet resistant safety glass
  - Lobby open during business hours





# 2012 COMMUNITY PROGRAMS AND OUTREACH



# Community Outreach

- Open House
- National Night Out
- Citizens Police Academy
- Coffee with Cops Meetings

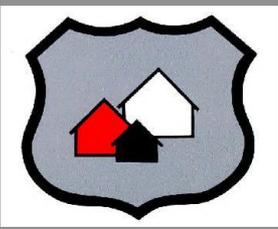




# Crime Free Program



**Community Service Officer  
Jennifer Crosby  
Community Relations &  
Crime Free  
Multi-Housing Coordinator**



# Crime View Multi-Housing

- **Implemented in the City of San Leandro- July 2008**
- **A partnership between the police department and apartment managers/owners of multi unit rental properties working together to prevent crime**
- **Approximately 137 Apartment Communities of about 33,000 residents- about 1/3 of our community**
- **Over 97 Apartment Communities are currently participating in the Crime Free Multi-Housing Program**



# San Leandro Police Department Crime Free Business Program

## *Creating Safe and Prosperous Communities Through Public/Private Partnership*

- Approximately 3500 Businesses with 20 or more employees, outside of the home
- Training offered to Businesses addressing crime prevention and safety



# YOUTH PROGRAMS





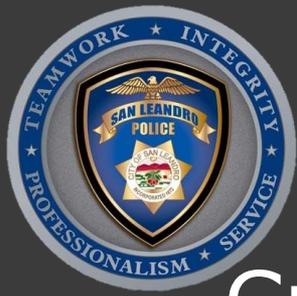
# Youth Diversion

- November 2012-SLPD partnered with Eden Youth Courts
  - Cases reviewed to determine if eligible for participation
  - Jury of peers evaluates case and determines what informal action will be taken
  - SLPD handling cases internally when determined appropriate
  - Parent project

**Community  
Youth Courts**



*Kids Helping Kids*

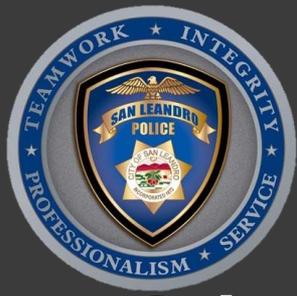


# Gang Awareness & Training

- Currently evaluating local & regional programs
- April 2013 community meeting to educate parents
- September 2013 educate kids & schools
- Enforcement and follow up

**EVERYONE MUST  
BE INVOLVED  
FOR GANG  
PREVENTION  
TO WORK**





# Youth Partnerships

- **School Attendance Review Board (SARB)**
  - Safety net for students with chronic absences
  - Monthly meetings
  - Provides program placement to meet students needs
- **Child Abuse Listening, Interviewing, & Coordination Center (CALICO)**
  - Multi-disciplinary hub of police officers, prosecutors, & child welfare workers that respond collaboratively to provide services associated to child abuse
  - Provides link to therapeutic services for children and families in Alameda County
- **San Leandro/San Lorenzo Allied Youth (SLAYA)**
  - Comprised of local law enforcement and school representatives, to share information and coordinate efforts to improve safety at schools

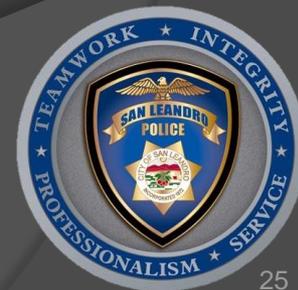


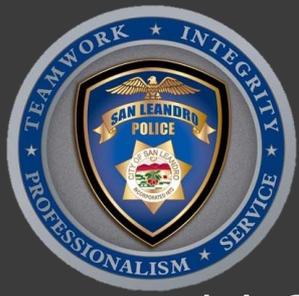
# School Resource Officers Mid-year Stats

August 2012- November 2012



- 64 work days
- 44 parent contacts
- 122 student counseling sessions
- Weekly meetings with school staff
- Monthly SLAYA & SARB meetings
- 43 events (dances, games, etc.)
- 4 felony arrests
- 6 misdemeanor arrests
- 6 juveniles sent to diversion
  - (Since November 1, 2012)





# Explorer Program

- 14-21 years of age
- Currently have 15 members
- Attended 8 day live-in Law Enforcement Explorer Academy in San Diego
- In 2012 they have worked over 1,500 hours
- Assist in community services such as:
  - Sausage & Suds
  - It's a Wonderful Night
  - DUI checkpoints
  - Summer Reading Festivals
  - Bikes for Tykes
  - Downtown Halloween Security
  - Farmers Market
  - Assisting Crime free Multi-housing





# Youth Academy Program

- 2<sup>nd</sup> Annual Teen Academy
- 24 teens ages 14-18 participated
- 10 sessions





# Community Involvement

- Special Olympics
- Bikes for Tykes
- Building Futures
- Community Chaplin Program
- VIPS





# Community involvement

- **Special Olympics**
  - 200 City of San Leandro Employees participated
  - 40 of those were Police Department Employees
  - \$5,000 - \$6,000 raised for Special Olympics



**Special Olympics**  
**Northern California**



# Bikes for Tykes

## Bikes for Tykes

- Started 16 years ago
- Officer Louie Brandt self-initiated managing the program in 2010
- 2011- \$18,000 in donations / 280 new bikes and helmets
- 2012 Goal is \$23,000
- \$20,000 raised so far



**Bike distribution will take place 12/21/12 at 11 am at Davis Street Family Resource Center**



BIKES FOR TYKES



# Building Futures

Since 2011, Dispatchers Tina Prieto and Michelle Ratto-Branchaud knitted scarves to donate to Building Futures with Women and Children.

Building Futures with Women and Children is a non-profit organization that is based in San Leandro with programs throughout Alameda County to manage homelessness and family violence.





# Community Chaplaincy Program

- **Gerald Pickett**, Minister at Good News Baptist Church in Tracy and SLPD employee for 34 years
- **Father Jason Landeza**, ordained Catholic Priest, St Felicitas Church, San Leandro
- **Sue Kuipers**, Pastor at Christ's Community Church in Hayward





# Police Chaplain responsibilities

- Responds to the scene of a traumatic incident to provide comfort to victims and their families, and emergency personnel
- Notification of next of kin in the case of serious injury or death
- Furnishes referral or resource assistance
- Visits sick or injured department employees



- Provide confidential counseling for police personnel, and their families, experiencing stressful situations
- Assist with Critical Incident Stress Debriefing for all first responders
- Provide training for crisis intervention, participate in debriefing sessions and defuse crisis situations as requested

*The Peacemakers*



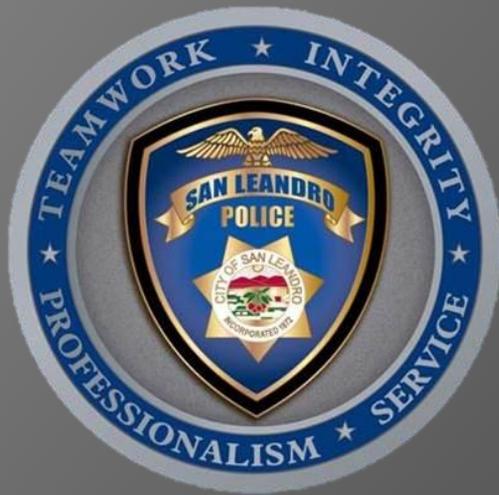


# VIPS Program Volunteers in Police Services

## Program Goals:

- Recruit, train, and deploy citizen volunteers to perform routine, non-hazardous police functions
- Allow officers to concentrate on priority calls
- Increase patrol coverage
- Increase productivity and improve customer service by assisting non-sworn personnel with various "in-house" duties
- Strengthen the partnership between PD personnel and our community





# 2012 TECHNOLOGY



# Technology: Social Networking

## Facebook

- Provide Expanded Community Information
- Investigative criminal activity/ intelligence

## Nixle

- Part of Community Alert System
- Multi-use for Community Information and Alerts





# Technology: Community Alert System

Alert Warning System (Sirens)- Discontinued effective Jan 2013

- Tied into our current radio system
- Not compatible with new radio system (EBRCSA)



# Nixle

- No cost multimedia alerting system
- Notifications are unlimited & instantaneous (based upon email/cell phone coverage)
- Targeted to groups or citywide
- SLPD currently has 917 mobile contacts, 905 email contacts, 1,105 unique contacts (both email and mobile)
- Multiuse
  - Community Alerts
  - Emergencies
  - General Information





# Technology: Code Red

- Ultra high-speed telephone communication system
- 60,000 numbers/hour
- Targeted areas or citywide
- Emergency purposes only

**CODE RED**



# Technology: TIP 411

- Web based tool that enables public to text anonymous message to SLPD
- 100 % anonymous
- Can be responded to in real time creating instant 2 way "chat"
- No technological knowledge or management required to use the system
- SLPD has received and responded to approximately 125 tips from community members

## STOP BULLYING

You can send an anonymous, confidential tip to the San Leandro Police Department.  
Just text the keyword **SLPD** and then your message and send to:

**847411 (TIP411)**  
**Keyword: SLPD**



## HELP STOP SCHOOL BULLYING

*We want your tip, not your name.*

You can send an anonymous, confidential tip to the San Leandro Police Department.  
Just text the keyword **SLPD** and then your message and send to:

**847411 (TIP411)**  
**Keyword: SLPD**





# Technology Behind ALPR: MDC & Software

The processor is linked to the Mobile Data Computer (MDC) loaded with *Police ALPR* software. Each plate processed by the system creates a record containing:

1. Infrared image of plate and translation
2. Color image of vehicle
3. Date and time stamp
4. GPS coordinates
5. Info from database in the event of a hit





# Technology : Lexipol Policy

- Only to be used for official Law Enforcement purposes only
  - Stolen vehicles/ Missing/ Wanted individuals
- Northern California Regional Intelligence Center (NCRIC) server
- Data will be stored for a period of one year
- Accessible to all agencies who have signed NCRIC M.O.U
- No cost to the city



**NCRIC** | Northern California Regional Intelligence Center  
Fusing Information, Talent And Training For A Safer Society.





# Technology: EBRCSA

- Federal Mandate by FCC to insure interoperability.
- EBRCSA expects to be fully operational by early 2013.

## CITY OF SAN LEANDRO REQUIREMENTS:

- Upgrade to digital radio equipment (p-25 compliant)
- Purchased:
  - Public Works Radios: 15
  - Police Radios : 111 Handheld
  - 5 vehicle radios





# Crime Analysis/ Crime intelligence systems

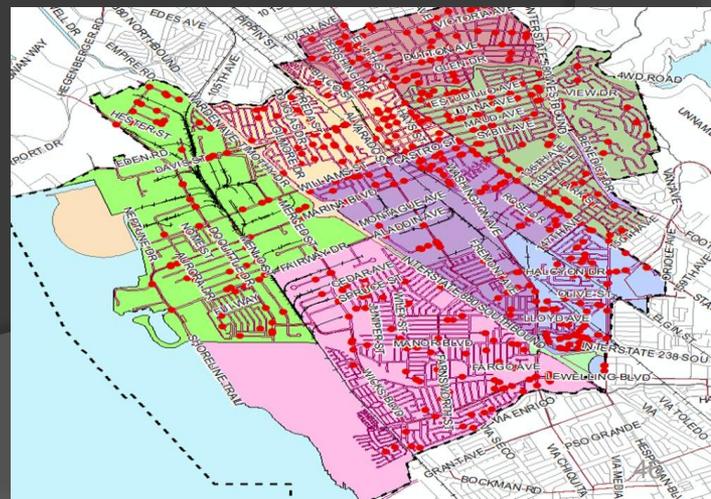
- Analyst is responsible for obtaining, analyzing, and disseminating crime related information and data to members of the PD, City Council, outside agencies, and/or the Community
- Data and information acquired is used to conduct specific analysis of crime
  - Strategic
  - Tactical
  - Administrative



# Crime Analysis: Programs/ software

- CrimeView – Analytical software – Analyzes large amounts of data quickly to find crime patterns & problems; permitting staff to make recommendations for deployment of resources
- GIS technology (ARC GIS & Spatial Analyst) – creates mapping of crimes and crime areas (Hot spot mapping, etc.) to assist in deploying resources, or to show crime patterns
- Plotter printer – large scale maps

Example of map made with GIS software - made to reflect all the stolen vehicles 01/01/12-12/04/12





# Top call for service types

## January 1 –December 10, 2012

Call Type	# of calls for service	% of total calls for service
Petty theft/ Shoplifting	962	9%
Stolen Vehicle	768	7.5 %
Auto Burglary	665	6.5 %
Intoxicated in public	401	4 %
Burglary	629	6 %



# Petty Theft/Shoplifter statistics

January 1- December 10, 2012

962 petty theft cases reported

Top location petty theft reports	
<b>Bayfair Mall</b>	<b>155</b>
<b>Davis Walmart</b>	<b>87</b>
<b>Safeway – Washington Plaza</b>	<b>51</b>
<b>Home Depot</b>	<b>35</b>
<b>Hesperian Walmart</b>	<b>24</b>



# Stolen vehicles

January 1 – December 10, 2012

768 stolen vehicles reported

Top stolen vehicle locations	
Lakeside Village Apartments	34
Bayfair Mall – 15555 E 14 <sup>th</sup>	30
Hertz Rentals -1400 Doolittle Dr	11
Wal-mart – 15555 Hesperian	10
EZ Rent-a-car -1495 150 <sup>th</sup>	8



# Auto Burglary

## January 1- December 10, 2012

665 cases of auto burglary

### Top Locations for Auto Burglary

<b>Bayfair Mall – 15555 E 14<sup>th</sup> St.</b>	<b>48</b>
<b>Costco - 1900 Davis St.</b>	<b>32</b>
<b>Horatio's -60 San Leandro Marina</b>	<b>31</b>
<b>Bally's - 567 Floresta Blvd.</b>	<b>24</b>
<b>Walmart - 1919 Davis St.</b>	<b>21</b>



# Public Intoxication

January 1- December 10, 2012

## 401 calls for Public Intoxication

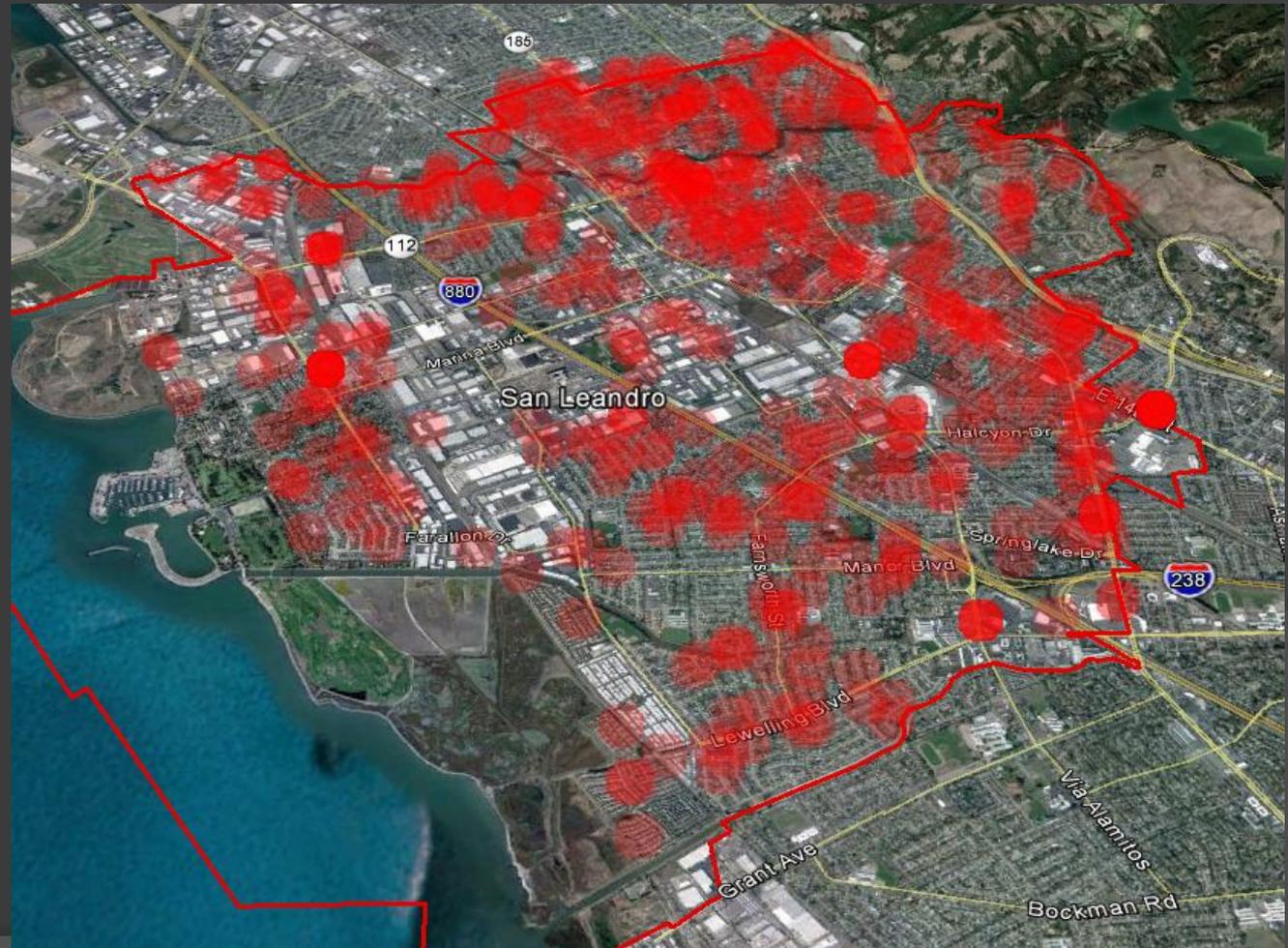
Top locations	
<b>7-Eleven Manor</b>	<b>9</b>
<b>14800 Block E 14<sup>th</sup> St.</b>	<b>10</b>
<b>Greenhouse Marketplace</b>	<b>14</b>
<b>Washington Plaza area</b>	<b>24</b>



# Burglary

January 1 – December 10, 2012

629 cases  
of  
Residential  
&  
Commercial  
Burglary  
reported to  
SLPD





# Clearance rates: Burglary & Robbery

Crime	# of cases	Arrests made*	Cases cleared
<b>Burglary</b>	<b>629</b>	<b>112</b>	<b>82</b>
<b>Robbery</b>	<b>252</b>	<b>88</b>	<b>78</b>

Includes data from January 1- December 10, 2012

\* More than one arrest can be made on one case

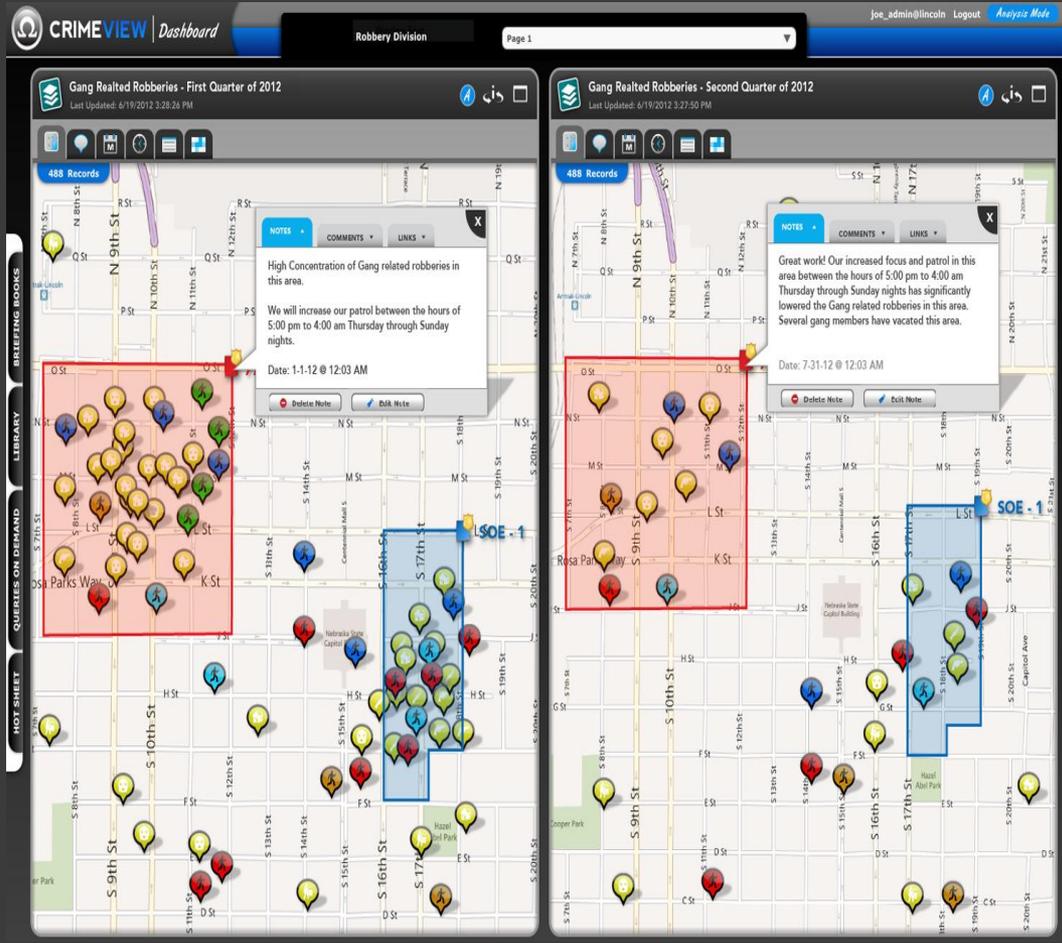


# Future of SLPD Crime Analysis: Predictive policing

- Crime data is taken from data sources and analyzed by software which predicts hotspots around city where illegal activity is predicted to occur
- Officers are then given that information to incorporate into routine patrol (usually by map)
- Accessible by any officer and data refreshed regularly, giving users almost real time statistical views
- Accessed on vehicle MDT or on mobile app
- Is to be used as a tool to enhance police services and patrol
- Can show new and emerging patterns of criminal activity and crime areas
- Success shown in the field:
  - Santa Cruz PD for first 6 months of 2012 – 19 % reduction in property theft without adding more staff (GovTech 08/19/11)
  - LAPD found 13 % decrease in crime when system was implemented in several areas, and noticed increase in crime in areas where program had not be implemented (Huffington Post 07/01/12)
  - Time magazine called it one the best inventions of 2011 (Mercury News 11/23/11)



# Future of SLPD crime analysis: Neighborhood Analysis



- Incorporating Predictive policing model in analysis
- Identifying and highlighting suspicious incidents and events that may require further investigation
- Educating the public with visual information to clarify crime concerns and enlist community action (Crimeview)
- Provide "realtime" data to officers via CrimeView Dashboard



# Crime Intel: SLPD COMPSTAT

1. Continuous evaluation of agency performance that features “live audits”
2. Information on arrests and other critical areas is compiled and distributed to managers across the department
3. Then reviewed in weekly meeting of department executives/ senior managers



# COMPSTAT Principles

**1. Accurate and timely intelligence:** gather up-to-the-moment statistics on what crimes are being committed and location of crimes.

**2. Rapid deployment of resources:** use the intelligence to send the police where and when the crimes are happening, with the intent of preventing more crime.

**3. Effective tactics:** use strategies and tactics that have been proven to work, that produce the desired results: a reduction in crime

**4. Relentless follow-up and assessment:** monitoring performance to determine if the tactics are working. If they are working, expand their use and share them with others. If they aren't, try something else



# CompStat Intel meetings

- CompStat meetings are monthly
- Attended by Command staff and representatives from each division
- Purpose of strategically deploying resources
  - Sharing intel and information
  - Reviewing information
  - Collaboration with regional resources and agencies



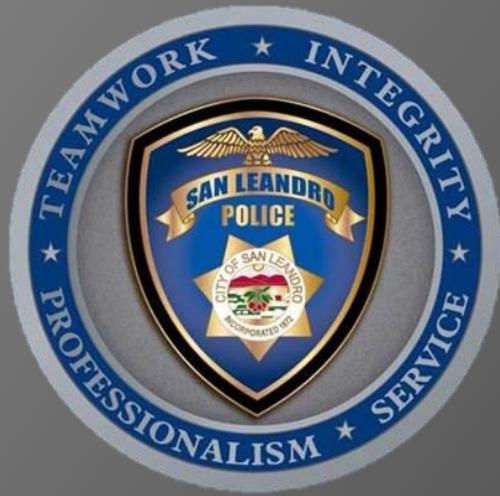


# Technology: Body Camera Program

Over last year SLPD traffic officers have been testing body worn cameras

- Known to improve behaviors of all parties involved
- Reduce false complaints (complaints have dropped 51% after realizing officer was wearing camera)
- Enhances public trust
- Documents police activity





# 2012 OPERATIONS & STAFFING



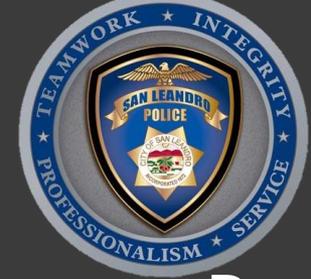
# Operations: Traffic

Traffic division is made up of the following staff:

- 4 Traffic enforcement officers
- 1 Commercial enforcement officer
- 6 Community service officers
- 1 Community compliance supervisor
- 1 Admin assistant
- 1 Division Sergeant
- 2 RedFlex Camera officers \*
- 4 Parking enforcement officers\*

\* - Part-time





# Operations: Traffic

- Provides special event planning for city events including “Sausage & Suds” and “It’s a Wonderful Night.”
- Hosts and conducts Traffic Safety meetings for large companies in the city; including FedEx, Safeway, and Coca-Cola.
- Work closely with Traffic Engineering Department to make San Leandro a safe place to work, live, and play.
- Participate in educating the community on traffic safety and quality of life issues.



# Traffic: grant

SLPD received \$12,000 this year in grants to assist with DUI enforcement:

- Allows for DUI checkpoints to further educate motorists on dangers of driving while impaired
- Funds "Avoid the 21" strike nights- DUI Saturation





# Traffic:

## Commercial Enforcement

- Consists of one officer – Officer Jeff Bouillerce, who also manages the Alameda County Commercial Enforcement Officers Committee.
- Program is used as model for other agencies.
- Established an “Over-Weight” truck program helping to maintain the infrastructure on the city roads that are damaged by over-weight trucks.
- Since January 2012 has generated \$107,238 from various cities, towed vehicles, and permits.





# Code Enforcement: January- October 2012

Code enforcement	Total
Calls for service	788
Notice of Violations issued	74
Pending property liens	\$11,437.11

Abandoned vehicle abatement	Total
Calls for service	1,695
CSO Tagged for Tow	781
CSO towed	98
CSO follow-up provided	1,468
Average day to tow from reported date	8.46





# Code Enforcement: 2012 Statistics

Crime reports	Total
Calls for service	221
Reports taken	205

Burglary Alarms	Total
Warning letters issued	4,368
Invoice letters issued (after 3 <sup>rd</sup> violation false alarm)	384
Amount of fees garnered	\$59,200.00





# Jail services

Current operating budget for jail \$825,721

- Approved jail staffing: 8 jailers
- 3 year booking average: 3,090
- 3 year housing average: 2,265
- 3 year average booking into County Jail: 234
- Daily detainee population: 7 prisoners per day

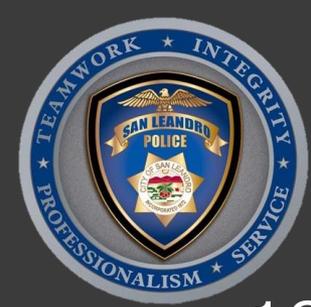
## Current jail status:

- Staffed with 4 FT jailers and 2 FT provisional jailers
- Jail open 5 days a week
- SLPD books in Hayward Jail and County Jail
- Anticipate a temporary jail closure Dec 2012/Jan 2013
  - Due to staffing



# Jail services

- Currently reviewing operational efficiencies in jail services
- Berkeley, Fremont, Hayward, and San Leandro operate Type 1 jail facilities
- Recommended creating a new job type classification: Police Services Technician
- Hybrid approach to operating 24/7 jail. PST will cover:
  - Code enforcement, animal control, CSO duties
  - Prisoner transportation/ Jail services
- Working with HR to:
  - Establish new job description
  - Meet and confer with union
  - Timeline
- More efficient use of resources
- Support Police Officers in field
- Improve customer service levels/ response time to low priority calls



# Operations- SWAT (Tactical Operations)

- 18 members (including Medic & Commander)
- Trains once a month 10-12 hours
- Team responsibility:
  - Critical incidents
  - Provide force options training to staff
  - Pre-planning for high risk incidents
  - Mutual assistance
- Benefits to Patrol Operations
- 5th Annual SLPD SWAT fitness challenge
- Urban Shield
- 2012 YTD responses: 5 full SWAT activation
  - 3 Armed robbery
  - 1 Rape suspect
  - 1 Patrol activation
  - Used weekly to support Patrol and Investigations





# HNT/ Tactical Dispatch Tactical Operations

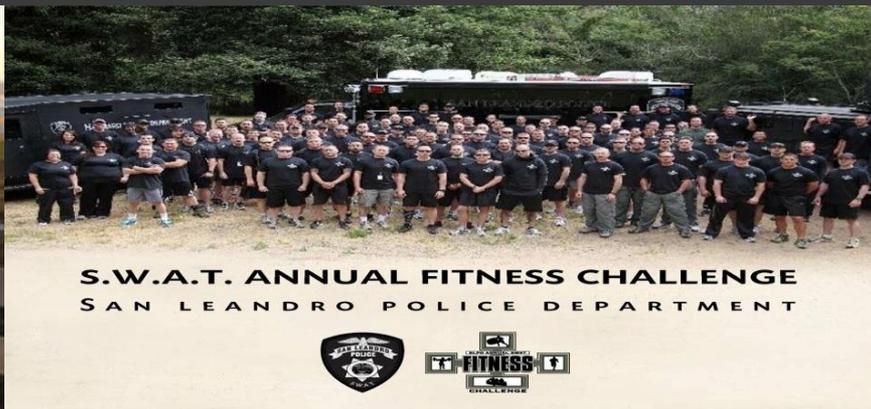
- 11 HNT members
- 2 Tactical Dispatchers
- Train quarterly
- Purchased new “throw phone” to replace 15 year old equipment
- 2013 outlook
  - Increase to 13 members
  - Acquire new vehicle to replace current vehicle





# SWAT: Audit findings

- Documentation (2012 standardized, started process)
- Training hours – increased to 12 hours
- Tactical Emergency Medical Service needed (Completed)
- Joint training needed – Internal/ External
  - Trained with HPD 08/12 & HNT twice
- Increase staffing
  - Application process now for HNT
  - Tactical Dispatch – early 2013
- Rescue & response vehicle recommended





# Operations: VICE/ Narcotics

<b>VICE Activity</b>	<b>Total</b>
Probation/ Parole searches	35
Consent searches	17
Citizen follow ups	22
Warrants	45
Felony arrests	63
Misdemeanor arrests	7
Motel checks	18
Guns recovered	23
<b>Total activity</b>	<b>230</b>

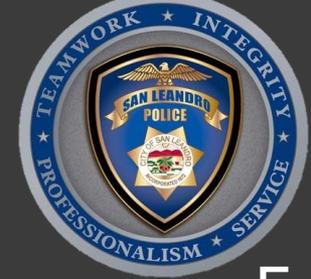
<b>Narcotics &amp; Property recovered</b>
Over 100 grams of Methamphetamine
2,600 Pounds of Marijuana (estimated street value 8.5 million)
15,000 mature Marijuana plants
4 Vehicles / DEA 15 including boats
3 Recovered stolen vehicles



# Operations Funding and Grants

## Council Funding

- **\$50K Crime Analysis**
  - Dell computer w/ 2 monitors
  - HP Plotter
  - Crime Analysis Software
    - CrimeView Desktop
  - GIS software
    - ArcGIS
    - Spatial Analyst



# Operations: COPS Grant

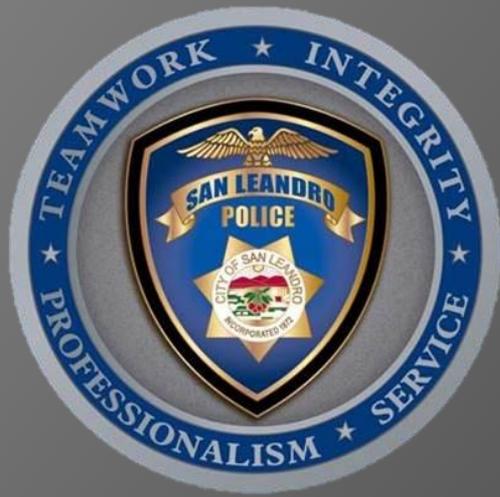
- 5 Positions
- Award time period: Sept 2010- Aug 2013
- Completion of grant – June 30,2014
- Must retain 5 positions for 12 months after federal funding
- Cost of 5 officers annually to fund position: \$665,467.50
- Positions funded:
  - Crime Prevention
  - School Resource Officer
  - Bicycle Officer
  - 2 TAC Officers





# Staffing & 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	71	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
<b>San Leandro</b>	<b>90</b>	<b>14</b>	<b>84,950</b>	<b>104.77</b>	<b>16.48</b>



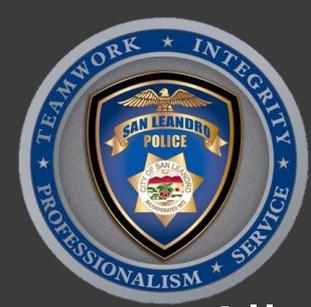
# PERSONNEL & TRAINING



# Training overview

- Police officers / Dispatchers- 24 hours every 2 years
- Jailers- 24 hours every year
- Department wide training plan- Completed
- POST Training budget - \$80,000 – reimbursed by State of CA
- Annual training budget - \$53,400 – not reimbursed
- On-going quarterly training for Supervisors
- Executive/ Leadership training

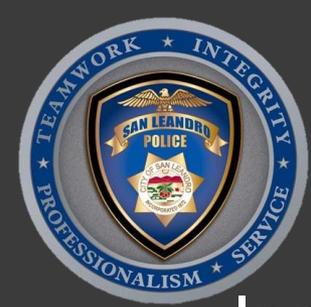




# 2012 Training

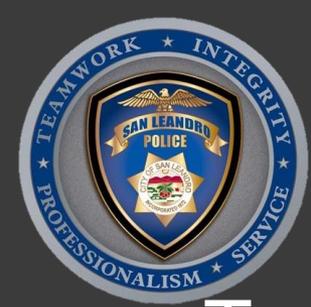
- All sworn staff completed 4 hours of Mental Illness training – 3 selected to attend specialized training to train all staff in 2013
- LEXIPOL Policy Manual Implementation
- Master Training Manual/ Matrix
  - Matrix completed for every position
  - Structured training program to introduce new employees to the departments philosophies, procedures, and community services.





# 2012 Leadership Training

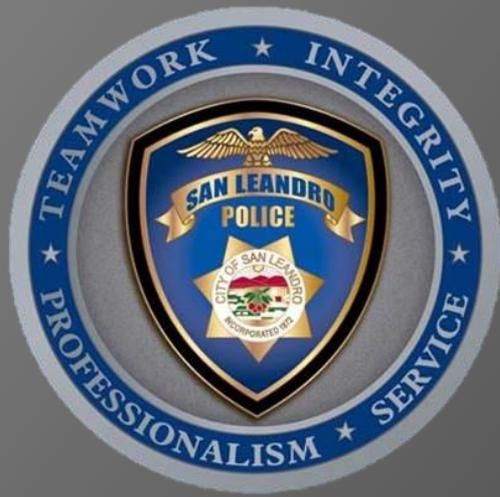
- Inner Perspectives Leadership Program
  - Officer Gill – 10 days over 5 months
- POST Sherman Block Supervisory Leadership Institute
  - Sgt. Anthony – 24 days over 8 months
- LAPD West Point Leadership Academy
  - Sgt. Young – 20 days over 4 months
- Alameda County Leadership Program
  - Sgt. McManus – 8 days over 8 months
- Leadership San Leandro
  - Lt. Sobek & Sgt. Calcagno – 8 days over 8 months
- PERF Executive Leadership Program
  - Capt. Lemmon – 3 weeks at Boston University
- FBI Law Enforcement Executive Leadership
  - Chief Spagnoli – 2 weeks at FBI Academy



# Critical Incident Stress Management Team (Peer Support)

- Team composition:
  - 1 Lieutenant
  - 2 Sergeants
  - 5 Officers
  - 1 Police Services Aide
- Team Usage:
  - 6 debriefings with clinical Psychologist involving employees who were involved in critical incidents
  - 2 diffusions with peers support members involving employees who had been involved in traumatic incidents
  - 3 hours of training for all personnel regarding stress and how to combat it





# DEPARTMENT SERVICES STATISTICS

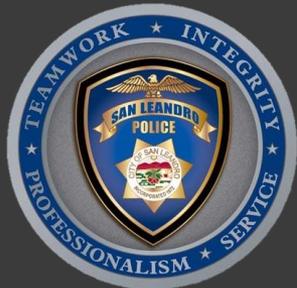


# Jan- Oct comparison

## Part 1 Crime

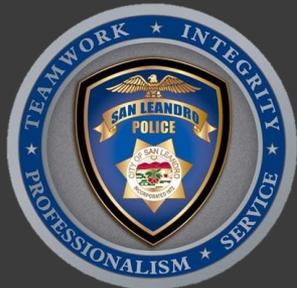
Crime Type	2009	2010	2011	2012*
Murder	1	4	7	2
Rape	17	9	17	13
Robbery	212	177	179	228
Assault	436	444	473	444
Burglary	435	542	521	561
Larceny	1638	1563	1656	1804
Auto Theft	788	487	450	604
Arson	9	4	11	14
<b>Total</b>	<b>3,536</b>	<b>3,230</b>	<b>3,314</b>	<b>3,670</b>

\* Through October 2012



# 2011 Crime Rate: State rate per 100,000

Part 1 crime	# of cases	State rate per 100,000	SLPD rate	+/- Percentage
Murder	7	4.80	8.24	71%
Rape	17	20.40	19.97	-2%
Robbery	179	144.70	210	45%
Aggravated assault	125	243.40	146	-40%
Burglary	521	612.90	612	0%
Larceny	1,656	1589.50	1945	22%
Auto Theft	450	391.30	528	35%
Arson	11	19.10	12.9	-32%



# Online Police reports: CopLogic

Year	Cases reported	Cost hours saved
2011	414	\$20,700
2012*	657	\$32,850

\* Through October 2012

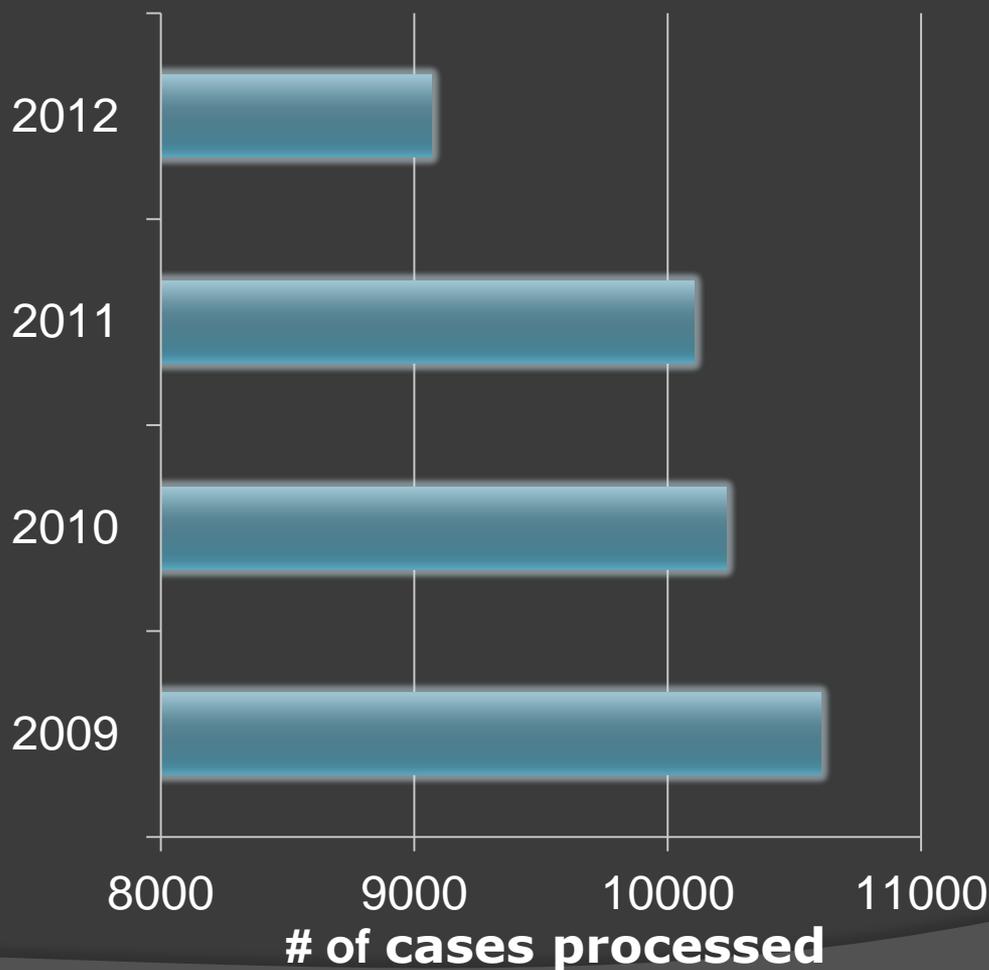
**copLogic**

INNOVATIVE EXPERIENCED TRUSTED



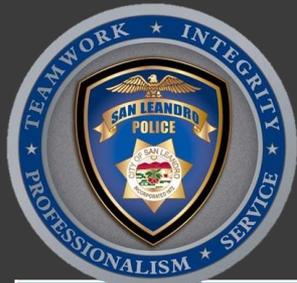


# Records Department: Cases processed



Year	# of cases
<b>2009</b>	<b>10,604</b>
<b>2010</b>	<b>10,231</b>
<b>2011</b>	<b>10,104</b>
<b>2012*</b>	<b>9,068</b>

\* Through October 2012

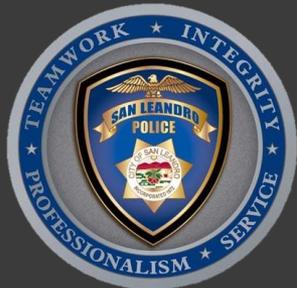


# Dispatch Center Statistics: 911 calls

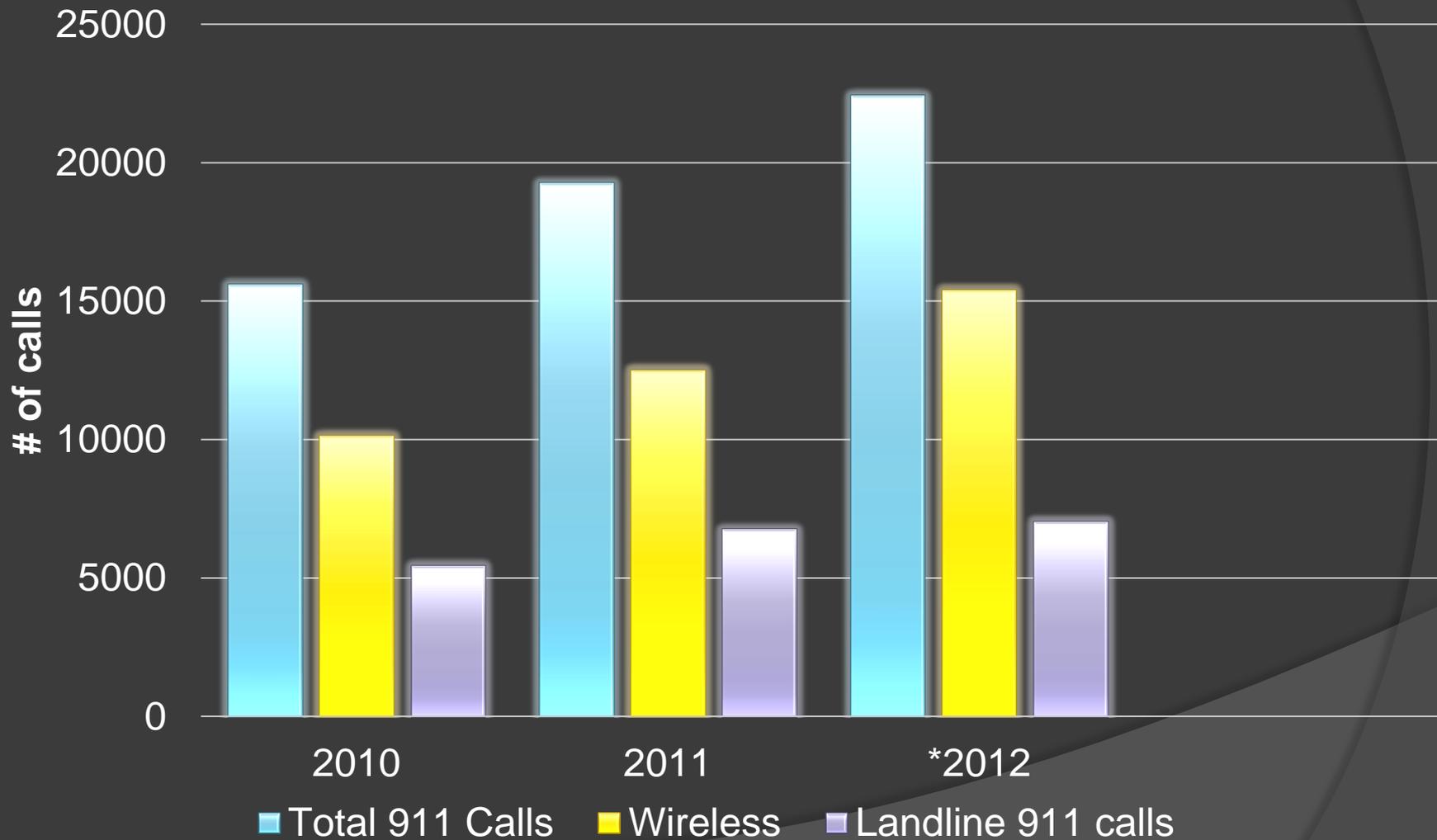
Year	Wireless	Landline 911 calls	Total 911 calls	% increase from 2010
2010	10,139	5,445	15,584	N/A
2011	12,494	6,770	19,264	<b>23.60 %</b>
2012*	15,406	7,024	22,430	<b>43.92 %</b>

\* Through October 2012

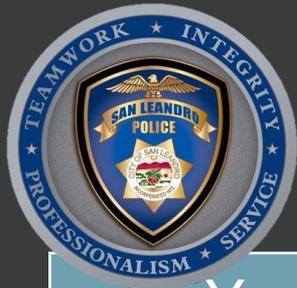




# Dispatch Center Statistics: 911 calls



\* Through October<sub>87</sub>



# Dispatch Center Statistics

## Calls for service

Year	Reported	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*	55,463	19,342	74,805

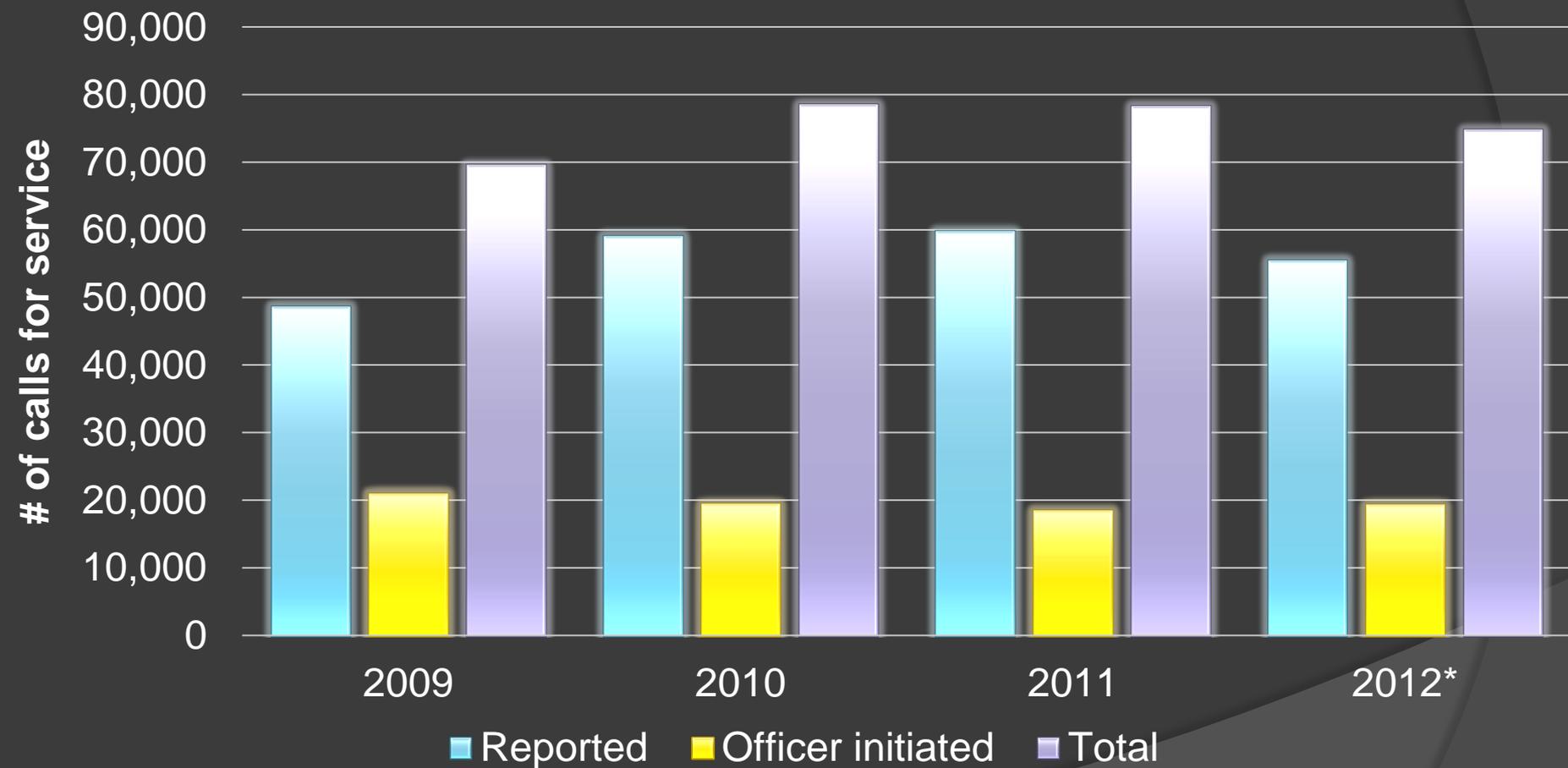
\* Through October 2012





# Dispatch Center Statistics

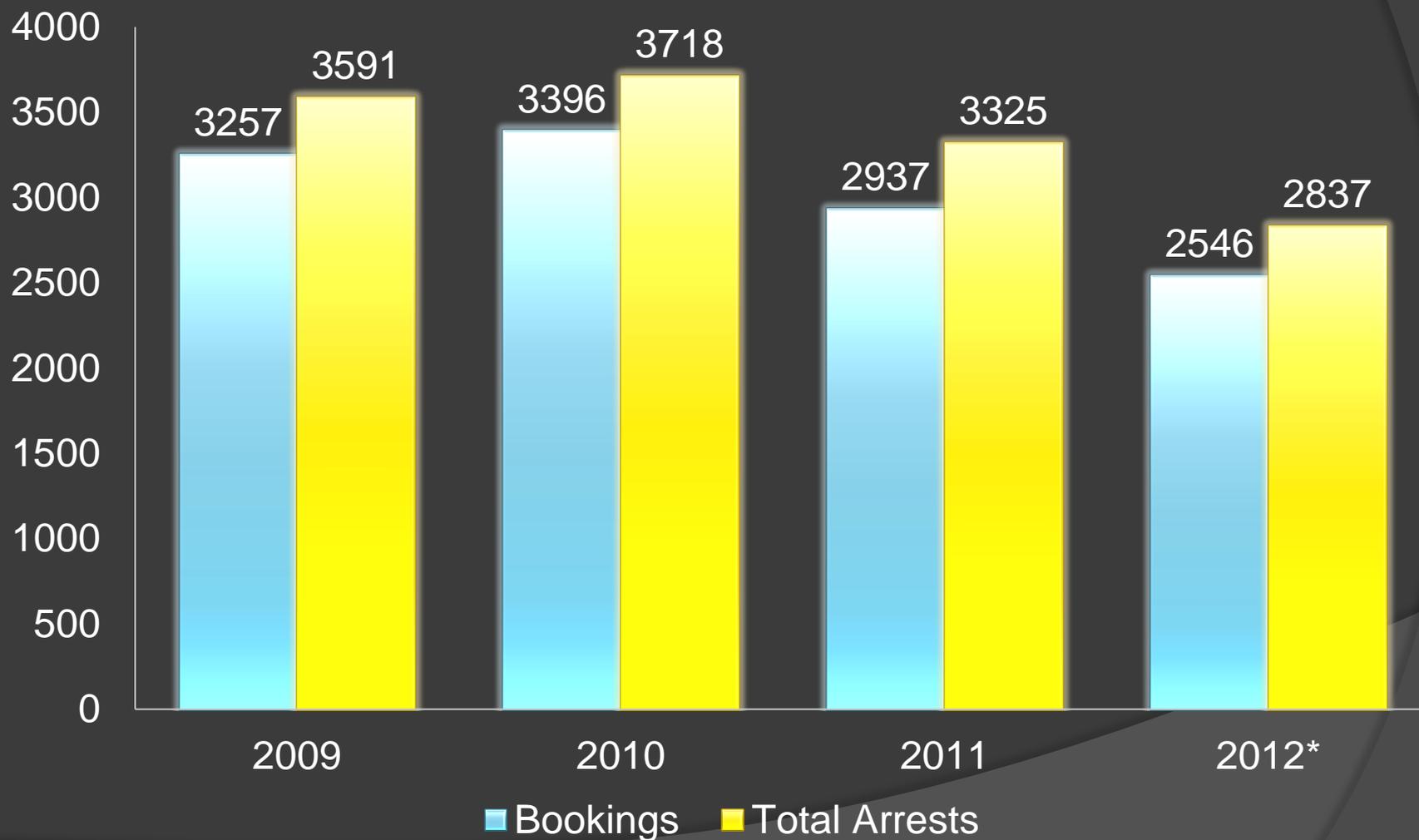
## Calls for service



\*Through October 2012



# SLPD Jail: Bookings





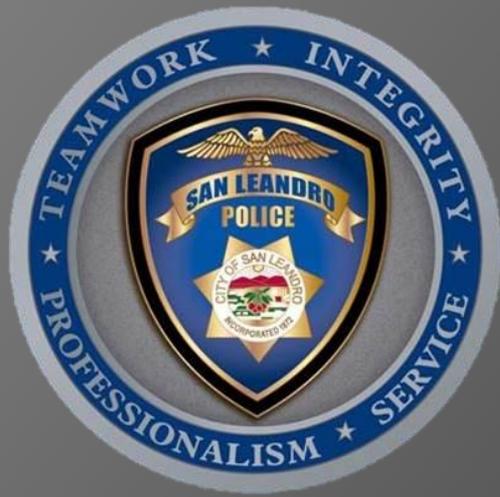
# Cell Phone citations issued

Month	# of citations issued
January	25
February	15
March	88
April	163
May	52
June	58
July	49
August	75
September	26
October	26
November	8
December	None entered yet



# False alarms

- Approximately 4,500 alarm calls
- The majority of alarms are false
- Average response time approximately 20 minutes
- 2 officers respond
- Approximately 2,920 staffing hours spent on false alarms



# 2013 PRIORITIES AND GOALS



# Overview 2013 Department Goals

- Crime
- Community
- Technology, Equipment, & Space Allocation
- Recruitment and Retention



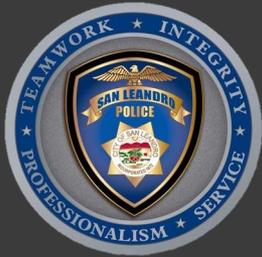


# Crime Reduction Plan

To address and reduce overall crime through a multifaceted approach:

- Intelligence led policing
- Higher level of community engagement
- Sharing of crime data & intel with allied agencies
- Joint & Regional enforcement
- Education & Intervention programs
- Crime Analysis
- Strategic deployment of resources





# SLPD Crime Initiative

## “United for Safety”

- City wide safety campaign
- Property and persons crimes increased in region
- Police resources are limited/demand remains high
- Community engagement is a priority
- “Whether you work, live, or play in this city; you have a role in public safety”
- Goal is to educate and unite our community to create a safer city





# Collaboration : Oakland Police Department

- Almost 1/3 of all arrestees reside in Oakland
- Daily Bulletin/ Crime Intel Bulletins
- Joint training & Crime Intel meetings
- Crime Analysts are sharing information and building relationships
- Gun buy back program
- Detectives working together to share information
- Example: robbery arrest





# Regional: Collaboration/ Programs

- EBRCSA
- SAFE Task Force
- Street Crimes & Gang Intel regional meetings
- NCRIC
- ACRATT
- Urban Shield





# Community Collaboration

To continue building strong relationships with all segments of our community; and to continue providing excellent levels of police services that city prides itself on:

- Volunteer program (VIPS)
- Citizens academy
- Teen academy
- Chief's advisory board
- Crime reduction initiative
- Community outreach
  - Share department mission
  - Market agency motto  
**"Proud to serve"**





# Chief's Advisory Board

## Purpose:

Act as a community resource for the Chief in the formation of strategies, development of community policing concepts and increasing public awareness.

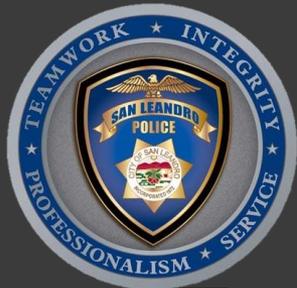
- Rotating membership
- Up to 15 diverse community members representing a range of interests and experience.
  - Resident or Business owner in San Leandro
  - Include members from business, education, non-profits, public relations, & faith based.
- Recruitment to begin immediately
- Apprise Chief of communities need for police services
- Assist in educating the public on the function and role of SLPD
- Attend regular meetings at PD & other locations in community



SAN LEANDRO POLICE DEPARTMENT

*Proud to Serve*



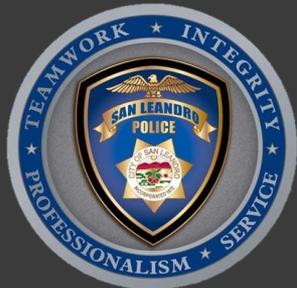


# Technology

To continue reviewing and leveraging technology; maximizing our efficiency and effectiveness as a police agency

- Social media
- Field technology to reduce liability
- Body cameras
- Crime Analysis software
- License plate reader
- CrimeView Dashboard





# Performance Indicators Report Risk Management

## Risk Management & Performance Indicators software (IAPRO)

MILWAUKEE COUNTY SHERIFF Logoff  
 Expect the Best

Sheriff's Office 
  Milwaukee PD 
  Milwaukee Weather 
  Journal Sentinel

COMPSTAT 
  Performance Indicators 
  Data Analysis 
  Virtual Role Call 
  GIS Maps

---

Division:  
 Time Period:  YTD  QTD  MTD  Date Range 
 Start:  End:

### Risk Management

Airport Division

Category	2010	2009
Pursuits	105	65
Showings	50	35
Traffic Collisions	100	35
Use of Force	55	60

### Personnel Management

Bureau	Shift	Minimum Staffing	Optimum Staffing	Actual	Risk Factor
Police Services	1	129	222	130	Optimal
Special Operations Bureau	1	64	110	52	High

### Area Complaints

Bureau:  [Detail](#)

Complaints Initiated	Curr Year Total	Curr Year Closed	Curr Year Sustained	Prev Year Total	Prev Year Closed	Prev Year Sustain
Code Of Conduct	74	18	56	66	18	48
Oath of Honor	80	28	52	58	12	46
Sick Leave/Absenteeism	102	52	50	100	62	38
Knowledge of Duties, Rules, Regulations	46	18	28	30	16	14
Conduct of Members	40	14	26	44	20	24
Treatment of Citizens and Employee	70	54	16	40	32	8
Efficiencies and Competency	66	36	30	110	50	60
Compliance to Laws and Rules	46	20	26	44	16	28
All Other Rules and Regulations	96	42	54	96	40	56

### Over Time Usage

Bureau	Period	Allotted Hours	Used Hours	Remaining Hours
Police Services	WEEKLY	510	345	165
	YTD	1385	1080	305
Special Operations Bureau	WEEKLY	145	84	61
	YTD	275	275	0

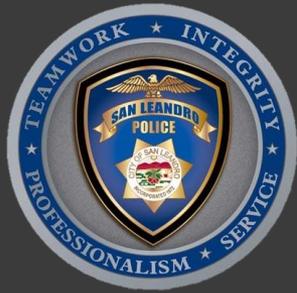
### Offtime Report for Bureau: [BvDivision](#)

Off Time Categories	Current Year	Previous Year	PCT_CHG
FMLA	54	64	-15.63%
Sick	24	30	-20.00%
Holiday	8	8	.00%
Overtime	10	10	.00%
Personal	22	28	-21.43%
Work/Mans Comp	22	26	-15.38%



# Community Cameras: Private Property Cameras





# Recruitment & Retention

To recruit, hire, and retain the best and the brightest staff who reflect our core values

- Enhanced and continued training
- Providing proper equipment
- Awards & recognition
- Providing a healthy work environment which values hard work, ethical behavior, and team spirit.
- Develop mentoring program (Employee Development Program)
- Update employee evaluation process





# Future Needs

- Space allocation
- Rescue & Response vehicle
- Assessment of vehicle fleet
- Transition of patrol vehicles
- Dispatch center staffing assessment
- Advanced crime analytics program
- Replace 911 phone system

# Questions or Comments?

