

**SAN LEANDRO POLICE DEPARTMENT
CHIEF'S ADVISORY BOARD
FINAL REPORT**

THE PRESIDENT'S TASK FORCE ON

21ST CENTURY POLICING

FINAL REPORT RELEASED MAY 2015

http://www.cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf

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The Chief’s Advisory Board Chair, Kent Myers, served as an honorary member for all 6 subcommittee groups.

MEMBERS OF THE CHIEF'S ADVISORY BOARD

The San Leandro Police Department's Chief's Advisory Board was established in April 2013 under the direction of Police Chief Sandra Spagnoli. The board was created to act as a community resource for the Chief of Police in the formation of strategies, development of community policing concepts and increasing public awareness. The Board is a forum for discussions concerning community concerns and is intended to be a reflection of the community's viewpoints. The monthly agenda and notes for these meetings are posted to our website. Please visit the link below to view information from the monthly meetings.

https://www.sanleandro.org/depts/pd/programs/cab/agendas_and_minutes_notes.asp



TEAMWORK • INTEGRITY • PROFESSIONALISM • SERVICE

PILLAR 1 — BUILDING TRUST & LEGITIMACY

People are more likely to obey the law when they believe that those who are enforcing it have the legitimate authority to tell them what to do . . . The public confers legitimacy only on those they

Although our group work regarding the pillar of Trust and Legitimacy touched on many ideas as we meandered our way through the many intersections of police activity and civic life, I think I can say that our ideas ultimately rest in two camps.

Camp 1 has to do with police participation in schools and cultural and civic events. We make this recommendation with the understanding that police officers (like the rest of us) have very full lives and making time for events outside of their work shifts is an additional burden on their free time and family life. Therefore, the responsibility of that civic interface should be spread broadly throughout the force requiring more officers to take on duties of public speaking and attending neighborhood and other civic events. School presence was discussed at great length in our meetings with the general consensus that making connections with younger students would be a more productive path to healthy, ongoing relationships with San Leandro Youth. It is heartening to see that SLPD has taken the steps to be reintroduced into our grade schools through the GREAT Program.

Camp 2 has to do with the general demeanor and comportment of officers in the field. Much was said about the power of a casual smile from an officer as a positive public relations tool. Just as important is the ease with which that smile comes. It is certainly easy for the beat officer to give a smile to an inoffensive youngster or a proud San Leandro resident as they go about their daily business. It is much less easy to give that same easy smile to a teenager of color who may take a dim view on law enforcement or may present a perceived threat to the officer. However, it can be argued that it is more important that an officer be able to give that same candid, spontaneous smile to a perceived “tough kid” in the slim hope of creating a glimmer of rapport with an individual that could become a risk and liability to society.

The ability for an officer to demonstrate ease and comfort with young people of color who might present a threat can only happen through a greater and more profound understanding of the challenges that these young people and their families are experiencing. To help develop a more empathetic department our group suggests that SLPD take a proactive role in educating officers through a series of talks given by prominent civil rights advocates such as a civil rights attorney and author Michelle Alexander (Author of *The New Jim Crow*). Additionally, requiring the SLPD command staff to read *The New Jim Crow* and then gather to discuss this book chapter by chapter would be seen as a proactive move to encourage the entire force to question policies and practices that unknowingly target young men of color.

Finally, any success that the department can foster regarding an officer's education and increased empathy regarding the circumstances of young people of color is likely to have a positive effect in the larger force as new ideas and information filter out to other staff through the natural progression of conversation.

PILLAR 2 — POLICY AND OVERSIGHT

Citizens have a constitutional right to freedom of expression, including the right to peacefully demonstrate.

We believe that all items under Pillar Two should be implemented, however, our concerns include the need for adequate funding, staffing, and oversight. The current SLPD does not have the funding to effectively support some of our recommendations, therefore, we are suggesting that local, state, federal legislative bodies prioritize the criminal justice overhaul and develop a funding formula that will allow effective 21st century policing. While reviewing the recommendations and action items regarding Policy and Oversight, the San Leandro Police Department has current practices and procedures in place which demonstrates the departments commitment to providing professional police services. The San Leandro Police Department has been very proactive identifying current law enforcement trends and issues that would impact the profession and community and incorporating these issues into policy, practices and training. The department has invested in technology and training in order to manage oversight more efficiently and train staff to on best practices as it relates to the 21st century policing model. We encourage the San Leandro Police Department to continue to evaluate policy and oversight so that the Department upholds its mission and core values in order to better serve the community.



PILLAR 3 — TECHNOLOGY AND SOCIAL MEDIA

Implementing new technologies can give police departments an opportunity to fully engage and educate communities in a dialogue about their expectations for transparency, accountability, and privacy.

The use of technology can serve to improve community trust, but must adhere to policy framework that outlines its purposes and goals. Implementing new technologies can give police departments an opportunity to fully engage and educate communities in a dialogue about their expectations for transparency, accountability, and privacy. But technology changes quickly in terms of new hardware, software, and other options.

The San Leandro Police Department has been in the forefront of utilizing Technology and Social Media and has been able to identify, assess, and evaluate new technologies and Social Media Platforms for adoption and have done so in ways that improved their effectiveness, efficiency, and evolution without infringing on individual rights while providing transparency and a continuous and effective dialogue with its community.

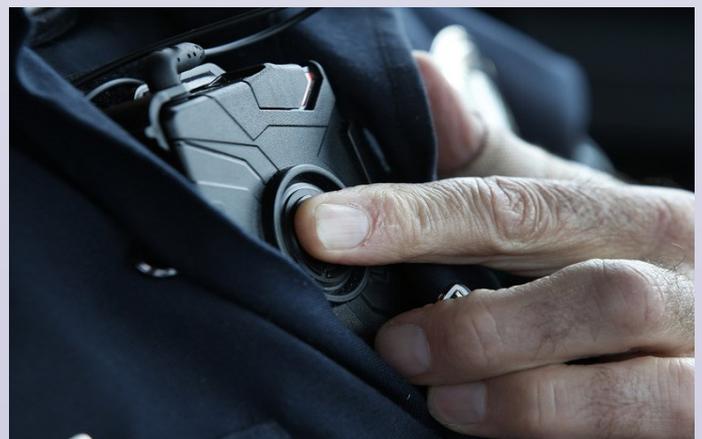
Meanwhile SLPD has also adopted policies and best practices for community engagement that increase community trust and access by utilizing various Social Media Platforms to extend its footprint of communication with its community. Facebook, Twitter, Nixle and even Weibo and WeChat plus radio programs for its Chinese communities.

The current technologies and social media practice of San Leandro Police Department in placed already are part of all recommendations within Pillar 3 of the 21st Century Policing Recommendations and have addressed the challenges of compatibility, interoperability, and implementation.



http://www.policechiefmagazine.org/magazine/issues/92015/pdfs/Spagnoli_PoliceChief_September2015.pdf

<https://www.cacities.org/Member-Engagement/Helen-Putnam-Awards/California-City-Solutions/2015/Weibo>



PILLAR 4 — COMMUNITY POLICING AND CRIME REDUCTION

Community policing requires the active building of positive relationships with members of the community.

We wish to continue to support everything that the San Leandro Police Department has implemented and have in process for our city. They have done an excellent job reaching out to the community members through events such as Coffee with the Cops, National Night out, and even Public Service Announcements through Nixle. Educating the community about current events allow community members to voice their concerns and interests to the cops with information. In addition, the police department are actively participating in high school events such as Season of Service. They are currently in the process of creating a Youth Summit and Youth task force, and have received approval for youth grants! Many of the department's innovative projects exceeds the listed action items. Overall, we were impressed by how the department is in some shape or form, already doing the recommended/listed action items.

Recommendations:

- ◆ Regarding residents registering their cameras, is to reach a wider audience and overcome possible language barriers by advertising through the school newsletters;
- ◆ Adding a Cops Corner into the high school newspaper;
- ◆ Sponsoring athletic tournaments for the schools to better engage with the youth;
- ◆ Continue town hall meetings on a regular basis;
- ◆ Provide information to the community in as many languages as possible;
- ◆ Continue with the programs with the elementary schools and possibly expand for a Jr. high and high school program as well;
- ◆ Hold a booth at our local farmer's market with volunteers from the Chief's Advisory board.



PILLAR 5 — TRAINING AND EDUCATION

Hiring officers who reflect the community they serve is important not only to external relations but also to increasing understanding within the agency.

The President's first recommendation for Pillar 5 was to support the development of partnerships with training facilities across the country to promote consistent standards for high quality training and establish training innovation hubs. This is the current practice in California. The CA Peace Officers' Standards & Training (POST) mandate is followed by utilizing the Alameda Co Recruit Training Center in our region. The community panel concurs with the recommendation for DOJ and further recommends supporting this action item when discussing legislative priorities with federal representatives.

The President's second recommendation for Pillar 5 was that law enforcement agencies should engage community members in the training process. This is the current practice of the Police Department, hosting the Chief's Advisory Board and active shooter scenario training, among many other examples. The community panel concurs with the recommendation for DOJ and further recommends supporting this action item when discussing legislative priorities with federal representatives. The panel did note, however, that more can always be done with social media and public outreach.

The President's third recommendation for Pillar 5 was that law enforcement agencies should provide leadership training to all personnel throughout their careers. Although this is the current practice, the community panel felt the funding for training to address this issue could increase. The community panel concurs with the recommendation for DOJ and further recommends the action item when discussing legislative priorities with federal representatives. Likewise, the group supports any additional resources the federal gov't would allocate to this action item.

The President's fourth recommendation for Pillar 5 was the U.S. Department of Justice should develop, in partnership with institutions of higher education, a national postgraduate institute of policing for senior executives with a standardized curriculum preparing them to lead agencies in the 21st century. This is the current practice, and the community panel commended the Police Department for sending managers to advanced training, like the FBI National Academy, Public Executives' Research Forum, and LAPD Leadership for supervisors & managers. The group wanted to recognize these trainings are expensive and not universally applied to other agencies; SLPD exceeds this standard already. The panel supports any federal funding that would further develop leaders within the SLPD.

The President's fifth and sixth recommendations for Pillar 5 were the modification of curricula for current events and to develop a crisis intervention team, and the panel agreed with this recommendation, noting the SLPD already has an active Crisis Intervention and Stress Management (CISM) team in place. The panel stressed the critical importance for funding to further this training at the SLPD.

The President's seventh and eighth recommendations for Pillar 5 dealt with officer training at basic academies regarding social interactions and the "disease of addiction."

The President's ninth recommendation for Pillar 5 is the current practice, and the Department is currently working on expanding this training through Procedural Justice, which will benefit not only San Leandro Police Department, but neighboring agencies as well. The community panel encourages additional funding as it will only become a greater need in the future.

The President's last three recommendations dealt with further funding for law enforcement to obtain higher education, develop more scenario-based training, and elaborate on field training programs. All of these objectives are met at SLPD through mandated state training. The panel commends SLPD for its efforts on this front, recognizing additional federal funding would be helpful to off-set the costs of modifying training programs or increasing the level of that training. The panel did note, however, that more can always be done with social media and public outreach.

PILLAR 6 — OFFICER WELLNESS AND SAFETY

The wellness and safety of law enforcement officers is critical not only to themselves, their colleagues, and their agencies but also to public safety.

During our analysis of the importance for officer wellness and safety, our group identified 3 essential components: mental health, physical health, and officer safety.

Our group was very concerned about the number of deaths that occur while on duty and the high risk for suicide. It is imperative for staff from the San Leandro Police Department to have a family component. Our group recommended that they develop a family support group. We learned that the San Leandro Police Department is currently working on developing a family support club titled Significant Others Support Group (SLPD SOS). We were also pleased to know that the 100 Club provides financial assistance and college funding to families of first responders who have been killed in the line of duty.

Officer wellness is essential to the staff of the San Leandro Police Department and they should be allowed to work out during their shift and the department should encourage physical activity (Gym and yoga classes). This will help to promote reduction in stress, team building opportunities, and encourage additional wellness programs to improve overall health. We support the San Leandro Police Department to implement mediation training/mindfulness in honor of Captain Tracey. We also propose for staff to have annual exams to monitor health and agree that new hires should have to complete annual fitness tests. In examining this pillar we were very pleased to learn that 6 members of the San Leandro Police Department are certified in Fitness for Duty (FFD) programs with comprehensive training in anatomy, resistance and cardiovascular training, nutrition, and fitness training. Our group was excited to hear about the Avanti Market in the lunchroom, allowing staff to select healthier food options. Overall, the San Leandro Police Department does a great job of creating a culture of willingness to help each other and compassion to listen.

It is our understanding that the San Leandro Police Department has plans to expand their gym area into a full size gym. Due to limited space and funding, the gym project has been placed on hold. As an alternative staff from SLPD is authorized to use the Alameda County Regional Gym. We were also very happy to learn that the San Leandro Police Department is committed to providing mental health support. They've established the following resources: psychologists are available to provide assistance with issues at home and or work, Critical Incident Stress Management Team (CISM), peer incident debriefs after critical incidents (e.g. Officer involved shooting), chaplains, and each new hire receives 2 hours of orientation regarding peer support resources that are available. As a group we recommend the following: new hire orientation to include family component, provide resources such as "I Love a Cop" by Ellen Kirschman, PHD, further develop the family support club (SLPD SOS) to include educational opportunities to enhance nutritional options and financial planning.

In working on this pillar we gained a better understanding of union issues and financial impacts which has a substantial effect in implementing changes. Although our group and the community have several recommendations to propose, we learned that implementing change is not always an easy task. We think the San Leandro Police Department does a great job to encourage officer wellness and safety for their staff.

