



# San Leandro Police Department 2011 year in review





# AGENDA

- **Review Priorities/ Transition Plan**
- **Provide an overview of 2011 programs and accomplishments**
  - Community Outreach
  - Youth Programs
  - Community Involvement
  - Technology
  - Staffing
  - Operational Overview
  - Personnel/Testing / Training and selection standards
- **Future Plans**



# Priorities for 2011

- Focus on contemporary public safety strategies to reduce crime and the fear of crime
- Continue to provide excellent service levels that this city prides itself on with integrity and excellence
- Collaborate with Employees, City Departments and Community Members
- Support prevention and intervention programs



# Transition Plan- February 2011

- Professional outreach- Internal/ Externally
- Community outreach
- Conduct a policy and regulation review
- Complete/ implement settlement provisions
- Review technology
- Review police operations



# Community Outreach

- Coffee with Cops Meetings
  - Monthly meetings – 1 hour
- Crisis Intervention training
  - Dealing with mental illness
  - Approx. 1000 calls per year related to mental illness
  - Bicycle officers work with social services to provide support to homeless dealing with mental health issues





# Community Outreach Citizens Academy





# Community Outreach Crime-Free Program





# Community Outreach Crime- Free Program

- Crime Prevention Program specifically designed for Apartment Communities
- San Leandro has Approx. 137 Apt. Communities
- Approx. 33,000 Tenants/About 1/3 population
- Program started in San Leandro in 2008
- Currently working with 86 Apt. Communities



# Benefits of Crime- Free Program

- CONSTANT COMMUNICATION BETWEEN;  
*POLICE/APT. OWNERS/MANAGERS/TENANTS*
- CONTINUAL REVIEW AND WATCH OF CRIMINAL ACTIVITY IS SHARED AND DISCUSSED
- SLPD FACILITATES NETWORKING MEETINGS FOR ALL APARTMENT OWNERS/MANAGERS/LEASING AGENTS TO PROMOTE INTERACTION AND COLLABORATION



# Crime Free- 2012

- **NEIGHBORHOOD WATCH GROUPS:**
  - HEIGHTENED AWARENESS OF BENEFITS AND ADVOCATING THE CRIME FREE PROGRAM
- **Fire Department Partnership:**
  - SUCCESSFULLY INCORPORATE EMERGENCY PREPAREDNESS INTO SAN LEANDRO APARTMENT COMMUNITIES



# Youth Programs

- Juvenile Diversion Program
- School Safety Task Force
- Daytime Curfew Procedure Review
- Explorer Program
  - Multi State competition
- Every 15 minutes- San Leandro High School/  
Lincoln Continuation School
- Expansion of Youth Intern Program
  - College students





# Community Outreach Teen Academy

- 5 week summer program





# Community Involvement

## Bikes for Tykes

Started 15 years ago

Officer Louie Brandt self-initiated managing the program in 2010

2011 Goal is 10K for purchasing bicycles for children in need



## Giving tree-

Building Futures with women and children- Emergency shelter fundraiser





# Technology- Social Networking

- Facebook
  - Provide Community Information
  - Investigate criminal activity/ intelligence
- Nixle- Community Information system
  - No Cost
  - Unlimited SMS and Email distribution
  - High performance distribution

**facebook**



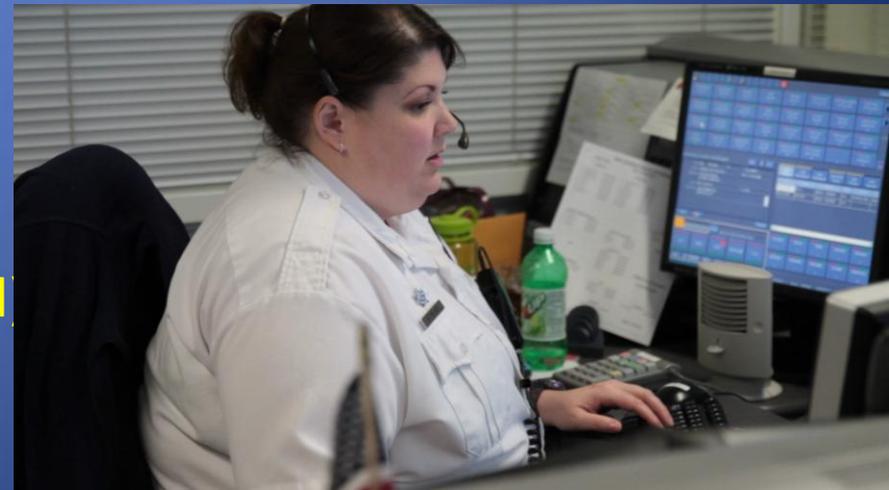
# 911 call History

<u>All 911 Calls</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
January	1591	2161	2743
February	1308	2446	2254
March	1553	2767	2593
April	1436	2718	2510
May	1549	3091	2859
June	1449	2880	2995
July	1552	2717	3079
August	1593	3108	2893
September	1738	2407	2782
October	1926	2692	2542
November	1692	2459	
December	1902	2692	
<b>Total</b>	<b>19289</b>	<b>32138</b>	<b>27250</b>



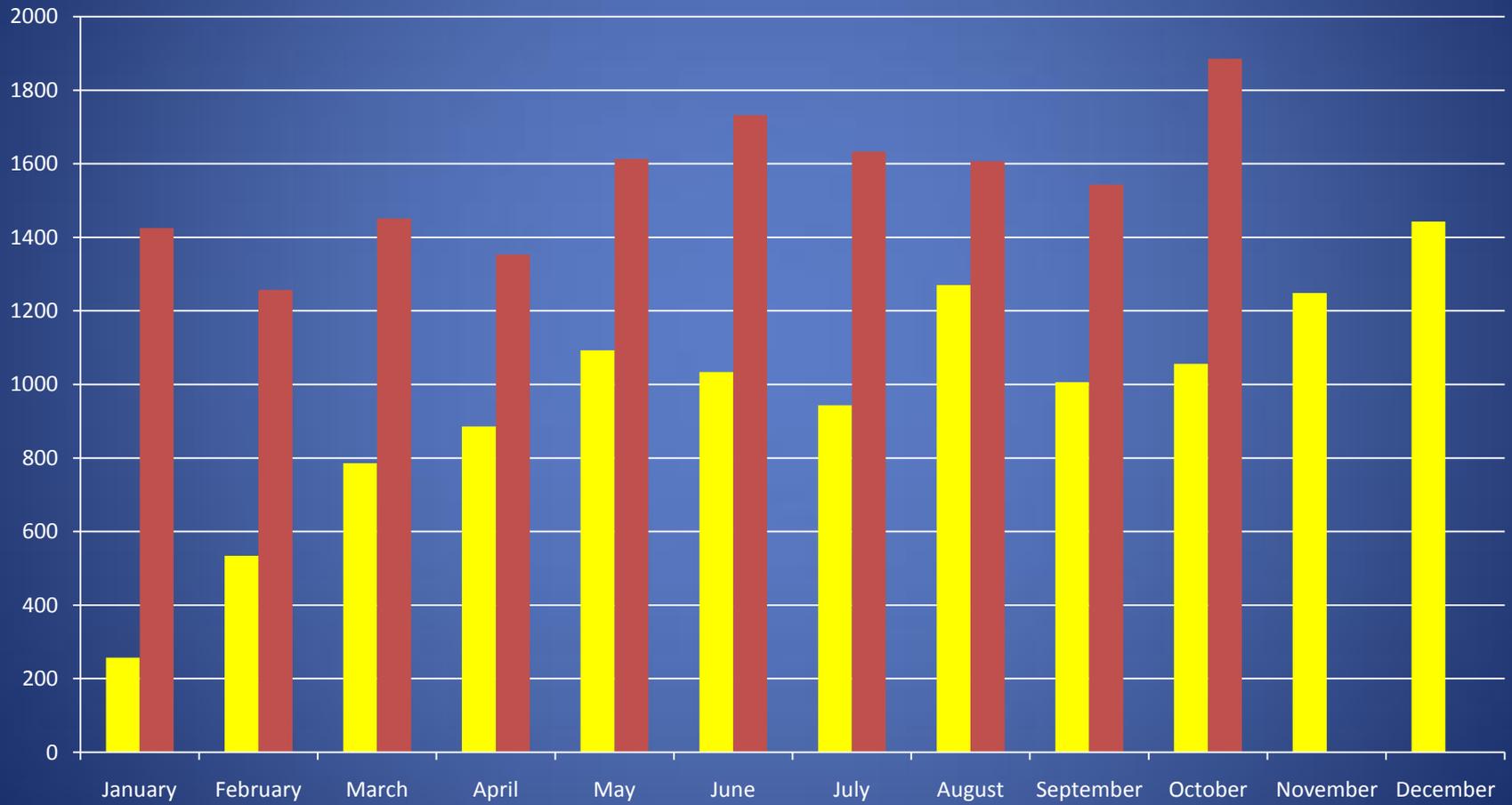
# 2010 vs 2011 wireless calls

<u>Wireless</u>	<u>2010</u>	<u>2011</u>
January	257	1425
February	534	1257
March	786	1451
April	886	1353
May	1093	1613
June	1034	1732
July	943	1633
August	1270	1607
September	1006	1543
October	1056	1886
November	1249	No Data
<u>December</u>	<u>1443</u>	<u>No Data</u>
<b>TOTAL</b>	<b>11,557</b>	<b>15,500(ytd)</b>





# 2010 vs 2011 wireless calls





# Technology

- Website:
  - Daily activity log
  - Arrest log
  - Crime stats- details
- Phone Tree- non emergency calls
- On-Line Police Reporting
  - Live in May 2011
- Code Red System





# EBRCSA Update

- Federal Mandate by FCC to insure interoperability.
- EBRCSA expects to be fully operational by December 31, 2012.

## CITY OF SAN LEANDRO REQUIREMENTS:

- Upgrade to digital radio equipment (p-25 compliant)
- Purchase 120 hand-held radios and 4 vehicle radios
- Public Works will need to transition for this project



# EBRCSA Update- FUNDING

- Once we are on the EBRCSA System, our monthly subscriber costs will be about \$40.00 per unit (we currently pay \$8.25 per unit).
- Annual cost for participation will be:
  - \$84,960 per year (net increase of \$67,437)
  - PW estimate will be \$24k (net increase of \$14,200)
- Currently have \$122k in grant for EBRCSA.



# EBRCSA transition Plan

- City EBRCSA Sub-Committee is developing a funding and implementation plan to mitigate EBRCSA Migration issues
- Final cut over date tentatively set for: December 31, 2012
- An update on this project will be presented to council early 2012



# 2010 COPS Staffing- grant positions

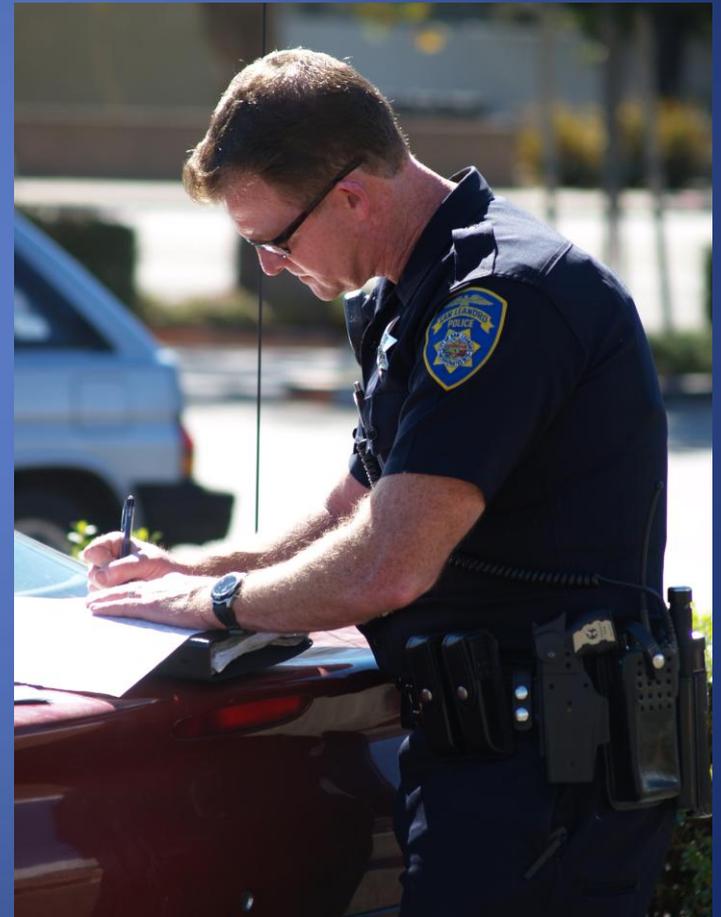
- FUNDING AWARD: \$2,400,000.00
- 5 Police Officer Positions
- Award Start Date—September 1, 2010
- Award End Date—August 31, 2013
- Must retain each of 5 positions for 12 months after federal funding
- Positions funded:
  - One Crime Prevention/Neighborhood Policing Officer
  - One School Resource Officer
  - One Bicycle Officer
  - Two TAC Unit Officers





# Policy/ Operational review

- Policy Manual Update
  - Lexipol
- POST Training Audit (annual)
- STC Jail Training Compliance (annual)
- Independent Audit
  - Vice Operations
  - Evidence Room





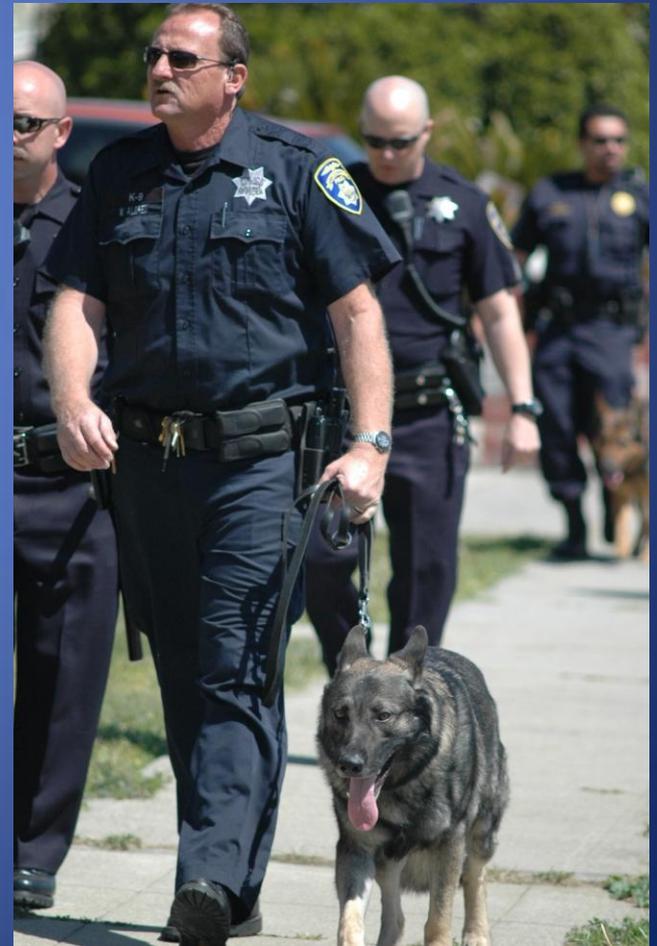
# Implemented Settlement Agreement Provisions

- Diversity budget to allow Officers to attend Women in Law Enforcement conference- **COMPLETED**
  - This year 12 employees attended
- Sergeants promotional board will have at least one outside person- **COMPLETED**
- City and POA will reevaluate the 100% weighted interview process **COMPLETED**
- City will make an active recruiting effort to bring diversity to SLPD **COMPLETED**
- Police Department complete Law Enforcement Diversity Training **COMPLETED**
- Report writing training manual update **COMPLETED**



# Testing and selection standards

- Increased educational requirement for police officer
- Formalizing testing process for all lateral/ Specialty assignments
- Formalized term limit policy as it relates to lateral and specialty assignments





# OPERATIONS DIVISION

- Lt Jim Lemmon- Day Shift Watch Commander/  
Traffic
- Lt Christopher Tankson- Night Shift Watch  
Commander
- Lt Greg Lemmon- Night Shift Watch  
Commander





# Traffic

- Red-light camera contract completed
- Working with Traffic Engineering on traffic safety improvements
- OTS grant- \$15,130
- Taxi permitting updated





# Commercial Enforcement

- Truck Route Program
- Community Outreach on commercial enforcement
- Oversized load permitting
- Commercial Officers of Southern Alameda County- Chair





# SWAT TEAM

- 14 members
- Trains twice a month
- 5<sup>th</sup> Annual SLPD SWAT fitness challenge
- Urban Shield
- Team responsibly:
  - Critical incidents
  - Pre-planning for high risk incidents
  - Mutual assistance
- Benefits to Patrol Operations
- 2011 YTD responses: 11





# Operations

- Formalized in- house Training Program for New Sergeants
  - Assists in the transition from officer to Sergeant
  - 40 hours of training
- Daily Shift/Watch Notes
  - Covers significant events
  - Improves internal communications on crime
- Supervisory vehicles (SUV)/ Command Post
  - Provides a command post for critical incidents
  - Carries specialty equipment





# Operations

- Field Training Program
  - 7 officers in program in 2011
  - 10-16 week program
- TAC Unit
  - Focuses on special crime problems, suppression, gang prevention
- Bicycle Unit
  - Focuses on downtown businesses





# Operations

- **Quarterly Supervisor Training/ Meetings**
  - Provides legal updates, Supervisor and leadership training
  - Strategic discussions on dept operational issues
- **Critical Incident Stress Management (CISM) Team**
  - Introduced in January 2011
  - Staffed with 12 Sworn and non-sworn personnel specifically trained in dealing with stress caused by traumatic events
  - Requires 27 hours of basic training
  - Mission is to provide emotional support on a peer level



# Training

Police officers/ dispatchers- 24 hours every 2 years

- Jailers- 24 hours annually
- Department wide training plan- Completed
- POST funding- approximately \$ 30k annually
- On-going quarterly training for Supervisors
- Executive Leadership Training:
  - National Center for Exploited and Missing Children
  - FBI National Academy (10 weeks)
  - Senior Management Institute for Police

West Point Leadership- LAPD

- Alameda County Leadership Program
- Leadership San Leandro Program





# Staffing Assessment

## Department Structure

- POST is reviewing non-sworn supervision
- Crime Analyst
- Management Oversight
- Administrative Support
- Community Outreach Staff





# Future Plans

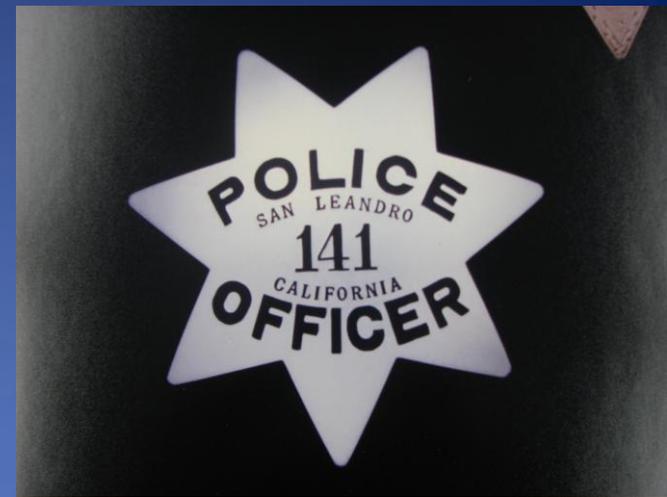
- Statewide issue: Prison Realignment
- Department Leadership Transition
  - Promotions at all levels
  - Long term department management planning workshop/ team-building workshop
- Crime Reduction/ Policing Plan
- Public Education/ Community Outreach
- Youth and Senior Issues





# Future Plans

- Community Programs
  - Chaplains
- Improve Technology
  - Testing body cameras for officers
  - Text a tip
  - Crime analysis
- Performance measures
  - 911 answer times
  - Crime rate
  - Case clearances
  - Response times





# Future Plans

- Chiefs Advisory Committee
- Opportunities for Resource Sharing
  - CAD/ RMS
  - Jail Services
- Building Security Enhancements
  - Parking lot fence
  - Bullet resistance glass
- Annual Awards Ceremony
  - Early 2012

