

# City Council 2023 Priority: Public Safety Work Plan

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CITY COUNCIL PRESENTATION

JUNE 15, 2023



# Council Priority: Increase Police Sworn Staffing

Increase the San Leandro Police Department sworn staffing to 90% of authorized full-time equivalent positions (currently 90) by the end of calendar year 2031







## POLICE WORK PLAN

	Deliverable	Due Date	Staff Responsible
<b>OUTREACH</b>			
1.a	Research	6/30/2023	Support Services Captain
1.b	Selected Social Media Team & Site	12/31/2023	PSU Sergeant
1.c	Research Advertising & Marketing Company	4/30/2023	Police Chief
1.d	Select Ad & Marketing Company	7/31/2023	Police Chief
1.e	Contract With Ad/Marketing Company	12/31/2023	Police Chief
1.f	Provide Report to CM Analyzing Effective Outreach, Background Selection, & Onboarding Process	4/30/2024	Police Chief





## POLICE WORK PLAN

	Deliverable	Due Date	Staff Responsible
<b>BACKGROUND/SELECTION</b>			
2.a	Researching Background Investigation Companies	7/31/2023	Support Services Captain
2.b	Increase Number of Background Investigation Companies By 50%	12/31/2023	Support Services Captain
2.c	Increase the number of Backgrounds Completed By 10%	12/31/2024	Support Services Captain





## **POLICE WORK PLAN**

	Deliverable	Due Date	Staff Responsible
<b>ONBOARDING</b>			
3.a	Increase Field Training Officers By 50%	12/31/2023	Assistant Chief
	Testing & Selection of Trainers	6/30/2023	Assistant Chief
3.b	Send Officers to FTO School	12/31/2023	Assistant Chief
3.c	First Group Completes Training	12/31/2023	Assistant Chief







## **POLICE WORK PLAN**

	Deliverable	Due Date	Staff Responsible
<b>STAFFING</b>			
4.a	Increase Sworn Staffing to 71% of Authorized Strength	12/31/2023	Police Chief
4.b	Increase Staffing to 75% of Authorized Strength	12/31/2024	Police Chief
4.c	Increase Sworn Staff to 77% of Authorized Strength	12/31/2025	Police Chief
4.d	Increase Sworn Staff to 80% of Authorized Strength	12/31/2026	Police Chief





## POLICE WORK PLAN

	Deliverable	Due Date	Staff Responsible
<b>MATRIX CONSULTING STAFFING ANALYSIS</b>			
5.a	Matrix Consulting Staffing Analysis	7/31/2023	Police Chief



# Council Priority: Deploy an Advanced Practitioner Response Unit (APRU)

Deploy a crisis response team to serve and support persons in San Leandro experiencing non-violent behavioral health crises and low-acuity medical problems.





# ACFD & Human Services Work Plan

- Advanced Practitioner Response Unit (APRU)
  - One ACFD Paramedic
  - One Family Nurse Practitioner
- 18 month Pilot
  - 6 month ramp-up to secure personnel and assets
  - 12 months APRU in service
- Option to extend for three more years
- Stakeholder updates at 6 month and one year mark



- Monthly reports
  - Number of calls responded to by APRU
    - Mental health calls
    - Low-acuity medical calls
  - Call generation (911, SLPD referral, ACFD referral, on-view)
  - Call outcome (transfer to higher level of care, call treated in the field, resource/services connections established, referrals to outpatient care)
- Comprehensive report of program status and outcomes
  - Changes in utilization patterns associated with use of APRU unit
  - Program revenue/cost breakdown, including analysis of sustainability based on billing



# Deliverables



# APRU Timeline



	Deliverable	Due date	Staff Responsible
<b>Key Deadlines</b>			
1.a	Release RFP for Nurse Practitioner Provider	6/15/23	Fire
1.b	Sign Contract with Provider	12/15/23	Fire
1.c	MHRU Program launch	6/15/24	Fire
1.d	Evaluate MHRU program 6 months	12/15/24	Fire
1.e	Evaluate MHRU program 12 months	6/15/25	Fire
<b>AFCD Logistics</b>			
2.a	Secure vehicle	2/01/24	Fire
2.b	Secure ACFD paramedic	2/01/24	Fire
2.c	Secure unit home station	4/01/24	Fire
2.d	Confirm dispatch triage protocols	4/01/24	Fire
<b>Outreach &amp; Communication</b>			
3.a	Inform service providers	12/15/23	SL Safe Team
3.b	Inform local businesses	12/15/23	CD Department
3.c	Inform City staff	12/15/23	SL Safe Team
3.d	Key stakeholder update presentations	Multiple	Provider

# Council Priority: Strengthen Emergency Management Response

Increase emergency prepared  
response capacity infrastructure and  
community resiliency





# Emergency Management Categories

Staff Training



Community Outreach



Safety and Compliance



	Deliverable	Due date	Staff Responsible
Internal: Plans, Trainings, and Exercises			
1	Develop and Train Staff on Emergency Operations Plan (EOP)	3/15/2024	Senior Management Analyst
5	Emergency Operations Plan Updates	3/15/2027	Senior Management Analyst
6	Emergency Operations Center (EOC) Training – Disaster Drill	10/21/2024	Senior Management Analyst
7	Council Training	3/30/2024	Senior Management Analyst
8	Tabletop EOP Staff Training	5/15/2024	Senior Management Analyst
9	Just-in-time EOC Training Video	7/1/2024	Senior Management Analyst
Community: Outreach and Trainings			
10	NGO and Gov't Mass Communication Training	11/14/2023	Alameda County, Bay Area UASI
11	Wildfire Public Safety Power Shutoff PG&E Training	7/1/2024	PG&E
12	Shelter and Care Training	9/26/2023	Senior Management Analyst and Red Cross
13	Regional Emergency Operations Center Training	10/26/2023	Alameda County
14	3 Community Emergency Response Team (CERT) Trainings	7/14/2024	Senior Management Analyst and Fire
Safety and Compliance			
15	Emergency Action Plan Training	10/22/2024	Senior Management Analyst, Fire, Police
16	Local Hazard Mitigation Plan	3/1/2025	Senior Management Analyst
17	Local Hazard Mitigation Plan Update	3/1/2027	Senior Management Analyst

# Emergency Management Work Plan





# Public Safety - 5 YEAR GANTT CHART

START DATE March 30, 2023	TIMELINE																																			
	Qtr 1 (Jan-Mar)				Qtr 2 (April-May)				Qtr 3 (June-Aug)				Qtr 4 (Sept-Dec)				2023				2024				2025				2026				2027			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4								
<b>PROJECT NAMES/TASK TITLES</b>																																				
<b>Increase PD Staffing</b>																																				
1. Outreach	█	█	█	█																																
2. Background Checks & Selection	█	█	█	█																																
3. Onboarding	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█								
4. Staffing	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█								
5. Matrix Consulting Staffing Analysis	█	█	█																																	
<b>Establishing a Mental Health Crisis Unit</b>																																				
1. Releasing RFP	█	█																																		
2. ACFD Logistics	█	█	█	█																																
3. Outreach & Communication	█	█	█	█																																
<b>Establishing Emergency Response</b>																																				
1. EOP Done	█	█	█	█																																
2. Local Hazard Mitigation Plan	█	█	█	█	█	█	█	█																												
3. Annex STORM	█	█	█	█	█	█	█	█	█	█	█	█																								
4. Evacuation Annex	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█																
5. Earthquake Annex	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█														
6. EOP Update	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█														
7. LHMP Update	█	█	█	█																																
8. Council Training	█	█	█	█	█	█	█	█																												
9. EOC Training	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█																
10. Mass Communication Training	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█																
11. EOC Training 2025	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█																				
12. Shelter Training	█	█	█	█																																
13. EOC Training 2026	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█														
14. City Council Training	█	█	█	█																																
15. CERT Training 2024	█	█	█	█	█	█	█	█																												
16. CERT Training 2025	█	█	█	█	█	█	█	█	█	█	█	█																								
17. CERT Training 2026	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█														
18. CERT Training 2027	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█												
19. Public Emergency Preparedness (2 Times/Year)	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█								



# Questions

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