

# 21st Century Policing Pillars



- I. Building Trust and Legitimacy
- II. Policy and Oversight
- III. Technology and Social Media
- IV. Community Policing and Crime Reduction
- V. Officer Training and Education
- VI. Officer Safety and Wellness

## I. Building Trust & Legitimacy

- Adopt procedural justice as guiding principal
- Promote legitimacy internally
- Strive to create a workforce that unites diversity (Recruit the most talented, diverse workforce)

## I. Building Trust & Legitimacy

### Internal Policy Review

- Incorporate Procedural Justice mindset
- Implement new technologies to streamline oversight
- Audit operations by division

## I. Building Trust & Legitimacy

### Chief's Letter Following Events in Dallas (7-7-2016)

"While fractured communities struggle to build relationships with their police officers, I am extremely proud of the men and woman of the San Leandro Police Department....."

"We are all affected by the tragedies....., but it is vital that we don't allow our frustration, anger, or perceptions divide our community....."

"...stand united and demonstrate compassion and leadership..."

"Every day is an opportunity to build trust....."

"We need to invest in each other....., have trust in one another, so our community can continue to thrive for all....."



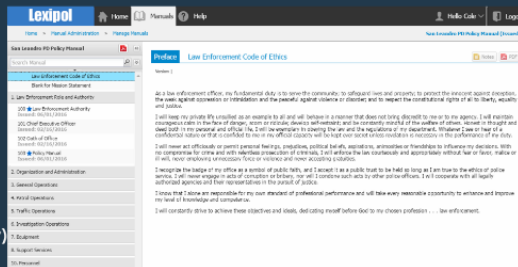
## II. Policy Implementation & Oversight

- Migrate to the industry standard policy platform - Lexipol
- Upgrade professional standards/internal affairs software - IA Pro (BlueTeam)
- Implement expert panel review of critical incidents
- Adopt procedures to minimize "implicit bias"

## II. Policy & Oversight

### Lexipol

- Web-based system for policies of public safety organizations
- Lexipol is a statewide best practice
- Updated 74% of our policies (as of September)



## II. Policy & Oversight

### BlueTeam

- Personnel data management system (software)
- Tracks citizen inquiries
  - Helps us go paperless
- Streamlines the reviewing of incidents:
  - Use of force
  - Pursuits
  - Officer involved shootings
- Started use in 2013

## II. Policy & Oversight

### Drone Policy

- Policy covers use of ACSO's drone
- Alameda County Sheriff's drone will assist SLPD in these cases involving:
  - Missing Person
  - High Risk
  - Search & Rescue



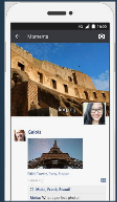
### III. Technology & Social Media

- Expand social media: Instagram, Weibo, WeChat, Snapchat
- Adopt "best practices" technology policies
- Deploying new training management software (TMS) - Target Solutions

### III. Technology & Social Media

#### Our Social Media Pages

WeChat 



Instagram 



Snapchat 



Facebook  Nixle  Nextdoor  Twitter 

### III. Technology & Social Media

#### 聖利安住市 Weibo

California Association of Public Information Officers (CAPIO) Award of Excellence Recipient

• 235,975 followers



Cartier Lee



Menghang "Annie" Shen



### III. Technology & Social Media

#### Updates to New World (SLPD's Database System)

- Updates help better integrate:
  - Computer Aided Dispatch
  - Records
  - Corrections
- Improved information sharing



### III. Technology & Social Media

#### Automated License Plate Readers (ALPR)



#### Body Cameras Axon TASER



### III. Technology & Social Media

#### Target Solutions



- Goal: streamlines the recording of department wide training
- Training management software
- Tracks training for all PD employees



### III. Technology & Social Media

#### Redflex

- Contract term is 8 years (April 2011 - 2019)
- Recently reviewed by the City Attorney



### III. Technology & Social Media

#### Redflex

- Collision rates overall in the city are decreasing, including at the 2 ARLE locations (E 14th/Davis & E 14th/Fairmont)
- 47% reduction in collision rate at red light camera intersections (last 9 years)
- 68% reduction in collision rate at non-red light camera intersections (last 9 years)
- 30% of citations issued are red light "through traffic" or "left turn" violations; 67% are right turn only violations
- Redflex citations are the same price as red light violations written by officers

## IV. Community Policing & Crime Reduction

- Expand upon community engagement efforts - opening the doors to the department
- Fostering a culture of community-first thinking
- Strengthen neighborhood networks to address problems
- Incorporate young people in to the decision-making process

## IV. Community Policing & Crime Reduction

### SLPD's Outreach & Partnerships

- Bayfair Mall
- Coffee with the Cops
- Cherry Festival
- Citizen Academy
- DAJA
- Farmers Market
- Field Trips & Tours
- Ice Cream Social
- Kaiser
- Meals on Wheels
- Reading with the Cops
- Red Ribbon Week
- Recess with the Cops
- Relay 4 Life
- SAVE
- School Resource Fairs
- Special Olympic Torch Run
- Teen Academy
- Unity in the Community
- Youth Safety Presentations



## IV. Community Policing & Crime Reduction

### SLPD's Events

#### Bikes for Tykes



#### United 4 Safety



#### Santa on Motors



#### National Night Out



## IV. Community Policing & Crime Reduction

### Bike Officers

Bike Officers provide enhanced law enforcement, crime prevention and police protection services within the community benefit district

- Improved community relations
- More contact with citizens
- Partnering with Community Organizations



Ofc. Joseph Camarillo



Ofc. Iain Fry

#### IV. Community Policing & Crime Reduction

### School Resource Officers

- DOJ grant totaling \$250k over 3 years
- Council approved a total of \$560k over 4 years to fund this program
- No funding available from SLUSD
- GREAT Program
  - Teaches life lessons/tools to elementary and middle school students:
    - Community engagement
    - Listening skills
    - How actions effect others (good & bad)



#### IV. Community Policing & Crime Reduction

### Code Compliance

Dedicated to Promoting a Safe and Attractive Environment for Businesses and Residents

- 1 full time Police Service Technician - Rich Holman
- Handles:
  - Vehicle complaints
  - Code complaints
  - Alarm Billing Program



#### IV. Community Policing & Crime Reduction

### Code Compliance

- 50k Council commitment for abatement and OT
- A current community priority - referred to Rules Committee for additional discussion and analysis
- Under review by the City Manager's Office to maximize effectiveness and coordination between departments

#### V. Officer Training & Education

- Engage community members in the training process
- Develop the next generation of SLPD leaders through advanced training
- Prioritize Crisis Intervention Training (CIT) for staff

#### V. Officer Training & Education

##### Training: Chief's Advisory Board

- Committee reviewed all training policies and made recommendations
- Recommended more leadership and Procedural Justice Training for staff
- "Fair and Impartial Policing" training deployed department wide

#### V. Officer Training & Education

##### Leadership Development

- Inner-Perspectives
- Leadership San Leandro
- Supervisory Leadership Institute (SLI)
- Women Leaders in Law Enforcement (WLLE)



#### V. Officer Training & Education

##### Advanced Officer Course Training

- Crisis Intervention Training
- Bias-Free Policing
- Critical Incident
- De-escalation
- Pursuit



#### VI. Officer Wellness & Education

- Promote safety and wellness at every level of the organization
- Issue officers tactical first aid kits for emergency first aid response
- Develop physical and mental health trainings for staff to respond to job stress

## VI. Officer Wellness & Education

### 2016 SLPD SWAT FITNESS CHALLENGE

Objective: To Train Together and Fight Together as we benefit the George Mark Children's House of San Leandro

- 37 teams participated
- Raised **\$96,046**
- Organizer: **Lt. Randy Brandt**



Events included lifting, running, swimming, shooting, and medical support training

## VI. Officer Wellness & Education

### MedEvac

- Provides secure platform for deployment to negotiate and resolve incidents
- Provides secure operation environment for EMS/TEMS
- Encourages voluntary compliance
- Policy and operation training for all staff



## VI. Officer Wellness & Education

### MedEvac

- Grant funding of 200k (no general funds used)
- Partnership with City of Fremont & ALCO Fire
- Past annual incidents requiring use of a MedEvac
  - 2015 - 1 patrol; 4 SWAT
  - 2016 - 2 patrol; 3 SWAT
- Policy for use precludes incidents like peaceful demonstrations

## VI. Officer Wellness & Education

### Wellness Training Evolving

- Mental Training
- Physical Training

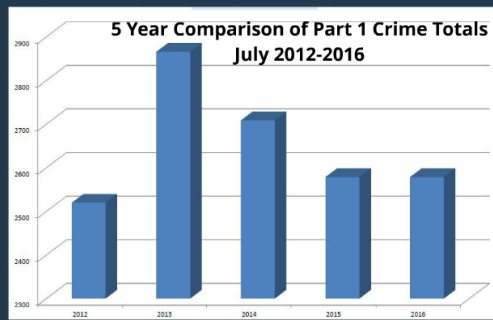




## Year-To-Date Crime Stats

- From 2014-2015:  
5% decrease in crime

- There is 0%  
change from  
2015 to 2016 in  
total crimes



## Measure HH

Council and community investment in public safety

- Maintains service levels to combat crime in the city
- \$1.56 million in CIP funding committed to new police facility
- Fleet replacement of 25 new police vehicles

## City Council Goals



- Place San Leandro on a firm foundation for long-term fiscal sustainability
- Advance projects and programs promoting sustainable economic development, including transforming San Leandro into a center for innovation
- Maintain and support a strong positive relationship between the City, schools and the educational community
- Provide quality public safety service and grow our partnership with the community to keep San Leandro safe
- Maintain and enhance San Leandro's infrastructure
- Support and implement programs, activities and strengthen communication that enhances the quality of life and wellness, celebrates the arts and diversity and promotes civic pride