



San Leandro Police Department • Proud to Serve

Chief's Advisory Board Meeting Notes Tuesday, March 9, 2021

NEW BUSINESS

- Chair, Kent Myers, Called the Meeting to Order

INTRODUCTION – INTERIM CITY MANAGER, FRAN ROBUSTELLI

- Chief Torres Introduced Interim City Manager, Fran Robustelli
 - Fran Has Been With the City of San Leandro Close to 3 Months
 - Fran Appreciated the Opportunity to Join the Chief's Advisory Board Meeting to Get to Know Members and Learn More About the Roles of the Board
 - She Has Been Trying to Attend Virtual and Outdoor Meetings to Get to Know the Community
- Introduction By All Chief's Advisory Board Members Including
 - Kathleen Armstead-Gittens
 - Bay O'Vista – 3 Year San Leandro Resident
 - First Year on the Board – Service Extended a Year to COVID
 - Became a Member of the CAB to Get More Involved in the Community
 - Prior Involvement With HOA
 - Interested in Learning More About the Police Department and Relationships
 - Working Together
 - Luna Salaver
 - Assumption Parish – 20 Year San Leandro Resident
 - 40 Years' Experience in the Public Sector
 - Trained Departments on Communications/Public Relations
 - Joined the CAB to Be More Involved With the Community and Police Department
 - Robert Lane
 - Estudillo Estates – 3 Year San Leandro Resident
 - First Year on the Board
 - Joined the CAB to Be More Involved
 - Irene Toledo
 - Assumption Parish
 - First Year on the Board
 - Community Advocate
 - Small Businessowner
 - Bea Cardenas-Duncan
 - Health and Wellness Advocate
 - Lives Down the Street From the Police Department
 - 2017 – Actively Involved With the Tobacco Retail License to Get Legislation Passed to Ban the Sale of Flavored Tobacco
 - PD in Charge of Monitoring Ordinance

- Going Back to City Council to Ban the Sale of Menthol Cigarettes
 - Provided an Opportunity to See How Effective the Police Department Was in Monitoring the Ordinance
 - Last Year on the Board
 - Grateful For the Opportunity to Serve on the Board
- Mariana Torres Noy
 - Mental Health Clinician
 - Being on the Board Has Provided an Opportunity to Have Command Staff Hear Our Feedback on Matters Including Policies and Procedures
 - Great to Be Involved
 - Michael Nolan
 - Washington Manor – 42 Year San Leandro Resident
 - Retired From the Federal Government
 - Second Year on the Board
 - Being on the Board Has Provided an Opportunity to Voice Concerns in the Community and on Police Practices and Policies
 - The Board is Very Effective
 - Last Year on the Board
 - Mike Aquino
 - 15 Year San Leandro Resident
 - Resident of Northern San Leandro
 - Educational Background – Assistant Principal and Criminal Justice Teacher
 - Active in the Barbershop Forums – Partnering With Paul Chambers and the Alameda County Sheriff’s Office
 - Serving on the Board is a Bridge Between the Community and the Police Department
 - Has Passion For Our Youth and Police Department
 - Second Year on the Board
 - Debbie Jeffery
 - Almost Lifelong Resident in San Leandro – 35 Years
 - Went to San Leandro High School
 - Children Also Attended San Leandro High
 - Very Committed to San Leandro
 - Former Participant of the Leadership San Leandro Program
 - Part of the Solution Serving on the Board
 - Interested and Happy to Be a Part of the Chief’s Advisory Board
 - Edward Liu
 - Bayfair – 7 Year San Leandro Resident
 - Joined the Chief’s Advisory Board to Get Involved in the Community
 - The Board Provides Value/Solutions to the Community
 - Gained a Lot of Knowledge of the Police Department
 - Impressed With the Board and San Leandro Police Department Organization
 - Great Learning Experience Serving on the Board
 - Final Year

- Cartier Lee
 - Heron Bay Resident
 - Involved With the Chief's Advisory Board For 7 Years
 - Weibo Social Media Manager
- Kat Wellman
 - Last Year on the Board
 - Wonderful Experience
 - Important to Give Feedback
 - The Board Listens to Each Other
 - Great Opportunity to Be Part of Decisions
 - 30 Year Resident of San Leandro
 - Important to Be Involved With the Police Department and Community
- Kent Myers – Chair
 - Board Member Since Inception
 - Former City Council Member
 - Always Been Active in San Leandro
 - The Board Represents the Community – Not Political Board
 - Strive to Get Better
 - Work Together
 - Board Provides Feedback
 - Take Votes on Important Matters
 - Kent Congratulated Fran on Being Interim City Manager and Welcomed Her to San Leandro
 - Great City!
- Chief Torres Opened the Meeting for Questions for Fran
 - Utilized Raise Hand Feature Through Zoom
- Question: How Long Interim City Manager? What's the Process?
 - City Council Hired an Executive Firm for a Nationwide Search
 - Fran Advised She is One of the Candidates in the Process
 - Expect an Announcement to be Made Mid-April
 - Fran Advised if She is Not Chosen She Will Still Assist With the Transition for the Permanent Position
 - Here Until June at the Least
- Question: Does the City Manager Hire the Police Chief?
 - Fran Confirmed Yes the City Manager Hires the Police Chief
 - An Outside Firm Has Been Hired to Perform Nationwide Search
 - External/Internal Opportunity
 - The Recruitment Process for Police Chief Will Be On Hold Until City Manager is Chosen
 - Important for Chief to Know Who Their City Manager Will Be
 - Working With the Executive Firm – Public Outreach
 - Focus Group Meetings
 - Print Media
 - Social Media
 - Traits of Ideal Candidate

- Goal is to Reach All Members of the Community
 - Collect Information for “Ideal” Candidate
 - Goals is to Find the Best Fit
 - Anticipate 4-5 Months to Find Permanent Police Chief
 - Approximately September 2021
 - Notify Public – Qualities and Qualifications of Future Chief
 - Question: In the Recruitment Process, What is the Involvement of the CAB?
 - Key Stakeholder For the Recruiter to Reach Out To
 - Question: Focus Group?
 - Will Be Held Virtually Via Zoom
 - Details Will Be Publicized on Social Media
 - Paper Media
 - Full Page Ad in the San Leandro Times Including Survey
 - Survey Wil Be Made Available Online and in Print
 - Goal is to Attract All Members of the Community to Participate
 - Information Received Will Be Used to Create Job Specifications
 - Board Member Shared Her Concern About Receiving Feedback Through Social Media Channels From People That Do Not Reside in San Leandro
 - Fran Advised She Will Work With IT
 - IP Address/Geo Region
 - Will Be Working With IT to Manage
 - Fran Affirmed Her Commitment to Want to Hear From the San Leandro Community
 - Question: When is the Next Budget Task Force – With Recommendations?
 - March 22nd
 - Question: Police Oversight?
 - Is it Common for the City Manager to Hire the Police Chief?
 - Yes
 - Is it Common for the City Council to Hire/Fire the Police Chief?
 - Fran Advised She is Not Aware of Any Government Structure Where the City Council Has the Authority to Hire/Fire the Police Chief
 - Provide Feedback – Yes
 - Question: If the San Leandro Police Department Has Qualified Individuals Why is the City Utilizing/Spending So Much Money to Recruit/Search for a New Police Chief?
 - Fran Advised Contract With Executive Firm to Recruit Police Chief is \$31K
 - Decision For External Search is at Discretion of City Manager
 - Fran Advised Since She is Interim She Thinks it is Very Important to Find the “Best Fit” For San Leandro
 - San Leandro is Going Through a Lot of Healing
 - Divides in Opinions
 - Fran Reaffirmed Her Commitment to Choosing the Process – “Community Process”
 - Community Needs to Provide Input to Earn Trust
 - Need to Build Trust
 - Chief Torres Thanked Fran For Taking the Time to Join Meeting and Answer Questions
 - Chief Torres Welcomed Fran to Stay for Duration of Meeting – Fran Accepted

YOUTH ADVISORY BOARD (YAB)

- Chief Torres Provided an Overview of His Conversation With Chief's Advisory Board Member, Mike Aquino, in His Interest to Be Involved With the Creation of a Youth Advisory Board
- Chief Torres Advised the Chief's Advisory Board Used to Have Youth Members
 - Important to Have a Fresh Perspective
- Chief Torres Opened the Discussion Up to the Board for Suggestions/Ideas
 - Students From San Leandro High School
 - Chair, Kent Myers, Discussed Previous Youth Members on the Board
 - One Youth Member Even Ran For School Board and Won
 - Historically, Challenges in Filling the Youth Positions on the Board
 - CAB Member Aquino Suggested to Start Recruiting So We Can Have 1-2 Members
 - All Schools: San Leandro High, Lincoln High School, Principled Academy, and Also Students That Reside in San Leandro But Attend St. Joseph, Moreau, and Bishop O'Dowd
 - Retired Chief Tudor Was Involved With the Social Justice Program at San Leandro High School
 - Great Recruiting Opportunity for Youth Advisory Board
 - Suggestion to Start With 1-2 Youth Members Now Then Grow
 - If More Interest We Can Establish a Board
 - CAB Member Aquino Has a lot of Educational Contacts
 - Advised The Chief to Let Him Know If He Needs Help
 - Suggestion to Put Information Out to Schools and Focus on Recruiting 1-2 Students
 - Youth Members Should Be Residents of San Leandro
 - We Need a Student/Youth Voice on the Board
 - Eventually Plan is to Have Stand Alone Youth Advisory Board
 - May Be More Helpful
 - Students May Feel More Comfortable to Have Discussions
 - Important to Have Better Relationships With the Community
 - Youth is a Large Audience – Their Feedback is Valuable
 - Need to Have More Positive Interactions With Our Youth
 - Suggestion to Solicit Interest For Youth Members at the Same Time We Open Recruitment for the CAB
 - Consensus From the CAB – Need to Get Youth Involved Young (Very Important)
 - If Interest is Beyond 4 Members – Start a Youth Advisory Board
 - Suggestion to Consider Recruiting at Middle School
 - Tap Into Youth Organizations
 - Important to Have a Diverse Youth Group
 - Not Just High School
 - Get representation From Different Segments and Involvement in the Community
 - Ashland REACH Center
 - Schools
 - Faith Groups

- Chief Torres Advised His Goal is to Have the Youth Advisory Board Comprised of 15 Members
 - Want to Provide a Discussion Platform For Youth to Feel Comfortable Speaking and Sharing Their Thoughts/Ideas
 - Ideas About Having the Youth Advisory Board Elect a Representative to Attend CAB Meetings
 - Integrate Youth Advisory Board With CAB
 - Both the CAB and YAB Need to Work Together
 - Continue Dialogue to Develop Plan – CAB and YAB Learn From Each Other
 - Amount of Interest Received Will Drive the Development of the Youth Advisory Board
- Chief’s Advisory Board Decided to Create Subcommittee Group to Help in the Formation/Development of the Youth Advisory Board Comprised of:
 - Chair, Kent Myers
 - Mike Aquino
 - Bea Cardenas-Duncan
 - Robert Lane
 - Luna Salaver
- Subcommittee Group Will Hold Their First Meeting Via Zoom on Tuesday, March 23rd at 3:00 p.m.
- Chief Torres/Administrative Specialist Nitza Torres Will Follow Up With CAB Subcommittee Group For Feedback
- Discussed Challenges in Getting Youth Members Replaced on the CAB
 - Lack Of Participation/Interest at Schools
 - Board Agreed More Outreach is Needed to Drum Up Interest
- Captain Molettieri Discussed The Teen Academy
 - Another Resource
- Board Agreed There Should Be 2 Separate Boards
 - Important to Keep the Youth Advisory Board Separate
 - Allows For More Participation/Discussion
- Chief’s Advisory Group Discussed “What’s the Selling Point”
 - What Can We Do So the Youth Advisory Board is Enticing to Join
 - Board Members Agreed an Application Process is Necessary
 - Previous Youth Members on the CAB Weren’t Very Vocal
 - Need to Change This to Be More Interactive
- Discussed Additional Benefits For Students to Join Youth Advisory Board
 - Great Resume Builder
 - Learn Life/Leadership Skills
 - Letters of Recommendation
- Leadership Opportunity
 - Attract Civic Minded Kids
 - Curiosity About Policing
 - Interest in Law Enforcement
 - Racial Justice Perspectives

MENTAL HEALTH FIRST AID TRAINING

- Chief Torres Provided an Introduction
 - Retired Chief Tudor Brought This Forward a Few Months Ago
- Idea is To Provide an Opportunity Here in Alameda County for First Responders and Business Owners
- Meeting Last Week With Crisis Support and the Chamber
- Goal is to Provide Training For 20 Individuals
- Training Will Be Open to the Chief's Advisory Board
- Training is a Commitment
 - 2 Hour Self-Paced Training Plus an Additional 8 Hour 1 Day Training
- CAB Member, Mariana Torres Noy, Explained the Foundation of This Training
 - A Business Owner Reached Out to Retired Chief Jeff Tudor If They Encounter an Individual Suffering From a Mental Health Crisis
 - What To Do
 - CAB Member, Mariana Torres Noy, Has a Background in Behavioral Health and Has Worked Most of Her Career in This Field
 - Big Advocate to Bring This Training to Alameda County
 - Training – 20 Spots Available
 - Still Waiting to Hear on the Training Date
 - Will Push Information Out to CAB Once Date is Confirmed
- CAB Member, Kathleen Armstead-Gittens, Advised She Received the Training
 - Provides Basic Training
 - Great For the Community and Business Owners
 - Provides Communication Tools if You Encounter Someone Suffering a Mental Health Crisis
- Mental Health First Aid Training – Overview
 - Why Mental Health First Aid?
 - Mental Health First Aid Teaches You How to Identify, Understand, and Respond to Signs of Mental Illness and Substance Use Disorders. This Training Gives You the Skills You Need to Reach Out and Provide Initial Support to Someone Who May Be Developing a Mental Health or Substance Use Problem and Help Connect Them to the Appropriate Care.
 - What It Covers?
 - Common Signs and Symptom of Mental Illness
 - Common signs and Symptoms of Substance Abuse
 - How to Interact With a Person in Crisis
 - How to Connect the Person With Help
 - Expanded Content on Trauma, Addiction, and Self-Care
 - Course Teaches You How to Apply the ALGEE Action Plan:
 - Assess for Risk of Suicide or Harm
 - Listen Nonjudgmentally
 - Give Reassurance and Information
 - Encourage Appropriate Professional Help
 - Encourage Self-Help and Other Support Strategies

- Who Should Take It?
 - Employers
 - Police Officers
 - Hospital Staff
 - First Responders
 - Faith Leaders
 - Community Members
 - Caring Individuals

ROUNDTABLE DISCUSSION

- A Questions Was Asked About the Status of City Council Selecting Future Chief's Advisory Board Members
 - Chief Torres Advised Still Brainstorming
 - Introduced Idea to City Council – Different Perspectives
 - Table Discussion For the Future
- Update on Police Oversight
 - CAB Wanted to Know How the Process is Coming Along
 - Presentation to City Council – February 2021
 - City Council Will Consider 3 Models:
 - Hybrid – Contract Independent Auditor in Coordination With Community Oversight Board (No Charter Amendment)
 - Recommendation Only
 - Hybrid – Contract Independent Auditor in Coordination With Community Oversight Board (Charter Amendment)
 - Decision Making Authority on the Discipline That is Imposed, and Policy Oversight, Recommendation on Hiring/Termination of Chief
 - Investigator – Full Investigative Authority Including Hiring Staff (Charter Amendment)
 - City Council Wants to Hear Expectations From Community
 - Process Can Take Approximately 6 Months To Adopt Model
 - Top Priority For City Council
 - Conversation to Continue – Details to Follow
- Discussed Weekly Update Emailed By Administrative Specialist, Nitza Torres
 - Weekly Email to Be Sent to Cab to Highlight Achievements/Special Announcements
 - Outline What the Police Department is Doing – Enhance Communications Channels
 - Questions Was Asked if This Information is Confidential
 - Chief Torres Encouraged the CAB to Share With Friends and Family
- SLPD Will Be Hosting Diversity Training this Friday as Part of the Officer Advanced Training
 - SLPD is Proud of our Partnership With The NAACP
 - Training Approved by POST
- Next Chief's Advisory Board Meeting Scheduled Tuesday, April 13th at 3:00 p.m. Via Zoom
- The CAB Thanked Fran For Joining the Meeting
 - CAB Let Fran Know She Has an Open Invitation to Attend Future Meetings

ADJOURNMENT