



San Leandro Police Department • Proud to Serve

Chief's Advisory Board Meeting Notes Tuesday, October 12, 2021 15:00

- Chair, Kent Myers called the meeting to order at 15:00
- Chief Pridgen
 - CAB Recruitment/Roles & Responsibilities:
 - Possible expansion of CAB members from 12 to 24
 - May incorporate youth members if not enough individual interest from youth
 - Role of CAB
 - Represent the community/voice/respond to current & future needs
 - Flexibility and responsiveness to demands
 - Begin ASAP (optimally before end of 2021)
 - Provide avenues to ensure all communities have opportunity to CAB
 - CAB Members input on role of CAB
 - Act as a sounding board for the Chief
 - Participate in active recruitment
 - Advertise
 - Through organizations that current CAB members are a part of
 - Review applications
 - Consideration of applicants
 - Ensure representation from all areas of the City of San Leandro
 - Discussion on responsibility to recruit/In past PD has managed application process
 - CAB vs. Oversight
 - CAB – Holistic partnership with PD
 - Oversight focus on policy/Works in partnership with IPA and CAB
 - CAB Board Extension
 - Current members will continue through 2022
 - Any current member who does not want to continue through 2022, notify Chair, Kent Myers
- Old Business
 - Youth Advisory Board/Mike Aquino/Update
 - Chief Pridgen and Mike Aquino met
 - Brown Bag at SL High/Lincoln High/Community Forums
 - Listening Sessions
 - Possible January start
 - Application process/City to host

- Current Issues of Interest
 - Chief Pridgen considering a reorganization
 - 1 Deputy Chief/1 Captain
 - Deputy Chief (DC)
 - Liaison to Oversight committee
 - Responsible for Community Engagement
 - Precision Policing Unit
 - Crime strategies
 - Focus on who's committing crime
 - Department Policy Adherence/Auditing
 - New Organizational Chart in development
 - Will share with CAB prior to presentation to City Council
 - Questions by CAB Members
 - How will the DC role be different than Captain role?
 - Oversight of new units
 - More community facing
 - Must possess the requisite background/leadership style, political savvy, trust
 - Have additional collateral duties
 - Staffing Study to determine needs
 - Grooming Standards
 - Formal approval completed
 - Will include final version with today's notes
 - Appreciative of CAB's feedback/input valuable
 - Pizza Party
 - October 14th at 17:30 in front of the PD
 - CAB members attending wear shirts/opportunity to recruit
- Roundtable
 - Debbie
 - would like to return to original CAB time of 17:00
 - Kathleen
 - Next Door chatter regarding a vehicle accident
 - Mike Nolan
 - Welcome Chief Pridgen
 - Why change in appearance standards?
 - Morale/recruitment/changing world/need to evolve
 - Bea
 - Complaint of parking issues/traffic issues
 - Campaigning council members canvassing neighborhood 10/16 from 10:00-12:00/Door hangers
 - Luna
 - Requested information re: Shooting on Sunday 10/10/21 at Bancroft/Victoria Ave.
 - Investigators working on identifying suspects
 - Family member robbed – reminded group to be aware of surroundings

- Kat
 - Supports the idea of Deputy Chief position
 - Requested extra Patrol Checks in Bay-O-Vista neighborhood due to recent catalytic converter thefts
- Kent
 - Next meeting 11/9/21 at 15:00 via Zoom
 - If unable to remain on CAB board, notify him
 - Community Forum – Police Oversight Committee
 - 10/16 – 10/21 via Zoom
- Chief Pridgen
 - Reviewing how to share relevant information with CAB board (ie: recent shooting)

Meeting Adjourned at 15:55

- Next Meeting – Tuesday, November 9th, 2021 at 15:00 via Zoom

Personal Appearance Standards

1025.1 PURPOSE AND SCOPE

In order to project uniformity and neutrality toward the public and other members of the department, employees shall maintain their personal hygiene and appearance to project a professional image appropriate for this department and for their assignment.

1025.2 GROOMING STANDARDS

Unless otherwise stated and because deviations from these standards could present officer safety issues, the following appearance standards shall apply to all employees, except those whose current assignment would deem them not appropriate, and where the Chief of Police has granted an exception. Examples may include persons in undercover assignments or members who do not have regular public contacts.

Uniforms are to be clean, pressed, and of proper fit. No unauthorized clothing will be worn with, under, or over a uniform. Non-uniform clothing will be of a proper fit for their job assignment, clean, pressed, and professional.

Appearance fads, including but not limited to hairstyles, tattoos, body piercing, tongue piercing, tongue splitting, or bifurcation, dental ornamentation, branding scarification, fingernails of excessive length, fingernail decorations, or any fad which does not present a professional, conservative appearance is not acceptable.

1025.2.1 HAIR

Hairstyles of all members shall be neat, clean, and well-groomed. It will not present a ragged, extreme, or eccentric appearance. "Faddish" styles or coloring outside the natural hair color spectrum is not permitted. Hair shall not interfere with the wearing of gas masks, helmets, soft hats, or other safety equipment.

For male sworn members, hair must not extend below the top edge of the uniform collar while assuming a normal stance. Hair shall not extend more than 3" from the top of the head.

For female sworn members, hair must be no longer than the horizontal level of the bottom of the uniform patch when the employee is standing erect, worn up, or in a tightly wrapped braid or ponytail.

1025.2.2 MUSTACHES

A short and neatly trimmed mustache may be worn. Mustaches shall not extend below the corners of the mouth or beyond the natural hairline of the upper lip.

1025.2.3 SIDEBURNS

Sideburns shall not extend below the bottom of the outer ear opening (the top of the earlobes) and shall be trimmed and neat.

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1025.2.4 FACIAL HAIR

Facial hair is authorized and shall remain at the discretion of the Chief of Police. Facial hair must have a natural color and be neatly trimmed with no exotic patterns or designs. A beard, if worn, shall have no portion that is exceptionally longer than the rest and shall not exceed one inch in length. The neck shall remain clean-shaven, and the perimeter lines of the beard shall be neatly trimmed and defined. A modest goatee beard is permissible, provided it is neatly groomed according to specifications outlined in this policy and contiguous with the mustache so as not to constitute a clump or patch of hair.

The wearing of facial hair cannot present an officer safety issue or interfere with the proper wearing of any department-issued safety equipment. This policy is not intended to allow an employee to continually forego maintaining a clean-shaven appearance unless the employee is in the process of growing a beard, mustache, or goatee.

1025.2.5 FINGERNAILS

Fingernails extending beyond the tip of the finger can pose a safety hazard to officers or others. For this reason, fingernails shall be trimmed so that no point of the nail extends beyond the tip of the finger. Polish shall be neutral in color.

1025.2.6 JEWELRY AND ACCESSORIES

No jewelry or personal ornaments shall be worn by an employee on any part of the uniform or equipment, except those authorized within this manual. Jewelry, if worn around the neck, shall not be visible above the uniform shirt collar.

- (a) Earrings shall not be worn by **MALE** uniformed members, detectives or special assignment personnel without permission of the Chief of Police. Uniformed **FEMALE** employees in a Patrol assignment shall limit the wearing of 1 pair of earrings to the post type with a diameter not to exceed 1/4" and with no pendants attached.
- (b) Uniformed female employees in non-patrol assignments shall not wear more than 2 earrings in each ear. One pair must be a post type with a diameter not to exceed 1/4" with no pendants attached. The second pair may be of a hoop design not to exceed the size of a quarter. All earrings must be a matched set. Earrings must be worn on the ear lobes. Ear cuffs and gauges are not acceptable.
- (c) Only one ring may be worn on each hand of the employee while on-duty. A wedding band may consist of more than one ring, but must be worn together on the same finger.

1025.3 TATTOOS

While on-duty or representing the Department in any official capacity, members shall only display departmentally approved tattoos or other body art. Tattoos are prohibited on the head, face, neck, eyelids, inside the mouth, and ears. Tattoos are also prohibited on the hands, fingers, and below the wrist bone. An exception of one tattoo on a ring finger, not to exceed 1/2 an inch in width, below the knuckle and above the finger joint closest to the palm of the ring finger.

At no time while on-duty or representing the Department in any official capacity, shall any offensive or unapproved tattoo or body art be visible. Examples of offensive tattoos or body arts include,

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but are not limited to, those which depict or advocate discrimination in any form, exhibit gang, supremacist or extremist group affiliation, obscene graphics, or language, depict violence, or content that is deemed inappropriate, or unprofessional, or offensive by the Chief of Police or designee.

1025.4 BODY PIERCING OR ALTERATION

Body piercing or alteration to any area of the body visible while in uniform or attire that is a deviation from normal anatomical features and which is not medically required is prohibited. Such body alteration includes, but is not limited to:

- (a) Tongue splitting or piercing.
- (b) Eyebrow rings, nose rings.
- (c) The complete or transdermal implantation of any material other than hair replacement.
- (d) Abnormal shaping of the ears, eyes, nose or teeth.
- (e) Branding or scarification.

1025.5 RESCINDED POLICY

This policy rescinds San Leandro Operations Directive 87-35.