



San Leandro Police Department • Proud to Serve

Chief's Advisory Board Meeting Notes Tuesday, May 12, 2020

NEW BUSINESS

- Chief Tudor Welcomed All the Board Members and Thanked Everyone for Participating in This Zoom Call
 - Great to See Everyone on the Computer Via Zoom
 - Hope Everyone is Staying Healthy and Finding Some Degree of Normalcy in Our Lives
- Chair, Kent Myers, Called the Meeting to Order and Advised Tonight's Meeting Will Be an Open Discussion Focused on Getting Feedback From the Board Regarding the Recent Officer Involved Shooting
- Chief Provided an Overview of Crime Stats During COVID-19
- Discussed Homelessness in San Leandro
 - Asked The Board For Their Honest Feedback and Concerns
- Captain Torres Provided a Brief Operational Update For COVID-19
 - Alameda County Holds Several Calls a Day
 - Captain Torres Participates in the Afternoon Call on a Daily Basis to Ensure We Stay Up to Date With Changes to the Public Health Order
 - Captain Torres Encouraged the Board to Visit the Alameda County Public Health Department's Website For Any Questions
 - www.acphd.com
 - Website Includes Real Time Information on Cases Including Deaths
 - Information is Broken Down By Zip Code
 - The Cases in San Leandro Are Higher Than Other Cities in Alameda County
 - Captain Torres Emails a Daily COVID-19 Situational Update to the Department/City Staff to Keep Everyone Up to Date
 - Governor Newsom Recently Announced Opening Up For Curbside Pick-Up But Reminded the Board That These Changes Don't Apply to All of California as Counties Including Alameda County Have Implemented Stricter Guidelines
 - We Anticipate Shelter in Place in Alameda County to Be Extended Through the End of July
 - The Bay Area Was Actually the First County to Implement a Shelter in Place and Alameda County is Committed to the Safety of Our Community and Cautious About Opening Too Soon
 - A Chief's Advisory Board Member Asked if SLPD is Prepared if an Employee Were to Get COVID-19 and the Need to Quarantine?
 - Captain Torres Advised SLPD Has Given This a Lot of Thought and is the Reason Why Patrol is Currently Staffed in Four 12 Hour Shifts
 - 4 Shifts Allows for Staff to Have Limited Interaction With One Another

- To Date There Has Been No Cases For COVID-19 Within the San Leandro Police Department
- If an Officer Did Test Positive For COVID-19 the Entire Shift Would Be Quarantined
- We've Been Encouraging the Community to File Police Reports Online and Staff Has Been Practicing Social Distancing and Wearing Facial Coverings
- Chief Asked The Board Their Thoughts
 - Board Agrees With New Measures to Encourage Self Reporting and Limit In Person Reporting
 - A Question Was Asked About Testing SLPD Personnel and Governor's Goal to Have More Testing
 - Chief Advised That 3 SLPD Employees Have Been Tested For COVID-19 and All Tested Negative
 - Currently Testing Sites Require Symptoms Before Administering a Test
 - As of Now There is No Proactive Testing However Prior to Entering the SLPD Building All Staff Including the Chief Must Text a Phone number to Advise the Employee is Not Currently Experiencing Any Symptoms
 - We've Also Installed "Step n' Pull" Door Openers to Many Entrances in the Building to Limit Contact With Door Handles; Rather the Employee Will Use Their Foot to Open Doors
 - Availability of Tests Continue to Be a Concern
 - To Date There Have Been Over 380 Calls For COVID-19 Related Calls Including Large Gatherings and No Facial Coverings
 - Domestic Violence Calls Have Doubled
 - Still a Concern DV is Under Reported
 - Property Crimes Have Been Trending Down
 - Violent Crimes Are Climbing Up
 - Includes Street Robberies and Aggravated Assault
 - A Chief's Advisory Board Member Brought Up a Concern They Had on Next Door
 - Thought Someone Was Breaking into San Leandro High School
 - Turned Out to Be Construction Project at the School
 - Shelter in Place Order Allows For Construction
 - Chief Tudor Reminded the Board to Always Call if Something Seems Suspicious
 - Always Better to Err on the Side of Caution
 - Discussed Zero Bail Schedule
 - Board Members Discussed Their Concerns
 - Even if Someone Breaks Into Your Home The Individual Will Be Cited and Not Taken to Jail
 - Citations Are Issued for Non-Violent Incidents
 - SLPD is Doing Our Best to Monitor Re-Offenders

- District Attorney, Nancy O' Malley, Recently Created a Form for Re-Offenders
 - An Individual Who Re-Offends May Have to Pay Bail
 - A Board Member Brought Up a Story on the News Discussing an Individual in Alameda County That Re-Offended 7 Times
- Concern Was Raised Regarding AB-109 and Proposition 47 Regarding Prisoners Being Released Early and New Zero Bail Schedule
 - Now Individuals Are Cited and not Taken to Jail to Minimize COVID Exposure
 - Mixed Feelings Were Brought Up Regarding Citations Issued at the Scene of Incident
 - Essentially a Person Committing a Crime – For Example Stealing is Issued a Citation at the Scene Then Allowed to Go Home
 - Criminals Are Aware of This New Procedure
 - A Chief's Advisory Board Expressed Concern About a Pair of Women Stealing Contents of Elderly Women's Purses
 - If Caught They Would Only Receive a Citation
 - Unless They Got Violent
 - Chief Advised We Are Encouraging SLPD Staff to Use Good Judgement and to Be Safe
 - If a Car Flees – Don't Pursue
 - SLPD Does a Great Job of Canceling Pursuits in the interest of Public Safety
 - Concerns Expressed About the Citation Process
 - Courts Are Back Logged
 - However Citation Process Does Allow Officers to Have Very Little Contact With People to Minimize Exposure to COVID-19
 - SLPD is Committed to Adhering to Public Health Order
 - Continue to Protect and Serve
 - Concern Has Been Raised About Homelessness in San Leandro
 - More RV's in Town
 - Challenging Time For Everyone Including Homeless
 - Mindful About Vehicles Parked Longer Than 72 Hours
- Chief Emphasized the Importance of Gathering Feedback From the Chief's Advisory Board
 - Encouraged All Members to Email Administrative Specialist, Nitza Torres, With Their Honest Feedback to Include Criticism, Concerns, and Recommendations Pertaining to the Recent Officer Involved Shooting
 - Chief Tudor Discussed Feedback Expressed at the City Council Meeting Held on Monday, May 4th
 - Public Comments Focused on Mental Health Concerns Raising Concern About SLPD Training
 - Chief Reiterated the Importance of Feedback From the Board and Asked For Suggestions About What the CAB Thinks
 - A CAB Member Who Has Experience in Mental Health Discussed The Importance of Training

- Chief Provided an Overview of Our Training
 - Discussed Implicit Bias Training
- Chief Mentioned Decision Making and Having to Make Split Second Decisions
 - Is Training Effective?
 - Chief Emphasized Wanting to Hear What the Board Thinks
- Chief Advised There's Been a Request For a 3rd Party Investigation
- SLPD Has Completed Our Administrative Review and Has Been Submitted to the District Attorney's Office
- Concern Has Been Raised About the District Attorney's Office Investigating
 - Feedback Received Expressed Concern About District Attorney's Office Not Being Able to Conduct an Independent Investigation Since They Employ Retired Law Enforcement
 - A Recommendation has Been Made to Have the State Attorney General Investigate
 - A Formal Letter Has Been Submitted to Request
 - The Chief Emphasized the SLPD Door is Open and Encouraged the Board to Share Their thoughts
- Chief Advised He has Been Speaking to a lot of Community Groups and Doing His Best to Hear Concerns
 - Providing Facts on the Case and Training
 - Educating the Public
- CAB Members Asked About SLPD Receiving Threats
 - Chief Advised That SLPD is Receiving Threats and That is Why We Are Not Releasing the Names of the Officers Involved
 - Concern About Officer Safety
- A CAB Member Asked How Things Are Now at SLPD Versus Immediately following the Incident
 - Chief Advised That Hateful Voicemails/Emails Have Slowed Down
 - Chief is Reaching Out to Community Groups to Address Their Questions/Concerns
 - SLPD Continues to Be Transparent and Has Uploaded Raw Body Worn Camera Video Footage to Our Website
- A CAB Member Shared Perspective From WEIBO Social Media Platform
 - Comments Support the Action Taken By SLPD Officers
 - Some Commentators Felt the Use of Force Demonstrated by the Officer Was Necessary as the Individual was Wielding a Baseball Bat
 - CAB Member Recommended for Future Reference to Share With the Community Facts/Dangers of Baseball Bat
 - Can Cause Serious Harm/Death to an Individual
 - Comments on WEIBO Do Not Point to Race as a Factor But Rather Focused on the Weapon (Bat) the Individual Was Wielding
 - De-Escalation Tactics Were Used
 - Topic Was mentioned if the Second Officer Arrived Sooner Would it Have Changed the Outcome

- Chief Responded to WEIBO Feedback and Confirmed That Bats, Crowbars, and Knives All Can Cause Harm
 - Chief Reiterated SLPD is Committed to Providing the Facts and the Last Thing We Want to do is Justify Actions
- Chief Asked the Board to Think About What Type of Force is Reasonable?
 - Advised Investigation Will Look Into the Officer's Thought Process to Ensure Their Actions Are Within Policy
 - De-Escalation Tactics Will Be Reviewed
 - Things Happen so Quickly and the Officer's Decision Making Will Be Reviewed and Investigated
 - De-Escalation Encompasses a Lot of Tactics
 - Decision Making Can Easily Be Critiqued and Criticized and the District Attorney's Office Will Be Reviewing
 - Chief Asked the Board to Please Email Administrative Specialist, Nitza Torres, About How They Feel
 - Chief Emphasized He'd Like to Know What the CAB Thinks
 - A CAB Member Advised There Was Concern the Individual Did Not Respond to the Taser
 - Several CAB Members Advised There Was Nothing in the 911 Call to Indicate the Individual Was in a Mental Health Crisis
 - It's Been Brought to Light Now That Steven Taylor Suffered From Bi-Polar Disorder
- Chief Advised That San Leandro is in the Process of Implementing a Community Assessment Transport Team (CATT)
 - Team Comprised of Mental Health Clinician and Paramedic
 - Chief Emphasized that the CATT Team Would Not Respond to Incidents Until it is Safe
- Chief Discussed His Meeting With the San Leandro High School Social Justice Class One Week After the Incident
 - Emotional Conversations
 - Productive Discussion
- Chief Encouraged the Board to Please Email Nitza to Provide Feedback
 - Still Waiting For the Report to have All the Facts
 - Chief Expressed the Importance of the Chief's Advisory Board and Looks to Them For Guidance to Get Better
- CAB Member Shared Their Feedback
 - Officer Involved Shooting Video Was Hard to Watch
 - This Incident is at the Heels of a Long Legacy Facing This Nation (e.g. Ferguson)
 - It's Much Bigger Than Just This Incident
 - People Are Quick to Judge and Claim Race Issue
 - Stems From Long History of San Leandro
 - Not Going to Win the Race Battle With the Community So That is Why so Important to Provide Facts/Educate

- CAB Member Asked The Chief What His Goal Is?
 - Chief Advised He is Waiting to Hear from the District Attorney's Office
 - Let the Investigation Run Its Course/Process
 - Review/Deal With the D.A.'s Findings
 - Discuss With the Community
 - Identify Training Opportunities/Implement
 - Goal is to Get Better – Add Additional Training
 - How We Move Forward – Messaging Goal
 - Working With Communications Specialist to Have More Structure
 - Sensitive Topic – How to Navigate to Message Appropriately
 - Messaging is Critical
 - Meet with Community Leaders
 - Continue Conversations and Healing Process
 - Understand We Can't Win Social Media
 - Chief Received Multiple Voicemails for the Officers Involved and Himself to Be Fired
 - San Leandro Community is a Priority
 - SLPD to Remain Accessible and Approachable
 - There is No Chief Handbook
 - Chief Expressed His Appreciation for Other Chiefs Experiencing Similar Incidents Have Reached Out to provide Advice
 - Appreciative for Mentorship
 - Services Available to Help Protect Personal Information for Law Enforcement
- Chief Advised He is Looking Forward to Reading the Feedback From the Board
 - He'd Like to Discuss/Share Opinions With the City Manager and City Council
 - Chief Emphasized the importance of the Board and Opinions and Appreciates all Feedback Including Criticism and Areas of Improvement
- Next Chief's Advisory Board Meeting Scheduled for Tuesday, June 9th
 - Stay Posted For Details
- Stay Safe and Healthy

ADJOURNMENT