SAN LEANDRO POLICE DEPARTMENT
CHIEF’S ADVISORY BOARD MEETING NOTES
Tuesday, May 9, 2023 • 5:30 p.m.

ATTENDANCE

- SLPD
  - Chief Abdul Pridgen
  - Asst. Chief Luis Torres
  - Captain Ali Khan
  - Administrative Specialist, Nitza Torres
- CAB Members
  - Chair Kent Myers
  - Kathleen Armstead-Gittens
  - Irene M. Toledo
  - Carol J. Collins
  - Chris McGougan
  - Curtis Keeling
  - Douglas K. Walsh
  - Erica Marr
  - John Shaddle
  - Lisa Ruan
  - Meri Veavea
  - MaryLou Leyba Frank
  - Matt Crampton
  - Richard Adams
  - Stephen Michael Tow
  - Uatisone Masaniai Jr.

NEW BUSINESS

- Chair, Kent Myers Called the Meeting to Order
  - Advised Bord Members to Sign-In and Pick-Up Name Badges
  - Thanked Stephen Michael Tow For Promptly Sharing a Recap of the Minutes Promptly Following the Meeting
- Chair Myers Made an Announcement to Board Members That Meetings Are 1 Hour
  - Be Mindful About Time
- Chair Kent Myers Inquired About the Matrix Survey Results – If They Will Be Shared With the Board
  - Chief Pridgen Advised Consultant Richard Brady From Matrix Will Be Providing an Analysis of All Survey Results and Will Share With the Chief’s Advisory Board
• Chief Pridgen Highlighted His 3 Main Priorities For the Department – Consistent Theme
  o Staffing
  o Training/Policy
  o Wellness

STAFFING
• Chief Pridgen Provided an Overview of Dispatch/Communications Center
  o Currently Alameda County is Taking Our Calls From 11:00 p.m. to 7:00 a.m.
    ▪ Acting Support Services Manager, Norma Gordoa, is Working Towards
      Alleviating to Have County Take Our Calls in Dispatch
  • Trying to Build a Buffer
  • Dispatch Recruiting Efforts Have Been Successful
    o Currently 1 Dispatcher Vacancy
      ▪ Dispatch Job Posting Has Been Removed From City’s Website
    • Dispatch Recruitment Closed
• Chief Pridgen Advised We Currently Have 63 Police Recruit Trainee Candidates to Schedule Interviews
  o Our Primary Recruiting Efforts Have Shifted Towards Police Officers
  o Lateral Police Officer Candidates Are Very Tough to Attract
    ▪ Alameda PD is Currently Offering a $75k Signing Bonus
      • Bonus Originated at $30k Then Was Increased to $75k
      • Chief Pridgen Has Not Had an Opportunity to Speak With Alameda PD Yet to Check on Success of Bonus Offered
  o Chief Pridgen is Focused on How SLPD Can Position Ourselves
    ▪ Important to Find Best Areas to Promote Recruitment Opportunities
• Chief Pridgen Discussed Marketing/Advertising Strategies
  o Working on a Contract With Fresh Eyes
    ▪ Money Reallocated From Salary Savings to Fund Contract
    ▪ Fresh Eyes Will Allow For More Visibility on Platforms Such as Hulu, Google Ads.
    ▪ Focused on Creative Marketing Strategies
• Chief Pridgen Emphasized the Importance of the Matrix Community Survey
  o Important That Community Members Respond to Survey
  o On Saturday, April 29, 2023 SLPD Partnered With Matrix Consulting to Host a Community Meeting
    ▪ Community Members Had an Opportunity to Share Perspectives/Valuable Feedback
      • Discussion About Freeing Officers For Higher Priorities Calls
        o Goal is to Identify Alternative Solutions By the End of May
    • Calls Are Categorized as Follows:
      o Violent Crime
      o Property Crimes
      o Nuisance Calls
        ▪ Involve Quality of Life Issues (e.g. Noise Complaints)
• Officers Are Often Dispatched to Higher Priority Calls
  o Difficult to Address at Times
• Community Members Expressed a Need For More Police Officers
  ▪ Survey Was Translated in Both Spanish and Mandarin
  ▪ Our Goal Was to Reach as Many People as Possible to Encourage Participation in the Survey
  ▪ Visitors to the City of San Leandro Website Will Also Have an Opportunity to Take the Survey
    • A Screen Pops Up on City’s Website Directing All Visitors to the City’s Website to the Survey
• Chief Pridgen Advised There Will Be a Presentation in June
  o SLPD Needs Adequate Staffing Levels – 21st Century Policing Approach
    ▪ Community Policing/Interacting With the Public is Essential to Build Trust and Legitimacy
    • Important to Interact With All Members of the Community Including Our Youth

TRAINING/POLICY
• SLPD is Currently Making Updates/Revisions to Policies
  o We Submit Our Edits to Lexipol
    ▪ Waiting to Hear Back From Lexipol on Updates
  o Chief’s Advisory Board Member, Stephen Michael Tow, Inquired About Lexipol
    ▪ Wanted to Clarify That Policies Cater to the Needs to San Leandro
      • Chief Pridgen Confirmed That All Policies Are Tailored Specifically to San Leandro
        o Lexipol Makes Changes/Updated Based on Our Needs
  o Chief’s Advisory Board Member, Stephen Michael Tow, Also Inquired About Training Staff Regarding Changes to Equipment Relating to AB41
    ▪ Chief Advised We Have Alerted City Council Regarding Our Equipment
      • We’ve Also Let the County Know Equipment We Are Using
      • The Entire Department Also Went Through 8 Hour ICAT Training
        o SLPD Also Has Ongoing Officer Training to Refresh Skillsets/Provide Information Updates
• Chief Pridgen Advised Current Focus is on De-Escalation and Use of Force
  o Adding De-Escalation to Our Policy
  o Language in Policies Will Provide Clear Definitions
  o Language in Policy Will Also State That Officers **Shall** Wait For Another Officer Before Responding to Any Mental Health Crisis
    ▪ Clear Direction in Policy to Advise No Need to Intervene Unless They Are a Threat to Someone Else
  o Chief’s Advisory Board Member, Matt Crampton, Inquired if it Will Always Be a Sworn Police Officer
    ▪ Chief Advised it May Also Be a Member of Our Crisis Response Team
      • Crisis Response Team is Comprised of Clinicians/Paramedics
        o Typically Respond to Lower Level Issues Without Police Response Needed
      • Crisis Response Team is Contracted Throughout Alameda County Through the Fire Department
• Crisis Response Team is Relatively New
  o Still Trying to Determine What’s Needed Long Term
• Chief’s Advisory Board Member, MaryLou Leyba Frank, Inquired About Reason For Challenges in Hiring Staff
  o Chief Pridgen Advised Recruiting Challenges Are Across the Board
    ▪ Roughly 30% Vacancies in All Government Agencies
    ▪ COVID Had an Impact
    ▪ People’s Perspectives Have Changed
      o Family More Important Than Work/Career
  o Chief Pridgen Advised Broadening Criteria For Recruitment as Police Officer
    ▪ Trying to Reach Out to Anyone That is Interested
    ▪ Doesn’t Matter What Field Degree is In
      o Good Person, Team Player, and Interest in Being a Public Servant
    ▪ Encouraged to Apply
      ▪ Chair, Kent Myers, Advised He is Seeing Recruitment Challenges For a lot of Fields Including Accountants
        ▪ Profession is Changing
        ▪ Some People Are Choosing to Only Work Part-Time
        ▪ Staffing Shortages Appear to Be Everywhere
  o Chief Pridgen Advised in California There is No Age Limit to Become a Police Officer
    ▪ Other States Implement an Age Limit
      ▪ Texas For Example is 44 ½
    ▪ Chief’s Advisory Board Member, Rich Adams, Inquired About Age Limit for California
      ▪ Chief Pridgen Advised There is None
        o SLPD is Open to All Wisdom/Experience For Anyone Interested in Becoming a Police Officer
• Chief’s Advisory Board Member, John Shaddle, Asked About Clarification on Nuisance Calls
  o Nuisance Calls – Quality of Life (e.g. Loud Music)
  o Robberies – More Serious (Require Officer Response)
  o Catalytic Converter Thefts (Property Crimes)
• Chief’s Advisory Board Member, Matt Crampton, Wanted to Know How Calls can Be Assigned to Non-Sworn Staff
  o Chief Pridgen Advised Matrix Consulting is Doing an Analysis to Evaluate Calls Received
    ▪ Analysis Will Include Evaluating What Calls Do Not Require Police Response
  o The Board Discussed Other Agencies Have Community Services Officers
    ▪ Position is an Expansion of the Ambassador Program In Place in Downtown San Leandro
      ▪ Discussion to Expand Program
• ALPR Policy
  o San Leandro Has 29 Flock Cameras
    ▪ Want 12 More For a Total of 41
      ▪ Creating Specific Policy to Include
        o 15 Day Retention Period
Discipline For Any Unauthorized Use/Misuse

- Performa Training – Use of Force
  - Goal is to Increase Skillset About Decision-Making Involving Use of Force
  - Learning Tool – Specific Location Identifiers Will Be Blurred Out
  - Training Will Have Built in Pauses to Allow the Officer to Determine What the Next Move Should Be
    - Allow Officers to Think Through Detailed Scenarios to Encourage Better Decision Making
    - Opportunity to Review How Past Incidents Were Handled/Best Approach to Handle Now

EMPLOYEE WELLNESS

- SLPD’s Wellness Program is Spearheaded By 2 Employees
  - Send Monthly Newsletters to the Department
    - Discuss Healthy Nutrition Options
    - Announce Upcoming Wellness Events
      - Spartan Race Last Year
    - Forum to Increased Awareness For Employee Wellness
  - Wellness Program is Also Creating a Formal Recognition Policy
  - SLPD is Offering $17 Meal Reimbursement to All Dispatchers
    - $17 Each Shift
    - Encouraging Healthy Meals

ROUNDTABLE – Comments/Concerns By Chief’s Advisory Board Members

- Stephen Michael Tow
  - Appreciate Details – Very Comprehensive
  - Fear in the Community About Crime
    - Educate About Crime Stats
    - Advise the Community Not to Take the Law Into Their Own Hands
    - When People Are Fearful They Tend to Act on Their Own
      - SLPD Needs to Communicate With the Community About Their Role in Keeping Everyone Safe
  - Chief Pridgen Responded to Feedback Advising That Crime is Up
    - Currently SLPD Does Not Have a Crime Analyst
      - Presentation to City Council Scheduled For June – Crime Update
    - SLPD Tries to Communicate Crime Safety Tips Online Frequently to Help Keep Everyone Safe
    - Chief Encouraged All Board Members to Contact SLPD if Something Happens

- Kathleen Armstead-Gittens
  - Expressed Safety Concerns in San Leandro – Not Being Heard
    - Knowing How to Avoid Situations is Helpful
    - Attended April 29th Community Meeting
      - A Lot of Serious Crime is Being Reported
        - Don’t Feel Safe
    - Police Officer Staffing is Down
    - Concern Officers Are Not Available to Respond
  - Chief Pridgen Responded to Advise We Can Consider Hosting Regular Meetings With the Community to Educate on Crime Stats/Trends
• Kathleen Reiterated That Although Crime Stats Are a Component the Community Wants a Platform to Share Their Experiences and Understand What Type of Crime is Down
• Chief Pridgen Advised Only So Much We Can Do to Overcome the Perceptions of Crime
  • SLPD Does Our Best to Convey What is Happening and Where
    o Educate the Public How You can Protect Yourself
    o Be Aware
    o Avoid Making Yourself a Target
  • Important to Give People the Tools to Live Safely – Exist in the World Today
    o Provide Education/Steps to Take to Limit Chance of Being a Victim
• Carol J. Collins
  o Concern About Unhoused Residents in the Community Being More Prevalent
    • Seeing an Increase in Aggressive Panhandling
    • Is This Behavior Considered a Nuisance?
  o Chief Pridgen Provided Clarification That Simply Being Uncomfortable By a Behavior Does Not Make the Behavior Criminal
    • Important to Recognize if Individual is Crossing the Threshold Towards Criminal Behavior
    • Important to Be Sensitive
      • If An Individual is Uncomfortable it is Not a Reason to Call Police
  • SLPD Does Our Best to Educate Businesses on When the Unhoused Becomes a Police Issue
  • Chief Pridgen Advised SLPD is Looking at Ways We Can Remove Ourselves From Issues/Concerns That Do Not Require An Officer/Police Response
• MaryLou Leyba Frank
  o Shared a Story Where She Witnessed an Incident Involving Someone That Was in a Mental Health Crisis
  o Called 911 to Report and Feared For Her Safety After Making Call
  o Recommended For SLPD to Host Town Hall Meetings
    • Emphasized Community Members Want to Be Heard
      • Senior Citizens Have Fears/Nervous Walking After Dark
  o Hearing Chief Pridgen Provide Stats on Crime is Comforting
  o Chief Pridgen Advised He Will Explore Opportunities to Host Town Hall Meetings With the Community
  o Inquired About Volunteer Opportunities in the Police Department
    • Chief Pridgen Advised That Due to Staffing Challenges Program Has Been Placed on Hold
      • Requires Management/Supervision
      • Currently the City of San Leandro Has 20 Interns Assigned
        o Run Into Challenges to Provide Tasks/Assignments Due to Limited Supervision Available
• Meri Veavea
  o Shared With Neighbors She is a Member of the Chief’s Advisory Board
    • Neighbors Are Now Sharing Various Concerns
- Vehicle Break-Ins
- School Break-Ins
- Vehicles Stolen
- Victim of Crime
- Interest in Starting a Neighborhood Watch
  - Important For Neighbors to Get Together to Talk
  - Understanding Staffing Challenges at SLPD
- Chief Pridgen Responded to Advise That SLPD Has a Community Camera Program
  - Residents Can Register Their Surveillance Camera Systems
  - In the Event of a Crime in the Area SLPD is Aware That Cameras Are Available
  - Cameras Not Always a Deterrent But Studies Show Criminals Prefer Crimes of Opportunity (Easy)
- Chief Pridgen Advised Always Important For Everyone to Be Aware of Their Surroundings
- Inquired About Crime Prevention Tips
- Douglas K. Walsh
  - Perception is Reality
    - Need to Increase Number of Police Officers
  - Question About Performa – How is Training Administered?
    - Chief Pridgen Advised That Officers Can Access on Their Phone, Tablet, Computer, etc.
- Irene M. Toledo
  - Very Appreciative Chief’s Advisory Board Meetings Are Being Held in Person
  - Inquired About Special Training Opportunities Members of the Citizen Review Board (CRB) Are Receiving Including a Tour of Santa Rita Jail
    - Curious if Same Opportunities Are available for CAB
  - Expressed Importance For CAB to Participate in Community Events Such as National Night Out
    - Great Opportunity to Meet Members of the Community
- Curtis Keeling
  - Inquired About Cameras in the City
    - Chief Pridgen Advised Cameras Are Strategically Placed in Hot Spots in San Leandro
      - If a Crime Occurs We Can Look at Cameras
      - Provides Alerts if Looking For a Vehicle
      - Important For Community Members Not to Leave Any Valuables in Their Vehicle When Left Unattended
  - Proposed When Police Officer Staffing Improves to Visit School to Have Conversations With Our Youth
    - Potential For Career Pipeline – Encourage Future in Law Enforcement
    - Chief Pridgen Advised SLPD Used to Have a School Resource Officer (SRO) in Schools But the School District Discontinued the Program
    - SRO Provided Many Benefits
      - Mentorship
      - Youth Had Opportunity to Confide in SRO’s
      - SLPD Presence at Schools
Chief Pridgen Advised He is Always Interested in Visiting Schools to Speak and Looks Forward to the Conversations/Interactions With Children/Youth

- Chair, Kent Myers, Adjourned Meeting in the Interest of Time
  - Not All Board Members Were Given an Opportunity to Participate in Roundtable Discussion
    - Reconvene at Next Meeting – Tuesday, June 13, 2023
      - Vote Chair/Vice Chair at Next Meeting
      - No Meeting in July – Following Meeting Will Be Held on Tuesday, August 8, 2023
    - Reminder Pizza With the Cops – Tuesday, May 23, 2023 at Porky’s Pizza at 5:00 p.m.
    - National Night Out Tuesday, August 1, 2023
      - Great Opportunity to Interact With Community Members
    - United 4 Safety Saturday, August 19, 2023
      - Event Held at SLPD
      - CAB Will Have Booth
      - Opportunity to Interact With Community Members
    - CAB Shirts/Hats Will Be Available at Next Meeting
- Meeting Adjourned 6:30 p.m.