SAN LEANDRO POLICE DEPARTMENT
CHIEF’S ADVISORY BOARD MEETING NOTES
Tuesday, August 8, 2023 ● 5:30 p.m.

ATTENDANCE

- SLPD
  - Chief Abdul Pridgen
  - Administrative Specialist, Nitza Torres
- CAB Members
  - Chair Kent Myers
  - Kathleen Armstead-Gittens
  - Irene M. Toledo (8/8/2023-Appointed Vice-Chair Through End of 2023)
  - Angela Nagrampa
  - Carol J. Collins
  - Cindi Adams
  - Curtis Keeling
  - Douglas K. Walsh
  - Garry Offenberg
  - John Shaddle
  - Lisa Ruan
  - Meri Veavea
  - MaryLou Leyba Frank
  - Matt Crampton
  - Sandy Mancini
  - Stephen Michael Tow
  - Wati Masaniai Jr.

NEW BUSINESS

- Board Members Arrived at 5:30 p.m. to Take Chief’s Advisory Board Group Photo
  - CAB Members Met In Front of the Police Department
- Chair, Kent Myers Called the Meeting to Order
  - Chair, Kent Myers, Continues to Receive Feedback From Board Members Regarding Notes
    - All Members Are Encouraged to Take Their Own Notes
    - Some Members Have Advised They Would Only Like to Receive the Official Notes Prepared By Administrative Specialist, Nitza Torres
    - Suggested a Decision Be Made Tonight Regarding Members Disseminating Notes to the Entire CAB Email Distribution List
• CAB Member Kathleen Armstead Gittens Advised She Hopes This is a Quick Discussion About Notes as There Are Important Matters to Discuss
  o Also Advised It Becomes Confusing Regarding Which Notes Are the Official Notes
• CAB Member Garry Offenberg Advised This Should Be a Collaborative Board and Good to Have Open Communication
• CAB Member Stephen Michael Tow Advised That He Has Received Both Positive/Negative Feedback From Board Members in Regards to the Notes He Sends
• Chair, Kent Myers, Proposed to All Board Members That If They Are Interested in Receiving a Copy of a Specific Member’s Notes They Should Reach Out to That Board Member Directly
  o If A CAB Member Does Not Receive An Email It is Assumed That Members of the Board Are Not Interested in Receiving An Individual’s Personal Notes
• CAB Member Lisa Ruan Emphasized That CAB Tow’s Notes Are His Own Personal Thoughts and Not the Official Record of the Notes at the Meetings
  - Chair, Kent Myers, Proposed a Motion Regarding Sharing Notes With Other Members
    • CAB Members Will Reach Out Individually to Advise If They Want Notes From Other Members
    • Notes Must Be Specifically Requested By a CAB Member And Not Just Emailed to the Entire Board
      o Motion PASSED
  - Chair, Kent Myers, Will Not Be Attending the Upcoming United 4 Safety Event on Saturday, August 19, 2023 As He Will Be Celebrating His 60th Wedding Anniversary
    - He Recommended Appointing Irene Toledo As Vice Chair for the Remainder of 2023
      • CAB Member Toledo Would Serve as a Vice Chair for the United 4 Safety Event on Saturday, August 19th
  - 3 Meetings Left in 2023
    o Administrative Specialist, Nitza Torres, Clarified That There Are 3 Meetings Left in 2023 (September, October, and November)
      - The Date in December is an Appreciation Dinner For Members of the Chief’s Advisory Board
    o CAB Member Irene Toledo’s Service on the Chief’s Advisory Board Will Be Ending December 2023
  - CAB Member Stephen Michael Tow Advised That He Would Like to Throw His Hat In to Be Considered For Vice Chair
    o Chair, Kent Myers, Advised He Suggested Irene Toledo Since Her Service on the Board is Ending in December 2023
      - The Official Vote For Chair/Vice-Chair Will Commence in January 2024
• This Appointment For Vice-Chair Will Be For the Next 3 Meetings (September, October, November) and United 4 Safety Event on August 19th
  o CAB Member Stephen Michael Tow Withdrew His Request For Vice-Chair Consideration
• Chair, Kent Myers Held a Vote Appointing Irene Toledo to Vice Chair Through the End of 2023
  o Vote/Motion Passed
    ▪ There Were No Objections Following CAB Member Stephen Michael Tow Withdrawing His Interest for Vice Chair and Motion Passing to Appoint Irene Toledo to Vice Chair

• Staffing – Chief Pridgen Provided an Overview/Emphasized The Priority For Staffing
  o Staffing is Critical
    ▪ Challenging to Meet All of the Demands of the Community
  o SLPD is Partnering With Fresh Eyes
    ▪ Marketing Company
      • Fresh Eyes Has Hit the Ground Running
        o Very Proactive
    ▪ Discussing New Recruitment Videos
      • Brainstorm Fresh Ideas
        o Goal is to Complete New Recruiting Video By October 2023
  o SLPD is Currently Down 28 Sworn/Officer Positions
    ▪ Several Officers Are Moving Out of State
    ▪ 3 Police Recruit Trainees Started the Police Academy in July
    ▪ 2 Police Recruit Trainees Will Be Graduating the Police Academy in September
    ▪ Goal is To Enroll 6 Police Recruit Trainees in the Police Academy Every Quarter
    ▪ All Applicants Go Through a Comprehensive Background Process
      • Some Candidates Are Disqualified During the Background Process (Polygraph, Psychological, etc.)
    ▪ SLPD is Working Hard to Expand Our Pool of Qualified Candidates
      • Looking For New Opportunities/Creative Ways to Attract Candidates
    ▪ Weekly Recruiting Meetings to Include SLPD, Human Resources, and the City Manager’s Office
  o SLPD Promotions
    ▪ John Robertson Promoted to Police Lieutenant
    ▪ Jeff Walton Promoted to Police Lieutenant
  o Recruitment In Progress – Support Services Manager
    ▪ Manages Dispatch, Records, and IT/New Technology Software
  o Another Police Captain Position Approved
  o SLPD Needs More Help to Focus on Proactive Efforts
  o Created Management Analyst Position – Added to the Budget
    ▪ Responsible For Conducting Audits – Internal Auditor
      • Ensure Activation of Body Worn Cameras
      • Reports Are Completed
• May Entail Any Area of the Police Department
  o Broad Spectrum of Responsibility
• Expectation to Perform Audits Regularly
  o Checks and Balances – Ensure We Are Doing What We’re Saying
• Chief’s Advisory Board Member Stephen Michael Tow Inquired If
  The Management Analyst Would Be Working With the IPA
  o Chief Pridgen Advised Although the Internal Auditor Will
    Not Be Working With the IPA It’s Important For Them to
    Understand the Role of the IPA
    ▪ Management Analyst/Internal Auditor Position Will
      Be More Comprehensive
    ▪ Ensure Department Staff is Following Policies
• Matrix Consulting – In the Process of Preparing Draft Report
  ▪ Utilizing Community Feedback
  ▪ Made Some Recommendations
  ▪ Request More Sworn/Professional Staff
• Chief Pridgen Discussed Wanting to Address the Needs of the Department and
  Community
  ▪ Chief Pridgen Discussed His Interest to Create a Victim Advocate Position
    Within SLPD
  • Provide Resources
  • Assistance to Help Citizens Get Through a Traumatic Event
  • Alameda County Has a Victim Assistance Program
    o Goal is to Have Someone in the San Leandro Police
      Department to Offer a More Personal Connection
    ▪ More Attention Given to Victims
    ▪ Other Agencies Have Invested In This Model
      ▪ Professional Staff Assigned to This Position
  • This Position is in the Early Discussion Stages as It Has Not Been
    Approved Yet to Fill/Recruit For
• Chief’s Advisory Board Member Stephen Michael Tow Inquired
  How This Position Will Be Tied to Alameda County
  o Chief Pridgen Advised The Purpose of Having This
    Position Within the San Leandro Police Department Will
    Help to Give Personal Attention to Victims
    ▪ Opportunity to Provide Assistance With Various
      Resources Including Counseling and Restitution
    ▪ It Will Be a Collaborative Relationship With
      Alameda County
    ▪ Chief Pridgen Discussed Creating a Full Time Wellness Coordinator
      ▪ Professional Staff Assigned to This Position
  ▪ Chief Pridgen Also Discussed Challenges With Current Staffing Levels
    ▪ Currently No Lieutenants Are Assigned At Night During the Week or
      Weekends
      ▪ Night Shifts Tend to Employ More Junior Officers
        ▪ Leadership/Oversight Needed
• Current Staffing Levels Are Not Best Practice
• Chief’s Advisory Board Member, Garry Offenberg Inquired Why SLPD Does Not Have Lieutenants Staffed At Night
  o Chief Pridgen Provided an Overview of Lieutenant Assignments
    ▪ Professional Standards Lieutenant
    ▪ Investigations Lieutenant
    ▪ 2 Patrol Lieutenants
  o Chief Pridgen Advised He Recognizes the Need But Challenging Due to Current Staffing Levels
o Chief’s Advisory Board Member, Kathleen Armstead-Gittens Inquired About the Matrix Consulting Report/Recommendations
  ▪ Chief Pridgen Advised Matrix Compiles a Comprehensive Analysis of the Staffing Needs for the Department
  ▪ Chief Pridgen Can Provide His Point Of View/Input
  ▪ Chief Pridgen Advised He Wants Objective Recommendations
o Chief’s Advisory Board Member, Douglas K. Walsh, Inquired About the Role of the Management Analyst Specifically Who Does This Position Report To
  ▪ Chief Pridgen Advised The Management Analyst Will Report Directly to Him; Chief of Police
o Chief Pridgen Also Advised There is an Administrative Assistant Assigned to Support the Police Business Manager
  ▪ The Management Analyst Would Be Able to Perform a Higher Level Scope of Work
o Chief Pridgen Provided an Overview of Dispatch
  ▪ Dispatch Was Almost Staffed
    ▪ Recently 2 Trainees Resigned
    ▪ Chief Pridgen Explained the Communications Department/Dispatch is a Difficult Job as the First Point of Contact For All Critical Incidents
o Chief Pridgen Advised Overall the Department is Almost Fully Staffed For Professional/Civilian Positions
  ▪ Property/Evidence
  ▪ Records
  ▪ Dispatch – Close to Fully Staffed
o Chief’s Advisory Board Member, MaryLou Leyba Frank, Inquired on What Type of Background/Experience is Required For the Wellness Coordinator
  ▪ Chief Pridgen Advised Human Resources Will Incorporate This Position Into Their Staffing Model
    ▪ Matrix Consulting Will Analyze
      ▪ Matrix is Analyzing the Entire Department Including Deployment Model for Police Service Technicians
        ▪ Evaluating Jail Operations
o Chief Pridgen Provided an Overview of SLPD’s Jail
  ▪ Individuals Are Booked/Detained Here
  ▪ Police Service Technicians Transport to Santa Rita Jail
  ▪ Not Sure If Current Practice is Cost Effective
    ▪ Waiting to Hear Back From Matrix
o Chief’s Advisory Board Member, Douglas K. Walsh Shared Feedback About Wearing His Chief’s Advisory Board Hat Around Town
- Encourages Conversation/Interaction With the Community
- CAB Member Walsh Inquired About Our 911 System
  - Difficulty in Reaching a Dispatcher
  - Concern Regarding the Number of Crimes That Don’t Get Reported
  - If Calls Are Dropped – 911 System Should Identify
- Chief Pridgen Advised That Some Systems in the Department Are Antiquated
  - Chief’s Advisory Board Member, John Shaddle Had 2 Concerns
    - Inquired if Alameda County Was Still Covering Our Dispatch Center At Night
      - Chief Pridgen Advised Thanks to Acting Support Services Manager, Norma Gordoa, We Are Running Dispatch on Our Own Without Assistance From County
    - Inquired How Vacant Police Officer Positions Are Budgeted
      - Chief Pridgen Advised We Are Authorized For 90 Positions
        - Anything Below That Number is Salary Savings
          - Salary Savings Can Be Used Elsewhere in the City to Fund Outstanding Issues
          - For Example Salary Savings Was Utilized By Human Resources to Fund a Full Time Position to Provide Assistance With Police Department Recruitment
          - Another Example is IT Utilizing Salary Savings to Dedicate an IT Person to Specifically Provide Assistance at the PD
          - Froze 2 Traffic Officers to Fill Captain Position
          - Salary Savings Give an Opportunity to Other Departments to Provide Help
  - Chief Discussed 2012 POST Study Regarding Staffing
    - Study Recommended More Staffing
      - Positions Were Not Filled
    - Emphasized the Importance For the Matrix Study
      - Need to Ensure These Positions Are Filled
      - Recognize the Need For These Positions
        - Need to Ensure The Positions Don’t Vanish
  - Chief’s Advisory Board Member, MaryLou Leyba Frank, Wanted to Ask Why a Newark PD Police Vehicle Was Pulled Up In Front of Her House in San Leandro
    - Chief Pridgen Advised That Officers Do Have Jurisdiction in California But It is Unusual For Another Police Department to Make Traffic Stops in Another City
      - Chief Pridgen Advised He Will Look Into and Share at Next Meeting
  - Chief’s Advisory Board Member, Kathleen Armstead-Gittens Mentioned an Traumatic Incident Where Her Neighbor Was Robbed
    - 2 Suspects Wearing Masks and Armed With Guns Kicked Down the Front Door
    - Residents Were Home Including Their 9 Year Old Son
    - The Husband Offered the Suspects Money
• The Suspects Stole Property Including Laptop and Cell Phones
• Officers Arrived But Were Unable to Pursue Due to Speed/Safety
  • Chief Pridgen Provided Clarification on Pursuits
    o Officers Must Use Their Best Judgement Regarding Pursuits
      ▪ Often Times There is More Danger to the Community When in Engaging in Pursuits
    • SLPD Has Polices/Parameters in Place Regarding Pursuits
  o Chair, Kent Myers, Shared Feedback Regarding Oakland PD and Their Decision Not to Engage in Any Pursuits
• Chief’s Advisory Board Member, Kathleen Armstead-Gittens Had Concerns About Follow-Up With Her Neighbors After This Incident
  • Chief Pridgen Advised the Investigations Unit is Available to Answer Questions and They Will Also Reach Out to Neighbors to See if Camera/Video Footage is Available
• Chief’s Advisory Board Member, Garry Offenberg Inquired About Phone Tracking
  • Kathleen Advised Her Neighbors Tried to Track Phone (Pinged at the Coliseum)
    o Neighbors Even Visited 2 Different Gas Stations But Were Unsuccessful in Locating
  o Chief’s Advisory Board Member, Carol Collins Requested Additional Information About the Type/Location of Crimes in San Leandro
    ▪ Wanted to Know If there is a Way to Access This Information
    ▪ Chief Pridgen Advised The Crime Stats Are Posted on Our Website
      • Administrative Specialist, Nitza Torres, Can Send Link to the Board
  o Chief’s Advisory Board Member, Angela Nagrampa Mentioned the Importance of Neighborhood Watch
  o Chief’s Advisory Board Member MaryLou Leyba Frank, Feels There Has Been an Increase in Crime Over the Last Couple of Years
    ▪ Crime is Organized
    ▪ Criminals Are Brazen
    ▪ Victims Are Being Robbed at ATM and Even Their Front Porch
    ▪ Would Like to Know Why This is Happening
      • New Incidents Are Being Reported Every Day
        o It’s Scary
          ▪ Definitely a Safety Concern
    • Chief Pridgen Advised There Are a Variety of Reasons
      o Accountability
      o No Consequences For Juveniles
      o Criminals Know They’re No Consequences
      o SLPD Does Our Best to Monitor Hot Spots
        ▪ Uniformed Personnel For Deterrent
      o Chief Emphasized the Importance of Being Cognizant/Aware of Your Surroundings
        ▪ Even While Driving – Check Your Rear View Mirrors
Be Sure to Contact SLPD If You Feel Unsafe

Chief’s Advisory Board Member, Meri Veavea Says She Has Noticed More Businesses Hiring Their Own Private Security Including Safeway and Anytime Fitness

Chief’s Advisory Board Member, Matt Crampton, Mentioned the NAACP is Calling a State of Emergency in Oakland
  - Curious If Affecting San Leandro
    - Chief Pridgen Advised Crime is Widespread
      - Nationwide Crime is Surging
    - Chief Pridgen Also Discussed as Part of His Undergrad Studies He Wrote a Paper on Crime Trends
      - Crime Goes Up and Down on a Nationwide Level
    - Chief Pridgen Advised We Can All Play a Role to Mitigate Crime
      - We Can All Contribute to Have an Impact

Chief’s Advisory Board Member Curtis Keeling Inquired About Getting More Cameras in San Leandro
  - Chief Pridgen Advised San Leandro Currently Has 33 Cameras
    - 8 More Cameras Are Planned to Be Installed
  - Chief Pridgen Advised the Cameras Have Been Very Helpful in Solving Violent Crime
    - Will Be Sharing at a Future City Council Meeting

Chief’s Advisory Board Member, Wati Masaniai Shared Feedback Regarding Our Issues With Hiring/Retention
  - Suggested Expanding Qualifications to U.S. National/In Process of Getting Their Green Card
    - Chief Pridgen Advised We Must Follow POST Guidelines
    - Consider Challenges of Background – Need to Understand Applicant’s History
    - Mental Health Assessment is Also Required
      - A Psychological Exam is Mandatory For All SLPD Employees

Chief’s Advisory Board Member, Lisa Ruan Shared Feedback
  - Victim Advocate – Part of Alameda County
  - Wellness Professional – Inquired if Position Will Include Professional Training
    - Chief Pridgen Advised Yes
  - Expand Candidate Pool to U.S. Nationals
    - Police Officer Mandates Are Established By POST
  - Neighbor Recently Experienced Some Issues With a Neighbor’s Dog
    - Praise Animal Control
    - Neighbor Was Fearful of Retaliation
  - Concern About Increase in Crime
    - Chief Pridgen Advised There Are a Number of Factors That Affect Crime Rate Increases

Chief’s Advisory Board Member, Garry Offenberg Shared Ideas
  - Suggested the Training Intervention Program (TIP)
    - Respond to Trauma/Work With Victims
May Be Worth SLPD Looking Into
  • Recommended That SLPD Consider Reinstating the Citizen’s Academy
  • Learn More/Opportunity to Get Involved
  o Chief’s Advisory Board Member, Sandy Mancini Shared Feedback
    ▪ Expressed Her Gratitude and Appreciation for Both Crime Prevention Specialist, Jennifer Crosby and Administrative Specialist, Nitza Torres For Providing Assistance with Her First National Night Out Party
    ▪ Excited About SLPD Considering a Victim Advocate Position
      • Provide Hope For Victims
      • Applaud Department For Consideration in Creating This Position
    ▪ Expressed Interest in Setting Up a Neighborhood Watch
  o Chief’s Advisory Board Member, Stephen Michael Tow Expressed His Concern/Frustration Regarding Crime Stats/UCR Data on Website
    ▪ Concern Stats Are Not Reflecting Increase in Crime
    ▪ Chief Pridgen Defined UCR – Uniform Crime Reporting
      • Goal is to Switch to NIBRS – National Incident Based Reporting System
        ▪ Goal is To Switch to NIBRS in Next 12-18 Months
      • UCR – Report Highest Crime Occurred
        ▪ Rule of Hierarchy
      • NIBRS – Every Crime Gets Reported
    ▪ Chief Pridgen Encouraged All Members of the Chief’s Advisory Board to Report All Crimes
      • Chief’s Advisory Board Member, Kathleen Armstead-Gittens Shared Feedback That Citizens Don’t Want to Report Incidents Online
  Chair, Kent Myers, Reminded Chief’s Advisory Board Members About Upcoming Events
    o United 4 Safety – Saturday, August 19, 2023 10:00 a.m. to 2:00 p.m.
    o Promotion & recognition Ceremony – Thursday, September 21, 2023 5:30-7:30 p.m.
    o Next CAB Meeting Tuesday, September 12, 2023
  Meeting Adjourned 6:30 p.m.