SAN LEANDRO POLICE DEPARTMENT
CHIEF’S ADVISORY BOARD MEETING NOTES
Tuesday, October 10, 2023 ● 5:30 p.m.

ATTENDANCE

- SLPD
  - Interim Chief Kevin Hart
  - Administrative Specialist, Nitza Torres
- CAB Members
  - Chair Kent Myers
  - Kathleen Armstead-Gittens
  - Carol J. Collins
  - Cindi Adams
  - Douglas K. Walsh
  - Garry Offenberg
  - John Shaddle
  - Lisa Ruan
  - Meri Veavea
  - MaryLou Leyba Frank
  - Richard Adams
  - Stephen Michael Tow

NEW BUSINESS

- Chair, Kent Myers, Promptly Called the Meeting to Order at 5:30 p.m.
- Chair, Kent Myers, Made an Announcement That He Set Up the Name Tents Prior to the Start of the Meeting to Encourage Members to Get To Know One Another
  - Say Hello/Get to Know Other Members of the Board
  - Opportunity to Establish New Relationships

Interim Chief Hart - Introduction

- Chair, Kent Myers, Introduced Kevin E. Hart as the San Leandro Police Department’s Interim Police Chief
- Kevin E. Hart Introduced Himself
  - Currently the Interim Police Chief For SLPD
  - Filling in For Chief Abdul Pridgen During His Absence
    - Currently There is No Information to Report
    - Unaware of the Specifics/Circumstances Regarding Chief Pridgen’s Leave
    - Personnel Matter – No Details/Update to Provide
  - Served as an Executive Consultant While the Department completed the Thorough Background Check Required For Law Enforcement Positions
• Kevin E. Hart Has Officially Been Appointed to Interim Police Chief For SLPD
  o Currently 4th Day As Interim Chief
  o Worked Previously As An Executive Assistant Assigned to SLPD Before Being Appointed to Interim Chief
  o Previously Worked For the City of San Leandro As a Disaster Preparedness Consultant
• Recent Homicides at Bayfair
  o Currently Being Investigated
    ▪ Not a Lot of Information to Report
    ▪ Criminal Investigations Unit is Actively Investigating All Leads and Possible Suspect Information
    ▪ Not Enough Information Available At This Time to Make a Connection if Both Homicides Are Connected or Isolated Incidents
      ▪ Criminal Investigations Unit is Working Diligently to Exhaust All Leads
      ▪ Both Deaths Have Been Ruled Homicides
    ▪ Victim’s Names Have Been Released
    ▪ Chief’s Advisory Board Members Asked Questions
      ▪ Douglas K. Walsh, Inquired If the Victims Were Members of 24 Hour Fitness
        o Interim Chief Hart Did Not Have This Information Available to Advise
      ▪ Richard Adams, Asked Confirmation If Both Homicides Occurred At Bayfair
        o Interim Chief Hart Confirmed This Information
  o Ongoing Investigation
    ▪ Interim Chief Hart Advised More Information Will Be Released to the Public As Soon As Possible
• Recruitment/Hiring is Top Priority
  o Need to Address/Resolve Staffing Shortage
    ▪ SLPD is Doing a Great Job With Marketing Through Social Media Channels Including Geonetting
    ▪ Encouraged Members of the Chief’s Advisory Board to Check Out Our Recruiting Website at www.wearourblue.org
    ▪ Interim Chief Hart Emphasized His and the Department’s Commitment Towards Recruiting Efforts
    ▪ Staffing Shortages For Law Enforcement Professionals Continue to Effect Agencies Nationwide
    ▪ Interim Chief Hart is Encouraging Everyone to Be Active Recruiters
      ▪ Business Cards With Our Recruiting Information Has Been Given to SLPD Employees
        o Gives Staff an Opportunity to Hand Out to Anyone That May Potentially Have an Interest in Law Enforcement and Potentially a Good Fit For the Department
        o Encourage People to Apply and Check Out Our Recruiting Website
      ▪ SLPD is Committed to Enhancing Our Recruiting Effort
- Staffing Shortages Affects Our Ability to Provide a High Level of Service to the Community
- Interim Chief Hart Advised We Are Receiving A Lot of Interest From Lateral Police Officers Including Interest From Officers in Southern California (San Diego)
- Interim Chief Hart Advised That SLPD Currently Has The Highest Salary For Police Officers in Alameda County
  - This is Subject to Change As Unions Negotiate Contracts
  - Important to Understand That It is Not Always About the Pay
    - Overall Compensation/Benefits Also Important
  - We Do Our Best to Motivate and Encourage People to Apply to Our Agency
- Chief’s Advisory Board Member Cindi Adams Inquired If SLPD Advertises on Television
  - Interim Chief Hart Advised He Does Not Believe So as Our Marketing Efforts Are Geared Towards Public Service Announcements, Social Media (Facebook, Instagram, TikTok, etc.) and We Also Have a Recruiting “Pop-Up” For Anyone That Visits Our City Website
    - SLPD Has Been Focusing A Lot of Our Marketing Efforts/Strategies on Social Media
    - SLPD Has Also Been Receiving Multiple Interest Cards Every Day
      - Recruiting Team Follows Up on All Interest Cards Received
  - 2 Police Recruit Trainees Recently Graduated the Police Academy
    - Currently in SLPD’s Field Training Officer Program
  - Interim Chief Hart Provided an Overview of the Police Academy and Classes Offered
    - Typically 2 Academies Each Year
    - There Has Been Discussion About Potentially Offering 3 Academies Next Year
  - Interim Chief Hart Provided an Overview of the Background Process to Become a Police Officer
    - Typically Takes 3-6 Months
    - Includes the Following As Listed Below
      - Psychological Exam
      - Medical Exam
      - Polygraph
      - Extensive Background Process
  - Interim Chief Hart Shared That He Also Went Through the Same Process to Become Interim Chief
- Chief’s Advisory Board Member, Rich Adams, Inquired About the Desired Age Range For Police Officer
  - Interim Chief Hart Advised That an Applicant Must Be At Least 21 Years of Age to Apply
    - Target Age is 21-45 Years Of Age
  - Interim Chief Hart Emphasized That Anyone Interested in a Law Enforcement Career is Encouraged to Apply
- Background Process Will Ensure They Have a Strong Moral Character to Work For SLPD
  - Interim Chief Hart Shared Information About His Personal Background
    - Born in Santa Rosa
    - Grew Up in San Leandro
    - Working As Interim Chief For SLPD is An Opportunity to Come Back Home
    - San Leandro is a Great Place to Live, Work, Play, and Raise a Family
    - Committed to Improving This Agency On A Whole
  - Joined the Army
    - 1 ½ Years At the Presidio
    - 1 ½ Years in Europe
  - Joined the Police Academy
    - Live/Breathe Law Enforcement
  - 31 Years Law Enforcement Experience
    - Law Enforcement Career Started as Military Police
      - Advanced to Police Departments
    - Command Staff Role at Alameda County Sheriff’s Office
    - Chief at California Department of State Hospital
    - Chief at Kensington Police Department
    - Worked in An Administrative Role at POST (Police Officer Standards and Training)
  - Earned Master’s Degree From St. Mary’s College
  - Left Kensington PD to Retire
  - Excited to Offer Assistance to the City of San Leandro and City Manager to Step Into This New Role as Interim Chief
    - Very Happy to Be Here to Serve the City of San Leandro
- Chief’s Advisory Board Member Garry Offenberg Shared a Concern
  - Incident in the Past With the City of San Leandro’s City Manager, Chris Zapata
    - Felt Like Everything Stopped For About 6 Months
  - Interim Chief Hart Assured Members of the Board That He is Committed to the City of San Leandro and Has No Interest In Being a Bench Warmer
    - The Department Needs to Progress and Interim Chief Hart Advised He is Committed to Advancing the Department Forward
      - “If You’re Not Moving Forward You’re Falling Back”
    - Interim Chief Hart Advised That He Understands The Tough/Difficult Times Affecting Law Enforcement
      - Goal is to Continue to Be Innovative and Progressive
      - Focus on Doing Our Very Best to Keep San Leandro Safe
    - SLPD Will Continue to Proceed With Promotions, Policy Changes, and Advance Recruiting Efforts
      - Interim Chief Emphasized That He Embraces the Opportunity to Service as Interim Chief to Serve the City of San Leandro
- Chief’s Advisory Board Member Garry Offenberg Inquired About the Morale at SLPD
  - Interim Chief Hart Advised Morale is Hard to Measure
    - True Test is To Ask The Officers/Staff In Department
- Interim Chief Hart Emphasized He Brings Experience, Enthusiasm, Sincerity, and Commitment
o Administrative Specialist, Nitza Torres, Can Agree
  ▪ Interim Chief Hart is Committed to Supporting Each Other in the Department
    • Work As A Team

• Chief’s Advisory Board Member Douglas K. Walsh Inquired About Status of Dispatch As He Understands Staffing Issues
  o Interim Chief Hart Advised That Dispatch Has Moved Into the New Communications Center
    ▪ Proposed At November Meeting For the CAB to Do A Walkthrough/Tour of the New Communications Center
    ▪ Building is Currently Undergoing Construction/Remodeling Including Installing Fire Alarms
    ▪ Dispatch Was Previously Working in Our PD Classroom
      • Experienced Difficulty in Troubleshooting Technology
      • Happy To Have Them Moved Into Permanent Communications Center
  o Interim Chief Hart Provided An Overview of Staffing in Dispatch
    ▪ 3 Dispatchers Are Currently on Leave
      • Pulling From Everywhere We Can
        o Police Service Technicians Helping to Answer Calls
    ▪ Currently There Are Approximately 3-4 Public Safety Dispatchers in the Background Process
      • Background Process is Extensive
      • Training Period is Approximately 6-9 Months

QUESTIONS
• Interim Chief Hart Advised That He Kept the Agenda Light to Offer an Opportunity to Address Any Questions Or Concerns
  o Advised He is an Open Book and For CAB Members to Feel Comfortable Asking Anything
  o Interim Chief Hart Served on the Dublin School Board and City Council
  o Committed in His Efforts of Being a Public Servant
    ▪ Prides Himself on Being Available to Address Any Questions/Concerns
  o Chief’s Advisory Board Member Stephen Michael Tow Expressed His Concerns About Problems At Kensington PD
    ▪ Asked Interim Chief Hart How SLPD Can Prevent The Problems That Occurred in Kensington From Happening Here in San Leandro
      • Interim Chief Hart Provided Clarification That He Was Appointed As Chief of Kensington PD After the Police Chief Was Fired
        o Immediately Addressed Public Outcry and Concerns
          ▪ Responded to Public Record Act Requests
        o Kensington Was Experiencing Lack of Accountability Prior to Kevin Hart’s Arrival
      • Interim Chief Hart Shed Some Light on Issues in Kensington
        o 2015-2016
          ▪ Kensington Police Officers Were Not Issued Bullet Proof Vests
            • This is a Requirement
- Stepped In as a General Manager/Police Chief to Address Issues
  - Brought in Federal Grant Funding For Vests ($800 Each)
    - 100% Reimbursement
  - Coordinated Individual/Custom Fitting of Vests For Each Officer
  - Purchase of Vests Was Brought to City Council
    - Citizen Suggested a $135 Vest and Questioned Why the Department Was Purchasing a $800 Vest
      - Interim Chief Hart Advised The $800 Was Needed And That the $125 Vest Would Not Work
      - Board Members Voted 3-2
        - Ultimately Approved Although 2 Members Voted Against the Lives of Officers
  - Incident Involving a Kensington Police Sergeant Having His Firearm Stolen While Engaging With a Prostitute
    - Community Was Very Upset and Interim Chief Understood Their Concern
    - Chief Hart Did His Best to Navigate/Address these Issues
      - Chief’s Advisory Board Member Stephen Michael Tow Expressed That He Hopes There Were Lessons He Learned To Ensure There Are No Repeats So We Can Move Forward
  - Chief’s Advisory Board Member Garry Offenberg Inquired About Cameras In San Leandro
    - Interim Chief Hart Advised That SLPD Submitted a Request to Ask For 41 Additional Cameras
      - City Council is Requesting Additional Information
        - Currently Tabling This Item
          - Additional 41 Flock Cameras on Hold
        - Will Provide More Education/Documentation to City Council
      - Interim Chief Hart Shared His Feedback That Since He Has Been Here He Has Seen How Helpful the Flock Cameras Are to Assist in Solving Crimes
      - Citizens Have Expressed Concern Over Privacy
        - Interim Chief Hart Explained That SLPD Cannot Conduct a Search For A Pedestrian Walking a Dog
      - CAB Member Garry Offenberg Expressed Support of These Cameras
      - Interim Chief Hart Advised That He is Focused on More Education Efforts As the Cameras Are a Very Useful Tool
        - Cameras Are Designed/Engineered to Focus on License Plates and Not Individuals
      - Interim Chief Hart Encouraged the CAB to Attend City Council Meetings As They Offer an Opportunity to Share Feedback
      - Interim Chief Hart Advised That We Can Also Have a Brief Discussion At the November Meeting to Discuss Flock Cameras in More Detail
Chief’s Advisory Board Member Douglas K. Walsh Advised That He Wears His CAB Shirt/Hat When He Goes Out
  - Inspires A Lot of Conversations in San Leandro
    ▪ Opportunity to Talk With the Community
Chief’s Advisory Board Member Lisa Ruan Shared Her Concerns About Bayfair
  - Feels It is Neglected
  - City Tends to Focus on The Downtown Area While Bayfair is Not Getting the Attention It Needs and Remains Neglected
  - Inquired If More Police Presence At Bayfair Could Crime Be Prevented
    ▪ Interim Chief Hart Advised That SLPD Has Unmarked Vehicles in the Area and Confirmed That Undercover Police Cars Are Patrolling Bayfair
    ▪ SLPD is Also Meeting With The Bayfair Owners to Offer Crime Prevention Tips
    ▪ Increase Lighting
    ▪ Implement Safety Precautions
  - Interim Chief Hart Also Advised That in Respect to Recent Homicides SLPD is Working Diligently on Reviewing Video Footage in the Area and Investigating All Leads to Identify Any Clues/Unique Features
Chief’s Advisory Board Member Lisa Ruan Also Shared Concerns in Her Neighborhood About Seeing Cars Occupied By People Who Are Not Residents of the Neighborhood
  - Interim Chief Hart Expressed to the CAB That SLPD Will Only Respond If There is Criminal Behavior
    ▪ Advised The CAB That If They Observe Drug Activity, Prostitution, or Any Other Crime Occurring That SLPD Will Absolutely Respond
  - Lisa Expressed Concerns About There Being a Lot of Car Thefts in Her Neighborhood
    ▪ Interim Chief Hart Encouraged All CAB Members to Be Mindful and Aware of Their Surroundings But Reiterated That SLPD Will Only Respond If There is Criminal Behavior
  - CAB Members Discussed Ring Doorbell Cameras Being a Useful Tool
Chief’s Advisory Board Member John Shaddle Inquired if SLPD is Still Operating Our Jail
  - Interim Chief Hart Advised Yes But it Functions Much Differently Than Santa Rita As the SLPD Jail is Only a Temporary Hold
    ▪ An Example Being a Person is Arrested For Drunk Driving
      - They Are Arrested and Taken to SLPD Jail to Sober Up
        ▪ Saves Money on Booking Fees
    ▪ Interim Chief Hart Also Advised That He is Currently Reviewing Our Jail Functions to Ensure It is Cost Effective
      - Also Advised That SLPD Does Not Employ Jailers And That We Employ Police Service Technicians
        ▪ Working in the Jail is One of Their Responsibilities
Chief’s Advisory Board Member Carol Collins Was Very Appreciative of Interim Chief Hart’s Openness and Honesty
Chief’s Advisory Board Member Kathleen Armstead-Gittens Inquired Why The Choice Was Made to Appoint an External Interim Police Chief
  - Curious Why An Internal Promotion Was Not Made
    ▪ Interim Chief Hart Explained This Decision is Made By the City Manager
• Interim Chief Hart Concluded the Meeting As There Were No Additional Comments/Feedback From Board Members
  o Interim Chief Hart Reminded the CAB At Next Meeting on November 14\textsuperscript{th} All CAB Members Will Tour New Communications/Dispatch Center
    ▪ Advised CAB to Be Mindful As Building is Still Undergoing Construction
  o Interim Chief Hart Told All Board Members That He is Available to Meet to Answer Any Questions And to Please Reach Out to administrative Specialist, Nitza Torres to Schedule
  o Interim Chief Expressed to the CAB That He Is Committed to Moving the Department Forward and Very Excited To Be Here
• Administrative Specialist Torres Announced Upcoming Event “Coffee on the Go”
  o Crime Prevention Specialist, Jennifer Crosby, Will Be Announcing Details in the Near Future
    ▪ CAB Member Garry Offenberg Advised That He is Available to Help If Needed
• Chair, Kent Myers, Reminded Everyone to Please Ensure They Signed the Attendance Sheet
• Meeting Adjourned