

COUNCIL PUBLIC SAFETY COMMITTEE SEPT 24, 2025



Item# 2

RPT 25-073

Police Chief's Report

Hayward Police Department



Incident Data
May 1 – August 31, 2025

Presented By : Chief Bryan Matthews

Crime Reporting May-Aug

	May - August 2024	May - August 2025	Percent Change
CRIMES AGAINST PERSONS			
Homicide	5	2	-60.00%
Rape	26	19	-26.92%
Aggravated Assault	133	153	15.04%
TOTAL CRIMES AGAINST PERSONS*	539	608	12.80%
CRIMES AGAINST PROPERTY			
Robbery	67	57	-14.93%
Burglary	162	131	-19.14%
<i>Residential</i>	30	25	-16.67%
<i>Commercial</i>	132	106	-19.70%
Larceny	907	764	-15.77%
<i>Larceny From Vehicle</i>	527	313	-40.61%
Motor Vehicle Theft	817	347	-57.53%
Arson	11	9	-18.18%
TOTAL CRIMES AGAINST PROPERTY*	2,552	1,699	-33.42%
CRIMES AGAINST SOCIETY			
Drug/Narcotic Violations	86	87	1.16%
Weapons Law Violation	87	79	-9.20%
TOTAL CRIMES AGAINST SOCIETY*	215	234	8.84%
TOTAL GROUP "A" OFFENSES	3,306	2,541	-23.14%

*Totals include all the crimes in the category, not just the ones listed for this report

Crime Data

Sept 2023- Aug 2024 Vs. Sept 2024-Aug 2025

Crimes Against Person – Up 11.34%

Crimes Against Property – Down 31.27 %

Crimes Against Society - Up 5.35%

Top 5 reported crimes

Motor
Vehicle
Theft

Vandalism

Simple
Assault

Larceny
(Basic Theft)

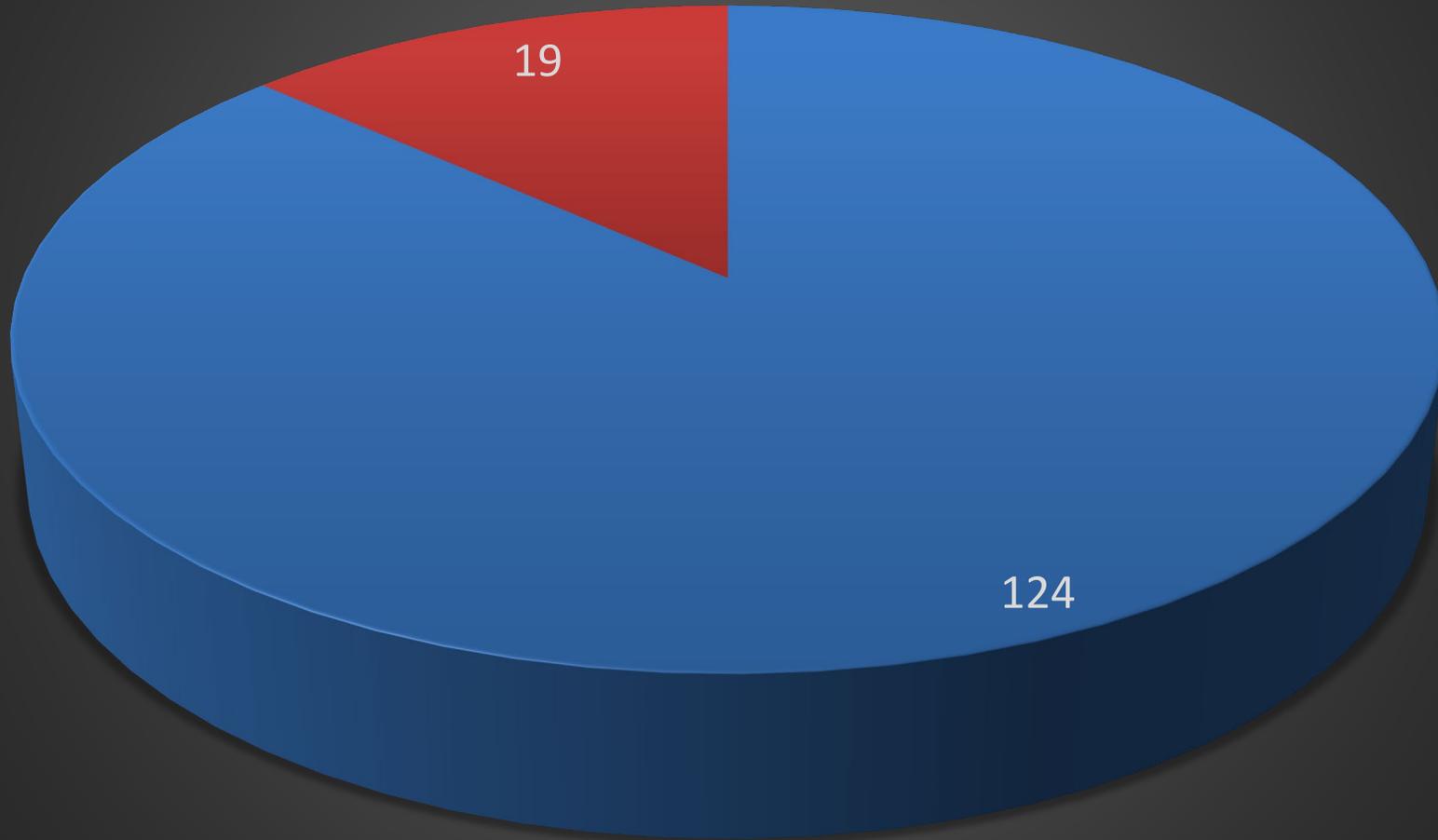
Burglary

Crime Trends

- Females having their gold necklaces stolen from their necks and swapped with fake gold necklaces by suspect.
- Criminals using apps like FB Marketplace or OfferUp to set up victims to rob them.
- Elderly victims are being targeted with online scams to steal money.

Firearms Confiscated May - August 2025

■ Commercially Made Firearms ■ Privately Made Firearms



CFS - Schools

School-based calls for service from May to August
2025

Elementary Schools (159)

Middle Schools (59)

High Schools (117)

Hayward High School (16)

Moreau High School (15)

Mt. Eden High School (36)

Tennyson High School (50)

Total (335)

Campus Trends

- Winton Middle School had a subject wander onto campus after committing a property crime. He was detained on campus and arrested.
- There were multiple burglaries at Glassbrook Elementary that occurred over the summer break and the beginning of the school year. The Criminal Investigations Bureau investigated and identified several HUSD students as the suspects. The investigation is on-going at this time.
- No significant cases were reported from any HUSD or other education institution between June and August 2025.

School/Youth Updates

May – August 2025*

Youth and Family Counseling and Social Services Impact



School-Based Prevention and Early Intervention

- Reached **689** individuals through **222** activities
- Focus Areas:
 - 47% Social Emotional Learning
 - 24% Mental Health
 - 18% Social Skills/Relationship Support
- **39** students received more intensive individual/group interventions
- **83** youth participated in Summer Fun positive youth development program.



Total Individuals Served

922

Youth, Families, and School Staff

*Services offered reflect reporting primarily occurring during school closure over the summer months



Office-Based Family Counseling and Diversion

- Served **111** youth and families
 - Referral Sources:
 - 12% Schools
 - 43% Law Enforcement
 - 23% Community Self-Referral
 - 25% Probation
- 87% of clients who completed these services were determined to be successful

HEART Program Updates

January-August 2025



Hayward Mobile
Evaluation Team

610 CAD calls for service

120 contacts made*

111 unique individuals served*

122 total services provided*

*County clinician data is January-July 2025



Case Management and
Mental Health Linkages

509 CAD calls for service

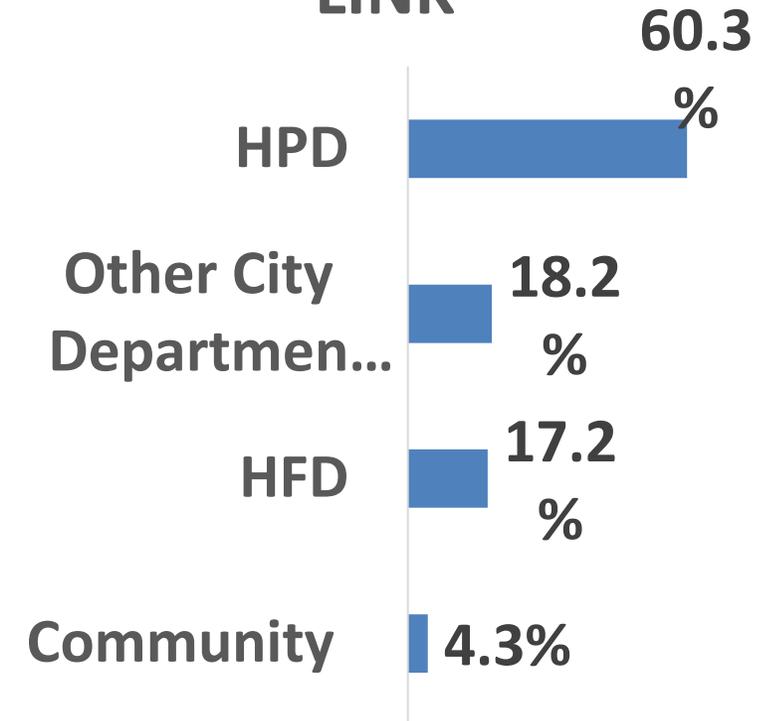
325 referrals received

289 contacts made

216 unique individuals served

72 individuals receiving
ongoing case management,
mental health, and
engagement services

Referral Sources to LINK



Community Outreach

Community Policing & Safety Efforts

The Hayward Police Department is dedicated to Community Policing, collaborating with residents to enhance safety, reduce crime, and improve the quality of life citywide.

Notable Accomplishments (May 2025 – August 2025)

Community Engagement

- Participated in major community festivals: Cinco De Mayo, Juneteenth, Opera in the Park, etc.
- Hosted Connecting with the Community at Fairway Shops, engaged block captains, residents in dialogue
- Partnered with schools through safety talks, spelling bee judging, youth academy, and summer camp

Strengthened partnerships with churches, businesses, and neighborhoods

Upcoming Events (October - November 2025)

- October 1 – National Coffee with a Cop Day
 - October 7 – Safety Presentation at Elmhurst Elementary School
- October 14 – Connecting with the Community at Amador Shopping Center
 - October 17 – Hayward High School Rally
 - October 29 – Eden Youth Center Trunk or Treat

Homeless Outreach & Enforcement

- Assisted with encampment abatements alongside Union Pacific and HARD
- Supported the City's Encampment Response Task Force
- Worked with Code Enforcement addressing illegal street vending
- Conducted RV towing operations to reduce long-term parking and safety concerns in neighborhoods

Proactive Crime Prevention

- Conducted downtown library safety assessments with Code Enforcement
- Delivered safety presentations for schools, senior centers, and local businesses
- Partnered with Chamber and Downtown Association to support safe business environments
- Attended training conferences to enhance prevention strategies and de-escalation techniques

Significant Traffic Updates (June - August 2025)

- Downtown Hayward Traffic Safety Initiative: 12 citations issued in June, 37 in July, and 66 in August
 - June 5, 2025 – Fatal collision at Hesperian Blvd. / Longwood Ave.
 - June 11, 2025 – High Impact Traffic Team operation in Hayward
 - Awarded FY26 Office of Traffic Safety STEP Grant (\$235,000)

HPD Staffing Update



24 Sworn Staff Vacancies

18 Officers, 5 Sergeants, and 1 Lieutenant

18 Professional Staff Vacancies

Includes 11 in Communications Center

25% of Sworn Workforce Unavailable

Includes vacancies, injured, and academy recruits

Continuous Recruitment

9 Trainees in three academies
Next academy starts 10/27 with 5 recruits
4 Lateral candidates currently in the hiring process

Item# 3

RPT 25-074

Fire Chief's Report

A large, detailed mural on a building facade depicts a group of firefighters in red uniforms and helmets. They are standing on a wooden structure, possibly a roof or a fire escape, with a building labeled 'HAYWARD'S HOTEL' in the background. The scene is set against a backdrop of mountains and a cloudy sky. The mural is framed by a dark wooden border.

HAYWARD FIRE DEPARTMENT

Hayward Fire Dept. 1870

CHIEF'S REPORT

1. Alex Allen 2. H. F. L... 3. ... 4. ... 5. ... 6. F. D. Atherton 7. Asa Collins 8. J. L. ... 9. A. R. Halho 10. Chas. Barnes
11. ... 12. ... 13. ... 14. ... 15. ... 16. ... 17. ... 18. ... 19. ... 20. ...
21. ... 22. ... 23. ... 24. ... 25. ... 26. ... 27. ... 28. ... 29. ... 30. ...
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91. ... 92. ... 93. ... 94. ... 95. ... 96. ... 97. ... 98. ... 99. ... 100. ...

MAY - SEPTEMBER 2025

(RICHARD BECK '77)

Mrs. Anna M. Holland
Feb. 1870

Incident Statistics



Incidents: 5,764



Fire Responses: 19%



EMS Responses: 81%



Station 1 - 1,288

Station 2 - 690

Station 3 - 147

Station 4 - 565

Station 5 - 84

Station 6 - 570

Station 7 - 622

Station 8 - 141

Station 9 - 103

UNK - 1,554

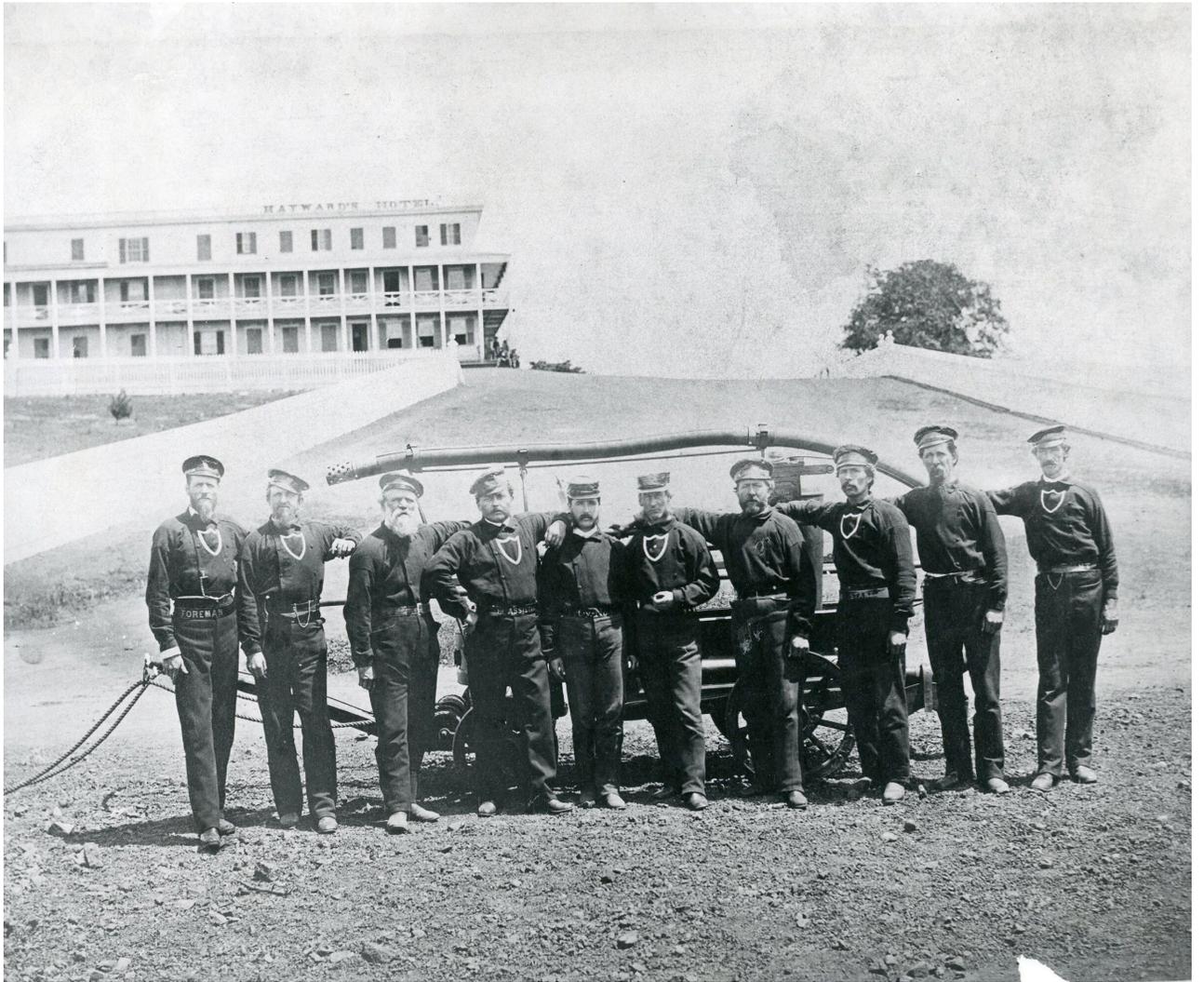




Department Updates

- 4 Grant Applications Submitted
- Mutual Aid
- Succession
- HazMat Response Team Update
- Smoke Detector Program

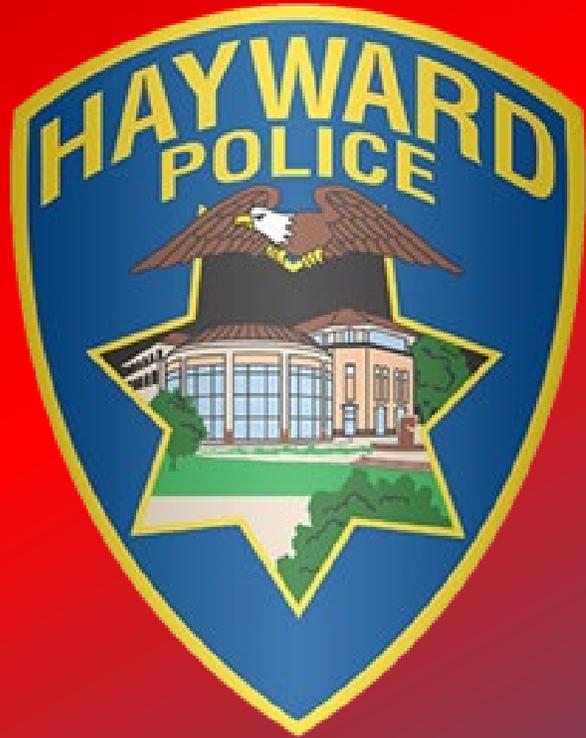
QUESTIONS?



Item# 4

RPT 25-079

Collaborative Efforts in Public
Safety



HPD & HFD

COLLABORATIVE PARTNERSHIP FOR
THE BETTERMENT OF HAYWARD

DAILY OPERATIONS



- DISPATCH CENTER
- HEART PROGRAM
- DRONE USAGE



COLLABORATIVE TRAINING

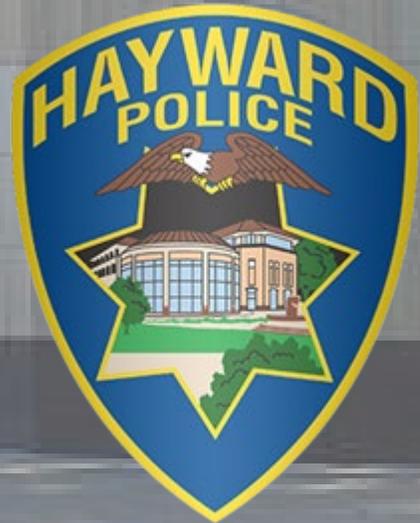
- ACTIVE SHOOTER RESPONSE TRAINING AT CITY HALL
- TACTICAL MEDIC PROGRAM
- GOLDEN EAGLE DRILL



ONGOING PARTNERSHIP

- JOINT LEADERSHIP CLASS
- CENTRALIZED EVACUATION DRILLS
IN THE HAYWARD HILLS

QUESTIONS?

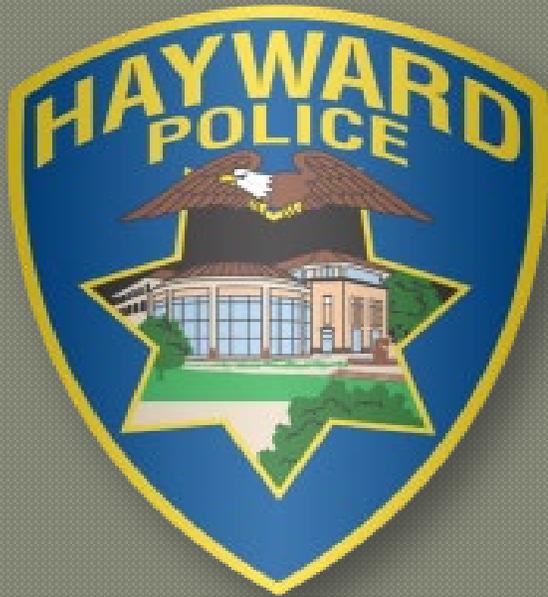


Item# 5

RPT 25-077

St Regis Center Update

St. Regis Village - Update



Presentation Overview

- **Data Report - CFS**
- **Timeline**
- **Staff Response to Security Incidents**
- **Future Community Engagement**
- **Discussion**

Data Report - CFS

◎ Data Report – Calls for Service

- Police Calls for Service
 - (35) - Since February 14, 2025
 - (1+ per week)
 - Mental Health Evaluation (5150), Welfare Check, Disturbance, Brandishing a Weapon, etc.
 - Only Includes CFS at the Facility (not those generated outside of the facility)
- Fire Calls for Service – None To Date

Timeline

○ Housing Clients / Operations

- (40) Units of Interim Housing Open
- (70) Units of Interim Housing Scheduled
 - Open by the End of 2025
- Navigation Center - Remaining Interim Units
 - Open in February 2026
- Substance Use Residential, Medical Respite, and Detox
 - Open Later in 2026

Staff Response to Security Incidents

○ Responses / Key Actions

- Some CFS Highlighted Security Concerns
 - Lone employee on-site
 - No security on-site and only making periodic checks
- CM Addleman Conveyed City's Concerns to BACS Leadership
 - Set expectations around on-site security and BACS staff training
- Supervisor Marquez Convened Meeting
 - City and County staff to discuss concerns

Staff Response to Security Incidents

○ Responses / Key Actions – Cont.

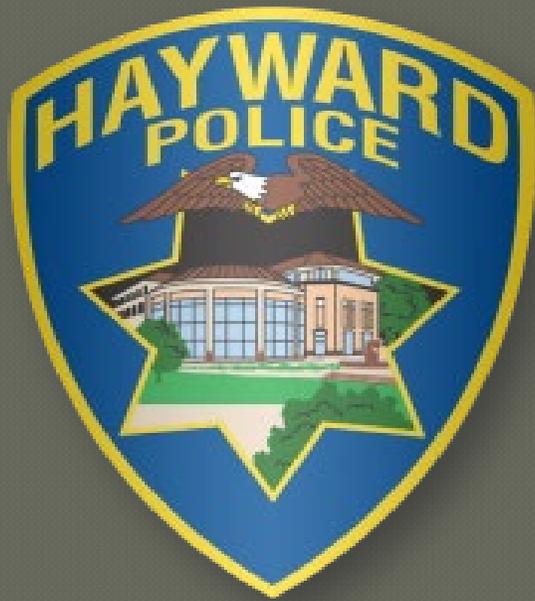
- City Staff Conducted Direct Outreach to County Highlighting Concerns
- Monthly Meetings Between City/County/BACS Being Scheduled
- HPD Meeting w/BACS Leadership Regularly (DC Deplitch and District Operations Staff)
- HPD Tracking CFS Data Over Time

Future Community Engagement

○ Future Engagement

- Community-wide Listening Session
- DHIA and Chamber of Commerce
- City/County/BACCS Staff
- Engagement – More Explicit
 - Project is underway
 - Goal is to share timely information
 - Identify communication pathways for resident/business concerns

Questions

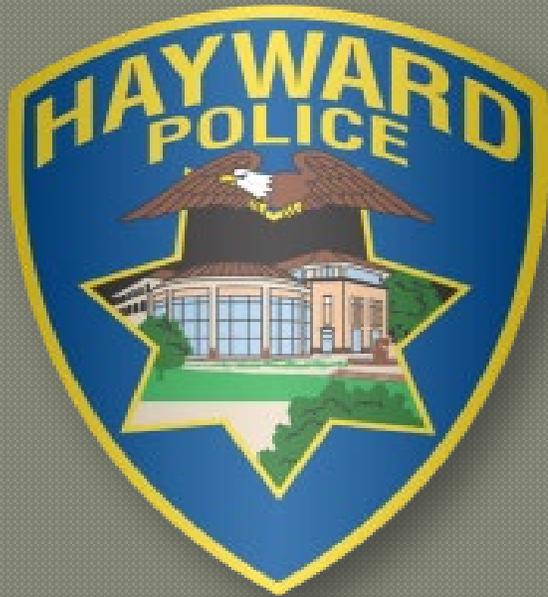


Item# 6

RPT 25-078

Police Department Assessment
Overview

HPD Organizational Assessment



Presentation Overview

- ① **Assessment Goals and Methodology**
- ② **Key Findings**
- ③ **Recommendations and Next Steps**
- ④ **Discussion**

Assessment Goals/Methodology

● Assessment Goals

- Assess Police Operations (Voluntarily)
- Conduct a Staffing Analysis
- Examine Data and Make Recommendations for Improvement/Efficiency/Effectiveness/Health

● Methodology

- Review HPD Structure, Mission, Values
- Review Policies and CFS/Investigation Data
- Review Protocols and Practices
- On-site Review of Operations and Activities
- Interviews of Staff and Community Members

Key Findings

○ Key Findings (12)

- **HPD Employees Take Pride in Department and High Expectations for Members**
- HPD Improved Hiring/Recruitment Processes
- HPD's Training Complies with P.O.S.T. Standards
- **HPD Maintains Strong Partnerships to Address Homelessness and Mental Health Response**
- **HPD has an Antiquated Beat Structure (Not Data Informed)**
- HPD Provides Inadequate Direction for Use of Discretionary Time

Key Findings

○ Key Findings (12) – Cont.

- HPD's Patrol Schedule Design and Minimum Staffing Exacerbates Resource Shortages (Inefficient, High Overtime Usage, Impact on Employee Wellness)
- HPD's Facility is in Disrepair
- CSOs Not Used to Full Potential (Opportunity for Expanded Use)
- Internal Desire to Expand/Formalize Communication
- **HPD Ineffective at Using Tech/Data to Drive Decisions**
- Community Desire for Increased Presence/Positive Interactions

Recommendations

○ Recommendations (18)

○ Currently In-Progress (12)

- Establish Internal Communication Plan
- Design Strategic Staffing Plan w/Community Expectations
- Restructure HPD Beats Using Data
- Develop Plan to Repurpose Some Professional Staff
- Foster Culture of Data Driven Decision Making
- Formalize Process for Identifying/Responding to Emerging Training Needs

Recommendations

○ Recommendations (18) – Cont.

○ Currently In-Progress (12)

- Use Existing/Future Staff to Analyze Data
- Formal Review/Case Management Process for Investigations
- **Formalize Recruiting Processes Into Comprehensive Recruitment Strategy**
- Develop Formal Pre-Academy Training Program
- Review/Revise EIS Indicators
- **Provide Clear Expectations/Guidance to Employees During Discretionary Time**

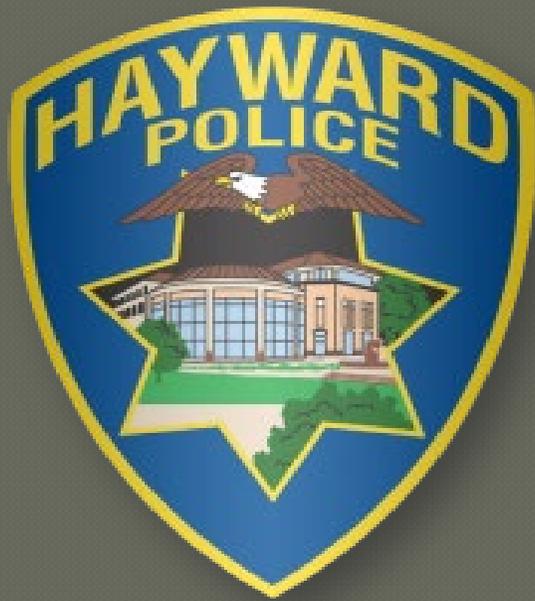
Recommendations

○ Recommendations (18) – Cont.

○ Not Started

- Develop Strategy to Cross-Train Professional Staff
- Evaluate Staffing Levels of Investigative Units Using Data
- Establish External Communication Plan
- Develop Community Policing Strategy
- Create a Technology Strategic Plan
- Incorporate Community Members Into Selected Training

Questions



Item# 7

RPT 25-076

Proposed 2025-2026 Agenda
Planning Calendar

Proposed Agenda Planning Calendar:

December 3, 2025 (Special Meeting due to Thanksgiving Holiday)
Update on Police Building Design
Arson Incidents and Response
Police Overtime Management
January 28, 2026
Aircraft Rescue and Firefighting Vehicle Replacement
Emergency Management Plan Review
Organized Retail Theft Update
March 25, 2026
Youth and Family Services Update
Fire Department Assessment
Gang Activity Update
May 27, 2026
AB 481 Annual Report
HEART Program Update
MIHU Pause Update
July (TBD due to Break)
<i>Confirm with Council to keep or cancel meeting due to Council Recess</i>
September 23, 2026
Overview of Fire Technology
Overview of Police Technology
Recruitment and Retention Efforts in Public Safety
December 2, 2026 (Special Meeting due to Thanksgiving Holiday)
Wellness Programs for Public Safety
Debrief of Fire Season and Mutual Aid
Cost Recovery for EMS