



DATE: February 21, 2023

TO: Mayor and City Council

FROM: Acting Chief of Police

SUBJECT: Police Department Annual Report: Receive and Review the Hayward Police Department's Annual Report for Calendar Year 2022

RECOMMENDATION

That the City Council receives and reviews the Hayward Police Department's annual report for the 2022 Calendar Year.

SUMMARY

This report serves as a highlight of the actions and accomplishments of the Hayward Police Department during the 2022 Calendar Year.

DISCUSSION

Hayward Police Department Organization and Structure

The Police Department's FY 2023 adopted operating budget was \$88,839,075 with 326.5 full-time employees. Currently, the Police Department has 155 out of 197 police officer positions filled and 111.5 out of 129.5 professional staff positions filled. The City Council approved the freezing of five sworn positions to fund several of the initiatives stemming from the Public Safety Innovation Workshops. The Council also authorized the ability to over hire if staffing was to reach capacity in preparation for future vacancies due to retirements and separation from the organization. With the positions combined, the department has a current staffing total of 266.5 full-time employees out of an authorized total of 326.5 (18% overall vacancy rate – 22% vacancy rate for authorized police officer positions and 14% vacancy rate for authorized professional staff positions). It should be noted this does not include employees who are off on injury, in training, or off on some other form of extended leave. A discussion of hiring statistics follows the crime statistics section below.

Call and Crime Statistics

In CY 2022, the City of Hayward Communications Center had an overall call volume of 280,778 (total calls received into the Communications Center) compared to 287,099 in CY

2021. This generated 122,504 total calls for service, of which 100,666 were Police Department calls for service (or 82%) compared to 104,046 in CY 2021 (a decrease of 3%).

The Communications Center maintains a high level of service to the community with 97.83% of the 911 calls answered within 10 seconds. The average response time for officers dispatched to a Priority 1 call from January through December 2022 was 4 minutes and 43 seconds. Priority 1 calls are defined as those involving an immediate, in-progress emergency or significant property damage (examples include: in-progress robbery or burglary, shooting, rape, domestic violence, or injury vehicle accident). According to the US Department of Justice, the probability of making an arrest is 60% when a police response to a Priority 1 call is under 5 minutes. However, a variety of factors can impact response times, including but not limited to staffing, delays in reporting, traffic, and the volume of calls coming into the Communication Center at any given time.

During CY 2022, officers made 2,908 arrests for various misdemeanor and felony crimes committed within the Police Department's jurisdiction.

National Incident Based Reporting System (NIBRS)

Since its earliest days, the Federal Bureau of Investigation (FBI) has collected national crime data. Prior to 2021, California utilized the Summary Uniform Crime Reporting (UCR) system, often referred to as "Part I & Part II Crimes", to report crime statistics to the FBI. In 2018, it was determined by the US Department of Justice that the National Incident Based Reporting System (NIBRS) would replace UCR as the nationwide data collection method effective January 1, 2021. The implementation of NIBRS is expected to provide consistency throughout the U.S. for quantifying crime. It will also support the mission to generate reliable information to optimize law enforcement management, training, planning and research, to reduce crime strategically and effectively.

What are the Differences Between UCR and NIBRS?

It is important to highlight the differences between UCR and NIBRS, as the Hayward Police Department's crime statistics have changed because of this new reporting method.

UCR

- Consists of monthly aggregate crime counts for eight Index Crimes.
- Records one offense per incident as determined by hierarchy rule.
- Hierarchy rule suppresses counts of lesser offenses in multiple-offense incidents.
- Does not distinguish between attempted and completed crimes.
- Collects weapon information for murder, robbery, and aggravated assault.
- Provides counts on arrests for the eight Index crimes and 21 other offenses.

NIBRS

- NIBRS collects data about victims, known offenders and relationships for offenses reported in 23 categories with 52 offenses. It also presents arrest data

for those crimes, as well as ten additional categories for which only arrest data is collected.

- Records each offense occurring in an incident.
- Distinguishes between attempted and completed crimes.
- Collects weapon information for all violent offenses.

In short, NIBRS can produce more detailed, accurate, and meaningful data because data collected includes when and where crimes take place, what forms they take, and the characteristics of victims and offenders.

These changes will bring improved detail and a more transparent approach to crime reporting for the community. It will also make comparing crime statistics between communities more meaningful by ensuring consistency on a national scale. The availability of NIBRS data is also an opportunity for law enforcement to improve the way data is used to measure agency workload, outcomes, and performance.

It is anticipated that community perceptions may change as the City of Hayward's crime statistics are likely to increase based on this new reporting system. However, these increases are solely based on the changes in the way crimes will be reported and will not reflect an actual significant increase in crime.

Examples of incidents of crime and how they are reported under each system is shown in the below chart:

Crime	How the Item Would be Reported Under UCR	How the Item Will be Reported in NIBRS
A bank robbery followed by a vehicle pursuit and a hit and run collision	Robbery	Robbery Vehicle pursuit Hit and run collision
A domestic violence incident in which a phone is vandalized, and a purse is stolen	Domestic Violence	Domestic violence Vandalism Theft
A kidnapping followed by a vehicle theft	Kidnapping	Kidnapping Vehicle theft

The Hayward Police Department began submitting NIBRS data to the California Department of Justice (DOJ) in November 2022. Once a NIBRS report is submitted to the DOJ, the data goes through an extensive compliance and validation process to check for

errors such as incomplete or unfilled mandatory fields, ensuring proper coding of offenses, and reviewing high-level data accuracy. Law enforcement agencies are required to submit three separate monthly crime report submissions, with a 3% or less margin of error, to achieve NIBRS certification. Currently, HPD is in the certification process with DOJ, which could take four to six months. Once certified, our crime data will be cleared to publish for community consumption. Consequently, this year-end report is reporting crime data only from January through October of 2022 under the UCR system. It should be noted that NIBRS data coding and review, as well as the report submissions and certification processes, are very time consuming and require significant effort from our HPD Records Bureau.

Table 1: Part 1 UCR Crime Comparison January to October 2021 vs 2022

Part 1 Offenses	Jan – Oct 2021	Jan – Oct 2022	# Change	% Change
Murder	6	10**	4	40%
Forcible Rape	45	46	1	2%
Robbery	229	218	-11	-5%
Aggravated Assault	182	188	6	3%
TOTAL VIOLENT CRIME	462	462	0	0%
Residential Burglary	226	369	143	63%
Non-Residential Burglary	83	72	-11	-13%
TOTAL BURGLARY	309	441	132	43%
Larceny (Auto Burglary totals are included in Larceny.)	2181	2164	-17	-1%
Larceny From Vehicle	1259	1178	-81	-6%
Motor Vehicle Theft	1322	1474	152	11%
Arson	17	21	4	24%
TOTAL PROPERTY CRIME	3829	4100	271	7%
TOTAL PART 1 OFFENSES	4291	4562	271	6%
Domestic Violence*	467	471	4	1%
Hate Crimes*	2	3	1	50%

*DV and Hate Crimes, depending on crime type, may or may not be included in Part 1

** For the calendar year 2022 there were 11 homicides; table above is data Jan-Oct due to NIBRS

Table 2: Part 1 Clearance January – October 2022

Part 1 Offenses	January – October 2022		
	Offenses	Cleared	% Cleared
Murder	10*	9	90%
Forcible Rape	46	15	33%
Robbery	218	61	28%
Aggravated Assault	188	103	55%

TOTAL VIOLENT CRIME	462	188	41%
TOTAL BURGLARY	441	39	9%
Larceny	2164	185	9%
Motor Vehicle Theft	1474	184	12%
Arson	21	3	14%
TOTAL PROPERTY CRIME	4100	411	10%**
TOTAL PART 1 OFFENSES	4562	599	13%

*Homicide occurred on 11/6/22, was not included due to NIBRS, and has not been cleared.

**Property crime clearance rates are being negatively impacted by staffing and physical evidence backlogs.

Table 3: 5-Year Part 1 Crime Comparison

Part 1 Offenses	Jan-Oct 2018	Jan-Oct 2019	Jan-Oct 2020	Jan-Oct 2021	Jan-Oct 2022
Murder	2	3	11	6	10
Forcible Rape	76	47	52	45	46
Robbery	290	226	205	229	218
Aggravated Assault	175	190	187	182	188
TOTAL VIOLENT CRIME	543	466	455	462	462
Residential Burglary	277	260	458	226	369
Non-Residential Burglary	177	122	91	83	72
TOTAL BURGLARY	454	382	549	309	441
Larceny	2377	2648	2460	2181	2164
Larceny From Vehicle	1258	1510	1487	1259	1178
Motor Vehicle Theft	1176	1014	1629	1322	1474
Arson	15	23	16	17	21
TOTAL PROPERTY CRIME	4022	4067	4654	3829	4100
TOTAL PART 1 OFFENSES	4565	4533	5109	4291	4562

In Table 4, cleared case data represents a physical arrest of a suspect. Additional cases not reflected in Table 4 are considered cleared because all investigative steps have been taken and arrest/prosecution are not pursued due to factors outside the control of the Police Department. For example, completed investigations may not result in arrest or prosecution in cases where victims decline prosecution or refuse to cooperate with the investigation, witnesses are unwilling to provide information, the District Attorney's Office chooses not to prosecute an offender, or limitations in technology do not allow for collection or processing of critical evidence.

Table 4: Part 1 Clearance Comparison

Part 1 Offenses	2021 Jan-Oct			2022 Jan- Oct		
	Offenses	Cleared	% Cleared	Offenses	Cleared	% Cleared
Murder	6	4	67%	10	9	90%
Forcible Rape	45	16	36%	46	15	33%
Robbery	229	89	39%	218	61	28%
Aggravated Assault	182	93	51%	188	103	55%
TOTAL VIOLENT CRIME	462	202	44%	462	188	41%
TOTAL BURGLARY	309	51	17%	441	39	9%
Larceny	2181	195	9%	2164	185	9%
Motor Vehicle Theft	1322	173	13%	1474	184	12%
Arson	17	0	0%	21	3	14%
TOTAL PROPERTY CRIME	3829	419	11%	4100	411	10%
TOTAL PART 1 OFFENSES	4291	621	14%	4562	599	13%

The following charts depict the demographic breakdown of victims and offenders for four significant Part 1 crime types: homicide, rape, robbery, and aggravated assault.

Commonly, demographic crime data, stop data, and use of force data sets are compared with population demographics; however, these are not comparable data sets because crimes committed in the City of Hayward are not proportional to population demographics. Additionally, these data sets do not account for offenders who commit crimes in the City of Hayward but do not live in the city or are repeat, chronic offenders, who can individually cause increases in the data sets. For example, during the pandemic, a single offender, who does not live in the City of Hayward, was arrested 4 times while driving 4 separate stolen vehicles in a single week. Another offender was arrested 4 times for possessing 4 different firearms in a single month.

It should be noted that only these crime types were included due to limitations in technology and the amount of staff time required to retrieve this data for all other Part 1 crime types. Since the current RMS/CAD system would not allow for the simple retrieval of this data, the Crime Analysis Unit had to pull victim and offender demographic information from each individual crime report, which proved to be a very time-consuming endeavor.

The demographic data is provided for the time frame from January through December 2022. We can pull this data and provide it for the entire year because it is pulled directly from the RMS system. This data does not have to be certified by the Department of Justice.

Tables 5-9: Victim and Suspect Race for Homicide, Rape, Robbery and Aggravated Assaults, January through December 2022

Table 5: Homicide Victim and Suspect Race

Homicide January to December 2022				
	Victims	Percentage	Suspects	Percentage
American Indian - Alaskan	0	0%	0	0%
Asian Indian	0	0%	0	0%
Asian – Pacific Islander	0	0%	0	0%
Black	4	36%	3	27%
Hispanic	5	45%	2	18%
Middle Eastern – N. African	0	0%	0	0%
Other or Unknown	2	18%	6	55%
White-European	0	0%	0	0%
TOTAL	11	100%	11	100%

Table 6: Rape Victim and Suspect Race

Rape January to December 2022				
	Victims	Percentage	Suspects	Percentage
American Indian - Alaskan	1	2%	1	2%
Asian – Pacific Islander	4	7%	4	7%
Black	10	18%	6	11%
Hispanic	29	53%	21	38%
Middle Eastern – N. African	1	2%	1	2%
Native Hawaiian	0	0%	1	2%
Other or Unknown	3	5%	17	31%
White-European	7	13%	4	7%
TOTAL	55	100%	55	100%

Table 7: Robbery Victim and Suspect Race

Robbery		January to December 2022		
	Victims	Percentage	Suspects	Percentage
American Indian - Alaskan	2	1%	0	0%
Asian Indian	11	4%	1	0%
Asian – Pacific Islander	14	5%	1	0%
Black	32	12%	32	12%
Chinese	2	1%	0	0%
Filipino	3	1%	1	0%
Group – Mixed Race	40	15%	9	3%
Hispanic	102	37%	20	7%
Middle Eastern – N. African	7	3%	0	0%
Other or Unknown	39	14%	207	75%
Pacific Islander	2	1%	0	0%
White-European	21	8%	4	1%
TOTAL	275	100%	275	100%

Table 8: Aggravated Assault Victim and Suspect Race

Aggravated Assault		January to December 2022		
	Victims	Percentage	Suspects	Percentage
American Indian - Alaskan	1	1%	1	1%
Asian Indian	3	2%	3	2%
Asian – Pacific Islander	5	3%	4	2%
Black	36	19%	42	22%
Group – Mixed Race	16	9%	5	3%
Hispanic	83	44%	57	30%
Middle Eastern – N. African	2	1%	1	1%
Other or Unknown	16	9%	61	32%
White-European	26	14%	14	7%
TOTAL	188	100%	188	100%

Table 9: Part 1 Violent Crime Victim and Suspect Race

Part 1 Violent Crime Totals		January to December 2022		
	Victims	Percentage	Suspects	Percentage
American Indian - Alaskan	4	1%	2	0%
Asian Indian	14	3%	4	1%
Asian – Pacific Islander	23	4%	9	2%
Black	82	16%	83	16%
Chinese	2	0%	0	0%
Filipino	3	1%	1	0%
Group – Mixed Race	56	11%	14	3%
Hispanic	219	41%	100	19%
Middle Eastern – N. African	10	2%	2	0%
Native Hawaiian	0	0%	1	0%
Other or Unknown	57	11%	291	55%
Pacific Islander	5	1%	0	0%
White-European	54	10%	22	4%
TOTAL	529	100%	529	100%

Staffing

During CY 2022, the Police Department hired 8 police officers and 9 professional staff members. Of the 8 police officers added, 5 were Latinx, 1 was Asian/Pacific Islander, and 2 were White. The gender makeup of these police officers included 7 subjects that identified as males and 1 subject that identified as female. The professional staff demographic makeup included 1 White female, 1 White male, 3 Latinx females, 2 Latinx males, 1 Asian female, and 1 Asian male.

Annual promotions included 2 sworn staff promotions (1 Latinx female and 1 White male) and 3 professional staff promotions (1 Asian female, 1 Latinx female, 1 Latinx male.)

In CY 2022, a total of 20 police officers separated from the department due to retirement, resignation, or probationary release. Of this group, 5 police officers achieved a service retirement, 3 police officers retired based on an industrial disability, 7 police officers lateraled to other agencies, 4 police officers resigned, and 1 police officer was released from probation. An additional 10 police officers were off on Worker's Compensation or Family Medical Leave Act (FMLA) at the conclusion of the year.

Based on an increase in officer separations, the department ended CY 2022 with 42 police officer vacancies (this includes the 5 frozen positions). The department is authorized to hire a total of 197 police officers. As a result of the increased vacancies, the department ended CY 2022 with a 22% vacancy rate for police officers (not including those off on injury, in training, etc.). The department also ended CY 2022 with a 14% vacancy rate for professional staff members, including multiple vacancies in the City of Hayward's Communications Center.

While recruiting qualified candidates continues to be a national challenge, the department has begun to see an increase in overall sworn applications received, to include a rise in applications from women and people of color. A year over year increase in professional staff applications has also occurred; coincidentally, the increase in sworn and professional applications is 29% (Refer to Tables 10, 11, and 12 for year over year applicant data and demographics). While the overall increase in applications is promising, a comparison of the number of police officer applications in CY 2022 to those received prior to the pandemic in CY 2019 reflects a staggering 54% decrease in police officer applications.

Table 10: Sworn and Professional Staff Applications Received - Comparison

Applications	2019	2020	2021	2022	2021 vs 2022
Sworn	1,768	1,164	585	821	29% Increase
Sworn Female	312	237	113	133	15% Increase
Sworn People of Color	1,329	859	447	669	33% Increase
Sworn No Response	27	19	13	17	24% Increase
Professional Staff	2,865	1,158	1,334	1,642	29% Increase

Table 11: Sworn Applications Received by Ethnicity, 2022

Ethnicity	Number of Applicants
American Indian or Alaskan Native	6
Asian	109
Black or African American	144
Hispanic or Latinx	371
Native Hawaiian or Other Pacific Islander	39
White or Caucasian	135
No Response	17
Total	821

Table 12: Professional Applications Received by Ethnicity, 2022

Professional Staff Applicant Ethnicity	Number of Applicants
American Indian or Alaskan Native	17
Asian	240
Black or African American	333
Hispanic or Latinx	594
Native Hawaiian or Other Pacific Islander	83
White or Caucasian	332
No Response	43
Total	1,642

The overall increase in applications received in CY 2022 compared to CY 2021 is likely attributed to a proactive Recruitment Plan established in the second half of the year. This included an internal reorganization with recruitment as a focused priority. Recruitment work was reassigned from an ancillary position to a primary function within the Personnel and Training Unit. The special assignment position of Personnel Recruitment Coordinator was created and there was an emphasis on training departmental Recruitment Team members. Continuous engagement with applicants through the JoinHaywardPD.com website, recruiter-to-candidate SMS messaging, an increased presence on social media, strategic advertising, and expanding attendance at local and regional events proved to have a direct impact on increasing applications.

A specific focus of the Recruitment Team was to increase contact and applications from the Hayward community. This translated into local “pop-up” events where recruiters attended several community functions and set up recruitment tables at the entrances of local businesses. Pop-up events have not only served as a recruitment tool, but they also allow officers to further engage the community, and act as a deterrent to criminal activity. With pop-ups focused on local recruitment, it allows the department to take a pro-active approach in identifying and hiring Hayward’s own community members to serve. Additionally, the Recruitment Team is working collaboratively with our local colleges and universities, as well as our military recruiting offices, to expand recruitment efforts and departmental programs to attract local talent.

A final component of recent recruitment success is the increased partnership and collaboration between Human Resources Department and Police Department. Council approved hiring bonuses for police officers and communications operators and the Human Resources Department has been instrumental in implementation. In addition, a city-wide

employee referral program was developed where all City of Hayward employees are eligible to receive a monetary bonus if referring a candidate who is successfully hired.

Taking a proactive recruitment approach to filling vacancies, the Human Resources Department and Police Department staff also established a hiring process mapping working group to review and identify opportunities to expedite and refine hiring practices. This important and ongoing work has resulted in hiring timelines being shortened, unnecessary steps being removed, and increased accessibility and flexibility for applicants. With surrounding agencies all competing for the same pool of qualified candidates, the improvements made within this area of recruitment area significant.

As the need for new and unconventional recruiting strategies has progressed, the Police Department's hiring standards have remained consistent. The Police Department understands the great responsibilities police officers and professional staff are afforded and the trust and support which extends from the community. For these reasons, standards for viable candidates remain high. Each candidate must successfully pass a detailed internal hiring process, which includes a background investigation, polygraph examination, psychological examination, and medical examination. Each phase of the hiring process is thoroughly vetted to ensure the Police Department is conforming to best practices and ensuring only highly qualified candidates are selected.

The psychological examination is required for most departmental classifications before a candidate can be hired. POST only mandates the psychological examination for police officer candidates and communications operator candidates; however, the Police Department requires it for most positions. The Police Department's contracted psychologist is board certified and specializes in Police and Public Safety Psychology (PPSP) from the American Psychological Association (APA). She is the past President of the American Board of Police and Public Safety Psychology and the previous Chair of The International Association of Chiefs of Police, Police Psychological Services Section.

Her psychological examination has five main components and includes: a full Clinical Interview, including History Gathering and Mental Status Examination; Minnesota Multiphasic Personality Inventory-2 Restructured Form Police Candidate Interpretive Report (MMPI-2-RF PCIR); California Psychological Inventory-434 Police and Public Safety Selection Report (CPI-434); Wonderlic Contemporary Cognitive Ability Test (WPT-R), and a Sentence Completion Test (SCT). In addition, the applicant's Background Investigation (BI) is reviewed prior to any testing.

The chart below (Table 13) shows the statistics for the hiring and retention of officers for the Police Department over the past 7 years. The data illustrates that retaining sworn staff during CY 2022 was a challenge. With 20 police officers having separated from the Police Department, fully staffed patrol teams remained the priority with vacancies primarily existing within specialized units. Last year also demonstrated a significant decrease in the Police Department's retention rate, as it dropped to its lowest point in 7 years (78% respectively). Of the 20 police officers that separated from the Police Department, 7 left for other agencies. Reasons provided by police officers that left for other agencies included physical location

(closer to home), improved pay and benefits, less restrictive COVID policies, and climate (specifically, perceptions/feelings they would be better supported somewhere else). The hiring of new police officers was also down in CY 2022 as most applicants could not meet the Police Department's standards.

Table 13: Sworn Officer Retention FY 2016-2022 Data

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	7-year average
Beginning Total	180	183	190	178	178	180	170	179.9
Hired	13	15	9	15	20	15	8	13.6
Separated	10	8	21	15	18	25	20	16.7
Ending Total	183	190	178	178	180	170	158	176.7
Sworn Average	181.5	186.5	184	178	179	175	164	178.3
Sworn Turnover Rate	6%	4%	11%	8%	10%	15%	22%	9%
Retention Rate	94%	96%	89%	92%	90%	85%	78%	91%

Training

The Police Department consistently meets and exceeds the California Police Officer Standards and Training (POST) professional training standards for both police officers and professional staff.

During CY 2022, the Police Department continued to train staff while emerging from the COVID-19 pandemic. A priority was placed on training Police Departmental staff as many courses were canceled over the previous 2 years. Although restrictions remained in place for most of the year, a combined total of 366 police officers and professional staff members attended 187 off-site training courses totaling 10,714 hours and costing approximately \$276,153. Courses attended were broken down into four primary categories: professional development, technical skills, promotional/assignment, and updates.

Below are charts showing the breakdown of off-site Continued Professional Training (CPT) courses that illustrate the number of attendees and course hours in CY 2022.

Table 14: Classification of Classes by Attendees

Classification of Classes By Attendees	Discretionary 2022	POST Mandated 2022	Total Attendees 2022
Professional Development	56	1	97
Technical Skills	32	6	234
Promotion/Assignment	71	21	35
Update	0	0	0
Total	159	28	366

Table 15: Classification of Classes by Total Hours

Classification of Classes by Total Hours	Discretionary 2022	POST Mandated 2022	Total Hours 2022
Professional Development	1,679	72	1,751
Technical Skills	2,087	505	2,592
Promotion/Assignment	4,075	2,296	6,371
Update	0	0	0
Total	7,841	2,873	10,714

Crisis Intervention Training (CIT)

The Police Department continues to mandate all staff, both police officers and professional, to attend an 8-hour Crisis Intervention Training (CIT) course. The course introduces staff to the stigma associated with mental illness, intellectual disabilities, and substance abuse disorders. The Police Department is dedicated to having personnel develop and expand their CIT skills. The Alameda County Behavioral Health Care Services (AC BHCS) and the Oakland Police Department (OPD) jointly facilitate a 40-hour CIT course. The training is offered to all agencies in the county (not just police agencies).

The Police Department remains committed to sending all police officers through this 40-hour extended CIT course. Due to the authorized size of the class and the desirable nature of the training, the number of reservations is limited. Since 2020, the Police Department has been able to secure 2 seats in every class held. During CY 2022, 15 police officers attended the course totaling 600 hours of training. The 16-hour CIT course for communication operators was also offered with 2 completing the course in CY 2022.

CALEA

The Commission on Accreditation for Law Enforcement Agencies (CALEA) is an independent accrediting body for law enforcement agencies. CALEA accreditation is recognized internationally as the premier standard in public safety. CALEA accreditation is a voluntary endeavor that requires compliance with approximately 490 professional standards.

The Police Department has maintained CALEA accreditation continuously since CY 2011. Reaccreditation occurs every 4 years. The Police Department's most recent reaccreditation award was achieved in March 2021 and the next is scheduled for March 2025. Within the 4-year span, compliance reviews are conducted annually to ensure the Police Department adheres to established CALEA standards. The Police Department successfully passed the CY 2022 review and is scheduled for an annual review in CY 2023.

The history of CALEA reveals its importance today. CALEA was established in 1979, in response to a period of national civil unrest. Following years of research, an accreditation model was funded by the US Department of Justice. Several executive associations designed the CALEA model, including the International Association of Chiefs of Police (IACP), National Organization of Black Law Enforcement Executives (NOBLE), National Sheriffs' Association (NSA), and the Police Executive Research Forum (PERF). CALEA is an independent, nonprofit 501(c)(3) corporation and is governed by a Commission composed of law enforcement practitioners, as well as members of the other public and private sectors.

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Recent Policy Changes

The Police Department was approved to establish an UAS Program through City Council's review and approval in January of CY 2022. Additionally, Council approved a policy and ordinance governing the use of specific equipment as described in AB 481 (Military Equipment). The UAS Program and AB 481 equipment are discussed in detail later in this report.

Internal Affairs

The Police Department is committed to a fair and consistent complaint investigation process. The Internal Affairs Unit exists to receive, investigate, and resolve complaints of employee misconduct and to accept employee commendations. The Internal Affairs Unit is comprised of a Lieutenant and one Sergeant, both of whom report directly to the Chief of Police. They work closely with other City staff, including staff from the City Attorney's Office and Human Resources Department, investigating allegations of misconduct, addressing other personnel issues, and engaging in risk management practices. In addition to the responsibilities listed above, the Internal Affairs Unit reviews all vehicle pursuits, vehicle collisions, all reportable uses of force, shows of force, and all lawsuits filed against Police Department staff.

Any community member, regardless of status, can file a complaint against any Hayward Police Department employee. A complaint may be made at any time of the day or night to the Internal Affairs Unit, the on-duty Watch Commander, or any Police Department supervisor. Community members do not have to physically come to the Police Department to make a complaint. Complaints can be accepted by a supervisor in person, either in the field or at the Police Department, by telephone, or in writing. Written complaints can be sent to the Police Department via mail, electronically via email, or complainants can complete a Hayward Police Department complaint form, which is available at the front counter of the Police Department (a copy of this completed form is provided to each complainant). There is also a dedicated phone number for community members to contact Internal Affairs and complaints can be made on the Police Department's website or the City's website through "Access Hayward." Additionally, the Police Department accepts and investigates third party complaints, which does not require the complainant to have contact with Police Department staff. Brochures are available, in both English and Spanish, regarding the complaint process and additional information can be found on the Police Department's website.

When a complaint is filed and investigated, an administrative report is generated with a finding. There are 4 possible findings in an administrative investigation: *sustained* (evidence revealed the employee engaged in misconduct), *not-sustained* (evidence could not prove or disprove the employee engaged in misconduct), *exonerated* (evidence revealed the alleged conduct occurred, but it was within department policy), and *unfounded* (evidence revealed the allegation had no factual basis). Once completed, administrative investigations are routed to the Chief of Police via the involved employee's chain of command. Investigations are reviewed and, if necessary, action is taken. Administrative investigations are part of an employee's personnel file and, as such, they are protected from public disclosure by the Government Code (there are certain exceptions to this, such as SB 1421 and SB 16 which requires public disclosure under certain circumstances). At the conclusion of the investigation, the complainant receives notification, usually via mail, of the investigative findings. The Police Department is prohibited from releasing other information, including information contained in the investigative file, based upon the Government Code.

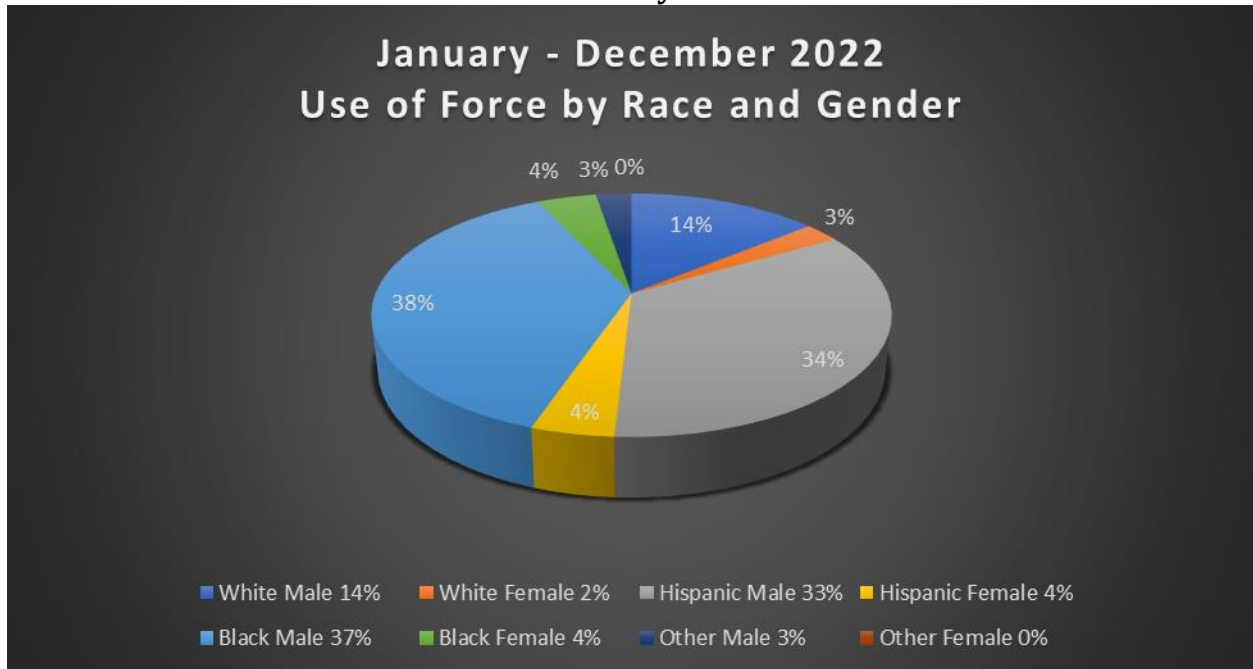
According to the Internal Affairs Unit, in CY 2022, there were a total of 121 reportable uses of force incidents involving 334 employees, involved in 100,666 Police Department calls for service. During that same period, there were 2,908 arrests. Statistically, 0.12% of all police calls for service resulted in reportable uses of force whereas 4.1% of all arrests resulted in reportable uses of force. These numbers are consistent with numbers in previous years and previous quarters. It should be noted that the number of calls for service and arrests are not reflective of the number of public contacts police officers have annually. In fact, the number of public contacts is much greater than the number of calls for service and arrests, however there is no accurate way to quantify the number of public contacts. If public contacts could be quantified, the number of reportable uses of force and arrests in relation to the number of public contacts would be far lower than .12% and 4.1% respectively.

2022	Calls for Ser.	Arrests	Uses of Force	CFS/UOF	Arrests/UOF
Jan-Dec	100,666	2908	121	.12%	4.1%

In CY 2022, there were 3 complaints filed against Police Department employees related to a reportable use of force. During the same time frame, there were 33 other external complaints (filed by community members) and 0 internal complaints (filed by Police Department employees). Of the 33 total external complaints, 4 were unfounded and 7 are still pending investigation.

Below is a chart of the use of force broken down by the race and gender of the person it was applied to.

Chart 1: Use of Force by Race and Gender



During 2022, there were 24 claims filed with the City, which were associated with the Police Department. The following dispositions were provided by the City Attorney's Office. There were three lawsuits associated with the Police Department filed against the City during this same time period.

Table 16: Claims and Lawsuits Filed against the City

Claimant	Description	Response
Guerrero, Eric	Excessive force	Rejected
Pena-Serrato, Marcela	HPD involved tow	Rejected
Hernandez, Desiderio	HPD involved tow	Settled
Pule, Lokeni	K9 bite	Rejected
Pacheco, Alda	HPD involved tow	Rejected
AT&T	Property damage	Rejected
Calip, Tajai	Harassment	Rejected

Alvarado, Ingris	Property damage	Settled
Geoffrey, Randall	HPD involved tow	Settled
Castro, Karen	HPD involved tow	Rejected
Bozeman, Sean	Property damage	Settled
Sol, Ronald	Property damage	Settled
Oseguera, Juan	Excessive force	Rejected
Anderson & Thompson	Wrongful death	Rejected
Wooden, Kevin	Lost property	Rejected
Navarro, Stephanie	Property damage	Rejected
Ibarra, Jose	Property damage	Rejected
Knox, Wilhelmina	HPD involved tow	Rejected
Blue Hill; Bozeman	Property damage	Settled
Metropolitan	Overcharge	Settled
Guillen, Jose	K9 bite	Rejected
Glen Eden Garden	Property damage	Rejected
Liu, Yongqin	Property damage	Rejected
Le, Loan	Improper investigation	Rejected

Lawsuits Served	Description
BLICKENSTAFF v. CITY OF HAYWARD	Wrongful Seizure of property
VILLANUEVA v. CITY OF HAYWARD	Motorcycle Accident
CALEB SMITH v. CITY OF HAYWARD	Officer Involved Shooting

Traffic

The Traffic Bureau is currently staffed with 4 Traffic Officers and 1 Traffic Sergeant. The Traffic Bureau is authorized to have 9 Traffic Officers and 1 Traffic Sergeant; however staffing shortages have prevented the Police Department from being able to fill these positions. In addition to addressing the traffic concerns from community members, the 4 Traffic Officers are also responsible for the following ancillary traffic duties: abandoned vehicle abatement; tow company selection and inspections; community tow hearings; taxicab approval and inspection; parking violations; STEP Grant; commercial truck permitting and enforcement; department traffic accident reviews; and a few other administrative tasks.

Traffic continues to be a serious concern with community members based on the high volume of traffic related complaints received by the Traffic Bureau. Whether through "Access Hayward", email, or phone calls into the Traffic Bureau, Traffic Officers address an average of 20-30 complaints a week. These traffic complaints include a wide variety of issues and locations, from speeding to stop sign violations. Inadequate staffing continues to be the biggest challenge to the timely response to all citywide traffic related issues.

In CY 2022, there were 696 collisions reported within the city, of which 10 were fatal collision investigations. There was a 6% reduction in overall collisions during this year from the previous, and fatal collisions decreased by 2 or 17%.

During this year, the Traffic Bureau was also very busy with duties related to the Selective Traffic Enforcement Program (STEP) Grant. The STEP grant is funding the Traffic Bureau receives from the California Office of Traffic Safety. This funding is specifically used for enforcement and education efforts to reduce collisions and impact of DUI, seatbelt use, and distracted driving. The Traffic Bureau conducted 103 STEP grant operations directing their enforcement efforts to reduce the number of collisions and educate the community. Across all STEP operations, police officers made 4,208 contacts. The Traffic Bureau also held 4 DUI checkpoints. These checkpoints were successful, making 9 DUI related arrests, and educating 2,776 community members of the dangers of driving drunk or high. In CY 2022, the Traffic Bureau also hosted a motorcycle safety course, conducted 3 DUI presentations, and 2 child safety seat presentations.

The charts below depicts traffic stop data based upon the issuance of both courtesy citations (warnings) and traffic citations. The citation data below is from January 1 through December 31, 2022 and uses the CALEA standards for racial and gender categorization. Courtesy citations are described as a documented contact resulting in a written warning for a violation. Traffic citations are stop related contacts that result in the issuance of a non-custodial citation or notice to appear. The driver's demographic category is based on an observation and assessment by officers at the time of the contact. It should be noted that the technological capabilities of our CAD/RMS system will not allow for the differentiation between a pro-active stop based on officer observations and an intelligence led stop based upon information provided by community members.

Chart 2: Courtesy Citations by Violator's Race (Total of 486 written)

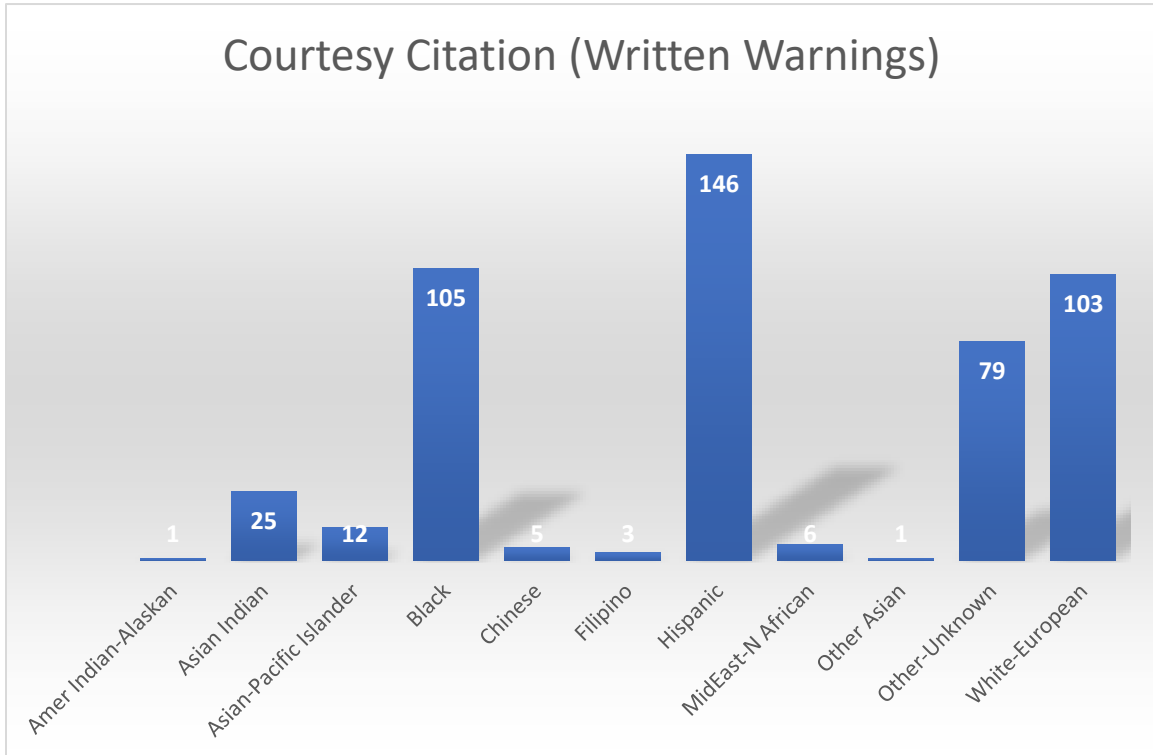
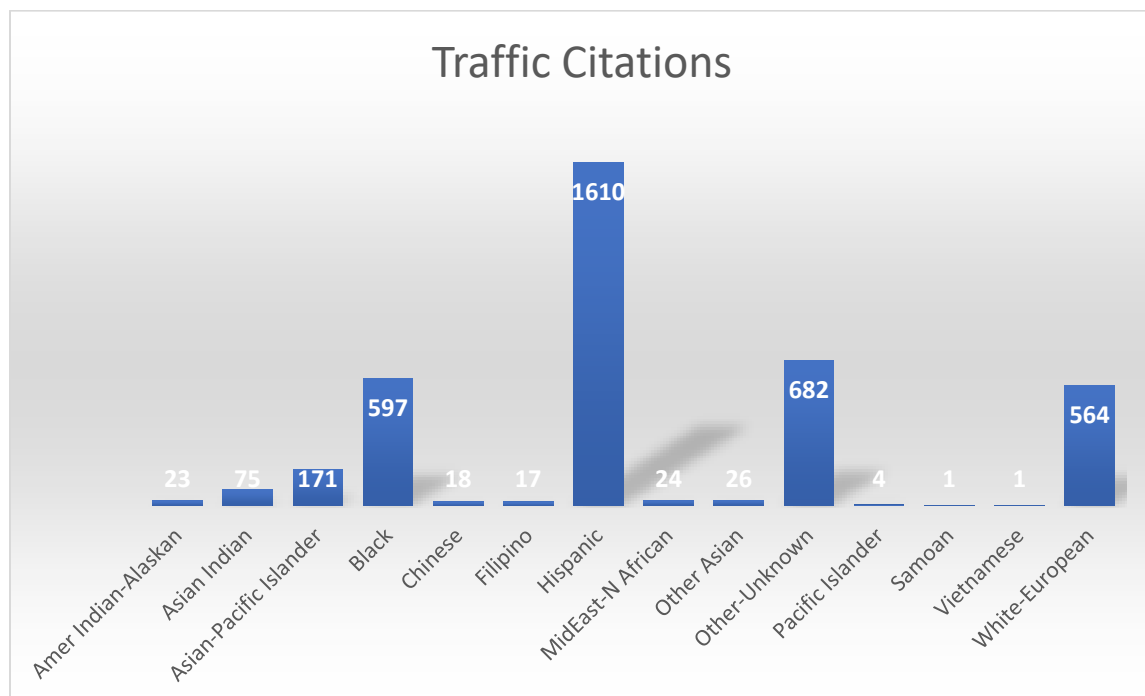


Chart 3: Traffic Citations by Violator's Race (Total of 3,813 written)



Racial and Identity Profiling Act (RIPA)

Assembly Bill 953, the Racial and Identity Profiling Act of 2015 (RIPA), among other things, enacted Government Code section 12525.5, which requires state and local law enforcement agencies, as specified, to collect data regarding stops of individuals and to report this data to the California Department of Justice. The Police Department due to its number of sworn officers, less than 333, was included in the fourth, and final wave of implementation, which began on January 1, 2022. The data elements being collected by sworn officers and reported to the California Department of Justice are the following:

- Date, time, and duration of the stop
- Location of stop
- Perceived race or ethnicity of person stopped
- Perceived gender of person stopped
- Person stopped perceived to be LGBT
- Perceived age of person stopped
- Person stopped has limited or no English fluency
- Perceived or known disability or person stopped
- Reason for stop
- Stop made in response to a call for service
- Actions taken by officer during stop
- Results of stop
- Officer's Identification (ID) Number
- Officer's years of experience
- Type of assignment of officer

The enactment of AB 953 will further allow the Police Department to be transparent as all data collected and reported will be available for anyone to access through the California Department of Justice Open Justice website.

It should be noted, information entered in California Department of Justice's web-hosted application for RIPA data collection by officers is based on an "officer's perception" and not the subject's factual racial profile, sexual orientation, or other protected category. As a result, the usefulness of this information, due to an opinion or guess by an officer of another individual's race, sexual orientation, or other category adversely impacts the accuracy of this data.

District Command

Community Policing is based upon a partnership between the police and the community. Together, the police and the community share responsibility for identifying, reducing, eliminating, and preventing problems that impact the community. The Police Department utilizes District Offices to embed our staff into the community. Rather than centralizing every police function from one central police facility with the expectation for the community to

“bring issues to us,” we have established district offices that enable the Department to extend community policing efforts and support closer to the neighborhoods served.

In CY 2020, District Command was met with several challenges regarding in-person community engagement because of COVID-19. District Command had to cancel several events and create virtual opportunities to engage with the community. District Command was able to conduct a virtual Community Academy by the beginning of CY 2021, with the Spanish and Youth Academies having to be postponed. These academies are valuable tools allowing staff to share how the Police Department works with community members and gives them a different look into what goes on behind the scenes. In February of 2022, we hosted a virtual Community Academy with 25 participants and hosted an in-person Youth Academy in July of 2022 with 34 participants.

District Command continued to address concerns identified by the community throughout CY 2022, with many concerns specifically related to the community’s unhoused population. To address the large number of encampments that have developed across the city, District Command personnel, Code Enforcement, and Maintenance Services hold weekly cross departmental coordination meetings that also include staff from Community Services. Clean-ups of encampments occur on a regular basis and oftentimes includes collaboration with other outside agencies such as the Bay Area Rapid Transit (BART) and Union Pacific Railroad (UPRR). This is usually because the location of the encampments is within the city limits of Hayward but are on BART or UPRR properties.

In CY 2020, this program was modified to conduct responses based on a case-by-case basis with a formal taskforce consisting of the Police Department and several City of Hayward departments (Homeless Encampment Response Team). This team evaluates each referral for encampment abatement to ensure it meets CDC, State of California and Alameda County protocols that were established in 2020 during the beginning of the pandemic. The encampments District Command prioritizes are in locations that are fire risks, blocking the public right of way, and those which have considerable health and/or safety concerns. In CY 2022, 15 encampments were abated.

CDC guidance: *Unless individual housing units are available (i.e., hotel rooms), communities should not be clearing encampments and dispersing people throughout the community. If a community is unable to provide a hotel room or other single occupancy housing and client is asymptomatic, provide outreach services (screening, food, hygiene) and ensure that recommended social distancing is maintained where individual is located, or determine if there is an available shelter opportunity with appropriate social distancing, cleaning, and screening procedures that the person would like to access.*

In addition to encampment abatements, District Command works closely with community providers and the City of Hayward’s Navigation Center to assist in connecting members of the unhoused population and those experiencing mental health crisis with services. In CY 2022, there were 1837 calls for service involving the unhoused population.

During CY 2022, District Command made 115 direct referrals to the Navigation Center for our unhoused community members who received services there. It should be noted that of the year's referrals, several of them have been referred to services more than once. In CY 2022, District Command also received and cleared 325 Access Hayward requests related to unhoused issues.

District Command also houses the Police Department's Hayward Mobile Evaluation Team (HMET). The HMET is a component of the City's innovative HEART Program, which provides alternative responses to calls for service involving community members experiencing mental or behavioral health issues, alcohol or drug addiction, and homelessness. Each of the District Command police officers are CIT trained and have experience working with the Police Department's Crisis Negotiations Team (CNT). As part of HMET, District Command police officers are paired with an Alameda County Behavioral Health clinician and, together, they respond to calls for service involving community members in acute crisis, specifically when there are safety concerns. They currently work 40 hours per week and the HMET has experienced incredible success and has been extremely well-received by police officers, clinicians, and community members.

Youth and Family Services Bureau (YFSB)

In CY 2022, the Youth and Family Services Bureau (YFSB) renewed contracts with the Alameda County Probation Department, the Alameda County Health Care Services Agency, and the Hayward Unified School District. These contracts generated approximately \$1,500,000 in non-General Fund monies to support the Bureau's overarching strategy of reducing and preventing juvenile involvement in the justice system by addressing the root causes of the underlying problematic behavior, such as mental health challenges, family conflict, substance use, and a lack of access to positive opportunities and support. YFSB's innovative model of embedding mental health counselors and other social service providers within the Police Department allows immediate access to services for youth and families who are struggling and in need. From January 1st through December 31st 2022, all YFSB counseling and social service programs served a combined total of 7,048 youth, families, and school staff members.

The YFSB services provided this year included the in-house Delinquency Prevention Network counseling program offering crisis intervention, counseling, case management, and diversion services for youth on probation or at high risk of becoming involved with the juvenile justice system. Life Skills Education and Restorative Justice Groups (for youth in custody at Camp Sweeney and Juvenile Hall) were also provided. Of the 361 youth who participated in YFSB's in-house services during this year, 14% (50 referrals) came directly from police officers who were able to utilize YFSB's programs to support families instead of escalating their involvement into the criminal justice system. 92% of the clients served by YFSB during this year had no formal involvement with the juvenile justice system and were able to avoid such involvement through services. YFSB also responded to 7 critical incidents during CY 2022, providing immediate trauma and grief counseling in the aftermath of serious incidents including homicide, SIDS death, and the death of a Mt. Eden student.

YFSB continued to partner with the Hayward Unified School District (HUSD) to offer family counseling and mental health services from a location at the HUSD Parent HUB 2 days per week, accommodating families who feel more comfortable receiving services at that site. A wide range of services also remained available via telehealth, despite loosening restrictions around in person services. YFSB staff have continued to expand the modalities and locations in which services are available to provide services in the manner and place that works best for families.

The families served by YFSB during this year continued to represent the diversity of the Hayward community, as do our direct service staff.

Table 17: Ethnicity of families or juveniles served by YFSB, Jan.-Dec. 2022

Ethnicity	# of Clients	Percentage
Afghan/Middle Eastern	8	2%
African American	26	7%
Asian/Pacific-Islander	22	6%
Latinx	197	55%
Mixed Ethnicity	22	6%
Caucasian	10	3%
Other	43	12%
Unknown	33	9%
Total	361	

Table 18: Ethnicity of YFSB Direct Service Staff, Jan-Dec. 2022

Ethnicity	# of Staff	Percentage
African American	2	17%
Asian/Pacific-Islander	3	25%
Latinx	6	50%
Caucasian	1	8%
Total	12	

Also, this year, YFSB staff provided school based behavioral health services to 10 schools throughout Hayward and participated in service coordination teams at all middle and high school sites. The 2021-22 school year marked the return to in-person instruction for the first time since the COVID-19 pandemic restrictions began in CY 2020. At that time, instruction and mental health services had to be delivered in alternative ways. YFSB restructured service

delivery to continue to accommodate the needs of students, family, and staff in HUSD. While YFSB staff are now on-site when allowed, they still can deliver services to families where and how students and families are comfortable and/or more likely to participate.

School based services provided this year included both individual and group counseling, as well as parent and teacher support, and whole school interventions that promoted a positive school climate and created environments where students could learn and thrive. Programs like YFSB's School-Based Mental Health Programs have been shown to have a positive impact on key young adult outcomes across multiple domains of education, employment, criminal activity, substance use, and mental health. Services this year primarily focused on Social Emotional Learning and Wellness (48% of contacts), Mental Health (15% of contacts), Social Skills/Relationship Support (14% of contacts), Coordination of Services (8% of contacts), Climate and Culture Activities (6% of contacts), and Family Partnerships/Support (3% of contacts).

AB 481 (Military Equipment - 7/5/22 to 2/1/23)

In 2022, the Council adopted an ordinance in compliance with the provisions of AB 481, which defined certain specialized equipment used by Police Departments as "military equipment." This section outlines the usage of military equipment maintained by the Hayward Police Department.

Robot:

The Police Department currently has two Avatar tactical robots, one for the Special Response Unit and one for the Patrol Division. The Avatar robot is a battery powered, remote operated device equipped with cameras and communication capabilities. This equipment is for (potential) use in high-risk incidents and use is authorized for all members of the Police Department who have been trained in its use. Incidents that may qualify for its use include, but are not limited to, high-risk warrant services, barricaded subjects, and hostage negotiation/rescue operations. In any dangerous situation, it is very important to have as much information as possible to safely and effectively reach a peaceful resolution. The Avatar robot provides police officers with the ability to see inside a structure and communicate with individuals to de-escalate a situation, thereby limiting exposure to danger.

Usage

Field – **3** (1 Patrol response to a domestic violence/assault with a deadly weapon incident;
2 Special Response Unit planned high-risk operations related to armed robbery/shooting investigations)

Training – **13** (Training Scenarios)

Complaints:

None

Violations of use:

None

Total Annual Cost:

The original cost of each Avatar tactical robot was \$30,000. There is no annual cost associated with this equipment, but components have needed to be replaced due to damage during deployments and training. In CY 2022, a charger for the remote control had to be replaced. The total cost of this item was \$364.00.

Additional Purchases:

In FY 2023, the Police Department would like to purchase two additional robots for the SRU and the Patrol Division. The robots are smaller and have different capabilities, allowing for additional information gathering and de-escalation options. The estimated cost per robot is \$16,000.

Unmanned Aircraft Systems (UAS) Program:

The Police Department was approved to establish an UAS Program through City Council's review and approval in January of 2022. The Police Department has 4 UAS (2 exterior and 2 interior) and 15 police officers certified to deploy a UAS in the field (the number of operators went down as several left for other agencies). During this year, there were 2 UAS Program trainings for operators, which consisted of policy review, review of the National Institute of Standards and Technology (NIST) test, and flight training. In addition to each flight deployment, which is considered training, the UAS Program operators will begin regular monthly training in CY 2023.

Usage:

Field – **70** (Variety of incident responses, see below)

Training – **2** (UAS Program operator training)

Since the formal implementation of the UAS Program in March of 2022, there have been **70** deployments, all of which have been in accordance with HPD Policy and FAA regulations. Incidents requiring usage included:

- Homicide
- Burglaries in progress

- Robberies in progress
- Carjackings
- Search warrant and arrest warrant operations
- Stolen vehicles
- Search for missing persons
- Barricaded suspects
- Subjects armed with a gun
- Kidnapping
- Sideshow activity

Each deployment has been entered into the UAS Program activity log, which captures the following information:

- Date of incident
- Type of UAV deployed
- Which UAV was deployed
- Flight times
- Pilot during the incident
- Location of the incident
- Day or Night deployments
- Total duration of flight
- Observer for the pilot
- Reason for the deployment

Additionally, the HPD website contains a running log of UAS usage for public consumption.

Complaints:

None

Violations of use:

None

Total Annual Costs:

The original cost for an exterior UAS was \$6,500 (\$14,347 total for 2) and \$599 for an interior UAS (\$1,411 total for 2). There is no annual maintenance cost; however, components have needed to be replaced due to damage during deployments and training. Additional software updates may also periodically be necessary. The cost of such repairs and/or updates varies depending on need. Since the UAS Program started, batteries and propellers needed to be replaced, and 2 rapid charging stations, as well as 2 viewing monitors, were purchased based on operational needs (given the wide range of incidents police officers respond to). The total cost for the items listed were as follows:

- Propellers = \$37.64
- 8 batteries/monitors/HDMI cables = \$2,622.89
- 2 Rapid charging stations: = \$1,760.00

Additional Purchases:

The Police Department anticipates the need for the purchase of additional UAS in FY 2023 based on operational deficiencies with current UAS models and challenges faced in the field. The current UAS models have limitations, including the inability to operate in inclement weather, darkness (interior UAS), and for extended periods of time. Additionally, assigning an UAS to some specialty units will enable safety and efficiency to increase (e.g., UAS assigned to the Traffic Bureau for accident scene documentation and reconstruction, etc.). Cost will be dependent on the number of UAS and the models purchased.

Armored Personnel Carrier:

Armored Solutions Armored Rescue Vehicle (ARV) is a Ford F550 truck designed to provide ballistic protection during high-risk incidents. It is designed to withstand multiple bullet impacts and low-level explosions. The ARV is equipped with emergency lights, siren, and a public address system for communication. It is not weaponized, nor does it contain any breaching apparatuses. Common uses for the ARV are community member or officer rescues, evacuations during natural disasters, and ballistic protection for police officers and community members during in progress, high-risk incidents. The ARV is a regional mutual-aid asset, which has been requested by and deployed to assist neighboring agencies in Alameda County.

Usage:

Field – 9 (Responses to high-risk, critical incidents)

Training – 13 (Training scenarios)

Complaints:

None

Violations of use:

None

Total Annual Cost:

The original cost for the current ARV was \$82,660 (as of the date of purchase in 2008). This is a relatively low cost for such a piece of equipment and the Police Department

realized a significant cost savings as a pilot agency for the Armored Solutions company. The annual maintenance cost for service is \$1,050.00.

Additional Purchases:

The current ARV was purchased in 2008 and was a first-generation armored vehicle from Armored Solutions. Over the years, the windows had to be replaced, the roof is rusting, and it is limited in its capabilities. Since 2008, the armored vehicle industry has developed exponentially. The industry leader in armored vehicles is Lenco Armored Vehicles. Lenco has revolutionized the armored vehicle industry by providing an armored vehicle that is functional for all types of incidents including natural disasters. The Lenco ARV has the capability to drive through flooded areas to provide rescue operations, as evidenced by other local agencies during heavy rains in late 2022/early 2023. The Police Department's current ARV does not have that capability, nor does it have the numerous other capabilities the Lenco ARV provides.

Based on the limitations and status of the department's current armored vehicle from Armored Solutions, the Police Department will need to purchase a new armored rescue vehicle in FY 2024 or sooner to replace and/or supplement the current ARV. The cost of a new ARV is approximately \$350,000 - \$400,000.

Command and Control Vehicle:

The HPD Command Vehicle is a large, bus style vehicle designed to serve as an in-field command post during critical incidents. There are two separate office style working spaces, which are frequently used by members of the Police Department's Crisis Negotiations Team during critical incidents. It is also an in-field Communications Center, used by communications operators during critical incidents, and it can serve as a backup Communications Center for the City. The Command Vehicle is also capable of transporting equipment and personnel.

Usage:

Field – 3 (Responses to high-risk, critical incidents including armed robbery/shooting investigations and barricaded subjects)

Training – 4 (Joint training between Special Response Unit and Communications Center staff)

Complaints:

None

Violations of use:

None

Total Annual Cost:

The original cost for the Command Vehicle was \$387,672. The annual maintenance cost for service is \$840.00 in FY 2022.

Additional Purchases:

None anticipated.

Breaching Apparatus/Shotgun Slugs:

The Special Response Unit has breaching shotgun ammunition in its inventory for incidents where a conventional breaching technique would not be effective. Royal Arms Tesar-2 shotgun breaching rounds are primarily used for door breaching. The Tesar-2 ammunition contains compressed copper powder and are fired through a specialized breaching shotgun barrel. The copper powder is designed to strike and destroy the locking mechanism inside of a door, allowing entry into a room or structure. The powder is designed to dissipate after striking the locking mechanism to limit penetration of the slug for the safety of the occupants and police officers. These rounds are also designed to breach heavy locks, dead-bolts, and hinges mounted inside of solid oak and steel doors.

Usage:

Field – 0

Training - 0

Complaints:

None

Violations of use:

None

Total Annual Cost:

There are 50 rounds in the Police Department's inventory. Each round costs \$4 (\$200 total). There are no annual maintenance costs.

Additional Purchases:

The Police Department anticipates the need to purchase replacement rounds in FY 2024, based on projected training and the need to remain in a state of operational readiness.

Specialized Firearms and Ammunition:

Carbine Rifles: The Police Department has issued carbine rifles which is a firearm capable of stopping an armed subject from various distances. It is light weight, air-cooled, gas operated, magazine fed, shoulder fired weapon capable of operating in semi-automatic and selective fire modes. These rifles fire a .223 or 5.56 caliber cartridge, which is capable of penetrating soft body armor worn by armed subjects.

H&K MP5 and H&K PDW Entry Rifle: A firearm capable of stopping an armed subject from various distances. It is light weight, magazine fed, shoulder fired weapon capable of operating in semi-automatic and selective fire modes. These rifles fire a 9mm caliber cartridge.

PWS MK216-LE .308 Precision Rifle: A firearm capable of stopping an armed subject at various distances. It is light weight, magazine fed, shoulder fired weapon capable of operating in semi-automatic modes. This rifle fires a .308 caliber cartridge, which is capable of penetrating soft body armor worn by armed subjects and is utilized by the department's SRU tactical team during high-risk situations.

Remington 700 .308 Long Rifle: A long-range firearm capable of stopping an armed subject at various distances. It is a bolt action, shoulder fire weapon capable of firing a single precision shot from a significant distance. The rifle fires a .308 caliber cartridge, which is capable of penetrating soft body armor worn by armed subjects and is utilized by the department's SRU tactical team during high-risk situations.

Winchester .223 Ranger Power-Point 64 Grain Cartridge: This is the primary duty ammunition for carbine rifles issued by the department.

Winchester 5.56 Full Metal Jacket 55 Grain Cartridge: The 5.56 cartridge is the primary training ammunition for the department's carbine rifles.

Winchester .223 Ranger Frangible 55 Grain Cartridge: The .223 frangible ammunition is for training only and is used by the SRU tactical team during live fire exercises in a live-fire training facility.

Winchester .308 Match King 168 Grain Cartridge: The .308 cartridge is both a duty and training ammunition for the PWS MK216-LE and the Remington 700 rifles, which are specifically used by the department's SRU tactical team.

Usage:

Carbine Rifles:

Field – 0

Training – 5 (Qualification and training – Patrol and Special Response Unit)

H&K MP5 and H&K PDW Entry Rifle:

Field – **0**

Training – **4** (Qualification and training – Special Response Unit)

PWS MK216-LE .308 Precision Rifle:

Field – **0**

Training – **3** (Qualification and training – Special Response Unit)

Remington 700 Long Rifle:

Field – **0**

Training – **3** (Qualification and training – Special Response Unit)

Winchester .223 Ranger Power-Point 64 Grain Cartridge:

Field – **0**

Training – **5** (Qualification and training – Patrol and Special Response Unit)

Winchester 5.56 Full Metal Jacket 55 Grain Cartridge:

Field – **0**

Training – **5** (Qualification and training – Patrol and Special Response Unit)

Winchester .223 Ranger Frangible 55 Grain Cartridge:

Field – **0**

Training – **0**

Winchester .308 Match King 168 Grain Cartridge:

Field – **0**

Training – **3** (Qualification and training – Special Response Unit)

Complaints:

None

Violations of use:

None

Total Annual Cost:

Carbine Rifles: Annual replacement and service costs between \$10,000 and \$20,000.

.308 Rifles: Annual replacement and service costs between \$0 and \$10,000.

All ammunition: Annual replacement costs between \$50,000 and \$100,000.

Additional Purchases:

To be determined. Annual ammunition replacements are determined by availability and usage/anticipated usage (e.g., training, new hires/police academy, etc.).

Noise Flash Diversionary Device:

A Noise Flash Diversionary Device (NFDD), commonly referred to as a “flashbang,” is designed to create a bright flash of light and a loud sound to temporarily divert the attention of a subject in the area where it is deployed. NFDD’s are used to distract and temporarily disorient dangerous subjects by overwhelming their sense of sight and hearing. This allows members of the department to take control of high-risk situations and/or accomplish legitimate law enforcement objectives during critical incidents.

Usage:

Field – 12 (Special Response Unit responses to high-risk, critical incidents including armed robbery/shooting investigations and barricaded subjects)

Training – 2 (Special Response Unit training scenarios)

Complaints:

None

Violations of use:

None

Total Annual Cost:

NFDDs cost \$84.76 per unit. There is no annual cost. If NFDDs are deployed (in training or in the field), an order is made for replacement.

Additional Purchases:

The Police Department anticipates the need to purchase a case of 12 in FY 2024.

Chemical Agents “Tear Gas”:

Chlorobenzylidene Malononitrile (CS) is used by law enforcement agencies across the country. CS, commonly referred to as “Tear Gas,” and is an irritating agent and a lachrymator (irritates the eyes, causing tears and mucous flow). It can be delivered in a variety of ways and can be used by the Police Department as a less-lethal force option during high-risk incidents, including riots and barricaded subjects.

Oleoresin Capsicum (OC) is used by law enforcement agencies across the country. OC is commonly referred to as “Pepper Spray,” and is an irritating agent that causes involuntary closure of the eyes, mucus flow, and temporary respiratory inflammation. The primary ingredient is capsaicin, which is found in chili peppers, and OC is available to the public for purchase. It can be delivered in a variety of ways and can be used by the Police Department as a less-lethal force option during high-risk incidents, including riots and barricaded subjects.

Usage:

Field – 1 (CS was used during an armed robbery/shooting investigation during which the primary offender barricaded himself and refused to come out of his residence. This resulted in an extended standoff. The offender eventually surrendered and was taken into custody without incident)

Training – 0

Complaints:

None

Violations of use:

None

Total Annual Cost:

Cost is dependent on the type and quantity of the munition. There is no annual cost. If munitions are deployed (in training or in the field), or if they reach their 5-year manufacturer’s shelf life, an order is made for replacement.

Additional Purchases:

It is anticipated the Police Department will need to purchase replacement munitions; however the quantity and cost remains to be determined.

Pepper Powder Less Lethal Launcher:

The FN 303 Less lethal launcher is a system that uses compressed air to deliver OC powder, paint, and specialty impact munitions. It is like a paintball system as it fires frangible plastic ammunition, which contains liquid OC. This system offers members of the Police Department a less-lethal force option during high-risk situations. This system allows for liquid OC and Kinetic energy impacts to be delivered at dangerous or combative subjects at distance.

Usage:

Field – 0

Training - 0

Complaints:

None

Violations of use:

None

Total Annual Cost:

Original cost of the launcher is \$850. There is no annual cost.

Additional Purchases:

The Police Department does not anticipate a purchase of more FN 303 systems. The purchase of ammunition for the FN 303 is subject to deployment during training and/or in the field. The department does not anticipate a purchase of munitions for the FN 303.

Specialty Impact Munitions Systems and Munitions:

The Defense Technology LMT single shot 40mm less lethal launcher is a chemical agent and/or specialty impact munition delivery system that can be used by members of the department during high-risk situations. It can deliver CS into a structure or direct fire specialty impact munitions (sponge rounds) at a dangerous or combative subject at distance.

The 40mm sponge round munition is a direct fire specialty munition that is similar in size and consistency to a racquetball. It can be fired from a 40mm launcher and be used to neutralize a dangerous or combative subject during high-risk situations.

Usage:

Field – 0

Training – 1 (Qualification and training – Patrol and Special Response Unit)

Complaints:

None

Violations of use:

None

Total Annual Cost:

The original unit cost for launchers is \$1,100 and \$1,250 depending on the model. There is no annual cost.

Additional Purchases:

It is anticipated the Police Department will need to purchase 4 replacement 40 mm launchers in FY 2023 or FY 2024. The 40mm sponge rounds are only purchased when the inventory is low. This is dependent on training and/or deployment of these rounds.

FLOCK Safety Camera Program:

In 2017, the City Council adopted a resolution authorizing the Police Department to purchase 16 Public Safety Cameras from V5 Systems. These were cameras that video recorded footage and gave HPD the ability to monitor what they were capturing in real time. While these cameras proved useful in assisting in some investigations, they had limitations such as field of view coverage and poor resolution. When the V5 cameras began to near the end of their 5-year lifespan, HPD began to seek out alternative camera solutions that would have more of an impact on increasing the solvability of crimes. After significant research and discussions with surrounding agencies on the technologies they were utilizing, the decision to transition from a video camera system to an Automated License Plate Reader (ALPR) camera system was made. ALPR cameras are fixed cameras that capture license plate alpha/numerical information from vehicles that travel through its field of view. This information is time and date stamped and stored with the captured image of the vehicle for thirty days. Investigators can then use this information to identify suspect vehicles by researching the stored information on cameras that are in the vicinity of where the crime occurred.

The ALPR cameras not only record license plate information but can also alert officers in real time if a scanned license plate has an associated want for the vehicle. This includes statewide alerts such as “Amber Alerts” for abducted or endangered children, missing persons, stolen vehicles, lost or stolen license plates, and vehicles associated with felony crimes. These alerts allow officers to respond to the area where the license plate was captured and begin to immediately look for that vehicle. These cameras are force multipliers in a time where staffing resources are limited and can contribute to improved solvability rates. Many neighboring cities have robust camera programs encircling the perimeter of their cities, allowing for officers to know when vehicles with statewide alerts enter or leave their cities (e.g., Dublin, Fremont, etc.).

We selected FLOCK Safety as the vendor for this project and purchased 29 ALPR camera systems that were strategically positioned in public areas throughout the city. FLOCK Safety gives us the ability to share and receive license plate capture information from surrounding agencies. We currently share and receive information with 55 California agencies, giving us access to the information captured by thousands of cameras. It should be noted that we do not share any collected data with any federal law enforcement agencies, including those responsible for immigration enforcement.

The FLOCK Safety ALPR camera system went live in October of 2022. Below are the average daily plate reads and alerts received from October 2022 to January 2023.

Daily License Plate Reads	Daily Stolen Vehicle Alerts	Daily Lost / Stolen Plate Alerts	Daily Vehicles Associated with a Felony Crime Alerts	Daily Missing Person Alerts
33,901	17	175	5	2

The alerts received from the FLOCK Safety ALPR cameras from October 2022 to January 2023 have resulted in the following arrests and stolen vehicle recoveries.

Vehicle Theft Arrests	Car Jacking Arrests	Other Felony Crime Arrests	Unoccupied Stolen Vehicles Recovered
23	2	4	8

The FLOCK Safety cameras have also proven extremely valuable in multiple investigations. Below are just a few examples where these camera systems have played a significant role:

In October 2022, officers received an ALPR camera alert on a stolen vehicle that had been taken that morning during a violent armed robbery in San Mateo. During the robbery, both victims were pistol whipped, knocked unconscious, and suffered significant injuries. Officers began to check the area around the camera that provided the alert and located the vehicle unoccupied in the parking lot of Southland Mall. Using the Southland Mall security

camera system, they were able to see that a male got out of the vehicle, entered the mall, and went into one of the mall's bathrooms. Officers went to the bathroom and were able to detain the male as he left. Inside the bathroom, officers located property that was taken from the victims during the robbery, as well as the handgun that was used. The San Mateo Police Department took custody of the male, placing him under arrest for attempted murder, assault with a deadly weapon, kidnapping, robbery, and vehicle theft.

In November 2022, the San Francisco Police Department contacted HPD regarding a male who had called his son-in-law and made suicidal threats. San Francisco PD contacted the male's cell phone provider and were able to learn the male was in Hayward, but the provider was only able to give a two-mile radius of his potential location. Officers searched the license plate number of the male's vehicle in the FLOCK Safety system and found it had recently been captured by an ALPR camera on Industrial Blvd. Officers began to search the area around the ALPR camera and located the male's vehicle in a hotel parking lot. They located the male unharmed in the hotel room he rented and were able to refer him to a mental health professional.

In December 2022, officers responded to a report of a shooting on the south side of the city. When they arrived in the area, they discovered a male had been shot multiple times as he was sitting in his parked vehicle. Witnesses in the area reported the shooter fled in a black four-door sedan. Using the FLOCK Safety system, they searched the ALPR cameras in the area and were able to obtain a photo and a license plate for the offender's vehicle. The suspect's vehicle was later found abandoned and processed for evidence. The investigation into the shooting is ongoing.

In just a short period of time, the FLOCK Safety system has not only proven extremely beneficial in the immediate apprehension of wanted felons, but has also improved the Police Department's investigative capabilities, as well as crime solvability.

ECONOMIC IMPACT

There is no economic impact on the community because of this report.

FISCAL IMPACT

There is no fiscal impact associated with the review of this report.

STRATEGIC ROADMAP

This agenda item is a route operation item and does not relate to the Council's Strategic Roadmap.

NEXT STEPS

The Police Department is committed to engaging with all community stakeholders to address public safety issues and to identifying ways to improve the delivery of services. Based on

feedback from City Council on this report, staff will work to make any changes or add information for the next annual report.

Prepared by: Garett Wagner, Lieutenant
 Cory Linteo, Lieutenant

Recommended by: Bryan Matthews, Acting Chief of Police

Approved by:

A handwritten signature in black ink, appearing to read 'McAdoo', with a long horizontal stroke extending to the right.

Kelly McAdoo, City Manager