

# COUNCIL PUBLIC SAFETY COMMITTEE DEC 3, 2025



# RPT 25-089

Fire Chief's Report

A red fire truck is parked on a city street. In the background, there is a large, multi-story brick building with classical architectural features, including columns and a pediment. The truck is a modern model with a large chrome grille and multiple emergency lights. The scene is set during the day with some trees and other buildings visible in the distance.

# HAYWARD FIRE DEPARTMENT

Chief's Report  
September – November 2025



# Turnout Time

From Alert to In Route

50TH PCTL-TURNOUT



01:08

90TH PCTL-TURNOUT

01:54

# Travel Time

From In Route to On Scene

50TH PCTL-TRAVEL

03:03

90TH PCTL-TRAVEL

05:02

# Dispatch to Arrival

From Alert to On Scene

50TH PCTL-RESPONSE DISP-ARRV

04:18

90TH PCTL-RESPONSE DISP-ARRV

06:28

# Total Response

911 call to On Scene

50TH PCTL-TOTAL RESPONSE



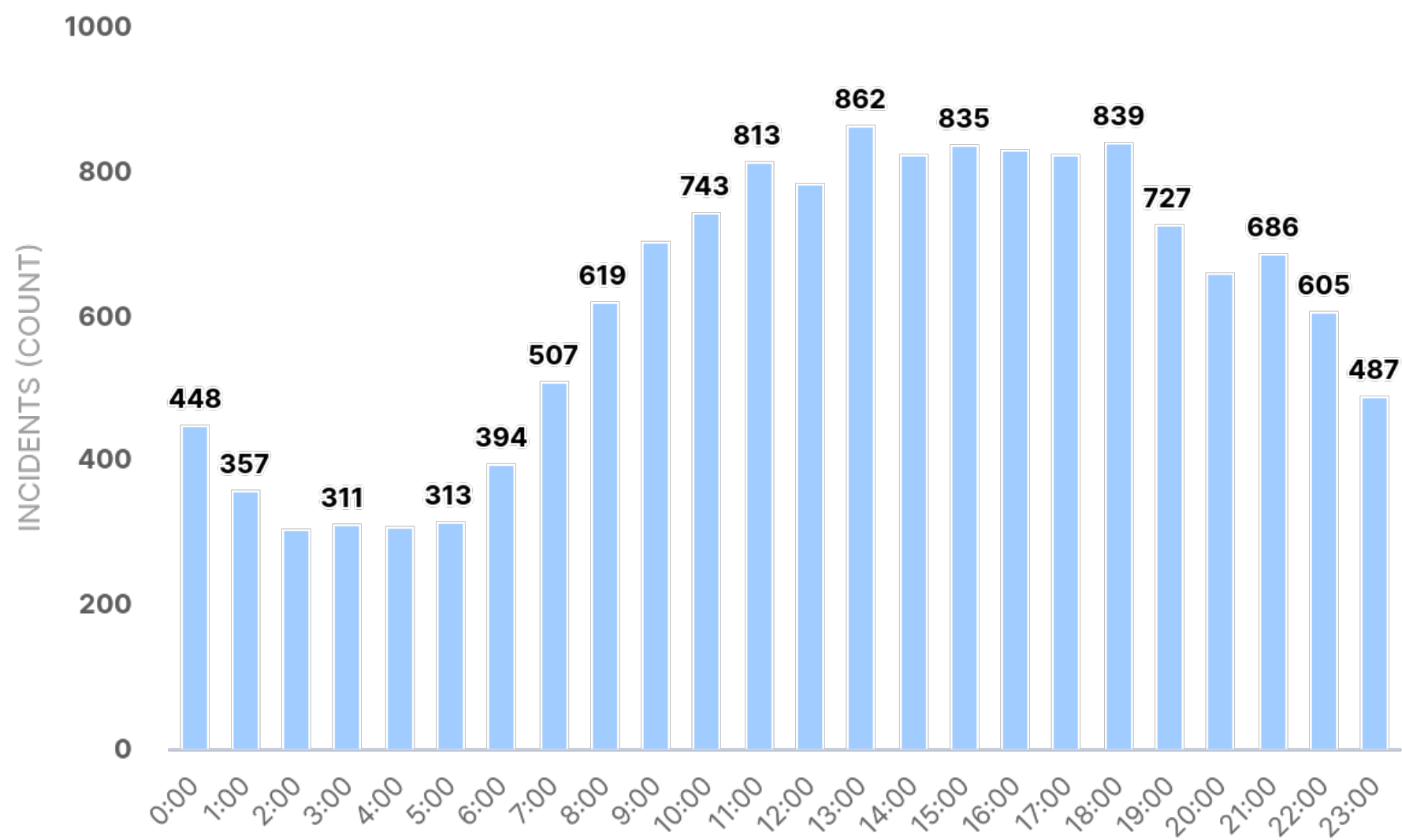
05:17

90TH PCTL-TOTAL RESPONSE

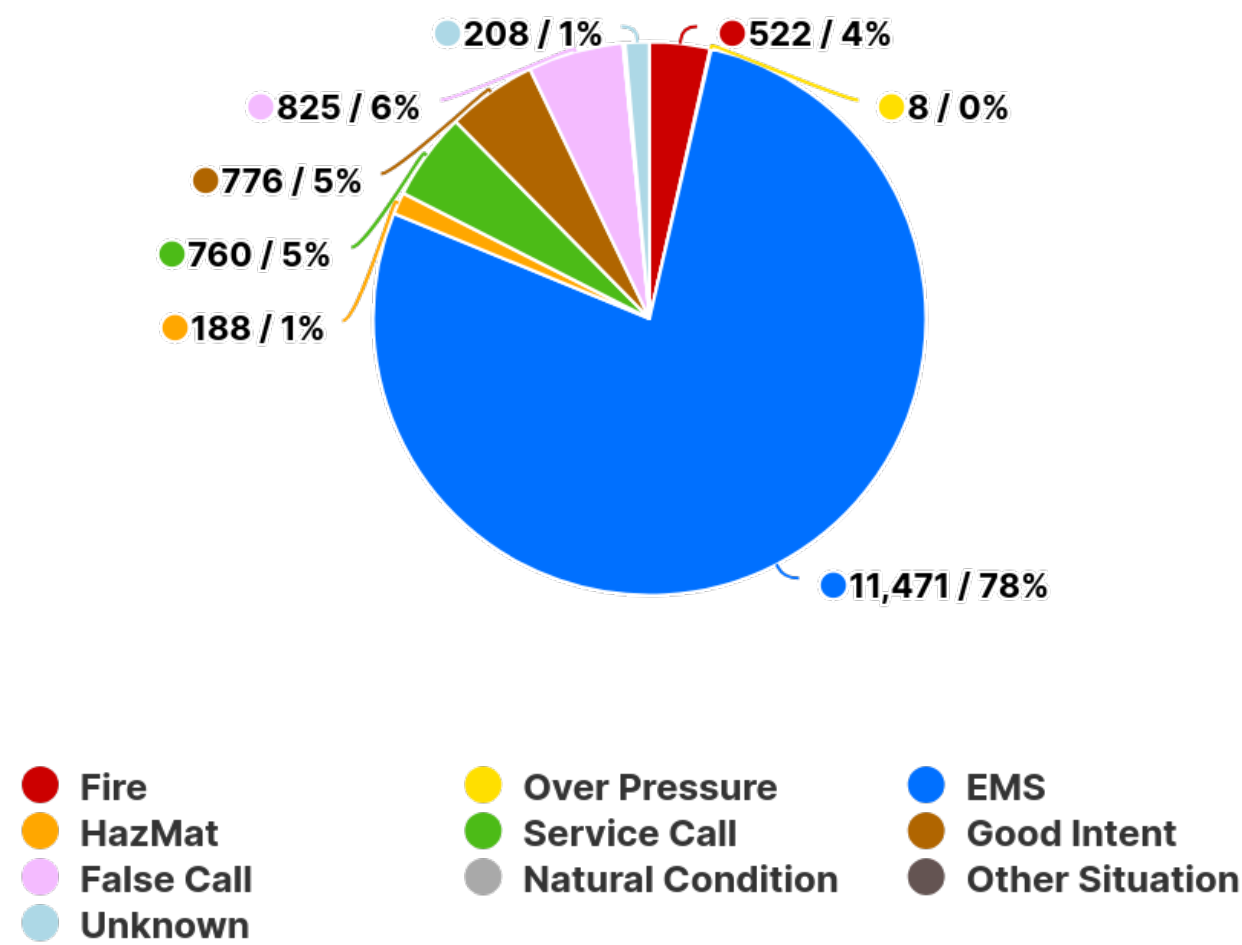
08:28

# Time of Day and Call Type

HOUR OF DAY COUNTS



CLOSED AS





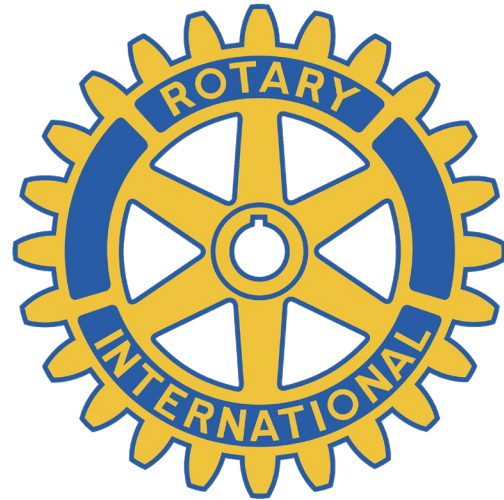
# Technical Rescue Apparatus Delivery

- Building collapse, confined space, trench rescue, rope rescue
- Improves our capabilities for technical responses and regional disasters.
  - CATF4
  - Training Center
  - Rescue Specialists





# Smoke Detectors and Winter CERT



## New Smoke Detector

- 10-year, sealed battery smoke alarms

## Program Management

- Contact HFD Administration or your neighborhood Fire Station

## Communication

- Promotion and advertisement via social media avenues and City Newsletter email network

The Hayward Fire Department would like to thank the Hayward Rotary Club and Pipe Fitters for their generous donations

## WINTER 2026 SESSIONS

- Monday, Jan. 26 (Hayward City Hall)
- Wednesday, Jan. 28 (Hayward City Hall)
- Friday, Jan. 30 (Hayward City Hall)
- Monday, Feb. 2 (Hayward City Hall)
- Wednesday, Feb. 4 (Fire Station 6 Training Center)

[REGISTER FOR THE 2026 WINTER CERT ACADEMY HERE](#)



Questions?



# RPT 25-090

Police Chief's Report





# Hayward Police Department

Incident Data  
September 1 – October 31, 2025

Presented By : Chief Bryan Matthews



# Crime Reporting Sept-Oct

	September -October	September -October	Percent
	2024	2025	Change
<b>CRIMES AGAINST PERSONS</b>			
Homicide	2	1	-50.00%
Rape	16	7	-56.25%
Aggravated Assault	59	79	33.90%
<b>TOTAL CRIMES AGAINST PERSONS*</b>	<b>325</b>	<b>333</b>	<b>2.46%</b>
<b>CRIMES AGAINST PROPERTY</b>			
Robbery	30	36	20.00%
Burglary	92	73	-20.65%
<i>Residential</i>	<i>17</i>	<i>21</i>	<i>23.53%</i>
<i>Commercial</i>	<i>75</i>	<i>52</i>	<i>-30.67%</i>
Larceny	506	438	-13.44%
<i>Larceny From Vehicle</i>	<i>263</i>	<i>199</i>	<i>-24.33%</i>
Motor Vehicle Theft	258	199	-22.87%
Arson	9	5	-44.44%
<b>TOTAL CRIMES AGAINST PROPERTY*</b>	<b>1,187</b>	<b>952</b>	<b>-19.80%</b>
<b>CRIMES AGAINST SOCIETY</b>			
Drug/Narcotic Violations	44	54	22.73%
Weapons Law Violation	46	48	4.35%
<b>TOTAL CRIMES AGAINST SOCIETY*</b>	<b>126</b>	<b>136</b>	<b>7.94%</b>
<b>TOTAL GROUP "A" OFFENSES</b>	<b>1,638</b>	<b>1,421</b>	<b>-13.25%</b>

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



# Crime Data

Nov 2023 – Oct 2024 Vs. Nov 2024 - Oct 2025

Crimes Against Person – up 11%

Crimes Against Property – down 30%

Crimes Against Society - up 1%

## Top 5 reported crimes

Motor  
Vehicle Theft

Vandalism

Simple  
Assault

Larceny  
(Basic Theft)

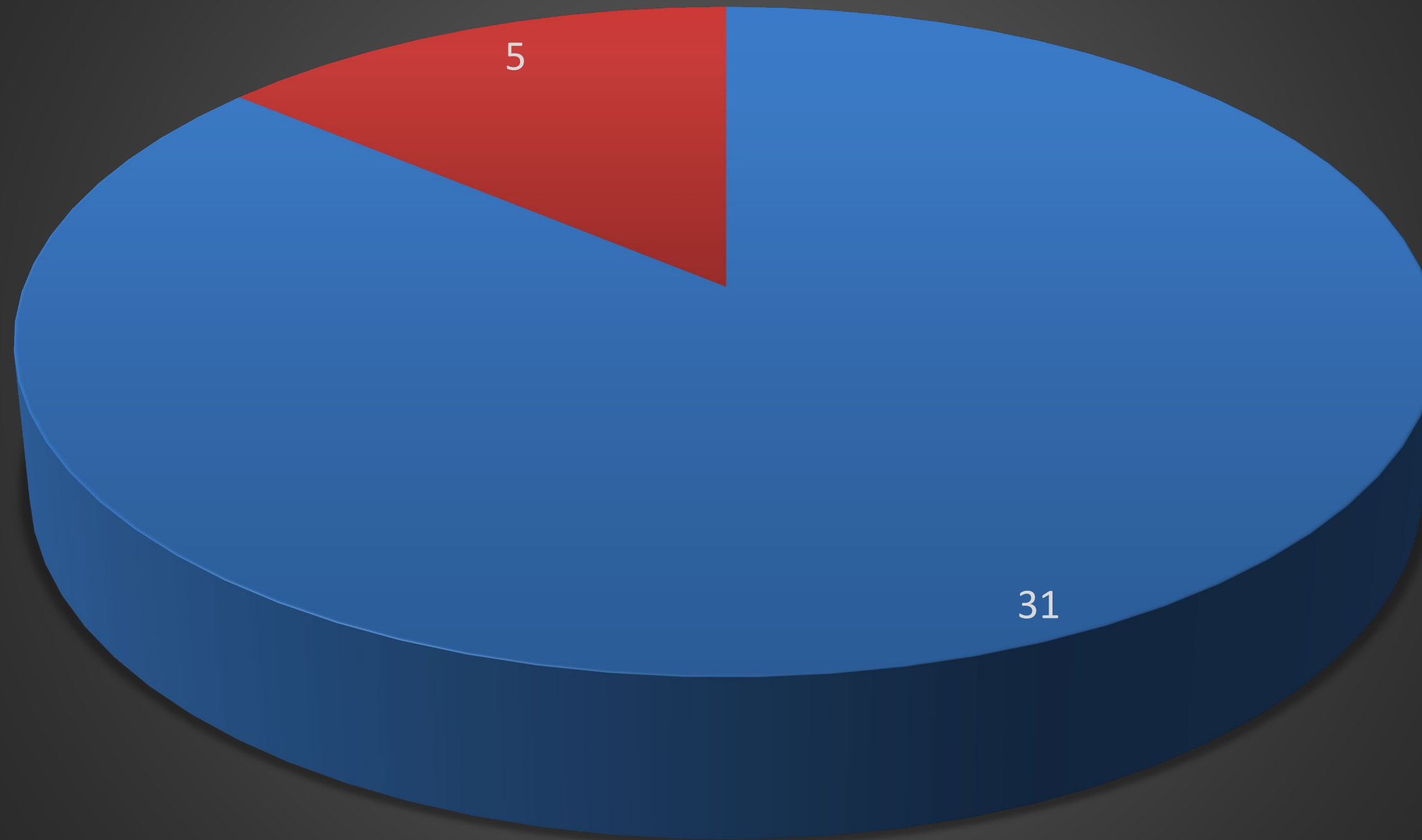
Burglary

# Crime Trends

- There have been several burglaries at HUSD properties. We have a suspect identified and hope to make an arrest soon.
- 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  
September - October 2025

■ Commercially Made Firearms   ■ Privately Made Firearms



# CFS - Schools

School-based calls for service from September to October 2025

Elementary Schools (91)

Middle Schools (47)

High Schools (101)

Conley-Caraballo High School (2)

Hayward High School (21)

Moreau High School (7)

Mt. Eden High School (37)

Tennyson High School (34)

Total (239)

# Campus Trends



A series of burglaries at Glassbrook Elementary was investigated and closed in late August/early September. The involved suspects were identified as HUSD students. HUSD is managing the discipline.



A second series of burglaries at multiple HUSD locations and other Hayward educational institutions is under active investigation. The case remains ongoing, with at least one suspect identified.



HPD has received several robbery and assault reports involving Tennyson High School students. Patrol and CIB are collaboratively addressing the issue.



# School/Youth Updates

September – October 2025

## Youth and Family Counseling and Social Services Impact



### School-Based Prevention and Early Intervention

- Reached **564** individuals through **217** activities
- Focus Areas:
  - 45% Social Emotional Learning
  - 30% Mental Health
  - 12% Coordination of Services
  - 5% Social Skills/Relationship Support
- **39** students received more intensive individual/group interventions.



### Total Individuals Served

**746**

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 **143** youth and families
  - Referral Sources:
    - 33% Schools
    - 29% Law Enforcement
    - 17% Community Self-Referral
    - 20% Probation
- 63% of clients who completed these services were determined to be successful

# HEART Program Updates

September – October 2025



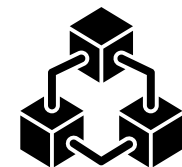
**HMET**

Hayward Mobile  
Evaluation Team

**156** CAD calls for service

**Top 3 call types** were  
Welfare Check (**18%**),  
Danger to Self (**17%**), and  
Misc Public Service (**14%**)

\*County clinician data unavailable for this  
reporting period



**LINK**

Case Management and  
Mental Health Linkages

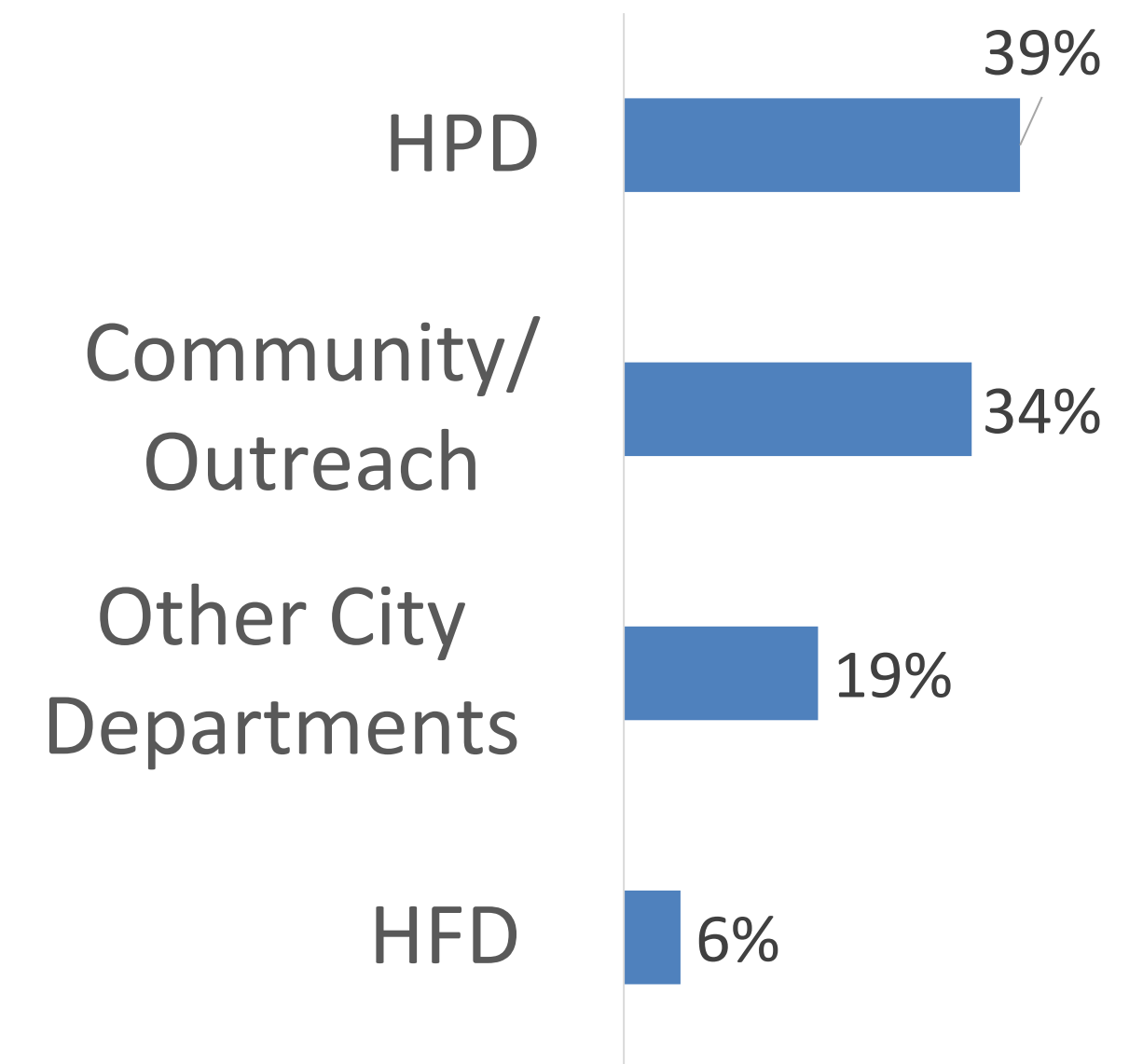
**118** CAD calls for service

**126** referrals received

**160** unique individuals served

**61** individuals receiving  
ongoing case management,  
mental health, and  
engagement services

## Referral Sources to LINK



# Community Outreach

September – October 2025

## Youth & School Engagement

- School safety presentations, assemblies, and fall festivals
- Walk & Roll to School event
- Trunk-or-Treat events at multiple HUSD and community sites
- HPD tour with neighborhood youth + launch of Community Academy

## Neighborhood & Community Partnerships

- Neighborhood Watch and HOA meetings (multiple neighborhoods)
- Community meetings with NoMa Prospect and Hats Community
- First Responder Breakfast at Ivy Park

## Business & Organizational Collaboration

- Meetings with DHIA, Chamber partners, and Osario's Training Center
- Ribbon cutting ceremony for a local business
- Meet & Greet with Canteen Vending Services

## Community Events

- Coffee with a Cop (local + National Day events)
- Hayward Airport Open House
- Mariachi Festival and other citywide community celebrations

## Public Safety Education

- Critical incident and general safety presentations for schools and faith groups
- Bullying prevention assembly at St. Bede's
- De-escalation training for City staff

## Problem-Solving & Quality-of-Life Response

- Street vendor enforcement operations
- Cleanup operations with Code Enforcement, Streets, and Union Pacific Railroad





# HPD Staffing Update

## 24 Sworn Staff Vacancies

19 Officers, 4 Sergeants, and 1 Lieutenant

## 17 Professional Staff Vacancies

Includes 10 in Communications Center

## 24% of Sworn Workforce Unavailable

Includes vacancies, injured, and academy recruits

## Continuous Recruitment

12 Trainees in the academy  
1 Lateral candidate and 7 trainee candidates currently in  
the hiring process

# RPT 25-091

Update on Police Building Design

# UPDATE ON POLICE BUILDING DESIGN

ORAL REPORT ONLY

HAYWARD  
POLICE





# RPT 25-092

Arson Incidents and Response

# ARSON INCIDENTS AND RESPONSE

NOVEMBER 2023-OCTOBER 2025

HAYWARD  
POLICE

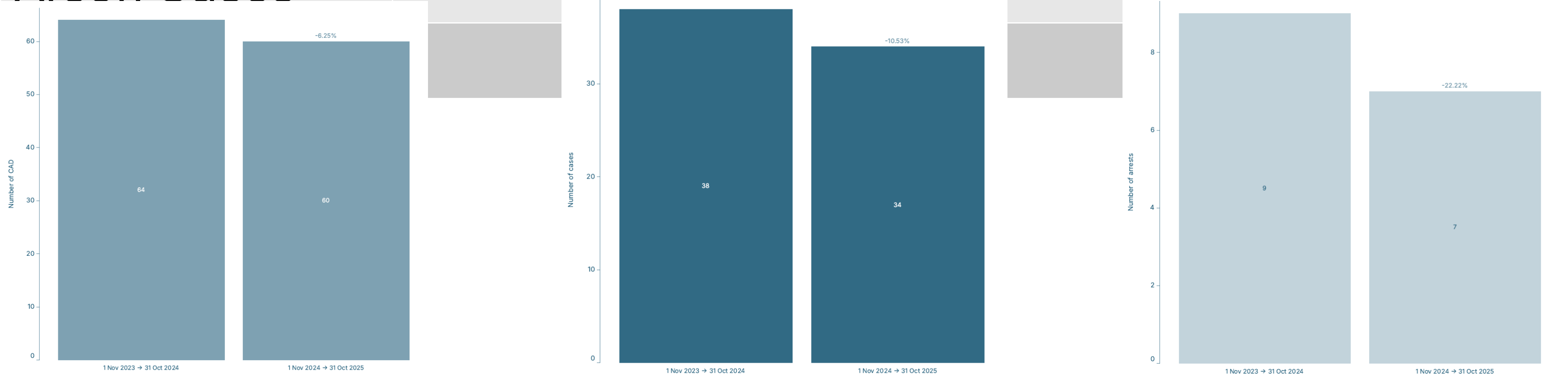




# City-Wide Arson Data

## Nov 2023 - Oct 2024 vs. Nov 2024 - Oct 2025

Data Category	Nov 2023 – Oct 2024	Nov 2024 – Oct 2025	Difference
Arson Calls for Service	64	60	Down 6%
Arson Cases	38	34	Down 11%







# Downtown Arson Data

## Jan 2024 - Dec 2024 vs. Jan 2025 - Oct 2025

- Between January 2024 through December 2024, there were 13 arson cases in the downtown area
- The majority of cases in 2024 were attributed to members of the unhoused population.
- Multiple fires were tied back to the same person
  - Five arrests were made
  - There were other cases that could have been the same suspect but there was not enough evidence for an arrest
- Between January 2025 through October 2025, there were two arson cases in the downtown area
- Arson cases in the downtown area are down by 85% in 2025 compared to 2024

# Questions



# RPT 25-093

Emergency Management Plan Overview



# Emergency Management Plan Overview





# Wildland Risk Reduction

- Vegetation Management:
  - Residential Chipping Program.
- Home Hardening:
  - Applying for the CAL Hazard Mitigation Grant.
- Zone 0 Education & Maintenance:
  - Informing the public on best management practices.





# Media

## • Communications

### • AC Alert:

- Expanding enrollment.
- Evacuation Regions and Planning:
  - Utilizing Genasys Protect to inform evacuation planning.
- Social Media:
  - Facebook, Instagram, and X.





# EOC Training for the City of

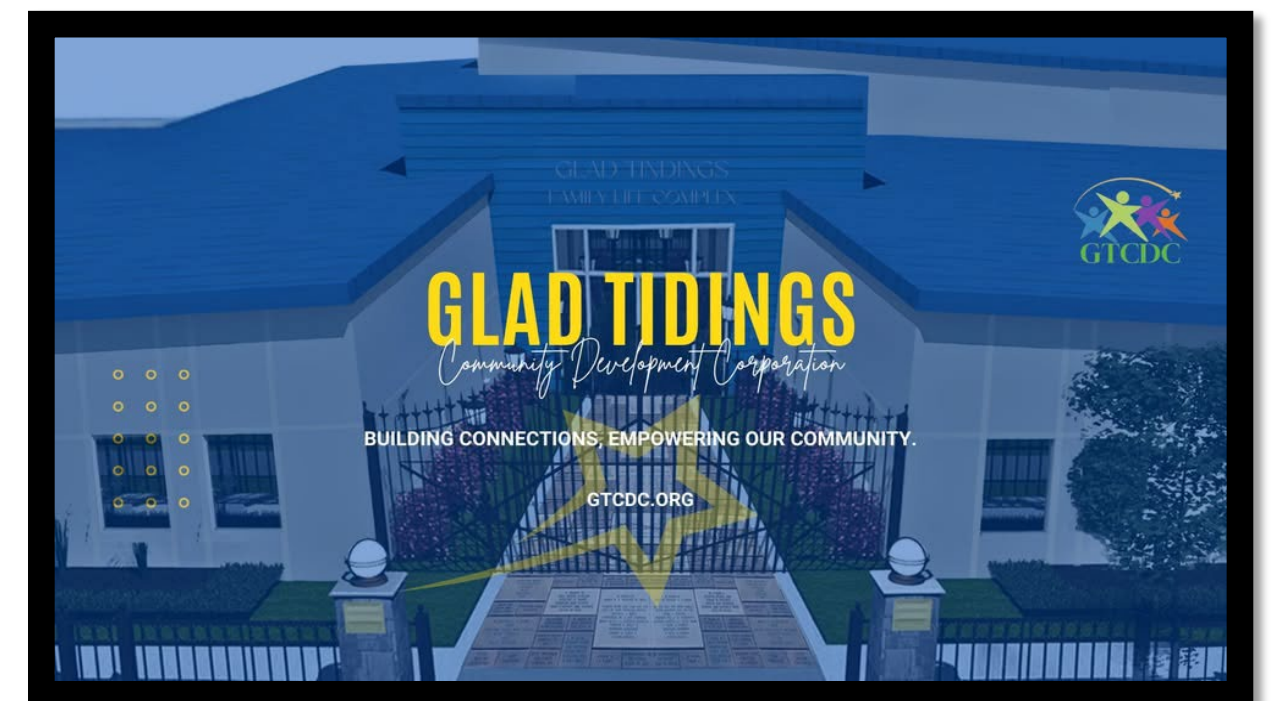
- **Hayward City Staff Training for EOC:**
  - January: VEOCI Fundamentals
  - February: Operations Section
  - March: Planning Section
  - April: Logistics Section
  - May: Finance & Admin Section
  - June: Golden Eagle Regional Exercise
    - All prior training leads to this exercise.
  - TBD: Management Staff/Policy Group & Elected Officials Training



# CERT Community

## Preparedness:

- Academy Enrollment:
  - 50-60 enrollees per academy.
- Synergy with AC Alert:
  - Alert used to activate CERT across 4 city quadrants and establish incident command posts.
- Resiliency hubs:
  - CERT at the foundation of hubs.
- Major enthusiasm from CERT members to be more involved.



# RPT 25-094

Proposed 2026 Agenda Planning Calendar



### Proposed Agenda Planning Calendar:

January 28, 2026
Public Safety Overtime Management – moved from December 3, 2025
Aircraft Rescue and Firefighting Vehicle Replacement
Organized Retail Theft Update
*Addition for Approval – Emergency Preparedness and Fire Resiliency
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