

ITEM #2

RPT 25-003

Fire Chief's Report



HAYWARD FIRE DEPARTMENT

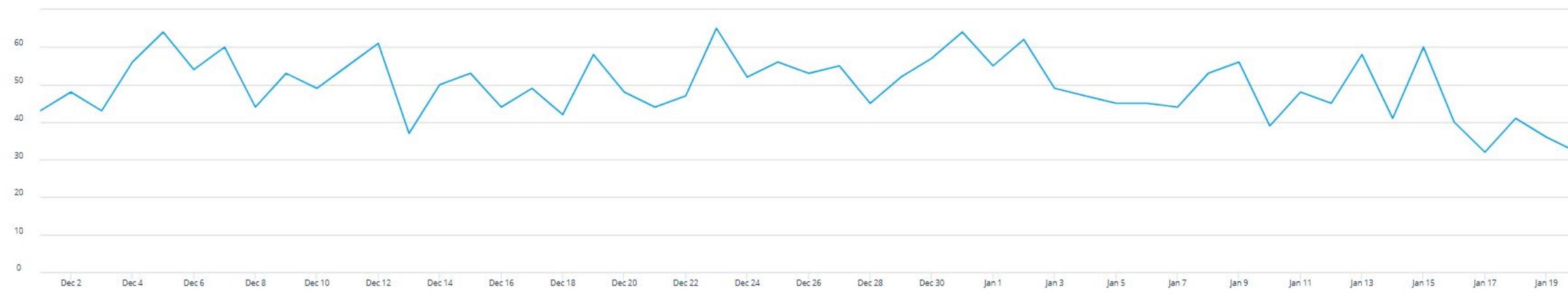
REPORT: DECEMBER 2024 - JANUARY 2025

15%
FIRE
Percentage of Total Incidents

83%
EMS
Percentage of Total Incidents

2,529
INCIDENTS
In Selected Time Slice

51
DAYS
In Selected Time Slice



Week Ending	12/1/24	12/8/24	12/15/24	12/22/24	12/29/24	1/5/25	1/12/25	1/19/25	1/26/25	2/2/25	2/9/25	2/16/25	2/23/25	Total
Battalion One Headquarters	-	1	-	-	-	-	-	-	-	-	-	-	-	1
Fire Station 1	14	83	80	76	85	86	64	56	7	-	-	-	-	551
Fire Station 2	4	34	49	37	58	50	33	50	1	-	-	-	-	316
Fire Station 3	1	8	6	8	9	6	4	1	-	-	-	-	-	43
Fire Station 4	2	24	27	22	20	32	24	23	4	-	-	-	-	178
Fire Station 5	1	7	4	4	13	6	2	4	-	-	-	-	-	41
Fire Station 6	-	31	37	22	35	29	34	37	5	-	-	-	-	230
Fire Station 7	10	46	34	33	25	18	15	29	4	-	-	-	-	214
Fire Station 8	-	10	6	8	5	9	9	9	-	-	-	-	-	56
Fire Station 9	1	13	11	14	15	10	2	3	1	-	-	-	-	70
UNK	6	68	59	69	69	80	87	50	4	-	-	-	-	492
Total	39	325	313	293	334	326	274	262	26	-	-	-	-	2,192

DEPARTMENT UPDATES

- ENGINE 11 IN SERVICE
- ACADEMY 24-02 GRADUATION
 - ❖ PARAMEDIC CLASS
 - ❖ AFG GRANT
 - ❖ 25-01 ACADEMY POSTED
- JOINT HPD/HFD SAFETY TRAINING AT CITY HALL
- LA FIRE MUTUAL AID





Questions?

ITEM #3

RPT 25-001

Police Chief's Report



Hayward Police Department

Incident Data
October 1 – December 31, 2024

Presented By : Chief Bryan Matthews



Crime Against Person

427 - This year

401 - Last year

6.48% - Percent Change

Crime Against Property

1,664 - This year

2,379 - Last year

-30.05% - Percent Change

Crime Against Society

137 - This year

168 - Last year

-18.45% - Percent Change

Crime Reporting Oct - Dec



ock safety

Crime Data

Comparison of October–December of 2023 and 2024

- Crimes against persons – Up 6.5%
- Property Crimes – Down 30.1%

Top 5 reported crimes

Motor Vehicle
Theft

Vandalism

Simple Assault

Larceny
(Basic Theft)

Burglary

Crime Trends

- Burglaries utilizing a vehicle to breach the building to gain entry
- Arson in downtown business area continues to be an issue. Several arrests have been made, but the arsons have continued.
- “Jugging” robberies are still occurring.
- Burglary/robbery series targeting businesses for cigarettes

CFS - Schools

School based calls for service from October –
December 2024:

Elementary Schools (157)

Middle Schools (57)

High Schools (180)

Mt. Eden High School (63)

Tennyson High School (56)

Hayward High School (46)

Moreau High School (15)

Total (394)

Campus Data

- High School Campuses - higher need for police services
- Data includes police response during non-school hours
- HPD has a liaison and good working relationship with HUSD (training, preparedness, etc.)

HPD Staffing Update

28 Police Officer
Vacancies

20 Professional Staff
Vacancies

Includes 12 in Communications Center

30% of Sworn
Workforce Unavailable

Includes vacancies, injured, and academy recruits

Continuous Recruitment

11 Trainees in Academy – 5 graduate on 1/31. Next Academy 3/3/25: 1 hired, 7 with final job offers, 2 with conditional offers. 6 Trainee and 3 Lateral candidates currently in backgrounds

Questions?



ITEM #4

RPT 25-005

Police Training Curriculum and
Schedule

HPD Annual Training Update



Presentation Overview

- **HPD Training Philosophy**
- **2025 Training Overview**
- **ABLE Project**
- **Discussion**

HPD Training Philosophy

● **CALEA Year End Reporting**

- Annual Year End Reports
 - Based on data (use of force, vehicle pursuits, complaints, etc)
 - Compiled by Internal Affairs Lieutenant
 - Identify trends / training gaps / organizational needs
 - Use this information to inform HPD training curriculum

● **POST Requirements**

- Continuous Professional Training
 - 24 hours every 2 years – minimum requirement
 - Perishable Skills Program (tactical firearms, vehicle operations, arrest and control, strategic communications, use of force)

HPD Training Philosophy

● HPD Places a High Value on Training

- Far Exceed POST Requirements
 - Every Officer attends 90 hours of Continuous Professional Training annually
 - Variety of topics (mandatory, discretionary, community driven)
 - Mandatory – POST Required, law/mandate changes, etc
 - Discretionary – Not required, but designed to improve performance and/or organizational operations
 - Community Driven – Not required, but important to the community based on current issues/conversations (e.g. department wide training provided by NAACP)
 - Individual Officers required to attend specific training based on assignment

2025 Training Overview

● 2025 Training Calendar

- Training Calendar Development
 - Begins in fall (dates identified, some topics identified)
 - Typically run into the issue of having more topics than time
 - Personnel and Training Unit manages/maintains records
 - Training calendar/outlines on our website
 - Flexibility – can adjust topics as necessary during course of year
- Training Topics 2025
 - CPR/First Aid (10 hours) – Basic first aid, tactical medicine, policy
 - Arrest and Control (15 hours) – Legal/legislative updates, physical techniques, de-escalation techniques, policy review

2025 Training Overview

- Training Topics 2025 (continued)
 - Firearms (15 hours) – Legal/legislative updates, physical techniques, de-escalation techniques, less lethal tools, policy review
 - Active Shooter Response (10 hours) – Legal/legislative updates, response protocols (including supervisory responsibility and investigative aftermath), policy review – heavily scenario based
 - Emergency Vehicle Operations (10 hours) – Legal/legislative updates, driving awareness, Code 3 response, pursuit driving, Pursuit Intervention Technique (PIT), policy review
 - Force Options / De-Escalation Techniques (10 hours) – Heavily scenario based designed to improve Officer critical decision making, practical application of law and policy, communication

2025 Training Overview

- Training Topics 2025 (continued)
 - Investigations / Domestic Violence Update (10 hours) –
Legal/legislative updates, investigative techniques, policy review
 - Ethics / Employee Wellness / Department Update (10 hours) –
Facilitated discussion on ethics and its importance to L.E.,
wellness solutions (physical, emotional, mental, social, financial),
presentation by Chief

ABLE Project

● **Active Bystandership for Law Enforcement**

- **Project Overview**

- **Developed by Georgetown University's Center for Innovations in Community Safety**
- **Designed to provide Officers with tools and strategies to:**
 - **Successfully intervene to prevent harm**
 - **Create a culture that supports peer intervention (encourages Officers to intervene and, more importantly, accept intervention)**
 - **Helps avoid misconduct, prevent mistakes, promote Officer health and wellness**
- **Research, evidence-based program**
- **No cost, voluntary enrollment – HPD must commit to creating culture through policy, training, support and accountability**

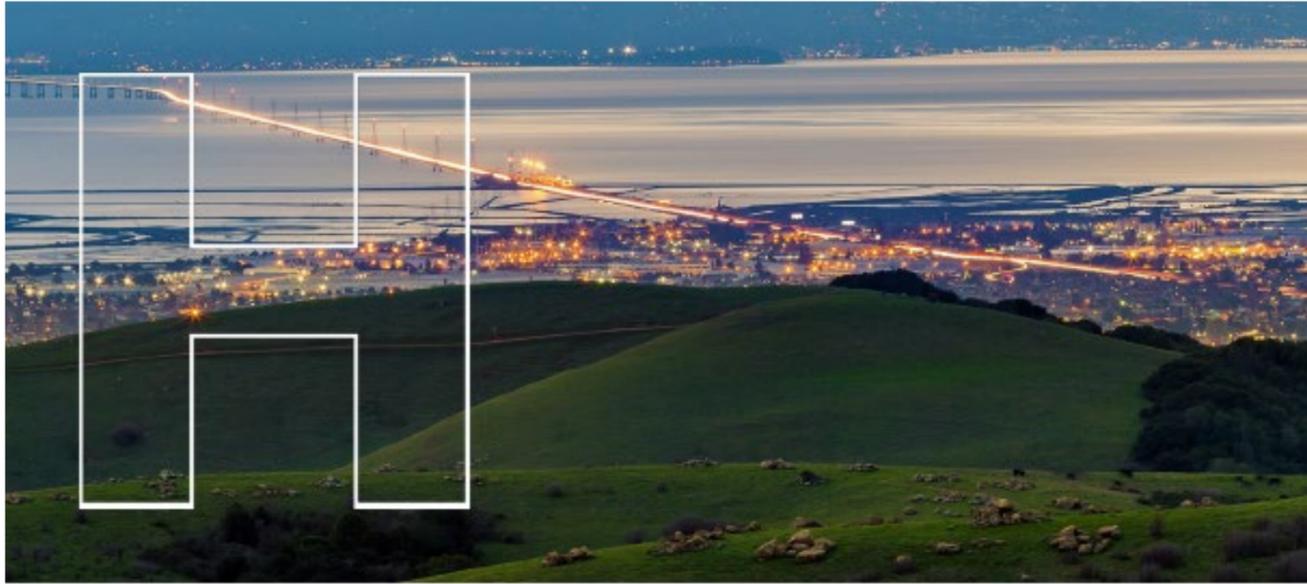
Questions



ITEM #5

RPT 25-006

Emergency Management Plan Review



Comprehensive Emergency Management Plan 2024

Prepared by:



In collaboration with:



Timeline



- **Aug 2022** : Initiated update to CEMP, Shelter, and Debris Plan
- **2023**: Collaborated with EOC members and consultant
- **Feb 2024** : Consultant provided a final draft
- **March -June**: EOC staff completed training and drills

Remaining Steps

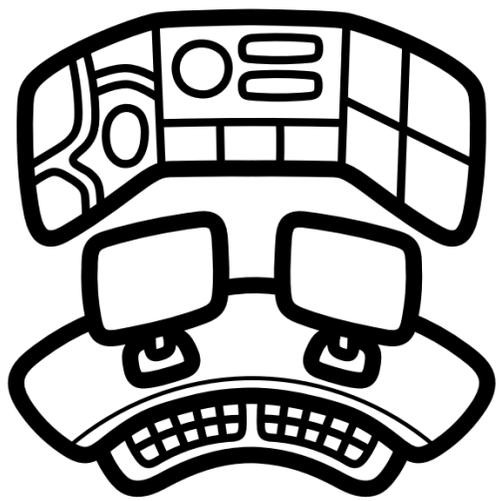


- Final Review of Cyber Security Action Plan
- Submitting for Approval in March



Emergency Operations Center

- EOC moved into the Fire Training Center
- Staff Training
- Regional Golden Eagle Exercise





FIRE NAME (CAUSE)	DATE	STRUCTURES	DEATHS
1 CAMP (Powerlines)	November 2018	18,804	85
2 EATON (Under Investigation)*	January 2025	9,416	17
3 PALISADES (Under Investigation)*	January 2025	6,050	10
4 TUBBS (Electrical)	October 2017	5,636	22
5 TUNNEL - Oakland Hills (Rekindle)	October 1991	2,900	25
6 CEDAR (Human Related)	October 2003	2,820	15
7 NORTH COMPLEX (Lightning)	August, 2020	2,352	15
8 VALLEY (Electrical)	September 2015	1,955	4
9 WITCH (Powerlines)	October 2007	1,650	2
10 WOOLSEY (Electrical)	November 2018	1,643	3
11 CARR (Human Related)	July 2018	1,614	8
12 GLASS (Undetermined)	September 2020	1,520	0
13 LNU LIGHTNING COMPLEX (Lightning/Arson)	August 2020	1,491	6
14 CZU LIGHTNING COMPLEX (Lightning)	August 2020	1,490	1
15 NUNS (Powerline)	October 2017	1,355	3
16 DIXIE (Powerline)	July 2021	1,311	1
17 THOMAS (Powerline)	December 2017	1,063	2
18 CALDOR (Under Investigation)	September 2021	1,003	1
19 OLD (Human Related)	October 2003	1,003	6
20 JONES (Undetermined)	October 1999	954	1

A Century of Suppression Policies

- Federal, State, and Local
- Decreasing the natural frequency of fire
- Development

Weather

- Expansion of the Dry Season
- North/East Wind Events



Problem Identification

How Does Fire Get Into A Structure

- Direct; Vegetation to Structure
- Ember Cast
- **Structure to Structure**

Suppression

- Resource Availability
- Prepositioning
- Municipal Water Supply

Social Vulnerability

Community Resilience

Future Risk

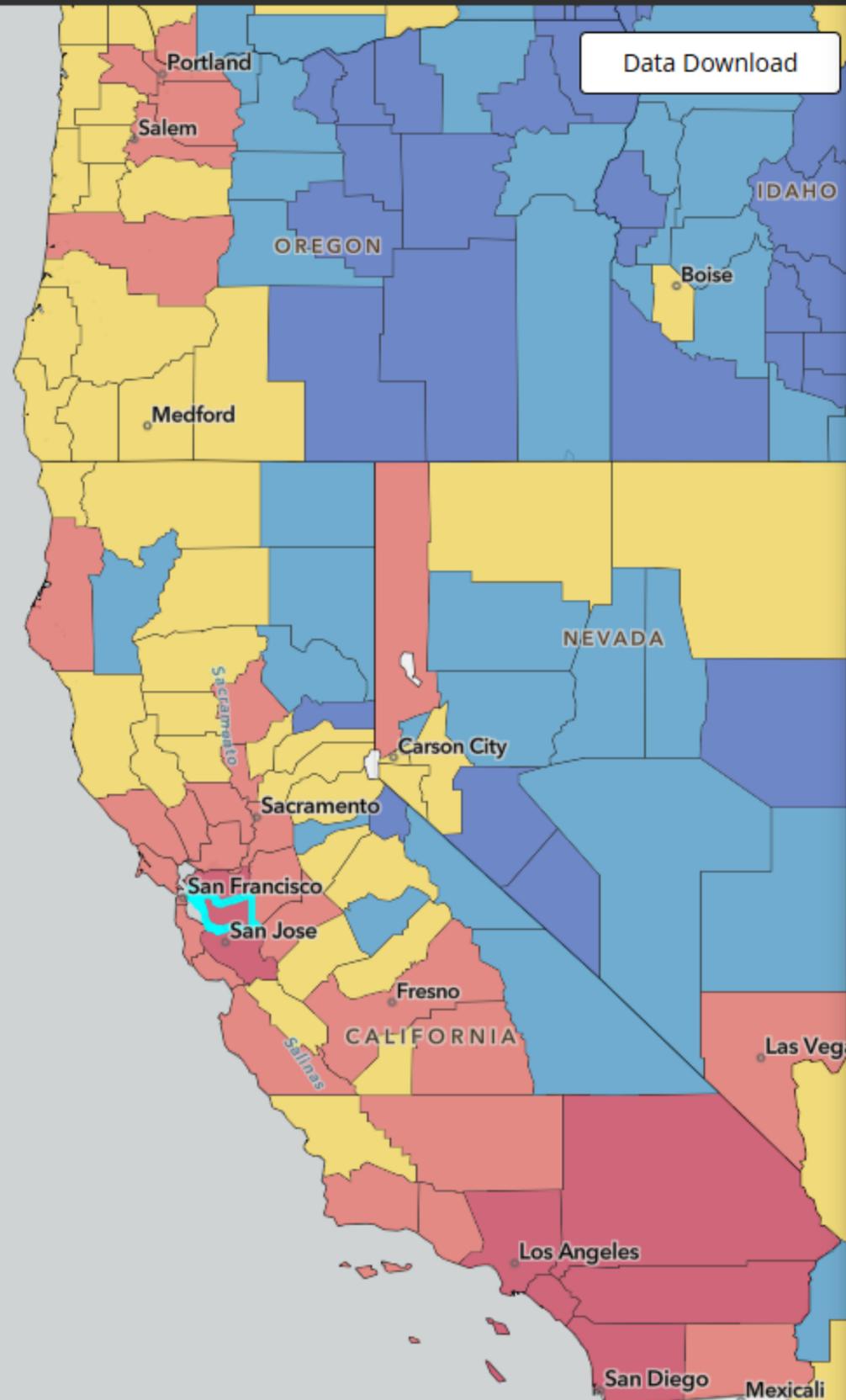
Help

View

Find a county or address



Data Download



Alameda County

California

Risk Index

Risk Index is Very High

Score **99.87**

National Percentile



Percentile Within California



0 100

The Risk Index rating is **Very High** for **Alameda County, CA** when compared to the rest of the U.S.

Risk Index Overview

Compared to the rest of the U.S., **Alameda County, CA's** Risk Index components are:

Expected Annual Loss	Very High
Social Vulnerability	Relatively Moderate
Community Resilience	Very High

Hazard Type Risk Ratings

Create Report

Vegetation Management

- Regional Projects
- Defensible Space
- Zone 0

Evacuation

- AC ALERT
- Genasys Protect
- Watch Duty
- Ready-Set-Go