



CITY OF HAYWARD

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Cover Memo

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DATE: September 22, 2015

TO: Mayor and City Council

FROM: Chief of Police

SUBJECT

Review of 4th Quarter Progress for Police Department

RECOMMENDATION

That Council reviews and comments on the Police Department's 4th quarter report on its progress towards achieving the Council Priorities for FY 2015.

BACKGROUND

The Police Department reports quarterly to Council on progress on the Department's six performance measurements for FY 2015 as adopted by Council on May 21, 2013. This report covers actions taken or completed by the Police Department in relation to Council Priorities during the 4th quarter of FY 2015 (April 1-June 30, 2015).

DISCUSSION

Priority #1: Reduce the number of Part I¹ crimes consistently over the next three years.

Reduce theft-related crimes by five percent (burglary, auto theft, larceny).

Include Part I Uniform Crime Report data in the city manager's bi-weekly report.

Quarterly progress, presented as fiscal year-over-year:

- Burglary decreased nine percent.
- Larceny² increased six percent.
- Auto Theft increased three percent.

¹ In Part I, the UCR indexes reported incidents in two categories: violent and property crimes. Aggravated assault, forcible rape, murder, and robbery are classified as violent while arson, burglary, larceny-theft, and motor vehicle theft are classified as property crimes. These offenses were chosen because they are serious crimes, they occur with regularity in all areas of the country, and they are likely to be reported to police.

² The FBI's Uniform Crime Reporting (UCR) Program defines larceny-theft as the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Examples are thefts of bicycles, motor vehicle parts and accessories, shoplifting, pocket-picking, or the stealing of any property or article that is not taken by force and violence or by fraud.

- Overall theft-related crimes saw a two percent increase fiscal year-over-year. This includes significant decreases in residential and commercial burglaries, and an increased rate in

thefts from vehicles. The increased rate in theft-related crimes is due to increased thefts from vehicles. From FY 2014 to FY 2015 residential burglaries decreased six percent, commercial burglaries decreased twelve percent, while thefts from vehicles increased eleven percent. Attachment I displays a fiscal year-over-year comparison of all theft performance measures.

The Police Department uses technology to enhance the scope and efficacy of its work in the City of Hayward. Several new technology and communication resources are noteworthy this quarter including the recently implemented Automated License Plate Reader (ALPR) system, the V5 camera surveillance system, and the upcoming EYES (Empowering Your Electronic Security) Program.

ALPR

ALPR is an image-processing technology used to identify vehicles by their license plates. The Department implemented ALPR this quarter in mid-April, rendering two complete months of data for May and June. In that two-month period the ALPR produced 219 "hits," that is, identified stolen vehicles.

A year-over-year comparison of recovered stolen vehicles for the period strongly suggests that ALPR has increased the number of recovered vehicles in Hayward. From May through June 2014 the total number of vehicle recoveries was 126. From May through June 2015, following the implementation of ALPR, there were 166 vehicle recoveries, a thirty-two percent increase in recoveries.

V5 Camera Surveillance

Beta-testing of the V5 camera surveillance system began this quarter. Ten V5 cameras are placed strategically at and around City Hall to target activity in this pilot area. The V5 system uses a Verizon card for wireless connectivity and solar panels for power, so no costly trenching or wiring is required for camera deployment. The camera views use a combination of zoomed-in views to capture detail, and panned-out views to capture action. Two downtown officers can review the camera surveys on their mobile phones to aid in quickly identifying and apprehending suspects. HPD will evaluate V5 for thirty days and review and assess the project for further deployment.

EYES Program

This quarter the Police Department began working with the Technology Services Department to develop and maintain the EYES program. EYES is a voluntary participation program for Hayward residents and businesses. Participants register their external home or business security camera with the Police Department. Camera registration informs the Department of the existence of cameras and footage that could assist in solving a crime otherwise unsolvable for lack of witnesses. EYES cameras are not monitored by HPD, nor are they accessible by HPD remotely. The program serves as a post-incident investigative resource. Upon implementation, HPD will collaborate with the City's Community and Media Relations Officer to promote the program and develop robust community participation.

A similar program exists in the City of Fremont. Reports indicate the program has proven beneficial for locating information relating to residential and commercial burglaries and other crimes.

Traffic Signal Engineering

HPD addressed traffic calming concerns this quarter, including the issue of traffic signal timing, in collaboration with the Department of Public Works - Engineering & Transportation. In June, Capt. Mark Koller participated with Fred Kelly, Transportation Manager, on a panel to identify a consulting firm to address a range of citywide traffic calming solutions. Sgt. Corsolini continues to work with Fred Kelly on traffic issues, and is scheduled to participate in quarterly meetings with the Engineering Department, especially regarding traffic collisions and enforcement results.

Communications Center Expansion

Plans to expand the Department's Communication Center were established this quarter. The expansion is required to accommodate eight new Call-Takers approved by Measure C and includes some staff relocation and structural modifications. HPD and the Facilities Department are coordinating construction to ensure minimal disruption.

The expansion will occur in two phases. Phase I construction will begin in early September 2015 and will create space for eight new Call-Takers and the furniture for the new Call-Takers purchased through a state grant. Phase II requires more extensive construction to accommodate reallocated personnel, and will require a Request for Proposals (RFP) seeking bids from contractors. The successful RFP contractor is anticipated to begin work in early 2016.

Actions taken this quarter - Highlights of cases and arrests made by HPD this quarter.

A fatal collision occurred in July at the intersection of Hesperian and Eden Shores Boulevard. A vehicle, driven by a twenty-year old Hayward woman, was stopped on northbound Hesperian for a red signal. While there, twenty-eight year old Hayward resident Paul Butler drove a speeding vehicle in the same direction. Butler failed to notice the stopped vehicle and collided with its rear end. He fled the scene on foot but was captured by HPD a few blocks away and determined to be intoxicated. One eighteen-year old Hayward passenger in the struck vehicle died from injuries sustained, and the female driver of the struck vehicle sustained minor injuries. Butler was arrested for felony DUI, felony hit and run and vehicular manslaughter while intoxicated. He is in custody.

A string of three attempted kidnappings of fourteen- to fifteen-year old girls walking home from high school occurred over a five week period. The Investigations Bureau launched a comprehensive investigation, including multiple ongoing surveillances, database searches and other resources. An Inspector identified a possible suspect who then was arrested and confessed to the kidnappings. Later it was determined the suspect also committed a fourth attempted kidnapping in unincorporated Hayward. The suspect was charged with four counts of attempted kidnapping and is in custody awaiting trial.

Two homicides and one in-custody death occurred in April:

- A male victim was shot in front of his house by several males who drove by in a black car. The victim was shot in the chest. Although the victim's father, other family members and friends were present, they were uncooperative. The victim had a history of gang involvement and the incident is thought to be gang related. Investigators are following up on leads with no suspect(s) yet identified.

- A male victim was shot while alone outside his girlfriend's apartment, where he sometimes resided. An unknown suspect shot the victim. The victim had a history of gang involvement and the incident is thought to be gang related. Investigators are following up on leads, but no suspect has been identified.
- Officers were dispatched to check on the welfare of a man who was running in and out of traffic on a busy street. Officers found him intoxicated. The man was taken to HPD Jail but could not be housed there, because in numerous prior arrests he contaminated the facilities with his own biohazardous products. During transport of the man to Alameda County Jail in Dublin he suffered a medical emergency. Officers rendered first aid/CPR and summoned paramedics. The man was taken to a nearby hospital where he died a short time later. The Alameda County Coroner's investigation determined the man died of acute drug intoxication and determined the death was accidental.

Key theft-related cases -

Investigators directed enforcement in areas with high rates of theft. This resulted in five arrests and eleven individuals receiving citations for various violations. Below are highlights from three theft-related cases.

- An armed robbery occurred in June at a military recruiting center. Four male victims outside the center were robbed by two male suspects at gunpoint. Others attempted to assist the victims by chasing the suspects who threatened to shoot the good Samaritans in order to escape. Patrol officers and investigators worked together and identified the two male suspects who were assisted by three females waiting in a getaway vehicle. The incident resulted in four robbery victims, one assault victim, and four good Samaritans threatened with guns. All victims' property was recovered. Both male suspects were charged with robbery and assault with a deadly weapon, and pled guilty to assault with a deadly weapon. One suspect is in custody awaiting sentencing and the other was sentenced to six years in prison, having multiple prior arrests.
- Another armed robbery occurred at an electronics repair shop in June. Two males entered the shop and robbed the clerk at gunpoint, while a third male acted as lookout. Patrol officers and investigators worked together to identify and locate the three suspects. All three were charged with robbery, with additional charges for use of the gun, and are in custody awaiting trial.
- Six firearms, a tactical vest, a gaming system and other items were taken in a burglary. Investigators located the gaming system and recovered the stolen property from an apartment via search warrant. Five of the firearms, the tactical vest and property from other burglaries also were recovered from the apartment. The gaming system had been sold on Craigslist but was recovered. The male resident of the apartment was arrested for receiving stolen property.

No cases involving latent fingerprints were cleared this quarter. The Department's contract latent print examiner was not available for most of the reporting period.

Community outreach remains a priority for HPD. Community outreach strategies are varied and

regularly include internet messaging via Nixle and Nextdoor, as well as a broad spectrum of community events. This quarter HPD sent nineteen Nixle alerts and nine Nextdoor notifications. The Department's web messaging serves two purposes. First, it raises community awareness regarding pressing issues related to crime within the City of Hayward; second, it provides easy access to crime prevention education and information. Staff continues to review the Department's outreach strategies to enhance community engagement.

Four community events designed to strengthen police-community relations were held this quarter:

- Coffee with a Cop, at Pearl's Café, was attended by eighty people.
- Tip-a-Cop, at Buffalo Bills, was attended by 200.
- Law Enforcement Torch Run had twenty-three participants.
- Action Readiness / Law Enforcement Summit had 200 attendees.

Department staff attended eight community meetings this quarter. The combined total of community meeting attendees was 202. Also, HPD Crime Prevention Specialists conducted two Crime Prevention Through Environment Design (CPTED) reviews this quarter. The CPTED review is a security survey of an individual home or apartment community to improve crime prevention. CPTED reviews were conducted at the following apartment communities:

- Ridgcrest Apartments, 1782 D Street
- Leisure Terrace Apartments, 1638 E Street

Other community events where the Department participated this quarter include Take Your Child to Work Day (fifty participants), Disaster Preparedness Expo (200 attendees), Downtown Hayward Bike Rodeo (100 attendees), and Hayward Airport Open House (3,000 attendees).

Priority #2: Continue strategies to geographically reduce crime in "hot spots" by five percent

The Hayward Police Department uses a data driven approach to combat and prevent crime. The most recent program put into effect, Trends n' Tactics (TNT), uses the analysis of data to narrow the patrol focus to geographical areas that create a clustering of specific crimes. Based on the analysis of this data, Northern and Southern "hot spots" are identified geographically and resources are then directed where the problems exist.

For a three week period, patrol officers spend their discretionary time in these "hot spot" locations. Each officer is encouraged to conduct walking patrols, traffic enforcement, and pedestrian stops, in addition to other proactive activities within the assigned "hot spot". At the end of the time period, ongoing analysis is performed to determine the next focus area. It should be noted the success of this plan partially relies on standard or above standard staffing levels, among other factors.

Actions taken this quarter:

Four "hot spots" within geographical zones were identified in the Northern and Southern Districts during this quarter. Patrol and K9 officers were asked to spend their discretionary patrol time conducting directed enforcement and/or high visibility patrol in the identified "hot spots". Attachment II presents

tables comparing “hot spots” before and after directed enforcement during this quarter.

Priority #3: Reduce the number of traffic accidents citywide over the next three years.

Reduce accidents by ten percent within the top three accident zones.

The Traffic Bureau continues to rely on data driven approaches which allow for supervisors to assign traffic officers to conduct directed enforcement in collision-prone locations. The Traffic Division collects and analyzes CAD and traffic report data to identify the top 10 high accident intersections each quarter. These intersections are categorized into three zones, to which Traffic Officers are assigned to and carry out directed enforcement.

Our Department is also nine months into managing two grant awards; the Alameda County “Avoid the 21” (Avoid) Grant and the “Selective Traffic Enforcement Program” (STEP) Grant. By utilizing these grants, our Department is able to spearhead DUI and other safety-related saturation patrols, checkpoints, multi-agency traffic operations and warrant service operations both locally and countywide on an overtime basis for our officers.

Staffing shortages hinder optimal performance. Currently, five of the nine authorized traffic officer positions are vacant due to department-wide staffing shortages and one injured officer. This shortage had a negative impact on the unit’s ability to address directed-enforcement citywide on any given day.

Actions taken this quarter:

The Department identified the top ten high-collision intersections at the beginning of the 4th quarter. Vehicle collisions and pedestrian involved collisions declined from FY2014 to FY 2015. Citywide vehicle collisions increased twenty-two percent in this quarter from 185 to 225. From FY 2014 to FY 2015 vehicle collisions decreased six percent, from 836 to 789. Attachment III shows data for high collision intersections during this quarter.

Pedestrian involved collisions increased seventy-five percent in this quarter from eight to fourteen. From FY 2014 to FY 2015 pedestrian collisions decreased two percent, from forty-nine to forty-eight.

During this quarter our department issued 2,537 Notice to Appear (NTA) and Courtesy Citations, a forty percent increase over the last quarter (1,815).

During this quarter the Traffic Bureau conducted the following Avoid and STEP Grant activities:

- Ten Distracted Driving Operations in High Collision Zones resulting in 111 Citations

- Ten Traffic Enforcement Operations in High Collision Zones resulting in 128 Citations
- Two Bicycle/Pedestrian Operations in the downtown corridor resulting in thirty-four Citations
- Seven Motorcycle Safety Operations/Motorcycle DUI Suppression Operations resulting in the following:
 - Forty-eight Citations
 - One Criminal Arrest
 - One Driver Cited for being unlicensed/suspended
- One Night-Time “Click-it-or Ticket” Operation resulting in thirty-one citations
- Ten DUI Saturation Patrols resulting in the following:
 - Five DUI Arrests
 - Ten Arrests for unlicensed/suspended drivers
- Two DUI/Driver License Checkpoints were conducted with the following results:
 - 1,215 Vehicles Screened
 - Nineteen Field Sobriety Tests (FST’s)
 - Four DUI Arrests
 - Twenty-two Arrests for unlicensed/suspended drivers

In May, the Traffic Bureau hosted a Field Sobriety course (SFST) that was attended by twenty-eight officers from allied agencies, including nine from Hayward. Additionally, the Traffic Bureau attended the following STEP Grant training events:

- Motorcycle Enforcement and Education (San Mateo)
- DUI Toxicology (West Sacramento)
- Drug-Impaired Driving (Long Beach)

All funding to attend and host these courses was drawn from the STEP Grant.

Priority #4: Conduct a minimum of nine SMASH operations.

The Department led one Synchronized Multi-Agency Safe House (SMASH) operation this quarter. This brings the total number of SMASH operations in FY 2015 to eight, as three of the SMASH operations involved multiple residences and households. A ninth operation was planned but cancelled because the issue was abated through application of the Social Nuisance Ordinance. A tenth operation was also planned but postponed due to the complexities of the investigation. This operation is on track to occur during the next quarter.

SMASH operation completed this quarter:

A SMASH operation was conducted on June 30, 2015 at 27105 Belvedere Ct. After a homicide in early June involving a South Hayward gang member, Belvedere Court became a problem location attracting gang members. Two probation searches were conducted at two apartments during the SMASH operation. The District Command Unit was assisted by the Special Duty Unit, the Special Duty Investigative Unit, Hayward Fire Department, the Youth and Family Services Bureau, and Code Enforcement. Several code and fire violations were addressed. The complex owner was ordered to fix the violations with pending follow-up inspections.

Priority #5: Prevent the expansion of reportable gang crimes.

Increase number of gang-related arrests by five percent.

Increase contacts with gang members by ten percent.

Increase parole and probation searches by five percent.

Conduct at least two comprehensive conspiracy investigations targeting gang leadership.

The Special Duty Unit (SDU), a street enforcement team, works collaboratively with the Special Duty Investigative Unit (SDIU), an investigative gang team. These two teams actively share intelligence, which then allows them to strategically target gangs and gang-related activity throughout the City of Hayward. Intelligence sharing aids in the development and completion of comprehensive gang investigations.

Actions taken this quarter: (Attachment IV presents fiscal year-over-year data for gang-related arrests, contacts with gang members, and probation and parole searches.)

- Gang Related Arrests - twenty gang-related arrests were made during this quarter.
- Gang Contacts (Field Interviews - F.I.s) - 105 gang contacts were conducted during this quarter.
- Search Warrants - The Special Duty Unit (SDU) and the Special Duty Investigative Unit (SDIU) authored and served nine search warrants and conducted nineteen probation/ parole searches.
- Firearms- SDU and SDIU recovered three handguns and one long rifle/assault weapon.

- SDU and SDIU made twenty-nine felony arrests and seventeen misdemeanor arrests.

Two gang members were shot and killed during this quarter. Both homicides remain under investigation. SDU and SDIU spent substantial time and resources in the investigation of these homicides throughout the quarter, including intelligence gathering, search warrant service, surveillance of suspects, GPS tracking installations and monitoring, as well as preparation for the gang members' funerals and gatherings thereafter.

The Youth and Family Services Bureau (YFSB) continued to provide a range of services designed to keep youth out of the juvenile justice system, including preventing gang association and activity. YFSB's in-house Delinquency Prevention Network delivered crisis intervention, family counseling and case management services to forty-eight new clients, serving an average of sixty families per month. Seventy-three additional youth were provided individual, family and group therapy in the school based program, alongside regular teacher and parent support interventions and school climate initiatives.

Moreover, 756 individuals signed-up for the Junior Giants program that is coordinated by YFSB's school based staff, including eight School Resource Officers and three counselors in the Our Kids Our Families school based counseling program. Junior Giants is a free non-competitive baseball program for youth ages 5 - 14. The eight-week program provides Hayward youth with fun and positive summer activity as an alternative to drug, gang and crime activity. In addition to baseball basics, Junior Giants programming focuses on the "Four Bases of Character Development," confidence, teamwork, leadership and integrity.

Priority #6: Continue to invest in our people.

The Police Department made significant progress in hiring, training and succession planning this quarter. This progress will help overcome systemic issues related to historically low staffing levels that place an additional workload on operations and administration that can become unsafe and/or unmanageable.

Actions Taken This Quarter: (Attachment V presents data regarding the recruitment and selection of new officers in FY 2015.)

- Five Police Officers were hired including three lateral hires, one police academy graduate, and one reserve police officer.
- Reserve Police Officers donated 1,406 hours to augment our Police Department.
- Two Police Officer Trainees graduated from the police academy.
- Six Professional Staff positions were hired including one Records Clerk, two Communications Operators, one Police Program Analyst, one Operations Support Services Manager, and one Animal Care Attendant.
- The Personnel, Training and Recruitment Team attended a Downtown Hayward Street Party.
- Two Measure C positions were filled including Downtown Sergeant and one Bicycle Patrol Officer. Thirteen Measure C positions are in the process of being filled including Latent Print Examiner, Personnel and Training CSO, Crime Analyst, YFSB Secretary Communications Operator Supervisor, and eight Communications Call-Takers.

Significant training accomplishments:

- Capt. Jason Martinez graduated from the Senior Management Institute Program (SMIP). SMIP is an acclaimed program of the Police Executive Research Forum providing senior police executives with state-of-the-art management concepts and practices.
- Capt. Bryan Matthews graduated from the Peace Office Standards and Training (POST) Command College.
- Lt. Eric Krimm graduated from the FBI National Academy.
- Lt. Will Deplitch graduated from the POST Management Course
- Sgt. Antonio Puente graduated from the POST Sherman Block Supervisory
- Mike DeOran, Communications Operator Supervisor, graduated from the POST Dispatch Supervisor course.
- Officers Angela Irizarry and Rodney Souza graduated from the POST Inner Perspective Leadership Course.

Significant Succession Planning Accomplishments:

- Ofc. James Javier was promoted to Sergeant.
- Samira Stanley was promoted to Communications Supervisor.
- Nathaniel Roush was promoted to IT Manager of Public Safety.
- Scott Turner was certified as a CALEA Accreditation Manager.

Prepared by: Scott Turner, Program Analyst

Recommended by: Diane E. Urban, Police Chief

Approved by:



Frances David, City Manager

Attachments:

Attachment I All Theft FY2015

Attachment II Hot Spots

Attachment III Collision Intersections

Attachment IV Gang Data

Attachment V Recruitment Data