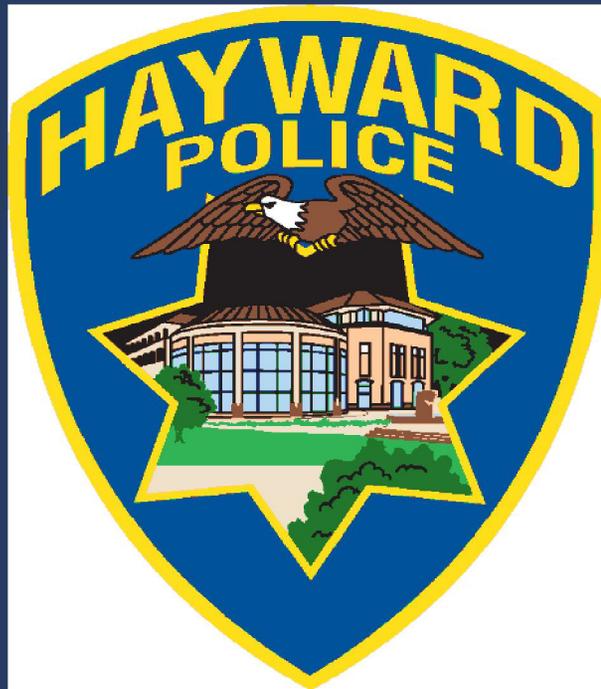


Strategic Plan Implementation Progress

City Council Work Session

December 7, 2010



Crime Statistics

<i>PART I OFFENSES</i>	October 2009 to September 2010	October 2008 to September 2009	% Change
<i>MURDER</i>	13	7	+85%
<i>FORCIBLE RAPE</i>	48	30	+60%
<i>ROBBERY</i>	403	448	-10%
<i>ASSAULT</i>	885	996	-11%
TOTAL VIOLENT CRIME	1349	1481	-9%
<i>TOTAL BURGLARY</i>	1016	1067	-5%
<i>Residential Burglary</i>	676	564	+19%
<i>Non-Residential Burglary</i>	340	503	-32%
<i>VEHICLE THEFT</i>	1102	1380	-20%
TOTAL PROPERTY CRIME	3868	4583	-15%
TOTAL PART I CRIME	5217	6064	-14%



Calendar Year 2008

vs.

October 2009 – September 2010

Violent Crime down 16%

(1599 – 1349)

Property Crime down 16%

(4595 – 3868)

Total Part I Crime down 16%

(6194 – 5217)



HPD Sworn Officer Staffing

JUNE 2009

Authorized Strength: 191 Sworn Police Officers
12 Sworn Officer Positions Frozen
Actual Strength: 179 Sworn Police officers

Passage of Measure “A”

12 frozen positions restored
actual strength back up to 191 sworn officers

COPS Hiring Recovery Program Grant

August 2009 – HPD awarded grant
Fully funds 9 Sworn Officers for 3 years
Authorized sworn staffing at 200



The Hiring Process

July 2009 – December 2010

Total of 29 Officers Hired

22 Lateral Police Officers

7 Entry Level/Academy Graduates

-23 Male Officers & 6 Female Officers

-19 White Officers

-3 Hispanic Officers

-3 African American Officers

-4 “Other” Officers



Hayward Police Department Strategic Plan

- The Strategic Plan was adopted by Council 2 years ago (October 7, 2008)
- The plan serves as our roadmap to provide the best service and to achieve the highest standards of policing.
- The Plan is subject to constant updating as a living document.



ALL IMPLEMENTATION EFFORTS ARE OUTLINED IN FOUR STRATEGIC PRIORITIES

PRIORITY 1: *Reduce Crime and the Fear of
Crime*

PRIORITY 2: *Align Organizational Structure to
Meet Service Demands*

PRIORITY 3: *Improve Responsiveness to
Community and Employee Needs*

PRIORITY 4: *Promote Professionalism,
Leadership, and Organizational
Excellence*



PRIORITY 1

REDUCE CRIME AND THE FEAR OF CRIME

- ✓ **INCREASED SWORN STAFFING LEVELS**
 - ✓ **INCREASE OF PATROL OFFICERS ON PATROL TEAMS**
 - ✓ **IMPLEMENTED DISTRICT OFFICERS**
 - ✓ **IMPLEMENTED GANG INVESTIGATIVE/INTELLIGENCE UNIT**
 - ✓ **OTHER SPECIAL ASSIGNMENTS FILLED**
 - ✓ **NARCOTICS TASK FORCE, TRAFFIC UNIT, DETECTIVES**



PRIORITY 1

REDUCE CRIME AND THE FEAR OF CRIME

- ✓ **CONTINUED MULTI-AGENCY STRATEGIES (SMASH)**
 - **SHOWCASED AT IACP 2010 CONFERENCE**
- ✓ **IMPLEMENTED “IDENTITY THEFT COUNCIL”**
- ✓ **CONTINUED PHOTO RED LIGHT ENFORCEMENT**
 - **ADDITIONAL 5 APPROACHES**
- ✓ **COLLABORATED WITH HUSD ON EXTENSION OF CAL GRIP GRANT - PROVIDING GANG INTERVENTION & AWARENESS TRAINING**
- ✓ **PATROL OFFICER INVOLVED IN BEAT PROJECTS**



PRIORITY 1

REDUCE CRIME AND THE FEAR OF CRIME

- ✓ **ADOPTED STREET RACING ORDINANCE**
- ✓ **EVALUATED ALTERNATIVE PATROL WORK SCHEDULE**
- ✓ **HAYWARD INFORMATION FOR TACTICAL TARGETS – HITT LIST**
- ✓ **CONTINUED “CRIME FREE MULTI HOUSING UNIT” TRAINING**
- ✓ **IMPLEMENTED BUSINESS ACADEMY**



PRIORITY 2
ALIGN ORGANIZATIONAL STRUCTURE TO MEET SERVICE DEMANDS

- ✓ **IMPLEMENTING NEW, STATE OF THE ART CAD/RMS SYSTEM (NEW WORLD)**
- ✓ **CHANGED FOCUS OF STREET NARCOTICS TEAM TO INVESTIGATIVE NARCOTIC UNIT**
- ✓ **INSPECTOR POSITION WILL PHASE OUT VIA ATTRITION & BE REPLACED WITH ROTATING DETECTIVE**
- ✓ **HIRED IT MANAGER ASSIGNED TO THE POLICE DEPARTMENT**



PRIORITY 3

IMPROVE RESPONSIVENESS TO COMMUNITY AND EMPLOYEE NEEDS

✓ COMMUNITY SURVEY

✓ AGENCY PERFORMANCE

- ✓ COURTEOUS & PROFESSIONAL-90.4% VERY OR SOMEWHAT SATISFIED**
- ✓ HPD DOING A GOOD JOB-85.7% VERY OR SOMEWHAT SATISFIED**
- ✓ OVERALL SATISFACTION WITH POLICE SERVICES-77.7% VERY OR SOMEWHAT SATISFIED**



PRIORITY 3

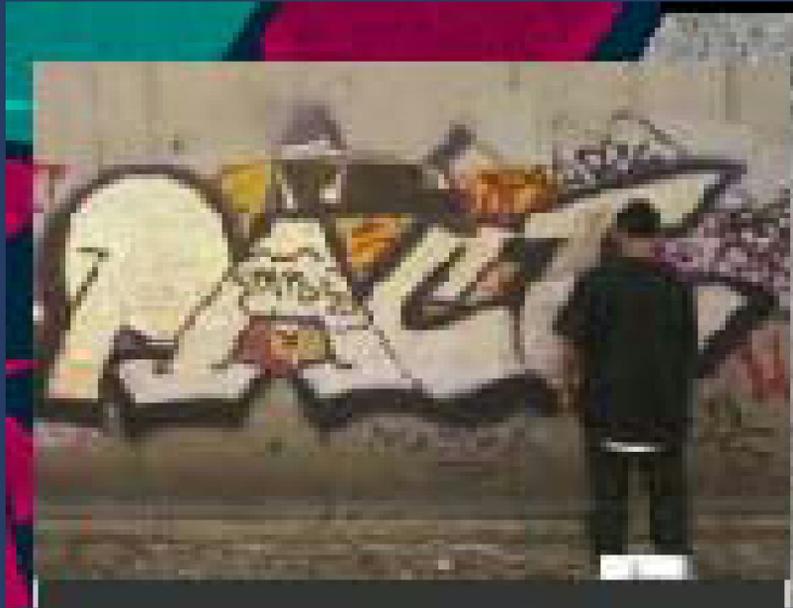
IMPROVE RESPONSIVENESS TO COMMUNITY AND EMPLOYEE NEEDS

- ✓ **COMMUNITY CONCERN OF SAFETY & SECURITY**
 - ✓ **RESIDENTIAL BURGLARIES-52.8% SERIOUSLY OR MODERATELY CONCERNED**
 - ✓ **GANGS-55.1% SERIOUSLY OR MODERATELY CONCERNED**
 - ✓ **TRAFFIC CONTROL VIOLATIONS (INCLUDING SPEEDING)-75.8% SERIOUSLY OR MODERATELY CONCERNED**
 - ✓ **GRAFFITI OR VANDALISM-76.2% SERIOUSLY OR MODERATELY CONCERNED**



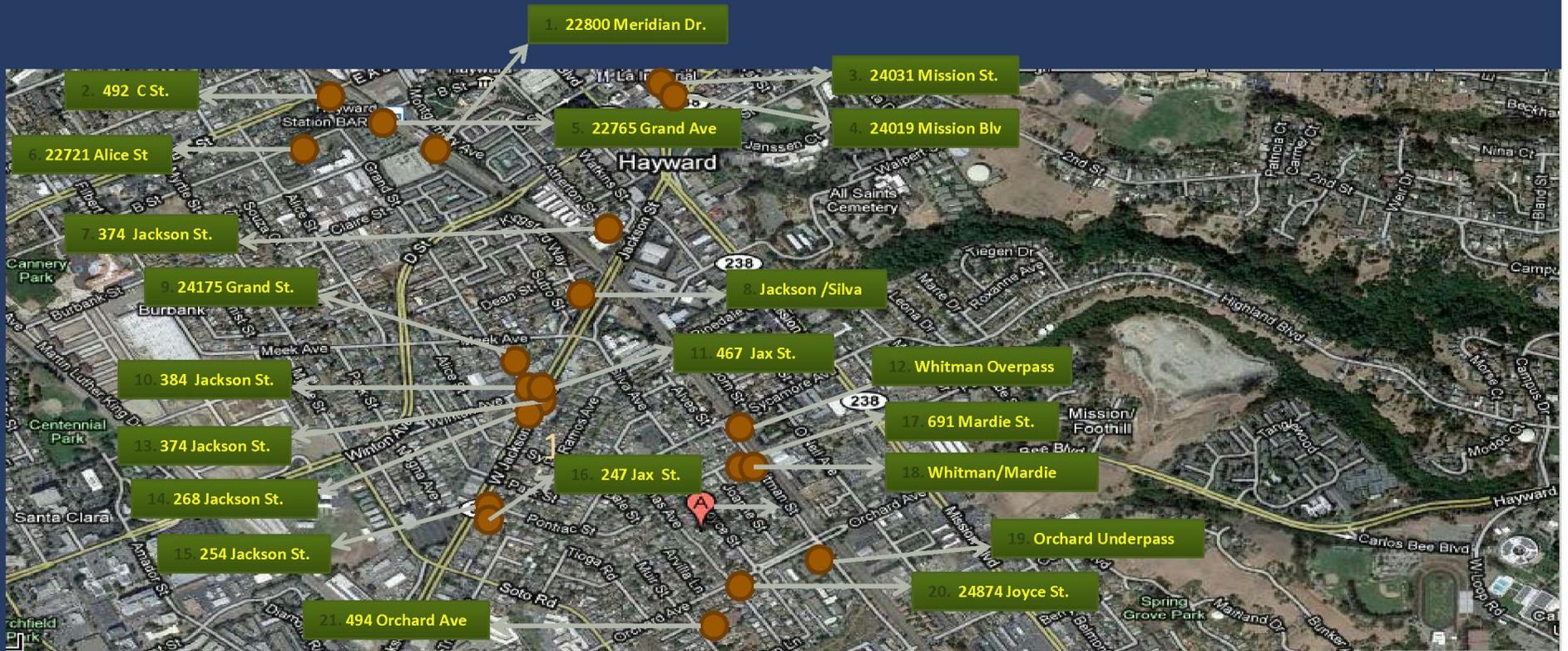
PRIORITY 3

IMPROVE RESPONSIVENESS TO COMMUNITY AND EMPLOYEE NEEDS



21 LOCATIONS "PACER" VANDALIZED

Map not to scale



PRIORITY 3

IMPROVE RESPONSIVENESS TO COMMUNITY AND EMPLOYEE NEEDS

✓ CITIZEN'S RECOMMENDATIONS

- ✓ OFFICER'S PATROL NEIGHBORHOOD MORE OFTEN-72.6% HIGHLY IMPORTANT**
- ✓ IMPROVE OFFICER'S RESPONSE TIMES-54.3% HIGHLY IMPORTANT**

✓ CONCLUSIONS

- ✓ DEPARTMENT CONSISTENTLY RECEIVED HIGH MARKS IN CUSTOMER SERVICE**
- ✓ PROPERTY CRIMES WERE THE MOST CONSISTENT CRIME ISSUES**
- ✓ TRAFFIC SAFETY MOST HIGHLY RATED PUBLIC SAFETY ISSUE**
- ✓ GANGS & DRUGS RATED BETWEEN MODERATE TO SERIOUS CONCERN**



PRIORITY 3
IMPROVE RESPONSIVENESS TO COMMUNITY AND EMPLOYEE
NEEDS

- ✓ **DEVELOPED & IMPLEMENTED PROTOCOL FOR DISPATCHERS TO RE-CONTACT REPORTING PARTIES**
- ✓ **INCREASED NUMBER OF NEIGHBORHOOD MEETINGS**
- ✓ **REVISED CRITICAL INCIDENT STRESS MANAGEMENT/PEER SUPPORT TEAM**
- ✓ **CURRENTLY REVIEWING POLICE CHAPLAINCY PROGRAM**



PRIORITY 4
PROMOTE PROFESSIONALISM, LEADERSHIP,
AND ORGANIZATIONAL EXCELLENCE

- ✓ **COMPLETED CALEA ACCREDITATION PROCESS**
- ✓ **CONTINUE TO DEVELOP SENIOR MANAGERS (SENIOR MANAGEMENT INSTITUTE FOR POLICE EXECUTIVES, COMMAND COLLEGE; FBI NATIONAL ACADEMY; EXECUTIVE DEVELOPMENT)**
- ✓ **SERGEANTS AND CIVILIAN SUPERVISORS ATTEND LEADERSHIP TRAINING (SUPERVISORY LEADERSHIP INSTITUTE; LEADERSHIP HAYWARD)**
- ✓ **IMPLEMENTED FURTHER SECURITY MEASURES TO MEET INDUSTRY STANDARDS IN EVIDENCE RETENTION**



KEY STRATEGIES NOT YET UNDERWAY

- ***UNABLE TO STAFF 3RD DISTRICT COMMAND***
- ***NOT YET ABLE TO INCREASE THE NUMBER OF COMMUNITY YOUTH ACADEMIES (STAFFING)***
- ***NO FUNDING TO CREATE NEW JUVENILE DIVERSION PROGRAMS (ANGER MGMT, INCORRIGIBLENESS, TRUANCY)***
- ***UNABLE TO FUND A PROGRAM TO REDUCE DOMESTIC VIOLENCE RECIDIVISM***



KEY STRATEGIES NOT YET UNDERWAY

- *IMPLEMENTATION OF A DIGITAL REMOTE FIELD-BASED CITATION SYSTEM*
- *MAY HOST THE ANNUAL POLICE DEPARTMENT OPEN HOUSE*



NEXT STEPS

- **Continue to work through the budget challenges**
- **Continue to improve our information systems for better service delivery**
- **Continue to build and improve working relationships with neighborhoods and schools**
- **Follow the Strategic Plan!**



