

Pleasanton Police Department
Community Advisory Board
Tuesday March 28, 2023
Briefing Room

Department Attendees: Chief David Swing, Captain Kurt Schlehuber, Administrative Assistant Kim Monfort

CAB Members in Attendance: Gary Davila, Jennifer DeGroat-Penney, Bill Foley, Pinky Mukherjee, Puneet Pamma, Melanie Sadek, Soraya Villasenor

Absent: Tonya Bass, Erica Gallegos, Eugene Litvinoff, Ediambolo Lokoto Sylvia Tian, Raffiq Rajabali,

I. Chief's Welcome

Chief Swing welcomed CAB members and reviewed the meeting agenda.

II. Police Department Update.

a. Biannual Update to City Council – March 21, 2023

Chief Swing gave an overview of the bi-annual update report provided to city council on March 21, 2023. The report included updates on the department's Strategic Plan, crime trends, the SRO program, Racial Identity Profiling Act, and personnel matters. Here are some of the highlights:

▪ Strategic Plan

Five goals for the plan were developed through a collaborative process with the police department's leadership team and feedback from the CAB. The five goals are:

1. Invest in a Healthy and Engaged Workforce
2. Reduce Crime and Increase the Feeling of Safety
3. Increase Community Trust
4. Create and Maintain a Culture of Inclusivity
5. Maximize Organizational Effectiveness and Efficiency

Support strategies were developed for each goal with individual actions items supporting each strategy. The action items are prioritized for accomplishment during the next five years. Staff is working on Priority 1 goals now. Chief Swing advised that the city is also developing a strategic plan and once that is finalized, staff will ensure the department's aligns with that of the larger organization.

- Police Activity & Response Time
 The department facilitated 59,548 incidents in 2022, which is very similar to the numbers for 2021, the difference being that in 2022 officer-initiated activity dropped by 4,000 incidents and requests for service had a corresponding increase. Emergency response rates stayed steady at four minutes, nineteen seconds, while the non-emergency response times averaged twenty-three minutes, three seconds.
- Crime and Collision Trends
 Chief Swing stated that overall, Part 1 violent crime was lower by 23%. PPD's violent crime clearance rate is 93%. Property crime increased by 14%, however is still below the peak in 2019. The increase in property crime from prior years is not surprising based on the current deployment of officers due to staffing. During 2022, officers encountered firearms with increasing frequency during field contacts. The increase in gun seizures is attributed to proactive policing utilizing the Automated License Plate Reader (ALPR) system. Injury collisions remained below pre-pandemic levels. The traffic team was not deployed for most of the year due to vacancies and injuries. Chief Swing shared that there will probably be another year of UCR data before CYBERS which will truly look at crime differently and break it down to provide much more information.
- Use of force
 The control hold is the most frequent type of force applied. Force is used in less than 2% of detentions. Any force used to overcome resistance is reported. Officers try to create time and distance whenever possible.
- School Resource Officers (SRO's)
 Chief Swing discussed the reduction in the number of custodial arrests on school campuses last year. There were four. The department is more frequently using the diversion program. From 2015-2020, there were approximately four 5150 holds per month. There were a total of nine in 2022. He credited SRO Nicole Evans for working with the school district to shift the paradigm of what PPD does in the schools. CAB member Mukerjee shared concerns about the safety of children in city schools.
- Alternative Response Unit (ARU)
 Mental health holds declined by 50% from 2021 to 2022. In the six months from July-December 2022, ARU diverted 190 calls from patrol officers, co-responded to 139 calls, and made 120 proactive contacts.
- Racial & identity Profiling Act (RIPA)
 In 2022, the department collected a full year of data aligned with the requirements of RIPA. The RIPA form has 15 fields that an officer may complete during a stop. The RIPA Board benchmarks stop data against the American Community Survey (ACS) population demographic data set. ACS

census 2022 shows greater disparities in calls for service than officer-initiated activity. Future reports will benchmark against traffic collision data.

- Personnel and Hiring

Chief Swing shared that staffing continues to be the department's greatest challenge. In 2022, 110 people were interviewed. Of those, 10 were hired. Through anticipated attrition, the department will potentially lose 30 officers within the next two years. CAB member Foley asked if the City Council is ok to overhire positions. Chief Swing advised that there is currently a retired annuitant working as a per diem officer to fill a gap in staffing. The department is swearing in three new officers tomorrow.

There were four community-generated complaints in 2022, all of which were determined to be "Unfounded" or "Exonerated." There were three "Sustained" internally generated personnel investigations in 2022. CAB members asked who completes the investigation when someone complains. Chief Swing advised that typically, it's the officer's supervisor; however, if it's a more serious complaint, the professional standards sergeant or an outside source completes the investigation. A discussion on discipline ensued. Chief Swing stated that Pleasanton PD has a culture of service and very high expectations.

CAB member Sadek asked about upcoming legislation relative to the use of K9s which would restrict the use of K9s for anything other than drug offenses. Chief Swing and Capt. Schlehuber discussed PPD's use of K9s.

- b. Community Survey Results

As part of the Strategic Plan, staff wanted to measure the feeling of safety in the community and feelings of trust with the police department. To this extent, the department contracted with Godbe Research to conduct a community survey. It was conducted Jan. 24 – Feb. 5, 2023 using phone, text and emails methods in multiple languages. 818 residents and 127 businesses responded producing results with +/- 3.4 accuracy for residents and +/-8.43 accuracy for businesses. Additionally, 115 visitors were surveyed. Chief Swing shared the following data:

- Feelings of Safety

Overwhelmingly, 95.4% of respondents felt very safe or somewhat safe in Pleasanton. Feelings of safety in Alameda County were rated at 83%. The intensity of feelings of safety was much higher in Pleasanton with over 60% stating they feel "very safe". 30-39 year olds were statistically more likely to say "very safe" than 40-49 year olds.

- Satisfaction with PPD & Feelings of Trust

82.7% of residents are very satisfied with PPD while 92.9% of businesses are. 84.2% stated the department was trustworthy. Breaking the responses down by age, opportunities exist to increase the level of trust with young people ages 18-

29. Chief Swing solicited ideas from CAB on how to increase trust among that age group.

Additional information is provided in the 45-page report which was provided to City Council. Chief Swing shared that he is extremely proud of the department, its culture of professionalism, and the level of service the men and women of the department provide. He added that the updates to city council came out of the listening sessions following the George Floyd incident. Chief Swing has welcomed the opportunity to share the work of the department with city council.

CAB agreed that transparency helps to build trust with the community. CAB member Sadek spoke about the fear she sees on the Nextdoor app. She sees a benefit in providing community members tips on how to prevent crime, or become a victim, to help them feel more empowered and in control.

CAB member Mukerjee raised the issue of school shootings across the country. This led to a group discussion about school safety at a local level. CAB member Villasenor provided perspective from her experience as a school principal.

Other Department Updates

Chief Swing shared that an internal promotional process is opening in April for Police Lieutenant. Also, a Sergeant's promotional testing process is tentatively scheduled for July. CAB members may be asked to sit on the oral boards.

Chief Swing reported that shift change is at the end of April. At that time, the department will undergo somewhat of a reorganization. While there are currently two divisions, a third division will be created and led by Support Services Manager, Megan Wilske. Right now, Support Services falls under the Investigations Division. Mgr. Wilske is being elevated to a command level position to provide a voice for the department's professional staff. In addition, a new Administrative Lieutenant position is being created to oversee the Personnel & Training Unit. As previously mentioned, the department may lose up to thirty officers in the next two years due to attrition. The Administrative Lieutenant will also be responsible for internal affairs or administrative investigations.

III. Old Business

No issues were raised.

IV. New Business

a. Review of CAB's Suggestions

Since CAB's inception, the department has tracked feedback from the group. Ms. Monfort provided CAB with a compiled list of their suggestions. Chief Swing reviewed the list and discussed how the department has implemented the feedback. For example, CAB suggested the department have a profile on Linked In, which it now does.

b. CAB Tenure

CAB was formed in September of 2021 and board members are approaching the end of their two-year term. Chief Swing asked them to think about whether they want to step down or continue for another two-year term. He will be reaching out to each of them to discuss this further.

c. Discussion

Chief Swing expressed appreciation for the collaboration and different points of view they provide. CAB member Mukerjee shared that she is proud to live in Pleasanton and that Pleasanton PD is a role model for others to follow. CAB member Sadek added that it is very easy to be a CAB member for Pleasanton and that she is happy to see the department implementing their feedback. Other CAB members shared similar thoughts. CAB member Sadek inquired about the status of the DA reopening the officer involved shooting investigation. Chief Swing has spoken with DA Price who advised the goal is to wrap up all investigation reviews in six months. PD staff has worked with the DA's office to get them the materials they need.

Chief Swing thanked the group for their feedback and the opportunity to share.

V. Next Steps

The next CAB meeting will be held Tuesday, May 23, 2023; Topic - TBD

Meeting adjourned at 8:30 pm.