

Exhibit 1: Work Plan and Action Items

Please note, where topics have significant overlap (i.e., Police Oversight Options – near-term and longer-term, and legislative priorities), they have been combined.

No.	Topic	Status	Explanation
1	Update PD's Social Media Policy	Complete	After the March 16, 2021 City Council meeting, staff updated the PD's Social Media Policy (Policy 391 in the PD Policy Manual) to include a mission statement, additional definitions, and to more specifically define allowed and prohibited content. The revised policy was circulated and approved by the Police Chief and City Manager on April 1, 2021. The Social Media Policy is now more prominently displayed on the City's sites and on social media accounts. Questions still arise and we continue to evaluate the Social Media policy.
2	Establish Notification Process to City Leaders Regarding Significant Public Safety Events	Complete	This is occurring through Significant Incident Reports. Additionally, the City Council has requested and receives notifications regarding pedestrian/auto related incidents and other incidents that involve a significant public safety response.
3	Disclose the Pay of Block-by-Block Employees	Complete	Staff provided a written update to the City Council on the pay of Block-by-Block employees on March 18, 2021. Staff will continue to evaluate other Ambassador Program models with services similar to those provided by Block-by-Block.
4	Report on How Many PD Officers Have Been Trained as Part of the District Attorney's Training on Detentions	Complete	The new Police Chief is bringing a great deal of experience in training in these areas and has implemented programs to increase the training of the Officers. The new Chief hired a firm that put on department-wide training specific to

			detentions and laws of arrest.
5	Legislative Priorities: Catalytic Converter Theft; AB 1400; and AB 550	Complete	Staff modified the City Council's 2021/22 legislative agenda to include support for legislation that would restrict catalytic converter sales and is tracking legislation related to AB 1400 (Guaranteed Health Care for All) and AB 550 (Vehicles: Speed Safety System Pilot Program)
6	Initiate a Campaign to Educate the Public on "Who to Call"	Complete	Staff created a list and has posted information on the City's website. Staff is in beginning stages of initiating a broad outreach campaign to better inform the community about these options. Will continue to expand as further resources occur.
7	Re-affirm the Number of PD Sworn Personnel at 88	On-going	PD leadership and Human Resources (HR) staff continue to work diligently to recruit police officers to the City. All professional staff positions have been filled and recruitment continues with a goal of reaching 88 filled positions.
8	Complete a Review of Fines and Penalties (including Traffic Related Matters)	Complete, although additional policy direction may be provided in future	As the City Attorney explained at the March 16, 2021 City Council meeting, Council's authority to change fine/penalty amounts is generally limited to Municipal Code violations and parking violations. State law otherwise establishes fines/penalties for violations of state law. The City Council could establish administrative (civil) enforcement options for all Municipal Code violations, as it has already done for parking violations. The City Council has two options as it pertains to Municipal Code violations. Council could maintain both criminal and administrative enforcement options, leaving enforcement staff with discretion to utilize either enforcement options.

			Alternatively, the Council could eliminate criminal penalties for any or all Municipal Code violations, making administrative enforcement the only option for staff. The City Council does not have the authority to establish administrative enforcement options for violations of State law, unless State law explicitly provides otherwise (e.g., Vehicle Code parking violations). Council could not, for example, legislatively remove or reduce criminal penalties mandated by State law. The City Council could express and establish general enforcement priorities, especially through its budgeting authority (e.g., fund or de-fund a special task force dedicated to addressing particular categories of criminal activity).
9	Propose Funding for Mental Health Programs in 2-year Budget	Complete	About a dozen programs were funded to promote the physical, social, and mental well-being and safety of people experiencing homelessness in Alameda.
10	Hire a Crime Analyst	Complete	Staff has completed the background process and expects to have the candidate hired by the first week of November.
11	Require Regular Mental Health and De-escalation Training for officers in the PD	Complete	PD has worked with the Oakland Police Department to obtain training for the entire department.
12	Identify Traffic Enforcement Policy Focused on Safety-related Citations	Complete	PD leadership have focused enforcement on traffic safety. Further, staff has initiated this discussion, working with the Vision Zero team and others on staff.
13	Present Options for Deterring Catalytic Converter Theft, As	Complete	Staff has developed and presented social media content, website content, and other information to address catalytic converter or other crime prevention ideas.

	Well As Other Crime Prevention Ideas		Additionally, staff partnered with various auto repair shops and held several workshops throughout the city to etch and mark catalytic converters.
14	Present Pilot Program for Mental Health-Oriented Response	Complete	The City has implemented the Alameda CARE Team (Community Assessment Response & Engagement), led by the Alameda Fire Department (AFD), provides a 24/7 alternative response to nonviolent individuals facing a mental health crisis.
15	Return to the City Council with a proposed revision to PD use of force policies, and establish protocols for requesting non-police response, backup, and/or interventions	Complete	Use of Force policy has been updated and approved by City Council. PD has worked with AFD to establish the CARE Team as a response to mental health incidents not involving violence or criminal activity.
15	Consider Options in the Near-term to Create Community Oversight Out of the CMO until a More Formal Community Oversight Body is Established	Complete	Various software platforms such as Truleo, SPIDR, and Benchmark were put into place to leverage technology as a means to oversee day-to-day performance.
16	Training for APD Dispatchers	Complete	Training is required as part of the shift in response to mental health-oriented calls. Staff has adapted protocols to the new approach to mental health calls for service.
16	Implement policies in the next two weeks [from May 8 City Council meeting] to review all use of force and random body camera video in the City Manager's Office	Complete	This was not reviewed within two weeks of the May discussion on best approach; however, staff has piloted and is now entering into a contract with Truleo to efficiently and effectively review all PD interactions with the public.

17	Compendium of Mental Health Resources, and Protocols for Use	Complete	A robust list of existing mental health resources has been prepared (and additional resources are still being explored to ensure that we develop a comprehensive list). The list is be available to City staff and the community. The protocols for use will be established as part of the alternative mental health/crisis response program; however, the list includes information on the hours, services, and type of response (which may be helpful to the general public regarding the overall usefulness of the program relative to their needs).
18	Include Police Auditor in the Budget Options	Complete	Staff has included a Public Safety Auditor within the budget.
19	Explore Ways to Support “Know Your Rights Training” in the Community	In progress; staff will promote workshops and trainings as they become available	Staff will consider and create opportunities to promote this program.
20	Evaluate Options to Create a Code of Conduct for Sworn Personnel	In progress	The City’s existing personnel rules and regulations provide expectations for sworn personnel. Staff continues to evaluate options to bolster the commitment, i.e., having sworn officers sign acknowledgement form.
21	Request for a Report on Universal Basic Income (UBI)	Complete	On May 17, 2022, City Council directed staff to develop a Guaranteed Income Pilot Program focusing on low income residents. Staff issued three requests for proposals for the financial, research and implementation partners. 12 responses were received. Panel interviews were conducted with the top ranking proposers. Staff will be returning to City Council on November 15, 2022 for approval to implement the program.
22	Present a Staff Report for City Council to Consider Automatic	Complete	Staff report completed with a recommendation to the City Council

	License Plate Readers (and Speed Cameras)		regarding ALPRs. City Council approved the purchase and use of fixed ALPRs. Speed cameras are not legal at this time in California, but could be further evaluated if that technology becomes a viable option.
23	Review and Present Options to City Council Re. Options for Community's Oversight of the PD	Complete	Staff report with recommendations submitted.
24	Support the Business Community's Effort to Address Equity and Race	Recommend to review in beginning of 2023.	The Community-led Steering Committee's recommendation included a supporting the local business community with equity and inclusion work. The recommendation suggests that the City should convene and provide training for businesses in Alameda. This effort will require experienced facilitators and discussion with the City's business leaders. The business community may be able to move forward with an effort such as this sooner.