



Alameda Police Department 90-Day Update

PRESENTED BY: NISHANT JOSHI
CHIEF OF POLICE

Initial Assessment and Re-Org

- Sergeants and Lieutenants positions stabilized, more command oversight 7 days/week
- Re-organized Department structure
 - ▶ Executive Team
 - Bureau of Operations run by Captain
 - Bureau of Support run by Captain
 - Office of Chief of Police (OCOP)
- OCOP managed by Lieutenant as direct report to Police Chief
 - ▶ Policy Development
 - ▶ Personnel, Recruiting
 - ▶ Professional Standards/Internal Affairs, Training
 - ▶ Media

One on One Meetings

- Conducted one on one meetings with all staff to understand:
 - ▶ Culture
 - ▶ Strengths
 - ▶ Weaknesses
 - ▶ Goals
 - ▶ My values, intent, and expectations
 - ▶ Commitments
 - ▶ Attend all patrol lineups

Recruiting

- Significant staffing deficits
- Heavy recruiting at all levels
- Officers
- Dispatchers
- Crime Analyst
- Abandoned Vehicle Technician
- Admin Technician

- Projections:
 - 2 new dispatchers
 - 3 officers to begin Field Training (FT) end of September
 - 3 officers to finish FT in the beginning of October
 - 4 officers to begin Oakland Police Department (OPD) Police Academy mid to late October
 - 2 recruits graduate Police Academy in early December
 - 2 recruits graduate Police Academy in February
 - 12 currently in backgrounds
 - 1 Lateral Police Officer
 - 4 Academy graduates
 - 7 Recruits

Succession Planning and Training

- ▶ Assigned Department Succession Planner
- ▶ Hired 7 new Field Training Officers (FTOs) (bringing current total 13), focused on adult based learning (training for success versus evaluating for failure)
- ▶ Hired new FTO Coordinator
- ▶ 3 employees to attend Academy Instructor Certification Course to build internal training capacity in Peace Officer Standards and Training (POST) requirements (Subject Matter Experts (SMEs))
- ▶ Leadership training (Supervisor Leadership Institute, Leadership Academy)
- ▶ Merit based opportunities
- ▶ More organizational movement

120 Day Plan to inform Strategic Plan

Operations Bureau

Implement:

- ✓ **“Equity F.I.R.S.T.”**
- ✓ Regional relations and POST
- ✓ Intelligence-led efforts
- ✓ Critical incident preparedness

OCOP

Review for Implementation:

- Best Practices (PRRESC*)
- Training and policy
- Use of Force (UOF) (AB392, SB230)
- Admin/Criminal Investigations
- Equipment/ Specific Training
- Early Warning
- Recruitment practices

*Police Reform and Racial Equity Steering Committee

Services Bureau

Implement:

- ✓ Internal/External collaboration
- ✓ Personnel development/wellness
- ✓ Technology
- ✓ Stop Data/Racial Identity Profiling Act (RIPA)

Risk Management/Accountability

- ▶ UOF reviews
- ▶ Vehicle operations reviews
- ▶ Body Worn Camera (BWC) reviews
- ▶ Supervisor accountability
- ▶ Command training on risk management investigations (critical reviews)
- ▶ Current policies

Operations

- ▶ Officer Safety and Service Delivery concerns due to staffing
- ▶ Re-aligned beat boundaries based on calls for service
- ▶ Instituted mandatory shift minimums to ensure all beats are properly staffed while accounting for vacancies (sick, vacation, etc.)
- ▶ Dedicated staff 7 days a week from 11:45 AM to 2:45 AM for directed patrols (foot patrols/community outreach, traffic trends, crime trends, investigations)
- ▶ Moved all Police Assistants to peak shifts for service delivery
- ▶ Assessment of deployment strategy for adjustments
- ▶ Priming Department for Compstat crime accountability model

ALAMEDA POLICE DEPARTMENT
MONTHLY SUMMARY: JULY 2021

PART 1	THIS MONTH			YEAR TO DATE			LAST YEAR TO DATE			% DIFF
	RPTS	CLR	% CLR	RPTS	CLR	% CLR	RPTS	CLR	% CLR	
MURDER/MANS	0	0	0.0%	0	0	0.0%	2	2	100.0%	-100.0%
RAPE	5	1	20.0%	14	7	50.0%	6	2	33.3%	133.3%
ROBBERY	9	2	22.2%	52	16	30.8%	57	12	21.1%	-8.8%
ASSAULT	10	9	90.0%	82	55	67.1%	26	15	57.7%	215.4%
BURGLARY	19	3	15.8%	124	14	11.3%	117	8	6.8%	6.0%
THEFT +\$400	85	4	4.7%	531	15	2.8%	423	12	2.8%	25.5%
THEFT 200-400	24	0	0.0%	127	8	6.3%	152	12	7.9%	-16.4%
THEFT -\$200	46	4	8.7%	317	18	5.7%	486	54	11.1%	-34.8%
AUTO THEFT	76	3	3.9%	353	10	2.8%	274	6	2.2%	28.8%
ARSON	2	5	250.0%	16	9	56.3%	15	6	40.0%	6.7%
TOTAL PART 1	276	31	11.2%	1616	152	9.4%	1558	129	8.3%	3.7%

PART 2										
SIMPLE ASSLT	30	34	113.3%	155	103	66.5%	198	137	69.2%	-21.7%
FORGERY/CNTFEIT	13	1	7.7%	25	5	20.0%	36	6	16.7%	-30.6%
EMB/FRAUD	12	1	8.3%	136	10	7.4%	130	2	1.5%	4.6%
VANDALISM	22	5	22.7%	193	13	6.7%	231	18	7.8%	-16.5%
WEAPONS OFF	4	3	75.0%	21	15	71.4%	21	18	85.7%	0.0%
SEX OFFENSE	0	1	0.0%	7	2	28.6%	18	5	27.8%	-61.1%
FAMILY/CHILD	1	2	200.0%	4	2	50.0%	12	8	66.7%	-66.7%
NARCOTICS	7	7	100.0%	38	36	94.7%	71	70	98.6%	-46.5%
DUI	10	10	100.0%	47	43	91.5%	52	44	84.6%	-9.6%
LIQUOR LAWS	0	0	0.0%	0	0	0.0%	0	0	0.0%	0.0%
DRUNK	5	5	100.0%	25	25	100.0%	53	52	98.1%	-52.8%
DISTURB PEACE	0	0	0.0%	5	0	0.0%	12	3	25.0%	-58.3%
VICE/GAMBLE	0	0	0.0%	0	0	0.0%	0	0	0.0%	0.0%
JUV (601 W&I)	0	0	0.0%	3	2	66.7%	15	4	26.7%	-80.0%
ALL OTHER	47	27	57.4%	333	96	28.8%	321	133	41.4%	-3.7%
TOTAL PART 2	151	96	63.6%	992	352	35.5%	1170	500	42.7%	-15.2%

GRAND TOTAL	427	127	29.7%	2608	504	19.3%	2728	629	23.1%	-4.4%
--------------------	------------	------------	--------------	-------------	------------	--------------	-------------	------------	--------------	--------------

ARRESTS	THIS MONTH		YEAR TO DATE		LAST YR TO DATE		% DIFF
ADULT		94		501		596	-15.9%
JUVENILE		1		8		31	-74.2%
TOTAL		95		509		627	-18.8%

FELONY		36		193		150	28.7%
MIS/INFRAC/OTH		59		316		473	-33.2%
601 W&I		0		0		4	-100.0%
TOTAL		95		509		627	-18.8%



End

Questions, comments, concerns,
recommendations?