

LAW ENFORCEMENT ACCREDITATION

Hayward (CA) Police Department

Agency

Hayward (CA) Police Department
Hayward Police Department
300 West Winton Ave.
Hayward, CA 94544

Chief Executive Officer

Chief of Police
Toney Chaplin

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive ResearchForum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Hayward (CA) Police Department is currently commanded by Toney Chaplin. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Service Review:

CALEA Compliance Services Member(s) Rob Sofie remotely reviewed 75 standards for the agency on 5/2/2018 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Tim Hazlette remotely reviewed 83 standards for the agency on 4/16/2019 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 33.4.2 – Recruit Training Program – ISSUE: - AGENCY ACTION NEEDED:

CALEA Compliance Services Member(s) Karen Ashley remotely reviewed 172 standards for the agency on 4/4/2020 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) James E. Carmody remotely reviewed 174 standards for the agency on 10/23/2020 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

Site-Based Assessment Review:

From 11/30/2020 to 12/2/2020, Karen Ashley and Lynn Odenthal visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- District Command and Community Engagement - The Hayward Police Department recognizes the importance of community engagement and involvement, and has embraced this concept through their District Command program. Members of the District Command Team embrace 21st Century Policing, and understand the critical importance of building trust, open and transparent communication, and community outreach and engagement. They are all long-term problem solvers who lead and communicate well with internal and external stakeholders. This is an excellent example of community policing at its finest.
- Recruitment and Training - The Hayward Police Department is truly vested in its greatest resource – its personnel. Agency leadership has demonstrated that they want everyone to be successful. The agency values informal and formal mentoring and embraces a lifelong learner model. The Assessment Team noted that, whether it is preparing for a skills test in the police academy, to learning how to handle the news media at an active scene, Hayward employees are encouraged and assisted by their supervisors and their peers to be prepared, be successful, and successfully represent and protect the community of Hayward.
- Social Media Engagement - The Hayward Police Department has been very visionary with its decision to embrace social media and be a leader with this communication platform. Community support has increased as demonstrated by the number of followers the agency has now. The Department continues to look at new and better ways to connect with their stakeholders, and is currently working to develop virtual reality experiences, where a person can experience real time as a patrol officer, a dispatcher, on a SWOT response, or during training. This will provide citizens a closer look at what happens behind the scenes with the Hayward Police Department

and how their employees are working to protect and represent the community. The agency has taken social media seriously and is now leading the industry, displaying how social media can work for an agency that properly invests in the program.

- Youth and Family Services Bureau/School Resource Officer Program - The Hayward Police Department has been a leader with prevention and intervention programs involving at-risk youth and families. The Youth and Family Services Bureau (YFSB) has been embedded within the organization for over forty (40) years. Dr. Emily Young and her team provide exceptional services to the community. In addition, the presence of School Resources Officers on school campuses throughout Hayward that are funded primarily by the Hayward Police Department provides an additional service to the community and a presence that allows solid relationships to be built early on with the community. Hayward SROs do not have an enforcement focus, rather their primary goal is to serve as mentors and positive role models for the students. SROs, members of the YFSB, and the Hayward Unified School District have formed an effective partnership and demonstrate their commitment to the community with this early investment in youth and families.

This model program should be replicated nationwide. The Assessment Team was genuinely impressed with the City of Hayward's commitment to youth and families. It is recommended that their unique approach be marketed outside of their geographically area, as this would greatly benefit other communities.

During the Site-Based Assessment Review, the assessment team conducted 36 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

CHIEF EXECUTIVE OFFICER PROFILE

Toney Chaplin

Chief Toney Chaplin was sworn in on October 3, 2019 as Hayward's 15th Chief of Police.

A veteran of the San Francisco Police Department (SFPD), Toney held every rank in SFPD from Patrol Officer through Interim Chief of Police. Chief Chaplin holds a Bachelor of Science degree in Organizational Leadership from Colorado State University, and served as a SFPD Academy instructor and as a guest instructor at City College of San Francisco. He is a recipient of the Silver Medal of Valor, SFPD's second highest award. Chief Chaplin is a U.S. Army veteran and has resided in the City of Hayward with his family since 2006.

COMMUNITY PROFILE

The City of Hayward, incorporated in 1876, is in Alameda County, CA, within the East Bay sub-region of the San Francisco Bay Area. The City is situated twenty-five miles southeast of San Francisco, fourteen miles south of Oakland, and twenty-six miles north of San Jose. Hayward began as a small resort community surrounded by agriculture and has evolved into a vibrant city of many cultures, histories, and neighborhoods. Hayward encompasses approximately sixty-four square miles and is called the “Heart of the Bay” because of its central location in Alameda County and its welcoming culture.

Hayward’s population of approximately 160,000 people makes it the sixth largest city in the San Francisco Bay Area. The population is diverse, including 11.9 percent African American, 40.7 percent Latino, 34.2 percent White, and 13.2 percent Other or Multiracial residents. Many Hayward residents are foreign-born and speak a language other than English.

The Hayward median household income is approximately \$80,000. Education levels among Hayward residents indicate 82 percent high school graduates, and 27 percent with a bachelor’s degree or higher. The largest employers in the City include the Alameda County Sheriff’s Department, Berkeley Farms (food and beverage), California State University, East Bay Campus, Chabot College, City of Hayward, Hayward Unified School District, Impax Labs, and St. Rose Hospital. Critical infrastructure within Hayward includes Hayward Executive Airport and two Bay Area Rapid Transit (BART) commuter rail stations.

The City of Hayward is governed by an elected Mayor and six City Council members. The Hayward Police Chief is appointed by the City Manager who is selected by the Mayor and City Council.

AGENCY HISTORY

The Hayward Police Department (HPD) has been honored to serve the Hayward community as a CALEA accredited agency continuously since 2011. The agency has an outstanding and close relationship to the community that is strengthened by two substations, North District Command and South District Command. A unique feature of HPD is the Youth and Family Services Bureau (YFSB) that has provided no-cost professional mental health services to Hayward students and adult residents for more than forty years. The YFSB includes eleven professional mental health clinicians and nine School Resource Officers (SROs) who are supervised by Dr. Emily Young, Psy.D.

In March 2020, and despite challenges imposed by the COVID-19 pandemic, Chief Chaplin in conjunction with the City Council convened the first meeting of the Citizens' Advisory Committee (CAP) to the Chief of Police. The CAP process was conceived in 2019 by former Chief Mark Koller and the City Manager as a proactive response to growing national and regional discussions regarding policing. The CAP consists of twelve Hayward residents chosen by the Mayor, City Manager, and the Chief of Police from a pool of candidates recommended by the City Council and reflective of the City's diverse population; it is a cross section of Hayward businesses, adults, youth, and nonprofit organizations who will provide grassroots advice and information to the Chief in key decision-making processes. HPD looks forward to maintaining its longstanding dedicated service to the Hayward community.

AGENCY STRUCTURE AND FUNCTION

The Hayward Police Department is divided into five divisions including the Office of the Chief, Investigations, Patrol, Special Operations, and the Support Services Division.

The Office of the Chief is headed by the Police Chief, and includes CALEA Accreditation, Policy, Planning, and Research, and Internal Affairs. The Investigations Division is commanded by a Captain, and includes the Criminal Investigations Bureau, the Special Investigations Bureau, and the Youth and Family Services Bureau. The Patrol Division is commanded by a Captain and is responsible for all patrol operations within the agency. The Special Operations Division, also headed by a Captain, is responsible for the Reserve Officer Bureau, the Office of Personnel and Training, Northern District Operations and Southern District Operations, and Special Operations Teams comprised of the agency's traffic unit, canine unit, emergency preparedness unit, and Special Response Unit (SWAT). The agency's Support Services Division is commanded by a civilian manager who oversees Police Records, Jail Operations, Information Technology, Animal Services, Budget and Finance, Property and Evidence, Crime Scene Investigations, and the agency's Emergency Communications Center.

AGENCY SUCCESSES

The Hayward Police Department (HPD) had three noteworthy successes in 2020.

The first success was the initial convening of the Citizens' Advisory Panel (CAP) to the Chief of Police in March 2020. The CAP hit the ground running, meets regularly, and provides significant input and recommendations to the Chief and the the City Manager regarding law enforcement and public safety in general. The second success was the maintenance of essential law enforcement services in the City throughout the disruption of the COVID-19 pandemic, despite the closure of City Hall and all nonessential services from March 11, 2020 to date. The third success was HPD's successful completion of last year's CALEA remote file review process.

FUTURE ISSUES FOR AGENCY

As of October 2020, there are three issues that may impact HPD's service delivery in the next three to five years.

The first issue is the impact of the COVID-19 pandemic on the physical and economic health of the agency and the City itself. To date, the agency sustained only one tragic loss and the City is maintaining reasonable services and staffing with a series of furloughs. The second issue is a small but vocal organization that seeks a significant reduction in funding for HPD.

The reduction "demand" was presented to City Council and currently is under consideration by the Council and the CAP in this election season. The third issue is the recruitment of staff, particularly sworn personnel. Recruitment for law enforcement is a national challenge, and HPD is no exception. Currently, HPD has approximately twenty sworn vacancies and competes for personnel with several San Francisco Bay Area agencies. Recruitment of professional staff also is challenging. The fourth issue is capital improvements. HPD needs a new police station because the current facility is too small for ideal service delivery and cannot maintain ideal support for data services. The City and HHPD continue searching for potential sites for relocation and/or development; the economic challenge is significant with estimates for a new police building in excess of \$100 million. The fifth issue is equipment. The Department would benefit from the addition of drones for improved law law enforcement services, safety, and maximizing the use of staff time. The Chief and Command Staff are working with City Hall to address this import need in this difficult funding environment.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Rob Sofie

On 5/2/2018, the Year 1 Remote Web-based Assessment of Hayward (CA) Police Department was conducted. The review was conducted remotely and included 75 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1)	Compliance Verified
1.1.2 Code of Ethics* (LE1)	Compliance Verified
1.2.6 Alternatives to Arrest	Compliance Verified
1.2.7 Use of Discretion	Compliance Verified
1.2.9 Bias Based Profiling* (LE1)	Compliance Verified
1.3.1 Use of Reasonable Force (LE1) - (MOVED to 4.1.1 in 6th Edition)	Compliance Verified
1.3.6 Reporting Uses of Force* (LE1)	Compliance Verified
1.3.7 Reviewing Reports of 1.3.6* (LE1)	Compliance Verified
1.3.10 Demonstrating Proficiency with Weapons (LE1)	Compliance Verified
1.3.11 Annual/Biennial Proficiency Training* (LE1)	Compliance Verified
1.3.13 Analyze Reports from 1.3.6* (LE1)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries	Compliance Verified
11 Organization and Administration	
11.1.2 Organizational Chart	Compliance Verified
11.2.1 Employee Accountability	Compliance Verified
11.2.2 Direct Command Component	Compliance Verified
11.3.2 Supervisory Accountability	Compliance Verified
11.4.3 Accreditation Maintenance	Compliance Verified
11.4.5 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified

Standards	Findings
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.2.1 Annual Review*	Compliance Verified
16.3.3 Entry Level Training (LE1)	Compliance Verified
16.3.5 In-Service Training (LE1)	Compliance Verified
16.3.6 Use of Force Training & Firearms Proficiency (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.2.2 Functional Recommendations to Budget*	Compliance Verified
17.4.1 Accounting System*	Compliance Verified
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
17.5.4 Electronic Data Storage	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability (LE1)	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.2.4 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.3.1 Physical Examinations	Compliance Verified
25 Grievance Procedures	
25.1.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures	
26.1.3 Sexual Harassment (LE1)	Compliance Verified
31 Recruitment	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
33 Training and Career Development	
33.1.2 Attendance Requirements	Compliance Verified
33.1.5 Remedial Training (LE1)	Compliance Verified
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.5.1 Annual Retraining Program* (LE1)	Compliance Verified
33.5.4 Accreditation Manager Training	Compliance Verified
34 Promotion	
34.1.1 Agency Role	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.3 Quarterly Evaluation of Probationary Employees*	Compliance Verified

Standards	Findings
35.1.9 Personnel Early Warning System* (LE1)	Compliance Verified
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.7 Mental Illness* (LE1)	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
41.3.6 Protective Vests/Pre-Planned High Risk Situations (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.6 Criminal Intelligence* (LE1)	Compliance Verified
42.2.4 Patrol Shift Briefing Attendance	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.3 Confidential Funds	Compliance Verified
44 Juvenile Operations	
44.1.3 Annual Program Review*	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.1 Activities*	Compliance Verified
45.2.2 Quarterly Progress Report*	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.8 Equipment Inspection*	Compliance Verified
46.1.9 Annual Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
52 Internal Affairs	
52.1.3 CEO Direct Accessibility (LE1)	Compliance Verified
52.1.5 Annual Summaries; Public Availability*	Compliance Verified
52.2.7 Relieved from Duty	Compliance Verified
61 Traffic	
61.1.10 Alcohol Enforcement Program	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified

Standards	Findings
70.1.7 Procedures Escape* (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	Compliance Verified
71.4.3 Inspections* (LE1)	Compliance Verified
74 Legal Process	
74.3.2 Arrest Warrants Require Sworn Service	Compliance Verified
81 Communications	
81.2.2 Continuous Two-Way Capability (LE1)	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified

Response from Agency Regarding Findings:

No feedback at this time. As in the past, I appreciate the professionalism and degree of objectivity this process brings to our agency. As the agency CEO, it is comforting to have an independent body evaluate and provide honest and practical input as we continue to strive toward excellence.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Tim Hazlette

On 4/16/2019, the Year 2 Remote Web-based Assessment of Hayward (CA) Police Department was conducted. The review was conducted remotely and included 83 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.1 Legal Authority Defined (LE1)	Compliance Verified
1.2.2 Legal Authority to Carry/Use Weapons	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1)	Compliance Verified
1.3.2 Use of Deadly Force (LE1)- (MOVED to 4.1.2 in 6th Edition)	Compliance Verified
1.3.3 Warning Shots (LE1)- (MOVED to 4.1.3 in 6th Edition)	Compliance Verified
1.3.5 Rendering Aid After Use of Weapons (LE1) -(MOVED to 4.1.5 in 6th Edition)	Compliance Verified
1.3.11 Annual/Biennial Proficiency Training* (LE1)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1)	Compliance Verified
3.1.2 Employee Rights	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1)	Compliance Verified
11.4.4 Computer Software Policy	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
15.1.2 Organizational Placement/Planning and Research	Compliance Verified
15.1.3 Multiyear Plan	Compliance Verified
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.1.1 Position Management System	Compliance Verified
16.3.1 Program Description (LE1)	Compliance Verified
16.3.2 Selection Criteria (LE1)	Compliance Verified

Standards	Findings
16.4.3 Uniforms	Compliance Verified
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	Compliance Verified
17.4.3 Independent Audit	Compliance Verified
17.5.1 Inventory and Control	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Task Analysis	Compliance Verified
21.2.1 Classification Plan	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.1.1 Salary Program	Compliance Verified
22.2.5 Clothing and Equipment	Compliance Verified
22.2.7 Employee Identification (LE1)	Compliance Verified
24 Collective Bargaining	
24.1.1 Agency Role	Compliance Verified
25 Grievance Procedures	
25.1.1 Grievance Procedures (LE1)	Compliance Verified
26 Disciplinary Procedures	
26.1.1 Code of Conduct and Appearance (LE1)	Compliance Verified
26.1.4 Disciplinary System (LE1)	Compliance Verified
31 Recruitment	
31.1.1 Agency Participation	Compliance Verified
31.1.2 Assignment/Recruitment	Compliance Verified
32 Selection	
32.1.1 Selection Process Described (LE1)	Compliance Verified
32.1.7 Selection Material Security	Compliance Verified
32.2.9 Records Retention	Compliance Verified
33 Training and Career Development	
33.1.1 Training Committee	Agency Elected 20%
33.1.7 Training Class Records Maintenance (LE1)	Compliance Verified
33.4.1 Entry Level Training Required (LE1)	Compliance Verified
33.4.2 Recruit Training Program	Compliance Verified
Notes: ISSUE: - AGENCY ACTION NEEDED:	

Standards	Findings
34 Promotion	
34.1.2 Authority and Responsibility	Compliance Verified
35 Performance Evaluation	
35.1.1 Performance Evaluation System (LE1)	Compliance Verified
41 Patrol	
41.1.1 Shift/Beat Assignment	Compliance Verified
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.3.1 Patrol Vehicles Lights Sirens	Compliance Verified
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
42.1.2 Case-Screening System	Compliance Verified
42.2.3 Investigative Checklists	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.2 Policy Input Others	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.3 Prevention Input	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.2.6 VIP Security Plan	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
52 Internal Affairs	
52.1.1 Complaint Investigation (LE1)	Compliance Verified
52.1.2 Records Maintenance and Security (LE1)	Compliance Verified
52.2.2 CEO Notification	Compliance Verified
54 Public Information	
54.1.2 Policy Input	Compliance Verified
55 Victim/Witness Assistance	
55.2.6 Next-of-Kin Notification (LE1)	Compliance Verified
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.3 Violator Procedures (LE1)	Compliance Verified

Standards	Findings
61.1.8 Officer-Violator Relations	Compliance Verified
61.3.3 Escorts (LE1)	Compliance Verified
61.4.1 Assistance Highway Users (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.3 Procedures Transporting by Vehicle	Compliance Verified
70.4.1 Vehicle Safety Barriers	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.5.1 Security Concerns in Designated Processing or Testing Rooms/Areas (LE1)	Compliance Verified
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
<p>Notes: Standard is designated NOT APPLICABLE by the agency. It does operate a Juvenile Holding Facility that contains juvenile offenders for no more than 96 hours per POLICY 900; which reads; The only temporary detention conducted by the Hayward Police Department applies to the custody of juveniles. All adult detainees are immediately processed into the Hayward Police Department Detention Facility. This facility is classified by the State of California, Corrections Standards Authority as a "Type 1" facility. A type 1 facility is a local detention facility used for the detention of persons usually pending arraignment, but not more than ninety-six (96) hours.</p>	
73 Court Security	
73.1.1 Role Authority Policies (LE1)	Compliance Verified
74 Legal Process	
74.1.1 Information Recording (LE1)	Compliance Verified
81 Communications	
81.1.2 Operations Meet FCC Requirements	Compliance Verified
81.2.1 24 Hour Toll-Free Service (LE1)	Compliance Verified
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
81.2.12 Misdirected Emergency Calls (LE1)	Compliance Verified
81.3.1 Communications Center Security (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.3 Records Retention Schedule	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24 Hour Availability (LE1)	Compliance Verified
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
84 Property and Evidence Control	

Standards	Findings
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified

Response from Agency Regarding Findings:

The process went relatively smoothly. One issue of concern came up regarding Standard 72.1.1 but was quickly confirmed to be Not Applicable by our Regional Program Manager. As the agency CEO, I am extremely appreciative of the work and how thorough our compliance reviewer was during the process. Having a continuing independent review serves as an objective assessment of our department and its commitment to operate at the highest level of standards within our profession.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Karen Ashley

On 4/4/2020, the Year 3 Remote Web-based Assessment of Hayward (CA) Police Department was conducted. The review was conducted remotely and included 172 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.3 Agency's Role in Criminal Justice Diversion Program	Compliance Verified
1.1.4 Consular Notification	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1)	Compliance Verified
1.3.4 Use of Authorized Less Lethal Weapons (LE1)- (MOVED to 4.1.4 in 6th Edition)	Compliance Verified
1.3.8 Removal from Line of Duty Assignment Use of Force (LE1)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.3 Written Agreements for Mutual Aid	Agency Elected 20%
11 Organization and Administration	
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.4.1 Administrative Reporting Program	Compliance Verified
11.4.2 Accountability for Agency Forms	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.2.2 System for Evaluation/Goals and Objectives	Compliance Verified
15.3.1 Establish Procedures	Compliance Verified
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.1.2 Workload Assessments*	Compliance Verified
16.2.3 Temporary/Rotating Assignments	Compliance Verified
16.3.4 Uniforms and Equipment	Compliance Verified
16.3.9 Educational Requirements	Compliance Verified
16.4.2 Training (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.2.1 Budget Process and Responsibility Described	Compliance Verified
17.5.2 Issue/Reissue Procedures	Compliance Verified
17.5.3 Operational Readiness (LE1)	Compliance Verified
22 Compensation Benefits and Conditions of Work	

Standards	Findings
22.2.2 Benefits Program (LE1)	Compliance Verified
22.2.3 Personnel Support Services Program	Compliance Verified
22.2.4 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.2.6 Employee Assistance Program	Agency Elected 20%
24 Collective Bargaining	
24.1.2 Ratification Responsibilities	Compliance Verified
25 Grievance Procedures	
25.1.2 Coordination/Control of Records	Compliance Verified
26 Disciplinary Procedures	
26.1.2 Employee Awards	Compliance Verified
26.1.7 Dismissal Procedures	Compliance Verified
31 Recruitment	
31.2.2 Annual Analysis* (LE1)	Compliance Verified
31.2.3 Equal Employment Opportunity Plan	Compliance Verified
32 Selection	
32.1.2 Job Relatedness	Compliance Verified
32.2.1 Background Investigations (LE1)	Compliance Verified
32.2.2 Training	Compliance Verified
32.2.8 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.3 Outside Training Reimbursement	Compliance Verified
33.1.4 Lesson Plan Requirements (LE1)	Compliance Verified
33.5.2 Shift Briefing Training	Compliance Verified
33.5.3 Accreditation Training (LE1)	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Compliance Verified
34 Promotion	
34.1.4 Job Relatedness	Compliance Verified
34.1.7 Promotional Probation (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.5 Evaluation Period	Compliance Verified
35.1.6 Unsatisfactory Performance	Compliance Verified
35.1.7 Employee Counseling (LE1)	Compliance Verified

Standards	Findings
41 Patrol	
41.1.2 Shift Briefing	Compliance Verified
41.1.3 Special-Purpose Vehicles	Compliance Verified
41.1.4 Agency Animals (LE1)	Compliance Verified
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.3.9 License Plate Recognition Systems	Compliance Verified
42 Criminal Investigation	
42.1.5 Habitual/Serious Offenders	Compliance Verified
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.2 Follow-Up Investigations Steps	Compliance Verified
42.2.5 Investigative Task Forces	Compliance Verified
42.2.6 Polygraph Examinations	Compliance Verified
42.2.10 Interview Rooms (LE1)	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.4 Equipment Authorization and Control	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
44.2.4 School Liaison Program	Compliance Verified
44.2.5 Community Recreation Programs	Compliance Verified
45 Crime Prevention and Community Involvement	
45.2.1 Activities	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.2.1 Special Operations Activities	Compliance Verified
46.2.2 Tactical Team Selection	Compliance Verified
46.2.3 Tactical Team Equipment	Compliance Verified
46.2.8 Event Deconfliction	Compliance Verified
46.3.4 Hazmat Awareness (LE1)	Compliance Verified
52 Internal Affairs	
52.2.3 Investigation Time Limits (LE1)	Compliance Verified
52.2.4 Informing Complainant	Compliance Verified
52.2.8 Conclusion of Fact	Compliance Verified

Standards	Findings
54 Public Information	
54.1.3 News Media Access (LE1)	Compliance Verified
55 Victim/Witness Assistance	
55.2.1 Initial Assistance	Compliance Verified
55.2.2 Assistance Threats	Compliance Verified
61 Traffic	
61.1.1 Selective Enforcement Activities	Compliance Verified
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.1.5 Uniform Enforcement Policies (LE1)	Compliance Verified
61.1.6 Enforcement Practices	Compliance Verified
61.4.2 Hazardous Highway Conditions (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.4 Interruption of Transport	Compliance Verified
70.1.5 Prisoner Communication	Compliance Verified
70.1.8 Notify Court of Security Hazard (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.3.2 Immovable Objects	Compliance Verified
71.3.3 Security (LE1)	Compliance Verified
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.1.2 Access Nonessential Persons	Not Applicable by Function
72.1.3 Records Security	Not Applicable by Function
72.2.1 Minimum Conditions	Not Applicable by Function
72.3.1 Fire Heat Smoke Detection System Inspections*	Not Applicable by Function
72.3.2 Posted Evacuation Plan	Not Applicable by Function
72.3.3 Weekly Sanitation Inspection*	Not Applicable by Function
72.4.1 Securing Firearms (LE1)	Not Applicable by Function
72.4.2 Entering Occupied Cells	Not Applicable by Function
72.4.3 Key Control	Not Applicable by Function
72.4.4 Facility Door Security	Not Applicable by Function
72.4.5 Security Checks	Not Applicable by Function
72.4.6 Security Inspections*	Not Applicable by Function

Standards	Findings
72.4.7 Tool and Culinary Equipment	Not Applicable by Function
72.4.8 Alerting Control Point	Not Applicable by Function
72.4.9 Panic Alarms	Not Applicable by Function
72.4.10 Procedures Escape	Not Applicable by Function
72.4.11 Report Threats to Facility*	Not Applicable by Function
72.5.1 Detainee Searches	Not Applicable by Function
72.5.2 Intake Forms	Not Applicable by Function
72.5.3 Sight and Sound Separation (LE1)	Not Applicable by Function
72.5.4 Segregation	Not Applicable by Function
72.5.5 Procedure Outside Detainees	Not Applicable by Function
72.5.6 Procedure Exceeding Capacity	Not Applicable by Function
72.5.7 Identification Released Detainees	Not Applicable by Function
72.6.1 Procedure Medical Assistance	Not Applicable by Function
72.6.2 First Aid Kit*	Not Applicable by Function
72.6.3 Receiving-Screening Information	Not Applicable by Function
72.6.4 Posted Access to Medical Service	Not Applicable by Function
72.6.5 Dispensing Pharmaceuticals	Not Applicable by Function
72.7.1 Procedure Detainee Rights	Not Applicable by Function
72.8.1 24-Hour Supervision	Not Applicable by Function
72.8.2 Audio/Visual Surveillance	Not Applicable by Function
72.8.3 Supervision Opposite Sex	Not Applicable by Function
72.8.4 Receiving Mail/Packages	Not Applicable by Function
72.8.5 Visiting	Not Applicable by Function
73 Court Security	
73.1.1 Role Authority Policies (LE1)	Not Applicable by Function
73.2.1 Facilities Equipment Security Survey*	Not Applicable by Function
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.3.2 Use of Restraints	Not Applicable by Function
73.4.1 Identification Availability Operational Readiness	Not Applicable by Function
73.4.2 External Communications (LE1)	Not Applicable by Function
73.4.3 Duress Alarms	Not Applicable by Function
73.5.1 Training*	Not Applicable by Function

Standards	Findings
73.5.2 Detainee Searches	Not Applicable by Function
73.5.3 Detainee Property Security	Not Applicable by Function
73.5.4 Segregation	Not Applicable by Function
73.5.5 Procedure for Medical Assistance	Not Applicable by Function
73.5.6 First Aid Kit*	Not Applicable by Function
73.5.7 Access of Nonessential Persons	Not Applicable by Function
73.5.8 Minimum Conditions	Not Applicable by Function
73.5.9 Fire Alarm System*	Not Applicable by Function
73.5.10 Evacuation Plan	Not Applicable by Function
73.5.11 Sanitation Inspection*	Not Applicable by Function
73.5.12 Securing Firearms (LE1)	Not Applicable by Function
73.5.13 Entering Occupied Cells	Not Applicable by Function
73.5.14 Key Control	Not Applicable by Function
73.5.15 Facility Door Security	Not Applicable by Function
73.5.16 Security Checks	Not Applicable by Function
73.5.17 Security Inspections*	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
73.5.19 Panic Alarms	Not Applicable by Function
73.5.20 Escape Procedures	Not Applicable by Function
73.5.21 Report of Threats to Facility*	Not Applicable by Function
73.5.22 Posted Access to Medical Service	Not Applicable by Function
73.5.23 Audio/Visual Surveillance	Not Applicable by Function
73.5.24 Supervision of Opposite Sex	Not Applicable by Function
74 Legal Process	
74.1.3 Warrant/Wanted Person Procedures	Compliance Verified
81 Communications	
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.10 Alternative Methods of Communication	Not Applicable by Function
81.3.4 Mobile/Portable Radios	Compliance Verified
82 Central Records	
82.2.1 Field Reporting System (LE1)	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified

Standards	Findings
82.2.3 Case Numbering System (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.5 Procedures Seizure of Computer Equipment	Compliance Verified
83.2.7 DNA Evidence Collection	Compliance Verified
84 Property and Evidence Control	
84.1.5 Records Status of Property (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.2 Out of Agency Budget Coordination	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function
91.1.7 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.8 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.9 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.10 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.2.2 Personnel Assigned to Medical Centers	Not Applicable by Function
91.2.3 First Responses Responsibilities	Not Applicable by Function
91.3.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Response from Agency Regarding Findings:

Thank you we appreciate being a CALEA certified agency. We also appreciated the professionalism demonstrated by Karen Ashley she is truly a great representation of CALEA and all it stands for.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: James E. Carmody

On 10/23/2020, the Year 4 Remote Web-based Assessment of Hayward (CA) Police Department was conducted. The review was conducted remotely and included 174 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.3 Compliance with Constitutional Requirements (LE1)	Compliance Verified
1.2.4 Search and Seizure (LE1)	Compliance Verified
1.2.9 Bias Based Profiling* (LE1)	Compliance Verified
1.3.1 Use of Reasonable Force (LE1) - (MOVED to 4.1.1 in 6th Edition)	Compliance Verified
1.3.2 Use of Deadly Force (LE1)- (MOVED to 4.1.2 in 6th Edition)	Compliance Verified
1.3.6 Reporting Uses of Force* (LE1)	Compliance Verified
1.3.7 Reviewing Reports of 1.3.6* (LE1)	Compliance Verified
1.3.11 Annual/Biennial Proficiency Training* (LE1)	Compliance Verified
1.3.12 Issuing Written Directives (LE1)	Compliance Verified
1.3.13 Analyze Reports from 1.3.6* (LE1)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.4 Requesting Assistance: Federal LE/National Guard	Compliance Verified
11 Organization and Administration	
11.4.5 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified
12.1.4 Functional Communication/Cooperation	Compliance Verified
12.2.1 The Written Directive System (LE1)	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.1.3 Multiyear Plan	Compliance Verified
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.2.1 Annual Review*	Compliance Verified
16.2.2 Announce Openings	Compliance Verified
16.3.6 Use of Force Training & Firearms Proficiency (LE1)	Compliance Verified

Standards	Findings
16.3.7 Bonding/Liability Protection	Compliance Verified
16.3.8 Performance Evaluations	Compliance Verified
17 Fiscal Management and Agency Property	
17.3.1 Requisition and Purchasing Procedures	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.2.1 Leave Program	Compliance Verified
22.2.8 Military Deployment and Reintegration (LE1)	Compliance Verified
22.3.2 General Health and Physical Fitness (LE1)	Compliance Verified
22.3.3 Fitness and Wellness Program	Agency Elected 20%
22.3.4 Off-Duty Employment	Compliance Verified
22.3.5 Extra-Duty Employment (LE1)	Compliance Verified
25 Grievance Procedures	
25.1.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures	
26.1.5 Role and Authority of Supervisors	Compliance Verified
26.1.6 Appeal Procedures (LE1)	Compliance Verified
26.1.8 Records	Compliance Verified
31 Recruitment	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.2.2 Annual Analysis* (LE1)	Compliance Verified
31.3.1 Job Announcements	Compliance Verified
31.3.2 Posting Locations	Compliance Verified
31.3.3 Maintaining Applicant Contact	Compliance Verified
31.3.4 Application Rejection	Compliance Verified
32 Selection	
32.1.3 Uniform Administration	Compliance Verified
32.1.4 Candidate Information	Compliance Verified
32.1.5 Notification of Ineligibility	Compliance Verified
32.1.6 Records	Compliance Verified
32.2.3 Records Retention	Compliance Verified
32.2.4 Polygraph Examinations	Compliance Verified
32.2.5 Conducted by Trained Personnel	Compliance Verified

Standards	Findings
32.2.6 Use of Results	Compliance Verified
32.2.7 Medical Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.2.1 Academy Administration and Operation Notes: N/A by Function: The agency does not operate an academy.	Not Applicable by Function
33.2.2 Academy Facilities Notes: N/A by Function: The agency does not operate an academy.	Not Applicable by Function
33.2.3 Outside Academy Role	Compliance Verified
33.2.4 Outside Academy Agency Specific Training	Compliance Verified
33.3.1 Instructor Training	Not Applicable by Function
33.4.3 Field Training Program (LE1)	Compliance Verified
33.5.1 Annual Retraining Program* (LE1)	Compliance Verified
33.6.1 Specialized Training	Compliance Verified
33.7.1 Civilian Orientation	Compliance Verified
33.7.2 Civilian Pre-Service and In-Service Training	Compliance Verified
33.8.1 Career Development Personnel Training	Agency Elected 20%
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
33.8.3 Career Development Program	Compliance Verified
33.8.4 Educational Incentives	Compliance Verified
34 Promotion	
34.1.3 Promotional Process Described (LE1)	Compliance Verified
34.1.5 Promotional Announcement	Compliance Verified
34.1.6 Eligibility Lists	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.5 Evaluation Period	Compliance Verified
35.1.8 Rater Evaluation	Compliance Verified
35.1.9 Personnel Early Warning System* (LE1)	Compliance Verified
41 Patrol	
41.2.5 Missing Persons (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
41.3.3 Occupant Safety Restraints	Compliance Verified

Standards	Findings
41.3.4 Authorized Personal Equipment	Compliance Verified
41.3.7 Mobile Data Access	Compliance Verified
41.3.8 In-Car Audio/Video (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	Compliance Verified
42.1.4 Accountability Preliminary/Follow-Up Investigations	Compliance Verified
42.2.7 Informants (LE1)	Compliance Verified
42.2.8 Identity Crimes	Compliance Verified
42.2.9 Cold Cases	Compliance Verified
42.2.11 Line-ups	Compliance Verified
42.2.12 Show-ups	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.2 Records Storage and Security	Compliance Verified
43.1.5 Covert Operations (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.3 Annual Program Review*	Compliance Verified
44.2.1 Handling Offenders (LE1)	Compliance Verified
44.2.2 Procedures for Custody (LE1)	Compliance Verified
44.2.3 Custodial Interrogation (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.2 Organizing Prevention Groups	Compliance Verified
45.2.2 Quarterly Progress Report*	Compliance Verified
45.2.3 Procedures for Transmitting Information	Compliance Verified
45.2.4 Citizens Survey*	Compliance Verified
45.2.5 Survey Summary to CEO	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.4 Operations Function (LE1)	Compliance Verified
46.1.5 Planning Function (LE1)	Compliance Verified
46.1.6 Logistics Function (LE1)	Compliance Verified
46.1.7 Finance/Administration Function (LE1)	Compliance Verified
46.1.9 Annual Training* (LE1)	Compliance Verified
46.2.4 Hostage Negotiator Selection	Compliance Verified

Standards	Findings
46.2.5 Search and Rescue Notes: N/A by Function: The agency does not perform any search and rescue functions or activities as defined by the standard.	Not Applicable by Function
46.3.1 Liaison with other Organizations (LE1)	Compliance Verified
46.3.2 Terrorism Related Intelligence	Compliance Verified
46.3.3 Providing Awareness Information	Compliance Verified
52 Internal Affairs	
52.1.4 Complaint Registering Procedures	Compliance Verified
52.1.5 Annual Summaries; Public Availability*	Compliance Verified
52.2.1 Complaint Types (LE1)	Compliance Verified
52.2.5 Statement of Allegations/Rights	Compliance Verified
52.2.6 Submission to Tests Procedures	Compliance Verified
53 Inspectional Services	
53.1.1 Procedures	Compliance Verified
53.2.1 Procedures*	Agency Elected 20%
54 Public Information	
54.1.1 Activities	Compliance Verified
55 Victim/Witness Assistance	
55.1.1 Summary of Rights	Compliance Verified
55.1.2 Analysis Need/Services*	Compliance Verified
55.1.3 Policy/Procedure Development	Compliance Verified
55.2.3 Assistance Preliminary Investigation	Compliance Verified
55.2.4 Assistance Follow-Up Investigation	Compliance Verified
55.2.5 Assistance Suspect Arrest	Agency Elected 20%
61 Traffic	
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.1.9 Speed-Measuring Devices	Compliance Verified
61.1.13 Parking Enforcement	Compliance Verified
61.2.1 Reporting and Investigation	Compliance Verified
61.2.2 Collision Scene Responses	Compliance Verified
61.2.3 Collision Scene Duties	Compliance Verified
61.3.1 Traffic Engineering	Compliance Verified

Standards	Findings
61.3.2 Direction/Control Procedures (LE1)	Compliance Verified
61.3.4 Adult School Crossing Guards* Notes: N/A by Function: The agency does not participate in an adult school crossing guard program.	Not Applicable by Function
61.3.5 Student Safety Patrol Program Notes: N/A by Function: The agency does not participate in an student safety patrol program.	Not Applicable by Function
61.3.6 Local/Region Planning Committees Notes: N/A by Function: The agency does not participate with any local planning commissions.	Not Applicable by Function
61.4.3 Towing (LE1)	Compliance Verified
61.4.4 Traffic Safety Materials	Compliance Verified
70 Detainee Transportation	
70.1.6 Procedures Transport Destination (LE1)	Compliance Verified
70.2.1 Prisoner Restraint Requirement (LE1)	Compliance Verified
70.3.1 Sick Injured Disabled	Compliance Verified
70.3.2 Hospital Security and Control	Compliance Verified
70.3.3 Special Situations	Compliance Verified
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
70.5.1 Prisoner ID and Documentation	Compliance Verified
71 Processing and Temporary Detention	
71.3.1 Procedures (LE1)	Compliance Verified
71.4.1 Physical Conditions (LE1)	Compliance Verified
71.4.2 Fire Prevention/Suppression (LE1)	Compliance Verified
74 Legal Process	
74.1.2 Execution/Attempt Service Recording	Compliance Verified
74.2.1 Procedure Civil Service	Compliance Verified
74.3.1 Procedure Criminal Process	Compliance Verified
81 Communications	
81.1.1 Agreements Shared/Regional Facility Notes: N/A by Function: The agency does not share their communications with other agencies, nor do they participate in a regional communications center.	Not Applicable by Function
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.6 Victim/Witness Calls	Compliance Verified
81.2.7 Victim/Witness Requests for Information	Compliance Verified
81.2.8 Recording and Playback (LE1)	Compliance Verified

Standards	Findings
81.2.9 Local/State/Federal CJI Systems	Compliance Verified
81.2.13 Private Security Alarms	Compliance Verified
81.2.14 First Aid Over Phone (LE1) Notes: N/A by Function: The agency does not provide emergency first aid over the telephone.	Not Applicable by Function
81.3.3 Telephone System	Compliance Verified
82 Central Records	
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.1.4 UCR/NIBRS	Compliance Verified
82.1.5 Report Accounting System	Compliance Verified
82.1.7 Computerized Security Protocol	Compliance Verified
82.2.4 Report Distribution	Compliance Verified
82.2.5 Reports by Phone Mail or Internet	Compliance Verified
82.3.1 Master Name Index	Compliance Verified
82.3.2 Index File	Compliance Verified
82.3.3 Traffic Records System	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified
82.3.5 Operational Component Record	Compliance Verified
82.3.6 ID Number and Criminal History	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.2 Photography and Video Tapes	Compliance Verified
83.2.3 Fingerprinting	Compliance Verified
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified
83.3.1 Collecting from Known Source	Compliance Verified
83.3.2 Evidence Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.4 Security of Controlled Substances Weapons for Training (LE1)	Compliance Verified
84.1.7 Final Disposition	Agency Elected 20%
84.1.8 Property Acquired through the Civil Process	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

1/14/2021

Planning and Methodology:

The Assessment Team conducted a virtual meeting with Hayward Police Chief Toney Chaplin, Captain Bryan Matthews, and Accreditation Manager Scott Turner on Friday, November 5, 2020, to discuss the site-based assessment that would be conducted November 30 through December 2, 2020. During the meeting Chief Chaplin welcomed the Assessment Team and discussed what he and his staff had decided would be the focus areas of this review.

The four (4) focus areas chosen by the agency include District Command and Community Engagement, Youth and Family Services, Recruitment and Training, and Social Media Engagement. The agency, like other law enforcement agencies across the country, has been challenged by the COVID-19 pandemic and the concerns of citizens pertaining to social and criminal justice reform, but Chief Chaplin felt his agency had performed well under these additional pressures and continued to serve their community with compassion and pride.

The virtual assessment began on Monday, November 30, with a meeting with Chief Chaplin and his Command Staff via Microsoft Teams. The agency's Public Information Officer, Michael Wright, developed a virtual tour for the Assessment Team which high-lighted their current headquarters and all functional areas of the agency. This tour gave the Assessment Team an opportunity to meet several members of the organization and learn about their assigned functions and roles in the agency. It was evident to the Assessment Team that the agency embraces CALEA and utilizes the standards as the foundation for the services they provide to their community.

The Assessment Team spoke with Chief Chaplin about the future challenges the agency faces. The Chief was highly complimentary of the talented staff at the Hayward Police Department and their commitment to the community. In turn he was also very grateful for the community support of the agency, especially now with nation-wide civil unrest and the national "defund the police" movement. The Hayward Police Department has long-established community trust with the vast majority of their residents who have supported them throughout this time.

The Assessment Team learned through interviews that Chief Chaplin stood up the Community Advisory Panel when he was appointed as Police Chief in 2019. The Community Advisory Panel was created to provide the Chief of Police and Hayward Police Department with direct community input, provide community members with direct access to the Chief about perceived issues related to the department, the formation of strategies and concepts around community policing, to increase public awareness, and provide a neutral, third-party insight that supports a productive and inclusive exchange of ideas to be considered in the department's decision-making process. Citizens can contact the panel in the event they have questions or concerns and do not feel comfortable approaching the agency. The Advisory Panel assists the Chief with feedback on public perception issues, and serves as another connection between the agency and community members.

Chief Chaplin told the Assessment Team that the number one complaint they receive is about traffic and traffic-related concerns. He said the agency is understaffed, and it is most evident in the traffic unit. Currently the agency has four (4) traffic officers, and he said he believes twenty (20) motor officers are needed for the volume of traffic that traverses through the City of Hayward every day. Chief Chaplin said staffing has been an issue for the agency, and national recruiting challenges also impact the agency's ability to find and hire qualified applicants. The agency would benefit greatly if it had the ability to over-hire, however vacant positions have been frozen due to the pandemic.

Future issues for the agency also include the need for a new headquarters. The current facility is old and outdated, and expansion of this facility due to its age is not a cost-effective option. Employees are out of office space, and the

condition of the facility does have an impact on morale. The Chief would like the agency to also focus on improving technology, as their current reporting systems are slow and require a tremendous amount of staff time to gather state mandated data. He feels an investment in this area will greatly benefit the agency and be more cost effective in the long run.

District Command and Community Engagement

The Hayward Police Department serves a diverse population, and each neighborhood within the City of Hayward has its own unique challenges and concerns. The agency has embraced community policing and has found that their approach to this concept through their District Command program has strengthened relationships and built community trust. District Command has two district offices which were created to better serve the residential and business communities in Hayward. Each district office is designed to be staffed by one Lieutenant, two Police Officers, one Crime Prevention Specialist and One Community Service Officer. Both District offices are off site from the police department having their own store front to allow a high level of accessibility to the community. The District Command Lieutenant's primary role is to serve as the department's liaison with the community. The District Command members serve as a conduit between both the community and the police department as well as the Police Department and City Hall regarding chronic neighborhood issues or any situations that are affecting quality of life for Hayward residents.

Lieutenant Ryan Cantrell oversees the agency's District Command, which operates out of two (2) Resource Centers, one in the northern portion of the city and one in the southern portion of the city. Lieutenant Cantrell currently supervises two (2) Sergeants, four (4) Officers, and two (2) civilian Crime Prevention Specialists. This team handles all community engagement events for the police department, networks with other city departments as well as the private sector and non-profit organizations to address quality of life issues in the community of Hayward. While the COVID-19 pandemic has caused many events to be cancelled or held virtually, the agency has placed an emphasis on community engagement, transparency, and community education.

District Command oversees many popular programs that have allowed the agency to build exceptional community trust. COVID has recently cancelled some of the scheduled events, but the agency has worked hard to establish ties with their community through a variety of community programs. Some of the programs highlighted for the Assessment Team include a monthly Coffee with a Cop, three (3) educational academies that include a 9-week long English and Spanish Community Academy, and a week-long summer Youth Academy, their robust Block Watch, Senior Volunteer Program, Explorer Program, a summer Downtown Street Party, and the annual Holiday Toy Drive. These popular programs, along with the District Command Teams' approach to problem solving in the community, have been successful at addressing complaints from citizens on a variety of issues, one of which includes the increase in the homeless population. According to Lieutenant Cantrell, 85% of the Unit's current workload is due to the homeless population and the COVID pandemic.

The agency works in partnership with the City's Navigation Center to address the myriad of issues that accompany homelessness and assist with social services and housing. The Navigation Center just celebrated its one (1) year anniversary serving the unsheltered, is equipped with forty-five (45) beds and a host of resources and contacts to aid this vulnerable population with job skills and housing. The outreach by the agency has been successful in addressing community issues and concerns, as the officers assigned to District Command have developed exceptional relationships with these stakeholders. Officer Roberto Gonzalez is one of the officers assigned to this unit. He told the Assessment Team that he has established trust with this segment of the population and knows many of them by name. He partners with non-profits and other organizations to perform outreach and develop deeper relationships that build on that trust. Building trust is critical, and Officer Gonzalez is able to utilize his interpersonal and communication skills to do that. He also serves as the agency's Crisis Negotiator Lead and is a former School Resource Officer. He enjoys problem-solving, and looks for long-term solutions to issues and challenges his community members face.

Sergeant Tommie Clayton is one of two sergeants assigned to District Command. He told the Assessment Team that the COVID pandemic has had a negative impact on the homeless population and has hampered what they are able to do to address abatements. He and his teammates have worked with non-profits in the area as well as other community

partners to assist with short-term and long-term housing. Sergeant Clayton has also been working on re-establishing the Police Activities League (PAL) program in Hayward. This program has been inactive for many years, and has since lost its 501C3 non-profit status. Prior to COVID he had made great strides in planning for the rebirth of this program, and hopes to have it up and running again as soon as it is safe to do so. The first program on his to-do list is to start a soccer league for girls. He has partnered with local businesses and youth ministers in the area to assist him in getting their PAL program up and running again in the near future.

Sergeant Faye Maloney is the second sergeant assigned to District Command and oversees the North Resource Center. She also serves as the agency's homeless response coordinator. Homelessness is a huge issue for the City and creates a large volume of calls for service. The City of Hayward has experienced a large number of homeless encampments throughout the city. Currently, because of the COVID pandemic, the agency can only abate homeless camps that pose a fire hazard or are a health and safety issue. She said she enjoys the collaborative approach taken by the City of Hayward, Code Enforcement, Fire Department, Public Works and Streets Maintenance to provide resources and social services to tackle the issues associated with this segment of the population. Sergeant Maloney also coordinates the agency's 9-week Spanish speaking Community Academy and recently hosted the last class virtually. She and Sergeant Clayton work with faith-based community leadership to build relationships, answer questions about the department posed by their members, and keep open the lines of communication.

Sergeant Maloney is also the agency's Holiday Toy Drive coordinator. During the virtual site-based assessment the agency was busy gathering toys and raising funds for this event. Every member of the District Command Team we spoke to was excited about this program and the ability for it to make a difference in the lives of the less fortunate children and families in their community. COVID has not been able to put a damper on this program. In fact, the agency normally sponsors 120 families but this year they have increased that to 160 families thanks to generous donations from the community. Over 35 thousand dollars in new toys and 7 thousand dollars in cash donations have been received for this event, making it the largest toy drive they have ever had. While the event itself will not allow for a large community gathering, the agency has arranged for a drive-through for these families to safely receive their gifts and celebrate the holidays.

The Assessment Team spoke to Crime Prevention Specialist Gayle Bleth. She has worked for the agency for fifteen (15) years and said she loves her job and working on outreach programs for the community. She is responsible for coordinating the agency's ride-along patrol for non-police applicants, and oversees the agency's Community Academy. Unfortunately the monthly Coffee with a Cop program has been suspended since April. The agency normally has twelve (12) of these annually, with six (6) in the northern sector and six (6) in the southern sector. In April Ms. Bleth helped host a virtual Community Academy and graduated over fifty (50) attendees. Ms. Bleth is the current President of the California Crime Prevention Officers Association (CCPOA) and has served on the Board for the last three (3) years. Her involvement with this organization has enabled her to network well, which in turn benefits the agency and the community.

Standards Issues:

N/A

Suggestions

Recruitment and Training

The Hayward Police Department has a very successful program for the recruitment, selection, and training of police personnel. The success in these areas can be attributed to the adaptability of the agency. Further, agency leadership and

members are forward thinkers with a desire to recruit, select, train and retain applicants to better serve the community of Hayward. Lieutenant Cantrell of the Hayward Police Department represents the agency's well-branded recruitment program. It represents the agency's values as well as recognizes the personnel of Hayward Police Department as an investment in the agency's future. If there is a brand or word to encapsulate the Hayward Police Department, it is "family." Agency leadership and members, when asked about the Hayward Police Department, commented that the Department feels like home and like family. Lieutenant Cantrell explained that this agency branding is intentional. The Hayward Police Department focuses on community policing and represents the agency in photographs, videography, and messaging as being family focused. Not only does this embody the feeling of Hayward Police Department, but agency leadership has also identified that the new generation of potential Hayward employees value family connections more than generations before and that messaging is intentional.

There is no doubt in the agency's success with this type of messaging. The Assessment Team spoke with newly hired Police Officers Jujar Singh and Shaniqua "Moe" Bennett, and Community Service Officer (CSO) Bryan Alaping. Each of them said that the decision to come to Hayward was based upon the fact that Hayward made them feel at home and like family. Officer Singh grew up in Hayward, left the Oakland Police Department to join the agency and Officer Bennett is a military transplant who wanted to stay in Hayward.

Many employees are actually referred word of mouth by friends and acquaintances. Employees receive incentives for referring successful candidates. They have an option of 48 hours of compensatory time or a \$2000 bonus. Further, new sworn personnel get a \$10,000 signing bonus, which is irrespective of rank or previous experience. Perhaps most impressive is the acknowledgement of agency leadership that new employees are an investment in the future and are part of the Hayward family.

The last academy class had six new officers. Four of these officers, including Singh and Bennett made it through academy and Field Training successfully. Two completed academy but did not complete Field Training successfully. Other police agencies may have released these two employees from the organization, but not Hayward. These two officers were placed into vacant Community Services Officer positions. This position is essentially a corrections officer for the jail. This way the employees stay on with the organization, get more time and experience, with a hope they might one day be able to reapply as a sworn officer. This type of connection with the human side of employees makes Hayward exceptional.

The Hayward Police Department uses modern resources and technology to achieve recruiting goals. The agency uses a media consultant to help establish Hayward Police branding. The agency updated recruiting videos, photos, and websites to professionalize and rebrand the recruitment program. The videography focused on humor and showing the warmth at the Hayward Police Department, reiterating the family brand.

The agency also developed educational/informative videos to assist potential recruits. The agency identified that there were many applicants, but very few could complete the physical agility phases, like climbing a wall or doing a one-and-a-half-mile run. They agency developed videos on how to climb a wall, what the recruitment and selection process entails, how to use good nutrition, and a general overview of the background investigation process.

As part of the media program, Hayward Police subscribed to Google Analytics, making Hayward Police a top result in searched for police recruiting. Additionally, agency leadership can see how many people went to each page and how long they were on each page. This information educates the agency on what pages may need to be updated, changed, or enhanced. The agency is also in the beginning stages of launching a recruiting application for mobile platforms. This application allows the user to take a brief survey. If the app identifies that the person may be a good candidate for recruitment, the app sends information to a member of the recruiting team to call the person and/or answer any questions they might have.

The agency's recruitment team consists of 32 members, both professional and sworn. The team is broken down into five smaller teams, each led by sergeants. One team focuses on recruiting from athletic sources, one focuses on police

academies and people who have self-sponsored their own police academy attendance, one focuses on colleges and universities, and two focus on diversity recruitment. Much like the operation of the proposed app, potential candidates who reach out to the agency are connected to the Lieutenant over the recruiting program. The lieutenant then forwards that person to a member of the recruiting team who can answer all of the person's questions and help them navigate the process as appropriate. This gives the applicant a very personal touch to the agency.

After being recruited, applicants are vetted through a multistep selection process. The agency has designed this process to eliminate bias and promote community policing. Applicants have a precursory panel interview to get a feel for the applicant and see if they would benefit community policing in Hayward. The panel includes one sergeant, one employee from the city of Hayward that does not work for the police department, and a member of the Hayward Community. The applicant completes a survey, which both serves as part of the background check, but also as a tool to be used in the psychological evaluation. Dr. Jocelyn E. Roland, who is certified in Police and Public Safety Psychology, completes the psychological evaluation. A medical and polygraph exam are part of the process. The applicants complete a three-part computer skills test, which include a writing exercise. The writing exercise has two topics—"Why do you want to be an officer?" and "Why Hayward Police Department?" The writing sample looks for three main things. First, does the applicant have solid writing skills? Second, does the applicant have core values? Finally, does the applicant have or attempted to gain knowledge about the community of Hayward itself? The Lieutenant receives these samples blind (no identifying information). This way they can be reviewed without any potential for bias.

Ms. Jen Gomes, an Administrative Assistant, coordinates the selection process. Her role is much of what is typically served by Human Resources. She schedules interviews, fingerprints applicants, schedules background examinations, liaisons with the applicants, and works with the City's HR department to onboard successful applicants. Ms. Gomes notes that her favorite part of her job is getting to play a part in someone getting a job—someone who will become a coworker.

The selection process culminates in an overall review of applicant information and referral for hire. The process is very well organized and consistent. There are many moving parts, which the agency coordinates and manages successfully. The process is innovative, interactive, aims to eliminate bias, and focuses on serving the community of Hayward.

Once selected as an employee for the Hayward Police Department, employees begin training. Captain Matthews, Lieutenant Olsen, and Sergeant Ledzema oversee the agency's training program. Sergeant Ledzema coordinates all internal and POST-mandated training. She also coordinates promotional training. She maintains records of all trainings in an electronic system. Agency retirees, on a per diem basis, coordinate external trainings. The retirees handle the entire training and travel coordination process, including tuition reimbursement.

Training encompasses three major phases—academy, Field Training, and In-Service (ongoing) training. The California Commission on Police Officer Standards and Training (POST) outlines most of the training requirements for sworn officers. POST requirements run biennially. However, Hayward Police opts to exceed many of the training standards, by training annually or more. For example, weapons qualifications are conducted multiple times a year. This accomplishes two things--It provides further exercise of a perishable skill and it provides the agency with leeway in scheduling. For example, if an employee is off on extended leave, their missing one agency qualification will not interrupt their California State Qualification, since the agency trains multiple times a year and POST requires once every two years.

After academy, trainees enter the Field Training phase. Field Training includes four main phases, each four weeks long. After release from Field Training, employees have access to ongoing training, including in-service, specialized, promotional, supervisory, and discretionary training. The officer schedule provides for three twelve and a half hour days a week. This schedule allows the officers more time off consecutively, but also allows the agency to schedule a paid ten hour Continued Professional Training (CPT) training day a month. The officers' schedule allows for twelve of these paid days but the agency only schedules nine to avoid major holiday and vacation months. These days focus both on POST-mandated trainings as well as other mandated training.

Specialized training is provided when an officer is placed in a specialized unit, like the School Resource Unit or Investigations. Promotional training is also provided. New supervisors are required to attend two weeks of promotional training. New managers must attend three weeks of promotional training. There is also a popular training called “Inner Perspectives,” which is a five-month training program in which trainees learn how to think like a supervisor. Sergeant Ledzema coordinates all of these trainings. There is also an annual Supervisor Retreat in which outside trainers are brought in to conduct workshops on leadership, supervision, and ethics. Hayward Police employees are also entitled to 40-hours of discretionary training. This training is not required and does not have to be directly related to their current position. It is an opportunity for employees to broaden their perspectives, evaluate different areas of policing that they might be interested in pursuing, and prepares them for promotional advancement.

Perhaps the most integral part of the training program at the Hayward Police Department is the presence of mentors, both formally and informally. From officers to leadership, each discussion about their success was related to peer support and mentors. This holistic approach to training is highly valued in the agency.

Standards Issues:

N/A

Suggestions

Social Media Engagement

The Hayward Police Department has a robust social media program. Agency leadership and staff have launched the agency into the social media world, with a focus on branding, messaging, and humanizing the Department. The program takes advantage of a breadth of social media outlets, including Facebook, Nextdoor, Twitter, Nixl, and You Tube.

Hayward Police Lieutenant Puente led the charge to revamp the agency’s social media presence. Under his leadership, the agency’s social media presence was revised and increased. The agency’s Facebook account swelled from approximately 500 followers to the current 19,000 followers. This was achieved by engaging the followers with stories rather than just posting announcements and responding to comments. This interaction builds a relationship with followers. When something negative and/or erroneous is posted, the agency does not need to step in and defend itself, because the engaged followers defend the Department on the platform.

Lieutenant Puente also established Hayward Police as a pilot agency for the Nextdoor neighborhood social media platform. The agency leans heavily on Nextdoor, noting that it is the platform who reaches the agency’s true audience—the community of Hayward. Hayward Police Department’s Facebook followers are approximately 30% Hayward residents, whereas Nextdoor is 100% persons residing in Hayward. It allows the agency leadership to make sure that Hayward residents are staying informed.

As part of the program’s infancy, the Lieutenant fulfilled the agency’s public information function. As the social media program has evolved, the agency established the full-time position of “Community Engagement Specialist,” which focused on public information, community engagement and social media. This position is essentially a liaison between the community, the media, and the Department. In 2019, this position was assigned to now Sergeant Claudia Mau. Upon her promotion in 2020, Michael Wright became the new Community Engagement Specialist. In addition to the Community Engagement Specialist, all Lieutenants and Sergeants attend “Third Degree” media training so they may assist and back-up the Community Engagement Specialist as needed.

In addition to the Community Engagement Specialist, the agency established a social media committee. In the beginning, this committee was comprised of Captains and some Lieutenants. As it has evolved, the committee now has 10 members, representing multiple agency functions, represented by the Community Engagement Specialist, School Resource Officers, the Community Policing Unit, a crime scene specialist, patrol, and others. The committee meets in person every 2-3 months at a minimum but conducts much of the work via email. Items regarding safety and which are

of urgent importance may be posted directly by the PIO, whereas other stories are vetted by the committee. When an idea for a story is posed, the idea is sent to the committee for review and vetting. Messaging is adapted as needed. Information that may be sensitive or have political implications may be elevated to the Chief's level for review, input, and amendment.

One of the decisions that the agency members credit to be a major turning point for the social media and media programs was contracting with a media consulting agency, Cole Pro Media. Media consultants Ken Pritchett and Laura Cole worked with the agency to build its brand, shape its messaging, and build a program for the end customers—the citizens. The approach focuses on storytelling, providing the narrative, and getting the agency message out quickly and accurately.

When the agency first started expanding social media, they decided to start posting the press releases to the social media platforms. This was a major step forward for the agency. A faxed press release allows the media to pick and choose information from the release and shape the narrative of the story. By posting the press releases, the agency could be assured that all the relevant information was public. The collaboration with Cole Pro Media took this idea further. With a press release, all media outlets have access to the same information, which does not make the story exciting or exclusive, so a lot of the “feel-good” are stories ignored. Hayward employees now write the stories and post them to social media. This does three things. First, it allows the agency to get their stories out into public view. Second, it established the narrative of the story, which leaves little opportunity for the media to put a different spin on it. Finally, it provides stories that media outlets can recognize as unique, providing more incentive for media outlets to pick-up these stories as exclusives.

Another main area of success for this program has been media packets, which are assembled after major incidents. The packet often includes the video from the event, a PowerPoint of key information, and a narrative by the Chief of Police. This system, which the agency has practiced, allows the agency to get information out to the public more quickly than previously. The agency had an officer-involved shooting in which the suspect wielded a weapon at police. However, the cell-phone video that was posted on social media was taken from behind, where the viewer could not see the weapon. Protestors gathered outside the Department. The agency quickly put the media packet together and posted it to social media. It could clearly be seen from the officer's vantage point that the suspect was wielding a weapon. The protestors soon dispersed after seeing the information. Videos like this are posted to the agency's You Tube channel, with links embedded into social media posts.

Mr. Ken Pritchett, Media Consultant, credits Hayward Police with the success of the media program. The agency has remained consistent in its efforts. The social media platforms are now full of interesting stories, complete with videos and photos. Agency leadership sees even more to come.

Standards Issues:

N/A

Suggestions

Youth and Family Services Bureau/School Resource Officer Program

Psychologist Dr. Emily Young has overseen the agency's Youth and Family Services Bureau (YFSB) since 2013. The agency's YFSB provides counseling services free of charge for children aged 8-18 and their families. In 2018 funding was received from the Probation Department to expand the services offered by the YFSB. This funding now allows the YFSB to provide delinquency prevention and to provide services to incarcerated youth through a life skills training program. These additional programs allow the agency to expand their impact on youth and families. Dr. Young spoke of the partnerships and the holistic approach to positive youth development in Hayward.

Dr. Young, her staff and the programs they provide have been impacted by the COVID pandemic. YFSB was able to stand up their programs virtually very quickly, allowing them to maintain social distance yet continue to provide valuable services and training. The tele-health technology has actually worked quite well, and allowed YFSB to "add to their toolbox" and become more creative with how they provide services. Dr. Young told the Assessment Team that the silver lining from COVID has been the "capacity leap" she has seen in her staff, and their out of the box way of thinking to find alternative ways to provide these critical services. YFSB has maintained a physical presence in the police building and continues to respond to crisis calls as needed as they are considered essential workers. However whenever something can be done virtually she prefers that in order to keep her staff and their clients safe.

YSFB serves as the crisis counseling team for the Hayward Unified School District. They have partnered with the school district and provide the support needed for the psychological services in the event of a death of a student, teacher, or family member. Dr. Young and her staff also assisted the HUSD to develop protocols for their response to these sensitive incidents.

Dr. Young told the Assessment Team that the agency's School Resource Officers are embedded within the YFSB. Juvenile justice reform is about alternatives and not just enforcement. There is a unique way to "police youth" and Dr. Young provides the psychological background to assist the SROs to accomplish their duties and have positive and meaningful interactions with students. Each member of the YFSB team, sworn and non-sworn, has their own unique role and perspective, and they approach issues as a team using their expertise and education for a successful outcome.

Ms. Cecilia Chavez is a Counseling Supervisor who has served nine (9) years with the Hayward Police Department. She is a licensed clinical social worker, holding a Masters Degree in social work. She told the Assessment Team that the Probation Department provided funds to establish the Delinquency Prevention Network (DPN). When young people are involved in criminal activity the probation court can require counseling services as a condition of probation. Youth and family referrals come from the Probation Department through DPN, get assigned to a YFSB counselor who in turn reaches out to the family to make arrangements for the juvenile to receive counseling services at no cost to the family. The DPN's partner agencies include not only probation and the YFSB, but other agencies who focus on mental health and social services for youth and families. Ms. Chaves told the Assessment Team that YFSB currently has five (5) counselors that can respond to call outs on a twenty-four hour basis. When the State of California issued a shelter-in-place order due to COVID the YFSB was ready and was able to stand up HIPPA compliant-Zoom meetings to continue to conduct counseling services. Agency staff was very creative and stepped up to ensure they could still offer their services and be effective in spite of the pandemic.

Lynette Davis is also a Counseling Supervisor in the agency's YFSB, beginning her career as an unpaid intern twenty (20) years ago. Ms. Davis's primary role is to oversee all school based counseling services on 14 school campuses in the City of Hayward. She said they focus on a positive school climate, positive youth alternatives, supporting and engaging students, teachers, and staff. The goal is early prevention and education. YFSB provides workshops for parents, training for teachers with a focus on social and emotional wellness. Ms. Davis told the Assessment Team that she is most proud of the agency's overall collaboration and the strong relationships with all agencies and the SROs. She said their cyberbullying program for the kids and a separate program for parents is very popular and has been replicated throughout the area. She is also taking the lead in a district-wide professional development series on community engagement and staff wellness.

Officer Stephen Kawada has been with the agency for over six (6) years. Officer Kawada has a background in mental health and working with at-risk youth prior to becoming a police officer. When he decided to become a police officer he was specifically attracted to the agency because of their School Resource Officer program and their innovative Youth and Family Services Bureau. He likes the collaboration in Hayward, the support system provided by the community for at-risk youth, and their team approach to provide a myriad of services for them and their families. Officer Kawada said when the COVID shelter-in place order was issued the SROs assisted the school district with issuing laptop and transitioning students to in-home learning. About one month later due to the campus closures all SROs were re-assigned back to patrol. The schools are still shuttered. Officer Kawada explained his role as an SRO to

the Assessment Team, and that agency SROs do not have an enforcement focus. A large portion of their day is spent intermingling with students and staff, and problem solving issues for both. He told the Assessment Team about an incident on a high school campus last year where he had received information about a large fight that was going to occur during lunch hour, and how he, the agency, and school staff worked collaboratively to handle it. Two groups of approximately twenty (20) students gathered to fight and outsiders came onto the campus to engage in the fight. Officer Kawada said that weapons were recovered once they got control of the incident. The agency used social media posts made by some of the students as physical evidence to aid in prosecution. Following the incident one of the school's Vice Principals served as a moderator for a mediation between all students involved. This mediation involved Officer Kawada as the school's SRO, and also incorporated counselors for the YFSB, school coaches, community members, and church members. The group vented, engaged in open dialog and discussion, and as a group talked everything out. There have been no issues between these two groups of students since.

Andrea Garcia has spent eleven (11) years with the agency. She does family and individual counseling, is a clinical licensed social worker, and an adjunct faculty member at San Francisco State University. Ms. Garcia supervises the YFSB's student internship program. She began her career as an intern, and has a passion for assisting interns to fulfill their career goals. Ms. Garcia developed the internship program last summer and implemented it this year. The interns receive college credits and the opportunity to develop skills to assist them in their careers. Currently the agency has two (2) Masters-level social work interns in the program. They perform assessments, answer phones, connect clients with resources, and serve as a co-therapist with her seeing clients. Ms. Garcia said she is most proud and honored to provide grief counseling to victims and families and to be there for them in their moment of need.

Standards Issues:

N/A

Suggestions

Summary:

Number of Interviews Conducted: 36

Assessors' Names: Karen Ashley and Lynn Odenthal

Site-Based Assessment Start Date: 11/30/2020

Site-Based Assessment End Date: 12/02/2020

Mandatory (M) Compliance	317
Other-Than-Mandatory (O) Compliance	68
Standards Issues	0
Waiver	0
(O) Elect 20%	8
Not Applicable	91
Total:	484

Percentage of applicable other-than-mandatory standards:

89 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

The agency held its virtual Public Information Session via a Zoom webinar on Monday, November 30th at 5:30 PM. No members of the public attended this event.

Telephone Contacts

The agency held its Public Call-in Session on Tuesday, December 1st from 3:00 until 5:00 PM. The Assessment Team did not receive any calls.

Correspondence

There was no correspondence received regarding the agency.

Media Interest

There was no media interest received regarding the agency.

Public Information Material

The agency provided a news release announcing the CALEA site-based assessment to all local media outlets via email, on their website, and via their social media accounts. Information provided included the date/time of the Public Information Session and Public Call-in Session. The agency also posted this information in the lobby of their headquarters.

Community Outreach Contacts

The Assessment Team spoke to a total of ten (10) community contacts during the site-based assessment regarding the Hayward Police Department's compliance with CALEA standards and the agency's overall performance. The agency is fortunate to have tremendous community support and these members of the public expressed their appreciation for all that the agency does in the interest of public safety.

The Assessment Team spoke with Hayward City Manager Kelly McAdoo. Ms. McAdoo told the Assessment Team that the police department has done a great job with community engagement, particularly during a period in time where there has been a movement nationwide by some to "defund the police." As a result, the City of Hayward has hosted well over 300 community conversations and surveyed their residents regarding their expectations of the police department. Ms. McAdoo said the vast majority of citizens in Hayward overwhelmingly support the police, but also said they want more funding for mental health related programs. In terms of future challenges facing the agency, she said she thinks retention of employees will be an issue as the policing profession evolves and reforms due to public demand. She stressed that the police department enjoys tremendous community support, and that the leadership team in the agency and in the City of Hayward is stellar.

Chamber of Commerce President Jorge Espinoza has been a resident of the City for twenty-one (21) years, and currently owns a restaurant and sign shop in the City of Hayward. He said he is very involved in the community and enjoys partnering with local organizations to better his community. He described the Hayward Police Department as a valuable partner with community engagement, and as the Chamber President he serves as a conduit to the business community to assist them with their efforts in this area. He spoke about the Holiday Toy Drive and, despite the COVID pandemic, the number of families served has increased this year thanks to the efforts of the police department and the citizens of Hayward stepping up to fill this need. Mr. Espinoza voiced his support for the agency and enjoys a good relationship with

the employees, many who frequent his restaurant. He serves as a board member for a local charter school so he understands the value of accreditation and supports his police department and their efforts to maintain CALEA accreditation.

Bishop Jerry Macklin of Glad Tidings Church told the Assessment Team he has been a pastor in this community for over forty (40) years, and he and his wife started the church in the living room of their home in Hayward. He has worked very well with the Hayward Police Department over the years and especially appreciates their community policing philosophy. He has worked in tandem with the agency on the issues involving drugs, gangs, and blight in South Hayward and with their assistance they have made huge strides. He was very complimentary of Chief Chaplin and said he is a "boots on the ground" type of Chief who is "not afraid to come out from behind a desk to serve the community." Bishop Macklin's congregation numbers 1,500 members, and many now volunteer their time to assist with weekly food distribution to families in need due to the pandemic. Bishop Macklin will soon break ground on a recreational center in Hayward that will have a gymnasium and technology center for community youth. He said he looks forward to assisting Sergeant Tommie Clayton with the agency's Police Activity League (PAL) program and providing opportunities for youth in the City of Hayward at the recreational center.

Mr. Chuck Horner has been a resident of Hayward since 1990. He told the Assessment Team he loves the diversity in Hayward and has been the senior pastor at Calvary Baptist Church for thirty (30) years. He has been active in the Hayward Neighborhood Alert program and in that capacity has worked with the agency on public safety and community issues. He enjoys his relationships with Hayward Police Department members, and said many of them have become personal friends of his as a result of their interaction. He spoke of the agency's involvement with the Unity Tour after a Hayward Officer was killed in the line of duty in 2015. Pastor Horner went with them to offer support and be there for them when the cyclists arrived at the National Law Enforcement Officers Memorial. He loves his community and his police department, and their community policing approach to public safety. He described the agency as one with high-integrity, very transparent, and very effective at building relationships and showing compassion.

Associate Superintendent Chien Wu-Fernandez of the Hayward Unified School District (HUSD) has been the liaison between the school district and the police department for the last fifteen (15) years. She told the Assessment Team she respects what she termed the "Hayward model", which has their Youth and Family Services Bureau embedded within the police department. YFSB provides free counseling services to Hayward youth and families, and the district utilizes their services frequently. Counselors from the agency's YFSB also serves as crisis team members for the HUSD. The expertise in the agency's YFSB has played a vital role in providing support to students during a crisis, and the agency and school district personnel work in tandem to address the sensitive needs of community youth. She said the agency has further supported the HUSD district by providing six (6) School Resource Officers (SRO) and a sergeant to oversee the SRO program on their campuses. Currently the school district pays for two (2) of these SROs and the City of Hayward pays for five (5) of these employees. The COVID pandemic has caused the majority of in-school learning to be cancelled as students have been attending on-line school since March. Ms. Wu-Fernandez that she likes that the Hayward Police Department's SRO program "is not all about enforcement" but how to support community youth and to serve as mentors. The HUSD appreciates the opportunity for cross-training between the two agencies and the inclusion on staff selection for these assignments. The school district has been involved in selecting SROs by sitting on the selection panel for SRO positions. She also attends monthly meetings with police department staff to keep the lines of communication open.

Ms. Freddie Davis is a member of the Police Chief's Advisory Panel and current President of the Hayward-South Alameda County NAACP. She thinks Chief Chaplin is the "best thing to happen to Hayward" and brings a lot of knowledge and experience to the organization. She said he actually lives in the City of Hayward which she thinks is critical to protect and serve it well. She has had many conversations with Chief Chaplin and knows he is working hard to increase diversity within the agency, and that he is a "hands-on" person. She is very supportive of the agency's efforts to achieve CALEA re-accreditation, and thinks it makes a difference in the quality of policing services provided.

Sid Hamadeh is a local business owner, owning a coffee shop in downtown Hayward, and also a Hayward Rotary Club member. He praised the agency and how they work with the downtown merchants, and told the Assessment Team he is

"very proud" of the agency and hard they work on behalf of their community. He spoke of how responsive the agency is at handling calls for service as well as being proactive. He said that COVID-19 has drastically increased the homeless and transient population in Hayward which has created a host of pressure on City services as a result. This has placed additional stress on the agency from his perspective, which he feels is severely understaffed. He said he also thinks the City's budget needs to dedicate the funding necessary to make technological improvements. He said the climate he has seen nationally that does not support law enforcement is not the climate in Hayward. The vast majority of community members overwhelming support and appreciate their police department.

Ms. Davida Scott, has been an alternative-education teacher in Hayward for four (4) years and has worked with at-risk youth for ten (10) years. She was a local high school dropout in the Hayward Unified School District, and now teaches for the same school district she dropped out of. This experience as a youth created a passion that inspired and motivated her to make a difference with at-risk youth and provide them with the tools and resources to become productive and successful. Ms. Scott created a program called "Raising Leaders" for at-risk youth. This vision of Raising Leaders is to offer disadvantaged youth custom-tailored workshops designed to teach them life skills while simultaneously preparing the next generation of workforce members in the community. She praised the Hayward Police Department and how well they work with community youth. She began partnering with them under now retired Hayward Police Chief Mark Koller to implement an internship program for community youth to begin career exploration within the agency. This program has continued to serve the youth of Hayward under current Chief Chaplin and Ms. Scott is committed to growing Raising Leaders throughout California.

Mr. Nick Mullins was born and raised in Hayward and is a current City of Hayward Finance employee, serving as a Management Analyst. The City of Hayward has been looking at service delivery in the police department since June amid the current conversation nationwide about the role of police, the potential need for police reform, and social and criminal injustices. The City has been having community conversations with their stakeholders and are in the process of doing a "deep dive" to determine what policing could look like in the future, and how potential changes could impact the police department's budget, yet ensure the City can improve service delivery and relationships as the outcome. Mr. Mullins has been tasked as a member of the City's budget team, to work with agency staff to further examine the agency's budget for potential re-distribution of funds in light of the "defund the police movement". He said the police department has been very responsive, open and transparent. In addition, he said the agency has "handled themselves exceptionally well under the intense scrutiny" they have been under.

Ms. Jennifer Ferreira, a member of the Hayward Concerned Citizens (HCC) group, told the Assessment Team that this group formed after meeting through the app Nextdoor and formed HCC in August. They respect and support the police department and formed in opposition to groups that said they represented all of Hayward residents, and oppose the "defund the police" movement. Ms. Ferreira is a fifty-one (51) year resident of Hayward and her career as a social worker and mother of two children gives her a unique perspective on the City and the challenges. She has interacted with the SROs as a parent and appreciates the manner in which the SROs and Youth and Family Services Bureau approach their duties and the critical role they play in the community. She has been impressed with the agency, Chief Chaplin's approach to transparency and his ability to maintain an open dialogue.

STATISTICS AND DATA TABLES

Overview

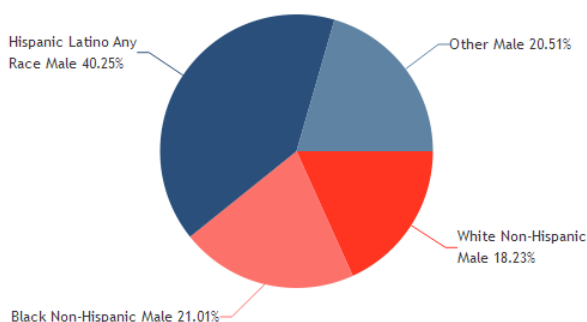
The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency’s use of standards to address the standards' intent

Traffic Warnings & Citations - Reaccreditation Year 1

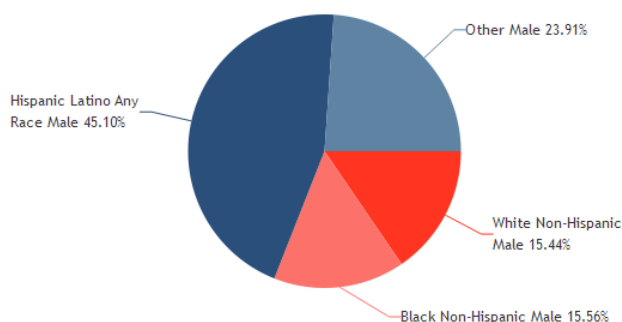
Data Collection Period: 1/1/2017 - 12/31/2017

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	721	510	1231
Black Non-Hispanic Male	831	514	1345
Hispanic Latino Any Race Male	1592	1490	3082
Other Male	811	790	1601
White Non-Hispanic Female	321	256	577
Black Non-Hispanic Female	353	273	626
Hispanic Latino Any Race Female	505	591	1096
Other Female	261	413	674
TOTAL	5395	4837	10232

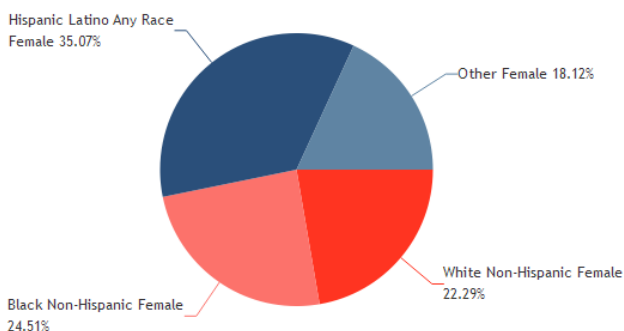
Male Warnings



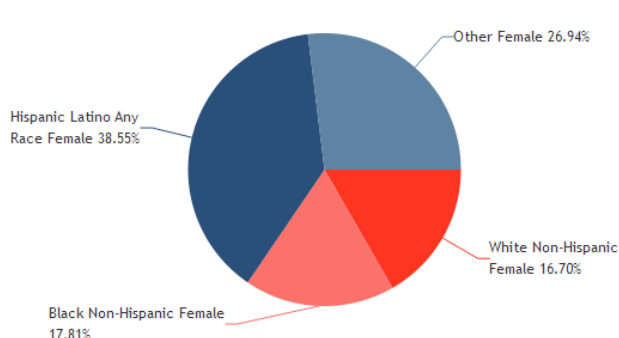
Male Citations



Female Warnings



Female Citations



Legend

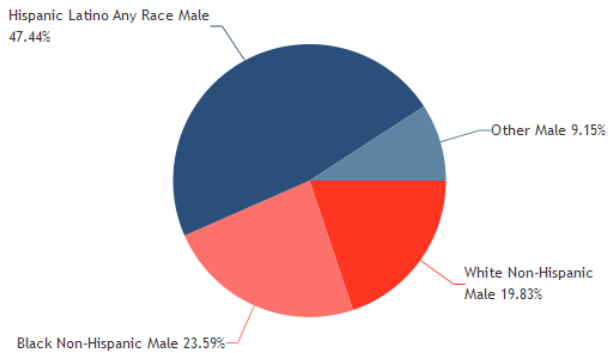
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 2

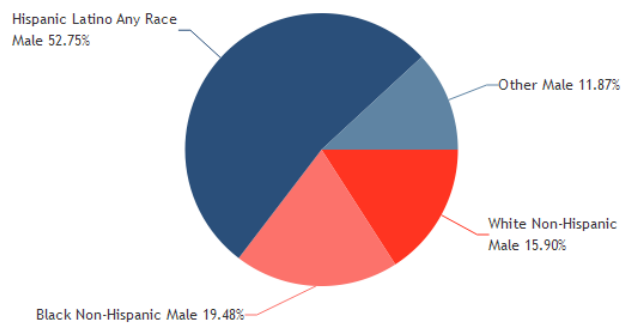
Data Collection Period: 1/2/2018 - 1/1/2019

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	750	382	1132
Black Non-Hispanic Male	892	468	1360
Hispanic Latino Any Race Male	1794	1267	3061
Other Male	346	285	631
White Non-Hispanic Female	288	180	468
Black Non-Hispanic Female	394	216	610
Hispanic Latino Any Race Female	526	458	984
Other Female	817	497	1314
TOTAL	5807	3753	9560

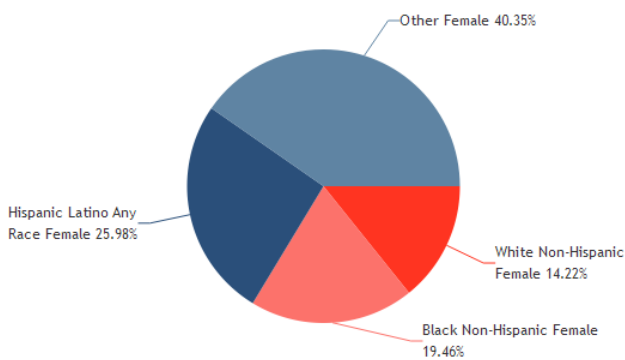
Male Warnings



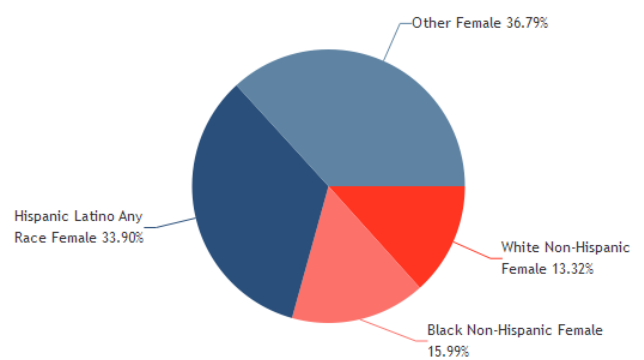
Male Citations



Female Warnings



Female Citations



Legend

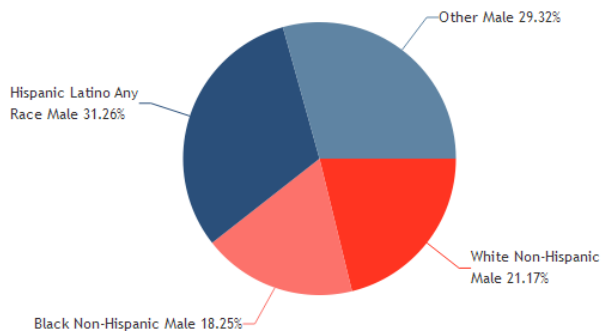
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 3

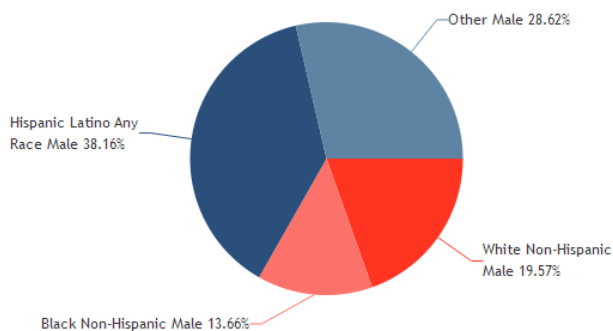
Data Collection Period: 1/1/2019 - 12/31/2019

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	109	480	589
Black Non-Hispanic Male	94	335	429
Hispanic Latino Any Race Male	161	936	1097
Other Male	151	702	853
White Non-Hispanic Female	67	250	317
Black Non-Hispanic Female	73	273	346
Hispanic Latino Any Race Female	111	461	572
Other Female	91	411	502
TOTAL	857	3848	4705

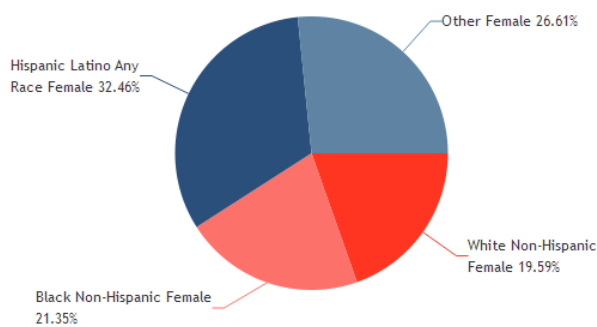
Male Warnings



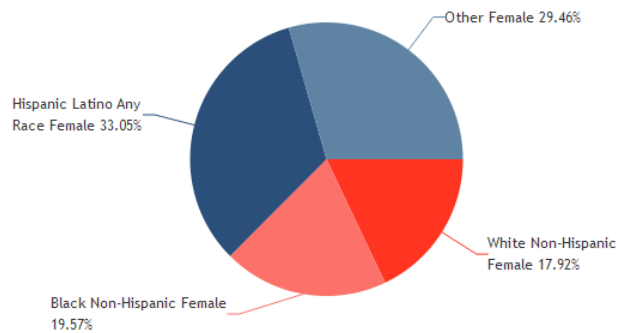
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 4

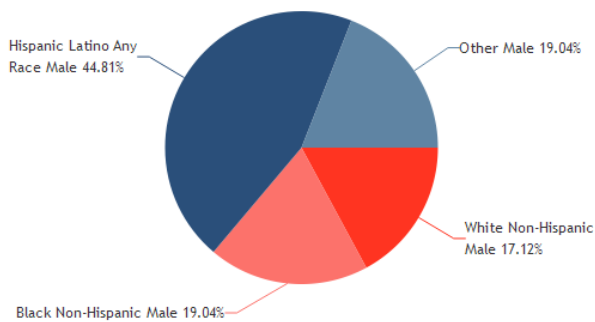
Data Collection Period: 1/1/2020 - 12/31/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	89	32	121
Black Non-Hispanic Male	99	50	149
Hispanic Latino Any Race Male	233	149	382
Other Male	99	52	151
White Non-Hispanic Female	26	13	39
Black Non-Hispanic Female	41	26	67
Hispanic Latino Any Race Female	58	42	100
Other Female	34	23	57
TOTAL	679	387	1066

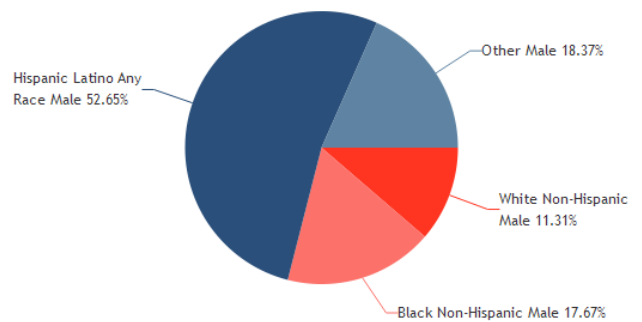
Reaccreditation Year 4 Notes:

NOTE: Traffic warning and citation data were collected from March 13, 2020 through August 2020. There was a software error that prevented data collection from January 1 to March 13, 2020.

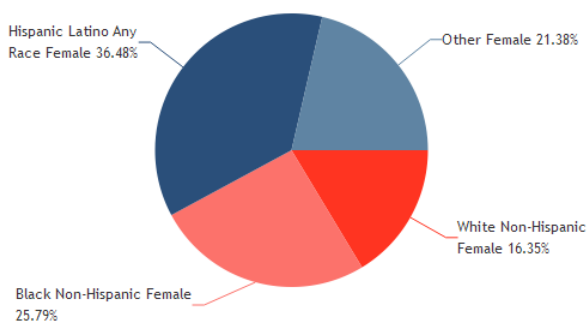
Male Warnings



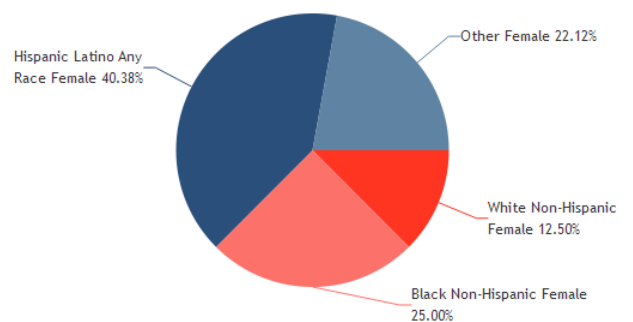
Male Citations





Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Year 1 Data Collection Period: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/2/2018-1/1/2019

Year 3 Data Collection Period: 1/1/2019-12/31/2019

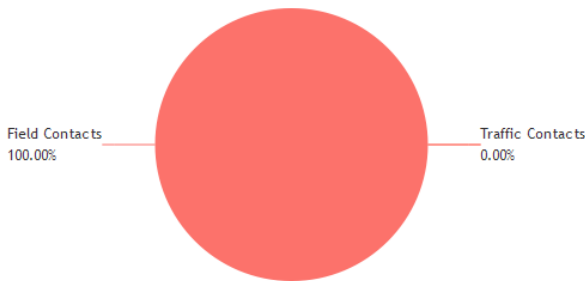
Year 4 Data Collection Period: 1/1/2020-12/31/2020

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	0	1	3	0
Field Contacts	1	1	0	1
Asset Forfeiture	0	0	0	0

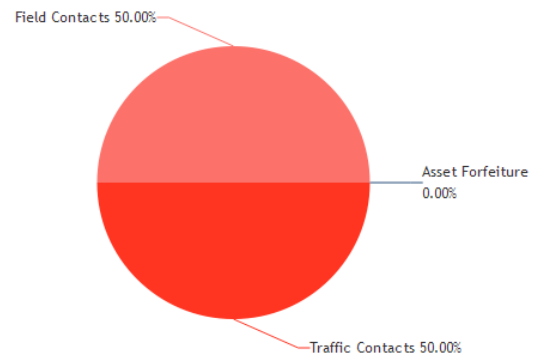
Reaccreditation Year 4 Notes:

NOTE: Data collected is from January 1 through August 2020 to meet the October file review.

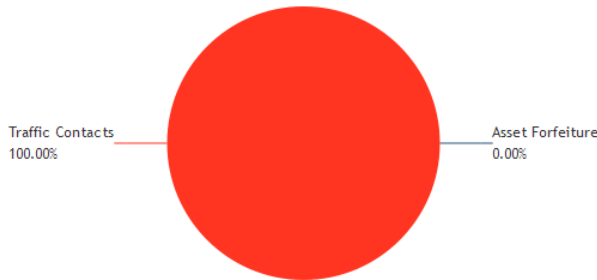
Complaints



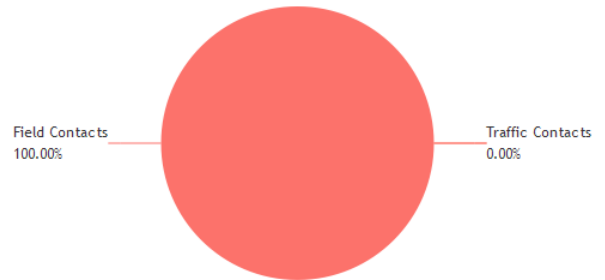
Complaints



Complaints



Complaints



Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									409
Discharge	1	0	0	0	1	1	0	0	3
Display Only	63	14	95	11	149	26	39	9	406
ECW									66
Discharge Only	3	0	5	0	7	0	3	0	18
Display Only	10	2	15	0	14	2	5	0	48
Baton	0	1	0	0	1	0	0	0	2
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	24	4	30	9	41	4	11	1	124
Canine									2
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	1	0	0	0	1	0	0	0	2
Total Uses of Force	102	21	145	20	214	33	58	10	603
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Non-Fatal Injuries	15	2	10	4	26	4	8	0	69
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	0	0	0	0	0	0	0	0	0
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

Reaccreditation Year 1 Notes:

Firearm, Display Only, does not send an alert to the EIIS system.

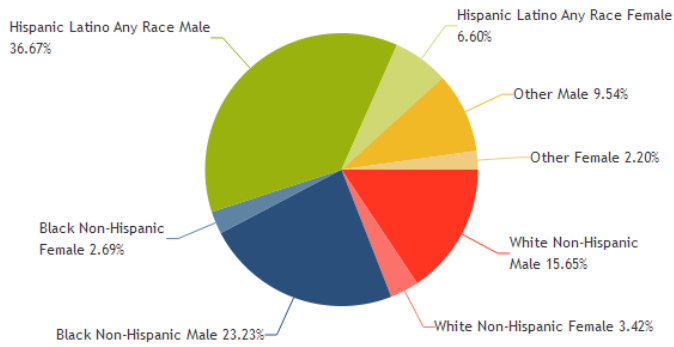
Canine UOF: Release Only, totaled 7. Demographic data is not collected in this category.

Total Incidents Resulting in Officer Injury/Death is 22. Demographic data is not collected in this category.

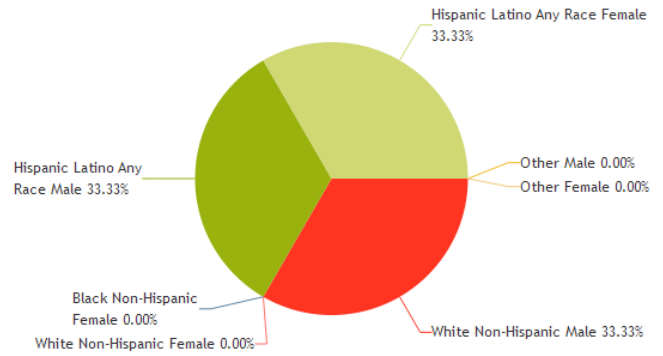
Total UOF Arrests: Totaled 119. Demographic data not collected in this category.

Total Agency Custodial Arrests: Totaled 3499. Demographic data not collected in this category.

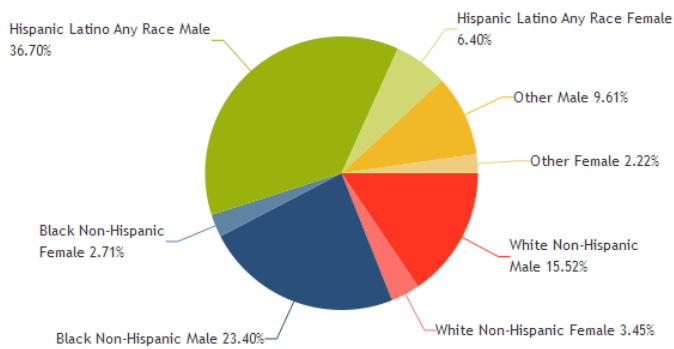
Total Firearm



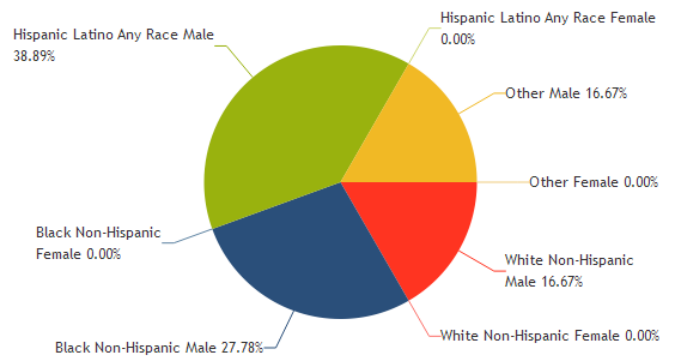
Firearm Discharge



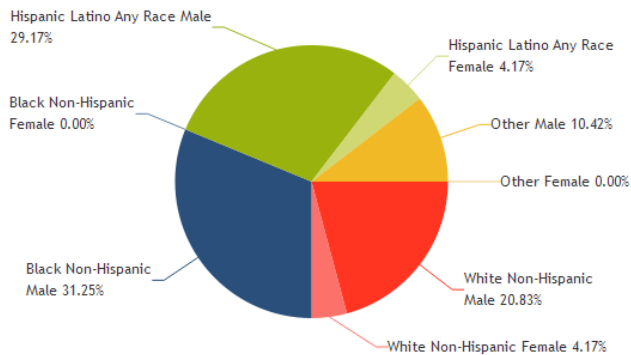
Firearm Display



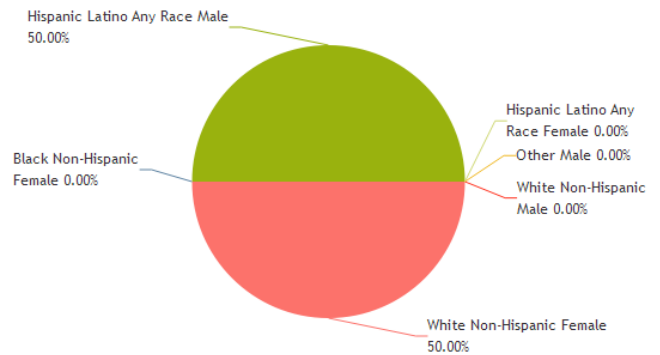
ECW Discharge



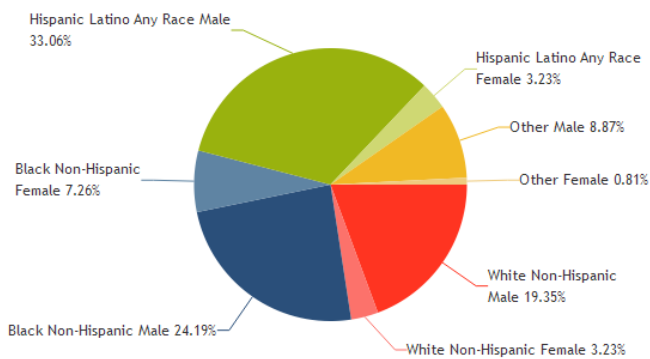
ECW Display



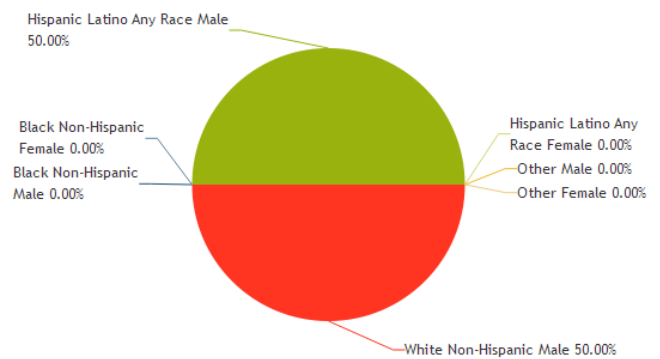
Baton



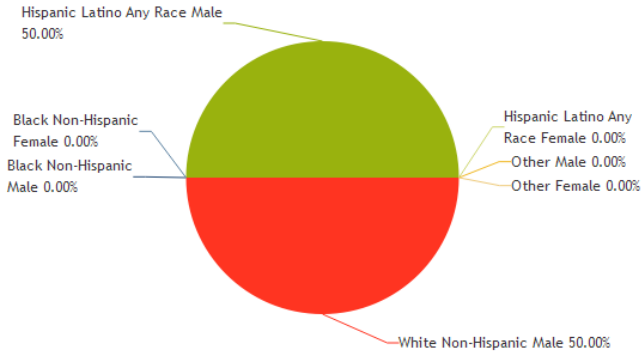
Weaponless



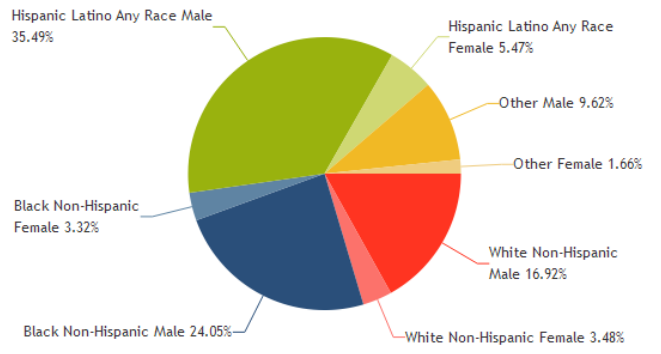
Total Canine



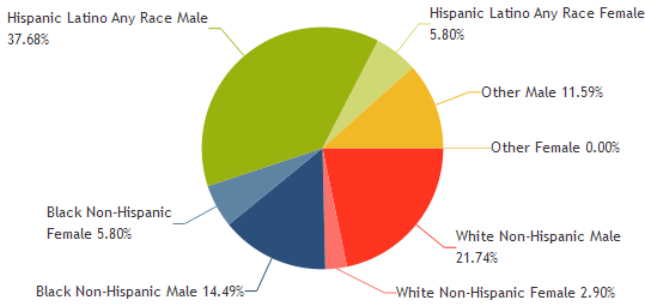
Canine: Release and Bite



Total Uses of Force



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 2

Data Collection Period: 1/2/2018 - 1/1/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									475
Discharge	0	0	0	0	2	0	0	0	2
Display Only	74	23	128	17	156	33	36	6	473
ECW									109
Discharge Only	4	0	2	0	11	0	5	0	22
Display Only	9	4	23	5	32	4	7	3	87
Baton	1	0	2	0	3	0	5	0	11
Chemical/OC	0	0	1	0	0	0	4	0	5
Weaponless	11	7	21	8	58	14	17	5	141
Canine									44
Release Only	3	2	6	1	22	5	2	1	42
Release and Bite	0	0	1	0	1	0	0	0	2
Total Uses of Force	102	36	184	31	285	56	76	15	785
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Non-Fatal Injuries	12	4	10	5	36	9	13	2	91
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	1	0	0	0	1
Total Agency Custodial Arrests	0	0	0	0	0	0	0	0	0
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

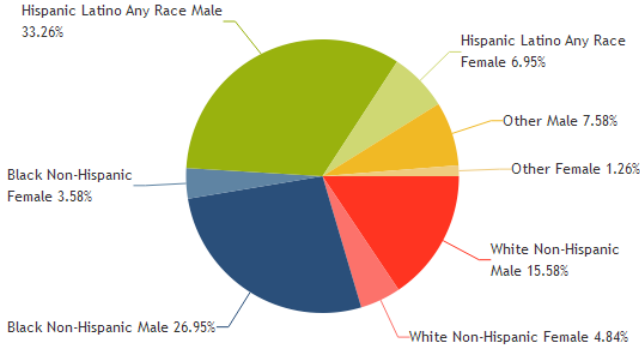
Reaccreditation Year 2 Notes:

Firearm Data Note: Firearm Display Only does not send an alert to the EIIS system.

Other Data Note: Data totals only are available for the following categories:

Total Incidents Resulting in Officer Injury/Death	35
Total UOF Arrests	402
Total Custodial Arrests	3777
Total UOF Complaints	1

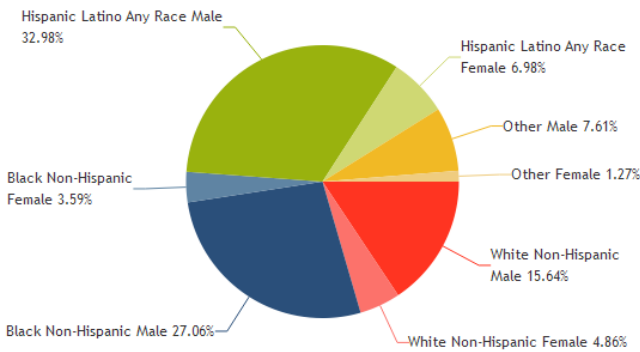
Total Firearm



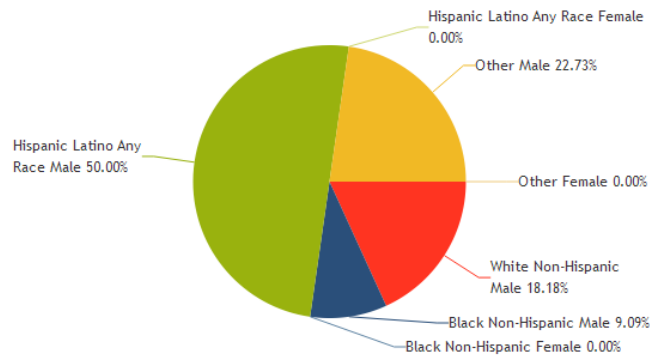
Firearm Discharge



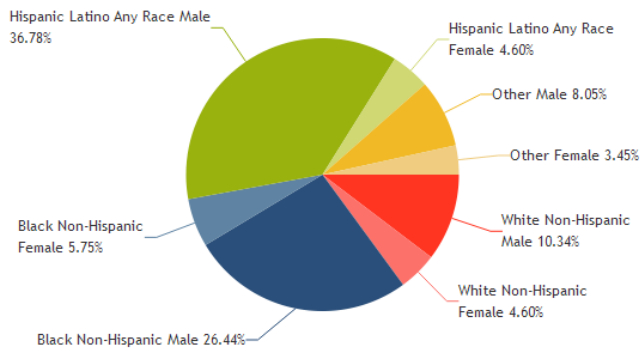
Firearm Display



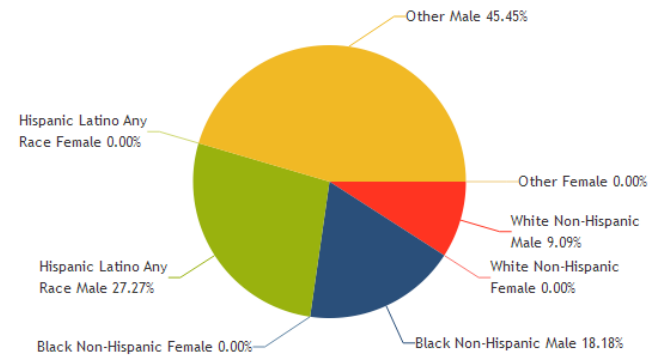
ECW Discharge



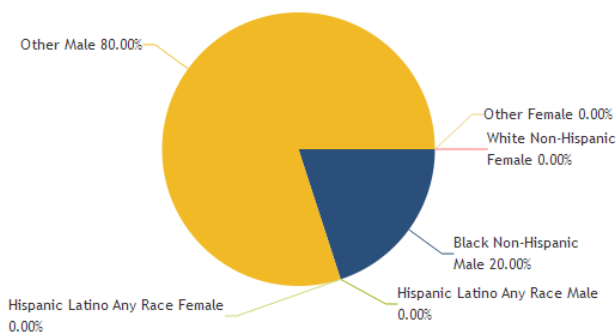
ECW Display



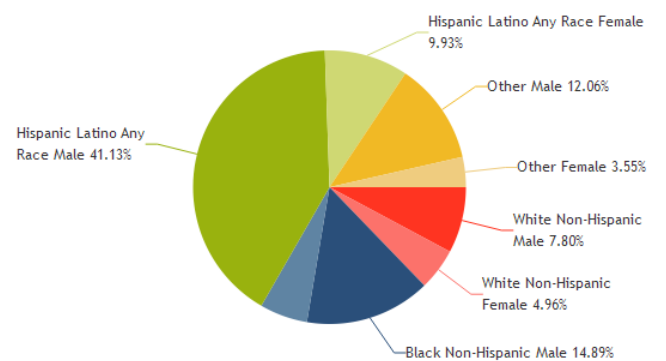
Baton



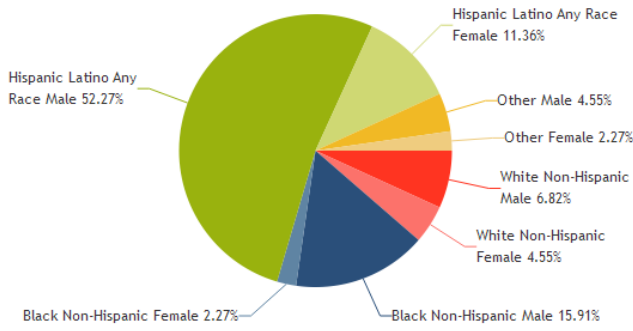
Chemical/OC



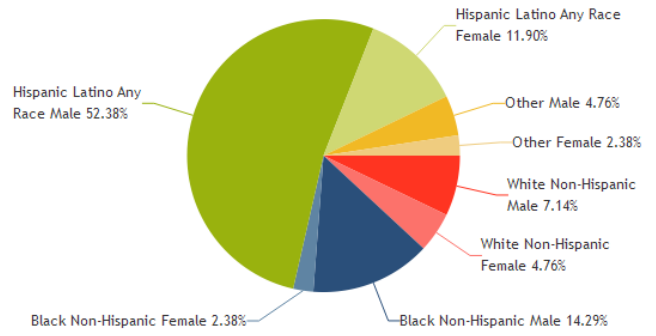
Weaponless



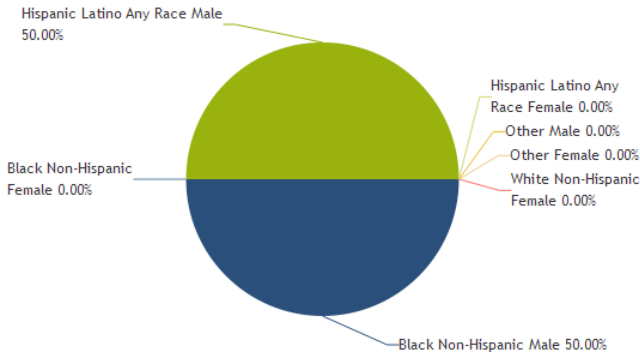
Total Canine



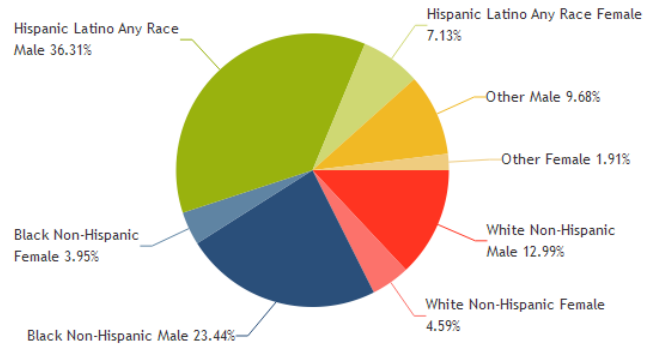
Canine: Release Only



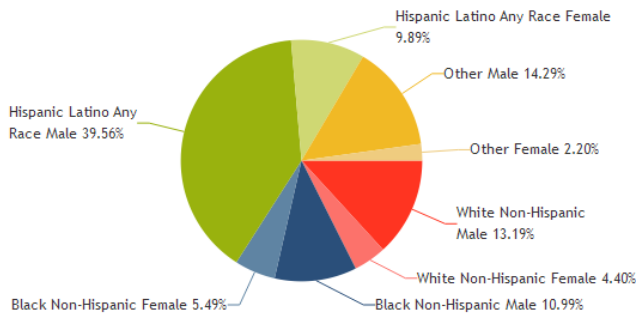
Canine: Release and Bite



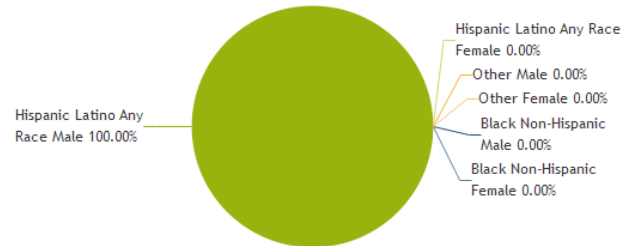
Total Uses of Force



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 3

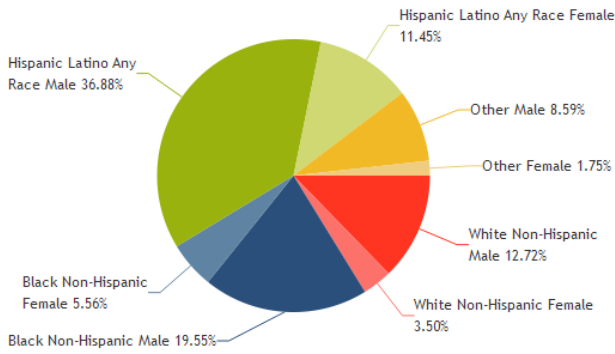
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									629
Discharge	0	0	3	0	0	0	1	0	4
Display Only	80	22	120	35	232	72	53	11	625
ECW									113
Discharge Only	4	0	2	0	6	1	6	0	19
Display Only	12	1	24	3	35	2	15	2	94
Baton	0	0	2	0	6	1	6	0	15
Chemical/OC	0	0	0	0	3	0	1	0	4
Weaponless	25	4	38	9	90	2	27	1	196
Canine									5
Release Only	1	0	0	0	2	0	1	0	4
Release and Bite	0	0	0	0	1	0	0	0	1
Total Uses of Force	122	27	189	47	375	78	110	14	962
Total Number of Incidents Resulting In Officer Injury or Death	3	0	3	0	11	1	8	0	26
Total Use of Force Arrests	25	4	42	10	125	4	40	1	251
Total Number of Suspects Receiving Non-Fatal Injuries	10	2	20	3	33	2	13	0	83
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests									
Total Use of Force Complaints	0	1	0	0	0	0	0	0	1

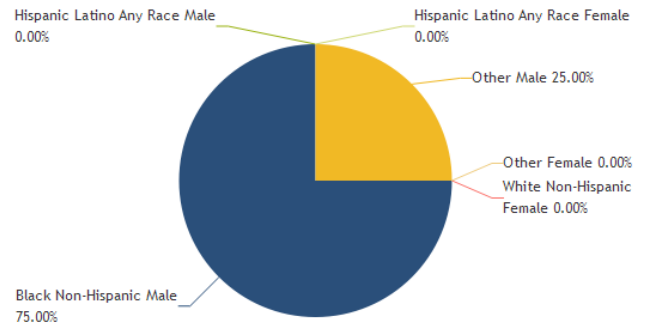
Reaccreditation Year 3 Notes:

Total Custodial Arrests is 4046. This data is not collected by race and sex demographic.

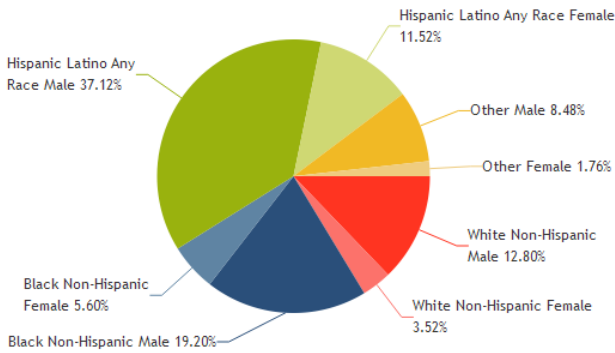
Total Firearm



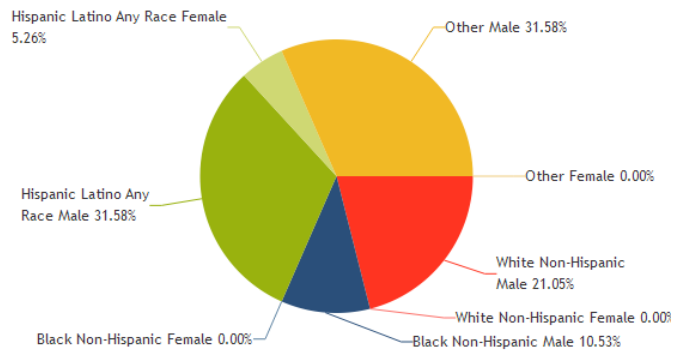
Firearm Discharge



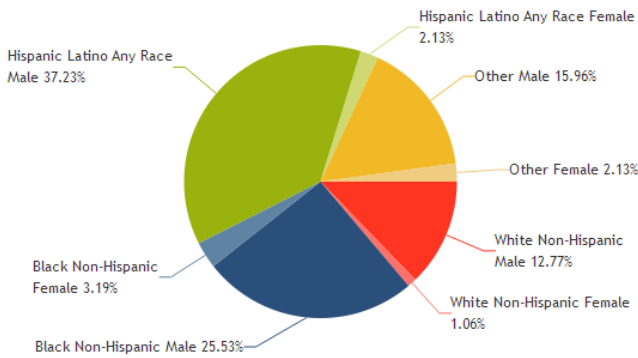
Firearm Display



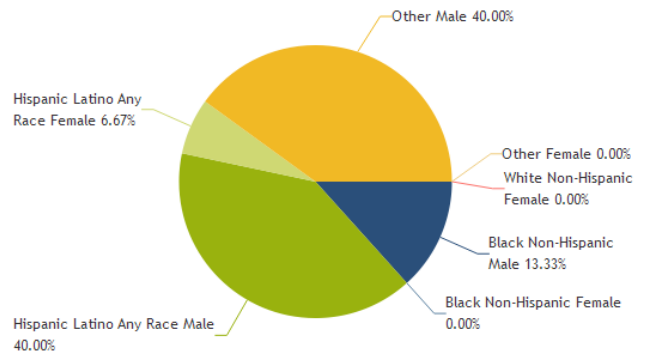
ECW Discharge



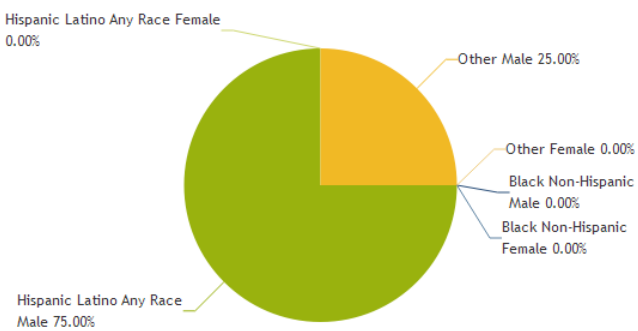
ECW Display



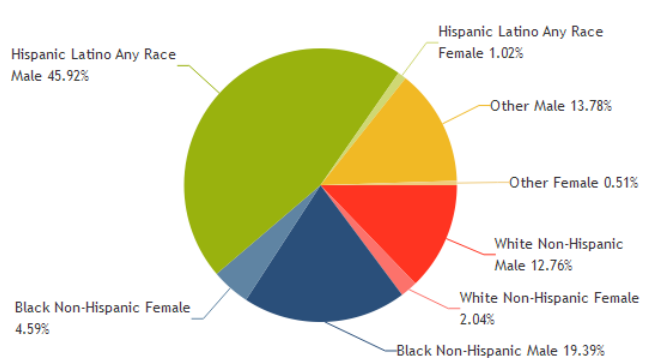
Baton



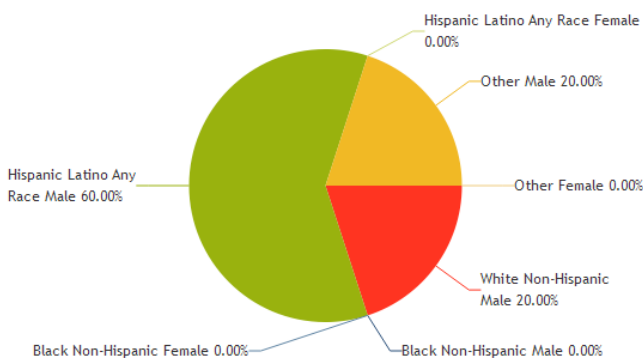
Chemical/OC



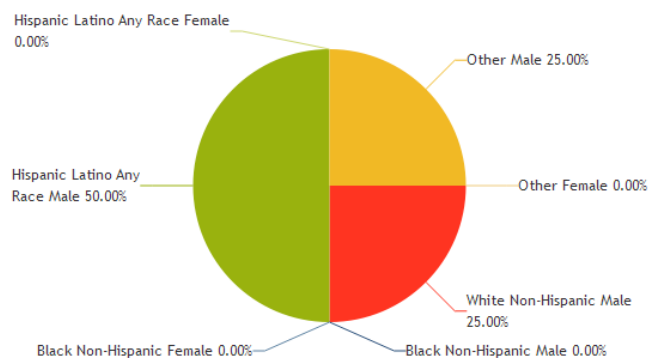
Weaponless



Total Canine



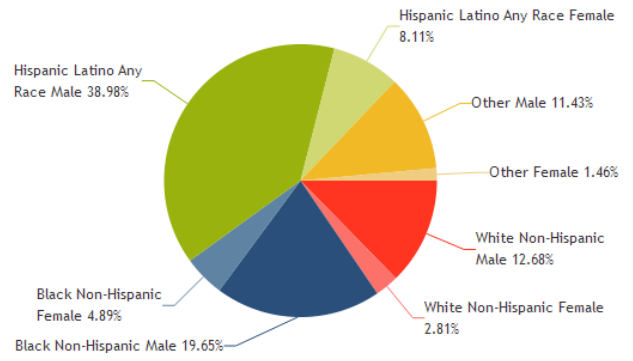
Canine: Release Only



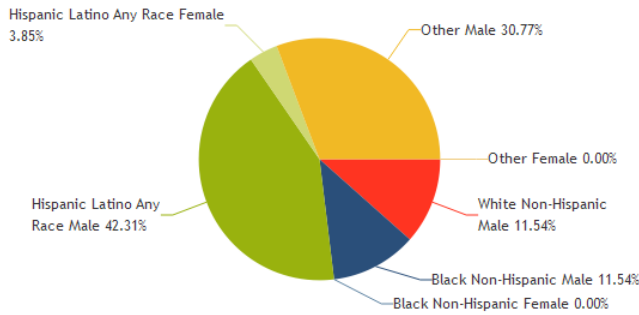
Canine: Release and Bite



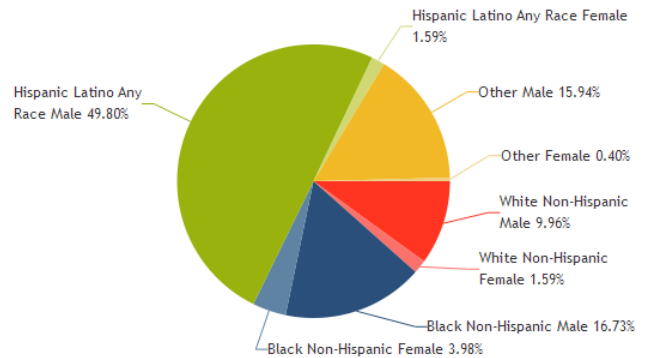
Total Uses of Force



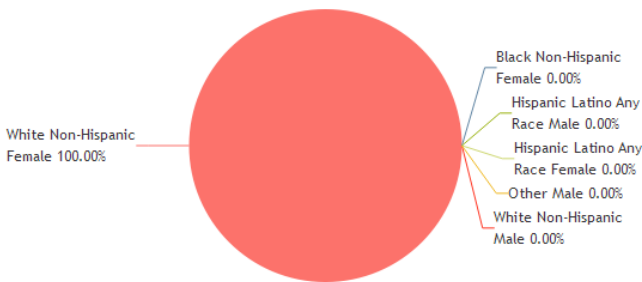
Total Number of Incidents Resulting in Officer Injury or Death



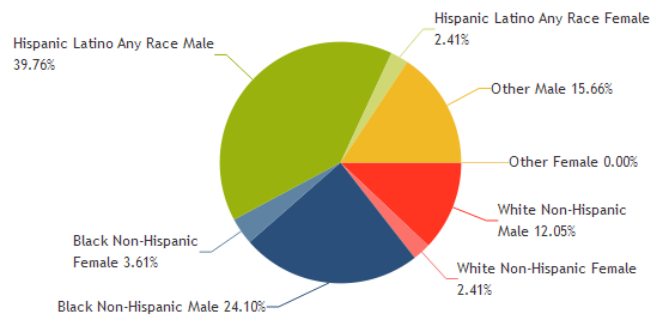
Total Use of Force Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 4

Data Collection Period: 1/1/2020 - 12/31/2020

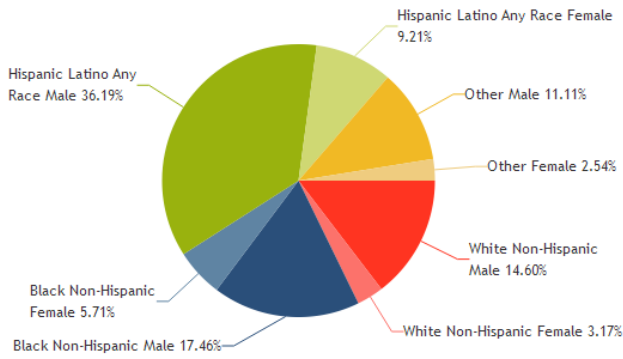
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									315
Discharge	0	0	1	0	2	0	0	0	3
Display Only	46	10	54	18	112	29	35	8	312
ECW									96
Discharge Only	4	0	1	0	1	0	2	0	8
Display Only	13	3	18	4	36	3	11	0	88
Baton	3	0	2	0	2	1	1	0	9
Chemical/OC	3	0	1	0	0	0	0	0	4
Weaponless	11	2	22	2	26	5	6	0	74
Canine									70
Release Only	7	1	6	2	18	34	1		69
Release and Bite	0	0	0	0	1	0	0		1
Total Uses of Force	87	16	105	26	198	72	56	8	568
Total Number of Incidents Resulting In Officer Injury or Death	4	1	6	0	6	0	1	0	18
Total Use of Force Arrests	12	2	17	3	31	5	7	0	77
Total Number of Suspects Receiving Non-Fatal Injuries	8	1	10	2	18	2	5	0	46
Total Number of Suspects Receiving Fatal Injuries	0	0	0	1	0	0	0	0	1
Total Agency Custodial Arrests									
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

Reaccreditation Year 4 Notes:

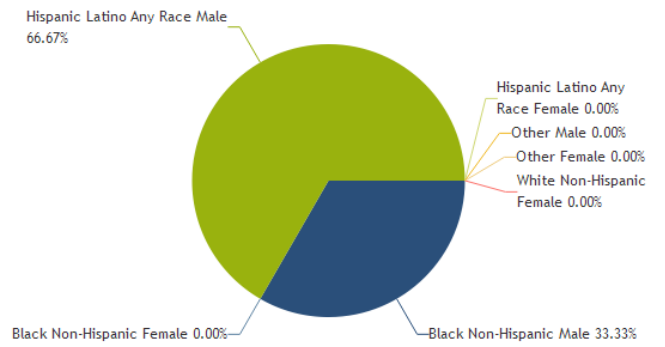
NOTE 1: Data collected is from January 1 through August 2020 to meet October 2020 file review.

NOTE 2: Total Custodial Arrests is 1373. Custodial arrest data is not aggregated by race/gender.

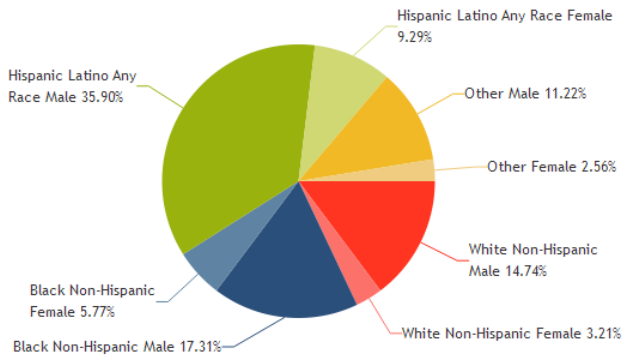
Total Firearm



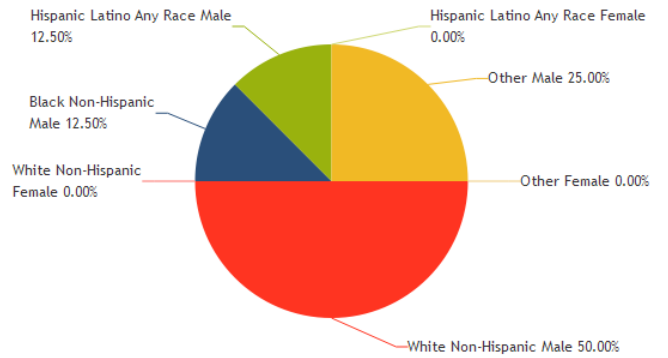
Firearm Discharge



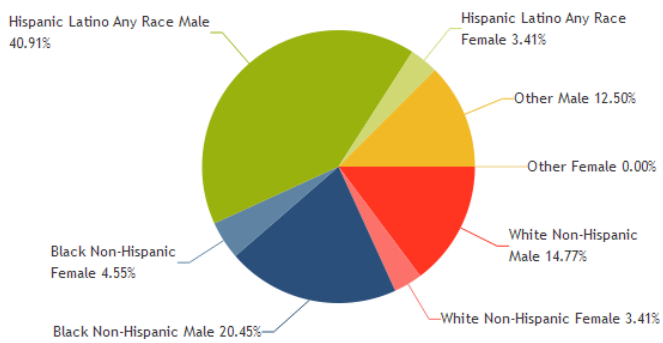
Firearm Display



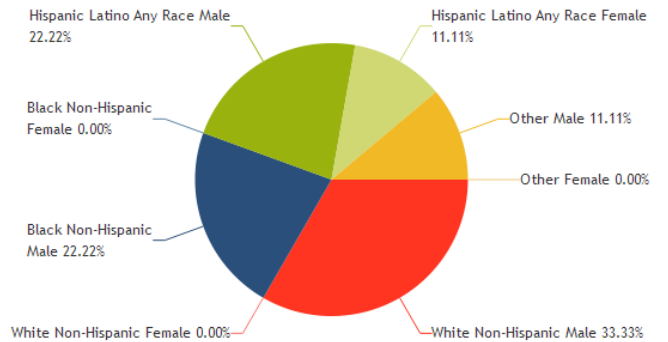
ECW Discharge



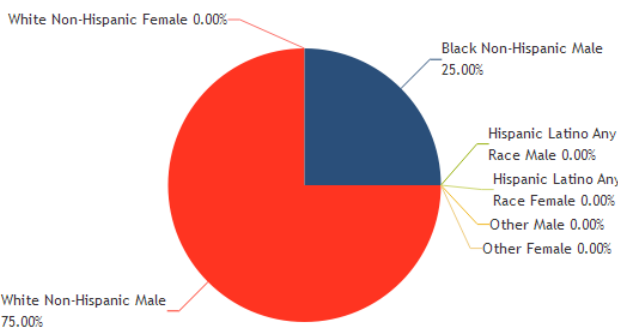
ECW Display



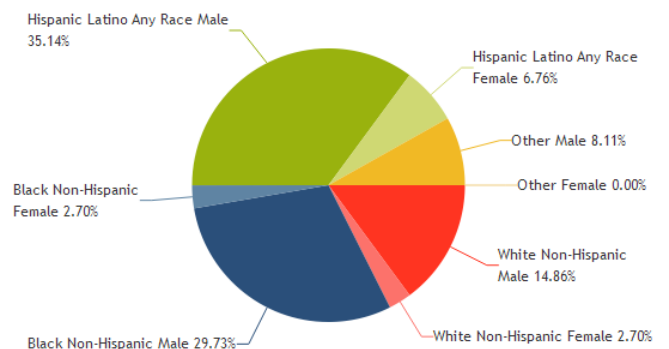
Baton



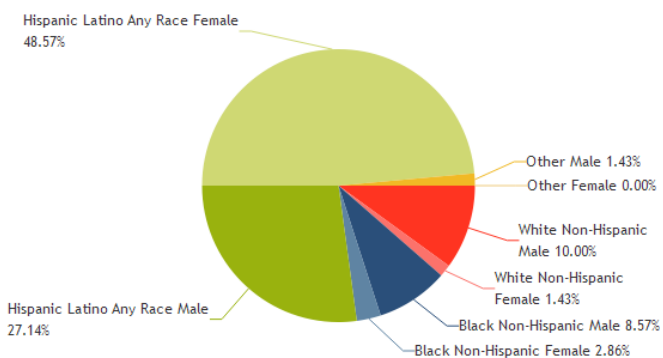
Chemical/OC



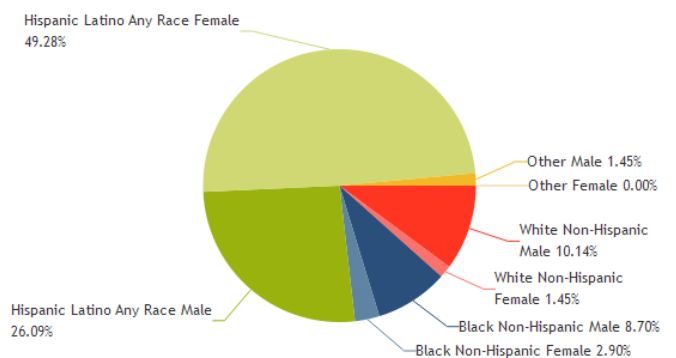
Weaponless



Total Canine



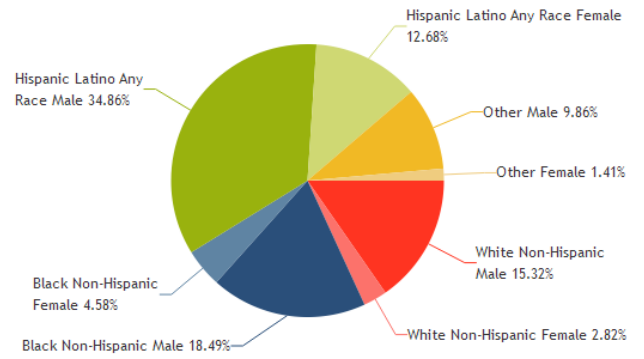
Canine: Release Only



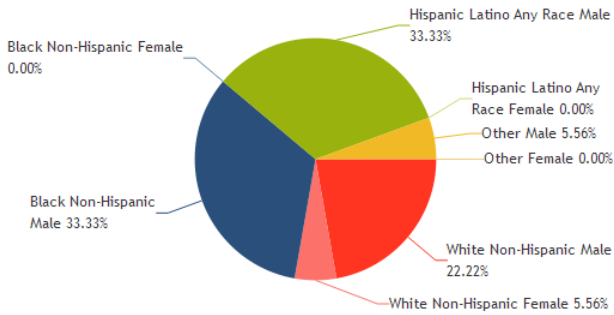
Canine: Release and Bite



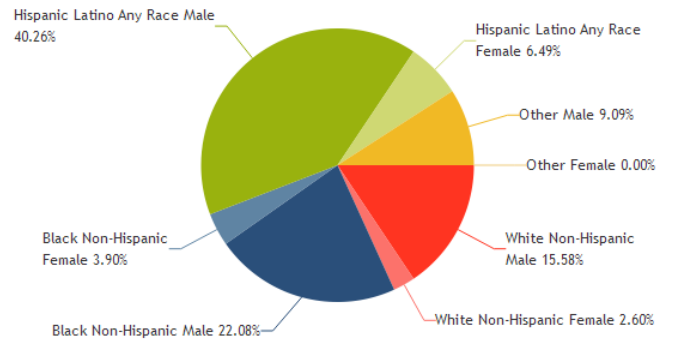
Total Uses of Force



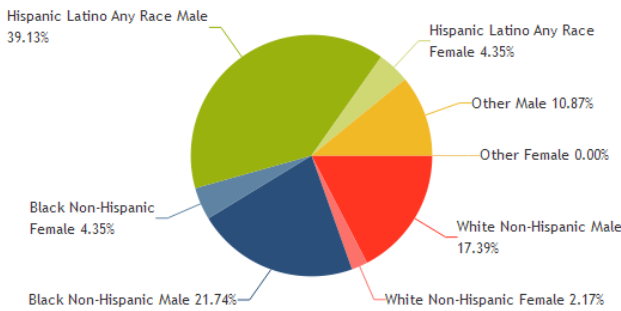
Total Number of Incidents Resulting in Officer Injury or Death



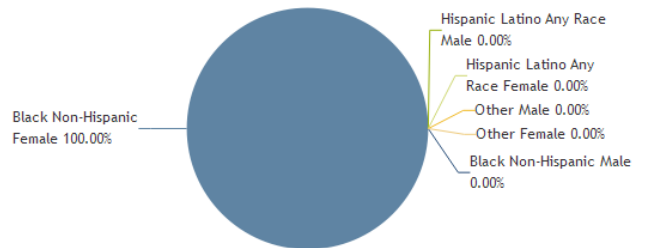
Total Use of Force Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Year 1 Data Collection Period: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/2/2018-1/1/2019

Year 3 Data Collection Period: 1/1/2019-12/31/2019

Year 4 Data Collection Period: 1/1/2020-12/31/2020

Grievances	Year 1	Year 2	Year 3	Year 4
Number	1	0	0	1

Reaccreditation Year 1 Notes:

One grievance was filed with the City of Hayward Human Resources Department in 2017. The grievance was filed by an SEIU member and concerns the classification/amount of holiday pay. Resolution of the grievance is pending with Human Resources.

Reaccreditation Year 4 Notes:

NOTE 1: Data collected is from January 1 through August 2020 for October file review.

NOTE 2: The grievance listed above was not submitted to the HPD Internal Affairs Unit. The grievance was submitted to the City of Hayward Human Resources Department. The grievance is a termination dispute and is pending resolution.

Personnel Actions

Year 1 Data Collection Period: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/2/2018-1/1/2019

Year 3 Data Collection Period: 1/1/2019-12/31/2019

Year 4 Data Collection Period: 1/1/2020-12/31/2020

	Year 1	Year 2	Year 3	Year 4
Suspension	2	3	2	0
Demotion	1	2	0	0
Resign In Lieu of Termination	0	0	2	0
Termination	0	0	0	1
Other	6	12	19	7
Total	9	17	23	8
Commendations	42	28	13	9

Reaccreditation Year 3 Notes:

Two personnel action investigations remain pending.

Commendations include one Officer of the year Award from the Chamber of Commerce, plus twelve monthly Employee of the Month awards including sworn and professional staff.

Reaccreditation Year 4 Notes:

NOTE 1: Data is from January 1 through August 2020 for October 2020 file review.

NOTE: The Officer of the Year Award announcement is pending.

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	10	16	16	19
Sustained	5	2	1	0
Not Sustained	1	0	0	0
Unfounded	2	14	14	11
Exonerated	1	0	0	0
Internal/Directed Complaint				
Directed Complaint	9	13	12	6
Sustained	4	11	1	3
Not Sustained	0	1	0	0
Unfounded	2	1	0	0
Exonerated	2		0	0

Reaccreditation Year 4 Notes:

NOTE 1: Data is from January 1 through August 2020 for October file review.

NOTE 2: Eight external citizen complaints are pending investigation.

NOTE 3: Three internal complaints are pending investigation.

Calls For Service - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
Calls for Service	81431	126442	128698	71867
UCR/NIBRS Part 1 Crimes				
Murder	5	3	5	9
Forcible Rape	70	85	54	45
Robbery	306	364	275	165
Aggravated Assault	182	217	218	149
Burglary	482	545	448	454
Larceny-Theft	2740	2849	3197	2072
Motor Vehicle Theft	1801	1376	1241	1348
Arson	37	21	27	13

Reaccreditation Year 4 Notes:

NOTE: Data is from January 1 through August 2020 for October file review.

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/2/2018-1/1/2019

Year 3 Data Collection Period: 1/1/2019-12/31/2019

Year 4 Data Collection Period: 1/1/2020-12/31/2020

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	10	9	15	9
Forcible stopping techniques used	2	2	7	0
Terminated by Agency	6	2	2	4
Policy Compliant	8	8	12	5
Policy Non-Compliant	2	1	3	2
Collisions				
Injuries				
Total Collisions	1	1	5	2
Officer	0	0	2	0
Suspect	2	2	1	0
ThirdParty	0	0	1	0
Reason Initiated				
Traffic	1	2	6	2
Felony	7	6	7	6
Misdemeanor	2	1	2	1

Reaccreditation Year 4

NOTE: Data is from January 1 through August 2020 for October file review.

Agency Breakdown Report - Reaccreditation Year 1

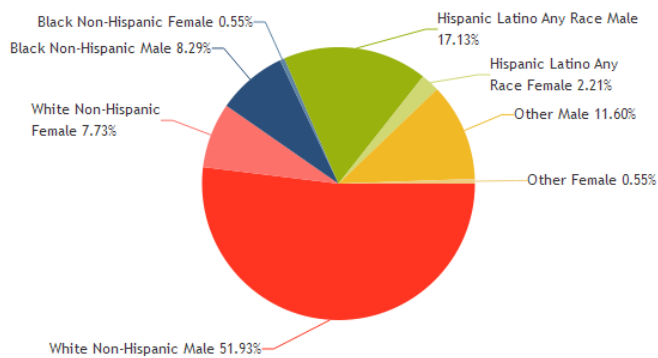
Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	1	0	2	0	4
Command	6	1	0	1	1	0	1	0	10
Supervisory Positions	12	3	2	0	6	1	2	1	27
Non-Supervisory Positions	75	10	13	0	23	3	16	0	140
Sub Total									181
Non Sworn Personnel									
Executive	1	0	0	0	0	0	0	1	2
Managerial	4	3	0	0	1	0	0	1	9
Supervisory Positions	5	4	0	2	0	0	1	3	15
Non-Supervisory Positions	9	41	0	6	7	14	2	9	88
Sub Total									114
Total									295

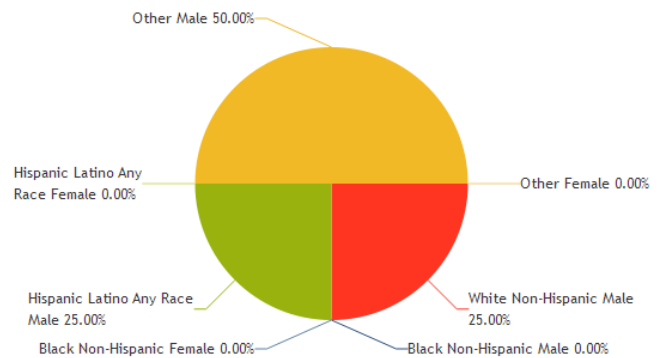
Reaccreditation Year 1 Notes:

Data as of December 31, 2017.

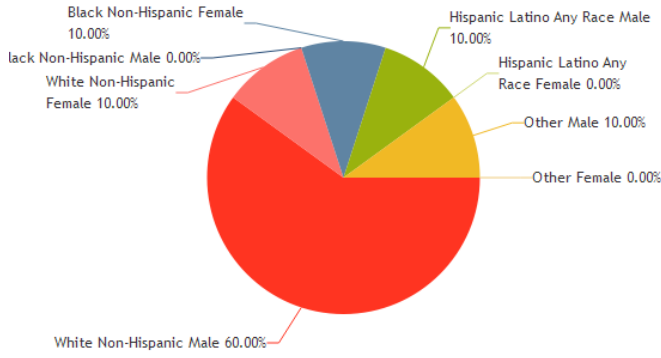
Total Sworn Personnel



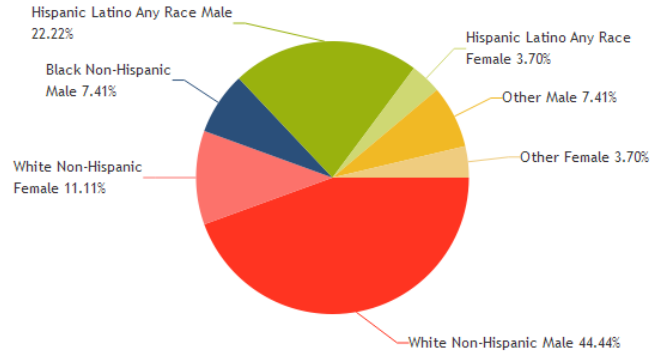
Sworn Personnel: Executive



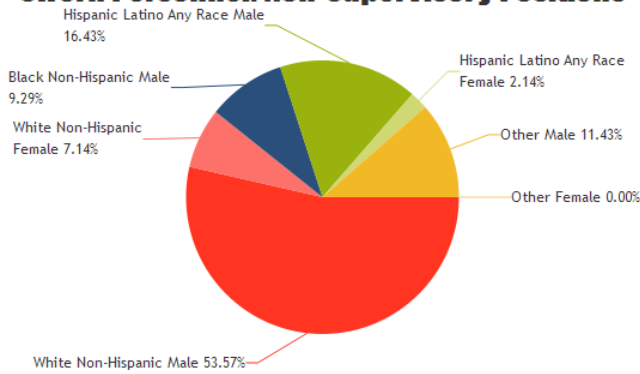
Sworn Personnel: Command



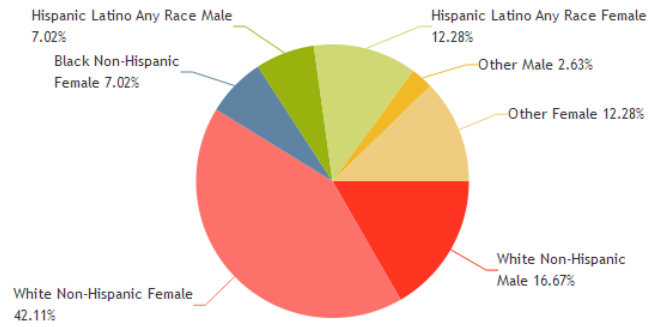
Sworn Personnel: Supervisory Positions



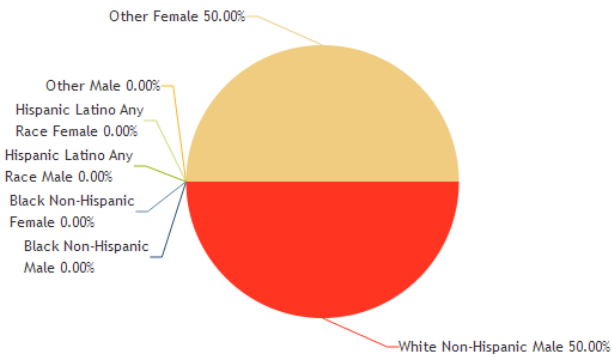
Sworn Personnel: Non-Supervisory Positions



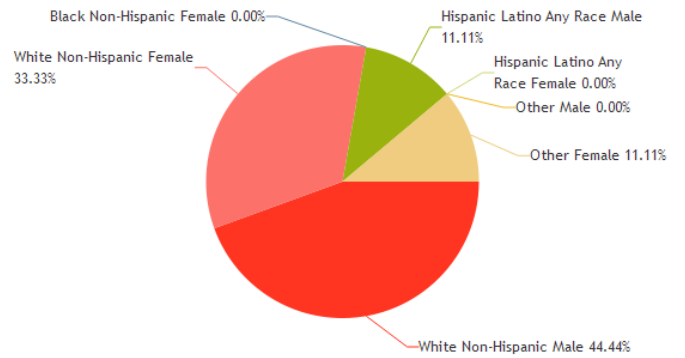
Total Non-Sworn Personnel



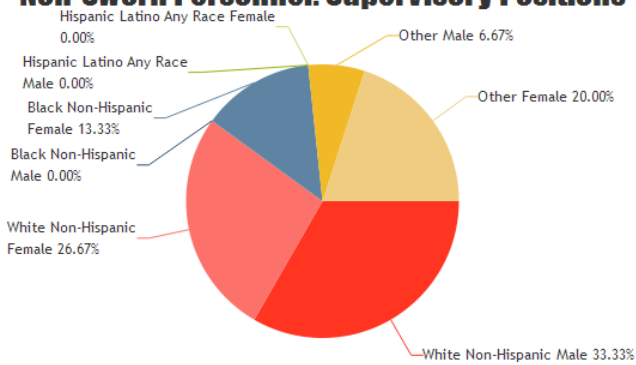
Non-Sworn Personnel: Executive



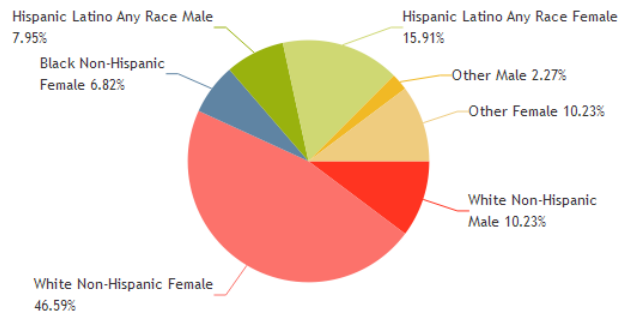
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

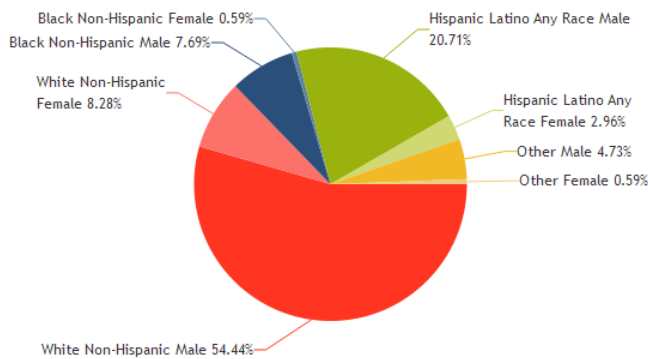
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

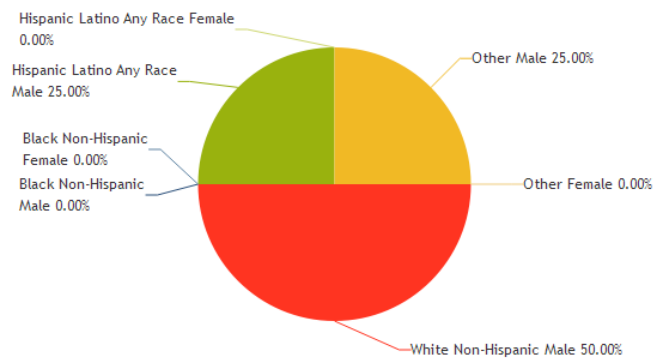
Data Collection Period: 1/2/2018 - 1/1/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	0	0	1	0	1	0	4
Command	8	1	0	1	1	0	1	0	12
Supervisory Positions	11	2	1	0	6	2	2	1	25
Non-Supervisory Positions	71	11	12	0	27	3	4	0	128
Sub Total									169
Non Sworn Personnel									
Executive	1	0	0	0	0	0	0	1	2
Managerial	2	2	0	0	1	1	0	0	6
Supervisory Positions	4	3	0	2	1	0	1	0	11
Non-Supervisory Positions	8	36	0	8	6	13	2	11	84
Sub Total									103
Total									272

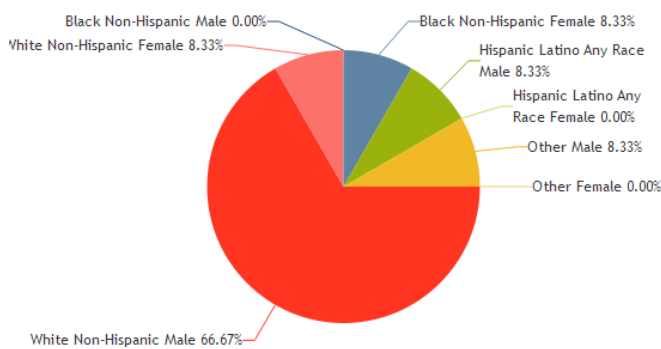
Total Sworn Personnel



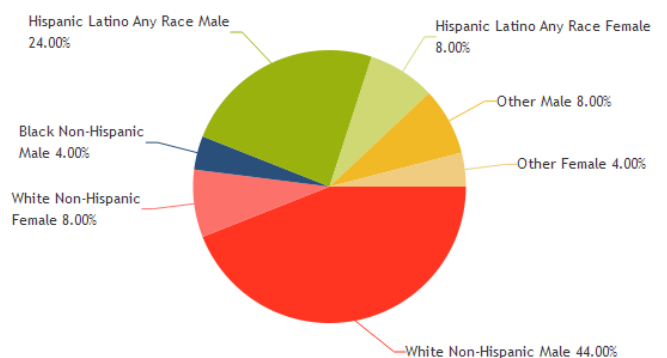
Sworn Personnel: Executive



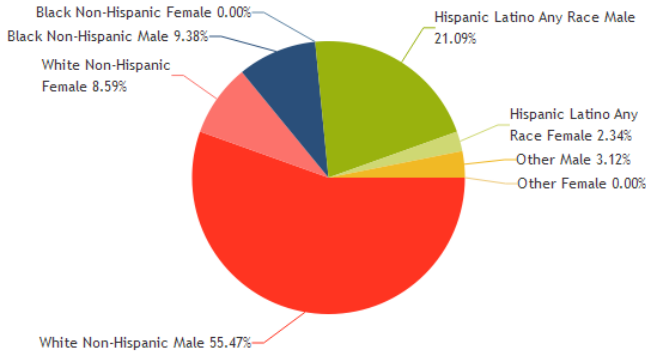
Sworn Personnel: Command



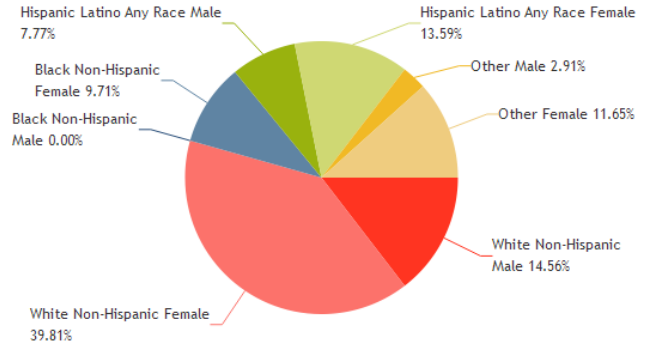
Sworn Personnel: Supervisory Positions



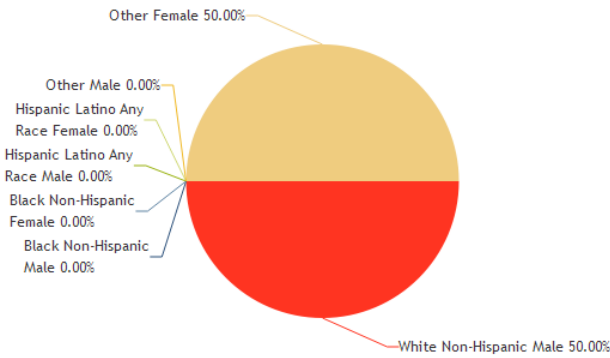
Sworn Personnel: Non-Supervisory Positions



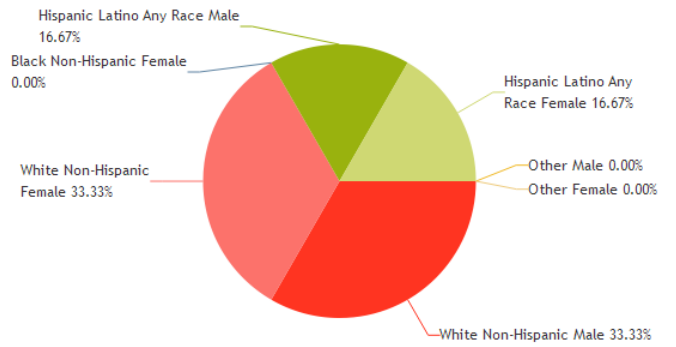
Total Non-Sworn Personnel



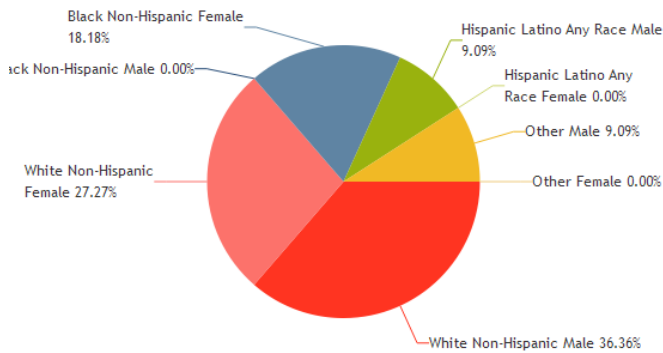
Non-Sworn Personnel: Executive



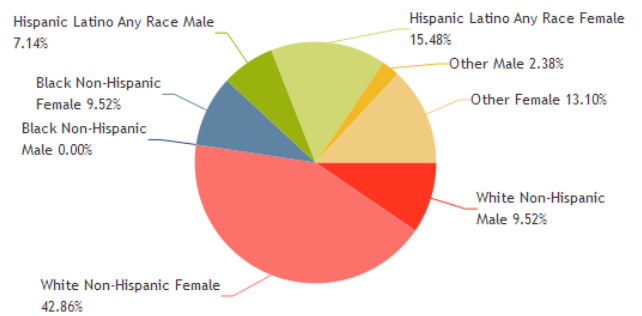
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

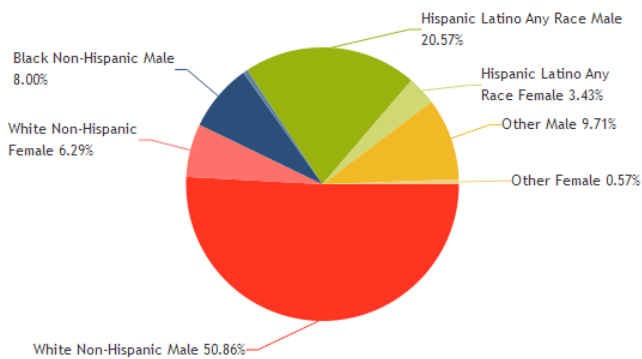
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 3

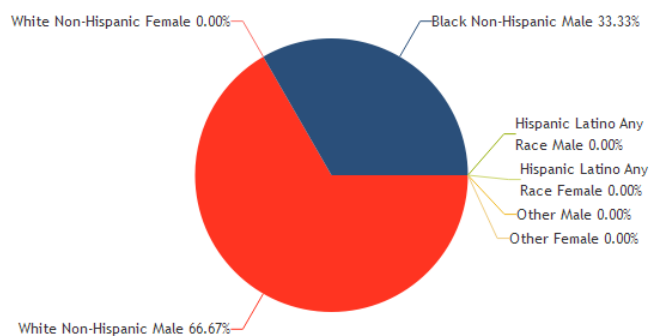
Data Collection Period: 1/2/2018 - 1/1/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	1	0	0	0	0	0	3
Command	7	0	1	0	1	1	2	0	12
Supervisory Positions	12	1	2	0	6	2	1	1	25
Non-Supervisory Positions	68	10	10	1	29	3	14	0	135
Sub Total									175
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	1	1
Managerial	6	2	0	0	1	0	0	0	9
Supervisory Positions	5	7	0	2	0	1	0	3	18
Non-Supervisory Positions	7	36	0	9	6	14	2	13	87
Sub Total									115
Total									290

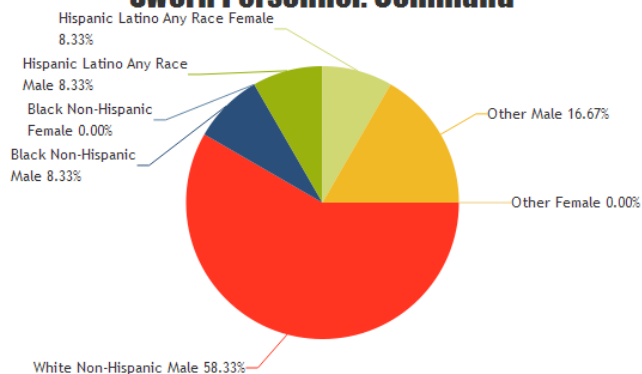
Total Sworn Personnel



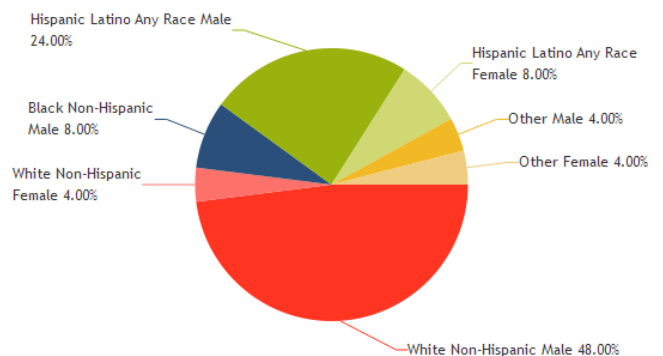
Sworn Personnel: Executive



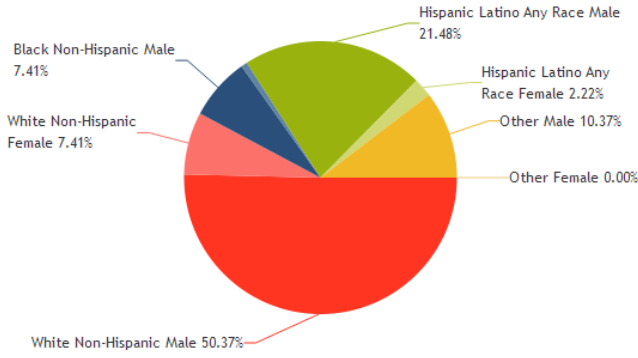
Sworn Personnel: Command



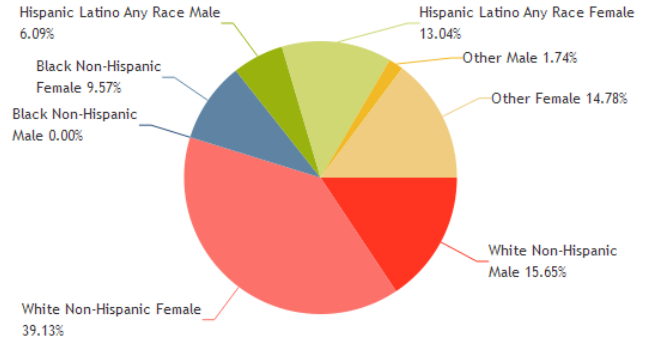
Sworn Personnel: Supervisory Positions



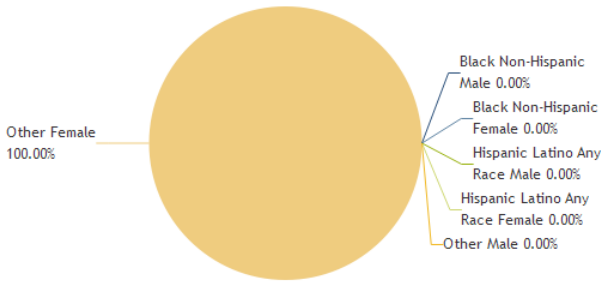
Sworn Personnel: Non-Supervisory Positions



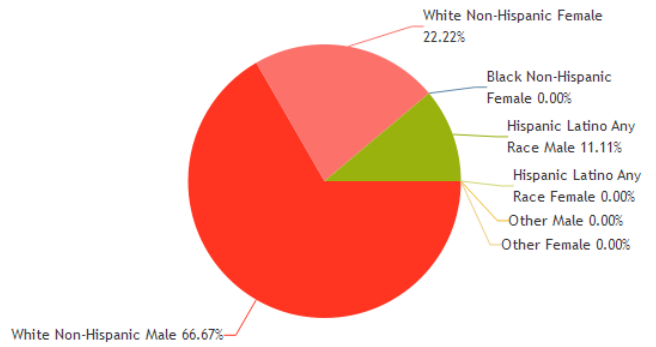
Total Non-Sworn Personnel



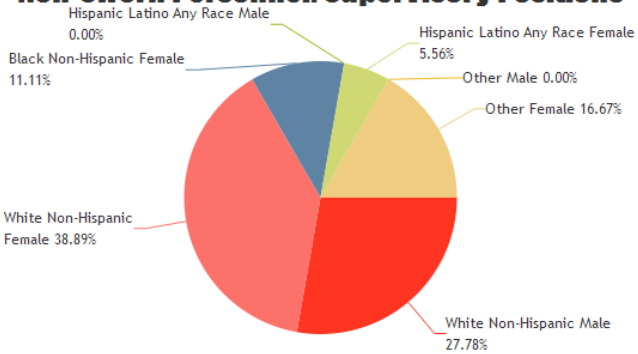
Non-Sworn Personnel: Executive



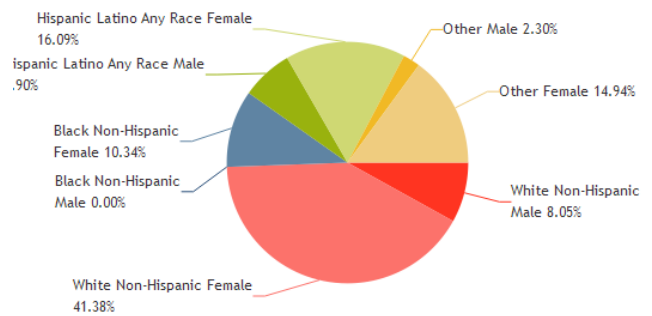
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 4

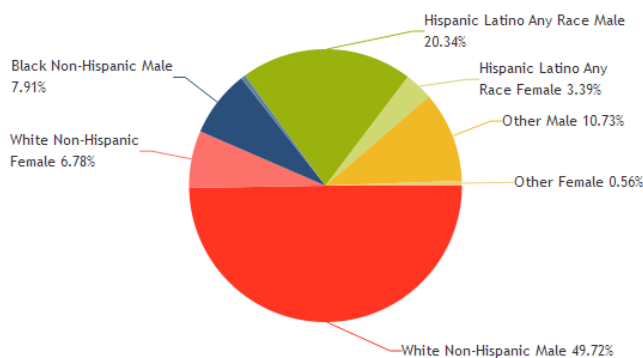
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	3	0	1	0	0	0	0	0	4
Command	6	0	1	0	1	1	2	0	11
Supervisory Positions	9	1	2	0	5	3	2	1	23
Non-Supervisory Positions	70	11	10	1	30	2	15	0	139
Sub Total									177
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	1	1
Managerial	5	2	0	0	1	0	0	0	8
Supervisory Positions	5	8	0	2	0	1	0	3	19
Non-Supervisory Positions	8	31	0	9	6	16	2	14	86
Sub Total									114
Total									291

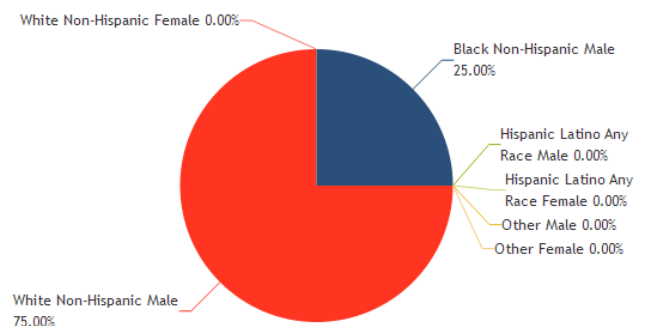
Reaccreditation Year 4 Notes:

NOTE: Date is from January 1 through August 2020 for October file review.

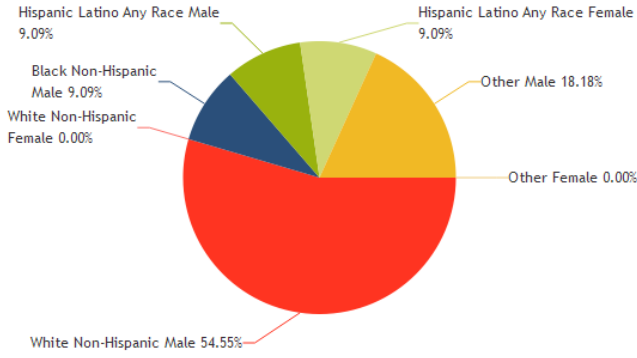
Total Sworn Personnel



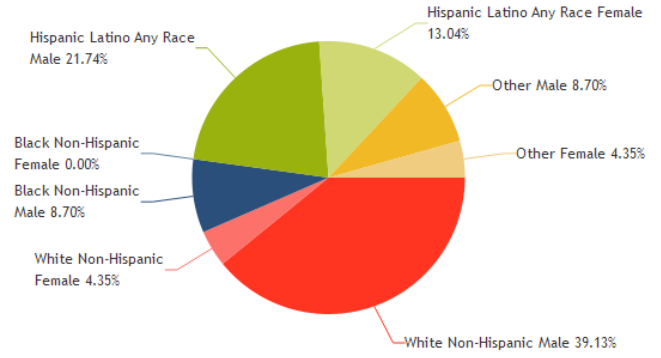
Sworn Personnel: Executive



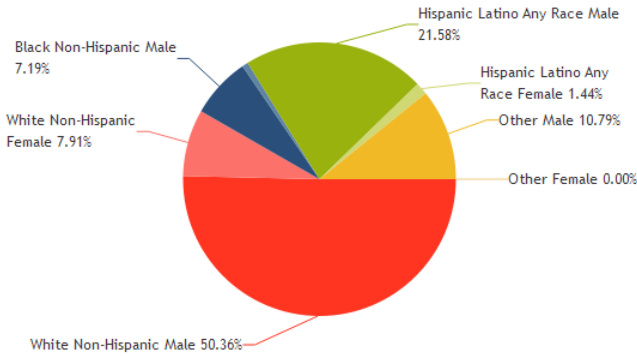
Sworn Personnel: Command



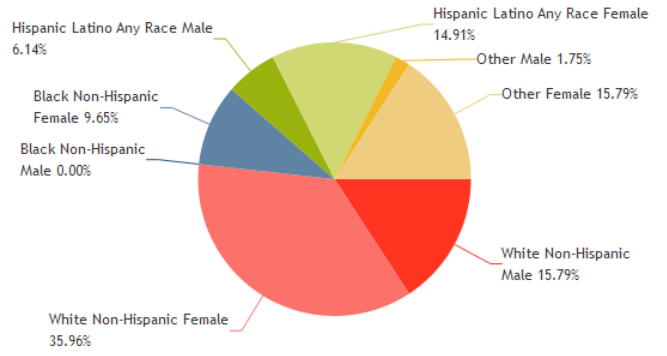
Sworn Personnel: Supervisory Positions



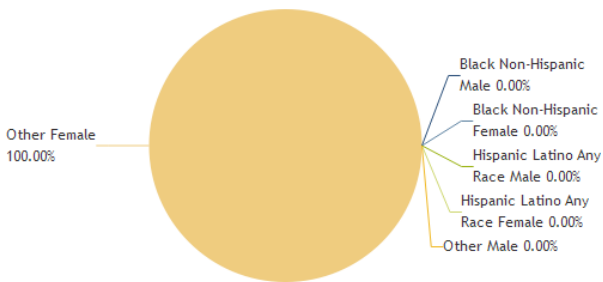
Sworn Personnel: Non-Supervisory Positions



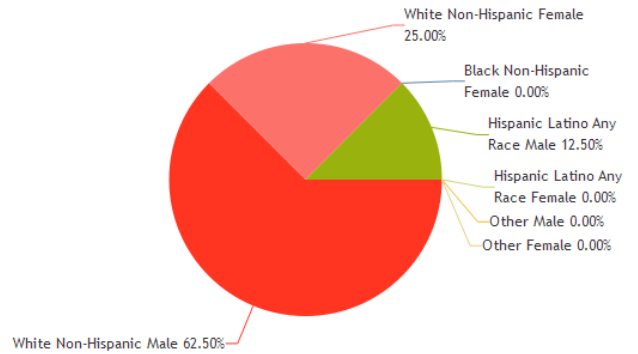
Total Non-Sworn Personnel



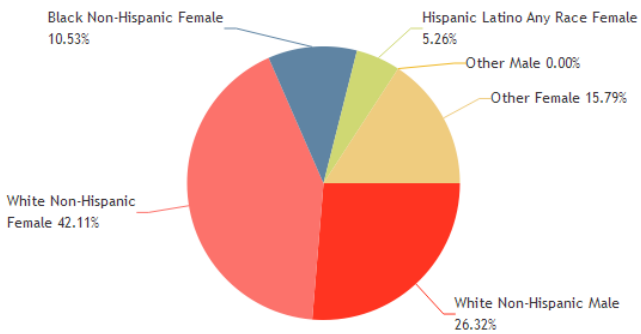
Non-Sworn Personnel: Executive



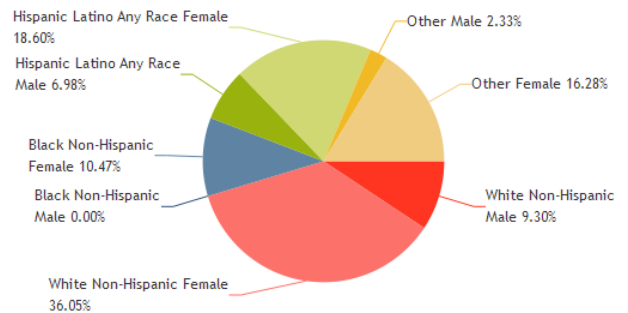
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

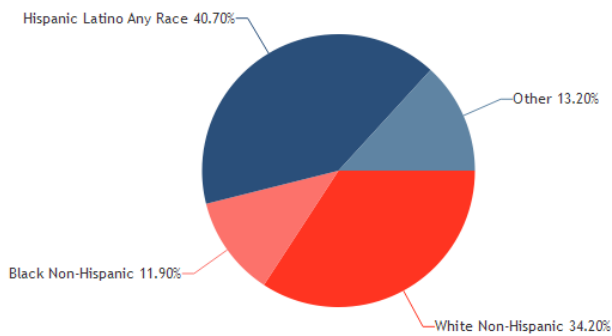
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Reaccreditation Year 1

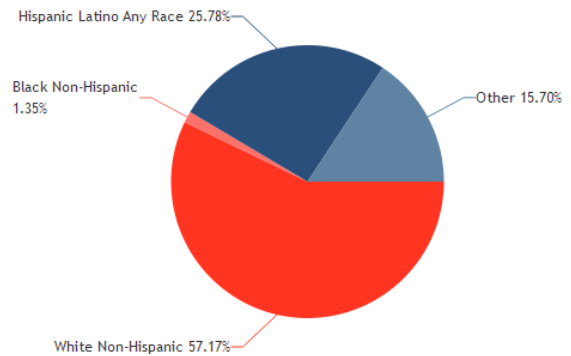
Data Collection Period: 1/1/2017 - 12/31/2017

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	54698	34%	840329	57%	108	59%	14	7%	118	61%	14	7%
Black Non-Hispanic	19032	11%	19772	1%	16	8%	1	0%	16	8%	1	0%
Hispanic Latino Any Race	65094	40%	378972	25%	35	19%	4	2%	34	17%	5	2%
Other	21113	13%	230679	15%	22	12%	1	0%	23	12%	2	1%
Total	159937		1469752		181		20		191		22	

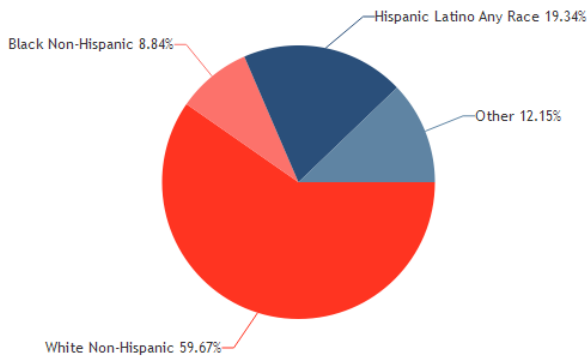
Service Population



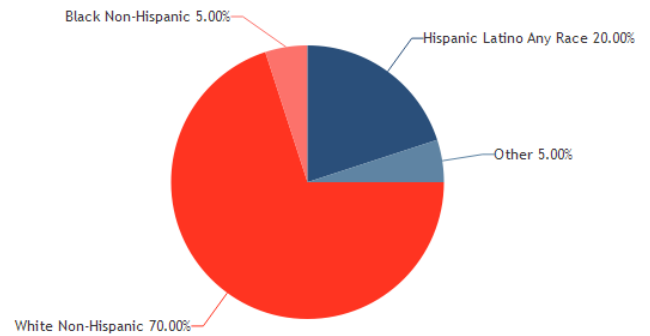
Available Workforce



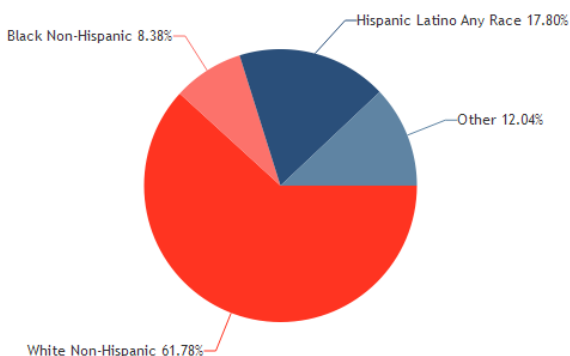
Current Sworn Officers



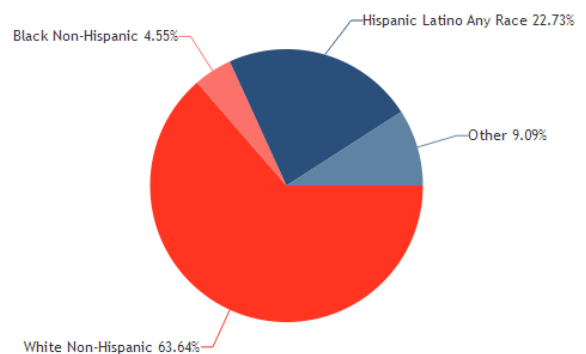
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 2

Data Collection Period: 1/1/2018 - 12/31/2018

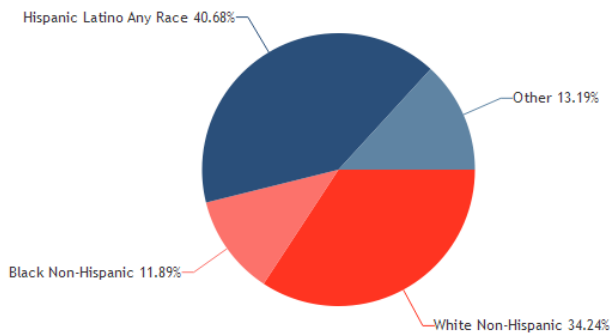
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	54981	34%	834921	50%	106	62%	14	8%	108	59%	14	7%
Black Non-Hispanic	19100	11%	187941	11%	14	8%	1	0%	16	8%	1	0%
Hispanic Latino Any Race	65323	40%	374218	22%	40	23%	5	2%	35	19%	4	2%
Other	21186	13%	266110	15%	9	5%	1	0%	22	12%	1	0%
Total	160590		1663190		169		21		181		20	

Reaccreditation Year 2 Notes:

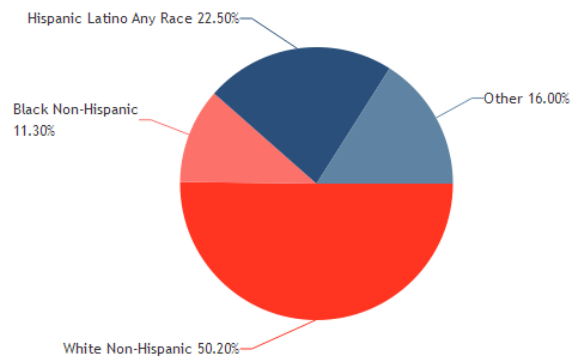
Service population total is from the most recent U.S. Census Bureau data dated July 1, 2017; subpopulation percentage numbers are from the City of Hayward website.

Available workforce data, including subpopulations, is from the most recent U.S. Census Bureau data for Alameda County, CA, dated July 1, 2017.

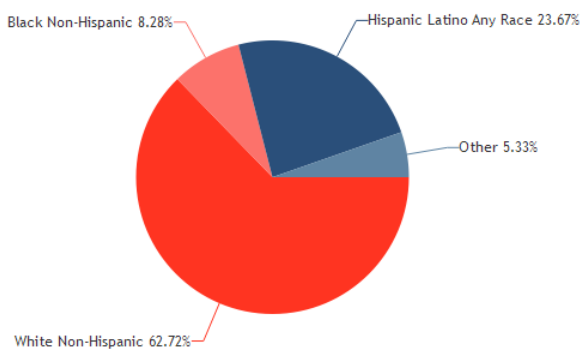
Service Population



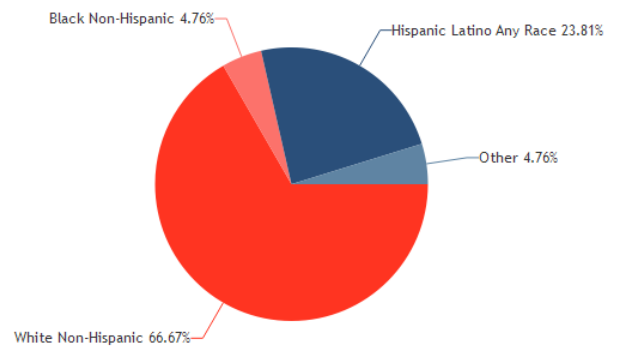
Available Workforce



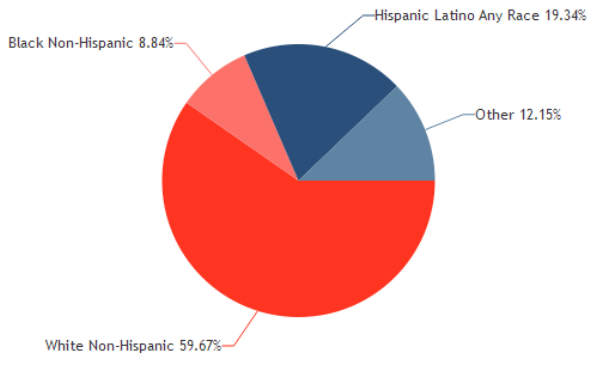
Current Sworn Officers



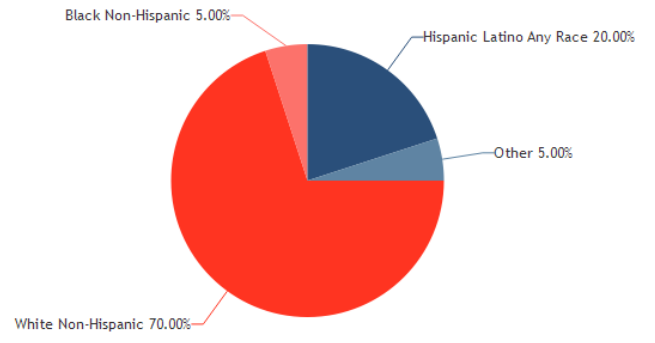
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 3

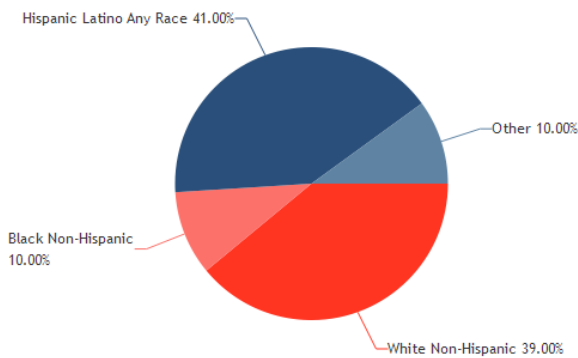
Data Collection Period: 1/1/2019 - 12/31/2019

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	62251	38%	236173020	72%	100	57%	11	6%	106	62%	14	8%
Black Non-Hispanic	15962	10%	41617764	12%	15	8%	1	0%	14	8%	1	0%
Hispanic Latino Any Race	65444	40%	16253785	4%	42	24%	6	3%	40	23%	5	2%
Other	15963	10%	33122870	10%	18	10%	1	0%	9	5%	1	0%
Total	159620		327167439		175		19		169		21	

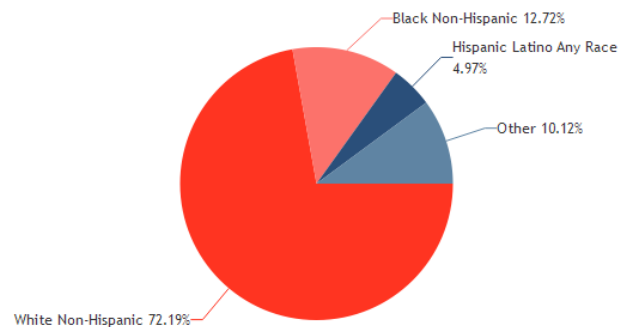
Reaccreditation Year 3 Notes:

The service population data is for the City of Hayward, U.S. Census Bureau, as of July 1, 2018. The Available workforce data is for the County of Alameda, U.S. Census Bureau, as of 2018.

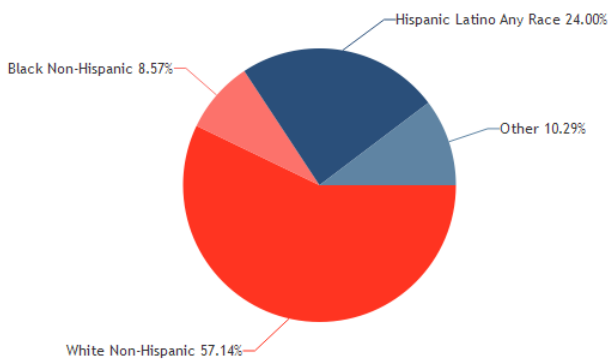
Service Population



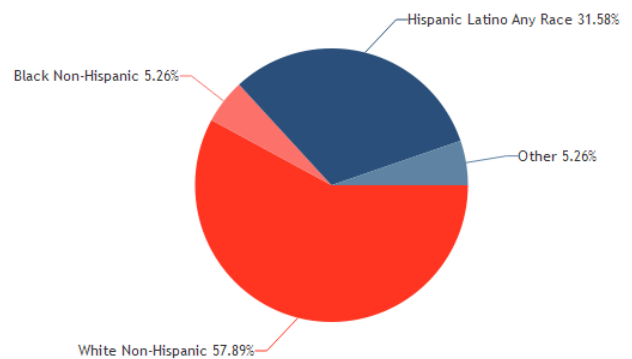
Available Workforce



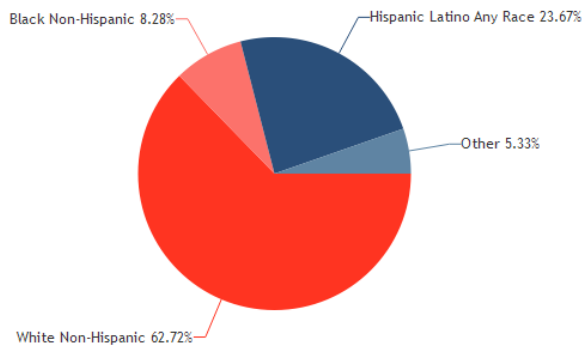
Current Sworn Officers



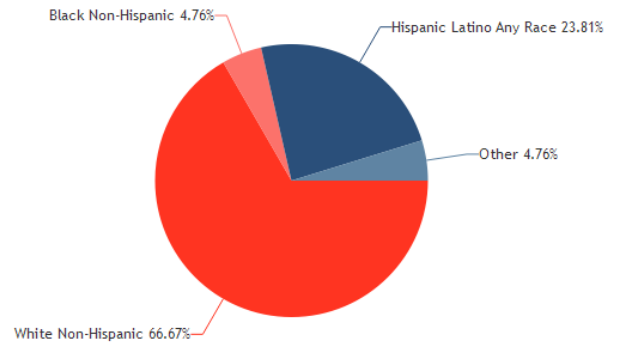
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 4

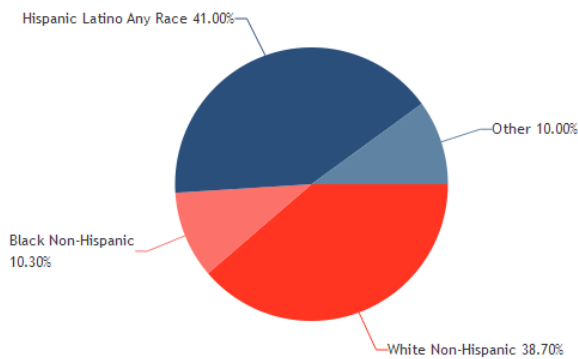
Data Collection Period: 1/1/2020 - 12/31/2020

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	61610	38%	535578	49%	100	56%	12	6%	100	57%	11	6%
Black Non-Hispanic	16397	10%	119500	10%	15	8%	1	0%	15	8%	1	0%
Hispanic Latino Any Race	65272	41%	239000	21%	42	23%	6	3%	42	24%	6	3%
Other	15921	10%	192287	17%	20	11%	11	6%	18	10%	1	0%
Total	159200		1086365		177		30		175		19	

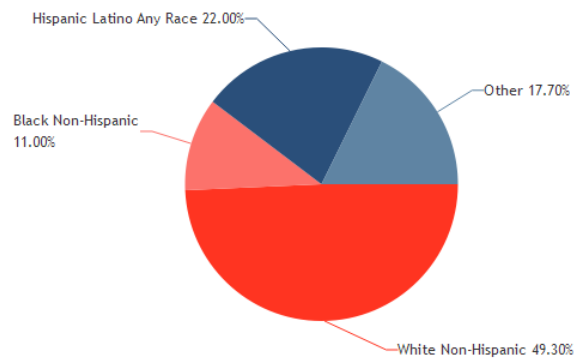
Reaccreditation Year 4 Notes:

NOTE: Data is from January 1 through August 2020 for October file review.

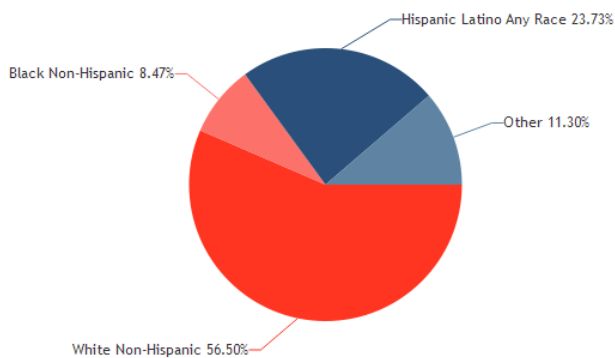
Service Population



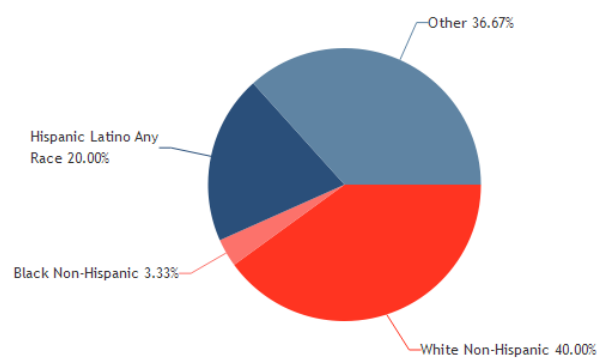
Available Workforce



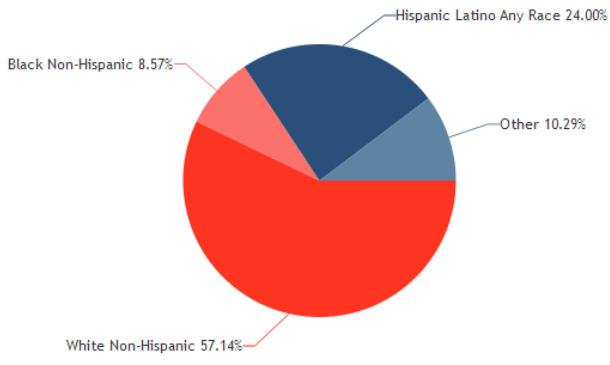
Current Sworn Officers



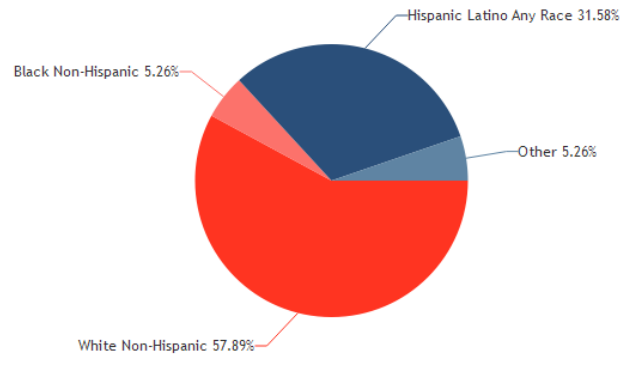
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



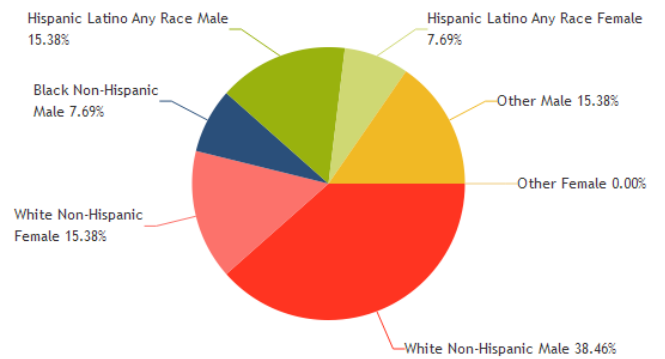
Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	5	2	1	0	2	1	2	0	13
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	4%		1%		2%		1%		N/A

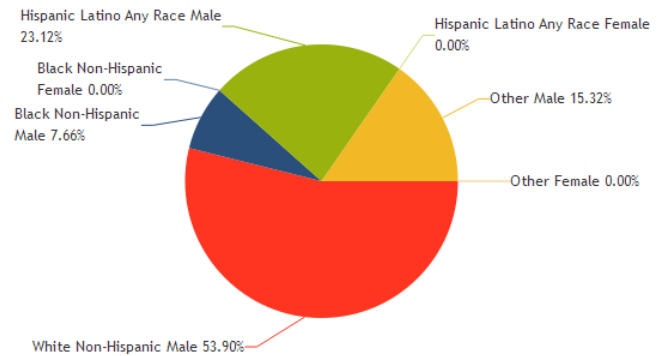
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

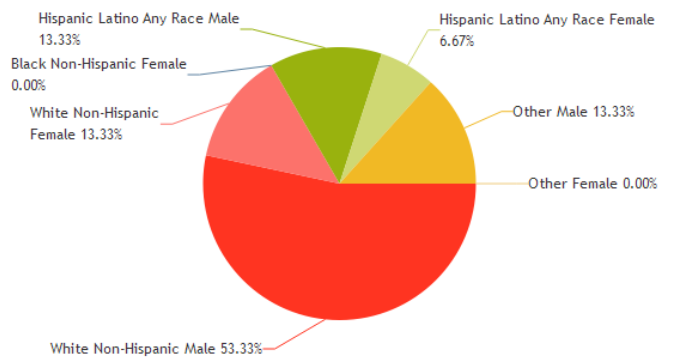
Sworn Officer Selection - Reaccreditation Year 2

Data Collection Period: 1/2/2018 - 1/1/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	8	2	0	0	2	1	2	0	15
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	6%		0%		2%		1%		N/A

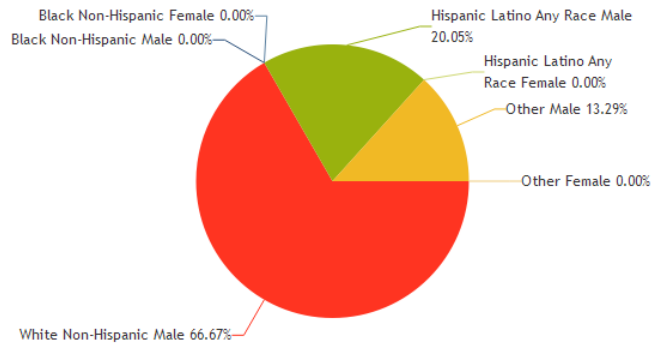
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

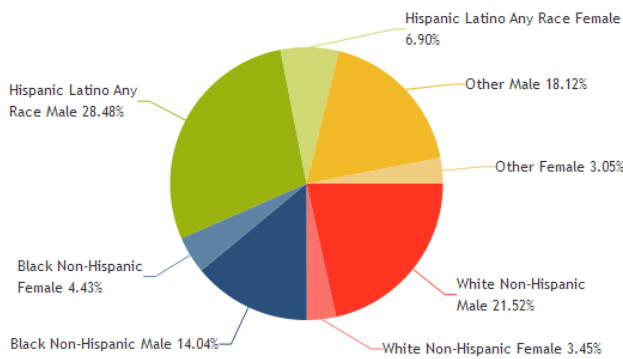
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 3

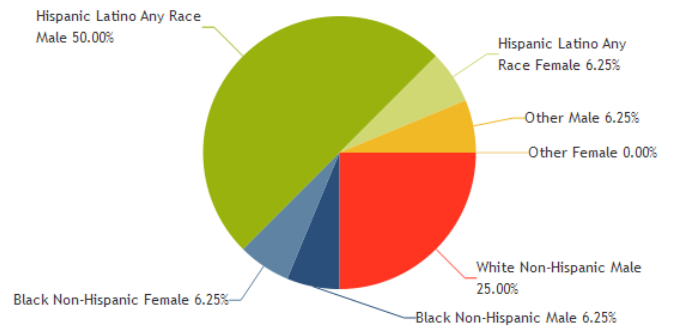
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	374	60	244	77	495	120	315	53	1738
Applicants Hired	4	0	1	1	8	1	1	0	16
Percent Hired	1%	0%	0%	1%	2%	1%	0%	0%	N/A
Percent of Workforce Population	2%		1%		5%		1%		N/A

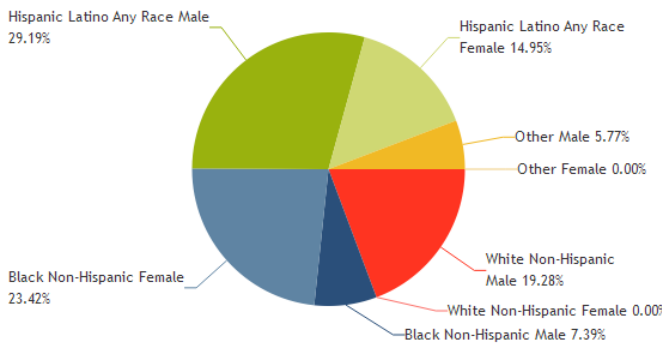
Applications Received



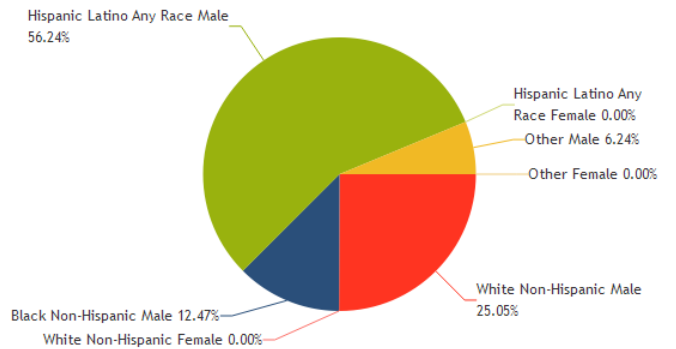
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 4

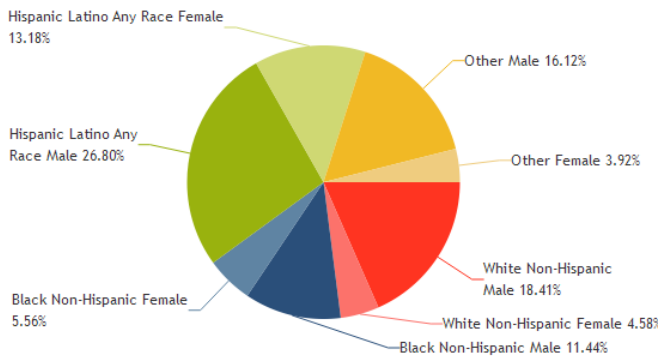
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	169	42	105	51	246	121	148	36	918
Applicants Hired	6	0	0	0	5	2	3	0	16
Percent Hired	4%	0%	0%	0%	2%	2%	2%	0%	N/A
Percent of Workforce Population	3%		0%		4%		2%		N/A

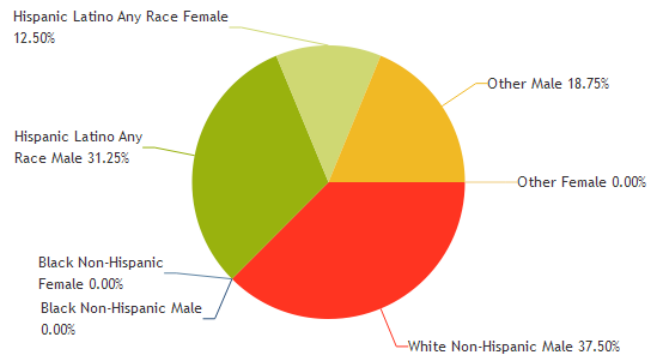
Reaccreditation Year 4 Notes:

NOTE: Data is from January 1 through August 2020 for October file review.

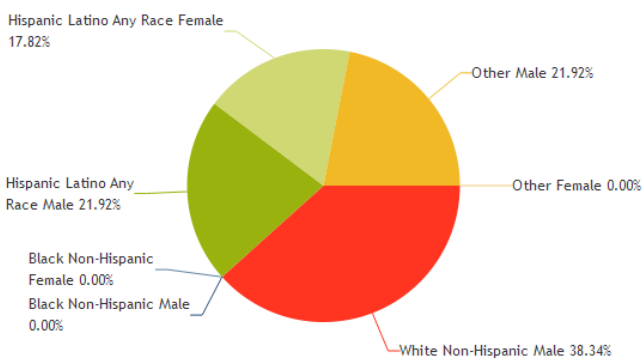
Applications Received



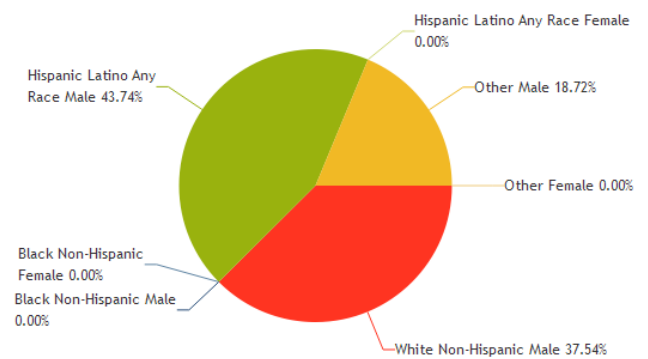
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

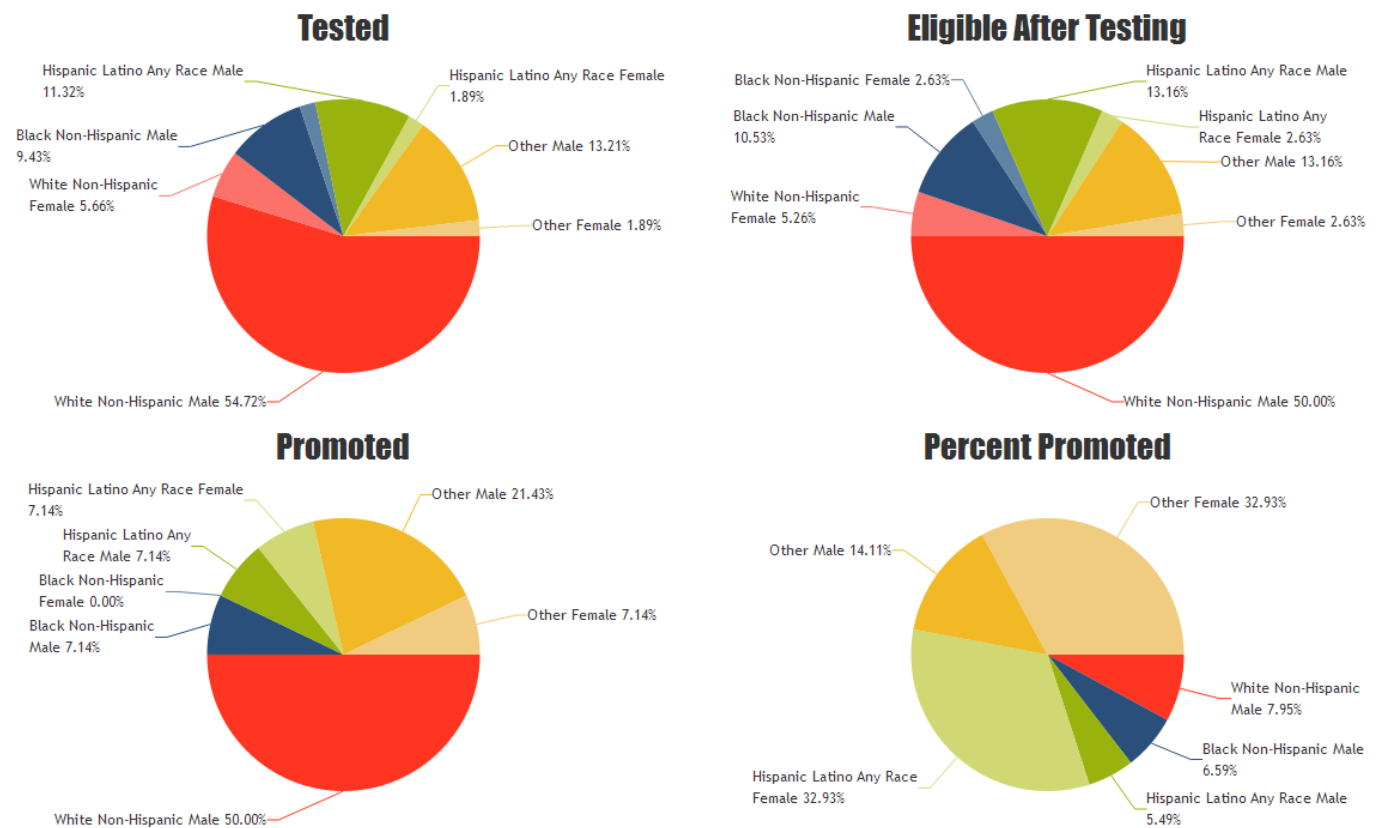
Sworn Officer Promotions - Reaccreditation Year 1

Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	29	3	5	1	6	1	7	1	53
Eligible After Testing	19	2	4	1	5	1	5	1	38
Promoted	7	0	1	0	1	1	3	1	14
Percent Promoted	24 %	0 %	20 %	0 %	17 %	100 %	43 %	100 %	N/A

Reaccreditation Year 1 Notes:

Several officers were promoted from eligibility testing lists that were extended from 2015-2016.



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 2

Data Collection Period: 1/2/2018 - 1/1/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	0	0	0	0	0	0	0	0	0
Promoted	3	0	0	0	0	0	0	0	3
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Reaccreditation Year 2 Notes:

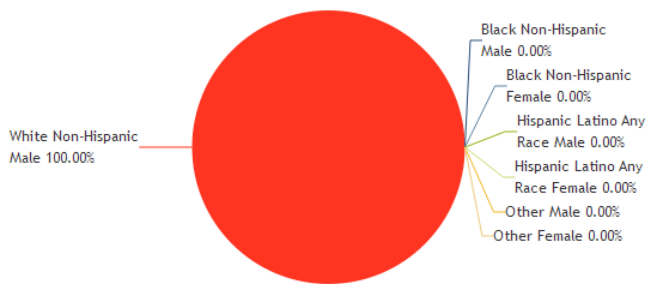
Officers were promoted from eligibility lists that were extended from 2017. Promotional tests and eligibility lists for Lieutenants and Sergeants will be held in 2019.

Tested

Eligible After Testing

Promoted

Percent Promoted



Legend

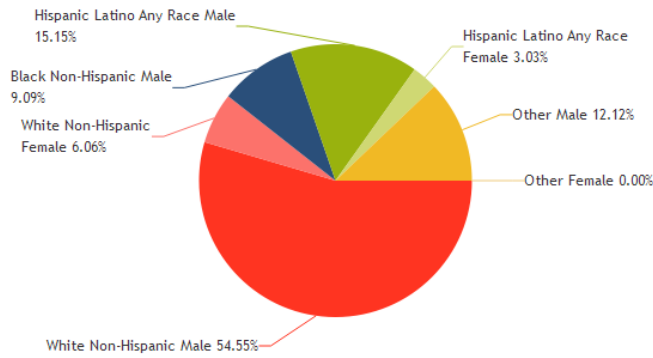
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 3

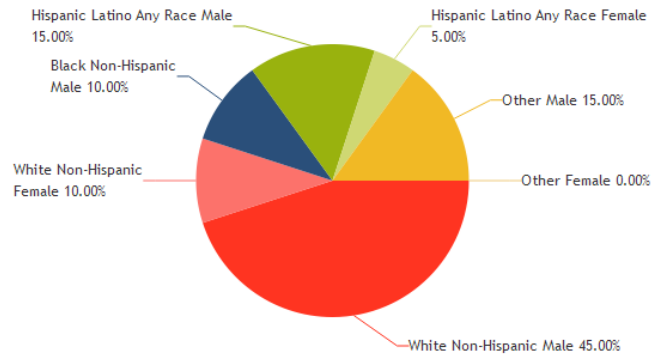
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	18	2	3	0	5	1	4	0	33
Eligible After Testing	9	2	2	0	3	1	3	0	20
Promoted	0	0	1	0	0	0	0	0	1
Percent Promoted	0 %	0 %	33 %	%	0 %	0 %	0 %	%	N/A

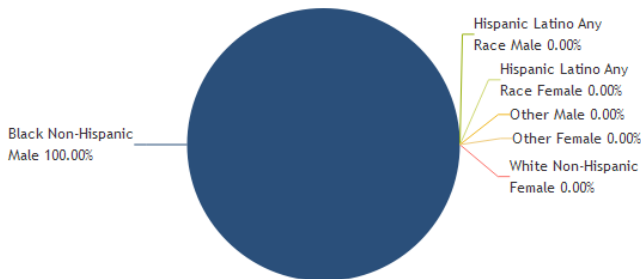
Tested



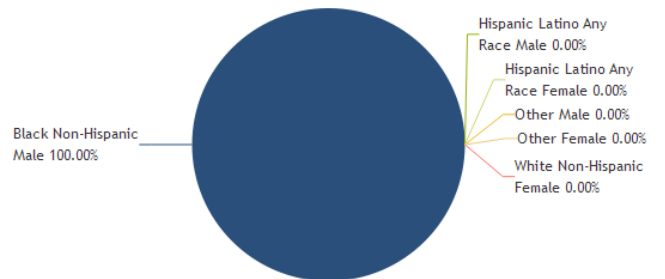
Eligible After Testing



Promoted



Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

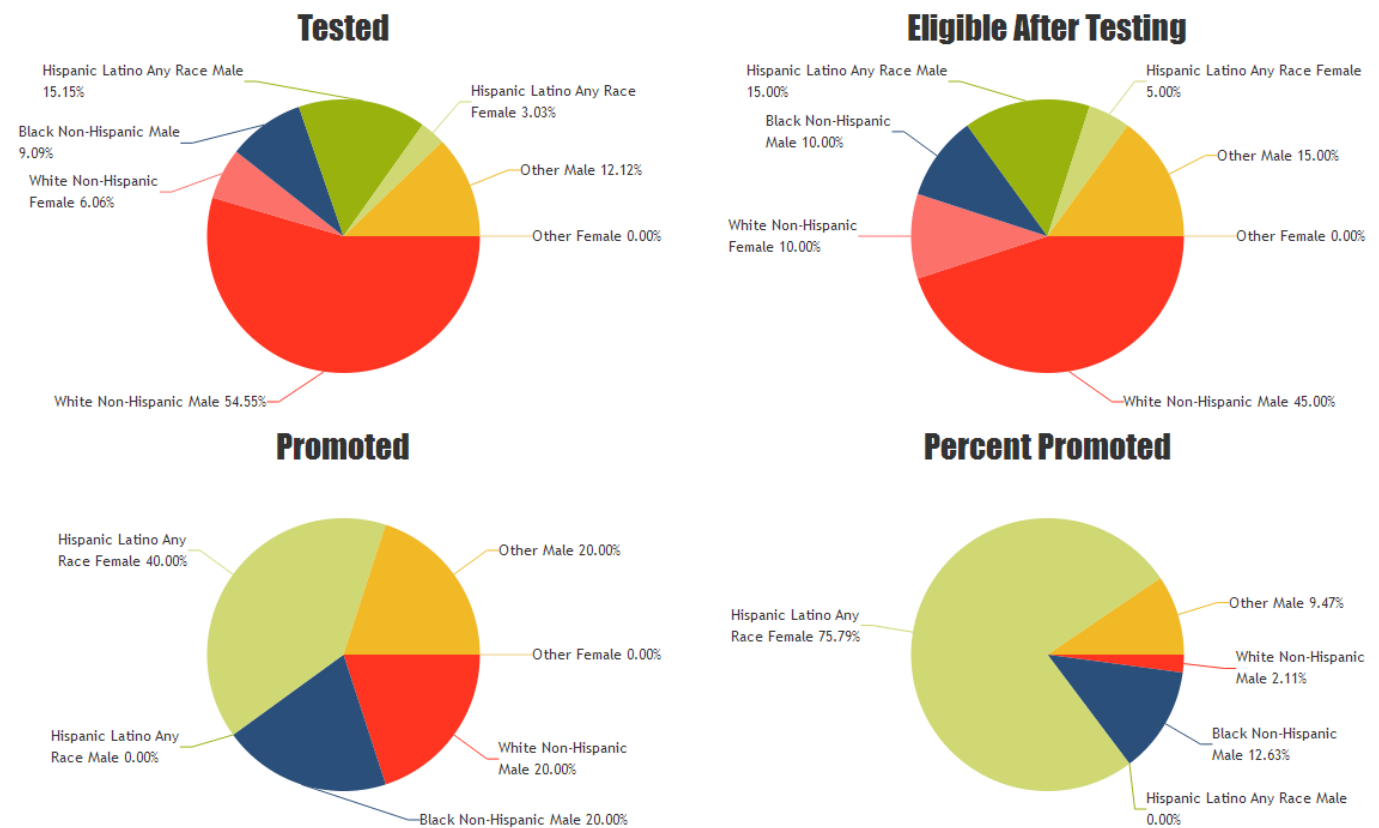
Sworn Officer Promotions - Reaccreditation Year 4

Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	18	2	3	0	5	1	4	0	33
Eligible After Testing	9	2	2	0	3	1	3	0	20
Promoted	1	0	1	0	0	2	1	0	5
Percent Promoted	6 %	0 %	33 %	%	0 %	200 %	25 %	%	N/A

Reaccreditation Year 4 Notes:

NOTE: Data is from January 1 through August 2020 for October file review.



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

