

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
Bryan Matthews

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 Research Forum (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 Bryan Matthews. 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 Services Review:

CALEA Compliance Services Member(s) Jeff Pierce remotely reviewed 192 standards for the agency using Law Enforcement Manual 6.12 and completed a report of findings on 3/31/2022. 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.

- 41.2.7 – Mental Health Issues* (LE1) – ISSUE: - Bullet (D) requires a written directive regarding documented annual refresher training for mental health issues. Agency written directive states, “The Personnel & Training Bureau is responsible for documenting all refresher training for all Departmental employees on responding to persons with mental illness, at least every three years. AGENCY ACTION NEEDED: - Recommend revising agency written directive to specifically address annual refresher training on an annual basis. AGENCY ACTION TAKEN: During this review, the agency elected to revise its current directive to add the following language; “The personnel and Training Bureau is responsible for documenting all refresher training for all Departmental employees on responding to persons with mental illness annually”. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.

CALEA Compliance Services Member(s) Brian Childress remotely reviewed 118 standards for the agency using Law Enforcement Manual 6.16 and completed a report of findings on 5/25/2023. 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.

- 1.2.9 – Biased Policing* (LE1) (MMMM) – ISSUE: This standard mandates the agency has a written directive governing biased policing and Bullet B. mandates the directive include initial training and annual training for affected personnel in biased issues including legal aspects. The agency directive refers to California POST requirements of refresher training every five years or sooner which violates the standard requirement of Bullet B. AGENCY ACTION NEEDED: The agency was requested to revise their directive to mandate annual training per this standard. AGENCY ACTION TAKEN: The agency elected to revise their directive to mandate annual training. However, the CSM found sufficient training records complied with the annual requirements by practice. Because there was a directive change, it is recommended this standard be reviewed again based on continuous compliance.
- 41.2.7 – Mental Health Issues* (LE1) – FOLLOW-UP: This standard was noted as an issue by the Year 1 CSM because of a directive change. The Year 2 CSM reviewed the entire file and found it now meets all standard requirements.
- 46.1.9 – All Hazard Plan Training* (LE1) – ISSUE: This standard mandates a written directive which provides for annual all-hazards training and a biennial training exercise. There was no highlighted directive which addresses the biennial exercise requirements per Bullet B. AGENCY ACTION NEEDED: The agency was requested to add an existing directive or revise their directive to address Bullet B. AGENCY ACTION TAKEN: The agency elected to revise their directive to address the biennial training requirements in Bullet B. However, the agency provided sufficient training proofs to reflect they complied with the biennial requirements by practice. Because there was a directive change, it is recommended this standard be reviewed again based on continuous compliance.

CALEA Compliance Services Member(s) Tim Garner (CSM) remotely reviewed 120 standards for the agency using

Law Enforcement Manual 6.17 and completed a report of findings on 4/28/2024. 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.

- 1.2.9 – Biased Policing* (LE1) (MMMM) – FOLLOW-UP: The agency revised the written directive to address the annual training requirements as recommended during the previous review. Proof of compliance was provided, and the agency is compliant with the standard.
- 41.1.5 – Police Service Canines (LE1) – ISSUE: The written directive provided, Policy 309 Canines, does not address the requirements of bullet points b, c, d, and i. AGENCY ACTION NEEDED: It is recommended that the agency provide a written directive that addresses the requirements stated in bullet points b, c, d, and i. AGENCY ACTION TAKEN: The agency has begun the process for developing a written directive that addresses all of the requirements of the standard.
- 46.1.9 – All Hazard Plan Training* (LE1) – FOLLOW-UP: The agency revised the written directive based upon the recommendations made during the previous review. Proof of compliance was provided, and the agency is compliant with the standard.
- 74.1.1 – Information, Recording (LE1) – ISSUE: Bullet point a of the standard requires that the agency record the time and date received on each item of legal process. The agency was recording the date but not the time. AGENCY ACTION NEEDED: It is recommended that the agency record the date and time received on each item of legal process. AGENCY ACTION TAKEN: The agency has recognized the issue and will record the date and time from now forward.
- 74.1.3 – Warrant/Wanted Person Procedures – ISSUE: The written directive provided, Policy 318 Legal Process, did not address the requirements of the standard. AGENCY ACTION NEEDED: It is recommended that the agency provide a written directive that addresses all of the requirements of the agency. AGENCY ACTION TAKEN: The agency recognizes the issue and has begun the process of developing a directive that addresses the standard requirements.
- 82.2.2 – Reporting Requirements (LE1) – ISSUE: The written directives provided did not address incidents resulting in an employee being dispatched or assigned as required by bullet point c. AGENCY ACTION NEEDED: It is recommended that the agency provide a written directive that requires the reporting of every incident the results in an employee being dispatched or assigned. AGENCY ACTION TAKEN: The agency provided an amended written directive, Policy 326 Report Preparation, that addresses the requirement of the standard.

CALEA Compliance Services Member(s) William Buckbee (CSM) remotely reviewed 224 standards for the agency using Law Enforcement Manual 6.20 and completed a report of findings on 10/17/2024. 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.

- 35.1.9 – Personnel Early Intervention System* (LE1) – ISSUE: The agency's written directive did not stipulate triggers for employee behaviors or actions as required by bullet b of this standard. AGENCY ACTION NEEDED: The agency should provide a written directive that addresses threshold/triggers as required by bullet b. AGENCY ACTION TAKEN: The agency revised their written directive 1016 Early Identification and Intervention System on October 15, 2024 to address bullet b and threshold triggers. The agency did establish triggers in a software application used to document behaviors relevant to this standard. The application could automatically notify staff when an employee reached a threshold of behaviors. The agency had proofs that they had reviewed personnel for reaching thresholds.
- 41.1.5 – Police Service Canines (LE1) – Follow Up: The agency promulgated a revised policy on March 20, 2024 with subsequent updates in April 2024. The written directive is compliant with standard and the agency provided additional proofs of compliance.

- 74.1.1 – Information, Recording (LE1) – Follow Up: The agency has been recording date and time received for legal processes as recommended in the prior assessment. in compliance.
- 74.1.3 – Warrant/Wanted Person Procedures – Follow up: The agency written directive is in compliance.
- 82.2.2 – Reporting Requirements (LE1) – Follow Up: The agency is compliant with this this standard.

Site-Based Assessment Review:

From 12/2/2024 to 12/5/2024, Vincent Line (Assessor), Deann MacLeod (Assessor) visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment.

Findings:

During the Site-Based Assessment Review, the assessment team conducted 31 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

Bryan Matthews

Chief Bryan Matthews began his law enforcement career in 1999 and has served his hometown, the City of Hayward, for 25 consecutive years. Over the course of his service, he worked a variety of assignments, including Patrol, Training, Gang Investigations, SWAT, Community Policing, Internal Affairs, Emergency Preparedness and as the department's liaison with the community for policy innovation and alternative response models.

Chief Matthews earned a bachelor's degree in sociology from California State University, Hayward, now California State University, East Bay, and a master's degree in organizational leadership from Columbia Southern University.

He is a graduate of the FBI National Academy, the California POST Command College, and the Harvard Kennedy School of Government's Senior Executives in State and Local Government Program.

COMMUNITY PROFILE

The City of Hayward was incorporated in 1876 as part of Alameda County, CA. It is part of the East Bay region of the San Francisco Bay Area. The City is located 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. It has evolved into a vibrant city of many cultures, histories, and neighborhoods. Hayward encompasses sixty-four square miles and is called the “Heart of the Bay” because of its central location in Alameda County and its welcoming, diverse cultures.

Hayward’s population of approximately 163,000 people makes it one of the largest cities in the San Francisco Bay Area. The population is diverse, including 9 percent African American, 41 percent Latino, 17 percent White, and 33 percent Other/Multiracial residents. Many Hayward residents are foreign-born and speak a language other than English.

The Hayward median household income is approximately \$96,400. Education levels among Hayward residents indicate 14 percent with less than high school education; 36 percent high school graduates; 43 percent with some college or an associate's degree; 7 percent with a bachelor's degree or higher. Critical infrastructure in Hayward includes the Hayward Executive Airport; two Bay Area Rapid Transit (BART) commuter rail stations; a network of Alameda County commuter bus lines (AC Transit); and two hospitals.

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 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 residents for more than forty years. The YFSB includes eleven professional mental health clinicians.

In 2023, despite continuing challenges imposed by staffing shortages, Chief Chaplin, Deputy Chief Matthews, and the Command Staff maintained meetings with the Community Advisory Committee (CAP) to the Chief of Police. In late 2023, the Hayward City Council transformed the CAP into the Council Public Safety Committee (CPSC), in order to be more transparent by holding public meetings.

On January 03, 2024, Chief Bryan Matthews was promoted to Police Chief. Chief Matthews anticipates greater, improved and unfiltered dialogue in the CPSC that will improve mutually the safety of the City and the performance of the Hayward Police Department.

AGENCY STRUCTURE AND FUNCTION

The Hayward Police Department was restructured in 2022. The agency is divided into five divisions including the Office of the Chief, Investigations Division, Patrol Division, Community Services Division, and the Support Services Division.

The Office of the Chief is headed by the Police Chief, and includes the Office of the Deputy Chief, Internal Affairs, and CALEA Accreditation. The Investigations Division is commanded by a captain and includes investigation and related units. The Patrol Division is commanded by a captain and is responsible for all patrol operations, the Special Response Unit, and the Canine Unit. The Support Services Division is commanded by a captain and includes the Records Bureau, Communications Unit, Animal Services, Jail, Property and Evidence Unit, and HPD Facilities. The Community Services Division is commanded by a captain who oversees two District Command substations, Traffic Enforcement, Personnel and Training Unit, Youth and Family Services Bureau, and Volunteer Programs. During Fiscal Year 2024 - 2025, the agency had 333 budgeted full times positions.

AGENCY SUCCESSSES

The Hayward Police Department (HPD) had three noteworthy successes in 2024.

The first success was maintenance of essential law enforcement services throughout the City despite staffing shortages. Despite ongoing recruitment challenges in Hayward, and in law enforcement nationally, the agency improved its recruitment portfolio by moving to a new and well-experienced recruitment vendor for law enforcement, and with patient and dedicated work by agency's Personnel and Training Unit. The second success was the transformation of the Community Advisory Panel (CAP) to the Chief of Police, that was badly impacted by COVID and member relocations, into a Public Safety Committee within the City of Hayward in December 2023. This revitalized effort promises to bring more transparent, unfiltered dialogue between the agency, City government, and the public at large. It will better link and improve law enforcement services with the needs and expectations of Hayward communities. The third success was a successful pilot and implementation of crisis intervention program jointly staffed by mental health professionals, law enforcement, and medical professionals.

FUTURE ISSUES FOR AGENCY

As of October 2024, two issues likely will impact the agency's service delivery in the next three to five years.

The first issue is the local, regional, and national challenge of law enforcement retention and recruitment. Staffing levels are low for sworn and professional positions, including essential Communications Center positions; a significant number of personnel now are eligible for retirement. The agency engaged a professional law enforcement recruitment organization that is yielding promising results in an extraordinarily difficult and competitive recruitment environment. The second issue is the age and insufficiency of the agency's physical building and campus. This issue comes with revived activity on the part of the agency and the City to build a new headquarters on now-identified real estate. Moreover, the City appears willing to extend and increase funding for the construction project. Temporary improvements to the current building, such as new locker rooms, are moving forward, albeit at a slow pace.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Jeff Pierce

Compliance Services Member: Jeff Pierce completed a report of findings on (no date set), of the Year 1 Remote Web-based Assessment of Hayward (CA) Police Department. The review was conducted remotely and included 192 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	
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries (MMMM)	Compliance Verified
2.1.3 Written Agreements for Mutual Aid (OOOO)	Agency Elected 20%
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Compliance Verified
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.2.5 Assault on Sworn Officer Review* (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.3.5 Firearms Range (MMMM)	Compliance Verified
11 Organization and Administration	
11.2.1 Direct Command, Component	Compliance Verified

Standards	Findings
11.3.2 Supervisory Accountability	Compliance Verified
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
11.3.4 Police Action Death Investigations	Compliance Verified
11.4.3 Accreditation Maintenance	Compliance Verified
11.4.5 Electronic Data Storage	Compliance Verified
12 Direction	
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
12.2.2 Dissemination and Storage (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
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
21.2.3 Position Management System	Compliance Verified
21.2.4 Workload Assessment*	Compliance Verified
22 Personnel Management System	
22.1.2 Leave Program	Compliance Verified
22.1.3 Benefits Program (LE1)	Compliance Verified
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.1.6 Clothing and Equipment	Compliance Verified
22.1.7 Employee Assistance Program	Agency Elected 20%
22.1.8 Employee Identification (LE1)	Compliance Verified
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.1.10 Bonding/Liability Protection (M M M M)	Compliance Verified
22.2.3 Fitness and Wellness Program	Agency Elected 20%
22.3.1 Agency Role	Compliance Verified
22.4.1 Grievance Procedures (LE1)	Compliance Verified
22.4.2 Coordination/Control of Records	Compliance Verified
22.4.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.3 Harassment (LE1)	Compliance Verified

Standards	Findings
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
26.2.3 CEO Direct Accessibility	Compliance Verified
26.2.4 Complaint/Commendation Registering Procedures (LE1)	Compliance Verified
26.2.5 Annual Statistical Summaries; Public Availability*	Compliance Verified
26.3.1 Complaint Types	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
26.3.4 Informing Complainant	Compliance Verified
26.3.5 Notification of Allegations and Rights (LE1)	Compliance Verified
26.3.6 Submission to Tests, Procedures	Compliance Verified
26.3.7 Relieved from Duty	Compliance Verified
26.3.8 Conclusion of Fact	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.4.1 Selection Process Described (LE1)	Compliance Verified
31.4.2 Job Relatedness	Compliance Verified
31.4.3 Uniform Administration	Compliance Verified
31.4.4 Candidate Information	Compliance Verified
31.4.5 Notification of Ineligibility	Compliance Verified
31.4.6 Records	Compliance Verified
31.4.7 Selection Criteria (LE1) (MMMM)	Compliance Verified
31.4.8 Sworn Appointment Requirements (M M M M)	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified
31.5.2 Training	Compliance Verified
31.5.3 Truth Verification	Compliance Verified
31.5.4 Conducted by Certified Personnel	Compliance Verified
31.5.5 Use of Results	Compliance Verified
31.5.6 Medical Examinations	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.1 Training Committee	Agency Elected 20%

Standards	Findings
33.1.5 Remedial Training (LE1)	Compliance Verified
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.3.1 Instructor Training	Not Applicable by Function
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.5.4 Accreditation Manager Training	Compliance Verified
33.8.1 Training for Career Development Personnel Training	Agency Elected 20%
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	Compliance Verified
40.2.1 Criminal Intelligence Data Collection	Compliance Verified
40.2.2 Intelligence Analysis Procedures	Compliance Verified
40.2.3 Criminal Intelligence Procedures* (LE1)	Compliance Verified
41 Patrol	
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Standard Issue
Notes: ISSUE: - Bullet (D) requires a written directive regarding documented annual refresher training for mental health issues. Agency written directive directives states, “The Personnel & Training Bureau is responsible for documenting all refresher training for all Departmental employees on responding to persons with mental illness, at least every three years. AGENCY ACTION NEEDED: - Recommend revising agency written directive to specifically address annual refresher training on an annual basis. AGENCY ACTION TAKEN: During this review, the agency elected to revise its current directive to add the following language; “The personnel and Training Bureau is responsible for documenting all refresher training for all Departmental employees on responding to persons with mental illness annually”. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.	
41.3.5 Protective Vests (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.3.1 Program Description	Compliance Verified
45.3.2 Training	Compliance Verified

Standards	Findings
45.3.3 Uniforms	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.1.11 Personnel Identification	Compliance Verified
46.2.5 Search and Rescue	Not Applicable by Function
53 Inspectional Services	
53.2.1 Staff Inspections*	Agency Elected 20%
54 Public Information	
54.1.4 Public Information Officer Training	Compliance Verified
55 Victim/Witness Assistance	
55.2.5 Assistance, Suspect Arrest	Agency Elected 20%
61 Traffic	
61.1.11 License Reexamination Referrals	Compliance Verified
61.1.12 Parking Enforcement	Compliance Verified
61.3.4 School Crossing Guards*	Not Applicable by Function
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.1.2 Access, Nonessential Persons	Not Applicable by Function
72.2.1 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 Sanitation Inspection*	Not Applicable by Function
72.4.1 Securing Weapons (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
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

Standards	Findings
72.4.11 Report, Threats to Facility*	Not Applicable by Function
72.5.1 Detainee Searches	Not Applicable by Function
72.5.2 Intake	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 Posted Access to Medical Service	Not Applicable by Function
72.6.4 Dispensing Pharmaceuticals	Not Applicable by Function
72.7.1 Procedure, Detainee Rights	Not Applicable by Function
72.8.1 Monitoring of Detainees (M M M M)	Not Applicable by Function
72.8.2 Audio/Visual Surveillance	Not Applicable by Function
72.8.3 Supervision, Opposite Gender	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
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

Standards	Findings
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 Pest Control Inspection*	Not Applicable by Function
73.5.12 Securing Weapons (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 Cell Security Checks	Not Applicable by Function
73.5.17 Facility 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
73.5.22 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 Gender	Not Applicable by Function
81 Communications	
81.1.1 Agreements, Shared/Regional Facility	Not Applicable by Function
81.2.10 Emergency Messages (LE1)	Compliance Verified
81.2.11 Misdirected Emergency Calls (LE1)	Compliance Verified
81.2.13 First Aid Over Phone (LE1)	Not Applicable by Function
84 Property and Evidence Control	
84.1.7 Final Disposition	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
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function

Standards	Findings
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 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

Comments:

Percentage of Other than Mandatory Standards = 85.0%

Anomalies with proofs for calendar years 2019 and 2020 were observed during this CSM review. Due to confusion on documenting by agency staff, proofs for what appears to be mid calendar year 2019 to mid calendar year 2020 were automatically deleted by agency IT. This occurred after completion of the agency's last four year onsite review.

Response from Agency Regarding Findings:

The directive for 41.2.7 has been corrected.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Brian Childress

Compliance Services Member: Brian Childress completed a report of findings on (no date set), of the Year 2 Remote Web-based Assessment of Hayward (CA) Police Department. The review was conducted remotely and included 118 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) (MMMM)	Compliance Verified
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.1.3 Agency's Role in Criminal Justice Diversion Programs (OOOO)	Compliance Verified
1.1.4 Consular Notification (MMMM)	Compliance Verified
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.2 Legal Authority to Carry/Use Weapons (MMMM)	Compliance Verified
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	Compliance Verified
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
1.2.6 Alternatives to Arrest (MMMM)	Compliance Verified
1.2.7 Use of Discretion (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: This standard mandates the agency has a written directive governing biased policing and Bullet B. mandates the directive include initial training and annual training for affected personnel in biased issues including legal aspects. The agency directive refers to California POST requirements of refresher training every five years or sooner which violates the standard requirement of Bullet B. AGENCY ACTION NEEDED: The agency was requested to revise their directive to mandate annual training per this standard. AGENCY ACTION TAKEN: The agency elected to revise their directive to mandate annual training. However, the CSM found sufficient training records complied with the annual requirements by practice. Because there was a directive change, it is recommended this standard be reviewed again based on continuous compliance.</p>	
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction (OOOO)	Compliance Verified

Standards	Findings
2.1.3 Written Agreements for Mutual Aid (OOOO)	Agency Elected 20%
2.1.4 Requesting Assistance: Federal LE/National Guard (MMMM)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Compliance Verified
3.1.2 Employee Rights (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.4.2 Accountability for Agency Forms	Compliance Verified
11.4.4 Computer Software Policy	Compliance Verified
11.5.1 Temporary/Rotating Assignments	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
15.1.4 Succession Planning	Compliance Verified
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
15.2.2 System for Evaluation/Goals and Objectives	Compliance Verified
17 Fiscal Management and Agency Property	
17.4.3 Independent Audit	Compliance Verified
17.5.1 Inventory and Control	Compliance Verified
17.5.2 Operational Readiness (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	Agency Elected 20%
21.2.1 Classification Plan (N/A O O O)	Compliance Verified
22 Personnel Management System	
22.2.4 Off-Duty Employment	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified
22.3.2 Ratification Responsibilities	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.2 Employee Awards	Compliance Verified

Standards	Findings
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.1.5 Role and Authority of Supervisors	Compliance Verified
26.1.6 Appeal Procedures	Compliance Verified
26.1.7 Termination Procedures	Compliance Verified
26.1.8 Records	Compliance Verified
31 Recruitment and Selection	
31.1.1 Agency Participation	Compliance Verified
31.1.2 Assignment/Recruitment	Compliance Verified
33 Training and Career Development	
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.4.2 Recruit Training Program (LE1)	Compliance Verified
33.4.3 Field Training Program (LE1) (M M M M)	Compliance Verified
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Not Applicable by Function
33.5.2 Shift Briefing Training	Compliance Verified
33.5.3 Accreditation Process Orientation (LE1)	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Compliance Verified
33.7.1 Non-sworn Orientation	Compliance Verified
33.7.2 Non-Sworn Pre-Service and In-Service Training	Compliance Verified
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	
34.1.6 Promotional Probation	Compliance Verified
35 Performance Evaluation	
35.1.1 Performance Evaluation System	Compliance Verified
35.1.4 Evaluation Criteria	Compliance Verified
35.1.5 Evaluation Components	Compliance Verified
35.1.6 Unsatisfactory Performance	Compliance Verified
35.1.7 Employee Consultation	Compliance Verified
35.1.8 Rater Evaluation	Compliance Verified
41 Patrol	
41.2.5 Missing Persons (LE1)	Compliance Verified

Standards	Findings
41.2.6 Missing Children (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
Notes: FOLLOW-UP: This standard was noted as an issue by the Year 1 CSM because of a directive change. The Year 2 CSM reviewed the entire file and found it now meets all standard requirements.	
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	Compliance Verified
42 Criminal Investigation	
42.2.6 Informants (LE1)	Compliance Verified
42.2.7 Cold Cases	Compliance Verified
42.2.8 Interview Rooms (LE1)	Compliance Verified
42.2.9 Line-ups	Compliance Verified
42.2.10 Show-ups	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
44.2.2 Procedures for Custody (LE1)	Compliance Verified
44.2.3 Custodial Interrogation and Interviews (LE1)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.9 All Hazard Plan Training* (LE1)	Standard Issue
Notes: ISSUE: This standard mandates a written directive which provides for annual all-hazards training and a biennial training exercise. There was no highlighted directive which addresses the biennial exercise requirements per Bullet B. AGENCY ACTION NEEDED: The agency was requested to add an existing directive or revise their directive to address Bullet B. AGENCY ACTION TAKEN: The agency elected to revise their directive to address the biennial training requirements in Bullet B. However, the agency provided sufficient training proofs to reflect they complied with the biennial requirements by practice. Because there was a directive change, it is recommended this standard be reviewed again based on continuous compliance.	
46.1.10 Active Threats* (LE1)	Compliance Verified
54 Public Information	
54.1.1 Activities	Compliance Verified
54.1.2 Policy Input	Compliance Verified
54.1.3 Media Access (LE1)	Compliance Verified
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	Compliance Verified
55.1.2 Review Need/Services*	Compliance Verified
61 Traffic	

Standards	Findings
61.1.8 Speed-Measuring Devices	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified
70.1.3 Procedures, Transporting by Vehicle	Compliance Verified
70.1.4 Interruption of Transport	Compliance Verified
70.1.5 Prisoner Communication	Compliance Verified
70.1.6 Procedures, Transport Destination (LE1)	Compliance Verified
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
70.1.8 Notify Court of Security Risk (LE1)	Compliance Verified
70.2.1 Detainee Restraint Methods (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
70.4.1 Vehicle Safety Barriers	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	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.2.1 Training of Personnel* (LE1)	Compliance Verified
71.3.1 Procedures (LE1)	Compliance Verified
71.3.2 Immovable Objects	Compliance Verified
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Compliance Verified
71.4.1 Physical Conditions (LE1)	Compliance Verified
71.4.2 Fire Prevention/Suppression (LE1)	Compliance Verified
71.4.3 Inspections* (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.2 Juvenile Records (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified

Standards	Findings
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Compliance Verified
84.1.5 Records, Status of Property (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
84.1.8 Property Acquired through the Civil Process	Compliance Verified

Comments:

Area of Interest Interview - Year 2 - CSM Brian Childress

Compliance Services Member Format for Reporting
(updated 1/2023)

Hayward (California) Police Department 2023 Report – Year 2 Review

Accreditation Manager Scott Turner arranged for interview involving nine different agency personnel, covering all areas of interest. These areas of interest were agreed as a review area by the CSM and agency based on the high liability and agency preference. The processes deployed by the agency in meeting the standards in Chapters 4, 15, 22, and 26 ensures the agency provides guidance, training, and oversight for the betterment of the department and City of Hayward.

The interviews were conducted utilizing conference calls and were conducted on May 31, 2023.

Area of Interest: Agency Use of Force Program/Chapter 4

Summary of Review: Bryan Matthews/Chief of Police, Laura Gomez/Administrative Assistant, Dan Olsen/Captain of Patrol Division, Will Deplitch/Captain of Support Services Division, James Javier/Captain of Investigative Division, Heather Linteo/Captain of Community Services Division, Lieutenant Zach Hoyer/ Internal Affairs Unit, Garrett Wagner/Administrative Lieutenant, and Scott Turner/Accreditation Manager were part of the interview process for all areas of interest.

The Hayward Police Department reports after the George Floyd police custody death in 2020, the state of California initiated legislation mandating law enforcement agencies ban choke holds and changed state law policy requirements regarding law enforcement use of force to a requirement of “reasonable and necessary”. The agency reports the George Floyd Incident in Minnesota and state law mandates led them to discuss internally how these changes applied to officers in the field. The agency reported they felt good in what they were doing to minimize force by their sworn personnel, but everyone should seek self-improvement in their jobs.

The agency reports additional state law enforcement reforms now include prosecutors looking at the officer’s training received and not received, along with agency use of force policies, when considering criminal charges against an individual officer.

The agency indicated the California Peace Officer Standards and Training (CAPOST) mandates each certified law enforcement officer to attain four hours of range training and four hours of defensive tactics every two years. The Hayward Police Department report they greatly exceed this requirement annually to include quarterly use of force training which incorporates scenarios-based activities and de-escalation requirements. The agency reports use of force training is so flexible that if an officer does a good job de-escalating a training situation, the incident will not mandate force by role players. The agency stated they are also working with their body-camera vendor to include virtual reality simulations in future training efforts.

The agency reports use of force incidents is reported in an outside vendor software system which includes a review of each incident report, all available body-camera video, and a review through the chain of command. A secondary review is also completed to ensure policy and legal requirements were met. All use of force incidents, regardless of injuries or not, mandate a response by a supervisor. The agency reports they contract with a third party to conduct administrative investigations of all incidents involving death. All information pertaining to those cases are also sent to the district attorney's office and state attorney general's office for their review, both of which have their own investigators for deadly force incidents.

The CSM asked the agency if they have experienced any recent community tension regarding their agency and they stated none. The agency reports in 2022, they responded to 100,666 calls for service, made 2,908 custody arrests in 2022, and used some type of force 151 incidents times. This means the agency is using force less than 1% of the time compared to calls for service and 5% of the time compared to total arrests.

Area of Interest: Goals and Objectives/Chapter 15

Summary of Review: The Hayward Police Department considers goals/objectives as short-term items whereas strategic plans are more long-term and often involve capital projects. Chief Bryan Matthews stated their original strategic plan was initiated in 2008 but the agency changed it dramatically in 2022. The Chief stated they developed goals and objectives which were aligned with community expectations. The Chief stated the agency also worked with a consultant with no law enforcement background to build the new document which was more condensed and easier to understand.

The agency reports they seek out both community and political input during reviews and updates of goals, objectives, and strategic planning. The agency reports they have a 12-person community advisory panel who represent the entire City of Hayward. The panel has direct access to the Chief and his command staff, and the agency meets quarterly or when necessary for significant issues such as officer involved shootings. The agency has also established a district command unit at two different substations in the north and south part of the city. There are non-enforcement staff assigned at each substation and there is no patrol response from these locations, only community outreach. The agency reports these locations are where their mental health response unit responds from. Through both of these programs, they seek input from the community regarding the goals and expectations they have of their police department.

The agency reports after input from the community and city leadership, they ensure goals and objectives are updated annually to also align with the city strategic plan priorities. The Chief stated their intention is to update their goals, objectives, and their strategic plan annually but in reality, they are in a constant state of assessment.

Area of Interest: Grievances/Chapter 22

Summary of Review: The Hayward Police Department policy basically defines a grievance as a difference of opinion involving work conditions and procedures. Laura Gomez stated the agency tries to address employee concerns but if a grievance is filed, it flows through the employee's supervisor, then the Chief of Police, the City Manager, and finally arbitration. The agency reports the collective bargaining unions are a big part of their grievance procedures and they meet monthly with the bargaining units to try to address any employee concerns at the lowest levels before moving toward the grievance process.

The agency reported in 2022, they were staffed with 197 sworn and 130 civilian personnel. However, the agency reported only two grievances, both of which involved pay issues with the city.

Area of Interest: Internal Affairs/Chapter 26

Summary of Review: The Hayward Police Department reports citizen complaints can be made against the agency through different methods to include online filing, calling internal affairs directly, meeting with an on-duty supervisor, and/or meeting with a police officer. The agency ensures their officers have been trained to politely receive complaints from the public and immediately notifying an on-duty supervisor. Lieutenant Hoyer stated minor complaints are handled by first line supervisors whereas more serious complaints, as defined by policy, are handled by internal affairs. Hoyer stated for serious incidents, he may respond to the scene to initiate an administrative investigation, such as an officer-involved shooting or an in-custody death.

The agency provides specialized training in the area of internal affairs through advanced courses to include internal affairs investigations, a 40-hour Force Science class, some of which is completed inside and some outside the agency.

The agency monitors citizen complaints and internal investigations using an outside vendors software system which also includes use of force reporting and an early intervention system. Complaints are entered into a records management system by Hoyer who monitors the status of each complaint until conclusion. The early intervention program and data is entered in the same system with thresholds set to automatically send alert triggers for employee concerns. The agency reports they had an early intervention program well before any accreditation mandates, a fact they are proud of.

Annual analysis of citizen complaints and use of force is completed more easily with the help of the software system they use. The agency states they also submit use of force data annually to the state of California, using an online portal. Hoyer stated he handles all analysis reports and submissions to the state.

Findings: The following areas of interest were agreed upon by the agency and CSM based on agency preference and current trends/concerns for law enforcement in the United States. This review was a year 2 review for this agency and there was no data which reflected any compliance issues which dictated a particular area of interest.

The agency has solid directives in the areas of Use of Force, Goals/Objectives, Grievances, and Internal Affairs, all of which complies with all relevant state, federal and case law, along with applicable CALEA Standards. This agency appears particularly open to public and political input as demonstrated by their efforts in establishing community and political groups to guide the agency's direction based on feedback of expectations from the citizens they serve.

The agency exceeds CALEA and California Peace Officer Standards and Training (CAPOST) requirements for annual training, especially in the area of use of force. The agency provides quarterly force training versus the state requirement of 8 hours biennially. The agency implemented scenario-based force training where their philosophy is "if an officer can talk down an offender during training with no force deployed, they allow this, and it is routinely encouraged.

The agency has a strong review process for all areas of interest. All use of force reports/reviews/analysis are reviewed throughout the agency chain to include a review of all available body videos. Supervisors are required to respond to the scene for all use of force incidents, regardless of injuries or not. This monitoring process is intended to address concerns before they become more serious or spread department wide.

The use of force and early warning system review/analysis is completed by the internal affairs unit and includes a comparison of yearly data and changes in data. The analysis is forwarded to the Chief of Police and shared with the community during quarterly meetings. The agency also inputs annual use of force data into a state-mandated database for all California law enforcement agencies.

The agency utilizes force less than 1% of the time compared to calls for service and 5% of the time compared to all custodial arrests. The agency attributes it to hiring quality officers, good training, and good oversight. The agency reports they paired with the fire department and community to provide officers better mental health awareness training and they now have a specialized unit where officers are paired with mental health professionals through a memorandum of understanding with the Alameda County.

The agency also reported very low grievances in 2022. When asked why grievances were so low, Chief Bryan Matthews stated they encourage open communication in the agency to include open communications with the four different agency unions. The Chief stated when union contracts are renegotiated, the police department along with the city human resource department meet to make changes to policies based on previous grievances and other previously identified concerns.

Chief Matthews and his staff stated the impact of meeting accreditations standards has been great for this agency. The agency report there is comfort for them, elected officials, and the community in meeting standards from the founding organizations of CALEA. The Chief stated the agency has engaged in a lot of conversations with the community regarding having outside oversight and CALEA checks of 400 plus standards. The Chief stated he feels CALEA “looks under the mattress” for issues and they are fine with this oversight.

Public Portal Summary: The Hayward Police Department received no correspondence for this annual review through the CALEA Public Portal System.

Statistical Data Tables: The data tables provided by the agency are complete and consistent with the established reporting parameters.

Compliance Data Summary: The agency was in Law Enforcement Standards Manual Edition 6.16. The agency is in-compliance with all applicable standards with the exception of two, both of which involved directive changes. This annual review included the review of 118 total files. The agency categorized 48 standards as not applicable by function which have been verified as appropriately categorized by the web-based assessor. The agency reported 9 standards (19%) were listed as elected 20% which were at the allowed standards in this category.

Statistical data on compliance with applicable standards to ensure that the agency complies within the identified limits:

Number of Interviews Conducted 4 interview areas/9 employees

Assessor(s) Name Brian K. Childress

Assessment Start and End Dates May 19-27, 2023

Mandatory (M) Compliance 317

Other-Than-Mandatory (O) Compliance 48

Standards Issues 2

Waiver 0

(O) Elect 20% 9

Not Applicable 85

Total 461

Percentage of applicable other-than-mandatory standards 81%

Findings

Public Portal Summary

Statistical Data Tables

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Tim Garner (CSM)

Compliance Services Member: Tim Garner (CSM) completed a report of findings on 3/29/2024, of the Year 3 Remote Web-based Assessment of Hayward (CA) Police Department. The review was conducted remotely and included 120 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	
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
Notes: FOLLOW-UP: The agency revised the written directive to address the annual training requirements as recommended during the previous review. Proof of compliance was provided, and the agency is compliant with the standard.	
4 Use of Force	
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.4.1 Administrative Reporting Program	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
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	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	Compliance Verified
17.2.1 Budget Process and Responsibility Described	Compliance Verified
17.3.1 Requisition and Purchasing Procedures	Compliance Verified
22 Personnel Management System	
22.1.1 Salary Program	Compliance Verified
22.1.3 Benefits Program (LE1)	Compliance Verified
22.2.1 Physical Examinations	Compliance Verified
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified

Standards	Findings
31 Recruitment and Selection	
31.2.2 Annual Analysis	Compliance Verified
31.2.3 Equal Employment Opportunity Plan	Compliance Verified
31.3.1 Job Announcements	Compliance Verified
33 Training and Career Development	
33.1.2 Training Attendance Requirements	Compliance Verified
33.1.3 Outside Training Reimbursement	Compliance Verified
33.1.4 Lesson Plan Requirements	Compliance Verified
33.1.7 Training Class Records Maintenance	Compliance Verified
33.2.3 Outside Academy, Role	Compliance Verified
33.2.4 Outside Academy, Agency Specific Training	Compliance Verified
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.6.1 Specialized Training	Compliance Verified
34 Promotion	
34.1.2 Promotional Process Described	Compliance Verified
34.1.4 Promotional Announcement	Compliance Verified
35 Performance Evaluation	
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
41 Patrol	
41.1.1 Shift/Beat Assignment	Compliance Verified
41.1.2 Shift Briefing	Compliance Verified
41.1.3 Special-Purpose Vehicles	Compliance Verified
41.1.4 Agency Service Animals	Not Applicable by Function
41.1.5 Police Service Canines (LE1)	Standard Issue
Notes: ISSUE: The written directive provided, Policy 309 Canines, does not address the requirements of bullet points b, c, d, and i. AGENCY ACTION NEEDED: It is recommended that the agency provide a written directive that addresses the requirements stated in bullet points b, c, d, and i. AGENCY ACTION TAKEN: The agency has begun the process for developing a written directive that addresses all of the requirements of the standard.	
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
42.1.2 Case-Screening System	Compliance Verified

Standards	Findings
42.1.5 Habitual/Serious Offenders	Compliance Verified
42.1.6 Exculpatory Evidence (LE1) (M M M M)	Compliance Verified
42.2.3 Communication with Patrol Personnel	Compliance Verified
42.2.4 Investigative Task Forces	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
44.1.2 Policy Input, Others	Compliance Verified
44.1.3 Annual Program Review*	Compliance Verified
44.2.4 School Services Program	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	Compliance Verified
45.1.3 Prevention Input	Compliance Verified
45.2.1 Community Input Process*	Compliance Verified
45.2.3 Accreditation Public Comment (LE1) (M M M M)	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
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
Notes: FOLLOW-UP: The agency revised the written directive based upon the recommendations made during the previous review. Proof of compliance was provided, and the agency is compliant with the standard.	
46.1.10 Active Threats* (LE1)	Compliance Verified
46.1.12 Crowd Control Response Training	Compliance Verified
46.1.13 Continuity of Operations Plan (LE1) (M M M M)	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
46.2.6 VIP Security Plan	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.2.8 Event Deconfliction Process	Compliance Verified
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
55 Victim/Witness Assistance	

Standards	Findings
55.2.1 Initial Assistance	Compliance Verified
55.2.2 Assistance, Threats	Compliance Verified
55.2.3 Assistance, Preliminary Investigation	Compliance Verified
55.2.4 Assistance, Follow-Up Investigation	Compliance Verified
55.2.6 Next-of-Kin Notification	Compliance Verified
61 Traffic	
61.1.1 Selective Enforcement Activities*	Compliance Verified
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.1.6 Enforcement Practices	Compliance Verified
61.1.10 DUI Procedures (LE1)	Compliance Verified
61.2.1 Crash Scene Response Reporting and Investigation	Compliance Verified
61.3.3 Escorts (LE1)	Compliance Verified
61.3.4 School Crossing Guards*	Not Applicable by Function
61.4.1 Motorist Assistance (LE1)	Compliance Verified
61.4.2 Hazardous Roadway Conditions (LE1)	Compliance Verified
61.4.4 Traffic Safety Materials	Compliance Verified
71 Processing and Temporary Detention	
71.4.3 Inspections* (LE1)	Compliance Verified
72 Holding Facility	
72.3.1 Fire, Heat, Smoke Detection System, Inspections*	Not Applicable by Function
72.4.9 Panic Alarms*	Not Applicable by Function
73 Court Security	
73.5.17 Facility Security Inspections*	Not Applicable by Function
73.5.19 Panic Alarms*	Not Applicable by Function
74 Legal Process	
74.1.1 Information, Recording (LE1)	Standard Issue
Notes: ISSUE: Bullet point a of the standard requires that the agency record the time and date received on each item of legal process. The agency was recording the date but not the time. AGENCY ACTION NEEDED: It is recommended that the agency record the date and time received on each item of legal process. AGENCY ACTION TAKEN: The agency has recognized the issue and will record the date and time from now forward.	

Standards	Findings
74.1.3 Warrant/Wanted Person Procedures	Standard Issue
Notes: ISSUE: The written directive provided, Policy 318 Legal Process, did not address the requirements of the standard. AGENCY ACTION NEEDED: It is recommended that the agency provide a written directive that addresses all of the requirements of the agency. AGENCY ACTION TAKEN: The agency recognizes the issue and has begun the process of developing a directive that addresses the standard requirements.	
74.2.1 Procedure, Civil Process	Compliance Verified
74.3.2 Arrest Warrants Require Sworn Service	Compliance Verified
81 Communications	
81.1.2 Operations Meet FCC Requirements	Compliance Verified
81.2.1 24 Hour, Toll-Free Service (LE1)	Compliance Verified
81.2.2 Continuous, Two-Way Capability (LE1)	Compliance Verified
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
81.2.8 Local/State/Federal CJI Systems	Compliance Verified
81.2.9 Alternative Methods of Communication	Not Applicable by Function
81.2.12 Private Security Alarms	Compliance Verified
81.3.1 Communications Center Security (LE1)	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
81.3.3 Mobile/Portable Radios	Compliance Verified
82 Central Records	
82.1.3 Records Retention Schedule	Compliance Verified
82.1.4 Crime Reporting	Compliance Verified
82.1.5 Report Accounting System	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Standard Issue
Notes: ISSUE: The written directives provided did not address incidents resulting in an employee being dispatched or assigned as required by bullet point c. AGENCY ACTION NEEDED: It is recommended that the agency provide a written directive that requires the reporting of every incident the results in an employee being dispatched or assigned. AGENCY ACTION TAKEN: The agency provided an amended written directive, Policy 326 Report Preparation, that addresses the requirement of the standard.	
82.2.3 Case Numbering System (LE1)	Compliance Verified
82.3.1 Master Name Index	Compliance Verified
82.3.2 Index File	Compliance Verified
82.3.6 ID Number and Criminal History	Compliance Verified
83 Collection and Preservation of Evidence	

Standards	Findings
83.1.1 24-Hour Availability (LE1)	Compliance Verified
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
83.2.2 Photography, Video and Audio Evidence	Compliance Verified
83.2.3 Fingerprinting	Compliance Verified
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.2.5 Procedures, Seizure of Electronic Equipment	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	
84.1.6 Inspections and Reports* (LE1)	Compliance Verified

Comments:

No report comments provided.

Area of Interest: Use of Force

A Captain in the Patrol Division was interviewed regarding use of force. Additionally, the agency's written directives addressing the use of force and other supporting documents were reviewed.

The agency created its directives to be compliant with CALEA standards, the United States Constitution, the Constitution of the State of California, state/federal law, City of Hayward requirements, and to meet the needs of the agency. The agency worked closely with the city attorney when preparing these directives.

Newly employed police officers must complete basic police training academy, unless they have been previously certified and meet the California Commission on Peace Officer Standards and Training (POST) requirements. During the basic police officer course, officers receive training related to use of force, de-escalation, search and seizure, arrest and control, and firearms, among other topics. After the academy, but prior to assignment to field training (FTO), the newly employed officer is required to attend three (3) weeks of training and qualification. During this training the recruit receives agency orientation, training in the legal aspects of use of force, and must demonstrate proficiency (qualify) with agency authorized weapons, both lethal/less lethal, and weaponless defensive tactics. Once assigned to field training, the newly employed officer receives reinforcement training on agency operations and written directives. Annually, during agency in-service training, the sworn personnel receive training on the use of deadly force directives. Sworn personnel must annually demonstrate proficiency with authorized lethal and less-lethal weapons. Use of force instructors are certified in their specific areas of instruction.

The agency policy regarding use of force states: "Officers are involved on a daily basis in numerous and varied interactions and, when warranted, may use reasonable force in carrying out their duties." The directive also states: "The use of deadly force is only justified when the officer reasonably believes it is necessary in the following circumstances (Penal Code § 835a):

(a) An officer may use deadly force to protect him/herself or others from what he/she reasonably believes is an imminent threat of death or serious bodily injury to the officer or another person.

(b) An officer may use deadly force to apprehend a fleeing person for any felony that threatened or resulted in death or serious bodily injury, if the officer reasonably believes that the person will cause death or serious bodily injury to another unless immediately apprehended.

Officers shall not use deadly force against a person based on the danger that person poses to him/herself, if an objectively reasonable officer would believe the person does not pose an imminent threat of death or serious bodily injury to the officer or to another person (Penal Code § 835a).

Agency personnel are prohibited from using vascular neck restraints and choke holds. Appropriate medical attention is provided to any person who is injured or complains of injury because of police action. The agency's directive addressing deadly force states that deadly force may be utilized when the employee reasonably believes that it is necessary to defend the employee's own life or that of another in immediate danger of death or serious bodily injury. When time and circumstances reasonably permit agency personnel should use alternative techniques. The alternative techniques include de-escalation and the use of crisis intervention techniques. Appropriate medical attention must be provided to any person who is injured because of police action. Warning shots are prohibited.

Agency personnel are required to file a report in every case where any force (including canine) is used against any person by members of the agency. The use of handcuffs, shackles, or belly chains are exempt from the reporting requirement when the subject is not injured, complains of injury, or alleges that unreasonable force was used. A report is required any time a firearm and/or a conducted energy weapon is displayed. A report is also required when a canine service dog is released to locate a subject, but no force is applied. Supervisors must be notified about any use of force or display of force.

The supervisor has specific responsibilities once notified of a use of force. Among those duties are making certain that medical aid has been provided, interviewing the subject of the use of force, photographing injuries, identifying other witnesses, reviewing, and approving all related reports. The supervisor shall evaluate the circumstances of the incident and initiate an administrative investigation if appropriate.

The watch commander and an in-house panel review all reportable uses of force. A formal or informal after-action review may also be conducted. The use of force is one of the categories of incidents for the agency's early warning system. A death involving use of force or other action by agency personnel is reported to the county district attorney and criminally investigated by county sheriff's office personnel if the incident occurs in the county sheriff's office jurisdiction. All other incidents are criminally investigated by the District Attorney's Office and referred to the DOJ for review.

All information regarding the administrative investigations or reporting of use of force is securely maintained by the internal affairs unit. The internal affairs unit lieutenant annually conducts an analysis of use of force reports and creates a report for the chief. The analysis and report as well as an incident report are completed and submitted whenever an employee applies force using any less-lethal weapon, takes an action that results in or is alleged to have resulted in the injury (including serious physical injury) or death of another person, applies deadly force by any means against another (including the use of a canine), or at any other time deemed necessary or appropriate by a supervisor. Whenever force is utilized, a supervisor must respond to the scene. The reports are then forwarded through the chain of command to the chief. A review is conducted at each level of the chain of command. The agency's internal affairs unit maintains these records. The agency utilizes an early intervention system and use of force is one of the categories for entry by supervisors.

In situations where the use of force caused death or serious bodily injury, the agency has detailed guidelines for the investigation. The criminal investigation is assigned to the district attorney's office. If the death or serious bodily injury occurs in another jurisdiction that agency is responsible for the criminal investigation. If a death is caused by an officer involved shooting of an unarmed civilian the California Department of Justice is required to investigate. The internal

affairs unit will conduct the administrative investigation. At the completion of the administrative investigation, the internal affairs unit will present a detailed report of the findings to the use of force review board.

The internal affairs unit maintains use of force reports and related data. The internal affairs unit conducts an annual analysis and creates a report of all use of force occurrences for the preceding year. The analysis and affiliated report include the date and time of incidents, types of encounters, patterns or trends identified as related to race, age, and gender, patterns identified for trends that result in injury to any person, and the impact of the analysis findings on agency policy, practice, equipment, and training. The chief is provided the analysis and report.

Area of Interest: Mental Illness Response

A lieutenant from the agency's Community Services Division was interviewed regarding mental illness response. In addition, the agency's written directives that address mental illness response and supporting documents were reviewed.

The agency developed the related directives to comply with CALEA standards and to meet the needs of the agency. The agency has been updating the written directive in response to recent incidents throughout the country and in recognition of newer response techniques.

Agency personnel receive crisis intervention, critical incident, and de-escalation training during their basic law enforcement academy. Annually, agency members receive refresher training regarding mental health issues: recognition, verbal cues, behavioral cues, environmental cues, and interacting with persons with a mental disorder.

Agency personnel are not expected to make judgments about or diagnose mental disorders. Officers must be able to recognize indicators of mental health disorders so that appropriate actions can be taken during contacts. In addition to training, the written directive provides guidance for an employee to recognize when they are interacting with a person that is suffering with a mental disorder.

The officer has options available when addressing such an issue. Referrals may be made to the subject's individual health providers, the county crisis response program, the agency youth and family services bureau, or the staff member may request assistance from the agency's Hayward Mobile Evaluation Team (HMET). The HMET consists of an agency district command officer and a county behavioral health clinician. The HMET assists with referrals and decision making. The staff member may also initiate an involuntary commitment for 72-hour treatment and evaluation when the officer believes that the person is a danger to themselves or others or is unable to provide for their basic personal needs.

The work of the staff members in their responses is managed and reports and related documents are reviewed by the appropriate unit supervisors.

Serious or difficult incidents may be the subject of an after-action review. The information related to these responses is maintained in the agency's records management system. HMET provides annual reports regarding the number of these incidents. The clinician maintains all records related to protected health information.

Area of Interest: Strategic Planning/Agency Goals and Objectives

The Chief of Police was interviewed regarding strategic planning/agency goals and objectives. In addition, the agency's written directives that address strategic planning and agency goals and objectives and supporting documents were reviewed.

The written directives related to strategic planning and goals and objectives were developed to address the requirements of CALEA standards and to meet the needs of the agency. The chief and command staff have received training addressing strategic planning and the development of goals and objectives from the California Commission on Peace Officer Standards and Training (POST) and the California Police Chiefs Association.

The agency's planning and research analyst (who resides within the office and under direction of the Chief), has responsibility for planning and research activities. These include: developing and implementing plans to improve the delivery of law enforcement services in the community and further the long-term goals and operational objectives of the department; reviewing existing agency plans to evaluate their suitability and progress; identify the deficiencies and, if necessary, update or recommend improvements; and gathering and organizing information necessary for agency planning, to include workload and population trends. The analyst accesses data concerning all aspects of the agency to summarize and report to command staff. The command staff uses the data in developing and recommending plans and operations for the agency.

The Chief and office staff develop and implement a multi-year strategic plan that is reviewed and updated annually. Division commanders are responsible for formulating and updating plans and accomplishing the goals and objectives for their respective units. The Chief's office evaluates and updates the multi-year strategic plan as necessary. The division commanders evaluate the progress made toward each division's annual goals and objectives. The Chief has weekly conversations with the division commanders regarding the progress made toward the divisional goals and objectives. The Chief continuously monitors performance and progress toward the attainment of the agency's goals and objective in the multi-year strategic plan.

Area of Interest: Agency Training

A lieutenant from the agency's Personnel and Training Unit were interviewed. The agency's written directives associated with training and other supporting documents were also reviewed. The agency's written directives related to training were developed so that its training program meets the federal, state, local, and California Commission on Peace Officer Standards and Training (POST). The agency has stated that it is a priority "to provide continuing education and training for the professional growth and development of its members."

Each year the training unit conducts a training needs assessment for the agency. Upon completion the needs assessment is reviewed by agency staff. Once agency staff have approved the needs assessment, it will form the basis for the training plan for each calendar year. The training plan will address legal updates, state mandated training, and critical issues training for sworn personnel. Annual sworn personnel training will also include Continuous Professional Training (CPT) and a Perishable Skills Program (PSP) mandated by POST. The agency's civilian personnel receive initial and ongoing training related to their responsibilities. During initial training the civilian personnel receive information regarding the agency's role, purpose, goals, policies, practices, working conditions, regulations, responsibilities and rights of employees. All training provided by the agency must be supported by an approved lesson plan. Remedial training is provided to those who do not satisfactorily complete assigned training. In service and lineup training is monitored and supervised by the members of the Personnel and Training Unit. An after action debriefing may be conducted for trainers after a training session.

If not previously certified as a police officer, sworn personnel must attend a POST certified law enforcement basic academy. The persons employed as police trainees are not sworn police officers. The POST minimum requirement for basic law enforcement training is 730 hours. The course curriculum is divided into forty-two (42) individual topics. It is based upon the tasks of the most frequent duties of a person who completes the recruit training. The recruits usually attend the POST certified academy at the local sheriff's office. After successful completion of the basic academy, newly employed police personnel must attend a three (3) week orientation with the agency. During this orientation the recruits receive information regarding the agency's role, purpose, goals, policies, practices, working conditions, regulations, responsibilities and rights of employees. They are also required to verify proficiency with agency authorized weapons (lethal and less lethal).

Once the academy and orientation are complete, police personnel are assigned to a formal field training program which by California regulations must last a minimum of ten (10) weeks. Agency personnel explained that the agency's field training program lasts between four (4) and six (6) months. The trainee is placed with a certified/trained field training

officer (FTO). The trainee is given different assignments throughout the program, as well as different FTO's. The FTO completes and submits daily written evaluations of the trainee. The FTO also reviews each evaluation with the trainee.

FTO's are supervised by the FTO supervisor, who must be a sergeant or above in the patrol division. FTO's are selected by a process coordinated by the FTO administrator to whom the FTO supervisor reports. The final selections for FTO are made by the Chief.

All training records are securely maintained by the by the personnel of the Personnel and Training Unit. The records include lesson plans, attendance forms, tests, test scores, and certificates of completion. These records are maintained in agency digital applications.

Findings

A review of the agency's directives, supporting documents, and the four interviews conducted related to the areas of interest (use of force, mental illness response, strategic planning/agency goals and objectives, and agency training) have exhibited the agency's compliance with CALEA standards.

The agency has four standards in progress with comments in CIMRS. The agency also focuses on state/federal law, local requirements and the requirements of the agency. The agency directives and policies provide the structure for the management of operations. The agency has a system in place that allows any employee to request a revision in written directives. The command staff then reviews the suggestion and, if approved by the command staff and the Chief, the new directive will be disseminated to agency personnel.

The agency also utilizes reviews, evaluations, and analyses of individual, unit, and agency activities to guide and implement amendments to the agency's written directives and operations, as necessary. The agency provides training appropriate to all levels of agency employees regarding agency policies, directives, and operations provided during agency orientation, basic training, field training, specialized training, and training for special assignments.

The agency develops an annual training plan that encompasses all areas of the organization. Supervisory personnel support agency operations and provide supervision for employee operations activities. In addition to supervisory review and evaluation of individual reports and work products, at least annual performance evaluations are conducted for all agency personnel.

Structures are in place to provide reports on agency activities for data collection, periodic review, and analysis. The personnel interviewed demonstrated a thorough understanding of the agency's mission, goals, written directives, and practices.

Public Portal Summary

There were no public portal comments.

Statistical Data Tables

The data tables are complete and consistent with the established reporting parameters.

Summary:

Number of Interviews Conducted: 4

Compliance Services Member(s): Tim Garner (CSM)

Web-Based Assessment Start Date: 03/29/2024

Web-Based Assessment End Date: 04/06/2024

Standards Issues	4
Waiver	0
Applicable Mandatory (M)	320
Applicable Other-Than-Mandatory (O)	56
Not Applicable	86
Total:	462
Elect 20% (O)	9

Percentage of applicable other-than-mandatory standards: 83.929 %

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: William Buckbee (CSM)

Compliance Services Member: William Buckbee (CSM) completed a report of findings on 10/11/2024, of the Year 4 Remote Web-based Assessment of Hayward (CA) Police Department. The review was conducted remotely and included 224 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) (MMMM)	Compliance Verified
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.3 Written Agreements for Mutual Aid (OOOO)	Agency Elected 20%
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Not Applicable by Function
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.2.5 Assault on Sworn Officer Review* (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
11.4.3 Accreditation Maintenance	Compliance Verified
11.4.5 Electronic Data Storage	Compliance Verified
12 Direction	
12.1.3 Obey Lawful Orders (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

Standards	Findings
15.2.2 System for Evaluation/Goals and Objectives	Compliance Verified
17 Fiscal Management and Agency Property	
17.2.2 Functional Recommendations to Budget*	Compliance Verified
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
17.4.3 Independent Audit	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	Agency Elected 20%
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
21.2.4 Workload Assessment*	Compliance Verified
22 Personnel Management System	
22.1.4 Personnel Support Services Program	Compliance Verified
22.1.7 Employee Assistance Program	Agency Elected 20%
22.2.3 Fitness and Wellness Program	Agency Elected 20%
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified
22.4.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.2.5 Annual Statistical Summaries; Public Availability*	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
26.3.4 Informing Complainant	Compliance Verified
26.3.8 Conclusion of Fact	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.2.2 Annual Analysis	Compliance Verified
31.3.2 Notification Expectations	Compliance Verified
31.3.3 Maintaining Applicant Contact	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified
31.5.6 Medical Examinations	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.1 Training Committee	Agency Elected 20%
33.1.5 Remedial Training (LE1)	Compliance Verified

Standards	Findings
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.3.1 Instructor Training	Not Applicable by Function
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Not Applicable by Function
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.7.1 Non-sworn Orientation	Compliance Verified
33.8.1 Training for Career Development Personnel Training	Agency Elected 20%
34 Promotion	
34.1.3 Job Relatedness	Compliance Verified
34.1.5 Eligibility Lists	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.6 Unsatisfactory Performance	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	Standard Issue
Notes: ISSUE: The agency's written directive did not stipulate triggers for employee behaviors or actions as required by bullet b of this standard. AGENCY ACTION NEEDED: The agency should provide a written directive that addresses threshold/triggers as required by bullet b. AGENCY ACTION TAKEN: The agency revised their written directive 1016 Early Identification and Intervention System on October 15, 2024 to address bullet b and threshold triggers. The agency did establish triggers in a software application used to document behaviors relevant to this standard. The application could automatically notify staff when an employee reached a threshold of behaviors. The agency had proofs that they had reviewed personnel for reaching thresholds.	
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	Compliance Verified
40.2.3 Criminal Intelligence Procedures* (LE1)	Compliance Verified
41 Patrol	
41.1.4 Agency Service Animals	Not Applicable by Function
41.1.5 Police Service Canines (LE1)	Compliance Verified
Notes: Follow Up: The agency promulgated a revised policy on March 20, 2024 with subsequent updates in April 2024. The written directive is compliant with standard and the agency provided additional proofs of compliance.	
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
41.2.8 Administration of Pharmaceuticals (LE1)	Compliance Verified

Standards	Findings
41.3.1 Patrol Vehicles Lights, Sirens	Compliance Verified
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
41.3.3 Occupant Safety Restraints	Compliance Verified
41.3.4 Authorized Personal Equipment	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	Compliance Verified
41.3.7 Mobile Data Access	Compliance Verified
41.3.9 License Plate Recognition Systems	Compliance Verified
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	Compliance Verified
42.1.4 Accountability, Preliminary/Follow-Up Investigations	Compliance Verified
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.2 Follow-Up Investigations Steps	Compliance Verified
42.2.5 Deception Detection Examinations	Compliance Verified
42.2.6 Informants (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.2 Records, Storage and Security	Compliance Verified
43.1.3 Confidential Funds	Compliance Verified
43.1.4 Equipment, Authorization and Control	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
44.2.3 Custodial Interrogation and Interviews (LE1)	Compliance Verified
44.2.5 Community Youth Programs	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.2 Community Involvement and Organizing Community Groups	Compliance Verified
45.2.2 Citizens Survey*	Compliance Verified
45.2.3 Accreditation Public Comment (LE1) (M M M M)	Compliance Verified
45.3.2 Training	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.4 Operations Function (LE1)	Compliance Verified

Standards	Findings
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
46.1.8 Equipment Inspection*	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
46.2.4 Crisis Negotiator Selection	Compliance Verified
46.2.5 Search and Rescue	Not Applicable by Function
46.3.1 Providing Awareness Information	Compliance Verified
53 Inspectional Services	
53.1.1 Line Inspections	Compliance Verified
53.2.1 Staff Inspections*	Agency Elected 20%
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	Compliance Verified
55.1.2 Review Need/Services*	Compliance Verified
55.2.5 Assistance, Suspect Arrest	Agency Elected 20%
61 Traffic	
61.1.1 Selective Enforcement Activities*	Compliance Verified
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.5 Uniform Enforcement Policies (LE1)	Compliance Verified
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.1.9 Impaired Driver Enforcement Program	Compliance Verified
61.1.11 License Reexamination Referrals	Compliance Verified
61.1.12 Parking Enforcement	Compliance Verified
61.2.2 Collision/Crash Scene Duties	Compliance Verified
61.3.1 Traffic Engineering	Compliance Verified
61.3.2 Direction/Control Procedures (LE1)	Compliance Verified
61.3.4 School Crossing Guards*	Not Applicable by Function
61.4.3 Towing (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
70.1.8 Notify Court of Security Risk (LE1)	Compliance Verified

Standards	Findings
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	Compliance Verified
71.4.3 Inspections* (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
72.2.1 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 Sanitation Inspection*	Not Applicable by Function
72.4.1 Securing Weapons (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
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	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 Posted Access to Medical Service	Not Applicable by Function
72.6.4 Dispensing Pharmaceuticals	Not Applicable by Function

Standards	Findings
72.7.1 Procedure, Detainee Rights	Not Applicable by Function
72.8.1 Monitoring of Detainees (M M M M)	Not Applicable by Function
72.8.2 Audio/Visual Surveillance	Not Applicable by Function
72.8.3 Supervision, Opposite Gender	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
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 Pest Control Inspection*	Not Applicable by Function
73.5.12 Securing Weapons (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 Cell Security Checks	Not Applicable by Function
73.5.17 Facility Security Inspections*	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function

Standards	Findings
73.5.19 Panic Alarms*	Not Applicable by Function
73.5.20 Escape Procedures	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 Gender	Not Applicable by Function
74 Legal Process	
74.1.1 Information, Recording (LE1)	Compliance Verified
Notes: Follow Up: The agency has been recording date and time received for legal processes as recommended in the prior assessment. in compliance.	
74.1.2 Execution/Attempt Service, Recording	Compliance Verified
74.1.3 Warrant/Wanted Person Procedures	Compliance Verified
Notes: Follow up: The agency written directive is in compliance.	
74.3.1 Procedure, Criminal Process	Compliance Verified
81 Communications	
81.1.1 Agreements, Shared/Regional Facility	Not Applicable by Function
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	Compliance Verified
81.2.7 Recording and Playback (LE1)	Compliance Verified
81.2.9 Alternative Methods of Communication	Not Applicable by Function
81.2.12 Private Security Alarms	Compliance Verified
81.2.13 First Aid Over Phone (LE1)	Not Applicable by Function
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
82.2.1 Field Reporting System (LE1)	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified
Notes: Follow Up: The agency is compliant with this this standard.	
82.2.4 Report Distribution	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
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	Compliance Verified

Standards	Findings
84.1.5 Records, Status of Property (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
84.1.7 Final Disposition	Agency Elected 20%
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
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 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

Comments:

No report comments provided.

Findings

This information is not relevant to a fourth year remote assessment.

Public Portal Summary

The Public Information Portal was set up by the agency after being made available by CALEA. At the end of the fourth-year assessment, the agency received comments from the public portal.

Statistical Data Tables

The data tables provided by the agency are complete and consistent with the established reporting parameters. There were no noted anomalies in the data tables.

Summary:

Number of Interviews Conducted: 0

Compliance Services Member(s): William Buckbee (CSM)

Web-Based Assessment Start Date: 10/11/2024

Web-Based Assessment End Date: 10/19/2024

Standards Issues	1
Waiver	0
Applicable Mandatory (M)	317
Applicable Other-Than-Mandatory (O)	56
Not Applicable	89
Total:	462
Elect 20% (O)	9

Percentage of applicable other-than-mandatory standards:	83.929 %
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Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

12/5/2024

Observable Standards Review

All applicable observable standards were observed by the assessment team and were found to be in compliance.

Summary of Agency Adjustments to Standards Issues

There were no standards issues identified during the on-site review.

Summary Public Access Portal

As of this report there were no submissions made to the Public Access Portal.

Area of Interest: Early Identification and Intervention System

The agency has a detailed written directive governing the Early Intervention System. The system is intended to mitigate risk posed to the agency, its members, and the community. The directive also contains clear language about its purpose being to aid supervisors and managers with identifying employee or organizational behavior or performance that may benefit from intervention before it results in injuries, lawsuits, discipline, or other negative consequences.

The agency provides information to all new hires about the program and reminds staff members of the program during occasional in-service training offerings. Additionally, the written directive has been updated on a regular basis and updates have been disseminated to agency members and acknowledged by staff.

The agency uses an electronic system to track performance and discipline. The system is managed by Internal Affairs, however, when an alert is produced by the system, the information is packaged and sent to the individual's supervisors and management for further review and disposition. Agency supervisors, who are closest to the involved member, then review the information and make decisions about what intervention, if any, are needed. Intervention can include counseling, training, employee assistance, etc. A report is then submitted back to Internal Affairs to document the review and any interventions utilized. This report allows Internal Affairs to close the alert.

As a result of the CALEA year-four file review, the thresholds utilized by the agency to trigger an intervention alert, were added to the written directive. A review of these thresholds in comparison to the agency-wide statistics in those categories appears to present an opportunity for review. The assessment team discussed with the agency on completing a formal review of the thresholds and contemplate a more formalized delivery of updated system information to agency staff members. Using the current thresholds and procedures it appears the system is working as intended.

There were no standards issues identified.

Area of Interest: Recruiting

The Hayward Police Department maintains comprehensive directives regarding recruitment. The overarching goal, as stated in their written directive, is to recruit and hire only those individuals who demonstrate a commitment to service and who possess the traits and characteristics that reflect personal integrity and high ethical standards. Written directives codify the minimum requirements for new hires, and outline the process utilized to screen and test candidates for employment.

At the start of this assessment cycle the agency conducted the majority of recruitment activities in-house, while

working collaboratively with City Human Resources. During this assessment cycle the agency elected to engage an outside vendor for recruitment services. The agency elected to utilize an outside vendor to increase the level of marketing for agency positions in an effort to broaden the applicant pool. Thus, currently, agency staff work with the vendor and city HR to accomplish recruitment activities. The assessment team had the opportunity to review the previous recruitment plans and associated annual reviews, and the current service agreement with the vendor. The recruitment plan utilized by the agency in year one of this assessment cycle was comprehensive, included detail about the strategies, goals, and steps the agency intended to take to reach the stated goals. Since then, recruitment plan components are included in the scope of work, which is contained in the vendor agreement. This information is very limited in detail. Agency members explained that since the vendor came on board their number of applicants appears to have risen and so has the number of new hires. This has resulted in an approximate 50% reduction in sworn vacancies. Agency efforts surrounding recruiting have not decreased with the vendor contract in place.

HPD has a total of 46 sworn and professional staff members that serve as recruiters. Recruiting duties are ancillary to their primary job duties and activities/events are generally done on an overtime basis. All staff who serve as recruiters have received recruiting related training.

The assessment team suggested the agency consider returning to in-house recruitment plans and consider working with the vendor to operationalize the plan and report on critical and useful metrics. The assessment team could also work with the vendor during the next contract review period to further build out the strategy, goals, tasks, and reporting.

There were no standards issues noted.

Area of Interest: Youth and Family Services Bureau

Dr. Emily Young, the Hayward Police Department Youth and Family Services Bureau (YFSB) Administrator, explained that the YFSB is a decades-old unique part of the Hayward Police Department in which police officers and professional counselors work side by side offering a variety of services to the Hayward community. YFSB staff strives to reduce delinquency and crime through a range of services that address the specific needs of each family. Dr. Young went on to emphasize that when a child is getting into trouble, sometimes law enforcement alone is not the answer. The teamwork between Hayward police officers and YFSB counselors allows for each family's unique situation to be assessed, and the appropriate resources offered, to best meet their needs.

The agency has written directives relating to the various functional units that comprise the YFSB. These written directives highlight the unique variety of prevention services that encourage youth to stay out of trouble and provide them with positive ways to engage with their peers and the community. Written directives further outline counseling services including family counseling, crisis intervention, case management and school-based counseling including delinquency prevention, youth diversion, summer baseball, and junior explorers.

Training is provided by the YFSB to all new officers as part of the in-house academy. Dr. Young explained that this training includes a pocket card with a decision matrix to assist officers in identifying youth that might benefit from one or more services provided by the bureau. There is also a 24-hour drop-box for officers to leave pocket cards for follow-up by YFSB counselors. Dr. Young added that dispatch staff are trained in department orientation on YFSB service offerings. However, dispatch does not currently triage or provide referrals.

Dr. Young administers three functional units which include the Case Management and Mental Health Linkages Team (LINK) team of four, the Delinquency Prevention Network Youth Services (YSC) team of six, and the seven-member team of School Based Behavioral Health (SBBH) that replaced the abandoned School Resource Officer (SRO) program and Local Service Center (LSC) for youth already in the system and referred by Hayward police officers. The final member of YFSB is a Management Analyst to complete the team of 19.

YFSB gathers data that is queried from a Salesforce database to validate usage and referrals. Reports are prepared and distributed to Command staff on a regular basis. The bureau has a Program Evaluation Plan in place and hope to

obtain funding in the future to support a Program Evaluation Analysis to validate that programs are working and identify gaps and opportunities to improve programs and services.

The assessment team discussed opportunities with the agency for enhanced service delivery by connecting new arrestees with applicable services prior to their release from custody or transfer to County authorities. Additionally, the team suggested an annual analysis of data to identify and define successful programs and services and highlight positive outcomes.

There were no standards issues noted.

Area of Interest: Mental Health Response

Lt. Antonio Puente, the Hayward Police Department District Operations Lieutenant, explained that the Hayward Mobile Evaluation Team (HMET) facilitates the agency's mental health response at the patrol level during regular business hours. HMET is a co-responder program in which Hayward Police officers and Alameda County Behavioral Health Care Services clinicians respond in the same vehicle to situations in which citizens are experiencing a mental health crisis. In addition to providing de-escalation and crisis negotiations as needed, HMET teams can offer mental health and other support services at the time of the crisis. The program has two main goals; reduce law enforcement intervention involving citizens experiencing chronic mental illness, substance use disorders, and homelessness, and reduce reliance on emergency services for community members requiring long-term case management and follow-up services.

The agency has written directives relating specific to HMET. This directive states that HMET deploys to calls for service involving individual(s) experiencing an acute mental health crisis when the scene has not been determined to be secure and there is violence or the potential for violence. HMET may also be deployed to calls for service where the knowledge and/or the experience of the HMET officer and/or the mental health clinician would be beneficial, may be requested directly, or may self-dispatch to calls for service as appropriate. The directive clearly defines roles and responsibilities of all staff involved and/or supervision of the use and operations of HMET.

Training is provided by the YFSB to all new officers as part of the in-house academy to ensure all staff are aware of service and program offerings. Dispatchers are trained by YFSB in department orientation and received Crisis Intervention training. HMET officers receive specialized training in Crisis Intervention and Hostage Negotiations to ensure they are qualified to respond/ride with Alameda County Behavioral Health Care Clinicians.

Lt. Puente reports to Community Services Captain Linteo and commands a staff consisting of one HMET Sergeant and two HMET assigned officers. This core team is supplemented with eight HMET trained officers based on availability to meet operational goals and objectives.

Program data is gathered and reported as a number of responses by the HMET team.

The assessment team and agency discussed the creation an on-call clinician program to expand the ability to respond HMET after regular business hours. Additionally, the team suggested the agency consider an annual analysis of data to identify and define successful deployments and highlight positive outcomes.

There were no standards issues noted.

Findings

The Hayward Police Department (HPD) is a full service law enforcement agency, which has demonstrated its long-standing commitment to best practices since 2011, through its continued voluntary participation in the CALEA process. Reviews of the agency's written directives along with interviews of agency personnel make it clear that the standards and tenets of the process are part of the cultural fabric of the organization. In many cases the agency written directives

are directly based on the language contained in the standards. Additionally, as evidenced during interaction with agency personnel, to include ride-alongs and sit-alongs, the standards are operationalized by the organization. Agency personnel demonstrated support for the accreditation process and a high level of pride in working for an agency that is committed to continuous improvement.

After serving as the interim Police Chief, Chief Matthews was appointed the Chief of the HPD in January, 2024. Additionally, the agency Accreditation Manager, Claudia Mau, was only recently assigned to her position, following her promotion to Lieutenant. These recent changes in key positions did not impact their preparation and readiness for the onsite assessment.

Chief Matthews explained that CALEA assists his agency with accountability to the community. He further explained that CALEA helps to guide a transparent and open relationship with their community. He also stated that following “national best practices”, and having a culture of “continuous review and improvement” benefit the PD and the citizens they serve.

Chief Matthews provided several examples of how the CALEA standards have impacted the organization. Following an internal review of the annual use of force analysis, agency leadership identified what appeared to be a possible over-reliance on Tasers. This led to training changes. He stated that regular reviews, audits, and analyses allow him to pay close attention to outcomes and make necessary changes.

Chief Matthews has also seen a significant benefit from the mandated Internal Affairs (IA) reviews. He stated that they allow him to be transparent with City Council and the public about IA matters. He described how the reviews assist him in ensuring consistency in discipline. Recently, the State of California passed a legislative measure requiring a significant increase in mandatory reporting of IA matters to the State. Chief Matthews credits CALEA for the agency’s level of preparedness in meeting the mandates of the new legislation.

Chief Matthews also described a five-year review of agency involved shootings, which was prompted by trends identified during reviews of the agency’s annual use of force analysis. The trend identified was an increase in officer involved shootings. The five-year review confirmed the trend and demonstrated that over 50% of agency shootings during that timeframe involved officers shooting into moving vehicles. As a result of the review, policies were amended to prohibit shooting into moving vehicles, training was added, and clear communication, backed up with statistics, was sent to staff regarding the changes.

During an interview with Command Staff members, several examples of changes made by the agency as a result of their participation in CALEA accreditation were shared. Captain Olsen provided an example of how a review of the evidence standards prompted a change to policy, collaboration with the City Attorney’s Office, and ultimately a reduction in the number of vehicles being stored at the agency’s vehicle storage yard. Captain Olsen also shared how being accredited assisted the agency through conversations with activists during post-George Floyd reimagining police discussions. During the interview it was also shared that during meetings with the Government Alliance on Race and Equity (GARE), HPD was already doing the vast majority of what was recommended and was in a far better position than other entities, which they credited to CALEA accreditation.

It was clear to the assessment team that the quality of administrative and operational work is excellent. It was also clear that agency leadership values reviews from outside entities, which they utilize for continuous improvement.

Interview: Agency

All agency personnel interviewed by the assessment team were found to be professional, friendly, and knowledgeable about CALEA and the processes they were being interviewed about. In addition to in-person interviews, ride-alongs were conducted by both assessors, and sit-alongside with dispatch personnel were also conducted. All personnel were helpful to the assessment process and appeared eager to participate in the review process.

Interview: Parent/Partner Agencies

Several parent/partner agency members were interviewed by the assessment team.

Ian Tecson, Deputy Director of City of Hayward Human Resources - Mr. Tecson provided information about the collaborative relationship between his office and agency members. He described the relations as very positive. He is well aware of the staffing challenges facing the agency and stated that he and his staff are working towards creative solutions to assist the agency's recruiting efforts.

Mayor Mark Salinas, City of Hayward - Mayor Salinas is very supportive of the Police Department and described a great relationship with the Chief, which he stated is based on trust and confidence. He was complimentary of the leadership of the agency, and described Chief Matthews as a consummate administrator. Mayor Salinas described in detail the concerns regarding staffing and his support to address it. He was also very happy with the level of service being provided to the community, particularly regarding the community engagement efforts of the staff.

Carrie Skolnick, Alameda County Deputy District Attorney - Ms. Skolnick is assigned as the intake prosecutor for the Hayward PD. She has nearly daily contact with agency members, which often includes the two agency members assigned as liaisons to the prosecutor. Ms. Skolnick was very complimentary of the agency and stated that their reports are timely, the detectives are conscientious, and that agency members are respectful and thoughtful. She remarked that she wished other agencies were as timely and organized. She believes the agency is short of detectives and could use additional staffing for what is perceived to be a high case load.

Dustin Claussen - Interim City Manager - Mr. Claussen explained that he has nearly daily contact with the leadership of the agency. He stated that the citizens of the community benefit from the agency maintaining accredited status because the standards mandate constant review and change, when necessary. He stated that being accredited helps to guide the manner in which the PD engages with the community. He described the service level provided by Hayward PD as, "Fantastic". He further explained that the members of the agency interact with citizens on their worst day, and that they do so in a consistently professional way. Mr. Claussen stated that the biggest challenge facing the agency is the police facility. The Police Department moved into the current facility in 1975 and Mr. Claussen described the building as, "crumbling, in poor condition, and doesn't meet the needs of the organization." He also provided some information on the recent tax measure passed by city voters, which he is hopeful will facilitate the replacement of a purpose built police facility to serve the city.

Chief Jared Rinetti, Union City Police Chief - Chief Rinetti characterized a great relationship between the Hayward PD and his agency. He was complimentary of the agency's staff and service to the community. He explained that the two agencies work frequently together on high profile cases.

Interview: Community

Multiple community members were interviewed by the assessment team. Below is a summary of those interviews.

Harry Harris, Bay Area News Group Reporter - Mr. Harris described a great relationship with the agency and in particular former Public Information Officer (PIO), Lieutenant Mau, and current PIO Officer Fovel. He stated that agency members are quick to return calls and inquiries, and described his relationship with the PD as really good. He stated that the agency is understaffed, which is evidenced by the fact that the PIO is often working patrol shifts to assist.

Chien Wu-Fernandez, Associate Superintendent, Hayward Unified School District - Ms. Wu-Fernandez serves as the primary liaison between the school district and the Police Department. Ms. Wu-Fernandez lauded the agency for their continued commitment to the schools following the sunset of the School Resource Officer Program. She explained that following the removal of the officers the PD assigned a liaison to maintain relationships with schools district personnel and to be point of contact. Ms. Wu-Fernandez described the service level provided to the district and

community as excellent. She stated that HPD officers are prompt, responsive and seen as partners. She also described HPD's reputation as, "stellar." Ms. Wu-Fernandez was particularly complimentary of the Youth and a Family Services Bureau. She stated that they often make presentations on a national level and consistently discuss their very positive relationship with HPD.

George Espinoza, Local Restaurant Owner (former President of the Chamber of Commerce) - Mr. Espinoza meets or interacts with agency members on a frequent basis. He described the staff, "from rookies to the Chief," as being very friendly, approachable, and available. Mr. Espinoza stated that, "they are everywhere." While expanding on his comment, he stated that agency members are often out of their patrol cars, interacting with citizens, and actively participating in community events. Mr. Espinoza said that HPD is a very strong department and that he is, "very proud of them."

Elder Aaron Macklin, Glad Tidings Church of God in Christ - Elder Macklin stated that his church is in an area of the city that had been forgotten about by the Police Department. He described the area as a, "drug den," where citizens were moving out and no one was moving in. Some time ago he began to build a relationship with police department members. Elder Macklin used a story about the church property being disturbed and vandalized during COVID, which resulted in several calls to the police department. During these interactions, agency members were transparent, helpful and responsive to his needs. They also provided mobile phone contact information to him, so that he could reach out directly to them when there were future issues. This began a now long standing relationship he has with the police department, which he describes as a, "great relationship." Agency members check on him and conduct extra patrols in the area. Elder Macklin stated that in his neighborhood a negative stigma about the police still exists and that he encourages folks to reach out to the police and develop their own relationship with them. He has also taken proactive steps to foster positive relationships by organizing basketball games between police department members and the community. He has also invited agency members to attend his bible study and share information with the attendees. Officers talk about calls for service and the difficulty of their jobs. Elder Macklin believes these actions have been successful in helping to build positive relationships. Elder Macklin stated that it is clear that the leadership of the organization cares about the community and that they take care of their folks.

Freddye Davis, NAACP Hayward South President - Ms. Davis has had a long standing relationship with the police department. She has been a staunch advocate for CALEA accreditation since prior to the agency receiving its first award. In addition to stressing the importance of meeting national best practices, Ms. Davis was complimentary of the high level community policing done by the agency and shared her high level of trust in the integrity of the organization. She also lauded the transparency demonstrated by the agency and the high level of care shown for the community.

Lucy Lopez, President and Chief Executive Officer, Chamber of Commerce - Ms. Lopez has been in her role for approximately five months. When she met and became acquainted with agency members, she found them, "very welcoming and helpful." She considers it a privilege to work with agency members. She was very complimentary of the compassion shown by officers when dealing with the public. She has not been made aware of a negative experience that a member of the chamber has had with the agency. She described them as responsive and understanding. She is aware of resources constrains facing the agency, however, the Chamber would like to see the walking beat in the downtown area returned when staffing allows.

Summary:

Number of Interviews Conducted: 31

Assessors' Names: Vincent Line (Assessor), Deann MacLeod (Assessor)

Site-Based Assessment Start Date: 12/02/2024

Site-Based Assessment End Date: 12/05/2024

STATISTICS AND DATA TABLES

Overview

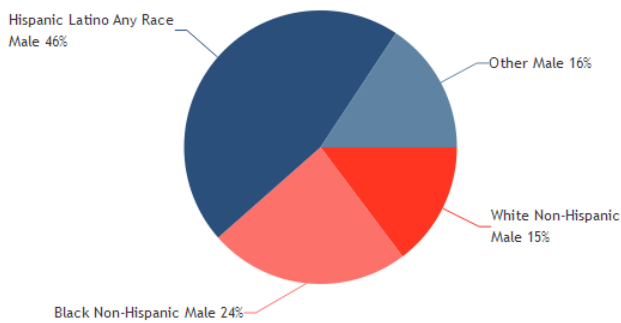
The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

Traffic Warnings & Citations - Reaccreditation Year 1

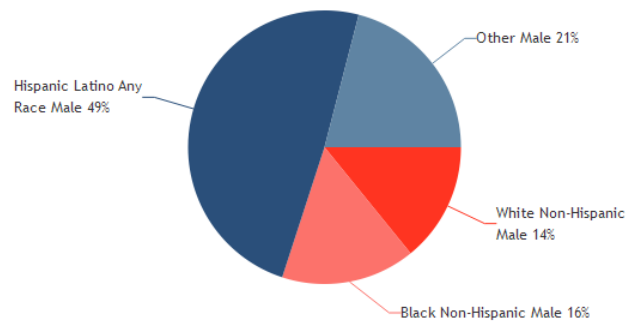
Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	296	145	441
Black Non-Hispanic Male	478	163	641
Hispanic Latino Any Race Male	921	503	1424
Other Male	315	215	530
White Non-Hispanic Female	110	66	176
Black Non-Hispanic Female	152	105	257
Hispanic Latino Any Race Female	209	165	374
Other Female	100	104	204
TOTAL	2581	1466	4047

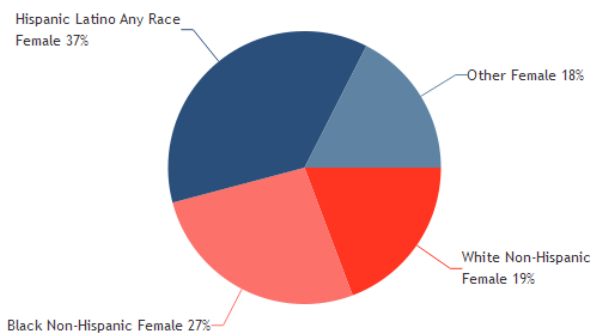
Male Warnings



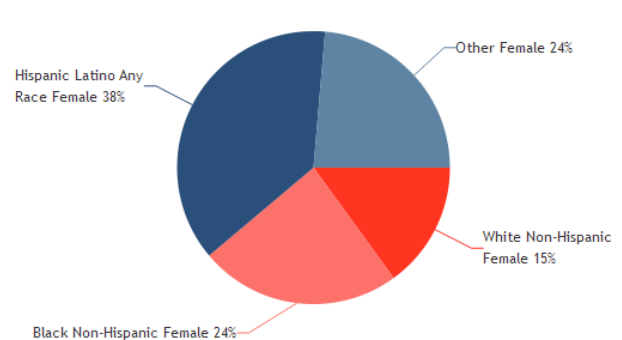
Male Citations



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

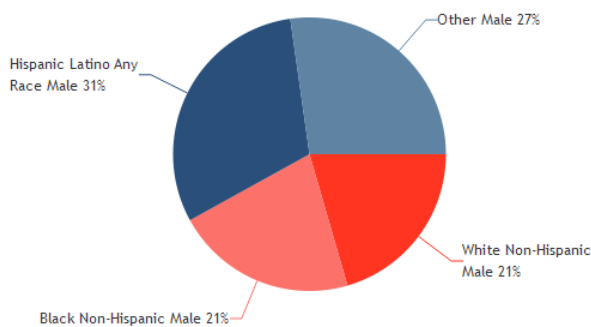
Data Collection Period: 1/2/2022 - 12/31/2022

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	64	358	422
Black Non-Hispanic Male	67	372	439
Hispanic Latino Any Race Male	96	1171	1267
Other Male	85	641	726
White Non-Hispanic Female	64	358	422
Black Non-Hispanic Female	38	224	262
Hispanic Latino Any Race Female	50	434	484
Other Female	39	356	395
TOTAL	503	3914	4417

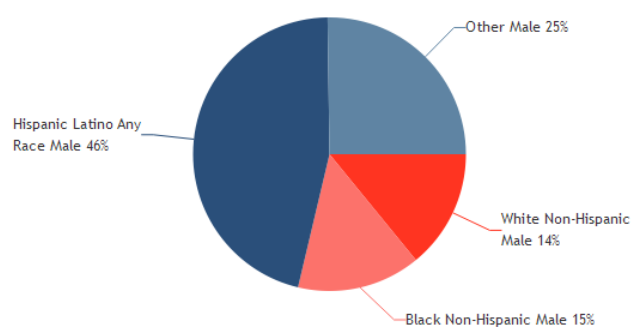
Reaccreditation Year 2 Notes:

N/A

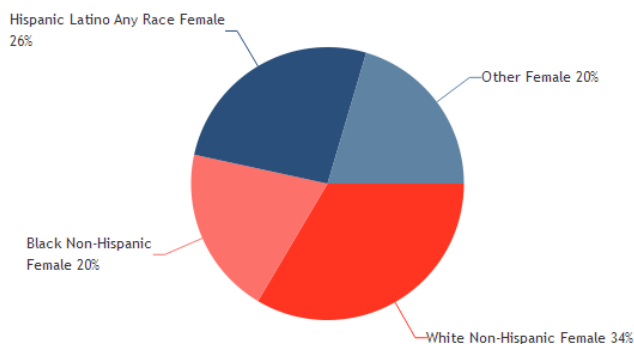
Male Warnings



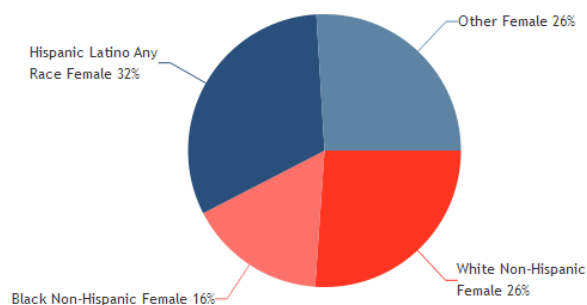
Male Citations



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

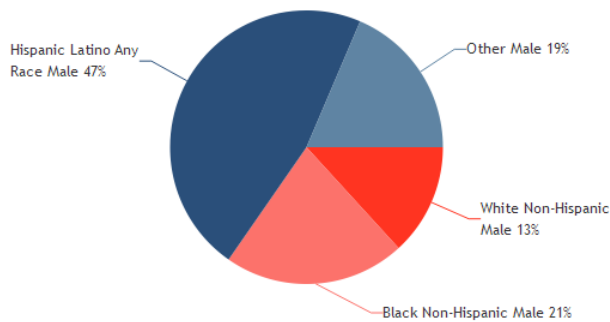
Data Collection Period: 1/1/2023 - 12/31/2023

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	155	56	211
Black Non-Hispanic Male	252	90	342
Hispanic Latino Any Race Male	549	303	852
Other Male	218	110	328
White Non-Hispanic Female	36	34	70
Black Non-Hispanic Female	89	38	127
Hispanic Latino Any Race Female	101	91	192
Other Female	46	53	99
TOTAL	1446	775	2221

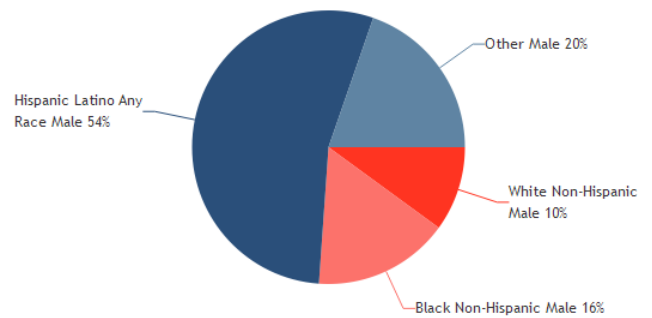
Reaccreditation Year 3 Notes:

Data loss from 5/25/2023 through 9/23/202 due to ransomware attack on the agency.

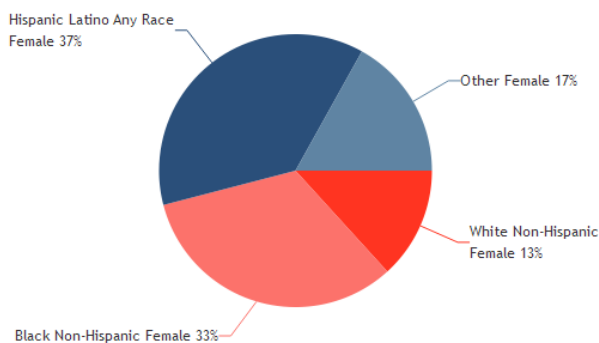
Male Warnings



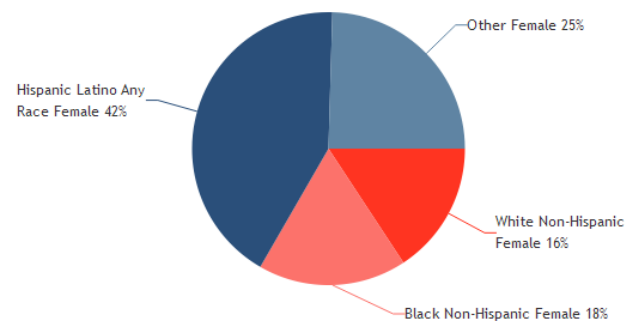
Male Citations



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: 1/1/2024 - 7/31/2024

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	118	49	167
Black Non-Hispanic Male	183	88	271
Hispanic Latino Any Race Male	486	255	741
Other Male	212	111	323
White Non-Hispanic Female	42	19	61
Black Non-Hispanic Female	78	24	102
Hispanic Latino Any Race Female	125	70	195
Other Female	53	42	95
TOTAL	1297	658	1955

Reaccreditation Year 4 Notes:

Please note the following numbers were not included in the numbers:

Warnings

Hispanic non-binary 1

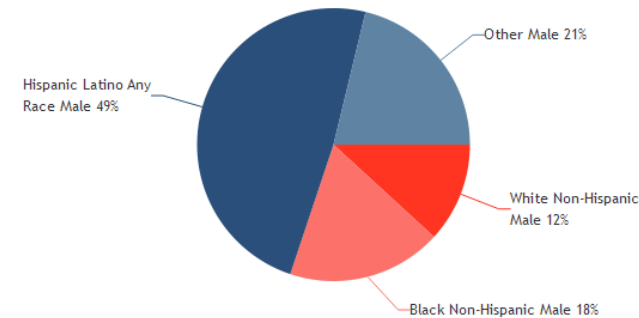
Other/Unknown Gender 10

Unknown Race/Unknown Gender 3

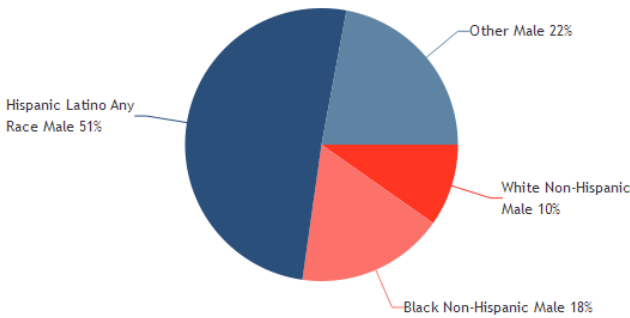
Citations

Hispanic non-binary 1

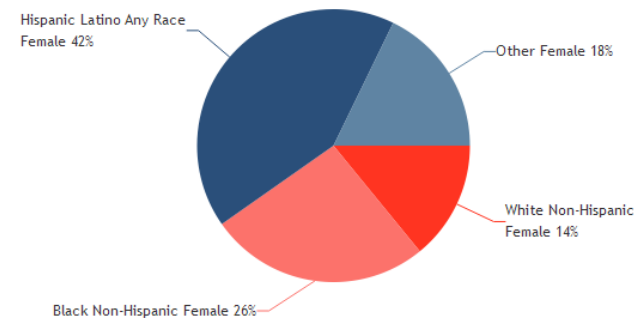
Male Warnings



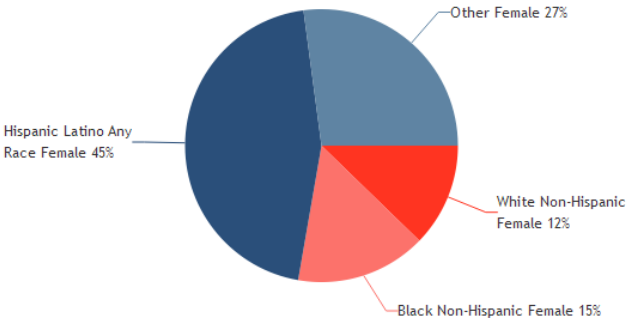
Male Citations



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: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/2/2022-1/1/2023

Year 3 Data Collection Period: 1/2/2022-1/1/2023

Year 4 Data Collection Period: 1/1/2024-8/31/2024

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

Reaccreditation Year 1 Notes:

n/a

Reaccreditation Year 2 Notes:

N/A

Reaccreditation Year 3 Notes:

N/A



Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

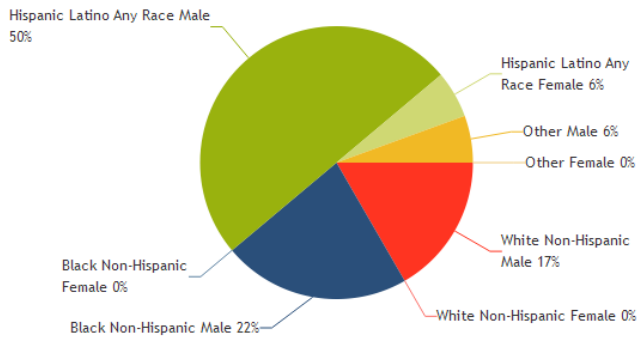
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									18
Discharge	0	0	1	0	0	0	0	0	1
Display Only	3	0	3	0	9	1	1	0	17
ECW									12
Discharge Only	0	0	0	0	0	0	1	0	1
Display Only	0	0	4	0	4	1	2	0	11
Baton	0	0	1	0	0	0	1	0	2
Chemical/OC	0	0	0	0	1	0	0	0	1
Weaponless	9	3	15	5	36	4	13	0	85
Canine									3
Release Only	0	0	0	0	1	0	0	0	1
Release and Bite	1	0	0	0	0	0	1	0	2
Total Uses of Force	13	3	24	5	51	6	19	0	121
Total Number of Incidents Resulting In Officer Injury or Death	16	6	1	2	13	2	12	0	52
Total Use of Force Arrests	11	3	11	3	35	3	14	0	80
Total Number of Suspects Receiving Non-Fatal Injuries	5	2	4	0	22	2	4	0	39
Total Number of Suspects Receiving Fatal Injuries	0	0	1	0	0	0	0	0	1
Total Agency Custodial Arrests	0	0	0	0	0	0	0	0	0
Total Use of Force Complaints	0	0	1	0	0	0	0	0	1

Reaccreditation Year 1 Notes:

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

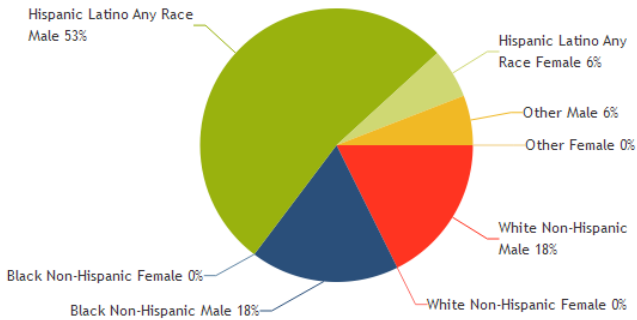
Total Firearm



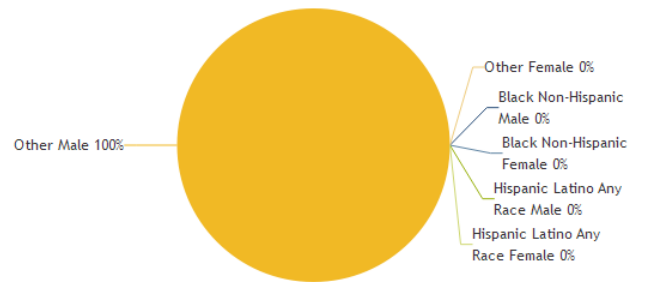
Firearm Discharge



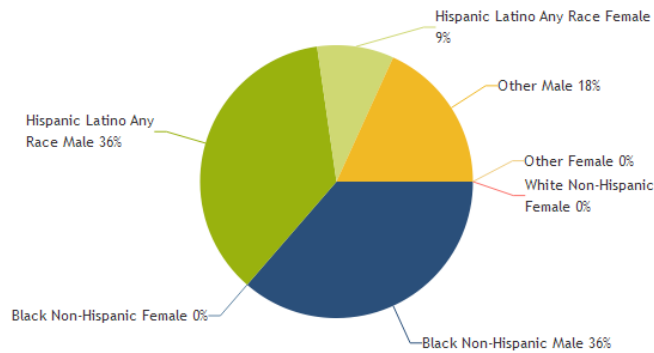
Firearm Display



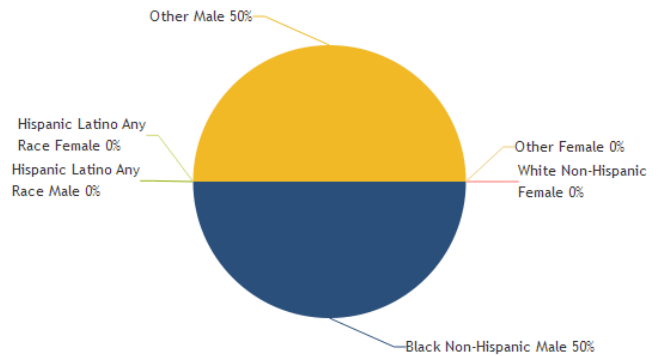
ECW Discharge



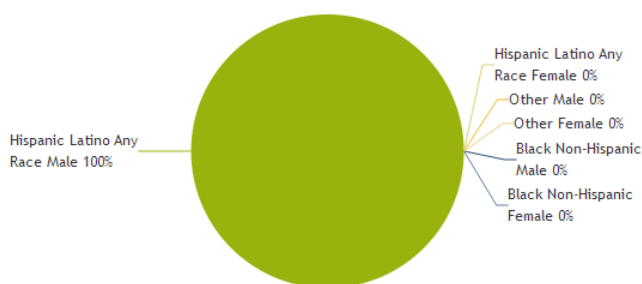
ECW Display



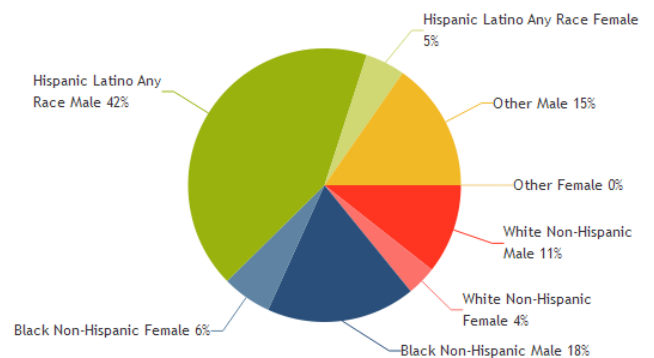
Baton



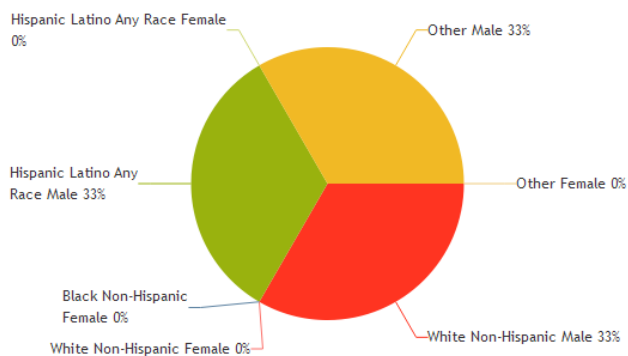
Chemical/OC



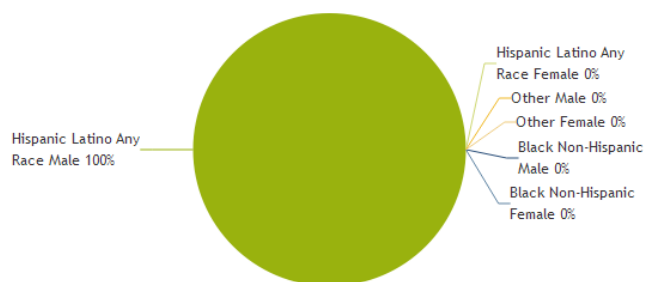
Weaponless



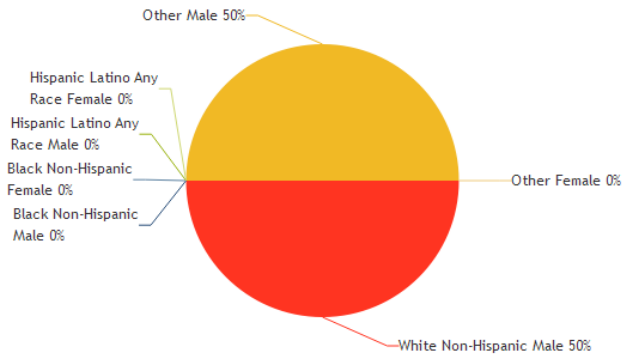
Total Canine



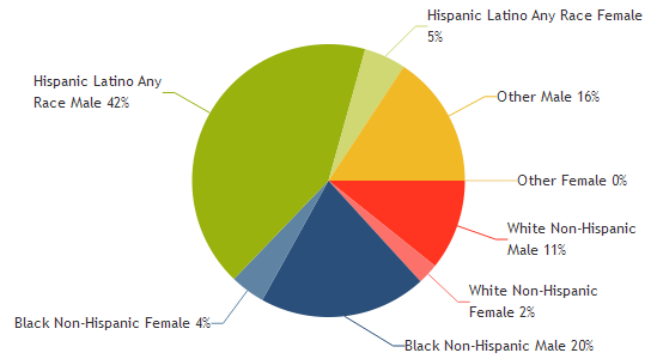
Canine: Release Only



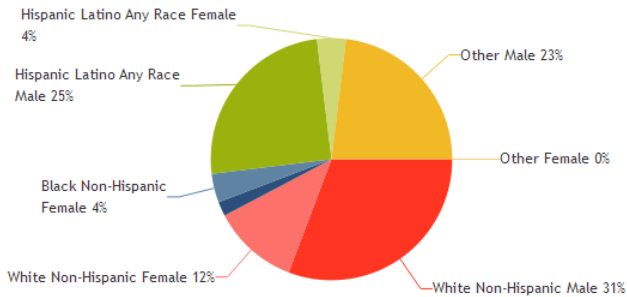
Canine: Release and Bite



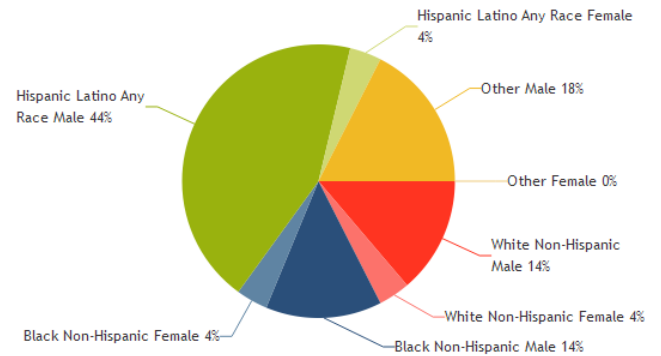
Total Uses of Force



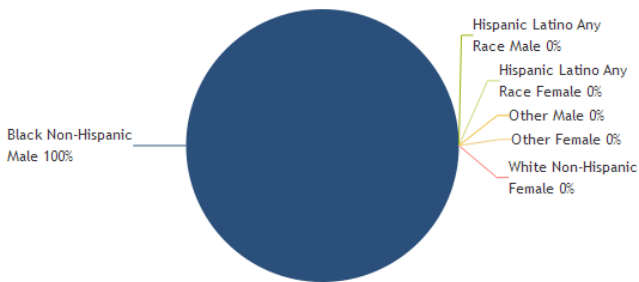
Total Number of Incidents Resulting in Officer Injury or Death



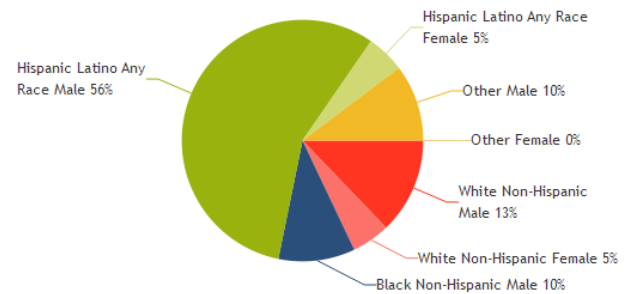
Total Use of Force Arrests



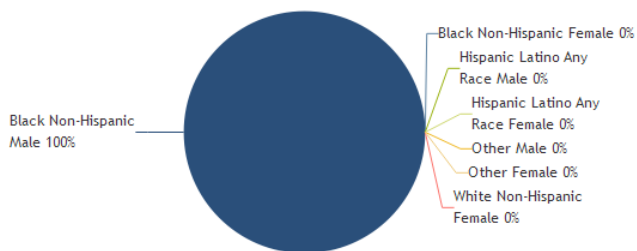
Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



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 2

Data Collection Period: 1/2/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									18
Discharge	0	0	1	0	0	0	0	0	1
Display Only	2	0	9	0	6	0	0	0	17
ECW									30
Discharge Only	0	0	6	0	2	0	1	0	9
Display Only	0	0	13	0	6	0	2	0	21
Baton	0	0	0	0	5	0	0	0	5
Chemical/OC	0	0	2	0	2	0	1	0	5
Weaponless	12	2	32	3	30	3	6	1	89
Canine									4
Release Only	1	0	0	0	0	0	0	0	1
Release and Bite	0	0	2	0	1	0	0	0	3
Total Uses of Force	15	2	65	3	52	3	10	1	151
Total Number of Incidents Resulting In Officer Injury or Death	19	1	1	1	17	1	11	0	51
Total Use of Force Arrests	10	2	33	5	32	3	6	1	92
Total Number of Suspects Receiving Non-Fatal Injuries	8	2	17	2	19	2	3	1	54
Total Number of Suspects Receiving Fatal Injuries	0	0	1	0	0	0	0	0	1
Total Agency Custodial Arrests	0	0	0	0	0	0	0	0	0
Total Use of Force Complaints	3	0	0	0	0	0	0	0	3

Reaccreditation Year 2 Notes:

The table did not accept data entries for the following rows. Therefore, the data is provided here manually:

Total Suspects Receiving Non-Fatal Injuries: 8, 2, 17, 2, 19, 2, 3, 1

Total Suspects Receiving Fatal Injury: 1 Black Male

Total Incidents Resulting in Officer Injury or Death: 19, 1, 1, 1, 17, 1, 11, 0

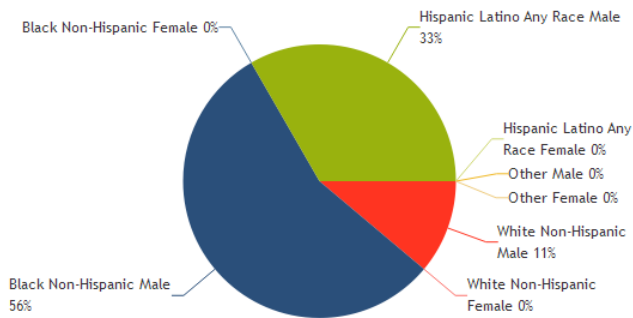
Total Use of Force Arrests: 10, 2, 33, 5, 32, 3, 6, 1

Total Custodial Arrests: 0

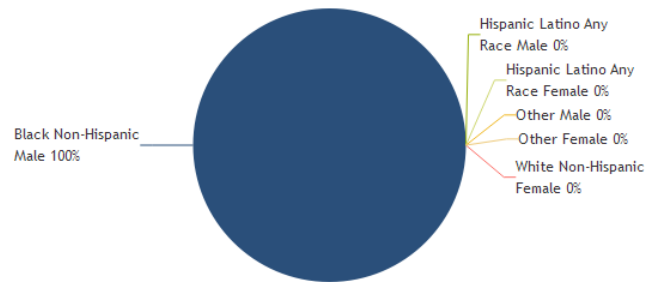
Total Use of Force Complaints: 3

UPDATED AND ADDED ABOVE TO TABLE ON 19 MAY 2023

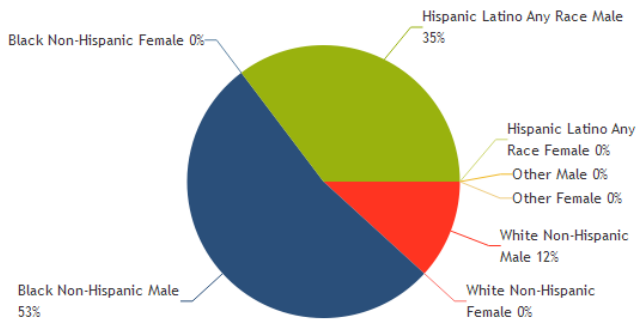
Total Firearm



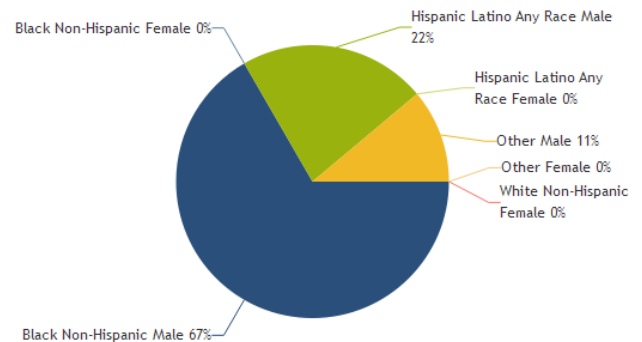
Firearm Discharge



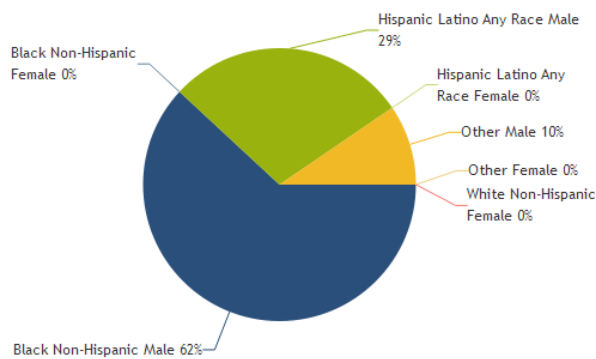
Firearm Display



ECW Discharge



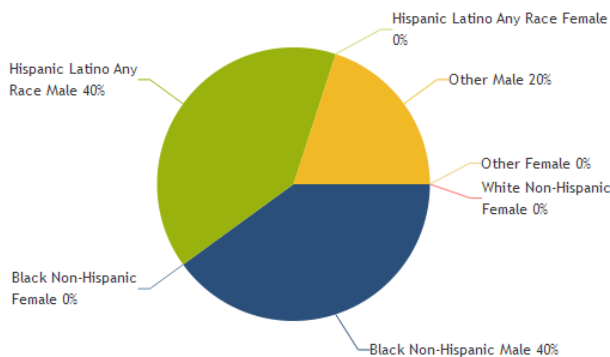
ECW Display



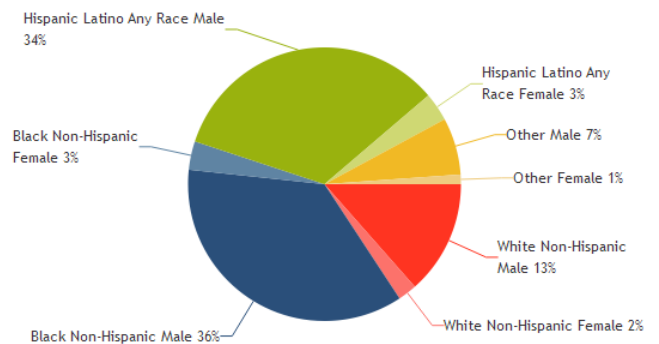
Baton



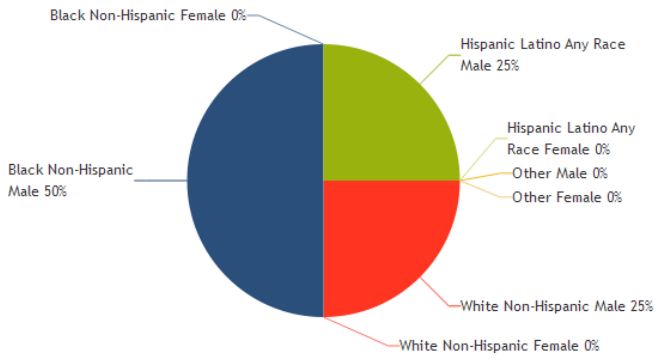
Chemical/OC



Weaponless



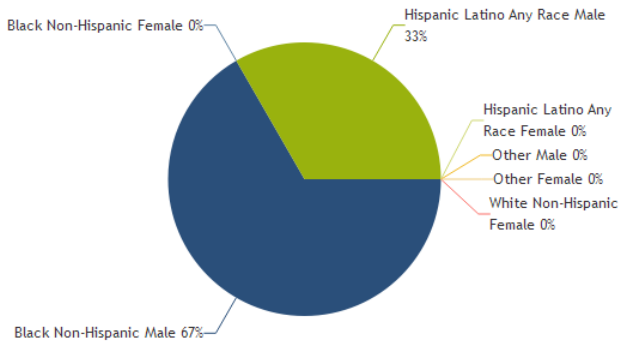
Total Canine



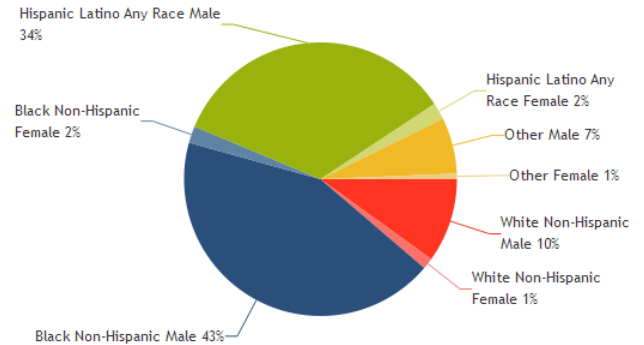
Canine: Release Only



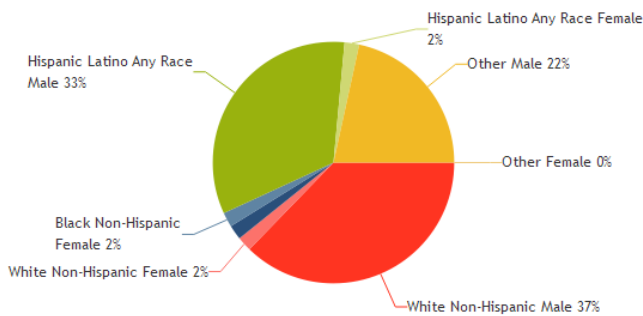
Canine: Release and Bite



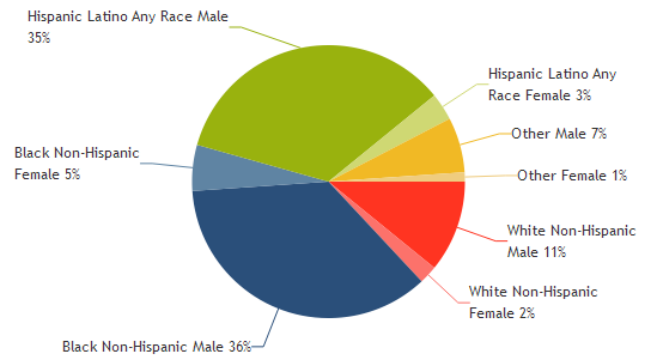
Total Uses of Force



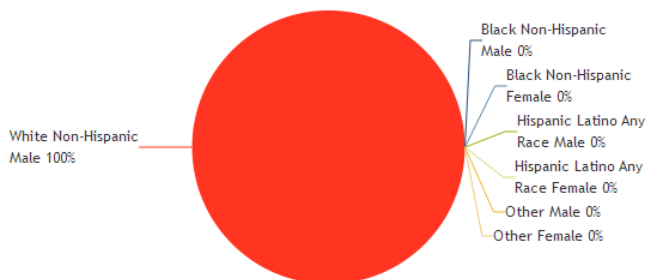
Total Number of Incidents Resulting in Officer Injury or Death



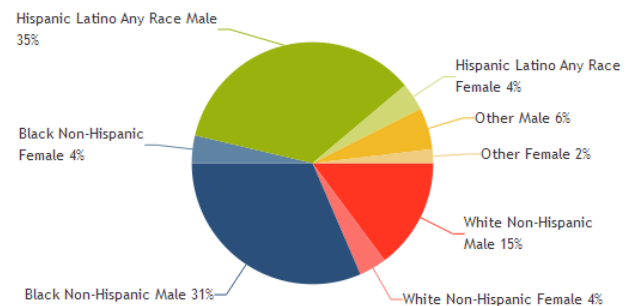
Total Use of Force Arrests



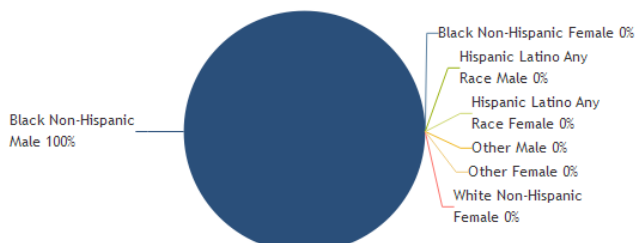
Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

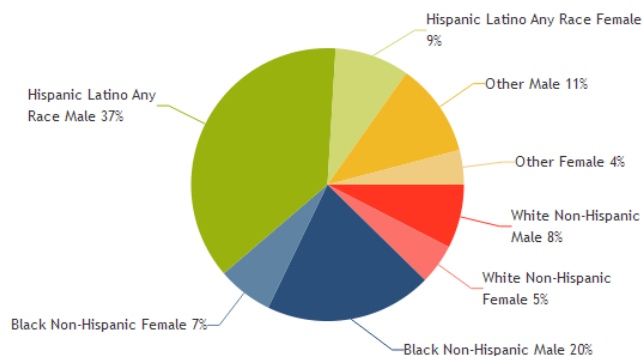
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 3

Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1322
Discharge	0	0	0	0	1	0	0	0	1
Display Only	100	63	262	87	491	117	147	54	1321
ECW									121
Discharge Only	2	0	7	0	2	1	7	0	19
Display Only	8	4	30	5	34	8	12	1	102
Baton	0	0	1	2	1	0	6	0	10
Chemical/OC	0	0	6	0	1	0	0	0	7
Weaponless	27	6	73	23	191	14	24	2	360
Canine									9
Release Only	1	0	1	0	0	3	0	0	5
Release and Bite	0	0	1	0	0	3	0	0	4
Total Uses of Force	138	73	381	117	721	146	196	57	1829
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	34	10	66	22	353	50	75	0	610
Total Number of Suspects Receiving Non-Fatal Injuries	23	5	88	0	246	25	75	0	462
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	1	0	0	0	1
Total Agency Custodial Arrests	34	10	66	22	353	50	75	0	610
Total Use of Force Complaints	7								7

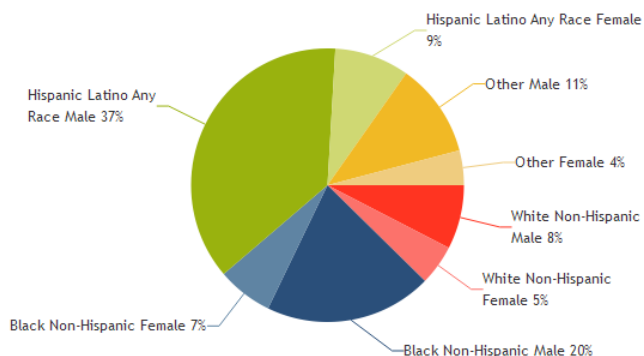
Total Firearm



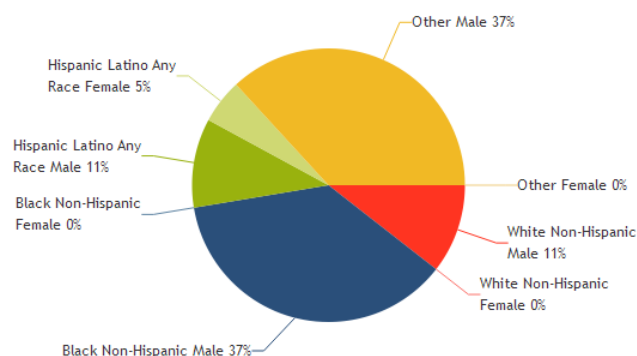
Firearm Discharge



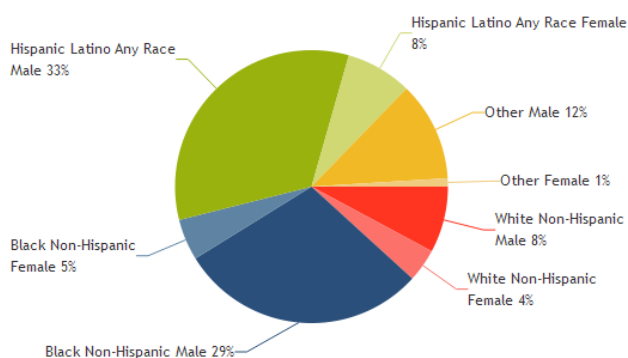
Firearm Display



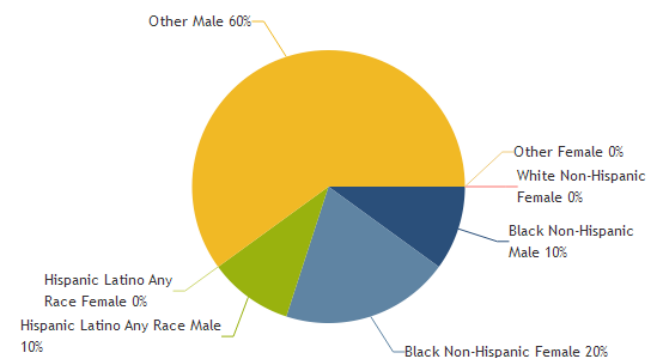
ECW Discharge



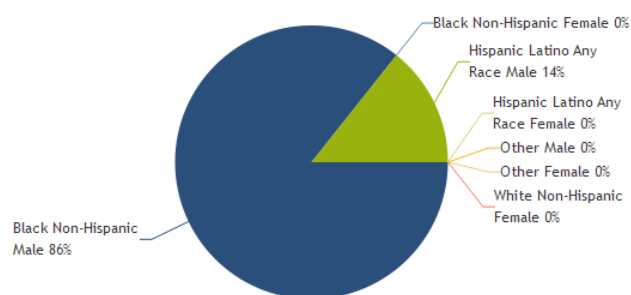
ECW Display



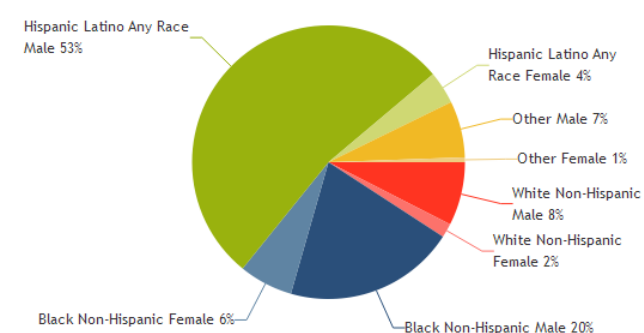
Baton



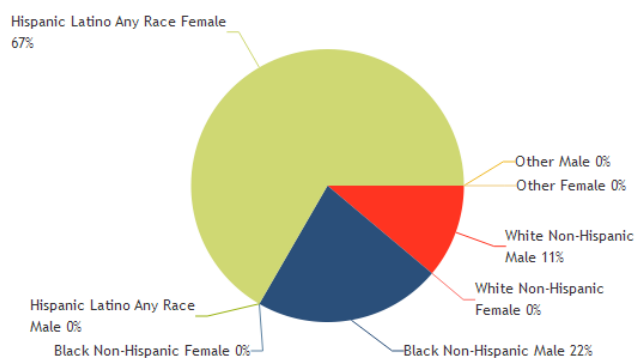
Chemical/OC



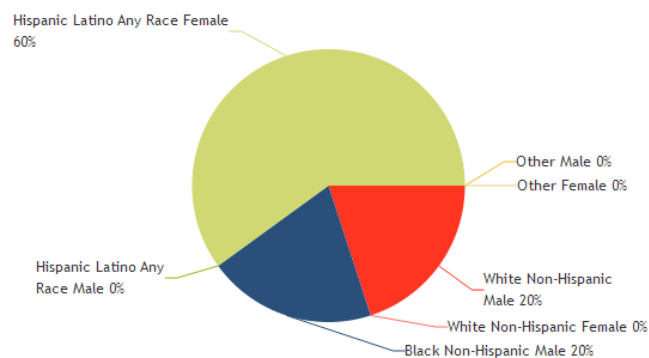
Weaponless



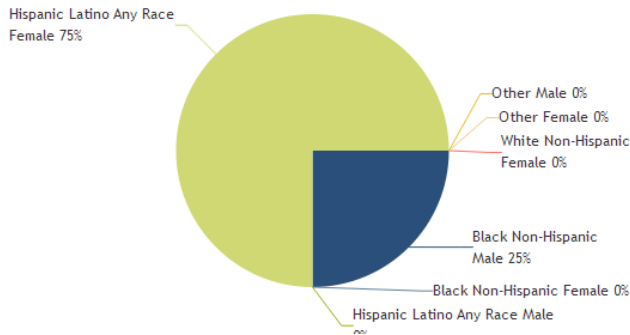
Total Canine



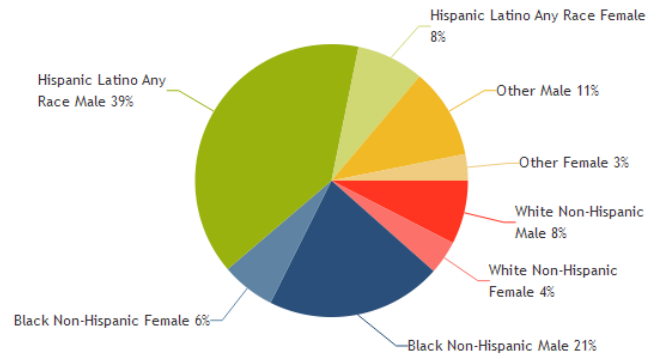
Canine: Release Only



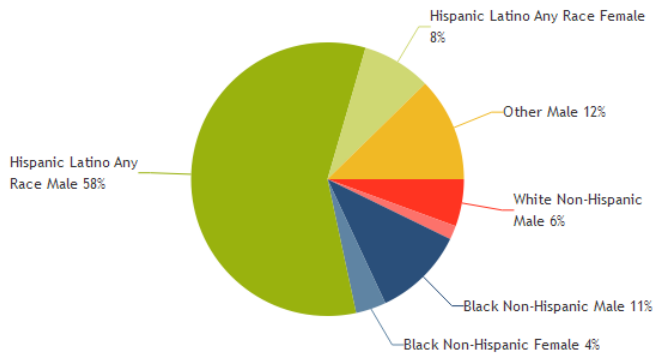
Canine: Release and Bite



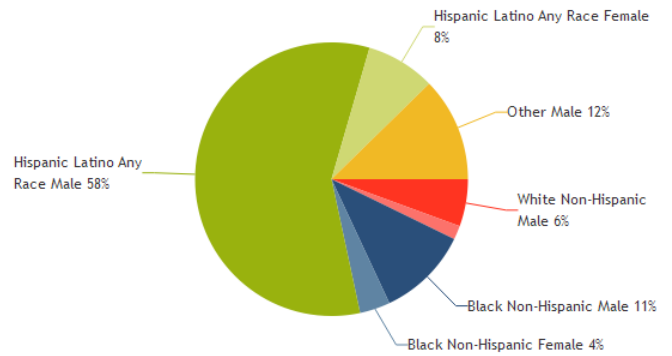
Total Uses of Force



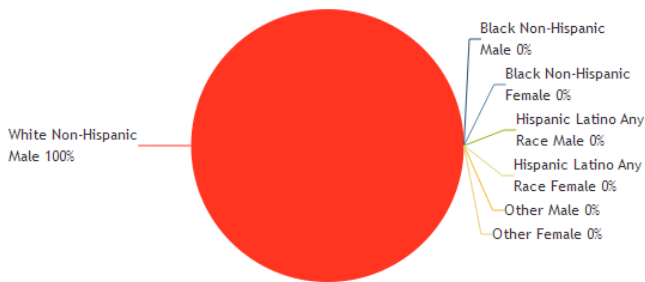
Total Use of Force Arrests



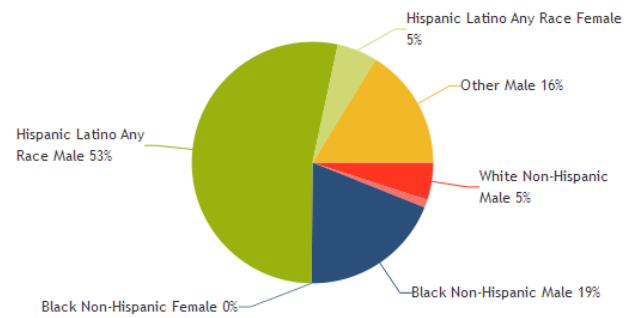
Total Agency Custodial Arrests



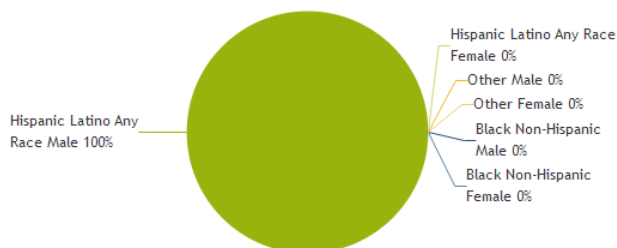
Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

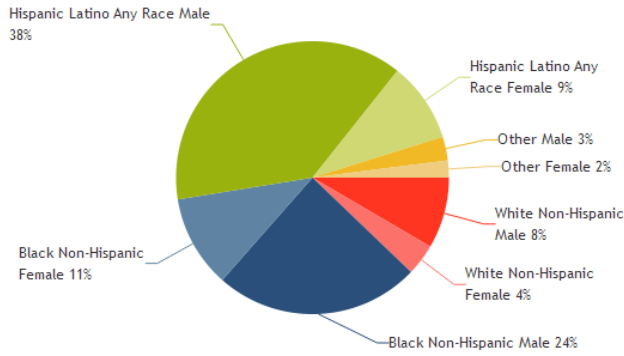
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 4

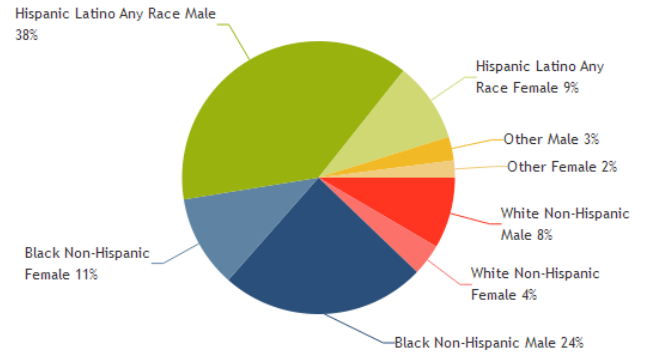
Data Collection Period: 1/1/2024 - 9/1/2024

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									748
Discharge	0	0	0	0	0	0	0	0	0
Display Only	63	28	182	82	286	71	21	15	748
ECW									101
Discharge Only	1	0	1	0	4	1	0	0	7
Display Only	6	2	16	5	47	11	4	3	94
Baton	1	0	0	0	0	1	0	0	2
Chemical/OC	0	0	2	0	1	1	0	0	4
Weaponless	15	5	32	6	61	12	4	0	135
Canine									6
Release Only	1	0	0	0	0	0	1	0	2
Release and Bite	0	0	1	0	2	0	1	0	4
Total Uses of Force	87	35	234	93	401	97	31	18	996
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	7	5	16	1	32	11	4	0	76
Total Number of Suspects Receiving Non-Fatal Injuries	9	5	16	1	34	11	4	0	80
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	7	5	16	1	32	11	4	0	76
Total Use of Force Complaints									

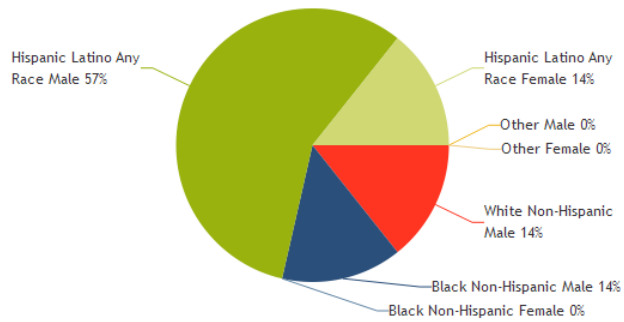
Total Firearm



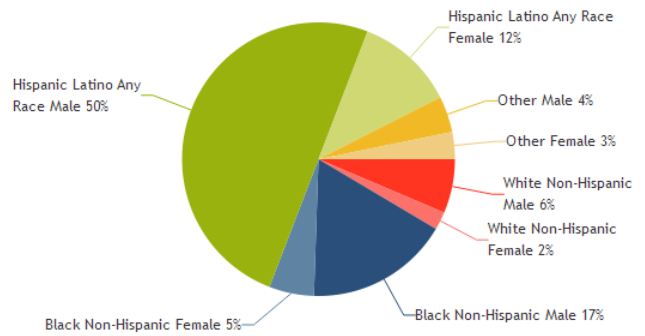
Firearm Display



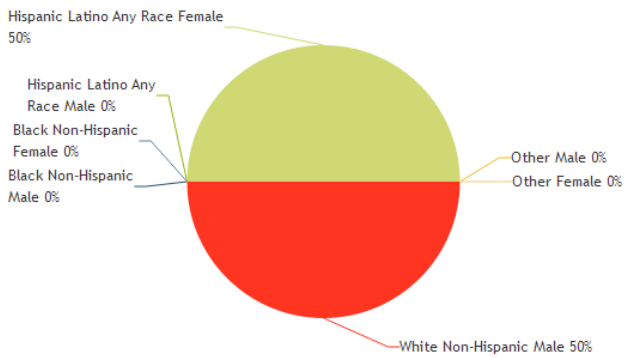
ECW Discharge



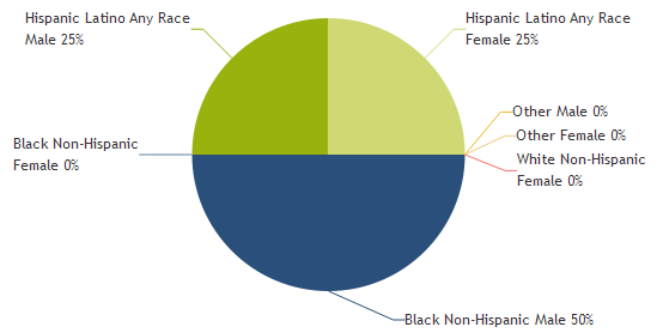
ECW Display



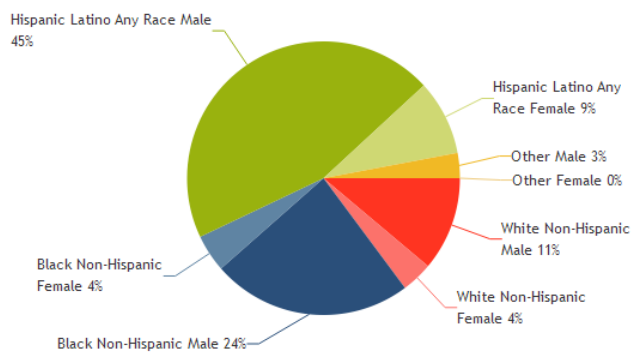
Baton



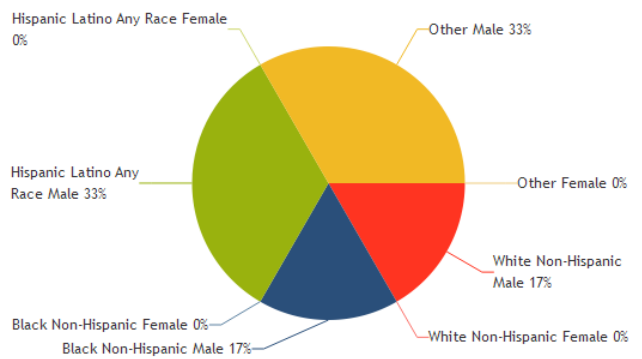
Chemical/OC



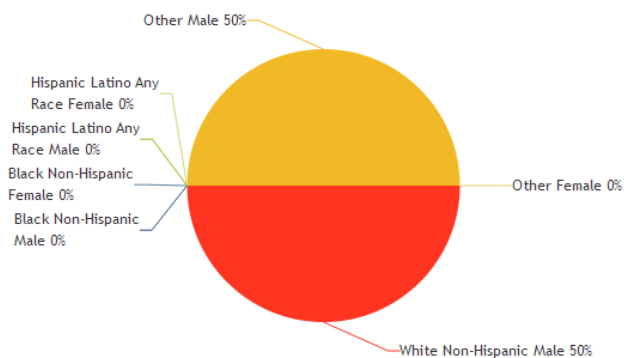
Weaponless



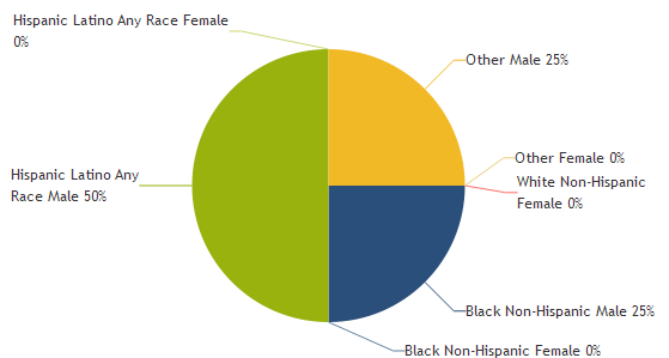
Total Canine



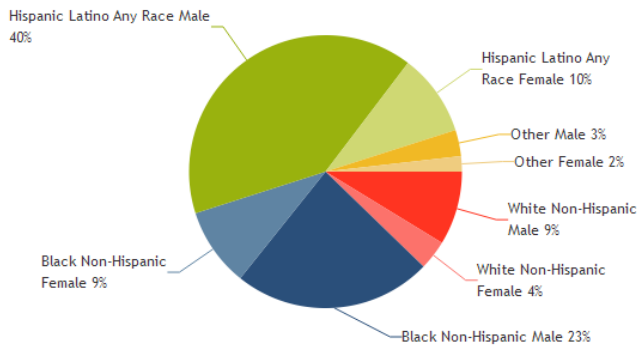
Canine: Release Only



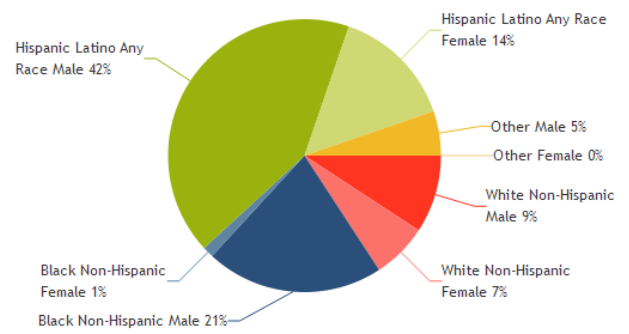
Canine: Release and Bite



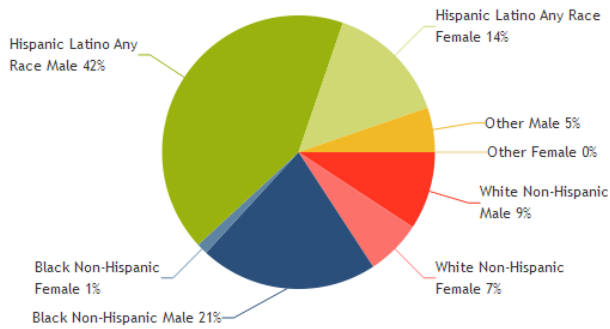
Total Uses of Force



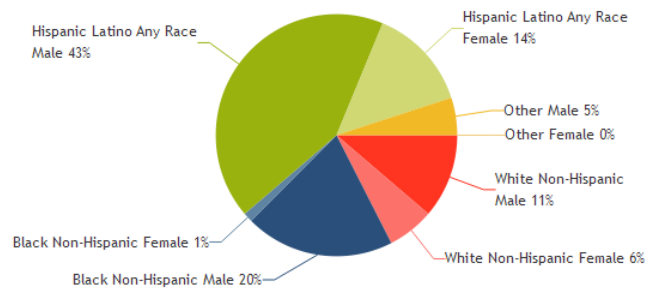
Total Use of Force Arrests



Total Agency Custodial Arrests



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	

Grievances

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/2/2022-1/1/2023

Year 3 Data Collection Period: 1/1/2023-12/31/2023

Year 4 Data Collection Period: 1/1/2024-8/31/2024

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

Reaccreditation Year 1 Notes:

n/a

Reaccreditation Year 2 Notes:

Both grievances were from professional staff members regarding pay disputes. The first grievance concerned utilizing vacation time preceding separation from the agency. The grievance was received on 04/06/2022 and settled on 08/17/2022. The second grievance concerned holiday pay for holidays worked. The grievance was received on 11/15/2022 and settled on 01/03/2023.

Reaccreditation Year 3 Notes:

N/A

Personnel Actions

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/2/2022-1/1/2023

Year 3 Data Collection Period: 1/1/2023-1/1/2023

Year 4 Data Collection Period: 1/1/2024-8/31/2024

	Year 1	Year 2	Year 3	Year 4
Suspension	2	0	1	1
Demotion	0	0	0	1
Resign In Lieu of Termination	0	0	0	0
Termination	1	0	2	0
Other	9	0	8	18
Total	12	0	11	20
Commendations	5	3	4	

Reaccreditation Year 1 Notes:

n/a

Reaccreditation Year 2 Notes:

N/A

Reaccreditation Year 3 Notes:

N/A

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: 1/1/2021 - 8/31/2024

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	17	13	60	14
Sustained	1	1	0	
Not Sustained	0	1	0	
Unfounded	14	11	35	2
Exonerated	1	0	8	3
Internal/Directed Complaint				
Directed Complaint	14	3	2	6
Sustained	12	3	1	3
Not Sustained	1	0	0	
Unfounded	1	0	0	
Exonerated	0	0	0	

Calls For Service / Crime Data - Reaccreditation Year 4**Data Collection Period:** 1/1/2021 - 7/31/2024

	Year 1	Year 2	Year 3	Year 4
Calls for Service				
Calls for Service	104046	100666	96392	58431
Crime Data				
Murder	7	9	10	7
Forcible Rape	53	46	63	23
Robbery	264	218	292	166
Aggravated Assault	206	188	633	245
Burglary	373	441	657	345
Larceny-Theft	2648	2164	3037	1708
Motor Vehicle Theft	1585	1474	2355	1401
Arson	23	21	18	13

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/2/2022-1/1/2023

Year 3 Data Collection Period: 1/1/2023-12/31/2023

Year 4 Data Collection Period: 1/1/2024-8/31/2024

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	12	13	14	17
Forcible stopping techniques used	1	4	2	6
Terminated by Agency	3	3	4	5
Policy Compliant	11	1	13	13
Policy Non-Compliant	1	12	1	4
Collisions				
Injuries				
Total Collisions	3	3	2	4
Officer	0	0	0	0
Suspect	2	0	0	0
ThirdParty	1	0	0	0
Reason Initiated				
Traffic	0	1	1	0
Felony	10	11	13	13
Misdemeanor	2		0	4

Reaccreditation Year 1

n/a

Reaccreditation Year 2

N/A

Reaccreditation Year 3

n/a

Agency Breakdown Report - Reaccreditation Year 1

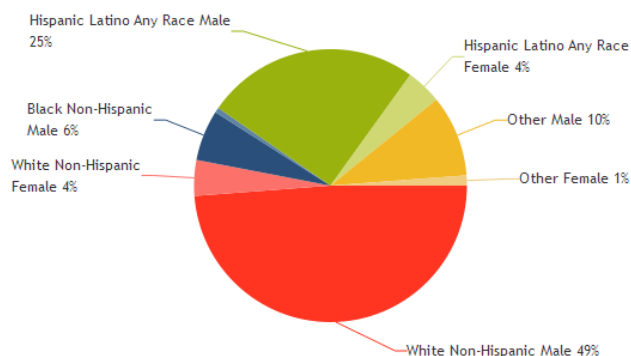
Data Collection Period: 1/1/2021 - 12/31/2021

	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	7	0	0	0	3	1	1	1	13
Supervisory Positions	11	1	4	0	5	3	1	1	26
Non-Supervisory Positions	60	6	5	1	34	3	14	0	123
Sub Total									166
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	4	8	0	2	0	2	0	3	19
Non-Supervisory Positions	8	30	1	7	8	17	3	13	87
Sub Total									115
Total									281

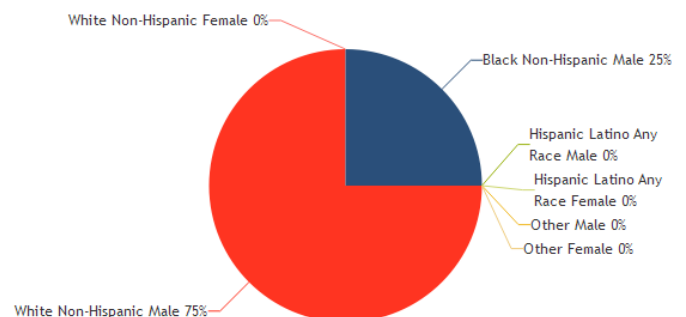
Reaccreditation Year 1 Notes:

n/a

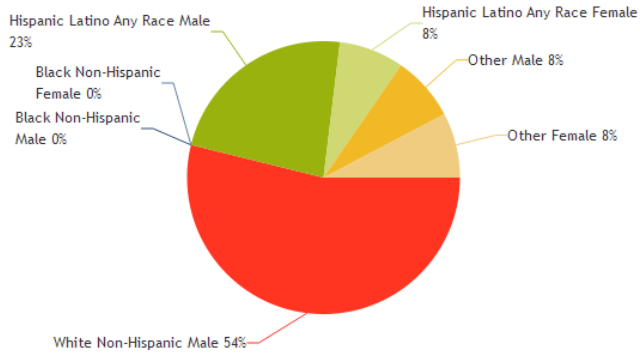
Total Sworn Personnel



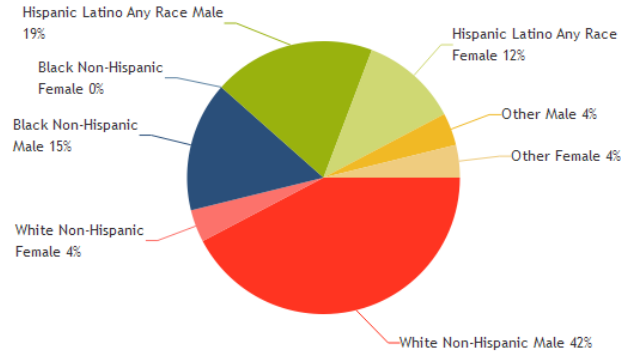
Sworn Personnel: Executive



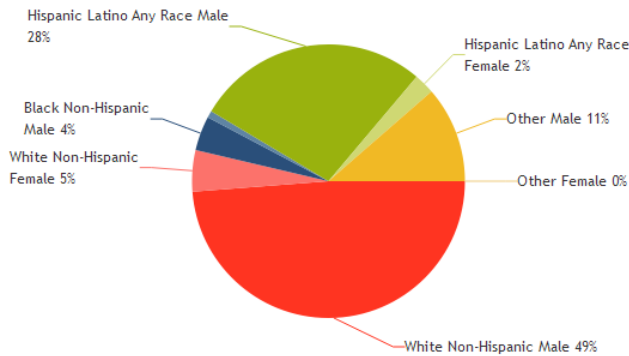
Sworn Personnel: Command



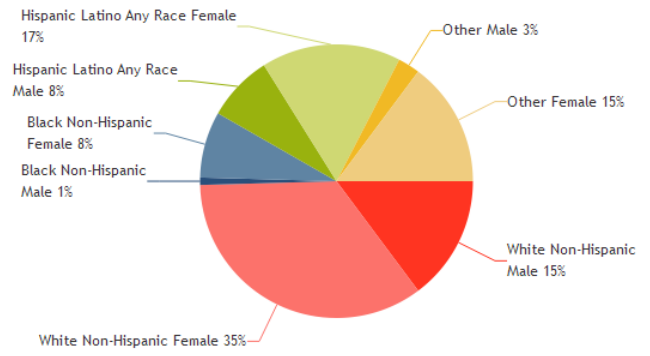
Sworn Personnel: Supervisory Positions



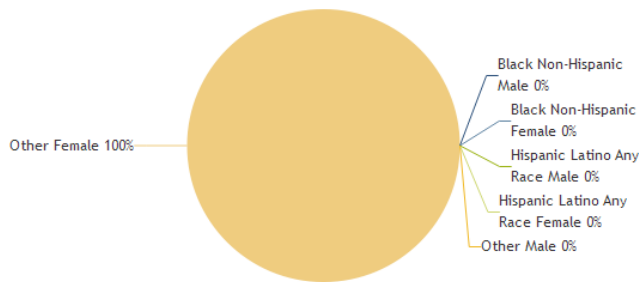
Sworn Personnel: Non-Supervisory Positions



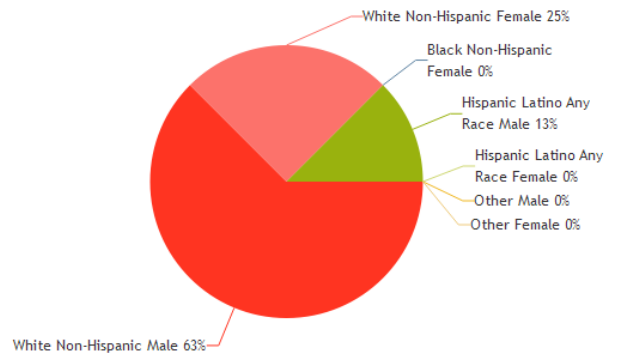
Total Non-Sworn Personnel



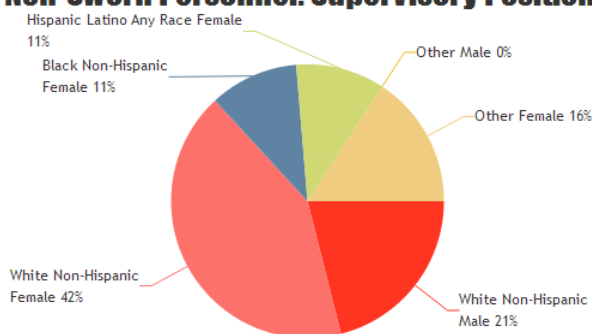
Non-Sworn Personnel: Executive



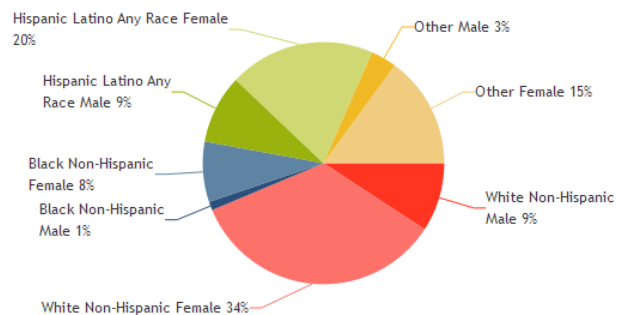
Non-Sworn Personnel: Managerial



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

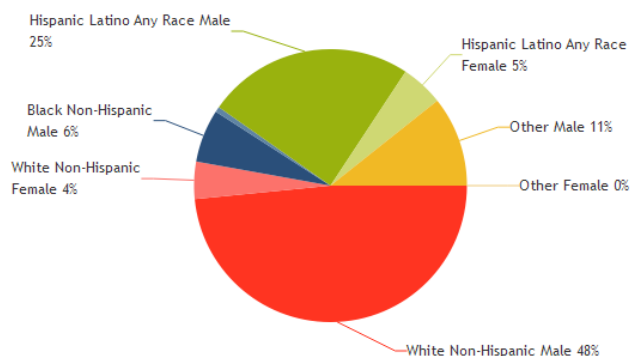
Data Collection Period: 1/2/2022 - 1/1/2023

	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	0	0	3	2	1	0	12
Supervisory Positions	11	1	4	0	3	2	1	0	22
Non-Supervisory Positions	57	6	5	1	33	4	15	0	121
Sub Total									159
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	4	8	0	2	0	2	0	3	19
Non-Supervisory Positions	8	30	1	7	8	17	3	13	87
Sub Total									115
Total									274

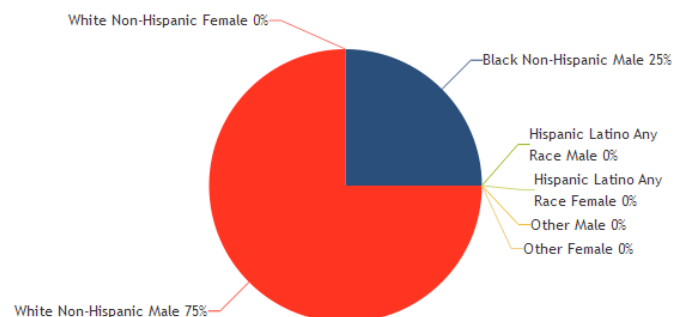
Reaccreditation Year 2 Notes:

N/A

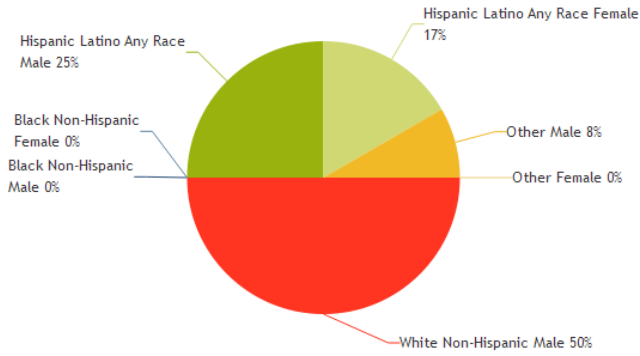
Total Sworn Personnel



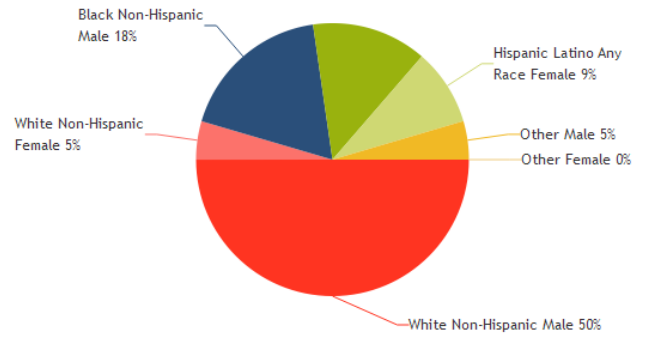
Sworn Personnel: Executive



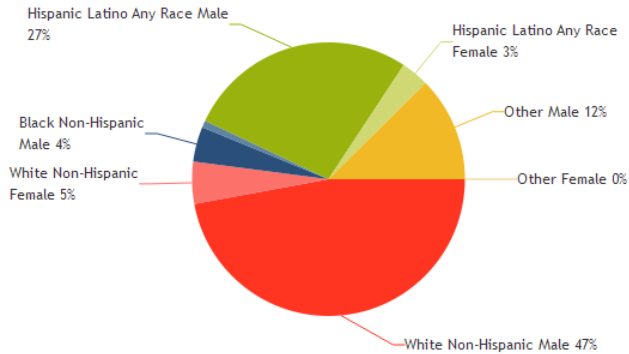
Sworn Personnel: Command



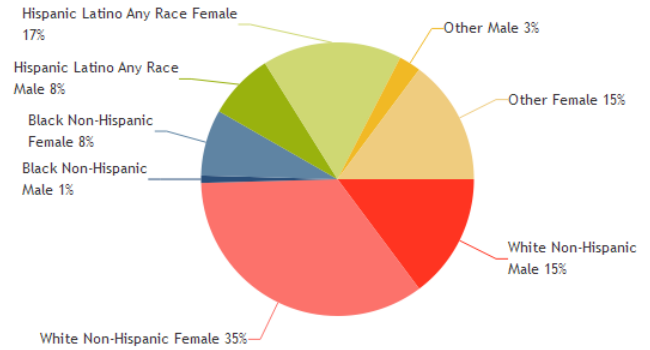
Sworn Personnel: Supervisory Positions



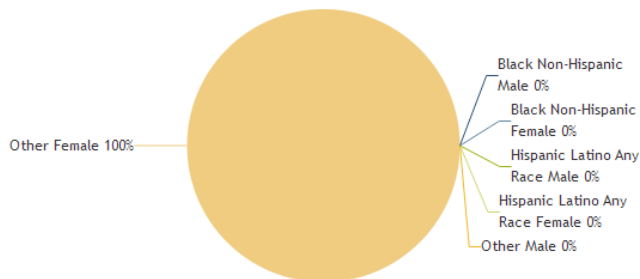
Sworn Personnel: Non-Supervisory Positions



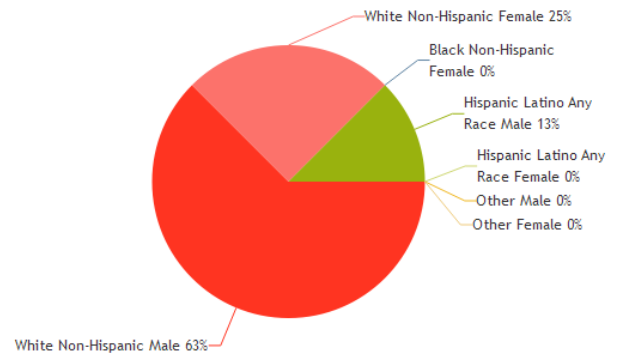
Total Non-Sworn Personnel



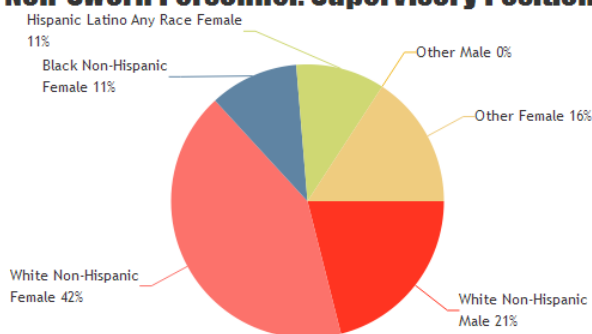
Non-Sworn Personnel: Executive



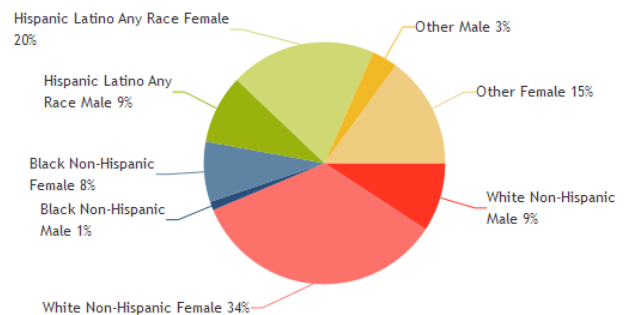
Non-Sworn Personnel: Managerial



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	

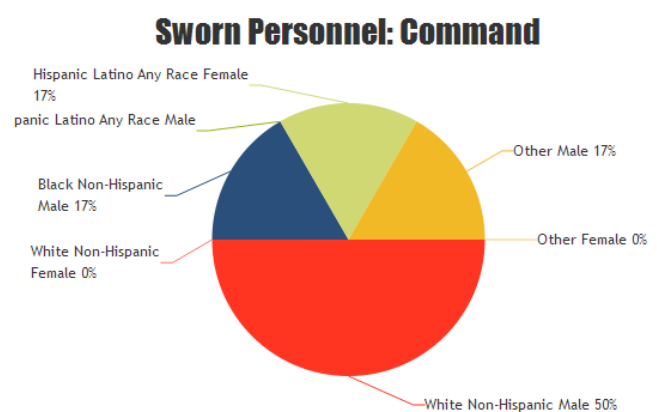
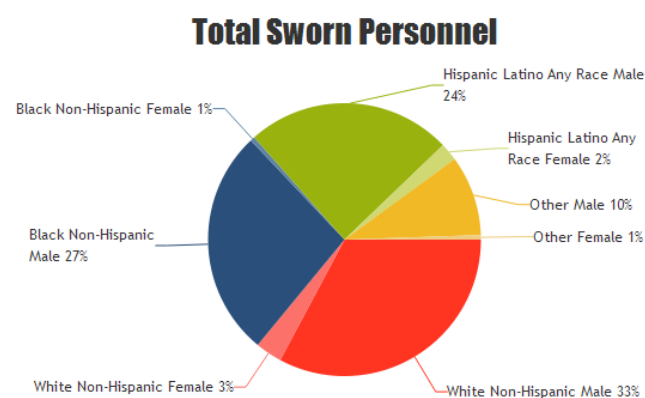
Agency Breakdown Report - Reaccreditation Year 3

Data Collection Period: 1/1/2023 - 12/31/2023

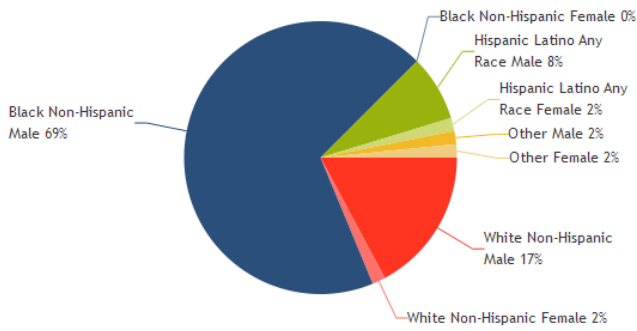
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive									
Command	3	0	1	0	0	1	1	0	6
Supervisory Positions	11	1	44	0	5	1	1	1	64
Non-Supervisory Positions	48	5	6	1	41	2	16	0	119
Sub Total									189
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	4	2	0	0	1	2	0	0	9
Supervisory Positions	2	8	0	2	0	2	0	3	17
Non-Supervisory Positions	8	26	1	7	9	20	5	11	87
Sub Total									113
Total									302

Reaccreditation Year 3 Notes:

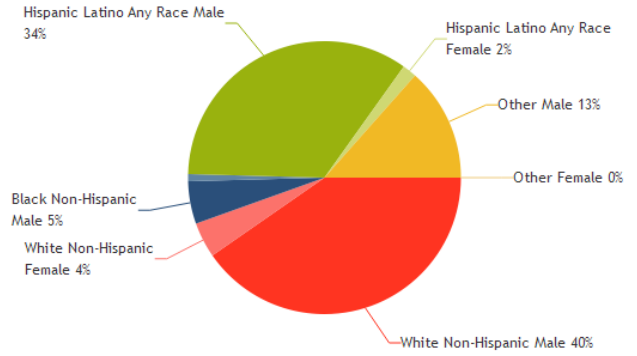
N/A



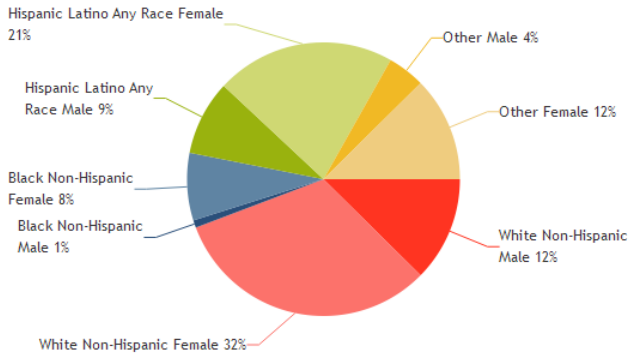
Sworn Personnel: Supervisory Positions



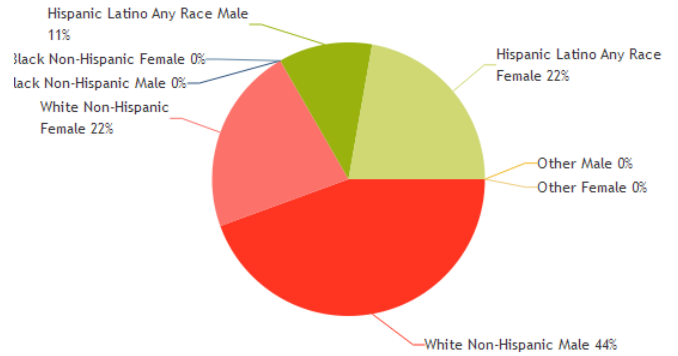
Sworn Personnel: Non-Supervisory Positions



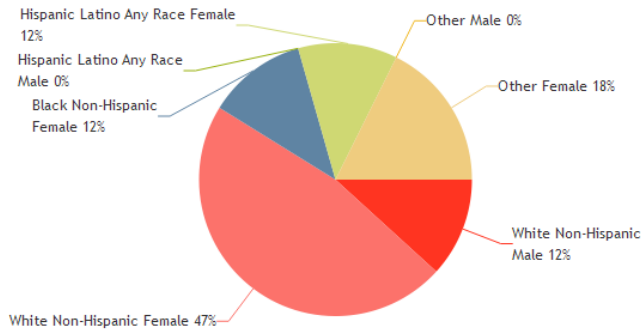
Total Non-Sworn Personnel



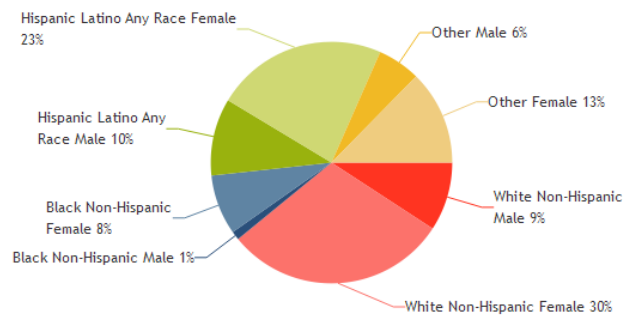
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

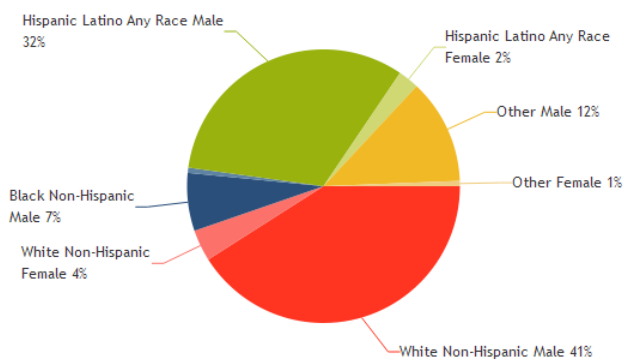
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 4

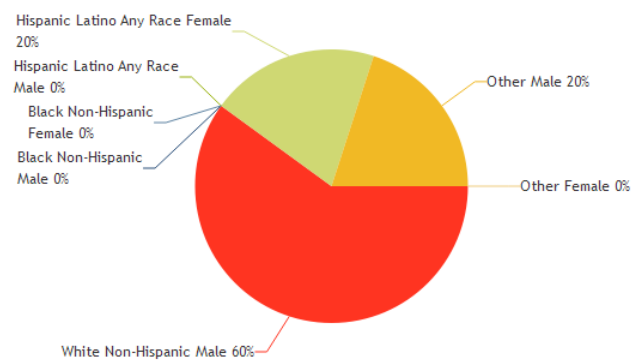
Data Collection Period: 1/1/2024 - 8/31/2024

	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	0	0	0	1	1	0	5
Command	7	0	1	0	2	1	0	0	11
Supervisory Positions	13	1	3	0	5	0	1	1	24
Non-Supervisory Positions	43	5	7	1	45	2	18	0	121
Sub Total									161
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	4	2	0	0	1	2	0	0	9
Supervisory Positions	3	7	0	2	1	2	1	2	18
Non-Supervisory Positions	7	24	1	7	8	24	5	11	87
Sub Total									114
Total									275

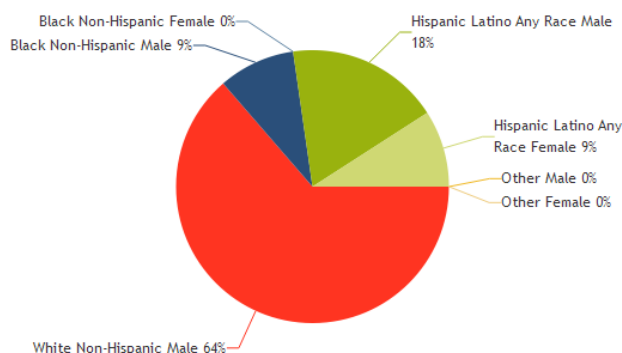
Total Sworn Personnel



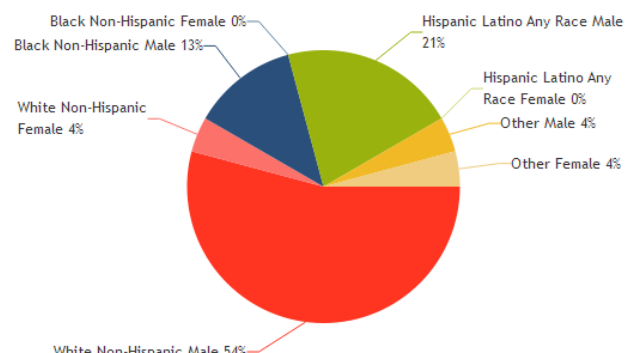
Sworn Personnel: Executive



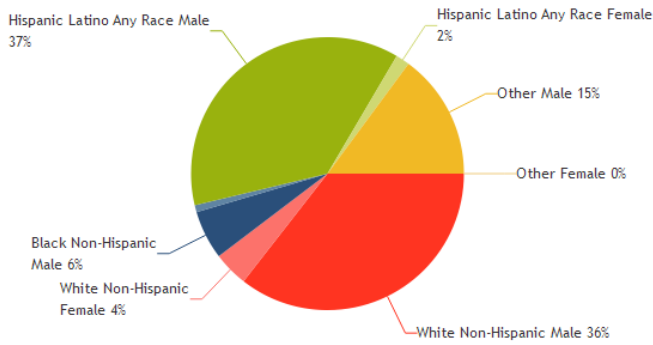
Sworn Personnel: Command



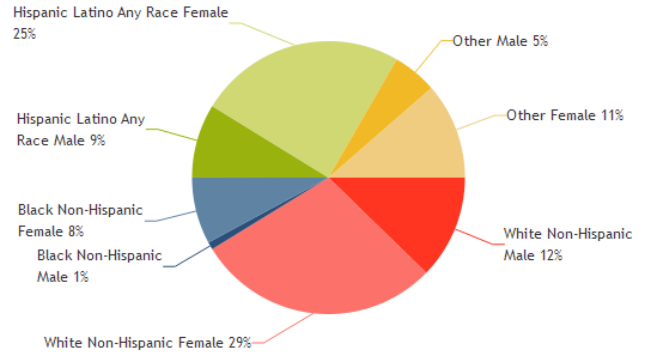
Sworn Personnel: Supervisory Positions



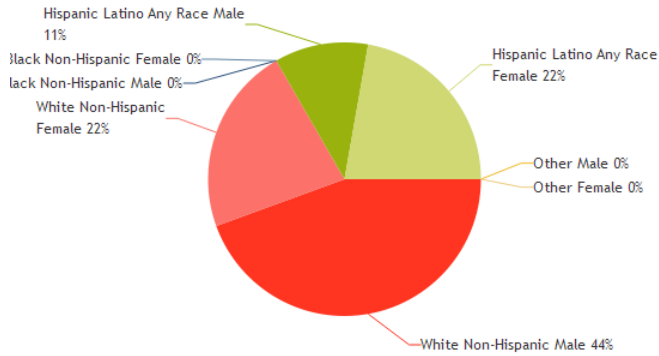
Sworn Personnel: Non-Supervisory Positions



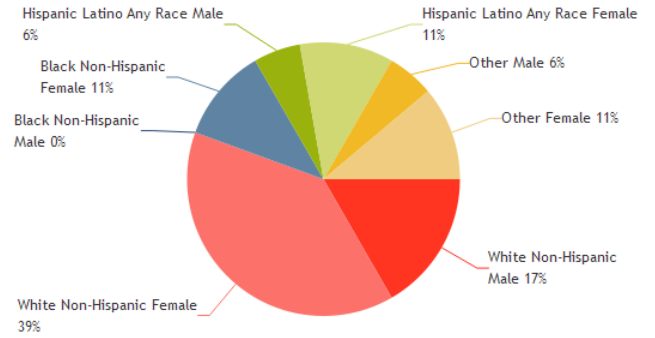
Total Non-Sworn Personnel



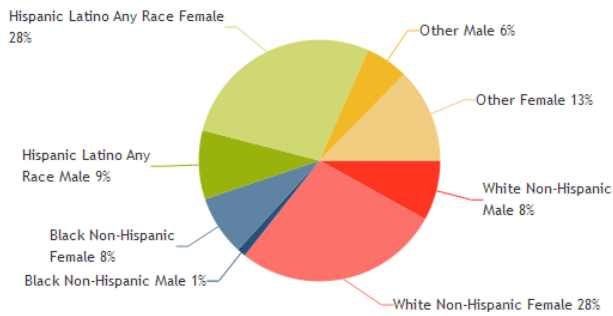
Non-Sworn Personnel: Managerial



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

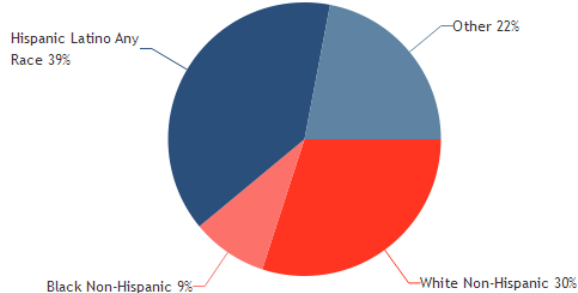
Data Collection Period: 1/1/2021 - 12/31/2021

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	48900	30%	735000	49%	88	53%	7	4%	100	56%	12	7%
Black Non-Hispanic	14670	9%	165000	11%	11	7%	1	1%	15	8%	1	1%
Hispanic Latino Any Race	63570	39%	330000	22%	49	30%	7	4%	42	24%	6	3%
Other	35860	22%	270000	18%	17	10%	1	1%	20	11%	11	6%
Total	163000		1500000		165		16		177		30	

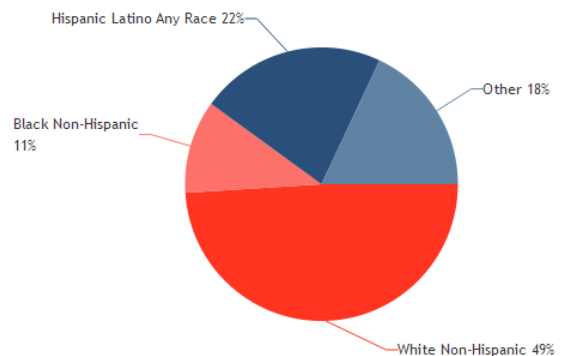
Reaccreditation Year 1 Notes:

U.S. Census data from July 2021 for City of Hayward and County of Alameda.

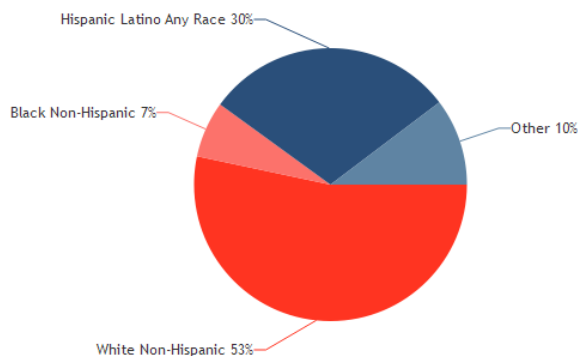
Service Population



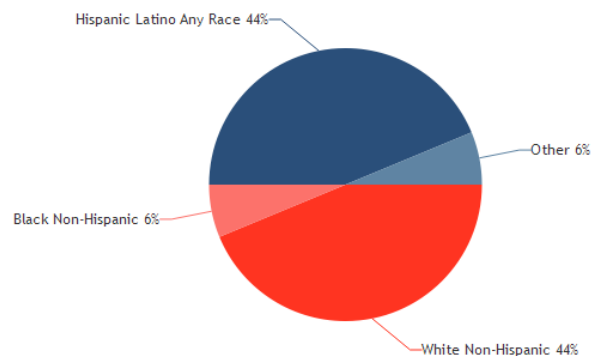
Available Workforce



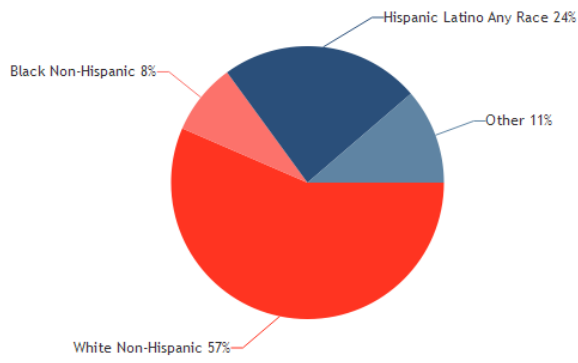
Current Sworn Officers



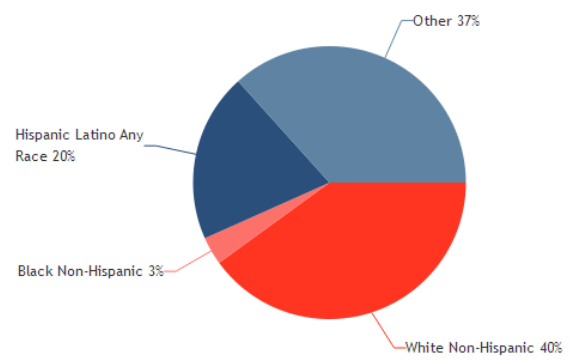
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 2

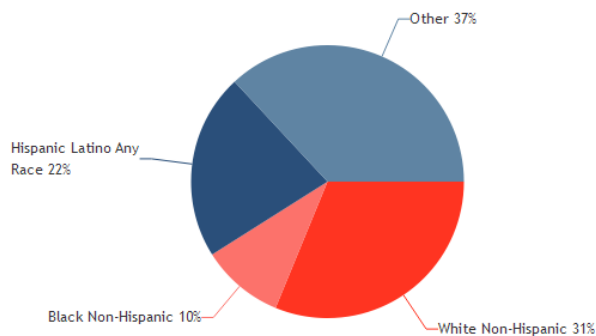
Data Collection Period: 1/1/2022 - 12/31/2022

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	524000	31%	47270	29%	84	52%	7	4%	88	53%	7	4%
Black Non-Hispanic	165000	10%	17930	11%	11	7%	1	1%	11	7%	1	1%
Hispanic Latino Any Race	370000	22%	65200	40%	48	30%	8	5%	49	30%	7	4%
Other	620000	37%	32600	20%	18	11%	1	1%	17	10%	1	1%
Total	1679000		163000		161		17		165		16	

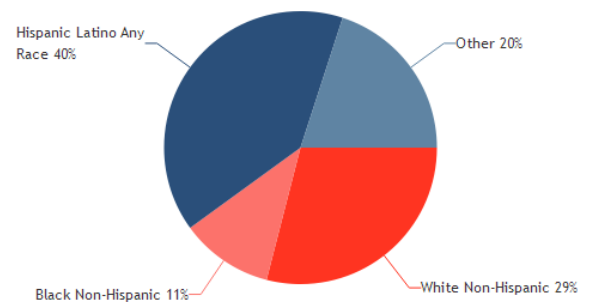
Reaccreditation Year 2 Notes:

Service population and available workforce data is derived from the U.S. Census Bureau, 2021 ACS 1-Year Estimates Data Profiles.

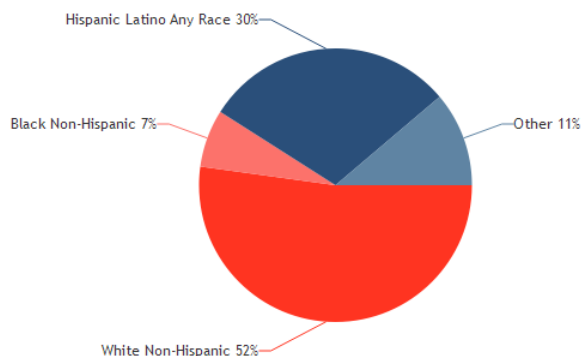
Service Population



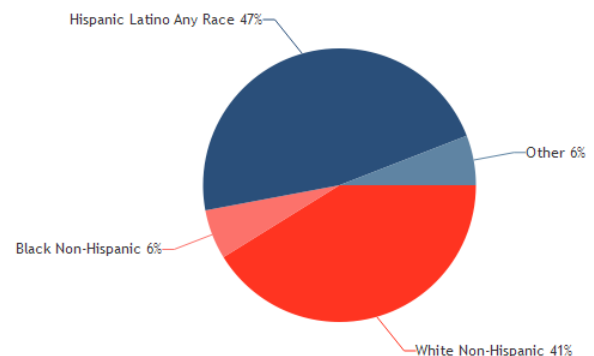
Available Workforce



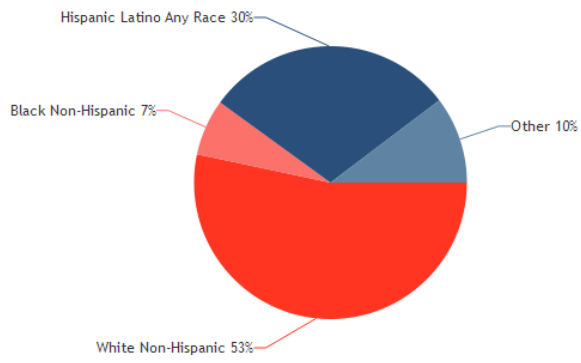
Current Sworn Officers



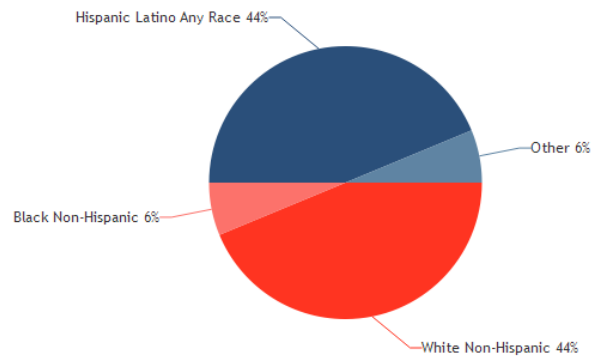
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 3

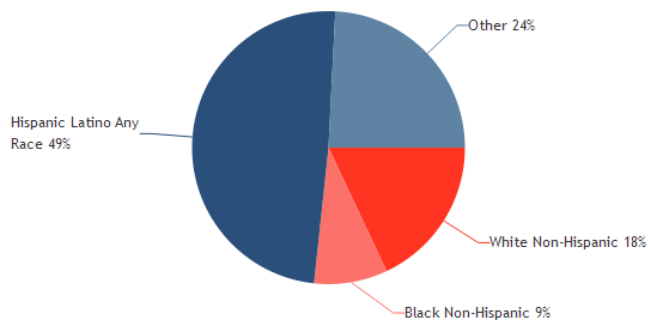
Data Collection Period: 1/1/2023 - 12/31/2023

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	29330	18%	17440	18 %	74	47%	6	4%	84	52%	7	4%
Black Non-Hispanic	14180	9%	8380	9 %	12	8%	1	1%	11	7%	1	1%
Hispanic Latino Any Race	80010	49%	38640	40 %	50	31%	5	3%	48	30%	8	5%
Other	39430	24%	31890	33 %	23	14%	1	1%	18	11%	1	1%
Total	162950		96350		159		13		161		17	

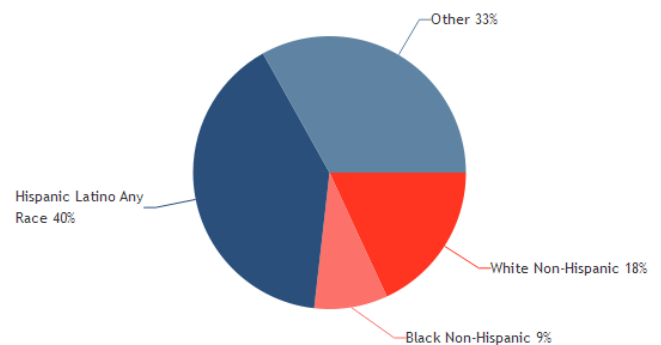
Reaccreditation Year 3 Notes:

Service population and available workforce data is from the the U.S. Census bureau tables for the City of Hayward and the County of Alameda, CA, as well as the City of Hayward website tables.

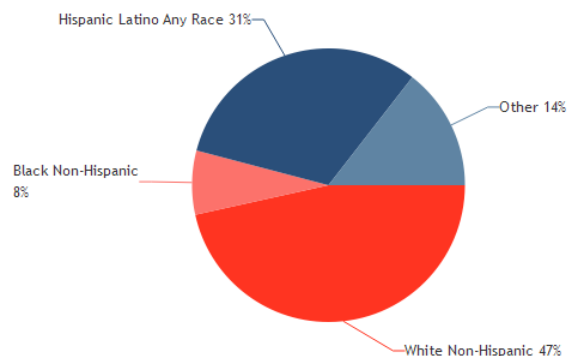
Service Population



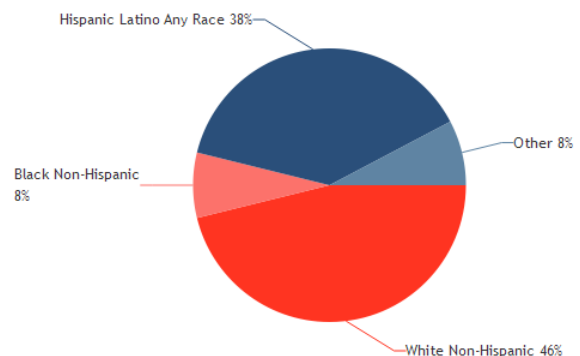
Available Workforce



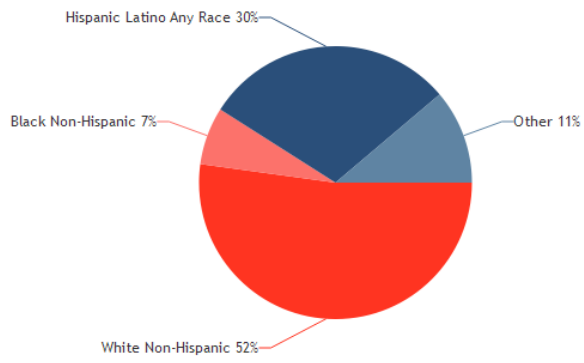
Current Sworn Officers



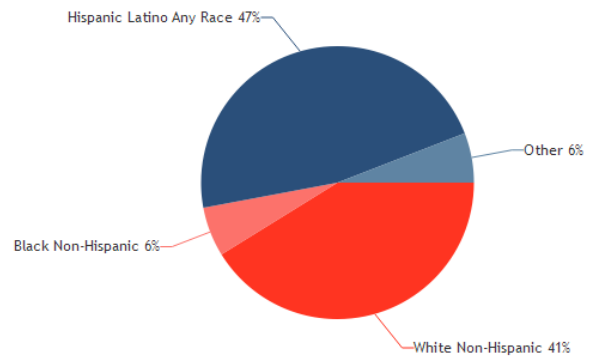
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

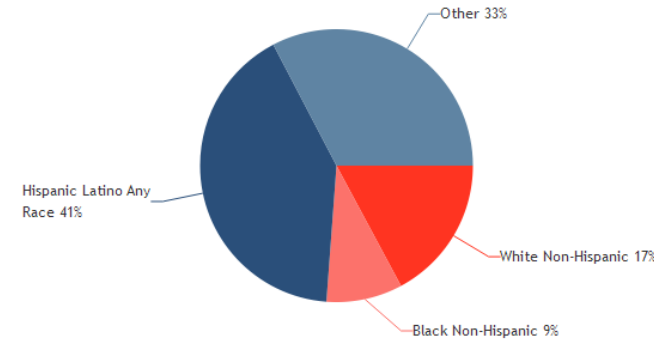


Agency Demographics Report - Reaccreditation Year 4

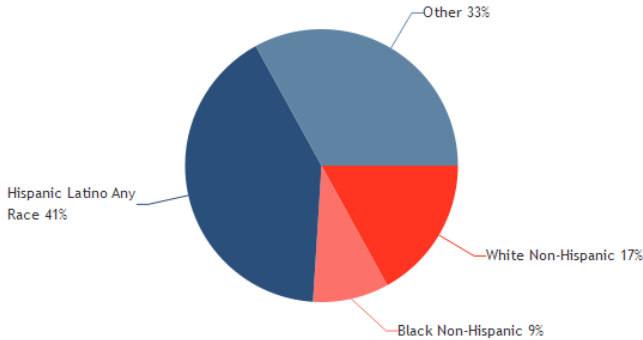
Data Collection Period: 1/1/2024 - 9/1/2024

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	27955	17%	22161	17 %	72	45%	6	4%	74	47%	6	4%
Black Non-Hispanic	14693	9%	11733	9 %	11	7%	1	1%	12	8%	1	1%
Hispanic Latino Any Race	67079	41%	53449	41 %	56	35%	4	3%	50	31%	5	3%
Other	53227	33%	43020	33 %	20	13%	1	1%	23	14%	1	1%
Total	162954		130363		159		12		159		13	

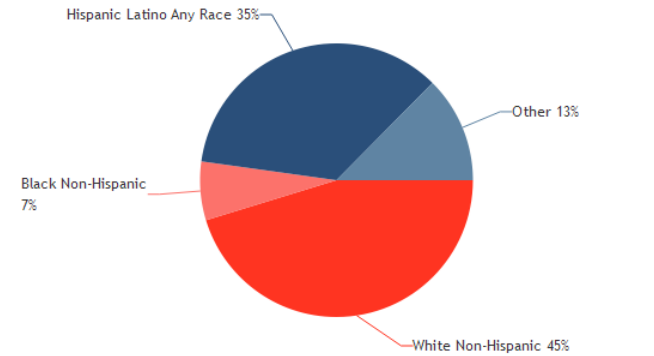
Service Population



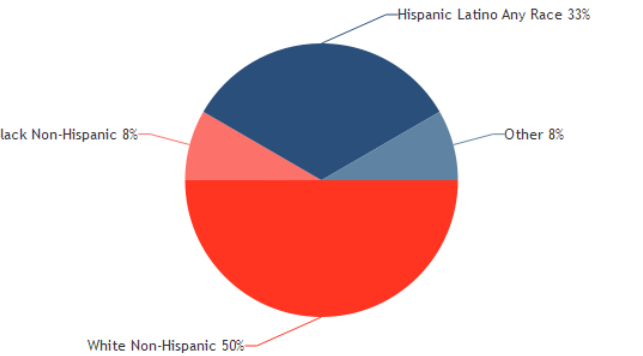
Available Workforce



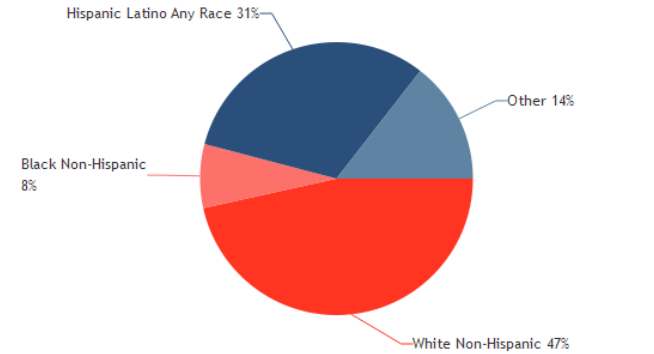
Current Sworn Officers



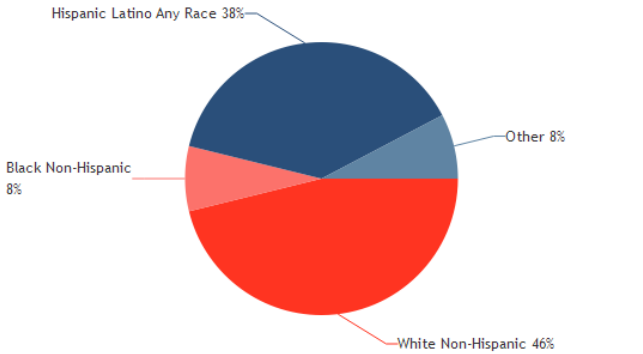
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Sworn Officer Selection - Reaccreditation Year 1

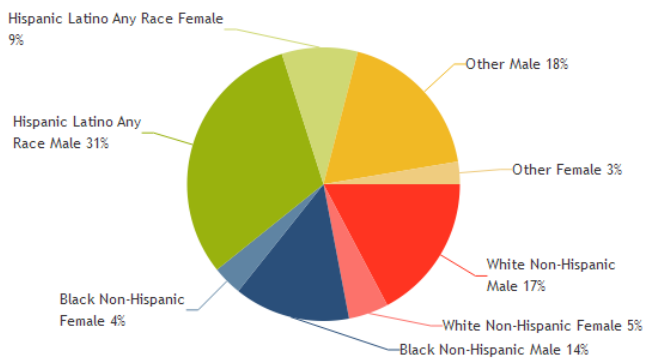
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	98	27	78	20	175	51	104	15	568
Applicants Hired	8	1	2	0	8	0	2	0	21
Percent Hired	8%	4%	3%	0%	5%	0%	2%	0%	N/A
Percent of Workforce Population	5%		1%		5%		1%		N/A

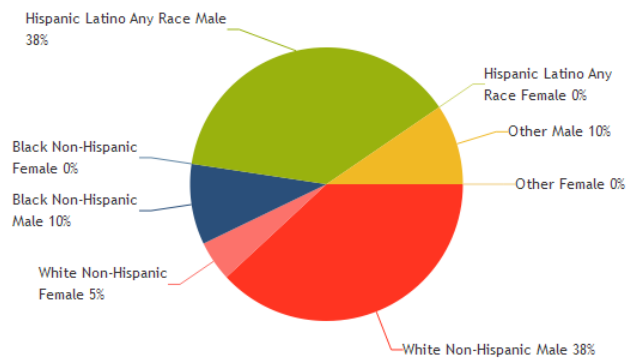
Reaccreditation Year 1 Notes:

n/a

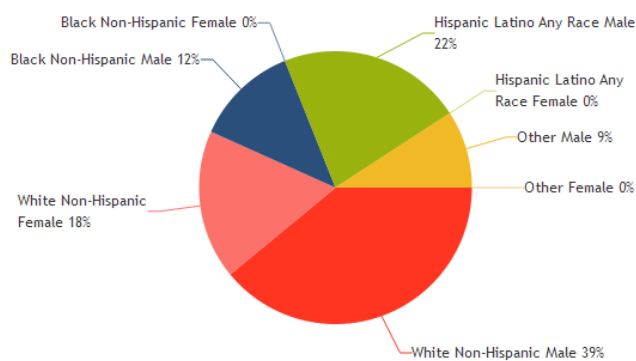
Applications Received



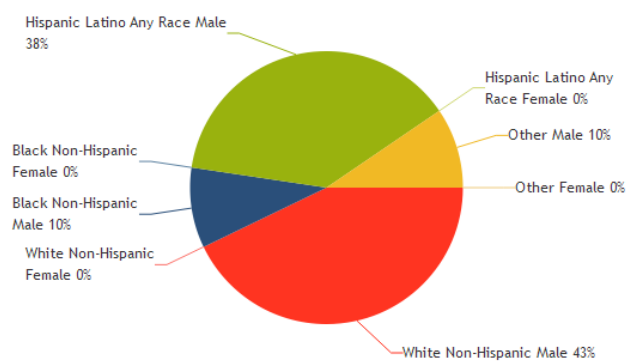
Applicants Hired



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

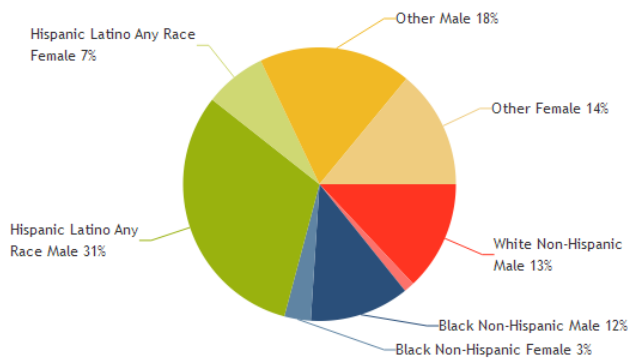
Data Collection Period: 1/2/2022 - 1/1/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	124	12	113	30	301	70	173	134	957
Applicants Hired	4	0	0	0	4	2	1	2	13
Percent Hired	3%	0%	0%	0%	1%	3%	1%	1%	N/A
Percent of Workforce Population	2%		0%		4%		2%		N/A

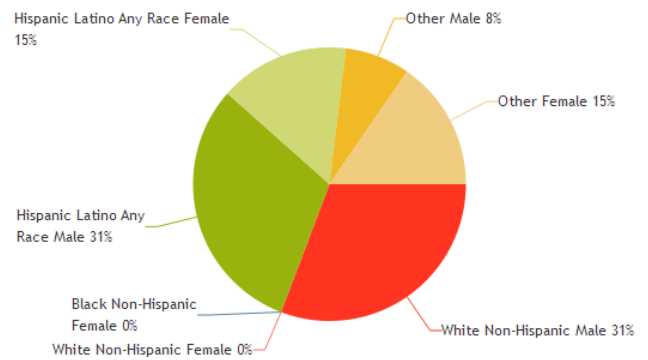
Reaccreditation Year 2 Notes:

N/A

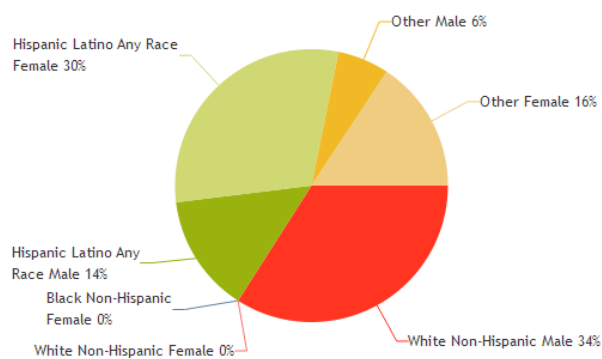
Applications Received



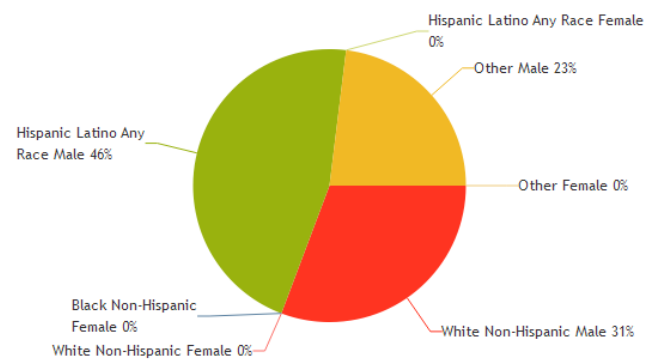
Applicants Hired



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

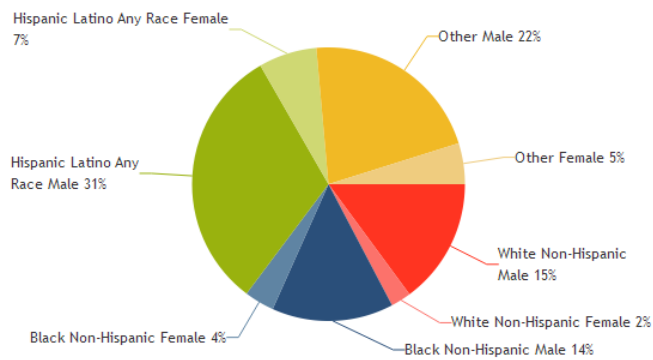
Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	222	36	215	53	469	103	322	72	1492
Applicants Hired	2	1	1	0	12	0	5	0	21
Percent Hired	1%	3%	0%	0%	3%	0%	2%	0%	N/A
Percent of Workforce Population	2%		1%		8%		3%		N/A

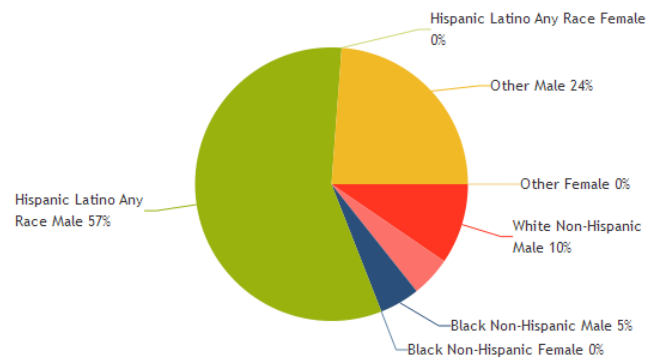
Reaccreditation Year 3 Notes:

N/A

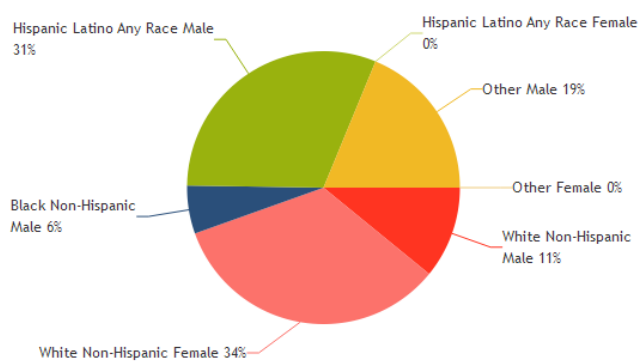
Applications Received



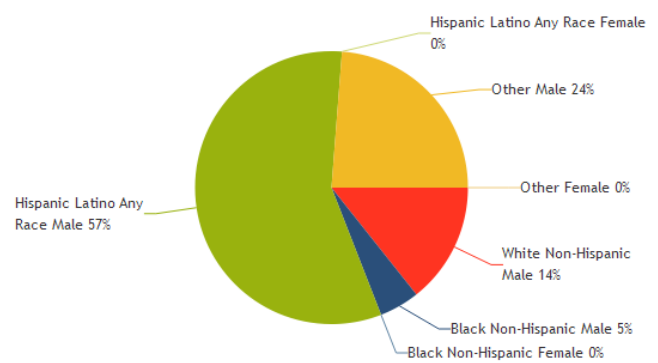
Applicants Hired



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: 1/1/2024 - 9/25/2024

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	199	36	220	39	467	125	410	59	1555
Applicants Hired	0	0	1	0	5	0	7	1	14
Percent Hired	0%	0%	0%	0%	1%	0%	2%	2%	N/A
Percent of Workforce Population	0%		1%		3%		5%		N/A

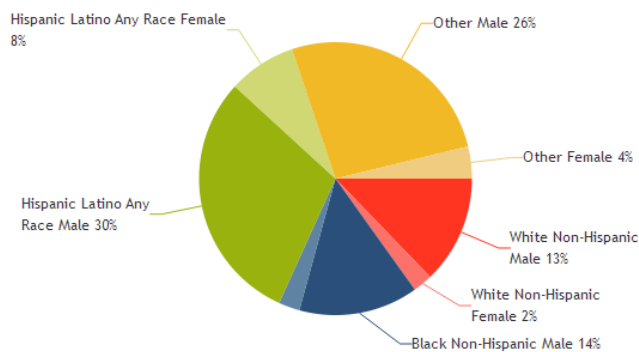
Reaccreditation Year 4 Notes:

Other Race/No Response Gender:

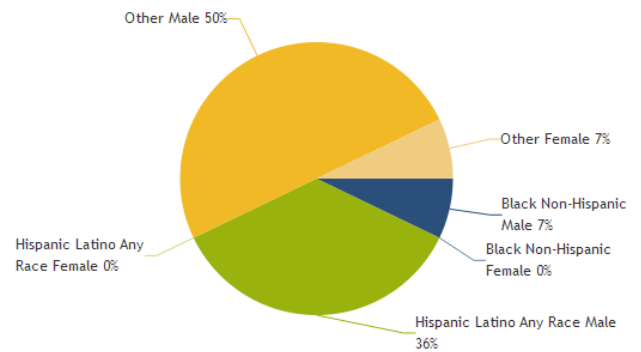
16 Applications Received

0 Hired

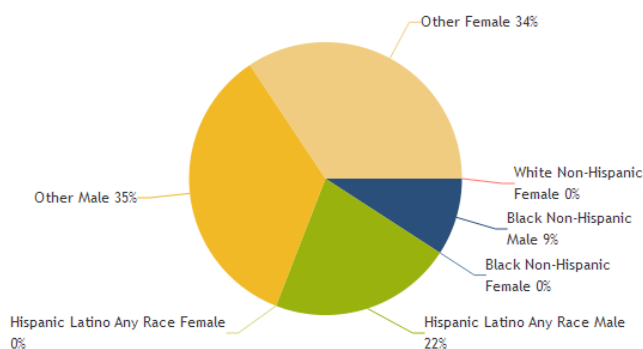
Applications Received



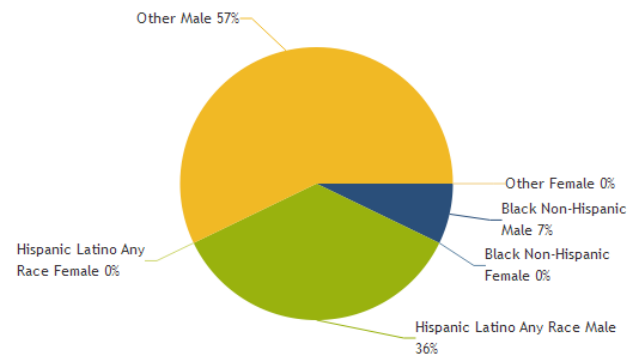
Applicants Hired



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	

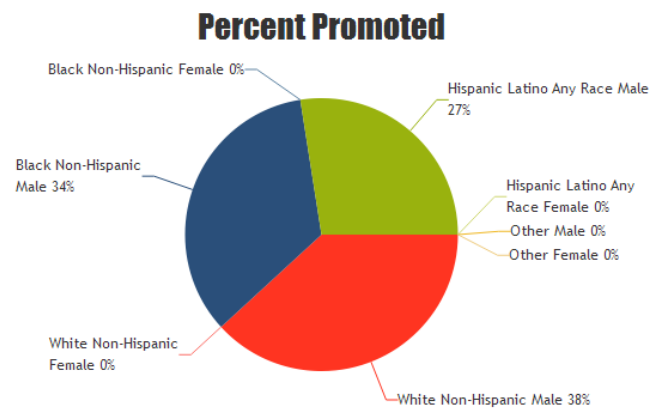
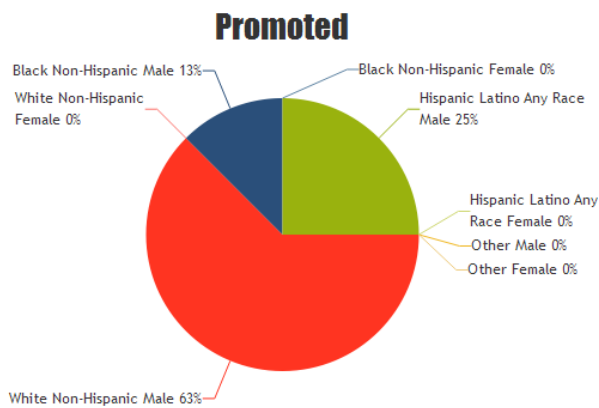
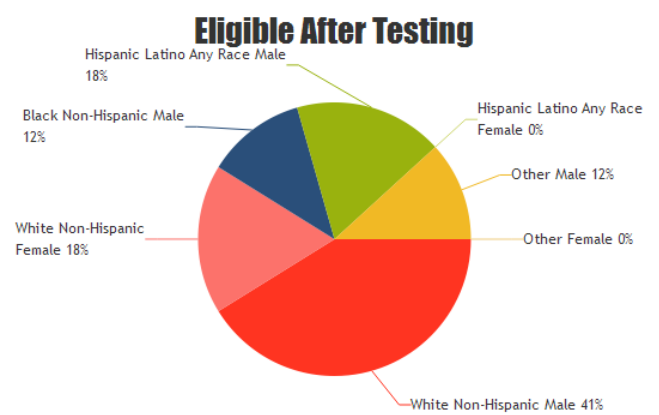
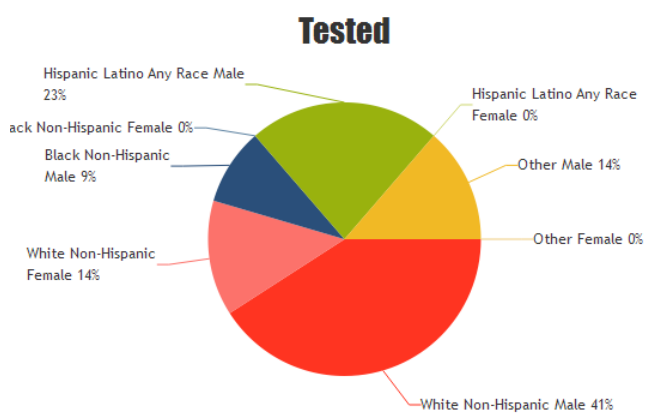
Sworn Officer Promotions - Reaccreditation Year 1

Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	9	3	2	0	5	0	3	0	22
Eligible After Testing	7	3	2	0	3	0	2	0	17
Promoted	5	0	1	0	2	0	0	0	8
Percent Promoted	56 %	0 %	50 %	%	40 %	%	0 %	%	N/A

Reaccreditation Year 1 Notes:

n/a



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	

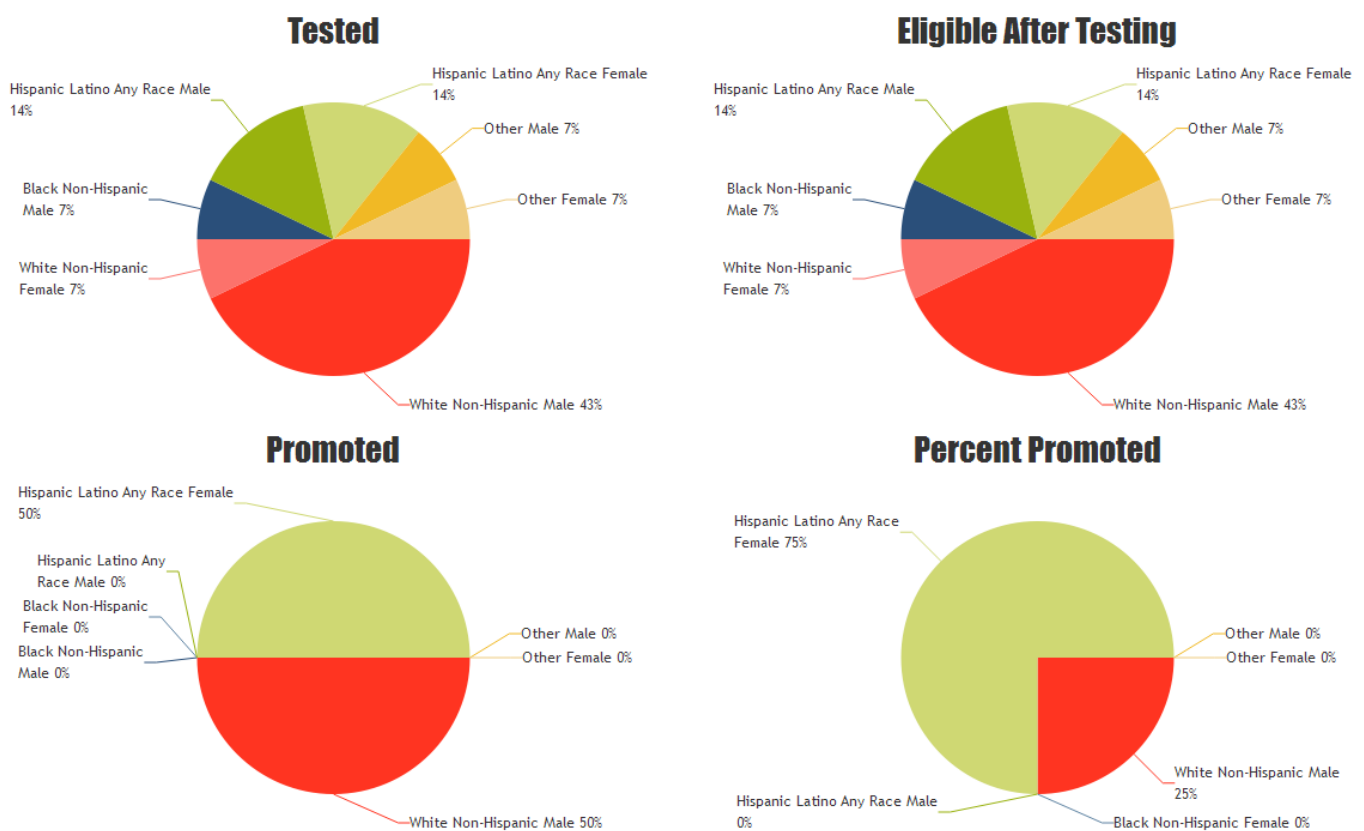
Sworn Officer Promotions - Reaccreditation Year 2

Data Collection Period: 1/2/2022 - 1/1/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	6	1	1	0	2	2	1	1	14
Eligible After Testing	6	1	1	0	2	2	1	1	14
Promoted	1	0	0	0	0	1	0	0	2
Percent Promoted	17 %	0 %	0 %	0 %	0 %	50 %	0 %	0 %	N/A

Reaccreditation Year 2 Notes:

N/A



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	

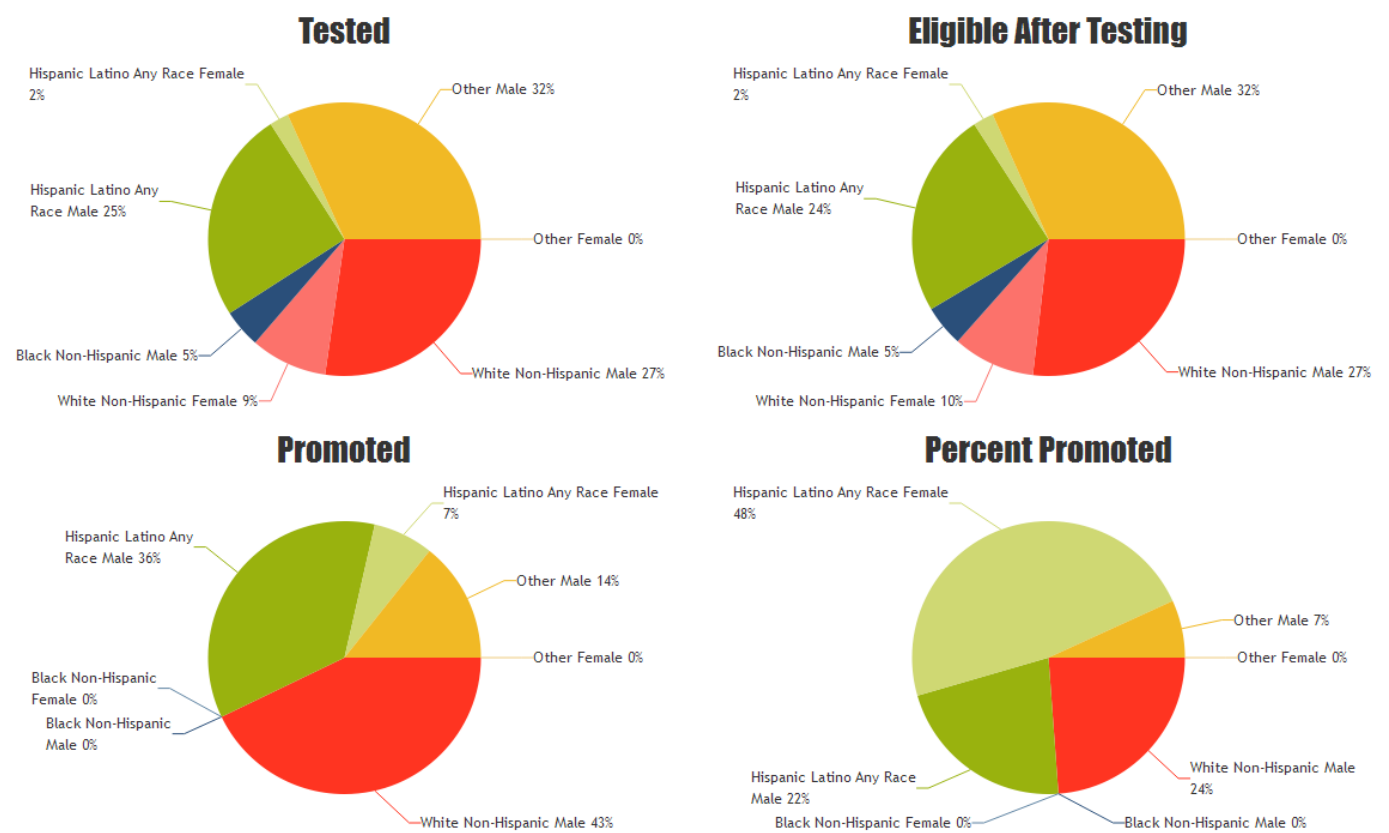
Sworn Officer Promotions - Reaccreditation Year 3

Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	12	4	2	0	11	1	14	0	44
Eligible After Testing	11	4	2	0	10	1	13	0	41
Promoted	6	0	0	0	5	1	2	0	14
Percent Promoted	50 %	0 %	0 %	%	45 %	100 %	14 %	%	N/A

Reaccreditation Year 3 Notes:

N/A



Legend

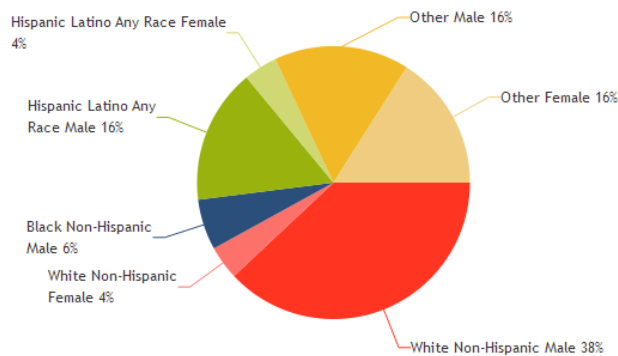
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 4

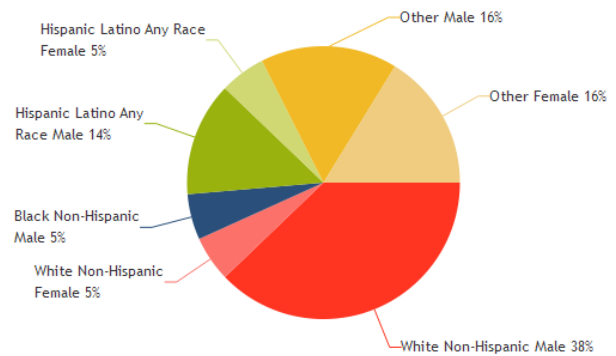
Data Collection Period: 1/1/2024 - 9/25/2024

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	19	2	3	0	8	2	8	8	50
Eligible After Testing	14	2	2	0	5	2	6	6	37
Promoted	4	0	1	0	0	1	0	0	6
Percent Promoted	21 %	0 %	33 %	%	0 %	50 %	0 %	0 %	N/A

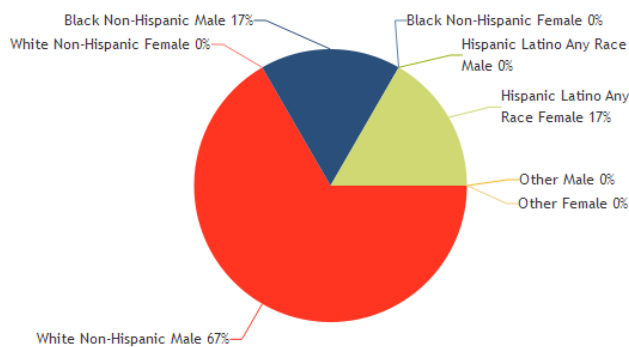
Tested



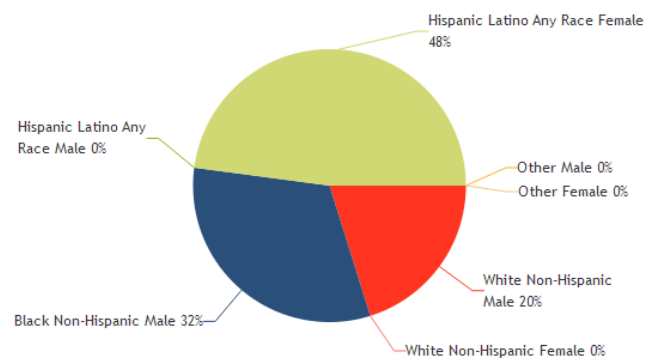
Eligible After Testing



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	

