

Pleasanton Police Department  
**Community Advisory Board**  
Tuesday July 23, 2024  
Briefing Room

Department Attendees: Captain Kurt Schlehuber, Commander Megan Wilske, Administrative Assistant Kim Monfort

CAB Members in Attendance: Torin Fischer, Bill Foley, Erica Gallegos, Andrew Gelb, Bryan Hardwick, Pinky Mukherjee, Mary Scott, Camron Shimy, Maritess Simmons, Mike Telang, Elizabeth Zhuge

Absent: Jennifer DeGroat-Penney, Carroll Jacoby, Raffiq Rajabali, Kenya Sullivan

## **I. Welcome**

Captain Schlehuber welcomed everyone to the meeting and shared that Interim Chief Gina Anderson extends her regrets that she is unable to attend. He also relayed that Chief Anderson has been asked by the City Manager to do an assessment of the police department.

## **II. Police Department Updates**

### **a. Alternate Response Unit**

Capt. Schlehuber provided an update on the Alternate Response Unit. The unit was started two years ago and has just been renewed for another year. It is currently not fully staffed to do retirements, promotions and clinician turnover. A process is underway to recruit a new ARU officer. The unit is a priority for city council and the community and has two main goals: to reduce mental health commitments, which it has done; and to remove uniform officers from those types of situations.

Capt. Schlehuber shared details of a recent ARU success story. CAB member Foley stated that he has heard positive things about the program from the high school side. Having a non-uniformed response reduces the possible embarrassment that might be felt by a child in crisis.

CAB member Fischer stated that not everyone in the community knows the value of the work ARU is doing and initiated a discussion about the possibility of putting out social media posts or press releases related to some of these success stories. The department has a significant following on social media and how a story is communicated and the speed with which a message is communicated is vital. CAB members were interested in how they can help tell the story.

The group discussed current laws related to the revolving door of offenders which led to a discussion about Prop 36. Capt. Schlehuber shared that a lot of Police Chiefs are going to city councils and asking for resolutions to support Prop 36.

### **b. Situational Awareness Camera Updates**

Capt. Schlehuber gave an update on SAC's (Situational Awareness Cameras). While the use of SAC's was approved by City Council, the program has not moved forward due to budgetary constraints. CAB member Simmons asked if the potential passing of the proposed sales tax revenue measure would cover technology costs such as this. SAC's and the system that brings it all together, were removed

from the current budget when a \$2.5 million cut had to be made to balance the current budget. Capt. Schlehuber said it will be interesting to see what council decides to do with the funds if the tax measure passes, keeping in mind that the tax measure will bring in \$10 million of a \$13 million gap.

CAB member Mukherjee asked how the department uses AI technology. LPR (License Plate Reader) cameras use AI for image recognition.

CAB member Telang raised the idea of tapping into the community for financial support for some of this technology. Capt. Schlehuber shared that in some communities, that has been successful to fund things like ALPR, drone programs, special vehicles and could be part of future discussions. CAB shared many great ideas on how the community is wanting to come together to help public safety.

#### c. NIBRS vs. Uniform Crime Reporting

Capt. Schlehuber explained that for decades, the national standard for reporting crime to the DOJ has been UCR or Uniform Crime Reporting. This has now changed. The new national standard is NIBRS or National Incident Based Reporting. California will be using CIBRS or California Incident Based Reporting. The department had to invest in new technology to make this change happen and will be switching over to NIBRS on December 12<sup>th</sup>. Crime reporting will look a lot different, and it may look like crime has gone down or up. It will be difficult to compare historical data with the new data, a bit like comparing apples to oranges. CIBRS looks at the entire incident and is much more comprehensive. The department 2025 spring update to city council will focus a lot on this change.

#### d. Traffic Unit

Captain Schlehuber provided an update on the department's Traffic Unit. Traffic is the number one complaint from the community. Due to a staffing shortage, the traffic unit has pretty much been shut down the entire year. Currently, there is only one motor officer, but plans are to hopefully add four additional officers to the unit by early next year. CAB asked how much revenue the department gets from traffic and parking citations. For traffic citations, it's seven cents on the dollar. The department receives 100% of the revenue from parking citations.

CAB member Fischer asked if the department has studied how the demise of the traffic unit has impacted crime. Capt. Schlehuber said there is a correlation between proactive policing and crime and said he believes the loss of motor officers has also affected response times. The good news is staffing is getting a lot better. At it's worst, 14 staff members were out on various leaves and the department had ten officer vacancies. Now there are six out on leave and one officer vacancy.

#### e. School Resource Officers

Capt. Schlehuber reported that the agreement between PUSD and the city relative to School Resource Officers was renewed for another year on June 16<sup>th</sup>. The department has one SRO currently, however, a second one will be added soon, as well as a SCORE officer. SCORE replaces the former DARE program and stands for School and Community Officer Resource Education. Retired annuitant Lisa Cavellini has been selected for that position. It's a much broader program than just drugs and alcohol education.

At CAB's request, Capt. Schlehuber provided an update on the quadruple fatal collision that occurred on Foothill Road. CAB also asked how the involved officers were doing. Capt. Schlehuber advised that the department works with a third-party provider to provide a debrief to staff, which includes not

just officers, but dispatchers, CSO's, etc. He shared that Dispatch staffing is currently at 54% with dispatchers working 12-16 hour shifts seven days a week.

### **III. Old Business**

#### a. City Finances

Capt. Schlehuber shared that City Council voted 4 to 1 to place a tax revenue measure on the November ballot. At this point, the city can no longer advocate for it either way. Unions (Police, Fire, PCEA) and community groups can, which is what will probably happen over the next few months.

### **IV. New Business**

#### a. Officer Uniform and Appearance

Since she was appointed Interim Chief, Chief Anderson has engaged in one-on-one meetings with staff. Several themes have emerged through these conversations. PPD is a healthy organization, has a strong culture, and pretty good morale considering staffing shortages. A couple of other themes also emerged relative to officer uniforms and appearance.

The department now allows facial hair and there are strict guidelines around that. Many officers and professional staff have tattoos. Current policy dictates that tattoos must be covered while on duty. This means that even when patrolling on very hot days, officers must wear long sleeves to cover any arm tattoos. In addition, PPD is losing some applicants due to this policy. Capt. Schlehuber hosted a discussion on how the group feels about visible tattoos.

A robust conversation ensued with CAB sharing lots of feedback. CAB felt tattoos are more culturally acceptable now and it's harder to hire someone without a tattoo. They agreed that offensive tattoos and tattoos on the neck and face would be less acceptable. And what's considered offensive can be very subjective.

Staff pointed out that employees in other city departments including LPFD are permitted to have visible tattoos. CAB raised first amendment concerns and encouraged staff to contact other cities that allow visible tattoos. The consensus was that overall, the community wants someone who is approachable, competent, timely and provides a high level of service. If those things are accomplished, appearance is less important. And if it's having a real impact on the ability to recruit, that's significant. By a show of hands, CAB indicated that the community is ready for visible tattoos.

The second discussion involved allowing officers to wear baseball caps while on patrol. Current policy allows officers to wear baseball caps in inclement weather. They are not permitted in the vehicle or in the building. CAB did not have strong objections and felt this could be an easy win for officers.

#### b. Department Phone Tree

Capt. Schlehuber and Cmdr. Wilske hosted a discussion relative to the possible implementation of an automated phone tree system for the non-emergency 931-5100 number. Currently those calls are answered by the same dispatchers that answer 911 calls. Fewer than 30% of those calls are actually for dispatch. It creates several concerns, namely the call ringing for longer than usual when dispatchers are tied up on 911 calls, and officer safety issues when they have to interrupt a 911 call being dispatched to answer a non-emergency call. It also affects the volume of calls dispatchers are

answering. Consideration is for a non-extensive phone tree to direct calls to the appropriate unit/person, keeping in mind that the last thing staff wants is for a community member's first contact with police to be frustrating.

Based on staffs explanation, CAB members felt that the change makes sense, noting that it would be really important to inform the community of the change and why it's being made, and secondly if someone reaches voicemail, to make sure it states the number they have reached.

c. National Night Out

Capt. Schlehuber announced that National Night Out is Tuesday, August 6. It's a time for public safety to go out and interact with the community. This year, over forty neighborhoods in town will host parties. CAB was encouraged to participate as well.

**V. Next Steps**

a. Next Meeting September 24, 2024 – Topic: TBD

Capt. Schlehuber and Commander Wilske concluded the meeting by thanking everyone for their feedback and participation.

Meeting adjourned at 8:30 pm.