



ANNUAL REPORT 2023-2024

FREMONT POLICE DEPARTMENT SCHOOL RESOURCE OFFICER UNIT



PREPARED BY :

Sergeant Richard Hamblin

JUNE 2024

FREMONT POLICE SCHOOL RESOURCE

OFFICER TEAM 2023-2024

Officer Thania Guzman, American High School.

Officer Michael Gilfoy, Washington High School

Officer Kathryn Samayoa, Irvington High School

Officer William Malcomson, Mission San Jose High School

Officer Tam Pham, John F. Kennedy High School

Officer Rodolfo Pena, Robertson High School

Sergeant Richard Hamblin, SRO Supervisor



FREMONT POLICE

DEPARTMENT

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PREFACE

The 2023-2024 school year saw the continued partnership between the Fremont Unified School District and the Fremont Police Department. The Fremont City Council and Fremont School Board held a joint meeting in October 2023, with both the Council and Board pledging their commitment to making sure our schools are safe.

The Fremont Police Department is committed to providing the School Resource Officer Unit with the most up-to-date, advanced training in the industry. The School Resource Officer Unit again attended the National School Resource Officer Conference, which emphasized the Triad Model of School Resource Officers being a “law enforcement officer, a public educator, and an informal mentor.”

With our commitment to transparency the Fremont SRO Unit purchased the NASRO sponsored SRO App to better track and capture the daily activities of the SRO.

This year the SRO Unit created a SRO Challenge Coin. The coin will be given to individuals who demonstrate exceptional service to others.

The Fremont Police Department Police Explorer POST now has 25 Explorers. We will have Explorers attending the San Diego Police Academy and the Alameda County Sheriff’s Police Explorer Academy this summer.

Several FUSD Students were selected for the Chief’s Youth Advisory Board. This board provides information to the Chief on matters concerning our youth.

The Fremont Police Department hosted a FUNAYA training session this year.



**MEET YOUR
SCHOOL
RESOURCE
OFFICER
TEAM**

**SERGEANT
RICHARD
HAMBLIN**




**MEET YOUR
SCHOOL
RESOURCE
OFFICER**

**OFFICER
MIKE
GILFOY**

(Washington High School)




**MEET YOUR
SCHOOL
RESOURCE
OFFICER**

**OFFICER
THANIA
GUZMAN**

(American High School)




**MEET YOUR
SCHOOL
RESOURCE
OFFICER**

**OFFICER
RODOLFO
PENA**

(Robertson High School)




**MEET YOUR
SCHOOL
RESOURCE
OFFICER**

**OFFICER
BILL
MALCOMSON**

(Mission San Jose High School)




**MEET YOUR
SCHOOL
RESOURCE
OFFICER**

**OFFICER
TAM PHAM**

(Kennedy High School)




**MEET YOUR
SCHOOL
RESOURCE
OFFICER**

**OFFICER
KATHRYN
SAMAYOA**

(Irvington High School)




EXECUTIVE SUMMARY

A YEAR IN REVIEW 2023-2024

- The SRO Unit handled 1924 calls for service
- The SRO Unit completed 321 police reports
- SRO Unit investigated **36** Suspected Child Abuse Cases.
- SRO Unit investigated **14** Sexual Battery Cases.
- SRO United responded to **76** Assault/Battery incidents this school year
- SRO Unit documented **20** Battery incidents in a police report.
- SRO Unit conducted **503** Traffic Saturation Missions this school year.
- SRO Unit investigated **7** bomb threats this year.
- SRO Unit handled **81** calls for service involving assistance with a Mental Health Evaluation (WI5150)
- Of the **81** calls for service **23** individuals were held on a WI5150 for further evaluation
- SRO Unit provided **61** parent /community presentations
- SRO Unity worked **57** sporting events this year
- SRO Unit worked **8** dances this school year
- **17** Notice to Appear or Citations were issued. 1 Juvenile was taken into custody and booked into Juvenile Hall.
- **24** Incidents resulted in the SRO admonishing the student, which led to no arrest.
- **54** Medical Calls
- **48** Missing person/custody incidents



capturing data to shape safer schools

SRO Activity APP:

- Progressive web application allows SROs to quickly capture all details of their day-to-day activities.
- Easy to use application to report all the work SROs do daily
- Keeps all of the data completely secure.
- Able to be used on a phone, tablet, or desktop.
- Generates a report of all the SRO activity.

COMMUNITY POLICING

SRO Challenge Coin



In 2023, Chief Washington approved the creation of an SRO challenge coin that could be presented to students and faculty members who demonstrate exceptional service to others.

Fremont Police Explorers POST #119

In 2023, The Fremont Police Department restarted the Police Explorer Program after it was paused due to the COVID-19 Pandemic. The program is designed for youth 14-18 years old. Its goal is to educate and involve youth in police operations to interest them in possible law enforcement careers, to build mutual understanding and to serve their community.

Our Explorers are from various schools in the area who have been training for San Diego Police Youth Academy, which will be held this June. In 2024, we selected an additional 8 Explorers for the 2024-2025 school year.

The new Explorers will be attending Alameda County Sheriff's Office Explorer Academy in July. We want to congratulate the four Explorers who graduated High School this year.

CHIEF YOUTH ADVISORY BOARD:

TRAINING: The Fremont Police Department places an emphasis on contemporary training designed to improve the quality and efficacy of our service. SRO's received focused specialized juvenile training beyond the training received by patrol officers.

<ul style="list-style-type: none"> • The Attacks That Never Happened: Michele Gay and Dr. Frank Straub: NASRO Conference 2023 1.5 hours
<ul style="list-style-type: none"> • Behavioral Threat Assessments and Student Assistance Teams: Establishing a Behavioral Threat Assessment Team at school and district level and Student Assistance Teams and the outcomes for all students will improve. Mike Johnson, Brooke Lawson, Dr. Easken 1.5 hours
<ul style="list-style-type: none"> • Best Practices In School Safety: In the wake of the tragic shooting at Marjory Stoneman Douglas HS legislation outlines and reforms to make schools safer. Ian A. Moffett 1.5 hours.
<ul style="list-style-type: none"> • Building Relationships between the SRO and Administration: Building a strong relationship between the SRO and school administrators is the first line of defense in protecting our students. James Poynter and Principal Stewart. 1.5 hours.
<ul style="list-style-type: none"> • Choosing to Survive: Personal journey of navigating life after a school shooting. Survivor's story. Missy Dodds and Michele Gay 1.5 hours
<ul style="list-style-type: none"> • Coercion and Manipulation: Online Enticement: panel discussion with survivors of child sexual abuse imagery/videos and child sexual exploitation who experienced online enticement or sextortion. Shannon Traore, and Survivor Advocates: 1.25 hours.
<ul style="list-style-type: none"> • Cultivating Relationships That Matter: Students will discuss how officers can better prepare for interactions with both students and community members of diverse cultures. Jonnie Stafford Ed.S 1.5 hours
<ul style="list-style-type: none"> • Cultural Competency-Not Just Checking the Box: Terance Smith 1.5 hours
<ul style="list-style-type: none"> • The Dangerous Truth About Today's Marijuana and Our Youth: Marijuana prevention curriculum to bring back to your school to share with your students. Laura Stack: 1.5 hours
<ul style="list-style-type: none"> • Dark Nights of the Soul; When Terror Hits Home; Retired Deputy Chief AJ DeAndrea and his daughter Madalena DeAndrea talk about their experiences in school shooting. 3.5 hours
<ul style="list-style-type: none"> • Digital Threat Assessment-Identify, Assess, Respond to Online Threats: Safer Schools Together tools needed to identify if an individual is on the pathway to violence, homicide, suicide, radicalization, or gang associated behavior. 1.75 hours.
<ul style="list-style-type: none"> • Improving Physical Security to Protect the K-12 Community: Instructors: Don Hough and Curtis Tilley: NASRO Conference 1.5 hours
<ul style="list-style-type: none"> • He Doesn't Understand, He Has Autism: When a student is hard to control, often a call is made to the school resource officer for help. Helping SRO's understand the common behavioral traits that may be exhibited by a person with autism. Amber Woodward 1.5 hours
<ul style="list-style-type: none"> • Hidden in the Closet: Online Victimization trends of LGBTQ+ Youth: NCMEC case studies exploring the most updated data and trends of online exploitation for LGBTQ+ youth and an overview of the challenges investigating and prosecuting such cases. Andy Komaskinski: 1.5 hours.

<ul style="list-style-type: none"> • Implementing a Comprehensive Suicide Awareness and Response Protocol: Protocols include prevention, intervention and postvention strategies. Dottie Davis and Heather Miller: 2.75 hours
<ul style="list-style-type: none"> • Improving Physical Security to Protect The K-12 Community: Based Practices and CISA Office for Bombing Prevention to explore the complex security risks K-12 schools Don Hough and Curtis Tilley 1.5 hours.
<ul style="list-style-type: none"> • Protecting Our Youth: The Role of SRO's in Combating Human Trafficking Trainer: SRO's role in addressing exploitation and human trafficking in the schools they serve. Discussing vulnerabilities of youth, indicators, grooming techniques, and tips for how SRO's can engage with a potential victim and apply a victim-centered approach. Maraya Lasinsky 1.5 hours NASRO Conference 2023
<ul style="list-style-type: none"> • Interdicting the Active Shooter "Prevention Through Proactivity" Identify the problem that is plaguing our country. Real Statistics that allow for actual prevention methods and not partisan politics Adam Blanton and Brandon Krofta: 1.5 hours.
<ul style="list-style-type: none"> • School Doors & Locks 101: Avoid the Uvalde Errors: Instilling a basic understanding of how commonly used school door hardware, locks and other security features are intended to work. Tom Wheeler and Ken Cook 1.5 hours
<ul style="list-style-type: none"> • The Duty to Protect Students: Schools have an obligation to protect students from foreseeable risk or injury. The Message from the Courts 2023. Bernie James 1.5 hours
<ul style="list-style-type: none"> • Coercion and Manipulation: Online Enticement and Sextortion Panel: Panel discussion of survivors of child sexual abuse imagery/videos and child sexual exploitation who experienced online enticement or
<ul style="list-style-type: none"> • School Law Update: discussion on school safety policies by identifying, understanding and fixing common mistakes in providing safe learning environment. Dr. Bernie James Professor of Law,, Pepperdine Univer-
<ul style="list-style-type: none"> • Leadership Lessons from the Response to the North Park Shooting: Chief Paulino presents leadership lessons from the response to the North Park Elementary Shooting. Joseph Paulino and Eric Vetere. 2 hours
<ul style="list-style-type: none"> • School Safety and the Law 2023: "Fix-it Guide" for protecting and educating 1.5 hours
<ul style="list-style-type: none"> • Building Relationships between the SRO and Administration: building a strong relationship between the SRO and school administrator is the first line of defense in protecting our students. James Poynter and
<ul style="list-style-type: none"> • Rethinking Active Shooter Preparedness. Reverse-engineering an active shooter incident, starting with recovery and reunification, we're able to rethink preventive solutions at every stage. Josph A Hendry Jr.
<ul style="list-style-type: none"> • Recognizing Signs of Drug Impairment; Explore common drug trends as well as some lesser known but still deadly behaviors that our youth are experimenting with. Trainers Officer Scott Davis and Mary Beth

<ul style="list-style-type: none"> • Utilizing Therapy Dogs: How to utilize therapy dogs in schools and other trauma sensitive approaches. Nancy Leedburg and Officer Brad McNamara 1.5 hours.
<ul style="list-style-type: none"> • NASRO Supervisor and Management Course: 32 hours
<p>The Uvalde Debrief; Lessons Learned from the Lives Lost: Tom Czyz 1.5 hours.</p>
<ul style="list-style-type: none"> • Vape Diversion Class: Vape diversion program for your school. Officer Tabetha Emenaker 1.5 hours.
<ul style="list-style-type: none"> • Working Together, The Triad of Police, Schools and Parents Chip Dapolite 1.5 hours
<ul style="list-style-type: none"> • Crisis Intervention Training: Officer Guzman Training 40 hours
<ul style="list-style-type: none"> • Raider Training: Solo Officer Response to an active threat. Officer Guzman, Officer Pena, Officer Pham and Officer Malcomson all attended this 40 hour course.
<ul style="list-style-type: none"> • Tactical Emergency First Aid/Trauma Care. Tactical trauma care in the event of a mass causality incident. 10 hours
<ul style="list-style-type: none"> • BASIC SRO COURSE- NASRO- 40 hour course (Officer Guzman)
<ul style="list-style-type: none"> • BASIC SRO COURSE-NASRO-40 hour course (Officer Pham)
<ul style="list-style-type: none"> • VTA Active Shooter Debrief: Sgt Christopher Sciba San Jose PD 4 hours.
<ul style="list-style-type: none"> • SRO Field Training Officer: 1 hour (Officer Gilfoy)
<ul style="list-style-type: none"> • Leadership and Women in Policing: Angela Averiette 2 hours (Officer Samayoa, Officer Guzman)
<ul style="list-style-type: none"> • Drug Trends Update: Los Angeles Regional Criminal Information Center: 10 hours.
<ul style="list-style-type: none"> • De-Certification under SB-2 & Use of Force Investigation: 1 hour
<ul style="list-style-type: none"> • Gang Awareness Update Sacramento County Sheriff's Department: 10 hours.
<ul style="list-style-type: none"> • Force Science Certification Course 40 hours
<ul style="list-style-type: none"> • Tactical Emergency Casualty Care Training: 10 hours
<ul style="list-style-type: none"> • Multi-Assault Counter Terrorism Action Capabilities 10 hours
<ul style="list-style-type: none"> • FPD Core Competency Training Trauma Care
<ul style="list-style-type: none"> • FPD Core Competency Training CPR/AED/Narcan
<ul style="list-style-type: none"> • FPD Core Competency Training Mental Health and Crisis Response
<ul style="list-style-type: none"> • FPD Core Competency Training Juvenile Criminal Jurisdiction Training Alameda County District Attorney Office.
<ul style="list-style-type: none"> • Supervision: Sustaining Ourselves and Our Staff in Work with System Involved Youth During Challenging
<ul style="list-style-type: none"> • Cultural & Community: An Indigenous Perspective on Healing from Historical & Contemporary Trauma

<ul style="list-style-type: none"> • Intermediate Motivational Interviewing Skills for Professionals Working in Law Enforcement and Juvenile Justice
<ul style="list-style-type: none"> • What more can we do to help clients recover from tobacco use challenges?
<ul style="list-style-type: none"> • Relapse Prevention Planning with System-Involved Youth and Young Adults .
<ul style="list-style-type: none"> • The Impact of Online Gaming on Children's Mental Health
<ul style="list-style-type: none"> • Stimulants and their Impact on Brain and Behavior: Best Practices and Approaches for Effective Treatment and Recovery

FUSD STAFF TRAINING
<ul style="list-style-type: none"> • Provided Run, Hide, and Fight training at school sites.
<ul style="list-style-type: none"> • Partnered with FFD to provide fire hose sleeves to secure classroom doors.
<ul style="list-style-type: none"> • Partnered with FBI and presented Run, Hide, Fight training to FUSD PTA Campus Presidents
<ul style="list-style-type: none"> • Presented at Joint Fremont City Council/School Board Meeting
<ul style="list-style-type: none"> • Participated in SARB Meetings with District
<ul style="list-style-type: none"> • Hosted FUNYA meeting
<ul style="list-style-type: none"> • The SRO Unit provided 61 presentations to various campuses

ARRESTS

The term arrest is often synonymous with an individual being placed in handcuffs and transported to jail. This is referred to as a physical arrest. In lieu of jail, an arrest could also be adjudicated through a citation or a Notice to Appear (NTA). This is essentially an alleged offender's promise to appear if summoned by the court.

California Penal Code 834 defines an arrest as "taking a person into custody, in a case and in the manner authorized by law." Arrest authority within the jurisdiction of the Fremont Police Department is authorized through California Penal Code 830.1 and 636, respectively:

- a. When the officer has probable cause to believe the person committed a felony, whether or not committed in the presence of the officer.
- b. When the officer has probable cause to believe the person has committed a misdemeanor in this jurisdiction and in the presence of the officer.
- c. When the officer has probable cause to believe the person has committed a public offense outside this jurisdiction, in the presence of the officer and the officer reasonably believes there is an immediate danger to person or property, or of escape.
- d. When the officer has probable cause to believe the person has committed a misdemeanor for which an arrest is authorized or required by statute even though the offense has not been committed in the presence of the officer such as certain domestic violence offenses.
- e. In compliance with an arrest warrant (Lexipol, 2022.)

YOUTHFUL OFFENDERS

The Fremont Police Department is committed to releasing youthful offenders from temporary custody as soon as reasonably practicable and keeping them safe while they are in temporary custody at the Fremont Police Department. Youthful offenders should be held in temporary custody only for as long as reasonably necessary for processing, transfer, or release (Lexipol, 2022).

When a youthful offender commits a statutory offense, Schools Resource Officers have several options:

1. Admonishment- A verbal reprimand of the student and a call to a parent/guardian.
2. Issuance of a Notice to Appear (NTA)- The issuance of an NTA is a promise that the juvenile and their respective parent/guardian will appear if asked by the Alameda County Probation Department. Further, it is a promise that the parent will provide supervision of the youthful offender. Through the issuance of an NTA, the officer is also asking probation to consider pursuing charges formally. With a completed NTA in hand, the SRO still has discretion to forward the matter to Diversion through Fremont's Youth and Family Services. If the juvenile meets the criteria for diversion services AND successfully completes the program, the NTA becomes void, preventing the juvenile from further progress in the justice system.
3. Custody- A physical arrest of a juvenile offender. Upon arrest, the officer may still issue an NTA and release the youth to the care/custody of a parent/guardian. For serious, violent offenses, the officer may transport the youth to the Alameda County Juvenile Justice Center (San Leandro) for booking.

SCHOOL YEAR 2023-2024 DATA POINTS

17 Notice to Appear/Citations Issued: 14 of 17 cases referred to **Diversion in lieu of introduction to the juvenile justice system.**

<p>The victim was off campus when he was “jumped” by another student. The victim sustained injuries as a result of the battery. The school administration contacted the SRO to report the incident. The victim and his parent desired prosecution. Referred to Diversion.</p>
<p>The SRO responded to a fight on campus where the victim sustained minor injuries. The victim and family desired prosecution. Referred to Diversion.</p>
<p>SROs were called to assist with a disturbance at Tak Stadium. The juvenile refused to leave the stadium and was taken into custody for resisting arrest and released to his parents on a NTA. Referred to Diversion.</p>
<p>SRO responded to local hospital for a report of a battery. The victim was involved in a fight and sustained injuries to her head. The victim and family desired prosecution. Referred to Diversion.</p>
<p>SRO was called by school staff after a student was found in possession of stolen property. The victims were contacted and desired prosecution. Juvenile was issued a NTA. Referred to Diversion.</p>
<p>SRO responded to an incident that occurred after school. A juvenile student struck another juvenile over the head with a glass bottle. Juvenile was issued a NTA. Referred to Diversion.</p>
<p>FPD was contacted by a local hospital about a juvenile victim in the emergency room. The incident occurred after school and the juvenile suspect was identified and issued a NTA. Referred to Diversion.</p>
<p>FPD was contacted by the Northern California Regional Intelligence Center about a bomb threat. SRO investigated the incident and identified the suspect. The juvenile was issued a NTA. Referred to Diversion.</p>
<p>SRO was contacted by school staff about a parent wanting to speak with them about their son being beaten up. The juvenile suspect was identified and issued a NTA. Referred to Diversion.</p>
<p>SRO unit assisted FPD patrol units investigating a battery involving juveniles. The SRO unit identified the juvenile suspect and issued the juvenile a NTA. Referred to Diversion.</p>
<p>SRO was contacted by school staff about a parent wanting to speak with them about their son being beaten up. The juvenile suspect was identified and issued a NTA. Referred to Diversion.</p>
<p>SRO was contacted by school staff to assist with a battery. Upon further investigation the juvenile suspect was issued a NTA. Referred to Diversion.</p>
<p>SRO was contacted by school staff about a fight. Two juveniles suspects were issued a NTA. Referred to Diversion.</p>

SRO investigated a battery that occurred off campus at lunch. The juvenile suspect was issued

The Juvenile made threats over social media, including holding a gun while making threatening statements toward another student. The juvenile was issued a NTA. The case was sent to

SRO investigated a sexual battery involving students. The juvenile suspect was issued a NTA

FPD was notified by the FBI of a possible threat to a local High School. SROs investigated the report and arrested the suspect on his way to school. A replica firearm was located. The juve-

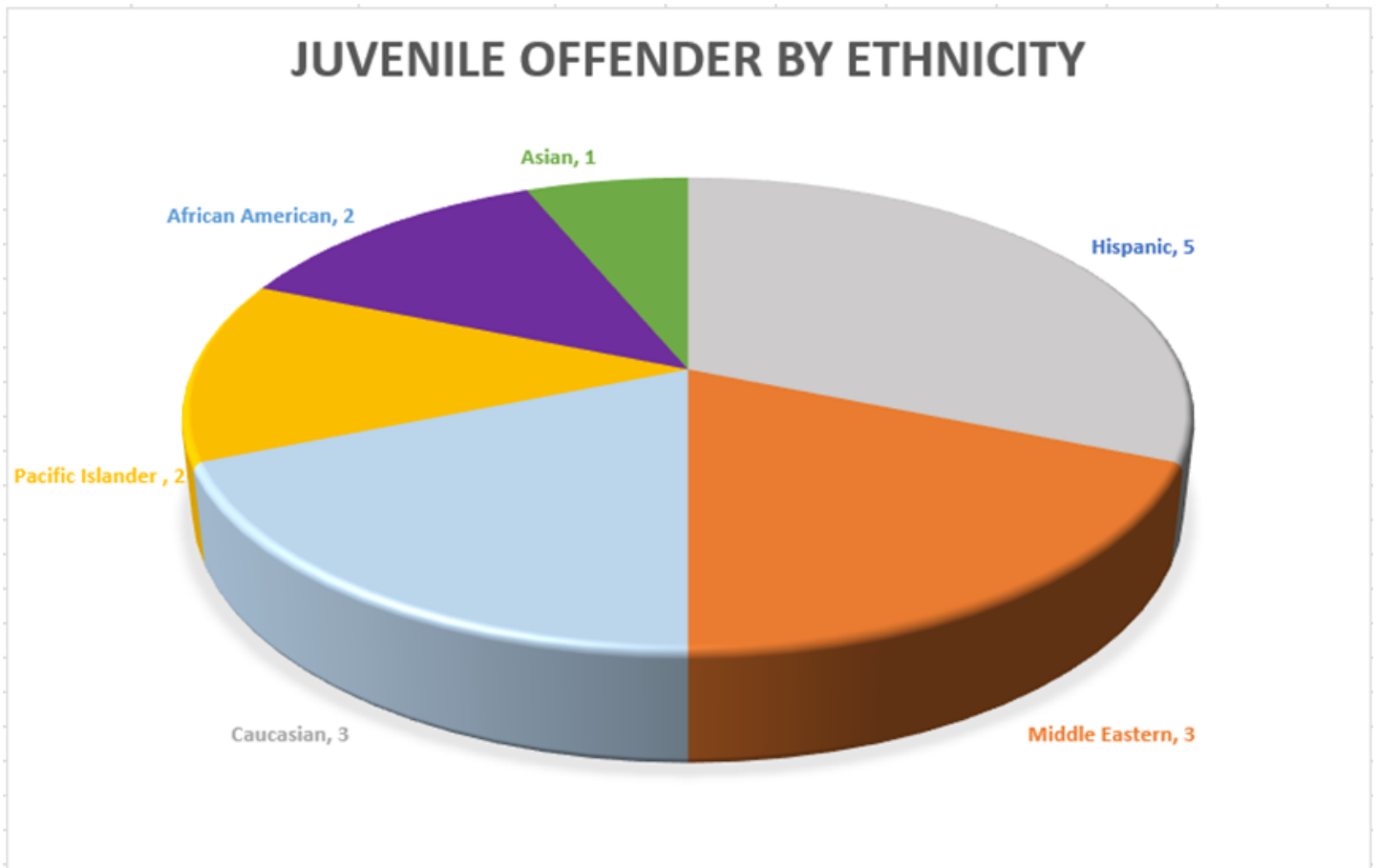
School Year 2023-2024 Arrest Data

Juvenile Offender Arrestees By Ethnicity:

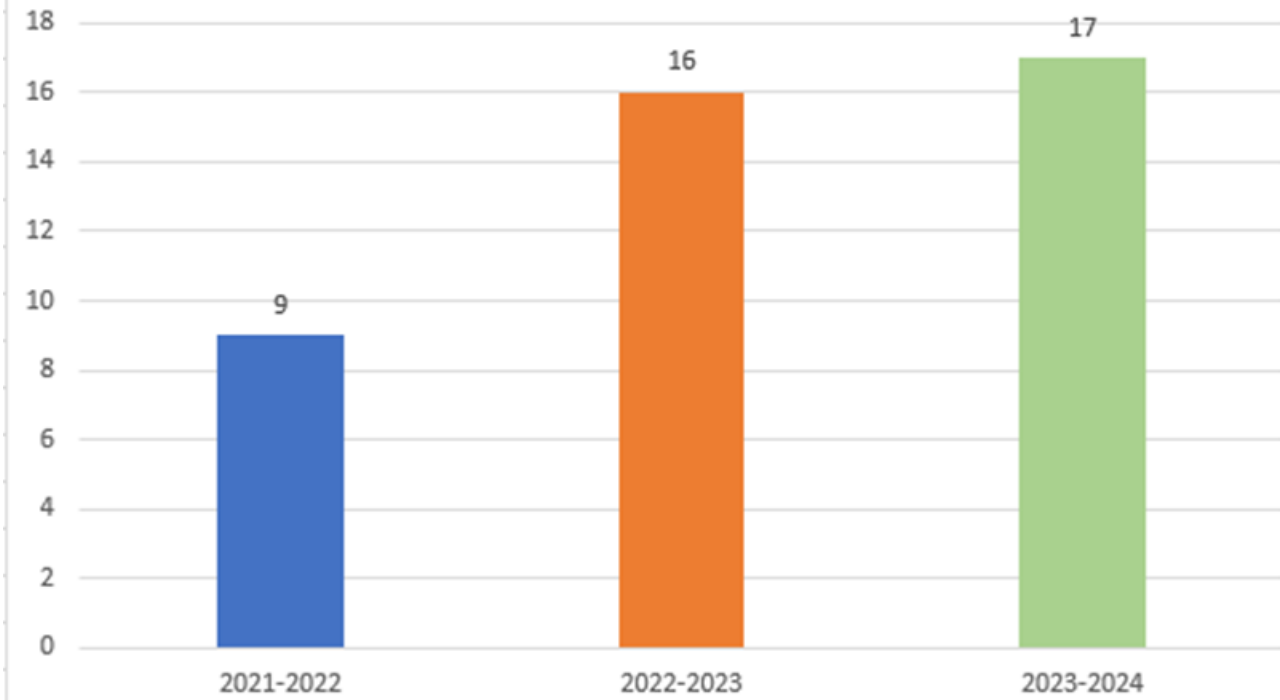
(5) Hispanic (1) Asian (2) African American
(2) Pacific Islander (3) Caucasian (3) Middle Eastern

Juvenile Offenders by Gender:

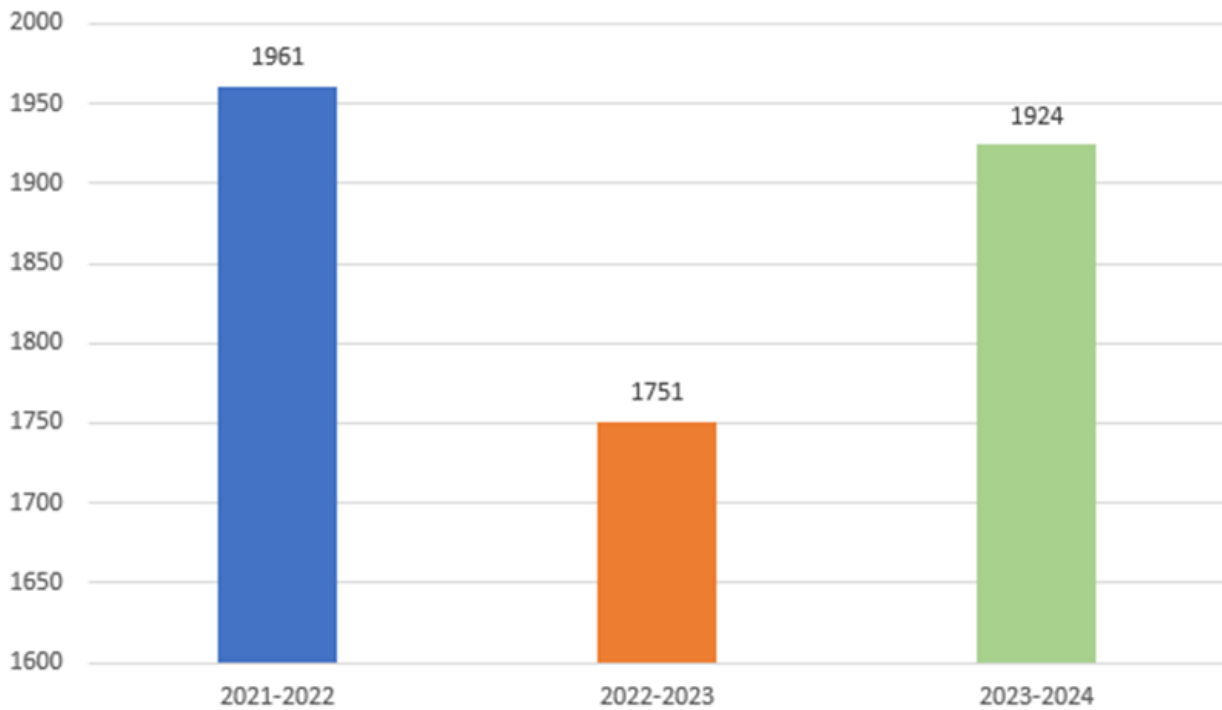
(12) Males (4) Females



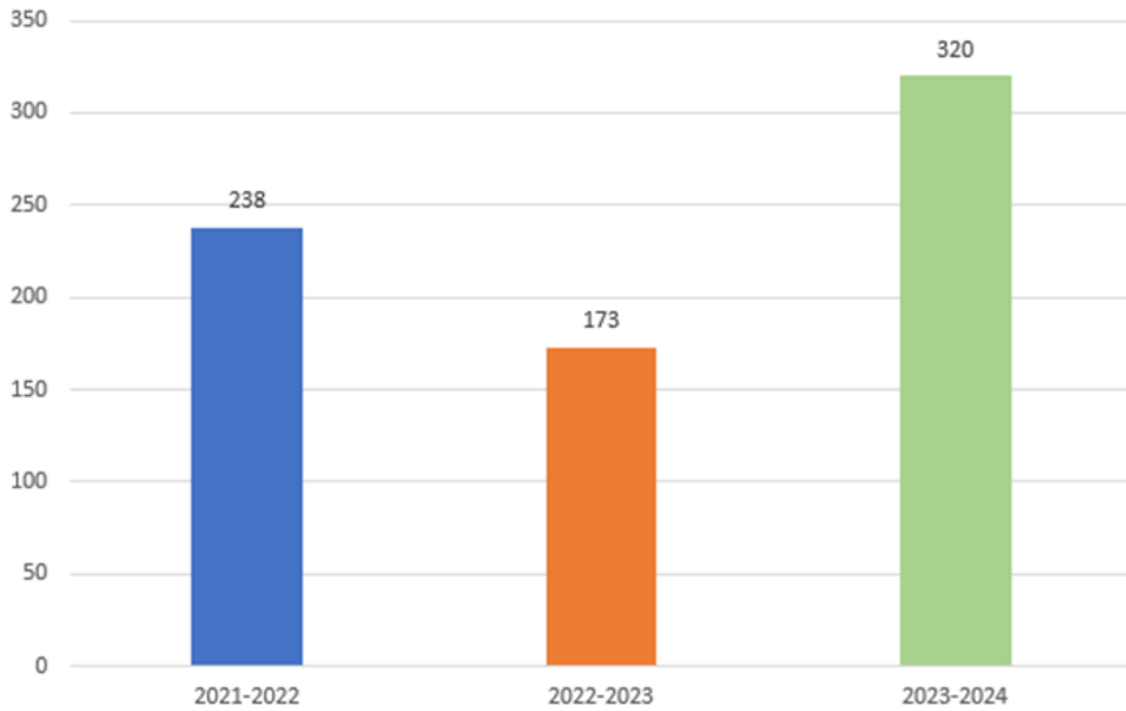
ARRESTS COMPARISON BY YEAR



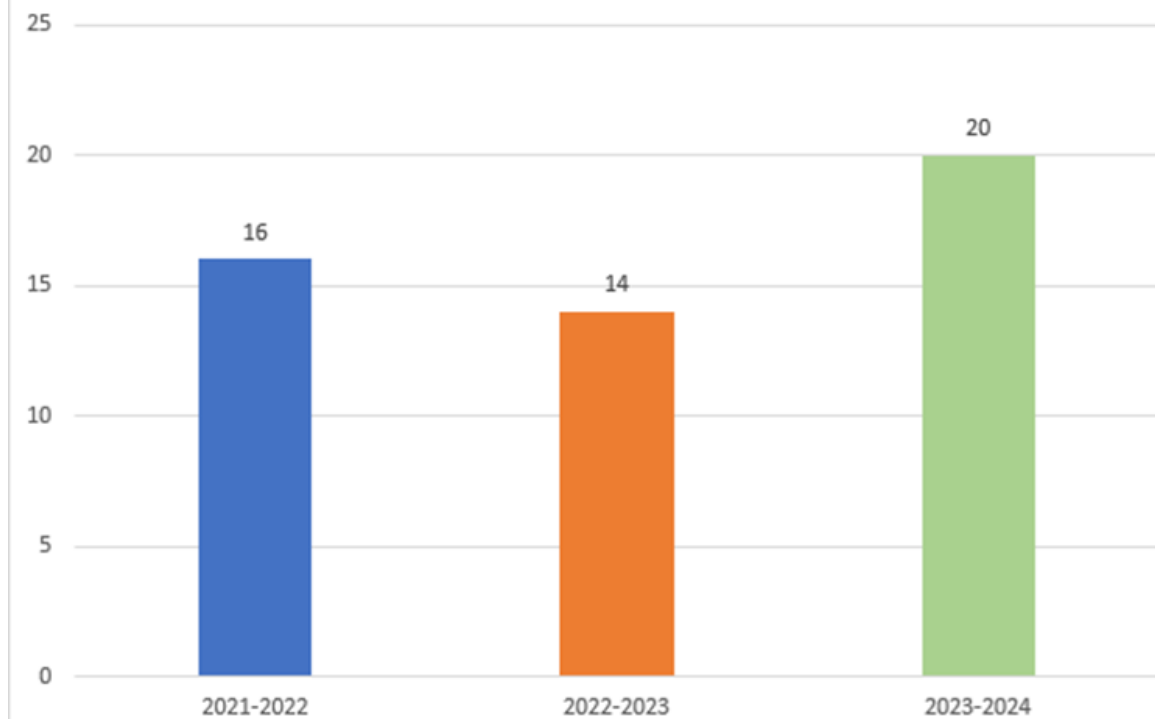
CALLS FOR SERVICE COMPARISON BY SCHOOL YEAR



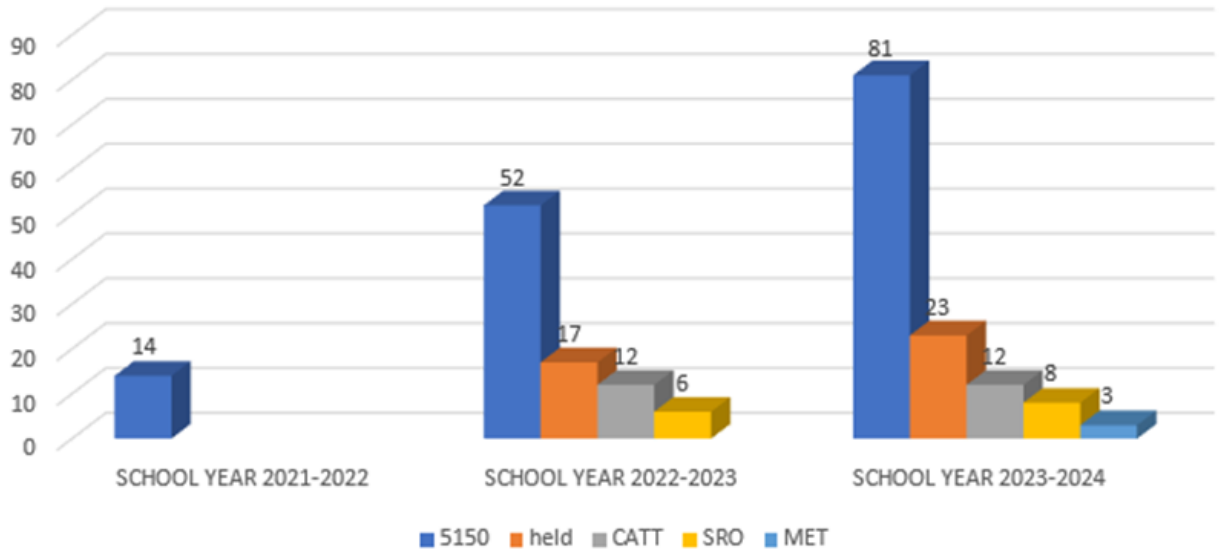
REPORTS (ARS) COMPARISON SCHOOL YEAR



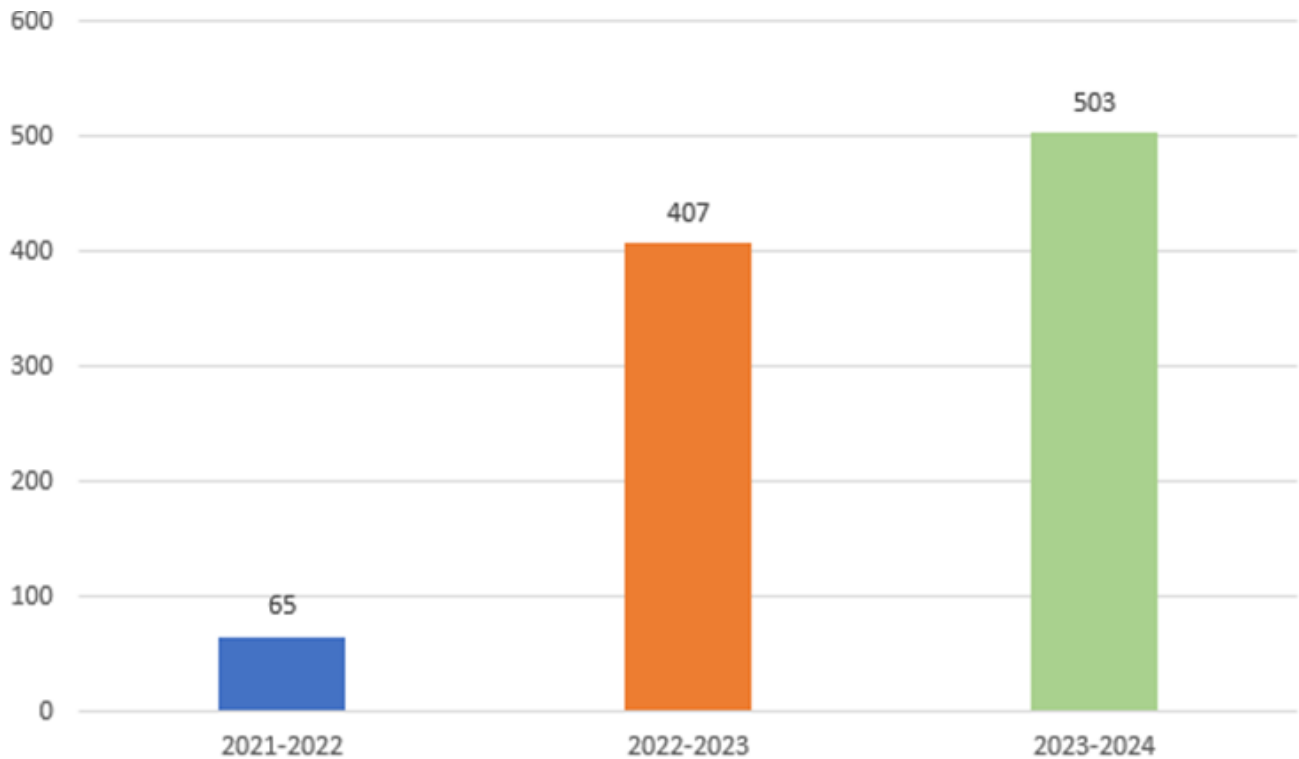
REPORTS (ARS) COMPARISON-BATTERY

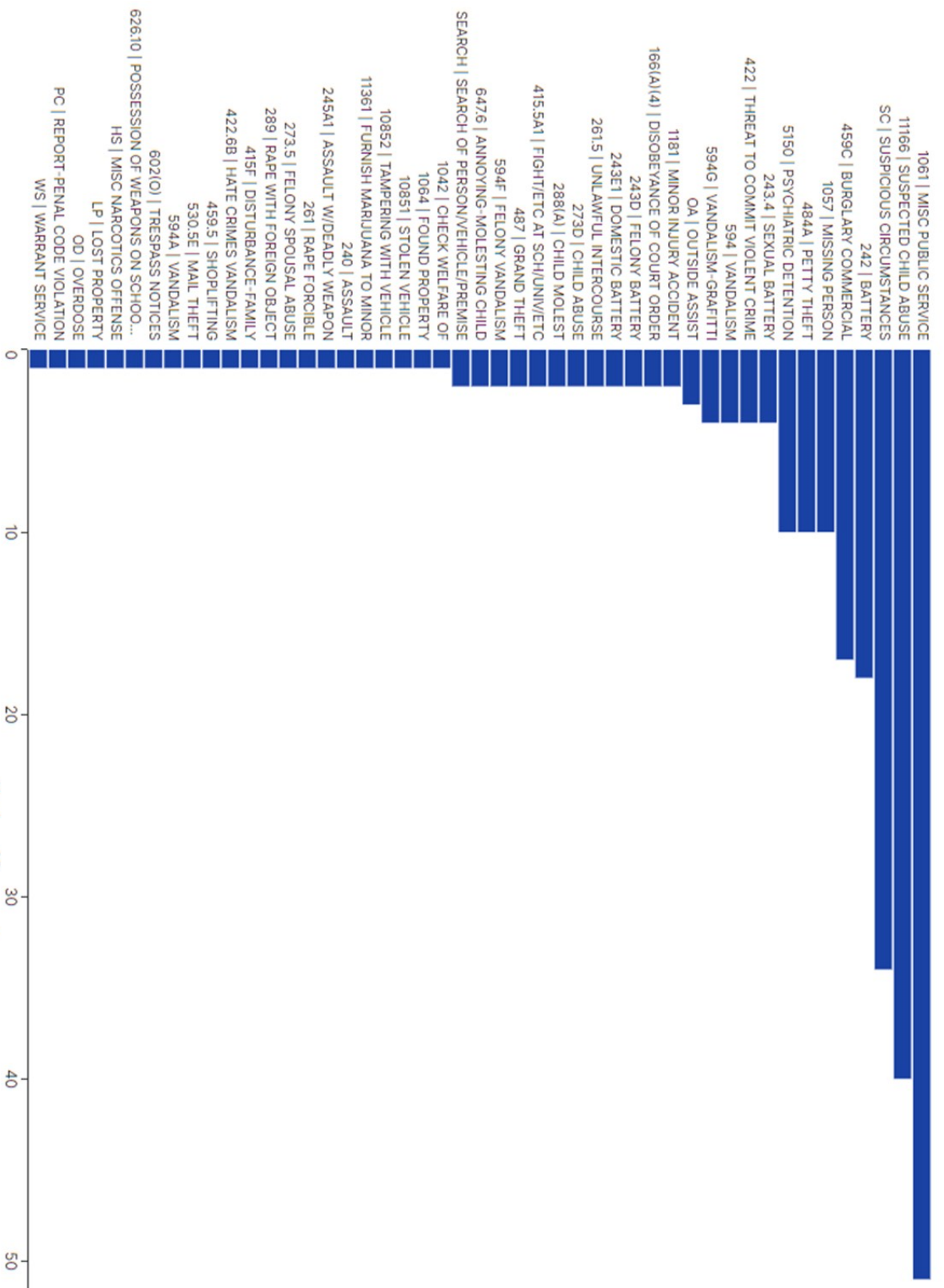


MENTAL HEALTH EVALUATION SCHOOL YEAR COMPARISON



TRAFFIC SATURATION MISSIONS COMPARISON BY SCHOOL YEAR





NUMBER OF COMPLAINTS AGAINST SROs 2023-2024

The SRO Unit received 3 complaints during the 2023-2024 school year

- Community Member (Motorists) called and left a voicemail with FPD IA, alleging an SRO was rude during a traffic stop. Multiple attempts were made to contact the complainant with no response. The motorist was not associated to the school. Complaint was unsubstantiated.
- A teacher emailed a complaint to the SRO Sgt, against a SRO about an incident they did not witness. The complaint was investigated and unfounded.
- FUSD received a complaint about not being notified their child was a victim. Spoke with complainant who no longer wanted to make a complaint.

CONCLUSION

The Fremont Police SRO Unit is committed to serving our city's youth by providing a safe learning space for students, teachers, faculty, and community members. Officers recognize that the opportunity to foster prosocial relationships is very much a privilege and a sacred trust. More importantly, the Unit remains eager to continue our collaborative efforts with FUSD and our community stakeholders

