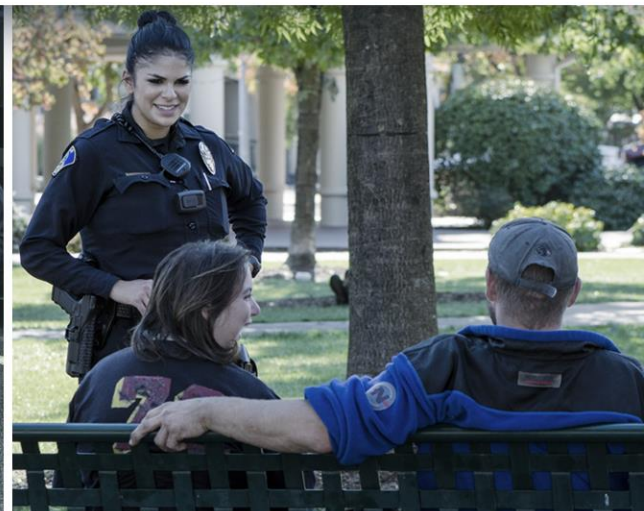


City of UKIAH, CALIFORNIA POLICE DEPARTMENT



SAFETY
PROFESSIONALISM
COMMUNITY SERVICE

Performance Report FISCAL YEAR 2015-2016



Our department's mission has always remained the same – to make Ukiah as safe as possible.

To achieve our mission, our department has embraced a long-term strategic plan with 5 specific goal areas. These goal areas and the measurement of our performance in reaching them is the purpose of this annual strategic plan report card.

We hope that you will enjoy this report, and that our report card will give you a picture of our department's performance during the last year. Equally important, we hope this report will give our department and the community an understanding of the work ahead of us for the coming year.

As you can see from the information within our report card, 2015 was a busy year. Our department received and responded to more calls for police services than in any previous year. But, although we were busier than ever, you will see within this report that our dispatchers, records personnel, community service officers and officers provided exceptional service solving violent and property crime within the Ukiah community.

I am extremely proud of the work our department's personnel provide to the Ukiah community and the partnership we have developed with the community to promote public safety and crime prevention. As part of our commitment to Ukiah, our staff operates with three organizational values in mind; principles upon which we base our policing:

SAFETY – We value human life and strive to enable our citizens to be safer and less likely victimized by crime.

PROFESSIONALISM – We value dedicated, highly trained personnel with a commitment to the standards of the law enforcement profession.

COMMUNITY SERVICE – We value the privilege to provide effective, efficient and equitable service. We respect the members of our community, the importance of a combined crime prevention alliance and the opportunity to provide a united policing effort.

The men and women of the Ukiah Police Department thank you for your support. Together we make Ukiah a better community in which to live, work and visit.

We hope this information about our department and our accomplishments helps define the value we bring to Ukiah. If you'd like more information please visit ukiahpolice.com.

OUR STRATEGIC GOALS

- Reducing crime and the fear of crime
- Improving the quality of life in our neighborhoods
- Enhancing community and police partnerships
- Developing our personnel
- Continued accountability

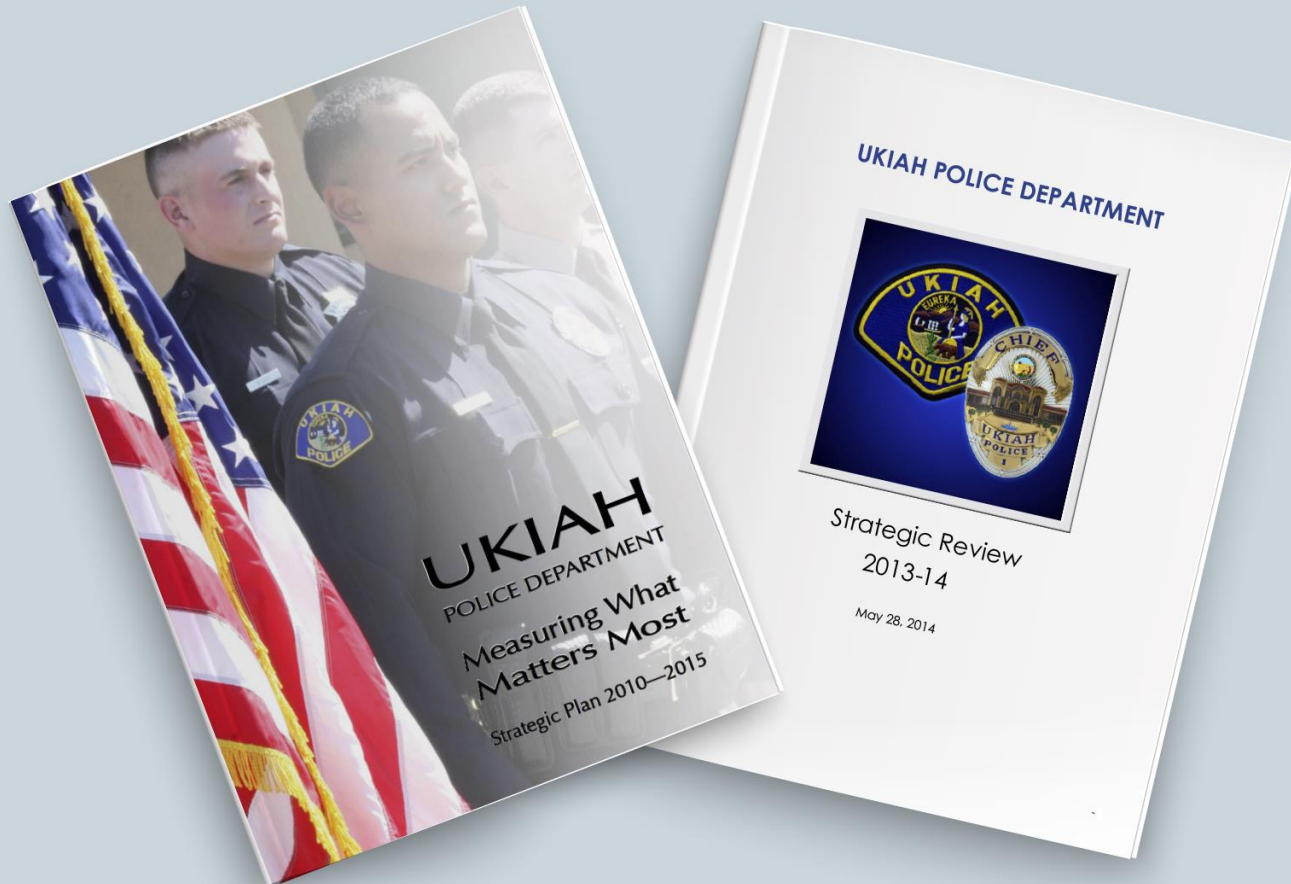


CHRIS DEWEY, Police Chief

A handwritten signature in black ink, appearing to read 'C. Dewey', written in a cursive style.

STRATEGIC PLAN MILESTONES

These two documents can be found at www.ukiahpolice.com



City of UKIAH, CALIFORNIA

POLICE DEPARTMENT

SAFETY
PROFESSIONALISM
COMMUNITY SERVICE

PERFORMANCE REPORT
FISCAL YEAR
2015-2016



DEPARTMENT STAFFING

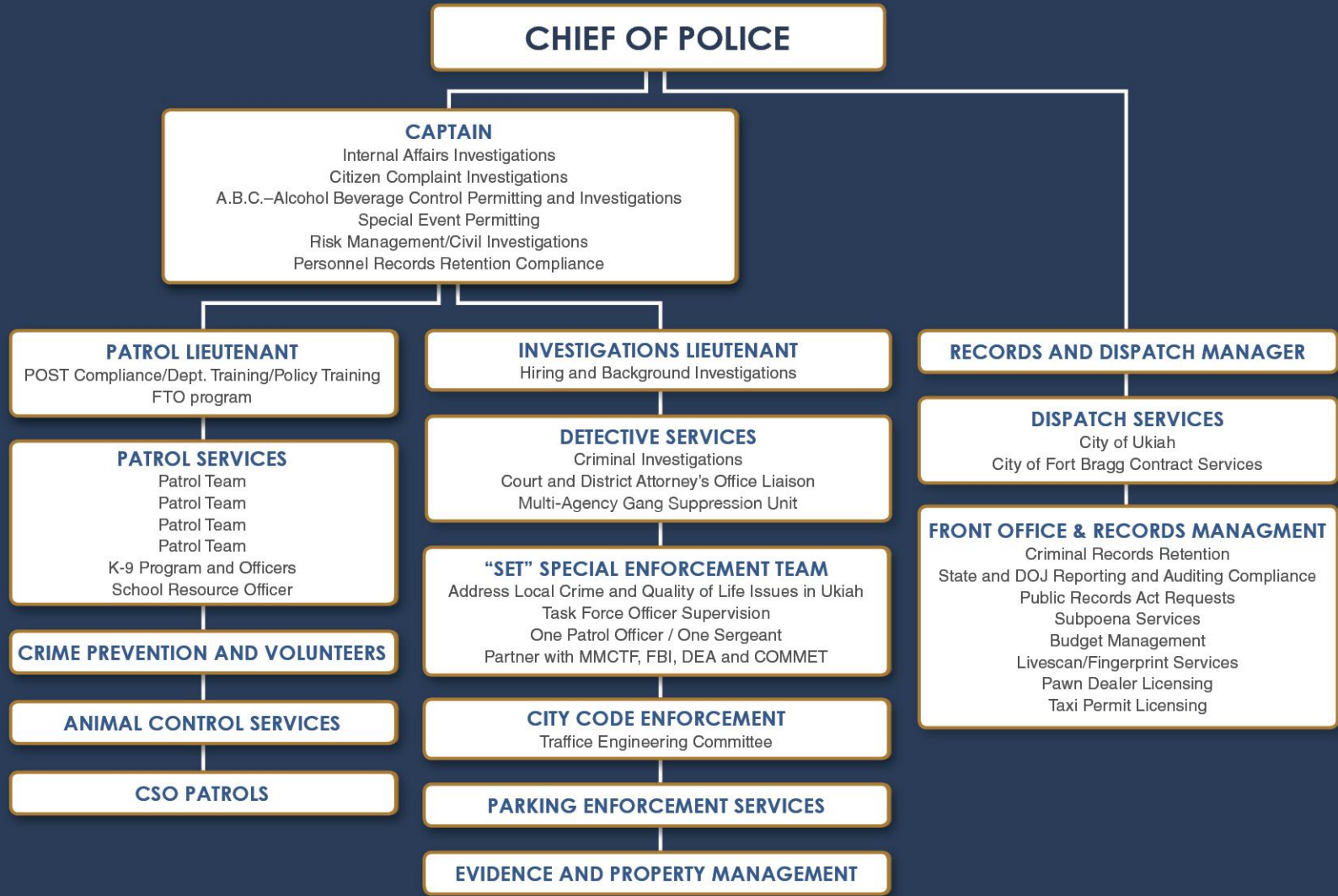
Finding and recruiting new police officers continues to be a challenge.

STAFFING HISTORY-POLICE

		Start of Measure S									Start of Measure P		
SWORN OFFICERS	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Chief / DOPS	1	1	1	1	0.5	0.5	0.5	0.5	0.5	1	1	1	1
Captains	2	2	2	2	3	3	3	3	2	2	2	1	1
Lieutenants												2	2
Sergeant	6	6	6	6	5	5	5	5	6	6	6	6	6
Officers	18	18	18	18	18	19	17	17	17	19	19	18	18
Measure S Officers	0	4	4	4	4	0	0	0	0	4	4	4	4
Traffic Officer	1	0	1	1	1	0	0	0	0	0	0	0	0
SWORN OFFICERS AUTHORIZED	28	31	32	32	31.5	27.5	25.5	25.5	25.5	32	32	32	32
AVERAGE ACTUAL STAFFING	25.0	23.3	25.6	27	25.5	25.5	24.6	24.5	24.7	22.9	25.5	30	
SUPPORT													
Records Clerks	3	3	3	3	3	2	2	2	2	2	2	2	2
(Fire) Administrative Secretary									0.85	0.85	0.85	0.85	0.85
CSO (Animal & Parking)						2	2	2	2	4	4	4	4
Parking and Animal Control	2.5	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0	0
UPD Dispatch	6	6	6	7	7	7	7	7	5	5.5	5.5	6	6
SUPPORT TOTALS	11.5	11.5	11.5	12.5	12.5	11	11	11	9.85	12.35	12.35	12.85	12.85
FUNDED BY FBPD DISPATCH CONTRACT - JUNE 2014 TO JUNE 2019						3	3	3	3	3	3	3	3

FUNCTIONAL ORGANIZATION

Reorganization allowed the Department to improve span of control and develop our middle managers.



UNIFORMED CRIME REPORTING

Overall, the community experienced a 5 percent reduction in index crimes.

FBI INDEX CRIME CATEGORIES												
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
VIOLENT CRIME												
Homicide	0	0	1	1	1	0	0	0	0	0	0	1
Rape	8	5	19	14	17	5	13	4	6	8	8	18
Robbery	7	11	11	20	16	16	10	18	15	15	21	20
Assault	340	369	346	235	430	319	248	250	239	287	318	298
VIOLENT CRIME TOTALS	355	385	377	270	464	340	271	272	260	310	347	337
PROPERTY CRIME												
Burglary	242	189	165	176	213	151	156	154	172	190	194	150
Theft	302	291	201	269	237	270	291	250	279	347	328	331
Vehicle Theft	46	62	52	45	30	26	19	23	32	27	30	39
Arson	3	10	2	1	2	5	3	1	0	0	0	0
PROPERTY CRIME TOTALS	593	552	420	491	482	452	469	428	483	564	552	520
TOTAL FBI INDEX CRIMES	948	937	797	761	946	792	740	700	743	874	899	857

ARRESTS, REPORTS, AND CALLS FOR SERVICE

In 2015 demand for police services increased to an average of 91 per day.

STATISTICAL INFORMATION												
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Misdemeanor Arrests	1,141	1,278	1,677	1,797	1,522	1,355	1,398	1,362	1,192	1,183	1,313	1,269
Felony Arrests	587	698	753	658	791	624	660	621	560	557	563	508
DUI	160	116	487	411	271	232	165	190	141	135	72	113
TOTAL ARRESTS	1,888	2,092	2,917	2,866	2,584	2,211	2,223	2,173	1,893	1,875	1,948	1,890
Crime Reports	4095	4140	4327	4475	4412	4190	3658	3664	3569	3579	3909	3736
Calls for Police Services	22,822	23,798	26,902	27,937	28,646	28,453	30,210	26,324	25,883	24,821	31,656	32,010
CALLS FOR SERVICE AVERAGE PER DAY	62.5	65.2	73.7	76.5	78.4	77.9	82.7	72.1	71	68	87	91

TRAFFIC ENFORCEMENT AND TRAFFIC ACCIDENTS

In 2015 the department increased traffic enforcement citations by 32 percent and reduced traffic accidents by 18 percent.

TRAFFIC INFORMATION	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
CITATIONS												
Moving Citations	455	549	855	837	451	720	664	693	358	545	478	545
Speeding Citations	373	340	313	256	118	232	162	39	83	207	120	374
Non-Moving Citations	230	302	318	247	143	120	115	101	55	139	220	278
TOTAL CITATIONS	1,058	1,191	1,486	1,340	712	1,072	941	833	496	891	818	1,197
ACCIDENTS												
Property Damage	125	115	106	139	102	108	86	89	63	90	168	141
Injury	69	63	53	62	41	44	39	31	47	29	37	29
Fatal	0	1	0	0	0	1	0	0	1	0	2	0
TOTAL ACCIDENTS	194	179	159	201	143	153	125	120	111	119	207	170

City of UKIAH, CALIFORNIA

POLICE DEPARTMENT

GOAL 1 – REDUCE CRIME AND THE FEAR OF CRIME



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GOAL 1: REDUCE CRIME AND THE FEAR OF CRIME

Additional officers in 2015 lead to a decrease in both violent crime and property crimes.

HOW DO WE PERFORM?

	2014				2015		
	Cities with a Population of 10-25,000	UKIAH	Cities with a Population of 25-50,000		Cities with a Population of 10-25,000	UKIAH	Cities with a Population of 25-50,000
Violent Crime	57 Avg	134	66 Avg		2.89% Increase*	(3%) Decrease	6.29% Increase*
Property Crime	423 Avg	552	791 Avg		13.21% Increase*	(6%) Decrease	7.08% Increase*
TOTAL INDEX CRIMES	480	686	857				

*Ukiah's crime levels reflect a larger service population than the 16,000 city residents.

*The increase in statewide crime has been attributed to Prop-47, AB109 and longterm impacts of the staffing reductions associated with the 2008 recession.

GOAL 1: REDUCE CRIME AND THE FEAR OF CRIME

In 2015, the department increased the number of cases solved.

INDEX CRIME COMMITTED AND SOLVED

	2010	2011	2012	2013	2014	2015
Violent Crime Committed	271	272	260	310	347	337
Violent Crime Cleared	87%	89%	89%	84%	83%	84%
State Average	43%	44%	44%	45%	47%	
Property Crime Committed	469	428	483	564	552	520
Property Crime Cleared	58%	52%	50%	55%	53%	67%
State Average	14%	13%	13%	13%	14%	

City of UKIAH, CALIFORNIA

POLICE DEPARTMENT

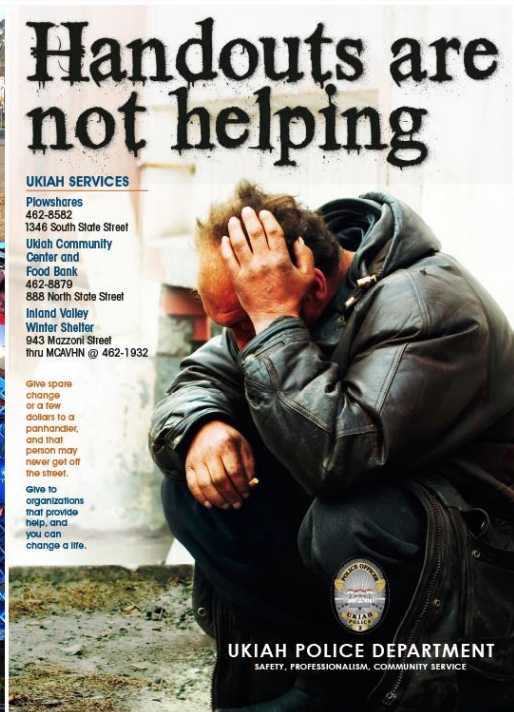
GOAL 2 – IMPROVE THE QUALITY OF LIFE IN OUR NEIGHBORHOODS

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GOAL 2: IMPROVE THE QUALITY OF LIFE IN OUR NEIGHBORHOODS


CRIME PREVENTION ACTIVITY

2015		
Business site visits	219	
Follow-up visits	71	
Crime prevention trainings or presentations	8	
Crime prevention brochures published	21	
Vacation checks	39 visits	
Boys and Girls Club	29 hours	
Volunteer community hours	158 hours	
Shopping carts reported	310*	
*AUGUST–DECEMBER		



Business Watch

We pay attention to our surroundings and report suspicious behavior to fellow merchants and local law enforcement.



ENFORCED HERE



GOAL 2: IMPROVE THE QUALITY OF LIFE IN OUR NEIGHBORHOODS

UPD SET TEAM

Total cases assigned to the UPD SET Team as of 10/2015	203
Total people arrested	65
Cases active	8
Cases closed	163
Ukiah City Code citations issued for smoking, drinking alcohol, and dogs in the park	24
Abandoned vehicles/expired registration tows	24
Indoor/outdoor marijuana investigations closed	14
Active Cases Total Removed:	
Vehicles	45
Shopping carts	20
Bicycles	12
Debris/trash removed	62 tons

SPECIAL ENFORCEMENT TEAM ACTIVITY (SET)

Before 668 S. Orchard



After



Before 217 Ford Street



After



City of UKIAH, CALIFORNIA

POLICE DEPARTMENT

GOAL 3 – ENHANCE COMMUNITY AND POLICE PARTNERSHIPS



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GOAL 3: ENHANCE COMMUNITY AND POLICE PARTNERSHIPS

2015 Partnerships

Ukiah Reads

Gang Resistance is Paramount (GRIP)

Boys and Girls Club

Ukiah Community Center Food Bank

Project Sanctuary

Mental Health Services Act Committee

Ukiah Main Street

Mental Health (NAMI)

Ukiah Valley Medical Center Advisory Board

Health and Human Services Agency (HHSA)

Youth Project

Service Clubs



City of UKIAH, CALIFORNIA

POLICE DEPARTMENT

SAFETY
PROFESSIONALISM
COMMUNITY SERVICE

PERFORMANCE REPORT
FISCAL YEAR
2015-2016

GOAL 3: ENHANCE COMMUNITY AND POLICE PARTNERSHIPS

To accomplish community engagement it's important that we create opportunities for our officers to work with people in our neighborhoods, and identify and address their particular needs.



Too often, police departments measure young officers by statistics alone, as though their total contributions can be measured by arrests, tickets written, or radio calls handled. Though these reportable, identifiable statistics do indicate productivity, statistics and numbers reveal only part of the picture.

Today, community engagement and community partnerships are key in reducing crime in our neighborhoods and in addressing community concerns. Community engagement activities allow officers to build and maintain lasting relationships and community trust.

City of UKIAH, CALIFORNIA

POLICE DEPARTMENT

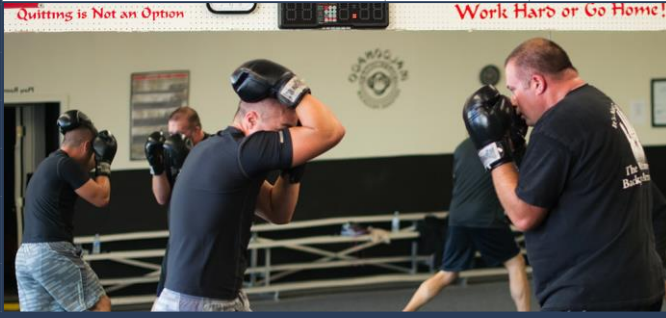
GOAL 4 – DEVELOP PERSONNEL



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GOAL 4: DEVELOP PERSONNEL

The California Commission of Police Officer Standards (POST) reimburses two-thirds of our training costs.

	Calendar Year 2014	Calendar Year 2015
POST PERISHABLE SKILLS (Mandated by Law)		
Emergency Vehicle Operations (8 hrs / 2 yrs)	136 hrs	
Firearms Use of Force (8 hrs / 2 yrs)	192 hrs	136 hrs
Arrest and Control (8 hrs / 2 yrs)	88 hrs	244 hrs
Crisis Communication Skills (4 hrs / 2 yrs)	34 hrs	
POST MANDATED TRAINING MANDATES		
CPR / 1st Aid (8 hrs / 2 yrs)	144 hrs	
Domestic Violence (4 hrs / 2 yrs)	60 hrs	6 hrs
Racial Profiling (4 hrs / 5 yrs)		
		

	Calendar Year 2014	Calendar Year 2015
UPD CORE SKILL REQUIREMENTS		
Drug Recognition (16 hrs)	40 hrs	96 hrs
Traffic Collision Investigation (40 hrs)	120 hrs	240 hrs
Interview Skills (40 hrs)		40 hrs
Drunk and Drugged Driving Investigation (16 hrs)	16 hrs	256 hrs
Firearms Rifle Course (16 hrs)		416 hrs
Emotional Survival	136 hrs	240 hrs
2015 CONTINUAL TRAINING REQUIREMENT (Mandated 24 hrs / 2 yrs / per Officer)		
Canine Agitator		16 hrs
Canine Management Course		24 hrs
Critical Incident Stress Management (Peer Support)		24 hrs
Drug Abuse Recognition		24 hrs
Drug Recognition Expert		40 hrs
Field Training Officer		80 hrs
Field Training Officer Update		72 hrs
Senior Officer - Leadership Development Course		240 hrs
Management Development Course		108 hrs

GOAL 4: DEVELOP PERSONNEL

In critical incidents, education is the most effective tool in helping officers make the right decision.



MENDOCINO
LEADERSHIP DEVELOPMENT
COURSE



October to March
96 HOURS
Six Month Program

GRADUATION
March 19, 2016

GUEST SPEAKER:
TOM ALLMAN
Mendocino County Sheriff/Coroner

ELECTED CLASS SPEAKERS:
Detective Luis Espinosa Sgt. Dan Fansler
Mendocino County California
Sheriff's Office Highway Patrol

24
GRADUATES
— IN 2014 —

24
GRADUATES
— IN 2016 —

When officers are asked to step into supervisory roles, knowing what to do is essential.

UPD created the Leadership Development Course to educate our emerging leaders.

Our course has become a model and is now being taught in other rural areas of California. To make this training available to even more organizations, the California Commission on Peace Officer Standards and Training is currently developing a web-based program to expand the reach of this vital training throughout California.

City of UKIAH, CALIFORNIA

POLICE DEPARTMENT

GOAL 5 – CONTINUED ACCOUNTABILITY



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GOAL 5: CONTINUED ACCOUNTABILITY

CITIZEN COMPLAINTS

	2012			2013			2014			2015		
	Reported	Unfounded	Sustained	Reported	Unfounded	Sustained	Reported	Unfounded	Sustained	Reported	Unfounded	Sustained
Non-Criminal	0	0	0	4	4	0	6	6	0	4	3	1
Criminal - Felony	0	0	0	0	0	0	0	0	0	0	0	0
Criminal-Misdemeanor	0	0	0	0	0	0	0	0	0	0	0	0

RESPONSE TIME CHART

	2012	2013	2014	2015
Priority 1 - In-Progress Crimes Against Persons	5:03	8:39	5:37	5:42
Priority 2 - Calls for Police Service / Reports of Crime	11:52	12:01	12:06	11:14
Priority 3 - Quality of Life Complaints / Traffic / Transient Issues	17:24	19:36	20:18	18:47
Average Calls per Day	71	68	87	91
Annual Calls for Police Services	25,883	24,821	31,656	32,010
Average Available Staffing	24.7	22.9	25.5	30



City of UKIAH, CALIFORNIA

POLICE DEPARTMENT

WORK PLAN – ACHIEVEMENT AND GOALS



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WORK PLAN REPORT: 2015-16 ACHIEVEMENTS





STATE ISSUES

- Prison realignment (AB109)
- Redefinition of penalties (Prop 47)
- Body camera legislation
- Public trust
- Mandated reporting
- Medical marijuana

LOCAL ISSUES

- Increase in violent crime
- Increase in gang activity
- Increase in calls for service
- Lack of mental health services
- Ongoing homeless & transient impacts
- Commute-to-school assaults
- Traffic and pedestrian safety

WORK PLAN: 2016-17 GOALS

EXTERNAL FACTORS ➡

OUR ACTIVITIES ➡

IMPACTS SHORTTERM & LONG TERM

GOAL 1

Reduce Crime and the Fear of Crime

- Higher-than-average violent crime
- Traffic accident & pedestrian safety
- High workload/calls for service

- Gang enforcement
- Transient strategies
- Traffic enforcement (when available)

- Work to reduce violent crime
- Work to reduce vehicle and pedestrian accidents

GOAL 2

Improve Quality of Life in Our Neighborhoods

- Homeless & transient services
- Code enforcement
- AB109 prison population
- Prop 47 realignment

- Blight reduction
- Prioritization of calls
- Focused enforcement

- Reduce transient impacts
- Reduce property & drug crimes

GOAL 3

Enhance Community and Police Partnerships

- Community partnerships
- Community expectations

- Continue work with our community partners
- Encourage officer engagement

PROBLEM-SOLVING PARTNERS AND COMMUNITY TRUST

GOAL 4

Develop Personnel

- Young workforce
- Open officer positions
- Increased mandated training requirements

- Recruitment
- Department training plan
- Department value system
- Performance review system

- Maintain low complaint ratio

GOAL 5

Continued Accountability

- New mandates in record keeping and data collection

- Maintain response times
- Redesignate CSO as crime analyst

- Deliver effective services
- Reduce administrative & reporting responsibility of sworn staff

BUDGET: 2016-17



IN-PROGRESS WORK

- Replace damaged speed trailer
- Revise parking enforcement program
- Finalize video camera project

FY 2016-17 BUDGET

- Replace officers' portable radios
 - 20 years old
 - Current radios obsolete
- Replace patrol cars
 - Two per year Capital Fund
- Reclassify CSO as a crime analyst
 - Mandated reporting
 - Video evidence collection
 - Crime trends

LONG TERM

- Hire designated traffic officer

City of UKIAH, CALIFORNIA POLICE DEPARTMENT



SAFETY
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Performance Report FISCAL YEAR 2015-2016

