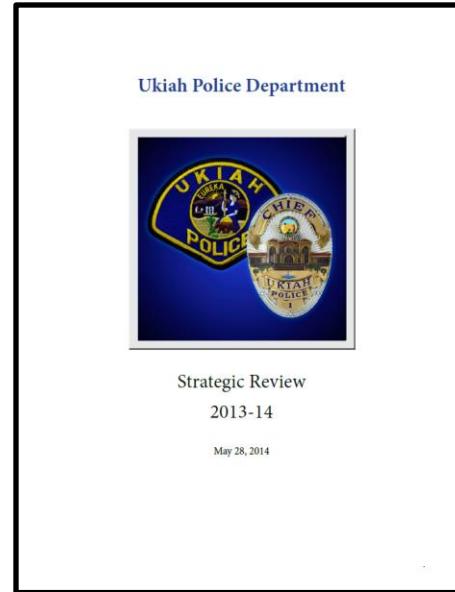
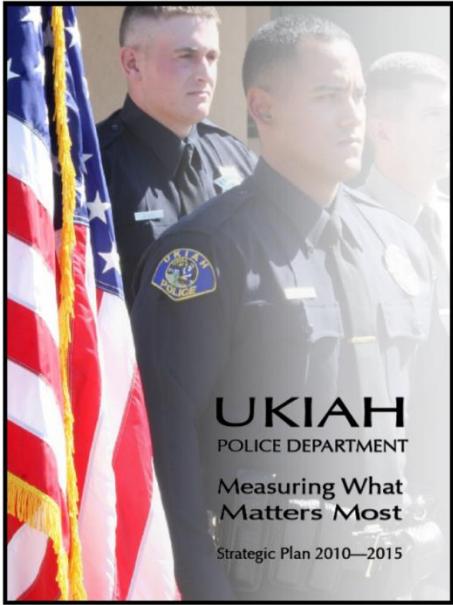


# City of Ukiah Police Department

Annual Update  
FY 2014 - 2015

# Strategic Plan Review



- First 5-Year Plan 2010 to 2015
  - Key Leader Survey
  - Community Survey
- 2014 Strategic Plan Review
- 2015 - Forward

# Strategic Plan Goal Areas

Goal 1 – Reduce Crime and the Fear of Crime

Goal 2 – Improve Quality of Life in our Neighborhoods

Goal 3 – Enhance Community and Police Partnerships

Goal 4 – Develop Personnel

Goal 5 – Continued Accountability

# Police Staffing

Staffing History - Police		* Start of Measure S										* Start of Measure P	
<u>Sworn Officers</u>		2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Chief / DOPS		1	1	1	1	0.5	0.5	0.5	0.5	0.5	1	1	1
Captains		2	2	2	2	3	3	3	3	2	2	2	1
Lieutenants													2
Sergeant		6	6	6	6	5	5	5	5	6	6	6	6
Officers		18	18	18	18	18	19	17	17	17	19	19	18
Measure S Officers		0	4	4	4	4	0	0	0	0	4	4	4
Traffic Officer		1	0	1	1	1	0	0	0	0	0	0	0
<b>Sworn Officer Authorized</b>		<b>28</b>	<b>31</b>	<b>32</b>	<b>32</b>	<b>31.5</b>	<b>27.5</b>	<b>25.5</b>	<b>25.5</b>	<b>25.5</b>	<b>32</b>	<b>32</b>	<b>32</b>
<b>Average Actual Staffing</b>		<b>25.0</b>	<b>23.3</b>	<b>25.6</b>	<b>27</b>	<b>25.5</b>	<b>25.5</b>	<b>24.6</b>	<b>24.5</b>	<b>24.7</b>	<b>22.9</b>	<b>25.5</b>	
<b>Support</b>													
Records Clerks		3	3	3	3	3	2	2	2	2	2	2	2
(Fire) Administrative Secretary											0.85	0.85	0.85
CSO (Animal & Parking)							2	2	2	2	4	4	4
Parking and Animal Control		2.5	2.5	2.5	2.5	2.5	0	0	0	0	0	0	0
UPD Dispatch		6	6	6	7	7	7	7	7	5	5.5	5.5	6
<b>Support Totals</b>		<b>11.5</b>	<b>11.5</b>	<b>11.5</b>	<b>12.5</b>	<b>12.5</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>9.85</b>	<b>12.35</b>	<b>12.35</b>	<b>12.85</b>
Paid for by FBPD Dispatch Contract - June 2014 to June 2019							3	3	3	3	3	3	3

# Felony - Index Crime Categories

FBI Index Crime Categories	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
<b>Violent Crime</b>											
Homicide	0	0	1	1	1	0	0	0	0	0	0
Rape	8	5	19	14	17	5	13	4	6	8	8
Robbery	7	11	11	20	16	16	10	18	15	15	21
Assault	340	369	346	235	430	319	248	250	239	287	318
<b>Violent Crime Totals</b>	<b>355</b>	<b>385</b>	<b>377</b>	<b>270</b>	<b>464</b>	<b>340</b>	<b>271</b>	<b>272</b>	<b>260</b>	<b>310</b>	<b>347</b>
<b>Property Crime</b>											
Burglary	242	189	165	176	213	151	156	154	172	190	194
Theft	302	291	201	269	237	270	291	250	279	347	328
Vehicle Theft	46	62	52	45	30	26	19	23	32	27	30
Arson	3	10	2	1	2	5	3	1	0	0	0
<b>Property Crime Totals</b>	<b>593</b>	<b>552</b>	<b>420</b>	<b>491</b>	<b>482</b>	<b>452</b>	<b>469</b>	<b>428</b>	<b>483</b>	<b>564</b>	<b>552</b>
<b>Total FBI Index Crimes</b>	<b>948</b>	<b>937</b>	<b>797</b>	<b>761</b>	<b>946</b>	<b>792</b>	<b>740</b>	<b>700</b>	<b>743</b>	<b>874</b>	<b>899</b>
<b>Average Actual Staffing</b>	<b>25.0</b>	<b>23.3</b>	<b>25.6</b>	<b>27</b>	<b>25.5</b>	<b>25.5</b>	<b>24.6</b>	<b>24.5</b>	<b>24.7</b>	<b>22.9</b>	<b>25.5</b>
<i>Calls for Service Average Per Day</i>	62.5	65.2	73.7	76.5	78.4	77.9	82.7	72.1	71	68	87

# Arrests, Reports and Calls for Service

<u>Statistical Information</u>	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Misdemeanor Arrests	1141	1278	1677	1797	1522	1355	1398	1362	1192	1183	1313
Felony Arrests	587	698	753	658	791	624	660	621	560	557	563
DUI	160	116	487	411	271	232	165	190	141	135	72
<b>Total Arrests</b>	<b>1888</b>	<b>2092</b>	<b>2917</b>	<b>2866</b>	<b>2584</b>	<b>2211</b>	<b>2223</b>	<b>2173</b>	<b>1893</b>	<b>1875</b>	<b>1948</b>
Crime Reports	4095	4140	4327	4475	4412	4190	3658	3664	3569	3579	3909
Calls for Police Services	22822	23798	26902	27937	28646	28453	30210	26324	25883	24821	31656
<b>Avg per Day</b>	<b>62.5</b>	<b>65.2</b>	<b>73.7</b>	<b>76.5</b>	<b>78.4</b>	<b>77.9</b>	<b>82.7</b>	<b>72.1</b>	<b>71</b>	<b>68</b>	<b>87</b>

2010 - Implemented strategies to reduce officer workload:

- Increasing prevention methods and community partnerships
- Redefining what service calls activate criminal reports
- Implementing an Internet crime reporting system,
- Increasing the use of community service officers,
- Dispatching calls for service based on a priority system.
- *Pending\* Mobile Computer Terminals in Patrol Cars*

# Traffic Enforcement / Traffic Accidents

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
<b>Moving Citations</b>	455	549	855	837	451	720	664	693	358	545	478
<b>Speeding Citations</b>	373	340	313	256	118	232	162	39	83	207	120
<b>Non-Moving Citations</b>	230	302	318	247	143	120	115	101	55	139	220
<b>Total Citations</b>	<b>1058</b>	<b>1191</b>	<b>1486</b>	<b>1340</b>	<b>712</b>	<b>1072</b>	<b>941</b>	<b>833</b>	<b>496</b>	<b>891</b>	<b>818</b>
<b>Property Damage</b>	125	115	106	139	102	108	86	89	63	90	168
<b>Injury</b>	69	63	53	62	41	44	39	31	47	29	37
<b>Fatal</b>	0	1	0	0	0	1	0	0	1	0	2
<b>Total Accidents</b>	<b>194</b>	<b>179</b>	<b>159</b>	<b>201</b>	<b>143</b>	<b>153</b>	<b>125</b>	<b>120</b>	<b>111</b>	<b>119</b>	<b>207</b>
<b>Average Actual Staffing</b>	<b>25.0</b>	<b>23.3</b>	<b>25.6</b>	<b>27</b>	<b>25.5</b>	<b>25.5</b>	<b>24.6</b>	<b>24.5</b>	<b>24.7</b>	<b>22.9</b>	<b>25.5</b>
<b>Calls for Service Average Per Day</b>	<b>62.5</b>	<b>65.2</b>	<b>73.7</b>	<b>76.5</b>	<b>78.4</b>	<b>77.9</b>	<b>82.7</b>	<b>72.1</b>	<b>71</b>	<b>68</b>	<b>87</b>

# Gangs and Violent Crime

## Norteno Gang Graffiti



Sureno Gang Graffiti



- AB 109 State Prison Realignment
- Prop 47 Drug & Property Crime Impacts
- Termed-Out Local Gang Enhancement Sentences

## Goal 1 - Reduce Crime and the Fear of Crime:

<b>Crime Clearance Rates for Ukiah and State of California</b>					
<b>Crimes Cleared</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Ukiah Violent Crimes	87%	89%	89%	84%	83%
State Average	43%	44%	44%	45%	
Ukiah Property Crimes	58%	52%	50%	55%	53%
State Average	14%	13%	13%	13%	

## Goal 2 – Improve Quality of Life in our Neighborhoods:

### 2014 Crime Prevention Activities

- 209 Business Visited
- Crime Prevention through Environmental Design Training
- Crime Prevention Specialist Certification
- Launched Business Watch Forum



### Police Volunteer Program

2 Active Volunteers  
Visit a Business Program



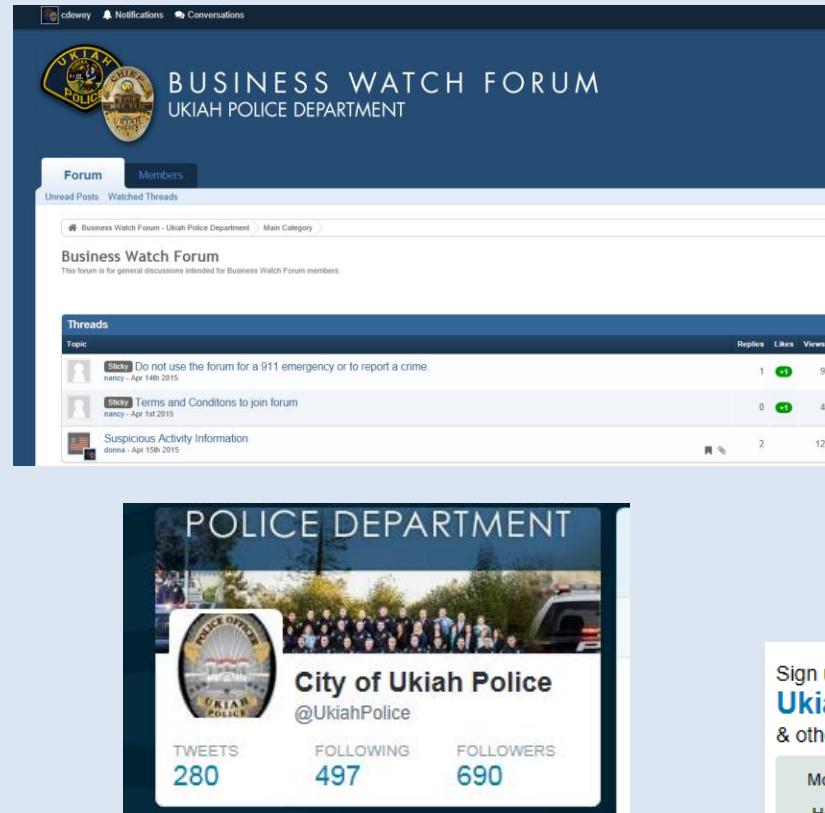
2 Volunteers In Background Process



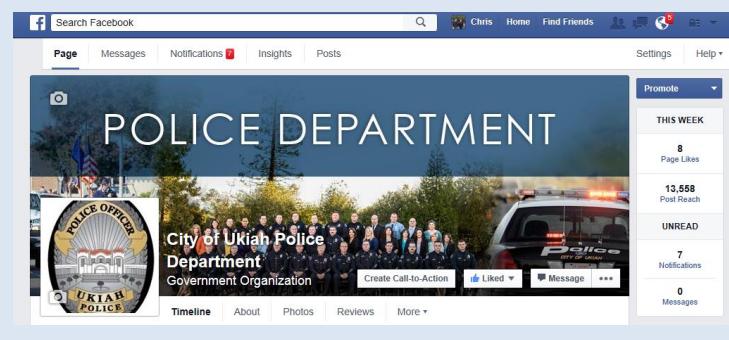
## Goal 2 – Improve Quality of Life in our Neighborhoods:



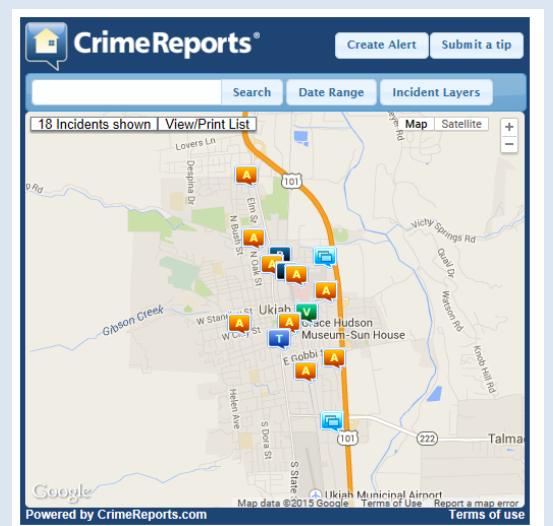
# Goal 2 – Improve Quality of Life in our Neighborhoods:











## Goal 3 – Enhance Community and Police Partnerships

- Gang Resistance Is Paramount (GRIP)
- Council on Domestic Violence
- Ukiah Community Center
- Food Bank
- Homeless Services Work Group
- Health & Human Services Agency Advisory Board
- Project Sanctuary
- Homeland Security Funding
- Sexual Assault Response Team,
- Mental Health Services Act Committee
- Nuestra Casa
- Ukiah Main Street
- Mental Health NAMI Committee
- UVMC Health and Emergency Workshops
- Boys and Girls Club



Yokayo School Bike Safety Program



Boys and Girls Afterschool Program

# Goal 4 – Develop Personnel Succession Plan Time Line

- Captain Taylor retirement (30 years of service to the City of Ukiah – May 2015)
- Jan – March, 2015 developed succession plan
- UPOA, City Manager, Human Resources input into plan
- May 2015 – present plan to Council
- July 2015 – Temporary budget authorization to 33 sworn
  - Begin recruitment, background, hiring of an officer to replace Captain retirement FTE
  - Sergeant exam – July 2015
  - Lieutenant exam – August 2015
  - Promotional appointments – September 1<sup>st</sup>, 2015
  - Send new Sergeants and Lieutenants to mandatory supervisor course training – Sept. – December
  - Captain Wyatt attends FBI Academy – Oct – Dec
  - Captain Taylor anticipated retirement – January 2016
- January 2016 – Reduce to budgeted staff of 32 sworn

# Goal 4 – Develop Personnel

## Chief of Police

### **Patrol Captain**

#### **Patrol Services**

- Patrol Team
- Patrol Team
- Patrol Team
- Patrol Team
- K-9 Officers
- School Resource Officer

### **Services Captain**

#### **Detective Services**

- Evidence & Property Management
- Court and District Attorney's Office Liaison

#### **Dispatch Services**

- City of Ukiah
- City of Fort Bragg Contract Services

### **Animal Control Services**

### **Front Office & Records Management**

- Criminal Records Retention
- State and DOJ Reporting and Auditing Compliance
- Public Records Act Requests
- Subpoena Services
- Budget Management
- Livescan / Fingerprint Services

### **Personnel Services**

- Hiring and Background Investigations
- Personnel / Training Records Retention Compliance
- Peace Officer Standards and Training Compliance
- Citizen Complain Investigations
- Internal Affairs Investigations

### **Risk Management & City Civil Investigations**

- Traffic Engineering Committee
- Special / Community Event Permitting and Coordination
- Pawn Dealer Licensing
- Taxi Permit Licensing
- A.B.C. - Alcohol Beverage Control Permiting and Investigations

### **Parking Enforcement Services**

### **City Code Enforcement**

### **Crime Prevention & Volunteers**

## Goal 4 – Develop Personnel

Existing: One Police Captain

Proposed: Two Police Lieutenants  
One Communications / Records Manager  
Move 32-hour Dispatcher to fulltime Dispatcher

Impact: (17,848) reduction in budgeted salaries

Benefits: Distribution of responsibilities and development of personnel

# Goal 4 – Develop Personnel

**Captain**

**Patrol Lieutenant**

**Patrol Services**  
Patrol Team  
Patrol Team  
Patrol Team  
Patrol Team  
K-9 Officers  
School Resource Officer

**Parking Enforcement Services**

**Crime Prevention & Volunteers**

**Animal Control Services**

**Investigations Lieutenant**

**Detective Services**  
Evidence & Property Management  
Court and District Attorney's Office Liaison  
  
**Personnel Services**  
Hiring and Background Investigations  
Personnel / Training Records Retention Compliance  
Peace Officer Standards and Training Compliance  
Citizen Complain Investigations  
Internal Affairs Investigations

**City Code Enforcement**

Traffic Engineering Committee  
A.B.C. - Alcohol Beverage Control Permitting and Investigations  
Special / Community Event Permitting and Coordination

**Chief of Police**

**Records and Dispatch Manager**

**Dispatch Services**  
City of Ukiah  
City of Fort Bragg Contract Services

**Front Office & Records Management**

Criminal Records Retention  
State and DOJ Reporting and Auditing Compliance  
Public Records Act Requests  
Subpoena Services  
Budget Management  
Livescan / Fingerprint Services

**Risk Management & City Civil Investigations**

Pawn Dealer Licensing  
Taxi Permit Licensing

# Goal 5 – Continued Accountability

## Citizen Complaints

# Goal 5 – Continued Accountability

## Response Times

Response Time Chart	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 *Jan - April
Priority 1 - In-Progress Crimes Against Persons	6:07	7:14	6:03	7:43	7:32	7:45	8:02	7:02	5:03	8:39	5:37	6:16
Priority 2 - Calls for Police Service / Reports of Crime									11:52	12:01	12:06	11:20
Priority 3 - Quality of Life Complaints / Traffic / Transient Issues									17:24	19:36	20:18	23:56
<i>Average Calls per Day</i>	62.5	65.2	73.7	76.5	78.4	77.9	82.7	72.1	71	68	87	90
Annual Calls for Police Services	22822	23798	26902	27937	28646	28453	30210	26324	25883	24821	31656	10,830
<i>Average Available Staffing</i>	25	23	25.6	27	25.5	25.5	24.6	24.5	24.7	22.9	25.5	27

Implemented strategies to reduce officer workload / decrease response time:

- Increasing prevention methods and community partnerships
- Redefining what service calls activate criminal reports
- Implementing an Internet crime reporting system,
- Increasing the use of community service officers,
- Dispatching calls for service based on a priority system.
- *Pending\* Mobile Computer Terminals in Patrol Cars*

# Accomplishments

Measure P successfully passed in November

Hired and Trained 6 New Officers

Developed Statewide Model for POST Senior Officer Leadership Development Program

Successful POST Audit

Peer Support and Family Support Training to Staff

Volunteer Program

Crime Prevention Program

Business Watch Program

New 911 System / Radio System

Renewal of Fort Bragg Dispatch Contract

Installed New Security Camera System

Continued Community Corrections Program Officer Funding

Continued School Resource Officer Funding

School Bullying and Social Media Training Programs

Protective Ballistic Vest Grant Funding

California COPS Grant Funding Program

Boys and Girls Club Partnership / Afterschool Programs / Drug and Gang Education

Gang and Drug Prevention Program Partnership (GRIP)

Adoption of New Camping and Panhandling Procedures and Penalties

# Past and Emerging Issues

- Current Challenges
- Transients
  - Significant Rise in Violence towards Business Owners / Officer Injuries
  - Violations & Quality of Life Issues
- AB 109 – State Prison Realignment
- Homeless Housing / Winter Shelter Services
- Mental Health Services
  - Limited Crisis Management Services
- Code Enforcement / Traffic Safety
- Prop 47 “Safe Neighborhoods and Schools Act” Nov/2014
  - Jail Overcrowding
  - Redefine: grand theft, shoplifting, receiving stolen property, writing bad checks, forgery and drug possession.
  - *Significant increase in property crimes in 2015*
- Emerging Issues - 2015
- Statewide & Local Sentence Reform Impacts
  - Decriminalize Substance Abuse
  - Moved Criminal Sophistication to County Probation
  - County Jail Overcrowding
  - Significant Increase in Property Crime Impacts
- Marijuana legalization
  - Driving while drugged
- Right to use public space legislation

Police the Police trends:

- Body Camera Legislation
  - UPD Body Cameras 2008
- Officer contact data collection legislation
- Mandated “Procedural Justice” training
  - Community Concerns
  - Ethnic Organizations
  - Faith Based Organizations

# Performance Goals and Objectives for Fiscal Year 2015 - 16

## Goal 1 – Reduce Crime and the Fear of Crime

- Reduce Violent Crime
- Reduce Gang Related Crimes
- Maintain High Violent and Property Crime Clearance Rates

## Goal 2 – Improve Quality of Life in our Neighborhoods

- Continue Transient and Homeless Strategies
- Address Traffic Enforcement Issues and Reduce City Accidents

## Goal 3 – Enhance Community and Police Partnerships

- Continue Business Watch Forum and Community Meetings
- Continue Social Media Information and Outreach
- Continue Volunteer Program
- Maintain Partnerships within the Community

## Goal 4 – Develop Personnel

- Implement Department Succession Plan

## Goal 5 – Continued Accountability

- Finalize Patrol Car Mobile Computer Project to reduce response times
- Finalize Emergency Notification Pole at Civic Center
- Finish County-Wide Radio Communication Project
- Work on Parking Enforcement Program and Code Enforcement

# Needs

- Continue Vehicle Replacement Program
  - 2 per year - Capital Fund
- Downtown Parking Enforcement Program
  - Revise fine structure
- Code Enforcement Program
  - Designate officer time
  - Designate a clean-up fund budget
- Traffic Enforcement Program
  - Designated Traffic Officer
  - Additional Speed Trailer
    - Existing Trailer 23 years old
  - Portable Speed Signs
  - Crossing Guard coordination, training and management