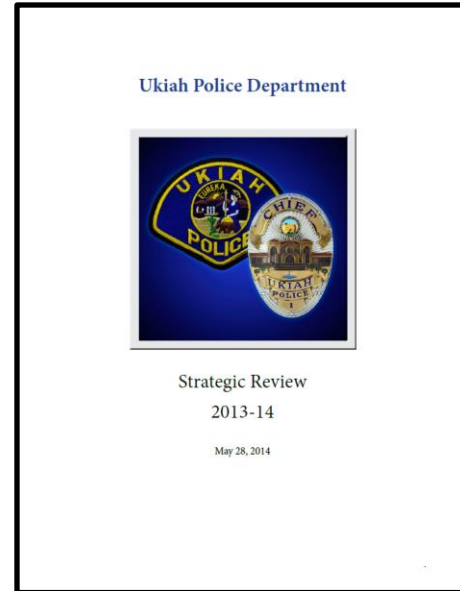
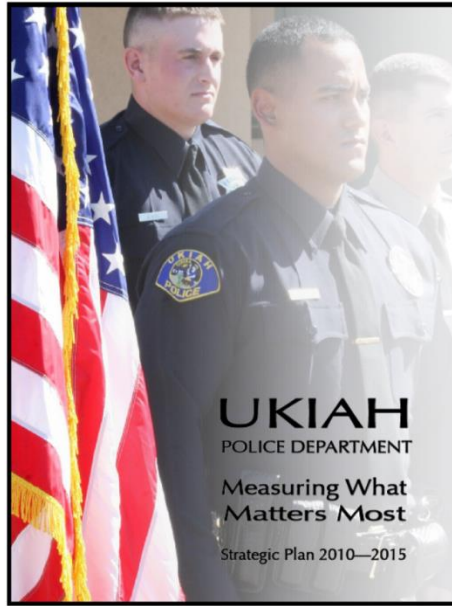


City of Ukiah Police Department

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	
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
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
Sworn Officer Authorized		28	31	32	32	31.5	27.5	25.5	25.5	25.5	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	
Support													
Records Clerks		3	3	3	3	3	2	2	2	2	2	2	2
(Fire) Administrative Secretary										0.85	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
Support Totals		11.5	11.5	11.5	12.5	12.5	11	11	11	9.85	12.35	12.35	12.85
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
Violent Crime												
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
<u>Violent Crime Totals</u>		<u>355</u>	<u>385</u>	<u>377</u>	<u>270</u>	<u>464</u>	<u>340</u>	<u>271</u>	<u>272</u>	<u>260</u>	<u>310</u>	<u>347</u>
Property Crime												
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
<u>Property Crime Totals</u>		<u>593</u>	<u>552</u>	<u>420</u>	<u>491</u>	<u>482</u>	<u>452</u>	<u>469</u>	<u>428</u>	<u>483</u>	<u>564</u>	<u>552</u>
Total FBI Index Crimes		948	937	797	761	946	792	740	700	743	874	899

Average Actual Staffing	25.0	23.3	25.6	27	25.5	25.5	24.6	24.5	24.7	22.9	25.5
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<i>Calls for Service Average Per Day</i>	<i>62.5</i>	<i>65.2</i>	<i>73.7</i>	<i>76.5</i>	<i>78.4</i>	<i>77.9</i>	<i>82.7</i>	<i>72.1</i>	<i>71</i>	<i>68</i>	<i>87</i>
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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
Total Arrests	1888	2092	2917	2866	2584	2211	2223	2173	1893	1875	1948
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
Avg per Day	62.5	65.2	73.7	76.5	78.4	77.9	82.7	72.1	71	68	87

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
Moving Citations	455	549	855	837	451	720	664	693	358	545	478
Speeding Citations	373	340	313	256	118	232	162	39	83	207	120
Non-Moving Citations	230	302	318	247	143	120	115	101	55	139	220
Total Citations	1058	1191	1486	1340	712	1072	941	833	496	891	818
Property Damage	125	115	106	139	102	108	86	89	63	90	168
Injury	69	63	53	62	41	44	39	31	47	29	37
Fatal	0	1	0	0	0	1	0	0	1	0	2
Total Accidents	194	179	159	201	143	153	125	120	111	119	207

Average Actual Staffing	25.0	23.3	25.6	27	25.5	25.5	24.6	24.5	24.7	22.9	25.5
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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
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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:

Crime Clearance Rates for Ukiah and State of California							
Crimes Cleared		2010	2011	2012	2013	2014	
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:

cdewey Notifications Conversations

BUSINESS WATCH FORUM

UKIAH POLICE DEPARTMENT

Forum Members

Thread Posts Watched Threads

Business Watch Forum - Ukiah Police Department Main Category

Business Watch Forum
This forum is for general discussions intended for Business Watch Forum members.

Threads

Topic	Replies	Likes	Views
Sticky Do not use the forum for a 911 emergency or to report a crime nancy - Apr 14th 2015	1	15	9
Sticky Terms and Conditions to join forum nancy - Apr 1st 2015	0	15	4
Suspicious Activity Information doma - Apr 15th 2015	2		12

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City website

CITY OF UKIAH, CALIFORNIA

POLICE DEPARTMENT

SAFETY · PROFESSIONALISM · COMMUNITY SERVICE

UKIAH POLICE CHIEF

Develop our Personnel

AT A GLANCE

- FILE A REPORT
- TAKE OUR SURVEY
- WEEKLY UPDATE
- VOLUNTEER WITH US
- START A CAREER
- BUSINESS WATCH FORUM
- CRIME PREVENTION FLYERS

STABBING ARREST
Download: [press_release_stabbing_arrest.pdf](#)
READ MORE PRESS RELEASES

Recent messages from: Ukiah Police Department

Advisory To include a link to the web message, you need 21 free characters. You may use these characters for the SMS message if you are sending a [short](#) »
Entered: 6 hours, 5 minutes ago

Advisory The Ukiah Police Department has launched a new tool to help local business owners fight crime by sharing information and ideas. [More »](#)
Entered: 5 days, 7 hours ago

THE MISSION OF THE UKIAH POLICE

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.

[Read more about our mission and values »](#)

HOT TOPICS

911 DISPATCHERS - THANK YOU!

FIRE/EMS 911

This week is Dispatcher Appreciation Week. Our emergency (911) dispatchers are the first people you talk to when you call with a crisis. Even though dispatchers can't see what's happening, they are the eyes and ears of our first responders—our guiding angels, who ensure that first responders get to an emergency... (Read more)

POLICE DEPARTMENT



City of Ukiah Police
@UkiahPolice

TWEETS 280 FOLLOWING 497 FOLLOWERS 690

Search Facebook

Chris Home Find Friends

Page Messages Notifications Insights Posts Settings Help

POLICE DEPARTMENT

City of Ukiah Police Department
Government Organization

Create Call-to-Action Liked Message

THIS WEEK

- 8 Page Likes
- 13,558 Post Reach

UNREAD

- 7 Notifications
- 0 Messages

Timeline About Photos Reviews More

Sign up for alerts from the
Ukiah Police Department
& other public safety agencies in your area.

Mobile #

Home #

Voice Msgs

Email

Zip Code

Language

☐ I accept the [Terms & Conditions](#) and [Privacy Policy](#)

Sign Up!

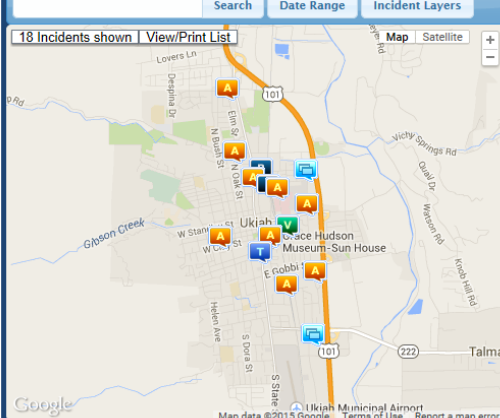
For help, reply HELP to 888777. To cancel, reply STOP to 888777. No charge but Msg & Data rates may apply. Msg freq varies. Info: [pixie.com](#). AT&T, T-Mobile®, Sprint, Verizon Wireless & most carriers supported. Support: [support@nixle.com](#)

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CrimeReports Create Alert Submit a tip

Search Date Range Incident Layers

18 Incidents shown View/Print List



Map Satellite

Google

Map data ©2015 Google Terms of Use Report a map error

Powered by CrimeReports.com

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 1st, 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

Animal Control Services

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

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 Permitting 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

PERSONNEL COSTS BASED ON FY 2015/16																	
			Regular	Longevity	Mgmt. Incentive	Flex	Insurance	PERS	W.C.	Medicare	U.I.	Uniform Allowance	Cell Stipend				
									30.134%	4.20%	1.45%	1%					
									20.230%								
	Job Class	Position Title	FT/PT	51110	51110	51110	51220	51220	51210	51230	51240	51250	51110	55101	Total	Increase/ Decrease	
Current	3079-5	Police Captain	FT	114,339	3,430	5,889	12,628	17,046	25,016	6,440	1,976	1,363	1,000	420	189,547		
Reclass	XXXX-5	Lieutenant	FT	84,560	-	-	-	17,046	17,106	4,267	1,226	846	1,000	420	126,472	(63,076)	
10% Higher Than Step 5 Sergeant																	
Current	3073-5	Police Officer	FT	66,316	-	-	-	17,046	13,416	3,501	962	663	1,000	420	103,324		
Reclass	XXXX-5	Lieutenant	FT	84,560	-	-	-	17,046	17,106	4,267	1,226	846	1,000	420	126,472	23,147	
10% Higher Than Step 5 Sergeant										-	-	-					
										-	-	-					
Current	3057-5	Communications Supervisor	FT	63,749	-	-	-	13,516	19,210	3,245	924	637	-	420	101,702		
Reclass	XXXX-5	Communication/Records Manager	FT	69,827	-	-	-	13,516	21,042	3,500	1,012	698	-	420	110,016	8,314	
10% Increase									-	-	-	-					
									-	-	-	-					
Current	\$26.16	Clerk Dispatcher	PT-32	43,523	-	-	-	7,282	13,115	2,134	631	435	-	-	67,120		
Reclass	3058-5	Clerk Dispatcher	FT	53,587	-	-	-	7,282	16,148	2,556	777	536	-	-	80,886	13,766	
		*Health Insurance could go up as Carla would receive a higher benefit and may want to add the family back on the City's plan.														(17,848)	

Goal 4 – Develop Personnel

Chief of Police

Captain

Patrol Lieutenant

Investigations Lieutenant

Records and Dispatch Manager

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

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

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

[illegible]

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	
Average Calls per Day	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	
Average Available Staffing	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