



WHO WE ARE. WHAT WE REPRESENT

MONTEREY POLICE DEPARTMENT 2023 ANNUAL REPORT



OUR MISSION. OUR VISION. OUR VALUES

MISSION

Responsive to All, Second to None, Every Time

VISION

The Monterey Police Department is a professional, dynamic and innovative organization with the highest ethical standards. The MPD is committed to serving everyone with honor, dignity, fairness and respect.

DEPARTMENT VALUES

Maximize, Value and Train our MPD Workforce
Proactively Police the City of Monterey to Ensure a Low Crime Rate

Develop, Embrace and Enhance Community Partnerships



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CHIEF'S MESSAGE

It is my honor and privilege to represent the Monterey Police Department (MPD) as the Chief of Police. Our 2023 MPD annual report provides a medium to present some of what we have accomplished in 2023 as well as general information related to the MPD. Our intention is to provide an easy to review format through various means; statistics, vignettes, graphs and photos.

The people who make up the MPD recognize that working for the City of Monterey is a privilege. We enjoy serving in a city that includes generations of hardworking community members, two military training institutions that prepare America's service members, international and regional educational institutions, and a tourist destination that is rich in literary history and marine biology research, all in one of the most beautiful coastal locations in the world. We take all of this to heart in ensuring that we provide the most professional and contemporary police services to those that live, learn, work and visit Monterey.

I want to thank the community, City Council and all City Staff for their on-going support of the Monterey Police Department. I would especially like to thank the men and women who make up the Monterey Police Department for all of the things they accomplish due to their unwavering dedication to serving others. All of us at the MPD hope that you gain more insight into your Monterey Police Department as you page through this year's 2023 edition of the Monterey Police Department Annual Report.



David J. Hober
Chief of Police



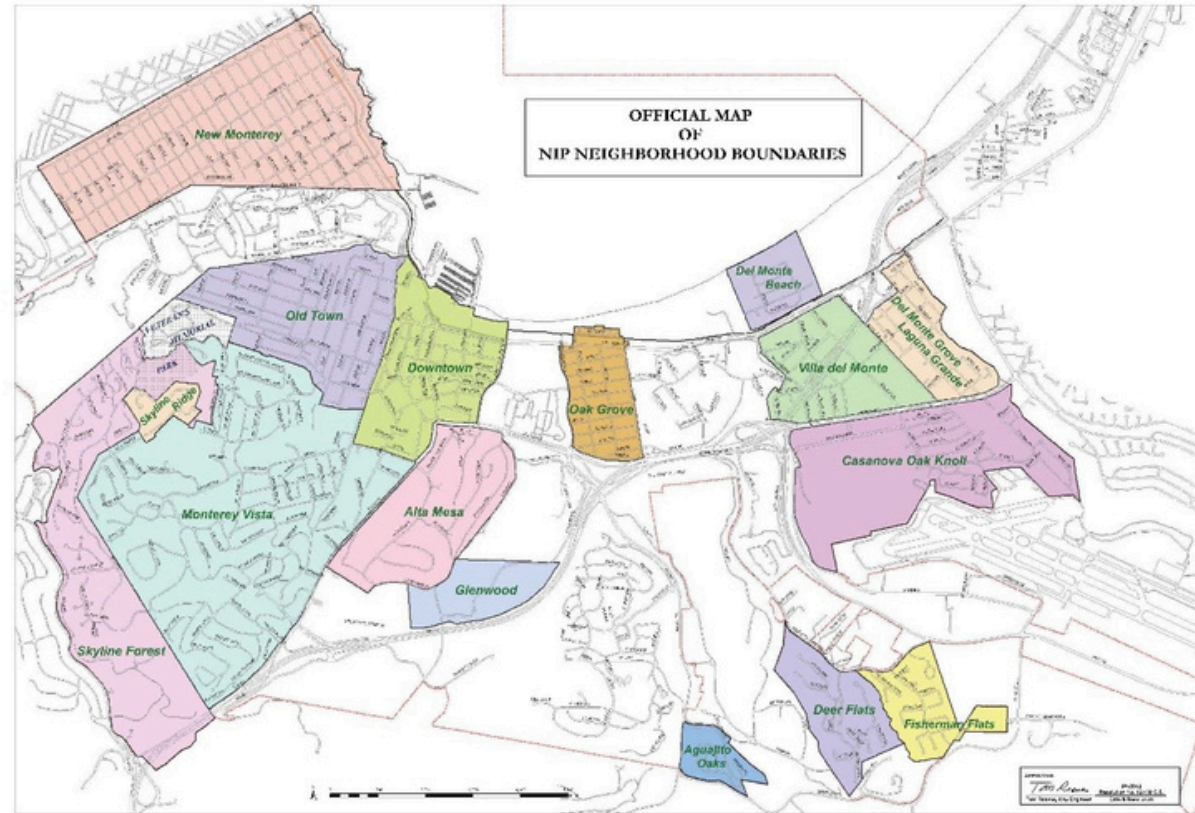
Monterey Quick Facts

CITY OF MONTEREY

- **POPULATION:** 29,571
(U.S. Census Bureau 2022 Estimate)
- **LAND AREA:** 8.65 Square Miles
- **ELEVATION:** 26 ft. (City Council Chambers)
- **FOUNDED:** June 30, 1770
- **CAPITAL:** Capital of Alta California of Spain (1804- 1821)
and of Mexico (1822 -1836)
- **CONSTITUTION:** Hosted California's first constitutional
convention in 1849 after Mexico ceded California to the
United States.
- **NICKNAMES:** First City and The Cradle of History
- **MONTEREY PD:** Established in 1911

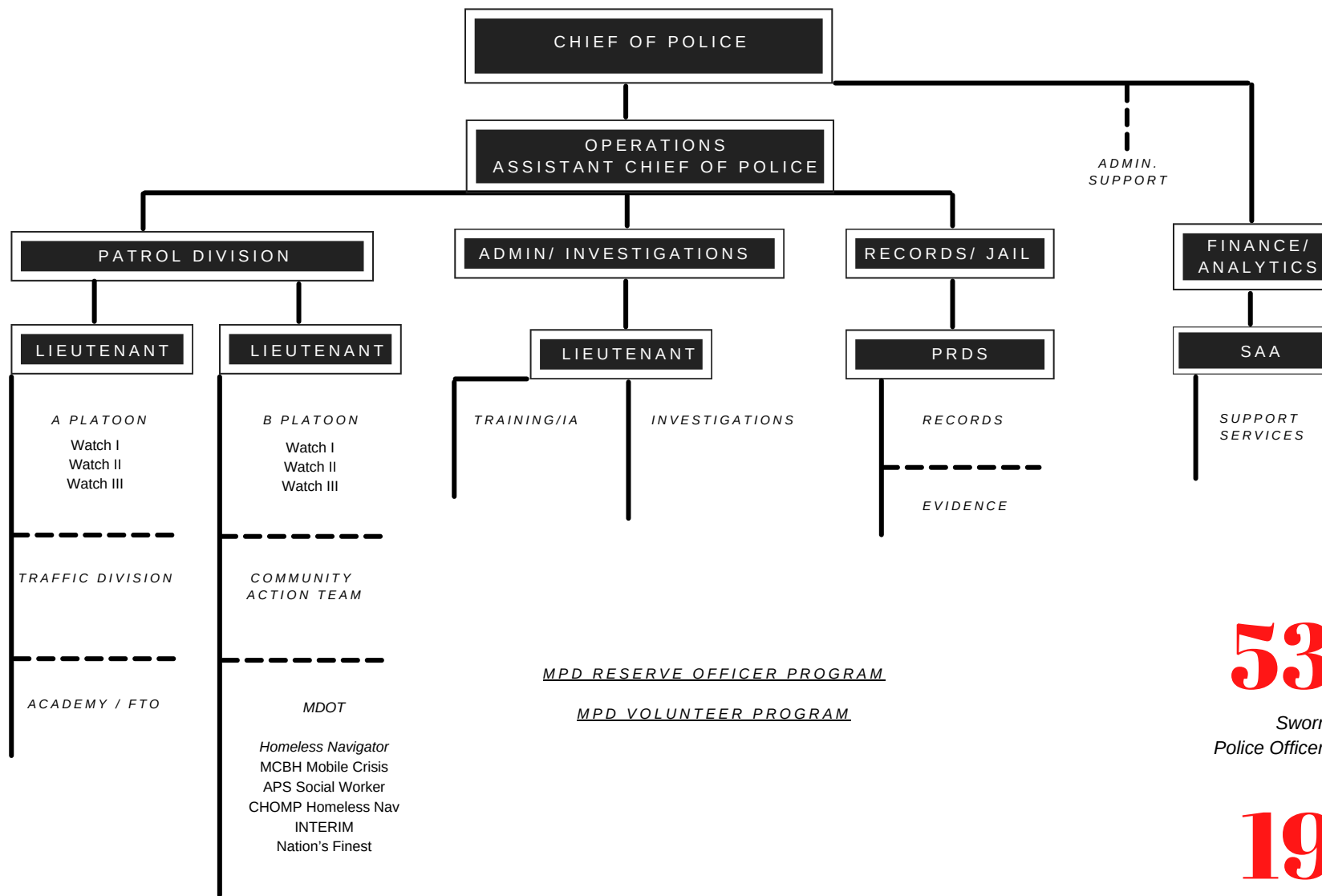
• ATTRACTIONS

Monterey Bay Aquarium, Cannery Row, Fisherman's Wharf, Downtown, Recreation Trail, Monterey Jazz Festival, Colton Hall, Defense Language Institute, Naval Postgraduate School, Doc Rickett's Pacific Biological Laboratories



• NEIGHBORHOODS

Aguajito Oaks, Alta Mesa, Casanova Oak Knoll, Del Monte Beach, Del Monte Grove/ Laguna Grande, Deer Flats, Downtown, Fisherman's Flats, Glenwood, Monterey Vista, New Monterey, Oak Grove, Old Town, Skyline Forest, Skyline Ridge, Villa Del Monte



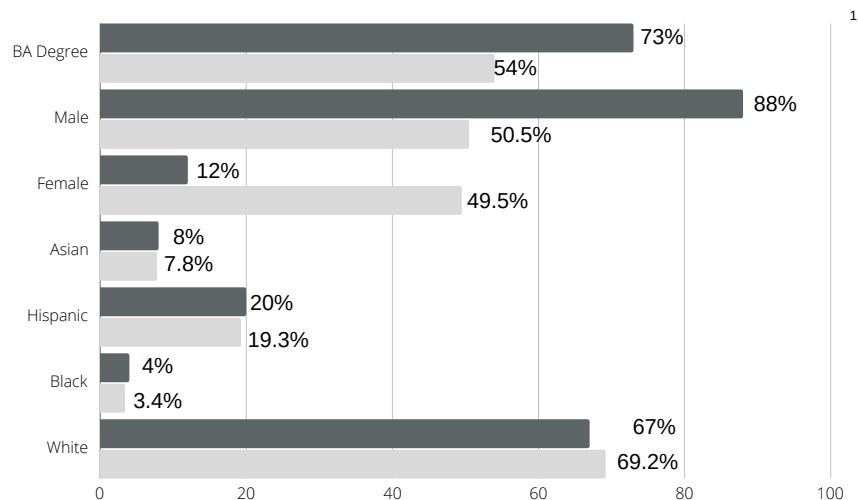
53
Sworn
Police Officers

19
Professional
Staff

I. MPD WORKFORCE



MPD AND CITY OF MONTEREY DEMOGRAPHICS



1



MPD



City of Monterey

<https://www.census.gov>

STAFFING

	2023	2022	2021	2020	2019
Sworn Officers % Below Street Ready ²	-15%	-19%	-16%	-16%	-18%
Number of Sworn Officers Authorized	53 ³	53 ⁴	53	53	53

NATIONAL AND STATE AVERAGE RATIO OF SWORN OFFICERS PER 1,000 RESIDENTS

Ratio (2023) Monterey - per 1,000 inhabitants	1.81 ⁵
Ratio (2022) California - per 1,000 inhabitants	2.00 ⁶
Ratio (2021) United States - per 1,000 inhabitants	2.40 ⁷

¹ MPD collegiate education includes BA degree 73% & Masters Degree 27%. National female ratio of sworn officers was 13% in 2021 (Statista).

² "Below Street Ready" includes vacancies, frozen positions, disability, military leave, and officers that are in entry-level training prior to becoming solo-beat officers.

³ In July 2021 - 2 of 4 sworn positions were unfrozen, leaving 2 sworn positions frozen due to financial issues resulting from COVID pandemic.

⁴ In July 2020 - 4 sworn positions were frozen due to the financial issues created by the COVID pandemic.

⁵ Equation: Sworn Officers / Population - N then N x 1,000 = Sworn Officers per 1,000 (2020 US Census est. of 30,218).

⁶ FBI 2020 Crime Data Explorer.

⁷ FBI 2019 Crime in the United States - Police Employee Data.

New Staff / Promotions / Retirements in 2023



PROMOTIONS

SERGEANT

Jeffrey Reiland

NEW MPD STAFF

POLICE OFFICER

Brendan Dias

POLICE OFFICER

Juan Rodriguez

POLICE OFFICER

Juan Castro

COMMUNITY SERVICE OFFICER

Jennifer Dabney

COMMUNITY SERVICE OFFICER

Leticia Perez

COMMUNITY SERVICE OFFICER INTERN

Michelle Robles

COMMUNITY SERVICE OFFICER INTERN

Sarah Carpenter

HOMELESS NAVIGATOR

Jayme Luna

POLICE SERVICES ASSISTANT

Desiree Matadamas

RETIREMENTS

POLICE SERGEANT

RUSTY JENKINS

BADGE #320



Sergeant Rusty Jenkins was an integral part of the Monterey Police Department from 2014-2023. Rusty was a Patrol officer and a member of the Community Action Team prior to being promoted to Sergeant in 2017, where he served as a Patrol Sergeant and a Community Action Team Sergeant. Prior to joining the Monterey Police Department, Rusty served as a Police Officer in Corpus Christi, Texas from 1993-2014.

2023 MAJOR AWARDS

OFFICER OF THE YEAR



Officer Lee Doyle

Officer Lee Doyle was praised for his proactivity and drive to complete thorough investigations while being respectful and demonstrating patience on his calls for service. Lee's peers described him as a positive team player who serves as an ambassador for the department. Lee made (63) DUI arrests in 2023, and his proactive approach to DUI enforcement undoubtedly saved lives.

PROFESSIONAL
EMPLOYEE
OF THE YEAR



Police Services Technician Gabe Vasquez

Gabe's peers described him as positive, helpful, knowledgeable, reliable, and professional. Gabe was praised for his dedication to the Mark 43 transition, flexibility with his schedule, and willingness to cover teammates' shifts. Gabe worked a modified schedule (three dayshifts and one midnight shift) each week, serving as an integral part of the Mark 43 team and ensuring there was jail coverage on Friday nights.

COMMUNITY ORIENTED
POLICING AWARD



Officer Chad Ventimiglia

Chad was praised for his love of police work, positive attitude, and problem-solving approach toward helping others. Chad was described as being aware of the community's concerns and developing proactive strategies to address issues within the Monterey neighborhoods. Chad became a leader on the Community Action Team, who went the extra mile to find answers to problems, share knowledge, and ensure tasks were being completed.

MERITORIOUS SERVICES AWARDS

Officer Trevor Howell
Officer Aaron Gray
Detective Lidio Soriano
Sergeant Kristofer Richardson
Officer David Dimaggio
Officer Russell Speirs
Officer Cameron Burwell
Sergeant Jason Newby

Officer Rajheim Hunt
Officer Amanda Arrollo
Officer Jesse Phillips
Officer Anthony Lee
Officer Brendan Dias
Detective Michael Garcia
Sergeant Jeffrey Reiland
Sergeant Jeffrey Welch

COMMUNITY POLICING AWARDS

Officer David Vasalech

LIFESAVING AWARD

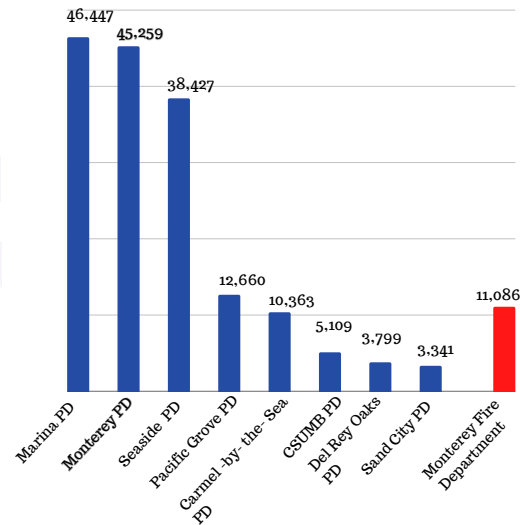
Sergeant Jason Newby
Officer Jesse Phillips
Officer Amanda Arrollo
Officer Lee Doyle
Officer Trevor Howell
Officer Juan Rodriguez
Officer Jacob Singley
Officer Joseph Parigi
Officer Aaron Gray

II. MPD POLICE SERVICE



1. CALLS FOR SERVICE

	2023
Marina PD	46,447
Monterey PD	45,259
Seaside PD	38,427
Pacific Grove PD	12,660
Carmel-by-the-Sea PD	10,363
CSUMB PD	5,109
Del Rey Oaks PD	3,799
Sand City PD	3,341
Monterey Fire Dept.	11,086



45,259

Monterey PD Calls for Service in 2023

2. DEPARTMENT ACTIVITY

Total Department	2022	2023
Total Department Activity ⁸	13,437	11,500
Narrative Reports	4,352	3,155
Supplemental Reports	1,584	1,551
Online Reports	281	144
Felony Arrests (Booked)	213	225
Misdemeanor Arrests (booked)	882	797
DUI Arrests	249	222
Citations ⁹	2,287	2,067
Parking Citations	541	466
Proactive Foot Patrols	6,028	6,004
Special Event Overtime (hours)	1595	1574
Sworn Officer Training	3,449	5,213
Nacran Administered (Opioid OD)	19	17

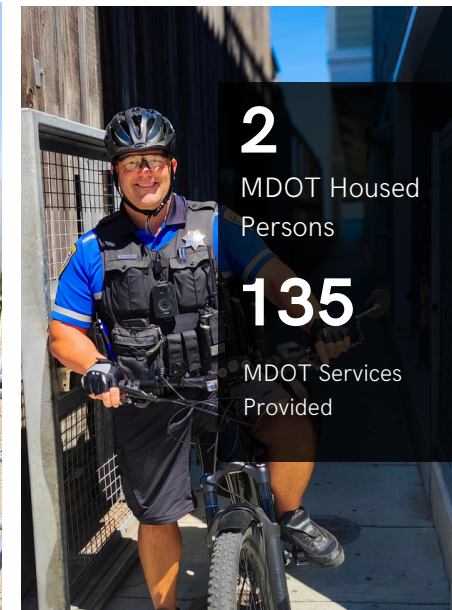
⁸ Includes total number of narrative reports, supplemental reports, arrests, field interview cards, citations.

⁹ Hazard, Non-hazard, Administrative Citations.



TRAFFIC UNIT (1- MOTORCYCLE OFFICER)

	<u>2022</u>	<u>2023</u>
Traffic Stops	450	475
Hazardous Citations	432	287
Non-Hazardous Citations	82	94
Injury Collision Reports	15	12
Patrol Coverage Hours	505	319



COMMUNITY ACTION TEAM CAT	2022	2023
Arrests	73	67
Citations	345	101
Encampment Cleanups	710	737
MDOT Housed Persons	3	2
MDOT Services Provided	297	135
Community Outreach Meetings	72	144
Special Event Hours	391	340
Patrol Coverage (hours)	1344	301

INVESTIGATIONS	2022	2023
Assigned Cases	55	68
New Cases Assigned	247	219
Closed Cases	238	202
Arrests	40	69
Firearms Recovered	18	7
Lab Submissions	21	40
Search Warrants	158	101
DA Complaints Issued	46	42
Investigations Call-outs	26	20

CONTEMPORARY POLICING SOLUTIONS

MULTI- DISCIPLINARY OUTREACH TEAM (MDOT)

CAT and MPD officers offer services in every contact they make with persons who appear to be un-housed. MPD has collaborated with a myriad of agencies to address homelessness, domestic violence, substance abuse and other quality of life issues. This collaboration led to the creation of the Multi-Disciplinary Outreach Team (MDOT) and includes the following meetings and personnel (all of the personnel have devoted office space at the MPD and work directly along-side MPD CAT staff):

- Homeless Exchange - a monthly meeting between the MPD Community Action Team and local social service providers.
- City Liaison Group - a monthly meeting with multiple city department first line supervisors designed to address specific issues in the city of Monterey.
- Adult Protective Services - a Monterey County social worker is an MPD CSO intern and handles issues related to elderly or dependent adults.
- Montage Health/CHOMP Community Outreach - a CHOMP social worker engages with people who are homeless or in danger of becoming homeless.
- Monterey County Behavioral Health - A Monterey County crisis worker is available to handle calls or on-going problems related to individuals suffering from mental health-related issues.
- YWCA Domestic Violence Advocate - the domestic violence (DV) advocate working out of MPD provides training on DV related issues and provides outreach to victims of domestic violence.
- Interim, Inc. - An Interim Outreach Counselor provides resources such as housing, residential treatment, social support and supported education and employment services for adults who have mental illnesses.
- Veterans Resource Center (VRC) - A VRC social worker provides resources to veterans.



NAVIGATOR UNIVERSITY

The MPD Community Action Team Sergeant works with Monterey County Department of Social Services, Gathering for Women and the HOME Collaborative to co-teach a multi-disciplinary approach to provide tools and resources to assist community members to move from homeless to housed. This course is now POST certified and is available to other police departments.

COMMUNITY POLICING ACADEMY COMMUNITY AND BUSINESS MEETINGS SOCIAL MEDIA OUTREACH

MPD Webpage, Facebook, Twitter, Instagram, Nextdoor

TRANSPARENCY

MPD webpage - annual reporting, monthly reporting, crime statistics, case & arrest booking logs, policies/procedures & training outlines, complaints & commendations, and media releases.

MPD HOMELESS NAVIGATOR

HOMELESS NAVIGATOR

California has the largest homeless population in the United States with an estimated 151,000 people living without shelter. Approximately half of all homeless individuals in the US live in California. The MPD receives a significant number of calls for service related to homeless individuals many of whom are suffering from mental health and/or substance abuse. Many of these calls are non-criminal in nature or if there is an offense, it does not rise to a level that allows officers to make an arrest. California's current approach to decriminalize many criminal acts and to release offenders from custody has exacerbated the problem. Easy access to highly addictive street drugs, little to no consequence for minor criminal acts, and a problems with addressing mental illness has created a difficult environment. Although there are numerous public and private resources to assist the unhoused, navigating through each person's unique process to receive aid is complex and often discourages participation.

In order to address the homelessness crisis and take the initiative at the local level, the Monterey Police Department hired a "Homeless Navigator" Social Worker in December of 2023. The Homeless Navigator implements programming; performs outreach and para-professional case management to unsheltered individuals within the city, encourages participation in existing programs and services; and participates in the design and implementation of the City's homelessness response programming. The Homeless Navigator provides case management services with an emphasis on providing support and resource referrals to individuals and families experiencing homelessness and supports the Police Department's Multi-Disciplinary Outreach Team (MDOT) activities and other related City activities.

On a daily basis, the Homeless Navigator collaborates with police officers, our MDOT partners, and service providers to assist homeless individuals. Having a dedicated subject matter expert working for the Department has allowed the MPD to improve its delivery of service to the community. Homelessness is not a crime and the conduct often associated with homelessness is not a community problem we can simply arrest our way out of. Instead, the MPD is committed to a hands-on approach of building relationships with the homeless community and service providers in order to create effective solutions.

In the first quarter of 2024, the Homeless Navigator has established a number of community connections and worked closely with homeless service providers. For example, the Homeless Navigator and MPD CAT members collaborated with the Coalition for Homeless Service Providers (CHSP) for the Point in Time Count, which is utilized to keep an accurate count of individuals experiencing homelessness in Monterey County. The Homeless Navigator attended meetings with the Monterey City Housing Department to enhance collaboration to address homelessness. The Homeless Navigator expanded the collaborations between CAT/MDOT and external agencies such as Salinas Valley Health Associates (SVHA), Helping Empower Reentry Services (HERS), Center for Community Health Engagement (CHE), the Smart Referral Network (SRN), and Dorothy's Place. The Homeless Navigator has participated in monthly meetings with service providers in the community to case conference, organize outreach efforts, and expand collaboration. These meetings include CAT/MDOT monthly meetings, CHSP Outreach meetings, Substance Response Team Meetings, and countywide meetings to coordinate services.

The MPD Homeless Navigator has been successful in providing direct assistance to a number of individuals. For example, after an adult male was arrested for trespassing at Veterans Park and was hospitalized due to experiencing a mental health episode, the Homeless Navigator assisted him in connecting with his family to return home. He has since obtained permanent housing and employment.

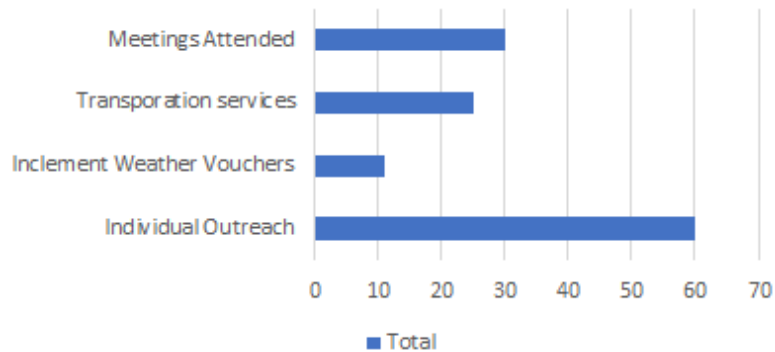
After MPD towed a male's car for driving on a suspended license, the Homeless Navigator contacted him and he disclosed a substance use issue and was open to programs. The Homeless Navigator coordinated getting the individual into drug treatment.

The Homeless Navigator contacted an adult male who had been contacted by MPD CAT officers living in a tent and who had declined services in the past due to not qualifying for shelter. The individual accepted services from the Homeless Navigator and has since gained employment, maintained sobriety, and has been able to reestablish contact with his children. He is now connected with a program for enhanced care management and housing navigation.

A disabled veteran was contacted by MPD officers and mentioned he was recently homeless due to divorce. The Homeless Navigator was able to connect the individual with Nation's Finest and the Veterans Transition Center, and they were able to develop a plan where the veteran returned home to his family.

MPD HOMELESS NAVIGATOR / OUTREACH CENTER

Homeless Navigator Outreach Q1 2024



OUTREACH AND NAVIGATION CENTER

The MPD has also opened an Outreach and Navigation Center (Substation) located at 401 Camino El Estero provides. This dedicated space provides a collaborative workspace for MPD, MDOT, and other service providers and is an ideal location in close proximity to those in need of services. The MPD recently collaborated with the Central Coast Overdose Prevention coalition to install free Narcan dispensers at the substation, the MPD and the Transit Center to increase access to this lifesaving medication. Easy access to Narcan saves lives during an overdose when it can be administered immediately.

As these examples clearly demonstrate, the MPD Homeless Navigator and Outreach and Navigation Center have made an immediate positive impact on the lives of vulnerable individuals in our community. The MPD will continue to embrace a proactive approach to preserving community safety and providing exceptional public service.



MPD JAIL AND RECORDS

JAIL INSPECTIONS

The Board of State and Community Corrections (BSCC) conducted the 2023-2024 biennial on-site inspection of the Monterey City Jail to determine compliance with the minimum standards for local detention facilities, as outlined in Titles 15 and 24, pursuant to Penal Code Section 6031. The BSCC also conducted compliance monitoring pursuant to Welfare & Institutions Code Section 209(f) for the federal Juvenile Justice and Delinquency Prevention Act (JJDP). Additionally, local inspections by the County Health Officer and the State Fire Marshall were conducted in the following areas:

- Fire and Life Safety (conducted in person on 4/13/23)
- Medical and Mental Health (on 5/17/23)
- Nutritional Health (on 5/22/23)
- Environmental Health (on 5/17/23)

The BSCC, County Health Officer and State Fire Marshal determined the Monterey City Jail to be in compliance and no corrective actions required.

1,024

subjects
booked

Monterey Police Service Technicians booked a total of 1,024 subjects in 2023.

542

informational
reports

Police Services Technicians processed 542 informational reports, which include found/lost property, found/lost animals, repossessed/towed vehicles, and online reports

3,833

property booked

Monterey Senior Police Services Technicians booked 3,833 items of property in 2023.



III. OFFENSE AND ARREST SUMMARY REPORT

The Monterey Police Department utilized the National Incident Based Reporting System (NIBRS) and California Incident Based Reporting System (CIBRS) starting in March 2022. Annual comparison data will be available in 2025.

CRIME AGAINST PERSON

490

CRIME AGAINST PROPRY

1,111

CRIME AGAINST SOCIETY

417

MONTEREY POLICE DEPARTMENT

Total Offenses	2,018
Total Arrests	1,076
Group A Crime Rate per 100,000 Population	7117.66
Arrest Rate per 100,000 Population	3795.15
Hate Crime Offenses	4
Law Officers Assaulted	27
Summary based reporting Crime Rate per 100,000 Population	2765.24

2023 OFFENSE REPORTING

Offense	Offenses Reported
Murder	0
Rape	14
Robbery	31
Aggravated Assault	82
Burglary	186
Larceny	425
Motor Vehicle Theft	43
Arson	3
Simple Assault	287
Counterfeiting / Forgery	31
Vandalism	182
Drug / Narcotic Violations	176
Embezzlement	8
Fraud	156
Stolen Property	41
Weapons Law Violations	60



TRAFFIC REPORTING

2023 COLLISIONS HIGH INCIDENT INTERSECTION LOCATIONS

Lighthouse Avenue	at	Hoffman Avenue	7
Camino El Estero	at	Franklin Street	7
HWY 68	at	Olmsted Road	5
Del Monte Avenue	at	Washington Street	5
HWY 68	at	Ragsdale Drive	5
Foam Street	at	Hoffman Avenue	5
Lighthouse Avenue	at	McClellan Avenue	4
Del Monte Avenue	at	Camino Aguajito	4
Fremont Street	at	Munras Avenue	4
Alvarado Street	at	Bonifacio Place	3
Del Monte Avenue	at	Ramona Avenue	3
Hartnell Street	at	Webster Street	3
HWY 1 NB Offramp	at	Munras Avenue	3



TEN YEAR TRAFFIC REPORTING

		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2022/2023 Change	2022/2023 % Change
COLLISIONS	Fatal	1	0	0	2	1	1	1	3	1	0	-1	-100%
	Injury	195	186	223	231	221	215	122	124	159	144	-15	-9.4%
	Non Injury	589	633	614	523	540	548	314	409	389	344	-45	-11.6%
	TOTAL	785	819	837	756	762	764	437	536	549	488	-61	-11.1%
DUI	Arrest	297	221	219	192	171	191	111	150	261	222	-39	-14.9%
	Collision	55	54	52	42	49	69	32	56	62	46	-16	-25.8%

IV. TRANSPARENCY

The vision statement and ethos of the MPD establish the foundation by which all of the Department's staff operate. The three influencing dimensions that support the Police Department's efforts towards equitable justice and policing are as follows:

1- LEGAL MANDATES AND REQUIREMENTS OF CA POLICE DEPARTMENTS

AND POLICE OFFICERS

In this dimension lies the California Commission on Peace Officer Standards and Training (POST) and other legal requirements such as legislative mandates. It is through these guidelines (some legally mandated, some best practices) that the MPD ensures requirements for the hiring and continual training of personnel.

2- CONSTANT REVIEW OF BEST POLICING PRACTICES FROM ACROSS THE COUNTRY

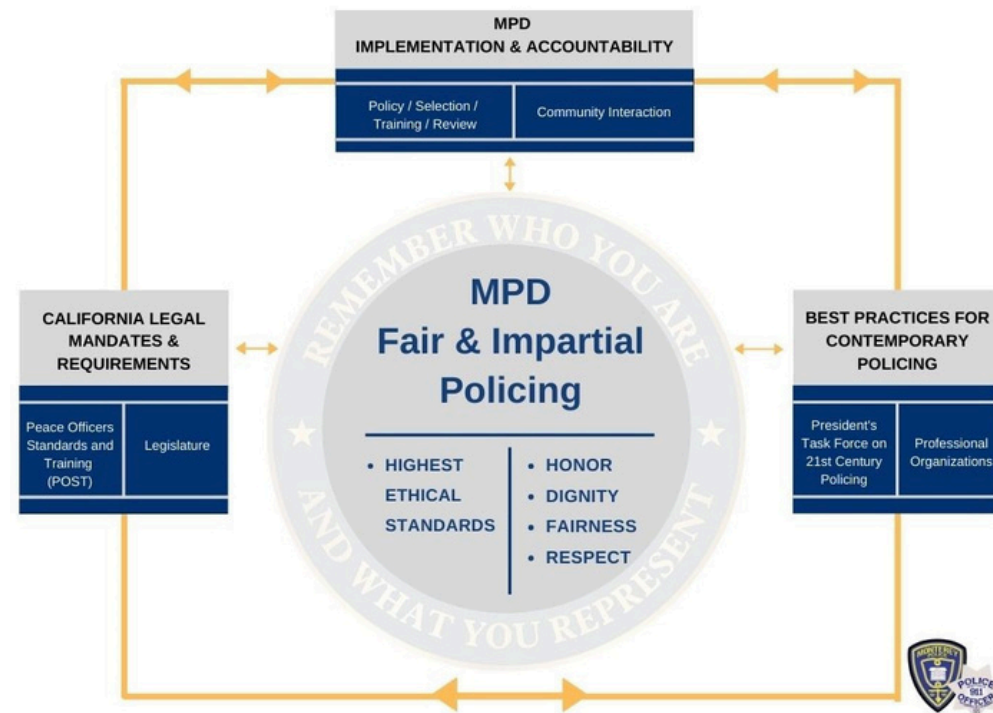
Such as the six pillars of President Barack Obama's Task Force on 21st Century Policing, a benchmark document released in 2015.

3 - IMPLEMENTATION OF AND ACCOUNTABILITY BY THE MPD AND THE COMMUNITY

This dimension involves analyzing, responding and assessing all of the aspects included in the other dimensions and ensuring implementation through policy, selection, training, accountability and constant review and update. A crucial aspect in this dimension is the interaction, relationship and input with and from the community.

REINFORCED WITH SELF-AWARENESS, POLICY, SELECTION, TRAINING, SUPERVISION, LEADERSHIP, ACCOUNTABILITY AND REVIEW.

1. EQUITABLE JUSTICE AND POLICING: THREE INFLUENCING DIMENSIONS



2. FORCE APPLICATION

During 2023, there were a total of 40 separate Use of Force (UOF) incidents by members of the Monterey Police Department (MPD) where officers used any level of force. There were a total of 40 separate UOF incidents by members of MPD where officers used any level of force. This averages out to approximately 3.33 UOF incidents per month, although one month, August, saw 7 incidents and several months had 4 incidents. The level of force used by officers during 2023 was almost exclusively physical force, to include takedowns, control holds, body weight and/or pain compliance techniques. As in prior years, this is the predominant UOF used by MPD officers and is considered the lowest level of force options. There were 6 total uses of a CEW (Taser) in 2023, 0 use of an impact weapon, 4 uses of OC spray, 1 use of less lethal munitions, and 0 firearms discharged.

Nine suspects reported an injury during a UOF incident, and 1 suspect reported a complaint of pain from the use of force. In one incident, an officer responded to a mutual aid call in Seaside. The officer used his Taser to help take the suspect into custody. The California Highway Patrol was also on scene and their police dog bit the suspect. The suspect went to the hospital due to the injuries from the dog bite. All other injuries consisted of minor abrasions. 9 officers received minor injuries during the 2023 UOF incidents. 29 of the 40 UOF incidents involved suspects who were either under the influence of alcohol, drugs, or showed signs of having mental health issues (or some combination of the three). A total of 76 officers were involved in the different UOF incidents. The department had 0 citizen complaints regarding the UOF incidents.

The MPD continues to train all sworn personnel on Crisis Intervention Training (CIT) and Integrating Communication, Assessment and Tactics (ICAT). We also remain part of the One Mind Campaign sponsored by the International Association of Chiefs of Police (IACP). This program asks for police agencies to adopt four "Pillars" of professional conduct and policies to ensure the proper response to individuals that may be suffering from a mental health crisis. MPD is one of only 21 law enforcement agencies in California to be part of this campaign (over 600 across the US). Additionally, of the 21 California agencies that took the pledge, the MPD is 1 of 4 California agencies to have completed the pledge.

MPD continues to look to the future by addressing new technology, tactics and procedures in the field of UOF.

The MPD consistently reviews its policy to ensure it is in compliance with the law and best practices, primarily through new MPD (Lexipol) policy releases.

The following is a review of MPD policy (sections noted in parentheses) as outlined in POST Use of Force Standards and Guidelines, (2020) by California Commission on Peace Officer Standards and Training (POST), which includes 21 standards as follows:

- Fair and unbiased policing (LE Code of Ethics; Vision; 100.5; 102.3; 300.2; 300.2.2; 313; 319.4; 319.5.3; 319.5.9(f))
- Alternatives to use of force - De-escalation & force alternatives (300.4.6; 300.3; 427.5; 427.6; 430.3)
- Application of Use of Force - Proportionality (300; 300.2; 300.3)
- Application of Use of Force - Approved methods and devices (300; 302; 303; 304; 305; 306)
- Application of Deadly Force (300; 300.5)
- Use of firearms - Draw/exhibit a firearm (300; 300.5.2; 321.2.2; 306)
- Use of firearms - Risk to bystanders (300; 300.5)
- Use of firearms - Vehicles (300; 300.5.1)
- Duty to Intervene (300; 300.2.1)
- Reporting potential excessive use of force (300.2.3)
- Duty to provide or procure medical assistance (300; 300.2; 300.7; 303.7.3; 304.7)
- Reporting use of force - Internal reporting & notification (300; 300.6; 321.2.2; 304.4; 303.11; 305.12)
- Supervisor's responsibility - Supervisor review of force (300; 300.8; 301; 304.8)
- Use of Force Incident Review - Internal reporting and notification (300; 300.8; 301; 304; 305) - MPD Command review all Uses of Force.
- Policy availability to the public (300; 300.13)
- Policy review and update (300; 300.12)
- Procedures regarding citizen complaints (300; 300.11; 1010)
- Disclosure of public records related to the use of force (300; 300.14)
- Training requirements - Vulnerable populations (332; 336; 426; 427)
- Training requirements - Demonstrated knowledge and understanding (300; 300.9)
- Training requirements - Minimum training and course titles (300; 300.9)



3. ICAT AND CIT-TRAINING

Police Executive Research Forum (PERF) –**Integrating Communications, Assessment, and Tactics (ICAT)** is a training program designed to give officers a strong foundation in critical thinking as it relates to responding to crisis related incidents and potential use of force situations. ICAT has been designed to give officers the tools, skills and options to safely diffuse a wide variety of critical incidents that could potentially result in the use of force.

The Monterey Police Department has adapted the ICAT training into a two-day course of both classroom presentation and hands-on scenario based learning. The officers are trained in combining critical thinking, communication, crisis intervention and tactics into an integrated and systematic approach when responding to potentially critical incidents. The ultimate goal is to keep both the public and officers as safe as possible. A full day of scenario based training follows the classroom instruction, where officers and supervisors put the training into use in multiple simulated crisis situations.

ICAT incorporates the tenants of *De-Escalation: Strategies & Techniques for California Law Enforcement*, (2020) by California Commission on Peace Officer Standards and Training (POST), and *Guiding Principles on Use of Force*, (2016) by the Police Executive Research Forum (PERF).



ICAT utilizes the Critical Decision Making Model (CDM)

Crisis Intervention Team (CIT) training is hosted by Monterey County Behavioral Health Services. The 40-hour training is taught by behavioral health, law enforcement and advocacy group members. The training provides officers with tools to better understand common signs and symptoms of mental illness and co-occurring disorders; recognize when those signs and symptoms represent a crisis situation; safely de-escalate individuals experiencing behavioral health crises and utilize community resources and diversion strategies to provide assistance.



4. EQUIPMENT AND TECHNOLOGY

The MPD equips officers with contemporary tools to complement the de-escalation training officers receive. Examples include the Taser Conducted Energy Device, plexi-glass shields, less-lethal kinetic energy projectiles, and the "WRAP" safe restraint device.

The MPD started the implementation of a new Records Management System in 2022 and went live with the new system in February 2024. In 2023, the MPD implemented electronic citations and an electronic traffic collision module. The MPD also began the process to obtain Automated License Plate Readers (ALPR).

5. INTERNAL AFFAIRS

The MPD has a specific policy and procedure for receiving, investigating, and responding to citizen complaints (MPD Policy 1010). In 2016, the MPD contracted with outside consultants to conduct most citizen complaints. The Chief of Police reviews all complaints and investigations related to the complaints for final disposition. Citizen complaints are reported to the Civilian Complaints Against Peace Officers (CCAPO) database at the California Department of Justice annually. All complaints that include allegations of serious misconduct per the Commission of Peace Officer Standards and Training (POST) Regulation 1205 are sent to POST for an additional review in accordance with California Penal Code 13510.9.

In 2023, the MPD conducted five internal affairs investigations involving sworn and jail staff, which included three department-initiated investigations and two citizen complaints. The complaints included allegations of procedural concerns, arrest or detention concerns, force concerns, courtesy concerns, and neglect of duty concerns. Of the five complaints, one was sustained, one was exonerated, and three are still under investigation. In 2023, the MPD logged 46,447 calls for service; the five internal affairs complaints represent .01% of the logged calls for service.

6. ANNUAL MILITARY EQUIPMENT REPORTING

(MCC 27-10; Government Code §§ 7070, 7071, and 7072, per AB 481)

On September 30, 2021, California Assembly Bill 481 (AB 481) was signed into law. California Government Code §§ 7070, 7071, and 7072 codify the requirements for law enforcement's acquisition, use, and funding of "military equipment." The bill required law enforcement agencies that seek to continue the use of military equipment to receive approval from their governing body.

On April 19, 2022, the Monterey Police Department provided a report and presentation and the Monterey City Council approved MPD Policy 706 - Military Equipment and the Military Equipment Inventory with Ordinance 3649.

Government Code § 7072 requires law enforcement agencies, to submit to their governing body an annual military equipment report for as long as the military equipment is available for use.

On April 18, 2023, the City Council renewed the Military Equipment Purchase and Use Ordinance - Monterey City Code § 27-10.

On April 16, 2024, the City Council renewed the Military Equipment Purchase and Use Ordinance - Monterey City Code § 27-10. Prior to the council presentation the MPD hosted a Town Hall Meeting on March 25, 2024.

MPD Policy 706 - Military Equipment and the 2023-2024 annual Military Equipment Report can be found on the MPD Website.

7. AUTOMATED LICENSE PLATE READER (ALPR) SYSTEM

The Monterey Police Department (MPD) provided the City Council with information related to an Automated License Plate Reader (ALPR) system on November 21, 2023. The MPD created a "Have Your Say Monterey" webpage related to an ALPR system and hosted town hall meetings on January 22, 2024 and February 8, 2024 to provide information, receive feedback and answer questions related to an ALPR system. The MPD returned to Council on April 2, 2024 to provide feedback related to the ALPR outreach. On April 2, 2024, Council approved the MPD recommendation to implement an ALPR system and directed the MPD to report back to Council in one year. MPD Policy 433 - Automated License Plate Readers (ALPRs) can be found on the MPD website.

V. MPD OFFICER HIRING & TRAINING - AN OVERVIEW

1. POLICE OFFICER SELECTION PROCESS (APPROX. 60-90 DAYS)

- ✪ Applicant submits an application, which includes: the POST Entry-level Law Enforcement Test Battery (PELLETB) Written Exam results and Work Sample Test Battery (WSTB) Physical Ability test results that are administered by police academies.
- ✪ Monterey Human Resources and MPD staff schedule eligible candidates for an oral-board examination. The oral-board assesses: Experience; Problem Solving; Communication Skills; Interest/Motivation; Interpersonal Skills; and Community Involvement/Awareness.
- ✪ If the candidate successfully passes the Oral-Board examination, a second oral interview is conducted with the candidate and MPD Command Staff.
- ✪ Candidate Background Investigation (POST Background Investigation Manual)
 - Candidates complete a Personal History Statement (PHS). The PHS is a 25-page questionnaire that is the basis for the background investigation regarding the candidate.
 - Fingerprints submitted to FBI and DOJ
 - Areas of investigation: Citizenship Verification; Age Verification; Criminal Records Checks - Local, State and National; Driving Record Check; Education Verification; Employment History Checks; Relatives/Personal References Checks; Dissolution of Marriage Check; Neighborhood Checks; Military History Check; Credit Records Check; Personal Information, Relatives and References, Education, Residence, Experience and Employment, Military Experience, Financial, Legal, Motor Vehicle Operation, Other Topics
 - Assessing: Integrity; Impulse Control/Attention to Safety; Substance Abuse and Other Risk-Taking Behavior; Stress Tolerance; Confronting and Overcoming Problems, Obstacles, and Adversity; Conscientiousness; Interpersonal Skills; Decision-Making and Judgment; Learning Ability; and Communication Skills.



- ✪ Conditional Offer of Employment
- ✪ Psychological Evaluation
- ✪ Medical Evaluation

2. POST BASIC COURSE ACADEMY (6 MONTHS)

✪ COURSES INCLUDE:

Leadership, Professionalism & Ethics; Criminal Justice System; Policing in the Community; Victimology/Crisis Intervention; Introduction to Criminal Law; Property Crimes; Crimes Against Persons/Death Investigations; General Crime Statutes; Crimes Against Children; Sex Crimes; Juvenile Law and Procedure; Controlled Substances; Alcoholic Beverage Control (ABC) Law; Laws of Arrest; Search and Seizure; Presentation of Evidence; Investigative Report Writing; Vehicle Operations; Use of Force; Patrol Techniques; Vehicle Pullovers; Crimes in Progress; Handling Disputes/Crowd Control; Domestic Violence; Unusual Occurrences; Missing Persons; Traffic Enforcement; Traffic Collision Investigations; Crime Scenes, Evidence, and Forensics; Custody; Lifetime Fitness; Arrest and Control; First Aid, CPR, and AED; Firearms/Chemical Agents; Information Services; People with Disabilities; Gang Awareness; Crimes Against the Justice System; Weapons Violations; Hazardous Materials Awareness; Cultural Diversity/Discrimination; Emergency Management; Scenario Tests; and Comprehensive Tests

3. MPD FIELD TRAINING PROGRAM (APPROXIMATELY 16 WEEKS)

- ✪ (1) week orientation
- ✪ Phase One - (4) weeks Field Training Officer (FTO) #1
- ✪ Phase Two - (4) weeks FTO #2
- ✪ Phase Three - (4) weeks FTO #3
- ✪ Phase Four - (4) weeks FTO #1 (two weeks plain clothes)
- ✪ Daily Observation Reports (DOR) evaluations phase 1-4 completed by FTO
- ✪ Supervisor's Weekly Report evaluations phase 1-4 - completed by FTO Sergeant

4. PROBATIONARY PERIOD (18 MONTHS FROM BASIC COURSE ACADEMY)

- ✪ Phase Five - Twice per month evaluations by Sergeant until one year point
- ✪ Phase Five - Monthly evaluations by Sergeant until completion of probation (18 months)

VI. MPD ACCOMPLISHMENTS / PRIORITIES 2023 & 2024



❖ The MPD will make staffing the top priority (Patrol, Traffic Enforcement, Community Action Team, Investigations and Professional Staff) to provide services at the levels the community desires.

❖ The MPD will proactively address crime issues.

- In 2023 - the MPD responded to over 45,000 calls for service, booked over 1,000 arrests, issued over 2,000 citations, booked over 3,800 items of property, conducted over 6,000 foot patrols, administered Narcan for opioid overdoses 17 times, arrested 222 drunk drivers and worked over 7,500 overtime hours to include over 1,500 special event overtime hours.
- During 2023 - MPD Detectives were called out during non-business hours on 20 occasions and were assigned to conduct 287 investigations beyond what patrol officers investigate (death investigations, sexual assault, domestic violence, narcotics, firearm investigations, financial crimes investigations, other serious assault cases, etc).
- The MPD is part of the City Manager's Office Cannabis Coordination and will assist in regulating the (4) cannabis businesses that will be implemented in 2024.

❖ The MPD will build on its success in outreach to the community through programs such as the community police academy, the CSO Intern Program, Coffee with a Cop, Active Shooter training and on-going attendance at community meetings.

- In 2023 - the Community Action Team (CAT) attended 144 community meetings.



❖ The MPD will utilize its comprehensive approach to addressing quality of life issues surrounding homelessness (CAT & MDOT).

- In December 2023, the MPD hired a "Homeless Navigator" to assist those who are unhoused.
- In 2023 - The MPD CAT/MDOT Team - abated over 700 illegal encampments, provided services to the unhoused 135 times and had services declined 154 times, made 67 arrests, issued 101 citations and conducted 160 bike patrol hours.

❖ The MPD will plan for a new public safety building as the current campus was opened in the 1950s - over 65 years ago.

- A public safety campus feasibility study was completed in 2023.
- Gates for the exterior fence around the MPD campus have been engineered and funded and will be installed in mid-2024.

❖ The MPD will utilize, improve and leverage technological advances.

- In February 2024, the new cloud-based Mark 43 Records Management System was implemented after a two-year process. This included a Crossroads collision reporting application and automated citation system, a new M43 jail application, state and federally mandated NIBRS/CIBRS reporting compliance, and improved analytic capabilities.
- The Axon Body Worn Camera, In-car cameras and cloud-based evidence storage system were implemented in 2023.
- Automated License Plate Reader (ALPR) technology was approved in April 2024 and will be implemented during 2024.

❖ The MPD will ensure the highest standards of professionalism through training, succession planning and officer safety & wellness (POST standards, professional organizations and training, CIT, ICAT, RISE).

❖ The MPD will build trust & legitimacy; review & improve policy; utilize & enhance technology and social media; build strong community policing relationships & address crime issues; focus on contemporary training & education and officer wellness & safety.

VII. WE WILL NEVER FORGET

LINE OF DUTY DEATHS

OFFICER JAMES EDWARD COLLARD

On April 20, 1969, Officer Collard was assigned to the Traffic Division and working day shift on a police motorcycle. He and Traffic Officer Allen Davidson overheard a radio call of a boat in trouble in the water in front of the Monterey Beach Hotel. They were relatively close and they elected to respond. Upon Arrival they found a boat had overturned in the water and there were several people needing immediate assistance in the water. Officer Collard and Officer Davidson took off their belts and safety equipment and fearlessly dove into the water to rescue the victims. Tragically, Officer Collard drowned. Officer Collard was the first Monterey Police Officer to die in the line of duty.



SERGEANT DONALD HERBERT LANSING

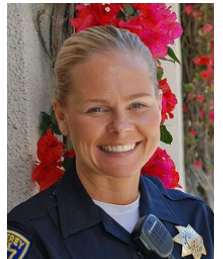
On May 4, 1971, Sergeant Lansing was attending a scheduled department-wide shoot at the Fort Ord military base. He left the range in his private vehicle, however was still on duty. While on Fort Ord property, a large military truck accidentally struck Sergeant Lansing's vehicle killing him instantly. Many of his fellow officers and friends, who were also leaving the firing range, came upon this tragic accident and discovered that Sergeant Lansing had been killed. Sergeant Lansing was the second Monterey Police Officer killed in the line of duty.



ALWAYS IN OUR HEARTS

OFFICER AMY ROGERS ALLEN RODRIGUEZ

Officer Amy Allen Rodriguez passed away on Monday, April 4, 2016 after battling cancer for over a year. Amy was a fifteen year veteran of the Monterey Police Department (MPD), being hired by the MPD in August 2000. During her tenure with the MPD, Officer Rodriguez selflessly touched thousands of people who lived, worked and visited Monterey while she was assigned as a patrol officer, detective and Field Training Officer.



SERGEANT DOUGLAS CHARLES HOLLEY

Sergeant Doug Holley passed away on Friday, October 27, 2017 after battling cancer for several years. Doug was a five year veteran of the Monterey Police Department (MPD), being hired by the MPD in September 2012. Prior to becoming part of the MPD family, Doug worked for the Stockton Police Department for over seventeen years as an officer and sergeant assigned to various assignments including patrol, gang investigations and SWAT. During his tenure with the MPD, Sergeant Holley served the community of Monterey while he was assigned as a patrol officer, Community Action Team officer and a sergeant.

