

MONTEREY POLICE DEPARTMENT



ANNUAL REPORT

2021



MPD ANNUAL REPORT



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WHO WE ARE. WHAT WE REPRESENT

MONTEREY POLICE DEPARTMENT 2020 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

It is my honor and privilege to represent the Monterey Police Department (MPD) as the Chief of Police. Our 2021 MPD Annual Report provides a general overview and statistical information in an easy to review format. The on-going work of the MPD is related in a more continuous basis through the MPD Monthly reports, which are posted on the MPD webpage and social media accounts.

On May 12, 2021, the MPD lost retired Lieutenant Jeff Jackson, who passed away unexpectedly at the age of 54. Jeff served with the MPD for more than 26 years and we dedicate this 2021 annual report to Jeff's memory and as a tribute to everything he did for the MPD and the Monterey community. Jeff was very proud of serving as a Monterey Police Officer.

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 2021 edition of the Monterey Police Department Annual Report.

David J. Hober
Chief of Police

LIEUTENANT JEFF JACKSON #655 (RETIRED)

Lieutenant Jeffrey Kyle Jackson, Badge 655 passed away unexpectedly on Wednesday, May 12, 2021, at fifty-four years of age. Lieutenant Jackson served as a Monterey Police Officer for more than twenty-six years. Lieutenant Jackson worked in a variety of assignments to include Patrol, the Field Training Program and Investigations. Lieutenant Jackson was hired as a recruit officer on January 22, 1990, became a police officer on June 1, 1990, was promoted to Sergeant on May 5, 2002, was promoted to Lieutenant on January 22, 2006, and retired on August 22, 2016. Jeff Loved being a Monterey Police Officer and he is greatly missed.



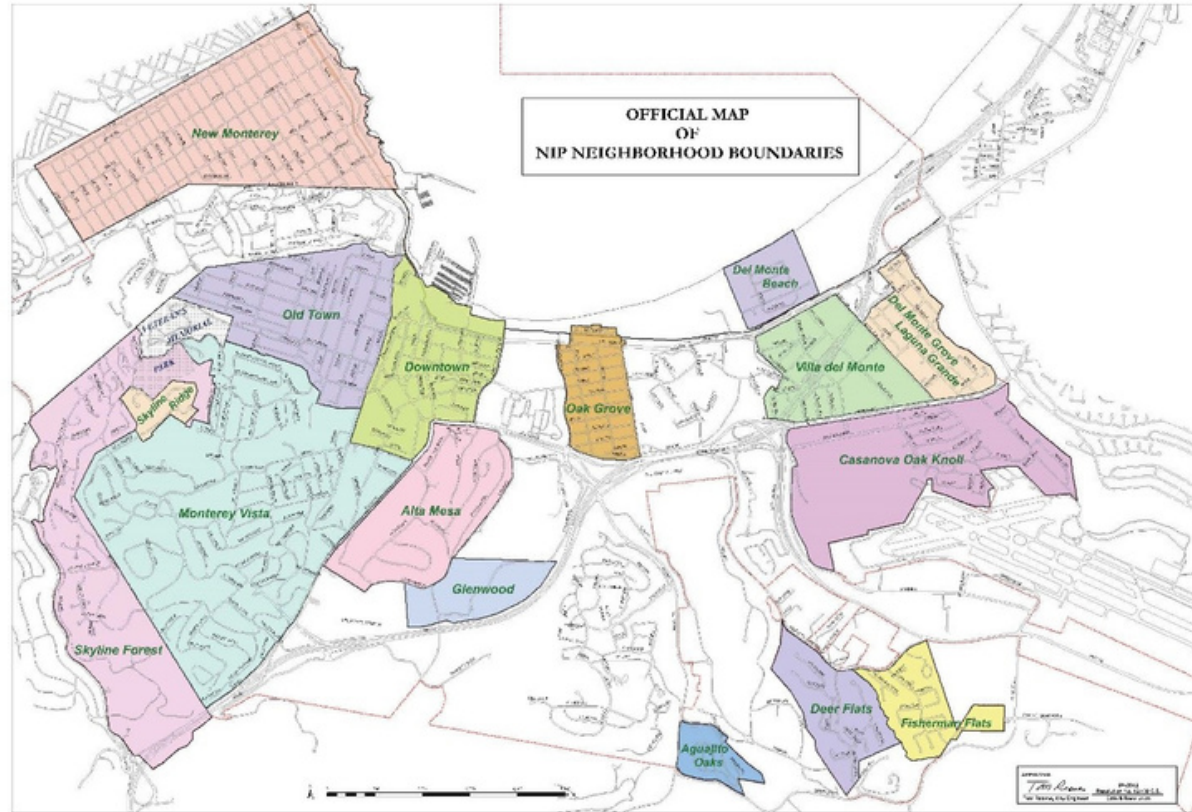
Monterey Quick Facts

CITY OF MONTEREY

- **POPULATION:** 30,218
(U.S. Census Bureau 2020 Estimate)
- **LAND AREA:** 8.44 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

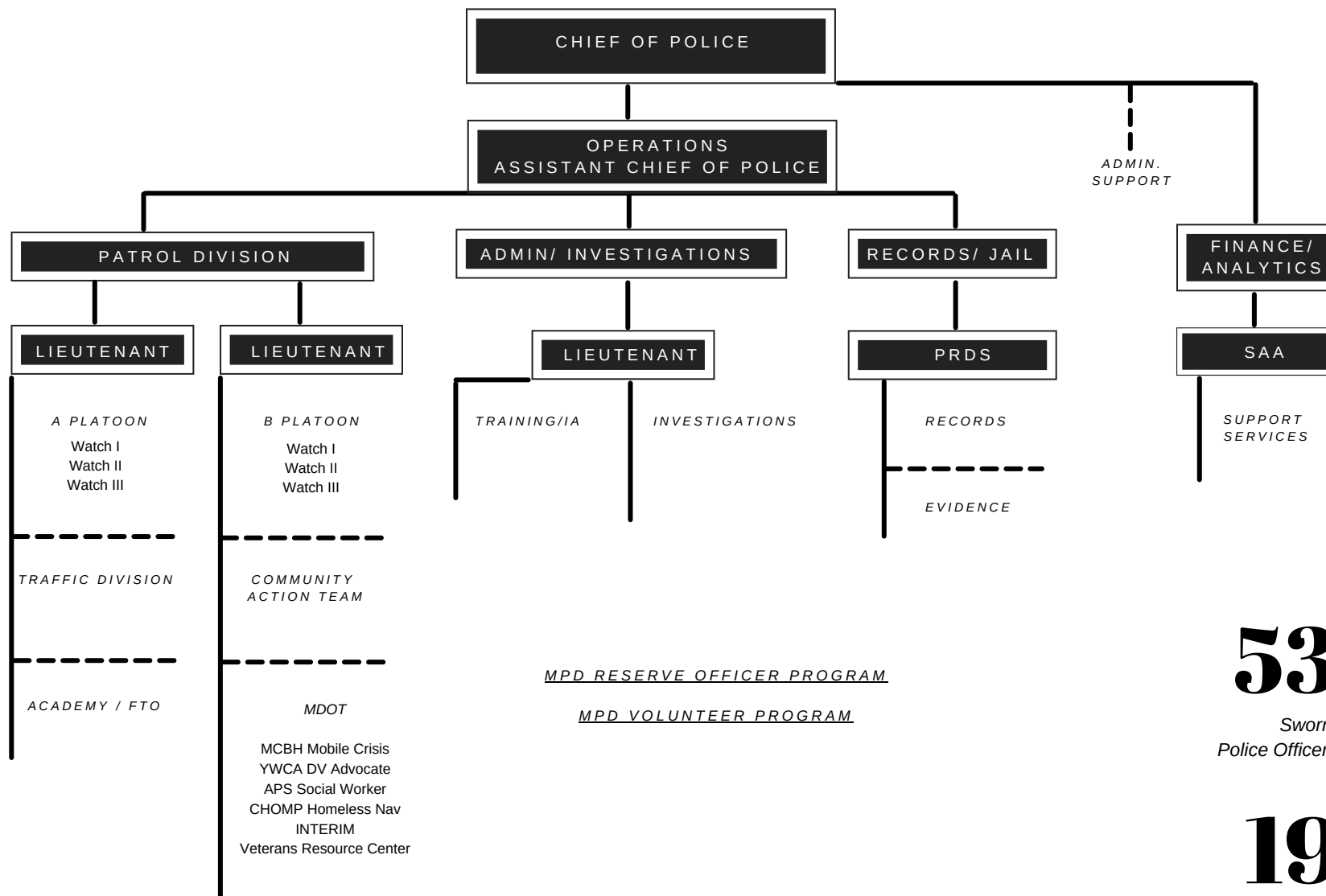
• ATTRACTIONS

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



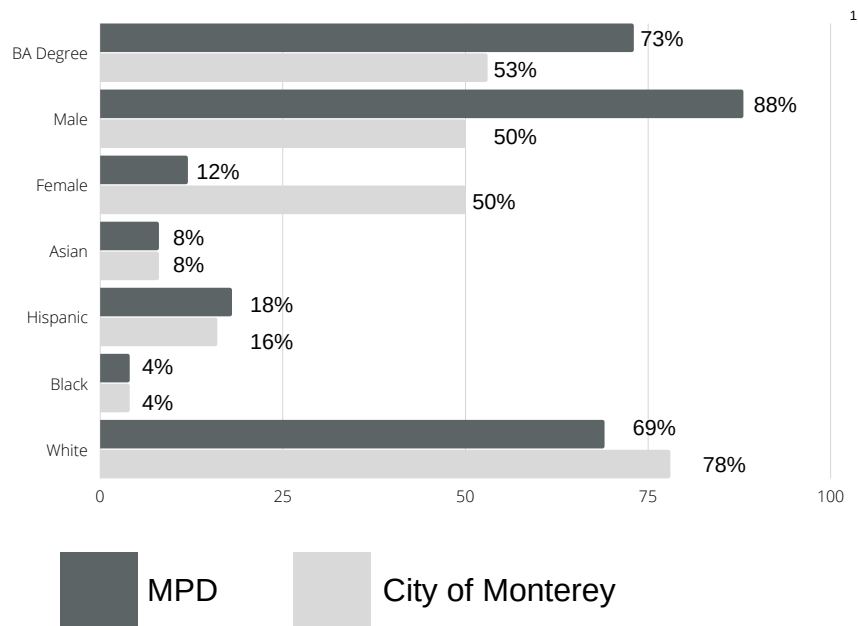
53
Sworn
Police Officers

19
Professional
Staff

I. MPD WORKFORCE



MPD AND CITY OF MONTEREY DEMOGRAPHICS



STAFFING

	2021	2020	2019	2018	2017
Sworn Officers % Below Street Ready ²	-16%	-16%	-18%	-21%	-23%
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 (2021) Monterey - per 1,000 inhabitants	1.80 ⁵
Ratio (2020) California - per 1,000 inhabitants	2.05 ⁶
Ratio (2019) United States - per 1,000 inhabitants	2.40 ⁷

- ¹ MPD collegiate education includes BA degree 73% & Masters Degree 24%. 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 2021



PROMOTIONS

ASSISTANT POLICE CHIEF

Michael Bruno

LIEUTENANT

Gabe Kaster

POLICE RECORDS & DETENTION SUPERVISOR

Alma Murphy

SERGEANT

Brian Nino

SENIOR POLICE SERVICES TECHNICIANS

Monica Gonzalez

Juan Gomez

NEW MPD STAFF

POLICE OFFICERS

Jacob Singley & Anthony Lee



RETIREMENTS

POLICE RECORDS & DETENTION SUPERVISOR

ROBIN KOZMA

BADGE #090

Police Records & Detention Supervisor Robin Kozma, was an integral part of the Monterey Police Department for over 30 years. PRDS Kozma's assignments included: being assigned as a Detention Officer, Police Services Technician, a Senior Police Services Technician for nine years, and a Police Records Detention Supervisor for seventeen years.



SENIOR POLICE SERVICES TECHNICIAN

PHILIP BITTER

BADGE #885

Senior Police Services Technician Philip Bitter, was an integral part of the Monterey Police Department for over 20 years. SPST Bitter's assignments included: being assigned as a Police Services Technician for two and a half years, and a Senior Police Services Technician for 18 years.

2021 MAJOR AWARDS

OFFICER OF THE YEAR



Officer Kris Richardson

Officer Kris Richardson's peers described him as the "ultimate team player", dependable and reliable. Kris stepped up in multiple roles this year, assisted as an acting sergeant, Field Training Officer, CAT resource, and continued to train additional topics (SFST, TASER, 11550) to both young and tenured officers. Kris was also commended for his role on the Monterey Peninsula Special Response Unit (SRU).

PROFESSIONAL
EMPLOYEE
OF THE YEAR



Police Services Technician Vivian Mucha

Police Services Technician (PST) Vivian Mucha's peers described her as always positive, helpful, and dependable. Vivian was said to be a "friendly help" in Records, someone who never complained no matter what the request was, a valuable addition to the Social Media Team, and an outstanding baker!

COMMUNITY ORIENTED
POLICING AWARD



Sergeant Rusty Jenkins

Sergeant Rusty Jenkins was described as hard working, a wealth of knowledge, team-oriented, and compassionate. Many of his peers noted Rusty was "the only member of CAT" multiple times throughout the year, and officers still felt like they could get help or assistance from him.

DISTINGUISHED SERVICES AWARDS

Sergeant Jeremiah Ruttschow
Sergeant Rusty Jenkins
Officer Luis Mosqueda
Officer Andrew Herndon
Officer Jesse Phillips
Officer Amanda Arrollo
Officer McKenna Hill
Officer David Vasalech
Officer Cameron Burwell
Officer Trevor Howell
Officer Joseph Parigi

MERITORIOUS SERVICES AWARDS

Sergeant Aaron Delgado
Detective Kim Zook
Detective Jeffrey Reiland
Officer Aaron Gray
Officer Wayland Kopp
Officer Rajheim Hunt
Officer David Vasalech
Officer David Dimaggio
Officer Jesse Phillips
Officer Amanda Arrollo

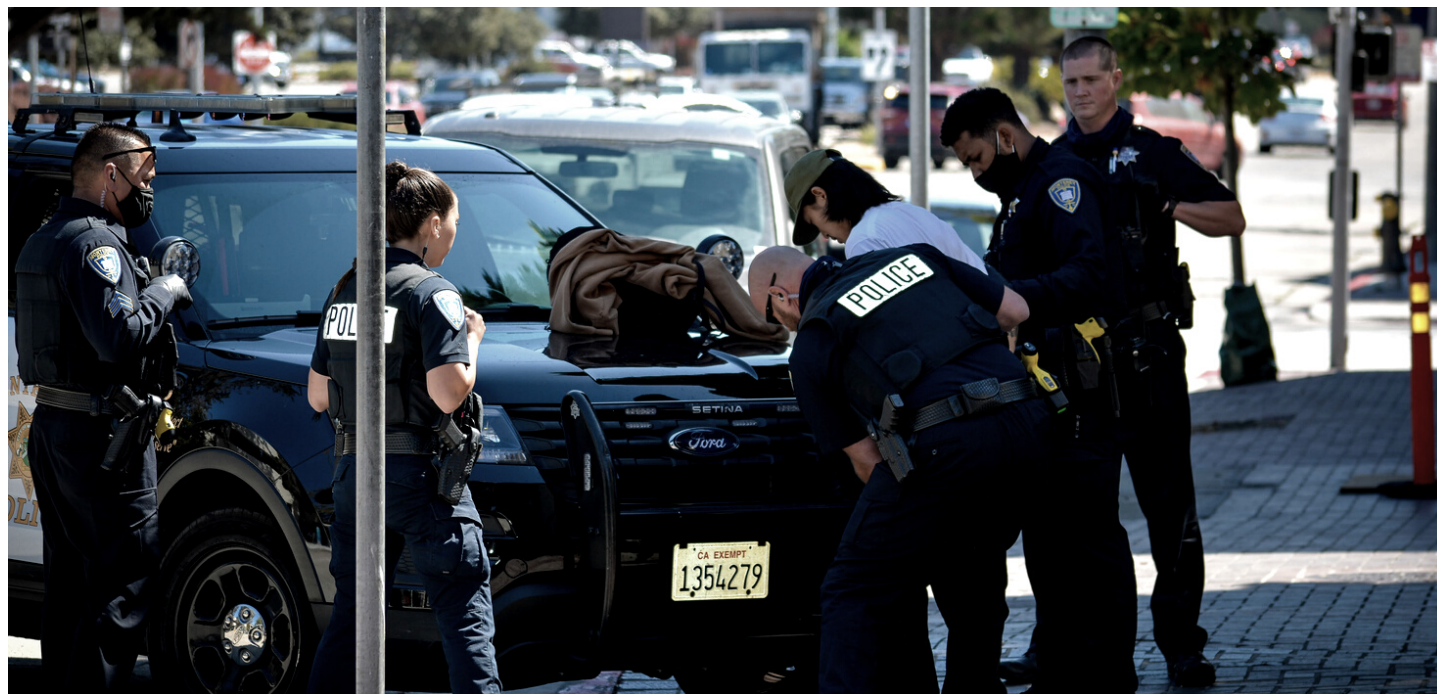
COMMUNITY POLICING AWARDS

Detective Jeffrey Reiland
Detective Brooke Dooley
Officer Luis Mosqueda
Officer Rajheim HUnt
Officer Lidio Soriano
Officer Trevor Howell

LIFESAVING AWARD

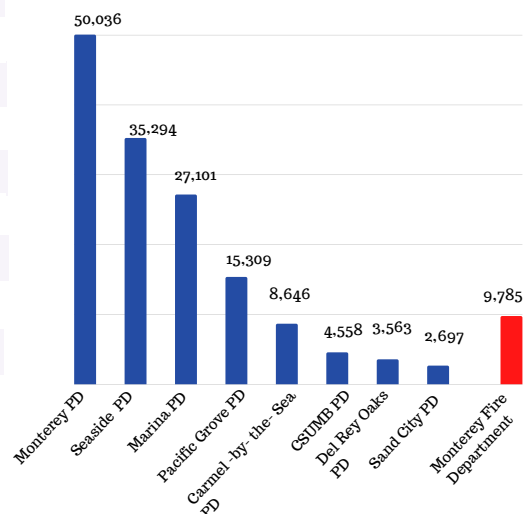
Officer Tim Ament

II. MPD POLICE SERVICE



1. CALLS FOR SERVICE

	2021
Monterey PD	50,036
Seaside PD	35,294
Marina PD	27,101
Pacific Grove PD	15,309
Carmel-by-the-Sea PD	8,656
CSUMB PD	4,558
Del Rey Oaks PD	3,563
Sand City PD	2,697
Monterey Fire Dept.	9,785



50,036

Monterey PD Calls for Service in 2021

2. DEPARTMENT ACTIVITY

Total Department	2021	2020
Total Department Activity ⁸	14,114	12,862
Narrative Reports	4,555	4,547
Supplemental Reports	1,911	2,142
Online Reports (Coplogic)	305	281
Felony Arrests (booked)	334	329
Misdemeanor Arrests (booked)	756	738
DUI Arrests	171	113
Citations ⁹	2,490	1,831
Parking Citations	482	478
Proactive Foot Patrols	6,382	6,581
Special Event Overtime (hours)	749	589
Sworn Officer Training	3,870	1,777
Nacran Administered (Opioid OD)	16	17

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

⁹ Hazard, Non-hazard, Administrative Citations.

TRAFFIC UNIT (2- MOTORCYCLE OFFICERS)

	<u>2021</u>	<u>2020</u>
Traffic Stops	1,230	1,389
Hazardous Citations	662	598
Non-Hazardous Citations	186	211
Injury Collision Reports	24	55
Patrol Coverage Hours	760	842

25

MDOT Housed
Persons

111

MDOT Services
Provided

COMMUNITY ACTION TEAM CAT	2021	2020
Arrests	83	100
Citations	245	196
Encampment Cleanups	503	785
MDOT Housed Persons	15	25
MDOT Services Provided	293	111
Community Outreach Meetings	25	30
Special Event Hours	364	406
Patrol Coverage (hours)	1287	778

INVESTIGATIONS	2021	2020
Assigned Cases	556	662
New Cases Assigned	318	370
Closed Cases	323	339
Arrests	98	89
Firearms Recovered	1	19
Lab Submissions	10	34
Search Warrants	89	76
DA Complaints Issued	46	66
Investigations Call-outs	32	34

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.

**Due to COVID - some of these resources were reduced in 2021.*



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 JAIL AND RECORDS

JAIL INSPECTIONS

The Board of State and Community Corrections (BSCC) conducted the 2020-2022 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)
- Medical and Mental Health (self-inspection due to COVID-19 emergency measures)
- Nutritional Health (self-inspection due to COVID-19 emergency measures)
- Environmental Health (self-inspection due to COVID-19 emergency measures)

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

1,117
subjects
booked

Monterey Police Service Technicians booked a total of 1,117 subjects in 2021. Monterey Police Officers transported 554 of those subjects to Monterey County Jail.

381
informational
reports

Police Services Technicians processed 381 informational reports, which include found/lost property, found/lost animals, and repossessed/towed vehicles.

5,559
property
booked

Monterey Senior Police Services Technicians booked 5,559 items of property in 2021.

90lbs
of prescription
drugs collected

Monterey Police Services Technicians, in collaboration with the DEA, collected 90lbs of prescription drugs during the 22nd National Prescription Drug Take Back event.

III. CRIME AND TRAFFIC STATISTICS

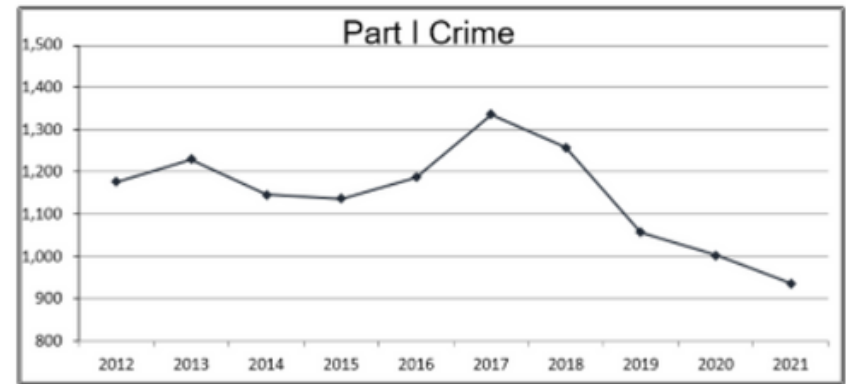
1. UNIFORM CRIME REPORTS (UCR) PART I AND PART II

Last year, the Monterey Police Department utilized Uniform Crime Reporting. In 2022, the MPD will transition to the National Incident Based Reporting System (NIBRS) and California Incident Based Reporting System (CIBRS) and will provide six months of UCR data and six months of NIBRS/CIBRS data as we transition from one reporting mechanism (UCR) to the other (NIBRS/CIBRS).

PART I CRIME PRIOR YEAR COMPARISON

Offenses	2020	2021	Change	% Change
Homicide Manslaughter	0	0	0	0%
Rape	15	25	10	67%
Robbery	22	28	6	27%
Aggravated Assault	59	59	0	0%
Burglary	130	125	-5	-4%
Larceny / Theft	706	632	-74	-10%
Auto Theft	67	61	-6	-9%
Arson	3	6	3	100%
Total	1002	936	-66	-7%

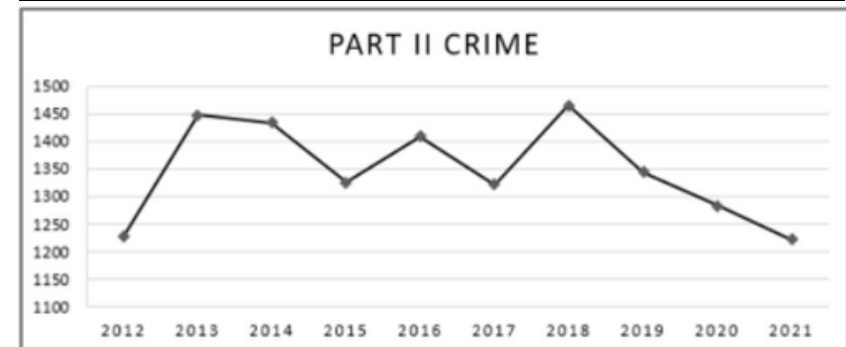
PART I CRIME TEN-YEAR COMPARISON



PART II CRIME PRIOR YEAR COMPARISON

Part II Crime	2020	2021	Change	% Change
Simple Assault	267	238	-29	-11%
Fraud	196	180	-16	-8%
Embezzlement	7	10	3	43%
Vandalism	229	234	5	2%
Drug Arrests	391	338	-53	-14%
Weapon Violations	25	16	-9	-36%
Drunk / Disorderly	168	206	38	23%
Total	1238	1222	-16	-1%

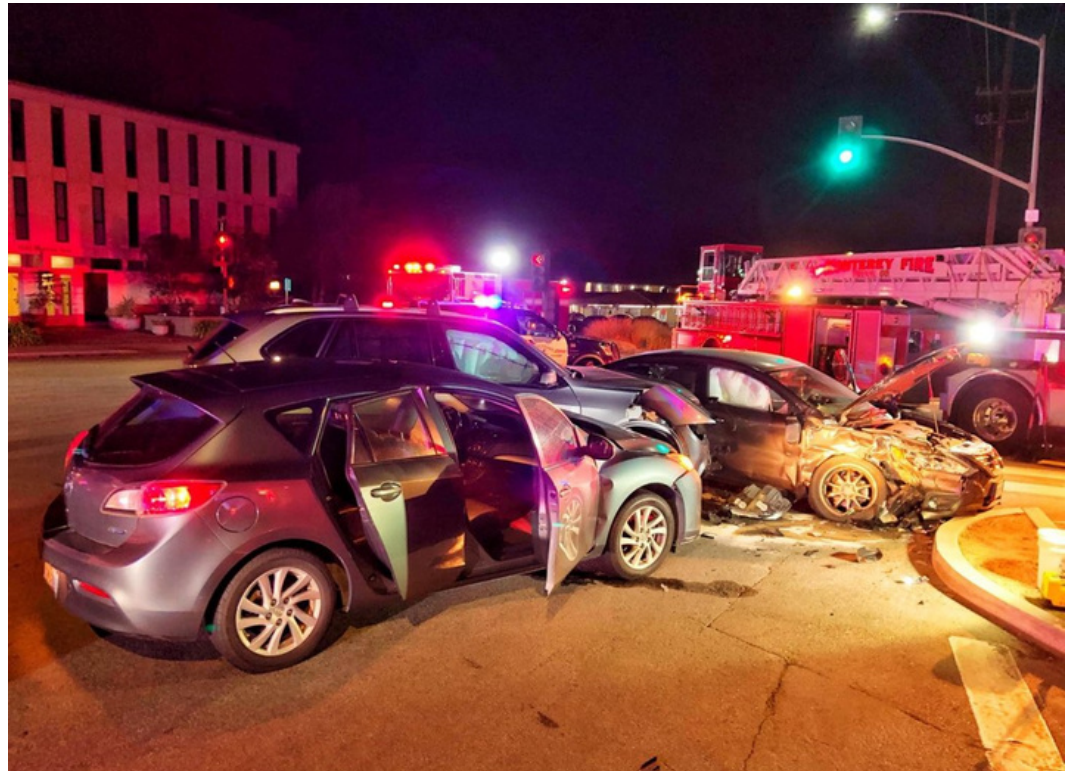
PART II CRIME TEN-YEAR COMPARISON



2. TRAFFIC REPORTING

2021 COLLISIONS HIGH INCIDENT INTERSECTION LOCATIONS

Del Monte Avenue	Sloat Avenue	12
Del Monte Avenue	Camino Aguajito	8
Fremont Street	Camino Aguajito	7
Lighthouse Avenue	Drake Avenue	7
Lighthouse Avenue	McClellan Avenue	7
Lighthouse Avenue	Prescott Avenue	7
Munras Avenue	Soledad Avenue	7
Del Monte Avenue	Camino El Estero	6
Del Monte Avenue	Palo Verde Avenue	5
Del Monte Avenue	Washington Street	5
Lighthouse Avenue	Hoffman Avenue	5
Lighthouse Avenue	Reeside Avenue	5
N Fremont Street	Airport Road	5
N Fremont Street	Casanova Avenue	5
Wharf 2	Del Monte Avenue	5



TEN YEAR TRAFFIC REPORTING

		2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2020/2021 Change	2020/2021 % Change
COLLISIONS	Fatal	1	2	1	0	0	2	1	1	1	3	2	200%
	Injury	216	198	195	186	223	231	221	215	122	124	2	1.6%
	Non Injury	544	659	589	633	614	523	540	548	314	409	95	30.3%
	TOTAL	761	859	785	819	837	756	762	764	437	536	99	22.7%
DUI	Arrest	265	209	297	221	219	192	171	191	111	150	39	35.1%
	Collision	50	39	55	54	52	42	49	69	32	56	24	75%

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

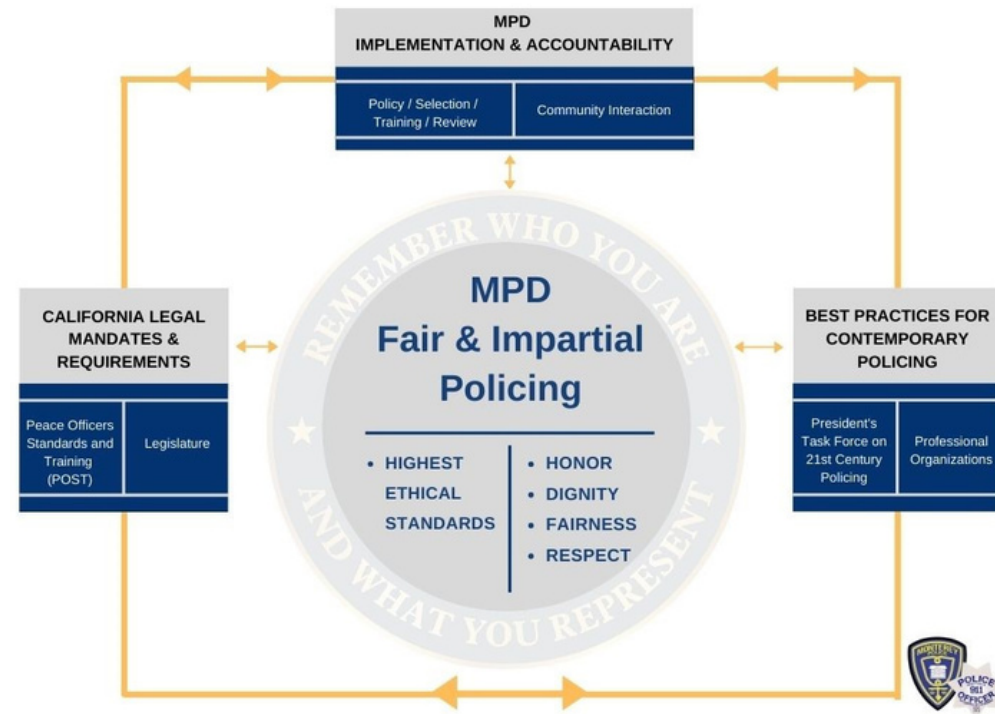
Such as the six pillars of President Barack Obama's Task Force on 21st Century Policing, a benchmark document released in 2015.

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

In 2021, the MPD was involved in twenty-four Use of Force (UOF) incidents. Ninety-two percent of those incidents involved the use of physical force (body weight, control hold, joint manipulation, pressure point application, takedown, punch, kick, hair pull, etc.); and 8% involved a Taser. In 2021, the MPD logged 50,036 calls for service - the twenty-four UOF incidents represent .05% of the logged calls for service.

Specific types of Use of Force incidents are annually reported to:

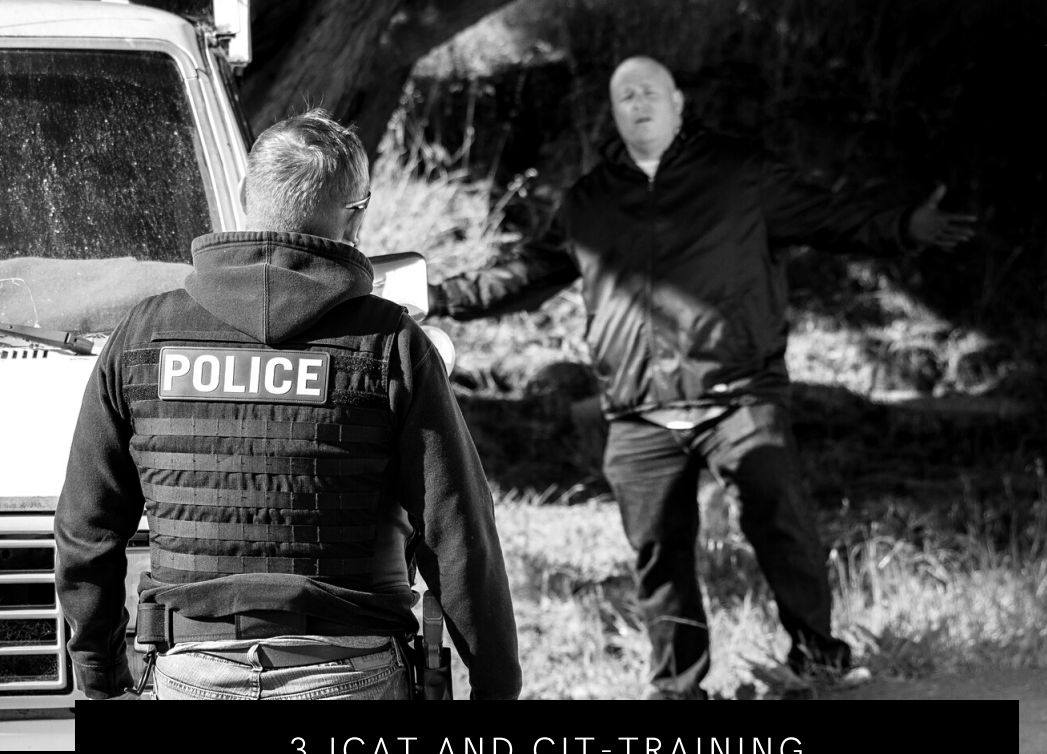
- The California Department of Justice through the Use of Force Incident Reporting (URSUS) data base (when the incident involved the shooting of a civilian by a peace officer, the shooting of an officer by a civilian, a use of force that results in serious injury or death to a civilian or officer by the other).
- The FBI - National Use of Force Data Collection database, which encompass the same parameters as the State URSUS.

The MPD has an agreement with the District Attorney that involves the DA conducting the criminal investigation of any Officer Involved Shootings (OIS), while the MPD and an outside consultant conduct the administrative review of the OIS.

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 implemented a Body Worn Camera (2017) and Mobile Audio Vehicle Recording System (2011) (BWC/MAVRS). The BWC/MAVRS system was at end of life in 2021 and that system will be replaced throughout 2022 (Axon). The MPD has technology based record tracking of officers, which includes - FTO / Training (2018); Use Of Force tracking (2020); Citizen Complaints & Collision tracking (2021) (LEFTA). The MPD will start the implementation of a new Records Management System (RMS) during 2022 for a go-live date in February 2023 (MARK 43). The MPD implemented a RIPA reporting solution in 2021 and started gathering data on 01-01-2022 for reporting 04-01-2023 (Veritone).










5. INTERNAL AFFAIRS

The MPD has a specific policy & procedure related to receiving, investigating and responding to citizen complaints (MPD policy 1010). In 2016, the MPD contracted with an outside consultant 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 Citizens' Complaints Against Peace Officers (CCAPO) data base at the California Department of Justice annually.

In 2021, the MPD conducted fifteen internal affairs investigations involving sworn and jail staff, which included nine citizen complaints and six department initiated investigations. The complaints included allegations of procedural concerns, arrest or detention concerns, bias based policing concerns, courtesy concerns, conduct unbecoming an officer concerns, force concerns and neglect of duty concerns. Of the fifteen investigations, six were sustained, four were exonerated, two were unfounded one was no finding and two were still under investigation. In 2021, the MPD logged 50,036 calls for service, the fifteen internal affairs complaints represent (.03%) of the logged calls for service.

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 PRIORITIES 2022

- ✿ The MPD will continue to 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 continue to have 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 continue with its comprehensive approach to addressing quality of life issues surrounding homelessness (CAT, MDOT).
- ✿ The MPD will proactively address crime issues.
- ✿ The MPD will continue to build on its success in outreach to the community by re-implementing post-COVID programs such as the community police academy, the police explorer program, the CSO Intern Program, Coffee with a Cop, Jr. Police Club, Active Shooter training and on-going attendance at community meetings.
- ✿ The MPD will plan for a new public safety building as the current campus was opened in the 1950s. Gates for the exterior fence around the MPD campus are a priority.
- ✿ The MPD will continue to utilize, improve and leverage technology advances. This will include the implementation of a new Records Management System, technology to comply with the Racial and Identify Profiling Act (RIPA) and NIBRS/CIBRS Reporting and replacing the outdated Body Worn Camera system with a contemporary platform.
- ✿ The MPD will continue to ensure the organization builds trust & legitimacy; reviews & improves policy; utilizes & enhances technology and social media; builds strong community policing relationships & addresses crime issues; focuses 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.

