

Responsive to All. Second to None. Every Time.

MONTEREY POLICE DEPARTMENT

2019 Annual Report



Expectations: Work Hard. Take Care of Each Other. Have Fun.

MONTEREY POLICE DEPARTMENT

Mission Statement

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 our community 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 Relations



Leadership: Lead by Example. Take care of our People. Work as a Team.

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CHIEF OF POLICE DAVID J. HOBER

MESSAGE FROM THE CHIEF

It is my honor and privilege to represent the Monterey Police Department (MPD) as the Chief of Police. The 2019 MPD Annual Report demonstrates some of the great work the MPD staff provides on a daily basis. As you review this report you will get a flavor of the commitment of the men and women that make up the MPD. The three MPD Values focus our service delivery.

-  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

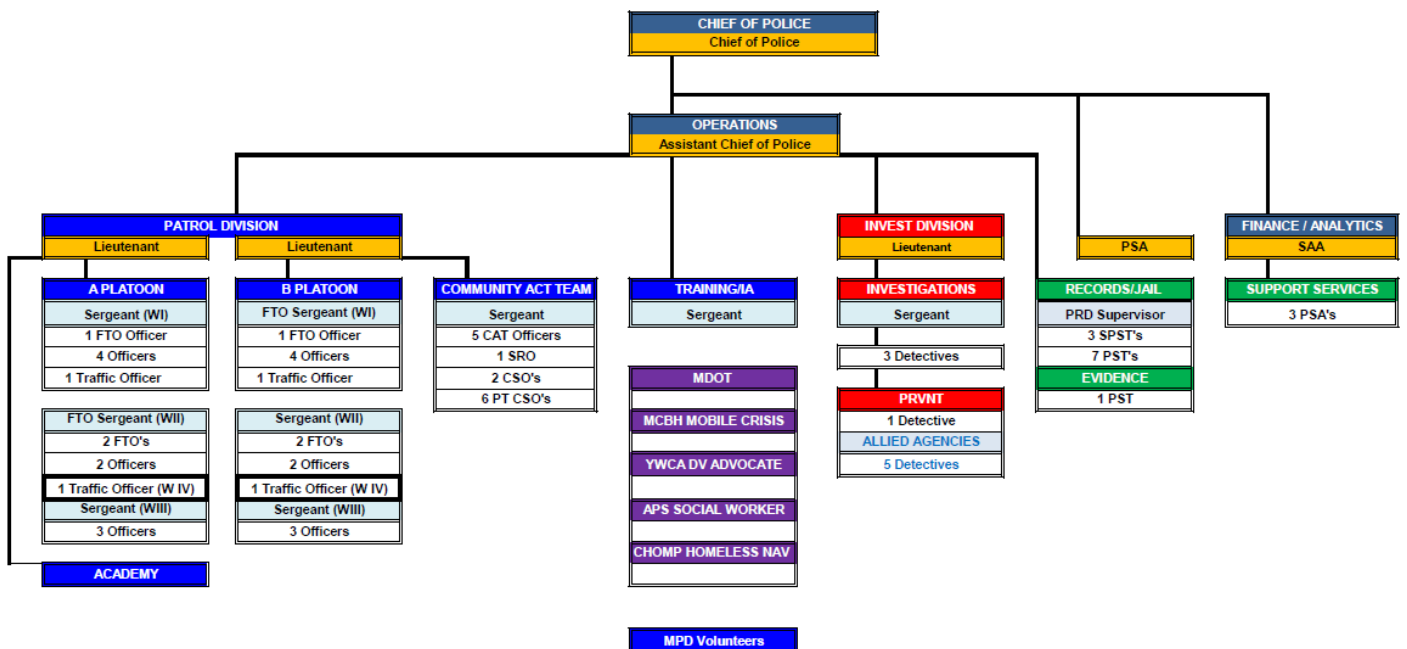
We recognize that working for the City of Monterey is a privilege. We enjoy serving in a city that includes generations of hardworking community members, two military training institutions that prepare America's service members, international and regional educational institutions, and a tourist destination 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 women and men 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 edition of the Monterey Police Department Annual Report.



MPD ORGANIZATIONAL CHART



Sworn
(53 positions)
Professional Staff
(19 positions)

I. MPD DEPARTMENT VALUES- DRIVE THE STRATEGY, DIRECTION & PRIORITIES



4,913 hours

MPD Personnel attended 4,913 hours of training in 2019 (not including new officer training.)

Rigorous training and high standards for MPD staff equates to providing the highest level of service to the community. Training also ensures officers are able to effectively address rapidly developing violent situations to mitigate harm to officers as well as using the minimal amount of force options. MPD personnel attended 4,913 hours of training in 2019 (not including new officer training).

The MPD actively ensures a succession plan for the future by following California Commission on Peace Officer Standards and Training (POST) guidelines which mandates that all Field Training Officers, sexual assault investigators, first line supervisors and command staff attend rank appropriate professional development courses.

MPD staff attended LGBTQ Awareness for Law Enforcement, which was provided by the Monterey County District Attorney's Office.

Since 2018, the MPD has utilized the web-based Law Enforcement Field Training Application (LEFTA) which includes Training Records Management software. The Field Training application is used to monitor on-the-job performance during the field training program and the probationary period. The other applications assist in recording and managing training.

1. MAXIMIZE, VALUE AND TRAIN OUR MPD WORKFORCE



The MPD has had success in staffing unfilled positions.

There has been an increase of 3% (1.59 officers) more "street ready" officers on average when comparing 2019 to 2018.

This is a challenge as there is always a percentage (average -18% during 2019, compared to an average of -21% in 2018) of the sworn workforce that is not "street ready." MPD implemented Monthly Hiring Boards and Recruitment Outreach during 2019 to improve and expedite the Department staffing process.

2019 WELCOMED THE FOLLOWING PERSONNEL TO THE MPD STAFF

POLICE OFFICERS

Brandon Leniart, Steven Nottingham, Russell Speirs, McKenna Hill, David Vasalech, Cameron Burwell

POLICE SERVICES TECHNICIANS

Vivian Mucha, Danielle Ricard

POLICE SERVICES ASSISTANT

Cierra Rauch

RISE

MPD staff created the **Resiliency, Investment, Support and Encouragement (RISE)** team as an officer safety and wellness resource program to address issues related to negative aspects of working in law enforcement.

1. MAXIMIZE, VALUE AND TRAIN OUR MPD WORKFORCE

MPD 2019 RETIREMENTS



**OFFICER JOHN OLNEY BADGE #810
RETIRED JAN. 09, 2019**

Officer Olney Badge #810 worked for the Monterey Police Department for twenty-four years, from 1995-2019. Officer Olney's assignments included being a Monterey Patrol Officer, a Community Action Team Officer, an Investigations Division Detective, and a Field Training Officer.



**OFFICER KYLE GENTRY BADGE #250-
RETIRED JUNE 29, 2019**

Officer Kyle Gentry Badge #250 was an integral part of the Monterey Police Department for 17 years, from 2002-2019. Officer Gentry's assignments included being a Monterey Patrol Officer; a School Resource Officer; an Investigations Division Detective; a Field Training Officer; and a Firearms Range Instructor.



**COMMUNITY VOLUNTEER ROD BARTZ-
HONORARY RETIREMENT NOV. 16, 2019**

Monterey Volunteers in Policing (MVP), Volunteer Rod Bartz was an integral part of the Monterey Police Department for over twenty years, from 1999-2019. On September 27, 1999, Volunteer Bartz made a one-year commitment as an MVP patrol member. Over twenty years later, MVP Bartz retired (honorary retirement) on November 16, 2019. MVP Bartz volunteered thousands of hours of his own time serving the citizens of Monterey, much of that time during the weekly Tuesday night Farmer's Markets on Alvarado Street.



**OFFICER ADAM COSTA- BADGE #505
RETIRED DEC.31, 2019**

Officer Adam Costa Badge #505 was an integral part of the City of Monterey Police Department for thirty-one years, from 1988-2019. Adam's assignments included being a Monterey Patrol officer for over nineteen years; a Community Services / Waterfront Patrol Officer for three years; a Public Education Officer for over seven years and a Community Action Team Officer for three years.



**LIEUTENANT MARTY HART BADGE #109
RETIRED DEC. 31, 2019**

Lieutenant Marty Hart Badge #109 was an integral part of the City of Monterey Police Department for thirty-one years, from 1988-2019. Lieutenant Hart's assignments included being a Monterey Patrol officer for over two years; a Field Training Officer for six years; a Detective for two years, a Patrol Sergeant for over eleven years, a Field Training Sergeant for 2 years, an Administrative Sergeant for 1 year, a Lieutenant for over six years and an Acting Assistant Chief.



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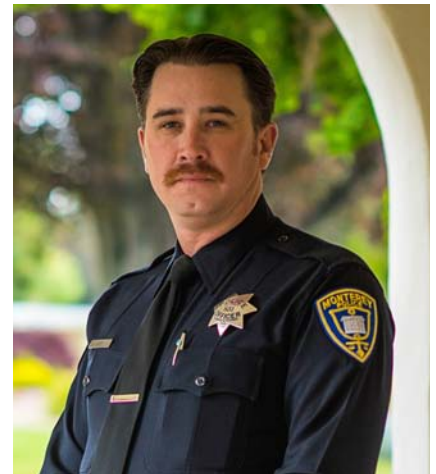


1. MAXIMIZE, VALUE AND TRAIN OUR MPD WORKFORCE

2019 MPD MAJOR AWARDS

2019 POLICE OFFICER OF THE YEAR- OFFICER WAYLAND KOPP

Officer Kopp was assigned as one of two traffic enforcement officers on motorcycle patrol. Officer Kopp conducted 1,085 traffic stops and wrote 688 traffic citations leading to effective traffic calming in the City of Monterey. While his primary duties are to enforce traffic laws, Officer Kopp always volunteers to assist patrol officers with their patrol calls. Many times when a crime occurs, Officer Kopp is the first officer to locate the suspect. Officer Kopp consistently sends informational communications to the police department to educate officers on the vehicle code and trains officers regarding traffic calming and enforcement. Officer Kopp is a mentor to newer officers, always training and assisting.



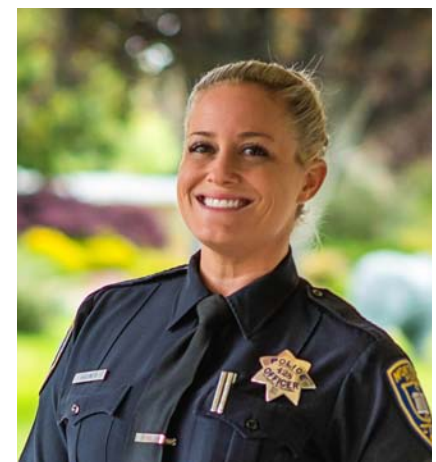
2019 PROFESSIONAL EMPLOYEE OF THE YEAR- POLICE SERVICES TECHNICIAN CODY ROSE

Police Services Technician (PST) Cody Rose was assigned as a PST, charged with both records responsibilities and jailer responsibilities. PST Rose was described by his peers as helpful, knowledgeable, patient, professional and pro-active in helping get information out to officers in the field. PST Rose was commended for his work in helping to train the new PSTs and for his positive interaction with community members.



2019 COMMUNITY ORIENTED POLICING AWARD- OFFICER AMY AMENT

Officer Amy Ament was assigned to the Community Action Team (CAT), primarily responsible for problem-solving issues related to homelessness in Monterey. Officer Ament was praised for her positive attitude, hard work, commitment to the community, outreach to the community, outreach to the homeless and her willingness to adjust her schedule to assist with covering patrol vacancies. Officer Ament has a reputation for quality investigations and relentless follow-up in solving crimes.



Meritorious Service Awards

- Lieutenant Ethan Andrews
- Sergeant Jeremiah Ruttschow
- Sergeant Greg Galin
- Detective Michael Garcia
- Officer Amanda Arollo

Life Saving Award

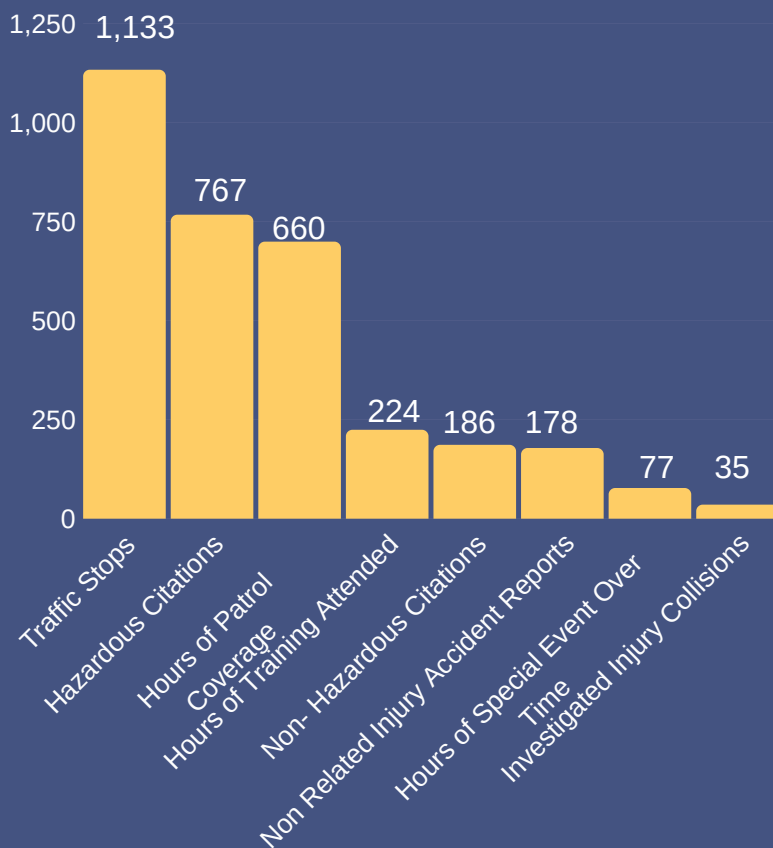
- Officer Paul Oelfke

2.Proactively Police the City of Monterey to Ensure A Low Crime Rate

APPROX. 57,000 CALLS FOR SERVICE WERE LOGGED IN 2019

- 7,159 Case Reports
- 1,476 Arrests
- 2,780 Citations Issued
- 730 Parking Citations Issued
- Conducted 8,794 foot patrols throughout the City
- Worked 1,169 Special Event Overtime Hours

IN 2019, THE (2) MPD TRAFFIC OFFICERS INITIATED 1,133 TRAFFIC STOPS



The MPD proactively addresses and responds to all crime.



The MPD holds a monthly "all-supervisor" meeting where the most current crime trends are discussed and strategies are developed to address crime issues based on data from crime reports taken by the MPD and mapped, analyzed and diagrammed using contemporary technology.





The MPD has two Traffic Officers and they have implemented traffic calming through enforcement and education regarding traffic rules and regulations. The traffic officers also work with traffic engineering to identify and resolve traffic issues.





NOTABLE INVESTIGATIONS AND ARRESTS





 MPD officers identified and arrested a suspect for stalking one victim and for identity theft of a second victim who was deceased. Officers recovered a pellet gun during the arrest.

 MPD officers located a stolen vehicle and a suspect in possession of stolen property. Their investigation cleared a number of vehicle burglaries from multiple jurisdictions. MPD detectives linked the suspect to a second stolen vehicle found abandoned in Monterey and a third vehicle stolen from Prunedale.

 MPD officers investigating a suspicious vehicle discovered the occupants were in possession of methamphetamine, stolen medication, and property reported stolen from Felton, Watsonville, Castroville, and Monterey.

 A Monterey police officer identified and arrested two subjects for possession of burglary tools, stolen property and identify theft. The stolen property linked the suspect to a recent stolen vehicle and two residential burglaries.

 A Monterey police detective and Monterey police officers worked with Del Rey Oaks Police Department and the District Attorney's Forensic Investigator to conduct an investigation that led to the arrest of an individual for sex with a minor, possessing child pornography, and providing marijuana to a minor.

 MPD CAT worked with the U.S. Marshal's office to locate and arrest a violent sex offender out of Indiana who was a local transient.



Patrol Officers made a traffic stop on a vehicle in downtown Monterey and arrested the two occupants for possessing burglary tools, items of identity theft, and a handgun.



An MPD officer located a loaded assault rifle, cocaine and methamphetamine in a car after conducting a traffic stop and learning the suspect had a warrant for his arrest.

NOTABLE INVESTIGATIONS AND ARRESTS



Active Shooter Response

MPD Patrol Officers immediately responded to requests from the Gilroy Police Department to assist with the Garlic Festival active shooter incident. Two MPD officers provided protective services for the Gilroy Fire Department until the incident was determined to be safe. The Monterey Peninsula Special Response Unit (SWAT) was also initially activated, however was cancelled by Gilroy PD prior to responding.



A Monterey police officer investigated a commercial burglary. While off duty, she recognized the suspect vehicle and was able to identify the two suspects from the registration of the license plate she observed on the car.



MPD and PRVNT detectives assisted in the investigation of an attempted murder (stabbing), which occurred outside a Monterey nightclub. The nightclub hosted an "after-party" for an event held earlier the same day in the City of Seaside.



After multiple car burglaries took place at the Del Monte Shopping Center, an officer located the suspect vehicle. The suspects fled Monterey and were pursued by the CHP to Gilroy, where they crashed their car and fled on foot. Two of the three suspects were arrested and charged with four counts of burglary, possession of burglary tools, assault with a deadly weapon and evading police.



Officers identified and arrested a suspect in a robbery and a second attempted robbery that took place within 1.5 hours of each other at different locations in Monterey.

2. Proactively Police the City of Monterey to Ensure A Low Crime Rate



2019 SPECIAL EVENTS STAFFED BY MPD

1,169 HOURS OF SPECIAL EVENT OVERTIME

JANUARY

The Women's March (Downtown Waterfront)

FEBRUARY

Panetta Lecture Series
(One day- Conference Center)
Cruise Ship-Phoenix Reisen
(Wharf 1 & Waterfront)

MARCH

Panetta Lecture Series
(One day- Conference Center)
Cruise Ships - Princess Cruises
on two occasions
(Wharf 1 & Waterfront)

APRIL

Panetta Lecture Series
(One day- Conference Center)
Cruise Ship- Celebrity Cruises
(Wharf 1 & Waterfront)

MAY

Cali Roots Festival
(three day festival - Monterey Fairgrounds)
Big Little Lies
(Major network film production)
Panetta Lecture Series
(One day- Conference Center)

JUNE

Race Night at the Row
(Motorcycle show on Cannery Row)
Cruise Ship- Crystal Cruises
(Wharf 1 & Waterfront)

JULY

4th of July Parade & Celebration
(Downtown & Colton Hall)
Superbikes
(One-day Cannery Row)
Festa Divino Espirito Santo (FDES)
Parade (Downtown)
The Beer Fest (one-day Fairgrounds)

AUGUST

Russo & Steel and RM Car Auctions
and Car Week
(4-day Car Festival)

SEPTEMBER

The Monterey County Fair
(5 days-Fairgrounds)
The Jazz Festival
(3 day Festival- Fairgrounds)
The Santa Rosalia Parade (Downtown)
Cruise Ships- Princess Cruises &
Holland America (Wharf 1 & Waterfront)

OCTOBER

Cruise Ships- Norwegian, Seabourn,
Princess & Celebrity (Wharf-1)

NOVEMBER

The Cowboy Festival
(Music Festival- Fairgrounds)
First City Beer & Wine Festival
(1 day festival - Colton Hall Lawn)
The Captain Bouchard Re-Enactment
(Custom House Plaza)
Monterey Bay Half Marathon
(Waterfront)

DECEMBER

First Night Event (Downtown)



2. Proactively Police the City of Monterey to Ensure A Low Crime Rate

PENINSULA REGIONAL VIOLENCE AND NARCOTICS TEAM (PRVNT)

The MPD led the Peninsula Regional Violence and Narcotics Team (PRVNT), which includes detectives from all law enforcement agencies on the Monterey Peninsula. The following are some of the highlights of PRVNT's accomplishments in 2019.

PRVNT arrested a wanted parolee driving a car stolen from Monterey. A firearm was recovered from the vehicle.

PRVNT arrested a wanted felon in Monterey who was in possession of narcotics for sale and was involved in pimping.

PRVNT and MPD detectives assisted the Seaside Police Department with a gang related shooting at Seaside High School, which led to the suspect's arrest.

PRVNT conducted proactive street level operations which resulted in twelve suspects being arrested for warrants and/or narcotics related issues.

PRVNT arrested a subject driving a stolen vehicle who had previously been involved in a pursuit on the Peninsula while driving another stolen vehicle.

Monterey police detectives and PRVNT arrested a male in Monterey for committing a home invasion burglary in Santa Cruz County.

PRVNT assisted in the arrest of (2) suspects who committed a shooting homicide in Seaside in May of 2019.

PRVNT investigated a case, which resulted in the District Attorney charging a 17 years-old suspect with involuntary manslaughter for supplying fentanyl to a 16 years-old female which caused her death after an overdose.



PRVNT detectives assisted in the arrest of five suspects, seizure of a loaded handgun and the recovery of a stolen computer after the suspects robbed patrons of their laptops at Starbucks in Monterey and Pacific Grove. The suspects led officers on a high-speed pursuit from Monterey to Gilroy, where the suspects finally surrendered after the California Highway Patrol disabled their car.

MPD & PRVNT conducted an in-depth investigation into an attempted murder at Del Monte and Figueroa, where a subject attempted to shoot another, however the firearm did not function properly. MPD arrested and booked the suspect into jail.

PRVNT recovered five firearms and made arrests for possession for methamphetamines for sales, cocaine for sales, marijuana for sales and possession of a concealed loaded firearm.

During the service of a search warrant, PRVNT recovered (5) firearms as well as marijuana for sales and an illegal alcohol still.



2. Proactively Police the City of Monterey to Ensure A Low Crime Rate



STATISTICAL DATA



POLICE SERVICES

	2018	2019	% Change
Calls for Service	57995	57191	-1%
Total Department Activity	17070	14776	-13%
Foot patrols	6174	8794	42%
Encampment cleanups	213	356	67%
Community/ Outreach Meetings	77	60	-22%
Sworn Overtime (hours)	7268	6396	-12%
Special Event Overtime (hours)	725	1169	61%
Officer Training (hours)	3973	4913	24%
Below Street Ready	-21%	-18%	3%

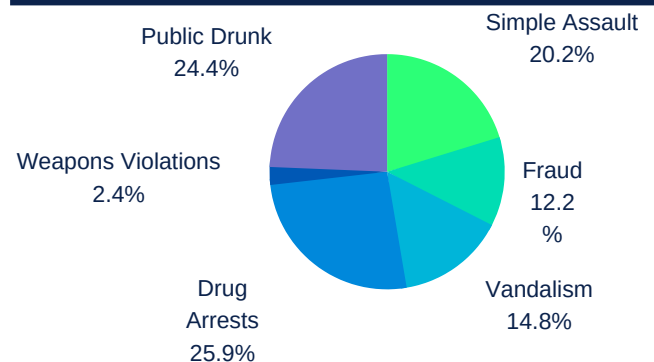
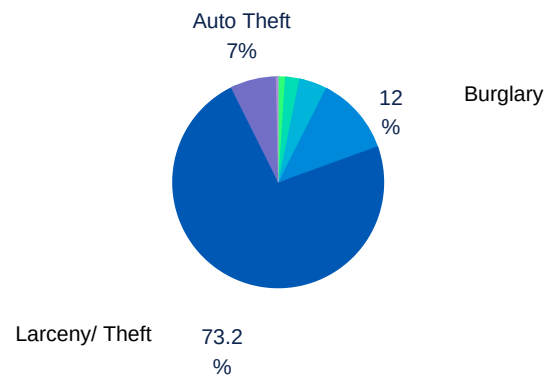
Dept. Activity = Total number of Narrative Reports, Supplemental Reports, Arrests, Field Interview Cards, Citations
 Sworn Overtime = Includes court, training, vacation and sick time coverage, late cases
 Spec Event Overtime = Includes officer overtime working special events, city and non-city sponsored



Part I Crime

	2018	2019	Change	Percent Change
Homicide Manslaughter	0	0	0	N/C
Rape	18	11	-7	-38.9%
Robbery	35	23	-12	-34.3%
Aggravated Assault	59	45	-14	-23.7%
Burglary	204	127	-77	-37.7%
Larceny/ Theft	859	774	-85	-9.9%
Auto Theft	80	74	-6	-7.5%
Arson	3	4	1	33.3%
Total	1258	1058	-200	-15.9%

PART I PERCENTAGE CHANGE -15.9%



Part II Crime

	2018	2019	Change	Percent Change
Simple Assault	298	281	-17	-5.7%
Fraud	164	170	6	3.7%
Embezzlement	25	14	-11	-44%
Vandalism	259	206	-53	-20.5%
Drug Arrests	361	359	-2	-0.6%
Weapon Violations	23	34	11	47.8%
Public Drunk Total	335	338	3	0.9%
Total	1465	1402	-63	-4.3%

PART II PERCENTAGE CHANGE -4.3%

3. DEVELOP, EMBRACE, AND ENHANCE COMMUNITY RELATIONS



BE SMART

The MPD supported and encouraged a Council Resolution relating to the Be SMART lock-up firearms educational campaign. The Be SMART framework is designed to help parents and adults normalize conversations about gun safety and take responsible actions that can prevent child gun deaths and injuries. SMART is an acronym that signifies the following:

- S**ecure - all guns in your home and vehicles
- M**odel - responsible behavior around guns
- A**sk - about the presence of unsecured guns in other homes
- R**ecognize - the role of guns in suicide
- T**ell - your peers to be SMART



Police Explorer



CSO Intern



CSO's

PST's

Police Officers

The MPD continued to coordinate a Police Explorer program. This program allows people from 14 to 19 years of age to volunteer as police explorers to gain training and be exposed to police work. In addition to the Explorer Program the MPD created the CSO intern position which employs part-time CSO interns which creates a path from Explorer to CSO Intern to CSO/PST/Police Officer to attract and hire local talent through the process.

The MPD utilizes an online crime reporting system known as Coplogic, which is access the MPD website. This web-based system provides a convenient way for the public to report minor incidents that do not have known suspects or leads. Reports are primarily filed for insurance purposes.

The MPD continued to participate in a pharmaceutical drug take-back program, wherein the public may safely and anonymously dispose of unused/expired prescription or over-the-counter medications through the MPD.

The MPD provided active shooter presentations to a multitude of business, community, school and City staff groups, including; Jazz Festival, AT&T Language Line, Monterey Conference Center, Monterey Staff businesses at Ryan Ranch, Monterey-Salinas Transit (MST) and Monterey High School.

MPD personnel participated in the "Pink Patch Project" during the month of October to raise awareness and funds to assist in the fight against cancer.



The Monterey Police Department continued to increase its presence on the various social media platforms. The social media accounts are used to highlight great police work, connect with the community, and increase recruitment opportunities. The MPD continues to engage the community through the use of additional social networking platforms to include Facebook, Twitter, the MPD App, Crimereports.com, montereypolice.org, and nextdoor.com.

Follow us:
@montereypolice



COMMUNITY EVENTS & OUTREACH



STATION TOURS

CSOs provided multiple station tours every month.

PLAY DATE WITH A COP

CAT participated in "Play Date with a Cop" at My Museum

NATIONAL PARK(ING) DAY

CAT Participate in the National Park(ing) day on Alvarado Street.

MEALS-ON- WHEELS

Patrol officers assisted Meals-On-Wheels on Christmas Day, bringing food to many individuals in need.

CSO'S ASSISTED WITH THE FOLLOWING EVENTS

CSOs assisted with "Halloween on the Wharf", "Trunk or Treat", Halloween Safety at the Hilltop Park "Pumpkin Patch", the Wharf birthday, and Language Day.

MONTEREY PENINSULA COLLEGE PRESENTATION

CAT Presented to the MPC staff regarding safety and security.

COFFEE WITH A COP

MPD hosted Coffee With a Cop approximately once a month at the following local coffee shops; Plumes, Captain & Stoker, Starbucks, Alta Café, and Café Lumiere.



SAFETY PRESENTATION AT WHISPERING PINES PARK

CSOs gave a safety presentation to youth participating in summer camp at Whispering Pines Park.

MPD CITIZENS ACADEMY

Eighteen community members graduated from the MPD Citizens' Academy after an eleven week course that was held every Wednesday evening for three hours. The community outreach program provided Monterey residents with an interactive, hands-on, comprehensive overview of law enforcement and local government.

PUBLIC SAFETY NIGHT

The MPD hosted a law enforcement Public Safety Night on August 3. The event promoted community partnerships and featured bounce houses, face painting, craft activities, family games, music and refreshments.



3. DEVELOP, EMBRACE, AND ENHANCE COMMUNITY RELATIONS



SCHOOL RESOURCE OFFICER (SRO)

The MPD School Resource Officer (SRO) organized a “Junior Police Officer” program at Walter Colton School. The program includes a seven-meeting curriculum ranging from taking a tour at the Police Station to lifting their own fingerprints.

Throughout the year the SRO was involved in a multitude of outreach, highlights include:

The Monterey SRO provided support to the newly hired Seaside SRO collaborating on school presentations and student issues.

Gave a presentation about the Constitution to (3) twelfth grade civics classes at Monterey High School.

The SRO taught a series of three one-hour lessons “Be Bully Free” to fourth and fifth grade classes at La Mesa, Foothill, Bayview and Monte Vista Schools.

The SRO attended the Special Olympics at Monterey Peninsula College with Monterey Police Community Services Officers to support MPUSD students who were participating.

The SRO gave a career presentation to a tenth grade class at Monterey High School.

The SRO sat on a panel of experts for a CHOMP meeting regarding student drug use.

After several vehicle versus pedestrian vehicle collisions, the SRO worked with Monterey High School administration to educate students about traffic safety.

The MPD received numerous complaints from MPUSD parents requesting traffic enforcement around Monterey Schools. During the month of September, MPD issued (54) citations near Monterey Schools during school drop-off hours.

The SRO made a presentation about current drug use and abuse trends to parents of Monterey High & Bay View Academy students.

The SRO conducted an investigation regarding a Monterey High School student selling drugs on social media. The student was found to have Xanax pills at the school and his home, for sale.

The SRO investigated a report of a student who was selling marijuana on social media. The student was found to have a half pound of marijuana, (43) marijuana vaping cartridges and a large amount of cash.

LIFESAVING

In January - MPD officers responded to a call of a welfare check of an elderly woman who suffered from dementia. Officers arrived and heard the woman making noise, tried to talk to her through the door, heard the gas clicking of the stove and determined the gas was potentially on, forced entry and discovered the female trapped under a book case. The stove was on with gas filling the apartment. The officers rescued the female and got her the assistance she needed.

In March, a Monterey officer performed CPR on an unconscious elderly woman, reviving her.

In July - Officers were dispatched to a report of a male who was possibly overdosing on heroin and non-responsive on arrival. Officers administered Narcan with positive results and the subject was transported to CHOMP.

In 2019- Officers responded to **twelve separate incidents** that were possible heroin overdoses and administered **Narcan** in an effort to save their lives.

COORDINATION WITH THE DEFENSE LANGUAGE INSTITUTE(DLI) AND NAVAL POSTGRADUATE SCHOOL (NPS)

In February - The Presidio of Monterey (POM) reported a suspicious package left in their Visitor Center. A description of the suspect was broadcast and an MPD officer identified the subject he had contacted thirty minutes prior. MPD officers were able to locate the suspect and turn him over to POM PD.

In March - PRVNT assisted the Presidio of Monterey Police Department with a homicide and arson investigation. The suspect was arrested in San Jose and confessed.



II. ADDRESSING CONTEMPORARY POLICING ISSUES – HOMELESSNESS, DE-ESCALATION, COMMUNICATION AND THE MENTALLY ILL



ADDRESSING HOMELESSNESS

MPD, primarily through the Community Action Team (CAT) Team, continues its two-pronged approach to quality of life and homeless issues in Monterey.



1. ASSISTANCE AND SERVICES

Multi-Disciplinary Outreach Team - M. D. O. T

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 in our community that are homeless or are 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 working out of MPD provides resources such as housing, residential treatment, social support and supported education and employment services for adults who have mental illnesses

ADDRESSING HOMELESSNESS ASSISTANCE AND SERVICES

28 successful referrals in 2019

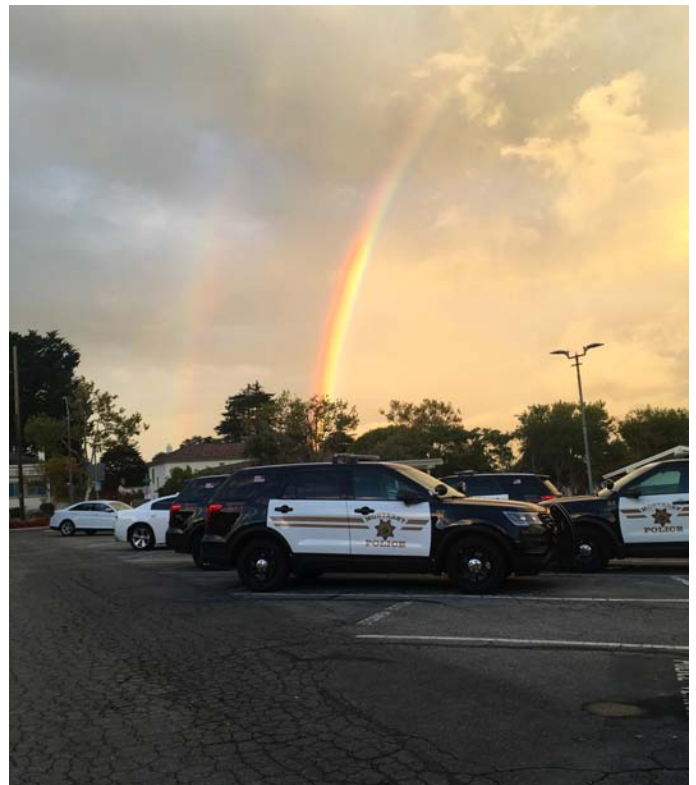
Collaborative efforts by the CAT and the Multi Disciplinary Outreach Team have resulted in numerous success stories; Providing Services, Connecting programs and Housing the Homeless.

CAT and MDOT 2019 Success Highlights

- ④ The MPD Community Action Team (CAT) and the Community Hospital of the Monterey Peninsula (CHOMP) social worker, through the Multi-Disciplinary Outreach Team (MDOT), coordinated the details of a detox program for a local homeless person and provided transportation and assistance for the initiation of the program.
- ④ MDOT moved a female into transitional housing, placed another female in rehabilitation in Santa Barbara, moved a male into a hotel room and placed another in the Bridge Program.
- ④ Visited a local homeless resident at the Monterey County Jail and scheduled the subject with a placement assessment for housing when they were released.
- ④ MDOT developed a "Hot List" and collaborated with the County Jail to locate resources for those incarcerated.
- ④ CAT officers assisted an individual with dementia enroll in Project Lifesaver. Project Lifesaver is a community based non-profit that provides public safety and caregivers with a program to protect and locate people with cognitive disorders.
- ④ CAT and MDOT were successful in finding resources for a homeless family, which included an eight-month old infant and an eighteen-month old toddler, from camping in Laguna Grande Park into a hotel.

CAT and MDOT 2019 Success Highlights

- ④ CAT and MDOT were successful in gaining resources for a local homeless man into the Genesis House, a substance abuse treatment facility.
- ④ CAT officers coordinated and transported a homeless family to the 'Gathering for Women' facility to receive services.
- ④ Arranged transportation at the request of a local homeless woman to be with her family on the east coast.
- ④ MDOT arranged for a well-known local homeless individual to obtain residential addiction rehabilitation services at Sun Street.
- ④ MDOT moved a homeless mother into the warming shelter and provided her with bus fare so she and her child could travel from the shelter to the peninsula.
- ④ MDOT participated in and gave a presentation at a community homeless awareness event at the Osio Theater.
- ④ CAT worked with the Veterans Transition Center to reunite a homeless veteran with his family and provided him with transportation.
- ④ MDOT set up an intake interview with Community Human Services (CHS) for a local homeless individual.





Navigator University

The MPD Community Action Team Sergeant teamed 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. The topics include: Accessing Benefits; Healthcare & Mental Health; Transportation; Legal Issues; Shelters & Housing; and Success Stories.

The Navigator University program was presented at the National Adult Protective Services Association (NAPSA) annual Training symposium in Denver, Colorado in August 2019 and the California Welfare Directors Association in Monterey in October 2019. The program will continue to be presented in various venues.



Enforcement & Additional Police Services

In 2019, the MPD Community Action Team (CAT) (1) Sergeant, (2) Officers, (1) CSO, (5) Part Time CSOs

130 arrests

(narcotics & alcohol related, threats, warrants, parole & probation violations, DUIs, brandishing weapons, battery, prowling, challenging to fight, shoplifting, etc.).

issued 190 citations

(panhandling in prohibited areas, urinating in public, trespassing, vicious dog, consuming alcohol in public, etc.).

356

Encampment clean-ups
after proper posting

60

Community meetings
attended in 2019

586 hours

Attended 586 hours of training

340 hours

Provided 340 hours of
special event coverage

361 Reports Completed

490 hours

Patrol Coverage

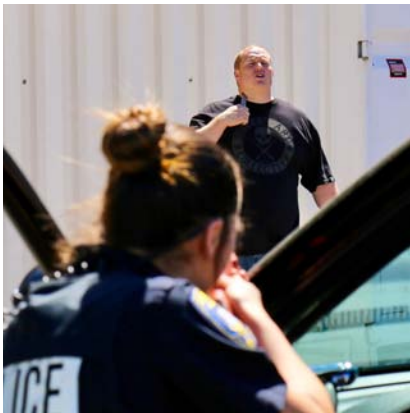
In January - MPD officers teamed up with Seaside police officers to address issues at Laguna Grande Park. The officers conducted park area walk-throughs and arrested two individuals.

In May - The CAT and MDOT conducted a premise check of the Old Capitol Site and located 22 camps. Numerous flyers were provided during the camp abatement.

In June - A CAT investigation led to the arrest of a suspect and the recovery of a dog stolen from the SPCA.

In October - CAT personnel assisted in the two week clean-up of the Old Capitol Site.

2. DE-ESCALATION/ COMMUNICATION / MENTALLY ILL



The MPD provided officers with the International Association of Chiefs of Police (IACP) – **One Mind Pledge, Mental Health First Aid for Public Safety course**. This course was co-taught by an MPD Sergeant and a Monterey County Behavioral Health Services Manager. The 8-hour training teaches officers to identify, understand and respond to signs of mental illness and substance use disorders. The training gives officers the skills to reach out and provide initial help and support to those who may be experiencing a crisis. The MPD is one of seventeen Law Enforcement agencies in California to be a part of the IACP One Mind Campaign.

Integrating Communications, Assessment and Tactics (ICAT)

The MPD provided officers with the Police Executive Research Forum (PERF) –**Integrating Communications, Assessment, and Tactics (ICAT)** de-escalation training which provides methods of how to respond to volatile situations in which subjects are behaving erratically and often dangerously but do not possess a firearm. The 16-hour training provides classroom training and opportunities to practice the techniques through video case studies and scenario-based training exercises.

Crisis Intervention Team (CIT)

The MPD continues to send all Police Officers to the **Crisis Intervention Team (CIT)** training which 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 crisis and utilize community resources and diversion strategies to provide assistance.

Successful Results

- ➊ An armed suspect that had threatened his roommate with a handgun was successfully negotiated out of his residence and three firearms were seized.
- ➋ Officers were dispatched to a report of a mentally unstable juvenile who had armed himself with a hockey stick and a football helmet. Officers utilized their Integrating Communications, Assessment, and Tactics (ICAT) de-escalation techniques to talk to the subject, calm him, make entry into the residence and detain the juvenile without injury to any parties involved.
- ➌ Patrol responded to an individual who was in mental crisis threatening harm against officers and medical staff. Officers utilized ICAT and CIT techniques, spending approximately an hour talking to the individual until he decided to peacefully surrender to law enforcement.
- ➍ Patrol officers were able to assist another local police department in locating and safely contacting a suicidal subject in possession of a handgun. The person was detained and subsequently referred for mental health treatment.
- ➎ A suspect wanted in the violation of a Domestic Violence Restraining Order was taken safely into custody after a multi-hour barricade situation at the victim's home.

III. MPD'S HIGH TRAINING STANDARDS



1. Supervisory/Leadership Development Courses attended by MPD staff, include:

Sherman Block Supervisory Leadership Institute (SBSLI)

– designed to stimulate personal growth, leadership and ethical decision-making in California front-line supervisors. The training consists of 192 hours spread into eight three day training sessions over eight months.

Police Executive Research Forum (PERF), Senior Management Institute for Police (SMIP)

– a three-week program that provides senior police executives with intensive training in the latest management concepts and practices used in business and government. SMIP features discussions of the most challenging issues facing law enforcement executives today.

FBI National Academy – a ten-week program which provides coursework in intelligence theory, terrorism and terrorist mindsets, management science, law, behavioral science, law enforcement communication, and forensic science. The FBI National Academy serves to raise law enforcement standards, knowledge, and cooperation worldwide.

All command staff officers are members of the International Association of Chiefs of Police (IACP), Police Executive Research Forum (PERF) and the California Police Chiefs Association and attend annual trainings hosted by these associations.



2. Training Attended by MPD Staff in 2019

- Field Training Officer Update; Field Training Officer Course; Bicycle Patrol Course; Drug Recognition Expert Instructor Certification; Standardized Field Sobriety Tests (SFST); Advanced Roadside Impaired Driving Enforcement (ARIDE);
- Less Lethal Force Options; Firearms range training; Tactical Firearms; Firearm Instructor; Patrol Rifle Course; Defensive Tactics; Conducted Energy Weapon (CEW) Taser training; Arrest Control; Response Tactics for Critical Incidents; AB 392 Use of Force Update;
- Radar-Lidar Operator; Basic Traffic Collision Investigation; Advanced Traffic Accident Investigation;
- Domestic Violence / Sexual Assault Update; Institute Of Criminal Investigation (ICI) – Sexual Assault Investigations Course; Internal Affairs/Discipline; Background Investigations; California Narcotic Officer Association Annual Training Conference; ICI Homicide Investigation Course; Drug Endangered Children Course; Interview & Interrogations; Behavioral Threat Assessment; Wiretap Investigations and Prosecutions; ICI Financial Crimes Investigations; Cold Case Homicide Investigation Course; California Criminal Justice Warrant Workshop;
- First Responder Support Network Peer Support Training; LGBTQ Awareness for Law Enforcement; Teaching Report Writing; Communication Keeping Your Edge; Target for Teaching; Assertive Supervision;
- Critical Incident Management in Corrections for Supervisors and Managers; Prisoner Security; Dispatch Radio Technology; California Association for Property and Evidence (CAPE) Training Seminar; Records Clerk; Keys to Inmate Management; Rap Sheet Training; CLETS training for trainers.



3. MPD'S NEW OFFICER HIRING & TRAINING



60-90 days

Police Officer Selection Process
(approx. 60-90 days.)

STEP 1-

Applicant submits application, which includes: the POST Entry-level Law Enforcement Test Battery (PELETTB) Written Exam results and Work Sample Test Battery (WSTB) Physical Ability test results that are administered by police academies.

STEP 2-

Monterey HR 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.

STEP 3-

Background Investigation into the candidate (POST Background Investigation Manual)

- Candidates fill-out 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.

STEP 4-

Conditional Offer of Employment

STEP 5-

Psychological and Medical Examination

Offer of employment with the MPD!

6 months of basic training

POST - Basic Course Academy, Basic Law Enforcement Training
(minimum 664 hours over approximately 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.

4 months of FTO

MPD Field Training Program one-on-one with Senior Officers.
Daily Observation Reports.

- (2) 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 Completed by FTO
- Supervisor's Weekly Report Evaluations Completed by FTO Sergeant

18 month probation

- Phase Five –
 - Twice a Month Evaluations by Sergeant until one year point
 - Monthly Evaluations by Sergeant one year to completion of probation (18 months)

4. POLICE RECRUIT DAILY OBSERVATION REPORT (DOR) (31) PERFORMANCE CATEGORIES



Attitude

- Acceptance of Feedback
- Attitude toward Police Work
- Integrity / Ethics
- Leadership



Appearance

- General Appearance



Relationships

- Relationship with Citizens/Community
- Relationship with Other Department Members
- Community Organizing and Problem-solving



Performance

- Driving Skill: Normal, Moderate, and High Stress Conditions
- Use of Map Book/GPS: Orientation/Response Time
- Routine Forms: Accuracy/Completeness
- Report Writing: Organization/ Details/ Use of Time/ Grammar/ Spelling/Neatness
- Field Performance: Non-Stress and Stress Situations
- Investigative Skills
- Interview/Interrogation Skills
- Self-initiated Field Activity
- Officer Safety: General, Suspicious Persons, Suspects, and Prisoners
- Control of Conflict: Voice Command and Physical Skill
- Problem-solving Techniques/Decision Making
- Communications: Appropriate Use of Codes/Procedures
- Radio: Listens and Comprehends, and Articulation of Transmissions
- Mobile Computer Terminal (MCT): Use/Comprehension/ Articulation



Knowledge

- Department Policies and Procedures
- Criminal Statutes
- Criminal Procedure
 - Knowledge of Department Policies and Procedures, Criminal Statutes and Procedures reflected by verbal, written and simulated testing, and reflected in field performance.



5. CALIFORNIA COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING (POST) CERTIFICATIONS

PEACE OFFICER POST CERTIFICATE REQUIREMENTS:



Supervisory Certificate

- Possess or be eligible for a POST Intermediate Certificate
- Current full-time employment as a peace officer
- Complete a minimum of 60 semester units
- Complete a POST Supervisory Course (80 hours)
- Possess a minimum of two years of law enforcement experience as a permanent first-line supervisor



Management Certificate

- Possess or be eligible for a POST Advanced Certificate
- Current full-time employment as a peace officer
- Complete a minimum of 60 semester units
- Complete a POST Management Course (104 hours)
- Possess a minimum of two years of law enforcement experience as a middle manager or higher



Executive Certificate

- Possess or be eligible for a POST Advanced Certificate
- Current full-time employment as a peace officer
- Complete a minimum of 60 semester units
- Complete a POST Executive Development Course (80 hours)
- Possess a minimum of two years of law enforcement experience as a permanent department head



Basic Certificate

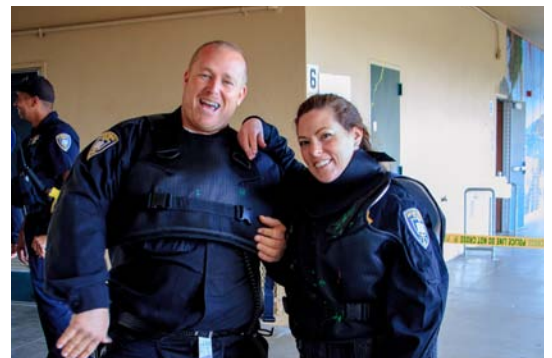
- Completion of Basic Academy (664 hours, 42 learning domains, approximately 6 months), current full-time employment as peace officer, completion of agency probation

Intermediate Certificate

- Possess a POST Basic Certificate, at least two years of law enforcement experience, current full-time employment as a peace officer and addition of Bachelor Degree, Master Degree, education units and/or training points (less formal education requires more years as a peace officer to qualify)

Advanced Certificate

- Possess a POST Intermediate Certificate, at least four years of law enforcement experience, current full-time employment as a peace officer and addition of Bachelor Degree, Master Degree, education units and/or training points (less formal education requires more years as a peace officer to qualify)



IV. MPD PRIORITIES- 2020



RESPONSIVE TO ALL



SECOND TO NONE



EVERY TIME



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 to Proactively Police the City of Monterey to ensure a low crime rate and address contemporary issues.

The MPD will continue with its comprehensive approach to addressing quality of life issues surrounding homelessness (CAT, MDOT).

The MPD will continue to build on its success in outreach to the community through 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 structure was opened in the 1950s. An exterior fence around the MPD campus is a priority.

The MPD will continue to utilize, improve and leverage technology advances, while always appreciating that our greatest resources are the people who make up the MPD.

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.



V. WE WILL NEVER FORGET - MONTEREY POLICE DEPARTMENT

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 gun belts and other 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.

V. WE WILL NEVER FORGET - MONTEREY POLICE DEPARTMENT



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.