

MONTEREY POLICE DEPARTMENT



ANNUAL REPORT

2020



2020

MPD ANNUAL REPORT



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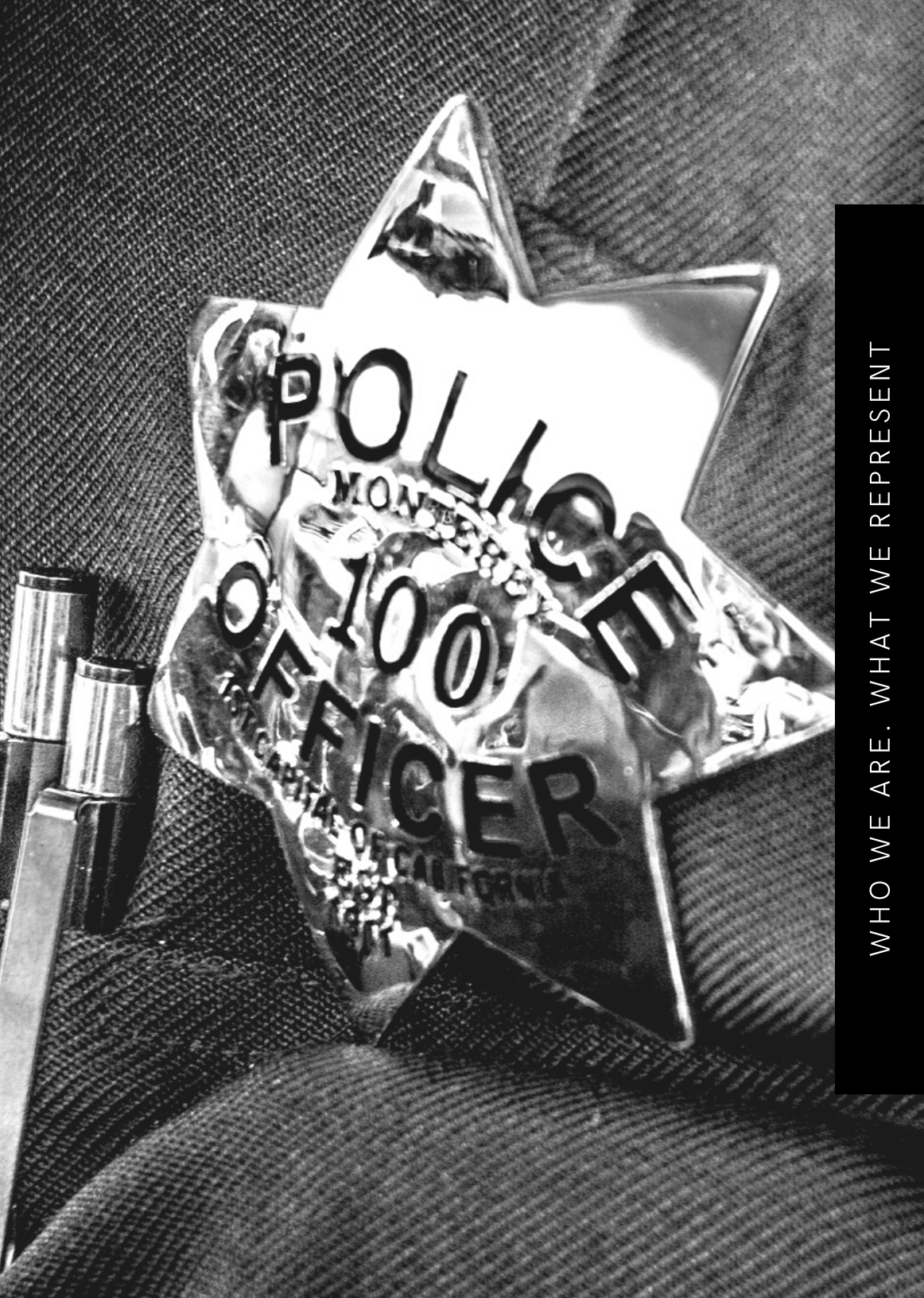
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WHO WE ARE. WHAT WE REPRESENT

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

“

"The people who make up the MPD recognize that working for the City of Monterey is a privilege....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"

It is my honor and privilege to represent the Monterey Police Department (MPD) as the Chief of Police. The 2020 MPD Annual Report has a different format than prior editions. We have decided to provide more general overview and statistical information in a shortened, easy to review format. The on-going work of the MPD is related in a more continuous basis through the MPD Monthly reports.

The last year was anything but ordinary and certainly one that allowed the MPD to appreciate and overcome challenges. I am very proud of the performance of the women and men of the MPD. They provided police services during a global pandemic, exposing themselves and by extension their families, to the virus to ensure public safety. They performed professionally and were dedicated to protecting the rights of all during a time of civil unrest, which was predicated by a horrific crime at the hands of an American police officer. They also responded to assist with the fire effort that burned in Monterey County, which resulted in many of them having to evacuate their own families and homes.

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 edition of the Monterey Police Department Annual Report.

David J. Hober
Chief of Police

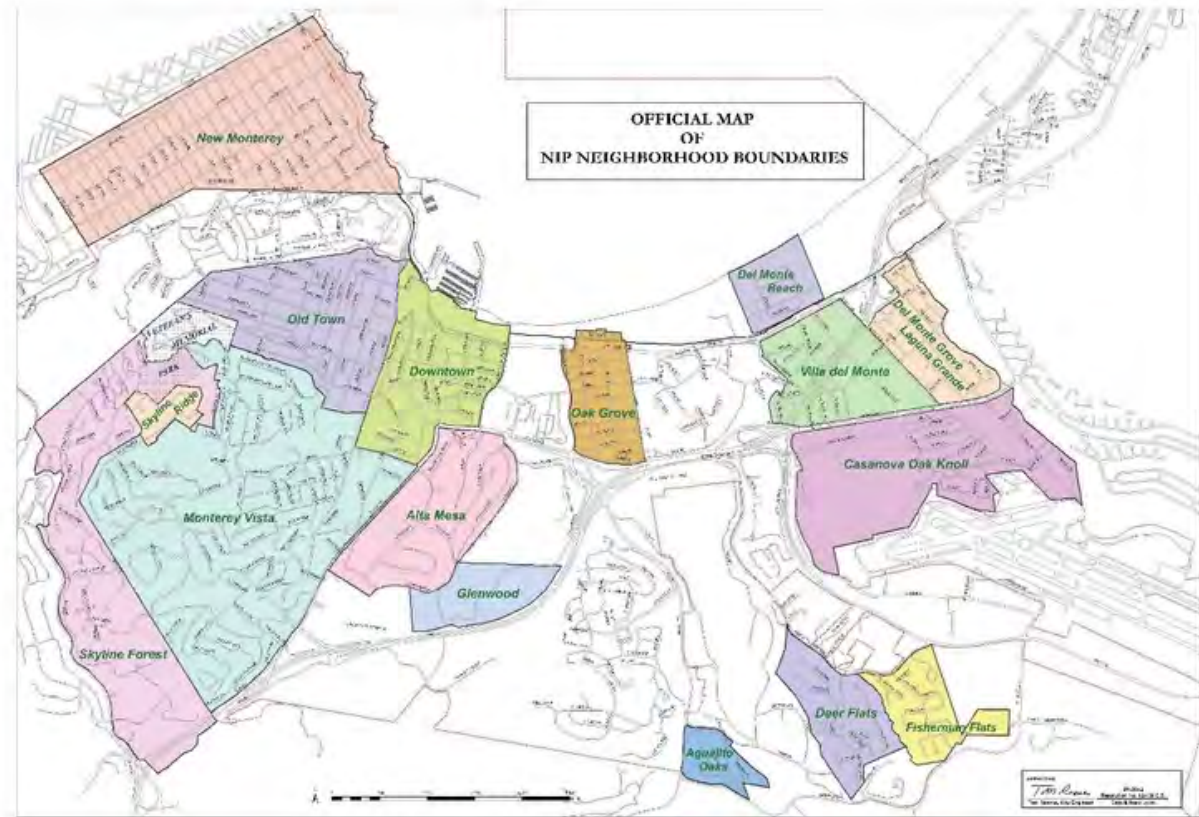


Monterey Quick Facts

CITY OF MONTEREY

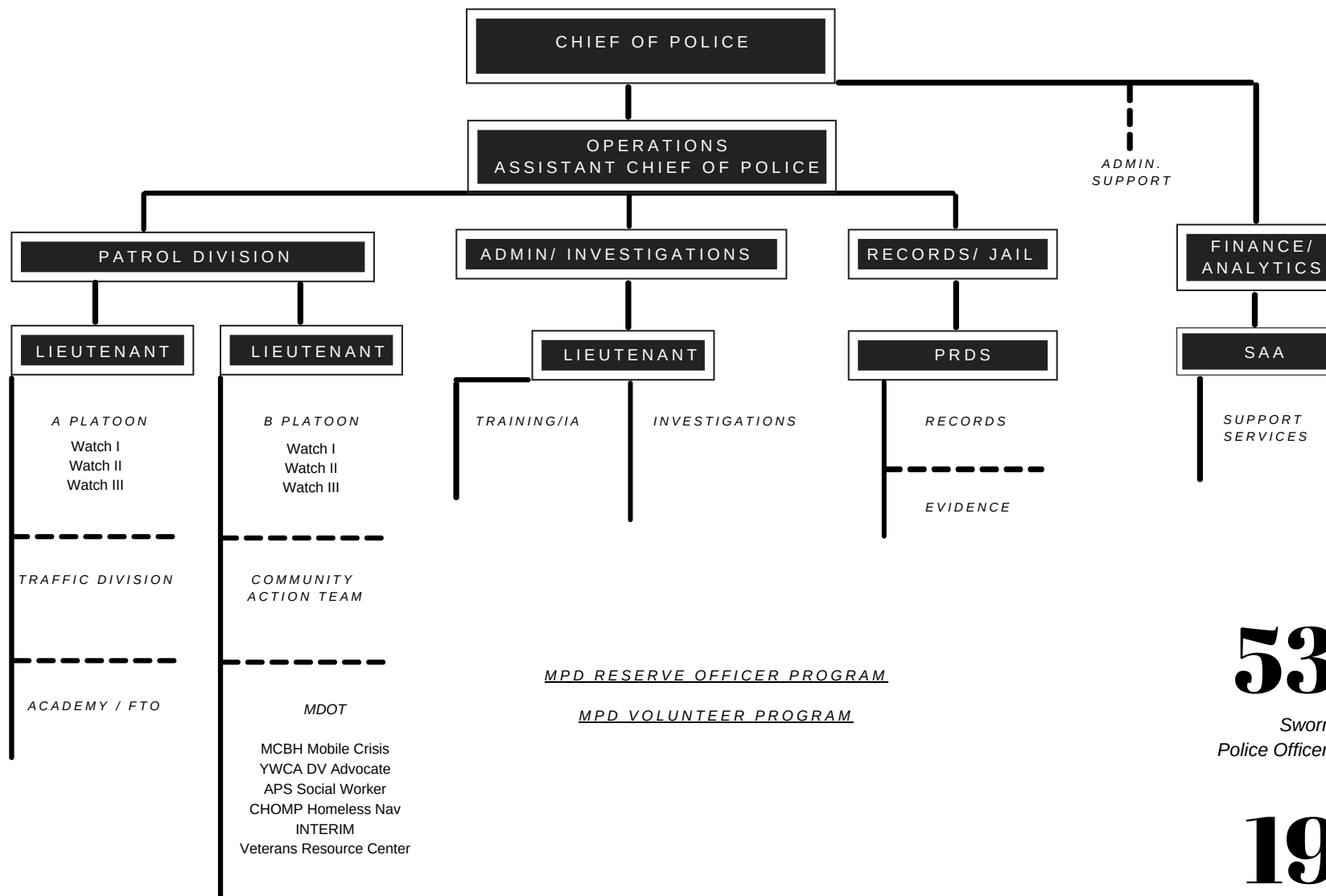
- **POPULATION:** 28,178
(U.S. Census Bureau 2019 Estimate)
- **LAND AREA:** 8.44 Square Miles
- **ELEVATION:** 26 ft. (City Council Chambers)
- **FOUNDED:** June 30, 1770
- **CAPITAL:** Capital of Alta California of Spain (1804- 1821) and of Mexico (1822 -1836)
- **CONSTITUTION:** Housed California's 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



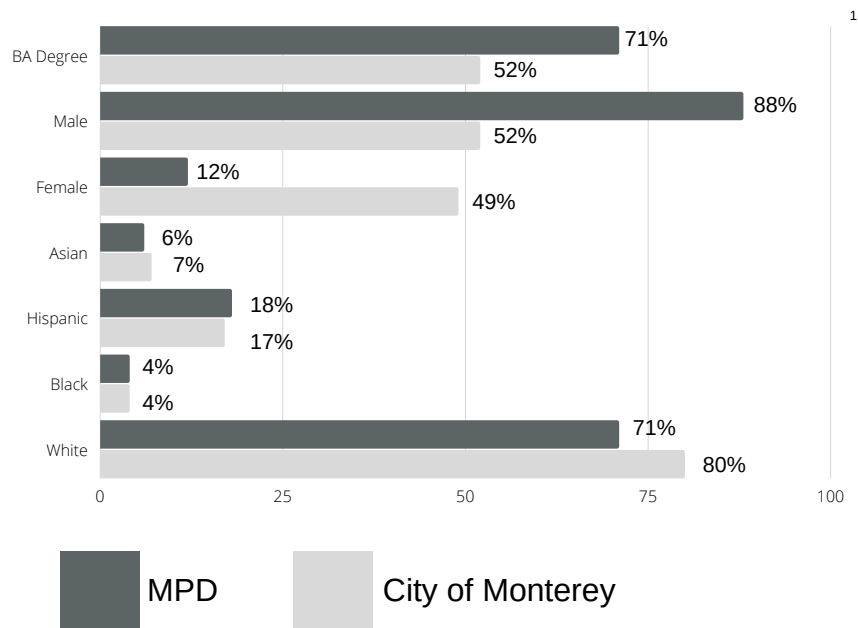
53
Sworn
Police Officers

19
Professional
Staff

I. MPD WORKFORCE



MPD AND CITY OF MONTEREY DEMOGRAPHICS



STAFFING

	2020	2019	2018	2017
Sworn Officers % Below Street Ready ²	-16%	-18%	-21%	-23%
Number of Sworn Officers Authorized	53 ³	53	53	53

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

Ratio (2020 same as 2019) Monterey - per 1,000 inhabitants	1.88 ⁴
Ratio (2019) California - per 1,000 inhabitants	2.35 ⁵
Ratio (2019) United States - per 1,000 inhabitants	2.4 ⁶

¹ As of 11-24-2020 - Note: BA Degree includes 24% Master's Degree and 47% Bachelor's Degree. The California average of female ratio of sworn officers was 13% in 2019 (Source - Footnote 5)

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 2020 the MPD Froze (4) sworn positions due to the financial issues created by the COVID-19 pandemic

⁴ Equation: Sworn Officers / Population = N, then N x 1,000 = Sworn Officers per 1,000 (2019 US Census est. of 28,178)

⁵ FBI 2019 Crime in the United States - Table 77

⁶ FBI 2019 Crime in the United States - Police Employee Data

New Staff / Promotions / Retirements in 2020

NEW MPD STAFF



POLICE OFFICERS

*Lee Doyle, Joshua Macias,
Trevor Howell, Joseph Parigi and Ethan Simpson*

COMMUNITY SERVICE OFFICER

Jennifer Dabney



LIEUTENANT

Jacob Pinkas

SERGEANTS

*Gregory Galin
Jeffrey Welch*

PROMOTIONS

RETIREMENTS

ASSISTANT CHIEF WILLIAM CLARK BADGE # 257



Assistant Chief Bill Clark, Badge #257, was an integral part of the Monterey Police Department for over thirty-one years, from 1989-2020. Assistant Chief Clark's assignments included Patrol Officer & Field Training Officer (FTO) for nine years; Detective for eight years; Patrol & FTO Sergeant for five years; Lieutenant for one and a half years; and Assistant Chief of Police for over three years.

POLICE SERGEANT FRANK RUSSO BADGE #072



Sergeant Frank Russo, Badge #072, was an integral part of the City of Monterey Police Department for thirty-one years, from 1989 to 2020. Sergeant Russo's assignments included being a Monterey Police Cadet for one year; Police Intern for one year; Patrol officer for six years; Community Services / Waterfront Patrol Officer for four years; Field Training Officer for four years; and Sergeant for fifteen years.

2020 MAJOR AWARDS

OFFICER OF THE YEAR



Sergeant Jason Newby

Sgt. Newby is assigned to patrol and was the overwhelming recommendation from his peers. Sgt. Newby and his shift were involved in positively resolving numerous critical incidents this past year, many of which involved individuals with weapons. Sgt. Newby was praised for his professionalism and supervision of the critical incidents, his dedication to the Monterey Peninsula Special Response Unit (SRU), and his commitment to training his shift regarding tactical and de-escalation considerations when responding to critical incidents.

PROFESSIONAL
EMPLOYEE
OF THE YEAR



Police Services Technician Gabe Vasquez

Police Services Technician (PST) Gabe Vasquez' peers described him as positive, helpful, knowledgeable, dependable, patient, and professional. PST Vasquez was described as always being approachable and he was commended for his dedication in helping his fellow coworkers and the community.

COMMUNITY ORIENTED
POLICING AWARD



Officer Brooke Dooley

Officer Dooley was praised for her work in the Field Training Program and with the Community Action Team. Officer Dooley was described as being positive, friendly, dependable, knowledgeable, and committed to helping her fellow co-workers. Brooke was commended for her balanced approach in enforcing the law, while being compassionate in connecting individuals with various service providers.

DISTINGUISHED SERVICES AWARDS

Sergeant Jason Newby*
Officer Russell Speirs
Officer Andrew Herndon
Officer Timothy Ament
Detective Mike Garcia

MERITORIOUS SERVICES AWARDS

Sergeant Jeremiah Ruttschow
Detective Kim Zook
Officer Lidio Soriano
Officer Amy Ament*
Officer Brooke Dooley
CSO Jennifer Dabney*
Officer Wayland Kopp*
Officer Kris Richardson
Officer Alfredo Sabino
Officer Brandon Leniart
Officer Chad Ventimiglia

COMMUNITY POLICING AWARDS

Sergeant Rusty Jenkins
Officer Brent Hall
Officer Joshua Macias
Officer Jesse Phillips
Officer Joseph Parigi

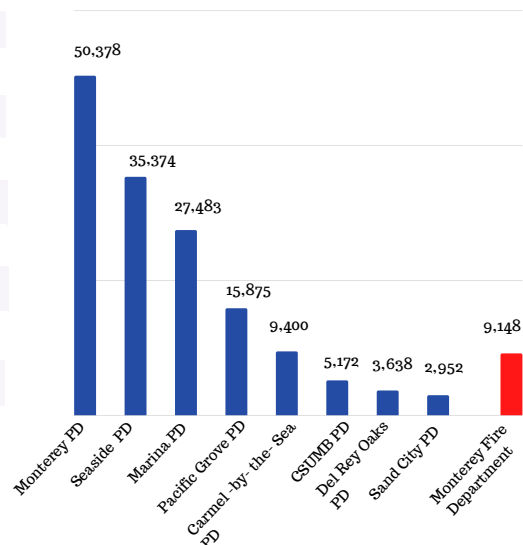
**denotes multiple awards*

II. MPD POLICE SERVICE



1. CALLS FOR SERVICE

	2020
Monterey PD	50,378
Seaside PD	35,374
Marina PD	27,483
Pacific Grove PD	15,875
Carmel-by-the-Sea PD	9,400
CSUMB PD	5,172
Del Rey Oaks PD	3,638
Sand City PD	2,952
Monterey Fire Dept.	9,148



50,378

Monterey PD Calls for Service in 2020

2. DEPARTMENT ACTIVITY

Total Department	2020	2019
Total Department Activity ⁷	12,862	14,776
Narrative Reports	4,547	5,255
Supplemental Reports	2,142	1,904
Online Reports (Coplogic)	281	206
Felony Arrests (booked)	329	305
Misdemeanor Arrests (booked)	738	1,171
DUI Arrests	113	210
Citations ⁸	1,831	2,780
Parking Citations	478	730
Proactive Foot Patrols	6,581	8,794
Special Event Overtime (hours)	589	1,169
Sworn Officer Training	1,777	4,913
Nacran Administered (Opioid OD)	17	N/R ⁹

⁷ Includes total number of narrative reports, supplemental reports, arrests, field interview cards, citations

⁸ Hazard, Non-hazard, Administrative Citations

⁹ N/R = Not Recorded

TRAFFIC UNIT (2- MOTORCYCLE OFFICERS)



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

25

MDOT Housed
Persons

111

MDOT Services
Provided



COMMUNITY ACTION TEAM CAT¹⁰ 2020

Arrests	100
Citations	196
Encampment Cleanups	785
MDOT housed persons	25
MDOT Services Provided	111
Community Outreach Meetings	30
Special Event Hours	406
Patrol Coverage (hours)	778

INVESTIGATIONS¹¹ 2020

Assigned Cases	662
New Cases Assigned	370
Closed Cases	339
Arrests	89
Firearms Recovered	19
Lab Submissions	34
Search Warrants	76
DA Complaints	66
Investigations Call-outs	34

¹⁰Included - (3) sworn and (2) CSOs until July and then (5) sworn and (2) CSOs.
CSO intern positions were frozen in April 2020.

¹¹Includes (4) Sworn. In June 2020 the Detective assigned to PRVNT was assigned solely to the MPD.

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 2020.*



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

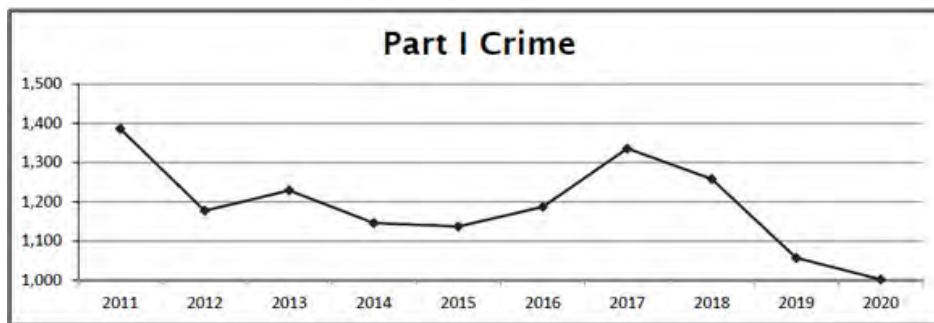
MPD webpage - annual reporting, monthly reporting, crime statistics, case & arrest booking logs, policies/procedures & training outlines, complaints & commendations, and media releases.

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

PART I CRIME PRIOR YEAR COMPARISON

Offenses	2019	2020	Change	% Change
Homicide Manslaughter	0	0	0	0%
Rape	11	15	4	36%
Robbery	23	22	-1	-4%
Aggravated Assault	44	59	15	34%
Burglary	127	130	3	2%
Larceny / Theft	774	706	-68	-9%
Auto Theft	74	67	-7	-9%
Arson	4	3	-1	-25%
Total	1057	1002	-55	-5%

PART I CRIME TEN-YEAR COMPARISON

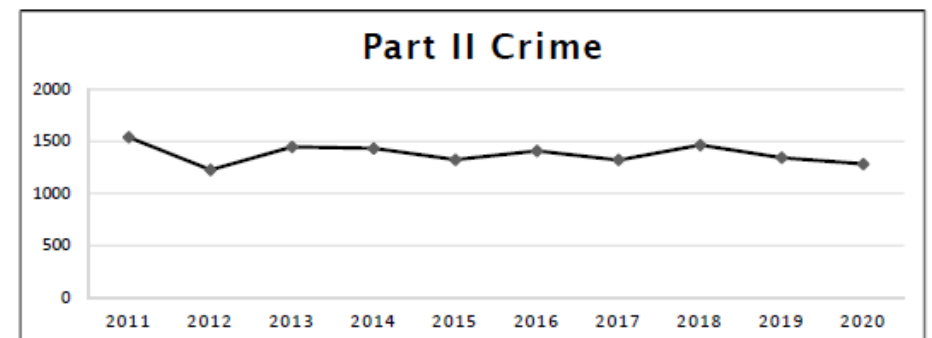


III. CRIME AND TRAFFIC STATISTICS

PART II CRIME PRIOR YEAR COMPARISON

Part II Crime	2019	2020	Change	% Change
Simple Assault	282	267	-15	-5%
Fraud	170	196	26	15%
Embezzlement	14	7	-7	-50%
Vandalism	206	229	23	11%
Drug Arrests	313	391	78	25%
Weapon Violations	28	25	-3	-11%
Drunk / Disorderly	331	168	-163	-49%
Total	1344	1283	-61	-5%

PART II CRIME TEN-YEAR COMPARISON



2. TRAFFIC REPORTING

2020 COLLISIONS HIGH INCIDENT INTERSECTION LOCATIONS

Del Monte Avenue	Sloat Avenue	10
Del Monte Avenue	Washington Street	8
Lighthouse Avenue	Hoffman Avenue	8
Lighthouse Avenue	Prescott Avenue	7
Del Monte Avenue	Camino El Estero	6
Del Monte Avenue	English Avenue	6
Del Monte Avenue	Hannon Avenue	6
Lighthouse Avenue	Dickman Avenue	6
Lighthouse Avenue	Irving Avenue	6
Pacific Street	Madison Street	6
Lighthouse Avenue	McClellan Avenue	5
David Avenue	Hawthorne Street	4
Foam Street	Hoffman Avenue	4
N. Fremont Street	Casanova Avenue	4



TEN YEAR TRAFFIC REPORTING

		2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2019/2020 Change	2019/2020 % Change
COLLISIONS	Fatal	1	1	2	1	0	0	2	1	1	1	0	0.0%
	Injury	194	216	198	195	186	223	231	221	215	122	-93	-43.3%
	Non Injury	560	544	659	589	633	614	523	540	548	314	-234	-42.7%
	Total	755	761	859	785	819	837	756	762	764	437	-327	-42.8%
DUI	Arrest	256	265	209	297	221	219	192	171	191	111	-80	-41.9%
	Collision	18	50	39	55	54	52	42	49	69	32	-37	-53.6%

1. EQUITABLE JUSTICE AND POLICING: THREE INFLUENCING DIMENSIONS

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

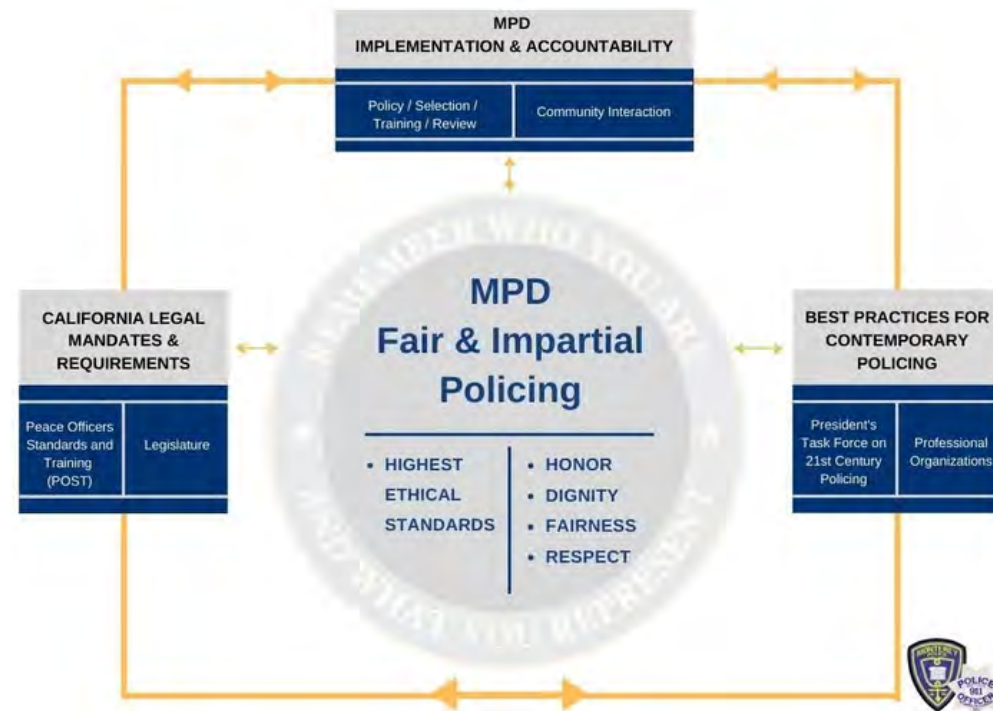
Such as the six pillars of President Barack Obama's Task Force on 21st Century Policing, a benchmark document released in 2015.

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.

IV. TRANSPARENCY



2.FORCE APPLICATION

In 2020, the MPD was involved in thirty-four Use of Force (UOF) incidents. Seventy-six 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.); 2% involved OC Spray; 2% involved an impact weapon; 14% involved a Taser; 4% involved a less lethal weapon; and 2% involved a firearm discharge (did not strike subject). In 2020, the MPD logged 50,378 calls for service - the thirty-four UOF incidents represent .06% of the logged calls for service.

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

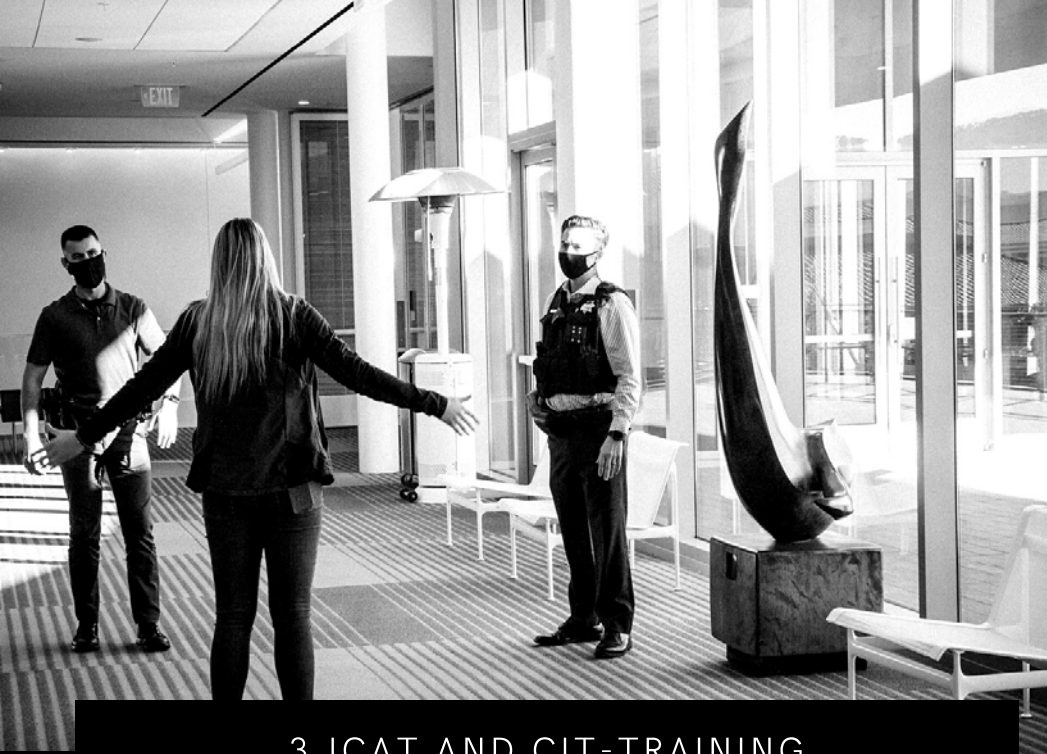
- The California Department of Justice through the Use of Force Incident Reporting (URSUS) data base (when the incident involved the shooting of a civilian by a peace officer, the shooting of an officer by a civilian, a use of force that results in serious injury or death to a civilian or officer by 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)

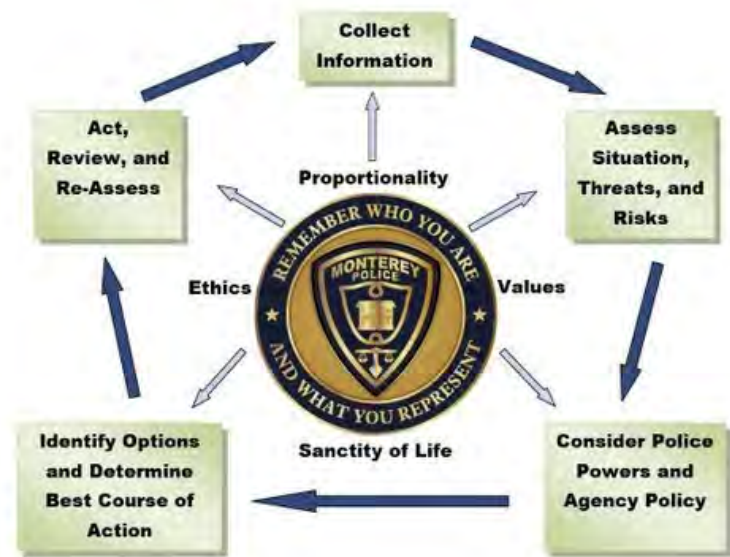


3. ICAT AND CIT-TRAINING

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 has implemented a Body Worn Camera (2017) and Mobile Audio Vehicle Recording System (2011) (BWC/MAVRS). The BWC/MAVRS system will be at end of life in January 2023. The MPD has technology based record tracking of officers, which includes - FTO / Training (2018); Use Of Force tracking (2020); and Citizen Complaints & Collision tracking (2021). The MPD will need a new Records Management System (RMS) and is reviewing solutions that will assist with RIPA reporting and other technological advances (2022).

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 Civilians’ Complaints Against Peace Officers (CCAPO) data base at the California Department of Justice annually.

In 2020, the MPD conducted seven internal affairs investigations, which included three citizen complaints and four department initiated investigations. The complaints included allegations of procedural concerns, search and/or seizure concerns, bias based policing concerns, and force concerns. Of the seven investigations, three were sustained, one was not sustained and three were exonerated. In 2020, the MPD logged 50,378 calls for service, the seven internal affairs complaints represent (.02%) 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 a Month Evaluations by Sergeant until one year point
-  Phase Five - Monthly Evaluations by Sergeant until completion of probation (18 months)



VI. MPD PRIORITIES 2021

- ✿ 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 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, while always appreciating that our greatest resources are the people who make up the MPD. This will include the implementation of a new Records Management System and technology to comply with the Racial and Identify Profiling Act (RIPA).
- ✿ 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.

