



# BIENNIAL REPORT

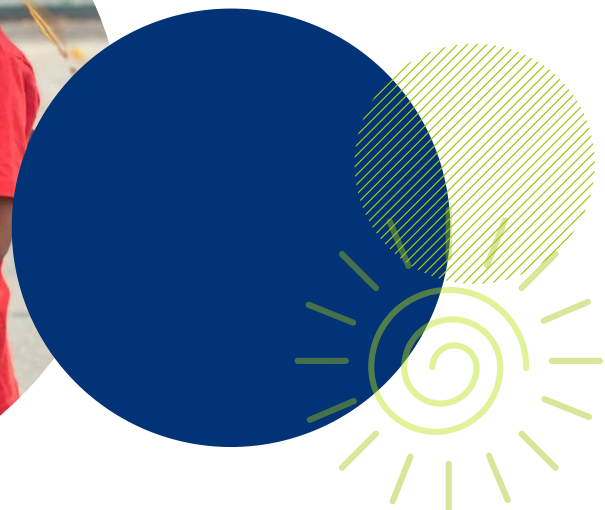
2019 - 2020

[www.salinaspd.org](http://www.salinaspd.org)  
312 E. Alisal St.  
Salinas, CA  
93901



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# CREATING A SAFER COMMUNITY

Commitment and Dedication  
Integrity and Respect  
Trust & Transparency



## MISSION STATEMENT

Working in partnership with the people of Salinas to enhance the quality of life through the delivery of professional, superior and compassionate police services to the community.

## ORGANIZATIONAL VALUES STATEMENT

The Police Service of Salinas exists to serve the community. We do this by protecting life and property, preventing crime, enforcing the law, and by maintaining order for all citizens. We consider service to our community to be our primary responsibility. We will always strive to professionally and enthusiastically respond to the community's needs.





**ADELE FRESÉ**  
**CHIEF OF POLICE**

## **A MESSAGE FROM THE CHIEF**

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It is my honor to present the 2019-2020 Biennial Report. Over the past two years, the men and women of the Police Service of Salinas have made tremendous contributions to carrying out our mission to enhance the quality of life through the delivery of professional, superior, and compassionate police services to the community.

During this period, we have experienced change and historic accomplishments including the implementation of the Collaborative Reform Report, diversification of sworn officers through innovative recruitment, and dramatic reduction in violent crime, including homicides. Among the numerous variables impacting these landmark changes, community collaboration and professional policing have been key to our collective success.

In 2019, the Salinas Police Department received the James Q. Wilson award for excellence in community policing from the Community Policing Institute of California. As we continue our effort to increase accountability, transparency, and community policing customized to the needs of the residents, we have further implemented new work processes, programs, and policies, including those I have listed and highlighted throughout this Biennial Report.

- The Strategic Information Exchange and Response (STIER) concept was implemented to set a formal standard by which all commanders come



face-to-face with the chief to share crime information, identify problems, and with the inclusion of the crime analyst, discern any trends, patterns, or "hot spots." Executive and management staff collaborate to design implementable crime-fighting strategies to enhance the quality of life and address crime

- Integrating Communications, Assessment, and Tactics (ICAT) is a use-of-force Training Guide which was implemented to fill a critical gap in training officers in how to respond to volatile situations in which subjects are behaving erratically and often dangerously, but do not possess a firearm
- New software and processes were implemented to assist with the monitoring of on-the-job field training curriculum and probationary periods, and to manage the extensive training needs of our sworn and civilian employees
- All sworn officers have received Crisis Intervention Training (CIT), with 83% having completed the full 40-hour course and remaining officers to be trained as post-pandemic courses are scheduled. CIT is aimed at improving the outcomes of police interactions with people with behavioral health conditions (mental illness, developmental disabilities, Alzheimer's disease, and substance use disorders). Training emphasizes understanding of behavioral health conditions, crisis resolution and de-escalation skills, community resources, and family member perspectives

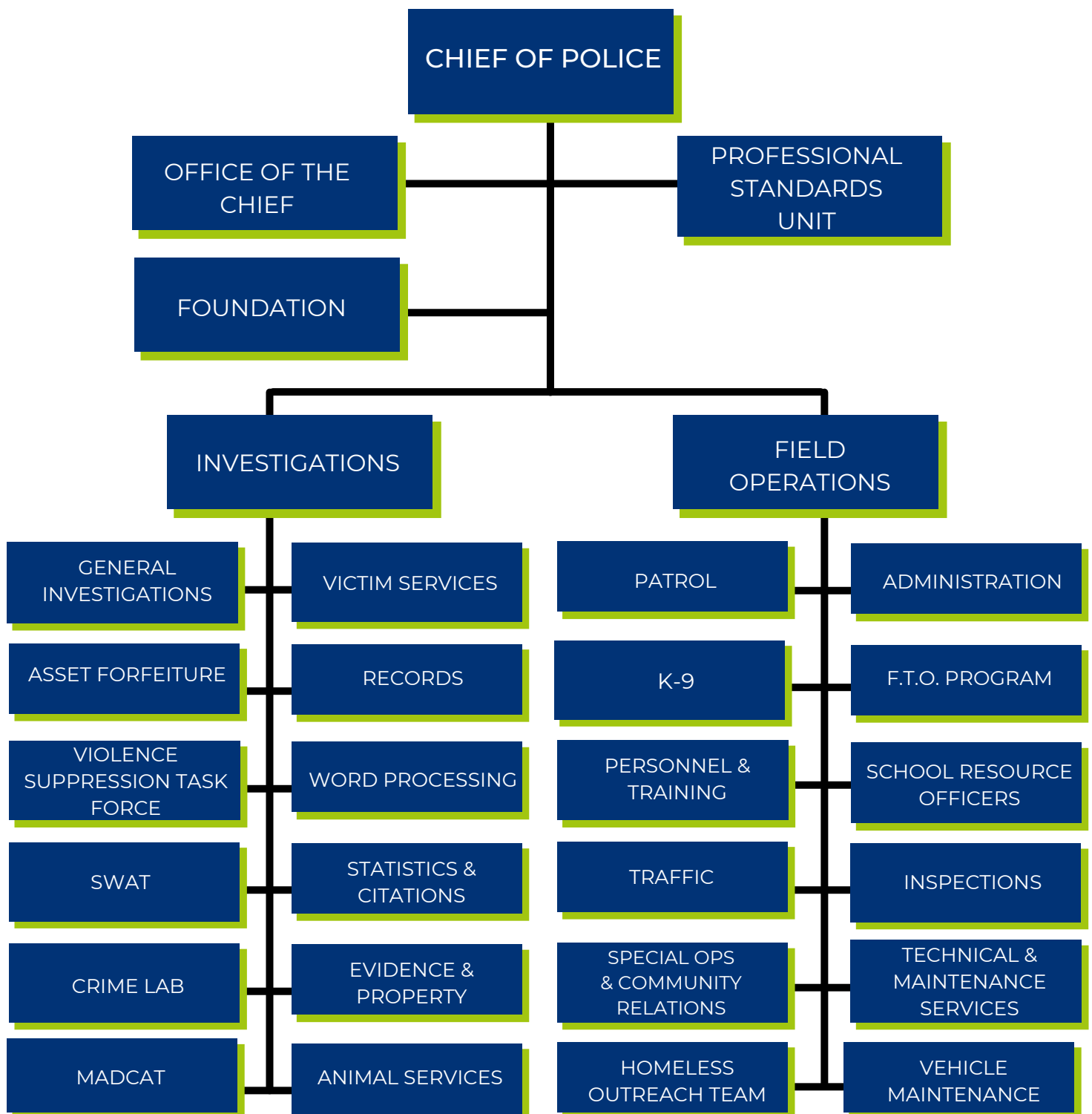
I am pleased with all we have accomplished and am confident we have laid the foundation to maintain high-quality community policing while continuing to build partnerships and strengthen community trust. Thank you for allowing us to serve this vibrant community.

*Chief Adele Fresé*



# ORGANIZATIONAL CHART

Working together to ensure that nonviolence is the most prevalent approach in our community.





# SALINAS CITY DATA

2019 U.S. Census Bureau Facts: Link [Here](#)



## POPULATION

155,465



## DATE POLICE DEPARTMENT ESTABLISHED

1872



## DIVERSITY

79.3% Latino or Hispanic  
12.6% White, not Latino or Hispanic  
8.1% Other



## CITY OF SALINAS

"Rich in Land | Rich in Values"  
Land in Square Miles: 23.499



## DATE INCORPORATED

1874



## MEDIAN INCOME

\$61,527 per family  
16.8% persons in poverty



## LANGUAGE OTHER THAN ENGLISH SPOKEN AT HOME

72.2%



## EDUCATION | PERSONS OVER AGE 25

59.2% HS Diploma or Higher  
13.3% Bachelor's Degree or Higher





## NEW BUILDING,

## NEW NAME

---

With the successful passage of the Measure G sales tax initiative in 2014, funding was secured for a long overdue new Police Headquarters. The old Police Department was built in 1958, for a much smaller and less technically reliant workforce. Aside from the cramped working conditions, the building suffered from serious signs of its age and crumbling infrastructure, which no longer supported its employees, nor the community we serve.

Our department also changed its name to Police Service of Salinas to more accurately reflect who we are and what we do.





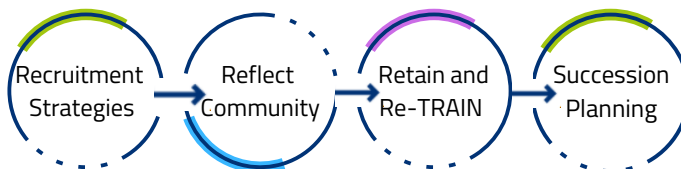
# WHAT'S IN A NAME?

Since we moved into our new building, there has been some confusion in the community as to what our name really is. Often referred to as, "Police Services of Salinas" the proper name, as displayed on the building's marque, is, "**Police Service of Salinas.**" This is a small distinction but an important one: "**services**" describes the particular work performed by one who serves; "**service**" denotes the *occupation* or *function of serving*.

The name, the order in which it is written, and the barely noticeable distinction of service (vs. serviceS) is intentional. Service is the sine qua non of policing, and its placement in the name is an affirmation of this to our community. Language has meaning, and its proper use in the public discourse is important. We are all so proud to be serving our community.



# RECRUITMENT AND TRAINING



## Recruitment Video [HERE](#)



The Personnel and Training Unit is responsible for the recruitment and hiring of new department members and coordinating the attendance at training academies for new recruits. With a focus on recruiting the highest quality applicants that represent the community we serve; the Recruitment Officer cultivates connections with prospective candidates through local contacts and regional recruiting events/job fairs.

The Recruitment Officer spearheaded the production of the department’s [Recruitment Video](#) and is working on the development

of an intern program with California State University Monterey Bay. The Recruitment Officer also acts as the primary liaison with local police academies. The Police Service of Salinas currently has 156 of the department’s 174 authorized sworn positions filled, and 45 of the department’s 55 civilian positions filled.

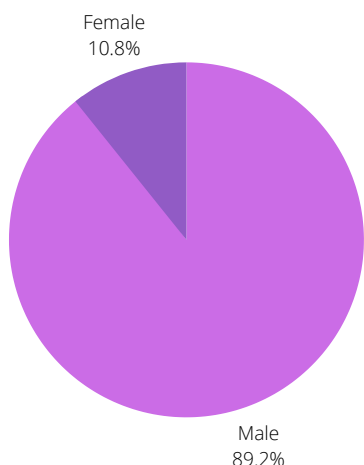
The Personnel & Training Unit ensures sworn and civilian staff maintain our high standards of training, including in-service courses to address perishable skills and other professional development needs, as required by the Commission on Peace Officer Standards and Training (POST).



# STAFFING AND DIVERSITY

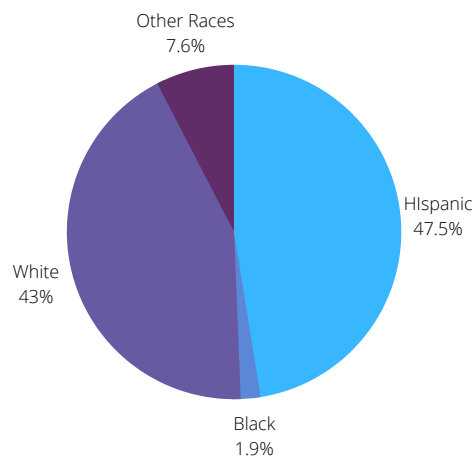
The Police Service of Salinas has worked hard to improve the diversity of the Sworn Officers serving the community. Below are some statistics regarding the 158 officers employed as of September 2020. We continue our commitment to hire the highest quality candidates that are representative of the community we serve.

*Gender Diversity*



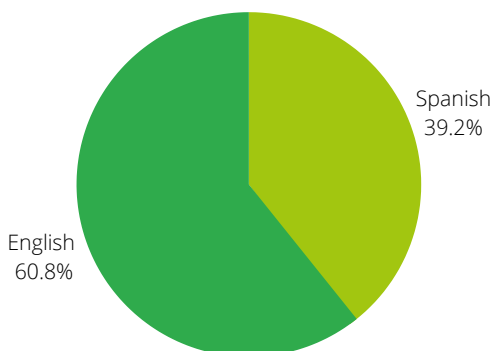
★ 141 Male ★ 17 Female

*Ethnic Diversity*



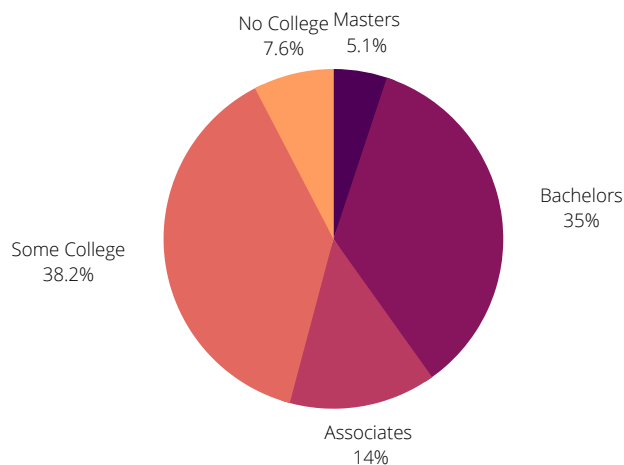
★ 75 Hispanic ★ 68 White ★ 12 Other Races ★ 3 Black

*Language Skills*



★ 96 Spanish Speakers ★ 62 Non-Spanish Speakers

*Education Level*



★ 55 Bachelors ★ Associates ★ 8 Masters  
 ★ 8 No degree ★ 60 Some College



# PROFESSIONAL STANDARDS UNIT

The Professional Standards Unit (PSU) thoroughly and objectively investigates allegations of misconduct by members of the Police Service of Salinas. The PSU also maintains and reviews records related to department policy, pursuits and use of force data. Every civilian has the right to make a complaint against any employee of the Department. Complaints may be made to any supervisor or directly to PSU. We accept complaints in person, by telephone, by mail, by email or by a person who was not directly involved in the incident. We will also accept anonymous complaints. All allegations are investigated with the highest standards of fairness and respect towards both the public and our employees.

	2016	2017	2018	2019	2020
<b>Total Investigations</b>	18	15	9	8	7
Use of Force Investigations	5	4	2	7	2
Other Investigations	13	11	7	1	5
<b>Investigation Source:</b>					
External	6	4	5	2	0
Internal	12	11	4	6	7
<b>Investigation Disposition:</b>					
Sustained	10	8	3	1	4
Not Sustained	2	1	2	0	0
Exonerated	1	2	3	6	1
Unfounded	5	4	1	1	0
Investigation Ongoing	0	0	0	0	2
<b>Complaints (All from External Sources):</b>	0	0	0	7	6
<b>Complaint Disposition:</b>					
Unfounded	0	0	0	3	5
Exonerated	0	0	0	4	1



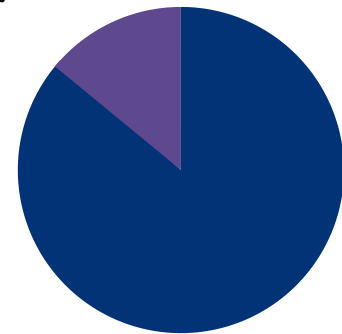
# OPERATIONS BUDGET

## FY 2020-21 Adopted Operating Budget

Salaries & Benefits	45,205,516	85.8%
Supplies & Services	7,489,167	14.2%

<u>Supplies &amp; Services (FY 2020-21)</u>		
Communications (911 & Radio Systems)	3,210,000	42.9%
Uniforms & Equipment	648,400	8.7%
Computer Hardware & Software	576,300	7.7%
IT Connections (DOJ, County, etc.)	584,800	7.8%
Training & Recruitment	477,300	6.4%
Other Outside Services	464,000	6.2%
Animal Control/Shelter	419,400	5.6%
Unleaded Fuel	320,000	4.3%
Facility Maintenance & Supplies	180,367	2.4%
Utilities (Electricity, Gas, Water)	152,500	2.0%
Transcription Services for Police Reports	105,000	1.4%
Dept Cell Phones & Mobile Data	100,000	1.3%
Office Supplies	82,900	1.1%
Special Dept Supplies (Community Events, etc.)	79,000	1.1%
False Alarm Outsourcing Charges	68,000	0.9%
Miscellaneous	21,200	0.3%

Supplies & Services  
14%

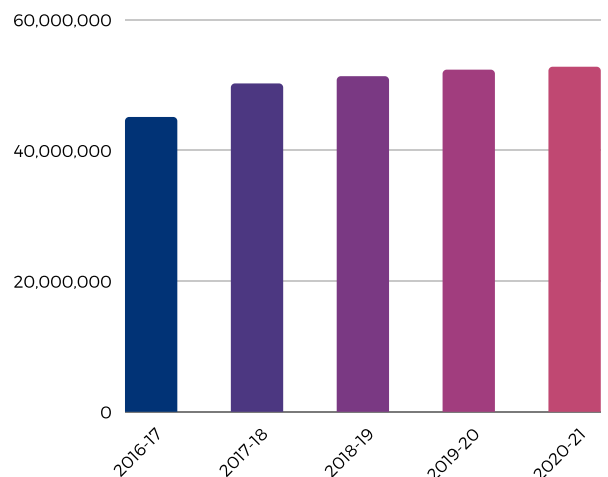


Salaries & Benefits  
86%

## 5-Year History of the Police Service Operating Budget\*

2020-21	52,694,683	+ 0.9%
2019-20	52,247,657	+ 2.0%
2018-19	51,247,420	+ 2.2%
2017-18	50,138,697	+11.4%
2016-17	45,009,599	

\*General Fund, Measure E and Measure G



# 2019-2020 HIGHLIGHTS

## WHO WE ARE...

Every year brings new challenges and 2019-2020 was no different. We are immensely proud at how the Police Service of Salinas rose to meet those challenges and continued to lay the groundwork for even greater future accomplishments.



# WE ARE COMMITTED TO PUTTING COMMUNITY FIRST.





## HIGHLIGHT: THE COLLABORATIVE REFORM INITIATIVE

# WE ARE TRANSPARENT.

Trustworthy. Teachable. Trained.

We believe in excellence at all levels of our police department. Qualities such as being trustworthy, loyal to the community we serve, transparency, integrity, peace, conflict resolution, and de-escalation are priorities as we protect and serve the public.

The Police Service of Salinas participated in a comprehensive assessment to evaluate our police department, resulting in the **COLLABORATIVE REFORM INITIATIVE**, a report published in 2016. This took courageous leadership, as we knew it would result in objective, honest, and candid truths and/or deficiencies that existed within our department. The results of committing to this comprehensive review have been extremely positive, and we are confident that we currently have a more extensively trained and diverse police department than ever before. Our relationship with the community has become a partnership, based on trust, truth and transparency.

### Sworn Leadership

#### Chief

Adele Fresé

#### Assistant Chiefs

Manuel Martinez

Roberto Filice

#### Commanders

James Arensdorf

Bryan Cupak

Brian Johnson

Matt Maldonado

John Murray

Kimberly Robinson

Eulalio Villegas Jr.





# THE COLLABORATIVE REFORM INITIATIVE: AT A GLANCE



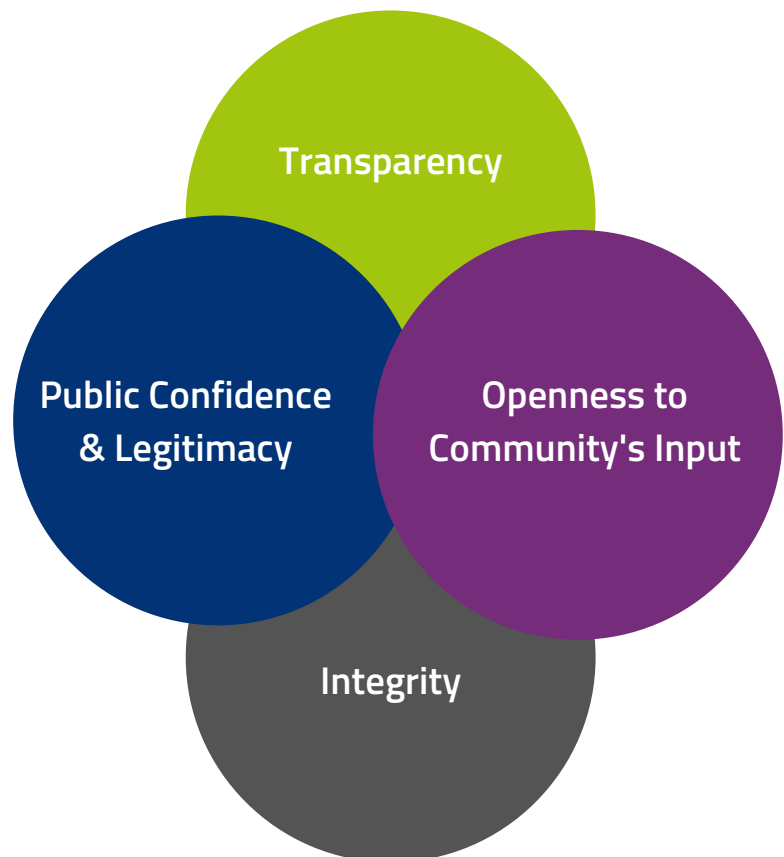
A letter from Ronald L. Davis,  
Director Office of Community  
Oriented Policing Services

*"There is little doubt that we are at a defining moment in U.S. policing. The national discourse surrounding police reform over the past few years reveals the need for changes in many of our operational policies and practices. For some, this moment is viewed as a crisis. For others, especially progressive law enforcement leaders, the national discourse and defining moment represent a unique opportunity to advance community policing and strengthen police and community relations. On behalf of the U.S. Department of Justice... I thank the men and women of the Salinas Police Department for their commitment to achieving excellence in policing. .."*

The Collaborative Reform Initiative was an in-depth review of the Police Service of Salinas by the U.S. Department of Justice, resulting in 110 recommendations.

## CELEBRATING PROGRESS

As of December 31, 2020, the department had addressed **97%** of the DOJ'S 110 recommendations, which has resulted in stronger public trust, cooperation and collaboration. It has also significantly increased the training and competency of our officers.



[VIEW DOJ'S REPORT AND RECOMMENDATIONS](#)



# CALEA: THE GOLD STANDARD

## INTEGRITY. TRANSPARENCY. ACCOUNTABILITY.



The Commission on Accreditation for Law Enforcement Agencies (CALEA) is an international credentialing authority through which public safety agencies can voluntarily seek accreditation. The CALEA Accreditation programs provide public safety agencies with an opportunity to meet an established set of professional standards, which require:

- Comprehensive and uniform written directives that clearly define authority, performance, and responsibilities
- Reports and analyses to make fact-based and informed management decisions
- Preparedness to address natural or man-made critical incidents
- Community relationship-building and maintenance
- Independent review by subject matter experts
- Continuous pursuit of excellence through annual reviews and other assessment measures

The Law Enforcement Accreditation process focuses on standards that provide best practices related to life, health, and safety procedures for the agency. These standards are considered foundational for contemporary law enforcement agencies. The program provides the framework for addressing high risk issues within a contemporary environment, and ensures officers are prepared to meet basic community service expectations and prepared to manage critical events.

CALEA accreditation is a voluntary process that provides for an extra level of oversight not found anywhere else in law enforcement. There are five steps to the CALEA accreditation process: Enrollment, Self-Assessment, Assessment, Award and Reaccreditation. The Police Service of Salinas has dedicated a full-time Sergeant to CALEA and is now more than a year into the self-assessment phase.



*At a time when policing is the subject of a passionate national debate, the Police Service of Salinas once again proves its commitment to our community by addressing concerns such as use of force and transparency through its voluntary participation in the accreditation process. ~ Chief Adele Fresé*





# WE ARE **TRANSFORMATIONAL:** SERVING THE YOUTH OF SALINAS

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We know being a police officer entails much more than being a first responder for calls. We understand the great responsibility that comes with being a role model for our community's youth. The Police Service of Salinas invests in these relationships through youth programs and events. Our hope is to impact a child's life - any child - in a powerful, transformational way.



# INVESTING IN OUR YOUTH: SIGNATURE PROGRAMS

## SPARK (Salinas Police Awareness, Responsibility and Knowledge)

SPARK is a youth program which provides life skills classes such as Job Interview Preparation, Basic First Aid, Social Media Awareness, and Self-image. The classes culminate with an 8-hour behind the wheel driver's safety class taught by Salinas Police driving instructors.

## PAL (Police Activities League)

PAL provides free programs, events and activities for youth ages 5-18 in Salinas. PAL strives to mentor and teach strong character skills such as teamwork, honesty and integrity.

## Police EXPLORERS

The Salinas Police Explorer Post 201 is a program associated with the BSA Learning for Life Program that serves youth ages 14-20 interested in law enforcement as a possible career.



# MAKING A DIFFERENCE





## Community Programs

- Community Academy
- Neighborhood Watch
- Volunteers in Police Service (VIPS)

## Community Partnerships

- Police Foundation
- YWCA Monterey County
- CASP - Community Alliance for Safety and Peace
- PCAC - Police Community Advisory Committee

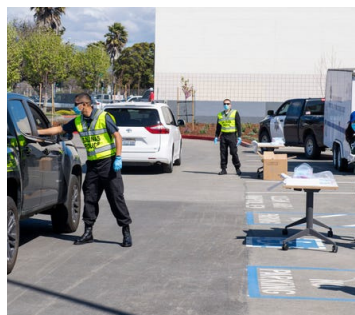
**WE ARE COMMITTED** to being compassionate and giving back to the community.

We pride ourselves on innovative and meaningful community programs that bridge the gap between the residents, the public we serve, and the department.



# INVESTING IN OUR COMMUNITY

COMMUNITY GALLERY



miércoles  
octubre 2  
4pm - 6pm



Starbucks  
1598 N. Sanborn Rd.

UNÁSE CON SUS VECINOS  
Y OFICIALES DE POLICIA PARA  
UN CAFE Y UNA CONVERSACION  
No hay nada al momento, solo una  
oportunidad para hacer preguntas, expresar  
sus preocupaciones y conocer los oficiales de  
policia en su comunidad.




# SALINAS COMMUNITY MAKES NATIONAL NEWS

Los Angeles Times, July 29, 2019  
full article [HERE](#).

## BRIDGING THE GAP

Events like the California Rodeo Salinas celebrate community and tradition.

Charro culture is very important to the community. The charro represents respect for homeland and tradition. The history of charros symbolizes dignity, honor and the ultimate gentlemen — the embodiment of what a police officer should be.





# COMMUNITY ORIENTED POLICING

## Using the "PIER" Strategy

The following strategies ensure the City of Salinas will continue to be recognized nationally as a leader in reducing crime by making enforcement part of a bigger, more integrated strategy of Prevention, Intervention, Enforcement and Re-entry services (PIER). This approach is based on the understanding that "you can't arrest your way out of the problem," but must also address the sources of violence, such as poverty, lack of opportunity, or the pain and anger that can result from a history of racial or ethnic disparities.

### PIER STRATEGY

Relationships Build Trust



### LANGUAGE OF THE HEART

Communication Creates  
Community

### ...AND JUSTICE FOR ALL

We Support Partnerships to  
Combat the Drivers of Poverty,  
Crime and Violence



# DIRECTED PATROLS

## ADDRESSING COMMUNITY CONCERNS

The Police Service of Salinas utilizes a variety of strategies to address the unique needs of our community. Directed patrols are the deployment of resources based on concerns from businesses or neighborhoods to address a specific issue. The officers work in partnership with community members and use problem solving strategies to include enforcement, high visibility patrols and community oriented policing. Most of the directed enforcement is location based however it can also be city-wide. Some examples of directed enforcement the Police Service has utilized include the Enduro unit addressing quality of life or gang violence issues in Carr Lake and Natividad Creek Park, utilizing district foot patrols for the downtown / SUBA business district, and utilizing high visibility and targeted enforcement to address loud music issues and street racing / sideshows.

### PARTNERSHIP

Addressing Community-identified Concerns



### PROBLEM SOLVING

Customized Strategies for Specific Issues

### ACTION ORIENTED

Targeted Enforcement and High Visibility





# PATROL DIVISION

The Patrol Division provides service to the Salinas Community 24-hours every day. Officers are assigned to areas throughout the city to provide a quick and efficient response to the community. Patrol officers are typically the first person the community sees when help is needed. The Patrol Division is at the forefront of modern policing and focuses on community oriented policing.

Patrol Officers are committed to enhancing the quality of life for all who reside and visit the City of Salinas. Our success has been predicated upon the community's desire to get involved. Together we solved problems and improved the community dramatically.



## Enduro Team

The Enduro Team uses sport bikes to engage in Community Oriented Policing and Directed Patrols within the City of Salinas. Early success helped to expand the coverage for the team. Enduros have assisted the Homeless Outreach Team (HOT) and Code Enforcement.



# K9 UNIT

The K9 Unit is a vital component of the Patrol Division and assists with the apprehension of suspects, including building and area searches and tracking of suspects. Specialized K9s may also assist with the detection of narcotics and firearms.





# DELIVERING SERVICE: **RESPONSE TIMES**

The Police Service of Salinas monitors our response time for high priority calls, specifically the time between the time a call for service is received until an Officer arrives. Below is the percentage of time an officer arrived on scene in three minutes or less for calls identified as emergency or immediate response required.

**2019**

CALLS WITH AN OFFICER ON-  
SCENE IN 3 MINUTES OR LESS

**83%**

**2020**

CALLS WITH AN OFFICER ON-  
SCENE IN 3 MINUTES OR LESS

**85.9%**



# MOVING FORWARD: PATROL SCHEDULES

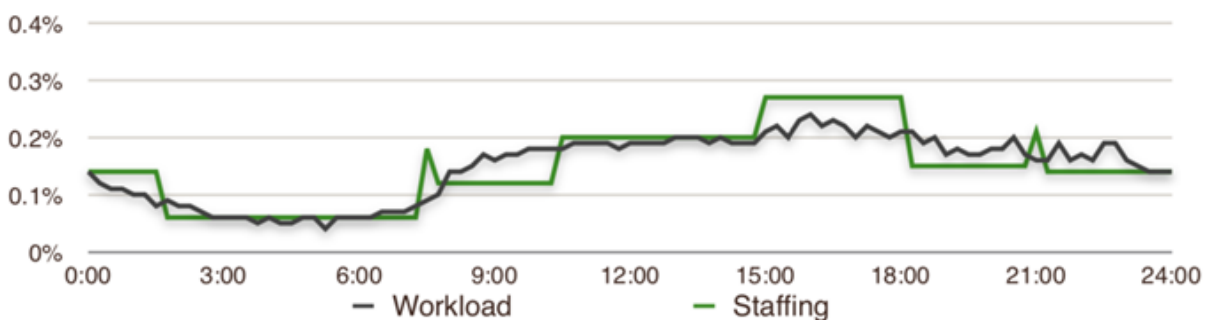
## Moving Forward - Improved Efficiency 16.77%

For the last several years, the Police Service of Salinas has been taking a critical look at its work schedule with the goal of making changes to increase efficiency and decrease response times to calls for service. One of the steps taken was the commissioning of a study examining the workload to help determine a new work schedule for officers. With that study now complete, in early 2021 the department shifted to a new 10 hour and 40-minute shift length distributed over four shifts to align with service needs and to better serve the community. **The previous schedule represented an efficiency of 54.41%, whereas the new schedule has a 71.18% efficiency, a 16.77% improvement.**

*Police Resource Allocation Study - Etico Solutions, Inc.*

**Chart 19.**

**10:40 Schedule Efficiency: 71.18%**



→ Workload

→ Staffing

The study also considered beat boundaries to create a greater balance in workload. The Police Service of Salinas will be implementing the new patrol beats in the future.

# AERIAL SUPPORT UNIT



## Unmanned Aerial Vehicles

This newly formed unit utilizes Unmanned Aerial Vehicles (UAV's) to improve the quality of life for the residents of Salinas in a fast, cost effective and efficient manner. To meet this goal UAV's are utilized in multiple ways to include search and rescue operations (missing persons), suspect identification and apprehension, assisting the Salinas Fire Department utilizing thermal imaging, as well as crime and accident scene reconstruction. By using UAV's the city is able to achieve most of the benefits of having a police helicopter without the expense. The unit currently has six officers assigned to it as a collateral assignment and they are overseen by a sergeant and commander.

# TRAFFIC UNIT



The Traffic Unit's goals are improving overall traffic safety and reducing injury and property damage in our community. It consists of two dedicated officers and a sergeant. Additional members of the unit work traffic enforcement on an as-needed basis.

Traffic officers work on motorcycles for maximum efficiency. The unit provides traffic enforcement, conducts sobriety checkpoints, and is responsible for the investigation of serious and fatal collisions in the City of Salinas.



The Traffic Unit administers two grants from the California Office of Traffic Safety (OTS), the Selective Traffic Enforcement Program (STEP) grant and the Bicycle and Pedestrian Safety Grant. The Unit also participates as a contract provider with the Monterey County Health Department for the Active Transportation Grant from the California Department of Transportation.



## 90 Gets You 30

Doing 90 miles an hour gets you a reckless driving citation and a 30-day impound.





# VIOLENCE SUPPRESSION TASK FORCE

The goal of the Violence Suppression Task Force (VSTF) is to keep the Salinas Community safe by working to disrupt violent crimes associated with gang activity, high-risk crimes, and the availability and use of illegal drugs.

- VSTF joined the Northern California High Intensity Drug Trafficking Area (HIDTA) Initiative. It is a well known fact that one of the main funding sources for gangs is drug distribution. VSTF is responsible for investigating individual drug traffickers and Drug Trafficking Organizations (DTO) in the Monterey county area of responsibility
- VSTF maintains strategic partnerships with Homeland Security Investigations (HSI), US Marshals, FBI, ATF, CHP, Parole, Corrections and County Probation
- VSTF Officers are deputized to perform the functions of a Deputy US Marshal



# SPECIAL WEAPONS & TACTICS (SWAT)



The Police Service of Salinas SWAT Team mission is to function as a highly trained and coordinated team to resolve critical incidents that are so hazardous, complex, or unusual that they exceed the capabilities of first responders and investigative units. SWAT's purpose is to safely and effectively resolve pre-planned and spontaneous incidents while striving for the preservation of human life.



During this reporting period, SWAT responded to 42 pre-planned high-risk operations and 9 suspect initiated call outs. SWAT operations included high-risk warrant services, barricaded subjects, dignitary protection, special event support, and mutual aid requests. SWAT operations took place in the Cities of Salinas, Gonzalez, Soledad, Greenfield, King City, Gilroy, and the unincorporated areas of Monterey and Santa Cruz counties.



SWAT Officers are trainers in several different disciplines including Active Shooter Intervention Tactics, ALICE (Alert, Lockdown, Inform, Counter, Evacuate), and less lethal munitions. In 2019, SWAT instructors conducted Active Shooter Training and Presentations to the community and each department within the City of Salinas.



# INVESTIGATIONS DIVISION

The Investigations Division is the Police Service's general investigations team. The priority of the division is to investigate crimes, provide justice to victims, and arrest criminals. The division works closely with the community, other units within the Salinas Police Department, as well as our local, state and federal partners.

The division is comprised of specially trained detectives who investigate incidents ranging from fraud, property crimes, sex crimes, to robberies and homicides. The department also has several critical civilian positions, including a Victim Advocate and an Intelligence/Crime Analyst.

## Internet Crimes Against Children (ICAC) Task Force

The Police Service of Salinas is part of the Silicon Valley ICAC Task Force, which is one of 61 regional Task Force agencies organized under the National ICAC Task Force and funded by the United States Office of Juvenile Justice and Delinquency Prevention. ICAC engages in proactive and reactive investigations involving child abuse and online exploitation. ICAC works to interactively engage parents in the use of Social Media and Technology to help understand key concepts to keep their children safe from online predators.



10-22-2020 Press Conference  
Link [HERE](#)



# INVESTIGATIONS TEAM

## Cold Case Homicides

The Investigations Division has dedicated personnel to focus on Cold Case Homicides. The division works closely with the Monterey County District Attorney's Office and community organizations like the Parents of Murdered Children (POMC) to bring justice for the victims and their families. The division is utilizing private DNA labs and leveraging new technology to solve crimes. Division personnel make a concerted effort to meet with every family of homicide victims on a regular basis.

## Property & Evidence Unit

The Property & Evidence Unit is responsible for receiving all incoming property and evidence. Sources of property can include arrests, crime scenes, lost and found, etc.

## Crime Lab and Crime Scene Investigations Unit

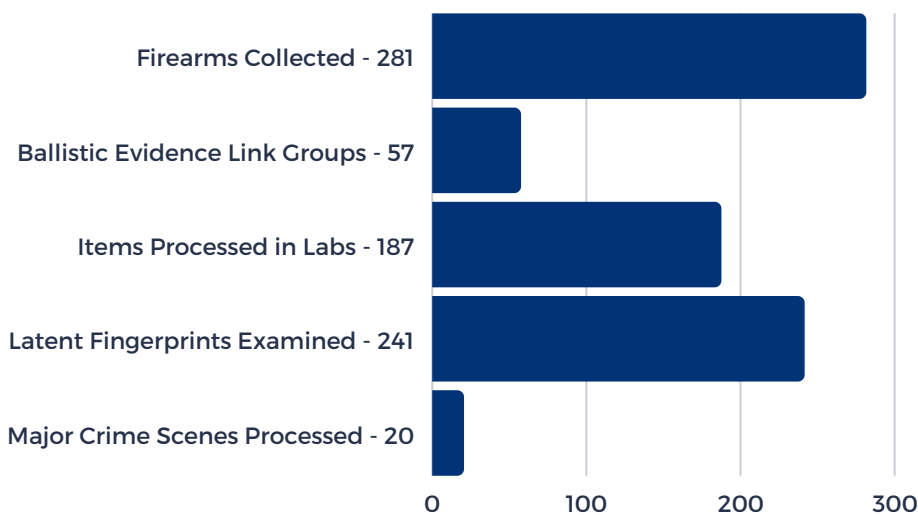
The Crime Lab and Crime Scene Investigations (CSI) Unit are the Department's forensic investigations team responsible for identifying, collecting, preserving, and packaging physical evidence at the scene of the crime. Crime Scene Investigators may also perform laboratory work, although the majority of crime scene investigators perform their work at a crime scene where they collect everything from firearms and fingerprints to DNA samples and photographic evidence.



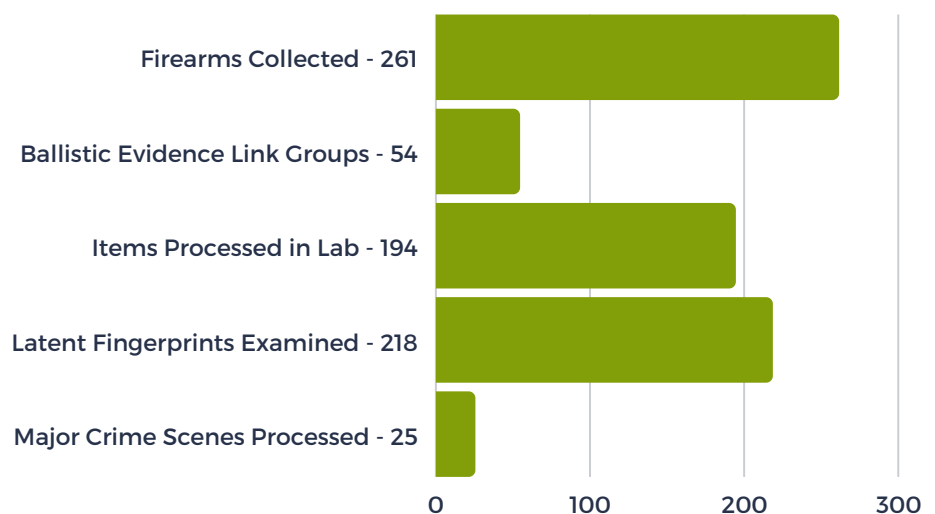
# CRIME LAB AND CRIME SCENE STATISTICS

The Police Service of Salinas Crime Scene Investigations Unit is one of the most professional and highly training in the county. We are often called upon to assist other agencies with fingerprint identification, ballistic evidence processing and crime scene processing. With the new police service building and crime lab, we have the ability to offer a variety of services to those agencies that lack the training and resources needed to complete their investigations and process their evidence in a timely manner.

## 2019



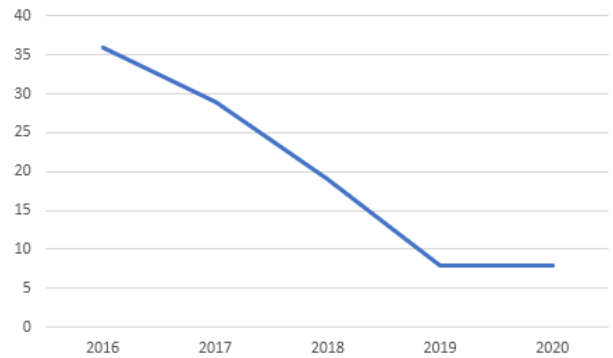
## 2020



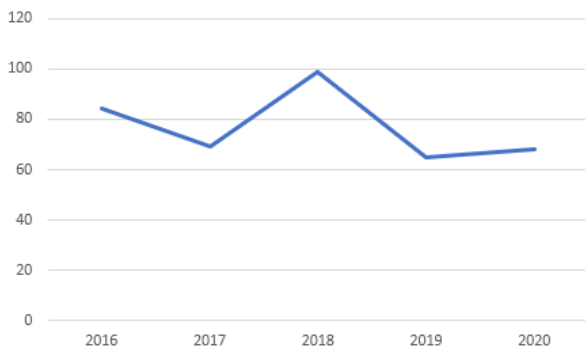
# 5-YEAR CRIME STATS AND TRENDS

Crime Category	2016	2017	2018	2019	2020
Murder	36	29	19	8	8
Negligent Manslaughter	0	0	0	1	0
Forcible Rape	84	69	99	65	68
Attempted Forcible Rape	2	2	1	1	1
Robbery with Weapon	215	228	180	114	104
Robbery, Strong Arm	110	130	141	127	129
Aggravated Assault	559	564	541	467	556
Arson	11	24	31	25	33
Total Burglaries	695	964	897	742	790
Total Larcenies - Theft	2,484	2,589	2,180	1,709	1,779
Motor Vehicle Theft	1,563	1,242	1,227	1,081	912
<b>Totals</b>	<b>5,759</b>	<b>5,841</b>	<b>5,316</b>	<b>4,340</b>	<b>4,380</b>
Additional:					
Non-aggravated Assault	1,076	1,092	1,231	1,236	1,090

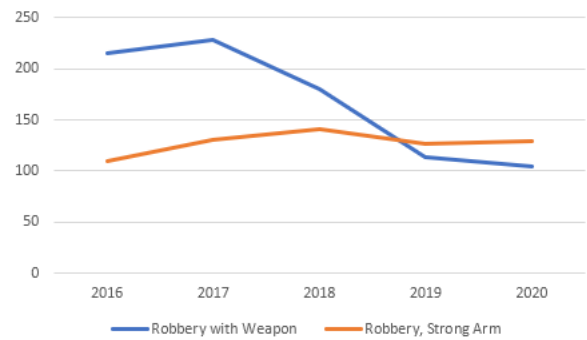
Murder



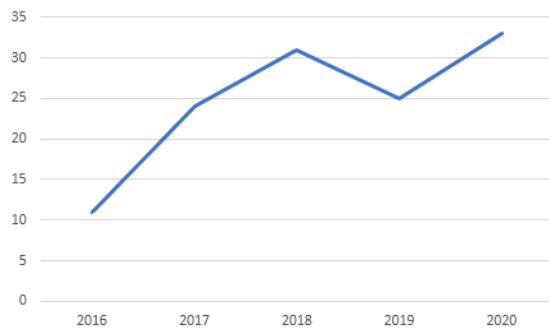
Forcible Rape



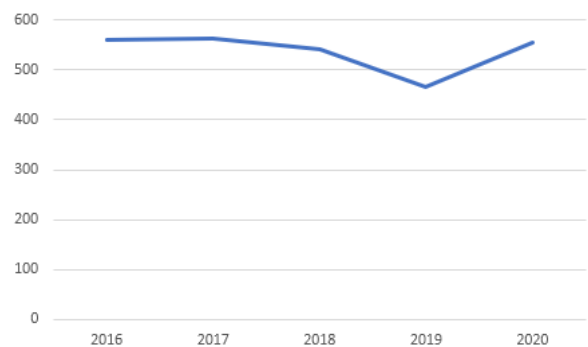
Robbery



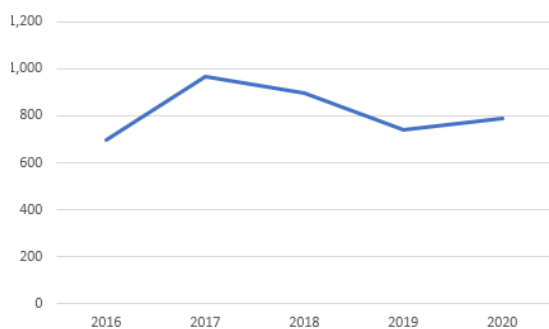
Arson



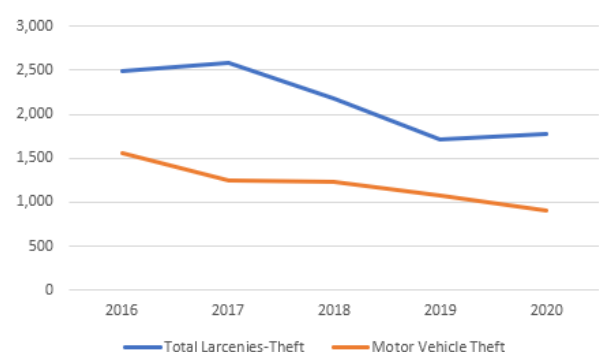
Aggravated Assault



Total Burglaries



Theft



# HOMELESS OUTREACH TEAM

The Homeless Outreach Team, known as HOT, has continued to make progress since its inception in 2018. In partnership with many service groups, HOT works to build a trust-based relationship with the homeless that reside in Salinas. Our mission is to provide a compassionate response while working with the homeless that reside in Salinas, to work with partner agencies to connect our homeless residents with available resources, and to assist with family reunifications whenever possible.



More About HOT on Facebook [HERE](#).



Buddy



# BUDDY, OUR COMFORT DOG

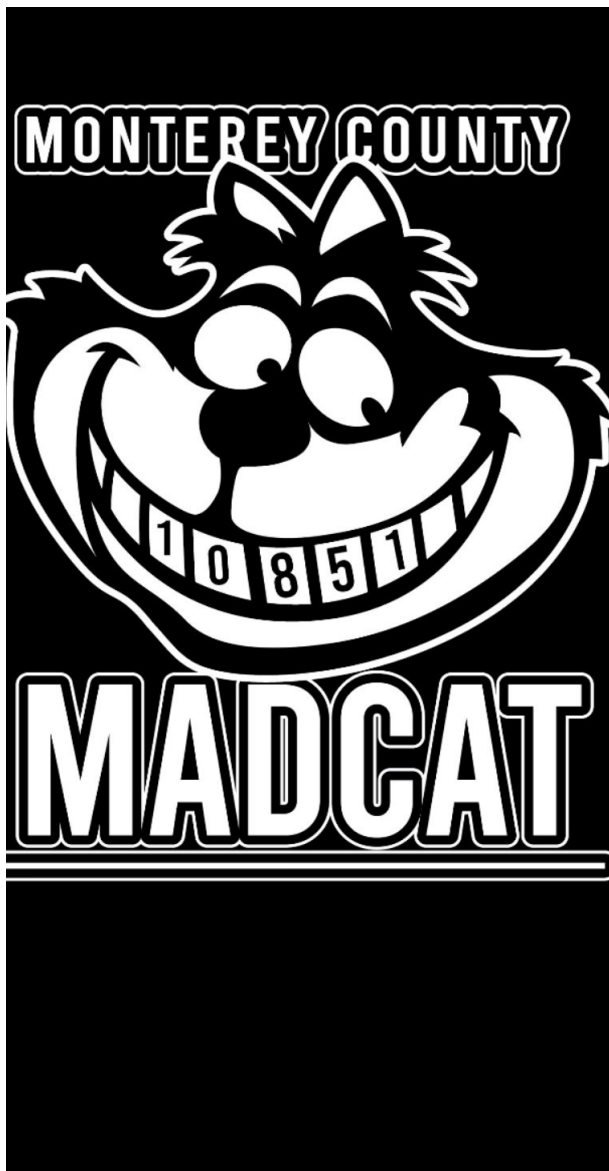
The Police Service of Salinas has a dedicated HOT Officer who patrols with Buddy, our comfort dog.





# COLLABORATIVE EFFORTS:

## MADCAT



In 2020, the Police Service of Salinas started the Vehicle Theft Task Force (VTTF) with the California Highway Patrol to focus on stolen vehicles in the Monterey County area. In a four-month period, VTTF recovered 135 stolen vehicles and eight firearms.

In late 2020, the Monterey County Sheriff's Department joined the Police Service of Salinas and the California Highway Patrol to form the Multi-Agency Detail Combatting Auto Theft (MADCAT). MADCAT, along with local, state and federal partner agencies, focus on locating stolen vehicles and apprehending vehicle theft suspects.



# PARTNERSHIP IN ACTION: BEHAVIORAL HEALTH



The Police Service of Salinas recognizes the importance of collaboration with behavioral health agencies to improve responses to people with mental health needs. This partnership adds to the quality of life of any community and the Police Service of Salinas collaborates with Monterey County Behavioral Health and the Mobile Crisis Team, which consists of mobile crisis clinicians who respond with law enforcement officers in the field. This team approach between law enforcement and mental health professionals focuses primarily on conducting welfare checks, de-escalating situations, and connecting individuals with voluntary resources and treatment in the community when appropriate. Crisis Intervention Training (CIT) and the Hostage Negotiation Team (HNT) are two examples of our successful partnership with behavioral health.



Salinas Police Department

April 14 at 9:14 AM · 🌐

#### Crisis Intervention

Did you know that throughout their shifts, SPD officers encounter or respond to several instances of people in a crisis? The crisis can be caused by mental illness, life stressors, or situations beyond a person's control.

When encountering these situations, SPD officers are trained in crisis intervention techniques and de-escalation techniques. The objective is always to peacefully resolve the incident whenever possible.

The Salinas Police Department has taken proactive steps to properly train its officers. To date 128 SPD officers have completed the Crisis Intervention Training (C.I.T.) program. Of those officers, 17 are also part of the Hostage Negotiation Team (HNT), and 22 make up the Critical Incident Stress Management (CISM) Team.

Each of these specialized units is ready to provide the best service possible to our community.



Visit us on our Facebook page [HERE](#).



# VICTIM SERVICES PROGRAM

## GRANT OBTAINED, POSITION FILLED

In 2019 the Police Service of Salinas was awarded a multi-year grant from the U.S. Department of Justice. The grant is administered by the Office for Victims of Crime and supports the development of a Victim Services Program which includes a Victim Advocate to serve the needs and rights of crime victims. While the focus is on violent crimes such as domestic violence, homicide, sexual assault and human trafficking, all victims and their families may be assisted. Services include, but are not limited to, crisis intervention, emotional support, personal advocacy, referral and resource sharing, and support with understanding and navigating the criminal justice system.

This grant reflects the continuing commitment of the Police Service of Salinas to work with local, state, and federal partners to improve service to crime victims, their families, and our community.



# SALINAS ANIMAL SERVICES

Salinas Animal Services (SAS) is a division of the Police Service of Salinas. We provide animal control, animal sheltering, and licensing services for the City of Salinas.

## Our Vision

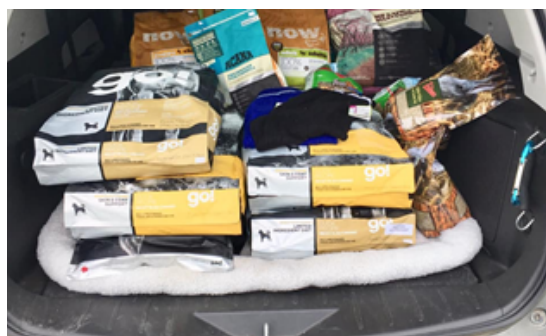
A community of responsible pet owners and a caring permanent home for every shelter animal.

## Our Mission

To honor the Police Department's mission by working cooperatively within our community to enhance the quality of life for companion animals through professional, superior, and compassionate services.

## Our Goals

- To provide excellent customer service
- Reduce pet overpopulation
- Increase shelter adoptions and the rescuing of our shelter animals
- Promote and sustain a safe and humane Salinas community
- Educate the public about responsible pet ownership



# COVID-19 PANDEMIC RESPONSE

# COVID-19 RESPONSE



The COVID-19 pandemic created social upheaval and altered norms for all members of society, but its effects on first responders have been particularly profound. Law enforcement officers have been expected to encourage social distancing while enforcing local stay-at-home mandates and associated shutdowns.



The Police Service of Salinas utilized creative approaches and partnerships to best serve the community and will continue to do so during this and other challenging times.



# HONORING AND CELEBRATING WITH THE COMMUNITY



Salinas Police Department  
October 9, 2019 · 🌐

## Good Samaritans Recognized

Two community members who stepped up and took active roles in preventing a tragedy during the El Grito Festival this past September 15th were recognized by the City Council, Salinas PD and the El Grito Committee at yesterday's council meeting.

Salinas PD officers had terminated a pursuit of a stolen vehicle on September 15th because the driver was headed toward the El Grito event. Nonetheless, the driver struck barricades and clipped a baby stroller, causing minor injuries to two children. The scene quickly evolved and became quite dangerous with the large number of attendees and pedestrians at the perimeter of the festival.

Jorge Aguilar was attending the festival with his daughters when the stolen vehicle invaded the closed off area of Alisal St. and his daughters almost got run over. Mr. Aguilar witnessed the incident and observed the juvenile suspect exit the moving vehicle and flee the scene. Mr. Aguilar said he did not want the suspect to get away with placing so many community members in harm's way and led the way as several community members gave chase. Mr. Aguilar caught and detained the suspect at Alisal St at Kern St along with other unknown community members who helped. Officers arrived a few second later and took the suspect into custody.

Roger Mendoza was attending the El Grito Festival when he witnessed the stolen vehicle being abandoned by the suspect while still in motion. Mr. Mendoza immediately sensed the danger of somebody getting hurt and jumped into the moving vehicle, stepped on the brake and placed it in park. His timely action possibly prevented injury to a great number of festival attendees.

We commend Mr. Aguilar and Mr. Mendoza for their involvement in preventing a tragedy and for their expressed commitment to making Salinas a safe community, thank you both!



Visit our Facebook post [HERE](#)



# SOCIAL MEDIA HIGHLIGHTS

Facebook | Twitter | Instagram

Members of the Media Team are responsible for the department's media relations, social media outreach, video production, event photography and web page. The team works to keep the community informed and engaged regarding news, activities and events in Salinas. They also rely upon citizens to provide tips and identify any areas of concern. During 2020, the department's reach on social media exceeded 73,000 followers across all of its platforms.

**Salinas Police Department**  
April 1 at 3:02 PM · 🌐

Yesterday, VSTF Officers and K9 Oakley decided to go to Costco to enjoy a nice slice of pizza and a soda pop. However, just before turning into the parking lot, they witnessed a vehicle run a red light. They put their lunch plans on hold and made a traffic stop on the vehicle. The driver, William Verduzco (22), happened to also be on probation and a felon out of Monterey County. During a search, Officers located a loaded 9mm ghost Glock handgun in his pants pocket. Since there was no denying that these were Verduzco's pants, he was placed under arrest. While Officers continued their investigation, a wonderful Costco employee brought them some much needed ice cold water... Now that Officers were cooled down and hydrated they continued their search of the vehicle and located an ounce of meth. Verduzco was transported to Monterey County Jail where he was lodged on several drug and weapons charges. Oh and yes, K9 Oakley ended up getting his Costco 🍕. #sliceofpizzaandagun #costco #thankyouforthewater #dontrunredlights #oakleygonnagetya #drugsarebad



**Salinas Police Department**  
February 8 · 🌐

How it started vs. How's it going #slowdown #dontcrash #motorunit #trafficult



**Salinas Police Department**  
April 19 at 2:10 PM · 🌐

Sunday Social, Autism Event for Families!  
As part of Autism Awareness Month, Salinas PD would like to invite families to join us this Sunday April 25, 2021 from 11 am to 1 pm for a Sunday Social at the Police Service of Salinas Headquarters located at 312 E. Alisal St.  
Autism information packets will be available for you to fill out in order for us to provide the best service possible to your family member with autism  
Come meet and greet Salinas PD officers and K-9 Oakley. Sugar free treats will also be available. Join us, stop be and say hi!



# MEDIA HIGHLIGHTS


 KSBW

**Salinas Police Dept. gets 2019 James Q. Wilson award**

THE SALINAS POLICE DEPARTMENT WAS GIVEN THE JAMES Q. WILSON COMMUNITY POLICING AWARD.. BUT CANCELLED THEIR ...

Mar 8, 2019





 KSBW

**Ride along with Salinas Police takes a look at community policing**

Salinas PD were the recent recipients of the James Q. Wilson community policing award.

Apr 10, 2019





 Los Angeles Times

**Starting with a Mexican charro suit, this police department hopes to better connect with Latinos**

Salinas Police Officer Robert Hernandez, wearing a Mexican charro uniform, cheers on a boy at a rodeo. (Salinas Police Department). By ...

Jul 29, 2019




 KSBW

**Salinas police foot patrols begin downtown to help local businesses**

Officers Sanchez and Rosales said it's about building relationships and trust with the community so police can do their part to combat crime. And ...

Sep 30, 2020



 TheCalifornian.com

**Salinas' homicides, assaults fall in 2020 as COVID-19 impacts crime trends**

In the first half of 2020, Salinas saw the number of murders, rapes ... police work and COVID-19, according to Salinas Police Department data.


Aug 12, 2020



Top Stories


By Megan Meier

November 5, 2020 8:11 PM Published November 5, 2020 12:27 PM

**Salinas Police obtains new vehicle to respond to online crimes targeting children**




 Monterey County Weekly

**Salinas Police Department gets a \$137,500 grant to increase road safety.**

The Salinas Police Department received a one-year \$137,500 grant from the California Office of Traffic Safety to increase safety on the city's ...

Nov 17, 2020





# AWARDS & RECOGNITION

## 2019-2020

2019 OFFICER  
OF THE YEAR



Officer  
Christopher Neff

2019 EMPLOYEE  
OF THE YEAR



Community  
Service Officer  
Fabian Aquino-  
Hernández

2020 OFFICER  
OF THE YEAR



Officer Gabriel  
Carvey

2020 EMPLOYEE  
OF THE YEAR



Public Safety  
Facilities Worker  
Ignacio Lopez

## Outstanding Police Duty Award Recipients

### 2019

Forensic Specialist II Melanie Coffin  
Officer Oscar Dydasco  
Criminalist Patrick Haney  
Detective John Richardson

### 2020

Sergeant Stephen Craig  
Sergeant Dale Fors  
Detective Justin Heckman  
Officer Joseph Kinney  
Officer Alejandro Magana  
Detective John McNeil  
Officer Cameron Mitchell  
Officer Mario Reyes  
Detective Ruben Sanchez





The 2019-2020 Biennial Report is dedicated to all the men and women of the Police Service of Salinas who served or continue to serve with the highest levels of dedication and professionalism.

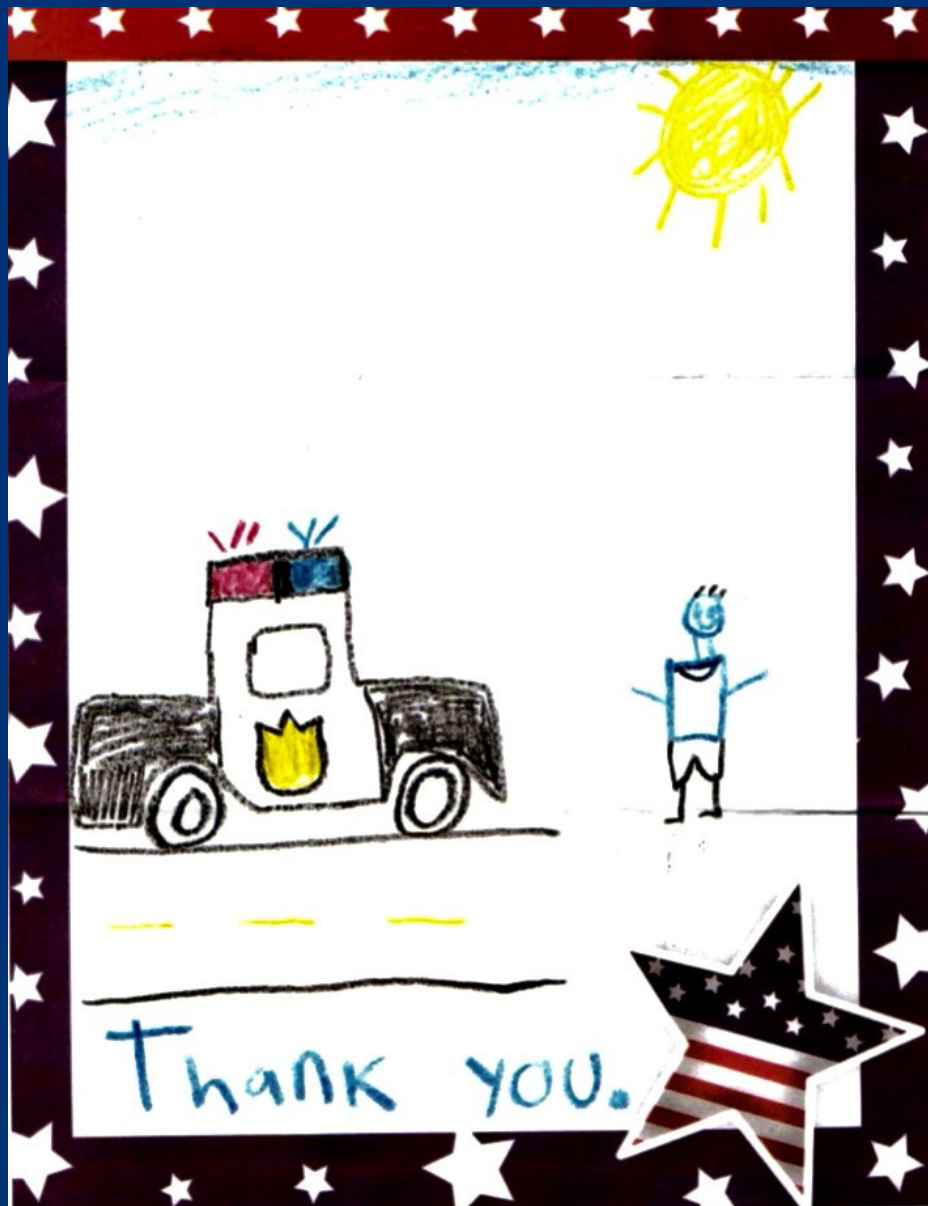


# Police Service of Salinas | Biennial Report 2019-2020

312 E Alisal St.

Salinas, CA 93901

Emergency Call: 911 | Non-Emergency Call: 831.758.7321 | Violence Tip Line: 831.775.4222



Report Design by  
[Lisa Vetter](#)

[www.salinaspd.org](http://www.salinaspd.org)