

2017-2018

# BIENNIAL REPORT

POLICE



# SALINAS

## POLICE DEPARTMENT

[www.salinaspd.com](http://www.salinaspd.com) | 222 Lincoln Avenue, Salinas CA 93901

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# 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.**

Upon joining the Salinas team, it did not take long to affirm the opinion I had formed from the outside looking in: the men and women of the Salinas Police Department are highly trained and dedicated police professionals. With 35 sworn police officer vacancies, hiring officers was a top priority throughout the year. An in-depth review of the Department's recruitment, hiring and training practices was conducted which led to assigning a sworn officer to the full-time duties of Police Recruiter. We solicited input from the community, developed a marketing strategy, streamlined the application process, created a recruiting telephone hotline and established a recruitment office easily accessible to the public. Trained police mentors were assigned to newly hired officers to mitigate the extraordinarily high attrition rate of first-year officers.

Salinas Police Department had embarked on an ambitious undertaking of a multifaceted assessment conducted by the Institute for Intergovernmental Research (IIR) under the Office of Community Oriented Policing Services (COPS), U.S. Department of Justice. The process, referred to as the Collaborative Reform Initiative (CRI), examined the Department's policies, practices, and procedures related to Use of Force, Community Collaboration, training and resource allocation. In September, the COPS Office announced the termination of the CRI program nationwide, effectively severing the agreement and further engagement with the process; however, the residents of Salinas had spoken.

The report determined that Salinas wants its Police Department to be more engaged with the Community, build community trust, demonstrate transparency, and accountability. These sentiments were underscored throughout the year as I spoke with hundreds of Salinas residents, listened to our City Council members, members of the Police Community Advisory Council (PCAC), met with small and large groups, attended community meetings, and networked with the

# FROM THE CHIEF

Community Alliance for Safety and Peace (CASP).

After fifty cumulative hours of one-on-one meetings with Salinas police officers and staff, I can assure you the police and the community share the same goals: to reduce violent crime, build trust, and increase community engagement. These opportunities will be greatly enhanced with a stronger community-collaborative approach.

As you will see in this report, the Department trained all personnel in community-oriented policing by end of 2017. The Department has undergone a reorganization to support the development of officers, employees, and management for succession, increased accountability through unity of command, and support community policing.

I was thrilled to accept the position of Chief of Police for the Salinas Police Department two years ago. Started year three, I am even more excited now about the future of working with our police department in partnership with residents, the faith based and business communities, schools, and the numerous valued stakeholders dedicated to making our city safer and more enjoyable.



*Adèle Fresé*  
**ADELE FRESÉ**

*CHIEF OF POLICE, SALINAS POLICE DEPARTMENT*

# ORGANIZATIONAL VALUE STATEMENT

We, the members of the Salinas Police Department, value:

HUMAN LIFE  
INTEGRITY  
THE LAW AND CONSTITUTION  
EXCELLENCE  
ACCOUNTABILITY  
COOPERATION  
PROBLEM SOLVING  
OURSELVES

The Salinas Police Department exists to serve the community. We do this by protecting life and property, preventing crime, enforcing the law, and maintaining order for all members of our community. 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.

# SALINAS CITY DATA



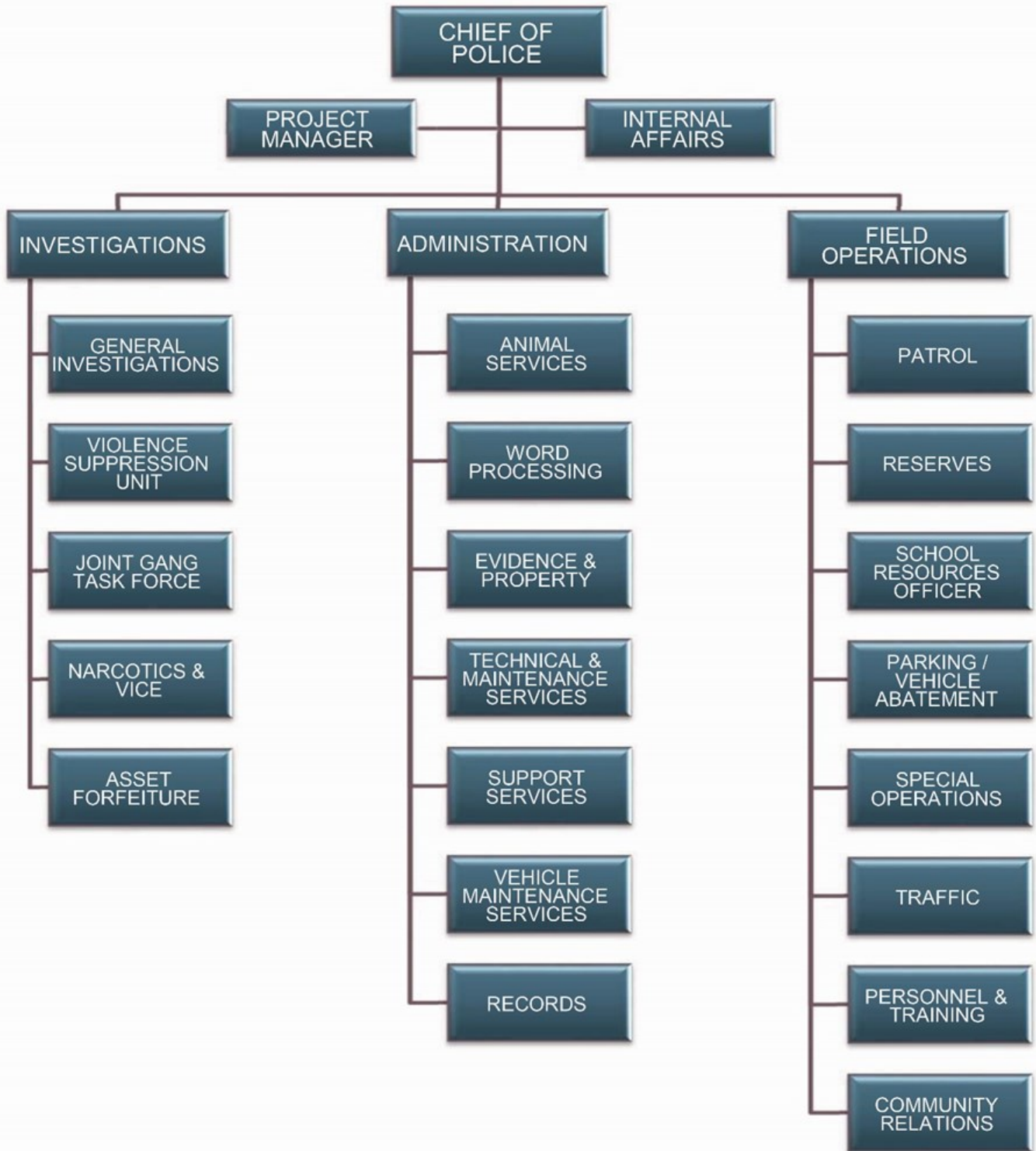
Population of Salinas: 161,042

Area of Salinas: 23.645 square miles

Date Incorporated: 1874

Date Police Department Established: 1903

# ORGANIZATIONAL CHART





# OFFICE OF THE CHIEF



Martha & Martha are the Administrative Assistants and dynamic duo that represent the Office of the Chief of Police and Assistant Police Chiefs. These are the friendly and professional voices our residents hear when they call the chief's office. They answer a variety of questions that need not be directed to officers on the streets.

They prepare correspondence, reports, coordinate internal and external meetings, and hundreds of meetings and appointments for the executive team. Some collateral duties to include tactical dispatching for the Hostage Negotiation Team, critical incidents or SWAT call outs.

# AREA COMMANDS



NORTH AREA: Commander **Vince Maiorana**  
[vincentm@ci.salinas.ca.us](mailto:vincentm@ci.salinas.ca.us) | (831) 758-6381



SOUTH AREA: Commander **Jim Arensdorf**  
[jamesa@ci.salinas.ca.us](mailto:jamesa@ci.salinas.ca.us) | (831) 758-6259



EAST AREA: Commander **Matt Maldonado**  
[mattm@ci.salinas.ca.us](mailto:mattm@ci.salinas.ca.us) | (831) 758-6505



DOWNTOWN AREA: Commander **Bryan Cupak**  
[bryanc@ci.salinas.ca.us](mailto:bryanc@ci.salinas.ca.us) | (831) 758-6361

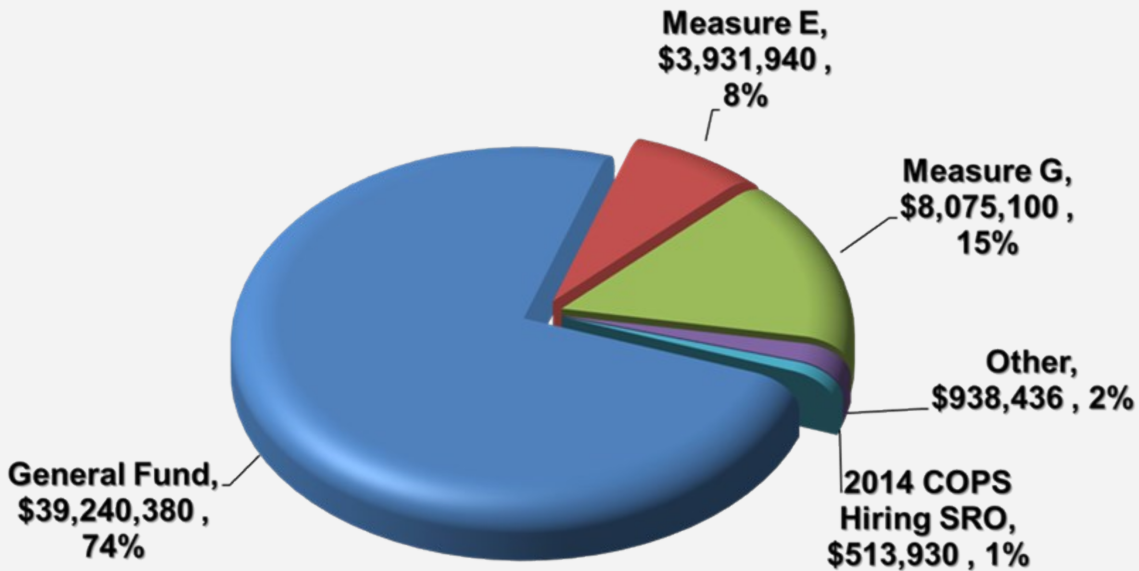
# STAFFING

**D**uring 2017 and 2018, the Salinas Police Department Personnel and Training unit diligently worked to fill both sworn and civilian vacancies. At the beginning of 2017, the SPD had 131 police officers and 57 full-time civilian employees, yet our authorized strength was 172 and 60, respectively. Our Personnel and Training Unit took a fresh approach to this shortage by creating a position for a full-time Recruitment Officer to represent the SPD at recruitment events around the state.

We also launched an expansive social media and internet campaign to reach potential new hires. The results: over a two-year period, 50 police officers and 8 full-time civilians have been added to the Department. In mid-2017, our staffing levels for police officers reached a high for the two-year period of 153. Unfortunately, staffing numbers fluctuate for several reasons (longevity retirements, medical retirements, probationary releases, resignations). Still, we currently have 154 police officers and 50 full-time civilian employees. We continue using these successful efforts in 2019 to bring the SPD to full staffing levels.



# THE CITY OF SALINAS 2018-2019 BUDGET

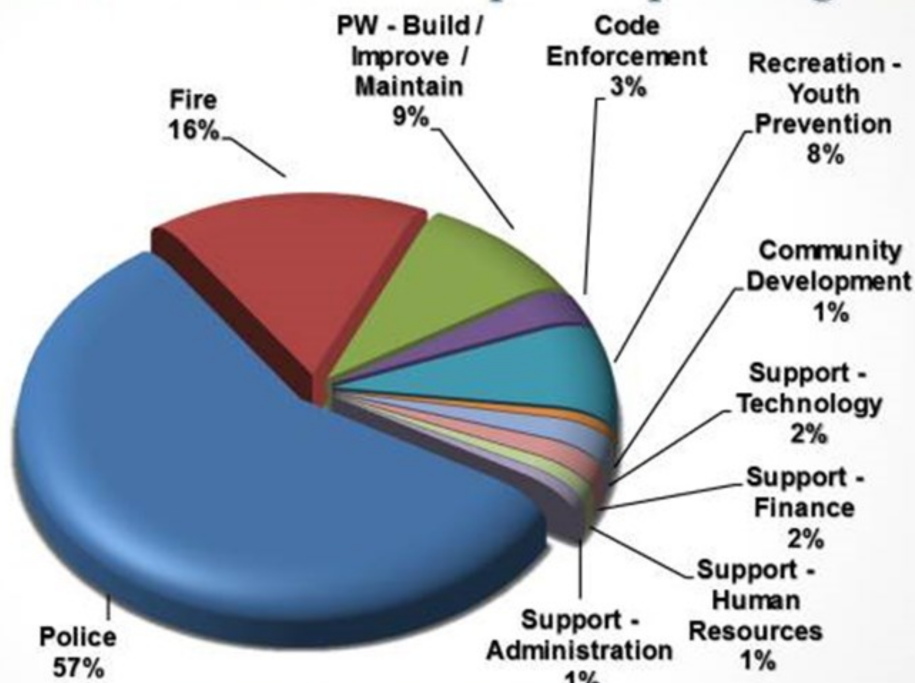


The total Police operating budget is \$52,699,786 out of \$152,797,191, or 35% (All Funds)

Measure G Police Operating budget is \$8,075,100, or 57% of the operating budget.

The total cost of the 15.5 frozen positions is \$2,507,720.

## Measure G FY 2018-19 Adopted Operating Budget



Measure G Committee - December 31, 2018 Financial Report

<https://www.cityofsalinas.org/our-city-services/finance/measure-g>

# PATROL DIVISION



The Patrol Division's three shifts cover the Salinas Community 24 hours every day. It is the most important service the department provides to the public. In most circumstances, the patrol officer is the first person from SPD the community will see. The officer's primary function is to preserve the peace, solve problems and help those in need. For example, our officers have removed violent gang members from the streets for committing crimes. They also respond and helped those involved in car accidents - even working with paramedics to save lives. Patrol officers also help to resolve neighborhood disputes, including parking problems, abandoned vehicles and noise complaints.

## Community Engagement

Patrol officers also participated in and organized several community outreach efforts throughout 2018. For many years, Closter Park and the Atlantic Little League Field were in need of revitalization. With the help of the Salinas Police Department Explorers, our patrol officers brought the areas to new life for our community to enjoy again.

## Homelessness

A variety of homeless issues received our attention in 2018. SPD patrol officers worked with other city departments to clean up the Lower Soledad area. In the last year, our collective efforts have yielded hundreds of tons of trash. We are committed to keeping the city clean. Those efforts don't end in Chinatown. Encampments have been found throughout the city. We are balancing a compassionate response to working with the homeless to meet their needs as well as the expectations of the public. Patrol officers often identify the concerns and have the challenging task of finding compromised solutions.

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



# K9 UNIT



## **OFFICER RICHARD DIAZ & K9 DONAR**

Officer Diaz has been a police officer since May of 2002 and has served as a Salinas Police Officer for the last fifteen years. During his time at the Salinas Police Department he has worked as a patrol officer, field training officer, motorcycle traffic officer, and K9 officer. Donar is a 4-1/2 year old German Shepherd. He was imported from the Czech Republic when he was 9 months old and has been partners with Officer Diaz since July of 2015. Together they have trained in handler protection, building and area search and tracking.



## **OFFICER ANTHONY PARKER & K9 CHARRO**

Born and raised in Salinas, Officer Parker has been a police officer for 12 years. Prior to being a K9 handler, he spent 3 years as a Gang Enforcement/Investigator with the Salinas Police Department Violence Suppression Task Force. Officer Parker and K9 Charro became a team in October 2013. When not working, Charro enjoys spending time with the family, sunbathing, and playing with his toys.



### **OFFICER GERRY MAGANA & K9 ERRI**

Born and raised in Salinas, Officer Magana has been a police officer for 15 years. During his Law Enforcement career he has worked in several assignments to include Field Training Officer, Hostage Negotiations, Mounted Unit, Violence Suppression Task Force, Detective and his current assignment as a K9 Handler. He has been partners with K9 Erri since March 2016. Erri is a 4-year-old German Shepherd born in the Czech Republic. The team is currently assigned to patrol to assist Officers on high risk calls and various calls for service.



### **OFFICER CARLOS RIOS & K9 KENO**

Officer Rios has been a police officer for 16 years. He has worked several assignments to include Patrol, Crime Scene Investigation, Field Training Officer and a Narcotics Officer. His current assignment in Patrol is being a partner with his K9, Keno. He met his new K9 partner in September of 2018. Keno is a Czech bred German shepherd. They attended a month long Patrol/K9 school & have been working as partners in Patrol. Keno will turn 2 years in March.



### **OFFICER JIM KNOWLTON & K9 AVI**

Officer Knowlton has been a police officer for 15 years. He has worked several assignments including Patrol, Violence Suppression Task Force and the Investigation's Unit as a Detective before returning to patrol. In 2014 Officer Knowlton was assigned to the K9 Unit along with his partner K9 Avatar, aka "Avi". Avi is a 6-year-old German Shepherd from the Czech Republic. Officer Knowlton and Avi apprehended two suspects in the span of 24 minutes in 2016, a man with a gun on an MST bus and a home burglary suspect fleeing the scene. Officer

Knowlton and Avi enjoy searching and tracking suspects and participating in community events like school visits, festivals and fundraisers.

# PROFESSIONAL STANDARDS UNIT

The Professional Standards Unit thoroughly and objectively investigates allegations of misconduct by members of the SPD. 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 the Internal Affairs Division. 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. The Department will release to the complaining party a copy of his/her own signed statement when the complaint is made in person. All others will receive a copy of the complaint by mail. All allegations are investigated with the highest standards of fairness and respect towards both the public and our employees.

## 2017 Investigations and Inquiries

Investigations	11
Inquiries	2
Use of Force Investigations	4

## 2018 Investigations and Inquiries

Investigations	7
Inquiries	3
Use of Force Investigations	2

## 2017 Investigation Dispositions

Sustained	7
Non-Sustained	0
Exonerated	1
Unfounded	3

## 2018 Investigation Dispositions

Sustained	4
Non-Sustained	1
Exonerated	1
Unfounded	0

# CRISIS INTERVENTION

The patrol division has continued its commitment to providing Crisis Intervention Training (CIT) to its officers with the goal of improving the way law enforcement and the community respond to people experiencing a mental health crisis. The patrol division also collaborates with Monterey County Behavioral Health by working closely with 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 to assist in conducting welfare checks, de-escalating situations and connecting individuals with voluntary resources and treatment in the community when appropriate.



# VIPS (VOLUNTEERS IN POLICE SERVICES)

In 2018 we kicked off our new VIPS (Volunteers in Police Service) program at Salinas PD! The purpose of the VIPS program is to provide local community members fulfilling opportunities to use their skills and experience to assist the Police Department in providing a high level of service to the community and to strengthen the relationship between the Department and the community. VIPS candidates go through an oral interview, background investigation, and criminal history check. Before starting, members must attend the Salinas PD Community Police Academy. They are required to volunteer at least 16 hours per month.

For inquiries, please call (831) 758-7133 or send an email to [spdvolunteer@ci.salinas.ca.us](mailto:spdvolunteer@ci.salinas.ca.us).

# SPECIAL OPERATIONS UNIT

The Special Operations Unit performs a wide variety of services such as abandoned vehicle abatement, special events, neighborhood watch, and court services. The unit focused on the growing number of abandoned vehicles in Salinas. The unit had fallen woefully behind with a backlog of hundreds of abandoned vehicle complaints. The unit investigated 11,484 abandoned vehicle complaints and towed 1,572 vehicles in 2017 and 2018. There are currently 13 Community Service Officers with an authorized strength of 15 respectively. The current CSO assignments are as follows:

- 4: Patrol
- 3: Abandoned Vehicle Abatement
- 2: Front Desk
- 1: Bailiff
- 1: Missing Persons/Sex Offender Registration
- 1: Personnel and Training
- 1: Crime Lab



# TRAFFIC



The SPD traffic unit’s goals are improving overall traffic safety and reducing injury and property damage in our community. It consists of six officers: One full-time Traffic/Motor Officer and one full-time Traffic/Motor Sergeant. Four members of the unit are assigned to patrol and work traffic enforcement part-time.

The traffic unit is growing with the goal of improving overall traffic safety and reducing injury and property damage in our community. The members of the Traffic Unit are committed to the established goals.

The California Office of Traffic Safety (OTS) Selective Traffic Enforcement Program (STEP) grant followed the federal fiscal year, from October 1, 2017 to September 30, 2018. Some of the statistics for the grant-funded operations during this period include:

DUI Saturation Patrols completed	99
Field Sobriety Tests administered	96
DUI arrests made	19
Traffic Enforcement Operations Conducted	74
Traffic Enforcement Citations issued	444
Distracted Driving Operations conducted	28
Distracted Driving Citations issued	83
Pedestrian Operations conducted	10
Pedestrian Operation Citations issued	358

**\*\* These statistics are not representative of all efforts by the Department or Traffic Unit for the year, and represent only those operations conducted and citations issued as a result of grant-funded activities. \*\***

The Salinas Police Department was awarded the 2019 STEP grant for \$175,000. The City of Salinas has been awarded this grant several years in a row. Without this funding, it would be a challenge to maintain the level of DUI and traffic enforcement that we currently provide to the community.

The Department as a whole (Patrol and Traffic Unit combined) made a total of 628 DUI arrests in 2017 and 2018. They also issued over 10,000 citations.

The Department purchased three new Honda ST1300 police motorcycles in 2018. These motorcycles are a welcome addition to the unit and all three of them will be used full-time.

The Traffic Unit regularly attends training conducted by a CHP Certified Motorcycle Training Officer. This training is essential to maintain the high level of riding skill required for traffic enforcement motorcycle riding.



# CRIME SCENE INVESTIGATIONS



## CRIME SCENE INVESTIGATIONS UNIT (CSI)

The Salinas Police Department Crime Scene Investigation Unit (CSI) is the Department's forensic investigations team responsible for identifying, collecting, preserving, and packaging physical evidence at the scene of a 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.

During 2017 and 2018, the Crime Scene Investigations Unit consisted of one criminalist (a sworn police officer of the Criminalist rank supervising the CSI unit), sixteen sworn officers (performing CSI duties as an additional patrol responsibility), and four civilian Community Service Officers trained as CSIs. The Crime Scene Investigations Unit falls under the Investigations Division, which is led by an Assistant Chief of Police, an Investigations Division Commander, and two Detective Sergeants. The CSI unit works in conjunction with other units within the Department and in collaboration with local, state, and federal partners.

## INVESTIGATIONS

In the last two years CSIs conducted crime scene investigation related work assisting with 48 homicide investigations, 653 shootings, 2 officer involved shootings, and took approximately 160,000 photographs in support of over 3,600 cases. Evidence from all 653 shooting investigations were analyzed and submitted to the National Integrated Ballistic

Identification Network (NIBIN). NIBIN is a national database of digital images of spent bullets and cartridge cases found at crime scenes or test-fired from confiscated weapons. The Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF) manages the network and provides the equipment to crime labs around the country; the Salinas Police Department has the only system on the Central Coast.

The Salinas Police Department, working in conjunction with the ATF, makes this analysis available to all regional law enforcement agencies. In the last two years, NIBIN firearms analysis has resulted in 114 group links between firearms and spent bullet casings, aiding in investigations and efforts to suppress gun related crime and violence.

CSIs and patrol officers generated 775 latent fingerprint cards. A latent fingerprint is a fingerprint left on a surface by deposits of oils and/or perspiration from the finger. It is not usually visible to the naked eye but may be detected with special techniques such as dusting with fine powder and then lifting the pattern of powder with transparent tape. Of the 775 submitted, 15 latent prints were submitted to the Salinas Police Department from outside agency's requesting examination assistance. Of these generated prints 173 were submitted to the Automated Latent Print System (ALPS).

Latent fingerprints are one of the most important and widely used evidence in law enforcement and forensic agencies worldwide. ALPS is an automated computer software system that assists law enforcement with the positive identification of suspects based on fingerprint characteristics. ALPS submissions resulted in 22 positive latent print identifications – identifying 22 unknown subjects based on fingerprints.

## **MOVING FORWARD WITH THE CSI LAB**

As the Department grows and moves into the new Police Service of Salinas Headquarters, the CSI unit and lab will continue to grow and expand the breadth of existing forensic investigative support. The CSI unit will continue to focus on the victims and will seek to exploit the use of advanced technology in the pursuit of justice.

The unit will continue to leverage technology, scientific advancement, and innovative approaches to not only improve solve-rates, but to prevent crime as both a Salinas Police Department and regional asset.

# INVESTIGATIONS DIVISION

The Salinas Police Department Investigations Unit, referred to within the department as the “Detective Bureau”, is the Department’s general investigations team. The Investigations Division is led by an Assistant Chief of Police, an Investigations Division Commander, and two Detective Sergeants. The unit is comprised of 13 specially trained detectives who investigate incidents ranging from fraud, property crimes, sex crimes, to robberies and homicides.

There are three critical civilian positions: a Senior Police Technician, a Community Services Officer, and an Intelligence/Crime Analyst. The Bureau works in conjunction with other units within the Department and in collaboration with local, state, and federal partners.

## STRUCTURE

In previous years the Detective Bureau functioned as a general investigations unit and was not specifically broken down into specialized elements. Although detectives traditionally had specialty training in addition to foundational investigative schooling, the detectives were assigned a general caseload which could range from property crimes to homicides. This was mostly a constraint of sheer volume of caseload and a limited number of detectives due to organizational staffing challenges.

In the last two years under Chief Fresé’s leadership the Department has begun to rebuild, and the Salinas Police Department has placed greater emphasis on community oriented policing. Department leaders have been empowered by Chief Fresé to effect change, improve systems and processes, and, most importantly, place a greater focus on police service to the community. The Detective Bureau enacted several changes to meet his objective.

## RESTRUCTURE

The Bureau had a much-needed restoration to previous staffing levels returning two detective positions (one to be filled at the upcoming shift change) bringing the number of detectives to 14. This restoration presented the opportunity to realign resources to best serve the community. The Bureau is now comprised of specialty elements: (4) Homicide Detectives, focused on homicides and death investigations; (4) Sex Crimes Detectives, assigned sexual crime related cases; and (4) Property Crime Detectives, concentrating on thefts, burglaries, and robberies.

The unit also has two Gang Intelligence Detectives. The Gang Intelligence Detectives focused on the gathering, managing, and exploitation of intelligence for the purposes of advancing criminal investigations. In addition to carrying a caseload, the Gang Intelligence Detectives are responsible for compiling comprehensive documentation and providing expert court testimony, in support of prosecution. In 2018, Gang Intelligence Detectives completed 22 gang enhancement investigation packets in support of the District Attorney’s Office. The Gang Intelligence Detectives also work closely with the Violence Suppression Task Force leveraging gathered intelligence for the purposes of intelligence-led enforcement targeting priority individuals and criminally influential gang members.

## **PROACTIVE INVESTIGATIONS**

Detective work is traditionally thought of as reactive: a crime occurs, and detectives work to apprehend the suspect. However, in recent years the Detective Bureau under the direction of Sergeant Chris Lane, Sergeant Danny Warner, and his predecessor Sergeant Brian Johnson, has become increasingly more proactive and have utilized intelligence not only to solve crime but to prevent it. The Detective Bureau's collaboration with local agencies, federal law enforcement partners, and the U.S. Attorney's Office has resulted in significant investigations resulting in federal indictments and the disruption of on-going criminal enterprises. In one such case, on December 13, 2018, a federal grand jury in San Jose returned murder charges on two Salinas gang members for the 2018 murder of Felix Francisco on North Hebron Avenue, the February 2017 murder of John Rodzack on Fremont Street, and the attempted murder of two others in 2017. The suspects were accused of "hunting and killing" rival gang members, and were charged with not only murder, but racketeering and conspiracy. This investigation not only solved murders but prevented them.

In another example, detectives investigated several take-over bank robberies in the City of Salinas. Similar bank robberies occurred in other parts of California, and Salinas detectives worked with partner agencies to share information. As a result of information provided by Salinas detectives, six bank robbery suspects were arrested in Modesto and three more in Fresno. The bank robberies, and the unrelated homicide investigations mentioned above, remain open and are on-going investigations.

## **FOCUS ON VICTIMS**

The Detective Bureau has been rethinking crime and how it is investigated. The unit has been adapting its thinking to suit our community; what works in one city may require a different approach in another. Salinas is a unique community, and at the core of the evolution taking place within the Detective Bureau is a pivot toward greater focus on the victims and not just the suspects. Often how we measure results in policing makes no sense, arrests can be quantified, but how we work to empower victims of violent crime for example is more difficult to measure but is of greater value.

Empowering victims and their families, giving them a voice, and understanding the human toll is critical. In December of 2018, Detective Pete Gomez attended the Victims of Violent Crime Christmas tree lighting ceremony in Acosta Plaza. Detective Gomez was investigating a cold case murder and felt he should attend the event in support of the victim's mother. As the detective assigned to the case, he took it upon himself to attend the tree lighting ceremony on his day off and stood in solidarity with the victim's mother and all the victims of violent crime. Detective Gomez spoke volumes with this simple gesture – it is all about the victims.

Trust and the establishment of legitimacy has proven essential to building relationships with victims, their families, and other impacted community members. Approaching victims with compassion, empathy, and open minds has been imbued within the Detective Bureau culture and is the future of the unit. As a result of such efforts, more people are coming forward and assisting with investigations in the shared pursuit of justice.

## **MOVING FORWARD**

As the Department grows the Bureau will work to include a Cold Case element and expand the breadth of existing cold case investigations. The Detective Bureau will continue to focus on the victims and will seek to add a victim advocate. The unit will continue to leverage technology, intelligence, and collaboration to not only to improve solve-rates, but to prevent crime. Regardless of the challenges facing Salinas, the Detective Bureau will continue its ceaseless mission to deliver professional, superior, and compassionate police service to the community and bring justice to victims.

## HOMICIDES 2018

Year	Homicides	Total Cleared	Cleared by Arrest/ Warrant Req.	% Cleared by Arrest/ Warrant Req.	OIS For Current Yr.	Cleared by Arrest/ Warrant Req. Current Yr.	# of Prev. Years Cases Closed
<b>2018</b>	<b>19</b>	<b>21</b>	<b>12</b>	<b>57%</b>	<b>0</b>	<b>7</b>	<b>14</b>

TOTAL CASES ASSIGNED					509
2018	ASSIGNED	CLEARED	AVG CLEARANCE		
				Total Cases Open	103
JAN	52	54	104%	Arrests	75
FEB	43	20	47%	Warrant Requests	87
MAR	55	38	69%	Follow-Ups Completed	53
APR	43	33	77%	Lack of Leads	69
MAY	46	33	72%	Lack of Prosecution/Uncooperative Victim	52
JUN	64	57	89%	DA Declined to File	9
JUL	22	34	155%	Info Only Reports	19
AUG	31	27	87%	Uncleared Cases	3
SEP	41	25	61%	Other	5
OCT	54	47	104%	Unfounded/Unsubstantiated	22
NOV	26	27	87%	Returned Missing Persons	1
DEC	29	28	104%	Statute of Limitations	2
<b>TOTALS</b>	<b>506</b>	<b>423</b>	<b>84%</b>	Outside Assist	<b>5</b>

		CLEARED	ARREST WARRANT REQ.	Year-To-Date% Cleared By Arrest/Wrnt Req.
SUSPECTED CHILD ABUSE REPORTS	42	30	10	33%
FRAUD	86	64	11	17%
PERSON	79	53	20	38%
PROPERTY	22	19	8	42%
MISC.	12	12	6	50%
SEXUAL ASSAULT	154	115	66	57%
ROBBERY OF BUSINESS	41	34	7	21%
ROBBERY OF PERSON	39	34	6	18%
290 REG.	34	34	29	85%
GANG WORKUPS/EXP*	22			



# COMMUNITY ENGAGEMENT: CLOSTER PROJECT

The Salinas Police Department provides modern policing services for the City of Salinas, California, a moderately sized city with a predominately Hispanic population and a disproportionately high rate of gun and gang violence. Severe challenges in the past five years – including four officer-involved fatal shootings between March and July 2014 – have led to a severe, lingering mistrust of the police by a significant segment of the community. The new leadership of the police department has renewed the department’s commitment to community policing in action and spirit. Through community engagement, transparency, service, and strong partnerships, the Salinas Police Department is working to rebuild community trust.

Over the past four years, Salinas has experienced a very high rate of gun and gang violence at a time when its sworn force is depleted in number. The community’s mistrust of the police is historic, exacerbated by recent immigration issues and fears of deportation, and deepened by the officer-involved shootings and the community’s response. Community activists mounted an organized resistance to the placing of School Resource Officers in three main school districts.

Chief Adele Fresé and two new Assistant Chiefs began the upward task for rebuilding trust with the community. Partnerships and problem solving have been emphasized throughout the department and applied specifically to a community policing project in Closter Park in East Salinas and the work of the SROs embraced by the Santa Rita Union School District.

The Closter Park project involved neighborhood clean-ups, a park Beautification Day, enforcement, neighborhood watch organizing, and a classic problem-solving project at the Sun Market. The Sun Market was a neighborhood grocery store serving as a place to buy and use drugs. With the help of Salinas Fire, ABC, Code Enforcement, and the Health Department, the sales were ended and the building was renovated. Other partners include Neighborhood Services, the faith community, CBOs, neighborhood watch groups, citizens, and the Abandoned Vehicles (AV) Unit. The AV Unit staff are assigned to specific areas for a year to enable them to get to know residents and vehicles. The SROs are helping parents deal with difficult young children and out-of-control teens by facilitating evidence-based parent training classes.

The department’s efforts to rebuild trust depend on transparency, and include training all staff in procedural justice and legitimacy, supporting the Why’d You Stop Me (WYSM) program, participating extensively in social media, and being featured on Live PD. Training and performance accountability measures continually reinforce community policing. The department is an integral member of the Community Alliance for Safety and Peace (CASP), a unique collaboration of over 50 city, county, school, and community-based stakeholders. It also has very strong working partnerships with local, state, and federal law enforcement agencies, particularly to carry out its Group Violence Reduction Strategy and biweekly shooting reviews.

Positive results can be seen in sizable reductions in violent crime in 2018; increased crime reporting; physical improvements, and reductions in narcotics and prostitution in Closter Park; and increased school and community safety in Santa Rita. The new 2020 police station will include a community meeting room and be known as simply “Salinas Police Service.”

# PROPERTY AND EVIDENCE

The Property and Evidence Unit is responsible for receiving all incoming property and evidence. The unit consists of one Property and Evidence Technician, one Part-time Technician, and one Senior Technician.

Their duties include following protocol, to securely store property so it remains readily accessible for court or for investigation purposes and lawfully release or destroy it, along with maintaining documentation of the entire process. There are a wide variety of incoming items received, including bikes, personal property, guns, drugs, biological evidence, money, and any item viewed as evidence. These items are stored in various locations within the police building and at a storage warehouse.

2017

\* Processed incoming items 10,326

\* Processed outgoing items 5,037

2018

\* Processed incoming items 10,435

\* Processed outgoing items 9,239

# VIOLENCE SUPPRESSION TASK FORCE (VTSF)



VSTF, formerly known as Violence Suppression Unit, was made of up of one sergeant and two officers.

Since May of 2018, staffing of the VSTF was increased to include two sergeants and six officers. It includes the assistance of one State Parole Agent, one Homeland Security



Investigations Agent and one CHP Officer. VSTF gathers gang information and works to reduce gang activity and violent offences.

	2017	2018
Police Reports	100	171
Total arrests	168	436
Search warrants	28	37
Probation and Parole Searches	89	395
Firearms seized	33	53
Methamphetamine	904.2 grams	1,487 grams
Heroin	445.2 grams	1,463 grams
Cocaine	14	244 grams
Marijuana	98.45 grams	50,151 grams

# HOSTAGE NEGOTIATION TEAM

The mission of the Hostage Negotiation Team (HNT), is to work for the preservation of life during a crisis situation. HNT has been established to provide skilled verbal communicators who may be utilized to attempt to de-escalate and effect surrender in critical situations where suspects have taken hostages, barricaded themselves, or have suicidal tendencies.



In today's environment, HNT is prepared to respond on a multidimensional level. While an actual hostage situation is always possible, more likely scenarios involve barricaded individuals that are depressed, under drug and/or alcohol influence, suicidal, or generally going through a crisis situation. HNT is prepared to work as a team or independently to resolve a crisis or to work in concert with SWAT should negotiation efforts fail.

In 2018, the HNT consisted one commander, three sergeants, sixteen officers and five tactical dispatchers. This staffing allows for the possibility of establishing two negotiation teams with one team relieving the other team should there be an extended crisis incident. The size of the HNT team also allows for the likelihood that a full, six member and one supervisor team can be filled no matter what time the call comes in.

The HNT trains and works very close with the Monterey County Behavioral Health Unit. Behavioral Health gives HNT members a closer look at the needs of a critical incident. They can help identify the best approach to a person in crisis while on scene. This knowledge increases the chance of de-escalating the situation and providing the right services after the incident is over. The team trains twice a year with local agencies from the bay area. This gives an opportunity to learn from other agencies but also develop working relationships with other teams.

The team participated in seventeen warrant services with the SWAT team and had one callout in the past year. Besides these official responses by HNT, team members utilize their communication skills daily for the Salinas Police Department. While working patrol, a member of the team might talk to a suicidal subject or a distraught suspect. The team member de-escalates the situation without the need for a callout. The communication skills utilized by the team members help build a better relationship with the community.

# SWAT: SPECIAL WEAPONS AND TACTICS

The Salinas Police Department's 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.



SPD SWAT was initially formed in 1979 and has evolved into the most experienced Special Weapons and Tactics unit in the Monterey County operational area. Officers are assigned to SWAT as a collateral assignment after passing a rigorous testing and review process. New SWAT members are required to attend a POST Basic SWAT school and demonstrate their proficiency prior to being considered "operational". SWAT currently conducts two trainings per month, with one training dedicated to firearms proficiency and the other training dedicated to tactical disciplines. SWAT training topics are selected based on our team's core competencies and annual training needs assessment.



Members of the SWAT Sniper Team coordinated with Santa Clara PD SWAT to observe their deployments at Levi's Stadium for big events. This was done in an effort to better deploy our resources at major events in our city.

SWAT hosted the Active Shooter Response drill at Northridge mall and provided security for the event. Several Chiefs of Police and Administrators of state and federal agencies attended the event. Members also proctored multiple scenarios at "Urban Shield" training event in the Bay Area.

SWAT currently consists of three sergeants, twenty officers (17 operational), and three tactical medics. Additionally, two SPD K-9 Officers have attended SWAT & K-9 Interacting During Deployment School (SKIDDS) in order to expand SWAT's capabilities. The SWAT vehicle fleet consists of an Armored Rescue Vehicle (MRAP), unarmored transport vehicle, team equipment van, and tac-medical van.



During this report period, SWAT conducted twenty nine pre-planned operations and one suspect initiated call out. SWAT operations encompassed high-risk warrant services, barricaded subjects, dignitary protection, and special event support. SWAT operations took place in the cities of Salinas, Soledad, King City, and unincorporated portions of Monterey County.



SWAT officers participated in the Best in the West training competition and received an award for 1st place in the Team Assault event.

## PLANNED AND EXECUTED OPERATIONS

**2017**

**2018**

3 Bridge St.

15 Connelly Ct. (1st Time)

38 St. Francis Way

11 Geary Cir. and 15 Geary Cir.

162 N. Madeira #F

43 Plaza Cir #3 and #12 for PRVNT

349 Iris Dr #132

65 S. Madeira #3 for MCSO 187

746 Middlefield Rd.

141 Sycamore

1016 Connely St.

258 Pacifico Pl., Soledad for King City/  
Greenfield PD

1117 Baldwin St #55

340 E. Laurel Dr.

1549 Vineyard Dr. Soledad CA

557 Victor St.

2444 N. Main St. #D

1223 Bluff Ave., King City

The SWAT Team provided dignitary protection for Former Secretary of Defense Leon Panetta, while he attended our Veteran's Day Parade.

SWAT officers provided REACT and Sniper/Observer teams for the 2018 Rodeo concerts and several additional events at the sports complex.



# TECHNICAL SERVICES



The Technical Services Department is under the Support Services Division, Virginia Hernandez, manages Building Maintenance, Crime Statistics (Uniform Crime Reporting), Payroll, Vehicle Maintenance, and the Word Processing Center. The Coordinator oversees building repairs, upgrades, and is responsible for regulations and inspections involving adult holding cells and juvenile holding area. Other duties include purchasing items and services, overseeing access for various computer programs, phones, and acts as the administrator of various police computer programs, in addition to managing software accounts. The coordinator also completes statistical reports for grants and state mandated requests.

# CRIME STATISTICS

The Statistics Office consists of two Senior Police Services Technicians. One Technician reviews and validates crime reports to meet the Uniform Crime Report (UCR) standards for the Department of Justice. Uniform Crime Reporting (UCR) is a city, county and state mandated law enforcement program; used nationwide to view crime trends, based on the submission of statistics by law enforcement agencies. The technician duties include classifying the offense, checking for victims, suspects, weapons used, and property stolen, based on the type of crime committed. In addition, duties include preparing statistical reports, both internally and externally.

The second Technician processes citations to send to Superior Court, Traffic Court, and the City Attorney's office and reviews and amends citations that require corrections by officers, mails corrections to the defendants, along with entering the data in the Records Managements System. Although City of Salinas Alarm Permits and False Alarm Program is outsourced, the technician's responsibilities include helping the Citizens of Salinas and the vendor with disputes on a false alarm calls to determine the final disposition of a call.

	2017	2018	% UP/DOWN
Homicide	29	19	-34%
Agg. Assaults	564	542	-4%
Simple Assaults	1,092	1,231	+13%
Robbery w/ Weapon	228	180	-21%
Robbery Strong Arm	130	141	+8%
Theft	2,589	2,180	-16%
Burglaries	964	897	-7%
Stolen Vehicles	1,242	1,227	-1%
Arson	24	31	+29%
LE officers killed or injured on duty	55	47	-15%
Traffic Collisions	862	1,228	+42%

	2017	2018
Alarm Disputes	63	575
Salinas City Code Citations	620	280
Traffic Citations	7,395	7,411



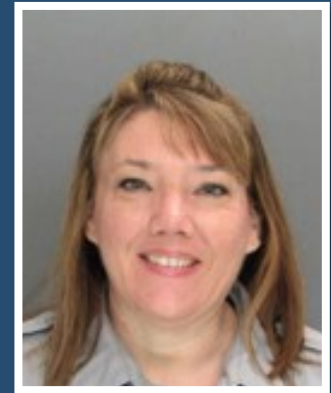
# ADMINISTRATION: RECORDS



**Ana Medrano**  
SUPERVISOR



**Bianca Navarro-Raya**  
COORDINATOR



**Kimberly Styles**  
SUPERVISOR

This unit is made up of 12 staff members (one Coordinator, three Supervisors and eight Police Services Technicians) working two shifts, 24 hours per day. Records operates two-way radio to officers in the field to assist them with identifying people they contact, property, and check for warrants. They process and complete all reports that come through the Police Department and ensure they get completed, processed, and scanned into the records system or filed as appropriate. They handled over 24,000 reports in 2017.

The Records Unit is responsible for determining which reports are releasable to the public, and to other requestors in accordance with the California Public Records Act (CPRA). Requests and subpoena requests on a regular basis which have strictly mandated timeframe response times associated with them. They process all investigative packets to the courts in a timely manner so the judicial system can ensue. In 2017 they processed over 8,500 packets.

# ANIMAL SERVICES

	2017	2018
<b>Total Intake</b>	3,517	3,233
Cat	1,699	1,634
Dog	1,708	1,529
Other Animal	110	70
<b>Adoptions</b>	549	567
Cats	254	252
Dogs	295	312
Other Animal	0	3
<b>Return to Owners</b>	631	570
Cats	36	35
Dogs	594	534
Other Animal	1	1
<b>Transfer to Rescue</b>	756	625
Cats	278	237
Dogs	472	374
Other Animal	6	14
<b>Return to Field (Cats)</b>	193	172
<b>Euthanasia</b>	1,124	1,065
Cats	826	819
Dogs	290	243
Other Animal	8	3
<b>Active Volunteers</b>	93	89
<b>Total Volunteer Hours</b>	5,062	6,105
<b>Staff</b>		
Full time	8	7.5
Part time	5	5
<b>Animal Control Calls</b>	2,096	2,814

Salinas Animal Services (SAS) is located at 144 Hitchcock Road in Salinas. It is staffed by 7 full time staff and 5 part time staff. Our services include animal control 5 days a week, Monday – Friday, animal sheltering 7 days a week, dog licensing, pet adoptions, owner redemption, spay/neuter vouchers and volunteer opportunities.

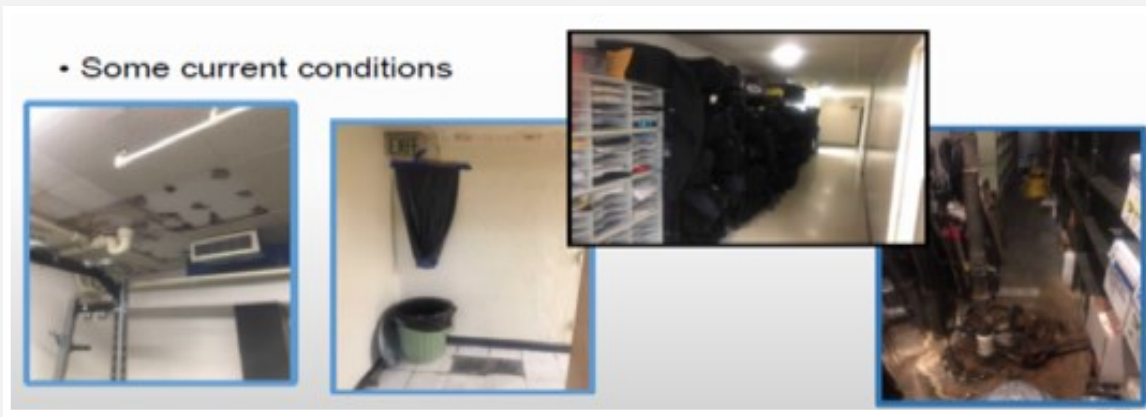
As of the end of 2018, SAS had 89 active volunteers who assist in all kinds of operational areas: dog walking, cat socializing, clerical, community cats, photos and special events. Between 2017 and 2018, 11,167 hours were logged in by our dedicated volunteers.



<https://www.kion546.com/news/city-of-salinas-animal-shelter-completely-clear-of-adoptable-dogs/689443795>

# NEW POLICE FACILITIES BUILDING

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



Since Measure G, great strides have been made; a needs assessment, site acquisition, and design development have all been completed and in August 2018 our official “Ground Breaking” ceremony was held. Working with the development team of Griffin/Swinerton/LPA and Public Facilities Group, the “Grand Opening” of our new Police Service Headquarters is set for the first quarter of 2020. At roughly three times its current size, the new facility will not only allow room for growth and state-of-the-art technology but will also provide better service to our community through increased efficiencies in workflow, secure and private areas for interviews, property returns, registrations requirements and safe exchanges.



# RECRUITMENT

2018 was a very busy and productive year for our Recruitment Unit! During 2018, the Recruitment Unit attended over 60 recruitment events across the state. These events consisted of college career fairs at numerous universities, state colleges, and community colleges. Other events consisted of local career/job fairs, veterans-only job fairs, and military base career fairs where our recruiters spoke with military personnel who were starting their transition from military life back to civilian life.

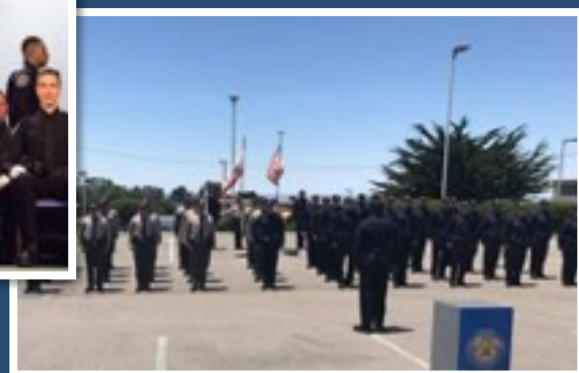
The Recruitment Unit also visited various police academies both locally and around the State of California where they spoke to numerous self-sponsored recruits. Our recruiters heavily recruited at the PELLET-B & WSTB testing days which were held by South Bay Regional Public Safety Training Consortium.

Not only did the Recruitment Unit speak to folks who currently meet the basic standards for becoming a law enforcement officer, they also spoke to many high school and middle school students who are interested in this career field. Our recruiters attended career/job fairs at our local high schools and middle schools and spent time as career mentors during mock job interviews at the North Salinas High School career center.

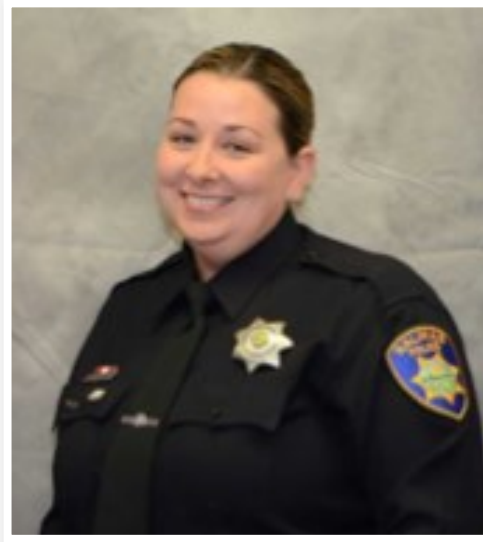
Our recruitment team took every opportunity to share our officer's hard work with the public by posting on social media platforms such as Instagram (@salinaspolicerecruitment). During the past year, our recruiters have spoken to hundreds of potential applicants and shared with them the joys of being a Salinas Police Officer!

Another important task that our Recruitment Unit took on this past year was that of an academy liaison. Our Recruitment Officer spent a great deal of time at the academies working with our recruits, acting as a role player and evaluator during scenario training and testing, mentoring the recruits, and interacting with academy staff to ensure our recruits were getting the best possible training.

In 2019 the Recruitment Unit will continue to be aggressive, innovative, and progressive as we always look for new ways to attract the BEST potential applicants!



# OPERATIONS: INSPECTIONS



**Kimberly Robinson**  
COMMANDER

The Inspections Unit is responsible for inspecting the premises and ensuring compliance with City and State laws for several licensed businesses in Salinas; including cannabis, bingo, massage and cardroom businesses. The unit works closely with the other city departments to provide a holistic approach to compliance. The unit consists of one Commander who is currently responsible for this area.

The unit is also be responsible for the departmental efforts to acquire accreditation through the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA). This is a 36-month process that will provide an extensive self-evaluation and a thorough third-party evaluation of the Department's policies, procedures, training and records management capabilities to ensure the Department is functioning at a level equal to or greater than the national industry standard.

# SCHOOL RESOURCE OFFICER (SRO)

The School Resource Officer team started protecting schools within the Santa Rita Union School District on October 30, 2017. The two-officer team secures seven schools that include Bolsa Knolls and Gavilan View Middle Schools, La Joya, McKinnon, Roosevelt, and Santa Rita Elementary Schools, and Little Bear Preschool.

The highly trained officers maintain a visible and friendly presence to help deter crime and potential intruders. They create a safe and welcoming environment to help students and staff focus on education. Community feedback has been extremely positive with many expressing how much safer they feel when the officers are present.



The officers are positive role models that help guide children toward positive futures. Both



officers are in the classrooms teaching evidence-based drug, crime, and delinquency prevention programs. At the middle schools 405 sixth graders participated in the Gang Resistance Education and Training (GREAT) program. While at the elementary schools 393 fifth graders learned about being safe and responsible with the Drug Abuse Resistance and Education (DARE) program.

Both officers are certified ALICE (Alert Lockdown Inform Counter and Evacuate) instructors and have trained all school staff members. The system empowers schools with additional options to respond during an emergency involving an active shooter. All staff members learn how to safely barricade, evacuate, and if necessary, attack and defend against an intruder.

The officers routinely assist the schools during morning drop off and afternoon pickup to keep kids safe. They can be seen at crosswalks, directing traffic, and setting up safety barricades to help slow cars down. Enforcement actions have helped slow drivers but the SROs have also arrested burglars and stopped trespassers on campus.

SROs are committed to keeping our kids safe and developing positive community relationships. They are highly effective and a key component of the Chief's community policing philosophy and department wide direction.

# EXECUTIVE STAFF CHANGES

## WELCOME, ASSISTANT CHIEFS OF POLICE



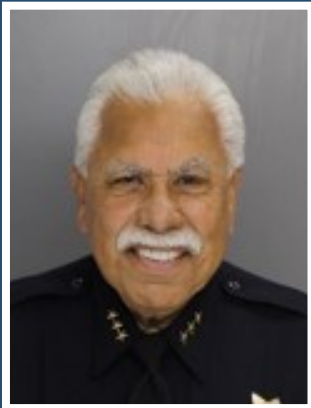
**Manuel Martinez**  
ASSISTANT CHIEF



**Roberto Filice**  
ASSISTANT CHIEF

Assistant Chiefs  
Martinez and Filice  
began at the Salinas  
Police Department  
December 11, 2017

## FAREWELL, ASSISTANT CHIEF AND DEPUTY CHIEF OF POLICE



**Daniel Ortega**  
INTERIM ASSISTANT CHIEF

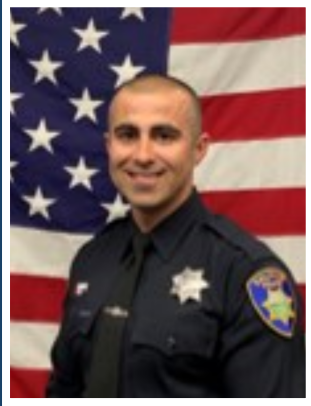


**David Shaw**  
DEPUTY CHIEF

Interim Assistant Chief  
of Police, Daniel Ortega  
served October 2017  
through December  
2017.

Deputy Chief, David  
Shaw retired in  
December 2018, after  
30 years of service.

## 2017 AWARDS



**Robert Miller**  
OFFICER OF THE YEAR



**Justin Salinas**  
INVESTIGATOR OF THE YEAR



**Julianne Sharpe**  
Community Service Officer  
EMPLOYEE OF THE YEAR

## 2018 AWARDS

### OFFICER OF THE QUARTER

1ST QUARTER



**Officer David Poulin**

2ND QUARTER



**Officer Christopher Neff**

3RD QUARTER



**Officer Chayene Garcia**

4TH QUARTER



**Officer Chris Avila**



# RECOGNITION

## 2018 AWARDS



**Isidoro Medrano**  
OFFICER OF THE YEAR



**Melissa Roman**  
Community Service Officer  
EMPLOYEE OF THE YEAR

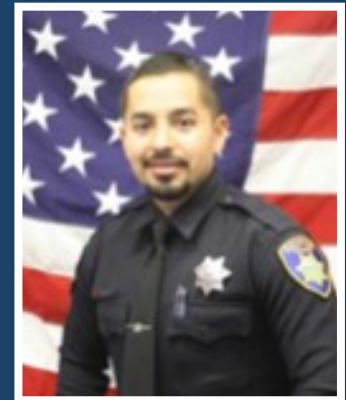
## 2018 MEDAL OF VALOR RECIPIENTS



**Sergeant Dale Fors**



**Officer Isidoro Medrano**



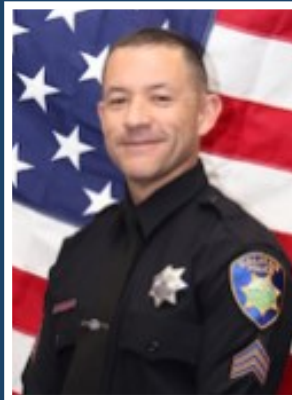
**Officer Luis Toribio**

# AWARDS AND

## 2018 OUTSTANDING



Sergeant Chris Lane



Sergeant George Lauricella



Sergeant Brian Johnson



Officer Nicholas Abruzzini



Officer Froylan Aranda



Officer Zachary Dunagan

# RECOGNITION

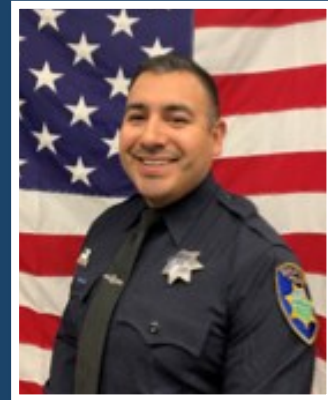
## LONG DUTY AWARDS



**Officer Justin Salinas**



**Officer Gabriel Gonzalez**



**Officer Ruben Sanchez**



# CITY *of* SALINAS, CALIFORNIA POLICE DEPARTMENT

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