

# Vallejo Police Department

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## 2013: The Year in Review



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### **2013: A YEAR IN REVIEW**

The Vallejo Police Department accomplished many great things in 2013, which is not surprising as the organization is filled with talented, dedicated employees who care deeply about the safety and well-being of Vallejo. Below we have listed some of the many accomplishments of the organization. These only scratch the surface and are some of the projects that are exceptional because they are complex and infrequent. Our proudest accomplishments can be found in the day in and day out operation of the Vallejo Police Department and our partnership with the community.

These accomplishments show an agency on the move, responsive to the needs of the community we serve and prepared to move forward in every way. Our goal is excellence and we are prepared to continue to work hard and tirelessly to reach our goals.

With an eye toward the future, we look to strengthen the organization of today while developing the leaders of tomorrow. Above that, we work to provide the men and women of the Vallejo Police Department all of the tools and training necessary to provide superb service to the City of Vallejo and partner with those who share these goals.

## Uniform Crime Code Statistics

	2009	2010	% +/-	2011	% +/-	2012	% +/-	2013	% +/-
<b>Homicide</b>	10	17	70% +	19	12% +	20	5% +	28	40% +
<b>Rape</b>	42	59	40% +	53	10% -	44	17% -	30	32% -
<b>Robbery</b>	439	458	4% +	435	5% -	380	13% -	424	12% +
<b>Agg. Assault</b>	509	288	43% -	397	38% +	440	11% +	540	23% +
<b>Burglary</b>	2358	2249	5% -	2468	10% +	2688	9% +	2972	11% +
<b>Larceny</b>	1854	1675	10% -	1716	2% +	1681	2% -	1553	8% -
<b>10851</b>	1270	1178	7% -	1060	10% -	1475	39% +	1217	18% -
<b>Arson</b>	48	35	27% -	46	31% +	65	41% +	54	17% -
<b>TOTALS</b>	<b>6530</b>	<b>5959</b>	<b>9.4% -</b>	<b>6194</b>	<b>3.9% +</b>	<b>6793</b>	<b>9.7% +</b>	<b>6818</b>	<b>0.4% +</b>

<b>Net Change from 2009 to 2013:</b>	
<b>Homicide</b>	180% +
<b>Rape</b>	29% -
<b>Robbery</b>	3% -
<b>Agg. Assault</b>	6% +
<b>Burglary</b>	26% +
<b>Larceny</b>	16% -
<b>10851</b>	4% -
<b>Arson</b>	13% +
<b>TOTAL</b>	<b>4.4% +</b>



C.S.S. Headquarters at 2 Florida Street

### **Community Service Section**

In an effort to create a mechanism to communicate and interact with the public on a daily basis, and to help address important quality of life issues, the Vallejo Police Department created the Community Service Section (CSS) in 2013.

The unit is comprised of 3 civilian employees who receive direction and support from sworn staff. One of the main goals of the unit in 2013 has been to reestablish Neighborhood Watch groups throughout Vallejo, and they have been incredibly successful to date.

CSS attends weekly Neighborhood Watch meetings. An important component to these meetings is the opportunity to bring officers and employees from various disciplines to meet with the citizens, to talk about what they do, and to answer questions. Communications Operators and Officers are regular participants in the meetings.

CSS members work hand in hand with City of Vallejo Code Enforcement Division, as well as attorneys from the City Attorney's Office Neighborhood Law Program (NLP) to address and eradicate distressed, abandoned and squatter occupied properties in Vallejo.

C.S.S. looks forward to its first Open House on Saturday March 29, 2014.

### Solano County Gun Buyback

On March 9, 2013, the Vallejo Police Department sponsored a gun buyback event designed to get dangerous and unwanted firearms off of the streets of Vallejo. Working in collaboration with the other law enforcement agencies within Solano County as well as United States Congressman Mike Thompson, the event resulted in the recovery of 344 weapons which included 113 handguns, 67 shotguns, 163 rifles, and a rocket launcher.



L-R Recovered weapons, Cpl. Stanley Eng and Sheriff staff

### Operation Goodwill

In an effort to combat violent crime and quality of life crimes, the Vallejo Police Department created a multi-agency task force comprised of peace officers and detectives from VPD, the Solano County Sheriff's Department Special Enforcement Team and the California Highway Patrol. The operation was in effect for over one month and was wildly successful. The team of 12 officers made a total of 187 arrests, took 7 illegal weapons off of the streets, issued 80 citations, towed 86 vehicles, and made a total of 631 total field contacts.



### Citizens Academy Class # 15

**On Saturday, October 19, 2013**, The Vallejo Police Departments Citizens Academy Class #15 completed their last day of training. Twenty-four Vallejo citizens successfully completed the ten week course which included instruction in the following areas of our department:

- Community Based Policing Concepts,
- Criminal Law
- Traffic and DUI Enforcement Laws
- Narcotic and Criminal Enterprise
- Gang Violence AND Community Awareness
- Evidence procedures
- Communications
- Professional Standards and Internal Affairs
- SWAT/HNT, K9 and Emergency Vehicle Operation demonstrations.

The last day of instruction proved to be the most enjoyable for the entire class who were able to witness a very spirited K9 demonstration with Officers Mark Thompson and his K9 partner Yago performing a mock suspect apprehension, and Officer Waylon Boyce and his K9 partner Joery performing a mock foot pursuit of a fleeing suspect.

Officers Thompson and Boyce were able to demonstrate the specialized skills of each K9 to include obedience drills which were incredibly impressive and proved just how competent each Handler and K9 are while working together.

The students were also taken to the Benicia Range where there was a SWAT and weapon demonstration which included live fire drills, to include flash bang and smoke demonstrations. Lieutenant John Whitney, Corporals Ted Postolaki and Rich Botello were gracious enough to spend time with each student and demonstrate how certain types of tactical equipment is used, and how unique our weaponry is especially when dealing with very complicated scenarios.

Each of the students were also given the opportunity to participate as passengers in a "MOK" police pursuit and able to experience the adrenaline rush of a pursuit without all the hazards which are normally part of an actual pursuit.

EVOC driving instructors Sgt. Steve Cheatham and Officer Joe McCarthy took each student on the ride of their life as each person was smiling from ear to ear. The day concluded with a fantastic barbecue and certificate presentation to each of the graduating students. It is our hope that these Citizen graduates will consider joining the ranks of our volunteer program and perhaps continue on and become Citizens on Patrol.



Any citizen, Vallejo resident interested in becoming a volunteer is required to complete the Citizens Academy which has proven to be a very rewarding experience not only for the Citizen Student, but those Officers who have stepped forward to teach blocks of instruction.



Citizens Academy #15



Officer Waylon Boyce and K9 Joery



Officer Mark Thompson and K9 Yago



EVOIC Instructor Joe McCarthy



ESU Commander Lt. John Whitney



EVOIC Instructor Steve Cheatham

## Volunteers

The selection of a Volunteer Coordinator, Bill Donovan was critically important in professionalizing the Volunteer program with a renewed emphasis on compliance with organizational goals and objectives.

The volunteer coordinator has been asked to complete the following critical tasks:

- Organize all training files
- Organize and inventory all equipment to ensure accountability
- Designate who among the “Citizens on Patrol” or Volunteers would be willing to take a more active leadership role.
- Organize POST approved external training for all police department volunteers and COP’ers
- Define roles and responsibilities for those volunteers and COP’ers
- Citizen Academy #15



Lt. DeJesus awards Tony Dominici 5 year service pin



Jennie Angulo, Denise Sobiek, Gregg Pokladowski

In September 2013, our very dedicated volunteers and Citizens on Patrol were able to participate in several POST approved external training segments. our largest group of Citizens on Patrol & Volunteers, (13) traveled to Lodi, Ca for the annual LEVOC (Law Enforcement Volunteers of California) conference.



Our valued volunteers met with others representing 47 different agencies throughout California which allowed us to network with other agencies and gain valuable insight on how other Volunteer programs work.

“Top Ten” list in “David Letterman” style why one should consider becoming a volunteer:

10 - Physical and Mental Activity

9 - Saves Resources

8 - Gain Professional Experience

7 - Associate with People with Similar Interest

6 - Promotes personal growth and Self-Esteem

5 - Strengthens community

4 - Learn a lot about yourself & hidden talents

3 - Get to give back

2 - Civic Responsibility

1 - Make a difference



The participants left to right: Ann Fennessy, Gerald Seegmiller, Marci Seegmiller, Pete McGiffert, Lisa Greene, Denise Sobiek, Laura Donovan, Brian Scarlett, Marian Swanson, Larry Hammond, Owen Johnson, Steve Swanson, and Tony Domenici.

### 2013 Chaplain Program

The following improvements were made related to the 2013 Chaplain program:

- Established Chaplain phone line and voice mail program (707) 648-4379.
- Establish a Chaplain email system
- Issuance of VPD Chaplain business cards with email and phone number
- Coordination between Peer Support and Chaplain program
- Established a uniform code which would be enforced and supplied all necessary uniform related equipment to ensure compliance
- Supplied Chaplain with newer car and updated VPD logo
- Initiated a Chaplain call-out protocol related to all critical incidents
- Department sanctioned 2013 Chaplain Training which is POST approved

The Vallejo Police Chaplains are highly motivated toward taking a more active role not only within the department, but also within the community. Lead Chaplain Mike Brown has aspirations of developing a Police Department sponsored community based Chaplain program which will support outreach projects throughout the community.

Lieutenant Sid DeJesus, who is the Chaplain coordinator, believes that the Chaplains play a critical role in the everyday lives of police officers and department personnel, and are a great compliment to the VPD Peer Support team.



The Chaplains from left to right are: Chaplain James Ware- Pastor, Chaplain Al Marks- Pastor, Chaplain Charles Brown-Pastor, Chaplain Rene Mitchell- Pastor, Chaplain Dr. A.C. Ubalde-Reverend, Chaplain Mike Brown-Pastor Lieutenant Sid DeJesus, Program Coordinator, Chaplain Doug Northrip-Pastor, Chaplain Carloyn Millard, Reverend, Chaplain Bryan E. Harris- Pastor, Chaplain Raymond Shih- Pastor

## National Night Out

On August 6, 2013, Captain James O'Connell, Captain Lee Horton, Lieutenant Sid DeJesus, and a host of other uniformed personnel, participated in National Night Out. There were approximately 20 neighborhood groups which hosted block parties and were very successful in gathering together and getting to know one another in addition to those of us who had the pleasure of attending these functions. All of the block Captains were very spirited and involved in the process of bringing everyone together. It was a tremendous success and having the opportunity to meet all of these great Vallejo residents inspired all of us to continue fighting the good fight. Here are some photos of this great event.



Captain Horton and Lt DeJesus with Friends from the community



### Prescription Drug Drop Off Program

We partnered with the Drug Enforcement Agency and Vallejo Recycling Coordinator Derek Crutchfield to participate in two prescription drug take back events in 2013, with more anticipated in 2014. In those events, Officer Jared Jaccs spearheaded our efforts and we accepted hundreds of pounds of prescription drugs. In addition, the department installed a new prescription drug drop off bin in the lobby for citizens to drop off unwanted prescription drugs whenever the lobby is open.



VPD Explorer Zach Horton and Off. Jared Jaksch and VPD Drug Drop Off Locker

### Community Outreach

In an effort to meet and discuss community issues with the residents of Vallejo, we worked hand in hand with the United States Department of Justice Community Outreach and held a number of open meetings. These were held in multiple neighborhoods, as we have learned that each neighborhood has distinctly different concerns and issues. The key for us was to meet them in their neighborhoods and to listen to their concerns with open ears with an eye for making the relationships better, and the lines of communication clearer.

In October of 2013 We sent two Vallejo officers who joined forces with two Vallejo Fire Personnel to the North Hills Christian School upon invitation for their “You’re my Hero and Donuts and Hero Day” The officers had breakfast with the children, took photos and spoke to the kids.



Off. Dan Acfalle, Off. John Ehman, Vallejo Fire Dept.



On Thursday, November 28, 2013, Acting Communications Manager Elisia Ricciardi, Dispatch Supervisor Kelly Newman, Dispatch Trainer Kristen Jackson, and third grade Highland Elementary School Teacher, Michelle Hawthorne volunteered at the Vallejo Elks Lodge by serving approximately 100 Senior Citizens Thanksgiving Day Dinners with members of Vallejo Together. Their participation was very much appreciated by all those in attendance and each should be commended for representing Vallejo in such a rewarding way.



Thanksgiving Dinner served by VPD Communications Section



Elisia Ricciardi, Kelly Newman, Michelle Hawthorne, Kristen Jackson

### Open House

On August 17, 2013, the Vallejo Police Department hosted their first ever Open House. During this event, citizens were able to come to the Department to get a tour, meet with Officers and Command Staff, and watch K-9 demonstrations. The Police Cadets and Explorers sold food for fundraisers for their program and children were also fingerprinted. Guests were able to explore



Police vehicles, including all SWAT and armored vehicles. Children were also given bicycle helmets and were able to ride cone course with Bike Patrol Officers. In 2014, this new annual event is scheduled for September 6.



Open House Future Officer Recruitment Complete



Chief Kreins



### **Bureau of Field Operations**

The Bureau of Field Operations is commanded By Captain Lee Horton. The Bureau has 45 officers assigned to Patrol, 9 of which are Corporals, as well as 6 sergeants. We now have four regularly assigned patrol lieutenants; however, we have added a second field ops admin lieutenant who now puts in 20 hours a week in patrol to cover a vacant time slot and another 20 hours a week running the traffic division and handling traffic grants, fleet management, and other field ops issues that arise.

Traffic Unit – Current staffing includes 1 Lieutenant, 2 police officers. This unit was temporarily suspended in 2013 due to staffing emergency constraints in patrol. We will soon add another officer back into the unit for a total of three. In FY 2001/02, the Traffic Division staffing included 1 Lieutenant, 1 Sergeant, 2 Corporals and 7 Police Officers.

### **Traffic Unit**

- Managed DUI Checkpoint Grant (SC13445): Conducted 12 checkpoints which netted 15 DUI arrests, over 100 vehicles impounded. Total funds allocated \$78,500.
- Managed Selective Traffic Enforcement Program Grant (PT 13113): Conducted four PCF Saturation Patrols, One Court Sting, On Warrant Service and 20 Saturation Patrols that netted multiple DUI Arrests, warrant arrests, illegal firearms recovered, and drugs from the street. Total Funds Allocated \$76,000.
- The Vallejo Police Department was the Host Agency for the Solano County “Avoid the 11” Dui Task Force (AL 1307). The Task Force conducted patrols during the Rio Vista Bass Festival, Vacaville Fiesta Days, Dixon May Fair, Solano Country Fair. The traffic unit conducted or assisted in DUI Checkpoints in Dixon, Rio Vista, Vallejo, Vacaville and Benicia. Total Funds Allocated \$220,000.

- The Traffic Unit investigated five fatal collisions and assisted in the forensic mapping of 14 homicide scenes.
- Responsible for the replacement of fleet vehicles. Ordered seven new Ford PPV, 6 K-9(SUV's) and two Patrol SUV's. A new transport Van was ordered and placed into service in early 2014 as well as a replacement vehicle for the department on-call Chaplains.
- The traffic unit issued 516 moving violations. The enforcement of the traffic laws was impacted heavily due to low staffing and the disbanding of the unit.
- Parking enforcement officers issued approximately 2500 citations for illegally parked vehicles.

There were over 300 vehicles reported abandoned by the citizens of Vallejo, all of which were checked and abated by the owner or Police Cadets.



L-R: Off. Megan Sheridan, K9 Ka-Bar, Sgt. Steve Darden, Off. Stephanie McDonough, Off. Dan Acfalle, Sgt. Todd Tribble

In January, 2013, Sergeant Todd Tribble was appointed as the supervisor of the VPD K9 Unit. At that time the VPD K9 Unit is comprised of three teams, Officer Scott Yates and his K9 partner "Ned", Officer Mark Thompson and his K9 partner "Yago" and Officer Peppino Messina and his K9 partner "Yeager". The three aforementioned police service dogs are German Shepard Dog's, two of which, Yago and Yeager, are cross-trained as narcotic detector dogs.

Early in the year a goal was set to double the size of the unit from three to six teams. This was to provide the force multiplying resource of a K9 Team to each patrol squad. In December, 2013, this goal was realized with the addition of the sixth K9 team. The three additional teams include the additions of Officer Waylon Boyce and his K9 partner "Joery" (a Belgian Malinois), Officer Megan Sheridan and her K9 partner "Ka-Bar" (a Dutch Shepard) and Officer Kyle Wylie

and his K9 Partner “Kilo” (a Belgian Malinois/German Shepard mix). K9 Kilo is also certified as a cross-trained narcotic detector dog.

With a K9 team now deployed on each of the patrol squads there has been a notable increase to departmental morale. This is due to the added layer of safety provided by the police service dogs and the ability of the K9 Team’s to successfully locate and detect suspects, recover narcotics, as well as other critical evidence.

During 2013 members of the VPD K9 Unit participated in approximately a dozen public K9 demonstrations for various community groups, which included the Vallejo Police Department’s Open House and the Golden State German Shepard Rescue’s Annual Gala.



**Officer Scott Yates and K9 partner Ned**

Established goals for calendar year 2014 include the certification of K9’s “Ned”, “Jeory” and “Ka-Bar” as cross-trained narcotic detector dogs. Additionally, members of the K9 Unit are excited about new cadre of external K9 trainers from Heritage K9, who have been secured to conduct departmental maintenance training. This will serve to increase the abilities and productivity levels of all K9 Teams to ensure the units continued success.

### **Operation Safe Net**

Operation Safe Net has been running since early January 2014. The goal of the program is to reduce the current surge of violent crime and criminal activity in the City of Vallejo. The police department also hopes to reduce the fear of crime in Vallejo. With the goal of providing a visible presence in the community, officers assigned to this detail will be in uniform and will be driving fully marked police vehicles.

Officers have been working different schedules and days to prevent criminals from knowing when the operation will be taking place. Shifts will also vary in length. Because of critical staffing issues, this operation has been developed as an overtime detail whereby officers can sign up to work Operation Safe Net before or after their regular shifts and/or on their regular days off.

The public has been encouraged to report crime hot spots throughout the city by emailing the Operation Safe Net Commander at [SafeNet@ci.vallejo.ca.us](mailto:SafeNet@ci.vallejo.ca.us).

Officers working Operation Safe Net during January and February were working in conjunction with the Solano County Sheriff's Office SET Team.

The statistics generated from Operation Safe Net to date are:

Arrests – 92  
Field Interviews – 158  
Citations – 414  
Tows – 69  
Guns – 8

On the first day of Operation Safe Net the program was extremely successful over an 18 hour period. The ten officers assigned to the operation arrested 32 suspects and issued 99 citations. During the hours of operation the Vallejo Police Department only received one robbery call and one burglary report. The burglary took place at Hogan Middle School at 850 Rosewood. During this incident, 12 juveniles were detained or taken into custody.

### **Bike Patrol**

In 2014, the Vallejo Police Department will be looking into the re-launch of the Bike Patrol Unit. This program proved to be extremely successful between 2000 and 2006 by deterring criminal activity in the downtown area. Many of the crimes dropped by 50% within the first two years and cut pedestrian vs. vehicle collision in the downtown area to zero.



## Emergency Service Unit

The Emergency Service Unit is comprised of four separate, but equally important teams:

- SWAT
- Mobile Field Force
- Hostage Negotiations Team
- Tactical Dispatchers

The Emergency Service Unit Commander is Lt. John Whitney. He oversees the administrative and training aspects of all the teams. He also serves as the SWAT Commander.



ESU Training at 6 Flags Discovery Kingdom

## SWAT

Lt. John Whitney is the SWAT Commander. He is assisted by Team Leaders Sgt. Todd Tribble and Sgt. Kent Tribble. The SWAT Team continues their rebuilding since the team was disbanded and then restarted in 2010. The team went from 22 members to the current 12. The team is supplemented by six members of the Benicia SWAT Team.

In 2014 the SWAT Team will be adding additional members and upgrading equipment which has aged out. They have also been given an expanded training calendar with 17 training days for the entire team and an additional nine training days for the sniper team members.



Also in 2014, the SWAT Team is in the process of adding a Tactical Medic program to the team. They are working in conjunction with Kaiser doctors and members of the Vallejo Fire Department to develop a successful program.

### **Mobile Field Force**

Captain Horton led the Mobile Field Force Team in 2010 through 2012 as a lieutenant. The team deployed to the Occupy Oakland Event and assisted the Oakland PD in 2012. He modernized the unit and was able to acquire new protective gear. Later that year Captain Horton passed the torch to Lt Kenny Park.

Lt. Kenny Park was the Mobile Field Force Commander into 2013. Lt. Jeff Bassett took over when he was promoted to the rank of Lieutenant. The team received 20 hours of training for 2013. They also assisted the Sonoma County Sheriff's Office during several protests following a Deputy involved shooting.

Our Mobile Field Force has been pressed into service several times over the years and has always performed exceptionally well as part of Solano County's Mobile Field Force Team: i.e.. critical incidents in Oakland, Occupy Oakland, and Sonoma County Officer Involved Shooting. In 2014, members of the team are looking forward to 50 hours of advanced officer training.

### **Hostage Negotiation Team**

Lt. Sid DeJesus is the Commander of HNT. He took over mid-2013 when the past unit commander of almost ten years, Capt. James O'Connell, was promoted. The team has added four new members for 2014. They are also looking forward to 60 hours of additional training.

In 2013, HNT has worked in conjunction with the SWAT Team on several incidents with barricaded suspects. They have assisted in providing intelligence gathering and negotiating the surrender of suspects without confrontations.

The Vallejo Police Department's Emergency Services Unit is comprised of the Special Weapons and Tactics Team (S.W.A.T.) and the Hostage Negotiation Team (H.N.T.). The primary function of the Hostage Negotiation Team is to provide tactical communication and intelligence gathering during crisis situations.

The manpower for the HNT unit was drastically reduced over the last two years as a result of retirements, attrition and other unforeseen events. In addition, the City's fiscal crisis had a direct impact on the unit's operation and training critical to perishable skills. Over the past year 2013-2014, the HNT unit has undergone major changes designed to improve the team's efficiency and effectiveness when responding to critical incidents.

Additional general fund allocations allowed several officers within the unit to receive necessary internal and external training. This amounted to approximately 40-60 hours of mandated training over the course of a year. The HNT Unit also saw the addition of two members from the Benicia Police Department joining the unit as well as the addition of four officers, including a Sergeant from our department.



HNT and SWAT rescue of suicidal man

The existing HNT Command Vehicle, which was in poor mechanical and physical condition, was recently replaced. The new vehicle is a 2012 “Class A” recreational vehicle. This vehicle has been modified into a state of the art HNT Command Vehicle that will help to provide the transportation of personnel and the rapid deployment of equipment necessary to successfully complete our mission.

The following is a list of items that was purchased last year replacing outdated and worn equipment:

- 007 Direct Link Crisis Communication Center was upgraded
- Communication throw phone was upgraded with a plexi-glass insert
- Wraps Transceiver Base Station communication device
- FieldWatch Tactical Remote Unit

The equipment mentioned above will enhance the capabilities of the unit due to the technological advances made in the areas to include, but not limited to telecommunication devices, social media, and other emerging technological advances

### Tactical Dispatch Team

Acting Communications Manager Elisa Richard is the Tactical Dispatch Commander. In 2013, the Tactical Dispatch Team has responded to every SWAT incident providing at least three dispatchers to assist. They help coordinate efforts between HNT and SWAT and handle all radio communications. They are a valued and needed element to the Emergency Service Unit. In 2014, they are looking forward to the 40 hours of training.

### Detective Division



Detective Sergeant Joe Iacono is responsible for the supervision of 6 full time investigators who work predominantly on violent crime. The unit is supported by a police clerk, who is responsible for managing court liaison, subpoenas, and the day to day support of the operation. The Detective Division manages the 290 PC Sex Registrant Unit, which is heavily dependent on the assistance of the dedicated volunteers who assist on a daily basis.

This small but specialized unit handles an incredible caseload, including homicides, robbery, sexual assaults, critical incidents, arson and kidnappings. During 2013 the unit investigated and solved multiple homicides and other violent crimes. A few examples are noted below:

A citizen called the Vallejo Police Department to report he discovered what he believed to be a dead person buried in the ground west of Derr Street near Lemon Street in South Vallejo. Vallejo Police Patrol Officers arrived and also believed the discovery was of human remains. The Vallejo Police Detective Division was called to investigate the matter. Detectives arrived and evaluated the potential crime scene. The scene was secured until day light on Saturday July 6, 2013. With assistance from the Napa County Sheriff's Crime Scene Investigators, Vallejo Police detectives began collecting evidence from the scene. The body recovered was found to be in an advanced state of decomposition. The Solano County Coroner's Office autopsy and report determined that the victim was murdered. An anthropological exam revealed that the victim was a Hispanic male, 30-50 years old, 5'-6" to 5'-10" tall. A DNA profile for the victim was developed and sent to a statewide data base. After several months, a match was made

and the identity of the victim was confirmed through traditional and scientific means. The investigation progressed and suspects were identified. One suspect was located, interviewed and arrested. The case is still active as of the writing of this report.

The Vallejo Police Department responded to a report of shots heard in the area of 700 block of Tuolumne St at 9:30 PM. An officer was on scene within a few minutes. A subject was located down in the rear parking lot of 777 Tuolumne Street with multiple gunshot wounds.

The victim who is described as an African American male in his 20's was pronounced deceased at the scene.

Numerous subjects were detained who were on the street or in the related commercial building in order to determine their potential connection with the shooting. Mutual aid was requested and received from American Canyon PD and Solano SO in order to secure the scene and process those being detained.

Vallejo Detectives investigated the case and learned that prior to the shooting; a music video was being filmed. Detectives followed-up on this information and ultimately were able to gain suspect information. This information lead to the identity of the suspect.

On January 8, 2014, Vallejo Police Detectives conducted operations which lead to the arrest of the suspect in Sacramento and the service of a search warrant at the suspect's house in Sacramento.

### **Evidence Section**

Under the direction of Detective Sergeant Joe Iacono, the Evidence Section is supervised by Detective Corporal Richard Botello. This unit is comprised of the Detective Corporal, a Police Assistant, a Police Clerk, a part time annuitant employee with specific experience in evidence management, and two police reserve officers. The unit is responsible for the safe maintenance of criminal evidence and the destruction of items previously held as evidence but no longer necessary for prosecution. During 2013, the Evidence Section managed and coordinated the destruction of over 1 ton of firearms collected through the Solano County Gun Buyback program. With the help of VPD volunteers, they were also able to clear over 14 years' worth of 35 mm film from adjudicated cases.

In addition to the management of evidence, this unit is the department's core group of crime scene investigators. The Detective Corporal and Police Assistant processed 26 homicide scenes in 2013, to include a complex homicide scene excavation, and attended all of the subsequent autopsies. They also processed 3 Officer Involved Shooting scenes.

### **Computer Aided Dispatch (CAD) and Records Management System (RMS) Replacement**

In Fiscal Year 2012/ 2013, the Vallejo City Council authorized the use of Measure B funding to replace an aging, faltering Computer Aided Dispatch (CAD) and Records Management System (RMS) suite which had become a barrier to productivity. A technology committee comprised of VPD staff members from all disciplines was created and began researching various solutions. The committee ultimately decided on a Sunridge RIMS product after a detailed planning process. The product was installed and came on line in February of 2014. This robust system will help in almost everything that the police department does on a daily basis. The system will provide staff the ability to search and retrieve meaningful crime statistics and data that will allow for the intelligent application of analytics to improve crime fighting and overall public safety. Mike McDuffie, a retired policed captain from the Central Marin Police Department, joined VPD as a temporary employee to assist in the installation of the complex program.

### **In Car Cameras and Computers**

In an effort to maximize technology to the advantage of the City of Vallejo and the Vallejo Police Department, the VPD technology committee set out to identify the best possible product to meet the goal of having the excellent in-car technology. The committee looked at a number of different products before settling on Coban as the ideal vendor and product suite. Using Measure B funding, the committee purchased new in-car computers, fixed digital cameras and a number of automated license plate readers (ALPR) that will allow the patrol officers to collect license plate data that will be intelligently archived for investigative purposes, as well as providing immediate notifications when a stolen vehicle or other wanted vehicle is spotted by the license plate readers.

### **Records Section**

The Records Section is responsible for the management and flow of police reports, traffic citations and collision reports, and the staffing of the public access front lobby of the Vallejo Police Department. The dedicated staff of the Records Section took on an ambitious goal of recreating and remodeling the work place in a more ergonomic manner and reviewing and selecting work stations that would enhance the image, comfort and efficient function of staff.

Members of the Records Section participated in numerous interview panels and worked frequently with the Human Resources to help identify excellent candidates for the Vallejo Police Department. In early 2014, VPD welcomed 4 new Police Clerks, which will contribute greatly to increased efficiencies both in the Records Sections as well as other areas of the department's overall operation.

The department is in the process of updating and modernizing the police lobby. We have created more space in the sitting area and have ordered more seating. We are also updating the kiosk and writing area so that our citizens can better complete their documents and make use of the computer at the kiosk.

### **Communications Section**

The Vallejo Police Department Communications Center is the nerve center of public safety. Responsible for 911 police, fire and medical emergency calls for all of Vallejo, the Communications Operators answer emergency calls from the public for police and fire service 24 hours a day, 365 days a year. The dedicated men and women in the Communications Center handled over 183,000 calls during 2013, no small feat given the reduced staffing levels. The staff is trained and proficient in police and fire operations and must be prepared to handle any emergency and effectively dispatch and manage resources for the City of Vallejo.

Members of the Communication Section were also members of the technology committee that worked throughout the year to select and implement the new CAD/RMS system. The expertise that they brought to the process was invaluable and thanks in part to their efforts, the system will be an integral part of the services we provide to the public.

Members of the Communications Section saw an opportunity to upgrade and improve the workstations within the Communications Center. The committee reviewed multiple vendors and products in an effort to identify the most ergonomically appropriate and functional workstations. Having identified a state law enforcement grant funding source, the equipment will be purchased and installed in 2014.

Our Acting Communications Manager Elisia Ricciardi initiated a community outreach within the Communications Center, designed to educate the public about the police department and to reach the youth of Vallejo in a positive, meaningful way.

Members of the Communications Center participated as interview panelists as the department looked to hire additional Communications Operators to reach allocated staffing levels. At the start of 2014 the department brought on 3 new Communications Operators who will be welcomed additions to the Communications Center. Additional Communications Operators are in the background process and will be hired by April 2014.



## Recruitment

In 2013, the Professional Standards Division, led by Lieutenant Sidney DeJesus established a Recruitment Team and selected a Recruitment Team Sergeant, Steve Darden, and a team of both sworn and non-sworn personnel that represented all positions within the organization.



Officer Shane Bower, Sergeant Steve Darden, Officer Javier Munoz

In addition to the Recruiting Team, a rotation of sworn and non-sworn personnel who personified the mission and values of the organization was established that has worked tirelessly as interview panelist throughout the year.

The Recruiting Team is supported by Administrative Sergeant Todd Tribble and retired VPD Lieutenant Richard Nichelman, who has returned as a temporary employee while the agency works to return to an authorized staffing level of 110 sworn officers. By all standards, this collection of dedicated employees have done an incredible job. Thus far, they have reviewed more than 1,500 applications for Police Officer, Communications Operators, Police Clerks and Police Assistants. To date, the team has been successful in getting our staffing level to 91 sworn with a strong possibility of getting close to authorized staffing by the end of the calendar year. Since July 2012 through February 2014 the Recruitment Team has hired 35 new employees to offset the retirement and departure of 41 employees.

In addition, the unit has established a number of goals and process improvements:

- Improve upon the collaboration between the Police Department and Department of Human Resources working closely with Janet Thiessen, Department liaison from HR to ensure our needs were being met.
- Set up training related to access and management of Neo-Gov which is the application portal all applicants must utilize when applying for a position.
- Filter applicants who have been referred by the Recruitment Team, and/or external/internal sources to ensure those individuals are routed through the appropriate channels in the interest of Civil Service
- Review and rank those applicants who met the minimum qualifications (MQ's) to include review of all PHS (personal history statement) and Pre-Poly of each applicant
- Identify which candidates would be invited to Oral Boards, sent to polygraphs, and/or assigned to backgrounds
- Coordinate with FTO Lieutenant to ensure the cycle of new trainees was in accordance with his Field Trainers.

The Vallejo Police Department is committed to hiring men and women who exhibit excellence, character and represent the diversity and makeup of Vallejo.

#### **Administrative Support and Financial Management Unit**

Members of the Professional Standards support team were responsible for critical functions of the organization. Paramount to this function is the preparation of payroll, which necessitates daily oversight and attention. To address operational changes within the City of Vallejo Finance Department, VPD decided to create a job share program within the administrative staff.

The Financial Management Unit is responsible for managing the accounts and funding of the organization, to include the application and support of state and federal grants. Critical to this mission is the importance of having the most updated knowledge of deadlines and various funding requirements.

Responsible for a critical organizational task, The Financial Management Unit prepares and maintains the budget.

### **Professional Standards**

The Internal Affairs Unit is led by Sergeant Steven Gordon and is assisted by an Administrative Analyst. During the year, the unit investigated and closed a total of 18 citizen complaints and 4 internal investigations. By contrast, in 2012, the Internal Affairs Unit investigated and closed a total 33 citizen complaints and 8 internal investigations.

The unit made 65 court appearances and maintained an excellent working relationship with the City Attorney's Office as well as the Solano County District Attorney's Office.

The Internal Affairs Unit is responsible for the investigation of claims made against the Vallejo Police Department and the City of Vallejo.

### **Personnel**

In 2013, Professional Standards staff initiated an audit of all Personnel files to ensure the department was in compliance with state law, as well as our current MOU with regard to document retention. All personnel files were brought into compliance with regard to our MOU and Government Code 3300 rights afforded to sworn personnel.

Additionally, the unit improved efficiency by creating additional file maintenance processes that will make it easier to track employee personnel records.

### **Lexipol Policy Manual**

In 2012, Professional Standards began to organize and develop the Lexipol policy manual project, which is nearing completion today. Brian Weisendanger, a retired Captain with the Concord Police Department, joined the Vallejo Police Department as a temporary employee to assist with the policy transition.

Lexipol is a policy manual designed by attorneys and law enforcement professionals. Lexipol is updated on a regular basis to maintain current with contemporary case law decisions and advances in technology and law enforcement practices. It provides regular lineup training to keep the officers updated on policies and laws at the start of their shifts.

More than 95 percent of California law enforcement agencies and more than 1500 total public safety agencies now utilize Lexipol for their policies and procedures, spanning 15 states.

### **Gordon Graham Presentation**

On February 13, 2013, the Vallejo Police Department, in collaboration with the Risk Management Division of the City of Vallejo, sponsored a training session with Gordon Graham, a renowned expert on the subjects of leadership, excellence, in service risk management and liability. The training was attended by over 100 City of Vallejo employees and employees from neighboring municipalities.

### **Leadership Training**

In addition to this important leadership training, we made training a major goal for 2013. Over the course of the last year, the Vallejo Police Department has invested significant time, energy and resources to address, update and improve the level of professional training throughout the ranks of the organization. VPD has experienced unprecedented turnover and promotions throughout the leadership ranks, impressing with great urgency the need to train. This professional training has taken the shape of traditional courses, conferences and mentoring, all of which are crucial to the development of strong leaders and the framework of strong succession planning within the organization as a whole.

**2012 International Association of Police Chiefs National Conference (I.A.C.P.)** was attended by Chief Joseph Kreins and Captain Lee Horton.

**2013 California Police Chiefs Association (C.P.C.A.) Conference** was attended by Chief Kreins and Captain O'Connell.

**2013 I.A.C.P. National Conference** was attended by Chief Kreins and Captain O'Connell.

**Strategic Succession Planning for Chiefs of Police and Seconds in Command (C.P.C.A)** was attended by Chief Kreins, Captain O'Connell, Captain Horton, Lieutenant Sidney DeJesus and Captain (retired) Kenneth Weaver.

**Leadership in Police Organizations (I.A.C.P.)** was attended by Lieutenant John Whitney, a 120 hour training course designed to develop and understand the dynamics of organizational leadership.

**2013 LAPD West Point Leadership Program** is being attended by Lieutenant Sidney DeJesus. This is a selective 160 hour program designed to develop leaders and provide the foundation of succession planning and organizational preparedness.

**California Command College** is an 18 month intensive executive leadership course designed to examine and help shape the future of law enforcement. Lieutenants Kenny Park and John Whitney have completed the interview process and have been advised that they have been selected to attend in July 2014. They will follow Captain James O'Connell, who graduated in 2012.

**Graduate Degrees** were earned by Captain Lee Horton and Lieutenant Kenny Park, joining Captain James O'Connell and Lieutenant John Whitney as members of the command staff who have earned master's degrees. Detectives Fabio Rodriguez and Sean Kenney have also earned graduate degrees.

**Management School** is a 120 hour, 3 module course designed to provide newly promoted lieutenants a foundation upon which to build managerial skills as they transition from first line supervisor to management positions. Lieutenants Whitney, DeJesus, Bartlett, Bassett, and Robinson attended and successfully completed the program.

**Sherman Block Supervisor Leadership Institute** is an 8 month intensive training course designed to develop and enrich the knowledge base of tenured Police supervisors. This intensive leadership curriculum takes students through an eight month journey that includes an analysis of management (planning, organizing, directing, developing, etc.) and leadership (inspiring, challenging, mentoring) and how each discipline compliments the other. The course progresses from self-evaluation, to interpersonal evaluation, to organizational relationships. Completion of this course demonstrates a significant personal and professional accomplishment. During 2013, Lieutenant Kevin Hamrick and Sergeant Joe Iacono attended and graduated from the program. VPD is proud to announce that Sergeant Iacono was selected by his classmates to give the keynote address.



Lieutenant Kevin Hamrick



Sergeant Joe Iacono

**California Tactical Officers Association SWAT Command Leadership Course** is a 40 hour course designed to share the latest tactics, court decisions related to the use of force and practical exercises for unit supervisors. Lieutenant Kevin Bartlett attended and completed the course.

**SWAT Tactical Commander Course** is a 40 hour tactical leadership course which was completed by Sergeant Todd Tribble.

**SWAT Team Leader Course** is a 40 hour for front line tactical leaders. It was attended by Sergeant Kent Tribble and Corporal Richard Botello.

**Supervising High Risk Warrants Course** is a 24 hour block of study designed to provide front line supervisors responsible for executing high risk warrants the tools and considerations to do so as safely as possible. Sergeants Joe Iacono and Todd Tribble completed the course.

**2013 Annual California Tactical Officers (CATO) Conference** is a 40 hour training symposium and trade show which was attended by Lieutenants Kevin Bartlett and John Whitney.

**Field Training Program Administrator Course** is a 32 hour block of instruction for those in leadership positions within a training program. Sergeants Jason Potts and Steve Cheatham, as well as Lieutenant John Whitney completed the course.

**Critical Incident Response Training for Supervisors** is a 32 hour course designed to provide first line supervisors and managers tools and resources to successfully handle sensitive and critical events. This course was attended by Lieutenant Robinson, Sergeants Potts and Darden, as well as Corporal Jeremy Huff.

**Command Staff Training: Leadership and Accountability** is a 16 hour course which was attended by Lieutenant John Whitney.

**The California P.O.S.T. Supervisory Course** is an 80 hour block of instruction for new Sergeants. This is the cornerstone of leadership training for sergeants as they transition to first line supervisor. Sergeants Potts, Todd Tribble, Cheatham attended and completed the course.

**Field Training Officer Course** is a 40 hour block of instruction designed to provide officers assigned as trainers the tools to effectively teach, motivate and evaluate newly hired police officers. This course was attended by Corporals Stanley Eng, Dustin Joseph, Sanjay Ramrakha, George Simpson, Officers Jerome Bautista, Terry Poyser, Jeff Tai, Mike Koutnik, Dan Acfalle, Joshua Caitham.

**Field Training Officer Update Course** is a 24 hour course designed for experienced training officers. The course was attended by Corporals Richard Wanzie, Richard Botello, Stanley Eng, Robert Herndon and Sergeant Steve Darden.

**California Peer Support Annual Training Conference** is a 32 hour training symposium is designed to give those assigned as leaders in the peer support process the most updated information and programs. Lieutenant Sid DeJesus attended the conference.

**Internal Affairs and Discipline** was attended by Captain Lee Horton and Lieutenant Jeff Bassett. This is a 16 hour block of instruction.

**Internal Affairs Investigations**, a 24 hour block of instruction for supervisors, was attended by Sergeant Steve Gordon.

**Officer Involved Shootings for Field Supervisors**, a 16 hour course, was attended by Sergeant Jason Potts.

**Canine Program Management** is a 16 hour course designed for those in leadership positions within a K9 program. This was attended by Sergeant Todd Tribble.

**Communications Training Officer Course** is a 40 hour block of instruction designed to provide Communications Operators assigned as trainers the tools to teach, motivate and evaluate newly assigned Communications Operators. Com Op II Kristin Jackson attended the course.

**Assertive Supervision**, a 24 hour course, was attended by Communications Supervisors Kelly Newman and Tracy Pellish.



**Dispatch Supervisor Update** is a 32 hour course for establish and experienced supervisors in the Communications Center. This was attended by Communications Supervisor Roberta Sonntag.

**Tactical Dispatcher Course**, a 40 hour course, was attended by Communications Supervisor Kelly Newman and Comm. Op II Kristin Jackson.

**Records Supervisor Training & Technology Seminar**, a 24 hour annual symposium was attended by Records Supervisor JoAnn Alcantara.

### Range Training Program

In 2013, the Police Department purchased the Virtra force options training simulator. This system allows officers to enter a virtual 270 degree simulator filled with real life use of force scenarios. The operator of Virtra can change the scenario based on the reactions of the officers. The unit is being housed at the Fairfield Police Department and they are using it as well. In return, members of the Vallejo Police Department will be able to utilize the Art Koch Training Facility at no cost. This joint agreement will enhance the training of the members of the Vallejo Police Department.



VPD New Virtra simulator

Members of the Force Options Instructor team have added to their ranks and have received updated training. In 2014 they will have dedicated training days to plan out all future training topics for the entire Police Department.



Bottom row L-R: Cpl. Eng, Lt. Whitney, Off. Acfalle, Cpl. Ramrakha, Off. Kerr, Lt. Bartlett Top row L-R: Cpl. Botello, Off. Greenberg, Off. Coleman, Cpl. Joseph, Sgt. Darden, Sgt. K. Tribble, Sgt. Iacono, Sgt. Postolaki, Sgt. Nicol, Sgt. Cheatham, Sgt. T. Tribble

The training program has added the use of Simunition training guns. Simunition is a “paint pellet” style of ammunition is non-lethal and used for scenario type training. Simunition is providing military and law enforcement with realistic and non-lethal force-on-force, short range, and simulation training systems. For the past 15 years, military and police officers around the world have used Simunition to deliver realistic training. This type of training will be used for the entire Police Department. The SWAT Team has also purchase platforms similar to the type of long rifles they use on duty.

The Force Options Unit will meet on a monthly basis to discuss use of force reports and how to address any issues that may arise from them. They will be reviewing findings from all Critical Incident reviews and discuss the needed training for all members of the Department. Force Option training will be provided for any member of the department who does not meet the high standards set during regular training.

The Force Options Unit will work with the Department Command Staff to insure all question and training needs are answered. The instructors will be attending additional training of their own and will review all classes in their entirety prior to teaching any new class to a member of the Department. They have also been working closely with the Field Training Program to ensure new Officers are ready for their Patrol duties.

### **Field Training Program**

The Field Training Program has undergone a major overhaul in the past year which included the writing of and implementation of two new training manuals. Field Training Officers collaborated on a manual for all the FTOs to use in order to maintain continuity in training and to provide guidance in evaluating trainees. They also created a new orientation program which provides greater assistance and training to all Police Academy graduates in order to provide them with the support to be more successful.

They also authored an orientation guide to assist trainees to understand the Field Training Program. The FTOs themselves are now meeting once a month to discuss training issues and receive training for them. All the members of the FTO program have attended updated training to ensure they are teaching to the best practices in the field. Members of the FTO Command Staff attended a three-day school on the management of the FTO Program. They have also added several new members to assist with the higher number of trainees expected in 2014. As of March of 2014 the Vallejo Police Department has 12 newly hired officers in the Field Training Program. In the history of the Vallejo Police Department, there have never been this many recruits in FTO.

Recognizing the importance of safe driving and the daily practice of safety and prevention as crucial components of officer safety, Cpt. Lee Horton launched the “Below 100” program, part of a nationwide initiative that aims to reduce the line of duty deaths of police officers to below 100, a goal not seen since 1944. Members of the FTO program attended specialized training on the initiative so that these concepts could be passed on to new officers starting their careers. To keep this message resonating with the members of the Department, Officers will attend 15 hours of Emergency Vehicle Operations. California POST only required eight hours every other year, but due to high risk of emergency vehicle operation, we will provide additional training.



Officers Jodi Brown and Joshua Caitham

## K-9 Program



L-R: Off. Megan Sheridan, K9 Ka-Bar, Sgt. Steve Darden, Off. Stephanie McDonough, Off. Dan Acfalle, Sgt. Todd Tribble

In January, 2013, Sergeant Todd Tribble was appointed as the supervisor of the VPD K9 Unit. At that time the VPD K9 Unit was comprised of three teams, Officer Scott Yates and his K9 partner “Ned”, Officer Mark Thompson and his K9 partner “Yago” and Officer Peppino Messina and his K9 partner “Yeager”. The three aforementioned police service dogs are German Shepard Dog’s, two of which, Yago and Yeager, are cross-trained as narcotic detection dogs.

Early in the year a goal was set to double the size of the unit from three to six teams. This was to provide the force multiplying resource of a K9 Team to each patrol squad. In December, 2013, this goal was realized with the addition of the sixth K9 team. The three additional teams include the additions of Officer Waylon Boyce and his K9 partner “Joery” (a Belgian Malinois), Officer Megan Sheridan and her K9 partner “Ka-Bar” (a Dutch Shepard) and Officer Kyle Wylie and his K9 Partner “Kilo” (a Belgian Malinois/German Shepard mix). K9 Kilo is also certified as a cross-trained narcotic detection dog.

With a K9 team now deployed on each of the patrol squads there has been a notable increase to departmental morale. This is due to the added layer of safety provided by the police service dogs and the ability of the K9 Team’s to successfully locate and detect suspects, recover narcotics, as well as other critical evidence.

During 2013 members of the VPD K9 Unit participated in more than a dozen public K9 demonstrations for various community groups, which included the Vallejo Police Department’s Open House and the Golden State German Shepard Rescue’s Annual Gala.



Officer Scott Yates and K9 partner Ned

Established goals for calendar year 2014 include the certification of K9's "Ned", "Jeory" and "Ka-Bar" as cross-trained narcotic detection dogs. Additionally, members of the K9 Unit are excited about the new cadre of external K9 trainers from Heritage K9, who have been secured to conduct departmental maintenance training. This will serve to increase the abilities and productivity levels of all K9 Teams to ensure the unit's continued success.

### **Enhanced Internal Training**

Members of the Vallejo Police Department have not had the opportunity to attend internal training for nearly three years. In 2013, the internal training program returned. Officers were able to attend regular training on variety topics which included:

- Blood borne pathogens
- Mental health
- Domestic violence
- Racial profiling
- How to deal with hostile animals – training provided by Vallejo Animal Control
- Building Searches
- K-9
- First Aid/CPR

The 2014 internal training calendar has been expanded even further. Officers will attend 120 hours of training to include:

- Officer rescue



- Public safety wellness
- Patrol procedures
- Emergency vehicle operation
- Officer safety
- Building searches
- Active school shooter
- Holding cell mandated training
- Arrest and control
- Firearms

In addition to more training for the Officers, specialized collateral assignments will receive more training in 2014 than they ever have in the past:

- SWAT – 170 hours
- Mobile Field Force – 50 hours
- Hostage Negotiations Team – 60 hours
- Tactical Dispatchers – 40 hours
- Emergency Vehicle Operation Instructors – 20 hours
- Force Option Instructors – 20 hours

Members of the Vallejo Police Department will now receive additional P.O.S.T. credits for internal training through Napa Valley College Police Academy. This will allow members to stay in compliance with P.O.S.T. guidelines and save valuable training funds.

Members also have access to the P.O.S.T. Learning Portal. Through this program they can attend online classes and watch educational videos for P.O.S.T. credit. Many members of both the sworn staff and civilian staff are taking advantage of this program.

The Vallejo Police Department has an interest and responsibility for the professional growth and development of its employees. Through a combined effort in the areas of professional training and personal education, we believe an employee can achieve both professional and personal excellence. To make professional and personal goals attainable to the employee, the Department has placed an emphasis in three areas:

- 1) Law Enforcement Education
- 2) College Education
- 3) Courses and Seminars offered through private providers.

In order to provide meaningful training designed to enhance the professional image of police employees, specific training plans and a training policy have been developed. These plans and the training policy direct the resources of the Department in a manner that best fits respective training needs.

Since Jan of 2013 and scheduled through Jun 30, 2014, we have scheduled over 7600 hours of external training department wide which includes both sworn and non-sworn staff. Since Jan of 2014 through Dec 30<sup>th</sup> 2014, (92) separate courses have been scheduled with (158) individuals having attended these courses. The number "158" does not necessarily equate to (158) different people where in some cases, a particular employee may have attended more than one course during this calendar year.

Below is a partial list of internal and external course attended by VPD staff in 2013:

- Supervisory course
- Traffic Collision Investigation
- Leadership programs
- SWAT commander course
- SWAT basic course
- Emotional body armor- wellness course and stress reduction
- Firearms courses- pistol, rifle and shotgun
- Internal Affairs Investigations
- Gang Investigations Course
- Hostage Negotiations and Crisis Intervention course
- Academy Instructor course
- Drug Influence and Evaluations course
- Drug Recognition Expert
- Emergency Management- Earthquake management
- Mobile Field Force
- Homicide Investigations
- First Aid/CPR Instructor
- Officer Safety Field Tactics
- Sex Offender Conference
- Human Trafficking course
- Chemical Agents Instructor (gas deployment for SWAT team and MFF team)
- Emergency Driving Instructors
- Field Training Officer
- Effective Communications
- Interview and Interrogations course
- Senior Management Institute
- Taser Instructor and re-certification
- Executive Leadership school

The policy of this Department is to provide ongoing training for all employees. The goal of the Training Section is to ensure all employees are in compliance with statutory requirements and provide competent, professional services to the community we serve.

As the Department grows, additional changes and refinements to this plan may be expected. In order to assist Officers the Department wrote the Vallejo Police Department Training & Career Development Manual to articulate training and career development standards.

### **Team Building Workshop**

On May 28, 2013, the Command and supervisory staff attended a three day Team Building Workshop. During this event the leadership of the Vallejo Police Department defined goals for the future and problem solved some of the Department's most significant challenges. When they left the workshop, they returned to the Police Department with future projects and goals. The Team Building Workshop resulted in an action plan to address some of our immediate issues in the department. This summary is certainly not inclusive of everything discussed at the meeting. The meeting was extremely beneficial in getting the department's leadership all on the same page and aligned with the Chief's vision and the command staff's vision for its future.

Below are the action plan items discussed:

#### **1. Emergency Staffing Plan for Patrol-complete-ongoing**

We discussed several emergency staffing plans to try to deal with continuing attrition out of the department. In fact, when Chief Kreins was hired, there were 93 sworn officers on staff. Because of attrition, that number actually fell to 77 officers at one point. We were also very concerned with our non-sworn numbers as well. However, the most immediate concern was staffing of police officers on the street. To that end, we discussed the possible implementation of either of the following two emergency schedules:

- 4 days per week at 12 hours a day
- 5 days per week at 10 hours a day

In the end, the entire group decided to closely monitor the situation to determine if and when this critical decision might have to be implemented. As of today's date, we have turned a corner as we currently have 12 officers in FTO and our sworn numbers are slated to get back up to 91 by April 7<sup>th</sup>. Our attrition is now much more manageable.

We will continue to study different shift configurations and team concepts and we will make adjustments when necessary. For 2014, Chief Kreins worked with the VPOA and decided on a 4-10 weekday and 3/12 weekend configuration. This configuration actually makes officers more available to cover overtime for the shift that is opposite of their own. We will continue to monitor our staffing and look for creative ways to keep our shifts covered.

In addition, we are now working with In-time Solutions to update and modernize our scheduling software. Our current system is outdated, unsupported, and has fatal errors and bugs. This new setup will make for much more efficient scheduling. The new system will also allow officers to check their own schedules for home and sign up for overtime in advance based requests from the system to fill slots. We will continue to look for innovative and creative ways to leverage technology to find solutions.

## **2. Differential Response to Calls for Service**

- a. In an effort to reduce the impact of some calls for service on our ability to handle in progress felonies, we discussed the possibility of creating a differential response to less serious calls, in particular quality of life incidents. The creation of the Community Service Section has been vitally helpful in reducing such calls. The concept of differential response is under consideration.

## **3. Upgrade Performance Evaluation System-complete**

- a. The group gave Captain Horton the assignment of updating and replacing the department's inefficient, underutilized, and cumbersome evaluation system. Captain Horton worked with an evaluation committee at VPD and in conjunction with Lieutenant John Carli at Vacaville PD to design and implement a new PDF-Web based evaluation tool that is easy to use and more accurately records the performance of our employees. The tool also has an employee goal planning function with an eye toward professional development, and it also gives the employee a chance to detail their accomplishments for the rating period. This system was finally finished and incorporated before the end of the evaluation cycle for 2013. This tool will be used to rate employees at the rank of sergeant and below. This tool will also be used for non-sworn employees as well.
- b. Captain O'Connell also worked with the City to implement the Results Based Performance System for non-sworn managers and police lieutenants and above. This is an ongoing process. Individuals on this system have all developed their goal plans for the year and are now in the feedback phase.

## **4. POBAR Supervisory Compliance-ongoing**

- a. The group recognized a need to review and update our methods and modalities for discipline, counseling, and commendation to ensure that the VPD was in full



	<ul style="list-style-type: none"> <li>• “we” believe for us</li> <li>• Project time frames (start and duration)</li> <li>• Share options discussed and rejected</li> <li>• Tailor dialog to audience</li> <li>• ID key trigger points</li> <li>• Fully flush out options</li> </ul>		
2.	<p>Develop differential response plan (CFS management)</p> <ul style="list-style-type: none"> <li>• Gather line input re: nature of calls</li> <li>• Get quantitative data</li> <li>• Discuss with community and City Hall</li> <li>• Speculate on trigger points</li> <li>• Research what other agencies do (ex: mail out reports, online reporting, verified alarms)</li> </ul>	O’Connell	July 1
3.	<p>Upgrade performance evaluation system</p> <ul style="list-style-type: none"> <li>• Assemble subcommittee</li> <li>• Finalize content and performance areas</li> <li>• Modify as necessary for other than police officer classifications</li> </ul>	Horton	Aug 1
4.	POBOR supervisory compliance consistency	Bassett	Aug 31
5.	<p>Implement FTO Program Changes</p> <ul style="list-style-type: none"> <li>• Reflect input from TBW</li> <li>• FTO meeting with training as needed</li> </ul>	Whitney	July 1
6.	<p>IT CAD/RMS implementation plan</p> <ul style="list-style-type: none"> <li>• Schedule</li> </ul>	O’Connell &	July 15



	<ul style="list-style-type: none"> <li>• Sequence</li> <li>• Training</li> <li>• Input from line</li> <li>• Areas of choice vs mandate</li> </ul>	Taylor	
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### **New Evaluation System**

In our Team Building meeting, it was decided that we needed to update and streamline our evaluation system for the ranks of sergeant and below. In November of 2012, Captain Horton and an evaluation committee completed those efforts and put the new tool into use. The new tool is a PDF fillable system that is paper less up until it needs to be printed and placed into an officer's file. This new system includes input from the employee as to his/her goals for the next rating year and his/her accomplishments for the rating year. We hope that this new tool will help us achieve our goal of mentoring our employees and helping them reach their goals while also helping the police department with succession planning.

### **Additional Events**

The Open House for 2014 has been scheduled for September 6, with the hope to double the attendance of last year.

On March 12, the Emergency Service Unit will be hosting a regional SWAT training day. Teams from as far away as Sacramento will converge on Six Flags Discovery Kingdom for a real time live scenario.

### **Below 100 Campaign**

In 2014, the Vallejo Police Department will join the Below 100 Campaign and the California POST Safe Driving Campaign. Below 100 is a national initiative to reduce the number of line of duty deaths nationwide to below 100 for the first time since 1944.

The five tenants of Below 100 are:

- Wear Your Belt
- Wear Your Vest
- Watch Your Speed
- WIN—What's Important Now?
- Remember: Complacency Kills!

For more information on Below 100, check out <http://below100.com/>

We will also implement driver training and awareness recommendations from the Ca POST Safe Driving Campaign. <http://www.post.ca.gov/safedriving.aspx>

### **Customer Service, Professionalism, and Officer Safety**

For 2014, we will continue our efforts in Field OPS to increase our customer service, enhance our professionalism, and increase our officer safety in all that we do.

### **Mentoring Program**

We will also establish a formal mentoring program in 2014. One of our lieutenants is scheduled for training in mentoring in March.

### **TEMS**

The TEMS program is a combined effort between the Police and Fire Departments.

Traditionally law enforcement has relied upon local EMS providers to render patient care should it be needed during tactical incidents. Often, Fire and EMS providers are requested to respond to tactical operations to stand by primarily in the event that an officer becomes injured. It has become apparent that providing patient care in the austere environment of the tactical law enforcement setting required special judgment and skills not common in the average pre-hospital care environment. Recent events, such as school shootings and acts of terrorism, dramatize the need for the Vallejo Police Department and the Vallejo Fire Department to work in conjunction to establish a Tactical EMS (TEMS) program.

### **Employee Wellness Program**

The Vallejo Police Department began the creation of a comprehensive department wide wellness program that is intended to enhance the health and happiness of employees. It is recognized that public service comes with inherent challenges that left unattended, can cause major debilitating problems to our valued staff. Sergeant Joe Iacono is heading the program and is building a volunteer staff from employees throughout the organization. In addition, VPD has taken the following steps for the betterment of our people:

- Created a Wellness Library by purchasing over 20 books of various titles that are helpful to the physical and emotional wellbeing of all of our staff. The library is contained in the station and staff can check out books at their leisure
- Added more flexibility in how much time off we grant via administrative leave post critical incident. We have learned that some critical incidents are more complex and serious than others thus requiring more recovery time for the officer and the department.

### **Glock Handgun Transition Program**

The Vallejo Police Department was using a handgun which was inferior and out of date to the current model of firearms. The Department was using the same gun for all members which always did not fit every member's hand.

The department switched to a Glock handgun which is a mechanically superior to the prior handgun issue and a lower cost to purchase. The Glock Gen4 has a grip system which allows the Officers to switch the size of the gun grip make it custom for their hand.

Members of the department have also switched to superior holsters in order to maintain better firearm retention. Each member of the Department underwent transition training in November 2013. As part of this transition, the Vallejo Police Department incorporated additional enhanced firearms training, including decision based simulation training, which will continue in 2014.

### **Security for visit by President of Tanzania to Vallejo**

In September of 2013, the City of Vallejo received a visit from the President of Tanzania, his Excellency Jakaya Kikwete. Vallejo police officers and cadets worked with the U.S. Secret Service and provided all of the area security for the visit. Attached is a picture of the Honorable Mayor Osby Davis and some of the crowd waiting for the president.



Cpt. Lee Horton, Mayor Davis

### 10-33/DRMO

The DRMO is the Federal agency which handles the disposal of excess property received from the military. In 2013, the Vallejo Police Department underwent an audit and passed with 100 percent compliance. The Department currently has 50 rifles, two peacekeeper armored vehicles, and one hummer vehicle. This property was received at no cost and the Department. The Department obtained an armored rescue vehicle from the DRMO in 2014 to enhance our existing fleet.



VPD Rescue Vehicles

### Vallejo Police Officer James Capoot Memorial Highway Designation

On November 17, 2011, universally loved and respected Vallejo Police Officer Jim Capoot was murdered in the line of duty while attempting to apprehend an armed bank robbery suspect. At the request of the Vallejo Police Department, legislation was offered to support the renaming of a portion of Highway 37 in Vallejo to honor the decorated officer and former United States Marine. The placement of the signs was symbolic, as it covered the area of North Vallejo where he patrolled and where he ultimately gave his life. While the signs will not bring back an American hero, they will stand to remind all that pass them that a great man gave his life without hesitation for Vallejo, and his courage and sacrifice will not be forgotten.



Daughter Jillian Capoot

### Vallejo Police Department Participation in the 2013 Police Unity Tour

From May 9<sup>th</sup> through May 12 of 2013, Corporal John Garcia and Captain James O'Connell participated in the Police Unity Tour, a law enforcement bike ride from New Jersey and ending at the National Peace Officers Memorial in Washington D.C. The ride is intended to raise funds and awareness for fallen officers and their families. They were honored to accompany and ride with Jillian Capoot, daughter of slain Vallejo Police Officer Jim Capoot. They were greeted at the end of the ride by members of the Capoot family, as well as Mandy Azuar, daughter of slain Vallejo Police Officer Jeffrey Azuar, and other VPD family members.



Cpt. Jim O'Connell, Jill Capoot, Cpl. John Garcia

### Retirements and Promotions

2013 was a busy year for promotions and retirements in the Vallejo Police Department. While we thanked those who retired for their years of dedicated service and contributions to Vallejo, we also welcomed those who have been selected to fill some of those essential jobs left vacant by retirements.

#### Retirements:

Captain Kenneth James Weaver, Captain Lori Lee, Officer Brett Liddicoet, Sergeant Kevin Coelho, Officer Stacie Abney, Corporal Les Bottomley, Officer Alan Caragan, Sergeant Brett Clark, Officer Mary Pedretti, Officer Steven Kent, Officer Rob Wardlow, Sergeant Kelly Schroeder, Corporal Brian Estudillo and Officer Douglas Wilcox.





Cpt. Weaver last day at VPD

### Promotions

- James O'Connell – Promoted to the rank of Captain
- Lee Horton – Promoted to the rank of Captain
- Jeffrey Bassett – Promoted to the rank of Lieutenant
- Herman Robinson-Promoted to the rank of Lieutenant
- Kevin Hamrick-Promoted to the rank of Lieutenant
- Kent Tribble – Promoted to the rank of Sergeant
- Michael Nichelini – Promoted to the rank of Sergeant
- Jason Potts – Promoted to the rank of Sergeant
- Steven Darden – Promoted to the rank of Sergeant
- Theodore J. Postolaki- Promoted to the rank of Sergeant
- George Simpson – Promoted to the rank of Corporal
- Sanjay Ramrakha – Promoted to the rank of Corporal
- Robert Knight- Promoted to the rank of Corporal
- Dustin Joseph- Promoted to the rank of Corporal



Promotion Ceremony 2013

### Honorable Mentions



Hostage Negotiation Team 2013

September 2013, Captain James O'Connell and now Retired Corporal Les Bottomley were recognized for their significant contributions to the Vallejo Police Departments Hostage Negotiations Team and presented with beautiful plaques.

Captain O'Connell joined the Hostage Negotiations Team in 1998, and has served as the primary negotiator for several multiple high profile incidents to include conducting face to face rescues of persons in crisis at the Carquinez Bridge. Captain O'Connell was recently promoted to Captain, and turned over the reins of HNT Commander to Lieutenant Sid DeJesus

Corporal Les Bottomley joined the Hostage Negotiations Team in 2000, and also served as the primary negotiator in several incidents primarily which involved highly agitated and/or chemically impaired suspects. Corporal Bottomley had the ability to convince those threatening

to kill those being held hostage or themselves, that there were always better options resulting in their surrender. Corporal Bottomley recently retired.

In response to a drastic reduction in staffing in 2013, a decision was made to collapse the Crime Suppression Unit (CSU) until the organization could hire sufficient officers. It is expected that a portion of that valuable and necessary unit will return in the later part of 2014.

