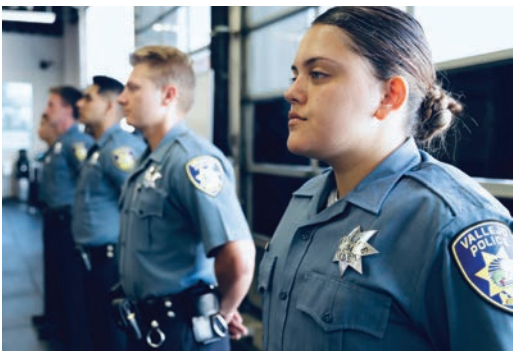




# 2020 ANNUAL REPORT



VALLEJO POLICE DEPARTMENT



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## *Greetings:*

Redeeming the soul of our community in times of great controversy and calamity requires humility, compassion, and most importantly; an unwavering commitment to rebuilding relationships through servant-leadership and interpersonal policing.

The year 2020 showed us all that trauma and tragedy are unforgettable, life is fragile, and adversity is a universal experience. Our community faced a significant increase in gun violence, injuries, attrition, and budget constraints.

Instead of becoming bitter, we all united and became better. Amid a global crisis and national pain, we found purpose, perseverance, and peace through serving others. As Dr. Martin Luther King Jr. reminds us, "The ultimate measure of man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."

I am truly grateful for the compassion, commitment, and character of each department member at the Vallejo of Police Department who embraced hardship and served with honor, courage, and distinction during 2020. In their commitment to serve during a global crisis, tend to the broken, and remove the defenseless from harm's way, they brought humanity and altruism back to a world starved for it.

In the following pages, you will learn more about all the Department has done to make the City of Vallejo a safer place while improving our accountability and transparency. But there are a few key areas I'd like to highlight here:

- We instituted policy reforms and audits, implementing changes such as the new officer-involved fatal incident protocol.
- We increased community engagement and transparency, including the launch of a new website and the creation of a new Chief's Advisory Board.
- We adopted new training commitments, focused on topics such as de-escalation, crisis intervention, diversity, and fair and impartial policing.
- We advanced our community policing and crime reduction strategy through initiatives like our Use of Force Analysis and Operation PEACE.
- Despite challenges related to COVID-19, we participated in approximately 75 engagement events and listening sessions with the community.

Coming out of the transformative year of 2020, our Department is more committed than ever to providing the excellent, community-focused and trauma-informed service that Vallejoans deserve. It is an honor and a privilege to serve you. Thank you for your continued support of our Department.

A handwritten signature in blue ink that reads "Shawny Williams".

Shawny K. Williams, Chief of Police





# WHO WE ARE

## OUR MISSION

*At the Vallejo Police Department, we are dedicated to serving the community of Vallejo through fair and impartial policing by reducing crime and the fear of crime while building strong community partnerships for a safer Vallejo.*

## OUR VISION

*We deliver exceptional police service to the community of Vallejo. As protectors and champions of the Constitution, we will safeguard the sanctity and dignity of human life by partnering with the community to create and sustain safe places for people to live, work, and play.*

## OUR VALUES

*Empathy*

*Collaboration*

*Diversity & Inclusion*

*Safety*

*Respect*

*Integrity*

*Service*

*Humility*

*Wellness*

*Courage*



## WE ARE DEDICATED

We pride ourselves on our department's commitment to the community, to its mission of service and crime reduction, and the organization's core values that promise to safeguard the dignity of human life. The Vallejo Police Department (VPD) works to build strong relationships with Vallejo community members and groups with guidance from its new mission statement. VPD takes its role in the community seriously and puts in the work to get to know the community and their concerns while remaining dedicated to identifying areas for improvement and evolution.

## WE ARE ACCOUNTABLE

Being accountable means providing the community with the information to evaluate and provide feedback to the organization. VPD is committed to being open and transparent, listening to community concerns, providing open forums for discussion and looking inward. The Vallejo Police Department launched a new website to provide the community with easy access to its policies, citizen complaint procedures, public records as well as an easy means to submit a compliment. VPD also created the Chief's Advisory Board that serves to express the community's concerns directly to the Chief.

Accountability starts with strong policies and oversight, active supervision, exceptional training and servant-leadership. At the VPD, we will continue emphasize these core truths as we hire and train the next generation of officers and staff to serve the Vallejo community.



## WE ARE COMMITTED TO EXCEPTIONAL SERVICE

The Vallejo Police Department commits itself to exceptional service and the best practices laid out in the final report of President Obama's Task Force on 21st Century Policing. By increasing digital communications to build legitimacy and trust, implementing oversight processes and investing in further officer training and education, VPD continually works to evolve in order to provide community members with highly professional, ethical and quality police service.





# 2020 MAJOR MILESTONES



## Improved relationship between police and community by:

- Hiring a Public Information Officer to increase social media presence and enhance communication to the community
- Allowing community members to serve on officer hiring and selection panels
- Assisting the Vallejo Housing Authority with Project Room Key and Navigation Centers
- Implementing a mandated body-worn camera activation policy
- Codifying a de-escalation policy
- Hosting community events such as 911 for Kids Program, Youth Reading Program, Kicks for Hope, School Attendance Incentive Campaign and Shop with a Cop



## Awarded two grants and applied for two more:

- VPD was awarded two grants including the U.S. Department of Justice COPS 2020 Hiring Grant for 8 officers as well as the Bureau of Justice Assistance COVID Grant.



## Increased the Department's access to cutting edge technology, including:

- Initiated transition to East Bay Regional Communications System Authority (EBRCSA) digital radio system
- Entered a 5-year agreement with Axon for body-worn cameras and tasers to enhance accountability and transparency within the Department
- A partnership with Ring and their 'Neighbors' Portal
- A fully redesigned website
- Implemented a Use of Force Analysis Dashboard as a early intervention training and risk management tool for the department
- Cell Site Simulator to apprehend violent suspects
- A partnership with Flock Safety to introduce Automated License Plate Reader (ALPR) and 'vehicle identification' technology and analytics
- Smart-City Initiative - In 2020, the Vallejo City Council authorized the implementation of a citywide camera plan to help maintain a safe and secure environment for the community. Once completed, this plan will utilize both automated license plate reader (ALPR) cameras and situational awareness cameras. Already, VPD has placed 10 ALPR Flock cameras at strategic locations to receive real-time alerts when the cameras detected vehicles that were reported stolen, displayed stolen license plates or were involved in felonious or violent activity. In the first four months of deployment, ALPR cameras were instrumental in solving more than 30 cases. These cases included the recovery of occupied stolen vehicles, identifying suspects in numerous theft related cases, identification of a bank robbery suspect as well as the arrests of previously identified suspects responsible for thefts/burglaries. Since launching the ALPRs in September 2020, it is estimated that more than half of all stolen vehicles recovered were ALPR assisted. National police data indicates that over 70% of all crime is committed with a vehicle. ALPR cameras allow us to combat crime in a smart way using real-time alerts to police officers using mobile data computers.





#### Enhanced youth opportunities through:

- Increased hourly rates for police cadets
- Participation in the Youth Intern Program at the City in the summer and winter



#### Retained employees and improved morale by:

- Updating Field Training Officer Program with increased success rate
- Focusing recruitment efforts and strengthening partnership with Human Resources by hiring two dedicated recruiters
- Conducting Department-wide employee survey to identify and address organizational challenges
- Relocating Detective and Professional Standards Divisions to new police building



#### Improved website communications by:

- Redesigning and launching a new website to enhance communications
- Adding an Accountability & Transparency page
- Providing enhanced crime data, statistics and dashboards and made them available to the public



#### And...

- Continued policy reform by improving the Body-Worn Camera Policy, De-Escalation Policy, Code of Conduct and Standard of Ethics
- Supported "8 Can't Wait" campaign initiatives
- Partnered with County to reform Fatal Shooting Incident Protocol (Solano County Major Crimes Task Force)
- Launched Use of Force Dashboard and a host of crime data
- Created Accountability & Transparency Page on new website
- Launched new website, Instagram and Twitter accounts to improve communications
- Presented VPD Implementation Plan and Released OIR Group Report Findings
- Re-structured Chief's Community Advisory Board (CAB)
- Attended over 75 virtual community meetings and events in 2020
- Engaged in a series of listening sessions between peace officers and community members
- Launched Operation PEACE & Community Task Force (Event planning and community organizing)
- Awarded a \$5 million dollar COPS Grant and hired 8 additional police officers
- Revised Department Mission, Vision and Values Statement to redefine the culture of the agency





# COMMUNITY ENGAGEMENT

Despite the challenges of 2020, including the coronavirus pandemic that forced many in our community to isolate, the Vallejo Police Department continued to engage with the community through virtual events, town halls and its classic birthday parades. By the middle of the year, however, the Vallejo Police department began to shift its efforts to support effective policing through increased accountability and looked to modernize and reform VPD's policies and practices to increase public trust.



To further its police reform efforts, the Vallejo Police Department launched **Operation PEACE**, which is an acronym for Predictive Enforcement and Community Engagement. Operation PEACE focuses on enhancing community engagement and deterring crime through positive interactions and active relationship building between officers and the Vallejo community. This project, along with several initiatives from 2020, works to promote the restoration of police-community trust and enhance the safety of the public as well as our officers. There were approximately 75 virtual community events throughout 2020.

## FAITH & BLUE

In October 2020, as part of a nationwide effort, local churches around the United States hosted local police departments and residents for an opportunity to discuss openly and interact with one another. Vallejo Police Department joined the National Association of Black Law Enforcement, local houses of worship and other law enforcement agencies for virtual discussions on rebuilding community trust. More than 150 people participated in the events.

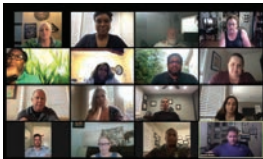


## PEACEFUL WORSHIP MARCH

The Vallejo Police Lieutenant D. Ramsay participated in a Peaceful Worship March led by local ministers and community members at the VPD Headquarters.

## LISTENING SESSIONS

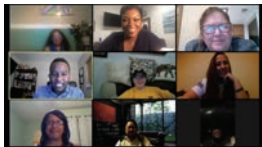
The Vallejo Police Department partnered with Common Ground in Fall 2020 to host listening sessions to bring the community and officers together so officers can listen, learn and engage to build relationships and trust within the community.





## VIRTUAL TOWN HALLS

- Chief of Police Shawny K. Williams sat down to have a candid conversation with local community leader Reverend Dr. Dante Quick of Friendship Missionary Baptist Church to speak on core challenges in policing, steps toward community-based reform and the importance of educating ourselves in the process.
- The Vallejo Chief of Police, Public Information Officer and City Manager participated in a Virtual Facebook Town Hall to discuss VPD's proposed improvement plan.
- The Vallejo Chief of Police and City Manager participated in a Facebook Live forum to discuss and demonstrate the Department's newly created Use of Force Analysis Dashboard and provide critical insight into the system's value to the Police Department and the Vallejo community.
- Hosted by the National Coalition of 100 Black Women - Oakland Bay Area Chapter, the Vallejo Chief of Police discussed race relations and policing in America on Facebook Live.



## MARTIN LUTHER KING JR. MARCH

On January 20, 2020, Chief of Police Shawny K. Williams and department staff marched with several hundred members of the community during the Vallejo Chapter NAACP's 2020 Martin Luther King Jr. March.

## BOO DRIVE & DASH

The Vallejo Police Department's Community Services Section and Code Enforcement Division participated in GVRD's "Boo Drive & Dash" event where they handed out VPD swag to an estimated 500 children and their parents/guardians.



## HOMELESS ENCAMPMENT OUTREACH

The Vallejo Police Department partnered with Solano County Behavioral Health to conduct homeless outreach at encampments. They helped provide mental health treatment, benefits, identification assistance and other resources.

## VIRTUAL COMMUNITY DAY

The Vallejo Police Department hosted its first Virtual Community Day on Saturday, November 14. Community members were able to engage with the Police Department as part of the organization's "Courageous Conversations" and talk about the myriad of programs, services and resources available to the public.



## 2020 SPECIAL OLYMPICS TORCH RUN

The Vallejo Police Department participated in an event spearheaded by Special Olympics Northern California and the Law Enforcement Torch Run. The organization supports fundraising efforts and brings public awareness to Special Olympic athletes. Officers ran nearly 5 miles carrying the "Flame of Hope" which they then passed on to the Solano County Sheriff's Office.

## COMMUNITY CLEANUP

In collaboration with the Public Works Department, the Vallejo Police Department performed several needed cleanups at Ascot Parkway & Hawkesbury Way and 777 Sereno Drive at the railroad tracks.

## CHRISTMAS 2020

- The Vallejo Police Department partnered with the Chelu Car Club (Team Hope) and the Greater Vallejo Recreation District to donate toys and gifts for their annual Jingle Jam Toy Giveaway.
- The Vallejo Police Department officers and staff delivered Christmas gift bags to nearly 20 children and their families for the Christmas Holiday in its annual Shop with a Cop tradition.



## BIRTHDAY PARADES

The Vallejo Police Department strives to promote positive relationships with all members of society, even some of the youngest Vallejo residents. This year, VPD was invited to five birthday celebrations where officers and the Fire Department rode down the street with full lights and sirens.

## FREE WINTER HOT MEALS

The Vallejo Police Department partnered with Emmanuel Temple Apostolic Church in South Vallejo to host a series of Free Winter Hot Meals events from December 2019 through February 2020. Members from Emmanuel Temple and the VPD helped to prepare and serve delicious home cooked meals to members of the community. The VPD continues to support the organization's "Monday Morning Outreach" events where free hot showers, clothing, and food giveaways are provided to community members in need.







# ACCOUNTABILITY AND TRANSPARENCY



## NEW VPD WEBSITE

In 2020, the Vallejo Police Department launched a new website to house information on the department's community engagement efforts, services, and public information, including resources on the department's commitment to accountability and transparency. Its accountability and transparency section provides information regarding the Vallejo Police Department's Policy Manual, Use of Force Data, Department Demographic Data, the Department's Misconduct and Discipline procedures, and access to request public records.

## ENHANCED BODY-WORN CAMERA POLICY



The Vallejo Police Department refreshed its Enhanced Body-Worn Camera Policy to require officers to activate their body-worn cameras when on-duty. Since this shift in policy in early 2020, the Vallejo Police Department has been able to transparently and accurately hold their officers accountable for misconduct.

## USE OF FORCE DASHBOARD



The Vallejo Police Department launched an interactive Use of Force Analysis Dashboard on its website to provide a comprehensive and detailed use of force data from 2017-2019. Users can see the total number of incidents, the incident location and date, and tactics used.



## OIR REPORT / VPD IMPROVEMENT PLAN

In 2019, the City engaged the OIR Group, a team of private consultants that specializes in police practices and the civilian oversight of law enforcement, to conduct an assessment of the Department's strengths, challenges and opportunities. The OIR review was delivered and presented in May 2020. As a result of the consultant's recommendations, the Vallejo Police Department and Vallejo Police Chief Shawny K. Williams delivered a presentation to the Vallejo City Council and community members during a virtual Special Council Meeting outlining an improvement plan that would implement 21st Century Policing.



## COLLABORATIVE REFORM AGREEMENT WITH THE DEPARTMENT OF JUSTICE

In June 2020, the Vallejo City Council ratified a collaborative agreement with the California Department of Justice, providing a framework with the City and the State's Department of Justice to work together to review and reform the Vallejo Police Department. The City and Department of Justice continue to work together on a comprehensive policing plan in an effort to modernize and reform the Vallejo Police Department's policies and practices and increase public trust. The partnership focuses on supporting effective policing through improvements in use-of-force procedures, anti-bias and community policing, and accountability through enhanced training and transparency.

## NEW FATAL INCIDENT PROTOCOL



In November 2020, the Vallejo Police Department partnered with the Solano County District Attorney's Office to launch a new Officer Involved Fatal Incident Protocol. The newly revised protocol requires that all officer-involved fatal incidents be investigated by members of the Solano County Major Crimes Task Force (SCMCTF). The mission of the newly formed task force is to provide independent oversight of criminal investigations into all uses of deadly force by law enforcement in Solano County.



## 8 CAN'T WAIT

In June 2020, the Vallejo Police Department declared its support for the 8 Can't Wait campaign and ensured that their policies were in line with the campaign policy initiatives to improve policing in our communities. Its policies include banning chokeholds and strangleholds, which were banned by the department earlier that month, as well as requiring de-escalation, requiring warning before shooting, requiring exhausting all alternatives before shooting, establishing a duty to intervene, banning shooting at moving vehicles, requiring comprehensive reporting, and requiring the use of force continuum.

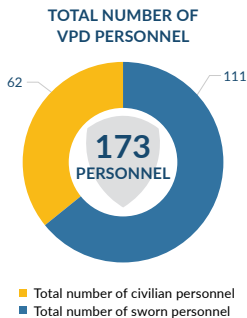


# DEPARTMENT BUDGET AND RESOURCES



The following is the budget breakdown for the Vallejo Police Department (VPD) from January 1, 2020 to December 31, 2020. The Vallejo Police Department focused its budget on providing modern tools and technology to support officers and better serve and protect the community of Vallejo.

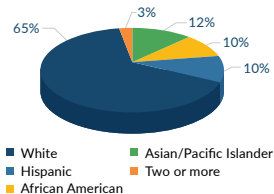
VPD BUDGET FY 2019/2020	
Salaries & Benefits	\$42,263,748
Administration	\$893,676
Support Services	\$198,250
Operations	\$257,500
Investigations	\$543,550
Code Enforcement & Community Services	\$145,500
Vehicle Replacement & Maintenance	\$1,877,989
General Liability Allocation	\$4,415,789
<b>Total Budget</b>	<b>\$50,596,002</b>



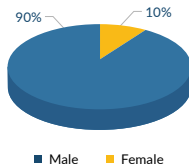
# STAFFING AND RECRUITMENT

By implementing its new recruitment process, the Vallejo Police Department actively promotes diversity and inclusion by expanding recruitment efforts to represent the diverse Vallejo community.

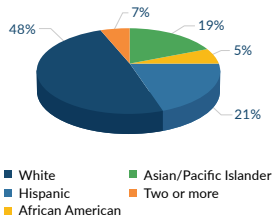
### ETHNICITY OF SWORN OFFICERS



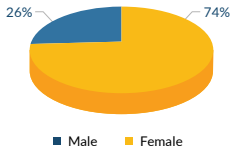
### GENDER OF SWORN OFFICERS



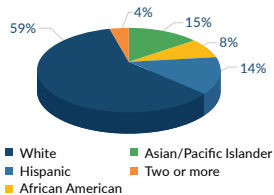
### ETHNICITY OF NON-SWORN EMPLOYEES



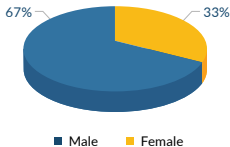
### GENDER OF NON-SWORN EMPLOYEES



### ETHNICITY OF VPD PERSONNEL (SWORN AND NON-SWORN)



### GENDER OF VPD PERSONNEL (SWORN AND NON-SWORN)





# 2020 STATISTICS

The following statistics are drawn from January 1 to December 31, 2020.



**168,279 Calls Received**  
*(911 and non-emergency)*

**58,266 Calls for Service**



**8,621 Crime Reports**  
**1,552 Information Reports**



**607 Domestic Violence Cases**



**1,083 Felony Arrests**  
**1,273 Misdemeanor Arrests**



**2,701 Traffic Stops**

## OPERATION PEACE



**43 Guns taken off the street**



**22% Reduction in violent crime**



**12% Reduction in property crime**



**85 Arrests**



**69 Citations**



**72 Vehicles towed**

Crime Type	2019	2020	Change
Murder	12	28	133%
Rape	128	133	4%
Robbery	336	312	-7%
Aggravated Assault	607	747	23%
Simple Assault	814	882	8%
Burglary - Residential	515	314	-39%
Burglary - Commercial	480	445	-7%
Burglary - Auto	1,894	1,024	-46%
Larceny	1,154	1,202	4%
Stolen Vehicles	906	1,065	18%
Arson	49	69	41%
Shootings*	191	269	41%
<b>Violent Crimes Total</b>	<b>1,897</b>	<b>2,102</b>	<b>11%</b>
<b>Property Crimes Total</b>	<b>4,998</b>	<b>4,119</b>	<b>-18%</b>
<b>Overall Crime Total</b>	<b>6,895</b>	<b>6,221</b>	<b>-10%</b>

\*Shootings are not county in the total as they are represented in the Aggravated Assault total.







DEPARTMENT OVE



**REVIEW BY DIVISION**



## OFFICE OF THE CHIEF

The Office of the Chief takes on the great responsibility of laying the foundation for effective public safety and service to our community. In 2020, the Office of the Chief spearheaded a series of changes to redirect our focus on policy reform, communications, accountability and transparency, trauma informed services, and technology while cultivating strong collaborative partnerships.



In the wake of a global pandemic, an officer-involved shooting, several internal challenges and a year wrought by 28 murders, the Department was tasked with navigating new norms and restoring relationships in a community with a history of distrust. Through it all, officers, dispatchers, and administrative staff alike rolled up their sleeves to maintain their undying commitment to service.

An integral part of Chief Williams' administration following his appointment in November 2019 included setting the groundwork for policy reform, accountability and transparency. In 2020, policy changes included an improved body-worn camera policy moving from "should to shall activate," an enhanced de-escalation policy, and the implementation of an accountability and transparency page on the Department's new website.

Some of the biggest changes occurred structurally, with the reorganization of the Office of the Chief. In 2020, Chief Williams hired two new recruiters, selected the Department's first Public Information Officer (PIO) and appointed an Interim Assistant Chief to support the operational and administrative needs of the Department. The Office of the Chief also welcomed collaborative partnerships with the OIR Group, Police Strategies and the California Department of Justice. These reinforcements allowed the Department to take a close look at where we were and provide a better view of where we needed to be.

In a complete communications overhaul, PIO Brittany K. Jackson set the foundation for integrated communications across multiple platforms. Ms. Jackson's primary responsibilities include crafting press releases, responding to media inquiries and engaging with all levels of executive leadership, staff and community members. In a period of several months, Ms. Jackson successfully guided the Department through a long-awaited transition to a brand-new website and established the Department's social media presence on Twitter and Instagram.



In addition, Ms. Jackson produces a wide-array of print, digital and multimedia content including, but not limited to: website and social media management, graphic design, photography, videography and video editing. Ms. Jackson also manages the Department's consultant teams, Operation PEACE Community Task Force and engages in a series of community organizing and event planning activities. Ms. Jackson is a Vallejo native, experienced multimedia journalist, and public administration professional with a passion for community and creative design.

Additional structural changes to the Office of the Chief included the hiring of an interim Deputy Chief in December 2020, with plans to have two full-time Deputy Chiefs in 2021.

In response to the increase in violent crimes, murders and shooting incidents, Chief Williams established Operation PEACE in August 2020, a four-part plan focused on crime reduction and community policing. In just several months of being established, Operation PEACE yielded significant results by leveraging partnerships with local, state and federal entities, utilizing ALPR technology, redeploying current staff and establishing key partnerships with community activists and organizations doing the work.

In terms of technology, Chief Williams ordered a series of current and future advancements to help mitigate the occurrence of crime. 2020 strategic goals for technology included new body-worn

cameras, in-car cameras, digital radios, enhanced crime-data, ALPR technology, and a new website, which all fit into the Department's Smart-City Initiative. Collectively, these evidence-based and data-driven approaches to technological reform allow the Department to create a solid foundation for crime-reduction and community engagement through enhanced information sharing.

Overall, as the Department endures a series of transitions, internal investigations and reform efforts, we will maintain our commitment to creating spaces for reconciliation with and for our community. We will also remain committed to realizing the vision of seeing Vallejo become one of the safest cities in the Bay Area.



## 2020 OFFICE OF THE CHIEF HIGHLIGHTS:

- Attended more than 75 virtual community meetings and events.
- Launched new website to improve communication.
- Launched Use of Force Dashboard.
- Re-structured executive leadership team to include two Deputy Chief positions.
- Re-structured Chief's Community Advisory Board (CAB).
- Launched Operation PEACE & Community Task Force.
- Awarded \$5 million dollar COPS Grant & hired 8 additional police officers.



## *"Ensuring Professional and Ethical Excellence in Law Enforcement"*

The Professional Standards Division (PSD) of the Vallejo Police Department is responsible for preserving the integrity and professionalism of the Police Department and its employees. This division supports the department's mission, vision, and values through transparency, accountability, and training.

The functions of this division include:

- Policy updates
- Worker's Compensation Injuries
- Department Training
- Personnel and Hiring
- Office of Internal affairs
- Public Records Requests (PRA)
- Liaison to City Attorney's Office

### **2020 FACTS:**

- Professional Standards staff handled 445 PRA requests in 2020, a 72% increase from 2019.
- A second Administrative Analyst II was added to the division to assist with the increasing workload.

### **INTERNAL AFFAIRS**

The Office of Internal Affairs conducts internal investigations assigned by the Chief of Police. This unit is also responsible for a variety of administrative evaluations dealing with police activities.

## INTERNAL & EXTERNAL TRAINING

The PSD Administrative Sergeant is responsible for many tasks. These include:

- Department training manager, to include all internal and external police training
- Personnel, recruitment, hiring
- Volunteers, police cadets, explorers, reserve officers, chaplains, citizen's academy
- Pre-academy orientation training



### 2020 FACTS:

- (5) Recruits successfully graduated from the Contra Costa Police Academy.
- (2) Former police cadets were hired and graduated from the Alameda Police Academy.
- An emphasis was placed on de-escalation, crisis interventions, and cultural diversity police training in 2020. Several premier law Enforcement training professionals were identified and contracted to provide VPD cutting age training in 2020-2021.

## RECRUITMENT & PERSONNEL

In 2020, the Vallejo Police Department hired two new recruiters and implemented a new recruitment and interview process that includes multi-member assessments by Human Resources personnel, sworn officers and community members for all hiring and promotional opportunities. VPD implemented this new process in order to place a greater emphasis on the Department's overall recruitment process and community.

Here is a breakdown of those hired by the Vallejo Police Department for the year 2020:

### SWORN PERSONNEL HIRED

Deputy Police Chief	1
Police Officers	10
<b>Total</b>	<b>11</b>

Out of the 10 Police Officers hired in 2020, 6 of them were initially hired as Police Officer Recruits. Once they graduated from the police academy, they transitioned into Police Officer positions. Likewise, the Police Officer Recruits seen under "non-sworn" will transition into sworn Police Officer positions once they graduate the police academy. Until that time, they are categorized as "extra help" along with the Police Cadets (separate from the extra help shown under non-sworn).

### NON-SWORN PERSONNEL HIRED

Police Officer Recruits	4
Police Cadets	3
Administrative Analyst	2
Communications Operators	4
Extra Help	5
<b>Total</b>	<b>18</b>



## CADET & EXPLORER PROGRAM

The Vallejo Police Cadet Program is an apprenticeship program designed to help prepare individuals for a career in Law Enforcement, specifically within the Vallejo Police Department. This program may lead to new hires. Cadets are provided an opportunity to work in the following Police divisions:

- Patrol
- Investigations
- Evidence
- Traffic
- Community Service Station
- School Resource Officer
- Prisoner Transport

### ASSIGNMENTS:

- Taking police reports for crimes such as petty theft, automobile theft, burglary or similar cold complaints.
- Marking and arranging for the towing of abandoned vehicles.
- Enforcing parking regulations by issuing traffic citations.
- Performing traffic and pedestrian control duties as directed.
- Participating in crime prevention activities such as neighborhood watch meetings, school and community group presentations and other City hosted events.
- Attending weekend and/or evening training sessions.
- Performing related duties and responsibilities as required.



## EXPECTATIONS:

- Learn the organization and function of a Police Department.
- Learn and apply laws, ordinances, policies, practices and methods.
- Work courteously with the general public on the telephone and in-person.
- Interact with the public firmly, courteously and tactfully.
- Understand and carry out oral and written directions.
- Communicate clearly and concisely, both orally and in writing.
- Establish and maintain effective working relationships with Police Department staff and community members.



## MINIMUM REQUIREMENTS:

- **Education:** Must possess a high school diploma, GED, or equivalent with a minimum 2.0 GPA. Currently enrolled in an accredited college or university and taking a minimum of 12 semester/ 18 quarter units towards earning an Associates of Arts degree in Criminal Justice or a related field, maintaining a minimum 2.0 GPA.
- **License:** Must possess a valid California driver's license.
- **Age:** Must be between 18 and 23 years old at the time of application.
- **Vision:** Must be no less than 20/100 uncorrected or corrected to 20/30 with no color deficiencies.
- **Citizenship:** Eligible for U.S. citizenship at the time of appointment.
- **Criminal History:** No felony convictions or misdemeanor convictions which mandate weapons prohibitions.



## HIRING PROCESS:

Prior to hire, the selected candidate will be required to pass the following:

- Oral interview
- Polygraph testing
- Livescan/fingerprinting
- Background investigation
- Pre-employment medical, including drug screening and psychological evaluation

## COMPENSATION:

- \$18.00-\$22.00 per hour



## COMMUNICATIONS CENTER



The Communications Center is the primary answering point for all 911 calls for the City of Vallejo and dispatches for the Vallejo Police Department and the Vallejo Fire Department. The center is staffed 24 hours a day, 7 days a week. We currently have 1 Communications Manager, 4 Communications Supervisors, 12 full-time Dispatchers, and 2 per-diem/part-time Dispatchers.

The Communications Center answers both emergency and non-emergency calls and act as a liaison between the members of the community, other agencies, department personnel, and field units in support of organizational goals and objectives.

### 2020 FACTS:

- Answered 168,279 incoming telephone calls (both 911 and non-emergency).
- Entered 64,144 calls for service for Vallejo Police Department.
- Entered 15,691 calls for service for Vallejo Fire Department.

## RECORDS SECTION

The Vallejo Police Department Records Section provides assistance to the citizens of Vallejo with report requests, ticket sign-offs, local background checks, vehicle releases, general police-related information along with a variety of specialized administrative and technical duties. Although small, the VPD's records section is responsible for tracking and recording any and all papers generated by the VPD. Often the first contact at the Police Department, records personnel strive to deliver professional, responsive and courteous service with every citizen interaction.



With all that 2020 brought us, COVID-19, shelter-in-place, quarantines, presidential election, city elections and protests, our records personnel continued to provide exceptional service to our department and community members. Although at times our lobby was closed due to County restrictions, Records remained staffed and processed crime and traffic reports, background checks, report requests (hard copy and through our website), and answered phones all while learning the new norm of "mask wearing", social distancing along with modified lobby hours and staffing schedules.

In the column to the right are just some of the totals of processed requests in 2020. These numbers do not reflect the citizen interactions handled at the front desk and over the phone, internal requests from department employees and the many requests we receive for information from neighboring law enforcement agencies.

### 2020 RECORDS SECTION HIGHLIGHTS:

- 4166 COPLOGIC reports were processed from the website with 2154 actual reports approved and entered into RIMS.
- 1572 COPLOGIC report requests were processed from the website.
- 2283 towed/stored/ VETO/evidence reports were processed.
- 541 vehicle releases were issued.
- 265 restraining orders were processed and entered into RIMS.



# DETECTIVE DIVISION



Our Investigations Bureau includes several sections that focus on covert investigations, PEACE Team operations, Federal Task Force Officers (FBI), School Resource Officers and Crime Analysis Units.

## CRIME REDUCTION TEAM

This unit consists of several plainclothes detectives and task force officers. The unit is responsible for covert investigations, criminal intelligence gathering and reporting, fugitive apprehension, surveillance, human trafficking, Gang Investigations and Registration, drug trafficking investigations, terrorism, firearm and violent crime follow-up investigations, and confidential informant management.

The Crime Reduction Team conducted the following:

- 160 surveillance operations,
- seized 30 firearms,
- made 79 arrests including 9 arrests for murder, and
- wrote over 70 search warrants.

*(The picture to the right is an example of several warrants connected to one investigation).*



## FBI TASK FORCE

The Vallejo Police Department has had a long standing relationship with the FBI and assigns a detective to the FBI's Solano County Violent Crime Task Force. This unit is composed of FBI Special Agents and Detectives from agencies throughout the county. They focus on criminal street gangs and violent criminals who are located within or commit crimes in the Solano County area.

In 2020, the FBI Task Force led a large-scale gang investigation that led to the felony arrests of over 10 persons, seizure of 14 firearms, seizure of controlled substances for sale, and forfeiture of over \$16,000 in assets. This case directly impacted violent crime in and around the City of Vallejo.



## PEACE TEAM

The PEACE Team is a newly formed uniformed proactive police unit. As the name implies, the goal is to bring peace to the hardest hit neighborhoods, but the name itself is an acronym for the model they utilize: Predictive Enforcement and Community Engagement. The unit uses intelligence driven, evidence-based data to focus their enforcement efforts in areas that are most affected by violent crime.



The unit was formed in September of 2020. In just over a six-month period, this small group of officers have:



made more than **100 arrests**



and recovered well more than **60 firearms**.





## MAJOR CRIMES TASK FORCE

In November 2020, the Vallejo Police Department partnered with the Solano County District Attorney's Office to launch the Solano County Major Crimes Task Force (SCMCTF), the first of its kind in the State of California. Members of the SCMCTF will head up the investigation of all officer-involved fatal incidents. The mission of the task force is to provide independent oversight of criminal investigations into all uses of deadly force by law enforcement in Solano County.

## COURT LIAISON UNIT

The Court Liaison Unit coordinates with the District Attorney's office in preparing cases for review that were fulfilled by Officers from the Department. The court liaison also schedules and maintains availability of the employees that are subject to subpoenas. The court liaison delivers court subpoenas to Police Department staff, monitors employees work schedules and shifts, provides court continuation requests, along with status updates of scheduled court appearances.

Many obstacles were overcome in 2020 due to the COVID-19 pandemic, one of which was maintaining a strong communication with all District Attorney's offices along with private Attorneys. Two members of our Court Liaison Unit were subpoenaed and testified at a deposition and court trial during the 2020 year. Our unit processed a total of 2,527 subpoenas for the 2020 year, which is an average of 210 each month.

## CRIME ANALYSIS UNIT

The goal of the Crime Analysis Unit is to provide Patrol and the Investigations Division and Command Staff with analysis to aid in the identification of suspects and the reduction and suppression of crime. The Crime Analysis Unit provides monthly statistics that give an overview of crime in Vallejo for comparison both yearly and seasonally. The Crime Analysis Unit is also given certain assignments by Patrol and Investigations and Command Staff. These assignments range from in-depth crime statistics to active case assignments.

### 2020 FACTS:

- VPD partnered with other analysts in Solano County and surrounding areas to share information with other agencies. The analysts are from the Fairfield, Vacaville, Napa, CHP, FBI and military bases.
- The CAU produces a weekly criminal intelligence bulletin that is shared with local, county, state and federal agencies from Sacramento through the south Bay Area.
- The sharing of this information has led to solving many high profile criminal investigations and hundreds of arrests.
- VPD started a monthly shooting review that summarizes all documented shooting cases, victims and suspects.



## PROPERTY & EVIDENCE UNIT

The Property and Evidence Unit receives catalogs and safely stores and maintains the integrity of evidence, found items and property for safekeeping. They follow a number of guidelines driven by statute and strive to comply with California and national law enforcement best practices.

They process more than 15,000 pieces of evidence a year and coordinate through legal means to dispose and destroy items as permissible by law.

The section also houses our Crime Scene Unit, which responds to major crime scenes and uses advanced methods to document and collect all manner of items of evidence.



## PATROL DIVISION

The Vallejo Police Department's Patrol Division is the backbone of the department and is the largest, most visible division. They are the ones who the public sees responding to calls for service, on the street behind the wheel of a police car, looking for a lost child, comforting the victim of a crime, arresting an armed felon, enforcing traffic laws, conducting traffic accident investigations, providing proactive patrol and leading preliminary criminal investigations.

The patrol division is composed of uniformed officers and our K-9 units responsible for responding to emergency and non-emergency calls. Their primary focus is the protection of life and property.

There are six patrol squads that are responsible for providing 24/7 service to our citizens. The officers receive numerous hours of training in a multitude of disciplines including: Crisis Intervention/De-Escalation, Fair and Impartial Policing, Cultural Diversity, Emergency Vehicle Operations as well as Arrest and Control. Officers are assigned to geographical areas within the City for a whole year that allows them to get to know the area, its residents, schools, parks, businesses as well as specific issues and problem areas. The



Patrol Division works closely in partnership with other VPD Divisions, governmental agencies, and community organizations to help address crime and quality of life issues at the neighborhood level.

As you are all aware, 2020 has been a difficult time for everyone. Throughout, the Patrol Division has maintained staffing, response times, and provided police services at the highest possible level. Officers continue to respond to calls for service and conduct proactive enforcement while adhering to ever-changing public health orders.

Despite the difficult circumstances of 2020, VPD's patrol officers maintained their staffing levels to provide police services at the highest possible level. In 2020, officers responded more than 58,000 calls for service.

### KAISER DETAIL

A Kaiser security officer is responsible for the safety and security of all medical personnel, Kaiser members



and Kaiser hospital facility. Their normal duties entails conducting foot patrol throughout the hospital, covering over 1.2 million square feet and monitoring between 5-15 mental health patients that are on hold in the E.R.

### ACCOMPLISHMENTS:

- Assisted in Kaiser Grant renewal.
- Coordinated search and provided security for the hospital during a bomb threat, resulting in zero evacuations.
- Provided safety and security to COVID-19 vaccination sites, resulting in zero incidents.



## K-9 UNIT

The Vallejo Police Department's K-9 Unit continues to serve as a vital program providing 24/7 coverage to the City of Vallejo. K-9 units, which consist of canines and their sworn handlers, each receive more than 320 hours of initial training prior to working patrol and 220 hours of yearly training thereafter. K-9 units must pass strict annual POST certification standards and also engage in daily and weekly training to maintain a high-level of competency.



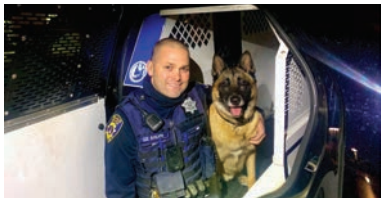
K-9 teams train for real life applications of tracking, building searches, area searches, obedience, suspect apprehensions and a series of situational and scenario-based training. More specifically, K-9s are trained in the tracking and trailing of fleeing felons and lost children or missing persons. They have the ability to locate discarded articles and can detect the odor of narcotics.

Canines are particularly efficient in searching large fields or buildings for hiding suspects and can enter small areas that officers would not be able to access. They are also useful in high-risk situations such as foot chases where the dog's speed and tracking ability become very handy. Overall, the superior sense of smell, hearing and potential aggressiveness of a trained law enforcement canine is a valuable

supplement to law enforcement manpower.

In 2020, the Vallejo Police Department K9 unit conducted 129 narcotics searches, yielding more than 50 pounds of narcotics seized. The unit also conducted more than 140 building and area searches, and 10 searches for evidence resulting in 5 firearms located. They also apprehended 109 individuals suspected of committing violent crimes. We also saw the retirement of K9 Chase, who served the K9 unit for 6 years.

Our K-9 teams attend numerous civilian functions, perform K-9 demonstrations and engage in a series of public education programs each year.



*Sgt. Bauer and K9 Chase on Chase's last night of shift November 6th 2020. K9 Chase served the Vallejo Police Department from 2014-2020. Chase is seen off into retirement as his handler Sgt. Bauer promoted to Sgt.*



Squad 5, along with K9 Officer Brown and her partner "Loki", seized 22 Kilograms of heroin which has a street value of approximately \$500,000.



## TRAFFIC DIVISION



In 2020, the Police Department focused our traffic related efforts on education, engagement, and enforcement with a DDACTS (Data-Driven Approach to Crime and Traffic Safety) focus for 2021. The Vallejo Police Department's Traffic Division currently consists of one Sergeant, one Officer, one Professional Staff member, and one-part time Professional Staff Member. The main focus of the Traffic Division is the education and enforcement of California Vehicle Code violations to ensure the safety of the motoring public. In addition to enforcing Vehicle Code Violations, the Traffic Division is responsible for reviewing and investigating all traffic collisions from non-injury to fatal collisions. With the help of 2 Police Assistants and 1 Police Cadet, the division addressed the majority of the parking complaints and abandoned vehicles reported throughout the city.

In 2020, the Vallejo Police Department investigated 874 traffic collisions to include:

- 9 fatal collisions,
- Inspected 2,344 abandoned vehicles, and
- Towed 1,102 vehicles from the public streets.

We look forward to expanding the Traffic Division and continuing to make Vallejo a safer place.

# CODE ENFORCEMENT



In 2020, the Code Enforcement Unit of the Vallejo Police Department opened 2,458 investigations for property maintenance or other related violations on private property. These violations include quality of life issues, which directly impact our community. These violations include trash, vegetation overgrowth, inhabited trailers, improper parking on unpaved surfaces, and dismantled vehicles. In a partnership with the community the Code Enforcement Unit strives to achieve compliance by using voluntary compliance with our citizens. 77% of all investigations were resolved in 2020 with a warning letter alone. Code Enforcement closed 2,304 cases, abated 861 vehicles, and executed 5 abatement warrants to remove blight on private property from our neighborhoods. Code Enforcement usually works in close collaboration with the Neighborhood Law Program and Community Services.





## COMMUNITY SERVICES SECTION



Community Services Section (CSS) works in collaboration with Code Enforcement, Neighborhood Law, and community stakeholders to assist with quality of life issues in our neighborhoods. CSS looks for partners in the community to engage in programs like the attendance challenge which is conducted with the Vallejo Unified School District to encourage regular classroom attendance. Along with Solano County Social Services and Vallejo Housing, CSS regularly participates in outreach to our unsheltered population in Vallejo. CSS is working to engage our citizens directly with programs such as National Night Out and Neighborhood Watch.







## EMERGENCY SERVICES UNIT



### MOBILE FIELD FORCE

The current Vallejo Mutual Aid Mobile Field Force (MAMFF) is a 32-officer team that is part of the Solano County MAMFF consisting of 9 agencies and more than 100 members. This team is a tactical force, which can operate in platoon, squad or element size strength depending on the assigned mission. The MAMFF is designed to assist in conventional crowd control situations; respond to calls and requests for multiple officers; provide security for field personnel during riots, high profile patrol operations or any mission requiring special deployment of personnel.

The Mobile Field Force (MFF) team responded to several requests for assistance due to civil unrest and natural disasters throughout the region. The MFF also handled a large number of local crowd management events. The MFF is a highly trained and disciplined unit that specializes in responding to high-risk emergency situations.



## TACTICAL DISPATCH

The role of the Tactical Dispatch Team, functioning as part of the Emergency Services Unit (ESU), is to support the command staff with accurate and timely documentation and



communication during high-risk operations. Inherent in this responsibility is the processing and posting of tactical and operational information, including communication procedures to support the command and control protocol for the management of critical operations. In addition, the objective is to allow the Communication Center to return to normal operations as soon as feasible to handle other emergencies.

## HOSTAGE NEGOTIATION TEAM

The Hostage Negotiation Team (HNT) serves as an instrumental resource for our organization to facilitate a peaceful resolution to incidents involving hostage situations, barricaded suspects, and crisis/suicide intervention before the situation necessitates a tactical response. Our team is comprised of a Commander, two team leaders and eight negotiators.

### 2020 ACCOMPLISHMENTS:

- Immediately held interviews to increase the amount of team members due to attrition from officers leaving our agency. HNT interviewed and obtained 4 new team members.
- Met with HNT team to design our training uniform shirt which was approved and purchased.
- Researched and obtained a state of the art computer system L.E.T.S. Law Enforcement Technology Solutions. This system allows HNT to monitor for live updates, up to the second. This information is shared with the Tactical Team in real time, and this system has improved the safety of our Tactical Operators. Further, it takes minutes for the HNT team to set up and begin negotiations due to the wireless system, rather than 15-20 minutes to measure and lay a data wire for the communication device.
- HNT created a VPD Hostage Negotiation Team power point presentation for oncoming members which provides an overview of our unit and expectations.

### 2020 TEAM ACCOMPLISHMENTS:

- Kelly Newman officially took over the role of team leader in June.
- VPD added two new tactical dispatchers, Ashten Oros and Alexis Wagoner.
- Additional needs and requests presented to command staff in 2019, and all but one of the requests was fulfilled in 2020:
  - New radios for all team members
  - New headsets for all team members
  - Two iPads to assist with efficient documentation
  - New whiteboards and other office supplies
  - New Tactical Vests for new members
  - Still requesting a Tactical Dispatch Vehicle
- Responded to the five full ESU callouts with at least two team members.



## TECH TEAM

The Vallejo Police Department UAS (Unmanned Aerial System) program is an efficient and effective way of providing enhanced law enforcement services to the community of Vallejo. Some examples of our UAS usage are public safety and life preservation missions including, but not limited to: missing persons incidents, observations at homeless encampments, traffic and disaster scene incidents, hazmat incidents, suspected explosive devices, search or arrest warrant service, barricade situations, active shooters, apprehension of armed and dangerous fleeing suspects, high-risk search warrants, investigative scenes, special events, training missions, and mutual aid support when the underlying missions meets the uses outlined in the Vallejo Police Department UAS policy. Our UAS 'Tech Team' provides us the ability to de-escalate by providing over watch and observing incidents from a distance.

During this past year, the members of the UAS Team flew well over a dozen missions related to burglary investigations, missing persons, search warrants, suspicious circumstances, SWAT operations and homicide investigations. The pilots on the team participate in routine training, honing their skills related to nighttime flights, flying indoors, thermal imaging, grid searches and overall flight proficiency.

The Tech Team is comprised of sworn VPD officers who are also FAA certified unmanned aircraft system (drone) operators. Operators are trained on a variety of aircraft and deploy department drones to assist patrol, SWAT, ESU and MFF operations. Tech Team operators allow officers to increase their situational awareness when responding to incidents in a manner that increases safety for officers and citizens alike.



## 2020 FACTS:

- Selected, certified and trained five additional operators for greater UAS availability on patrol.
- Assisted SWAT/ESU and MFF with multiple pre-planned operations by providing advanced intel without compromising officer safety i.e. scouting target prior to warrant service and maintaining visual on persons and vehicles out of sight of front line officers during protest operations.
- Tech Team used during multiple patrol calls that were deemed suspicious or involved large crowds were able to be cleared as unfounded or gone on arrival without having to arrive at the scene of a potential ambush or unruly crowd.

## SPECIAL WEAPONS AND TACTICS (SWAT) TEAM

The Vallejo Police Department Special Weapons and Tactics (SWAT) Team is a highly-trained, equipped and coordinated unit that responds to high-risk incidents and critical events. SWAT responses may include, but are not limited to, hostage taking, barricade situations, active shooter incidents, terrorist acts, and any other high-risk incidents. SWAT may also serve high-risk search warrants, apprehend fugitives or be called in support of maintaining public safety at large-scale public events.

Vallejo SWAT's core mission as a force is to save and preserve life. This mission is carried out by leveraging the use of special tools, tactics, and techniques to bring a peaceful and safe resolution to hazardous and highly dangerous incidents. In 2020, the Vallejo SWAT Team was deployed approximately 8 times.







## A LOOK INTO THE FUTURE

As we look ahead to the rest of 2021 and beyond, the Department will remain focused on delivering exceptional police service to the City of Vallejo.

While we are proud of the Department's transformation over the past year, we are not done yet. We are committed to continually improving and becoming the best possible Police Department for the community.

The Vallejo Police Department will continue to take a strategic approach to deterring and reducing crime. From leveraging improved data analysis and other technologies, to continuing to strengthen community partnerships, you can expect to see the Department build upon some of our initial 2020 successes.

We will also continue efforts to build a high-performing, service-oriented organization. We will maintain our focus on hiring and retaining talented, empathetic personnel, and we will make sure that the appropriate training, policies, and accountability measures exist to help them do their jobs as best they can.

Thank you again for your continued support of the Vallejo Police Department. While public safety is our full-time job, it requires engagement and commitment from all Vallejoans. **Together, we can make Vallejo a safer community for all.**



**VALLEJO POLICE DEPARTMENT**

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