



2021 ANNUAL REPORT



VALLEJO POLICE DEPARTMENT

Photo courtesy of J.D. at the Vallejo waterfront



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REDEFINING MOMENTS TO BUILD A BETTER FUTURE

It is our pleasure and honor to present the 2021 Vallejo Police Department (VPD) Annual Report. This report will highlight the extraordinary dedication, discipline, and tenacity of our department members toward building a better and safer community. As we reflect on 2021, it was truly a year of defining moments, transformation, and progressive growth for our department and community.

Our achievements were built from developing new collaborative partnerships with our community and implementing new strategies, policies, and training based on the principles of procedural justice, cultural competency, and commitment to relational policing. VPD has worked tirelessly to ensure justice through community-first solutions.

Turning the tide during the COVID-19 pandemic is no small feat. Building trust through transparency, accountability, and inclusion between VPD and the people we serve is vital to community wellness, officer safety, and effective policing.

At VPD, we acknowledge and recognize that you, our community members, are not merely the recipients of police services, you are essential partners in maintaining public safety.

I am proud of the continuous efforts that each department member has put into promoting procedural justice, mutual trust, and data-driven solutions to foster ever-improving public safety partnerships with our community.

The following pages will show how VPD has worked towards making the City of Vallejo a safer place and healthier community. Here are a few key highlights from 2021:

- We drafted new policies for Use of Force, Officer Involved Shootings, and Critical Incident Review.
- We made progress on the implementation of police reforms with the Department of Justice and their consultants from Jensen Hughes.
- We have continued to improve public safety efforts by utilizing innovative crime-fighting tools and technologies.
- We fostered strategic partnerships to create dedicated community advocacy and increased support resources, including the creation of the CARE Center to foster a multidisciplinary and trauma informed care approach.
- We have leveraged critical grant opportunities to advance community policing with an emphasis on community violence intervention and mobile mental health services.
- We have increased new training priorities focused on crisis intervention, implicit bias training, procedural justice training, history of policing, and de-escalation.

Our department is honored and privileged to serve you, and I thank you for your continued support of our mission to create a better Vallejo.

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. The Vallejo Police Department is 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 continuously shares information and engages with community members, both online and in person. VPD does not only hold itself accountable based on community feedback, officers and staff also hold each other accountable. By hiring new staff and officers that are aligned with the Department's new mission and values, VPD ensures the integrity of the organization.



WE ARE COMMITTED TO EXCEPTIONAL SERVICE

VPD 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, by implementing oversight processes and investing in further officer training and education, the VPD continually works to evolve in order to provide community members with highly professional, ethical and quality police service.



2021 MAJOR MILESTONES

Improved relationships with police and community by:

- Building the CARE (Community Assistance Resource and Engagement) Center, which is Vallejo's first-ever cross-collaborative advocacy and social services center for children and adult victims of abuse. The center will take a Multi-Disciplinary Team (MDT) approach to provide one-stop care and services, welcoming key advocacy and social services partners to provide integrated trauma-informed care.
- Creating a Chief's Advisory Board of Vallejo leaders and organizers to provide key strategic planning, community policing and policy feedback and to advise the Chief of Police on solutions for quality of life issues in the City of Vallejo.
- Enhanced Code of Ethics and Standards of Conduct policies
- Created an Automated License Plate Reader (ALPR) Policy
- Promoting evidence-based policing through promotional assessments and field training
- Implemented new training curriculum centered around crisis intervention, fair and impartial policing, cultural diversity, and principled policing
- Report John Program to target sex buyers and combat human trafficking



Engaged with community members through:

- HOPE (Harm Focused Outreach Prevention & Education) outreach event in conjunction with Solano County Behavioral Health, Cal Trans, and HOPE organization to support free mental health and substance abuse screenings for unsheltered community members
- 2nd Annual Virtual Community Day with focus on Human Trafficking Awareness & Prevention and sexual assault awareness
- A community forum for the business community for understanding the benefits of ALPR technology
- Building stronger community partnerships through regular monthly meetings with Chiefs
- Advisory Board and Operation PEACE community taskforce
- Multiple community clean up days to bring awareness to illegal dumping
- A candid discussion about trauma between community and police
- Hosted Picnic in the Park

Awarded significant funding and awards:

- Received \$1 million in grants that will go toward implementing Project HOPE
- Awarded \$900K Mobile Mental Health funding through Congressman Mike Thompson federal earmarks and awarded \$286K of mobile mental health funding from the State of California
- Added to the White House Domestic Policy Council's Community Violence Intervention (CVI) Collaborative



Building legitimacy and trust within the community:

- History of Policing course to examine contemporary issues connected to the critical narrative of public safety approaches
- A trauma-informed event in conjunction with Watch Me Grow discuss on adverse childhood experiences and emotional intelligence



- A Know your Rights: Mutual Respect event to engage youth on knowing rights when demonstrating mutual respect with law enforcement

Increased Department's access to cutting-edge technology:

- New crime-mapping dashboard to reduce crime and fear of crime using data-drive approaches
- New Flock Safety cameras in Mare Island and City of Vallejo
- Department fully operating on East Bay Regional Communications System Authority (EBRCSA) platform with all vehicles outfitted with new mobile radios designed to reduce feedback and improve call quality
- Forensic logic technology provides advanced analytics and search tools to aid in solving and preventing crimes
- Utilization of Coplink software
- Partnership with Ring

Improved website communications by:

- Updated Use of Force Analysis Dashboard and corresponding report
- Created an ALPR transparency portal page for public awareness
- Expanded the your VPD section expanded to include Bureaus and Divisions breakdowns, photos, videos, and descriptions

- Included photos and bios of Chief's Advisory Board members

Retained employees and improved morale by:

- Rolling out the Cordico App to increase knowledge about stress management, fitness and nutrition
- Granted access to the Claremont Employee assistance program to resolve internal issues
- Continued to support officers, department staff and family with the VPD peer support program
- Created mandated overtime and beats assignments
- Police assistants on patrol and training template for new hires

And...

- 30x30 pledge to increase the percentage of women officers by 30% by 2030
- CPTED Documents and Checklist (for Planning and Development)
- Organizational survey
- County-wide Sideshow Team
- Implementation of AB 953: The Racial and Identity Profiling Act
- RapidSOS, an emergency response data platform that securely links life-saving data to 9-1-1 and first responders
- Special Olympic torch run
- Streamlining See Click Fix platform for community members to highlight abandoned vehicles and unsheltered complaints
- Chiefs Advisory Board engaged in de-escalation and firearms training simulators to better understand reasonable use of force guidelines, philosophy and case laws



COMMUNITY ENGAGEMENT

The Vallejo Police Department remains dedicated to strengthening relationships with community members in order to ultimately improve community safety. Throughout 2020, VPD continued to engage with the community through a combination of in-person and virtual events.

OPERATION PEACE

In 2021, VPD continued the implementation of Operation PEACE (Predictive Enforcement and Community Engagement) – initially launched in 2020. The four-part plan focuses on creating policies and practices to enhance community engagement and deter crime through positive interactions and enhanced relationships with the Vallejo community. In 2021, Operation PEACE focused on data-driven crime reduction, utilizing precise hotspot patrols, and leveraging technology, and has been at the forefront of deploying police assistants to property crimes.



CHIEF'S ADVISORY BOARD

In March 2021, VPD selected 18 Vallejo leaders and organizers to serve on the Chief's Community Advisory Board (CAB). The board is composed of Vallejo business leaders, LGBTQ representatives, youth advocates, faith leaders, and more. The Board is intended to provide a forum for community discussions with a broad spectrum of viewpoints and insights on community policing, strategic planning, and community concerns.

VIRTUAL COMMUNITY TOWN HALL

On October 20, 2021, VPD hosted a Virtual Community Town Hall. The Zoom event provided an opportunity for members of the Vallejo community to connect with VPD, discuss crime prevention and community policing, share any concerns, and work together to improve the community.

VIRTUAL COMMUNITY DAY

On November 14, 2021, VPD held a Virtual Community Day to provide a forum for meaningful conversations and connections with community members, focusing on Human Trafficking Awareness Prevention. The event featured impactful speakers, including community leaders, officers, social services providers, non-profit agencies, and families impacted by gun violence.

NATIONAL NIGHT OUT

On August 3, 2021, the Vallejo Police Department hosted the annual community-building campaign, National Night Out. The annual event promoted police-community partnerships and neighborhood camaraderie.



WATERFRONT FESTIVAL

In October 2021, the Vallejo Police Department participated in the annual Vallejo Waterfront Weekend. The event aimed to unite the community and provide a venue for nonprofits to raise funding.



COFFEE WITH A COP

In November 2021, the Vallejo Police Department held Coffee with a Cop at the Filipino Community Center to meet with community members over coffee to build relationships one cup at a time.

SHOP WITH A COP

In December 2021; the Vallejo Police Department engaged in their annual Shop with a Cop event to give back to kids in need. This event sends 20+ kids on a shopping spree with the Vallejo Police Department members.



STRATEGIC PARTNERSHIPS

The Vallejo Police Department is proud to partner with other organizations at the local, county, state and national levels. Below are a few examples of the strategic partnerships that provide best practices, collaborative forums, and even grant funding to help VPD continuously improve its services to the community.



FEDERAL

PROJECT HOPE (HARM FOCUSED OUTREACH PREVENTION & EDUCATION)

In December 2021, the Vallejo Police Department was awarded \$1 million in grants from the Department of Justice Bureau of Justice Assistance’s highly competitive Byrne Criminal Justice Innovation program for Project HOPE (Harm-focused Outreach, Prevention and Engagement). The project creates a reductive violence framework to address gun and gang violence in Vallejo. The project focuses on youth and family services and establishes comprehensive, community-based, and equitable access to justice and services through place-based programming designed to prevent, interrupt and mitigate violence. With the grant funding, Project HOPE aims to reduce gun violence and crimes, support victims, protect the public and build trust.

COMMUNITY VIOLENCE INTERVENTION COLLABORATIVE

In November 2021, the White House Domestic Policy Council accepted Rep. Mike Thompson’s request to add Vallejo Police Department to their Violence Intervention Collaborative. The addition to the Violent Intervention Collaborative helps Vallejo secure local official support and resources to reduce gun violence and crime.



STATE

CALIFORNIA DEPARTMENT OF JUSTICE COLLABORATIVE REFORM AGREEMENT

In 2020, the City of Vallejo entered into a three-year collaborative agreement with the California Department of Justice (Cal DOJ) to provide oversight, input and feedback on Vallejo Police Department (VPD) reform efforts. Throughout 2021, the Cal DOJ continued to serve as an independent reviewer of the 45 OIR recommendations and assisted VPD in reviewing and updating policies in line with the recommendations.



COUNTY

SPECIAL ORDER SOLANO UPLIFT

In November 2021, Uplift Family Services and Solano County Behavioral Health partnered with Vallejo Police Department and Benicia Police Department to expand their mobile Crisis Response Program in Solano County. The Vallejo Police Department began receiving dispatch calls to provide crisis response services from 11 a.m. - 10 p.m., seven days per week. The program aims to de-escalate high-pressure situations, link people to necessary services and support care coordination with appropriate agencies.

SOLANO COUNTY MAJOR CRIMES TASK FORCE

The Vallejo Police Department partnered with the Solano County District Attorney’s Office to launch the Solano County Major Crimes Task Force (SCMCTF). The task force’s mission is to provide independent oversight of criminal investigations into all uses of deadly force by law enforcement in Solano County.





ACCOUNTABILITY AND TRANSPARENCY



ACCOUNTABILITY & TRANSPARENCY WEBPAGE

In 2021, VPD launched a new Accountability & Transparency webpage where community members can access resources to understand the policies and practices of the police department.

The new page contains six drop down menus where website users can:

- Read the Department's various policies and manuals
- Read through VPD's use of force data
- Learn about the Department's recruitment and demographic data
- Learn more about the Department's internal misconduct and disciplinary process
- Understand the legal requirements of the Police Department to disclose incident records and their duty to inform the public of their procedures
- Request a public record

The Accountability & Transparency page data show that there were zero officer-involved shootings in 2021, and there were decreased numbers of both uses of force and misconduct investigations.

Learn more: www.vallejopd.net/public_information/accountability_transparency



CRIME VIEW MAPPING

In 2021, the Vallejo Police Department added a Crime View Mapping webpage to employ transparency and data-driven approaches to reducing crime and the fear of crime. The webpage utilizes ESRI data to provide a crime-mapping dashboard updated daily with relevant crime data and information.

Learn more: www.vallejopd.net/public_information/crime_data/crime_mapping



TRAINING PROGRAM AND PRIORITIES

In 2021, the Vallejo Police Department continued its commitment to taking actionable steps to promote effective crime reduction and build public trust. As part of the Vallejo Police Department's dedication to building trust with the community and applying safe and effective policing practices, the Vallejo Police Department created an initiative for standard training, fundamental tactics, and outsourcing for special training focus areas. The training areas included crisis intervention, fair and impartial policing, cultural diversity, and principled policing.

In March 2021, the Vallejo Police Department hosted its first-ever History of Policing Course to examine law enforcement's historical and contemporary issues. The one-day training explored several high-profile events in policing and the perception of law enforcement through the lens of marginalized communities. Overall, the training focused on helping officers develop cultural competency and better identify, articulate and respond to community challenges.

Learn more: www.vallejopd.net/your_vpd/vpd_training



AUTOMATED LICENSE PLATE READER TRANSPARENCY PAGE

In 2020 Vallejo began using Automated License Plate Reader (ALPR) technology. In 2021, VPD released a webpage to provide public transparency of ALPR statistics and the Department's policy on how to use ALPR. The policy helps denote how to use the technology to capture objective evidence without compromising individual privacy. VPD utilizes real-time alerting of hotlist vehicles to capture wanted criminals, as well as retroactive search to solve crimes after they've occurred.



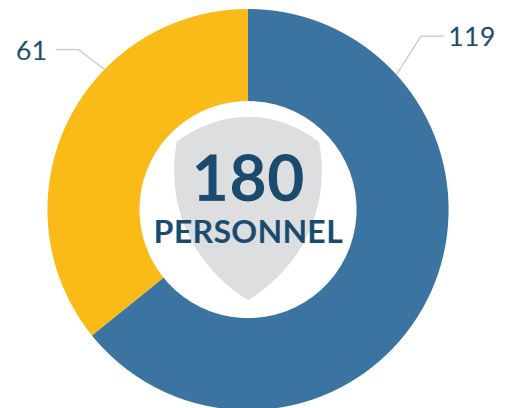
DEPARTMENT BUDGET AND RESOURCES



The following is the budget breakdown for the Vallejo Police Department (VPD) from January 1, 2021 to December 31, 2021. 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	
Salaries & Benefits	\$45,335,642
Administration	\$1,020,872
Support Services	\$270,250
Operations	\$584,000
Investigations	\$533,550
Code Enforcement & Community Services	\$130,500
Vehicle Replacement & Maintenance	\$1,626,517
General Liability Allocation	\$4,415,789
Total Budget	\$53,917,120

TOTAL NUMBER OF VPD PERSONNEL



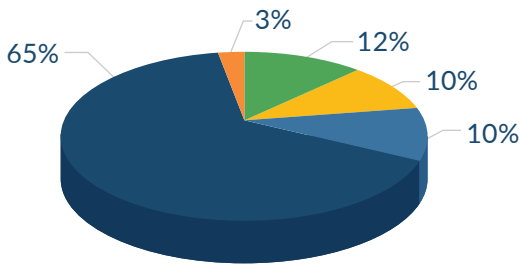
- Total number of civilian personnel
- Total number of sworn personnel

STAFFING AND RECRUITMENT



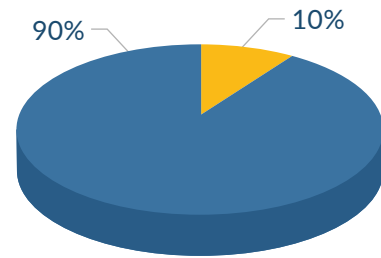
In 2021, the Vallejo Police Department continued its expanded recruitment efforts to actively promote diversity and inclusion with the goal of representing the diversity of the Vallejo community.

ETHNICITY OF SWORN OFFICERS



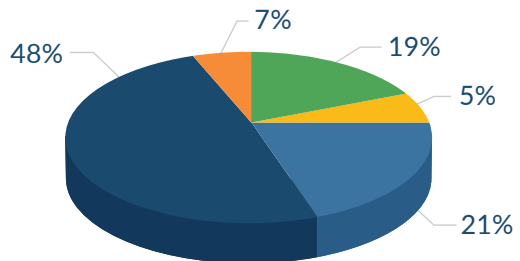
- White
- Hispanic
- African American
- Asian/Pacific Islander
- Two or more

GENDER OF SWORN OFFICERS



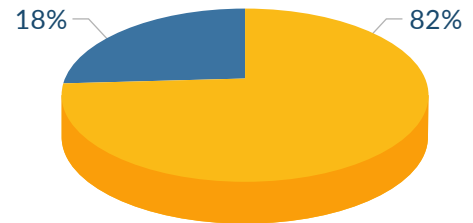
- Male
- Female

ETHNICITY OF NON-SWORN EMPLOYEES



- White
- Hispanic
- African American
- Asian/Pacific Islander
- Two or more

GENDER OF NON-SWORN EMPLOYEES



- Male
- Female



2021 STATISTICS



The following statistics are drawn from January 1 to December 31, 2021.

BY THE NUMBERS

- ↓ **33%** Use of Force Incidents
Lowest number in 8 years
- ↓ **40%** City Claims
Lowest number in 8 years
- ↓ **60%** Citizen Complaints
- ↓ **9%** Violent Crimes
- ↓ **6%** Shootings

"We can accomplish anything when we work together. The Vallejo Police Department Operations Bureau compiled these statistics from January to December 2021. Thanks to our community partnerships and commitment from VPD members, we are proud to announce major progress when it comes to use of force incidents, citizen complaints, and violent crimes. Let's continue this partnership, Vallejo, to create a community that we are all proud to call home."

- Chief of Police Shawny Williams



168,688 Calls Received
(911 and non-emergency)

57,914 Calls for Service



8,657 Crime Reports

1,560 Information Reports



555 Domestic Violence Cases



1,093 Felony Arrests

1,051 Misdemeanor Arrests



2,390 Traffic Stops

CRIME TYPE	2020	2021	CHANGE
Murder	28	20	-29%
Rape	132	123	-7%
Robbery	311	263	-15%
Aggravated Assault	748	747	>1%
Simple Assault	880	761	-13%
Burglary - Residential	324	308	-5%
Burglary - Commercial	451	401	-1%
Burglary - Auto	1,049	1,009	-44%
Larceny	1,180	1,531	30%
Stolen Vehicles	1,067	1,119	5%
Arson	70	58	-17%
Domestic Violence*	609	555	-9%
Violent Crimes Total	2,099	1,914	-9%
Property Crimes Total	4,141	4,426	7%
Overall Crime Total	6,240	6,340	-2%

*Domestic Violence cases are not counted in the total as they are represented in Aggravated Assault Total.



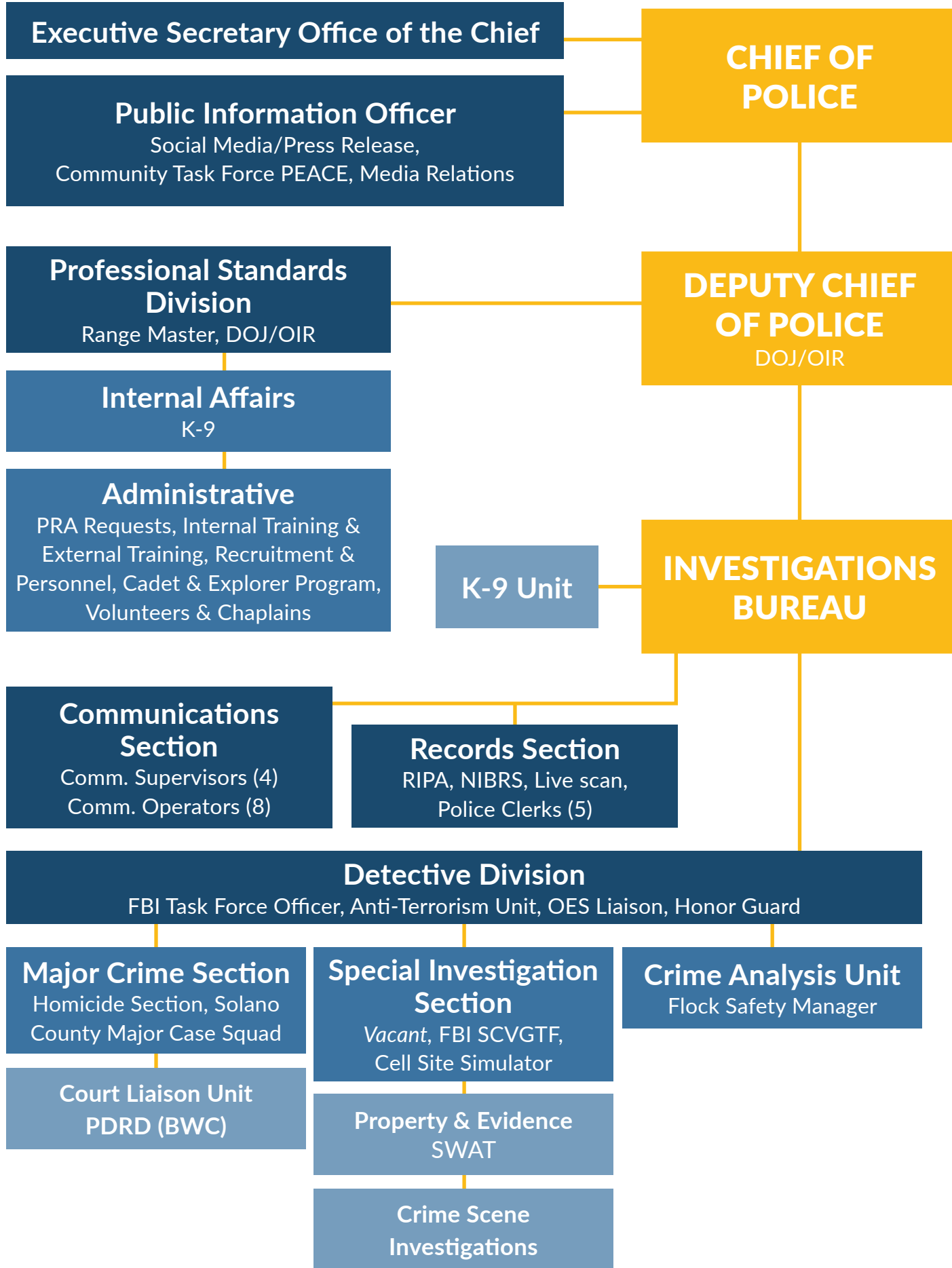
DEPARTMENT OVE



REVIEW BY DIVISION



ORGANIZATIONAL CHART



Financial Management Section Finance Manager

Police Budget, Grants, Staff Reports, Payroll,
Admin Analysts (2), Police Clerk (1)

Executive Secretary

Vacant

Operations Bureau

Patrol Division

4 Lieutenants and 9 Sergeants

Emergency Services Unit

SWAT Team, HNT,
Mobile Field Force, Tactical
Dispatch, Tech Team/UAV

Lieutenant Squad 2

CSS/Code, Traffic,
DOJ/ OIR

Sergeant

Squad 2, Police Assistants (3)

Sergeant

Neighborhood Watch, CORE, Neighborhood
Impact, Team (NIT), Police Assistant (1)

Sergeant

Traffic, Six Flags / Fleet, Police Assistant (1)

Lieutenant Squad 1 & 3

Staffing, Field Training
Program, Kaiser, RIPA

Sergeant

Squad 3, Bike Patrol, EVOC, Field Training Program

Sergeant

Field Training Program

Lieutenant Squad 4

PEACE Team, DOJ/
OIR, ARCON, County
Sideshow Team, Intranet

Sergeant

Squad 4

Sergeant

PEACE Team

Lieutenant Squad 5 & 6

Trauma-Informed &
Police One Training,
Health & Wellness

Sergeant

Squad 5, Police Assistants (2)

Sergeant

Squad 6, SWAT



The Office of the Chief is responsible for laying the foundation for effective public safety and service to our community. 2021 presented its own unique challenges as the COVID-19 pandemic upheaval gave way to a slow return to normalcy. It is important to take stock of our victories and let them inspire us to stay the course we are charting for a more transparent and trusted Vallejo PD that collaborates with our community.

2021 OFFICE OF THE CHIEF HIGHLIGHTS:

PROJECT HOPE

We continue to take a multi-pronged approach to public safety. Project HOPE (Harm-focused Outreach, Prevention and Engagement) is aimed at reducing, preventing, and suppressing violent crime and gun violence in Vallejo's hotspot neighborhoods. Vallejo PD became the recipient of \$1 million in grants that will go toward implementing Project HOPE. The VPD was also added to the White House Domestic Policy Council's Community Violence Intervention (CVI) Collaborative.



CARE CENTER

CARE. Center – The VPD Community Assistance Resource and Engagement (CARE Center), launched in May 2021 serves as the City of Vallejo's first-ever cross-collaborative advocacy and social services center for child and adult victims of abuse. The center will take a Multi-Disciplinary Team (MDT) approach to provide one-stop care and services, welcoming key advocacy and social services partners to provide integrated trauma-informed care.

TRANSPARENCY & ACCOUNTABILITY

Openness and accountability remain a high priority for Chief Williams' administration. To that end, we launched the Transparency and Accountability page on the Vallejo PD website that includes Use of Force data, policies, and easier access to public records. Vallejo PD also launched a Crime Mapping page with the goal of reducing crime through data-driven approaches.

TECHNOLOGY & INNOVATION

We continue to leverage innovative technologies to assist our public safety efforts. In 2021, the VPD acquired and installed 10 Flock Safety cameras and Mare Island acquired nearly a dozen privatized Flock Safety cameras. The VPD laid the foundation for the implementation of other innovative, crime-fighting technology to include a new digital radio system, cell-site simulators, in-car cameras, Coplink software and a partnership with Ring.

NEW DEPUTY CHIEF

In the Fall of 2021, we welcomed our new Deputy Chief of Police Jason Ta. DC Ta's 25-year law enforcement career includes working in Gang Prevention and Sexual Assaults Investigations. He also brings a passion for building and strengthening community relationships.



BUILDING TRUST & LEGITIMACY

Building trust with our community is essential to our success. Last year, the department held its first ever History of Policing Course to examine contemporary issues connected to critical narratives of public safety approaches. Chief Williams was honored to participate in a Know Your Rights: Mutual Respect event hosted by Greater Vallejo Chapter of Jack and Jill America, Inc. 18 community members joined the Chief's Advisory Board. With support from our community and the Department's commitment to reform, we are poised to continue making large strides in years to come.

2ND ANNUAL VIRTUAL COMMUNITY DAY

The Office of the Chief, in collaboration with the Operation PEACE Community Taskforce, hosted its 2nd Annual Virtual Community Day with focus on Human Trafficking Awareness & Prevention, sexual assault awareness and grief support for families who have lost their children to gun violence in the City of Vallejo. The virtual community discussion included a robust panel of community leaders, officers, social services providers, non-profit agencies, and impacted families.



PROFESSIONAL STANDARDS DIVISION



“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 PSD Administrative Sergeant is responsible for many tasks.

These include:

- Department training manager, to include all internal and external police training for all sworn and non-sworn members.
- Personnel, recruitment and hiring for all sworn and non-sworn positions.
- Program Coordinator for Police Cadets, Volunteers, Explorers, Reserve Officers, Chaplains, Citizen’s Academy and all public City events in need of Department personnel’s presence.
- Liaison for all police recruits currently attending a police academy.
- Pre-Academy orientation training.
- New Hire orientation training.
- Building and gym maintenance.
- Special projects as it relates to training and recruitment.

2021 FACTS:

The Professional Standards Division handled 740 PRA requests which reflected a 66% increase from 2020.

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



2021 FACTS:

- Three recruits successfully graduated from the Contra Costa County Police Academy
- Two former police cadets were hired and graduated from the Contra Costa County Police Academy
- An emphasis was placed on Crisis Intervention/ De-Escalation, Principled Policing, Cultural Diversity, and Fair and Impartial Policing training in 2021. Several premier Law Enforcement training professionals were identified and contacted to provide VPD personnel cutting edge training in 2021.

RECRUITMENT & PERSONNEL

In 2021, the Vallejo Police Department partnered with Legacy 1 Media to create an interactive web-based platform that offers a full spectrum of educational tools to assist the community with seeking an active career with the Vallejo Police Department. The platform is designed to elevate members to job opportunities and educate them for advancement. This will be done by creating strategic recruiting methods and developing a tech space for all. In addition to this, Vallejo Police Department recruiters attended several virtual and in person Job Fairs / Recruiting Events to actively recruit qualified personnel to join the Vallejo Police Department.

SWORN PERSONNEL HIRED	
Deputy Police Chief	1
Police Officers	7
Total	8

NON-SWORN PERSONNEL HIRED	
Police Officer Recruits	10
Police Cadets	3
Communications Operators	1
Executive Secretary	1
Extra Help	1
Police Chaplains	4
Total	20

Here is a breakdown of those hired by the Vallejo Police Department for the year 2021:

Out of the 7 Police Officers hired in 2021, 3 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).



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
-

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

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.





COMMUNICATIONS CENTER



The Communications Center is the primary answering point for all 9-1-1 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, 3 Communications Supervisors, 8 full-time Dispatchers, and 3 extra-help/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.

2021 FACTS:

- Answered 168,044 incoming telephone calls (both 911 and non-emergency).
- Entered 65,745 calls for service for Vallejo Police Department.
- Entered 17,060 calls for service for Vallejo Fire Department.



The Vallejo Police Department Records Section provides assistance to the citizens of Vallejo with Report Requests, Ticket Signoffs, Local Background Checks, and Vehicle Releases, general Police related information along with a variety of specialized administrative and technical duties. Often the first contact at the Police department, Records personnel strive to deliver professional, responsive, and courteous service with every citizen interaction.

With 2021 continuing the many fluctuations of the COVID-19 pandemic, Records held strong in maintaining the day-to-day operations for our section. Although at times our lobby was closed due to County restrictions, Records remained staffed and processed crime and traffic reports, background checks, report requests, vehicle releases, and answered phones all while continuing to adhere to our new normal of “mask wearing” and social distancing.

By year end of 2021, below are some totals of just a sampling of what the Records section processed. 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.

2021 RECORDS SECTION HIGHLIGHTS:

- 4725 COPLOGIC Reports processed from website with 2606 actual reports approved and entered in RIMS
- 1810 COPLOGIC Report Requests processed from website
- 2844 Towed/Stored/VETO/Evidence reports processed
- 724 Vehicle releases issued
- 630 Restraining orders processed
- 597 Front desk calls for service
- 237 Desk reports





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 followup investigations and confidential informant management. The Crime Reduction Team conducted the following:

- 148 surveillance operations,
- Seized 44 firearms,
- Made 52 arrests including 8 arrests for murder, and
- Wrote over 88 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.



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.





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.

2021 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 provides proactive community oriented-policing to the community of over 122,000 residents encompassing over 48 square miles. Patrol is vital to the department and is the largest, most visible division and is generally divided up into seven beats. Patrol officers spend much of their time during peak hours responding to calls for service. You can often find them 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.

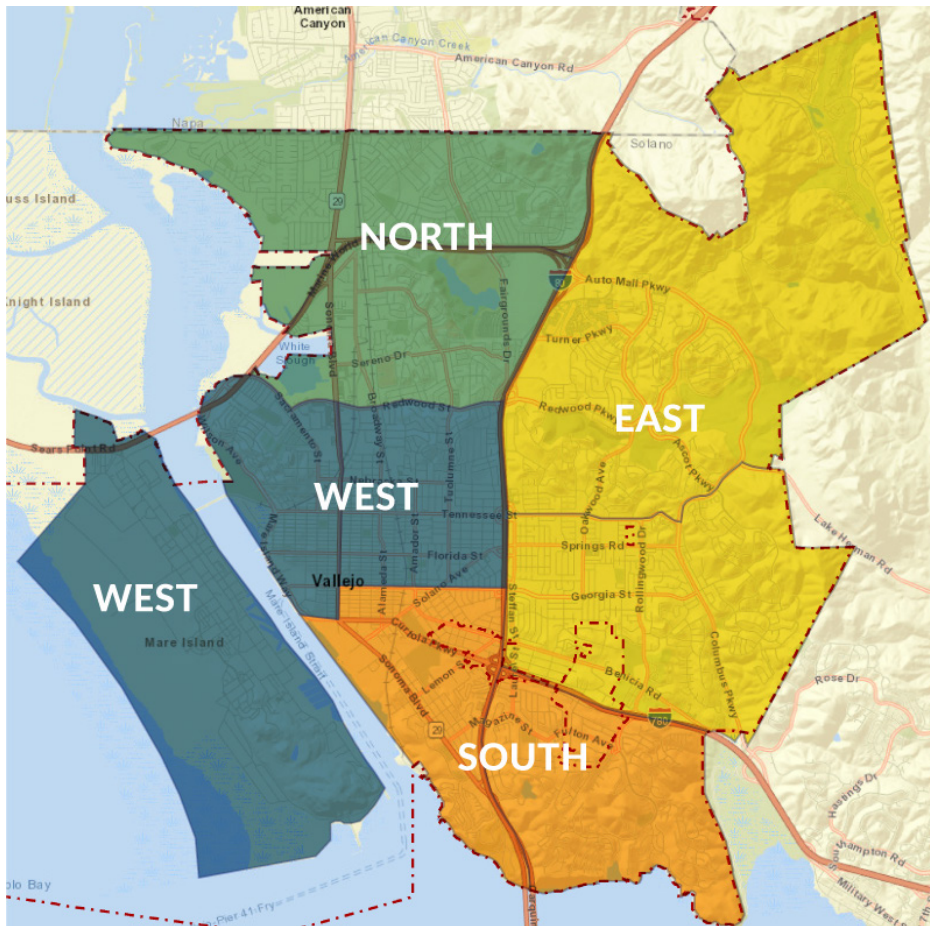
The patrol division is composed of over 44 uniformed officers and our K-9 units who are responsible for responding to emergency and non-emergency calls. Their primary focus is the protection of life and property.

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. 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.

For 2021, innovative technologies that assisted patrol officers included smart vision automatic license plate readers, body-worn cameras, and data-driven approaches using ESRI GIS mapping as well as the assistance of a dedicated crime analyst that often informed our deployments in a focused and balanced approach. Crime Prevention Through Environmental Design was also a focal point for 2021, with dedicated external training for Community Services Section staff and the formulation of a CPTED guide, and checklists for our community.

In late 2021, we began creating the implementation of relational policing that emphasizes building relationships and problem solving. It provides for ownership and better responsiveness to the community at the Lieutenant level. Our city was divided up into 4 'service areas' with a lieutenant assigned to each area with a focus on building relationships rather than mere partnerships, working in sincere collaboration and creating an atmosphere of transparency, respect, engagement, emotional capital, and trust.



EAST



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SOUTH



Lieutenant Bautista

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WEST



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In 2021, with the assistance of Capitol Advocacy Partners, we applied for and were awarded the Bureau of Justice Assistance at nearly 1 million dollars over 3 years. The Byrne Criminal Justice Innovation Program Grant - coined Project HOPE will utilize data-driven, community violence intervention strategies to reduce gun violence and violent crime in targeted hot spot neighborhoods.

Project HOPE is centered on youth and family services, The project establishes comprehensive, community-based, and equitable access to justice and services through place-based programming designed to prevent, interrupt, and mitigate violence. Wraparound evidenced-based, trauma-informed violence intervention services through place-based wraparound case management, family interventions, youth diversion, safe visitation and custody exchange, hospital-based intervention, neighborhood revitalization, and street and community outreach will repair relationships and reduce victimization will be implemented. Non-

enforcement activities and Koper Curve policing will also take place.

To combat the continual surge of illegal sex work and human trafficking in our downtown area, VPD partnered with the South Bay Coalition to End Human Trafficking to launch the Report John Program, a mobile and online reporting tool where citizens can report potential sex buyers.

As you are all aware, 2021, like 2020, was a challenging year. 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 having to adhere to the constant surges of the Covid-19 virus.

Despite the difficult circumstances of 2021, VPD's patrol officers maintained their staffing levels to provide police services at the highest possible level. In 2021, officers responded to almost 58,000 calls for service.



PEACE TEAM

The Vallejo Police Department PEACE Team for 2021 continued to conduct precise data-driven policing patrolling hotspots based on gun crime data provided by our crime analyst. PEACE is an acronym for Predictive Enforcement and Community Engagement.

For 2021 our Sergeant and one officer conducted the following impressive activity - of note:



85 guns recovered



156 felony arrests

OPERATION	DEC 2021	YTD STATS
Felony Arrests	2	158
Misdemeanor Arrests	2	31
Firearm Recoveries	4	85
Stolen Vehicles Recovered	0	20
Enforcement Stops	4	1,058
30 Day Impounds	0	36



CODE ENFORCEMENT

Code Enforcement continued to be engaged with the community in 2021 by targeting blight in our neighborhoods. Trash and debris has been identified by Vallejo Residents as one of the top concerns for the city. Code staff has collaborated with Recology and residents within our neighborhoods conducting targeted neighborhood clean-ups. During those neighborhood clean-ups Recology collected 108 tons of trash and debris for disposal. The collection efforts included 170 tires, 88 appliances, 55 televisions, 185 items of e-waste, and 30 mattresses. The Code team looks forward to conducting additional neighborhood clean-ups in 2022.

In addition to the targeted neighborhood clean-ups staff members generated 2,253 code enforcement investigations with the majority of the violations citing debris removal from private property. Code Enforcement's goals included working with the public to obtain voluntary compliance for the warning notices issued to residents and businesses.



TRAFFIC SECTION

In 2021, the Police Department continued to be data-driven, focusing its efforts on traffic related education, engagement and enforcement with a DDACTS (Data-Driven Approach to Crime and Traffic Safety). The Vallejo Police Department's Traffic Section currently consists of a Sergeant, one Officer, one Professional Staff Member, and one-part time Professional Staff Member. The main focus of the Traffic Section 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 Section is responsible for reviewing and investigating all traffic collisions from non-injury to fatal collisions. The unit addresses the majority of parking complaints on public property and abandoned vehicles reported throughout the city.

In 2021, the Vallejo Police Department investigated 881 traffic collisions to include 10 fatal collisions, inspected 2,733 abandoned vehicles, and towed 1,307 vehicles from the public streets.

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

ORDINANCES ADDRESSING SIDESHOWS

In 2021, the Vallejo Police Department worked with City leadership to establish ordinances combating and deterring sideshows (gatherings of cars exhibiting reckless driving or excessive speed).

Vallejo's City Council approved two ordinances regarding sideshows – one prohibiting drivers from participating in sideshows and another prohibiting spectators. Individuals in violation of these ordinances can be issued citations.

Through the establishment of these ordinances, the City and the Police Department are working to improve the quality of life in Vallejo and also save lives.

We also authored an ordinance prohibiting the possession of unserialized firearms in the City of Vallejo.



COMMUNITY SERVICES SECTION

The Community Services Section (CSS) is continuing to work together with community groups, and faith-based organizations to connect with our residents. Mental health services were on the forefront of the efforts in 2021.

Working with Solano County’s H.O.P.E. team to locate and bring services to the unsheltered in Vallejo.

CSS has relied on collaborative efforts with its partners such as the Neighborhood Law attorney to address nuisance properties. Participation in the C.O.R.E. team to address some issues related to the unsheltered in the city. CSS was tasked to supervise the new “Report John” program to target sex trafficking in Vallejo. The Department continued to build relationships with our residents through the neighborhood watch program.



KAISER DETAIL

A VPD officer serves as the Kaiser security officer and is responsible for the safety and security of all medical personnel, Kaiser members and Kaiser hospital facility. Normal duties for our officers consist of conducting foot patrol throughout the hospital, covering over 1.2 million square feet and monitoring between five to 15 psychotic patients that are on hold in the E.R. For 2021, the Kaiser security officer helped spearhead the implementation of several Flock Safety cameras through Flock Safety’s innovative public/private partnerships.

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 vaccinations site, resulting in zero incidents.

K-9 UNIT



Since its formation, 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 over 320 hours of initial training prior to working patrol and 220 hours of yearly training thereafter. K-9 units must pass strict annual POST (Peace Officer Standards and Training) certification standards and 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 the law enforcement work force.

In 2021, the Vallejo Police Department K9 unit conducted over a combined 2700 hours of training, 80 narcotics searches, yielding over one pound of narcotics seized. The unit also conducted over 60 building and area searches, seized \$80,000 in U.S. Currency and 10 searches for evidence resulting in 3 firearms located. They also apprehended 85 individuals suspected of committing violent crimes. Our K-9 teams attend numerous civilian functions, perform K-9 demonstrations and engage in a series of public education programs each year.

We also saw the separation of several well-respected canine handlers from the unit. With the departures of many amazing handlers, we also gained four new handlers to our program. Welcome to the team Officer Robert DeMarco and K9 Leroy, Officer Bryan Glick and K9 Morty, Officer Zack McKenna and K9 Otis, and Officer Rosendo Mesa and K9 Loki. K9 Loki was in a brief 4-month retirement until he was called back to full duty to serve the Vallejo Police Department.



We recognize the officers who have moved on from our K9 Unit in 2021. Officer Matt Samida and K9 Leroy served the Vallejo Police Department from 2018-2021, Officer Joey Coelho and K9 Otis served the Vallejo Police Department from 2017-2021, Officer Hector Campos and K9 Bruno served the Vallejo Police Department from 2016-2021 and Sgt. Brown and K9 Loki served the Vallejo Police Department from 2015-2021. Thank you all for your dedication to the K9 Unit.



EMERGENCY SERVICES UNIT



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 2021, the Vallejo SWAT Team was deployed approximately 8 times.

MOBILE FIELD FORCE

The current Vallejo MAMFF is a 32-officer team that is part of the Solano County MAMFF consisting of nine agencies and over 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, patrol hostile areas, respond to calls and requests for multiple officers, provide security for field personnel in hostile areas, and conduct high profile patrol operations or any mission requiring special deployment of personnel.

HOSTAGE NEGOTIATION TEAM

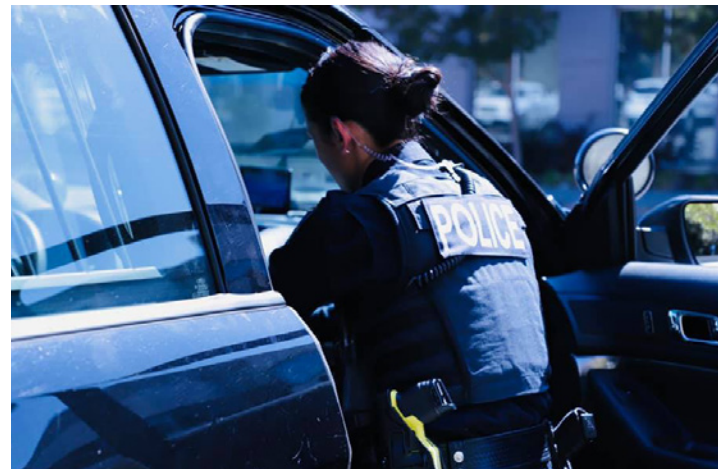
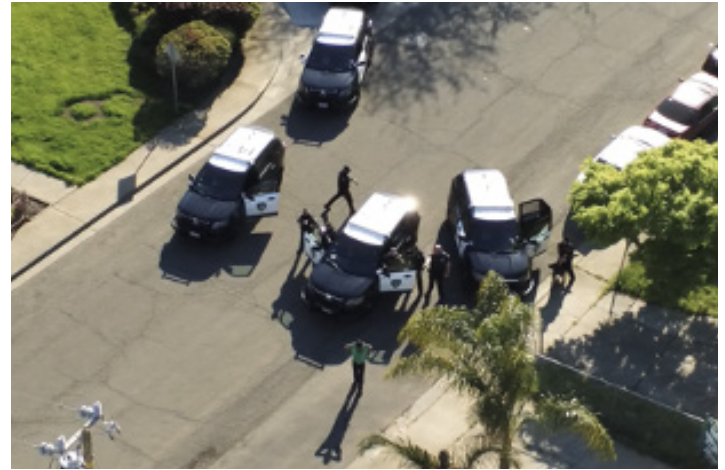
The Hostage Negotiation Team serves as an instrumental resource for our organization to facilitate a peaceful resolution to incidents involving hostage situations, barricaded suspects, and crisis/suicide intervention before the situation necessitates a tactical response. Our team is comprised of a Commander,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

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 will be 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.

2021 TEAM ACCOMPLISHMENTS:

- Responded to the 3 full ESU callouts with 2 active team members
- Still working to add a Tac Dispatch vehicle to keep everything they need ready to go





2021 FACTS:

- 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 frontline 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.
- During periods of civil unrest, drone operators were able to provide over watch, which assisted in keeping peaceful protesters and our officers safe.
- Assisted with the search of missing person, by conducting large scale aerial searches.
- Assisted with illegal side show activity, by providing responding units with information and identifying vehicles participating in the event.



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.



A LOOK INTO THE FUTURE

As we look ahead to 2022 and beyond, the Vallejo Police Department reflects on this past year's defining moments, reminding us of the implicit duty to remain dedicated, decisive, and determined to put the health and welfare of every resident and visitor of Vallejo first.

The Vallejo Police Department will continue to take a holistic approach to community safety through rebuilding and restoring police services. From leveraging new data and technology to creating community-based resources like the Care Center, the Vallejo Police Department will continue to address crime and play our role in solving systemic issues.

As we continue to evolve and improve, we will utilize crucial partnerships with the State, County, and external organizations to provide services to enhance our community's quality of life and wellbeing, including spending time to reconnect and listen to our community's needs.

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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