



# UKIAH POLICE DEPARTMENT

2018 ANNUAL REPORT



*Safety, Professionalism, Community Service*

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# Message from the Chief



I am pleased to present the Ukiah Police Department's Annual Report for 2018. We are a professional organization with well-trained officers and staff, and we are committed to providing public safety to the residents and visitors of Ukiah.

The Department uses 5 goal areas to identify objectives and measure success. The information contained within this report depicts our progress and accomplishments within these goal areas for 2018, some of the challenges we face, and our plans for tomorrow.

This was a year of transition and change for the Ukiah Police Department. After serving for a short time as interim Police Chief following the retirement of long-time Chief Dewey, I am proud to have been chosen and sworn in as Chief of Police in August. This succession created an evolvement of leadership in command and supervision with a series of subsequent promotions accompanied by several new hires for the Department. Unfortunately, more officers departed the organization than were brought on this year, and we continue to operate at staffing levels below those of over 25 years ago while handling a disproportionate and increasing workload.



Despite these staffing challenges the Department strives to reduce crime and improve quality of life while using and expanding our partnerships to address community issues collaboratively. We appreciate the support we receive from the community and as always, will continue to provide police services while practicing our values of Safety, Professionalism, and Community Service.

This report was a team effort, and not only represents the work and accomplishments of everybody in the department, but was created and produced in-house and many contributed to the content located within.

I'm very proud of the work we all do on a daily basis and the effort that was put into creating this document. I hope you find it informative, and that it provides some insight to the department and who we are as well as what we do. To me this report and the work put forth to produce it represents the professional organization that is the Ukiah Police Department; we work hard to support one another so that we can work safely together to provide service to the community that supports us.

A handwritten signature in cursive script that reads "Justin Wyatt".

*Justin Wyatt*  
Chief of Police



# Our Mission



The officers, dispatchers and employees of the Ukiah Police Department are committed to work in partnership with the community to promote public safety and crime prevention through education and law enforcement. As part of our commitment, we have adopted three organizational values; the principles upon which we base our policing:

**Safety:** We value human life and strive to enable our citizens to be safer and less likely victimized by crime.

**Professionalism:** We value dedicated highly trained personnel, with a commitment to the standards of the law enforcement profession.

**Community Service:** We value the privilege to provide effective, efficient and equitable service. We respect the members of our community, the importance of a combined crime prevention alliance and the opportunity to provide a united policing effort.

The Ukiah Police Department has some of the most respected and valued individuals in law enforcement. We are also surrounded by supportive organizations and people: community partners, civilian employees, volunteers and everyday citizens who are willing to come forward when called upon.

The men and women of the Ukiah Police Department thank you for your support. Together we make Ukiah a better community in which to live, work and visit.





# Department Goals



## Reduce Crime and the Fear of Crime

- Continuous Hiring
- Regional Partnerships for Gangs (MAGSU), Task Force, and SWAT
- Truancy Enforcement
- Traffic Enforcement



## Improve the Quality of Life in our Neighborhoods

- Gathered over 2,000 Shopping Carts (And continue related enforcement)
- Crime Prevention Through Environmental Design
- Enforcement on Outdoor Marijuana Grows
- Homeless Clean-ups

## Enhance Community and Police Partnerships

- Community Board Representation
- Continuum of Care
- Participation at Community Events such as Parking Day, Career Fairs, Parades, and Pumpkinfest.



UPD Staff spent approximately 1725 hours at trainings in 2018!

## Develop Personnel

- Succession Planning and Core Training
- Peer Support
- 8 Employees are recognized for speaking a second language

## Continued Accountability

- **3** Citizen Complaints / **0** of them were sustained
- Monitoring Response Times
- Updated Car and Body Cameras



UPD Officers responded to approximately **950** Priority One Calls and arrived on scene in about **4 ½ minutes!**



# Our Department



Chief Of Police  
Justin Wyatt

Captain  
Sean Kaeser

Dispatch & Records  
Supervisor  
Tracey Porter

Operation Lieutenant  
Cedric Crook

Administrative Lieutenant  
Dave McQueary

Dispatch Services  
-City of Ukiah  
-City of Fort Bragg

Patrol Services

Detective Bureau

Front Office and  
Records  
Management

Animal Control  
Services

Special Enforcement  
Team

Crime Analyst

Community Service  
Officer Patrol

Crime Prevention

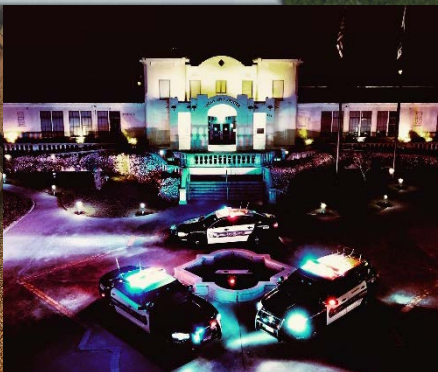
Major Crimes  
Task Force

Administrative  
Assistant

School Resource  
Officers

Parking Enforcement

Evidence & Property





# Department Divisions



The Ukiah Police Department is organized into **three divisions** which are overseen by the Police Captain who is second-in command. The **Operations** and **Administrative Divisions** are commanded by Lieutenants, and the **Communications and Records Division** is supervised by a civilian manager.

The Department's **Captain** is accountable for communicating and implementing the vision of the department to ensure an effective, efficient, and professional organization. The Captain is responsible for overseeing all divisions within the department, and the management of all personnel records to include internal investigations and professional standards matters. The Captain submits and tracks data to ensure compliance with mandated reporting requirements such as major use of force incidents and citizen complaints. The Captain participates and assists staff in solving complex police and personnel problems, coordinates activities with other City departments, civic and community entities, and other law enforcement agencies.



Captain Sean Kaeser

The Captain regularly attends the Continuum of Care board meetings to ensure that the Police Department remains engaged in building our relationships with community and county agencies and various supportive service providers. And it is through these types of networking and collaborative efforts the Ukiah Police Department continues working with the Ukiah Unified School District in establishing a new Gang Resistance program called GREAT, deployed officers with UAH's Street Medicine Program, and has begun working with the County's Whole Person Care program to establish processes for referring potential new clients to their appropriate programs. We continue to build relationships with community stakeholders having board representation with the RCS Homeless Services Community Center, Ford Street Project, Mendocino County Youth Project, and Boys and Girls Club.

The Police Department believes these community engagements and partnerships is key in reducing crime in our neighborhoods and addressing community concerns. Throughout this year the Police Department responded to nearly 25,000 calls for service while struggling with a staffing crisis, and yet only received three citizens' complaints all of which were determined to be unfounded after being fully investigated. This is a testament to the professionalism and commitment your police officers bring to our community.

## Meet Captain Sean Kaeser

Captain Sean Kaeser started his career with the Ukiah Police Department as an unpaid reserve officer. After being hired as a sworn Police Officer for the City of Ukiah, Sean has served the department and the community in a variety of assignments throughout his career, including Patrol, K-9, Field Training Officer, Major Crimes Task Force, Patrol Sergeant, Administrative Sergeant, and Lieutenant.



# Divisions-Operations



The **Operations Lieutenant** supervises and manages the Patrol Division including the Community Services Officers and Field Training Program. A significant portion of the Operations Lieutenant's responsibility is managing the deployment of patrol resources and personnel. This is accomplished primarily through the scheduling of staff to provide adequate coverage consistent with call volume and workload and coinciding with the availability of the limited resources, to ensure service is provided first safely, and efficiently and effectively.

The Patrol Division is the most visible division within the Department, and typically the first point of contact between law enforcement and the community.

The Patrol Division is responsible for providing law enforcement and crime prevention services to Ukiah's residents and visitors, which is accomplished by providing uniformed police response to emergency and non-emergency calls for service. These law enforcement services include but are not limited to serving criminal warrants, making arrests, issuing citations, taking reports, conducting criminal investigations, providing extra security and traffic control patrol for special events, vacation home checks, extra patrol requests, traffic enforcement and collision reports, and assisting other law enforcement agencies when needed.

The Patrol Division is divided into shifts that provide coverage to the entire City of Ukiah 24 hours per day, 365 days per year. The Patrol Division works 12 hour shifts and is the backbone of the Ukiah Police Department. A typical shift will comprise a patrol sergeant and include two to three officers.

The Patrol Division's Community Service Officers handle numerous calls for service each day, which diverts workload from patrol officers increasing their availability for priority calls for service. CSO's are typically responsible for handling non-hazardous situations such as traffic collisions, lost and found property, abandoned vehicle complaints, animal control calls, theft related calls when a suspect is unknown, and a variety of other service requests. The Department's CSO's often participate as well as organize our deployment in supporting a variety of organized events that occur throughout the year in the City of Ukiah.



## Meet Lieutenant Cedric Crook

Lieutenant Cedric Crook is a 21 year veteran of the Ukiah Police Department and has worked a variety of assignments to include: Patrol, Field Training Officer, SWAT Team, K9 Handler, assigned to the Mendocino Major Crimes Task Force, Patrol Sergeant, Detective Sergeant, and Operations Lieutenant.

# *Divisions-Administrative*



The **Administrative Lieutenant** is directly responsible for recruitment and hiring, and coordinates with the City of Ukiah's Human Resources Department in processing all police department employees. The Department maintains a high standard when recruiting qualified police officer candidates in an ever increasing competitive market. The pre-employment processes for the police department is extensive and includes testing and interviews, polygraph examinations, background investigations, medical examinations, psychological examinations until the final Chief's interview, all of which can take approximately 8 to 12 months from application submission to trained Police Officer.

Police departments nationwide are experiencing recruitment challenges; this has been particularly true in the City of Ukiah. The high cost of living and a competitive job market contribute to the current hiring difficulties and officer shortages. The Department engages in an aggressive recruitment strategy to fill vacant positions.



The Administrative Lieutenant is also responsible for training and coordinates and implements the Police Department's training program for all sworn and non-sworn staff. This includes identifying training needs and opportunities, scheduling training activities and functions, ensuring compliance with all applicable laws and regulations as well as department policies and procedures, while maintaining records related to the program.

The Administrative Lieutenant oversees the department's specialized services and programs, to include; Detective Bureau, Special Enforcement Team (SET), School Resource Officer (SRO) Program, Parking, Crime Prevention, Evidence and Property, Peer Support, and Volunteer and Chaplain Services.

## **Meet Lieutenant Dave McQueary**

Lieutenant David McQueary is a 26-year veteran of the Ukiah Police Department. Lieutenant McQueary began his career as an unpaid volunteer reserve for this agency, and has worked a variety of assignments to include: Patrol, Field Training Officer, Detective, SWAT, Major Crimes Task Force, Patrol Sergeant, Detective Sergeant, and Administrative Lieutenant.

# *Divisions- Communications and Records*



The **Communications and Records Division** supervisor is responsible for managing and overseeing two separate but very important functions within the department.

## **Communications Center:**

Ukiah Police Department's Communications Center consists of eight full time Dispatchers. The Communications/Records Supervisor oversees this division, ensures staffing requirements are met and critical equipment is properly maintained.

Dispatchers quickly assess incoming calls and dispatch the appropriate patrol units through the police radios. The dispatchers type the caller's information into the Computer Aided Dispatch System and use several different computer software applications simultaneously. Additionally, the dispatchers receive and respond to inquiries from police officers via radio.

Dispatchers work closely with the other law enforcement agencies and fire departments within Mendocino County transferring calls and requesting assistance when necessary. The Ukiah Police dispatchers are also responsible for monitoring on premise security cameras, all point bulletins (APB's) sent by other law enforcement agencies and are assigned other administrative tasks in addition to their essential job duties.

The Communications Center's phone system was upgraded in February 2018. In addition, we are looking at deploying Text to 9-1-1 in the near future. Our dedicated and highly skilled staff work very hard to provide the best service possible to the residents and visitors within the City of Ukiah and the City of Fort Bragg.



Dispatch & Records  
Supervisor  
Tracey Porter

## **Meet Supervisor Tracey Porter**

Tracey Porter was hired as a Dispatcher by the Ukiah Police Department in 1994. Tracey worked for Ukiah PD for three years at which time she accepted a position as a Public Safety Dispatcher II for the City of Napa. Tracey worked for the Napa Police Department for seven years.



# *Divisions- Communications and Records*



## **Records Department:**

The Ukiah Police Department business office is located in the main building of the Police Department at 300 Seminary Avenue. The office consists of two full time Police Records Clerks, a Crime Analyst (who also helps in the Dispatch Center) and a part-time Administrative Assistant.

The Police Record Clerks greet the public face to face and answer incoming phone calls during business hours. These dedicated staff members handle request for copies of reports, public records request for information and accept subpoenas on behalf of the department.

Records Clerks data enter reports, citations, towed vehicles and other information into the Records Management Software (RMS) system. These employees also handle several other administrative tasks assigned to them by the department's supervisors. The Police Department is looking at upgrading the RMS in the next year to comply with crime reporting changes to the Department of Justice and the FBI.

The Crime Analyst handles the majority of the Ukiah Police Department statistical reports. This includes weekly, monthly and annual reports for the Chief of Police and other staff within the Police Department. The Crime Analyst analyzes patterns and trends in crime. Information on patterns can help law enforcement in deploying resources in a more effective manner and assist detectives in identifying and apprehending suspects. The Crime Analysts is also cross-trained in Dispatch and fills for the other dispatchers in during lunch breaks, vacations and other absences.

The Administrative Assistant handles the financial and administrative duties within the Police Department. This employee works closely with the Chief of Police and other department supervisors. One of the main functions of this position is to assist the Chief in budget preparation for the Police Departments 10 million-dollar budget each year. The Administrative Assistant is also cross-trained to be a call taker in the Dispatch Center.



## **Meet Supervisor Tracey Porter**

In 2004 Tracey decided to move back home to be closer to family and has been back with the Ukiah Police Department since. In 2011 Tracey Porter promoted to Ukiah Police Department's Police Records and Dispatcher Supervisor.

# Staffing- Sworn



Chief of Police

Captain

Administrative Lt.

Detectives

SET

School  
Resource  
Officers

Task  
Force

Parking

Evidence

Crime  
Prevention

Volunteers

Sergeant

Sergeant

Officer

Officer

CSO

CSO

CSO

Civilian

Officer

Vacant  
Officer

Officer

Vacant  
Civilian

Officer

Vacant  
Officer

Vacant  
Officer

Vacant  
Officer

Ukiah Police Department currently  
has 1 Officer in training and 3 new  
hires attending the Police  
Academy!

Operations Lt.

Day Shift 1

Night Shift 1

Cover Shift 1

Day Shift 2

Night Shift 2

Cover Shift 2

Sergeant

Sergeant

Vacant  
Officer

Sergeant

Sergeant

Vacant  
Officer

Officer

Officer

Officer

Officer

Officer

Officer

Officer

Officer

CSO

Officer

CSO

Vacant  
Officer

Vacant  
Officer

Vacant  
Officer

Vacant  
Officer

Ukiah Police Department is authorized 34 police officers but remains understaffed ending the year with only 25 officers!

To Apply, visit [www.ukiahpolice.com](http://www.ukiahpolice.com)



# Staffing- Civilian





# Patrol Division

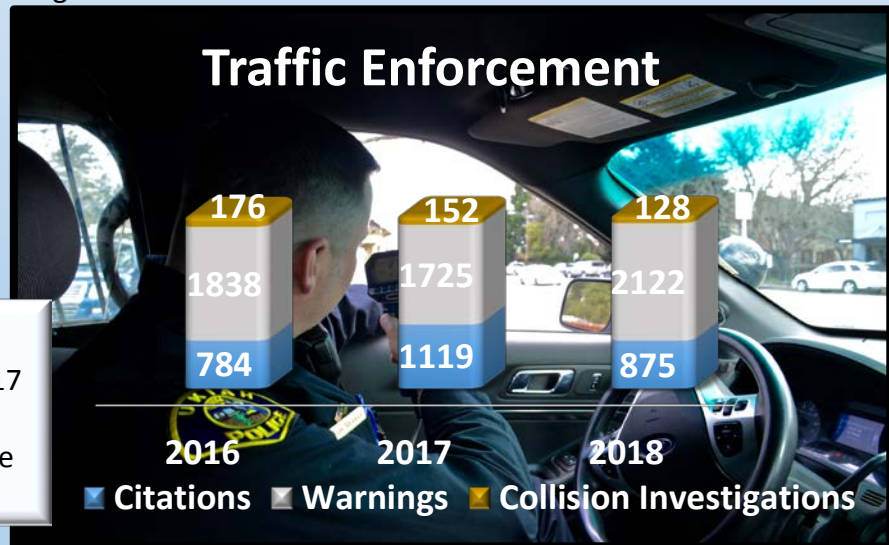


The typical work day for a patrol officer is anything but typical, and these officers handle very diverse situations and perform a wide variety of functions. A shift may start with a call of illegal campers or trespassing, followed by a shoplifter or a traffic accident, then to a report of a home or business that was burglarized overnight, to an in-progress domestic violence call with injuries, to a barking dog or neighborhood dispute, to a missing person, to a car-stop resulting in the arrest of multiple occupants for various drug and weapons charges.

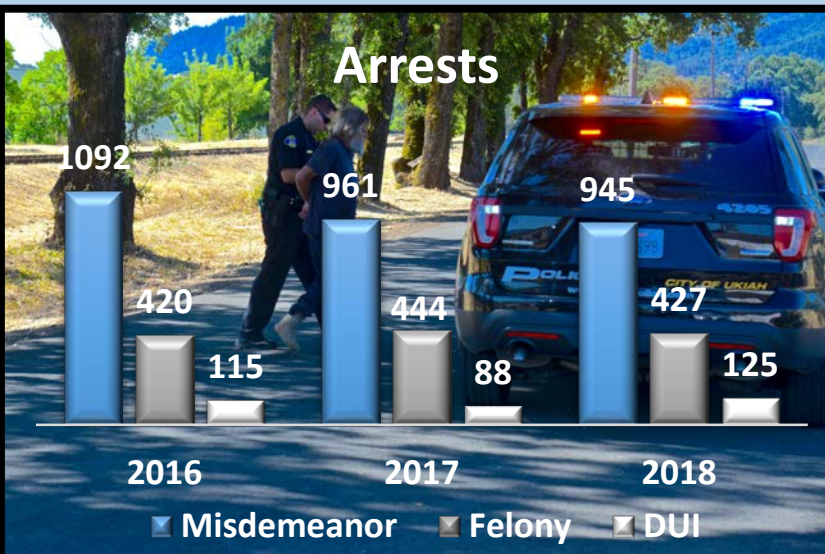
## INTERESTING FACT!

DUI Arrests are UP 42% from 2017  
And  
Traffic Collision Investigations are  
DOWN 16%!

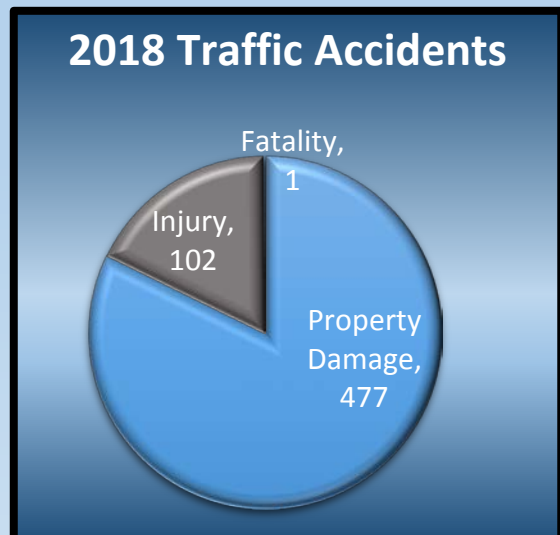
## Traffic Enforcement



## Arrests



## 2018 Traffic Accidents



# Patrol Division

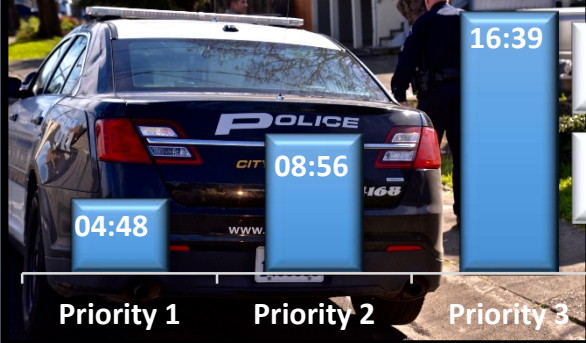


Our officers will work to perform traffic enforcement between responding to calls, spend sometimes much of their day following up on active investigations and writing a variety of reports and processing evidence, appearing in court to provide testimony, and providing presentations at schools or special events.

Many times our officers are conducting these tasks while also training new officers to perform the same duties. This requires the officers to spend time not only explaining these processes, but to evaluate and document the trainee's progress daily.

\*Response Times are shown in MM:SS

## Average Response Times



**Priority 1:** Immediate  
Danger to Life or Property

**Priority 2:** Urgent, Non  
life threatening

**Priority 3:** Non Urgent,  
Not in Progress



## DID YOU KNOW?

Ukiah Police Officers handle approximately 73 Calls for service per day!

## 2018 Top 10 Ukiah Police Call Types

Patrol Officers	
Transient	2671
Suspicious Person/Vehicle/Circumstance	2316
Alarms	1041
Disturbances	782
Fights	715
Welfare Check	478
Shoplifter	396
Civil Matters	328
Juvenile Problems	301
Domestic Violence	235

Community Service Officers	
Animal	940
Traffic Accidents	580
Theft	525
Parking/AVA Complaints	407
Found Property	356
Vandalism	303
Registrants	256
Fraud	155
Stolen Vehicle	118
Burglary	108



# Detective Bureau



The Detective Bureau has 5 designated positions, but is currently comprised of only two full time Detectives and supervised by a Detective Sergeant. One of the two School Resource Officers is supervised out of this bureau, and is often relied upon for support as needed, more often in the summer months. The Detective Bureau is responsible for conducting initial and follow up investigations on complex crimes that fall outside the scope of normal patrol duties. These may include Homicide, Robbery, Sex Crimes, Crimes against Children, Financial Crimes, and Burglaries, often making arrests as a result of these investigations. The Detective Bureau prepares and submits cases to be reviewed and prosecuted by the District Attorney's Office, works closely with neighboring law enforcement and social service agencies, provides testimony and presents evidence in court, and assists the D.A.'s office in prosecuting those that victimize our community.

## FBI Index Crime Categories

	2016	2017	2018
<b>Violent Crime</b>			
<b>Homicide</b>	0	0	1
<b>Rape</b>	15	14	15
<b>Robbery</b>	29	20	11
<b>Assault</b>	294	276	233
<b>Violent Crime Totals</b>	338	310	260
<b>Property Crime</b>			
<b>Burglary</b>	107	59	77
<b>Theft</b>	284	234	148
<b>Vehicle Theft</b>	40	42	59
<b>Arson</b>	0	11	27
<b>Property Crime Totals</b>	431	346	311
<b>Total FBI Index Crimes</b>	769	656	571

## Index Crimes Clearance Rates

	2016	2017	2018
<b>Violent Crimes</b>			
<b>Committed</b>	338	310	260
<b>Cleared</b>	77%	77%	87%
<b>State Average</b>	45%	49%	Not Available
<b>Property Crimes</b>			
<b>Committed</b>	433	346	311
<b>Cleared</b>	41%	53%	51%
<b>State Average</b>	12%	10%	Not Available

## DID YOU KNOW?

In 2018 the Detective Bureau was assigned approximately **253** cases and has closed about **88%** of them so far!



## INTERESTING!

Approximately 70% of the cases UPD submits to the District Attorneys Office get prosecuted!





# Special Enforcement Team



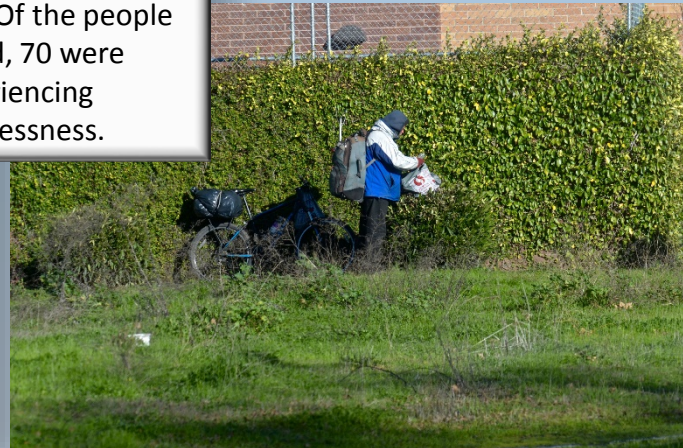
The Special Enforcement Team was formed in 2015 with a supervisor and one officer. An additional officer position was designated in the team in 2018, although due to staffing challenges is currently comprised of only a sergeant. SET was designed to be a flexible unit with a variety of duties including supporting detectives and the patrol division, and collaborating with allied agencies including the Mendocino Major Crimes Task Force and other specialized units. SET works closely with city personnel to address code violations in the City of Ukiah, most specifically unsightly residential and business locations where trash and abandoned vehicle issues are present. Additionally, SET is responsible for the eradication of marijuana related activities determined to be unlawful, and has had a significant impact upon illegal outdoor growing in recent years following the inception of this unit. Most recently SET has taken on the responsibility of homeless outreach and working with the homeless population in Ukiah. SET responds to many of the overwhelming number of calls related to homelessness helping to relieve the patrol division of those calls, many of which are not typically resolved through enforcement alone, or are not police matters.



## DID YOU KNOW?

In 2018 the Special Enforcement Team made 85 arrests! Of the people arrested, 70 were experiencing homelessness.

169 Case Numbers  
535 Transient Contacts  
43 Homeless Cites  
23 Smoking Cites  
8 Shopping Cart Cites  
8 Fish & Game Code Cites  
54 Encampment Complaints  
216 Marijuana Plants Seized  
2 Butane Honey Oils Labs  
2 Outings with Street Medicine





# School Resource Officer



## FUN FACT!

Jack joined our Department in November 2018! Jack is a two year old English Springer that is trained in drug and firearm detection!

School Resource Officers maintain a close partnership with school administrators in order to provide for a safe school environment. They partner with school officials and provide safety by being present during school searches, which may involve weapons or controlled dangerous substances. Our SRO's are visible within the school community and often attend and participate in school functions. They build working relationships with the school's staff as well as with student and parent groups. SRO's assist in conflict resolution efforts and initiate interaction with students in the classroom and general areas of school buildings, all while being a positive role model.

In partnership with the Ukiah Unified School District, the Ukiah Police Department deploys two School Resource Officers. The SRO assigned to the Ukiah High School is partnered with a K9 capable of detecting not only drugs, but firearms as well which was new in 2018. Our SRO assigned to truancy oversees attendance for 6 elementary schools, 2 middle schools, and both high schools within the Ukiah Unified School District. Both SRO's provide police services to local school grounds and areas adjacent to schools.



School Resource Officers responded to **411** truancy related incidents, completed **65** drug searches, and were assigned **247** cases!

# Crime Prevention & Community Outreach



The Community Services Officer assigned to crime prevention works to comprise strategies and measures that seek to prevent or reduce crime, and the potential harmful effects on individuals and the community. This officer administers the Department's Business Watch Program, and works with the public and business community on issues such as the impacts of homelessness, parking lot signage, private property towing procedures, and commercial alarm activations. This officer helps coordinate many of the community events, including responsibility for traffic control operations during many of the parades occurring throughout the year in the city.



## DID YOU KNOW?

Our Crime Prevention CSO conducted **843** site visits! CSO Sawyer also helped coordinate **14** events in our community!



## FUN FACT!

Our Crime Prevention CSO assists crossing guards at our schools nearly everyday! She also makes weekly visits to the Boys & Girls Club!

## Meet CSO Nancy Sawyer!

This year CSO Sawyer was Awarded with the UPD Community Service Award and recognized for her hard work and dedication to our community!



The Department's crime prevention officer has received certification in Crime Prevention Through Environmental Design (CPTED), and works closely with planning officials on proposed and existing commercial developments in the city. These concepts and methods are typically integrated into the project's design to prevent or reduce the potential for criminal activity related to the business. This officer has recently incorporated CPTED methods into evaluating proposed cannabis related businesses to ensure submitted security plans are in compliance with local ordinances.



# Communications and Records

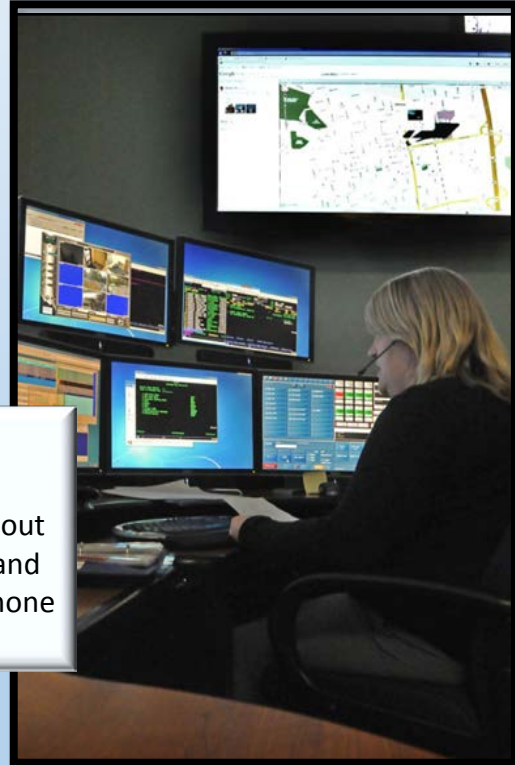


Our Communications Center handles 9-1-1 and non-emergency calls for the City of Ukiah and City of Fort Bragg Police Departments. There are two dispatchers scheduled to work 24 hours a day, 7 days a week. Our Communications Center handles an average of 13,000 9-1-1 calls per year and approximately 66,000 non-emergency phone calls. We also dispatch for the City of Ukiah Electric Department, Streets, Water and Sewer Departments after regular business hours and on weekends.



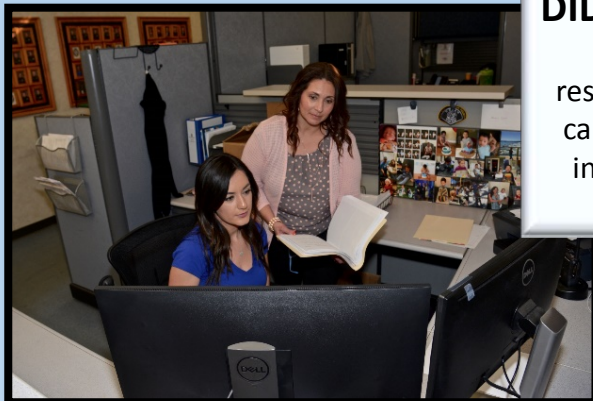
## INTERESTING!

On average, our dispatchers receive about 79,000 calls per year and they can answer the phone within 10 seconds!



## DID YOU KNOW?

In 2018 UPD responded to 24,142 calls for service and investigated 3,317 cases!



The Record Clerks are responsible for processing the traffic, documentation and crime reports generated by the Ukiah Police Officers. Staff situates the reports into complete packets and forwards them to Detectives for follow-up or to the District Attorney's Office for prosecution. On average the Records Clerks process 3,600 reports annually.

# Parking, Evidence, and Volunteers



## PARKING

The Community Services Officer assigned to parking is responsible for ensuring drivers comply with local parking regulations and ordinances, and to issue citations for violations related to illegally parked vehicles. This officer collects money from metered parking, assists in traffic control activities, patrols parking lots, and arranges towing services for vehicles as necessary.

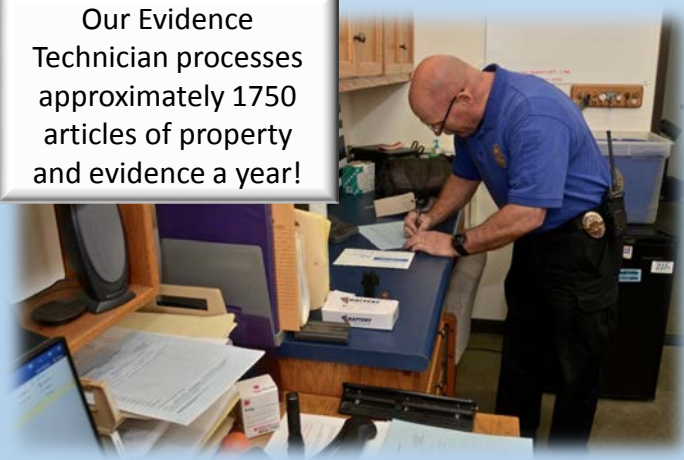


Our Parking Enforcement issued 1566 Parking Citations in 2018!

## PROPERTY AND EVIDENCE

The Community Services Officer responsible for Evidence and Property categorizes and catalogues all the Police Department's property storage, ensuring preservation and proper disposition of all items received and held at the department. The property manager ensures evidence and property is properly stored and maintained, coordinates the return of property or its release for destruction, auction and donation, and is responsible for conducting inventories of the property room per department policies and procedures.

Our Evidence Technician processes approximately 1750 articles of property and evidence a year!



Our Volunteer processes about 20-30 digital evidence requests per week!

## VOLUNTEER SERVICES

The department currently has one volunteer who reports weekly and assists the Detective Bureau with processing audio recording and photographic evidence. This member of the community donates their personal time to the department on a regular basis, and has proven to be a significant help to the Detective Bureau in complying with an increasing workload in supplying such evidence.





# What's New?



## Personnel

2018 was a year of change for the Ukiah Police Department. Along with a new Police Chief, the department promoted Sean Kaeser from Administrative Lieutenant to Captain, followed by Cedric Crook's promotion from Detective Sergeant to Operations Lieutenant. Lieutenant McQueary moved from Operations to assume command of the Administrative Division, and Sergeant Rick Pintane assumed responsibility for the Detective Bureau as the Department's Detective Sergeant. Andy Snyder was promoted from officer to patrol sergeant, and is the department's second sergeant's promotion following Andy Phillips promotion earlier in the year.



## Equipment

The Department fully deployed new Tasers and Body Cams carried by patrol personnel to replace undependable and aging equipment.



### FUN FACT!

The Communications Center's phone system was upgraded in February 2018. In addition, we are looking at deploying **Text to 9-1-1** in the near future!



# What's New?



## Prevention Programs



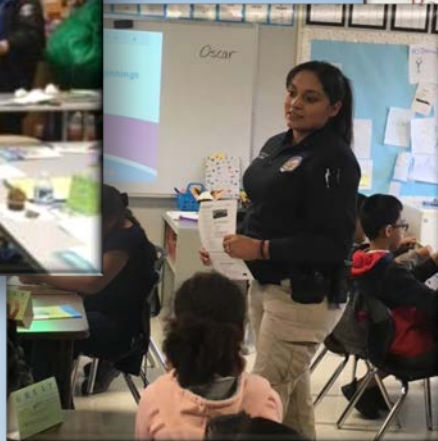
We welcome our newest K9 Jack, who partners with School Resource Officer Tony DeLapo. SRO DeLapo and Jack are assigned to the Ukiah High School and provide detection services to our schools!

### INTERESTING!

Jack has completed over  
**200 HOURS**  
of detection training!



School Resource Officer Isabel Madrigal has initiated the GREAT program in our local schools. GREAT is a gang and violence prevention program built around school-based, law enforcement officer-instructed classroom curricula. SRO Madrigal administers this program in conjunction with Probation, and graduated 2 classes of 4<sup>th</sup> graders in 2018, with plans to expand to 7<sup>th</sup> graders in the future.



# Awards- Officer of the Year



## Officer of the Year Detective Tom Kiely



The Department's Officer of the Year Award is awarded annually to the officer who demonstrates the highest level of the Department's organizational values in the course of their day to day duties. During 2018, Detective Thomas Kiely's performance as a Detective was a clear reflection of our organizational values of Safety, Professionalism, and Community Service.

During 2018, Detective Kiely completed numerous complex investigations which led to the arrest and conviction of many criminals preying on our community. Many of these arrests deserve notoriety, and the following is just one example of Detective Kiely's outstanding work this year.

In July of 2018 Detective Kiely was assigned as acting Detective Sergeant, and was called out to respond to a double shooting on North Bush Street. Detective Kiely quickly initiated and coordinated response from the District Attorney's Office Investigators and Mendocino County Sheriff's Detectives, ensuring adequate resources were available at multiple crime scenes. Detective Kiely spent his weekend following up on leads and gathering evidence. In the end, a rock solid case was built against the suspect who, with the assistance of allied agencies, was arrested the night of the shooting.

Detective Kiely is tasked with ensuring all sex offenders who reside within the city limits are in compliance with their registration requirements. Detective Kiely interviews new sex offenders being released back into the community to assess their potential risk of re-offending, and to gain knowledge of the registrant and their respective criminal histories.

In recent years the Detective Bureau has been significantly understaffed, resulting in increased time on stand-by and call-outs during off-hours. Detective Kiely has remained readily available at any hour of any day and has sacrificed numerous weekends following up on investigations. Detective Kiely takes pride in his work product and takes his investigations seriously.

Detective Kiely is awarded the Department's Officer of the Year Award for his dedication and commitment to the agency and his valuable acts of police service, of which only a few are mentioned here. Detective Kiely's performance is in line with the values of the Ukiah Police Department; Safety, Professionalism, and Community Service.



# Awards- Dispatcher of the Year



## Dispatcher of the Year Dispatcher Karin Ronk



The Ukiah Police Department's Dispatcher of the Year Award is awarded annually to the Dispatcher who demonstrates the highest levels of the Department's organizational values, in the course of their day to day duties. During 2018, Dispatcher Karin Ronk's performance as a Dispatcher was a clear reflection of our organization's values of safety, professionalism and community service.

Dispatcher Ronk has been nominated by several of her peers for Dispatcher of the Year and was unanimously selected for this award by the Department's supervisors.

During 2018, Dispatcher Ronk has continuously proven to be an excellent Dispatcher and a team leader within the Police Department. Dispatcher Ronk is an excellent trainer who strives for her trainees to succeed at their jobs. Her work as a trainer has been critical to the success of our newest dispatchers.

Dispatcher Ronk is also often looked upon for advice and guidance from her fellow co-workers. Dispatcher Ronk is well versed in our department polices and is a wealth of knowledge to everyone in the department.

Dispatcher Ronk is awarded the Department's Dispatcher of the Year Award for her highly intelligent and valuable acts of public safety and community service, which demonstrates special initiative and perseverance during 2018.

Dispatcher Ronk's performance is in keeping with the highest values of the Ukiah Police Department to ensure the safety of our fellow citizens and fellow officers, performs her duties with professionalism, and provides a vital service to the community we are entrusted to serve.

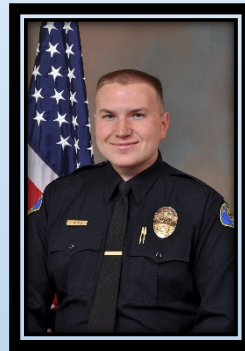
Congratulations and thank you, Karin for all that you do!

# Awards



## Community Service Award

The Community Service Award is the Department's highest award for community service and is awarded to employees who distinguish themselves by performing exceptional service in a duty of responsibility or of critical importance to the community.



Sergeant Chris Long   Officer Ross Lunceford   Officer Adam Elledge   Officer Josh Cooper   CSO Nancy Sawyer



## Distinguished Service Award

The Ukiah Police Department's Distinguished Service Award may be awarded for a highly intelligent and valuable act of police service which demonstrates courage, intelligence or integrity in the performance of a police duty by an employee, or a citizen assisting an employee.

Officer Brett Chapman   Officer Josh Cooper

## 11550 H&S Award

The Department's 11550 H&S award is awarded annually to the patrol officer who provides safety and service to the community by reducing dangerous drugs, drug sales and other drug activities associated with drugs – through the identification and arrest of people under the influence of drugs, possessing drugs, transporting drugs, or selling drugs within our community.



Officer Max Oswald

## 23152 VC Award

The Department's 23152 award is awarded annually to the patrol officer who provides safety and service to the community by reducing injury accidents and vehicle fatalities – through the identification and arrest of drivers under the influence of alcohol or other drugs.



# Looking Ahead



## Recruitment



The Department has prioritized police officer recruitment to address the continued staffing shortage. We have increased our hiring opportunities by visiting police academies, participating in career fairs and community events, expanded our media presence, and we are always considering new methods to reach potential police officer candidates. Our new hires receive a salary and benefits while attending the police academy, and their training is paid for by the department.

## Records Management System Upgrade

Legislation has mandated by 2021 that law enforcement transition to an enhanced method of reporting crime statistics, called the National Incident Based Reporting System. The Department's Record Management System software is dated and does not meet the legislative requirements, requiring an upgrade. This will allow for the department to begin its transition to field based reporting and improved date entry capabilities, and to accommodate future mandated reporting requirements in 2022 and 2023.

The Department recognizes the development potential and leadership traits in all our employees. We emphasize the importance and value of education, training, and experience for today's and tomorrow's leaders. We continually evaluate and adjust our training priorities to meet current and future opportunities for our staff, to ensure they are as prepared as they can be to meet the challenges of the law enforcement industry going forward.

## Succession Planning



## Plans to complete the Car Camera Deployment



## Expand Networking Efforts Around Homelessness.



## Continue Traffic Enforcement



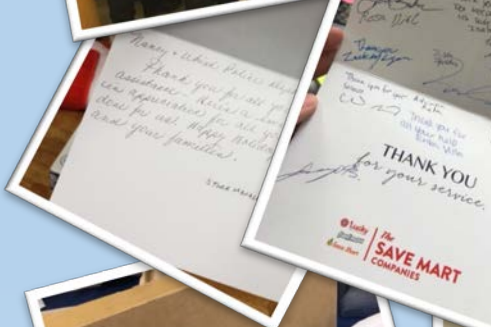


# We Thank You!



## OUR CITIZENS

We received an enormous amount of support from the citizens of our community in 2018! We are honored to serve such a supportive and dedicated community!





# Special Thanks



The Department would like to express special thanks and gratitude to the personnel who contributed to the content of this production, and whose day to day work is reflected here within.

The Department wishes to recognize two individuals in particular whose work, dedication, and attention to detail made this document interesting and informative.

Peter Armstrong went the extra mile and immersed himself in the action to capture our staff at an opportune photogenic (and sometimes maybe not so photogenic) moment, to effectively represent them in the performance of their duties. Peter's photos effectively enhance certain messages and themes, and at times tell their own story leaving words or data unnecessary. We thank Peter for his efforts and for helping represent the day to day operations of our Department in a professional manner.



Crime Analyst Katie Mason eagerly and with no hesitation accepted the challenge of producing her first annual report, and never looked back. She used a very wide range of details and data she gathered herself, and combined them with information contributed by various staff members to create this publication. Katie designed every page and spent hours precisely arranging and presenting the information, committed to producing a top quality document that she felt appropriately represented the hard work and dedication of every staff member and our Department.

THANK YOU!



# UKIAH POLICE DEPARTMENT

Thanks you for your continued support!!



*Safety, Professionalism, Community Service*