



Salinas Police Department



2021 ANNUAL REPORT

Roberto Filice, Police Chief
Website | www.salinaspd.org
Police Service of Salinas



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DEDICATED TO CREATING A SAFER COMMUNITY

OUR MISSION

Working in partnership with the people of Salinas to enhance the quality of life through the delivery of professional, superior and compassionate police service to the community.

VALUES STATEMENT

The Police Service of Salinas | Salinas Police Department exists to serve the community. We do this by protecting life and property, preventing crime, enforcing the law, and by maintaining order for all citizens. We consider service to our community to be our primary responsibility. We will always strive to professionally and enthusiastically respond to the community's needs.



MESSAGE FROM POLICE CHIEF ROBERTO FILICE



It is truly my honor to lead the men and women of one of the finest police departments in the nation. The culturally rich and thriving community of Salinas is worthy of a professional, highly experienced, and skilled police department.

As your chief of police, I make the commitment to conserve and further develop public trust while partnering with the community. I want Salinas to remain a place that residents are always proud to call home.

The Salinas Police Department will strive to be accessible, transparent, and a valued component of the community. It is important to me that our residents are heard and treasured.

As your public servant, I will listen to your concerns and endeavor to be transparent and honest with my community as well as the professionals I serve with.

Preserving the highest level of integrity promotes healthy internal relationships and strong community relations, which creates the quality of police service our residents deserve.

The Salinas Police Department is dedicated to a community policing strategy. We are incredibly proud and grateful for the countless relationships and partnerships we've developed, and we will continue to build and maintain trust, transparency, and legitimacy.

Today's law enforcement is facing extreme challenges, yet I am delighted in our capability to adjust and remain dedicated to the safety of our residents and guests.

CHIEF'S MESSAGE

Our officers have a tough but rewarding job, and it is my responsibility to ensure they receive the necessary training, resources, equipment, guidance, and support to be successful and safe. This includes looking out for their health and well-being. Therefore, officer wellness - physical, emotional and mental - is one of my top internal priorities moving forward.

In 2020 and 2021, COVID-19 challenged all of us. Beloved family members and loved ones were lost in our community, and my sincerest condolences go out to anyone who experienced such deep sorrow.

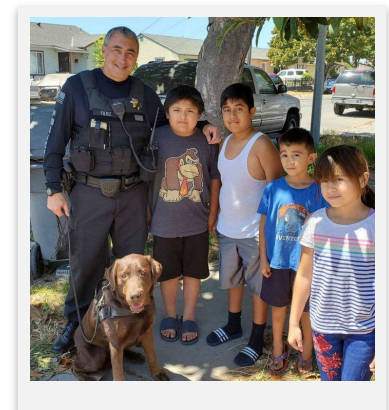
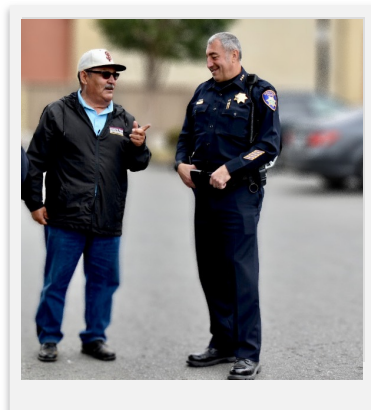
Although we were fortunate to have only one officer hospitalized in 2021 due to COVID-19, we are not letting our guard down. The spread of COVID-19 has revolutionized the way we work. In the interest of health and safety, we have limited in-person contacts whenever possible, temporarily closed the lobby to the public, maximized remote work for executive staff when warranted, and launched a new decontamination process for our workspaces, patrol cars, and uniforms. My job is to keep our officers and community as safe as possible, and these mitigation strategies help me to accomplish this responsibility.

Lastly, if you are considering a career in law enforcement, please continue browsing through the annual report to learn more about our great organization.

On behalf of my command staff, our employees, and volunteers, thank you.

Your humble public servant,

Roberto Filice, Police Chief





A PLACE TO PROUDLY CALL "HOME" THE SPIRIT OF SALINAS

April, 2020 U.S. Census Bureau Facts | Salinas, CA: Link [Here](#)



POPULATION

163,542 in April 2020
(projected estimate by U.S. Census Bureau)
155,465 in 2019-20



DATE POLICE DEPARTMENT ESTABLISHED

1872
150th Anniversary | 2022



DIVERSITY

79.3% Latino or Hispanic
12.6% White - no Latino or Hispanic, and 8.1% Black or Other



CITY OF SALINAS

"Rich in Land | Rich in Values"
Land in Square Miles: 23.18



DATE CITY WAS INCORPORATED

1874



MEDIAN INCOME

\$61,527 per family
16.8% persons in poverty



LANGUAGE OTHER THAN ENGLISH SPOKEN AT HOME

72.2%

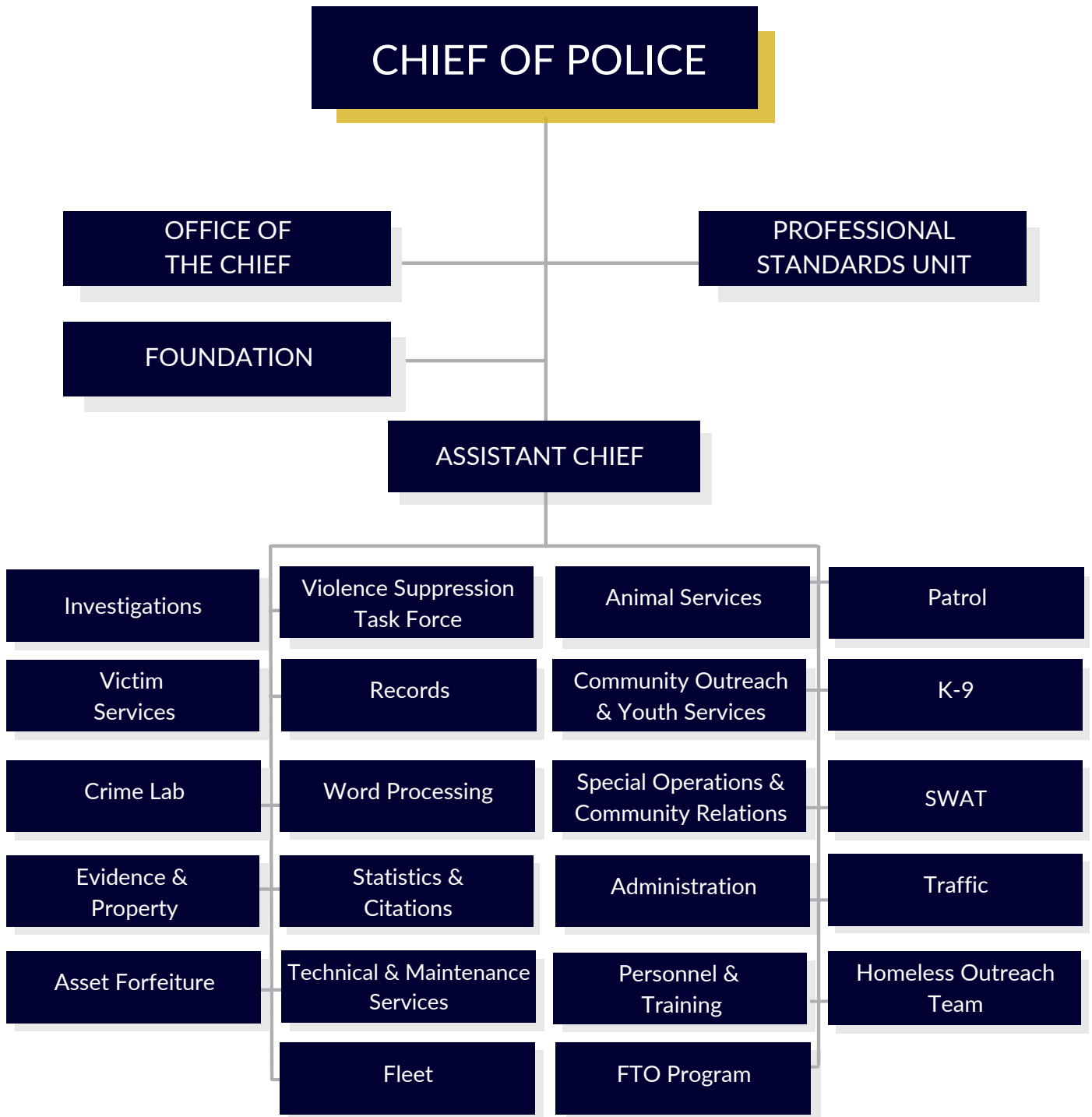


EDUCATION | PERSONS OVER AGE 25

59.2% HS Diploma or Higher
13.3% Bachelor's or Higher



ORGANIZATIONAL CHART





21ST CENTURY POLICING

Creating a Community of Care and Safety



PRIORITIES

Leadership

Chief Filice, Assistant Chief Martinez, and Commanders have made noteworthy strides to advance the Salinas Police Department. Their vision, aligned with 21st Century Policing, focuses on the reduction of crime, providing new opportunities for officer career development, reforming the organization's efficiency through improved technology, and a commitment to refine and foster community relationships.

Chief Filice personally prioritizes community engagement and outreach by regularly reaching out to community groups, professional leaders, and local organizations. While he was Asst. Chief, he spearheaded the City of Salinas' efforts to be awarded a grant for a full-time victim advocate to better serve our community. This victim advocate position has been the first of its kind within the Salinas Police Department.

21st Century Policing is Community-Driven

Trust between law enforcement agencies and the people they protect and serve is essential in a democracy. It is key to the stability of the community, the integrity of the criminal justice system, and the safe and effective delivery of policing services.

Six Pillars

The 21st Century Policing recommendations, each with action items, are organized around six main topic areas. In this annual report, you will discover different ways in which the Salinas Police Department has improved policing services and is modeling each of the Six Pillars of the 21st Century Policing outline.

Pillar 1	Pillar 2	Pillar 3	Pillar 4	Pillar 5	Pillar 6
Building Trust & Legitimacy	Policy & Oversight	Technology & Social Media	Community Policing & Crime Reduction	Officer Training & Education	Officer Wellness & Safety





MAKE A DIFFERENCE

Don't just dream about it.
Do it.



Officer Christopher Sandoval
Sworn in September 2021

Are you ready to pursue your passion and make an incredible opportunity a reality?

The Salinas Police Department is hiring:

Lateral and Academy Graduates
Trainee and Academy Attendees

Learn more and apply at:

www.salinaspd.org

Watch our VIDEO

[JoinSPD - Police Service of Salinas](#)

Reasons you'll love working with us:



Flexible Work
Schedule



Paid Training and
Vacation Time



Health and
Retirement Benefits



Excellent Wages
and Benefits



The City of Salinas is an Equal Opportunity Employer
We Embrace Diversity, Equity and Inclusion



WE RECRUIT THE BEST

BY GETTING A HEAD START!



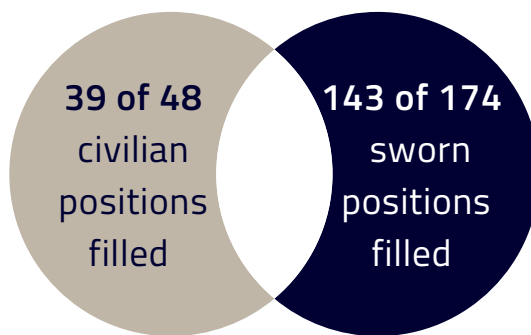
The Personnel and Training Unit is responsible for the recruitment and hiring of new department members and coordinating the attendance at training academies for new recruits. With a focus on recruiting the highest quality applicants that represent the community we serve, the Recruitment Officer cultivates connections with prospective candidates through local contacts and regional recruiting events/job fairs.

The Personnel & Training Unit is also responsible for the majority of department training, including in-service courses addressing perishable skills and other professional development needs, as required by the Commission

on Peace Officer Standards and Training (POST).

Our Recruitment Officer retired in 2021, so we are exploring creative options moving forward in 2022.

December 31, 2021 Statistics



You can make a difference in our community too!

Apply at: www.salinaspd.org

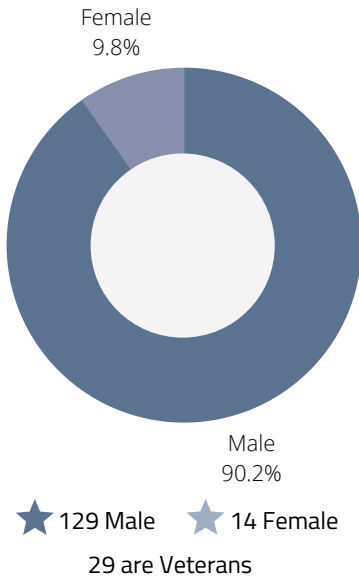
RECRUITMENT

2021 STAFFING AND DIVERSITY

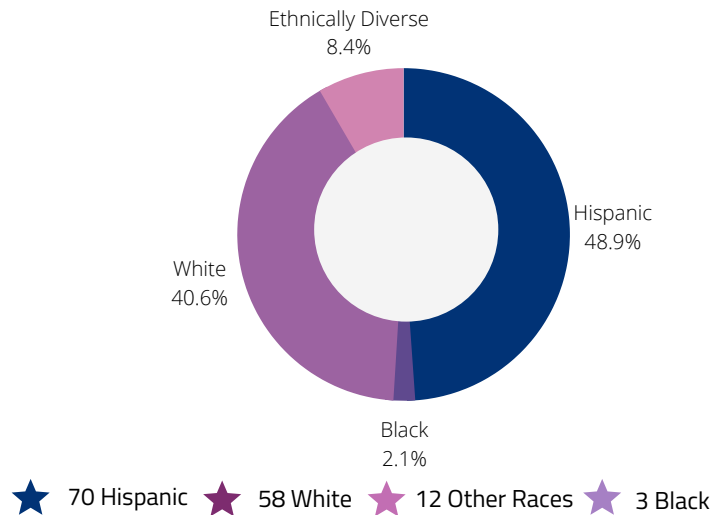
The Police Service of Salinas | Salinas Police Department has been extremely successful at improving the diversity of Sworn Officers serving the community. Below are some statistics regarding the 143 sworn officers employed as of December 2021. We continue our commitment to hire character and train skill.

Total Sworn Officers Dec. 31, 2021 Positions: 143

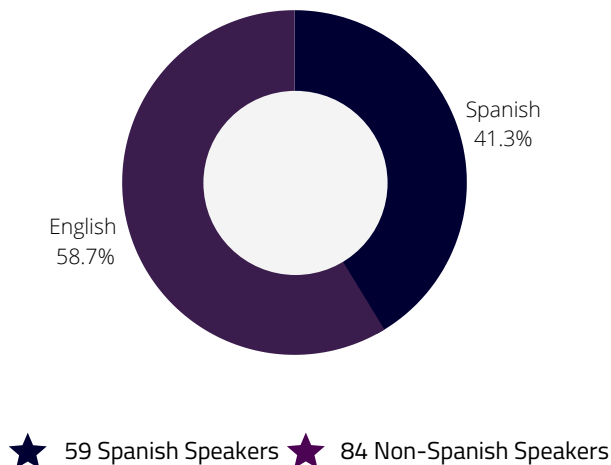
Gender Diversity



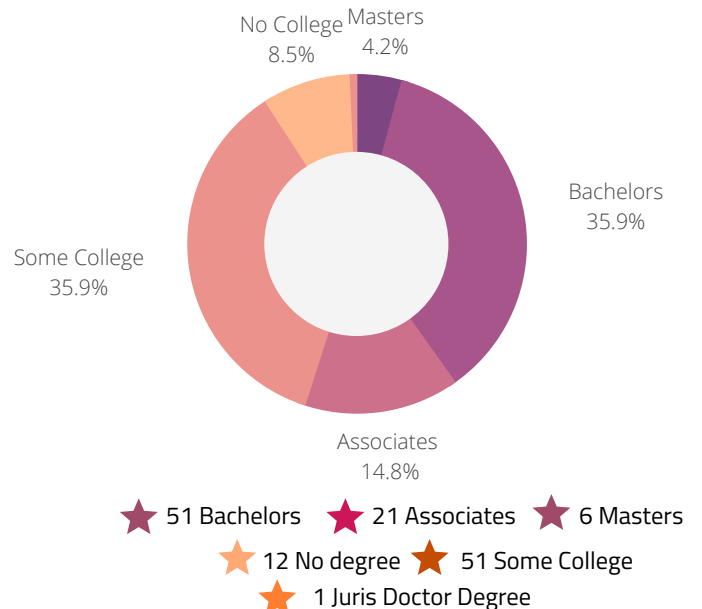
Ethnic Diversity



Language Skills



Education Level



PROFESSIONAL STANDARDS UNIT



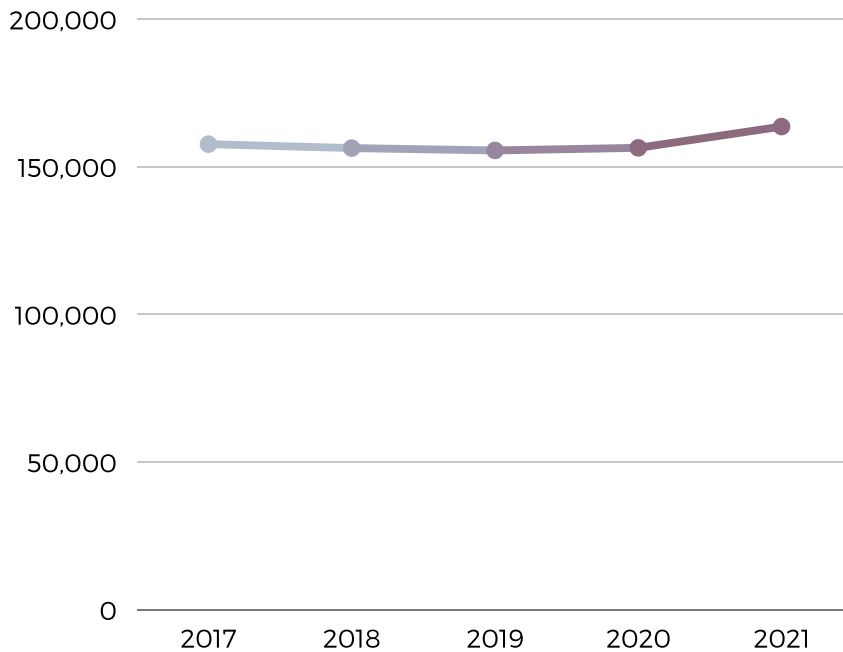
The Professional Standards Unit (PSU) thoroughly and objectively investigates allegations of misconduct by members of the Police Service of Salinas. The PSU also maintains and reviews records related to department policy, pursuits, and use-of-force data. Every citizen has the right to make a complaint against any employee of the Department.

Complaints may be made to any supervisor or directly to PSU. We accept complaints in person, by telephone, by mail, by email or by a person who was not directly involved in the incident. We will also accept anonymous complaints. All allegations are investigated with the highest standards of fairness and respect towards both the public and our employees.

	2017	2018	2019	2020	2021
TOTAL INVESTIGATIONS	15	9	8	7	30
Use of Force Investigations	4	2	7	2	8
Other Investigations	11	7	1	5	22
INVESTIGATION SOURCE					
External	4	5	2	0	23
Internal	11	4	6	7	6
INVESTIGATION DISPOSITION					
Sustained	8	3	1	4	4
Not Sustained	1	2	0	0	1
Exonerated	2	3	6	1	13
Unfounded	4	1	1	0	10
Investigation Ongoing	0	0	0	2	2
COMPLAINTS (ALL FROM EXTERNAL SOURCES):	0	0	7	6	27
COMPLAINT DISPOSITION:					
Unfounded	0	0	3	5	10
Exonerated	0	0	4	1	17

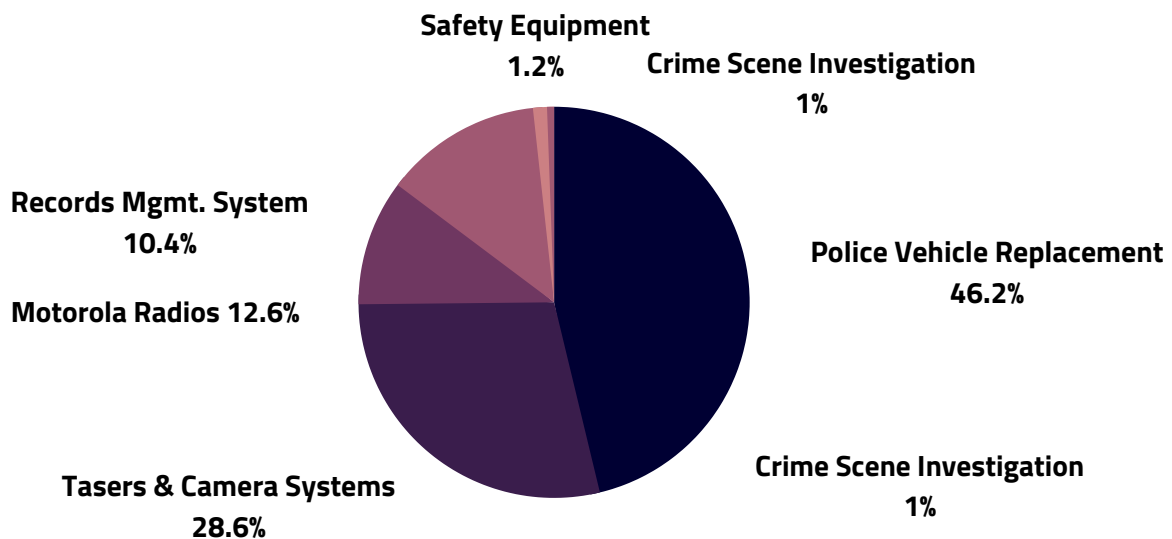


City of Salinas Population Trends Added 8,077 Residents*



*Projected estimate by U.S. Census Bureau in April 2020: 163,542
155,465 in 2019-20

FY 2021-22 Police Department Capital Improvement Budget \$1,730,370

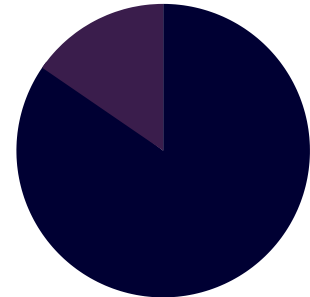


FY 2021-22 Adopted Operating Budget

Salaries & Benefits	44,842,978	84.6%
Supplies & Services	8,185,667	15.4%

Supplies & Services

15.4%

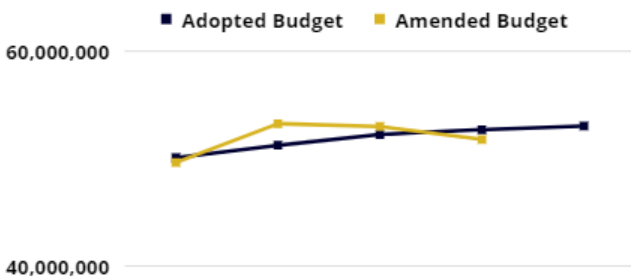


Salaries & Benefits
84.6%

Expenditures by Category

<u>Supplies & Services (FY 2021-22)</u>		
Communications (911 & Radio Systems)	3,215,000	39%
Other Supplies & Services	861,667	11%
IT Connections (DOJ, County, Mobile Phones/Data, etc.)	807,300	10%
Computer Hardware & Software	713,050	9%
Animal Services (Contract with County)	665,000	8%
Safety Gear & Equipment	601,500	7%
Training & Recruitment	477,300	6%
Vehicle Fuel	475,000	6%
Bulding Utilities (Electricity, Gas, Water)	369,850	4%

5-Year History of the Police Service Budget



Year	Adopted Budget	Amended Budget	Change*
2021-22	53,028,645		- 0.42%
2020-21	52,694,683	53,248,983	- 0.57%
2019-20	52,247,657	52,997,357	0.87%
2018-19	51,247,420	51,790,726	3.14%
2017-18	50,091,227	49,636,278	9.32%

*Change between Adopted and prior FY Amended

*All figures above reflect the City's General Funds which include: General Fund, Measure E, Measure G, and Measure V (prior to Measure E)



COVID-19 RESPONSE

2021 BEGAN WITH SHELTER IN PLACE ORDER

The COVID-19 pandemic has altered norms for all members of society, but its effects on first responders have been particularly profound. Law enforcement officers have been expected to encourage social distancing while enforcing any state and/or federal mandates.



SAVE LIVES AND KEEPING OUR COMMUNITY SAFE

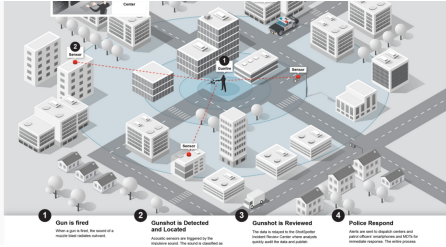
Our goal at Salinas PD was and still is to save lives. Our goal is to stop the spread of COVID-19 and begin the road to normalcy. With the vaccine and boosters still being administered, we hope to be headed in that direction.

CONSIDERATION OF OTHERS

Salinas Police Department utilized creative approaches and partnerships to best serve the community. For the second year in a row, the #1 cause of law enforcement deaths in the U.S. was COVID-19 (301). Fortunately, we had only one officer hospitalized and has since fully recovered. We are so grateful.



TECHNOLOGY & LEADERSHIP



SHOTSPOTTER

As a part of the Salinas Police Department's overall mission to save lives, we continue to partner with ShotSpotter, a technology to geolocate gunshots in and around the city.

With **less than 8%** of gunshots receiving a corresponding 911 call for service within 3 minutes, the system allows for real-time identification and location of gunfire (within 300 feet) so law enforcement can respond more rapidly to incidents.

ADDED LPRs

We have used license plate reader (LPR) technology since 2018. During 2021, we added **four trailers and 20 fixed cameras** with LPR capabilities.



"AND THE SURVEY SAYS ..."

In 2022, we are introducing a new text message survey tool for the community to provide feedback to our department. Not everyone will receive a survey and residents who do not wish to participate can simply not respond.

Community feedback is important, and we want to know how we are doing or if something can be improved. We also want to be able to provide positive feedback to officers who work diligently to keep our community safe.

DRONE PROGRAM



We created a specific Drone Program for Patrol/SWAT.



LEADERSHIP DEVELOPMENT

The most effective police leaders are extremely skilled at responding to both change and challenge. Traditional organizational models of policing are being replaced with increased efficiency, new technology, more community involvement, and new ways of conducting our jobs.

It is an exciting time to be in law enforcement. As we continue to see a new generation of police officers join us, leadership training is a priority.

We launched an intensive 2-day course on leadership development for all first-line supervisors and will continue to expand the course moving forward.



2021 SWORN LEADERSHIP

CHIEF*

Roberto Filice

ASSISTANT CHIEF

Manuel Martinez

COMMANDERS

John Murray

James Arensdorf

Bryan Cupak

Kimberly Robinson

Brian Johnson

Eulalio Villegas Jr.

Danny Warner

Matt Maldonado, Retired 9/2021

***Note:** Police Chief Adele Fresé retired on Sept. 09, 2021. At that time, Assistant Chief Roberto Filice was named Interim Police Chief until he was officially selected and sworn in on Nov. 10, 2021.



WHO WE ARE

“We invite our community to judge us by what we do, what we say, and how well we achieve both .”

Police Chief Roberto Filice

That's why we take our work very seriously.

Our standards are as high as yours.

**Trustworthy & Transparent
Caring & Compassionate
Professional & Prepared**



COMMUNITY PROGRAMS & EVENTS

We pride ourselves on innovative and meaningful commUNITY programs and involvement that bridge the gap between residents, the public we serve, and the department.



CREATING A CARE-DRIVEN COMMUNITY

COMMUNITY PROGRAMS

- Community Police Academy
- Neighborhood Watch
- Volunteers in Police Service (VIPS)



The Salinas Police Department’s Community Police Academy runs one night a week for 12 consecutive weeks. During this bilingual program, selected applicants are exposed to the various aspects of our work. Topics include an overview of the entire organization, Internal Affairs, K9, Field Operations, High-risk Tactics, the Violence Suppression Task Force, Narcotics, Laws of Arrest, Firearms, Police Investigations, Driving Under the Influence, and Crime Scene Evidence Processing.

Due to the pandemic, the Community Police Academy was not held in 2021.

COMMUNITY PARTNERSHIPS

- Police Foundation
- YWCA Monterey County
- CASP - Community Alliance for Safety and Peace
- PCAC - Police Community Advisory Committee

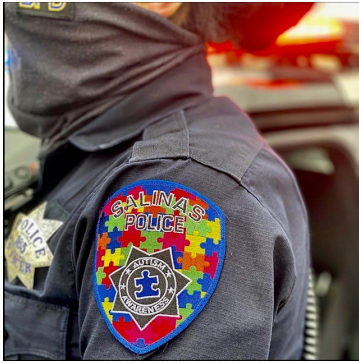


To help build strong neighborhood crime prevention networks, the Salinas Police Department sponsors Neighborhood Watch. We continue to rely on our strong connections with established neighborhood watch groups throughout the city and anticipate that we will be offering training again in 2022.



Volunteers are an important part of any organization and have proven to be a valuable asset to our law enforcement agency. Many volunteer to fulfill civic responsibility and to simply give back to those who provide safety in our community. Others may have retired from our department and Asst. Chief Martinez says they miss us too much.

COMMUNITY CONNECTIONS



Autism Awareness Month

Salinas PD takes pride in being good ambassadors for this worthy cause. During the entire month of April, Salinas PD employees and officers have special pins and/or badges specifically designed to bring awareness to autism. Our police department is proactive in serving people in our community with autism. We have "Meet the Police" forms available in our lobby to assist us in providing the best service possible to anyone with an Autism Spectrum Disorder.



Coffee with a Cop

No agenda or speeches, just a chance to ask questions, voice concerns, and get to know the Officers in your neighborhood!



First Day of School Red Carpet Event

Salinas PD officers welcome students on their first day of school annually, while our Patrol Division makes sure our community drivers are taking extra precautions and following speed limit laws.



Santa's Express

Due to COVID-19 restrictions, we hosted Santa's Express instead of Fantasy Flight. Any child undergoing cancer treatments (a VIP, which also included their siblings under age 18) received a gift from Santa Claus.



National Night Out

A crime and drug prevention event to heighten crime and drug prevention awareness

COMMUNITY CONNECTIONS

OUR YOUTH ARE OUR FUTURE

We know being a police officer entails so much more than being a first responder for calls. We understand the great responsibility that comes with being a role model for our community's youth. The Salinas Police Department invests in these relationships through youth programs and events. Our hope is to impact a child's life - any child - in a powerful, transformational way.



PAL

PAL (Police Activities League)

PAL provides free programs, events and activities for youth ages 5-18 in Salinas. PAL strives to mentor and teach strong character skills, such as teamwork, honesty and integrity.

SPARK (Salinas Police Awareness, Responsibility and Knowledge)

SPARK is a youth program which provides life skills classes such as Job Interview Preparation, Basic First Aid, Sex and Social Media Awareness, and Self-Image. The classes culminate with an 8-hour behind-the-wheel driver's safety class taught by Salinas Police driving instructors.



SPARK

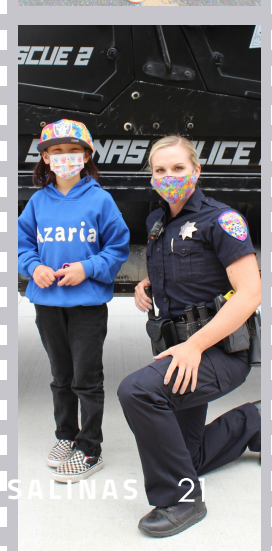
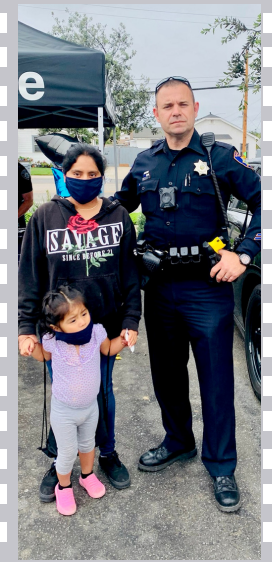
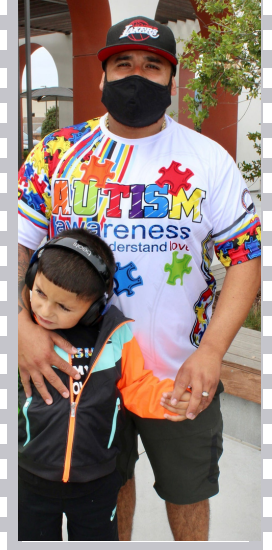


POLICE EXPLORERS

Police Explorers

The Salinas Police Explorer Post 201 is a program associated with the Boy Scouts of America which serves youth ages 14-18 interested in law enforcement as a possible career.





COMMUNITY POLICING using the PIER Strategy

The following strategies ensure the City of Salinas will continue to be recognized nationally as a leader in reducing crime by making enforcement part of a bigger, more integrated strategy of Prevention, Intervention, Enforcement and Re-entry services (PIER). This approach is based on the understanding that “you can’t arrest your way out of the problem,” but must also recognize and address the sources of violence, such as poverty, lack of opportunity, or the pain and anger that can result from a history of racial or ethnic disparities.

PIER STRATEGY

Relationships Build Trust



LANGUAGE OF THE HEART

Communication Creates
Community

...AND JUSTICE FOR ALL

We Support Partnerships to
Combat the Drivers of Poverty,
Crime and Violence

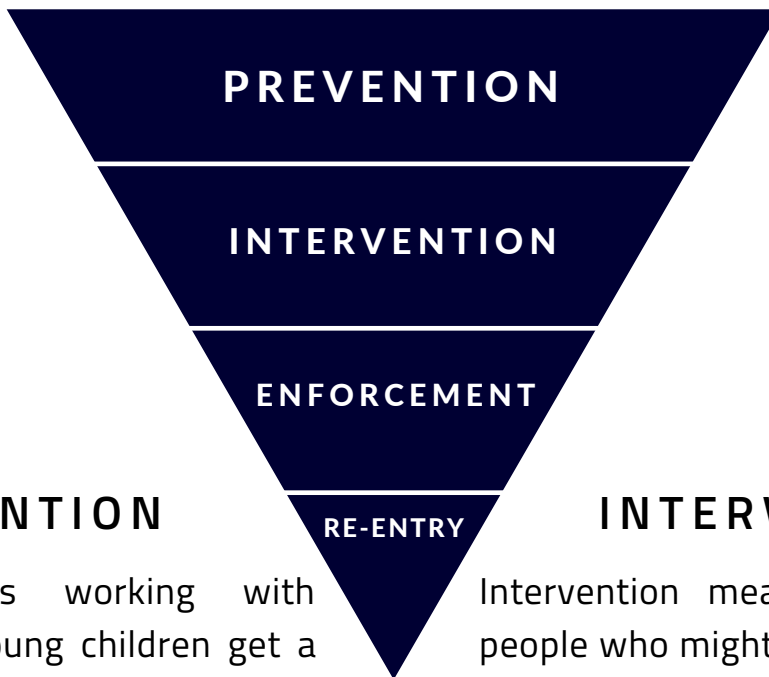


THE PIER STRATEGY



By following this integrated strategy, cities have shown that violence can be reduced significantly.

Police Chief Filice



PREVENTION

Prevention means working with families to help young children get a healthy, happy start in life. This is by far one of the most effective ways to make sure they never get in trouble as teenagers or adults. We love opportunities to work with our youth.

ENFORCEMENT

Enforcement is what we do when we have to — protect people from those who have become a threat. We no longer do broad-based “sweeps,” which can undermine trust when people have unnecessary encounters with the police — and we don’t go after people because of their immigration status.

INTERVENTION

Intervention means reaching young people who might be drawn towards a violent lifestyle and offering them better alternatives, like counseling, mentoring, after school programs, recreation centers, sports or job training.

RE-ENTRY

Re-entry services are provided to people who are returning to society from prison. Instead of being dumped back into their old neighborhood with few options, the goal is to help them make a fresh start. Per the state Penal Code Section 186.30, gang members may be instructed to register with law enforcement.



POLICE DEPARTMENT DIVISIONS



FIELD OPERATIONS

Patrol
K9 Unit (Apprehension & Detection)
Aerial Support Team (Drone Pilots)
Homeless Outreach

ADMINISTRATION

Personnel & Training Unit
Hostage Negotiations Team
Traffic Collision Investigations Team
Enduro Team
Honor Guard
Bicycle Unit
Traffic Unit
Critical Incident Stress Mgmt. Team
Public Information Officer
Crisis Intervention Team
Explorer Program
Media Team
Parking Enforcement
Community Services
Abandoned Vehicles
Volunteer Program
Special Operations

INVESTIGATIONS

Detectives
VSTF (1 Detection K9)
ICAC Task Force (1 Detection K9)
Cold Case Homicide Investigations
Crime Scene Investigations Unit
Computer Forensics Lab
Property & Evidence
Crime Lab
Firearms Lab
Victim Services
Crime Analyst
SWAT

DIRECT REPORTS TO THE CHIEF OR ASSISTANT CHIEF

Office of the Chief
Information Technology
Maintenance Services
Animal Services
Professional Standards Unit
Records Unit | Word Processing,
Statistics & Citations

SERVICE RESPONSE TIMES

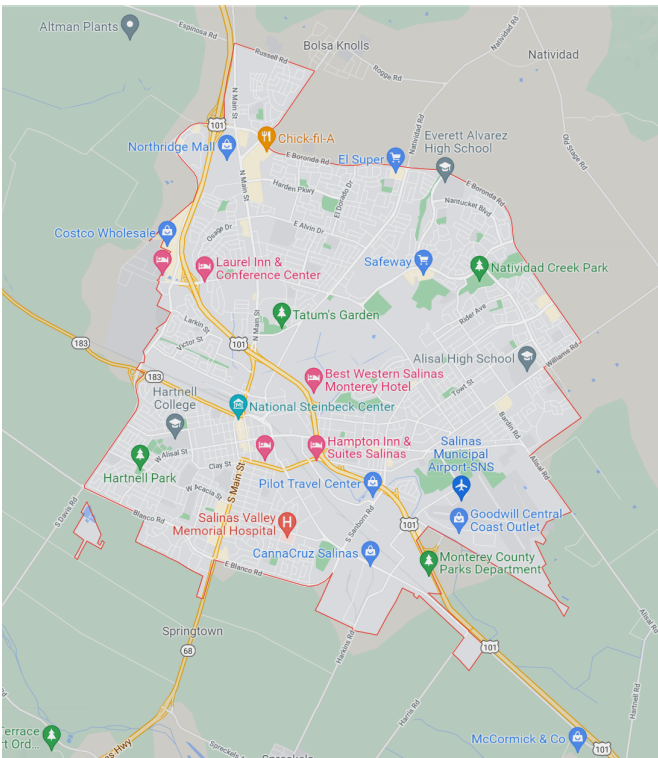


The Police Service of Salinas monitors our response time for high priority calls, specifically the time from when a call for service is received until an Officer arrives on scene. Below is the percentage of time an officer arrived on scene in four minutes or less for calls for serious crimes classified as emergency or immediate response required.

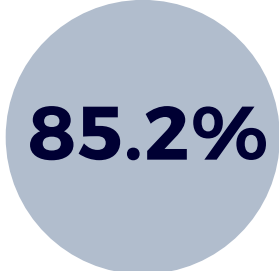
TOTAL NUMBER OF CALLS IN 2021



OFFICER ON-SCENE IN 4 MINUTES OR LESS



OFFICER ON-SCENE IN 3 MINUTES OR LESS





FIELD OPERATIONS DIVISION

The **Field Operations Division**, commonly referred to as the Patrol Division, covers the Salinas Community 24 hours every day. Officers are assigned to areas throughout the city to provide a quick and efficient response to the community. Patrol officers are typically the first person the community sees when help is needed. The Patrol Division is at the forefront of modern policing and focuses on community-oriented policing.

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

Directed Patrol

The Police Service of Salinas utilizes a variety of strategies to address the unique needs of our community. Directed patrols are the deployment of resources based on concerns from businesses or neighborhoods to address specific issues. The officers work in partnership with community members

and use problem-solving strategies to include enforcement, high visibility patrols and community-oriented policing. Most of the directed enforcement is location based, however, it can also be city-wide. Some examples of directed enforcement the Police Service has utilized include the Enduro unit addressing quality of life or gang violence issues in Carr Lake and Natividad Creek Park, utilizing district foot patrols for the downtown / SUBA business district, and utilizing high visibility and targeted enforcement to address loud music issues and street racing/sideshows.



Records Unit

The Records Unit staff provides critical research, information and support to the Patrol Division.

HOMELESS OUTREACH TEAM

The Homeless Outreach Team, known as HOT, has continued to make progress since its inception in 2018. In partnership with many service groups, HOT works to build a trust-based relationship with homeless citizens who reside in Salinas.

HOT's mission is to provide a compassionate response while working with anyone who is homeless. We work with partner agencies to connect our homeless residents with available resources, and to assist with family reunifications whenever possible.



Before the cleanup began in July, the city had more than 40 beds available for anyone experiencing homelessness. We wanted to provide both services and options.



In July, the Police Department worked in cooperation with the Mayor of Salinas and multiple outreach organizations to provide cleanup, social services, and resettlement to residents in homeless camps.

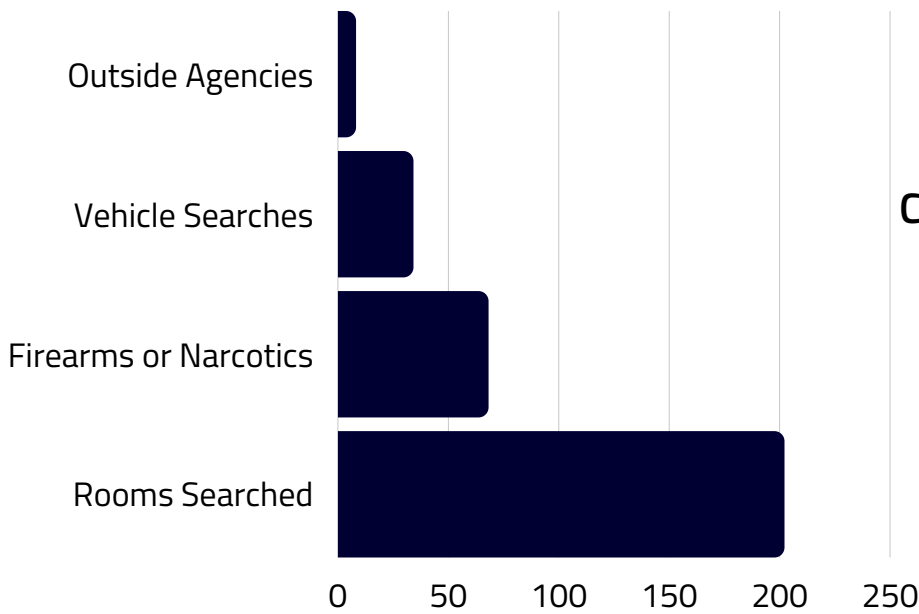
Assistant Chief Manuel Martinez, who leads HOT, has great compassion for people affected by homelessness and living in unhealthy living conditions. He also understands the issues that homeless camps cause for business owners, residents and visitors to Salinas.

"Cleanups are difficult for everyone involved. We have city and community partners who make contact with everybody - whether they are in a tent or a blanket on the sidewalk - and we find out how we can provide services to them. They are also offered temporary storage space to store any belongings they want to keep." - Assistant Chief Martinez

K9 TEAMS

K9 UNIT

The K9 Unit is a vital component of the Field Operations/Patrol Division and assists with the apprehension of suspects, including building and area searches and tracking of suspects. Specialized K9s also assist with the detection of electronics, narcotics and firearms.



**STATS FOR
CANINE OAKLEY:**

**Deployed 72
times in 2021**

Officer Dunagan and K9 Oakley



K9 TEAMS

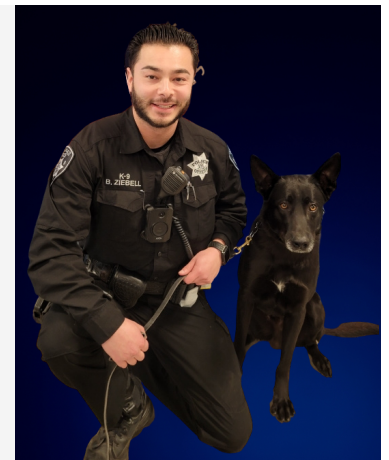
Salinas Police Department canines and the officers who work with them are essential to public and officer safety. Our canine teams lead the way when it comes to awareness, educating the public, and training.



Officer Garcia and K-9 Bolt

K9 Bolt is cross-trained in tracking and patrol. Bolt enjoys searching and tracking suspects or lost and missing persons. Bolt also enjoys participating in community events like school visits, festivals, and fundraisers.

Salinas PD would like to introduce the newest member of the SPD K9 Unit. K9 Ronin is a 2-year-old Belgian Malinois who is assigned to our patrol division. Ronin was very busy training in 2021 and arrived at the police department shortly after Christmas. Ronin is certified in narcotics and firearm detection.



Officer Ziebell and K-9 Ronin

K9 Browser (yes, like the internet browser) joined the department in October 2021. Browser is assigned to our ICAC (Internet Crimes Against Children) and Sex Crimes Unit. Browser is a trained electronics detection K9 who can find things such as memory cards, flash drives, and cell phones. K9 Browser assists Detectives in locating key pieces of evidence in sex crime cases.



Officer Barboza and K-9 Browser

K9 TEAMS



Officer Fletes and K-9 Tyson

K9 Tyson helps keep the public and his partners safe by responding to high-risk calls and various calls for service. Tyson is trained in handler protection, building and area searching, and tracking. When Tyson is not working, he enjoys playing with his toys and spending time with his handler.

When SPD officers are faced with suspects who are engaging in or threatening bodily harm toward our officers, K9 Robby can be counted on. The Salinas Police Department is often able to avoid a physical confrontation because of this amazing animal. Our #1 goal is to safely apprehend suspects into custody, without anyone getting hurt.



Officer Medrano and K-9 Robby



Officer Rios and K-9 Keno

K9 Keno joined the Salinas Police Department family in September of 2018. Keno is a Czech-bred German Shepard. Keno is cross-trained in patrol and narcotic detection. Keno loves playing with his toys and spending time at home during his days off. Keno’s favorite meal is rotisserie chicken.

SALINAS POLICE AERIAL SUPPORT UNIT (SPAS)

Unmanned Aerial Vehicles

This is our unit which utilizes Unmanned Aerial Vehicles (UAV's) to improve the quality of life for the residents of Salinas in a fast, cost effective and efficient manner.



To meet this goal, the UAV's are utilized in multiple ways to include search and rescue operations (missing persons), suspect identification and apprehension, assisting the Salinas Fire Department utilizing thermal imaging, and crime and accident scene reconstruction. By using the UAV's the city is able to achieve most of the benefits of having a police helicopter without the expense. The unit currently has six officers assigned to it as a collateral assignment and they are overseen by a sergeant and commander.

Pictured: Future Drone Pilot, Sgt. Jacob, second grader from Bardin Elementary, and Sgt. Parker





INVESTIGATIONS DIVISION

The Investigations Division is the Salinas Police Department's general investigations team. The priority of the division is to investigate crimes, provide justice to victims and arrest criminals. The division works closely with the community, other units within the Salinas Police Department, as well as our local, state and federal partners.

The division is comprised of specially trained detectives, task force officers, crime scene investigators, evidence and property technicians, a victim assistance advocate, community service officers, and an Intelligence/Crime Analyst. Staff investigate incidents ranging from fraud, property crimes and sex crimes, to robberies and homicides, gang activity, drug trafficking organizations, missing persons, etc., and specialty trained SWAT officers respond to high-risk incidents.



"The Salinas Police Department Crime Scene Unit is one of the most professional and highly trained in the county. We are often called upon to assist other agencies with fingerprint identification, ballistic evidence processing and crime scene processing. With the new police service building and crime lab, we have the ability to offer a variety of services to those agencies that lack the training and resources needed to complete their investigations and process their evidence in a timely manner."

Police Chief Roberto Filice

CRIME LAB AND CSI

The Crime Scene Investigations (CSI) Unit is the Department's forensic investigations team who are responsible for identifying, collecting, preserving, and packaging physical evidence at the scene of the crime.

The CSI Unit may also perform laboratory work, although the majority of crime scene investigators perform their work at a crime scene where they collect everything from firearms and fingerprints to DNA samples and photographic evidence.

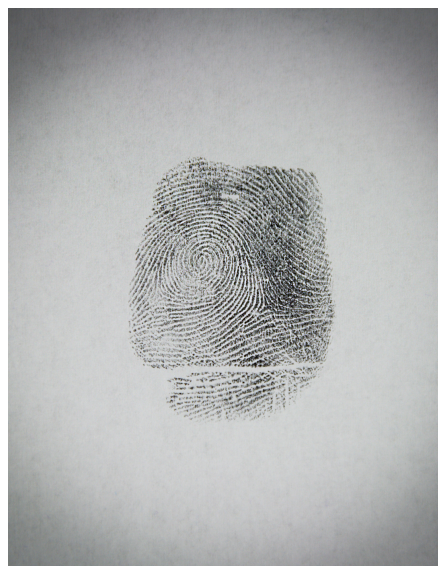


Collection procedures must be of the highest level in order to maintain the integrity of exhibits and prevent any cross-contamination, particularly with trace evidence.

Commander Danny Warner

An objective assessment of the scene and/or physical evidence has the potential to play a critical role in the overall investigation and resolution of a suspected criminal act.

Our highly trained Investigators approach every crime scene investigation as if it will be their only opportunity to preserve and recover these physical clues, which can lead to successful resolution in court cases.



Cold Case Homicides

The Investigations Division has dedicated personnel to focus on Cold Case Homicides. The division works closely with the Monterey County District Attorney's Office and community organizations like the Parents of Murdered Children (POMC) to bring justice for the victims and their families. The division is utilizing private DNA labs and leveraging new technology to solve crimes. Division personnel make a concerted effort to meet with every family of homicide victims on a regular basis.



ADDITIONAL COLD CASES SOLVED!

In 2021, the Salinas Police Department assigned one full-time detective to focus exclusively on unsolved cold case homicides. The detective works closely with the District Attorney's Cold Case Investigation Team. As a result, two more cases were solved, and several more cases are getting closer to being resolved.

Anyone who has information on an unsolved cold case homicide is encouraged to call our **Anonymous Tip Line** at: **831.775.4222**, utilize our online reporting tool found [HERE](#), or call: **831.758.7321** to get in touch with our dedicated Cold Case Detective.

Internet Crimes Against Children (ICAC) Task Force

The Salinas Police Department is part of the Silicon Valley ICAC Task Force. The Silicon Valley ICAC Task Force Program is a task force organized under the National ICAC Task Force. **The program is currently composed of 61 regional Task Force agencies** and is funded by the United States Office of Juvenile Justice and Delinquency Prevention. The purpose of this program is to interactively engage parents in the use of Social Media and Technology to help understand key concepts to keep their children safe from online predators.

Property & Evidence Unit

The Property & Evidence Unit is responsible for receiving all incoming property and evidence. Sources of property can include arrests, crime scenes, lost and found, etc.

SPECIAL WEAPONS & TACTICS (SWAT)



The Salinas Police Department's SWAT Team mission is to function as a highly trained and coordinated team to resolve critical incidents that are so hazardous, complex, or unusual that they exceed the capabilities of first responders and investigative units. SWAT's purpose is to safely and effectively resolve pre-planned and spontaneous incidents while striving for the preservation of human life.

SWAT Officers are trainers in several different disciplines including Active Shooter Intervention Tactics, ALICE (Alert, Lockdown, Inform, Counter, Evacuate), and less lethal munitions. SWAT instructors also conduct Active Shooter Training and Presentations to the community and each department within the City of Salinas.

As a regional tactical asset, the Salinas Police Department's SWAT responds to mutual aid requests from surrounding areas. SWAT will continue to train and deploy for high-risk operations in support of the Salinas Police Department's mission to provide superior, professional, and compassionate police service to the community we serve.



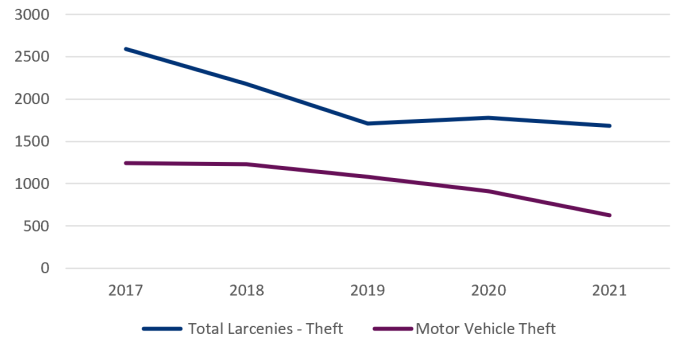
In 2021, SWAT responded to 25 pre-planned high-risk operations and 4 suspect-initiated call outs. SWAT operations included: high-risk warrant services, barricaded subjects, dignitary protection, special event support, and mutual aid requests. SWAT operations took place in the cities of Salinas, Gonzalez, Soledad, Greenfield, King City, and the unincorporated areas of Monterey County.

5-YEAR CRIME STATS & TRENDS

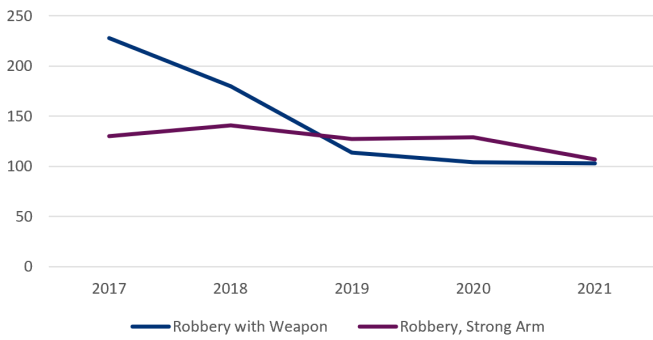
5-Year Crime Comparison

CRIME CATEGORY	2017	2018	2019	2020	2021
Murder	29	19	8	8	16
Negligent Manslaughter	0	0	1	0	0
Forcible Rape	69	99	65	68	65
Attempt Forcible Rape	2	1	1	1	0
Robbery with Weapon	228	180	114	104	103
Robbery, Strong Arm	130	141	127	129	107
Aggravated Assault	564	541	467	556	503
Non-aggravated Assaults	1092	1231	1236	1090	1029
Arson	24	31	25	33	28
Burglaries	964	897	742	790	662
Larcenies	2589	2180	1709	1779	1683
Motor Vehicle Theft	1242	1227	1081	912	624
TOTALS	6933	6547	5576	5470	4820

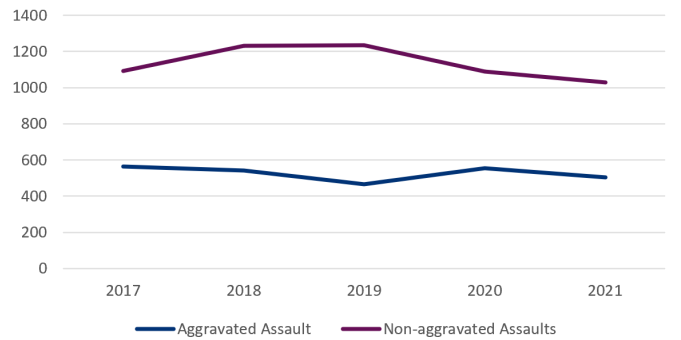
Theft



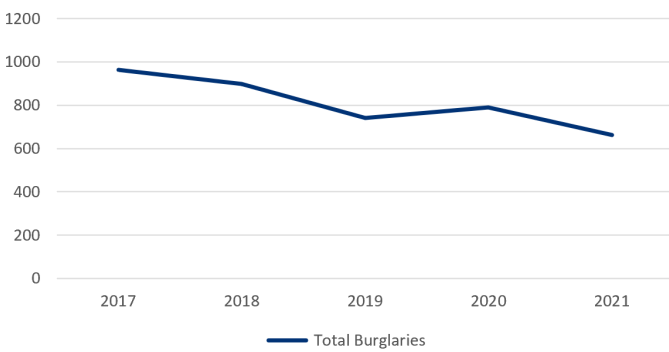
Robbery



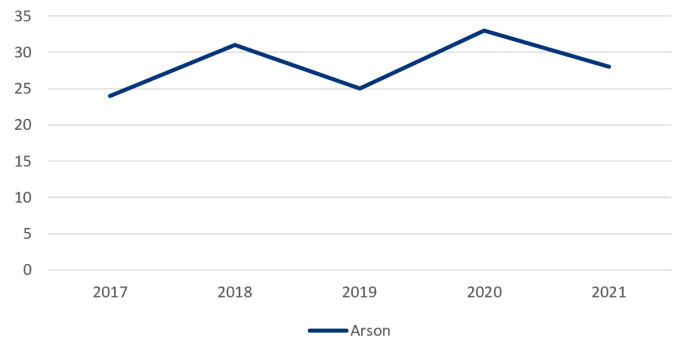
Assault



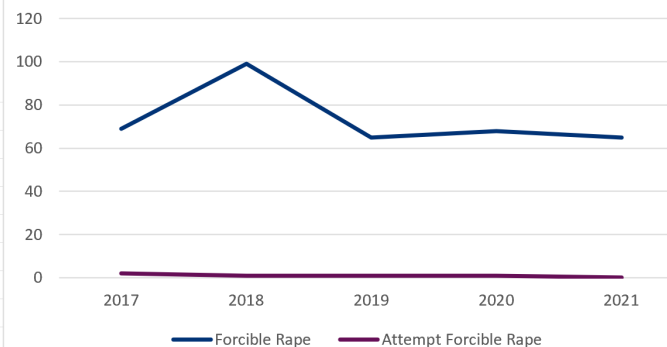
Total Burglaries



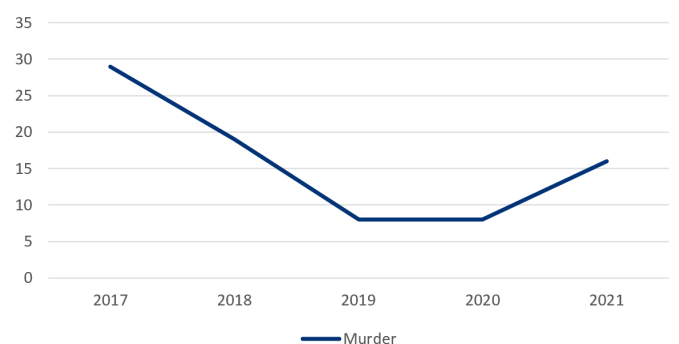
Arson



Rape



Murder



VIOLENCE SUPPRESSION TASK FORCE (VSTF) STATISTICS

The goal of the Violence Suppression Task Force (VSTF) is to keep the Salinas Community safe by working to disrupt violent crimes associated with gang activity, high-risk crimes, and the availability and use of illegal drugs.

- The VSTF is part of the Northern California High Intensity Drug Trafficking Area Initiative (HIDTA) and is responsible for investigating individual drug traffickers and Drug Trafficking Organizations (DTO) in the Monterey county area of responsibility
- VSTF maintains strategic partnerships with Homeland Security Investigations (HSI), US Marshals, FBI, ATF, CHP, Parole, Corrections and County Probation
- HSI is the principal investigative arm of the U.S. Department of Homeland Security, responsible for investigating transnational crime and threats, specifically those criminal organizations that exploit the global infrastructure through which international trade, travel, and finance move. HSI’s mission is to investigate, disrupt and dismantle terrorist, transnational and other criminal organizations that threaten or seek to exploit the customs and immigration laws of the United States
- VSTF Officers are sworn in as US Marshals

NOTE: VSTF was assigned to assist with Operation Black Hawk for 4 months in 2021.

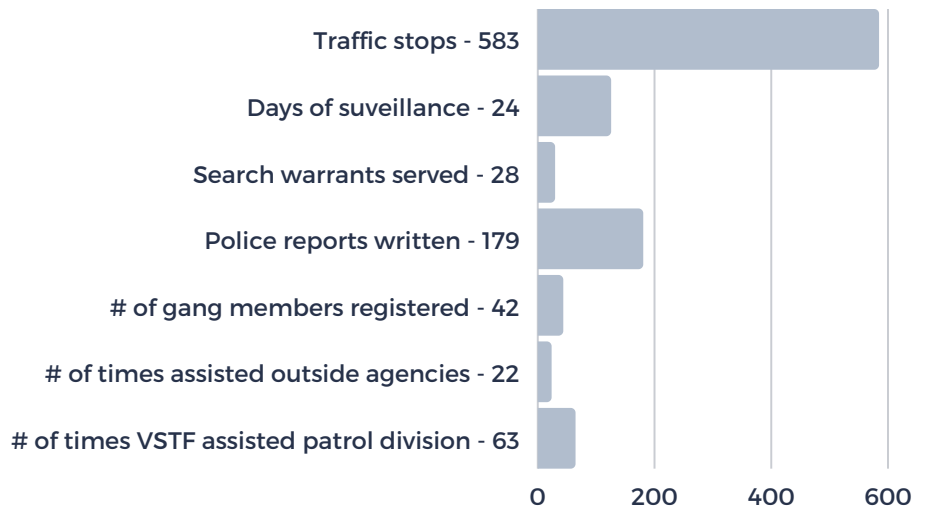
Therefore, the VSTF Stats below do not reflect activity during that operation. Operation Black Hawk statistics are on page 39.

Total of 181 arrests

115 were felonies

66 were misdemeanor

Of those felonies and misdemeanors,
58 were arrest warrants



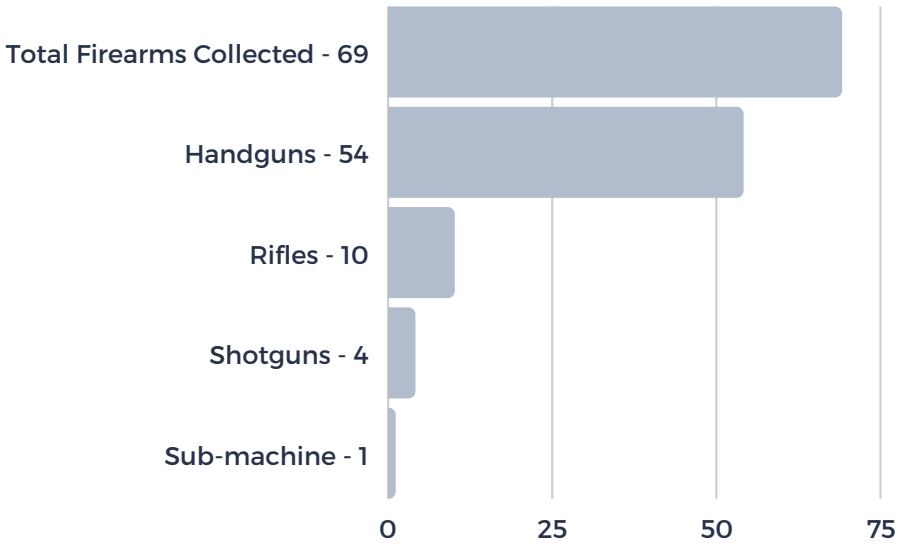


181 Arrests
115 were Felonies

V.S.T.F. SEIZED INTO EVIDENCE:

NOTE: VSTF was assigned to assist with Operation Black Hawk for 4 months in 2021. Therefore, the VSTF Stats below do not reflect the seizures during that operation. Operation Black Hawk statistics are on the next page.

- | | |
|--|---|
| <ul style="list-style-type: none"> 64.12 lbs of Methamphetamine 5.7 lbs of Heroin 107.9 gr of psilocybin mushrooms 27,604 pills (combination of MDMA, Hydrocodone, fentanyl) | <ul style="list-style-type: none"> 5.8 gr of MDMA (powder form) 761 Alprazolam bars (aka Xanax bars) 1.72 lbs of Cocaine 1031 THC Cartridges (Marijuana Vape Pen cartridges), 25 mason jars of liquid THC (BHO) |
|--|---|



OPERATION BLACK HAWK



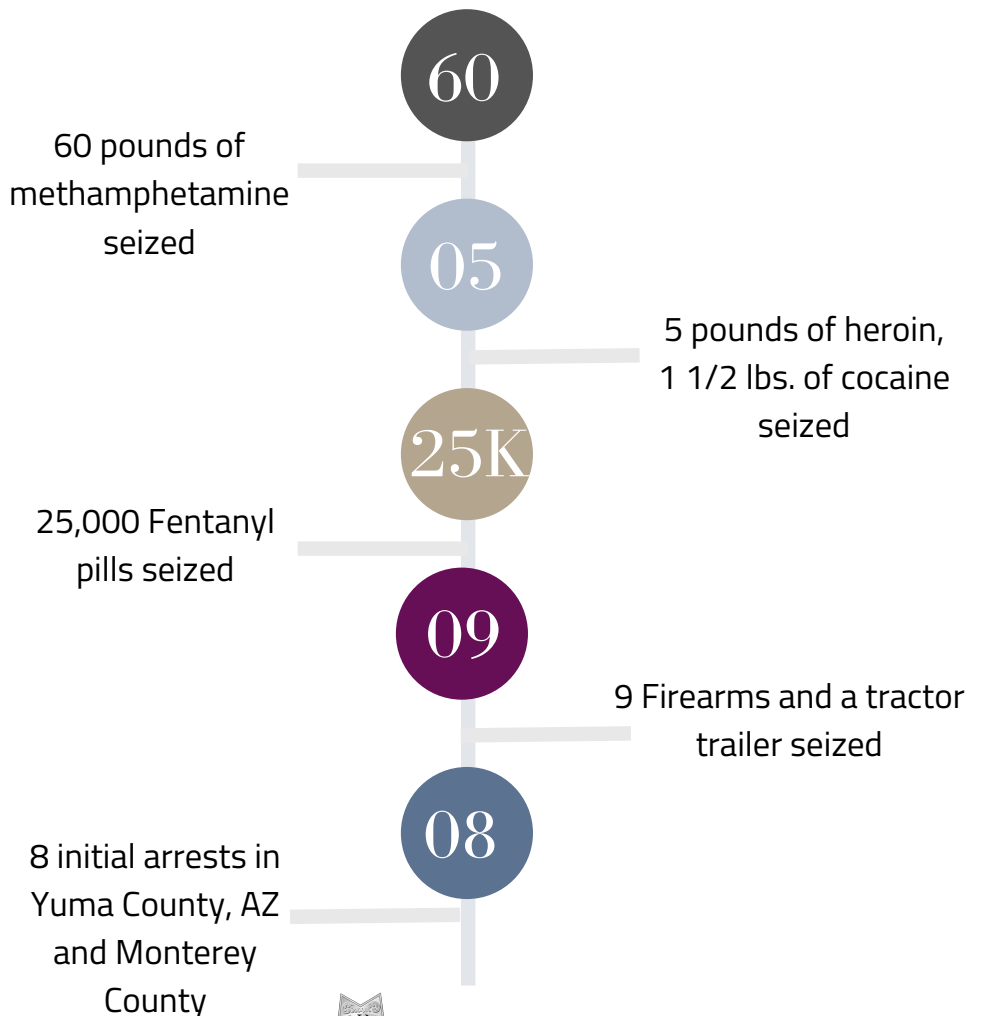
In 2021, Operation Black Hawk - a four month operation - was a collaborative initiative that brought together federal, local, and state law enforcement to focus on a drug trafficking operation with the specific intent to transport and distribute narcotics between Yuma, AZ and Salinas, CA.

There were over 170 law enforcement personnel who assisted in the execution of multiple search warrants and apprehension of criminals identified in the investigation.

Note: These statistics will not reflect the narcotics and firearms seized during Operation Blue Angel, which was carried out in January 2022.

Salinas PD and HSI Monterey Office thanks the following Agencies that assisted in Operation Black Hawk:

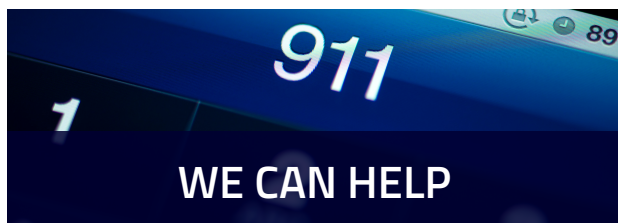
- California Department of Corrections and Rehabilitation
- Federal Bureau of Investigation
- California State Parole
- Monterey County Sheriff's Office
- California Highway Patrol
- Arizona Department of Public Safety
- US Customs and Border Protection
- San Benito County Sheriff's Office, San Benito County Probation Department
- Bureau of Alcohol, Tobacco and Firearms
- Yuma County Sheriff's Office, Yuma County Narcotics Task Force, Yuma Police Department
- HSI Yuma, Arizona
- Dept. of Public Safety (DPS)
- Casa Grande Arizona Office
- DEA Monterey



VICTIM SERVICES

In 2019, the Police Service of Salinas was awarded a three-year grant from the U.S. Department of Justice. The grant is administered by the Office for Victims of Crime and supports the development of a Victim Services Program which includes a Victim Advocate to serve the needs and rights of crime victims. While the focus is on violent crimes such as domestic violence, homicide, sexual assault, and human trafficking, all victims and their families may be assisted. Services include, but are not limited to, crisis intervention, emotional support, personal advocacy, referral and resource sharing, and support with understanding and navigating the criminal justice system.

The Victim Advocate position reflects the continuing commitment of the Police Service of Salinas to work with local, state, and federal partners to improve service to crime victims, their families, and our community.



POLICE SERVICE OF SALINAS

VICTIM ADVOCATE SERVICES

MOVING FORWARD WITHOUT FEAR

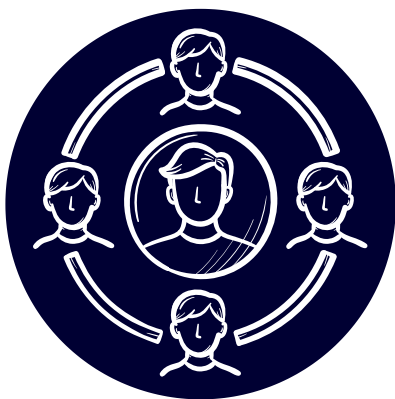
CONTACT | (831) 758-7192

We Believe in commUNITY Policing

It Takes a Village to Make
our City GREAT!



CommUNITY



CommUNITY Pride

Your voice makes a difference.
Get involved.



CommUNITY Safety

If you suspect or see it,
report it.



CommUNITY Tip Hotline

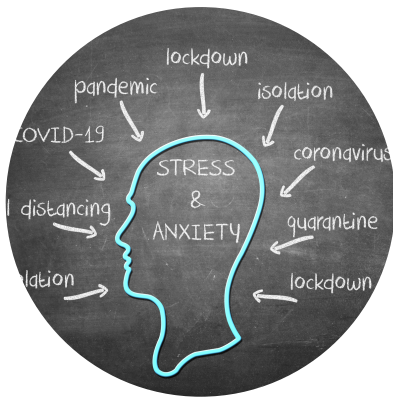
Call anonymously if you must.
Just call.



ADMINISTRATION DIVISION

Crisis Intervention Team

The Police Service of Salinas has continued its commitment to providing Crisis Intervention Training (CIT) to its officers with the goal of improving the way law enforcement and the community respond to people experiencing a mental health crisis. The training helps officers learn to identify signs and symptoms of mental illness, and how to utilize a range of stabilization and de-escalation techniques to offer a peaceful solution to individuals in crisis.



Hostage Negotiations Team

The mission of the Hostage Negotiation Team (HNT) is to work for the preservation of life during a crisis situation. Behavioral Health clinicians are integral members of HNT and have specialized training in working with police. HNT members have specialized training in crisis intervention and focus on de-escalation to effect surrender in critical situations where suspects have taken hostages, barricaded themselves, or have suicidal tendencies.



Enduro Team

The Enduro Team uses sport bikes to engage in Community Oriented Policing and Directed Patrols within the City of Salinas. Early success helped to expand the coverage for the team. Enduros have assisted the Homeless Outreach Team (HOT) and Code Enforcement.



TRAFFIC UNIT

The Traffic Unit’s goals are improving overall traffic safety and reducing injury and property damage in our community. It consists of two dedicated officers and a sergeant. Additional members of the unit work traffic enforcement on an as-needed basis.



Traffic officers work on motorcycles for maximum efficiency. The Traffic Unit provides traffic enforcement, conducts sobriety checkpoints, and is responsible for the investigation of serious and fatal collisions in the City of Salinas.

The Traffic Unit administers two grants from the California Office of Traffic Safety (OTS), the Selective Traffic Enforcement Program (STEP) grant and the Bicycle and Pedestrian Safety Grant. The Traffic Unit also participates as a contract provider for the Monterey County Health Department for the Active Transportation Grant from the California Department of Transportation.



90 Gets You 30

Doing 90 miles an hour gets you a reckless driving citation and a 30-day impound.

WE ARE SOCIAL...

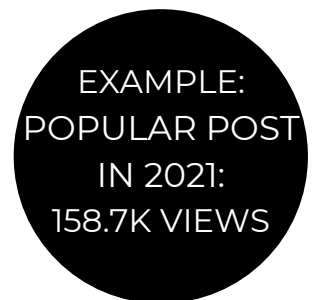
AND, AT TIMES, HILARIOUS!

Social media has become a powerful tool for law enforcement agencies. Texts, posts and tweets offer direct ways to engage with communities by sharing critical updates, the latest accident or arrest information, and receiving candid feedback from the community we serve.

We have all witnessed the power of social media to spread information rapidly to the public, which can be especially useful for law enforcement.

The use of social media by the police, like other public organizations, can offer many advantages:

- Quick communication to the public during safety emergencies or natural disasters
- Notifying or receiving tips from the public about a wanted or missing person
- Providing helpful information to the public or make announcements about community events
- Humanizing police officers and law enforcement as a whole
- Transparency & Integrity



The Media Team is responsible for the department's media relations, social media outreach, video production, event photography, and web page. **During 2021, the department's reach on social media exceeded 86,788 followers across all of its platforms.** Community engagement has increased and the public has enjoyed the humor that is often included in posts (when appropriate).

IT IS OUR HIGHEST HONOR TO SERVE AND PROTECT OUR COMMUNITY

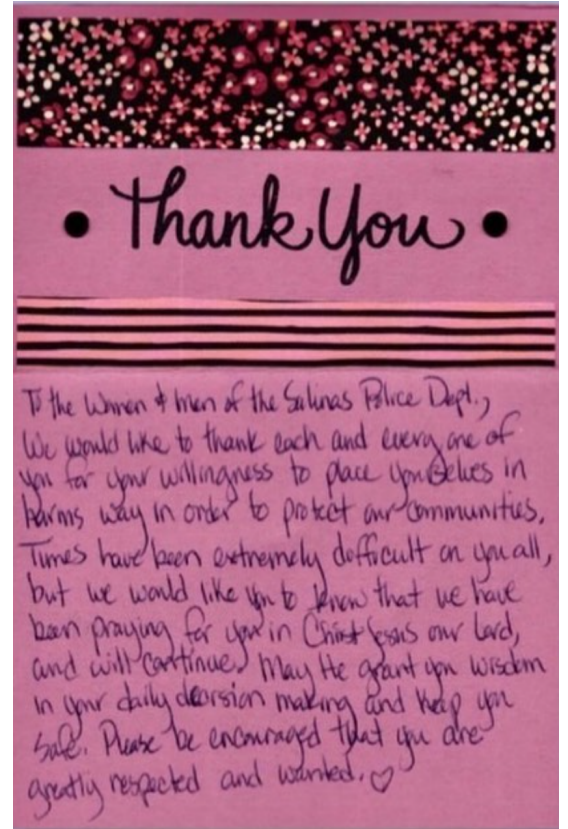


To Everyone Concerned -

I wanted to extend my appreciation for the service provided by the Salinas Police Dept. I live in Sacramento with both very young and very elderly relatives; both of which have needed extended care and live in Salinas.

I've twice had the need to ask for well-being checks on relatives. Luckily, both times ended well. Both times also resulted in returned calls either by the PD or the in-question relative.

Being a minority that grew up in the 60's in the south, my opinion of PD's was pretty jaded. Consistency has ~~started~~ started a change. Thanks, small acts!



We Appreciate YOU, too!

A couple of days ago, Salinas PD officers were involved in the initial investigation related to the officer involved in a shooting on Rossi Street. Several of them were at the crime scene for an extended period of time, not able to take a lunch break. An officer was finally able to break away from the scene to go for a food run at one of our local restaurants.

When the officer came up to the drive-up window to pay the bill, he was pleasantly surprised to find that a community member in the car in front of him had paid the \$95 bill because he appreciated the work police officers do.

We know there are many community members in support of the police and appreciate the work officers do on a daily basis. We want you all to know it does not go unnoticed. Thank you!

OUTSTANDING POLICE DUTY AWARD RECIPIENTS

Outstanding Police Duty Award Recipients in 2021 by the Salinas Police Department:

Detective Robert Miller, Investigations
 Deputy District Attorney James Laughlin, Monterey County
 Special Agent Keith Holt | Homeland Security Investigations (HSI)
 Detective Don Hart, Investigations
 Special Agent Lance Maniscalco | Homeland Security Investigations (HSI)
 Sergeant Gerardo Magana, VSTF
 Officer Ian Kile, VSTF
 Officer Chris Neff, VSTF
 Officer Evan Adams, VSTF
 Officer Zach Dunagan, VSTF

**All of the above officers were also nominated to receive the Award of Merit
 from the Monterey County Peace Officer Association (MCPOA)**



This year's award recipients were selected based on their outstanding service during Operation Black Hawk, a 4-month investigation into NorCal Transportation, which was suspected of operating a drug trafficking organization (DTO) with the specific intent to transport and distribute narcotics between Yuma, AZ and Salinas, CA. During the investigation, it was determined that NorCal Transportation was directly connected to the Sinaloa Cartel and transporting narcotics in conjunction with Norteno gang leaders. Additional information about Operation Black Hawk may be found on page 39.

CPOA AWARD OF DISTINCTION TO SALINAS DETECTIVE



Detective Byron Gansen received the California Police Officer Association (CPOA) Award of Distinction on Sept. 22, 2021 in San Diego.

On October 22, 2020, a federal grand jury indicted 6 Salinas street gang members, charging them with racketeering, murder, conspiracy to commit murder, and additional firearms and gang-related crimes. The federal indictments were the culmination of a complex 3-year investigation initiated and investigated by Detective Byron Gansen.

Detective Gansen's investigation revealed that a violent group of Norteno street gang members coordinated and executed missions to hunt and kill rival Sureno street gang members. When they could not find Sureno gang members, they targeted Latino males -

often, migrant agriculture workers. This group was known among themselves as the "Murder Squad." They orchestrated seven shootings over the course of two years, killing eight people and injuring several others in 2017 and 2018. Seven of the eight homicide victims had no known gang affiliation. They were murdered in cold blood for no other reason than they were vulnerable and met the suspects' criteria for execution. The remorseless suspects celebrated their murders and operated in a culture where the more "bodies" accumulated, the higher status conferred on that member.

This operation was without question one of the most consequential investigations in the history of the Salinas Police Department. Detective Gansen committed countless hours to surveillance, interviews, and unglamorous detective work.

MAAD AWARDS TO TWO SALINAS OFFICERS

Officers Tyler Provost and Jonathan Tuiolosega were honored by Mothers Against Drunk Driving (MAAD) for their exemplary efforts in driving under the influence (DUI) enforcement. Each arrest can be life-saving, and we appreciate their outstanding work.



2021 OFFICER OF THE YEAR



Officer Guadalupe Rodriguez Lupe is the epitome of service, pride, and dedication. She possesses a solid work ethic, always gives 100%, and conducts thorough investigations. In 2021, she wrote 131 reports and made 30 arrests for crimes related to quality-of-life issues, controlled substances, and sex crimes. She treats all individuals with respect and dignity, recognizing the value of humanizing the image society holds of law enforcement personnel by interacting with the public outside of calls for service.

2021 PROFESSIONAL STAFF OF THE YEAR



Michele Houston has been an essential part of VSTF as support personnel. Effective intelligence is crucial to the Violence Suppression Task Force's mission and ability to combat criminal groups. Michele Houston's exemplary technical and analytical work permits VSTF to establish a proactive response to crime. The effective intelligence Michele provides enables VSTF to identify and understand criminals operating in Salinas and throughout Monterey County. Michele is extremely knowledgeable and always has a positive attitude.

2021 AWARDS



PROMOTIONS

The Salinas Police Department congratulates the following individuals on their promotions:



Left to Right
Commander Lalo Villegas, 2020
Sergeant Gabriel Gonzalez, 2020
Sergeant Justin Heckman, 2021
Sergeant Seth Morten, 2021

Left to Right
Commander Danny Warner, 2021
Sergeant Anthony Parker, 2021
Sergeant John McNeil, 2021



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Adele Fresé
Former Police Chief
9/09/2021

Salinas Police Department retirees continue to play an active role in our community and in others across the nation. By utilizing their years of law enforcement expertise in second careers, teaching endeavors, and many other community service opportunities, they continue to exemplify the finest ideals of Community Policing. We sincerely thank them for their outstanding service.

30

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Dana Cornelison
Police Sergeant
5/31/2021

28

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Chris Lane
Police Sergeant
9/30/2021

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Matt Maldonado
Police Commander
9/30/2021

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Martha Carvey
Admin. Secretary
11/13/2021

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Gabe Carvey
Police Officer
7/30/2021

20

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Timothy Simpson
Police Officer
6/07/2021

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Patrick Haney
Criminalist
6/24/2021

17

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Justin Salinas
Police Officer
10/15/2021

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Dave Poulin
Police Officer
12/22/2021

RETIREMENTS



Retired



Thank you for your service



HONOR GUARD

The Honor Guard is an important part of our Administration Division

Unit Commander

Cmdr. J. Arensdorf

Unit Supervisor

Sgt. N. Livingston

Unit Coordinator

Field Training Ofc. R. Balaoro

Team Leaders

Ofc. R. Rosales

Ofc. J. Kinney

Honor Guards

Ofc. L. Livingston

Ofc. D. Crabill

Ofc. O. Dydasco

Ofc. E. Garcia

Sgt. A. Duran

Ofc. C. Neff

Ofc. C. Smith

Ofc. I. Kyle

Ofc. K. Raby



In Memory of John Pineda

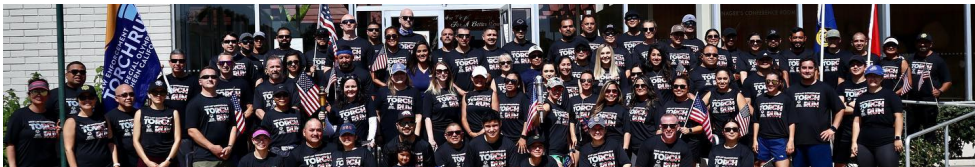
Community Service Officer
20 Years at Salinas Police Dept.

September 19, 1968

May 14, 2021



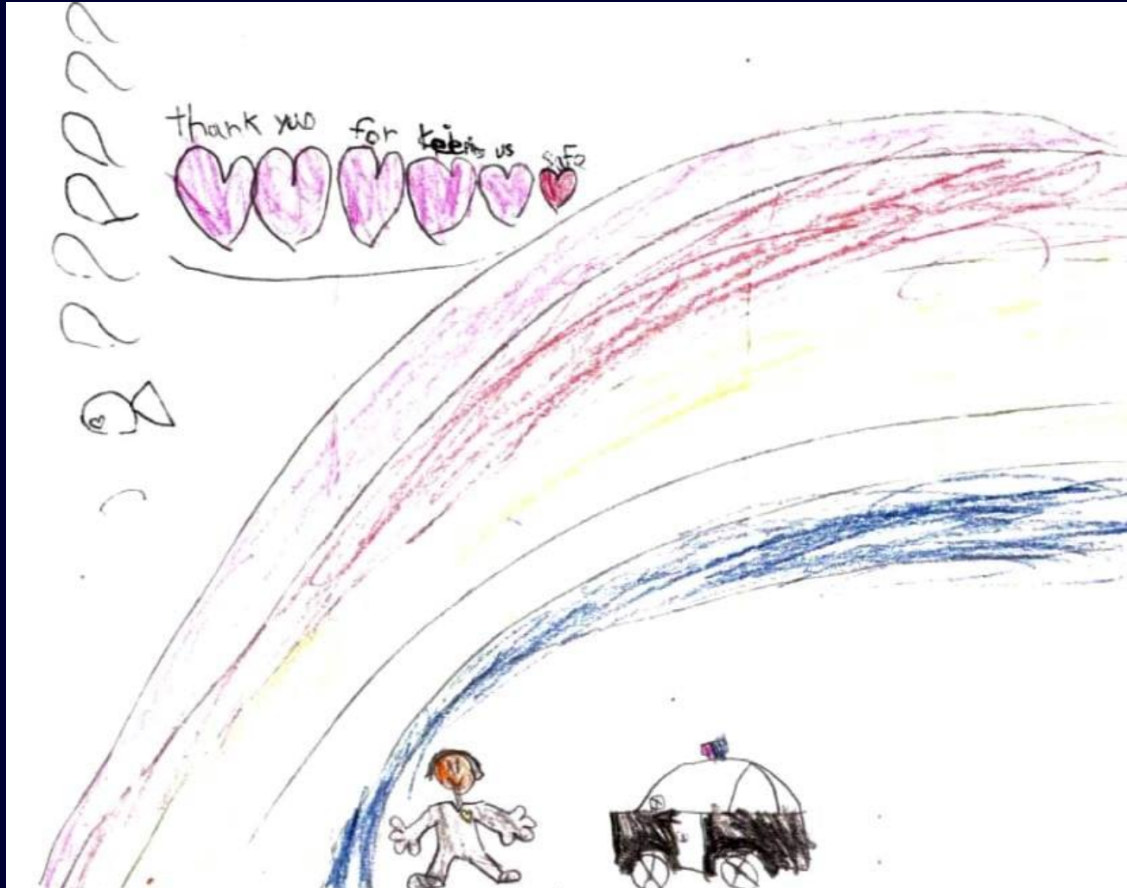
Officer Pineda worked for the Salinas Police Department for 20 years, from 7/23/2001 until the day he passed on 5/14/2021. He will always be remembered for his dedication and contributions to our department and community.



Police Service of Salinas | Annual Report - 2021

312 E Alisal St., Salinas, CA 93901

Emergency Call: 911 | Non-Emergency Call: 831.758.7321 | Violence Tip Line: 831.775.4222



ACKNOWLEDGEMENTS

The members of the Salinas Police Department would like to take this opportunity to thank our city leaders and the residents of Salinas for their support. The partnerships that exist between the community and police are vital to preventing and solving crimes, while preserving a safe and desirable living environment for all to enjoy.

GET READY TO CELEBRATE!



Salinas Police Department
will be celebrating its
150th Anniversary in 2022



www.salinaspd.org