



# **LIVERMORE POLICE DEPARTMENT 2019 ANNUAL REPORT**

# MISSION, VISION, VALUES

## MISSION STATEMENT

**“Service with Honor, Protection with Purpose”**

## VISION STATEMENT

**“Committed to Organizational Excellence & Community Safety”**

## VALUES STATEMENT

**Integrity - Do the right thing, in the right way, for the right reason.**

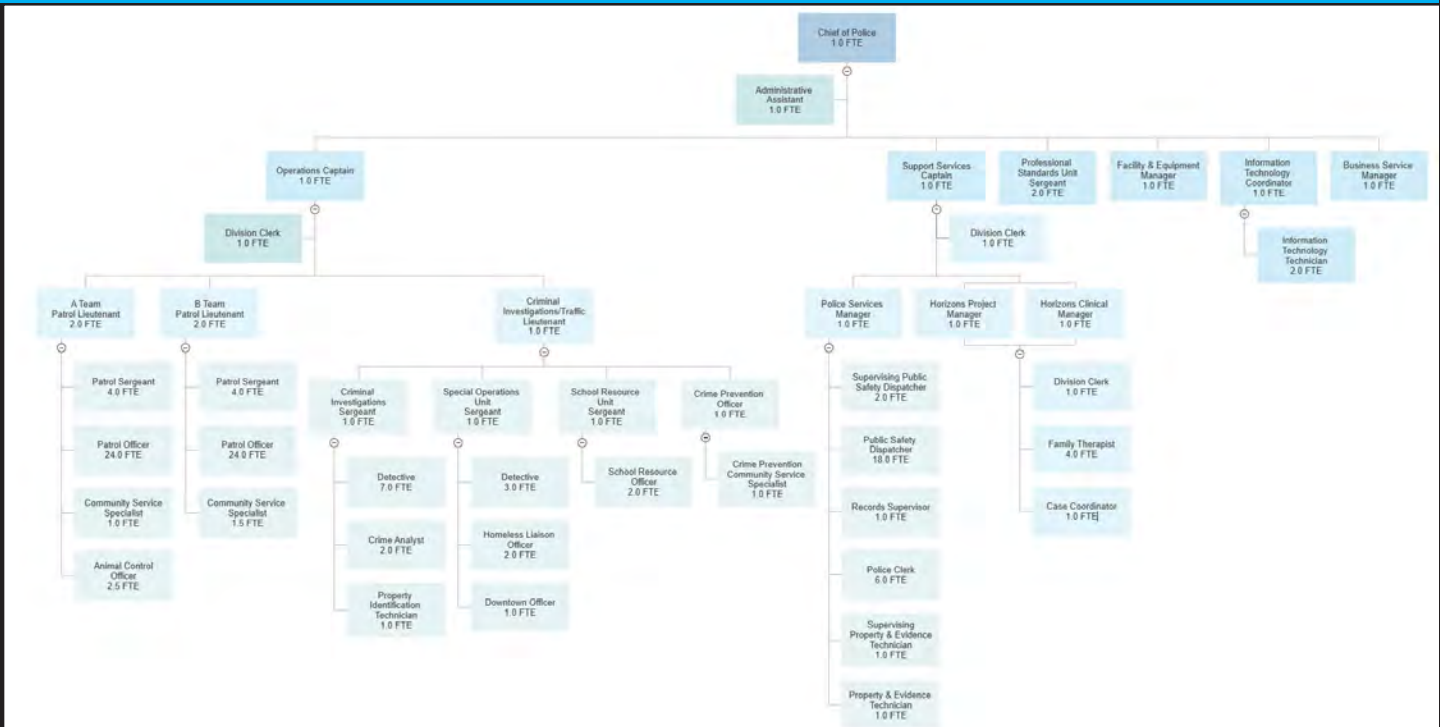
**Courage – Have the firmness of mind and the will to act.**

**Professionalism - Set high standards, represent the profession with pride.**

**Leadership – Be a positive influence, accomplish the mission.**



# ORGANIZATIONAL CHART



## ADMINISTRATION

Michael D. Harris, Chief of Police  
Christine Campbell, Administrative Assistant

## OPERATIONS DIVISION

Matt Sarsfield, Police Captain  
Dot Mathues, Division Clerk

## SUPPORT DIVISION

Jeramy Young, Police Captain  
Evelyn Godinez, Division Clerk

Main Police Department Phone Number	(925) 371-4900
Animal Control	(925) 371-4848
Captain's Office	(925) 371-4700
Chief's Office	(925) 371-4710
Crime Prevention	(925) 371-4797
Criminal Investigations Bureau	(925) 371-4700
Criminal Investigations Bureau Sergeant	(925) 371-4733
Dispatch	(925) 371-4987
Dispatch Supervisor	(925) 371-4936
Horizons Family Counseling	(925) 371-4747
Information Technology Coordinator	(925) 371-4913
Patrol Sergeant	(925) 371-4825
Patrol Watch Commander	(925) 371-4820
Police Facility and Equipment Manager	(925) 371-4921
Property & Evidence	(925) 371-4940
Records	(925) 371-4909
School Resource Officer - Granada High School	(925) 371-4758
School Resource Officer - Livermore High School	(925) 371-4763
Traffic	(925) 371-4850



## MESSAGE FROM THE CHIEF OF POLICE

On behalf of the Livermore Police Department, I am proud to present our 2019 Annual Report. The Annual Report is intended to provide Livermore residents and visitors with information concerning the police department and public safety in our community. Our mission is “Service with Honor, Protection with Purpose” and we welcome the opportunity for everyone to learn more about the services we provide and the opportunity to highlight our dedicated staff’s many accomplishments.

As a department, we are committed to your safety and strive to consistently earn the public’s trust. We work diligently to effectively deploy the resources entrusted to us and to actively solicit input from the community to identify and solve problems together.

I want to thank the dedicated men and women of the Livermore Police Department, who are truly the heart and soul of the organization, along with the many community partners, volunteers and residents who provide for the safety of our wonderful community. I would also like to thank our City Council, City Manager and other city leaders for their ongoing support.

I invite you to visit our website at [www.livermorepolice.com](http://www.livermorepolice.com) for more information about our department and the community we serve. Please feel free to contact either my office or any member of my executive team with your comments, concerns and/or suggestions. By working together, we can ensure safer neighborhoods and maintain the excellent quality of life we enjoy in Livermore.

**Michael D. Harris, Chief of Police**





In 2019 we began work on the Livermore Police Department Road Map. We initiated this effort in order to create a strategic framework for the Department. As such, the Road Map serves as a guide for identifying priorities, a framework for making resource allocation decisions, and a tool for creating work plans for Department staff. Ultimately, the Road Map will assist us in continuing to provide high-quality services to the Livermore community.

We developed this Road Map through a close collaboration between the Management Team, the sworn police officers, and professional staff who comprise the LPD workforce. The Road Map is divided into two parts. Part one consists a mission statement, vision statement and four core values. Together, these elements describe the LPD's central purpose, the kind of police department we are striving to be in the future, and the standards and principles that guide the behavior and conduct of all personnel in the department.

The second part of the Road Map consists of six strategic goals that cover all of the Department's operations and support services. The strategic goals serve as pillars, establishing foundational priorities that will direct where we focus our efforts and resources. As you will see, each strategic goal is supported by several objectives (or sub-goals).

As we move towards implementing the Road Map, we will revisit it on a regular basis to ensure that progress is being made and to ensure that it is sufficiently responsive to any external and internal changes we might encounter. While we are fully committed to all of the elements in the Road Map, we also recognize the need to adapt to changing circumstances and to make course corrections and adjustments as needed.

### ROAD MAP GOALS

- The Livermore Police Department's core function is public safety and crime prevention, which will be achieved through relationships, enforcement and education.
- Members of the Livermore Police Department will conduct themselves with honor and will be held to a high degree of accountability, with the understanding that our effectiveness relies on community support.
- The Livermore Police Department will partner with our community to enhance collaborative problem solving and to improve the quality of life in Livermore.
- The Livermore Police Department will treat people with respect, while providing superior service, internally and externally, that exceeds expectations regardless of circumstances.
- The Livermore Police Department will continually evaluate and develop our operations and services to be leaders in the law enforcement profession.
- The Livermore Police Department will promote safety and wellness for all employees, while providing staff with development opportunities and clear direction to enhance their skills and prepare them to be future leaders in our organization.

# DR. JOHN SHIRLEY COUNCIL CHAMBER

## LIVERMORE CITY COUNCIL



**John Marchand**  
Mayor



**Bob Woerner**  
Vice-Mayor



**Bob Coomber**  
Council Member



**Trish Munro**  
Council Member

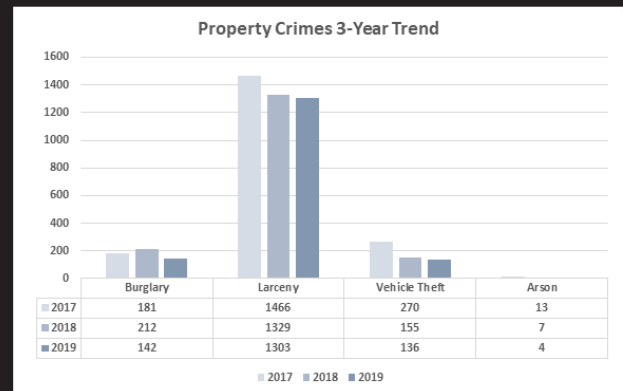
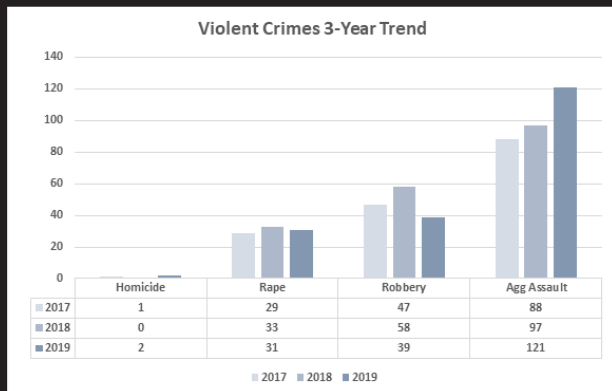


**Robert W. Carling**  
Council Member

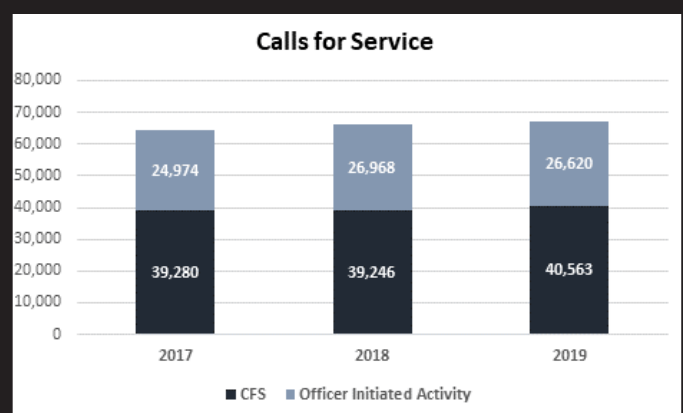
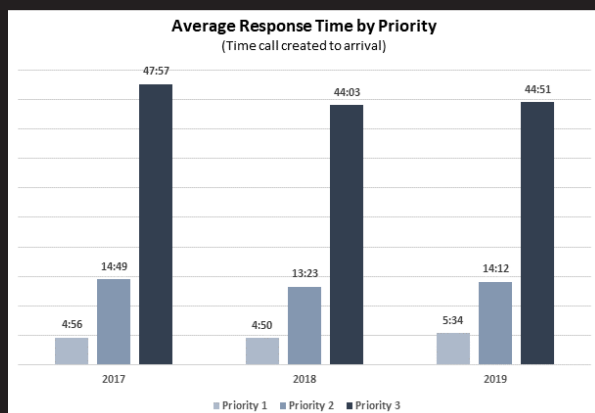
# UNIFORM CRIME REPORTING

The crime statistics in this report are based on the number of crimes reported by the Livermore Police Department to the Federal Bureau of Investigation (FBI) through the Uniform Crime Reporting Program (UCR). This report will focus on the eight Part I Crime classifications. Part I crimes are defined by the State of California as the most serious crimes and are divided into two categories: 1) **VIOLENT CRIMES**: homicide or non-negligent manslaughter, forcible rape, robbery, and aggravated assault, and 2) **PROPERTY CRIMES**: burglary, larceny, vehicle theft, and arson.

The following charts reflect a three year trend of Part I Crimes the Livermore Police Department reported to the FBI through the Uniform Crime Reporting Program in 2019.

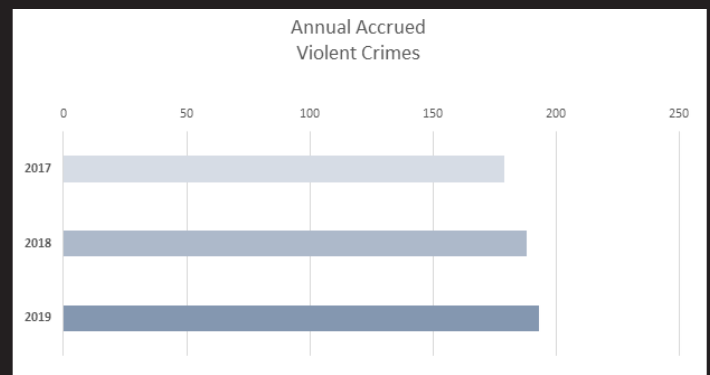
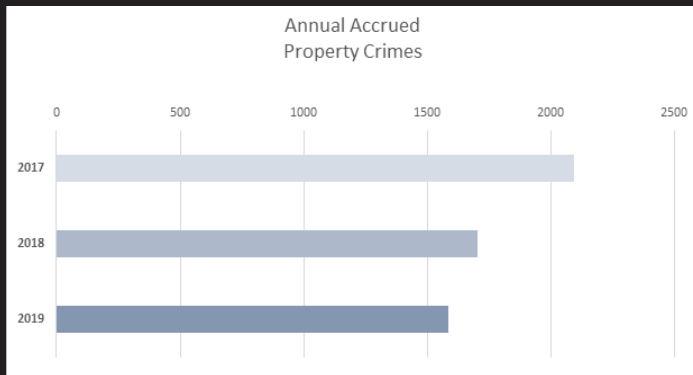
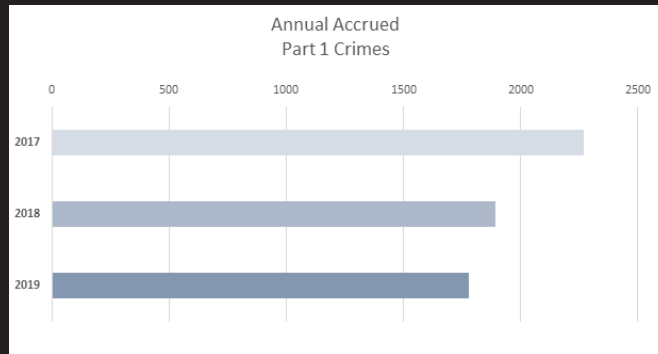


The following charts reflect the average response time to calls by priority and the number of calls for service and officer initiated activity over the past three years.

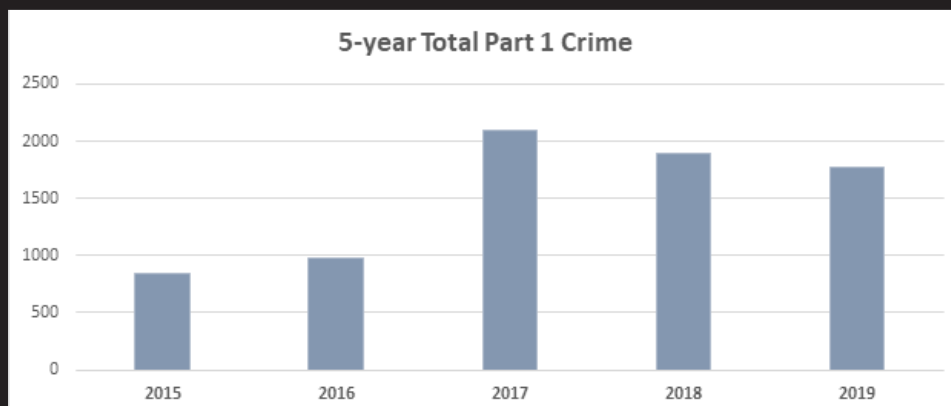


# UNIFORM CRIME REPORTING

The following charts provide a more detailed representation of Part 1 Crime comparisons, 2017, 2018 and 2019.



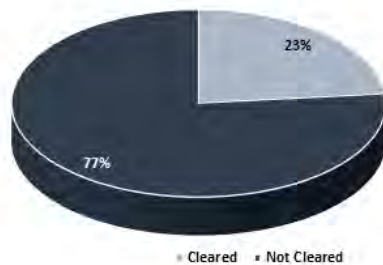
UCR 2019	Homicide	Rape	Robbery	Aggravated Assault	Burglary	Larceny	Vehicle Theft	Arson
January	0	4	3	7	12	117	7	0
February	0	3	2	18	12	141	14	0
March	0	0	5	19	15	124	7	1
April	0	3	3	3	16	100	17	0
May	0	4	5	10	14	78	11	0
June	0	6	3	13	16	105	9	0
July	1	2	2	10	9	144	10	0
August	1	3	2	13	5	135	11	1
September	0	2	3	5	7	77	12	0
October	0	2	3	7	8	81	14	1
November	0	1	4	8	6	97	10	1
December	0	1	4	8	22	104	14	0
<b>Total</b>	<b>2</b>	<b>31</b>	<b>39</b>	<b>121</b>	<b>142</b>	<b>1303</b>	<b>136</b>	<b>4</b>





# PART 1 CRIMES CLEARANCE RATE

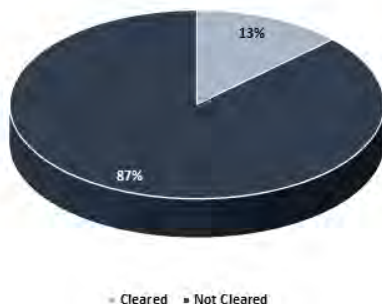
**Part 1 Crimes  
Clearance Rate**



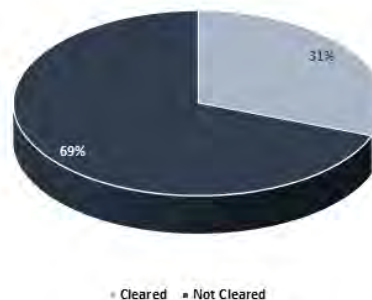
**Homicide  
Clearance Rate**



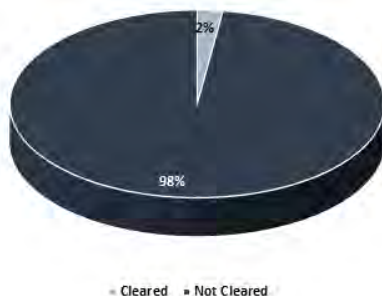
**Rape  
Clearance Rate**



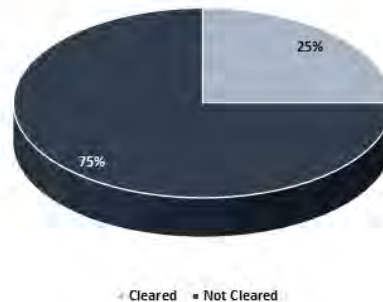
**Robbery  
Clearance Rate**



**Vehicle Theft  
Clearance Rate**



**Arson  
Clearance Rate**





**Josh Ratcliffe**  
Police Lieutenant



**Joe Draghi**  
Police Lieutenant



**Jason Boberg**  
Police Lieutenant



**John Reynolds**  
Police Lieutenant

## **WATCH COMMANDERS**

The Police Lieutenant rank within the department is assigned as Officer-in-Charge of various law enforcement and administrative functions. There are two Lieutenants assigned to each of the patrol teams as Watch Commanders. The Watch Commander plans, develops, coordinates, schedules and supervises the activities and personnel of an assigned unit, shift or program; trains, counsels, assists and prepares performance evaluations of assigned employees; assists in developing unit objectives coinciding closely with long range division/department goals, objectives, policies, and priorities for new and existing programs; conducts complex special and internal affairs investigations; coordinates department resources with allied agencies in the handling of major events or special problems; develops effective major event and tactical plans; conducts inspections to ensure compliance with laws, and department and City rules, regulations, policies, and procedures; monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; participates as a member of the police department management team; and responds to employee and citizen complaints in a timely manner.

Our on-duty Patrol Sergeants are acting Watch Commanders in the absence of an on-duty Lieutenant.



## PATROL BUREAU

The Livermore Police Department's Patrol Bureau consists of a four Lieutenants, eight Sergeants, and 46 Officers. This largest division of the department represents the front-line of police service and protection, and is the most common liaison between the department and the community they serve. Their vigilant presence throughout Livermore every hour of the day and night helps to deter criminal activity.

Some of the duties Patrol Officers have are: respond to emergency calls for assistance and reports of impending crimes or crimes in progress, enforce traffic laws, investigate suspicious occurrences, identify and mitigate public safety hazards, check parolees and probationers for compliance, serve warrants, make arrests, assist detectives or other divisions with investigations or assignments where safety is in question, and mediate disputes to help prevent escalation

In 2019, Officers responded to 67,144 calls for service. This was an increase of less than one percent from 2018. Of the 67,144 calls for service, over one-third were officer initiated and the remaining two-thirds were received through the Dispatch Center. Officers made a total 3,531 arrests in 2019.



# LIVERMORE POLICE

*Service with Honor – Protection with Purpose*



## FIELD TRAINING PROGRAM

The Livermore Police Department Field Training Program consists of a Lieutenant, Sergeant, and 10 Field Training Officers. The Field Training Officer has three primary roles to fulfill: (1) a police officer assuming full district responsibility, (2) a trainer of newly hired personnel, and (3) a role model/mentor for officers of patrol duties and responsibilities. Field Training Officers provide an important link to the training process. Their talents and skills provide new officers with the orientation, guidance, coaching, and evaluations that prepare them to become effective police officers.

Livermore Police Department Field Training Officers average 12 years of law enforcement experience. It is the responsibility of the Field Training Officer to thoroughly review the field training program guide materials with the newly assigned officer and to demonstrate proper patrol procedures. Trainees will be required to perform various law enforcement duties under the guidance and supervision of their assigned Field Training Officer and a Field Training Program Supervisor.

The Field Training Program is delivered over a minimum of 20 weeks, to include orientation, three phases of training, and a Shadow Phase where the Field Training Officer monitors the trainee to ensure they can operate at a solo patrol officer level prior to releasing them on their own. During each phase the trainee is assigned to a different Field Training Officer. This ensures the trainee receives training from a variety of personnel with different skill sets, and are evaluated fairly and without prejudice.

In 2019, the Field Training Program trained 15 police officers and two police cadets. The total amount of time spent training new police officers and cadets was 9,928 hours. Field Training Officers and supervisors completed 207 evaluations, to include daily observation reports, weekly supervisor reviews, and end of phase reports.





## K9 Unit

The Livermore Police Department's K9 Unit consists of a Lieutenant, a Sergeant, and three Officers. The police canines are a tremendous asset to the department and community and are often referred to as a force multiplier. With some tasks, they can do the work of a team of officers in much less time. Their presence alone on a violent crime call, a high-risk vehicle stop, or when contacting a group of gang members can gain the compliance of multiple suspects or convince hiding or fleeing suspects to surrender. The use of canines is imperative in the fight against crime and provides protection for officers and the community. K9 officers and their partners also conduct numerous demonstrations at community events and schools every year. In 2019, the K9 unit made 47 public appearances, conducted 23 sniffs for drugs or explosives, performed eight tracks, and had 16 suspect surrenders/apprehensions.

Police canine Bugsy retired in September 2019 after a six-year career. The Livermore K9 Foundation donated \$10,645.00 to purchase a new canine, Drax. Police canine Drax was born February 7, 2018. He is a male, 90 pound, fawn Belgian Malinois. Drax is certified in narcotics and firearms detection. After completing training began patrol with Officer Robert Leiva in October 2019.





## HOMELESS LIAISON AND POLICING UNIT

The Homeless Liaison and Policing (HLP) Unit consists of two full-time officers and two supplemental officers. The mission of the HLP Unit is to link unsheltered individuals with appropriate resources, be a guide for service providers, educate the public to the challenges of homeless issues, and conduct enforcement when necessary. The motto of the HLP Unit is "Compassion with Accountability."

The HLP Unit has developed a rapport with most known unsheltered individuals within the city. The HLP Unit develops a resource plan based on individual attributes and prioritized needs. Using service providers, the HLP Unit links unsheltered individuals with housing resources, jobs programs, substance abuse rehabilitation, and mental health care. Service providers often contact the HLP Unit for guidance in locating and introducing unsheltered individuals. This entails escorting service providers into homeless camps so they can provide intakes, needs assessments, and health care.

Stakeholders in the community often contact the HLP Unit for help with cleaning homeless encampments. Common stakeholders the HLP Unit works with are Caltrans, Zone 7, Walmart, Kohl's, and Home Depot. The HLP Unit has coordinated quarterly cleanups in the Arroyo Las Positas Creek area where garbage from unsheltered individuals often accumulates. Combined past cleanups have yielded over 50 tons of trash cleaned from the creek area. In an effort to reduce the amount of trash that needs to be picked up quarterly, the HLP Unit has coordinated with Livermore Sanitation to leave two large dumpsters at this location on a weekly basis.

In January 2019, the HLP Unit assisted Everyone Home with the Point In Time homeless count. Everyone home counted 264 homeless individuals in Livermore (179 unsheltered). In 2019, the HLP Unit handled 787 homeless complaints and homeless related issues. The HLP Unit made 81 arrests for the year. Arrest offenses included drug crimes such a possession for sales, trespassing, burglary, vandalism, resisting arrest, and domestic violence.





## CRIMINAL INVESTIGATIONS BUREAU

The Livermore Police Department's Criminal Investigations Bureau consists of a Lieutenant, a Sergeant, seven Detectives, and a Crime Analyst. The Criminal Investigations Bureau investigates cases occurring within the city that are beyond the resources of the Patrol Bureau. These cases include, but are not limited to: crimes against persons such as homicide, rape, aggravated assaults, and robberies. They also include juvenile crimes, such as child abuse/neglect, missing persons, and runaways. All death cases are investigated when the cause is unknown or suspicious in nature. The Criminal Investigations Bureau also investigates crimes against property such as burglaries, grand thefts, vehicle thefts, high tech crimes, and identity theft.



**Lieutenant Mike Trudeau**  
Criminal Investigations Bureau

BAY AREA

## Man, woman arrested for human trafficking out of Bay Area parlors



by: Tristi Rodriguez

Posted: Dec 5, 2019 / 06:54 AM PST / Updated: Dec 5, 2019 / 06:54 AM PST

LIVERMORE (KRON) – Two people were arrested for coordinating a prostitution and human trafficking ring out of several Bay Area shops, according to authorities.

Police began investigating Anna Huang, 50, and Brian Jones, 50, last year after people reported concerns that there were two massage businesses acting strangely.

As they investigated, officials found prostitution happening at the Elite Foot and Back Center on Vasco Road and Paradise City Foot and Back Center on Wright Brothers Avenue, both in Livermore.



## SPECIAL OPERATIONS UNIT

The Livermore Police Department's Special Operations Unit consists of a Sergeant and three Detectives. The Special Operations Unit works to address and combat current crime trends, gang investigations, gang suppression/documentation, conduct public appearances, investigate property and person crimes as assigned, street level narcotic activity, vice crimes, ABC violations, CIB follow-up assignments, and criminal intelligence gathering.

In 2018, Detective Kevin Foreman started an investigation as a result of complaints from the community of suspected prostitution occurring at two separate massage businesses in Livermore. Detective Foreman began his investigation by coordinating several undercover operations. Based on those operations, Detective Foreman began to suspect additional illegal activity was occurring, to include sexual exploitation. Detectives continued to investigate by conducting surveillance and undercover operations.

After many months of undercover operations, hundreds of hours of surveillance, and over 25 search warrants, Detective Foreman identified two suspects as key players in the massage businesses. Detective Foreman learned the identity of the owner of the two Livermore massage parlors in question. That person was also identified as the owner of two massages parlors in Tracy, CA and one massage parlor Brentwood, CA.

Based on the investigation, it was believed the suspects were involved in commercial sexual exploitation and money laundering, and also committed tax evasion. Both were suspects were arrested without incident in their home for the above listed offenses.

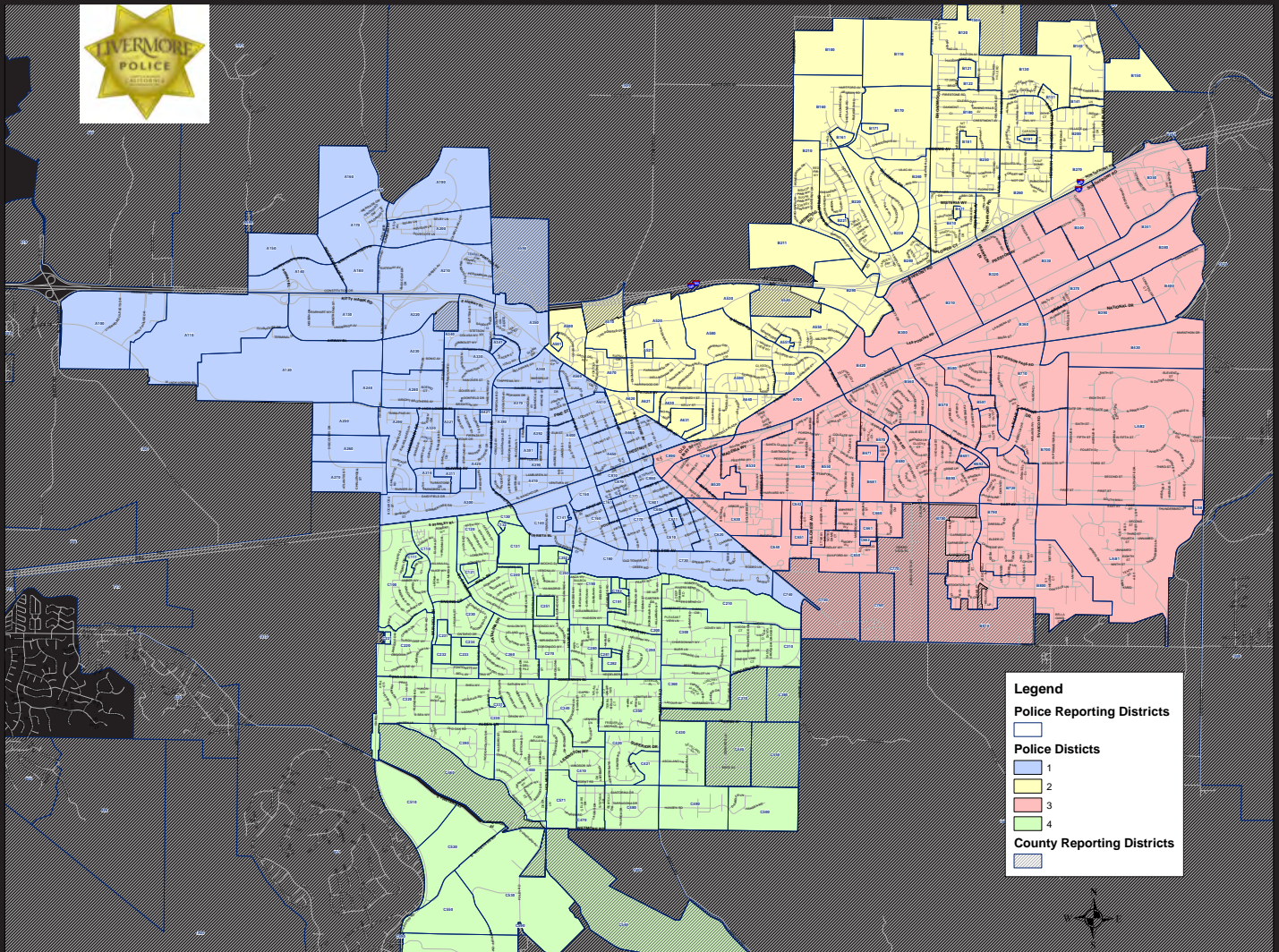




## SCHOOL RESOURCE OFFICER UNIT

The Livermore Police Department's School Resource Officer Unit consists of a Sergeant and two Officers. The School Resource Officer (SRO) program places a police officer on campus at the schools where they are more accessible for both school administrators and students alike. The SRO's are each assigned a separate public high school. They share responsibility for the continuation high school, and handle the more serious offenses at the middle schools. They are routinely used as a resource within the school district for questions related to Child Protective Service issues, juvenile law, substance abuse, and school safety.

In October 2019, the Livermore Police Department (LPD) was awarded \$510,888 in state funding as part of the California Department of Justice Tobacco Grant Program. LPD in partnership with the Livermore Valley Joint Unified School District (LVJUSD), applied for the grant to address an urgent need to reduce sales and use of tobacco products by minors. LPD used the funding to hire an additional full-time police officer in the School Resource Officer Unit. This new SRO works with Livermore Valley Joint Unified School District, the City, and community organizations to meet the goals of the grant. LPD also partners with LVJUSD to increase education to youth and the broader community through an anti-tobacco campaign, focusing on the laws and risks associated with tobacco and vaping use. Grant funds are also be used to implement the City of Livermore Tobacco Retail Licensing Ordinance and conduct educational programs to tobacco retailers to prevent the sale of tobacco products to minors. LPD conducts enforcement and inspection operations at existing tobacco retailers throughout the year to ensure compliance with the City Ordinance.



## CRIME ANALYSIS UNIT

The Livermore Police Department's Crime Analysis Unit enhances the problem solving capacity of department personnel through intelligence-led policing strategies. The Unit consists of one Crime Analyst and one Real-Time Crime Analyst. The Crime Analyst is responsible for identifying series, patterns, trends, and hotspots of emerging crimes in the community. The Crime Analyst works collaboratively with detectives, officers, other specialized units, and management by providing analysis, data, and crime mapping when an emerging problem in the community is identified.

The Real-Time Crime Analyst's primary role is to provide fast, accurate, and actionable information to officers responding to emergency calls, in order to enhance the safety of the officers and the community. This is accomplished through monitoring incoming high priority calls and searching databases and technologies in order to provide dispatch and responding officers with historical data on the location and involved parties. Both analyst's functions compliment one another to provide the Livermore Police Department with useful information for crime prevention and apprehension.





## TRAFFIC UNIT

The Livermore Police Department's Traffic Unit consists of a Lieutenant, a Sergeant, four Officers, a Community Service Specialist, and a Division Clerk. The Livermore Police Department Traffic Unit strives to keep our community's roadways safe for all motorists and pedestrians. In an effort to accomplish this goal, we employ the three "E"s of traffic safety; Education, Engineering and Enforcement. The Traffic Unit provides daily traffic enforcement to the many miles of roadways in the City of Livermore and is responsible for investigating all serious injury and fatal collisions in the city. As available, the Traffic Unit will investigate all reported collisions that occurred within city limits.

In 2019, there were 843 traffic collisions throughout the city. This was down from the 912 traffic collisions in 2018. Of the 843 traffic collisions, six resulted in fatalities, 240 resulted in injury, 353 were non-injury, 12 were hit and run collisions resulting in injury, and 126 were non-injury hit and runs. As a department, 8,896 citations were issued in 2019. The Traffic Unit wrote 3,769 of those citations.

The Traffic Unit was awarded a \$100,000.00 grant from the Office of Traffic Safety for 2019. With the money from that grant, the Traffic Unit conducted three driving under the influence/drivers license checkpoints, 32 Driving Under the Influence saturation patrols, 31 traffic enforcement operations, nine distracted driving enforcement operations, 2 motorcycle safety enforcement operations, four pedestrian/bicycle safety enforcement operations, and four traffic safety education events.





## EAST COUNTY TACTICAL TEAM

In 2011, The Livermore and Pleasanton police departments merged their Special Weapons and Tactics (SWAT) Team and formed the East County Tactical Team (ECTT). ECTT consists of members from both agencies who serve in one of the three units within the team: SWAT Team, Sniper Team, and Crisis Negotiations Team. There are 21 members on the SWAT team including two Tactical Emergency Medical Specialists. There are six members on the Sniper Team and 14 members on the Crisis Negotiations Team. The SWAT Team and the Sniper Team train 20 hours a month and the Crisis Negotiations Team trains eight hours a month. All of the teams train together at least twice per year.







## ANIMAL CONTROL

The Mission of the Animal Control Unit is to educate and provide courteous assistance to the public and to provide comfort, kindness and compassion to animals in their care. One of the most common things Animal Control hears is “I could never do your job, I love animals too much.” Animal Control too loves animals, so much so that they choose to work in a field where they believe they can make a difference. There are times when their job is very challenging and tests their emotions. But, simply helping an animal receive emergency assistance or reuniting someone with his or her lost pet makes it all worthwhile. In 2019, the Animal Control Unit responded to 2,640 calls for service.





## DISPATCH

The Livermore Police Department's Dispatch Center consists of a Manager and two Supervising Public Safety Dispatchers, three Senior Public Safety Dispatchers, and 15 Public Safety Dispatchers. The Livermore Police Department Dispatch Center is a highly technical environment that operates 24-hours a day, 365 days a year. Our dispatchers serve as the vital link between those in need of help and the emergency services personnel.

All Livermore Police Department Public Safety Dispatchers complete a minimum of 72 hours of training each year. Dispatchers received training in a variety of topics including: Active Shooter Situations, Crisis Intervention, Dispatcher Wellness, the Dispatcher's Role in a Critical Incident, Ethics and Leadership, Interpersonal Skills, Leadership and Accountability, and Terrorism Awareness.

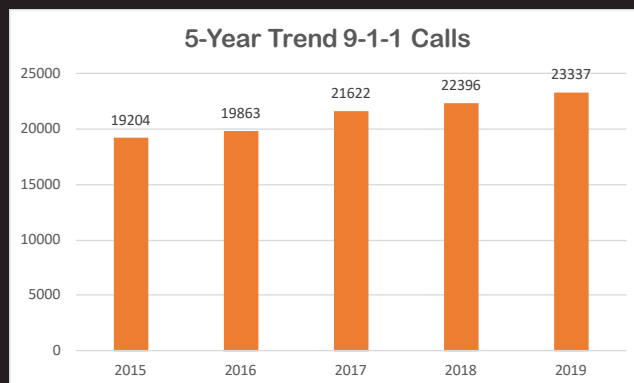
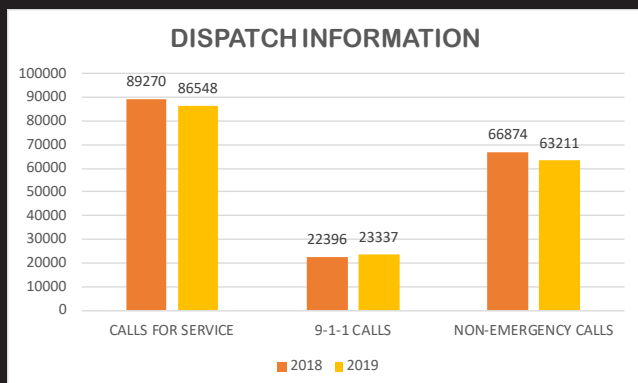
As technology continues to advance, the Livermore Police Department Dispatch Center has worked hard to keep up. In 2019, Dispatch implemented Text to 911, allowing the community to text emergency calls. Dispatch continues to update technology to assist with the Department's mission to protect the community.

### Telephone Calls

- In 2018, 89,270
- In 2019, 86,548
- A decrease of less than 1%

### Wireless Calls

- In 2018, 17,059
- In 2019, 18,265
- An increase of less than 1%



Priorities	2019 Calls for Service	2019 Average Response	2018 Calls for Service	2018 Average Response Time
Priority 1 - Life Threatening/In Progress	394	5 minutes 34 seconds	386	4 minutes 50 seconds
Priority 2 - Serious Non-life Threatening	23737	14 minutes 12 seconds	22564	13 minutes 23 seconds
Priority 3 - Non-emergency calls	42943	44 minutes 51 seconds	43201	44 minutes 3 seconds



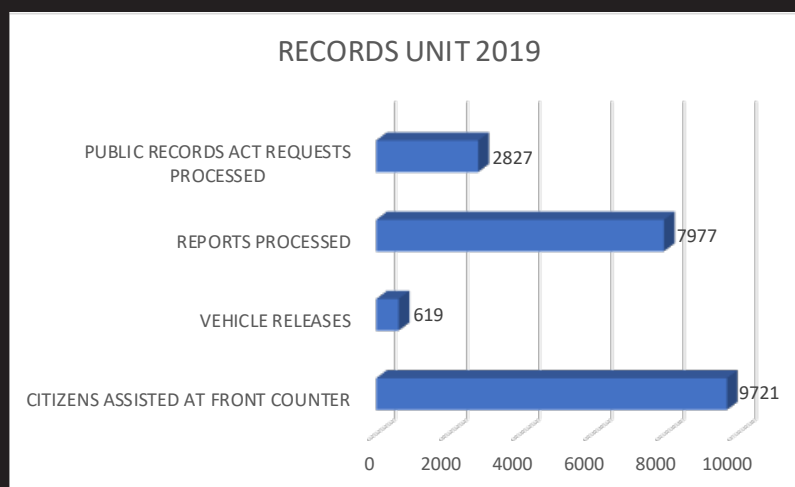


## RECORDS BUREAU

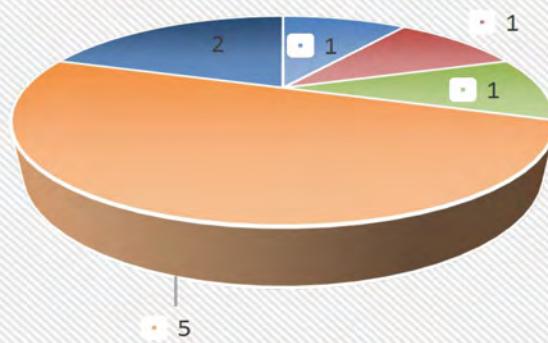
The Livermore Police Department's Records Bureau consists of a Records Supervisor, six Police Clerks, and two Records Assistants. The Records Bureau processes all police reports for the department. Processing reports typically includes report verification, copies to internal and external sources, computer input, for generation, and filing.

The Records Bureau handles requests for copies of police reports and other official documents that are received from private citizens, insurance companies, and public agencies. The Records Bureau prepares copies of reports for the District Attorney in order to request criminal complaints against suspects.

The Records Bureau is also responsible for other functions such as warrant verification, statistical compilation for the United States Department of Justice and the Federal Bureau of Investigation, administration of vehicle tows and impounds, and court document processing of subpoenas and defendant disposition forms.



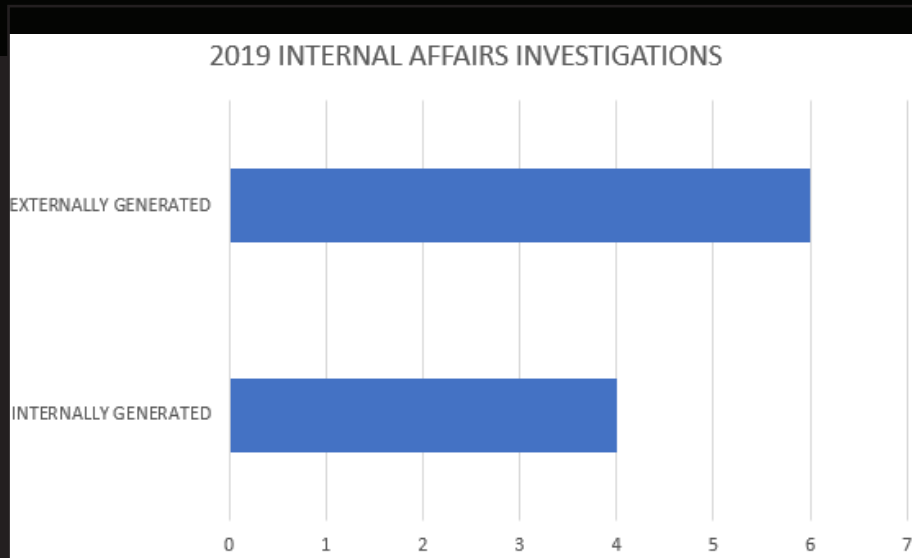
## 2019 Citizen Allegations By Category



- Attitude
- Biased-Based
- Conduct
- Force
- Law
- Policy/Procedure
- Service

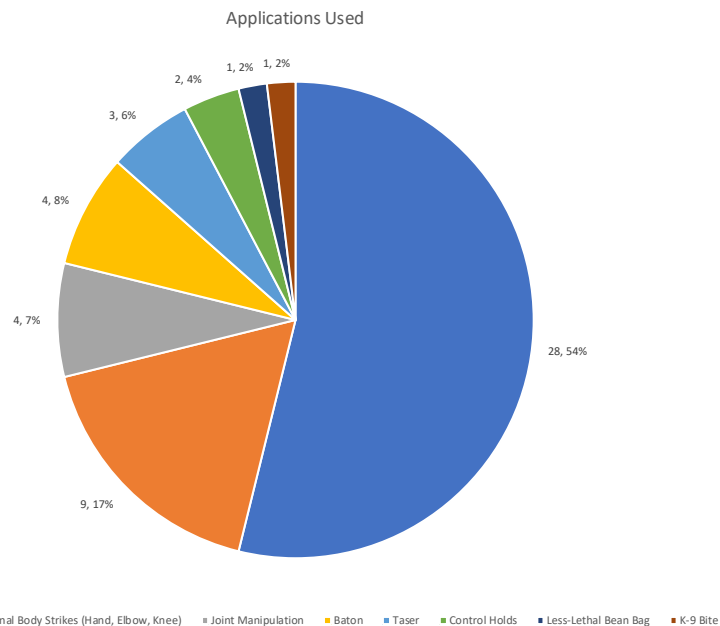
## PROFESSIONAL STANDARDS UNIT

The Professional Standards Unit is responsible for investigating and tracking complaint investigations based on citizens' complaints as well as internally generated complaints. The unit also is responsible for conducting audits, officer involved shooting investigations, and other critical incident investigations. Personnel complaints are defined as any allegation of misconduct or improper job performance against any department employee that, if true, would constitute a violation of federal, state or local law, department policy, or rule; and, cannot be resolved informally by a supervisor to the complainant's satisfaction. Personnel complaints are formally investigated and receive a disposition. Personnel complaints may be generated internally or by the public.



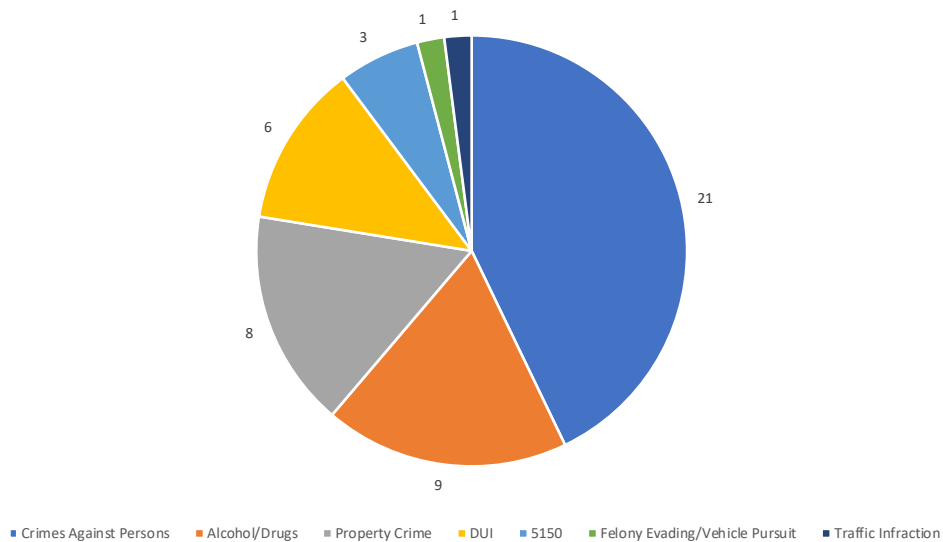
**Sergeant Steve Goard**  
**Professional Standards Unit**





## USE OF FORCE DATA

Crimes Investigated - 69% of Use of Force Incidents involved an offender under the influence of drugs and/or alcohol



Some people think police officers use force on a regular basis. When it comes to the Livermore Police Department, this is simply not true. The ultimate objective of every law enforcement encounter is to avoid or minimize injury. In 2019, the Livermore Police Department (LPD) had 67,144 police contacts, which included all calls for service and officer-initiated activity. When comparing the number of police contacts with use of force, LPD officers used force only 0.07% of the time. In those rare cases when force was used, 69% of those incidents involved subjects who were under the influence of drugs and/or alcohol.

The Livermore Police Department's policy is clear and consistent with the law. LPD officers are only allowed to use the amount of force that reasonably appears necessary given the facts and totality of the circumstances. In accordance with LPD policy, our officers are also trained to intervene and report if they observe another officer using force that is unreasonable.



The Force Options Unit consists of three working groups: Firearms, Defensive Tactics, and Reality Based Training. In 2019, the Force Options Unit provided over 2,000 hours of training for the officers. The training included decision making under stress, de-escalation techniques, and compliance with federal laws, California laws, and department policies and procedures.

## FORCE OPTIONS UNIT







## TRAINING

The Commission on Peace Officer Standards and Training (POST) was established in 1959 to set minimum selection and training standards for California law enforcement. POST requires officers receive training in certain topics in order to maintain certification. For example, California police officers receive Tactical Communication and De-escalation training every two years. In an effort to go above the POST standard, LPD officers receive ongoing and regular training in Tactical Communication and De-escalation. We accomplish this by incorporating these topics into many other regular LPD trainings such as, Reality Based Scenario training, On-Duty Scenario training, Range training, Defensive Tactics training, Crisis Intervention Techniques training, and De-escalation training. All of our trainers are certified and considered experts in their field.

All LPD officers are certified in Crisis Intervention Techniques that specifically address how officers are to interact and communicate with individuals who are in mental crisis or suffer from a mental disorder. Additionally all LPD officers are trained in recognizing implicit bias and preventing racial profiling. LPD conducts multiple scenario based trainings throughout the year that test an officers ability to de-escalate a situation and make good critical decisions.





## **INFORMATION TECHNOLOGY**

**The Information Technology Team is responsible for the daily operations and support of the Department's public safety technology systems. These systems include 9-1-1, Computer Aided Dispatch, mobile phones, telephones, network equipment, computers and servers, patrol car mobile systems, document imaging/records management and the mobile command vehicle. The IT Team also supports technical interfaces and data sharing links with the Alameda County Sheriff, the Northern California Bay Area regional partners.**

**During this reporting period the Police IT Team was called upon to assist the City with a significant cyber security incident that spanned several days. Preparations and technology recovery systems that were already in place at the Police Department prevented disruption to critical 9-1-1 and police radio operations. Some key Police systems were taken off-line as a security precaution during the initial evaluation of the cyber event's impact, but were placed back into protected operations within a matter of hours. The Police IT Team worked tirelessly for several days to confirm the Department's systems were scanned and clear to resume normal operations.**





Horizons Family Counseling continues to be an integral part of the Livermore community. As a division of Livermore Police Department, they are dedicated to serve youth and families through counseling, education, and support services so they become contributors to the community and find safety, hope, and success in life. The vision is for every young person to be resilient and feel supported and connected to family and community.

## HORIZONS FAMILY COUNSELING

During 2019, 443 unduplicated families from the Tri-Valley received services. This included individual and family counseling, attending a workshop, and/or participating in a school presentation. In collaboration with LVJUSD, LPD and Horizons Family Counseling were able to launch Youth Mental Health First Aid Trainings amongst school personnel, community members, and students. This training is designed to teach people how to help an adolescent who is experiencing a mental health or addictions challenge or is in crisis.

Connection with the community continues to be a priority for Horizons Family Counseling. They participated in 17 different community events and the Livermore Area Youth Advisory Commission (LAYAC). During the spring, they assisted in developing the World Cultural Fair where 250 people attended. Other LPD community events in which they are joint partners are the Stuff the Cruiser, Trick or Treat Trail, and the Giving Tree Program. They enjoy helping the community in different ways!







## COMMUNITY ENGAGEMENT

The Livermore Police Department (LPD) recognizes the importance of strong police-community relations. We focus on maximizing open communication and transparency with community members to identify their needs and concerns. We seek to truly understand community issues and their causes. Collaborating with our community, we develop and participate in many special public outreach programs. We take great pride in these programs as they have proven to be wonderful mediums to enhance our level of service to the great people of Livermore.

Throughout the year, members of the department take part in community engagement events like: Stuff-A-Cruiser - LPD works with Horizons Family Counseling and local businesses to collect and distribute school supplies to students in need throughout our community. Community members graciously donate to this program each year, making it an overwhelming success. We collect an average of 500 fully stocked backpacks to help our local students in need start the school year. Coffee with a Cop - LPD partners with local coffee and tea shops to host pop-up community engagement events with no particular agenda. Community members are invited to come with questions or to just enjoy a nice chat with members of our organization. Shop with a Cop - Towards the end of each year, as the winter holidays approach, the Livermore Valley Joint Unified School District (LVJUSD) and the LPD collaborate with Starbucks and Walmart to treat local children in need to a morning Starbucks treat and a Walmart shopping experience like nothing they have experienced before. LVJUSD identifies students in financial need and who may otherwise not have the opportunity to purchase gifts for the winter holidays. Community members donate funds to the program. These donated funds provide each student the opportunity to buy presents for their family members or themselves, helping to ensure a brighter holiday. The Livermore Police Officer's Association, along with volunteers from LPD staff and family, cook and serve the group breakfast while wrapping gifts together.



## **VOLUNTEER UNIT**

**The Livermore Police Department has 103 volunteers. Our Volunteers are dedicated men and women who give their time and services to help make the city of Livermore a safer place to live and work. Volunteers enable the police department to expand and enhance our services to the community. Our Volunteers are trained to perform various duties that support the department. We currently have several Volunteers working dedicated positions in areas such as; Records, Crime Prevention, Traffic and Horizons.**

**In 2019, those dedicated Volunteers participated in 35 different community events and worked 8,864 hours. The Volunteers worked 35 different community events, guided tours at the Police Department, and worked as role players at department training. The following are statistics of some of the work the Volunteers did in 2019:**

- Bike Patrol - 104 miles ridden**
- Child Safety Fingerprints - 331 children fingerprinted**
- Citizen Contacts - 1062 citizens contacted**
- Foot Patrol - 227 miles walked**
- Graffiti Incidents - 25 incidents reported**
- Miles Driven - 7,659 miles driven on patrol**
- Outlet Patrol - 107 hours**
- Speed Watch Observations - 306 Speed Watch Observations completed**
- Traffic Control Incidents - 30 incidents**
- Vacation Checks - 277 checks completed**





## POLICE RESERVE UNIT

The Livermore Police Reserve Unit is a volunteer organization founded in 1957 to supplement full time paid police officers. The primary function of Reserve Officers is to serve as “backup” officers for the regulars. They are also used in a variety of other support functions such as traffic control, bicycle patrol, crime scene security, security at public events and school functions, prisoner transports, report takers, criminal investigations, plus a myriad of other duties.





## POLICE EXPLORERS

Law Enforcement Exploring is open to young men and women ages 14 (and completed the 8th grade) through 21 years old with an interest in learning more about careers in the field of Law Enforcement.

The Explorer Program provides educational training opportunities for young adults to help them gain insight on the purposes, mission and objectives of law enforcement and offers hands-on career orientation experiences, leadership opportunities and community service activities. The primary goals of the program are to help young adults choose a career path within law enforcement and to challenge them to become responsible citizens in their communities.





## 2019 DEPARTMENTAL AWARDS



**Detective Tony Esquivel  
Officer of the Year**



**Forensic Specialist Gena Steward  
Employee of the Year**

### **Distinguished Service Award:**

**Detective Anthony Batrez, Detective Brittney England, Detective Kevin Foreman**

### **Captains Commendations:**

**CSS Nancy Duenas, CSS Joanna Johnson, PSD Raquel Derting, PSD Joey Francis, PSD Jody Gill, PSD Cindy Mazzone, PSD Carie Misener, PSD Jessie Parsons, PSD Shannan Sinclair, Officer Ivan Alvarez, Officer Jennifer Bloom, Officer Taylor Burruss, Officer Kody Cardana, Officer Tyler Cox, Officer Tim Ford, Officer Dylan Green, Detective Alex Gutierrez, Officer Rick Hudson, Officer Ryan Kiefer, Officer Chris Kutsuris, Officer Mike Long, Officer Avtaar Mahe, Detective Sean Mariconi, Officer Dan Masingale, Officer Marcy Matos, Officer Eric Santin, Officer Audrey Thompson, Officer James Tompkins, Officer Andrew Walker, Officer Matt Williams, Sergeant Elaine Briggs, Sergeant Matt Ishmael, Sergeant Rob Lanam, Sergeant Kevin Little, and Sergeant Marc Plute**

### **DUI Awards:**

**Officer Kurt Cofer, Officer Avtaar Mahe, and Officer Shannon Pervere**

### **10851 Awards:**

**Officer Avtaar Mahe, Officer Dan Masingale, and Officer Tyler Sharp**



## RETIREMENTS



**Lesli Prado**  
Police Services  
Manager  
24 Years



**John Hurd**  
Police Lieutenant  
25 Years



**Matt Heil**  
Police Officer  
24 Years



**Mike Busevac**  
Police Officer  
20 Years



**Gary Custodia**  
Police Officer  
19 Years



**Steve Shodeen**  
Police Officer  
13 Years

The people listed above retired from the Livermore Police Department in 2019. Together they represented over 125 years of service to the Livermore community. They came from diverse backgrounds and some of them had prior law enforcement experience or had served in the military. During their careers, they worked in every area of the department including: Dispatch, Patrol, Field Training, the Criminal Investigations Bureau, and the Traffic Unit. While their experience and the commitment they brought to the department will be missed, their legacy will continue on.

## PROMOTIONS



**Anna Stoddard**  
**Police Services**  
**Manager**



**John Reynolds**  
**Police Lieutenant**



**Justin Lash**  
**Police Sergeant**



**Matt Ishmael**  
**Police Sergeant**

The people listed above were promoted from within the Livermore Police Department in 2019. Combined, they bring over 75 years of law enforcement experience to the Livermore community. Police Services Manager Anna Stoddard was promoted from Supervising Public Safety Dispatcher. She had 17 years of law enforcement experience prior to joining the department in 2016. Lieutenant John Reynolds was promoted from Police Sergeant. He has worked a variety of assignments throughout the department including Special Operations, Investigations, Field Training, and SWAT. Sergeant Justin Lash was promoted from Police Officer. He has extensive experience as a Motor Officer in the Traffic Unit. Sergeant Matt Ishmael was promoted from Police Officer. He had four years of law enforcement experience prior to joining the department in 2010. Sergeant Ishmael was previously assigned as a Homeless Liaison Officer and on the SWAT team. Their combined experience and their commitment to the community will ensure the department is in good hands moving forward.



## NEW HIRES

In 2019, the Livermore Police Department hired the following employees:

- Horizons Family Counseling Case Manager Lindsey Sauter
- Police Officer Kurt Cofer, lateral from the Alameda County Sheriff's Office
- Police Officer Chris Kutsuris, lateral from the Pleasant Hil Police Department
- Police Officer Sean Hurley, lateral from the Alameda County Sheriff's Office
- Police Officer Dylan Green, lateral from the Alameda County Sheriff's Office
- Police Officer Paul Warnke
- Police Officer Fabiola Hernandez, lateral from the Tracy Police Department
- Police Officer Eric Santin, lateral from the San Mateo Police Department
- Police Officer Robert Pereira, lateral from the Alameda County Sheriff's Office
- Police Officer Trainee Amanda Costa
- Police Officer Trainee Spencer Hickerson
- Police Officer Trainee Rebecca Rodriguez





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