

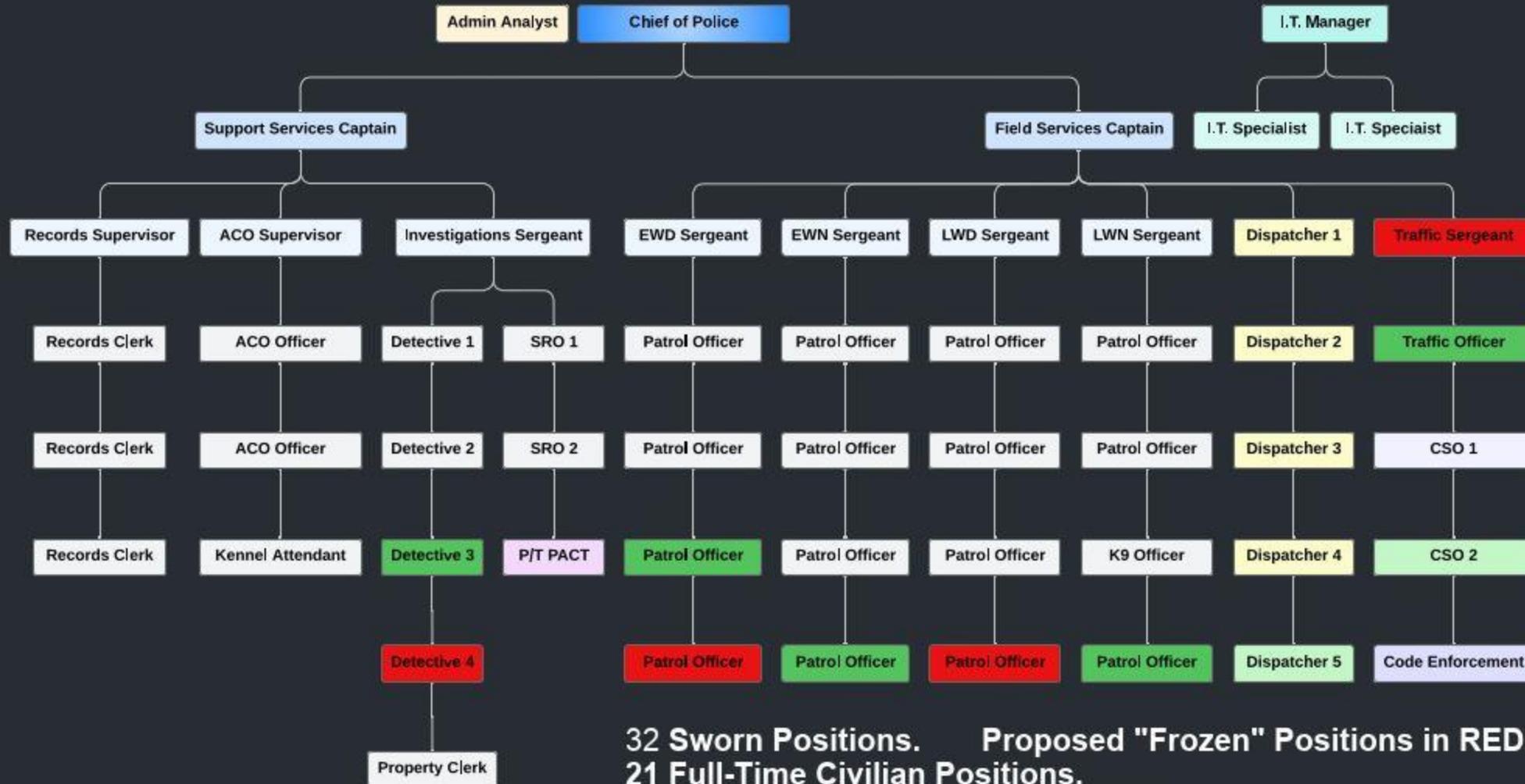
**RIDGECREST
POLICE
DEPARTMENT**

STAFFING

JULY 2022, 4 POLICE OFFICER POSITIONS WERE ELIMINATED

- **Lost 11 officers since January 2021.**
 - Our pay and benefits are not competitive to many other agencies in the state.
 - No cost of living raise in over a decade.
- **In an effort to stop outflow, we reduced police officer staffing from 32 to 28 to increase officer pay by 15%. This increase in officer pay was done within the current budget.**
 - 1-Traffic Officer
 - 1-Detective
 - 2-Patrol Officers

Ridgecrest Police Department



32 Sworn Positions. **Proposed "Frozen" Positions in RED**
21 Full-Time Civilian Positions.
1 Part-Time Civilian Position (PACT).
Vacant (Open) Positions Represented in RED and GREEN.

STAFFING CONTINUED

Effects of reduced staffing

1. Potential longer response times to emergency and non-emergency incidents.
 - Less officers on the street to respond to calls for service.
 - Reduced traffic enforcement and other self-initiated activities - minimally off-set by our OTS grant which pays overtime for specific traffic enforcement operations.
 - Unable to fulfill grant obligations.
1. Increased time investigating crimes.
 - Lower level crimes may not be promptly investigated as more serious crimes will receive priority.
2. Community safety
3. Officer safety
4. Officer burnout

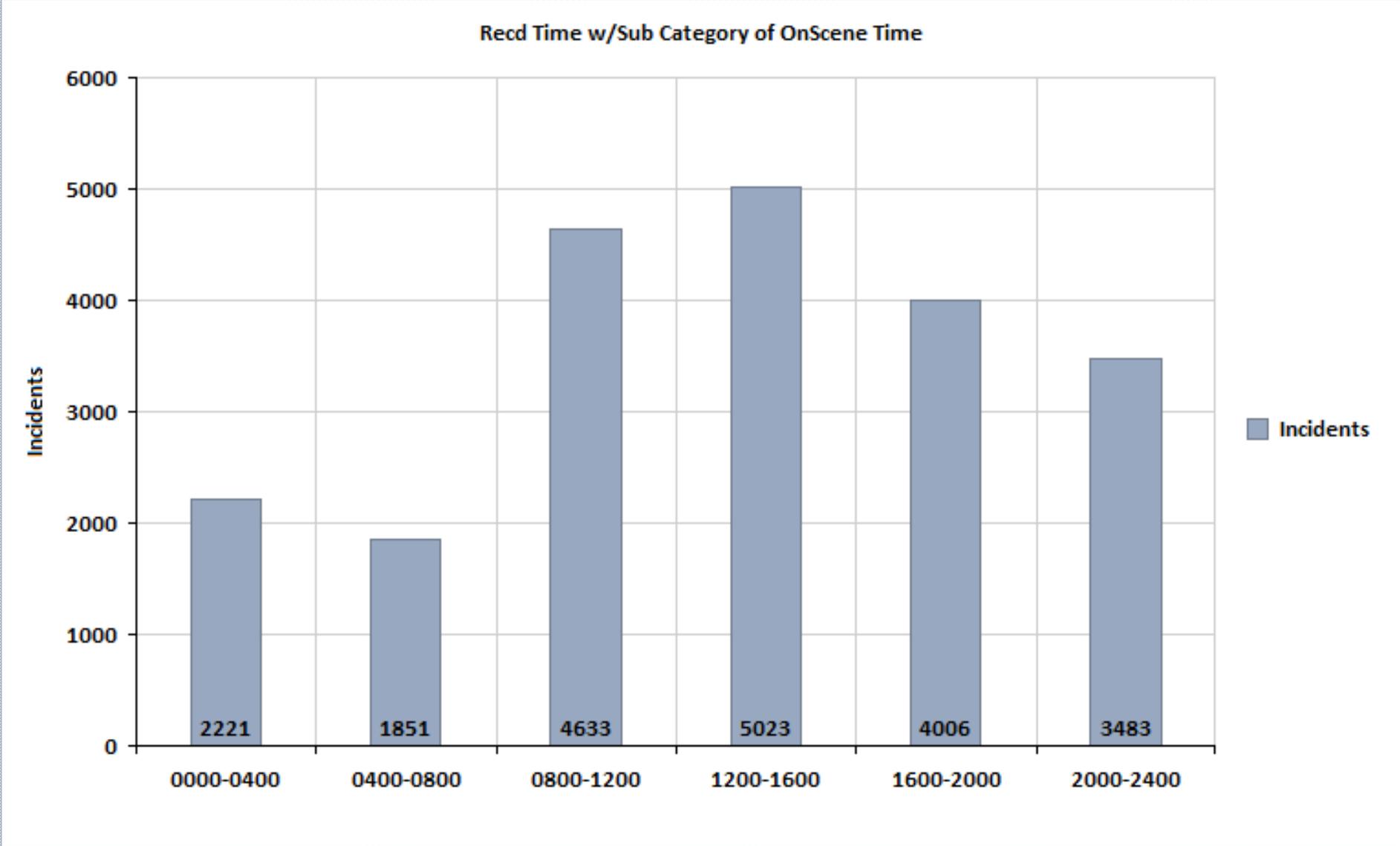
PATROL

January 1st, 2022 – August 10th, 2022

Total Incidents	20836
Calls for Service	14954
Officer Initiated Incidents	5882
Traffic Stops	1580
Other OIA Incidents	4302
Bus/Building checks	60
Veh/Ped Check	298
Total Officer Reports	2595
Accident	152
Documentation Purposes Only	556
Felony	527
Information Only-No Crime	282
Infraction	6
Misdemeanor	972
Rmc	52
Status Offense	1
Unclassified Reports	47
Total Misdemeanor & Felony Arrests	1177
Misdemeanor Arrests	831
Adult	821
Juvenile	10
Felony Arrests	346
Adult	340
Juvenile	6

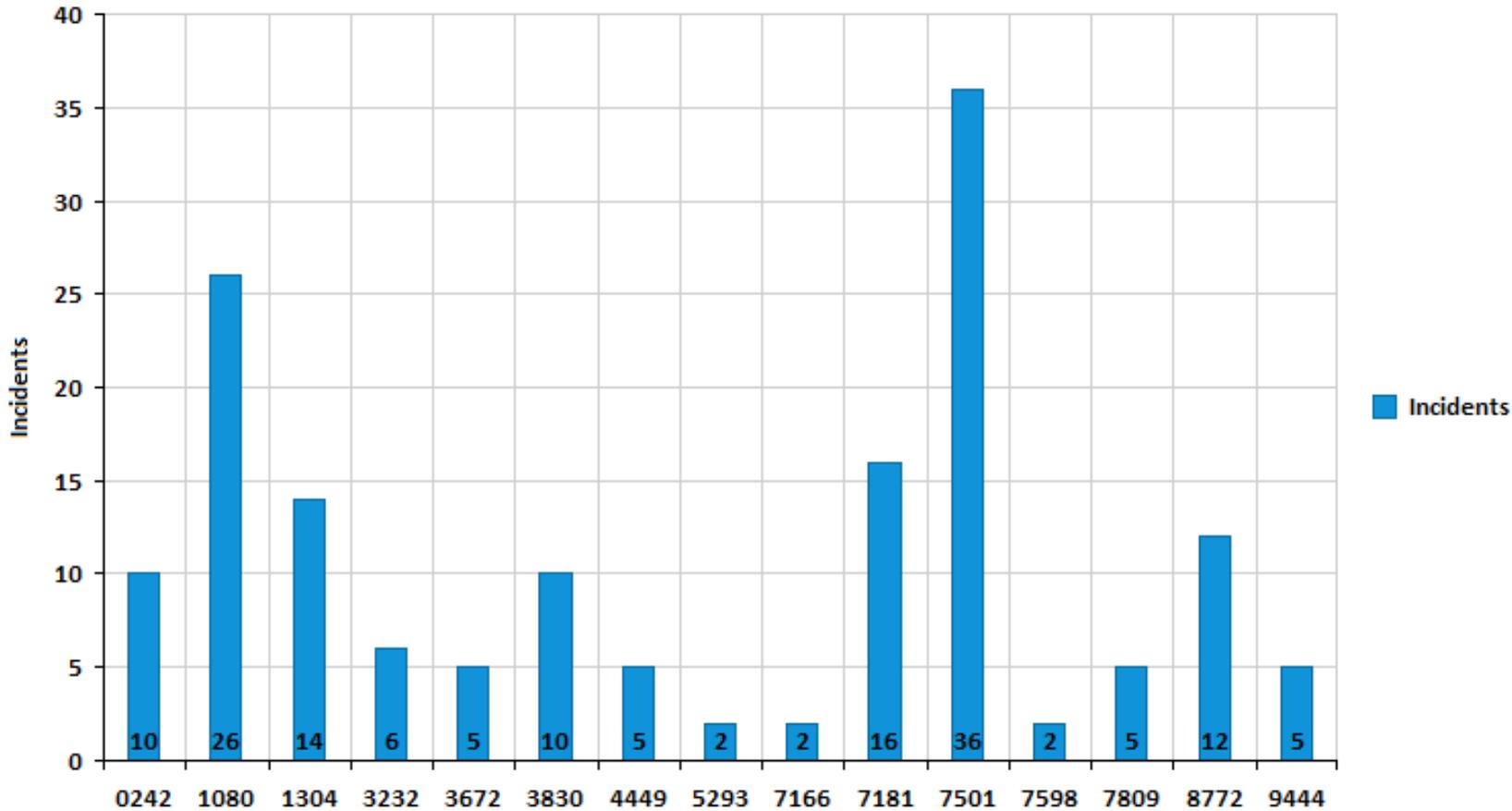
January 1, 2021 – August 10th, 2021

Total Incidents	21771
Calls for Service	14294
Officer Initiated Incidents	7477
Traffic Stops	2357
Other OIA Incidents	5120
Bus/Building checks	281
Veh/Ped Check	556
Total Officer Reports	2608
Accident	151
Documentation Purposes Only	469
Felony	462
Information Only-No Crime	254
Infraction	5
Misdemeanor	1087
Rmc	146
Status Offense	2
Unclassified Reports	32
Total Misdemeanor & Felony Arrests	1579
Misdemeanor Arrests	1220
Adult	1200
Juvenile	20
Felony Arrests	359
Adult	355
Juvenile	4



Jan 1st, 2022 – Aug 10th, 2022

Prisoner Transports by Officers Jan1st, 2022 - Aug 10th, 2022



Prisoner Transports

Reduces Officers on Streets

In this same time period, (222 days), there were 156 transports conducted by sworn officers (*14% increase from 2021*). This equates to at least one officer not handling calls for service for the City of Ridgecrest. Additionally, it meant the Police Department often ran on minimum staffing.

On average, transports can take between 5-6hrs to complete.

Current Staffing/Recruitment

Nation-wide problem. Less people want to be a cop and people are leaving law enforcement for other industries and/or better paying agencies.

- 21 deployable officers.
- 4 police officer trainees in the academy:
 - 2 trainees graduate in September
 - 2 trainees started the academy in August/graduate in February 2023
- 2 candidates currently in backgrounds for possible academy in September 2022.
- Establishing a recruitment pipeline:
 - Police Explorers
 - PACT (Police and Community Together Volunteers)
- Community outreach
- Develop relationships with Military Transition Assistance Program (TAP).
- Social Media Videos/ Posts

Recruitment Strategy

- Look to recruit locally
- Also look for laterals/academy graduates

Benefits of hiring local

- Retention level may be higher due to local ties.
- Availability

Drawbacks of hiring local candidates

- Timeframe 12-18 months
 - Testing, background, academy, field training
- Small candidate pool that can pass testing and background
- Must remain competitive to compete with the base and other agencies in the surrounding area.

Benefits of hiring out of area academy graduates

- Deployable quicker (4 to 6 months)

Drawbacks of hiring out of area candidates

- Strong likelihood they return home due to lack of local ties and better pay.
- Lack of availability if they don't move to the area.

Staffing Needs:

- **Reestablish the 4 eliminated Police Officer positions.**
- **Additional Dispatcher position.**
- **Additional Records Clerk position.**
- **Additional Animal Control Kennel Attendant.**

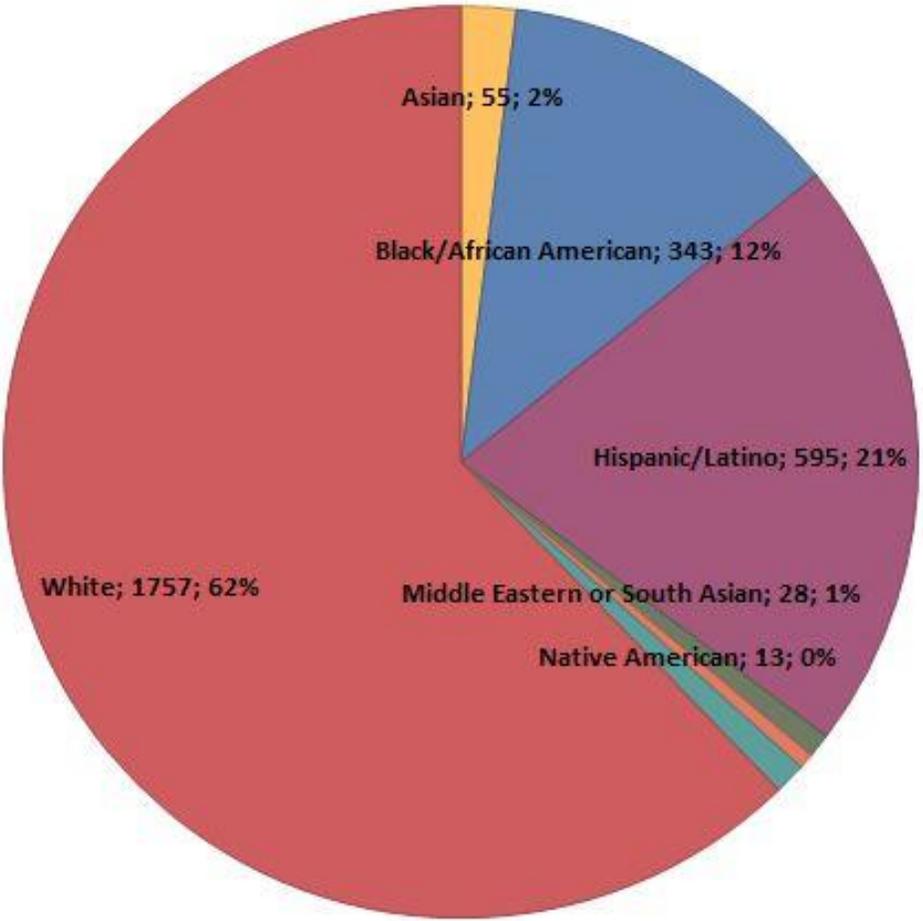
Increased Requirements

Racial and Identity Profiling Act (RIPA)

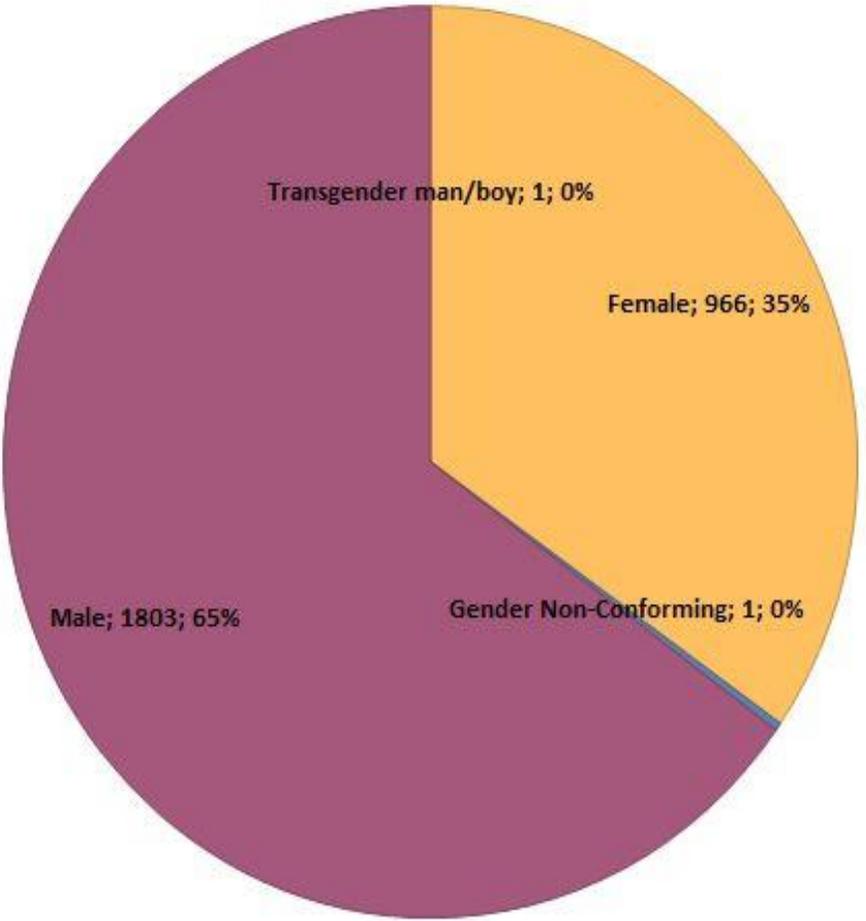
1. Originating Agency Identifier (ORI number)
2. Date, time, and duration of the stop
3. Location of stop
4. Perceived race or ethnicity of person stopped
5. Perceived gender of person stopped
6. Person stopped perceived to be LGBT
7. Perceived age of person stopped
8. Person stopped has limited or no English fluency
9. Perceived or known disability of person stopped
10. Reason for stop
11. Stop made in response to a call for service
12. Actions taken by officer during stop
13. Results of stop
14. Officer's Identification (ID) Number
15. Officer's years of experience
16. Type of assignment of officer

RACIAL AND IDENTITY PROFILING ACT (RIPA)

Stop - Perc Race



Perceived Gender



National Incident-Based Reporting System (NIBRS)

- NIBRS is an incident-based reporting system in which agencies collect data on each single crime occurrence.
 - Often requires multiple cases for the same incident.
- 3 crime categories:
 1. Crimes against persons
 - e.g., murder, rape, and aggravated assault
 2. Crimes against property
 - e.g., robbery, burglary, and larceny-theft
 3. Crimes against society (New to NIBRS)
 - e.g., drug or narcotic offenses

NIBRS

The following offense categories, known as Group A offenses, are those for which extensive crime data are collected in the NIBRS.

1. Arson
2. Assault Offenses - Aggravated Assault, Simple Assault, Intimidation
3. Bribery
4. Burglary/Breaking and Entering
5. Counterfeiting/Forgery
6. Destruction/Damage/Vandalism of Property
7. Drug/Narcotic Offenses - Drug/Narcotic Violations, Drug Equipment Violations
8. Embezzlement
9. Extortion/Blackmail
10. Fraud Offenses - False Pretenses/Swindle/Confidence Game, Credit Card/Automatic Teller Machine Fraud, Impersonation, Welfare Fraud, Wire Fraud
11. Gambling Offenses - Betting/Wagering, Operating/Promoting/Assisting Gambling, Gambling Equipment Violations, Sports Tampering
12. Homicide Offenses - Murder and Nonnegligent Manslaughter, Negligent Manslaughter, Justifiable Homicide
13. Kidnapping/Abduction
14. Larceny/Theft Offenses - Pocket-picking, Purse-snatching, Shoplifting, Theft from Building, Theft from Coin-Operated Machine or Device, Theft from Motor Vehicle, Theft of Motor Vehicle Parts or Accessories, All Other Larceny
15. Motor Vehicle Theft
16. Pornography/Obscene Material
17. Prostitution Offenses - Prostitution, Assisting or Promoting Prostitution
18. Robbery
19. Sex Offenses, Forcible - Forcible Rape, Forcible Sodomy, Sexual Assault With An Object, Forcible Fondling
20. Sex Offenses, Nonforcible - Incest, Statutory Rape
21. Stolen Property Offenses (Receiving, etc.)
22. Weapon Law Violations

NIBRS

There are 11 additional offenses, known as Group B offenses, for which only arrest data are reported.

1. Bad Checks
2. Curfew/Loitering/Vagrancy Violations
3. Disorderly Conduct
4. Driving Under the Influence
5. Drunkenness
6. Family Offenses, Nonviolent
7. Liquor Law Violations
8. Peeping Tom
9. Runaway
10. Trespass of Real Property
11. All Other Offenses

Table 3. Information that NIBRS records on each crime incident

Administrative segment:

- 1 ORI number
- 2 Incident number
- 3 Incident date/hour
- 4 Exceptional clearance indicator
- 5 Exceptional clearance date

Offense segment:

- 6 UCR offense code
- 7 Attempted/completed code
- 8 Alcohol/drug use by offender
- 9 Type of location
- 10 Number of premises entered
- 11 Method of entry
- 12 Type of criminal activity
- 13 Type of weapon/force used
- 14 Bias crime code

Property segment:

- 15 Type of property loss
- 16 Property description
- 17 Property value
- 18 Recovery date
- 19 Number of stolen motor vehicles
- 20 Number of recovered motor vehicles
- 21 Suspected drug type
- 22 Estimated drug quantity
- 23 Drug measurement unit

Victim segment:

- 24 Victim number
- 25 Victim UCR offense code

- 26 Type of victim
- 27 Age of victim
- 28 Sex of victim
- 29 Race of victim
- 30 Ethnicity of victim
- 31 Resident status of victim
- 32 Homicide/assault circumstances
- 33 Justifiable homicide circumstances
- 34 Type of injury
- 35 Related offender number
- 36 Relationship of victim to offender

Offender segment:

- 37 Offender number
- 38 Age of offender
- 39 Sex of offender
- 40 Race of offender

Arrestee segment:

- 41 Arrestee number
- 42 Transaction number
- 43 Arrest date
- 44 Type of arrest
- 45 Multiple clearance indicator
- 46 UCR arrest offense code
- 47 Arrestee armed indicator
- 48 Age of arrestee
- 49 Sex of arrestee
- 50 Race of arrestee
- 51 Ethnicity of arrestee
- 52 Resident status of arrestee
- 53 Disposition of arrestee under 18

RIPA/NIBRS/CIBRS

California Incident-Based Reporting (CIBRS)

- California specific data in addition to NIBRS.

All 3 have increased the amount of time officers spend on scene and report writing/data entry.

All 3 have also put an additional strain on the Records and Dispatch.

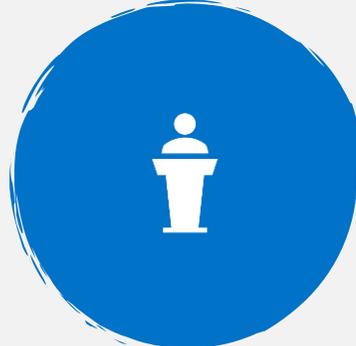
Dispatch

- 5 Dispatchers (1 Dispatcher on duty at a time).
 - 911
 - Officer activity
 - Business lines (calls for service)
 - CLETS/CJIS
 - Data entry
 - Call transfers (fire, medical, other agencies)
 - Police Logs
- Limited overlap coverage during peak hours.
- Limited coverage for training and time off.
 - Officers used to cover Dispatch shortages.

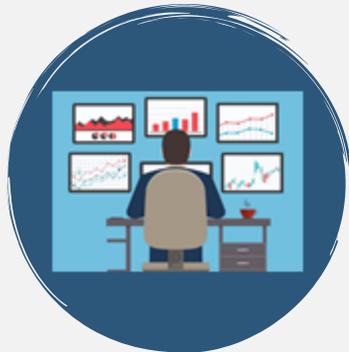
WORK YEAR = 2080 hrs



Calls for Service
1404 hrs



Backgrounds
383 hrs



Records Review
1170 hrs



Case Files
780 hrs

Records Division

The Records Division is responsible for handling a total of 32 different assignments.

This is the average amount of hours spent on 4 of those assignments in 2021.

Other assignments include, but not limited to:

- *Subpoenas/Subpoena Duces Tecum*
- *290 Registrants*
- *Live Scans*
- *NCIC/DOJ Validations*
- *Alarm Permits*
- *Redacting/Releasing Records*
- *Payroll*
- *Arrest Dispositions*