

Police Department Year in Review 2023

GENE HARRIS, POLICE CHIEF





The Lead Up

Retirement of Chief John Perez
Interim Chiefs
New Chief



Transition Priorities

- New Police Chief
- Leadership Transition Plan
- All Hands Introduction
- 21st Century Policing Message
- Internal Group & Executive Team Meetings
- Community Stakeholder Introductions
- Checks & Reviews
- Strategic Planning
- Effective Administration & Management



Structural Change

- Promotions & Hirings
- Reorganization
- Acquisitions
- Block Walks
- CPOC, IPA, Public Safety Recommendations
- OIR Recommendations
- Park Safety Enhanced Staffing & Tech
- Contemporary Rebranding
- Field Training
- Range Improvements
- Investigative Partnerships



Cultural Change

- Expectations
- Diversity, Equity, & Inclusion
- Superior Community Engagement
- Internal Relief from Historical Paralysis
- Futures Planning
- Service Imperatives
- Predictive Policing/Data Driven Responses



Statistics / Data

CAD Incident Counts by Year

| All CAD Incidents | Year | |
|-------------------|---------|---------|
| | 2022 | 2023 |
| Total | 106,420 | 108,788 |
| Citizen/Other | 61,096 | 66,014 |
| Officer | 44,037 | 42,774 |
| Records | 1,287 | - |

| Ped Stops | Year | |
|--------------------|------|------|
| | 2022 | 2023 |
| Count | 926 | 643 |
| <i>Versaterm</i> | 525 | 643 |
| <i>West Covina</i> | 401 | - |

| Block Walks (BW) | Year | |
|------------------|------|--------|
| | 2022 | 2023 |
| BW Count | - | 5,138 |
| Contacts | - | 25,033 |



Air Operations Data

2023

- Responded to 8,816 Calls for Service which equates to a total of 2,217 hours of flight time.
- Of these 8,816 Calls for Service, the helicopter was first on scene 1,613 times (18%)
- The helicopter crew was able to clear 11% of these calls to avoid having a ground officer respond.
- The helicopter crew's response resulted or assisted in 188 different arrests.

2022

- Responded to 8,542 Calls for Service which equates to a total of 2,018 hours of flight time.
- Of these 8,542 Calls for Service, the helicopter was first on scene 1,948 times (23%)
- The helicopter crew was able to clear 33% of these calls to avoid having a ground officer respond.
- The helicopter crew's response resulted or assisted in 221 different arrests.



Statistics / Data

Gunpoint Detention Data

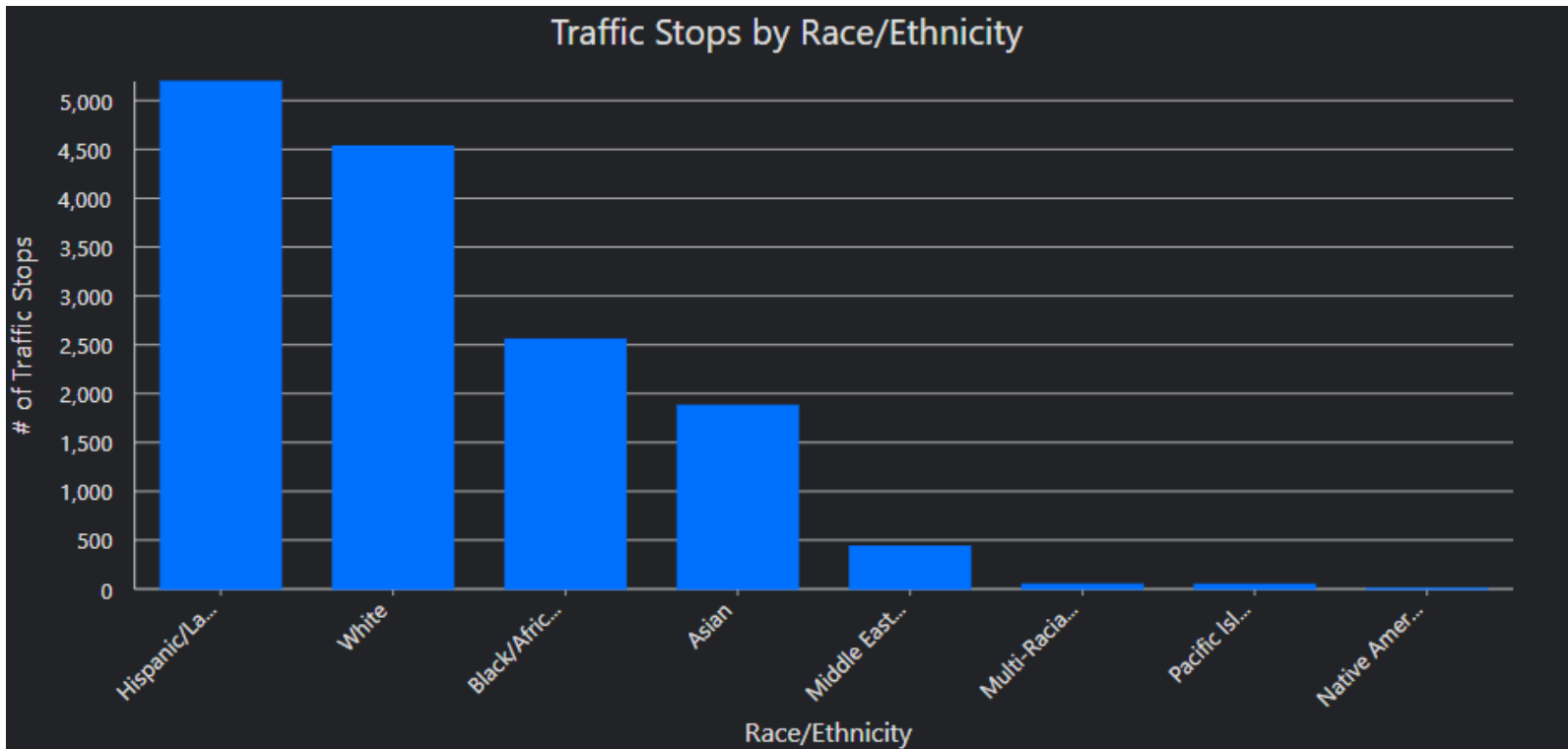
| | 2022 | 2023 |
|--|------|------|
| GP documented with non-reports (incidents) | | 61 |
| GP documented with reports | | 158 |

*GP documentation started May 2023

2023 De-escalation Events = 730



RIPA Data / Traffic Stop





RIPA Data / Traffic Stops Cont.

| Race/Ethnicity | # of Traffic Stops | |
|-------------------------------|---------------------------|--------|
| Hispanic | 5,195 | 35% |
| White | 4,532 | 31% |
| Black/African American | 2,556 | 17% |
| Asian | 1,876 | 12% |
| Middle Eastern or South Asian | 435 | .02% |
| Multi-Racial | 48 | .003% |
| Pacific Islander | 47 | .003% |
| Native American | 3 | .0002% |
| Total | 14,692 | |



Reporting Data

| Citations 2022 | WCSG | VRMS | Pending Entry | Total |
|------------------------------|-------|------|---------------|--------|
| | 3619 | 1701 | | 5320 |
| | | | | |
| Citations 2023 | WCSG | VRMS | Pending Entry | Total |
| | | 9335 | 111 | 9446 |
| | | | | |
| General Offense Reports 2022 | WCSG | VRMS | | Total |
| | 5,413 | 6761 | | 12,174 |
| | | | | |
| | | | | Total |
| General Offense Reports 2023 | | | | 12,513 |
| | | | | |
| | | | | |
| Online (COPLOGIC) | | | | Total |
| 2022 | | | | 1,076 |
| 2023 | | | | 1,901 |



Response Time Data

Response Times with **DISPATCHED** to AT SCENE

| Police Response Times | 2022 | 2023 |
|-----------------------|------|------|
| CITYWIDE | 4:34 | 4:35 |
| CSA 1 | 5:39 | 5:28 |
| CSA 2 | 4:09 | 4:13 |
| CSA 3 | 4:10 | 4:48 |
| CSA 4 | 4:43 | 5:07 |
| CSA 5 | 3:04 | 3:48 |

Response Times with **RECEIVED** to AT SCENE

| Police Response Times | 2022 | 2023 |
|-----------------------|------|------|
| CITYWIDE | 6:39 | 6:23 |
| CSA 1 | 8:39 | 7:26 |
| CSA 2 | 6:06 | 5:59 |
| CSA 3 | 6:13 | 6:23 |
| CSA 4 | 7:24 | 6:55 |
| CSA 5 | 5:29 | 5:43 |



Calls for Service / UOF

**2023 Calls for Service
1/1/23 - 12/31/23**

| | | |
|---|---------|-------|
| Total Calls for Service | 108,788 | * |
| Total Traffic Stops | 14,692 | 14% |
| Total Use of Force Incidents | 19 | 0.02% |
| Traffic Stops Resulting in UOF | 0 | 0% |
| Bookings (minus cite outs and field releases) | 3077 | * |
| Bookings Resulting in UOF | 2 | 0.05% |



Use of Force Race/Gender Data

2023 UOF by Race/Gender (Total 19) 15 Males, 2 Females:

- 7 Hispanic suspects
- 5 Black suspects
- 3 White suspects
- 2 Other suspects

**One incident was an OC dispersal involved a large group of individuals who were actively fighting in Old Pasadena. Consequently, no suspects were taken into custody, so ethnicity is unknown.*

**Another incident involved an accidental K9 bite of an officer who works for a different police Department. Though included in the overall force incident count This incident is not included in the Race/Gender calculation.*

2022 UOF by Race/Gender (Total 22) 21 Males, 1 Female:

- 14 Hispanic suspects
- 5 Black suspects
- 3 White suspects



Pursuit Data

| Pursuits | 2022 | 2023 |
|-------------------------|------|------|
| | | |
| Vehicle Pursuits | 21 | 19 |
| | | |
| Foot Pursuits | 19 | 23 |



Diversity, Equity & Inclusion (DEI) Data

Community Demographics

| | |
|-------|-----|
| Black | 6% |
| Other | 6% |
| Asian | 17% |
| Hisp | 34% |
| White | 37% |



DEI

2023

| Recruitment Events | Location | Target Group |
|---------------------------|-----------------|---------------------|
| ELAC Job Fair | Los Angeles | Hisp/All |
| Cinco De Mayo | Pasadenal | Hisp/All |
| JRCC | Pasaadena | Black/All |
| Military Job Fair | Camp Pendleton | Military/All Demo |
| Pasadena Car Show | Pasadenal | All Demo |
| Nat'l Night Out | Pasadenal | All Demo |
| Block Party | Pasadenal | All Demo |
| Irwindale Speedway | Irwindale | All Demo |
| Cal State LA | Los Angeles | All Demo |
| USC Creer Fair | Los Angeles | All Demo |
| Miramar Air Show | San Diego | Military/All Demo |
| Cal State LA | Los Angeles | All Demo |
| Heros Air Show | Los Angeles | All Demo |
| S2 Performance Event | Long Beach | All Demo |



2023 P.D. Hirings

| | | | |
|------------------------|--------|----------|-----------|
| Park Safety Specialist | Male | Hispanic | Non sworn |
| Park Safety Specialist | Male | Armenian | Non sworn |
| Police Officer | Male | Hispanic | Sworn |
| Police Officer | Male | Hispanic | Sworn |
| Maintenance Assistant | Male | Hispanic | Non sworn |
| Police Officer | Male | Black | Sworn |
| Helicopter Mechanic | Male | Asian | Non sworn |
| Cadet | Female | White | Non sworn |
| Police Officer | Male | Hispanic | Sworn |
| Administrator | Male | Hispanic | Non sworn |
| Chief | Male | Black | Sworn |
| Police Dispatcher | Female | Hispanic | Non sworn |
| Police Cadet | Male | Black | Non sworn |



Hirings Cont.

| | | | |
|----------------------------|--------|----------|-----------|
| Police Officer | Male | Asian | Sworn |
| Park Safety Specialist | Male | Hispanic | Non sworn |
| Police Dispatcher | Female | White | Non sworn |
| Park Safety Specialist | Male | Hispanic | Non sworn |
| Youth Advisor (CTW) | Female | Hispanic | Non sworn |
| Police Trainee | Male | Asian | Non sworn |
| Police Support Assistant | Female | Hispanic | Non sworn |
| Police Trainee | Male | Hispanic | Non sworn |
| Program Coordinator I | Female | Hispanic | Non sworn |
| Community Services Officer | Female | Hispanic | Non sworn |
| Police Dispatcher | Female | Black | Non sworn |
| Police Trainee | Male | Asian | Non sworn |



2023 P.D. Hirings Cont.

| All Gender | Total : 26 |
|-------------------|-------------------|
| Female | 9 |
| Male | 17 |



| All Race | Total : 26 |
|-----------------|-------------------|
| Armenian | 1 |
| Asian | 4 |
| Black | 4 |
| Hispanic | 15 |
| White | 2 |

| Police Officer | Total: 6 |
|-----------------------|-----------------|
| Male | 6 |
| Female | 0 |



| Officer Race | Total: 6 |
|---------------------|-----------------|
| Armenian | 0 |
| Asian | 1 |
| Black | 2 |
| Hispanic | 3 |
| White | 0 |



Management DEI Data

| | Black | White | Hispanic | Asian | Mixed | Other |
|--------------|----------|----------|----------|----------|-------|----------|
| Sworn | 6 | 6 | 6 | | | 2 |
| Non-Sworn | 1 | 2 | 2 | 1 | | |
| Total | 7 | 8 | 8 | 1 | | 2 |

| | Black | White | Hispanic | Asian | Mixed | Other |
|----------|------------|------------|------------|-----------|-------|-----------|
| Chief | 1 | | | | | |
| D.C | | 1 | | | | |
| Cmdr. | 1 | 1 | 1 | 1 | | |
| Lt. | 4 | 6 | 5 | | | 2 |
| Admin | 1 | | 2 | | | |
| % | 27% | 30% | 30% | 4% | | 8% |



Supv. / Line DEI Data

| Sworn Sgts: 36 Total | | | Non-Sworn Supervisors: 14 Total | | |
|----------------------|----------|-----|---------------------------------|----------|-----|
| Sworn | | | Non-Sworn | | |
| 33 | Males | 91% | 6 | Males | 43% |
| 3 | Females | 9% | 8 | Females | 57% |
| 16 | White | 45% | 1 | White | 7% |
| 13 | Hispanic | 36% | 12 | Hispanic | 85% |
| 4 | Asian | 11% | 1 | Asian | 7% |
| 2 | Black | 6% | | | |
| 1 | Armenian | 3% | | | |

| Corporals: 33 Total | | |
|---------------------|----------|-----|
| 28 | Males | 84% |
| 5 | Females | 16% |
| 15 | White | 45% |
| 12 | Hispanic | 35% |
| 3 | Black | 10% |
| 3 | Asian | 10% |

| Sworn Officers: 130 Total | | |
|---------------------------|----------|------|
| 107 | Males | 82% |
| 23 | Females | 18% |
| 59 | Hispanic | 45% |
| 41 | White | 31% |
| 16 | Black | 12% |
| 11 | Asian | 8% |
| 2 | Armenian | 1.5% |
| 1 | Other | .8% |



Traffic Collision / DUI Data

Collisions / DUI :

2023

- 1152 Total collisions for the year of which 2 were fatal collisions
- 194 DUI Investigations of which 86 were DUI collisions.
- 0 fatal DUI collisions.

2022

- 1038 Total collisions for the year of which 5 were fatal collisions.
- There were a total of 193 DUI Investigations of which 84 were DUI collisions.
- 1 fatal DUI collisions

| Race | 2022 | 2023 |
|---------------|-------------|-------------|
| Native Amer | 1 | 0 |
| Asian | 11 | 2 |
| Black | 26 | 27 |
| Filipino | 0 | 2 |
| Hisp | 121 | 120 |
| Other | 1 | 5 |
| Unk | 1 | 2 |
| White | 32 | 36 |
| Total | 193 | 194 |
| | | |
| | | |
| Gender | 2022 | 2023 |
| Female | 41 | 42 |
| Male | 152 | 152 |
| Total | 193 | 194 |



Crime Data

| Serious Crimes) (Formerly UCR Part 1) | 2022 | 2023 |
|---|-------------|-------------|
| Homicide | 7 | 7 |
| Rape | 22 | 34 |
| Robbery | 117 | 167 |
| Aggravated Assault | 360 | 487 |
| Simple Assault | 551 | 678 |
| Burglary | 548 | 551 |
| Larceny | 2183 | 2582 |
| Motor Veh Theft | 336 | 302 |



Crime Data Cont.

**Pasadena Police Department
Organized Retail Thefts
Date Range: 1/1/2022 - 12/31/2023**

| 2022 | 2023 |
|-------------|-------------|
| 78 | 61 |

2022

Loss: Over \$120,000

Arrests: 28

2023

Loss: Over \$165,000

Arrests: 24



Crime Data Cont.

Shooting “Victims” by Race and Gender

| Shootings 2022 | Race | Gender | Shootings 2023 | Race | Gender |
|----------------|---|-----------------------|----------------|---|------------------------|
| 49 | 17 Hispanics 3 Whites 8 Blacks 1 Armenian 2 other | 24 males 7 females | 58 | 17 Hispanics 5 Whites 26 Blacks 4 Asian 4 Other | 40 males 16 females |

| Deaths 2022 | |
|------------------------------------|----------------------|
| 7 | |
| Race | Gender |
| 4 Hispanics 1 White 2 Blacks | 5 males 2 females |

| Deaths 2023 | |
|------------------------|----------------------|
| 6 | |
| Race | Gender |
| 4 Blacks 2 Hispanic | 4 males 2 females |

| OIS 2022 |
|--------------------------------|
| 1 male Hispanic deceased |

| OIS 2023 |
|----------|
| 0 |



Crime Data Cont

Shooting "Suspects" by Race and Gender

| Shootings 2022 | Suspect Race | Suspect Gender | Shootings 2023 | Suspect Race | Suspect Gender |
|----------------|-------------------------------------|----------------------|----------------|-------------------------------------|----------------------|
| | | | | | |
| | 11 Hispanics 1 White 8 Blacks | 19 males 1 female | | 5 Hispanics 16 Blacks 1 Asian | 21 males 1 female |

| Deaths 2022 | |
|-------------------------|----------------------|
| Suspect Race | Suspect Gender |
| 4 Hispanics 4 Blacks | 6 males 2 females |

| Deaths 2023 | |
|-------------------------|----------------------|
| Suspect Race | Suspect Gender |
| 4 Blacks 3 Hispanics | 7 males 0 females |



ShotSpotter Data

2023

- There were a total of 196 ShotSpotter “gunfire” or “probable gunfire” alerts in the ShotSpotter coverage area for 2023.
- PD received correlating 9-1-1 calls on only 21% of these alerts.
- Of the 58 shooting investigations in Pasadena for 2023, 47 of the shootings were in the ShotSpotter coverage area (81%).

2022

- There were a total of 109 ShotSpotter “gunfire” or “probable gunfire” alerts in the ShotSpotter coverage area for 2022. (The system went live on Feb 9, 2022)
- PD received correlating 9-1-1 calls on only 24% of these alerts.
- Of the 49 shooting investigations in Pasadena for 2022, 30 of the shootings were in the ShotSpotter coverage area (61%) – 5 of the shootings occurred before detection system was live in February



Crime Data Cont.

Arrests by Race:

| Race | 2022 | 2023 |
|--------------------------|-------------|-------------|
| Am Indian/Alaskan Native | 9 | 3 |
| Asian American | 39 | 62 |
| Black | 871 | 961 |
| Cambodian | 0 | 1 |
| Chinese | 4 | 7 |
| Filipino | 3 | 4 |
| Hispanic | 1559 | 1,512 |
| Japanese | 0 | 2 |
| Korean | 0 | 5 |
| Native Hawaiian | 1 | 2 |
| Other | 103 | 102 |
| Other Asian | 20 | 6 |
| Pacific Islander | 0 | 1 |
| Unknown | 11 | 11 |
| White | 517 | 572 |
| Total | 3137 | 3251 |

Suspects Reported by Race:

| Race | 2022 | 2023 |
|-------------------------|-------------|-------------|
| American Indian/Alaskan | 1 | 1 |
| Asian American | 30 | 69 |
| Black | 562 | 721 |
| Cambodian | 0 | 1 |
| Chinese | 7 | 1 |
| Filipino | 3 | 5 |
| Hispanic | 780 | 1,035 |
| Korean | 0 | 2 |
| Native Hawaiian | 2 | 0 |
| Other | 70 | 83 |
| Other Asian | 21 | 5 |
| Pac Islander | 0 | 1 |
| Unknown | 135 | 286 |
| White | 309 | 378 |
| Z-blank | 202 | 236 |
| Total | 2122 | 2824 |



Crime Data Cont.

Arrest %'s (Top 3 by Race)

| | 2022 | | 2023 |
|-------|------|-------|------|
| Black | 28% | Black | 29% |
| White | 16% | White | 17% |
| Hisp | 49% | Hisp | 46% |

Suspects Reported %'s (Top 3 by Race)

| | 2022 | | 2023 |
|-------|------|-------|------|
| Black | 26% | Black | 25% |
| White | 14% | White | 13% |
| Hisp | 36% | Hisp | 36% |



Crime Data Cont.

| Seized Firearms | 2022 | 2023 |
|------------------------|-------------|-------------|
| Traffic Stops | 63 | 39 |
| Other | 193 | 285 |
| Total | 256 | 324 |



Field Interview Data

| Race | 2022 | 2023 | Total |
|----------------------------|-------------|-------------|--------------|
| American Indian or Alaskan | 1 | | 1 |
| Asian American | 5 | 12 | 17 |
| Black | 321 | 259 | 580 |
| Cambodian | 0 | 1 | 1 |
| Filipino | 0 | 1 | 1 |
| Hispanic | 400 | 292 | 692 |
| Other | 23 | 19 | 42 |
| Unknown | 1 | 4 | 5 |
| White | 171 | 142 | 313 |
| Total | 922 | 730 | 1652 |

| Gender | 2022 | 2023 | Total |
|--------------------------|-------------|-------------|--------------|
| Female | 146 | 163 | 309 |
| Male | 775 | 567 | 1342 |
| Trans (Female born Male) | 1 | | 1 |
| Total | 922 | 730 | 1652 |



Accountability

Adherence to the Law and Department / City Policies

Process “need to knows”

- Police Officer Bill of Rights (POBR)
- Fair Labor Standards Act (FLSA)
- Family Medical Leave Act (FMLA)
- Health Insurance Portability & Accountability Act (HIPAA)



Accountability Cont.

Major

- Termination
- Demotion
- Suspension without pay greater than one day

Moderate

- Suspension without pay for one day or less
- Written Reprimand

Minor

- Adverse Comment
- Training (Resulting from disciplinary findings)

Executive Disciplinary Categorization



Accountability Cont.

2022
Disciplinary
Dispositions

| Category | Gender | Race |
|----------|--------|-------|
| Major | Male | White |
| Major | Male | White |
| Major | Male | Hisp |
| Major | Male | Hisp |
| Major | Male | Hisp |
| Major | Male | Blk |
| Major | Male | Blk |
| Major | Female | White |
| Moderate | Male | White |
| Moderate | Male | White |
| Moderate | Male | White |
| Moderate | Male | Blk |
| Moderate | Male | Blk |
| Moderate | Female | Hisp |
| Moderate | Female | Hisp |
| Minor | Male | White |
| Minor | Male | White |
| Minor | Male | White |
| Minor | Male | White |
| Minor | Male | Hisp |
| Minor | Male | Hisp |
| Minor | Male | Hisp |
| Minor | Male | Blk |



Accountability Cont.

2022 Internal Affairs Dispositions Breakdown

Total Race of Subject Employees

White: 43%

Hispanic: 35%

Black: 22%

Asian: 0%

Mixed Race: 0%



Accountability Cont.

2023
Disciplinary
Dispositions

| Category | Gender | Race |
|----------|--------|-------|
| Major | Female | Hisp |
| Major | Female | Hisp |
| Major | Female | White |
| Major | Male | Hisp |
| Major | Male | Hisp |
| Major | Male | Asian |
| Moderate | Male | White |



Accountability Cont.

2023 Internal Affairs
Dispositions Breakdown

Total Race of Subject Employees

Hispanic: 57%

White: 29%

Asian: 14%

Black: 0%



Contemporary Rebranding

- Outward Manifestation
- Internal Expectations
- Technology
- Promotional Prep
- Leadership
- Cultural Recalibration



Overall Take Aways

Areas to Develop

- Systems Impediments
- Culture is resistant to change
- Former vs Current norms
- “Facts don’t matter” mentality
- Lack of “Rumor Control”

Areas of Strength

- Committed to Engagement
- Well trained personnel
- Effective turnover
- Moving toward modern approaches
- Ultra diverse leadership Citywide



2023 CPOC Recommendations

- Tracking and reporting the pointing of firearms as use of force.
- Consideration of revisions to the shooting at or from a moving vehicle policy.
- Creating better data collection standards and analysis/reporting of program effectiveness.
- Improving the Department training program.
- Addressing pretext stops



Police Department

QUESTIONS?