

Police Department

Police Department Year in Review 2024

GENE HARRIS, POLICE CHIEF





2024 Transformation

The Pasadena Police Department underwent significant transformation while maintaining its commitment to public safety. The symbolic shift in our department's visual identity. Transitioning badges and patches from traditional gold and blue to navy blue and platinum represents more than just an aesthetic change.

It marks our evolution as a modern law enforcement agency, one that embraces innovation, while maintaining our unwavering commitment to serving and protecting our community.

Throughout 2024, we have focused on bridging gaps within our community, while enhancing our operational capabilities through visionary leadership and strategic advancement.



2024 Priorities

- Community engagement and Partnerships
- Crime reduction and Enhanced quality of life
- Employee wellness
- “3-E Mode:” Education, Engineering and Enforcement
- Emerging policing technology
- Effective decision-making
- Employee buy-in relative to the “contemporary rebranding”
- Embrace and personify the tenets of “The Pasadena Way”



2024 Achievements

- Department leadership developed a strategic plan to support Contemporary Rebranding to move the department into the future.
- Strengthened workforce by hiring new team members and processing 62 background investigations.
- The Training Division implemented a comprehensive Agency Training Plan, securing over \$67,000 in POST reimbursements.
- Community Relations Section received national recognition from Neighborhoods USA for the Citizen's Police Academy en español.
- Launched 'Books N' Cops' with Pasadena Public Libraries.
- Camp Pasadena – Inaugural Day Outing.



2024 Achievements continued

- Traffic Section implemented the FARO 3D laser for accident reconstruction.
- Traffic Section hosted the Community Motorcycle Academy to promote rider safety.
- The Street Crime Unit recovered 43 firearms and made 124 gang and narcotics-related arrests.
- Two of our Robbery/Homicide detectives received the POALAC Centurion Award for solving the Angeles Crest Highway murder case, which led to resolving a double homicide in Rancho Palos Verde.
- Fleet operations added a new Police Fleet Sergeant position and the delivery of 13 long-awaited vehicle replacements.



2024 Achievements continued

- Technology enhancements include the implementation of DOJ mandated revision of the RIPA application, Cell Site Simulator and Flock ALPR system.
- Development is underway for an Active Intelligence Center.
- Introduction of cutting-edge tools such as the Recon View Observation Tower and 3D Crime Scene Scanner.
- Technological capabilities include the Axon Body 4 cameras and Performance BWC Metrics System.
- Amongst the Eaton Fire destruction, was the significant loss of Police training facilities and equipment at the Police Range. As a result, Taser upgrades have been re-scheduled for 2025.



2024 Structural Change

- Promotions & Hirings
- Reorganization
- Acquisitions
- CPOC, IPA, Public Safety Recommendations
- OIR Recommendations
- Contemporary Rebranding
- Field Training
- Investigative Partnerships



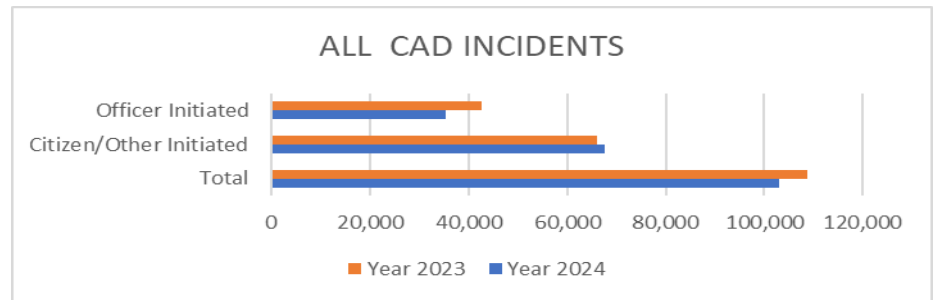
2024 Cultural Change

- Expectations
- Demographic Parity
- Superior Community Engagement
- Internal Relief from Historical Paralysis
- Futures Planning
- Service Imperatives
- Predictive Policing/Data Driven Responses

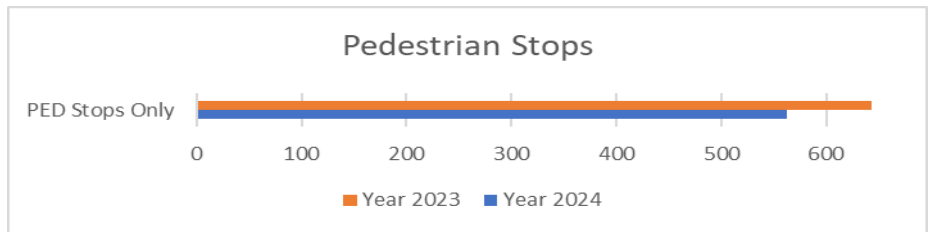


2024 Statistics / Data CAD Incident Counts by Year

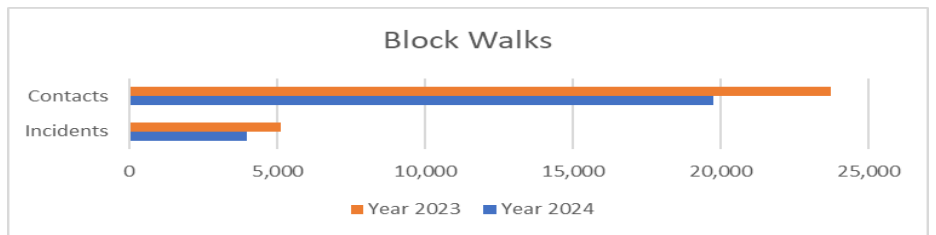
All CAD Incidents	Year	
	2024	2023
Total	103,095	108,788
Citizen/Other Initiated	67,734	66,014
Officer Initiated	35,361	42,774



Pedestrian Stops	Year	
	2024	2023
PED Stops Only	563	643



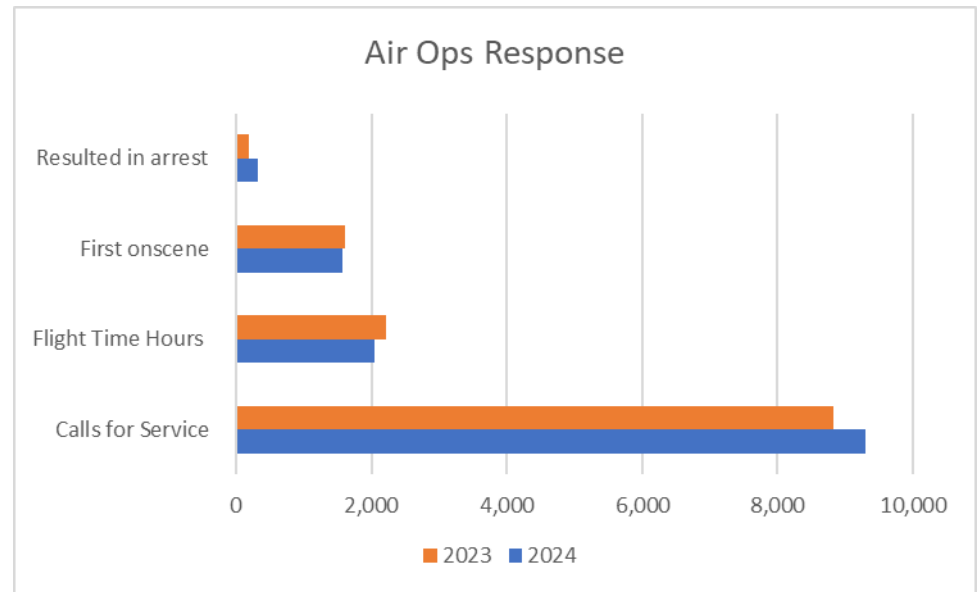
Block Walks	Year	
	2024	2023
Incidents	3,958	5,138
Contacts	19,745	23,710





2024 Statistics / Data Air Operations Statistics / Data

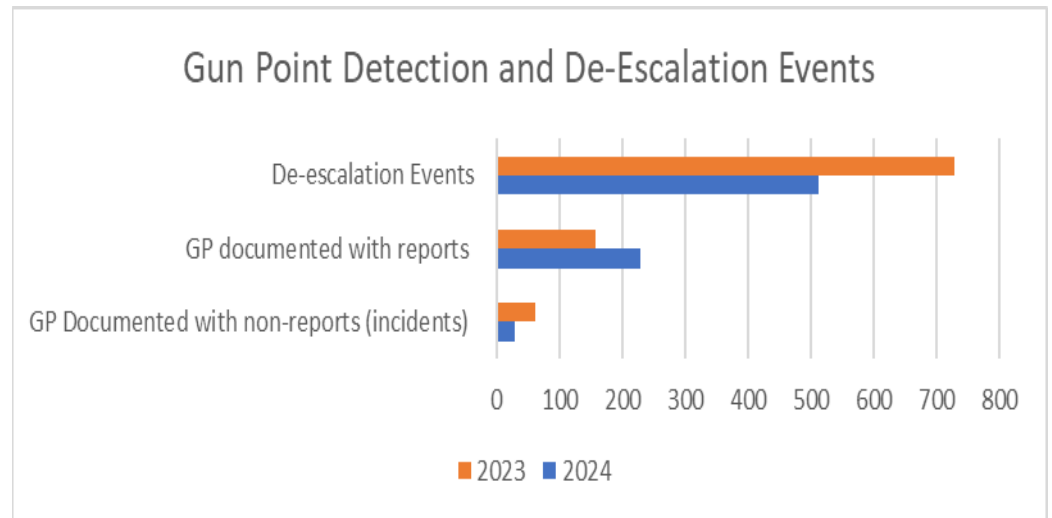
Air Ops Response	2024	2023
Calls for Service	9,292	8,816
Flight Time Hours	2,045	2,217
First onscene	1,567	1,613
Resulted in arrest	314	188





2024 Statistics / Data Gun Point Detection and De-escalation

GP and DE	2024	2023
GP Documented with non-reports (incidents)	29	61
GP documented with reports	230	158
De-escalation Events	512	730





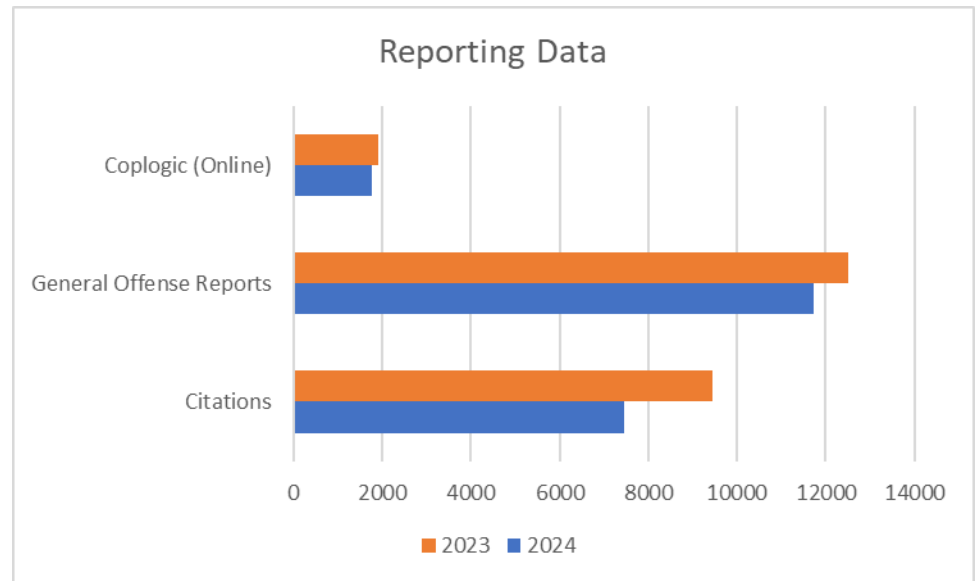
2024 Statistics / Data
RIPA Data from Traffic Stops

Perceived Race/Ethnicity	# of Traffic Stops with RIPA data 2024	# of Traffic Stops with RIPA 2023
Hispanic/Latine(x)	2,266	5,195
White	2,112	4,532
Asian	954	1876
Black/African American	943	2556
Middle Eastern or South Asian	262	435
Multi-Racial	40	48
Pacific Islander	24	47
Native American	4	3
TOTAL	6,605	14,692



2024 Statistics / Data Reporting Data

	2024	2023
Citations	7442	9446
General Offense Reports	11,744	12,513
Coplogic (Online)	1766	1901





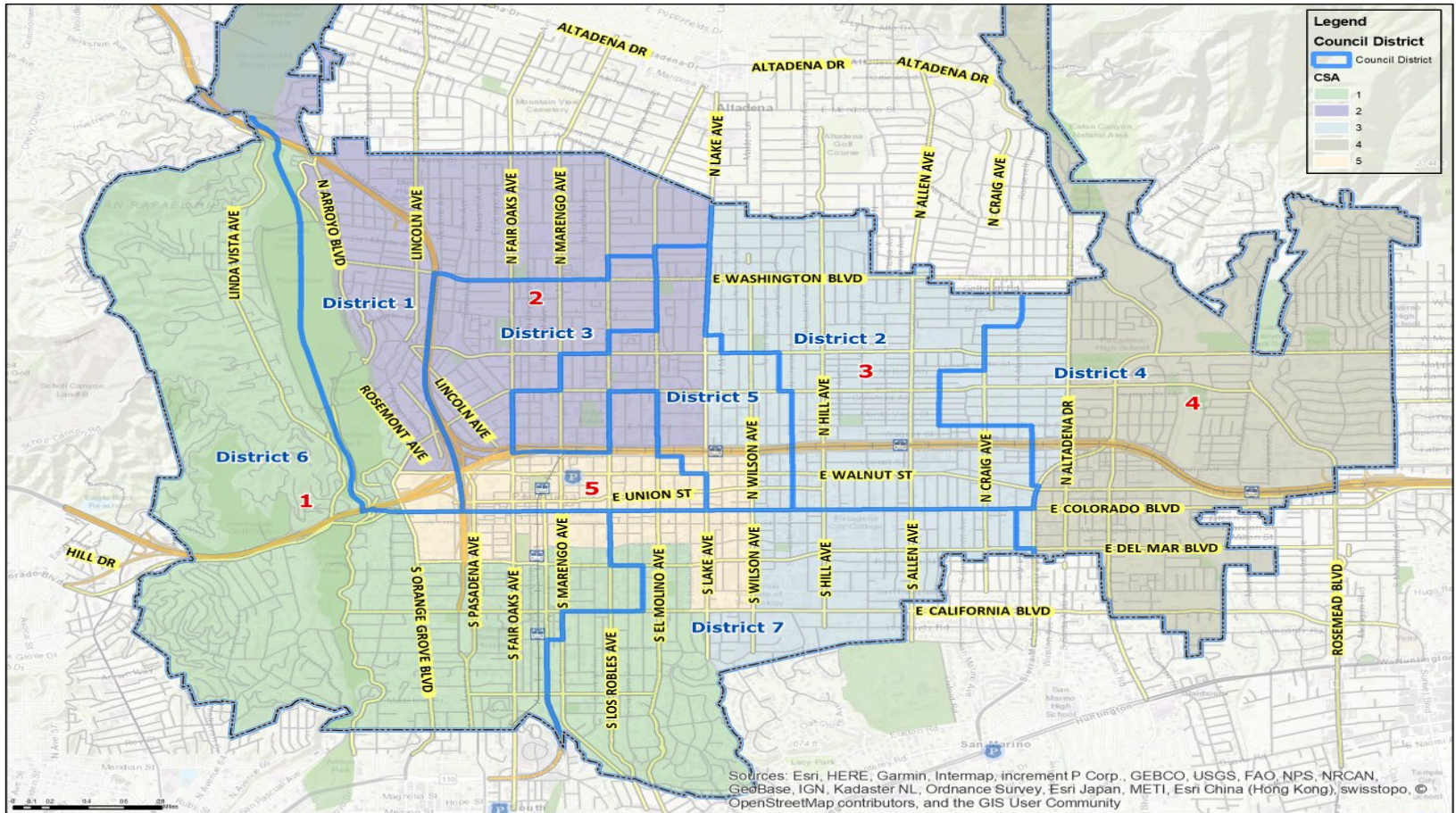
2024 Statistics / Data Response Times Dispatched to At Scene

01/01/2024 through 12/31/2024 Priority: 1				
Zone	Council Districts	Response Time	Number of Calls	Calls for Service
CSA 1	1, 6, 7	00:05:40	372	19%
CSA 2	1, 3, 5	00:04:38	532	27%
CSA 3	2, 4, 5, 7	00:04:11	351	18%
CSA 4	4	00:05:04	258	13%
CSA 5	3, 5, 6, 7	00:03:50	425	22%
Citywide (CSA 1-5)	1, 2, 3, 4, 5, 6, 7	00:04:38	1,938	100% Calls for Service

01/01/2023 through 12/31/2023 Priority: 1				
Zone	Council Districts	Response Time	Number of Calls	Calls for Service
CSA 1	1, 6, 7	00:05:38	390	17%
CSA 2	1, 3, 5	00:04:14	689	29%
CSA 3	2, 4, 5, 7	00:04:48	475	20%
CSA 4	4	00:05:07	334	14%
CSA 5	3, 5, 6, 7	00:03:47	470	20%
Citywide (CSA 1-5)	1, 2, 3, 4, 5, 6, 7	00:04:37	2,358	100% Calls for Service



Police Department



Pasadena
Community Service Areas and Council Districts

January 2020

Pasadena PD
CAU - D James



2024 Statistics / Data
Incidents / Use of Force

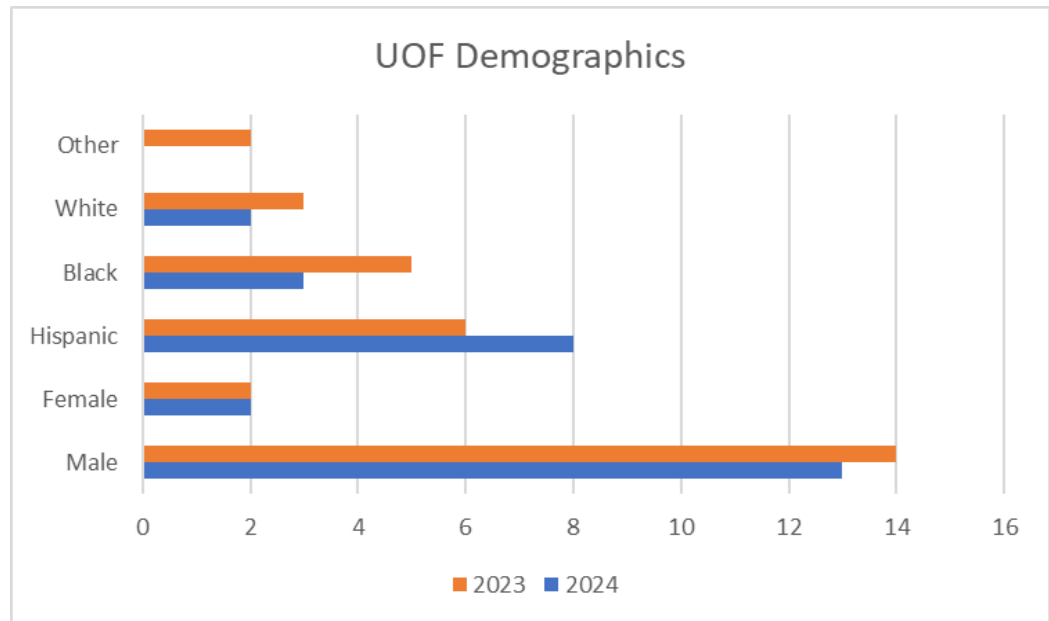
	2024	2023	Percent Change
Total Police Incidents	103,095	108,788	-5%
Total Traffic Stops	12,658	14,692	-14%
Total Use of Force Incidents	16	19	-16%
Traffic Stops Resulting in UOF	1	0	100%
Percentage of Traffic Stops Resulting in UOF	0.008%	0	0.008%
Arrests	3,263	3,251	0.37%
Percentage of Arrests Resulting in UOF	0.49%	0.58%	-0.09%
Vehicle Pursuits	42	19	121%
Officer Involved Shootings	1	0	100%



2024 Statistics / Data Use of Force Demographics

- 2024 UOF by Race/Gender (Total 16) 13 Males, 2 Female
*1 incident involving a dog was not included in table
- 2023 UOF by Race/Gender (Total 16) 14 Males, 2 Females

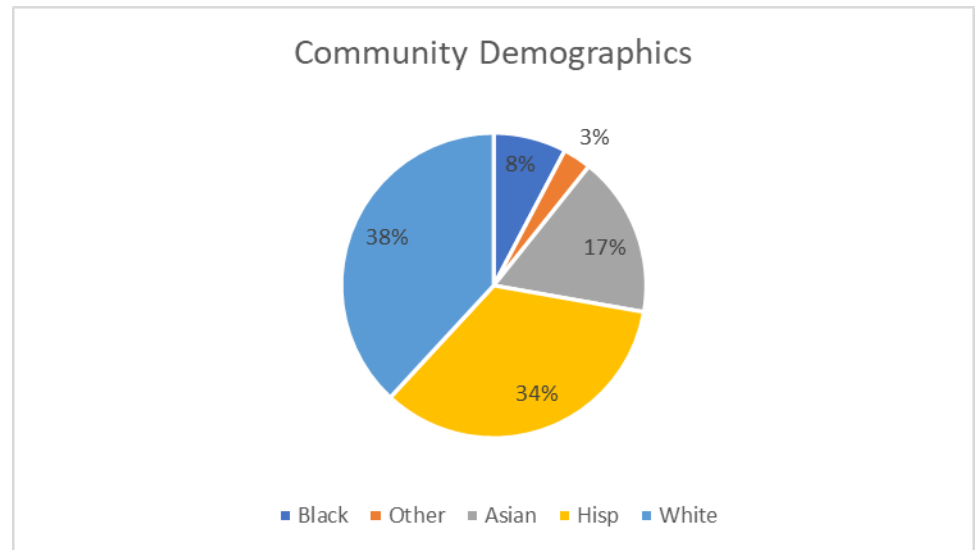
	2024	% of UOF	2023
Male	13		14
Female	2		2
Hispanic	10	63%	6
Black	3	19%	5
White	2	13%	3
Other	0		2





2024 Statistics / Data Community Demographics

2024 Community Demographics*	
Black	8%
Other	3%
Asian	17%
Hisp	34%
White	38%



*US Census July 2024



Police Department

College Events

Military Events

2024 Recruitment Events

Event	Location	Date	Target Group
2024 Events			
MLK Parade/ Fair	Pasadena	2/17/2024	All Demographics
Pasadena Triathlon	Rose Bowl	3/9/2024	All Demographics
PHS Career Fair	PHS	3/26/2024	All Demographics
PCC Career Fair	Pasadena	3/28/2024	All Demographics
Coffee with a Cop Pasadena Civic Center	Coffee with a Cop Pasadena Civic Center	4/3/2024	All Demographics
USC Career Fair	USC Campus	4/11/2024	All Demographics
HSBCU Atlanta Georgia	Spelman-Morehouse-Clark-Moris Brown	4/16/24 to 4/20/24	All Demographics
CSULB Career Fair	Long Beach	4/16/2024	All Demographics
ELAC Job Fair	Monterey Park	4/17/2024	All Demographics
Citrus College Career Fair	Citrus College	4/25/2024	All Demographics
PPD May 4th Hiring Expo	Pasadena PD	5/4/2024	All Demographics
Univ La Verne Career Fair	La Verne	5/8/2024	All Demographics
End of the Year Job Fair	UC Santa Barbara *cancelled*	5/15/2024	All Demographics



Police Department

2024 Recruitment Events continued

Event	Location	Date	Target Group
U.S. Army Military Police	Ontario	5/18/2024	All Demographics
Fleet Week	San Pedro Harbor	5/21/2024 – 5/28/2024	All Demographics
Camp Pen Mud Run	Camp Pendelton	5/31/2024 - 6/1/2024	All Demographics
USMC Camp Pendelton LE Fair	Oceanside	6/6/2024	All Demographics
PPD Car Show	PPD Car Show	6/15/2024	All Demographics
Madison Heights 4th of July Parade	Madison Heights 4th of July Parade	7/4/2024	All Demographics
cancelled	*cancelled*		
Coffee with a Cop	Sarkis Bakery 1776 E Washington Bl	7/16/2024	All Demographics
Coffee with a Cop Nordstroms	Nordstroms	7/25/2024	All Demographics
LAPD Car Show & Recruitment Day	LAPD Car Show & Recruitment Day	8/3/2024	All Demographics
Coffee with Cop Fogo de Chao	Coffee with Cop Fogo de Chao	8/8/2024	All Demographics



2024 Recruitment Events continued

Event	Location	Date	Target Group
Reliant Hiring Solutions L.E. Expo	Reliant Hiring Solutions L.E. Expo	8/23/2024	All Demographics
Kiwanis Public Safety Fair	Kiwanis Public Safety Fair	8/31/2024	All Demographics
Coffee with a Cop	Hyatt Place Hotel Los Robles and Green	9/4/2024	All Demographics
Walk in Remembrance	Rose Bowl Lot H suicide prevention	9/9/2024	All Demographics
USC Career Fair	USC Campus	9/12/2024	All Demographics
Wodapalooza	Huntington Beach Pier	9-20 to 9-22	All Demographics
USMC Miramar Air show	USMC Miramar Air show	9/27 to 9/29 2024	All Demographics
American Heroes Air Show	Cancelled	Sat 11/16/2024	All Demographics
USMC BootCamp Challenge	USMC MCRD	10/19/2024	All Demographics
Los Angeles Vetrans CollaborativeBob Hope Patriotic Hall		12/11/2024	All Demographics
US Citizenship Cermony	Pasadena Civic Center	12/17/2024	All Demographics



2024 Statistics / Data Position Classifications Hired

All Gender	Total: 43
Female	24
Male	19

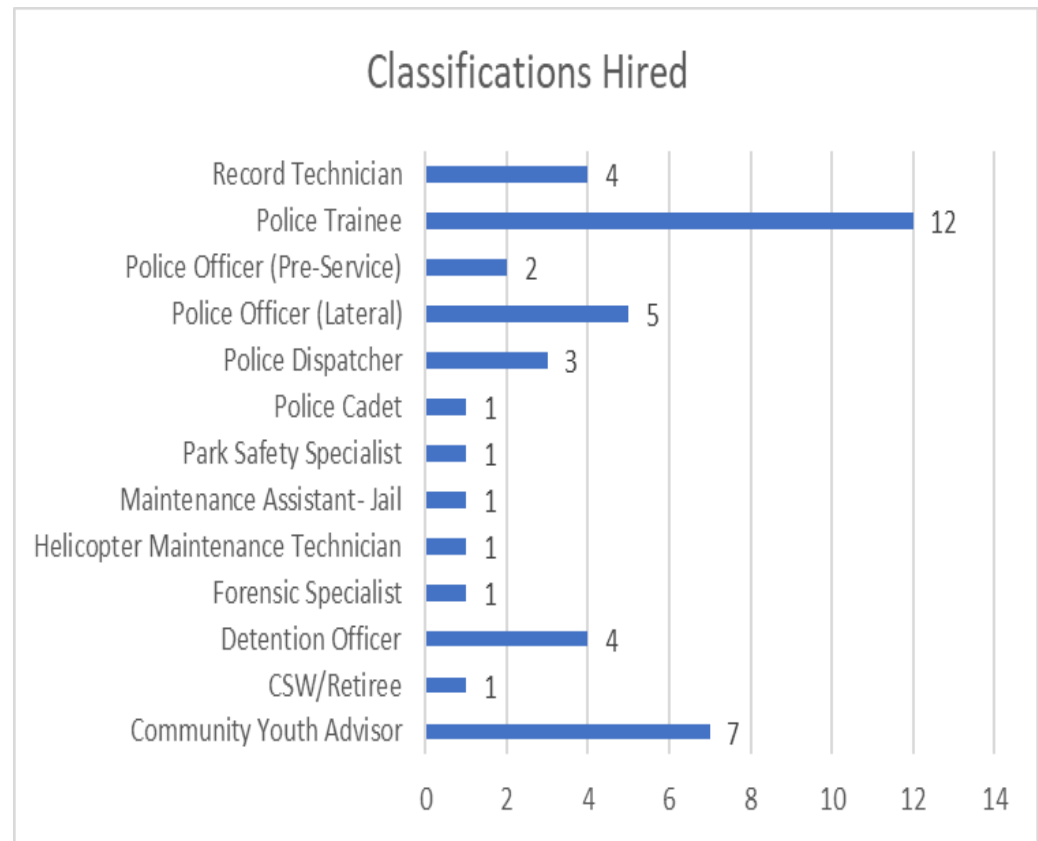


All Races	Total: 43
Asian	4
Black	1
Hispanic	30
White	7
Two or More	1

Police Officer	Total: 19
Female	6
Male	13



Officer Race	Total: 19
Asian	2
Hispanic	11
White	5
Two or More Races	1





2024 Statistics / Data Classifications Hired – Demographics

All Gender	Total: 43
Female	24
Male	19

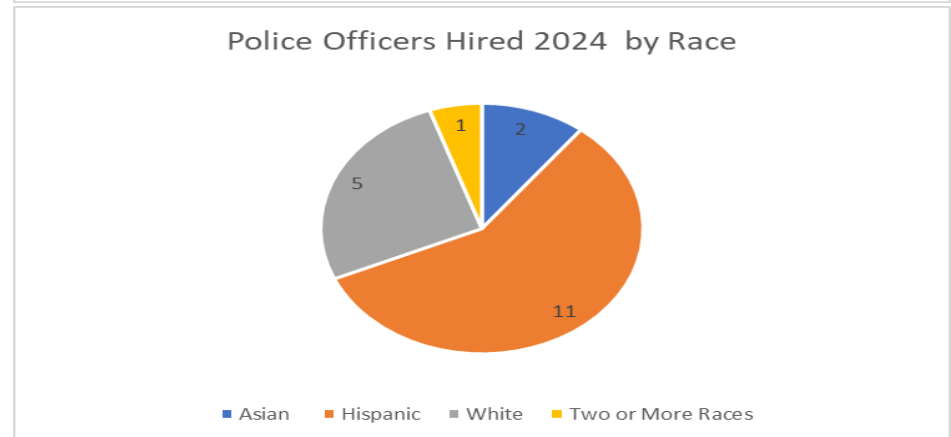
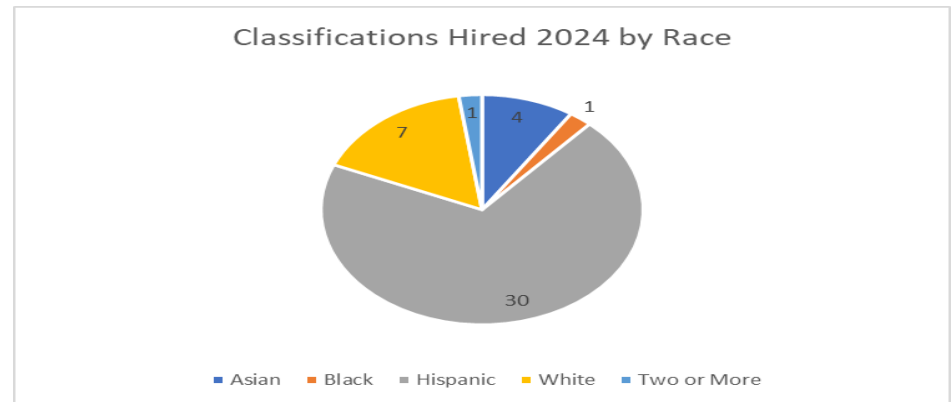


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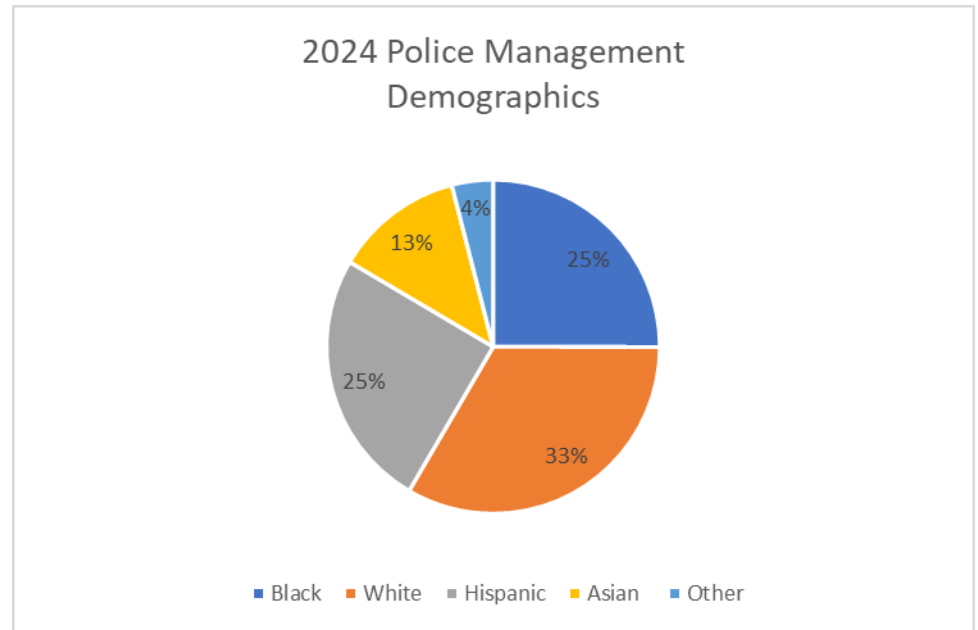
Officer Race	Total: 19
Asian	2
Hispanic	11
White	5
Two or More Races	1





2024 Statistics / Data Police Management Demographics

	Black	White	Hispanic	Asian	Other
Chief	1				
Deputy Chief		1			
Commander	1	2		1	
Lieutenant	3	4	4	2	1
Administrator	1		2		
Mgt. Analyst V		1			
Total	6	8	6	3	1
Male	3	7	3	2	1
Female	3	1	3	1	0





2024 Statistics / Data

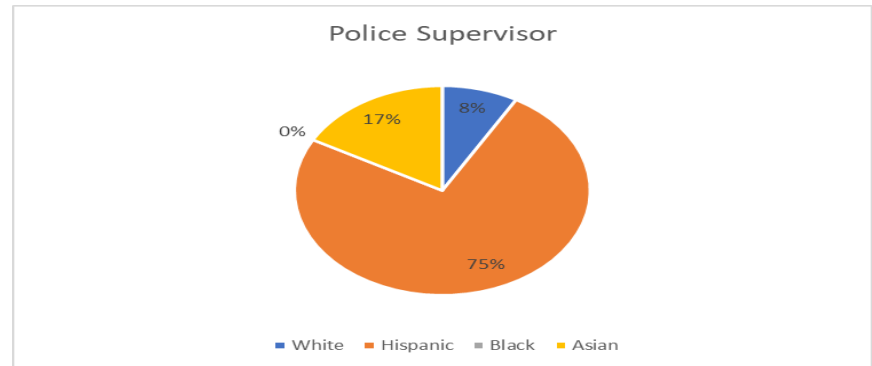
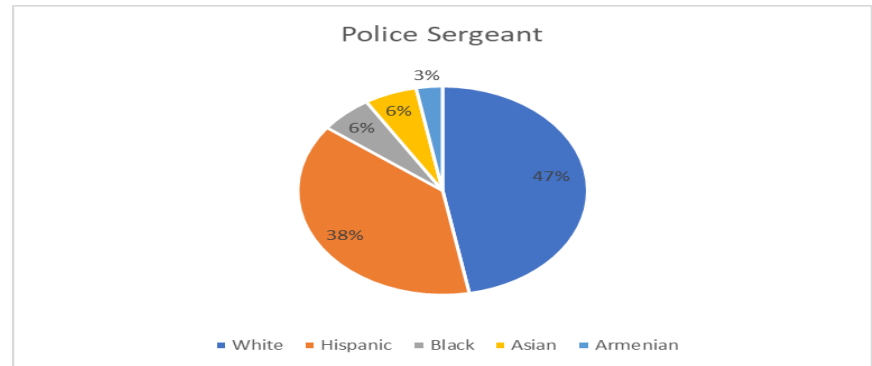
Police Line Supervision Demographics

Line Supervisors

Sworn	34
Non-Sworn	12

Male	37
Female	9
Total	46

White	17
Hispanic	22
Black	2
Asian	4
Armenian	1
Total	46





2024 Statistics / Data

Police Corporal / Police Officer Demographics

Corporals

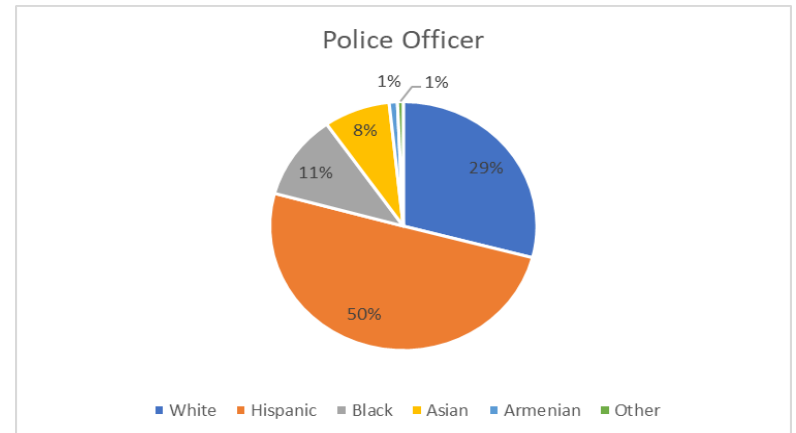
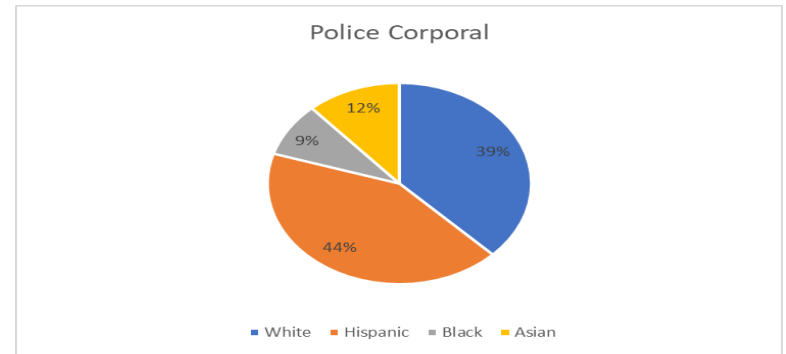
Male	31
Female	5
Total	36

White	14
Hispanic	15
Black	3
Asian	4
Total	36

Sworn Officers

Male	114
Female	28
Total	142

White	41
Hispanic	71
Black	15
Asian	12
Armenian	2
Two or More	1
Total	142





2024 Statistics / Data
Lateral Sworn Police Positions

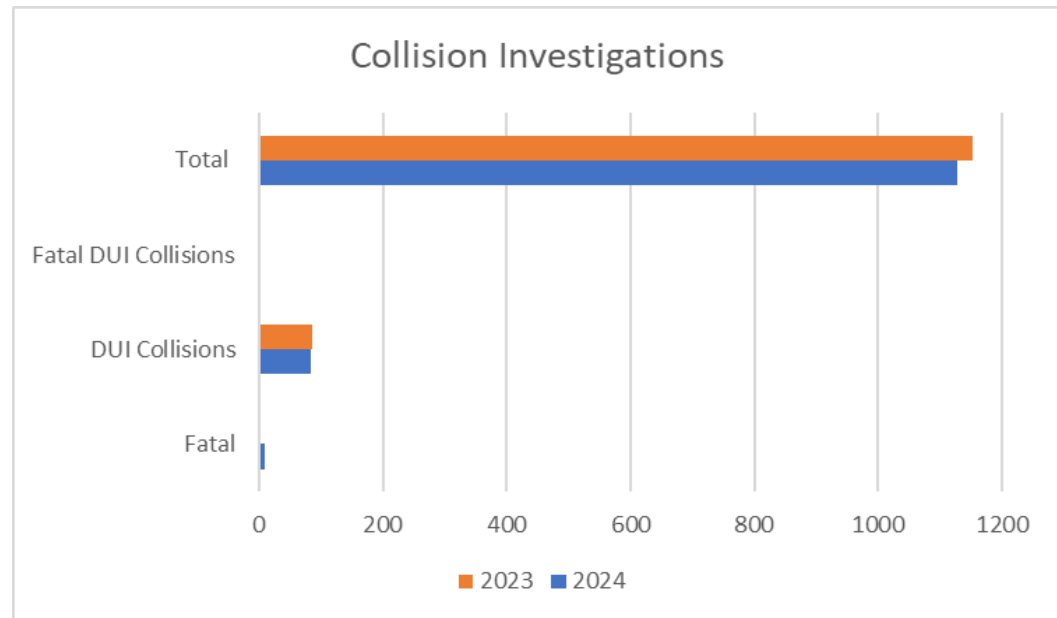
- a) Since 2021, we have lost **70 sworn**
- b) Since 2021, we have hired **24 laterals**
 - a. Alhambra PD – 2
 - b. LAPD - 2
 - c. LASD – 11
 - d. LA School Police – 2
 - e. Claremont PD – 1
 - f. Huntington Park PD – 4
 - g. Oakland PD – 1
 - h. San Diego PD – 1 ****he went back to San Diego PD****
- c) Since 2021, we have hired **72 sworn**
- d) Potential Candidates in background:
 - a) Police Officer Trainee: 19
 - b) Police Officer (Pre-Service): 3
 - c) Police Officer Lateral: 4

Year	Laterals Out	Laterals In
2025	5 *4 pending backgrounds	1
2024	7	5
2023	2	2
2022	0	4
2021	0	12



2024 Statistics / Data Traffic Collision / DUI Data

	2024	2023
Traffic Collisions		
Total Collisions	1128	1152
Fatal	8	2
Total DUI Investigations	225	194
DUI Collisions	83	86
Fatal DUI Collisions	1	0

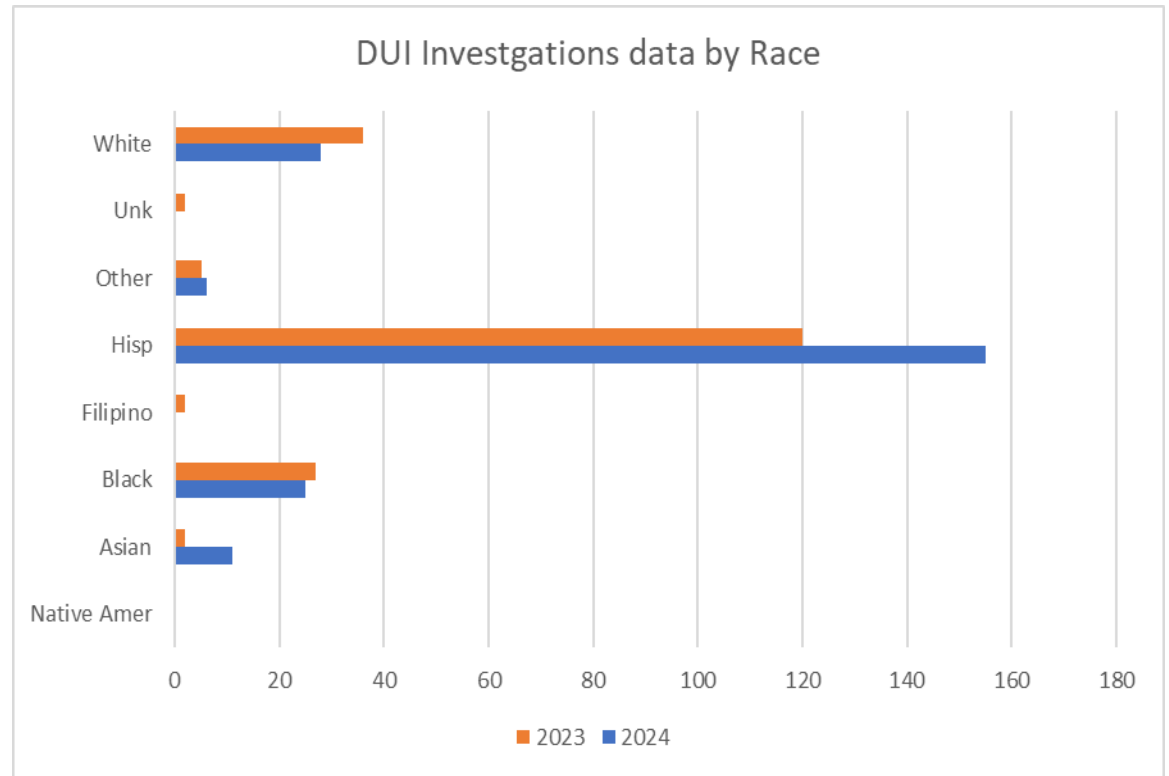




2024 Statistics / Data DUI Investigations Data

	2024	2023
Female	58	42
Male	167	152
Total	225	194

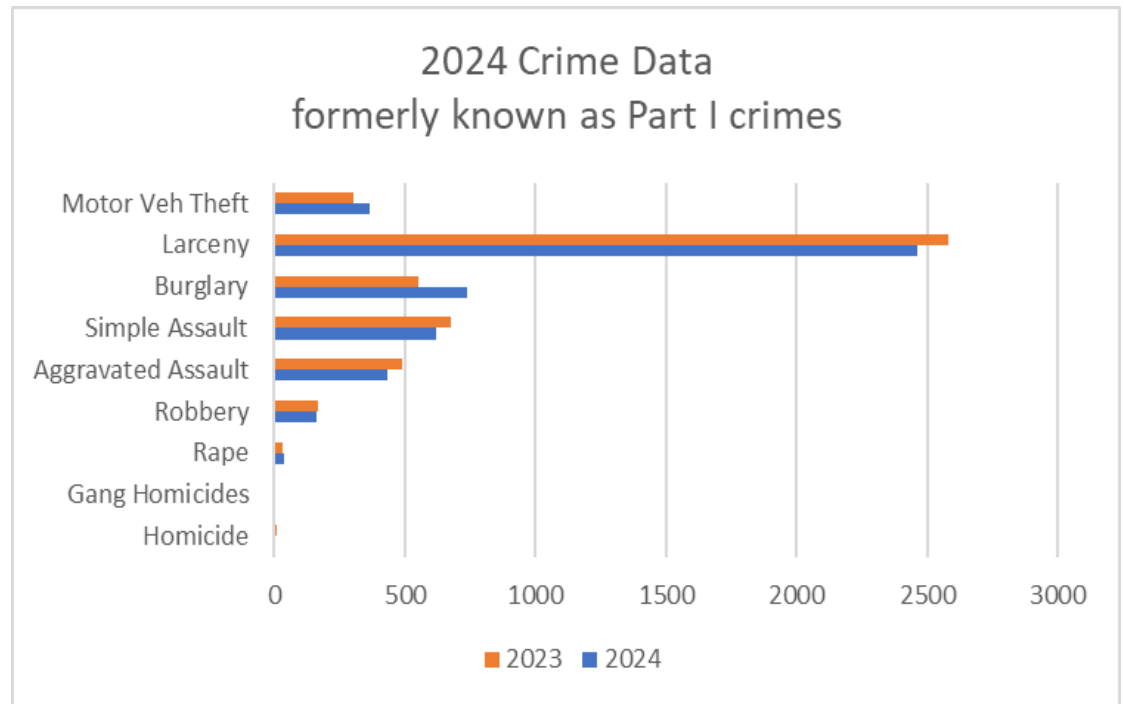
	2024	2023
Native Amer	0	0
Asian	11	2
Black	25	27
Filipino	0	2
Hisp	155	120
Other	6	5
Unk	0	2
White	28	36
Total	225	194





2024 Statistics / Data Crime Data

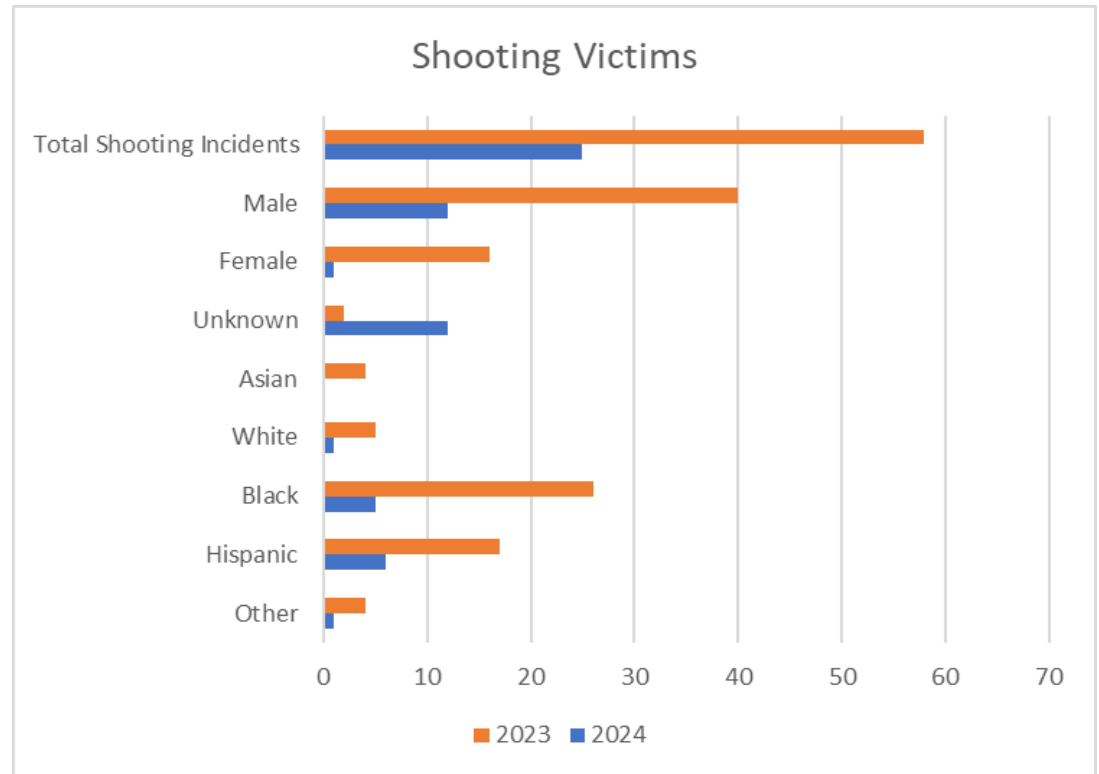
	2024	2023
Homicide	1	7
Gang Homicides	0	1
Rape	35	34
Robbery	159	167
Aggravated Assault	435	487
Simple Assault	621	678
Burglary	737	551
Larceny	2461	2582
Motor Veh Theft	367	302





2024 Statistics / Data Shooting VICTIMS

Shooting Victims	2024	% of shooting incidents	2023
Other	1	4%	4
Hispanic	6	24%	17
Black	5	20%	26
White	1	4%	5
Asian	0		4
Unknown	15	60%	2
Female	1	4%	16
Male	12	48%	40
Total Shooting Incidents	25		58
Shooting Deaths	1		6
*OIS	1		0

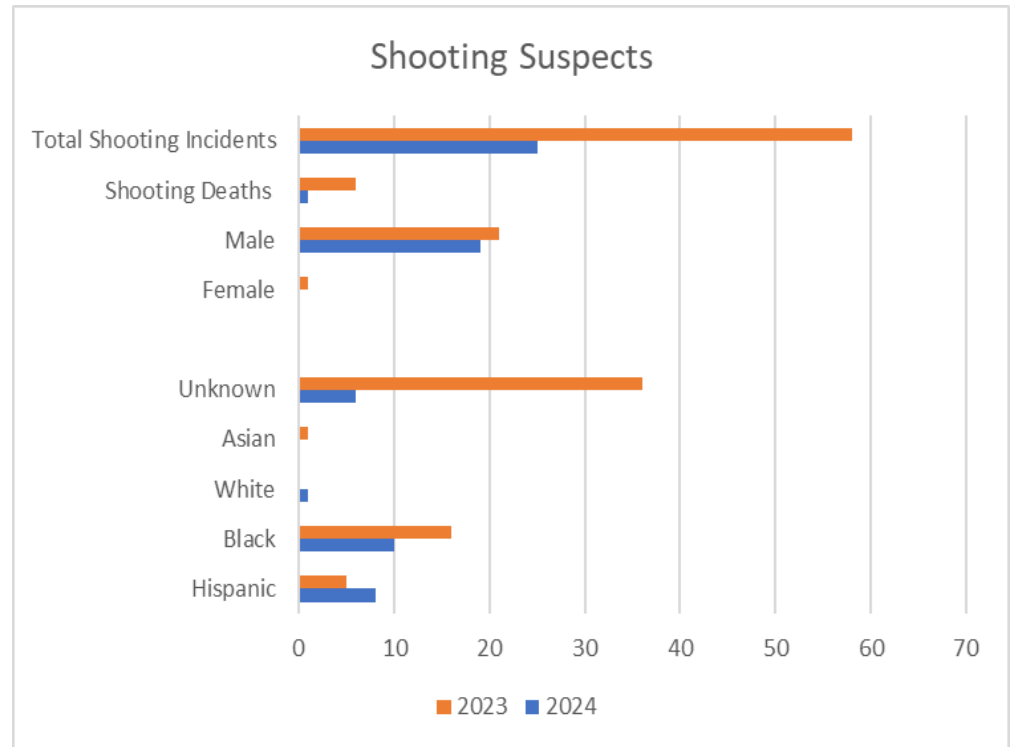


*not included in total



2024 Statistics / Data Shooting SUSPECTS

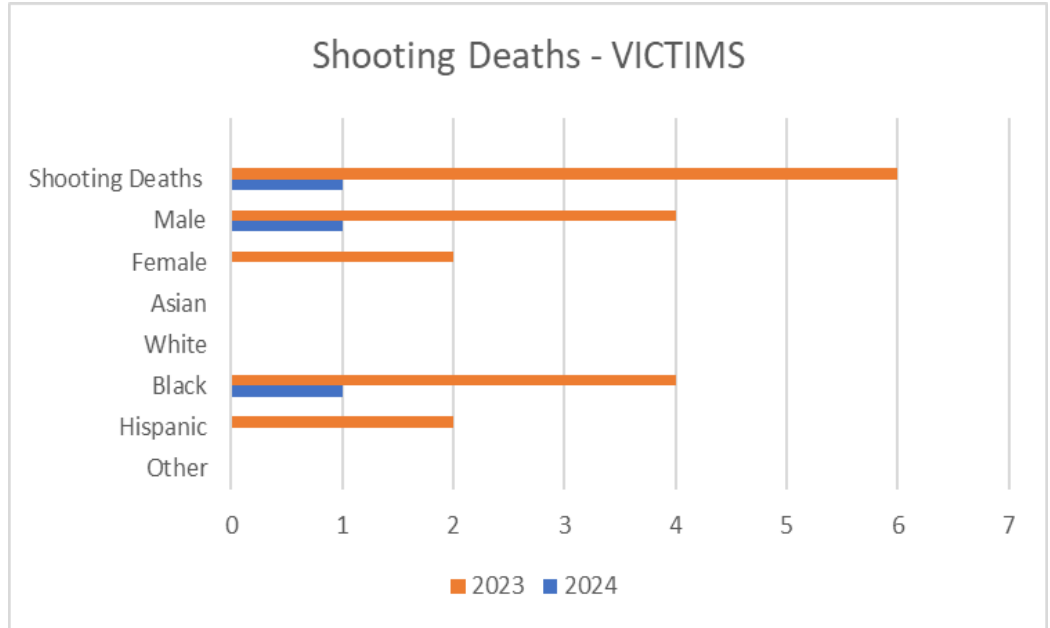
Shooting Suspects	2024	% of shooting incidents	2023
Other	0		0
Hispanic	8	32%	5
Black	10	40%	16
White	1	4%	0
Asian	0		1
Unknown	6	24%	36
Female	0		1
Male	19	76%	21
Shooting Deaths	1		6
Total Shooting Incidents	25		58





2024 Statistics / Data Shooting Deaths - VICTIMS

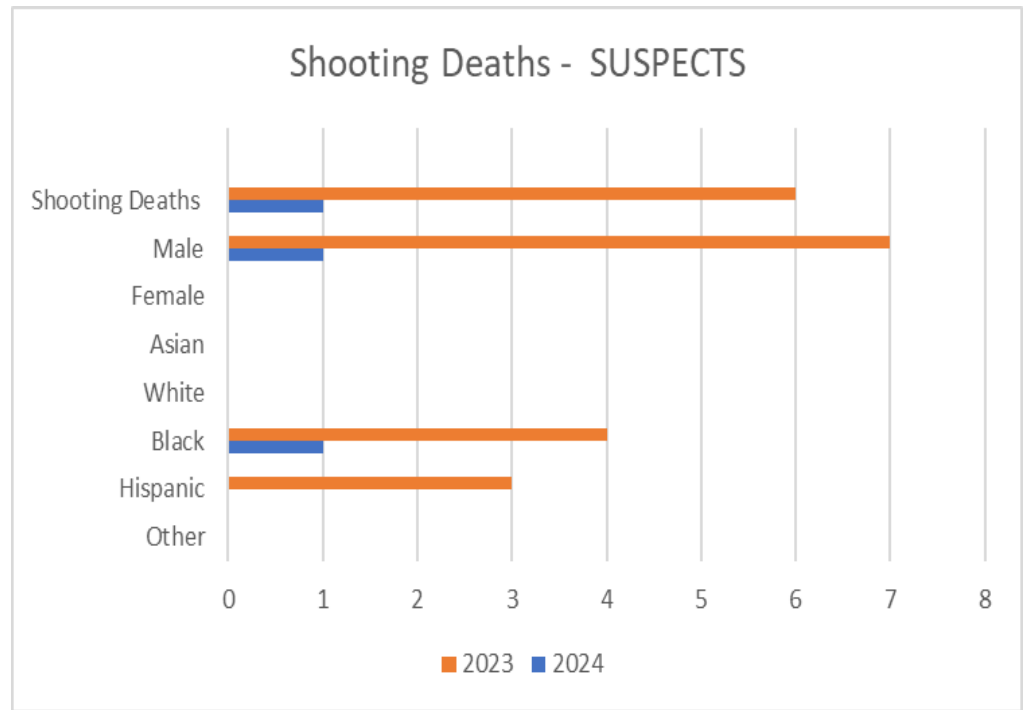
Shooting Death VICTIMS	2024	2023
Male	1	4
Female	0	2
Hispanic	0	2
Black	1	4
White	0	0
Asian	0	0
Other	0	0
Shooting Deaths	1	6





2024 Statistics / Data Shooting Deaths - SUSPECTS

Shooting Death SUSPECTS	2024	2023
Male	1	7
Female	0	0
Hispanic	0	3
Black	1	4
White	0	0
Asian	0	0
Other	0	0
Shooting Deaths	1	6





2024 Statistics / Data
Shot Spotter

Year	Gunfire or Probable Gunfire Alerts	Verified Shooting Investigations	Number of Shootings in ShotSpotter Coverage Area	Victims Injured or Killed
2020	N/A	59	N/A	28
2021	N/A	73	N/A	23
2022	109	49	40	14
2023	196	56	43	25
2024	98	25*	22	6**

*66% decrease in shootings investigated from 2021

**74% decrease in victims injured/killed from 2021



2024 Statistics / Data Crime Data

- There were 300 total collected guns in 2024.
 - 144 were seized by the Pasadena Police Department
 - 46 during traffic stops
 - 55 in relation to a call for service
 - 33 in relation to compliance checks and/or search warrants
 - 5 by officers for safekeeping
 - 1 found by an officer
 - 3 in relation to a pedestrian stop
 - 1 in relation to a pedestrian stop related to a ShotSpotter alert
 - 149 were turned in by citizens for safekeeping
 - 7 were classified as found by citizens

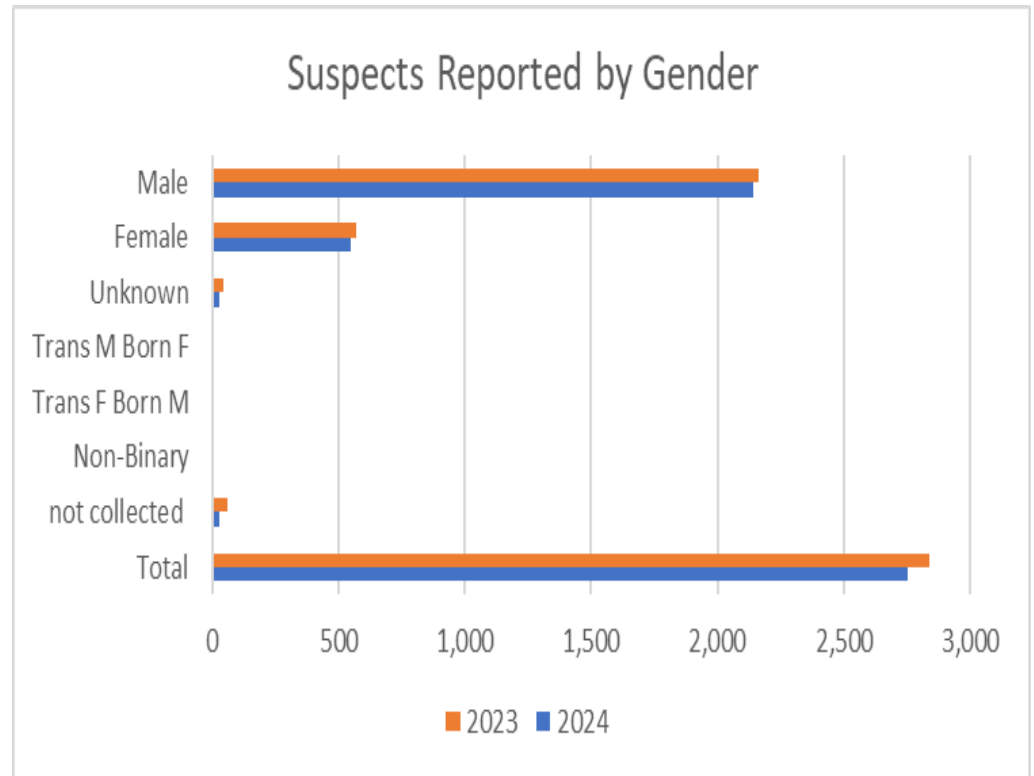
Collected Firearms		
Source	2024	2023
Traffic Stops	46	39
Other	254	285
Total	300	324



2024 Statistics / Data

Crime Data / Suspects Reported by Victim or Witness

Gender	2024	2023
Total	2,751	2,838
not collected	26	59
Non-Binary	3	0
Trans F Born M	3	2
Trans M Born F	0	1
Unknown	29	46
Female	549	569
Male	2,141	2,161

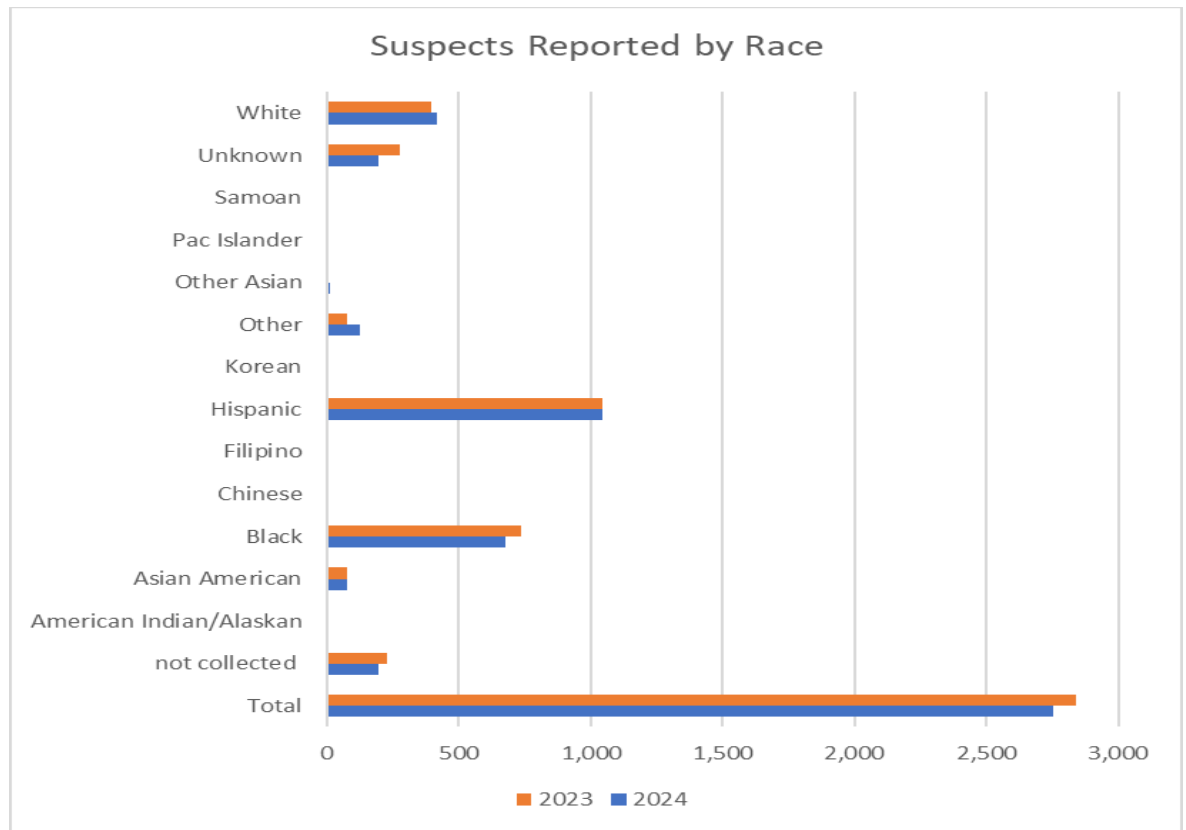




2024 Statistics / Data

Crime Data / Suspects Reported by Victim or Witness

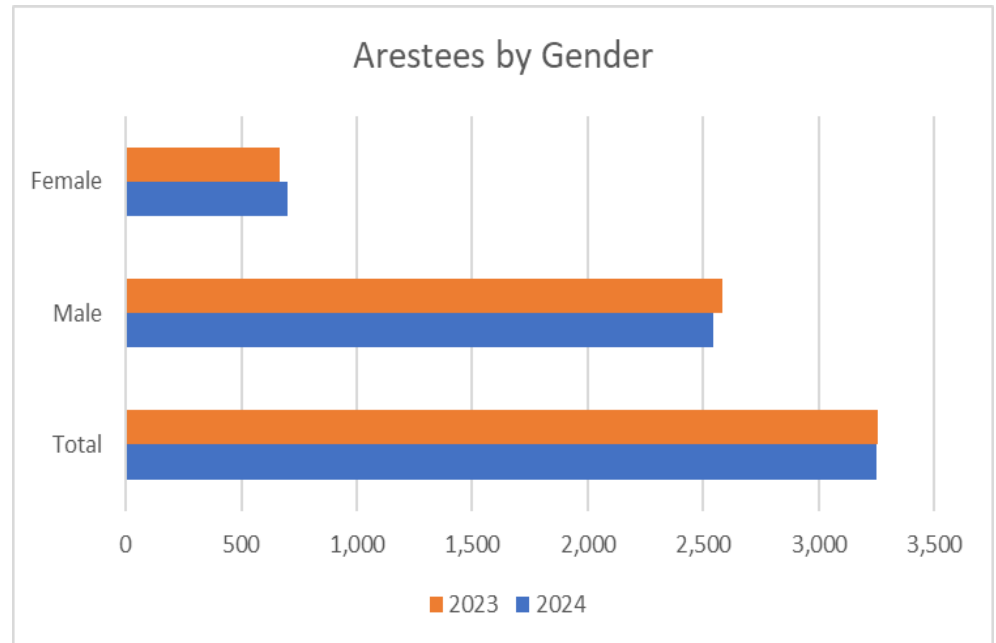
by Race	2024	2023
Total	2,751	2,838
not collected	194	225
American Indian/Alaskan	0	1
Asian American	77	77
Black	677	734
Chinese	5	1
Filipino	4	4
Hispanic	1,047	1,044
Korean	4	2
Other	123	78
Other Asian	11	3
Pac Islander	1	1
Samoan	1	0
Unknown	193	276
White	417	392





2024 Statistics / Data Crime Data / Suspects Arrested (GENDER)

Gender	2024	2023
Total	3,247	3,257
Male	2541	2584
Female	701	666

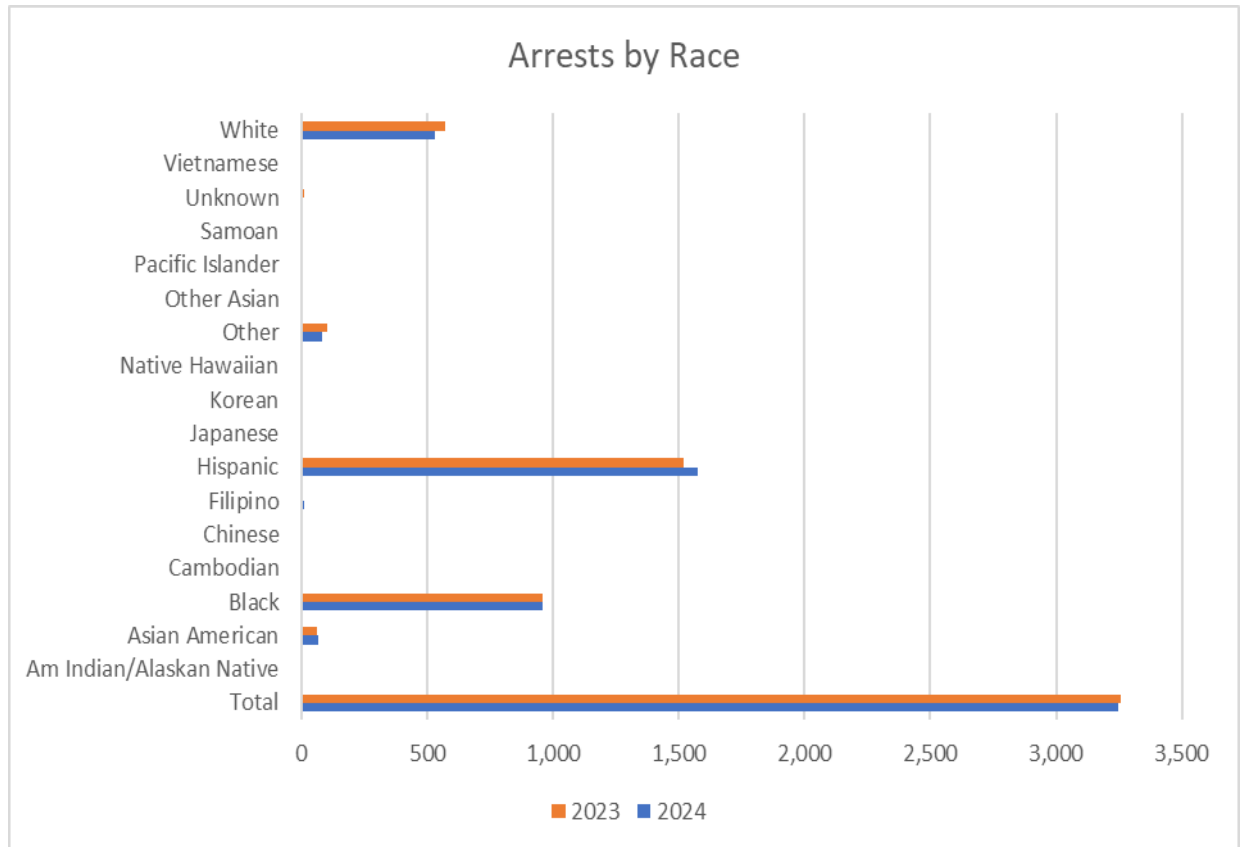




2024 Statistics / Data

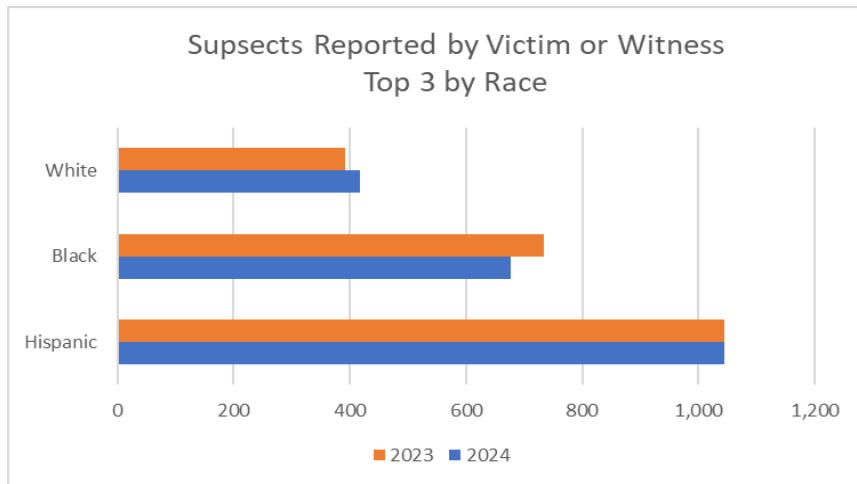
Crime Data / Suspects Arrested (RACE)

	2024	2023
Total	3,247	3,257
Am Indian/Alaskan Native	3	3
Asian American	66	62
Black	957	959
Cambodian	0	1
Chinese	6	7
Filipino	12	4
Hispanic	1,576	1,521
Japanese	0	2
Korean	2	5
Native Hawaiian	2	2
Other	82	103
Other Asian	4	6
Pacific Islander	0	1
Samoan	1	0
Unknown	6	11
Vietnamese	1	0
White	529	570

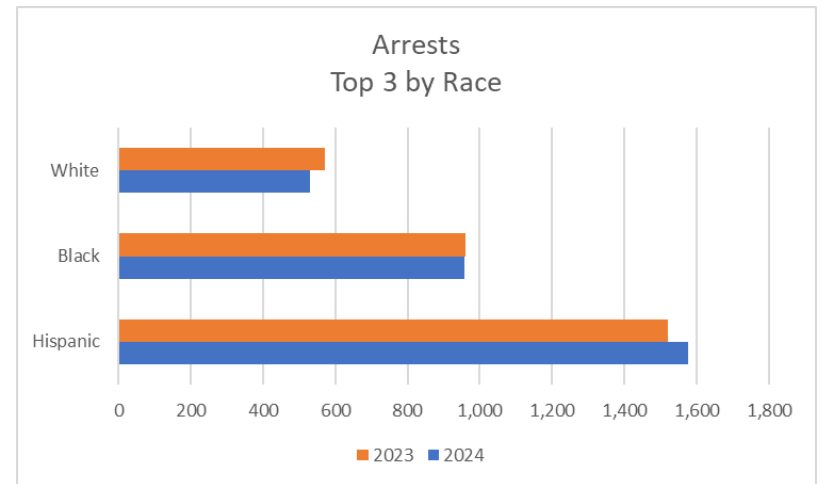




2024 Statistics / Data Crime Data / Top 3 by Race



	2024	% of suspects reported	2023	2023
Total	2,751		2,838	
Hispanic	1,047	38%	1,044	37%
Black	677	25%	734	26%
White	417	15%	392	14%

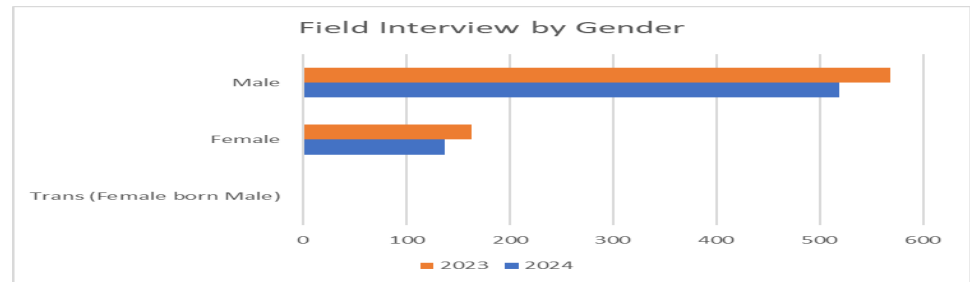


	2024	% of arrests	2023	2023
Total	3,247		3,257	
Hispanic	1,576	49%	1,521	47%
Black	957	30%	959	29%
White	529	16%	570	18%

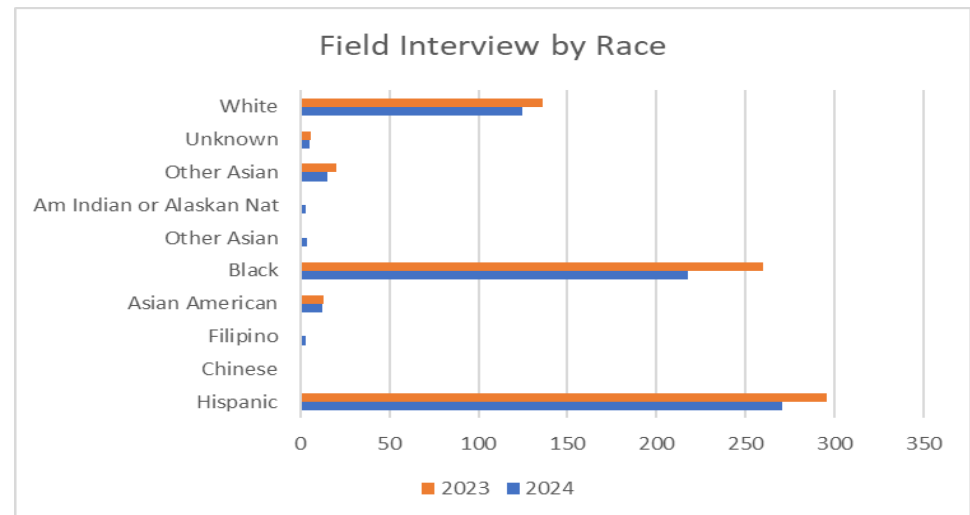


2024 Statistics / Data Crime Data / Field Interview Summary

Gender	2024	2023
Trans (Female born Male)	1	
Female	137	163
Male	519	569
Total	657	732



Race	2024	2023
Hispanic	271	296
Chinese	1	0
Filipino	3	1
Asian American	12	13
Black	218	260
Other Asian	4	0
Am Indian or Alaskan Nat	3	0
Other Asian	15	20
Unknown	5	6
White	125	136
Total	657	732





Regulations

Adherence to the Law and Department / City Policies

Process “ Need to Knows”

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



Executive Disciplinary Categorization

Major

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

Moderate

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

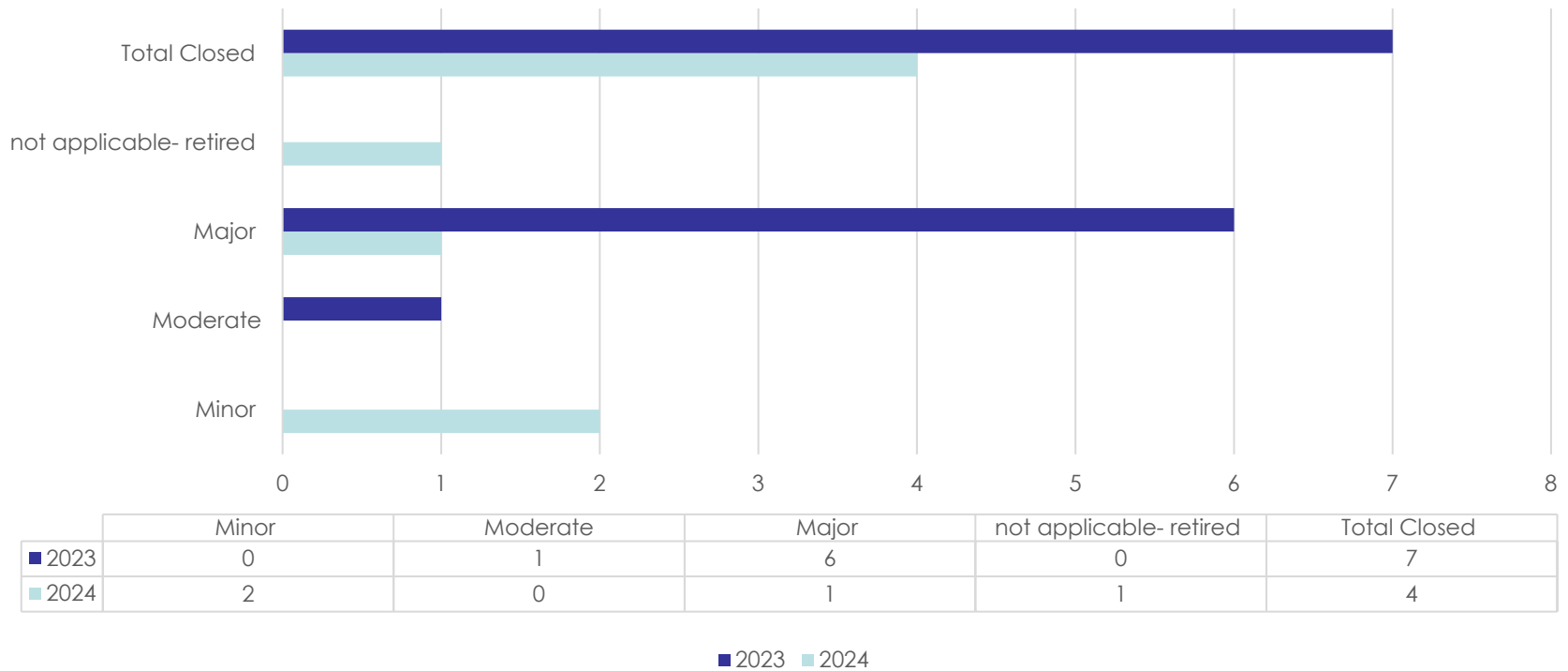
Minor

- Adverse Comment
- Training (Resulting from disciplinary findings)



Disciplinary Dispositions

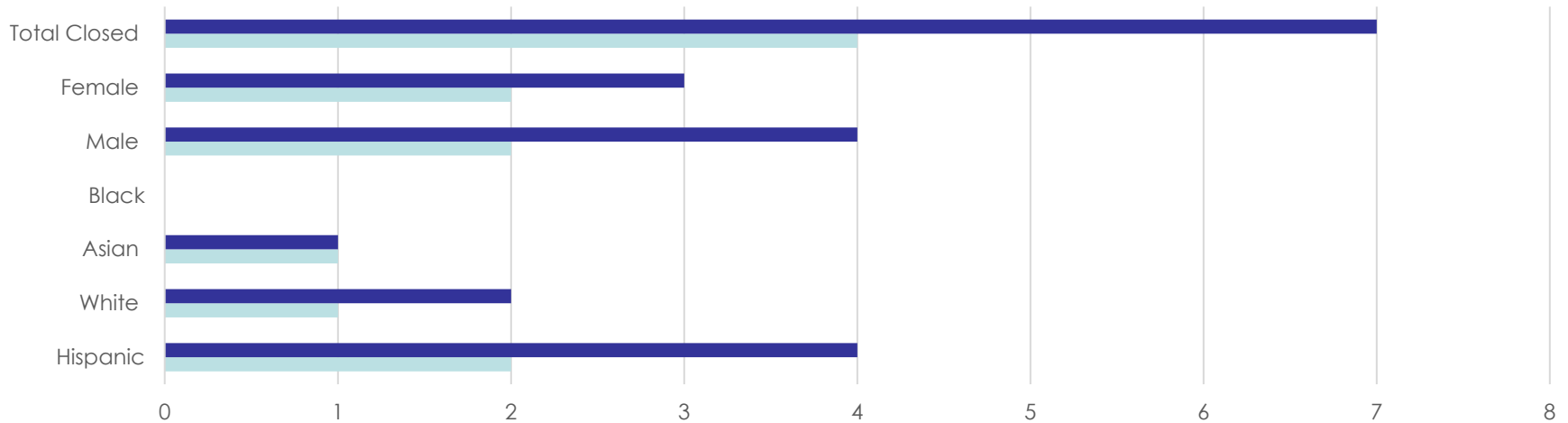
Disciplinary Dispositions





Disciplinary Dispositions

Gender / Race



	Hispanic	White	Asian	Black	Male	Female	Total Closed
■ 2023	4	2	1	0	4	3	7
■ 2024	2	1	1	0	2	2	4

■ 2023 ■ 2024



Contemporary Rebranding

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



Overall Takeaways

Areas to Continue Development

- Systems Impediments
- Former vs Current norms
- Legacy Development vs. Contemporary Development
- Lack of “Rumor Control”
- Emotional Intelligence

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.



2024 CPOC Recommendations

- Revision of the Pasadena Police Department's webpage regarding the reporting of Compliments and Complaints
- Revisions to the Body Worn Camera Policy
- Mobile Observation Tower Policy
- Cellular Site Simulator Policy
- Community – Police Mediation Policy
- Military Equipment Annual Report
- Presentations on the Street Crime Unit / Media Relations Protocols



QUESTIONS?