

Informational Presentation on 2024 Year-End Review and Ongoing Work by the Police Department

GENE HARRIS, POLICE CHIEF





Police Department

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.



Police Department

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”



Police Department

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.



Police Department

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 Verdes.
- Fleet operations added a new Police Fleet Sergeant position and the delivery of 13 long-awaited replacements.



Police Department

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.



Police Department

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



Police Department

January 1, 2024 – May 15, 2025, Data CAD Incident Counts by Year

All CAD Incidents	Year		
	2025	2024	2023
Total	37,431	103,095	108,788
Citizen/Other Initiated	25,293	67,734	66,014
Officer Initiated	12,138	35,361	42,774

Pedestrian Stops	Year		
	2025	2024	2023
PED Stops Only	183	563	643

Block Walks	Year		
	2025	2024	2023
Incidents	1,184	3,958	5,138
Contacts	5,398	19,745	23,710



Police Department

January 1, 2024 - May 15, 2025 Air Operations Statistics / Data

Air Ops Response			
	2025	2024	2023
Calls for Service	3577	9,292	8,816
Flight Time Hours	650	2,045	2,217
First onscene	547	1,567	1,613
Resulted in arrest	131	314	188



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data Gun Point Detection and De-escalation

GP and DE	2025	2024	2023
GP Documented with non-reports (incidents)	5	29	61
GP documented with reports	62	230	158
De-escalation Events	110	512	730



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data

RIPA Data from Traffic Stops

Perceived Race/Ethnicity	# of Traffic Stops with RIPA data 2025	# of Traffic Stops with RIPA data 2024	# of Traffic Stops with RIPA data 2023
Hispanic/Latine(x)	1307	2,266	5,195
White	1053	2,112	4,532
Asian	475	954	1876
Black/African American	611	943	2556
Middle Eastern or South Asian	123	262	435
Multi-Racial	19	40	48
Pacific Islander	4	24	47
Native American		4	3
TOTAL	3,592	6,605	14,692



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data
Reporting Data

	2025	2024	2023
Citations	2594	7442	9446
General Offense Reports	3996	11744	12513
Coplogic (Online)	626	1766	1901



January 1, 2024 – May 15, 2025, Statistics / Data Response Times Dispatched to At Scene

Police Department

01/01/2025 through 5/15/2025 Priority: 1			
Zone	Response Time	Number of Calls	Calls for Service
CSA 1	0:04:47	117	16%
CSA 2	0:04:25	183	26%
CSA 3	0:05:07	148	21%
CSA 4	0:05:34	112	16%
CSA 5	0:04:19	152	21%
Citywide (CSA 1-5)	0:04:47	712	100% Calls for Service

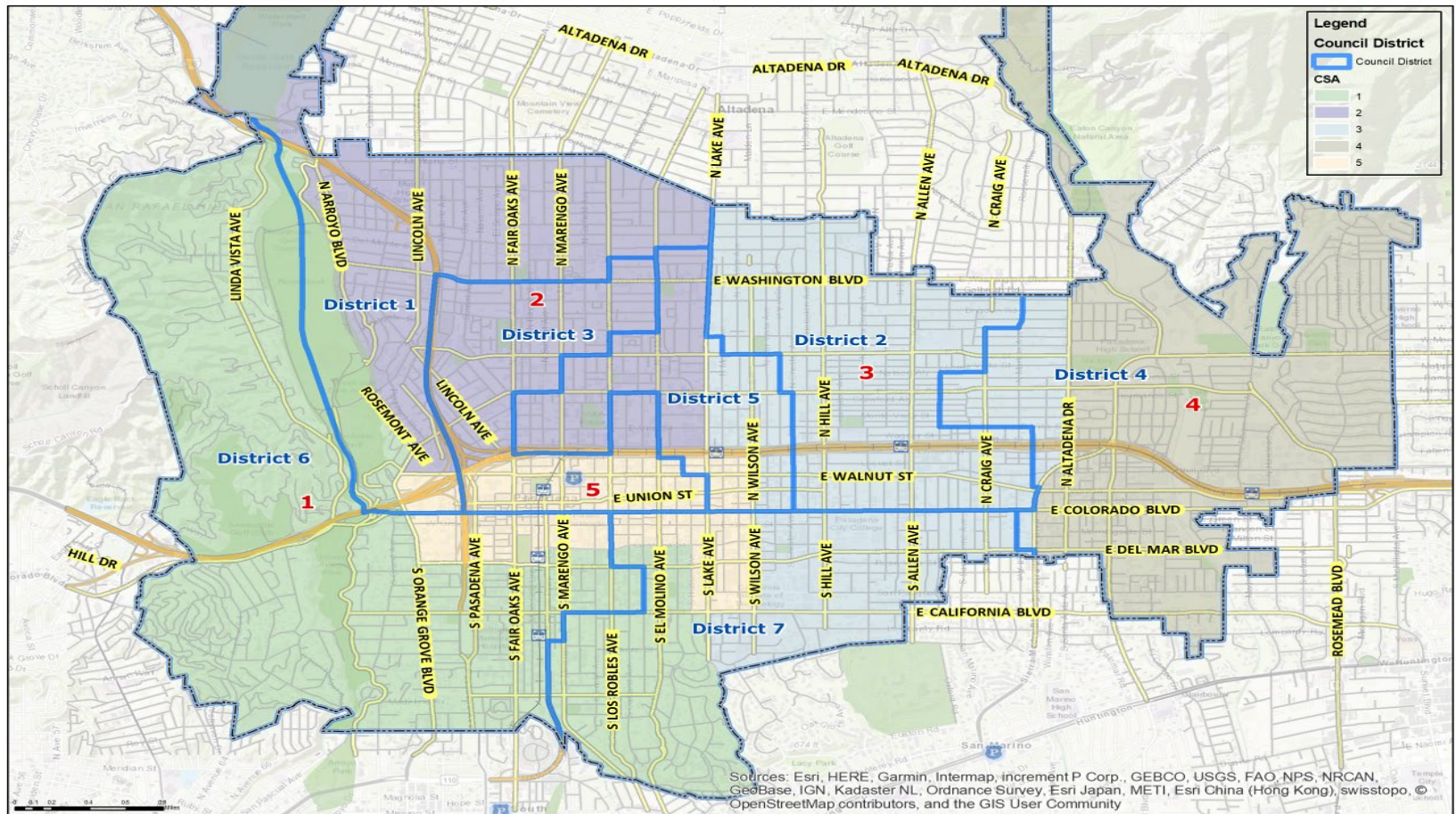
01/01/2024 through 12/31/2024 Priority: 1				
Zone	Council Districts	Response Time	Number of Calls	Calls for Service
CSA 1	1, 6, 7	00:05:40	372	19%
CSA 2	1, 3, 5	00:04:38	532	27%
CSA 3	2, 4, 5, 7	00:04:11	351	18%
CSA 4	4	00:05:04	258	13%
CSA 5	3, 5, 6, 7	00:03:50	425	22%
Citywide (CSA 1-5)	1, 2, 3, 4,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

PASADENA



Police Department



Pasadena
Community Service Areas and Council Districts

January 2020

Pasadena PD
CAU - D James





Police Department

January 1, 2024 – May 15, 2025, Statistics / Data Incidents / Use of Force

	2025	2024	2023	Percent Change 2024 vs. 2023
Total Police Incidents	37,431	103,095	108,788	-5.23%
Total Traffic Stops	4,672	12,658	14,692	-13.84%
Total Use of Force Incidents	14	16	19	-16.00%
Traffic Stops Resulting in UOF	1	1	0	100%
Percentage of Traffic Stops Resulting in UOF	0.02%	0.008%	0	0.008%
Arrests	1,276	3,263	3,251	0.37%
Percentage of Arrests Resulting in UOF	1.09%	0.49%	0.58%	-0.09%
Vehicle Pursuits	4	42	19	121.05%
Officer Involved Shootings	1 (dog)	1	0	100%



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data Use of Force Demographics

- 2025 UOF by Race/Gender (Total 18) 15 Males, 3 Female
- 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 Female

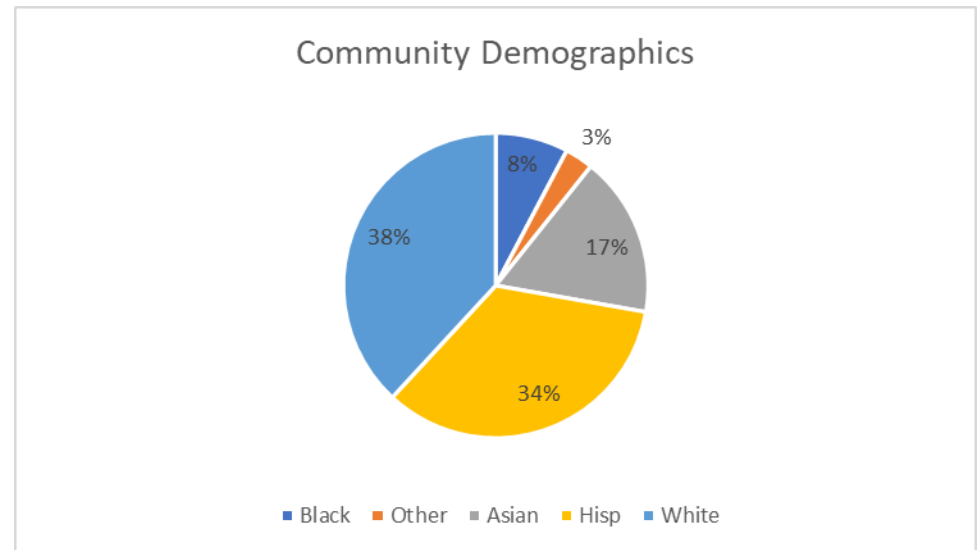
	2025	2024	% of UOF	2023
Male	15	13		14
Female	3	2		2
Hispanic	5	10	63%	6
Black	10	3	19%	5
White	2	2	13%	3
Other	1	0		2



Police Department

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

January 1, 2025 – May 15, 2025

Recruitment Events

Event	Location	Date	Target Group
2025 Events			
LA Fit Expo 2025	LA Convention Center	1/25/25 to 1/27/25	All Demographics
USC Career Fair	USC Campus	2/6/2025	All Demographics
LA Space/Airforce Base	Skillbridge Transitioning Services	2/12/2025	Military
University of San Diego	Career and Internship Fair Spring 2025	3/4/2025	All Demographics
CAL State Bakersfield	Career Fair	3/6/2025	All Demographics
East LA College	ELAC Annual Career Fair	3/12/2025	All Demographics
MCAGCC 29 Palms Career Fair	29 Palms California	3/27/2025	Military
Joint Base Ft Lewis-McChord	Tacoma Washington	4/9/2025	Military
Cal State Fullerton	Fullerton CA	4/9/2025	All Demographics
Tournament of Roses/Job Fair	Rose Bowl	4/30/2025	All Demographics
Mount San Antonio College	Walnut CA	5/6/2025	All Demographics
TOC Recruitment Video Shoot	City Wide	5/14 and 5/15	All Demographics



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	24 May to 28 May	All Demographics
Camp Pen Mud Run	Camp Pendelton	May 31-June 1	All Demographics
USMC Camp Pendelton LE Fair	Pacific Views / Oceanside	6/6/2024	All Demographics
PPD Car Show	PPD Car Show	6/15/2024	All Demographics
Madison Heights 4th of July Parade <i>*cancelled*</i>	Madison Heights 4th of July Parade <i>*cancelled*</i>	4-Jul-24	All Demographics
Coffee with a Cop Sarkis Bakery 1776 E Washington Bl	Coffee with a Cop Sarkis Bakery 1776 E Washington Bl	7/16/2024	All Demographics
Coffee with a Cop Nordstroms	Coffee with a Cop 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



Police Department

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



Police Department

2024 Statistics / Data Position Classifications Hired

All Gender	Total: 43
Female	24
Male	19

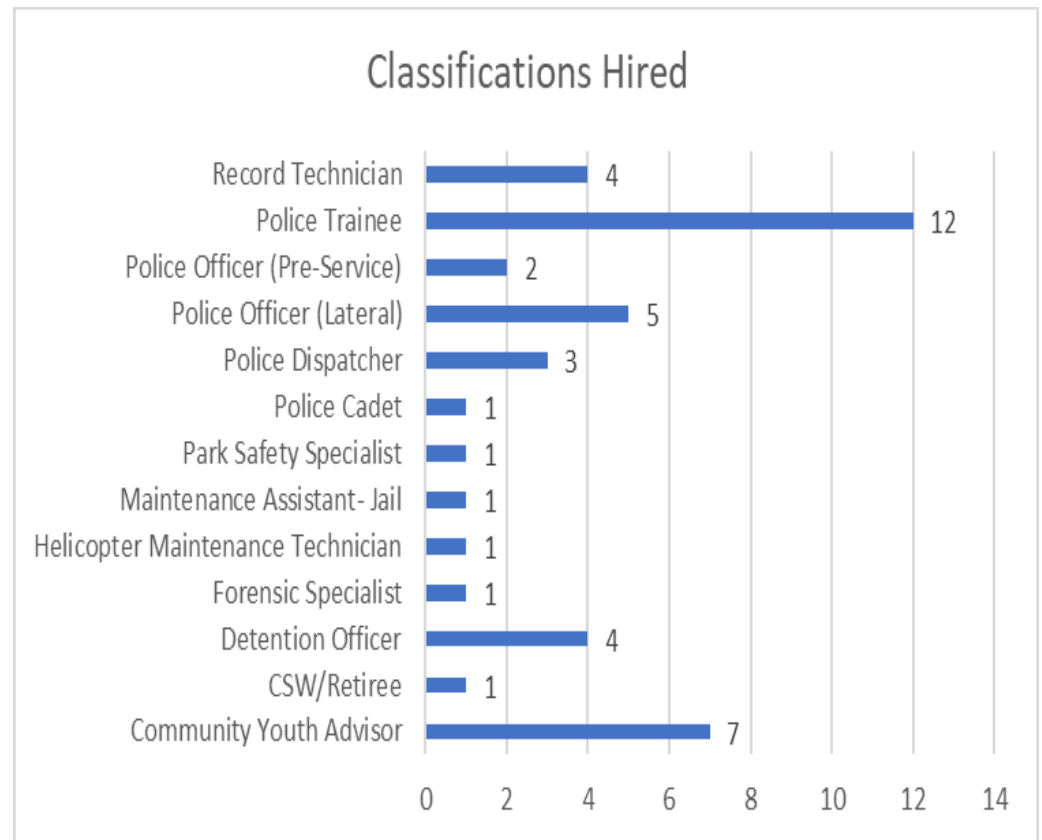


All Races	Total: 43
Asian	4
Black	1
Hispanic	30
White	7
Two or More	1

Police Officer	Total: 19
Female	6
Male	13



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





Police Department

2024 Statistics / Data Classifications Hired – Demographics

All Gender	Total: 43
Female	24
Male	19



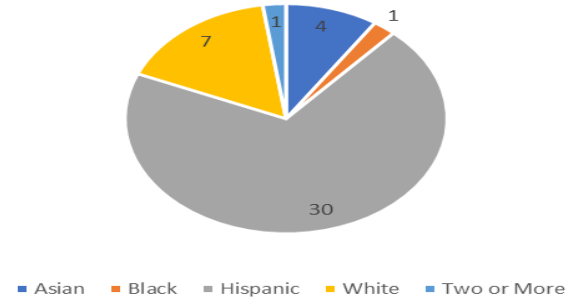
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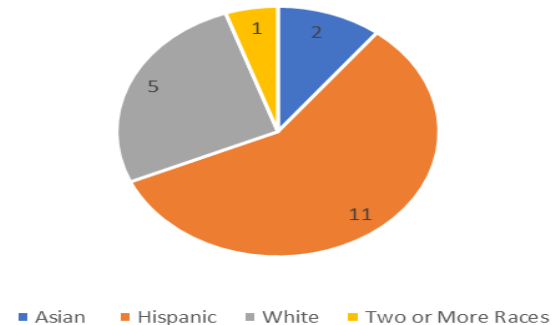


Officer Race	Total: 19
Asian	2
Hispanic	11
White	5
Two or More Races	1

Classifications Hired 2024 by Race



Police Officers Hired 2024 by Race



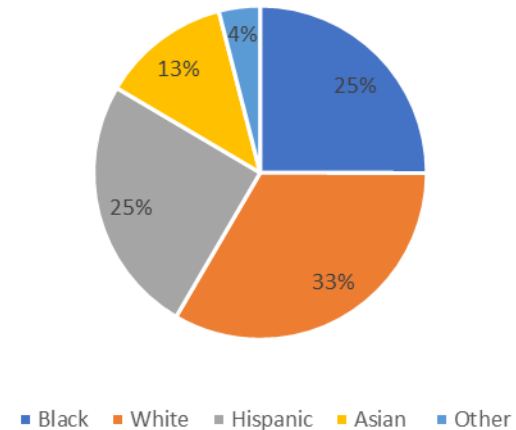


Police Department

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 Police Management
Demographics





Police Department

2024 Statistics / Data Police Line Supervision Demographics

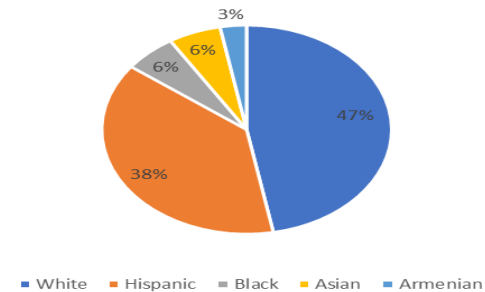
Line Supervisors

Sworn	34
Non-Sworn	12

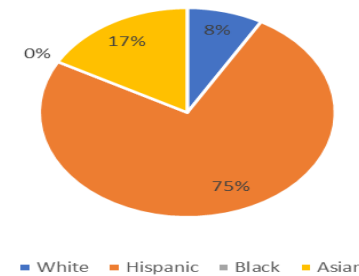
Male	37
Female	9
Total	46

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

Police Sergeant



Police Supervisor





Police Department

2024 Statistics / Data Police Corporal / Police Officer Demographics

Corporals

Male	31
Female	5
Total	36

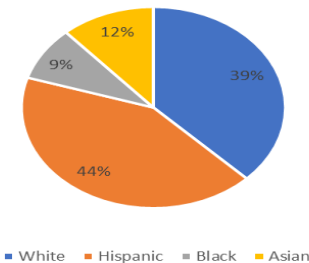
White	14
Hispanic	15
Black	3
Asian	4
Total	36

Sworn Officers

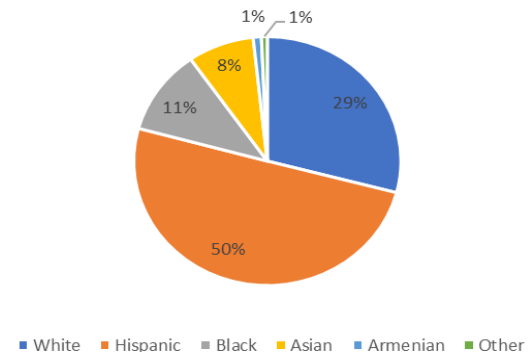
Male	114
Female	28
Total	142

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

Police Corporal



Police Officer





Police Department

January 1, 2024 – May 15, 2025, Statistics / Data Traffic Collision / DUI Data

Traffic Collisions	2025	2024	2023
Total	397	1128	1152
Fatal	2	8	2
Total DUI Investigations	68	225	194
DUI Collisions	33	83	86
Fatal DUI Collisions	0	1	0



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data DUI Investigations Data

	2025	2024	2023
Female	18	58	42
Male	50	167	152
Total	68	225	194

	2025	2024	2023
Native Amer		0	0
Asian	1	11	2
Black	12	25	27
Filipino		0	2
Hisp	38	155	120
Other	4	6	5
Unk		0	2
White	13	28	36
Total	68	225	194



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data Crime Data

	2025	2024	2023
Homicide	1	1	7
Gang Homicides		0	1
Rape	13	35	34
Robbery	54	159	167
Aggravated Assault	126	435	487
Simple Assault	172	621	678
Burglary	218	737	551
Larceny	212	2461	2582
Motor Veh Theft	158	367	302



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data Shooting VICTIMS

Shooting Victims	2025	2025 % of shooting incidents	2024	2024 % of shooting incidents	2023
Other			0		0
Hispanic	6	46%	8	32%	5
Black	4	31%	10	40%	16
White	1	8%	1	4%	0
Asian	0		0		1
Unknown	0		6	24%	36
Female	3	23%	0		1
Male	9	69%	19	76%	21
Shooting Deaths	1	8%	1	4%	6
Total Shooting Incidents	13		25		58



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data Shooting SUSPECTS

Shooting Suspects	2025	2025 % of shooting incidents	2024	2024 % of shooting incidents	2023
Other			0		0
Hispanic	3	23%	8	32%	5
Black	7	54%	10	40%	16
White			1	4%	0
Asian			0		1
Unknown	1	8%	6	24%	36
Female	1	8%	0		1
Male	10	77%	19	76%	21
Shooting Deaths	1	8%	1	4%	6
Total Shooting Incidents	13		25		58



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data Shooting Deaths - VICTIMS

Shooting Death Victims	2025		2024		2023
Other			0		0
Hispanic	1		0		2
Black			1		4
White			0		0
Asian			0		0
Female			0		2
Male	1		1		4
Shooting Deaths	1		1		6



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data Shooting Deaths - SUSPECTS

Death by shooting Suspects		2025	2024		2023
Other			0		0
Hispanic			0		3
Black			1		4
White			0		0
Asian			0		0
Female			0		0
Male			1		7
Shooting Deaths			1		6



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data Shot Spotter

Year	Gunfire or Probable Gunfire Alerts	Verified Shooting Investigations	Number of Verified 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**
2025	36	13	9	2

*66% decrease in shootings investigated from 2021

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



Police Department

January 1, 2024 – May 15, 2025, 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 citizen

Collected Firearms			
Source	2025	2024	2023
Traffic Stops	15	46	39
Other	37	254	285
Total	52	300	324



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data Crime Data / Suspects Reported by Victim or Witness

Gender	2025	2024	2023
Total	817	2,751	2,838
not collected	7	26	59
Non-Binary		3	0
Trans F Born M		3	2
Trans M Born F	1	0	1
Unknown	11	29	46
Female	162	549	569
Male	636	2,141	2,161



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data Crime Data / Suspects Reported by Victim or Witness

by Race	2025	2024	2023
Total	817	2,751	2,838
not collected	43	194	225
American Indian/Alaskan	1	0	1
Asian American	33	77	77
Black	211	677	734
Chinese	3	5	1
Filipino	1	4	4
Hispanic	310	1,047	1,044
Korean		4	2
Other		123	78
Other Asian	3	11	3
Pac Islander		1	1
Samoan	1	1	0
Unknown	41	193	276
White	140	417	392

PASADENA



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data Crime Data / Suspects Arrested (GENDER)

Gender	2025	2024	2023
Total	1,119	3,247	3,257
Male	873	2541	2584
Female	242	701	666
Non-Binary	3		
Trans M Born F	1		



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data Crime Data / Suspects Arrested (RACE)

	2025	2024	2023
Total	1,119	3,247	3,257
Am Indian/ Alaskan Native	2	3	3
Asian American	21	66	62
Black	354	957	959
Cambodian		0	1
Chinese	2	6	7
Filipino	2	12	4
Hispanic	497	1,576	1,521
Japanese		0	2
Korean		2	5
Native Hawaiian		2	2
Other	28	82	103
Other Asian	2	4	6
Pacific Islander		0	1
Samoan		1	0
Unknown	4	6	11
Vietnamese		1	0
White	207	529	570



Police Department

January 1, 2024 – May 15, 2025, 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%

	2025	% of suspects reported
Total	817	
Hispanic	310	37.90%
Black	211	25.80%
White	140	17.10%

	2025	% of arrests
Total	1,119	
Hispanic	497	44.4%
Black	354	31.6%
White	207	18.5%

PASADENA



Police Department

January 1, 2024 – May 15, 2025, Statistics / Data Crime Data / Field Interview Summary

Gender	2025	2024	2023
Trans (Female born Male)		1	
Female	44	137	163
Male	199	519	569
Total	243	657	732

	2025	2024	2023
Hispanic	88	271	296
Chinese		1	0
Filipino	2	3	1
Asian American	9	12	13
Black	67	218	260
Other Asian	9	4	0
Am Indian or Alaskan Nat	2	3	0
Other Asian	9	15	20
Unknown	1	5	6
White	65	125	136
Total	243	657	732

PASADENA



Police Department

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)



Police Department

January 1, 2024 – May 15, 2025, Disciplinary Dispositions

	2025	2024	2023
Active Complaint - dispo not determined		27	0
CATEGORY			
Minor	6	2	0
Moderate	0	0	1
Major	1	1	6
not applicable- retired		1	0
RACE			
Hispanic	5	2	4
White	4	1	2
Other/Biracial	1		
Asian	0	1	1
Black	0	0	0
GENDER			
Male	8	2	4
Female	2	2	3
Total Closed	45	10	7

PASADENA



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



Police Department

QUESTIONS?