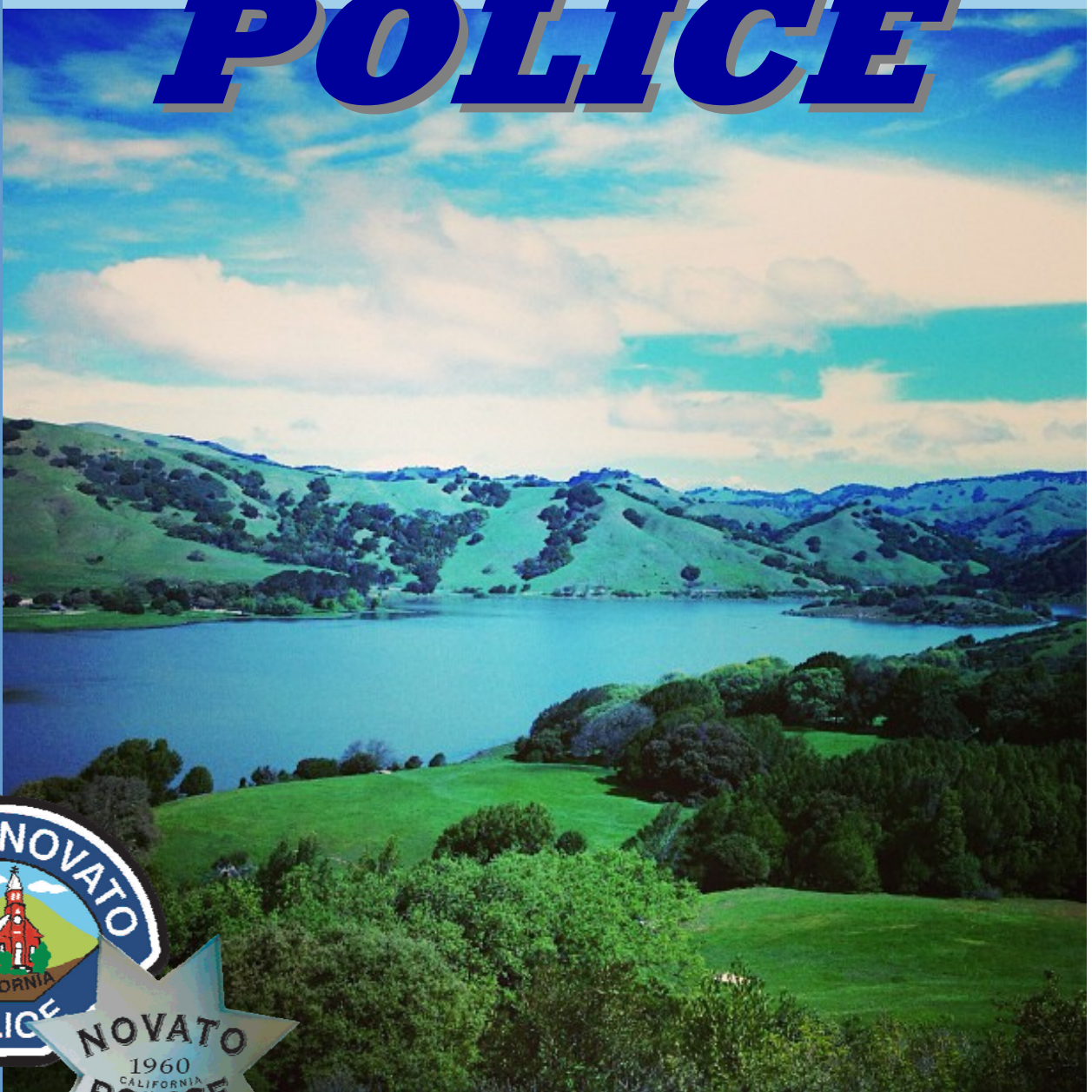


NOVATO POLICE



***2012
Annual Report***

2012 Novato Police Department



City Council and City Staff

City Council Members



Mayor
Denise Athas
Council Term expires: December 2013



Mayor-Pro Tem
Pat Eklund
Council Term expires: December 2013



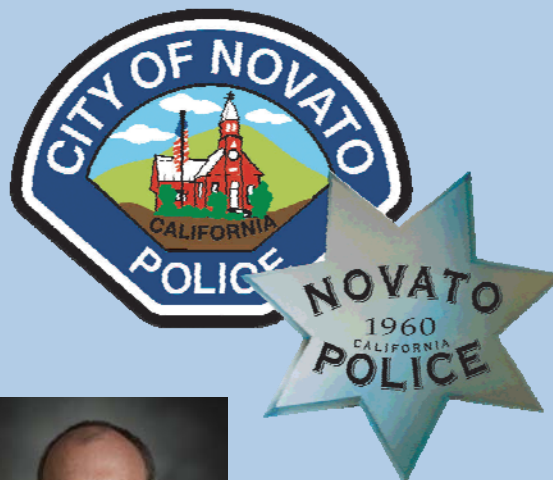
Councilmember
Eric Lucan
Council Term expires: December 2015



Councilmember
Madeline Kellner
Council Term expires: December 2014



Councilmember
Jeanne MacLeamy
Council Term expires: December



City Staff

City Manager
Michael Frank



A message from the Chief...



It is my pleasure to present to you the Novato Police Department 2012 Annual Report. This report provides an overview of the programs of our department, a compilation of crime and traffic statistics, some of our department achievements in 2012 and a hint of our department looking forward to 2013.

In 2012 we saw a number of personnel changes ranging from new hires, to promotions and to retirements. In July we said goodbye to Chief Joseph Kreins, who retired after serving seven and a half years as the Chief. Also retiring after a lengthy career at Novato Police Department was Lieutenant Keith Heiden, who turned in his gun and badge in December after 27 years of serving the Novato community. I was honored to have been selected as the Interim Chief of Police in July and then being selected as the permanent Chief on September 11, 2012. Inside this report you will find more information about our promotions and all of the other wonderful police staff that are new to the organization in 2012.

It goes without saying that the men and women of the Novato Police Department are the ones that make a difference and help make Novato the special community that it is. On a daily basis they demonstrate creativity, compassion and dedication as they serve you and this community. I am proud of their efforts and firmly believe that they have made a difference.

In 2012 the Novato Response Team (NRT) became fully operational. NRT, which is funded through a Department of Justice grant and Measure F funding, is tasked with working with members of the community, community groups, other governmental agencies, and other City departments to proactively address community crime issues, quality of life issues, and to enhance the safety of those that work, live and visit our City.

Our Traffic Section won both State and National recognition in 2012 as having the best Bicycle and Pedestrian Safety program. Our canine unit has three canine-officer teams that are cross-trained in handler protection and drug detection. Because they are currently the only canine units in Marin County, their services were utilized through-out the County on many occasions in 2012.


In 2012, after almost five years of investigation and court trials, the tenacity of our Investigations personnel, in coordination with the Marin County District Attorney's Office, resulted in the conviction of five individuals for the senseless murder of one of our residents.

Overall 2012 was a year in which we experienced a 1.5% reduction in total crimes reported to the police department, yet our numbers of arrests increased by 9%. The most telling crime statistic in 2012, was the fact we had had the lowest number of violent crimes in over 20 years. These are numbers that **WE** can all be proud of, because it takes an entire community to work in partnership with our staff. As a community, we must remain vigilant in providing a safe and secure environment for our residents, our businesses and everyone who visits our beautiful city.

Looking forward, 2013 is going to be another year of growth and innovation as we explore new program initiatives, technologies and community partnerships in policing.

I am honored to serve as your Chief of Police and want to thank you for your interest in our annual report. We encourage all of our residents, businesses and visitors to communicate with us about any issue or concern. Please visit our website at www.novato.org.

Sincerely,


James Berg
Chief of Police



Mission, Vision and Values Statement

Mission Statement

“The mission of the Novato Police Department is to provide a safe and secure environment through professional and proactive law enforcement in partnership with the community.”

Vision Statement

“The Novato Police Department embraces the challenge of change and builds community trust while continually enhancing the safety, environment, quality of life and economic vitality of Novato’s diverse communities and neighborhoods.”

Values Statement

- Fairness:*** *We show fairness, respect and courtesy to others.*
- Innovation:*** *We encourage imaginative and creative thinking to arrive at solutions. We use our best judgment.*
- Integrity*** *We are ethical and maintain the public trust.*
- Performance*** *We are solution oriented. We respond quickly to issues, concerns and problems. We recognize and reward good work.*
- Responsibility*** *We are responsible for our actions and commitments, individually and as a member of a team.*
- Teamwork*** *We believe in using teams to solve problems. We communicate openly and listen actively. We encourage each other to learn new skills.*
- Trust*** *We commit ourselves to building trust and being trustworthy. We are loyal to the City and to each other.*

2011-2012 Budget

The Novato Police Department operated on a general fund budget of \$ 11,724,584 in FY 2011/2012. As with all municipal budgets, the vast majority was spent on salaries and benefits to Department members. Operating supplies and professional services comprise the remainder of the budget.

Salaries and Benefits:

The department's budget allocated \$10,378,818 for employee salaries and benefits in FY 2010/2011. Salaries and benefits include the employees salaries and wages, overtime, holiday pay, Medicare, retirement, workers compensation, unemployment and uniform allowance.

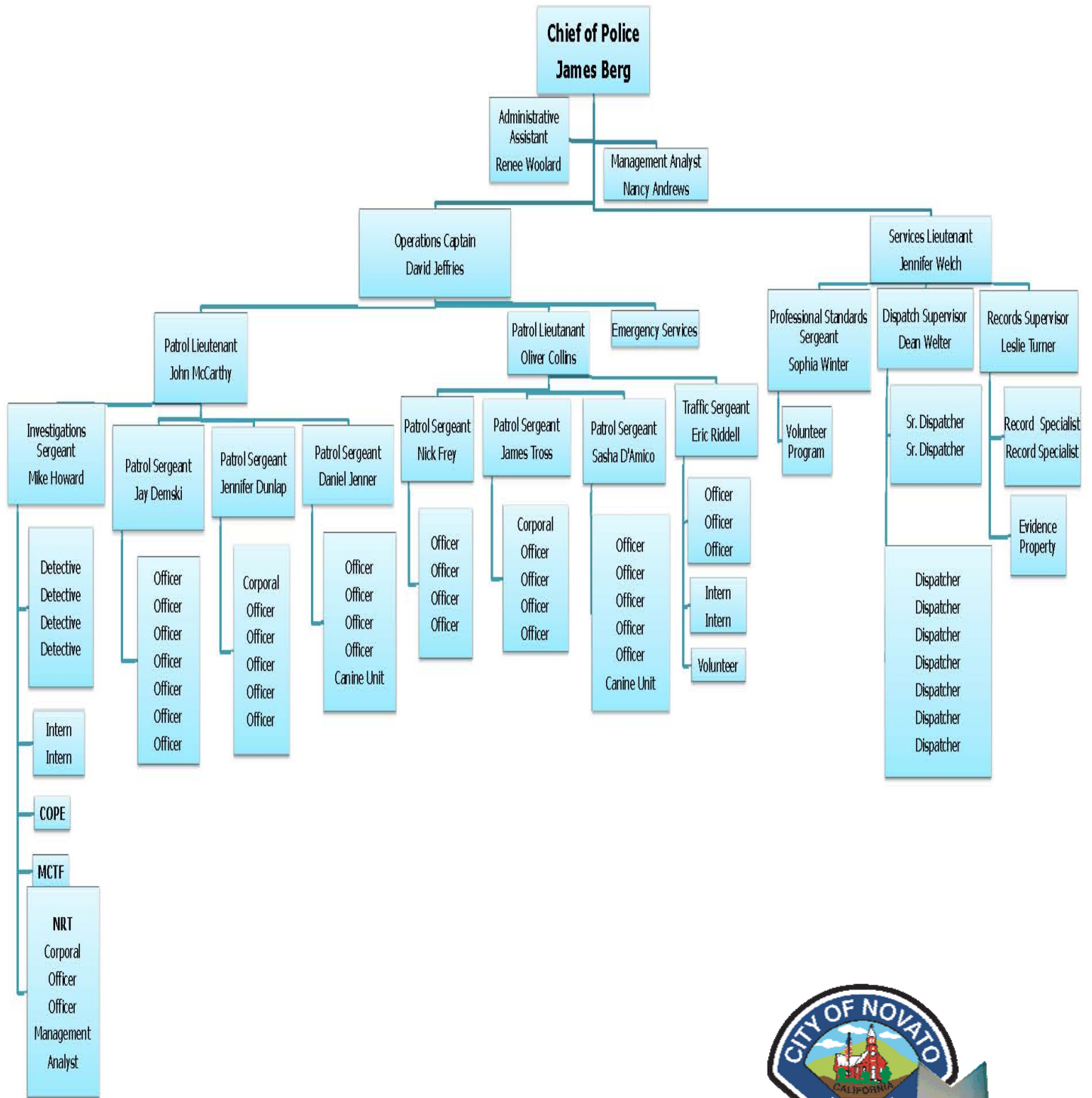
Operating Supplies:

The operating supply budget for the Department totaled \$ 1,126,810 in FY 2011/2012. Operating supplies are the needed expenses to operate the department. Operating supplies include funds for training, vehicles, fuel, safety equipment, communications and computer functions.

Professional Services:

The Police Department had \$ 218,956 available for professional services in FY 2011/2012. The majority of this paid for professional and technical services.

Organizational Chart





Department Recognition and Awards 2012

EMPLOYEE OF THE YEAR



The Novato Police Department is proud to announce Detective Steve Cogan as the Novato Police Department Employee of the Year.

Steven Cogan was hired by the Novato Police Department in 1984. During his tenure with NPD, Steve has worked in Patrol and Investigations as both a Detective and School Resource Officer. Steve has performed ancillary assignments to include Field Training Officer, Crisis Negotiation Team member, then assistant team leader, Chaplain Coordinator, and DARE Instructor. Steve is currently assigned to his second rotation as a Detective primarily investigating sex crimes and crimes against children. Steve has received certification from the Robert Pressley Institute of Criminal Investigation in the area of sexual assault investigation and gang crime investigation. Steve was honored as the Marin County Police Officer of the Year in 1991.

Steve is a two time recipient of the Novato Police Department Medal of Valor and one time recipient of the Medal of Merit. The first Medal of Valor was awarded for Steve's involvement in rescuing the resident of an apartment building that was actively on fire. The second Medal of Valor was awarded for Steve's actions while driving to work. Steve came upon a solo vehicle collision with the driver trapped inside of a burning vehicle. Steve freed the driver from the vehicle prior to it becoming engulfed in flames. Steve was awarded the Medal of Merit for his participation in the arrest of a subject who had barricaded himself in his residence after lighting his bedroom furniture on fire.

Steve has continued to distinguish himself through recent actions resulting in his selection as the Novato Police Department Employee of the Year.

On May 4, 2012, Steve responded from his residence to continue negotiation with an armed subject who had barricaded himself in his home with his estranged wife. After approximately forty five minutes of negotiation, Steve convinced the subject to release his estranged wife. Approximately one hour later, Steve convinced the subject to surrender peacefully. The subject was then taken into custody without further incident or injury.

One of two nominations received on Steve's behalf noted, "It is my belief that the incident may have had a much different outcome if not for the involvement of Detective Cogan. Detective Cogan was a member of the Crisis Negotiation Team for many years prior to this incident. He brought a level of expertise and professionalism that could not have otherwise been replicated. Detective Cogan used his experience and excellent communication skills to help bring a peaceful resolution to a very volatile situation."

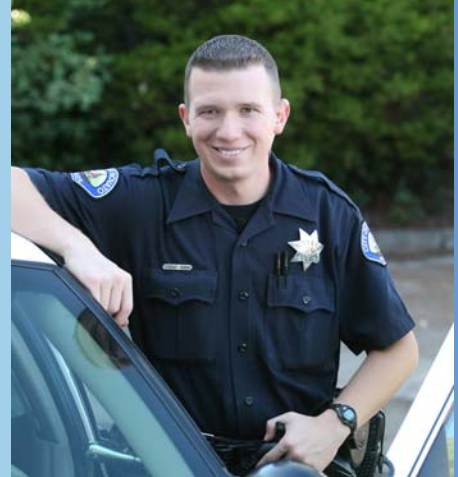
The second nomination recognized Steve for his unwavering dedication to the citizen's of Novato and the other members of the Novato Police Department. The nomination further read, "Detective Cogan has recently conducted a number of interviews in regards to a child sexual assault investigation in which I documented the original report. I had the opportunity to participate and assist with one child forensic interview conducted by Detective Cogan. I was impressed with his skill and patience while conducting the interview in which a juvenile child was extremely hesitant to provide information. Detective Cogan developed a rapport with the child which eventually led to her divulging the needed information. The interview had been difficult to witness as the information provided by the child was heartbreaking. I strongly believe one of the main reasons the information was obtained was because of Detective Cogan's skill, patience, and compassion. Detective Cogan not only represents to me a superior Detective but also a valuable peer and teacher."

It is with great pride that the Novato Police Department, on behalf of all its employees, recognizes Steve Cogan for his dedication to the citizen's of Novato and his family at the Novato Police Department by announcing his selection as Employee of the Year.

EMPLOYEE OF THE QUARTER

First Quarter

Traffic Officer Andrew Barrington



Second Quarter

Dispatcher Mary Salazar



Third Quarter

Officer Anthony Suhrke



Fourth Quarter

Detective Steve Cogan





2012 MADD AWARD
Mother's Against Drunk Drivers

Officer Nicholas Berg



2012 Recognition Award Winner
Safe Driving Campaign
Traffic Section

Officer Alan Bates



2012 Recognition Award Winner
Safe Driving Campaign
Patrol Bureau

Officer Sean Sinnott





Personnel Changes 2012

Novato Police swears in new Chief





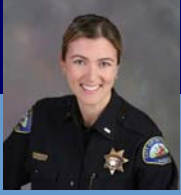
Chief Berg began his law enforcement career in 1983 as a police technician with the Santa Rosa Police Department, Santa Rosa, Ca. In May of 1985 Chief Berg was hired as a police officer by the Novato Police Department. After graduating from the basic police academy Chief Berg was assigned to the patrol bureau. During his career with the Novato Police Department, Chief Berg has served as a patrol officer, traffic officer, field training officer, SWAT officer and Personnel and Training Sergeant. In 2001 Chief Berg was promoted to Lieutenant and shortly thereafter to Captain in 2003. Chief Berg served as the Interim Chief of Police for a period of several months prior to the selection as the permanent Chief of Police on September 11, 2012. The formal swearing in ceremony was held in the Novato Council Chambers on October 9, 2012.

Chief Berg has an Associate of Arts and Bachelor of Arts degree in Criminal Justice Administration from the Santa Rosa Junior College and Sonoma State University. Chief Berg is a graduate from the LAPD Westpoint Leadership Program, the PERF Senior Management Institute for Policing and is a graduate of the 220th class of the FBI National Academy.

Chief Berg is a member of the Adjunct Faculty at Santa Rosa Junior College, where he has taught defensive driving to both new police recruits and in-service officers.

Chief Berg has been married to his wife Shelly for 29 years. They have two sons, Nick 27 years old, and Garrett, 23 years old. His son Nick followed in his dad's footsteps and became a police officer in 2008 with the Petaluma Police Department.

Promotions



Jennifer Welch
Lieutenant

Lieutenant Jennifer Welch was promoted to Lieutenant on November 18, 2012, and is assigned as the services division commander. Lieutenant Welch began her career with the Novato Police Department in 2002. During her time with the department she has served as a patrol officer, school resource officer and detective. In 2009, she was promoted to the rank of sergeant where she served in the patrol bureau. While assigned to the patrol bureau, Jennifer was involved in several community projects and the youth alcohol reduction program. As a sergeant she was also assigned to the Professional Standards Bureau and was responsible for the hiring and graining of the Department employees. Jennifer has a Bachelors and Masters Degree in Public Administration.



Oliver Collins
Lieutenant

Lieutenant Oliver Collins was promoted to Lieutenant on December 9, 2012, and assigned to the patrol bureau. He currently supervises four sergeants and manages half of the patrol staff, the traffic section, the Special Response Team and the canine program. Oliver began his career with Novato in January, 2000. He has been involved in many patrol and specialty duties including investigations, traffic, the Special Response Team, the County Crisis Intervention Team, firearms program and Top the Cops. Oliver has applied for and managed state grants of an excess of \$450,000 as well as managed technology advances and upgrades for the patrol and traffic sections in the department. Oliver also volunteered to become a member of the Novato Youth Center Board of Directors and has been an active board member since 2011.



Nicholas Frey
Sergeant

Sergeant Nick Frey was promoted to Sergeant on November 18, 2012. Nick began his career with the Novato Police Department as a patrol officer in May of 2002. Nick was promoted to corporal in 2011 where he supervised the newly formed Novato Response Team until his promotion to Sergeant in 2012. During Nick's career with the Novato Police Department he has been appointed range master, TASER instructor, field training officer, active shooter instructor and the assistant team leader on the Special Response Team and a Drug Recognition Expert. He has received awards from Mother Against Drunk Drivers for assisting in keeping our streets safe from drunk driver.



Daniel Jenner
Sergeant

Sergeant Daniel Jenner was promoted to Sergeant on December 9, 2012. Dan is a graduate of Sonoma State University and the Santa Rosa Junior College Police Academy. He worked for a short time with the Sonoma County Sheriff's Department as a correctional officer until 2006, when he joined the Novato Police Department. Sgt. Jenner has worked in a variety of assignments at the Novato Police Department, including field training officer, Special Response Team, patrol specialist and violent crimes detective. Sgt. Jenner is married with two young children.



Chris Andres
Corporal

Corporal Chris Andres was promoted to Corporal on July 1, 2012. Chris joined the department in 2005 and was assigned to the patrol division. While working patrol, Chris excelled in DUI investigations and was awarded the State of California MADD award for the department for three consecutive years for having the most DUI arrests. During this same time frame, Chris received the Novato Police Department's Traffic Safety award. Cpl. Andres has worked a variety of assignment including: field training officer, member of the Special Response Team (SWAT), traffic officer. Chris was a guest speaker for distracteddriving.org. He gave presentations representing the Novato Police Department and the California Office of Traffic Safety in Texas and Florida regarding the dangers of distracted driving.

Promotions (con't.)

Corporal Chris Jacob was promoted to Corporal on November 18, 2012 and is assigned to Investigations. Chris started his career with the Novato Police Department in 2002. Through his career he worked patrol and in 2006 he was assigned as a traffic officer. In 2006, Chris became a field training officer and in 2011 he was transferred to the investigation section. Chris is also a member of the off-road motorcycle team.



**Chris Jacob
Corporal**

New Assignments

Captain Dave Jeffries was promoted on March 7, 2011. Dave started with the Novato Police Department in 1982, and has worked his way up the ranks to his current rank of captain. Along the way, he has served as a detective, detective sergeant, patrol watch commander, services division commander and now serves as the operations division commander, overseeing patrol, traffic and investigations. He also serves as the City's Emergency Services Manager.

Captain Jeffries holds Masters Degrees in both Public Administration and in Emergency and Disaster Management as well as Associate Emergency Manager and Advanced Instructor certifications. He is also an Adjunct Faculty member of the Santa Rosa Junior College and also teaches for Fire Inspiration, Readiness and Education (FIRE) in critical incident management.

Captain Jeffries has also been involved in a number of multi-agency technology projects, including the Marin Emergency Radio Authority's county-wide digital radio system, where he has served on the original technical advisory committee, chair of the training committee and continues to serve on the operations committee. He has also been involved in mobile computing, computer aided dispatch and automated records systems projects.



**Dave Jeffries
Operations
Captain**

Detective Amy Yardley started her career as a patrol officer in May of 2007. Detective Yardley is a member of the Crisis Negotiation Team, a field training officer, an Explorer advisor, and she participates in the Teen Driver Safety Program and Top the Cops program. In July of 2012, Amy was assigned to the investigations section. Detective Yardley holds a Bachelor of Arts degree from California State University, Long Beach in child development. In May of 2013, Detective Yardley will graduate from Gonzaga University with a Masters of Arts degree in communication and leadership.



**Amy Yardley
Detective**

Traffic officer Terry Brown was hired as a police officer for the Novato Police Department in 2003. Officer Brown worked in patrol for 3 years before he was transferred to traffic in 2006. He worked as a motor officer for five years when he returned to patrol. While in traffic he was appointed the OTS Coordinator for traffic safety grants. He returned to patrol in 2011, but due to promotions he was again transferred back to the traffic section. He has 2 adult children. Officer Brown is a field training officer, President of the Novato POA, and continues as the OTS grant coordinator.



**Terry Brown
Traffic**

NEW EMPLOYEES



Phillip Thompson
Police Officer

Officer Phillip Thompson was hired on February 12, 2012. Phillip was born and raised in Sebastopol, Ca. and graduated from Analy High School in 2002 where he played football and ran track. After high school he attended college at Biola University in Southern California where he majored in Business Administration and minored in Biblical Studies. Phillip graduated from college in 2006 and went to work for a public accounting firm in Santa Rosa where he was a staff accountant in the audit department. In 2007 he left the accounting firm to work for his family's water well drilling company, Weeks Drilling and Pump Co. In 2011 he put himself through the Santa Rosa Junior College modular police academy and graduated in December of 2011. Phillip loves sports and in his free time enjoys golf, cycling, and snowboarding.



Ryan Patrick
Police Officer

Officer Ryan Patrick was hired on February 13, 2012. Ryan was born and raised in Petaluma, Ca. and graduated from Casa Grande High School. After high school Ryan was employed as a construction laborer in Sonoma, Ca., attended the Santa Rosa Junior College and took several Administration of Justice classes. In 2006 he was hired at the Petaluma Police Department as a police explorer. In 2010 Ryan was hired by the Sonoma County Sheriff's Office as the missing persons intern in the violent crimes investigations unit. In 2011 Ryan enrolled in the Santa Rosa Junior College Extended Police Academy. Ryan enjoys backpacking, snowboarding and fishing in my free time.



Reza Porfarhani
Police Officer

Officer Reza Pourfarhani was hired on May 12, 2012. Reza grew up in Marin County and went to Terra Linda High School. In 2009, Reza graduated from UC Davis with a Bachelors Degree in Political Science. Reza is a former Police Explorer and Intern with the Novato Police Department. He has spent the last two years as a police officer with the University of California, Berkeley Police Department, and is excited to be back with the City of Novato. In his free time, he enjoys playing guitar, restoring old cars, exercising and spending quality time with friends and family.



Sean Sinnott
Police Officer

Officer Sean Sinnott was hired on May 15, 2012. Sean was born and raised in Larkspur, California and attended Marin Catholic High School. At age 17, Sean joined the Twin Cities Police Explorer Post, and was an Explorer for three and half years. After High School, Sean went to California State University, Chico, Santa Rosa Junior College and then the Santa Rosa Junior College Police Academy and graduated in December of 2011. Sean became a reserve police officer for Twin Cities where he went through the field training program for five months. Sean loves being a police officer and wanted to make this profession a full time career, so he began looking for an agency for more to offer. When Sean is not at work, he enjoys spending time with friends and family, watching the San Francisco Giants, and exercising. Sean is very enthusiastic, loves working, and is grateful for all the help and support from his friends and family who have encouraged him in becoming a police officer.



Josiah Nelson
Police Officer

Officer Josiah Nelson was hired on December 30, 2012. Josiah "Joe" grew up in San Rafael and lived there until he moved to Rohnert Park to attend college. Joe graduated from Sonoma State University in 2000 with a Bachelor's Degree in business. He married his high school sweetheart in 2001 and. Joe has two children ages 6 and 4 and they live in Rohnert Park. During his free time, Joe spends time with his family and likes to snowboard in the winter. Joe is excited to be part of the Novato Police Department, and feels at home and looks forward to spending his career here as a Novato Police Officer.

NEW EMPLOYEES

Mona Klaib was hired on August 15, 2012, as the police departments fourth Intern. Mona is currently attending her junior year at Sonoma State University majoring in Criminal Justice. Mona's ultimate goal is to become a police officer and she hopes Novato is the start of her career in law enforcement.



Mona Klaib
Police Intern

Daniel Anderson was hired as an intern on October 1, 2012. Daniel was born and raised in Petaluma and attended Casa Grande High School. Daniel is currently attending Santa Rosa Junior College working on his AA in Administration of Justice. Daniel is also working on his Children in the Justice System as well as his First Responder certificates. Daniel's goal once he has received his AA is to transfer to Sonoma State University to receive a BA in Criminal Justice. Daniel has always had an interest in Law and helping people, so police work just seemed like the perfect fit for him. He is proud to be working for the City of Novato and can hopefully make a career here once he has completed his Internship.



Daniel Andersen
Police Intern

Matt Podolin was hired on August 9, 2012 as a Management Analyst with the Novato Response Team. He previously worked in Central Administration. Before joining the City, Matt was a Coro Fellow in Public Affairs and helped manage a school for girls in Nairobi, Kenya. He studied economics, history, and government at Wesleyan University. Matt grew up in southern Marin and is excited for his new role on the Novato Response Team.



Matthew Podolin
NRT MA

NEW VOLUNTEERS



Pam Flanagan



James Finn



Police Chaplain
Father Luke Palumbis



Farewell



Lieutenant Keith Heiden
Years of Service
1985-2012

Lieutenant Keith Heiden began his public safety career with the Brisbane Department of Public Safety in 1982, working as both a Police Officer and Firefighter. Keith was hired by the Novato Police Department

in 1985. During his nearly 30 year career, Keith has been a field training officer, police corporal, member of the department's Special Response Team, lead instructor in our bicycle enforcement program and served as a patrol sergeant from 2002-2007. In December 2007, Keith was assigned as the investigative sergeant where he coordinated and supervised the work of police detectives and school resource officers. He has also served as the Department's liaison to the Domestic Violence Coordinating Council, Blue Ribbon Coalition, School/Law Enforcement Partnership, Sexual Assault Team Task Force and FBI Joint Terrorism Task Force. While serving as the investigations supervisor, Keith has managed a plethora of complex and high-profile cases, including several homicides and gang-related investigations.

Lieutenant Heiden holds a Bachelor of Science Degree in Administration of Justice from San Jose State University. Keith holds a POST Supervisory Certificate, is a graduate of the Sherman Block Supervisory Leadership Institute and throughout his career, Keith has been a coach, mentor, trainer and peer counselor to countless police officers. Keith's work ethic, loyalty and commitment to the organization and community are second to none. Lieutenant Heiden has received many distinguished

accolades throughout his career, including (and to name just a few):

- ◆ Novato PD Employee of the Year - 2009
- ◆ Novato PD Employee of the Year -1998
- ◆ Novato Police Department Medal of Merit
- ◆ Novato Police Department Team Award for Outstanding Performance in a Criminal Investigation
- ◆ Community Violence Champions Award
- ◆ Marin County Police Officers Association Outstanding Police Award

Keith retired from the Novato Police Department on December 29, 2012, after a distinguished career in law enforcement

Congratulations Keith



Department Achievements 2012

Department Grants

Former Novato Police Chief, Joseph Kreins, formally presented to the City Council on January 24, 2012 a \$1,095 million grant from the federal Department of Justice (DOJ) to fund the hiring of three sworn police officers for the next four years. Although this grant is the highest amount ever received by the department, it is only one of many grants the police department has been awarded. Currently the department carries a balance of \$2 million in active State and Federal grants. These grants are used to help the department accomplish its high level of commitment to the community. In addition, these grants offer the department the opportunity to provide specialized or unique services to the community not normally funded by the department's operating budget. The Police Department's grants are:

<u>Active Grants</u>	<u>Source</u>	<u>Grant Allocation</u>
<p>COPS Hiring</p> <p>The DOJ provides these COPS grants to local agencies to hire new and/or rehire career law enforcement officers to create and preserve jobs and enhance public safety through community policing.</p> <p>The department's award is a three-year grant, to hire three sworn officers. The City must retain the three sworn officer positions at the conclusion of the grant for one additional year. The department implemented the Novato Response Team (NRT) a cohesive problem solving team that has the flexibility to manager gang intervention, suppression and enforcement strategies, as well as addressing other serious crime trends and prevention activities throughout our community.</p>	US Department of Justice	\$1,095,873
<p>Coordination of Probation Enforcement</p> <p>This two-year limited term Federal grant is administered by the Marin County Sheriff's Department. One Novato police officer is assigned to the County's Coordination of Probation Enforcement (COPE) Unit, which monitors high-risk narcotic violators who have been placed on probation rather than serving time in custody.</p>	US Department of Justice	\$157,414
<p>Selective Traffic Enforcement Program</p> <p>These grants are used to mitigate traffic safety deficiencies, expand ongoing activity including:</p> <ul style="list-style-type: none"> ◆ DUI/DL Checkpoints and saturation patrols ◆ Red light, intersection and speed violation enforcements ◆ Safety belt enforcement ◆ Highly publicized motorcycle safety enforcement operations ◆ Court enforcement operations 	California Office of Traffic Safety	\$120,000
<p>Citizens' Option for Public Safety</p> <p>The COPS grant is made available through the State of California to local police for front line law enforcement purposes. The department has utilized this grant to purchase capital and technology equipment, send sworn personnel to specialized training and to leverage future grants. The first COPS grant was received in 1997.</p>	State of California	\$100,000
<p>Justice Assistance Grant (Recovery Act)</p> <p>This grant program funds the same youth programs as the Annual JAG grant noted above, however, it is funded by the 2009 Recovery Act legislation.</p>	US Department of Justice	\$60,858
<p>Sobriety Checkpoint</p> <p>The Sobriety Checkpoint grants provide funds for the Police Department to continue efforts to reduce the number of victims killed and injured in alcohol-involved collisions through the combined efforts of local law enforcement agencies, California Highway Patrol, and OTS.</p>	U. C. Berkeley Safe Trec	\$42,000.

Grant Allocation

Justice Assistance Grants (Annual)

US Department of Justice

\$41,336

The JAG grant is a formula grant for local governments to support activities to prevent and control crime, specifically the department's youth related recreation programs. The first JAG grant was received by the department in 2005. These programs offer the youth of Novato recreation programs where police officers participate in a leadership capacity and interact with the youth of Novato. Specific programs are: Top the COPS, Drop in Soccer facility rental, Citizens and Youth Police Academies and Youth Access Alcohol Laws (YAAL). The Teen Driver program allows police officers to race their patrol vehicles against the teens and their vehicles at Infineon Raceway. The Teen Driver program teaches teen drivers to drive lawfully and safely. Citizens Police Academies offers both adults and youth citizens in our community an opportunity to receive an inside look at law enforcement, as well as gain a better understanding of law enforcement operations. The YAAL program encourages responsible behavior regarding alcohol sales, alcohol consumption, and safe driving by the youth of our community.

Mobile Automated License Plate Recognition (ALPR) system

Homeland Security

\$19,886

This system will identify, track and report wanted terrorist suspects and locate other wanted suspects identified by the Department of Justice.

Minor Alcohol Access Prevention

Calif. Alcohol Beverage & Control

\$13,333

This grant encourages responsible behavior regarding alcohol sales, alcohol consumption, and safe driving by the youth of our community. The objective of the program is to enhance our efforts to address Novato's youth alcohol problem by targeting youth access to alcohol year round.

Bullet Proof Vests

US Department of Justice

\$12,925

The Bullet Proof Vest grant allows the department to purchase bullet-resistant armor vests for our police officers improving officer safety.

Minor Alcohol Access Prevention

County of Marin

\$6,000

The MAAP program will enhance the department's efforts to address Novato's youth alcohol problem by targeting youth access to alcohol year round and to enforce the Zero Tolerance toward youth access to alcohol.

Drug Free Communities Grant

Novato Blue Ribbon Coalition

\$5,400

This grant provided the Police Department to target Social Host Ordinance violations and other criminal violations related to the use of alcohol, marijuana, and illegal drugs by the youth within our city.

Community Relations

Target

\$4,500

Grand funds from the Target Corporation allowed the Police Department a unique opportunity to participate in community public safety events such as the National Night Out, Shop with a Cop, and purchase crime prevention resources.

Recently Completed Grants

Source

Grant Allocation

Sobriety Checkpoint

California Office of Traffic Safety

\$37,252

The Sobriety Checkpoint grants work to reduce the number of victims killed and injured in alcohol-involved collisions through the combined efforts of local law enforcement agencies, California Highway Patrol, and OTS.

Bicycle and Pedestrian Safety

California Office of Traffic Safety

\$135,557

This grant allowed the department to enhance and increase our existing efforts of reducing injury and collisions involving bicyclists and pedestrians. The primary focus of the safety program is elementary, middle and high school students.

Click It or Ticket Seatbelt

California Office of Traffic Safety

\$2,158

This grant maintains an enforcement presence and directs public information and enforcement towards persons who fail to use seat belts during the state and national mobilization periods.

Youth Access Alcohol Laws

Bay Area Resources

\$2,500

This grant was used to increase or enhance existing enforcement activities of local and state alcohol control laws.

Achievements for 2012

Technology upgrades

- ◆ **Automatic License Plate Readers (ALPR)** installed on five vehicles resulting in 7 stolen vehicle locates and 3 stolen license plate locates since July, aided detectives in felony vandalism arrest and has led to the arrest of 6 suspects
- ◆ **Automatic Vehicle Locator** technology on all patrol vehicles to enhance officer safety and response coordination
- ◆ **Electronic Ticket Writers**, in 2012 the Novato Police Department acquired E-ticket Digital Ticket Books for its patrol vehicles. The Digital Ticket Books have numerous benefits over traditional paper citations. The actual process of issuing a citation is quicker with the capability of scanning a person's Driver License. All information is clearly printed for all involved parties which prevents confusion, clerical errors, and speeds up due process. The citations have the capability of being emailed to the Court, which further increases the processing speed and reduces paper waste. Since all citations are already in a digital format, they can be instantly uploaded into statistical databases for record keeping and analysis purposes.



- ◆ **Parking Enforcement PDA Ticket Writers** to be used by Interns
- ◆ **Patrol rifles replaced** and training to all officers
- ◆ **Police Canine Units**—All of the Novato Police Canine Units have been cross trained in drug detection.
- ◆ **Community Outreach Programs**
 - ⇒ Coffee with the Cops
 - ⇒ Shop with a Cop
 - ⇒ National Night Out
 - ⇒ Citizen's Police Academy



- ◆ **New Mobile Command Unit:** Mobile Command Vehicle – The Department has repainted the mobile command van and repaired inoperable equipment. The Mobile Command Van has a MERA Radio system installed which allows communication between various local allied agencies and agencies outside of Marin County. The van has been equipped with supplies for support of ICS incidents and for command post operation. The Mobile Command Van is also utilized by the Traffic Section for DUI checkpoints and by the Crisis Negotiation Team.



Additional Programs 2012

Novato Police Explorer Post

Novato Police Explorer Post 392 was established in 1969 and currently has 12 active explorers. Explorer Post #392 is completely funded by donations from the community.

Novato Police Explorers grow and develop into the professionals who potentially will serve and lead the way to the future. Not only in California, but also across the nation. Here in Novato alone, our Explorers have risen to positions of Police Intern, Officer, and Sergeant.

Police Exploring provides educational training programs for young adults on the purpose, mission, and objectives of law enforcement. The program provides 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 of their communities and the nation.

In the past year, Explorers volunteered during community events including the Novato Art & Wine Festival and the Novato 4th of July parade. Explorers assisted officers during DUI checkpoints and shoulder tap operations. Explorers frequently rode-along with officers to experience law enforcement in action.

Explorers also have opportunities to attend regional and local competition where they challenge their law enforcement skills against other Explorer posts. Competition categories typically include events which test their skills in responding to various scenarios including high-risk traffic stops, building searches, domestic violence response, and crime scene investigations. Competitions also test the Explorer's physical conditioning through various physical events.

The Explorer Post hopes to attend more competitions in the future, including one during Summer 2013. Competition can be very costly and donations are greatly appreciated.

Selection Requirements

The Police Exploring program is open to young men and women ages 14 (who have completed the 8th grade) through 20 years old with an interest in learning more about careers in the field of Law Enforcement.

If interested, contact a program advisor at the Novato Police Department or attend a meeting at the Novato Police Department held from 5pm-7pm every 2nd and 4th Tuesday of the month.

415-899-7047

Program Advisors

Sergeant Sasha D'Amico
sdamico@novato.org

Detective Amy Yardley
ayardley@novato.org
415-897-4361 ext 7036

Officer Duaine Labno
dlabno@novato.org
415-897-4361 ext 6110

Officer Laura Leduc
lleduc@novato.org
415-897-4361 ext 7088

Officer Andrew Barrington
abarrington@novato.org
415-897-4361 ext 7043

Officer Brett Layn
blayn@novato.org
415-897-4361 ext 6109



Emergency Services



Emergency Services and Disaster Preparation are vital for the community and members of the Novato Police Department. Police personnel are provided with regular trainings both in-house and in conjunction with other agencies. In addition, several members of the Police Department also serve as members of the North Bay Incident Management Team, a multi-county, multi-discipline team available to local agencies to manage large events. In that role, they receive additional advanced training. On November 29, 2012,

the City hosted a briefing for all local Novato agencies in preparation for series of significant storms.

In addition to managing emergency services for the City, the Police Department works with the Novato Fire Protection District to equip and maintain a joint city-district Emergency Operations Center. The Police Department also maintains a Mobile Command Vehicle and a supply of incident management supplies.



The City maintains a Hazard Mitigation Plan (Updated annually), Emergency Operations Plan and participated in planning on a county-wide level on extreme temperature emergencies, pandemics, and care and shelter operations during 2012.

Training exercises, to include Emergency Operations Center activations, are conducted to ensure police and City staff are prepared to provide the most effective response during a disaster. During 2012, the City participated in Operation Riptide, a county-wide Emergency Operations Center and field exercise that involved a number of Marin County agencies. For the Great California Shakeout on October 18, 2012, all City staff participated by reviewing emergency procedures, participating in a Drop, Cover and Hold On! Drill, followed by building evacuations. On November 15, 2012, City staff participated in a Shelter Drill with the American Red Cross, Marin County Health and Human Services and Humane Society.

The Get Ready program is a collaborative effort between all the communities and jurisdictions with Marin County with a goal to prepare households with the necessary skills and information to survive and cope with a disaster for five to seven days. The Novato program also includes a Get Ready 5 program, designed to be taught in 5th grade classes.



The Get Ready program is a collaborative effort between all the communities and jurisdictions with Marin County with a goal to prepare households with the necessary skills and information to survive and cope with a disaster for five to seven days. The Novato program also includes a Get Ready 5 program, designed to be taught in 5th grade classes.

Chaplain Program

Novato Police Chaplains – *serving those who protect & serve*

Novato Police Chaplains are local men and women – volunteers from various religious groups, endorsed by their respective ecclesiastical organizations, trained and certified by the *International Conference of Police Chaplains* – who volunteer their time, talents, and resources to support and assist the members of the Police Department.

Chaplains are the “pastoral presence” coming along side those in need in crisis situations, to listen and offer calming compassionate counsel. Chaplains are called to meet all whom they come in contact with right where they are, always being sensitive to never “preach” or to proselytize. The Chaplain Program is a non-denominational and ecumenical ministry.

Novato Police Chaplains having been background checked, serve the Novato Police personnel, their families, and the Novato community at-large. They are trained to work on a professional level providing critical incident response, post-traumatic incident counseling, and other support in crisis related events.

Chaplains also work with Novato police families, counseling and supporting these individuals who directly or indirectly deal with the stresses associated with facing death, injury, grief, and the dangers of crime as a normal part of their daily responsibilities. Chaplains hold the highest standard of confidentiality and respect with information shared.

Chaplains Providing Support:

- ◆ Make death notifications and provide grief counseling, enabling officers to expedite their duties
- ◆ Serve as part of a Critical Incident Stress Management Team for defusing/debriefings
- ◆ Provide assistance in case of family emergencies, visiting sick and injured department members and their families
- ◆ Provide counseling, prayer, and emotional support to department personnel and their families
- ◆ Meet with new officers to share the scope of the Chaplain Program and discuss stress management as part of their orientation
- ◆ Attend DUI Check Points bringing officers hot coffee and homemade cookies on long, cold nights
- ◆ Perform weddings, dedications, memorial services, and other ministerial duties
- ◆ Counsel officers in areas such as stress management, ethics, and family life
- ◆ Assist with pre-suicide intervention and post-suicide response



**Chaplain
Sandy Walker**



**Chaplain
Jo Ann Osborn**



**Chaplain
Patti Branscome**



**Chaplain
C.P. Titus**



**Chaplain
Luke Palumbis**

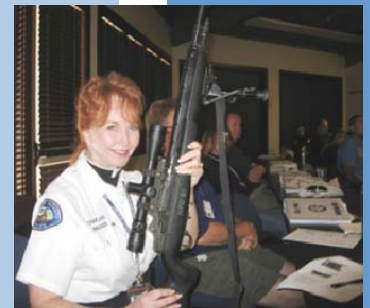
Chaplain Program



Learning with at the Citizen's Police Academy



Novato's 4th of July Parade



Learning about Weapons



Assisting at a DUI Check Point



Participating in joyous Occasions in our Officer's lives.



At the Volunteer Luncheon



Infineon Raceway—Top the Cops



In Memory of Chaplain Susan Hayes Blessing the New Spitfire Garden



Introduction of our newest Chaplain Luke Palumbis



Citizen's Police Academy

The Citizen's Police Academy provides community members with an inside look at police work as it occurs in the City of Novato. During the Academy, students will be introduced to a variety of topics as described in the course outline.

The 10 week Academy is designed to give citizens an overview of the Police Department's functions and operating procedures. The curriculum and teaching methods are similar to the traditional police academy; however, the class sessions are not designed to train the participants as a police officer.

Academy classes are taught by both veteran police officers and civilian personnel. Participants are encouraged to ask questions and express ideas or concerns to police staff.



Citizen's Police Academy



Novato Canine Teams

In May 2012, Officer Jeff Ames and Canine Metz attended, and successfully passed, a 200-hour Narcotic Detection Course in Fresno.

In June of 2012, Canine Ingo's handler resigned from his position as a Canine Handler. Corporal Naugle graciously accepted to assume the position as Canine Handler and work with Canine Ingo. Corporal Naugle and Canine Ingo successfully completed a 5 week Basic Canine Operator Course in Novato and were certified for patrol work.

In October 2012, Officer Kendrick Pilegaard and Canine Lex, as well as Corporal Naugle and Canine Ingo, attended a 200-hour Narcotics Detection Course in Novato.

Since the narcotics detection training, all three canines have been used on numerous occasions to assist NPD officers, as well as other Marin County law enforcement agencies, in locating narcotics that, without the use of the canine, would have more than likely gone un-noticed.

Throughout 2012, our handlers and their canine partners attended several community events to educate our community about police canines. This was also a time to give back to the community as we have received a great amount of community support, which inevitably allowed all three of our canines to attend the Narcotics Detection Course during the year.

In 2013, the department is looking to develop a Criminal Highway Interdiction program, which will allow officers, with the assistance of our canines, to locate narcotics traffickers traveling through Novato and prosecute them appropriately.



Novato Response Team

The Novato Response Team (NRT) was launched in April, 2012. The NRT is a proactive, problem oriented policing team, with the flexibility to engage long-term, short-term, and emerging challenges. The team is focused on a wide set of issues, including school safety, assaults, and graffiti, as well as gang and drug activity. The NRT consists of a corporal, two officers, and a management analyst. The team collaborates with a wide range of community organizations, from non profits to businesses.

The NRT is funded by a 2011 US Department of Justice Community Oriented Policing Services (COPS) hiring grant of over a million dollars, the largest in the Police Department's history. The grant funds three officers for three years. As a condition of the grant the City will pay for the officers for an additional fourth year. Grants from the COPS office are designed to increase public safety by supporting community policing programs across the county. COPS hiring grants are extremely competitive. Last year, only 10.5% of the 217 applicants in California received a grant.

The NRT was launched within the Investigations Section, reporting to Detective Sergeant Mike Howard. The original NRT team was lead by Corporal Nick Frey, an Assistant Team Leader on the Special Response Team who previously served in the Traffic Section. The team includes Officer Nick Conrad, a member of the Crisis Negotiation Team who previously served as a Detective, and Officer Nick Berg, a Drug Recognition Expert and member of the Special Response Team. Management Analyst Matt Podolin previously worked in Central Administration.

At the end of 2012 Corporal Nick Frey was promoted to Sergeant and assigned to the patrol section. Corporal Chris Andres was assigned to the NRT. He brings experience as a traffic officer, a field training officer, and member of the Special Response Team.

In its first six months, the NRT made numerous arrests in the areas of drug sales and gang-related activity. The team also initiated multiple problem oriented projects. The team worked with Code Enforcement and Parks, Recreation, and Community Services to address crime in Lee Gerner Park though environmental design. The team partnered with neighborhood groups to support neighborhood watch and crime awareness programs throughout Novato. The NRT also worked proactively with the management of local businesses, including multi-family housing units, a restaurant, and a bar, to proactively address public safety issues.



NPD CHAPLAINS FEED THE TROOPS

CHRISTMAS 2012

NPD Chaplains along with volunteer Cathy Webster carry on the long tradition of providing a special Christmas dinner (as well as Thanksgiving) for our officers and staff who are on duty protecting Novato on these special family holidays. **Sam Jarjour** of **Sam's Place at 1545 South Novato Blvd** prepared this feast.



Although he was closed for business on Christmas Day, he opened just for NPD to cook his outstanding turkey with all the trimmings: mashed potatoes, gravy, stuffing, and cranberry sauce. "When we picked it up in the chaplains' van, it all smelled so good!" Now that is someone who really appreciates the Novato Police Department, especially those who work on Christmas Day to keep us all safe.

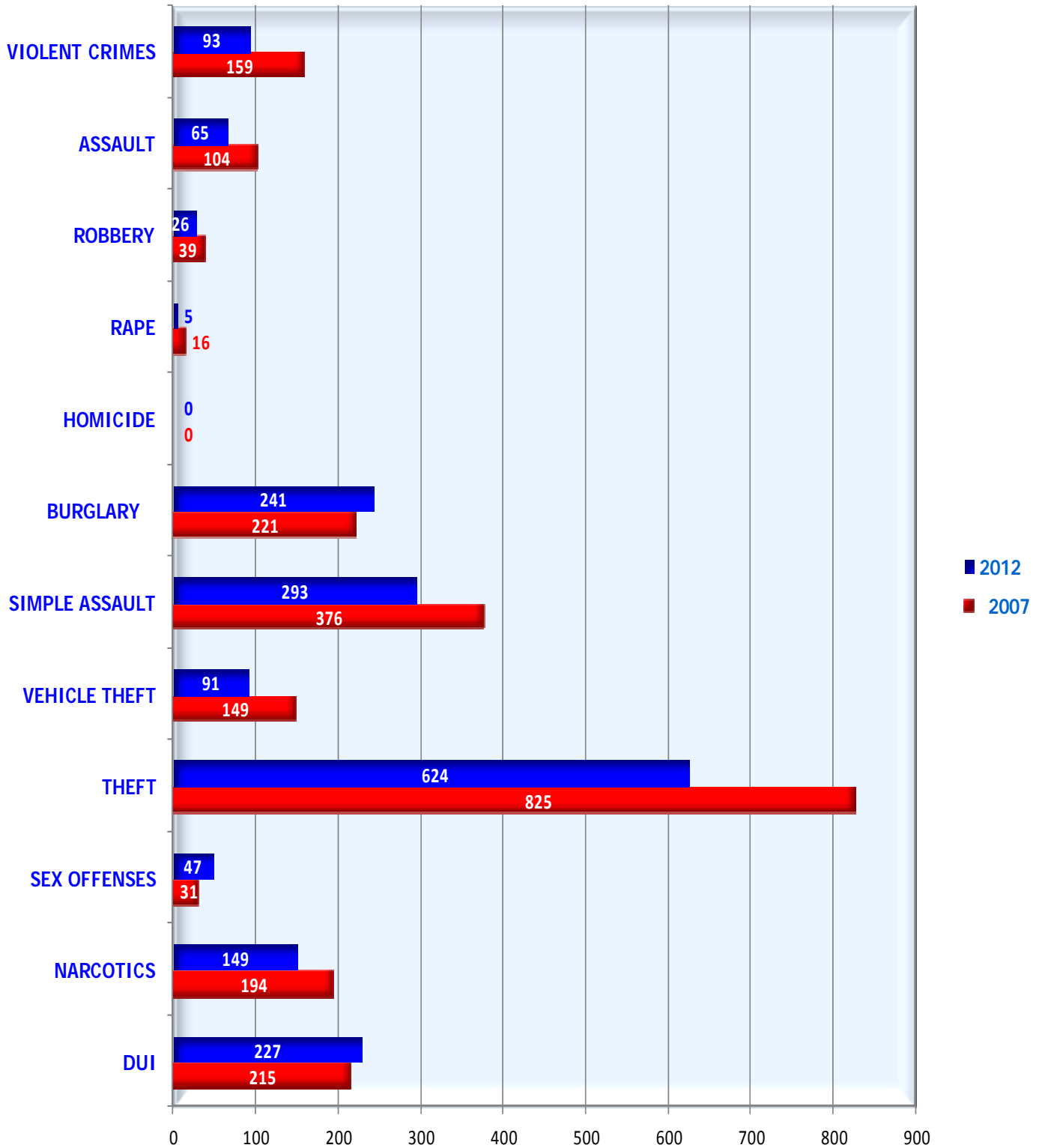




Department Statistics 2012

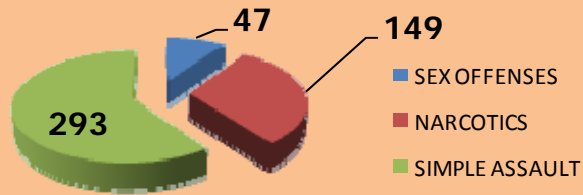
YEAR END REVIEW

2007/2012 COMPARISON Reported Data

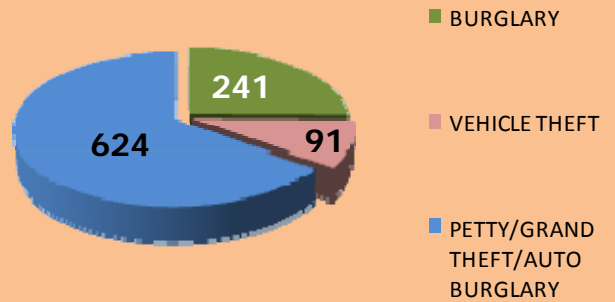


Year End Review

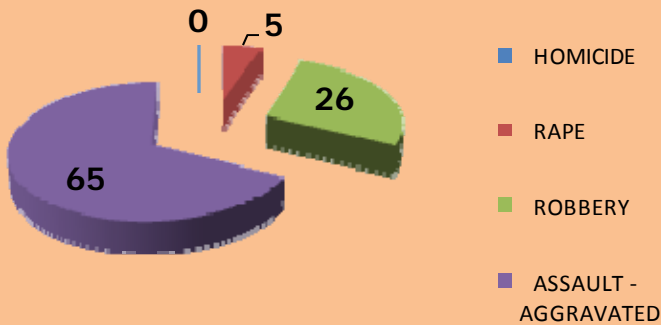
CRIMES AGAINST PERSONS



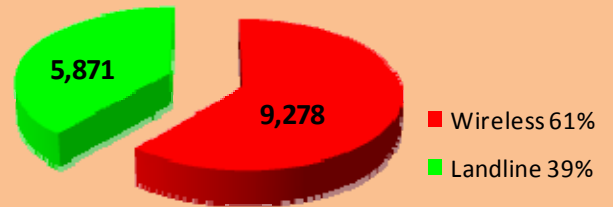
PROPERTY CRIMES



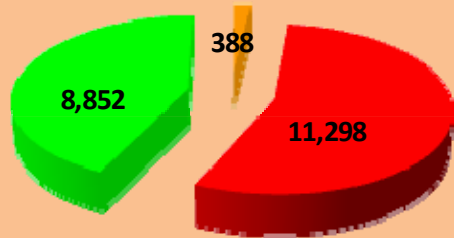
VIOLENT CRIMES 2012



2012 Police Calls



Total 911 Calls 15,149



2012 - Total Calls for Service 20,538

Priority 1 2% Priority 2 52% Priority 3 46%

Police Phone Calls 2012



Total Calls 86,209

Year in Review—Traffic

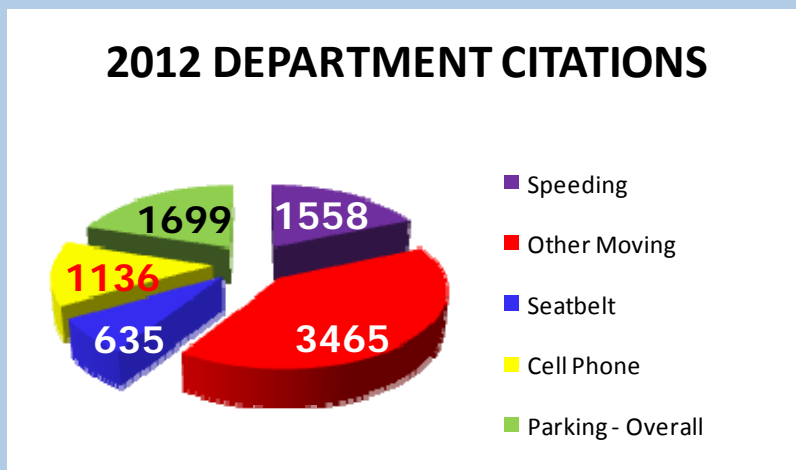
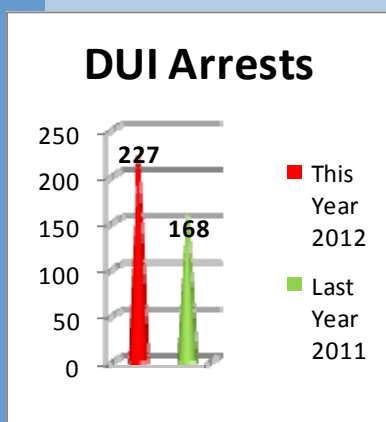
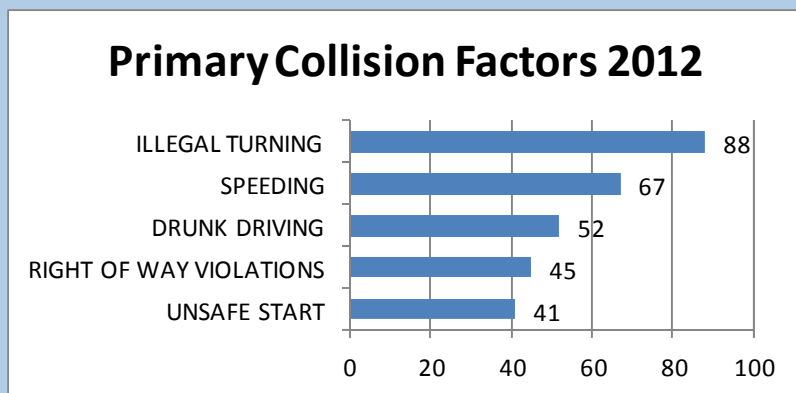
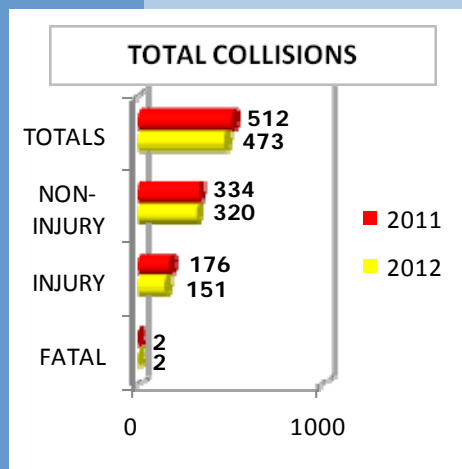
In 2012 the Police Department received two (2) grants:

- ◆ Selective Traffic Enforcement Program (STEP) grant for \$120,000.00
 - ⇒ The STEP grant provides for 34- Enforcement operations to be conducted from October 1st 2012 through September 30th 2013 These operations include DUI saturation patrols, distracted driving enforcement, vehicle code enforcement (including but not limited to Primary Collision Factors), DUI repeat offender enforcement, motorcycle enforcement, & DUI warrant enforcement.
 - ⇒ The STEP grant also provided monies for the purchase of 4-LIDAR Guns, 8-hand held citation devices or PDA's, 4-video cameras (for the Motor Officers) & 1- dual moving RADAR unit for a Patrol vehicle.
- ◆ The UC Berkeley Safe Transportation Research & Education Center (TREC) checkpoint grant for \$42,000.00
 - ⇒ The UC Berkeley Safe TREC grant provides for 6- DUI checkpoints to be conducted from October 1st 2012 through September 30th 2013.

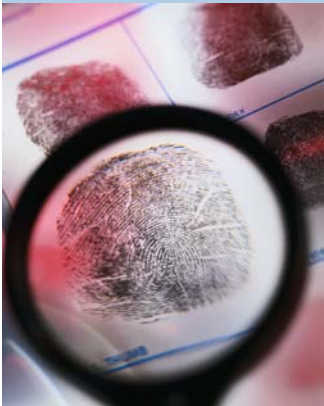
The Department won State recognition & the National award for all police departments in the category of Bicycle and Pedestrian Safety. This award was presented by the IACP (International Association of Chiefs of Police) at the annual conference which was held in San Diego, CA. Officer Terry Brown accepted the award on behalf of the Department.



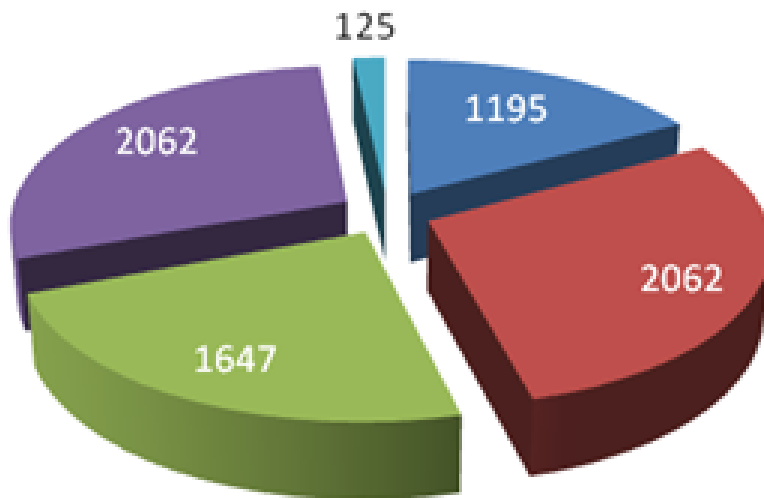
Electronic citation writing PDA's were also purchased and implemented in 2012.



Year in Review—Investigations



2012 Investigation Totals



- Reports Generated
- Cases Reviewed
- Cases Assigned
- Cases Closed
- Arrested/Complaints



Investigations

Notable 2012 Cases

Northern Novato/Seascape Arson Series

Between 1/9/12 and 1/14/12, an unknown subject started approximately 50-60 small fires in the area of Seascape Drive and Redwood Boulevard and the open space area North of Atherton Ave. A two week operation was conducted to prevent additional arson activity in these areas and to identify and apprehend the subject responsible. The Novato Police Department worked in partnership with the Novato Fire Prevention District, the Marin County Sheriff's Office, the Marin Open Space District, the Marin Water District, Marin County Search and Rescue, NCRIC/HIDTA, and the California Bureau of Alcohol, Tobacco, and Firearms. This investigation is currently open.

Knight Residential Burglaries

Novato Police Department Detectives, working with Detectives from Sonoma County, identified Jason Christopher Knight as a subject responsible for 10-15 residential burglaries committed in Marin and Sonoma Counties. Knight was subsequently arrested by the Rocklin Police Department following an interrupted burglary. Upon conviction in Placer County, Knight was prosecuted in Marin County. Knight pled guilty to several residential burglaries, including three in Novato, and was sentenced to the California Department of Corrections and Rehabilitation for a term of 17 years.

Drummond Bank Robbery

Kevin Drummond was identified by Novato Police Department personnel as the subject responsible for conducting two bank robberies in Novato on 6/12/12 and 6/16/12. Drummond was arrested following the receipt of information that he was staying at his father's residence. As a result of this investigation, Drummond pled guilty to robbery and was subsequently sentenced to 8 years in the California Department of Corrections and Rehabilitation system.

Toti Child Molest

Gary Toti was identified as the perpetrator of continuous molestation of a minor in March of 2011. Following an extensive investigation by Novato Police Department Detectives, Toti was arrested. Toti was found guilty, following a trial by jury, of numerous counts of molestation. Toti demanded a new trial but was denied. Toti was sentenced to serve a sentence of 25 years to life in the California Department of Corrections and Rehabilitation.

Dolayo/Dominguez Shooting

On 1/30/11, the Novato Police Department received reports of a shooting that had occurred in the area of Elm Drive and Fourth Street. Rafael Dolayo and Peter Dominguez were contacted, during investigation into the matter, and arrested. Significant follow up investigation was conducted by Detectives eventually tying both Dolayo and Dominguez to the shooting. Both subjects pled guilty to committing assault with a deadly weapon and were sentenced to 10 and 8 years, respectively, to be served in the California Department of Corrections and Rehabilitation.

Blake/Blumberg/Gollihugh Home Invasion Robbery

On 10/31/12, a victim contacted the Novato Police Department to report that three females had entered his residence, battered him, and threatened him with a firearm before fleeing the scene. Detectives subsequently identified the suspects as Keren Blake, Teresa Gollihugh, and Mollie Blumberg. Following an extensive investigation into the matter, all three suspects were arrested. Gollihugh and Blake are currently awaiting trial. Blumberg pled guilty to robbery and is awaiting sentencing.

Tong Van Lee Murder Case

On 5/30/12, marked the culmination of four years of tireless investigation, case preparation, and prosecution of six suspects accused of murdering Tong Van Lee, a Novato resident, on 9/13/08. Five suspects were found guilty of all charges identified during Grand Jury indictment on 4/20/09. The sixth suspect had previously pled guilty to a lesser charge in return for his cooperation. Sentencing commenced on 7/19/12, bringing closure to an investigation that is, arguably, the most complex case ever investigated by the Novato Police Department.



Looking Forward

Our Goals for

2013



Looking Forward

PROGRAM INITIATIVES

- ◆ Continue to provide proactive and efficient law enforcement services
- ◆ Continue liaison efforts with NRT and Novato Unified School District in an effort to manage criminal and gang activity, drug and alcohol use and youth violence
- ◆ AB109 Realignment- Continue county-wide efforts to effectively monitor and manage individuals released pursuant to AB109
- ◆ Develop proposals for Multi-Family Housing Crime Reduction programs
- ◆ Continue to effectively manage existing grants and pursue additional grant opportunities
- ◆ Continue emergency preparedness program with training, role clarification and greater volunteer outreach
- ◆ County wide emergency radio (MERA) replacement- increased staff commitment to various subcommittees in conjunction with other Marin agencies
- ◆ Tactic development of tactical pre-plans for community facilities

TECHNOLOGY

- ◆ Acquire and implement usage of vehicle mounted Forward Looking Infrared (FLIR) technology and additional hand held devices
- ◆ Research technology and feasibility of ALPR based parking enforcement
- ◆ Enhance Wi-Fi networks to increase transmission speeds to and from patrol units traveling within the city to provide increased officer efficiency
- ◆ Participate with MCSO to upgrade/replace CAD/RMS
- ◆ WebEOC
- ◆ Social Media: Nixle, Twitter, Facebook

COMMUNITY ENGAGEMENT

- ◆ Continue outreach programs which engage the Hispanic segments of Novato
- ◆ Enhance community outreach through Social Media and website enhancements
- ◆ Continue outreach to youth oriented activities such as Youth Academy, Community Safety Fair, Explorers and Student Interns.
- ◆ Continue to partner with Novato Blue Ribbon Coalition for Youth to support the Minor Access to Alcohol Program
- ◆ Partner with Novato Independent Elders and Novato Human Needs to re-introduce Carrier Alert and RUOK programs
- ◆ Coffee with a Cops
- ◆ Open House
- ◆ Volunteer programs
- ◆ Tip-a-Cop
- ◆ Chamber Leadership Program involvement



Coming in 2013

Novato Police Department Open House
September 2013

Novato Police Youth Camp
June 2013

2013 Gun Buy Back



Coffee with the Cops

Novato Police Department Contacts:

Main Business Line	897-4361
Monday thru Friday 8am—6pm	
Lobby Hours Monday—Thursday 9am—5pm	
Police Dispatch (24 hrs)	897-1122
Office of the Chief of Police	899-7008
Traffic	899-7026
Investigations	899-7030
Records (report request)	897-4361
Property & Evidence	899-7013
Operations Division	897-4361
Services Division	897-4361
Emergency Services	899-7002
Police Permits	899-7008
False Alarms	899-7017





Speakers' Corner

Does your group need a
Speaker for your next meeting?

Novato Police Department
909 Machin Ave.
Novato, CA 94945

Phone: 415-897-4361

Fax: 415-898-5344

E-mail: www.novato.org

James Berg
Chief of Police

The Novato Police Department can provide Police Department personnel to deliver key messages tailored to your audience. Promote community safety and disaster preparedness in your neighborhood or organization.

Topics include:

- ◆ Get Ready Marin
- ◆ Crime Prevention
- ◆ Traffic Safety
- ◆ Police Department Operations
- ◆ Youth Programs

For more information call—(415) 899-7008 or
contact us at www.novato.org

Novato Police Department
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