

# MILPITAS POLICE DEPARTMENT ANNUAL REPORT

*In Partnership With Our Community*



2023

1275 N. Milpitas Blvd  
Milpitas, CA 95035

408-586-2400

<https://ca-milpitas.civicplus.com/1101/Police>

# MESSAGE FROM THE CHIEF

On behalf of the dedicated team at the Milpitas Police Department, it is with great pleasure that I present our 2023 Annual Report. This report offers valuable insights into our unwavering commitment to delivering exceptional service to our community. Our foremost objective is to cultivate an environment where residents, business owners, and visitors feel secure and welcomed. We accomplish this thanks to the daily dedication of our officers, dispatchers, professional staff, and volunteers.

I am honored to lead a police department that actively embraces a community-oriented mindset and consistently delivers a superior level of service to our residents. Our commitment, coupled with the implementation of state-of-the-art technologies to support our operations and enhance efficiency in serving you, resulted in an overall decrease in crime for 2023, with major crimes decreasing by 6.2% and property crimes by 8.3%. Your safety remains our top priority, and this report reflects the dedication and hard work of our entire community.

As the Chief of Police, I am deeply committed to fostering open communication, engaging with the community, nurturing leadership within our organization, and establishing a foundation of trust through excellence in service delivery. I am privileged to be surrounded by exceptional individuals and proud to lead a team of compassionate and courageous professionals who prioritize treating all individuals with dignity and respect. We cannot do this work without the support of our elected officials and community. We are fortunate to operate in a community that values and supports our ongoing efforts.

Thank you!

**Jared Hernandez**  
Chief of Police



## FOLLOW MPD ON SOCIAL MEDIA



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@MilpitasPD

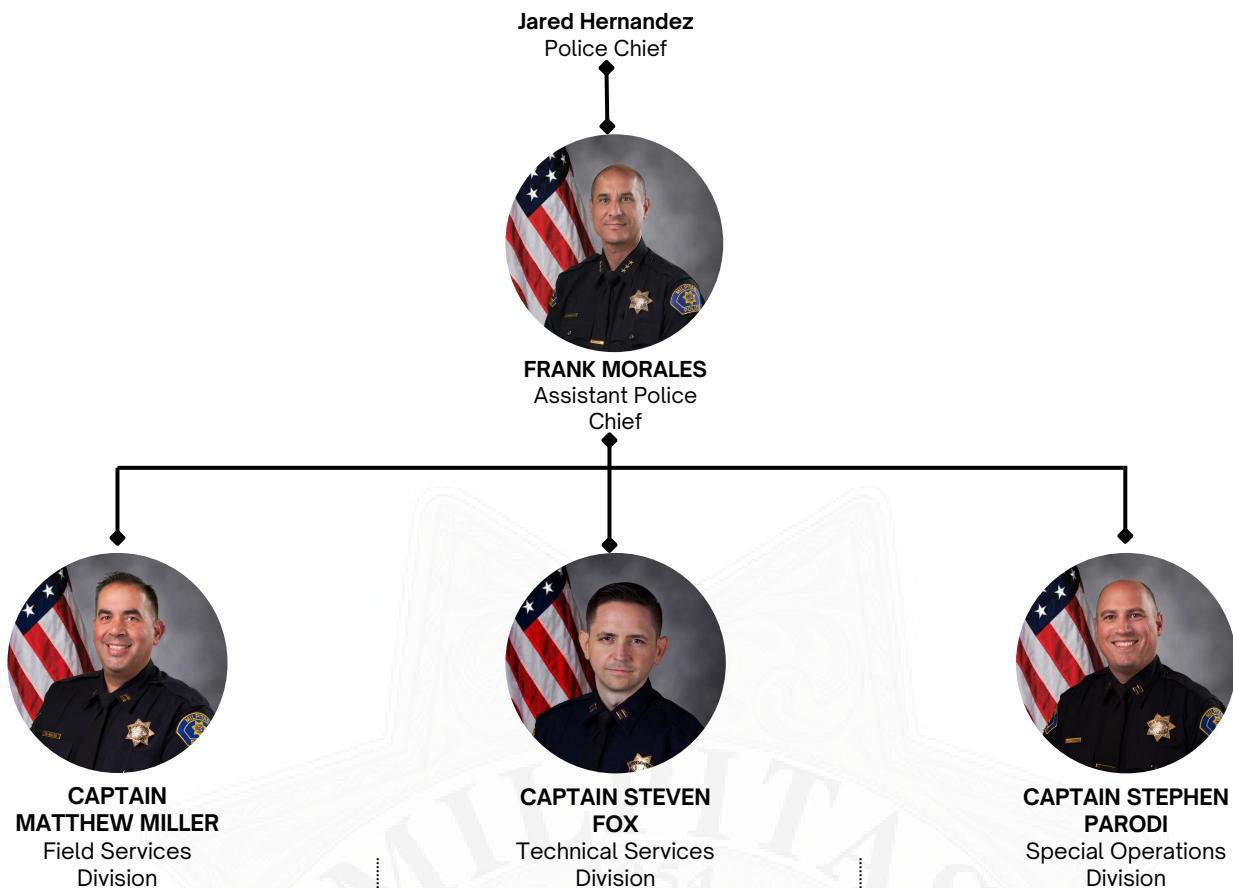


@MilpitasPolice



Milpitas Police Department

# POLICE ADMINISTRATION & OPERATIONS



The Field Services Division is comprised of Patrol Services, K-9, a Crime Reduction Team (CRT), Community Service Officers (CSO), & a Traffic Safety Unit.

- **Patrol Services**  
Staffed by uniformed personnel 24/7, delivering high-quality services to both residents and visitors within our community by enforcing state law and pertinent municipal ordinances.
- **K9 Program**  
Enhances law enforcement capabilities through the strategic deployment of highly trained dogs, aiding in tasks such as tracking, narcotics detection, and ensuring the safety and security of the community.
- **Community Service Officers**  
Handle non-emergency calls, manage vehicle abatement and parking enforcement, and actively engage with the community.
- **Crime Reduction Team**  
Specializes in developing & implementing strategies to reduce crime in specific areas through data driven approaches.

The Technical Services Division oversees critical functions integral to the efficient operations of this department: the Communications Center, Records Division, and Property Division.

- **Communications Center**  
The Communications Center is pivotal in providing round-the-clock communications services for the Police, Fire, and Public Works Departments. Their responsibilities encompass ensuring seamless communication, coordination, and response to emergencies.
- **Records Division**  
The Records Division's primary mission is to receive, integrate, compile, maintain, disseminate, and file all department reports and information. The Technical Services Division also processes all Public Records Act (PRA) requests.
- **Property Division**  
The goal of the Property Division is to ensure proper handling, storage, and documentation of all items that come into police possession, maintaining transparency and accountability throughout the process.

The Special Operations Division is comprised of three essential units: Criminal Investigations, Traffic Safety, Police-Community Relations (PCR).

- **Criminal Investigations Bureau**  
Responsible for conducting follow-up investigations on criminal cases referred by the Field Services Division. Notably, this unit also spearheads specialized investigations involving narcotics, gangs, and vice-related crimes. An investigative Crime Analyst also serves as an integral part of the team by providing analytical support. This professional staff member analyzes crime trends, patterns, and data, offering valuable insights to aid in strategic decision-making.
- **Police-Community Relations**  
The PCR Unit includes School Resource Officers and holds significant value as it serves as a vital bridge between law enforcement agencies and the communities they serve. This unit plays a pivotal role in promoting transparency, understanding, and collaboration, thereby contributing to the overall safety and well-being of the community.
- **Traffic Safety Unit (TSU)**  
Comprised of uniformed personnel and is dedicated to the meticulous investigations of traffic accidents, enforcing traffic laws, and preparing and submitting state-mandated reports.

# DEPARTMENT PRIORITIES



Establishing initiatives are essential for the Milpitas Police Department to optimize resources, enhance community safety, and provide effective law enforcement services. Embracing a proactive approach to crime prevention and fostering collaboration with the community allows us to address community concerns and respond to emerging issues. This process is the foundation for strategic planning, enabling our department to set long-term goals, measure performance, and maintain accountability. We place a high priority on transparency, inclusivity, and community engagement, aligning our efforts with the specific needs of the Milpitas community. Ultimately, this approach enables us to adapt to evolving challenges, build trust, and contribute to creating a safer environment. These deliberate initiatives reflect our commitment to excellence in public safety.

## INITIATIVES

### Average Response Times

Ensure average response times to emergency calls remains under three (3) minutes.

### Part I Uniform Crime Reporting

Reduce Part I Uniform Crime Reporting and Index crimes through prevention, deterrence, and enforcement efforts.

### Answered Calls

Ensure 95% of 911 calls are answered by a dispatcher within ten (10) seconds / The state standard is 95% within fifteen (15) seconds.

### Community Engagement Events

Host Community Engagement events (in person, virtual) such as coffee with a cop, HOA community presentations, citizen academies, virtual book readings, and faith-based community meetings.

### Known Sex Offenders

Ensure 100% registration verification of known sex offenders.

### Directed Enforcement Events

Conduct fifteen (15) directed enforcement events to improve traffic safety.

### Gender Diversity & Career Advancement

Identify and implement a strategy to promote gender diversity in professional development and career advancement of staff.

## ACCOMPLISHMENTS

### Average Response Times

Maintained an average response time to emergency calls of **2:51**

### Part I Uniform Crime Reporting

The MPD continues to reduce crime through prevention, deterrence and enforcement efforts such as **ORC operations** and **regional operations**

### Answered Calls

Answered **95.2%** of 911 calls within ten (10) seconds

### Community Engagement Events

Participated in fifty (**50**) community outreach events

### Known Sex Offenders

Ensured **100% registration verification** of known sex offenders

### Directed Enforcement Events

Conducted a minimum of **fifteen (15) directed enforcement events**

### Gender Diversity & Career Advancement

Increased **Women Police Officer** hiring (**19.1% female**) to exceed the State average of 13%.

# 2023 DEPARTMENT RECOGNITIONS

The Milpitas Police Department proudly recognizes the significant milestones reached by our dedicated team. From honoring retiring members who have served with distinction, to recognizing the well-deserved promotions of our talented personnel, we celebrate their unwavering dedication and invaluable contributions. In addition, we shine a spotlight on departmental award recipients and their achievements, emphasizing our shared commitment to excellence in law enforcement and community service.

## Retirements



**John Torrez**  
Assistant Chief of Police  
28 Years of Service



**Lap La**  
Police Officer  
24 Years of Service



**John Muok**  
Police Officer  
24 Years of Service



**Arash Motedaeiny**  
Police Officer  
9 Years of Service

## Promotions



**Frank Morales**  
Asst. Chief of Police  
Promoted:  
March 3, 2023



**Stephen Parodi**  
Captain  
Promoted:  
March 3, 2023



**Francisco "Kyle" Sanchez**  
Lieutenant  
Promoted:  
March 3, 2023



**Jason Speckenheuer**  
Lieutenant  
Promoted:  
July 30, 2023



**Casey Croucher**  
Sergeant  
Promoted:  
March 3, 2023



**Kita Inthasack**  
Sergeant  
Promoted:  
July 30, 2023

## 2023 Department Awards Recipients\*\*



**Cameron Beck**  
Police Officer  
Officer of the Year



**Marlo Moore**  
Police Officer  
Employee of the Year



**Angel Zuniga**  
Police Officer  
COP Officer of the Year



**Rakia Falcon**  
Police Officer  
CIT Officer of the Year



**Denise Silva**  
Dispatcher  
Dispatcher of the Year



**Suzanne Cowan**  
Crime Analyst  
Professional Staff Member  
of the Year

**Officer of the Year** - Awarded to a well-rounded law enforcement officer who has exceeded the duty requirements expected of their position and has demonstrated a distinct pattern of community service coupled with professional achievement.

**Employee of the Year** - Awarded to an employee who displays an exemplary work ethic worth emulating. This employee consistently displays dedication, reliability, integrity, critical and innovative thinking, teamwork, and professionalism.

**Dispatcher of the Year** - Awarded to a well-rounded dispatcher who displays competence in all disciplines of dispatching and who exceeded the duty requirements expected of their position while demonstrating a distinct pattern of service coupled with professional achievement.

**Community-Oriented Policing (COP) Officer of the Year** - Awarded to an officer who solved a significant community problem, included the community in the problem-solving process, and/or has shown a commitment to the Milpitas Police Department's Community Policing philosophy.

**Crisis Intervention Team (CIT) Officer of the Year** - Awarded to an officer who has attended a 40-hour CIT training and has utilized the principles to effectively control a situation involving a person in crisis. This may include a situation that resulted in reduced injuries to officers or the public, soliciting assistance from mental health resources to stabilize a crisis, or reducing future police contact with chronic patients who suffer from mental health crises.

**Professional Staff Member of the Year** - Awarded to an employee who consistently demonstrates exceptional service in the performance of their duties or great or unusual responsibility wherein they display superior responsibility and initiative, implementing, or improving programs that benefit the police department or the community.

\*\*All recipients are nominated by their peers and supervisors\*\*

# STAFFING, BUDGET & FLEET

**AUTHORIZED BY  
RANK**  
(As of Dec. 2023)



**CHIEF**  
1



**ASST. CHIEF**  
1



**CAPTAIN**  
3



**LIEUTENANT**  
5



**SERGEANT**  
13



**OFFICER**  
71

## BUDGETED FULL-TIME EMPLOYEES

(As of Dec. 2023)

Sworn  
Officers  
**94**

Non-Sworn  
Staff  
**34**

## 2023 BUDGET

**\$129,532,671**

City of Milpitas  
General Fund Budget  
for 2023

**32.1%**

→ Percentage of General Fund  
Budget used for the Police  
Department in 2023

**\$41,516,359**

Police Department  
General Fund Budget  
for 2023

**50.4%**

Total Police  
Permanent Salaries  
(excl. benefits)

Budget numbers based on FY 2023-2024 Adopted Annual Budget

## FLEET MANAGEMENT



MARKED SUVS

**25**



MARKED SEDANS

**5**



POLICE MOTORCYCLES

**9**



CSO TRUCKS

**2**

The Milpitas Police Department provides essential services to the City of Milpitas utilizing a fleet of Ford utility vehicles, explorers, sedans, and Chevrolet Tahoes. This diverse fleet supports the work of 50 police officers, 6 police sergeants, 3 police lieutenants assigned to patrol, 2 motorcycle officers, and 4 Community Service Officers in their daily duties and training activities. Equipped with essential tools ranging from mobile computer terminals to specialized equipment, first aid kits, and AEDS, each vehicle ensures officers are well-prepared while on duty. The Traffic Safety Unit, comprised of certified motorcycle officers, utilize BMW RT1250 RT-P motorcycles for traffic control, enforcement, & responses to collisions. Beyond standard patrol and traffic vehicles, our department also manages a range of specialty vehicles, including a Mobile Command Vehicle, MedEvac Rescue vehicle, and unmarked vehicles for non-uniformed personnel.

This comprehensive fleet enables the Milpitas Police Department to fulfill its commitment to public safety across a spectrum of law enforcement and emergency response activities.



# 2023 DEPARTMENT STATISTICS

**68,422**

POLICE CAD EVENTS

**23,477**

911 CALLS

**7,968**

POLICE REPORTS

**2,302**

ARRESTS  
(ALL)

**2:51**

AVG. CODE 3  
RESPONSE

**798**

TRAFFIC  
COLLISIONS

**155**

DUI ARRESTS

**3,078**

CITATIONS

**581**

DRUG-RELATED  
ARRESTS

**460**

STOLEN VEHICLES  
RECOVERED

**9**

CALLS  
REQUIRING THE  
USE OF FORCE

**2,796**

PART I CRIMES  
REPORTED /  
INVESTIGATED (NOT  
INC. SIMPLE ASSAULT)

**7**

CITIZEN  
COMPLAINTS

**50**

COMMUNITY  
OUTREACH  
EVENTS

# THE ROLE OF A MILPITAS OFFICER



1 police **Call for Service**  
every 7.7 minutes

1 **Officer-Initiated** event  
every 59.2 minutes

1 police **report** taken  
every 1.1 hours

1 **traffic citation**  
issued every 3.3 hours

1 **arrest** made every  
3.8 hours

1 **traffic collision** report  
taken every 11.0 hours

1 **community outreach**  
**event** every 7.3 days

1 **Law Enforcement Officer**  
**assaulted** every 10.4 days

1 **Use of Force** incident  
every 40.6 days

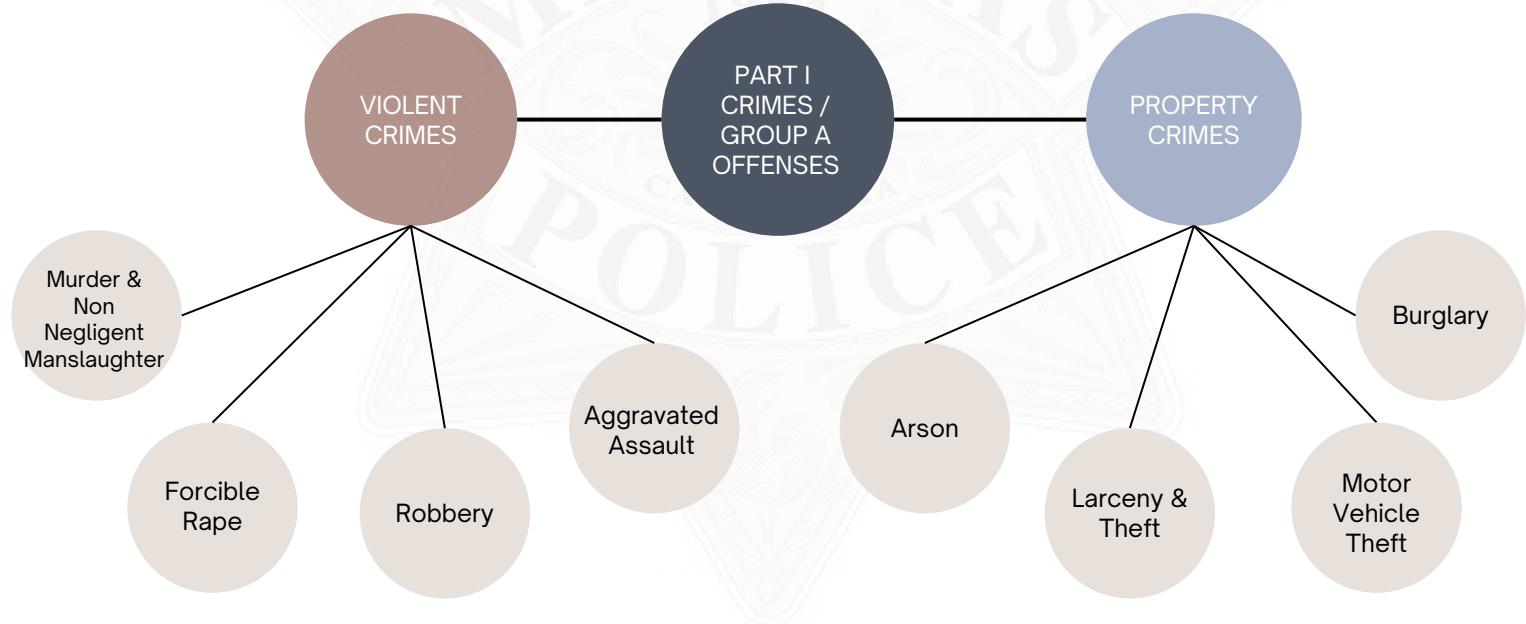
# NIBRS REPORTING

## NIBRS Reporting

The Milpitas Police Department reports crime occurring in the city based on the FBI's National Incident-Based Reporting System (NIBRS), which was implemented to improve the overall quality of crime data collected by law enforcement. NIBRS captures details on each single crime incident, as well as on separate offenses within the same incident, including information on victims, known offenders, relationships between victims and offenders, arrestees, and property involved in crimes.

Unlike data reported through the UCR Program's traditional Summary Reporting System (SRS) - an aggregate monthly tally of crimes - NIBRS goes much deeper because of its ability to provide circumstances and context for crimes like location, time of day, and whether the incident was cleared. NIBRS classifies crime into two groups: Group "A" and Group "B" offenses. The Part I crimes that were previously reported under the UCR program are also reflected in NIBRS Group "A" offenses.

Each participating agency is required to report NIBRS offenses on a monthly basis. Monthly crimes are reported to the California Department of Justice, which in turn forwards the information to the FBI. NIBRS data is used in law enforcement administration, operation and management, as well as to track the fluctuations in the level of crime throughout America and the City of Milpitas.



UCR Part I offenses were selected for submission to the DOJ because they were considered to be the crimes most likely reported and considered as crimes that occurred at a sufficient frequency for comparative purposes. These offenses were broken down further into two classifications: violent crimes and property crimes. Violent crimes were defined in the UCR program as those offenses which involved force or threat of force. For the purpose of comparison, these are the crimes that will be isolated in studies of NIBRS values.

# NIBRS REPORTING COMPARISON (2022-2023)

## PART I CRIMES

 **6.2%**

| 2023  | 2022  |
|-------|-------|
| 2,796 | 2,982 |

## ARRESTS

 **12.2%**

| Adults   | Juveniles   |
|--|---|
|  <b>12.7%</b> |  <b>3.0%</b> |

### PART I CRIMES:

- Murder and nonnegligent homicide
- Rape
- Robbery
- Aggravated assault
- Burglary
- Theft-larceny
- Motor vehicle theft
- Arson

## PERSON CRIMES



**Rape**  
**166.7%**



**Robbery**  
**51.5%**



**Aggravated Assault**  
**2.6%**

**+23.8%**

Person crimes accounted for **8.5%** of total NIBRS crime in 2023. Note that small numbers can cause large percent increases or decreases.



**Burglary**  
**22.7%**



**Larceny-Theft**  
**3.4%**



**Motor Vehicle Theft**  
**21.8%**

**-8.3%**

Property crimes accounted for **91.5%** of total NIBRS crime in 2023. Note that small numbers can cause large percent increases or decreases.

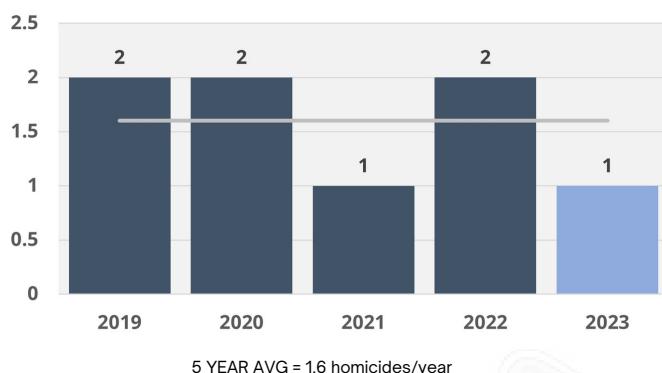


**35**

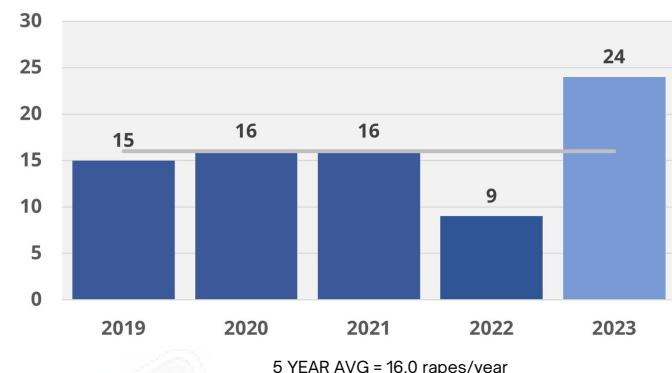
Number of Law Officers Assaulted (YTD)

# 5-YEAR CRIME STATISTICS (PART I OFFENSES)

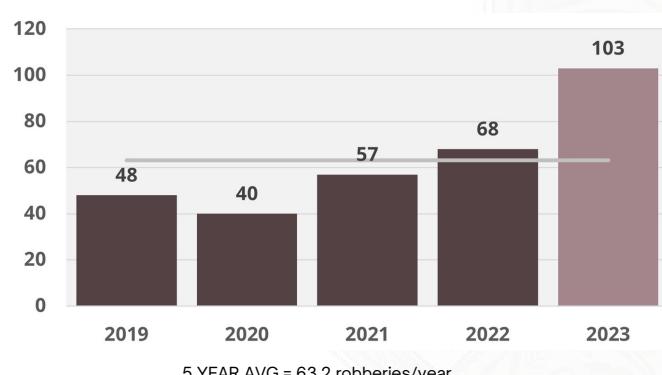
## 2019-2023 HOMICIDES



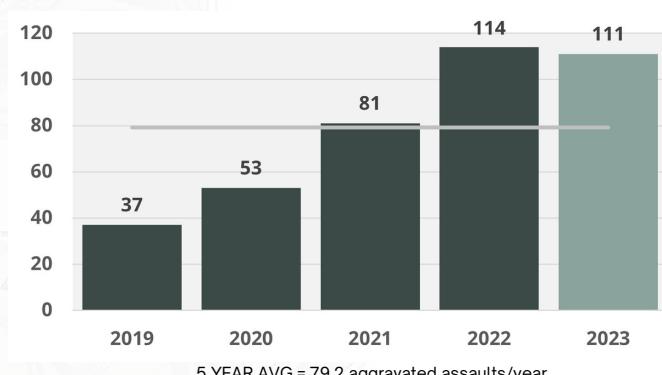
## 2019-2023 RAPES



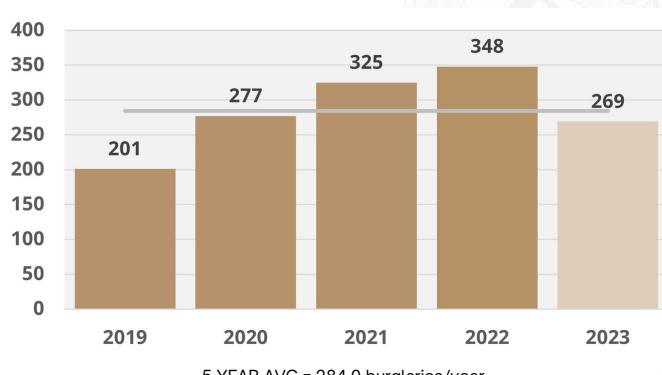
## 2019-2023 ROBBERIES



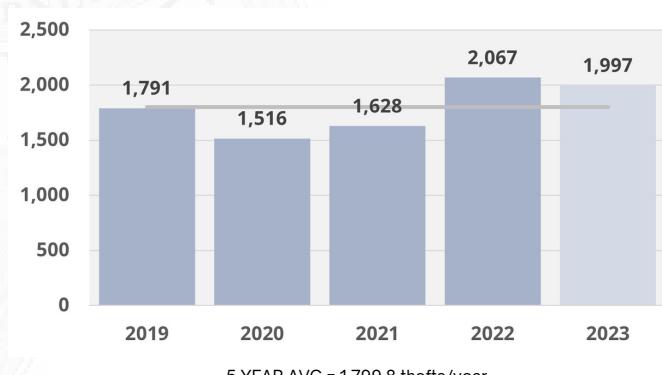
## 2019-2023 AGGRAVATED ASSAULTS



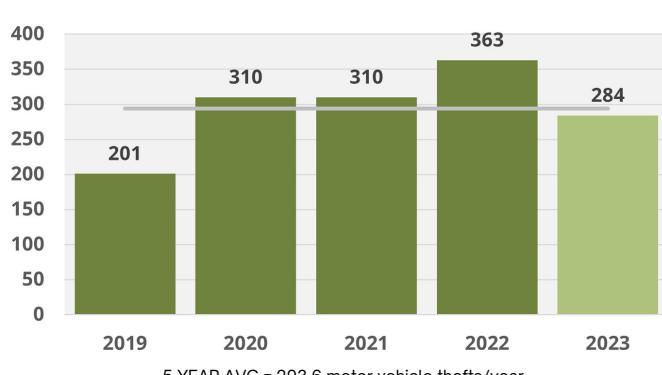
## 2019-2023 BURGLARIES



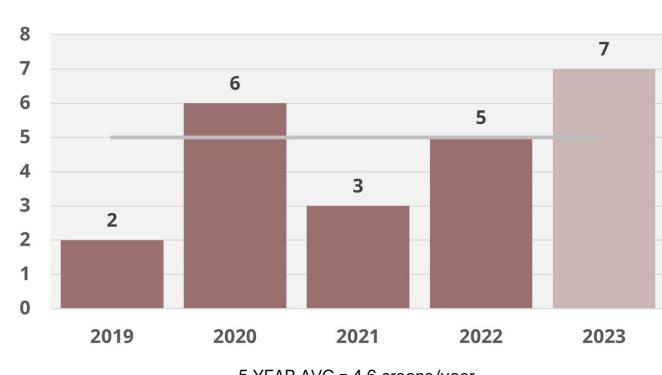
## 2019-2023 LARCENY-THEFTS



## 2019-2023 MOTOR VEHICLE THEFTS



## 2019-2023 ARSONS



# PROFESSIONAL STANDARDS

## INTERNAL AFFAIRS BY THE NUMBERS



In 2023, the Internal Affairs Unit reviewed:

- 9 Use of Force Incidents
- 7 Citizen Complaints
- 3 Vehicle Pursuits
- 3 Officer Traffic Collisions

## PERSONNEL DIVISION BY THE NUMBERS



In 2023, the Personnel Division handled:

- 4 Officers Hired
- 4 Officer Departures
- 5 Professional Staff Hired
- 1 Professional Staff Departures

## TRAINING DIVISION BY THE NUMBERS



In 2023, officers and professional staff attended:

- Advanced Officer Training on the following topics:
  - Arrest & Control Tactics
  - Strategic Communication & De-Escalation Training
  - Firearms Training
  - Use of Force
  - County Protocol Updates
- Employees attended 172 externally hosted training courses, including but not limited to leadership and tactical training.

\$102,692.79  
Training Costs  
(2023 Calendar Year)

## INTERNAL AFFAIRS

The Internal Affairs (IA) Unit is essential in maintaining the integrity and professionalism of the Police Department and its employees, ensuring standards are maintained through transparency and accountability. The IA unit tracks and investigates all misconduct complaints against MPD employees, both sworn and non-sworn. This unit maintains records on various incidents, including disciplinary actions, vehicle pursuits, use of force, and vehicle accidents involving on-duty employees. Through its comprehensive oversight, the IA unit reinforces the commitment to maintaining a high standard of conduct and operational excellence within the Milpitas Police Department.

## PERSONNEL DIVISION

Our Personnel Division plays an essential role in overseeing the recruitment and hiring of new employees, ensuring the selection of candidates is aligned with our department's standards and values. Working closely with Human Resources, the division manages various personnel-related matters, including employee benefits, maintaining personnel records, scheduling/attending recruitment events, and processing personnel actions, such as promotions, transfers, and terminations. These efforts are integral to building and sustaining a proficient and unified workforce that remains dedicated to upholding the values and priorities of our department.



## TRAINING DIVISION

The Training Division is certified through the California Commission on Peace Officers Standards and Training (POST) and is responsible for ensuring that law enforcement employees maintain training and proficiency in accordance with established state and federal requirements. In addition, the training division is responsible for implementing and overseeing various training programs, including the police academy, in-service training, leadership training, and various external continuing education programs and specialized training courses.



# FIELD SERVICES DIVISION

## ● PATROL DIVISION

The largest division of the police department represents the front line of community protection and public safety. Police officer assigned to Patrol are often the first responders to incidents, emergencies, and service calls. Their primary responsibility is to actively patrol designated areas, known as beats, within their community. This proactive presence serves as a deterrent to criminal activity and allows officers to respond quickly to incidents. In 2023, there were 59 officers assigned to the Patrol Division.

## ● CRIME REDUCTION TEAM

Our Crime Reduction Team is a specialized unit within Patrol Services that focuses on developing and implementing strategies to reduce crime in specific areas of our community. This unit operates within the community policing framework and uses data-driven approaches to target and address criminal activity. These strategies may include, but are not limited to, increased patrols, community engagement initiatives, and other tactics aimed at preventing and responding to illegal activity. The goal is to reduce crime and enhance the overall safety and well-being of the community. The effectiveness of these strategies is continually assessed through ongoing analysis of crime data provided by our Crime Analyst. Since 2022, the Crime Reduction team was temporarily reassigned to Patrol due to staffing limitations.

## ● FIELD TRAINING

Our Field Training Program is a crucial phase for newly hired officers that follows their completion of the police academy. This post-academy training is designed to bridge the gap between theoretical knowledge gained in the academy setting and the practical application of the skills required for active duty as a police officer. During this 18-week training program, trainees work closely with experienced Field Training Officers (FTOs) to gain hands-on experience in various aspects of law enforcement, including patrolling, community engagement, emergency response, and adherence to department policies. The structured and supervised nature of this training period ensures that officers are well-prepared and equipped to meet the challenges of their responsibilities in the dynamic law enforcement environment.

Officers joining our team from another agency must also undergo our Field Training Program to familiarize themselves with our philosophy and service expectations.

## ● TRAFFIC SAFETY & MOTORCYCLE OFFICERS

The Traffic Safety Unit (TSU) is comprised of uniformed personnel and is dedicated to the meticulous investigations of traffic accidents, enforcing traffic laws, and preparing and submitting state-mandated reports. This unit plays an essential role in ensuring the smooth flow of traffic within Milpitas. Dedicated officers within the TSU contribute to public safety by addressing traffic violations, conducting educational initiatives, and actively engaging with the community to enhance awareness and compliance with traffic regulations.

## PATROL DIVISION BY THE NUMBERS



In 2023, the Milpitas Police Department received:

68,422  
Calls for Service

Most frequent citizen-driven Calls for Service in 2023 (not inc 911-hangup):

- Audible alarm
- Welfare check
- Suspicious vehicle
- Suspicious person
- Abandoned vehicle



## FIELD TRAINING BY THE NUMBERS



In 2023, 4 officers participated in the FTO program:

720  
Hours of Field Training per Officer

2880  
Total Field Training Hours

## TRAFFIC SAFETY BY THE NUMBERS



In 2023, there were:

2,621  
Traffic Moving Citations Issued

798  
Traffic Collisions Reported

1  
Fatal Traffic Collision(s)

141  
Injury-Related Traffic Collisions

155  
DUI Arrests

# FIELD SERVICES DIVISION

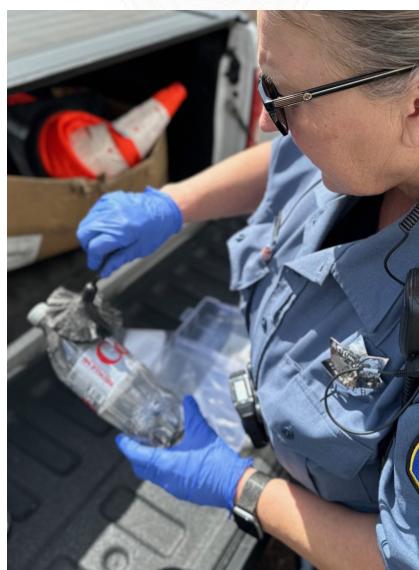
## ● K9 UNIT

Our K9 program is a specialized unit that enhances public safety. With three dedicated canine handlers covering all patrol shifts, the police canines, primarily German Shepherds and Belgian Malinois, bring a heightened level of operational excellence. These canine partners assist with tracking and apprehension, leveraging their keen senses to locate missing persons, suspects, and evidence. The continuous patrol coverage reflects our commitment to providing a secure environment and are an important asset for the well being of our Milpitas community.



## ● COMMUNITY SERVICE OFFICERS

Community Service Officers (CSOs) play an essential role within our department, primarily assisting Patrol Services by handling non-emergency calls, managing vehicle abatement and parking enforcement, and actively engaging with the community. The CSO Program, a strategic initiative to expand services, has successfully shifted non-hazardous tasks away from police officers, allowing them to focus on higher-priority items. This approach optimizes resource allocation and ensures that the community receives responsive services at a considerably lower cost compared to deploying police officers for similar tasks. The CSOs contribute significantly to community well-being by efficiently managing various responsibilities that enhance overall departmental efficiency and service delivery.



## K9 UNIT BY THE NUMBERS



In 2023, the K9 Unit were involved in:

32  
Calls for Service

251.5  
Hours of Training

0  
K9 Use of Force Incidents



## COMMUNITY SERVICE OFFICERS BY THE NUMBERS



In 2023, CSOs aided in:

22.4%\*  
Police Reports

\*This includes reports for burglary, theft from motor vehicle, stolen vehicles, fraud and vandalism

3,258  
Vehicles Marked for Tow  
(Department-Wide)

2,054  
Towed Vehicles  
(Department-Wide)

959  
Towed Vehicles  
(Completed by CSOs)

2,831  
Parking Citations

# TECHNICAL SERVICES DIVISION

## RECORDS DIVISION BY THE NUMBERS



In 2023, the Records Division was tasked with:

7,968  
Police Reports Processed

347  
Persons Processed  
for Fingerprinting

1,589  
Cases Filed with the  
District Attorney

## COMMUNICATIONS DISPATCHERS BY THE NUMBERS



In 2023, the Communications Dispatchers handled:

68,422  
Police CAD Events

23,477  
9-1-1 Calls

95.2%  
9-1-1 Calls Answered  
within 10 seconds

## POLICE EVIDENCE TECHNICIANS BY THE NUMBERS



In 2023, Police Evidence Technicians received:

6,179  
Total Number of Property  
Items Processed

69  
Total Number of Firearms  
Processed

619  
Total Number of Narcotics  
Processed \*\*

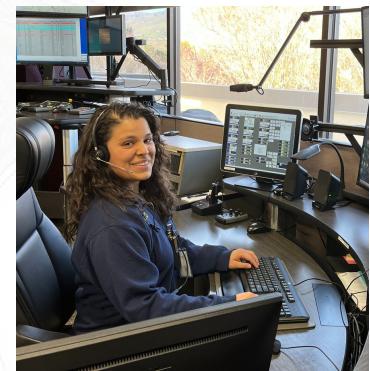
\*\*Specifies Number of Evidence Items  
Seized during investigations

## RECORDS DIVISION



The Records Division is staffed by non-sworn professional staff who provide essential support to department personnel and the citizens of Milpitas. The Records Division handles tasks such as processing police reports, filing criminal complaints, processing documents for distribution to local courthouses, and submitting crime data to the FBI's Department of Justice National Incident Based Reporting System (NIBRS). Additionally, the Records Division offers public counter service and promptly responds to report requests and inquiries from citizens and authorized entities.

## COMMUNICATIONS DISPATCHERS



Our Communications Center serves as the Public Safety Answering Point (PSAP) for accessing police, fire, and medical services within the City of Milpitas and is staffed 24-hours a day, 365 days a year, providing the highest quality of service to a population of over 80,000. The Communications Center is the lifeline connecting the community with rapid assistance, demonstrating its indispensable role in public safety and the seamless operation of the Milpitas Police Department.

## POLICE EVIDENCE TECHNICIANS



Police Evidence Technicians are dedicated to achieving meticulous property handling, storage, and documentation for all items acquired by the police, emphasizing transparency and accountability at every stage. This Division plays an essential role in safeguarding the integrity of evidence and ensuring a systematic and reliable record-keeping system. By adhering to stringent protocols, the Property Division contributes to our operations' overall efficiency and trustworthiness.

# SPECIAL OPERATIONS DIVISION

## • POLICE COMMUNITY RELATIONS (PCR) & YOUTH SERVICES

The Police Community Relations (PCR) unit is an essential link between the Milpitas Police Department and our community, holding substantial value in fostering transparency, understanding, collaboration, and education. PCR staff actively coordinates numerous community events, including initiatives such as Coffee with a Cop, National Night Out, Teen/Citizen Academies, and other engaging programs that foster positive relationships between the police and our community. PCR also oversees our School Resource Officers (SROs), who are assigned to Milpitas High School and are integral in developing a secure and supportive learning environment. SROs build positive relationships with students, educators, and parents, serving as the liaison between the police department and the school system. Their presence helps deter potential safety concerns, address behavioral issues early on, and provide valuable resources to ensure the well-being of students and the broader community.



## • CRIMINAL INVESTIGATIONS BUREAU

The Criminal Investigations Bureau (CIB) is essential in our law enforcement efforts, undertaking follow-up investigations on criminal cases referred by the Field Services Division. Comprised of one lieutenant, one sergeant, and four detectives, the CIB team handles diverse investigations ranging from missing persons and felony assaults to robberies and property crimes. Their expertise and commitment contribute significantly to resolving cases and ensuring justice, often working directly with the District Attorney's Office to maintain safety and security within our community.



### PCR & YOUTH SERVICES BY THE NUMBERS



In 2023, PCR completed:

|    |   |
|----|---|
| 29 | Community Presentations                     |
| 19 | School Mental Health Evaluations            |
| 50 | Community Outreach Events Attended          |
| 46 | Student Counseling Sessions provided by SRO |

### CRIMINAL INVESTIGATIONS BY THE NUMBERS



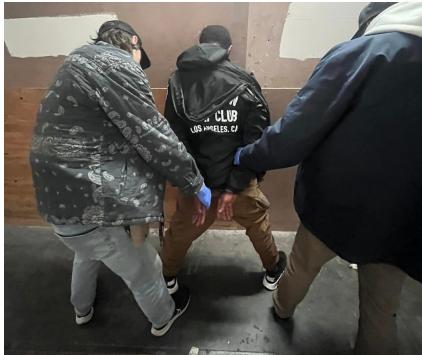
In 2023, the Criminal Investigations Bureau:

|        |  |
|--------|--|
| 2,796  | Part I Crimes Investigated                   |
| 100.0% | Homicide Case Clearance Rate                 |
| 63     | Arrests Made                                 |
| 4      | Organized Retail Crime (ORC) Operations Held |

# SPECIAL OPERATIONS DIVISION

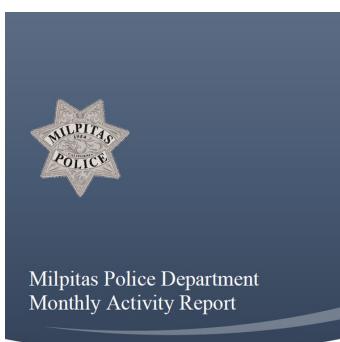
## • SPECIAL INVESTIGATIONS UNIT (SIU)

The Special Investigations Unit (SIU) also operates within the Criminal Investigations Bureau and is comprised of one sergeant and three detectives. This specialized unit plays an essential role in addressing complex cases and criminal activity, with the primary focus on narcotics, auto theft, gangs, and vice-related offenses. Their expertise and targeted approach contribute significantly to the Milpitas Police Department's efforts in combatting illicit activities. The collaboration between the Special Investigations Unit and all other detectives within the Criminal Investigations Bureau reflects the department's comprehensive strategy for addressing a broad spectrum of criminal challenges.



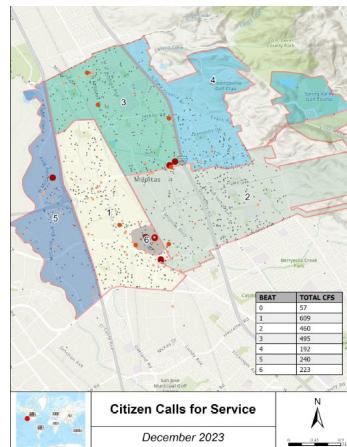
## • CRIME ANALYSIS

The Crime Analyst reviews, analyzes, and develops source documents and crime data. The analyst works to develop information from a wide variety of sources into actionable intelligence and contribute to the identification of suspects, through review of surveillance footage, cell phone analysis and social media analysis. This civilian position involves studying patterns and trends in criminal behavior, which is then forwarded to police personnel as a means of impacting crime and quality of life issues in the city, as well as to develop crime prevention programs.



Milpitas Police Department  
Monthly Activity Report

SUBMITTED BY: ANALYST S. COWAN  
JANUARY 18, 2024



## SIU BY THE NUMBERS



In 2023, the Special Investigations Unit assisted in:

59  
**Fugitive Apprehensions**

6  
**Auto Theft Arrests**

11  
**Gang Members Validated**

100.0%  
**Verification of Known  
Sex Offenders**

## CRIME ANALYSIS BY THE NUMBERS



In 2023, the Crime Analyst analyzed and created:

- Intelligence Packets for Tactical Deployments
- Strategic Planning Reports for Command Staff
- Crime Bulletins
- Advanced Heat Maps for Patrol Deployment
- Trend and Comparative Analysis Reports

# CITIZEN PROGRAMS



## NEIGHBORHOOD WATCH

The Milpitas Neighborhood Watch Program joins the Milpitas Police Department and neighborhood residents in an effort to combat crime. A police officer provides information on what is suspicious activity, when to dial 911, and what happens when you do. Officers will also teach neighborhood watch groups many other crime prevention tips. The Neighborhood Watch Program is monitored by the Police Community Relations Unit and regular meetings can be held in your neighborhood to discuss issues on home security, recognizing and reporting suspicious activity, personal safety, and problems specific to your own neighborhood. At the conclusion of 2023, the Police Community Relations Unit held 29 neighborhood meetings to address safety concerns.



## CITIZEN ACADEMY & TEEN ACADEMY

The Citizen Academy offers Milpitas residents an opportunity to examine the inner workings of our police department. This two nights a week (for six weeks) course details areas such as Community Oriented Policing, use of force, arrest and control procedures, gangs, high risk vehicle stops, arrest warrant process, police canine, police S.W.A.T., crime prevention, and other areas of interest. The Citizen Academy is offered twice a year (Spring and Fall).

The Teen Academy exposes high school students to similar topics listed above over a one-week period. In 2023, the Milpitas Police Department had 17 high school participants in the Teen Academy, but did not host a Citizens Academy.



## CITIZEN VOLUNTEER PROGRAM



The Milpitas Police Department Citizen Volunteers are adults, 21 years of age and older, who have an interest in helping their community improve the quality of life for all citizens of Milpitas. Trained volunteers will be utilized to enhance vital police programs and increase community awareness. Volunteers will not take any enforcement action, carry weapons, or make arrests. They will act as additional "eyes and ears" for the Milpitas Police Department. Our volunteers assist the Milpitas Police Department in a variety of functions. At the conclusion of 2023, the Milpitas Police Department enlisted 11 citizen volunteers, contributing 293 hours throughout the year.

# CITIZEN PROGRAMS



## ● POLICE ACTIVITY LEAGUE (PAL)

PAL is a program offering healthy, safe activities to the youth of our community as an alternative to street crime, drugs and violence. Currently, the sporting activities in PAL include: Jr. Giants Baseball, Milpitas PAL Knights Football, Milpitas PAL Softball, Soccer, Cheer and Milpitas PAL Rugby.



## ● POLICE EXPLORERS

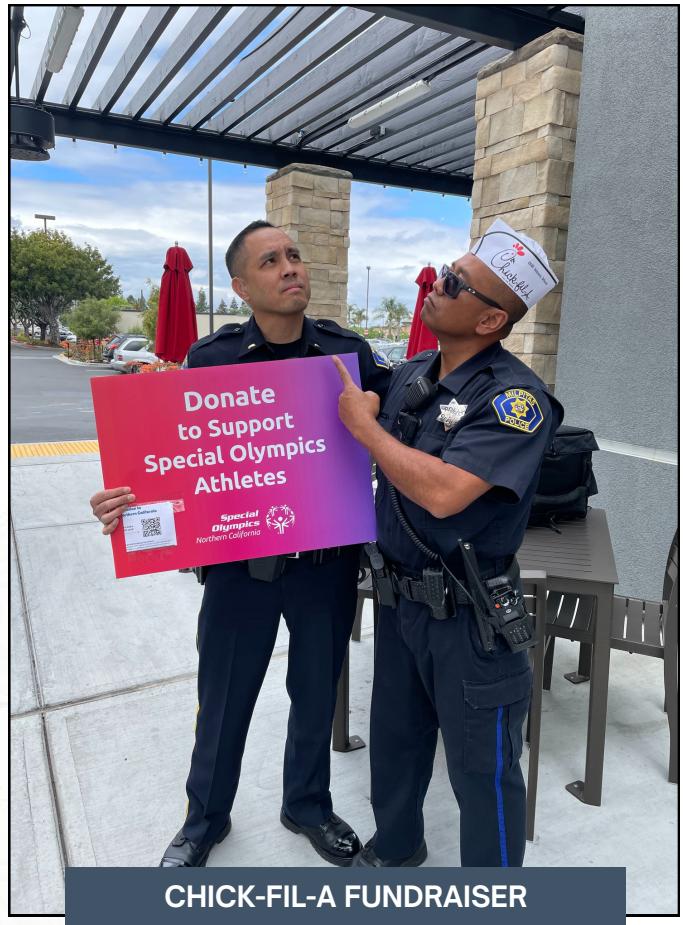
The Milpitas Police Explorer Unit is designed to provide young men and women, between the ages of 16 and 20, the opportunity to "explore" law enforcement as a possible career choice. This unit is supervised by a Police Officer and is affiliated with the Explorer Division of the Boy Scouts of America. In 2023, the Milpitas Police Department had 5 participants in the Police Explorers program, with 4 accrued volunteer hours.



# COMMUNITY CONNECTIONS



HOLI



CHICK-FIL-A FUNDRAISER



CROSSING GUARD LUNCHEON



MEMORIAL DAY

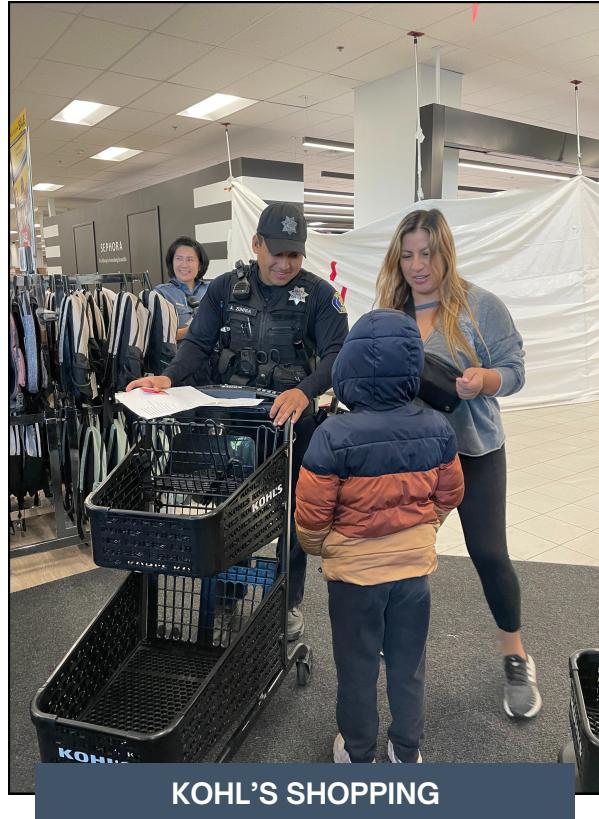
# COMMUNITY CONNECTIONS



**TORCH RUN**



**COOKIES WITH COPS**



**KOHL'S SHOPPING**



**NATIONAL NIGHT OUT**



**LIFT WITH THE COPS**

# COMMUNITY CONNECTIONS



COFFEE WITH A COP



RAKHI FESTIVAL CELEBRATION



HALLOWEEN



CRAFTING WITH THE COPS