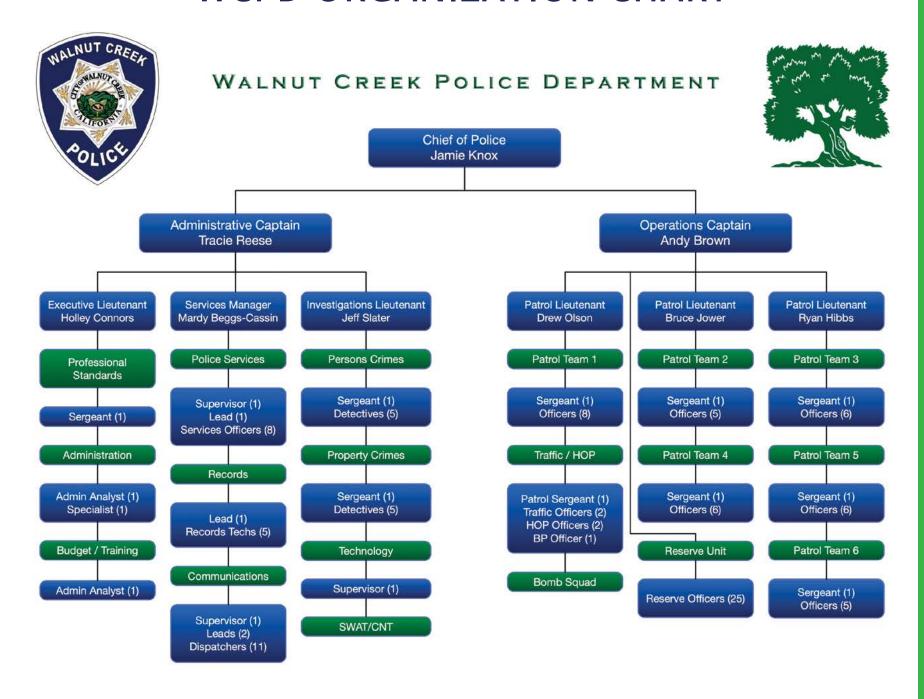


### WCPD ORGANIZATION CHART



### MESSAGE FROM CHIEF KNOX

I am proud to present the Walnut Creek Police Department's 2022 Annual Report. The women and men of your police department continue to work hard in providing remarkable police services to all who live in and visit Walnut Creek. I am confident this report highlights not only the good work accomplished in 2022, but also the talented staff responsible for it.

During 2022, we were intensely focused on reestablishing our brand of policing in Walnut Creek. Having transitioned out of a pandemic and considering the changing landscape of law enforcement across our country, we set our sights on reinvention and growth. We put considerable resources towards the training and development of staff, as well as recruiting new talent to grow our ranks. We focused training efforts on crisis intervention techniques, implicit bias, and community policing. We embraced new ideas and opportunities to grow our policing culture with an emphasis on diversity, equity, and inclusion. What I'm most proud of is that we didn't do this alone. We had the help of various community members, non-profits, faith-based institutions, our Chief's Advisory Board, and other city staff. These partnerships have had a profound effect on our connectedness to all of you and reaffirms our oath to keep you safe and maintain your trust.

Through proactive policing and persistent investigation efforts, we saw our crime rate crime drop slightly in 2022 from where we were in 2021. When looking at the past five years, our overall crime rate in 2022 is on par with average numbers. About 95% of our crime is consistently property crime. In 2022, we saw a reduction in property crime of 3% from the five-year average, but an increase in violent crime from the five-year average. While violent crime numbers average around 10 violent crimes per month, in 2022, we saw that number rise to 14 violent crimes per month. Our population during the daytime triples that of our resident population, and regional crime is still a serious issue that affects Walnut Creek.

During the last part of the year, our management team organized and attended a strategic planning workshop. Over the course of two days, we developed several strategic goals to combat crime, enhance traffic safety, strengthen community partnerships, and improve our organizational resiliency. We are still refining these goals and creating measurable actions that will make them a reality.

We strive to be a learning organization with every challenge, opportunity, and success. The men and women of the Walnut Creek Police Department have worked tirelessly in 2022 to provide safety and security for our residents, business owners, and visitors. Our commitment is to do the same in 2023 and focus on achieving our strategic goals. We will be relentless in our pursuit of progressive policing practices that are ethical, thoughtful, and serve the interests of everyone in our community. Thank you for reviewing our annual report and we look forward to serving you over this next year.



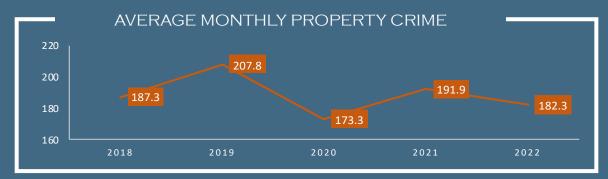
JAMIE KNOX
CHIEF OF POLICE



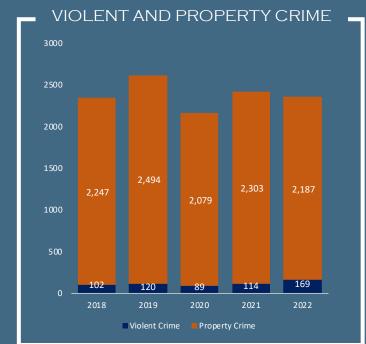
Jamie Hno /

### **CRIME STATISTICS**









### **OPERATIONS DIVISION**

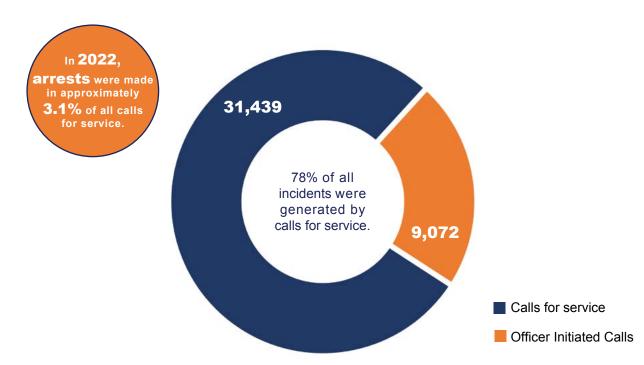
Captain Andy Brown has been with the Walnut Creek Police Department for over 18 years. Currently, he oversees the Operations Division, which includes the Patrol Bureau, the The Traffic Bureau, and the Reserve Division.

The Patrol Bureau consists of uniformed police officers responsible for achieving our mission to protect and serve the community through professional conduct and proactive enforcement of the law. The Patrol Bureau is commanded by Lieutenants Bruce Jower, Ryan Hibbs, and Drew Olson. They oversee the following assignments:

- ★ Uniformed Patrol
- ★ Traffic Bureau
- ★ Homeless Outreach Program Officers and Broadway Plaza Officer
- ★ The K-9 Unit
- ★ The Bomb Squad
- ★ The Drone Team

ANDY BROWN
POLICE CAPTAIN

#### CALLS FOR SERVICE AND OFFICER INITIATED CALLS





### PATROL BUREAU

The Patrol Bureau consists of thirty-six sworn officers who respond to emergency calls at all hours of the day and who regularly interact with the members of the community to deliver an exceptional law enforcement product. The Patrol Bureau consists of six patrol teams led by three Lieutenants or Watch Commanders and seven sergeants. In addition, the Traffic Bureau supplements the patrol teams with two motorcycle officers focused on traffic enforcement and two Homeless Outreach officers who work in conjunction with other government entities and non-profit agencies to address homelessness and quality of life concerns in Walnut Creek.

In addition, an officer assigned to the Broadway Plaza open-air shopping center supplements the Patrol Bureau by being a consistent visible presence in the downtown shopping district and by investigating crimes which occur there.



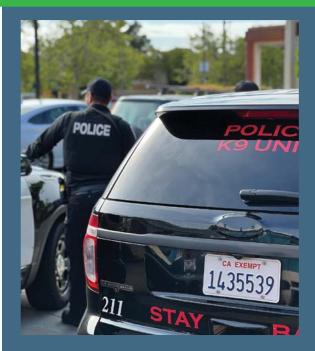


The Walnut Creek Police Department K9 Unit welcomed a new member to the team this year!

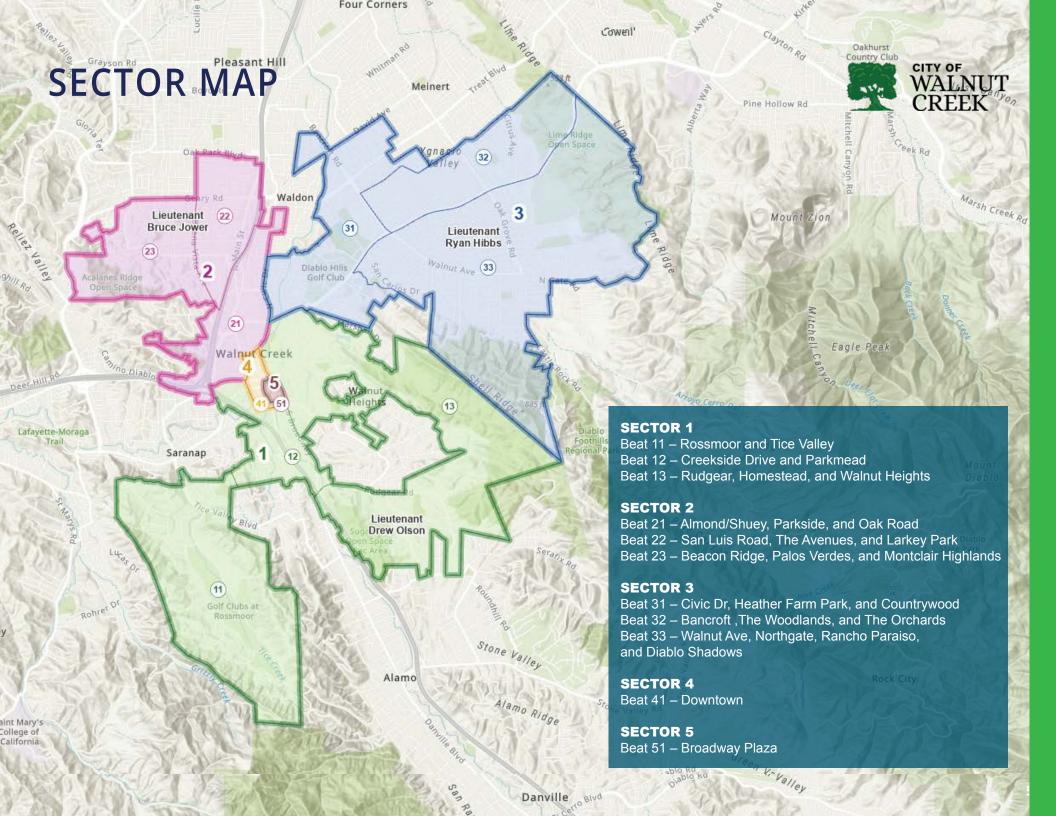
Officer Douglass was selected as a K9 handler after Corporal Villa was promoted and his partner Zeus retired. Officer Douglass helped select her new four-legged partner, Timber, a Belgian Malinois from Holland. Officer Douglass and Timber have successfully completed their initial training and are enjoying working patrol together.

Officer Douglass and Timber are joined by Officer Akers, his partner Zeke, and Officer Solorio and his partner Remus. These teams of officers put in countless hours of training to be able to provide our department and community with another tool to help safely deescalate many situations, locate missing people, and help find evidence of crimes. Our K9 teams are also an asset to our neighboring agencies and assist the Central County SWAT Team.

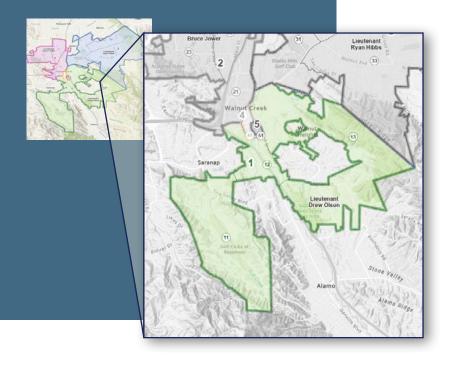
The K9 teams make appearances at community events and various demonstrations throughout the year. They continue to support our officers and are a valuable resource to the community.







### **SECTOR 1**



Sector 1 encompasses most of the southern part of the City of Walnut Creek south of Ygnacio Valley Road, west of John Muir Hospital, down to the Alamo border. It also borders the thriving downtown and has large residential areas including single family homes and mixed density residences. Sector 1 also includes Las Lomas High School, Kaiser Permanente Hospital, Shell Ridge Open Space, Civic Park, the downtown Library, and Rossmoor—the 1,800-acre, 10,000 resident gated community for residents 55 and older. Given the busy fusion of businesses and residences, the area continues to stay quite busy with calls for service.





LIEUTENANT DREW OLSON
Sector 1 Commander
(925) 256-3517
dolson@walnutcreekpd.com



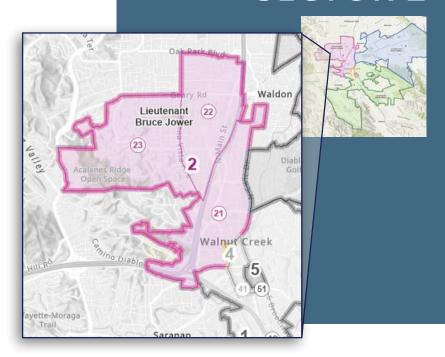
### SECTOR 2

Sector 2 stretches from Mt. Diablo Boulevard to the south, Civic Drive/Oak Road to the east, Pleasant Hill Road to the west and north to the Pleasant Hill border. This continues to be the busiest sector for calls for service and is home to all of Walnut Creek's major hotels, and many bars and restaurants.

Sector 2 provides many options to shop, dine, and play, such as Larkey Park, Lindsay Wildlife Museum, Palos Verdes Mall, and Walden Center. Surrounding this diverse environment of retail, business, and social resources are many residential neighborhoods that comprise a large portion of Walnut Creek's population.



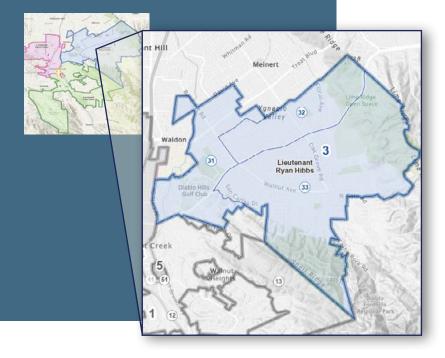






LIEUTENANT BRUCE JOWER
Sector 2 Commander
(925) 256-3582
jower@walnutcreekpd.com

### SECTOR 3



Sector 3 is Walnut Creek's largest geographic area and is made up of a variety of residential neighborhoods, schools, shopping, recreation, and the only trauma center in the county, John Muir Hospital. The sector boundaries contain everything east of Oak Road to the city limit at the top of Ygnacio Valley Road and north to the Concord border.

This region of the city also boasts Boundary Oak Golf Course and Taproom, voted Best Course in Contra Costa by Diablo Magazine in 2022. The city's largest park, Heather Farm, is in the heart of the sector and the Shadelands Sports Mall includes COPA Training Center, one of the only soccer training centers of its kind in the United States.

The Walnut Creek Police Field Office was opened at 2623 Shadelands Drive #3 in 2017. The field office allows our Sector 3 officers to write reports, access a computer and desk phone, and conduct interviews. This allows them to stay in the Valley rather than having to return to City Hall in Downtown Walnut Creek to complete these tasks.

Sector 3 provides the best of what Walnut Creek has to offer to live, work, and play!





LIEUTENANT RYAN HIBBS Sector 3 Commander (925) 256-3576 rhibbs@walnutcreekpd.com



### SECTOR 4 AND 5

Sector 4 includes City Hall, Walnut Creek Police Department, and a mix of businesses, restaurants, bars, and high-density residential areas. Strong partnerships between the sector commander, the Walnut Creek Downtown Business Association, and the Walnut Creek Homeless Task Force have fostered a more proactive approach to addressing crime-related incidents and allows for a better understanding of the issues and concerns downtown.

Sector 5 is comprised of the Broadway Plaza open-air shopping center. Broadway Plaza is owned and operated by Macerich and contains approximately 80 businesses. Walnut Creek Police Department partnered with Macerich to fund a dedicated Broadway Plaza officer in order to increase police presence, improve response time and community relationships, enhance intelligence gathering,

and improve safety for patrons. Officer Nick Smith is currently the Broadway Plaza officer and works in conjunction with other officers assigned on voluntary overtime to specifically address crime downtown and to enhance the security and safety of all who visit Walnut Creek.









**OFFICER NICK SMITH** Police Officer



LIEUTENANT DREW OLSON Sector 4 and 5 Commander (925) 256-3517 dolson@walnutcreekpd.com

### TRAFFIC BUREAU

Two motor officers and one sergeant are assigned to the Traffic Bureau to address traffic safety across the city. Officers Bettger and Brookshire, led

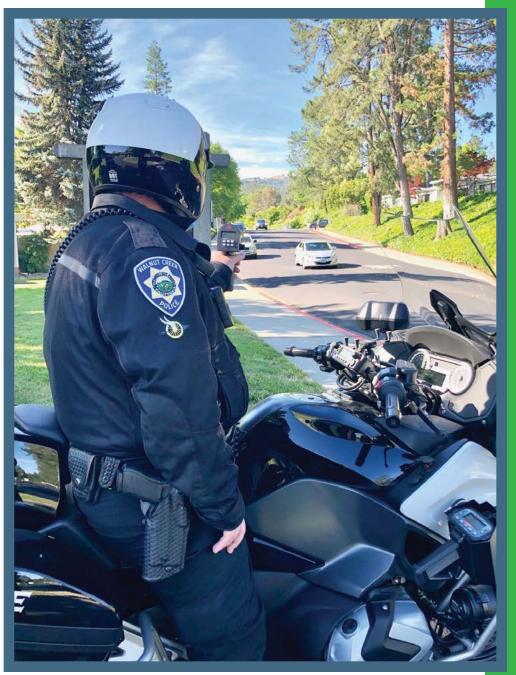
by Sergeant Silva, work diligently to respond to neighborhood concerns, educate drivers, and to investigate a wide range of collisions.

These officers are part of a regional Major Accident Investigations Team (MAIT), and make themselves available for callouts in Walnut Creek, San Ramon, Pleasant Hill, and Martinez when collisions with major injuries or fatalities occur.

The Traffic Bureau works proactively to keep the streets of Walnut Creek safe!







### HOMELESS OUTREACH PROGRAM

The Homeless Outreach Program (HOP) consists of Officer Adamson and Officer Chaney who continue collaborating with city and community organizations to have a positive impact on the issue of homelessness in Walnut Creek.

They work closely with Trinity Center and the Coordinated Outreach, Referral, and Engagement (CORE) team to link

people to services which allow them to seek housing and other vital resources.

These officers dedicate time to build relationships with homeless individuals and decrease recurring issues.

The HOP Team takes a proactive approach to developing long term solutions for all involved.

### **COUNTY CRISIS INTERVENTION TEAM**

Walnut Creek PD is proud to partner with Martinez PD and Pleasant Hill PD to form the Central County Crisis Intervention Team (CIT).

The presence of highly trained and knowledgeable police crisis intervention personnel has been shown to aid in peaceful resolutions when dealing with persons in crisis and reduce the risk of injury or loss of life to individuals experiencing crisis, police officers, and others.

Through collaborative community partnerships and intensive training, CIT improves communication, identifies mental health resources for those in crisis and ensures officer and community safety.

Officers Adamson, Chaney, and Chance may be called upon to serve all three communities by responding as a CIT specialist to events involving individuals experiencing crises.



OFFICER EDWARD CHANCE
CIT Officer



OFFICER JAKE CHANEY
CIT Officer



OFFICER MATT ADAMSON
CIT Officer

### **BOMB SQUAD**

The Walnut Creek PD is proud to have the only Bomb Squad in Contra Costa County, covering 1.1 million residents. In 2022, the WCPD Bomb Squad responded to approximately 38 callouts, which generally include suspicious packages, pipe bombs, homemade explosives, or grenades.

The Bomb Squad recently took possession of a federally funded Bomb Squad response truck which will replace their 18-year-old truck. The Bomb Squad added three new technicians who are scheduled to attend the Hazardous Devices School in Huntsville, Alabama within the next year. Once these three new members are certified, the team will be fully staffed with eight technicians.







### **DRONE TEAM**

The Walnut Creek PD Drone Team has proven to be a great resource for the police department. Drones

can and have been used as a de-escalation tool because officers can quickly obtain a bird's eye view of potentially volatile incidents and then determine how to safely approach the situation.

All members of the team have their Part 107 license from the FAA which certifies them as drone pilots. The team has been utilized so frequently that four new members were recently selected in order to add to their expertise and deployment capabilities.

The team continues to be an asset in locating suspects who are actively committing or fleeing crimes, clearing large open areas in the search for missing persons, and documenting major crime scenes with aerial photos.





## SWAT | CRISIS NEGOTIATIONS TEAM

The Walnut Creek Police Department is part of a multi-jurisdictional SWAT Team known as the Central County SWAT Team. The mission of the Central County SWAT Team is to safely resolve critical incidents. The team is composed of the following five law enforcement agencies: BART PD, Martinez PD, Pleasant Hill PD, San Ramon PD, and Walnut Creek PD. The Central County SWAT team is specifically trained and equipped to work as a coordinated team to resolve critical incidents that are hazardous, complex, or unusual. Critical incidents include, but are not limited to: hostage taking, barricaded suspects, snipers, terrorist acts, and high-risk warrant service. Each agency has a commander assigned to represent their agency and help manage the team. Walnut Creek PD Lt. Jeff Slater is our department representative and the current Swat Commander overseeing the entire team.

The Central County SWAT Team consists of a Tactical Unit, a Crisis Negotiations Team, Tactical Dispatch, and a Drone Unit. The Tactical Unit consists of an Entry Team and a Sniper Team. The role of the Entry Team includes containment, emergency action, and deliberate action during a critical incident or planned event. The role of the Sniper Team is to provide observation, intelligence, and precision marksmanship in tactical situations.

Negotiators assigned to the Crisis Negotiations Team are specifically trained in crisis negotiations, intelligence gathering, and conflict management. Negotiation is a de-escalation tactic that may be used when appropriate to resolve, or assist in resolving, a crisis situation.

Tactical Dispatch supports the team through accurate and timely documentation and communication of events during operations. All Central County SWAT Team members serve on the team as a collateral duty that is performed in addition to their regular assignment. Team members are on call 24 hours a day, seven days per week ready to respond to pre-planned operations and emergency callouts.

Central County SWAT averaged one call out a month as they responded to a total of 12 events in 2022.











### ADMINISTRATIVE DIVISION



TRACIE REESE
POLICE CAPTAIN



Captain Tracie Reese has been with the Walnut Creek Police Department for over 20 years.

Currently, she oversees the Administrative Division, which includes Support Services, Professional Standards Unit, Administrative Unit, and the Investigations Bureau.

#### LIEUTENANT JEFF SLATER

**Investigations Bureau Commander** 



- ★ Crimes Against Property
- Crimes Against Persons
- ★ Crime Analysis
- ★ Technology
- ★ SWAT/CNT

#### LIEUTENANT HOLLEY CONNORS

Professional Standards Unit Commander



- ★ Personnel and Training
- ★ Policy Management
- ★ Public Information Officer
- ★ Recruitment and Hiring
- ★ Social Media

POLICE MANAGER MARDY BEGGS-CASSIN

Support Services Manager



- **★** Communications
- **★** Records
- ★ Police Services
- ★ Property and Evidence

### **INVESTIGATIONS BUREAU**

The Walnut Creek Police Department Crime and Intelligence Analyst is continually gathering, organizing, and analyzing data in order to identify trends in criminal activity, developing tactics to address emerging crime trends, and striving to identify suspects through various intelligence resources quickly and efficiently.

Additionally, by staying involved in a network of other local analysts, the department is constantly on the pulse of crime occurring in the region and has a behind the scenes network of individuals who have a goal of interpreting criminal patterns, suspect identification and apprehension, and crime prevention.

The Walnut Creek Police Investigations Bureau is comprised of one Lieutenant, two Sergeants, one Corporal, nine Detectives and a Crime and Intelligence Analyst. The Bureau is divided into two sections: Crimes against Persons and Property Crimes. Detectives are the investigative link between Walnut Creek PD and the Contra Costa County District Attorney's office.

In 2021, the Investigations Bureau authored over 150 warrants for various investigations that lead to the seizure of evidence for prosecution. One detective is assigned to the FBI East Bay Safe Streets Task Force which pursues violent gangs through sustained proactive cooperation and communication among federal, state, and local law enforcement agencies.



LAUREN GEHRING
Crime and Intelligence Analyst



### COMMUNICATIONS

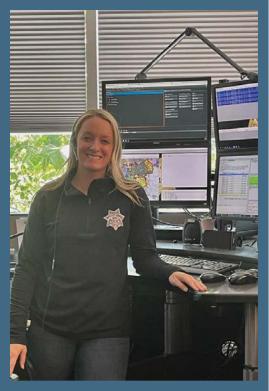
Our Communications Center is often the first point of contact for those in need of public safety services and our dispatchers are true first responders.

Our team of dedicated dispatchers are masters of multitasking and navigate over 20 software programs, multiple phone lines, and emergency radio traffic.

This is all while being professional and compassionate in providing assistance to the community. In 2022, we welcomed new lateral dispatchers to the team, and we were able to restaff our Tactical Dispatch Unit.

In 2022, our Communications Center processed 97,644 phone calls and 99.4% of 911 calls were answered in less than 15 seconds, which exceeds national standards. An Online Reporting Direct Connect feature was implemented in the center to make online reporting easier.







### **RECORDS**

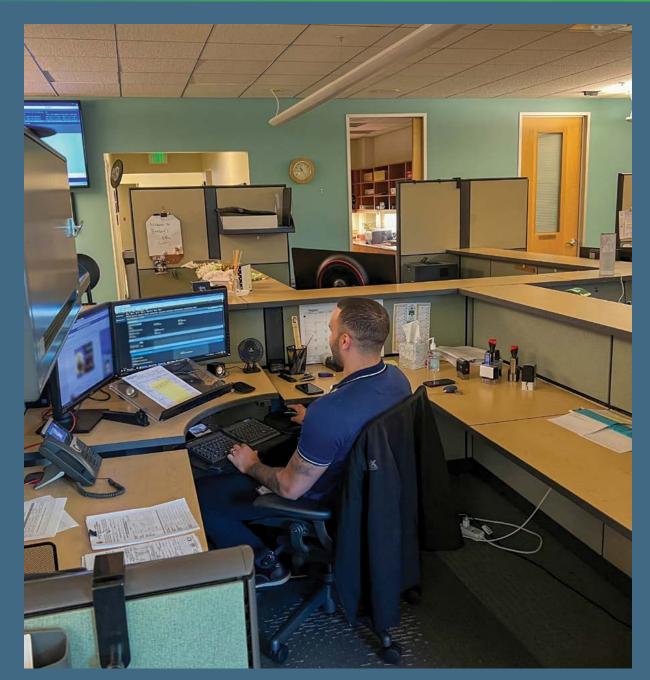
In 2022, the Records Bureau processed 6,287 crime and accident reports, 1,230 records releases, and 1,074 criminal cases filed with the District Attorney's Office.

The Division's Police Records Technicians perform specialized technical duties in the preparation and maintenance of a wide variety of police records, reports, and materials, including arrest reports, warrants, citations, crime and traffic reports, and vehicle storage.

They ensure that record releases are handled in accordance with all applicable laws.

The Walnut Creek Police Department transitioned to the federally required National Incident Based Reporting System (NIBRS) in July 2022.

NIBRS is capable of producing more detailed, accurate, and meaningful data because data is collected about when and where crime takes place, what form it takes, and the characteristics of its victims and perpetrators.



### **PROPERTY & EVIDENCE**

The Property & Evidence (P&E) Unit is responsible for maintaining the chain of custody and integrity of every piece of property brought into the Police Department, including what is booked in as evidence, stolen and recovered property, found property, as well as property booked for safekeeping. The Property & Evidence Unit is managed by Property and Evidence Technician II, Shamekia Riley.

The primary duties of the P&E Technician are to receive, catalog, safely store, dispense, destroy and release property/evidence to its rightful owner, for court presentation and/or for destruction or auction. In 2022 our P&E unit processed a total of 2626 items that were submitted and purged 2216 items. Of those items submitted, 81 were firearms.





### **POLICE SERVICES OFFICERS**

Our Police Services Officers (PSOs) are regularly spotted on our downtown streets and throughout our residential areas addressing parking concerns and other police issues in their three-wheeled scooters or the PSO truck. The team is comprised of nine PSOs and one supervisor, and typically issues thousands of citations and uncounted verbal warnings each year, striving to maximize our limited parking resources. As part of our Patrol PSO program, one PSO is assigned to respond to calls for minor crimes with no known leads in order to free up officers to respond to emergencies.

While parking enforcement is a huge part of their job, they do countless other Law Enforcement services for the department and our community, including traffic control, found and lost property reports, deployment of radar trailers and decoy vehicles, towing vehicles, stolen vehicle recovery and reporting, crime scene investigations, abandoned vehicle tracking and removal, vehicle releases, Front Counter reception, and citation signoffs. They are an integral part of our patrol mission!





### PEER SUPPORT TEAM

The Walnut Creek Police Department boasts a robust and active Peer Support Team (PST), whose function is to provide a confidential venue for professional and sworn staff to healthily process stress derived on the job or in their personal lives resulting from cumulative issues or traumatic incidents.

The PST receives continual training on current trends that affect the resilience of our employees and plays a big role in critical incident stress debriefings. WCPD's Peer Support Team partners with the Psychological Services Group, led by Beth Dansie, which provides confidential and privileged clinical services along with training. The PST is currently comprised of 10 full-time officers, one part-time reserve officer, two police services officers, and two professional staff members and is led by Sergeant Dustin Brookshire.

There are many resources available to peers, and also to the general public. The 988 Suicide and Crisis Lifeline – previously known as the National Suicide Prevention Lifeline – is a national network of more than 200 crisis centers that helps thousands of people overcome crisis situations every day. These centers are supported by local and state sources as well as the Department of Health and Human Services' Substance Abuse and Mental Health Services Administration (SAMHSA). As of July 16, 2022, all calls and text messages to "988" route to a 988 Suicide and Crisis Lifeline call center.



**DUSTIN BROOKSHIRE**Peer Support Team Sergeant





### **RESERVES**

The Walnut Creek Police Department Reserve Division is one of the largest and best trained police reserve units in California, with twenty-six active sworn Reserve Officers. This all-volunteer unit is comprised of a mix of business professionals, trades workers, scientists, airplane pilots, and even City of Walnut Creek employees. In order to gain the skills necessary to qualify as a Reserve officer, all candidates are required to complete a State Reserve Peace Officer Academy and successfully pass a field training program.

Reserve officers commit to volunteering a minimum of sixteen hours per month to the Department. In 2022, Reserves were called upon to assist the Department on patrol and during special operations, festivals, high school football games, concerts, and dignitary protection assignments. They contributed approximately 3,000 hours throughout the year.

The Department is extremely proud of the dedicated members of this group and thank them for donating their time to help make the community safer and a better place to live, work, and play.



CHRIS FLATH
RESERVE CAPTAIN















### **VOLUNTEERS**

The Volunteers in Police Services (VIPS) are one of WCPD's most valued assets. They are members of the community who volunteered about 900 hours of their time in 2022 to support all aspects of the police department. VIPS assists our Records Division in processing, scanning, and filing all important case documents for the officers.

At our front counter they greet the public daily, giving out information and directions for all City Hall business. Members of VIPS provide registration assistance at training and special events, help out with the massage permitting process, along with many other duties in support of the important work that our professional staff and officers accomplish each day.



**RALPH ATKINS** 



**JILL WILK** 



**JERRY HOLCOMBE** 



**SALLY HOLCOMBE** 

### CHIEF'S ADVISORY BOARD



The Chief's Community Advisory Board (CAB) was established under the direction of the Chief of Police and is comprised of 10-15 stakeholders, featuring a diverse cross-section of active community members throughout the City of Walnut Creek. The Board was created to act as a resource for the Chief in the formation of strategies, development of community policing concepts, increasing public awareness, furthering engagement and transparency efforts, and identifying best practices. The Board meets monthly and focuses on contemporary challenges that impact the community and its Police Department.

In 2022, the CAB provided valuable input to the Chief on a variety of topics. The Board's feedback included topics such as proposed policy revisions, mental health response, crime trends, homelessness, and our new vehicle graphics. They also participated in helping to interview officers for our new corporal program and in our promotional process for sergeant. CAB members also help with recruitment and screening of new Board members, as the term of service lasts for two years.



## NEW EMPLOYEES | WELCOME











**Nicole Cook** 













# RETIREMENTS | THANK YOU















# THANK YOU TO OUR COMMUNITY!







### **ACKNOWLEDGMENTS**

#### WE WOULD LIKE TO THANK THE FOLLOWING FOR THEIR SUPPORT IN 2022:

OUR CITY COUNCIL

MAYOR MATT FRANCOIS

MAYOR PRO TEM CINDY SILVA

COUNCILMEMBER LOELLA HASKEW

COUNCILMEMBER KEVIN WILK

COUNCILMEMBER CINDY DARLING

OUR EXECUTIVE TEAM
CITY MANAGER DAN BUCKSHI
ASSISTANT CITY MANAGER TERI KILLGORE
CITY ATTORNEY STEVE MATTAS
DIRECTOR OF PUBLIC WORKS HEATHER BALLENGER
DIRECTOR OF COMMUNITY DEVELOPMENT ERIKA VANDENBRANDE
DIRECTOR OF ADMINISTRATIVE SERVICES KIRSTEN LACASSE
DIRECTOR OF ARTS AND RECREATION KEVIN SAFINE
DIRECTOR OF COMMUNICATIONS AND OUTREACH BETSY BURKHART
CITY CLERK SUZIE MARTINEZ





AMAZING TEAM!

Walnut Creek Police Departmen



Valnut Creek, CA 94596 www.walnutcreekpd.com