

Courage ~ Integrity ~ Esprit de Corps ~ Professionalism ~ Accountability ~ Compassion ~ Safety ~ Justice



2023 Annual Report

~Serve with Purpose ~ Relentlessly Pursue Criminal Behavior ~
~Proactively Foster Positive Relationships~



MOUNTED PATROL

SRO OFFICER MORGAN SEARS

DETECTIVE MELISSA WHITE

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Chief of Police
Rick Hillman

Message from the Chief

As your Chief of Police, I am proud to present the Folsom Police Department 2023 Annual Report, which highlights the achievements and accomplishments of the sworn officers, professional staff members, and volunteers who tirelessly serve our community.

Some of the information in this report will be troubling to read, while other portions will be inspiring. As an agency, we have always had a transparent relationship with the community, and this report is one of many tools we use to continue and strengthen that practice.

Certain crime categories increased drastically this past year. One of those categories is organized retail theft, referencing large-scale theft of retail merchandise with the intent to resell the items for financial gain. In 2023, there was a 400% increase from 2022 in organized retail theft charges. This type of theft is carried out by organized, criminal, rings that steal substantial quantities of goods from various types and sizes of businesses, intending to sell them later. Unlike typical shoplifters who might steal small amounts for personal use, these criminal groups operate out of greed. They often skirt the law and may even employ violence to maximize their gains. Our Problem Oriented Policing Team is focusing on this crime trend.

Another trend we experienced in 2023, was fentanyl use. Sadly, overdoses and deaths from fentanyl plagued our community. As a first for Sacramento County, the Folsom Police Department relentlessly pursued criminals who sold fentanyl to someone who had overdosed and died. With the support of the Sacramento County District Attorney's Office, our detectives arrested and sought murder charges against four individuals who sold fentanyl, resulting in death.

In 2023, we welcomed our first therapy canine to our K9 staff. Officer Morgan Sears, assigned as a School Resource Officer, purchased and trained her dog Liberty as a therapy canine and pitched the program to the FPD Administration and the Folsom Cordova School District. The program has been a great success. Therapy dogs are crucial in many law enforcement interactions, especially with children. They are shown to lower anxiety, improve overall mood, and provide a comforting presence. The Folsom Police Foundation provided the funding for this project.

As Chief of Police, I am committed to finding innovative ways to better serve our ever changing community. Providing my staff with new training, proper equipment, as well as programs to support their physical and mental well-being, supports this commitment we all made to the Folsom Community. I am proud to work alongside the dedicated members of your Folsom Police Department and am honored to present our 2023 Annual Report.

Command Staff



**Commander
Andrew Bates
Administrative Bureau**



**Commander
Brian Lockhart
Operations Bureau**



**Lieutenant
Louis Wright
Administrative Division**



**Lieutenant
David Canepa
Investigations Division**



**Lieutenant
Chris Emery
Neighborhood Services
Division**



**Lieutenant
Jacob Verhalen
Patrol Division**



**Lieutenant
Aaron Zelaya
Patrol Division**

Administration Bureau

Operations Bureau

Operations Bureau

PATROL DIVISION

NEIGHBORHOOD
SERVICES
DIVISION



The Operations Bureau consists of a bureau commander who oversees two divisions, the Neighborhood Services Division and the Patrol Division. The divisions are managed by three lieutenants, supervised by eight sergeants and five corporals, and staffed by forty-two police officers, two community service officers, and police cadets. These men and women provide the initial response to requests for law enforcement assistance from the community and provide a visible, uniformed presence thus increasing the safety and security of residents, businesses, and visitors. Included in the forty-two patrol officers are five police K9 handlers and their service dogs trained in explosive detection, drug detection, and protection.

Patrol Division

Serving as the backbone of everything the Folsom Police Department does, the Patrol Division is comprised of thirty police officers, two community service officers, five corporals, six sergeants, and two lieutenants. These dedicated men and women work 24/7/365 to provide coverage for the 5 beats that cover the City.

The Folsom Police Department welcomed 9 new patrol officers in 2023. While some of these new officers came to the Department as lateral transfers from other law enforcement partner agencies, the rest of the officers were recent academy graduates. As part of the on-boarding process in becoming a permanent Folsom police officer, each new hire is required to undergo, and pass, a thorough and rigorous training program designed to uphold the Department's high standards and a level of service that has set the Folsom Police Department apart.

In furtherance of the Department's mission to relentlessly pursue criminal behavior, the Patrol Division employed several technological advancements throughout the year. This included the addition of twelve new automated license plate readers (ALPR's) that were installed and put in service in and around the City. These new ALPR's added to the existing devices. Patrol officers also deployed GPS trackers as part of the bait program designed to keep thieves on their toes, while catching them in the act of stealing property.

Always at the forefront, as a public safety officer, is doing what we can to save lives. Folsom patrol officers responded to over 75 overdose-related calls for service in 2023. During several of these incidents, officers administered lifesaving doses of Narcan to these subjects. In doing so, these heroic officers saved the lives of countless individuals.

44,050

Total Incidents

16,533

Officer Initiated Incidents

1,385

Total Arrests

Field Training Program (FTP)

Field training introduces a newly assigned officer (trainees) to the personnel, procedures and policies of the Folsom Police Department and provides the initial formal and informal training specific to the department and the day-to-day duties of its officers. This year, the FTP has trained a total of nine new officers. Currently, there are three trainees in the program. Trainees are assigned a Field Training Officer (FTO) for each phase of training. The FTO is an experienced officer selected and trained to conduct this type of training. This year, we have added three new officers as FTOs.



Fleet Management

Managing the fleet of the Folsom Police Department has been challenging over the past several years. From supply chain issues that began with COVID-19 to the ever-increasing costs of vehicles and equipment. 2023 saw the purchase of one motorcycle, the addition of a second Animal Services pickup truck, three marked patrol vehicles, two unmarked vehicles for use by Investigations, and the purchase of our first electric vehicles. A Tesla Model 3 was added to be used by our Community Service Officers, and a Tesla Model Y is being outfitted for patrol officers that is complete with emergency lights and siren. The Folsom Police Department is the first law enforcement department in Northern California to test the feasibility of Teslas for police work. As we move into 2024 and beyond, the Folsom Police Department hopes to continue more innovative approaches to policing.



Community Event

Officer Jones and K9 Dex

Neighborhood Services Division

The Neighborhood Services Division (NSD) is the community outreach arm of the Folsom Police Department. This division is managed by one lieutenant, supervised by two sergeants, staffed by eleven officers, two animal control officers and a mental health professional.

Traffic Unit

POP Team

Problem Oriented Policing

MCST

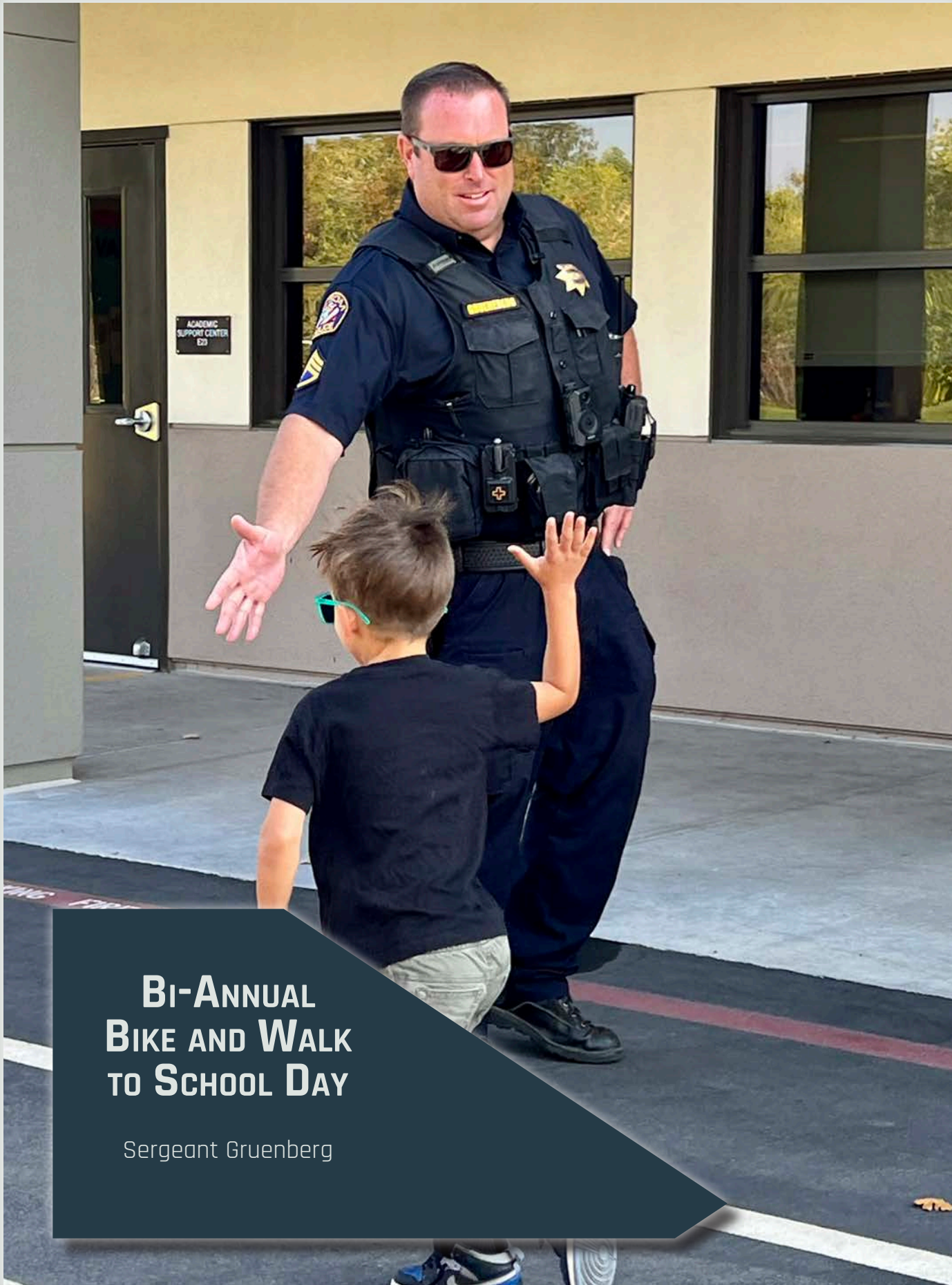
Mobile Crisis Support Team

ASU

Animal Services Unit

Youth Services Unit

SRO, Cadets, Explorers



**BI-ANNUAL
BIKE AND WALK
TO SCHOOL DAY**

Sergeant Gruenberg

Problem Oriented Policing Team

Formerly, Community Crime Suppression Unit

In 2023, the Community Crime Suppression Unit (CCSU) changed its name to the Problem Oriented Policing (POP) team. Although the team's name has changed, their mission has not. The team is designed to address quality-of-life issues and suppress emerging crime trends.

The design of the Problem Oriented Policing Team is to be a proactive extension of our patrol division. By collaborating with our crime analyst and analyzing crime data, personnel assigned will develop strategies and tactics to prevent crime in our city. Through active community engagement and partnerships with key representatives, they act to reduce overall crime rates.

In response to a drastic increase in Organized Retail Theft (ORT), the team, comprised of two police officers and a sergeant, began proactively focusing on these crimes happening within our city. They implemented high-visibility enforcement efforts in and around retail establishments and collaborated with the Traffic Unit and Investigations Division to conduct proactive stings and warrant services as needed. Their efforts resulted in several arrests and thousands of dollars of recovered merchandise.

3541

Unhoused Related
Contacts

65

Illegal Camps
Abated

10

Tobacco Enforcement
Operations

5

Organized Retail
Theft Operations

Organized Retail Theft Crime Reports



Traffic Unit

The Folsom Police Department's Traffic Unit is a vital unit focused on ensuring road safety and managing traffic flow within the City. Comprised of skilled officers trained in traffic enforcement and accident investigation techniques, this unit plays a crucial role in reducing traffic collisions, enforcing traffic laws, and educating the public on safe driving practices. Equipped with specialized tools such as police motorcycles, and LIDAR speed measuring devices, the Traffic Unit works diligently to enforce speed limits, deter impaired driving, and address other traffic-related violations to enhance public safety on Folsom's roadways.

In addition to enforcement efforts, the Traffic Unit collaborates with other city departments and community organizations to implement traffic safety initiatives and programs. These initiatives may include conducting traffic safety campaigns, organizing educational workshops, and participating in community events to raise awareness about the importance of responsible driving behaviors. Through proactive enforcement and community engagement, the Folsom Police Department's Traffic Unit strives to create a safer environment for motorists, pedestrians, and cyclists alike, contributing to the overall well-being and quality of life in the Folsom community.

5111
Traffic Citations

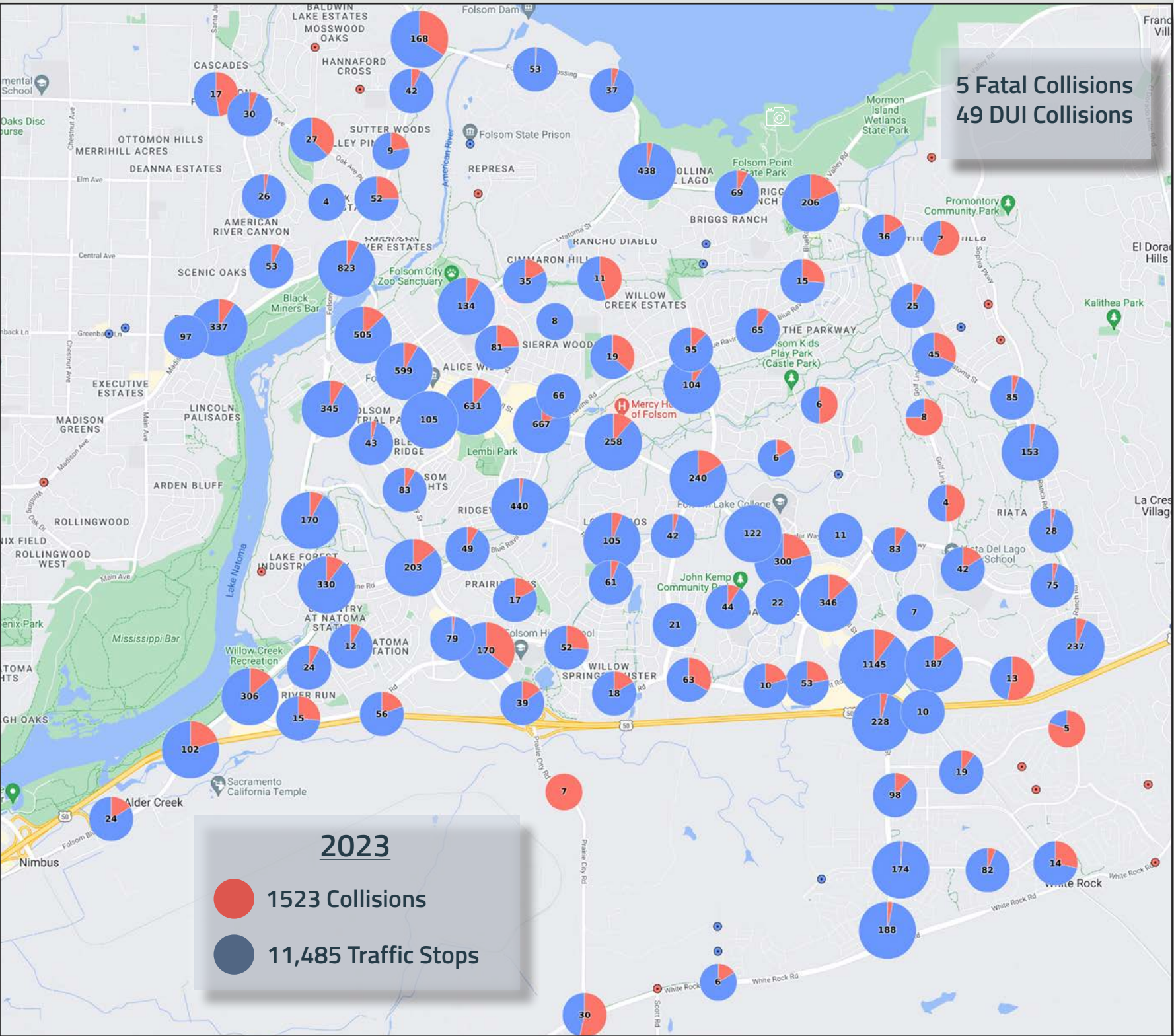
12
Major Injury Collision Investigations

22
Focused Enforcements

E-Scooter Safety Campaign

Distracted Driving Campaign

Stop for the School Bus Campaign



Collision Fatalities
 Last year, the City of Folsom experienced 5 fatalities. Of these fatalities, two involved motorcyclists, two involved bicyclists and one involved a pedestrian. All five of these fatalities were the result of a failure to yield to the other party. April is Distracted Driving Awareness Month to remind us to pay better attention to those traveling around us. These fatalities could have been prevented if all parties were more aware of their surroundings which would have given them an opportunity to stop.

Animal Services Unit

The Folsom Police Department's Animal Services Unit is dedicated to promoting the welfare and safety of both residents and animals within the City of Folsom. Comprised of two trained animal control officers, this unit operates seven days a week and handles a wide range of responsibilities related to animal welfare. These responsibilities include enforcing local animal ordinances, responding to animal-related complaints, and conducting investigations into cases of animal cruelty or neglect. The Animal Control Officers work to ensure that all animals in Folsom are treated humanely and responsibly.

In addition to enforcement duties, the Animal Services Unit also plays a crucial role in public education and outreach regarding responsible pet ownership and wildlife management. They conduct community workshops, distribute informational material, and collaborate with local animal welfare organizations to provide resources and support to residents. Through their efforts, the Folsom Police Department's Animal Control Unit strives to create a harmonious coexistence between humans and animals while safeguarding the health, safety, and well-being of both.



2094

ANIMAL RELATED
CALLS FOR
SERVICE

31

PETS
REUNITED

New ACO Officer
Janet Bradley



YOUTH SERVICES UNIT



SRO

The School Resource Officer (SRO) program is a vital partnership between law enforcement and the educational system aimed at promoting safety, fostering positive relationships, and providing support within schools. SROs are sworn law enforcement officers specially trained to work within school environments, where they serve as liaisons between the police department, school administration, students, and parents. These officers not only ensure the physical security of the school premises but also actively engage with students through presentations, mentoring, and counseling sessions, fostering trust and open communication. Additionally, SROs collaborate with school staff to address issues such as bullying, substance abuse, and conflict resolution, helping to create a safe and supportive learning environment. Through their proactive approach and commitment to building strong community ties, the Folsom Police Department's School Resource Officers play a crucial role in promoting student success and well-being while enhancing overall campus safety.



Meet Liberty! The School Resource Officers gained another resource to better reach the community and students they serve. Liberty is a 2 year old Pembroke Welsh Corgi who is assigned to Officer Sears. Liberty is a certified therapy dog and specializes in working with kids, victims, and whoever needs her help. She conducts safety presentations for elementary schools, sits with victims and greets all the employees at the Police Department. When she isn't at work, she enjoys playing fetch and being a service dog in training. Liberty also attends many community events throughout the year for you to meet her in person!

CADETS

The Cadet Program is a structured initiative designed to provide young adults aged 18 to 25 with an immersive experience in law enforcement. This program offers participants the opportunity to gain practical knowledge and skills through hands-on training, and mentorship from seasoned police officers. Cadets undergo rigorous training in areas such as crime scene investigation, emergency response procedures, and community policing strategies. They also assist patrol officers with administrative tasks, taking cold reports, traffic control at special events, to gain valuable insight into the daily operations of law enforcement agencies. The Cadet Program serves as a stepping stone for individuals interested in pursuing careers in law enforcement, providing them with valuable experience and a foundation for future success in the field.

EXPLORERS

The Explorer Program is a dynamic initiative designed to engage young adults aged 14 to 20 in law enforcement activities and community service. This program offers participants a hands-on opportunity to learn about various aspects of police work while fostering leadership skills and promoting civic responsibility. Explorers receive training in areas such as patrol procedures, traffic control, and criminal investigations. This is under the guidance of experienced law enforcement officers. Additionally, they actively participate in community events and assist with crowd control. Through this program, the Folsom Police Department aims to cultivate a positive relationship between youth and law enforcement, while also preparing young adults for potential careers in the field of criminal justice.



LAKE NATOMA

MCST

The Mobile Crisis Support Team (MCST) is a specialized unit designed to provide immediate assistance and intervention during a mental health crisis and other non-violent emergencies. Comprised of specially trained officers and a mental health professional, this team aims to de-escalate situations, offer support, and connect individuals in crisis with appropriate resources and services. Our team is comprised of various officers who are partnered with a clinician. The law enforcement officer helps ensure the safety of the scene, while our mental health professional assesses the situation and provides counseling or referrals for ongoing care. By integrating mental health expertise with law enforcement capabilities, these teams offer a more holistic approach to handling crises, focusing on the well-being and recovery of individuals while minimizing the need for unnecessary arrests or hospitalizations.

The main goal of a police mobile crisis support team is to provide a compassionate and effective response to individuals experiencing mental health crises, substance abuse issues, or other non-violent emergencies. Dispatching this specialized unit to the scene helps reduce the reliance on traditional law enforcement methods, which may not always be the most appropriate or effective response to situations involving



mental health issues. By fostering collaboration between law enforcement and mental health professionals, the MCST helps bridge the gap between the criminal justice system and mental health services, promoting a more integrated and supportive approach to public safety and well-being.

493
Calls for Service

74
Referrals for Services

Administration Bureau

INVESTIGATIONS DIVISION

ADMINISTRATIVE DIVISION

The Administration Bureau consists of a bureau commander who oversees two divisions, the Investigations Division and the Administration Division. The divisions are managed by two lieutenants and supervised by four sergeants. The Communications Center employs three dispatch supervisors and twelve dispatchers. The Crime Analysis Unit consists of one full-time crime analyst, a part-time crime analyst and a crime analyst assistant. The Records Unit is run by a Records Supervisor and four records clerks. The Property and Evidence Unit is staffed with two Community Service Officers. These units run in support of each other, reviewing, analyzing and investigating crime reports and processing any evidence resulting from these crimes.



Investigations Division

The Folsom Police Department Criminal Investigations Division (CID) is tasked with the investigative follow-up of criminal complaints initiated by patrol officers as well as identifying crime patterns and conducting proactive investigations targeting criminal activity. The division is comprised of several smaller units: Crimes Against Persons Unit, Property Crimes Unit, Records Unit, Property and Evidence Unit, Special Investigations Unit, the Crime Analysis Unit and Citizens Assisting Public Safety (CAPS). In addition to the specialized units, the division also assigns investigators to internet crimes against children. Investigators serve as department ambassadors in partnering with local, state, and federal agencies.

GENERAL INVESTIGATIONS

SPECIAL INVESTIGATIONS

CRIME ANALYSIS UNIT

RECORDS

PROPERTY AND EVIDENCE

C.A.P.S





General Investigations

General Investigations is comprised of one detective sergeant and five detectives. Two detectives specialize in crimes against persons to include felony assaults, domestic violence, and sex assaults. The other two detectives specialize in property crimes to include organized retail theft, fraud, embezzlement, arson, and vehicle theft. The remaining detective on the team is our in-house high tech and cyber forensics expert. This detective is part of the regional Sacramento Valley Hi-Tech Crimes Task Force. Having a detective on this task force provides us with multiple resources to include training and equipment as it relates to technology and internet crimes that exploit children. Homicide and suspicious death investigations have demanding aspects that require a lot of time and expertise. These investigations are typically handled as a team after being assigned to a specific detective in charge. In addition, General Investigations handles all internet crimes against children (ICAC) investigations that are tragically, rising in occurrence.

82
SUSPECTS
ARRESTED

227
CASES
ASSIGNED

220
CASES
CLEARED

FINANCIAL CRIMES

Fraud, theft, and embezzlement have been taking a toll on our society. In 2023, there was a 91% increase in fraud related cases. One of the many investigations deserving notice this year was an embezzlement case. The suspect embezzled more than \$700,000 from his employer, a local business in Folsom. After numerous interviews, search warrants and a comprehensive financial and forensic analysis an arrest was made. The suspect was charged with grand theft, embezzlement and tax evasion with additional charges being filed federally.

Special Investigations Unit

The Special Investigations Unit (SIU) consists of three detectives and a sergeant, specializing in addressing narcotics sales/transportation, gang/parole/probation enforcement, and fugitive apprehension. With narcotics sales as their primary focus, SIU apprehended 13 narcotic dealers in along with 18 firearms seized in conjunction with these operations.



DRUG ENFORCEMENT : FENTANYL

In 2023, there was a staggering 70% increase in fentanyl-related overdose fatalities in Sacramento County, yet accountability for what some considered a "victimless" offense remained elusive. Faced with this grim reality, the Special Investigations Unit (SIU) recognized the urgent need to confront the epidemic head-on. They embarked on investigations into deaths linked to fentanyl overdoses within Folsom, reclassifying them as homicides.

Upon determining that an individual succumbed to a fentanyl overdose, SIU detectives promptly initiated efforts to trace the source of the lethal narcotic. Leveraging the same channels through which victims interacted with their suppliers, detectives engaged these narcotics dealers in conversation, emphasizing the dire consequences of their deadly product. Subsequently, detectives orchestrated opportunities to confront these dealers while they were in possession of the same lethal drug implicated in the deaths.

In a landmark move for Sacramento County law enforcement, the Folsom Police Department achieved a significant milestone in 2023 by becoming the first agency to bring homicide charges against three distinct drug dealers directly implicated in the deaths of their customers. In collaboration with the District Attorney's Office, these individuals will be held accountable for their role in the tragic loss of lives.

Thus far, the team has conducted four investigations resulting in murder or manslaughter charges filed against fentanyl dealers. These inquiries marked the initial instances of homicides filed in Sacramento County arising from the apprehension of a drug supplier.

Crime Analysis Unit

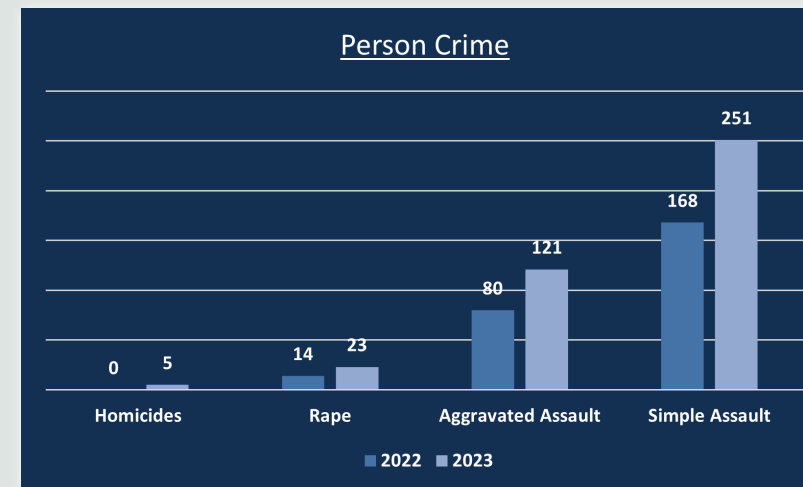
The Crime Analysis Unit consists of one full-time crime analyst and, a recently added, part-time crime analyst. They are tasked with monitoring crime trends, sharing information with other agencies, investigative support and providing strategic analysis and statistics to command staff.

This unit also recruits crime analysts, in-training, from the Crime Analysis Certificate Program at Cal State Sacramento. As part of the certificate program, students are required to volunteer 400 hours with a law enforcement agency under the tutelage of a crime analyst. Our crime analyst interns are trained in crime analysis, investigative support and strategic analysis. They attend intelligence sharing meetings and are encouraged to attend other law enforcement trainings by other entities. Another part of this internship program is mentorship. The intern is guided in the job search process by assisting with resume development and a mock oral interview to prepare them for the law enforcement interview process. Our interns, in return, allow the Crime Analyst Unit to complete large and time consuming analysis requests and to devote time to other crime analysis related programs.

Other responsibilities and activities of the CAU:

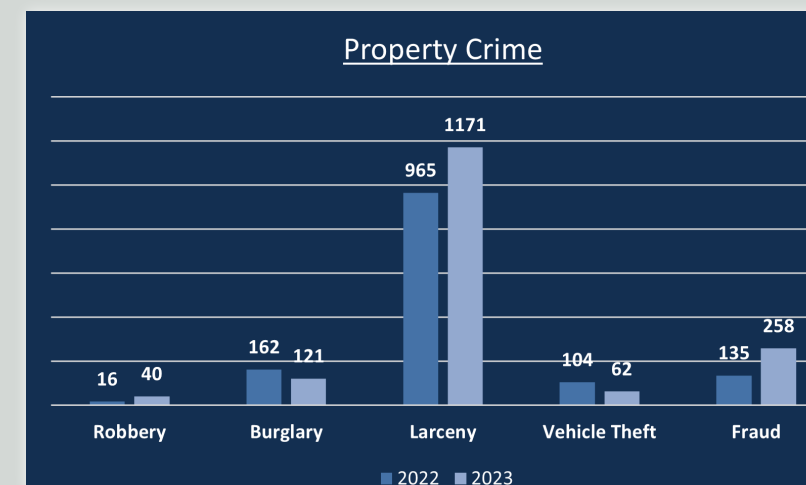
- They process suspected child abuse reports, sex offender registrations, camera registrations, Public Record Act requests relating to traffic and crime statistics, and make entries into the FBI's Violent Criminal Apprehension Program (VICAP)
- They represent the Department on committees and at meetings with CPS Oversight Committee, Mobile Crisis Support (MCST), the Central Valley Information Sharing Systems (CVISS), FBI's Violent Crime Working Group, Sacramento Valley Crime Stoppers, Sac Regional Organized Retail Theft Task Force, and regional analyst intelligence sharing meetings
- They generate products for internal performance measures, grants, crime trends, traffic collisions, chronic offenders, investigations, and crime statistics
- The review and assesses new technology and applications for the Department
- They manage data sharing agreements with various law enforcement and government agencies.
- The full-time crime analyst has been a board member of the Northern Valley Crime and Intelligence Analyst Association since 2017.

For 2024, our recently hired, part-time crime analyst will be managing an exciting new project for the Department. The project will be focused on implementing dynamic maps, apps and dashboards for distributing statistics, crime trends and monitoring activity in the field. This will provide patrol and command staff with "self-service" analytics and statistics that will allow for more timely police response and strategic decision-making. Ultimately, our hope is to streamline the delivery of information and intelligence to our officers and the community.



Person Crime

Crimes related to persons have elements that can make forecasting or prevention challenging. Assaults, rapes and homicides are more often not planned. During COVID, many agencies had increases in assaults. Simple assaults are often domestic violence related and have human elements that are unpredictable. In 2023, Folsom had 5 deaths that resulted in criminal charges. Two deaths were vehicular fatalities, and three were fentanyl overdoses. Fentanyl overdoses have increased across the country. Our Special Investigations Unit have spent a significant amount of time investigating these deaths and, in 2023, they have successfully submitted cases to the District Attorneys Office for second degree murder and manslaughter.



Property Crime

Theft of property, in all its forms, can be costly to residents and businesses. In 2023, \$4,460,185 worth of property was reported stolen to the Folsom Police Department. That is a 13% increase from 2022. As you can see in the chart above that, while burglaries and vehicle thefts have decreased, larcenies have increased by 21%. Organized retail theft constitutes a considerable portion of these types of crimes. There are various speculations as to the cause of the proliferation of organized retail theft from changes in the law to the economy. What is not up for debate, is how the thieves have become more brazen, more widespread and more violent. If a shoplifter struggles with a security guard to steal the merchandise then the charge is raised to robbery. And if they pepper-spray an employee during this theft then an assault charge is added. Folsom has experienced both of these types of scenarios. In response, we have partnered with our shopping centers to collaborate on trends. We have reallocated staff, such as our P.O.P. Team, to provide a specialized response to these types of crimes. As a region, the CHP has a developed a task force for law enforcement agencies, retailers and district attorney offices to work together to strengthen our investigations and to share valuable information to combat this growing crime trend.

Records Unit



The Records Unit is responsible for processing all crime reports and all official requests for information, whether it be from public, the District Attorney's Office, or any of our law enforcement partners.

As part of the record keeping responsibilities, the Records Unit is responsible for maintaining and updating a variety of records, including incident reports, arrest records, citations and warrants. These records are reviewed and audited periodically to adhere to state and federal regulations.

All requests, including Public Records Act (PRA) requests, are reviewed, possibly redacted according to regulations and responded to in a timely manner. Public Records Act requests, in particular, have stricter dissemination protocols and time frames for response. Since the deployment of body worn cameras, these PRAs have increased significantly. These types of requests are time intensive and can require hours of reviewing video footage for redaction. Two part-time redaction clerks were added to Record Staff to help with the increased work load.

The Records Supervisor also serves as the Custodian of Records for the Department, reviewing, authorizing and responding to official requests for information.

During the last year, the Folsom Police Records Unit processed 5,223 reports. This marks an increase of 2% from the previous year.

Property and Evidence Unit



The Property and Evidence Unit is staffed by two Community Service Officers (CSO) with specialized training. Every piece of evidence, both physical and digital, that is collected by officers and detectives, is stored, categorized, and maintained by this unit. Booked evidence consists of illegal narcotics, dangerous weapons, cash, electronics, and clothing stored for potential DNA processing.

To preserve the chain of custody of these items, the Property and Evidence Unit is housed in an area of the department that allows for restricted access.

This unit is also responsible for releasing evidence to officers, detectives and the District Attorney's office when requested. Found property and items booked for safekeeping are also stored here with the goal of returning these items to their owners. When items are no longer needed for court proceedings and/or cannot be legally returned to their owner, they are purged from the Property and Evidence room and destroyed in a manner prescribed by law. In 2023, the Property and Evidence Unit arranged for approximately 100 firearms and 340 pounds of drug and contraband to be destroyed.

In 2023, a total of 4,825 property items were processed and maintained. This included some of our digital media such as audio and video recordings along with footage from our in-car-camera (ICC) and body-worn-camera (BWC) system.

Firearms Booked

35 Crime-Related

2 Recovered Stolen

40 Surrendered for Destruction

93 Safekeeping

4 Found

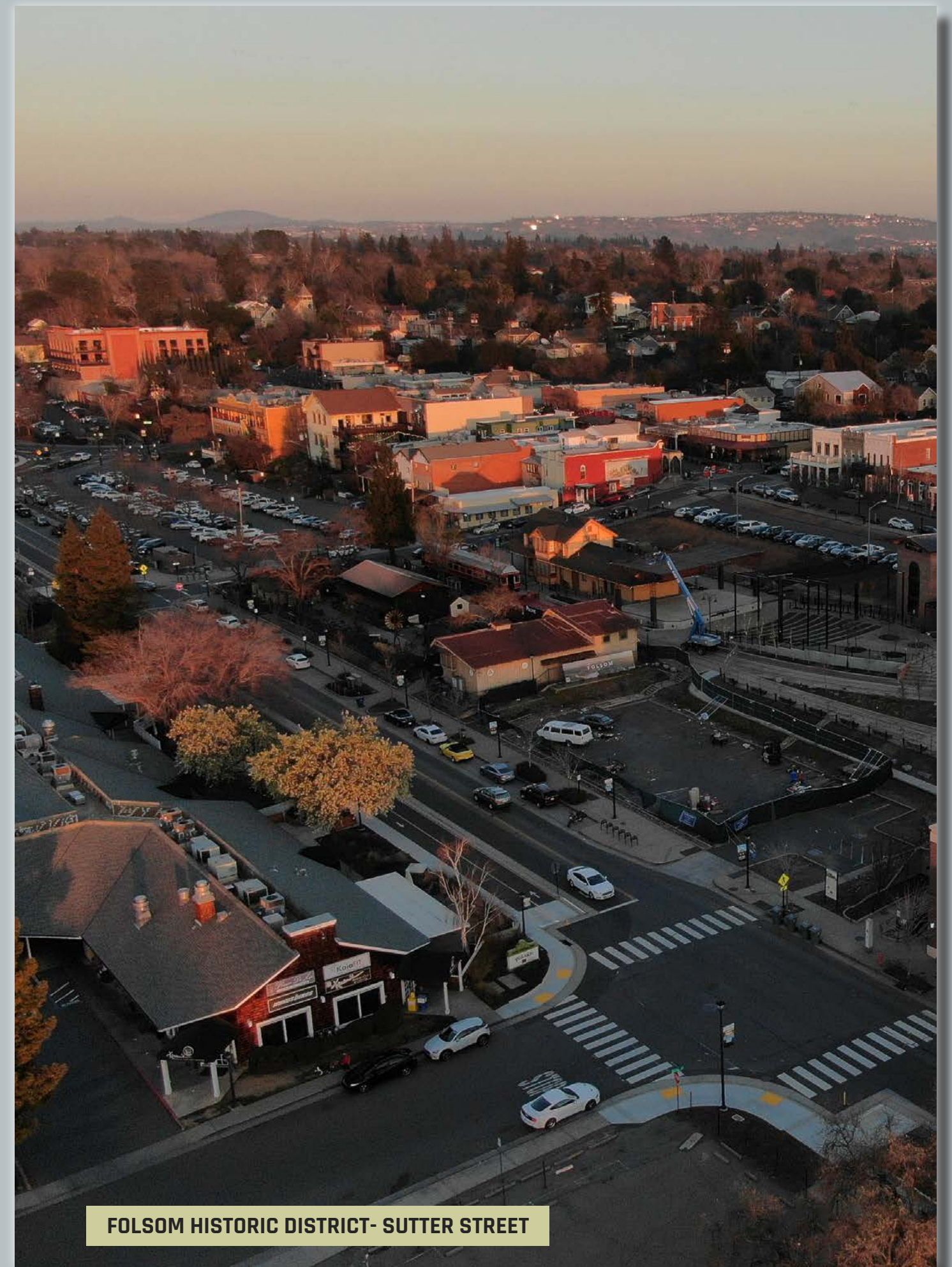


For more than 20 years, Folsom's Citizens Assisting Public Safety (CAPS) program has aided Folsom Police and Fire Departments by leading community programs, assisting with emergency response, and providing office support.

This year, our CAPS volunteers provided more than 8,000 hours of service to Folsom Public Safety; more than 5,600 hours of which were dedicated to Folsom Police Department. Their service included:

- Community events, such as National Night Out, Public Safety Trunk-or-Treat, and Bike and Walk to School Days
- Code33 emergency callouts to assist with traffic control, search for missing persons, as well as vacation checks on residential properties and parking lot patrols.
- Assisting at the front desks at Folsom Police and Fire Departments
- Assisting with Neighborhood Watch, Etch-and-Catch catalytic converter theft prevention program, and the Trespass Enforcement Program
- Assisting with traffic control for special events, such as Homecoming Parades, the Veterans Day Parade, the Hometown Parade, and the Folsom Pro Rodeo
- Riding hundreds of miles of trails on bike patrol, helping to educate residents about safe bike trail habits
- Assisting with the care and feeding of the Mounted Patrol horses
- Assisting with statistics and traffic control at DUI checkpoints
- Leading the annual CAPS Christmas Toy Drive and in 2023, serving 148 children from 55 families

The CAPS added 4 new volunteers this past year. They are selected from the graduating class of the annual Folsom Public Safety Citizen's Academy, which provides residents with a deeper understanding of the operations of the Folsom Police and Fire Departments. After completing the Academy, potential volunteers are interviewed and a background investigation is completed prior to them beginning driver training, radio training and patrol training.



Administrative Division

COMMUNICATIONS CENTER

TRAINING AND ACCOUNTABILITY

PROFESSIONAL STANDARDS UNIT





Communications Center

The Folsom Police Communications Center is the primary Public Safety Answering Point (PSAP) for the City of Folsom. All emergency calls, whether necessitating a Police or Fire Department response, are first answered by the Police Department's Communication Center. The Dispatchers immediately ascertain basic information and determine the proper response for each call. The Communications Center employs 14 full-time Dispatchers and 3 Communications Supervisors. The center is staffed with at least one call-taker and one radio dispatcher on duty per shift, 24 hours a day. In 2023, our dispatchers processed over 93,128 emergency and administrative telephone calls, an increase of 4881 calls from 2022.

Our Communications center serves the City of Folsom residents with the highest level of customer service by answering nearly 99% of all 9-1-1 calls within 15 seconds or less. As technology advances and with the introduction of Next Generation 9-1-1, the communications center has experienced an increase in the number of emergency calls handled through text to 9-1-1, almost double the number in 2023 from 2022. With the newest update of Next Generation 9-1-1 slated for 2025, dispatchers will be able to receive video calls along with voice and text.

On average, a call into the communications center takes about 100 seconds to process with 48% of the incoming calls handled to completion without being dispatched to an officer or directed to another department. This reflects a 3% increase from 2022.

In addition to dispatching calls to police officers, the Folsom Police Communication Center processes calls for the city animal control officer, code enforcement and community services officers as well as providing an answering point for public services -water, sewer, streets, signals- after hours, weekends and holidays. Our dispatchers deliver exceptional customer service by providing citizens quality explanation, resources, empathy and compassion.

In 2023, our communications center has not only served our community but also provided mutual aid to surrounding agencies communications center on multiple occasions. One member of communications staff had a temporary assignment within the Elk Grove Real Time Crime Center (RTCC) learning it's abilities and bringing knowledge back to share while the department's administration considers a full-time option within the RTCC.

93,128
TOTAL
CALLS

As a department we are committed to investing in ourselves and our community through technological advancements. One way we did this in 2023 was the integration of a second automated license plate reader system. Dispatchers effectively use these systems combined with city traffic cameras and other technological advancements to provide officers with real time information during calls for service as they work in unison to relentlessly pursue criminal behavior.

A primary focus within the communications center is providing opportunities for the dispatchers to develop professionally. Ancillary to their regular assignments, several dispatchers also serve as Communications Training Officers (CTO) and some have been trained for specialized teams like Crime Scene Investigation (CSI), Tactical Dispatch (TDT), Crisis Intervention and Negotiation (CINT) as well as the operation of the Mobile Command Communications Unit (MCCU).

25,133
911
CALLS

The Communications Center is committed to serving our community with the highest level of customer service while fostering positive relationships within our community. As the City's population grows, so does call center volume. Specifically 9-1-1 calls that experienced a 7% increase from 2022. We strive to maintain the highest level of service by monitoring our rate of response and constantly looking for new ways to improve our service. In 2024, we hope to expand our abilities and response through a variety of means in an effort to better serve the community who entrusts us to provide the highest level of policing services in the region. This service starts within the communications center and is provided by the women and men who answer those calls 24 hours a day, 7 days a week. All of these efforts are only complimented by our community support and participation and we look forward to serving you in 2024!

Training and Accountability

The Training and Accountability Unit is staffed by one sergeant who is directly responsible for ensuring that our department policy and procedures are within compliance with the periodic changes to State and Federal legislation. The Unit also ensures that our officers and professional staff meet the mandated training requirements set forth by State and the California Peace Officer Standards and Training (POST)

Per POST regulation 1005, Continuing Professional Training (CPT) is required for all line level peace officers and dispatchers. The purpose of CPT is to maintain, update, expand and or enhance an individual's knowledge and skills. Line level Peace Officers and Dispatchers are required to complete a minimum of 24 hours of CPT bi-annually. This past CPT cycle closed on Dec 31, 2023, and all active sworn officers and dispatchers within our department were in compliance with Regulation 1005.

Most of the essential CPT hours our officers obtained were provided in-house during our monthly Advanced Officer Training's (AOT). Some of these training courses also met POST's Perishable Skills Program (PSP) requirements. The courses which qualified for CPT hours that were offered to all our officers in 2023 were:

- Advanced Firearms (PSP) 4 hours
- Use of Force (PSP) 4 hours
- Arrest and Control/Ground Control (PSP) 8 hours
- Driving Awareness (PSP) 4 hours
- Tactical Entry 8 hours
- Red Dot Sight Transition* 10 hours

In addition to these courses, our 2023 AOT sessions also provided our officers vital training and education in the following areas:

- Officer Wellness 8 hours
- Domestic Violence reporting / WEAVE Presentation 2 hours
- Implicit Bias / Procedural Justice 2 hours

For our Dispatchers, the bulk of their CPT hours were completed by taking an assortment of POST approved virtual courses relating to their field. Although most prefer to attend in-person training, the online training courses complement the Communications Division's current staffing levels.

The Accountability and Training Unit also created four new courses in 2023 for our officers, which received CPT accreditation from P.O.S.T. These newly generated courses were:

- Arrest and Control – Ground Control
- Electronic Weapons Update (scheduled for 2024)
- Less Lethal Weapons (scheduled for 2024)
- Red Dot Pistol Transition*

**The Red Dot Pistol Transition course was created to provide our Officers with the knowledge and capabilities to understand and deploy the Miniature Red Dot Sights (MRDS) on their duty handguns. Our Range Staff discovered there are a number of benefits by adding an optic system to duty pistols. Each of our sworn personnel of our department completed the newly created Red Dot Transition Course and were issued duty pistols equipped with MRDS.*



For 2023, the Accountability and Training Unit was also responsible for instituting roughly 130 updates to our Department Policy. This is to ensure that the procedures our officers are bound to follow are current and are aligned with State and Federal laws.

In the previous year, RIPA, or "Stop Data," reporting was determined to be a tremendous challenge for many departments in California. Because the Accountability and Training Unit troubleshooted the technological errors in 2022, we had little to no issues providing the 12,230 stop data records to the DOJ for 2023.

All these efforts not only keep our officers up to date with trainings and regulations but they ensure we have the expertise and skills necessary to best serve our community.

Automate License Plater Readers (ALPR)

Committed to the relentless pursuit of criminal behavior and investing in ourselves through technological advances, the City of Folsom Police Department has deployed ALPR (Automated License Plate Recognition) cameras throughout the city to help deter crime and identify and locate suspects associated with calls for service and ongoing investigations. Working with two vendors each with different technological advantages, we are able to provide a high level of customer service and immediate information to our officers handling in progress calls.

The Department shares data collected from the cameras on our network with other California Law Enforcement Agencies in compliance with SB34 and California Civil Code 1798.90.55(b). We are also able to receive data from other California Law Enforcement Agencies networks furthering our investigative abilities. While we hold ourselves accountable to the sharing requirements of SB34 and the California Civil Code, we are still able to receive this valuable investigative information from data collected by agencies in other states. This technological tool and associated information sharing has proven very useful to our staff both patrol and investigations while also increasing officer safety.

44

ALPR
CAMERAS

44,617,726

DETECTIONS

OTHER TRAININGS OFFERED TO OUR STAFF AND THE REGIONS LAW ENFORCEMENT PERSONNEL:

| | | | |
|-----------------------------|-----------------------------|-----------------------------|----------------------------|
| Peer Support | Drug Recognition Expert | Child Abuse Victims | Basic Crisis Negotiation |
| Interviewing 1st Responders | Terrorism Liaison Officer | Use of Force Report Writing | |
| Tactical Medicine | Social Media Investigations | K9 Legal Update | Critical Incident Response |
| Veteran and LE Interaction | Fraud and Financial Crimes | Advanced Threat Assessment | |

Professional Standards

The Professional Standards Unit is run by one Sergeant and is responsible for recruitment, handling citizen complaints and conducting internal affairs investigations.

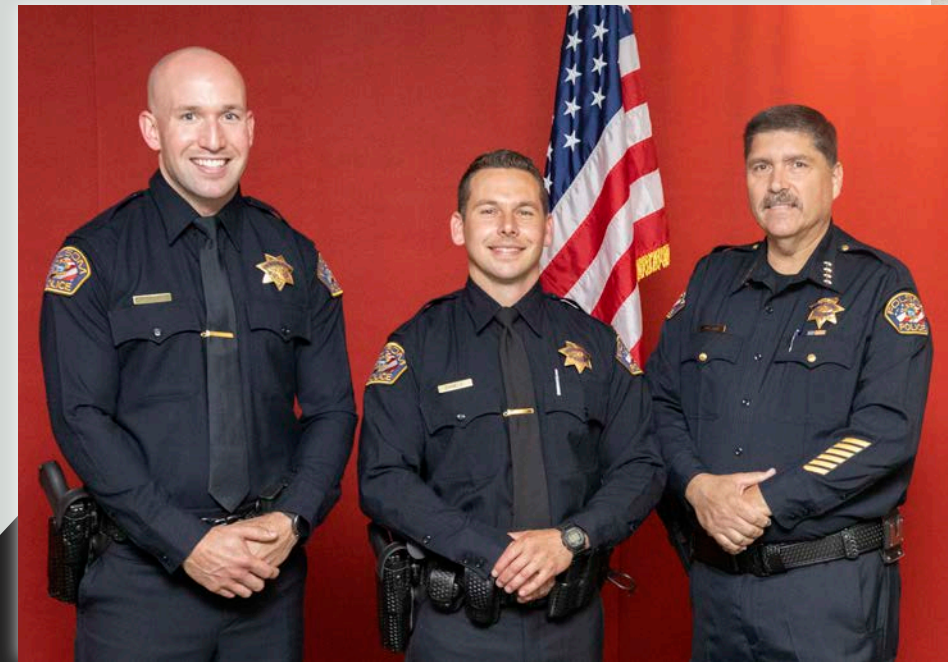
In 2023 the Professional Standards Unit hired over twenty new employees. The hiring process is a lengthy and comprehensive process that can take a few or sometimes several months before the employee officially reports for duty.

To ensure the department is fully staffed, a recruitment team was formed in 2022. The team created an email portal that is available on the City's website for citizens to inquire about positions within the Folsom Police Department. When the emails are received the recruitment team will reach out to the person to answer any questions the inquirer may have. They then add the person to a list, notify them when a job becomes available and invites them to submit an application. This team is continuously looking for opportunities to recruit new staff by attending graduations and academies, as well as creating and updating publications and recruitment videos.

In the coming year the department is looking to hire an additional crime analyst (part-time), a records clerk, a temporary, part-time redaction clerk, 3 dispatchers, 2 cadets, 3 community service officers, and sponsor up to 4 more recruit positions along with continuous hiring of lateral and pre-service officers until staffing levels are met.

New Hires

- 5 Recruits
- 11 Officers
- 2 Dispatchers
- 1 Records Clerk
- 1 Redaction Clerk
- 3 Community Service Officers



Special Programs



K9 The Folsom Police Department's K9 Unit is a crucial component of law enforcement in our City, dedicated to enhancing public safety using highly trained dogs. These K9 teams consist of skilled officers partnered with specially trained dogs known for their intelligence, agility, and keen sense of smell. Each K9 unit undergoes rigorous training to ensure the dogs and

their handlers work seamlessly as a team, responding effectively to a wide range of situations. These teams are often deployed in high-risk scenarios where their specialized skills can make a significant difference in achieving successful outcomes while minimizing risks to officers and the public. Additionally, the Folsom Police Department's K9 Units engage with the community through demonstrations, educational programs, and public events, fostering positive relationships and promoting awareness of their valuable contributions to public safety. Currently, the department has two K9 teams, one protection and one primarily used for finding narcotics. Together, these partnerships play a vital role in various law enforcement activities, including narcotics detection, and the search and apprehension of suspects.

36
DEPLOYMENTS

10
FIREARMS
DETECTED

Honor Guard The Honor Guard acts as esteemed representatives to the Folsom community, composed of dedicated sworn members who uphold exceptional standards of appearance and behavior. Their duties include paying tribute to fallen colleagues, as well as presenting and escorting the national and state flags at significant events and official city functions. In 2023, during Police Officers Memorial Week in Washington D.C., the Honor Guard collaborated with the Elk Grove Police Department to commemorate the life and family of fallen Officer Ty Lenehan, who lost his life in the line of duty in 2022.



SWAT The Folsom Police SWAT (Special Weapons and Tactics) Team is comprised of 14 Operators, all of whom hold full-time positions within the Department, including roles in Patrol, Investigations, Traffic, and Administration. The team encompasses Officers, Detectives, Corporals, and Sergeants, serving on the SWAT Team in supplementary capacities. The leadership structure includes a Tactical Commander (Lieutenant), a Team Leader (Sergeant), an Assistant Team Leader (Sergeant), and a Sniper Team Leader (Sergeant). The team's purpose is to assemble a highly trained group of operators equipped with specialized gear and training to manage high-risk events and critical incidents.



Beyond responding to critical incidents within the City of Folsom, the Folsom SWAT Team routinely aids regional partners in handling high-risk planned events and critical incidents. The SWAT Team engages in bi-monthly training sessions, encompassing range practice and specialized entry training. In 2023, the SWAT Team conducted nine operations which included barricaded suspects, search warrants, and assisting with the search for an escaped prisoner charged with murder.



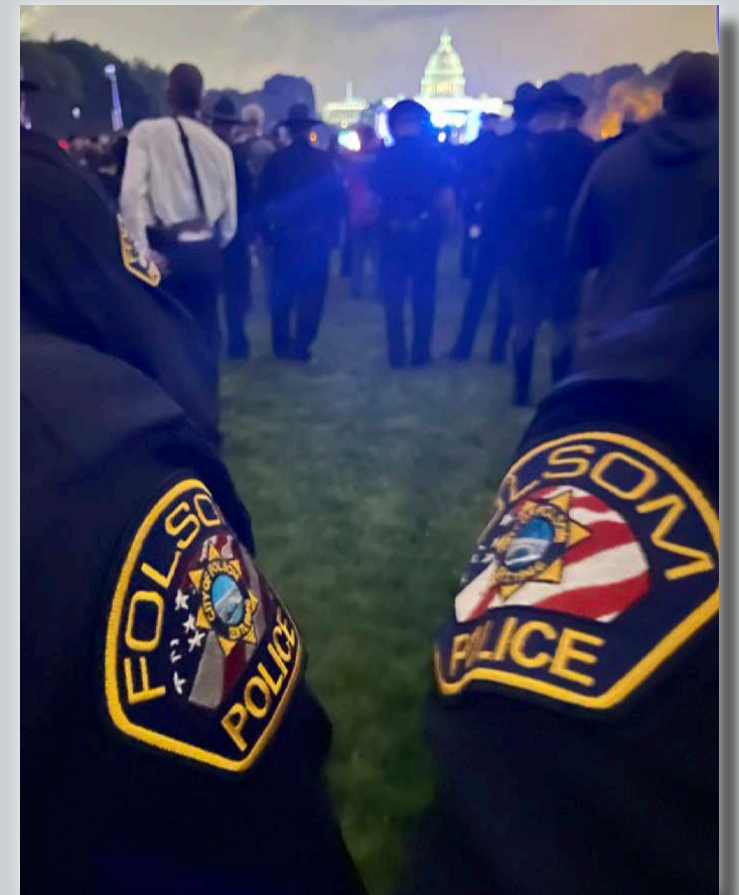
Mounted The Mounted Unit is a highly visible component of the Folsom Police Department. Comprised of three skilled officers and trained horses, this unit plays a role in enhancing public safety, crowd management, and community engagement. Mounted officers undergo specialized training to effectively patrol urban and natural environments, utilizing their equine partners for increased mobility and visibility. They are often deployed during large-scale events,

parades, and any time their presence would help to deter crime and maintain order. Additionally, the Mounted Unit fosters positive interactions between law enforcement and the community, as officers on horseback are approachable and accessible to residents. Through their dedicated service, the Folsom PD Mounted Unit contributes to the department's mission of protecting and serving the community while upholding the values of professionalism and integrity.

Wellness Program

Our Wellness Program is a comprehensive initiative aimed at promoting the physical, mental, financial, spiritual and emotional well-being of our staff. This program recognizes the unique challenges and stressors faced by police personnel in their demanding roles and seeks to provide our team with resources and support to maintain their personal health and resilience. Typically, police wellness programs encompass a variety of components, including physical fitness initiatives, mental health services, stress management techniques, and educational resources on topics such as nutrition, sleep, hygiene, and coping strategies.

One key aspect of our wellness programs is the provision of confidential counseling and psychological support for officers experiencing job-related stress, trauma, or mental health issues. These services may include access to licensed therapists, peer support groups, and crisis intervention teams trained to address the specific needs of law enforcement personnel. Additionally, our program offers proactive measures such as resilience training, mindfulness practices, and workshops on topics like emotional intelligence and conflict resolution to help officers develop coping skills and maintain overall well-being. By prioritizing the health and wellness of our entire staff, we strive to enhance job satisfaction, reduce burnout and turnover rates, and ultimately improve the effectiveness and professionalism of the Folsom Police Department.



Peer Support

The Folsom Peer Support Team is a specialized group of employees trained to provide emotional and practical support to Folsom police personnel by their fellow colleagues. In this program, trained peer supporters within the department offer a confidential and understanding ear to their peers who may be experiencing various challenges, such as stress, trauma, personal issues, or difficulties related to their work. These unsung heroes (peer supporters) typically undergo comprehensive training to equip them with the necessary skills to effectively listen, provide empathy, and offer guidance without judgment.

The primary goal of the peer support program is to create a supportive network within the police department where staff members feel comfortable seeking help and sharing their experiences with colleagues who understand the unique demands and pressures of our profession. Peer supporters are available around the clock to respond to requests for assistance, whether it be through informal conversations, one-on-one meetings, or group sessions. By fostering a culture of confidentiality, support, and camaraderie, these programs aim to enhance officer well-being, resilience, and job satisfaction while also promoting a healthier and more cohesive work environment within the police department.

Community Events



Hometown Parade



Citizens Academy



City Works Day



Trunk or Treat



Police Week



Hometown Parade



Christmas Toy Drive



Red Ribbon Week



Santa Sleigh



Join Our Family!

Career Highlights

WHY CHOOSE US?



Qualifications

High school diploma or GED, 21 years of age, Class C License and be able to pass a physical agility test.



Salary

Recruit: \$60,624
Officer: \$84,851 - \$107,487
(Per 2022-2024 MOU)



Benefits

Medical, dental, vision, life insurance, deferred compensation and many pay incentives. (Subject to MOU at time of hire)



Schedule

Four 10 hour shifts or 3 12.5 hour shifts, depending on assignment. 6% holiday pay in lieu of day off.



Specialty Units

K9, POP, bike patrol, Investigations, Motor Unit, School Resource Officer and ancillary duties such as CSI, Mounted, Honor Guard, CINT and SWAT.



Educational and bilingual pay incentives, FTO and night-shift pay differentials, and retention pay increases (Per 2022-2024 MOU)



Retiree health insurance available after 5 years of service & dental and vision after 10 yrs. (Per 2022-2024 MOU)



On-duty work out time, uniforms paid with dry-cleaning and healthy meal deliveries.



Robust peer support, wellness programs and a therapy K9, Liberty!



HOW TO APPLY?



www.governmentjobs.com



Recruitment Video



@folsompolice



@folsompolicedept



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