

Title	Bakersfield Police Department	07/06/2023
	by Ariam Isaac in Organized Retail Theft Prevention Grant Program	id. 41325433
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Original Submission 07/06/2023

The Organized Retail Theft (ORT) Prevention Grant Program Application is divided into five (5) sections as identified below: Background Information Contact Information Program Information Proposal Narrative and Budget Mandatory Attachments Each section has a series of questions requiring a response. Applicants will be prompted to provide written text, select options from a drop down menu, select options from a multiple choice menu, or upload attachments. Questions with a red asterisk require responses. Applicants will not be able to submit the application until all questions with a red asterisk have been completed. Applicants may reference the ORT Prevention Grant Program Proposal Instruction Packet for background information, key dates, rating factors, and other important information to aid in the completion of the ORT Prevention Grant Program Application. The ORT Prevention Grant Proposal Instruction Packet is available on the Board of State and Community Corrections (BSCC) website. NOTE: Applicants may start and stop their application but must select "Save Draft" at the bottom of the application before existing.

SECTION I - BACKGROUND INFORMATION This section requests information about the applicant's name, location, mailing address, and tax identification number.

Name of Applicant **Bakersfield Police Department**
(i.e., Police Department, Sheriff's Department, or Probation Department)

Multi-Agency Partnerships Information (if applicable) Applicants may apply for funding as part of a multi-agency partnership (two [2] or more agencies). The agencies and jurisdictions comprising the collaborative application are not required to be contiguous. One (1) Lead Public Agency must be identified on behalf of the partnership.

Multi-Agency Partnerships **No: This is not a Multi-Agency Partnership Application**

Lead Public Agency Information **All applicants are required to designate a Lead Public Agency (LPA) to serve as the coordinator for all grant activities. The LPA is a governmental agency with local authority within the applicant's city or county. The applicant may choose to fill the role of LPA itself or it may designate a department, agency, or office under its jurisdiction to serve as the LPA. The role of the LPA is to coordinate with other local government agency partners and non-governmental organizations to ensure successful implementation of the grant program. The LPA is responsible for data collection and management, invoices, meeting coordination (virtual and/or in-person), and will serve as the primary point of contact with the BSCC.**

Lead Public Agency **City of Bakersfield Police Department**

Applicant's Physical Address **1600 Truxtun Ave
Bakersfield
CA
93301-5141
US**

Applicant's Mailing Address (if different than the physical address) **n/a**

Mailing Address for Payment **1600 Truxtun Ave
Bakersfield
CA
93301-5141
US**

Tax Identification Number **956000672**

SECTION II - CONTACT INFORMATION **This section requests contact information for the individuals identified as the Project Director, Financial Officer, Day-to-Day Project Contact, Day-to-Day Fiscal Contact, and the Authorized Signature.**

Project Director **Mike
Hale**

Project Director's Title with Agency/Department/Organization **Assistant Chief**

Project Director's Physical Address **1600 Truxtun Ave
Bakersfield
CA
93301-5141
US**

Project Director's Email Address **mhale@bakersfieldpd.us**

Project Director's
Phone Number **+16613263924**

Financial Officer **Ariam
Isaac**

Financial Officer's
Title with
Agency/Department/Organization **Fiscal & Administrative Services Manager**

Financial Officer's
Physical Address **1600 Truxtun Ave
Bakersfield
CA
93301-5141
US**

Financial Officer's
Email Address **aisaac@bakersfieldpd.us**

Financial Officer's
Phone Number **+16618527072**

Day-To-Day Program
Contact **Keegan
Gavin**

Day-To-Day Program
Contact's Title **Sergeant**

Day-To-Day Program
Contact's Physical
Address **1600 Truxtun Ave
Bakersfield
CA
93301-5141
US**

Day-To-Day Program
Contact's Email
Address **kgavin@bakersfieldpd.us**

Day-To-Day Program
Contact's Phone
Number **+16613263823**

Day-To-Day Fiscal
Contact **Ariam
Isaac**

Day-To-Day Fiscal
Contact's Title **Fiscal & Administrative Services Manager**

Day-To-Day Fiscal
Contact's Physical
Address **1600 Truxtun Ave
Bakersfield
CA
93301-5141
US**

Day-To-Day Fiscal Contact's Email Address	aisaac@bakersfieldpd.us
Day-To-Day Fiscal Contact's Phone Number	+16618527072
Name of Authorized Officer	Greg Terry
Authorized Officer's Title	Chief of Police
Authorized Officer's Physical Address	1600 Truxtun Ave Bakersfield CA 93301-5141 US
Authorized Officer's Email Address	gterry@bakersfieldpd.us
Authorized Officer's Phone Number	+16613263821
Authorized Officer Assurances	checked
SECTION III - PROGRAM INFORMATION	This section requests a Project Title, Proposal Summary description, Program Purpose Area(s) selection, and Scope Funding Category selection.
Project Title	Bakersfield Combating Organized Retail Theft
Proposal Summary	The proposed project aims to reduce organized retail theft (ORT) and motor vehicle and accessory theft. Through targeted enforcement efforts, collaboration with retailers, existing diversion programs, and the use of advanced surveillance technology, the project will reduce ORT incidents, decrease motor vehicle and accessory thefts, and prevent repeat offenses by juvenile and first-time offenders. The project will leverage existing partnerships and employ data-driven strategies while seeking support for staffing, equipment procurement, and training, ensuring the successful implementation and sustainability of the program.
PROGRAM PURPOSE AREAS	Applicants must propose activities, strategies, or programs that address the Program Purpose Areas (PPAs) as defined on pages 5 - 8 in the ORT Prevention Grant Proposal Instruction Packet. A minimum of one (1) PPA must be selected; applicants are not required to address all three (3) PPAs. All proposed activities, strategies, or programs must have a link to the ORT Prevention Grant Program as described in the authorizing legislation and the ORT Prevention Grant Proposal Instruction Packet.

**Program Purpose
Areas (PPAs):**

**PPA 1: Organized Retail Theft
PPA 2: Motor Vehicle or Motor Vehicle Accessory Theft**

**Funding Category
Information**

Applicants may apply for funding in a Medium Scope OR Large Scope Category. The maximum an applicant may apply for is up to \$6,125,000 in the Medium Scope category OR up to \$15,650,000 in the Large Scope category. Applicants may apply for any dollar amount up to and including the maximum grant amount identified in each category. Multi-agency partnerships (determined as Medium Scope OR Large Scope) may apply for up to the maximum grant award in that category, multiplied by the number of partnering eligible applicants. For Example: Four (4) eligible applicants in the Medium Scope category may submit one (1) application for up to \$24,500,000 o \$6,125,000 (Medium Scope Max) x 4 (# of Agencies) = \$24,500,000 Two (2) eligible applicants in the Large Scope category may submit one (1) application for up to \$31,300,000 o \$15,650,000 (Large Scope Max x 2 (# of Agencies) = \$31,300,000 Please reference pages 10-12 in the ORT Prevention Grant Proposal Instruction Packet for additional information.

Funding Category

Large Scope (Up to \$15,650,000)

**SECTION IV -
PROPOSAL
NARRATIVE AND
BUDGET**

This section requests responses to the Rating Factors identified in the the ORT Prevention Grant Program Application Instruction Packet.

The Proposal Narrative must address the Project Need, Project Description, Project Organizational Capacity and Coordination, and Project Evaluation and Monitoring Rating Factors as described in the ORT Prevention Grant Instruction Packet (refer to pages 20-24). A separate narrative response is required for each Rating Factor as described below: The Project Need narrative may not may not exceed 6,711 total characters (includes punctuation, numbers, spacing and any text). In Microsoft Word, this is approximately three (3) pages in Arial 12-point font with one-inch margins on all four (4) sides and at 1.5-line spacing. The Project Description narrative may not may not exceed 11,185 total characters (includes punctuation, numbers, spacing and any text). In Microsoft Word, this is approximately five (5) pages in Arial 12-point font with one-inch margins on all four (4) sides and at 1.5-line spacing. The Project Organizational Capacity and Coordination narrative may not may not exceed 4,474 total characters (includes punctuation, numbers, spacing and any text). In Microsoft Word, this is approximately two (2) pages in Arial 12-point font with one-inch margins on all four (4) sides and at 1.5-line spacing. The Project Evaluation and Monitoring narrative may not may not exceed 4,474 total characters (includes punctuation, numbers, spacing and any text). In Microsoft Word, this is approximately two (2) pages in Arial 12-point font with one-inch margins on all four (4) sides and at 1.5-line spacing. A character counter is automatically enabled that shows the number of characters used and the remaining number of characters before the limit for each response is met. If the character limit is exceeded, a red prompt will appear with the message "You have exceeded the character limit". Applicants will be prohibited from submitting the ORT Prevention Grant Program Application until they comply with the character limit requirements. NOTE: It is up to the applicant to determine how to use the total word limit in addressing each section, however as a guide, the percent of total point value for each section is provided in the ORT Prevention Grant Proposal Instruction Packet (refer to page 15).

Project Need

In the past three years, the City of Bakersfield has experienced a troubling surge in organized retail theft crimes, motor vehicle thefts, and motor vehicle accessory thefts. Recognizing the situation's urgency, the Bakersfield Police Department (PD) established an Organized Retail Theft (ORT) Unit comprising dedicated detectives and support staff. However, despite their commendable efforts, the unit faces significant challenges that hinder their effectiveness. The geographical location of Bakersfield exacerbates the problem. Situated between Los Angeles and Sacramento, the city is a convenient transit point for criminals traveling between major cities, enabling offenders from neighboring areas to swiftly commit thefts in Bakersfield before returning to their home bases, evading detection. Moreover, alarming statistics based on Bakersfield Police Department reports indicating that about 42% of catalytic converter thefts occur in retail parking lots make it evident that these areas require immediate attention and targeted operations. Within 4 months, the ORT Unit has achieved a remarkable increase in arrests

related to organized retail crime, surpassing the previous year's record. The PD has recognized the pressing need to focus on combating theft crimes, particularly in retail parking lots, to address organized retail and catalytic converter theft. Operating on a small scale, their operations demand additional resources, including patrol officers for transport, aerial surveillance, and expanded human resources capacity. One critical need that must be addressed is allocating additional resources. While the city has provided personnel funding, the ORT Unit operates without a sufficient budget for essential requirements. Lack of overtime funding restricts their ability to operate beyond regular duty hours, limiting their impact on combating these crimes. To make matters worse, the unit lacks the necessary undercover capacity and unmarked vehicles, crucial for infiltrating criminal networks and conducting covert operations. Additionally, the ORT Unit is limited in proper equipment, such as trackers, tactical vests, and surveillance cameras, hindering their ability to gather evidence and enhance their investigative capabilities. Without prompt action to address these needs, the City of Bakersfield risks further escalating theft crimes and the subsequent negative impact on the community. Funding for ORT Unit personnel, overtime, undercover capacity, vehicles, and equipment, will significantly enhance PD's ability to combat organized retail theft, motor vehicle theft, and motor vehicle accessory theft. Several key conditions and elements drive the need for increased resources to combat theft crimes in Bakersfield. Examples include service gaps, geographic location and accessibility of the city, and the concentration of theft incidents. These conditions and elements collectively emphasize the need for increased resources to address theft crimes in Bakersfield. Although the Bakersfield Police Department recently formed an Organized Retail Theft Unit consisting of six detectives, one police service technician, and a supervising sergeant, the unit was established with limited resources. The need for additional resources arises from recognizing that current efforts and personnel must be increased to combat the rising trend. The steady increase in organized retail theft, motor vehicle theft, and motor vehicle accessory theft reveals existing service gaps in the Bakersfield Police Department's ability to address and prevent these crimes effectively. Officer and staff overtime is often needed to maximize existing staff time that requires work outside of normal duty hours. Bakersfield's geographical location plays a significant role in the need for increased resources. Situated on Highway 99 between Los Angeles and Sacramento, the city serves as a transit point, allowing criminals to travel to and from major cities easily. This geographical advantage for offenders necessitates enhanced measures to counteract their swift mobility and minimize the potential for theft crimes. Additionally, the accessibility of Bakersfield from other cities in the Los Angeles County area further contributes to the need for increased resources. As mentioned, criminals can quickly travel to Bakersfield, commit theft, and return to their home bases. This ease of accessibility poses challenges for law enforcement regarding timely response, effective surveillance, and successful apprehension of offenders, necessitating additional resources to address this issue. The concentration of catalytic converter thefts in

retail parking lots highlights areas where theft crimes are more prevalent. With approximately 42% of these thefts occurring in retail parking lots, the need to address this issue becomes apparent. Targeted operations and increased resources are required to effectively prevent thefts in these “hotspot” locations. According to events reported and internal data collected from Walmart retail partners by Bakersfield PD, the nature and scale of theft problems, including organized retail theft, motor vehicle theft, and motor vehicle accessory theft, are significant. Statistics provided by the FBI on 2019 Crime in the United States report Bakersfield being among the top five cities in the state with known motor vehicle thefts reporting a whopping 2,909 thefts (DOJ, 2019). This reported data may only partially capture the actual extent of the problem since many thefts go unreported. Based on the information provided by local Walmart partner retailers, the reported losses amounted to approximately \$150,000, with 2,844 theft events occurring in the past year. However, the apprehensions were relatively low, with less than 300 individuals apprehended for these thefts. This indicates a significant gap in effectively addressing and reducing theft incidents. Specific data provided upon request to the Bakersfield Police Department from two of the city’s Victoria's Secret and PINK retail stores revealed losses of approximately \$125,000 between January 1, 2020, and December 31, 2022. This highlights the financial impact on individual businesses within the community. The limited resources available to the ORT Unit have significantly impacted its ability to combat ORT and related crimes. However, despite these constraints, the ORT Unit has demonstrated exceptional performance, making the same number of arrests in just four months as recorded in the previous year. This remarkable achievement underscores the urgent need for additional funding to bolster their efforts and effectively address the rising tide of ORC-related offenses.

Project Description

The project employs a comprehensive approach that includes active enforcement, long-term investigations, and collaborative partnerships with the Sheriff's Department, the District Attorney's Office, local retail stores, and Youth Prevention Program partners. The primary target area for implementation is identified retail parking lots, where organized retail theft and motor vehicle accessory thefts are prevalent. This selection is based on locally reported data indicating these locations as hotspots for these crimes. Activities and interventions of the project will be delivered over 3 years and focus on combating ORT. To enhance the skills and knowledge in combating Organized Retail Crime (ORC), the ORC Unit will receive specialized training to develop their expertise and understanding of ORC-related activities. One aspect of the training will involve learning about Zetx cellular data analysis, providing officers with valuable tools and techniques to investigate ORC cases. The ORC Unit will also attend annual conferences to learn strategies and best practices in combatting ORC and allow the unit to network with other professionals in the field, exchange knowledge, and learn from successful approaches used in other jurisdictions. Recognizing the importance of unbiased and equitable policing, the ORC Unit will also undergo Bias-Free Policing training to ensure their enforcement

efforts are carried out fairly, respectfully, and without prejudice based on race, ethnicity, or other identifying factors. The project will involve partnering with retail stores to identify and arrest ORT and Motor Vehicle and Motor Vehicle Accessory Theft suspects during the commission of the crime. The locations for these operations will be determined based on current trends of ORC-related thefts and requests from retail partners. Operations will vary in length ranging from 5 hours to 12 hours and will be conducted with the assistance of additional officers and detectives working undercover. Through video surveillance, Unmanned Aerial Vehicle (UAV) deployment, and other investigative techniques, detectives will investigate and connect suspects to past offenses. The addition of a Performance Analyst will work with the Police Service Technician to complete database searches and data analysis that connects suspects to reported offenses. Once ORC groups are identified, investigative techniques will be employed including surveillance, search warrants, undercover vehicles, pole cameras, tracking devices, and the use of cutting-edge technology such as Cellebrite. The goal is to build strong evidence-based cases, recover stolen property and ensure the successful apprehension of suspects. The PD has completed several of these types of investigations since the inception of the ORT unit, recovered stolen items, and was successful in apprehending suspects involved. The use of undercover vehicles has been paramount to the unit's success; however, due to the limited access to these types of vehicles, properly investigating these crimes has been a challenge. An on-call detective will be accessed to respond quickly to offenses. This approach aims to increase the chances of recovering stolen items before they are resold by offenders. PD has found that often when ORC groups operate, they have secured a buyer for the merchandise in advance of the crime, and early response yields a higher chance of recovering the stolen items to minimize the impact of these crimes. PD has identified parking lot locations that are hot spots for catalytic converter thefts. Trailer surveillance cameras in these parking lots will deter ORC groups and capture suspects involved in ORC and motor vehicle accessory thefts. Detectives can then use the captured video of the suspect(s) or suspect vehicle(s) to further their investigations and arrest the suspect(s) responsible for these thefts. The additional cameras will enhance the existing camera network and assist in identifying suspects, recovering stolen vehicles, and deterring future crimes.

Youth Diversion Program: The Bakersfield Police Department leverages established relationships with the Kern County Behavioral Health, Navigation Center (Homeless resource center), and the youth offender unit at the Kern County District Attorney's office (Diversion program) to implement a diversion program for first-time, non-violent, misdemeanor juvenile offenders. Through Blitz Operations, first-time youth offenders or individuals that commit these crimes are identified as candidates for the Youth Diversion Program. It provides a separate non-enforcement path to prevent future crime and reduce recidivism. The program is designed to hold these offenders accountable for certain offenses and provide educational services to promote behavioral change and enhance public safety while placing no additional burden on officers. A clear

vision drives the proposed project: to create secure retail environments that reduce the occurrence of ORT and Motor Vehicle and Motor Vehicle Accessory Theft. With a focus on collaboration, prevention, and intervention while recognizing the urgent need to address this issue, our project will deploy a comprehensive set of activities and interventions over the 3-year grant period (October 1, 2023 - December 31, 2026) to reduce ORT ensure safer shopping environments and protect retailers and customers. The project will be guided by the following three goals, objectives, and expected impacts: Goal 1: Identify and apprehend ORT suspects in Bakersfield, California

Objective 1: By the end of the funding cycle, reduce the incidence of ORT by 10% as demonstrated by decreased reported ORT incidents. Project Activities to support goal and objective: Increase the number of retail blitz operations in retail parking lots by 72 per year. Expected Impact: Reduced incidents of organized retail theft as demonstrated by decreased reported ORT incidents.

Goal 2: Identify and apprehend motor vehicle and motor vehicle accessory theft suspects in Bakersfield, California. Objective 2: By the end of the grant period, increase the apprehension of motor vehicle and motor vehicle accessory theft suspects by 10% as demonstrated by increased motor vehicle and motor vehicle accessory theft suspect arrests. Project Activities to support goal and objective: Install 35 Flock camera units and deploy 4 pole and 3 trailer surveillance cameras. Expected Impact: Reduce the occurrence of ORT and motor vehicle accessory thefts. Goal 3: Promote behavioral change interventions to Bakersfield, California juvenile and first-time offenders of ORT crimes. Objective 3: By the end of the grant period, increase the number of juvenile and first-time offenders referred to the Youth Diversion Program by 14 as demonstrated by increased youth participation in the program.

Project Activities to support goal and objective: Identify juvenile and first-time offender candidates through the blitz operations and offer intervention and educational services to reduce recidivism rates. Expected Impact: Transformed lives of first-time juvenile offenders through diversion programs, promoting behavioral change, reducing recidivism, and cultivating safer communities. With the same number of arrests made in just four months as recorded in the previous year, it highlights the impact of initiatives like retail blitz operations. These operations are crucial in reducing ORT incidents by swiftly identifying and apprehending suspects involved in these crimes. By disrupting criminal activities and apprehending offenders, retail blitz operations serve as a strong deterrent for potential offenders. The success of these targeted enforcement efforts underscores the importance of conducting these operations to ensure the continued reduction of ORT. ORT networks operate with precision and sophistication, enabling them to carry out thefts and distribute stolen goods efficiently. PD has found that oftentimes when ORC groups operate, they have already secured a buyer before stealing the merchandise and aims to disrupt the supply chain of stolen goods by using various investigative techniques such as surveillance and undercover operations. The presence of surveillance cameras in retail parking lots can act as a deterrent to ORC groups. A Practice

Profile published by the National Institute of Justice shows that public surveillance cameras designed to reduce crime reduced vehicle crime in surveillance areas by 16% compared with areas without surveillance (OJP.GOV, 2014). Additionally, a 40-year systematic review with a meta-analysis on CCTV surveillance for crime prevention conducted by the City University of New York (CUNY) revealed that crime was reduced by approximately 13% in surveillance areas compared to control areas without surveillance across 76 studies (Piza et al., 2019). Deploying highly visible surveillance cameras increases the likelihood of detection and apprehension, discouraging potential offenders and protecting businesses and their customers.

Case studies consistently highlight the effectiveness of community-based alternatives to incarceration in reducing crime rates and recidivism among juvenile offenders. Unlike the average \$241 a day for a juvenile prison bed, community-based programs offer a more cost-effective solution, with program costs of less than \$75 a day (ACLU, 2023). Leveraging a similar Youth Diversion Program, will incorporate restorative justice principles to promote lasting behavioral change. The department is committed to adhering to all relevant privacy laws and regulations governing the use of surveillance technology. This includes complying with local, state, and federal privacy laws, such as data protection laws and regulations specific to surveillance and data collection practices. The project ensures that any data collected or stored through surveillance technology, including automated license plate readers (ALPR), is done lawfully. PD has an existing policy for the use of ALPR technology to establish guidelines for data collection, retention periods, access restrictions, and data-sharing protocols. PD also has an anti-bias policing policy that emphasizes fair and unbiased law enforcement practices, ensuring that surveillance technology, including ALPR, is not used in a discriminatory or prejudiced manner. It promotes equitable treatment of all individuals, regardless of race, ethnicity, gender, or other protected characteristics, to avoid potential biases in data collection, analysis, and decision-making. The current policy explicitly prohibits racial profiling and any form of discriminatory practices and establishes guidelines for officers and personnel to ensure that their actions are free from bias and based solely on reasonable suspicion or probable cause. The project includes Bias-Free Policing training to ensure enforcement efforts are carried out fairly, respectfully, and without prejudice based on race, ethnicity, or other identifying factors.

Project
Organizational
Capacity and
Coordination

In March 2023, the Bakersfield Police Department established an ORT Unit that has resulted in numerous effective Blitz Operations conducted in partnership with the California Highway Patrol ORC task force and local retail stores. The experienced unit comprises six detectives, one police service technician, and a supervising sergeant that work towards identifying and dismantling ORC groups. One additional ORT detective will be on-call for 3 years to aid in the effective law enforcement response. The supervising sergeant will provide leadership and direction, ensuring that activities, interventions, and services are aligned with the project's goals and

objectives. They will oversee the day-to-day operations, coordinate with partner agencies, and facilitate resource allocation. The project will not partner with other agencies but will leverage existing resources and relationships with the Kern County District Attorney's Office, Sheriff's Department, and Youth Diversion Program MOU partners. Collaboration with local retailers to actively report theft incidents, provide data, and participate in joint operations with law enforcement is essential for the project's success. Impact Letters from these retailers have been provided as attachments and inform the retailers of the potential impact the program may have on them and demonstrate the partners' willingness to cooperate in the project's activities. Due to the program's current operation, complementing program agencies such as the Sheriff's Department and the Kern County District Attorney's Office are on board with the project - eliminating the need to execute contracts or MOUs. The Department also has an existing MOU between the Superior Court of California of the County of Kern, Kern County District Attorney's office, and Kern High School District for the operation of the Youth Diversion Program that also propels the project's readiness to proceed. Implementing necessary equipment for the project unfolds in a strategic timeline, ensuring seamless support over the 3-year performance period. During month 1, specific equipment is procured by adhering to the city's procurement procedures. Surveillance cameras, tracking devices, vehicle rentals for undercover operations, and communication systems are key tools to fortify the project's infrastructure and effectiveness. As Months 2 and 3 unfold, contracts with selected vendors are finalized. By months 4 and 5, the procured equipment arrives, ready to be installed, and seamlessly integrated into the project's operational framework. Every camera, tracking device, and communication system is carefully positioned and fine-tuned to maximize functionality and effectiveness. In month 6, the project implementation fully unfolds. The Bakersfield Police Department has a well-defined management structure and decision-making process to ensure the proposed project's effective implementation. The department operates under a hierarchical structure with various leadership and decision-making authority levels. The ORT Unit will implement the project. Key decisions regarding the implementation of the project, resource allocation, and coordination with retailers will be made through a combination of top-down and bottom-up approaches. The supervising sergeant of the ORT Unit will provide leadership and guidance to the detectives and service technicians assigned to the project. The sergeant will work closely with the Chief of Police and other high-ranking city officials to ensure that decisions align with project goals and objectives. The Bakersfield Police Department employs data-driven decision-making practices to inform its strategies and initiatives and will use data analysis and intelligence gathering to identify ORT hotspots, track trends, and allocate resources effectively. The commitment of the Bakersfield Police Department to address ORT will continue beyond the grant period. The project's achievements will be communicated to key stakeholders, including city officials, law enforcement agencies, and community members, highlighting the significant impact and value it brings to the community. This communication will

emphasize the ongoing need for sustained efforts to combat ORT and the importance of continued support and resources. The project's success in reducing ORT crime will catalyze for future city budget allocations to prioritize and sustain the efforts initiated through the project.

Project Evaluation and Monitoring

The City of Bakersfield will select a qualified external entity to conduct the Local Evaluation Plan (LEP) in accordance with the City's procurement policies. The LEP will include an evaluation framework that aligns with the program's goals and objectives. It will encompass start-up and implementation phases to capture the project's progress and outcomes throughout the period of performance. The LEP will focus on key performance indicators that directly assess the program's success in achieving its goals including the number of arrests made, the participation rate of first-time youth offenders in the diversion program, the number of organized retail theft cases referred to the district attorney, and the presence and utilization of digital evidence in the cases. Data collected from Cellebrite tools will provide valuable insights into extracting and managing digital evidence, ensuring the project's technological effectiveness. Process and outcome measures have been identified to monitor and evaluate the project's progress and are aligned with the project's overarching goals. Process measures include: 72 Retail Blitz Operations executed per year; Increased ORT suspect apprehensions; Decreased reported ORT incidents; 35 Flock, 4 pole, and 3 trailer surveillance cameras installed; Increase in motor vehicle and motor vehicle accessory theft suspect arrests; 14 juveniles or first-time offenders entered the Youth Diversion Program; Reduced incidence of re-offense by Youth Diversion Program participants. Outcomes include: Decreased reported incidents of ORT; Reduced the number of ORT Crimes and Vehicle or Vehicle Accessory Thefts reported; Reduced recidivism rates among first-time and juvenile offenders and promoted behavioral change. PD has established key performance indicators that include: number of arrests, cases referred to the district attorney, recidivism rates, and reduction in theft incidents, which will serve as benchmarks for measuring progress and the impact of our interventions. Staff will track and report on the project's activities and outcomes to provide valuable insights. Data collected from Cellebrite tools will provide validation and quality assurance to ensure the accuracy and reliability of the collected data. Regular evaluation and feedback loops have been established to optimize strategies and ensure the project's ultimate success in achieving the desired outcomes. The collection of baseline data has already commenced, with the PD gathering essential information on key metrics such as the number of reported theft incidents, arrests made, cases referred to the district attorney, and recidivism rates. This data serves as a benchmark against which the project's progress and outcomes will be measured. With the implementation of LeadsOnline, a comprehensive web-based investigative tool with built-in algorithms, and expansive data, investigators will gain deeper insights into individuals involved in theft activities. Additionally, the use of Cellebrite software will help manage and secure digital evidence. These tools will aid in

quantifying and measuring outcomes. Relevant data will be collected at regular intervals throughout the project's duration. This will involve capturing data such as the number of retail blitz operations conducted, the deployment of surveillance cameras, and the diversion of first-time and juvenile offenders. In addition, outcome measures will be evaluated to determine the project's impact on reducing theft incidents, recovering stolen merchandise, and reducing recidivism rates. These outcome measures will be tracked using indicators such as the number of reported thefts, successful prosecutions, and the participation rate of youth offenders in diversion programs. The research methodology will combine quantitative and qualitative approaches to understand the strategy's impact fully. Quantitative analysis will include key performance indicators such as the number of arrests, cases referred to the district attorney, recidivism rates, and reduction in theft incidents. A comparison of pre-and post-intervention data will help determine the extent to which the strategy has achieved the intended outcomes. Qualitative methods will complement the quantitative analysis by providing in-depth insights and understanding of the project's impact by collecting data through interviews and feedback from law enforcement personnel, retailers, and diversion program participants.

Budget Instructions

Applicants are required to submit a Proposal Budget and Budget Narrative (Budget Attachment). Upon submission the Budget Attachment will become Section 5: Budget (Budget Tables & Narrative) making up part of the official proposal. The Budget Attachment must be filled out completely and accurately. Applicants are solely responsible for the accuracy and completeness of the information entered in the Proposal Budget and Budget Narrative. The Proposal Budget must cover the entire grant period. For additional guidance related to grant budgets, refer to the BSCC Grant Administration Guide. The Budget Attachment is provided as a stand-alone document on the BSCC website.

Budget Attachment

[Organized-Retail-Theft-Prevention-Grant-Program-Budget-Attachment.xlsx](#)

SECTION V - ATTACHMENTS

This section list the attachments that are required at the time of submission, unless otherwise noted. Project Work Plan (Appendix B) - Mandatory Grantee Assurance for Non-Governmental Organizations (Appendix D) - Mandatory Local Impact Letter(s) (Appendix E) - Mandatory Letter(s) of Commitment (Appendix F) - If Applicable Policies Limiting Racial Bias - Refer to page 9 of the Proposal Instruction Packet - Mandatory Policies on Surveillance Technology - Refer to page 9 of the Proposal Instruction Packet - If Applicable Certification of Compliance with BSCC Policies on Debarment, Fraud, Theft, and Embezzlement (Appendix G) - Mandatory Governing Board Resolution (Appendix H) - Optional

Project Work Plan (Appendix B)

[Project-Work-Plan.docx](#)

Grantee Assurance for Non-Governmental Organizations (Appendix D)

[Appendix_D_Grantee_Assurance_for_Non-Governmental_Organizations.pdf](#)

Local Impact Letter(s) (Appendix E)

[Impact_Letters.pdf](#)

Letter(s) of
Commitment,
(Appendix F)

n/a

Policies Limiting Racial Bias

[RACIAL-OR-BIAS_BASED_PROFILING.pdf](#)

Policies on Surveillance Technology

[AUTOMATED_LICENSE_PLATE_READERS__ALPRs_.pdf](#)

Certification of Compliance with BSCC Policies on Debarment, Fraud, Theft, and Embezzlement
(Appendix G)

[Appendix_G_Certification_of_Compliance_with_BSCC_Policies_.pdf](#)

OPTIONAL: Governing Board Resolution (Appendix H)

[RESOLUTION.pdf](#)

OPTIONAL:
Bibliography

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DOJ. (2019). 2019 Crime in the United States [Government]. FBI. <https://ucr.fbi.gov/crime-in-the-u.s/2019/crime-in-the-u.s.-2019/tables/table-8/table-8-state-cuts/california.xls>

OJP.GOV. (2014). Practice Profile: Closed Circuit Television (CCTV) Surveillance. CrimeSolutions, National Institute of Justice. Retrieved June 12, 2023, from <https://crimesolutions.ojp.gov/ratedpractices/25>

Piza, E. L., Welsh, B. C., Farrington, D. P., & Thomas, A. L. (2019). CCTV surveillance for crime prevention: A 40-year systematic review with meta-analysis. *Criminology & Public Policy*, 18(1), 135–159. <https://doi.org/10.1111/1745-9133.12419>

CONFIDENTIALITY
NOTICE:

All documents submitted as a part of the Organized Retail Theft Prevention Grant Program proposal are public documents and may be subject to a request pursuant to the California Public Records Act. The BSCC cannot ensure the confidentiality of any information submitted in or with this proposal. (Gov. Code, § 6250 et seq.)

Appendix B: Project Work Plan

Applicants must complete a Project Work Plan. This Project Work Plan identifies measurable goals and objectives, process and outcome measures, activities and services, responsible parties for those activities and services, data sources and estimated timelines. Completed plans should (1) identify the project’s top goals and objectives; (2) identify how the goal(s) will be achieved in terms of the activities, responsible staff/partners, and start and end dates, process and outcome measures; and (3) provide goals and objectives with a clear relationship to the need and intent of the grant. As this grant term is for three (3) years, the Project Work Plan must attempt to identify activities/services and estimate timelines for the entire grant term. A minimum of one goal and corresponding objectives, process measures, etc. must be identified.

Applicants must use the Project Work Plan provided below. You will be prompted to upload this document to the BSCC-Submittable Application.

(1) Goal:	> Identify and apprehend ORT suspects in Bakersfield, California		
Objectives (A., B., etc.)	> By the end of the grant period, reduce the incident of ORT by 10% as demonstrated by decreased reported ORT incidents.		
Process Measures and Outcome Measures:	<ul style="list-style-type: none"> ● > 72 Retail Blitz Operations executed per year ● Increased ORT suspect apprehensions ● decreased reported ORT incidents 		
Project activities that support the identified goal and objectives:	Responsible staff/partners	Timeline	
		Start Date	End Date
> Increase the number of retail blitz operations in retail parking lots by 72 per year	> ORT Unit	> 10/01/23	> 12/31/26
List data and sources to be used to measure outcomes:	> LeadsOnline and Cellebrite software to measure suspect apprehensions and ORT activities		

(2) Goal:	> Identify and apprehend motor vehicle and motor vehicle accessory theft suspects in Bakersfield, California		
Objectives (A., B., etc.)	> By the end of the grant period, increase the apprehension of of motor vehicle and motor vehicle accessory theft suspects by 10% as demonstrated by increased motor vehicle and motor vehicle accessory theft suspect arrests.		
Process Measures and Outcome Measures:	<ul style="list-style-type: none"> • > 35 Flock, 4 pole, and 3 trailer surveillance cameras installed, carefully positioned, and fine-tuned to identify suspects • Increase in arrests made of motor vehicle and motor vehicle accessory theft suspects 		
Project activities that support the identified goal and objectives:	Responsible staff/partners	Timeline	
		Start Date	End Date
> Install 35 Flock camera units and deploy 4 pole and 3 trailer surveillance cameras	> ORT Unit	> 10/01/23	> 12/31/26
List data and sources to be used to measure outcomes:	> LeadsOnline and Cellebrite software to measure suspect apprehensions and motor vehicle and motor vehicle accessory theft activities		

(3) Goal:	> Promote behavioral change interventions to Bakersfield, California juvenile and first-time offenders of ORT crimes		
Objectives (A., B., etc.)	> By the end of the grant period, increase the number of juvenile and first-time offenders referred to the Youth Diversion Program by 14 as demonstrated by increased youth participation in the program		
Process Measures and Outcome Measures:	<ul style="list-style-type: none"> • > 14 juveniles or first-time offenders entered the Youth Diversion Program • Reduced incidence of re-offense by Youth Diversion Program participants 		
Project activities that support the identified goal and objectives:	Responsible staff/partners	Timeline	
		Start Date	End Date
> Identify juvenile and first-time offender candidates through the blitz operations and offer intervention and educational services to reduce recidivism rates	> ORT Unit, Youth Diversion Program partners	> 10/01/23	> 12/31/26

List data and sources to be used to measure outcomes: > Enrollment data from Youth Diversion Program partners will be used to compare with participant referral lists maintained by ORT Unit.

Organized Retail Theft Prevention Grant Program - Project Budget and Budget Narrative

Name of Applicant: *Bakersfield Police Department*

44-Month Budget: October 1, 2023 to June 1, 2027

Note: Rows 7-16 will auto-populate based on the information entered in the budget line items (Salaries and Benefits, Services and Supplies, etc.)

Budget Line Item	Total
1. Salaries & Benefits	\$3,228,101.00
2. Services and Supplies	\$448,628.00
3. Professional Services or Public Agencies	\$162,180.00
4. Non-Governmental Organization (NGO) Subcontracts	\$0.00
5. Data Collection and Evaluation	\$75,000.00
6. Equipment/Fixed Assets	\$2,001,255.00
7. Financial Audit (Up to \$25,000)	\$25,000.00
8. Other (Travel, Training, etc.)	\$40,464.00
9. Indirect Costs	\$222,381.00
TOTAL	\$6,203,009.00

1a. Salaries & Benefits

Description of Salaries & Benefits	(% FTE or Hourly Rate) & Benefits	Total
2 Supervising Sergeant	Overtime Pay @ \$94.59/hour	\$408,628.00
12 Detectives	Overtime Pay @ \$75.55/hour	\$1,958,256.00
1 Police Service Technician	Overtime Pay @ \$40.55/hour	\$87,604.00
4 Officers	Overtime pay @ \$63.80/hour	\$551,232.00
1 Performance Analyst	1 FTE @ \$74,127 per year for 3 years	\$222,381.00
TOTAL		\$3,228,101.00

1b. Salaries & Benefits Narrative:

The proposed budget includes overtime pay for key personnel involved in the successful implementation of the project. The project will be implemented in addition to the staff's regular duties, requiring additional hours beyond their normal work schedule. Overtime pay is necessary to ensure the successful implementation and execution of the program.

The Supervising Sergeants are responsible for overseeing and coordinating the operations and will need to dedicate overtime to each operation. With at least 72 operations conducted per year for the three-year project duration, the estimated cost for the Sergeant's overtime pay is \$408,628. This allocation is necessary to ensure adequate supervision and guidance for the team, contributing to the overall success of the initiative.

The six Detectives assigned to investigate and apprehend ORT suspects and the support of an additional 6 detectives will also require overtime pay. These detective will participate in blitz operations and provide support for Unmanned Aerial Vehicle (UAV) deployment, resulting in a projected cost of \$1,958,256 for the project period. This allocation is crucial to provide the necessary investigative resources and ensure the thoroughness of the investigations conducted.

The Police Service Technician plays a critical role in providing technical support during operations. To fulfill these responsibilities, the Technician will also need to dedicate overtime to the execution of each operation. The projected cost for the Technician's overtime pay is \$87,604. This will ensure the smooth operation of surveillance equipment and technical support throughout the project.

Four additional officers will be assigned to support the ORT reduction initiative. Similar to the other staff members, these officers will also contribute overtime towards each operation with a projected cost of \$551,232 for the officers' overtime. This allocation is necessary to enhance the law enforcement presence during operations and effectively combat ORT incidents during high-ORT activity months such as during the holiday season.

In addition, a Performance Analyst @ 1FTE is included to collect and process data related to the program implementation. This includes analyzing data from software to help detectives and officers build evidence and apprehend suspects. The cost for salary and benefits for the Performance Analyst is \$74,127 per year for 3 years.

2a. Services and Supplies

Description of Services or Supplies	Calculation for Expenditure	Total
LeadsOnline	3-year service @ \$48,830	\$146,490.00
Cellebrite Software Pathfinder Subscription	3-year service @\$302,138	\$302,138.00
		\$0.00
		\$0.00
TOTAL		\$448,628.00

TOTALS	\$75,000.00
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5b. Data Collection and Evaluation Narrative

Accurate and comprehensive data collection and evaluation are essential components of the project. To ensure the effective monitoring and assessment of the project's progress and outcomes, the development and implementation of a Local Evaluation Plan (LEP) will be competitively procured with a budget cap of \$75,000. The LEP will provide a structured framework for systematically collecting relevant data, tracking key metrics, and assessing the project's impact on reducing ORT, vehicle, and vehicle accessory theft incidents and recovering stolen merchandise.

6a. Equipment/Fixed Assets

Description of Equipment/Fixed Assets	Calculation for Expense	Total
Vehicles	8 Unmarked undercover vehicles fully equipped @\$100,000; and 7 rental vehicles @\$25,400 each per year.	\$1,333,400.00
Flock Cameras	35 flock cameras@ \$9,771 each	\$342,000.00
Stationary camera	3 trailer cameras and license fee @ \$63,332 each	\$189,997.00
Pole Camera	4 pole cameras and cloud based service for 3 years @ \$16,000 each	\$64,000.00
Vehicle and Retail Theft Trackers	6 Vehicle Trackers and 3-year service @ \$2,859; 9 Retail trackers and 3-year service @ \$1,333	\$29,156.00
Tactical vests for Officers	7 tactical vest @ \$4,000	\$28,000.00
Entry Tools	Broco Ram @ \$374,Leather Head Tools 30" Halligan @\$374 Vanguard Ballistic Shield @ \$8,015	\$9,902.00
Mobile Data Computer (MDC)	1 computer @ \$4,800	\$4,800.00
TOTALS		\$2,001,255.00

6b. Equipment/Fixed Assets Narrative

The successful implementation of the project requires the acquisition of essential equipment to support the operations of law enforcement personnel for effective surveillance, tracking, and investigative activities.

Vehicles: The acquisition of eight unmarked undercover vehicles, fully equipped, at an estimated cost of \$100,000 each, is essential for conducting covert operations and ensuring the safety of officers. These vehicles are specifically designed to facilitate undercover investigations and enable law enforcement to gather evidence and apprehend ORT suspects discreetly. Additionally, the rental and equipping of seven vehicles at \$25,400 each per year will provide additional transportation capacity to also support undercover activities when additional support is needed during larger operations. The total budget allocation for vehicles is \$1,333,400.

Flock Cameras: The installation of 35 Flock cameras, with an estimated cost of \$9,771 each, will significantly enhance surveillance capabilities in retail areas prone to ORT incidents. These cameras offer advanced features and high-quality video recording, enabling law enforcement to monitor suspicious activities, gather evidence, and deter potential offenders. The total cost for the purchase and installation of Flock cameras is \$342,000.

Stationary and Pole Cameras: The budget includes the procurement of three trailer cameras, including licensing fees, at an estimated cost of \$63,332 each. These stationary cameras will be strategically deployed in areas with high ORT activity to provide continuous surveillance and evidence collection. Additionally, four pole cameras, along with cloud-based service for three years, are budgeted at \$16,000 each. The combined cost for stationary and pole cameras is \$189,997.

Vehicle and Retail Theft Trackers: To enhance the tracking capabilities of law enforcement, the budget includes the purchase of six vehicle trackers, accompanied by a three-year service agreement, at an estimated cost of \$2,859 each. These trackers will assist in locating stolen vehicles, identifying suspects, and recovering stolen property. To effectively track stolen merchandise and identify individuals involved in ORT, the purchase of nine retail theft trackers, accompanied by a three-year service agreement is warranted at an estimated cost of \$1,333 each. These trackers will enable law enforcement to recover stolen items and gather evidence for prosecution. The total cost for vehicle and retail theft trackers is \$29,156.

Tactical Vests and Entry Tools: Ensuring the safety and protection of law enforcement personnel is of the highest priority in combating ORT. The purchase of seven tactical vests at an estimated cost of \$4,000 each, amounting to \$28,000, and the acquisition of tools to safely conduct search warrants that include a Ram, Halligan and Shield, which allows the ORT unit to safely conduct search warrants, is budgeted at \$9,902.

Mobile Data Computer: A Mobile Data Computer (MDC) will equip law enforcement personnel with the necessary technology to carry out their duties efficiently. The acquisition of a MDC will cost \$4,800. The MDC is a crucial tool that enables law enforcement officers to access and input critical data in real-time while in the field. It enhances communication, information sharing, and operational efficiency, ultimately supporting the project's goals of addressing organized retail theft effectively.

7a. Financial Audit

Description	Calculation for Expense	Total
Financial final audit requirement compliance	Certified Public Accountant, County, or City independent auditor	\$25,000.00
		\$0.00
		\$0.00
		\$0.00
TOTAL		\$25,000.00

7b. Financial Audit) Narrative:

The financial audit is a vital component of the project's financial management and oversight that will provide an independent assessment of the project's financial records, transactions, and compliance with applicable laws and regulations. The audit will examine the project's financial statements, internal controls, and financial management practices to ensure transparency, accuracy, and integrity in financial reporting. To ensure accountability, transparency, and compliance, the financial audit will be conducted by a Certified Public Accountant (CPA), County, or City independent auditor at an anticipated cost of \$25,000.

8a. Other (Travel, Training, etc.)

Description	Calculation for Expense	Total
California Robbery Investigators Association (CRIA) Annual Conference for 8 ORT Unit members (3-day conference)	Conference fee @ \$225 x8 = \$1,800 x 3 years = \$5,400 Lodging for 2 nights @ \$211 per night x8 = \$3,376 x 3 years = \$10,128 Perdiem for 3 days @\$69 per day x 8 = \$1,656 x 3 years = \$4,968	\$20,496.00

Zetx 40-hour training course for 6 ORT Unit Detectives	Training fee @ \$1,000 x 6 = \$6,000 Lodging for 4 nights @ \$211 per night x6 = \$5,064 Perdiem for 5 days @\$69 per day x 6 = \$2,070	\$13,134.00
Interview and Interrogation course for 6 ORT Unit Detectives (5-day course offered locally)	Tuition @\$575 x 6 = \$3,450 Perdiem for 5 days @\$69 per day x 6 = \$2,070	\$5,520.00
Implicit Bias and Community Policing 4-hour Training for 6 ORT Unit Detectives	Tuition @\$150 x 6 = \$900	\$900.00
3-day Grantee Team Meetings in Sacramento for 2 key program staff	Perdiem for 3 days @\$69 per day x 2 = \$414	\$414.00
	TOTAL	\$40,464.00

8b. Other (Travel, Training, etc.) Narrative:

To ensure the ORT Unit's effectiveness in addressing organized retail theft and related crimes, the project includes allocations for specific trainings, conferences, and associated travel.

California Robbery Investigators Association (CRIA) Conference for 8 ORT Unit Members:

The budget allocates \$1,800 for the conference fee for eight ORT Unit members to attend the three-day CRIA Conference each year for 3 years. In addition, the budget includes, \$3,376 for lodging each year (2 nights at \$211 per night for eight members), and \$1,656 for per diem (3 days at \$69 per day for eight members). The total budget allocation for this conference is \$20,496.

Zetx Officer Training: 40-hour Criminal Investigations Using Cellular Technologies Course:

The Zetx Officer Training course focuses on providing investigative culture training related to the efficient use of cellular data mapping to interpret patterns, generate leads, and solve complex cases. The course will equip six ORT Unit detectives with valuable skills in leveraging cellular technologies for criminal investigations. The budget includes \$6,000 for the training fee, \$5,064 for lodging (4 nights at \$211 per night for six detectives), and \$2,070 for per diem (5 days at \$69 per day for six detectives). The total budget allocation for this training is \$13,134.

Interview and Interrogation Course:

To enhance the investigative techniques of the ORT Unit detectives, the budget includes funds for an Interview and Interrogation course. This training aims to enhance their skillset in obtaining accurate and reliable information during interviews and interrogations. The budget allocates \$3,450 for the tuition fee, and \$2,070 for per diem (5 days at \$69 per day for six detectives). The total budget allocation for this course is \$5,520.

Implicit Bias and Community Policing Training:

To ensure compliance with Penal Code section 13510(a), the budget includes funds for the Implicit Bias and Community Policing Training. This mandated training aims to promote fair and equitable policing practices by addressing implicit biases and enhancing community-oriented policing approaches. The budget allocates \$900 for the tuition fee. The total budget allocation for this training is \$900.

Grantee Team Meetings:

The budget includes provisions for three one-day trips to Sacramento for grantee team meetings. The budget includes \$414 for per diem (3 days at \$69 per day for two staff members). The total budget allocation for these meetings is \$414.

9a. Indirect Costs

For this grant program, indirect costs may be charged using only <u>one</u> of the two options below:	Grant Funds	Total
1) Indirect costs not to exceed 10 percent (10%) of the total grant award. Applicable if the organization does not have a federally approved indirect cost rate.	\$222,381	\$222,381
<i>If using Option 1) grant funds allocated to Indirect Costs may not exceed:</i>	\$620,301	
2) Indirect costs not to exceed 20 percent (20%) of the total grant award. Applicable if the organization has a federally approved indirect cost rate. Amount claimed may not exceed the organization's federally approved indirect cost rate.	\$0	\$0
<i>If using Option 2) grant funds allocated to Indirect Costs may not exceed:</i>	\$0	
<i>Please see instructions tab for additional information regarding Indirect Costs. If the amount exceeds the maximum allowed and/or turns red, please adjust it to not exceed the line-item noted.</i>	TOTAL	\$222,381

9b. Indirect Costs Narrative:

Enter narrative here. You may expand cell height if needed. If using a federally approved indirect cost rate, please include the rate in the narrative.

To ensure the smooth and efficient management of the project's financial and administrative aspects, a 1 Administrative Analyst position is included at \$74,127 per year for 3 years and includes administrative salary and benefits. The Administrative Analyst will provide valuable support in clerical and accounting duties throughout the project including maintaining accurate financial records, processing invoices, and assisting with financial reporting. The City does not have a federally approved indirect cost rate and indirect costs requested for the Admin Analyst III administrative salary is below 10% of the total grant request.

CITY OF BAKERSFIELD

POLICE DEPARTMENT



Brent Stratton
Assistant Chief of Police

GREG TERRY
CHIEF OF POLICE

1601 Truxtun Avenue, Bakersfield CA 93301
(661) 326-3880 | FAX (661) 852-2152



Mike Hale
Assistant Chief of Police

June 09, 2023

Lowe's
1601 Columbus Street
(661) 889-9000

Subject: Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program

Dear Lowe's,

We are pleased to present this Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program, a collaborative initiative to reduce Organized Retail Theft (ORT) and related crimes in our community. This agreement outlines the mutual understanding between the Bakersfield Police Department and Lowe's regarding the project's potential impacts on retailers and the commitment to work together to address these impacts.

The Organized Retail Theft Prevention Grant Program is a comprehensive effort led by the Bakersfield Police Department to combat organized retail theft and enhance retail establishments' and their patrons' safety and security. The project encompasses targeted law enforcement operations known as "blitz" operations that will be conducted at retail stores.

This letter informs you of the potential impact of the Organized Retail Theft Prevention Grant Program.

Our collaboration includes:

The requested full cooperation of the retailer and partnership to identify ORT suspects during the crime and cooperate with the District Attorney's office to prosecute individuals committing ORT crimes. This includes retailers making loss prevention agents or other employees available to give real-time updates during these operations. Additionally, the retailer must provide necessary information for the investigation, such as video surveillance footage (if available) and detailed information about the stolen property.

Please indicate your agreement to this Impact Letter by signing and returning a copy of this letter to the Bakersfield Police Department by June 14, 2023. If you have any questions or require further information, please do not hesitate to contact Sergeant Keegan Gavin at kgavin@bakersfieldpd.us.

CITY OF BAKERSFIELD

POLICE DEPARTMENT



Brent Stratton
Assistant Chief of Police

GREG TERRY
CHIEF OF POLICE

1601 Truxtun Avenue, Bakersfield CA 93301
(661) 326-3880 | FAX (661) 852-2152



Mike Hale
Assistant Chief of Police

June 09, 2023

The Home Depot
8700 Rosedale Highway
(661) 564-2083

Subject: Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program

Dear Home Depot,

We are pleased to present this Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program, a collaborative initiative to reduce Organized Retail Theft (ORT) and related crimes in our community. This agreement outlines the mutual understanding between the Bakersfield Police Department and Home Depot regarding the project's potential impacts on retailers and the commitment to work together to address these impacts.

The Organized Retail Theft Prevention Grant Program is a comprehensive effort led by the Bakersfield Police Department to combat organized retail theft and enhance retail establishments' and their patrons' safety and security. The project encompasses targeted law enforcement operations known as "blitz" operations that will be conducted at retail stores.

This letter informs you of the potential impact of the Organized Retail Theft Prevention Grant Program.

Our collaboration includes:

The requested full cooperation of the retailer and partnership to identify ORT suspects during the crime and cooperate with the District Attorney's office to prosecute individuals committing ORT crimes. This includes retailers making loss prevention agents or other employees available to give real-time updates during these operations. Additionally, the retailer must provide necessary information for the investigation, such as video surveillance footage (if available) and detailed information about the stolen property.

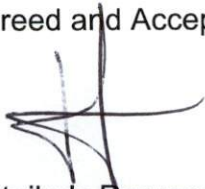
Please indicate your agreement to this Impact Letter by signing and returning a copy of this letter to the Bakersfield Police Department by June 14, 2023. If you have any questions or require further information, please do not hesitate to contact Sergeant Keegan Gavin at kgavin@bakersfieldpd.us.

Thank you for your collaboration and commitment to the safety and well-being of our community.

Sincerely,

Sergeant Keegan Gavin #1106
Bakersfield Police Department
Organized Retail Theft

Agreed and Accepted:



Retailer's Representative -
The Home Depot

Jonathan Means 6/15/23

CITY OF BAKERSFIELD

POLICE DEPARTMENT



Brent Stratton
Assistant Chief of Police

GREG TERRY
CHIEF OF POLICE

1601 Truxtun Avenue, Bakersfield CA 93301
(661) 326-3880 | FAX (661) 852-2152



Mike Hale
Assistant Chief of Police

6/21/2023

Kern County District Attorney's Office
1215 Truxtun Avenue, 4th Floor, Bakersfield, CA 93301
(661) 868-2340

Subject: Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program

Dear Kern County District Attorney's Office,

We are pleased to present this Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program, a collaborative initiative to reduce Organized Retail Theft (ORT) and related crimes in our community. This agreement outlines the mutual understanding between the Bakersfield Police Department and Kern County District Attorney's Office regarding the project's potential impacts on the agency and the commitment to work together to address these impacts.

The Organized Retail Theft Prevention Grant Program is a comprehensive effort led by the Bakersfield Police Department to combat organized retail theft and enhance retail establishments' and their patrons' safety and security. The project encompasses targeted law enforcement operations known as "blitz" operations that will be conducted at retail stores.

This letter informs you of the potential impact of the Organized Retail Theft Prevention Grant Program.

Our collaboration includes:

The Kern County District Attorney's Office and the Bakersfield Police Department ORT unit will continue to communicate and work together regarding these types of investigations and the best filling practices.

Please indicate your agreement to this Impact Letter by signing and returning a copy of this letter to the Bakersfield Police Department by June 21, 2023. If you have any questions or require further information, please do not hesitate to contact Sergeant Keegan Gavin at kgavin@bakersfieldpd.us.

Thank you for your collaboration and commitment to the safety and well-being of our community.

Sincerely,

Sergeant Keegan Gavin #1106
Bakersfield Police Department
Organized Retail Theft

Agreed and Accepted:

A handwritten signature in blue ink, appearing to read "Joseph Kinzel". The signature is fluid and cursive, with a large initial "J" and a long, sweeping underline.

Joseph Kinzel, Assistant District Attorney
Kern County District Attorney's Office

CITY OF BAKERSFIELD

POLICE DEPARTMENT



Brent Stratton
Assistant Chief of Police

GREG TERRY
CHIEF OF POLICE

1601 Truxtun Avenue, Bakersfield CA 93301
(661) 326-3880 | FAX (661) 852-2152



Mike Hale
Assistant Chief of Police

6/21/2023

Kern County Sheriff's Office
1350 Norris Rd
Bakersfield, CA 93308
(661) 391-7500

Subject: Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program

Dear Kern County Sheriff's Office,

We are pleased to present this Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program, a collaborative initiative to reduce Organized Retail Theft (ORT) and related crimes in our community. This agreement outlines the mutual understanding between the Bakersfield Police Department and Kern County Sheriff's Office regarding the project's potential impacts on the agency and the commitment to work together to address these impacts.

The Organized Retail Theft Prevention Grant Program is a comprehensive effort led by the Bakersfield Police Department to combat organized retail theft and enhance retail establishments' and their patrons' safety and security. The project encompasses targeted law enforcement operations known as "blitz" operations that will be conducted at retail stores.

This letter informs you of the potential impact of the Organized Retail Theft Prevention Grant Program.

Our collaboration includes:

After these operations occur the Kern County Sheriff's Office will see an increase in the number of individuals booked into the Kern County Jail for ORT cases.

The Bakersfield Police Department will notify the Kern County Sheriff's Office of any planned large-scale operations.

Please indicate your agreement to this Impact Letter by signing and returning a copy of this letter to the Bakersfield Police Department by June 26, 2023. If you have any questions or require further information, please do not hesitate to contact Sergeant Keegan Gavin at kgavin@bakersfieldpd.us.

Thank you for your collaboration and commitment to the safety and well-being of our community.

Sincerely,

Sergeant Keegan Gavin #1106
Bakersfield Police Department
Organized Retail Theft

Agreed and Accepted:



Sheriff Donny Youngblood
County of Kern

CITY OF BAKERSFIELD

POLICE DEPARTMENT



Brent Stratton
Assistant Chief of Police

GREG TERRY
CHIEF OF POLICE

1601 Truxtun Avenue, Bakersfield CA 93301
(661) 326-3880 | FAX (661) 852-2152



Mike Hale
Assistant Chief of Police

June 08, 2023

Famous Footwear
8920 Rosedale Highway
(661) 368-7288

Subject: Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program

Dear Famous Footwear,

We are pleased to present this Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program, a collaborative initiative to reduce Organized Retail Theft (ORT) and related crimes in our community. This agreement outlines the mutual understanding between the Bakersfield Police Department and Famous Footwear regarding the project's potential impacts on retailers and the commitment to work together to address these impacts.

The Organized Retail Theft Prevention Grant Program is a comprehensive effort led by the Bakersfield Police Department to combat organized retail theft and enhance retail establishments' and their patrons' safety and security. The project encompasses targeted law enforcement operations known as "blitz" operations that will be conducted at retail stores.

This letter informs you of the potential impact of the Organized Retail Theft Prevention Grant Program.

Our collaboration includes:

The requested full cooperation of the retailer and partnership to identify ORT suspects during the crime and cooperate with the District Attorney's office to prosecute individuals committing ORT crimes. This includes retailers making loss prevention agents or other employees available to give real-time updates during these operations. Additionally, the retailer must provide necessary information for the investigation, such as video surveillance footage (if available) and detailed information about the stolen property.

Please indicate your agreement to this Impact Letter by signing and returning a copy of this letter to the Bakersfield Police Department by June 14, 2023. If you have any questions or require further information, please do not hesitate to contact Sergeant Keegan Gavin at kgavin@bakersfieldpd.us.

Thank you for your collaboration and commitment to the safety and well-being of our community.

Sincerely,

Sergeant Keegan Gavin #1106
Bakersfield Police Department
Organized Retail Theft

Agreed and Accepted:

Maya Pin
ID 2913746

Famous Footwear Store 2165
8920 Rosedale Hwy
Bakersfield CA 93312

[Retailer's Representative]
Famous Footwear

CITY OF BAKERSFIELD

POLICE DEPARTMENT



Brent Stratton
Assistant Chief of Police

GREG TERRY
CHIEF OF POLICE

1601 Truxtun Avenue, Bakersfield CA 93301
(661) 326-3880 | FAX (661) 852-2152



Mike Hale
Assistant Chief of Police

June 08, 2023

Famous Footwear
8920 Rosedale Highway
(661) 368-7288

Subject: Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program

Dear Famous Footwear,

We are pleased to present this Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program, a collaborative initiative to reduce Organized Retail Theft (ORT) and related crimes in our community. This agreement outlines the mutual understanding between the Bakersfield Police Department and Famous Footwear regarding the project's potential impacts on retailers and the commitment to work together to address these impacts.

The Organized Retail Theft Prevention Grant Program is a comprehensive effort led by the Bakersfield Police Department to combat organized retail theft and enhance retail establishments' and their patrons' safety and security. The project encompasses targeted law enforcement operations known as "blitz" operations that will be conducted at retail stores.

This letter informs you of the potential impact of the Organized Retail Theft Prevention Grant Program.

Our collaboration includes:

The requested full cooperation of the retailer and partnership to identify ORT suspects during the crime and cooperate with the District Attorney's office to prosecute individuals committing ORT crimes. This includes retailers making loss prevention agents or other employees available to give real-time updates during these operations. Additionally, the retailer must provide necessary information for the investigation, such as video surveillance footage (if available) and detailed information about the stolen property.

Please indicate your agreement to this Impact Letter by signing and returning a copy of this letter to the Bakersfield Police Department by June 14, 2023. If you have any questions or require further information, please do not hesitate to contact Sergeant Keegan Gavin at kgavin@bakersfieldpd.us.

Thank you for your collaboration and commitment to the safety and well-being of our community.

Sincerely,

Sergeant Keegan Gavin #1106
Bakersfield Police Department
Organized Retail Theft

Agreed and Accepted:

Maryfrances Pao
ID 293766

Famous Footwear Store 3456
5243 Gosford Rd
Bakersfield CA 93313

[Retailer's Representative]
Famous Footwear

CITY OF BAKERSFIELD

POLICE DEPARTMENT



Brent Stratton
Assistant Chief of Police

GREG TERRY
CHIEF OF POLICE

1601 Truxtun Avenue, Bakersfield CA 93301
(661) 326-3880 | FAX (661) 852-2152



Mike Hale
Assistant Chief of Police

June 08, 2023

Warehouse Shoe Sale (WSS)
1619 Panama Lane
(661) 396-9602

Subject: Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program

Dear Warehouse Shoe Sale,

We are pleased to present this Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program, a collaborative initiative to reduce Organized Retail Theft (ORT) and related crimes in our community. This agreement outlines the mutual understanding between the Bakersfield Police Department and Warehouse Shoe Sale regarding the project's potential impacts on retailers and the commitment to work together to address these impacts.

The Organized Retail Theft Prevention Grant Program is a comprehensive effort led by the Bakersfield Police Department to combat organized retail theft and enhance retail establishments' and their patrons' safety and security. The project encompasses targeted law enforcement operations known as "blitz" operations that will be conducted at retail stores.

This letter informs you of the potential impact of the Organized Retail Theft Prevention Grant Program.

Our collaboration includes:

The requested full cooperation of the retailer and partnership to identify ORT suspects during the crime and cooperate with the District Attorney's office to prosecute individuals committing ORT crimes. This includes retailers making loss prevention agents or other employees available to give real-time updates during these operations. Additionally, the retailer must provide necessary information for the investigation, such as video surveillance footage (if available) and detailed information about the stolen property.

Please indicate your agreement to this Impact Letter by signing and returning a copy of this letter to the Bakersfield Police Department by June 14, 2023. If you have any questions or require further information, please do not hesitate to contact Sergeant Keegan Gavin at kgavin@bakersfieldpd.us.

Thank you for your collaboration and commitment to the safety and well-being of our community.

Sincerely,

Sergeant Keegan Gavin #1106
Bakersfield Police Department
Organized Retail Theft

Agreed and Accepted:

[Retailer's Representative] JOSE ZAMUDIO 06/14/23
Warehouse Shoe Sale

CITY OF BAKERSFIELD

POLICE DEPARTMENT



Brent Stratton
Assistant Chief of Police

GREG TERRY
CHIEF OF POLICE

1601 Truxtun Avenue, Bakersfield CA 93301
(661) 326-3880 | FAX (661) 852-2152



Mike Hale
Assistant Chief of Police

June 08, 2023

Kohl's
9400 Rosedale Highway
(661) 588-4535

Subject: Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program

Dear Kohl's,

We are pleased to present this Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program, a collaborative initiative to reduce Organized Retail Theft (ORT) and related crimes in our community. This agreement outlines the mutual understanding between the Bakersfield Police Department and Kohl's regarding the project's potential impacts on retailers and the commitment to work together to address these impacts.

The Organized Retail Theft Prevention Grant Program is a comprehensive effort led by the Bakersfield Police Department to combat organized retail theft and enhance retail establishments' and their patrons' safety and security. The project encompasses targeted law enforcement operations known as "blitz" operations that will be conducted at retail stores.

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Our collaboration includes:

The requested full cooperation of the retailer and partnership to identify ORT suspects during the crime and cooperate with the District Attorney's office to prosecute individuals committing ORT crimes. This includes retailers making loss prevention agents or other employees available to give real-time updates during these operations. Additionally, the retailer must provide necessary information for the investigation, such as video surveillance footage (if available) and detailed information about the stolen property.

Please indicate your agreement to this Impact Letter by signing and returning a copy of this letter to the Bakersfield Police Department by June 14, 2023. If you have any questions or require further information, please do not hesitate to contact Sergeant Keegan Gavin at kgavin@bakersfieldpd.us.

Thank you for your collaboration and commitment to the safety and well-being of our community.

Sincerely,

Sergeant Keegan Gavin #1106
Bakersfield Police Department
Organized Retail Theft

Agreed and Accepted:

JASON POWELL



6-14-2023

Retailer's Representative -
Kohl's

CITY OF BAKERSFIELD

POLICE DEPARTMENT



Brent Stratton
Assistant Chief of Police

GREG TERRY
CHIEF OF POLICE

1601 Truxtun Avenue, Bakersfield CA 93301
(661) 326-3880 | FAX (661) 852-2152



Mike Hale
Assistant Chief of Police

June 08, 2023

Old Navy
5239 Gosford Road
(661) 588-8479

Subject: Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program

Dear Old Navy,

We are pleased to present this Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program, a collaborative initiative to reduce Organized Retail Theft (ORT) and related crimes in our community. This agreement outlines the mutual understanding between the Bakersfield Police Department and Old Navy regarding the project's potential impacts on retailers and the commitment to work together to address these impacts.

The Organized Retail Theft Prevention Grant Program is a comprehensive effort led by the Bakersfield Police Department to combat organized retail theft and enhance retail establishments' and their patrons' safety and security. The project encompasses targeted law enforcement operations known as "blitz" operations that will be conducted at retail stores.

This letter informs you of the potential impact of the Organized Retail Theft Prevention Grant Program.

Our collaboration includes:

The requested full cooperation of the retailer and partnership to identify ORT suspects during the crime and cooperate with the District Attorney's office to prosecute individuals committing ORT crimes. This includes retailers making loss prevention agents or other employees available to give real-time updates during these operations. Additionally, the retailer must provide necessary information for the investigation, such as video surveillance footage (if available) and detailed information about the stolen property.

Please indicate your agreement to this Impact Letter by signing and returning a copy of this letter to the Bakersfield Police Department by June 14, 2023. If you have any questions or require further information, please do not hesitate to contact Sergeant Keegan Gavin at kgavin@bakersfieldpd.us.

Thank you for your collaboration and commitment to the safety and well-being of our community.

Sincerely,

Sergeant Keegan Gavin #1106
Bakersfield Police Department
Organized Retail Theft

Agreed and Accepted:



Retailer's Representative - *Juan Fernando Silva*
Old Navy

Thank you for your collaboration and commitment to the safety and well-being of our community.

Sincerely,

Sergeant Keegan Gavin #1106
Bakersfield Police Department
Organized Retail Theft

Agreed and Accepted:

 6/9/2023

Retailer's Representative - PATRICIA KUWITTER
Lowe's

CITY OF BAKERSFIELD

POLICE DEPARTMENT



Brent Stratton
Assistant Chief of Police

GREG TERRY
CHIEF OF POLICE

1601 Truxtun Avenue, Bakersfield CA 93301
(661) 326-3880 | FAX (661) 852-2152



Mike Hale
Assistant Chief of Police

June 08, 2023

Wal-Mart
8400 Rosedale Highway
(661) 588-8479

Subject: Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program

Dear Wal-Mart,

We are pleased to present this Impact Letter of Agreement for the Organized Retail Theft Prevention Grant Program, a collaborative initiative to reduce Organized Retail Theft (ORT) and related crimes in our community. This agreement outlines the mutual understanding between the Bakersfield Police Department and Wal-Mart regarding the project's potential impacts on retailers and the commitment to work together to address these impacts.

The Organized Retail Theft Prevention Grant Program is a comprehensive effort led by the Bakersfield Police Department to combat organized retail theft and enhance retail establishments' and their patrons' safety and security. The project encompasses targeted law enforcement operations known as "blitz" operations that will be conducted at retail stores.

This letter informs you of the potential impact of the Organized Retail Theft Prevention Grant Program.

Our collaboration includes:

The requested full cooperation of the retailer and partnership to identify ORT suspects during the crime and cooperate with the District Attorney's office to prosecute individuals committing ORT crimes. This includes retailers making loss prevention agents or other employees available to give real-time updates during these operations. Additionally, the retailer must provide necessary information for the investigation, such as video surveillance footage (if available) and detailed information about the stolen property.

Please indicate your agreement to this Impact Letter by signing and returning a copy of this letter to the Bakersfield Police Department by June 14, 2023. If you have any questions or require further information, please do not hesitate to contact Sergeant Keegan Gavin at kgavin@bakersfieldpd.us.

Thank you for your collaboration and commitment to the safety and well-being of our community.

Sincerely,

Sergeant Keegan Gavin #1106
Bakersfield Police Department
Organized Retail Theft

Agreed and Accepted:



Retailer's Representative - Nancy Banuelos 6/21/23
Wal-Mart

RACIAL-OR-BIAS BASED PROFILING

402.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Bakersfield Police Department's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the Bakersfield Police Department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

402.1.1 DEFINITIONS

Definitions related to this policy include:

Bias-based policing - An inappropriate reliance on characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

402.2 POLICY

The Bakersfield Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

402.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

402.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT

Members shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Members shall not assist federal government authorities (Government Code § 8310.3):

- (a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.

Bakersfield Police Department

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RACIAL-OR-BIAS BASED PROFILING

- (b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

402.4 MEMBER RESPONSIBILITIES

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

402.4.1 REASON FOR CONTACT

Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved officer should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

402.5 SUPERVISOR RESPONSIBILITIES

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.
 - (a) Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (c) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

402.6 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE

The Internal Affairs Lieutenant and the department head or the authorized designee shall ensure that all data required by the Department of Justice (DOJ) regarding citizen complaints of racial bias against officers is collected and reported annually to DOJ (Penal Code § 13012; Penal Code § 13020).

402.7 ADMINISTRATION

Each year, the department's division commanders should review the efforts of the department to provide fair and objective policing and submit an annual report, including public concerns and complaints, to the Chief of Police.

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RACIAL-OR-BIAS BASED PROFILING

The annual report should not contain any identifying information about any specific complaint, member of the public or officers. It should be reviewed by the Chief of Police to identify any changes in training or operations that should be made to improve service.

Supervisors should review the annual report and discuss the results with those they are assigned to supervise.

402.8 TRAINING

Training on fair and objective policing and review of this policy should be conducted as directed by the training lieutenant.

- (a) All sworn members of this department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.
- (b) Pending participation in such POST-approved training and at all times, all members of this department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this department who received initial bias-based policing training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

AUTOMATED LICENSE PLATE READERS (ALPRs)

429.1 PURPOSE AND SCOPE

This policy shall establish procedures for the use and oversight of the Department's Automated License Plate Reader (ALPR) technology, also known as License Plate Recognition (LPR). The Bakersfield Police Department has adopted this policy to ensure compliance with applicable law protecting privacy, civil rights, and civil liberties. This policy outlines the use, analysis, retention, destruction, sharing and disclosure of protected information received and stored within and/or by the Bakersfield Police Department.

429.2 POLICY

It is the policy of the Bakersfield Police Department to utilize Automated License Plate Reader (ALPR) technology in the fulfillment of law enforcement efforts and public safety goals while recognizing the established privacy rights of the public. All data and images gathered by members of the Department, utilizing the Department's ALPR equipment are for the official use of this Department. Because such data may contain confidential information, it is not open to public review.

The Department's utilization of ALPR technology shall be restricted to legitimate law enforcement uses for the purpose of furthering legitimate law enforcement goals and enhancing public safety. Such uses and goals include providing information to officers that will assist in ongoing criminal investigations, crime prevention, crime detection, the apprehension of wanted persons, ensuring the safety of vulnerable individuals through the recovery of missing and endangered persons, and improving the quality of life in our community through the identification and removal of stolen and/or unregistered motor vehicles.

The Department shall utilize hot lists that further the above-specified goals of the LPR system where there is a legitimate and specific law enforcement reason for identifying a vehicle or a person reasonably believed to be associated with that vehicle, such as: persons who are subject to an outstanding arrest warrant; missing persons; AMBER Alerts; stolen vehicles; vehicles that are reasonably believed to be involved in the commission of a crime; vehicles that are registered to or are reasonably believed to be operated by persons who do not have a valid operator's license or who are on the revoked or suspended list; vehicles with expired registrations; persons who are subject to a restraining order issued by a court or by the Parole Board, or who are subject to any other duly issued order restricting their movements; persons wanted by a law enforcement agency who are of interest in a specific investigation, whether or not such persons are themselves suspected of criminal activity; and when information has been received concerning a specific individual or individuals who pose a potential public safety risk to the greater metropolitan Bakersfield area.

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AUTOMATED LICENSE PLATE READERS (ALPRs)

The Department may also use ALPR systems to gather information related to active warrants, homeland security matters, electronic surveillance, suspect interdiction, and the recovery of stolen property.

In summary the LPR system will aid officers in ensuring the safety of our community.

429.2.1 DEFINITIONS

- (a) **Automated License Plate Reader (ALPR):** A device that uses cameras and computer technology to compare digital images to lists of known information of interest.
- (b) **ALPR Operator:** Properly trained Department personnel who may utilize ALPR system/equipment. ALPR operators may be assigned to any position within the Department and the ALPR Coordinator can order the deployment of the ALPR systems for use in various efforts.
- (c) **ALPR Administrator:** The Investigations Division Captain serves as the ALPR Administrator for the Department.
- (d) **Hot List:** A list of license plates associated with vehicles of interest compiled from one or more databases including, but not limited to, NCIC, CA DMV, Local BOLO's, etc..
- (e) **Vehicles of Interest:** Including, but not limited to: vehicles which are reported as stolen; display stolen license plates or tags; vehicles linked to missing and/or wanted persons; and vehicles flagged by the Motor Vehicle Administration or law enforcement agencies.
- (f) **Detection:** Data obtained by an ALPR of an image (such as a license plate) within public view that was read by the device, including potential images (such as the plate and the vehicle on which it was displayed), and information regarding the location of the ALPR system at the time of the ALPR's read.
- (g) **Hit:** Alert from the ALPR system that a scanned license plate number may be in the National Crime Information Center (NCIC) or other law enforcement database for a specific reason including, but not limited to, being related to a stolen car, wanted person, missing person, domestic violation protective order or terrorist-related activity.

429.3 ADMINISTRATION

All installation and maintenance of ALPR equipment, as well as ALPR data retention and access, shall be managed by the Investigations Division Captain. The Investigations Division Captain will assign members to administer the day-to-day operation of the ALPR equipment and data.

429.3.1 ACCOUNTABILITY

The Investigations Division Captain will act as the Department's ALPR Administrator and shall be responsible for developing guidelines and procedures to comply with the requirements of Civil Code §1798.90.5 et seq. This includes, but is not limited to (Civil Code §1798.90.51; Civil Code §1798.90.53):

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AUTOMATED LICENSE PLATE READERS (ALPRs)

- (a) A description of the job title or other designation of the Department members and independent contractors who are authorized to use or access the ALPR system or to collect ALPR information.
- (b) Training requirements for authorized users.
 - 1. The Department's Training Lieutenant shall ensure that members assigned to duties as an ALPR Operator receive department-approved training prior to the use or access of the Department's ALPR system equipment and the contractor's ALPR system software (maintained by a contracted company [currently, Vigilant Solutions Inc.]).
 - 2. Training for Department members only accessing the contractor's ALPR system software, and not assigned to duties as an ALPR Operator, will minimally include privacy training, Criminal Justice Information System training, and computer security.
 - 3. Training which covers basic operation of ALPR equipment and/or access to ALPR data is usually provided within either Webinar or "In Class" format by a contracted company (currently, Vigilant Solutions Inc.). This training is often offered on a monthly basis.
- (c) A description of how the ALPR system will be monitored to ensure the security of the information and compliance with applicable privacy laws.
 - (a) The Department utilizes a hosted server to store the data collected by the Department's ALPR equipment and creates reporting from this system which is maintained by a privately contracted company (currently, Vigilant Solutions Inc.). All queries and/or reporting is derived/created from the contractor's ALPR system software (LEARN) which provides access to the Department's database and other ALPR databases.
 - (b) Department members shall be issued an account requiring a user name and password to access the contractor's ALPR system software for queries and to create Hot Lists.
 - (c) Department members are required by the contractor's ALPR system software to complete a 3 part audit prior to receiving access which shall be completed as follows:
 - i. Confirmation that the Department member is seeking access on behalf of him/herself, or on behalf of another Department member/Law Enforcement Official (which includes the identification of that person).
 - ii. A case number.
 - iii. A summarized explanation of the purpose of the query or activity to be accomplished utilizing the contractor's ALPR system software while accessing the Department's or other ALPR databases.
- (d) Procedures for system operators to maintain records of access in compliance with Civil Code §1798.90.52.
- (e) The ALPR Administrator or his/her designee shall, as follows:

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AUTOMATED LICENSE PLATE READERS (ALPRs)

- (a) Conduct periodic audits of queries by the Department's users within the contractor's ALPR system software. As well as, update access to the database to those only who show continued need for it.
- (b) The ALPR Monthly Report will include, at a minimum, the number of total detections and hits generated from the Department's ALPR system equipment.
- (c) Submit an ALPR Monthly Report to the Investigations Division Captain, by the 5th day of each month.
- (d) Coordinate with the Department's Training Lieutenant to ensure training for all Department members currently using the Department's ALPR system equipment and/or the contractor's ALPR system software.
- (e) Ensure the Department's ALPR system equipment is inspected, at a minimum, on a quarterly basis.
- (f) Ensure that all ALPR data will be closely safeguarded and protected by both procedural and technological means as it relates to the access and use of such stored data as follows (Civil Code § 1798.90.51; Civil Code § 1798.90.53):
 - (a) Department members shall capture and/or access all ALPR data only through a login/password-protected system capable of documenting all access by name, date, and time (Civil Code §1798.90.52), via the contractor's ALPR system software to its database contained within its hosted server(s).
 - (b) Department members may only access data stored in the hosted ALPR server based upon a reasonable belief that the data may be related or useful as part of a specific official action or investigation. All ALPR data will be considered confidential information to the extent permitted by law.
 - (c) Security of any Hot List data will be the responsibility of the Department member operating ALPR equipment or accessing the ALPR data. Any Hot List data will be considered confidential information to the extent permitted by law.
 - (d) Designated Department members trained in the use of the ALPR software shall have access to ALPR data so as to conduct analysis of said data in order to comply with legitimate law enforcement requests.
 - (e) All ALPR security and data breaches will be subject to the Department's "Records Release and Maintenance Policy."
 - (f) Work with the Custodian of Records on the retention and destruction of any related ALPR data.
 - (a) Any ALPR data originating from the Department's ALPR equipment systems which is identified as evidence in a criminal and/or a civil action or is subject to a discovery request or other lawful action to produce records shall be downloaded from the server onto portable media (or if applicable, printed as a report) and booked into evidence.
 - (b) All ALPR data originating from the Department's ALPR equipment systems shall be retained within the aforementioned hosted server(s) for a

Bakersfield Police Department

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AUTOMATED LICENSE PLATE READERS (ALPRs)

minimum of one year (Government Code §34090.6) and in accordance with the established records retention schedule.

- (c) The ALPR Administrator is responsible for ensuring systems and processes are in place for the proper collection and retention of ALPR data originating from the Department's ALPR equipment systems via the contractor's ALPR system software to its hosted server(s) and/or other ALPR databases.
- (g) Ensure this policy and related procedures are conspicuously posted on the Department's website.
 - (a) The names and sources of the hot lists (rather than their contents) utilized by the Bakersfield Police Department ALPR system shall be public record.

429.4 OPERATIONS

Use of an ALPR is restricted to the purposes and procedures outlined below. Department members shall not use or allow others to use the equipment or database records for any unauthorized purpose (Civil Code § 1798.90.51; Civil Code § 1798.90.53).

Department members shall not access Department, State, or Federal data unless they:

- (a) Are otherwise authorized to do so.
- (b) Have an official duty requiring the search of the involved database, and
- (c) Ensure that all personal identifying information remains protected in accordance with current legal requirements and the Department's policy and procedures.

The following uses of the LPR system are specifically prohibited:

- (a) **Invasion of Privacy.** Except when done pursuant to a court order, it is a violation of this policy to utilize the LPR to record license plates except those of vehicles that are exposed to public view (e.g., vehicles on a public road or street, or that are on private property but whose license plate(s) are visible from a public road, street, or a place to which members of the public have access, such as the parking lot of a shop or other business establishment).
- (b) **Harassment / intimidation.** It is a violation of this policy to use the LPR system or associated scan files or hot lists to harass and/or intimidate any individual or group.
- (c) **Use Based on a Protected Characteristic.** It is a violation of this policy to use the LPR system or associated scan files or hot lists solely because of a person's, or group's race, gender, religion, political affiliation, nationality, ethnicity, sexual orientation, disability or other classification protected by law.
- (d) **Personal Use.** It is a violation of this policy to use the LPR system or associated scan files or hot lists for any personal purpose.
- (e) **First Amendment Rights.** It is a violation of this policy to use the LPR system or associated scan files or hot lists for the purpose or known effect of infringing upon First Amendment rights.

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AUTOMATED LICENSE PLATE READERS (ALPRs)

Anyone who engages in an impermissible use of the ALPR equipment, related system(s), and data therein may be subject to:

- (a) Criminal and Civil Liability, and/or
- (b) Disciplinary action up to termination.

429.5 GENERAL USE

The Department's ALPR system equipment and/or the contractor's ALPR system software shall only be deployed/accessed for official law enforcement purposes, including, but not limited to:

- (a) Locating stolen vehicles, carjacked vehicles, stolen license plates, wanted or missing persons, or vehicles on a Hot List. An ALPR may be used in conjunction with any routine patrol operation or criminal investigation. Reasonable suspicion or probable cause is not required before using an ALPR.
- (b) Canvassing areas surrounding recent crimes to capture vehicle license plate information which may be connected to the crime scene(s). Particular consideration should be given to deploying ALPR equipped cars to canvass areas around homicides, shooting, and other major incidents. Partial license plates reported during major crimes should be entered into the ALPR system in an attempt to identify suspect vehicles.
- (c) Other uses as approved and documented by an appropriate supervisor or the ALPR Administrator (or his/her designee).

Department members using the Department's ALPR system equipment and/or the contractor's ALPR system software shall (as is applicable):

- (a) Ensure the ALPR cameras are properly affixed to the assigned police vehicle prior to starting their shift; inspecting units for damage or excessive wear.
- (b) Upon discovery of any ALPR equipment that is inoperable or damaged in any way, Department members shall:
 - 1. Immediately notify the ALPR Administrator (or his/her designee).
 - 2. Document the damage/issue within the appropriate vehicle damage report and forward a copy of that reporting to the ALPR Administrator (or his/her designee) without delay.
- (c) Shall start the ALPR system software to activate the system and receive the automatic updated Hot List(s) at the beginning of each shift.
 - (a) ALPR equipment installed on the Department's vehicles shall be activated and used at all times unless the operator of the vehicle has not been trained in its use.
 - (b) Department members will use the designated "Aim" station, at least weekly, to confirm the ALPR cameras are accurately positioned for optimal image captures.
 - (c) Department members operating ALPR equipment shall ensure that system is operational by making sure Cam-1, Cam-2, Cam-3, Cam-4, LEARN, GPS, and

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System light color is green to the top right of the mobile data computer's screen employed in their assigned vehicle.

- (d) Department members shall conduct a search of their detections through LEARN at least once a shift ensuring the system is working properly.
- (e) Department members shall not attempt to repair defective or inoperable ALPR equipment.

Hot lists utilized by the Department's LPR system may be updated by agency sources more frequently than the Department may be uploading them and the Department's LPR system will not have access to real time data. Further, there may be errors in the LPR's read of a license plate. Therefore, an alert alone shall not be a basis for police action (other than following the vehicle of interest). Prior to initiation of a stop of a vehicle or other intervention based on an alert, Department members shall undertake the following:

- (a) **Verification of current status on Hot List.** An officer must receive confirmation, from a Bakersfield Police Department Communications Dispatcher or other department computer device, that the license plate is still stolen, wanted, or otherwise of interest before proceeding (absent exigent circumstances).
- (b) **Visual verification of license plate number.** Officers shall visually verify that the license plate on the vehicle of interest matches identically with the image of the license plate number captured (read) by the LPR, including both the alphanumeric characters of the license plate and the state of issue, before proceeding.
- (c) Department members will clear all stops from hot list alerts by checking the "ALPR" study flag in the CAD should a verified, positive ALPR Hit resulting in arrest occur. If it is not obvious in the text of the call as to the correlation of the ALPR Hit and the arrest, the Department member shall update the call with a clarification remark. Department members shall not access Department, State, or Federal data unless otherwise authorized to do so and shall ensure that all personal identifying information remains protected in accordance with current legal requirements and the Department's policy and procedures.

All stops of motor vehicles must be constitutionally valid and otherwise comply with federal/state law and the policies of the Bakersfield Police Department. To assist with implementation of these obligations and in furtherance of the purposes of the LPR system, the following requirements apply to traffic stops:

- (a) **Completion of Preliminary Steps to Police Action.** An officer must have verified that the vehicle is currently described within a hot list and visually verified the vehicle's license plate number prior to proceeding with a motor vehicle stop.
- (b) **Non-encounter alerts.** In the event that an alert is designated as a non-encounter alert, the officer shall follow any instructions included in the alert (e.g., notifying any applicable law enforcement agency and/or not disclosing to others the vehicle's status within a hot list).
- (c) **Persons of Interest.** With regard to cases in which an alert may indicate a person of interest (such as a wanted person), officers are reminded that in some cases, the

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driver or occupant of the vehicle may not be the person with whom the license plate is associated (since vehicles may be loaned, e.g.). Therefore, officers must develop a reasonable belief that the operator or occupant is the person of interest included in a hot list prior to initiating a stop (e.g., by comparing the person's observed physical appearance with that of a physical description contained in the CA DMV database).

- (d) **Independent reason for traffic stop.** An officer may stop a vehicle where he/she has an independent reason for doing so, such as an unrelated traffic violation.
- (e) **Appropriate police action.** Nothing in this policy shall restrict or prohibit an officer from taking appropriate police action based on facts or reasons obtained independently from LPR operation.

The LPR should be considered for use in connection with Serious Crimes/ Incidents, such as to conduct license plate canvasses in the immediate wake of any homicide, shooting, robbery, kidnapping, sexual assault or AMBER ALERT and/or other major crime or incident. Registration plates or partial plates potentially associated with any such major crimes or incidents should be entered into the LPR and compared against the scan file. Conversely, registration plate numbers may be used for exculpatory purposes (e.g., to corroborate a registrant's alibi).

The Chief of Police, or Chief's designee, may approve a mutual aid request for use of the LPR for purposes consistent with this policy, as may be appropriate under the circumstances and as resources permit. The intent of the Bakersfield Police Department is to provide mutual aid to law enforcement from other communities when they become aware of a serious incident, as to which serious incident they reasonably believe the LPR may be useful. Examples of serious incidents include homicides, shootings, kidnappings, sexual assaults or AMBER alerts, or other serious or violent felonies as to which suspect vehicle information is available. ALPR data may be shared only as is consistent with this policy and to the extent necessary to supply duly approved mutual aid. Department members are reminded to review Section 460.6 Releasing ALPR Data, of this policy, for further direction on the appropriate procedure for supplying other law enforcement agencies with data from ALPR systems(s) and the documentation of such actions.

The creation and implementation of Hot Lists within the Department's ALPR system shall be as follows:

- (a) **General Hot Lists** (SVS, SFR, and SLR) will be automatically downloaded into the ALPR system a minimum of once a day with the most current data overwriting the old data.
- (b) Specific Hot Lists or Hot Lists which are specific to the Department may be created by Department members for entry into the ALPR system. Entries of Specific Hot Lists within the ALPR system may, by investigative necessity, be accessible by other law enforcement agencies. As such, Specific Hot Lists shall be approved by the ALPR Administrator (or his/her designee) before initial entry within the ALPR system. The updating of such a list within the ALPR system shall thereafter be accomplished pursuant to the approval of the Department member's immediate supervisor on a daily basis with the most current data overwriting the old data.

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- (c) All entries and updates of Specific Hot Lists within the ALPR system will be documented by the requesting Department member within the appropriate general offense report.
 - 1. Specific Hot Lists will be generated by comparing data from several applicable sources, to include RMS, etc.
 - 2. The hits from these data sources should be viewed as informational; created solely to bring the officers attention to specific vehicles that have been associated with criminal activity.
 - 3. Department members alerted to the fact an observed motor vehicle's license plate is entered as a Hot Plate are required to make a reasonable effort to confirm that a wanted person is actually in the vehicle and/or that a reasonable basis exists before a Department member would have a lawful basis to stop the vehicle.

The creation and implementation of a Hot Plate within the Department's ALPR system shall be as follows:

- (a) **Hot Plates** added to the ALPR system database, by Department members, will have an expiration date of no longer than 30 days - unless approved for a longer period of time by the ALPR Administrator.
- (b) All Hot Plates entered into the ALPR system will contain the following information as a minimum:
 - 1. Entering Department member's name and contact telephone number.
 - 2. Related case number.
 - 3. Short synopsis describing the nature of the originating call.
- (c) Officers entering plates into the ALPR system as Hot Plates are encouraged to be as descriptive as possible.
 - 1. A license plate listed within the system as a Hot Plate should have an expiration period of no longer than one (1) day when it is to be added to any General Hot List (such as SVS, SLR, SFR).
 - 2. All entries and updates of Hot Plates within the ALPR system will be documented by the requesting Department member within the appropriate general offense report.

429.6 RELEASING ALPR DATA

ALPR data accessible via the contractor's ALPR system software to its hosted server(s) and/or other ALPR databases may only be shared with other law enforcement or prosecutorial agencies for official law enforcement purposes or as otherwise permitted by law. However, from time to time other law enforcement agencies and prosecutorial agencies, who do not possess ALPR equipment systems and/or have access to ALPR databases, may request such data from the Department using the following procedures:

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- (a) The agency makes a written request (date and time stamped) for the ALPR data that includes:
 - 1. The name of the agency.
 - 2. The name of the agency member making the request.
 - 3. The agency's incident or case number(s) related to the request.
 - 4. The intended purpose for the information to be obtained from an ALPR database.
- (b) The request shall be reviewed by the ALPR Administrator (or his/her designee) and approved before the request will be responded to and/or the requested data provided.
- (c) The approved request will be retained on file.

In the event of a request for ALPR data from another law enforcement agency, wherein exigent circumstances exist, a Department member shall collect the above listed required information from that agency member. The Department member may then complete the requested ALPR system data query and upon the approval of a supervisor provide the reporting to the requesting law enforcement agency. The Department member shall then accomplish and forward a memo to the ALPR Administrator which documents the above listed required information and summarizes the circumstances justifying the release of the requested ALPR system data query reporting.

Requests for ALPR data by non-law enforcement or non-prosecutorial agencies will be processed as provided in the Records Maintenance and Release Policy (Civil Code § 1798.90.55).

References:

Vigilant Solutions Inc., System User Guide: LEARN 5.1

CA Government Code § 34090

CA Civil Code § 1798.90.5 - 1798.90.55