

Title	City of Pomona Police Department	07/06/2023
	by Claudia Huerta in Organized Retail Theft Prevention Grant Program	id. 41327330
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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 (i.e., Police Department, Sheriff's Department, or Probation Department)	City of Pomona Police 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 Pomona Police Department**

Applicant's Physical Address **490 West Mission Boulevard
Pomona
CA
91766
US**

Applicant's Mailing Address (if different than the physical address) **505 South Garey Avenue
Pomona
CA
91766
US**

Mailing Address for Payment **505 South Garey Avenue
Pomona
CA
91766
US**

Tax Identification Number **95-6000764**

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 **Michael
Ellis**

Project Director's Title with Agency/Department/Organization **Chief of Police, City of Pomona**

Project Director's Physical Address **490 West Mission Boulevard
Pomona
CA
91766
US**

Project Director's
Email Address **michael.ellis@pomonaca.gov**

Project Director's
Phone Number **+19096202141**

Financial Officer **Andrew
Mowbray**

Financial Officer's
Title with
Agency/Department/Organization **Finance Director, City of Pomona**

Financial Officer's
Physical Address **505 South Garey Avenue
Pomona
CA
91766
US**

Financial Officer's
Email Address **finance.department@pomonaca.gov**

Financial Officer's
Phone Number **+19096202300**

Day-To-Day Program
Contact **Brain
Hagerty**

Day-To-Day Program
Contact's Title **Lieutenant, City of Pomona**

Day-To-Day Program
Contact's Physical
Address **490 West Mission Boulevard
Pomona
CA
91766
US**

Day-To-Day Program
Contact's Email
Address **brian.hagerty@pomonaca.gov**

Day-To-Day Program
Contact's Phone
Number **+19096202337**

Day-To-Day Fiscal
Contact **Andrew
Mowbray**

Day-To-Day Fiscal
Contact's Title **Finance Director, City of Pomona**

Day-To-Day Fiscal Contact's Physical Address	505 South Garey Avenue Pomona CA 91766 US
Day-To-Day Fiscal Contact's Email Address	finance.department@pomonaca.gov
Day-To-Day Fiscal Contact's Phone Number	+19096202300
Name of Authorized Officer	James Makshanoff
Authorized Officer's Title	City Manager, City of Pomona
Authorized Officer's Physical Address	505 South Garey Avenue Pomona CA 91766 US
Authorized Officer's Email Address	james.makshanoff@pomonaca.gov
Authorized Officer's Phone Number	+19096202051
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	City of Pomona Retail, Auto, and Cargo Theft Prevention Project
Proposal Summary	The Pomona Police Department (PPD) requests BSCC funds to bolster its patrol and investigation efforts and acquire surveillance and tracking technology to prevent and respond to organized retail theft, motor vehicle and motor vehicle accessory theft, and cargo theft in Pomona and to assist in regional efforts to bring down organized crime theft networks. PPD and grant-funded staff will install surveillance cameras, increase vehicle patrols, gather data and intelligence, conduct investigations, search warrants, and asset seizures, and collaborate with law enforcement agencies, businesses, and community members to reduce organized crime and create a safer Pomona.

PROGRAM PURPOSE AREAS	<p>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.</p>
Program Purpose Areas (PPAs):	<p>PPA 1: Organized Retail Theft PPA 2: Motor Vehicle or Motor Vehicle Accessory Theft PPA 3: Cargo Theft</p>
Funding Category Information	<p>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.</p>
Funding Category	<p>Medium Scope (Up to \$6,125,000)</p>
SECTION IV - PROPOSAL NARRATIVE AND BUDGET	<p>This section requests responses to the Rating Factors identified in the the ORT Prevention Grant Program Application Instruction Packet.</p>

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

The Need for Organized Crime Prevention and Intervention

The City of Pomona (City) is 30 miles east of Los Angeles and is the seventh largest city by population (146,017, U.S. Census, 2022) in Los Angeles County. PPD is dedicated to serving and protecting the City and its residents. Among the challenges faced is the growing problem of organized theft crimes, including those targeting retail establishments, motor vehicle and vehicle accessory theft, and cargo theft.

Processes to Determine Need

PPD's analysis of crime data, including incident reports, patterns, and trends related to organized theft crimes in the City, reveal key areas of concern and the impact of organized theft on businesses, residents, and the local economy. The department engages with various stakeholders, including business owners, community

members, and local organizations, to gather their insights, concerns, and experiences related to organized theft crimes. PPD collaborates with regional law enforcement agencies, such as LA County Sheriff's Office, to exchange information, share resources, and gain a broader understanding of the organized theft crime landscape, promoting a comprehensive approach to prevention.

PPD evaluated its current resources, including personnel, technology, and equipment, to determine their adequacy in addressing organized theft crimes. This assessment helped identify staffing limitations needed to combat organized theft and protect the community effectively. The department reviewed best practices and evidence-based approaches implemented by PPD and other law enforcement agencies to prevent organized theft crimes, helping to identify effective strategies, tactics, and preventive measures to adapt and implement as part of the project.

Need Related to Program Intent

Organized theft poses significant risks to Pomona's public safety. These crimes often involve sophisticated networks that employ aggressive tactics, leading to potential violence and harm to individuals. PPD will ensure safety and community well-being by preventing and intervening in organized theft crime.

Organized theft has inflicted substantial economic consequences for Pomona businesses, consumers, and the local economy. Retail theft leads to increased prices, revenue losses, and potential job losses. Auto theft impacts individuals' ability to commute and increases their insurance rates, and burdens law enforcement resources. Cargo theft results in financial losses for shipping companies, increasing costs for consumers, and disruptions in the supply chain. Preventing and addressing organized theft in Pomona will help safeguard the local economy and promote a favorable business environment.

Organized theft often involves complex criminal networks that extend beyond individual perpetrators. These networks operate across jurisdictions, making it difficult for law enforcement agencies to apprehend all those involved. PPD aims to disrupt these networks, dismantle their structures, and apprehend key individuals involved in planning, executing, and profiting from theft crimes. PPD will establish effective partnerships with neighboring agencies, sharing resources, intelligence, and expertise to target organized theft networks collectively.

Effective measures against organized theft enhance community confidence in PPD's ability to address organized crime and protect residents and businesses. When the community perceives that law enforcement is actively engaged in combating organized crime, it fosters trust, encourages cooperation, and leads to increased reporting of suspicious activities.

Conditions Contributing to Need

Socioeconomic factors in Pomona, such as poverty, income inequality, and limited access to economic opportunities, contribute to higher crime rates, including theft. Areas with higher poverty rates experience more theft crimes as individuals resort to illegal activities to meet their economic needs. Pomona's median household income (MHI) is \$67,549 (less than 80% of the statewide MHI), with a 16.4% poverty rate. Poverty numbers rise among Hispanic populations, which make up more than 70% of Pomona's population.

Pomona is a young city with nearly one-third of its population under the age of 18. More than 38% of Pomona's adults have less than a high school degree, and only 17% have college degrees. Over a third of residents are foreign-born, with nearly half of students classified as having limited English proficiency.

Pomona's geographic location and proximity to major transportation routes, including San Bernardino Freeway (I-10) and other freeways, make it an attractive target for theft. Having this kind of easy access to major transportation networks allows for quick getaways and the potential for stolen goods or vehicles to be quickly transported and distributed outside the City's jurisdiction.

Various crime gangs and organized crime networks operate within Pomona and Los Angeles County, including the Sureño gangs, such as the Pomona 12th Street Gang and Southside Pomona Village Crip Gang, as well as the Bloods and Crips, all of which have ties to criminal activity including robbery and other organized crime in Pomona.

Nature and Scale of Problem

Pomona has experienced a growing pattern of organized retail, motor vehicle, catalytic converters, and train cargo thefts. In 2021, 165 retail theft incidents occurred at 19 different store locations in Pomona. That number jumped to 278 in the first five months of 2023. In 2022, there were 2,094 motor vehicle and catalytic converter thefts in Pomona, and other law enforcement agencies from adjacent jurisdictions recovered 651 stolen vehicles. From January to May 2023, there were 519 motor vehicle and catalytic converter thefts and 253 recovered stolen vehicles. In 2021, \$100,000 worth of cargo was stolen in Pomona in a series of train heists from Union Pacific trains. According to Crime.org, Pomona received an F grade for vehicle theft and is in the 5th percentile for safety, meaning 95% of U.S. zip codes are safer than Pomona.

Justifying the Need

Organized theft prevention and intervention in Pomona is crucial to ensure the community's safety, security, and economic well-being. Retail, motor vehicle and motor vehicle accessory theft, and cargo theft have resulted in significant financial losses for Pomona businesses and individuals. Broader implications include undermining local businesses' stability, increasing consumer goods

prices, job loss, and potential economic decline. This project is essential to deter theft, protect Pomona businesses and individuals from financial harm, maintain a thriving local economy, and create a safer community.

Project Description

PPD will install 60 Flock Falcon and 20 Flock Condor cameras in high crime locations. PPD will implement an Advanced Flock OS system that allows consolidation of their cameras with retailers to speed up live responses and investigations. The OS system package will include 11 wing boxes to allow PPD to view existing cameras at select locations. PPD will also purchase one drone equipped with a camera to increase its aerial surveillance capabilities and assist with cargo thefts. The drone will allow investigators to view railroad cars day or night without compromising investigations.

In addition, PPD will purchase two vans. One van will be equipped with cameras and monitors to serve as a mobile Real Time Crime Center (RTCC) used for organized retail, motor vehicle, and motor vehicle accessory theft patrols and investigations. The RTCC will allow patrol officers to capitalize on its expanding range of technologies for efficient and effective policing, conducting crime analysis, quickly responding to theft crimes in progress, and improving operational intelligence and safety. The mobile RTCC will aid in ongoing and crime-reduction efforts, including criminal investigation, apprehension, and prosecution; patrol activities; crime-prevention and reduction strategies; problem-solving; and the evaluation and accountability of police efforts. The second van will be equipped with an Automated License Plate Reader (ALPR) and used for surveillance and tracking vehicles used in retail theft and auto theft operations.

PPD will purchase four laptops with ALPR monitoring capabilities for crime analysis and mapping. The utilization of advanced surveillance technology will significantly enhance PPD's law enforcement capabilities. These tools aid in the identification of suspects, gathering evidence, and monitoring criminal activities. Surveillance technology will provide valuable leads for PPD detectives and acts as a deterrent by increasing the risk of detection for criminals. Lastly, PPD will purchase four merchandise trackers to assist in retail theft investigations and track organized crime efforts and recovery of stolen merchandise.

PPD will hire one detective dedicated to investigating organized theft crimes. PPD will also hire one crime analyst to conduct theft crime analysis and crime mapping to identify and disrupt organized theft crime and their networks. The crime analyst will cooperate with the external evaluator to collect data and evaluate the project outcomes. In addition, PPD requests funds to cover overtime necessary to conduct additional two-man patrol details dedicated to addressing organized retail in high-theft crime retail areas. PPD will coordinate extra patrol details, two-officer cars, and special operations to combat organized theft crimes.

Target Population

PPD will identify and target high-theft areas within Pomona, including the downtown shopping district, retail centers, parking lots, train routes, and residential neighborhoods—including historically disadvantaged communities—with a frequent history of organized theft incidents. Increasing patrols, implementing surveillance technology, and engaging in community policing will help PPD deter criminals and enhance security for residents and businesses.

Pomona is located within proximity to several major railway systems that contribute to its transportation infrastructure and regional connectivity, including the Union Pacific Railroad, which facilitates the transportation of various goods, including freight and cargo, throughout the Pomona area and beyond. PPD's cargo theft prevention efforts will focus on sharing intelligence and coordinating efforts with transportation and logistics hubs within Pomona.

Need Addressed and Project Intent

PPD will implement a multi-faceted approach to reduce and prevent organized retail, motor vehicle and vehicle accessory, and cargo theft by targeting vulnerable areas in the City. These efforts require a combination of law enforcement strategies, collaboration with stakeholders, and active community participation to safeguard public safety, protect the economy, disrupt criminal networks, foster community confidence, prevent repeat offenses, and enhance collaboration among law enforcement agencies. By focusing on these efforts, PPD will significantly reduce organized retail, auto, and cargo theft, creating a safer and more secure environment for the residents and businesses of Pomona.

Coordination and Collaboration

The project will engage and collaborate with retail businesses to implement and enhance security measures, share information on theft incidents, and provide training to employees on theft prevention strategies.

PPD will focus on cargo theft prevention by implementing tracking and surveillance systems, enhancing security protocols for cargo shipments, and sharing intelligence on theft patterns and vulnerabilities.

PPD will work with community residents and neighborhood watches by engaging and educating residents on safeguarding their vehicles, securing their homes, and identifying signs of organized theft.

PPD will collaborate with other local law enforcement agencies, such as the Los Angeles County Sheriff's Department. Sharing information, coordinating efforts, and conducting joint operations to strengthen operations and increase overall capacity to deter, disrupt, and dismantle organized theft crimes and their networks.

Goals, Objectives, Outcomes

Goal 1: Reduce the incidence of organized retail, motor vehicle, motor vehicle accessory, and cargo theft.

Objective: Implement proactive measures to deter and prevent organized theft incidents in retail, motor vehicle, and cargo sectors.

Outcomes: Outcomes include a reduction in organized theft incidents through enhanced surveillance and targeted prevention strategies, increased apprehension of offenders through proactive measures and improved response capabilities, improved public safety perception and confidence, and effective collaboration and information sharing between law enforcement agencies, retailers, and stakeholders. Successful implementation of these measures will lead to the recovery of stolen property, disruption of organized theft networks, and the overall deterrence of organized theft activities.

Goal 2: Increase the number of organized theft arrests and successful prosecutions.

Objective: Enhance the capacity of law enforcement agencies to investigate organized theft crimes effectively.

Outcomes: Outcomes include a higher rate of apprehension of individuals involved in organized theft activities, an anticipated increase in prosecutions leading to convictions, a reduction in repeat offenses by known offenders, a disruption of organized theft networks through targeted investigations, and an overall improvement in public safety by deterring future organized theft incidents.

Goal 3: Improve public-private partnerships for organized theft crime prevention.

Objective: Foster stronger collaborations between community residents, law enforcement agencies, businesses, retailers, motor vehicle associations, cargo shippers, and other private sector entities in preventing organized theft.

Outcomes: Outcomes include improved communication and information sharing between stakeholders, enhanced trust and cooperation between law enforcement and the community, increased participation and engagement of businesses and retailers in organized theft prevention efforts, the development of joint strategies and initiatives to address specific challenges, and the creation of a united front against organized theft crime.

Project Rationale

Flock surveillance improves the effectiveness of surveillance by increasing the number of viewpoints and reducing blind spots. Aerial surveillance provides a broader perspective and enhanced coverage

of large areas, making it easier to detect and monitor criminal activities. A recent study conducted by the Police Foundation reported a significant decrease in overall crime and improved community safety perceptions using Flock surveillance cameras in high-crime areas.

Increasing patrol details involves deploying more police officers in areas prone to organized theft, leading to increased visibility, deterrence, and faster response times to incidents. It allows for proactive policing and immediate action in deterring and apprehending criminals. Multiple studies show the positive impact of increased police presence and patrol details on crime prevention. A systematic review published in the *Journal of Experimental Criminology* concluded that visible police patrols significantly reduced crime, particularly in property crime categories. Another study conducted by the National Institute of Justice found that increasing police presence through additional patrols resulted in a decrease in theft and burglary rates.

Introducing new detective and crime analyst positions enables dedicated personnel to focus on investigating and analyzing organized theft cases. Detectives will specialize in gathering evidence, conducting interviews, and building cases against organized crime networks, while crime analysts can provide valuable insights and intelligence to support investigations and resource allocation. A study published in the *International Journal of Police Science & Management* highlighted the importance of specialized detectives in disrupting organized crime networks, leading to successful prosecutions. Additionally, the utilization of crime analysts has been shown to improve the efficiency and effectiveness of investigations by providing data-driven insights and identifying crime patterns.

A mobile RTCC can provide on-site access to real-time surveillance feeds, intelligence databases, and communication tools, allowing for rapid information sharing, situational awareness, and coordinated responses. It enhances the operational capabilities of law enforcement personnel by facilitating timely decision-making and resource deployment. The effectiveness of mobile RTCCs in crime prevention has been documented in various studies and reports. One study conducted by the RAND Corporation highlighted the benefits of mobile technology in increasing police responsiveness and reducing crime. Similarly, a report by the Police Executive Research Forum (PERF) outlined how mobile RTCCs improve information sharing, coordination, and incident response, leading to successful crime prevention outcomes.

Surveillance Technology and Racial Bias Policies

PPD's Policy 336 provides guidance for the placement and monitoring of department public safety video surveillance and the storage and release of captured images. All department personnel authorized to operate or access public video surveillance systems

must receive appropriate training, including guidance on the use of cameras and patrol operations.

PPD's Policy 401 provides guidance on policing that is fair and objective. Under this policy, bias-based policing is strictly prohibited. Sworn officers must attend Peace Officer Standards and Training (POST) and PPD-approved refresher courses every five years to keep current with changing racial, identity, and cultural trends.

Project
Organizational
Capacity and
Coordination

Lieutenant Brian Hagerty has over 27 years of law enforcement and 21 years with PPD. He has administered grants, including the Weed & Seed South and East Grants, the Officers Assisting the Homeless Grant, the Homeless Outreach Services Team Grant, and the California Violence Intervention and Prevention Grant as the Investigative Services Division Manager.

Lt. Hagerty will oversee the project and grant management, ensure BSCC grant compliance, coordinate with the contracted evaluator, Transforming Local Communities (TLC), supervise patrol officers, detectives, and crime analysts, collaborate with law enforcement, and engage businesses and residents to ensure project success.

PPD will hire one detective (FTE 1.0) to investigate organized theft crimes, conduct surveillance, undercover operations, intelligence gathering, and provide prosecution case documentation and court testimony.

PPD will hire a crime analyst (FTE 1.0) to gather and manage data using crime mapping and link analysis methods to identify organized theft patterns, trends, hot spots, timeframes, connections, and associations.

PPD will pay existing patrol officers overtime to conduct an additional ten two-officer patrols per month to increase police presence in high-crime areas.

Partner Agency Coordination

PPD will collaborate with law enforcement agencies, including Los Angeles Sheriff's Department, and La Verne, Claremont, Chino, Montclair, Cal Poly School, and Ontario Police Departments, to share intelligence, coordinate joint operations, and combine resources to combat organized theft crimes that span multiple jurisdictions. PPD will also exchange information and best practices and provide training sessions to businesses and employees on crime prevention strategies, recognizing suspicious behaviors, and implementing effective security measures.

Project Readiness

PPD will begin project implementation immediately upon executing a BSCC grant agreement. The estimated project timeline is as follows:

Implementation: 10/01/23 – 04/30/24

1. Obtain MOUs and data-sharing agreements.
2. Conduct retail store employee training sessions.
3. Hire one detective and one crime analyst.
4. Implement 60 Flock Falcon and 20 Flock Condor cameras.
5. Purchase four laptops equipped with Advanced Flock Operating Systems.
6. Purchase one drone equipped with a camera and four merchandise trackers.
7. Purchase two vans—one will be a mobile RTCC equipped with cameras and monitors and a second van equipped with an ALPR for surveillance operations.

Service Delivery: 01/01/24 – 12/31/26

1. Conduct increased patrols, two-man details, joint and undercover operations, and surveillance operations.
2. Engage in community outreach to raise awareness, share information, and provide training sessions on recognizing, responding to, and preventing organized theft.
3. Collaborate with law enforcement agencies to gather and analyze theft crime intelligence and develop joint strategies.
4. Investigate organized theft incidents and work with prosecutors to dismantle theft crime networks.
5. Perform crime mapping, link, and data analyses.
6. Collect/manage impact data.

Data Evaluation and Grant Closeout: 01/01/27 – 07/01/27

1. PPD and TLC will collect and analyze data, evaluate project outcomes, and prepare a grant report summarizing the project's achievements, challenges, and outcomes.

Management and Decision-Making

Police Chief Michael Ellis is responsible for overall departmental leadership and strategic decision-making and is supported by a deputy chief, civilian division commander, patrol, and investigative services captains. PPD has 169 sworn officers that respond to crimes in progress, assist victims, conduct investigations, arrest perpetrators, and testify in court. The Detective Bureau comprises 23 detectives, two sergeants, and nine professional staff responsible for investigating and filing all criminal cases with the DA's Office and maintaining relationships with allied agencies and regional community partnerships.

Sustainability

Once the grant award term has concluded, PPD's new detective and crime analyst positions will be absorbed into the PPD annual budget. PPD leadership will explore the availability of other grants or funding opportunities from federal, state, and local government agencies that align with the project. PPD will also look to City officials to provide General Funds to help offset project expenses.

PPD will hire Transforming Local Communities (TLC) to evaluate project impact by collecting data analyzing key indicators, monitoring progress, identifying relevant metrics, and designing measurement tools aligned with program objectives. TLC will evaluate project outcomes by comparing the results against baseline data and assess the effectiveness of the project, including quantitative measures, such as arrest and prosecution rates, as well as qualitative measures, such as community feedback and perceptions of safety. TLC will prepare a full evaluation report in compliance with BSCC requirements.

Process Measures

- Number of Flock cameras installed, vehicle, drone, and equipment purchases, and mobile RTCC implementation and ALPRs.
- Percentage increase in the number of police officers assigned to organized theft patrols and investigations, including hiring one detective and one crime analyst.
- Frequency of investigations and joint operations between law enforcement agencies and retailers.
- Percentage of organized theft cases where evidence collection and preservation protocols are followed that support prosecutions.
- Number of organized theft prevention training sessions.
- Measure quality and frequency of efficient collection, organization, and utilization of data.

Outcome Measures

- Number of theft crime arrests and prosecutions.
- Rate/frequency of organized theft incidents after project implementation.
- Percentage/value of recovered stolen goods.
- Percentage/value in the reduction of financial losses to businesses and residents.
- Percentage increase in reporting, information-sharing, and intelligence gathering.
- Rate of improved perception of safety.
- Number/level of stakeholder collaborations and formalized partnerships.
- Percentage/frequency of repeat offenses.
- Rate of improved investigative efficiency and the time it takes to resolve cases.

Project Monitoring

PPD's preliminary plan includes the following:

- Establish key performance indicators that are measurable, specific, and aligned with project goals.
- Create a schedule outlining monitoring activities and timelines, including frequency, and clearly define staff roles responsible for carrying out the activities.
- Document implementation and service delivery progress.

- **Assess compliance of implemented project components with established standards and guidelines. Identify gaps, challenges, or issues encountered during project implementation and address concerns through appropriate corrective actions.**
- **Provide project updates to stakeholders and review/modify the monitoring plan as needed to ensure its effectiveness.**

Data Collection and Evaluation Plan

PPD's crime analyst and personnel will implement the following plan for data collection and evaluation activities:

- **Define data collection objectives.**
- **Identify key data elements.**
- **Review existing data sources.**
- **Establish data collection procedures.**
- **Implement data collection mechanisms.**
- **Establish baseline data.**
- **Implement data management and storage protocols.**
- **Conduct data analysis and evaluation with TLC guidance.**
- **Perform continuous monitoring and reporting.**
- **Solicit feedback and refine data collection procedures.**

PPD will facilitate data-sharing agreements with law enforcement partners and retailers to improve intelligence analysis, identify trends and connections, and support anti-theft operations, investigations, and prosecutions, as well as gather data required for project evaluation. PPD will define data-sharing protocols, data privacy, and security, assess legal and privacy considerations, implement data security measures, and train personnel involved in data sharing.

Research and Design Methodology

PPD will develop strategies to combat organized theft crimes using statistical data, gather intelligence on organized theft networks and compile information on their negative impacts on the City. PPD will gather data, research, and best practices related to combating organized theft crimes and the latest strategies, technologies, and methodologies employed by other police departments dealing with similar crimes. This data and existing intelligence will serve as a baseline to inform project goals, objectives, and intended outcomes, including reducing the number of theft incidents, minimizing financial losses, increasing the rate of arrest and prosecution through joint efforts and partnerships, and improving community safety and confidence.

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

[1._Organized-Retail-Theft-Prevention-Grant-Program-Budget-Attachment.-Pomona.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)

[2._Project-Work-Plan-Pomona.pdf](#)

Grantee Assurance for Non-Governmental Organizations (Appendix D)

[3._Appendix_D_Grantee_Assurances_for_Non-Governmental_Organizations.pdf](#)

Local Impact Letter(s) (Appendix E)

[LOS_WinCO_Foods_signed.pdf](#)

[LOS_WSS_signed.pdf](#)

Letter(s) of
Commitment,
(Appendix F)

n/a

Policies Limiting Racial Bias

[4._Racial_Bias_Policy_401.pdf](#)

Policies on Surveillance Technology

[5._Surveillance_Policy_336.pdf](#)

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

[6._Appendix_G_Certification_of_Compliance_with_BSCC_Polciies_Pomona.pdf](#)

OPTIONAL: n/a
Governing Board
Resolution (Appendix
H)

OPTIONAL: n/a
Bibliography

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:	Reduce the incidence of organized retail, motor vehicle, motor vehicle accessory, and cargo theft.
Objectives (A., B., etc.)	A. Implement proactive measures to deter and prevent organized theft incidents in retail, motor vehicle, and cargo sectors.
Process Measures and Outcome Measures:	<p>Process Outcomes:</p> <ul style="list-style-type: none"> • Number of surveillance Flock cameras installed in high-theft crime areas. • Number of patrol officers dedicated to conducting surveillance and patrolling retail areas, residential neighborhoods, and cargo facilities. • Strengthened collaboration with stakeholders to coordinate surveillance efforts and information-sharing. • Acquire a drone and increase aerial drone surveillance. • Acquire two vans equipped with surveillance technology and communication systems to establish an RTCC and conduct surveillance operations. • Purchase four laptops equipped with ALPRs and Advanced Flock OS software to conduct surveillance and data analysis. • Acquire and deploy merchandise trackers to monitor high-value items in retail stores and cargo shipments, enabling real-time tracking and detection of theft incidents.

	<p>Impact outcomes:</p> <ul style="list-style-type: none"> • Percentage increase in the coverage of surveillance cameras in identified high-risk locations, the number of officers assigned to organized theft prevention duties, joint surveillance operations conducted, and the effectiveness of information-sharing mechanisms. • Percentage increase in the coverage and effectiveness of surveillance operations through the deployment of RTCC vans, laptops with LPR software, and drone technology. • Reduction rate in response time to organized theft incidents due to enhanced surveillance capabilities and real-time monitoring of high-risk areas. • Percentage increase in the number of organized theft arrests and successful prosecutions resulting from the utilization of surveillance tools and technology. • Percentage increase in the recovery of stolen merchandise, vehicles, and cargo facilitated by the use of merchandise trackers and enhanced surveillance. • Perception and feedback from retailers, community members, and stakeholders on the deterrent effect of increased surveillance and the visible presence of law enforcement utilizing advanced technology. • Increase in public safety and reduced fear of organized theft crimes. • Reduced financial losses for retailers and businesses due to stolen merchandise. • Enhanced economic stability and job security by minimizing the impact of theft-related costs on local businesses. • Strengthened trust and collaboration between the police department, retailers, and the community. 		
Project activities that support the identified goal and objectives:	Responsible staff/partners	Timeline	
<ol style="list-style-type: none"> 1. Implement surveillance technology (60 Flock Falcon cameras, 20 Flock Condor cameras, and Advanced Flock OS) and proven strategies (patrols and surveillance operations) to combat organized theft. 2. Hire a detective (FTE 1.0) to conduct investigations and a crime analyst (FTE 1.0) to collect and analyze crime data. 3. Assign overtime for two-officer detail operations, and purchase laptops with ALPR monitoring capability to assist with surveillance operations. 	PPD Chief of Police Michael Ellis and Lieutenant Brian Hagerty, patrol officers, and detectives.	Start Date 10/01/2023	End Date 12/31/2026

<p>4. Purchase two vans equipped with cameras and monitors for increased surveillance operations and establish an RTCC.</p> <p>5. Purchase and utilize four merchandise trackers to assist in the surveillance and apprehension of thieves.</p> <p>6. Purchase one drone to use in surveillance operations and provide aerial support.</p> <p>7. Conduct surveillance operations and investigations to track, deter, and disrupt organized theft activity, apprehend and arrest thieves, and collaborate with District Attorney's Office to prosecute organized theft crimes and their networks.</p>			
<p>List data and sources to be used to measure outcomes: Police department records, incident reports, arrest records, court data, retailer data on theft incidents and losses, number of organized retail, motor, and cargo theft incidents, organized theft reports, surveillance, drone, and retail security footage, recovery rates, economic indicators, and community and retail surveys.</p>			

(2) Goal:	Increase the number of organized theft arrests and successful prosecutions.
Objectives (A., B., etc.)	A. Enhance the capacity of law enforcement agencies to investigate organized theft crimes effectively.
Process Measures and Outcome Measures:	<p>Process Outcomes:</p> <ul style="list-style-type: none"> • Increase the number of detectives assigned to organized theft investigations. • Development and implementation of standardized protocols and procedures for handling organized theft investigations to ensure consistency and thoroughness. • Improvement in the utilization of technological tools and resources, such as data analysis software and surveillance technology, to aid in investigations. • Increased investigative efficiency by tracking the average time taken from case initiation to arrest. • Established mechanisms to monitor and evaluate the impact and effectiveness of organized theft prevention strategies. • Data analysis on theft incidents, arrests, and community feedback to assess the program's outcomes. • Regular review and prevention strategies updates based on evaluation results and emerging organized theft trends.

	<p>Impact outcomes:</p> <ul style="list-style-type: none"> • Percentage increase in arrest rates, successful prosecutions, and conviction rates of organized theft crimes. • Percentage increase in clearance rate for organized theft cases, successful identification, and resolution of cases. • Percentage decrease in repeat offenses committed by known organized theft offenders. • Monetary value of stolen merchandise, vehicles and accessories, or cargo successfully recovered through investigations and prosecutions. • Number of identified networks, the individuals arrested and prosecuted within those networks, and the overall reduction in their criminal activities. 		
Project activities that support the identified goal and objectives:	Responsible staff/partners	Timeline	
<ol style="list-style-type: none"> 1. Hire a detective (FTE 1.0) to investigate organized theft crimes, collect evidence, interview witnesses and victims, conduct surveillance, undercover operations, intelligence gathering, and financial investigations, and provide prosecution case documentation and court testimony. 2. Assign patrol officers overtime to conduct an additional ten two-officer patrols per month to increase police presence in high-crime areas using enhanced surveillance technology and establish a mobile Real-Time Crime Center (RTCC). 3. Assign the crime analyst to gather and manage project data using crime mapping and link analysis methods to identify organized theft patterns, trends, hot spots, timeframes, target locations, connections, and associations. The crime analyst will work with TLC to collect and evaluate data and conduct assessments, forecasting, and predictive analysis. 	Chief of Police, Lieutenant Brian Hagerty, patrol officers, detectives, crime analysts, retail stores, and law enforcement agencies.	10/01/2023	12/31/2026
List data and sources to be used to measure outcomes: Police department records, incident reports, arrest records, court data, retailer data on theft incidents and losses, number of organized retail, motor, and cargo theft incidents, organized theft reports, surveillance, drone, and retail security footage, recovery rates, economic indicators, and community and retail surveys.			

(3) Goal:	Improve public-private partnerships for organized theft crime prevention.		
Objectives (A., B., etc.)	A. Foster stronger collaborations between community residents, law enforcement agencies, businesses, retailers, motor vehicle associations, cargo shippers, and other private sector entities in preventing organized theft.		
Process Measures and Outcome Measures:	<p>Process Measures:</p> <ul style="list-style-type: none"> • Number of formalized public-private partnerships established, including Memorandums of Understanding, data-sharing agreements, task forces, and/or joint operations. • Number of meetings and information-sharing sessions between law enforcement and private sector representatives. • Participation of private sector stakeholders in organized theft prevention initiatives, such as providing resources, expertise, or funding. <p>Outcome Measures:</p> <ul style="list-style-type: none"> • Increased efficiency and effectiveness of investigations and prevention efforts through collaborative information sharing and joint operations. • Improvement in the overall resilience and security posture of retail establishments, parking lots, residential developments, and cargo transportation networks. • Development of shared strategies and initiatives that address organized theft's root causes and contributing factors. 		
Project activities that support the identified goal and objectives:	Responsible staff/partners	Timeline	
<ol style="list-style-type: none"> 1. Obtain Memorandums of Understanding and data-sharing agreements. 2. Hold regular meetings and information-sharing sessions. 3. Conduct training and education sessions for participating retailers and businesses. 	PPD Lieutenant Brian Hagerty, PPD Commanders, retail store managers, law enforcement agencies, residents, and other stakeholders.	Start Date 10/01/2023	End Date 12/31/2026
List data and sources to be used to measure outcomes: Partnership agreements, MOUs, number of joint meetings, training sessions, number of stakeholders, private and public sector participants, law enforcement feedback, and community surveys.			

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

Name of Applicant: *City of Pomona, Pomona Police Department*
(i.e., County Sheriff's Office, County Probation Department, or City 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	\$2,064,933.00
2. Services and Supplies	\$0.00
3. Professional Services or Public Agencies	\$0.00
4. Non-Governmental Organization (NGO) Subcontracts	\$0.00
5. Data Collection and Evaluation	\$75,000.00
6. Equipment/Fixed Assets	\$1,067,000.00
7. Financial Audit (Up to \$25,000)	\$25,000.00
8. Other (Travel, Training, etc.)	\$36,736.00
9. Indirect Costs	\$220,167.00
TOTAL	\$3,488,836.00

1a. Salaries & Benefits

Description of Salaries & Benefits	(% FTE or Hourly Rate) & Benefits	Total
Detective	FTE 1.0: \$127 x 2080 hours x 3 years	\$792,480.00
Crime Analyst	FTE 1.0: \$40 x 2080 hours x 3 years	\$249,600.00
Overtime for Two-Officer Patrol Detail Operations	FTE 1.0: \$78 per hour x 2 officers = \$156 x 1,000 hours = \$156,000 x 3 years	\$468,000.00
Project and Grant Management	\$65 per hour x 300 hours	\$19,500.00
Fringe Benefits	\$1,529,580 x 0.35	\$535,353.00
		\$0.00
		\$0.00
		\$0.00
TOTAL		\$2,064,933.00

1b. Salaries & Benefits Narrative:

1. PPD requests \$792,480 to hire a full-time (FTE 1.0) detective to carry out drone surveillance activities at a rate of \$127 per hour for 2,080 hours for three years.
 2. PPD requests \$249,600 to hire a crime analyst (FTE 1.0) to collect data, analyze, and map crime and cooperate with TLC on project evaluation at a rate of \$40 per hour for 2,080 hours for three years.
 3. PPD requests \$468,000 for overtime paid time and a half to conduct additional two-officer patrol details. Calculations are based on a salary of \$108,000 (Salary range is \$100K to \$108K) and approximately 1,000 hours x 2 officers per year for three years.
 4. PPD requests \$19,500 for Project and Grant Management activities. These activities will be carried out by the PPD's Lieutenant Brian Hagerty at a rate of \$65 per hour for 300 hours. (Implementation – 75 hours; Data Collection – 175 hours; Data evaluation and grant closeout – 50 hours).
 5. Fringe benefits are for the new Detective and new Crime Analyst, Lieutenant Brian Hagerty (project and grant management), and overtime for the PPD's two-officer patrol details. The City's current fringe rate is 35%, including payroll taxes and health benefits (\$1,529,580 x 0.35).

2a. Services and Supplies

Description of Services or Supplies	Calculation for Expenditure	Total
Not Applicable		\$0.00
		\$0.00
		\$0.00
		\$0.00
		\$0.00
		\$0.00
		\$0.00
		\$0.00
		\$0.00
TOTAL		\$0.00

2b. Services and Supplies Narrative:

Not applicable.

3a. Professional Services

Description of Professional Service(s)	Calculation for Expenditure	Total
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Drone equipped with a camera for aerial surveillance	One drone x \$10,000	\$10,000.00
TOTALS		\$1,067,000.00

6b. Equipment/Fixed Assets Narrative

1. PPD requests \$180,000 to rent 60 Flock Falcon cameras at an initial cost of \$3,000 per camera for the first year.
2. PPD requests \$60,000 to rent 20 Flock Condor cameras at an initial cost of \$3,000 per camera for the first year.
3. PPD requests \$480,000 to cover the annual fee for 80 Flock cameras (60 Flock Falcons and 20 Flock Condors) at a cost of \$3,000 per camera for years two and three.
4. PPD requests \$280,000 to purchase two vans: Van 1 will be a mobile RTCC and surveillance center equipped with cameras and monitors, and Van 2 will be equipped with LPRs and used for surveillance and investigations.
5. PPD requests \$8,000 to purchase four laptops equipped with ALPR monitoring capabilities.
6. PPD requests \$45,000 to purchase the Advanced Flock Operating System for LPRs. Subscription is for three years.
7. PPD requests \$4,000 to purchase four merchandise trackers.
8. PPD requests \$10,000 to purchase one drone equipped with camera for aerial surveillance.

7a. Financial Audit

Description	Calculation for Expense	Total
Financial Audit	\$25,000 allocated to an external financial audit.	\$25,000.00
		\$0.00
		\$0.00
		\$0.00
		\$0.00
		\$0.00
TOTAL		\$25,000.00

7b. Financial Audit) Narrative:

1. Per BSCC grant requirements, PPD will hire a CPA to conduct a certified financial audit. (\$25,000)

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

Description	Calculation for Expense	Total
Flock Camera Implementation Fee	45 Flock Falcon cameras x \$150 Existing Implementation fee; 15 Flock Falcon cameras x \$650 Standard Implementation fee; 20 Flock Condor cameras x \$750 Standard Implementation fee	\$31,500.00
Merchandise Tracker Monthly Subscription Fee	\$20 monthly subscription fee x 12 months x 4 trackers x 3 years	\$2,800.00
Three trips to Sacramento for One Staff Member	\$1,092 for lodging + \$444 for M&IE + \$900 for airfare	\$2,436.00
		\$0.00
		\$0.00
TOTAL		\$36,736.00

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

1. PPD requests \$31,500 to install 45 Flock Falcon cameras x \$150 Existing Implementation fee; 15 Flock Falcon cameras x \$650 Standard Implementation fee; 20 Flock Condor cameras x \$750 Standard Implementation Fee.
2. PPD requests \$2,880 to cover the monthly subscription fee for four trackers. Subscription is for three years.
3. PPD requests \$2,436 to cover travel for three separate grantee meetings in Sacramento for one staff member. Expenses include \$182 for lodging per night for six nights, \$74 for M&IE per day for six days, and \$300 round trip airfare per trip for three trips.

9a. Indirect Costs

For this grant program, indirect costs may be charged using only one 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.		\$220,167	\$220,167
<i>If using Option 1) grant funds allocated to Indirect Costs may not exceed:</i>		\$0	
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	
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.		TOTAL	\$220,167

9b. Indirect Costs Narrative:

1. The City does not have an executed cost rate agreement and will use the 10% de minimis cost rate. Indirect costs for the proposed project include salaries and fringe, external evaluation, financial audit, Flock camera implementation, subscription fees, and travel. (\$2,201,669 x .10 = \$220,167).



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90 Rio Rancho Road
Pomona, CA 91766

Mr. Ricardo Goodridge, CPGP Deputy Director
Board of State and Community Corrections
2590 Venture Oaks Way, Suite 200
Sacramento, CA 95833

Subject: WinCo Foods and Pomona Police Department Theft Prevention Collaboration

Dear Mr. Goodridge:

The WinCo Foods team is excited to partner with Pomona Police Department to implement its **Organized Retail and Auto Theft Prevention Project** to strengthen the security of our retail stores and parking lots to deter potential thieves. We fully support increased vehicle patrols around the parking lot.

We recognize the importance of protecting our customers and employees, so we take this commitment very seriously. Our team will ensure our full cooperation and are open to suggestions from the police department about how they can best help us protect our customers and employees.

We are confident that this partnership will help reduce organized retail and auto theft in Pomona and create a safer environment for all citizens. Thank you for this opportunity to work together and make a difference.

Sincerely,

A handwritten signature in blue ink, appearing to read "Adam", written over a horizontal line.

Adam Hernandez, Store Manager

tel 310.715.9300 fax 310.767.2169

879 W. 190th Street, 12th Floor

Gardena, CA 90248

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Mr. Ricardo Goodridge, CPGP Deputy Director
Board of State and Community Corrections
2590 Venture Oaks Way, Suite 200
Sacramento, CA 95833

Subject: WSS Shoe Store's Commitment to Collaborate on the Pomona Organized Retail and Auto Theft Prevention Project

Dear Mr. Goodridge:

WSS Shoe Store is pleased to partner with the City of Pomona's Police Department in their effort to address organized retail and auto theft at our store. These crimes have the potential to cause significant and costly disruption and endanger our patrons and employees, not only on our premises but also within the community. Stolen merchandise, damage to property, and the costs associated with increased security measures and loss prevention efforts significantly impact our bottom line. These losses may ultimately lead to decreased profitability and the potential of store closures.

Retail theft incidents can also escalate into violent encounters, putting the safety of our employees and customers at risk. The presence of organized theft groups can create an atmosphere of fear and unease, negatively impacting the overall shopping experience and deterring potential customers from visiting our business.

Our management and staff are committed to working with the Pomona Police Department toward the common goal of reducing these types of crimes, including installing Flock cameras in our parking lot and increasing police presence and vehicle patrols. We will establish effective lines of communication with police staff and provide timely access to critical information to aid in investigations, leading to more arrests and solved crimes. By combining our expertise and resources, we can make a positive difference in preventing such crimes from occurring in the future.

Sincerely,

A handwritten signature in black ink, appearing to read "Jose Zamudio", written over a horizontal line.

Jose Zamudio, Asset Protection Area Manager

Jordan Hernandez, Assistant Manager

Bias-Based Policing

401.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Pomona 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 department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

401.1.1 DEFINITIONS

Definitions related to this policy include:

Bias-based policing - An inappropriate reliance on actual or perceived 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).

401.2 POLICY

The Pomona 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.

401.3 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.

401.3.1 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.
- (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.

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Bias-Based Policing

401.4 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.

401.4.1 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.

401.5 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.
 - 1. Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors should periodically review MAV recordings, portable audio/video recordings, Mobile Digital Computer (MDC) data and any other available resource used to document contact between officers and the public to ensure compliance with the policy.
 - 1. Supervisors should document these periodic reviews.
 - 2. Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) 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.

401.6 TRAINING

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

- (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.

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Pomona PD Policy Manual

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)).

401.7 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE

The Internal Affairs Bureau Manager shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and provided to the Records Manager for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020). See the Records Bureau Policy.

Public Safety Video Surveillance System

336.1 PURPOSE AND SCOPE

This policy provides guidance for the placement and monitoring of department public safety video surveillance, as well as the storage and release of the captured images.

This policy only applies to overt, marked public safety video surveillance systems operated by the Department. It does not apply to mobile audio/video systems, covert audio/video systems or any other image-capturing devices used by the Department.

336.2 POLICY

The Pomona Police Department operates a public safety video surveillance system to complement its anti-crime strategy, to effectively allocate and deploy personnel, and to enhance public safety and security in public areas. Cameras may be placed in strategic locations throughout the City to detect and deter crime, to help safeguard against potential threats to the public, to help manage emergency response situations during natural and man-made disasters and to assist City officials in providing services to the community.

Video surveillance in public areas will be conducted in a legal and ethical manner while recognizing and protecting constitutional standards of privacy.

336.3 OPERATIONAL GUIDELINES

Only department-approved video surveillance equipment shall be utilized. Members authorized to monitor video surveillance equipment should only monitor public areas and public activities where no reasonable expectation of privacy exists. The Chief of Police or the authorized designee shall approve all proposed locations for the use of video surveillance technology and should consult with and be guided by legal counsel as necessary in making such determinations.

336.3.1 PLACEMENT AND MONITORING

Camera placement will be guided by the underlying purpose or strategy associated with the overall video surveillance plan. As appropriate, the Chief of Police should confer with other affected City divisions and designated community groups when evaluating camera placement. Environmental factors, including lighting, location of buildings, presence of vegetation, or other obstructions, should also be evaluated when determining placement.

The cameras shall only record video images and not sound. Recorded images may be used for a variety of purposes, including criminal investigations and monitoring of activity around high-value or high-threat areas. The public video surveillance system may be useful for the following purposes:

- (a) To prevent, deter, and identify criminal activity.
- (b) To target identified areas of gang and narcotics complaints or activity.
- (c) To respond to critical incidents.

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Public Safety Video Surveillance System

- (d) To assist in identifying, apprehending, and prosecuting offenders.
- (e) To document officer and offender conduct during interactions to safeguard the rights of the public and officers.
- (f) To augment resources in a cost-effective manner.
- (g) To monitor pedestrian and vehicle traffic activity.

Images from each camera should be recorded in a manner consistent with the underlying purpose of the particular camera. Images should be transmitted to monitors installed in the Watch Commander's office and Dispatch. When activity warranting further investigation is reported or detected at any camera location, the available information should be provided to responding officers in a timely manner. The Watch Commander or trained personnel in Dispatch are authorized to adjust the cameras to more effectively view a particular area for any legitimate public safety purpose.

The Chief of Police may authorize video feeds from the public safety video surveillance system to be forwarded to a specified location for monitoring by other than police personnel, such as allied government agencies, road or traffic crews, or fire or emergency operations personnel.

Unauthorized recording, viewing, reproduction, dissemination, or retention is prohibited.

336.3.2 CAMERA MARKINGS

All public areas monitored by public safety surveillance equipment shall be marked in a conspicuous manner with appropriate signs to inform the public that the area is under police surveillance. Signs should be well lit, placed appropriately and without obstruction to ensure visibility.

336.3.3 INTEGRATION WITH OTHER TECHNOLOGY

The Department may elect to integrate its public safety video surveillance system with other technology to enhance available information. Systems such as gunshot detection, incident mapping, crime analysis, license plate recognition, facial recognition and other video-based analytical systems may be considered based upon availability and the nature of department strategy.

The Department should evaluate the availability and propriety of networking or otherwise collaborating with appropriate private sector entities and should evaluate whether the use of certain camera systems, such as pan-tilt-zoom systems and video enhancement or other analytical technology, requires additional safeguards.

336.4 VIDEO SUPERVISION

Supervisors should monitor video surveillance access and usage to ensure members are within department policy and applicable laws. Supervisors should ensure such use and access is appropriately documented.

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Public Safety Video Surveillance System

336.4.1 VIDEO LOG

A log should be maintained at all locations where video surveillance monitors are located. The log should be used to document all persons not assigned to the monitoring locations who have been given access to view or monitor images provided by the video surveillance cameras. The logs should, at a minimum, record the:

- (a) Date and time access was given.
- (b) Name and agency of the person being given access to the images.
- (c) Name of person authorizing access.
- (d) Identifiable portion of images viewed.

336.4.2 PROHIBITED ACTIVITY

Public safety video surveillance systems will not intentionally be used to invade the privacy of individuals or observe areas where a reasonable expectation of privacy exists.

Public safety video surveillance equipment shall not be used in an unequal or discriminatory manner and shall not target individuals or groups based solely on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, or disability.

Video surveillance equipment shall not be used to harass, intimidate, or discriminate against any individual or group.

336.5 STORAGE AND RETENTION OF MEDIA

All downloaded media shall be stored in a secure area with access restricted to authorized persons. A recording needed as evidence shall be copied to a suitable medium and booked into evidence in accordance with established evidence procedures. All actions taken with respect to retention of media shall be appropriately documented.

The type of video surveillance technology employed and the manner in which recordings are used and stored will affect retention periods. The recordings should be stored and retained in accordance with the established records retention schedule and for a minimum of one year. Prior to destruction, written consent shall be obtained from the City Attorney. If recordings are evidence in any claim filed or any pending litigation, they shall be preserved until pending litigation is resolved (Government Code § 34090.6).

Any recordings needed as evidence in a criminal or civil proceeding shall be copied to a suitable medium and booked into evidence in accordance with current evidence procedures.

336.5.1 EVIDENTIARY INTEGRITY

All downloaded and retained media shall be treated in the same manner as other evidence. Media shall be accessed, maintained, stored and retrieved in a manner that ensures its integrity as evidence, including strict adherence to chain of custody requirements. Electronic trails, including encryption, digital masking of innocent or uninvolved individuals to preserve anonymity, authenticity certificates and date and time stamping, shall be used as appropriate to preserve

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Public Safety Video Surveillance System

individual rights and to ensure the authenticity and maintenance of a secure evidentiary chain of custody.

336.6 RELEASE OF VIDEO IMAGES

All recorded video images gathered by the public safety video surveillance equipment are for the official use of the Pomona Police Department.

Requests for recorded video images from the public or the media shall be processed in the same manner as requests for department public records.

Requests for recorded images from other law enforcement agencies shall be referred to the Watch Commander for release in accordance with a specific and legitimate law enforcement purpose.

Recorded video images that are the subject of a court order or subpoena shall be processed in accordance with the established department subpoena process.

336.7 VIDEO SURVEILLANCE AUDIT

The Chief of Police or the authorized designee will conduct an annual review of the public safety video surveillance system. The review should include an analysis of the cost, benefit and effectiveness of the system, including any public safety issues that were effectively addressed or any significant prosecutions that resulted, and any systemic operational or administrative issues that were identified, including those related to training, discipline or policy.

The results of each review shall be appropriately documented and maintained by the Chief of Police or the authorized designee and other applicable advisory bodies. Any recommendations for training or policy should be promptly addressed.

336.8 TRAINING

All department members authorized to operate or access public video surveillance systems shall receive appropriate training. Training should include guidance on the use of cameras, interaction with dispatch and patrol operations and a review regarding relevant policies and procedures, including this policy. Training should also address state and federal law related to the use of video surveillance equipment and privacy.