

# Montclair Police Department - Update

By: Jason Reed  
Chief of Police  
March 4, 2024

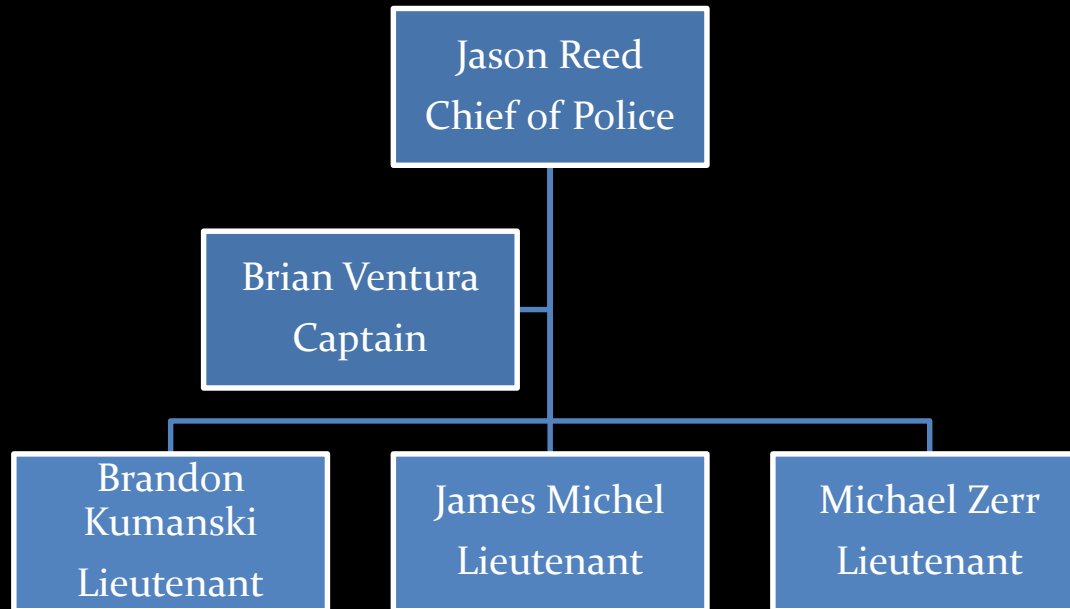


# Montclair Police Department



# Introduction

- Command Staff Structure:



# General Statistics

- Total Calls for Service – 2023-2024: 45,072
- Traffic Citations Issued: 1,784
- Police Reports: 6,127
- Parking Citations Issued: 6,896
- Arrests: 1,784

# Montclair General Crime Statistics

## 2023\*

• Hate Crime:	0
• Officers Injured/Assaulted:	36 (up from 19 2022)
• Reproductive Rights Crimes:	0
• Auto Burglary:	116
• Aggravated Assault/simple:	165
• Homicide:	4
• Robbery:	12
• Larceny:	652
• Burglary:	277
• Arson:	19

• \*Crime Stats Still Accumulating September -December 2023

# MPD Grant Management

- 9 Asset Forfeiture Projects
- 26 Grant Projects

# GRAND THEFT AUTO/WANTED VEHICLES

- Montclair has 60 Flock Cameras mounted at multiple areas in the City. These cameras are not enforcement cameras, only capture license plate and vehicle description information, alerting officers to wanted and/or stolen vehicles in the area.
- Flock cameras have assisted in investigations of numerous violent crimes not only that occurred in Montclair, but suspects who commit crimes in other areas and travel through the City. These crimes have ranged from murder, assault with deadly weapon, to burglary and high-level theft suspects.
- January 2023 – March 2024, MPD officers have arrested approximately **78 suspected driving** stolen vehicles, and returned the vehicle to the victim/owner. Recovered numerous more

# Graffiti / Vandalism

- Multiple motivations behind vandalism / graffiti
  - Gang Related
  - Tagging Crews / Artwork
  - Mental Illness
  - Attempted Burglary / Theft
  - Domestic Violence Incidents
  - Delinquency



# Combatting Graffiti / Vandalism

- 2023-Present: 69 Vandalism/Graffiti Arrests
- MPD along with help from our IT division and Public Works utilize multiple tools to document, track, and ensure timely removal of graffiti; keeping prosecution ability intact
- Multiple Cameras throughout City / Transcenter
- Online Investigation Techniques which lead to arrests/convictions, discovery of other crimes

# Special Enforcement Team (SET)

## Return to Service

- With ongoing successful recruitment, SET team testing is occurring this week to re-instate our former team – 2 officers and a sergeant, with up to 4 officers later in 2024
- Highly effective problem-oriented team to handle a multitude of investigations ranging from high-profile apprehension of wanted suspects, crime prevention, undercover operations, community meetings / outreach
- Graffiti – identification of individuals involved, arrest, and prosecution

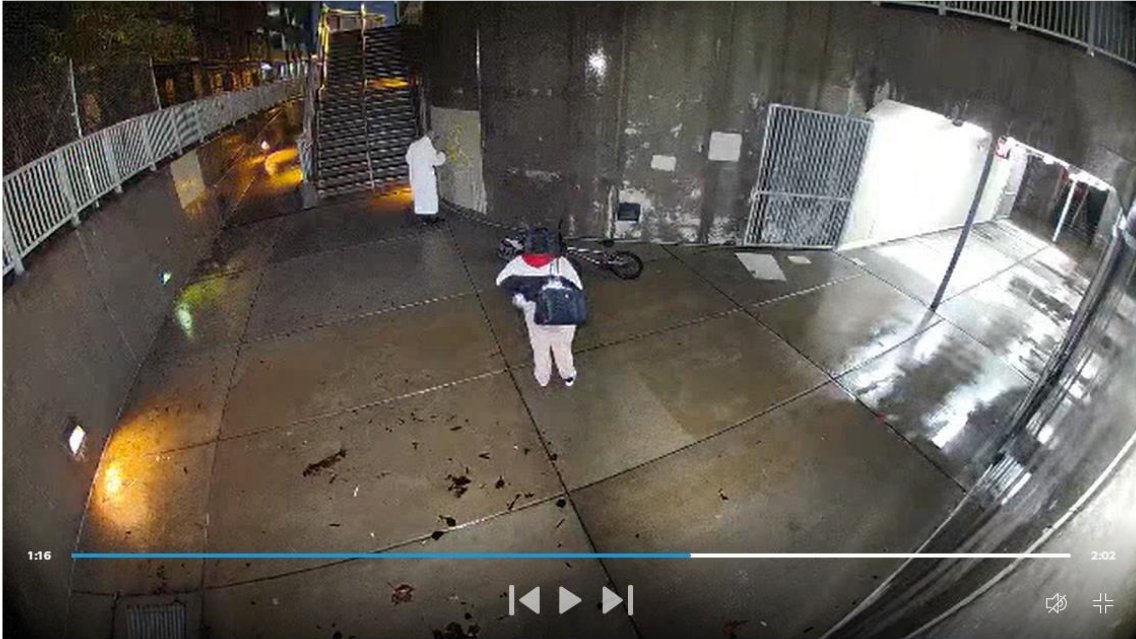
# Transcenter

Protect Plan

Montclair ... Account Ring Shop Log Out

r desktop.

[Learn More](#) [Enable](#) X



1:16 2:02

**Person Detected**  
Bridge Left • Tuesday, February 6, 9:04 PM

☆ ↻ ⬇️ 🗑️

# Traffic Safety /Enforcement

- Traffic Statistics: 2022

● Fatal Collisions:	10 (5 DUI, 3 Hit-and-Run)
● Injury Collisions	29
● DUI Collisions	35
● Hit-and-Run	29

- Enforcement

- 1784 Notice to Appear Citations
- 6896 Parking Citations

# Primary Collision Factors

- CVC 22107 Unsafe Turning Movement
  - 1 fatal, 124 injury collisions, 155 people injured
- CVC 22350 Unsafe Speed
  - 100 injury, 140 people injured
- CVC 23152 DUI
  - 6 fatal, 65 injury collisions, 90 people injured

# Office of Traffic Safety Grant (OTS)

- Throughout the performance period of the OTS Grant, MPD will participate in multiple traffic and impaired driving enforcement details.
- Develop and Maintain BOLO program (DUI Suspension)
- Send 10 officers to SFST 16 hour POST Training and DRE
- DUI Checkpoints (2)
- DUI Saturation Patrols (4)
- DUI Warrant Services
- PCF Violation Saturations (4)
- Distracted Driving (2)
- Motorcycle Safety Operation Saturations (2)
- Click-it or Ticket Operations (2)
- Pedestrian / Bicycle Safety Saturation (2)
- DUI Checkpoint Training
- Street Racing and Sideshow Enforcement

# Timeline: March 2023 – 2024

- MPD, like multiple LE agencies nationwide, was facing a staffing shortage across multiple divisions of the Department for a variety of reasons.
- Police Officer Vacancies
- Dispatcher Vacancies
- Records Vacancies
- Cadet Vacancies

# Montclair Hiring Bonus Incentive Program

- Discussions began early 2023 on strategies to recruit/retain police officers
- MPD experienced a decline in qualified applicants for PO positions (recruit and laterals)
- At the beginning of the discussion, MPD faced 14 PO vacancies
- Experience gap
- Establishing a hiring incentive program was a productive approach to increase PO hiring pool – especially for experienced lateral police officers



# Montclair Hiring Bonus and Incentive Program

- Benefits of hiring POST Basic Certified lateral officers
- Importance of attracting entry-level officers
- Importance of the Referral Program for all City employees

August 7, 2023 with 14 vacancies and a stall in interested applicants, the HBI Program was approved by City Council and implemented.

# Strategizing for Attracting Qualified Candidates

- Multiple conversations with labor groups, employees, informal and formal conversations, meetings, speaking with other agencies, researching what successes agencies with similar issues were having
- **Morale increase measures:**
  - Swearing-in ceremonies w/family members
  - Award Recognition
  - Pot Luck/Barbecue
  - Volunteer Appreciation Luncheon
  - Supervisor Meetings geared toward raising morale each and every shift briefing
- **Working Condition Updates**
  - Uniform Updates
  - Personal Appearance Standards Updates
  - Tattoo/Body Art Standards Updates
  - Modern Equipment Updates

# Equipment Upgrades / Modernization

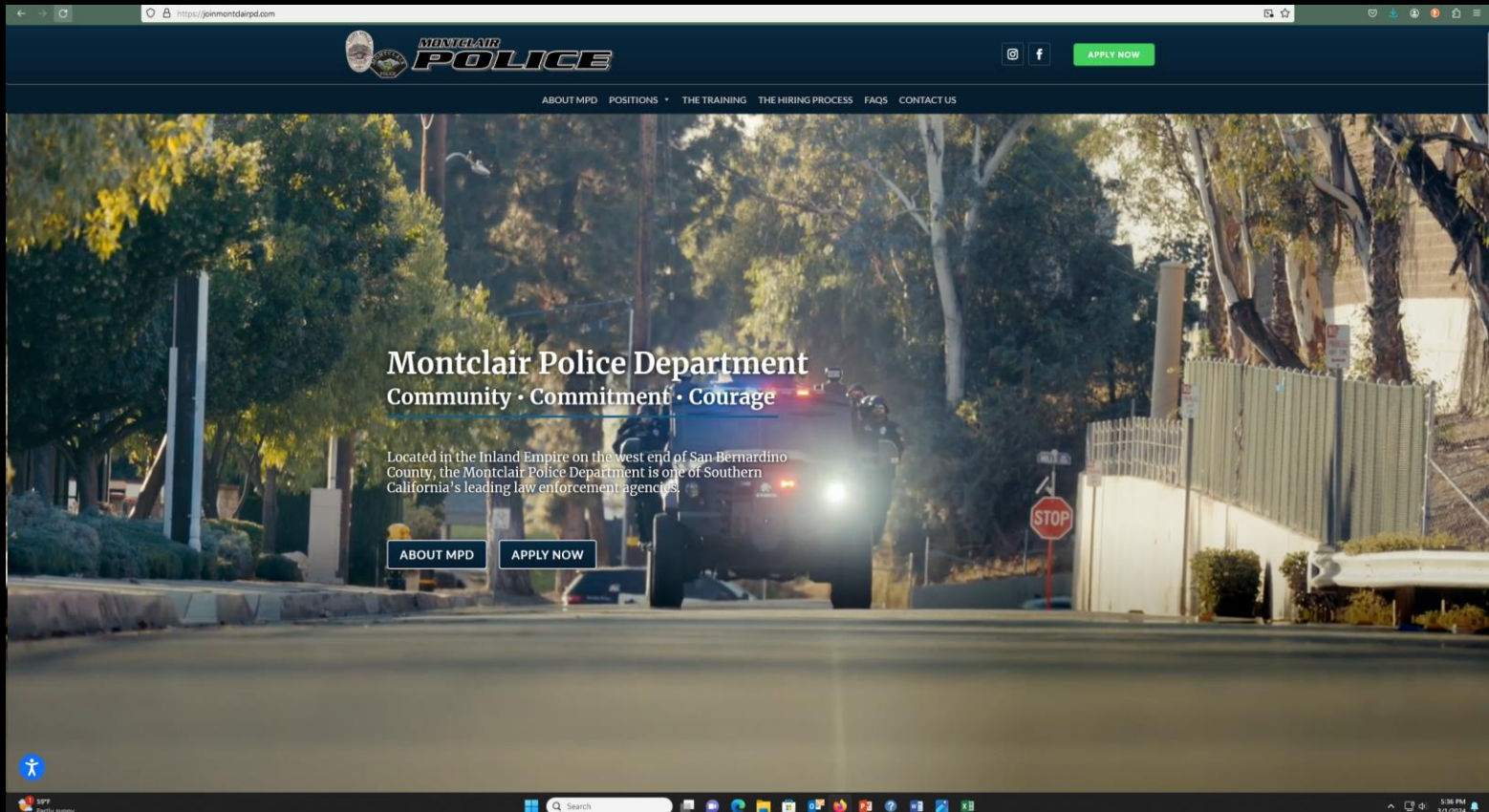
- Cellular Phone Project
  - Integration of other tools into cell phones for a more efficient officer
- Body Worn Camera Project
  - \$800,000 grant reward to outfit all officers with BWC, and upgrade to aging in-car camera systems
- Range Targetry Upgrade
  - In conjunction with Public Works, renewed aging and inoperable range equipment with state-of-the-art moving target (tablet controlled) system
- New Helmet acquisition to replace decades old helmets which were nearing end-of-life

# Strategizing for Attracting Qualified Candidates

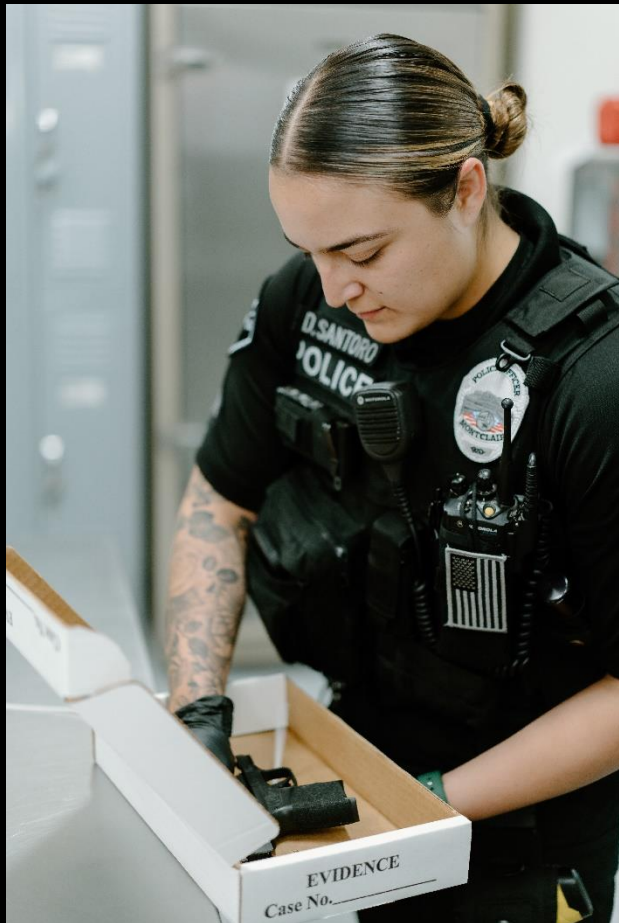
- Brought back internal transparent staff meetings
  - Notes shared to entire department to keep all members updated on progress
- With these communications, a shift in excitement for the future of the PD. Members willing to keep working for MPD as we worked on recruitment efforts

# Recruitment Website

[www.joinmontclairpd.com](http://www.joinmontclairpd.com)



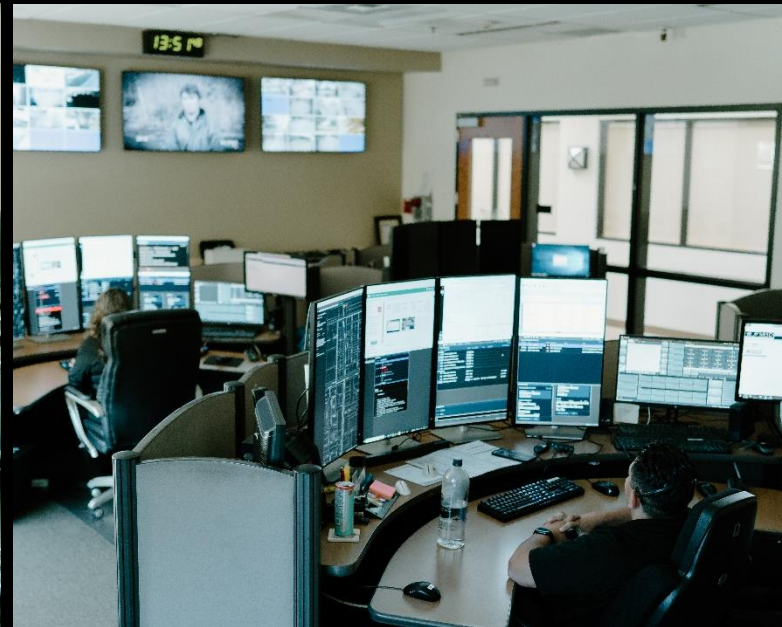
# Recruitment Website



# Website Photos



# Dispatch Center





# Fitness Center



# Fitness Center



# Obtaining Modern Equipment / Recruitment Success

- Firearm Project – MPD through approval from City Council updated firearm platform to a high-end firearm/lighting system/optic – Staccato P 9mm
  - Very successful in improving employee performance, accuracy, confidence
  - Study regarding success of optics in LE
  - Recruitment / Retention tool for MPD

# Armored Vehicle - Bearcat

- Obtained new BEARCAT armored vehicle to replace old 1980 peacekeeper
- Community Outreach
- Officer Safety
- Exhibition of Department investment in officer-safety and protection of the community

# Bearcat



# Bearcat



# 1980 Peacekeeper



# Social Media / Advertisement Campaign

- Directed professionally created ads
  - Highlighted Bonus Program
  - Posted for specific positions (motor officer / Sergeants)
  - Word of mouth
  - Referrals at a high volume from our own employees
- Aggressive work by our Recruitment / Background Personnel, unforeseen influx of background investigations



# Aggressive Advertising / Recruitment Campaign



**\$30,000 Signing Bonus**

## **NOW HIRING**

Police Officer Recruit Bonus - \$10,000  
Military Veterans and College Grad may be  
entitled up to \$8,500 in additional hiring  
incentives

Police Officer Lateral Bonus- \$30,000  
Military Veterans and College Grad may be  
entitled up to \$8,500 in additional hiring  
incentives

**Apply Now**

[www.cityofmontclair.org](http://www.cityofmontclair.org)

# Sergeant Recruitment Ads

**WE'RE  
HIRING**

FOR POLICE SERGEANT

**\$30,000 HIRING BONUS**

Base Salary Range:  
\$114,120 - \$138,696

Military Veterans and  
College Grad Incentives up  
to \$8,500

Application and Testing coming November 2023



# Recruitment Efforts

- Maintain high-level of top-tier communication with candidates, assisting them through every aspect of the process
- Lateral Officer – Ride-Alongs

• RESULTS

# Unprecedented Hiring of Lateral Police Officers

- Received Applications from LASO, RSO, San Diego SO, LAPD, Alhambra PD, Blythe PD, Westmoreland PD, Hermosa Beach, Homeland Security / Covina PD, and others
- August 2023 to February 2024:
  - We hired 10 lateral officers (some before bonus program)
  - Total years of experience: 47 years
  - One of our laterals promoted to Police Sergeant
  - Also, two entry-level members in the Police Academy

# Vacancies Diminishing Quickly

- Multiple applications received
- Vacancies now at 5 officers
- Only one resignation since these efforts
- Open recruitment underway, with interest, for an experienced Motor Officer to help bring back and start back up our Motor Program

# Results – Swearing-in Ceremonies



# Motor Officer Campaign



**MONTCLAIR POLICE DEPARTMENT**  
**WE'RE HIRING**  
**MOTORS**

**LATERAL OFFICERS WITH AT LEAST ONE YEAR  
MOTOR EXPERIENCE**

Exciting news! We're hiring lateral Officers to help fill our motor positions. Eligible applicants will be considered for the motor position upon completion of field training. Any interested applicants may contact Captain Brian Ventura for more information.

 Captain Ventura  
[BVENTURA@CITYOFMONTCLAIR.ORG](mailto:BVENTURA@CITYOFMONTCLAIR.ORG)

 visit our website  
[JOINMONTCLAIRPD.COM](http://JOINMONTCLAIRPD.COM)

**\$30,000 HIRING BONUS**  
\*UP TO AN ADDITIONAL \$8,500 HIRING INCENTIVE FOR QUALIFIED CANDIDATES



# POST Team Building Workshop Seminar

- February 2024
- All Department Supervisors
- Roadmap of Now, Near Future, Future
- Three day training / strategizing / Development of an Action Plan
- Facilitated by Chief Lyle Martin – Bakersfield PD (Ret.)  
Chief of Kern County District Attorney's Office (Ret.)





# POST Team Building Workshop

- Established Priorities for MPD moving forward now that staffing levels are improving
  - Special Assignment Return
    - SET Team Full-Time
    - Motor Officers
    - SRO Officers (Chaffey and OntMont)
    - SED Officer
    - Inland Regional Narcotics Task Force (IRNET) Officer
    - Montclair Place Officer Return
    - Crime Analyst Position

# POST Team Building Workshop

- Ancillary Assignment Enhancement with additional personnel
  - MAIT Team
  - Arson Investigators
  - Bicycle Patrol (ebike) details
  - Honor Guard
  - Mobile Field Force (MFF)

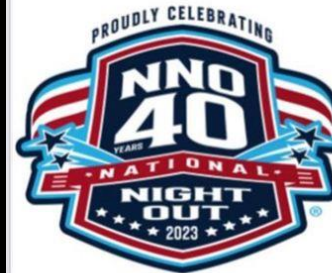
# MPD Department Meeting

- MPD Department Photo
- Meeting
- Provide praise, renewal of expectations and Department Mission Statement, Accountability,
- Future of MPD

# Community Outreach

- MPD has increased its Community Outreach efforts in the past 9 months
- Enhancement of Social Media Team
- Black History Month Event
- Open House
- Eggstravaganza
- Country Fair Jamboree
- National Night Out
- Spooktacular
- MPD Halloween Trick or Treat in our lobby
- Dashing Through Montclair
- Military Equipment Community Meeting
- Toy/Food Drives
- Blood Drives
- Coffee w/Cop
- Decorations in our lobby
- Halloween Costumes
- Christmas Decoration Contests
- MHS Career Day
- MHS Launch Mock Interview Event

# Community Outreach



POLICE • COMMUNITY PARTNERSHIPS

Meet Montclair Police Officers and Firefighters, get safety tips, see equipment, and pick up promotional giveaways.

Free photo booth & face painting!  
Tacos, churros and shaved ice available for sale.



**The American Red Cross will be hosting a blood drive next door at the Senior Center, from 2 p.m. – 8 p.m.**



To sign-up, visit [www.redcrossblood.org/give](http://www.redcrossblood.org/give) and enter sponsor code "Montclairpd" or call 1-800-Red Cross.

# Community Outreach



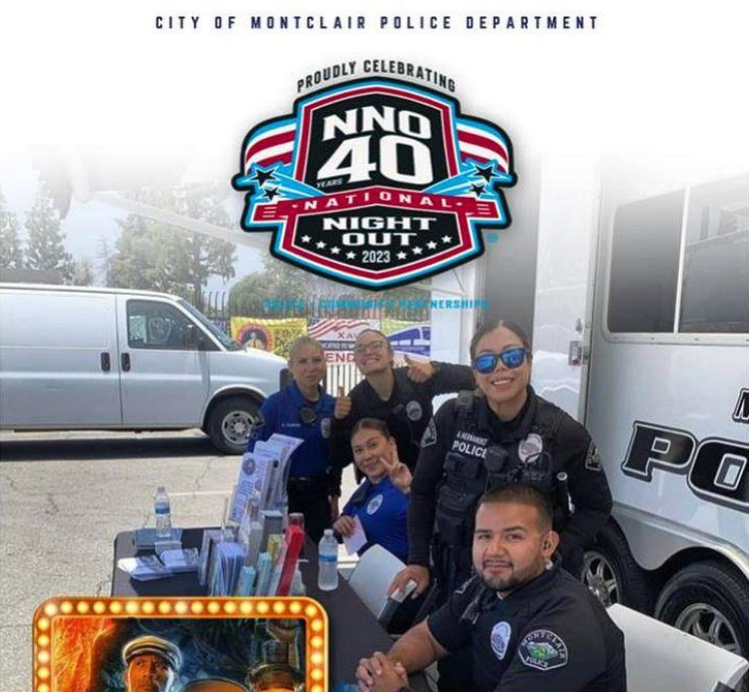
**TRICK  
OR  
TREAT**

October 31st  
6 p.m. - 8 p.m.  
Montclair Police Station  
4870 Arrow Hwy  
**SEE YOU THERE!**

CITY OF MONTCLAIR POLICE DEPARTMENT

PROUDLY CELEBRATING  
**NNO  
40**  
YEARS  
NATIONAL  
**NIGHT  
OUT**  
2023

UNIQUE / COMMUNITY ENGAGEMENT



**JUNGLE CRUISE**

TUESDAY, AUGUST 1 FROM 6:30 PM - 10 PM  
— MOVIE STARTS AT 8:15 PM —  
FACE PAINTING / TAGS / SWEET TREATS / PHOTO BOOTH

ALMA HOFMAN PARK (SHARK PARK)  
5201 BENITO STREET, MONTCLAIR

CITYOFMONTCLAIR.ORG

# Community Outreach



# Annual Awards / Recognition





# Promotion / Swearing-in Ceremonies



# Promotion Recognition



# Professional Staff Vacancies Filled

- Dispatch- multiple vacancies filled and now fully staffed
- Records – fully staffed by April 2024
- Cadets – ongoing interest recruitment especially from our Explorer Post
- Crime Analyst Vacancy to be filled
- 4 to 5 Officer Vacancies to be filled in new round of recruitment –upon availability of Field Training Officers getting current officers out of training

# Future of MPD with Vacancies Filled

- Add more deployment to patrol services
- Explore additional assignments / grants for additional positions
- Single officer special assignments
  - ICAC Taskforce
  - SANCAT
  - North Montclair Specific Beat Plan
  - Motor / Traffic Officer Increase

# Team Effort

- MPD Staff
- City Staff
- City Council
- Internal and External Referrals

# Questions?



# Commitment To Service

Police Chief Jason Reed  
Montclair Police Department  
(909) 448-3604  
[jreed@cityofmontclair.org](mailto:jreed@cityofmontclair.org)

