

CLOVIS POLICE DEPARTMENT

REPORT TO THE COMMUNITY

2022



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A MESSAGE TO THE COMMUNITY

The Clovis Police Department is devoted to serving the residents of Clovis, and we are excited to present our third annual Report to the Community.

Our department serves a population of approximately 124,000 residents. The "Clovis Way of Life" encompasses not only a motto but also a deeply ingrained culture and belief system. We take immense pride in our distinction as the safest city in the Central Valley and one of the best cities in California to raise a family. These accolades are a testament to the unwavering dedication of our employees, volunteers, and community partners who work hard every day to foster a safe environment for us to thrive.

Without our community's support and engagement, it would be impossible for us to maintain the "Clovis Way of Life." As a profession, law enforcement has encountered several challenges over the past several years, and it is important to note the strength and support exhibited by our community members has been truly amazing and has helped to drive our staff to provide superior service.

As law enforcement officers, ensuring the quality of life for our community is one of our utmost concerns and an integral part of our mission. On behalf of the entire department, I extend my deepest gratitude to our Clovis community. Together, we strive to make Clovis an exceptional place to call home.

Our mission remains absolute: To provide superior protection and service in a manner that builds public confidence and improves the quality of life in our community.

"To those we serve, we want to be the best."



REPORT TO THE COMMUNITY

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2022



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2022 BY THE NUMBERS

"THE #1 SAFEST CITY IN THE VALLEY"



CLOVIS BY THE NUMBERS

25 SQUARE MILES
124,000 CITIZENS
108 OFFICERS
NON-SWORN
PD PERSONNEL
65 FULL-TIME
26 PART-TIME
44 VOLUNTEERS

Citizens Say

93% say they approve of the service we provide.

"Professional, friendly, and efficient!"

"So responsive and reliable."

Employees Say

99% say they're proud to work for our department.

100% say our community supports our department.

"I enjoy working here because we have freedom to be innovative and try new things to do our jobs better."

"Great leadership and a healthy work place."

Council Members Say

"The five of us appreciate the work you do." - Mayor Flores

"Your performance is amazing." - Mayor Pro Tem Ashbeck

2022 PRIORITY 1
RESPONSE TIME GOAL:
5 MIN. OR LESS

ACHIEVED:
4.15 MIN.

CPD
BUDGET
\$49.8M

2022
CITY OF CLOVIS
BUDGET
\$297.5M

OUR MISSION

To provide superior protection and service in a manner that builds public confidence and improves the quality of life in our community.

*To those we serve,
we want to be the best.*

PILLARS OF OUR PHILOSOPHY

Protection

Respect for Individuals

Service

Quality

Being Close to Those We Serve

Department Members

Participation

Innovation

Teamwork

Communication

CLOVIS POLICE DEPARTMENT DEPARTMENT MISSION

TO PROVIDE SUPERIOR PROTECTION AND SERVICE IN A MANNER THAT BUILDS PUBLIC CONFIDENCE AND IMPROVES THE QUALITY OF LIFE IN OUR COMMUNITY.

TO THOSE WE SERVE, WE WANT TO BE THE BEST!

DEPARTMENT PHILOSOPHY

PROTECTION	We do not accept the notion that the public must learn to live with a certain level of crime or disruption. If an incident, no matter how small, is important enough for someone to call us, it's important enough to get our best efforts. To a crime victim or citizen in distress, there is no such thing as a routine call or a minor offense. We want the criminal element to know that Clovis is not the place to come. We take all crime very seriously and firmly believe in incarceration as an effective tool in protecting the public.
RESPECT FOR INDIVIDUALS	We will demonstrate respect for human dignity and individual rights. We will treat everyone with as much dignity and respect as possible. No matter what the provocation, there is no excuse for being less than professional, or behaving in such a way that it reflects poorly upon ourselves or the department. Within the department, we will treat each other with common courtesy and care. Everyone is important and will be treated respectfully, fairly, and equally.
SERVICE	We wish to excel in the manner in which we deliver services. We will oftentimes be contacted by citizens as a place of last resort. No matter whose "job" it is, if it's possible to help someone, we will. No one gets the run around. Service is everyone's job. To maintain the confidence of the public, we must get the job done, excuses don't count. When a problem or need is identified, we will take care of it as quickly and effectively as possible within legal and ethical guidelines. We will also take a broader view of neighborhood and crime problems and focus on root causes. Our range of solutions will be broad based and may involve working as a team with the community, other City departments, other government agencies, the media, private enterprises, or other resources.
QUALITY	We recognize that how we get the job done is just as important as getting it done. We will perform all our duties in a manner that builds public confidence. Our community expects and deserves the best in police services. We are committed to providing that.
BEING CLOSE TO THOSE WE SERVE	We will listen to those we serve and honestly evaluate and act on the information they provide. We will continually ask how we are doing and, most importantly, how we can be better. When we receive a complaint, we will seize upon it as an opportunity to learn and improve. We recognize that those we serve include more than just the public. They include all those we provide a service to, such as other department members, other City departments, and allied agencies.
DEPARTMENT MEMBERS	We recognize that our department is actually the people who work here. We take great pride in our staff. We hire only the best, and provide them with the training and environment that enables them to develop to their full professional capabilities. By seeking cultural diversity in the backgrounds of those we hire, we also recognize the importance of our department representing the entire community that we serve.
PARTICIPATION	All members of the department are expected to be directly involved in carrying out the overall mission of the department and the City. Whenever possible, each person will be involved in decisions that affect them. Participation yields far more creative decisions and more effective implementation than individual decision making.
INNOVATION	Every member of the department is also expected to seek out better ways of doing their job as well as better ways for the department to accomplish its mission. New ideas and initiative are encouraged. We also strive to be alert for new methods and procedures that might assist us in accomplishing our objectives. There are no bad ideas.
TEAM WORK	Team work is mandatory. Every major success in an organization happens as a result of people working together and supporting each other. The elements of a successful team are selflessness, trust, communication, and cooperation. We will constantly work to maintain an organizational climate that supports and insists on team work at all levels. As an organization, we are also members of other, broader teams. We strive to maintain excellent relationships with all other groups and to have reputation of being helpful and easy to work with.
COMMUNICATION	Information is a resource for interaction and accomplishment. We cannot be an effective team or meet our responsibilities and expectations without communicating constantly throughout the department. There is no "chain of command" for information. We will encourage communication up, down, across, and diagonally throughout the organization. We cannot give each other too much information.

CRIME STATISTICS

Our nation's Uniform Crime Report (UCR) Program is run by the FBI and includes data from over 18,000 agencies, generating reliable statistics on certain crimes in law enforcement.

From 2021 to 2022, Clovis saw a **75% decrease in arson and a 60% decrease in homicide** while other crimes including **robbery and burglary also decreased**. Those crimes that increased were rape by over 14%, motor vehicle theft by over 4%, and theft by over 3%.

STAFFING & BUDGET CHALLENGES

Due to many factors including a pandemic hiring freeze, as the city's population has grown, our department has been unable to grow proportionally. **Police Chief Curt Fleming went before the City Council in November of 2021 and informed them that more police officers and community service officers were needed to maintain the high level of service the citizens of Clovis are accustomed to.** The City Council decided to create a Citizen's Advisory Committee (CAC) in 2022. The committee was comprised of 25 citizens and their goal was to determine whether the police department needed additional staffing to remain the "Safest City in the Valley," and how those positions should be funded. There were six meetings held between January and April 2022. In July of 2022, the department was authorized for 109 sworn officers, less than was authorized in 2007.

In the end, the committee recommended adding positions to our department over the next five years and gave several recommendations on how to fund them.



PROTECTING
THE CLOVIS WAY OF LIFE

PHILOSOPHY PILLAR 2

RESPECT FOR INDIVIDUALS

PROCEDURAL JUSTICE

Unequal treatment, bias, and discrimination are not tolerated in any form within our organization, and our residents and business owners expect nothing less than this standard. All staff receive continual training annually on procedural justice, implicit bias, and crisis intervention.

REPORTING AND REVIEWING USE OF FORCE

Our department policy includes requirements for de-escalation techniques and rendering medical aid in addition to requirements of transparency. All patrol officers are issued and are required to wear body-worn cameras. Anytime force is used, officers must notify a supervisor, and supervisors immediately review the incident to confirm actions were within policy. All use of force incidents involving our employees are reviewed by the Use of Force Review Board to confirm that all actions taken adhered to policy. In compliance with AB748, our department releases body-worn camera footage of a critical incident within 45 days of a request. However, much of the time, this footage is released within 72 hours.

CELEBRATING CULTURE

The Clovis Police Department partners with the MLK Unity Committee of Fresno every year to honor and celebrate the life and legacy of Dr. Martin Luther King, Jr. The Department serves on the Unity Committee throughout the year and has hosted the annual MLK Community Breakfast every January since 2006. The Clovis Police Department believes that connecting with our community is essential to our ability to serve, and it's our privilege and honor to host this event and be part of a celebration that unites and strengthens our community.

PROHIBITING BIAS-BASED POLICING

Under Clovis Police Policy 402.3, biased-based policing is strictly prohibited. The Racial and Identity Profiling Act (RIPA) of 2015 mandates that law enforcement agencies in California report data on every vehicle and pedestrian stop as well as citizen complaints alleging racial and identity profiling. This data is reported to the California Attorney General's Office and is used to provide best practices and recommendations from the RIPA Board to California law enforcement agencies. In compliance with RIPA, the Clovis Police Department reported 12,328 individuals stopped in 2022.



COMMUNITY SAFETY EDUCATION

Safety education for our community is an important aspect of keeping our neighborhoods safe. State and federal funding for programs such as drug education and bicycle safety has increased our ability to educate our youth. Our goal is to get back into classrooms and schools to help develop responsible young adults. We also use our social media platforms to keep our community updated and educated with topics such as driving safety, weather alerts, fraud/scam alerts, and more. This proactive response is just one example of how the Clovis Police Department is invested in keeping our community safe.

YOUTH SERVICES

The Youth Services Division provides programs, services and activities for juveniles and parents. The mission of Youth Services is to encourage youth within the City of Clovis to consistently demonstrate behavior that produces social, emotional, educational, and economic success. The staff is committed to providing support for parents, holding juveniles accountable, and encouraging youth to engage in positive adolescent behavior.

CODE ENFORCEMENT & GRAFFITI ABATEMENT

The “broken window syndrome” is a phenomenon where visible signs of disorder such as graffiti and broken windows encourage further disorder, leading to serious crime. This is why the Clovis Police Department takes municipal code enforcement and graffiti abatement so seriously.

In 2022, 4,118 enforcement actions were taken for municipal code violations, and 2,232 locations with graffiti were covered or cleaned, often in 48 hours or less.

ANIMAL SERVICES

Clovis Animal Services and Miss Winkles Pet Adoption Center focus on hiring professional staff who are well-educated, have chosen a career in animal services, and are committed to providing exceptional service for our citizens. At any point in time, animal services staff is ready to respond to a call for service about an injured animal in the field, provide detailed information to a citizen about a pet at Miss Winkles, or provide life-saving care at the Clovis Animal Receiving and Care Center.



UPDATING POLICY CONTINUOUSLY

The Clovis Police Department's policy manual is available on the City of Clovis website in compliance with California's SB978. We believe this is extremely important, and we see it as another way that we stay transparent with our community. Our policy manual is immediately updated any time a change is required, no matter how small. This is done to ensure our community can easily review our policies and have their questions answered. In addition, officers also must review and acknowledge policy updates whenever changes are made.

COLLECTING DATA FOR REVIEW

In addition to reporting statistics in compliance with California's Racial and Identity Profiling Act (RIPA), our department also uses software to maintain, track, and document all internal affairs investigations. "IAPro" is used by over 950 public safety agencies across multiple countries. "BlueTeam" is another software Clovis PD uses which supports patrol, command, and supervisory staff with internal investigations such as collisions, pursuits, uses-of-force, and complaints. Both IAPro and BlueTeam assist with streamlining the process while eliminating significant data entry.

SPIDR TECH FINDINGS

Engaging with those we serve is paramount to our philosophy, and part of that is hearing feedback from our community after interacting with our officers and staff. For decades, surveys were mailed to those who we took a police report for to ensure they were satisfied. Surveys are now sent electronically via text message and the return rate has been much higher, enabling us to hear your feedback.

Out of 5,832 responses received in 2022, you rated your Clovis Police Department with a 93% approval rating!



BEING CLOSE TO THOSE WE SERVE

COMMUNITY INVOLVEMENT

Policing in the 21st century is so much more than just enforcing the law - it's about finding meaningful solutions and connecting with those that we protect. That's why our department hosts events throughout our Clovis community annually to connect with those that we serve. Coffee with a Cop, Clovis Night Out, and Faith and Blue are just a few events that invite our community to visit with our officers and communicate with them. Protecting our neighborhoods and businesses is also key, and our Clovis Community Watch and Neighborhood Corporal assignments also help us keep Clovis the safest city in the central San Joaquin Valley.

CITIZENS ON PATROL

The Clovis Police Department Citizens on Patrol program was developed in 2008. Our citizens volunteer their time by serving the community without compensation. You will find them patrolling the streets of Clovis looking for municipal code violations, parking issues, or identifying suspicious activity. They also conduct vacation house checks, assist with traffic control, and help with community events. Additionally, a few of the volunteers help with crime scene protection during major incidents and will respond day or night. **Our dedicated volunteers provided over 1,800 hours of service in 2022.** For most of the year, Citizens on Patrol was comprised of 16 volunteers, but four have recently retired. We plan to expand this unit in the near future.

CHAPLAIN PROGRAM

The Clovis Police Department Chaplain Program has a total of 14 chaplains, led by Deanna May. The purpose of the Chaplain program is to provide encouragement and comfort to department personnel and the citizens of Clovis. In 2022, our Chaplains responded to 108 calls for service, volunteering over 942 hours serving the City of Clovis. Chaplains also participated in many special events, most notable being the National "Faith and Blue" events in which law enforcement and local churches combined to hold six events in the community with games, food trucks, and more.



COPS & KIDS

Our Cops & Kids Sports Camp began in 2015 and has grown to serve over 225 kids annually! In 2022, the camp was held June 21 and 22 and would not have been possible without assistance from our local businesses and organizations. Each year, elementary-age kids interact with police officers in a non-enforcement atmosphere. The kids participate in several activities during the two one-day camps such as various sports, agility courses, law enforcement displays, and water activities.

DEPARTMENT MEMBERS

RECRUITMENT EFFORTS

Recruitment efforts at the Clovis Police Department never end. Whether attending a formal career fair or recruitment event, talking to high school and college classes, or striking up a conversation while in line to buy coffee, every person we talk to could be a potential applicant or might have a friend/relative who could be an applicant. We will (and do) travel anywhere they will have us, and we bring lots of things potential applicants can take with them to aid in submitting their applications. We've developed courses and training to help candidates be more successful in their application/hiring process by developing/presenting oral interview prep and academy physical training prep courses. We've also developed a diverse recruitment team who can answer questions about the process and some of the perks of working for the "Safest City in the Valley."

LEADERSHIP DEVELOPMENT

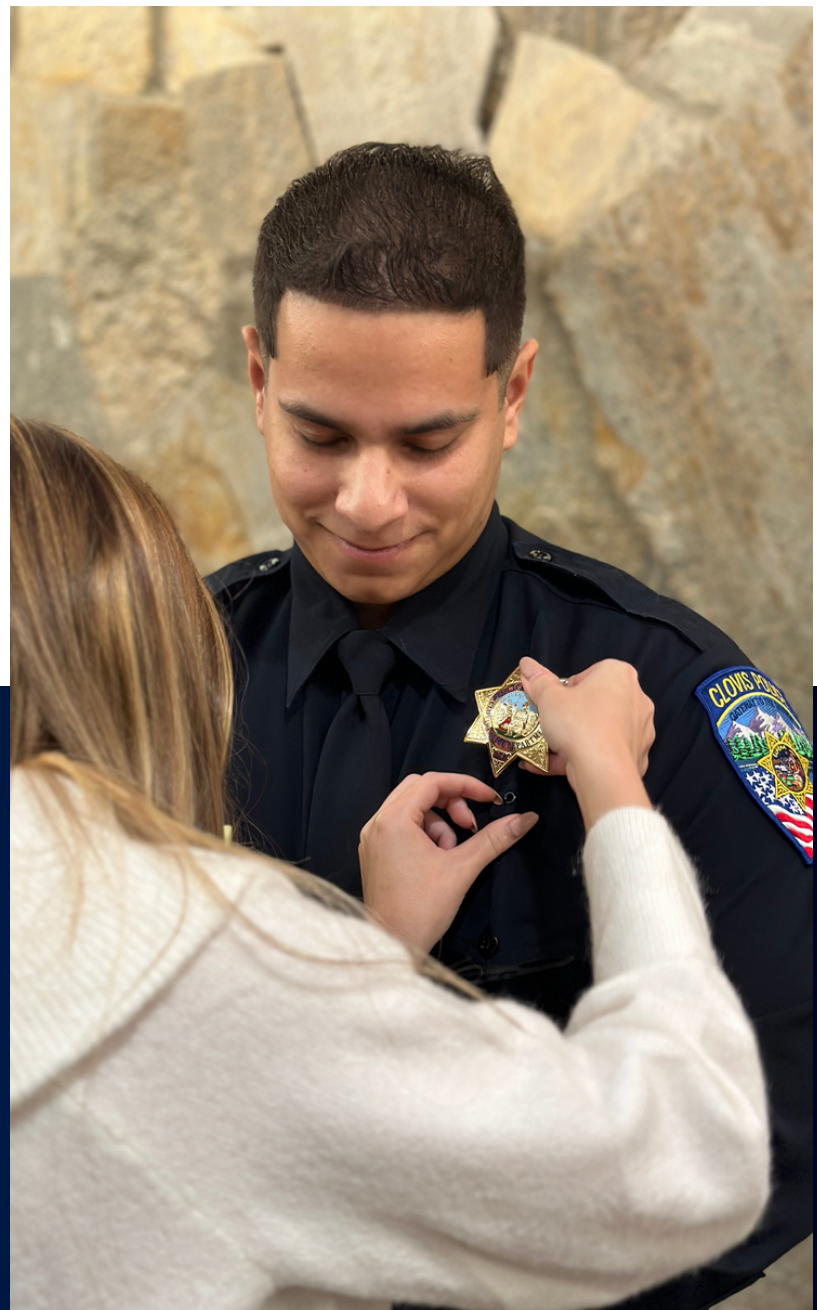
We believe developing leaders from within our agency is vital, and we invest in developing aspiring leaders in our department by providing advanced leadership courses and programs to help our officers and staff lead our department into the future. We are proud to have graduates from several prestigious institutes among our ranks. We have several staff members who are graduates of the POST Command College, the FBI National Academy, and the Police Executive Research Forums' Senior Management Institute for Police held at Boston University.

Within our command staff ranks, 100% have completed graduate school and/or attended Executive Development Training.

VALUING DIVERSITY

The vision of the Clovis Police Department Diversity Strategic Plan is to recruit a workforce that includes a diverse group of people who come from a wide range of cultures, who speak different languages, and who have a range of skills.

In 2022, a Fresno County Grand Jury investigation concluded the Clovis Police Department has made significant efforts to ethnically diversify, and we continue to strive toward a more diverse department. Read the report using this code:



PHILOSOPHY PILLAR 6

DEPT. MEMBERS, CONT.

WELLNESS, PHYSICAL & MENTAL

Maintaining our humanity is important to consistently providing the best service to our community. Employees at the Clovis Police Department are encouraged and supported to seek out professional mental health services to cope with the stress associated with work in law enforcement. The department makes annual mental health checkups available to employees, identifies competent mental health professionals to provide services to law enforcement personnel, and provides a variety of options to manage the costs of mental health services. In addition, the Clovis Police Department provides officers with a class on how to cope with the long term effects of having a career in law enforcement and provides Critical Incident Stress Debriefings for all employees that respond to calls that are traumatic.

OFFICER SAFETY

The Clovis Police Department knows officer safety is paramount in all aspects of our chosen profession. The State of California Commission on Peace Officer Standards and Training (POST) requires 18 hours of perishable skills training in a two-year cycle. In 2022, Clovis PD received three times more training than the POST standard and logged 72 hours of training on average per officer. Highly trained police officers perform safer and more competently in their duties. Clovis PD officers conduct frequent briefing discussions and trainings regarding officer safety and proper equipment use. As part of their training, all officers were trained to proficiently operate an armored vehicle we purchased in 2022. Training officers in the operation of these vehicles gives us the ability to respond quickly to an active threat/shooter, hostage situation, or similar crisis on the patrol level without having to wait for specialty personnel to deploy this piece of equipment.

LONG TERM HEALTH

In an effort to be proactive about our officers' long term health, the department has created a progression of classes for officers as it relates to the stress of the profession. During initial orientation officers are presented with the realities of the profession and how to manage those challenges. During the Field Training Program new officers attend a session hosted by the Chaplains and facilitated by a senior member of the department and his wife. Officers attend with their family members/significant other and the significant other's perspective is given in relationship to how the profession has a direct effect on the officers' off time at home. Another session is presented to all officers and is given by two senior officers who tell their story and how they have managed the highs and lows during their combined years of experience.



TRAINING

Training is critical for all law enforcement agencies, and we continually educate and prepare our members to take on any task to better serve and protect our community. **With over 15,000 hours of training in 2022**, each officer completed at least 72 hours of internal and POST-mandated training, well above the required state minimum of 18 hours every two years. **Training topics we covered in 2022 include:**

- Crisis Intervention & De-Escalation
- Cultural Diversity
- Human Trafficking
- Bias and Racial Profiling
- Autism Recognition
- Strategic Communications
- Critical Incident Stress Mgmt.
- Domestic Violence
- Social Media Investigations
- Active Threats
- Recruitment and Retention
- Street Racing
- First Aid

**COLLABORATIVE DECISION MAKING**

Community involvement is an important aspect of law enforcement, and Clovis is no exception. Events such as our annual Clovis Night Out, Cops & Kids Sports Camp, Faith & Blue events, Coffee with a Cop, and so many more take a collaborative effort. Our department works and communicates with every other City of Clovis department, local businesses, and local organizations regularly with the goal of being involved in the community we serve. Our Department's administration also takes the same stance and is known for their open door policy! Any employee can meet with a member of our administration to voice their ideas and opinions because good ideas can come from anyone.

EDUCATION

Education is paramount to our Department's commitment to our community, which is why full-time employees are offered either an education incentive or reimbursement program. These programs provide financial support for job-related fields of study and are intended to increase and maintain high levels of professionalism in order to attain a superior quality of service for the community and to better equip individual officers for handling complex and difficult social and community problems characteristic of modern society. Currently, over 70% of full-time employees have a degree!

LIVE 911

The “Live 911” application has been available to Clovis Police Officers since 2020. Live 911 allows officers to hear in real time what a 911 caller is reporting to our Communications Center. This creates an opportunity for officers to initiate a response to a location prior to it being fully dispatched. Officers can also hear details of the call and about any potential safety threats as they arrive. The use of Live 911 lowers our response times and expedites critically needed services to our citizens. **In 2022, Live 911 was been credited by officers as an asset when responding to a variety of incidents, including injured persons, domestic disturbances, assault with deadly weapons, intoxicated drivers, and in-progress property crime.** In an emergency it is understood that seconds count. Having access to Live 911 provides our officers with the chance to save crucial seconds, and thus, save lives.

UNMANNED AERIAL VEHICLES (UAVS)

As of December, 2022, the Clovis Police Department has a total of 30 unmanned aerial vehicles, 15 of which are for training. We have 14 certified UAV pilots, all of whom have passed a required FAA test to obtain their licenses. Our UAVs are utilized to respond to calls for service and are never flown around the city in a patrol function. All community comments on this program are taken seriously, and we can assure that privacy rights are of the upmost importance to our department. UAVs help us to maximize safety for officers and the public and are most commonly used to give our officers an aerial view of areas where suspects may be hiding.

During 2022, we had about 540 UAV deployments which aided in over 100 arrests. We also provided UAV assistance to surrounding law enforcement agencies when requested. Our UAVs are primarily used for the following calls for service:

- Traffic accident and crime scene reconstruction
- The help with apprehending at large suspects
- Scouting search warrant locations
- Locating missing persons
- Interior and exterior building searches
- Over watch on search warrants and large-scale events

Our UAV program gives us eyes in the sky and provides real-time information to officers, which in turn increases officer safety and allows time for officers to formulate a plan to bring incidents to a peaceful resolution. **To learn more about our UAVs and military equipment, use this code:**



BODY-WORN CAMERAS

Anytime force is used, officers must notify a supervisor to report their use of force. Supervisors then complete a report to our Use of Force Board which is tasked with reviewing all statements, body-worn camera (BWC) footage, and information to ensure all actions were within department policy. To guarantee all use of force is documented, all patrol officers are required to wear and properly use BWC's during every contact whether force is used or not. **In 2022, our officers documented 70,215 contacts and 128,239 files of video or photographic evidence using their BWCs.**

CITY-WIDE CAMERA NETWORK

As cameras and technology improve, our department has enhanced our city-wide camera network. In 2022, approximately 60 cameras were either upgraded or added to our network of over 400 throughout the city. Cameras are placed in areas that help patrol officers with their investigations and help dispatch provide up-to-date officer safety information as officers are responding. These areas include major intersections, parks, city buildings, and more. **In 2022, our Video System Analysts completed approximately 150 video recording requests for evidence in addition to maintaining the network.**

ANIMAL SERVICES TECHNOLOGY

Our animal service division also focuses on innovating to serve both pets and people. Clovis Animal Services was the first in the valley to build an animal facility like no other, and more recently, they've developed a Central Valley Lost and Found Pet Map that provides an easy method for citizens to post and search for lost and found pets and view lost and found animals in animal services care. In addition, in 2022, Clovis Animal Services transitioned from relying on direct phone calls from citizens to a texting-based system called Haymarket which has allowed staff to respond more quickly and thoroughly to citizen requests about animal-related issues. Animal Services innovated to better serve our community, and **in 2022 alone, staff responded to over 8,000 text messages.**

CPD MOBILE APP

In 2022, Clovis Police rolled out a new free mobile app as part of our on-going efforts to improve our technology and ease of communication with our community. The new mobile "Clovis Police" app is available for download and has features such as crime mapping, directories, helpful links to websites and resources, FAQs, anonymous tips, historical photos, and more.



ONE CASE, MULTIPLE TEAM MEMBERS

A single case takes the teamwork of multiple people and divisions within the department. As an example, in 2022, our Special Enforcement Team was part of a six-month long investigation that resulted in the service of four search warrants for residences. Leading up to the conclusion of this investigation, the Special Enforcement Team utilized resources from the General Investigation Division to author search warrants for technology, assist with middle-of-the-night surveillance operations, and ultimately be responsible for the service of one of the search warrants at a home. During this investigation, the Traffic Division was used to conduct inconspicuous traffic stops of subjects involved in the case. All of this would not be possible without the assistance of Crime Analysts who are constantly filtering through information and gathering intelligence to ensure that Detectives working the case are as prepared and safe as possible. The Records and Property & Evidence Divisions house documents, evidence, and information for each case as well.

CRISIS INTERVENTION PARTNERSHIPS

Keeping our community safe would not be possible without the integral partnerships that the Clovis Police Department has with local businesses and organizations to handle crisis interventions.

Our partnerships include:

The Fresno County Department of Behavioral Health, Kings View Behavioral Health, Poverello House, Fresno County Department of Social Services, Breaking the Chains, Marjaree Mason Center, Family Healing Center, Clovis Unified School District, and more.

TASK FORCE INVOLVEMENT

Our department is fortunate to have Detectives assigned to three multi-agency teams in the county as part of our Special Enforcement Team. Currently, we have one Task Force Officer assigned to the Fentanyl Overdose Resolution Team, providing overdose assistance and resources to pursue those distributing fentanyl; one Detective assigned to the Multi-Agency Gang Enforcement Consortium, providing us with intelligence and assistance in combating the growing gang problem; and one Detective assigned to the Adult Compliance Team, specializing in ensuring compliance amongst those released under AB 109 and under supervision.



ENSURING TRANSPARENCY

The Clovis Police Department continues to work to ensure transparency in our daily activities. Over the years, our department has built a strong relationship with local media by making our staff available upon request in an efficient and timely manner and partnering with the media on community events. Transparency builds trust, and we also strive to demonstrate this daily on our social media platforms to provide two-way communication and engagement with our community members. Our transparency efforts also include the public availability of our policy on our city website, "Facebook Live" Q&A sessions with the Chief, and our recent commitment to provide full debriefs with body-worn camera footage for critical incidents within 72 hours. As we collaborate with different groups throughout the city, we are continuing to look for ways to expand our transparency with the public. It will always be our goal to be open and forthcoming with information unless revelation would place someone in danger or compromise a criminal investigation.



MAKING OUR POLICY PUBLIC

The Clovis Police Department has added its entire policy manual to the City of Clovis website. We believe this is extremely important and is another way that we stay transparent with the community. The policy manual is immediately updated any time a change is made, no matter how small. We do this to ensure our community can easily review our policies and have their questions answered. In addition, the officers also acknowledge the policy updates so they are aware of the current policy. We all know how important use of force incidents are. All use of force incidents involving our employees is reviewed by the Use of Force Review Board.

Our policy manual is facilitated through Lexipol, a privately owned policy manual developer that services 8,000 agencies and municipalities across the nation and ensures we stay updated on new laws as soon as they are enacted. All updates are completed by a team of attorneys that specialize in police policy. Though no two police agencies are exactly alike, most agree that the majority of law enforcement policies should be the same or similar across the nation.

WEBSITES

Our department routinely updates our websites and resources and has created additional websites focused on specific services, including our JoinClovisPD.com recruitment page, Animal Services, and Youth Services.

SOCIAL MEDIA

As social media continues to play a large role in society, we continue to have a presence on several platforms to communicate with our community. Our department is active on Twitter, Facebook, Instagram, YouTube, LinkedIn, Nextdoor, TikTok and Neighbors, and we believe that hearing our story directly from us helps us remain transparent with our Clovis community.

CLOVIS POLICE DEPARTMENT REPORT TO THE COMMUNITY FOUNDATION & NONPROFIT



CLOVIS POLICE FOUNDATION

The Clovis Police Foundation partners with the Clovis Police Department to provide financial support in order to enhance public safety and the quality of life for those who live, work, and visit Clovis. The Foundations' efforts include a Chaplain Program that provides support for citizens after a major incident, a youth program that introduces students to careers in law enforcement, a K-9 program that provides funding to purchase dogs and equipment, a Breast Cancer awareness campaign through the Pink Patch Program, employee wellness, and various community events.



FRIENDS OF CLOVIS PET ADOPTION CENTER (MISS WINKLES PET ADOPTION CENTER)

The Friends of Clovis Pet Adoption Center is a non-profit organization that partnered with the Clovis Police Department to raise money to build Miss Winkles Pet Adoption Center and to provide additional resources to promote proper care for homeless pets in our community, particularly those that find their way to the Clovis Animal Receiving and Care Center. Specifically, funds are provided to pay for medical care for pets that would typically be euthanized, to pay for a spay and neuter program for community feral cats, to educate the public about proper animal care, and to provide community resources to help owners find lost pets.



CLOVIS POLICE DEPARTMENT REPORT TO THE COMMUNITY LOOKING FORWARD



BUDGET/TAX MEASURE (TOT)

In November 2022, Clovis voters were asked to increase the current Transient Occupancy Tax (TOT) from 10% to 12%, which would match the City of Fresno's. The funds from "Measure B" would be used to assist with additional funding for the Police Department. With an overwhelming 70%, Clovis voters passed Measure B, and we are currently waiting for January 2024 when funds will be available.

EXPANSION

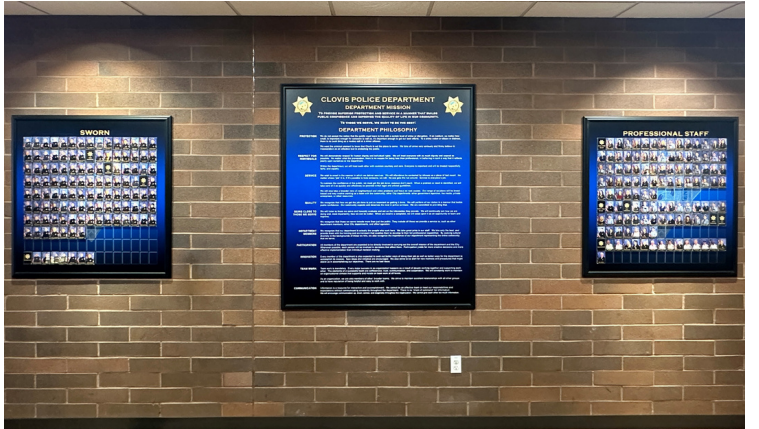
Our Clovis Police & Fire Headquarters opened in 2003 and both departments have grown, creating a need for expansion and updates. Currently, plans are in the works for an official back-up center for our 911 Dispatchers. Clovis Animal Services is also in need of an expansion and update as they are currently serving our community in a building from the 1950s.

STAFFING

Service and staffing go hand-in-hand for a full-service law enforcement agency. Due to staffing and budget, a total of 20 programs have experienced cuts such as Youth Services, Traffic, Investigations, and Animal Services. Chief Fleming presented this information to Clovis City Council in November 2021 as your Clovis Police remains the lowest staffed law enforcement agency in the Central San Joaquin Valley per capita. Our Department, City Administration, and City Council are continuing to work together to find solutions.

SUCCESSION PLANNING

The succession planning of our command staff and ranking supervisors is an important task, especially considering that more than 10% resigned or retired in 2022 at the Clovis Police Department. All supervisors attend leadership training organized by California's Police Officers Standards & Training (POST) to prepare them for leadership within our department. This training and preparation is geared towards a five-year leadership succession plan that keeps our Department's leaders ready for the future.



CLOVIS POLICE DEPARTMENT

REPORT TO THE COMMUNITY

2022



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