



# Public Safety Task Force (PSTF) Final Report

Approved by the Exeter City Council on 05/28/2024



## Members of the Ad-Hoc PSTF



Justin Mills, *Mayor Pro Tem*  
Chairwoman Vicki Riddle, *Council Member*



## Community Advisors To The Ad Hoc PSTF

Jeff Wilson, *District A Community Advisor*  
Troy Staib, *District B Community Advisor*  
Ron Watson, *District C Community Advisor*

**Vicki Riddle**  
*Council Member*  
*PSTF Chairwoman*  
*Author of Report*

**Justin Mills**  
*Mayor Pro Tem*  
*PSTF Committee Member, Liaison to City Council*

## Contributing Citizens

Pam Whitmire  
Richard Vandenburg  
Sara Vandenburg  
William Stemple  
Jennifer Stemple  
George Eddy, Exeter Union High School Superintendent  
Beth Micari, Rocky Hill Elementary School Principal  
Tara Sharp, Lincoln Elementary School Principal  
Valeri Barnes, Professional Editor

## City Staff Assigned to the Ad Hoc PSTF

John Hall, *Chief of Police*  
Daymon Qualls, *Director of Public Works*



## **Foreword**

**By PSTF Chairwoman Vicki Riddle**

This final report is a living and fluid document intended to provide a platform for future research and for ad hoc committees to springboard off from. Crime is ongoing, legislation will change, and the way Exeter adapts and responds to crime will look different than the way we adapt and respond today. It is my hope that this study will serve as a template for future Public Safety studies and that our descendent Councils will continue to review, update, and improve upon this study.

### **Author Acknowledgements**

To the Exeter Police, thank you for your heart. You serve and you sacrifice. I will always be indebted to each of you. Thank you to my City Council colleagues for your support in the formation and conduction of this study. I feel honored to sit on the dais with each of you.

To City Manager Adam Ennis and City Attorney Julia Lew, you both kept me properly informed and legal. Thank you for contributing additional hours of advice, research, and time. Our City Clerk Francesca Quintana, thank you for the many edits topped with your special brand of patience. Serving with each of you is making me a better person! And thank you to professional editor Valerie Barnes.

To the PSTF team, my heartfelt thank you to each member of this task force. You gave up family time to show up, discuss, debate, ask questions, learn, and study public safety in Exeter. Additionally, you patiently sorted through multiple emails, schedules, agendas, and increased meetings as we completed our one-year study. You love Exeter and our City is better because of each of you!

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## Introduction & Overview

### Councilman Riddle's Original Proposal to Council December 2022

#### Exeter Public Safety Task Force

- Public Safety Task Force – Councilman Riddle as Chair, and one other council member, Justin Mills, plus three community members selected by each of the non-sitting council members and open to the public. This will be the Task Force advising the City Council on Public Safety.
- Purpose of Task Force is to determine what the current public safety situation is in Exeter and provide recommendations to the Council to continue to support, improve, change policies, and budgetary expenses to support findings.
  - Determine what we're currently doing and if it's working well
  - Is Exeter safer than 3 years ago, 5, 10, 20?
    - Deep dive into crime statistics – how do we define safety? Are we comparing and using the same definitions of crime from past years to the present? What external factors are impacting crime rates in Exeter?
  - If Exeter identifies areas to improve safety, what action steps will help the City achieve a more secure community?
    - Needs assessment – Assets, technology, personnel
    - How will the City pay for needed investments?
      - Multi-year plan?
      - Bonds/Savings/Grants/Taxes/Fees/Sale of City Assets/Reprioritization of Budget – Revenue Generating
      - Continuing Fiscal Responsibility with limited resources (IE City doesn't need a helicopter/swat team)
- After creation, appointments have been made, and all necessary administrative functions have been established, begin holding public sessions – monthly
- Receive testimony from Police Chief, DA, Fire to establish baseline, where we are, and understand historical information such as where we have been
- Review possible case studies and/or evaluate other comparable cities to determine best practices
- Receive recommendations from staff and community for equipment, personnel, programs for future budgets
- Staff formalizes testimony and recommendations into a report and presents to full Council for possible action

#### Ad Hoc PSTF Process

The Public Safety Task Force (“PSTF”) was formed via Resolution No. 2023-05 to provide recommendations to the City Council related to the needs of the City’s public safety services. The PSTF consisted of 2 members of the City Council (Mayor Pro Tem Mills and Council Member Riddle) with one community member appointed by each of the three remaining Council members to be community advisors to the PSTF. The PSTF met once per month, on the second Tuesday of the month from 5:30-6:45 p.m. at Exeter City Hall. The PSTF conducted twelve total in-person meetings in the span of one year.

Following each meeting, Council Member Riddle sent out the meeting minutes, adjusted the following agenda to the suggestions and current identification of needs analysis, conferenced with the City Administrator and City Attorney as needed, requested administrative support from the City Clerk, scheduled and conferenced with the guest speaker for the following meeting, and together created an outline to be included in the following meeting agenda. She then emailed the new agenda to committee members and City Staff and meeting reminders. At every Council Meeting, Council Member Mills gave an update on PSTF activity and answered any questions from the Council and/or public.

## **Actual Calendar Schedule**

February 2023 – Creation of Task Force and Seating of Members

March 2023 – Administrative Actions/Purpose of Task Force.

April 2023 – Orientation packets handed out. Pam Whitmire and Jeff Wilson requested to meet with Chief Hall to discuss Retention and Recruitment and they will report back in May

May 2023 – As reported by Pam Whitmire and Jeff Wilson:

1. \*Room for officers upward mobility
2. \*Mandatory retirement age?
3. Porterville had 1st time homebuyers program for police officers
4. Relocation assistance
5. Pathway program with officers who live in Exeter and are invested here.
6. Cadet Recruitment from EUHS to COS to police academy. Pathway partnership between the 3 schools, plus the city
7. Available and affordable housing
8. \*Exeter PD as an incentive to offer education in advance training
9. Daycare for police kids (Mrs. Stimpel) supplemented from the city
10. \*What is the Plan of action from Exeter PD and Exeter City Council in generating, building and maintaining community support for Exeter Public Safety.

June 2023 – The topics from May's schedule continued plus Police Academy Scholarship discussed in more detail

July 2023 – None due to member vacations.

August 2023 – Tulare County Chief Charlie Norman presentation regarding Fire Public Safety strengths, weaknesses, opportunities, and plan.

September 2023 – Public Safety Data Presentation.

October 2023 – Review Funding Options.

November 2023 – Draft Report with Findings.

- Superintendent Eddy and Principle Sharp attended. Career Technical Education in firefighting at high school discussed. Mr Eddy will research CTE instructor and conduct a needs assessment.

December 2023 – Public Safety Housing incentive presentation by Exeter Planner Tristin Suire

January 2023 – Two meetings: Q and A to Chief Hall with further follow-up questions by Mr. Staib and Mr Wilson. (See appendices 8-10)

February 2024 – Two meetings: Review data driven study

March – April 2024 – Report Writing and Editing.

May 2024 – Final edit and presentation to council for possible action

## **How Does Exeter Define Safety?**

How do our Exeter citizens define safety? I conducted a random sample interview of forty-three people to get the answer to this question. Invariably, somewhere in the answer the words “feel” or “feeling” were included. So I asked myself, is safety a feeling? After spending months and months with meetings, data collection, interviews, research, guest speakers, focus topics, and much more, as the author of this report, I now begin with a hypothesis: safety is indeed a feeling regardless of data. If a parent doesn't feel safe with their child being alone, running to the Mercantile or Monarch Ford, or to get an ice cream, then no matter our data, Exeter, to that parent, does not feel safe. I cannot argue with a person's feelings.

I then followed up with a second question. “What will cause you to feel safer?”

My sample participants answered in the following order of importance:

1. Greater visual police presence
2. Security cameras on Main Street and at our public parks
3. Community engagement of Police Officers

The conclusion: Our Exeter Police play the most vital role in our citizen's sense of safety and security. I hope my rudimentary study will serve to inspire follow-up research from Exeter's own to do a graduate or digging deeper into “Feelings of Safety in Rural California.” This would be a unique study!

## Approach

We recognized that Exeter is rich in agricultural history, art, diversity, and culture. Our community extends to the Lincove UC Riverside Agricultural Extension which boasts numerous positive attributes to Exeter including agricultural vitality. Exeter's cultural diversity, and artistic creativity can be seen by the establishment of the CACHE Art Gallery and Museum, mural beautification project, and various community presentations that continue to maintain Exeter's reputation of a “hidden gem” with small-town charm.

**The PSTF approach was four-pronged:**

### I. Prevention

Prevention through Partnerships; the following programs are an example of community partnerships with law enforcement.

1. *Neighborhood Watch*. These programs are for neighborhood crime prevention and community awareness. This program opportunity was presented at the first PSTF meeting. “Alert neighborhoods help prevent crime” is this program's motto.
2. *Officer Nitro*. Exeter's kid friendly communication source of “see something, say something” education plus more. Officer Nitro is invited to many of Exeter's events.
3. *Exeter Union High School (“EUHS”) Resource Officers*. Two Exeter Police Officers are stationed at EUHS. The PSTF recommends that the Resource Officers provide updates to the City Council during Council Meetings as needed.

### II. Partnerships

The PSTF acknowledges establishing partnerships between different agencies and organizations involved in crime prevention and intervention. These collaborations facilitate information sharing, resource allocation, joint operations, and problem-solving among law enforcement, the justice system, social services, healthcare, businesses, media, and community groups.

### III. Intervention

The PSTF recognizes that Exeter is a small rural community with limited services and resources. However, we embrace a referral action plan which includes social services, as demonstrated below.

1. Exeter Courage to Change—troubled and at-risk youth referral source.
2. Encouraging community programs to empower and engage residents as stakeholders in crime prevention and intervention. These initiatives can promote civic participation, neighborhood watch, volunteerism and other forms of collective action and dialogue.
3. Referral to larger communities with social services offered. This is also currently ongoing through our local law enforcement.
4. Prioritizing crime prevention programs to address crime prevention and risk factors of criminal behavior. These programs can offer education, employment opportunities, healthcare, housing, counseling, mentoring, recreation, and other services to individuals and families at risk in the community.
5. Implementing intervention programs that aim to curb ongoing criminal behavior by providing alternatives or consequences for offenders. These initiatives can encompass diversion programs (such as drug treatment or community service) or rehabilitation programs (counseling or vocational training) for individuals willing to change. They should also bolster enforcement and prosecution for those who resist rehabilitation.

#### IV. Involvement

The PSTF recommends encouraging community programs to empower and engage residents and stakeholders in crime prevention and intervention. These initiatives can promote civic participation, neighborhood watch, volunteerism, mediation, restorative justice, and other forms of collective action and dialogue.

The PSTF views Exeter residents as stakeholders in our Public Safety. As a collective, we beneficially encourage community programs to empower and engage residents. This will promote civic participation, such as neighborhood watch, volunteerism, and other forms of collective action and dialogue. We hope that as the Exeter City and Police budgets allow, Exeter PD will again be able to re-start/create new programs such as the Police Volunteer Service Program and join regional task forces, and/or create a gang task force as needed. PSTF prioritized crime prevention programs to address crime prevention and risk factors of criminal behavior involving police staff for outreach. The PSTF recognizes our current budget limitations. We recognize that establishing partnerships between different agencies and organizations involved in crime prevention leads to prevention and intervention. These collaborations facilitate information sharing, resource allocation, joint operations, and problem-solving among law enforcement, the justice system, social services, healthcare, businesses, media, and community groups.

\*See "City of Exeter's Grand Jury Inquiry regarding referrals on page 10.

*A "Q&A" was conducted with Exeter Police Chief John Hall to aid as analysis for the report (see below his responses in italics).*

#### February 22, 2024 Q&A With Chief John Hall

1. Are we up to date with technology? Are we meeting technology objectives?

*We are compliant at levels representative of the size of our city.*

2. Could we use Radar equipped patrol cars?

*While I appreciate the suggestion, radar equipped patrol cars are not something we have need for. We would be much better served with license plate readers or similar technology but there are also privacy concerns that go along with this technology.*

3. Do you need more patrolling officers?

*We have eighteen allocated sworn Peace Officers. After next week (February 27th, 2024), four of those positions will be completely vacant, one of those positions will be in the police academy, one will be out on Worker's Comp, and one will be in training. This means out of eighteen allocated positions, only eleven of those will be available for staffing. This month, with the loss of two Sergeants and a Lieutenant. we lost forty-two years of law enforcement experience—forty-two years servicing the community of Exeter.*

4. Are critical tasks not being met because allocated positions are not being filled? Example: Are investigations being completed? Is there an increase in burglaries, retail theft, increase in crime in general due to lack of police presence?"

*Investigations are being completed. Asking for a conclusion regarding any increase in crime—that cannot be made and even then, it would be extremely subjective.*

5. Are we exhausting the budget so that we can allocate for the next year?

*We work to stay within whatever our allocated budget is.*

6. Do you need to replace equipment?

*Ten vehicles purchased and put into service all at the same time means ten vehicles that would be coming due for replacement all at the same time.*

7. If we are behind in building maintenance and office repairs, does this come out of the administrative budget?

*It comes out of the PD budget.*

8. Does Exeter have policy and procedures for collaboration with our ambulance department?

*We have procedures we follow whenever we work with other agencies.*

9. Does Exeter need a Gang Task Force? Does Exeter need to create protocols for a Gang Task Force?

*We do not have the resources to create a Gang Task Force.*

10. If crime is down across the board, is it still too high for Exeter?

*This question is very subjective as people's opinion as to what constitutes "too high" will vary greatly. The PD will always be working to reduce crime regardless of where it is currently at.*

11. Do you need new technology?

*Always. Technology is continuously advancing and trying to keep up is extremely challenging as well as expensive.*

12. Do you need more patrolling officers? Specific please.

*Yes. We can always use additional positions, but the most important thing is to fill the allocated positions we currently have.*

13. Do you need to replace equipment?

*Yes. While we are sitting in pretty good shape in terms of individual officer equipment, we need to replace several patrol vehicles as well as office equipment and building repairs. We do have a vehicle replacement program in place, but we are behind due to the Department making a single large purchase approximately ten years ago. Needless to say, when a large purchase is made all at once, those items also tend to come due for replacement all at once.*

14. Do you need to join regional task forces such as gang task force?

*Joining various multi-agency programs that target such activities as gangs, auto-theft, drugs, gun violence, etc. can be very beneficial but we have to be able to staff our basic patrol needs first.*

15. Lastly, Do you have enough personnel to achieve your/our recommendations?

*While I do not know what your or Council's specific recommendations are, the simple answer is no. We currently have several vacancies as well as personnel who are out on worker's comp. These vacancies make it very challenging to meet the basic needs of the Department and our Community.*

**\*City of Exeter Response to Grand Jury Inquiry Regarding Improving Social Services and Resources  
City Manager Adam Ennis**

Below is a quote that was discussed at a PSTF meeting regarding the City's efforts to improve its offering of social services and/or resources.

"Current estimates for the number of homeless in Exeter is at about 12 and has been relatively consistent for the last 4 to 5 years. The city has developed information to provide the homeless population to help them in getting assistance where needed. Our Police Department has taken the lead on this by meeting with other Tulare County agencies to learn about what resources are available within the county, where to find them, and how to access them. The Police Department has developed fliers to provide the homeless so that they have the information they need to get assistance. The Police Department has also met with the police department homeless teams in other cities where there is a larger homeless population to learn how they have assisted them.

There are some medical services provided by Kaweah Health Care clinics located in Exeter and the community also has a Food Link of Tulare County and Exeter Food Closet that provides food for the homeless. Several of the churches in town also provide items such as clothing and other items for the homeless. Although Exeter has not had a site ready to qualify for a low-income housing project recently, the City Council has provided Exeter's designated portion of Permanent Local Housing Allocation (PLHA) funding to neighboring agencies for completion of low-income housing projects. Through this allocation, approximately \$300,000 was provided to the City of Farmersville Los Arroyos housing project and \$200,000 to the Mt. Whitney Senior Housing rehabilitation in Lindsay. As part of the Exeter Housing Element Update that is currently in process, the city has been in coordination and review with Tulare County and Self-Help Enterprises to identify and develop future housing projects in Exeter to meet housing needs in the community."

## Crime Data

The PSTF utilized the below Crime and Activity Statistics to form its analysis, findings and recommendations. The complete statistics including graphs are attached to this report as an appendix.

### Exeter Police Department Crime and Activity Statics

<b>CRIME REPORTS</b>	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Homicide	1	0	0	0	1	0	0	1	1	3	1
Rape	3	2	1	1	4	3	5	4	2	3	2
Robbery	4	3	7	3	6	4	5	4	2	1	3
Assault - Aggravated	10	15	12	15	9	9	14	17	10	15	3
Assault - Simple	54	62	64	56	53	48	37	27	39	45	34
Domestic Violence	42	45	45	55	49	64	47	44	63	45	56
Burglary	73	91	115	84	54	50	56	34	29	27	38
Auto Theft	21	20	34	36	32	35	28	35	34	17	41
Grand Theft (Over \$400)	23	28	32	27	29	34	38	65	78	67	32
Petty Theft (Under \$400)	157	186	182	143	117	160	158	112	97	95	117
Other Felonies	210	225	184	163	145	162	186	157	134	179	150
Other Misdemeanors	538	581	577	631	517	517	532	579	630	501	594
<b>TOTAL CRIME REPORTS</b>	<b>1136</b>	<b>1258</b>	<b>1253</b>	<b>1214</b>	<b>1016</b>	<b>1086</b>	<b>1106</b>	<b>1079</b>	<b>1119</b>	<b>998</b>	<b>1071</b>

### TRAFFIC DIVISION

Non-Injury - Traffic Accident	58	56	71	71	64	58	60	49	51	46	43
Injury - Traffic Accident	9	16	15	14	16	11	17	8	7	9	4
Fatal - Traffic Accident	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL ACCIDENT REPORTS</b>	<b>67</b>	<b>72</b>	<b>86</b>	<b>85</b>	<b>80</b>	<b>69</b>	<b>77</b>	<b>57</b>	<b>58</b>	<b>55</b>	<b>47</b>
Miscellaneous Reports	466	554	599	543	580	636	646	628	629	577	697
<b>TOTAL REPORTS</b>	<b>533</b>	<b>626</b>	<b>685</b>	<b>628</b>	<b>660</b>	<b>705</b>	<b>723</b>	<b>685</b>	<b>687</b>	<b>632</b>	<b>744</b>

### ARRESTS

Felony	155	167	118	122	100	95	142	122	93	115	92
Misdemeanor	209	259	270	321	245	263	215	230	270	177	148
DUI - Alcohol/Drugs	27	22	33	26	49	32	27	48	39	19	23
UTI - Drugs	26	26	22	12	25	27	35	60	32	6	20
Warrants - Felony	55	64	36	44	37	38	32	39	45	45	29
Warrants - Misdemeanor	124	99	129	117	114	113	148	158	169	159	203
<b>TOTAL ARRESTS</b>	<b>596</b>	<b>637</b>	<b>608</b>	<b>642</b>	<b>570</b>	<b>568</b>	<b>599</b>	<b>657</b>	<b>648</b>	<b>521</b>	<b>515</b>
Adult	535	554	551	569	518	524	569	593	622	497	497
Juveniles	61	83	57	73	52	44	30	13	27	21	20
Miscellaneous											
Traffic Cites	734	747	316	546	345	282	317	325	418	226	245
Parking Cites	73	78	26	63	125	171	150	124	239	100	426
Property Lost/Stolen	30191	348288	405747	291940	376036	613949	445739	517979	611828	414677	519986
Property Recovered	170991	131173	189803	118219	232628	231074	116831	159219	265358	136667	163699

## Crime and Activity Statistics Analysis

Analyzing the eleven years of data provided, it appears that over half of the individual classifications have varied consistently around the eleven-year average. The averages also correlate closely with the median in most classifications, indicating that the data are normally distributed. With that stated, several classifications indicate a trend. Simple assaults, burglary, petty theft (under \$400), other felonies, non-injury traffic accidents, injury traffic accidents, felony, misdemeanor, juvenile arrests and traffic cites are indicating a decreasing trend, while warrant-misdemeanor, parking cites and property loss or stolen are indicating an increasing trend. When the classifications are grouped and totaled, the totals varied around the eleven-year average and the averages also correlate relatively closely with the median.

These conclusions are based solely on analysis of the eleven years of data provided. The analysis was only mathematical in nature and does not incorporate any type of law enforcement or crime analysis.

## Challenges

The PSTF found that the biggest challenge facing public safety today is **Police Recruitment and Retention**.

The PSTF devoted many hours to developing ideas on how to recruit and retain police and developed the below action plan for police.

1. *Police Academy Scholarship*. A scholarship funded by Community Service Clubs for a Public Safety high school scholarship program sponsoring a high school student to go through the police academy with the hope of potential long-term employment at Exeter Police Department.
2. *Homes for Heroes*. Homes for Heroes is a vendor service that accesses many various incentive housing loans for law enforcement.
3. <sup>1</sup>*Police Benefits*
  - a. Experience pay; officers with experience enter at higher step.
  - b. Broaden the steps from 5 to 8 steps for upward mobility.
  - c. First time homebuyers program for police officers.
  - d. Relocation assistance.
  - e. Cadet Recruitment from EUHS to COS to police academy. Community sponsored scholarship.
  - f. Available and affordable housing.
  - g. Education incentive for advance training.

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<sup>1</sup> Council Member Riddle and Mayor Pro Tem Mills recorded line-item requests regarding police benefits but did not directly discuss, encourage, or advocate for the proposed benefits.

## Conclusion & Recommendations

The PSTF is recommending that the City Council continue to implement collaborative approaches involving prevention, intervention, partnerships, and community involvement as summarized below. This concerted effort can potentially help Exeter overcome officer recruitment and retention challenges and make Exeter a safer and even more appealing City for all.

**Prevention:** Prioritizing crime prevention programs to address the crime prevention and risk factors of criminal behavior. These programs can offer education, employment opportunities, healthcare, housing, counseling, mentoring, recreation, and other services to individuals and families at risk in the community.

**Intervention:** Implementing intervention programs that aim to curb ongoing criminal behavior by providing alternatives or consequences for offenders. These initiatives can encompass diversion programs (such as drug treatment or community service) or rehabilitation programs (counseling or vocational training) for individuals willing to change. They should also bolster enforcement and prosecution for those who resist rehabilitation.

**Partnerships:** Establishing partnerships between different agencies and organizations involved in crime prevention and intervention. These collaborations facilitate information sharing, resource allocation, joint operations, and problem-solving among law enforcement, the justice system, social services, healthcare, businesses, media, and community groups.

**Community Involvement:** Encouraging community programs to empower and engage residents and stakeholders in crime prevention and intervention. These initiatives can promote civic participation, neighborhood watch, volunteerism, mediation, restorative justice, and other forms of collective action and dialogue.

### Final Recommendations to Council as presented by Council Member Justin Mills

1. **Requesting Council endorsement of the Police Academy Scholarship Program** by Community Service Clubs. This effort will be ongoing and communicated through the volunteer services clubs (Kiwanis) and our Police Chief.
2. **Review all large City Contracts** over 20k organized in a spread sheet system with the purpose of identifying potential cost savings. Such a system will show contracts that are evergreen or contracts that are up for bid.
3. **Periodic updates to council regarding EUHS school safety officer** data as part of Public Safety comments.
4. **Crime Blotter** (see attachment 2).  
PSTF sees this as a valuable service to our community. This is a free online enrollment service and free to the city. The enrollee would receive Exeter's weekly crime data. PSTF recognizes that we do not currently have the police staffing to input data to conduct such a service. We recommend to council that this be considered as a future service to be incorporated as staffing allows. (The City of El Cerrito, population 25k, was used as an example.)
5. **Volunteer in Police Service** (VIPS program). PSTF along with the Exeter Police department recognizes that a volunteer police service would enhance our department by being tasked with light duties while freeing officers to their law enforcement tasks. PSTF recognizes that Exeter must have increased police staffing to employ such a needed program.
6. **Conduct an in-house study on morale for Public Safety employees and City Employees.** What is the city doing that is good? What can the city do better?

## Follow Up Study

Future information completion:

1. More definitive guidelines from PD with description of Scholarship to provide to service clubs
2. Correlation study of police staffing to overlay on crime data
3. Is a town's intolerance to crime driven by a town's culture?

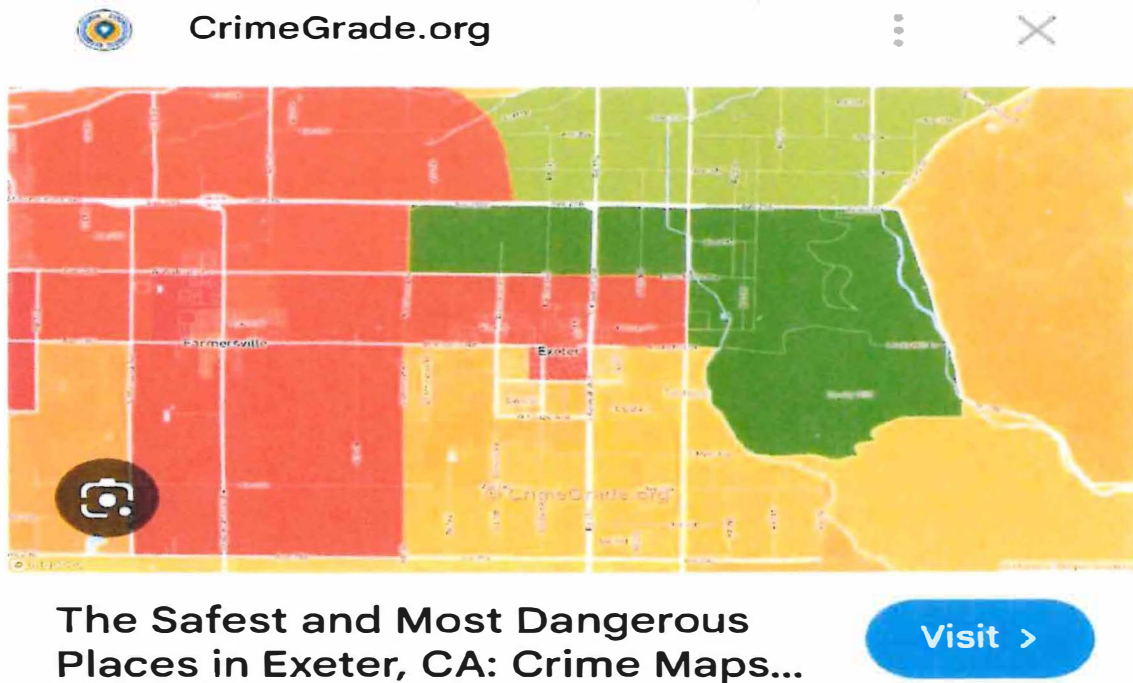
It was recommended to me by a Tulare County Supervisor to think outside of the box when it came to doing comparative analysis. After all, we frequently compare Exeter to Woodlake, Lindsay, or Farmersville. He suggested I compare Exeter to Windsor for example. But I've never been to Windsor. I am most familiar with El Cerrito, where I grew up, and I am currently working with two of their council members on the State Environmental Policy board. I travel there for holidays.

El Cerrito is a town of 25,000, with a median income of \$135,000 and half the poverty rate of Exeter. But hold on! Their crime rate is double that of Exeter. Their police staffing stays at 100%.

When I asked people in El Cerrito, "Is it safe here?" I heard these answers: "You have to know where you're going and the time." "As a student at ECHS, no I didn't feel safe in high school." "I don't let my parents ride BART anymore."

Crime is essentially imported to this beautiful town from bordering towns, such as Oakland.

With complete pride in Exeter and her citizens, I suggest this hypothesis for future study: "There is a culture of safety here. I tip my hat to our City Motto: 'Protect, preserve, promote Small Town America.' Without realizing it, each Exeter resident is called on as an ambassador to promoting small towns in America, which is synonymous with safety."



**CrimeGrade.org**

The Safest and Most Dangerous Places in Exeter, CA: Crime Maps...

[Visit >](#)

## **Public Safety—Fire Fighting**

The PSTF also devoted many hours to developing ideas on how to benefit its fire program and developed the below action plan for fire. Though Tulare County Fire is a separate contracted service, PSTF did devote four (4) meetings (two of those meetings were in the Exeter Fire Bay) to general education. Also discussed was the Fire Explorers Program at EUHS.

**Fire Explorer Scout Program.** This will begin in 2024 hopefully with Exeter's Captain Jackson, which is a form of Fire Service recruitment at EUHS.

### **Four meetings were devoted to Exeter Firefighting:**

PSTF conducted 4 total meetings with Tulare County Fire this included Chief Norman for 2 meetings and Chief McLaughlin, Chief Van Grau, Chief Smith, Chief Reggie and Captain Jackson.

Tulare County Fire, Chief Charlie Norman was appointed county chief in 2007

- Exeter switched to the county for fire service from Cal fire. We had 1166 calls last year 58% of them were from Exeter annually.
- The city pays for half of the staffing of county residents.
- The county has dispatch with TCSO Goshen station under construction.
- Newer, rigs, secure stations to be refurbished.
- County costs has tripled over the years.
- The fire scope overseas mutual aid, OES.
- Chief McLaughlin incident complexity, met by increased training.
- Recruitment and retention is one of the largest challenges
- Example: 131 applicants - 59 declined, 18 did not show up, 8 were offered jobs and said 'no'. Currently there are 35 in the background being processed
- Tulare County Fire has the ability to hire 400 firefighters for extra help
- There are six vacancies for full-time fire employment
- Requirement is 18 years old, with 160 hours training. They can schedule themselves.
- Full time requirement: 18 years old with one year of college COS or Porterville Jr College.
- Mike Scharer stated 1,258 of calls originate from 'extra help' volunteers. These volunteers are required to be physically in the station at the time a fire call for request is made as opposed to the past practice of volunteers taking fire call from their place of residence.
- 70% of the county Fire employees were volunteers.
- Average age of the volunteer is 35 to 45 years old. 68% of the fire fighters are this age.
- Less than 10% are older than 45
- 70% of County fire employees were volunteers at one time
- Mutual Aid with 17 agencies

**Jackson of Exeter Fire station #11.** Captain Jackson is very happy at the support of Exeter's PSTF for public safety firefighting. Captain Jackson is working hard to bring about an Explorer Pathway program to EUHS, to equip our students with a bright future upon graduation. He feels confident that our pathway program will be up and running at EUHS within 2-3 months!

### **Trivia:**

Did you know that the Explorer Program is part of the Boy Scouts of America and accepts candidates up to age 21? The Scouting/Explorer program equipped Heath Grimm to go from high school to Porterville's Firefighter 1 Academy. Also of great benefit is the preparedness this program will provide for those applying to the Tulare County Extra Help Firefighter Academy, This January Exeter will receive 3 graduates from Extra Help Fire Academy plus 2-3 graduates of the Firefighter 1 academy will be assigned to Station #2 off of Rd.256.

### **Explorer Program for firefighting:**

EUHS Superintendent states an Explorer Fire Fighting program is the best fit for EUHS and supports this. Pointed out is that additionally a graduate of a Firefighter Explorer program would be a good candidate for the T.C. Extra Help Firefighter Academy (see #4\*)

### **Educating our high-school seniors of the Tulare County Extra Help Fire Academy**

This program information is given to Mr. Eddy to place in our EUHS Career Department. A graduating Fire Explorer will be a good candidate for this county program\*

### **Firefighting Action Plan:**

1 Action plan: Support EUHS for a CTE Career Technical Education pathway program partnering with EUHS to provide an on-campus pathway program for First Responders. Fire Recruitment and Retention: PSTF brought a team together to make this a possibility. Information through Tulare County Fire and EUHS Superintendent Eddy was provided.  
2 Action Plan: Fire Explorer Scout program. This will begin in 2024 hopefully with Exeter's Captain Jackson which is a form of Fire Service recruitment at EUHS: Through discussions with Exeter/Tulare County EUHS staff and Superintendent Eddy this program was given revived enthusiasm.

### **Afterword:**

Thank you to my Council Colleagues for approving this report following its presentation May 28th, 2024. Thank you Mayor Alves for requesting to bring back for agenda each PSTF recommendation to council for possible action. Thank you Council Member Salle to further consider the timing of our city budget in respect to our police academy scholarship recommendation.

Following every report there are additional needed updates and our current police staffing must be included in this aftermath.

### **Appendices**

Exeter Police Department Crime and Activity Statistics

Estimated Expenses for Attending Basic Police Academy

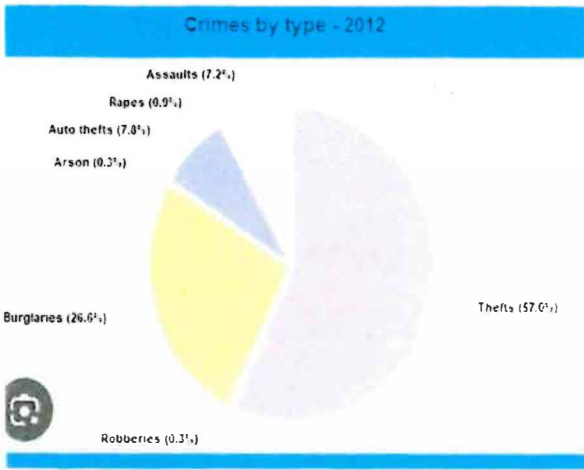
Police Grants Lexipol News Article

PSTF Timeline

Information Regarding Flock Safety

Salary Survey

Photos



**What is the crime rate in El Cerrito CA?**

With a crime rate of **46 per one thousand residents**, El Cerrito has one of the highest crime rates in America compared to all communities of all sizes - from the smallest towns to the very largest cities. One's chance of becoming a victim of either violent or property crime here is one in 22.



poverty rate in el cerr

[All](#) [Images](#) [News](#) [Videos](#) [Shopping](#)

The average household income in El Cerrito is \$163,879 with a poverty rate of 8.12%.

<https://worldpopulationreview.com> ...  
[El Cerrito, California Population 2024](#)

However, **18.1%** of Exeter families live in poverty.

<https://www.california-demographics.com>  
[Get Current Census Data for Exeter, CA - California Demographics](#)

**Exeter Crime Rate:**  
 24 crimes per 1,000 people

**Exeter Population 2022:**  
 10,267

The average household income in Exeter is \$85,207 with a poverty rate of **19.27%**.

<https://worldpopulationreview.com>  
[Exeter, California Population 2024](#)

About 14.2% of families and **19.4%** of the population were below the poverty line, including 24.8% of those under age 18 and 12.0% of those age 65 or over.

Appendix: Exeter Police Department Crime and Activity Statistics

Exeter Police Department Crime and Activity Statics

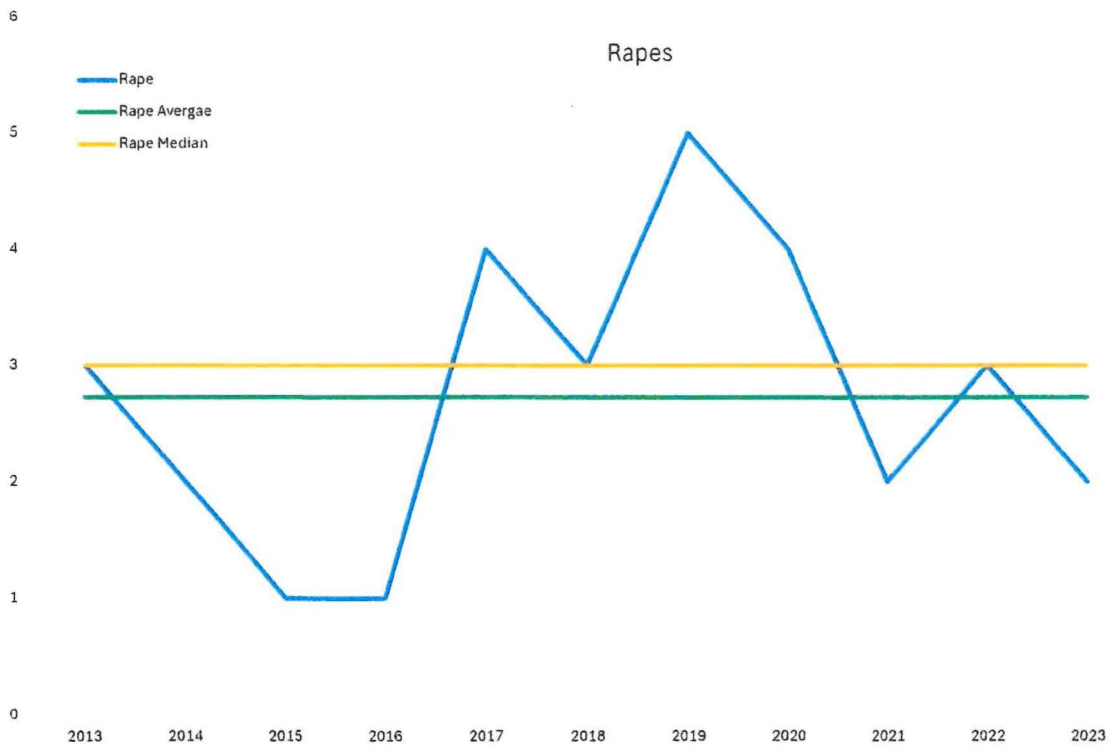
<b>CRIME REPORTS</b>	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Homicide	1	0	0	0	1	0	0	1	1	3	1
Rape	3	2	1	1	4	3	5	4	2	3	2
Robbery	4	3	7	3	6	4	5	4	2	1	3
Assault - Aggravated	10	15	12	15	9	9	14	17	10	15	3
Assault - Simple	54	62	64	56	53	48	37	27	39	45	34
Domestic Violence	42	45	45	55	49	64	47	44	63	45	56
Burglary	73	91	115	84	54	50	56	34	29	27	38
Auto Theft	21	20	34	36	32	35	28	35	34	17	41
Grand Theft (Over \$400)	23	28	32	27	29	34	38	65	78	67	32
Petty Theft (Under \$400)	157	186	182	143	117	160	158	112	97	95	117
Other Felonies	210	225	184	163	145	162	186	157	134	179	150
Other Misdemeanors	538	581	577	631	517	517	532	579	630	501	594
<b>TOTAL CRIME REPORTS</b>	<b>1136</b>	<b>1258</b>	<b>1253</b>	<b>1214</b>	<b>1016</b>	<b>1086</b>	<b>1106</b>	<b>1079</b>	<b>1119</b>	<b>998</b>	<b>1071</b>

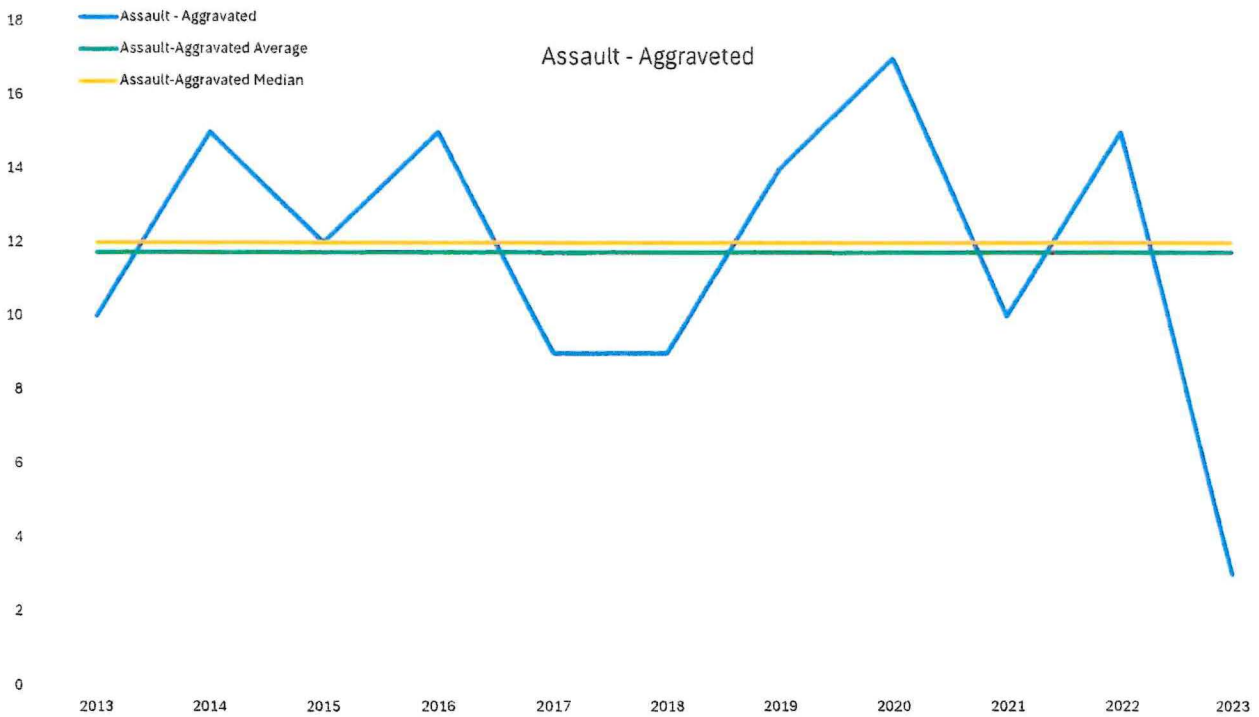
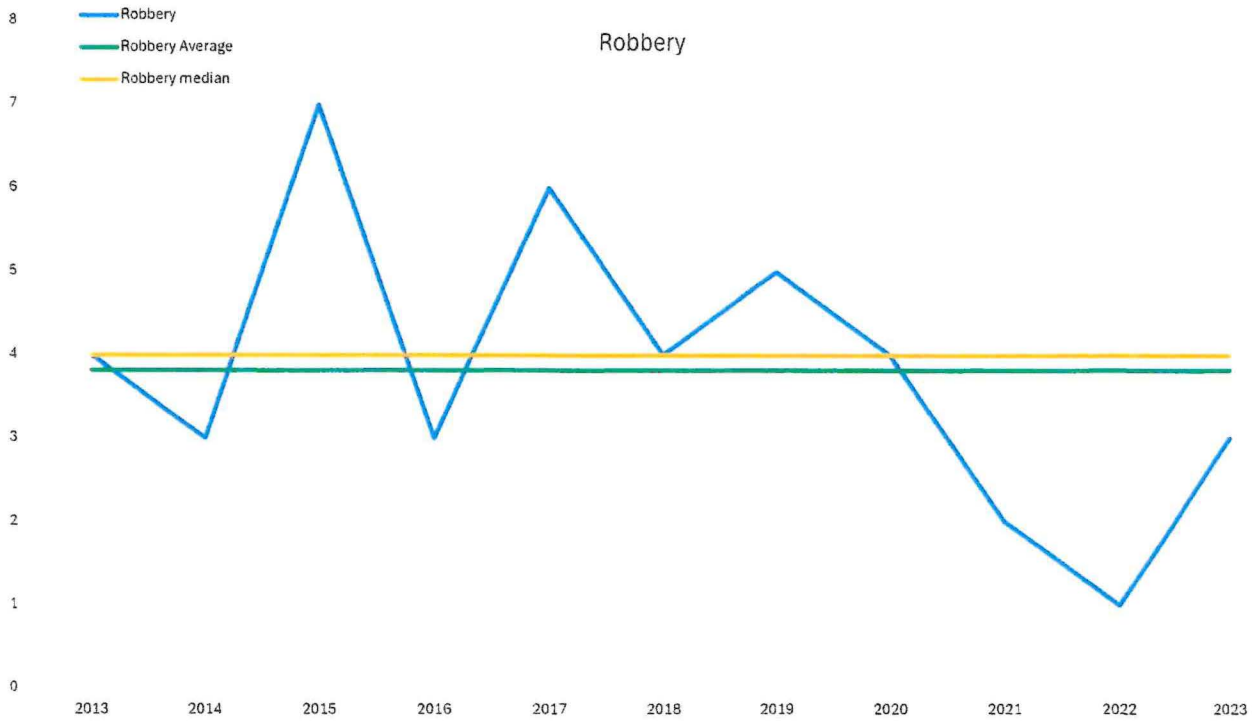
**TRAFFIC DIVISION**

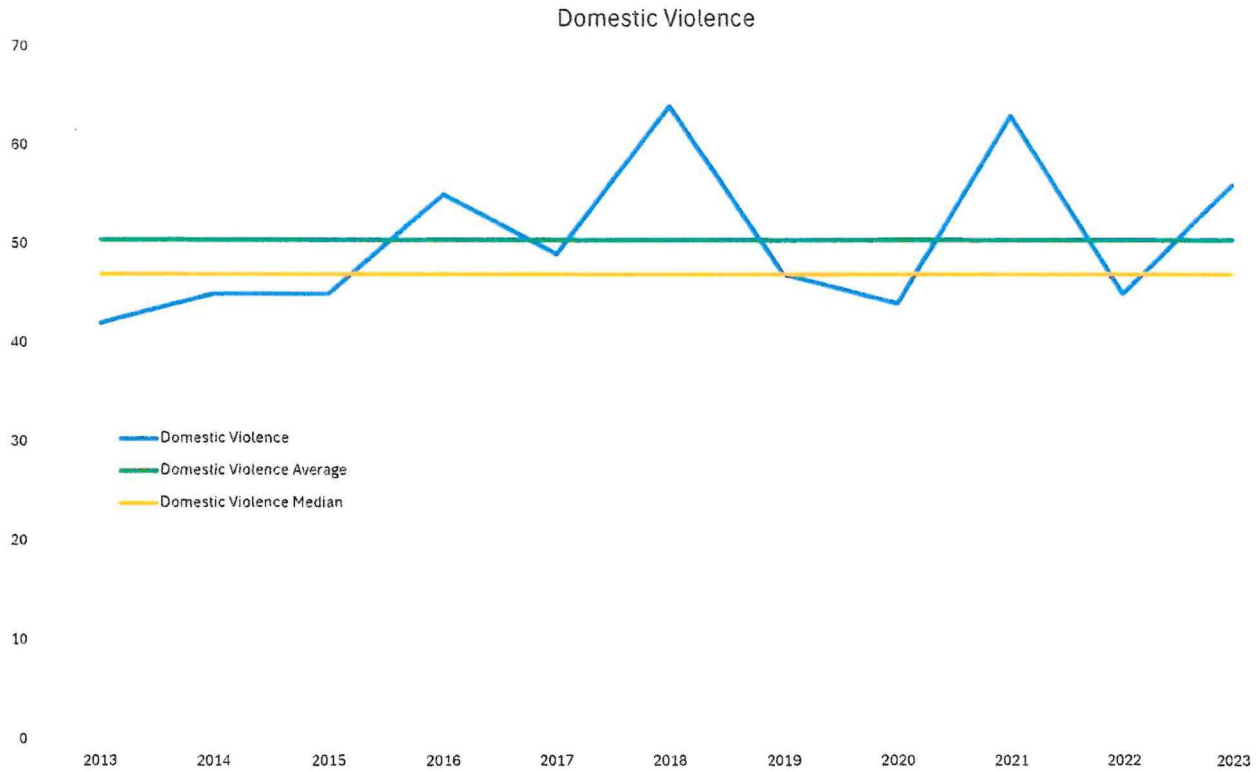
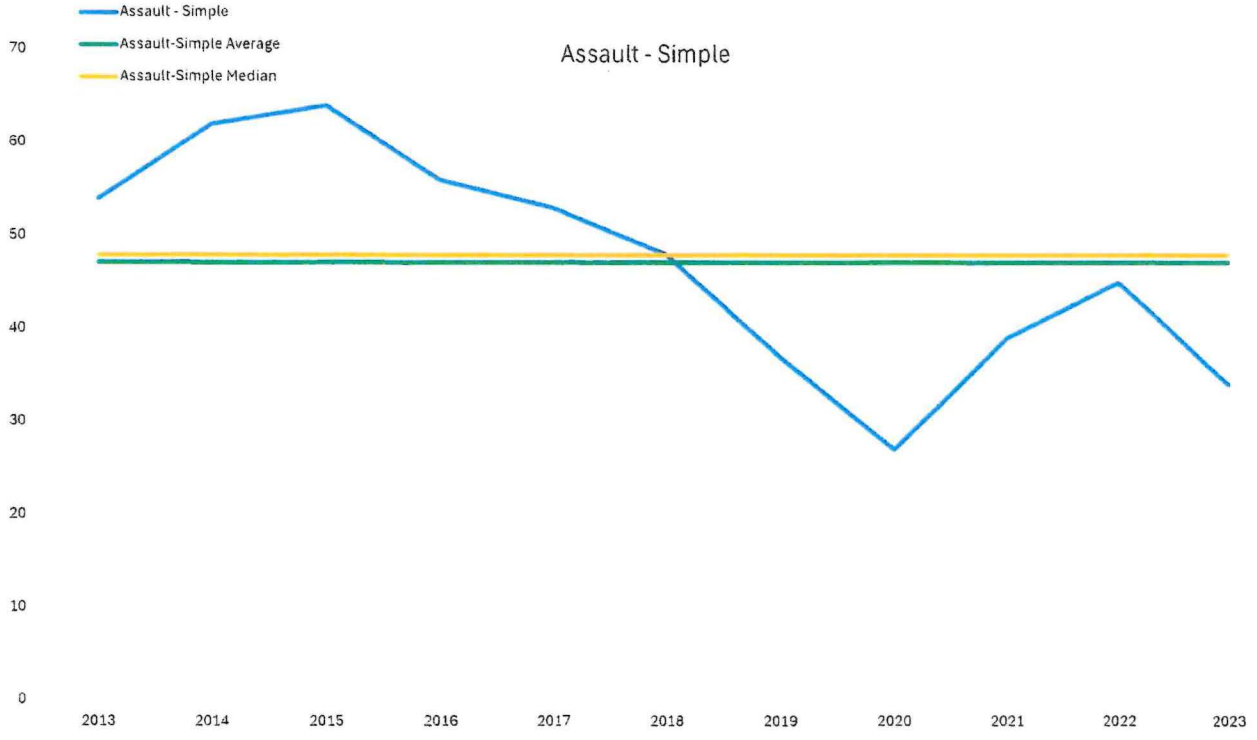
Non-Injury - Traffic Accident	58	56	71	71	64	58	60	49	51	46	43
Injury - Traffic Acciden	9	16	15	14	16	11	17	8	7	9	4
Fatal - Traffic Accident	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL ACIDENT REPORTS</b>	<b>67</b>	<b>72</b>	<b>86</b>	<b>85</b>	<b>80</b>	<b>69</b>	<b>77</b>	<b>57</b>	<b>58</b>	<b>55</b>	<b>47</b>
Miscellaneous Reports	466	554	599	543	580	636	646	628	629	577	697
<b>TOTAL REPORTS</b>	<b>533</b>	<b>626</b>	<b>685</b>	<b>628</b>	<b>660</b>	<b>705</b>	<b>723</b>	<b>685</b>	<b>687</b>	<b>632</b>	<b>744</b>

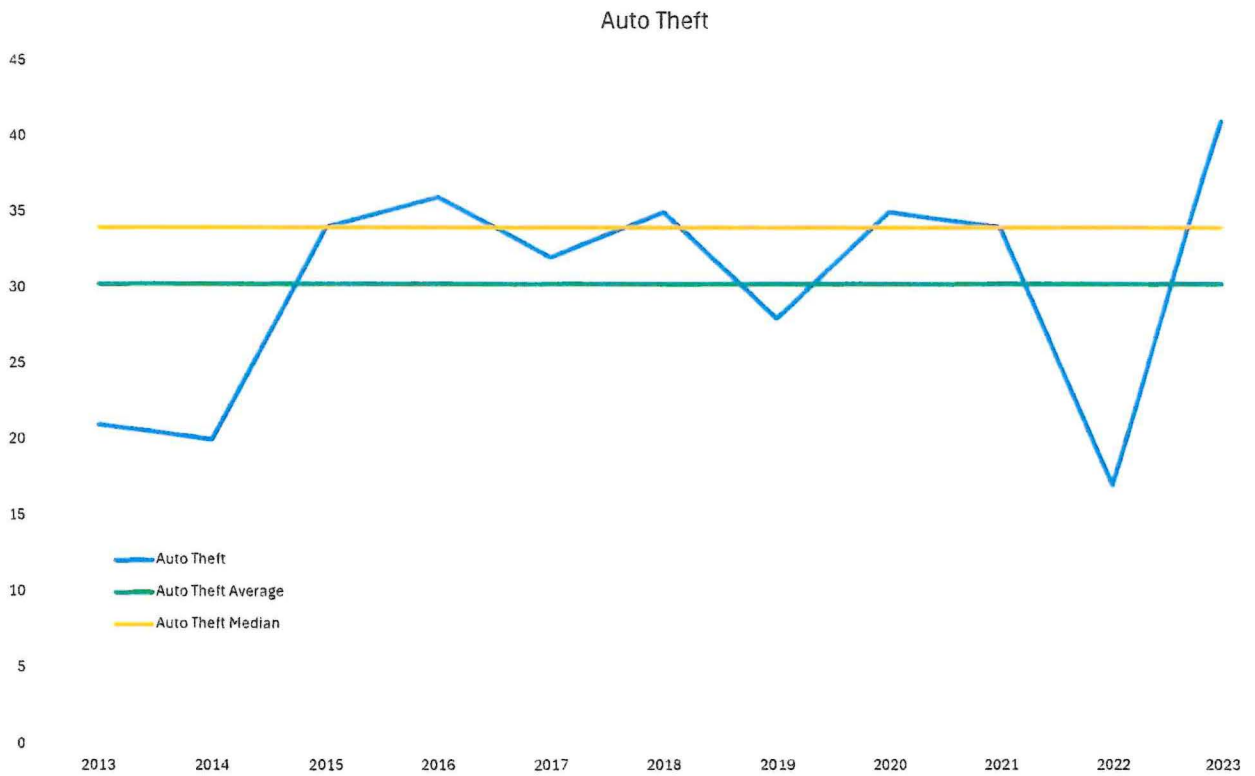
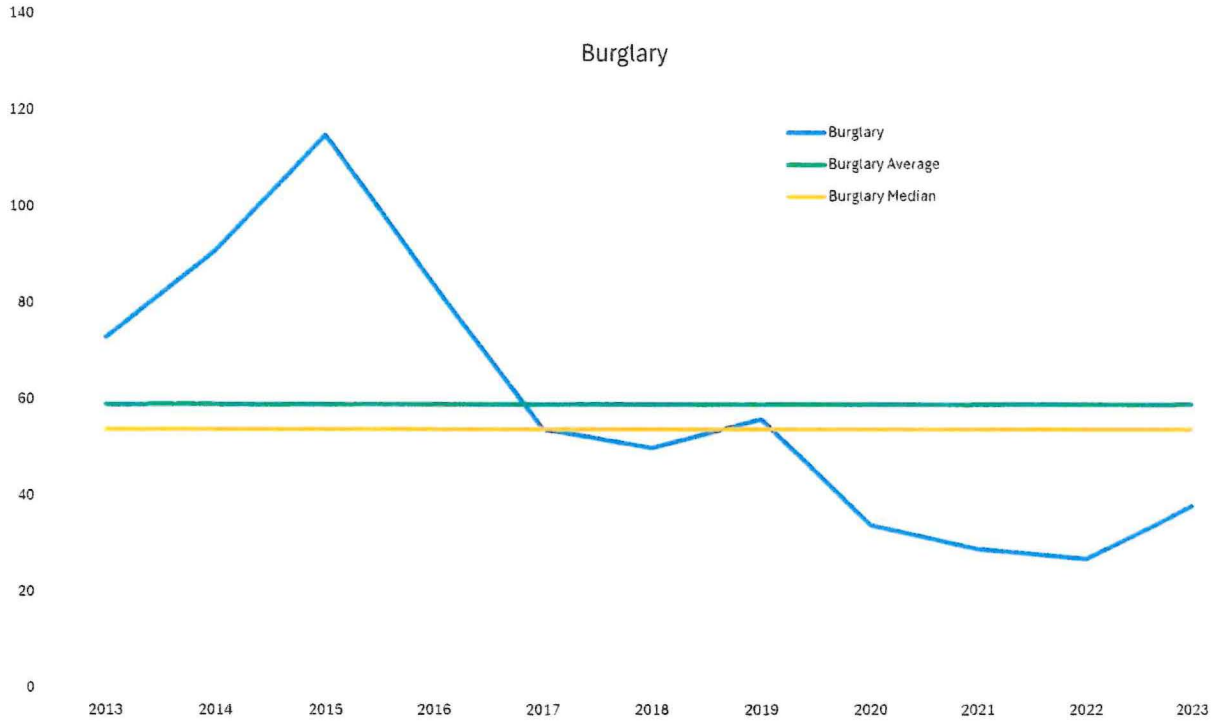
**ARRESTS**

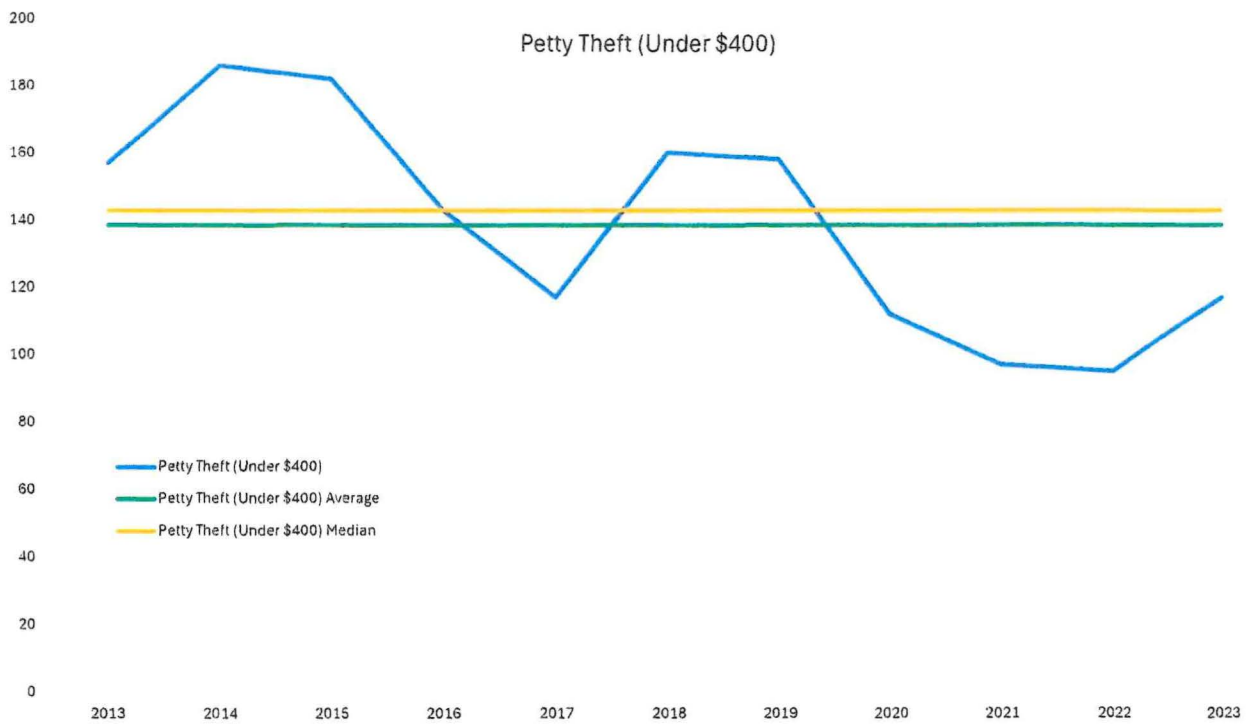
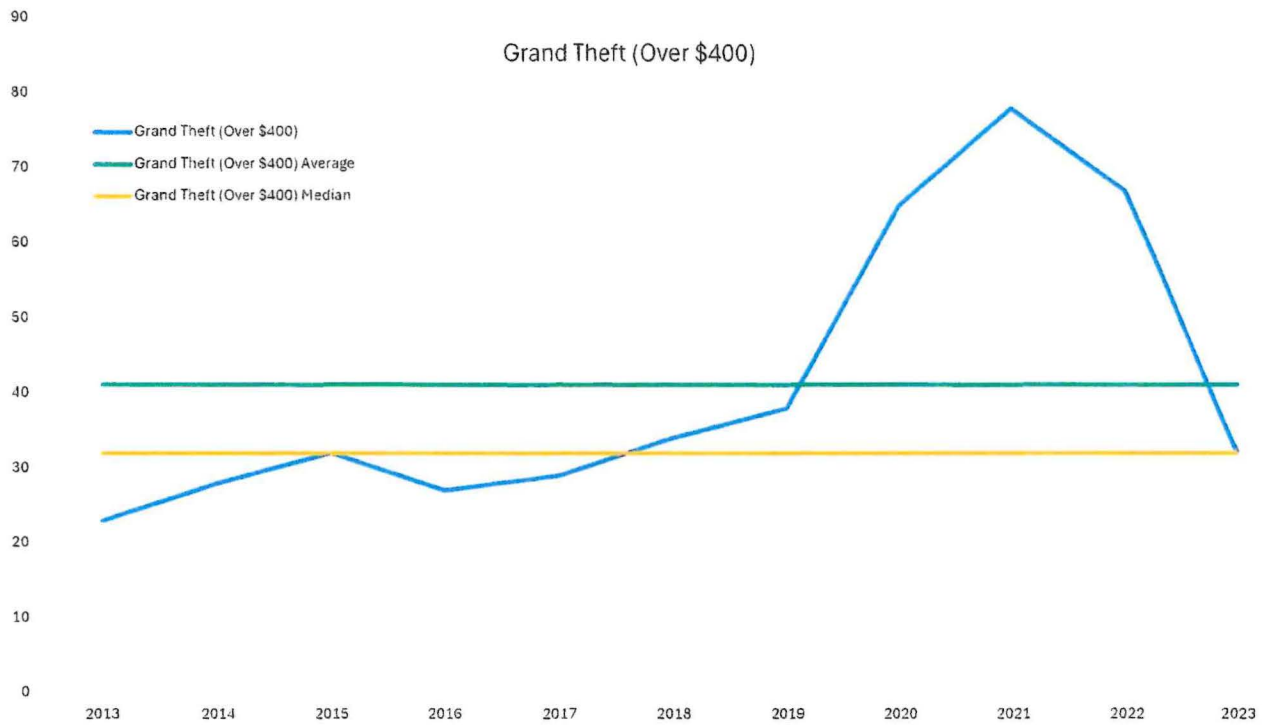
Felony	155	167	118	122	100	95	142	122	93	115	92
Misdemeanor	209	259	270	321	245	263	215	230	270	177	148
DUI - Alcohol/Drugs	27	22	33	26	49	32	27	48	39	19	23
UTI - Drugs	26	26	22	12	25	27	35	60	32	6	20
Warrants - Felony	55	64	36	44	37	38	32	39	45	45	29
Warrants - Misdemeanor	124	99	129	117	114	113	148	158	169	159	203
<b>TOTAL ARRESTS</b>	<b>596</b>	<b>637</b>	<b>608</b>	<b>642</b>	<b>570</b>	<b>568</b>	<b>599</b>	<b>657</b>	<b>648</b>	<b>521</b>	<b>515</b>
Adult	535	554	551	569	518	524	569	593	622	497	497
Juveniles	61	83	57	73	52	44	30	13	27	21	20
Miscellaneous											
Traffic Cites	734	747	316	546	345	282	317	325	418	226	245
Parking Cites	73	78	26	63	125	171	150	124	239	100	426
Property Lost/Stolen	30191	348288	405747	291940	376036	613949	445739	517979	611828	414677	519986
Property Recovered	170991	131173	189803	118219	232628	231074	116631	159219	265358	136667	163699

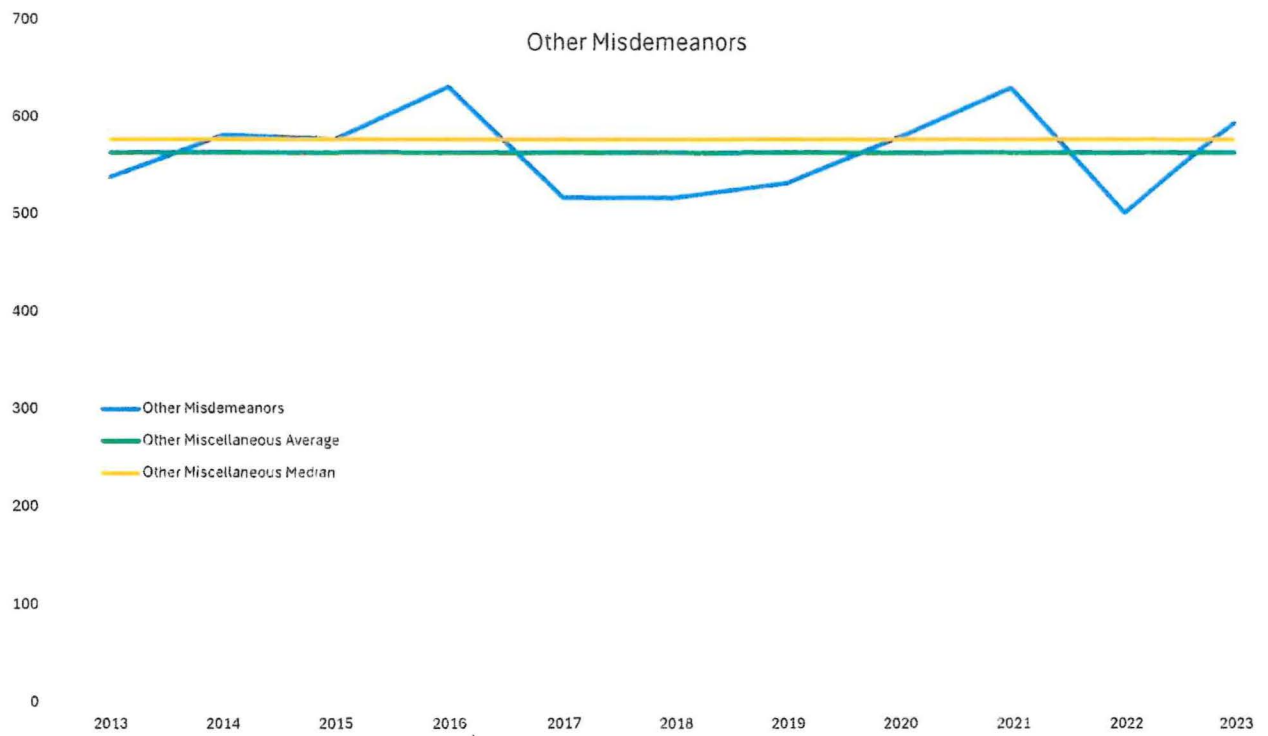
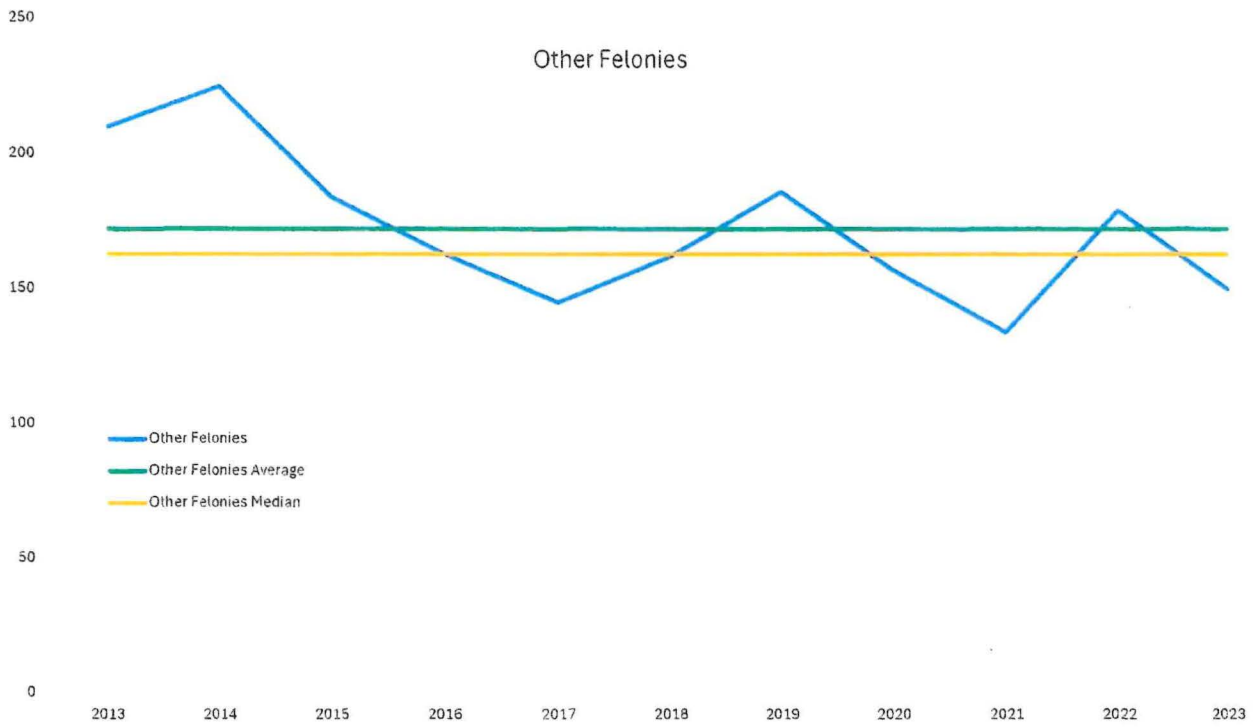


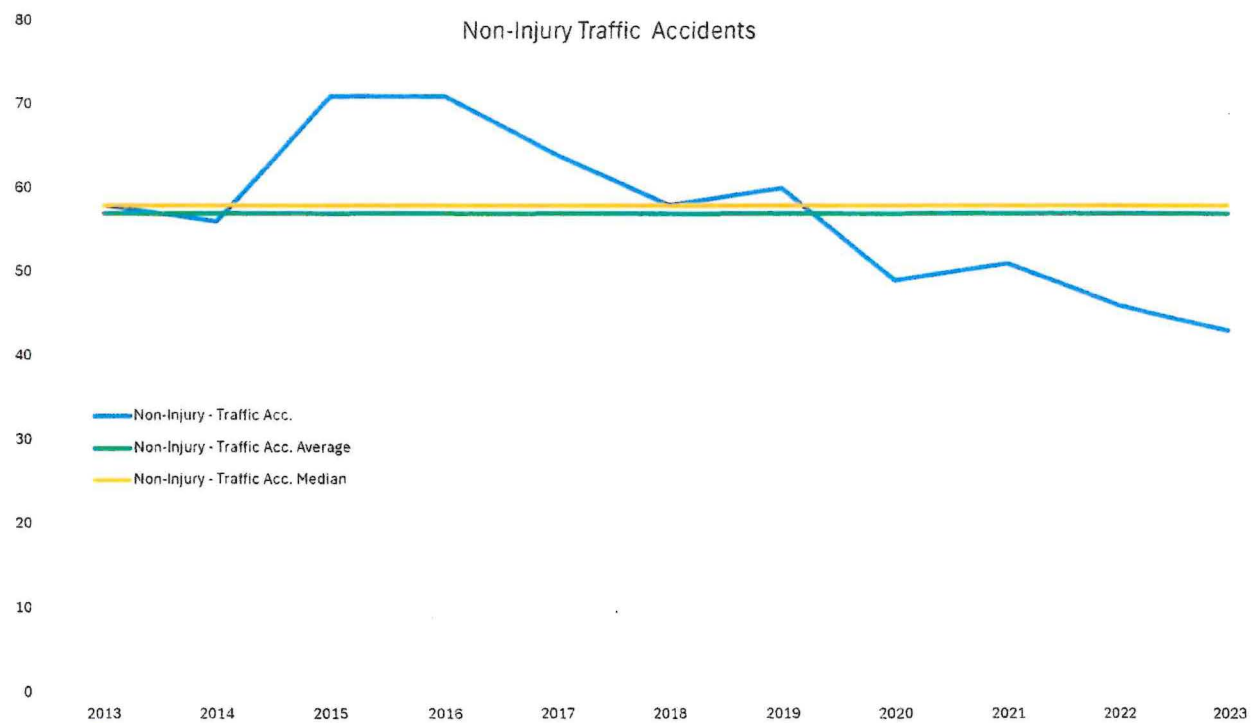
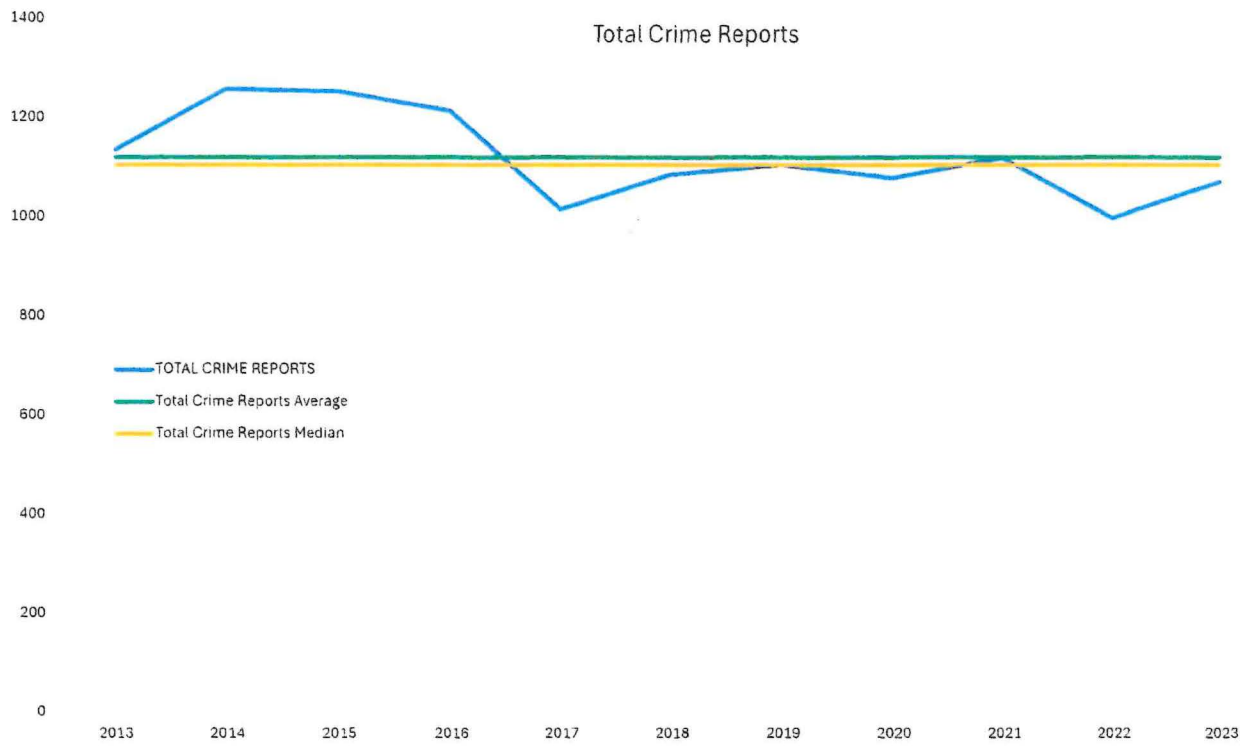


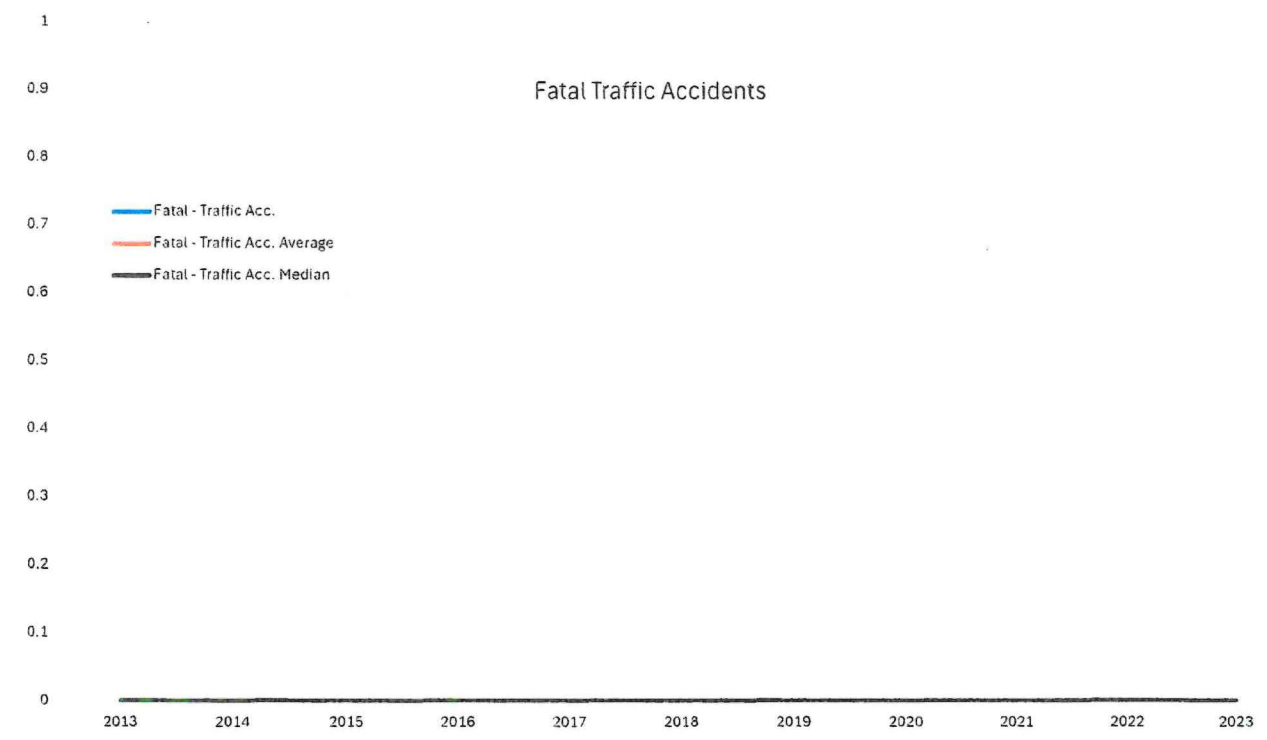
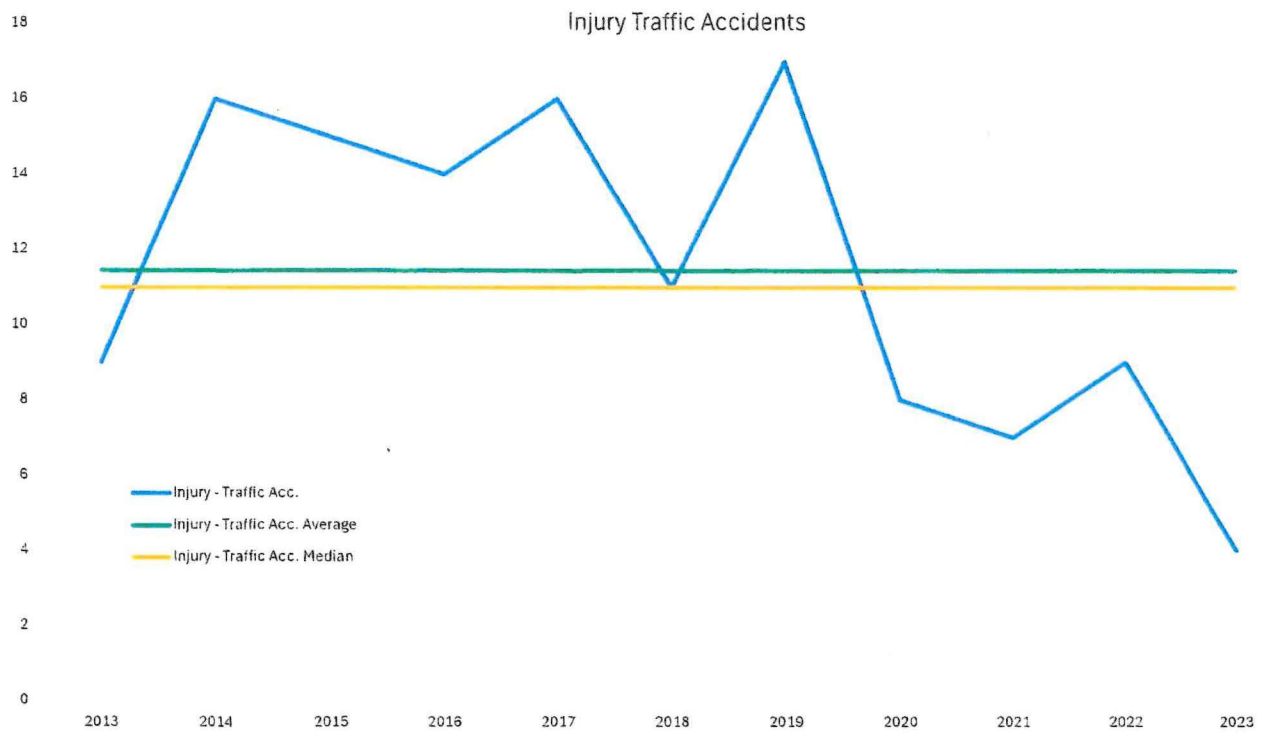


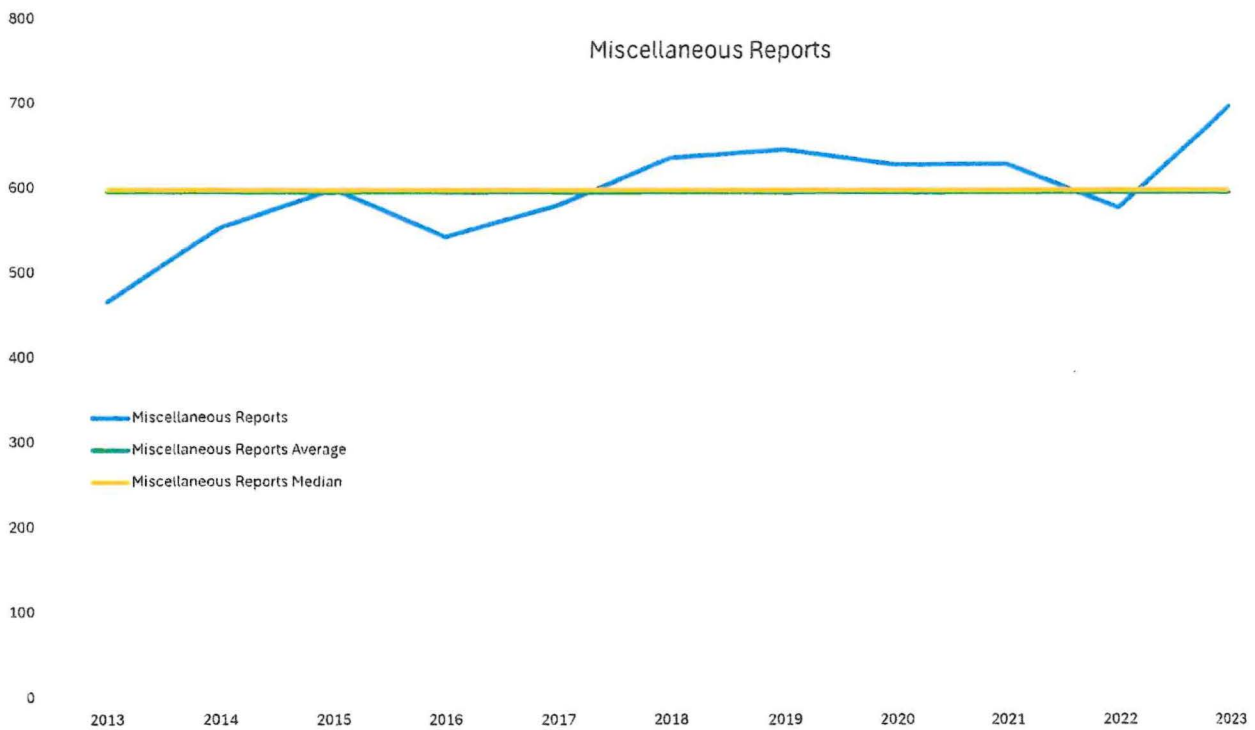
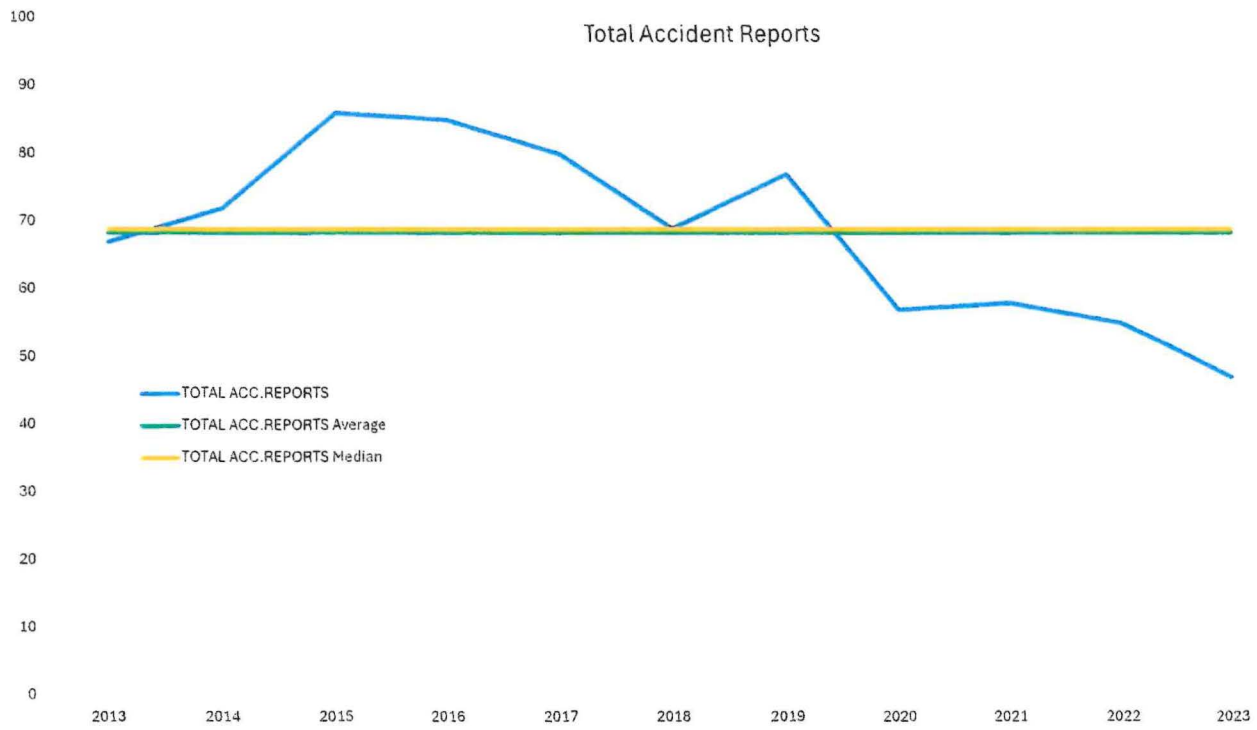


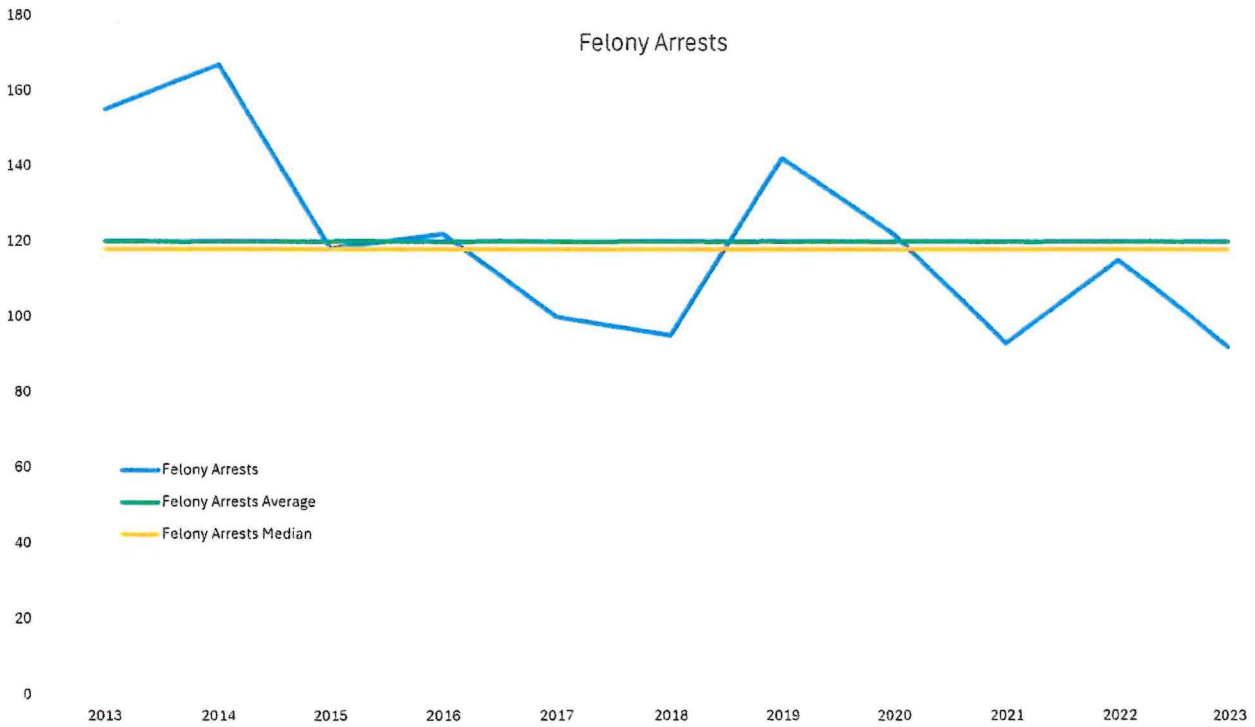
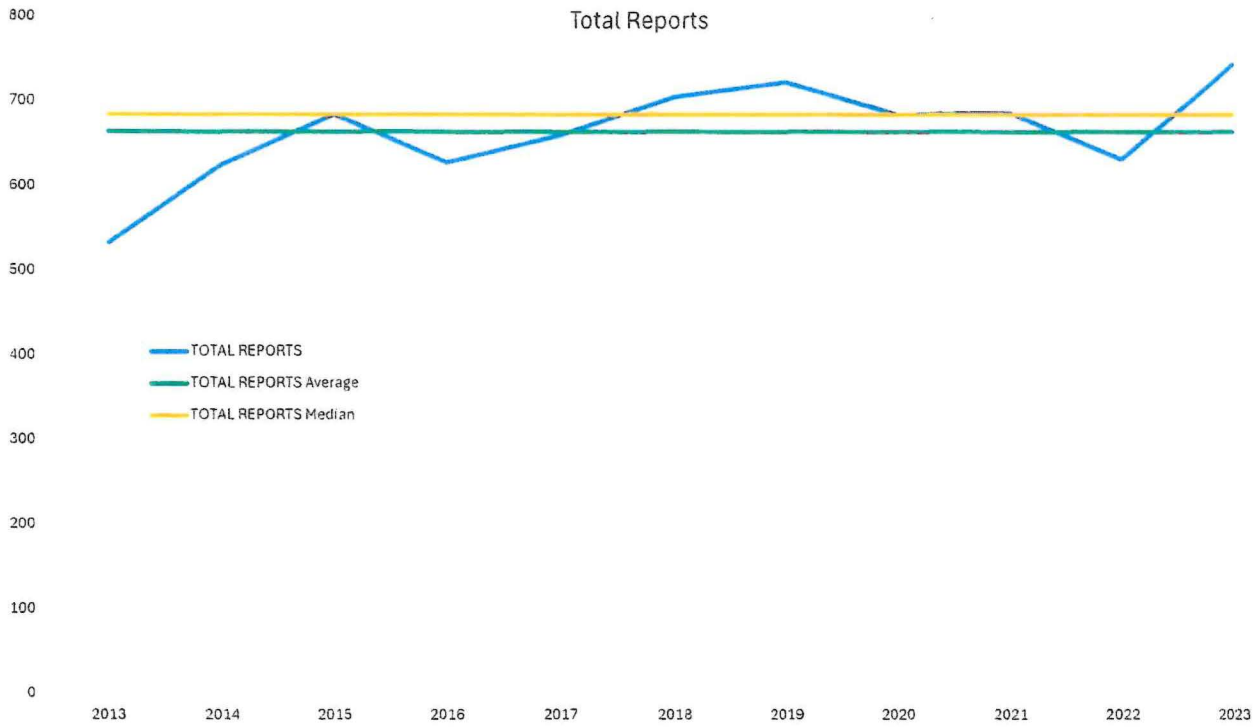


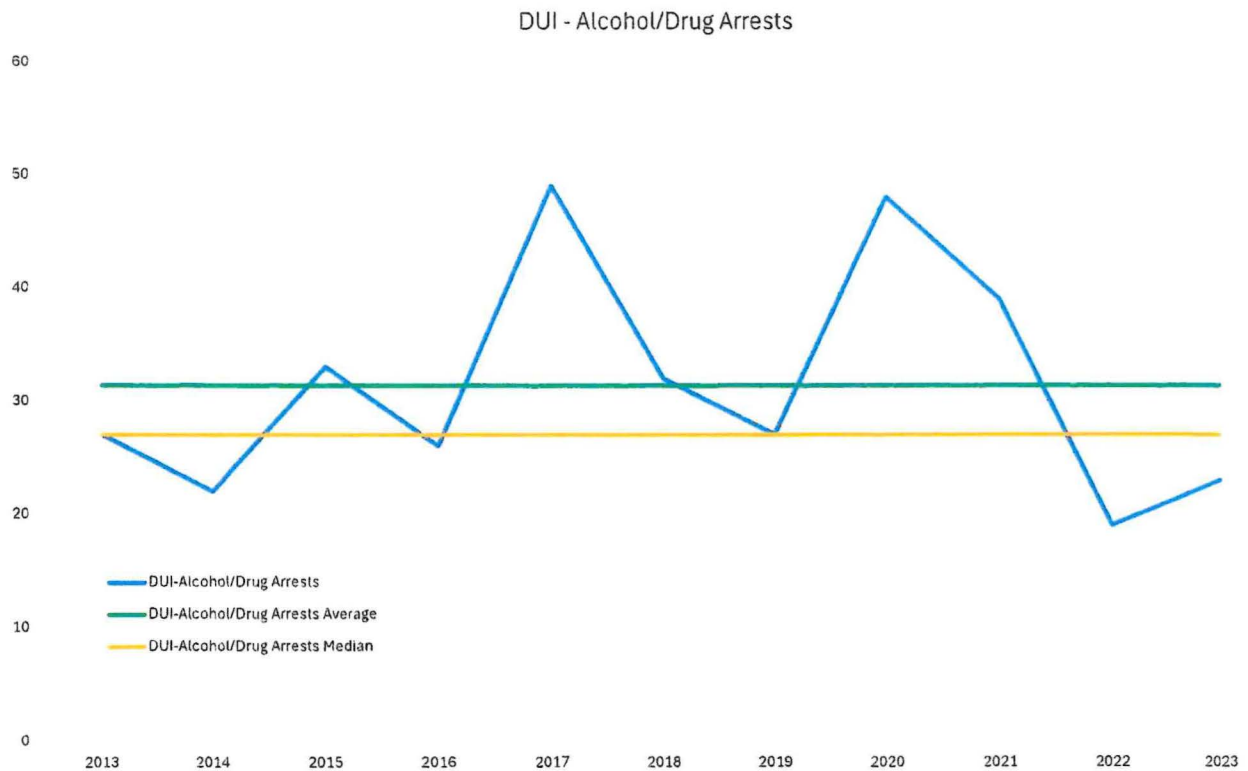
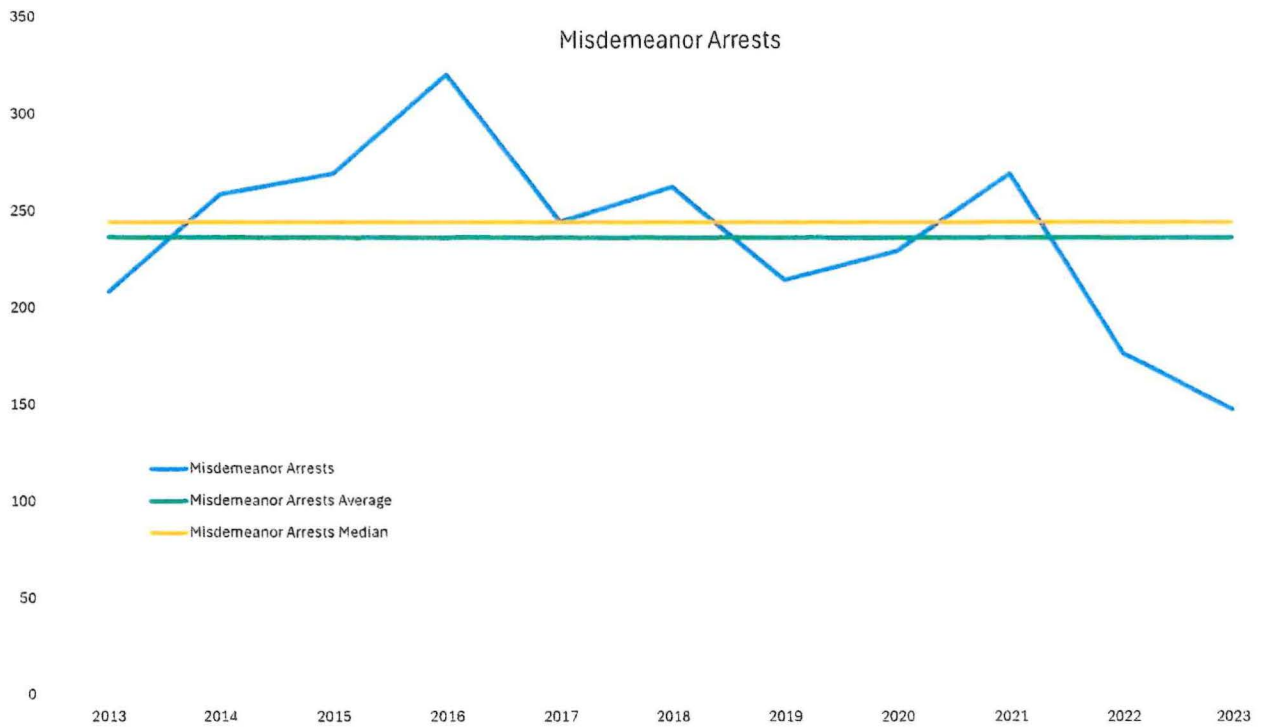


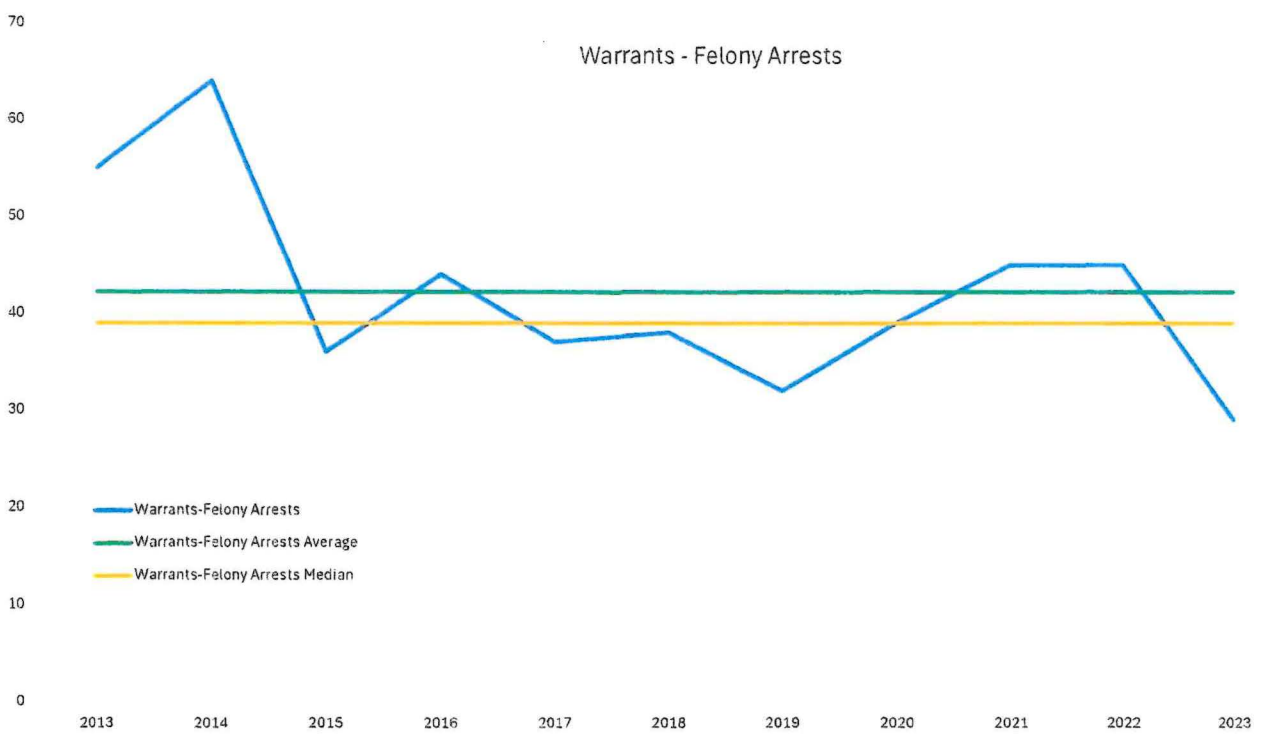
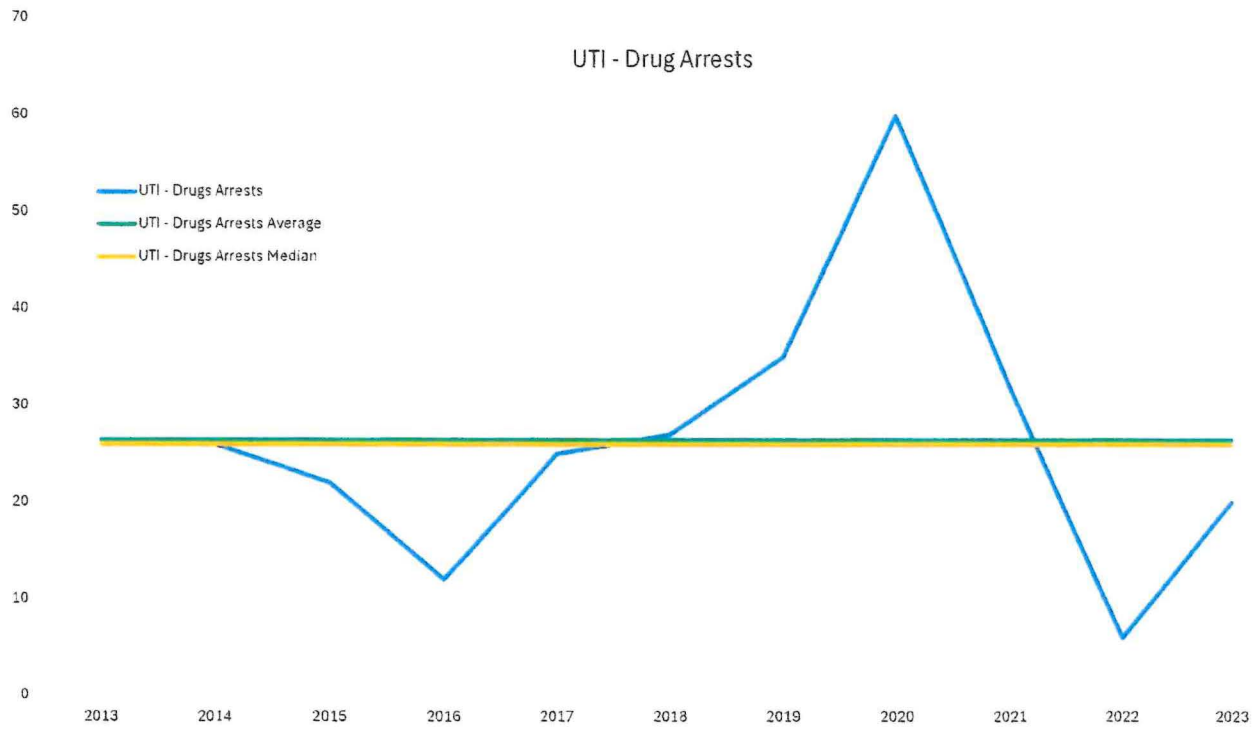


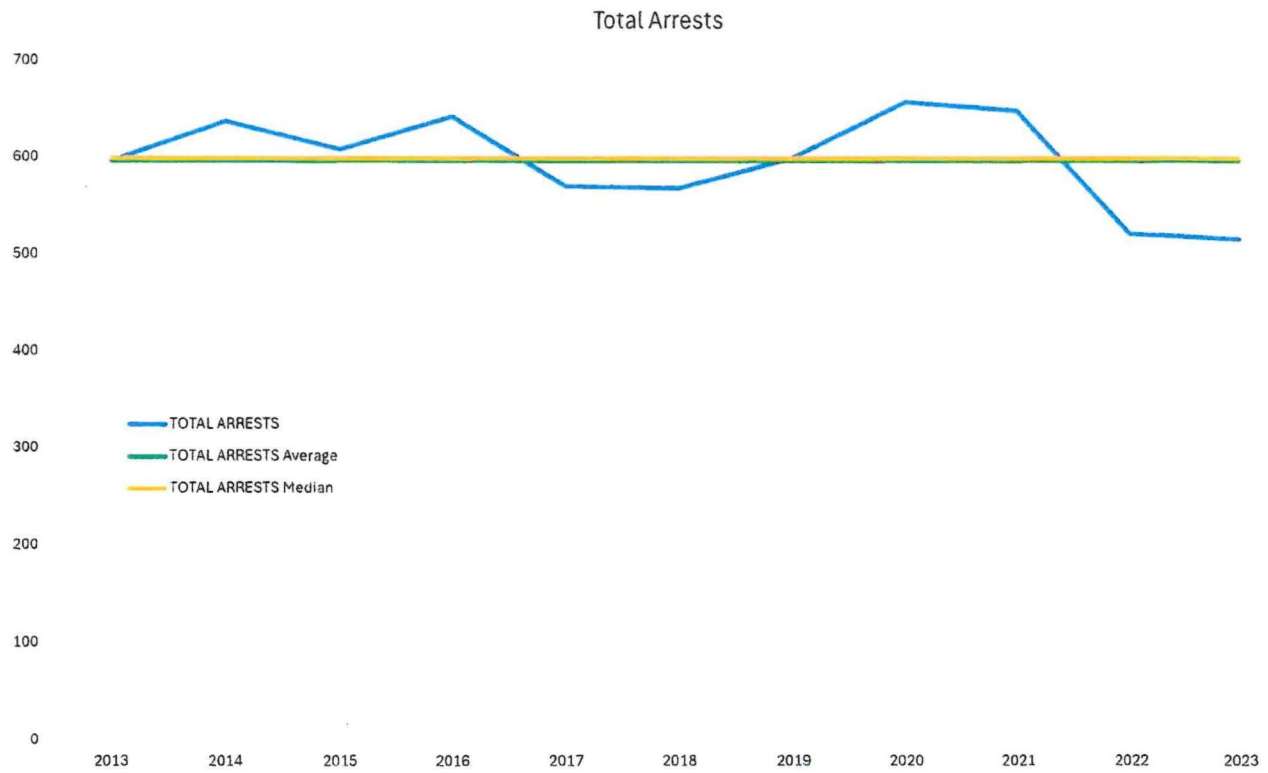
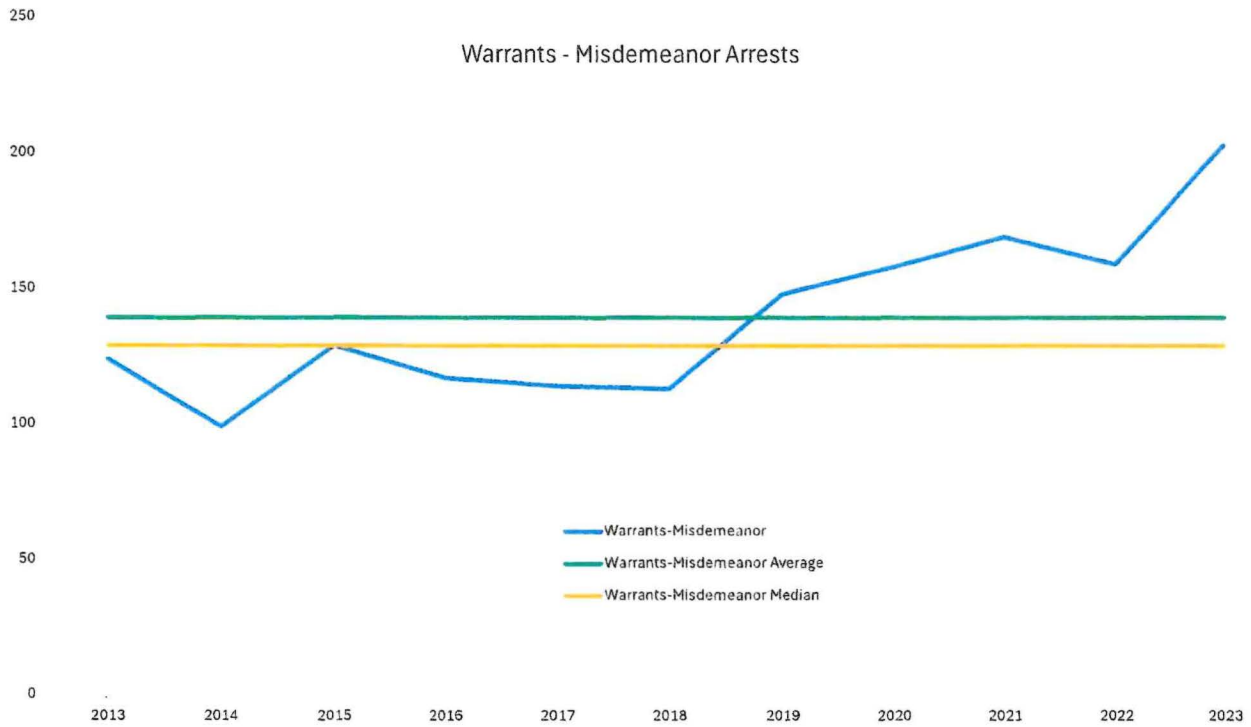


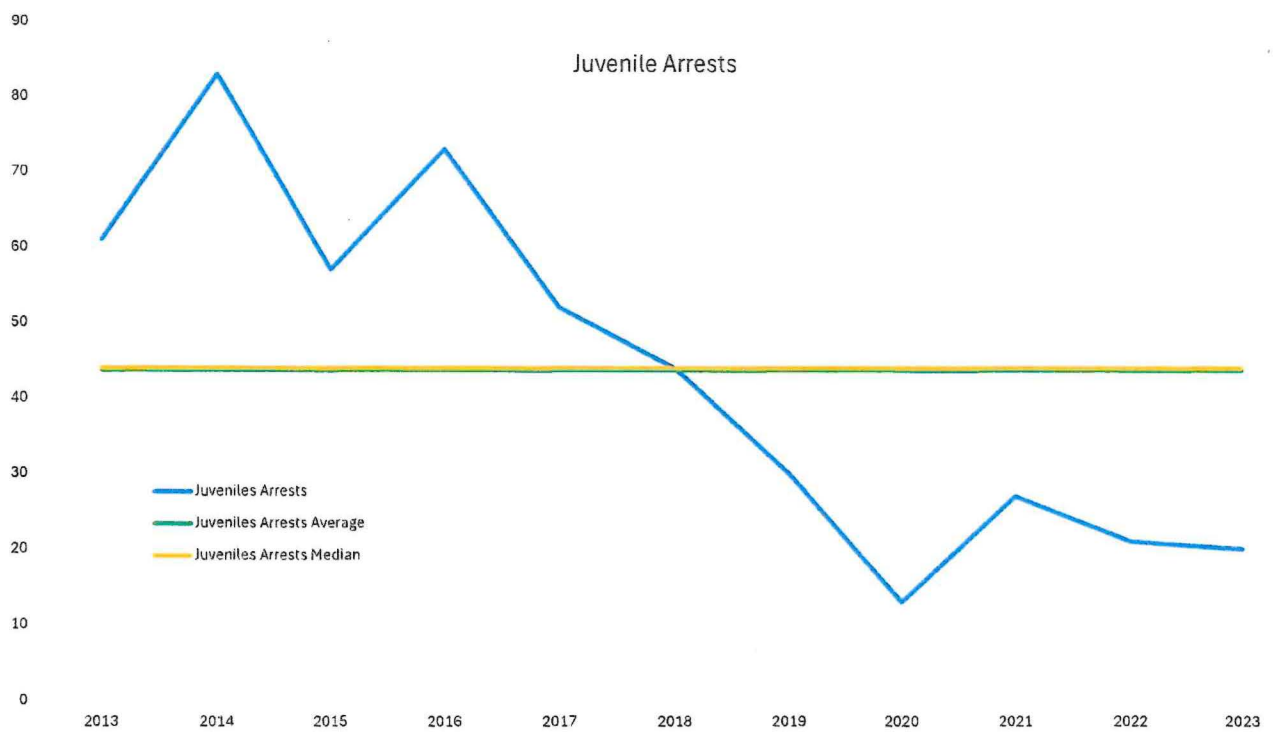
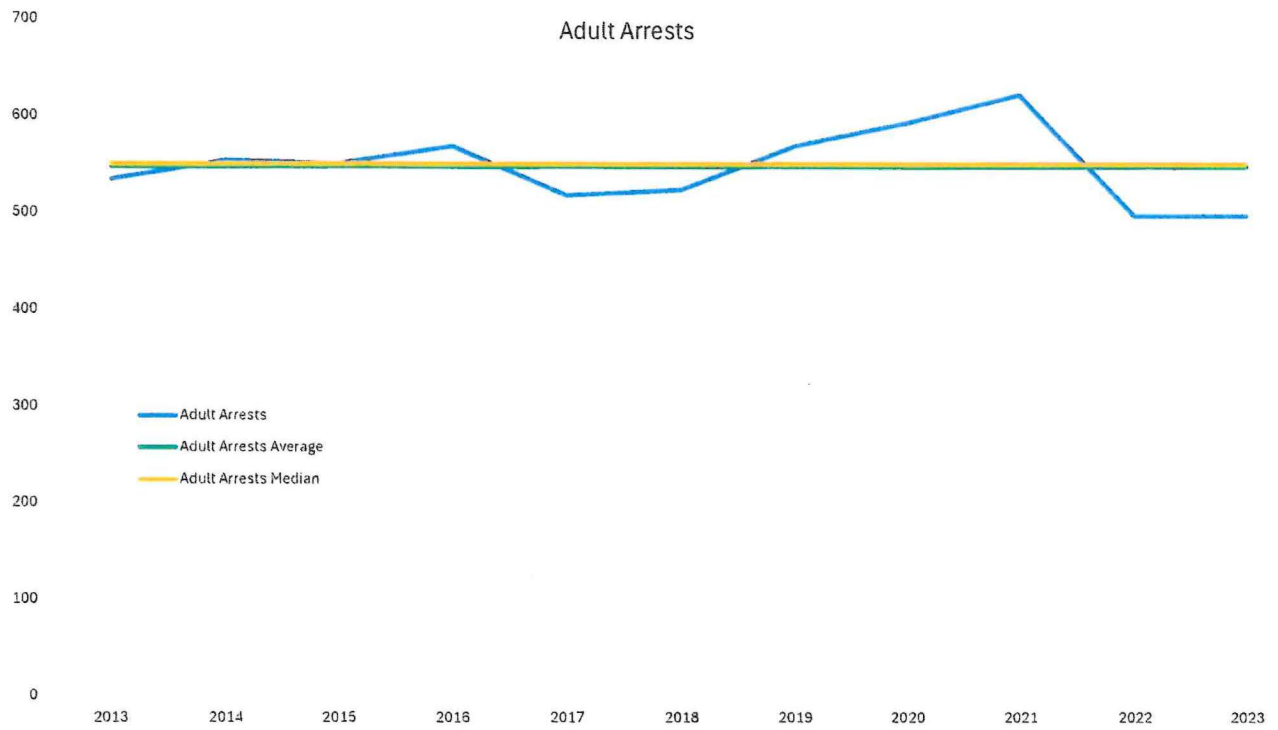


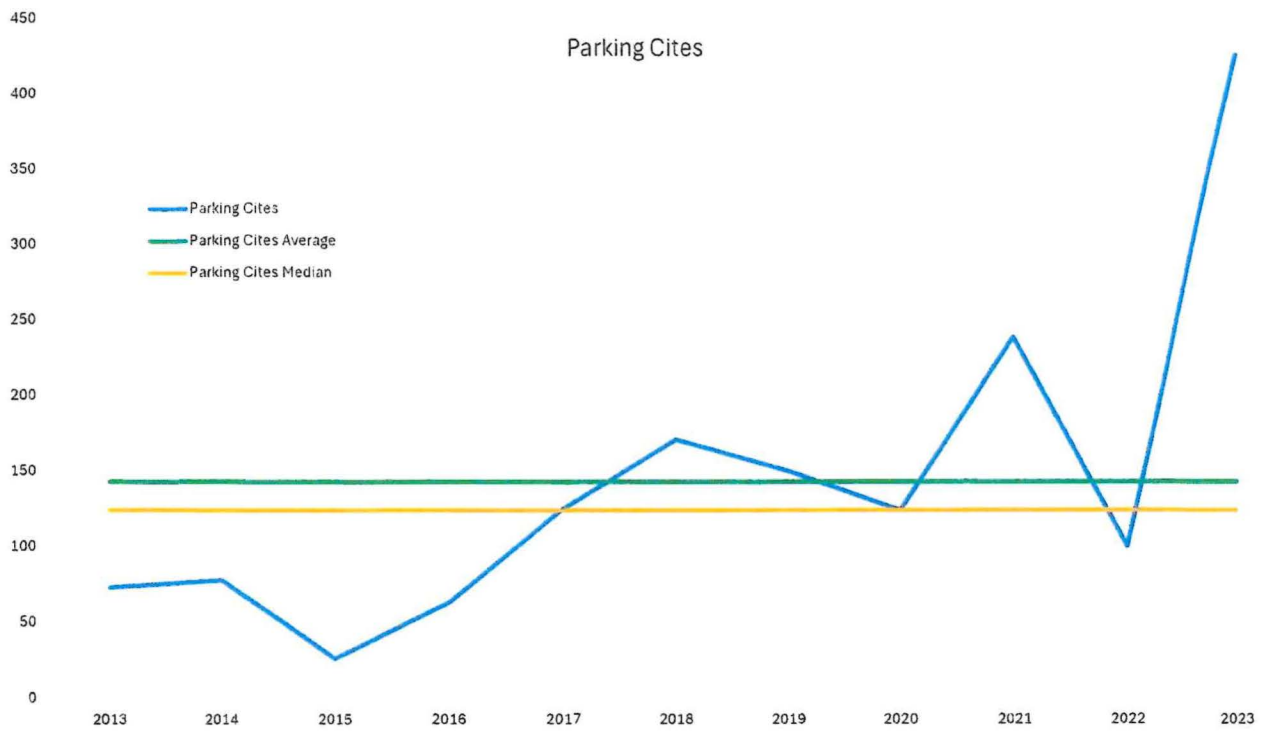
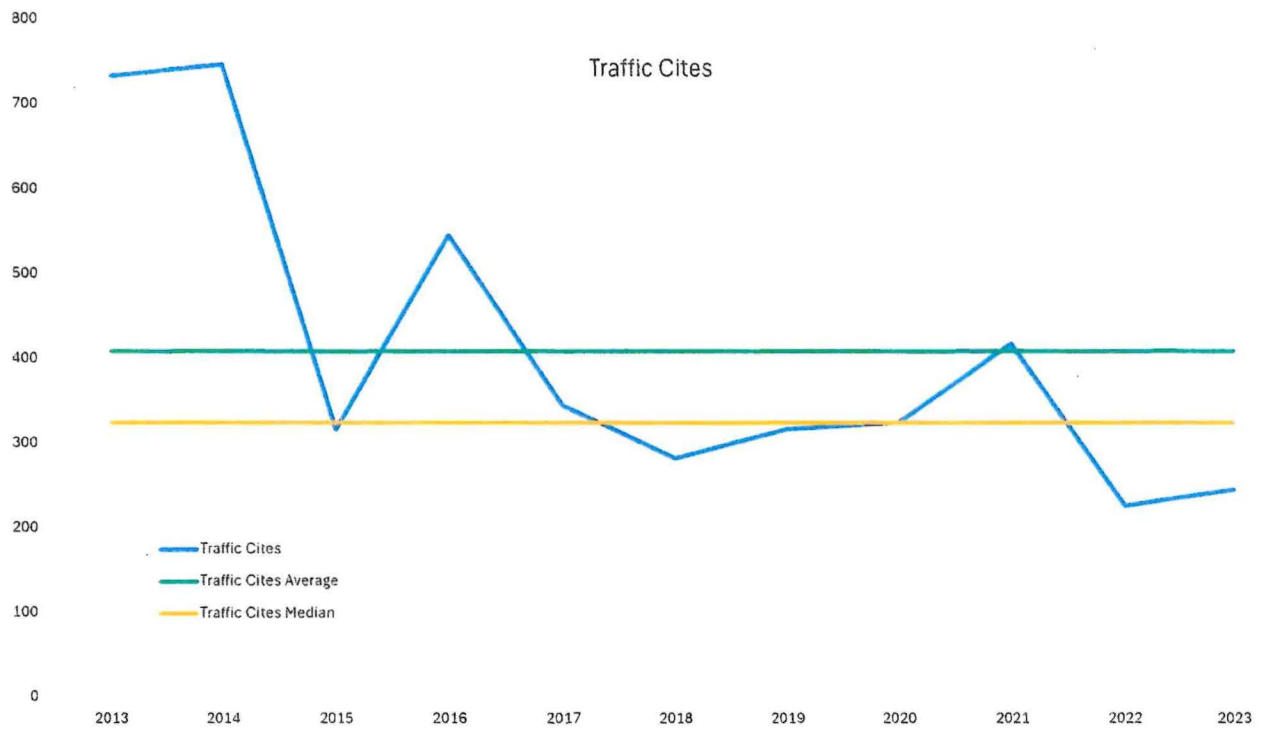


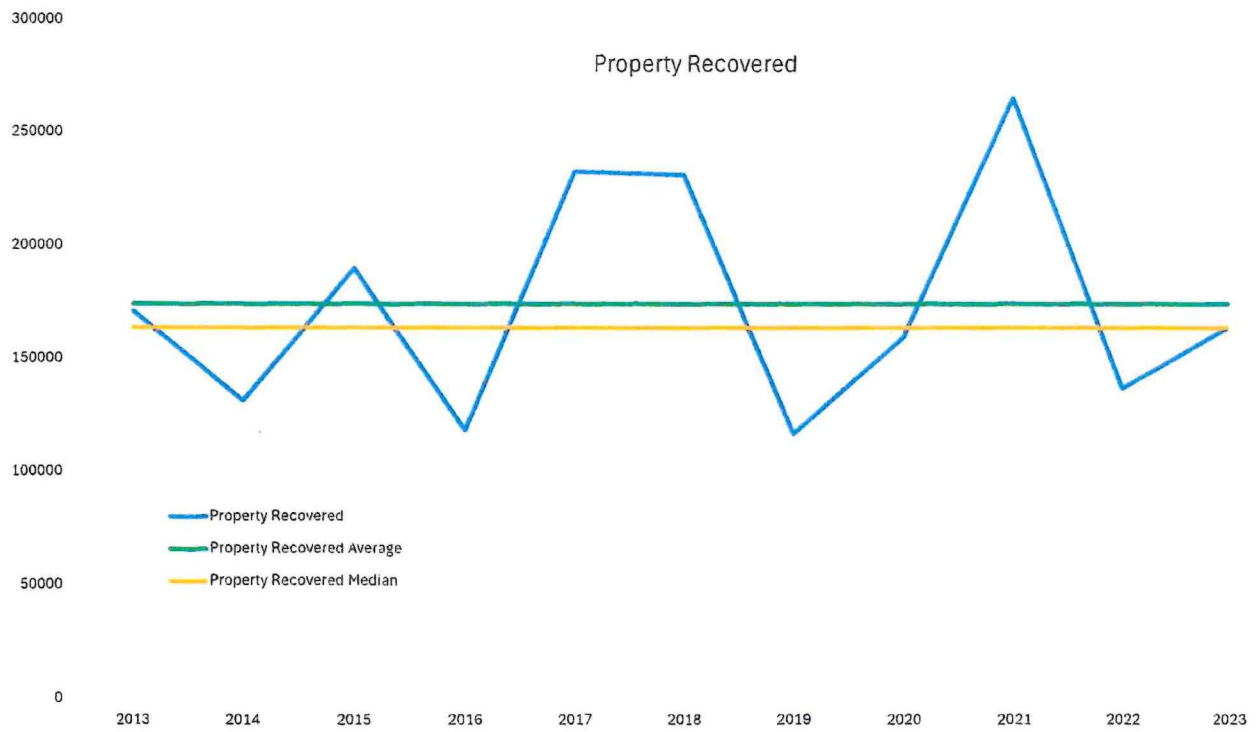
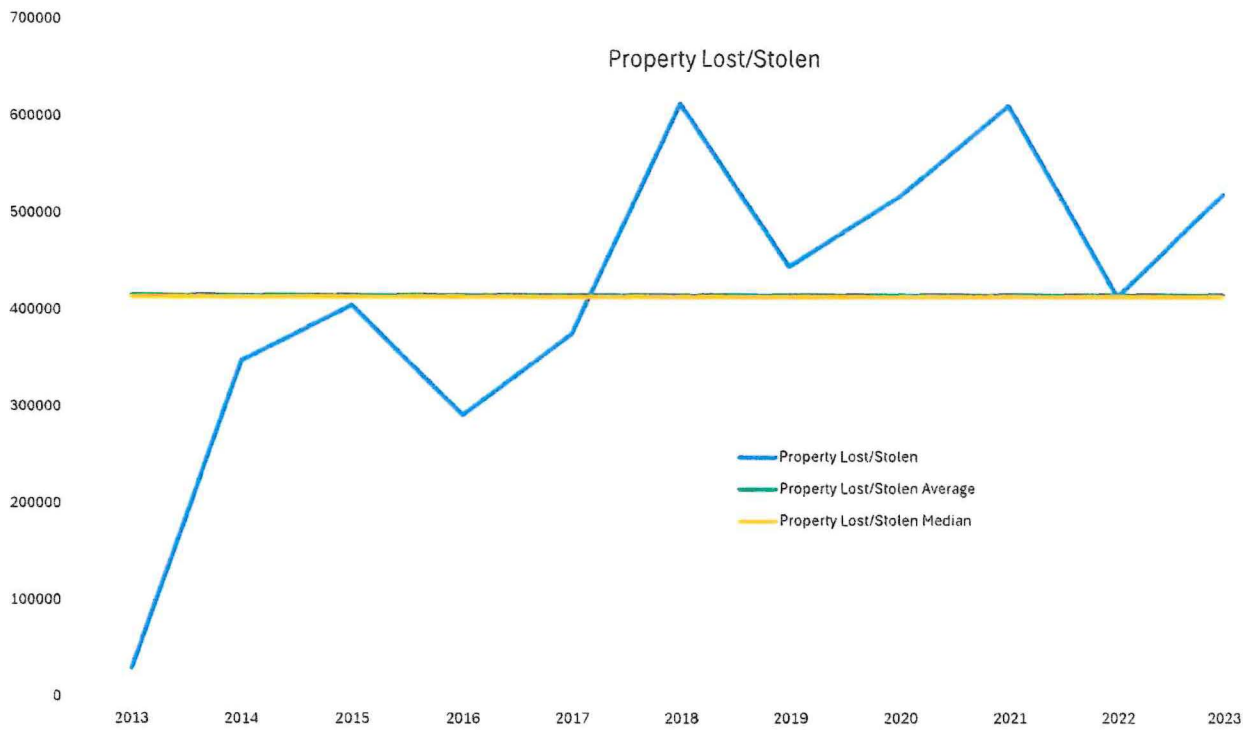












**TO: Police Academy Applicants**  
**FROM: Chief Tom Wilson, Director of the Public Safety Training Department**  
**SUBJECT: Estimated Expenses for Attending the Basic Police Academy**

The following is a summation of the expenses encountered by the student entering the Basic Police Academy. All figures listed here are approximate and subject to change.

<b>I. <u>BOOKS AND PUBLICATIONS (COS Bookstore)</u></b>			
A.	California Vehicle Code (Qwik-code)	\$25.00	
B.	California Penal Code (Qwik-code)	25.00	
C.	Dictionary (pocket size)	9.00	
D.	P.O.S.T. Workbooks (printing)	240.00	
	<i>(Digital tablet, minimum 10" screen, may be substituted for printed workbooks)</i>		
	<b>Subtotal</b>	<b>\$299.00</b>	
<b>II. <u>ACADEMIC EQUIPMENT AND SUPPLIES (COS Bookstore)</u></b>			
A.	Northwestern Traffic Template	17.00	
B.	Writing pens (3 req.) 1 pencil	10.00	
C.	Pocket notebook	<u>25.00</u>	
	<b>Subtotal</b>	<b>\$52.00</b>	
<b>III. <u>DUTY EQUIPMENT AND SUPPLIES (Note: rental of leather / Firearm available for \$150)</u></b>			
A.	Handgun (price range: \$300 to \$700) w/3 magazines	\$575.00	
B.	Holster	180.00	
C.	Sam Browne (gun) belt	79.00	
D.	Magazine pouch (double)	50.00	
E.	Handcuff case	39.00	
F.	Flashlight ( <b>not for rental</b> )	80.00	
G.	Expandable Baton Holder	40.00	
H.	Belt Keepers for Sam Browne (4)	25.00	
I.	Handgun cleaning kit ( <b>not for rental</b> )	35.00	
J.	Ammunition		
	Handgun (approx. 1,400 rounds)	750.00	
	Shotgun (approx. 120 rounds)	300.00	
	<b>Subtotal (Approx.)</b>	<b>\$2,153.00</b>	
<b>IV. <u>UNIFORMS AND ACCESSORIES</u></b>			
A.	Dress Uniform (1 long sleeve/2 short sleeve shirts & 3 pair of pants)	\$500.00	
B.	Physical Training Uniform	100.00	
C.	TDU pants (1) – Blue	75.00	
D.	Duty jacket	100.00	
E.	Cap	16.00	
F.	Boots	170.00	
G.	Accessories (tie, tie bar, belt, name tag, etc.)	<u>100.00</u>	
	<b>Subtotal (Approx.)</b>	<b>\$1,061.00</b>	
<b>V. <u>OTHER EXPENSES</u></b>			
A.	Physician's Examination	\$100.00	
B.	Fingerprinting Fee (includes photo)	75.00	
C.	DMV Driving Record Printout	5.00	
D.	Additional fee: Driver's Training Fee (Module 1) approx.	<u>200.00</u>	
	<b>Subtotal</b>	<b>\$380.00</b>	
<b>VI. <u>REGISTRATION EXPENSES</u></b>			
	<b>California Residents</b>	<b>Out-of-State Students</b>	
<b>*INTENSIVE ACADEMY (All 3 Modules)</b>			
A.	Enrollment Fee	\$ 1,288.00	\$ 1,288.00
B.	Health	20.00	20.00
C.	Material Fee	67.00	67.00
D.	Student Rep. Fee	1.00	1.00
E.	Student Center Fee	5.00	5.00
F.	Activity/Benefits Fee	15.00	7.50
G.	Transit Fee	10.00	10.00
H.	Non-Resident Fee		<u>5,899.50</u>
	<b>Subtotal</b>	<b>\$ 1,406.00</b>	<b>\$7,298.00</b>

**ESTIMATED ACADEMY EXPENSES:** **\$5,301.00** **\$11,243.00**



TRENDING TOPICS | FUTURE-PROOFING YOUR PD | NATIONAL POLICE WEEK | WOMEN IN LAW ENFORCEMENT | PROTEST POLICING



Highlights from the NA conference: Empowering law enforcement



Learn how to save a life by ensuring ACS' Stop the Bleeding



Webinar: A blueprint for recruitment practices in



Dealing with bullet holes:

Police Grants

## Enhancing safety: Targeted grant funding for small-town police department needs

Small-town police departments turn to grant funds to address the challenges of limited resources, personnel shortages and technology gaps

February 02, 2024 03:55 PM

Sponsored by  LEXIPOL



The challenges faced by small-town police departments are distinct, requiring tailored solutions that transcend financial limitations and resource constraints.

## Appendix: Police Grants Lexipol Article

Small-town police departments are pivotal in maintaining public safety and ensuring community wellbeing. However, these departments often face unique challenges due to limited resources and personnel. Grant funding becomes critical, providing avenues for small-town police departments to address specific needs. Let's explore some of the distinct funding issues these departments face and highlight relevant grant programs designed to address them directly.

## Challenges faced by small-town police departments

- **Limited resources:** The financial constraints encountered by small-town police departments present a significant hurdle in their pursuit of crucial resources. With constrained budgets, these departments must invest in personnel, training and acquiring essential technology and equipment. Securing funding tailored for resource allocation becomes paramount, as it provides the necessary financial support to bolster these critical areas. In navigating these challenges, the quest for funding opportunities geared toward resource allocation becomes a strategic imperative, enabling these police departments to overcome limitations and better serve their communities.
- **Personnel shortages:** Recognizing the need for a proficient and dedicated force, small towns grapple with the persistent challenge of recruiting and retaining qualified law enforcement officers. Addressing [personnel shortages](#) involves complex strategies, including comprehensive training programs that equip officers with essential skills and foster a commitment to ongoing professional development. Creative recruitment initiatives are critical in attracting genuinely dedicated individuals to community safety. In navigating the complexities of law enforcement management, small towns strive for comprehensive solutions beyond recruitment, focusing on cultivating a resilient and proficient department capable of meeting their unique challenges.
- **Technological gaps:** Small-town police departments face challenges in keeping pace with the transformative advancements in [law enforcement technology](#). Some regional- and state-level funding opportunities are tailored to assist these departments in upgrading equipment and embracing cutting-edge technology to enhance efficiency and crime prevention capabilities. Various funding options, such as those offered through equipment grant programs, provide avenues for modernization. These opportunities aim to bridge technological gaps, ensuring small-town law enforcement can leverage the latest tools and innovations to serve their communities better.

## The role of targeted grant funding

Grant funding is a crucial catalyst for small-town police departments to address their unique challenges. By providing financial support, these grants empower agencies to bridge gaps, implement necessary improvements and elevate their communities' overall law enforcement standards.

1. **Investing in training and professional development:** Targeted grant programs, such as the [Edward Byrne Memorial Justice Assistance Grant \(JAG\) Program](#) – Local Solicitation, focus on investing in training programs to enhance the skills and knowledge of officers. This ensures law enforcement is well equipped to handle emerging challenges, including violent crime reduction and mental health crises.
2. **Enhancing law enforcement equipment:** Grant programs such as the [Homeland Security Grant Program](#) (HSGP) and the [Community Policing Development Program](#) are designed to assist small-town police departments in upgrading their equipment for improved operational capabilities. These initiatives aim to address equipment deficiencies, enhance efficiency, and empower law enforcement in crime prevention and investigation efforts.
3. **Fostering community connections:** Establishing trust and positive interactions with the community are crucial for successful policing. Dedicated state-level grant initiatives, such as the [Public Safety and Community Violence Reduction Grant](#) in Georgia and the [RecoveryOhio Law Enforcement Fund](#) in Ohio, empower small-town police departments to launch community outreach programs. These initiatives aim to enhance communication and collaboration between law enforcement and residents, exemplifying the numerous opportunities to strengthen the community and law enforcement partnership.
4. **Recruitment and retention initiatives:** Initiatives like the [COPS Hiring Program](#) play a pivotal role in addressing the complex recruitment and retention challenges faced by small-town police departments. Tailored to provide essential financial backing, these grants go beyond mere funding by offering support for competitive salaries, enticing training incentives and robust career development opportunities. In a landscape

## Overcoming obstacles

The challenges faced by small-town police departments are distinct, requiring tailored solutions that transcend financial limitations and resource constraints. Grant funding, exemplified by programs such as COPS Grants, JAG, HSGP, TIPS and others, emerges as a vital lifeline for these agencies. It serves as a catalyst for overcoming financial hurdles, allowing small-town police departments to address personnel shortages, bridge technological gaps, and invest in critical training and equipment upgrades. By strategically recognizing and leveraging targeted grant programs, these departments fortify their workforce and elevate their overall capabilities, setting a higher standard for public safety in their small towns. Through sustained commitment to grant initiatives, small-town police departments can navigate challenges effectively, ensuring the resilience and effectiveness of law enforcement in the unique contexts of these smaller communities.

### About the author

*Adam Hursh is a seasoned fire service professional with 23 years of experience. He is currently the deputy fire chief at the Gilt Edge Volunteer Fire Department and a full-time lieutenant with the Piperton Fire Department, both in Southwest Tennessee. Adam holds a Master of Public Administration from Columbia Southern University and is recognized as a Chief Fire Officer by the Center for Public Safety Excellence (CPSE). He is also renowned for securing numerous local and federal grants for his departments and consulting with other fire and EMS agencies on grant submissions.*

- Officer Safety**
- Patrol Issues**
- Police Grants**
- Police Recruitment**
- Police Technology**
- Recruiting**
- Retention**
- Rural Law Enforcement**
- Staffing**
- Staffing**
- Technology**

Appendix: PSTF Timeline

**PSTF Timeline**

February 2023 – Creation of Task Force and Seating of Members

March 2023 – Administrative Actions/Purpose of Task Force.

April 2023 – Review Public Safety Statistics, Officer retention housing/relocation incentives.

July 2023 – None due to member vacations.

August 2023 – Tulare County Chief Charlie Norman presentation regarding Fire Public Safety strengths, weaknesses, opportunities, and plan.

September 2023 – Public Safety Data Presentation.

October 2023 – Review Funding Options.

November 2023 – Draft Report with Findings.

December 2023 – Holiday.

January – February 2024 – Finalize report, add additional meetings/speakers as needed to achieve report goal.

March – April 2024 – Report Writing.

May 2024 – Report to City Council.

Back

READ THE GUIDE

# License Plate Recognition Cameras

License plate readers play a critical role in the national crime and safety conversation. This is true especially as communities, businesses, and public safety institutions increasingly rely on technology to drive insights to generate leads and solve and prevent criminal activities.

Hi there, how can I best help you?

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License plate recognition (LPR) cameras can be placed almost anywhere to capture detailed data about license plates and vehicles used to commit crimes, enabling quick and efficient action. In 2020, percent of police departments in cities with populations of 1 million-plus employed LPR systems.

In one study, 97% of motor vehicle thieves were also charged with other crimes. Motor vehicle thefts are called a “keystone crime” by the Council on Criminal Justice because they so often are used to facilitate the commission of other, more serious offenses. As crime rates have above pre-COVID levels in most major cities, license plate recognition continues to be one of the most common tools requested by law enforcement.

Unlike reactive security systems, license plate recognition (LPR) systems provide proactive, data-driven, actionable evidence.

Here’s why license plate recognition matters:

- The International Association of Chiefs of Police (IACP) Vehicle Crimes Committee states that auto theft is often associated with arson, drug trafficking, controlled substance violations, kidnapping, financial fraud, burglary, robbery and weapons violations.
- In many cases, a license plate number is the number one piece of evidence law enforcement can use to pursue an investigation. A license plate is objective, actionable, and discrete.
- Alerting police when a stolen or known suspect vehicle enters a community can prevent further crime before it happens.

License plate recognition will continue to play a critical role in the national crime and safety conversation. This is

true especially as communities, businesses, and public safety institutions increasingly rely on technology to drive insights to generate leads and solve and prevent criminal activities.

## Why License Plates Matter

According to the most recent FBI crime clearance data available less than 50% of violent crime gets solved. Police are understaffed, have too many cases on their desks, and lack actionable evidence — like a license plate number. That's why Flock Safety built a solution that focuses on license plate recognition (LPR) and Vehicle Fingerprint™ technology

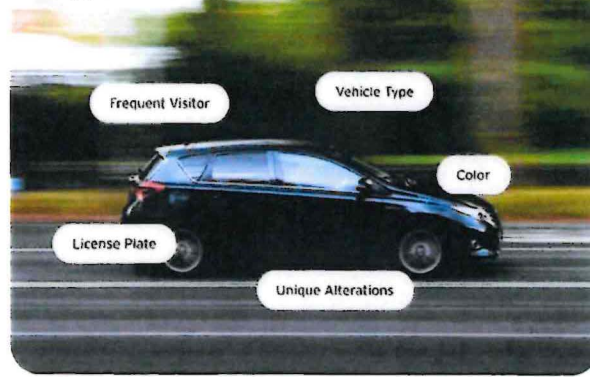
***A license plate is often the number one piece of evidence that the authorities need to take action.***

A license plate gives authorities a clear direction in their investigation. It's also linked to the history of the vehicle, so if the vehicle or plates have been stolen, law enforcement can act on that information.

Unlike historically-biased eyewitness testimony, a license plate number eliminates the potential for bias or false identifications.

## How License Plate Recognition Cameras Enhance Security

Appendix: Information Regarding Flock Safety



- **Instantly searchable data**, including plate numbers or missing/covered plates, as well as vehicle make, model, color alterations, and other unique identifying information. With a standard camera, you have to go through hours of footage to the captured crime.
- **Integration with local law enforcement** identify vehicles involved in crimes from retail theft to amber alerts. When the camera identifies a flagged license plate, the camera will notify authorities automatically with no action needed by the camera owner
- **Actionable evidence to bring to the authorities** providing objective evidence mitigates bias and gives law enforcement what they need to quickly and effectively investigate a crime.
- **24/7 protection**. Even full-time security guards cannot monitor the entirety of a property. And if a crime does occur on their watch actionable evidence is not always available to make an arrest

The benefits of license plate recognition technology extend to many individuals within a community, law enforcement and business owners, to neighborhoods, schools, and beyond.

## Neighborhoods, Gated Communities, and HOAs

Homeowners associations charged with providing security services for neighborhood spaces must review and evaluate a wide array of options for securing their communities.

Communities often decide between traditional security options such as gates, lighting, and security patrols. Many residents already use personal security devices like smart doorbells, cameras, alarm systems, and motion sensor-activated outdoor lighting.

As a way to supplement these traditional security measures, license plate recognition cameras can fill in any security gaps and bolster evidence in the event of a crime. They also minimize the risk to residents, security personnel, and neighborhood watch volunteers by reducing the need for face-to-face confrontation and providing 24/7 protection.

### **The Flock Safety Advantage for Neighborhood**

- Flock Safety camera systems are hassle-free. Cameras are leased, so your neighborhood always has the latest model.
- Flock cameras are budget-friendly and run primarily on LTE and solar panels, ensuring no hidden costs. You don't need to run electricity, wifi, or anything else to them.
- Flock Safety cameras are discretely designed, so they don't compromise the neighborhood aesthetic.
- Flock respects your privacy. The encrypted data collected is 100% owned by your HOA or community and is only kept for 30 days by default.

[Learn more](#) about how Flock Safety can help your neighborhood work with law enforcement to reduce

crime rates, protect home values, and give your residents peace of mind.

## Commercial Businesses

Retail theft is a growing issue for retailers of all sizes. The National Retail Foundation found that organized retail crime (ORC) rose by almost 20% from 2021 to 2022. Businesses may struggle to prevent thefts and have limited ability to track down suspects after the fact, even with in-store video footage.

The same survey also showed that 88% of retailers note that, in general, shoplifters exhibit “somewhat more” or “much more” aggressive and violent behavior compared to the previous year

Facing a growing threat of shoplifting, robbery, theft, and violent crimes, half of the survey respondents said they would add technology resources for their security needs. A license plate recognition camera allows a business to link a shoplifter or other suspect to a vehicle, making it more likely they can be identified and arrested.

Crimes also happen outside businesses, such as parking lot smash-and-grabs, which LPR cameras can help prevent and solve. If an unauthorized person enters the premises, LPR cameras can alert administrators to prevent any unwanted confrontation.

### The Flock Safety Advantage for Businesses

Appendix: Information Regarding Flock Safety

- Cameras run on solar power and LTE for easy installation alr anywhere on your property with no additional utility bills or IT integration.
- Place atrisk vehicles on a Custom Hot List to get automatic e when they drive by your cameras.
- Easily search all of your footage based on time, location and detailed vehicle criteria.
- Option to share evidence and alerts from your cameras with law enforcement so they can act quickly if an incident occur

Learn more about [How Flock Safety can help your business](#) reduce crime, improve customer experience, and keep employees safe.



License plate recognition cameras can automatically notify the authorities of suspected vehicles

## Apartment Complexes

If you're managing apartments or other rental properties, resident safety is a top priority for retention and reputation. Crime and a high rate of resident turnover can be extremely costly

Implementing license plate recognition cameras can help prevent these issues and provide protection for your residents, leading to a safe community and satisfied residents.

Property managers have to juggle various responsibilities with multiple units or properties. LPR cameras can help reduce the burden by automatically alerting authorities when a crime occurs and producing actionable evidence without the need to sift through hours and hours of CCTV footage.

### **The Flock Safety Advantage for Property Managers**

- Flock takes care of hardware, permitting, installation, maintenance and software training for a single annual subscription price.
- Flock cameras are solar powered and run on LTE, which means they do not increase utility costs or rely on potentially unstable Fi.
- License plate reading cameras capture vehicle data day and night and automatically alert law enforcement if a wanted vehicle passes by.

Learn more about [how Flock Safety helps improve resident safety](#), satisfaction, and retention while reducing crime rates and protecting your investment.

## **Improvement Districts**

Often, business and property owners will join an improvement district in an effort to help maintain and promote a safe and thriving community for businesses, visitors, and residents. Reducing crime and increasing safety are among the top priorities for such improvement

districts, ultimately leading to higher property values, better business development opportunities, and happier residents and customers.

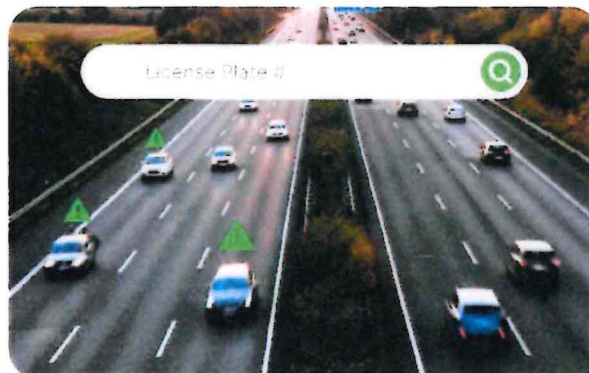
License plate recognition technology can monitor the area and reduce crime by creating a security presence. LPR cameras run unattended 24 hours a day a week, handling high volumes of traffic and license plates.

Additionally LPR camera systems can be shared with law enforcement, allowing them to take immediate action when an at-risk vehicle is detected.

### The Flock Safety Advantage for Improvement Districts

- Hardware, permitting, installation, maintenance and software handled by Flock.
- Flock Safety cameras run on solar power and LTE for easy installation almost anywhere with no additional utility bills.
- Flock Safety data can be shared with law enforcement, providing footage that is searchable and easy to sift through.

Learn more about How Flock Safety helps Improvement Districts by reducing crime.



## Success With Flock Safety

Flock Safety's license plate recognition camera systems are helping create safer communities across the United States. Flock is present in 47 states and thousands of cities.

**Police departments across the country are seeing success using Flock Safety cameras**, such as Gwinnett Police, who in 2021 used Flock LPRs to recover 104 stolen vehicles that were worth a total of \$1.47 million, locate 93 wanted persons, and assist in a 53% decrease in commercial burglaries in one year

- Cobb County Police attribute a 100% homicide clearance rate over 2 years in part to Flock LPR cameras
- Castle Rock, CO saw a 25% decrease in auto thefts in 2021 followed by a 15% decrease in 2022, for a total of a 40% reduction in car theft after installing Flock cameras
- Peoria Police Department reported that shooting incidents declined 28 percent, shooting victims declined 28 percent and shooting murders dropped 26 percent from 2021 to 2022 after deploying Flock cameras

Whether you're a business owner, HOA board member, property manager, law enforcement officer, or other professional seeking to protect yourself and your community, Flock Safety will help improve security and lower crime rates.

Appendix: Salary Survey

	A	B	C	D	E	F	G	H	I	J	
2		City of Exeter									
3	Police Classifications	Step A	Step B	Step C	Step D	Step E					
4	Chief of Police	10253	10,765	11,196	11,645	12,110					
5	Lieutenant	7691	8,075	8,479	8,903	9,348					
6	Sergeant	6069	6,372	6,691	7,026	7,376					
7	Police Officer	4755	4,993	5,243	5,505	5,780					
10		City of Woodlake									
11		Step A	Step B	Step C	Step D	Step E					
12	Chief of Police	10274		10788		11327					
13	Police Lieutenant	8550		8978		9428					
14	Police Sergeant	6166	6475	6798	7138	7495					
15	Police Officer	4831	5073	5326	5593	5872					
16		City of Farmerville									
17		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	
19	Police Chief	11,426	11783.1	12151.28	12531.01	12922.6	13326.44	13742.89	14172.35	14615.24	
20	Police Commander	8001	8251.03	8508.876	8774.778	9048.99	9331.771	9623.389	9924.12	10234.25	
21	Police Sergeant	5970	6156.56	6348.955	6547.36	6751.965	6962.964	7180.556	7404.949	7636.353	
22	Corporal	4679	4825.22	4976.007	5131.507	5291.867	5457.237	5627.776	5803.644	5985.008	
23	Police Officer	4455	4594.22	4737.788	4885.844	5038.527	5195.981	5358.355	5525.804	5698.485	
24		City of Lindsay									
25		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
27	Police Chief	7,186				10,484					
28	Police Lieutenant	7167.33	7525.7	7901.981	8297.08	8711.934	9147.531	9604.908			
29	Police Sergeant	5354.27	5621.98	5903.083	6198.237	6508.149	6833.556	7175.234			
30	Police Corporal	4849.87	5092.36	5346.982	5614.331	5895.047	6189.8	6499.29			
31	Police Officer	4397.47	4617.34	4848.211	5090.621	5345.152	5612.41	5893.03			
32											
33											
34		City of Tulare									
35		Step A	Step B	Step C	Step D	Step E					
36	Police Chief	13288.9	13953.3	14650.96	15383.5	16152.68					
37	Police Captain	10251.1	10763.6	11301.78	11866.87	12460.22					
38	Police Lieutenant	9277.86	9741.75	10228.84	10740.28	11277.3					
39	Police Sergeant	7988.5	8387.93	8807.321	9247.687	9710.072					
40	Police Corporal	6838.91	7180.86	7539.898	7916.893	8312.738					
41	Police Officer	6189.62	6499.1	6824.056	7165.259	7523.522					
42	Police Officer Trainee	4672.72	4909.51	5154.986	5412.735	5683.372					

**Appendix: Statistics of Surrounding Cities**

<b>City</b>	<b>Population</b>	<b>Average Household Income</b>	<b>Percentage of Population Below Poverty Line</b>	<b>Crime Rate</b>
<b>Farmersville</b>	10,324	\$52,714	24.6%	51.42 per 1,000 residents
<b>Woodlake</b>	7,590	\$44,719	24.5%	51.69 per 1,000 residents
<b>Tulare</b>	70,693	\$65,933	17.5%	33.11 per 1,000 residents

Exeter                      10,227                      \$85,000                      19.2%                      20.6 crimes per 1000 residents

Chances of becoming a victim of violent crime in Exeter is 1 in 446  
 Chances of becoming a victim of violent crime in California is 1 in 200

**Source and methodology:**

Exeter crime data is an internal raw data collection generated with every reported crime committed in Exeter; this is also referred to as Uniform Crime Report (UCR).

**Online sources of data collection:**

Population, household income, poverty rate is sourced by 'Data USA' utilizing US Census Bureau reports. Crime data outside of Exeter has been sourced by FBI crime data release, Neighborhood Scout online and 'Crimegrade.org' providing crime mapping data.

Appendix: Photos



Appendix: Photos



Appendix: Photos



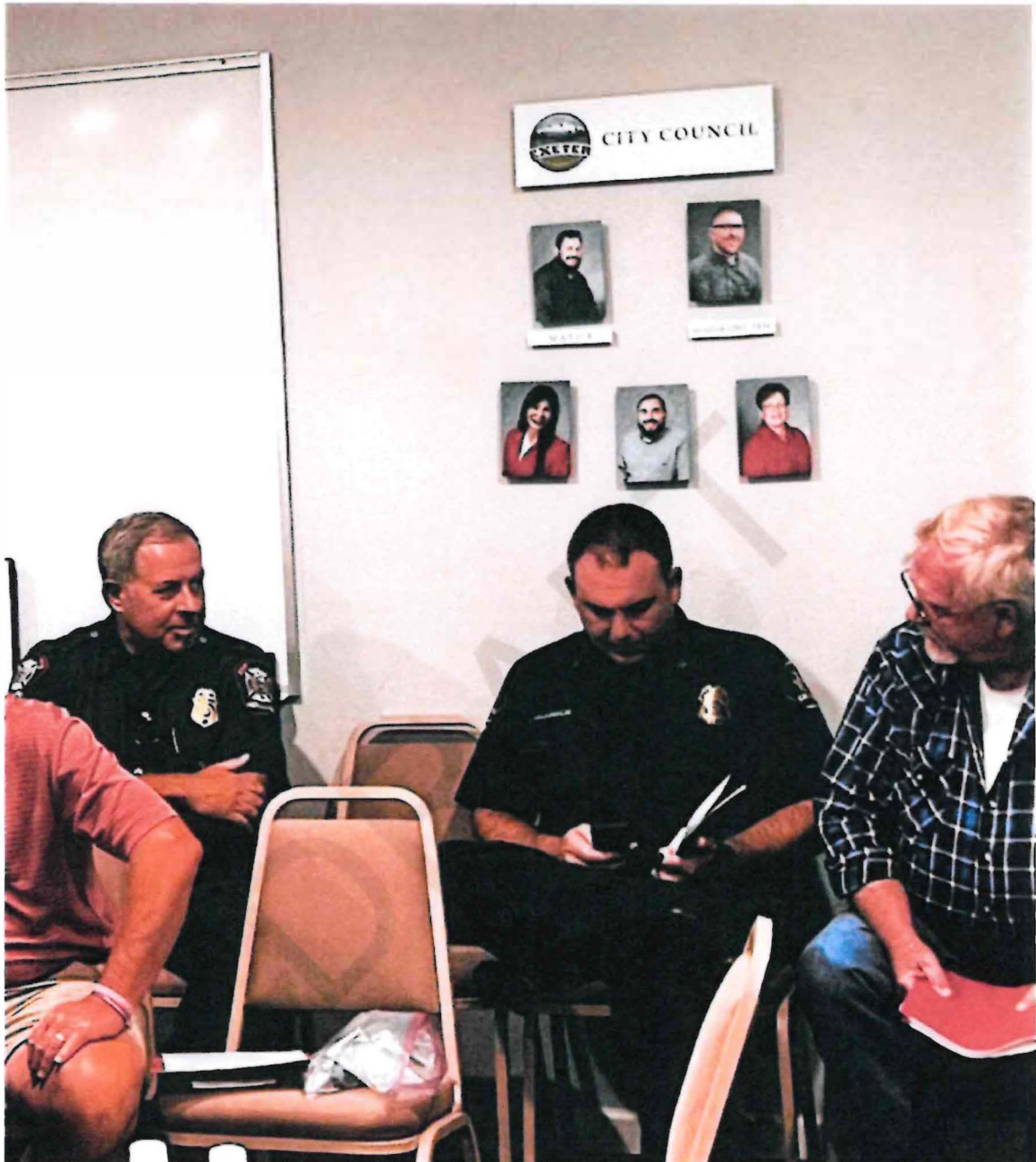
Appendix: Photos



Appendix: Photos



Appendix: Photos



Appendix: Photos

