



STAFF REPORT

City Council

Meeting Date:

2/10/2026

Staff Report Number:

26-015-CC

Informational Item:

Police department quarterly update / Q4 October – December 2025

Recommendation

The purpose of this informational item is to provide an update to the public and to the City Council as requested in the City Council discussions in spring and summer 2021. This is an informational item and does not require City Council action.

Policy Issues

In accordance with the City Council informational requests and interest in Menlo Park Police Department (MPPD) activities and use of equipment, this staff report transmits information to the public.

Analysis

In public discussions with City Council, the following information is provided through regular updates by the MPPD:

1. Racial and Identity Profiling Act (RIPA). The department is required to collect stop data on all police detentions and report the details along specific guidelines to the California Department of Justice (DOJ). MPPD will provide quarterly updates of this data as part of this report beginning with the first calendar quarter of 2023.
2. Results of required periodic auditing of the department's automated license plate reader (ALPR) technology. The department is required to conduct regular audits of the system to ensure it is being used appropriately.
3. Reports of interactions with Animal Control. Specifically, the Council requested to be notified of any Animal Control Hearings being held for dangerous animals in Menlo Park.
4. Use of Force and Taser Incidents. Committed to transparency, the MPPD will provide the number of documented use of force incidents and Taser deployments regularly. Every documented use of force incident (including Taser deployments) is investigated and reviewed by the supervisor and command staff by policy.
5. Complaints. Also, in the spirit of transparency, the MPPD will provide the number of complaints received and reviewed regularly. The department will also provide limited details on complaints that have come to completion during the quarter.
6. Assembly Bill 481 (AB 481). AB 481, signed into law in Sept. 30, 2021 and applicable to agencies no later than May 1, 2022, requires that law enforcement agencies obtain the approval of their City Council, through the adoption of a Military Equipment Use Policy, by ordinance at a regular meeting held pursuant to specified open meeting laws, before taking certain actions relating to the funding, acquisition or use of military equipment, as defined. The City Council adopted this ordinance at the May 10, 2022, meeting.
7. Community engagement. For a more holistic perspective, the MPPD will also be sharing a general overview of outreach activities completed by the department on a regular basis.

8. Community Wellness Crisis Response Team (CWCRT) – Mental Health Crisis Co-Response. Since onboarding in the fall of 2024, MPPD shares information indicating what steps our clinician takes to assess, provide, and connect subjects in crisis with optimal services throughout each reporting period.

Quarterly update Q4 / October – December 2025

Racial and Identity Profiling Act (RIPA) Update

MPPD contacted 1,784 persons in a manner that qualified for RIPA reporting from October through December 2025. The department has a pre-formatted reporting template for this data (Attachment A).

Automated License Plate Readers (ALPR) Update

Stationary ALPR cameras, operated by Flock Safety, are currently being installed throughout the city. As of Dec. 31, 2025, 32 of the planned 35 cameras are operational. Flock does not retain data beyond 30 days. The data for the previous 30 days of license plate reads, hotlist hits, and searches can be publicly accessed at any time by visiting the Transparency Portal (Attachment B) on the Menlo Park Police Department website.

No additional law enforcement agencies were granted access to our Flock network during this quarter.

Animal Control update

During this reporting period, there were no animal control hearings for animals in Menlo Park. Additionally, two citations were issued by Animal Control in our jurisdiction. Citation data for the month of December 2025 was not immediately available.

Use of Force Update

From October through December 2025, MPPD was attached to 7,755 incidents, including calls for police service and proactive patrol activity. There were four uses of force that met the threshold for further documentation. Two involved the use of a Taser. Each use of force report is presented for review to the Chief and Command Staff, and any training issues are identified and addressed.

Complaints update

From October through December 2025, MPPD was attached to 7,755 incidents, including calls for police service and proactive patrol activity. Four complaints were documented either from the community or self-initiated by this Department. The department always evaluates and/or investigates each complaint according to policy.

While the number above identifies the total complaints taken within this quarter, complaint investigations take time and may be completed outside of the quarter in which they were generated. During the period of October through December 2025, five complaint reviews were completed. Four were exonerated, and one was unfounded after the investigation conclusively proved that the act or acts described in the complaint did not occur.

AB 481 Equipment use update

From October through December 2025, MPPD was attached to 7,755 incidents, including calls for police service and proactive patrol activity. During this time period, there were no operations of MPPD or MPPD SWAT personnel that resulted in the use of equipment listed in compliance with AB 481.

Community engagement update

Menlo Park Police officers encounter opportunities regularly to interact with the community in a positive way. During the quarter of October through December 2025, Menlo Park Police officers documented 30 distinct incidents as “OUTREACH” in the computer aided dispatch system (CAD). While this number is the

floor, not the ceiling of the total positive interactions MPPD has with the public, these incidents were entirely community engagement and public service oriented.

The 30 incidents included participation in the Menlo Park & Ripon Emergency Vehicle Show, Menlo Park Children's Center Trunk or Treat, Light Up the Season event in Fremont Park and several additional holiday events. Police personnel also participated in other miscellaneous school interactions, various job fairs and recruiting events. Members from across the department interacted with members of the community at other various events throughout the city in an effort to promote police-community partnerships.

Community Wellness Crisis Response Team (CWCRT) – Mental Health Crisis Co-Response

From October through December 2025, CWCRT Crisis Response Clinician Meredith Roberts provided on-scene mental health support to community members experiencing acute crises. Working alongside Menlo Park Police Department officers, Ms. Roberts responded to 25 calls for service, conducted 10 mental health evaluations, and helped connect nine individuals to county mental health services. Responses during this period emphasized collaboration with officers, community partners, and family members, supporting a diversion-focused approach that prioritizes safety, appropriate care, and alternatives to hospitalization whenever possible.

Public Notice

Public notification was achieved by posting the agenda, with the agenda items being listed, at least 72 hours prior to the meeting.

Attachments

- A. Menlo Park Police Department RIPA Report Q4 – 2025
- B. Hyperlink – Transparency portal: transparency.flocksafety.com/menlo-park-ca-pd

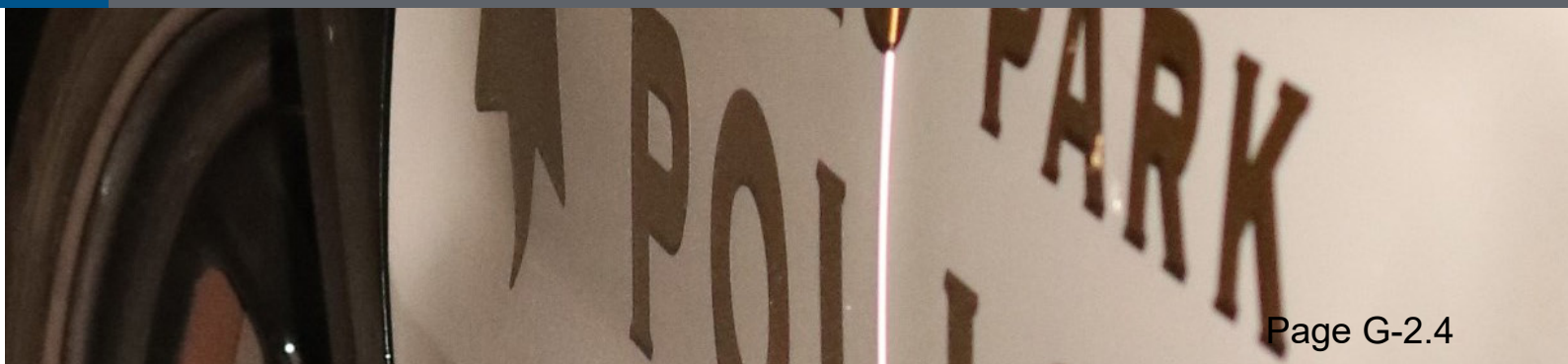
Report prepared by:

Meredith Roberts, CWCRT Crisis Response Clinician
Allen Swanson, Administrative Sergeant
Tracy Weber, Communications and Records Manager
William Dixon, Police Commander
Dave Norris, Police Chief



PUBLIC SAFETY

MENLO PARK POLICE DEPARTMENT RIPA REPORT Q4-2025





Racial and Identity Profiling Act (RIPA) California Assembly Bill 953

OVERVIEW:

In 2015, the State of California passed Assembly Bill No. 953 (AB 953), otherwise known as the Racial and Identity Profiling Act (RIPA). AB 953, hereafter referred to simply as RIPA, requires that law enforcement agencies in the state of California collect perceived demographic data from specified police contacts.

This data, referred to by RIPA as “stop data,” is to be collected in accordance with the California Code of Regulations and submitted to the Department of Justice on a yearly basis.

As outlined by the California Code of Regulations (11 CCR § 999.224), RIPA stop data must be collected during police contacts matching either of the following criteria: “(1) Any detention ... by a peace officer of a person; or (2) any peace officer interaction with a person in which the officer conducts a search...”

Specified data fields for each RIPA stop must be completed at the end of every qualifying contact and certain data collected is based on the officer’s perception. Therefore, it is important to note that the way an officer perceives any given individual might differ from the way that individual identifies themselves.

The collection requirement of this statute was implemented in waves, with each wave having a staggered commencement date based on agency size. Larger agencies in the state began collecting stop data as early as 2018. As a smaller-size agency, Menlo Park Police Department began collecting stop data for RIPA on January 1, 2022 and regularly uploading the data to the Department of Justice shortly thereafter.

The Menlo Park Police Department welcomes the opportunity to use this data to continuously maintain and improve upon our longstanding core values, and providing the people of Menlo Park a transparent overview of each year’s RIPA data and utilizing that data to continuously monitor our work and engage in meaningful conversations with our Community. The following report has been compiled using Menlo Park Police Department RIPA stop data from the period of October 1, 2025, to December 31, 2025.

METHODOLOGY:

The information presented in the RIPA section of this report is representative of the fourth quarter of 2025 statistical data gathered from the work of on-duty Menlo Park Police Officers. This data includes all stop data reported by our police officers. While a large majority of these stops typically occur within the City of Menlo Park, our jagged boundaries result in occasional stops in adjoining jurisdictions, including Atherton, East Palo Alto, and Unincorporated San Mateo County.

Officers report the following for “perceived characteristics” for each person stopped:

- Perceived Race or Ethnicity of Person Stopped
- Perceived Gender of Person Stopped
- Person Stopped Perceived to be LGBT
- Perceived Age of Person Stopped
- Person Stopped Has Limited or No English Fluency
- Perceived or Known Disability of Person Stopped

Specific officer actions are also tracked if the individual meets the stop requirements of RIPA. These include:

- Reason for stop
- Result of the stop
- Actions taken during the stop

REFERENCE MATERIALS SUPPLEMENTAL TO REVIEW OF COLLECTED DATA:

- Link for the [DOJ Data Portal](#)
NOTE – Various state reports on this site include accumulated annual RIPA data aggregated by year up to 2023, and will not yet include Menlo Park PD Data from 2024
- Link to [2025 RIPA Board Annual Report](#)
- Link to [Menlo Park PD Open Data - Current](#)
- Link to [MPPD Lexipol Policy Manual](#) Bias-Based Policing Policy and RIPA Policy 402 (p. 314)
This includes section 402.4.2 “REPORTING OF STOPS” and 402.7 “REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE”
- Link to the [2020-21 San Mateo County Civil Grand Jury’s Report](#) - “BUILDING GREATER TRUST BETWEEN THE COMMUNITY & LAW ENFORCEMENT VIA THE RACIAL AND IDENTITY PROFILING ACT”

DEMOGRAPHICS REFERENCE:

- [City of Menlo Park](#)
- [San Mateo County](#)
- [9 SF Bay Area Counties](#)
- [State of California](#)

As defined in RIPA Regulations – More than one option can be chosen

“Asian” refers to a person having origins in any of the original peoples of the Far East or Southeast Asia, including for example, Cambodia, China, Japan, Korea, Malaysia, the Philippine Islands, Thailand, and Vietnam, but who does not fall within the definition of “Middle Eastern or South Asian” or “Pacific Islander.”

“Black/African American” Refers to a person having origins in any of the Black racial groups of Africa.

“Hispanic/Latino” refers to a person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

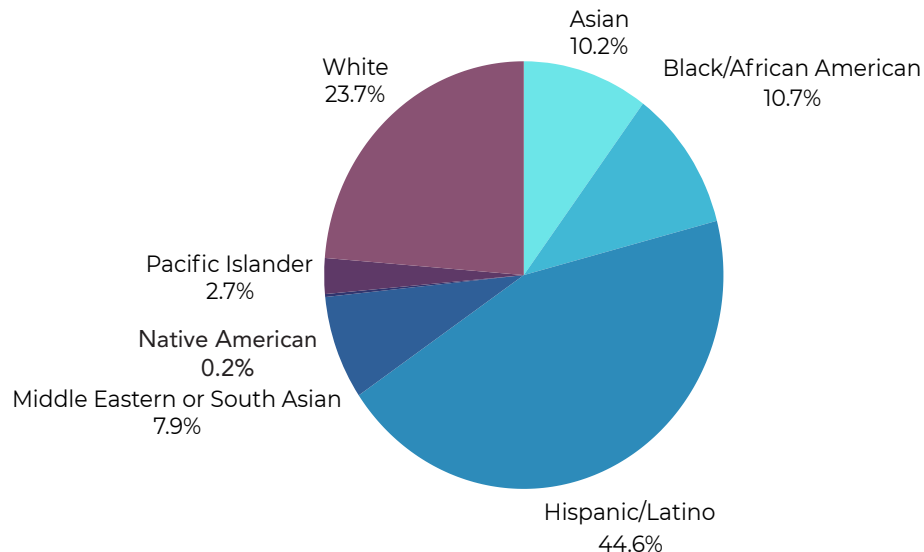
“Middle Eastern or South Asian” refers to a person of Arabic, Israeli, Iranian, Indian, Pakistani, Bangladeshi, Sri Lankan, Nepali, Bhutanese, Maldivian, or Afghan origin.

“Native American” refers to a person having origins in any of the original peoples of North, Central, and South America.

“Pacific Islander” refers to a person having origins in any of the original peoples of Hawaii, Guan, Samoa, or other Pacific Islands, but who does not fall within the definition of “Middle Eastern or South Asian” or “Asian.”

“White” refers to a person of Caucasian descent having origins in any of the original peoples of Europe and Eastern Europe.

Asian	185
Black/African American	195
Hispanic/Latino	810
Middle Eastern or South Asian	143
Native American	4
Pacific Islander	49
White	431



TOTAL STOPS
1,784

OFFICER INITIATED
ACTIVITY
1,719

CALLS FOR SERVICE
RESULTING IN STOPS
65

REASON FOR STOP

Consensual encounter resulting in search	55
Determine if student violated school policy	0
Investigation to determine if the person is truant	0
Knowledge of outstanding arrest warrant/wanted person	20
Known to be on parole/probation/PRCS/mandatory supervision	7
Possible conduct warranting discipline under Education Code	0
Reasonable suspicion that the person was engaged in criminal activity	120
Traffic violation	1,582

ACTIONS TAKEN DURING STOP

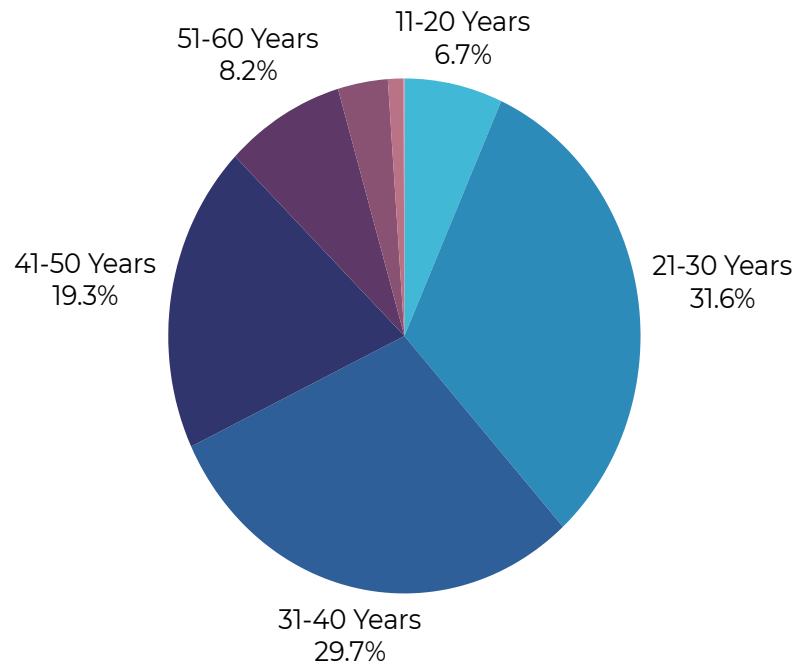
Asked for consent to search a person	45
Asked for consent to search property	41
Baton or other impact weapon used	0
Canine bit or held a person	0
Canine removed from vehicle or used to search	0
Chemical spray used	0
Curbside detention	13
Electronic control device used	5
Field sobriety test conducted	33
Firearm discharged or used	0
Firearm pointed at person	5
Handcuffed or flex cuffed	99
Impact projectile discharged or used	0
None	1,585
Other physical or vehicle contact	0
Patrol car detention	26
Person photographed	35
Person removed from vehicle by order	18
Person removed from vehicle by physical contact	0
Property was seized	52
Search of person was conducted	154
Search of property was conducted	88
Vehicle impounded	6

RESULT OF STOP

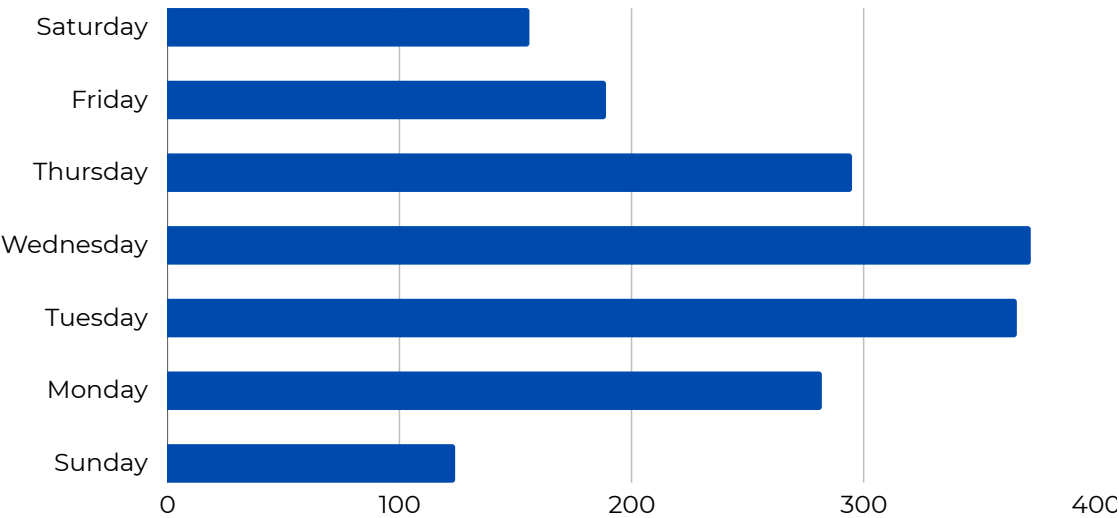
Citation for infraction	607
Contacted parent/legal guardian or other person responsible for the minor	2
Contacted the U.S. Department of Homeland Security	0
Custodial arrest pursuant to outstanding warrant	33
Custodial arrest without warrant	70
Field interview card completed	18
In-field cite and release	67
No action	207
Noncriminal transport for caretaking	0
Psychiatric hold	0
Referral to school administrator	0
Referral to school counselor or other support staff	0
Warning (verbal or written)	823

PERCEIVED AGE

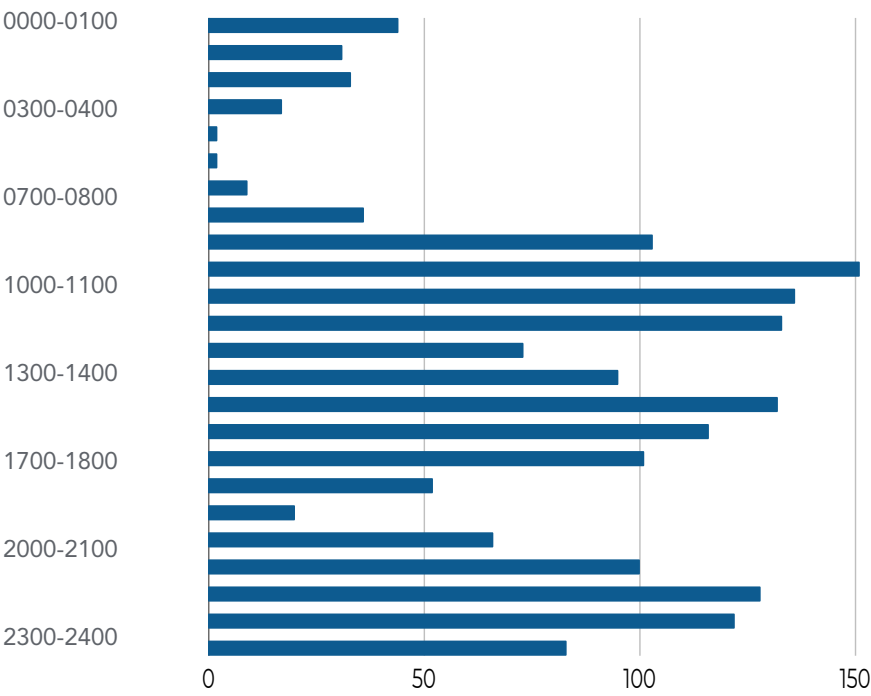
0-10 Years	0
11-20 Years	120
21-30 Years	563
31-40 Years	529
41-50 Years	345
51-60 Years	146
61-70 Years	61
71-80 Years	19
81-90 Years	1
90 Years or Older	0



STOPS BY DAY OF WEEK



STOPS BY TIME OF DAY



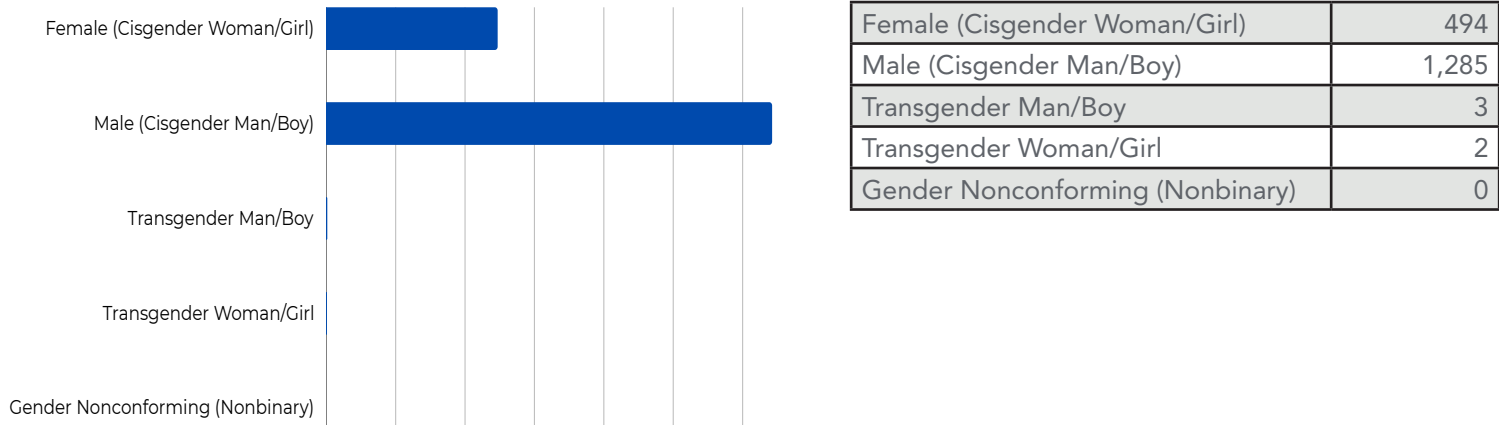
PERCEIVED GENDER

As defined in RIPA Regulations

“Transgender man/boy” means a person who was assigned female at birth but who currently identifies as a man, or boy if the person is a minor.

“Transgender woman/girl” means a person who was assigned male at birth but who currently identifies as a woman, or girl if the person is a minor.

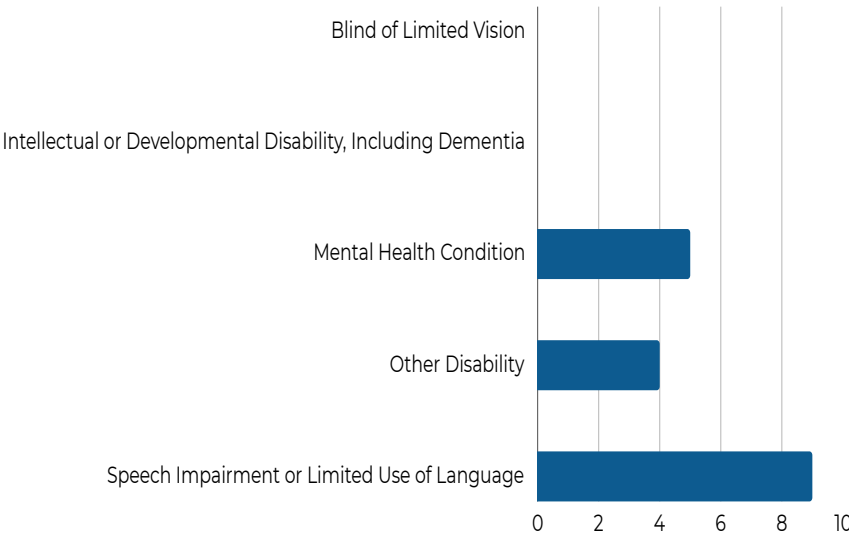
“Gender nonconforming” means a person whose gender-related appearance, behavior, or both, differ from traditional conceptions about how males or females typically look or behave. A person of any gender or gender identity may be gender nonconforming. For this reason, an officer may select “Gender nonconforming” in addition to any of the other gender data values, if applicable.



PERCEIVED DISABILITY

Blind or Limited Vision	0
Intellectual or Developmental Disability, Including Demetia	0
Mental Health Condition	5
Other Disability	4
Speech Impairment or Limited Use of Language	9

It should be noted that for 1,766 contacts, there were no perceived disabilities.





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menlopark.gov/police

Building
a **Safe** Community

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