



STAFF REPORT

City Council

Meeting Date:

5/12/2026

Staff Report Number:

26-079-CC

Study Session:

Provide direction on public safety priority for fiscal year 2026-27

Recommendation

Staff will present an informational overview of public safety conditions, operational data, community expectations, and forward-looking strategies to support City Council's fiscal year 2026-27 priority setting. Upon review and consideration of this report, staff recommends that the City Council provide direction on public safety priorities for fiscal year 2026–27, including support for a comprehensive staffing and deployment assessment, continued improvement of recruitment and training processes, and sustained investment in data-driven crime prevention and modern technology systems. Staff also requests City Council guidance on maintaining multidisciplinary problem-solving capacity, including Problem Oriented Policing (POP), Code Enforcement, and regional collaboration, to address complex community-safety issues effectively.

Policy Issues

At the annual priority setting workshop March 21, City Council identified public safety as a top priority for fiscal year 2026-27 and requested a study session on the topic. This study session provides information to support potential policy direction regarding:

- Public safety prioritization,
- Staffing,
- Technology (e.g., Automated License Plate Recognition expansion), and
- Community perception of safety.

Background

In preparation for the City Council priority setting workshop, the city gathered input on community-identified priorities through an online feedback form. Eighty-seven (87) respondents supported the topic of public safety as a priority, particularly related to crime prevention (cameras/ Automated License Plate Recognition, patrols, and burglary prevention). At the workshop, several community members provided public comments in support of public safety as a priority.

- The following is a summary of feedback and comments:
 - Concern over residential burglaries, fear and feelings of lack of safety, and perceptions of high frequency of burglary activity
 - Concern that marked Menlo Park police cars are not seen in neighborhoods enough, and questions about patrol deployments and police officer staffing levels
 - Questions about the speed of response times and police officer follow-up

- Observations about the use of recently implemented fixed Automated License Plate Recognition (ALPRs) as an essential tool for crime prevention and investigation, though some still have privacy concerns
- Suggestion about the establishment of a Sharon Heights Substation, a focused Countywide Task Force, or additional police officers as a solution to the residential burglary trend
- Through some of the community comments and concerns expressed in resident meetings and conversations with school administrators, there remains an ongoing concern about the relationship between local police and federal law enforcement entities, particularly in relation to immigration enforcement. There is a need for reassurance.

Analysis

The following analysis section provides information on a breadth of topics affecting the police department and is organized by topic areas:

- Overall crime trends
- Response times
- Police response and strategy
- Police department staffing and organization
- Technology
- Future considerations

Overall crime and safety trends

From 2022 through 2025, Menlo Park experienced steady year-over-year reductions in both violent (“person”) crime and property crime. Declines in both violent and property crime, combined with renewed proactive capacity, demonstrate sustained progress driven by data-informed deployment and strong community collaboration. These improvements reflect the City’s sustained focus on prevention, visibility, and community partnership. National Federal Bureau of Investigation (FBI) and Bureau of Justice Statistics data show declines nationally, but Menlo Park’s reductions outpaced national property crime reduction trends with comparable violent crime reductions.

Person crimes

Person crimes decreased from 196 cases in 2022 to 157 cases in 2025, a 20% reduction. The most significant single year decline occurred in 2025 (nearly 14%). When adjusted for population, Menlo Park’s rate of decline exceeded the national decrease in violent crime.

Property crimes – general

Property crimes fell from 936 in 2022 to 804 in 2025, a 14% reduction. While property crime declined nationally as well, Menlo Park’s improvement was both stronger and more consistent. These sustained reductions reflect focused patrol work, crime prevention outreach, and strong resident engagement.

Property crimes – residential burglaries

Residential burglaries remain a major community concern due to their emotional impact and the personal accounts shared by residents. Neighborhood meetings in early 2026 emphasized the importance of visible patrols, investigative follow-through, and continued investment in crime prevention technologies. Data shows stability over time: 57 cases in 2024 and 59 in 2025 (with bicycle-only storage thefts

removed). A short-term increase in January–February 2026 caused understandable concern, but activity has since returned to typical levels. These fluctuations mirror regional patterns involving organized burglary crews.

Society crimes and officer proactivity

Society crimes (drug use, possession, and paraphernalia, alcohol related offenses, and weapons violations) – used as an indicator of proactive police activity – dropped sharply in 2023 and 2024 due to reduced discretionary capacity during staffing shortages. They rebounded by 53% in 2025 as staffing and deployments stabilized, indicating increased officer visibility and renewed capacity for proactive work.

Traffic safety and enforcement

Menlo Park’s collision patterns over the past several years have remained largely consistent and rooted in driver behavior. The top three primary collision factors continue to be unsafe speeds, unsafe turning movements, and unsafe starts or backing. These behavioral issues – rather than environmental or mechanical factors – account for the majority of collisions in the city and underscore the ongoing need for education and enforcement centered on basic roadway habits.

Citations issued by officers show a similar picture. The most common violations involve expired or missing vehicle registration, failure to stop at stop signs, and distracted driving due to handheld device use. The second two of these enforcement patterns align closely with the behaviors contributing to collisions, indicating a consistent focus on correcting the foundational driving behaviors most associated with crash risk.

In addition, Driving Under the Influence (DUI) enforcement remains a steady component of Menlo Park’s traffic safety efforts. The department typically makes 30–40 DUI arrests per year. With 12 arrests in the first quarter alone, Menlo Park is on pace for slightly higher than average DUI enforcement activity, driven not by increased impaired driving necessarily but by more deliberate and focused detection efforts from patrol personnel.

Traffic collision location data consistently overlays closely with enforcement traffic stop data in Menlo Park.

Police response times

Average police response times increased from 18–19 minutes (2022–2023) to approximately 27 minutes in 2025. Three operational factors explain this trend:

1. Call demand concentrated during day and early evening
Most calls for service occur between 9:00 a.m. and 7:00 p.m., consistent with national patterns for communities with strong business, school, and commuter activity.
2. Two-officer response model
For safety reasons, most calls require two officers. With patrol teams of four officers and a supervisor (Sergeants supervise patrol shifts, with Corporals filling in when needed), two simultaneous calls can fully commit the shift. A third call may require delayed response or support from neighboring agencies (common for smaller agencies like ours).
3. Staffing fluctuations
Temporary shortages of fully trained, solo-capable officers – largely due to training attrition and long training cycles – limited available units during peak hours. As more officers complete their field

training, response capacity is expected to improve.

These trends reflect structural workload constraints rather than performance issues. A formal staffing and deployment assessment may help determine whether the current structure best aligns with community expectations.

Police response and strategy

- Saturation and high-visibility patrols
- Focused suppression efforts from the Problem Oriented Policing (POP) Unit
- Regional coordination on organized crime activity
- Use of ALPR and mobile Closed-circuit television (CCTV) to support deterrence and investigation
- Continued community engagement and home-security outreach

Residential burglary remains a top priority, and the department will continue to address it with urgency, communication, and strong community partnership. Community partnership is a key factor, and establishment of Neighborhood Watch blocks, Crime Prevention Through Environmental Design (CPTED) officer assessments of residences and businesses, and participation in Menlo Park Police Department's (MPPD's) security camera registry all represent ways that the public can contribute to the overall safety picture, in addition to maintaining a "see something, say something" attitude and calling MPPD when something criminal or suspicious is afoot.

While public comments and questions suggested the establishment of a "Sharon Heights Substation" and/or a "regional burglary task force," current data does not support the expense of a staffed substation for the neighborhood around Sharon Heights. Increased saturation patrols, deterrent tactics, technology-aided strategies, and extensive networking and communication between Menlo Park investigators and investigators and crime suppression teams in the other jurisdictions also plagued by these higher-end targeted burglaries (as well as local regionalized teams like the Countywide Gang Intelligence Unit) have proven very fruitful and should be monitored for continued success.

Problem Oriented Policing (POP) – case study

Menlo Park's POP Team was established to address complex, long-term problems requiring sustained attention beyond patrol capacity. One of the most significant challenges in recent years was the longstanding recreational vehicle (RV) habitation issue in the Bohannon area business park.

Although RV habitation in the area dates back several years, the problem intensified over a 24-month period as the number of vehicles grew to more than 60. This generated rising calls for service, traffic hazards, environmental concerns, and consistent complaints from nearby businesses. POP officers, code enforcement officers and community service officers conducted frequent contacts to ensure occupant safety and assessed for services including homelessness support, food and shelter referrals, medical and behavioral health outreach, and hazardous waste mitigation, while enforcing applicable parking regulations.

Using the POP model, the team conducted detailed analysis and repeatedly reassessed its strategy as early efforts – such as short-term cleanups and traditional enforcement – failed to produce lasting improvement. This led to a coordinated, multidepartment response involving public works, housing, the

city attorney's office, San Mateo County homelessness and behavioral health services, and nonprofit partners.

Through this comprehensive approach, the city implemented a citywide oversized vehicle parking ordinance, paired it with structured notifications, coordinated street cleaning, and installed permanent signage to prevent vehicles from returning.

The result was a sustained resolution: the RV population, once more than 60, was reduced to zero and has remained cleared for more than 10 months. This effort illustrates the effectiveness of the POP model and the value of coordinated engagement, interdepartmental collaboration, and a balanced mix of services and enforcement in resolving complex community issues.

Mental Health Clinician as a CoResponder

Recently established countywide through grant funding, the Community Wellness Crisis Response Team (CWCRT) has allowed agencies including MPPD to stand up and establish a mental health co-responder program to provide in-field expertise on police calls. The MPPD's Mental Health Clinician has become an essential part of field operations, with mental health-related incidents involving her more than doubling from 38 in 2024 to 82 in 2025, including significant increases in Mental Health Assessments (4 to 33) and Welfare Checks (18 to 30), reflecting both rising community need and growing officer reliance. Beyond what appears in dispatch data, she conducts extensive follow-up with service providers, supports officers in cases where criminal behavior intersects with behavioral health needs, and proactively checks in with individuals to reduce repeat crises and prevent involuntary mental health holds—efforts consistent with the positive outcomes highlighted in Stanford University's Gardner Center study. Her presence also enhances officer readiness through on scene learning in deescalation and crisis communication. As one patrol officer shared, "During [2020-2021], the cry for 'change' in law enforcement rubbed a lot of Officers the wrong way... but when it comes to Mental Health and seeing how Meredith operates, I'm totally on board... I've personally seen someone completely angry do 'a 180' when I stepped back and let Meredith take over... there was no use of force – it was deescalation just by her presence."

Police organization, deployment, and staffing

Organizational structure and staffing levels

Following significant pandemic-related reductions in 2020, the department remains seven sworn positions below prior authorized levels. The department currently has 73 authorized full-time equivalent positions (FTEs), including 47 sworn officers, supported by civilian personnel in Patrol, Parking and Code Enforcement, Records, Property/Evidence, Dispatch, analysts, and management roles.

The 47 police officer positions include the Police Chief, two Commanders, nine sergeants, and six Corporals along with 29 line level officers. Menlo Park's ratio of sworn police officers per 1,000 population is about 1.3 to 1.45 officers per 1,000, which is relatively consistent with officer ratios in this area.

Menlo Park currently has six vacant police officer positions, with one current pending academy trainee committed to a near-future academy and several applicants in various stages of the pre-employment process.

Hiring, recruitment, and training pipeline

MPPD continues to face significant challenges in recruitment and training. Between 2021 and 2026, the department received 439 police officer applications, of which:

- Two hundred and ninety-seven (297) were interviewed
- Seventy-six (76) entered background investigations
- Thirty-five (35) cleared the background and received medical and psychological evaluations
- Thirty (30) were hired

Of the 30 hires:

- Thirteen (13) currently serve as sworn officers
- Thirteen (13) did not complete Field Training Officer Program (FTO) or probation
- Two (2) separated during the academy
- One (1) resigned after probation
- One (1) additional trainee is scheduled for the June 2026 academy, (will fill one of the six vacancies when the academy begins)
- Three (3) police officers have begun their Field Training Program this month (for clarity, the three in Field Training represent hires, and are not part of the current six vacancies))

This reflects an approximate 50% completion rate, consistent with regional and national trends but impactful on staffing recovery. Each unsuccessful trainee restarts a clock to refill the position, which typically spans 12-14 months for new hires, slowing operational rebuilding.

The department is reviewing screening, academy alignment, and Field Training Program structure to increase long term success rates.

Workload balance: Proactive vs reactive

Menlo Park's proactive to reactive workload ratio has remained close to national benchmarks (approximately 60% response to public calls, 40% officer-initiated activity). Staffing shortages in 2023-2024 shifted the balance toward reactive response, while improvements in 2025 restored proactive capacity. Increases in quality-of-life enforcement reflect this regained operational bandwidth.

The "Four P's" – Prepared, Polished, Professional, and Proactive – continue to serve as the foundation of the department's operational philosophy.

Patrol deployment and beat coverage

Patrol operates on 12-hour shifts with a four days-on/four days-off schedule. Typical deployments range from three to five officers plus a supervisor, with daytime enhancements provided by specialty units. On a daily basis, officers are assigned to geographic patrol beats, however as described above, simultaneous calls for service are likely to have all units helping each other, regardless of beat assignment. MPPD frequently coordinates with Atherton and East Palo Alto to manage simultaneous or larger incidents, and those agencies similarly enjoy Menlo Park's help when needed.

Modern national benchmarks for patrol deployment follow a similar 60/40 ratio to workload. Menlo Park is similarly well positioned across its authorized staffing, with 60% of officers deployed to Patrol, and 40% deployed to specialty assignments. Slight adjustments (vacancies in specialty assignments) keep this ratio

relatively stable, even with current reduced staffing.

Code Enforcement: ZELE workload growth

Menlo Park's Code Enforcement team – two civilian Code Enforcement Officers, respond to a wide variety of quality-of-life issues, from building code violations, to landscaping issues and neighbor property disputes, to noise complaints and more. A community policing type solution involving voluntary compliance is always sought first if possible. The team generates their calls from dispatched service calls, the ACT Menlo Park app, and voicemail line.

Implementation of the zero-emission landscape equipment (ZELE) ordinance in mid-2024 significantly reshaped Code Enforcement operations. Annual call volume doubled from approximately 370 to 750 in 2025, largely driven by ZELE education and enforcement.

Early 2026 data show more than twice the typical Quarter 1 call volume, tracking for over 900 calls likely this year. Several locations exhibit recurring compliance issues, indicating neighborhood specific challenges. This shift has expanded Code Enforcement responsibilities, increasing the need for follow-ups, contractor outreach, and ongoing public education.

In addition to what can already be a caseload with quite complicated or involved issues involving multiple city departments, ZELE is now one of the primary drivers of Code Enforcement workload and staffing needs.

Parking enforcement: Overnight Parking (ONP)

After several years of minimal ONP activity due to 2020 staffing cuts, the department began restoring proactive enforcement in 2023. By 2024, the program became more structured, addressing chronic problem areas and rebuilding community expectations. Staffing issues impeded the full rejuvenation of the Overnight Parking Program in 2023 and 2024.

A major increase in ONP enforcement occurred in 2025 with the addition of two dedicated half-time parking enforcement officers, allowing for expanded nightly coverage and consistent response to resident concerns. This marks the first period since 2020 in which staffing was sufficient to support a comprehensive ONP enforcement program aligned with City Council expectations.

Further study of all non-criminal enforcement – including both overnight and daytime parking and Code enforcement would be helpful to strategically address these issues into the future.

Community engagement

MPPD personnel pride themselves on establishing and maintaining a connection with the community we serve. Officers frequently represent the City and the Police Department at functions and events, sanctioned by both the City and by our public partners and community members. School interaction is led by the School Resource Officer but is often attended by others, and members from throughout the department connect with the public for various tours, interactions, and informational meeting requests. Additionally, the department's proactive work also includes getting out on foot or bicycle patrol and intentionally getting in closer touch with the community under non-enforcement circumstances, strictly to strengthen relationships.

Department use of technology

Hardware and communications upgrades

Since 2021, MPPD has replaced aging radios, upgraded cameras and Tasers, added dash cameras, and deployed new digital evidence tools to support complex investigations. The department is also piloting mobile CCTV trailers, to add a layer of observation in public safety hot-spots. As for Dispatch operations, all of the planned and hardware upgrades needed within the Dispatch Center to accompany updated mobile and handheld radios have been completed or are nearing completion. Next steps for radio communications will be the as-yet planned or funded upgrades to the network that routes into the dispatch center, which is an aged system in need of replacement that can become problematic in poor weather. When authorized, this will be an expensive and time-consuming venture.

Fixed ALPR network

In 2025, MPPD deployed 32 of 35 authorized fixed ALPR cameras. Early inadvertent out-of-state data sharing prompted immediate policy tightening and removal of all non-California access to ensure Senate Bill 34 (SB 34) compliance as of August 2025.

Audits of all 2025 queries found 99.97% compliance and zero misuse. Quarterly external audits in 2026 continue to show high compliance across more than 1.3 million properly documented searches.

ALPR data has supported arrests and case resolutions involving stolen vehicles, wanted persons, violent crime, narcotics, probation violations, retail theft, and missing juveniles. The department maintains strict, transparent, policy-driven use of this technology.

Future considerations

As the City evaluates public safety priorities in the coming years, several emerging issues and evolving industry standards may warrant additional discussion, analysis, or policy direction:

Drone (UAS) technology

Unmanned aircraft systems are becoming increasingly common in law enforcement for applications such as search and rescue, traffic collision documentation, aerial assessments, and rapid advance situational awareness on crimes-in-progress. While potentially beneficial to operational efficiency and officer safety, adoption requires careful evaluation of staffing capacity, training needs, privacy considerations, data security, and the feasibility of shared or regionalized programs. Staff recommends returning to City Council for discussion if conditions support further exploration of a UAS program.

Investigative software and the responsible use of AI

Investigative tools that organize digital evidence, synthesize information from multiple systems, and reduce manual workload have shown promise as force-multipliers for small agencies. At the same time, law enforcement use of AI-enabled tools requires deliberate assessment of ethics, transparency, data protection, and alignment with emerging City-wide guidelines for AI governance. Continued evaluation of software solutions – particularly those that improve investigative efficiency while upholding privacy and accountability – will remain important.

Monitoring community development and service demand

Future residential and commercial development, changes in transportation networks, and growth in daytime and nighttime population may influence calls for service, response-time patterns, and staffing

needs. Ongoing monitoring of development activity and related indicators will help ensure that public safety resources remain aligned with the city's changing operational environment.

Vision Zero and multimodal safety

Menlo Park continues to experience a high volume of bicyclists and pedestrians - especially during school and work commute periods – resulting in a heightened risk of injury collisions. Continued partnership with Public Works, schools, transportation agencies, and community organizations will be essential to strengthening engineering, education, and enforcement strategies that align with Vision Zero goals. Further development of police practices, cross-team coordination, and data-driven deployment in support of this initiative may help reduce collision severity and improve safety for vulnerable road users.

Recommendations and next steps

Menlo Park continues to make sustained progress in community safety, with violent and property crime declining since 2022 and proactive policing capacity increasing as staffing stabilizes. At the same time, structural pressures – including rising response times, long recruitment and training cycles, and significant growth in noncriminal enforcement work – continue to shape overall service delivery. Residential burglary remains a high-impact concern despite stable long-term levels, and successful multidisciplinary approaches such as the Bohannon area POP initiative demonstrate the importance of coordinated, cross-departmental problem solving.

Technology investments implemented since 2021 have strengthened operations and accountability, while increased demand for code enforcement and parking enforcement reflects evolving community expectations around quality-of-life issues. Taken together, these trends point to the need for a formal organizational staffing and workload assessment to ensure resources, deployment strategies, and service models remain aligned with community needs.

The MPPD remains committed to transparency, data driven decision making, and ongoing engagement with residents and businesses. Staff look forward to discussing these findings with the City Council and receiving direction on next steps and the following recommendations:

1. Conduct a comprehensive staffing and deployment assessment to evaluate optimal staffing levels, workload distribution, and deployment configurations across all units.
2. Strengthen recruitment, selection, and the FTO to further optimize the long hiring process and timeline and improve trainee completion and retention.
3. Sustain data-driven burglary prevention strategies, regional collaboration, use of technology, and neighborhood-level engagement.
4. Maintain support for multidisciplinary problem-solving capacity, including POP and code enforcement, to address complex, long-term issues.
5. Continue strategic technology investment and accountability practices, including communications upgrades and regular ALPR auditing.

Impact on City Resources

The MPPD continues to make its best effort with the resources we are allotted. The current budget constraints for the city impact Police just as they impact the other City departments.

Our current and most immediate challenge is filling existing vacancies, which is in process with ongoing recruitment and training.

With multiple developments in planning stages and potential for population growth, the city should continue to monitor staffing levels against local industry standards for police per 1,000 population. Future considerations should include the seven police officer positions that remain unrecovered from 2020 cuts, and technology and civilian staff positions that may assist the MPPD in addressing challenges as an alternative to sworn police personnel.

Environmental Review

This action is not a project within the meaning of the California Environmental Quality Act (CEQA) Guidelines §§15378 and 15061(b)(3) as it will not result in any direct or indirect physical change in the environment.

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 Offense Statistics 2022-2025 and Crime Trends
- B. MPPD Code Enforcement and Parking Enforcement Trends
- C. MPPD Response Time Data
- D. MPPD Recruitment and Hiring Trends

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MENLO PARK OFFENSE STATISTICS 2022-2025

2022 Group A Offenses	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Total
Total Group A Offenses	216	231	175	167	190	245	206	227	219	190	194	253	2513
Total Person Crimes	13	25	24	17	12	17	15	13	14	16	11	19	196
Murder/Non Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0
Justified Homicide	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	4	10	14	9	4	1	8	7	1	4	3	7	72
Simple Assault	7	13	4	4	4	11	4	3	8	10	6	9	83
Intimidation	0	1	0	0	0	0	0	0	0	0	0	0	1
Human Trafficking Commercial Sex Acts	0	0	0	0	0	0	0	0	0	0	0	0	0
Human Trafficking Involuntary Servitude	0	0	0	0	0	0	0	0	0	0	0	0	0
Kidnapping	0	0	0	0	0	0	0	0	0	0	0	1	1
Rape	1	0	1	2	1	2	3	3	2	2	1	1	19
Sodomy	0	0	0	0	0	0	0	0	1	0	0	0	1
Sexual Assault w/Object	0	0	3	0	0	0	0	0	0	0	0	0	3
Fondling	1	1	2	2	3	3	0	0	2	0	1	1	16
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Property Crimes	98	95	76	89	85	82	100	89	104	93	83	106	1100
Robbery	1	1	0	1	0	0	2	1	1	1	3	0	11
Burglary	11	10	9	4	11	8	8	9	8	11	16	12	117
Larceny	37	22	28	39	28	32	36	26	37	42	23	41	391
Vehicle Theft	3	4	4	2	4	6	5	1	5	1	2	0	37
Arson	0	0	0	0	0	0	0	0	1	0	0	0	1
Vandalism	13	23	10	16	10	10	9	12	16	13	16	18	166
Fraud	16	12	5	16	19	12	15	19	22	16	18	23	193
Bribery	0	0	0	0	0	0	0	0	0	0	0	0	0
Counterfeiting/Forgery	10	16	16	6	8	9	15	11	10	6	3	5	115
Embezzlement	1	3	1	1	1	0	0	0	0	0	0	0	7
Extortion/Blackmail	1	0	0	0	0	0	1	0	1	0	0	1	4
Stolen Property	5	4	3	4	4	5	9	10	3	3	2	6	58
Total Society Crimes	105	111	75	61	93	146	91	125	101	81	100	128	1217
Drug/Narcotic Violations	35	35	21	23	37	44	38	46	23	23	24	43	392
Drug Equipment Violations	28	38	20	16	26	28	23	34	28	22	39	40	342
Liquor Law Violations	23	25	23	6	16	28	13	17	31	19	24	26	251
Weapon Law Violations	19	13	10	16	14	46	17	28	19	16	13	19	230
Animal Cruelty	0	0	1	0	0	0	0	0	0	0	0	0	1
Gambling	0	0	0	0	0	0	0	0	0	0	0	0	1
Pornography	0	0	0	0	0	0	0	0	0	0	0	0	0
Prostitution	0	0	0	0	0	0	0	0	0	1	0	0	1

Notes about our data: Menlo Park PD transitioned from UCR to NIBRS in February 2022. Numbers for "Group A Offenses" reflect what was reported to the FBI for the month. Arrest totals do not reflect individuals booked/cited for CVC 12500 abd CVC 14601. Totals for CVC 12500 and CVC 14601 are notw counted withing citation totals only. Total citations include the total of CVC 12500 and CVC 14601 cites plus all other issued citations. Total fire arms recovered reflects all firearms recovered legally, found, placed in safekeeping, surrendered, etc. All data is subject to change. January Data extapolated to fit NIBRS.

2023 Group A Offenses	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Total
Total Group A Offenses	140	113	123	89	99	108	123	100	115	119	90	117	1336
Total Person Crimes	21	18	14	10	20	19	18	9	9	23	8	21	190
Murder/Non Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0
Justified Homicide	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	8	9	8	5	1	3	8	3	3	7	1	5	61
Simple Assault	9	4	1	2	12	12	8	1	4	10	2	10	75
Intimidation	4	0	2	2	4	0	1	5	0	5	2	5	30
Human Trafficking Commercial Sex Acts	0	0	0	0	0	0	0	0	0	0	0	0	0
Human Trafficking Involuntary Servitude	0	0	0	0	0	0	0	0	0	0	0	0	0
Kidnapping/False Imprisonment	0	1	2	1	1	1	1	0	0	1	1	0	9
Rape	0	1	1	0	0	0	0	0	0	0	2	1	5
Sodomy	0	0	0	0	0	0	0	0	1	0	0	0	1
Sexual Assault w/Object	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	3	0	0	2	2	0	0	1	0	0	0	8
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	1	0	0	0	0	0	0	1
Total Property Crimes	75	71	85	58	65	72	77	68	82	67	62	81	863
Robbery	2	3	1	1	1	1	0	0	1	2	1	2	15
Burglary	13	15	7	9	9	11	7	6	9	7	7	7	107
Larceny	24	36	47	26	30	39	44	33	36	31	29	38	413
Vehicle Theft	5	1	0	1	1	1	0	3	6	2	9	3	32
Arson	0	1	1	1	0	1	0	0	0	0	0	0	4
Vandalism	14	9	8	6	9	5	12	7	11	6	6	8	101
Fraud	11	2	15	10	9	10	12	16	14	15	5	16	135
Bribery	0	0	0	0	0	0	0	0	0	0	0	0	0
Counterfeiting/Forgery	4	2	5	2	2	2	2	1	3	2	2	3	30
Embezzlement	0	1	0	0	1	0	0	2	0	0	1	1	6
Extortion/Blackmail	0	1	0	0	1	2	0	0	0	0	1	0	5
Stolen Property	2	0	1	2	2	0	0	0	2	2	1	3	15
Total Society Crimes	44	24	24	21	14	17	28	23	24	29	20	15	283
Drug/Narcotic Violations	18	11	10	9	5	6	8	5	7	6	8	6	99
Drug Equipment Violations	16	7	8	4	3	4	7	6	7	12	5	2	81
Liquor Law Violations	5	4	4	2	5	7	11	11	10	4	5	5	73
Weapon Law Violations	4	1	2	5	1	0	2	1	0	6	1	2	25
Animal Cruelty	0	0	0	0	0	0	0	0	0	1	1	0	2
Gambling	0	0	0	0	0	0	0	0	0	0	0	0	0
Pornography	1	1	0	1	0	0	0	0	0	0	0	0	3
Prostitution	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	1	0	1	0	0	2	1	1	0	0	0	0	6
Total Arrests	101	54	66	58	58	44	74	54	45	69	42	43	708
Adult Arrests	98	54	64	58	58	44	74	54	43	69	40	43	699
Juvenile Arrests	3	0	2	0	0	0	0	0	2	0	2	0	9
Miscellaneous Stats													
Moving/Equipment	372	182	140	117	141	141	84	174	140	97	125	105	1818
Bicycle	1	0	1	0	0	2	0	1	1	0	0	0	6
City Ordinance/Other	138	149	109	41	233	132	140	168	113	201	197	193	1814
ONP	1	0	121	199	253	205	164	148	182	189	197	111	1770

Notes about our data: Menlo Park PD transitioned from UCR to NIBRS in February 2022. Numbers for "Group A Offenses" reflect what was reported to the FBI for the month. Arrest totals do not reflect individuals booked/cited for CVC 12500. Totals for CVC 12500 are counted within citation totals only. Total citations include the total of CVC 12500 cites plus all other issued citations. Total fire arms recovered reflects all firearms recovered legally, found, placed in safekeeping, surrendered, etc. All data is subject to change.

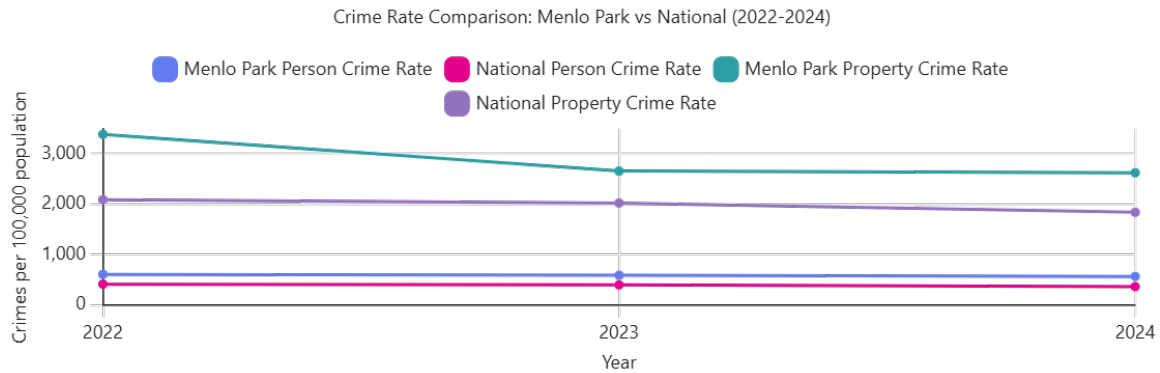
2024 Group A Offenses	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Total
Total Group A Offenses	109	85	115	102	102	113	105	122	111	106	120	115	1305
Total Person Crimes	10	10	22	14	14	21	13	20	14	20	12	12	182
Murder/Non Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0
Justified Homicide	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	5	3	6	2	2	6	2	4	9	6	3	6	54
Simple Assault	4	2	7	8	8	9	4	14	2	12	7	4	81
Intimidation	0	1	6	1	1	4	6	2	2	0	0	1	24
Human Trafficking Commercial Sex Acts	0	0	0	0	0	0	0	0	0	0	0	0	0
Human Trafficking Involuntary Servitude	0	0	0	0	0	0	0	0	0	0	0	0	0
Kidnapping/False Imprisonment	0	0	0	0	0	0	0	0	0	0	0	1	1
Rape	1	2	1	1	1	1	0	0	0	0	1	0	8
Sodomy	0	1	0	0	0	0	0	0	0	0	0	0	1
Sexual Assault w/Object	0	0	0	1	1	0	0	0	0	0	0	0	2
Fondling	0	1	2	1	1	1	1	0	1	2	1	0	11
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Property Crimes	87	56	74	67	67	63	80	89	67	59	70	73	852
Robbery	1	0	1	0	0	2	0	1	2	1	0	0	8
Burglary	22	10	3	5	5	5	5	5	6	7	7	9	89
Larceny	28	12	40	32	32	26	45	56	37	27	43	43	421
Vehicle Theft	9	4	2	2	2	5	2	3	1	1	3	7	41
Arson	0	3	0	0	0	0	0	0	0	0	0	0	3
Vandalism	11	9	8	11	11	6	10	13	6	12	5	5	107
Fraud	10	12	14	11	11	15	16	9	9	8	5	2	122
Bribery	0	0	0	0	0	0	0	0	0	0	0	0	0
Counterfeiting/Forgery	3	2	3	5	5	2	1	1	1	1	1	2	27
Embezzlement	0	1	0	0	0	0	0	0	0	0	0	0	1
Extortion/Blackmail	1	1	1	0	0	0	0	0	2	0	0	0	5
Stolen Property	2	2	2	1	1	2	1	1	3	2	6	5	28
Total Society Crimes	12	19	19	21	21	29	12	13	30	27	38	30	271
Drug/Narcotic Violations	1	7	5	7	7	15	8	8	18	15	17	14	122
Drug Equipment Violations	8	6	10	12	12	12	2	5	11	10	20	14	122
Weapon Law Violations	2	5	3	2	2	1	2	0	1	2	0	2	22
Animal Cruelty	0	0	0	0	0	0	0	0	0	0	0	0	0
Gambling	0	0	0	0	0	0	0	0	0	0	0	0	0
Pornography	1	1	1	0	0	1	0	0	0	0	1	0	5
Prostitution	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Arrests	61	49	62	59	70	77	47	64	72	66	72	62	761
Adult Arrests	59	49	62	58	70	75	47	64	71	66	72	62	755
Juvenile Arrests	2	0	0	1	0	2	0	0	1	0	0	0	6
Miscellaneous Stats													
Moving/Equipment	92	153	143	272	222	232	125	178	169	142	117	154	1999
Bicycle	0	0	1	1	0	0	0	0	0	0	0	0	2
City Ordinance/Other	153	175	258	234	266	242	268	322	314	246	101	54	2633
ONP	130	146	194	196	258	249	192	215	169	192	95	48	2084

Notes about our data: Menlo Park PD transitioned from UCR to NIBRS in February 2022. Numbers for "Group A Offenses" reflect what was reported to the FBI for the month. Arrest totals do not reflect individuals booked/cited for CVC 12500. Totals for CVC 12500 are counted within citation totals only. Total citations include the total of CVC 12500 cites plus all other issued citations. Total fire arms recovered reflects all firearms recovered legally, found, placed in safekeeping, surrendered, etc. All data is subject to change.

2025 Group A Offenses	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Total
Total Group A Offenses	120	128	94	104	141	131	114	94	133	113	109	95	1376
Total Person Crimes	10	16	7	13	11	21	11	11	15	9	13	20	157
Murder/Non Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0
Justified Homicide	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	2	6	4	6	1	5	3	4	2	3	5	4	45
Simple Assault	7	7	3	4	4	10	3	2	8	4	7	11	70
Intimidation	1	2	0	1	4	2	4	4	3	2	1	5	29
Human Trafficking Commercial Sex Acts	0	0	0	0	0	0	0	0	0	0	0	0	0
Human Trafficking Involuntary Servitude	0	0	0	0	0	0	0	0	0	0	0	0	0
Kidnapping/False Imprisonment	0	0	0	1	0	1	0	1	0	0	0	0	3
Rape	0	0	0	0	1	0	0	0	0	0	0	0	1
Sodomy	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Assault w/Object	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	1	0	1	1	3	1	0	2	0	0	0	9
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Property Crimes	79	82	60	69	74	68	51	56	77	73	62	53	804
Robbery	3	3	0	0	1	1	1	2	1	0	1	0	13
Burglary	6	6	1	4	5	5	3	12	5	5	7	8	67
Larceny	46	49	31	28	42	35	22	24	33	35	31	33	409
Vehicle Theft	3	3	3	2	1	2	1	3	2	2	4	3	29
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0
Vandalism	3	3	10	7	5	7	5	6	10	5	5	2	68
Fraud	7	7	6	18	16	13	10	5	11	18	12	4	127
Bribery	0	0	0	0	0	0	0	0	0	0	0	0	0
Counterfeiting/Forgery	5	5	5	7	3	2	5	2	11	5	1	2	53
Embezzlement	0	0	0	1	0	0	1	1	0	0	0	0	3
Extortion/Blackmail	0	0	0	0	1	0	0	0	0	1	0	0	2
Stolen Property	6	6	4	2	0	3	3	1	4	2	1	1	33
Total Society Crimes	31	30	27	22	56	42	52	27	41	31	34	22	415
Drug/Narcotic Violations	15	15	15	10	29	24	26	16	19	15	18	12	214
Drug Equipment Violations	12	12	11	11	25	18	25	9	18	14	16	9	180
Weapon Law Violations	2	2	1	1	1	0	1	2	1	1	0	1	13
Animal Cruelty	0	0	0	0	1	0	0	0	0	0	0	0	1
Gambling	0	0	0	0	0	0	0	0	0	0	0	0	0
Pornography	1	1	0	0	0	0	0	0	3	1	0	0	6
Prostitution	1	0	0	0	0	0	0	0	0	0	0	0	1
Hate Crimes	0	0	0	0	1	0	0	0	0	0	0	0	1
Total Arrests	86	67	85	97	107	113	116	90	115	120	87	91	1174
Adult Arrests	85	67	85	95	107	113	114	89	115	119	87	91	1167
Juvenile Arrests	1	0	0	2	0	0	2	1	0	1	0	0	7
Miscellaneous Stats													
Moving/Equipment	263	215	178	302	252	224	209	187	187	275	176	136	2604
Bicycle	0	0	0	0	0	1	0	0	0	0	2	0	3
City Ordinance/Other	200	226	304	183	190	245	277	336	248	305	158	312	2984
ONP	203	312	506	266	238	1037	964	999	741	829	349	481	6925

Notes about our data: Menlo Park PD transitioned from UCR to NIBRS in February 2022. Numbers for "Group A Offenses" reflect what was reported to the FBI for the month. Arrest totals do not reflect individuals booked/cited for CVC 12500 abd CVC 14601. Totals for CVC 12500 and CVC 14601 are now counted within citation totals only. Total citations include the total of CVC 12500 and CVC 14601 cites plus all other issued citations. Total fire arms recovered reflects all firearms recovered legally, found, placed in safekeeping, surrendered, etc. All data is subject to change.

MENLO PARK VS NATIONAL CRIME RATES 2022-2024

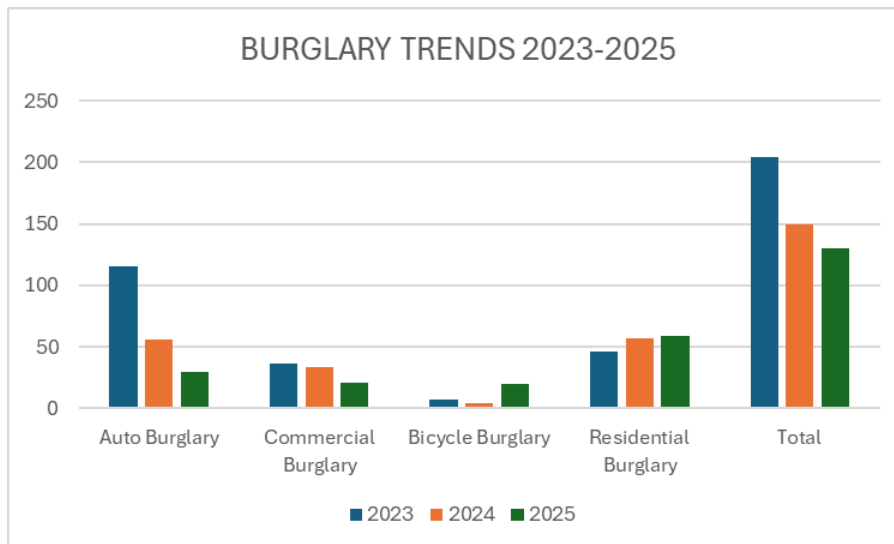


YEAR	MP VIOLENT CRIME	NATIONAL VIOLENT CRIME	MP PROPERTY CRIME	NATIONAL PROPERTY CRIME
2022	603.1	407.3	3384.6	2085.6
2023	584.6	393.9	2655.4	2019.7
2024	560.0	359.1	2621.5	1835.1

Source for National Crime Numbers per 100,000 population:

United States Department of Justice - Bureau of Justice Statistics

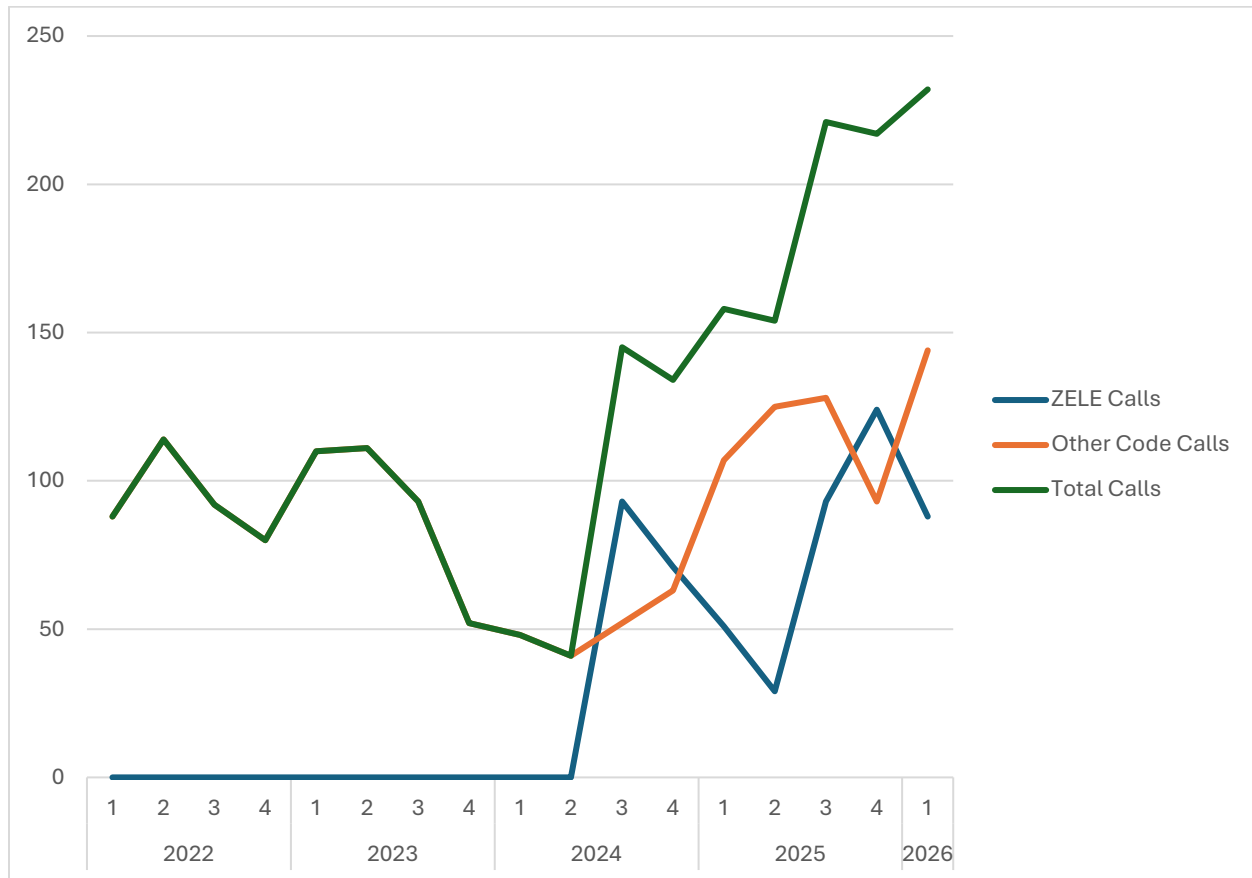
BURGLARY TRENDS 2023-2025



Year	Auto Burglary	Commercial Burglary	Bicycle Burglary	Residential Burglary	Total
2023	115	36	7	46	204
2024	56	33	4	57	150
2025	30	21	20	59	130

MPPD - CODE ENFORCEMENT AND PARKING ENFORCEMENT TRENDS

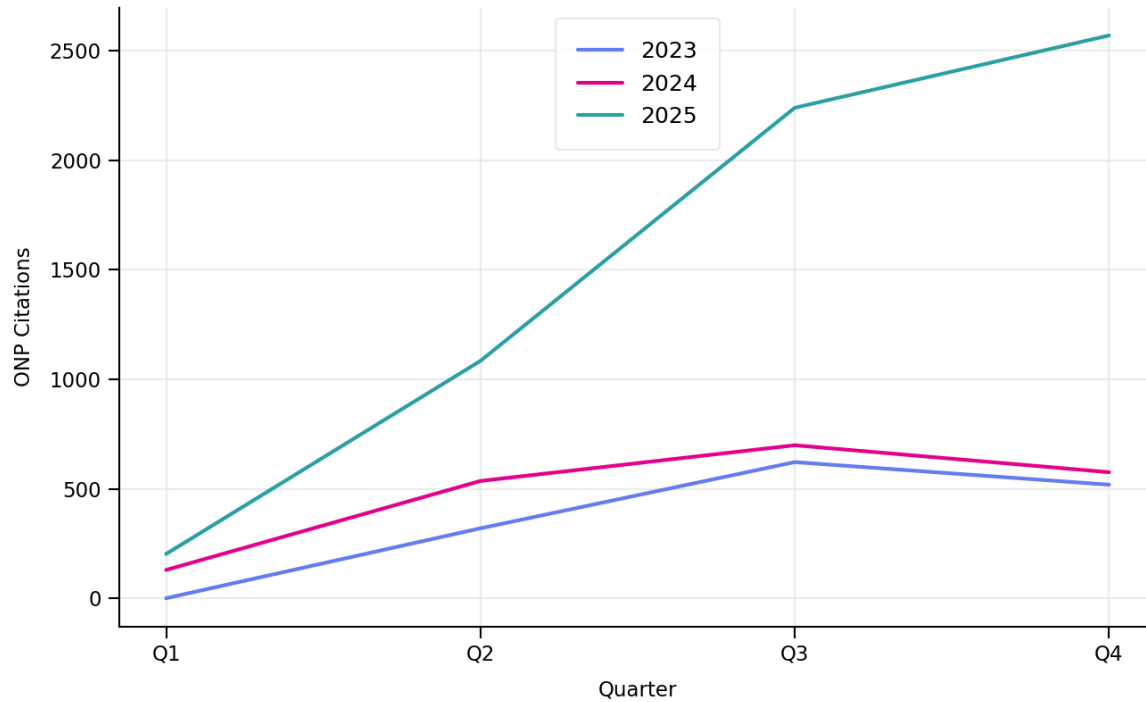
CODE ENFORCEMENT AND ADVENT OF ZELE EDUCATION ENFORCEMENT IN MID 2024



OVERNIGHT PARKING (ONP) ENFORCEMENT 2023-2025

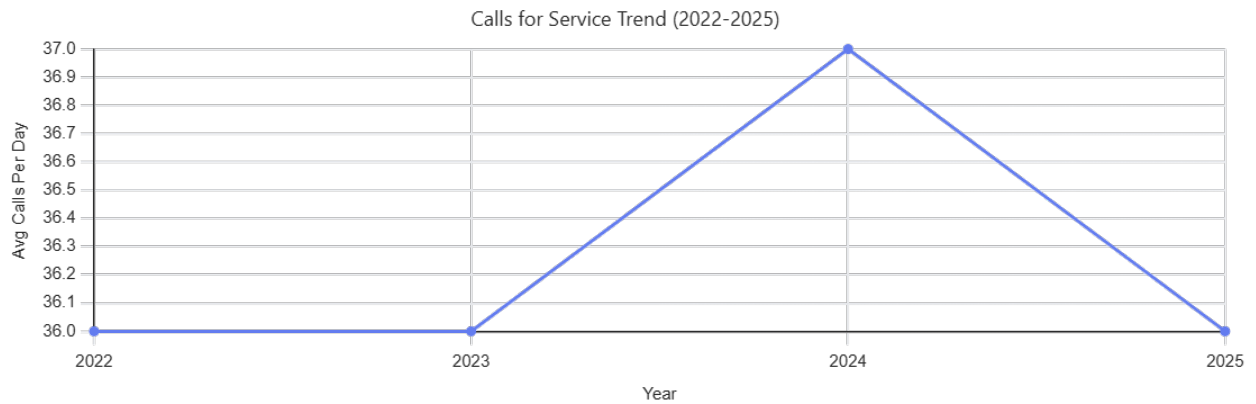
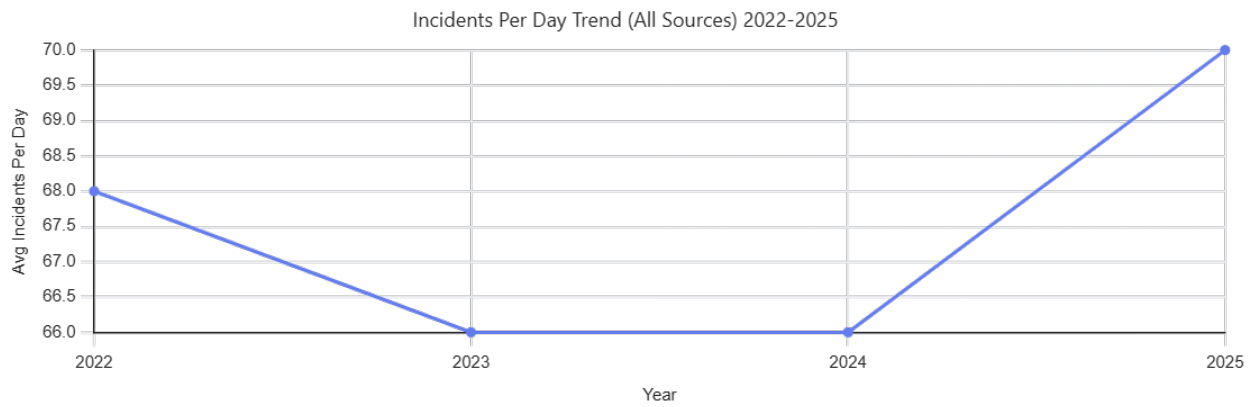
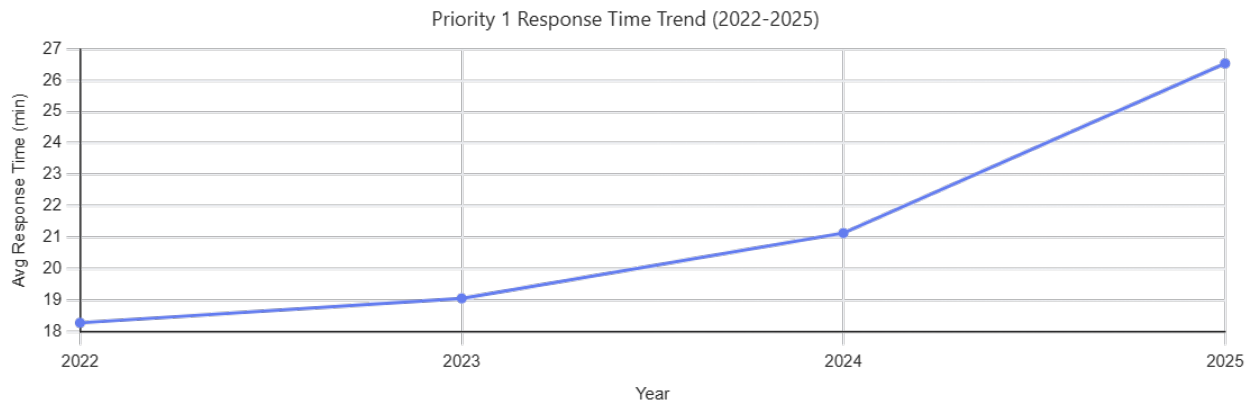
TWO PART-TIME BENEFITED ONP OFFICERS HIRED IN 2025

Quarterly ONP Citations (2023-2025)

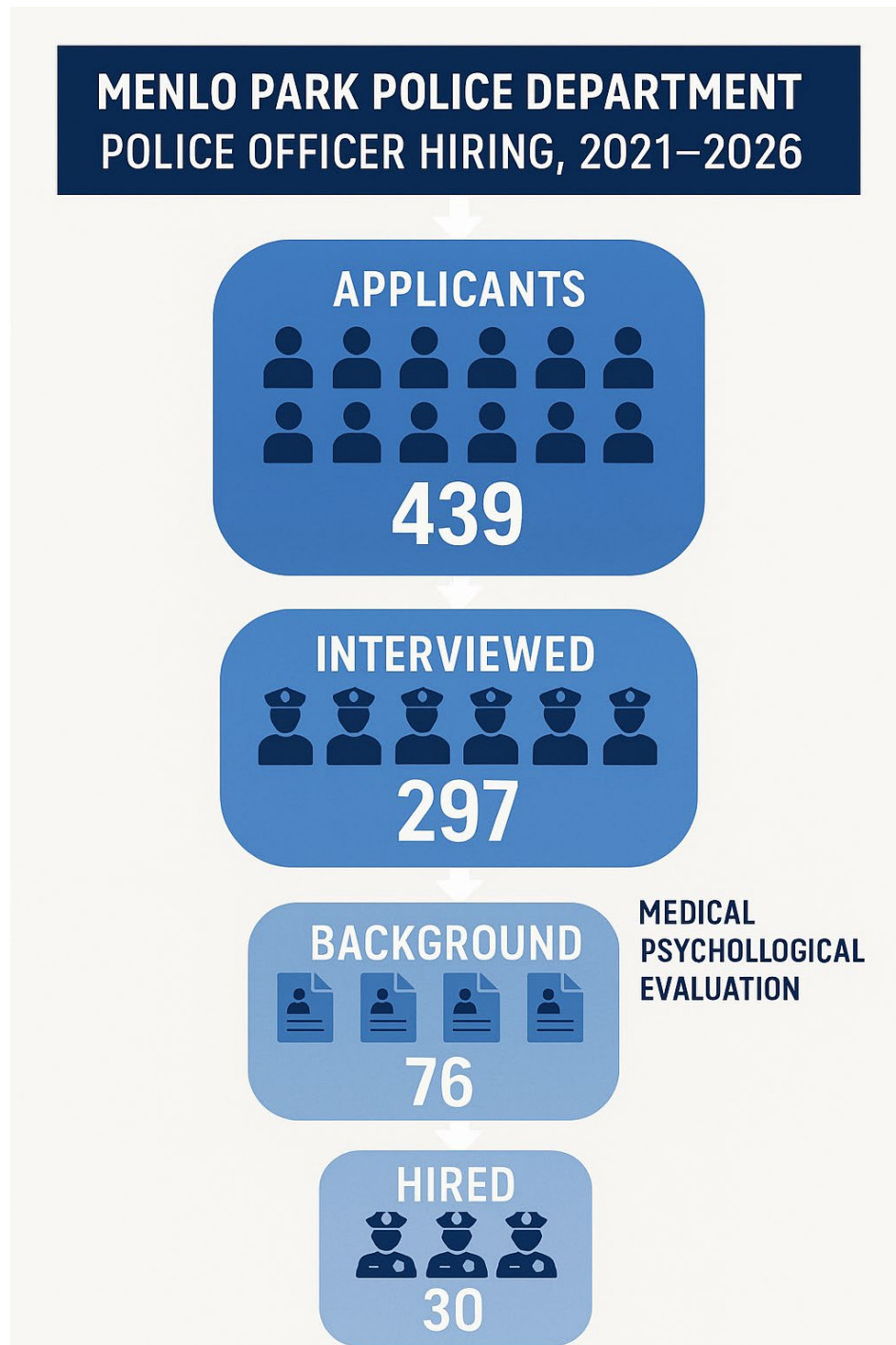


Quarterly ONP Citations (2023–2025)			
Quarter	2023	2024	2025
Q1	1	130	203
Q2	320	536	1084
Q3	622	699	2239
Q4	519	576	2569

MENLO PARK POLICE RESPONSE TIME TRENDS 2022-2025



MENLO PARK POLICE RECRUITING, HIRING, AND TRAINING 2021-2026



MENLO PARK POLICE DEPARTEMENT

POLICE OFFICER HIRES AND OUTCOMES

OFFICERS HIRED



30

SEPARATED DURING FTO/PROBATION



13

CURRENT OFFICERS



13

TRAINING IN PROGRESS



3 lateral academy

LOST IN POLICE ACADEMY



2

RESIGNED AFTER PROBATION



1

TRAINING IN PROGRESS



3

Slated for
police academy