

2024

ANNUAL REPORT

UNION CITY
POLICE DEPARTMENT



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unioncity.org

CHIEF WILLIAM MICHAEL CANN



In 2024, the Union City Police Department paid special tribute to Chief William M. Cann, who was killed in the line-of-duty on August 29, 1974. This year, we had the privilege of honoring Chief Cann at his memorial site, joined by Elizabeth Cann, his wife at the time of his death. Moving forward, we will continue to pay tribute to and celebrate the enduring legacy of Chief Cann each year.





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MESSAGE FROM CHIEF JARED RINETTI



Dear Union City Families and Friends,

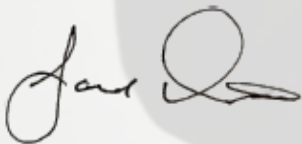
As your Police Chief, I am writing to share our ongoing progress and developments regarding our commitment to serving you. The Union City Police Department (UCPD) operates on a model built on “Service from the Heart.” This approach includes contemporary policing practices, district policing strategies, and a commitment to open, collaborative communication to ensure we reflect your expectations. The following principles support our pursuit of providing you with the best public safety services.


1. “Service from the Heart” is at the core of our culture. This commitment to treating others with care, compassion, and empathy starts within the walls of our police department and naturally flows out into our community. UCPD values, respects, and appreciates the contributions of our department members, and we are dedicated to representing the very best of the policing profession. In our most recent department survey, 96% of employees affirmed their support for our “Service from the Heart” philosophy, and 92% of employees expressed pride in being a member of UCPD.
2. Contemporary Policing Practices: We proactively develop policies and procedures that align with our community’s expectations and adapt to the constantly changing landscape of the policing profession. This includes mandating training that goes above and beyond state law to effectively serve a diverse population while utilizing time, distance, and de-escalation techniques to achieve positive outcomes in volatile situations. In 2024, we made over 40,000 contacts, including arrests, detentions, traffic stops, etc., without any use of force in 99.7% of the contacts.
3. District Service Model: We recently introduced smaller geographic beats to enhance our understanding of the unique needs of our various neighborhoods, ensuring that we can offer a more personalized approach to policing. This model involves assigning a Patrol Lieutenant, or what we refer to as a District Commander, dedicated to each district to focus on monitoring crime trends specific to each neighborhood. As part of this model, we provide our residents a direct point of contact so we can work together with our residents to identify better long-term problem-solving solutions to crime and improving overall quality of life.

4. Purpose-Driven Policing: Public safety requires more than crime data to provide exceptional service to a community. At UCPD, we go above and beyond crime data maps and use community complaints on traffic safety, suspicious activity, neighborhood blight, and much more to share with all units in the department, such as patrol, traffic, investigations, community services, etc. By leveraging new technology, we can more effectively share information from our community and develop targeted strategies to maximize resource efficiency to address all public safety issues. Our success depends on our ability to meet and exceed the expectations of those we serve, and that requires not only responding to serious crimes but also addressing the community complaints that impact the lives of those we serve.
5. Public Safety Working Group (PSWG): We have established a team of community members who collaborate directly with me, the Chief of Police. The PSWG is chaired by Reverend Jerome Brown, a respected community faith leader, and unites community members to offer a public perspective on current and future public safety plans and initiatives. The PSWG actively participates in community outreach to better understand the community's desires and priorities regarding public safety issues.

I want to express my heartfelt gratitude to the men and women of the Union City Police Department and our incredible community. Our city is blessed to have exceptional men and women in the policing profession and a positive and collaborative community. Thank you for your continued trust and partnership.

Sincerely,
Your Chief





“I believe one of the greatest gifts we have in life is the OPPORTUNITY to serve others. At UCPD, we recognize that gift and choose “Service from the Heart” to be our TOP PRIORITY. When we serve one another and those in our community with care, compassion, and empathy, we create an organization that reflects the very best of the policing profession.”



ORGANIZATIONAL CHART



JARED RINETTI

Chief of Police



VICTOR DERTING

Deputy Chief of Police



BRIAN BAUMGARTNER

Support Services
Division Captain



YOUSUF SHANSAB

Professional Standards
Lieutenant

**Professional Standards Unit
(PSU)**

Records Unit

Personnel & Training Unit



SERGIO QUINTERO

Support Services
Lieutenant

**Public Information Officer
(PIO)**

**Community Oriented Policing
(COPPS)**

**Special Services Unit
(SSU)**

Investigations Unit

Property & Evidence Unit



JAMES CORDERO

District 1 Commander
Patrol Lieutenant

**Field Training Program
(FTO)**

**Outreach
(Homeless/YFS)**

Wellness



ANDREW HOLT
Field Operations
Division Captain



MICHAEL MAHANEY
District 2 Commander
Patrol Lieutenant



PAUL KANAZEH
District 3 Commander
Patrol Lieutenant



JEAN JIMENEZ
District 4 Commander
Patrol Lieutenant

**New Haven Unified
School District Liaison**

Fleet

**Crisis Management Services
(SWAT,CNT,CMT)**

Technology

Union Landing

Traffic

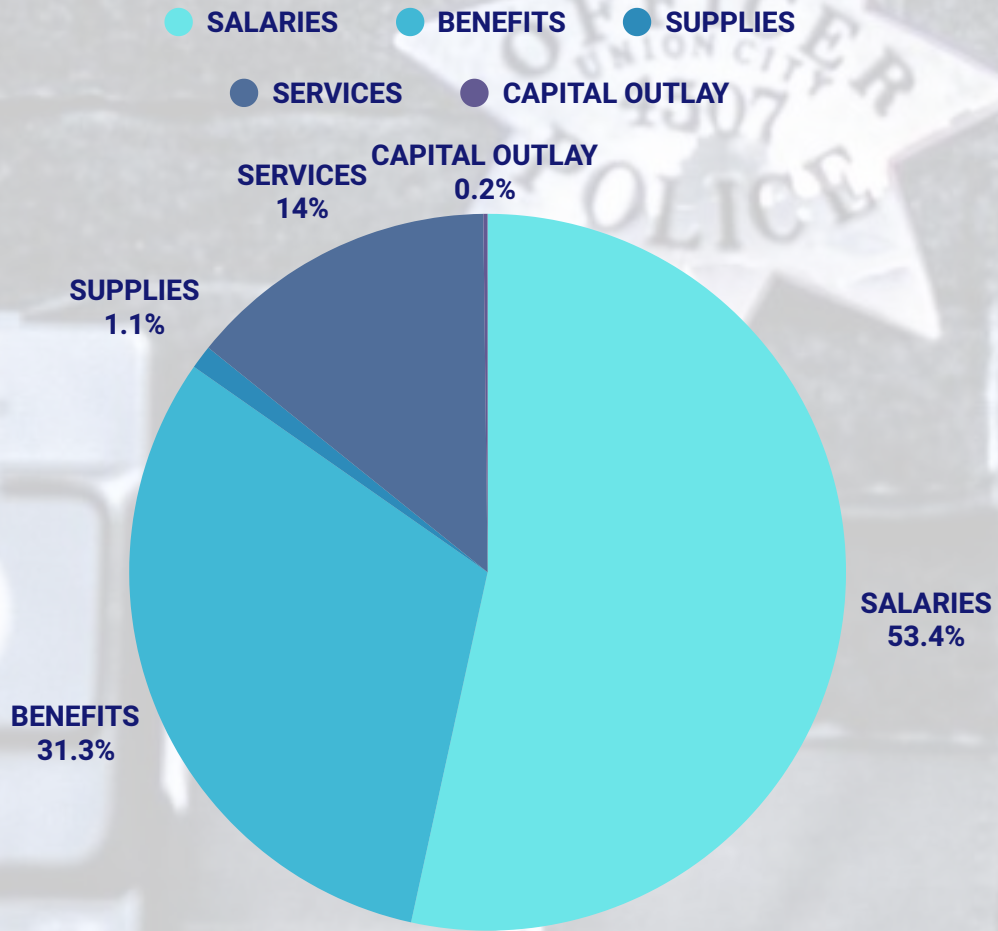
Dispatch Liaison

K-9 Unit

DEPARTMENT CIVIC LEADERSHIP STRUCTURE

| POSITION | AUTHORIZED |
|--|-------------------|
| POLICE CHIEF | 1 |
| DEPUTY CHIEF OF POLICE | 1 |
| POLICE CAPTAIN | 2 |
| POLICE LIEUTENANT | 6 |
| POLICE SERGEANT | 14 |
| POLICE OFFICER | 58 |
| EXECUTIVE ASSISTANT TO THE POLICE CHIEF | 1 |
| CONFIDENTIAL OPERATIONS ASSISTANT | 2 |
| PERSONNEL & TRAINING SUPERVISOR | 1 |
| PROPERTY & EVIDENCE SUPERVISOR | 1 |
| POLICE RECORDS SUPERVISOR | 1 |
| CRIME ANALYST | 1 |
| POLICE OFFICE COORDINATOR | 1 |
| COMMUNITY RESOURCES COORDINATOR | 1 |
| PROPERTY & EVIDENCE SPECIALIST | 2 |
| PUBLIC SERVICES OFFICER | 1 |
| COMMUNITY SERVICE AIDE | 5 |
| POLICE OFFICE ASSISTANT | 6 |
| POLICE CADET | 9 |

FINANCIAL STATISTICS



POLICE DEPARTMENT BUDGET

FY 2023-2024

| | |
|----------|--------------|
| Salaries | \$16,835,879 |
| Benefits | \$9,859,054 |
| Supplies | \$334,913 |
| Services | \$4,420,793 |

OPERATING SUBTOTAL

\$31,450,639

Capital Outlay

\$60,625

TOTAL EXPENDITURES

\$31,511,264



SUPPORT SERVICES



Captain Brian Baumgartner

Captain Brian Baumgartner oversees the Support Services Division which includes Investigations, Special Services Unit, Crime Analysis, Records, Personnel & Training, Professional Standards Unit, and our Property & Evidence Unit. Captain Baumgartner also has executive oversight of the COPPS Unit, Recruiting & Hiring, Public Information, and our Critical Response Unit which includes SWAT and Crisis Negotiation.



INVESTIGATIONS



Our Investigations Unit consists of a highly trained team with specialists, experts, and dedicated employees available 24/7 to solve cases and combat crime. By utilizing advanced intelligence and technology-based investigative methods, along with collaboration from our community and diligent police work, we are able to achieve a high success rate in solving our cases.



Major Case Update

This incident took place on Wednesday, August 30th, 2023, around 10:32 PM when officers responded to a report of a shooting at a residence on 7th Street. Upon arrival, they found the victim, Michael McNack, a 38-year-old resident of Union City, who had sustained life-threatening injuries. Unfortunately, he was later pronounced deceased at the hospital.

After months of diligent work and hundreds of hours of investigation, the Investigations Unit and SSU successfully identified the suspects involved in the homicide. On the early morning of May 30th, our detectives and S.W.A.T team served arrest and search warrants with the assistance of the special weapons and tactics teams (S.W.A.T.) of the Hayward Police Department, and Fairfield Police Department.

Following the execution of three search warrants, five firearms were recovered, and three suspects were arrested and charged with murder.



Staffing Numbers

- 3 Sergeants**
- 11 Detectives**
- 1 Crime Analyst**



Over the past 5 years we have investigated 10 homicides with an **80%** Homicide Clearance Rate.

The National Average Homicide Clearance Rate is **57.8%**.

SPECIAL SERVICES UNIT (SSU)



Our Special Services Unit (SSU) falls under the umbrella of our investigations division. Their main focus is on street enforcement and criminal investigations involving violent crimes, gangs, and drugs. In addition, they manage specialized tasks such as dignitary protection, surveillance, and undercover operations.



1200+

Hours of surveillance logged in 2024



2300+

Pounds of illicit narcotics seized in 2024



2.74m+

Dollars seized from narcotics investigations over the past 5 years



RECORDS



4340

Citations Processed



870

Court Packets

The Records Unit is responsible for managing all police reports. This includes generating copies for community members, processing records requests, and handling requests from the District Attorney. Additionally, they oversee our National Incident-Based Reporting System (NIBRS) on behalf of the U.S. Department of Justice and the Federal Bureau of Investigation.



PROPERTY & EVIDENCE

The Property and Evidence Unit is responsible for cataloging, sorting, and storing all evidence and found property that is submitted to the police department. Additionally, they manage the safe destruction of illegal substances, unused prescription medications, drug paraphernalia, and weapons.



94

Handguns destroyed



115 lbs

Prescription medication disposed



3448

Items of property processed



PROFESSIONAL STANDARDS UNIT (PSU)

The Professional Standards Unit investigates all complaints and internal affairs matters submitted for review. We focus on maintaining transparency and adhering to the principles we believe an organization should embody. Additionally, depending on the circumstances, we also investigate officer-involved shootings and in-custody deaths.

This year, our police department investigated a total of five complaints, with two being internally generated investigations and the other three investigations resulting from complaints by the members of the public. Thus far, two of the five complaints have been completed, with one resulting in a sustained finding, while the remaining cases were classified as either unfounded, not sustained, exonerated, or pending.

Beginning in January 2024, Senate Bill 2 mandated that all law enforcement agencies report allegations of serious misconduct to the Commission on Peace Officer Standards and Training (POST). In 2024, none of our employees were de-certified by POST.



0

In- Custody Deaths



0

Officer Involved Shootings



5

Investigations

USE OF FORCE



40,714

Documented Contacts



99.7%

UCPD Contacts
resolved peacefully

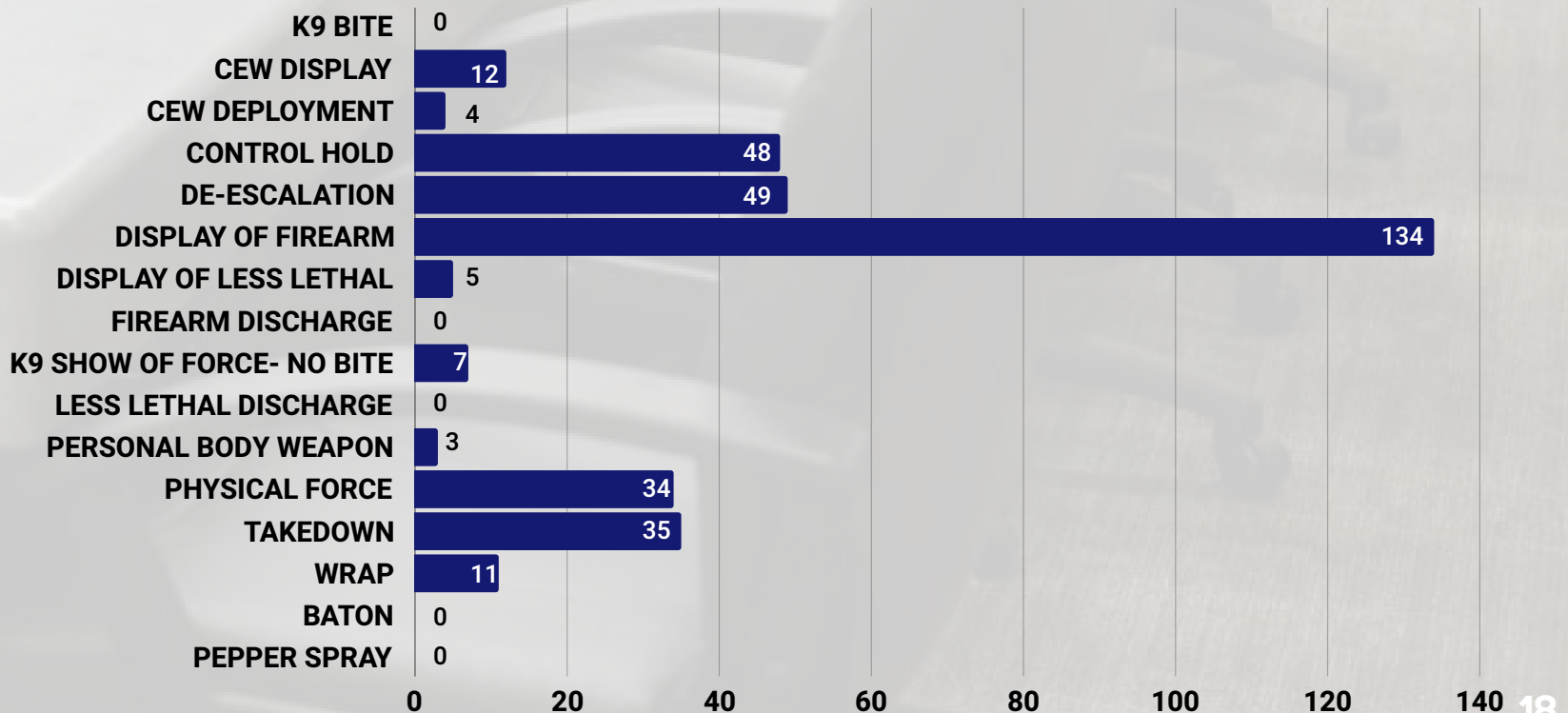


0.37%

Use of Force Rate

Every year, the Professional Standards Unit compiles an Annual Use of Force Report. This report aims to offer a thorough analysis of all data collected over the year.

In 2024, UCPD documented approximately 40,714 contacts, which include arrests, detentions, and traffic citations. From thousands of contacts throughout the year, 99.7% of them were resolved peacefully.



PERSONNEL & TRAINING

The Personnel & Training Unit (P&T) is responsible not only for our training programs but also for recruiting and hiring new employees. This year, our employees participated in over 14,000 hours of training. Some of the training sessions we attended included Crisis Intervention Team (CIT) training, which trains de-escalation techniques for law enforcement. UCPD requires all sworn personnel to be CIT certified. Other training included Emergency Vehicle Operations Course (EVOC), California Narcotics Officers Association Conference, California Association of Tactical Officers Conference, and Women Leaders in Law Enforcement Conference. These trainings offer unique insights, allowing attendees to gather valuable information to share with their colleagues.



14,000+

Total training hours



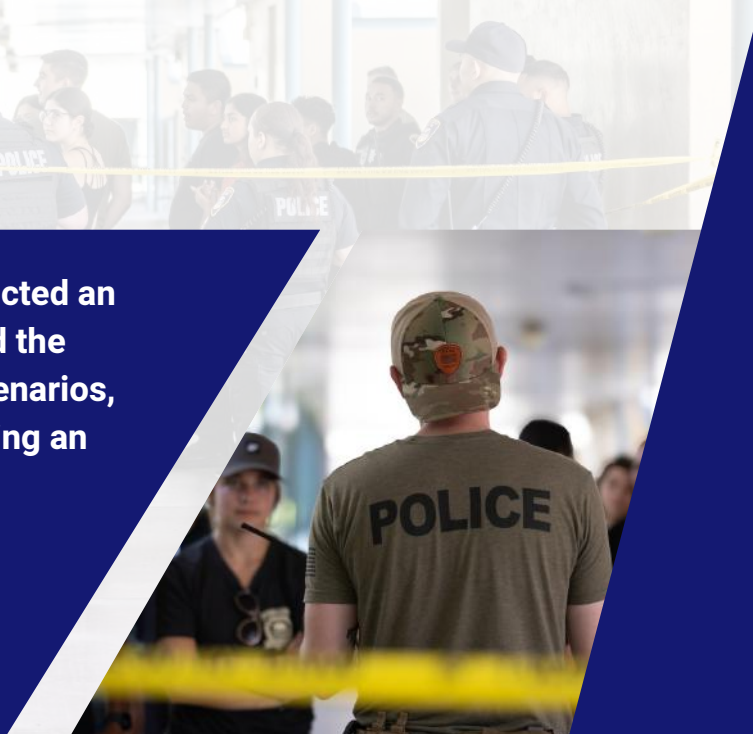
1,500+

Training hours
for firearms &
de-escalation



This year, the Union City Police Department (UCPD) conducted an Active Shooter Training on a school campus. Students had the opportunity to volunteer and participate in role-playing scenarios, while officers practiced handling various situations involving an active shooter.

Not only was this training beneficial for our officers, but it also provided valuable preparation for students in the event of a critical incident.



JOIN OUR FAMILY



6



Police Officers

3



Professional Staff

In 2024, UCPD hired six police officers and three professional staff. Each year, our family grows, and we are always looking to expand and add to our team!



Eric Barajas
Officer



Thomas Borg
Officer



Aiden Yarwood
Officer



Vijay Kandola
Officer

NEW MEMBERS OF OUR



Marisol Soto
Officer



Brooke Thayer
Officer



Nora Carranza
Community Service Aide



Stephanie Amaral
Executive Assistant

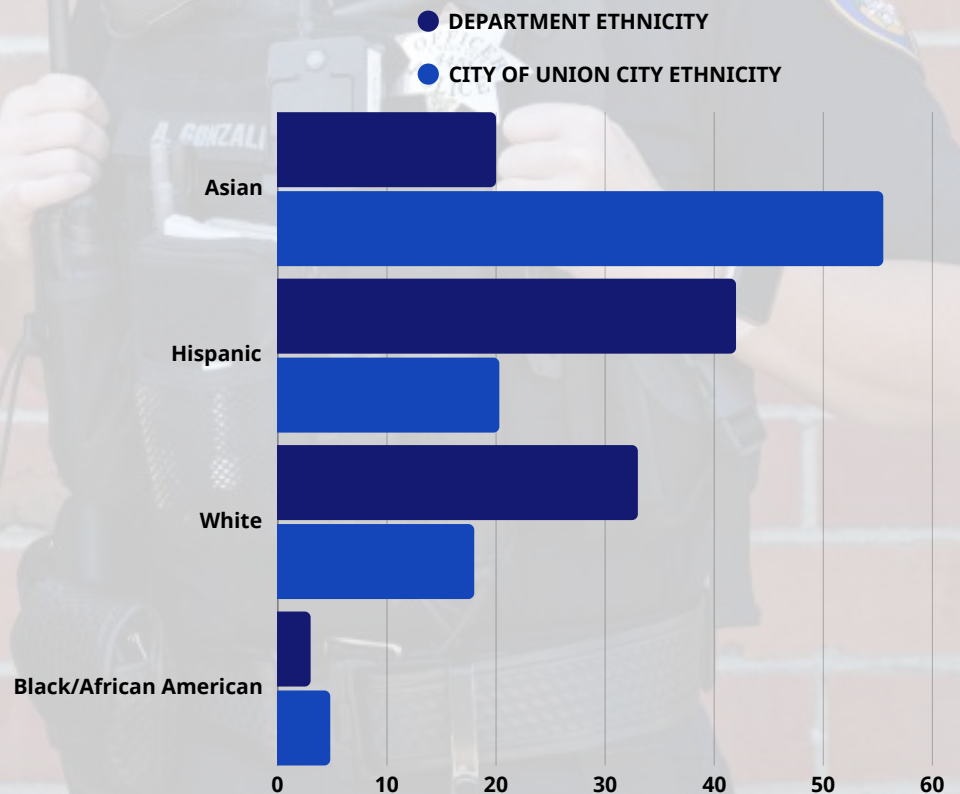


Mishel Garcia
Cadet



DEMOGRAPHICS

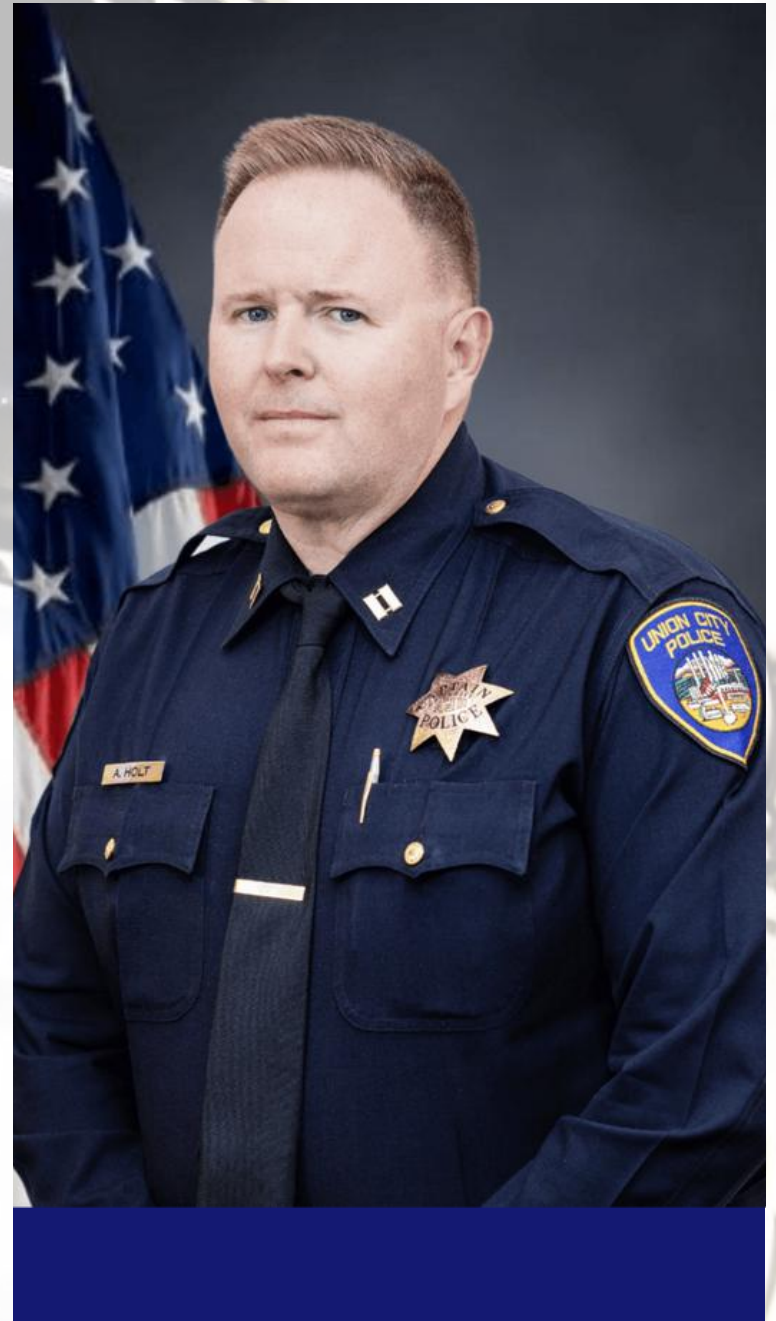
In 2024, the Union City Police Department was authorized to employ 114 members, including 82 sworn and 32 non-sworn personnel. Each year, we aim to create a workforce that reflects the unique diversity and rich cultural background of the community we are proud to serve.



FIELD OPERATIONS

Captain Andrew Holt

Captain Andrew Holt oversees our Field Operations Division which includes Patrol, Field Training, Traffic, Canine Unit, Community Service Aide program, and Technology.



DISTRICTS



District 1
Lt. James Cordero



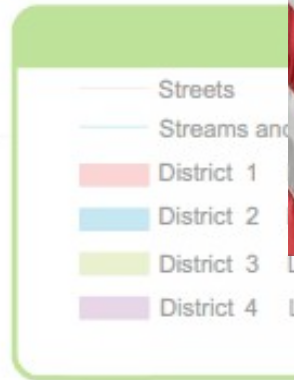
District 2
Lt. Michael Mahaney



District 3
Lt. Paul Kanazeh



District 4
Lt. Jean Jimenez



PATROL



17,369

Emergency Calls



41,898

Total Calls



4,149

Police Reports



40,714

**Calls for Service/
Officer initiated calls**

The Union City Police Department operates 24 hours a day, 7 days a week, to serve our community.

The Patrol Division covers over 19 square miles and is comprised of 4 Police Lieutenants, 8 Police Sergeants, 8 Field Training Officers, 3 K-9 Officers, and 30 Patrol Officers.



TRAFFIC

The Traffic Unit is responsible for investigating collisions, addressing traffic complaints, conducting public education, and enforcing the California Vehicle Code as well as local municipal ordinances.

This year, our Traffic Unit participated in several multi-agency traffic-related operations, including DUI checkpoints, High Intensity Traffic Targeting (H.I.T.T.), and the Commercial Officers of Southern Alameda County (C.O.S.A.C.).



174

Total Collisions



4,345

Citations Issued



236

Vehicles Towed



2

DUI Checkpoints



FIELD TRAINING PROGRAM



Our Field Training Program is made up of 12 specially trained police officers known as Field Training Officers (FTOs). Each officer, upon being hired, participates in our FTO program, which lasts for 19 weeks (760 hours) for entry-level officers.

A large part of our FTO program is our mentorship program, which begins pre-academy and continues through the FTO program and successful completion of the probationary period. Our mentorship program includes coaching, training, support, and guidance to help develop our new officers as they transition into their roles.



CANINE UNIT



256

Training Hours



23

Deployments



0

Bites



7

Surrenders



2

Firearms Detected



Officer Moya
Canine Willem



Officer Olson
Canine Bacon

Everyone's favorite employees at UCPD are Canine Willem and Canine Bacon. Not only do they help keep our community safe, but they also protect our officers in dangerous situations and strengthen community relations.

Our police canine's have an exceptional sense of smell that aids us in locating suspects, as well as detecting firearms and ammunition.

This year, our canine's underwent 256 hours of training and were able to assist our officers in finding two firearms, helping to make our community a safer place.

PUBLIC SAFETY WORKING GROUP

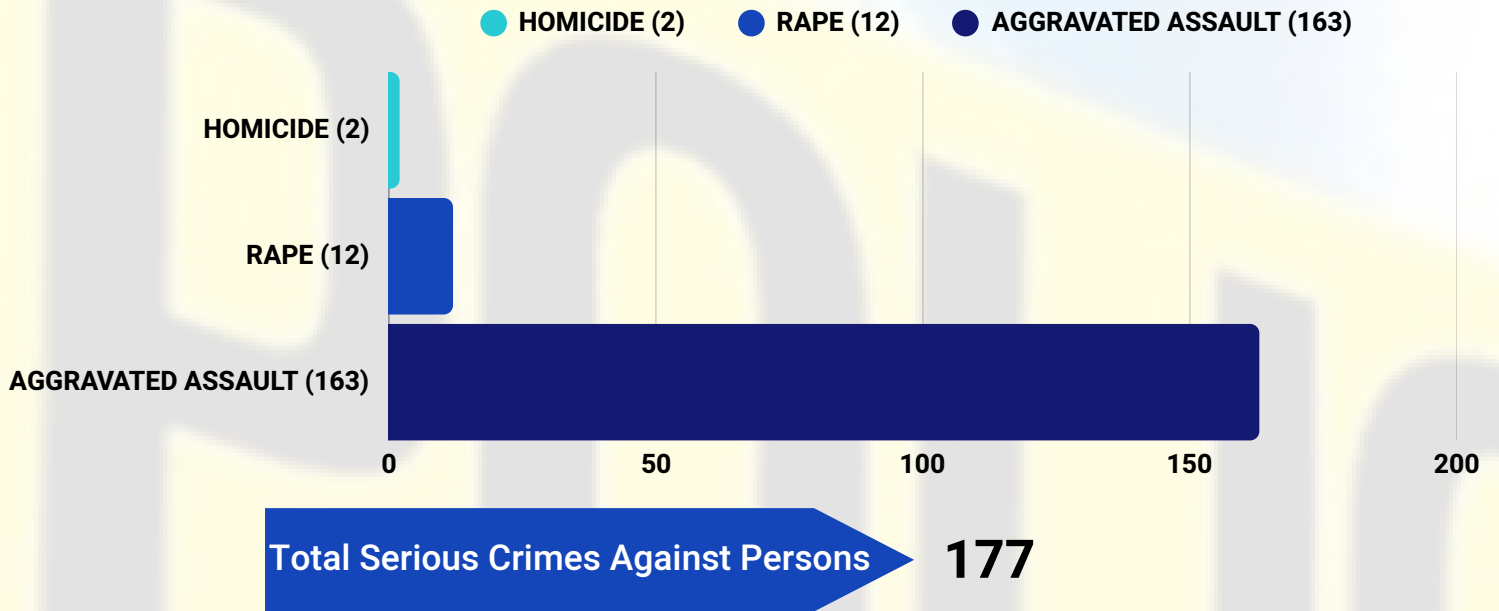


This year we are proud to announce a new community outreach program through our Public Safety Working Group (PSWG). The PSWG meets directly with the Chief of Police. The group's purpose is to facilitate communication and collaboration between community members and the police department to enhance public safety services. The PSWG aims to support "Purpose Driven Policing" in Union City by ensuring that the police department is well-informed about public safety priorities and concerns directly from the residents they serve. This group allows community members to provide feedback and engage in dialogue with the Chief of Police regarding their safety-related needs, perceptions, and goals. Additionally, PSWG members will actively participate in police-community events and serve as a conduit for residents to share public safety feedback. The group comprises prominent community leaders and will continue to be present at future citywide events.

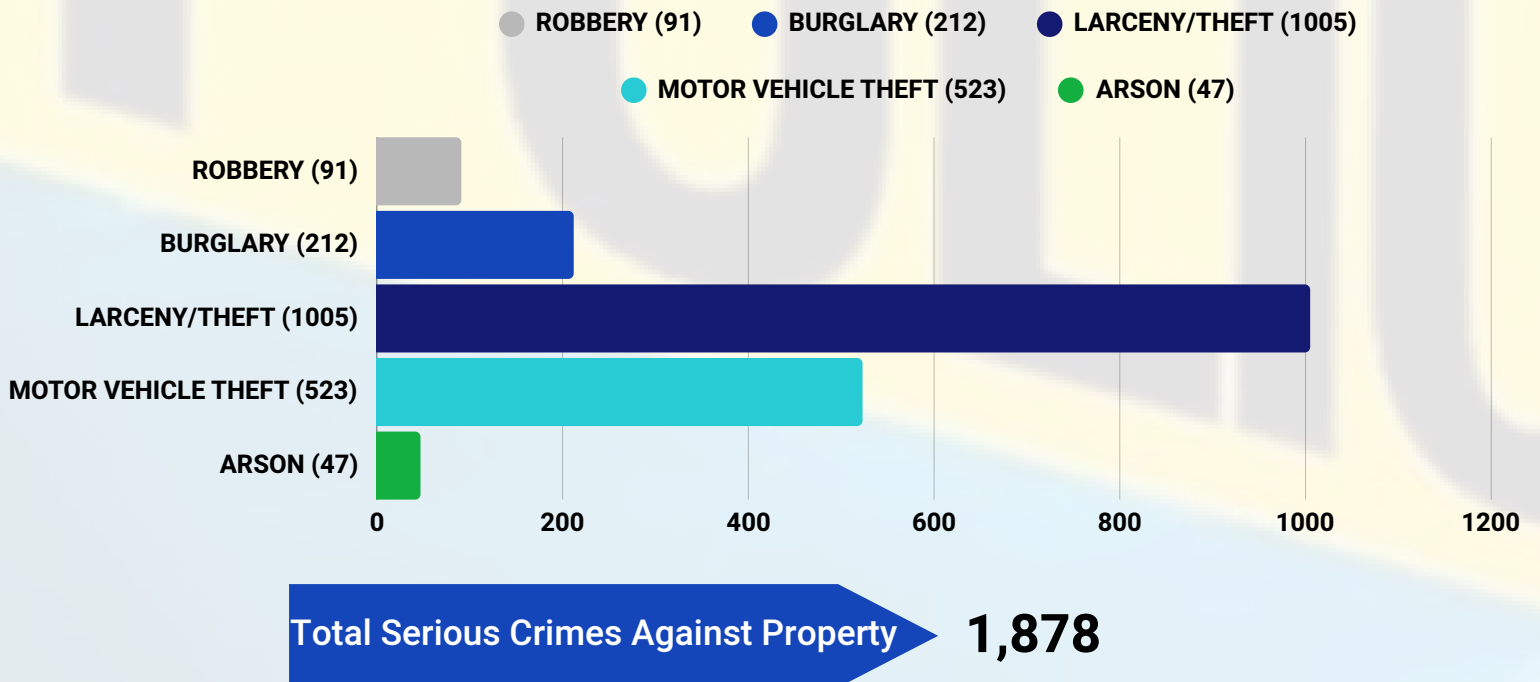


2024 CRIME OVERVIEW

Serious Crimes Against Persons

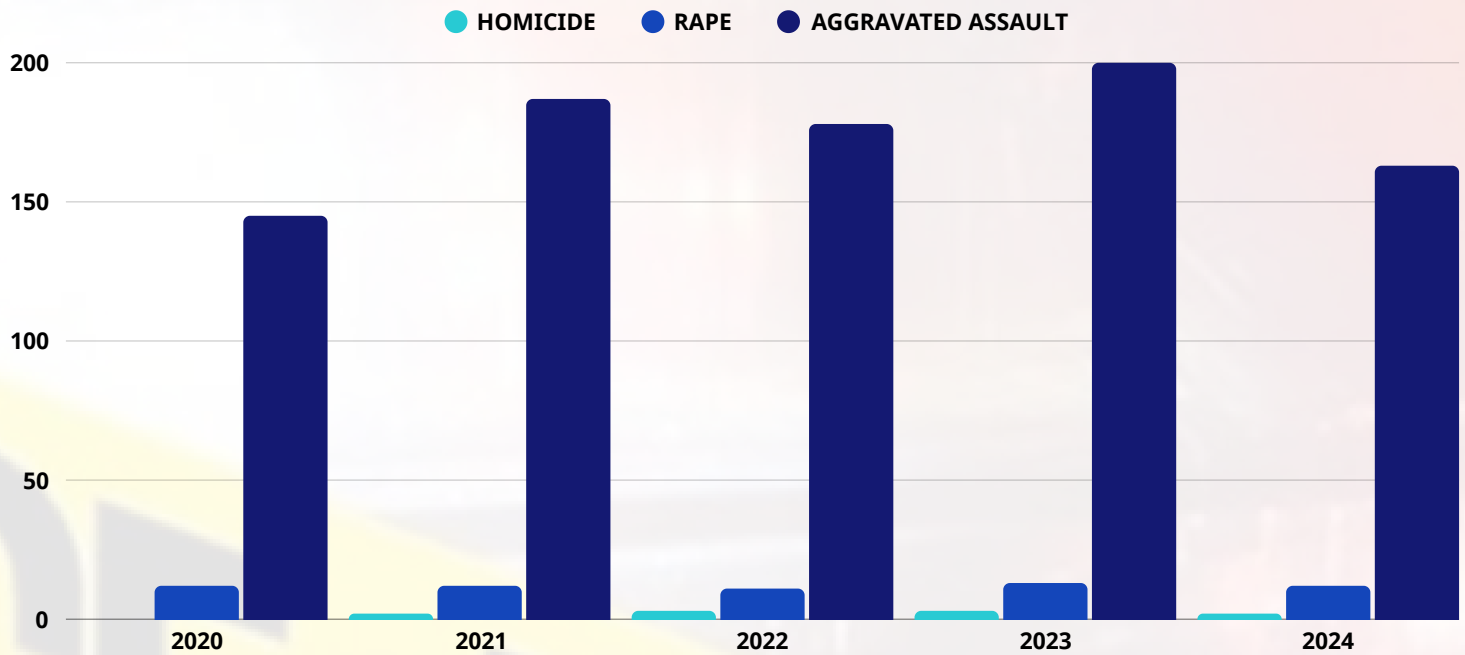


Serious Crimes Against Property

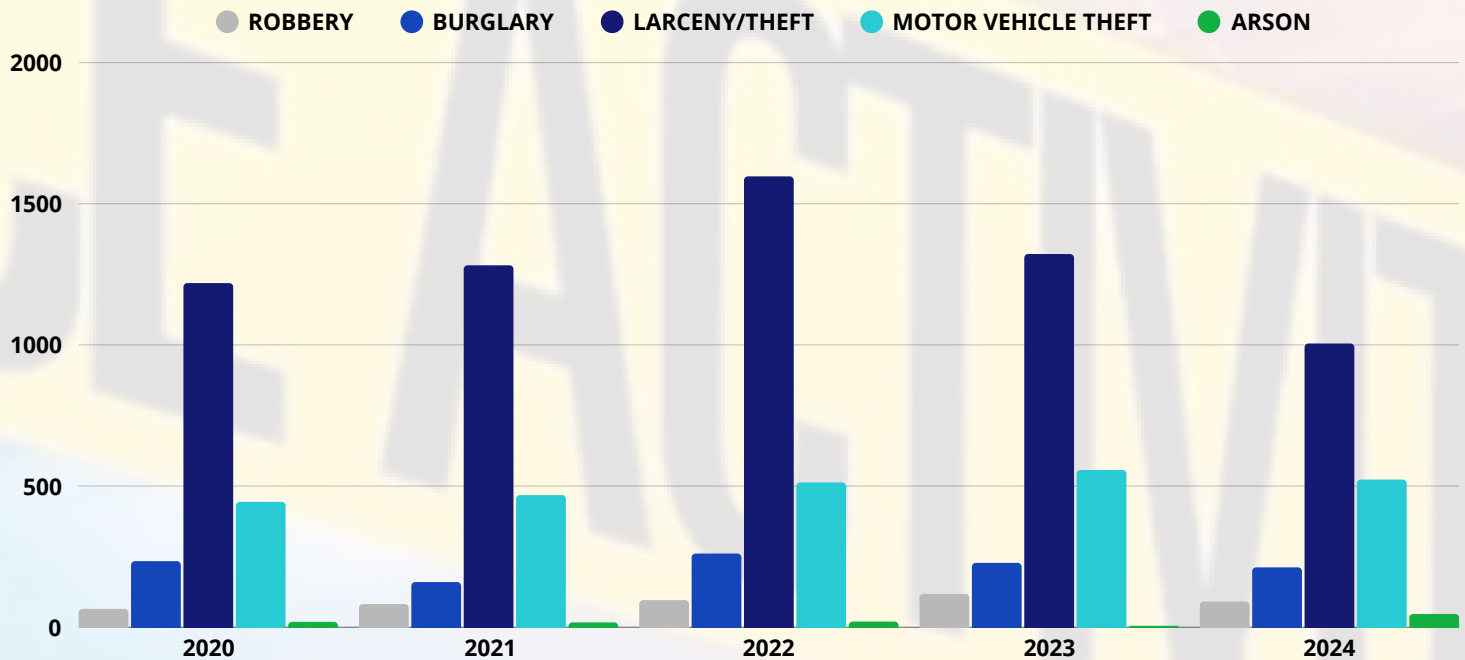


5 YEAR COMPARISON

Serious Crimes Against Persons



Serious Crimes Against Property



COMMUNITY ENGAGEMENT

COPPS UNIT

This year, UCPD is proud to introduce its COPPS Unit. Sergeant Hayward and Community Resource Coordinator Crystal Raine share their passion for community engagement. They ensure we continue to build and maintain relationships with those we serve. Last year the COPPS unit hosted or participated in over 70 events.

Community Events we participated in this year are...

- National Night Out
- Shop with a Cop
- Trunk or Treat
- Summer Sandlot
- Read Across America
- Special Olympics
- Coffee with Cops
- Shred-It
- Prescription Take Back
- Neighborhood District Meetings
- Night of Honor



NATIONAL NIGHT OUT



Each year, the Union City Police Department hosts National Night Out on the first Tuesday of August. This year, our event attracted over 5,000 attendees and featured more than 90 participants and sponsors—our largest event to date! Thank you to everyone who attended. We can't wait for next year's event! ★★



SUMMER SANDLOT



Summer Sandlot is a summer baseball program that was founded by our very own Lieutenant Quintero. Organized by UCPD and our Recreation Services, the program lasts for a total of five weeks. It provides kids an opportunity to come together and enjoy their summer break with their favorite police department coaches and friends.



TOURCH RUN



Each year the Union City Police Department takes part in the annual Special Olympics Torch Run. The torch run represents the Opening Ceremony as the "Flame of Hope" is carried throughout the city.

This year we were handed the torch from Hayward PD and passed it onto Fremont PD. Great job everyone!



ON THE HORIZON

Each year, we brainstorm new ways to enhance our department, and we're excited to share some key updates for 2025. Updates include:

- Pro Phoenix, a modern CAD and report writing technology that offers complete paperless functionality.
- Expansion of the Traffic Unit.
- Expansion of the Investigations Unit.
- Expansion of the Community Oriented Policing and Problem Solving Unit (COPPS).
- Installation of approximately 20 flock cameras.
- Formation of a recruitment team.
- Launching a Citizens Police Academy.

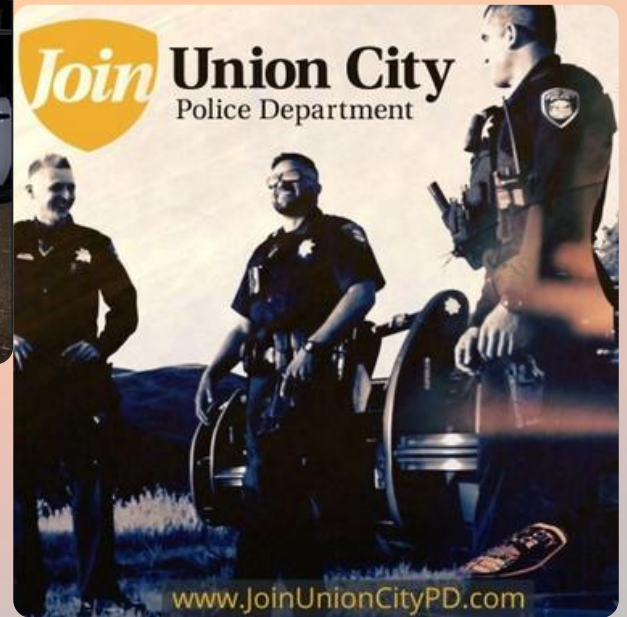
TRAFFIC UNIT



flock safety



RECRUITMENT TEAM



PROPHENIX
Next Generation Public Safety Software



UNION CITY NATIVE



Ruthy Estrada was born in Union City and was a part of the Union City Police Department since 2000. Throughout her career, she worked in various roles including dispatch, records personnel and training, and the Gang Taskforce Unit. Prior to retirement, Ruthy served as a Property & Evidence Specialist, where she processed property, handled district attorney requests, and reviewed case files, among numerous other responsibilities. Additionally, she was our department's Child Passenger Safety Technician.

Ruthy had a strong passion for engaging with the community and participated in many events such as National Night Out, Coffee with the Cops, the Special Olympics Torch Run, Summer Sandlot, Shop with a Cop, and Read Across America, where she read to students at Searles Elementary in both English and Spanish.

Ruthy was honored by the National Latino Peace Officers Association as a specialist in her field in celebration of Women's History Month. She was also recognized for her contributions to the California Association of Property & Evidence 2024 training seminar. Thank you, Ruthy, for your dedication to representing our city and department!

BROOKE'S STORY



Officer Brooke Thayer began her career at the Union City Police Department as a Police Explorer in 2019. In 2021, she was hired as a Police Cadet and then became a Community Service Aide in 2022. In April 2024, Brooke left for the Academy to pursue her career as a Police Officer, ultimately graduating in September. Congratulations to Brooke on graduating from the Academy! And a warm welcome back to Officer Thayer.

EMPLOYEE RECOGNITION NIGHT



Employee Recognition Night was one of our biggest events this year. Each employee had the opportunity to gather with their families and celebrate their colleagues who were recognized for their promotions, hard work, and accomplishments over the past year.

One of the awards presented during the event was the William Cann Community Service Award. This award was given to Lieutenant Sergio Quintero and Community Coordinator Crystal Raine for their ongoing efforts to ensure the well-being of our community.





RECOGNITION



This years Officer of The Year went to Sergeant Ali. Recognized as a mentor among his peers, Sgt. Ali readily lends an ear and provides guidance to younger officers. He approaches each task with a sense of urgency and completes them with precision and efficiency. Sgt. Ali has gone above and beyond, completing numerous New Hire Orientation processes and tirelessly seeking opportunities to enhance the learning experience for new recruits. By identifying gaps between academy learning and real-world application, he has played a pivotal role in improving the department. Sgt. Ali's actions speak volumes about his character and his unwavering dedication to serving the community and upholding the values of the department.

Sgt. Ali truly embodies Chief Rinetti's philosophy of "Service from the Heart" by living by the motto on a daily basis and allowing it to come through in his work product. Congrats Sgt. Ali!

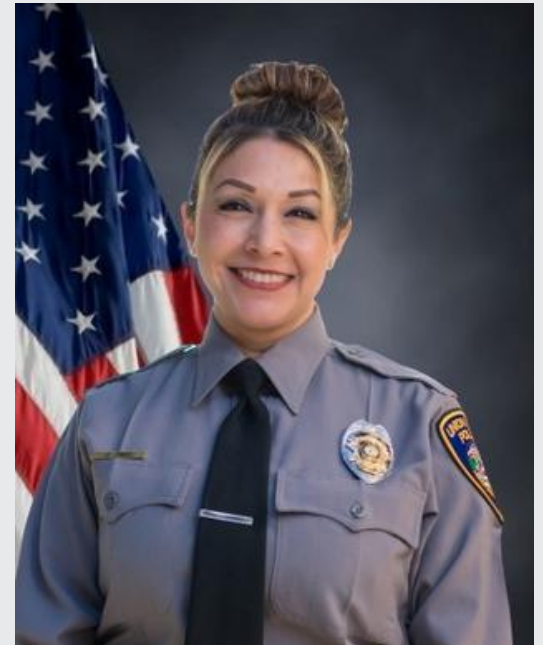
OFFICER OF THE YEAR

Zakariya Ali

EMPLOYEE OF THE YEAR

Gloria Cruz

This years Employee of The Year is Gloria Cruz. Gloria began her career with UCPD in 2006. In her current capacity as a Records Supervisor, she is responsible for handling multiple tasks such as public police report requests, processing records, managing Department of Justice requirements, and records related trainings. Gloria has played a key role in the Police Department's success through her consistency, hard work, and willingness to make the unit better. She continues to learn, adapt, and evolve with the constant changes associated with police records requirements. Gloria has taken on important projects such as our transition from UCR to NIBRS, as well as helping with the transition to a new records management system. Congrats Gloria. Well-deserved!



THANK YOU FOR YOUR SERVICE

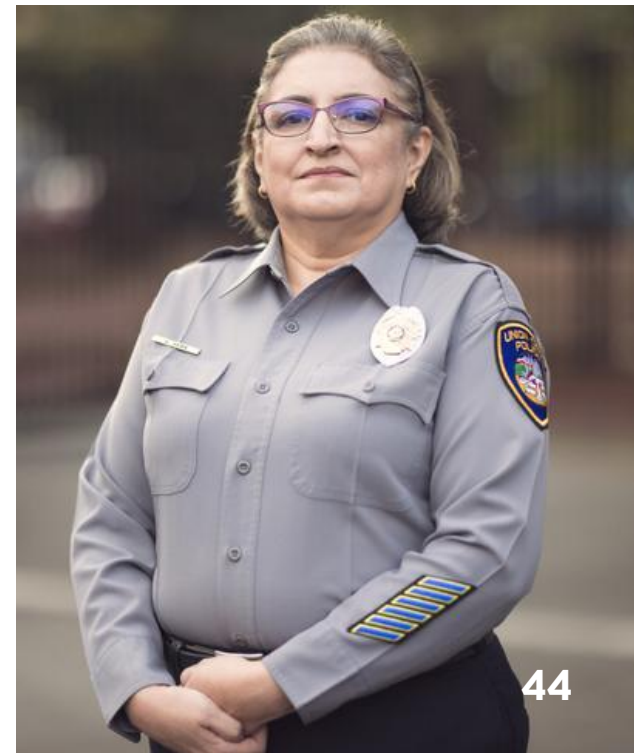


Executive Assistant Kelly Sipos

Kelly retired after 33 years with UCPD. She began her career in 1991 as a Dispatcher/Clerk in Records and Communications. Throughout her long and successful career, she held various positions in our organization, including Civilian Training Officer, Confidential Office Assistant, and most recently, Executive Assistant for the Chief of Police. Kelly was known for her wealth of institutional knowledge, excellent work ethic, and positive attitude. She will be truly missed!

Property & Evidence Supervisor Sonia Vera

Sonia began her career with UCPD in 1985. Throughout her career she was a Police Cadet, Community Service Aide, and Dispatcher Clerk. In 2016, Sonia transitioned to the Property and Evidence unit as a property clerk, and in 2021, she promoted to become the supervisor of the unit. Sonia served the department and the residents of Union City with nearly 40 years of dedicated service. Sonia's unwavering commitment, hard work, and devotion to public service will be greatly missed. Congratulations on your retirement, Sonia!







**In Memory of Chief William M. Cann
1941-1974**



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www.unioncity.org



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