

**ALL CELL PHONES AND ELECTRONIC DEVICES MUST BE
TURNED OFF IN THE COUNCIL CHAMBERS**

**A G E N D A
REEDLEY CITY COUNCIL **SPECIAL** MEETING**

6:00 P.M.

TUESDAY, MAY 17, 2022

**Meeting Held in the Council Chambers,
845 "G" Street, Reedley, California**

The Council Chambers are accessible to the physically disabled. Requests for additional accommodations for the disabled, including auxiliary aids or services, should be made one week prior to the meeting by contacting the City Clerk at 637-4200 ext. 212.

Any document that is a public record and provided to a majority of the City Council regarding an open session item on the agenda will be made available for public inspection at City Hall, in the City Clerk's office, during normal business hours. In addition, such documents may be posted on the City's website.

Unless otherwise required by law to be accepted by the City at or prior to a Council meeting or hearing, no documents shall be accepted for Council review unless they are first submitted to the City Clerk by the close of business one day prior to said Council meeting/hearing at which the Council will consider the item to which the documents relate, pursuant to the adopted City Council Protocols.

The meeting will be webcast and accessed at: <http://www.reedley.com/livestream.php>

PLEASE SEE LAST PAGE OF AGENDA FOR ZOOM PARTICIPATION INSTRUCTIONS

Mary L. Fast, Mayor

Robert Beck, Mayor Pro Tem
Ray Soleno, Council Member

Anita Betancourt, Council Member
Matthew Tuttle, Council Member

MEETING CALLED TO ORDER

ROLL CALL

WORKSHOP

CONTINUED – PROPOSED FY 2022-23 BUDGET – No Action to be taken

The Reedley City Budget is available on the City website: www.reedley.ca.gov

BUDGET PRESENTATIONS AND DISCUSSIONS:

1. **OPENING COMMENTS BY CITY MANAGER**

2. COMMUNITY SERVICES
Council questions
3. ENGINEERING
Council questions
4. FIRE DEPARTMENT
Council questions
5. POLICE DEPARTMENT
Council questions

ADJOURNMENT

I hereby certify under penalty of perjury, under the laws of the State of California that the foregoing agenda was posted in accordance with the applicable legal requirements. Dated this 12th day of May 2022.



Ruthie Greenwood, City Clerk

Zoom Participation:

The City Council is encouraging members of the public to observe and participate in the Council meeting virtually, to maximize the safety of all meeting participants. Reasonable efforts will be made to allow written and verbal comments from participants communicating with the host of the virtual meeting. To do so, participants may “raise their hand” during public comment portions of the meeting using the electronic feature on the zoom program, and the City Clerk will inform the Mayor of the participant’s desire to provide public comment. Due to the new, untested format of these meetings, the City cannot guarantee that participants who wish to provide public comment, either in writing or verbally, will occur as expected. The “chat” feature on Zoom will not be monitored or used during the meeting.

Members of the public who wish to provide written comments are encouraged to submit their comments to the City Clerk at ruthie.greenwood@reedley.ca.gov at least two (2) hours prior to the start of the meeting to ensure that the comments will be available to the City Council. Please indicate the agenda item number to which the comment pertains. Written comments that do not specify a particular agenda item will be marked for the general public comment portion of the meeting. A copy of any written comment will be provided to the City Council at the meeting. Please note that written comments received will not be read aloud during the meeting, but will be included with the meeting minutes.

Dates to Remember:

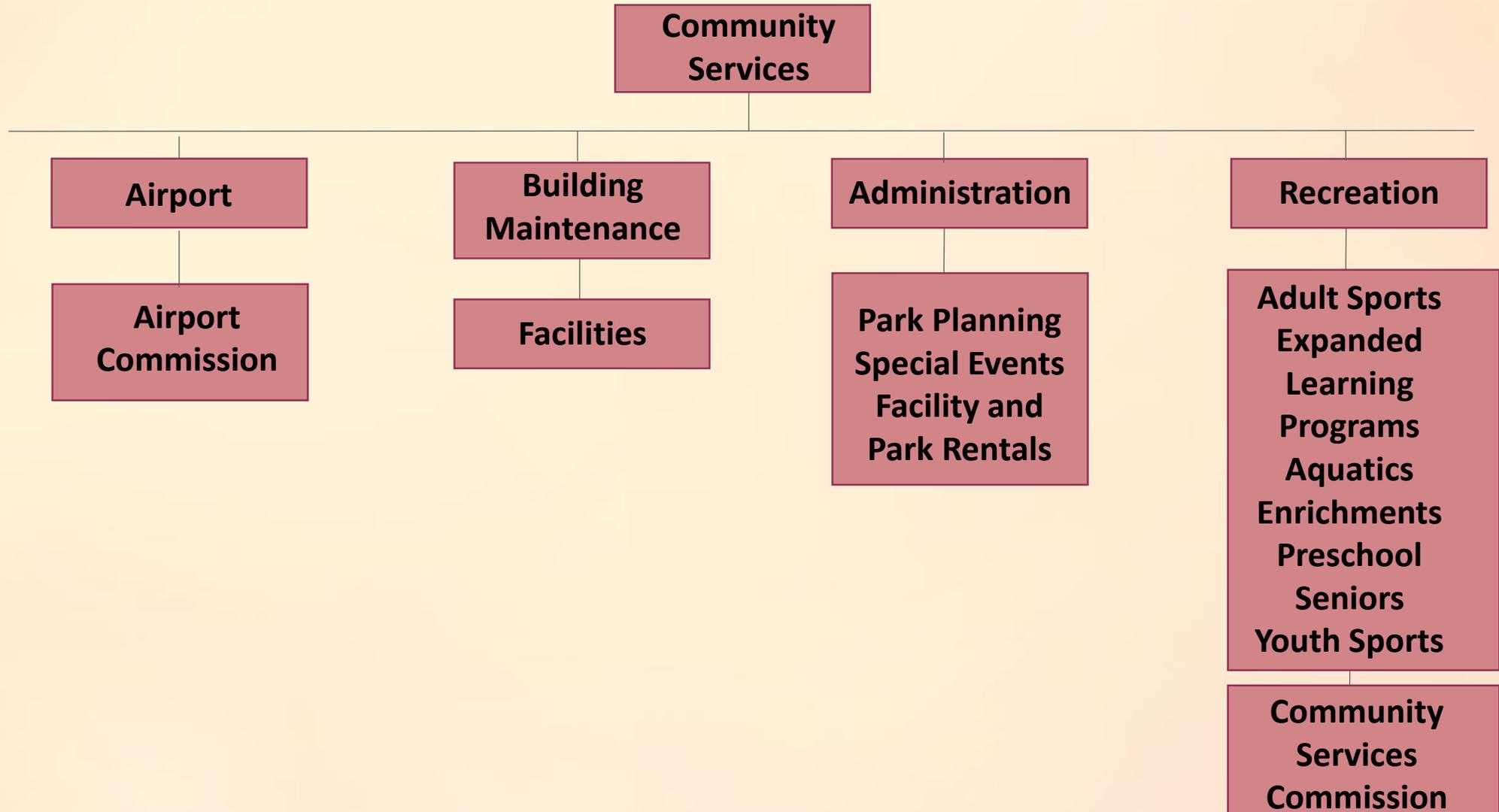
May 24, 2022 – 6pm Special Budget Meeting
May 24, 2022 – Regular Council Meeting
June 14, 2022 – Regular Council Meeting



Community Services Department

Proposed 2022-23 Budget

Department Divisions



Accomplishments

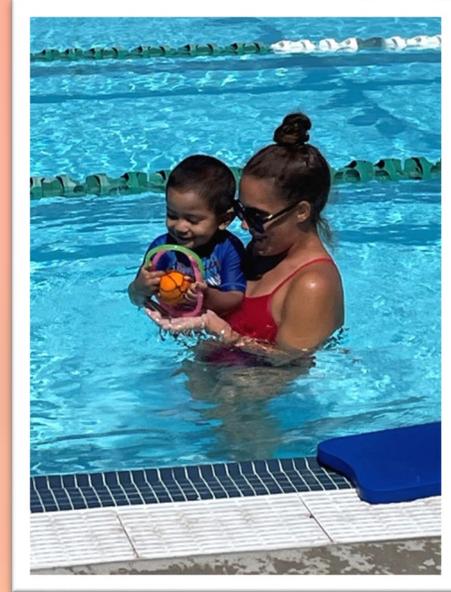
- Created water safety literature to promote water safety tips and offered free swim lessons to children.
- Implementation of the iWorq software is underway to track work orders and inventory City assets.
- Submitted grant applications for Regional Park Grant, Clean CA Grant, and Recreational Trail Grant.
- Created an implementation strategy in response to the results and comments received from the Recreation Program Assessment conducted by Fresno State University.
- Completed two of the three Per Capita funding projects: Trimble Park NetPlex Climber and Citizens Park shade canopies replaced.

Department Performance Measures

Performance Measures	Actual 2020	Actual 2021	Target 2022	
Increase the number of Social Media Followers by 5%	3,975	5,244	5,505	
Increase the number of Recreation Program Participation by 5%	11,277	6,004	9,015	
Increase the Park and Facility Rentals by 5%	253	243	181	

Recreation Programs

- ✓ Provided City activities for May Mental Health Awareness Month
- ✓ Holiday Movie in Pioneer Park
- ✓ Offered Princess Tea at Opera House
- ✓ Clinics for Youth Sports
- ✓ Free Swim Lessons



Senior Programs

- ❖ Resume of Tai Chi Classes
- ❖ Senior Night at the Opera House Event
- ❖ Local Trips using FCRTA
- ❖ Sweetheart Breakfast
- ❖ Bunco
- ❖ Magic and Milkshakes

*Return of the Congregate Meal Program (July/August)



Expanded Learning Programs

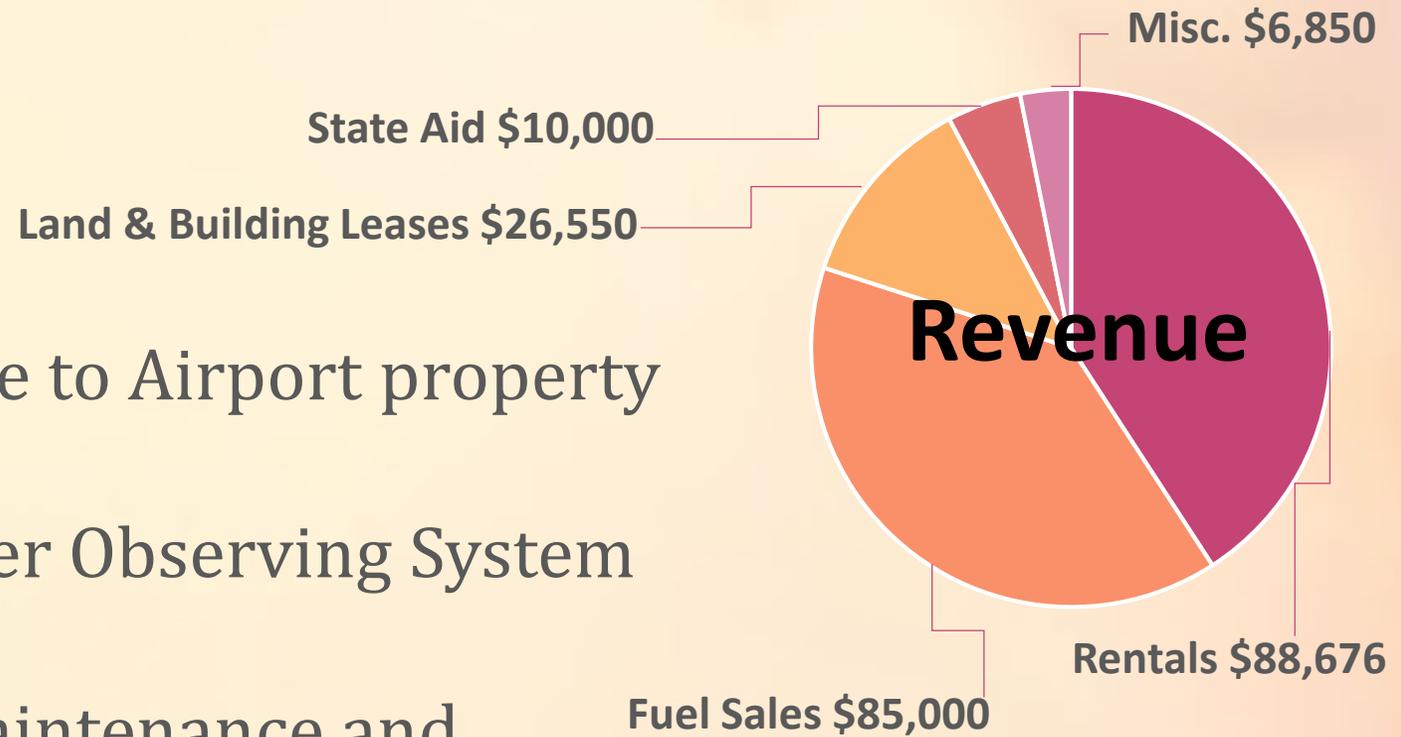
(Previously known as After School Programs)

- Additional funding available for Expanded Learning Opportunities Program (ELOP)
- Service contracts over \$1million for FY 2022-23
- Program support provided during the regular day, after school hours, and summer break.
- City hires 40+ employees to oversee the different programs.



Airport

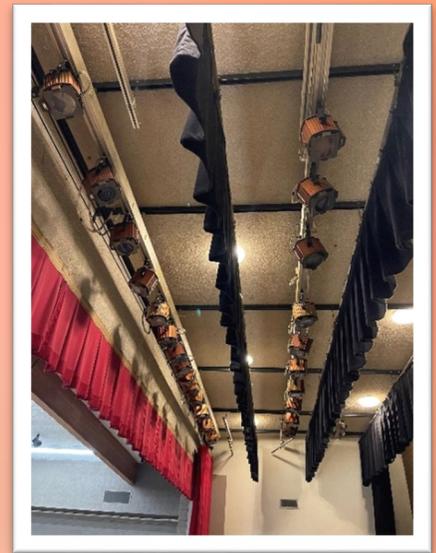
- ✓ Transition of Reedley College to Airport property
- ✓ Replaced Automated Weather Observing System
- ✓ Completed the Pavement Maintenance and Management Plan
- ✓ Reconstruction of the north apron pavement
- ✓ Well project underway



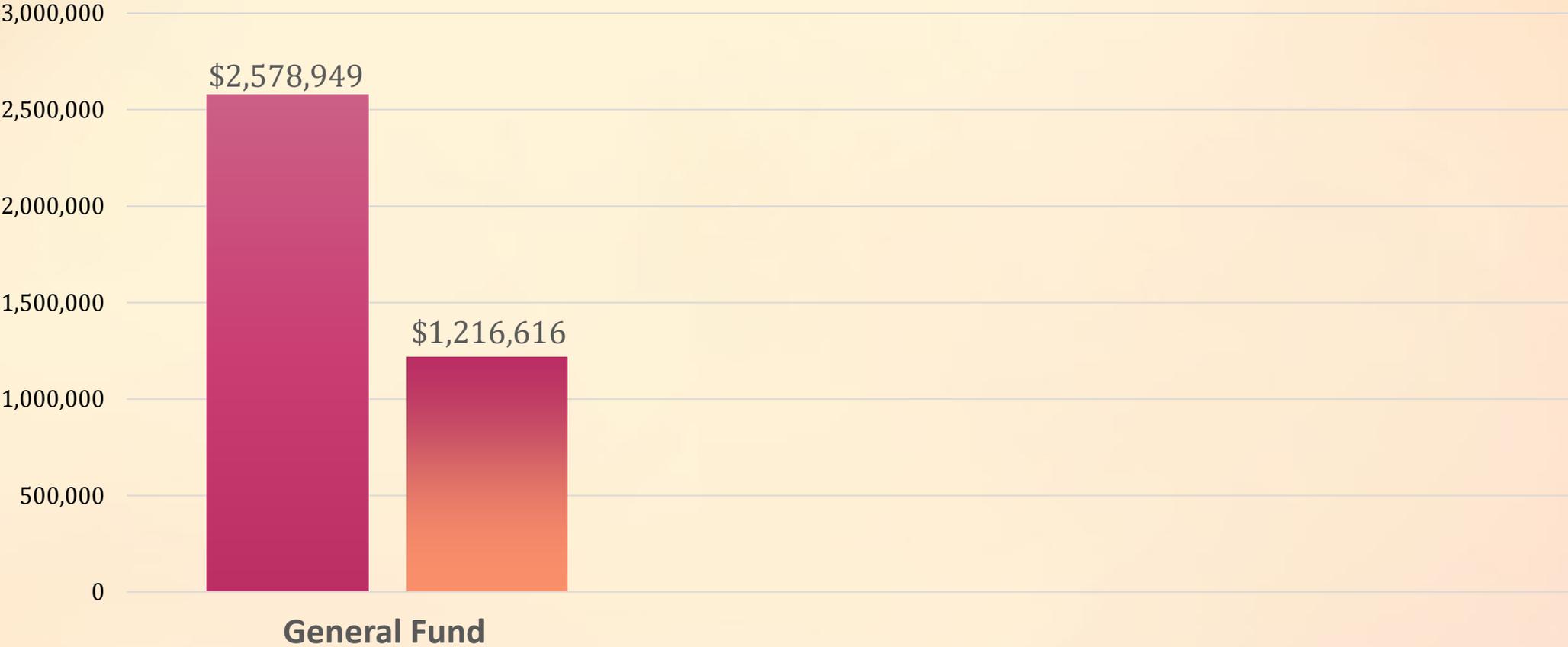
Fiscal Year	20-21	21-22	22-23
Fund Balance	\$84,619	\$34,657	\$174,738

Building Maintenance and Projects

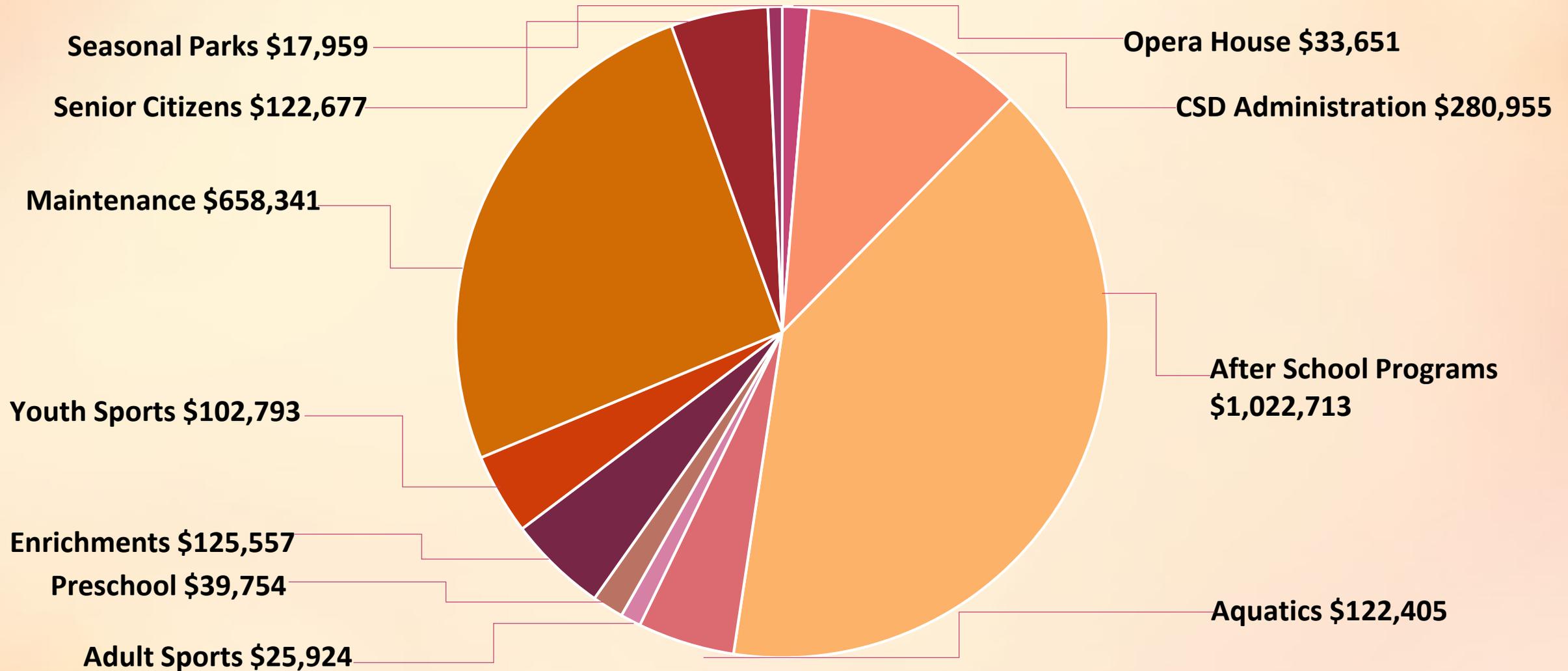
- ❖ Upgrade of A/V system in the California Room
- ❖ Replace five HVAC units that are still older than 2000
- ❖ Upgrade lighting within City Hall to LED
- ❖ Remodel Police Department front lobby
- ❖ Replace truck within Maintenance Division
- ❖ Repairs within Opera House



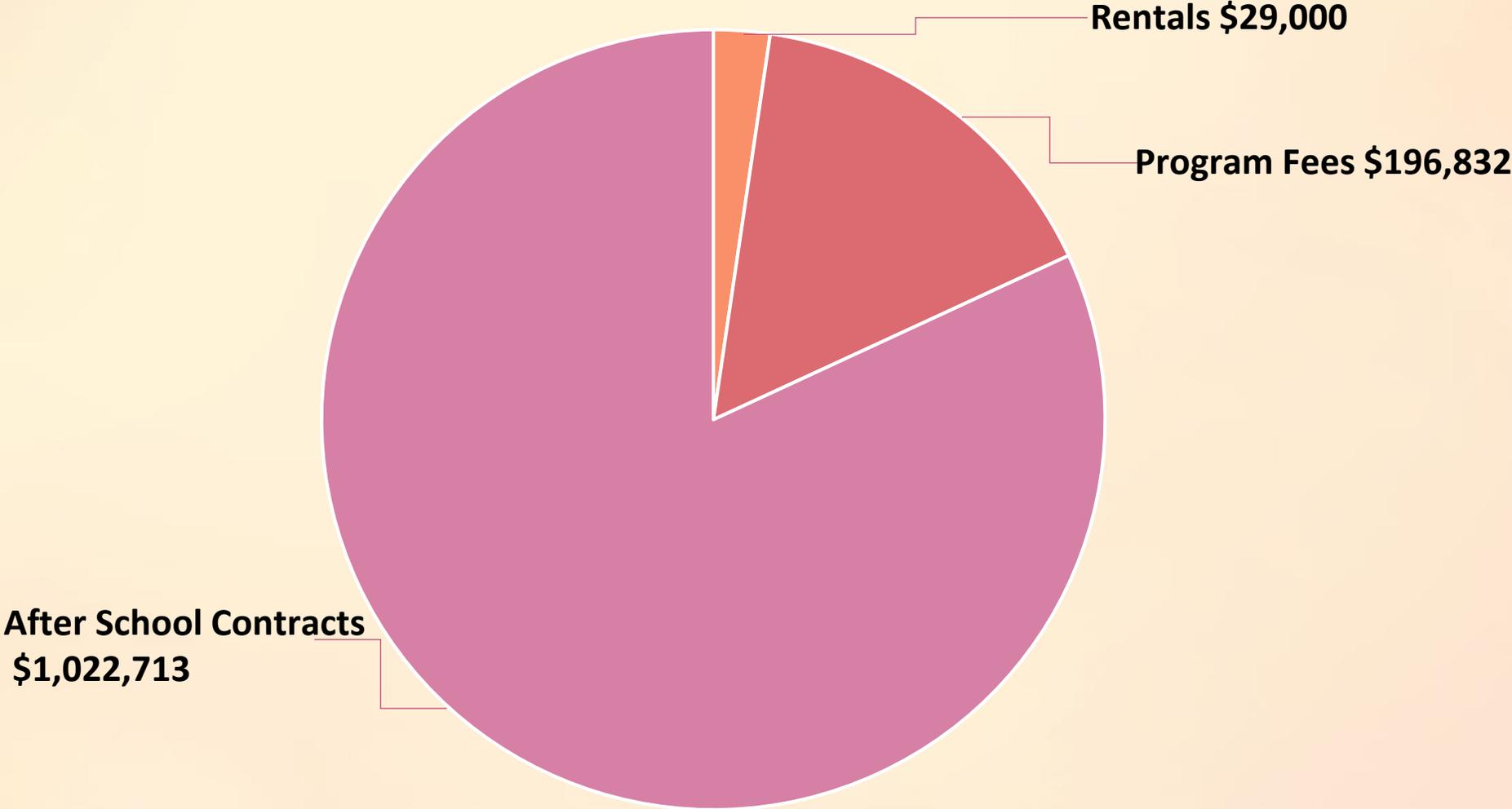
Expenditures VS Revenues



General Fund Expenditures



General Fund Revenues



CSD Goals

- Focus on training for seasonal staff and creating training resources.
- Full implementation of iWorq software
- Continued focus on new program implementation and increased participation for existing programs.



**Parks
Make
Life
Better!**[®]



City of Reedley
Engineering Department

Proposed
Fiscal Year 2022-23
Budget Presentation

Prepared for the Reedley City Council

May 17, 2022



Engineering Department Responsibilities

- City's Capital Roadway Projects
- Encroachment Permits / Inspections
- Review Development Projects / Plan Checks
- City Standards and Plans
- Topographic Mapping
- Zoning Maps, Street Maps and Utility Plats
- Landscape, Lighting and Maintenance District
- Traffic Safety Commission

Engineering Department Information



- Currently Four Full Time Employees
- Oversee all federally funded street projects
- Inspect all projects within the City's Right of Way
- Design Capital Improvement Projects
- Work closely with various agencies, contractors/developers and other departments within the City

Engineering Department Major Projects FY 21/22

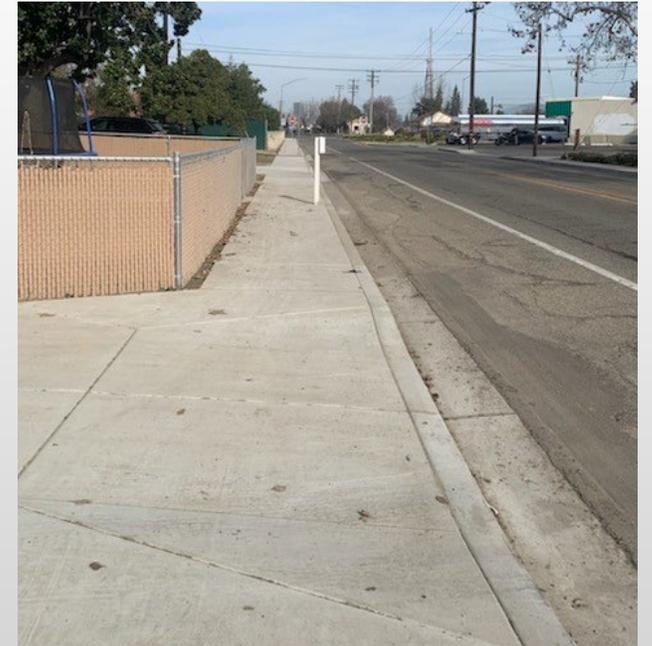
- “J” and “K” Rehabilitation – 8th to 12th and Reed to Dinuba (Construction)



- Construction Cost = \$318,000 – Vehicle Impact Fee and Measure C Street Maintenance
- Pavement rehabilitation including slurry sealing, grind and overlay and full reconstruction. Also included traffic striping

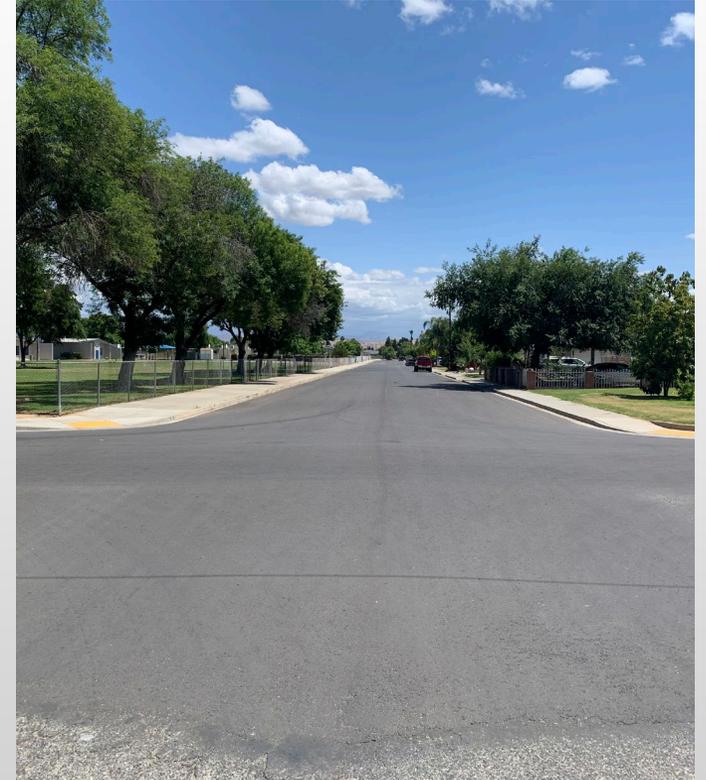
Engineering Department Major Projects FY 21/22

- Reed Ave. Sidewalk – Les Schwab to 8th on West Side of Roadway (Construction)
 - Installed sidewalks, curb ramps, driveway approaches, and replaced minor curb and gutter
 - Construction Cost = \$128,400 – CMAQ & Measure C
- Manning Ave. Sidewalk – Reed to Frankwood (Design & Construction)
 - Installed sidewalks, curb ramp, driveway approach, and replaced minor curb and gutter
 - Construction Cost = \$255,000 – CMAQ & Measure C



Engineering Department Major Projects FY 21/22

- Washington Ave. Reconstruction – Columbia to Hemlock (Construction)
 - Full reconstruction of roadway, curb ramps and traffic striping
 - Construction Cost = \$228,400 – Vehicle Impact Fee
- East Ave. Heavy Rehabilitation – 11th to G (Design & Construction)
 - Dig outs, slurry seal, grind & overlay and striping
 - Construction Cost = \$550,000 – Measure B & Groundwater Treatment Funds



Engineering Department Major Projects FY 21/22

- Development Projects

- Tract 6178 Ph.1/2 Frankwood Commons – Construction inspection
- Tract 6178 Ph.3 Frankwood Commons – Plan/map review
- Tract 6196 Ph. 2/3 Reed/Aspen – Construction inspection
- Tract 6229 Ph. 1 Rancho Vista – Construction inspection
- Tract 6229 Ph. 2 Rancho Vista – Plan/map review
- Tract 6267 Chateau Estates – Plan/map review
- Master Storage – Construction inspection and coordination
- Taqueria on Columbia – Construction inspection and coordination

Engineering Department Major Projects FY 21/22

- Development Projects Cont.
 - Multiple Housing ADUs – Construction inspection
 - Plan reviews for multiple commercial developments with construction anticipated in Summer and Fall of 2022.
 - Prepared multiple conditions of approval for future commercial developments
 - Processed 121 Encroachment Permits to date for FY 21/22
 - Approximately 13,060 linear feet of new roadway paved by developments in FY 21/22; most included curb, gutter, and sidewalk on one or both sides of the new roadways and underground utilities

Engineering Department Major Projects FY 21/22



Engineering Department Projects FY 22/23

- Design and/or Construction
 - Manning Ave. Ph. 3 – Columbia to Buttonwillow (STBG Grant)
 - Nine Various Alleys (CMAQ Grant)
 - 11th Street Improvements – Reed to East (SB1 and Measure C)
 - E Street – 10th to 12th (CDBG)
 - Hollywood, Acacia, Birch and Myrtle – Bounded North, Frankwood, Manning and High School (Measure B)
 - Olson Ave Wastewater Main Upgrade (SWRCB and Wastewater Enterprise)

Engineering Department Projects FY 22/23

- Design and/or Construction Cont.
 - Sports Park Improvement – North Soccer Fields (General Fund)
 - Active Transportation and Parkway Master Plan (Caltrans Sustainable Communities Grant)
 - Columbia Ave. Sidewalk – Ann Drive to Parlier (CMAQ Grant)
 - Jefferson Elementary Safe Routes to Schools (ATP)
 - Dinuba Ave – East to Buttonwillow (STBG Grant)
 - Utility Master Plan Update

Engineering Department Projects FY 22/23

- Project Management/Inspections
 - Multiple housing developments (subsequent phases)
 - Multiple commercial developments
 - Residential and commercial projects within the City right of way



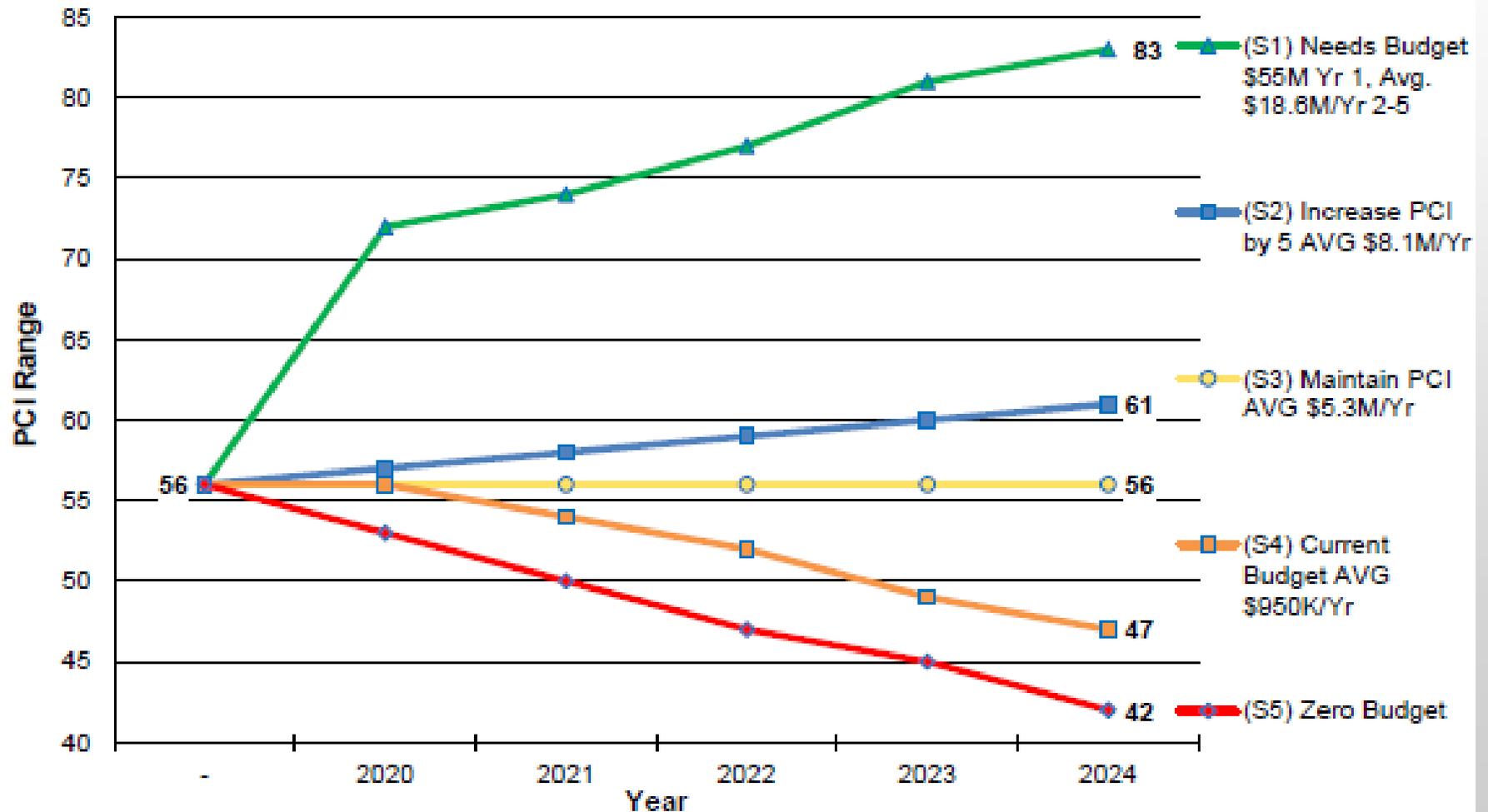
Performance Measures

Performance Measure	Actual 2020	Actual 2021	Target 2022
Arterial Streets Pavement Condition Index	55	58	58
Collector Streets Pavement Condition Index	56	46	48
Residential Streets Pavement Condition Index	57	53	53
Alleys Pavement Condition Index	24	16	17
Installation of City Sidewalks	1,150 LF	3,275 LF	4,410 LF
Grant Reimbursement Requests	100%	96%	98%

- Sidewalk installation goal of 1,000 LF per year – development projects the prior calendar year and this calendar year have greatly increased that value
- Grant reimbursement request goal is to submit 95% of requests within 90 days of expenditure – Construction delays / agency requirements for reimbursements cause some requests to be delayed

Pavement Management Plan Overview

5 Year Projections



Engineering Dept. Capital Expenditures FY 22/23

Federal/State Funds	\$3,401,805
Measure C	\$605,211
SB1	\$1,208,470
CDBG	\$465,000
General Fund/ARPA	\$1,148,000
Development Impact Fees	\$660,000
Sewer Capital	\$3,203,950
Total	\$10,692,436

Engineering Dept. Capital Revenues FY 22/23

Federal/State Funds	\$3,401,805
Measure C	\$748,600
SB1	\$594,644
CDBG	\$465,000
Total	\$5,210,049



Engineering Dept. Operations Expenditures FY 22/23

Personnel \$640,747

Professional/Contract Services \$64,910

Operational Expenses \$117,768

Total \$579,065

Engineering Dept. Operations Revenues FY 22/23

Inspection Fees	\$40,000
Staff Time Reimb. Federal Grants	\$173,000
Staff Time Reimb. Measure C	\$25,000
Misc. Revenues	\$5,250
Total	\$243,250

Engineering Dept. Budget Specifics FY 22/23

- The addition of an engineering assistant to assist with awarded federal and state-funded capital improvement projects
- Slight increase in consultant inspection services for developments due to staff focusing more on design and construction management of capital improvement projects
- Includes various software licenses for improvement mapping and dataset analysis capabilities

Engineering Department Goals FY 22/23

- Deliver all federal and grant aid projects on time and within budget
- Prepare and submit successful grant applications to fund future capital projects
- Train staff through on the job experience and local training seminars when possible
- Work with all City Departments and consultants to develop plans and projects to address the City's transportation and infrastructure needs

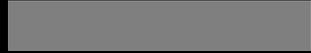
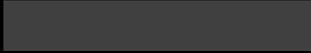


Thank You



**REEDLEY FIRE
DEPARTMENT
PROPOSED BUDGET**

2022





DEPARTMENT MISSION

“To promptly and professionally serve the needs of our community and surrounding area with duty, honor, faith and tradition, never failing to deliver quality emergency services”

DEPARTMENT OVERVIEW

Divisions of the
Reedley Fire Department

FIRE AND LIFE SAFETY

MUNICIPAL CODE ENFORCEMENT



DEPARTMENT OVERVIEW

- 3 Full-time employees
 - ❖ Fire Chief
 - ❖ Battalion Chief (Funded by Measure G)
 - ❖ Life Safety / Code Officer (C.U.R.E. Program)
- 1 Part-time Office Assistant (24 hours/week)
- 1 Part-time Life Safety / Code Officer (24 hours/week, Fri-Sun)
- 35 Paid-per-Call Volunteer Firefighters
- One of the busiest volunteer fire departments in the State
- Only 5% of volunteer fire departments nationwide serve a population greater than 25,000
- ISO/Public Protection Classification Rating = 3. RFD ranks within the top 10% of all fire departments nationwide with a Class 3 rating or better.



DEPARTMENT OPERATIONS

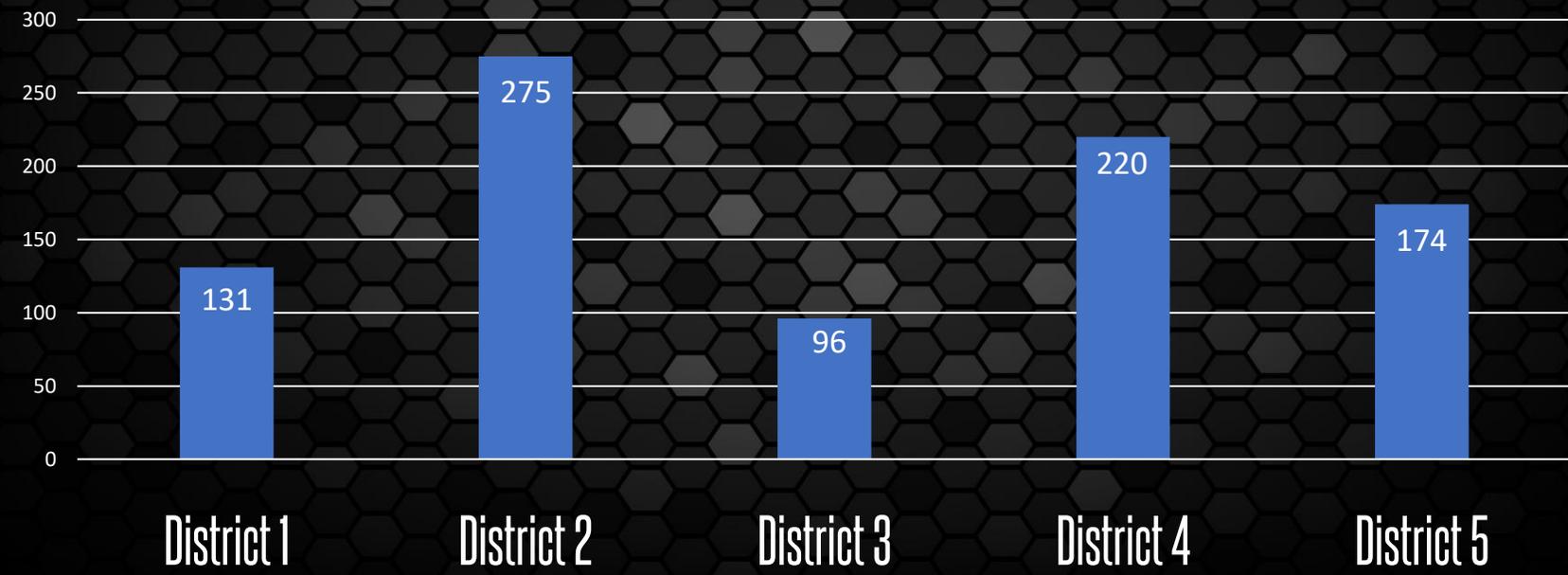
- 148 Fire Related Calls
- 814 Medical Calls
- 37 Hazardous Condition Calls
- 233 Other Type Calls

TOTAL INCIDENTS = 1,232



DEPARTMENT OPERATIONS

Number of Incidents Per District



DEPARTMENT OPERATIONS

Municipal Code Compliance 2021

- Property Maintenance
- Illegal Dumping
- Weed Abatement
- Abandoned Vehicles
- Substandard Housing
- Billing Delinquencies
- Unlicensed Vendors
- Public Obstructions



CASES OPENED:

2,371

CLOSURE RATE:

99.97%

DEPARTMENT ACCOMPLISHMENTS

Performance Measures

Performance Measure	Actual 2020	Actual 2021	Target Met
Response Time – Meet or Exceed NFPA Standard (Under 9 minutes, 90% of the time)	6.25 Minutes	6.4 Minutes	
Staff Required to Respond – Meet or exceed NFPA Standard (15 minimum staff)	21 Personnel per call	21 Personnel per call	
Code Enforcement Case Closure	99%	99%	

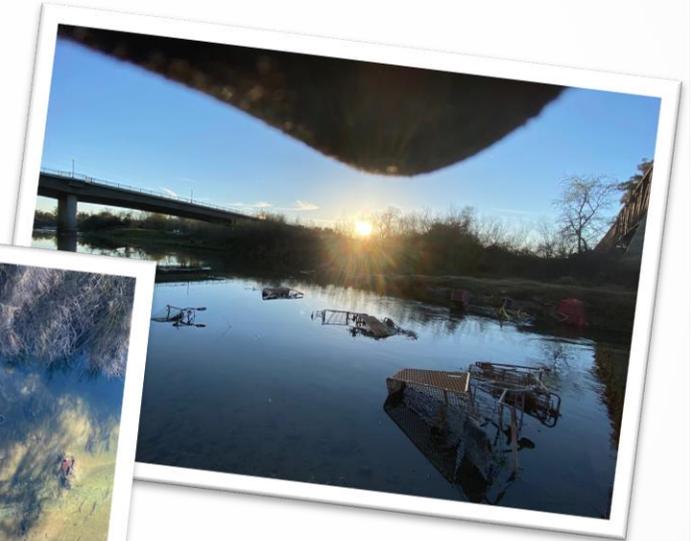
DEPARTMENT ACTIVITIES

- ★ Recruited and accepted five (5) new volunteer firefighters
- ★ Responded to and remained ready to assist Local, State, and Federal government agencies on major California wildfires
- ★ Continued successful assignment with California OES Water Tender 52
- ★ Partnered with Alert Medical Providers to receive continuing education credits for medical aid instruction and certification
- ★ Continued to implement the Instructional Services Agreement with Fresno City College (FCC) to compensate the City of Reedley for instruction of FCC-approved courses targeted to meet the educational needs and requirement of Reedley Fire Department personnel. Reedley firefighters are enrolled as students of FCC and receive credit. The City of Reedley will receive compensation for each instructional hour per student.
- ★ Participate in local “Read Across America” programs
- ★ Participated in local parades and events

DEPARTMENT ACTIVITIES

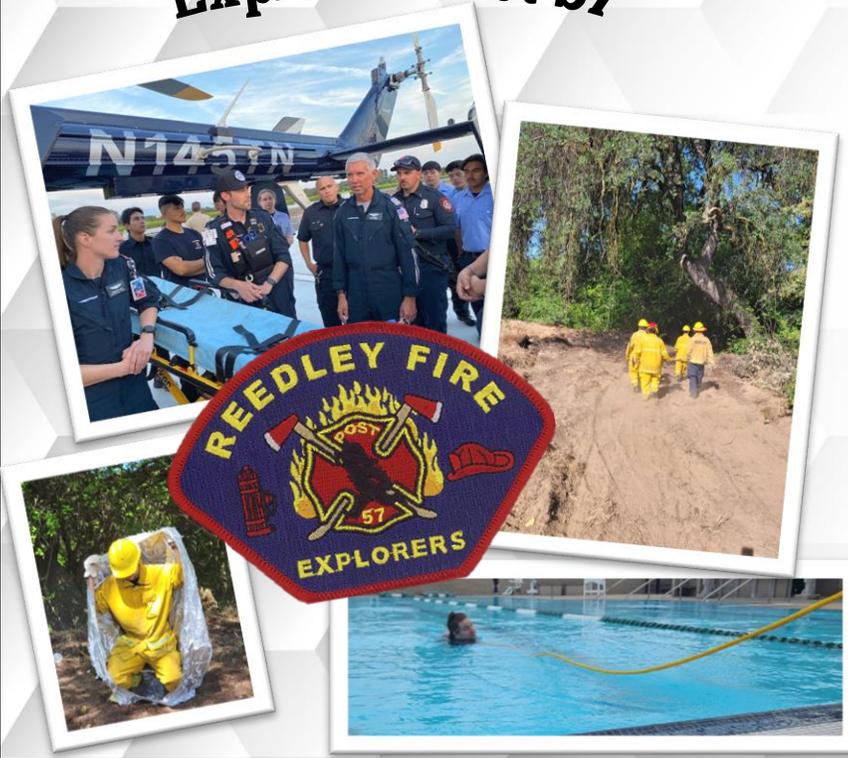
Kings River Clean-up

- 50 shopping carts
- 4 traffic cones
- 3 truck tires
- 2 bicycles
- 2 bollards
- 2 road barricades
- 1 wheelchair
- 1 portable basketball hoop



DEPARTMENT ACTIVITIES

Explorer Post 57



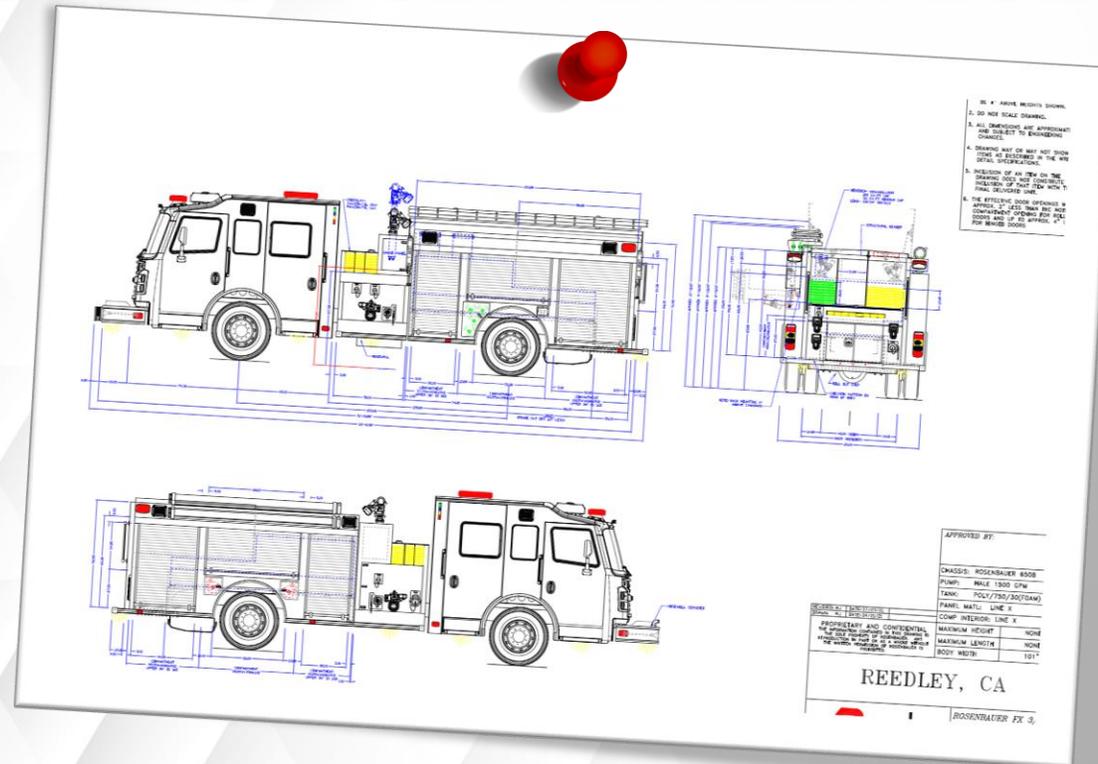
VROP Urban/Rural Firefighting Class



NEW FIRE ENGINE APPROVED BY COUNCIL SEPTEMBER 2021



FUNDED BY
Measure G
Measure B
Fire DIF



DEPARTMENT GOALS

Foster and develop relationships with mutual partners to provide the best possible service and protection to the City of Reedley

Maintain sufficient volunteer staffing and improve response times

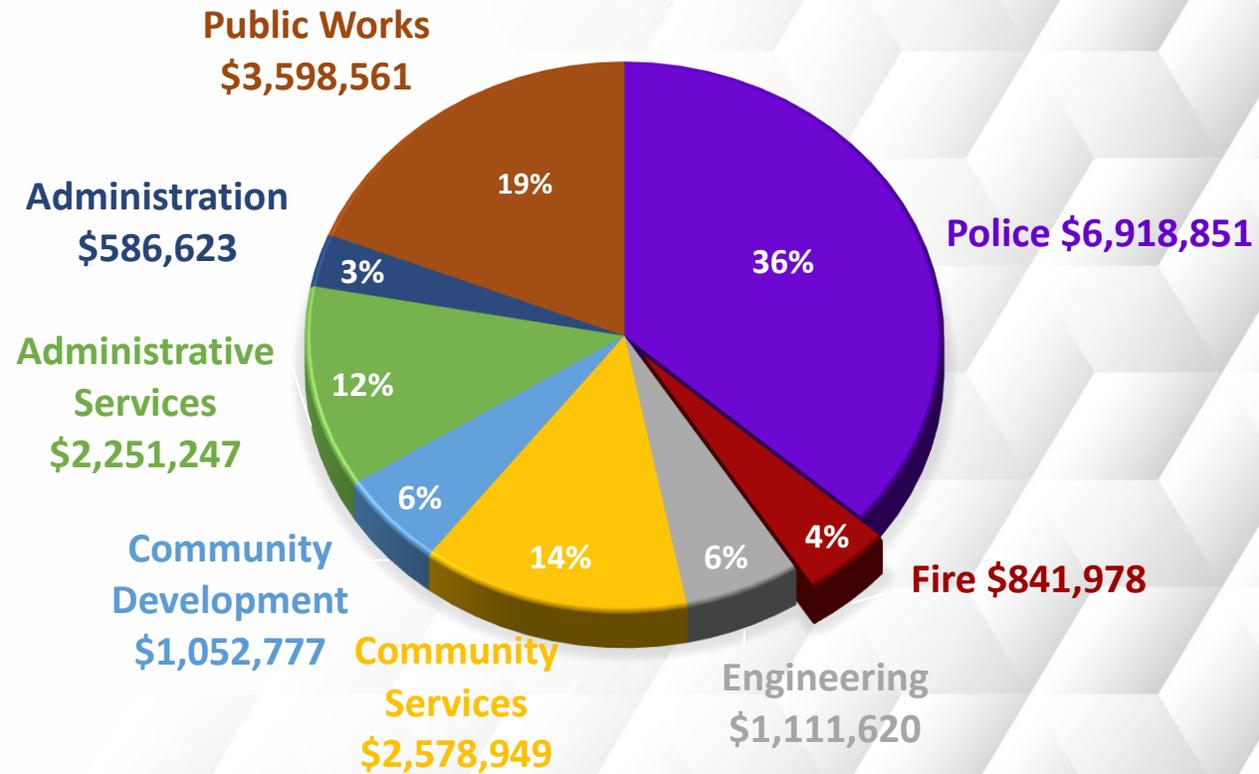
Meet and /or exceed the needs of a growing population while maintaining a volunteer-based Fire Department

Provide professional training to maximize services and response to the community

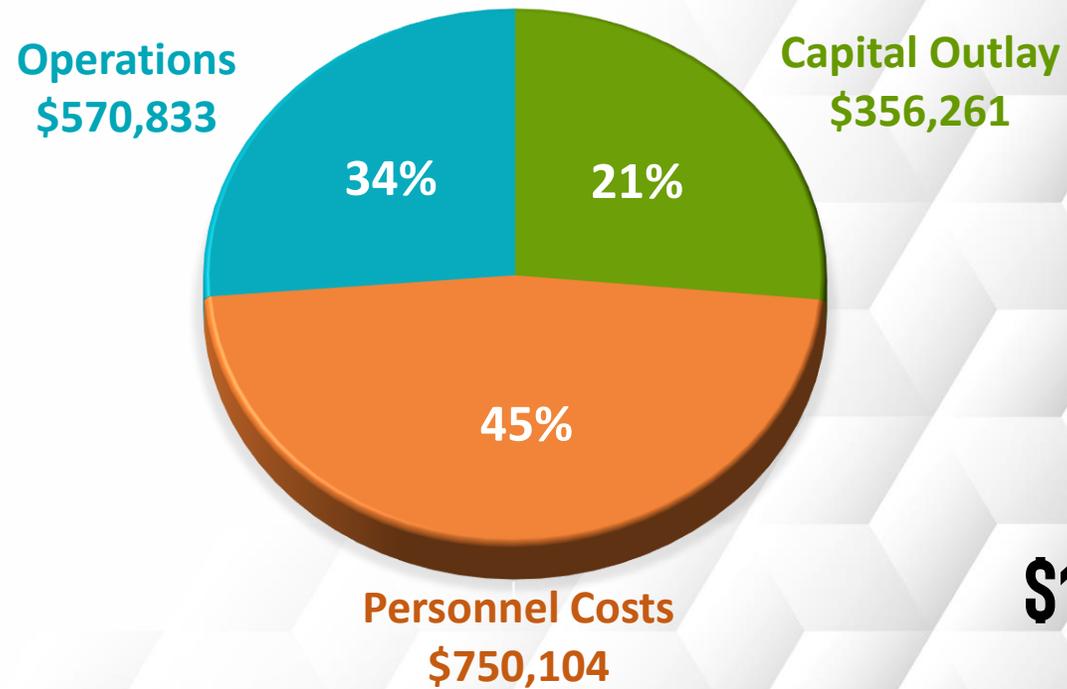
Pursue long-term or alternative funding sources with City Administration to realize strategic public safety obligations.

Pursue grant opportunities to increase service capabilities and firefighter safety

2022-2023 GENERAL FUND EXPENDITURES BY DEPARTMENT

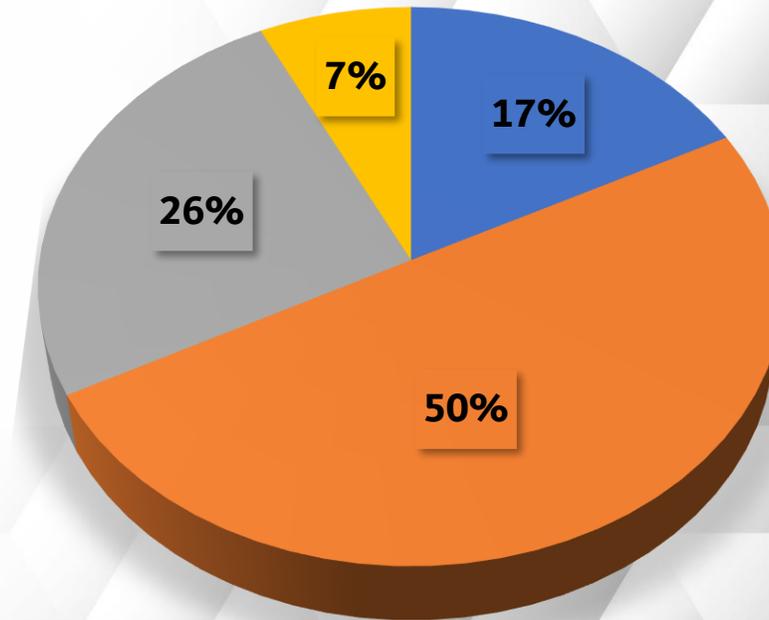


PROJECTED FD EXPENDITURES 2022/2023



TOTAL
\$1,677,198

DEPARTMENTAL REVENUE BY CATEGORY



FD BUDGET FOR FY 22/23

FD General Fund Expenditure Detail

Funds 001-4300 and 001-4305

Pages 290-292

- Minor Deviations to M&O
- Increases to employee benefit costs
 - No Capital projects

FD BUDGET FOR FY 22/23

ADD THE RANK OF VOLUNTEER FIRE LIEUTENANT

- Ranks between Fire Engineer and Fire Captain
- Stepping stone to the rank of Captain
- Performs critical tasks in the absence of a Fire Captain
- 5 positions
- Pay rate \$27.50 - per call

FD BUDGET FOR FY 22/23

RECLASSIFY THE LIFE SAFETY/CODE OFFICER TO SENIOR LIFE SAFETY/CODE OFFICER

- Retain experienced personnel
- Create an expanded role
- Supervise the Code Enforcement Division
- Pay classification change from 45-U to 47-U

FD BUDGET FOR FY 22/23

Measure G 2022/2023

Estimated Revenue = \$1,696,500

Fire Department Allocation @ 30% = \$508,950

Historical Review

- Over the last 14 years Measure G has generated over \$15.3 Million Dollars**
- Reedley Fire Department has received nearly \$4.6 Million of those funds**

FD BUDGET FOR FY 22/23

Measure G Capital Projects COMPLETED 2021/2022



- Apparatus Air Purification Systems
- Utility Vehicle Replacement

FD BUDGET FOR FY 22/23

Measure G Expenditures

Fund 003-4308

Pages 292-293

- Minor Deviations to M&O
- Increases to employee benefit costs

FD BUDGET FOR FY 22/23

**Measure G Capital Projects PROPOSED 2021/2022
Carried over to 2022/2023**

Cricket Hollow Storage Facility @ \$350,000

\$280,000 Measure G

\$70,000 Fire DIF

FIRE DEPARTMENT PROJECTED FUND BALANCE AS OF 6/30/2023 = \$413,006

Thank You

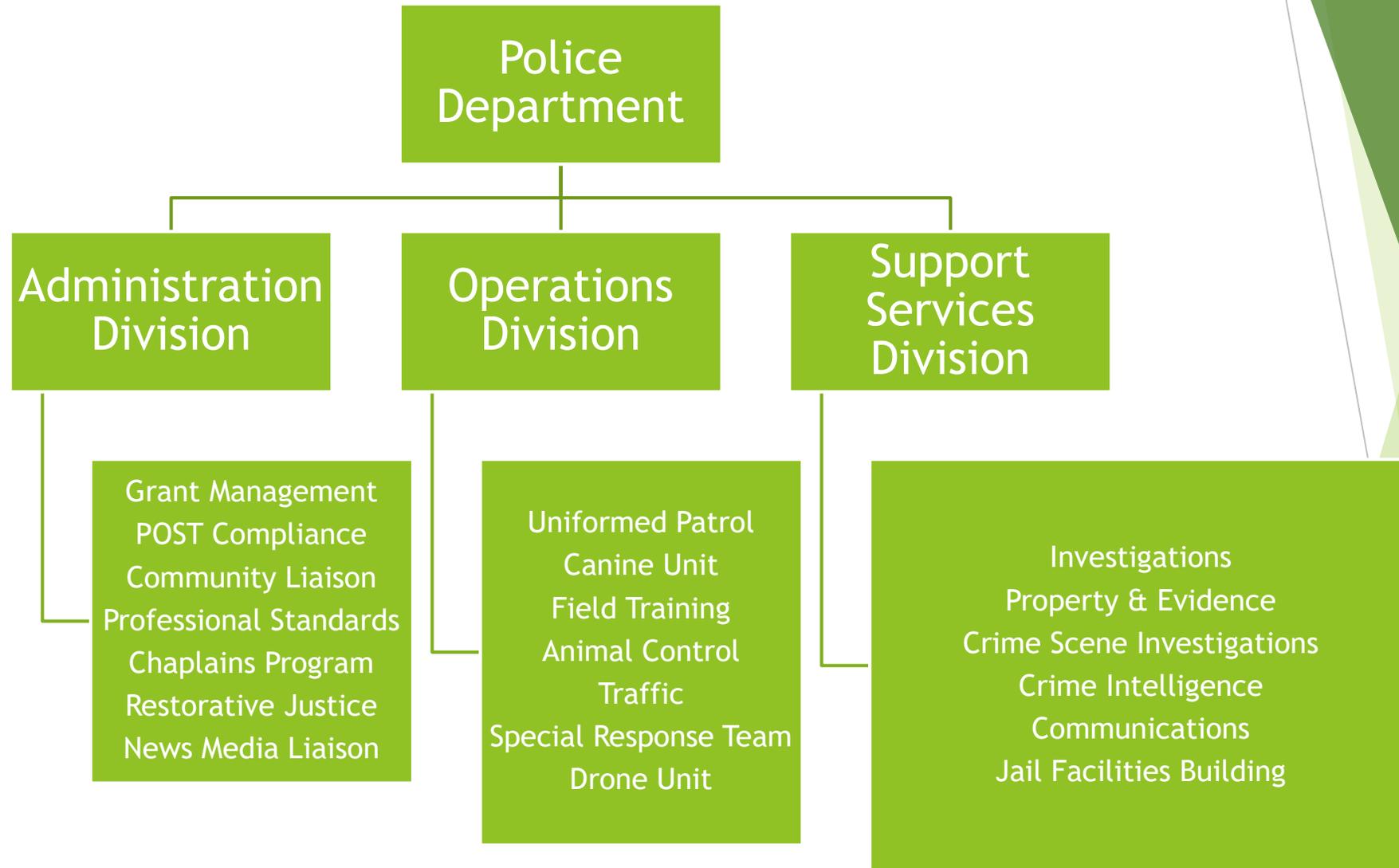


Reedley Police Department

FISCAL YEAR 2022 - 2023 PROPOSED BUDGET



Department Overview



Personnel Allocations as of May 17, 2022

► Police Officers

- Allocated (FTE) = 31
- Current (FTE) = 28
- Vacancies (FTE) = 3
- Allocated (PTE) = 3
- Current (PTE) = 2 (FT Program)
- Vacancies (PTE) = 1

► Professional Staff

- Allocated (FTE) = 15
- Current (FTE) = 11
- Vacancies (FTE) = 4

► Current Hiring Status (FTE & PTE)

- Police Officers = 6
- Dispatchers = 2
- Records Tech = 1



Accomplishments for FY 21-22

Administration	Operations	Support Services
RPBI Recidivism rate of 6%	Purchased 6 new police vehicles	Purchased 1 new Detective vehicle
Tobacco Enforcement Officer	Hosted a regional UAS training program	Replacement of lockers in men's locker room
Implemented BWC project	Handled over 22,597 CFS for 2021	Recruited 2 new police dispatchers
Implemented BWC Audit Software	Purchased FLIR Drone	Continuing to leveraging technology
Implementation of RIPA	Expanded our reach to our homeless population	Crime Analysis
Implemented policy consistent with AB481	Recruited new Police Explorers	Sales of Tobacco Operations
Continued to keep residents up to date on crime in their neighborhoods	Mutual Aid Requests	

Performance Measures

Performance Measure	Actual 2020	%	Actual 2021	Target for 2022
Reduce the number of Violent Crime cases by 10%	246	+23%	304	140
Reduce the number of traffic collisions resulting in injury by 10%	194	-1%	192	173
Increase Traffic Enforcement through citations by 10%	1,112	+64%	1,832	2,015

Year	Total Crime	Murder	Rape	Robbery	Assault	Burglary	Larceny	Vehicle Theft	Arson
2022	132	0	6	3	62	12	65	8	1
2021	421	3	4	13	284	45	175	43	7
% change	+14%	+100%	-66%	+18%	+27%	-25%	+35%	-14%	+75
2020	368	0	12	11	223	60	129	50	4

2022 - 2023 Budget Specifics



Highlight of Specific Expenditures

- ▶ Police Vehicles
- ▶ New Traffic Officer
- ▶ FLOCK Safety Cameras
- ▶ Body Worn Camera's
- ▶ Animal Control Facility
- ▶ Drone
- ▶ Windows / Security
- ▶ Front lobby remodel





Police Vehicles

- Dodge Chargers and Ford Explorers continue to be the vehicle of choice for law enforcement.
- Demand is increasing, output is decreasing.
- Vehicle replacement plan is working. All Ford Crown Victoria's police vehicles should be replaced this year.
- Cost of vehicles shared between General Fund and PSST. (\$326,000)



New Police Officer Position - Traffic

- ▶ No Traffic Officer since 2015
- ▶ Will be primarily assigned to traffic functions.
- ▶ Investigations of traffic collisions
- ▶ Education & Prevention
- ▶ Increase FT Police Officers to 32 (*35 in 2009*)
- ▶ Benefits of a Motor Officer
 - ❖ Highly maneuverable
 - ❖ Increases driver's safety through enforcement operations
 - ❖ Cost of a motorcycle is half the cost of a police vehicle
 - ❖ Responsive to community concerns regarding traffic issues.

FLOCK Safety Cameras - Pilot Program

What they are?

- Force multiplier
- Technology
- Cost effective
- Notification system
- Able to be purchased by community members

How are they used?

- Locating suspects
- Finding missing persons
- Apprehending people with warrants
- Recovering stolen vehicles
- Identifying vehicles used in crimes.

What they are NOT!

- Not actively being monitored
- Do not gather information on people.
- Not a conduit for federal agencies such as ICE or CPB.
- Not a replacement for people.

SAN LEANDRO

San Leandro Police Seek Approval for Surveillance Cameras Around City

Mayors and law enforcement agencies in the East Bay are calling for more surveillance cameras following a string of deadly highway shootings

By Melissa Colorado • Published February 22, 2022 • Updated on February 22, 2022 at 5:26 pm



Roseville Police Turn To Special Traffic Cameras 'To Prevent Crimes Before They Occur'

By Shawnte Passmore • April 28, 2022 at 5:57 pm • Filed Under: Placer County News, Roseville News

HB police see crime fighting results with license plate reading camera



BY WILLIAM D'URSO | HUNTINGTON BEACH
PUBLISHED 10:19 AM PT JAN. 26, 2022

CALIFORNIA

Pilot Program Will Add Security Cameras to California Freeways

By NBC Bay Area staff • Published May 14, 2022 • Updated on May 15, 2022 at 7:04 pm



Cost: \$17,000 for six (6) cameras

Safeguards

- Policy & Procedures
- Limited access to information
- 30-day retention
- Requires reason for search
- Division Commander is assigned as oversight
- Location of cameras is a joint decision, but ultimate decision is by the Chief of Police



Specific Expenditures - continued

Body Worn Cameras



\$46,000 yearly cost

UAS - Drones



Budget: \$5,000
AB481 request



Increase building security by replacing exterior windows with **BULLET-RESISTENT GLASS**

Budget: \$40,000

Remodel of Front Lobby

NOTICE

PLEASE EXCUSE OUR
APPEARANCE WE ARE
REMODELING

Original - 1978
44 years

Budget: \$45,000

Animal Shelter



Original - 1960
62 years in operation
Max 10 dogs

Budget: \$300,000

Challenges & Unmet Needs

The law enforcement profession faced many risks and challenges in 2021. From the ongoing recruitment and retention crisis to the spotlight on police use of force, successful agencies, like Reedley PD, remained ahead of the curve by embracing the five pillars of organizational success:

“In order to be successful, you must first get and keep good PEOPLE, derive and maintain good POLICY, make sure there is adequate TRAINING regarding the policies, have appropriate SUPERVISION of workers to make sure policies are being followed and take appropriate DISCIPLINE when there is a deviation from established policy,” Lexipol co-founder Gordon Graham.



- ▶ Decisions made at the state and federal level creating challenges for local law enforcement.
 - ▶ AB481
 - ▶ Prop 47 & 57
 - ▶ Early release
 - ▶ Zero bail