

Cal State **Monterey Bay**

POLICE ANNUAL REPORT ~ 2025

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President



Melissa Jarnagin
Vice President
Admin & Finance

**UNIVERSITY
POLICE**

POLICE
~
PARKING

EMERGENCY MANAGEMENT

~
TRANSPORTATION

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Mission Statement

The mission of the CSU Monterey Bay Police Department is to protect life and property with a commitment to professionalism and community cooperation.

Vision Statement

The CSUMB University Police Department is dedicated to safety, community engagement, and 24/7 support for students, staff, and visitors.

Interim Chief Gordon demonstrates a leadership approach grounded in a culture of care, prioritizing staff morale as a means of protecting the University's investment in its people. Having an open door and inviting dialogue, supporting professional growth, and recognizing individual contributions which cultivates a workforce that takes pride in its role and remains actively engaged with the campus community. This commitment not only strengthens internal cohesion, but also enhances student & personnel perceptions of law enforcement as a supportive and accessible resource, rather than solely an enforcement presence.

~ Arianne Tucker



Interim Chief Yvonne Gordon

I may be a bit biased, but in my humble opinion, Cal State Monterey Bay is the best campus in California.

It is an honor to serve as Associate Vice President for Public Safety and Chief of Police, providing leadership and support to the CSUMB Otter community.

Our department continues to rely on the “Strength of Us” as we navigate growth and challenges with determination, resilience, and an unwavering commitment to the safety and well-being of our students, staff, and faculty.

In 2025, CSUMB has been a hub of activity—launching new traditions while celebrating important milestones. Each semester, we welcome new students and take pride in watching our graduates reach the culmination of their academic journeys. We remain hopeful that their experiences here have equipped them with the knowledge and skills to make a meaningful impact in the future.

As campus safety manager, I oversee parking and enforcement operations, transportation services, emergency management, and law enforcement response. My focus is to ensure:

- Professional and responsive customer service
- Safe and efficient parking operations
- Reliable transportation services that support campus mobility
- A well-prepared team capable of responding effectively to emergencies and critical incidents
- Highly trained and properly equipped officers ready to meet evolving challenges
- Proactive oversight of traffic safety, roadway conditions, and emerging risks to our community

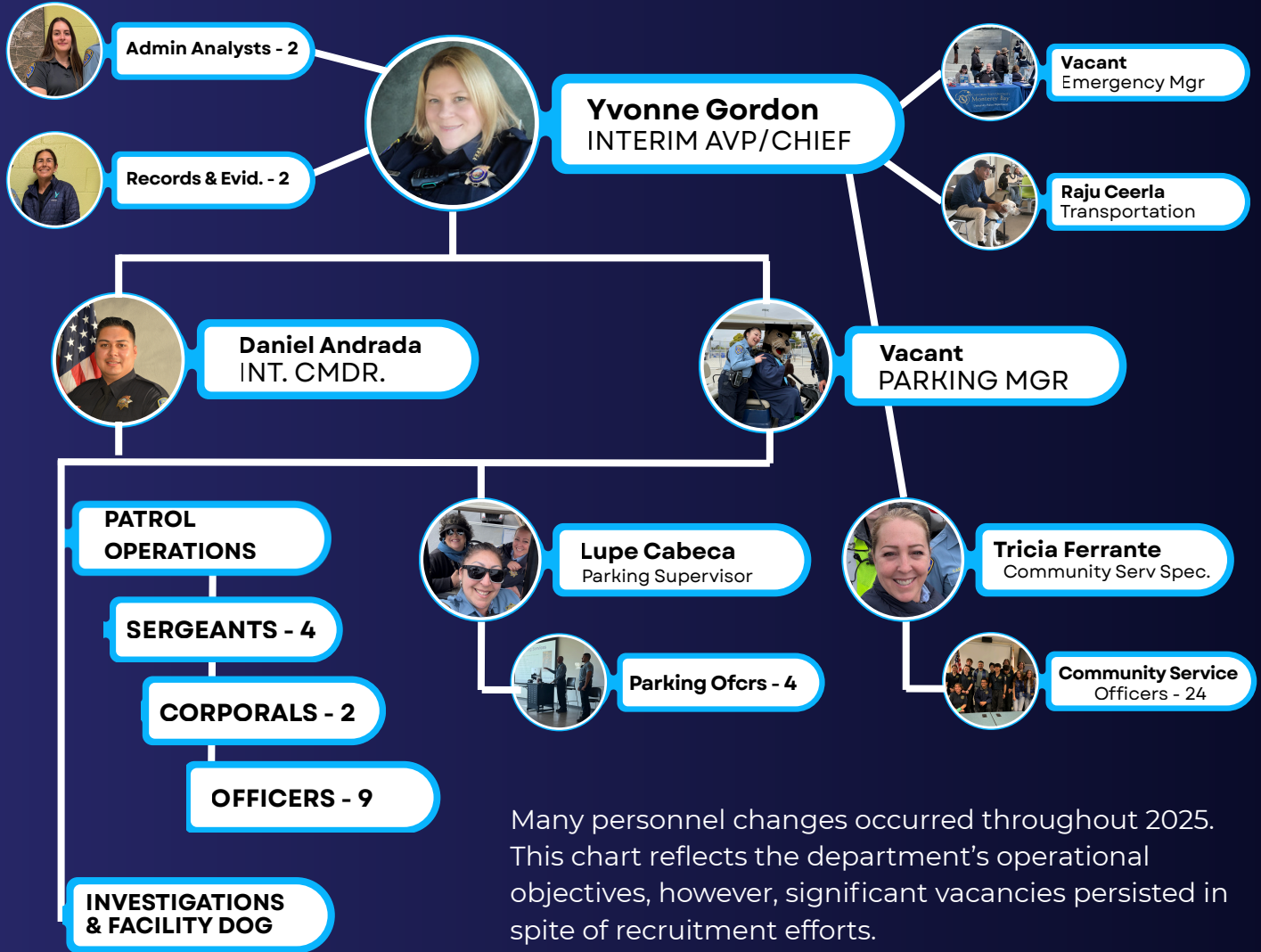
I value every member of our department and consistently see their dedication to serving the campus and surrounding communities with professionalism and positive Otter Raft energy!

Thank you for all that you do. Your commitment and service are deeply appreciated.





ORGANIZATIONAL STRUCTURE



Many personnel changes occurred throughout 2025. This chart reflects the department's operational objectives, however, significant vacancies persisted in spite of recruitment efforts.

- Patrol is designated for 16 sworn ~ 3 vacancies
- Parking is authorized for 5 + mgr ~ 2 vacancies
- Emergency Management 1 + vol ~ 1 vacancy
- Transportation allotted 1 coordinator ~ fully staffed
- Community Service Specialist & CSO's ~ 11 vacancies

Recruitments for vacancies continuing into 2026.



Patrol Division



The **Strength** of **Us**

Patrol Division



Cal State Monterey Bay police officers protect and serve the campus community 24 hours a day, 7 days a week. All officers have undergone a rigorous background investigation, hold at minimum a California Peace Officers Standards and Training basic certificate, and have successfully completed a strenuous Field Training Program with veteran officers. Most Cal State Monterey Bay officers also have an intermediate, advanced or supervisory certificate.

One third of our officers are CSUMB Alumni.

Patrol officers value the “Strength of US” and take their responsibilities of campus safety seriously.



Cpl Deeb, Cmdr Andrada, Ofcr Ramirez, Chief Gordon, Ofcr Duran '25

Officers respond to calls for service, conduct foot patrol in high traffic areas, enforce traffic laws, provide mental health support, collaborate with campus partners to ensure a supportive educational experience for students, provide presentations and training on a variety of topics, are prepared to respond to any crisis which impacts campus and our surrounding communities all while keeping a positive attitude and watchful eye on situations which may adversely impact the raft.

As time allows, officers attend student, staff and faculty events, provide mentorship to students through the Pay It Forward program, support campus events like convocation, Otter 5K, orientation, open house, admitted otter days, tabling events, MBFC games and stadium events, AT&T Pro Am, US Open, National Night Out, and a host of others.

UPD takes pride in providing a high level of service to our community—whether assisting with a door unlock or jump start, responding to a critical incident, or

addressing everyday concerns. We are here to answer the call, whatever it may be.



President Quinones, VP Fisher, and UPD at the otter statue unveiling, 2025

Our officers are committed to supporting the educational experience and building meaningful connections. We host events such as Painting & Pizza with the Police, celebrate milestones like our facility dog’s birthday with the campus community, offer RAD courses, and provide building safety assessments. Our Chief also welcomes opportunities to connect with students—often sitting down in our living room space for open, informal conversations whenever requested.

SPECIAL UNITS

Highly trained. Tactically sound.

~ FACILITY DOG ~

Arrival on Campus: 5/15/2025 | Statistics: 20+ Events & 10 Cases
Immeasurable De-escalation
80 hours of Handler Training

A Facility Dog Program built in partnership with Canine Companions represents a thoughtful, evidence-informed approach to public safety—one that recognizes emotional well-being as foundational to trust, communication, and healing.

At the center of this initiative is Mochi, a highly trained yellow Labrador whose presence helps create a supportive environment where students feel more at ease engaging with law enforcement and campus resources. For individuals navigating deeply personal trauma, anxiety, or the stress of being victimized, Mochi serves as a quiet bridge—reducing barriers that often make it difficult to speak openly and seek help.



Mochi is more than a comforting presence; he is a certified working dog trained to perform a range of assistive tasks that promote emotional regulation and stability. Whether offering grounding support during moments of crisis, providing a calming physical connection, or even something as simple yet meaningful as retrieving a tissue, Mochi helps individuals regain a sense of control during vulnerable interactions. His training extends into the judicial process as well, as he is certified to accompany individuals in courtroom settings—helping reduce the emotional strain often associated with recounting traumatic experiences.

By integrating Mochi into campus safety efforts, the program reinforces a community-centered philosophy of policing—one that prioritizes empathy, accessibility, and proactive care. It signals to students that their well-being matters not only in moments of emergency, but in the everyday challenges they face. In doing so, the Facility Dog Program strengthens relationships, encourages reporting, and fosters a culture where seeking support is met with understanding, dignity, and compassion.

~ BIKE PATROL ~

2025 | 3 Events ~ Otter 5K * Bike Rodeo * NNO



Bike Patrol Team members: Cpl Louis Deeb & Ofcr Robert Escobedo

~ DRONE TEAM ~

2025 | Statistics
15 +/- Deployments ~ 5 Cases
1 Community Event
30 Flight hours

The Drone Team brings a modern, highly specialized capability to campus public safety operations. Trained in the deployment of emergency response drones, team members can rapidly assist in searches for missing persons, deliver critical supplies to individuals in remote or otherwise inaccessible locations, and provide real-time aerial perspectives of evolving situations. This enhanced situational awareness supports informed decision-making during critical incidents. The team also plays a key role in assisting emergency management efforts, as well as supporting police operations across a wide range of scenarios, making them an indispensable asset to campus safety.



Officer Escobedo at NNO giving a drone demo.

SPECIAL UNITS

Highly trained. Tactically sound.



~ SRU ~

Monterey Peninsula Regional Special Response Unit

2025 | UPD Personnel - 2

Deployments | Training - 12 (monthly)

~ CNT ~

Crisis Negotiations Team

2025 | UPD Personnel - 2

Deployments & Training - 8

FBI Negotiations Training & CAHN Conference



Top Photo: SRU Team - CSUMBPD, CPD, DROPD, MaPD, MPD, PGPD, SCPD, SSPD
2nd Photo from Top: Bear Cat
3rd Photo from Top: Enroute to a search warrant service
1st Right: SWAT Range Training
2nd Right: SWAT Overwatch

~ CRU ~

California State University Critical Response Unit

2025 | # of CSUMB Officers - 1 | Activations - 1 | CRU Trainings - 2



The California State University (CSU) Critical Response Unit (CRU) is a systemwide, highly trained cadre of sworn police officers drawn from campuses across California, designed to enhance safety and operational readiness during complex or large-scale incidents. Activated with Chancellor-level approval, the CRU serves as a coordinated force multiplier—deploying to campuses experiencing emergencies, civil disturbances, or events that exceed local resources. Its mission is grounded in the protection of life and property, while maintaining a balanced approach that respects the unique environment of higher education and the constitutional rights of those within it.

CRU personnel undergo specialized, scenario-based training that prepares them for dynamic and high-risk environments. This includes advanced crowd management and civil disorder response, emphasizing lawful assembly facilitation alongside de-escalation and strategic intervention when necessary. Officers are equipped with protective gear appropriate for crowd control operations and are trained in dignitary protection protocols to ensure the safety of visiting officials or controversial speakers. Additional competencies include disaster response, coordinated team tactics, and, in some cases, specialized operations such as high-risk entries and rescue scenarios—ensuring a comprehensive capability set aligned with modern public safety demands.

A defining strength of the CRU is its statewide mutual aid model, which enables rapid, organized deployment of personnel and resources to any CSU campus in need. Whether supporting large-scale protests, managing riots or civil unrest, assisting during wildfires and natural disasters, or providing security for high-profile campus events, the CRU operates as an integrated, interoperable team. This collaborative framework not only reinforces campus resilience but also ensures consistency in training, tactics, and response standards across the CSU system—ultimately promoting a safer, more prepared academic community.

Parking Services

Did you know?

- Everyone needs a parking pass 365 days a year.
- Pass must be fully visible;
 - on the dashboard
 - hung from the rearview mirror
 - affixed to the windshield.
- There are different passes for different areas:
 - Main Campus - Daily, Semester
 - Housing specific - North Quad
 - East Campus housing permit



Cal State
Monterey Bay

////// PARKING SERVICES \\\生\\生\\

Parking Operations – Annual Overview (2025)

Permits Issued

Daily Permits (Online): 5,775

- Student: 1,427
- Staff: 4,250
- Community: 98

Daily Permits (Dispensers): 79,387

Semester Permits (Spring/Fall): 5,239

- Student: 4,593
- Staff: 523
- Community: 123

Annual Permits: 851

- Payroll Deduction (Staff): 537
- Staff (Non-Payroll): 171
- Student: 109
- Community: 34
-

Summer Permits: 173

- Student: 64
- Staff: 61
- Community: 48

Other Permit Programs

- Farmers Market Permits
- Nursing Program Permits
- CS-in3 Permits
- MBFC Permits
- Special Event/Service Permits:
 - Athletic Events
 - Panetta Institute
 - UPD Volunteers



Enforcement & Compliance

- Citations Issued: 5,457
- Livescan Services Provided: 608

Event Support

- Total Events Supported: 31
 - Admitted Otter Day
 - Admitted Transfer Day
 - Commencement
 - Orientations
 - Open House (multiple)
 - Monte's 5K
 - Convocation
 - Move-In
 - Party on Divarty

Parking Operations & Logistics

- Directional Signage / Stall Reservations:
 - 27 deployments

Otters Park Smart. **24/7 Permits Required.**

Community Service Officers



Community Service Officers (CSOs) at CSUMB are dedicated student assistants committed to ensuring the safety and well-being of the campus community.

By offering Night Walks, CSOs provide an escort service for students, staff, and faculty, helping everyone feel secure while navigating campus after dark. Propped door checks are conducted on a nightly basis, ensuring that residential buildings remain secure. CSOs promote safety in the library through daily security coverage, seven days a week. They also play a key role in supporting campus events by providing parking permits and managing traffic flow, ensuring smooth and organized operations.

CSOs serve as a friendly and knowledgeable resource at the police station's front desk, ready to answer questions and assist visitors. Vehicle jump starts are conducted by CSOs for vehicles on campus.

Through their wide range of services, CSOs help ensure a campus environment that prioritizes safety, security, and excellent customer service.





2025 CSO PROGRAM STATISTICS

- 90 Night Walks completed
- 212 propped residence hall doors closed
- 33 campus events supported (Incl. Commencement and Move in)
- 60 vehicle jump starts conducted

2025 Hiring Statistics

- 9 CSOs hired (4 BIPOC & 3 Female)

2025 AWARDS



Johnathan Patino

---- CSO of the Year

~
Johnathan Patino

— Distinguished Service Award

~
Mahiro Morohoshi



Mahiro Morohoshi

Community Service Officers had an eventful year supporting public safety on and around campus. In February 2025, CSO Mahiro Morohoshi played a key role during a bomb threat at the Tanimura & Antle Family Memorial Library. He remained calm under pressure and effectively relayed information to responding officers. In recognition of his actions, he received the 2025 Distinguished Service Award.

In November 2025, reports of shots fired near campus triggered an Otter Alert, instructing the community to shelter in place. CSOs on duty secured the library and the Business and Information Technology building. Throughout the incident, they provided reassurance and support, earning praise from library staff, professors, and other community members for their proactive response.

Wave Shuttle ~ Lyft ~ MST Rides

- New weekend Wave shuttle schedule established
- New Wave shuttle route established to Trader Joe's and Target
- Additional Wave shuttle service with no impact on budget
- Alternative Transportation Committee (ATC) established
 - ATC First meeting
- Sixth Wave Shuttle - 48 passenger
 - Replaced "the big red bus"
- MST carpool system negotiations initiated.
 - South County to CSUMB campus (on-going)
- Wave Shuttle Tracking App change - LiftanGo to Flexigo
- Otter Thursday - MST marketing dept established tabling
- Strategic Planning - RFP's for future Wave shuttle contractor
- NEW Bus Shelter at Lot 59 - donated by MST
- CRP Grant for EV Charger and EV at UPD - Awarded
- Transportation Presenter at CMPA Directors Conf. (UC San Diego)

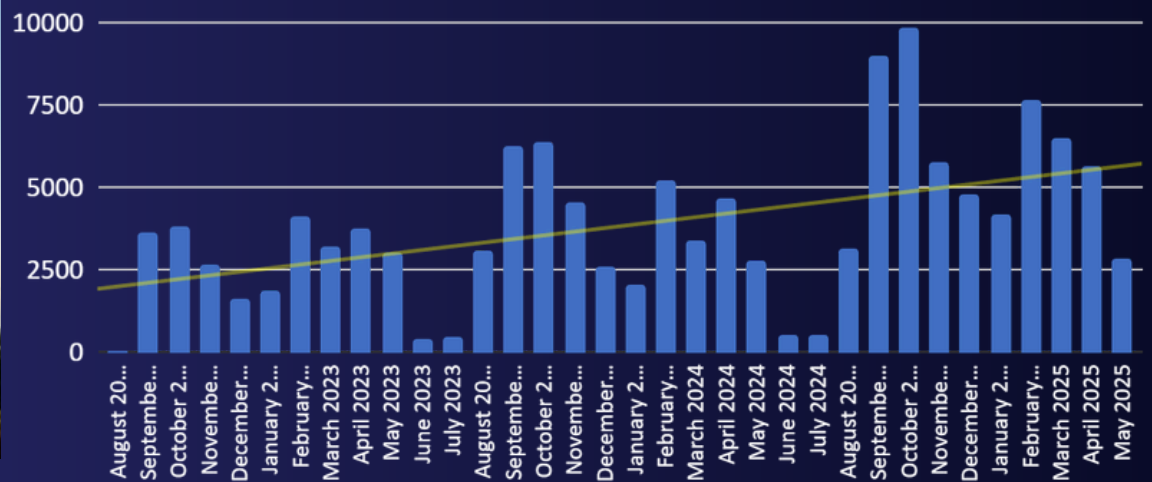


Raju Ceerla providing transportation tips at orientation.

WAVE & Monterey Salinas Transit Ridership

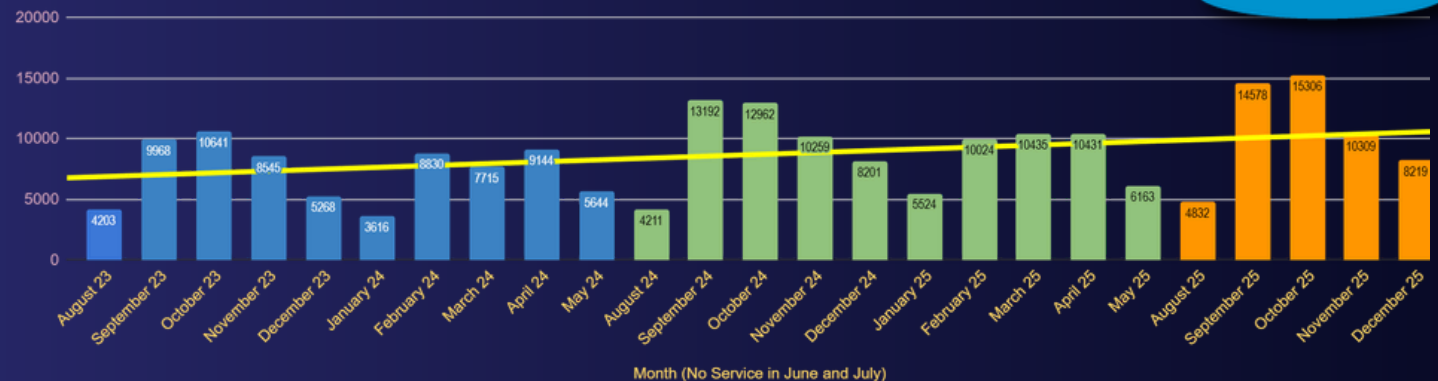
- 2025 Wave schedule & Route adjustments
 - increased ridership both weekends and weekdays
- MST Marketing Campaign (Public Transit)
 - statistically increased ridership

The Wave Shuttle Ridership



Boardings by Month and Year

MST Ridership/Boardings (All Lines) vs. Month

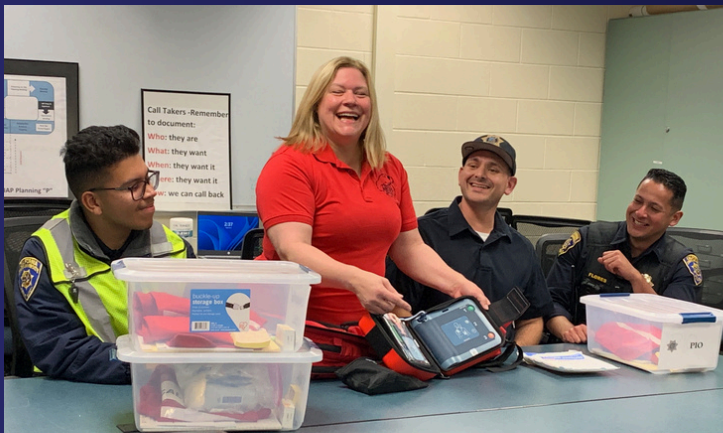




EMERGENCY MANAGEMENT

The Cal State Monterey Bay Emergency Manager plays a vital role in ensuring campus preparedness through thoughtful training, coordinated logistics, and strong partnerships with surrounding public safety agencies. Emergency management extends beyond response—it includes proactively strengthening infrastructure against natural disasters, monitoring and educating the community on evolving weather patterns, and maintaining reliable, well-tested alerting systems that deliver timely, accurate communication.

Through this comprehensive approach, the campus remains informed, resilient, and ready to respond effectively to a wide range of potential emergencies.

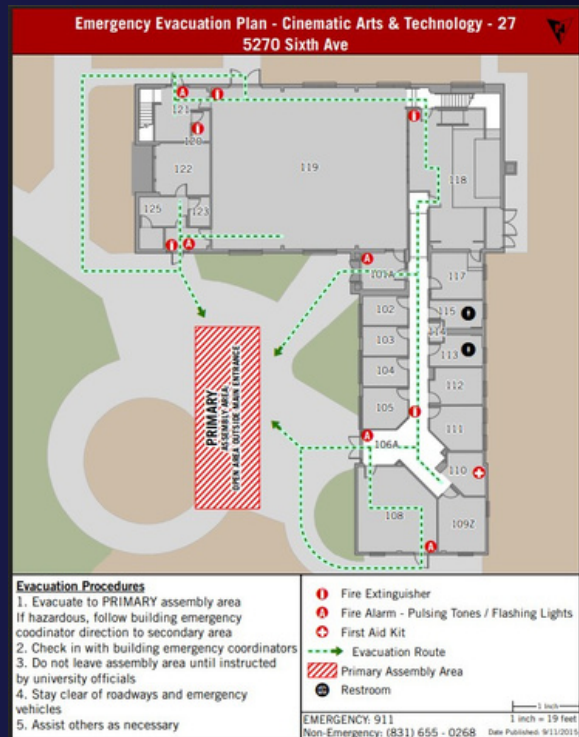


~ TRAININGS PROVIDED ~

- CSU Learn - NEW Systemwide Emergency Procedures Training for Entire Community
- Executive Team Emergency Plan Training
- EOC Incident Management Team Training
- PG&E - 1st Responder Hazards for Patrol & Parking Personnel

~ EOC ACTIVATIONS ~

- Commencement
- Bomb Threat at Library



~ DRILLS & EVENTS ~

- Active Shooter EAP Table Top
- Res Hall Evacuation Drill
- Great Shakeout

~ AUDIT ~

- Monterey County Preparedness Trailer - Passed

- **Americorps CERC Volunteer Program - Launched in Fall 2024**

- Alora Skustad - Fall '24 / Spring '25
- Kendal Nakamura during Fall 2025.

- **CERC Volunteer Deployments - 3**

- Palisades Fire - January, 2025
- Bakersfield - November, 2025
- Santa Maria - November, 2025.



- **Otter Thursday - UPD & Emergency Management tabling**

- Sharing safety and emergency information
- Sign up CSUMB SAFE subscribers
- Promote preparedness





EMERGENCY MANAGEMENT

- Successful launch of CSUMB SAFE, an app which sends emergency push-notification to users. The app has several important and useful resources such as emergency contacts, campus maps, as well as the CSUMB Wave Shuttle Tracker.

CSUMB SAFE

Included Features

- Access the shuttle tracker
- Safe walk with a friend
- Report anonymous tips to police department

Download Now Here!

Download on the **App Store** | GET IT ON **Google Play**

Cal State **Monterey Bay**



Push Subscribers: 1856

Number of subscribers to the safe app since it's release in August, 2025

- Emergency Manager Recruitment
 - Ongoing since August, 2025
- Community involvement
 - open town hall style presentations



EMERGENCY OPERATIONS CENTER

Regional Facility



Cal State Monterey Bay serves as a strategic hub within California’s emergency management system, integrating state, county, and local response efforts through its geographic position, infrastructure, and institutional capacity.

At the regional level, the university manages and sustains the Monterey Peninsula Emergency Operations Center (EOC), a multi-jurisdictional collaboration with the Cities of Seaside, Marina, and Sand City. This unified model enhances coordination, situational awareness, and resource deployment, enabling aligned decision-making during both planned events and emergent incidents.

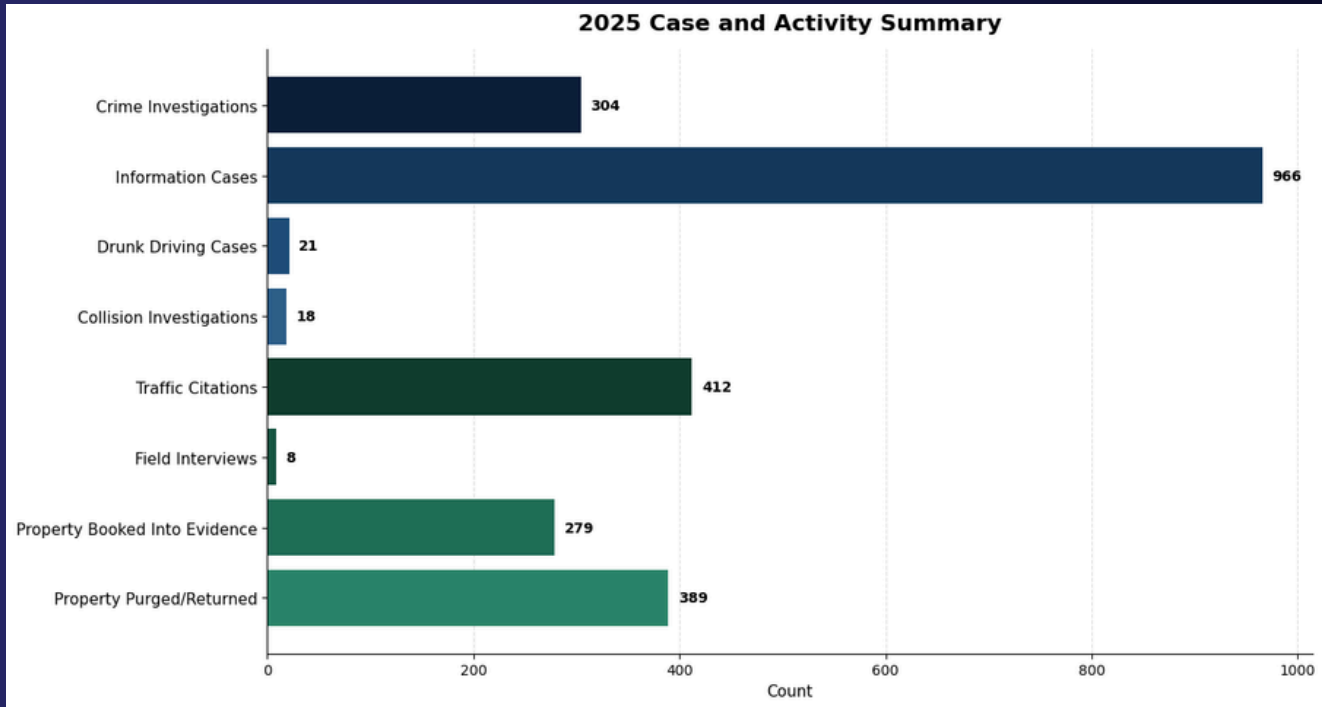
During large-scale emergencies—particularly regional wildfires—CSUMB expands its role to provide critical operational support, functioning as a base of operations for Cal Fire. This capability strengthens statewide surge capacity and ensures continuity of incident command functions across the Central Coast. The university’s infrastructure and logistical support allow response agencies to sustain extended operations effectively in complex environments.

Through ongoing collaboration in planning, training, and response, CSUMB has emerged as a regional leader in emergency management—serving not only as a coordination center during crises but also as a driver of preparedness and resilience for the Monterey Peninsula.

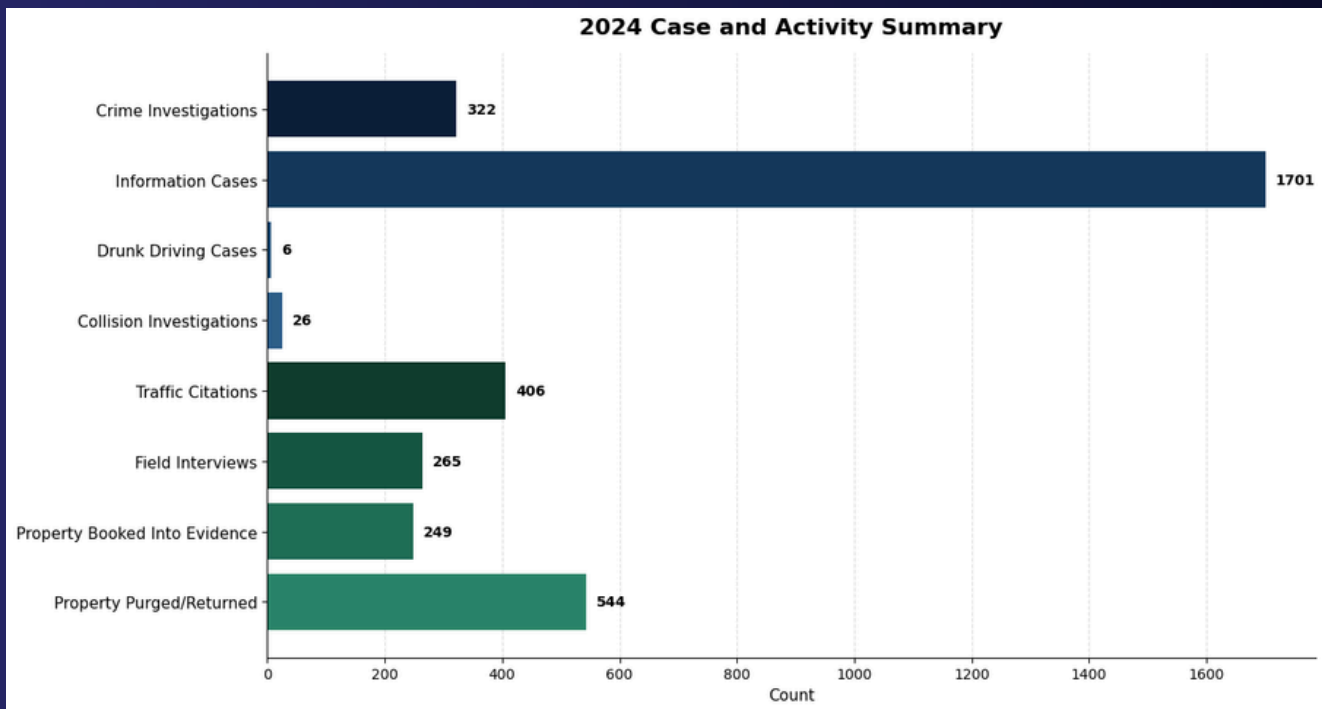
2025 - ANNUAL POLICE STATISTICS

Data from Police Records Division

Productivity | 2 year analysis



This graph provides statistical data related to overall department productivity in 2025.



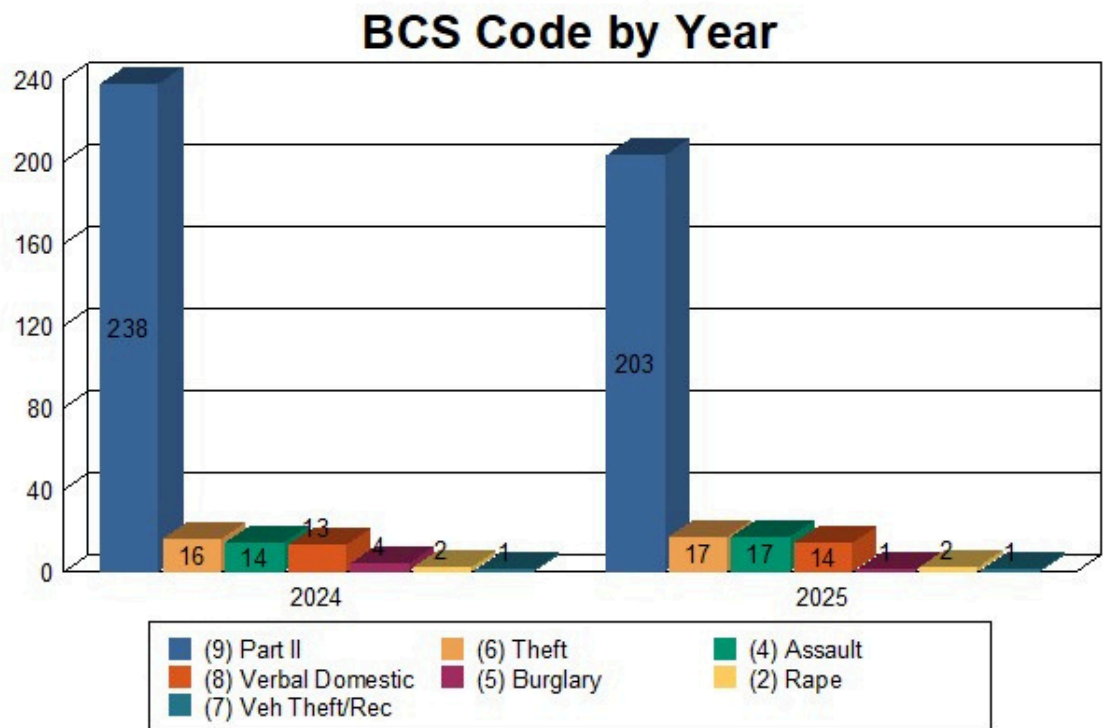
This graph depicts 2024 overall department productivity for comparative analysis.

2025 - ANNUAL POLICE STATISTICS

Data from Police Records Division

Reported Crime on Campus | 2 year analysis

12/16/2025



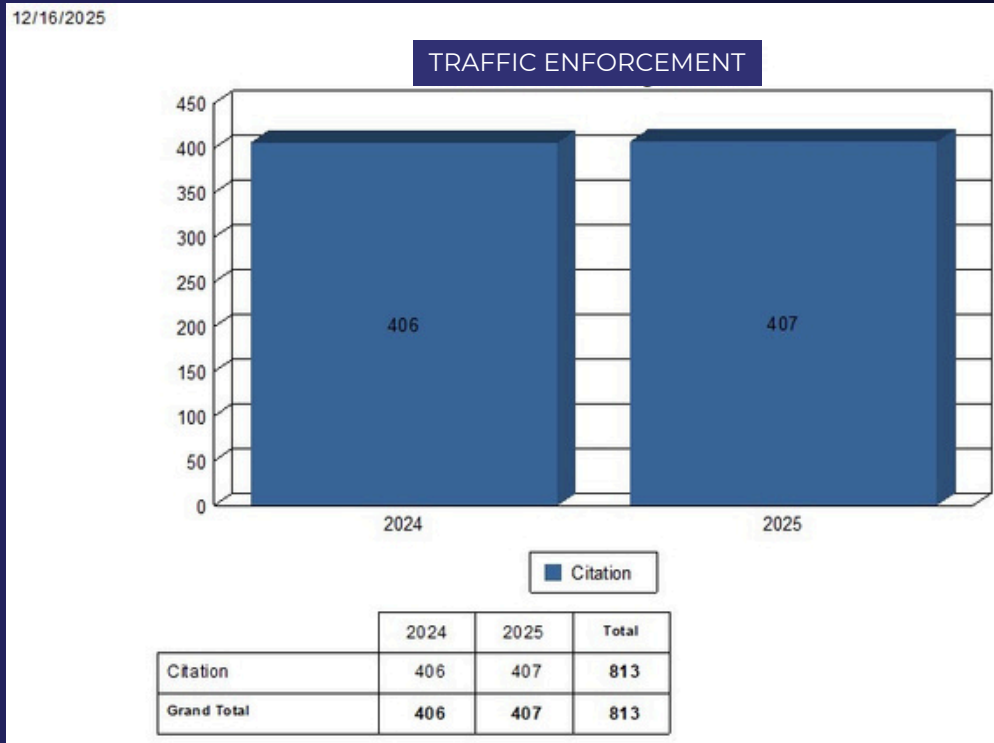
	2024	2025	Total
(9) Part II	238	203	441
(6) Theft	16	17	33
(4) Assault	14	17	31
(8) Verbal Domestic	13	14	27
(5) Burglary	4	1	5
(2) Rape	2	2	4
(7) Veh Theft/Rec	1	1	2
Grand Total	288	255	543

Side by side comparative graph depicting the 2024 and 2025 UCR-Uniform Crime Reporting data related to crimes statistics maintained by the BCS-Bureau of Criminal Statistics.

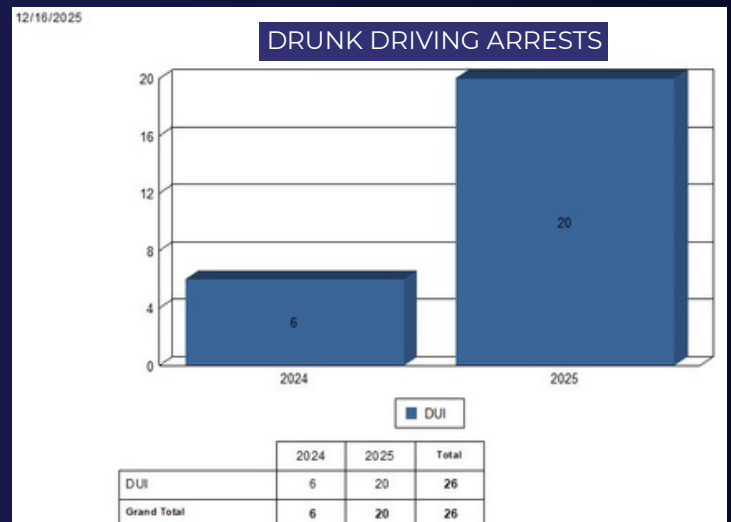
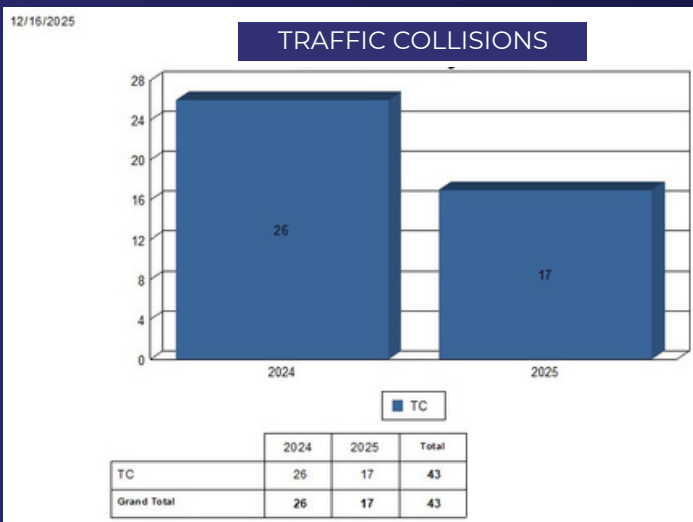
2025 - ANNUAL POLICE STATISTICS

Data from Police Records Division

Traffic Data | 2 year analysis



Side by side comparison of 2024 and 2025 traffic enforcement citation statistics.



Statistical data infers an impactful correlation between the increased number of drunk driving investigations conducted and a substantive reduction in the number of traffic collisions.

2025 - ANNUAL POLICE STATISTICS

Data from Police Records Division

Traffic | 2025 RIPA Data

In California, the Racial and Identity Profiling Act (RIPA) requires law enforcement agencies to collect standardized data on all qualifying stops, including traffic stops. Officers must document the perceived race/ethnicity, gender, and age of the individual, the reason for the stop, any actions taken (e.g., search, citation, arrest, use of force), and the outcome of the stop, including whether contraband or evidence was discovered. This data is submitted annually to the California Department of Justice (DOJ) through the RIPA reporting system, following strict data validation protocols to ensure accuracy and completeness.

The DOJ conducts audits and quality assurance reviews to identify inconsistencies, ensure compliance, and assess patterns that may indicate bias. Aggregated findings are published in annual statewide RIPA reports, which are publicly available and include analyses of stop demographics, enforcement actions, and disparities across jurisdictions. Agencies may also release localized summaries to promote transparency and community trust, demonstrating accountability in enforcement practices and alignment with constitutional policing standards.

The graph below shows the accurate, DOJ audited RIPA data for Cal State Monterey Bay traffic enforcement.



COMPREHENSIVE 2025 RIPA STOP DATA

PROFESSIONAL DEVELOPMENT



Performa Labs is a mobile training app for law enforcement that pairs science with real world scenarios to improve memory and real-time decision making to enhance officer and public safety.

Perishable Skills & Continuing Professional Training
All Topics Required Every 2 Years (Current Cycle: 2025/2026)
100% Completion by All Sworn Personnel by 12/31/2025

- Use of Force - 4 Hours
- Strategic Communication - 2 Hours
- Domestic Violence - 2 Hours
- Vehicle Pursuits - 2 Hours
- Mental Illness / Mental Health - 4 Hours
- De-Escalation - 4 Hours
- Advanced De-Escalation - 4 Hours

Specialized Training

- Range Training - 40+ hours | 13 Sworn
 - new weapons systems training
 - Staccato pistol
 - ALG rifle
- EVOE Emergency Vehicle Operations - 8 hours | 11 Sworn
- FTO - Field Training Officer Update - 24 hours | 3 FTO's
- Collision Investigation - 40 hours | 1 Officer
- Internal Affairs & Officer Involved Shoot Investigations | Cmdr.
- Terrorism Liaison Officer Conference | 1 Officer
- C3 Pathways Active Shooter Incident Management | 2 Sgts & Chief
- Taser & Taser VR Training | FN-303 Training (Less Lethal Force) | All
- CRU Crowd Control Training | 2 Ofcrs
- Women Leaders in Law Enforcement Conference | 1 Acting Sgt
- Supervisor Certification Course - 40 hours | 1 Acting Sgt
- ICI Core Investigations Course - 40 hours | Detective
- Human Trafficking Investigation | Detective
- Bomb Threat & Swatting Investigations | Detective
- PEBT Training (DUI Breath Analysis Operator) 4 hours | 4 Officers
- Monterey County Violent Crime Symposium & Gang Training | 1 Ofcr
- AI & Law Enforcement | 4 Officers
- SWAT Commander Training Course - 40 hours | 1 Sergeant



COMMANDER ANDRADA
GRADUATED
SHERMAN BLOCK
LEADERSHIP INSTITUTE



CRISIS INTERVENTION
TRAINING
(CIT) CERTIFIED



~ PARKING SERVICES TRAINING ~

- California Mobility & Parking Association (CMPA)
 - Frontline Training
- Foundations of Parking Enforcement
- Hearing Examiner Training
- 2025 CMPA Annual Conference and Tradeshow
- DMV Training Webinar

~ RECORDS TRAINING ~

- Clery Act Fundamentals
- Missing Unidentified Persons
- CSAR Training
- CAPE Courtroom Terminology
- DMV - Analyzing vehicle registrations
- MCSO CLETS Firearms
- Evidence/Crime Gun Entry
- Hate Crime Training
- DOJ Lab DNA Training



~ CSO TRAINING WEEK ~

- CPR/AED course (provided by MCRFD)
- Mental Health and Active Listening
- Police Radio System Procedures
- OC Spray Exposure and Scenarios
- Active Shooter Training
- CLETS Training
- CSUMB Emergency Management and Fire Extinguisher Exercise
- Traffic Control and Trailer Training
- Privacy Screen Set Up
- Animal Control (train w/Seaside Police Dept)
- Lost and Found Procedures
- Night Walk Procedures and Campus Orientation



2025 DISTINGUISHED SERVICE AWARDS

**Monterey County Peace
Officers Association Awards
April, 2025**

Officer of the Year
Sergeant
Manuel Fernandez



**Monterey County Peace Officers Association Awards
April, 2025**

Support Staff Employee of the Year
Community Services Specialist - Tricia Ferrante

**Cal State Monterey Bay
Campus Community Selected**

Officer of the Year
Robert Escobedo



Awarded by California State University Chancellor's Office

LIFE SAVING MEDAL

Sergeant Elizabeth Miller
Officer Aaron Duran

The actions of these two officers saved the life of a distraught student. As the student jumped from a nearby bridge, officers were able to grab onto them. Their actions prevented the student from being run over by speeding vehicles on the freeway below until officers from another agency were able to shutdown traffic and immediately provide assistance.

All of the involved officers collectively ensured that the life of one of our students was saved that night.



Sgt Miller, Ofcr Duran, President Quinones, VP Fisher, Int Chief Gordon

MERITORIOUS SERVICE AWARD

Interim Chief / AVP Yvonne Gordon

Chief Gordon was recognized by the Chancellor's Office for meritorious service as part of the team led by Chief Anthony Frisbee (CSU Fullerton) that worked to complete a year long endeavor of review, revision, vetting and implementation of a systemwide policing policy manual to ensure continuity and consistency for all 23 CSU campuses.

Collaborative efforts on a weekly basis resulted in a completed manual through Lexipol to ensure all universities are adhering to current and relevant industry standards.



Interim Chief Gordon

Community Engagement 2025





The Strength of Us

2025 - GOALS & INITIATIVES

2023-2025 Diversity Objective Outcomes & 2025 Goals Results

1. Inclusive Excellence Plan 2023-2025

- a. Recruit, Hire, Train & Maintain a Diverse Police Force
 - i. 6 Officers hired (all Hispanic, BIPOC or APIDA, 1 female)
 - ii. See CSO Page for Student Hiring Statistics related to initiative
- b. Training around cultural awareness & microaggression
OUTCOME: All UPD personnel trained.
CSULearn - 100% compliance, all assigned training completed.

2. Department Growth / Rebuilding

- a. Ongoing Recruitment in 2025
 - i. Police Officers - 5 hired / 2 officers needed to be fully staffed
 - ii. Parking Manager - Recruitment failed
 - iii. Parking Officer - Recruitment ongoing / 2 needed
 - iv. Emergency Manager - Ongoing into 2026
 - v. Community Services Specialist - 1 hired / Hispanic Female
 - vi. CSO's - 7 hired / 11 vacancies
- b. Police Officer & Parking Officer Regional Pay Disparity Ongoing

3. Goals / Strategic Planning Progress / Initiatives

- a. Community Survey driven Focus Points - Engagement, Training, Presence
- b. CSUMB Safe App for improved safety and communication
 - i. Rolled out Fall, 2025
- c. Security Cameras - 10 mo. collaborative assessment with IT personnel & vendor vetting for campuswide security improvement
- d. Parking Consultant Study - Town Halls & Strategic Plan Completed
- e. Upgraded shuttle procured, Liftango to Flexigo - shuttle tracking ongoing
- f. RFP completed - current vendor retained | Carpool options - ongoing



ONE TIME FUND REQUEST INITIATIVES



In Memory of those souls we lost...

JOLIE OCHOA - 1/28/25 ~ KASEY PLACE - 4/8/25

JENE HARRIS - 4/30/25

PATRICIA BARNES - 10/11/25

SETH POLLACK - 12/8/25



