

PROFESSIONAL STANDARDS ANNUAL REPORT

This report includes the following reviews, reports, evaluations and analysis for the calendar year of January 1, 2017 thru December 31, 2017:

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Summary

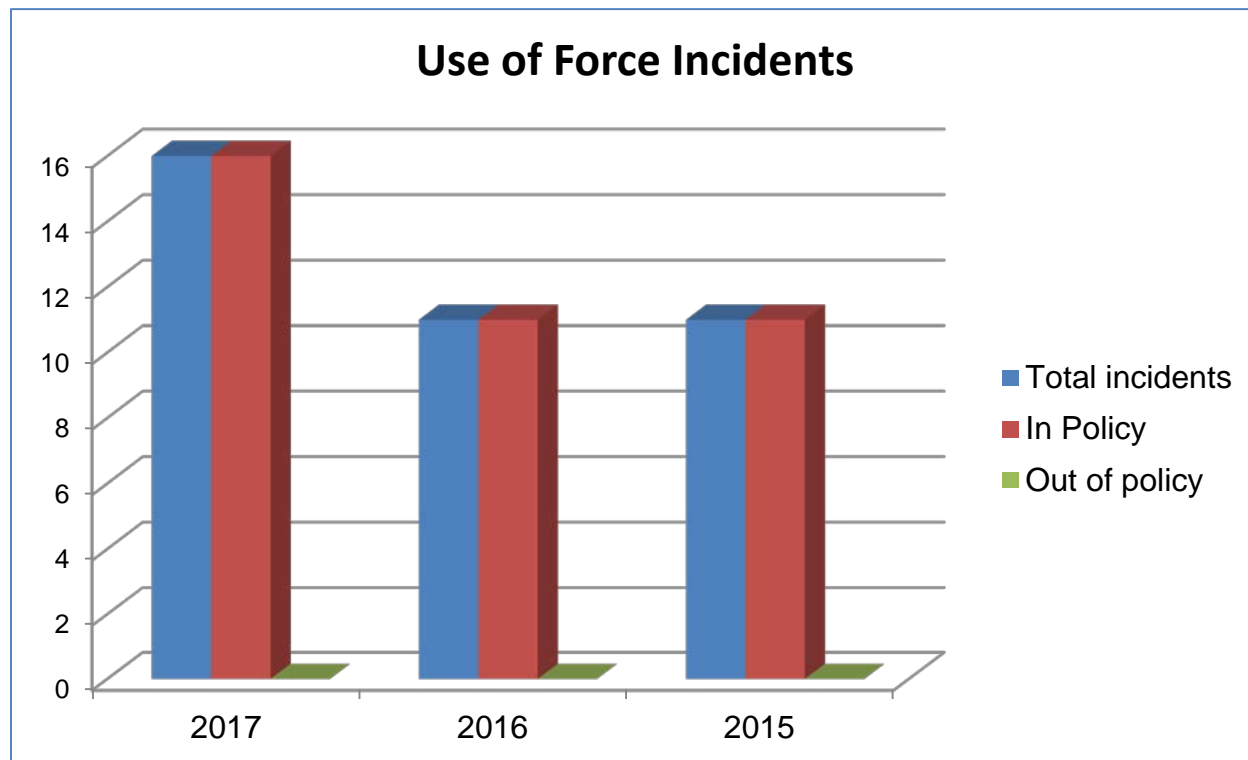
The following documents are presented as part of the Professional Standards Division Annual Report to the Chief of Police and Management Staff of the Tustin Police Department as a review of the 2017 calendar year and to assist in the evaluation and planning process for the future of the Department. Through the CALEA accreditation program, the specific areas and topics of these reports, reviews, evaluations, and analysis address key areas of interest and concern for law enforcement management. It is through these documents and the continued adherence to the nationally recognized law enforcement standards of CALEA that we maintain a high-level of excellence our community deserves. In 2017, the Tustin Police Department received our re-accreditation from CALEA.

Although some reports are specific to the Professional Standards Division, they all represent the year-long efforts, impact, and accountability of the men and women of the Tustin Police Department. The contents of this report are available to the public via our website at: <http://www.tustinpd.org> or upon request.

Use of Force Reporting & Analysis

The following is a comparison of use of force incidents for the past three calendar years.

Total UOF comparing all three years:



USE OF FORCE	2017	2016	2015
Total Incidents	17	11	11
In Policy	16	11	11
Out of Policy	0	0	0

****** One (1) UOF from 2017 is still being investigated. This UOF involves an officer discharging his firearm, resulting in the death of the suspect. ******

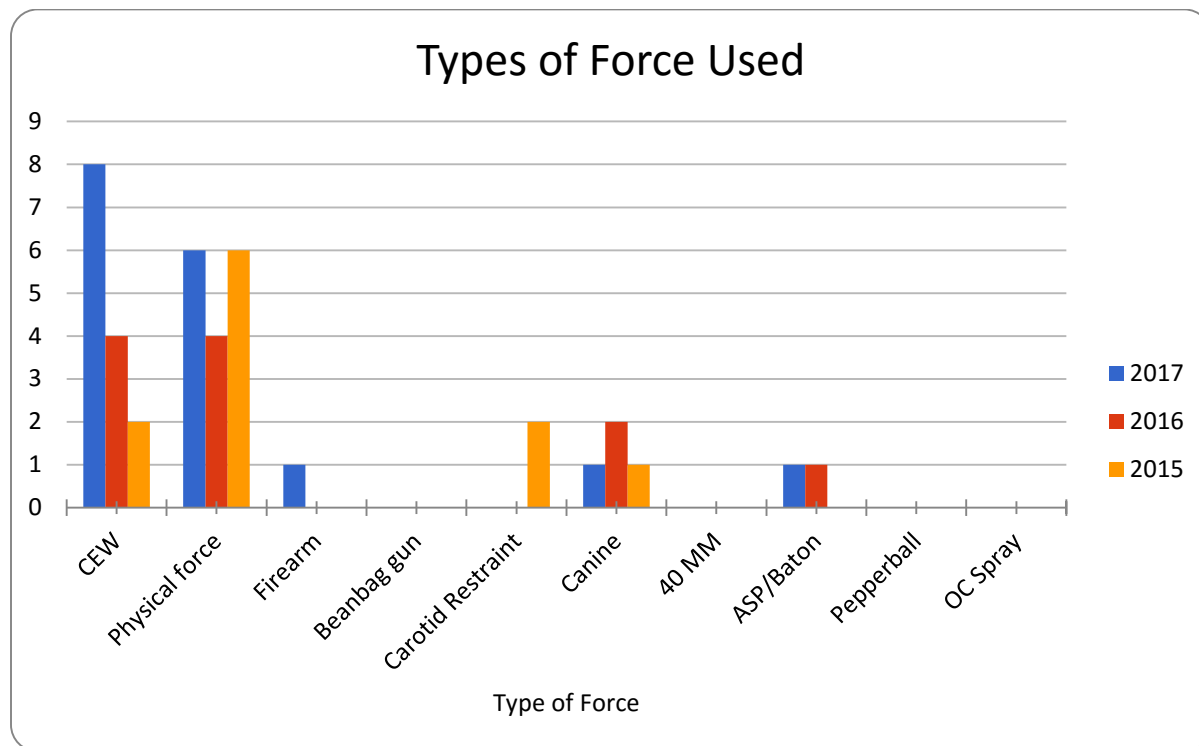
Initial Violation Preceding Use of Force

There were 16 total incidents resulting in officers having to utilize force to bring the situation to a conclusion. These incidents involved a variety of calls/contacts. The following is a listing of the initial call for service or contact and the resulting primary use of force:

Initial Call or Contact

Type of Force Utilized by Officers

Domestic Violence Radio Call	CEW
Traffic Stop	CEW
Medical Aid Radio Call	CEW
Domestic Violence Radio Call	K9
Restraining Order Violation Radio Call	CEW
Suicidal Armed Suspect Radio Call	Firearm
Theft Radio Call	Baton
Suspicious Subject Radio Call	CEW
Robbery Radio Call	CEW
Domestic Disturbance Radio Call	Physical Force
Traffic Stop	CEW
Subject Disturbance	Physical Force
Pedestrian Stop	Physical Force
Theft Radio Call	Physical Force
Suspicious Subject	Physical Force
Suspicious Subject Radio Call	CEW
Domestic Violence Radio Call	Physical Force



Type of Force	2017	2016	2015
CEW	8	4	2
Physical force	6	4	6
Firearm	1	0	0
Beanbag gun	0	0	0
Carotid Restraint	0	0	2
Canine	1	2	1
40 MM	0	0	0
ASP/Baton	1	1	0
Pepper ball	0	0	0
OC Spray	0	0	0

During 2017, the CEW was deployed eight (8) times, in comparison to four (4) in 2016, a 100% increase. In 2017, we had six (6) incidents of physical force compared to four (4) in 2016, a 50% increase. In 2017, there were no incidents of officers using the carotid restraint, this matched to no reported uses in 2016 either. In 2017, a police canine was used one (1) time in order to effect an arrest compared to two (2) times in 2016, a 50% decrease. The ASP/Baton was used one (1) time compared to one (1) use in 2016, which equates to no increase.

Use of Force Training Points

Tactics

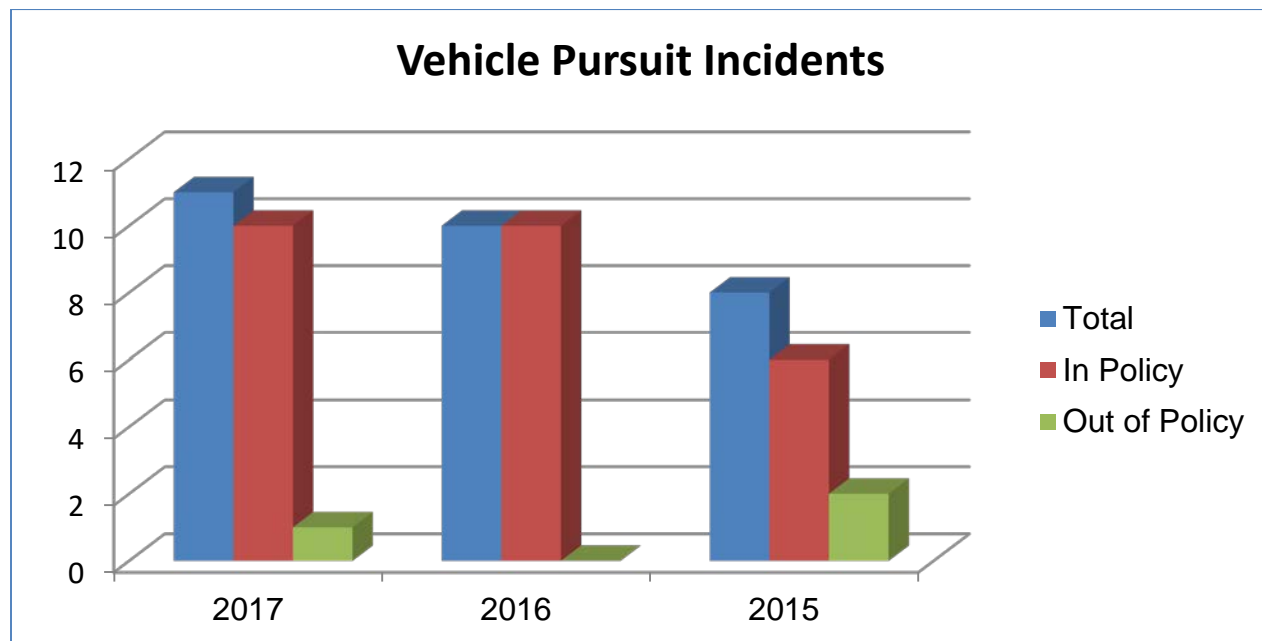
During one Use of Force incident, two officers removed the CEW dart tips to apply a drive stun, pain compliance technique to the suspect. Pain compliance was ineffective. Drive stun is not currently taught in CEW training, as it does not incapacitate a suspect. Also, the handcuffing technique used in this incident put the officers at a disadvantage. The officer was forced to lean over the suspect, which put them off balance. A one (1) hour tactical debrief was conducted by our Use of Force review supervisor highlighting the above noted issues.

In another Use of Force incident, an officer initiated a vehicle pursuit on a motorcycle. The motorcycle was involved in a traffic collision and pinned against the front door of a residence. The officer drew his CEW, which resulted in an Accidental Discharge. The officer was counseled on the proper use of the CEW.

Another Use of Force incident occurred when an officer initiated contact with a subject causing a disturbance. The subject was larger than the officer in stature. The subject was also verbally and physically aggressive towards the officer. The officer engaged the suspect without any other officers present. The contact resulted in physical force being used on the combative subject. The officer was counseled regarding engaging an aggressive subject by themselves.

Vehicle Pursuit Reporting & Analysis

Officers were involved in eleven (11) vehicle pursuits during calendar year 2017. The following is a breakdown and analysis of the 2017 pursuits, and a comparison with the previous two years' reported information.



VEHICLE PURSUITS	2017	2016	2015
Total	11	10	8
In policy	10	10	6
Out of policy	1	0	2

The number of officer involved motor vehicle pursuits increased by 10% in 2017 over 2016 and was 37.5% higher than 2015.

Reason for Pursuit	2017	2016	2015
Stolen Vehicle	2	1	0
Felony Want	1	4	2
Misdemeanor Want	3	1	0
Armed Suspect	0	0	0
Traffic Infraction	5	4	5
Suspicious Circumstances	0	0	1

The pursuits in 2017 involved two (2) stolen vehicles, one (1) felony want, three (3) resulted from a misdemeanor want, and five (5) resulted from a traffic infraction.

One (1) pursuit was terminated by the field supervisor due to public safety concerns. Four (4) pursuits were terminated when the suspect(s) yielded and surrendered peacefully. Two (2) pursuits were terminated when the suspect vehicle crashed and three (3) were terminated when the suspect was able to elude the officer(s). The pursuits resulting in training issues are as follows:

Traffic Want – A motor officer attempted to stop a vehicle for a traffic violation. The vehicle failed to yield and a pursuit ensued. A follow officer arrived on scene and took over the pursuit for the motor officer. The pursuit was terminated when the suspect vehicle crashed and the driver fled on foot.

Training Points:

One of the responding officers drove without due regard for public safety. The officer drove through an intersection against a red light while pedestrians were actively crossing the street. He also drove through a stale red light and stop sign. An internal affairs investigation was initiated and the officer was disciplined regarding his improper driving techniques.

Misdemeanor Want – Officers were investigating a domestic disturbance where a female party was obviously intoxicated. Officers advised the female she was too intoxicated to operate a motor vehicle. The female was able to get into her vehicle and drove away. A short vehicle pursuit ensued.

Training Points:

Officers did not maintain constant contact with an intoxicated female subject. This allowed her to get into and drive off in her vehicle. Had the officers used proper contact and tactics, she may not have gotten to her vehicle. Officers did not immediately activate both lights and sirens when the pursuit was initiated. Officers received a supervisory counseling regarding the above noted training points.

Stolen Vehicle – A suspect stole a City of Tustin work truck. Officers located the vehicle during an area check. The suspect did not yield and a pursuit ensued. The suspect eventually yielded on the freeway and was taken into custody without incident.

Training Points:

The main training point identified in this pursuit was the primary officer followed too closely at times. This created a potential hazard for the officer should the suspect have stopped quickly. An informal counseling was handled by the officer's direct supervisor.

Stolen Vehicle – An officer located a stolen vehicle and began a surveillance. The suspect returned to the vehicle and drove off. The officer attempted a high-risk traffic stop on the vehicle; however, the suspect failed to yield. The officer terminated the pursuit on his own, as he knew the identity of the driver. The driver was later arrested as a result of the pursuit and stolen vehicle.

Training Points:

This pursuit lasted for approximately two (2) minutes and covered a distance of approximately two (2) miles. The pursuit was terminated by the officer. Some training points were identified during the pursuit critique. The main training point identified was the officer was driving a vehicle equipped with a pursuit mitigation device. At one point in the pursuit, the officer had a perfect opportunity to deploy the StarChase system but did not. The officer was counseled regarding the above noted training points.

Traffic Want – Officers were dispatched to investigate speeding vehicles. One officer arrived on scene and located a vehicle driving without its headlights on. The officer attempted a traffic stop on the vehicle. The vehicle fled at speeds of up to 95mph. The officer was driving at speeds of up to 113mph to catch up to the suspect. The Field Sergeant terminated the pursuit due to safety concerns.

Training Points:

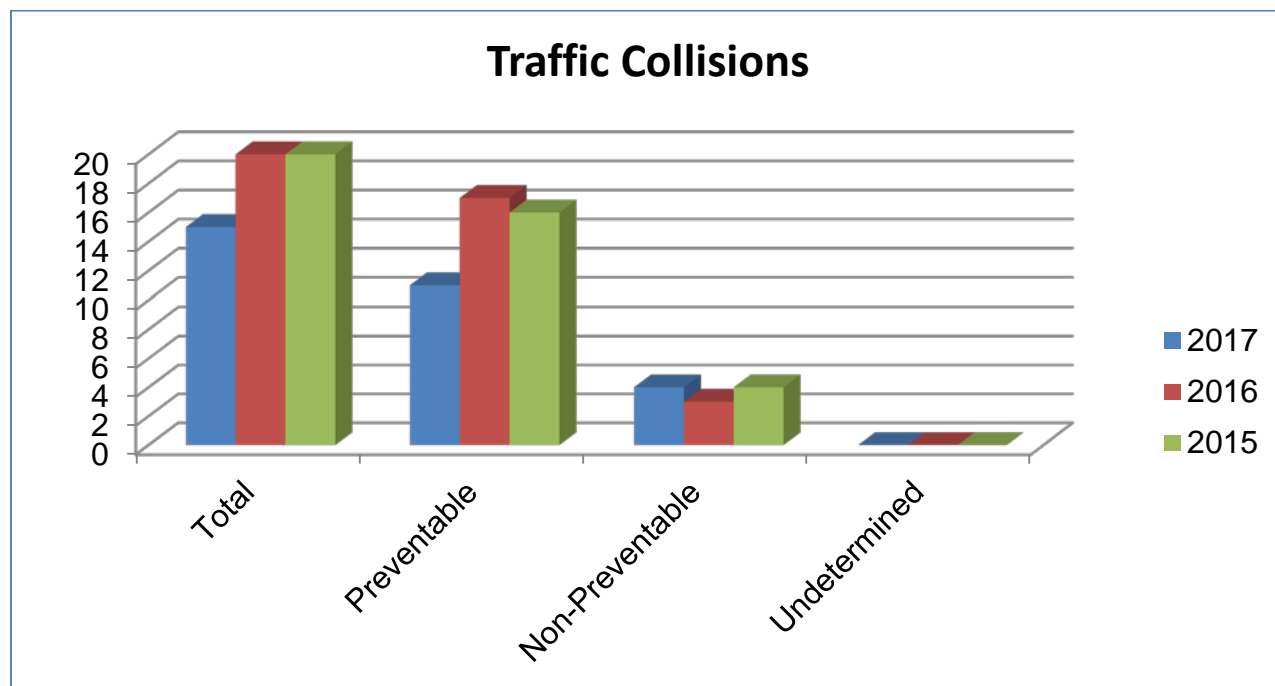
The pursuit occurred on a weeknight at approximately 11:35 p.m. The pursuit lasted approximately five (5) minutes. The officer involved in the pursuit went through intersections on red lights at a high-rate of speed creating a dangerous situation. The officer did not initially activate his lights and siren which caused a public safety issue. The officer also passed a vehicle on the right while driving at a high-rate of speed. This tactic is not advisable because at the time, the officer was driving at a high-rate of speed, which caused him to outrun his siren. Had the citizen pulled to the right, the officer would have struck the vehicle. The officer reached speeds of 113 mph while attempting to catch the suspect vehicle. This pursuit review became an Internal Affairs investigation. The officer received discipline as a result of his driving techniques and decision-making.

In an effort to reduce the amount of vehicle pursuits, the Department purchased pursuit mitigation technology equipment from StarChase. StarChase provides GPS tracking technology to public safety and government agencies worldwide to assist in mitigating risk and reducing liability costs from dangerous vehicle pursuits. The installation and training took place in 2017 and all sworn personnel have been trained on the use of StarChase. We did have one (1) pursuit where the StarChase system could have been utilized, but was not.

After every vehicle pursuit, an administrative review occurs where a subject matter expert from the Police Department reviews the incident from a training perspective. The training points are forwarded to the Area Commanders who use the training comments in their decision as to whether the pursuit was within policy or out of policy. All but one (1) of the pursuits in 2017 were within policy; however, the Department continuously looks for ways to improve our pursuit driving. Our efforts to continuously improve our pursuit driving have paid dividends as no officers crashed as a result of pursuits over the past three (3) years.

Traffic Collision Reporting and Analysis

Officers were involved in fifteen (15) on-duty traffic collisions during calendar year 2017. The following is a breakdown and analysis of the traffic collisions during the year, and a comparison with the previous two years' reported information.



TRAFFIC COLLISIONS	2017	2016	2015
Total	15	20	20
Preventable	11	17	16
Non-Preventable	4	3	4
Undetermined	0	0	0

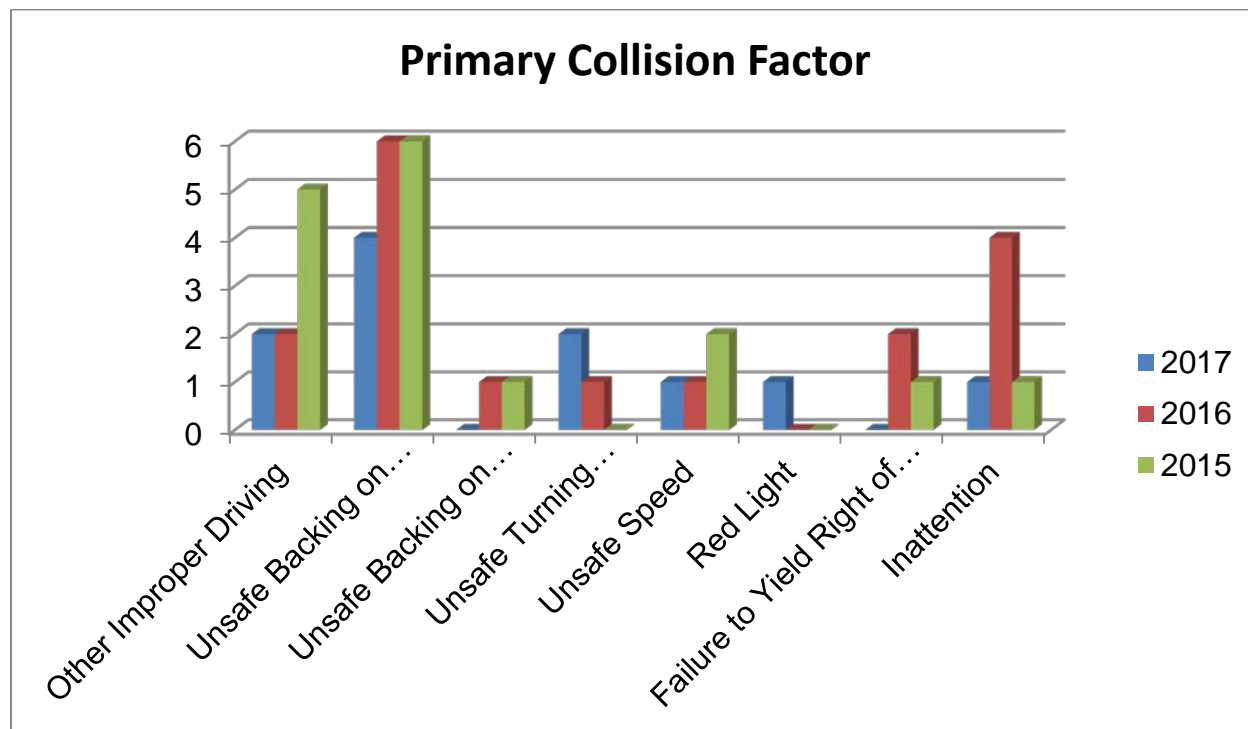
The total on-duty traffic collisions involving department members decreased from 2017 to 2016 and decreased 25% from 2015. Preventable collisions accounted for 73% of the total incidents as compared with 85% in 2016 and 80% in 2015.

The following illustrates the primary collision factors for each of the preventable incidents.

- Two (2) incidents were related to other improper driving;
- Four (4) incidents were related to unsafe backing on private property;
- Two (2) incidents were due to unsafe turning movements;
- One (1) incident was related to unsafe start;
- One (1) incident was due to inattention;
- One (1) incident was related to a red light violation.

The following illustrates the primary collision factors for each of the non-preventable incidents. These incidents were caused by another party and not the involved officers.

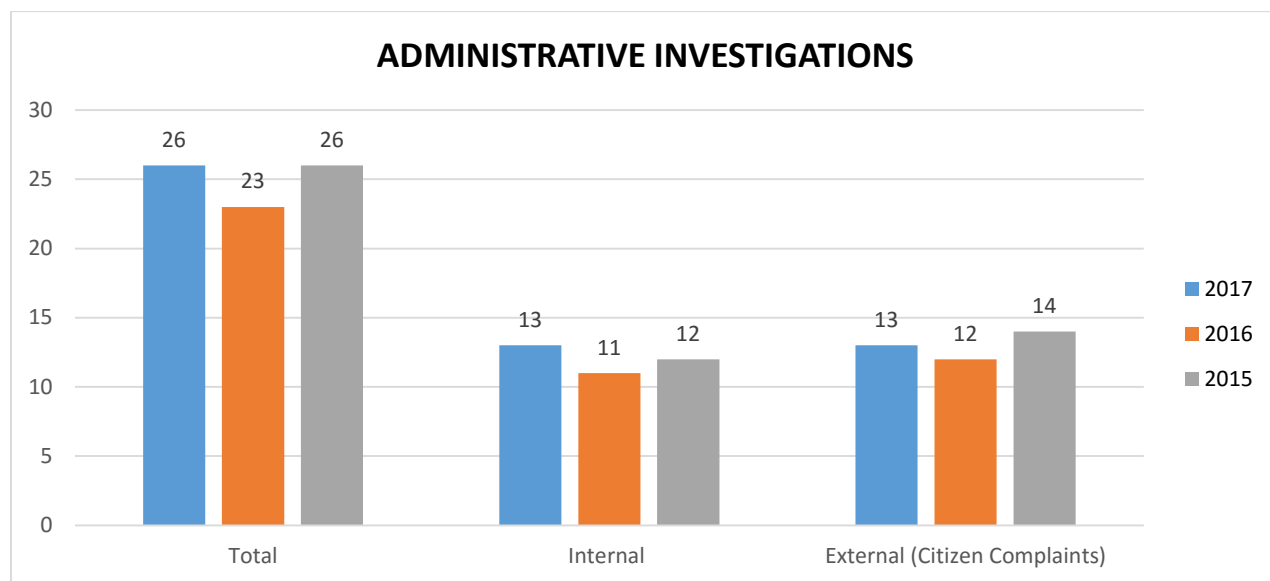
- One (1) incident occurred as a result of unsafe backing on private property;
- One (1) incident was related to other improper driving;
- One (1) incident occurred as a result of an unsafe turn;
- One (1) incident was related to unsafe speed.



Causes of Preventable Traffic Collisions	2017	2016	2015
Other Improper Driving	2	2	5
Unsafe Backing on Private Property	4	6	6
Unsafe Backing on Public Property	0	1	1
Unsafe Turning Movement	2	1	0
Unsafe Speed	1	1	2
Red Light	1	0	0
Failure to Yield Right of Way	0	2	1
Inattention	1	4	1

Administrative Investigations Summary

There were twenty-six (26) administrative investigations conducted during calendar year 2017. The following is a breakdown and analysis of the administrative investigations during the year, and a comparison with the previous three years' reported information.



ADMINISTRATIVE INVESTIGATIONS	2017	2016	2015
Total	26	23	26
Internal	13	11	12
External (Citizen Complaints)	13	12	14

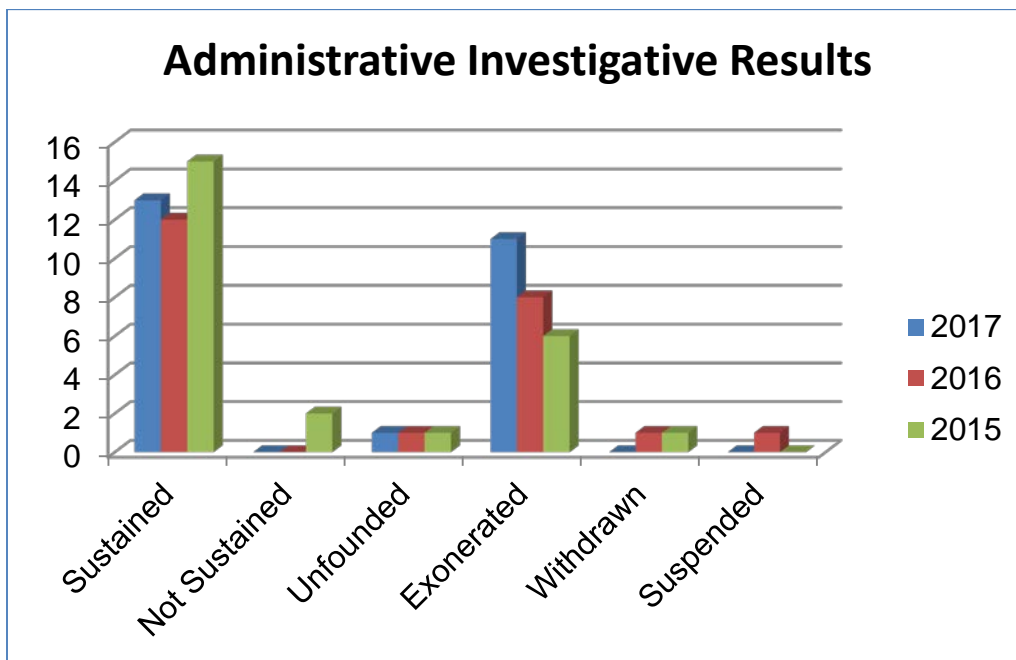
****There is still one Administrative Investigation pending completion from the 2017 calendar year. This investigation involves the use of a firearm, which resulted in the death of the suspect.****

In 2017, the Department went through re-accreditation with CALEA. One of the suggested changes made by the CALEA auditors dealt with citizen complaints and how they are handled. Many of the typical complaints were handled by the Watch Commander or Area Commander in various fashions. As part of complying with CALEA, the Department has begun taking these types of complaints as administrative investigations. These new complaints are now called Service Complaints or Personnel Complaints. The increase in numbers from 2016 to 2017 reflect this new way of handling any complaint by citizens or employees, which traditionally were handled informally.

There was a 13% increase in total administrative investigations during calendar year 2017 compared with 2016 and no change from the 2015 totals.

There was an 18% increase in internally generated administrative investigations in comparison with the 2016 totals and an 8% increase in internally generated administrative investigations over the 2015 totals.

There was an 8% increase in externally (citizen complaints) generated administrative investigations in comparison with the 2016 totals and a 7% decrease compared to the 2015 totals.



Administrative Investigation Results	2017	2016	2015
Sustained	13	12	15
Not sustained	0	0	2
Unfounded	1	1	1
Exonerated	11	8	7
Withdrawn	0	1	1
Suspended	0	1	0

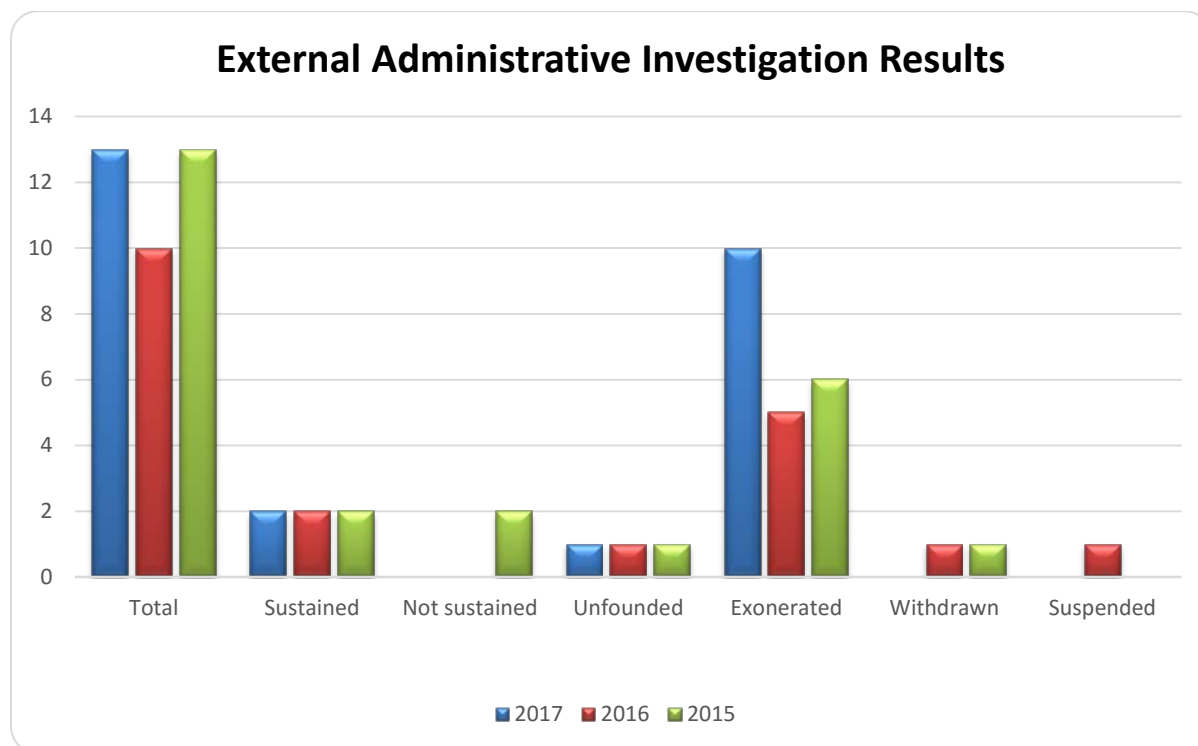
****There is currently one (1) administrative investigations from 2017 that has not been adjudicated at the time of this report. Therefore, the 2017 totals in the above graph are missing one (1) administrative investigation as the disposition is not available.****

In comparing the number of sustained complaints, both internally and externally generated, 13 of 26, or 50% were sustained in 2017.

In comparing the number of sustained complaints, both internally and externally generated, 12 of 23, or 52% were sustained in 2016.

In comparing the number of sustained complaints, both internally and externally generated, 15 of 26, or 58% were sustained in 2015.

An average of 53% of all complaints over the past three years have resulted in the allegations being sustained.



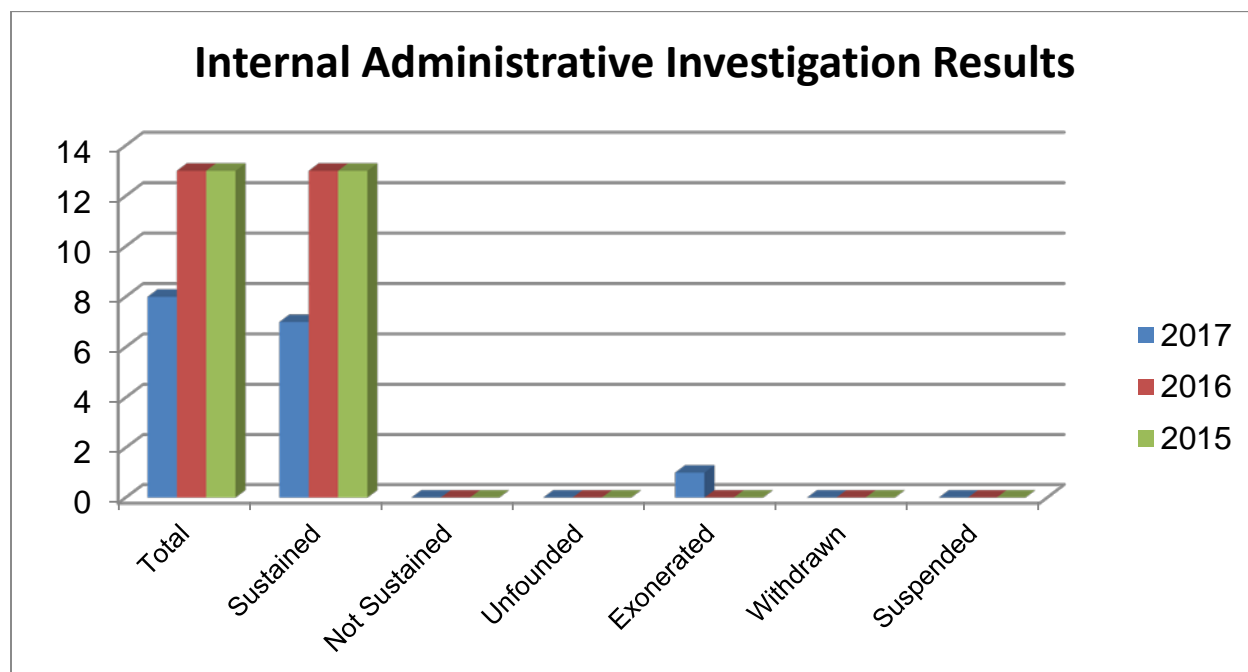
External Administrative Investigation Results	2017	2016	2015
Total	13	10	13
Sustained	2	2	2
Not sustained	0	0	2
Unfounded	1	1	1
Exonerated	10	5	6
Withdrawn	0	1	1
Suspended	0	1	0

In comparing the number of sustained complaints from externally generated investigations, 2 of 13 or 15% were sustained in 2017. The two (2) sustained external complaints accounts for 8% of the total complaints for 2017.

In comparing the number of sustained complaints from externally generated investigations, 2 of 10 or 20% were sustained in 2016. The two (2) sustained external complaints account for 9% of the total complaints for 2016.

In comparing the number of sustained complaints from externally generated investigations, there was 2 of 13 or 15% sustained in 2015. The two (2) sustained external complaints accounted for 8% of the total sustained complaints for 2015.

The three-year average shows that only 8% of all externally generated investigations resulted in a sustained finding.



Internal Administrative Investigation Results	2017	2016	2015
Total	13	8	13
Sustained	11	7	13
Not sustained	0	0	0
Unfounded	0	0	0
Exonerated	1	1	0
Withdrawn	0	0	0
Suspended	0	0	0

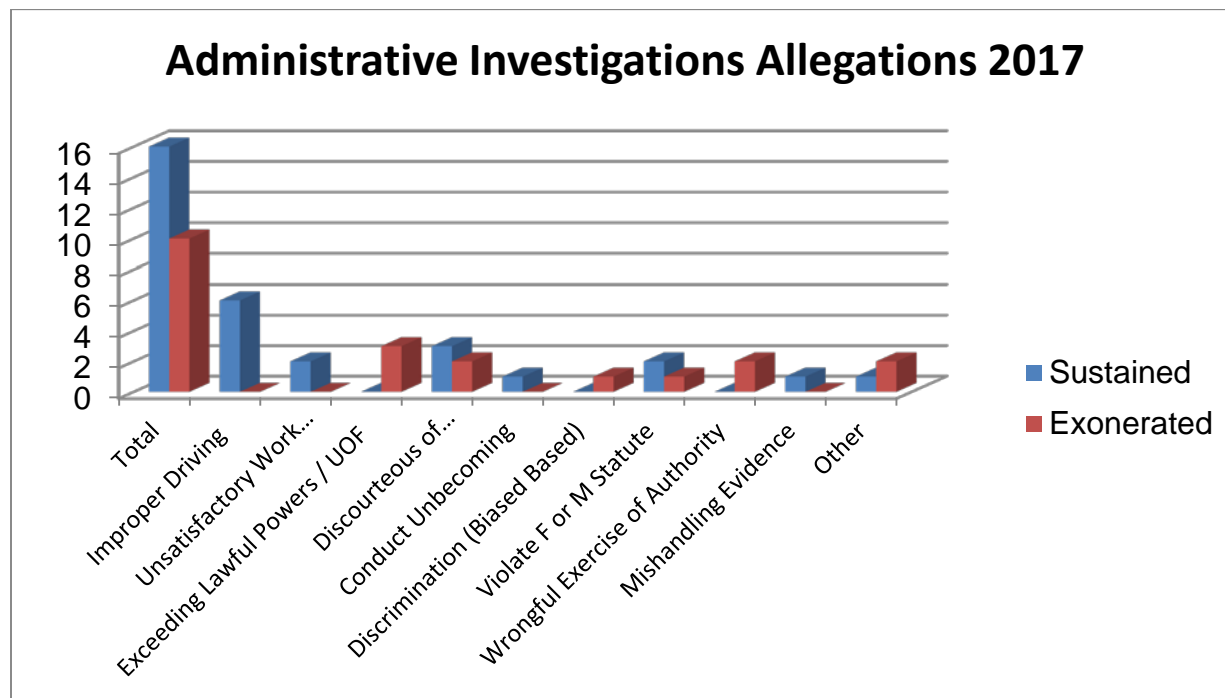
****There is still one internally generated administrative investigation pending from 2017.****

In comparing the number of sustained complaints from internally generated investigations, there were 11 of 12 or 92% sustained in 2017. The eleven (11) sustained internal complaints accounted for 42% of the total sustained complaints for 2017.

In comparing the number of sustained complaints from internally generated investigations, there were 7 of 8 or 88% sustained in 2016. The seven (7) sustained internal complaints accounted for 78% of the total sustained complaints for 2016.

In comparing the number of sustained complaints from internally generated investigations, there were 13 of 13 or 100% sustained in 2015. The thirteen (13) sustained internal complaints accounted for 87% of the total sustained complaints for 2015.

The three-year average shows that 89% of all internally generated investigations resulted in a sustained finding.



	Internal or External	2017	Sustained	Exonerated
Unsafe or Improper Driving Habits	Internal (6) External (0)	6	6	0
Unsatisfactory Work Performance	Internal (2) External (0)	2	2	0
Exceeding Lawful Peace Officer Powers	Internal (0) External (3)	3	0	3
Discourteous or Unprofessional Conduct	Internal (2) External (3)	5	3	2
Conduct Unbecoming	Internal (1) External (0)	1	1	0
Wrongful Exercise of Authority	Internal (0) External (2)	2	0	2
Improper Handling of Prisoner Property	Internal (0) External (1)	1	1	0
Violate Felony / Misdemeanor Statute	Internal (2) External (1)	3	2	1
Other	Internal (1) External (2)	3	1	2
Totals		26	16	10

****The totals in the graph above do not reflect administrative investigations with a finding other than sustained or exonerated or reflect the disposition of the one (1) open administrative investigation. ****

Of the twenty-three (23) administrative investigations listed above, two (2), or 9%, were related to improper driving, three (3), or 13%, were related to unsatisfactory work performance, and four (4), or 17% were due to exceeding lawful peace officer powers. Discourteous or unprofessional conduct accounted for three (3) incidents, or 13%; one (1), or 4%, was related to conduct unbecoming an officer; two (2), or 9% were related to wrongful exercise of authority; three (3), or 13%, were related to improper handling of prisoner property; and one (1), or 4%, was related to a complaint of discrimination (bias-based policing).

The remaining three (3) includes one (1) investigation related to an employee violating department safety standards, one (1) for a supervisor failing to take action, and one (1) related to tardiness.

Of the thirteen (13) total (internal and external) sustained allegations during 2017, four (4) resulted in a suspension from duty, totaling 222.5 hours of leave without pay or a decrease in General Leave, eight (8) resulted in written reprimands, and one (1) resulted in a supervisory counselling.

Personnel Early Warning (PEWS) System

The Personnel Early Warning System is triggered when a threshold of three (3) incidents of a single performance indicator or a combination of any five (5) performance indicators in a twelve-month period. In 2017 it was decided the PEWS warnings would be reviewed by the Lieutenant supervising the employee. This review is conducted to determine if there are any identifiable trends.

The review of the 2017 PEWS reporting period has identified nine (9) employees who met the performance indicator thresholds triggering notification to their chain of command. Of the nine (9) identified employees, one (1) was determined to need remedial training.

Employee Grievances Reporting & Analysis/Commendations

There were no grievances filed in 2017 or 2016.

There were seventy-three (73) commendations written, acknowledging a total of 244 employee actions in the 2017 calendar year.

Paid Administrative Leave/Traumatic Incident Referrals

There was one (1) employee placed on paid administrative leave in 2017. Ultimately, the employee returned to work after receiving discipline for violating Department Orders.

Personnel Reporting

During 2017, the Professional Standards Division focused on filling sworn and civilian vacancies. By year's end, the division hired eighteen (18) new sworn employees and thirteen (13) new civilian employees. Below is a detailed listing of newly hired employees for 2017:

- Lateral Police Officer – 8
- Police Recruit – 8
- Lateral Communications Officer - 1
- Communications Officer – 2
- Cadet – 1
- Parking Control Officer – 1
- Master Reserve – 2
- Property and Evidence Technician – 1 (part time)
- Police Services Officer – 2
- Police Records Specialist - 4
- Crime Analysis Intern – 1

This list includes the employees who were hired and ultimately terminated or resigned. During 2017, the following position changes occurred:

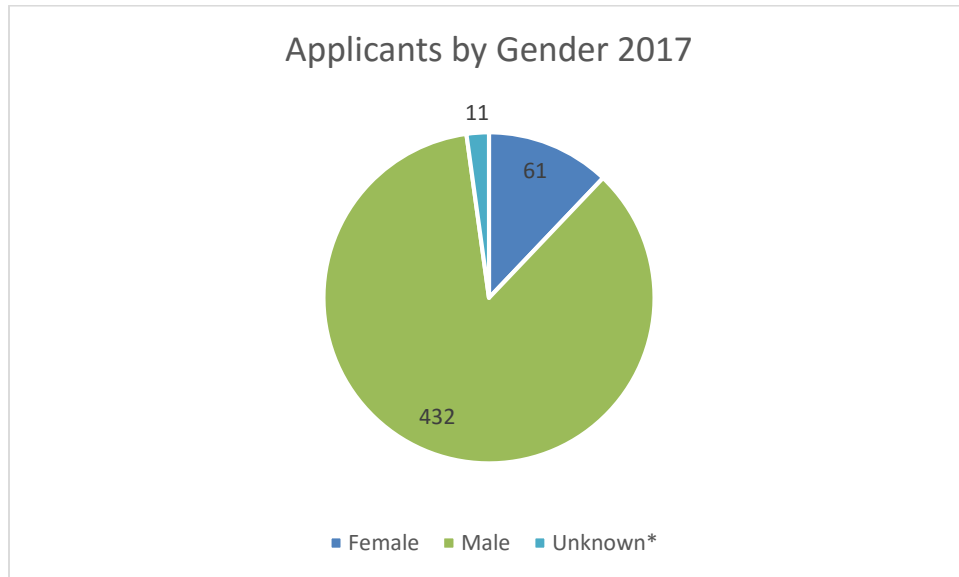
<u>Position</u>	<u>Reason for change</u>	<u>Vacant position(s)*</u>
Police Captain	(1) promoted	0
Police Lieutenant	(1) promoted	0
Support Services Manager	(1) promoted	0
Police Sergeant	(2) 1 promoted/1 retired	1
Supervisor	(2) promoted	0
Police Officer	(13) 8 resigned / 2 terminated (1 to PRS)/ 2 retired/1 promoted	0
Communications Officer	(5) 4 terminated (1 moved to Property)/ 1 promoted (Lead)	3
Police Services Officer	(3) resigned	4
Police Records Specialist	(5) 1 resigned/1 terminated/3 promoted (Lead, Communications, PSO)	2
Parking Control Officer	(1) resigned	1
Cadet	(4) 2 resigned, 2 promoted (Officer, PSO)	5
Crime Analysis Intern	(1) terminated	0
Master Reserve Officer	(1) retired	NA

Full Time Sworn Police Officer Recruitment Plan Evaluation

Based on the Department needs and City budget considerations, the Professional Standards Division, in conjunction with the Human Resources Department, conducted three (3) police recruit recruitments and one (1) "lateral/academy enrolled" police officer recruitment during the 2017 calendar year. The primary method of recruitment for this

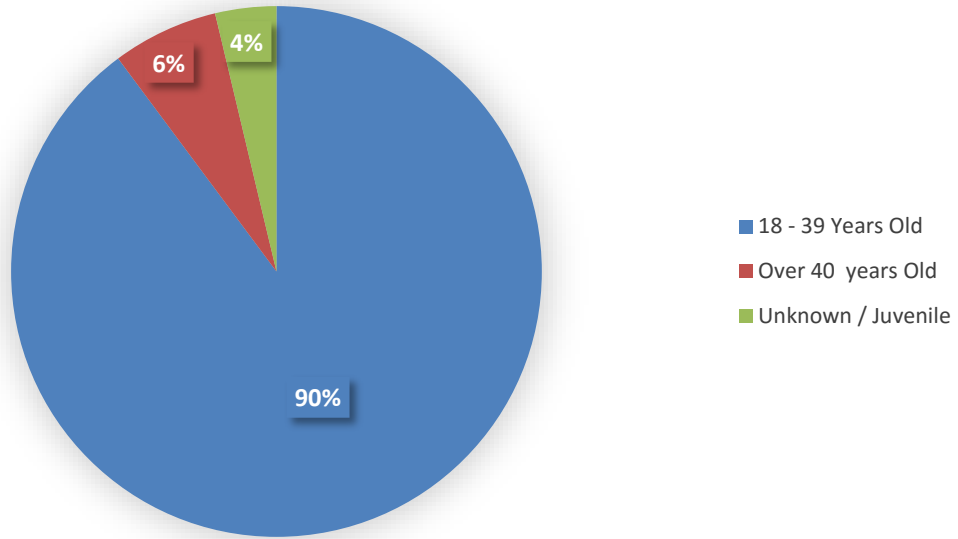
position was the internet, specifically a program called NEOGOV. NEOGOV allows candidates to apply for several agencies/positions through a single source. PSD also posts job announcements on the department Facebook page.

In 2017, members of the recruitment team attended police officer recruitments and served as oral interview panelists for various positions. The following charts depict the applicant pool created by NEOGOV during all sworn recruitments for 2017:

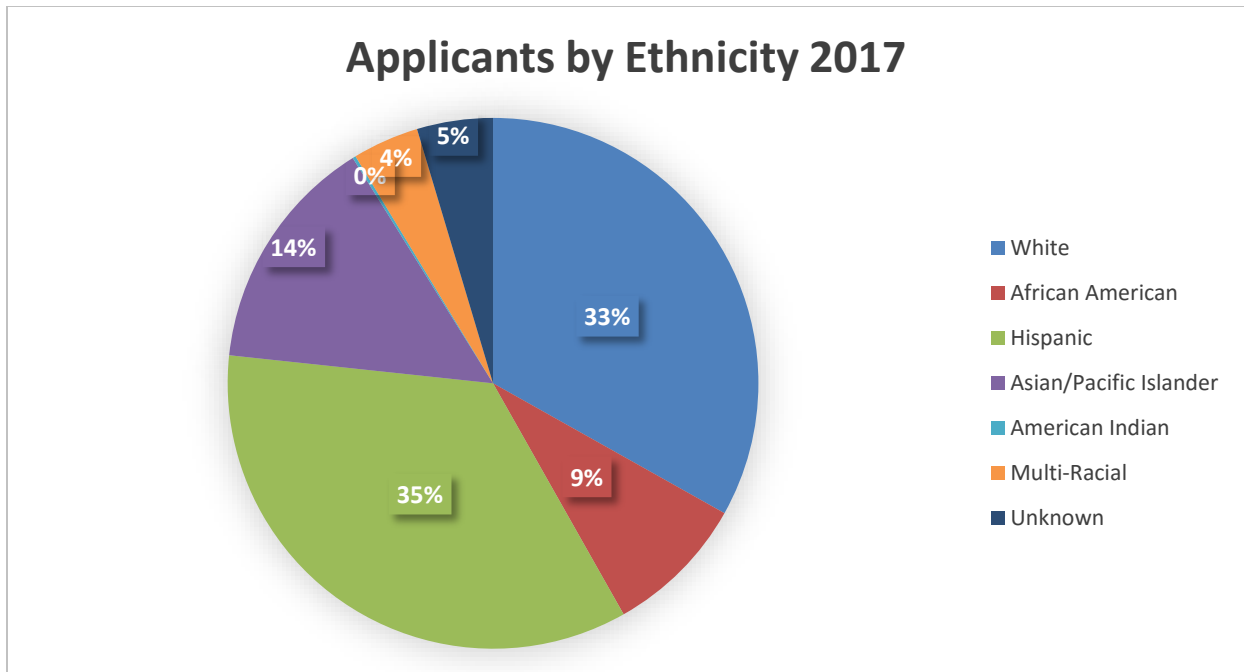


APPLICANTS BY GENDER		
Female	Male	Unknown*
61	432	11

Applicants by Age Group 2017



AGE GROUP		
18-39	Over 40	Unknown/Juvenile
459	33	12



ETHNICITY						
White	African American	Hispanic	Asian/Pacific Islander	American Indian	Multi-Racial	Unknown
172	45	181	75	1	21	12

*Gender, age and ethnicity are optional informational selections during the initial application process and therefore create an unknown category in the above charts.

Applicant Processing - The police officer applicants included police officers and sheriff deputies employed or recently separated from law enforcement agencies as well as entry level recruits.

ALL SWORN POSITIONS (2017)

Physical Agility

Invited to physical agility:	129
No show or withdrew from process:	53
Failed:	3
Passed:	71

Interview

Invited to interview:	90
No show or withdrew from process:	0
Failed:	29
Passed:	61 (Placed on eligibility list)

Eighty-two (82) were processed: twenty-four (24) hired, twenty-three (23) non-selected, twenty-seven (27) failed background, eight (8) withdrew, and two (2) applicants are still being processed from backgrounds carried over from 2017.

In an effort to more closely reflect our community's ethnic makeup, the recruiting process actively sought minority applicants. As a result, one (1) Asian male was hired as a crime analysis intern, one (1) Hispanic male was hired as a cadet, one (1) Caucasian female was hired as a communications officer, one (1) Hispanic female was hired as a communications officer, one (1) Multi-Racial female was hired as a communications officer, three (3) Caucasian males were hired as lateral police officers, one (1) Hispanic male was hired as a lateral police officer, one (1) Asian male was hired as a lateral police officer, one (1) Multi-Racial male was hired as a lateral police officer, one (1) Hispanic female was hired as a parking control officer, one (1) Caucasian female was hired as a part-time property and evidence technician, one (1) Caucasian female was hired as a records specialist, two (2) Asian females were hired as records specialists, one (1) Hispanic female was hired as a records specialist, four (4) Caucasian males were hired as police recruits, two (2) Hispanic males were hired as police recruits, one (1) Hispanic male was hired as a reserve police officer.

The Department will continue its effort to attract more gender and ethnically diverse police candidates to meet the diverse demographics of our community.

Training Reporting

We continued our joint venture with Santa Ana College for a ninth year which supplements training costs and generates enhanced college educational units for our personnel who choose to further develop their individual college goals. The college tuition cost for training conducted in 2017 was \$3,851.40 with a return of \$8,083.80, resulting in a net training revenue of \$2,907.20 for the 2017 calendar year. Although these additional training funds are returned to the City General Fund, they allow for additional budgeted training dollars to be put in the direction of future training classes and educational opportunities for all sworn and civilian personnel.

During the 2017 calendar year, the following topics were presented utilizing quarterly training days with a combination of internal and external instructors along with the POST Learning Portal:

Presentation Dates

Topics

February

Tactical Communication

May 22, 26, 31

Pursuit Policy, Title 15, Wellness Orientation

August 18, 21, 23/Sept. 2

ACT, Range

October 11, 13, 16

Tactical Rifle, Handgun, Taser

December 1, 4, 6, 13

Mental Health, First Aid/CPR/AED

Additionally, individual department members attended formal career development and educational training courses provided by on-site and off-site presenters throughout the year. Twenty-seven (27) employees were sent to supervisory and leadership related sessions totaling 1,960 hours, and eighty (80) employees were sent to a variety of other law enforcement related training sessions totaling 4,396 hours. The total number of formal training hours for 2017 was 6,356.

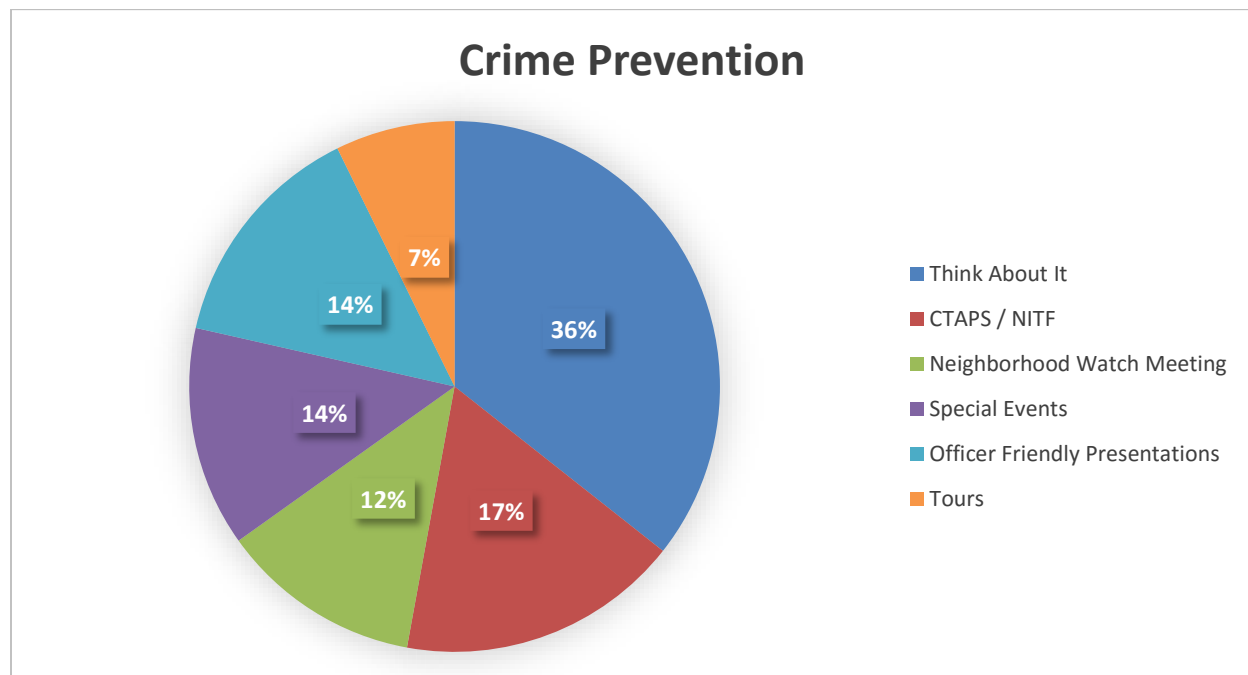
Sworn employees are required to view monthly DA Training Videos distributed by the Golden West College Criminal Justice Training Center. The DA Videos cover a wide variety of law enforcement topics related to case law decisions such as search and seizure, laws of arrest, interview and interrogation, etc. There were forty-eight (48) videos distributed in 2017.

Inter-departmental training bulletins were provided to all personnel via PowerDMS in addition to the above documented training hours. The PowerDMS program continues to provide an avenue for distribution of training materials and the necessary tracking and documentation in support of POST and CALEA training requirements. All certificates awarded from outside training courses are entered into PowerDMS. All the entries for PowerDMS related training are completed by the POST Compliance Training Officer.

Crime Prevention Reporting & Evaluation

The Community Relations Officers (CRO) assigned to the Professional Standards Division, and the Community Impact Officer assigned under the Community Policing Bureau are the backbone of the crime prevention efforts of the Department. The involvement of the two (2) full-time and one (1) part-time CROs in our community is very apparent. Their efforts have strengthened the bond of the community and the Police Department. We have empowered the community in using crime prevention techniques to avoid becoming a victim.

The following chart breaks down the committed activities of the three (3) CROs based upon current programs:



In 2017, the CRO's provided ninety-three (93) "Think About It" lessons at the various elementary schools in Tustin, attended forty-five (45) in-house Department meetings including Crime Traffic Analysis and Policing Strategies (CTAPS) and Neighborhood Improvement Taskforce (NITF), hosted thirty-two (32) Neighborhood Watch meetings, attended thirty-five (35) special events, provided thirty-seven (37) "Officer Friendly" presentations, gave sixteen (16) department tours, and were involved in one (1) lengthy quality of life project.

The "Think About It" lessons continue to consume the largest portion of the CRO's committed time. This program consists of education on the 911 system, bicycle safety, bullying, "being safe everywhere," choices and consequences, internet safety, and peer pressure. This program is designed to educate Tustin's youth on how to identify and respond to dangerous situations. The program, combined with Neighborhood Watch and Town Hall meetings continues to provide the most positive feedback and apparent success for the Community Relations Unit. Neighborhood Watch meetings give us an insight of what is happening in specific areas of the community and allows us to work together with the citizens to solve any concerns the attending community members bring forward. The meetings further allow interaction and partnership opportunities between neighbors and patrol officers assigned to the area.

In mid-2014, Peppertree Park started to become plagued with a number of quality of life issues. Transients were publicly intoxicated and becoming aggressive with families. Teen groups began loitering in the park, allowing the park to become a safe haven for teen runaways. The park structures started experiencing an increase in vandalism. All of these issues made local residents start to feel unsafe in and around the park. Recognizing that this was a problem, and working upon our CTAPS data-driven policing model, we

identified the park as a crime trend area and assigned several crime trend officers to the park.

In January of 2015, the park was brought to the attention of NITF. Through this multi-department and multi-resource venue, immediate physical changes were implemented such as relocating several cement benches to more visible locations in the park. Long-term improvement projects were established such as plans to upgrade lighting by installing 13 new light poles throughout the park. Outreach and mediation efforts were established and carried out by representatives from Tustin Unified School District and the Orange County Human Relations organization to address the growing transient and teen loitering issue.

On March 18, 2017, the police department held a sub-station at the park where we played bocce ball and board games with the children. Other fun activities included face painting and arts and crafts. We handed out educational materials, free popsicles, and provided them with books to take home.

Through all of our efforts, the number of calls for service declined. In 2015, we responded to Peppertree Park an average of 38 times per month. In 2016, we were able to reduce the number of calls for service to 15 times per month. At the close of the project in March of 2017, the average number of calls for service were reduced to 8 per month.

The Department was recognized for a seventh consecutive year as one of the top twenty-nine (29) National Night Out locations. In 2017, the Peppertree Park project was submitted for our National Night Out Project 365. As a result of our efforts, we placed 17th out of 149 in our category nationwide.

The CROs continue to reach out to the public and provide crime prevention information and updates through the use of NIXLE and Twitter. The CRO's provide articles and crime updates for distribution to the community members who join or subscribe to these social media sites. Some of the NIXLE notifications (which includes Twitter) included crime trends, bicycle safety, and community events. We continue to use social media as an avenue to promote the CERT program, Citizen's Academy, and community events.

The Department continues its involvement with NITF, which has proven to be successful for solving many of the "repeat" types of patrol calls for service and addressing the "broken window" issues within the community.

In evaluating the CRO program, it is evident that it is essential to the continued success of the Tustin Police Department Community Governance Philosophy.

Juvenile Crime Prevention Review

Juvenile crime and its prevention are important goals the Department strives for on a daily basis. To that end, the department works in partnership with the Tustin Unified School District (TUSD) in achieving these goals. The department employs a full-time sworn

School Resource Officer (SRO). The SRO is primarily based at Tustin High School (THS); however, he is responsible for the seventeen (17) Kindergarten through 12th grade TUSD schools within the City of Tustin.

In 2017, the SRO handled seventy-two (72) reports generated on the various campuses. The SRO was assigned to follow up on fourteen (14) additional cases that were generated by other officers originating from the TUSD schools in the City of Tustin. The benefits of his presence allowed for an immediate response to any campus situation and helped maintain patrol staffing levels, because it does not require an officer from patrol to handle a school-related issue. In addition to mentoring and guiding students, the SRO attends bi-monthly School Attendance Review Board (SARB) meetings at the Tustin Unified School District main office. The SARB panel is where the habitually truant students are brought in to identify a solution to their truancy problem. During 2017, the SRO sat on twelve (12) SARB panels, where forty-seven (47) students were brought before the board. The SRO also participates in other TPD organized events on school campuses such as National Walk to School Day, National Read Across America, and the bicycle safety rodeos.

In October of 2017, the Department participated in the International Walk to School Day. Walk to School Day is sponsored by the Kiwanis Club of Tustin and the Tustin Police Department. The featured school this year was Heritage Elementary School. This event involved parents, children, Tustin Police Department Staff, and members of Tustin Kiwanis. From several meeting spots in the area, we walked in groups to the school where we all formed for a morning assembly. Members of the Department and Principal Beth Blackman spoke at the assembly. Officer Mitchell and his canine partner Kingsley, provided a demonstration to the children.

Walk to School Day promotes safety on and around the school campus, physical activity, reduces traffic congestion, increases community awareness, and includes sharing time with community leaders, parents and children to name a few of the positive attributes of this event.

In 2017, the Department continued its partnership with Team Kids. The Orange County based nonprofit's mission is to empower our children to change the world. The Team Kids Challenge Program includes four weekly challenges such as bringing in shoes for the homeless, writing letters to our deployed troops, or collecting gently used towels and blankets to help rescued animals. In 2017, we held two (2) "Team Kids" challenges, one (1) at Heideman Elementary and one (1) at Thorman Elementary. The two (2) challenges were extremely successful.

One of the goals in 2017 was to increase community engagement, specifically focusing on the youth in our community. We did this by developing several interactive programs that brought the children and police closer together. One program was called "Run with a Cop." This program was designed to create a passion for fitness in elementary school students. Twice a week, for ten straight weeks, several officers from the Department participated in fitness related events with 140 children from Heideman Elementary School. The program concluded with the students and police officers running a mile

together at the school, followed by a fun-filled carnival. As part of this program, thirty (30) kids and parents ran in the City of Tustin Hangar 5k run.

The second community outreach program the Department participated in was the “Turkey Bowl.” This was a six-week program designed to engage the Heideman Elementary School students in additional physical activities focusing specifically on increasing their self-esteem through exercise. The program culminated with a community event where Department employees interacted with members of the community in a fun-filled day of activities and games. The participants of the Turkey Bowl were provided with a Thanksgiving dinner.

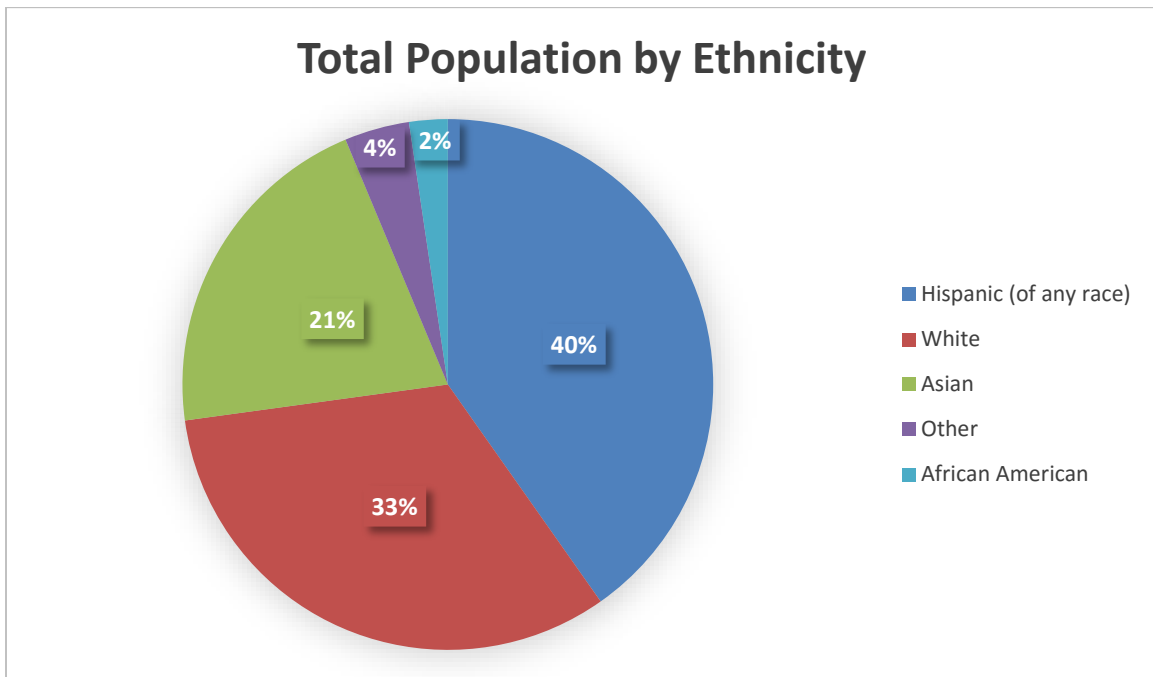
The third program in 2017 involved the Department partnering with Orange County Human Relations for a series of Community Dialogues. These dialogues involved bringing officers and local high school students together to discuss their perceptions of each other. Officers were involved in three (3) meetings with the students. As a result of our participation, we will be receiving an award from Orange County Human Relations Commission.

All the juvenile-based programs the Department participates in continue to be beneficial for all involved. The community relationships grow stronger each year, the participants have positive interactions with the police, and employees get to know the members of our community.

Bias Based Policing Review

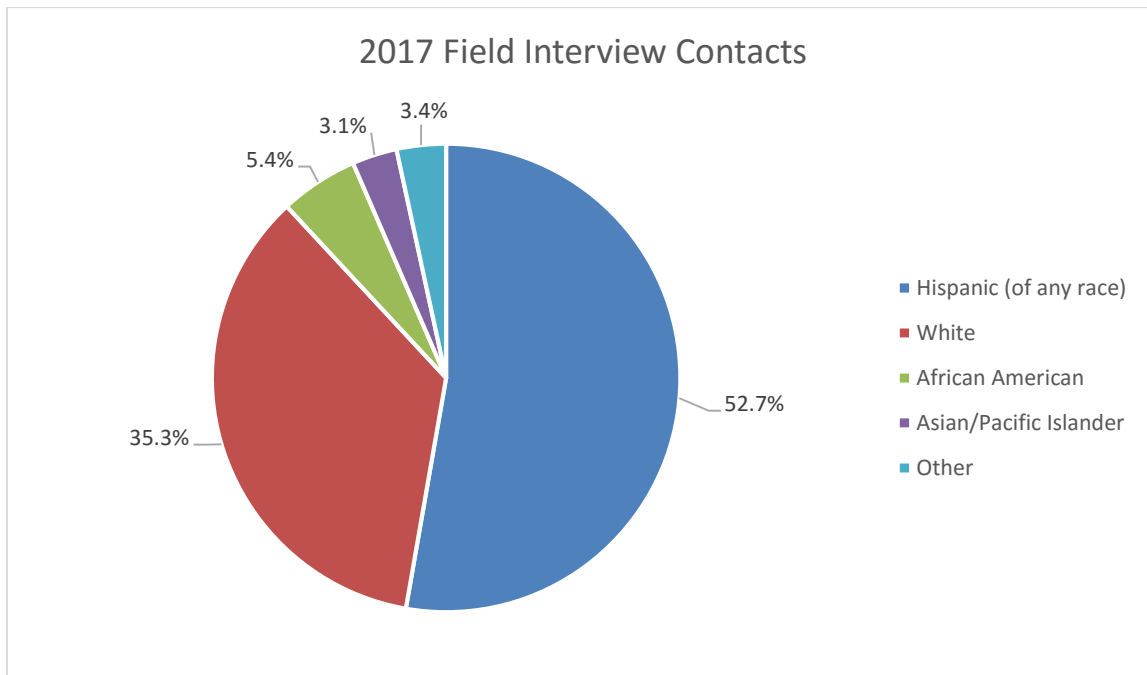
The Department received one (1) complaint related to bias based policing in 2017. The complainants alleged officer(s) treated them differently during a call for service because of their immigration status. A thorough administrative investigation was conducted and the officer(s) involved were exonerated of the allegations.

The following charts and graphs depict the overall population of our service area, the field interview contacts, suspects in crime reports, and the adult and juvenile arrest statistical data for the 2017 calendar year by ethnicity. The data was prepared using population information from the 2016 U.S. Census Bureau website.



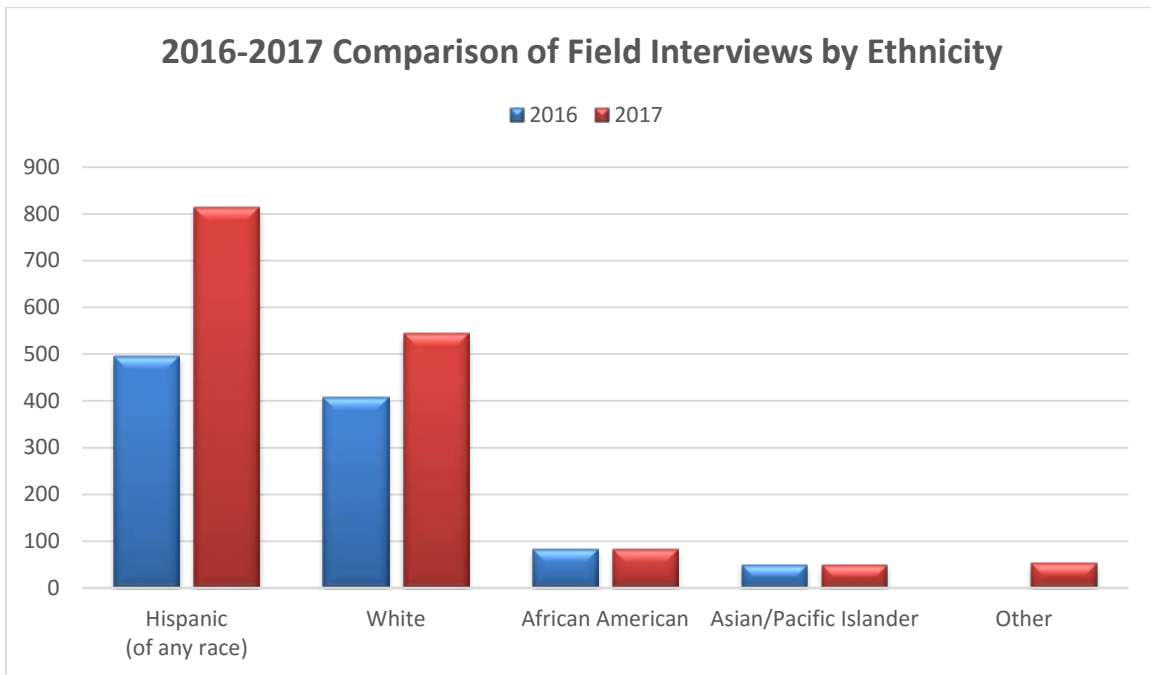
Total Population by Ethnicity/Race

Ethnicity / Race	Number	Percentage of Population
Hispanic (of any race)	33,431	41.6%
White	23,417	29.1%
Asian/Pacific Islander	18,669	23.2%
Other	3,036	3.7%
African American	1,916	2.4%
Total	80,379	100%



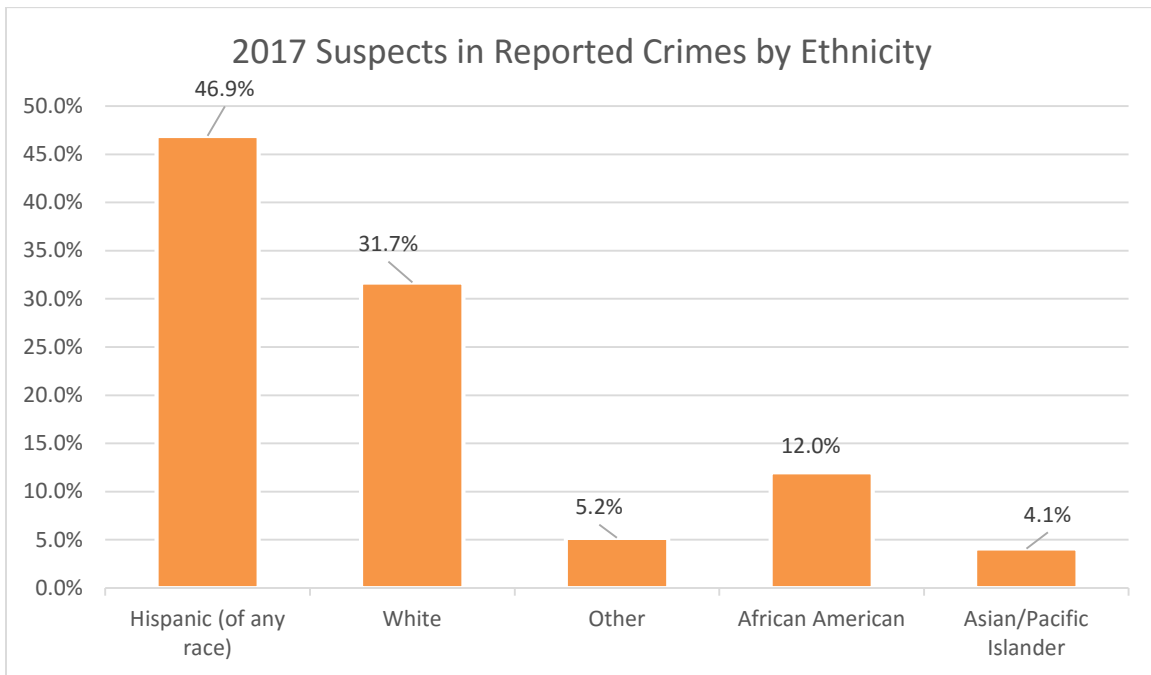
Total Number of 2017 Field Contacts: 1,544

Race	FI Contacts	Percentage of FI's	Percentage of Population
Hispanic (of any race)	814	52.7%	41.6%
White	545	35.3%	29.1%
African American	83	5.4%	2.4%
Asian/Pacific Islander	49	3.1%	23.2%
Other	53	3.4%	3.7%



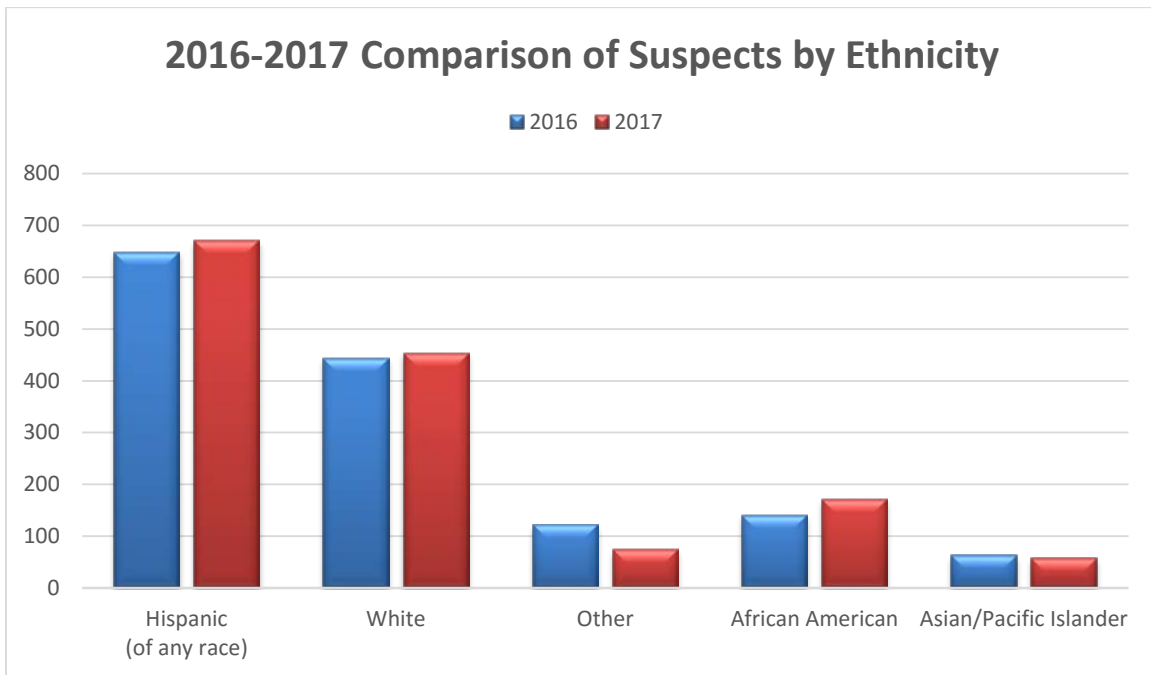
Comparison of 2016 and 2017 Field Interview Statistics by Ethnicity

Race	Population	2016 FI's	2017 FI's	Increase/Decrease	% of Change
Hispanic (of any race)	33,341	495	814	319	64.4%
White	23,417	408	545	137	33.6%
African American	1,916	82	83	1	1.2%
Asian/Pacific Islander	18,669	49	49	0	0.0%
Other	3,036	0	53	53	Incalculable
Total	80,379	1,034	1,544	510	49.3%



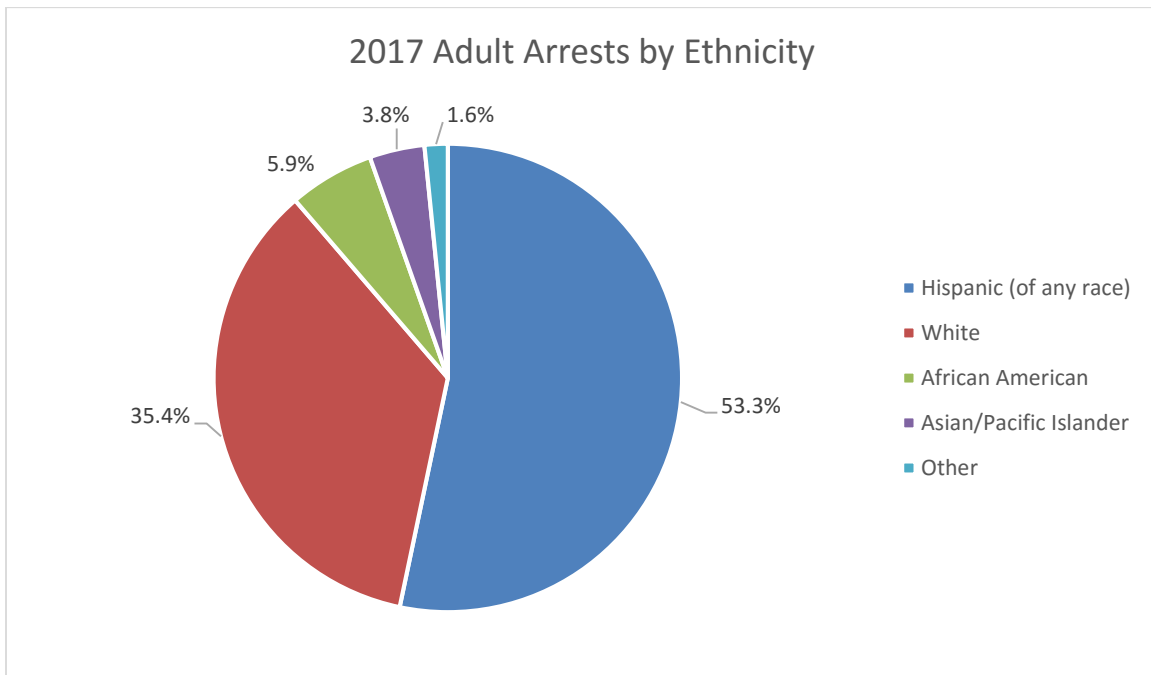
Suspects in reported crimes - January 2017 thru December 2017
Total Number of Suspects: 1,430

Race	Suspects	Percentage of Suspects	Percentage of Population
Hispanic (of any race)	671	46.9%	41.6%
White	454	31.7%	29.1%
African American	172	12.0%	2.4%
Other	75	5.2%	3.7%
Asian/Pacific Islander	58	4.1%	23.2%
Total	1,430	100%	100%



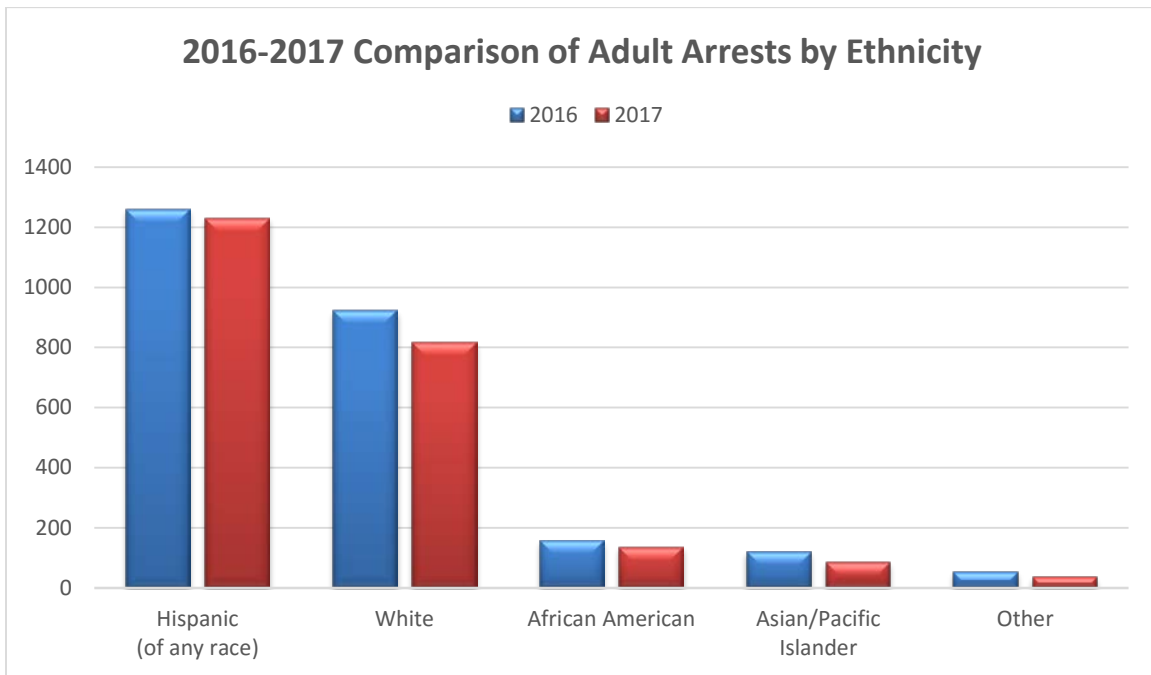
Comparison of 2016 and 2017 Suspects in Reported Crimes by Ethnicity

Race	Percentage of Population	2016 Suspects	2017 Suspects	Increase/Decrease	% of Change
Hispanic (of any race)	41.6%	649	671	22	3.4%
White	29.1%	444	454	10	2.3%
African American	2.4%	141	172	31	22.0%
Other	3.7	122	75	-47	-28.5%
Asian/Pacific Islander	23.2	63	58	-5	-7.9%
Total	100%	1,419	1,430	11	0.8%



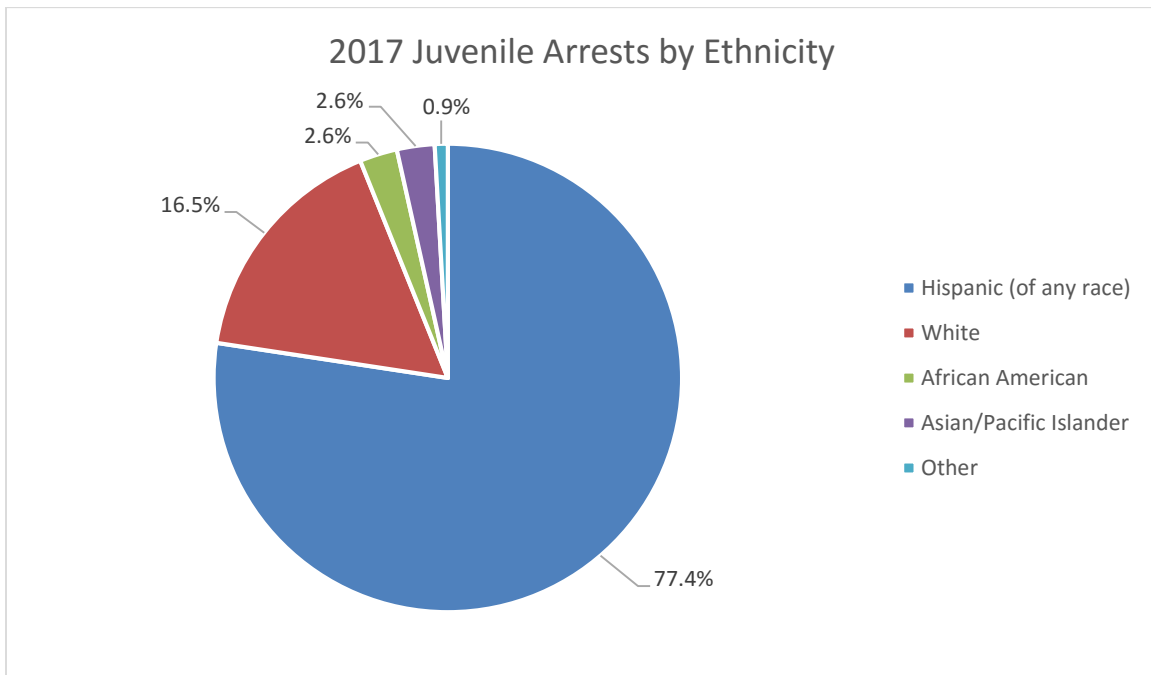
Adult Arrests - January 2017 through December 2017
Total Number of Adult Arrests: 2,309

Race	Adult Arrests	Percentage of Arrests	Percentage of Population
Hispanic (of any race)	1,231	53.3%	41.6%
White	818	35.4%	29.1%
African American	136	5.9%	2.4%
Asian/Pacific Islander	87	3.8%	23.2%
Other	37	1.6%	3.7%



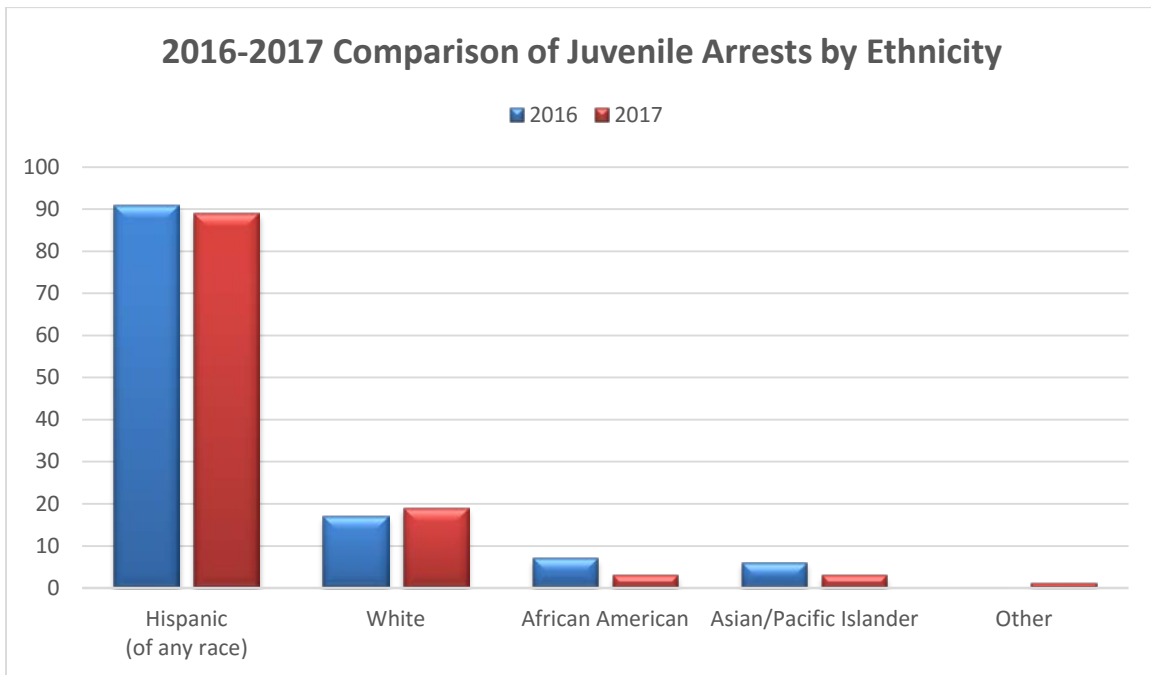
Comparison of 2016 and 2017 Adult Arrests by Ethnicity

Race	Percentage of Population	2016 Adult Arrests	2017 Adult Arrests	Increase/Decrease	% of Change
Hispanic (of any race)	41.6%	1,260	1,231	-29	-2.3%
White	29.1%	924	818	-106	-11.5%
African American	2.4%	157	136	-21	-13.4%
Asian/Pacific Islander	23.2%	123	87	-36	-29.3%
Other	3.7%	54	37	-17	-31.5%
Total	100%	2,518	2,309	-209	-8.3%



Juvenile Arrests - January 2017 through December 2017
Total Number of Juvenile Arrests: 115

Race	Juvenile Arrests	Percentage of Arrests	Percentage of Population
Hispanic (of any race)	89	77.4%	41.6%
White	19	16.5%	29.1%
African American	3	2.6%	2.4%
Asian / Pacific Islander	3	2.6%	23.2%
Other	1	0.9%	3.7%



Comparison of 2016 and 2017 Juvenile Arrests by Ethnicity

Race	Percentage of Population	2016 Juvenile Arrests	2017 Juvenile Arrests	Increase/Decrease	% of Change
Hispanic (of any race)	41.6%	91	89	-2	-2.2%
White	29.1%	17	19	2	11.8%
Asian/Pacific Islander	23.2%	7	3	-4	-57.1%
African American	2.4%	6	3	-3	-50.0%
Other	3.7%	0	1	1	100%
Total	100%	121	115	-6	-5.0%