

# Professional Standards Division Annual Report



2022

## Summary

The following documents are presented as the Professional Standards Division Annual Report to the Chief of Police and Management Staff of the Tustin Police Department as a review of the 2022 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 the high level of excellence our community deserves.

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. This report includes the following reviews, reports, evaluations and analysis for the calendar year of January 1, 2022 through December 31, 2022:

- Use of force
- Vehicle pursuits
- Traffic collisions
- Administrative investigation summary
- Personnel hiring, promotion, and performance indicators
- Employee grievances and analysis
- Employee commendations
- Employees on paid administrative leave
- Recruitment efforts for sworn and civilian positions
- Employee training
- Law enforcement officers assaulted or killed
- Selective enforcement activities, specially traffic-related enforcement
- Community crime reduction activities
- Juvenile crime reduction activities
- Bias-based policing review

It should be noted that many of the statistics from 2022 saw significant changes from prior years. Some of these aberrations are related to the continued impact of the worldwide pandemic of COVID-19. Some of the aberrations are a result of the Department migrating to a new Records Management System and changing its reporting statistics to align with the National Incident-Based Reporting System (NIBRS), which began in May 2021.

The contents of this report are available to the public via our website at: <https://www.tustinca.org/1321/Police> or upon request.

## PROFESSIONAL STANDARDS ANNUAL REPORT

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## Use of Force Reporting & Analysis

### Use of Force Analysis

In 2016, the Tustin Police Department arrest and control staff began teaching the P.E.P. method to sworn officers. This method favors the use of procedures to restrain physical movement, which renders the suspect immobile versus utilizing traditional pain compliance techniques. P.E.P. is an acronym for the following:

- **Platform:** Officers are taught to assess the seriousness of the offense, totality of circumstances and various risk factors to determine the appropriate level of force.
- **Efficiency:** Officers are taught what the different defensive techniques and tools are designed to do and how to effectively transition from one failed technique or tool to a more successful one.
- **Proficiency:** The arrest and control training staff continuously reinforce the Tustin Police Department's policies related to use of force, including de-escalation and strategic communication techniques. Regular training helps officers remain proficient with the various force options available to them. In addition, every use of force incident is debriefed to identify training needs and to ensure officers continue to perform at the high level expected by our community.

This philosophy provides officers with a greater understanding of how to effectively de-escalate force on aggressive individuals by utilizing common defensive tactics techniques.

Statistical information collected by the Professional Standards Division was examined to provide a breakdown of the type of service delivery that led police officers to come into contact with persons who later assaulted or resisted the officer(s). The subject's actions resulted in a response by the officer(s) to counter the assault or resistance offered, in order to overcome the resistance of the individual.

The Department conducts a thorough analysis of all use of force activities, policies, and practices, to include: date and time of incidents, the types of encounters resulting in the use of force, trends or patterns related to race, age and gender of subjects involved, trends or patterns resulting in injury to any person including employees, and the impact of findings on policies, practices, equipment, and training.

### Standard Use of Force Review

In November of 2020, the Tustin Police Department began a pilot program of documenting and tracking all uses of force that did not rise to the level of an 'Use of Force Administrative Review' process. These types of uses of force included any exertion of force upon a person to facilitate movement or control above that of handcuffing or guiding a cooperative member of the public. For example, any control holds or strikes that were utilized that did not result in a visible injury or a complaint of pain.

In January of 2021, the Tustin Police Department officially adopted the pilot program and formalized the documenting and tracking of these types of uses of force as a 'Standard Use of Force Review' process. This includes documentation by the on-duty Watch Commander which is forwarded to a respective Area Commander for formal review.

It should be noted that the 2021 Standard Use of Force Review statistics were not included in the 2021 Annual Report but are included in this 2022 Annual Report for comparison.

### **Continued Analysis**

During 2022, there were twenty-two (22) total 'Use of Force Administrative Review' incidents resulting in officers having to utilize force to bring the situation to a conclusion. These incidents involved a variety of calls and contacts.

The Tustin Police Department continually trains officers in strategic communication skills and de-escalation techniques. After a thorough analysis of the 2022 use of force incidents, it is apparent the training provided to our officers has been an effective tool in reducing our use of force incidents.

In June of 2020, the Tustin Police Department amended its policies for the use of the carotid restraint. The policy change indicated officers are not authorized to use the carotid restraint.

The Tustin Police Department has a comprehensive use of force policy that emphasizes de-escalation and strategic communications. The fact that every use of force in 2022 was found to be justified and within policy is a testament to the effectiveness of this policy and the continual training.

The training facility that the Tustin Police Department has created is also a valuable resource for officers. By providing officers with the opportunity to practice de-escalation and control techniques in a safe and controlled environment, the department is helping to ensure that officers are prepared to use these skills effectively when they are needed in the field. In 2022, The Tustin Police Department authorized additional use of force training on with our arrest and control staff at our training facility.

Overall, the Tustin Police Department's approach to use of force is proving to be sound and effective. The department's policies and training emphasize de-escalation and strategic communications, and officers are held accountable for their use of force. This approach has helped to ensure that the Tustin Police Department is using force appropriately and within policy.

However, it is important to continue to monitor the department's use of force data to ensure that there are no trends or patterns of inappropriate uses of force. The department should also continue to provide officers with training on de-escalation and strategic communications. By doing so, the Tustin Police Department can continue to build trust with the community and ensure that its officers are using force appropriately.

### **Use of Force Training Points**

Officers are provided with ongoing use of force training, that emphasizes techniques for gaining and maintaining control of a subject while minimizing the risk of injury. All uses of force are reviewed by command staff and the arrest and control coordinators, to identify additional training that could benefit a specific officer or the department as a whole.

In one (1) use of force incident, an officer attempted to stop a bicyclist who fled. Additional officers assisted in pursuing the suspect, who was eventually caught. The suspect physically resisted and failed to obey commands. Officers used strikes and control holds in an attempt to take the suspect into custody. During the incident, two officers sustained minor injuries that did not require medical attention. The suspect was uninjured.

*Training Points:*

The officers received additional arrest and control training, to improve their techniques when using personal body weapons and to help prevent personal injuries.

In another other use of force incident, officers contacted a domestic violence suspect, who refused commands and became combative. The suspect was tackled to the ground, however he bit a sergeant during the struggle to take him into custody. After the handcuffs were applied to the suspect, he continued to resist and kick. The officers struggled to get control of the suspect's feet and apply a hobble restraint, to prevent him from kicking the officers. He was eventually restrained and arrested without injury.

*Training Points:*

Two officers received additional arrest and control training, to improve their techniques with using the hobble leg restraint device.

In a third use of force incident, officers responded to a call for service regarding a male who was breaking items inside of his grandmother's home. The suspect fled from the responding officer, but was located. The suspect reached toward his waistband and the officer grabbed his hand, to prevent him from arming himself. The suspect used his free hand and he struck the officer in the face. The officer struggled, but was unable to restrain the suspect until additional officers arrived.

*Training Points:*

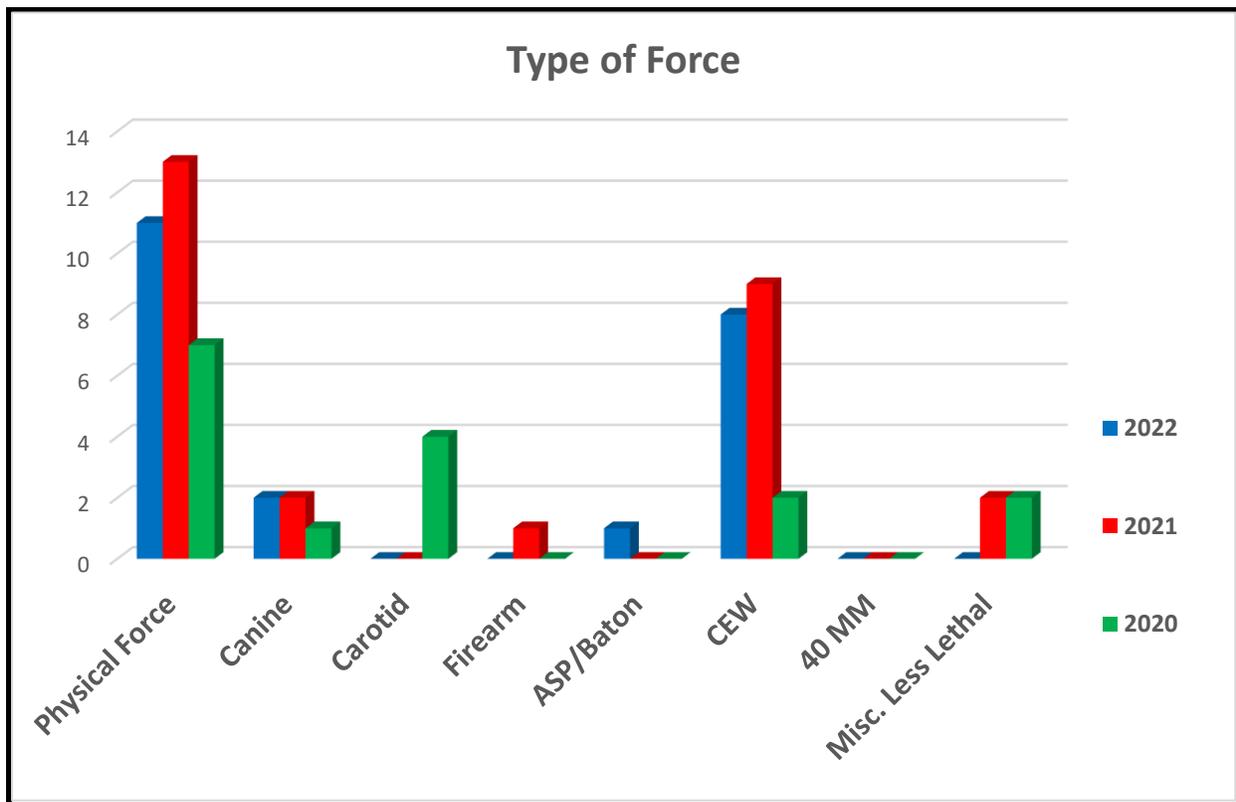
The officer received additional arrest and control training, to improve his techniques with controlling a resisting suspect.

<b>2022 Administrative Use of Force Review Incidents</b>						
<b>Date</b>	<b>Time</b>	<b>Initial Call or Contact</b>	<b>Type of Force</b>	<b>Suspect Race</b>	<b>Suspet Age</b>	<b>Suspect Gender</b>
4-17-2022	02:05	Stolen Vehicle	Physical Force	Hispanic	22	Male
4-17-2022	20:02	Stolen Vehicle	Canine	Hispanic	16	Female
4-22-2022	23:27	Bike Stop	Physical Force	Hispanic	54	Male
4-24-2022	22:00	Suspicious Person	Physical Force	Hispanic	33	Male
5-18-2022	19:40	Armed Felon	Physical Force	White	31	Male
5-23-2022	22:36	Ped Check	Physical Force	Hispanic	15	Male
5-31-2022	22:03	Welfare Check	CEW	Hispanic	44	Female
6-7-2022	22:38	Ped Check	CEW	Hispanic	31	Male
6-18-2022	00:09	Bike Stop	CEW	Hispanic	49	Male
8-6-2022	23:00	Ped Check	Physical Force	Hispanic	46	Male
8-23-2022	22:05	Disturbance	Physical Force	Hispanic	17	Male
9-17-2022	13:00	Domestic Violence	Physical Force	Hispanic	20	Male
9-19-2022	20:21	Disturbance	CEW	Hispanic	37	Male
9-23-2022	22:36	Suspicious Person	CEW	Hispanic	29	Male
9-24-2022	11:44	Suspicious Person	Physical Force	Hispanic	54	Male
10-14-2022	20:10	Suspicious Person	Physical Force	Hispanic	25	Male
11-29-2022	14:50	Wanted Suspect	Physical Force	White	21	Male
12-3-2022	21:29	Domestic Violence	Canine	White	39	Male
12-7-2022	11:22	Assault	CEW	Hispanic	54	Male
12-13-2022	13:34	Assault	CEW	Hispanic	26	Female
12-20-2022	05:30	Ped Check	Baton	Hispanic	46	Male
12-28-2022	15:51	Disturbance	CEW	White	53	Male

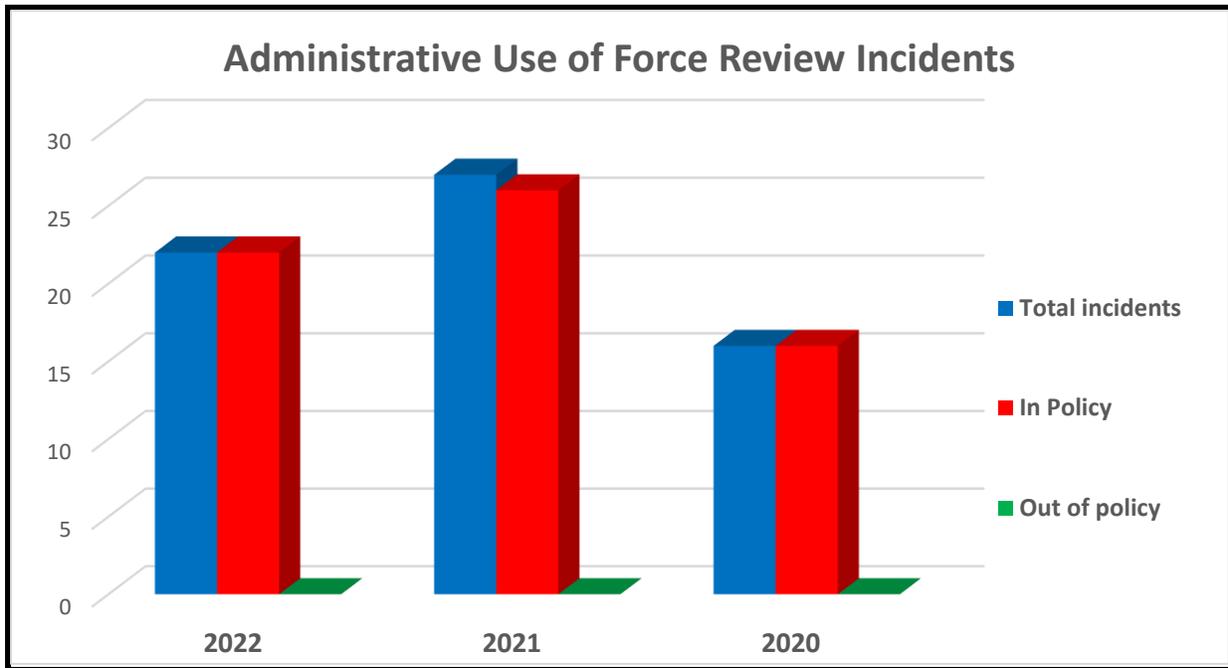
Types of Force Used	2022	2021	2020
Physical Force**	11	13	7
Canine	2	2	1
Carotid Restraint	0	0	4
Firearm	0	1	0
ASP/Baton	1	0	0
CEW	8	9	2
40 MM	0	0	0
Misc. Less Lethal	0	2	2
Total Administrative UOF Reviews	22	27	16
Standard Use of Force Reviews	91	107	25

*\*\*Physical force is any reportable use of force that was weaponless by the officer. This force includes tactics such as, control holds, tackles, punches, elbow strikes, knee strikes, etc. It should be noted in the 2020 and 2021 Annual Report, punches and elbow strikes had their own category. These types of uses of force are now categorized within 'Physical Force' and the statistics from the previous years have been adjusted accordingly.*

The following is a comparison of use of force (UOF) incidents for the past three calendar years of 2022, 2021, and 2020.



*\*\*The above graph does not include the 'Standard Use of Force Review' statistics*

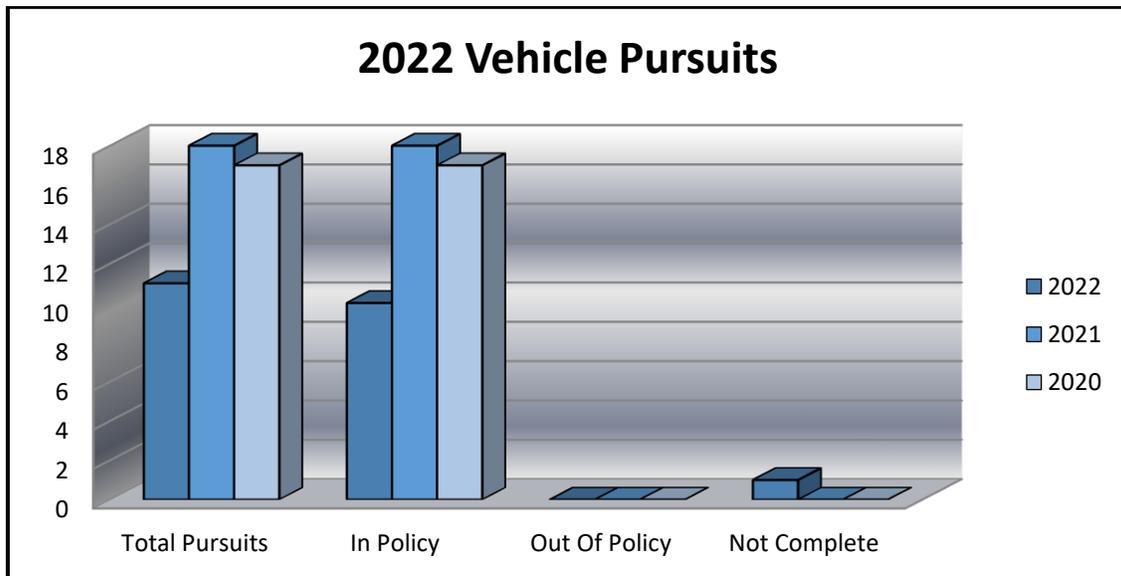


*\*\*The above graph does not include the 'Standard Use of Force Review' statistics*

<b>ADMINISTRATIVE USE OF FORCE</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Total Incidents	22	27	16
In Policy	21	26	16
Out of Policy	0	0	0
Pending	1	1	0

## Vehicle Pursuit Reporting & Analysis

Officers were involved in eleven (11) vehicle pursuits during calendar year 2022. The following is a breakdown and analysis of the 2022 pursuits and a comparison with the data from the previous two years.



Vehicle Pursuits	2022	2021	2020
<b>Total</b>	<b>11</b>	<b>18</b>	<b>17</b>
In Policy	10	18	17
Out of Policy	0	0	0
Pending Review	1	0	0

The number of officer-involved motor vehicle pursuits decreased by 38.9% in 2022 from 2021 and decreased by 35.3% from 2020.

Reason for Pursuit	2022	2021	2020
Traffic Infraction	5	4	11
Felony Suspect	1	5	2
Stolen Vehicle	3	6	4
Armed Suspect	1	0	0
Misdemeanor Suspect	1	1	0
DUI	0	2	0

### **Training Points**

Every pursuit that a Tustin Police Department employee is involved in, regardless of duration, goes through a rigorous review process. The on-duty supervisor will enter the details of the pursuit into the Blue Team software system. If the supervisor was involved in the pursuit, they are excluded from participating in the review process to eliminate any bias.

The pursuit will first be reviewed by a driving instructor for any training points that may be gleaned from the event. The driving instructor also reviews the pursuit to ensure that the current training tactics are effective and learns if any new training needs to be implemented within the police department.

After the pursuit is reviewed by a driving instructor, it is then forwarded to a police lieutenant for policy review. The reviewing lieutenant is able to review the driving instructors' comments to help make an informed decision as to whether the pursuit was within policy or out of policy. Once completed, the pursuit review is then forwarded to a police captain for final analysis.

The most common training points and analysis that arose from the review process of the eleven (11) vehicle pursuits were:

- Following too closely to the fleeing vehicle
- Slowing down to sufficient speeds to clear approaching intersections
- Not passing other pursuing patrol vehicles
- Requesting additional resources earlier in the pursuit to reduce the risk of the pursuit itself and apprehension of the suspect (air support, K-9 officer, etc.)
- Four (4) of the eleven (11) pursuits were terminated by either the on-duty supervisor or one of the involved employees in the pursuit. These pursuits were canceled after weighing the need for apprehension of the suspect against the safety of the community based upon the current conditions of the pursuit.

The Tustin Police Department is taking steps to improve its pursuit driving. The administrative review process is a valuable tool for identifying areas where training can be improved. The fact that no officers have crashed as a result of a vehicle pursuit for the past five years is a testament to the department's efforts. Here are some additional steps that the Tustin Police Department could take to improve its pursuit driving:

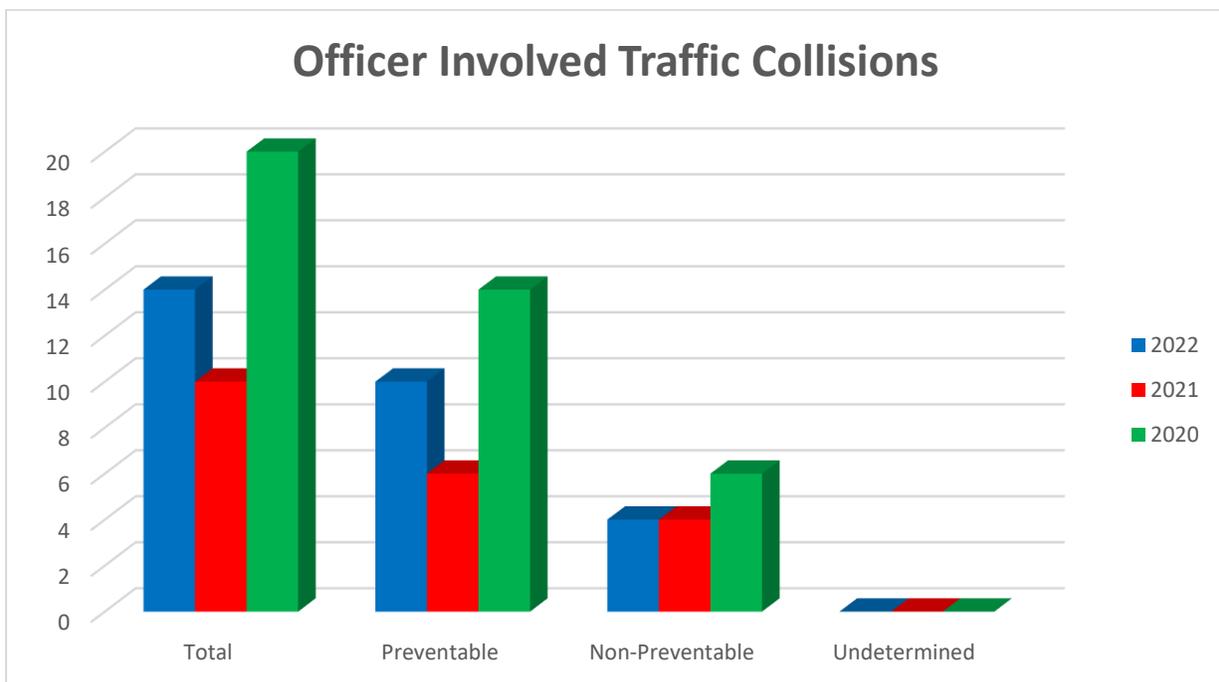
- Provide more training on de-escalation and tactical driving. This training could help officers to make better decisions about whether to initiate a pursuit and how to safely drive during a pursuit.
- Use technology to track and monitor pursuits. This technology could help officers to make better decisions about how to terminate a pursuit and could also help to identify areas where the department's pursuit policies need to be improved. The Tustin Police Department currently has two patrol vehicles equipped with a GPS device tracking system that can be launched from the pursuing officer's vehicle onto the suspect's vehicle.

- Work with other law enforcement agencies to develop and share best practices. This could help the Tustin Police Department to learn from the experiences of other agencies and to improve its own pursuit driving practices.

By taking these steps, the Tustin Police Department can continue to improve its pursuit driving and reduce the risks associated with these high-risk incidents.

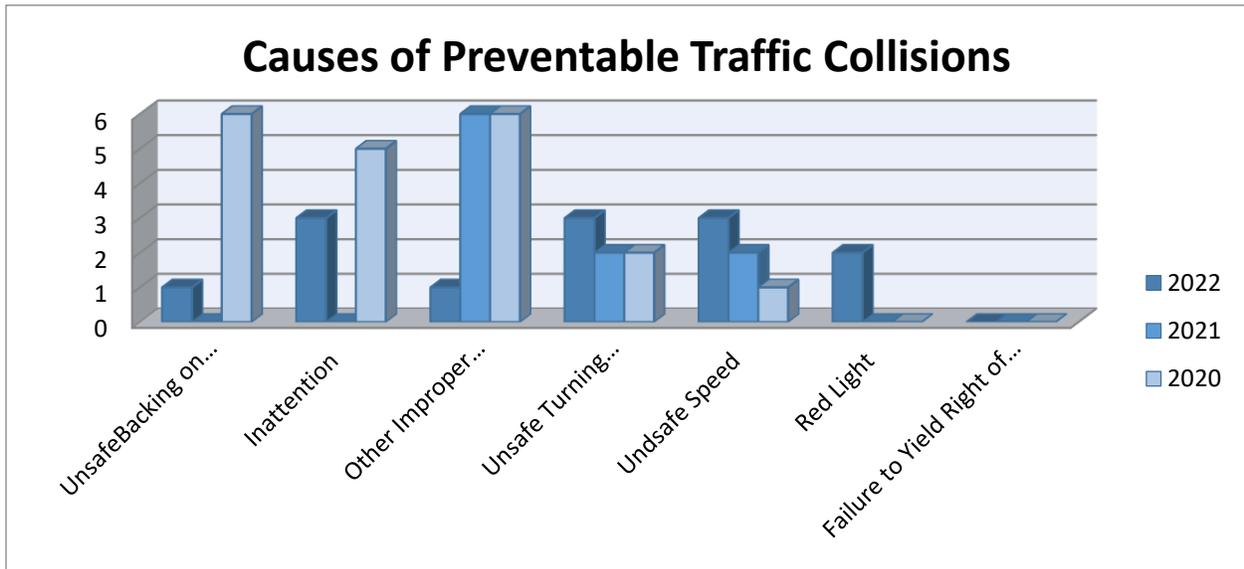
## Traffic Collision Reporting and Analysis

Officers were involved in fourteen (14) on-duty traffic collisions during calendar year 2022. 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	2022	2021	2020
Total	14	10	20
Preventable	10	6	14
Non-Preventable	4	4	6
Undetermined	0	0	0

The total on-duty traffic collisions involving department members increased by 30% from 2020 to 2022. Preventable collisions accounted for 71.4% of the total incidents in 2022 compared with 30% in 2021 and 70% in 2020.



Causes of Preventable Traffic Collisions	2022	2021	2020
Unsafe Backing on Public Property	1	1	1
Inattention	3	0	2
Other Improper Driving (Private Property)	1	1	9
Unsafe Turning Movement	3	2	1
Unsafe Speed	2	2	1
Red Light	0	0	0
Failure to Yield Right of Way	0	0	0

The following lists the primary collision factors for each of the four (4) non-preventable incidents. These incidents were caused by another party and not the involved employee.

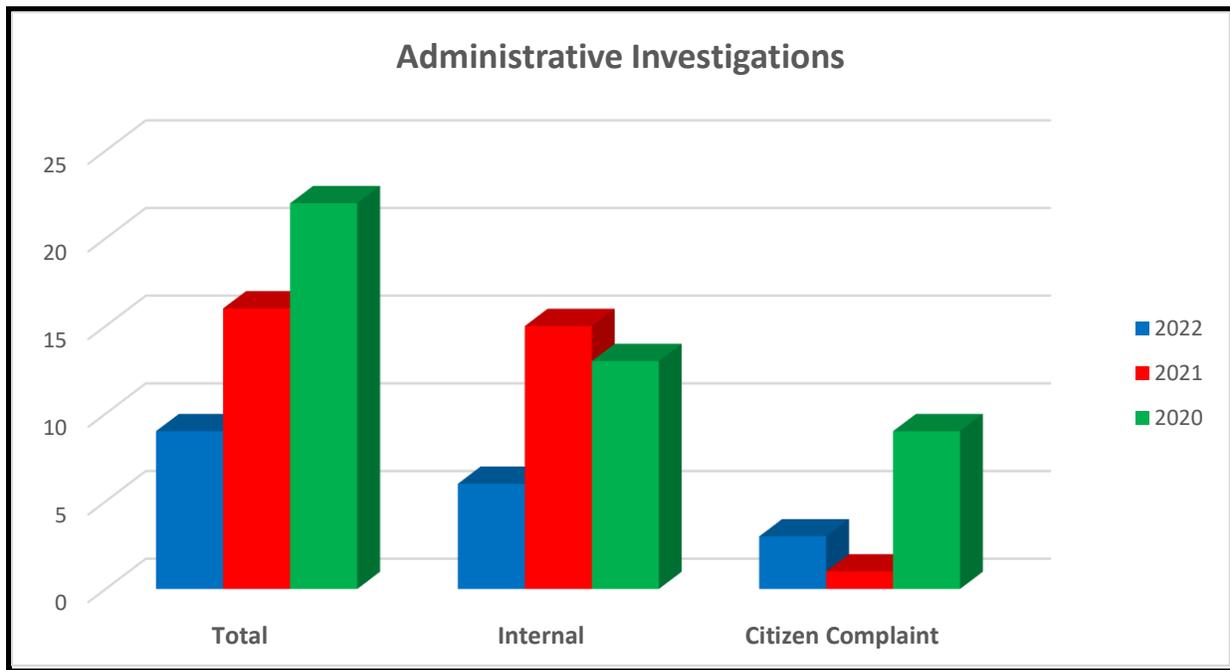
- Two (2) incidents were related to unsafe turning movements
- One (1) incident was related to failure to yield the right of way
- One (1) incident was related to unsafe speed

In 2022, the Tustin Police Department received POST (Peace Officer Standards and Training) certification for their in-house four-hour driver training course. This training consists of two hours of classroom training and two hours of hands on drivers training. The classroom portion of the training detailed the Department's pursuit policy, emergency driving standards, and safe operations of an emergency vehicle. It should also be noted that in 2022, the Tustin Police Department began a remedial eight-hour driver training course for any employee involved in a preventable traffic collision.

## Administrative Investigations Summary

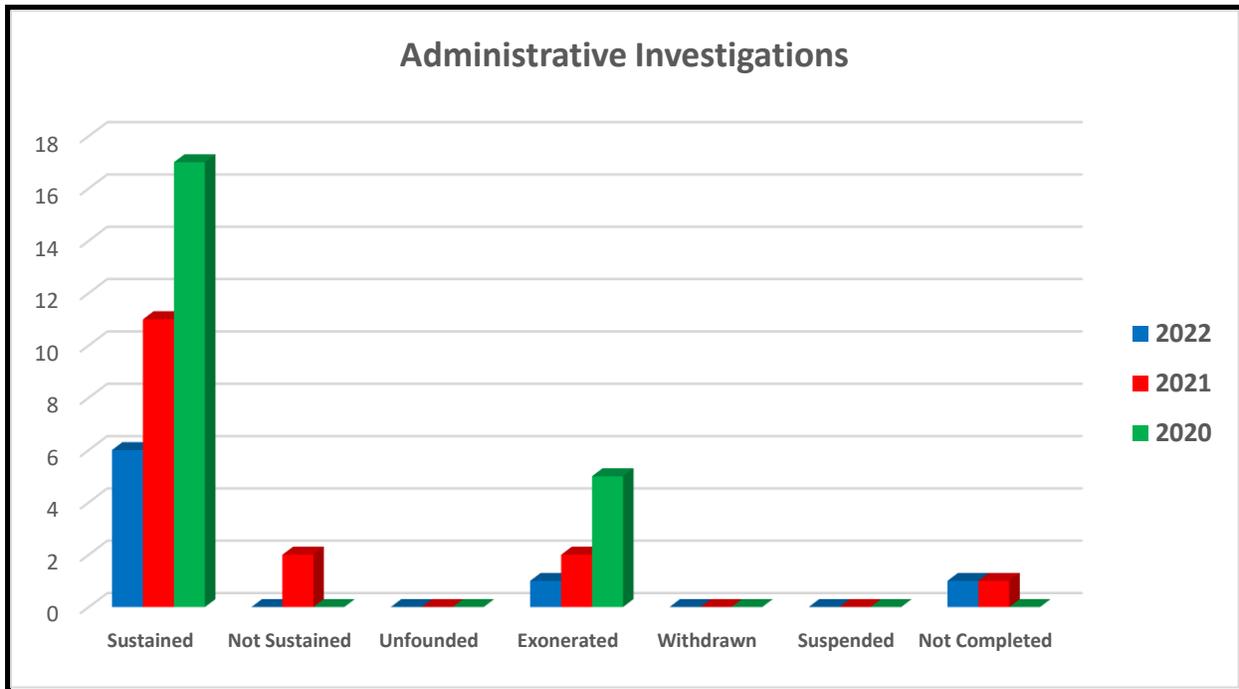
There were nine (9) administrative investigations conducted during calendar year 2022. Six (6) were internally generated and three (3) was externally generated (citizen complaint). One (1) investigation has not been adjudicated as of the publication of this report.

The following is a breakdown and analysis of the administrative investigations opened and adjudicated during 2022 and a comparison with the previous two years' reported investigations.



<b>ADMINISTRATIVE INVESTIGATIONS</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Total	9	16	22
Internal	6	15	13
External (Citizen Complaints)	3	1	9

- There was a 43.75% decrease in total administrative investigations opened in 2022 compared to 2021 totals and a 59.1% decrease from the 2020 totals.
- There was a 46.67% decrease in internally generated administrative investigations in 2022 compared to 2021 totals and a 38.46% decrease in internally generated administrative investigations from 2020 totals.
- There was no change to the amount of externally generated administrative investigations (citizen complaints) in 2022 compared to 2021 totals and a 88.89% decrease compared to 2020 totals.



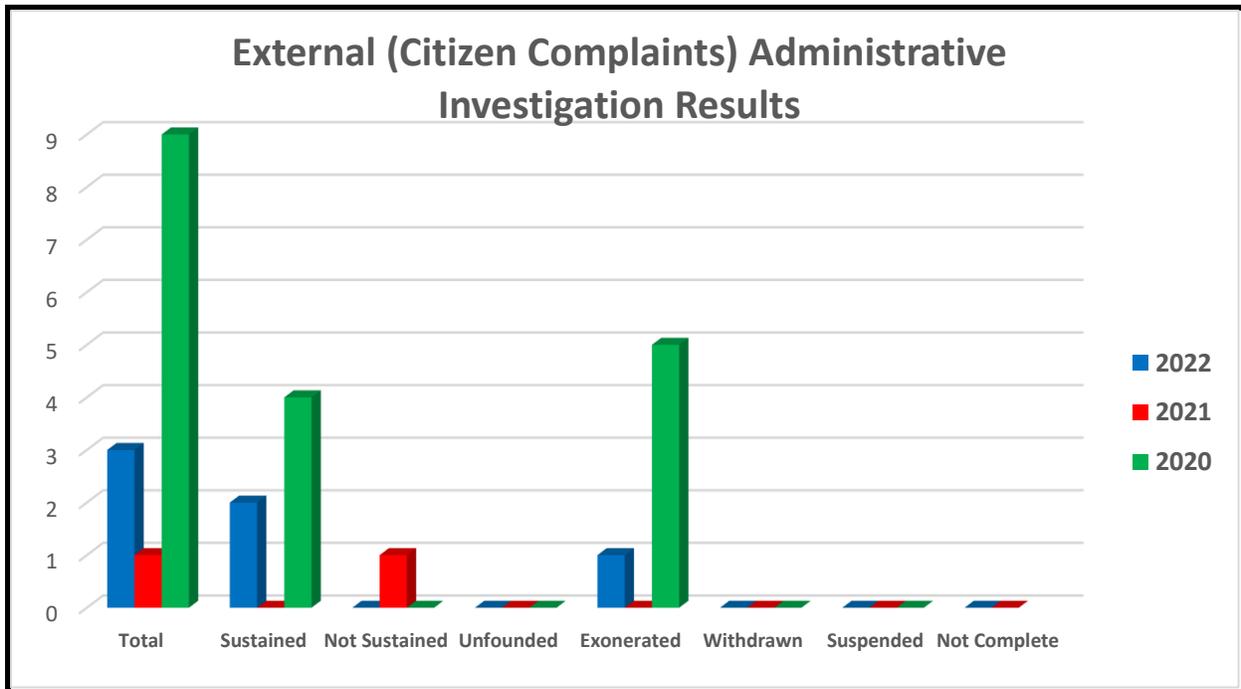
<b>Administrative Investigation Results</b>	<b>2022</b>	<b>2021 (a)</b>	<b>2020</b>
Sustained	6	11	17
Not sustained	0	2	0
Unfounded	0	0	0
Exonerated	2	2	5
Withdrawn	0	0	0
Suspended	0	0	0
Not Completed	1	1	0

(a) There is one (1) incomplete 2021 administrative investigation, as of the completion of this report.

The following is an analysis of the 2022 complaints, both internally and externally generated, which have been adjudicated:

- Seven (6), or 66.67%, were sustained.
- Two (2), or 22.22%, were exonerated.
- One (1) complaint is still pending adjudication.

The three-year average shows that 72.34% of all complaints resulted in the allegations being sustained. (It should be noted that two investigations are still pending and therefore not factored into this calculation).



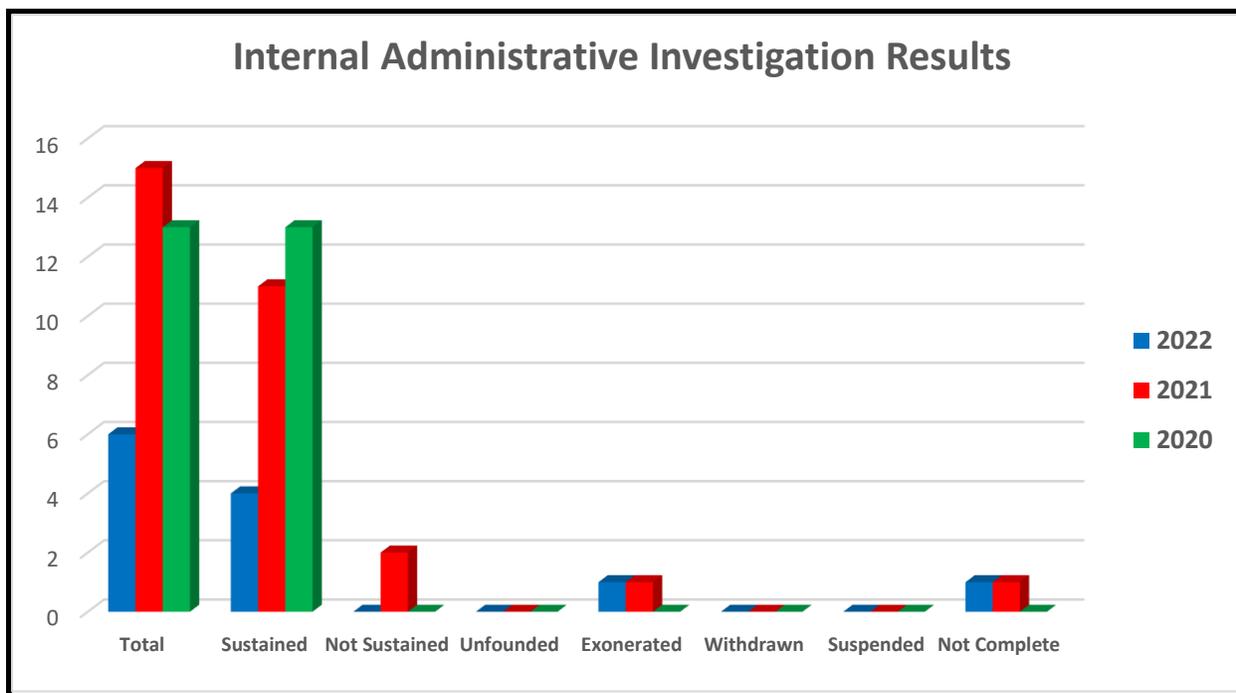
External Administrative Investigation Results	2022	2021	2020 (b)
<b>Total</b>	<b>3</b>	<b>1</b>	<b>9</b>
Sustained	2	0	4
Not sustained	0	1	0
Unfounded	0	0	0
Exonerated	1	0	5
Withdrawn	0	0	0
Suspended	0	0	0
Pending	0	0	0

*(b) In the 2020 Annual Report, one (1) external administrative investigation had not been adjudicated by the time the report was completed. That investigation was completed in 2022 with a finding of “exonerated”. Those results are included in the table.*

The following is an analysis of the 2022 externally generated investigations:

- One (1) complaint was exonerated.
- Two (2) complaints were sustained.

The three-year average shows that 46.15% of all externally-generated (citizen complaints) investigations resulted in a “Sustained” finding.



Internal Administrative Investigation Results	2022	2021 (c)	2020
<b>Total</b>	<b>6</b>	<b>15</b>	<b>13</b>
Sustained	4	11	13
Not sustained	0	2	0
Unfounded	0	0	0
Exonerated	1	1	0
Withdrawn	0	0	0
Suspended	0	0	0
Pending	1	1	0

(c) In the 2021 annual report, there were five (5) internal administrative investigations that had not been adjudicated by the time the report was completed. As of this report, four (4) have been completed with the following results:

- Three (3) were sustained
- One (1) was not sustained

There is one (1) 2021, and one (1) 2022 internal investigation incomplete at the time of compiling the 2022 annual report.

The following is an analysis of the 2022 internally generated investigations:

- Four (4) of the complaints, or 66.67%, were sustained.
- One (1) of the complaints was exonerated
- One (1) of the complaints have not been adjudicated at the time of this report.

The three-year average shows that 82.35% of all internally generated investigations resulted in a “Sustained” finding.

## 2022 ADMINISTRATIVE INVESTIGATION ALLEGATIONS AND RESULTS

2022 Allegations	Type of Administrative Investigation			Adjudication Result			
	Ext	Int	Total	Sustained	Exonerated	Unfounded	Pending
Discourteous or Unprofessional Conduct	1	1	2	1	1	0	0
Unauthorized Possession of, Loss of, or Damage to Property	1	0	1	1	0	0	0
Employee Not Performing Duties as Assigned	1	2	3	1	1	0	1
Unauthorized Absence	0	1	1	1	0	0	0
Knowing or Negligent Violation of Policy	0	2	2	2	0	0	0
<b>Totals</b>	<b>3</b>	<b>6</b>	<b>9</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>1</b>

There were three (3) personnel complaint(s) filed with the Tustin Police Department. All three (3) complaints were investigated as Administrative Investigations. One (1) complaint was exonerated and two (2) were sustained.

### Personnel Early Warning System (PEWS)

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 appear in a twelve-month period. The PEWS warnings are reviewed by the lieutenant supervising the employee. This review is conducted to determine if there are any identifiable trends.

During 2022, there were fifteen (15) PEWS alerts triggered that were carefully evaluated by the Professional Standards Unit. After careful review, none of the PEWS required an intervention plan. There were no training or disciplinary issues discovered. The number does reflect an increase in alerts when compared to previous years, which is consistent with the increased pro-active police work following the conclusion of the COVID-19 pandemic.

### Employee Grievances Reporting & Analysis

There was one (1) employee grievance filed in 2022. This grievance was initially filed with the Human Resources Department who recommended the grievance be handled as an internal Administrative Investigation. The results of the investigation determined the allegations were unfounded and exonerated the subject of the investigation. In addition to the Administrative Investigation, the Tustin Police Department recommended and orchestrated a mediation between the two impacted employees with a third-party organization. However, the complainant denied the mediation request.

## Employee Commendations

During 2022, a total of eighty (80) formal commendations received by employees. Each of the commendations were forwarded to each employee and their direct supervisor for acknowledgement. A copy of each formal commendation was placed in the respective employee’s personnel file.

## Paid Administrative Leave / Traumatic Incident Referrals

In 2022, one (1) employee was placed on paid administrative leave pending adjudication of an Administrative Investigation. The Administrative Investigation resulted in a sustained complaint. The employee received discipline and training before returning to work.

## Personnel Reporting

During 2022, the Professional Standards Division focused on filling sworn and civilian vacancies. By year’s end, the division hired three (3) new sworn employees, seven (7) new police recruits, and six (6) new civilian employees. Below is a detailed listing of newly hired employees for 2022:

- Police Recruit: 7
- Police Officer: 2
- Police Records Specialist: 1
- Police Services Officer: 1
- P/T Police Services Officer: 1
- Cadet: 1
- Communications Officer: 1
- Communications Supervisor: 1
- Master Reserve Officer: 1

This following list summarizes 2022 position changes of employees who were hired, promoted internally, demoted, resigned, or terminated.

<b>POSITION</b>	<b># OF EMPLOYEES IMPACTED</b>	<b>REASON FOR CHANGE</b>	<b>VACANT POSITIONS END OF 2022</b>
Master Reserve Officer	2	1 hired 1 resigned	0
Parking Control Officer	3	3 hired	0
Police Cadet	1	1 hired	0
Police Communications Officer I	5	2 hired 1 demoted 2 resigned	4
Police Communications Officer II	3	2 promoted 1 resigned	0
Police Records Specialist	4	3 hired	1

		1 resigned	
Police Recruit	8	5 hired 2 promoted 1 resigned	0
Police Services Officer I	4	2 hired 1 promoted 1 demoted	1
Police Services Officer II	2	1 promoted 1 death	0
Police Services Officer III	1	1 resigned	0
Police Sergeant	2	1 promoted 1 retirement	0
Senior Management Assistant	1	1 hired	0
Administrative Assistant PT	1	1 resigned	0
Behavioral Health Bureau Commander	1	1 retirement	1
Crime Analyst	1	1 resigned	1
Management Assistant	1	1 resigned	1
Police Support Services Supervisor	2	1 resigned 1 death	1
Property & Evidence PT	1	1 resigned	0
Temporary Employee	1	Resigned	0
Deputy Police Chief	1	1 retirement	0
Police Services Officer I PT	1	1 resigned	0
Police Officer	16	3 hired 5 promoted 6 resigned 1 terminated 1 retirement	3

The Tustin Police Department is fortunate to have a cadre of talented professionals within the organization who can be used to fill promotional opportunities. The following promotions occurred in 2022:

	White (non-Hispanic)		African American (non-Hispanic)		Hispanic-Latino (any race)		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
<b>Sworn Personnel</b>								
Tested	11	1	2	-	2	1	-	-
Eligible After Testing	10	1	1	-	2	0	-	-
Promoted	3	0	0	-	0	1	-	-
<b>Civilian Personnel</b>								
Tested	1	-	-	-	-	-	-	-
Eligible After Testing	1	-	-	-	-	-	-	-
Promoted	0	-	-	-	-	-	-	-

## Full Time Sworn Police Officer Recruitment Plan Evaluation

Based on the police department needs and city budget considerations, the Professional Standards Division (PSD), in conjunction with the Human Resources Department, conducted eight (8) police officer recruitments during 2022. Human Resources left these recruitments open during 2022. Once enough applications were on file, PSD invited the applicants to participate in the testing process.

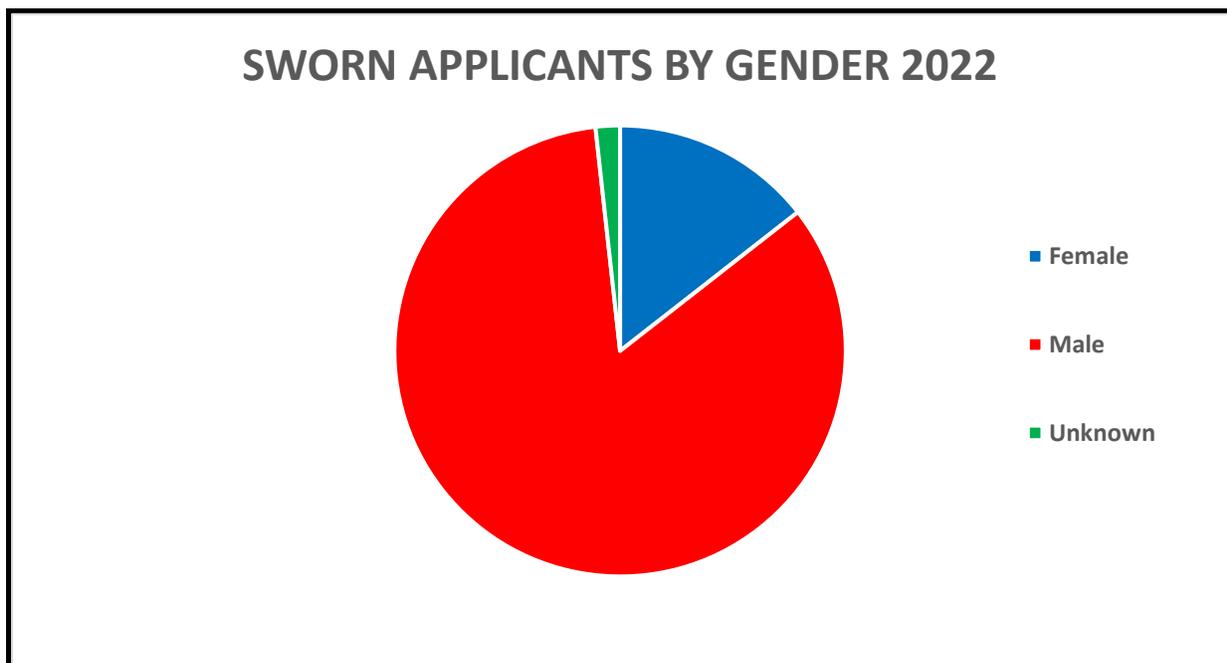
The primary method of recruitment for this position was the internet, specifically a program called NEOGOV. The NEOGOV platform allows candidates to apply for several agencies/positions through a single source. PSD also posted job announcements on the department social media outlets and other employment recruitment sites. The Tustin Police Department's social media team produced and launched a new recruitment video.

In 2022, members of the recruitment team took a proactive approach in recruiting qualified candidates by attending the following recruitment events:

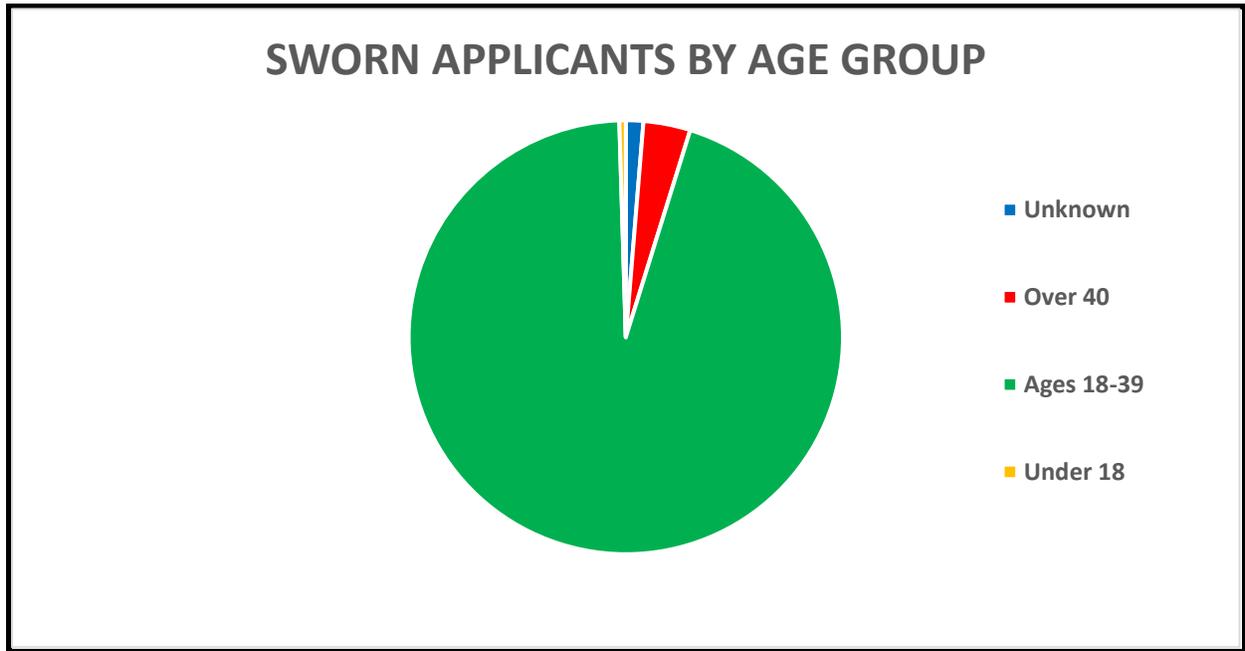
- California State University, Long Beach
- Golden West Police Academy
- Santa Ana College

The following charts depict the applicant pool created by NEOGOV during all sworn recruitments for 2022:

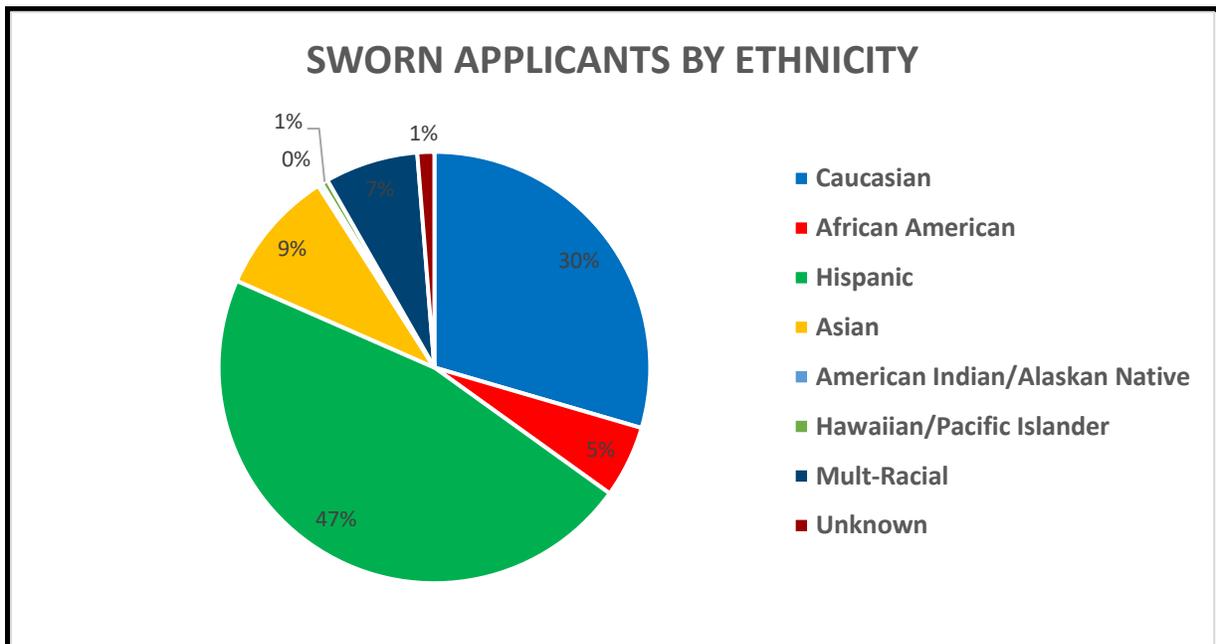
APPLICANTS BY GENDER		
Female	Male	Unknown / Juvenile
91	528	11



APPLICANTS BY AGE GROUP			
Under 18	Ages 18-39	Over 40	Unknown
3	596	22	9



APPLICANTS BY ETHNICITY							
White	African American	Hispanic	Asian	American Indian/ Alaskan Native	Hawaiian /Pacific Islander	Multi-Racial	* Unknown
186	34	294	59	2	3	44	8



*\*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 - Police officer applicants included sworn officers employed or recently separated from law enforcement agencies, as well as entry level recruits.

### **Physical Ability (Sworn)**

Invited to physical ability:	212
Passed:	111
No show or withdrew from process:	92
Failed:	9

### **Interviewed (Sworn)**

Invited to interview:	126
Failed:	50
Passed (placed on eligibility list):	76
No show or withdrew from process:	0

### **Backgrounds**

Sixty-eight (68) applicants were placed into the background investigation process in 2022. Of those, twenty-five (25) were hired, twenty-six (26) were non-selected, five (5) failed backgrounds, nine (9) withdrew from the background process, and three (3) were still in the process at the end of 2022.

### **Employees Hired**

Twenty-three (23) new employees were hired in 2022. In an effort to more closely reflect our community's demographics, the recruiting process actively sought minority applicants. As a result, the following were hired:

- Lateral Police Officer
  - Two (2) male Caucasians
  - One (1) female Caucasian
- Police Recruit
  - Four (4) male Hispanic
  - Two (2) male Caucasian
  - One (1) male other
- Master Reserve Officer
  - One (1) male Hispanic
- Police Services Officer
  - One (1) female Caucasian
- P/T Police Services Officer
  - One (1) male Hispanic
- P/T Parking Control Officer
  - Two (2) male Hispanics
  - One (1) female Hispanic
- Communications Officer
  - One (1) female Caucasian
  - One (1) female Hispanic

- Communications Supervisor
  - One (1) female African-American
- Police Records Specialist
  - One (1) female Caucasian
  - One (1) female Hispanic
  - One (1) female Other
- Police Cadet
  - One (1) male Hispanic

The Tustin Police Department continuously strives to attract more gender and ethnically diverse police candidates to reflect the diverse demographics of our community.

### Tustin PD Employees - Diversity

The two tables below provide a breakdown of sworn officers, police recruits, and civilian employees based on their reported race as of December 31, 2022:

	White (non-Hispanic)		African American (non-Hispanic)		Hispanic-Latino (any race)		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
<b>Sworn Personnel &amp; Police Recruits</b>								
Non-supervisory positions (Police Officer, Reserves, MRO)	36	7	1	0	18	5	8	1
Supervisory (Sergeant)	12	1	1	-	3	-	-	1
Command (Lieutenant)	3	-	-	-	1	-	1	-
Executives (Chief, Captain)	1	-	-	-	-	1	1	-
<b>Subtotal</b>	<b>52</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>22</b>	<b>6</b>	<b>10</b>	<b>2</b>

	White (non-Hispanic)		African American (non-Hispanic)		Hispanic-Latino (any race)		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
<b>Civilian Personnel</b>								
Non-supervisory positions	6	20	-	-	8	10	3	8
Supervisory	1	2	-	-	-	-	-	-
Managerial	1	0	-	-	-	1	-	1
<b>Subtotal</b>	<b>8</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>3</b>	<b>9</b>
<b>Total Sworn &amp; Civilian</b>	<b>61</b>	<b>29</b>	<b>2</b>	<b>0</b>	<b>29</b>	<b>15</b>	<b>14</b>	<b>12</b>

## Training Report

During the 2022 calendar year, the Tustin Police Department received \$49,157.58 in reimbursement from POST for required training. These training funds were returned to the City's General Fund for future training classes and educational opportunities for all sworn and civilian personnel.

2022 was the completion of the POST two-year training cycle in which Tustin PD was in compliance with all POST requirements. Additionally, in the 2022 calendar year, the following topics were presented utilizing department training days with a combination of internal and external instructors along with the POST Learning Portal:

<u>Presentation Dates</u>	<u>Topics</u>
February	Ethics / Biased Policing and Racial Profiling / Mental Health / De-Escalation / Decision Making / Use of Force Simulator / Range
March	Ethics / Biased Policing and Racial Profiling / Mental Health / De-Escalation / Decision Making / Use of Force Simulator
May - June	Range
July	Sexual Harassment
August	Sexual Harassment / Range
September	Range / Driver Awareness / Pursuit Update / Taser Update / Use of Force
October – November	Rifle Update / DV Update / Title 15 / Media Relations

In addition to the mandatory training that all officers received, individual employees had the opportunity to attend additional training courses on a variety of topics. The total number of formal training hours for 2022 was 8,769.

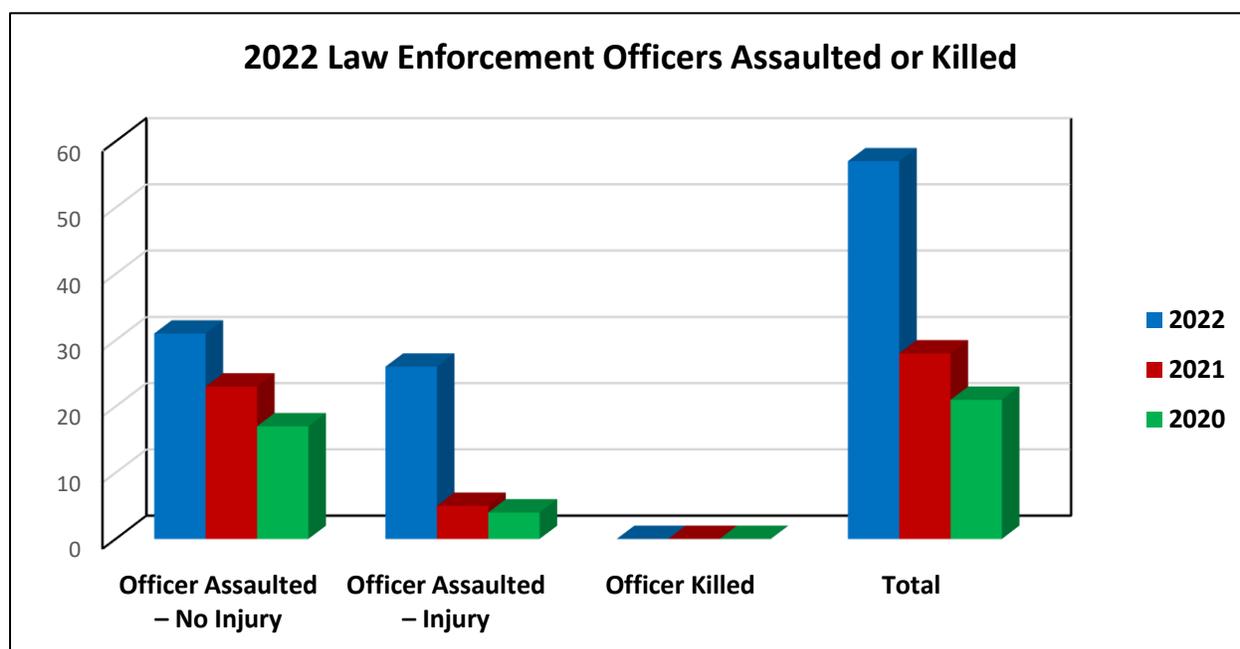
In 2022, the Tustin Police Department continued with briefing training, where one topic would be discussed during each patrol squad's briefing. The topics included:

- Homelessness
- Crisis Negotiations / De-escalations
- K9 (handcuffing while a dog is engaged)
- Suspicious Activity Reports
- Emergency Management

- Crime Scene Investigation
- Property and Evidence

Inter-departmental training bulletins were also provided to all personnel via PowerDMS in addition to the above documented training hours. The PowerDMS program continued 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 were also entered into PowerDMS. All entries for PowerDMS related training were completed by the department Training Coordinator.

## Law Enforcement Officers Assaulted or Killed in Tustin



Law Enforcement Officers Assaulted or Killed	2022	2021	2020
Officer Assaulted – No Injury	31	23	17
Officer Assaulted – Injury	26	5	4
Officer Killed	0	0	0
<b>Total</b>	<b>57</b>	<b>28</b>	<b>21</b>

An analysis revealed that in 2022, fifty-seven (57) officers were assaulted: thirty-one (31) did not result in injuries to the officers but twenty-six (26) did result in injuries to the officers. The injuries ranged from scrapes and bruises to torn ligaments and muscles. No officers were killed (murdered). No officers have been killed in the line of duty during the past three years.

In 2022, there was a 103.57% increase in the number of officers assaulted compared to officers assaulted in 2021. In 2022, there was an increase of 520% in the number of injury assaults on officers reflecting an increase from five (5) injury assaults in 2021 to twenty-

six (26) injury assaults in 2022. A contributing factor to the increased reported injuries, was the transition to the mandatory NIBRs based reporting, which more accurately tracked injuries to the officers. In June of 2020, pursuant to statutory mandate, officers were no longer authorized to use the carotid restraint technique to subdue combative subjects. Officers are now limited to using other force options, which have limited effectiveness on subjects who are under the influence of drugs or alcohol. Additionally, officers returned to a proactive policing model in 2022, at the conclusion of the COVID-19 pandemic.

The following table lists the types of activity and how many times that activity resulted in an assault on an officer:

Type of Activity Leading to Officer Assault in 2022	Number of Officer Assaults in 2022
Investigating suspicious persons or circumstances	13
Attempting other arrests	10
Responding to disturbance calls	10
Handling, transporting, custody of prisoners	7
Traffic pursuits and stops	4
Handling persons with mental illness	2
All others	11

Analysis showed that responding to disturbance calls resulted in ten (10), or 14.7%, of all officer assaults. Handling, transporting, or taking custody of prisoners resulted in seven (7), or 10.29%, of all officer assaults. Attempting other arrests resulted in ten (10), or 14.7%, of officer assaults. Investigating suspicious persons or circumstances resulted in thirteen (13), or 19.11%, of the officer assaults. Other types of activity not listed in the chart resulted in eleven (11), or 16.11%, of the officer assaults.

Time of Day When Officer Assaults Occurred in 2022						
	12:00-2:00	2:00-4:00	4:00-6:00	6:00-8:00	8:00-10:00	10:00-12:00
AM	4	2	3	2	1	5
PM	6	2	5	3	11	13

The majority of officer assaults, forty (40) or 70.18%, occurred in the afternoon and nighttime hours between 12:00pm (noon) and 12:00am (midnight).

## Active Threat Review

According to data tracked by the nonprofit Gun Violence Archive (GVA), there were 646 mass shootings in 2022 resulting in 642 fatalities and 2659 injured victims ([www.gunviolencearchive.org](http://www.gunviolencearchive.org)). In 2021 there were 690 mass shooting incidents resulting in 666 fatalities and 2787 injured victims. The number of mass shootings decreased by 6.37% from 2021, and the number of fatalities decreased by 3.6% from 2021. The total number of mass shootings in the United States came out to an average of 1.77 mass shootings per day in 2022.

Significant incidents in 2022 include a shooting at the Robb Elementary School in Uvalde, Texas (21 killed, 17 injured), a shooting at the Tops Market in Buffalo, New York (10 killed, 3 injured), and a shooting at the 4th of July parade in Highland Park, Illinois (7 killed, 30 injured).

In 2022, the Tustin Police Department conducted department wide training in use of force, de-escalation, crisis negotiations and quarterly firearms training that included all weapon systems. Additionally, the Tustin Police Department continued consistent tactical training with the Special Response Team (SRT). In response to the Uvalde school shooting, the SRT team provided updated active shooter training for all sworn officers. SRT also conducted an active shooter threat assessment of the city owned facilities and provided active shooter training to city employees who work at those respective locations. SRT identified equipment needs, researched options and ordered new tactical helmets and communication gear, which were received in 2023.

The department also maintained training and collaboration with the joint Tustin/Irvine Police Department SWAT team, which includes the Crisis Negotiations Team (CNT). The CNT negotiators received additional training courses in “advanced” crisis negotiations and domestic violence incidents.

In order to receive intelligence information, the Tustin Police Department has also maintained a working collaboration with the FBI Joint Terrorism Task Force (JTTF). The department assigned two (2) employees who continued to serve as a liaison with the Joint Terrorism Task Force (JTTF). In 2022, the department increased security clearances for additional personnel, including command staff, to further improve lines of communication with state and federal agencies.

The Tustin Police Department Special Weapons and Tactics Team (SWAT), Special Response Team (SRT) and patrol officers all responded to tactical situations or preplanned demonstrations. In response to the lessons learned, the department researched, developed policy, obtained funding and purchased equipment for a DRONE program, which became operational in early 2023.

The Professional Standards Division assisted the Peace Officer Standards and Training office with filming and producing an officer safety video, to be used for mandatory state-wide training.

## **Selective Enforcement Activities (Traffic Unit)**

The Traffic Unit consists of one sergeant, four motorcycle officers, four part-time parking control officers and one police services officer who is a traffic collision investigator. Throughout 2022, due to staffing shortages, the Traffic Unit maintained a vacant motor officer position and two vacant parking control officer positions.

The goal of the Traffic Unit is to ensure the safety of the public within the City of Tustin through education, enforcement, environmental design, and engineering. This was

accomplished by maintaining a positive relationship with the community members by utilizing the Community Governance policing model and collaborative partnerships with other City Departments, other law enforcement agencies, the Tustin Unified School District, and non-profit organizations.

The Traffic Unit was responsible for the management of all traffic and parking-related matters throughout the City of Tustin. This included the coordination of all traffic plans sponsored by the City of Tustin, such as the Chili Cook-Off, high school graduations, the 4<sup>th</sup> of July Fireworks Show, Tiller Days, the Dino Dash Races, and the Special Olympics Torch Run.

The Traffic Unit was involved in a variety of community and regional programs promoting traffic safety during the course of their daily activities. These programs included the identification and deterrence of aggressive driving, street racing, distracted driving, the national “Click it or Ticket” campaign, the county-wide “Avoid the 38” campaign, car seat education and inspection, and traffic safety programs. The Traffic Unit worked in partnership with the Office of Traffic Safety through specific grant funding, which allowed the Traffic Unit to conduct DUI checkpoints and DUI saturation patrols throughout the year.

During the past four years (2019 to 2022), the Traffic Unit investigated 2,342 traffic collision reports. Ten (10) of the traffic collisions unfortunately resulted in a fatality. This was a 3.4% decrease in total traffic collisions over the previous rolling 4-year period (2019 to 2022). There was a -5.47% decrease in traffic collisions in 2022 compared with 2021 due to the increased daytime traffic throughout the city as businesses and residents returned to normal activity levels as the COVID-19 pandemic continued.

During the past four years (2019 to 2022), the Traffic Unit issued 11,774 moving citations and 63,179 parking citations. This was a -4.5% reduction in total moving citations and a 4.85% increase in total parking citations over the previous rolling 4-year period (2019 to 2022). The slight increase in moving citations was a result of increased traffic throughout the city as businesses and residents returning to normal activity levels, although still practicing unsafe driving habits, as the COVID-19 pandemic continued.

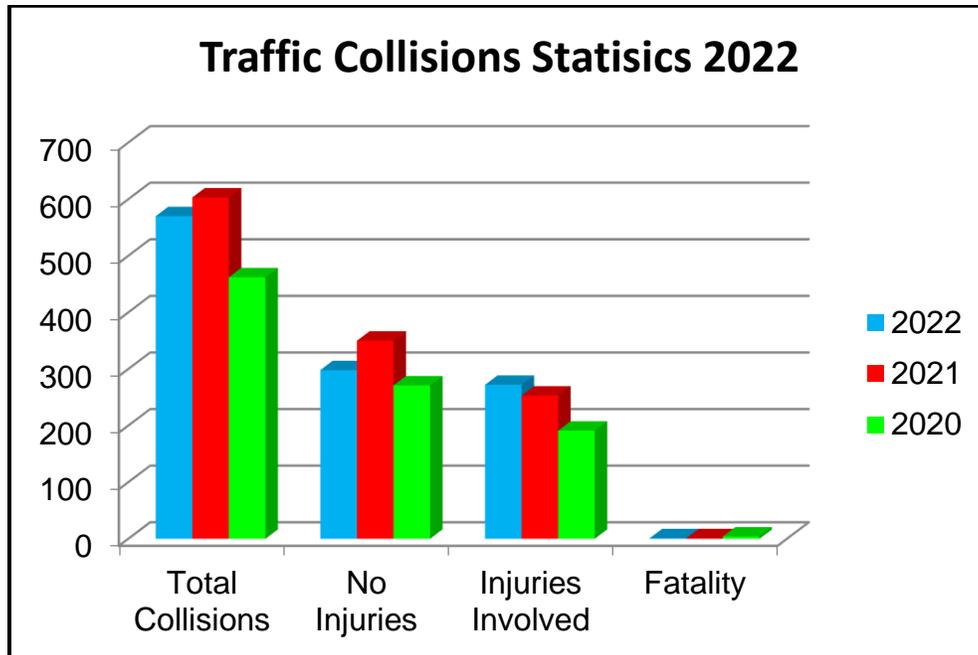
The Tustin Police Department's traffic violation warning system is a creative way to hold drivers accountable without impacting their driving record or imposing a financial penalty. This approach is intended to change driver behavior and make the roads safer for everyone.

It is important that the warnings are documented in the Tustin Police Department's computer database. This way, if a driver is stopped and they have been previously warned, the officer can use this information to decide if a traffic citation is appropriate.

Officers issued twenty-seven (27) official traffic warnings in 2022, four-hundred and forty-four (444) official traffic warnings in 2021, eighteen (18) official traffic warnings in 2020, and one-hundred and twenty (120) official traffic warnings in 2019. An analysis of the data revealed consistencies with an approach to police work with the COVID-19 pandemic. With many of the courts having limited availability and reduced operational hours, an

emphasis was placed on warning citations in 2021. As shown in the data, officers reverted back to pre-pandemic enforcement operations in 2022.

<b>Official Traffic Warnings</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Warnings issued per year	27	444	18	120
Difference from previous year	-93.92%	2367%	-85%	-32%



<b>TRAFFIC COLLISION STATISTICS</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>% Change 2022 vs 2021</b>
No Injuries	298	350	271	-14.86%
Injuries Involved	272	253	191	7.5%
Fatality	1	1	4	0%
<b>Total Collisions</b>	<b>571</b>	<b>604</b>	<b>466</b>	<b>-5.46%</b>

A review of the traffic collision data revealed a -5.47% decrease in total traffic collisions during 2022. The majority of cited violations in 2022 were speed violations, cell phone violations, and failure to stop for a red light.

## Traffic Citations Reporting and Analysis

The following table lists the types of citations issued for the past three years.

<b>TRAFFIC CITATION</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>% Change 2022 vs 2021</b>
Moving citations	4,302	3,110	2,072	<b>38.32%</b>
Parking citations	17,128	17,340	11,015	<b>-1.23%</b>
<b>Total</b>	<b>21,430</b>	<b>20,450</b>	<b>13,087</b>	<b>4.8%</b>

Due to the COVID-19 pandemic and the necessity to reassign motor officers to patrol, traffic enforcement declined in 2020, as evidenced by the -57.09% decline in moving and parking citations issued in 2020. While parking enforcement was suspended throughout much of the city during the initial months of the COVID-19 pandemic in 2020, as businesses and schools reopened in 2021, it was necessary to begin enforcing parking restrictions to protect the safety of residents and visitors. The Tustin Police Department began enforcing parking restrictions after providing warnings and social media notifications to the public.

Comparing 2021 to 2022, moving citations increased by 38.32% as drivers were monitored and cited for traffic violations. The Traffic Unit was also focused on increasing motor vehicle safety throughout the city, especially within school zones and other high traffic and pedestrian areas.

The below table lists all moving citations and the quantity of citations issued for each respective category.

<b>Moving Violations</b>	<b>2022 Citations</b>	<b>2021 Citations</b>	<b>2020 Citations</b>	<b>% Change 2022 vs 2021</b>
Speeding violations	554	588	414	<b>-5.78%</b>
Cell phone violations	633	502	391	<b>26.10%</b>
Stop sign violations	680	337	303	<b>9.6%</b>
Driving without a CDL	350	267	235	<b>31.9%</b>
Red light violations	307	318	191	<b>-3.46%</b>
Disobey traffic signal violations	220	157	75	<b>40.13%</b>
DUI	95	74	127	<b>28.38%</b>
Bicycle violations	64	34	31	<b>88.24%</b>
Unsafe turn violations	107	38	37	<b>181.6%</b>
Failure to yield to emergency vehicle	15	14	14	<b>7.14%</b>

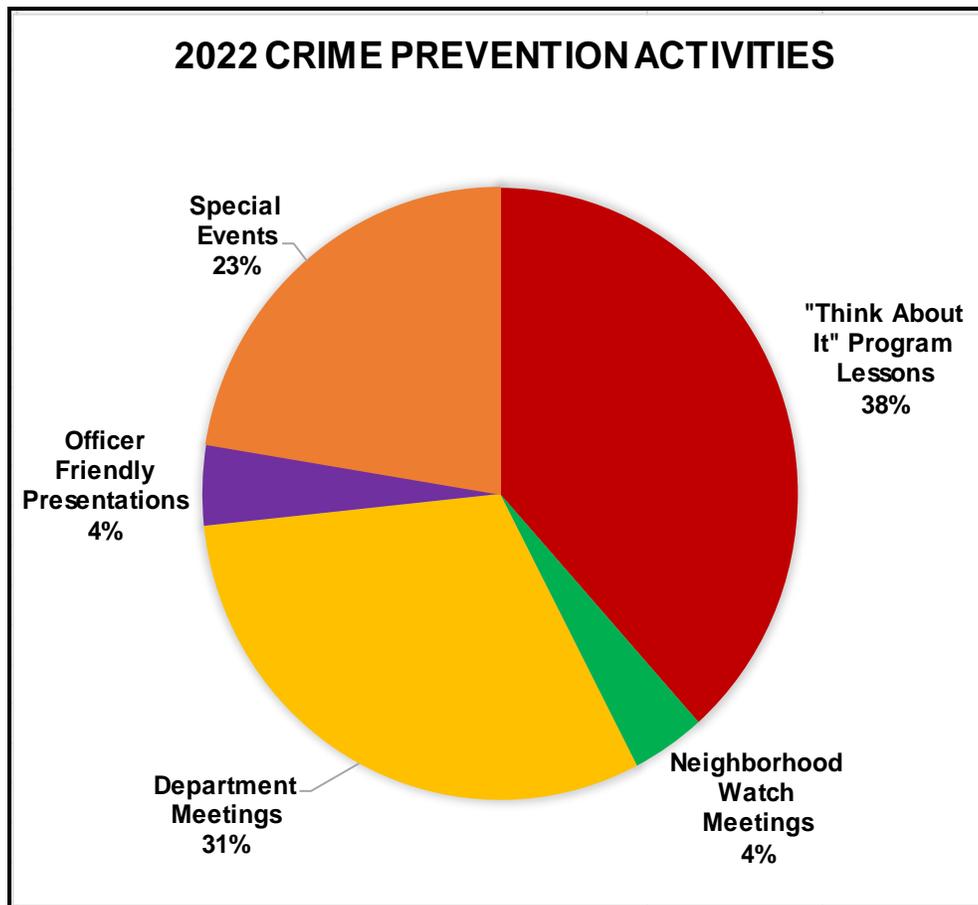
Left turn / U-turn violations	13	10	16	<b>30%</b>
Pedestrian violations	47	26	24	<b>80.78%</b>
Blocking intersection (gridlock)	9	5	5	<b>80%</b>
Jaywalking	14	5	9	<b>180%</b>
<b>Total</b>	<b>3,108</b>	<b>2,505</b>	<b>1,872</b>	<b>24.07%</b>

In analyzing the data, speeding violations were the most frequent citations issued in 2021 with a significant increase of 42.5% from 2020 as traffic in the city increased in 2022. Speeding violations were 23.6% of all 2022 moving citations. Cell phone violations were 26.1% of all moving citations. Stop sign violations were 9.6% of all moving violations. Red light violations were cited three-hundred and seven (307) times, which decreased from 2021 by -3.46%. DUI violations increased by 28.38% as ninety-five (95) DUI citations were issued in 2022. Notably, bicycle violations increased by 88.24% with sixty-four (64) citations issued in 2022. Many of the bicycle violations were related to improper equipment.

## **Crime Prevention Reporting & Evaluation**

The Community Resource Officers (CROs) assigned to the City Operations Division are fundamental in the crime prevention efforts for the Tustin Police Department. The involvement of the two (2) full-time CROs and the Tustin community is beyond evident. Their efforts continue to strengthen the bond between community members and the Police Department. The CROs not only continue to educate the community on current crime prevention techniques, but also motivate residents to come together with a common goal to help make their neighborhoods a safer place to be.

The following chart breaks down the committed activities of the two (2) CROs based upon current programs:



In 2022, the CROs provided the following programs to further promote open lines of communication with the Police Department, while simultaneously building and maintaining relationships of trust with students and community members:

- 144 “Think About It” lessons at Tustin elementary schools
- 116 Department meetings (such as the Neighborhood Improvement Task Force and Tustin Effective Apartment Managers)
- 15 Neighborhood Watch meetings
- 84 Special events (such as Read Across America, Open House, Walk to School, Special Olympics and Santa Cop)
- 16 “Officer Friendly” presentations

The CROs immersed themselves into creating special and memorable events for the Tustin community to enjoy. This was proven year after year not only by the increased attendance at events, but also the praises received from community members alike.

One of the many responsibilities of a CRO is to conduct “Think About It” lessons and “Officer Friendly” presentations at the various elementary schools in Tustin, concentrating on safety and making good choices. The “Think About It” program allowed the CROs to build positive and trusting relationships with the youth and educators in Tustin. CROs also conducted Neighborhood Watch meetings, which offered insight and understanding into

what was happening in specific areas of the city. Additionally, the meetings allowed for interaction and served as partnership opportunities between neighbors, police personnel, and patrol officers assigned to the area. The “Think About It” program, in conjunction with the Neighborhood Watch program, continued to contribute to the open lines of communication that helped the community feel seen, heard, and appreciated.

The CROs utilized the Police Department’s social media platforms to reach out to the community to provide crime prevention information, as well as to promote and highlight programs within the Department. CROs encouraged community members to follow the Department’s social media platforms, as well as to sign up for the NIXLE alert system. In doing so, community members were able to receive several types of important notifications that included crime trend alerts, advisory notices, and community event messages.

This was the fourth year the CROs have overseen the Volunteer Program, which consisted of eight (8) volunteers. In 2022, volunteers worked a total of 1,549.50 hours, providing support within the various units of the police department as well as with special details and city-sponsored events.

In 2022, the Community Recourses Unit utilized innovative and thoughtful ways to implement programs such as the ‘Etch & Catch Catalytic Converter Theft Prevention’ program and composed monthly newsletters on relevant crime prevention topics for their Neighborhood Watch members. The CROs advanced their knowledge in child safety by completing an educational course and receiving NHTSA Child Passenger Safety certifications. The CROs now have the ability and opportunity to provide free informational car seat inspections and installations to community members.

The Community Resources Unit remains crucial to the continued success of the Tustin Police Department’s Community Governance philosophy.

## **Juvenile Crime Prevention Review**

Reducing and preventing juvenile crime are essential goals that the Tustin Police Department strives to achieve daily. To meet these goals, the department partners with the Tustin Unified School District (TUSD) and employs one full-time sworn School Resource Officers (SRO). The main goal of the SROs is to prevent juvenile delinquency by promoting positive relations between the youth and law enforcement. While the SRO is based at Tustin High School (THS), the Tustin Police Department is adding a second School Resource Officer to be assigned to the middle schools and elementary schools.

The SRO's presence allowed for an immediate response to any school campus situation and helped maintain patrol staffing levels. In addition to mentoring and guiding students, the SRO attended bi-monthly School Attendance Review Board (SARB) panels at the TUSD main office or the Tustin Police Department. The SARB panel is a community-based effort to bring together resources to assist families with attendance, truancy, and behavior issues. During 2022, the SRO participated in six (6) SARB panels where students and parents were given a last chance to improve attendance. The panel developed a plan for each student. Criteria for successful plan completion are included in

a contract, which the parents and students must follow. If the truancies and unexcused absences continued, the SARB case manager would refer the case to the Orange County District Attorney's Office for filing.

From the 2021 to the 2022 school year, officers responded to 1,858 calls for service and completed four-hundred and sixty-nine (469) reports involving various Tustin Unified School District (TUSD) campuses. The SROs handled approximately five-hundred (500) calls for service, completing one-hundred and sixty (160) reports, and forty-eight (48) juvenile petitions were filed with the juvenile courts by the SROs at schools or patrol officers in the field. If juvenile petitions were not filed with the juveniles, they were sent to diversion programs in lieu of prosecution.

The School Resource Officer, in partnership with the Community Resources Unit, hosted events throughout the year involving several schools, students, and the community. In March 2022, the Tustin Police Department participated in the "National Read Across America." Sworn officers, civilian employees, and volunteers read favorite books to young students. This event brought students, school faculty, and the community together.

In September 2022, the Tustin Police Department Community Resources Unit and the SRO conducted Title IX presentations at Sycamore Magnet Academy for all school levels. This was a positive training to educate the students and school staff about awareness of specific crimes involving students at schools.

In October 2022, the Tustin Police Department Community Resources Unit participated in the National Walk to School Day at Estock Elementary School. This event allowed students to walk to school with TUSD employees, Tustin Police Department employees, volunteers, and their families. This program encourages awareness about walking as a form of exercise, reducing traffic congestion and pollution, and teaches children safe walking skills and routes to school. These programs offer increased community engagement and focus on the youth in the community.

The juvenile programs supported by the Tustin Police Department continue to promote positive youth development in the community, foster stronger relationships between the police and the community, and help to deter juvenile delinquency.

**Calls for service and reports taken at Tustin school locations in 2021 school year**

School Name	Address	Calls for Service	Reports Taken
<b>Tustin High School</b>	1171 El Camino Real, Tustin, CA 92780	<b>223</b>	<b>52</b>
<b>Hillview High School</b>	1701 San Juan St., Tustin, CA 92780	<b>38</b>	<b>11</b>
<b>Legacy Magnet Academy</b>	15500 Legacy Road, Tustin, CA 92780	<b>58</b>	<b>6</b>
<b>Tustin Connect HS</b>	1151 San Juan St., Tustin CA 92780	<b>12</b>	<b>1</b>
<b>Beswick Elementary</b>	1362 Mitchell Ave., Tustin, CA 92780	<b>37</b>	<b>12</b>
<b>Estock Elementary/TC K-8</b>	14741 North B St., Tustin, CA 92780	<b>19</b>	<b>1</b>
<b>Heideman Elementary</b>	15571 Williams St., Tustin, CA 92780	<b>52</b>	<b>8</b>
<b>Heritage Elementary</b>	15400 Lansdowne Rd., Tustin, CA 92782	<b>16</b>	<b>2</b>
<b>Columbus Tustin Middle School</b>	17952 Beneta Way, Tustin, CA 92780	<b>74</b>	<b>33</b>
<b>Pioneer Middle School</b>	2700 Pioneer Rd., Tustin, CA 92782	<b>40</b>	<b>12</b>
<b>Utt Middle School</b>	13601 Browning Ave., Tustin, CA 92780	<b>99</b>	<b>33</b>
<b>Sycamore Magnet Academy</b>	1402 Sycamore Ave., Tustin, CA 92780	<b>158</b>	<b>57</b>
<b>Ladera Elementary</b>	2515 Rawlings Way, Tustin, CA 92782	<b>5</b>	<b>2</b>
<b>Nelson Elementary</b>	14392 Browning Ave., Tustin, CA 92780	<b>45</b>	<b>9</b>
<b>Peters Canyon Elementary</b>	26900 Peters Cyn Rd., Tustin, CA 92782	<b>26</b>	<b>4</b>
<b>Tustin Ranch Elementary</b>	12950 Robinson Dr., Tustin, CA 92782	<b>21</b>	<b>3</b>
<b>TOTAL</b>		<b>923</b>	<b>246</b>

**Calls for service and reports taken at Tustin school locations in 2022 school year**

School Name	Address	Calls for Service	Reports Taken
Tustin High School	1171 El Camino Real, Tustin, CA 92780	191	61
Hillview High School	1701 San Juan St., Tustin, CA 92780	40	8
Legacy Magnet Academy	15500 Legacy Road, Tustin, CA 92780	53	10
Tustin Connect HS	1151 San Juan St., Tustin CA 92780	26	3
Beswick Elementary	1362 Mitchell Ave., Tustin, CA 92780	29	2
Estock Elementary/TC K-8	14741 North B St., Tustin, CA 92780	38	6
Heideman Elementary	15571 Williams St., Tustin, CA 92780	71	10
Heritage Elementary	15400 Lansdowne Rd., Tustin, CA 92782	16	0
Columbus Tustin Middle School	17952 Beneta Way, Tustin, CA 92780	71	33
Pioneer Middle School	2700 Pioneer Rd., Tustin, CA 92782	57	14
Utt Middle School	13601 Browning Ave., Tustin, CA 92780	66	22
Sycamore Magnet Academy	1402 Sycamore Ave., Tustin, CA 92780	166	40
Ladera Elementary	2515 Rawlings Way, Tustin, CA 92782	9	1
Nelson Elementary	14392 Browning Ave., Tustin, CA 92780	34	6
Peters Canyon Elementary	26900 Peters Cyn Rd., Tustin, CA 92782	36	4
Tustin Ranch Elementary	12950 Robinson Dr., Tustin, CA 92782	32	3
<b>TOTAL</b>		<b>935</b>	<b>223</b>

**Bias-Based Policing Review**

The Tustin Police Department received one (1) complaint related to bias-based policing or racial profiling in 2022. The complaint resulted in an administrative investigation, which exonerated the officer.

**City of Tustin Population Estimate**

The United States Census Bureau provided the City of Tustin Community Development Department with a 2022 estimated population of 78,418 residents based on the recent official census count of 2021. This is a slight decrease of 1,549 residents from the 2021 estimate of 79,967 residents provided by the California Department of Finance. The population throughout California and Orange County has declined in the past few years as people have moved out of the state in greater numbers than moved into the state. Much of this change can be attributed to the impact of COVID-19 on employment, including job losses, remote work, and workers changing jobs. In 2022, the Department

of Finance reported that the population declined in many cities of California that are located closer to the coast, including the City of Tustin.

**2022 Population (Census)**  
**78,418**

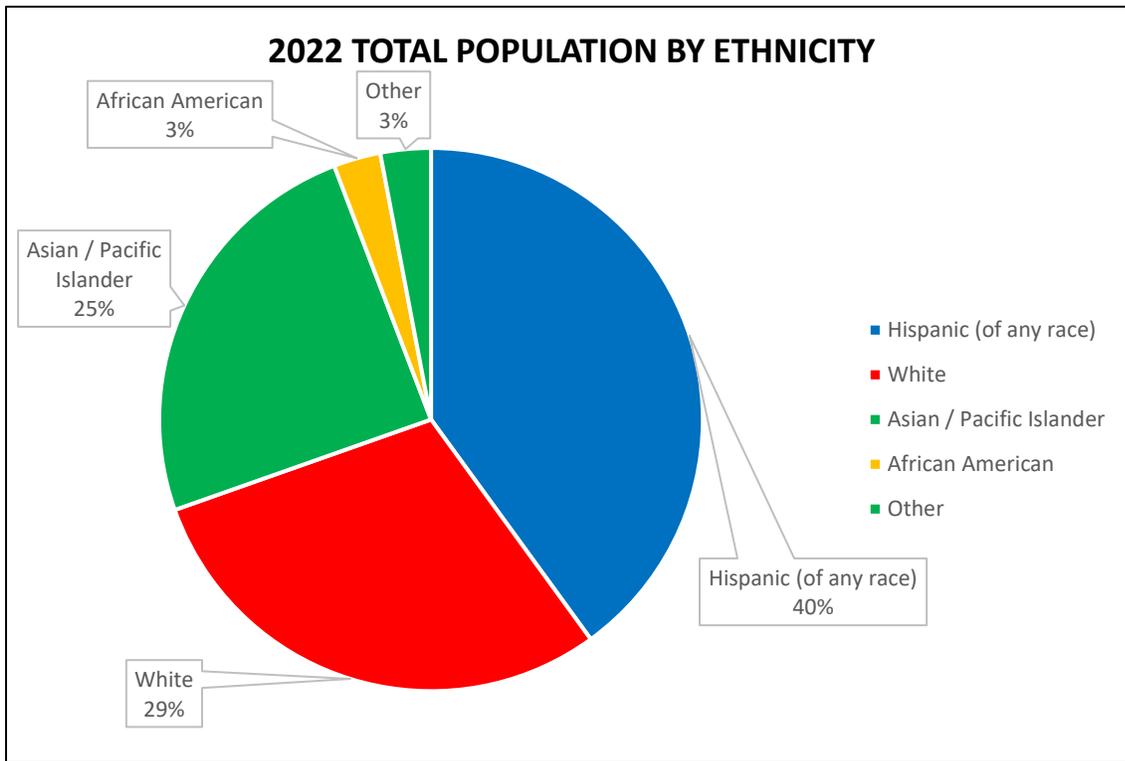
**2022 Housing Units (CA Dept of Finance)**  
**25,632**

The Census report indicated that 40.7% of Tustin residents identified as Hispanic or Latino (of any race) and 59.3% reported they were “Not Hispanic or Latino”. According to the recent Census report, residents reporting their race as “white alone” decreased. Many residents who are mixed race reported they were “other race” and not Caucasian, Asian, or African American.

Hispanic population was estimated at 40%. Caucasian population was estimated at 29.6%, but due to possible double-reporting for Hispanic and Caucasian, for purposes of this report, Caucasian-only was reduced to 31.9%. Asian-only was estimated at 24.6%. African American was estimated at 2.8%, and all other races, including those who identify with multiple ethnicities, was estimated at 3% of the population

**2022 COMPARISON OF SUSPECTS IN REPORTED CRIMES BY ETHNICITY**

<b>Race</b>	<b>Suspects 2022</b>	<b>Percentage of 2022 Total Suspects</b>	<b>Percentage of 2022 Population</b>
Hispanic (of any race)	2,429	53.97%	40%
Caucasian	1,218	27.06%	29.6%
Asian / Pacific Islander	176	3.91%	24.6%
African American	399	8.86%	2.8%
Other	278	6.17%	3%
<b>Total</b>	<b>4,500</b>	<b>100.0%</b>	<b>100%</b>



**CITY OF TUSTIN POPULATION AND ETHNICITY (ESTIMATED)**

Ethnicity / Race	Estimated Population of City of Tustin	Percentage of Overall Population
Hispanic (of any race)	31,367	40.0%
Caucasian	23,212	29.6%
Asian / Pacific Islander	19,291	24.6%
African American	2,196	2.8%
Other	2,352	3%
<b>Total</b>	<b>78,418</b>	<b>100%</b>

The following charts and graphs depict the field interview (FI) contacts, suspects in crime reports, and the adult and juvenile arrest statistical data for the 2022 calendar year by ethnicity. The data is compared to the overall estimated population of the City of Tustin by ethnicity as reported by the California Department of Finance (DOF) census to the City of Tustin in January 2022.

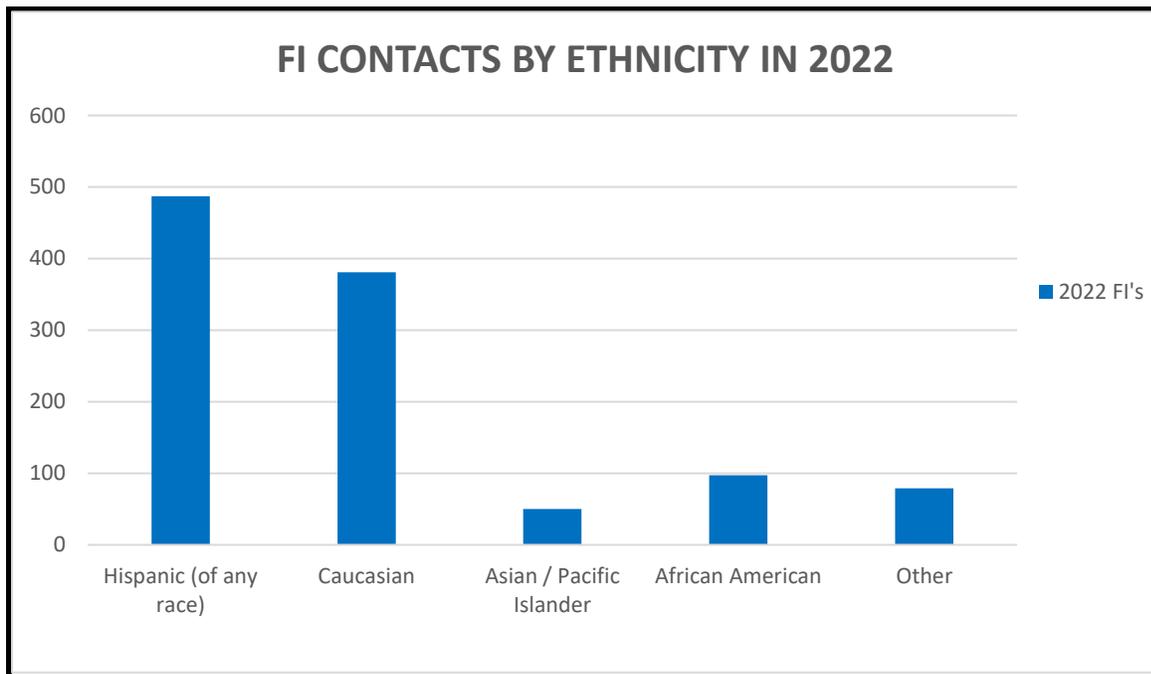
2022 FI's, reported crimes, suspects, adult arrests, and juvenile statistics are skewed higher than in 2021 due to the following factors:

- During 2021, COVID-19 necessitated a less proactive stance in policing to avoid the threat of infection among officers. Officers responded to calls for service as needed but all statistics saw a sharp decline from 2020 levels in response to the threat of the highly contagious nature of the virus.
- During 2022, the police department transitioned to a new records reporting system which resulted in a decrease in reported FIs.

### FI CONTACTS BY ETHNICITY

Ethnicity / Race	2022 FI Contacts	Percentage of 2022 FI's	Percentage of 2022 Population
Hispanic (of any race)	487	44.52%	40.75%
Caucasian	381	34.83%	31.87%
Asian / Pacific Islander	50	4.57%	24.0%
African American	97	8.87%	2.24%
Other	79	7.22%	1.14%
Cancelled	N/A*	N/A	-
<b>Total FI's Completed</b>	<b>1,094</b>	<b>100%</b>	<b>100%</b>

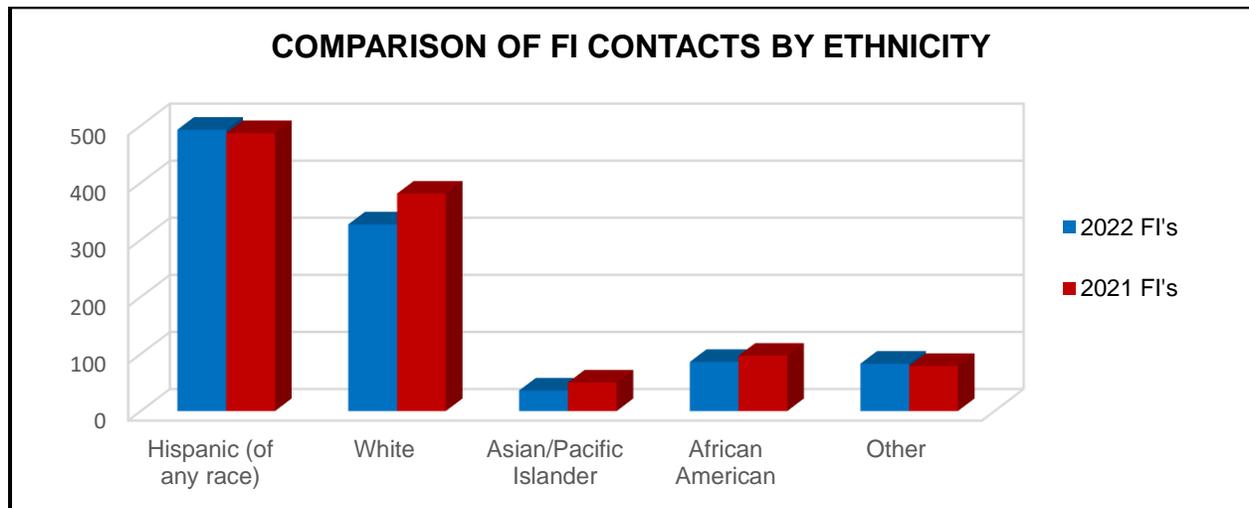
\*The "Other" row includes the total of "other ethnicity" and "unknown ethnicity." Cancelled FI's are no longer counted in 2022, due to the new Report Management System (RMS).



### COMPARISON OF FI CONTACTS BY ETHNICITY 2022 VS. 2021

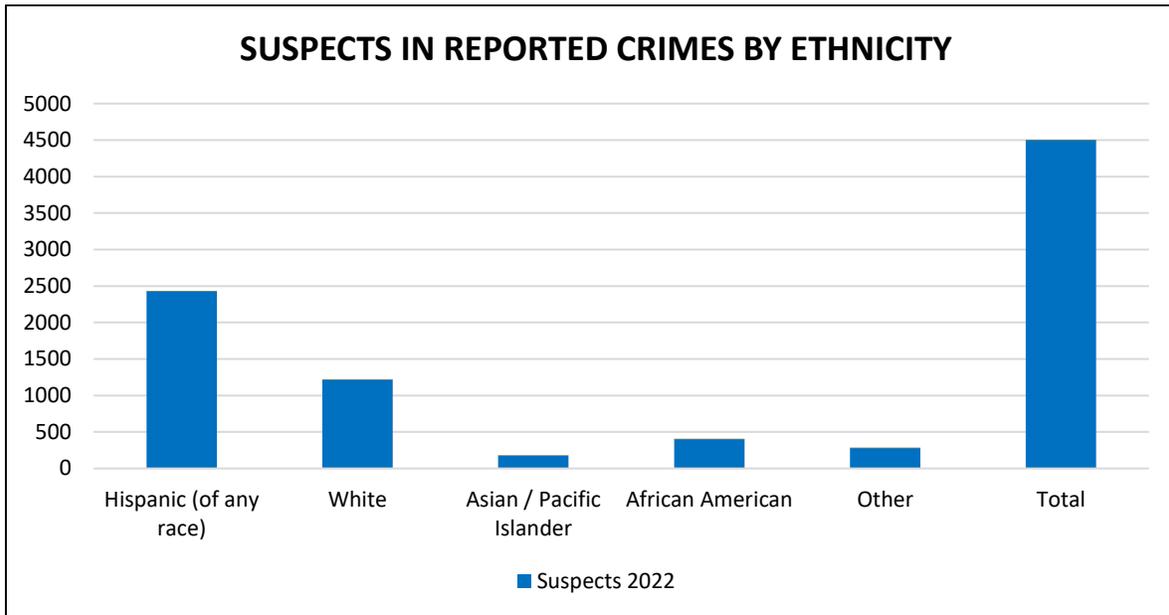
Race	Estimated Population of the City	2022 FI's	2021 FI's	Increase/Decrease from 2021	Percentage Change from 2021
Hispanic (of any race)	31,367	487	493	+6	+1.23%
Caucasian	23,212	381	327	-60	-15.75%
Asian / Pacific Islander	19,291	50	36	-14	-28%
African American	2,196	97	86	-11	-11.34%
Other *	2,352	79	83	+4	+5.06%
<b>Total</b>	<b>78,418</b>	<b>1,094</b>	<b>1,025</b>	<b>-69</b>	<b>-6.31%</b>

\* The "Other" row includes the total of "other ethnicity", "unknown ethnicity", and FI's cancelled but submitted for record keeping.



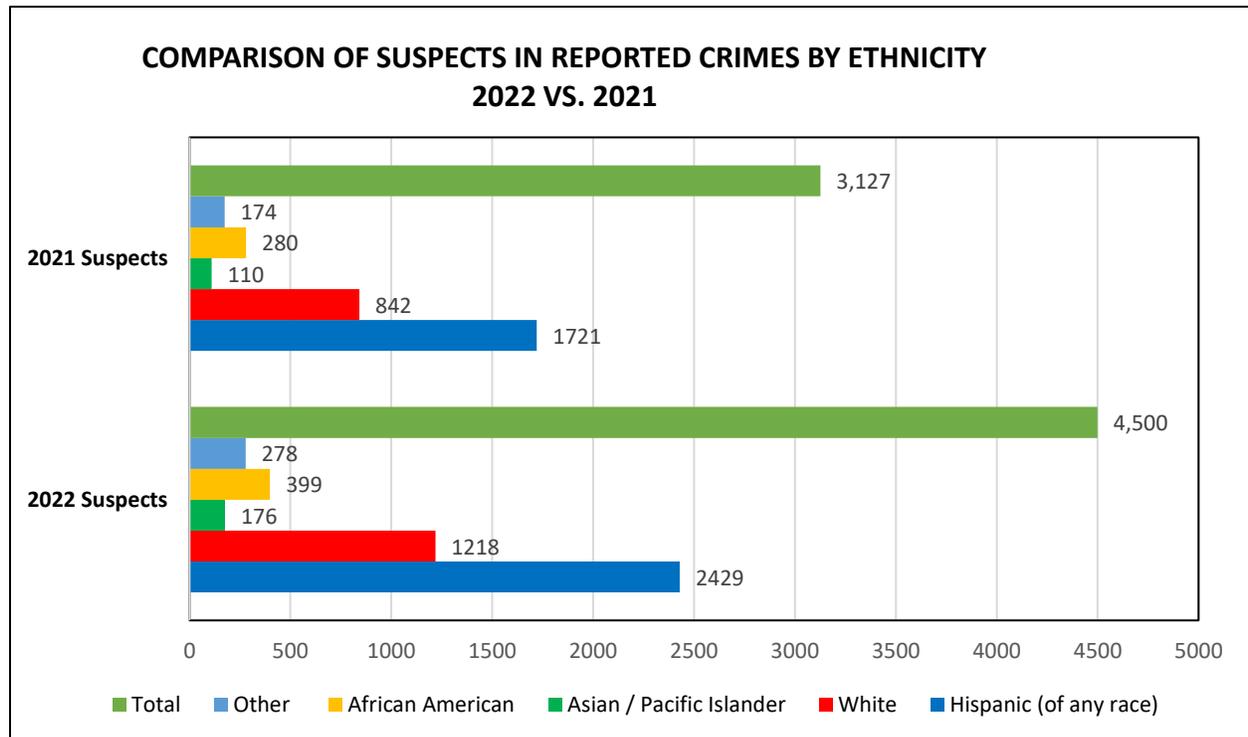
### COMPARISON OF SUSPECTS IN REPORTED CRIMES BY ETHNICITY

Race	Suspects 2022	Percentage of 2022 Total Suspects	Percentage of 2022 Population
Hispanic (of any race)	2,429	53.97%	40%
Caucasian	1,218	27.06%	29.6%
Asian / Pacific Islander	176	3.91%	24.6%
African American	399	8.86%	2.8%
Other	278	6.17%	3%
<b>Total</b>	<b>4,500</b>	<b>100.0%</b>	<b>100%</b>



**COMPARISON OF SUSPECTS IN REPORTED CRIMES BY ETHNICITY  
 2022 VS. 2021**

Race	Estimated Population of the City	2022 Suspects	2021 Suspects	Increase / Decrease from 2021	Percentage of Change from 2021
Hispanic (of any race)	31,367	2,429	1,721	+708	+41.13%
Caucasian	23,212	1,218	842	+376	+44.65%
Asian / Pacific Islander	19,291	176	110	+66	+60%
African American	2,196	399	280	+119	+42.5%
Other	2,352	278	174	+104	+59.77%
<b>Total</b>	<b>78,418</b>	<b>4,500</b>	<b>3,127</b>	<b>+1,373</b>	<b>+43.90%</b>

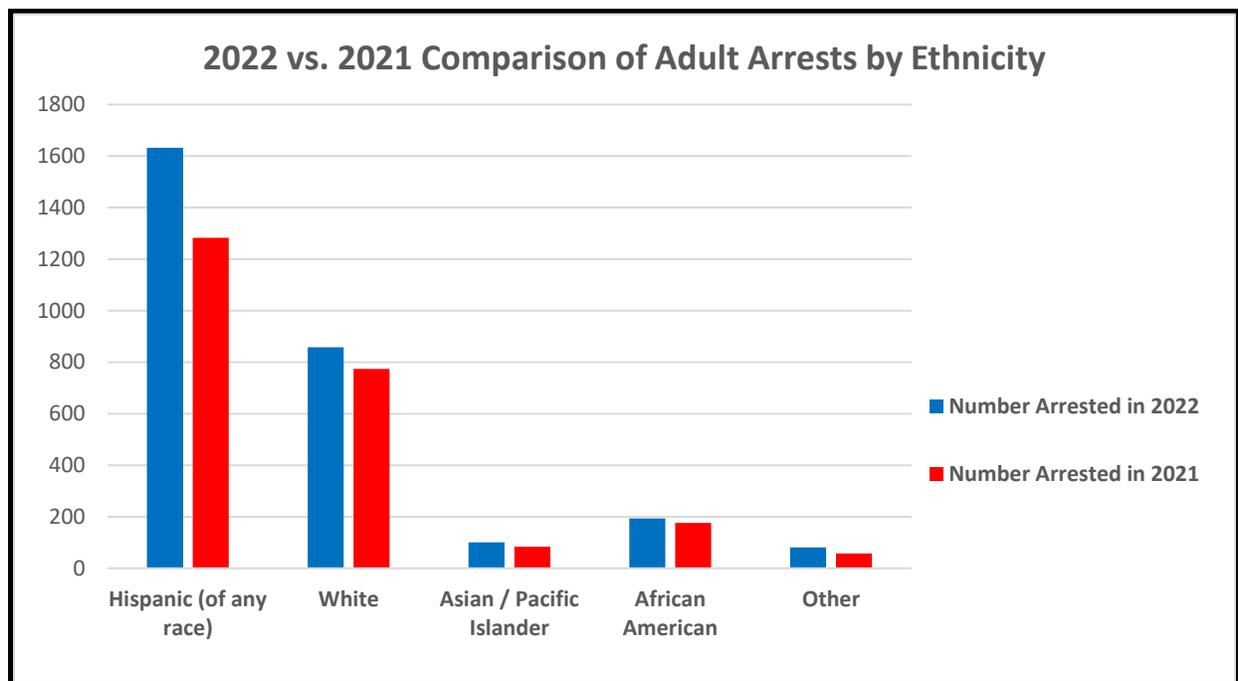


**ADULT ARRESTS BY GENDER AND ETHNICITY**

Race	2022 Total Adult Arrests	2022 Male Adult Arrests	2022 Female Adult Arrests	2022 Transgender Adult Arrests	Percentage of 2022 Adult Arrests	Percentage of 2022 Population
Hispanic (of any race)	1,632	1,344	287	1	6.94%	40%
Caucasian	858	645	211	2	4.37%	29.6%
Asian / Pacific Islander	101	82	18	1	13.48%	24.6%
African American	193	156	35	2	14.88%	2.8%
Other	81	57	24	0	-7.95%	3%
<b>Total</b>	<b>2,865</b>	<b>2,284</b>	<b>575</b>	<b>6</b>	<b>100%</b>	<b>100%</b>

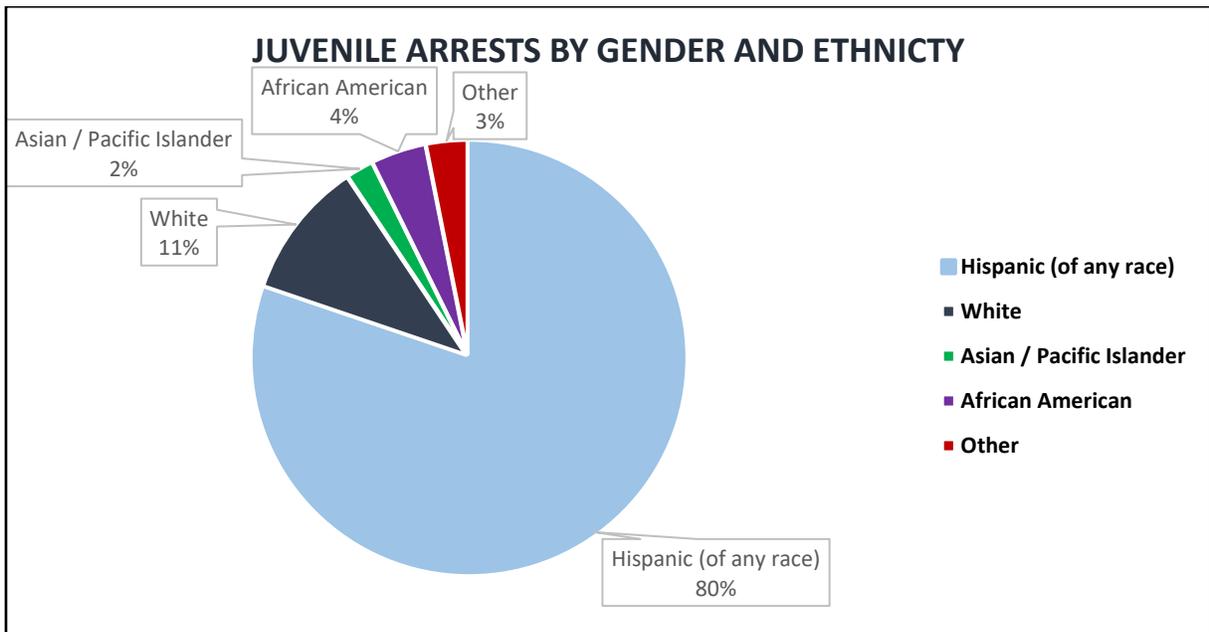
### COMPARISON OF ADULT ARRESTS BY ETHNICITY 2022 VS. 2021

Race	Estimated Population of the City	2022 Adult Arrests	2021 Adult Arrests	Increase / Decrease from 2021	Percentage of Change from 2021
Hispanic (of any race)	31,367	1,632	1,283	+349	+27.2%
Caucasian	23,212	858	774	+84	+10.85%
Asian / Pacific Islander	19,291	101	83	+18	+25.3%
African American	2,196	193	176	+17	+9.65%
Other	2,352	81	58	+23	+39.65%
<b>Total</b>	<b>78,418</b>	<b>2,865</b>	<b>2,374</b>	<b>+491</b>	<b>+20.68%</b>



### JUVENILE ARRESTS BY GENDER AND ETHNICITY

Race	2022 Juvenile Arrests	2022 Juve Male	2022 Juve Female	Percentage of Arrests	Percentage of 2022 Population
Hispanic (of any race)	77	68	9	80.2%	40%
Caucasian	10	9	1	10.41%	29.6%
Asian / Pacific Islander	2	1	1	2.08%	24.6%
African American	4	1	3	4.16%	2.8%
Other	3	2	1	3.12%	3%
<b>Total</b>	<b>96</b>	<b>81</b>	<b>15</b>	<b>100.0%</b>	<b>100%</b>



### COMPARISON OF JUVENILE ARRESTS BY ETHNICITY 2022 VS. 2021

Race	Estimated Population of the City	2022 Juvenile Arrests	2021 Juvenile Arrests	Increase/Decrease from 2021	Percentage of Change from 2021
Hispanic (of any race)	31,367	77	122	-45	-36.88%
Caucasian	23,212	10	9	1	11.1%
Asian / Pacific Islander	19,291	2	1	1	100%
African American	2,196	4	4	0	0%
Other	2,352	3	5	-3	-40%
<b>Total</b>	<b>78,418</b>	<b>96</b>	<b>141</b>	<b>-45</b>	<b>-31.91%</b>

