

Professional Standards Division Annual Report



2023

Summary

The following document is presented as the Professional Standards Division Annual Report to the Chief of Police and Management Staff of the Tustin Police Department. Its purpose is to review the 2023 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, 2023, through December 31, 2023:

- 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

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, the 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 the 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 encounter 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, to overcome the resistance of the individual.

The Department conducts a thorough analysis of all use of force activities, policies, and practices, to include: the 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.

Use of Force Training Points

In one (1) use of force incident, officers were sent to a city park regarding a subject walking around with a methamphetamine pipe in close proximity to children. When officers located the subject, he was attempting to burglarize a local business. The subject was not compliant and fought with the officers, reaching into his sweatshirt, and refusing to show his hands. Officers used strikes to overcome resistance and gain compliance. Both officers received cuts and scratches, and both had pain in their hands from the altercation.

Training Points:

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

In another use of force incident, officers contacted a domestic violence subject, who refused commands and postured as if he wanted to have an altercation with officers. Officers used a Conductive Energy Weapon (TASER) to subdue the subject who was taken into custody without further incident. No officers were injured.

Training Points:

The officers received additional training through discussions regarding de-escalation tactics and techniques.

In a third use of force incident, officers were sent to an unknown trouble call. A female called 911 and was screaming into the phone. Dispatchers were unable to obtain any information from the caller. Officers arrived on scene and observed a male subject run into the apartment associated with the female caller's phone number. Officers could hear screaming from inside the residence and breached the front door. Officers gave verbal commands for two and a half minutes while the male subject was seated on a couch. A Sergeant arrived on scene and instructed the officers to move in and arrest the subject. Neither the officers nor the subject was injured during this incident.

Training Points:

Officers were sent to a debrief with a department use of force expert to discuss the time it took for them to move into the residence and arrest the subject.

Standard Review Process

In November 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 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.

During 2023, there were thirty (30) total 'Standard Use of Force Review' incidents resulting in officers having to utilize force to bring the situation to a conclusion. These incidents involved a variety of calls for service and contacts.

The Tustin Police Department continually trains officers in strategic communication skills and de-escalation techniques. After a thorough analysis of the 2023 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.

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 2023 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 2023, The Tustin Police Department authorized additional use-of-force training with our arrest and control staff at our training facility. This training is conducted at least once a month at our facility.

Overall, the Tustin Police Department's approach to the 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.

2023 Administrative Use of Force Review Incidents						
Date	Time	Initial Call or Contact	Type of Force	Suspect Race	Suspect Age	Suspect Gender
1-1-2023	02:04	Welfare Check	Physical Force-OIS	Hispanic	34	Male
1-2-2023	22:26	Domestic Violence	CEW	White	49	Male
1-8-2023	08:37	Suspicious Person	OIS	Hispanic	53	Male
1-21-2023	14:24	Suspicious Person	Physical Force	Hispanic	33	Male
4-21-2023	20:19	Vandalism	CEW	Hispanic	33	Male
4-22-2023	11:22	Disturbance	Physical Force	White	61	Female
4-22-2023	17:35	Suspicious Person	Physical Force & CEW	Hispanic	31	Male
4-23-2023	08:53	Brandish Weapon	CEW & 40MM	Hispanic	42	Male

4-23-2023	14:00	Disturbance	Physical Force	Hispanic	41	Female
5-17-2023	00:19	Domestic Violence	Physical Force	Hispanic	35	Male
5-19-2023	09:22	Vandalism	CEW & Physical Force	Black	27	Male
5-28-2023	11:49	Disturbance	CEW & Physical Force	White	41	Male
5-29-2023	13:52	Vandalism	Physical Force	Hispanic	40	Male
6-17-2023	15:00	Burglary	CEW	Hispanic	40	Male
7-13-2023	02:54	Pursuit	K9 Bite	Hispanic	30	Male
7-19-2023	21:14	Stolen Vehicle	Physical Force	Hispanic	24	Female
7-19-2023	21:14	Stolen Vehicle	Physical Force	Hispanic	27	Male
9-12-2023	18:23	Disturbance	CEW	White	33	Male
10-4-2023	10:51	Disturbance	Physical Force	White	35	Male
10-15-2023	18:00	DUI TC	CEW	Asian	41	Male
10-23-2023	20:15	Stolen Vehicle	Physical Force	Pacific Islander	19	Male
10-26-2023	15:00	Burglary	Physical Force	Hispanic	35	Male
11-1-2023	03:49	Felony Pursuit	K9 Bite	Asian	41	Male
11-4-2023	11:37	Stolen Vehicle	K9	Hispanic	25	Male
11-8-2023	03:19	Pursuit	CEW	Hispanic	39	Male
11-29-2023	18:48	Felony Warrant	CEW, 40MM, Physical Force	White	40	Male
12-5-2023	21:57	Suspicious Person	CEW	Hispanic	35	Male
12-26-2023	01:38	Burglary	K9 Bite	Hispanic	29	Male
12-27-2023	11:53	Suspicious Person	Physical Force	Hispanic	38	Male
12-30-2023	17:50	Pedestrian Stop	CEW, Physical Force	Black	38	Male

	2023	2022
Physical Force**	11	11
Canine	5	2
Firearm	1	0
ASP/Baton	0	1
CEW	12	8
40 MM	2	0
Misc. Less Lethal	0	0
Total Administrative UOF Reviews	30	22
Standard Use of Force Reviews	58	91

***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.*

ADMINISTRATIVE USE OF FORCE	2023	2022
Total Incidents	30	22
In Policy	27	21
Out of Policy	0	0
Pending	3	1

Vehicle Pursuit Reporting & Analysis

Officers were involved in twenty-seven (27) vehicle pursuits during the calendar year 2023. The following is a breakdown and analysis of the 2023 pursuits and a comparison with the data from the previous year.

Vehicle Pursuits	2023	2022
Total	27	11
In Policy	18	10
Out of Policy	1	0
Pending Review	8	1

It is estimated that the number of officer-involved motor vehicle pursuits increased by 145.5% in 2023 from 2022 due to the installation of the Automatic License Plate Readers (ALPRs).

Reason for Pursuit	2023	2022
Traffic Infraction	9	5
Felony Suspect	6	1
Stolen Vehicle	9	3
Armed Suspect	0	1
Misdemeanor Suspect	3	1
DUI	0	0

Training Points

In one (1) vehicle pursuit, an officer attempted to conduct a traffic stop on a vehicle involved in organized street racing and an intersection takeover. The pursuit lasted less than two (2) minutes and traveled less than five (5) miles. Two (2) Tustin police officers were involved in the pursuit. The pursuit terminated when the suspect vehicle collided with a light pole. The Tustin police officer directly behind the suspect vehicle was unable to stop in time and collided with the rear of the suspect vehicle. There were no injuries, and all occupants of the suspect vehicle were taken into custody.

Training Points:

The officer was sent to a debrief with a certified driving instructor. Areas of the pursuit were covered in the training including pursuit policy, turning on lights and siren, passing on the right, leaving enough space between the suspect vehicle and the police vehicle, and driving with due regard.

In another vehicle pursuit incident, officers were pursuing a stolen vehicle occupied by one (1) male. Two (2) units and a supervisor started the pursuit in the city of Tustin and continued it until the California Highway Patrol took control at the San Diego County boundary.

Training Points:

As a result of a pursuit review, the two (2) involved officers received additional training regarding maintaining a safe minimum distance from the fleeing vehicle. An additional training point noted officers offsetting their police vehicles when in pursuit. This tactic improves visibility and assists in alerting drivers ahead of them to yield to approaching police vehicles.

In a third vehicle pursuit incident, officers were conducting a patrol check of the Tustin Marketplace for a recently stolen vehicle. Officers located the vehicle and attempted to stop the driver. The driver did not yield, and a pursuit was initiated. The driver eventually fled on foot from the stolen vehicle and was taken into custody after a short foot pursuit.

Training Points:

Officers attended a debrief of this incident. A certified driving instructor noted there were times during the pursuit where officers followed the fleeing vehicle as it passed other motorists on the right. In order to comply with legal requirements, officers involved in the pursuit were also trained and counseled on when to use their sirens.

Traffic Collision Reporting and Analysis

Officers were involved in sixteen (16) on-duty traffic collisions during the calendar year 2023. The following is a breakdown and analysis of the traffic collisions during the year and a comparison of the previous years' reported information.

TRAFFIC COLLISIONS	2023	2022
Total	16	14
Preventable	5	10
Non-Preventable	11	4
Undetermined	0	0

The total on-duty traffic collisions involving department members increased by 14.3% from 2022 to 2023. Preventable collisions were reduced by 50% in 2023 and accounted for 29.4% of the total incidents in 2023 compared with 71.4% in 2022.

Causes of Preventable Traffic Collisions	2023	2022
Unsafe Backing on Public Property	1	1
Distraction	2	3
Other Improper Driving (Private Property)	0	1
Unsafe Passing	1	3
Unsafe Speed	1	2
Red Light	0	0
Failure to Yield Right of Way	0	0

The following lists the primary collision factors for each of the eleven (11) non-preventable incidents. These incidents were caused by another party and not the involved employee.

- Three (3) incidents were related to unsafe lane change.
- Two (2) incidents were related to unsafe turning movement.
- One (1) incident was related to unsafe backing on public property.
- One (1) incident was related to failure to yield the right of way.
- One (1) incident was related to distraction.
- One (1) incident was related to a red-light violation.
- One (1) incident was related to a DUI.
- One (1) incident was related to right of way, improper entry from a driveway.

In 2022, the Tustin Police Department received a Peace Officer Standards and Training (POST) certification for our in-house four-hour driver training course. This training consists of two (2) hours of classroom training and two (2) 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.

***This training is required every 2 years, and due to be completed again in 2024.*

Administrative Investigations Summary

There were seventeen (17) administrative investigations conducted during the calendar year 2023. Thirteen (13) were internally generated and four (4) were externally generated (citizen complaint).

The following is a breakdown and analysis of the administrative investigations opened and adjudicated during 2023 and a comparison with the previous years’ reported investigations.

ADMINISTRATIVE INVESTIGATIONS	2023	2022
Total	17	9
Internal	13	6
External (Citizen Complaints)	4	3

- There was an 88.9% increase in total administrative investigations opened in 2023 compared to 2022.
- There was a 116.7% increase in internally generated administrative investigations in 2023 compared to 2022.
- There was a 33.3% increase in externally generated administrative investigations (citizen complaints) in 2023 compared to 2022.

Administrative Investigation Results	2023	2022
Sustained	9	6
Not sustained	0	0
Unfounded	0	0
Exonerated	2	2
Withdrawn	0	0
Suspended	0	0
Not Completed	5	1
Inactivated	1	0

The following is an analysis of the 2023 complaints, both internally and externally generated, which have been adjudicated:

- Nine (9), or 52.94%, were sustained.
- Two (2), or 11.76%, were exonerated.
- Five (5) complaints are still pending adjudication.
- One (1) complaint was inactivated.

The two-year average shows that 75% of all complaints resulted in the allegations being sustained. It should be noted that five (5) complaints are still pending and therefore were not factored into this calculation.

External Administrative Investigation Results	2023	2022
Total	4	3
Sustained	3	2
Not sustained	0	0
Unfounded	0	0
Exonerated	1	1
Withdrawn	0	0
Suspended	0	0
Pending	0	0

The following is an analysis of the 2023 externally generated investigations:

- One (1) complaint was exonerated.
- Three (3) complaints were sustained.

The average from current and the previous year shows that 50% of all externally-generated (citizen complaints) investigations resulted in a “Sustained” finding.

Internal Administrative Investigation Results	2023	2022
Total	13	6
Sustained	6	4
Not sustained	0	0
Unfounded	0	0
Exonerated	1	1
Withdrawn	0	0
Suspended	0	0
Inactivated	1	0
Pending	5	1

There is one (1) 2023, internal investigation incomplete at the time of compiling the 2023 annual report.

The following is an analysis of the 2023 internally generated investigations:

- Six (6) of the complaints, or 46.15%, were sustained.
- One (1) of the complaints was exonerated.

- One (1) of the complaints was inactivated.
- Five (5) of the complaints have not been adjudicated at the time of this report.

The two-year average shows that 52.94% of all internally generated investigations resulted in a “Sustained” finding.

2023 ADMINISTRATIVE INVESTIGATION ALLEGATIONS AND RESULTS

2023 Allegations	Type of Administrative Investigation			Adjudication Result			
	Ext	Int	Total	Sustained	Exonerated	Unfounded	Pending
Discourteous or Unprofessional Conduct	1	1	2	0	1	0	1
Unauthorized Possession of, Loss of, or Damage to Property	1	1	2	1	0	0	1
Unsatisfactory Work Performance	1	5	6	5	0	0	1
Failure to report to Assignment, perform duties	0	2	2	1	0	0	1
Vandalism of City Property	0	1	1	0	0	1	0
Conduct Unbecoming of an Officer	1	0	1	1	0	0	0
Unsafe driving, Pursuit	0	2	2	1			1
Assault	0	1	1	0	1	0	0
OIS	0	1	1	0	0	0	1
Totals	4	14	18	9	2	1	6

There were four (4) personnel complaints filed with the Tustin Police Department. All four (4) complaints were investigated as Administrative Investigations. One (1) complaint was exonerated and three (3) 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.

A total of thirty-five (35) PEWS notifications were generated in 2023. The Professional Standards Division and the Area Commanders thoroughly examined each one and determined that none of the PEWS needed an intervention plan. There were no training or disciplinary issues discovered.

Employee Grievances Reporting & Analysis

There were zero (0) employee grievances filed in 2023.

Employee Commendations

During 2023, there were forty-one (41) commendations written, acknowledging a total of eighty-two (82) employees.

Paid Administrative Leave

Four (4) employees were placed on paid administrative leave in 2023 pending adjudication of administrative investigations. As a result of the formal investigations, two (2) employees were customarily placed on administrative leave due to the gravity of the investigation. One (1) employee was terminated. One (1) investigation has not been completed and the employee remains on administrative leave.

Personnel Reporting

During 2023, the Professional Standards Division focused on filling sworn and civilian vacancies. By year's end, the division hired four (4) new sworn employees, twelve (12) new police recruits, and twelve (12) new civilian employees. Below is a detailed listing of newly hired employees for 2023:

- Administrative Assistant: 1
- Behavioral Health Manager: 1
- Crime Analyst: 1
- Master Reserve Officer: 2
- Police Cadet: 4
- Police Communications Officer I: 2
- Police Officer: 2
- Police Records Specialist: 1
- Police Recruit: 12
- Police Services Officer I: 1
- Temporary Employee: 1

The following list summarizes 2023 position changes of employees who were hired, promoted internally, demoted, resigned, or terminated.

POSITION	# OF EMPLOYEES IMPACTED	REASON FOR CHANGE	VACANT POSITIONS END OF 2023
Administrative Assistant	1	1 hired	0
Behavioral Health Mgr.	1	1 hired	0
Crime Analyst	3	1 hired 1 promoted 1 resigned	0
Master Reserve Officer	2	2 hired	0
Police Cadet	5	4 hired 1 resigned	0
Police Communications Officer I	4	2 hired 1 resigned 1 terminated	2
Police Officer	19	2 hired 8 resigned 8 promoted 1 terminated	4
Police Records Specialist	2	1 hired 1 resigned	2
Police Recruit	15	12 hired 1 promoted 2 resigned	See Police Officer
Police Services Officer I	6	1 hired 2 promoted 2 resigned 1 terminated	3
Police Services Officer II	7	4 promoted 2 resigned 1 terminated	0
Temporary Employee	2	1 hired 1 resigned	0
Management Assistant	1	1 promoted	0
Captain	1	1 promoted	0
Police Communications Lead	1	1 promoted	0
Police Lieutenant	1	1 promoted	0
Police Sergeant	4	3 promoted 1 resigned	0
Police Support Services Supervisor	1	1 promoted	0
Detention Officer	1	1 promoted	0
Management Analyst I	1	1 resigned	1
Parking Control Officer	2	2 resigned	0
Police Communications Officer II	1	1 resigned	0
Police Records Lead	1	1 resigned	2
Police Officer	1	1 resigned	0

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 2023:

	White (non-Hispanic)		African American (non-Hispanic)		Hispanic-Latino (any race)		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
Sworn Personnel								
Tested	5	0	0	0	6	1	3	1
Eligible After Testing	5	0	0	0	6	1	3	1
Promoted	4	0	0	0	4	1	3	1
Civilian Personnel								
Tested	2	3	0	0	2	0	0	1
Eligible After Testing	2	3	0	0	2	0	0	1
Promoted	2	1	0	0	2	0	0	0

Full-Time Sworn Police Officer Recruitment Plan Evaluation

Based on the police department's needs and city budget considerations, the Professional Standards Division, in conjunction with the Human Resources Department, conducted ten (10) police officer recruitments during 2023. Human Resources left these recruitments open during 2023. Once enough applications were on file, the Professional Standards Division 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. The Professional Standards Division also posted job announcements on the department's social media outlets and other employment recruitment sites. The Tustin Police Department's social media team produced and launched a new recruitment video.

In 2023, members of the recruitment team took a proactive approach to recruiting qualified candidates by attending the following recruitment events:

- California State University, Long Beach
- Golden West College Dispatch Course

The following charts depict the applicant pool created by NEOGOV during all sworn recruitments for 2023:

APPLICANTS BY GENDER		
Female	Male	Unknown / Juvenile
69	506	10

APPLICANTS BY AGE GROUP			
Under 18	Ages 18-39	Over 40	Unknown
4	535	43	3

APPLICANTS BY ETHNICITY							
White	African American	Hispanic	Asian	American Indian/ Alaskan Native	Hawaiian /Pacific Islander	Multi-Racial	* Unknown
158	34	264	75	4	6	39	5

**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: 188
 Passed: 100
 No show or withdrew from the process: 83
 Failed: 5

Interviewed (Sworn)

Invited to interview: 100
 Failed: 48
 Passed (placed on eligibility list): 52
 No show or withdrew from the process: 0

Backgrounds

Sixty-six (66) applicants were placed into the background investigation process in 2023. Of those, nineteen (19) were hired, eighteen (18) were non-selected, eleven (11) failed backgrounds, eleven (11) withdrew from the background process, and seven (7) were still in the process at the end of 2023.

Employees Hired

Twenty-eight (28) new employees were hired in 2023. 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:

- Administrative Assistant: 1 White female
- Behavioral Health Manager: 1 Hispanic female
- Crime Analyst: 1 White female
- Master Reserve Officer: 1 White male and 1 Hispanic male
- Police Cadet: 1 Hispanic male, 1 White female, and 2 Hispanic females

- Police Communications Officer I: 1 White female and 1 Hispanic female
- Police Officer: 1 White male and 1 Multi-race male
- Police Records Specialist: 1 Hispanic male
- Police Recruit: 6 Hispanic males, 3 Hispanic females, 2 White males, and 1 Multi-race male
- Police Services Officer I: 1 Hispanic female
- Temporary Employee: 1 Hispanic male

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 (2) tables below provide a breakdown of sworn officers, police recruits, and civilian employees based on their reported race as of December 31, 2023:

	White (non-Hispanic)		African American (non-Hispanic)		Hispanic-Latino (any race)		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
Sworn Personnel & Police Recruits								
Non-supervisory positions (Police Officer, Reserves, MRO)	33	5	1	0	22	7	9	1
Supervisory (Sergeant)	14	0	1	0	2	0	1	1
Command (Lieutenant)	3	0	0	0	1	0	0	1
Executives (Chief, Captain)	1	0	0	0	0	1	2	0
Subtotal	51	5	2	0	25	8	12	3

	White (non-Hispanic)		African American (non-Hispanic)		Hispanic-Latino (any race)		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
Civilian Personnel								
Non-supervisory positions	6	20	0	0	9	11	2	4
Supervisory	2	2	0	0	0	0	0	0
Managerial	0	0	0	0	0	1	0	1
Subtotal	8	22	0	0	9	12	2	5
Total Sworn & Civilian	59	27	2	0	34	20	14	8

Training Report

During the 2023 calendar year, the Tustin Police Department received \$27,237.79 in reimbursement from POST for required training. These training funds were returned to the City General Fund for future training classes and educational opportunities for all sworn and civilian personnel.

2023 was the beginning of the POST two-year training cycle. Additionally, in the 2023 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	Range
March	Back to Basics/ Gas Mask Fittings/ DA's Office
April	Strategic Communication
May	Range
June	National Incident-Based Reporting System (NIBRS)
September	CPR/ First Aid/ Mental Health/ TASER Update/ Portable Evidential Breath-Alcohol Testing System (PEBT)
October	Rifle Update/ Firearms/ Less Lethal
November	Use of Force/ Arrest and Control (ACT)/ Impact Weapons/ Range

Additionally, individual department members attended formal career development and educational training courses provided by on-site and off-site presenters throughout the year. Twenty-three (23) employees were sent to supervisory and leadership related sessions totaling 1,384 hours, and 115 employees were sent to a variety of other law enforcement-related training sessions totaling 6,784 hours. The total number of formal training hours for 2023 was 8,168.

In 2023, the Tustin Police Department continued with briefing training, where one topic would be discussed during each squad's briefing. The topics have included some of the following:

- Courtroom testifying
- Field Interview/ Step notices
- PEP/ Hobble

- Use of Force Report Writing
- Peer Support
- Restraint Chair

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

Law Enforcement Officers Assaulted or Killed in Tustin

Law Enforcement Officers Assaulted or Killed	2023	2022
Officer Assaulted – No Injury	43	31
Officer Assaulted – Injury	20	26
Officer Killed	0	0
Total	63	57

An analysis revealed that in 2023, sixty-three (63) officers were assaulted: forty-three (43) did not result in injuries to the officers but twenty (20) did result in injuries to the officers. The injuries ranged from scrapes and bruises to torn ligaments and muscles. No officers were killed (murdered).

In 2023, there was a 62% increase in the number of officers assaulted compared to officers assaulted 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.

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 2023	Number of Officer Assaults in 2023
Responding to disturbance calls	14
Handling, transporting, custody of prisoners	3
Attempting other arrests	36
Investigating suspicious persons or circumstances	1
Traffic pursuits and stops	0
Robberies in progress or pursuing robbery suspects	0
Civil disorder (riot, mass disobedience, etc.)	0
Burglaries in progress/pursuing burglary suspects	0
Ambush – no warning	1
Handling persons with mental illness	1
All others	7

Analysis showed that responding to disturbance calls resulted in fourteen (14), or 22%, of all officer assaults. Handling, transporting, or taking custody of prisoners resulted in three (3), or 4.76%, of all officer assaults. Attempting other arrests resulted in thirty-six (36), or 57.14%, of officer assaults. Investigating suspicious persons or circumstances resulted in one (1), or 1.58%, of the officer assaults. Other types of activity not listed in the chart resulted in seven (7), or 11.11%, of the officer assaults.

Time of Day When Officer Assaults Occurred in 2023						
	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	3	1	0	8	14	18
PM	2	7	4	2	4	0

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

Active Threat Review

In 2023, the Tustin Police Department conducted comprehensive training to enhance officer skills and community trust, specifically in response to active shooter incidents. This included training on reasonable use of force, emphasizing de-escalation techniques, crisis negotiations, and quarterly firearms proficiency sessions. By prioritizing these areas, the department aims to ensure officers are well-equipped to handle diverse situations effectively, promoting safety and fostering positive relationships with the community.

Additionally, tactical training was provided to the Special Response Team (SRT), which was consistent with industry standards in active shooter response. SRT also conducted active shooter threat assessments of city-owned facilities and delivered training to respective city employees. Equipment needs were identified and addressed, resulting in the procurement of new communication gear and breaching equipment.

The department maintained its collaboration with the joint Tustin/Irvine Police Department SWAT team, which includes the Crisis Negotiations Team (CNT). CNT negotiators received specialized training in advanced crisis negotiations and managing domestic violence incidents. To bolster intelligence-gathering efforts, the Tustin Police Department continued its collaboration with the FBI Joint Terrorism Task Force (JTTF) and is committed to adding future personnel to the task force. The Tustin Police Department has maintained security clearances of command staff and other key personnel to enhance communication channels with state and federal agencies.

In 2023, multiple units, including the Special Weapons and Tactics Team (SWAT), Special Response Team (SRT), and patrol officers, were mobilized to address tactical situations, surveillances, and planned demonstrations.

Selective Enforcement Activities (Traffic Unit)

The Traffic Unit consists of one (1) sergeant, three (3) motorcycle officers, one (1) police cadet, two (2) part-time parking control officers, one (1) MRO officer, and one (1) police services officer who is a traffic collision investigator.

The goal of the Traffic Unit is to ensure the safety of the public within our jurisdiction through education, enforcement, environmental design, and engineering. This is accomplished by maintaining a positive relationship with the community and its members by utilizing the Community Governance policing model and collaborative partnerships with other city departments, other law enforcement agencies, Tustin Unified School District, non-profit organizations, and the community we serve.

The Traffic Unit is responsible for the management of all traffic and parking-related matters throughout the City of Tustin. This includes the coordination of all traffic plans sponsored by the City of Tustin, such as the Chili Cook-Off, high school graduations, the Fourth of July Fireworks Show, Tiller Days, and the Dino Dash Half Marathon.

The Traffic Unit is involved in a variety of community and regional programs promoting the safety of the public during the course of their daily activities. These programs include the identification and deterrence of aggressive driving, street racing, distracted driving, and traffic safety programs. We work closely with the Office of Traffic Safety through specific grant funding which allows the Traffic Unit to conduct DUI checkpoints and DUI saturation patrols throughout the year. The Traffic Unit participates in the National Walk to School Day, National Distracted Driving Awareness Month, National Click It or Ticket, National Teen Driver Safety Week, National Motorcycle Safety Month, National Bicycle Safety Month, National Child Passenger Safety Week, and California's Pedestrian Safety Month.

In 2023, the Traffic Unit investigated 533 traffic collision reports with 255 of those being injury traffic collision reports. In 2022, the Traffic Unit investigated 571 traffic collision reports with 272 of those being injury traffic collision reports. This was a 6.5% decrease in total traffic collisions over the previous year.

In 2023, the Traffic Unit issued 2,559 traffic citations and 13,073 parking citations. In 2022, the Traffic Unit issued 4,302 traffic citations and 17,128 parking citations. This was a 40.5% reduction in total traffic citations and a 23.5% reduction in total parking citations over the previous year.

Official Traffic Warnings	2023	2022
Warnings issued per year	45	27
Difference from the previous year	66%	-93.92%

TRAFFIC COLLISION STATISTICS	2023	2022	% Change 2023 vs 2022
No Injuries	277	298	-7%
Injuries Involved	255	272	-6%
Fatality	3	1	2%
Total Collisions	533	571	-7%

A review of the traffic collision data revealed a -7% decrease in total traffic collisions during 2023. The majority of cited violations in 2023 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 two years.

TRAFFIC CITATION	2023	2022	% Change 2023 vs 2022
Moving citations	2,559	4,302	-40.5%
Parking citations	13,073	17,128	-23.7%
Total	15,632	21,430	-27%

Comparing 2022 to 2023, moving citations decreased by -40.5% as drivers were monitored and cited for traffic violations. During the 2023 calendar year, the Traffic Unit went from three (3) motor officers to two (2) motor officers. The two remaining motors were tasked with several time-consuming investigations and many collateral duties. The overall focus went from enforcement to dealing with their investigations and assisting with a portion of the traffic leadership responsibilities. All of these factors led to a reduction in traffic enforcement numbers.

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

Moving Violations	2023 Citations	2022 Citations	% Change 2023 vs 2022
Speeding violations	377	554	-32%
Cell phone violations	312	633	-51%
Stop sign violations	257	680	-62%
Driving without a CDL	285	350	-19%

Red light violations	205	307	-33%
Disobey traffic signal violations	145	220	-34%
DUI	91	95	-4%
Bicycle violations	36	64	-44%
Unsafe turn violations	56	107	-48%
Failure to yield to emergency vehicle	7	15	-53%
Left turn / U-turn violations	18	13	38.5%
Pedestrian violations	7	47	-85%
Blocking intersection (gridlock)	2	9	-78%
Jaywalking	0	14	-100%
Total	1,798	3,108	-42.15%

In analyzing the data, speeding violations were the most frequent citations issued in 2023 with a significant decrease of -32% from 2022 as traffic in the city increased in 2023. Speeding violations were 21% of all 2023 moving citations. Cell phone violations were 17.4% of all moving citations. Stop sign violations were 14.3% of all moving violations. Red light violations were cited two hundred five (205) times, which decreased from 2022 by -33%. DUI violations decreased in 2023 by -4% as ninety-one (91) DUI citations were issued in 2023 compared to ninety-five (95) in 2022. Notably, bicycle violations decreased by -44% with thirty-six (36) citations issued in 2023. 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 2023, 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 Tustin students and community members:

- One hundred twenty-five (125) “Think About It” lessons at Tustin elementary schools

- Eighty-three (83) Department meetings (such as the Neighborhood Improvement Task Force and Tustin Effective Apartment Managers
- Seven (7) Neighborhood Watch meetings
- Sixteen (16) Special events (such as Read Across America, Open House, Walk to School, and Santa Cop)
- Thirty-seven (37) “Officer Friendly” presentations

The CROs immerse themselves into creating special and memorable events for the Tustin community to enjoy through their thorough planning and meticulous detail. This is proven year after year, not only by the increased attendance at events but also by the praises received from community members alike who acknowledge the genuine appreciation and dedication their Police Department has for them. These events included Read Across America, Open House, Walk to School, Foothill Regional Hospital visit, and Santa Cop, to name a few. The CROs also partner with Special Olympics of Southern California to bring events such as Tip-A-Cop and Torch Run to the department.

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 also allows for CROs to build positive and trusting relationships with the youth and educators in Tustin. CROs also conduct Neighborhood Watch meetings, which offer awareness and understanding of what is happening in specific areas of the city, and allow CROs to work together with community members to solve any concerns they may bring forward. Additionally, the meetings allow for interaction and serve 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, continues to contribute to the open lines of communication that help the community feel seen, heard, and appreciated.

This is the fifth year the CROs have overseen the Volunteer Program, which currently consists of seven (7) volunteers. In 2023, volunteers worked a total of 1,226.5 hours, providing support within the various units of the police department as well as with special department and city-sponsored events.

The commitment of the CROs for Tustin community members is unwavering. They continue to reach out and connect with the public by using innovative and thoughtful ways to implement programs such as composing monthly newsletters on relevant crime prevention topics for their Neighborhood Watch members. This is the first year the CROs were responsible for planning and hosting the Citizens Academy. Community members were given insight on several departments of the Tustin Police Department, and the many sacrifices our police personnel make, daily. The CROs continued to advance their knowledge in Child Passenger Safety by completing a four-day course on updated teachings and procedures. The CROs have the ability and opportunity to provide free informational car seat inspections and installations to community members. In evaluating the CRO program for 2023, it is evident Community Relations is crucial to the continued success of the Tustin Police Department 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 two 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. One SRO is based at Tustin High School (THS); the second was added to assist with middle schools and elementary schools within the City of Tustin.

The SRO's presence allows for an immediate response to any school campus situations and helps maintain patrol staffing levels. In addition to mentoring and guiding students, the SROs attend 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 2023, the SROs 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 trancies and unexcused absences continue, the SARB case manager will refer the case to the Orange County District Attorney's Office for filing.

For the calendar year, SROs responded to 1,503 calls for service and completed 194 reports involving various Tustin Unified School District (TUSD) campuses. The SROs handled approximately 400 calls for service, completing 180 reports, and 62 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 Tustin Police Department's Community Relations Unit and the SROs hosted several events throughout the year involving several elementary schools, students, and the community.

In March 2023, the Tustin Police Department participated in the "National Read Across America." Sworn officers, civilian employees, and volunteers read their favorite books to young students. This event brought students, school faculty, and the community together.

In October 2023, the Tustin Police Department Community Relations Unit participated in "The National Walk to School Day" at Nelson Elementary School. This event allowed students to walk to school with TUSD employees, Tustin Police Department sworn officers, civilian 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.

Tustin Police Department is proud to partner with the Orange County Gang Reduction and Intervention Partnership (OC GRIP). OC GRIP is a collaborative effort between the Tustin Police Department, the Orange County District Attorney's Office, the Orange County Sheriff's Department, the Orange County Probation Department, and various police departments to prevent minors from joining criminal street gangs.

Throughout the year, OC GRIP provides educational seminars, partnering with local schools to teach parents, students, and educational staff how to deter troubled youth from street gangs. Those participating students who graduated from the program attended batting practice at an Angel's baseball game.

These programs offer increased community engagement and focus on the youth in the community.

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

Bias-Based Policing Review

The Tustin Police Department received zero (0) complaints related to bias-based policing or racial profiling in 2023.

City of Tustin Population Estimate

The California State Department of Finance (DOF) released a 2023 estimated population of 79,558 residents for the City of Tustin, benchmarked to the 2020 Decennial Census. This is a decrease of 138 residents from the 2022 estimate of 79,696 residents. 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. This change may be attributed to the impact of COVID-19 on employment including job losses and the availability of remote work, which would cause workers to relocate elsewhere.

<u>2023 Population (CA Dept of Finance)</u>	<u>2023 Housing Units (CA Dept of Finance)</u>
80,815	28,405

Demographic data (such as race and ethnicity) is collected at the federal government level and published yearly via the American Community Survey (ACS). There is often slight variation between the population totals reported in the ACS as compared to the numbers released by DOF. At the time of writing this report, the most recent demographic and ethnicity data available was from the 2022 American Community Survey. The 2022 ACS estimated population is 78,412 – 1,284 less than the 2022 DOF population estimate. The table below summarizes the 2022 ACS demographic data.

CITY OF TUSTIN POPULATION AND ETHNICITY (ESTIMATED)

Ethnicity / Race	Estimated Population of City of Tustin	Percentage of Overall Population
Hispanic (of any race)	33,471	42.7%
White (Alone, Not Hispanic or Latino)	18,668	23.8%
Asian (Alone)	20,536	26.2%
Black (Alone, Not Hispanic or Latino)	2,889	3.7%
Other	2,848	3.6%
Total	78,412	100%

The following charts depict the field interview (FI) contacts, suspects in crime reports, and the adult and juvenile arrest statistical data for the 2023 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 2023.

2023 FI's, reported crimes, suspects, adult arrests, and juvenile statistics are skewed higher than in 2022 due to the following factors:

- During 2023, the police department transitioned to a new records reporting system which resulted in a decrease in reported FIs.

FI CONTACTS BY ETHNICITY

Ethnicity / Race	2023 FI Contacts	Percentage of 2023 FI's	Percentage of 2023 Population
Hispanic (of any race)	492	42.52%	40%
White	398	34.39%	29.6%
Asian / Pacific Islander	67	5.79%	24.6%
African American	103	8.9%	2.8%
Other	37	3.19%	3%
Unknown	60	5.18%	N/A
Cancelled	N/A*	N/A	N/A
Total FI's Completed	1,157	100%	100%

*Cancelled FI's are no longer counted due to the new Report Management System (RMS).

**COMPARISON OF FI CONTACTS BY ETHNICITY 2023
VS. 2022**

Race	Estimated Population of the City	2023 FI's	2022 FI's	Increase/ Decrease from 2022	Percentage Change from 2022
Hispanic (of any race)	31,367	492	487	+5	+1.02%
White	18,668	398	381	+17	+4.46%
Asian / Pacific Islander	20,536	67	50	+17	+34%
African American	2,889	103	97	+6	+6.18%
Other	2,848	37	33	+4	+12.12%
Unknown	N/A	60	46	+14	+30.43%
Cancelled	N/A	N/A*	N/A*	N/A*	N/A
Total FI's Completed	78,418	1,157	1,094	+63	+5.75%

*Cancelled FI's are no longer counted due to the new Report Management System (RMS).

COMPARISON OF SUSPECTS IN REPORTED CRIMES BY ETHNICITY

Race	Suspects 2023	Percentage of 2023 Total Suspects	Percentage of 2023 Population
Hispanic (of any race)	2077	54.8%	40%
Caucasian	881	23.2%	29.6%
Asian / Pacific Islander	175	4.6%	24.6%
African American	381	10%	2.8%
Other	275	7.3%	3%
Total	3,789	100%	100%

**COMPARISON OF SUSPECTS IN REPORTED CRIMES BY ETHNICITY 2023 VS.
2022**

Race	Estimated Population of the City	2023 Suspects	2022 Suspects	Increase / Decrease from 2022	Percentage of Change from 2022
Hispanic (of any race)	33,471	2077	2429	-352	-14.5%
Caucasian	18,668	881	1218	-337	-27.6%
Asian / Pacific Islander	20,536	175	176	-1	-0.6%
African American	2,889	381	399	-18	-4.5%
Other	2,848	275	278	-3	-1.08%
Total	78,412	3,789	4,500	-711	-15.8%

ADULT ARRESTS BY GENDER AND ETHNICITY

Race	2023 Total Adult Arrests	2023 Male Adult Arrests	2023 Female Adult Arrests	2023 Transgender Adult Arrests	Percentage of 2023 Adult Arrests	Percentage of 2023 Population
Hispanic (of any race)	1102	905	189	8	58%	40%
White	494	355	138	0	26%	29.6%
Asian / Pacific Islander	92	65	27	0	4.8%	24.6%
African American	131	105	26	0	6.8%	2.8%
Other	82	66	16	0	4.3%	3%
Total	1,901	1,496	396	8	99.9%	100%

**COMPARISON OF ADULT ARRESTS BY ETHNICITY
2023 VS. 2022**

Race	Estimated Population of the City	2023 Adult Arrests	2022 Adult Arrests	Increase / Decrease from 2022	Percentage of Change from 2022
Hispanic (of any race)	33,471	1102	1,632	-530	-32.5%
Caucasian	18,668	494	858	-364	-42.42%
Asian / Pacific Islander	20,536	92	101	-9	-9%
African American	2,889	131	193	-62	-32.12%
Other	2,848	82	81	1	1.23%
Total	78,412	1,901	2,865	-964	-33.64%

JUVENILE ARRESTS BY GENDER AND ETHNICITY

Race	2023 Juvenile Arrests	2023 Juve Male	2023 Juve Female	Percentage of Arrests	Percentage of 2023 Population
Hispanic (of any race)	80	62	17	71.4%	40%
White	13	13	0	12%	29.6%
Asian / Pacific Islander	4	4	0	4%	24.6%
African American	6	5	1	3.4%	0.03%
Other	9	6	4	8.03%	0.03%
Total	112	90	22	100.0%	100%

**COMPARISON OF JUVENILE ARRESTS BY ETHNICITY
2023 VS. 2022**

Race	Estimated Population of the City	2023 Juvenile Arrests	2022 Juvenile Arrests	Increase/ Decrease from 2022	Percentage of Change from 2022
Hispanic (of any race)	31,367	80	77	+3	3.9%
Caucasian	23,212	13	10	+3	30%
Asian / Pacific Islander	19,291	4	2	+2	100%
African American	2,196	6	4	+2	50%
Other	2,352	9	3	+6	200%
Total	78,418	112	96	+16	16.67%