

TUSTIN

POLICE DEPARTMENT

EMERGENCY
9-1-1

NON-EMERGENCY ASSISTANCE
(714) 573-3200

FRONT LOBBY HOURS:
MONDAY – SATURDAY
7 A.M. – 6:30 P.M.

34

TUSTIN POLICE DEPARTMENT

300 Centennial Way • Tustin, CA 92780 • www.tustinpd.org

COMMUNICATIONS
(714) 573-3225

INVESTIGATIONS
(714) 573-3240

PROFESSIONAL STANDARDS
DIVISION
(714) 573-3303

PROPERTY & EVIDENCE
(714) 573-3230

RECORDS
(714) 573-3200

TRAFFIC
(714) 573-3218

WATCH COMMANDER
(714) 573-3220

Editor
DAVID KANOTI
Co - Editor
MELISSA LAIRD

Graphic Design
STACY NUNLEY

Printing
J & W PRINTING

Photography
JASON WALLIS
TPD PERSONNEL
BEHIND THE BADGE

2017 & 2018 BIENNIAL REPORT



A Message from the Chief

As Chief of Police for the City of Tustin, I am proud to present the Tustin Police Department's Biennial Report for 2017-2018. I am very excited about the future of the Tustin Police Department. The men and women of the Tustin Police Department have earned a distinguished and noble reputation within the community, and in the law enforcement profession in general. Through their hard work, professionalism, dedication to duty and service, and belief in the Community Governance model of policing, the Tustin Police Department has become part of the fabric of the City of Tustin. As stated in our Vision Statement, "It is our vision to make the City of Tustin and its neighborhoods the most livable and safest in the State of California by incorporating the components of Community Governance into our daily strategies and activities."

Law enforcement has faced significant challenges in the last several years. These challenges have included increased attacks on law enforcement personnel, both physical and verbal, and an increased level of scrutiny by the people we serve. Additionally, the current homeless crisis, the drug epidemic, and the vast mental health issues that plague our communities, have further increased the challenges. Combined with the passage of several bills including Proposition 47 ("The Safe Neighborhoods and Schools Act") and Proposition 57 (Parole for Non-violent Offenders), AB 109 (State Prison Realignment), SB 54 ("Sanctuary State"), and AB 953 (The Racial and Identity Profiling Act), our front line officers have been challenged like never before. While these truths are evident and obvious, these challenges have also served to make the Tustin Police Department stronger. All of our personnel, sworn and civilian, work tirelessly to support the mission of the Tustin Police Department, "...to work in partnership with other city departments, the residential and business community, and other governmental and non-profit agencies to reduce crime, provide a sense of safety and security and improve the quality of life for those who visit, live, and work in the City of Tustin."

The Tustin Police Department has continued its

efforts in supporting community engagement and transparency. As part of that mission, we have continued our efforts at maintaining accreditation with the Commission on Accreditation for Law Enforcement Agencies (CALEA). In July, 2017, the Tustin Police Department was awarded the CALEA Accreditation for the third consecutive time. This accreditation is in effect for 4 years and requires the department to undergo the strenuous process of self-assessments including internal reviews of policy, practices and processes. This is followed by an independent assessment performed by subject matter experts from CALEA. As part of that assessment,



public feedback is sought and reviewed, and internal interviews are conducted of key personnel involved in the delivery of services. The decision to renew accreditation is rendered by a governing body of 21 commissioners following a public hearing and review of all documentation.

We, at the Tustin Police Department, are proud to protect and serve our community. We will strive to always improve and continually meet the emerging challenges that law enforcement encounters on a daily basis. Providing for the safety and exceptional quality of life to all of our residents and visitors is our core mission.

City Council



Dr. Allan Bernstein
Mayor Pro Tem



Letitia Clark
Council Member



Barry W. Cooper
Council Member



Austin Lumbar
Council Member



Charles E. "Chuck" Puckett
Mayor

City of Tustin

Mission / Vision / Values

Mission Statement

The Tustin Police Department is committed to a policing model of Community Governance. To that end, the Mission is to work in partnership with other city departments, the residential and business community, and other governmental and non-profit agencies to reduce crime, provide a sense of safety and security and improve the quality of life for those who visit, live, and work in the City of Tustin.

Vision Statement

It is our vision to make the City of Tustin and its neighborhoods the most livable and safest in the State of California by incorporating the components of Community Governance into our daily strategies and activities.

Values Statement

For the Tustin Police Department to maintain public trust, we must constantly demonstrate that our partnership with the community will be objective and securely rooted in consistently applied ethical principles. As an organization, our principal goals are the preservation and protection of human life, and propose to fairly and impartially carry out the Mission of the Department with **P.R.I.D.E.**

Partnership -We take pride in developing relationships with the people we serve.

Respect -We respect and value the dignity and worth of all persons, recognizing that diversity enriches our community.

Innovation -We will remain an innovative and progressive organization through leadership, education and technology in partnership with the community we serve.

Dedication -We hold an individual's right to constitutional protection sacred and place the highest value on preserving life. We are accountable and responsive to the community that we serve.

Excellence - We will strive for excellence through the effective and efficient use of resources, and promote teamwork and the empowerment of employees at all levels.

Community Policing

The Community Policing Bureau (CPB) is the operational side of the police department, consisting of four divisions: North Area Patrol, South Area Patrol, City Operations and Special Operations. Each division is led by an experienced Lieutenant who embraces the Community Governance philosophy.

The Tustin Police Department's patrol areas are divided between North Area Patrol and South Area Patrol. The I-5 freeway serves as the boundary dividing the two sections of the City. Under the leadership of Lieutenant Manny Arzate, North Area Patrol focuses on addressing issues, problems, and concerns specific to that area while South Area Patrol is the responsibility of Lieutenant Brian Greene. Both Manny and Brian address issues and concerns in their areas by encouraging their assigned personnel to work with the community to develop long-term solutions to on-going issues. Patrol officers are expected to utilize the philosophy of Community Governance on a daily basis to solve problems and to provide the highest level of public safety service for the Tustin community.

The Traffic Unit consists of one Sergeant, four Motorcycle Officers, and one Police Services Officer. The Unit is responsible for all traffic concerns throughout the city. From traffic enforcement to accident investigation as well as parking concerns, the Traffic Unit is omnipresent throughout the entire city. Additionally, the Traffic Unit provides safety education to

the community at various events.

The GRADE Unit is a newly formed unit within the police department. GRADE stands for Gang Reduction and Directed Enforcement and was formed by combining the department's Gang Unit with the Special Enforcement Detail. The GRADE Unit consists of two separate teams each consisting of one Sergeant, one Detective, and four Officers. The GRADE Unit is not subject to responding to general calls for service, but instead is a proactive team tasked with addressing gang-related issues and crime trends as well as significant criminal activities.

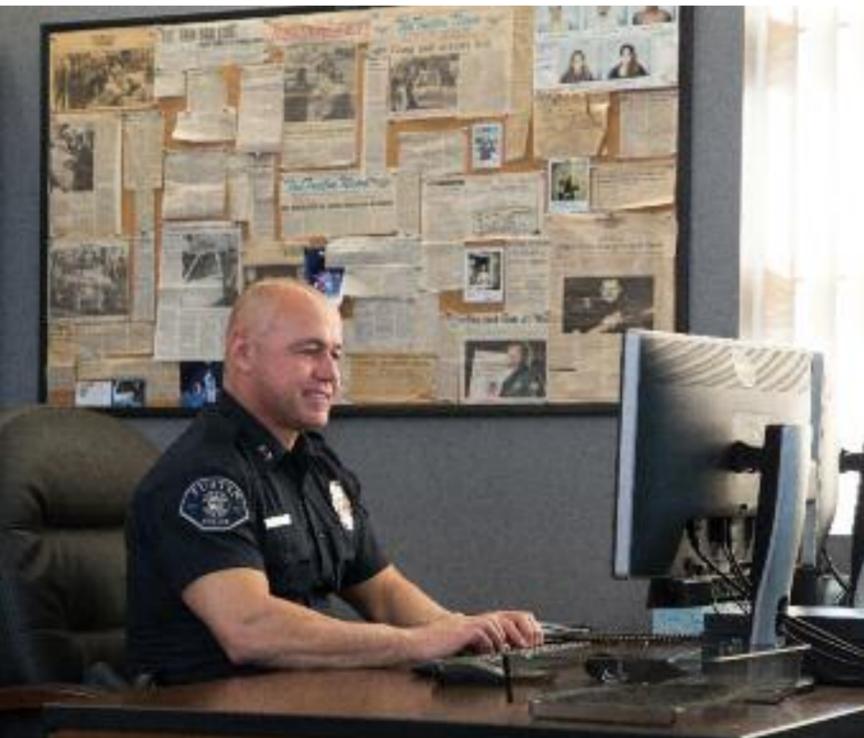
The Canine Unit is part of patrol deployment but they are also utilized for specific issues and events throughout the city. When fully staffed, the canine program will consist of three officers selected as canine handlers and each are teamed with a K-9 partner. Together the handler and the K-9 are often called upon for tactical situations or incidents where the specialized attributes of the dog are needed.

Our SWAT officers work in conjunction with the Irvine Police Department to form the Irvine/Tustin SWAT team. The Tustin Officers assigned to SWAT receive the highest degree of tactical training available. The SWAT assignment is a part-time position and those officers selected for the team are assigned to standard police department duties on a routine basis. The SWAT officers are provided with additional training, both physical and tactical, as part of their SWAT collateral assignment. Although activation of SWAT is not an everyday occurrence, the additional high level of tactical training which the officers receive do end up benefiting the entire department since the SWAT officers are able to pass on tactics and training to our patrol staff.

Special Operations consists of General Investigations and the School Resource Officer. Generally speaking, they provide assistance to patrol through follow-up investigation, tactical support and analysis. In major crimes, the detectives will respond to the scene and assume the investigation. Our School Resource Officer maintains a regular presence at Tustin High School as well as many of our middle schools.

Reduction of the crime rate, particularly Part I Crimes, is one of the main goals of this bureau. Part I Crimes consist of most violent crimes (murder, rape, robbery, and aggravated assault) and some property crimes (burglary, larceny, and auto theft). Through analysis of criminal activity we can track trends and patterns and assign our resources accordingly to help address future criminal activity.

The ultimate goal of the Community Policing Bureau is to make Tustin a safe and enjoyable community for residents, business members and visitors.



Area Commanders



The Community Policing Bureau, Area Command, is comprised of the Patrol Division including the Traffic Unit, K-9 Unit, Homeless Liaison Officer and Community Impact Officers. The Area Command policing model identifies the geographical area, responsibilities and personnel assigned to each respective area. Lieutenant Manny Arzate serves as the North Area Commander and is responsible for policing matters North of the I-5 freeway. Lieutenant Brian Greene serves as the South Area Commander and is responsible for policing matters South of the I-5 freeway. There are currently 12 Sergeants and 45 Police Officers working in a variety of assignments divided between North and South Area Command.

The City of Tustin experienced a 3.0% decrease in Part 1 crime from 2017 through 2018. After reviewing the available data provided by the Crime Analysis Unit, coupled with the

current allocation of resources and emerging policing/crime trends, the personnel assigned to the Patrol Division navigated 2017 and 2018 with direction provided by the following goals:

- *Protect the Community*
- *Engage the Community*
- *Improve Internal Operations*
- *Reduce workplace injuries*

A few key strategies to achieve these goals were identified as follows: Continued CTAPS policing philosophy, added sworn Homeless Liaison Officer, implemented Naloxone program, continued community engagement programs, completed City of Tustin Leadership Development Program and increased focus on tactics.

Crime

The goal of protecting the community was achieved, in part, by reducing the increase of the total number of Part 1 crime from the previous year by 3.0%. The Patrol Division's strategy to address crime continued to be the Crime Traffic and Policing (CTAPS) model. The data-driven policing model creates an effective system to allocate police resources. We have had several successful arrests in 2017 and 2018 based on CTAPS and predictive policing strategies.

The following charts depict the total Part 1 crimes in 2017 compared to 2018. The charts include north, south, and citywide Part 1 crime statistics.

Traffic

The Patrol Division was successful in reducing the total number of traffic accidents by 3.98%. They were also able to reduce the number of injury accidents by 8.41%. Throughout 2018, the Patrol Division continued to use the "Violation of the Month" spotlight, where the traffic Division identified a primary collision factor for the department to focus on to prevent traffic collisions.

There were four (4) fatal traffic collisions in 2018; two (2) of which were DUI alcohol/drugs related. Parking enforcement and the associated citations continued to increase in 2018 by 3% compared to 2017.

CITYWIDE DISPLAY #1



	TO DATE 2017	TO DATE 2018	PERCENT CHANGE
HOMICIDE	3	0	-100.0%
RAPE	8	13	62.5%
ROBBERY	46	47	2.2%
AGGRAVATED ASSAULT	54	42	-22.2%
DV AGG ASSAULT	14	16	14.3%
COMMERCIAL BURGLARY	151	94	-37.7%
RESIDENTIAL BURGLARY	159	139	-12.6%
THEFT FROM VEH/PARTS	760	740	-2.6%
LARCENY	696	767	10.2%
ARSON	8	4	-50.0%
AUTO THEFT	173	148	-14.5%
TOTAL	2,072	2,010	-3.0%



Area Commanders (continued)

NORTH DISPLAY #2



	TO DATE 2017	TO DATE 2018	PERCENT CHANGE
HOMICIDE	0	0	0.0%
RAPE	3	5	66.7%
ROBBERY	25	27	8.0%
AGGRAVATED ASSAULT	20	17	-15.0%
DV AGG ASSAULT	9	9	0.0%
COMMERCIAL BURGLARY	78	53	-32.1%
RESIDENTIAL BURGLARY	74	70	-5.4%
THEFT FROM VEH/PARTS	347	340	-2.0%
LARCENY	389	463	19.0%
ARSON	5	3	-40.0%
AUTO THEFT	49	47	-4.1%
TOTAL	999	1,034	3.5%

SOUTH DISPLAY #3



	TO DATE 2017	TO DATE 2018	PERCENT CHANGE
HOMICIDE	3	0	-100.0%
RAPE	5	8	60.0%
ROBBERY	21	20	-4.8%
AGGRAVATED ASSAULT	34	25	-26.5%
DV AGG ASSAULT	5	7	40.0%
COMMERCIAL BURGLARY	73	41	-43.8%
RESIDENTIAL BURGLARY	85	69	-18.8%
THEFT FROM VEH/PARTS	413	400	-3.1%
LARCENY	307	304	-1.0%
ARSON	3	1	-66.7%
AUTO THEFT	124	101	-18.5%
TOTAL	1,073	976	-9.0%



Traffic Unit

<i>Citations</i> 	TO DATE 2017	TO DATE 2018	PERCENT CHANGE
TOTAL CITATIONS (INCLUDES PARKING CITES)	18,816	19,132	1.68%
PARKING CITATIONS	14,427	14,949	3.62%
HAZARDOUS CITATIONS	3,696	3,224	-12.77%
NON-HAZARDOUS CITATIONS	693	959	38.38%
SEAT BELT CITATIONS	113	89	-21.24%
FAILURE TO YIELD CITATIONS	83	74	-10.84%
SPEEDING CITATIONS	925	456	-50.70%
CELL PHONE VIOLATIONS	1785	1538	-13.84%
DUI ARRESTS	149	130	-12.75%
ENFORCEMENT INDEX	11.5	11	-4.35%
TUSTIN ENFORCEMENT INDEX	14.2	14.8	4.23%

The Traffic Unit consists of one Sergeant, four Motorcycle Officers, one Master Reserve Officer, one Police Cadet, two part-time Parking Control Officers and one Police Services Officers 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 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, law enforcement agencies, Tustin Unified School District, non-profit organizations and the citizens 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 special events sponsored by the City of Tustin, such

as the Chili Cook-Off, high school graduations, the Fourth of July Fireworks Show, Tiller Days, the Dino Dash Half Marathon and the Hangar 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, distracted driving, the national "Click it or Ticket" campaign, the county-wide "Avoid the 38" campaign, car seat education and traffic safety programs such as the "Every 15 Minutes" event with Tustin High School. We work closely with the Office of Traffic Safety (OTS) through specific grant funding which allows the Traffic Unit to conduct DUI checkpoints and DUI saturation patrols throughout the year.

Over the last two years the Traffic Unit investigated 1,378 traffic collision reports, seven of which unfortunately involved fatalities. During the same time period, the Traffic Unit issued 8,572 traffic citations and 29,376 parking citations.



<i>Accidents</i> 	TO DATE 2017	TO DATE 2018	PERCENT CHANGE
TOTAL ACCIDENTS	684	657	-3.95%
INJURY ACCIDENTS	321	294	-8.41%
PERSONS INJURED	455	426	-6.37%
FATAL ACCIDENTS	3	4	33.33%
PERSONS KILLED	3	5	66.67%
HIT & RUN ACCIDENTS	112	142	26.79%
DUI ACCIDENTS	63	68	7.94%
INJURY ACCIDENTS - BICYCLE	29	24	-17.24%
INJURY ACCIDENTS - PEDESTRIAN	25	31	24.00%

Special Operations Division

SPECIAL OPERATIONS TASKS

- Follow-up on all cases with workable leads;
- Investigate incidents dealing with vice, narcotics, gangs, and white-collar crimes;
- Follow-up on unsolved homicide cases, and “cold” DNA hits in sexual assault, burglary, and vehicle theft cases;
- Respond to community needs concerning juveniles, including using juvenile diversion programs and maintaining a School Resource Officer program;
- Coordinate community special event plans;
- Respond to barricaded suspects/hostage situations;
- Respond to threats of armed suicide;
- Conduct high-risk warrant services;
- Provide crime suppression through specific crime analysis;
- Gather intelligence on gangs that claim geographical areas within the city;
- Provide personnel to the Orange County Regional Narcotics Suppression Program (RNSP), and the Orange County Auto Theft Task Force (OCATT).



The Special Operations Division is comprised of three specialized units with unique responsibilities ranging from criminal investigations to proactive, street-level enforcement duties. Units assigned to the Special

Operations Division include the General Investigations Unit, the GRADE Unit, and the Irvine/Tustin SWAT Team.

The General Investigations Unit is the largest unit in the Division, and is divided into the Major Crimes Team and Property

Crimes Team. These two teams are responsible for conducting comprehensive follow-up investigations for the majority of crimes that are reported to the Tustin Police Department. Detectives assigned to this unit are on-call 24 hours a day to

respond to crime scenes throughout the city. The Detectives from the General Investigations Unit are supported by Police Services Officers and civilian personnel from the Crime Analysis Unit who utilize state-of-the-art technology to analyze crime patterns.

GRADE Unit



The Gang Reduction and Directed Enforcement Unit (GRADE) consists of four officers, two detectives, two Sergeants, and a member of the Orange County Probation Department, and was formed on February 19, 2018. GRADE is a combination of the department's former Special Enforcement Detail (SED) and Gang Unit.

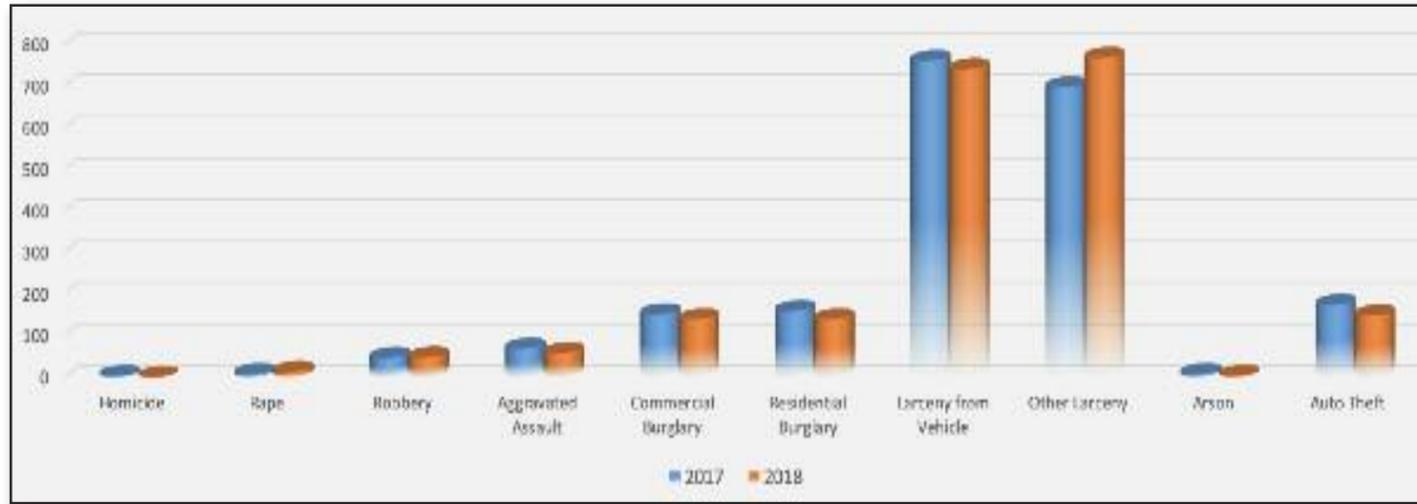
The GRADE Unit's focus is suppressing gang activity,

narcotics, VICE, and addressing identified CTAPS priorities with self-initiated and proactive problem solving enforcement through a combination of high visibility uniformed patrols and plainclothes surveillance.

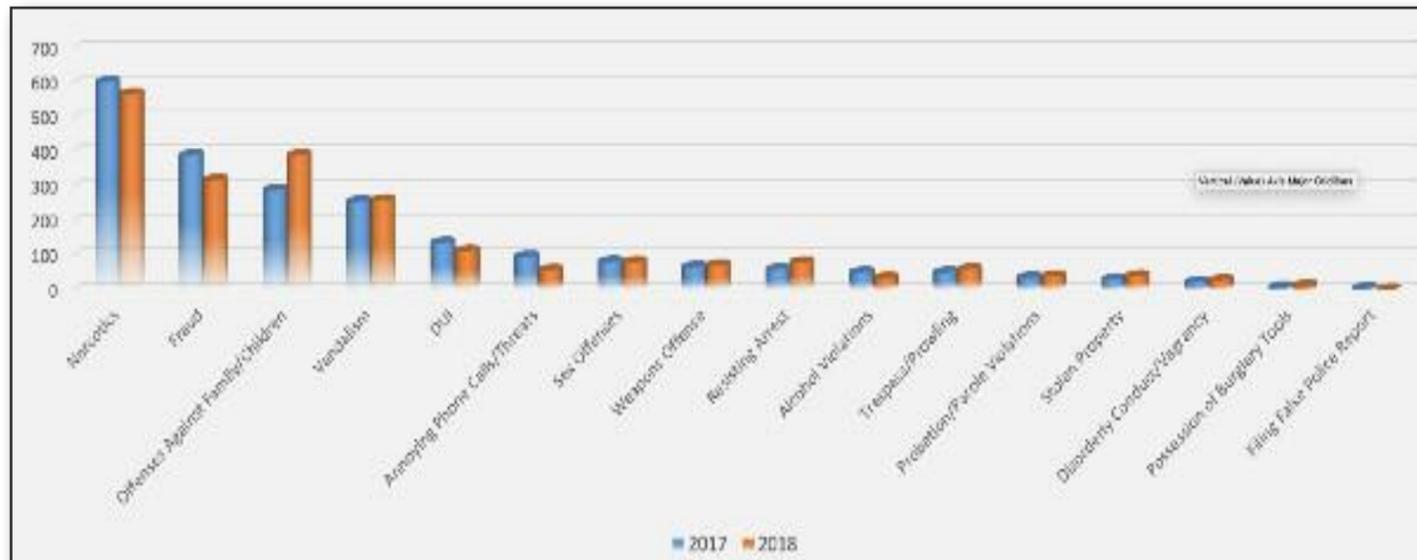
The Unit is also part of the Tri-Agency Resource Gang Enforcement Team (TARGET) which collaborates with other members of the Orange County District Attorney's Office and Orange County Probation Department.

Statistics 2017-2018

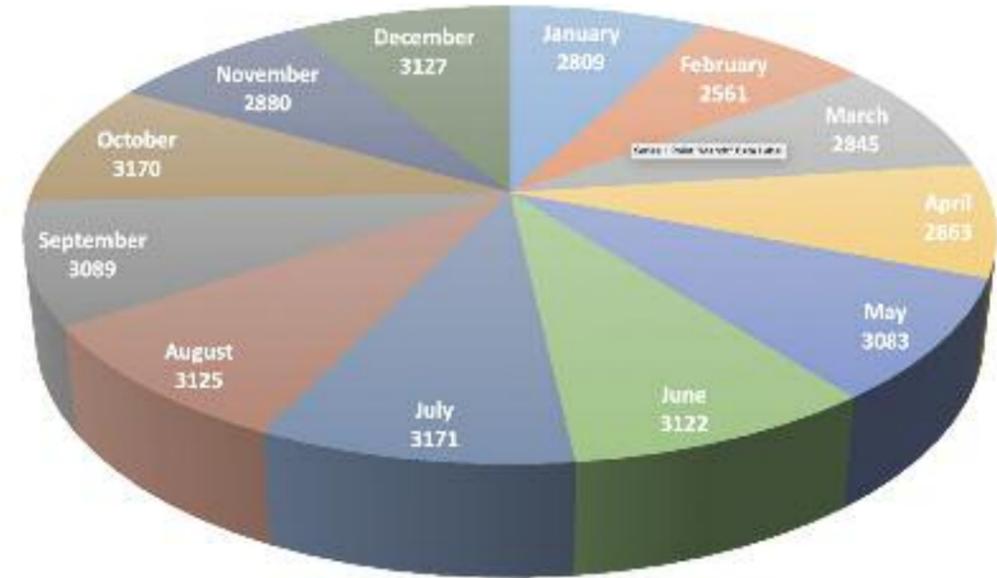
2017-2018 PART I CRIME



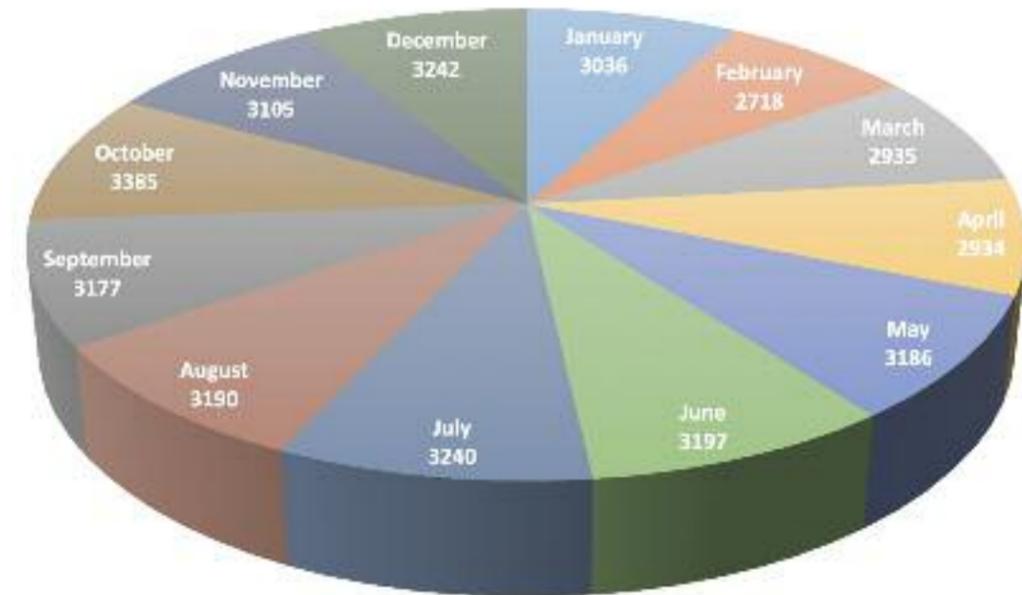
2017-2018 PART II CRIME



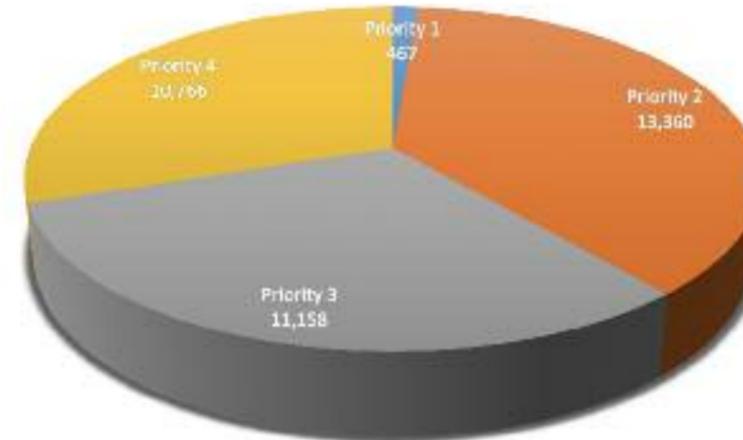
2017 CALLS FOR SERVICE



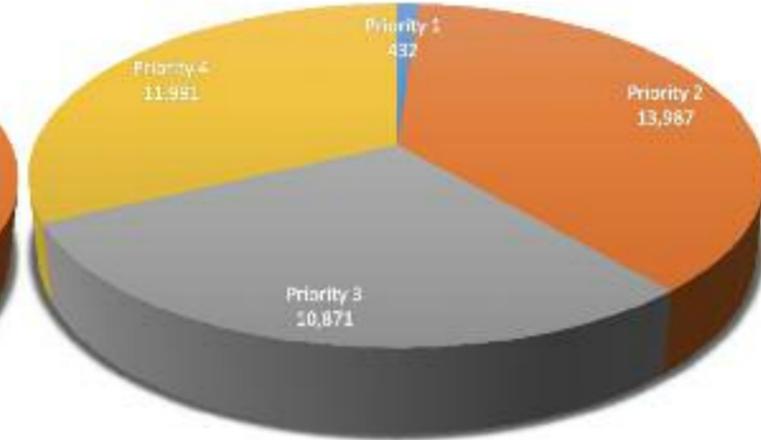
2018 CALLS FOR SERVICE



2017 CALL FOR SERVICE PRIORITY



2018 CALL FOR SERVICE PRIORITY



City of Tustin

Technology



Technology has become increasingly important to modern era policing. In a rapidly changing and complex technological landscape, police agencies and leaders have turned to technology to identify, assess, and evaluate new ways to improve effectiveness and efficiency. With new technology comes additional responsibilities such as training, maintenance and program management. In 2015, the leadership of the Tustin Police Department created an Administrative Lieutenant position to coordinate IT projects. Lieutenant Ryan Coe works under the direction of the Deputy Chief and also serves as the police department's liaison with the IT department.

Over the last two years we have achieved many of our goals as it relates to technology. We successfully revamped our entire website to be more user friendly, created a link to file a compliment or concern about an employee, and enhanced our recruitment and employment opportunities for our organization.

In Spring of 2017, we successfully implemented our body worn camera program which integrates directly with our new in-car camera system and mobile data computers. The program has been highly successful in increasing accountability, enhancing our training, and approbation of our officer's great work.

Currently, we are in the process of selecting a new Computer-Aided Dispatch (CAD) and Records Management System (RMS) company. This large scale project encompasses the technological work of Dispatchers, Records Specialists, Property and Evidence Specialists, Police Officers, Detectives, and Management Personnel. The goal of this project is to update our 20-year old system with a single solution that integrates all aspects of our organization into one user friendly database to improve efficiencies, effectiveness and communication. This project is expected to begin implementation in Summer of 2019.

CALEA



The Commission on Accreditation for Law Enforcement Agencies (CALEA) is a credentialing authority created in 1979 for police agencies, communication centers, school campus police, and police academy training centers. CALEA establishes a body of professional standards for agencies to comply with that are based upon proven, internationally recognized best practices and procedures for law enforcement. The Tustin Police Department participates in the Advanced Law Enforcement Accreditation Program and is currently required to comply with 460 standards. Some requirements include developing and maintaining a comprehensive set of policy and procedures, providing accountability both within the agency and to the community, and preparing reports and analyses to ensure decisions made are informed and fact-based.

April 2017 marked the conclusion of our three-year CALEA reaccreditation review. At the conclusion of our accreditation cycle, two assessors, a Chief of Police from Georgia and a retired Accreditation Manager from Texas, were brought in to conduct an independent on-site review of our policies, practices, and procedures. The assessors spent four days reviewing documentation and verifying compliance of all standards and also conducted unit interviews and in-field ride-alongs. The assessors found department members to be professional, supportive, and positive and deemed the agency files to be

organized with a sufficient amount of documentation to support compliance with applicable standards. As such, in November 2017, the department received our third award for CALEA Advanced Law Enforcement Accreditation, 5th Edition Standards Manual.

In 2018, the department transitioned to the 6th Edition Standards Manual for CALEA Accreditation. The 6th Edition includes updated program standards and provides for a four-year reaccreditation process with yearly web-based examinations of 25% of the total standards, in addition to quadrennial on-site assessments with ride-alongs and unit interviews. In September 2018, a CALEA Compliance Service Member conducted our Year 1 Remote Web-based Assessment. The assessment included review of 115 specific time-sensitive issues, as well as standards applicable to our size and function. In addition, the web-based assessment included examination of empirical data, such as calls for service, agency demographics, use of force, and traffic warnings & citations.

CALEA accreditation is a continual review process which helps facilitate the department's pursuit of professional excellence, positive community relationships, and transparency. Our current four-year accreditation cycle includes Remote Web-based Assessments in 2019 and 2020, followed by an independent on-site assessment in 2021.

Professional Standards Division

The Professional Standards Division (PSD) provides a variety of services to the Police Department and the community. Currently, the Professional Standards Division is staffed by one Lieutenant, two Sergeants, one Police Officer, one Master Reserve Officer, two full-time Police Services Officers, a Police Records Specialist, and a Cadet.

PSD is responsible for the recruitment, pre-employment testing, hiring, and training of department personnel. During the years 2017 – 2018, PSD processed hundreds of applicants for positions throughout the agency. The high standards required for law enforcement positions, coupled with in-depth background investigations and a rigorous testing process, makes hiring personnel a time intensive endeavor. As a result of the recruitment and hiring process over the past two years, we were able to bring more than 50 new members to the Police Department.

We have conducted hundreds of hours of internal training covering a myriad of topics, including Mental Health, Active Shooter, First-Aid/CPR, Emergency Driving, Elder Abuse, Domestic Violence, Arrest and Control, and Tactical Communications. Internal training is further enhanced by monthly training videos from the Orange County District Attorney's Office along with both internal and external training bulletins. PSD has also been responsible for coordinating outside training in areas of Advanced Officer Training, Supervision, Management, and Leadership for both sworn and civilian personnel.

PSD is responsible for conducting and tracking complaints of misconduct and during the last two years, the Police Department conducted several Administrative Investigations. These Administrative Investigations were the result of both citizen and internally generated complaints. It is the goal of the Police Department to investigate all allegations of misconduct in order to hold ourselves accountable to the community.

The department Press Information Officer (PIO) also operates out of PSD, and the PIO is responsible for coordinating with various media outlets. The PIO is also an important part of the department's social media presence, which is used to communicate with the press and community alike.

Many of the duties in PSD include reaching out directly to the community, and our Police Services Officers serve as the Community Relations Unit. The Community Relations Unit forms the backbone of many community outreach and educational programs. Our Police Services Officers oversee programs such as Neighborhood Watch, the Annual Open House, National Night Out, Walk to School, and the "Think About It" program, which is presented at local elementary schools in partnership with TUSD. In addition to these programs, the Community Relations Unit is also very active in the Neighborhood Improvement Task Force and is a key



component in improving quality of life issues citywide.

The Professional Standards Division also houses the Emergency Management Coordinator. This position is responsible for coordinating all emergency planning and training. The Emergency Manager also oversees the department's Community Emergency Response Team (CERT). Twice a year the Emergency Management Coordinator recruits members of the community to participate in CERT training, and those who complete the training are then recognized as members of the Tustin CERT Team.

The Cadet program, also under the oversight of PSD, provides the opportunity for full-time college students to gain part-time employment in the field of law enforcement. Our Cadets have a desire to pursue a career in law enforcement and this opportunity provides them "hands on" experience throughout the agency.

PSD is also responsible for the department's auxiliary programs, such as the Explorer Post and the Chaplains Program. The Explorer Post allows young members of the community to become involved with the Police Department.

Explorers attend regular meetings, participate in ride-a-longs with Police Officers, and frequently provide assistance with special events, such as The Chili Cook Off, Tiller Days, and a variety of other community events. Our five Chaplains provide spiritual support and counseling to department employees and to the community in times of need. On 15 occasions over the past two years, our Chaplains have been called out to assist with a variety of scenarios. These call-outs are generally related to tragic incidents and the training, insight and expertise of the chaplains is invaluable.

IN REMEMBRANCE Del Pickney



As you have read, the Tustin Police Department attained many outstanding accomplishments over the last two years. However, we also experienced a devastating blow to our Tustin Family with the loss of Sergeant Del Pickney on February 22, 2018.

Delbert "Del" Glen Pickney was born in Garden Grove, California in 1966 to Delbert and Sammie Pickney. Del went on to attend and graduate from Westminster High School in 1984. On February 5, 1985 Del enlisted in the United States Marine Corps where he served as a 7322-Air Traffic Controller from 1985-1988. Del

was honorably discharged in May of 1988.

Later that year, Del was sworn in as an officer with the Tustin Police Department where he served for the next 29 years. Del quickly became a respected leader within the Department as he spent a total of 17 years within the Field Training Officer program serving as both a training officer and the program coordinator. Del's service to our community also included time in the Special Investigations Unit and a key contributor to the agency's Social Media Team.

Del's vision and creativity sparked a community outreach movement which he titled the "Adopt-A-Complex" program. The program joined officers with apartment managers and together, they worked to address concerns within the apartment community. The program blossomed into a highly

successful partnership which includes over 100 apartment communities.

In 2005, along with best friend Jeff Blair, Del joined the softball and law enforcement communities into what is now known as PoliceSoftball.com. Del, together with Jeff, became the driving force that launched the most successful police softball organization in the nation. PoliceSoftball.com draws well over 100 law enforcement agencies annually from around the world to compete in the Police Softball World Series.

Del had a huge heart and strong capacity to love. Del was married to his wife Michele in March of 1996 and truly soaked up 21 years of marriage together. Del and Michele were blessed with two wonderful daughters, Ryan and Rachel. Del's commitment to his family and friends was evident by the

sincerity of his heart for them.

Anyone who knew Del might be quick to tell you of pre-conceived intimidation which quickly broke forth to gentleness and sincerity. Whether pouring himself into his passion for organizing a police softball event, collecting his latest passion pieces from sports memorabilia to the most desirable watches around the police station, to engaging in thought-provoking conversations just for the thrill of the reaction, Del left a far reaching impact on all who had the pleasure of knowing him.

Del was a servant for God, a man who put other's needs before his own. To experience Del in those moments was a privilege and a glimpse into the officer we all aspire to be. Although missed dearly, Del's memory is with us always.

Community Engagement Programs



The Tustin Police Department is committed to our relationship with the community. We strive to build and maintain trust which creates lasting partnerships with the citizens of Tustin. Through events and programs like Turkey Cup Soccer, Run with a Cop, Coffee with the Cops, Town Hall meetings and more, we hope to further the common goals of a safer, more enriched community in Tustin.

For the 2017/2018 school year, the Tustin Police Department focused community engagement efforts in southwest Tustin. Tustin Police Officers along with students from Heideman Elementary School, kicked off the First Annual Fall Turkey Cup. The Turkey Cup program not only promotes health and wellness, but a positive relationship between youth and law enforcement. This year we ran a six-week program in partnership with a local non-profit organization titled Pure Game.

The Turkey Cup program was embraced by members of the Tustin Police Department, who volunteered to not only teach the students, but coach them in playing soccer. The program ran immediately after school dismissal, twice a week, from October 16, 2018 to the finale on November 21, 2018. Involved TPD personnel divided the group based on age and ability. Tustin Police Department personnel led the children in stretches, calisthenics, and the fundamentals of soccer. The purpose of the program was to build a positive relationship between the community and law enforcement.

Tustin Police personnel used this time with the students to encourage being a good citizen and respecting their community. Over the course of the program relationships were built with the students and progress was made both behaviorally and physically. Sustaining a program such as this takes the work of many dedicated professionals. This year the program served nearly 100 soccer players/students.

At the end of the five weeks of practice a final tournament was organized which was held the day before Thanksgiving. Each team represented a country. Teams played 13 five minute games. The two teams with the most wins played in the final. Two more game balls were given at the end of the tournament. All children received a trophy for their participation. Pure Game, our co-sponsor, brought US Olympic Champion and World Cup Soccer Winner, Joy Fawcett, to the event to speak to the kids. Officer Mitchell and Kingsley performed a K9 demonstration, and the Heideman PTA sold hotdogs and popsicles at the event. A donor donated funds so all participants and volunteers each got a hotdog and popsicle for free.

Another youth-based program the Community Outreach program participated in was "Run with a Cop" which also involved students from Heideman Elementary. The Run with a Cop program was embraced by members of the



Tustin Police Department who volunteered to not only run with the students, but coach them to improve their overall level of fitness. The program ran immediately after school dismissal, twice a week, from December 18, 2017 to March 2, 2018. Involved TPD personnel conducted time trials and divided the group based on age and ability. TPD personnel then ran with the students, facilitated running technique training, speed and agility work and obstacle course relays.

The program concluded with the Run with a Cop Final Celebration on March 2, 2018, at Heideman Elementary School. At this large, carnival-like event, running club members ran a mile before receiving a medal and healthy snack bag. After the race, running club members, and community members enjoyed carnival games, vendors, and several free community resources, including free eye exams, free haircuts, and more.

On March 3, 2018, 35 of our runners participated in the Tustin Hangar 5k. Transportation was provided by the Boys and Girls Club. The children were divided into groups based on ability and were escorted through the course by volunteers.

In addition to crime suppression activities and traffic enforcement, members of the Community Outreach program spearheaded several community programs which continued to be extremely successful. On December 4, 2018, Tustin PD participated in Coffee with A Cop at the Tustin Family and Youth Center. The mission of the Coffee with the Cop program is to break down the barriers between police officers and the citizens we serve. It creates a relaxed, neutral atmosphere and allows residents to sit down with police officers that patrol their community and give the community members the ability to discuss concerns most important to them.

The Tustin Police Department participated in a Town Hall meeting at Heideman Elementary School in December of 2018. The Town Hall meeting, which discussed concerns of SB54 legislation, allowed the neighborhood/community to take an active interest in protecting their neighborhood. This allowed for an open exchange of information and provided the opportunity for both police and parents to freely express varying perspectives. At the conclusion of the Town Hall meeting, the officers, residents and parents walked away with a better understanding of each other and the mission of the Tustin Police Department.

The Area Commanders are committed to the new challenges and opportunities 2019 will present. We will continue to focus on community needs such as reducing crime, traffic concerns and quality of life issues. Through innovative policing strategies, predictive analytics, and partnerships with the community we are dedicated to preserving the safety of our community.



Administrative Services Division



The Administrative Services Bureau is managed by a Civilian Commander and is comprised of two divisions: Field Support Division and Operations Support Division. Each division is commanded by a Civilian Manager. There are four separate units operating within those divisions providing much needed support for the Community Policing Bureau. Four Supervisors lead each Unit and provide necessary support for 24/7 operations. These units are comprised of the Communications Unit, Police Services Officers Unit, Records Unit, and Property & Evidence/Fleet Unit. The men and women of this bureau provide outstanding service to not only the rest of the department but to the community as a whole.

Communications Unit

The Communications Unit is staffed by professional civilian personnel 24 hours a day, 7 days a week, 365 days a year and provides emergency services to citizens and businesses of Tustin. The Unit is staffed by 12 full-time and 3 part-time Communications Officers who handle both emergency and non-emergency calls for service.

The Communications Officer must assess the urgency and nature of an incoming call, and then prioritize and coordinate the response of officers and other emergency personnel. Communications Officers check a number of local, state, and national computer databases and provide responding officers with pertinent and available information to ensure first



responders are prepared for every situation. The Unit must complete all steps accurately and in a timely manner to preserve life and property.

In 2017, the Communications Unit received 98,498 calls and of those calls, 21,856 were 9-1-1 calls. In 2018, calls decreased slightly overall and the Communications Unit received 97,723 calls; 21,772 were 9-1-1 calls. Calls for service year-to-date are up 4.2% from a total of 35,845 in 2017 to 37,346 in 2018.

The dedicated professionals in the Communication Unit surpass the State Standard of answering 90% of all 9-1-1 calls within 10 seconds. Furthermore, the Unit consistently answers 97% of all 9-1-1 calls within 10 seconds. Tustin is a primary public-safety answering point and, therefore, receives all 9-1-1 calls in the area for police, fire, and medical services. The Unit then coordinates with the Orange County Fire Authority to provide fire and medical response for the City of Tustin.

2017 COMMUNICATIONS

98,498 calls received
21,856 were 9-1-1

2018 COMMUNICATIONS

97,723 calls received
21,772 were 9-1-1

97% of all 9-1-1 calls
are answered within 10 seconds



Administrative Services Division (continued)



Records Unit

The Records Unit is comprised of nine Police Records Specialists, two Records Leads, one Cadet, and overseen by a Records Supervisor, who together successfully perform all the police-related records management duties. The Unit is staffed 24 hours a day, 7 days a week, with staff members working 12.5 hour shifts, and plays a vital role in the successful operation of the agency.

The Records Unit is in charge of processing and retaining police reports, court packages, citations, field interview cards, pawn slips, discovery for criminal proceedings, and fax requests. In addition, members of the unit also help with answering phones, fingerprinting, and assist the front counter when needed. Staff members provide records-related support to both sworn and civilian personnel, as well as the citizens of Tustin.

In addition to its daily duties, the Records Unit is responsible for responding to California Public Records Act requests, Subpoena for Records, maintaining a centralized record keeping system, processing requests for release of reports, and compiling Uniform Crime Reporting statistics for the Department of Justice.

The Records Unit arduously works year-round to ensure the quality of records and entry of data, functions crucial to assisting Tustin Police personnel in various capacities.

2017 RECORDS

7,772 reports
2,369 court packages
5,480 citations
1,222 field interview cards
3,701 requests for records

2018 RECORDS

8,239 reports
2,587 court packages
5,197 citations
1,620 field interview cards
3,529 requests for records



Property & Evidence Unit

The Property & Evidence Unit is staffed by a Supervisor, two full-time Property & Evidence Specialists, a part-time P&E Specialist and a part-time Cadet. Our staff is highly trained to maintain control of and preserve the chain of custody for all items booked into the unit. All laws and procedures are followed to ensure the integrity of the evidence should it be presented in court.

The Supervisor and P&E Specialists are members of the California Association for Property and Evidence (CAPE), which provides quarterly training and serves as a forum for Property & Evidence personnel from Orange County agencies to discuss and research current property trends and applicable laws.

In 2018, the Unit booked over 7,000 pieces of property and purged over 10,000 items from adjudicated cases. Additionally, the Unit is responsible for ordering uniforms, equipment, office supplies, forms, and police and service vehicles for the entire department.

The Property & Evidence Supervisor oversees the Fleet Unit, consisting of a Fleet Coordinator and part-time volunteer, who work in conjunction with personnel from the Public Works Department to ensure the safe and efficient operation of all police vehicles. The Fleet Coordinator not only meets with outside vendors and dealerships to keep police and service vehicles up and running, but also maintains the delicate computer and radio systems installed in each unit that allow officers to respond to calls and communicate with each other in a safe and timely manner.



Administrative Services Division (continued)



Police Services Officers

Police Services Officers are civilian employees who work in a variety of assignments that play an important role in the day-to-day operations of the department. The mission of the PSO program is to enable patrol officers to remain available for emergencies and implementation of crime suppression strategies in the field.

Police Services Officers staff the front counter of the police department, where they handle incoming telephone calls, process public requests, and take police reports ranging from minor property crimes to missing persons and major theft investigations. Front counter PSOs also work with other law enforcement agencies to share information regarding crimes occurring in other jurisdictions.

Field PSOs respond to non-emergency calls for service,

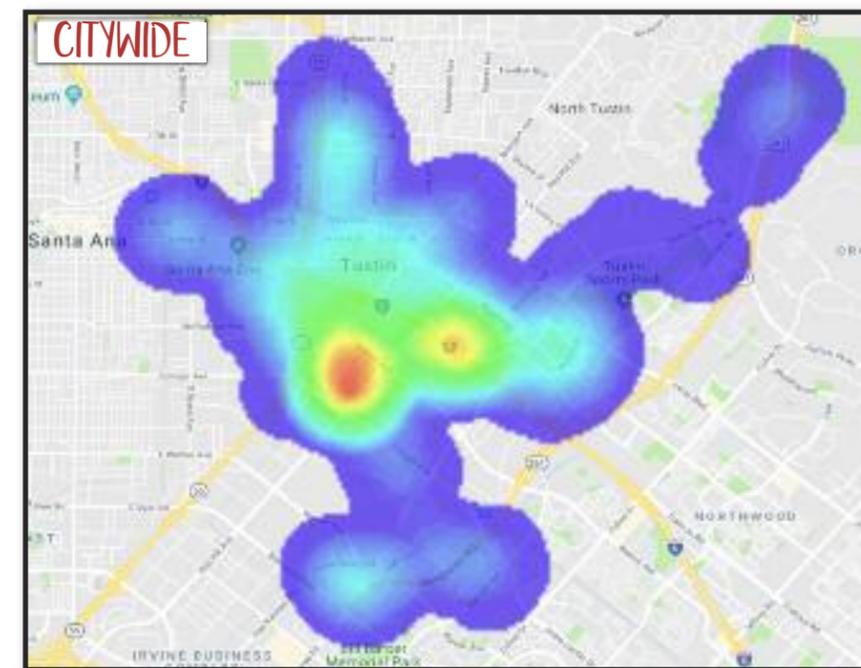
including crime reports, traffic collisions, dangerous road conditions, crime scenes, and other public safety concerns. PSOs assigned to Field Operations conduct parking enforcement and assist with patrol responsibilities to alleviate the amount of time police officers spend on non-emergency calls. Additionally, PSOs serve as the agency's Crime Scene Investigation Unit and specialize in forensic evidence collection, crime scene photography, scene reconstruction, and the preservation of sensitive evidence requiring laboratory analysis.

Between 2017 and 2018, Police Services Officers wrote 4,977 original crime reports and 964 supplemental reports. Working with department Cadets, the PSOs issued 1,290 parking citations during the same period of time. Their efforts enabled patrol officers to remain available for emergencies, be proactive in crime suppression, and positively engage our community.

CTAPS

Crime and Traffic Analysis Policing Strategies (CTAPS) utilizes geographical information to map crime, identify crime trends, and devise strategies and tactics to reduce crime. The Chief of Police, Deputy Chief of Police, Area Commanders, Special Operations Bureau Commander, Crime Analyst, and supervisors from the GRADE Unit, General Investigations Unit, Traffic Unit, Police Services Unit, Communications Unit, Records Unit, and a sergeant from each patrol squad participate

in monthly meetings. Area Commanders assign an emerging crime trend to a sergeant who is then responsible for utilizing resources to combat the trend. The Traffic Unit Sergeant presents traffic collision statistics for the city and shares enforcement tactics to reduce collisions throughout the city. Each month crime trends are re-evaluated and adjustments are made, if necessary, to ensure the current strategies have the greatest impact on crime.



Crime Analysis

- **CRIME ANALYSIS:** The systematic study of crime and disorder problems as well as other police-related issues – including sociodemographic, spatial and temporal factors – to assist the police in criminal apprehension, crime and disorder reduction, crime prevention and evaluation. – University of Maryland
- **ADMINISTRATIVE:** Deals with long-range comparisons (quarterly, semi-annually or annually), typically requested by Police Management or City Administrators. TPD Examples: Weekly Bulletins, Goal Assessments

- **STRATEGIC:** Operational strategies, seeks solutions to ongoing problems (weeks, months, quarters or years). The purpose is to perform police services more effectively and efficiently by matching service delivery to demand. TPD Example: CTAPS

- **TACTICAL:** Deals with recent criminal offenses (immediate, hours, days or weeks). It promotes a quick response to offenses, such as burglaries and robberies. Provides information to assist operational personnel identify crime trends and arrest offenders. TPD Example: Geographic Profiling

TUSTIN P.D. every day



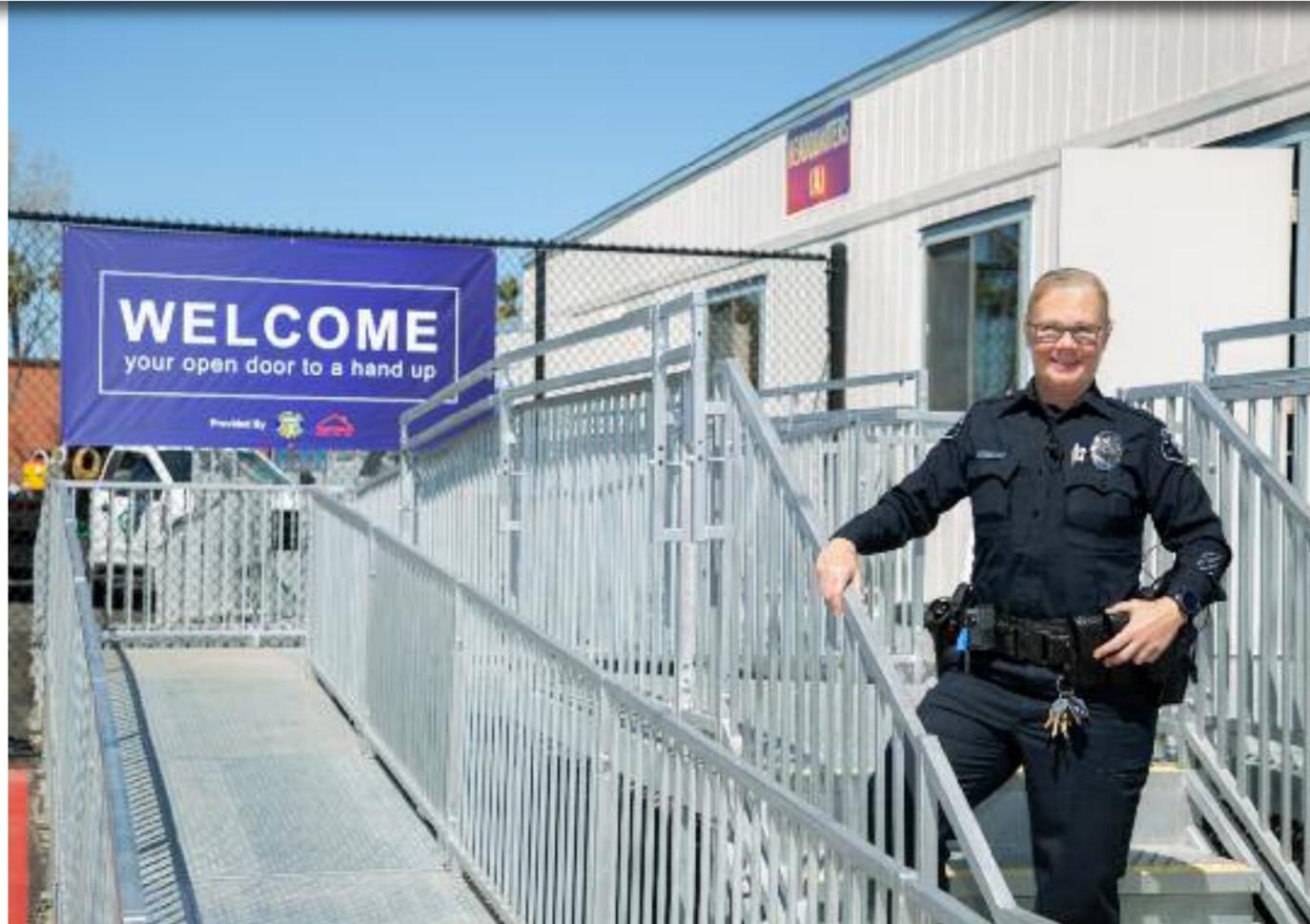
TUSTIN P.D. all day



TUSTIN P.D. and more



Homeless Liason



The Tustin Police Homeless Liaison Officer (HLO) serves as one of the primary contacts between people experiencing homelessness, outreach workers, and other care coordinators. The Tustin Police Department created the HLO position in June 2018 to facilitate stronger relationships between the department and the homeless population. The HLO's mission is to reduce homelessness in the City of Tustin by securing long-term, supportive housing for homeless individuals and families through outreach, community education, and multi-disciplinary collaboration.

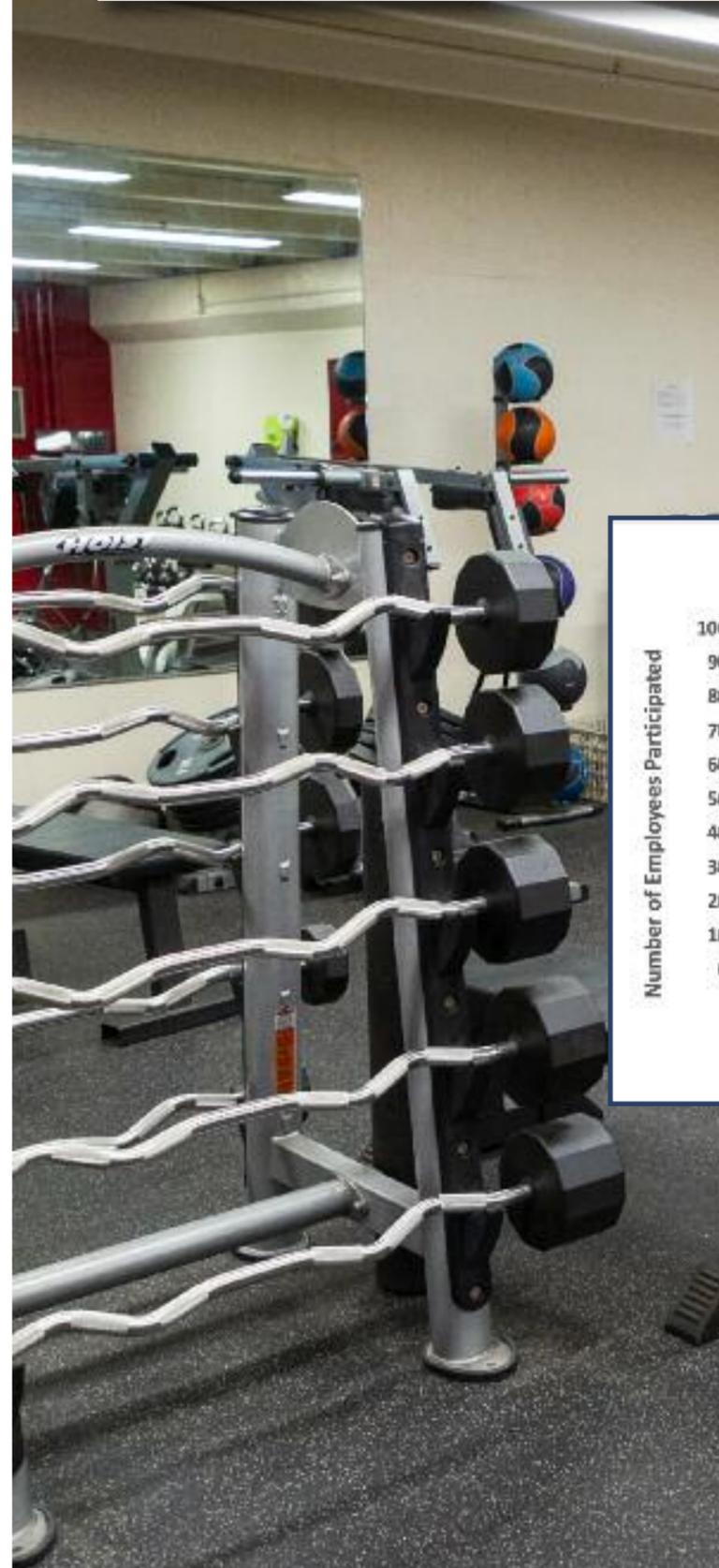
Homeless Liaison Officers (HLOs) are assigned to the patrol division and coordinate resources for the homeless community. The HLO receives specialized training to connect the homeless population with available resources by communicating and collaborating with multi-disciplinary service providers and governmental agencies, including Orange County Mental Health, City Net, and the Orange County Rescue Mission. Together these organizations provide individualized, specific support needed to find long-term housing and life necessities,

including food gift cards, clothing and hygiene kits, which the HLO can access for those in need.

The Homeless Liaison Officer, along with the assistance of Operations Warm Wishes, have also transported homeless individuals to the Department of Motor Vehicles, Social Security Office, and to various courts and government offices to assist in navigating the complex system and receive identification cards, renew drivers licenses, pay court fines, and facilitate employment opportunities.

Recognizing that a significant proportion of the homeless population suffer some form of mental illness, the TPD HLO received specific training on interacting with and supporting those suffering from mental illnesses. As such, the TPD HLO is assigned to work one day each week with the Psychological Emergency Response Team (PERT). Paired full-time with an Orange County Mental Health Clinician, PERT responds to emergent incidents in the field involving individuals in crisis. PERT resources help in the more rapid identification of available bed space and treatment options for those most vulnerable and in need of services.

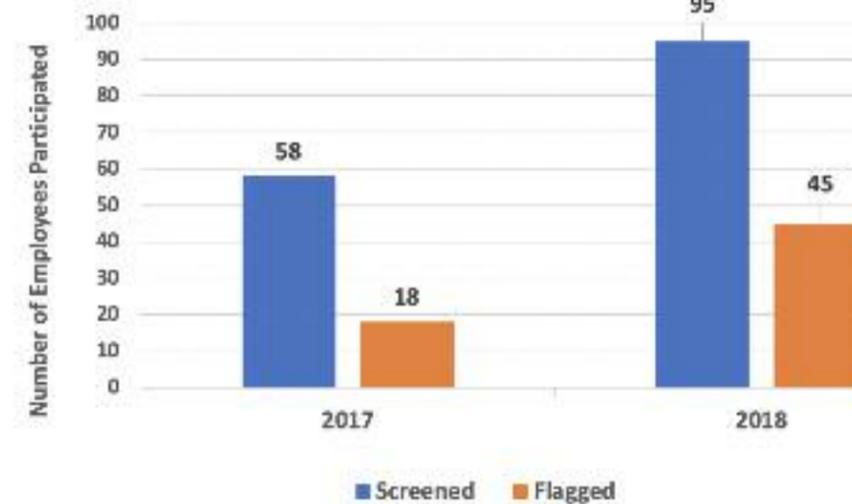
Wellness Program



Physical and mental stress are inherent in the law enforcement profession. The department recognizes the importance of promoting and tending employees' health and wellness, and during the last two years have provided resources and support through several successful wellness programs. One of the most effective wellness programs completed during the last two years was the heart screenings coordinated through our partners at the St. Joseph's Hospital, and funded by the Tustin Police Foundation.

In 2017, a total of 58 department employees participated in the heart screening, including the electrocardiogram (EKG) and the Peripheral Arterial Screenings (PAS); 18 of the employees who participated received results which warranted further follow-up.

2017 and 2018 Heart Screening Results



In 2018, a new type of screening was added called the Electron Beam Computed Tomography (EBCT), also referred to as an "ultrafast CT." This is a short 10-minute scan designed to detect plaque in the coronary arteries and determine if a patient is at risk for a future heart attack. At the conclusion of the test, the patient receives a consultation and is given a calcium score which reflects the amount of calcium detected in the coronary arteries. In 2018, a total of 95 department employees completed the heart screenings which included the new EBCT screening; 45 employees received results which warranted follow-up. As a result of the of this program, two of the employees claim the screenings have had a significant impact on their wellness and have potentially saved their lives.

Citizen Academy Program

With a long history of success, the Tustin Police Department Citizen Academy program has offered residents an opportunity to interact and gain an in-depth understanding of the various functions of the department. A new version of the program was developed and offered to our Spanish-speaking community members interested in learning about police operations. The first Spanish Citizen Academy was launched in 2017 and proved to be successful with a high turnout of applicants.

The program is offered twice a year and runs for 11 weeks with participants attending class once a week. Each week the department showcases different topics for community members to learn about in a classroom setting. The program allows participants to engage in conversations with police officers and support personnel, and learn about topics first-hand which they

may otherwise only see or hear about in the news.

Community members who have participated are more willing to approach police officers in time of need, or engage them in conversation when they see them in the community.



Canine Program

The Canine Program was established to augment police services and is an essential tool in the fight against crime, providing protection for the officers and the community at-large. The unit is comprised of skilled officers partnered with highly-trained canines. The canines, specifically chosen for their intelligence and keen sense of smell, are used to supplement police operations to locate weapons, contraband, and to apprehend criminal offenders. When K9 officers are not responding to calls for service, they patrol the business and residential areas of the city in an effort to deter and detect crime.

THE CANINE TEAM'S PRIMARY FUNCTIONS ARE TO:

- Respond to alarm and prowler calls
- Pursue and apprehend suspects
- Conduct building and article searches
- Detect the presence of illegal substances, dangerous chemicals, and explosives

Before an officer is selected as a canine handler, the officer goes through a testing process and must demonstrate accommodations at home for their new partner



and dedication toward the canine unit. Police service dogs, which are German Shepherds, Malinois, and Dutch Shep-

herds, are imported from Europe and are very versatile. The canine handler completes a sixteen week initial training session and develops a unique relationship in which the

canine becomes a trusted partner. In order to solidify the bond, training is ongoing throughout the partnership of the canine team. When the officer is not working, the canine stays at home with the officer and his or her family, and retired police service dogs normally live with handlers for the rest of their lives.

The canine teams at TPD are spread throughout the week to provide seven-day coverage and the ability to assist partners and neighboring agencies upon request. In addition to police work, canine teams also provide presentations at community events, including the citizen's academy, school presentations, National Night Out and many more.

The Tustin Police Department sadly said goodbye to 7-year old police service dog Riggs, after his battle with a terminal illness. Riggs came to the department from the Netherlands and was selected by Police K9 Officer Eric Kent. The pair formed an instant bond with Officer Kent being an experienced handler and Riggs being a big 3 1/2 year old Dutch Shepherd with an equally big attitude.

Throughout their time as partners, Officer Kent and Riggs apprehended weapons and illegal substances, responded to hundreds of alarm calls, performed at dozens of public service events, and frightened some of the most hardened criminals into surrendering at the mere sight of them. Officer Kent and Riggs lived together; trained together; and fought together. Riggs is sorely missed by the department but never forgotten.



Honor Guard

Originally established in 2005 to provide honors for officers killed in the line of duty, the Tustin Police Department Honor Guard is now recognized as the department's official ceremonial unit. Multifaceted, the unit is capable of performing routine duties, such as traditional color guard functions, as well as coordinating and performing the intricate details inherent to law enforcement funerals. The Honor Guard is comprised of sworn members of the police department who are highly motivated, maintain exceptionally high standards of appearance and conduct, and who show aptitude for ceremonial duty.

The Tustin Police Department Honor Guard functions as ambassadors for the Tustin Police Department and the City of Tustin, and the members range from line-level officers to the rank of Lieutenant. The Honor Guard participates in the Annual Orange County Peace Officers Memorial Services held in the City of Tustin, the California Memorial Services held in Sacramento, and in 2018 they participated in the National Peace Officers Memorial Services held in Washington D.C. The Tustin Police Department Honor Guard has also traveled throughout the United States to show support for families and friends of fallen officers, including New York, Texas, Louisiana and Idaho.



Tustin Police Department

Officers of the Month

2017

January
February
March
April
May
June
July
August
September
October
November
December

Smith, Javon
Russell, Kendal
Villarreal, Val
Casiello, Ralph
Havourd, Duane
Haug, Eric & Newton, Ryan
Schaller, Greg & Howard, Matt
Smith, Javon
Kuykendall, Kayleen
Hense, Cody
Houle, Don
Wilson, Travis

2018

January
February
March
April
May
June
July
August
September
October
November
December

Carter, Charlie
Carter, Michael
Swart, Zachary
Shafer, Jack
Ramirez, Anthony
Nguyen, David
Ruelas, Charlie
Dao, Andrew
Rojas, Shonn
Breeze, Bonnie
Houle, Don and Howard, Matt
Ernandez, Debbie and Kaczor, Kailey

Tustin Police Department

Explorer of the Year
Anthony Morales

Cadet of the Year
Josh Schlesinger

Volunteer of the Year
Ray Leger

Reserve Officer of the Year
Nasario Solis

Community Member Award
Olivia Adams

TPSSA Rookie of the Year
Eileen Chen

TPOA Rookie of the Year
Cody Hense

Case of the Year
Ryan Newton and Suzanna Howard

TPD Lifetime Achievement
George Vallevieni

TPSSA Dedication and Professionalism
Kayleen Kuykendall

TPOA Dedication and Professionalism
Jorge Sanchez

TPSSA Supervisor of the Year
Kristin Fetterling

TPOA Supervisor of the Year
Ryan Coe

TPSSA Employee of the Year
Alysia Cornell

TPOA Officer of the Year
Jorge Sanchez

Medal of Merit
Nasario Solis

Distinguished Service
*Manny Arzate, Bonnie Breeze
Kristin Fetterling, Matthew Howard
Chuck Mitchell, Eric Nelson
Ryan Newton, Mike Lamoureaux*

Lifesaving Award
*Taylor Babb, Chuck Mitchell
Jorge Sanchez, Amanda Shanahan
Christopher Natividad, Joshua Yuhas
Steve Brooks, Suzanna Howard
Andrew Gleason, Joseph Cossack
Cody Hense*

Community Service
*Stephanie Distefano, Diego Gomez
Gustavo Gonzalez, Jorge Sanchez
George Vallevieni, Megan Evans
Marilynn Packer, Adriana Tokar*

CTAPS Achievement
*James Brabeck, Ryan Coe
Eric Haug, Ryan Newton*

2017 Service Awards

Tustin Police Department

Explorer of the Year
Nathalie Martinez

Cadet of the Year
George Marin

Volunteer of the Year
Tupua Ioane

Reserve Officer of the Year
Nasario Solis

Community Member Award
Greg Eisenman, James Heller

TPSSA Rookie of the Year
Edwin Urias

TPOA Rookie of the Year
Andrew Ok

Case of the Year
Ryan Newton

TPD Lifetime Achievement
Paul Garaven

TPSSA Dedication and Professionalism
Connie Attard

TPOA Dedication and Professionalism
Matt Roque

TPSSA Supervisor of the Year
Kristin Fetterling

TPOA Supervisor of the Year
Jeremy Laurich

TPSSA Employee of the Year
Eileen Chen

TPOA Officer of the Year
Ryan Newton

Medal of Merit
Jeff Taylor

Distinguished Service
*Mike Carter, Michelle Jankowski
Robert Nelson, Tom Knostman
SAPD Officer Arroyo
SAPD Corporal Correal
SAPD Sergeant Exstrada*

Lifesaving Award
*Travis Wilson, Anthony Ramirez
Zachary Swart*

Community Service
Bonnie Breeze

CTAPS Achievement
*Charlie Ruelas, Zachary Swart
Stephanie Nichols, Don Houle*

2018 Service Awards

Tustin Police Department

Retirees



Services Officer III
Susan Cummings
10/07/1984 thru
02/23/2017



Officer
Glenn Hollingshead
04/30/1990 thru
06/26/2017



Lieutenant
Todd Bullock
09/16/1991 thru
05/03/2018



Officer
Osvaldo Villarreal
07/20/1998 thru
07/06/2018



Deputy Chief
Paul Garaven
11/13/1987 thru
07/15/2018



Officer
Melissa Trahan
09/01/2003 thru
07/23/2018



Officer
Khaya Breskin
07/26/1999 thru
07/26/2018



*Support Services
Manager*
Mary Novotny
10/19/1994 thru
08/20/2018



Chief
Charles F. Celano Jr.
07/01/1991 thru
11/25/2018



Officer
Tim Carson
09/22/2003 thru
12/10/2018