

2018

Professional Standards Division Annual Report



Summary

The following documents are presented as part of the Professional Standards Division Annual Report to the Chief of Police and Management Staff of the Tustin Police Department as a review of the 2018 calendar year and to assist in the evaluation and planning process for the future of the Department. Through the CALEA accreditation program, the specific areas and topics of these reports, reviews, evaluations, and analysis address key areas of interest and concern for law enforcement management. It is through these documents and the continued adherence to the nationally recognized law enforcement standards of CALEA that we maintain a high level of excellence our community deserves.

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, 2018 thru December 31, 2018.

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



PROFESSIONAL STANDARDS ANNUAL REPORT

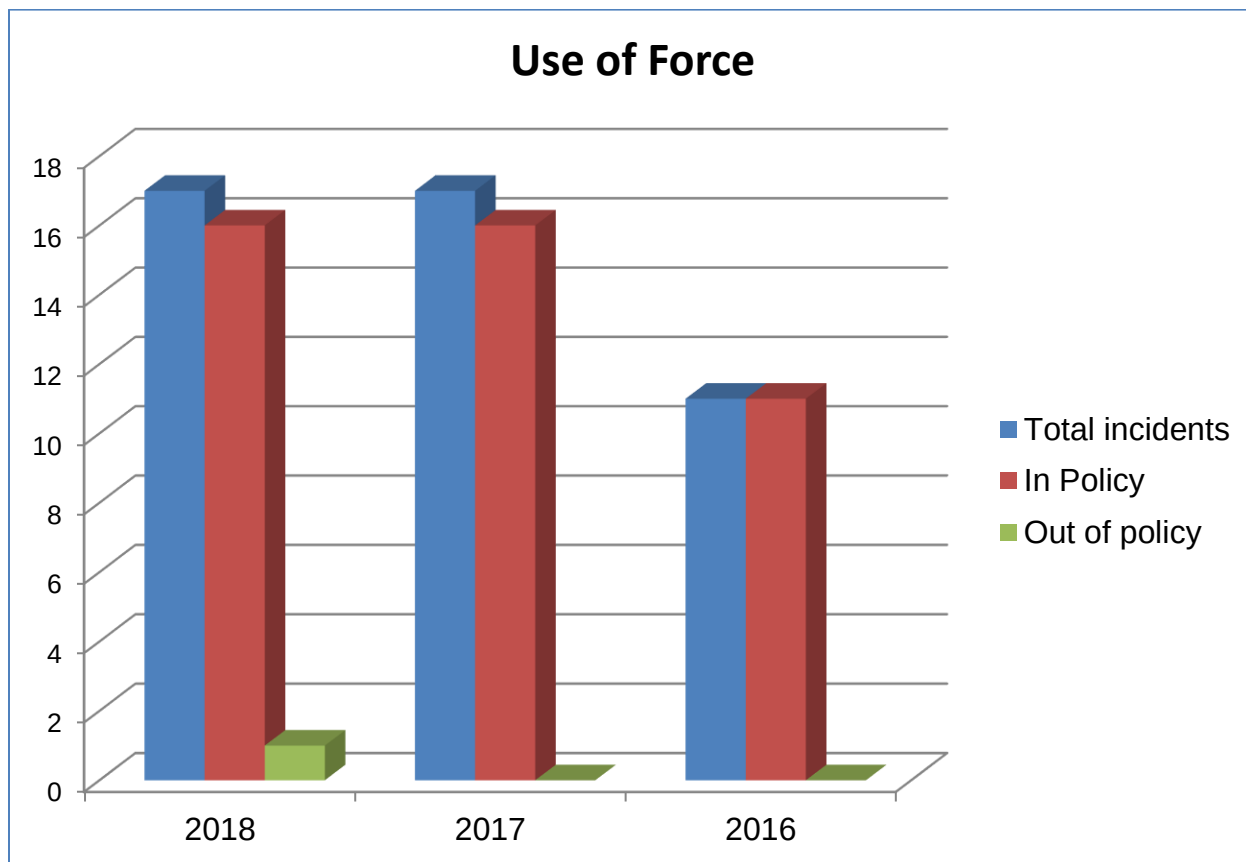
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Use of Force Reporting & Analysis

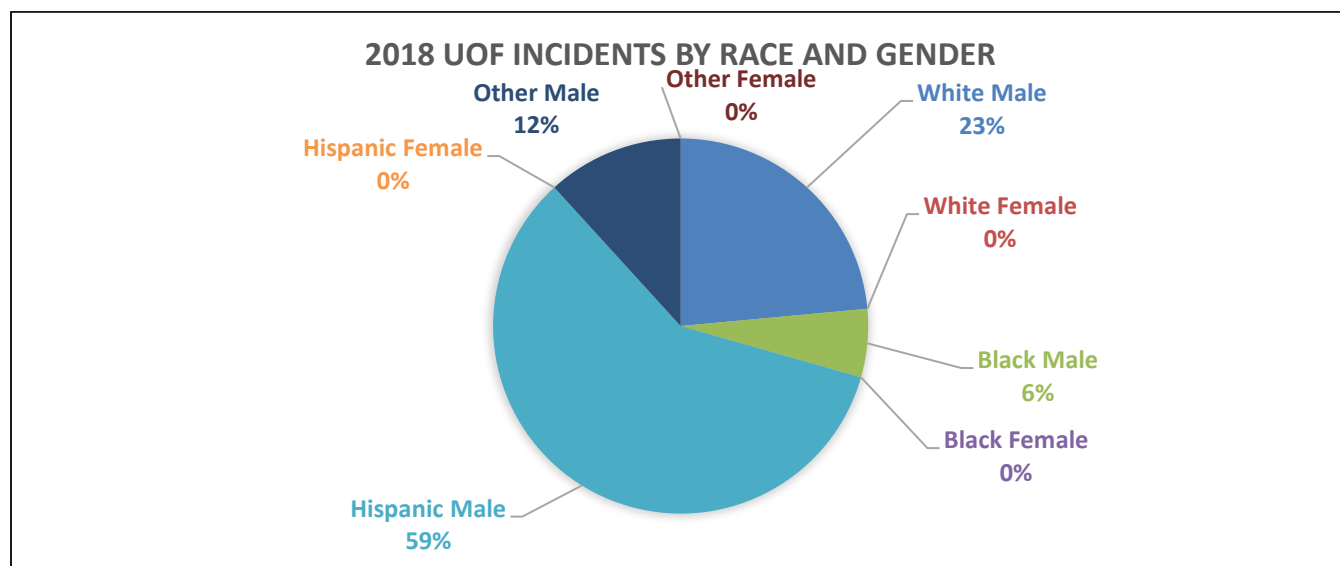
The following is a comparison of use of force (UOF) incidents for the past three calendar years.

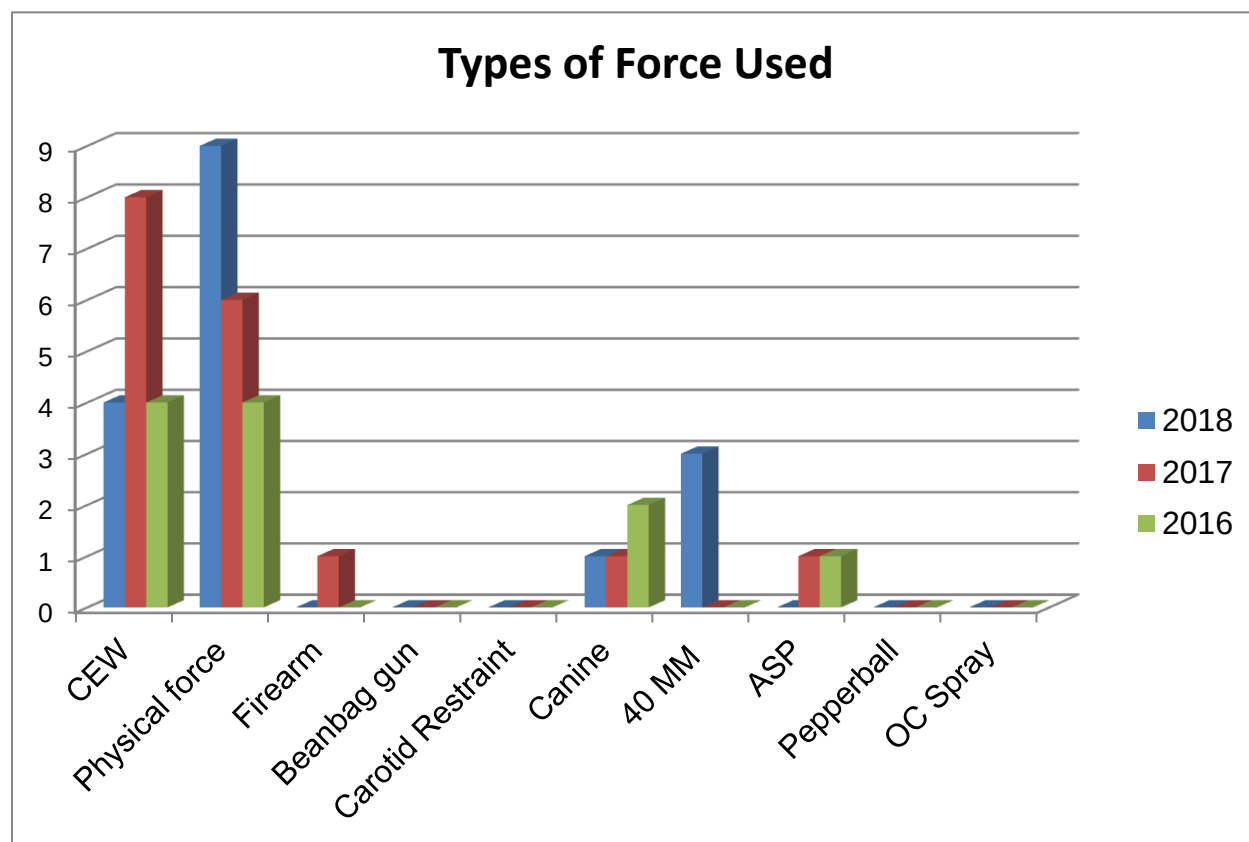
Total UOF comparing all three years:



USE OF FORCE	2018	2017	2016
Total Incidents	17	17	11
In Policy	16	17	11
Out of Policy	1	0	0

2018 Use of Force						
Date	Time	Initial Call or Contact	Type of Force	Suspect Race	Suspect Age	Suspect Gender
2/3/2018	22:12	Domestic Violence	CEW	Hispanic	22	Male
3/14/2018	13:55	Trespassing	Physical Force	White	30	Male
3/24/2018	23:02	Suspect Armed with Knife	40mm	Hispanic	41	Male
3/27/2018	12:23	Welfare Check	CEW	Hispanic	20	Male
5/16/2018	10:26	Pedestrian Check	Physical Force	Middle Eastern	56	Male
5/16/2018	01:49	Domestic Violence	Physical Force	White	30	Male
6/2/2018	11:01	Pedestrian Check	Physical Force	Hispanic	26	Male
6/9/2018	01:32	Vehicle Pursuit	40mm	Hispanic	32	Male
8/15/2018	07:38	Transients	CEW	White	27	Male
9/8/2018	11:58	Neighbor Dispute	Physical Force	White	53	Female
9/11/2018	05:50	Stolen Vehicle	K9	White	27	Male
9/14/2018	10:13	Traffic Collision	Physical Force	Korean	41	Male
10/7/2018	16:13	Domestic Violence	40mm	Hispanic	32	Male
11/2/2018	22:38	Domestic Violence	Physical Force	Hispanic	46	Male
11/12/2018	21:12	Carjacking	CEW	Hispanic	35	Male
11/27/2018	21:02	Bicycle Stop	Physical Force	Hispanic	26	Male
11/27/2018	15:27	Welfare Check	Physical Force	Hispanic	24	Male





Type of Force	2018	2017	2016
CEW	4	8	4
Physical force	9	6	4
Firearm	0	1	0
Beanbag gun	0	0	0
Carotid Restraint	0	0	0
Canine	1	1	2
40 MM	3	0	0
ASP/Baton	0	1	1
Pepper ball	0	0	0
OC Spray	0	0	0

Use of Force Analysis

Statistical information collected by the Professional Standards Division was examined to provide a breakdown of the type of service delivery that led police officers to come into contact with persons who later assaulted or resisted the officer(s). The subject(s) action

resulted in a response by the officer(s) to counter the assault or resistance offered in order to overcome the resistance of the individual.

We conducted an analysis of all use of force activities, policies, and practices, including: 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.

During 2018, there were 17 total incidents resulting in officers having to utilize force to bring the situation to a conclusion. These incidents involved a variety of calls/contacts. The CEW was deployed four (4) times, in comparison to eight (8) in 2017, a 50% decrease. In 2018, we had nine (9) incidents of physical force compared to six (6) in 2017, a 50% increase. In 2018, a police canine was used one (1) time in order to effect an arrest, which is the same for 2017. The ASP/Baton was not used in 2018 compared to one (1) use in 2017, which equates to a 100% decrease. The 40mm was used three (3) times in 2018 compared to no uses in 2017 equating to a 300% increase. A firearm was not used in 2018 compared to one (1) use in 2017, equating to a 100% decrease.

An analysis of the 2018 use of force data does not indicate any pattern or trend, nor is it indicative of a disproportionate application of force, as every instance of the application of force is based upon the varied resistance levels of individuals. It must be noted that after a careful review, every use of force for 2018 was found to be justified and within policy with the exception of one incident. The data and subsequent review of individual use of force reports demonstrates the Tustin Police Department officers are exercising proper responses to resistance. Each incident is reviewed to determine if the officer(s) actions were within policy and to identify potential training needs.

Use of Force Training Points

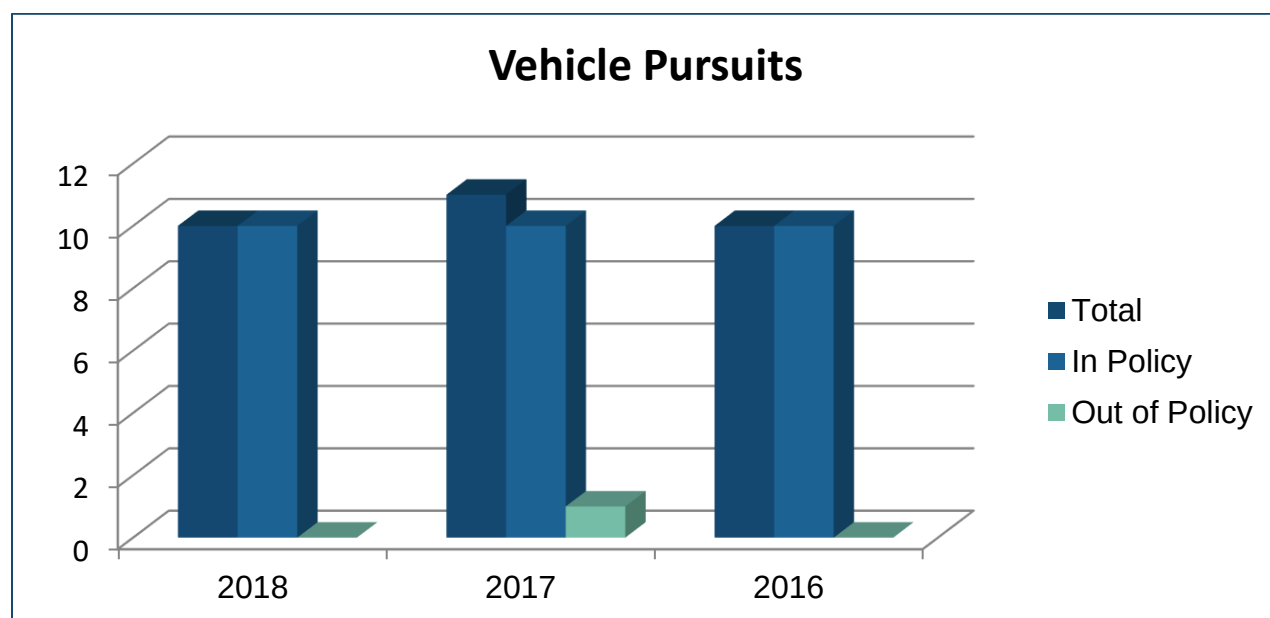
Tactics

During one (1) use of force incident, the Community Impact Officer was dispatched to a transient call by himself. The transient refused to obey the officer's commands and attempted to steal the police vehicle, which led to a fight. As a result, the Department as a whole focused on going "back to the basics" with patrol tactics. This includes having officers wait for their follow officer before making contact with potentially hostile subjects.

In another use of force incident, an officer encountered a domestic violence in progress. The male suspect was immediately uncooperative; however, the officer did not call for emergency back-up. Once the suspect was taken into custody, he was not searched. The officers did not practice safe patrol tactics. The officers had difficulty controlling the combative suspect. To help the officers understand how their tactics could have ended in an officer being seriously injured or killed, the involved officers watched their body-worn camera videos with a department use of force expert. In addition, a member of the arrest and control team worked with the involved officers on utilizing proper tactics.

Vehicle Pursuit Reporting & Analysis

Officers were involved in ten (10) vehicle pursuits during calendar year 2018. The following is a breakdown and analysis of the 2018 pursuits, and a comparison with the previous two years' reported information.



Vehicle Pursuits	2018	2017	2016
Total	10	11	10
In Policy	10	10	10
Out of Policy	0	1	0

The number of officers involved motor vehicle pursuits decreased by 9% from 2017 to 2018, and was equal with the number of vehicle pursuits in 2016.

Reason for Pursuit	2018	2017	2016
Stolen Vehicle	1	2	1
Felony Want	2	1	4
Misdemeanor Want	2	3	1
Armed Suspect	1	0	0
Traffic Infraction	4	5	4
Suspicious Circumstances	0	0	0

The pursuits in 2018 involved one (1) stolen vehicle, two (2) felony wants, two (2) from a misdemeanor want, one (1) involved a suspect with a rifle, and four (4) from a traffic infraction.

One (1) pursuit was terminated by the field supervisor due to public safety concerns. Five (5) pursuits were terminated when the driver yielded. One (1) pursuit was terminated when the suspect vehicle crashed and three (3) pursuits were terminated when the driver was able to elude the officer(s). The pursuits resulting in training issues are as follows:

Felony Want – An officer attempted to stop a vehicle involved in an armed robbery. The suspect vehicle drove onto the freeway at a high rate of speed. The officer lost sight of the vehicle and discontinued the pursuit. The vehicle was later located at a local motel and the occupants were arrested for armed robbery.

Training Points:

The officer attempted to mirror the suspect's driving pattern by weaving through traffic with his/her lights and sirens on. This created a safety concern as other motorists would be looking to move to the right and could easily get confused and unintentionally move into the path of the patrol vehicle. It would have been safer for the officer to have moved all the way to the far-left lane and only pass vehicles on the left.

Felony Want – Officers responded to a carjacking that just occurred. The suspect fled the scene in the victim's vehicle. The first officer on scene, broadcasted the vehicle information over the police radio. Responding officers located the vehicle and a pursuit ensued. The suspect crashed the vehicle into a wall and fled on foot.

Training Points:

One of the officers involved in the pursuit, drove with his/her lights on, but no siren. The officer believed he/she was trailing the pursuit, however, it was determined the officer was involved in the pursuit as an active participant.

Armed suspect – A suspect entered several stores at a shopping center in Tustin while armed with a rifle. Citizens reported there were shots fired by the suspect, however it was ultimately determined no shots were fired. The suspect fled the scene in a vehicle, which was subsequently located by responding officers. A vehicle pursuit ensued. A field sergeant cancelled the Tustin officers' involvement in the pursuit once it entered a neighboring city and there were enough officers from the neighboring city to assume control of the pursuit.

Training Points:

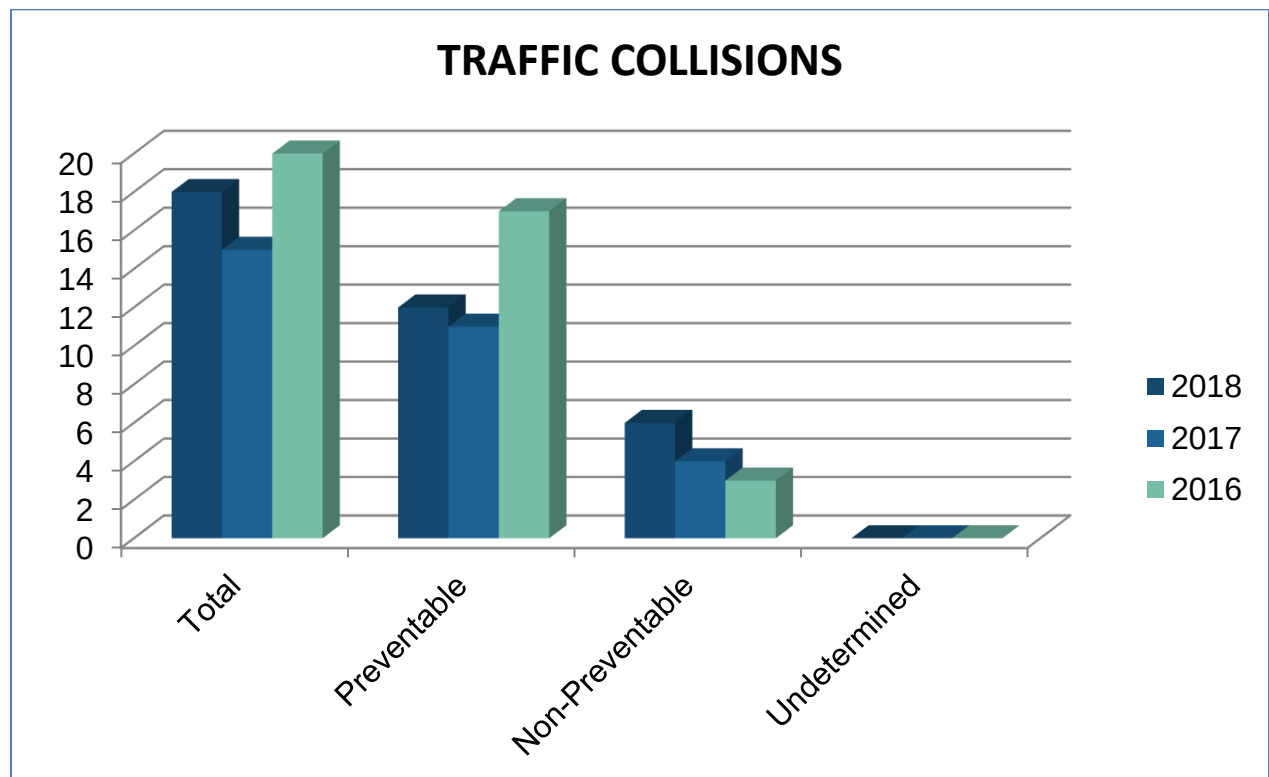
One officer involved in the pursuit entered intersections against a red light without slowing. The officer was not driving at excessively high speeds, but as a general rule, it is safer to slow down or stop prior to entering an intersection on a red light.

Another officer involved in the same pursuit attempted to pass an officer from another law enforcement agency in an unsafe manner, nearly causing a collision.

After every vehicle pursuit, an administrative review occurs where a subject matter expert from the police department reviews the incident from a training perspective. The training points are forwarded to the Area Commanders who use the training review to help them make a decision as to whether the pursuit was within policy. All pursuits in 2018 were within policy; however, the police department continuously looks for ways to improve pursuit driving. Our officers train annually on pursuit tactics as well as emergency and non-emergency driving. Our training efforts have paid dividends as no officers were involved in a collision as a result of a vehicle pursuit for the past three (3) years.

Traffic Collision Reporting and Analysis

Officers were involved in eighteen (18) on-duty traffic collisions during calendar year 2018. The following is a breakdown and analysis of the traffic collisions during the year and a comparison with the previous two years' reported information.



TRAFFIC COLLISIONS	2018	2017	2016
Total	18	15	20
Preventable	12	11	17
Non-Preventable	6	4	3
Undetermined	0	0	0

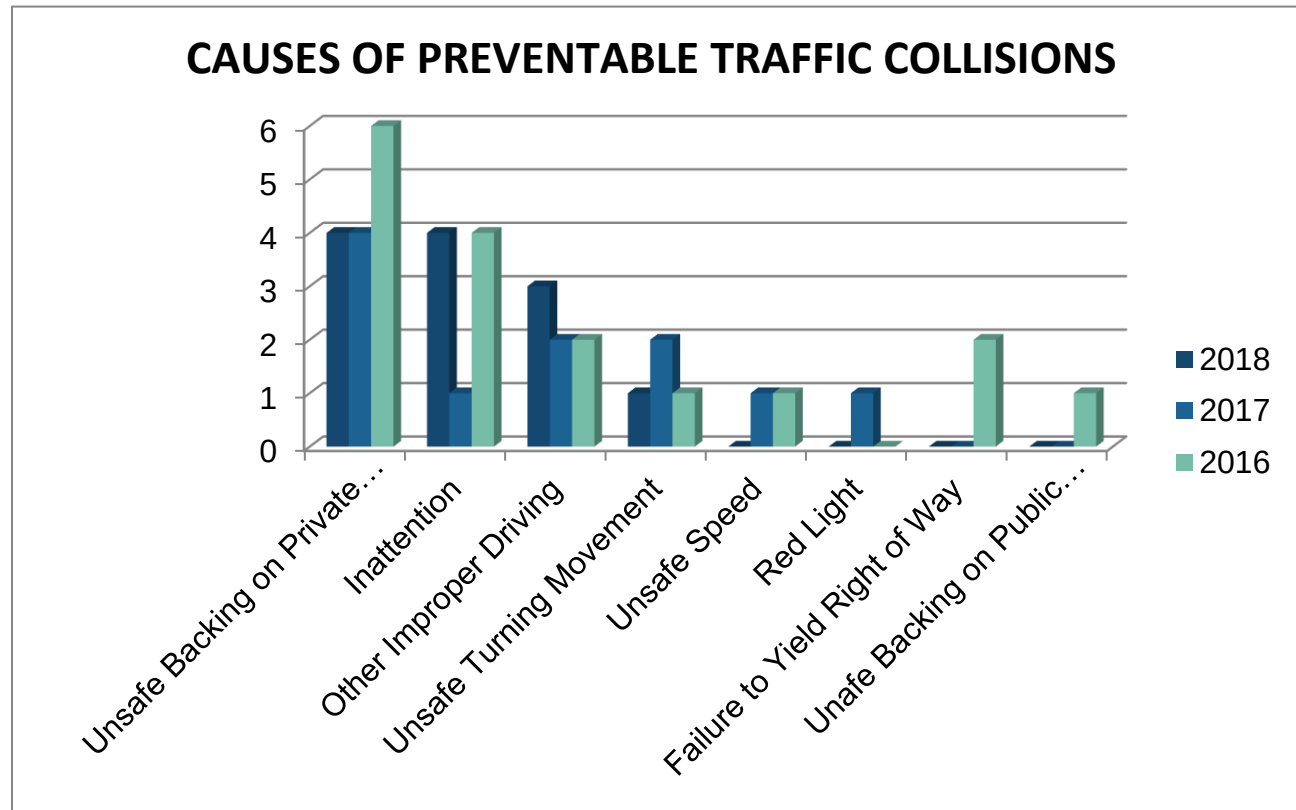
The total on-duty traffic collisions involving department members increased 20% in 2018 from 2017 and decreased 10% from 2016. Preventable collisions accounted for 67% of the total incidents in 2018 compared with 73% in 2017 and 85% in 2016.

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

- Four (4) incidents were related to unsafe backing on private property
- Four (4) incidents were related to inattention
- Three (3) incidents were related to other improper driving
- One (1) incident was related to an unsafe turning movement

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

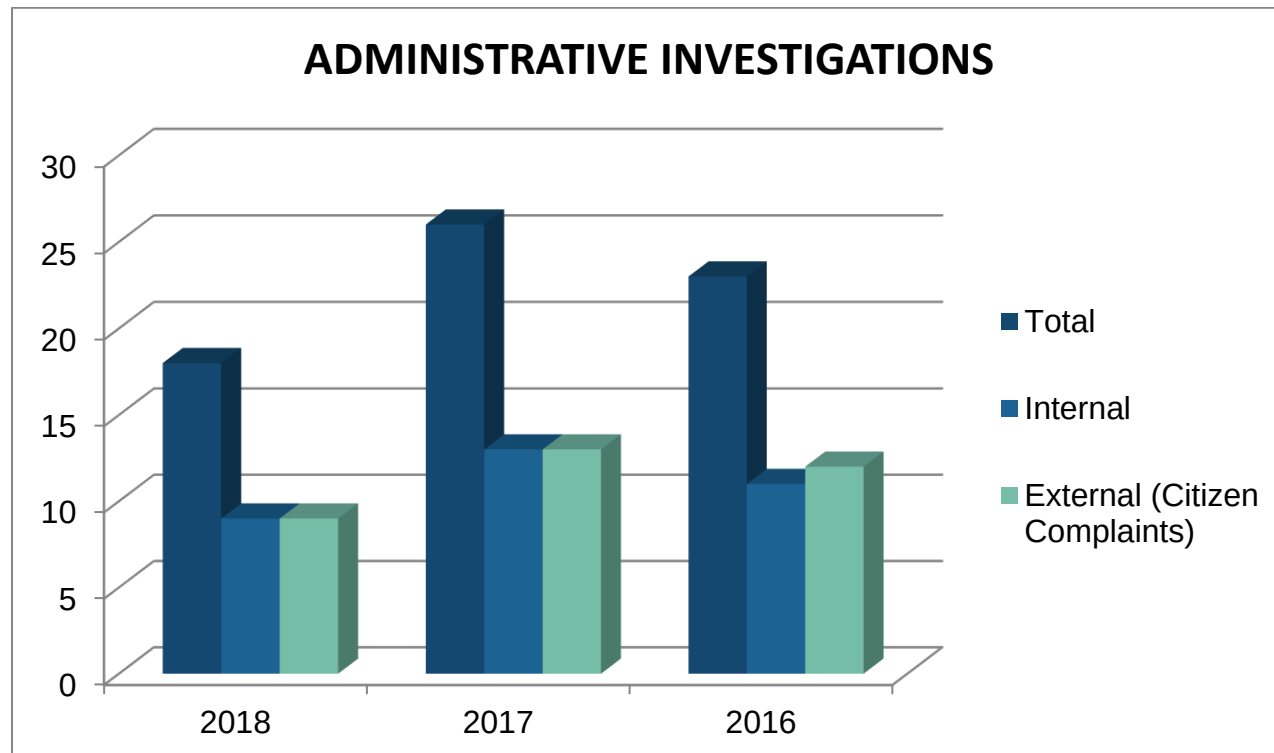
- One (1) incident occurred as a result of unsafe backing on public property
- One (1) incident was related to improper driving on private property
- One (1) incident occurred as a result of an unsafe turning movement
- One (1) incident was related to inattention
- One (1) incident was related to failing to yield the right of way
- One (1) incident was related to a bicyclist riding the wrong direction on the roadway



Causes of Preventable Traffic Collisions	2018	2017	2016
Unsafe Backing on Private Property	4	4	6
Inattention	4	1	4
Other Improper Driving (Private Property)	3	2	2
Unsafe Turning Movement	1	2	1
Unsafe Speed	0	1	1
Red Light	0	1	0
Failure to Yield Right of Way	0	0	2
Unsafe Backing on Public Property	0	0	1

Administrative Investigations Summary

There were eighteen (18) administrative investigations conducted during calendar year 2018. The following is a breakdown and analysis of the administrative investigations during the year and a comparison with the previous three years' reported information.

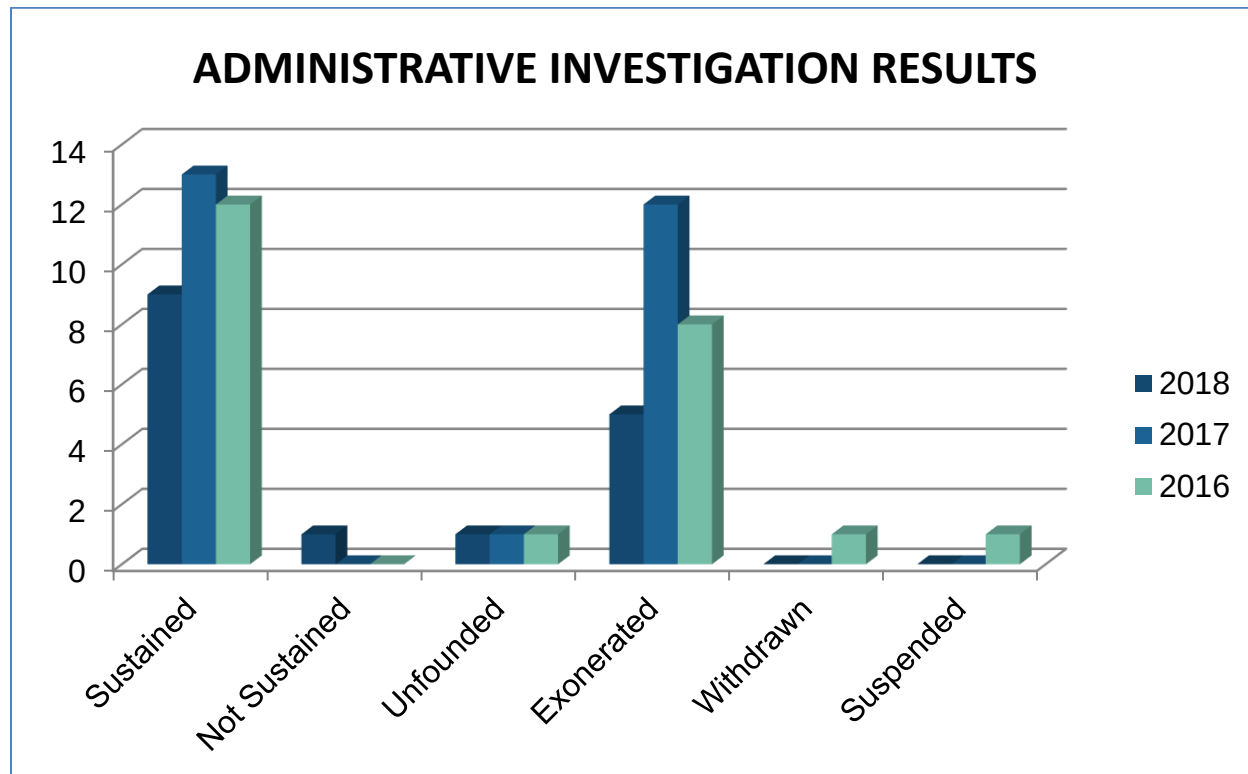


ADMINISTRATIVE INVESTIGATIONS	2018	2017	2016
Total	18	26	23
Internal	9	13	11
External (Citizen Complaints)	9	13	12

There was a 31% decrease in total administrative investigations during calendar year 2018 compared with 2017 and a 22% decrease from the 2016 totals.

There was a 31% decrease in internally generated administrative investigations in comparison with the 2017 totals and a 18% decrease in internally generated administrative investigations over the 2016 totals.

There was a 31% decrease in externally (citizen complaints) generated administrative investigations in comparison with the 2017 totals and a 25% decrease compared to the 2016 totals.



Administrative Investigation Results	2018	2017	2016
Sustained	9	13	12
Not sustained	1	0	0
Unfounded	1	1	1
Exonerated	5	**12	8
Withdrawn	0	0	1
Suspended	0	0	1

*There are two (2) administrative investigations in 2018 (one internal and one external) that have not been adjudicated as of the completion of this report. Therefore, the 2018 totals in the graph above is missing two administrative investigations as the dispositions are not available.

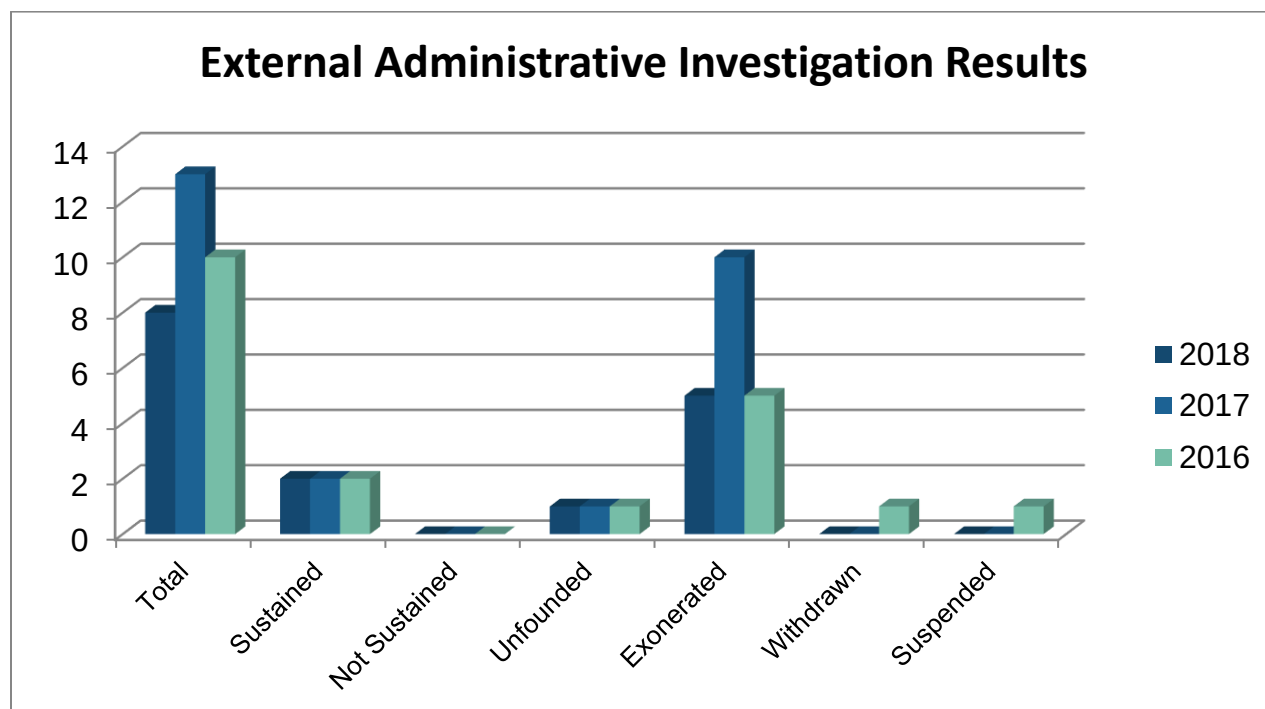
**In the annual report for 2017, one (1) administrative investigation had not been adjudicated by the time the report was completed. This investigation has since been adjudicated and reflected in the 2017 exonerated totals above.

In comparing the number of sustained complaints, both internally and externally generated, 9 of 16, or 56% were sustained in 2018.

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

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

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



External Administrative Investigation Results	2018	2017	2016
Total	8	13	10
Sustained	2	2	2
Not sustained	0	0	0
Unfounded	1	1	1
Exonerated	5	10	5
Withdrawn	0	0	1
Suspended	0	0	1

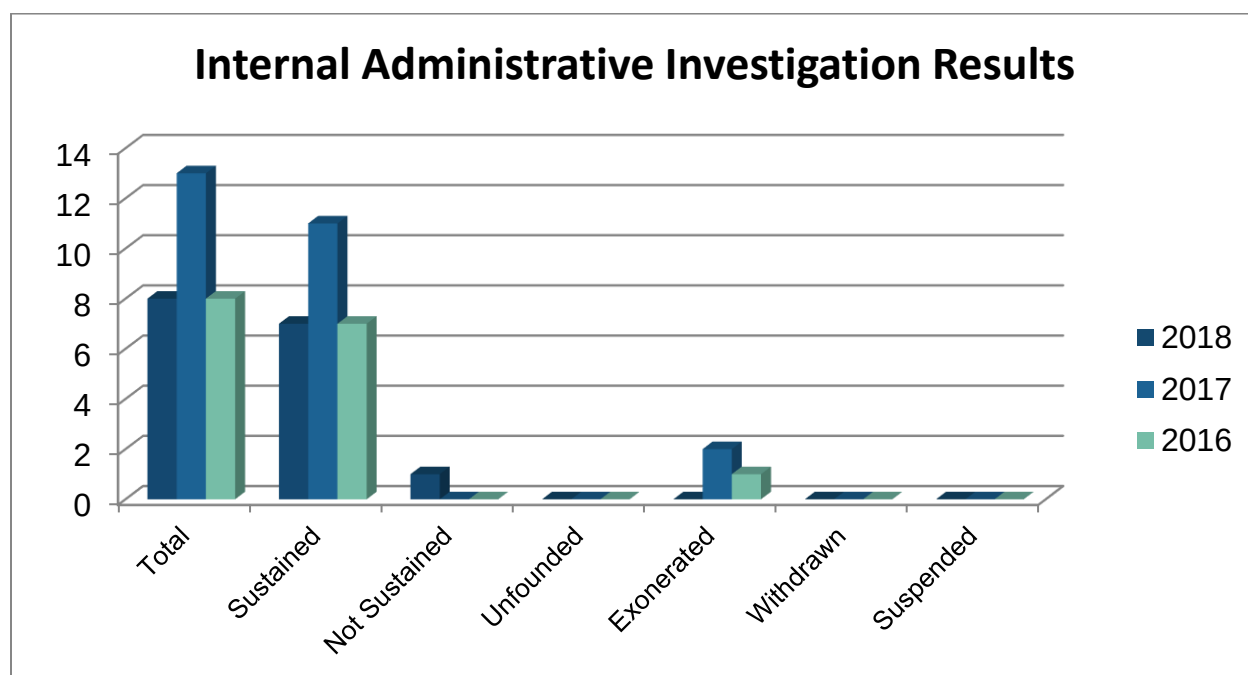
*There is currently one (1) externally generated administrative investigation that has not been adjudicated as the time of this report. The numbers for this category will reflect the adjudicated investigations only.

In comparing the number of sustained complaints from externally generated investigations, 2 of 8, or 25% were sustained in 2018. The two (2) sustained external complaints accounts for 22% of the total sustained complaints for 2018.

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

In comparing the number of sustained complaints from externally generated investigations, there was 2 of 10, or 20% sustained in 2016. The two (2) sustained external complaints accounted for 17% of the total sustained complaints for 2016.

The three-year average shows that only 20% of all externally generated investigations resulted in a sustained finding.



Internal Administrative Investigation Results	2018	2017	2016
Total	8	13	8
Sustained	7	11	7
Not sustained	1	0	0
Unfounded	0	0	0
Exonerated	0	**2	1
Withdrawn	0	0	0
Suspended	0	0	0

*There is currently one (1) internally generated administrative investigation that has not been adjudicated as the time of this report. The numbers for this category will reflect the adjudicated investigations only.

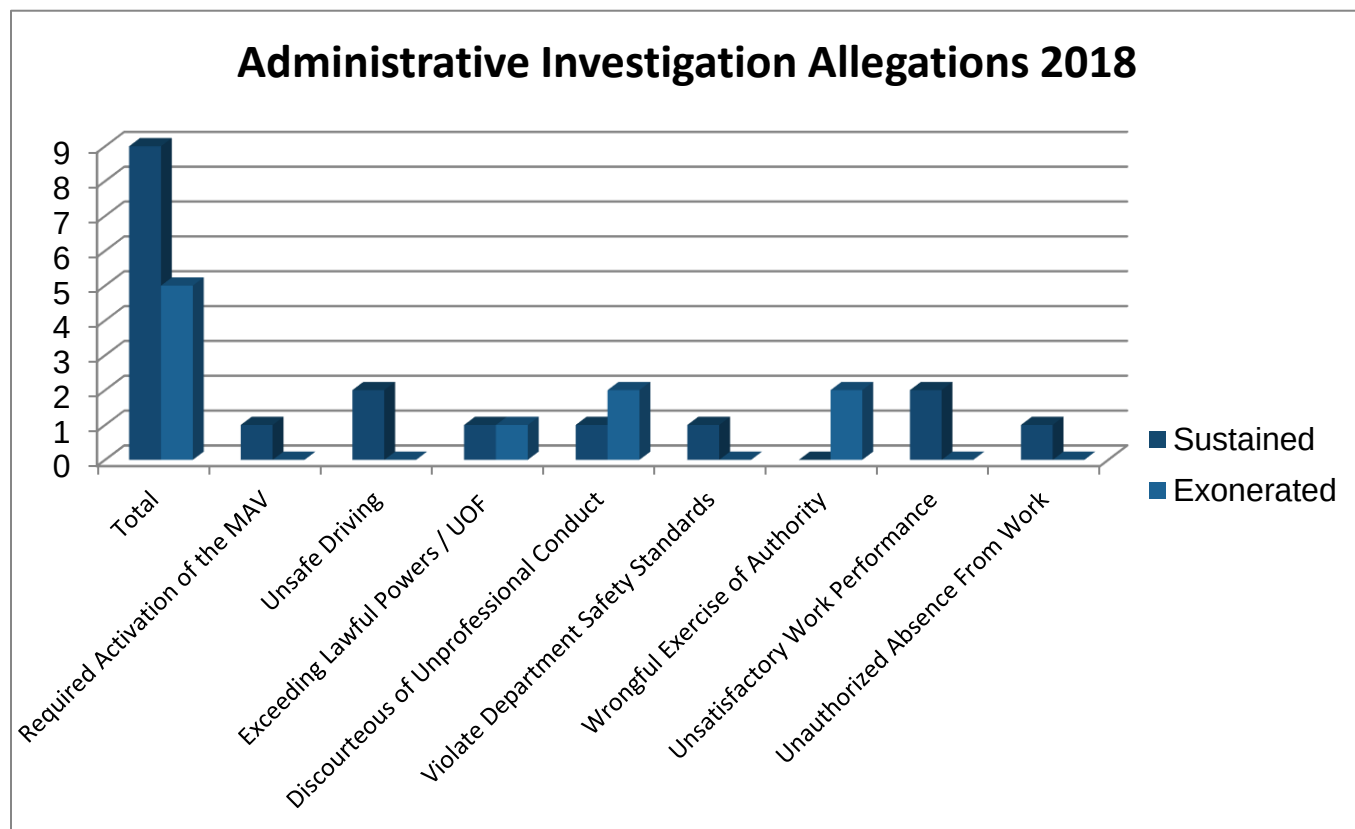
**In the annual report for 2017, one (1) internally generated administrative investigation had not been adjudicated by the time the report was completed. This investigation has since been adjudicated and is reflected in the 2017 exonerated category above.

In comparing the number of sustained complaints from internally generated investigations, there were 7 of 8, or 88% sustained in 2018. The seven (7) sustained internal complaints accounted for 78% of the total sustained complaints for 2018.

In comparing the number of sustained complaints from internally generated investigations, there were 11 of 13 or 85% sustained in 2017. The eleven (11) sustained internal complaints accounted for 85% of the total sustained complaints for 2017.

In comparing the number of sustained complaints from internally generated investigations, there were 7 of 8 or 88% sustained in 2016. The seven (7) sustained internal complaints accounted for 58% of the total sustained complaints for 2016.

The three-year average shows that 87% of all internally generated investigations resulted in a sustained finding.



	Internal or External	2018	Sustained	Exonerated
Required Activation of the MAVS	Internal (1) External (0)	1	1	0
Unsafe Driving	Internal (2) External (0)	2	2	0
Exceeding Lawful Peace Officer Powers	Internal (1) External (1)	2	1	1
Discourteous or Unprofessional Conduct	Internal (0) External (3)	3	1	2
Violate Department Safety Standards	Internal (1) External (0)	1	1	0
Wrongful Exercise of Authority	Internal (0) External (2)	2	0	2
Unsatisfactory Work Performance	Internal (1) External (1)	2	2	0
Unauthorized Absence from Work	Internal (1) External (0)	1	1	0
Other	Internal (1) External (2)	2	0	0
Totals		16	9	5

* There are two administrative investigations in 2018 that have not been adjudicated at the time of this report. Therefore, the totals above only reflect those investigations that have been adjudicated.

Of the sixteen (16) administrative investigations listed above, one (1), or 6%, was related to the employee failing to activate his/her MAVS, two (2), or 13%, were related to unsafe driving, and two (2), or 13% were due to exceeding lawful peace officer powers. Discourteous or unprofessional conduct accounted for three (3) incidents, or 19%; one (1), or 6%, was related violating departmental safety standards; two (2), or 13% were related to wrongful exercise of authority; two (2), or 13%, were related to unsatisfactory work performance, one (1), or 6%, was related to an unauthorized absence from work, one (1), or 6%, was related to criminal or dishonest conduct, and one (1), or 6%, was related to misappropriation of public funds.

Of the nine (9) total (internal and external) sustained allegations during 2018, one (1) resulted in the employee resigning in lieu of termination, five (5) resulted in a suspension from duty, totaling 130 hours of leave without pay or a decrease in general leave, two (2) resulted in written reprimands, and one (1) resulted in a supervisory counselling.

Personnel Early Warning (PEWS) System

The Personnel Early Warning System is triggered when a threshold of three (3) incidents of a single performance indicator or a combination of any five (5) performance indicators

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.

The review of the 2018 PEWS reporting period has identified six (6) employees who met the performance indicator thresholds triggering notification to their chain of command. The incidents triggering the PEWS were discussed with the involved employees. None of the PEWS resulted in identified training or disciplinary issues.

Employee Grievances Reporting & Analysis /Commendations

There were no grievances filed in 2018.

There were fifty-six (56) commendations written, acknowledging a total of 290 employees in the 2018 calendar year.

Paid Administrative Leave/Traumatic Incident Referrals

There was one (1) employee placed on paid administrative leave in 2018. Ultimately, the employee resigned in lieu of termination.

Personnel Reporting

During 2018, the Professional Standards Division focused on filling sworn and civilian vacancies. By year's end, the division hired twelve (12) new sworn employees and thirteen (13) new civilian employees. Below is a detailed listing of newly hired employees for 2018:

- Chief – 1
- Lateral Police Officer – 4
- Police Recruit – 7
- Lateral Communications Officer – 1
- Communications Officer – 2
- Cadet – 5
- Parking Control Officer – 1
- Police Services Officer – 3
- Police Records Specialist – 1

This list includes the employees who were hired and ultimately terminated or resigned. During 2018, the following position changes occurred:

<u>Position</u>	<u>Reason for change</u>	<u>Vacant position(s)</u>
Chief	(1) retired	0
Deputy Chief	(1) retired	0
Police Captain	(1) promoted	1

Police Lieutenant	(2) 1 retired / 1 promoted	0
Support Services Manager	(1) retired	0
Police Sergeant	(2) promoted	0
Supervisor	(1) promoted	0
Police Officer	(8) 2 resigned / 2 terminated / 4 retired	0
Communications Officer	(2) terminated	1
Police Services Officer	(1) resigned	1
Police Recruit	(1) terminated	0
Police Records Specialist	(2) 1 resigned / 1 terminated	3
Parking Control Officer	(2) resigned	3
Master Reserve Officer	(3) 2 retired / 1 deceased	NA

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 2018:

	White (non- Hispanic)		African American (non- Hispanic)		Hispanic- Latino (any race)		Other	
Sworn Personnel	Male	Female	Male	Female	Male	Female	Male	Female
Tested	11	-	-	-	2	1	1	1
Eligible After Testing	11	-	-	-	2	1	1	1
Promoted	4	-	-	-	-	-	-	-
Civilian Personnel								
Tested	2	9	-	-	-	1	-	3
Eligible After Testing	2	7	-	-	-	1	-	3
Promoted	1	2	-	-	-	0	-	0

Full Time Sworn Police Officer Recruitment Plan Evaluation

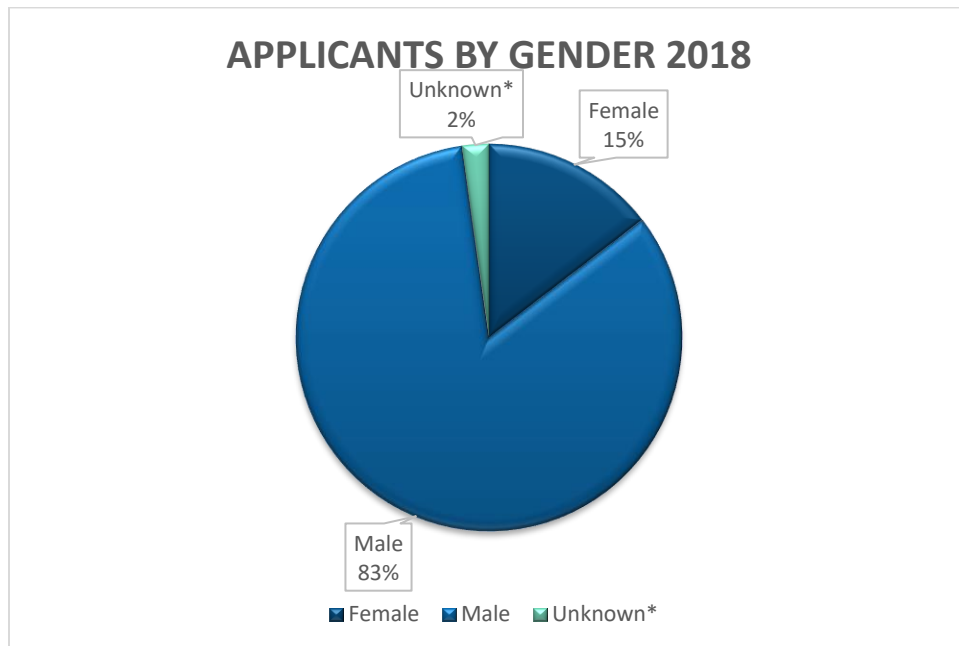
Based on the Police Department needs and City budget considerations, the Professional Standards Division (PSD), in conjunction with the Human Resources Department, conducted eight (8) police recruit and lateral/academy enrolled recruitments during 2018. Human Resources left these recruitments open during 2018. Once enough applications were on file, PSD invited the applicants to participate in the testing process.

The primary method of recruitment for this position was the internet, specifically a program called NEOGOV. The NEOGOV platform allows candidates to apply for several agencies/positions through a single source. The PSD also posts job announcements on the department social media outlets.

In 2018, members of the recruitment team took a proactive approach in recruiting qualified candidates by attending the following recruitment events:

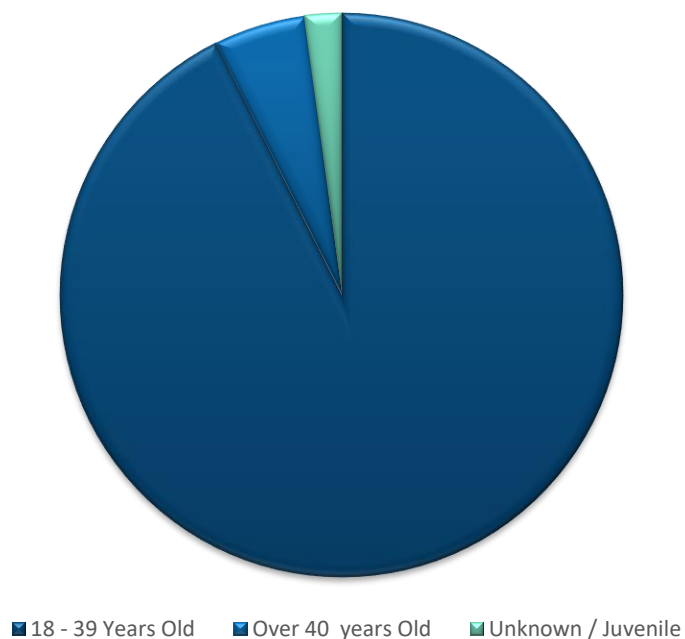
- Orange Coast College Career Fair
- Beckman High School Career Fair
- Orange County Sheriff's Department Pre-Employment Preparation class
- Orange County Hiring Fair
- Rio Hondo College Police Academy
- Walk for Law Enforcement
- Hike the Halo

The following charts depict the applicant pool created by NEOGOV during all sworn recruitments for 2018:

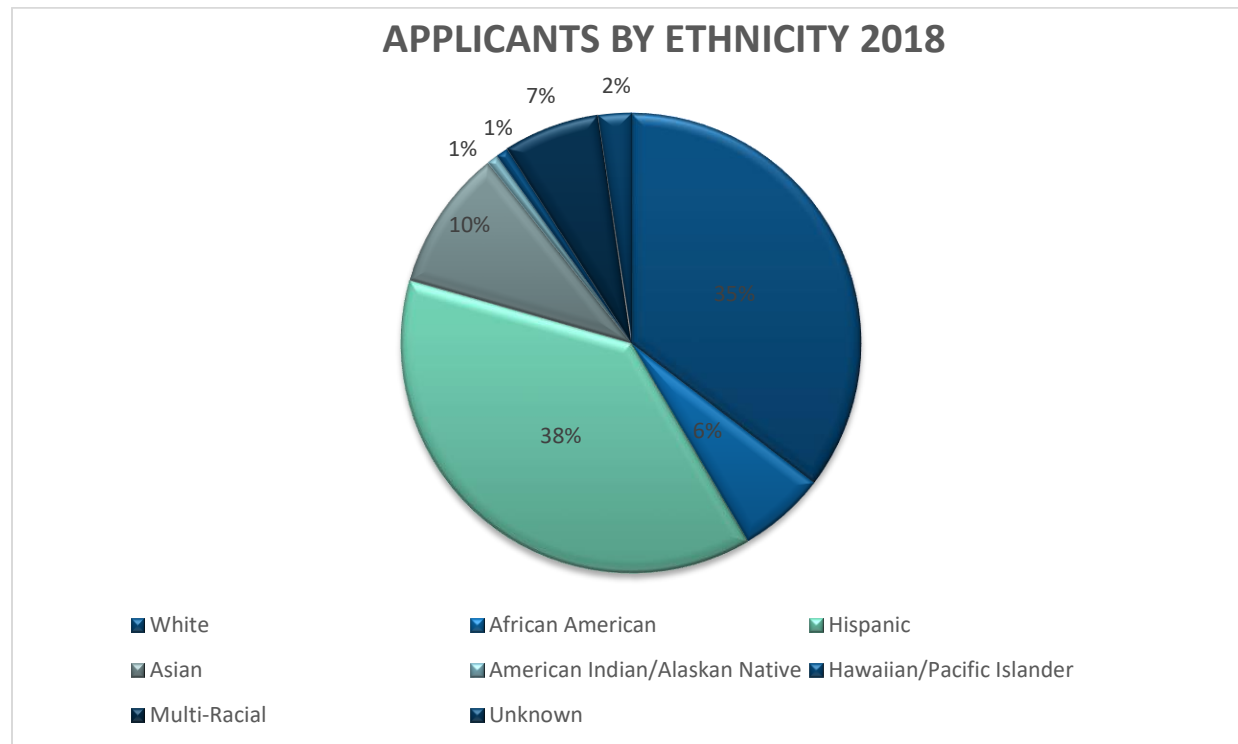


APPLICANTS BY GENDER		
Female	Male	Unknown / Juvenile
202	1151	31

APPLICANTS BY AGE GROUP 2018



AGE GROUP		
18-39	Over 40	Unknown / Juvenile
1283	73	29



ETHNICITY							
White	African American	Hispanic	Asian	American Indian/ Alaskan Native	Hawaiian /Pacific Islander	Multi-Racial	Unknown
490	85	524	137	11	12	93	32

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

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

ALL SWORN POSITIONS (2018)

Physical Agility

Invited to physical agility:	246
Passed:	131
No show or withdrew from process:	109
Failed:	6

Interview

Invited to interview:	131
Failed:	73
Passed:	57 (Placed on eligibility list)
No show or withdrew from process:	1

Seventy-one (71) applicants were placed into the background investigation process: twenty (20) were hired, forty-two (42) were non-selected, four (4) failed backgrounds and five (5) withdrew from the background process.

In an effort to more closely reflect our community's ethnic makeup, the recruiting process actively sought minority applicants. As a result, one (1) Caucasian male was hired as a police chief, two (2) Caucasian males were hired as lateral police officers, one (1) Hispanic female was hired as a lateral police officer, two (2) Caucasian males were hired as police recruits, one (1) Hispanic male was hired as a police recruit, one (1) Hispanic female was hired as a police recruit, three (3) Caucasian females were hired as communications officers, one (1) Hispanic female was hired as a police services officer, two (2) Caucasian females were hired as police services officers, one (1) Caucasian male was hired as a police records specialist, one (1) Caucasian female was hired as a parking control officer, two (2) Caucasian males were hired as cadets, two (2) Hispanic males were hired as cadets.

The Tustin Police Department continuously strives to attract more gender and ethnically diverse police candidates to meet the diverse demographics of our community. The chart below provides a breakdown of sworn officers, police recruits, and civilian employees based on their reported race as of December 31, 2018:

	White (non-Hispanic)		African American (non-Hispanic)		Hispanic- Latino (any race)		Other	
Sworn Personnel & Police Recruits	Male	Female	Male	Female	Male	Female	Male	Female
Non-supervisory positions	36	2	2	-	12	4	8	2
Supervisory	14	-	-	-	1	1	2	1
Command	4	-	-	-	-	-	1	-
Executives	2	-	-	-	-	-	-	-
Subtotal	56	2	2	0	13	5	11	3
Civilian Personnel								
Non-supervisory positions	5	17	-	-	2	5	1	10
Supervisory	1	2	-	-	-	1	-	-
Managerial	2	-	-	-	-	-	-	1
Executives	-	1	-	-	-	-	-	-
Subtotal	8	20	0	0	2	6	1	11
Total	64	22	2	0	15	11	12	14

Training Reporting

We continued our joint venture with Santa Ana College for a tenth year which supplemented training costs and generated enhanced college educational units for our personnel who choose to further develop their individual college goals. The college tuition cost for training conducted in 2018 was \$1,481.20 with a return of \$4,357.80, resulting in a net training revenue of \$2,876.60 for the 2018 calendar year. Although these additional training funds were returned to the City General Fund, they allowed for additional budgeted training dollars to be put in the direction of future training classes and educational opportunities for all sworn and civilian personnel.

During the 2018 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:

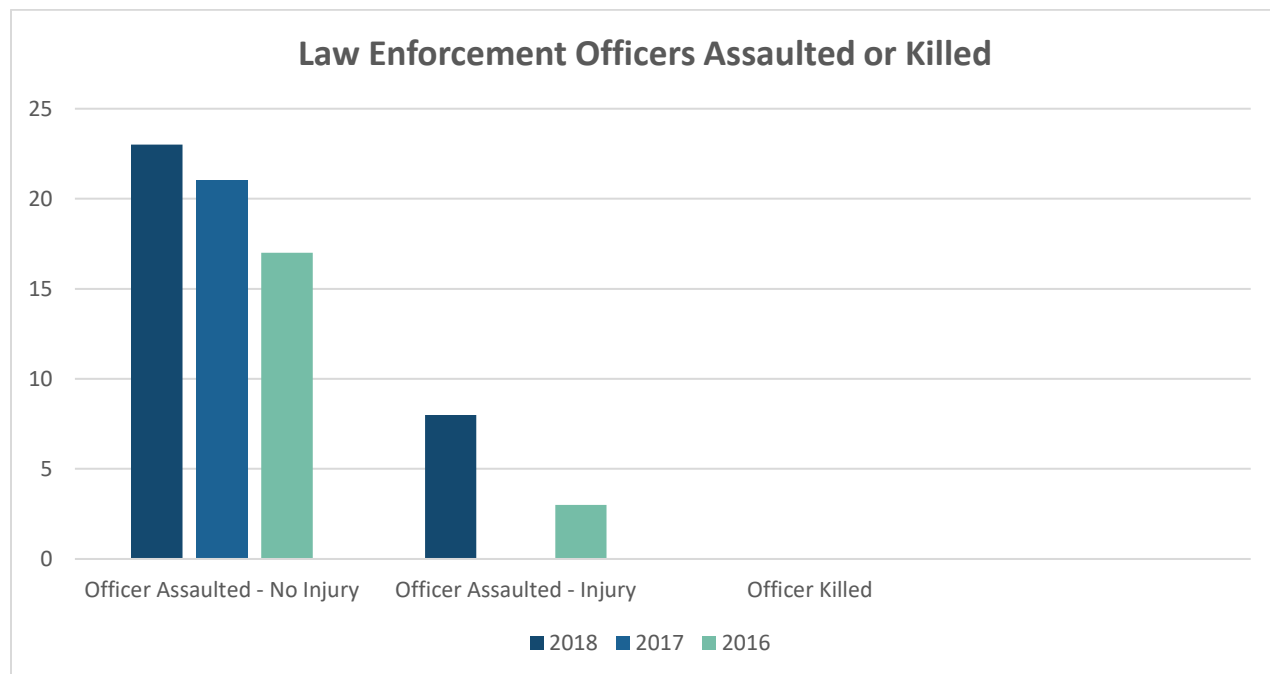
<u>Presentation Dates</u>	<u>Topics</u>
January-February	Force Options/Driver Training
February-March	City E-Mail Policy
May 14, 18, 23	PEBT, CEW, Body Worn Cameras
September 7, 10, 13, 18	EOC, Ethics, Racial Profiling, TLO
November 5, 8, 13, 16	Mental Health First Aid/OC Health Care
December	FEMA Incident Command System, ICS-100

Additionally, individual department members attended formal career development and educational training courses provided by on-site and off-site presenters throughout the year. Twenty-four (24) employees were sent to supervisory and leadership related sessions totaling 824 hours; and 103 employees were sent to a variety of other law enforcement related training sessions totaling 5,845 hours. The total number of formal training hours for 2018 was 6,669.

Sworn officers and civilian police service officers are required to view monthly District Attorney (DA) Training Videos distributed by the Golden West College Criminal Justice Training Center. The DA Videos cover a wide variety of law enforcement topics related to case law decisions such as search and seizure, laws of arrest, interview and interrogation, etc. There were forty-eight (48) videos distributed in 2018.

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 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 POST Compliance Training Officer.

Law Enforcement Officers Assaulted or Killed



Law Enforcement Officers Assaulted or Killed	2018	2017	2016
Officer Assaulted – No Injury	23	21	17
Officer Assaulted – Injury	8	0	3
Officer Killed	0	0	0
Total	31	21	20

An analysis revealed that in 2018, thirty-one (31) officers were assaulted. Twenty-three (23) did not result in injuries to the officers, eight (8) resulted in injuries to the officers and no officers were killed (murdered). In 2017, twenty-one (21) officers were assaulted. None of them resulted in injuries to the officers and no officers were killed (murdered). In 2016, twenty (20) officers were assaulted. Seventeen (17) resulted in no injuries to the officers and three (3) resulted in injuries to an officer. No officers were killed (murdered) in 2016.

Assaults on our officers have steadily increased over a three-year average. This is likely contributed to the early release of dangerous people into our community due to various California laws aiming to reduce the prison population. In addition, California has taken a softer approach on crime. Many non-violent felony crimes were reduced to misdemeanors and people are being issued citations versus being booked into the county jail.

To help our officers deal with those in the community who want to cause harm, we constantly train our officers on a variety of arrest and control tactics such as handcuffing, the use of the baton and Conducted Energy Weapon as well as proper ground fighting techniques. Our officers train with their firearm and patrol rifles on a consistent basis.

Active Threat Review

According to the Federal Bureau of Investigations, twenty-one (21) states around the country, from California to Maryland, saw active shooter incidents in the two-year period from 2016 to 2017, ten more than in the previous two-year period. The report by the FBI's Office of Partner Engagement, found that in the years 2016 and 2017, there were 50 active shooter incidents – 20 in 2016 and 30 in 2017. A copy of that report can be found at <https://www.fbi.gov/file-repository/active-shooter-incidents-us-2016-2017.pdf>

The Tustin Police Department realizes the threat is real and we continually train our personnel on how to respond and effectively handle these types of critical incidents. In 2018, members of the Tustin Police Department's Special Response Team coordinated an active shooter drill at a medical facility in our jurisdiction. Employees and first responders worked together to coordinate a response to a simulated active shooter threat. Officers were not only responsible for responding and neutralizing the threat, they also had to perform first-aid on simulated victims with various levels of wounds.

Members of the Tustin Police Department's Special Weapons and Tactics Team and Special Response Team train monthly on various aspects of threat assessment and response to critical incidents.

The Tustin Police Department has several sworn officers who are trained as Terrorism Liaison Officers (TLO). These officers stay current on emerging trends, attend terrorism related meetings with others in the county and state, receive training and intelligence from the local fusion center, online resources, and other agencies engaged in homeland security initiatives. The TLOs role is then to bring this information back to our Department and educate others, thereby enhancing situational awareness, early warning, and operational readiness.

Selective Enforcement Activities

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 officer who is a traffic collision investigator.

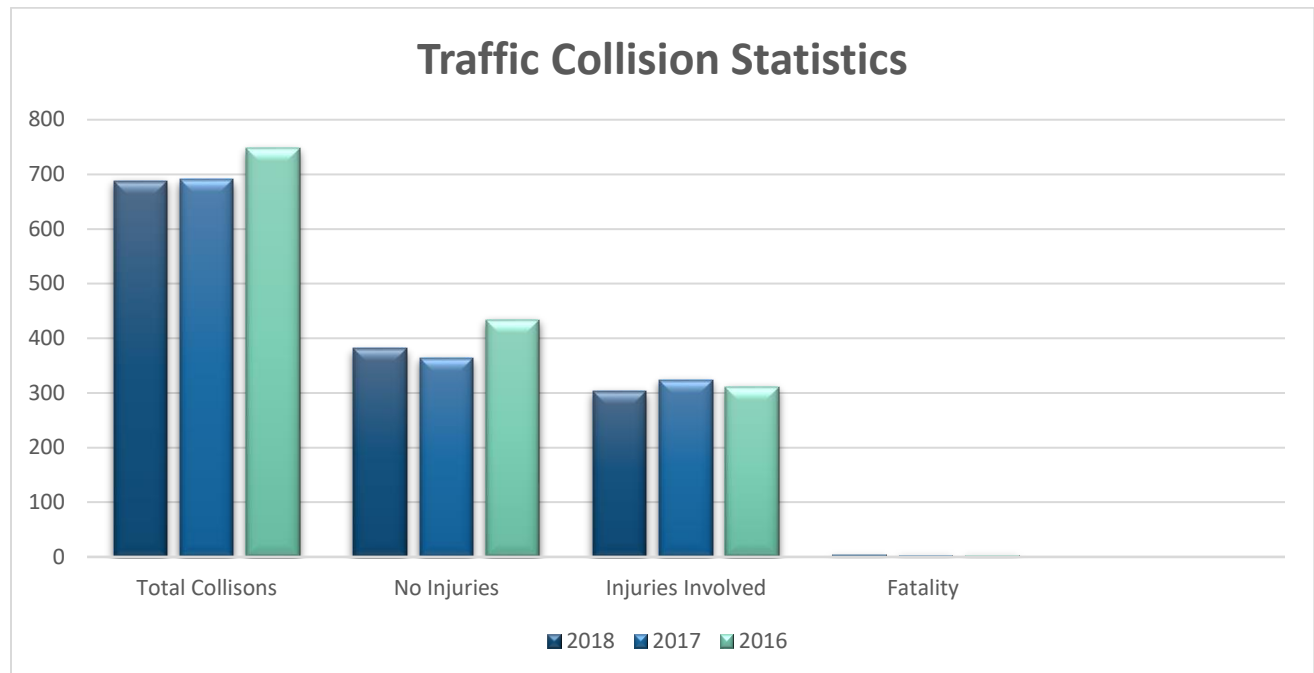
The goal of the Traffic Unit is to ensure the safety of the public within our jurisdiction through education, enforcement, and engineering. This is accomplished by maintaining a positive relationship with the community and its members by utilizing the Community

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 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’ programs with Tustin High School. 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.

Over the last three years, the Traffic Unit investigated 2,126 traffic collision reports, ten of which unfortunately resulted in a fatality. During the same time period, the Traffic Unit issued 13,338 traffic citations and 41,328 parking citations. In 2017, the Department began a new program where an officer could officially warn a driver after a traffic stop versus issuing a traffic citation. The warning is similar to that of a traffic citation, however, the warning is not sent to court, the driver is not assessed a fine, and the California Department of Motor Vehicles is not notified. The purpose of this warning system is to cause more of an impact to the driver in hopes he/she drives safer in the future. In addition, warnings are documented in the Tustin Police Department’s computer database. Therefore, if a driver is stopped and they were previously issued a warning, the officer can use this information to decide if a traffic citation is appropriate. In 2017, officers issued 160 official traffic warnings and in 2018, the department issued 176.



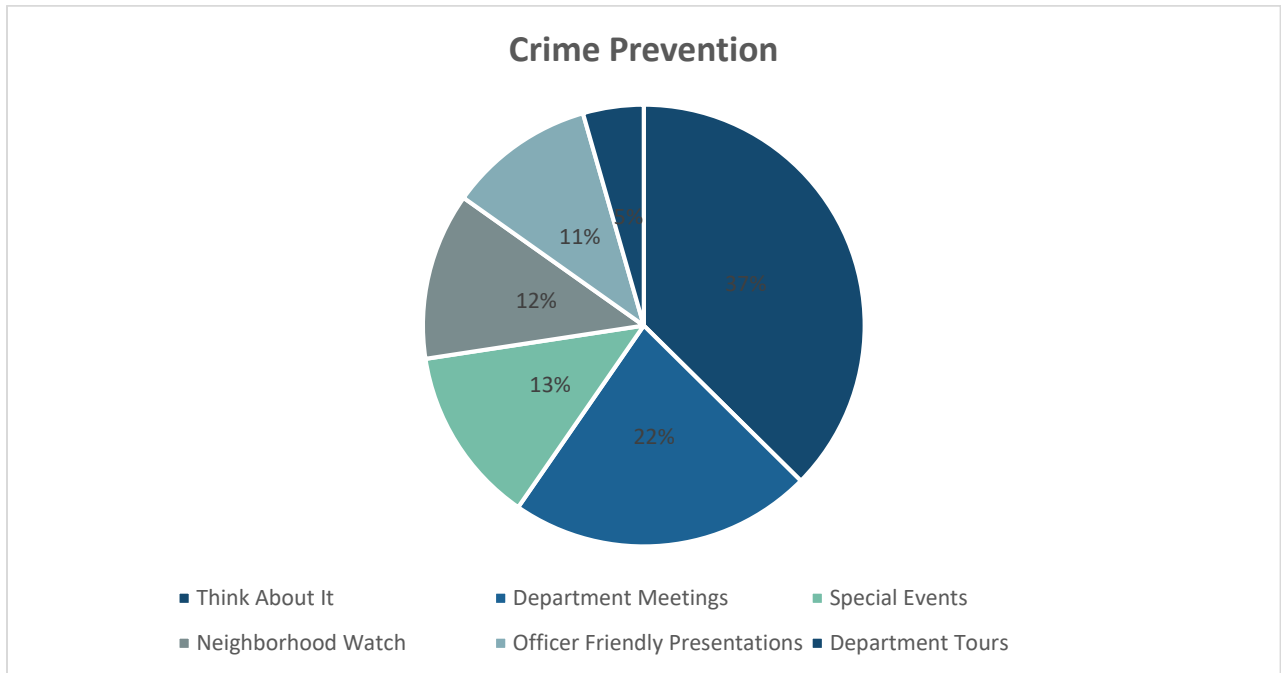
TRAFFIC COLLISION STATISTICS	2018	2017	2016
Total Collisions	688	690	748
No Injuries	381	364	434
Injuries Involved	303	323	311
Fatality	4	3	3

In comparing all of the traffic collision data, the Department realized a decrease in overall traffic collisions. This decrease can be attributed to the enforcement efforts of the entire Department. We did have an increase in traffic collisions resulting in a fatality, however, there does not appear to be a contributing factor to this slight increase.

Crime Prevention Reporting & Evaluation

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

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



In 2018, the CRO's provided one-hundred and one (101) "Think About It" lessons at the various elementary schools in Tustin, attended sixty (60) in-house Department meetings including Chief's Employee Forum, Community Outreach and Neighborhood Improvement Taskforce (NITF), hosted thirty-three (33) Neighborhood Watch meetings, attended thirty-five (35) special events, provided twenty-nine (29) "Officer Friendly" presentations, gave twelve (12) department tours, and were involved in one (1) lengthy quality of life project.

The numbers above are impressive as the CROs spend a lot of time immersed in our community. The numbers however, do not reflect the amount of time the CROs spend on the preparation leading up to the different event and projects. In reality, the preparation takes up most of their committed time.

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

In addition to all of the scheduled commitments listed above, the CROs spend a significant amount of time assisting in other projects and programs throughout the year. The CROs assist with planning of the annual Santa Sleigh program, Tustin Police Explorer Christmas potluck, annual disaster preparation exposition, annual Hanger Half Marathon, Coffee with a Cop, Wally Karp Memorial ceremony, Tiller Days carnival, and Citizen's Academy. The CROs recently took over coordinating the Tustin Police Volunteer program.

In June 2018, the Department lost a part-time Community Relations Officer due to retirement. This was a huge loss to the program as our two full-time CROs workload increased significantly. Even with the additional workload, the CROs continue to do an outstanding job.

The Department's Project 365 this year focused on the Stevens Square parking structure, particularly the upper level of the structure. The secluded design of this level has always appealed to those wanting privacy while loitering and engaging in criminal activity. In September of 2017, the activity increased to the point where a resident contacted us for help. The issue was brought before our Neighborhood Improvement Task Force (NITF), which consists of multiple city departments working together to solve quality of life problems within the community.

After looking at the structure, it was clear there were issues that needed to be addressed. In one corner of the parking structure, there was a heavy buildup of trash, including syringes and a mattress. Branches from a tree belonging to a resident behind the parking structure, overhung onto that corner, allowing people to hide and engage in criminal activity. There were tire tracks on the ground left behind from vehicles doing donuts.

Over the next few months, members of NITF, such as the Public Works Department and the City Attorney, looked at several options on how to address the various issues. To decrease the loitering and vehicle issues, we immediately increased patrol checks. In order to deter people from loitering in the corner, we worked with the resident and had the tree trimmed. Unfortunately, to avoid compromising the integrity of the tree, we were only able to remove a few branches. We are still looking at other ways to keep people out of the corner. New signs were installed throughout to restrict overnight parking. To improve the overall appearance of the structure and to help the vehicle issues as well, we looked into resurfacing the structure and adding wheel stops and/or speed bumps. Due to financial constraints, this could not be accomplished at the time this report was completed.

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

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

In evaluating the CRO program, it is evident that it is essential to the continued success of the Tustin Police Department Community Governance Philosophy. Realizing the need to add another CRO, the Department will be seeking to hire another part-time CRO to help with the increasing workload.

Juvenile Crime Prevention Review

Juvenile crime and its prevention are important goals the police department strives for on a daily basis. To that end, the department works in partnership with the Tustin Unified School District (TUSD) in achieving these goals. The department employs a full-time sworn School Resource Officer (SRO). The SRO is primarily based at Tustin High School (THS); however, he is responsible for the sixteen (16) Kindergarten through 12th grade TUSD schools within the City of Tustin.

In 2018, the SRO handled fifty-six (56) reports generated on the various campuses. The SRO was assigned to follow up on fourteen (14) additional cases that were generated by other officers originating from the TUSD schools in the City of Tustin. The benefits of his presence allowed for an immediate response to any campus situation and helped maintain patrol staffing levels, because it does not require an officer from patrol to handle a school related issue. In addition to mentoring and guiding students, the SRO attends bi-monthly School Attendance Review Board (SARB) at the Tustin Unified School District main office. The SARB panel is where the habitually truant students are brought to locate a solution to their truancy problem. During 2018, the SRO sat on four (4) SARB panels where eight (8) students were brought before the board. The SRO also participates in other TPD organized events on school campuses, events such as; National Walk to School Day, National Read Across America and the bicycle safety rodeos.

In October 2018, the Tustin Police Department participated in the International Walk to School Day. The Walk to School Day is sponsored by the Kiwanis Club of Tustin and the Tustin Police Department. The featured school this year was Tustin Ranch Elementary. This event involved parents, children, Tustin Police Department staff, and members of Tustin Kiwanis. From several meeting spots in the area, we walked in groups to the school where we all formed for a morning assembly. Members of the Tustin Police Department and Principal Kathy Denny spoke at the assembly. Our police officers assigned to the Traffic Unit spoke to the children about safety related issues.

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

In 2018, the Tustin Police Department continued its partnership with Team Kids. The Orange County based nonprofit's mission is to empower our children to change the world. The Team Kids Challenge Program includes four weekly challenges such as bringing in shoes for the homeless, writing letters to our deployed troops, or collecting gently used towels and blankets to help rescued animals. In 2018, we held two (2) "Team Kids" challenges, one (1) at Heideman Elementary and one (1) at Thorman Elementary. The two (2) challenges were extremely successful.

One of the goals the Tustin Police Department had in 2018 was to increase community engagement, specifically focusing on the youth in our community. We did this by developing several interactive programs that brought the children and police closer together. One program was called "Run with a Cop." This program was designed to create a passion for fitness for elementary school students. Twice a week, for ten straight weeks, several officers from the Tustin Police Department participated in fitness related events with 140 children from Heideman Elementary School. The program concluded with the students and police officers running a mile together at the school, followed by a fun-filled carnival. All of the participants and their parents in the program were invited to run in City of Tustin Hanger 5K run along with several police department employees. Thirty (30) kids and their parents took on the challenge and ran with us. Everybody who ran received a medal. To watch the children cross the finish line with a big smile on their faces was priceless.

The second community outreach program the Tustin Police Department participated in was the first annual Turkey Cup. The Turkey Cup not only promotes health and wellness, it also fosters positive relationships between the youth in our community and law enforcement. The program was embraced by members of the Tustin Police Department who volunteered to coach soccer to Heideman Elementary School students.

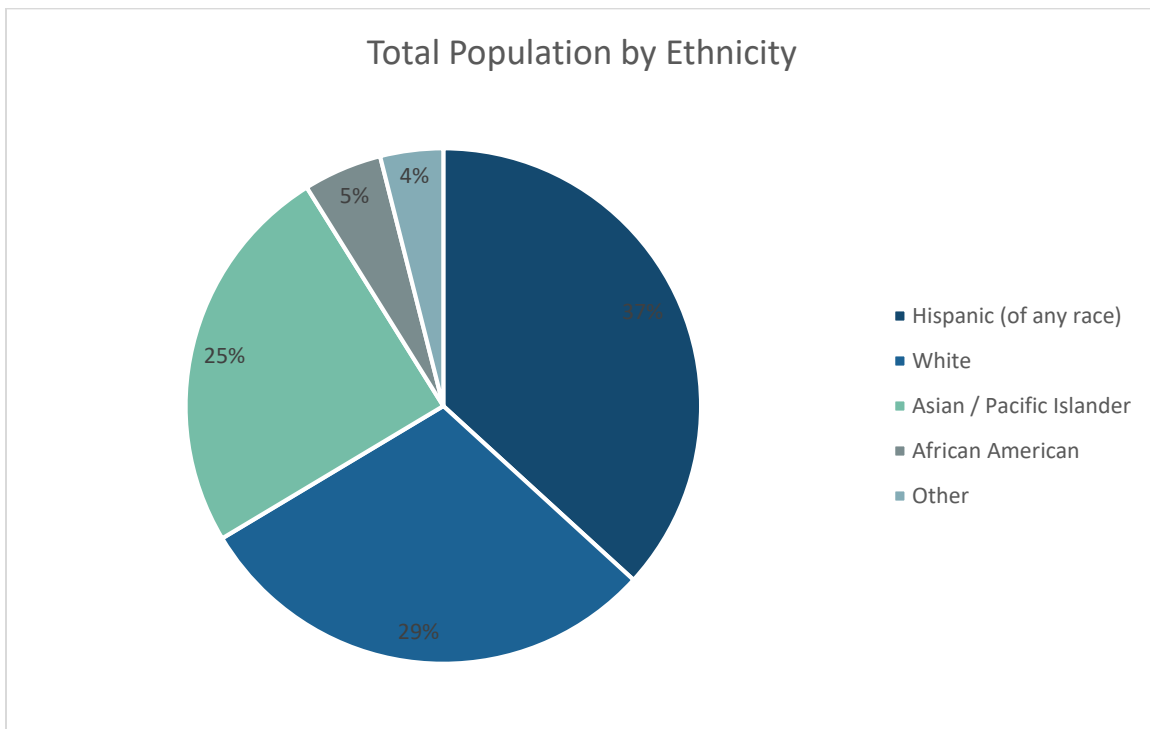
The program ran immediately after school, twice a week, for six consecutive weeks. The Tustin Police Department used the time with the students to teach basic soccer skills, reinforce respect, and demonstrate how to be an overall good person. After five weeks of practice, the children looked forward to the final week which consisted of a mini soccer tournament. The non-profit organization, The Pure Game, organized the tournament that was held the day before Thanksgiving. There were 96 students who participated and they were split into even teams. Each team represented a country. The teams played 13, five-minute games. The two teams with the most wins played in the final. Every player received a trophy for their participation. Everyone was surprised when US Olympic soccer champion and world cup winner, Joy Fawcett showed up to speak to the children.

All the juvenile based programs Tustin Police participate in continue to be beneficial for all involved. Our relationships with the community grow stronger each year.

Bias-Based Policing Review

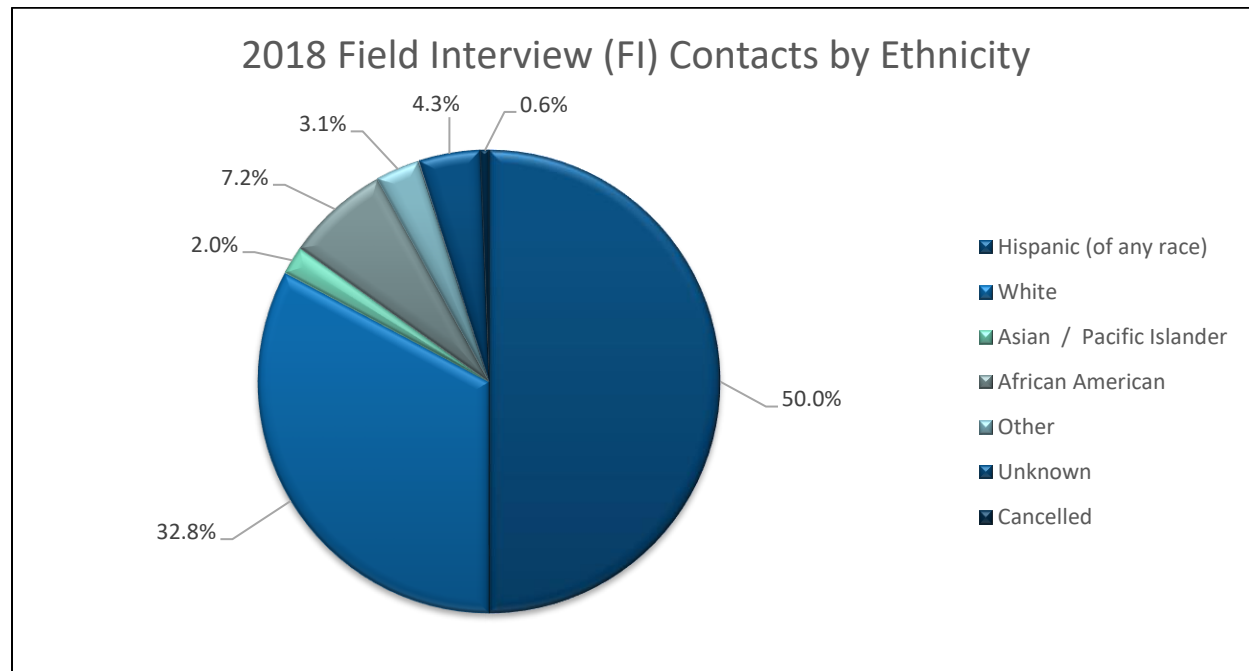
The Tustin Police Department received two complaints related to bias-based policing in 2018. The complainant alleged officer(s) treated them differently during a pedestrian check and vehicle stop. Thorough administrative investigations were conducted and the officers involved were exonerated of the allegations.

The following charts and graphs depict the overall population of our service area, the field interview contacts, suspects in crime reports, and the adult and juvenile arrest statistical data for the 2018 calendar year by ethnicity. The data was prepared using population information from <http://worldpopulationreview.com/us-cities/tustin-ca-population/>, which reflects through July 1, 2018.



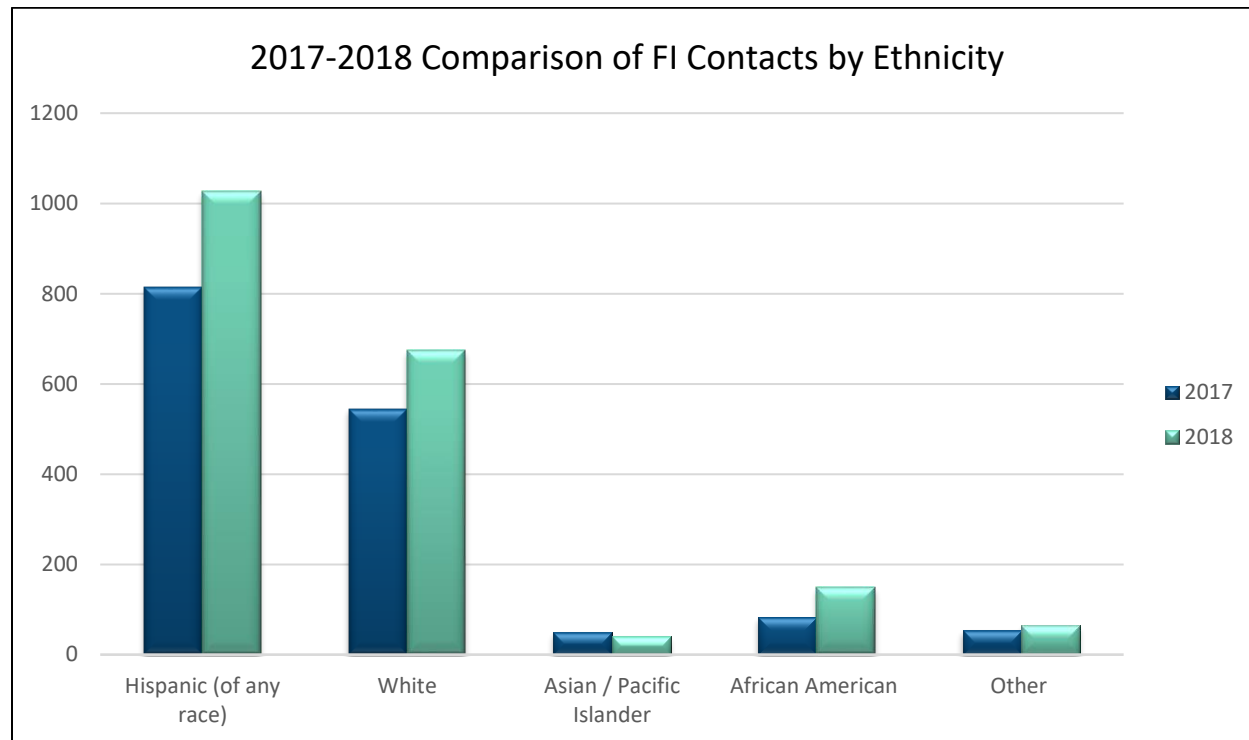
Total Population by Ethnicity

Ethnicity	Number	Percentage of Population
Hispanic (of any race)	29,981	36%
White	24,151	30%
Asian / Pacific Islander	20,126	25%
African American	4,026	5%
Other	3,218	4%
Total	80,502	100%



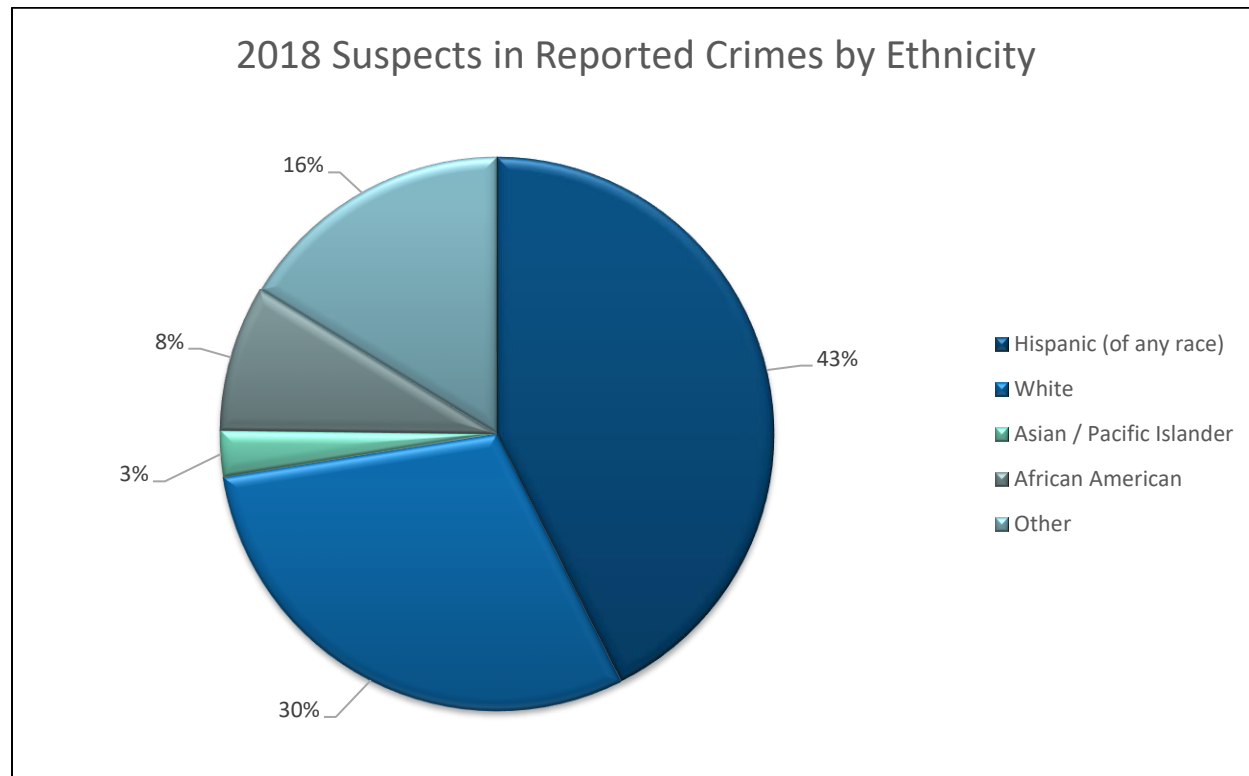
Total Number of 2018 Field Contacts: 2,054

Race	FI Contacts	Percentage of FI's	Percentage of Population
Hispanic (of any race)	1026	50.0%	36%
White	674	32.8%	30%
Asian / Pacific Islander	40	2.0%	25%
African American	148	7.2%	5%
Other	64	3.1%	4%
Unknown	90	4.3%	-
Cancelled	12	0.6%	-



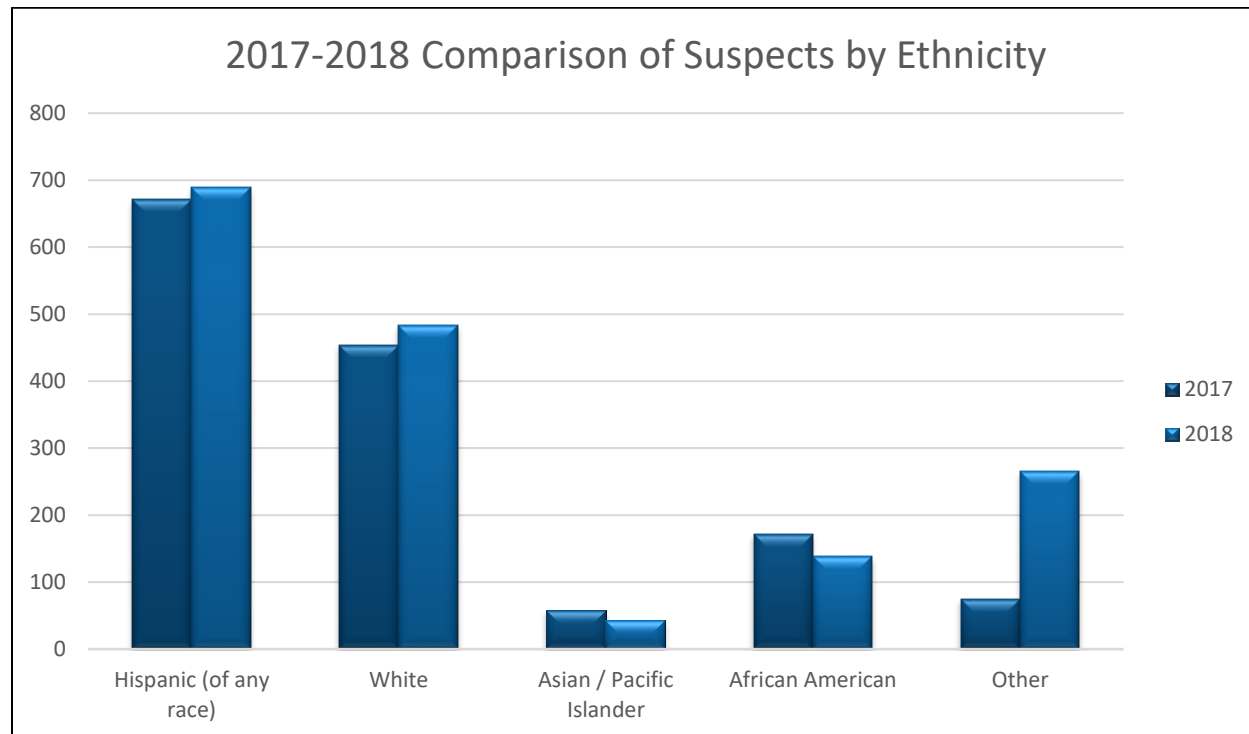
Comparison of 2017 and 2018 Field Interview Statistics by Ethnicity

Race	Population	2017 FI's	2018 FI's	Increase/ Decrease	% of Change
Hispanic (of any race)	29,981	814	1026	212	26.0%
White	24,151	545	674	129	23.7%
Asian / Pacific Islander	20,126	49	40	-9	-18.4%
African American	3,218	83	148	65	78.3%
Other	4,026	53	64	11	20.8%
Total	80,502	1,544	2,054	510	33.0%



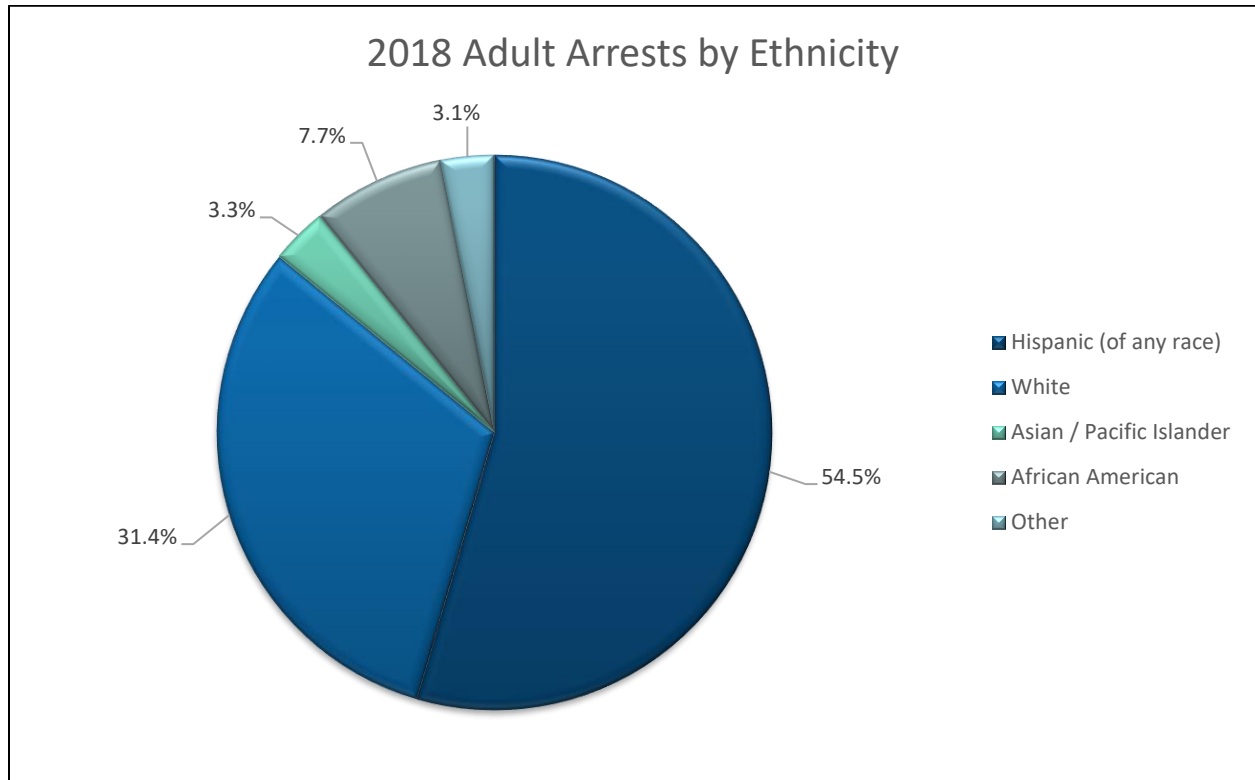
Suspects in reported crimes - January 2018 thru December 2018
Total Number of Suspects: 1618

Race	Suspects	Percentage of Suspects	Percentage of Population
Hispanic (of any race)	689	42.6%	36%
White	483	29.9%	30%
Asian / Pacific Islander	43	2.7%	25%
African American	138	8.5%	5%
Other	265	16.3%	4%
Total	1618	100%	100%



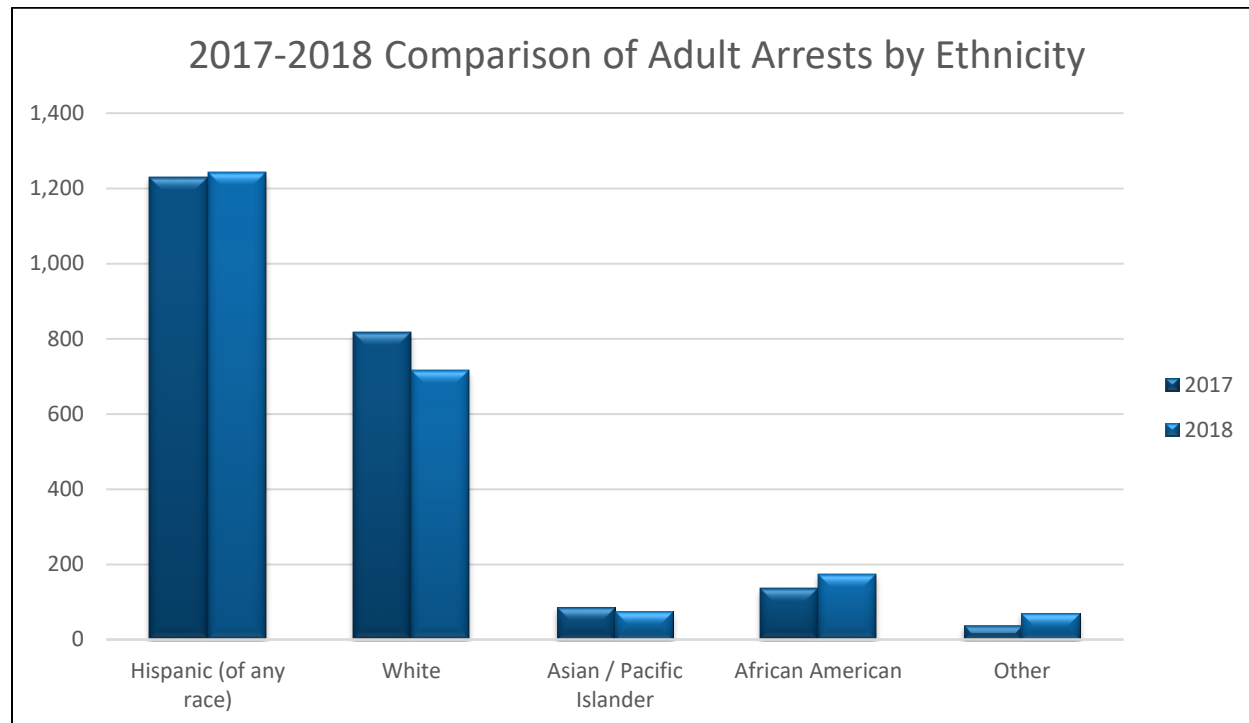
Comparison of 2017 and 2018 Suspects in Reported Crimes by Ethnicity

Race	Percentage of Population	2017 Suspects	2018 Suspects	Increase/Decrease	% of Change
Hispanic (of any race)	36%	671	689	18	2.7%
White	30%	454	483	29	6.4%
Asian / Pacific Islander	25%	58	43	-15	-25.9%
African American	5%	172	138	-34	-19.8%
Other	4%	75	265	190	253.3%
Total	100%	1,430	1618	188	13.2%



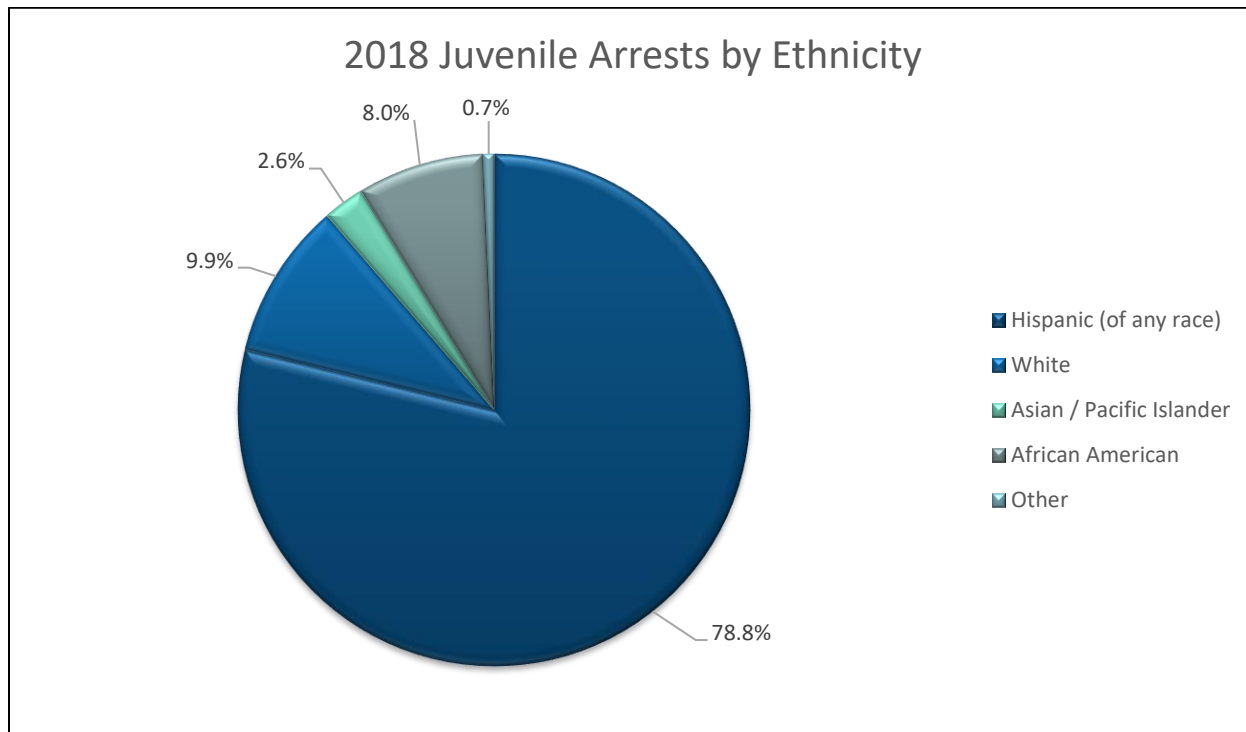
Adult Arrests - January 2018 through December 2018
Total Number of Adult Arrests: 2,278

Race	Adult Arrests	Male	Female	Percentage of Arrests	Percentage of Population
Hispanic (of any race)	1,242	947	295	54.5%	36%
White	716	479	237	31.4%	30%
Asian / Pacific Islander	75	53	22	3.3%	25%
African American	174	145	29	7.7%	5%
Other	71	27	44	3.1%	4%



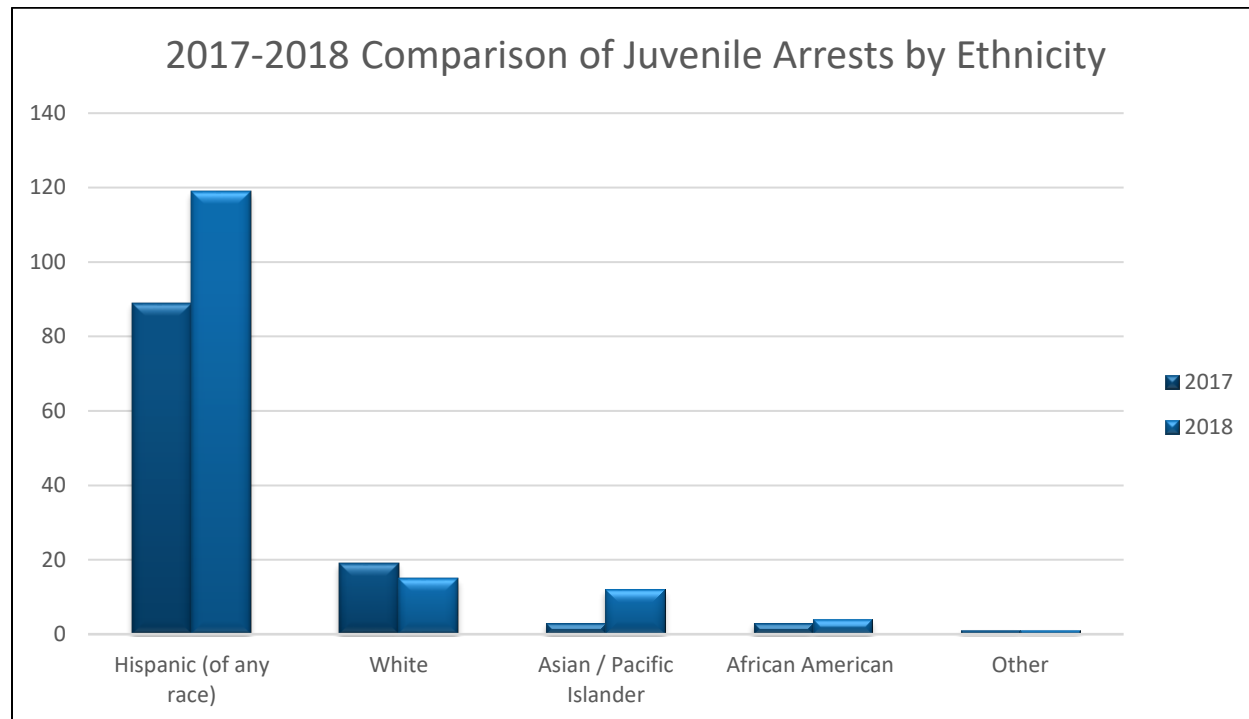
Comparison of 2017 and 2018 Adult Arrests by Ethnicity

Race	Percentage of Population	2017 Adult Arrests	2018 Adult Arrests	Increase/Decrease	% of Change
Hispanic (of any race)	36%	1,231	1,242	11	0.9%
White	30%	818	716	-102	-12.5%
Asian / Pacific Islander	25%	87	75	-12	-13.8%
African American	5%	136	174	38	27.9%
Other	4%	37	71	34	91.9%
Total	100%	2,309	2,278	-31	-1.3%



Juvenile Arrests - January 2018 through December 2018
Total Number of Juvenile Arrests: 151

Race	Juvenile Arrests	Male	Female	Percentage of Arrests	Percentage of Population
Hispanic (of any race)	119	91	28	78.8%	36%
White	15	12	3	9.9%	30%
Asian / Pacific Islander	4	4	0	2.6%	25%
African American	12	7	5	8.0%	5%
Other	1	1	0	0.7%	4%
Total	151	115	36	100%	100%



Comparison of 2017 and 2018 Juvenile Arrests by Ethnicity

Race	Percentage of Population	2017 Juvenile Arrests	2018 Juvenile Arrests	Increase/ Decrease	% of Change
Hispanic (of any race)	36%	89	119	30	33.7%
White	30%	19	15	-4	-21.1%
Asian / Pacific Islander	25%	3	12	9	300%
African American	5%	3	4	1	33.3%
Other	4%	1	1	0	0%
Total	100%	115	151	36	31.3%