

Professional Standards Division Annual Report



2020

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 2020 calendar year and to assist in the evaluation and planning process for the future of the Department. Through the CALEA accreditation program, the specific areas and topics of these reports, reviews, evaluations, and analysis address key areas of interest and concern for law enforcement management. It is through these documents and the continued adherence to the nationally recognized law enforcement standards of CALEA, that we maintain the high level of excellence our community deserves.

Although some reports are specific to the Professional Standards Division, they all represent the year-long efforts, impact, and accountability of the men and women of the Tustin Police Department. This report includes the following reviews, reports, evaluations and analysis for the calendar year of January 1, 2020 through December 31, 2020.

It should be noted that many of the statistics from 2020 saw significant changes from prior years, and these aberrations are directly related to the impact of the worldwide pandemic COVID-19. In March 2020, emergency operations were implemented throughout California, including stay at home orders, restricted travel, closures of businesses and schools, and changes in how first responders interacted with the public when called for services.

The impact of the COVID-19 pandemic has lasted for months, rather than weeks, extending from March 2020 to the time this report is published. For the protection of employee families, the Tustin community, and society at large, the Tustin Police Department took every precaution necessary to maintain safety for both the officers, employees, and Tustin community. The Tustin Police Department has followed the evolving guidance of state and county health professionals by enacting preventative measures and operating procedures to slow the spread of COVID-19, thereby protecting the health of everyone we serve, especially those who are most vulnerable to the virus. Employees interacting with the public were ordered to wear face masks, wear gloves, and maintain safe social distances where possible. Patrol vehicles were regularly sanitized to prevent cross contamination. In addition to following precautionary measures while on duty, employees also followed the recommendations by county health officials during their personal time by washing their hands frequently, covering their coughs and sneezes, wearing face masks when in public and away from their homes, and minimizing travel away from home and work.

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

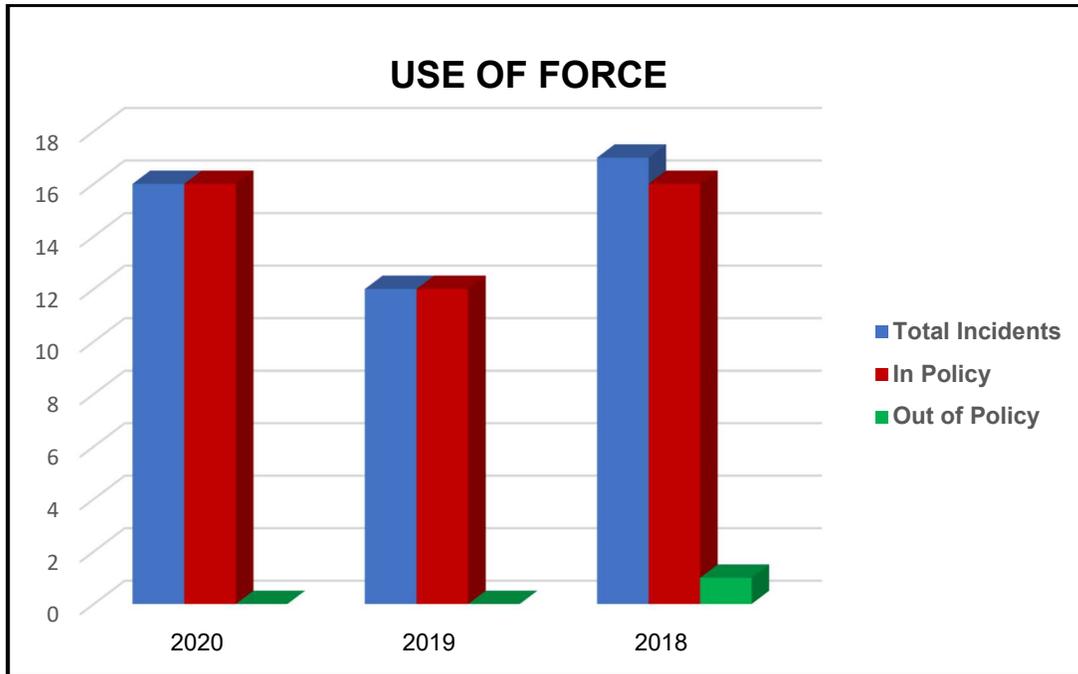
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Use of Force Reporting & Analysis

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

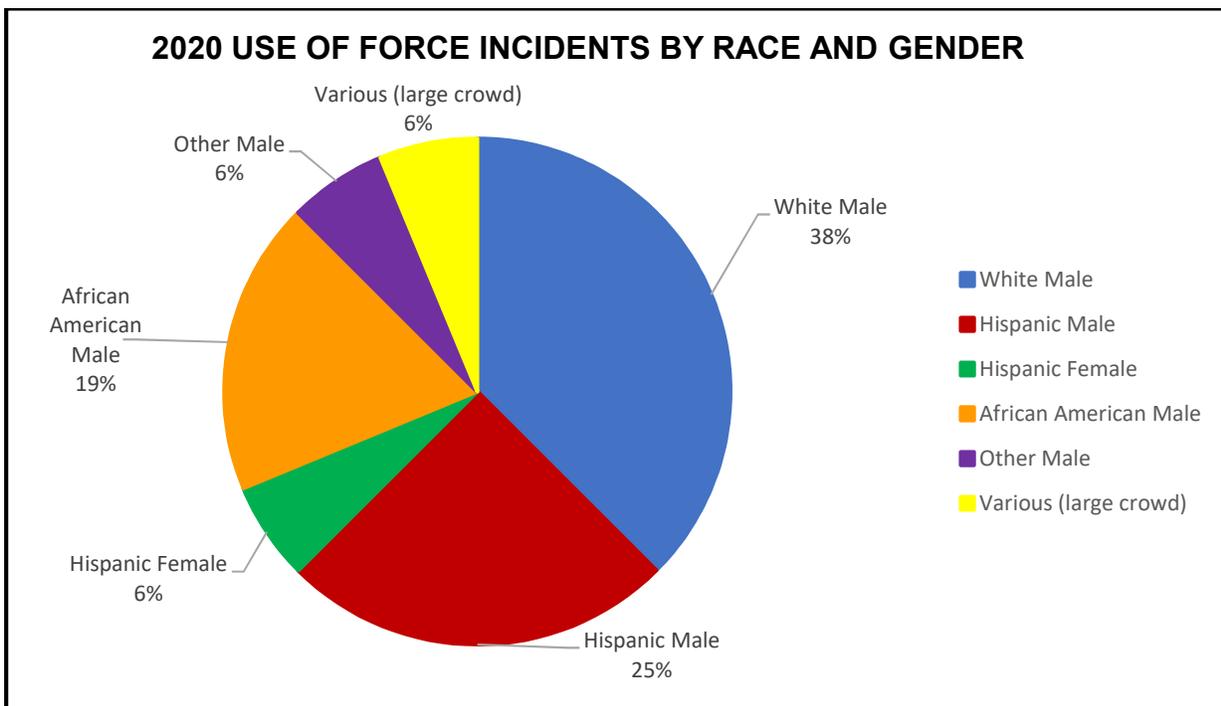
Total UOF comparing past three years 2020, 2019, and 2018:

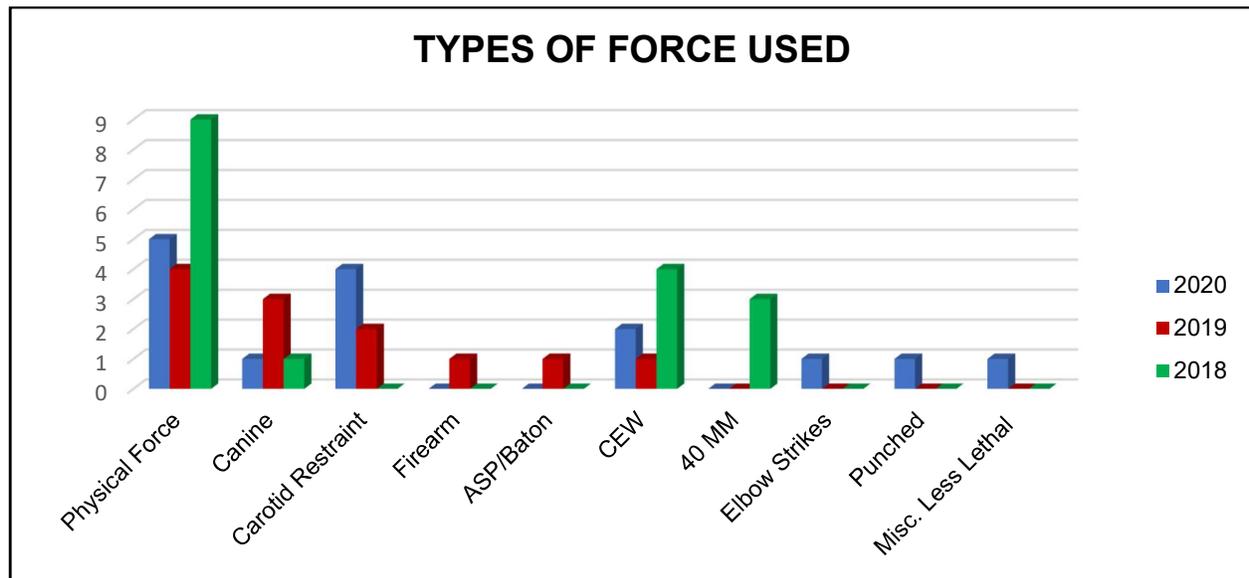


USE OF FORCE	2020	2019	2018
Total Incidents	16	12	17
In Policy	16	12	16
Out of Policy	0	0	1

2020 Use of Force Incidents						
Date	Time	Initial Call or Contact	Type of Force	Suspect Race	Suspect Age	Suspect Gender
01/04/2020	20:41	Carjacking Suspect	CEW	Portuguese	25	Male
01/13/2020	21:53	Pedestrian Check	Carotid Restraint	White	31	Male
01/14/2020	19:07	Suspicious Person	Physical Force	White	39	Male
02/07/2020	19:49	Burglary	Physical Force	Hispanic	25	Female

2020 Use of Force Incidents						
03/25/2020	07:42	Burglary	CEW	Middle Eastern	27	Male
03/28/2020	07:24	Domestic Violence	Carotid Restraint	African American	32	Male
04/26/2020	19:34	Suspicious Person	Carotid Restraint	African American	31	Male
05/17/2020	01:40	Subject Disturbance	Carotid Restraint	Hispanic	30	Male
05/30/2020	21:29	Civil Unrest	Less Lethal	Unknown	Large Crowd	Unknown
06/10/2020	20:37	Traffic Stop	Physical Force	Hispanic	31	Male
06/07/2020	00:43	Child Endangerment	Physical Force	White	32	Male
09/04/2020	23:36	Traffic Stop	Elbow Strikes	White	27	Male
09/13/2020	23:28	Burglary	Canine	African American	48	Male
10/02/2020	14:31	Domestic Violence	Physical Force	White	57	Male
10/05/2020	19:08	Suspicious Subject	Punched	White	46	Male
11/07/2020	19:52	Carjacking	Less Lethal	Hispanic	23	Male





Types of Force Used	2020	2019	2018
Physical Force	5	4	9
Canine	1	3	1
Carotid Restraint	4	2	0
Firearm	0	1	0
ASP/Baton	0	1	0
CEW	2	1	4
40 MM	0	0	3
Elbow Strikes	1	0	0
Punched	1	0	0
Misc. Less Lethal	2	0	0

Use of Force Analysis

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

Platform: Officers are taught to assess the seriousness of the offense and determine the appropriate level of force based on the offense.

Efficiency: Officers are taught what the different defensive techniques and tools are designed to do and how to effectively transition from one failed technique or tool to a more successful one.

Proficiency: The arrest and control staff continuously reinforces the Tustin Police Department’s policies related to use of force. Regular training helps officers remain proficient with the various force options available to them. In addition, every use of

force incident is debriefed to identify training needs and ensure officers continue to perform at the high level expected by our community.

This philosophy provides officers with a greater understanding of how to effectively de-escalate force on aggressive individuals by utilizing common defensive tactics techniques. The P.E.P. philosophy favors the use of procedures to restrict and restrain physical movement which renders the suspect immobile versus utilizing traditional pain compliance techniques.

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

The Department conducts a thorough 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 2020, there were 16 total incidents resulting in officers having to utilize force to bring the situation to a conclusion. These incidents involved a variety of calls/contacts.

In 2020 we had five (5) incidents of physical force compared to four (4) in 2019, a 25% increase. The following is an analysis of the use of force incidents in 2020:

- A police canine was used one (1) time in order to effect an arrest compared to three (3) times in 2019, a 66% decrease.
- The carotid restraint was applied four (4) times in 2020, in comparison to two (2) times in 2019, a 100% increase.
- There were zero (0) uses of force involving a firearm in 2020 compared to one (1) in 2019, a 100% decrease. There were zero (0) uses of force involving the ASP/Baton in 2020 compared to one (1) use in 2019, which equates to a 100% decrease.
- The CEW was used two (2) times in 2020 compared to one (1) time in 2019, which was a 100% increase.
- One (1) 40MM was used in 2020 and none used in 2019. The one (1) 40 MM was not used as an impact weapon but was used to breach a window.
- An elbow strike and a punch were both used one (1) time in 2020 compared with zero (0) times in 2019, which equates to a 100% increase for both uses of force.
- Other less lethal uses of force were employed in response to civil unrest on May 30, 2020.

The Tustin Police Department continually trains officers in tactical communication skills and de-escalation techniques. After a thorough analysis of the 2020 use of force incidents, it is apparent the training provided to our officers has been an effective tool in reducing our use of force incidents.

In June of 2020, the Tustin Police Department amended its policies for the use of the carotid restraint. Given that no policy can realistically predict every possible situation an officer might encounter, officers are entrusted to use well-reasoned discretion in determining the appropriate use of force in each incident. Officers may only use a level of force which they believe to be reasonable based upon the perceived level of actual or threatened resistance. The policy change indicated officers are not authorized to use the carotid restraint.

The 2020 data does not reveal a pattern or trend and there is no indication of a disproportionate application of force. It should be noted that after a careful review, every use of force for 2020 was found to be justified and within policy. The data and subsequent review of individual use of force reports demonstrates the Tustin Police Department officers are exercising proper responses to resistance. Our officers continue to exercise restraint when dealing with combative subjects and our defensive tactic instructors continually stress the importance of de-escalation. 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:

In one (1) use of force incident, a police officer contacted a male and female walking in a high crime area late at night. The officer recognized the male subject and believed him to be a known local male suspect on probation. The officer attempted to stop the male subject who fled on foot from the officer. The officer caught up to the male, who turned around and reached in his pocket. Fearing the suspect was attempting to arm himself, the officer took the suspect to the ground in an attempt to detain him in handcuffs. The suspect resisted and a struggle ensued before the officer was able to successfully detain the suspect.

Training Points:

From a tactical perspective, there was no urgency for the officer to contact the two subjects alone. The officer could have waited for at least one follow officer to respond before containing two uncooperative and possibly armed suspects.

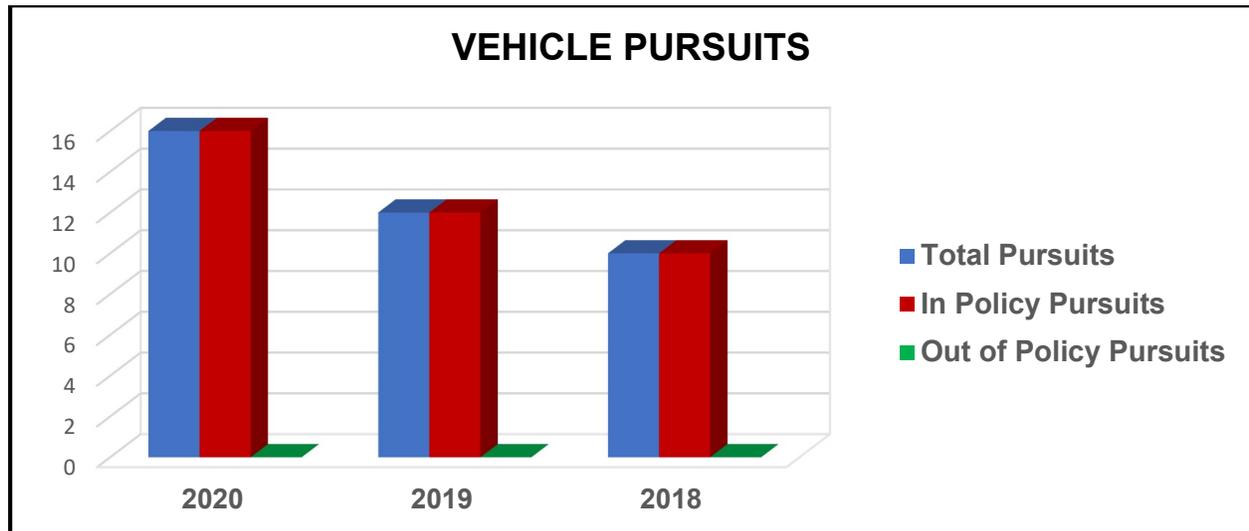
In another use of force incident, officers were dispatched to search for a vehicle taken in a carjacking incident which occurred in the City of Santa Ana. The Red Channel broadcast indicated the vehicle was taken by force. Officers located the vehicle and attempted a high-risk car stop. The driver of the stolen vehicle failed to stop and led officers in pursuit. The suspect eventually stopped the vehicle in the middle of the street and refused to exit the vehicle. Verbal commands were given and the driver refused to surrender. Three police service dogs were deployed around the suspect's vehicle in case the suspect attempted to flee on foot. An officer fired one (1) 40mm sponge round at the passenger side window of the vehicle, breaking it. The officer then shot one (1) pepper ball projectile into the vehicle. The resulting cloud forced the suspect to exit the vehicle. He then followed officers' commands and was taken into custody.

Training Points:

From a tactical perspective, the 40mm and pepper ball munitions were used approximately 30 minutes into the incident. The officers and supervisors on scene cited public safety and officer safety concerns for their hastened use as the suspect came to stop in a residential area and appeared to be under the influence of a controlled substance. The use of force in this incident was within the scope of the training that the officers are receiving, however, there were identified training points that were covered in a Tactical Debrief.

Vehicle Pursuit Reporting & Analysis

Officers were involved in sixteen (16) vehicle pursuits during calendar year 2020. The following is a breakdown and analysis of the 2020 pursuits and a comparison with the previous two years' reported information.



Vehicle Pursuits	2020	2019	2018
Total	17	12	10
In Policy	17	12	10
Out of Policy	0	0	0

The number of officer-involved motor vehicle pursuits increased by 33% from 2019 to 2020 and increased by 60% from 2018 to 2020.

Reason for Pursuit	2020	2019	2018
Traffic Infraction	11	4	4
Felony Want	2	4	2
Stolen Vehicle	4	3	1
Armed Suspect	0	1	1
Misdemeanor Want	0	0	2
Suspicious Circumstances	0	0	0

The pursuits in 2020 involved eleven (11) from a traffic infraction, two (2) from felony wants, and four (4) from stolen vehicles. There were eight (8) pursuits resulting in training issues which are described below.

Felony Want – Officers were dispatched to a commercial burglary in progress. The first officer on the scene located the suspect vehicle. After the officer attempted to stop the vehicle, the driver fled.

Training Points:

During the pursuit, the officers followed the vehicle at a high rate of speed. Due to the time of day, location, and traffic conditions, the field sergeant terminated the pursuit for safety concerns.

Stolen Vehicle – An officer located an occupied stolen vehicle on the public roadway. When officers attempted to stop the vehicle, the driver fled.

Training Points:

During the pursuit, the suspect drove through red lights, passed other vehicles on the right, drove on the wrong side of the street, and made unsafe turning movements. Due to these risky driving actions, the field sergeant terminated the pursuit for public safety concerns.

Traffic Want – An officer observed two vehicles driving in a reckless manner. The officer attempted to stop one of the vehicles. The driver initially pulled off to the right curb but then accelerated away at a high rate of speed.

Training Points:

Due to the winding road conditions, high speeds being driven, and darkness in the area, the officer lost sight of the vehicle and discontinued the pursuit on his own. The primary officer developed tunnel vision which led to the officer not clearing intersections safely and carefully, and the pursuit involved excessive speed which could not be justified for the initial traffic infraction. An informal counseling was handled by the officer's direct supervisor.

Stolen Vehicle – An officer attempted to stop a vehicle for code violations, however the driver did not yield. During the pursuit, the officer followed in the same path as the suspect vehicle. The officer did a good job in slowing and clearing the intersections before

continuing in the pursuit. The officer did not realize his patrol unit was equipped with Star Chase.

Training Points:

The officer in the pursuit was driving a vehicle equipped with a Star Chase system, however, the officer did not know this at the time of the pursuit. The officer should have used the Star Chase pursuit mitigation tool during the incident, giving the officers the ability to back off and trail the suspect from a distance.

Traffic Infraction - An officer attempted to stop a suspicious vehicle in front of a closed business during night time hours. Upon seeing the officer, the suspect vehicle suddenly drove away. The suspect vehicle drove through a stale red light at a high rate of speed. The only radio traffic that was relayed during the pursuit was the officer's location and the want of the suspect vehicle. There were no other vehicles or pedestrians on the road.

Training Points:

The officer was found to have been driving at potentially unsafe speeds in an attempt to catch up to the suspect vehicle. The officer reached speeds of 125 mph while attempting to catch the suspect vehicle. The officer was given training on the topics of vehicle want, location, traffic conditions, speed, number of occupants and the relaying of information to the other officers.

Traffic Infraction – An officer attempted to stop a vehicle for code violations. When the officer was walking up to the suspect vehicle, the vehicle fled. The officer ran back to his patrol car, and in an attempt to catch up to it, the officer drove after the suspect vehicle while accelerating to approximately 110 mph. The suspect vehicle was seen almost colliding with a vehicle as it drove through a stale red signal at an intersection. The Field Sergeant terminated the pursuit due to safety concerns.

Training Points:

The pursuit occurred on a weekday at approximately 10:31 pm. The pursuit lasted two (2) minutes. The officer involved in the pursuit did not initially activate his lights and siren, which caused a public safety issue. The officer also passed a vehicle on the right while driving at high-rate of speed, which caused him to outrun his siren. Had a citizen pulled to the right, the officer would have struck the vehicle. An incident debrief with the officer and other officers involved was conducted. Training topics included the proper time to terminate a pursuit and passing on the right of other vehicles.

Stolen Vehicle – An officer located an occupied stolen vehicle on the public roadway. When officers attempted to stop the vehicle, the driver fled.

Training Points:

During the pursuit, another officer arrived to assist. The assisting officer passed the pursuing officer to take over the lead pursuit vehicle position without notifying the other officers. Any time an officer is going to pass another police vehicle during

a pursuit, the officer should notify everyone via police radio to minimize the risk of a collision between officers.

Traffic Want – Officers were dispatched to investigate speeding vehicles. One officer arrived on the scene and observed an intersection take over with a vehicle doing “donuts” in the intersection. The officer attempted a traffic stop on the vehicle. The vehicle fled at speeds exceeding 100 mph. The pursuit was terminated by a Field Sergeant due to safety concerns.

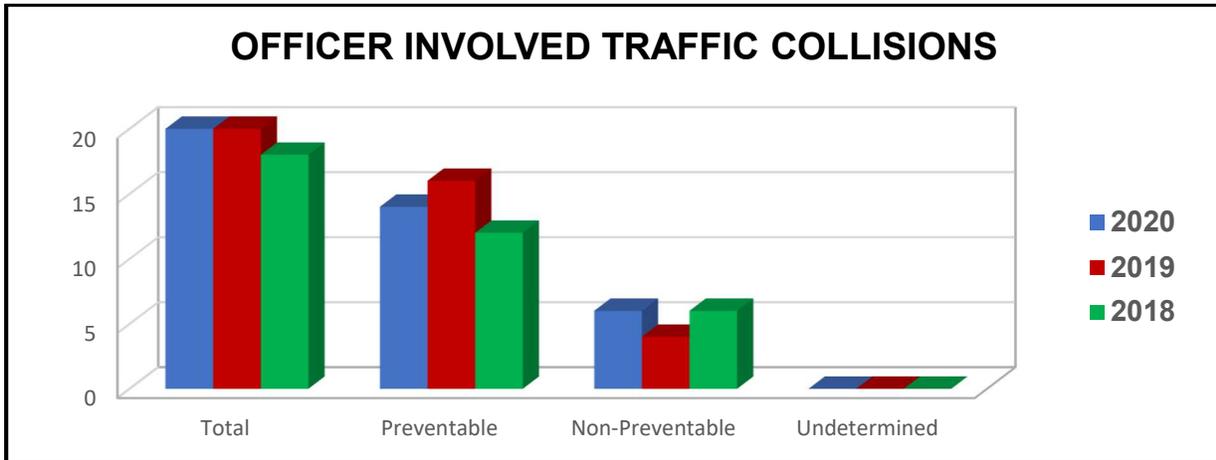
Training Points:

The pursuit occurred on a weekend at approximately 12:50 am. The officer activated his lights and siren. His driving during the pursuit did not violate any department policy. However, the officer was advised about the safety concerns of approaching a large gathering of street racers by himself. The officer was also counseled about driving through the middle of the road when there were several bystanders who intentionally placed themselves in front of the officer’s patrol car in an effort to allow the suspect vehicle to flee. This tactic placed the officer at a disadvantage and created the potential for a pedestrian to be struck by officer’s vehicle.

After every vehicle pursuit, an administrative review occurs where a subject matter expert from the police department reviews the incident from a training perspective. The training points are forwarded to the Area Commanders who use the training comments in weighing their decision as to whether the pursuit was within policy or out of policy. All vehicle pursuits in 2020 were within policy; however, the police department continuously looks for ways to improve our pursuit driving. Our efforts to continuously improve our pursuit driving have paid dividends as no officers have crashed as a result of a vehicle pursuit for the past five (5) years.

Traffic Collision Reporting and Analysis

Officers were involved in twenty (20) on-duty traffic collisions during calendar year 2020. The following is a breakdown and analysis of the traffic collisions during the year and a comparison with the previous two years’ reported information.

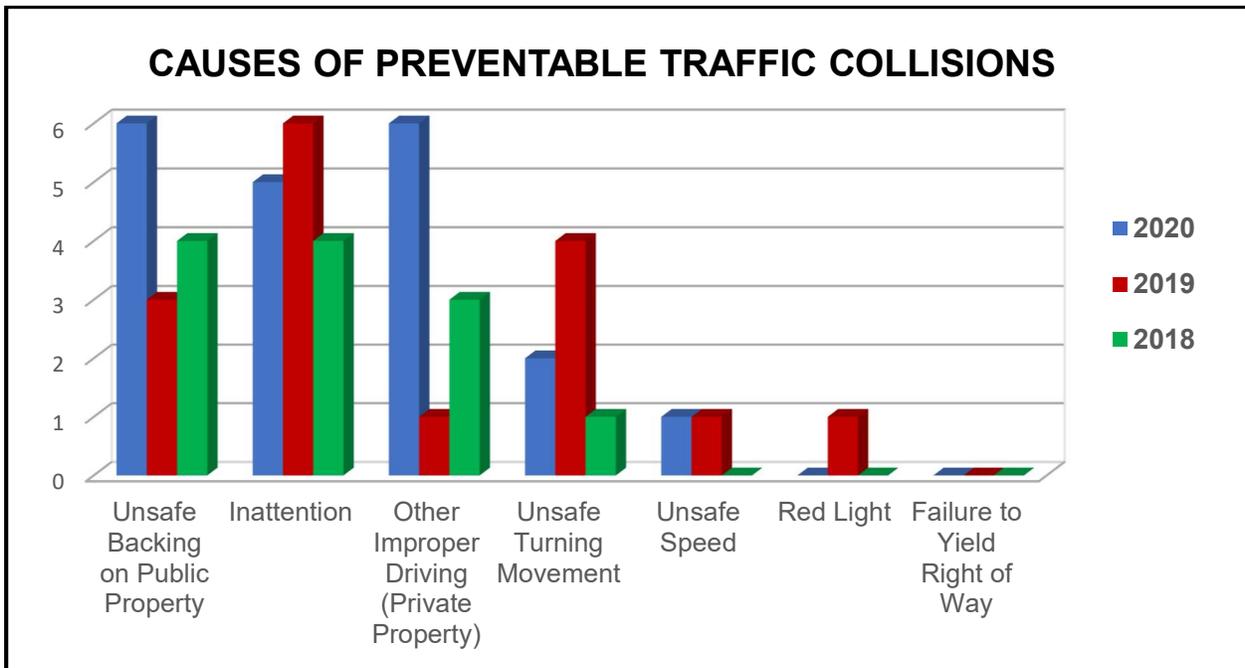


TRAFFIC COLLISIONS	2020	2019	2018
Total	20	20	18
Preventable	14	16	12
Non-Preventable	6	4	6
Undetermined	0	0	0

The total on-duty traffic collisions involving department members remained the same from 2019 to 2020 at twenty (20) incidents. Preventable collisions accounted for 70% of the total incidents in 2020 compared with 80% in 2019 and 67% in 2018.

The following illustrates the primary collision factors for each of the preventable incidents in 2020.

- Six (6) incidents occurred as a result of unsafe backing on public property
- Five (5) incidents were related to inattention
- Six (6) incidents occurred as a result of other improper driving on private property
- Two (2) incidents were related to an unsafe turning movement
- One (1) incident was related to driving at an unsafe speed



Causes of Preventable Traffic Collisions	2020	2019	2018
Unsafe Backing on Public Property	6	3	4
Inattention	5	6	4
Other Improper Driving (Private Property)	6	1	3
Unsafe Turning Movement	2	4	1
Unsafe Speed	1	1	0
Red Light	0	1	0
Failure to Yield Right of Way	0	0	0

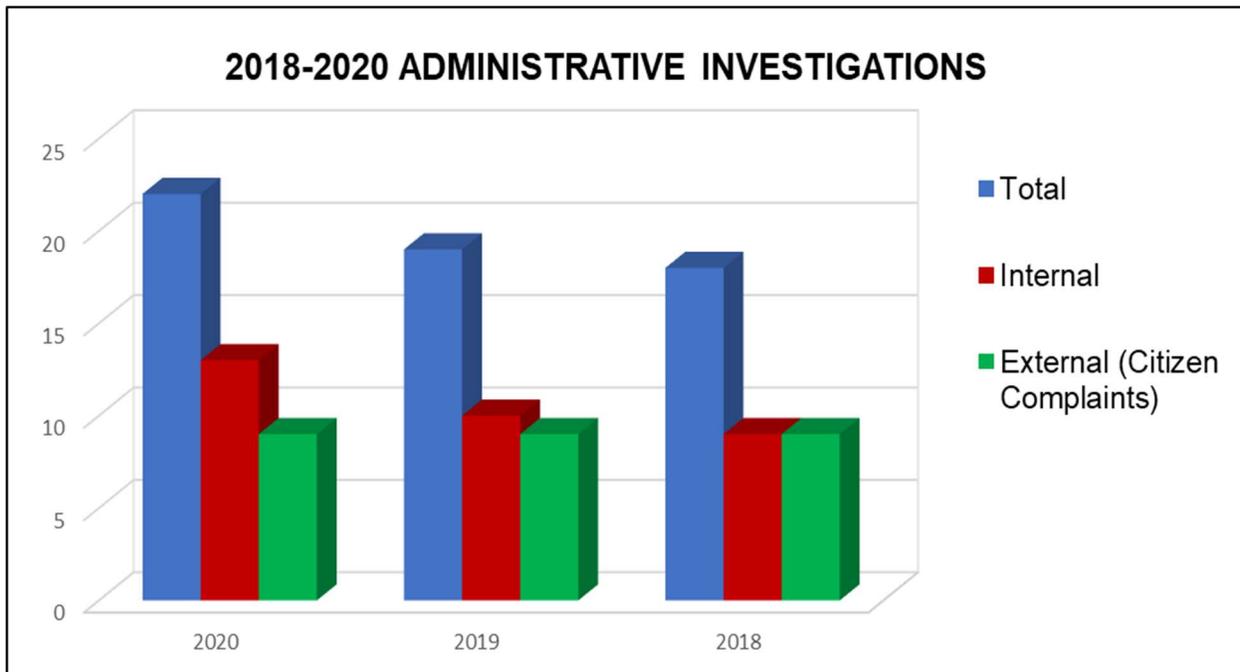
The following lists the primary collision factors for each of the six (6) non-preventable incidents. These incidents were caused by another party and not the involved employee.

- Unsafe backing – six (6) incidents
- Unsafe lane movement – one (1) incident
- Unsafe speed - one (1) incident
- Cause other than driver - one (1) incident

Administrative Investigations Summary

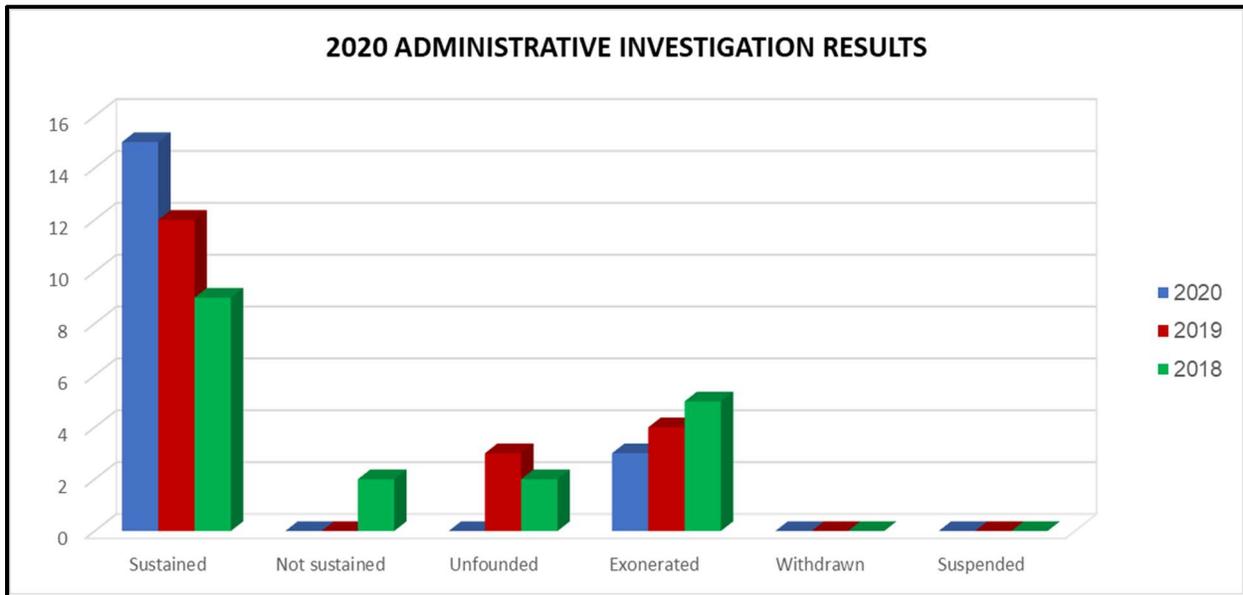
There were twenty (20) administrative investigations conducted during calendar year 2020. Thirteen (13) were internally generated and nine (9) were externally generated (citizen complaints). Four (4) investigations have not been adjudicated as of the publication of this report.

The following is a breakdown and analysis of the administrative investigations opened and adjudicated during 2020 and a comparison with the previous two years' reported information.



ADMINISTRATIVE INVESTIGATIONS	2020	2019	2018
Total	22	19	18
Internal	13	10	9
External (Citizen Complaints)	9	9	9

- There was a 15.8% increase in total administrative investigations opened in 2020 compared to 2019 totals and a 22.2% increase from the 2018 totals.
- There was a 30% increase in internally generated administrative investigations in 2020 compared to 2019 totals and a 44.4% increase in internally generated administrative investigations from the 2018 totals.
- There was no change in externally generated administrative investigations (citizen complaints) in 2020 compared to 2019 totals and no change compared to 2018 totals.



Administrative Investigation Results	(a) 2020	(b) 2019	2018
Sustained	15	12	9
Not sustained	0	0	2
Unfounded	0	3	2
Exonerated	3	4	5
Withdrawn	0	0	0
Suspended	0	0	0
Not Completed	4	0	0

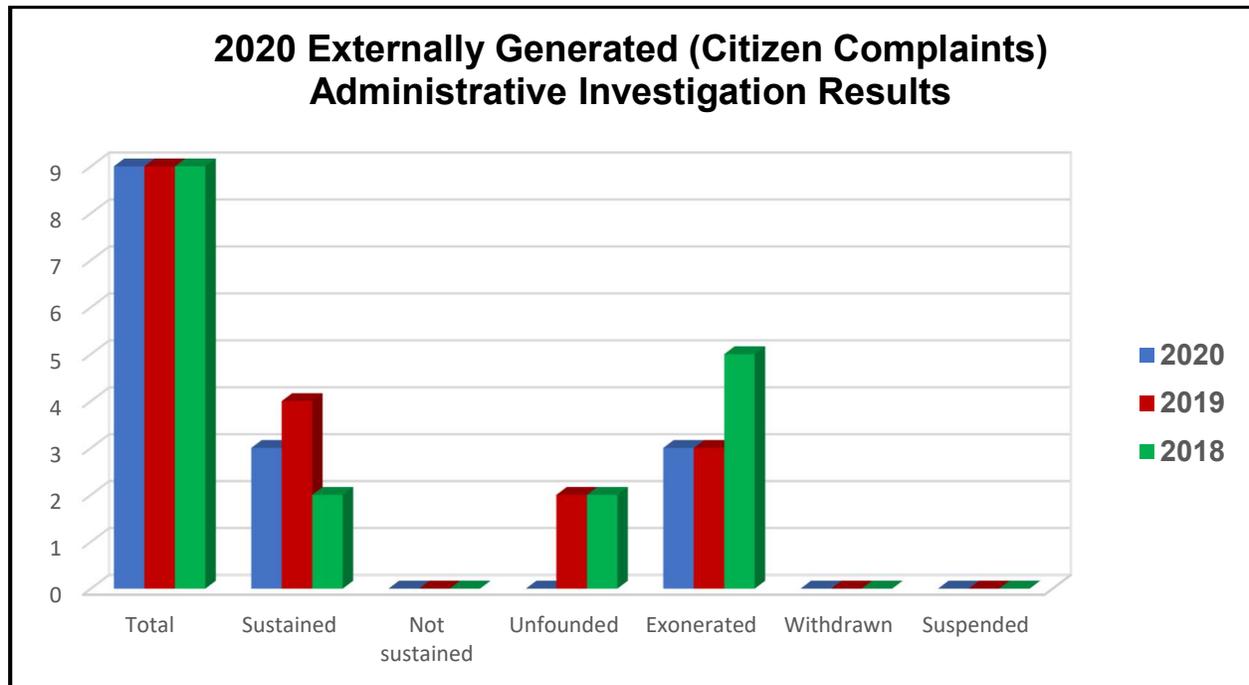
(a) There are four (4) incomplete 2020 administrative investigations, one (1) internal and three (3) external, as of the completion of this report.

(b) In the annual report for 2019, there were three (3) administrative investigations that had not been adjudicated by the time the 2019 annual report was published. All three (3) investigations have since been adjudicated and are included in the 2019 totals with one (1) sustained and two (2) exonerated.

The following is an analysis of the 2020 complaints, both internally and externally generated, which have been adjudicated:

- Fifteen (15), or 68%, were sustained.
- None (0) of the 2020 complaints were not sustained or unfounded.
- Three (3) of the complaints, or 13.6%, were exonerated.
- None (0) of the 2020 complaints were withdrawn or suspended.
- Four (4) complaints are still pending adjudication.

The three-year average shows that 61% of all complaints resulted in the allegations being sustained.



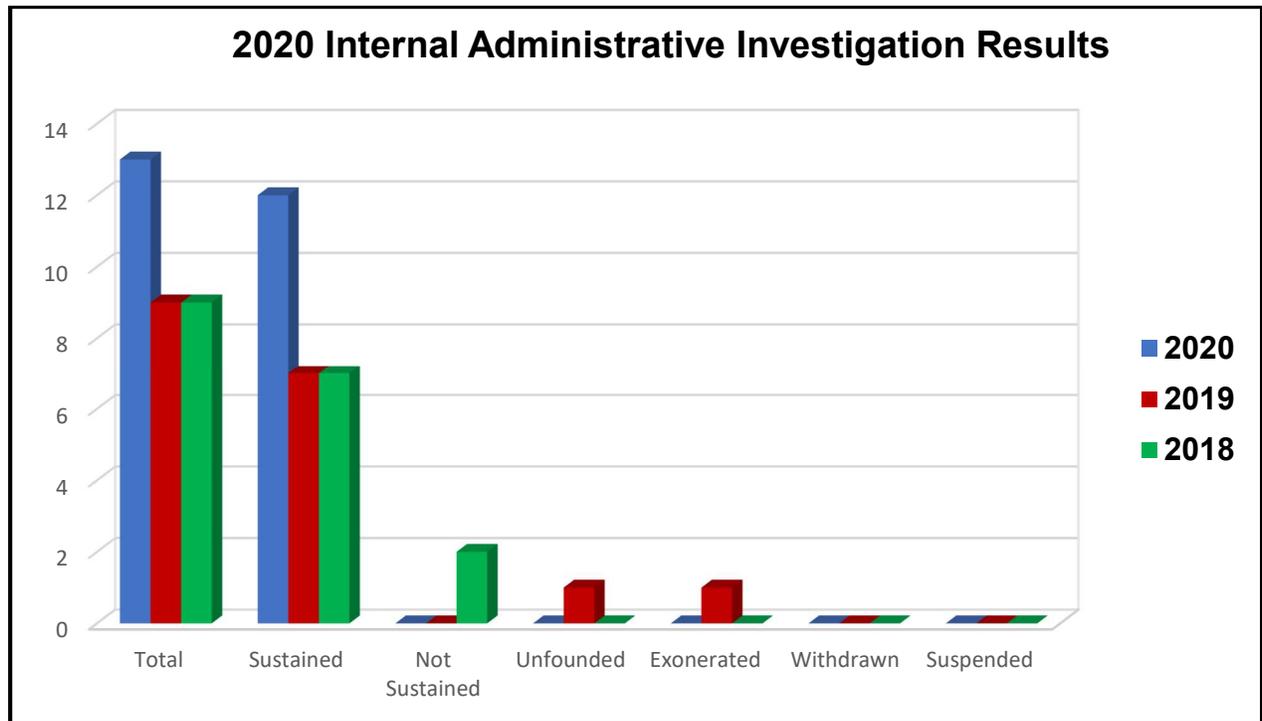
External Administrative Investigation Results	2020	(c) 2019	2018
Total	9	9	9
Sustained	3	4	2
Not sustained	0	0	0
Unfounded	0	2	2
Exonerated	3	3	5
Withdrawn	0	0	0
Suspended	0	0	0
Not Completed	3	0	0

(c) In the annual report for 2019, there was one (1) external administrative investigations that had not been adjudicated by the time the 2019 annual report was completed. That investigation has been adjudicated and is reflected in the 2019 totals.

The following is an analysis of the 2020 externally generated investigations:

- Three (3) of the complaints, or 33%, were sustained.
- Three (3) of the complaints, or 33%, were exonerated.
- None of the complaints were not sustained, unfounded, withdrawn, or suspended.
- Three (3) of the complaints have not been adjudicated at the time of the publication of this report.

The three-year average shows that 33% of all externally generated (citizen complaints) investigations resulted in a “Sustained” finding.

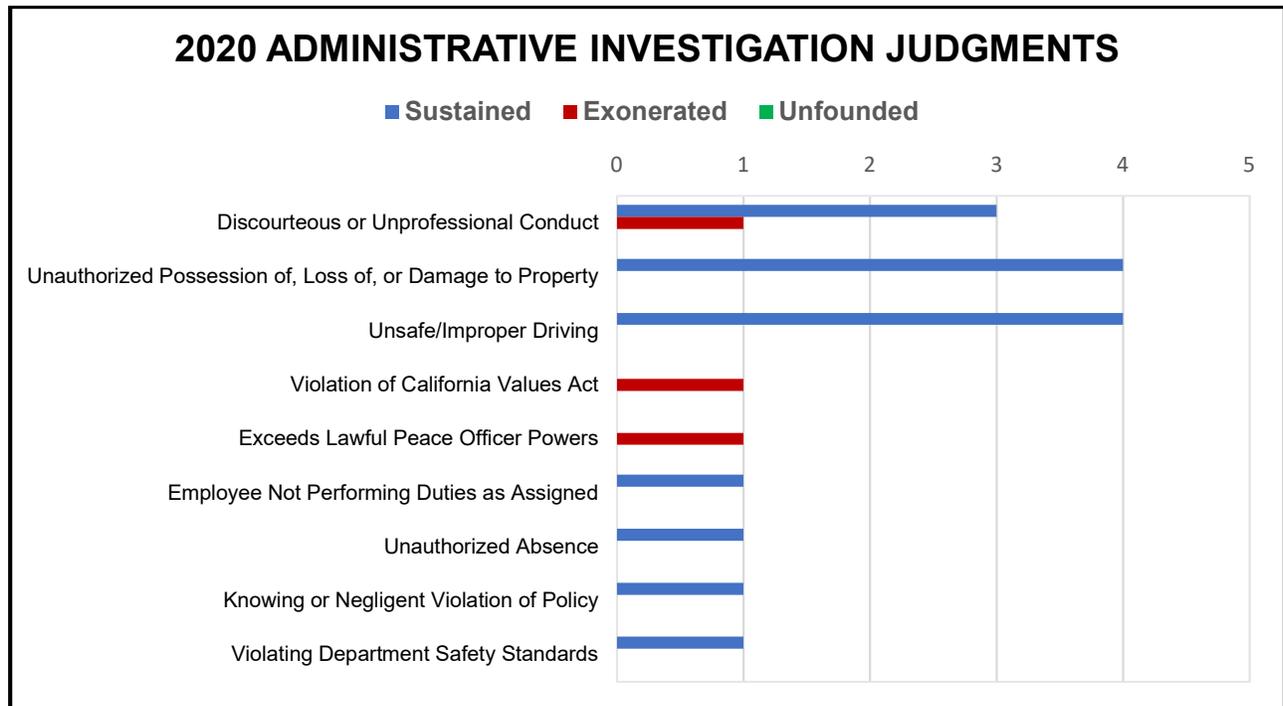


Internal Administrative Investigation Results	2020	2019	2018
Total	13	9	9
Sustained	12	7	7
Not sustained	0	0	2
Unfounded	0	1	0
Exonerated	0	1	0
Withdrawn	0	0	0
Suspended	0	0	0
Not Completed	1	0	0

The following is an analysis of the 2020 internally generated investigations:

- Twelve (12) of the complaints, or 92.3%, were sustained.
- None (0) of the complaints were unfounded, not sustained, exonerated, withdrawn, or suspended.
- One (1) of the complaints has not been adjudicated at the time of this report.

The three-year average shows that 77% of all internally generated investigations resulted in a “Sustained” finding.



2020 ADMINISTRATIVE INVESTIGATION ALLEGATIONS AND RESULTS

2020 Allegations	Type of Administrative Investigation			Adjudication Result			Not Done
	Ext	Int	Total	Sustained	Exonerated	Unfounded	
Discourteous or Unprofessional Conduct	3	2	5	3	1	0	1
Unauthorized Possession of, Loss of, or Damage to Property	1	3	4	4	0	0	0
Unsafe/Improper Driving	1	3	4	4	0	0	0
Violation of California Values Act	1	0	1	0	1	0	0
Exceed Lawful Peace Officer Powers	3	1	4	0	1	0	3
Employee Not Performing Duties as Assigned	0	1	1	1	0	0	0
Unauthorized Absence	0	1	1	1	0	0	0
Knowing or Negligent Violation of Policy	0	1	1	1	0	0	0
Violating Department Safety Standards	0	1	1	1	0	0	0
Totals	9	13	22	15	3	0	4 (d)

(d) There are two (2) internal and one (1) external administrative investigations which have not been adjudicated at the time this report is published.

The following is an analysis of the twenty-six (26) adjudicated administrative investigations completed for 2020:

- Five (5), or 27.8%, were related to discourteous or unprofessional conduct.
- Four (4), or 22.2%, were related to unauthorized possession of, loss of, or damage to property.
- Four (4), or 22.2%, were for unsafe or improper driving.
- One (1), or 5.6%, was for violation of California Values Act.
- Four (4), or 22.2%, were for exceeding lawful peace officer powers.
- One (1), or 5.6%, was for employee not performing duties as assigned.
- One (1), or 5.6%, was for unauthorized absence.
- One (1), or 5.6%, was for knowing or negligent violation of policy.
- One (1), or 5.6%, was for violating department safety standards.
- Four (4) investigations had not been adjudicated at the time this report was published.

There were seven (7) personnel complaints filed with the Tustin Police Department. One (1) of those complaints rose to the level of an administrative investigation. After reviewing each complaint, there was enough evidence to determine six (6) employees did not violate department policy. These employees were notified that he/she were the subject of a personnel complaint and his/her actions were lawful and proper.

Personnel Early Warning System (PEWS)

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

During 2020 there were five (5) PEWS alerts triggered that were carefully evaluated. None of the PEWS required an intervention plan and there were no identified training or disciplinary issues.

Employee Grievances Reporting & Analysis

There were no grievances filed in 2020.

Employee Commendations

During 2020, there were twenty-one (21) commendations written, acknowledging a total of 136 employees.

Paid Administrative Leave / Traumatic Incident Referrals

One employee was placed on paid administrative leave pending an administrative investigation. At the end of 2020, the investigation had not been completed and the employee remained on administrative leave.

Personnel Reporting

During 2020, the Professional Standards Division focused on filling sworn and civilian vacancies. By year's end, the division hired five (5) new sworn employees, two (2) new police recruits, and seven (7) new civilian employees. Below is a detailed listing of newly hired employees for 2020:

- Lateral Police Officer: 4
- Master Reserve Officer: 1
- Police Recruit: 2
- Communications Officer: 1
- Cadet: 1
- Parking Control Officer: 1
- Detention Officers: 3
- Police Services Officer: 1

This following list summarizes position changes of employees who were hired, promoted internally, demoted, resigned or terminated. During 2020, the following position changes occurred:

POSITION	# OF EMPLOYEES IMPACTED	REASON FOR CHANGE	VACANT POSITIONS END OF 2020
Police Deputy Chief	2	1 Retired 1 Promoted	0
Police Captain	1	1 Promoted	0
Police Lieutenant	1	1 Promoted	0
Police Sergeant	4	2 Retired 2 Promoted	0
Police Officers	9	4 Lateral hires 3 Resigned 2 Retired	5
Reserve Officers	1	1 Hired	0
Police Recruits	6	3 Promoted to officer 1 Internal recruit promotion 2 Hired	0
Police Cadet	2	1 Promoted / 1 Hired	2
Detention Officers	4	1 Promoted / 3 Hired	0
Parking Control Officers	1	1 Hired and terminated	2
Police Services Officers	6	1 Retired 1 Hired 3 Promoted 1 Resigned	1
Civilian Manager	1	1 Retired	1
Supervisor	1	1 Retired	1
Communications Officers	3	1 Hired 1 Promoted 1 Resigned	1
Property & Evidence Specialist	2	1 Resigned 1 Promoted	1

POSITION	# OF EMPLOYEES IMPACTED	REASON FOR CHANGE	VACANT POSITIONS END OF 2020
Records	4	1 Retired 2 Promoted 1 Demoted	2
Emergency Operations Coordinator	1	Position vacant	1
Executive Assistant	1	Position eliminated	0
Management Analyst	1	1 Promoted	0

The Tustin Police Department is fortunate to have a cadre of talented professionals within the organization who can be used to fill promotional opportunities. The following promotions occurred in 2020:

	White (non-Hispanic)		African American (non-Hispanic)		Hispanic-Latino (any race)		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
Sworn Personnel								
Tested	11	1	1	-	1	1	1	-
Eligible After Testing	11	1	1	-	1	1	1	-
Promoted	2	-	1	-	1	-	1	-
Civilian Personnel								
Tested	4	6	-	-	1	2	-	4
Eligible After Testing	4	5	-	-	1	1	-	4
Promoted	4	4	-	-	1	-	-	2

Full Time Sworn Police Officer Recruitment Plan Evaluation

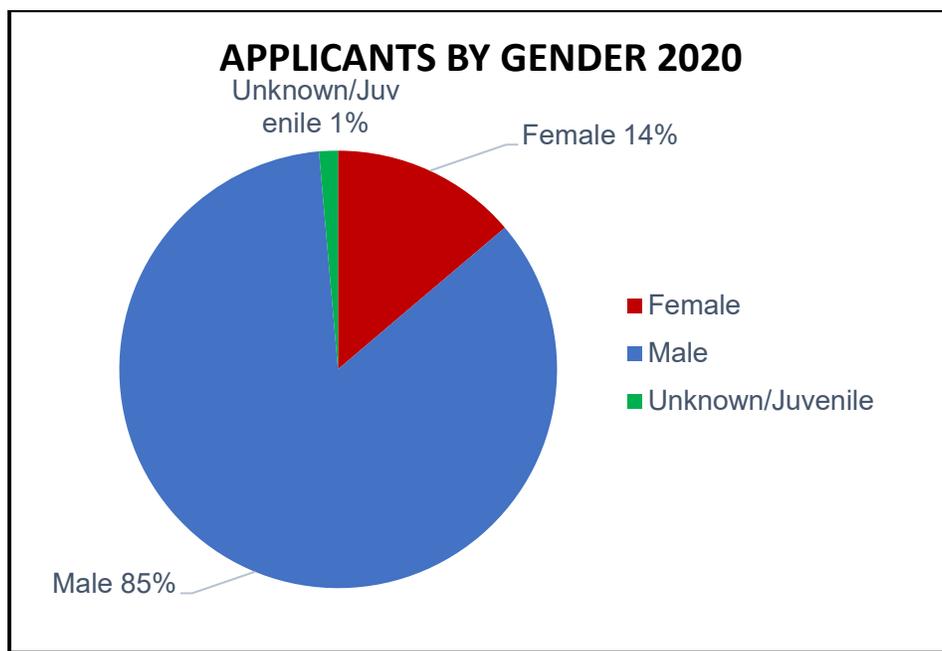
Based on the Police Department needs and city budget considerations, the Professional Standards Division (PSD), in conjunction with the Human Resources Department, conducted seven (7) police recruit and lateral/academy enrolled recruitments during 2020. Human Resources left these recruitments open during 2020. Once enough applications were on file, PSD invited the applicants to participate in the testing process.

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

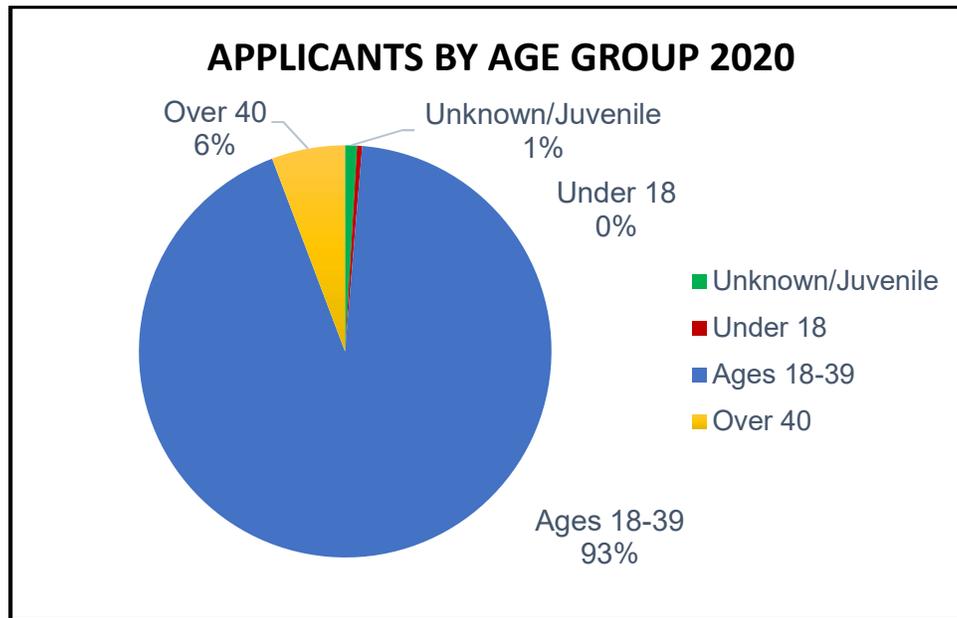
In 2020, members of the recruitment team took a proactive approach in recruiting qualified candidates by attending the following recruitment events:

- California State University – Fullerton and Long Beach
- Due to COVID 19 restrictions, all campus and events shut down making in person recruitment non-existent. This resulted in using the online platform, Zoom, to conduct our interviewing process for new candidates.

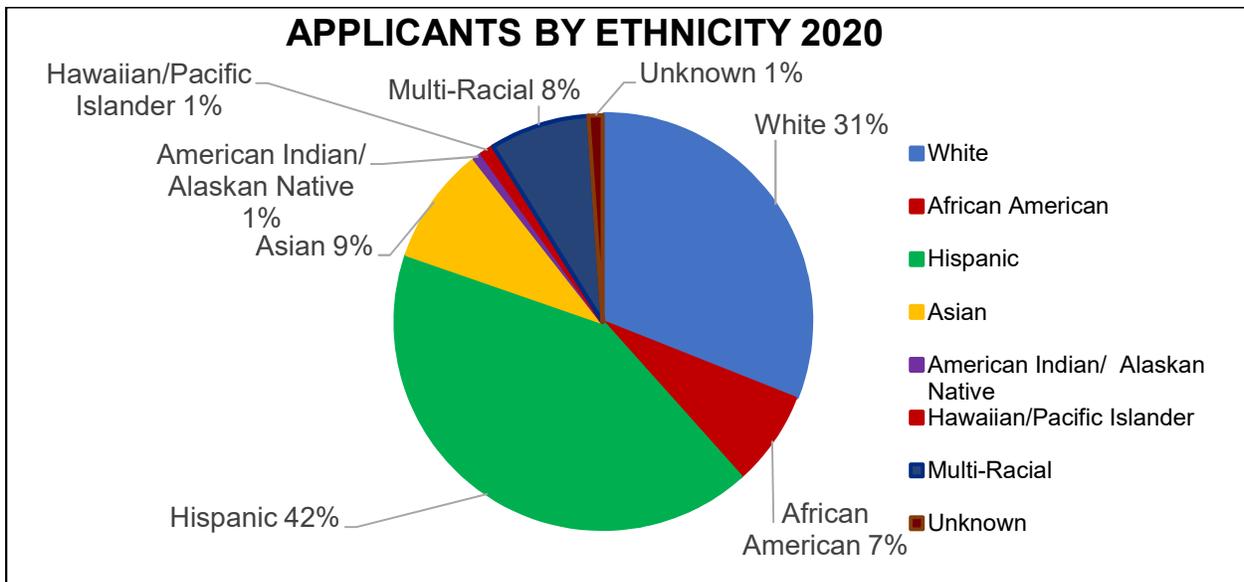
The following charts depict the applicant pool created by NEOGOV during all sworn recruitments for 2020:



APPLICANTS BY GENDER		
Female	Male	Unknown / Juvenile
177	1089	18



APPLICANTS BY AGE GROUP			
Under 18	Ages 18-39	Over 40	Unknown/Juvenile
5	1193	74	12



APPLICANTS BY ETHNICITY							
White	African American	Hispanic	Asian	American Indian/Alaskan Native	Hawaiian/Pacific Islander	Multi-Racial	* Unknown
399	93	539	117	9	13	100	14

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

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

ALL SWORN POSITIONS (2020)

Physical Ability

Invited to physical ability:	130
Passed:	63
No show or withdrew from process:	62
Failed:	5

Interviewed

Invited to interview:	78
Failed:	15
Passed (placed on eligibility list):	63
No show or withdrew from process:	0

Backgrounds

Sixty-three (63) applicants were placed into the background investigation process in 2020. Of those, eleven (11) were hired, seven (7) were non-selected, twenty-one (21) failed backgrounds, fifteen (15) withdrew from the background process, and nine (9) were still in the process at the end of 2020.

Employees Hired in 2020

Fourteen (14) total employees were hired in 2020. In an effort to more closely reflect our community's ethnic makeup, the recruiting process actively sought minority applicants. As a result, four (4) Caucasian males were hired as lateral police officers; one (1) Caucasian male and one (1) Hispanic male were hired as police recruits; one (1) Caucasian female was hired as a communications officer; one (1) Hispanic male was hired as a police cadet; one (1) Caucasian male was hired as a parking control officer; one (1) Caucasian female was hired as a police services officer; one (1) Hispanic male was hired as a master reserve officer; and two (2) Hispanic males and one (1) Caucasian female were hired as detention officers. The Tustin Police Department continuously strives to attract more gender and ethnically diverse police candidates to meet the diverse demographics of our community.

Tustin PD Employees - Diversity

The table below provides a breakdown of sworn officers, police recruits, and civilian employees based on their reported race as of December 31, 2020:

	White (non-Hispanic)		African American (non-Hispanic)		Hispanic-Latino (any race)		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
Sworn Personnel & Police Recruits								
Non-supervisory positions (Police Officer)	36	5	1	-	14	4	4	1
Supervisory (Sergeant)	13	-	1	-	2	-	1	2
Command (Lieutenant)	2	-	-	-	1	1	1	-
Executives (Chief, Deputy Chief, Captain)	2	-	-	-	-	-	1	-
Subtotal	53	5	2	0	17	5	7	3
Civilian Personnel								
Non-supervisory positions (PSO, PRS, CA, PCO, DO, Fleet, MA, Cadet, AA)	7	20	-	-	3	5	1	7
Supervisory	1	2	-	-	-	1	-	-
Managerial	1	-	-	-	-	-	-	1
Executives (Commander)	-	1	-	-	-	-	-	-
Subtotal	9	23	0	0	3	6	1	8
Total Sworn & Civilian	62	28	2	0	20	11	8	11

Training Report

During calendar year 2020, Tustin PD received \$24,111.31 in reimbursement from POST for required training of employees. These training funds were returned to the City General Fund for future training classes and educational opportunities for all sworn and civilian personnel.

Tustin PD completed the POST two-year training cycle in 2020. During this two-year cycle, Tustin PD was in compliance with all POST requirements. During 2020, the following topics were presented during department training days utilizing internal instructors:

Presentation Dates

January
 May
 May and June
 October
 October and November

Topics

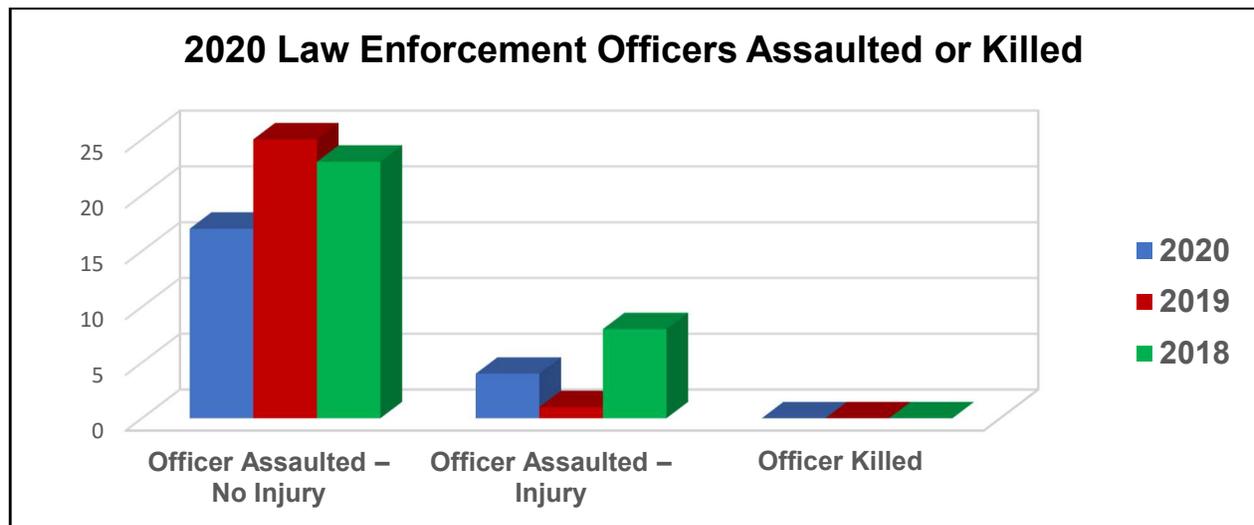
Civilian Active Shooter Training
 Firearm/Tactical Rifle
 Electronic Weapon Update (Taser)
 Rifle/Less Lethal
 Racial Profiling/Ethics in LE/Title 15/Mental Health/
 De-Escalation/Property

Additionally, throughout the year, individual department members attended formal career development and educational training courses provided by on-site and off-site presenters. Seventeen (17) employees were sent to supervisory and leadership related sessions totaling 1,032 hours. Sixty-three (63) employees were sent to a variety of other law enforcement related training sessions totaling 3,676 hours. The total number of formal training hours for 2020 was 4,708. Due to the pandemic, training hours dropped over 50% in 2020 (4,708 hours) vs. 2019 (10,244 hours).

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. In April of 2020, DA videos were discontinued. There were twelve (12) videos distributed in 2020.

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

Law Enforcement Officers Assaulted or Killed in Tustin



Law Enforcement Officers Assaulted or Killed	2020	2019	2018
Officer Assaulted – No Injury	17	25	23
Officer Assaulted – Injury	4	1	8
Officer Killed	0	0	0
Total	21	26	31

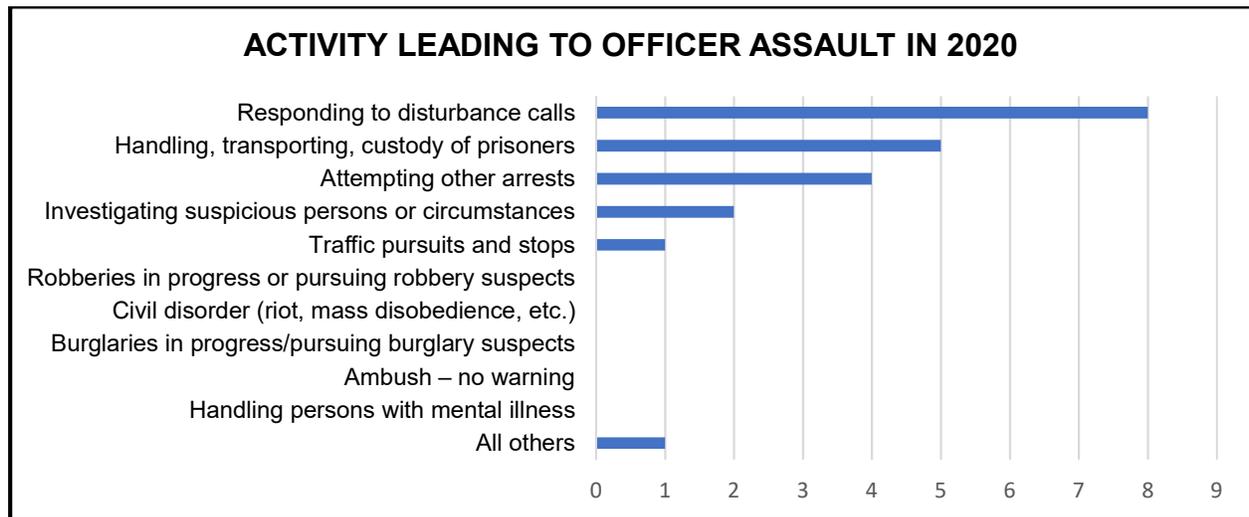
An analysis revealed that in 2020, twenty-one (21) officers were assaulted: seventeen (17) did not result in injuries to the officers but four (4) did result in injuries to the officers. No officers were killed (murdered). No officers have been killed in the line of duty during the past three years.

In 2020, there was a 19.2% decrease in the number of officers assaulted compared to officers assaulted in 2019. In 2020, there was an increase of 300% in the number of injury assaults on officers reflecting an increase from one (1) injury assault in 2019 to four (4) injury assaults in 2020.

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

Type of Activity Leading to Officer Assault in 2020	Number of Officer Assaults in 2020
Responding to disturbance calls	8
Handling, transporting, custody of prisoners	5
Attempting other arrests	4
Investigating suspicious persons or circumstances	2
Traffic pursuits and stops	1
Robberies in progress or pursuing robbery suspects	0
Civil disorder (riot, mass disobedience, etc.)	0
Burglaries in progress/pursuing burglary suspects	0
Ambush – no warning	0
Handling persons with mental illness	0
All others	1

The following chart shows how frequently the listed activities resulted in assaults on an officer.



Analysis showed that responding to disturbance calls resulted in eight (8), or 38%, of all officer assaults. Handling, transporting, or taking custody of prisoners resulted in five (5), or 24%, of all officer assaults. Attempting other arrests resulted in four (4), or 19%, of officer assaults. Investigating suspicious persons or circumstances resulted in two (2), or 9%, of the officer assaults. Traffic pursuits and stops resulted in one (1), or 5%, of the officer assaults. Other types of activity not listed in the chart resulted in one (1), or 5%, of the officer assaults.

Time of Day When Officer Assaults Occurred in 2020						
	12:00-2:00	2:00-4:00	4:00-6:00	6:00-8:00	8:00-10:00	10:00-12:00
AM	1	2	0	1	4	2
PM	0	0	4	2	1	4

The majority of officer assaults, fourteen (14) or 66.7%, occurred in the late afternoon and nighttime hours between 4:00pm and 4:00am. Seven officer assaults, or 33.3%, occurred in the daytime morning hours between 6:00am and 12:00pm noon.

Active Threat Review

According to data tracked by the nonprofit Gun Violence Archive (GVA), there were 611 mass shootings in 2020 resulting in 513 fatalities and 2543 injured victims (www.gunviolencearchive.org). In 2019 there were 417 mass shooting incidents resulting in 211 fatalities. The number of mass shootings increased by 23% from 2019, and the number of fatalities increased by 143% from 2019. The total number of deadly mass shootings in the United States during 2019 came out to an average of one every 15 days (*ABC News 10/1/2019*). There were 337 mass shootings in 2018, 346 mass shootings in 2017, and 382 mass shootings in 2016 (*CBSNews.com 1/2/2020*). Significant incidents in 2020 include shootings at the Molson Coors campus in Milwaukee in February 2020 (six killed), a shooting at a convenience store in Springfield, Missouri in March (five killed), and three shootings at residential complexes in June and July which left 14 dead and 14 injured. (*WashingtonPost.com 3/22/2021*). "Shootings in schools and houses of worship tend to stand out in our minds, but they make up a relatively small portion of public mass shootings. More common are those in offices and retail establishments such as restaurants and stores. California has had more of these public mass shootings than any other state, with 31. (*WashingtonPost.com 3/22/2021*)"

In 2020 the Tustin Police Department conducted training in Mobile Field Force Operations. The Tustin Police Department Special Weapons and Tactics Team (SWAT), Special Response Team (SRT) and patrol officers all responded to civil unrest situations or preplanned demonstrations.

In response to the lessons learned during civil unrest all Tustin Police Department SRT and SWAT members were issued tactical fire extinguisher to carry during civil unrest deployments.

Additionally, the Tustin Police Department has maintained consistent tactical training and collaboration with the joint Tustin/Irvine Police Department SWAT team. In 2020 the

Tustin Police Department SWAT team purchased an Accuracy International AT308 Sniper rifle.

Selective Enforcement Activities (Traffic Unit)

The Traffic Unit consists of one sergeant, three motorcycle officers, 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, environmental design and engineering. This is accomplished by maintaining a positive relationship with the community and its members by utilizing the Community Governance policing model and collaborative partnerships with other City Departments, other law enforcement agencies, Tustin Unified School District, non-profit organizations, and the community we serve.

The Traffic Unit is responsible for the management of all traffic and parking-related matters throughout the City of Tustin. This includes the coordination of all traffic plans sponsored by the City of Tustin, such as the Chili Cook-Off, high school graduations, the Fourth of July Fireworks Show, Tiller Days, 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, street racing, distracted driving, the national "Click it or Ticket" campaign, the county-wide "Avoid the 38" campaign, car seat education, and traffic safety programs. We work closely with the Office of Traffic Safety through specific grant funding which allows the Traffic Unit to conduct DUI checkpoints and DUI saturation patrols throughout the year.

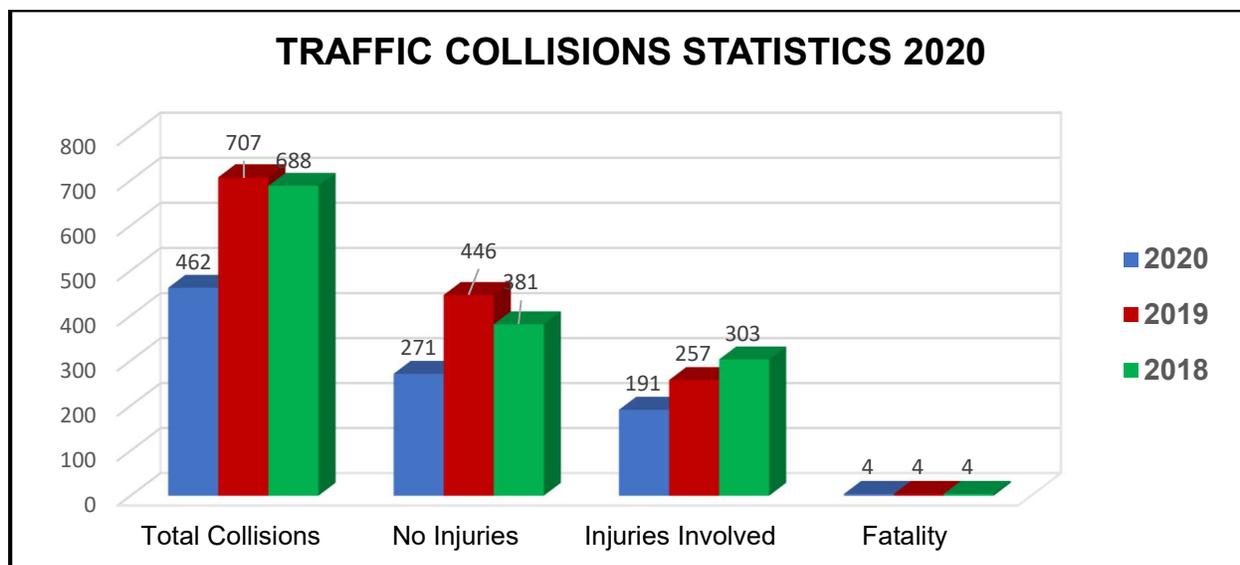
During the past four years (2017 to 2020), the Traffic Unit investigated 2,547 traffic collision reports. Fifteen (15) of the traffic collisions unfortunately resulted in a fatality. This was a 10.1% decrease in total traffic collisions over the previous rolling 4-year period (2016 to 2019). There was a 34.7% decrease in traffic collisions in 2020 compared with 2019 due to the reduced traffic throughout the city as a result of the COVID-19 pandemic.

During the past four years (2017 to 2020), the Traffic Unit issued 11,282 traffic citations and 60,023 parking citations. This was a 45.7% reduction in total traffic citations and a 1.7% reduction in total parking citations over the previous rolling 4-year period (2016 to 2019). The significant reduction in traffic citations was a result of reduced traffic throughout the city due to the COVID-19 pandemic.

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.

Officers issued eighteen (18) official traffic warnings in 2020, one hundred twenty (120) official traffic warnings in 2019, one hundred seventy-six (176) official traffic warnings in 2018, and one hundred sixty (160) official traffic warnings in 2017.



TRAFFIC COLLISION STATISTICS	2020	2019	2018
Total Collisions	462	707	688
No Injuries	271	446	381
Injuries Involved	191	257	303
Fatality	4	4	4

Reviewing traffic collision data revealed a decrease in traffic collisions during 2020, although the number of fatal traffic collisions remained the same. The 34.7% decrease in traffic collisions is a result of the reduced traffic flow throughout the city as the COVID-19 pandemic closed businesses, schools, and parks and many residents remained at home when they normally would have been driving on the streets. Another contributor to the reduction in traffic collisions was the significant drop in cell phone violations of 55.87% from 2019. Cell phone violations are a major factor in creating distracted driving conditions that result in many traffic collisions. Unfortunately, speed violations increased by 4.5% and stop sign violations increased by 30.6%, both of which are known factors in many traffic collisions.

Traffic Citations Reporting and Analysis

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

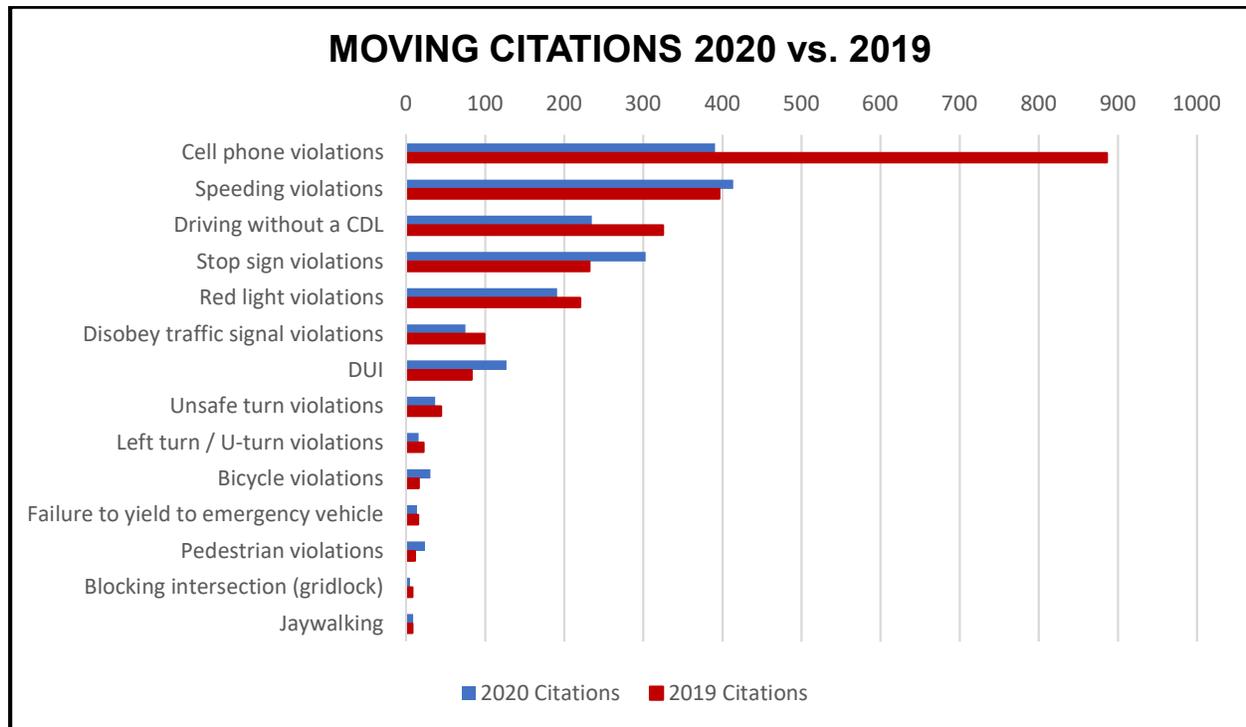
TRAFFIC CITATION	2020	2019	2018
Moving citations	2,072	2,290	3,224
Parking citations	11,015	17,696	16,885
Total	13,087	19,986	20,109

Both moving citations and parking citations decreased in 2020. Moving citations decreased by 9.5% and parking citations decreased by 37.8% as the COVID-19 pandemic emergency orders resulted in residents staying home for work and school, thus reducing traffic throughout the City. During the first six months of the pandemic, the Tustin City Council suspended enforcement of street sweeping parking violations. TPD motor officers were also reassigned to patrol and rapid response teams throughout the pandemic and in response to civil unrest protests in late May and June.

The below table lists all moving violation types cited and the number of citations issued for each violation.

Moving Violations	2020 Citations	2019 Citations	% Change
Cell phone violations	391	886	-55.87%
Speeding violations	414	396	4.5%
Driving without a CDL	235	325	-27.69%
Stop sign violations	303	232	30.6%
Red light violations	191	220	-13.18%
Disobey traffic signal violations	75	99	-24.24%
DUI	127	83	53.0%
Unsafe turn violations	37	44	-15.91%
Left turn / U-turn violations	16	22	-27.27%
Bicycle violations	31	16	93.8%
Failure to yield to emergency vehicle	14	15	-6.7%
Pedestrian violations	24	11	118.2%
Blocking intersection (gridlock)	5	8	-37.5%
Jaywalking	9	8	12.5%
Total	1,872	2,365	-20.85%

The following chart depicts the moving citations issued in 2020 and 2019:

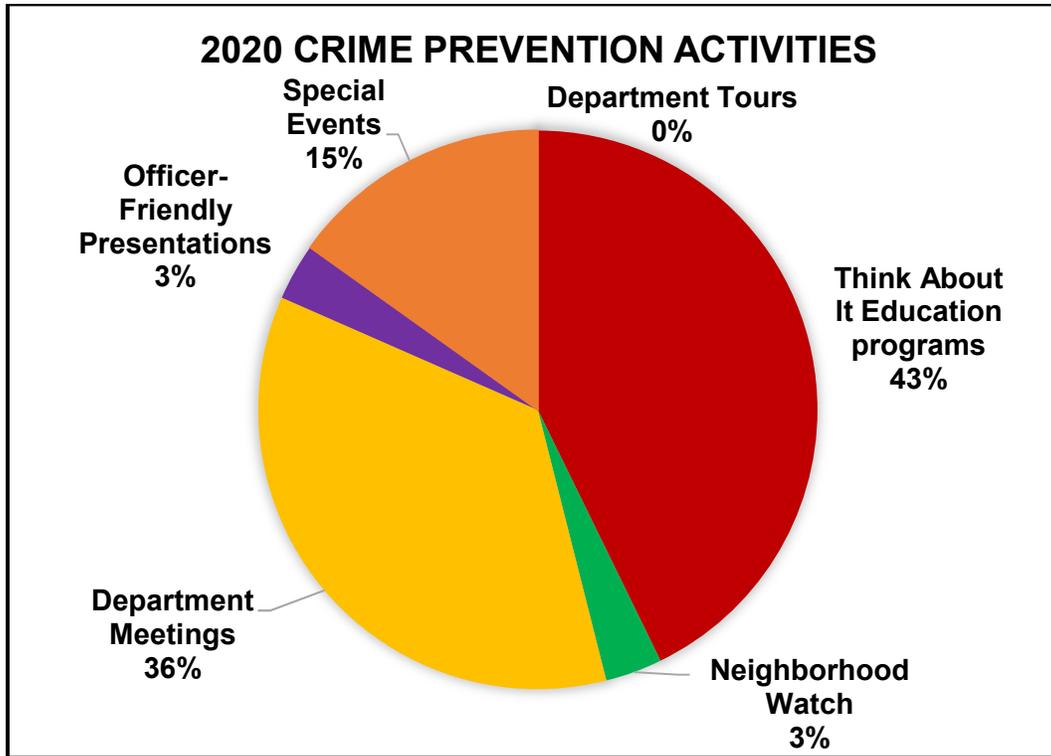


In analyzing the data, speeding violations were the most frequent citations issued in 2020 with a slight increase of 4.5% from 2019. Speeding violations made up 22.1% of all 2020 moving citations. Cell phone violations significantly decreased by 55.87% due to the reduced traffic in the city and the reassignment of motor officers to patrol and rapid response teams. In 2020 cell phone violations made up 20.9% of all moving citations while in 2019 cell phone violations made up 37% of all moving citations. Driving without a CDL was cited 235 times, a decrease of 27.7% from 2019, and was 12.6% of all moving violations. Stop sign violations increased by 30.6% and were cited 303 times 16.2% of all moving violations. Red light violations decreased by 13.18% from 2019 and were cited 191 times for 10.2% of all moving violations. Notably DUI violations increased by 53% as 127 DUI citations were issued in 2020.

Crime Prevention Reporting & Evaluation

The Community Relations Officers (CRO's) assigned to the City Operations Division, and the Community Impact Officer assigned under the Community Policing Bureau, are the backbone of the crime prevention efforts of the Police Department. The involvement of the two (2) full-time CRO's in the Tustin community is very apparent. Their efforts continue to strengthen the bond between community members and the Police Department. The CRO's have educated the community in using crime prevention techniques and inspired residents to want to make their neighborhoods a safer place to be.

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



In 2020, the CRO's provided the following programs to promote open lines of communication with the Police Department while simultaneously building and maintaining relationships of trust with Tustin students and community members:

- 65 "Think About It" lessons at Tustin elementary schools
- 54 Department Meetings (such as Community Outreach and the Neighborhood Improvement Task Force)
- 5 Neighborhood Watch meetings
- 23 Special Events (such as Read Across America, Santa Sleigh, Santa Cop, Promotion and Swearing-in Ceremonies)
- 5 "Officer Friendly" presentations
- 0 Department Tours due to COVID-19 restrictions

The CRO's devote their energies into creating special and memorable events, which are obvious by their attention to detail, for the Tustin community to enjoy. This is proven time and again by the increased attendance at numerous events and the accolades received from community members alike, who recognize the genuine dedication their Police Department has to them. These events included Read Across America, a virtual Block Captain meeting, virtual Walk to School video, Santa Sleigh, Foothill Regional Hospital visit, and Santa Cop, to name a few.

One of the many responsibilities of a CRO is to conduct “Think About It” lessons at the various elementary schools in Tustin, concentrating on safety and making good choices. The “Think About It” program also allows for CRO’s to build positive and trusting relationships with the youth of Tustin. Neighborhood Watch meetings offer insight and understanding into what is happening in specific areas of the city and allow us to work together with community members to solve any concerns they may bring forward.

Additionally, the meetings allow for interaction and serve as partnership opportunities between neighbors, police personnel, and especially patrol officers assigned to the area. The “Think About It” program, in conjunction with the Neighborhood Watch program, continues to contribute to the open lines of communication that help the community feel seen, heard, and appreciated.

The CRO’s 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. When interacting with community members, the CRO’s encourage them to sign up for NIXLE to receive several types of important notifications including crime trends and community events. The unit continues to utilize social media as a means to promote and highlight programs within the Department.

This is the second year that the CRO’s have overseen the Volunteer Program, which currently consists of eleven (11) volunteers. In 2020, volunteers worked a total of 745 hours, providing support within the various units of the police department as well as with special community events.

While COVID-19 may have eliminated the many opportunities for in-person programs and events to take place, it did not eliminate the commitment of the CRO’s for Tustin community members. This unprecedented time has only inspired the CRO’s to find new, innovative, and thoughtful ways to reach out and connect with their community members.

In evaluating the CRO program for 2020, it was evident that Community Relations is essential to the continued success of the Tustin Police Department Community Governance Philosophy.

Juvenile Crime Prevention Review

Reducing and preventing juvenile crime are important goals which the Tustin Police Department strives to achieve on a daily basis. To meet these goals, Tustin Police Department works in partnership with Tustin Unified School District (TUSD) and employs a full time sworn School Resource Officer (SRO). The main goal of the SRO is to prevent juvenile delinquency by promoting positive relations between youth and law enforcement. The SRO is primarily based at Tustin High School (THS), but has the additional responsibilities of handling youth delinquency and crime at the middle schools and the elementary schools within the City of Tustin.

The SRO's presence in the schools allows for an immediate response to any campus situation while maintaining patrol staffing levels. In addition to mentoring and guiding students, the SRO attends bi-monthly School Attendance Review Board (SARB) panels at the TUSD main office or at the Tustin Police Department. The SARB panel is a community-based effort to bring together resources to assist families with attendance, truancy, and behavior issues. During 2020, the SRO sat on seven (7) SARB panels where students and parents were given a last chance to improve attendance. The panel developed a plan for each student. Criteria for successful completion of the plan are included in a contract which the parents and the students are required to follow. If the trancies and unexcused absences continue, the SARB case manager will refer the case to the Orange County District Attorney's Office for filing.

In 2020, the SRO and TPD patrol handled one-hundred forty-seven (147) reports on the various Tustin Unified School District (TUSD) campuses, including Tustin High School, Hillview High School, Tustin middle schools, and Tustin elementary schools. In addition, the SRO and patrol responded to four-hundred eighty-five (485) calls for service at Tustin schools or within the school grounds with some reports being taken. Eighty-nine (89) juvenile petitions were filed with the juvenile courts by the SRO or by patrol officers in the field.

On March 2, the Tustin Police Department participated in the "National Read Across America" day by sending several sworn and civilian employees to Ladera Elementary School to read favorite books to several classes. In the middle of March, the spread of the Covid-19 virus resulted in a statewide declaration of emergency. The emergency led to several restrictions being mandated in the state of California, including a stay-at-home order for nonessential workers and schools closing their campuses and switching to online and remote teaching for the duration of the 2019-2020 school year. With TUSD school campuses closed and social distancing in effect, several of the previously mentioned programs were canceled during the spring.

When the 2020-2021 school year began, the COVID-19 pandemic was still restricting on-campus events and gatherings. Undaunted by the pandemic and striving to continue to serve our youth, Tustin Police Department's Community Relations Unit and Traffic Bureau put together a virtual Walk to School video that was streamed to all nine (9) Tustin elementary schools on October 7, 2020 to encourage walking and fitness among the students. The juvenile programs supported by Tustin Police Department will continue to promote positive youth development in the community, will foster stronger relationships between the police and the community, and will help to deter juvenile delinquency while encouraging positive growth and development of our youth.

Bias-Based Policing Review

The Tustin Police Department did not receive any complaints related to bias-based policing or racial profiling in 2020.

The California Department of Finance provided the City of Tustin Community Development department with an estimated population of 80,382 residents as of January 1, 2020. This population estimate reflects a 1.2% decline in estimated population from 2019 as population has declined in 20 of the 34 Orange County cities. The Department of Finance estimates that population has declined in many cities of California that are located closer to the coast, which includes the City of Tustin.

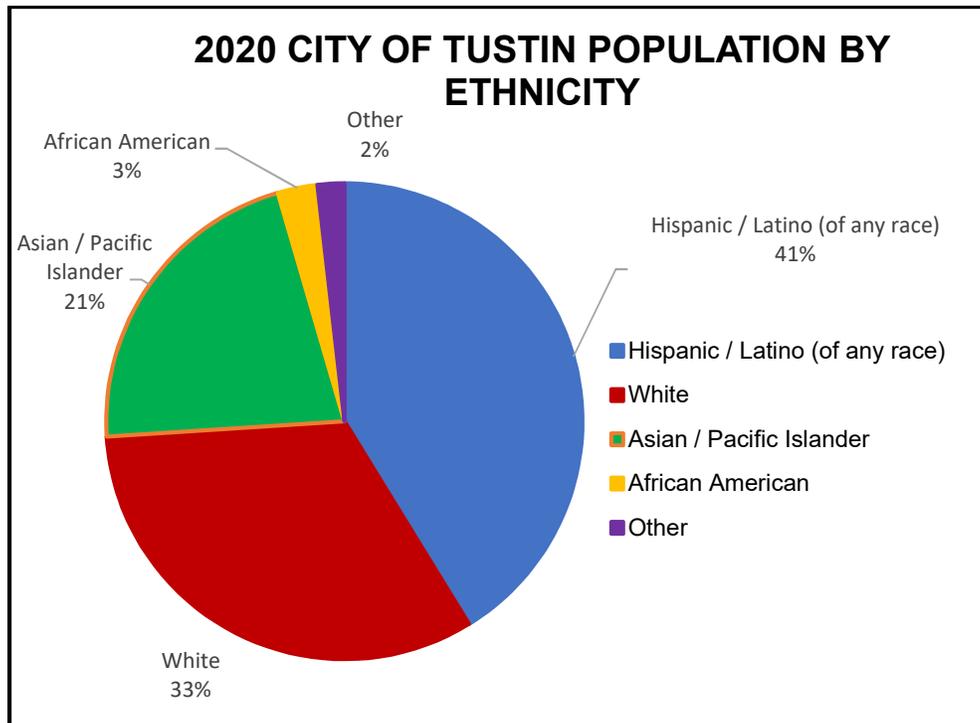
As explained in the population and housing estimate memo written by Community Development, *“there is not necessarily a direct correlation between housing growth and population growth. Each city’s population is controlled to the County’s population, and changes in the vacancy rate and in the persons per household estimate are also considered in estimating a city’s population. In addition, the statewide population growth rate of 0.47 percent in 2018 was the slowest in California history. The slow growth rate was driven by a significant decline in births, data reflecting lower student enrollment, and a continued upward trend in deaths as Baby Boomers age. Consistent with this trend, the 2019 population estimates were lower than the 2018 population estimates in 22 of the 34 cities in Orange County.”* (Memo dated June 4, 2019, “Department of Finance 2019 Population and Housing Estimates”)

2020 Population (Estimated)
80,382

2020 Housing Units (Estimated)
28,257

The percentage of each ethnic and race category was provided by the U.S. Census Bureau’s American Community Survey Five Year Estimates for 2020 (the most recent available for 5-year estimates). Hispanic population was estimated at 41.2%. White population was estimated at 32.7%. Asian and Pacific Islander ethnic groups were estimated at 21.5%. African American race was estimated at 2.7%, and all other races were estimated at 1.8% of the population.

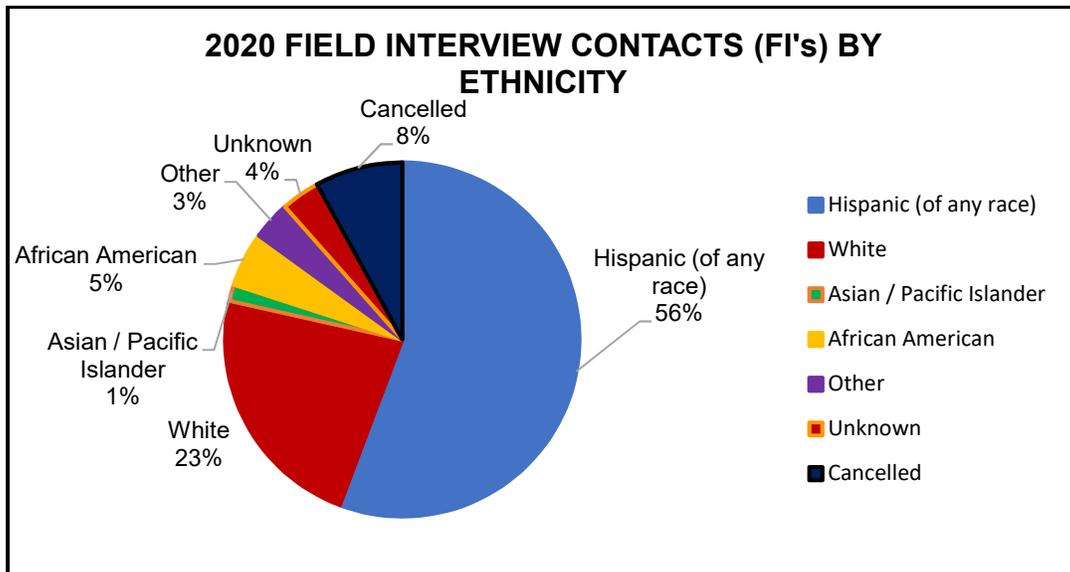
The City of Tustin has an estimated population of 80,382 residents of which 41.2% or 33,150 are Hispanic, 32.7% or 26,315 are White, 21.5% or 17,295 are Asian or Pacific Islander, 2.7% or 2,172 are African American, and 1.8% or 1,450 are other ethnicities.



2020 CITY OF TUSTIN POPULATION AND ETHNICITY (ESTIMATED)

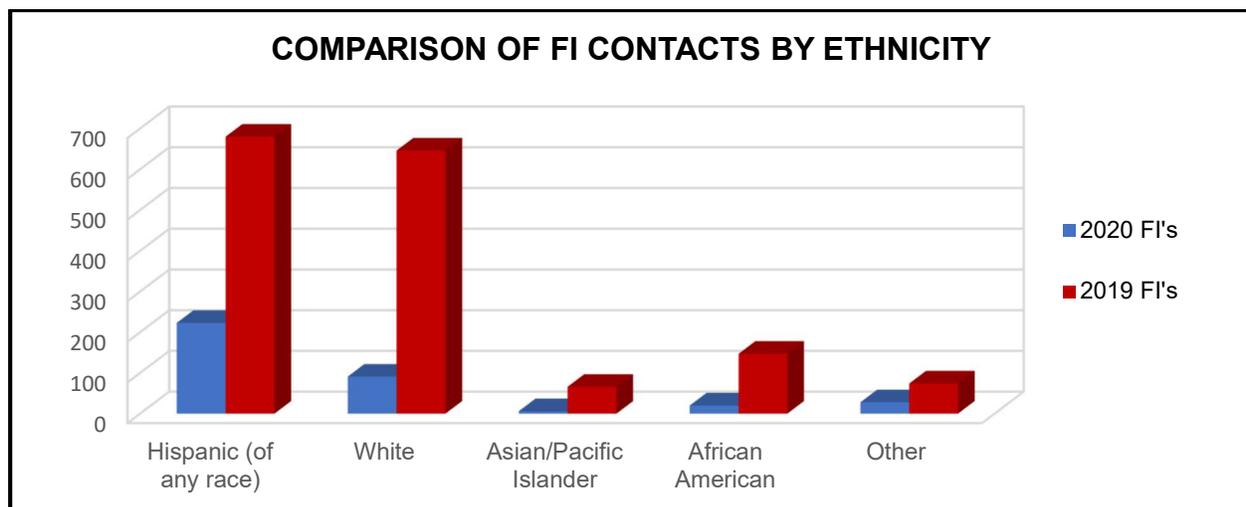
Ethnicity / Race	Estimated Population of City of Tustin	Percentage of Overall Population
Hispanic (of any race)	33,150	41.2%
White	26,315	32.7%
Asian / Pacific Islander	17,295	21.5%
African American	2,172	2.7%
Other	1,450	1.8%
Total	80,382	100%

The following charts and graphs depict the field interview contacts, suspects in crime reports, and the adult and juvenile arrest statistical data for the 2020 calendar year by ethnicity. The data is compared to the overall estimated population of the City of Tustin by ethnicity as reported by the DOF census to the City of Tustin in January 2020.



2020 FI CONTACTS BY ETHNICITY

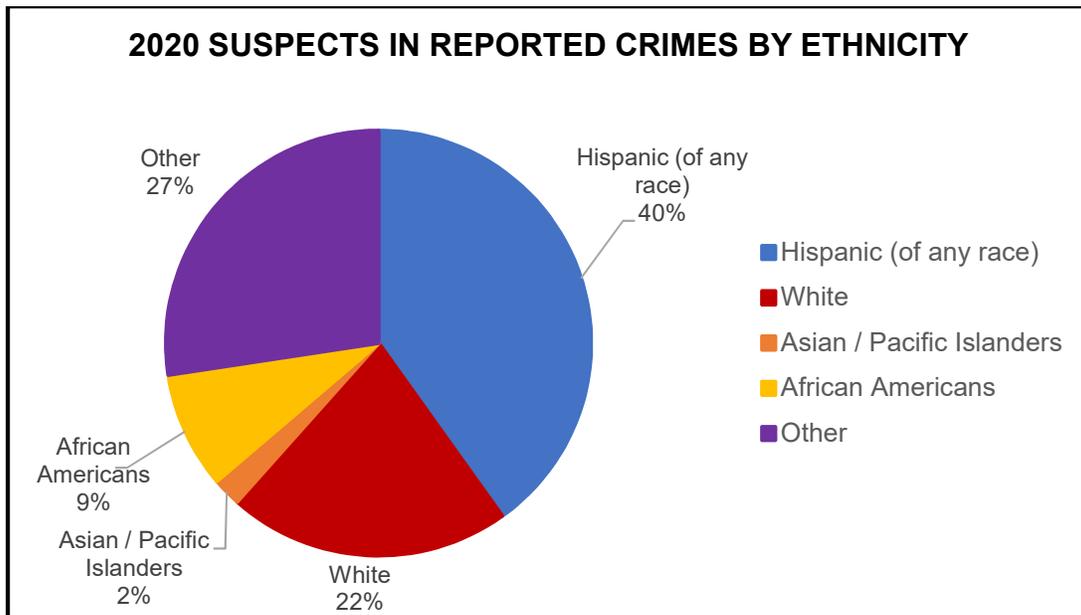
Ethnicity / Race	2020 FI Contacts	Percentage of 2020 FI's	Percentage of 2020 Population
Hispanic (of any race)	223	55.75%	41.2%
White	91	22.75%	32.7%
Asian / Pacific Islander	6	1.5%	21.5%
African American	20	5.0%	2.7%
Other	14	3.5%	1.8%
Unknown	14	3.5%	-
Cancelled	32	8.0%	-
Total FI's Completed	400	100%	100%



**COMPARISON OF FI CONTACTS BY ETHNICITY
 2020 VS. 2019**

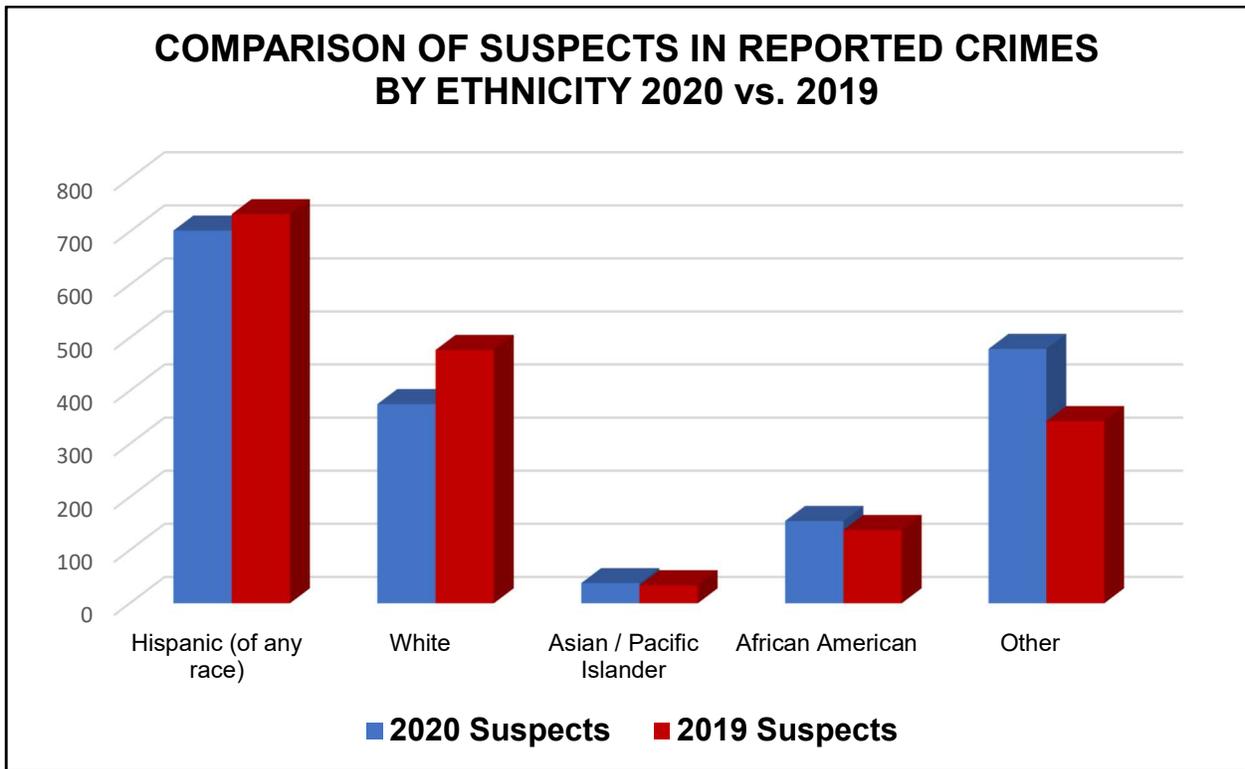
Race	Estimated Population of the City	2020 FI's	2019 FI's	Increase/Decrease from 2019	Percentage Change from 2019
Hispanic (of any race)	33,150	223	680	-457	-67.2%
White	26,315	91	646	-555	-85.9%
Asian / Pacific Islander	17,295	6	66	-60	-90.9%
African American	2,172	20	147	-127	-86.4%
Other *	1,450	60	74	-14	-18.9%
Total	80,382	400	1,613	-1,245	-77.2%

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



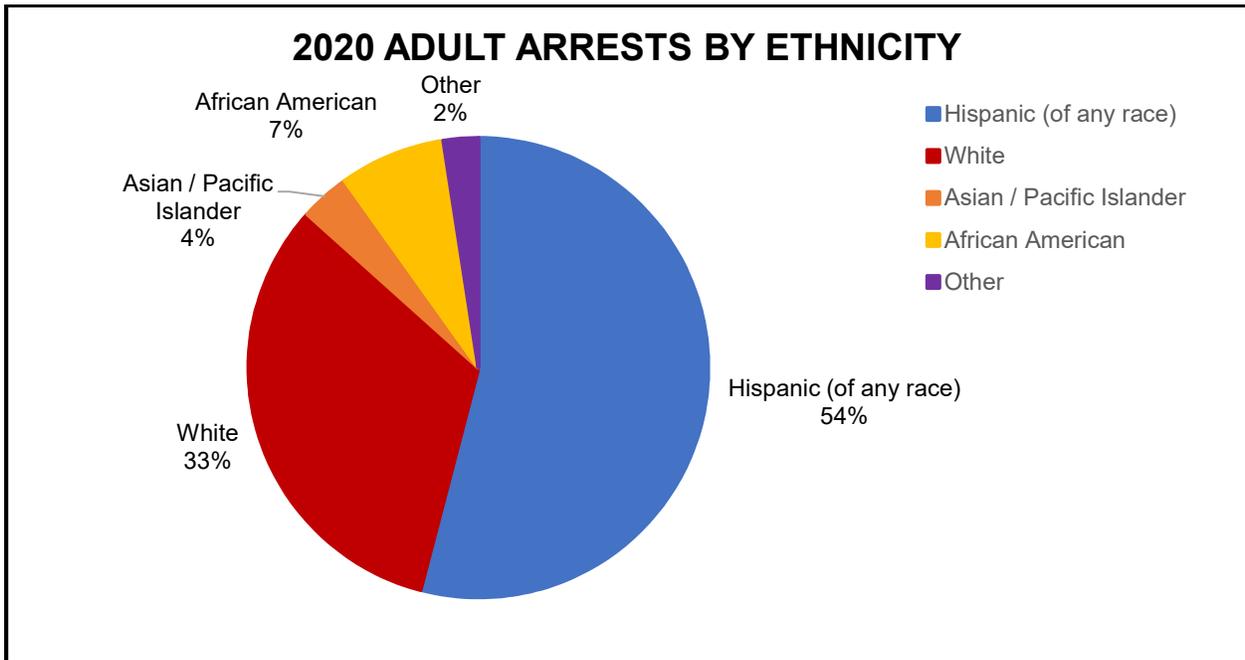
2020 COMPARISON OF SUSPECTS IN REPORTED CRIMES BY ETHNICITY

Race	Suspects 2020	Percentage of 2020 Total Suspects	Percentage of 2020 Population
Hispanic (of any race)	702	40.1%	41.2%
White	375	21.4%	32.7%
Asian / Pacific Islander	38	2.2%	21.5%
African American	155	8.9%	2.7%
Other	479	27.4%	1.8%
Total	1,749	100.0%	100%



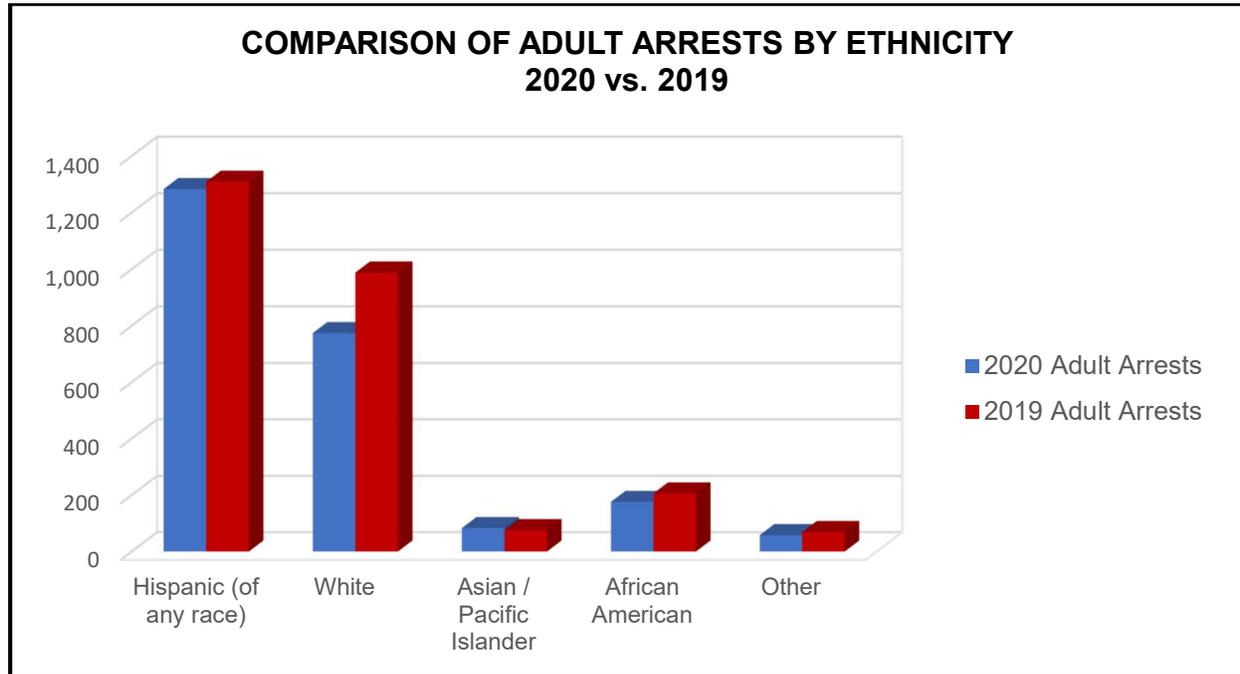
**COMPARISON OF SUSPECTS IN REPORTED CRIMES BY ETHNICITY
2020 VS. 2019**

Race	Estimated Population of the City	2020 Suspects	2019 Suspects	Increase / Decrease from 2019	Percentage of Change from 2019
Hispanic (of any race)	33,150	702	733	-31	-4.2%
White	26,315	375	477	-102	-21.4%
Asian / Pacific Islander	17,295	38	34	4	11.8%
African American	2,172	155	206	-51	-24.8%
Other	1,450	479	343	136	39.7%
Total	80,382	1,749	1,793	-44	-2.5%



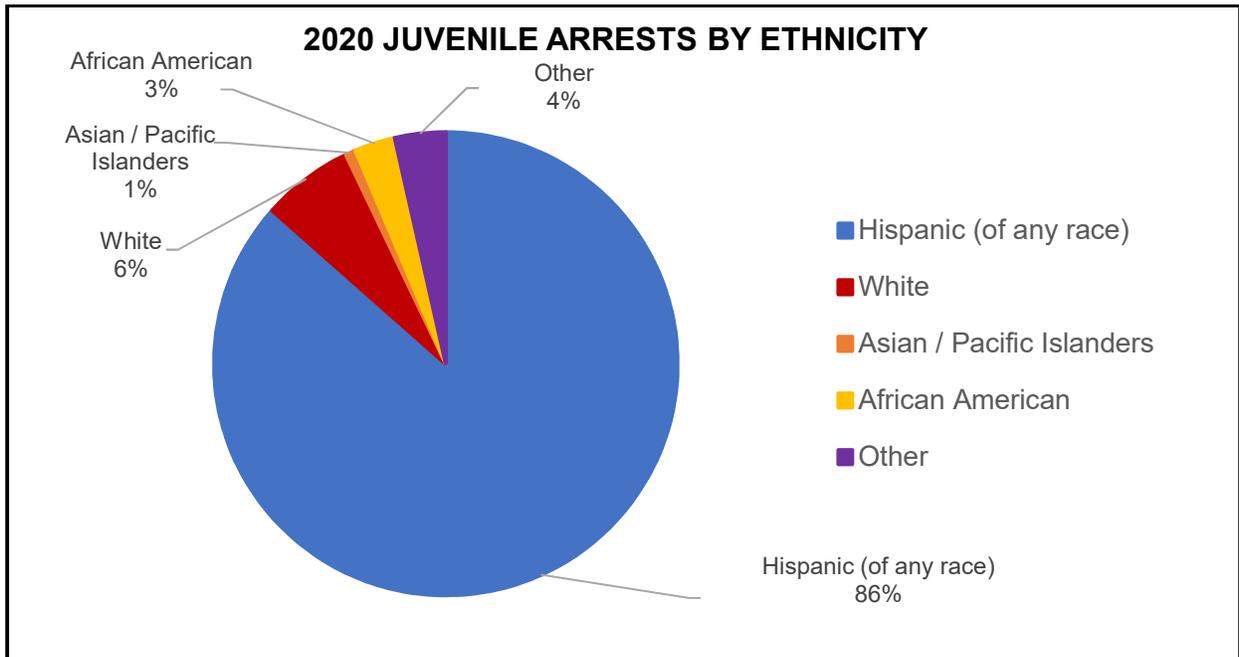
2020 ADULT ARRESTS BY GENDER AND ETHNICITY

Race	Adult Arrests	Male	Female	Percentage of 2020 Adult Arrests	Percentage of 2020 Population
Hispanic (of any race)	1,283	1,071	212	54%	41.2%
White	774	585	189	32.6%	32.7%
Asian / Pacific Islander	83	61	22	3.5%	21.5%
African American	176	157	19	7.4%	2.7%
Other	58	39	19	2.4%	1.8%
Total	2,374	1,913	461	100%	100%



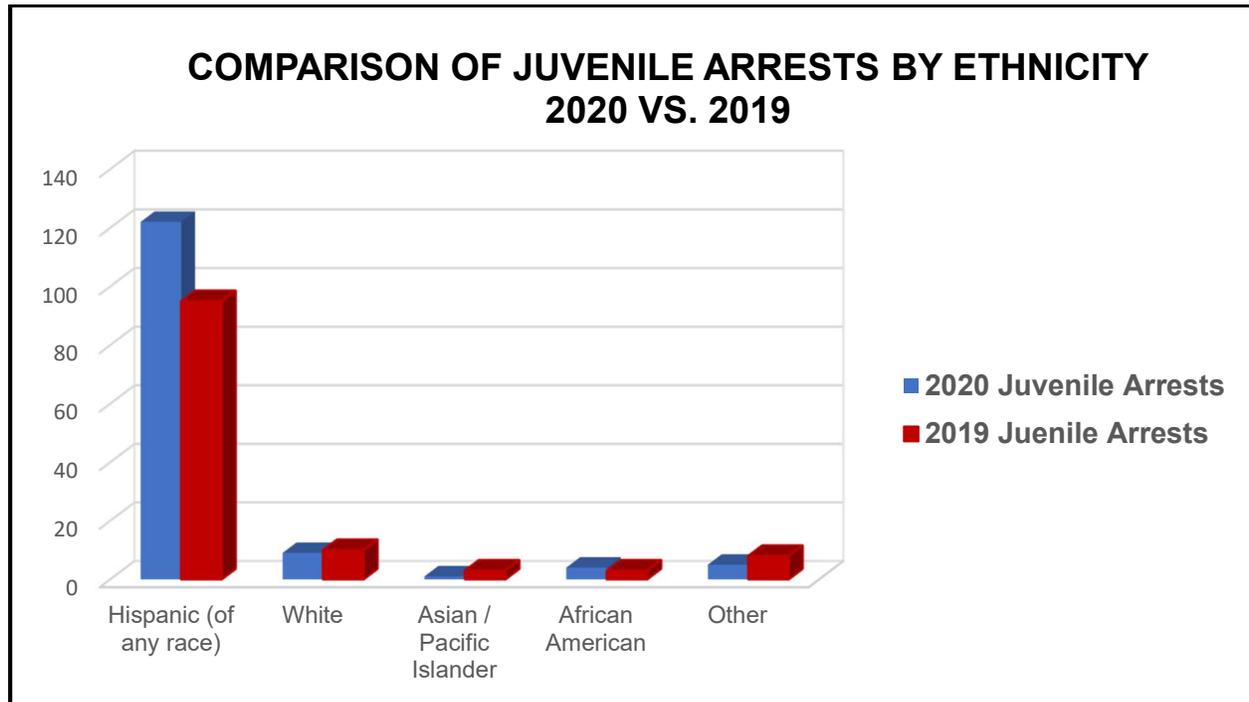
**COMPARISON OF ADULT ARRESTS BY ETHNICITY
2020 VS. 2019**

Race	Estimated Population of the City	2020 Adult Arrests	2019 Adult Arrests	Increase / Decrease from 2019	Percentage of Change from 2019
Hispanic (of any race)	33,150	1,283	1,309	-26	-2%
White	26,315	774	988	-214	-21.7%
Asian / Pacific Islander	17,295	83	76	7	9.2%
African American	2,172	176	206	-30	-14.6
Other	1,450	58	69	-11	-15.9%
Total	80,382	2,374	2,648	-274	-10.4%



2020 JUVENILE ARRESTS BY GENDER AND ETHNICITY

Race	Juvenile Arrests	Male	Female	Percentage of Arrests	Percentage of 2020 Population
Hispanic (of any race)	122	100	22	86.5%	41.2%
White	9	8	1	6.4%	32.7%
Asian / Pacific Islander	1	1	0	0.7%	21.5%
African American	4	4	0	2.8%	2.7%
Other	5	5	0	3.5%	1.8%
Total	141	118	23	100.0%	100%



COMPARISON OF JUVENILE ARRESTS BY ETHNICITY 2020 VS. 2019

Race	Estimated Population of the City	2020 Juvenile Arrests	2019 Juvenile Arrests	Increase/ Decrease from 2019	Percentage of Change from 2019
Hispanic (of any race)	33,150	122	95	27	28.4%
White	26,315	9	10	-1	-10%
Asian / Pacific Islander	17,295	1	3	-2	-66.7%
African American	2,172	4	3	1	33.3%
Other	1,450	5	8	-3	-37.5%
Total	80,382	141	119	22	18.5%