

Professional Standards Division Annual Report



TUSTIN POLICE DEPARTMENT

2019

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 2019 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, 2019 thru December 31, 2019.

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

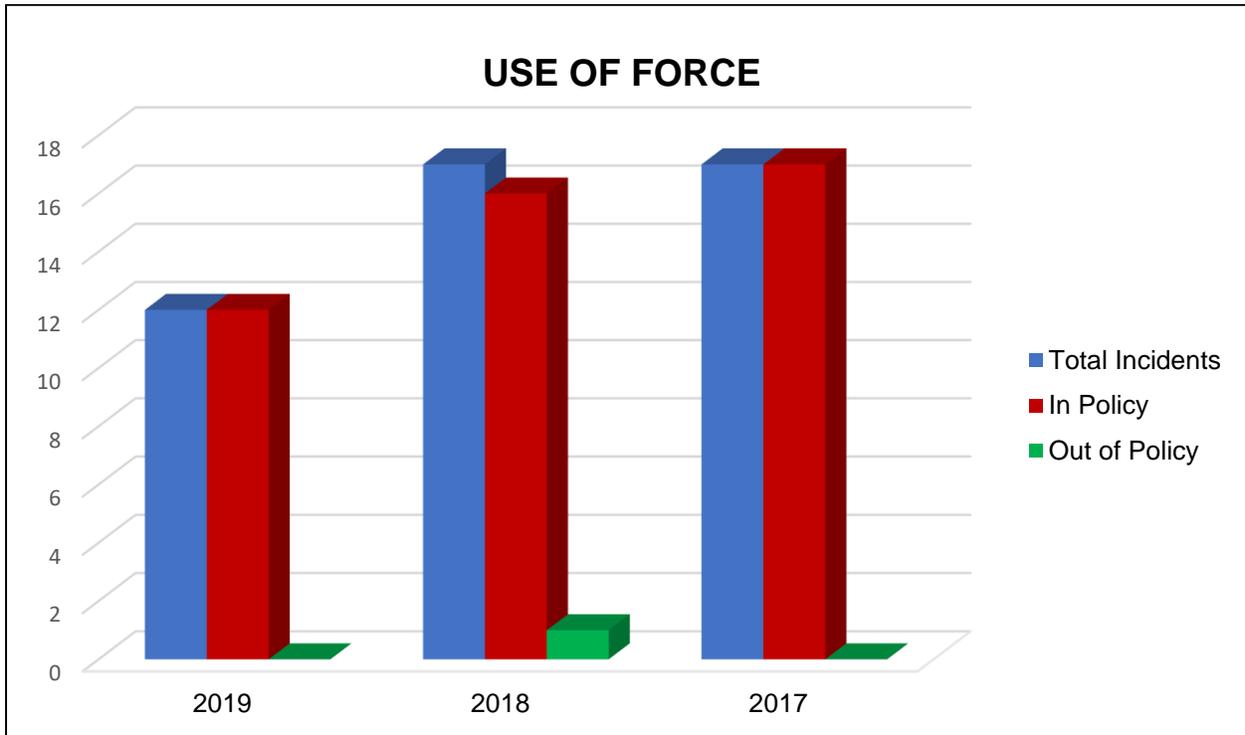
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Use of Force Reporting & Analysis

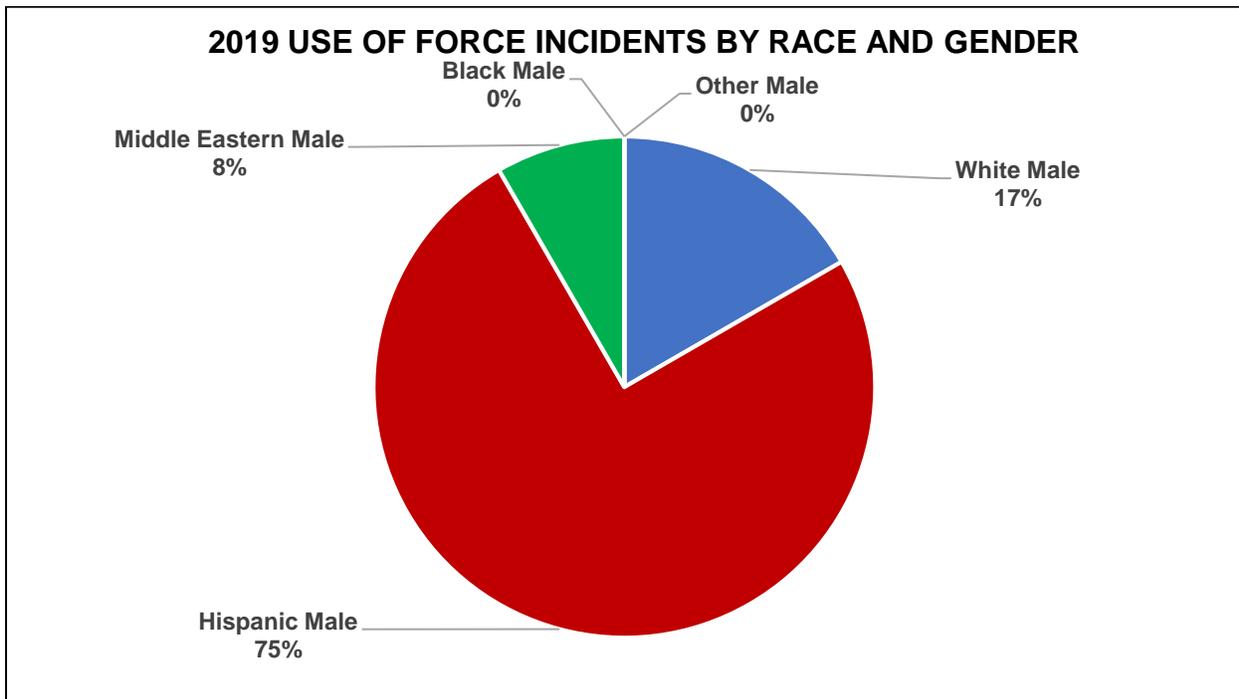
The following is a comparison of use of force (UOF) incidents for the past three calendar years.

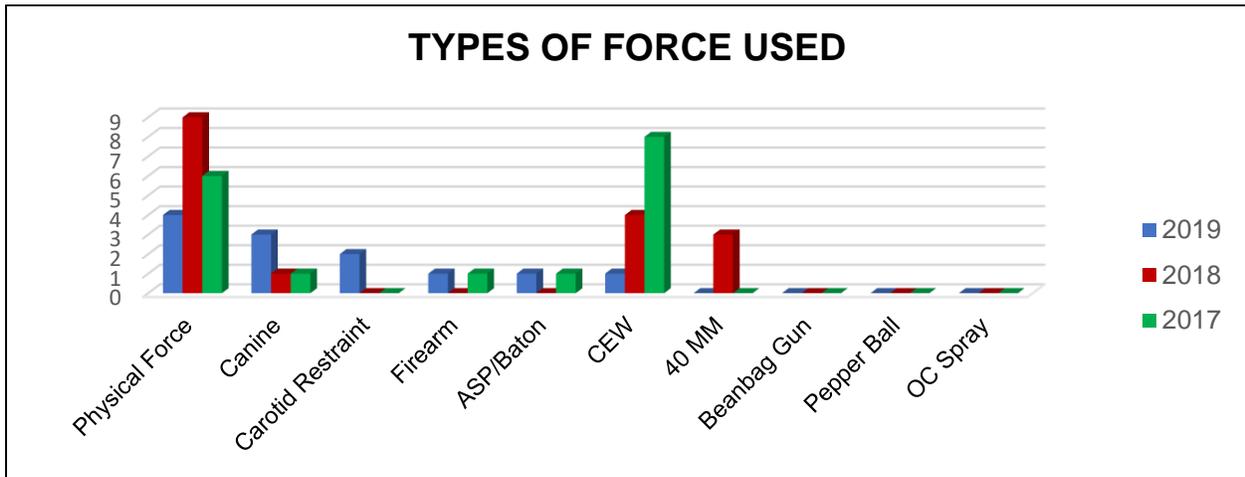
Total UOF comparing past three years:



USE OF FORCE	2019	2018	2017
Total Incidents	12	17	17
In Policy	12	16	17
Out of Policy	0	1	0

2019 Use of Force Incidents						
Date	Time	Initial Call or Contact	Type of Force	Suspect Race	Suspect Age	Suspect Gender
01/01/2019	01:59	Burglary in Progress	Canine	White	20	Male
01/08/2019	20:22	Parole Search	Carotid Restraint	White	36	Male
01/28/2019	05:28	Shoplifting	Physical Force	Hispanic	26	Male
03/11/2019	23:38	Armed Parolee	Carotid Restraint	Hispanic	30	Male
03/27/2019	00:08	Vehicle Pursuit	Canine	Hispanic	31	Male
04/11/2019	02:58	Subject Disturbance	Baton	Hispanic	31	Male
07/09/2019	08:16	Trespassing	Firearm	Hispanic	45	Male
08/17/2019	22:21	Burglary	CEW	Hispanic	37	Male
11/14/2019	14:31	Hit and Run	Physical Force	Hispanic	32	Male
11/22/2019	05:55	Robbery	Physical Force	Hispanic	22	Male
12/12/2019	01:31	Vehicle Pursuit	Canine	Middle Eastern	64	Male
12/26/2019	13:06	Subject Disturbance	Physical Force	Hispanic	52	Male





Types of Force Used	2019	2018	2017
Physical Force	4	9	6
Canine	3	1	1
Carotid Restraint	2	0	0
Firearm	1	0	1
ASP/Baton	1	0	1
CEW	1	4	8
40 MM	0	3	0
Beanbag Gun	0	0	0
Pepper Ball	0	0	0
OC Spray	0	0	0

Use of Force Analysis

In 2016, the Tustin Police Department arrest and control staff introduced the P.E.P. philosophy to sworn officers. 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

Now that the P.E.P. has become the cultural norm within the Department, we have seen a decrease in the total amount of uses of force from 2018 to 2019 and a decrease in the number of incidents involving physical force. The analysis indicates P.E.P. is effective and our arrest and control staff will continue to reinforce this philosophy during departmental training.

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 2019, there were 12 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 2019 we had four (4) incidents of physical force compared to nine (9) in 2018, a 55% decrease. A police canine was used three (3) times in order to effect an arrest compared to one (1) time in 2018, a 200% increase. The carotid restraint was applied two (2) times in 2019, in comparison to zero (0) in 2018, a 200% increase. There was one (1) use of force involving a firearm in 2019 compared to zero (0) in 2018, a 100% increase. The ASP/Baton was used one (1) time in 2019 compared to zero (0) uses in 2018, which equates to a 100% increase. The CEW was used one (1) time in 2019 compared to four (4) times in 2018 equating to a 75% decrease. The 40MM was not used in 2019, in comparison to three (3) in 2018, a 100% decrease. OC spray, beanbag gun, and the pepper ball projectile system have not been used over the past three-year period. These less-lethal force options still remain available to officers if needed.

The Tustin Police Department continually trains officers in tactical communication skills to bring calm to chaos. In addition, the focus for law enforcement in general is for officers to de-escalate a situation when contacting aggressive subjects. After a thorough analysis of the 2019 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 from the previous year.

In looking at the significant decrease in incidents involving physical force (body strikes, wrist locks, etc.), our use of force instructors attribute this to the Department-wide focus

on grappling techniques versus traditional body strikes. Our use of force instructors attended a different defensive tactics school in 2019 where ground fighting and grappling were the focus. The instructors brought these techniques back to the Department and trained our sworn personnel. It appears the training was successful as there were less incidents of physical force used.

A third canine was added to the program in 2019, which provided more canine coverage in the field. The canines are an effective tool used for a variety of law enforcement functions, and because they are in the field more, we saw more canine usages this year as compared to 2018.

In 2017 the Tustin Police Department amended its policies for the use of the carotid restraint. The policy change gives sworn employees the ability to use the carotid restraint in more circumstances than previously allowed. The use of the carotid restraint by a trained peace officer helps to minimize injuries to both officers and suspects. By using this type of force option, the officer is able to handcuff the suspect quicker and without having to use traditional body strikes.

The 2019 data does not reveal a pattern or trend and there is no indication of a disproportionate application of force. Every use of force in 2019 was justified and determined to be within policy. Our officers continue to exercise restraint when dealing with combative subjects and our defensive tactics instructors continually stress the importance of de-escalation.

Use of Force Training Points

Tactics

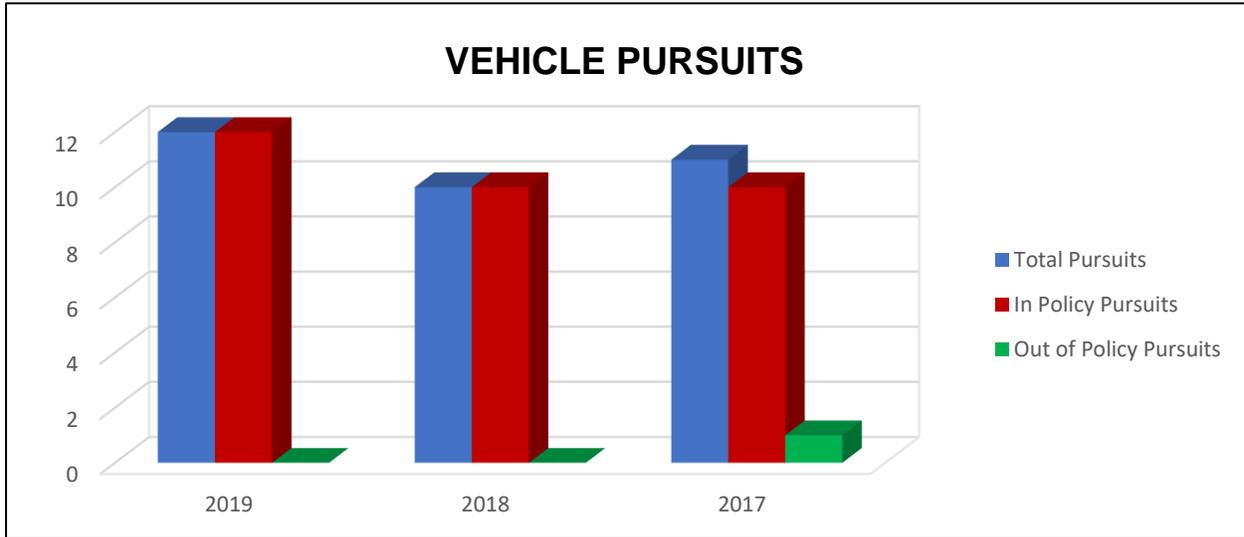
In one (1) use of force incident, a police service dog (PSD) was deployed to apprehend an uncooperative residential burglary suspect. The PSD did not initially engage the suspect in an apprehension. After the suspect was on the ground, the PSD engaged by biting the suspect's jacket, but quickly released the bite. After a review of the incident, the following two training points were discussed with the handler:

1. The PSD should participate in additional muzzle work to help reinforce the PSD's ability to maintain his bite on the suspect.
2. The canine handler should calmly deliver commands to the PSD to avoid confusing and agitating the animal.

In another use of force incident, a police officer responded to a call for service regarding a subject disturbance. The officer did not wait for a follow officer and contacted the subject alone. A fight ensued and the officer used force to overcome the subject's resistance. From a training standpoint, the officer should not have contacted the subject alone. The call did not require an emergency response and it would have been safer to wait for a follow officer. The officer received a supervisory counseling and was assigned to provide briefing training on the lessons learned from the incident.

Vehicle Pursuit Reporting & Analysis

Officers were involved in twelve (12) vehicle pursuits during calendar year 2019. The following is a breakdown and analysis of the 2019 pursuits and a comparison with the previous two years' reported information.



Vehicle Pursuits	2019	2018	2017
Total	12	10	11
In Policy	12	10	10
Out of Policy	0	0	1

The number of officer-involved motor vehicle pursuits increased by 20% from 2018 to 2019 and increased by 9% from 2017 to 2019.

Reason for Pursuit	2019	2018	2017
Traffic Infraction	4	4	5
Felony Want	4	2	1
Stolen Vehicle	3	1	2
Armed Suspect	1	1	0
Misdemeanor Want	0	2	3
Suspicious Circumstances	0	0	0

The pursuits in 2019 involved four (4) from a traffic infraction, four (4) from felony wants, and three (3) from stolen vehicles. One (1) pursuit involved a suspect possibly armed with a handgun.

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, three (3) pursuits were terminated when the driver

was able to elude the officer(s), and two (2) pursuits were turned over to an outside agency once the suspect left the city limits. The pursuits resulting in training issues are as follows:

Stolen Vehicle – Officers located an occupied stolen vehicle. When officers attempted to stop the vehicle, the driver failed to yield. After a short pursuit, the driver stopped and was taken into custody without incident.

Training Points:

For a majority of the pursuit, the officer followed behind the vehicle in the same path as the suspect. It would have been safer for the pursuing officer to offset the patrol car to the left (driver's side) of the suspect vehicle. Offsetting the patrol car would have allowed the officer to see in front of the suspect, providing a better field of vision for what is occurring in front of the suspect vehicle. It also allows other motorists and pedestrians in front of the suspect vehicle to see the emergency lights, giving them more of an opportunity to react and safely yield the right of way.

During the pursuit, the officer trailed too close to the suspect vehicle. If the suspect vehicle swerved to avoid an obstacle or suddenly stopped, it is likely the officer would not have had time to react, increasing the chances of a collision or losing control of the patrol car.

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, a Tustin Police Department K9 officer arrived to assist. The K9 officer passed the pursuing officers 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.

Stolen Vehicle – Tustin Police received a call of a hit and run vehicle collision and it was reported a witness was following the vehicle. Prior to the officers arriving, the dispatcher notified the officers the vehicle was reported stolen. Once officers arrived, they attempted to stop the driver, however, the driver did not yield. Shortly after the pursuit began, the field supervisor cancelled the pursuit for public safety concerns due to the suspect's erratic driving.

Training Points:

There were several officers involved in this pursuit before it was cancelled by the field supervisor. During the pursuit, several officers followed in the same path as the suspect, including driving on the wrong side of the road. Officers should remain on the correct side of the street during pursuits, except under rare circumstances. This is to minimize the risk of colliding with oncoming traffic. Another officer drove through an intersection against the red light without turning on the patrol car's lights

and siren. This is dangerous as other vehicles and pedestrians will not have advanced warning to yield to the police vehicle.

One of the officers was driving a patrol car equipped with a StarChase system. The officer deployed the StarChase tracker, however, the module did not track properly. StarChase was contacted and attempted to fix the problem so this same issue does not re-occur.

Felony Want – Officers were dispatched to a vehicle 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 officer mirrored the suspect vehicle's path of travel as the suspect weaved in and out of traffic. On two occasions, the officer came close to colliding with other non-involved vehicles who were attempting to properly yield to the emergency vehicle. When driving with emergency lights and siren, officers should avoid passing vehicles on the right if at all possible.

Felony Want – Officers responded to a residence in Tustin to look for a subject wanted in a residential burglary, vehicle theft, and restraining order violation. Officers located the suspect driving and attempted to stop the vehicle. The driver fled and a vehicle pursuit ensued.

Training Points:

During this pursuit, the lead officer followed in the same path as the suspect vehicle. The officer also trailed too close to the suspect vehicle. Both of these tactics could prove to be dangerous as the officer would likely not have enough time to react if the suspect vehicle rapidly slowed or stopped. The lead officer's vehicle was equipped with a StarChase system, however, the officer did not deploy the StarChase tracker when there were multiple opportunities to do so.

Felony Want – Officers located a suspect involved in multiple thefts and attempted to stop the vehicle he was driving. When officers turned on their emergency lights, the suspect fled in his vehicle leading the officers on a vehicle pursuit.

Training Points:

There was confusion as to the location of the pursuit and important details as two officers were simultaneously broadcasting pertinent information. The secondary officer is responsible for broadcasting information to leave the primary officer focused on the suspect's actions. In addition, one of the officers would intermittently sound the siren during the pursuit. It is much safer to leave the siren on continuously so other motorists are alerted to use caution, and doing so also minimizes liability to the officer(s) and Department.

Armed Suspect – A member of the community came to the front counter of the police department to let an officer know his family member was on parole and currently in possession of a handgun. When officers looked for the suspect, they located him in a vehicle. The driver fled after officers attempted to stop him.

Training Points:

During the pursuit, one of the involved officers entered through an intersection against a red light without the use of the siren. In addition, officers passed uninvolved motorists on the right during the pursuit. This tactic leads to an increased chance of a collision as motorists are required to yield to the right upon the presence of an emergency vehicle displaying emergency lights and siren. Officers should avoid passing vehicles on the right if at all possible while driving with emergency lights and siren.

Traffic Infraction – An officer attempted to stop a speeding vehicle. The driver failed to yield and a pursuit ensued.

Training Points:

One of the officers involved in the pursuit was driving a vehicle equipped with a StarChase system, however, did not use it. The officer should have used the pursuit mitigation tool during the incident giving the officers the ability to back off and trail the suspect from a distance.

Traffic Infraction – Officers were dispatched to a report of vehicles speeding and doing “donuts” in the roadway. Officers located several involved vehicles and attempted to stop one of them. The vehicle failed to yield and a pursuit ensued.

Training Points:

On one of the turns, the pursuing officer drifted into the opposite lanes of traffic. This is an unsafe tactic as it increases the risk of a traffic collision should another vehicle be in the roadway.

Traffic Infraction – Officers attempted to stop a vehicle for a vehicle code violation. The driver did not yield and a vehicle pursuit ensued.

Training Points:

One of the involved officers broadcasted the incorrect location of the pursuit causing confusion for assisting officers. The dispatcher attempted to clarify the location of the pursuit, however, the officer did not answer the dispatcher on multiple occasions. Officers should be aware of their location during vehicle pursuits and be aware of radio traffic so they can provide pertinent information to dispatch, supervisors, and other responding officers.

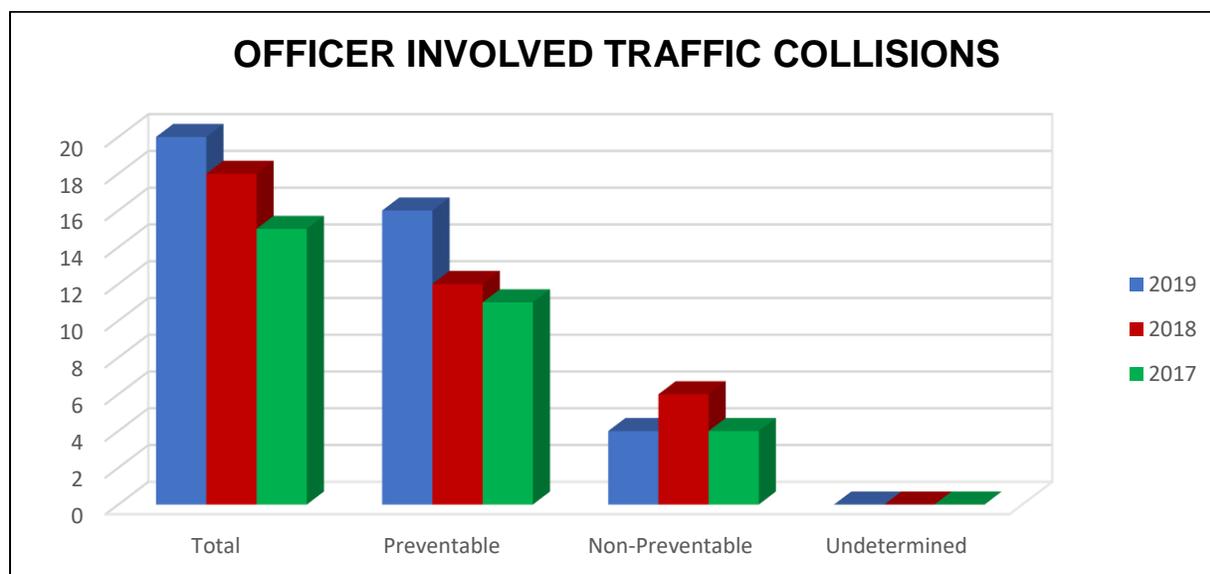
After every vehicle pursuit, an administrative review occurs where a subject matter expert from the police department reviews the incident from a training perspective. The training points are forwarded to the Area Commanders who use the training review to help them determine whether the pursuit was within policy. All pursuits in 2019 were within policy;

however, the police department continuously looks for ways to improve pursuit driving. An analysis of the vehicle pursuits in 2019 identified a variety of training issues. Some of the common trends were officer(s) traveling in the same path of the suspect vehicle, communication issues, and officer(s) not using the StarChase system.

Our officers train annually on pursuit tactics as well as emergency and non-emergency driving. The training issues identified in 2019 will be reinforced with officers during the next pursuit tactics training day. Our past training efforts have paid dividends as no officers were involved in a collision as a result of a vehicle pursuit for the past four (4) years.

Traffic Collision Reporting and Analysis

Officers were involved in twenty (20) on-duty traffic collisions during calendar year 2019. The following is a breakdown and analysis of the traffic collisions during the year and a comparison with the previous two years' reported information.

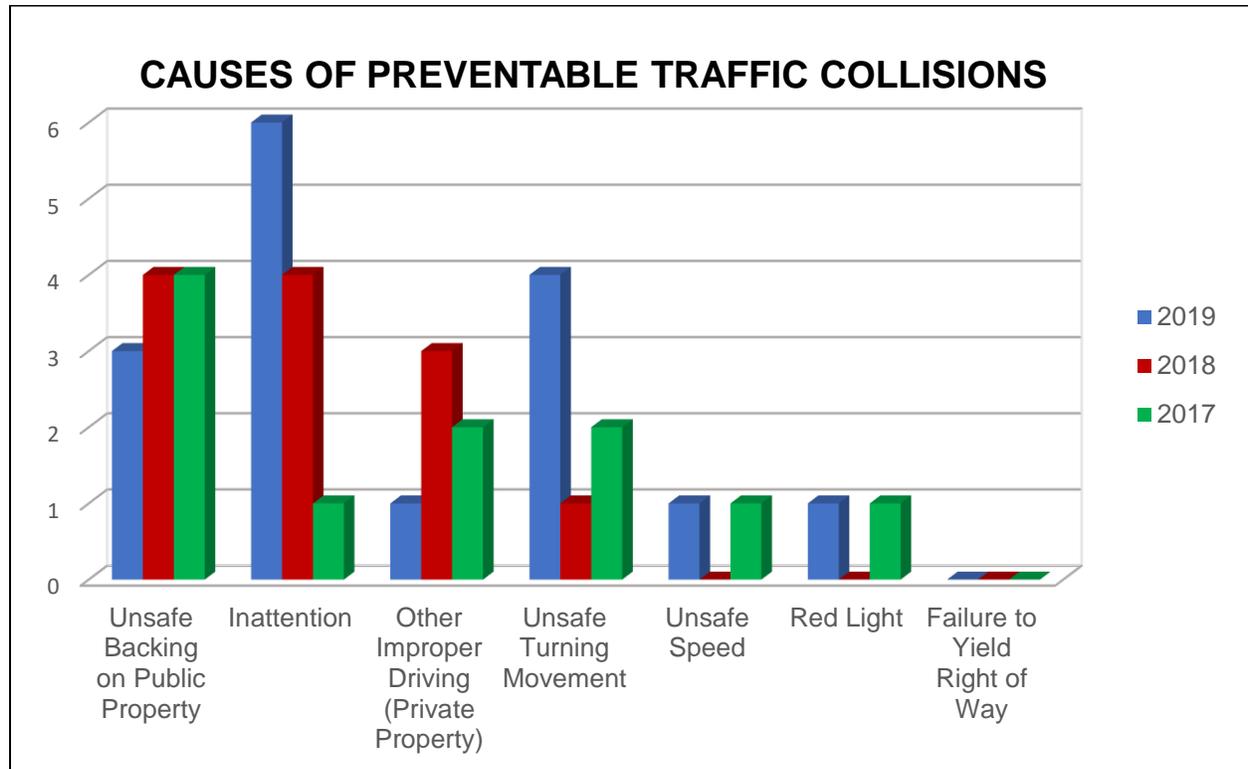


TRAFFIC COLLISIONS	2019	2018	2017
Total	20	18	15
Preventable	16	12	11
Non-Preventable	4	6	4
Undetermined	0	0	0

The total on-duty traffic collisions involving department members increased 11% in 2019 from 2018 and increased 33% from 2017. Preventable collisions accounted for 80% of the total incidents in 2019 compared with 67% in 2018 and 73% in 2017.

The following illustrates the primary collision factors for each of the preventable incidents in 2019.

- Three (3) incidents occurred as a result of unsafe backing on public property
- Six (6) incidents were related to inattention
- One (1) incident occurred as a result of other improper driving on private property
- Four (4) incidents were related to an unsafe turning movement
- One (1) incident was related to driving at an unsafe speed
- One (1) incident was related to a red light violation



Causes of Preventable Traffic Collisions	2019	2018	2017
Unsafe Backing on Public Property	3	4	4
Inattention	6	4	1
Other Improper Driving (Private Property)	1	3	2
Unsafe Turning Movement	4	1	2
Unsafe Speed	1	0	1
Red Light	1	0	1
Failure to Yield Right of Way	0	0	0

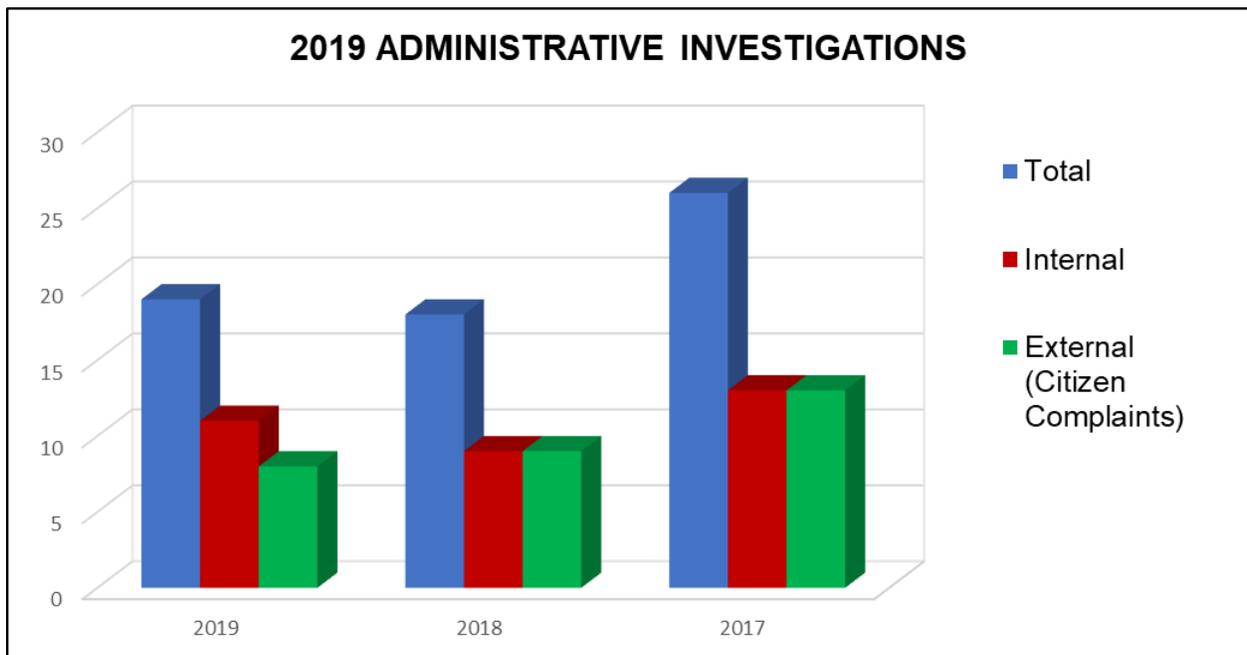
The following lists the primary collision factors for each of the non-preventable incidents. These incidents were caused by another party and not the involved employee.

- One (1) incident occurred as a result of unsafe speed
- One (1) incident was related to unsafe backing on public property
- One (1) incident occurred as a result of a DUI
- One (1) incident was related to an unsafe lane change

Administrative Investigations Summary

There were nineteen (19) total administrative investigations conducted during calendar year 2019. Eleven (11) were internally generated and eight (8) were externally generated (citizen complaints). Three (3) 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 the year and a comparison with the previous two years' reported information.

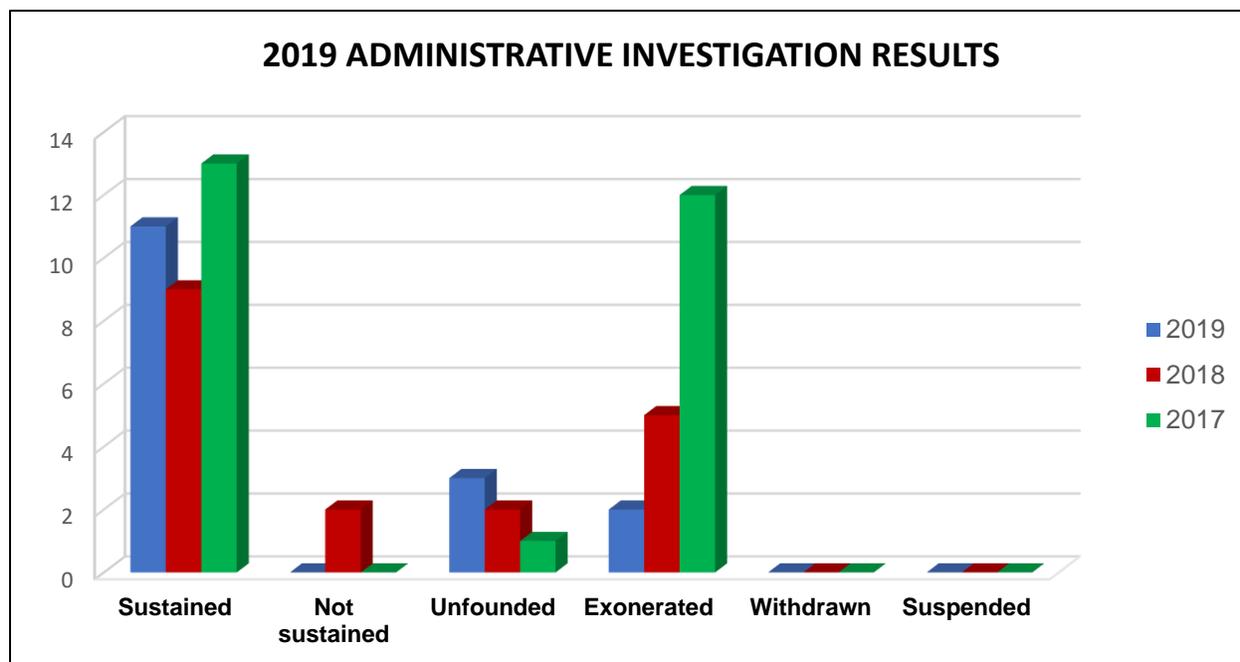


ADMINISTRATIVE INVESTIGATIONS	2019	2018	2017
Total	19	18	26
Internal	11	9	13
External (Citizen Complaints)	8	9	13

There was a 5.6% increase in total administrative investigations opened in 2019 compared to 2018 totals and a 27% decrease from the 2017 totals.

There was a 22% increase in internally generated administrative investigations in 2019 compared to 2018 totals and a 15% decrease in internally generated administrative investigations from the 2017 totals.

There was an 11% decrease in externally generated administrative investigations (citizen complaints) in 2019 compared to 2018 totals and a 38% decrease compared to 2017 totals.



Administrative Investigation Results	(a) 2019	(b) 2018	(c) 2017
Sustained	11	9	13
Not sustained	0	2	0
Unfounded	3	2	1
Exonerated	2	5	12
Withdrawn	0	0	0
Suspended	0	0	0
Not Completed	3	0	0

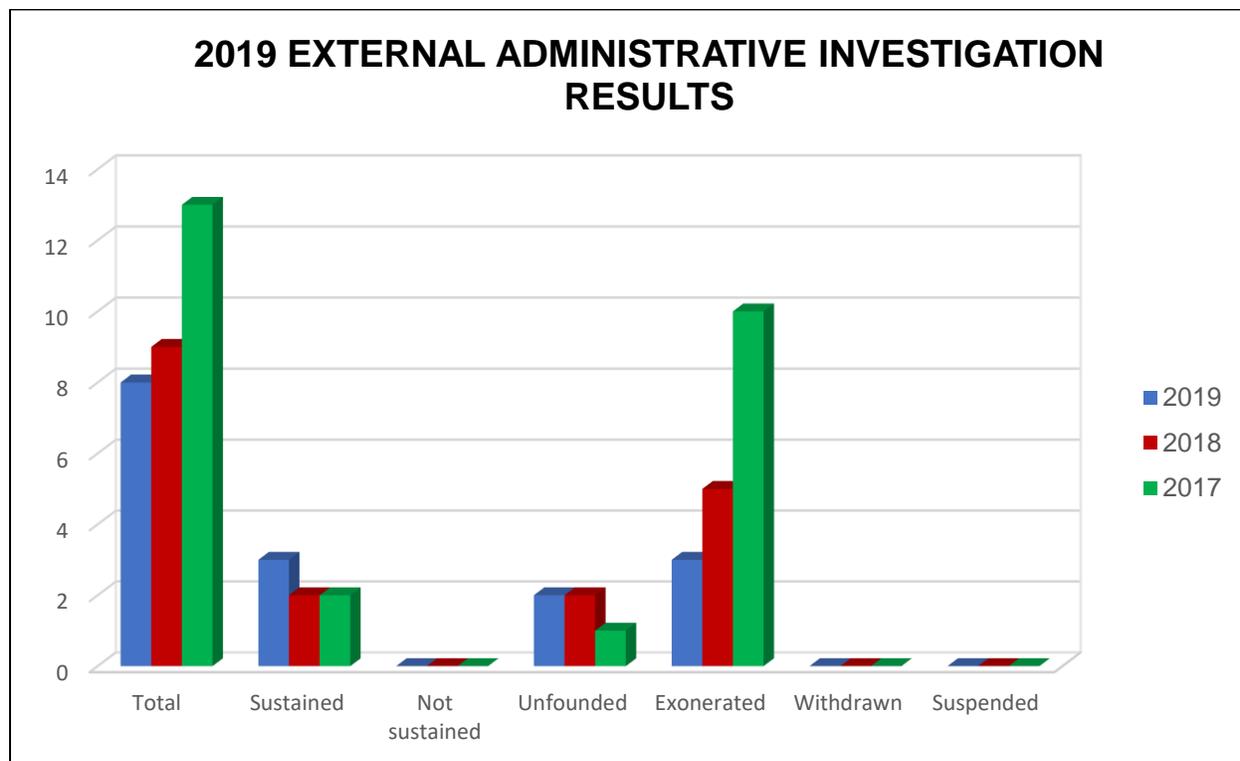
(a) There are three (3) incomplete 2019 administrative investigations, two (2) internal and one (1) external, as of the completion of this report.

(b) In the annual report for 2018, there were two (2) administrative investigations that had not been adjudicated by the time the 2018 annual report was published. Both investigations have since been adjudicated and are included in the 2018 totals with one (1) exonerated and (1) unfounded.

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

In analyzing the 2019 complaints that have been adjudicated, both internally and externally generated, eleven (11), or 69%, were sustained. None (0) of the 2019 complaints were not sustained. Three (3) of the complaints, or 19%, were unfounded. Two (2) of the complaints, or 13%, were exonerated. None (0) of the 2019 complaints were withdrawn or suspended. Three (3) complaints are still pending adjudication.

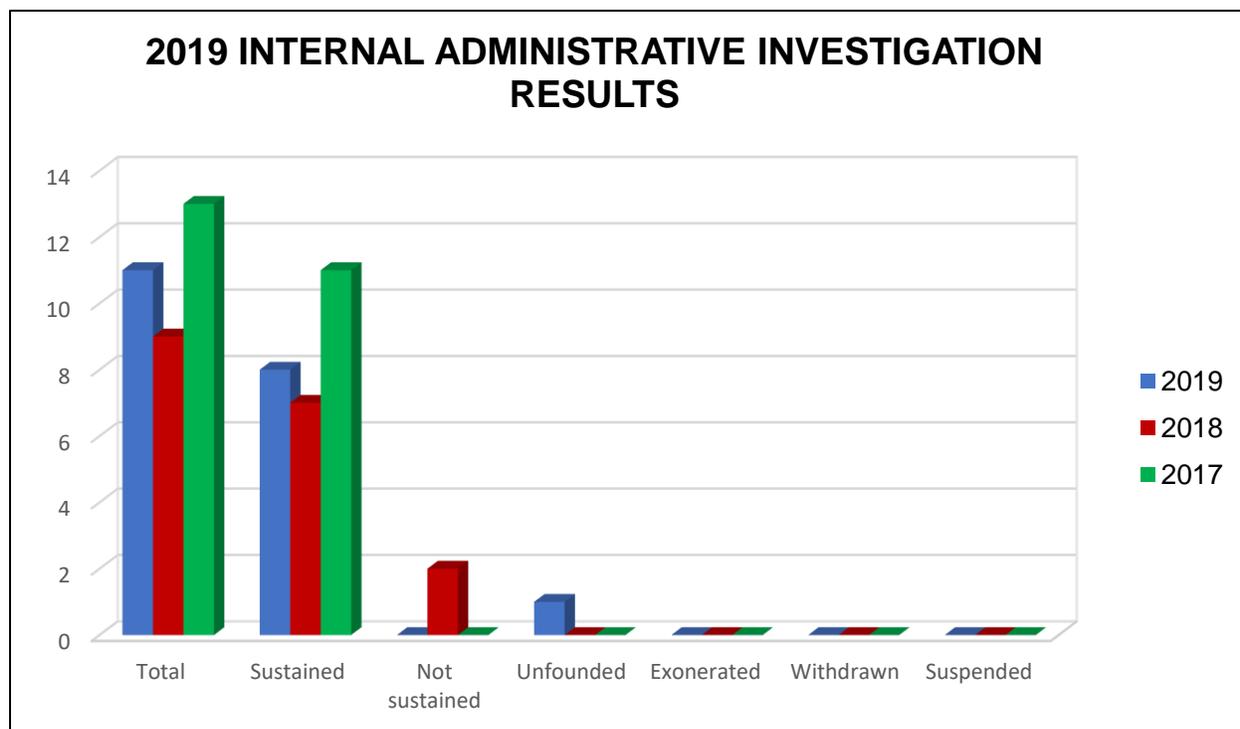
An average of 52% of all complaints over the past three years have resulted in the allegations being sustained.



External Administrative Investigation Results	2019	(d) 2018	2017
Total	8	9	13
Sustained	3	2	2
Not sustained	0	0	0
Unfounded	2	2	1
Exonerated	2	5	10
Withdrawn	0	0	0
Suspended	0	0	0
Not Completed	1	0	0

(d) In the annual report for 2018, there was one (1) external administrative investigations that had not been adjudicated by the time the 2018 annual report was completed. That investigation has been adjudicated and is reflected in the 2018 totals.

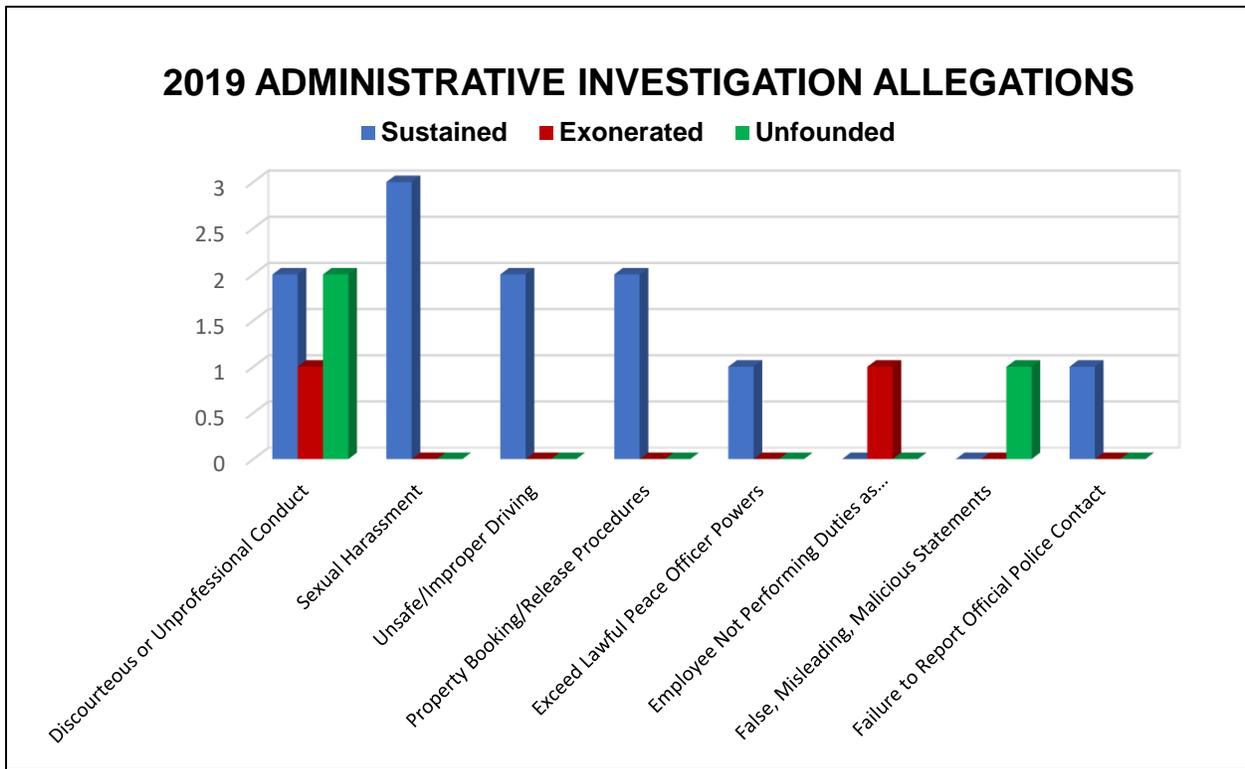
In analyzing the 2019 externally generated investigations, three (3) of the complaints, or 37.5%, were sustained. Two (2) of the complaints, or 25%, were unfounded. Two (2) of the complaints, or 25%, were exonerated. The three-year average shows that only 23% of all externally generated investigations resulted in a sustained finding.



Internal Administrative Investigation Results	2019	2018	(e) 2017
Total	11	9	13
Sustained	8	7	11
Not sustained	0	2	0
Unfounded	1	0	0
Exonerated	0	0	2
Withdrawn	0	0	0
Suspended	0	0	0
Not Completed	2	0	0

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

In analyzing the 2019 internally generated investigations, eight (8) of the complaints, or 73%, were sustained. One (1) of the complaints, or 9%, was unfounded. None (0) of the complaints were not sustained, exonerated, withdrawn, or suspended. This accounts for nine (9) of the eleven (11) total complaints. Two (2) complaints have not been adjudicated at the time of this report. The three-year average shows that 79% of all internally generated investigations resulted in a sustained finding.



2019 ADMINISTRATIVE INVESTIGATION ALLEGATIONS AND RESULTS

2019 Allegations	Type of Administrative Investigation			Adjudication Result			Not Done
	Ext	Int	Total	Sustained	Exonerated	Unfounded	
Discourteous or Unprofessional Conduct	5	1	6	2	1	2	1
Sexual Harassment	0	3	3	3	0	0	0
Unsafe/Improper Driving	0	3	3	2	0	0	1
Property Booking/Release Procedures	0	2	2	2	0	0	0
Exceed Lawful Peace Officer Powers	1	1	2	1	0	0	1
Employee Not Performing Duties as Assigned	1	0	1	0	1	0	0
False, Misleading, Malicious Statements	1	0	1	0	0	1	0
Failure to Promptly Report Off Duty Police Contact	0	1	1	1	0	0	0
Totals	8	11	19	11	2	3	3 (f)

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

Of the sixteen (16) adjudicated administrative investigations completed for 2019, five (5), or 31%, were related to discourteous or unprofessional conduct; three (3), or 19%, were related to sexual harassment; two (2), or 13%, were for unsafe or improper driving; two (2), or 13%, were for improper property booking or release procedures; one (1), or 6%, was for exceeding lawful peace officer powers; one (1), or 6%, was for employee not performing duties as assigned; one (1), or 6%, was for false, misleading or malicious statements; and one (1), or 6%, was for failure to promptly report off-duty police contact. Three (3) investigations had not been adjudicated at the time this report was published.

Regarding disciplinary actions taken for the eleven (11) sustained allegations, both internally and externally generated, three (3) of these allegations were filed against one employee who was terminated from the City of Tustin. Four (4) allegations resulted in written reprimands, and four (4) allegations resulted in a supervisory counselling.

There were six (6) personnel complaints filed with the Tustin Police Department that did not rise to the level of an administrative investigation. After reviewing each complaint, there was enough evidence to determine the employee did not violate department policy. The employee was notified he/she was 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.

The review of the 2019 PEWS reporting period identified five (5) 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 2019.

There were fifty-five (55) commendations written, acknowledging a total of 171 employees in the 2019 calendar year.

Paid Administrative Leave / Traumatic Incident Referrals

One employee was placed on paid administrative leave pending an administrative investigation. The employee was eventually terminated from employment with the City of Tustin.

Two employees were placed on paid administrative leave as per department policy after an officer involved shooting. The two employees returned to active duty shortly after the incident.

Personnel Reporting

During 2019, the Professional Standards Division focused on filling sworn and civilian vacancies. By year's end, the division hired nine (9) new sworn employees and fifteen (15) new civilian employees. In addition, one (1) volunteer Chaplain was hired in 2019 which is not reported below. Below is a detailed listing of newly hired employees for 2019:

- Lateral Police Officer: 3
- Police Officer: 1
- Police Recruit: 5
- Lateral Communications Officer: 2
- Cadet: 2
- Parking Control Officer: 1
- Police Services Officer: 2
- Police Records Specialist: 2
- P/T Admin Asst: 1
- Master Reserve Officer: 1

This following list summarizes position changes of employees who were hired, promoted internally, demoted, resigned or terminated. During 2019, the following position changes occurred:

POSITION	# OF EMPLOYEES IMPACTED	REASON FOR CHANGE	VACANT POSITIONS END OF 2019
Police Captain	1	1 Promoted	0
Police Lieutenant	5	3 Promoted / 2 Retired	0
Police Sergeant	9	6 Promoted / 3 Retired	0
Supervisor	1	1 Promoted	0
Police Officer	12	8 Hired / 1 Resigned / 1 Retired / 2 Terminated	4
Communications Officer	3	2 Hired / 1 Resigned	1
Management Assistant	1	1 New Position	0
Police Services Officer	1	1 Retired	1
Police Cadet	3	3 Hired	2
Police Recruit	5	5 Promoted	0
Police Records Specialist	4	3 Hired / 1 Resigned	2
Parking Control Officer	1	1 Promoted	2
Master Reserve Officer	1	1 Terminated	N/A

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 2019:

	White (non-Hispanic)		African American (non-Hispanic)		Hispanic-Latino (any race)		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
Sworn Personnel								
Tested	11	-	-	-	2	1	1	1
Eligible After Testing	11	-	-	-	2	1	1	1
Promoted	12	4	-	-	-	-	-	-
Civilian Personnel								
Tested	2	9	-	-	-	1	-	3
Eligible After Testing	2	7	-	-	-	1	-	3
Promoted	1	1	-	-	-	0	-	0

Full Time Sworn Police Officer Recruitment Plan Evaluation

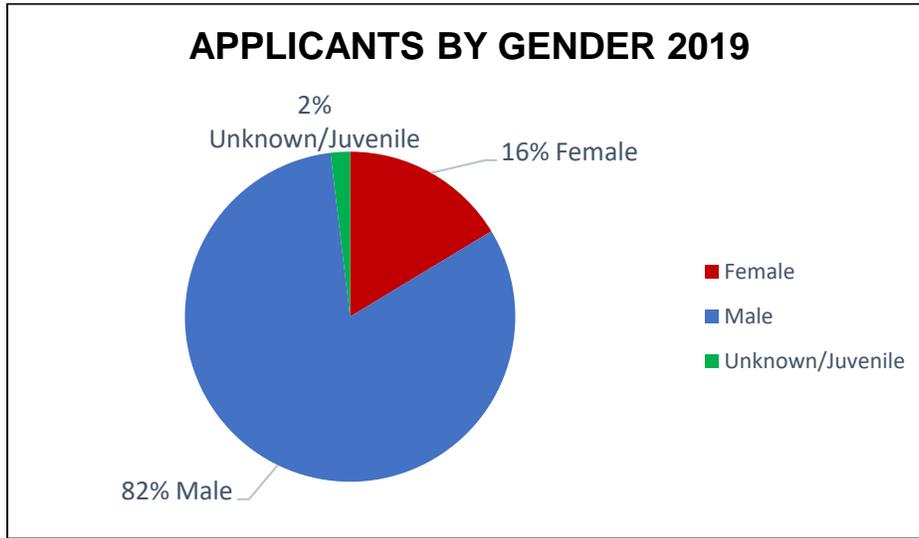
Based on the Police Department needs and city budget considerations, the Professional Standards Division (PSD), in conjunction with the Human Resources Department, conducted four (4) police recruit and lateral/academy enrolled recruitments during 2019. Human Resources left these recruitments open during 2019. 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.

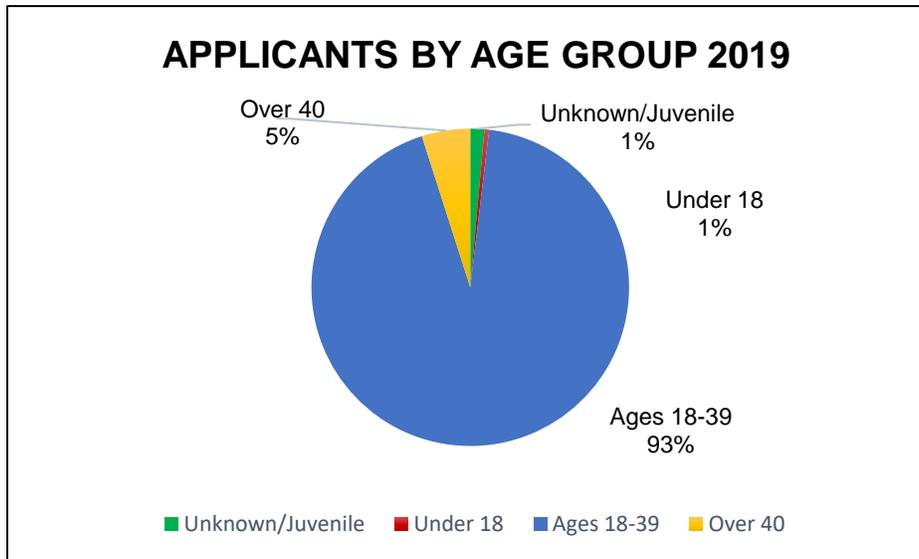
In 2019, members of the recruitment team took a proactive approach in recruiting qualified candidates by attending the following recruitment events:

- California State University – Fullerton
- California Southern University

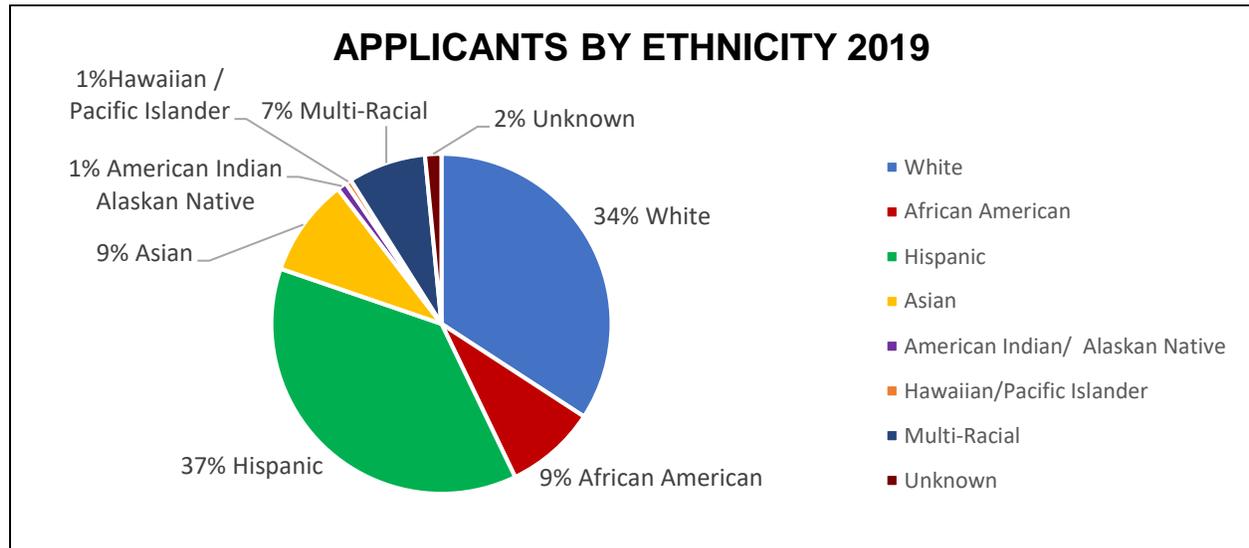
The following charts depict the applicant pool created by NEOGOV during all sworn recruitments for 2019:



APPLICANTS BY GENDER		
Female	Male	Unknown / Juvenile
172	861	20



APPLICANTS BY AGE GROUP			
Under 18	Ages 18-39	Over 40	Unknown/Juvenile
5	982	52	15



APPLICANTS BY ETHNICITY							
White	African American	Hispanic	Asian	American Indian/Alaskan Native	Hawaiian/Pacific Islander	Multi-Racial	* Unknown
374	95	409	102	10	6	81	17

**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 (2019)

Physical Ability

Invited to physical ability: 198
 Passed: 105
 No show or withdrew from process: 88
 Failed: 5

Interview

Invited to interview: 105
 Failed: 42
 Passed (placed on eligibility list): 63
 No show or withdrew from process: 0

Seventy-nine (79) applicants were placed into the background investigation process: twenty-two (22) were hired, fourteen (14) were non-selected, thirty (30) failed backgrounds, ten (10) withdrew from the background process, and three (3) were still in the process at the end of 2019.

In an effort to more closely reflect our community's ethnic makeup, the recruiting process actively sought minority applicants. As a result, two (2) Caucasian males and one (1) Caucasian female were hired as lateral police officers; one (1) Caucasian male, three (3) Hispanic males, and one (1) Caucasian female were hired as police recruits; two (2) Caucasian females were hired as communications officers; two (2) Caucasian males were hired as police services officers; one (1) Hispanic male, one (1) Hispanic female, and one (1) Caucasian female were hired as police records specialist; one (1) Samoan male was hired as a parking control officer; and 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, 2019:

	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	35	4	2	-	13	4	7	1
Supervisory	13	-	-	-	2	-	1	2
Command	2	-	-	-	-	1	2	-
Executives	3	-	-	-	-	-	-	-
Subtotal	53	4	2	0	15	5	10	3
Civilian Personnel								
Non-supervisory positions	5	19	-	-	3	6	1	10
Supervisory	1	2	-	-	-	1	-	-
Managerial	1	-	-	-	-	-	-	1
Executives	-	1	-	-	-	-	-	-
Subtotal	7	22	0	0	3	7	1	11
Total Sworn & Civilian	60	26	2	0	18	12	11	14

Training Report

During calendar year 2019, the California Commission on Peace Officer Standards and Training (POST) received an increase in funding from the State of California. This allowed reimbursement for POST-approved training to be paid in a timelier manner. TPD received \$24,716.50 in reimbursement from POST in 2019. These training funds were returned to the City's General Fund for future training classes and educational opportunities for all sworn and civilian personnel.

During 2019, the following topics were presented utilizing department training days with a combination of internal and external instructors along with the POST Learning Portal:

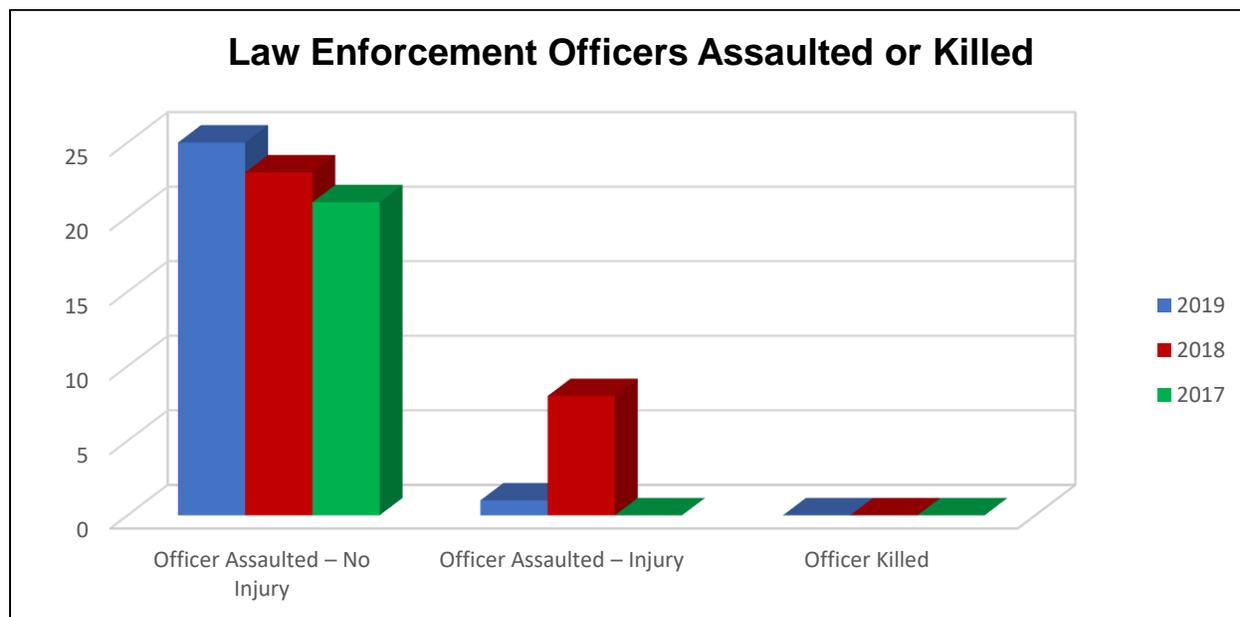
<u>Presentation Dates</u>	<u>Topics</u>
January-February	Patrol Tactics/First Aid/CPR/AED/ACT
February-March	First Aid/CPR/AED/ACT/Sexual Harassment
May	Tactical Communication/MACTAC
June	MACTAC
July-August	Mental Health/Pursuit Policy/Title 15/MACTAC
October	Rifle Training
December	Civilian Response to Active Shooter Training

Additionally, individual department members attended formal career development and educational training courses provided by on-site and off-site presenters throughout the year. Thirty-two (32) employees were sent to supervisory and leadership related sessions totaling 1,648 hours; and 89 employees were sent to a variety of other law enforcement related training sessions totaling 8,596 hours. The total number of formal training hours for 2019 was 10,244.

Sworn officers and civilian police services 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 2019.

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 in support of POST and CALEA training requirements. All certificates awarded from outside training courses are also entered into PowerDMS. All entries for PowerDMS related training are completed by the department Training Coordinator.

Law Enforcement Officers Assaulted or Killed



Law Enforcement Officers Assaulted or Killed	2019	2018	2017
Officer Assaulted – No Injury	25	23	21
Officer Assaulted – Injury	1	8	0
Officer Killed	0	0	0
Total	26	31	21

An analysis revealed that in 2019, twenty-six (26) officers were assaulted - twenty-five (25) did not result in injuries to the officers and one (1) resulted in injury to the officer. Reports determined that twenty-four (24) of the suspects who caused the assaults had previous arrest histories. Reports also indicated that twenty-five (25) of the assault incidents occurred when there was more than one officer at the scene.

No officers were killed (murdered). 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). No officers have been killed in the line of duty during the past three years.

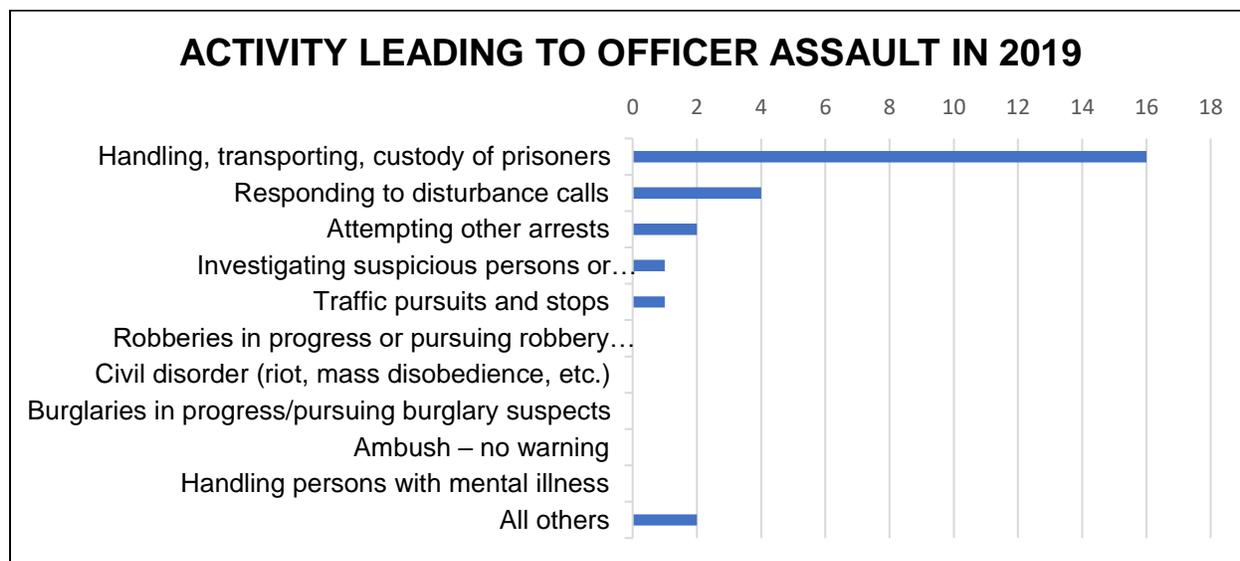
In 2019, there was a 16% decrease in the number of officers assaulted compared to officers assaulted in 2018. This is not a significant enough decrease to quantify the reasoning behind the decreased number of incidents. There was a marked decrease, 88%, in the number of injury assaults on officers. This is likely due to the change in arrest and control training Tustin Police Department officers received from the arrest and control staff. The focus transitioned from traditional strikes to ground fighting. This helps minimize the risk of officers suffering broken hands or wrists. Instead of punching a suspect who is

actively assaulting them, officers were trained on how to overcome resistance using ground fighting techniques.

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 2019	Number of Officer Assaults in 2019
Handling, transporting, custody of prisoners	16
Responding to disturbance calls	4
Attempting other arrests	2
Investigating suspicious persons or circumstances	1
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	2

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



Analysis showed that handling, transporting, or taking custody of prisoners resulted in sixteen (16), or 62%, of all officer assaults. Responding to disturbance calls resulted in four (4), or 15%, of all officer assaults. Attempting other arrests resulted in two (2), or 7.7%, of officer assaults. Investigating suspicious persons or circumstances and traffic pursuits and stops each resulted in one (1), or 3.8% each, of the officer assaults. Other types of activity not listed in the chart resulted in two (2), or 7.7%, of the officer assaults.

Time of Day When Officer Assaults Occurred in 2019						
	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	2	3	0	0	1	0
PM	6	6	4	2	1	1

The majority of officer assaults, or 69%, occurred in the daytime hours between 12:00pm and 8:00pm. Eight officer assaults, or 31%, occurred in the nighttime hours between 8:00pm and 4:00am.

Active Threat Review

According to data tracked by the nonprofit Gun Violence Archive (GVA), there were 417 mass shooting incidents in 2019 resulting in 211 fatalities. There were 382 mass shootings in 2016, 346 mass shootings in 2017, and 337 shootings in 2018 (*CBSNews.com 1/2/2020*). Significant incidents included back-to-back shootings at an El Paso Walmart, where 22 people were killed, and just 14 hours later, nine people were killed in a shooting in Dayton, Ohio (*CBSNews.com 1/2/2020*). 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*).

The Tustin Police Department recognizes the threat posed by active shooter incidents. As such, members of the Tustin Police Department received additional training in 2019 regarding law enforcement response to active shooter incidents. The training curriculum included, but was not limited to, Immediate Action Rapid Deployment (IARD) and Multiple Assault Counter Terrorism Action Capabilities (MACTAC).

The Tustin Police Department has made a concerted effort to educate the public on active shooter preparedness. For example, Tustin Police Officers have conducted training for local schools, hospitals and religious centers on how to develop an active shooter response plan.

Additionally, the Tustin Police Department has maintained consistent tactical training and collaboration with the joint Tustin/Irvine Police Department Special Weapons and Tactics Team (SWAT). Tustin Police Officers also participated in specialized training as members of the Special Response Team (SRT). The frequency of Special Response Team training and personnel were increased in 2019 to enhance safety and efficiency in critical incidents.

Also, in 2019, the Tustin Police Department purchased an Armored Response Vehicle (ARV). The ARV will enhance overall public safety by allowing officers to access victims quicker during active shooter and armed threat incidents.

Selective Enforcement Activities (Traffic Unit)

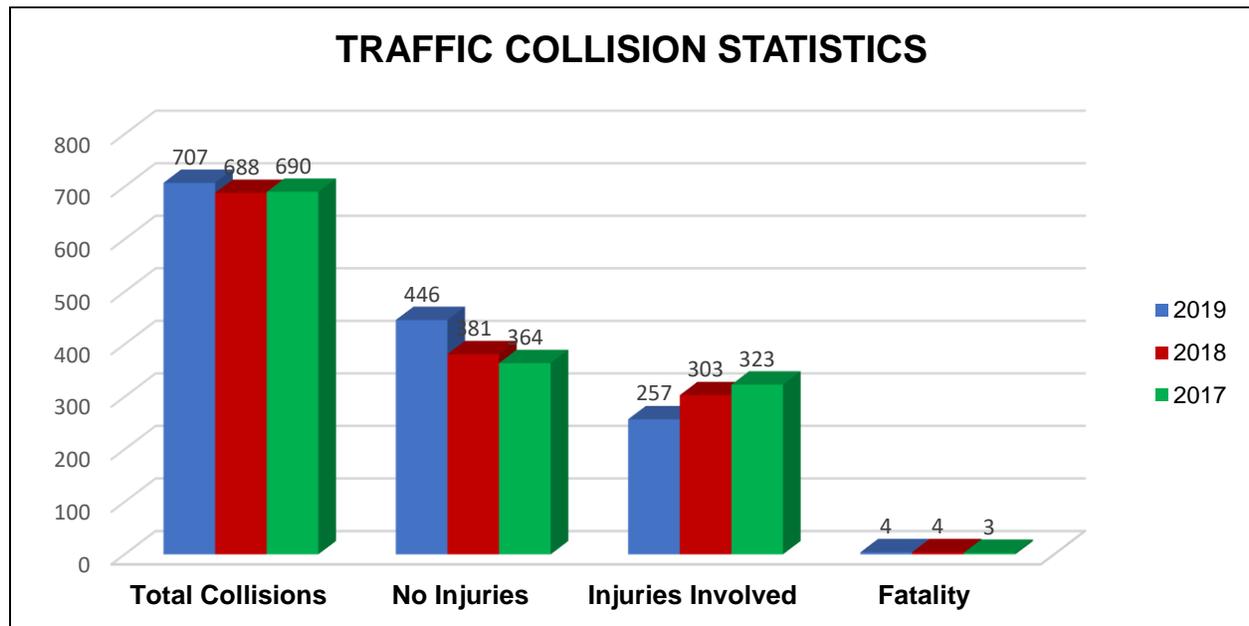
The Traffic Unit consists of one sergeant, four motorcycle officers, one master reserve officer, one police cadet, two part-time parking control officers and one police services officer who is a traffic collision investigator.

The goal of the Traffic Unit is to ensure the safety of the public within our jurisdiction through education, enforcement, 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 such as the “Every 15 Minutes” program 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 four years, the Traffic Unit investigated 2,833 traffic collision reports, fourteen of which unfortunately resulted in a fatality. During the same time period, the Traffic Unit issued 16,441 traffic citations and 59,024 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. Officers issued 120 official traffic warnings in 2019, 176 official traffic warnings in 2018, and 160 official traffic warnings in 2017.



TRAFFIC COLLISION STATISTICS	2019	2018	2017
Total Collisions	707	688	690
No Injuries	446	381	364
Injuries Involved	257	303	323
Fatality	4	4	3

Reviewing traffic collision data revealed an increase in traffic collisions, particularly within the last three years. This increase can be attributed to changes in staffing levels within the Traffic Unit, which have had an overall negative impact on the unit's ability to appropriately manage the increase in workload and collateral responsibilities. This increase in workload has affected each motor officer's availability for proactive traffic enforcement, and decreased the officer's presence in known high traffic collision or violation areas, as mere presence can have an impact on driver safety. Additionally, there has been an increase in distracted driver violations, such as use of cell phone and similar devices, which directly contributes to an increase in traffic accidents.

Traffic Citations Reporting and Analysis

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

TRAFFIC CITATION	2019	2018	2017
Moving citations	2,290	3,224	3,696
Parking citations	17,696	16,885	14,427
Total	19,986	20,109	18,123

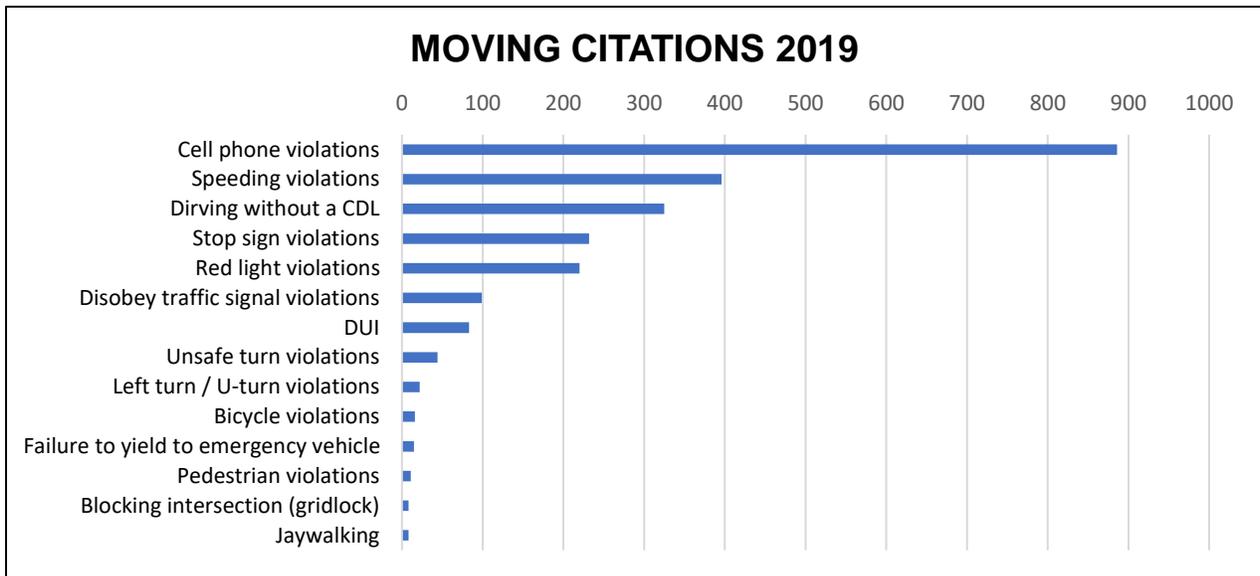
More parking citations were written in 2019 than in 2018 or 2017. There was an increase of 811, or 4.8%, parking citations written in 2019 when compared with 2018. There was an increase of 3,269, or 23%, parking citations written in 2019 when compared with 2017.

There was a decrease in the amount of moving citations issued in 2019 compared to 2018 and 2017. There was a decrease of 934, or 29%, moving citations issued in 2019 compared with 2018, and a decrease of 1406, or 38%, moving citations issued in 2019 compared with 2017.

In analyzing the moving citations issued in 2019, some drivers were cited for multiple violations. The total number of moving citations written was 2,290, but the total number of violations filed was 2,365, which includes 75 additional violations that were added to other violations when the citations were written. The below table lists all moving violation types cited and the number of citations issued for each violation.

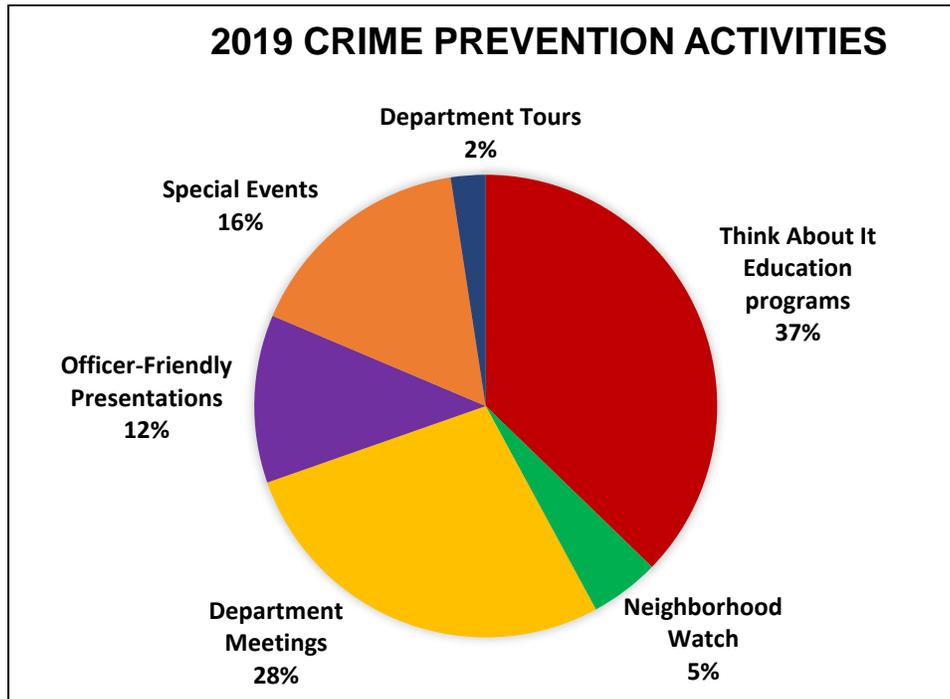
Moving Violations 2019	Number of Citations
Cell phone violations	886
Speeding violations	396
Driving without a CDL	325
Stop sign violations	232
Red light violations	220
Disobey traffic signal violations	99
DUI	83
Unsafe turn violations	44
Left turn / U-turn violations	22
Bicycle violations	16
Failure to yield to emergency vehicle	15
Pedestrian violations	11
Blocking intersection (gridlock)	8
Jaywalking	8
Total	2,365

In analyzing the data, cell phone violations were the most frequent citations issued. Cell phone violations made up 886, or 37%, of all moving citations. There were 396 speeding violations, or 17% of all moving violations. Driving without a CDL was cited 325 times, or 14% of all moving violations. Stop sign violations were cited 232 times, or 10%, and red light violations were cited 9.3%, of all moving violations.



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 between 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 2019, the CROs provided the following programs to strengthen the bond with the community and promote positive and open communication between the Police Department and the Tustin community:

- 92 “Think About It” lessons at Tustin elementary schools
- 68 Department Meetings (such as Community Outreach and the Neighborhood Improvement Taskforce)
- 12 Neighborhood Watch programs
- 40 Special Events (such as Citizen’s Academy, Tustin Police Open House, Santa Sleigh, Santa Cop, Promotion and Swearing-in Ceremonies)
- 29 “Officer Friendly” presentations
- 6 Department Tours

The numbers do not reflect the amount of time the CROs spend on the preparation leading up to the different event and projects, which takes up most of their committed time. The CROs are also handling several other responsibilities assigned to them.

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 CROs to build positive relationships with the youth in Tustin. Neighborhood Watch meetings give us an insight into 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 allow interaction and partnership opportunities between neighbors, police personnel, and especially patrol officers assigned to the area. The “Think About It” program, in

conjunction with Neighborhood Watch meetings, continue to contribute to the open lines of communication that help the community feel seen, heard, and appreciated.

The CROs also show their appreciation to the citizens of Tustin through the time and attention they invest into the many different projects and events put on throughout the year. These events include Citizen's Academy, Block Captain meetings, Tustin Police Open House, National Night Out, Drug Take Back Days, Walk to School, Santa Sleigh, Foothill Regional Hospital visit, and Santa Cop, to name a few. The CROs dedicate their time and efforts into creating quality events, which are obvious by the attention to detail, for the Tustin community to enjoy. This is proven time and again by the increased attendance at numerous events.

Despite having lost their part-time CRO in June 2018, the two full-time CROs continued to produce high-caliber results. In mid-November 2019, another part-time PSO was assigned to the Community Relations unit to assist with holiday events.

The CROs continue to reach out to the public and provide crime prevention information and updates through the use of NIXLE and Twitter. The CROs provide articles and crime updates for distribution to the community members who join or subscribe to these social media sites. Some of the NIXLE and Twitter notifications 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.

This is the first full year that the CROs have overseen the Volunteer Program, which currently consists of eleven (11) volunteers. In 2019, volunteers worked a total of 4,119.5 hours, providing support within the various units of the police department as well as with special community events. The CROs have implemented monthly meetings for their volunteers and created training opportunities for them to better understand the inner workings of the police department. In recognition of the hours served by volunteers, the CROs organized a banquet dinner for them and awarded them service pins.

In evaluating the CRO program for 2019, it was evident that Community Relations is essential to the continued success of the Tustin Police Department Community Governance Philosophy. Realizing the need to add another CRO, the Department is in the process of hiring another part-time CRO to help with the increased workload.

Juvenile Crime Prevention Review

Juvenile crime reduction and prevention are important goals which the police department strives to achieve on a daily basis. To meet these goals, the Department works in partnership with the 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 the youth and law enforcement. The SRO is primarily based at Tustin High School (THS) but has other responsibilities of handling the middle schools and the elementary schools within the City of Tustin.

In 2019, the SRO handled eighty-four (84) reports generated on the various Tustin Unified School District (TUSD) campuses, including Tustin High School, Hillview High School, and Foothill High School, plus Tustin middle schools and Tustin elementary schools. In addition, the SRO and patrol responded to one hundred fifty-five (155) calls for service at the schools with some reports being taken by patrol or the SRO. One hundred (100) juvenile petitions were filed with the juvenile courts by the SRO at the schools or by patrol officers in the field.

The SROs presence allows for an immediate response to any school campus situation and helps maintain patrol staffing levels. In addition to mentoring and guiding students, the SRO attends the bi-monthly School Attendance Review Board (SARB) panels at the Tustin Unified School District 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 2019, the SRO sat on twelve (12) SARB panels where several students and parents were given a last chance to improve attendance. The panel will develop a plan and the conditions will be based on a contract which the parents and the students are required to follow. If trancies and unexcused absences continue, the SARB case manager will refer the case to the District Attorney for a SARB hearing.

The SRO also participates in other TPD organized events on school campuses, such as National Walk to School Day, National Read Across America, and Run with a Cop.

One of the 2019 goals of the Tustin Police Department was to increase community engagement, focusing on the youth in our community. Therefore, we continued with several of the interactive programs that bring the children and law enforcement closer. One of these programs is called "Run with a Cop." This program was designed to create a passion for fitness within elementary school students. Twice a week, for ten straight weeks, several officers from the Tustin Police Department participated in fitness-related events with numerous children from a local elementary school. The program concluded with the students and police officers running a mile together at the school. All of the participants in this program were invited to run in City of Tustin Hanger 5K run, along with several police department employees. Every participant received a medal at the end of the run.

The Tustin Police Department continued its partnership with Team Kids in 2019. This Orange County based nonprofit's mission is to empower our children to change the world. The Team Kids challenge program includes four weekly challenges that the students participate in for the betterment of the community. The challenges included bringing in shoes and clothing for the homeless, writing letters to our deployed troops in other countries, and collecting gently used towels and blankets to help rescued animals and the homeless population. Any money raised by selling items were donated to the Warm Wishes Foundation. In 2019, we held three (3) "Team Kids" challenges, one at Heideman Elementary School, another at Jeane Thorman Elementary, and the third at Estock Elementary School. The challenges were successful at all three schools.

Read Across America was held at Beswick Elementary School in February and Currie Middle School in October. This program features Tustin Police Officers, teachers, and volunteers reading to students. This helps build a strong relationship in the community as well as with the Tustin Unified School District.

In October, the Tustin Police Department participated in the International Walk to School Day. Walk to School Day encourages adults and children to walk to school together. The annual event is designed to raise awareness about walking as a form of exercise, reduce traffic congestion and pollution, and teach children safe walking skills and routes.

The juvenile programs which the Tustin Police Department participates in continue to promote positive youth development in our community and foster stronger relationships each year.

Bias-Based Policing Review

The Tustin Police Department did not receive any complaints related to bias-based policing or racial profiling in 2019.

The following population estimates were provided by the Community Development Department for the City of Tustin. These estimates were generated by the California Department of Finance (DOF) and may not accurately reflect the actual population census for the City of Tustin. Specifically, the slight population estimate decrease from 2018 is “counterintuitive, given the completion of 27 new housing units in 2018” plus additional housing that was added throughout 2019.” (Memo dated June 4, 2019, “Department of Finance 2019 Population and Housing Estimates”)

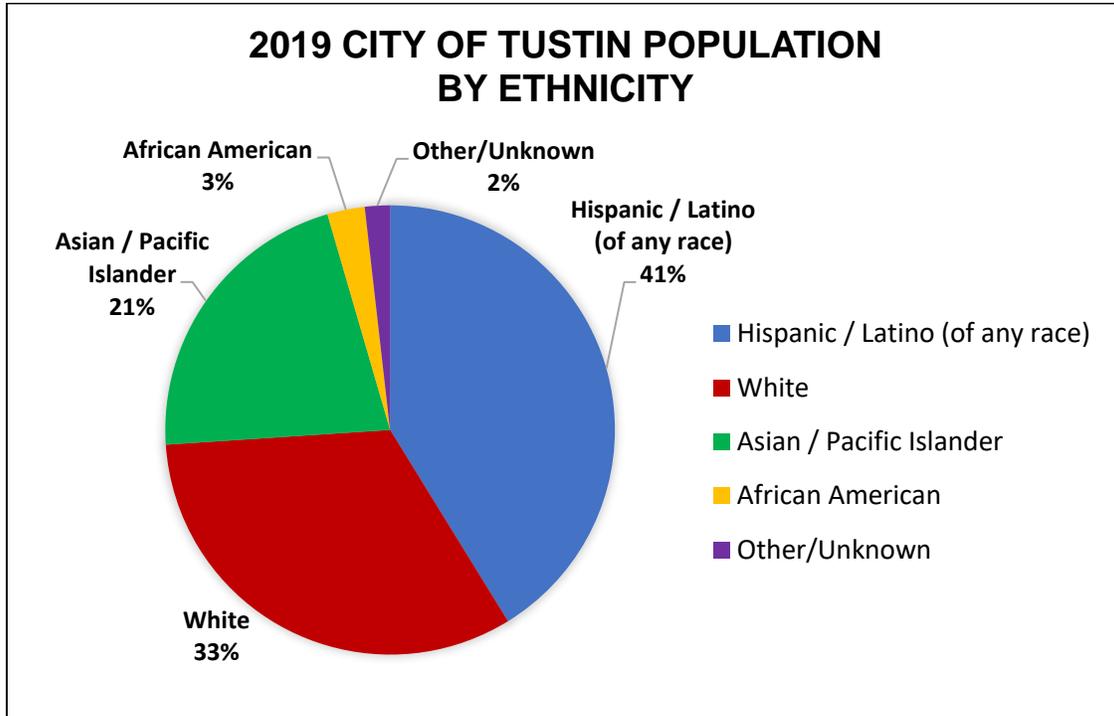
2019 Population (Estimated)
81,369

2019 Housing Units (Estimated)
28,145

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”)

The following charts and graphs depict the overall population of our service area for the 2019 calendar year by ethnicity. The data was prepared using population information from the DOF census estimate submitted to the City of Tustin in January 2019.

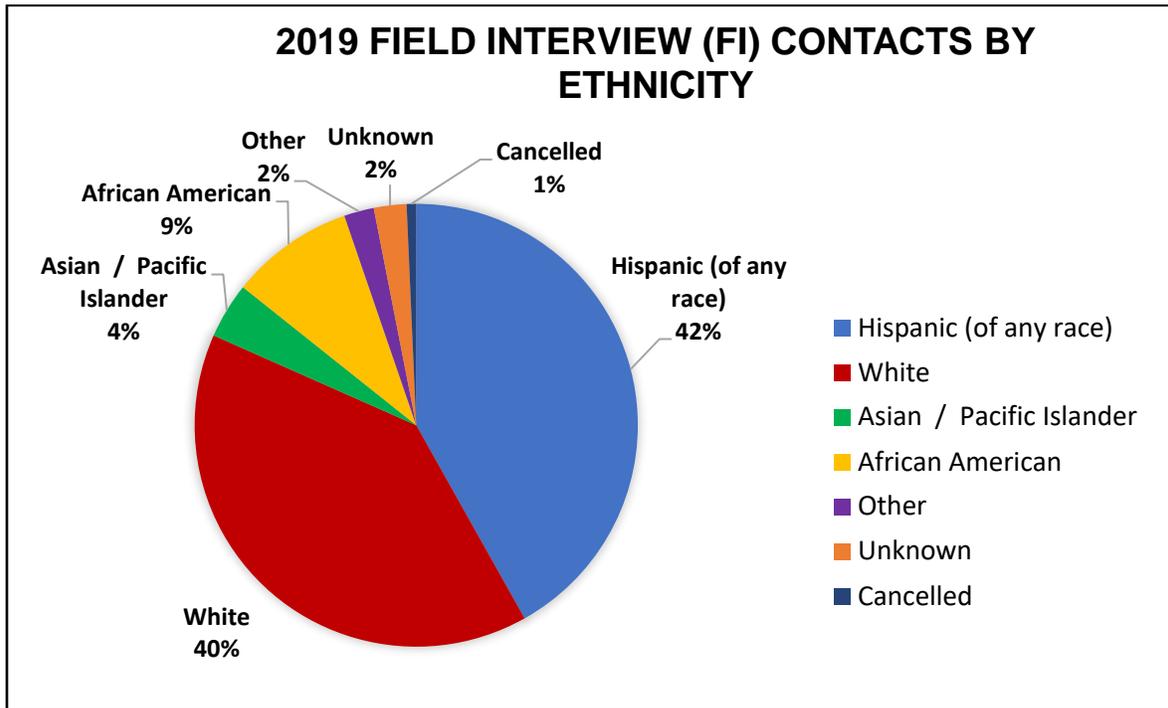
The City of Tustin has an estimated population of 81,369 residents of which 41.2% or 33,534 are Hispanic, 32.7% or 26,640 are White, 21.5% or 17,533 are Asian or Pacific Islander, 2.7% or 2,193 are African American, and 1.8% or 1,469 are other ethnicities.



2019 CITY OF TUSTIN POPULATION AND ETHNICITY (ESTIMATED)

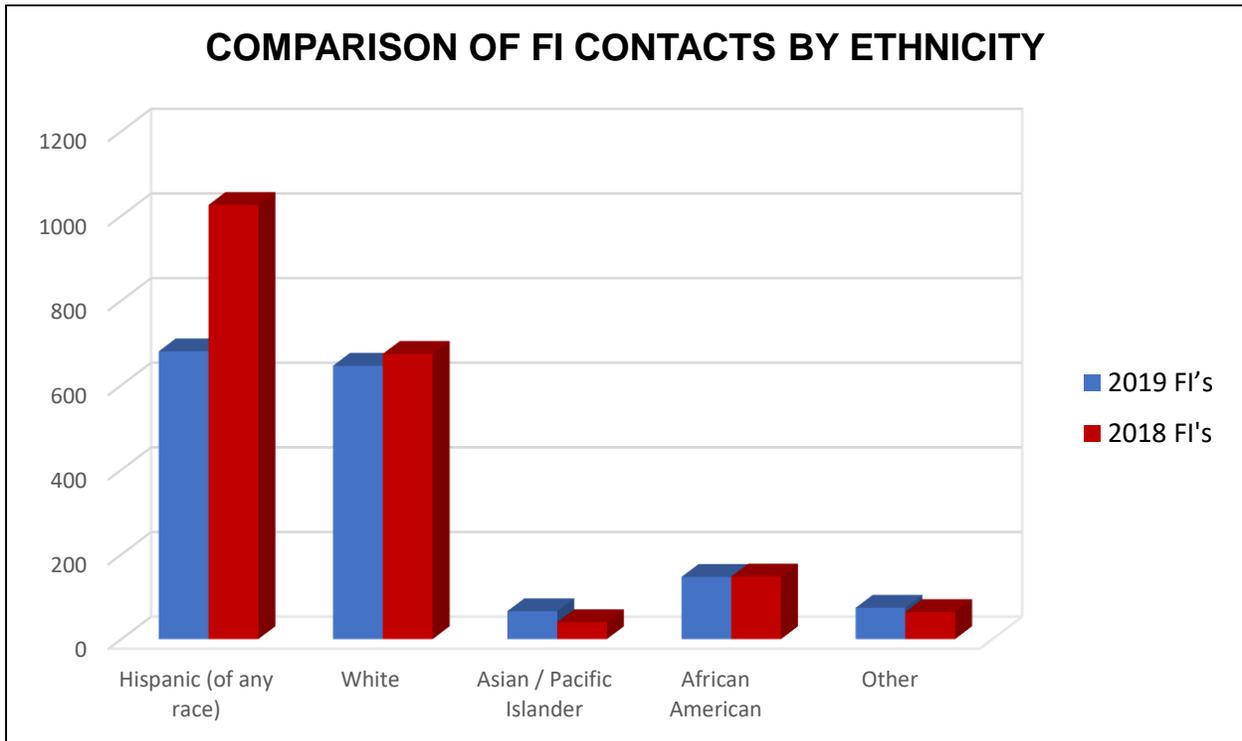
Ethnicity / Race	Estimated Population of City of Tustin	Percentage of Overall Population
Hispanic (of any race)	33,534	41.2%
White	26,640	32.7%
Asian / Pacific Islander	17,533	21.5%
African American	2,193	2.7%
Other	1,469	1.8%
Total	81,369	100%

The following charts and graphs depict the field interview contacts, suspects in crime reports, and the adult and juvenile arrest statistical data for the 2019 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 2019.



2019 FI CONTACTS BY ETHNICITY

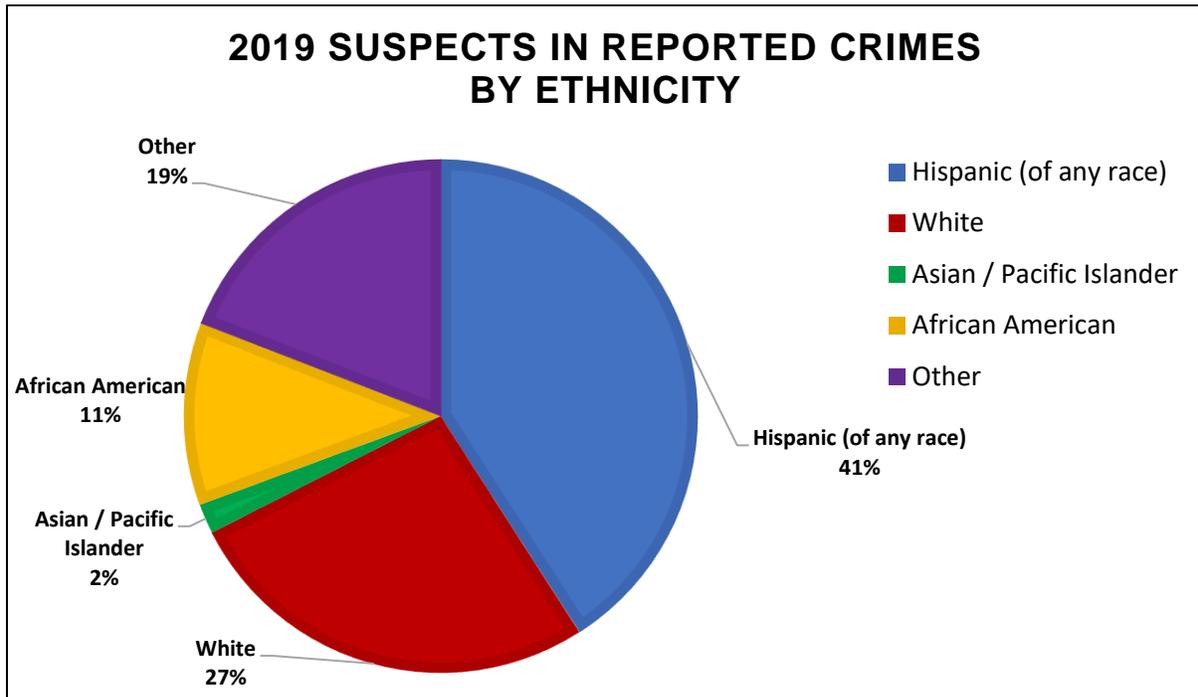
Ethnicity / Race	2019 FI Contacts	Percentage of 2019 FI's	Percentage of 2019 Population
Hispanic (of any race)	680	42.0%	41.2%
White	646	40.0%	32.7%
Asian / Pacific Islander	66	4.0%	21.5%
African American	147	9.0%	2.7%
Other	35	2.0%	1.8%
Unknown	39	2.3%	-
Cancelled	11	0.7%	-
Total FI's Completed	1,624	100%	100%



**COMPARISON OF FI CONTACTS BY ETHNICITY
 2019 VS. 2018**

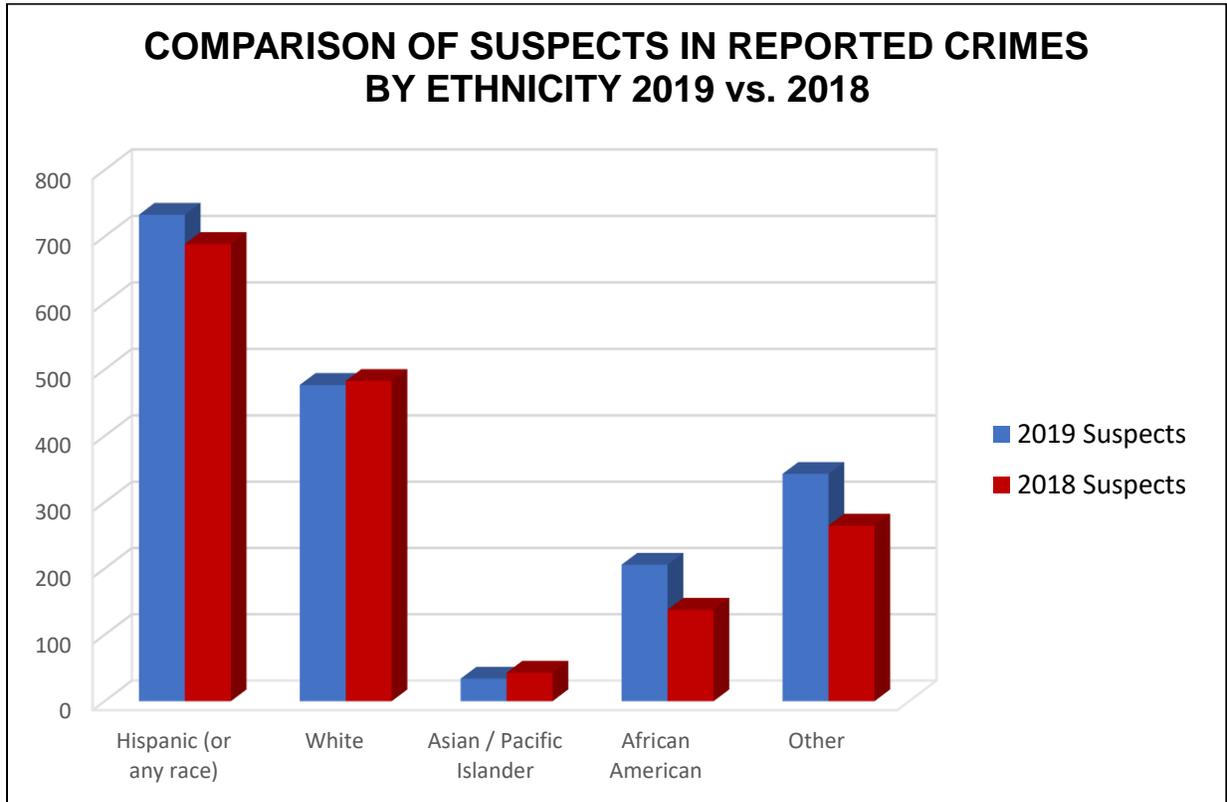
Race	Estimated Population of the City	2019 FI's	2018 FI's	Increase/ Decrease from 2018	Percentage Change from 2018
Hispanic (of any race)	33,534	680	1,026	-346	-33.7%
White	26,640	646	674	-28	-4.2%
Asian / Pacific Islander	17,533	66	40	26	65.0%
African American	2,193	147	148	-1	-0.7%
Other *	1,469	74	64	10	15.6%
Total	81,369	1,613	1,952	-339	-17.37%

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



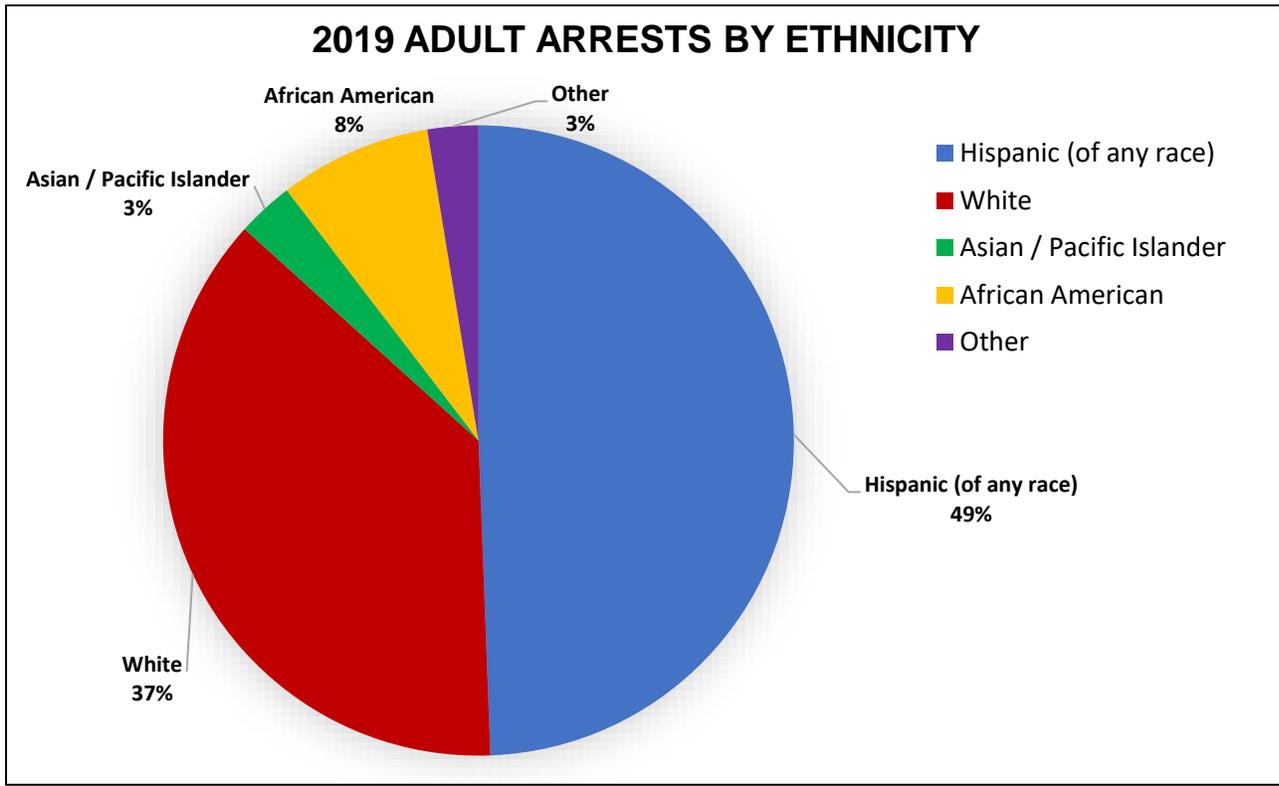
2019 COMPARISON OF SUSPECTS IN REPORTED CRIMES BY ETHNICITY

Race	Suspects 2019	Percentage of 2019 Total Suspects	Percentage of 2019 Population
Hispanic (of any race)	733	40.9%	41.2%
White	477	26.6%	32.7%
Asian / Pacific Islander	34	1.9%	21.5%
African American	206	11.5%	2.7%
Other	343	19.1%	1.8%
Total	1,793	100.0%	100%



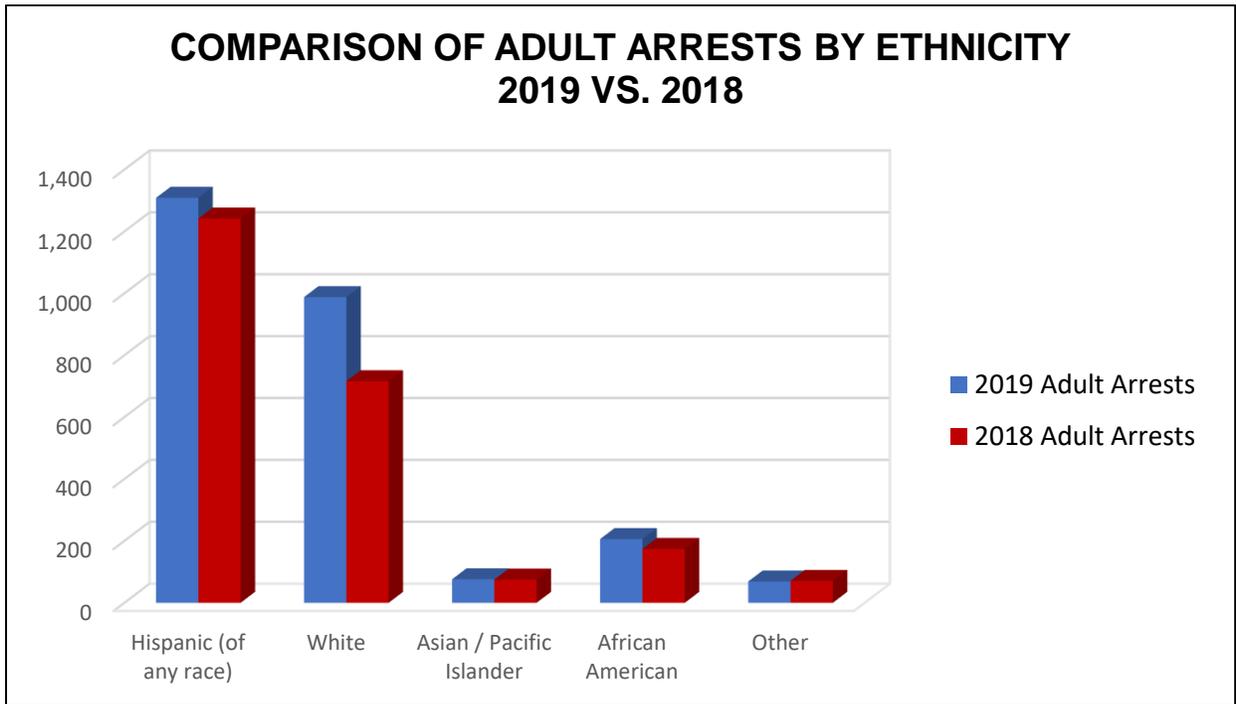
**COMPARISON OF SUSPECTS IN REPORTED CRIMES BY ETHNICITY
2019 VS. 2018**

Race	Estimated Population of the City	2019 Suspects	2018 Suspects	Increase / Decrease from 2018	Percentage of Change from 2018
Hispanic (of any race)	35,534	733	689	44	6.4%
White	26,640	477	483	-6	-1.2%
Asian / Pacific Islander	17,533	34	43	-9	-20.9%
African American	2,193	206	138	68	49.3%
Other	1,469	343	265	78	29.4%
Total	81,369	1,793	1,618	175	10.8%



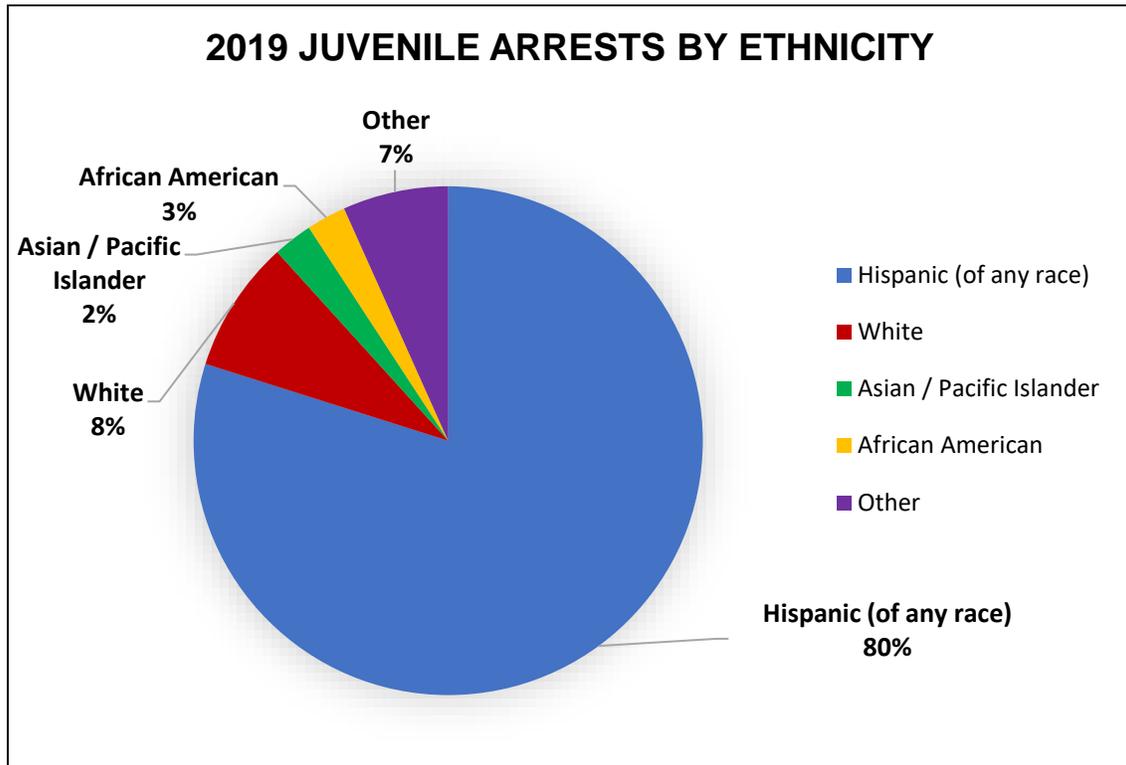
2019 ADULT ARRESTS BY GENDER AND ETHNICITY

Race	Adult Arrests	Male	Female	Percentage of 2019 Adult Arrests	Percentage of 2019 Population
Hispanic (of any race)	1,309	1,068	241	49.4%	41.2%
White	988	718	270	37.3%	32.7%
Asian / Pacific Islander	76	54	22	2.9%	21.5%
African American	206	172	34	7.8%	2.7%
Other	69	55	14	2.6%	1.8%
Total	2,648	2,067	581	100%	100%



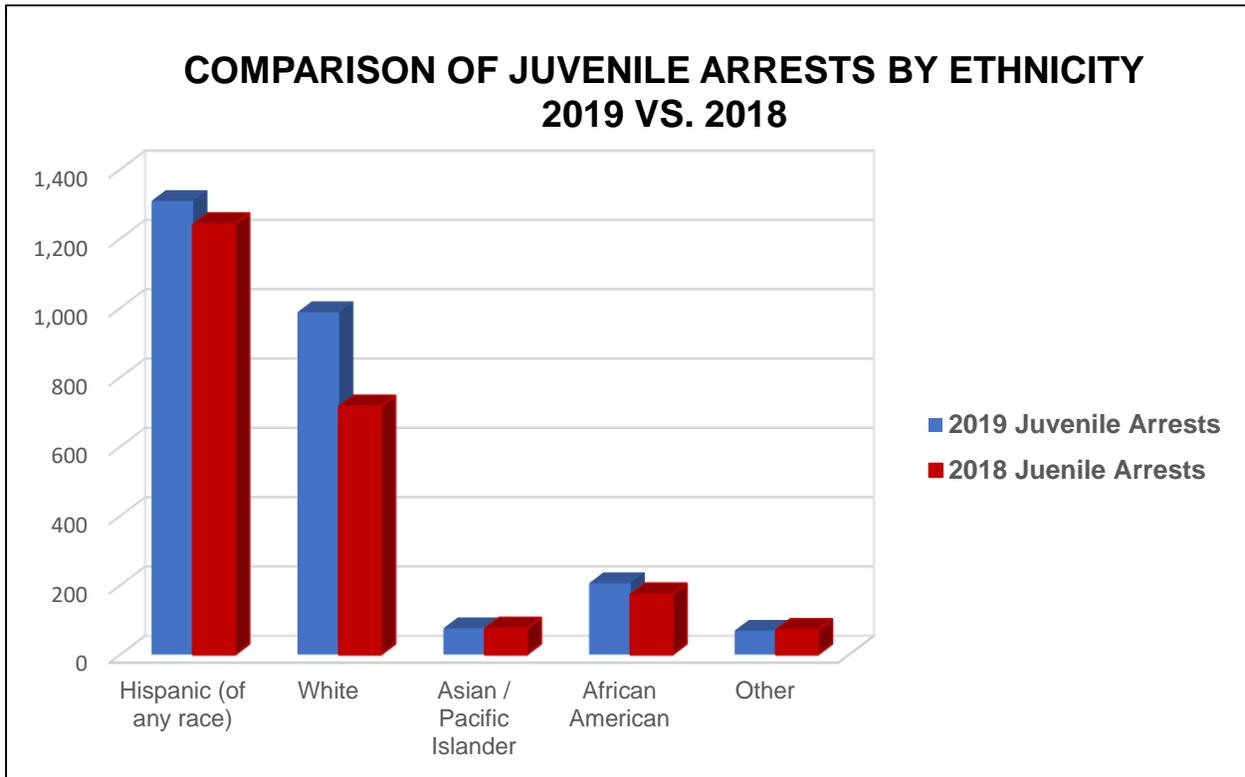
COMPARISON OF ADULT ARRESTS BY ETHNICITY 2019 VS. 2018

Race	Estimated Population of the City	2019 Adult Arrests	2018 Adult Arrests	Increase / Decrease from 2018	Percentage of Change from 2018
Hispanic (of any race)	33,534	1,309	1,242	67	5.4%
White	26,640	988	716	272	38.0%
Asian / Pacific Islander	17,533	76	75	1	1.3%
African American	2,193	206	174	32	18.4%
Other	1,469	69	71	-2	-2.8%
Total	81,369	2,648	2,278	370	16.2%



2019 JUVENILE ARRESTS BY GENDER AND ETHNICITY

Race	Juvenile Arrests	Male	Female	Percentage of Arrests	Percentage of 2019 Population
Hispanic (of any race)	95	77	18	79.8%	41.2%
White	10	10	0	8.4%	32.7%
Asian / Pacific Islander	3	2	1	2.5%	21.5%
African American	3	2	1	2.5%	2.7%
Other	8	3	5	6.7%	1.8%
Total	119	94	25	100.0%	100%



COMPARISON OF JUVENILE ARRESTS BY ETHNICITY 2019 VS. 2018

Race	Estimated Population of the City	2019 Juvenile Arrests	2018 Juvenile Arrests	Increase/ Decrease from 2018	Percentage of Change from 2018
Hispanic (of any race)	33,534	95	119	-24	-20.2%
White	26,640	10	15	-5	-33.3%
Asian / Pacific Islander	17,533	3	12	-9	-75.0%
African American	2,193	3	4	-1	-25.0%
Other	1,469	8	1	7	700%
Total	81,369	119	151	-32	-21.2%