

PROFESSIONAL STANDARDS ANNUAL REPORT

This report includes the following reviews, reports, evaluations and analysis for the calendar year of January 1, 2015 thru December 31, 2015:

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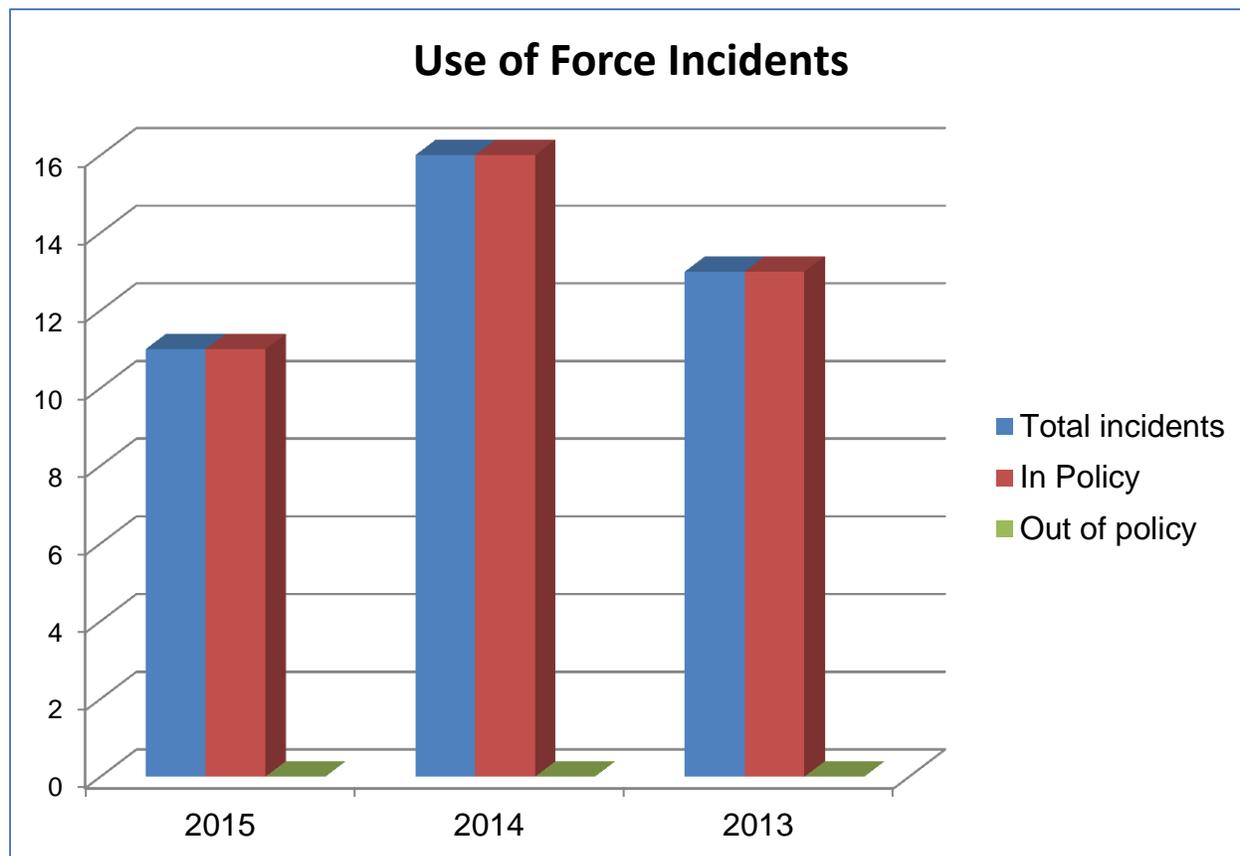
Summary

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 2015 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 our 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. The contents of this report are available to the public via our website at: <http://www.tustinpd.org> or upon request.

Use of Force Reporting & Analysis

The following is a comparison of use of force incidents for the past three calendar years. There were five (5) less uses of force from 2014 to 2015 (31% decrease).



USE OF FORCE	2015	2014	2013
Total incidents	11	16	13
In Policy	11	16	13
Out of policy	0	0	0

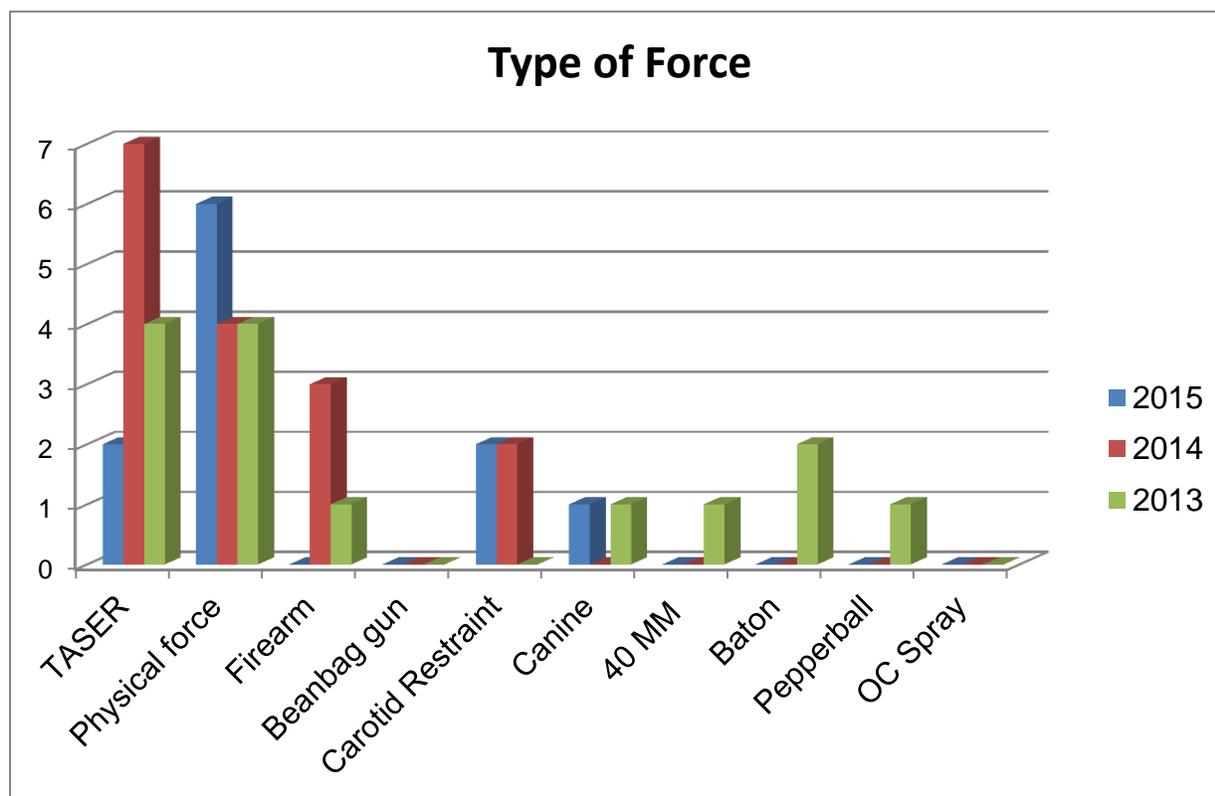
Initial Violation Preceding Use of Force

The eleven (11) incidents resulting in officers having to utilize force to bring the situation to a conclusion involved a variety of calls/contacts. The following is a listing of the initial call for service or contact and the resulting use of force:

Initial Call or Contact

Type of Force Utilized by Officers

Occupied Vehicle Check	TASER
Pedestrian Stop	Carotid Restraint
Pedestrian Stop	Physical Force
Domestic Violence	Physical Force
Auto Theft Investigation	Physical Force
Suspicious Person Investigation	Carotid Restraint
Sexual Assault/Residential Burglary	Police Canine
Suspicious Subject	Physical Force
Car Stop	Physical Force
Radio Call – Disturbing the Peace	Physical Force
Suicidal Subject	TASER



	2015	2014	2013
TASER	2	7	4
Physical force	6	4	4
Firearm	0	3	1
Beanbag gun	0	0	0
Carotid Restraint	2	2	0
Canine	1	0	1

40 MM	0	0	1
Baton	0	0	2
Pepperball	0	0	1
OC Spray	0	0	0

During 2015, the TASER was deployed two (2) times, in comparison to seven (7) in 2014, a 71% decrease. In 2015, we had six (6) incidents of physical force compared to four (4) in 2014, a 33% increase. In 2015, we had two (2) incidents of officers using the carotid restraint which is equal to the amount of times the carotid restraint was used in 2014. In 2015, the police canine was used one (1) time to effect an arrest compared to 2014, in which the police canine was not used to effect an arrest, a 100% increase.

The 9th Circuit Court of Appeals has severely limited the times when an officer can use the TASER and are holding agencies and officers liable when used improperly. It appears the recent court decisions involving TASERS have affected the use of force statistics. Officers used more physical force this year than last year and used the TASER less this year than last year.

Use of Force Training Points

Tactics

In one incident, officers attempted to take a seated subject into custody by placing him in handcuffs. The subject resisted the officers attempts to be handcuffed. The subject was able to stand up and flee on foot. It was recommended TPDs arrest and control tactics staff train department personnel on taking suspects into custody while in a seated position. This training issue will be discussed during a TPD arrest and control tactics training day in 2016.

In another incident, officers were struggling with a subject on the ground when a handgun came out of his waistband and the subject began reaching for the handgun. In response, officers punched the subject numerous times which proved ineffective. The officers then used their TASER to get the subject into custody. As a training point, it was recommended the officers should have immediately attempted to gain control of the subject's hands when he was reaching for the handgun, versus punching him. This training issue will be discussed during a TPD arrest and control tactics training day in 2016.

In another incident, during a high risk car stop, the subject was out of his vehicle and refused to go to his knees so he could be taken into custody. Officers left cover to apprehend the subject which resulted in a use of force. It was recommended more time should have been given for the subject to comply and more communication should have occurred between all the officers on the scene. A formal debrief was held to discuss the training issues.

In another incident, officers responded to a radio call of a disturbing the peace. The first officer on scene contacted the subject before his back-up officer arrived. The subject immediately became combative causing the officer to struggle with the suspect alone until his back-up arrived. The officer received a supervisory counselling.

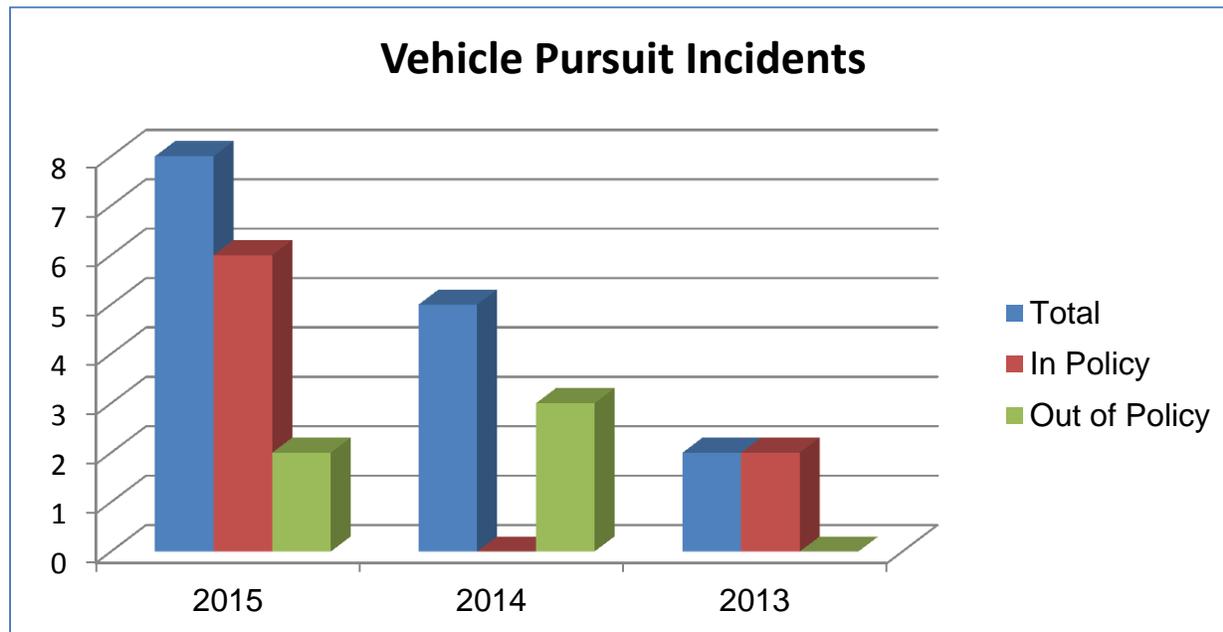
Mobile Audio Video System (MAVS) Usage

There were four (4) incidents where the use of force incident was not captured on the MAVS. In one incident, the officer attempted to turn on the MAVS remotely using the button on the remote, however the MAVS would not activate. In another incident, the officers responded to a call from the station. While they were at the station, their computers powered down. They were not able to get the MAVS powered back on before arriving at the call. In another incident, an officer did not turn on his/her MAVS recorder prior to making contact with the suspect. Training was provided to the officer. Another officer was involved in a yard to yard search away from the police car, therefore the use of MAVS would not have been practical.

Our MAVS equipment is approximately six years old and is approaching the end of its usable life. The Tustin Police Department is in the final stages of research on body cameras and new MAVS equipment. Currently, body cameras and MAVS are being tested in the field. It is anticipated the new equipment will be selected and purchased in 2016. This will likely eliminate or reduce the incidents where the computer shuts down or the remote fails to activate the system.

Vehicle Pursuit Reporting & Analysis

Officers were involved in eight (8) vehicle pursuits during calendar year 2015. The following is a breakdown and analysis of the 2015 pursuits, and a comparison with the previous two years' reported information.



VEHICLE PURSUITS	2015	2014	2013
Total	8	5	2
In policy	6	0	2
Out of policy	2	3	0

The number of officer involved motor vehicle pursuits increased by 60% in 2015 over 2014 and was 300% higher than 2013.

Reason for Pursuit	2015	2014	2013
Stolen Vehicle	0	3	0
Felony Want	2	0	0
Misdemeanor Warrant	0	0	0
Armed Suspect	0	0	0
Traffic Infraction	5	2	1
Suspicious Circumstances	1	0	1

The pursuits in 2015 involved two (2) felony wants, five (5) resulted from a traffic infraction and one (1) resulted from suspicious circumstances.

One (1) pursuit was terminated when the suspect was able to elude the officer. Three (3) pursuits were terminated by the field supervisor due to public safety concerns. Three (3) pursuits were terminated when the suspect(s) yielded and surrendered peacefully. One (1) pursuit was handed over to the California Highway Patrol. The pursuits resulting in training issues are documented as follows:

Traffic Want – A vehicle passed an officer with no front license plate. The officer made a u-turn and attempted to stop the vehicle, however the driver did not yield. The pursuit lasted approximately eight minutes and the officer lost the vehicle on the freeway.

Training Points:

This pursuit began and ended on the freeway during a weekend at approximately 4:28 p.m. The involved officer was driving with lights and siren on the freeway and on several occasions passed motorists on the right. The California Highway Patrol teaches their officers to drive in the #1 lane during pursuits and if they have to pass a vehicle on the right, their officers are trained to turn off their lights and siren in order to avoid an uninvolved motorist pulling to the right when they see the lights from the approaching police car. The incident was debriefed on a squad level.

Traffic Want – An officer noticed a suspicious vehicle parked near a residence. The driver quickly left the area and ran a stop sign. The officer attempted to stop the vehicle, however the driver failed to yield. The pursuit lasted approximately six minutes before the field supervisor ordered the officers to terminate the pursuit.

Training Points:

This pursuit occurred on a weekday at approximately 6:02 p.m. The speeds involved in the pursuit exceeded 90 mph. The officer broadcasted a “failure to yield,” however it was clear this was a pursuit. The officer did not broadcast the pertinent information needed in a pursuit such as direction of travel, speeds, and traffic conditions. This was a newer officer who had never been in a pursuit. The officer received a supervisory counselling and training on the importance of broadcasting pertinent information during a pursuit.

Felony Want – Officers were on surveillance at a residence possibly involved with narcotic sales. A vehicle arrived at the location, the driver exited the vehicle and went inside the residence. He was identified using his vehicle registration information and it was determined he had several felony drug related warrants. When the suspect came outside and got into the vehicle, officers attempted to stop him, however the driver did not yield. The pursuit lasted approximately four minutes and the driver eventually yielded where he was taken into custody without incident.

Training Points:

This pursuit occurred on a weekday at approximately 2:26 p.m. The driver entered the freeway and the top speed of the suspect vehicle was approximately 65 mph. The officers and suspect drove in a relatively safe manner and

approximately four minutes into the pursuit, the suspect pulled over. During the pursuit, the suspect was seen throwing a small bundle out of his window. The bundle was never located however it was suspected to be narcotics. The primary officer involved in the pursuit broadcasted this as a “failure to yield,” however it was clearly a vehicle pursuit. The incident was debriefed at a squad level.

Felony Want – A Tustin Police Department civilian employee noticed two suspicious subjects inside a grocery store and notified an on-duty patrol officer via cellular phone. The patrol officer drove to the location and observed the subjects getting into a vehicle. The officer attempted to stop the vehicle and the driver did not yield. The officer lost the vehicle on the freeway and terminated his own involvement in the pursuit.

Training Points:

This pursuit occurred on a weekend at approximately 11:10 p.m. The pursuit lasted approximately six minutes before the officer cancelled his own involvement. The traffic was moderate on the freeway and the officer reached a top speed of 137 mph in an attempt to keep up with the suspect vehicle. The officer passed vehicles on the right while driving with lights and siren which created even more of a danger. In addition, the Tustin Police Department civilian employee did not notify communications which caused a communications issue. The employees were verbally counselled reference the speeds and communication issue.

Felony Want – Officers were investigating a criminal threat report after the suspect threatened to kill his wife and any officers who attempted to stop him. While the officers were surveilling the suspect’s residence, he came out and entered his vehicle. Officers attempted to stop the suspect, however he did not yield. The suspect stopped in the City of Orange and refused to exit his vehicle causing a lengthy standoff. The suspect was eventually taken into custody by the Orange County Sheriff’s Department SWAT team.

Training Points:

The pursuit occurred on a weekend at approximately 11:04 a.m. The pursuit lasted approximately 25 minutes and reached a top speed of 80 mph. Numerous Tustin Police Officers entered and continued in the pursuit while driving unmarked detective vehicles (equipped with lights and siren) after being told to discontinue. Several employees received discipline as a result of being involved in a vehicle pursuit in an unmarked vehicle and after failing to discontinue at the direction of a supervisor.

There was an increase in the number of pursuits from 2014 to 2015. There isn’t a clear cut explanation of why the pursuits increased, however there is speculation with Proposition 47, more criminals are on the streets. In addition, with the integration of

Crime/Traffic Analysis and Policing Strategies (CTAPS) in our daily efforts, our officers are enforcing laws in identified “hot spots” and therefore encountering an increased number of subjects involved in criminal activities.

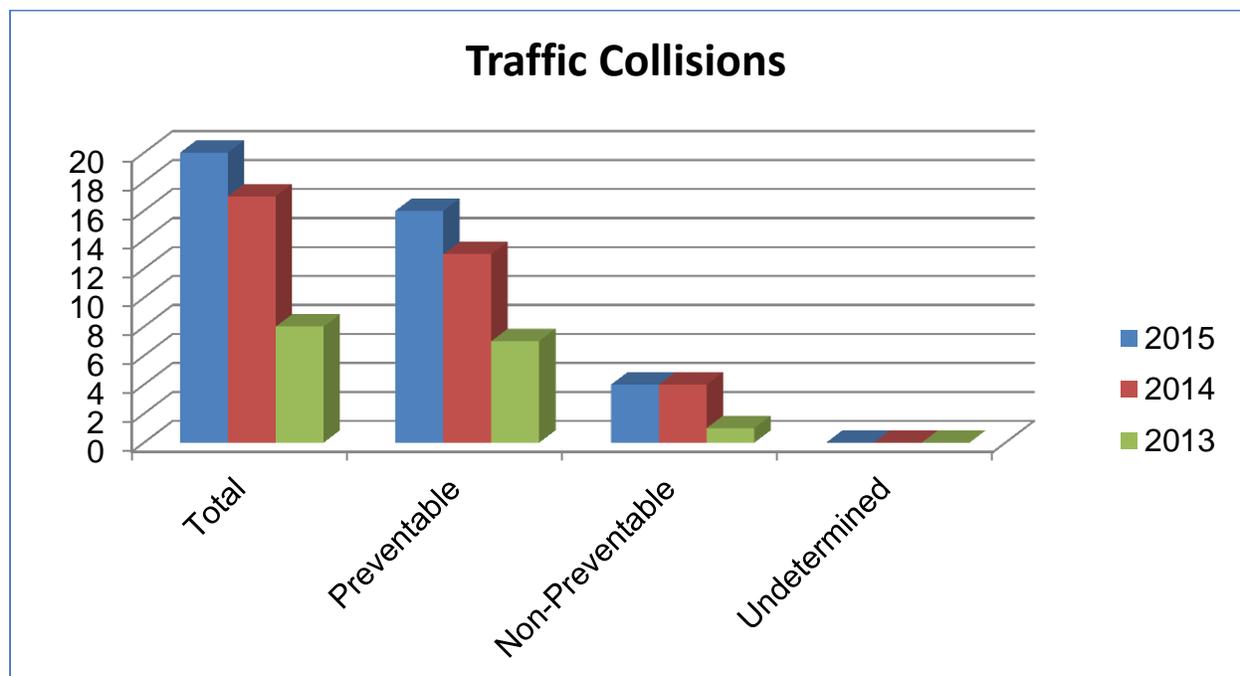
In an effort to reduce the amount of vehicle pursuits, the Police Department is in the final stages of purchasing pursuit mitigation technology equipment from StarChase. StarChase provides GPS tracking technology to public safety and government agencies worldwide to assist in mitigating risk and reducing liability costs from dangerous vehicle pursuits.

Once the equipment is purchased, several vehicles will be equipped with the StarChase equipment and sworn personnel will be trained in its use. Instead of actively chasing a suspect, in some circumstances, the officers can use the GPS technology provided by StarChase to track the suspect until he/she stops the vehicle. Once the vehicle is stopped, the officers can safely arrest the suspect.

Our efforts in 2016 will focus on training related to driving incidents. We must continue to stress the importance of safe driving. In 2015, a police sergeant was chosen to be the “driving expert” for the Department. The supervisor attended several driver instructor courses and will be developing an internal driver awareness course.

Traffic Collision Reporting & Analysis

Officers were involved in twenty (20) on-duty traffic collisions during calendar year 2015. 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	2015	2014	2013
Total	20	17	8
Preventable	16	13	7
Non-Preventable	4	4	1
Undetermined	0	0	0

The total on-duty traffic collisions involving department members increased in 2015 by 18% over 2014 and was 150% higher than 2013. Preventable collisions accounted for 80% of the total incidents as compared with 76% in 2014 and 88% in 2013.

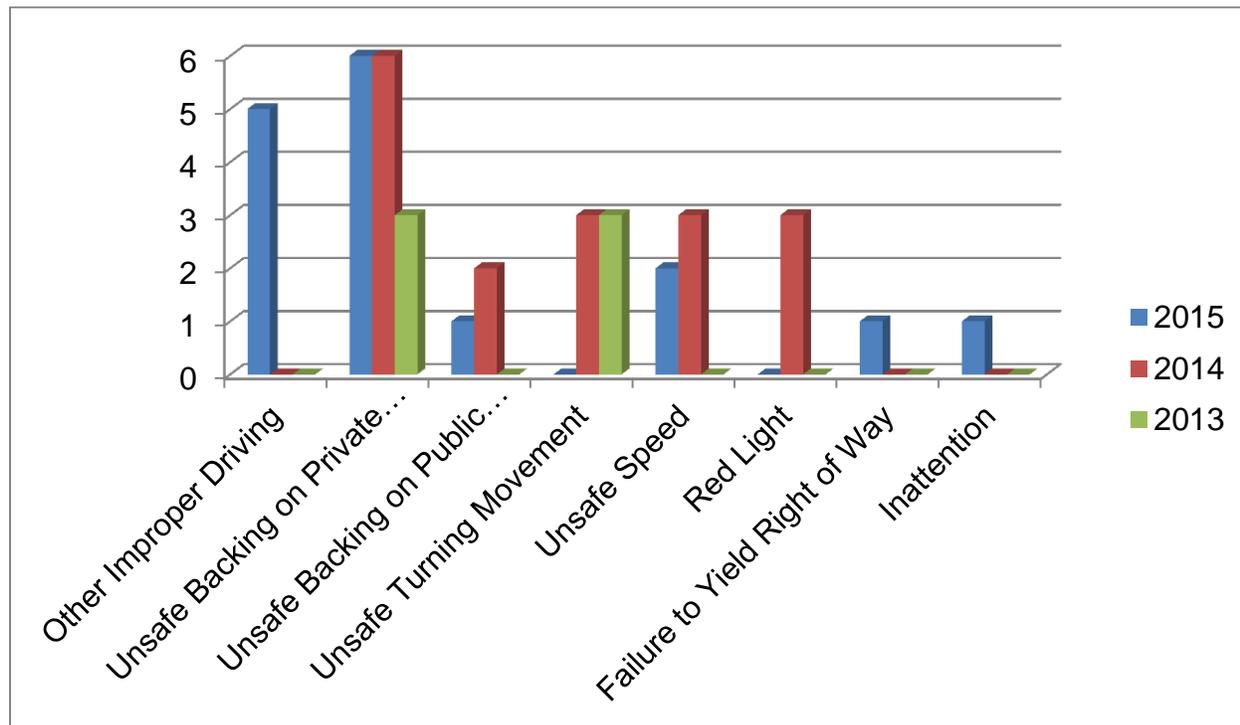
The following illustrates the primary collision factors for each of the preventable incidents.

- Six (6) incidents were related to unsafe backing on private property
- Five (5) incidents were related to other improper driving
- Two (2) incidents were related to unsafe speed
- One (1) incident was related to unsafe backing on public property
- One (1) incident was related to a failure to yield the right of way
- One (1) incident was related to inattention

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

- Two (2) incidents occurred as a result of unsafe speed
- One (1) incident occurred as a result of a failure to yield the right of way
- One (1) incident occurred as a result of an intoxicated driver

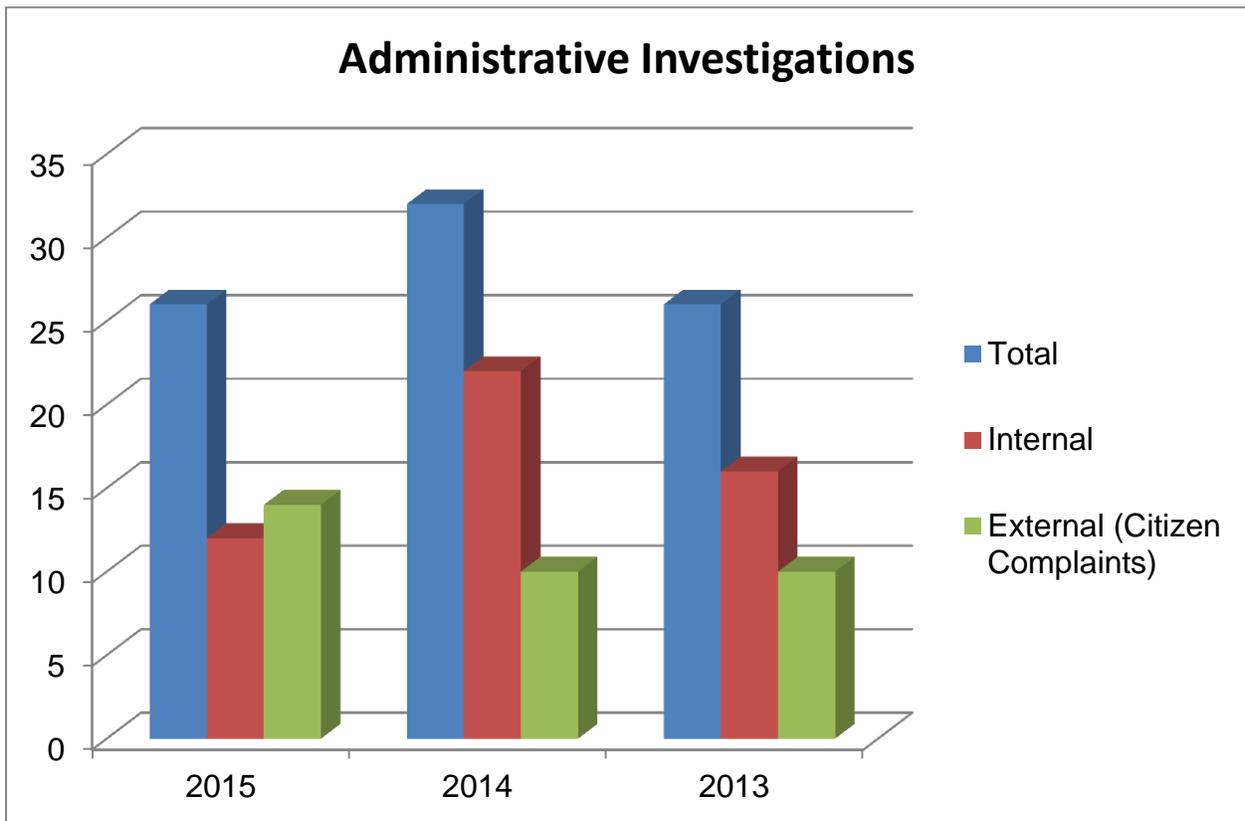
There was an increase in the amount of total (preventable and non-preventable) traffic collisions from 2014 to 2015. After reviewing our policies, procedures and training related to driving, we could not determine a tangible reason to explain why the increase in collisions.



Causes of Preventable Traffic Collisions	2015	2014	2013
Other Improper Driving	5	0	0
Unsafe Backing on Private Property	6	6	3
Unsafe Backing on Public Property	1	2	0
Unsafe Turning Movement	0	3	3
Unsafe Speed	2	3	0
Red Light	0	3	0
Failure to Yield Right of Way	1	0	0
Inattention	1	0	0

Administrative Investigations Summary

There were twenty-six (26) administrative investigations conducted during calendar year 2015. The following is a breakdown and analysis of the administrative investigations during the year and a comparison with the previous two years' reported information.

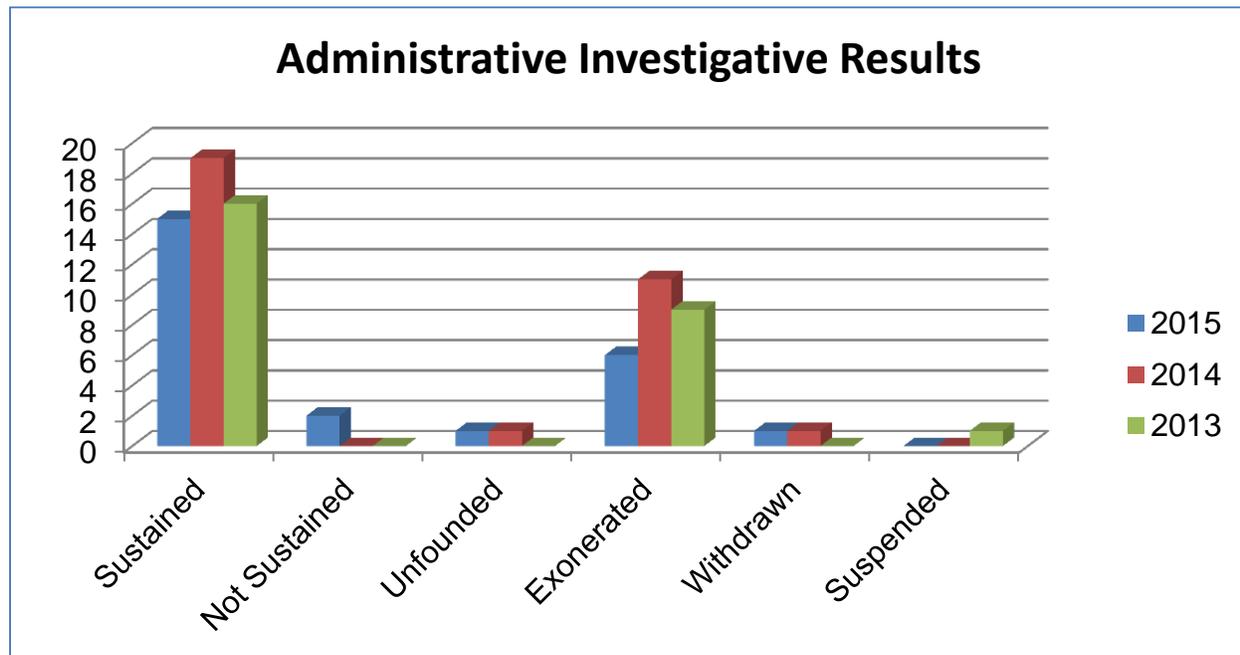


ADMINISTRATIVE INVESTIGATIONS	2015	2014	2013
Total	26	32	26
Internal	12	22	16
External (Citizen Complaints)	14	10	10

There was a 19% decrease in total administrative investigations during calendar year 2015 compared with 2014 and is the same from the 2013 total.

There was a 45% decrease in internally generated administrative investigations in comparison with the 2014 totals and a 25% decrease in internally generated administrative investigations over the 2013 totals.

There was a 40% increase in externally (citizen) generated administrative investigations in comparison with the 2014 totals and a 40% increase compared to the 2013 totals.



Administrative Investigation Results	2015	2014	2013
Sustained	15	19	16
Not sustained	2	0	0
Unfounded	1	1	0
Exonerated	6	11	9
Withdrawn	1	1	0
Suspended	0	0	1

*There is currently one externally generated administrative investigation from 2015 that has not been adjudicated at the time of this report. Therefore the 2015 totals in the above graph are missing one administrative investigation as the disposition is not available.

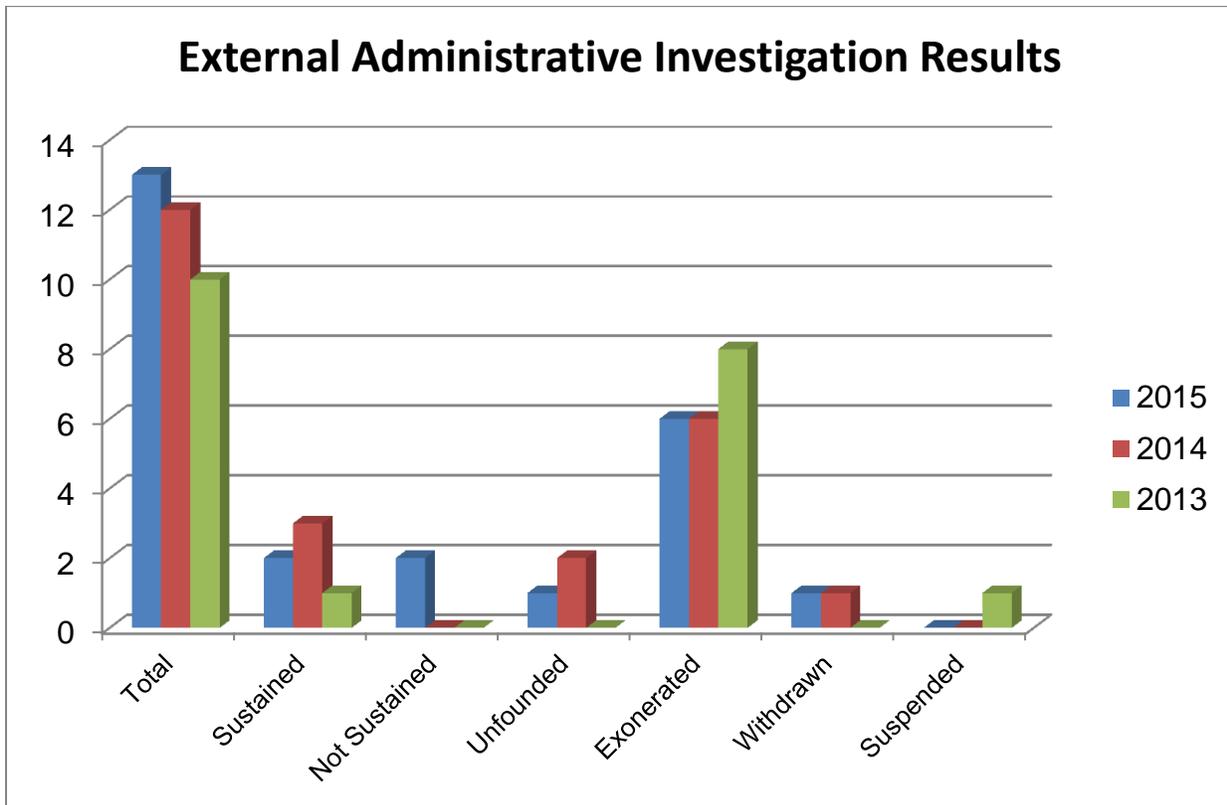
**In the annual report for 2014, five administrative investigations had not been adjudicated by the time the report was completed. These investigations have since been completed and reflected in the 2014 totals above.

In comparing the number of sustained complaints, both internally and externally generated, 15 of 26, or 58% were sustained in 2015.

In comparing the number of sustained complaints, both internally and externally generated, 19 of 32, or 59% were sustained in 2014.

In comparing the number of sustained complaints, both internally and externally generated, 16 of 26, or 62% were sustained in 2013.

An average of 59% of all complaints over the past three years have resulted in the allegations being sustained.



External Administrative Investigation Results	2015	2014	2013
Total	13	12	10
Sustained	2	3	1
Not sustained	2	0	0
Unfounded	1	2	0
Exonerated	6	6	8
Withdrawn	1	1	0
Suspended	0	0	1

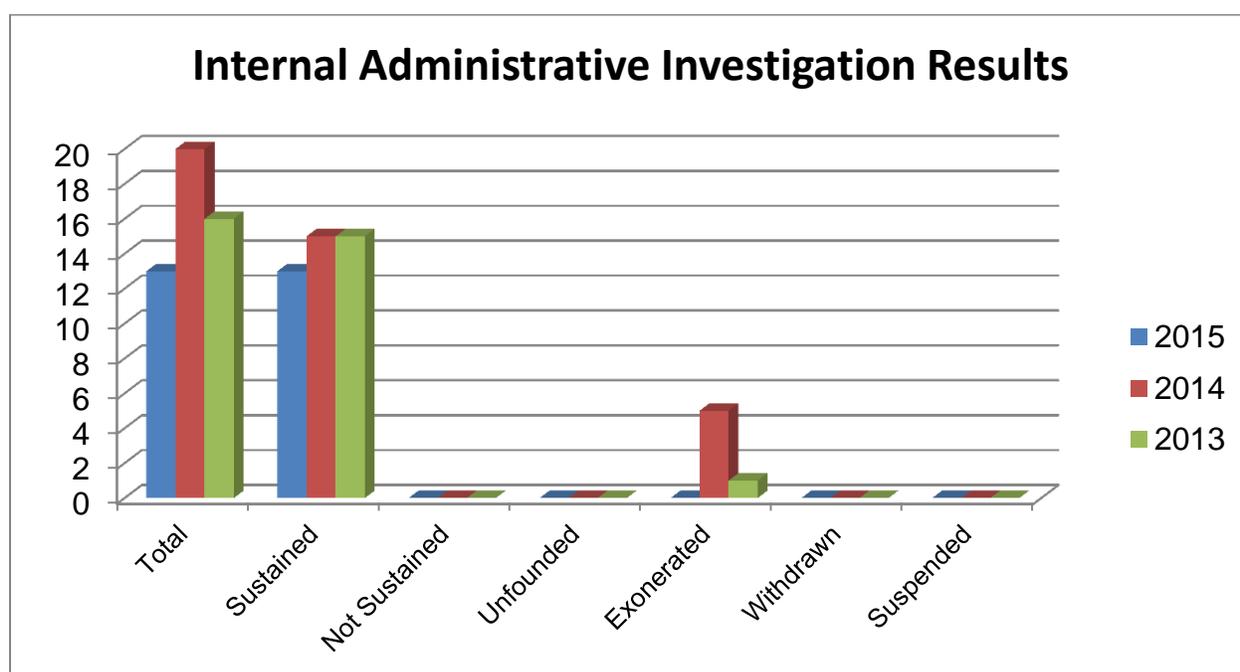
*There is currently one externally generated administrative investigation that has not been adjudicated at the time of this report. The numbers for this category will reflect the adjudicated investigations only.

In comparing the number of sustained complaints from externally generated investigations, 2 of 13 or 15% were sustained in 2015. The two (2) sustained external complaints accounts for 8% of the total complaints for 2015.

In comparing the number of sustained complaints from externally generated investigations, 3 of 12 or 25% were sustained in 2014. The three (3) sustained external complaints account for 9% of the total complaints for 2014.

In comparing the number of sustained complaints from externally generated investigations, there was 1 of 10 or 10% sustained in 2013. The one (1) sustained external complaint accounted for 4% of the total sustained complaints for 2013.

The three year average shows that only 7% of all externally generated investigations resulted in a sustained finding.



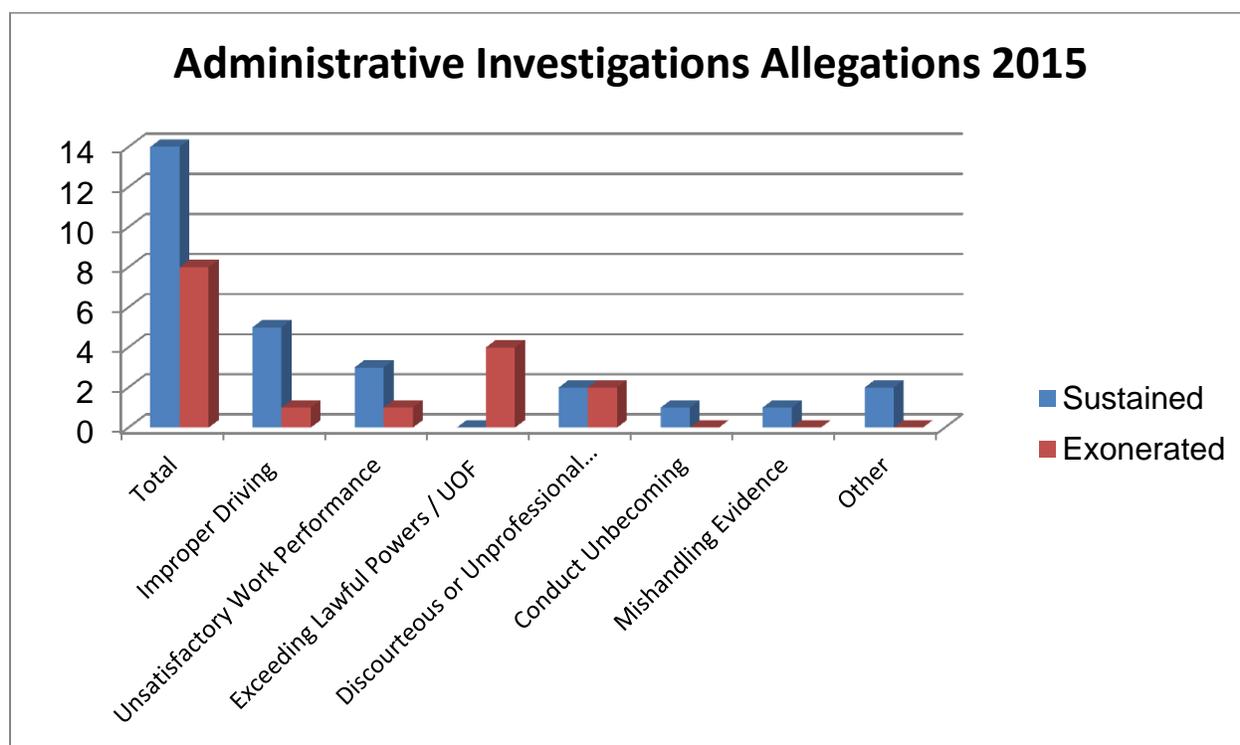
Internal Administrative Investigation Results	2015	2014	2013
Total	13	20	16
Sustained	13	15	15
Not sustained	0	0	0
Unfounded	0	0	0
Exonerated	0	5	1
Withdrawn	0	0	0
Suspended	0	0	0

In comparing the number of sustained complaints from internally generated investigations, there were 13 of 13 or 100% sustained in 2015. The 13 sustained internal complaints accounted for 87% of the total sustained complaints for 2015.

In comparing the number of sustained complaints from internally generated investigations, there were 15 of 20 or 75% sustained in 2014. The 15 sustained internal complaints accounted for 79% of the total sustained complaints for 2014.

In comparing the number of sustained complaints from internally generated investigations, there were 15 of 16 or 94% sustained in 2013. The 15 sustained internal complaints account for 94% of the total sustained complaints for 2013.

The three year average shows that 88% of all internally generated investigations resulted in a sustained finding.



Administrative Investigation Allegations	Internal or External	2015	Sustained	Exonerated
Improper Driving	Internal (5) External (1)	6	5	1
Unsatisfactory Work Performance	Internal (3) External (1)	4	3	1
Exceeding Lawful Peace Officer Powers (UOF)	Internal (1) External (3)	4	0	4
Discourteous or Unprofessional Conduct	External (3) Internal (1)	4	2	2
Conduct Unbecoming	External (1)	1	1	0
Mishandling Evidence	Internal (1)	1	1	0

Other	Internal (2)	2	2	0
	Total	22	14	8

*The totals in the graph above do not reflect administrative investigations with a finding other than sustained or exonerated.

Of the twenty-two (22) administrative investigations listed above, six (6), or 27%, were related to improper driving (traffic collision, pursuit driving, and failing to use turn signal); Four (4) were related to unsatisfactory work performance or 18%, and four (4), or 18% were due to exceeding lawful peace officer powers (use of force). Discourteous or unprofessional conduct accounted for four (4) incidents, or 18%; one (1), or 5%, was related to conduct unbecoming an officer; and one (1), or 5% was related to mishandling evidence.

The remaining two (2) includes one (1) investigation related to an employee's involvement in off-duty police work, and one (1) investigation related to an employee's disparate exercise of authority.

Of the fourteen (14) total (internal and external) sustained allegations during 2015, nine (9) resulted in written reprimands, five (5) resulted in a suspension from duty, totaling 70 hours of leave without pay. Including the discipline above, two (2) employees received education based discipline and had to attend a training course relevant to their sustained allegation.

Personnel Early Warning System (PEWS) Evaluation

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 in a twelve-month period.

The review of the 2015 PEWS reporting period has identified nine (9) employees who meet the performance indicator thresholds triggering notification to their chain of command.

Employee Grievances Reporting & Analysis /Commendations

One employee filed a complaint with Human Resources reference unprofessional treatment he was receiving by a supervisor. As a result of the complaint, an administrative investigation was generated which resulted in the allegations being sustained.

For comparison there was one (1) grievance filed in 2014 and none in 2013. The 2014 grievance dealt with a general leave accrual issue.

There were sixty-four (64) commendations written, acknowledging a total of 361 employee actions in the 2015 calendar year.

Paid Administrative Leave/Traumatic Incident Referrals

As a result of an officer-involved shooting in 2014, three of the involved employees were sent to a department psychologist approximately one year after the incident as a non-disciplinary wellness follow-up.

There were no employees placed on paid administrative leave in 2015.

Personnel Reporting

During 2015, the Personnel Section of the Professional Standards Division focused on filling sworn and civilian vacancies. By year's end the division hired six (6) new sworn employees and four (4) new civilian employees. Below is a detailed listing of newly hired employees for 2015:

- Lateral Police Officer-1
- Police Recruits-4
- Communications Officer-1
- Cadet-1
- Parking Control Officer-2
- Reserve Police Officer-1 (was eventually promoted to full-time police officer)

This list includes the employees who were hired and ultimately terminated or resigned.

During 2015, the following position changes occurred:

<u>Position</u>	<u>Reason for change</u>	<u>Vacant position(s)*</u>
Police Captain	(1) Captain Retired	1
Police Lieutenant	(1) Sergeant promoted to Lieutenant	0
Police Sergeant	(3) Officers promoted to Sergeant/(1) Retired	1
Police Officer	(5) Hired/(2) Resigned/(4) Retired	3
Communications Officer	(1) Hired	1
Parking Control Officer	(2) Hired	0
Reserve Officer	(1) Hired (later promoted to police officer)	0
Cadet	(1) Hired	1

*Vacant positions indicated reflect those vacant at the end of calendar year 2015.

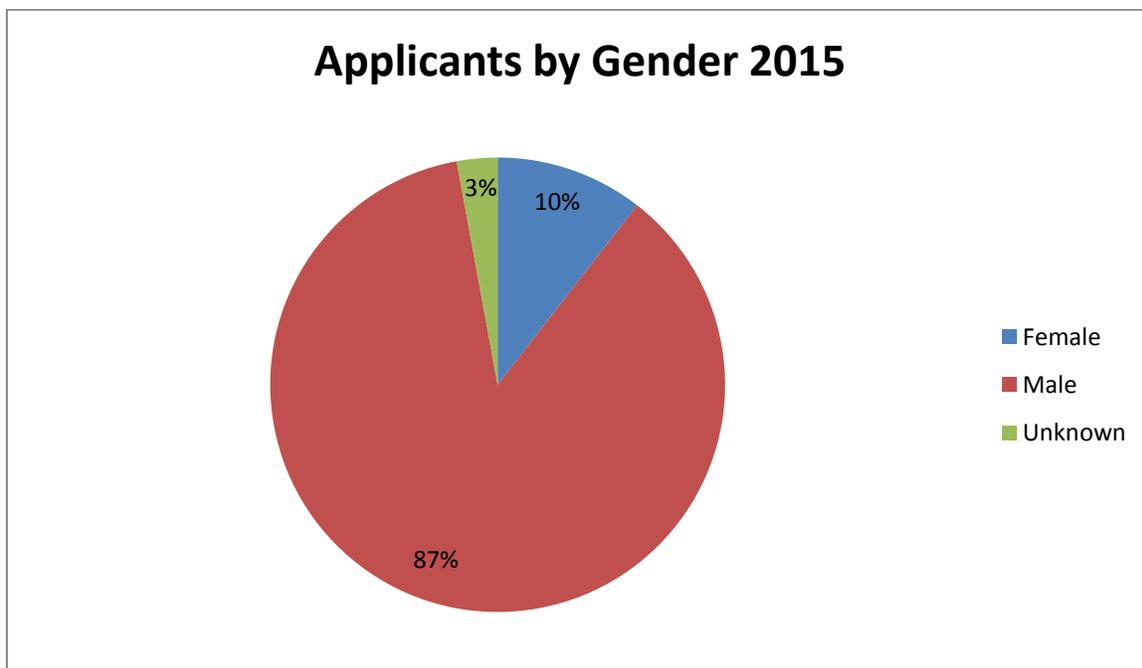
Full Time Sworn Police Officer Recruitment Plan Evaluation

Based on Police Department needs and City budget considerations, the Professional Standards Division, in conjunction with the Human Resources Department, conducted one (1) internal Sergeant promotional recruitment, one (1) “lateral entry” police officer recruitment and one (1) “academy enrolled” recruitment, and two (2) police recruit recruitments during the 2015 calendar year. The primary method of recruitment for this position was the internet, specifically a program called NEOGOV. NEOGOV allows candidates to apply for several agencies/positions through a single source. PSD attended and participated in recruitment efforts at the Orange County Stand Down event at the former Tustin Marine Base in October 2015.

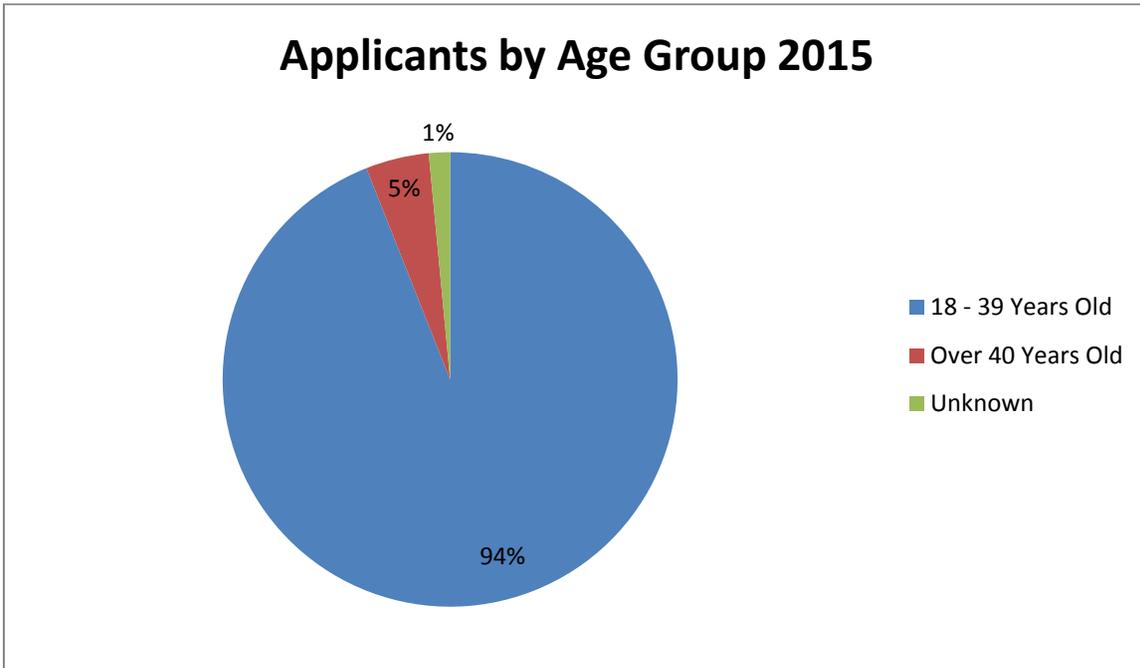
PSD made contact with a Master Sergeant at Camp Pendleton Marine Base for recruitment efforts. The Master Sergeant passed on the Tustin Police Department’s efforts to recruit from the military which resulted in several interested marines contacting TPD for employment.

PSD posted job announcements on the agency Facebook page. Working with Human Resources, the Department was able to implement recruitments for lateral police officer applicants, academy enrolled applicants, police recruit, reserve police officer and lateral dispatcher applicants.

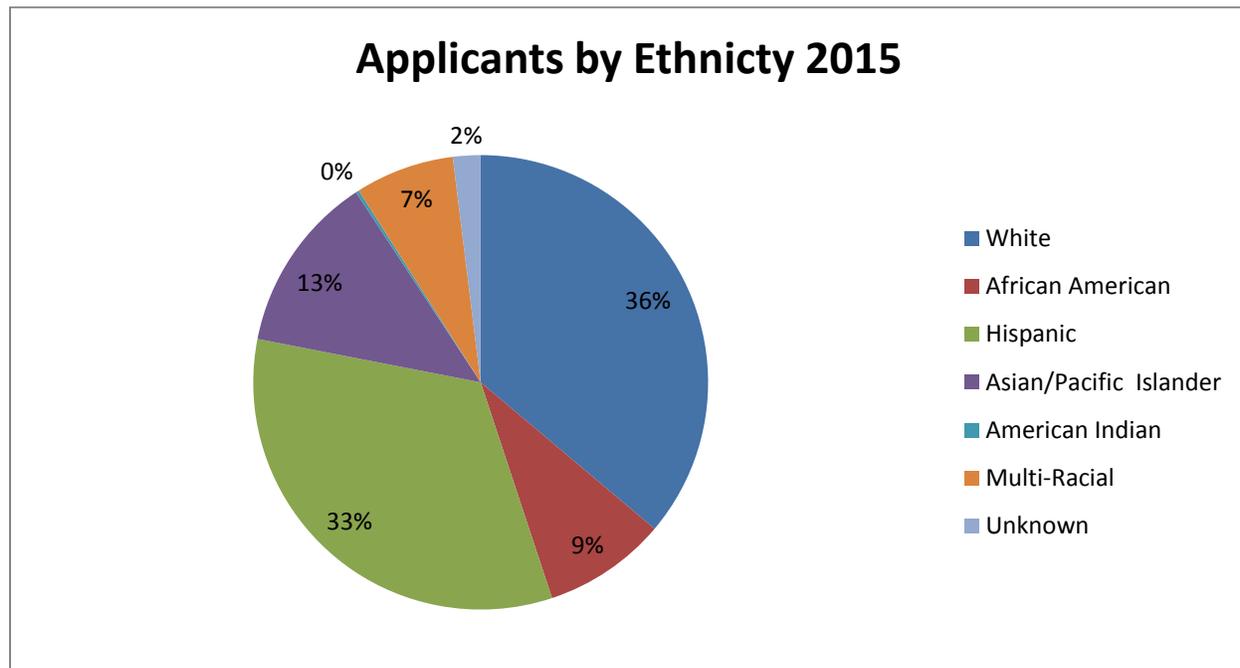
In 2015, members of the recruitment team attended police officer recruitments and sat as oral panelists for various positions. The following charts depict the applicant pool created by NEOGOV during all sworn recruitments for 2015:



APPLICANTS BY GENDER		
Female	Male	Unknown*
91	750	25



AGE GROUP		
18-39	Over 40	Unknown/Juvenile
814	39	13



ETHNICITY						
White	African American	Hispanic	Asian/Pacific Islander	American Indian	Multi-Racial	Unknown *
313	76	287	110	2	61	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 - The applicants included police officers and sheriff deputies employed or recently separated from law enforcement agencies as well as entry level recruits.

ALL SWORN POSITIONS (2015)

Physical Agility

Invited to physical agility: 222
 No show or withdrew from process: 108
 Failed: 4
 Passed: 110

Interview

Invited to interview: 115
 No show or withdrew from process: 19
 Failed: 33
 Passed: 63 (Placed on eligibility list)

Twenty-Six (26) were processed: six (6) hired, ten (10) non-selected, eight (8) failed background, and two (2) withdrew.

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 females were hired as police officers, one (1) Asian female was hired as a police recruit, one (1) Hispanic male was hired as a police recruit, one (1) African-American male was hired as a police recruit, and one (1) African American male was hired as a police cadet.

As positions become vacant, the recruitment team is planning to attend local events in and around Orange County this next year. It is the agency's goal to attract more gender and ethnically diverse police candidates to meet the diverse demographics of our community.

In 2015, the recruitment team made specific efforts to recruit from sources such as the military, current police academy classes, service groups and social media. These efforts were designed to recruit applicants from diverse backgrounds which gave us a better applicant pool.

Training Reporting

We continued our joint venture with Santa Ana College for a seventh year which supplements training costs and generates enhanced college educational units for our personnel who choose to further develop their individual college goals. The college tuition cost for training conducted in 2015 was \$1,775.60, with a return of \$5,511.00, resulting in net training revenue of \$3,735.40 for the 2015 calendar year. Although these additional training funds are returned to the City General Fund, they allow for additional budgeted training dollars to be put in the direction of future training classes and educational opportunities for all police personnel.

During the 2015 calendar year, the following topics were presented utilizing quarterly training days with a combination of internal and external instructors:

<u>Presentation Dates</u>	<u>Topics</u>
January 12, 14, 16	CPR / First-Aid
April 20, 22, 23, 24	Patrol Rifle, Handgun, Less Lethal
July 13, 15, 17	Title 15
October 19, 21, 23	Pursuit, Tac Comm, Peer Support, Racial Profiling, TASER update
November 10	Mental Illness

Additionally, individual Department members attended formal career development and educational training courses provided by on-site and off-site presenters throughout the year. Fifty-four (54) employees were sent to supervisory and leadership related

sessions totaling 1,215 hours; and one-hundred seventy-nine (179) were sent to a variety of other law enforcement related training sessions totaling 3,153 hours. The total number of formal training hours for 2015 was 4,368.

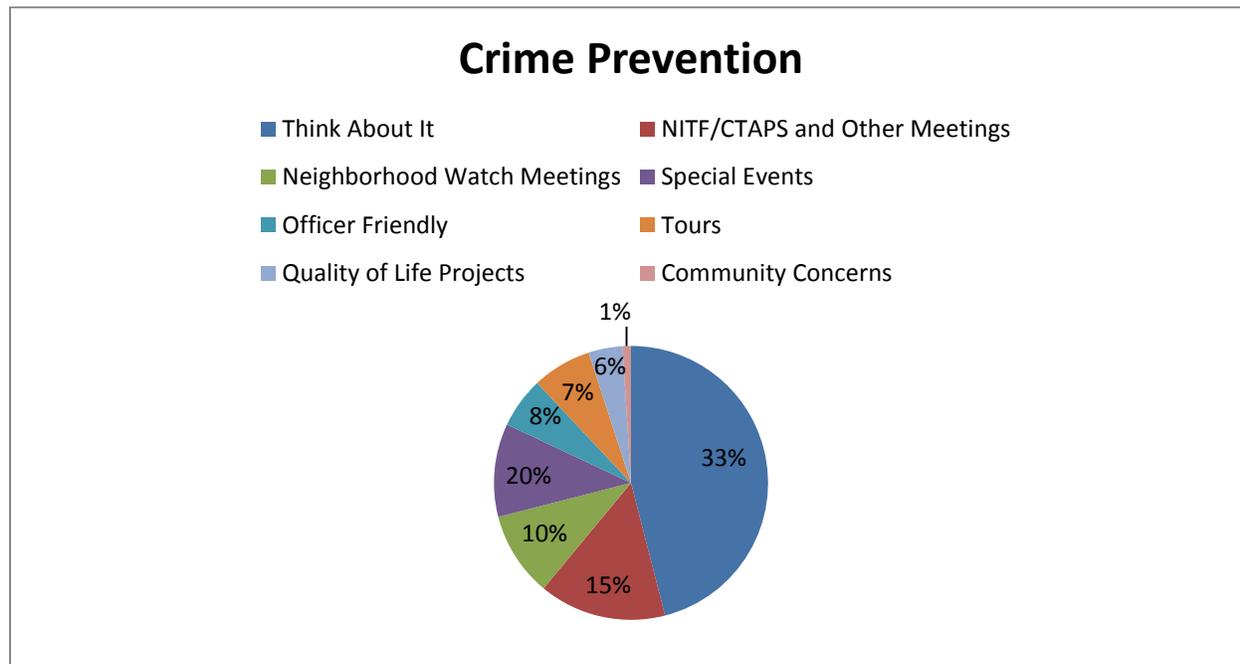
Sworn employees are required to view monthly DA Training Videos distributed by the Golden West College Criminal Justice Training Center. The DA Videos cover a wide variety of law enforcement topics related to case law decisions such as search and seizure, laws of arrest, interview and interrogation, etc. There were forty-eight (48) videos distributed in 2015.

Inter-departmental training bulletins were also provided to all personnel via Power DMS in addition to the above documented training hours. The Power DMS 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. The Power DMS Training Module is utilized to memorialize training data. All the entries for Power DMS related to training are done by the Personnel and Training Officer.

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 and one (1) part-time CRO in our community is very apparent. Their efforts have strengthened the bond of the community and the Police Department. We have empowered the community in using crime prevention techniques to avoid becoming a victim.

The following chart breaks down the committed activities of the three (3) CRO's based upon current programs:



In 2015, the CRO's provided sixty-one (61) "Think About It" lessons at the various Elementary Schools in Tustin, attended seventy-four (74) in-house Department meetings including CTAPS and NITF, hosted thirty-nine (39) Neighborhood Watch meetings, attended thirty-three (33) special events, provided thirty-six (36) "Officer Friendly" presentations, gave fifteen (15) Department tours and were involved in three (3) lengthy quality of life projects.

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

We conducted one (1) Town Hall meeting during 2015. Those who attended provided positive feedback. Our partnership with the community is essential in order to be successful in our Community Governance approach to policing.

The Bliss/Altadena/Myrtle revitalization project included upgrading street lighting, repairs to existing fencing, roof repairs and cleaning/upgrading landscaping. One of the problems we had in this area was a vacant property on Myrtle which was being used by

gang members as a haven to commit vandalism and use narcotics. The Community Impact Officer used external resources in getting assistance to get the property boarded up and the exterior/interior cleaned so it could no longer be used by the criminal element. This project kicked off in 2014 and took a total of eleven (11) months. It was successfully completed in January 2015.

The Professional Standards Division participated in a city-wide emergency preparedness project during 2015. Our CROs along with the American Red Cross and Tustin CERT held several Neighborhood Watch meetings which focused primarily on emergency preparedness. We also hosted a city-wide emergency preparedness meeting in April 2015 where we provided attendees with information on how to be better prepared for an emergency. We hosted “a day in the community” event in May 2015 where we disseminated a variety of educational information on emergency preparedness. In September 2015 we held a “sub-station for a day” on Myrtle St. where we interacted with the community by playing sports with the children, providing bicycle registration services, and fingerprinting children.

In September 2015 we launched the Frontier Park project which will be used as the catalyst for the National Night Out Project 365 for 2016. After the tragic homicide at Frontier Park, the NITF declared Frontier Park as an action item so the park could be improved and made a safer place for those who visit.

The Police Department was recognized for a fifth consecutive year as one of the top thirty-six (36) National Night Out locations. In 2015, the Bliss/Altadena/Myrtle revitalization project and city-wide emergency preparedness projects were submitted for our National Night Out Project 365. As a result of our efforts we placed 25th in our category nationwide.

The Town Hall meeting and the sub-station for a day programs have resulted in the reduction of citizen’s fear of crime, an increase in citizen satisfaction, and the ability to effectively and efficiently resolve community problems.

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

The very successful NITF and CTAPS programs have proven to be the most efficient method for solving many of the “repeat” types of patrol calls for service and addressing the “broken window” issues within the community.

In evaluating the CRO program, it is evident that it is essential to the continued success of the Tustin Police Department Community Governance Plan.

Juvenile Crime Prevention Review

Juvenile crime and its prevention are important goals the Police Department strives for on a daily basis. To that end, the agency works in partnership with Tustin Unified School District (TUSD) in achieving those goals. The agency employs a full-time School Resource Officer (SRO), primarily assigned to Tustin High School and an investigator from the Special Operation Division is assigned to investigate juvenile crime. Additionally, two Civilian Community Relations Officers from the Professional Standards Division are involved in several programs within the schools, such as anti-gang programs.

The SRO assigned to Tustin High School handled sixty-five (65) reports generated on campus. Additionally, the SRO was assigned to follow up on fifteen (15) additional cases that were generated by other officers originating from the High School. The benefits of his presence allowed for an immediate response to any campus situation and helped maintain patrol staffing levels, because it does not require an officer from patrol staffing to handle a high school related issue. Our SRO attends the Tustin Against Graffiti meetings which provides the agency with a valuable source of gang related intelligence. He also attends the bi-monthly School Attendance Review Board (SARB) at the Police Department where habitually truant students are brought for an attendance review. During 2015, the SRO sat on fifteen (15) SARB panels where a total of thirty-five (35) students were brought before the board.

In October of 2015, the Tustin Police Department participated in the International Walk to School Day. Walk to School Day is sponsored by the Kiwanis Club of Tustin and Tustin Police Department. The featured school this year was Estock Elementary School. This event involved parents, children, Tustin Police Department Staff, and members of Kiwanis Tustin. From several meeting spots in the area, we walked in groups to the school where we all formed up for a morning assembly. Members of the Tustin Police Department and Principal Beth Blackman spoke at the assembly. The Tustin Police Department motorcycle unit did a short demonstration and provided bicycle safety tips when walking to school for the students.

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

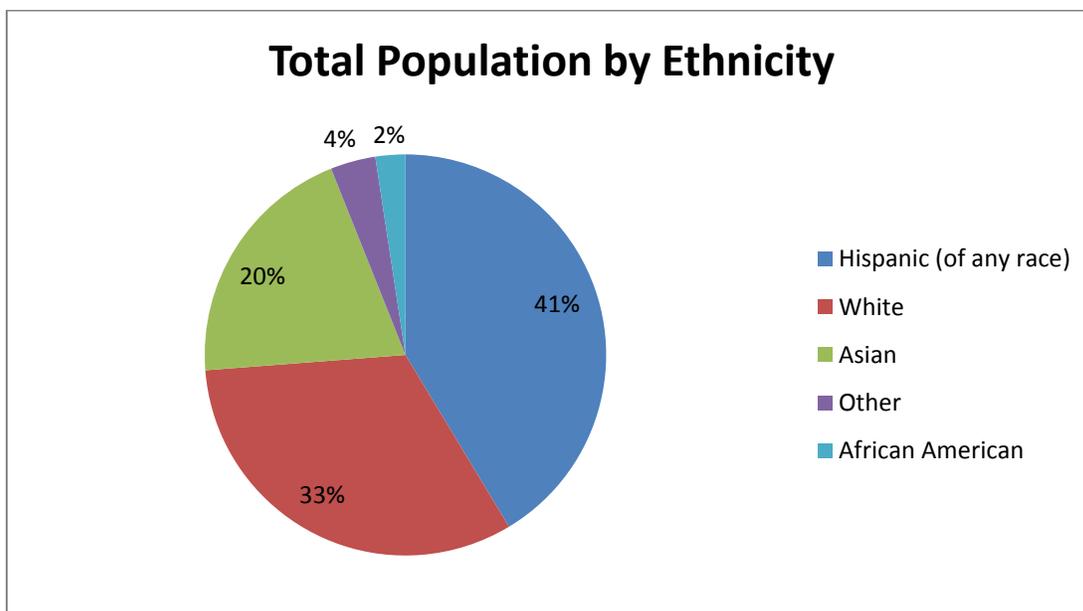
In 2015 the Tustin Police Department continued its' partnership with Team Kids. The Orange County based nonprofit's mission is to empower our children to change the world. The Team Kids Challenge Program includes four weekly challenges such as bringing in shoes for the homeless, writing letters to our deployed troops, or collecting gently used towels and blankets to help rescued animals. In 2015, we held three (3) "Team Kids" challenges, one (1) at Heideman Elementary, one (1) at Nelson Elementary and one (1) at Veeh Elementary. The three (3) challenges were extremely successful.

All the juvenile based programs Tustin Police participate in continue to be beneficial for all involved. The community relationships grow stronger each year, the participants have positive interactions with the police and the department employees get to know the citizens. Not only should these programs continue, it would be beneficial to look at ways to expand programs or offer more of a variety of programs to the different schools.

Bias Based Policing Review

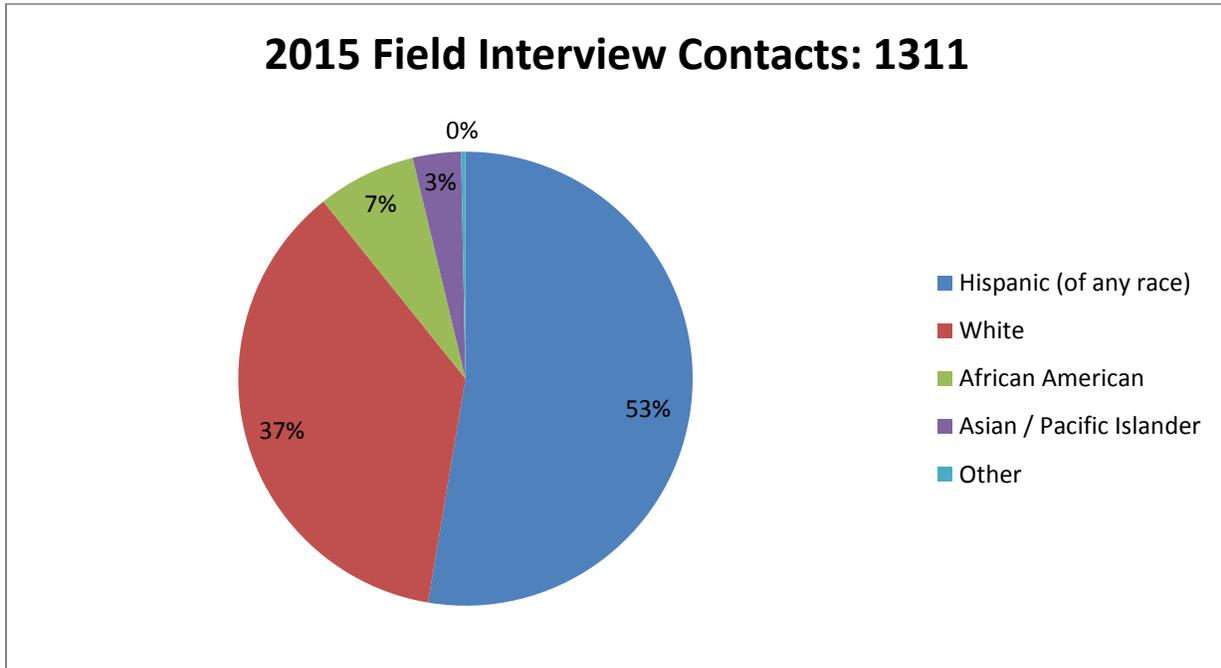
The Tustin Police Department did not receive any complaints related to bias based policing in 2015.

The following charts and graphs depict the overall population of our service area, the field interview contacts, suspects in crime reports, and the adult and juvenile arrest statistical data for the 2015 calendar year by ethnicity. The data was prepared using population information from the 2010 – 2014 American Community Survey (5-year estimates) from the U.S. Census Bureau.



Total Population by Ethnicity/Race

Ethnicity/Race	Number	Percentage of Population
Hispanic (of any race)	32,170	41.4%
White	25,203	32.4%
Asian	15,696	20.2%
Other	2,826	3.6%
African American	1,870	2.4%
Total	77,765	100.0%

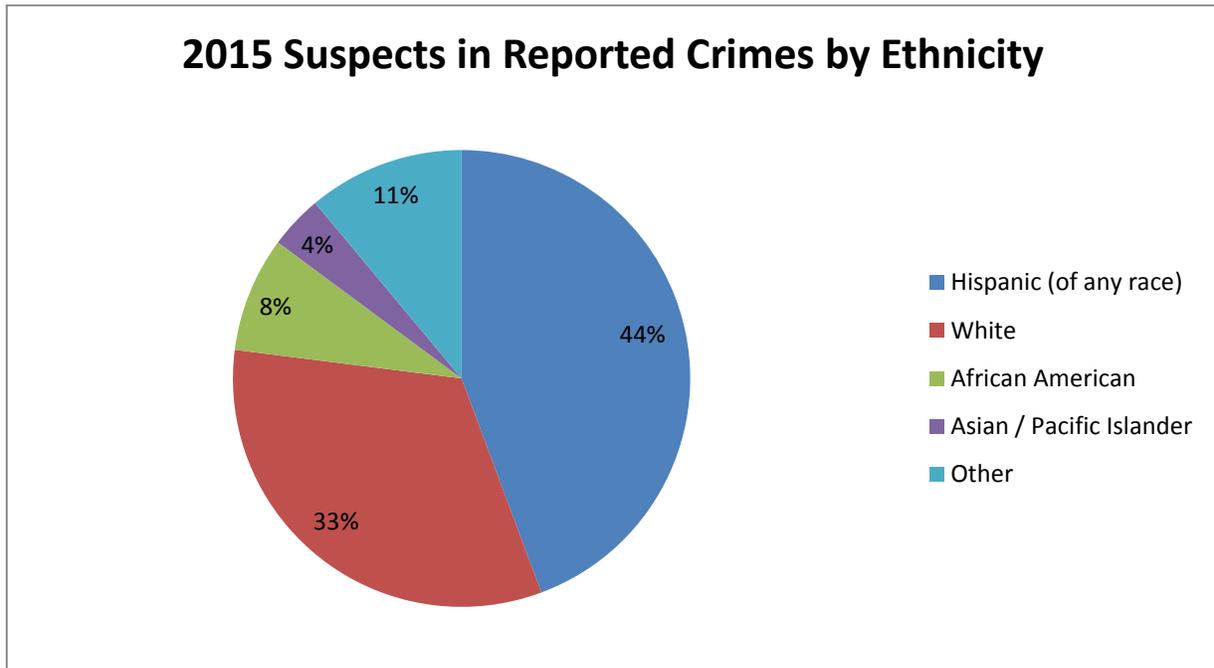


Total Number of Field Contacts: 1311

Race	FI Contacts	Percentage of FI's	Population
Hispanic (of any race)	690	52.6%	41.4%
White	480	36.6%	32.4%
African American	92	7.0%	2.4%
Asian / Pacific Islander	45	3.4%	20.2%
Other	4	0.4%	3.6%

Comparison of 2014 and 2015 Field Interview Statistics by Ethnicity

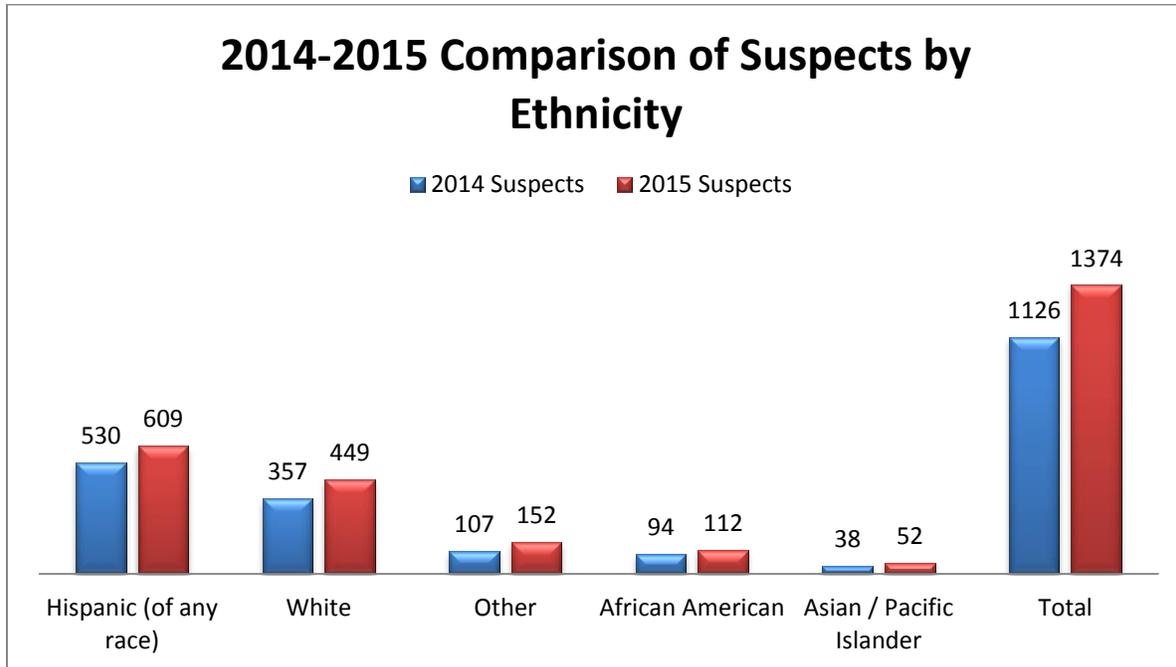
Race	Population	2014 FI's	2015 FI's	Increase/Decrease	% of Change
Hispanic (of any race)	41.4%	1,137	690	-447	-39.3%
White	32.4%	644	480	-164	-25.5%
African American	2.4%	141	92	-49	-34.8%
Asian / Pacific Islander	20.2%	83	45	-38	-45.8%
Other	3.6%	12	4	-8	-66.7%
Total	100%	2,017	1,311	-706	



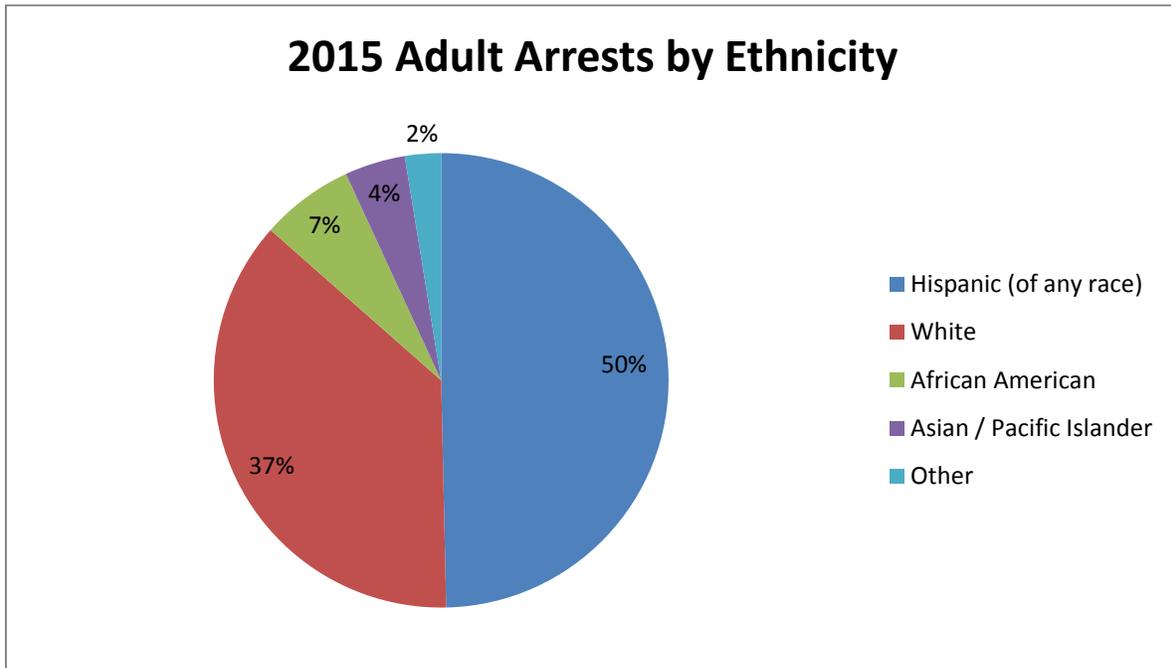
Suspects in reported crimes - January 2015 thru December 2015
Total Number of Suspects: 1,374

Race	Suspects	Percentage of Suspects	Percentage of Population
Hispanic (of any race)	609	44.3%	41.4%
White	449	32.7%	32.4%
Other	152	11.0%	3.6%
African American	112	8.2%	2.4%
Asian / Pacific Islander	52	3.8%	20.2%
Total	1,374	100%	100%

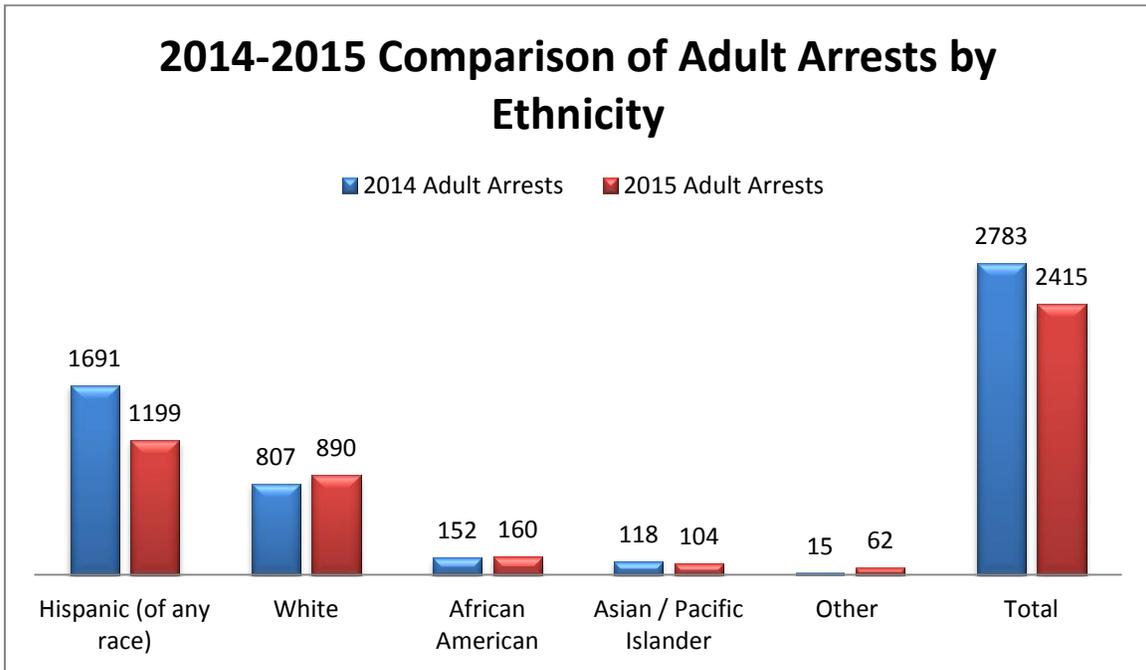
Comparison of 2014 and 2015 Suspects in Reported Crimes by Ethnicity



Race	Percentage of Population	2014 Suspects	2015 Suspects	Increase/Decrease	% of Change
Hispanic (of any race)	41.4%	530	609	79	14.9%
White	32.4%	357	449	92	25.8%
Other	3.6%	107	152	45	38.3%
African American	2.4%	94	112	18	19.1%
Asian / Pacific Islander	20.2%	38	52	14	36.8%
Total	100%	1,126	1,374	248	



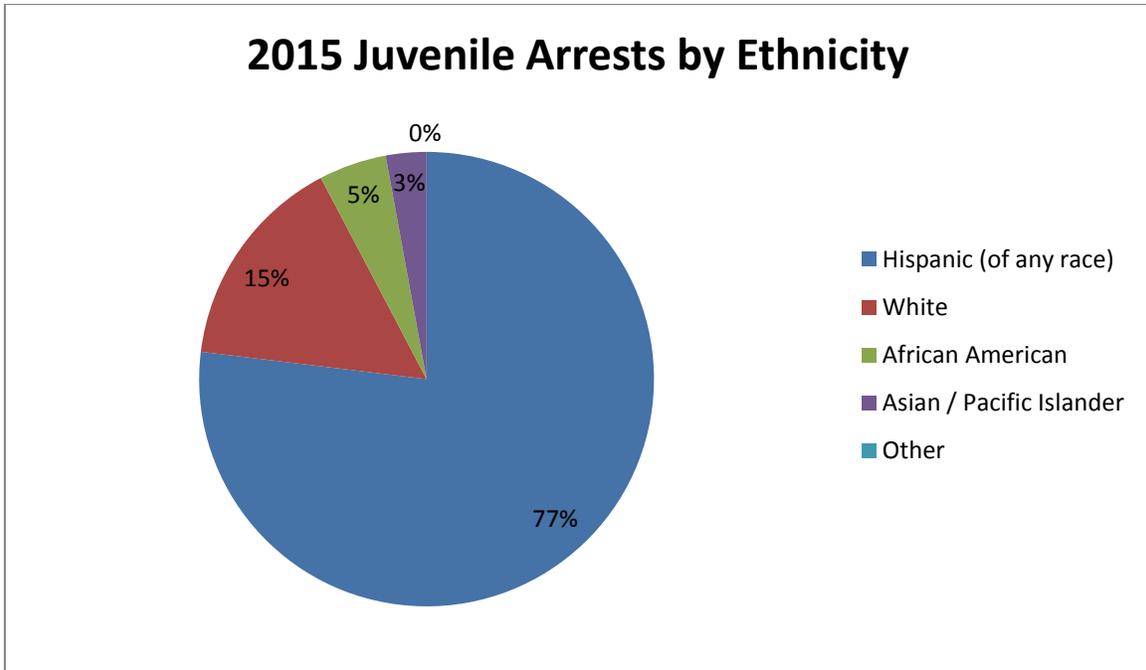
Race	Adult Arrests	Percentage of Arrests	Percentage of Population
Hispanic (of any race)	1199	49.6%	41.4%
White	890	36.9%	32.4%
African American	160	6.6%	2.4%
Asian / Pacific Islander	104	4.3%	20.2%
Other	62	2.6%	3.6%



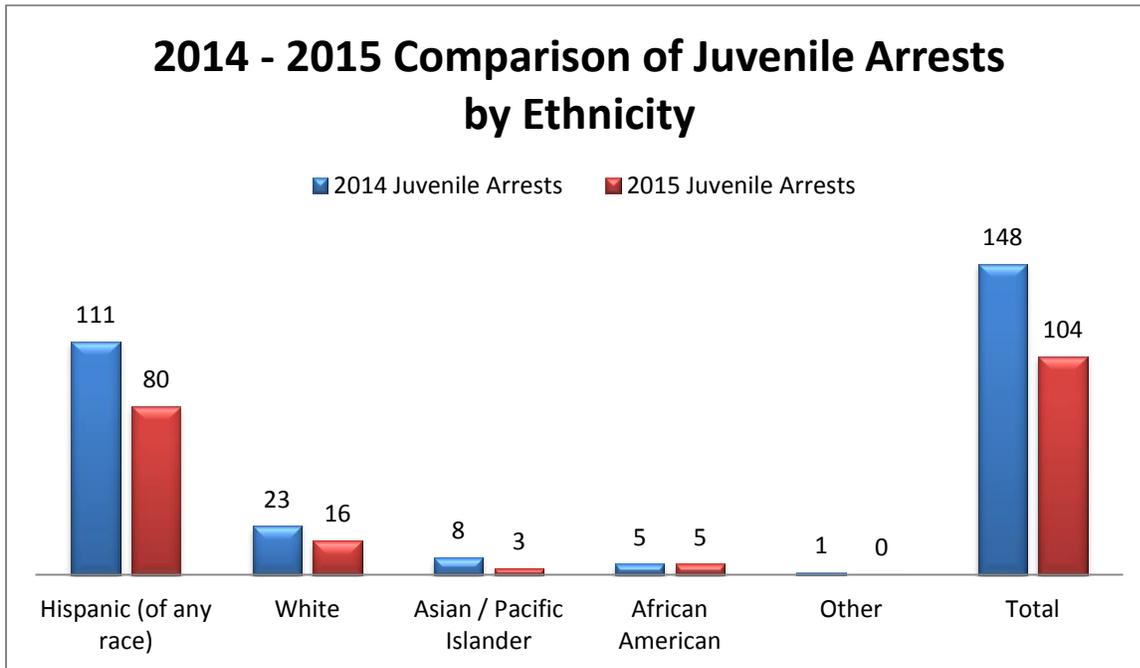
Comparison of 2014 and 2015 Adult Arrests by Ethnicity

Race	Percentage of Population	2014 Adult Arrests	2015 Adult Arrests	Increase/Decrease	% of Change
Hispanic (of any race)	41.4%	1,691	1,199	-492	-29.1%
White	32.4%	807	890	83	10.3%
African American	2.4%	152	160	8	5.2%
Asian / Pacific Islander	20.2%	118	104	-14	-11.9%
Other	3.6%	15	62	47	313.3%
Total	100%	2,783	2,415	-368	

Juvenile Arrests - January 2015 through December 2015
Total Number of Juvenile Arrests: 104



Race	Juvenile Arrests	Percentage of Arrests	Percentage of Population
Hispanic (of any race)	80	76.9%	41.4%
White	16	15.4%	32.4%
African American	5	4.8%	2.4%
Asian / Pacific Islander	3	2.9%	20.2%
Other	0	0.0%	3.6%



Comparison of 2014 and 2015 Juvenile Arrests by Ethnicity

Race	Percentage of Population	2014 Juvenile Arrests	2015 Juvenile Arrests	Increase/Decrease	% of Change
Hispanic	41.4%	111	80	-31	-27.9%
White	32.4%	23	16	-7	-30.4%
Asian / Pacific Islander	20.2%	8	3	-5	-62.5%
African American	2.4%	5	5	0	0.0%
Other	3.6%	1	0	-1	-100.0%
Total	100%	148	104	-44	