



2021
ANNUAL
REPORT



FOSTER CITY POLICE DEPARTMENT

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CHIEF'S MESSAGE

What an incredible year. I truly am honored to lead such a dedicated group of men and women and to be part of the City of Foster City team. The support of our community, the city staff and city council provided the members of the police department with the strength and drive to push through what can only be described as a challenging year. Together we worked diligently to keep this beautiful city safe, earning the 24th safest city award.



Although 2021 brought some challenges, we also saw some exciting changes. We saw staffing challenges, an unending pandemic with ever-changing rules and safety guidelines, constant changes in legislation and regulation, ALPR cameras, Community Engagement additions, and Drake to name a few.

We focused our efforts based on strategic goals that were developed for 2020 and carried through 2021. Those goals were Community Collaboration, Proactive Crime Fighting Strategies, Recruitment and Retention, and Employee Development and Empowerment. We've made great strides in each of the areas. As we look forward into the possibilities of coming out of a pandemic, there is much more to be done. Due to the limitations created by the pandemic and the fact that each goal is still relevant and applicable, we will be continuing through 2022 with our Strategic Plan. Our focus remains on connecting with our community, public safety, hiring and keeping the best of the best employees and creating the most competent police officers.

Wellness was also a high priority through 2021, as we worked to create a *Culture of Wellness*. FCPD is working to ensure that our staff have all the resources they need to perform the job of a first responder and lead healthy, balanced lives.

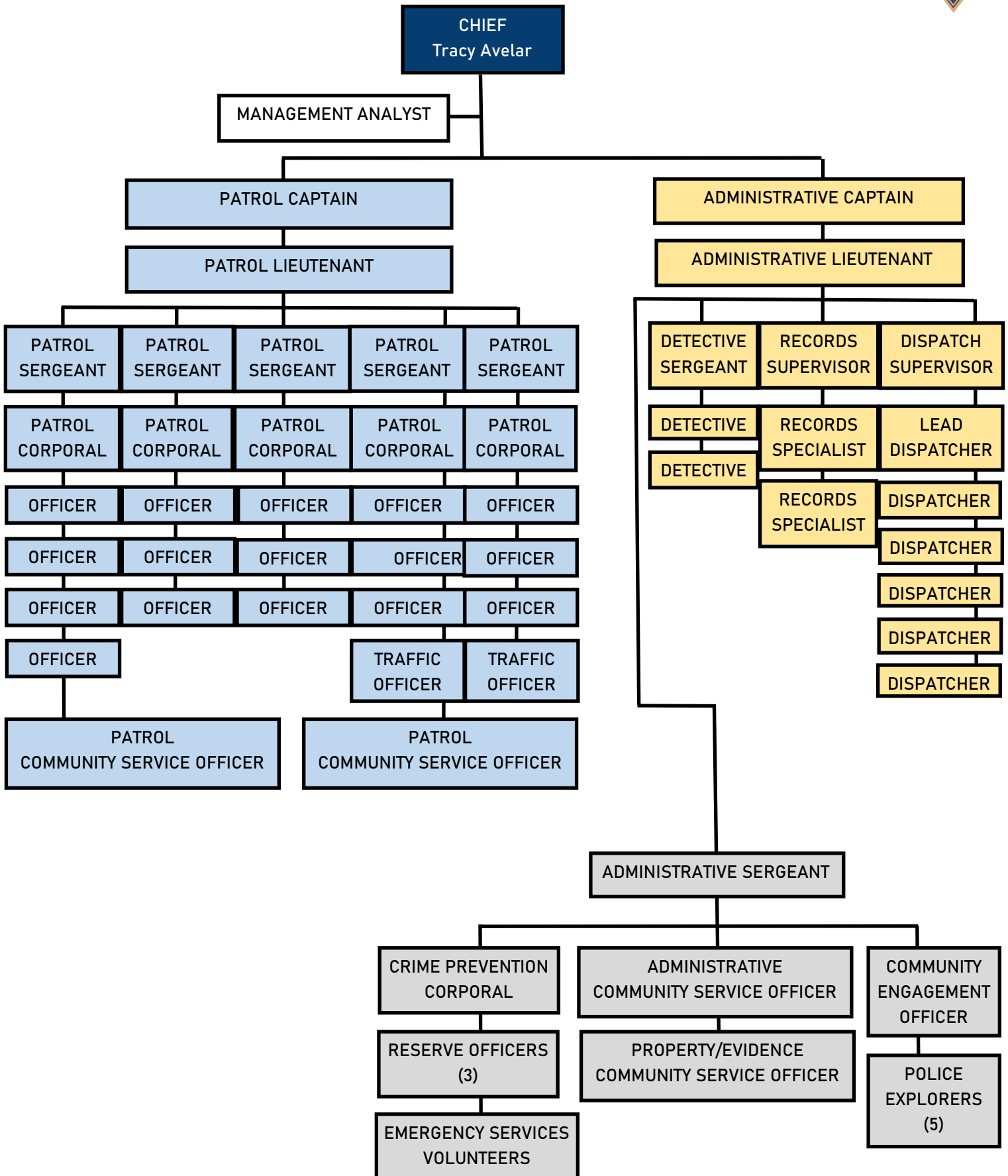
This annual report is a summary of the police department efforts over the last year. It contains information about the police department equipment, employees as well as data and statistics for 2021.

We look forward to seeing you at our Community Connect Meetings. If you haven't registered to attend these fun get-togethers to meet your neighbors and members of the police departments, you can register here <https://www.fostercity.org/police/page/foster-city-community-connect-program>.

On behalf of the men and women of the Foster City Police Department thank you for your support, trust, and the opportunity to serve this community.

Tracy Avelar
Chief of Police

ORGANIZATIONAL CHART



DEPARTMENT VALUES AND STRATEGIC PLAN

DEPARTMENT MISSION STATEMENT

We, the members of the Foster City Police Department, are dedicated to providing a professional level of public service, ensuring personal safety and the protection of property, with the continuous goal of enhancing the quality of life in our



INTEGRITY

Our society has entrusted us with tremendous authority and expects that we do what is right in matters of personal and professional integrity. This means we have the courage to uphold these principles even in the face of adversity.

PROFESSIONALISM

Our community demands that we possess the skills, competence and character expected of highly trained professionals. We will foster internal relationships with an emphasis on effective communication and are committed to promoting the professional development of our personnel through quality hiring, education, and training.



COMMUNITY SERVICE

We recognize that to be an effective law enforcement agency we must have the confidence, support, and trust of our community. Therefore, we seek and welcome active partnerships that help identify and resolve issues that affect personal safety, security of property and the quality of life within community.

STRATEGIC PLAN GOALS

The Foster City Police Department has been using Strategic Planning to help focus our efforts for over a decade. The Strategic Plan is a tool we use on a daily basis to ensure continuity between our long-term goals and short-term objectives. The plan is comprised of actionable items designed to incrementally move us closer to our larger goals throughout the year. 2021 was the second year, of a three-year plan. We make sure to leave room for flexibility in the plan, so we can add smaller goals underneath the overarching goals, throughout the year, in order to meet specific needs that arise in the community. The following goals are detailed in our 2020-2022 Strategic Plan:

COMMUNITY COLLABORATION

Further our community policing efforts by creating additional opportunities for positive a meaningful interactions with members of our community

- Enhance Communications with the Foster City Community
- Increase Opportunities for Community Engagement



PROACTIVE CRIME FIGHTING STRATEGIES

Continue to develop strategies to reduce crime and improve the quality of life in Foster City

- Identify and Develop Expertise for addressing the Community's Crime and Quality of Life Concerns
- Create and Develop Methods to Stay Current with Modern Policing

EMPLOYEE DEVELOPMENT / EMPOWERMENT

Foster a supportive culture that helps employees grow and utilize their skills to better serve the community

- Review and Enhance Current Succession Plan
- Continue to Facilitate Career Growth Opportunities



RECRUITMENT/ RETENTION

Use creative and innovative methods to attract and retain the most talented employees from around the United States to become employees of our Department with a focus on diversity, equity and inclusion

- Review Recruiting Process
- Develop Employee Retention Strategies



RECOGNITIONS & AWARDS



Safest City Recognition

In 2021, Foster City was included in a list as one of the 50 safest cities in California, ranking #24, according to the National Council for Home Safety and Security, a national residential and commercial data tracking company. They used data from the FBI Uniform Crime Report statistics to determine their rankings.



The Foster City Police Department was selected to receive the Tony Hoffman Community Mental Health Service Award. The Awards recognize individuals, professionals, businesses, and the media who have made an extraordinary difference in the lives of people with mental illness and the communities in which they live. The nomination also called out the Department's commitment to being 100% Crisis Intervention Team (CIT) trained.

The safest cities in California 2021

safewise.com



During 2021, The Foster City Police Department was selected by Coins for Cops to receive challenge coins. Coins For Cops, a non-profit organization, receives generous donations and through those donations the organization then selects a police department to recognize. On October 6, 2021, Coins for Cops came to the FCPD and donated "thank you" challenge coins to each member of the department.





2021 EXPLORER AWARDS



Kellen Chang

Police Explorer

Rick Muere Top Gun Award - Fall 2021



Kellen Chang

Police Explorer

3rd in Class Top Academic Student

OEC EXCELLENCE IN SERVICE COMMENDATION



OEC Award - Dispatcher Kevin Lee

A police dispatcher must be able to make decisions and act on them with limited time and information in situations where there is an element of danger. Dispatcher Kevin Lee embodies that while maintaining respectful working relationships with co-workers, supervisors, and the general public. Kevin stays on top of his training courses and technology. Kevin has worked all shifts, including nights, weekends, holidays, and overtime. Kevin communicates with clarity, compassion, and confidence. Kevin has continuously proven to be a generational dispatcher.

OEC Award - Clarice Anderson

A police dispatcher is a rewarding career that allows you to work with the latest technology, dedicated people, and the personal satisfaction that you make a difference in people's lives. Dispatcher Clarice Anderson has left a memorable footprint on the Foster City Police Department and the City of Foster City, which she served. Clarice was a phenomenal dispatcher, leader, and friend. She was able to deal with people in a variety of emotional states, while remaining calm and professional. Through the years, she assisted with the growth of many police officers on the radio. Clarice solved problems that many people did not know existed in ways that were never told.





HONOR GUARD UNIT



A BRIEF HISTORY OF THE FCPD HONOR GUARD

The Foster City Police Department established its first Honor Guard Unit in 2019, under the guidance and leadership of now Retired Chief Joe Pierucci. The unit was comprised of those officers who volunteered for the assignment and had the willingness to create a new program from the ground up, which included designing the uniforms and creating all of the routines. The initial objective was to have an Honor Guard to represent our Department at funerals and awards ceremonies.

Over the years, the program has expanded to include many other types of functions and continues to deepen our relationship with the community as more opportunities to serve in this capacity arise. During 2021, the team was comprised of the following members of the Department, who were all also the founding members of the FCPD Honor Guard:

Sgt. Stephen Sealy - Cpl. Mayra Valdivia

Ofc. Devon Butler - Ofc. Aziz Obaidi

Ofc. Houtan Pezeshkan - Ofc. Vuong Phan

DURING 2021, THE UNIT PARTICIPATED IN THE FOLLOWING EVENTS

- April 16, 2021
50th Anniversary Flag Raising
- April 19, 2021
Officer Down Memorial
- August 29, 2021
Annual Lions Event
- September 15, 2021
FCPD Badge Pinning at Leo Ryan Park







“DRAKE” SERVICE /SUPPORT K-9

DRAKE is the Foster City Police Department’s first Service/Support K-9. He became a member of the FCPD family in July of 2021 and immediately went about making friends with everyone in the Department. Every morning when he gets to work, he walks the halls and greets everyone in the building, helping to make the FCPD an even friendlier working environment than it was before. Drake is handled by his human, Records Clerk James Geranios and they serve in a variety of capacities together. Some of Drake’s duties include attending community events, engaging with the public during mid-day walks, and visiting schools in the morning during morning drop-off to welcome children and their parents. His other primary duty is to serve during traumatic incidents as a support K-9. Drake is specially trained to provide comfort and support to victims and witnesses of all ages, providing Foster City with a valuable community service previously not available to our residents. Drake’s presence at the police department and in the community is therapeutic for officers and citizens alike, furthering our commitment towards an increased focus on mental health awareness and wellness.



MEASURE K

Drake was purchased and supported for the first two years through Measure K. Measure K is a countywide half-cent sales tax extension passed by local voters in November 2016 to support essential County services and to maintain or replace critical facilities. The original tax was passed in 2012 (assigned as Measure A on that ballot). Measure K extends the sales tax for 20 years, until March 31, 2043.

Foster City Police Department is eternally grateful for the opportunity to use Measure K funds to bring such an important and needed service to our community and Department.







STRIDES TOWARDS MENTAL HEALTH AWARENESS



The Foster City Police Department is dedicated to helping those in crisis. All of our officers receive crisis intervention training upon completion of the field training program. In 2021, the Foster City Police Department, along with several mental health organizations in San Mateo County were able to help hundreds of people in crisis.

The police department has a dedicated Corporal that conducts follow up visits with those in need, attends county meetings and collaborates with county resources to ensure the best outcome. Those organizations include, the San Mateo County Behavioral Health and Recovery Services, Assisted Outpatient Treatment San Mateo County, the Family Assertive Support Team (FAST), Golden Gate Regional Center, Life Moves, the Mental Health Association of San Mateo County, the National Alliance on Mental Illness (NAMI), and Telecare.

OFFICER WELLNESS



Animus, Corpore, et Spiritus

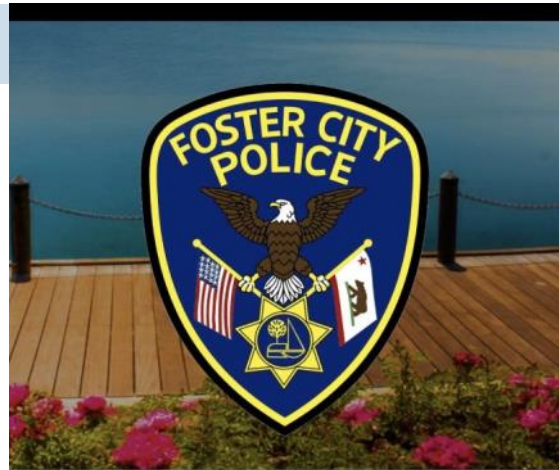
The Police Department's Wellness Program is an organized approach to providing staff members with the resources that will aid them in successfully managing the stressors attributed to dealing with the stressors of police work.

The goal of the Wellness Program is to provide resources, training, and to raise awareness to the benefits of adopting wellness practices. A Wellness Advisory Working Group has been formed to administer the program.

The work of the group has resulted in a wellness app being deployed for use, various trainings being provided to staff, and resources now available specific to first responders through a new employee assistance plan.

The program serves the sworn and professional staff as well as volunteers of the Foster City Police Department. Police Department employees benefit from the resources and training by becoming aware of the positive effects of adopting practices that contribute to their wellbeing. The police department gains the benefit of having staff who are better prepared to serve the community of Foster City and the community of Foster City benefits from the continuity of professional police services.

The Wellness Program is part of our efforts to create a culture of wellness that will continue throughout members of the police departments careers and long after.



LIGHTHOUSE



Lighthouse

RESOURCES



My Agency's Resources



Personal Wellness



Mental Health



Physical Fitness & Health



Financial Fitness



Substance Use & Addiction



Self Assessments



Find A Therapist



COPLINE - 24-hour CONFIDENTIAL Public Safety Officer Support Line

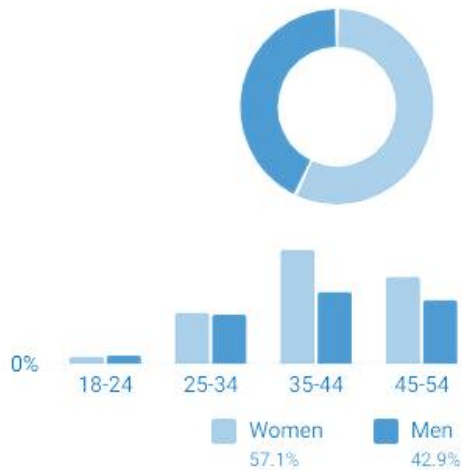
800-267-4563



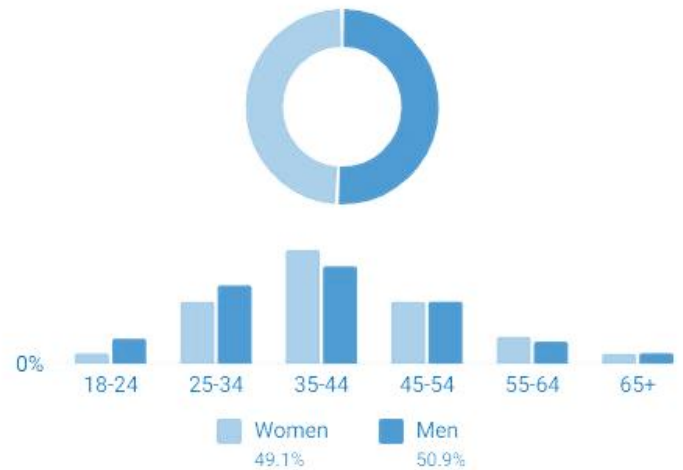
SOCIAL MEDIA

The Foster City Police Department is committed to maintaining a healthy relationship with its community members. Utilizing various social media platforms has allowed us to engage with our community members and capture memorable events. One of our many goals is to maintain a presence within the community. Our goal is to continue building a community partnership while engaging in a neutral and fun environment where the experience of interacting with a law enforcement officer is humanized. Throughout 2021, our social media followers increased from 3,400 followers on Facebook to 4,100. We also saw an increase in our Instagram followers from 1,600 to 1,700.

Age & Gender ⓘ



Age & Gender ⓘ

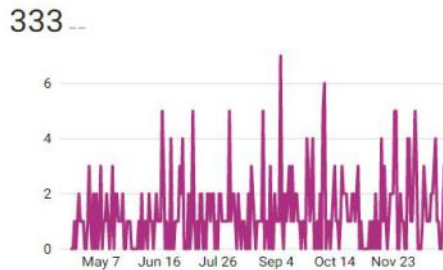


New likes and followers

New Facebook Page Likes ⓘ



New Instagram Followers ⓘ

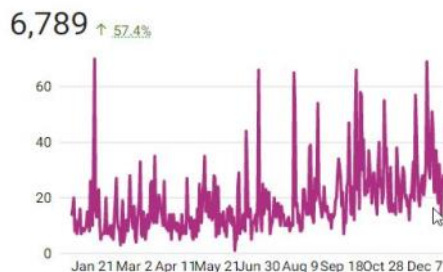


Page and profile visits

Facebook Page Visits ⓘ



Instagram Profile Visits ⓘ



Facebook	Followers
Female	57.1%
Male	4.9%
Instagram	Followers
Female	49.1%
Male	50.9%

Start of 2021	
Facebook	3.4k
Instagram	1.6K
End of 2021	
Facebook	4.1k
Instagram	1.7K



fostercitypd During Preschool Story Time at the Foster City Library, Community Service Officer Choy had the pleasure of volunteering to read to these happy toddlers.

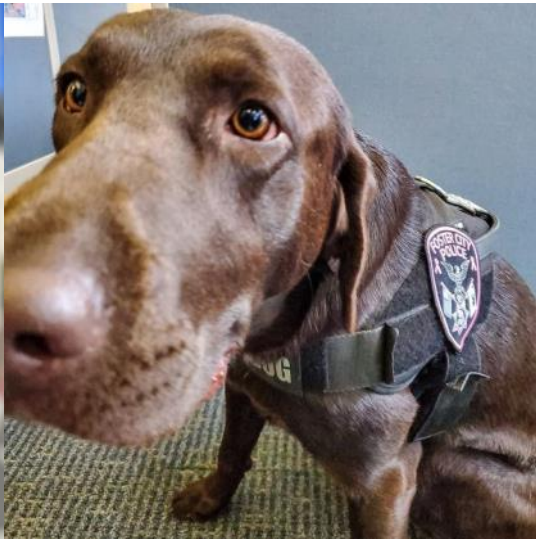
#FCPDcares #StoryTime #CommunityConnect #BuildingRelationships #Literacy



Foster City Police Department
Published by Noel Prado · October 29, 2021 ·

During school safety at Brewer Island, Sgt. Shaffer located a duck crossing the road and a little mermaid out of the water. Halloween parade or new fashion trend?

#HappyHalloween #SchoolSafety #BrewerIslandHalloweenParade



Every October, our **Foster City Police Department** shows their support for Breast Cancer Awareness Month. Even Drake the service dog shows his support!

This year, they're inviting the whole community to join in solidarity.

Now through October 31, stop by the Foster City Police Department (1030 E Hillsdale Blvd) during business hours and pick up a limited-edition pink patch for just \$10. All proceeds go to the American Cancer Society.



SOCIAL MEDIA

In August of 2021, the FCPD created the position of Community Engagement Officer. The role of this position includes managing all production and content for the department’s social media platforms. In addition, this position is also tasked with much of the public relations aspect pertaining to the department and the community.

Social media flourished throughout the year documenting events such as National Night Out, the Foster City Tree Lighting, and several book readings. In addition, we had entertaining posts like that of an FCPD officer displaying his fitness skills by jump roping into over 1000 views.

Foster City Police Department
Published by Noel Prado · November 28, 2021 ·

What gets you going in the morning?
Here's Ofc. Pezeshkan having his early morning dose of "get it" as he blasts through the ropes!
What's your favorite exercise?
#RopeGame #Fitness #StayReady #FCPDfit



Foster City Police Department
Published by Noel Prado · December 17, 2021 at 3:03 PM ·

During the Foster City book drive Community Service Officer Stevenson had the opportunity to read Pete the Cat to our eager little bookworms.
Reading and continuous education on literacy promotes a growth mindset.
#FosterCityBookDrive #FCPDcares #Literacy #ReadingTime



Foster City Police Department
Published by Noel Prado · October 15, 2021 ·

The Ponte family came by the FCPD show CSO Stevenson their deep appreciation for the act of valor he displayed earlier in the year. On the first day of school, 5-year-old Julia was attempting to cross the street at the same time a vehicle was approaching. CSO Stevenson immediately noticed that the distracted driver was on their cellphone and the vehicle was traveling directly towards the young girl. He instantly stepped in front of the vehicle, got the driver's attention, and prevented a disastrous outcome.

While we would never train an employee or ask them to step in front of a moving vehicle, sometimes your instincts take over and you react. CSO Stevenson's instincts to save the child at his own expense was an amazing show of his courage and commitment to this community."

#WeCare #CommunityPartnership #SchoolSafety



COMMUNITY ENGAGEMENT



The Foster City Community Academy began on September 22, 2021, and concluded on October 20, 2022. It consisted of 12 academy attendees that ranged from various backgrounds, ages, ethnicities, and life experiences. The classes were taught by Foster City Police Sergeants, Corporals, Detectives, and Officers. A special guest speaker appearance was made by the Chief of Police Tracy Avelar. Deputy District Attorney Sharon Lee also made a guest appearance and volunteered her time to teach a class on court room proceedings.

The experience provided participants with an in-depth look at what the duties of a law enforcement officer actually entail on a daily basis. It gave an deeper understanding of the parameters that encompass an officer's split second decision making process.

The attendees had an opportunity to engage in various topics and learn about patrol activities, procedures, use of force, rapid response incidents, investigations, and the role of the detective bureau. They completed the academy with hands on scenarios, in which they had an opportunity to apply what they had learned throughout the previous weeks. Ultimately, the night concluded with a graduation ceremony, graduation certificates, and plenty of cake.





COMMUNITY ENGAGEMENT



COFFEE WITH A COP



During 2021, the Foster City Police Department partnered with Starbucks for Coffee with a Cop. The first event took place on August 26, 2021, at the Starbucks located at Alma Lane. The second event took place on October 6, 2021, at the Starbucks located at Metro Center Boulevard.

Both events yielded a great turnout with community members having an opportunity to meet with officers and department staff in a neutral, fun, and engaging environment. Taking time to meet at a neutral location provides the opportunity for real conversations about issues that matter. Coffee with a Cop events take place at local restaurants so that community residents can sit down with officers and ask questions or share what's on their mind.



Keep an eye out for several different locations in 2022.

More Than 15,000 Events Worldwide in Six Years

15,000+

EVENTS

50

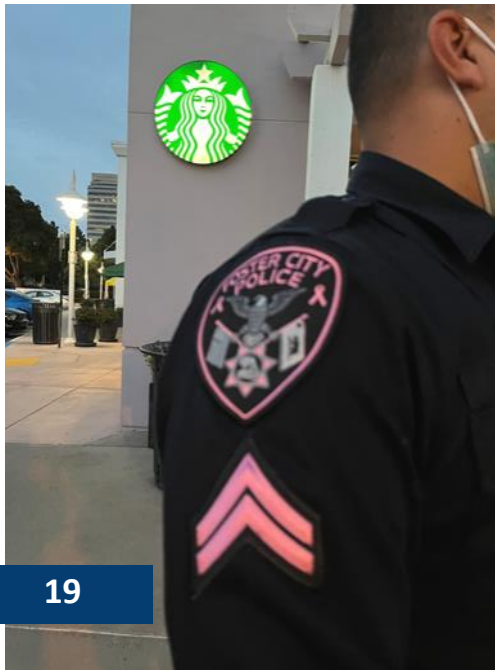
STATES

5+

LANGUAGES

15

COUNTRIES



1000 Metro Center Blvd
Foster City, CA

STARBUCKS COFFEE

Oct 6th 2021
8:00am-9:30am

JOIN YOUR NEIGHBORS AND POLICE OFFICERS FOR COFFEE AND CONVERSATION!

No agenda or speeches, just a chance to ask questions, voice concerns, and get to know the officers in your neighborhood
For more information, contact the Community Engagement Officer
Noel Prado 650-286-3324



BODY BLAZE BOOT CAMP



2021 FCPD OPEN HOUSE



This year's open house was a joint effort with Public Works and the San Mateo Consolidated Fire Department. The event was well received with an attendance of approximately 400 individuals consisting of adults and children.

The highlights included equipment displays and demonstrations conducted by Firefighters, Public Works, and the Foster City Police Department. Police Department staff included the Chief of Police, Police Captains, and Police Lieutenants, who assisted in the event as tour guides.

Guests were able to see the detective's area as well as find out where the Dispatch center was located. They walked through the report writing area used by officers and visited the line-up room where officers gather prior to going out to patrol. The police department displayed many of the tools utilized by officers and the public had the opportunity to learn about them and hold them.





FLEET



POLICE — 2 — PEACE

The Foster City Police Department fleet currently consists of twenty (20) marked and unmarked vehicles to support both the Patrol and Administrative divisions' 24/7 operations schedule. All our vehicles are manufactured by Ford, except for our two BMW motorcycles. Most of the vehicles assigned to the Patrol division are outfitted and equipped identically with access to communications via police radio and RIMS via MDT. Our fully marked (black and white) police vehicles also have Peace Officer lettering on the front quarter panels signifying our partnership with Police2Peace.



17,985

TOTAL DEPARTMENTS

14,819

TOTAL POLICE

3,166

TOTAL SHERIFF'S

6,871

DEPARTMENT REACH



PATROL VEHICLES:

- (1) 2019 Black Ford Police Interceptor Utility
- (4) 2020 Black and white marked Ford Police Interceptor Utility
- (5) 2021 Black and white marked Ford Police Interceptor Utility
- (1) 2015 BMW police motorcycle
- (1) 2016 BMW police motorcycle
- (1) Ford F250 pickup

ADMINISTRATION AND DETECTIVE VEHICLES:

- (7) Unmarked Ford vehicles

AUTOMATED LICENSE PLATE READER (ALPR)



In late 2021, Flock Automatic License Plate Readers were installed in strategic points around the City in order to assist the Foster City Police Department with tracking leads and solving crimes. With this new technology, the FCPD was able to develop leads in cases that would have previously went unsolved.

FCPD uses Flock Safety technology to capture objective evidence without compromising on individual privacy. FCPD utilizes retroactive search to solve crimes after they've occurred. Additionally, Foster City CA PD utilizes real-time alerting of hotlist vehicles to capture wanted criminals.

The data captured through the automatic license plate readers is secured within the server, unless and until an officer has a reason to search for specific information. All searches must have an incident or case number and are highly audited. FCPD has elected to use the Transparency Portal which is available on our website at all times.

We believe that license plate data is sensitive and treat it accordingly to protect the privacy of law-abiding people living in Foster City and the surrounding areas. The data is securely stored, with encryption, and automatically deletes every 30 days, on a rolling basis, limiting risk and keeping the data only as long as we need to track leads and solve crimes.

What Does An ALPR Do?

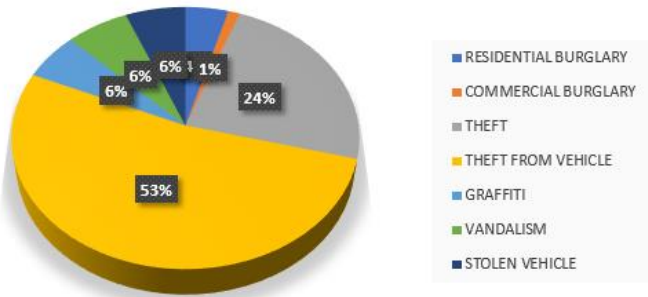
Automated license plate readers are high-speed cameras that can quickly catch photographs of license plate numbers to capture their location at a specific time and date. Our ALPRs are stationary. Stationary license plate readers are attached to specific locations such as traffic lights, exit ramps, telephone poles, trailers, or street poles. Any wanted, known suspect, or individual driving a stolen vehicle, who drives by a stationary license plate reader, will send an alert directly into the FCPD Dispatch center.



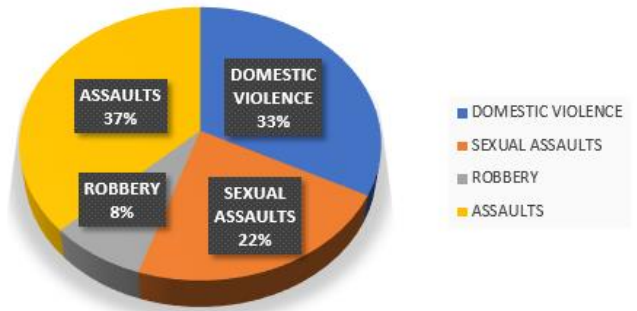


CRIME STATISTICS & COMPARISON

2021 PROPERTY CRIMES



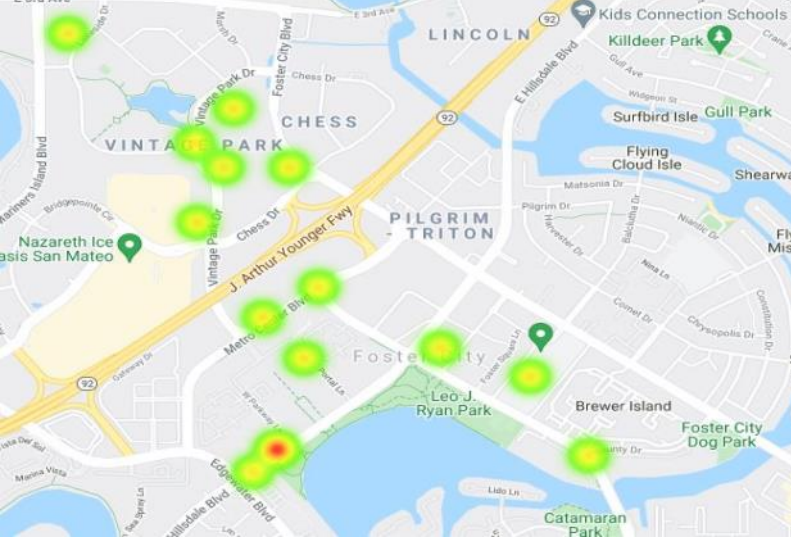
2021 VIOLENT CRIMES



In 2021, Foster City experienced a 67% decrease in commercial burglaries when compared to 2020. Overall, crime has spiked in 2021 compared to 2020, which was consistent with what San Mateo County experienced as well. Thefts from vehicles was the most common crime with an 18% increase, many being thefts of catalytic converters. Many of these cases were cleared through proactive officer on-view arrests and comprehensive investigations.

In 2021, Foster City experienced a 41% decrease in domestic violence and a 21% decrease in assaults incidents when compared to 2020. The amount of robberies in 2020 and 2021 remained the same. Foster City experienced a 33% increase in sexual offenses when compared to 2020. Many of these cases were cleared (or solved) through proactive officer on-view arrests and comprehensive investigations.

CRIME TYPE	2020	2021	CHANGE
RESIDENTIAL BURGLARY	14	30	114%
COMMERCIAL BURGLARY	24	8	-67%
THEFT	150	161	7%
THEFT FROM VEHICLE	295	360	18%
GRAFFITI	23	40	43%
VANDALISM	43	44	2%
STOLEN VEHICLES	28	42	33%
DOMESTIC VIOLENCE	49	29	-41%
SEX CRIMES	15	20	25%
ROBBERY	7	7	0%
ASSAULTS	42	33	-21%
VIOLENT CRIMES TOTAL	113	89	-21%
PROPERTY CRIMES TOTAL	577	685	16%
OVERALL CRIME TOTAL	690	774	11%



246
POLICE ARRESTS



24,872
POLICE INCIDENTS COMPLETED



179
MISDEMEANOR ARRESTS



16,424
CALLS FOR SERVICE

HIGHLIGHTS



8,448
OFFICER INITIATED INCIDENTS



2,027
REPORTS WRITTEN



577
FELONY REPORTS



125
COLLISION REPORTS



1636
TRAFFIC STOPS

TRAINING



Training to escape from underneath a subject to regain a position of advantage.

2021 FCPD TEAM TRAINING SCHEDULE

- RANGE / FIREARMS
- CPR PRACTIAL / FIRST AID
- TASER
- DE-ESCALATION
- IMPACT WEAPONS / LESS LETHAL
- MOBILE FIELD FORCE
- BLOOD BORN PATHOGENS
- LEXIPOL AND POLICY
- DEFENSIVE TACTICS
- BIAS AND RACIAL PROFILING
- PRINCIPLED POLICING
- ACTIVE SHOOTER
- BUILDING SEARCHES
- DOMESTIC VIOLENCE
- PURSUIT REFRESHER

Gracie Survival Tactics (GST)

In 2021, the Foster City Police Department sent officers to the Gracie Survival Tactics instructor course, which is owned, operated and taught by the famous Gracie Jiu-Jitsu family. Those officers brought the program back to the FCPD and began passing along the skills and knowledge learned, to help make our officers safer and more confident in their abilities to defend themselves and others. The goal of the GST program is to create an arrest and control program that provides the optimal solution to help law enforcement officers do their jobs as safely as possible. Although GST was developed for its tactical effectiveness, its leverage-based techniques are less likely to cause serious injury to both the officer and arrestee.

Training Topics

- **Survival & Escape Strategies:** The GST course trains participants to use reliable leverage-based techniques to neutralize the initial barrage of strikes and escape from underneath the subject to regain a position of advantage.
- **Weapon Retention Techniques:** A number of law enforcement officers who are killed in the line of duty are shot with their own weapon. Furthermore, when a suspect disarms a police officer of any of their less lethal weapons, chances of the officer having to escalate to deadly force increase exponentially. The GST course teaches a series of simple yet highly-effective weapon retention principles that will defeat an attacker's attempt to disarm the officer from any position in the fight, standing or on the ground.
- **Tactical De-escalation:** Since the techniques are all based on non-violent control holds, and do not emphasize the use of strikes, they are inherently de-escalatory. So even in the middle of what would otherwise be perceived as a violent physical encounter, a GST-trained officer can stay calm and mitigate the need for a higher level of force.
- **Arrest & Control Procedures:** In a physical altercation with an actively aggressive subject, the interaction isn't resolved until the threat has been neutralized and the subject is safely in custody. As such, the GST course specializes in the application of easy-to-learn highly effective handcuffing techniques that can be

WYSM (WHY'D YOU STOP ME) TRAINING



Foster City Police Department brought the Why'd You Stop Me (WYSM) training to Foster City in 2021. The entire FCPD attended the training. The training focused on Procedural Justice pillars and the impact a police contact can have.

The program creator, Long Beach Police officer, Jason Lehman, says it was apparent that acts of violence between the community and police could be greatly reduced if both parties could step into each other's shoes to see, hear and feel the power struggle we each faced.

When evaluating the training, FCPD and several members of other police departments that attended had an overwhelmingly positive reaction to the unique training, some saying it was the best training they had been to in their career.

GRACIE SURVIVAL TACTICS (GST)



GRACIE UNIVERSITY®



PATROL OPERATIONS

The Foster City Police Department's Patrol Division is the backbone of the department and is the largest, most visible division. They are the ones who the public sees responding to calls for service, on the street behind the wheel of a police car, looking for a lost child, comforting the victim of a crime, arresting an armed felon, enforcing traffic laws, conducting traffic accident investigations, providing proactive patrol and leading preliminary criminal investigations. The patrol division is composed of uniformed officers responsible for responding to emergency and non-emergency calls. Their primary focus is the protection of life and property.

There are five patrol teams that are responsible for providing 24/7 service to our citizens. The Patrol Division works closely in partnership with other FCPD Divisions, governmental agencies, and community organizations to help address crime and quality of life issues at the neighborhood level. As you are all aware, 2021 has had its share of challenges, much like 2020. Throughout, the Patrol Division has maintained staffing, response times, and provided police services at the highest possible level. Officers continue to respond to calls for service and conduct proactive enforcement while adhering to the ever-changing public health orders. Despite the difficult circumstances, FCPD's patrol officers maintained their staffing levels to provide police services at the highest possible level. In 2021, officers responded to 17,793 calls for service, and completed 8448 officer initiated activities.



USE OF FORCE

In 2021, officers of the Foster City Police Department handled 26,241 incidents. Of those incidents, officers made 246 arrests and committed a person having a mental or emotional crisis to get care 67 times, totaling 313 contacts. During these contacts with persons, officers of the Foster City Police Department used force 17 times (4% of incidents). This analysis shows that officers used force while conducting activities in which officers were exposed to a higher risk of encountering violent criminals, taking into custody a person resisting arrest to prevent being jailed, or when committing a person experiencing a mental/emotional health crisis who physically resisted officers or was out of control and had to be physically controlled.

- ◆ **10 (59%) incidents involved an officer pointing their duty weapon**
- ◆ **3 (18%) incidents involved an officer pointing a TASER at a person and gaining compliance**
- ◆ **4 (23%) incidents involved an officer using control holds and verbal commands**

Incidents Involving Taking A Person Into Custody (313)



■ No Force 296 ■ Pointing Firearm 10 ■ Pointing a TASER 3 ■ Control Holds 4

RECORDS BUREAU



The Foster City Police Department Records Division provides assistance to the citizens of Foster City with report requests, facilitating citation sign-offs, processing vehicle releases, providing police-related information along with a variety of specialized administrative and technical duties. The FCPD's records section is responsible for tracking and recording any and all papers or files generated by the FCPD. Often the first contact at the Police Department, records personnel strive to deliver professional, responsive and courteous service with every interaction. With all that 2021 brought us, our records personnel continued to provide exceptional service to our Department and community members. Records remained staffed throughout the year, and processed crime and traffic reports, background checks, report requests, PRA requests, DOJ reports, and answered the phones. They also processed internal requests from Department employees and the many requests we receive for information from neighboring law enforcement agencies. The records staff made countless citizen contacts throughout the year, and represented the FCPD and the City of Foster City with a customer service first mentality.

Public Records Requests Processed-14
Report Review and Approval-2,027
Records Requests Processed-265



CRIME PREVENTION

The Foster City Police Department's Crime Prevention Bureau's responsibility is to educate and work with community members on crime prevention efforts. Crime Prevention is a partnership between the community and the Police Department that involves all sectors of the community as equal partners. Truly effective prevention requires addressing known sources of crime and working to reduce crimes of opportunity. The Foster City Police Department is committed to crime reduction and prevention by creating a partnership with the community.





DISPATCH

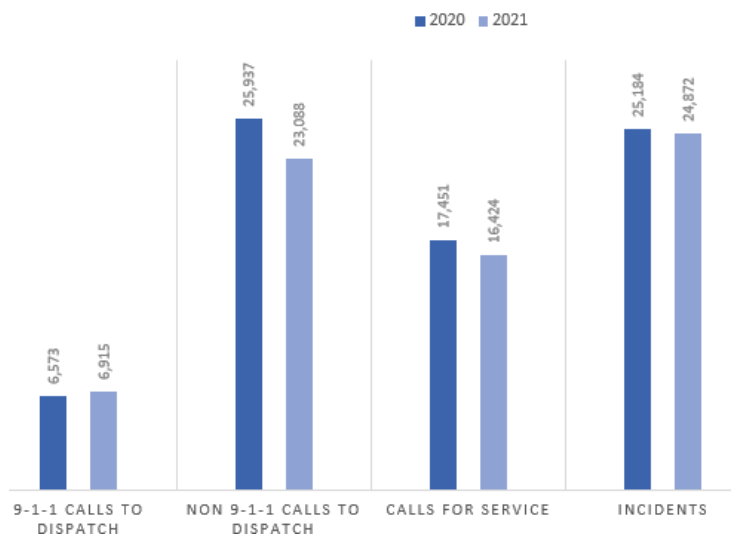


The Dispatch Center is the primary answering point for all 911 calls for the City of Foster City and dispatches for the Foster City Police Department while routing calls primarily for the Fire Department/medical services to the proper communications team.

The center is staffed 24 hours a day, 7 days a week. We currently have 1 Dispatch Supervisor, 1 Lead Dispatcher, 5 full-time Dispatchers, and 2 per-diem/part-time Dispatchers.

The Communications Center answers both emergency and non-emergency calls and act as a liaison between the members of the community, other agencies, department personnel, and field units in support of organizational goals and objectives.

ACTIVITY LEVEL



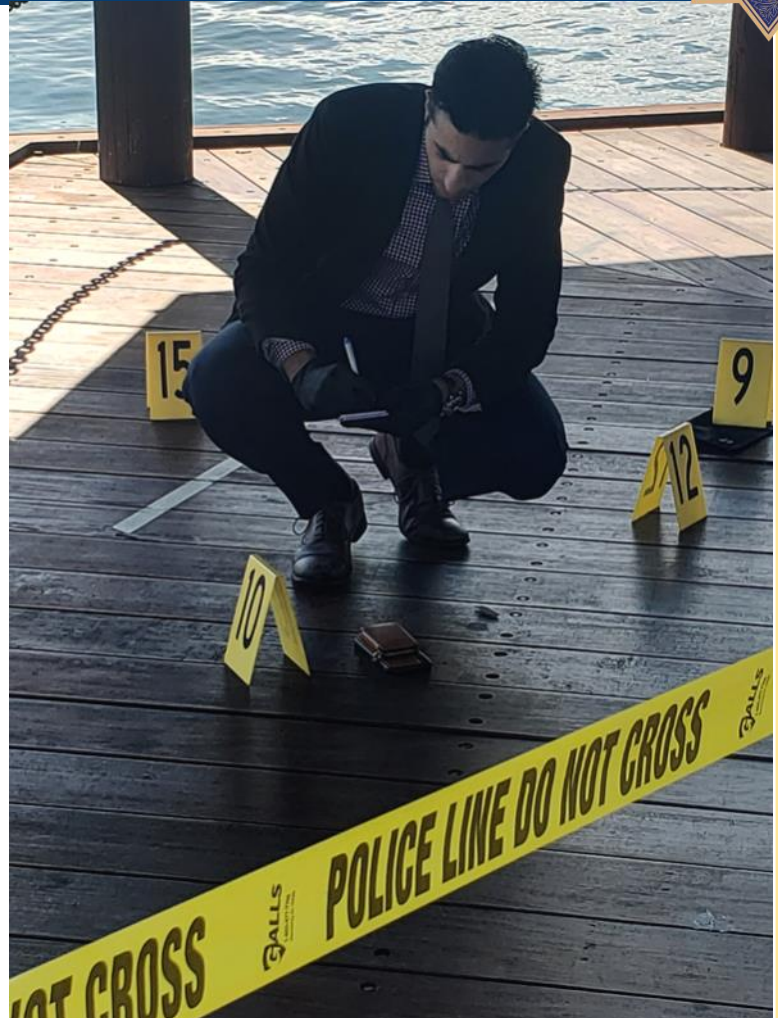
- 6,166
POLICE EMERGENCY CALLS
- 23,681
POLICE NON-EMERGENCY CALLS

DETECTIVE BUREAU



The Foster City Detective Bureau consists of one sergeant and two detectives. The primary mission of this unit is to support the patrol division and complete investigations which would be too involved or time intensive for the patrol division to handle. This unit is also responsible for all major crimes, including homicide, sexual assault, violent crimes against persons, human trafficking, and drug sales. Additionally, they conduct investigations into white collar crimes and perform follow-up investigations into property crimes, and they conduct covert undercover operations in plain clothes when required. They are also responsible for writing and executing search warrants, tracking wanted subjects, and utilizing computer forensics to resolve cases.

Another major function of the Detective Bureau is to liaison with the San Mateo County District Attorney's office and assist in the preparation and finalization of cases for court. As detectives are routinely the last people to work on a case, they commonly also serve as the primary officer throughout jury trials and during other court functions. The detectives are also responsible for partnering with neighboring San Mateo County detective units, and working with outside agencies like the FBI, U.S. Marshalls, SJPD Internet Crimes Against Children task force, the Secret Service, U.S. Postal Inspectors, as well as any other law enforcement entity necessary to complete an objective.



2021 FCPD DETECTIVE BUREAU

- Accepted **99** cases for Investigation.
- Forwarded for prosecution, or otherwise resolved **96** cases.
- Wrote and conducted **62** search warrants.



NEW EMPLOYEES



**Dispatcher
Nicole Sand**



**Community Service Officer
Marcel Stevenson**



**Community Service Officer
Laura Choy**



**Police Officer
Jimmy Nguyen**



**Police Officer
Joyce Unga**



**Reserve Police Officer
Anthony Padilla**



Police Explorer
Kaden Chang

Police Explorer
Kellen Chang

Service/Support K-9
Drake

NEW ASSIGNMENTS



Crime Prevention Corporal
Marcus Terry

Community Engagement Officer
Noel Prado



LAW ENFORCEMENT OATH OF HONOR

On my honor, I will never

Betray my integrity, my character

Or the public trust.

*I will always have the courage to hold
myself and others accountable for our actions.*

*I will always maintain the highest ethical
standards and uphold the values of my
community, and the agency I serve.*



The Foster City Police Department would like to thank the City Council, City Staff, and especially our community for their continued support.

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FOSTER CITY POLICE DEPARTMENT

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Special Thanks to Sgt. Michael Greene and Ofc. Noel Prado for their tireless efforts in putting this document together.