

2022



ANNUAL
REPORT



FOSTER CITY POLICE DEPARTMENT



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CHIEF'S MESSAGE

I am honored on behalf of the women and men of the Foster City Police Department to share the Foster City Police Department 2022 Annual Report. This report reflects information about your police department and the members of the department, statistics, and an incredible amount of hard work by some amazing individuals. I am always so impressed with the ability of our staff.

We went through all of 2022 with significant staffing vacancies as did most of the police departments in our county, state, and the nation. The labor force has not just been challenging in policing, but in all areas of the public and private sectors. The impact of those vacancies was felt throughout the department. Doing more with less is not sustainable and never has been. When you have less you are forced to prioritize and triage. We have minimum staffing levels for patrol operations, which will not be compromised. That means however, that many times officers are called in to work on their days off.

Mental health and wellness was a priority and our Wellness Committee made great strides to provide information and services for all members of the department. As we learn more about what our employees need to best serve this community, we will continue work in that area.

Our social media team provided information and entertainment with posts ranging from crime trends, traffic statistics, and crime prevention tips, to entertaining posts designed to connect with the community. They also highlighted the many events we attended and hosted, such as Coffee with a Cop and the FCPD Open House. Every member of the social media team does it as a collateral duty, meaning they do it in addition to their normal duties and responsibilities. I for one could not be prouder of the work they do.

Foster City was once again listed in the top 50 safest cities in California at number 32. This annual report includes information on our mission to prevent and solve crimes as well as statistics related to our records bureau and calls into the dispatch center.

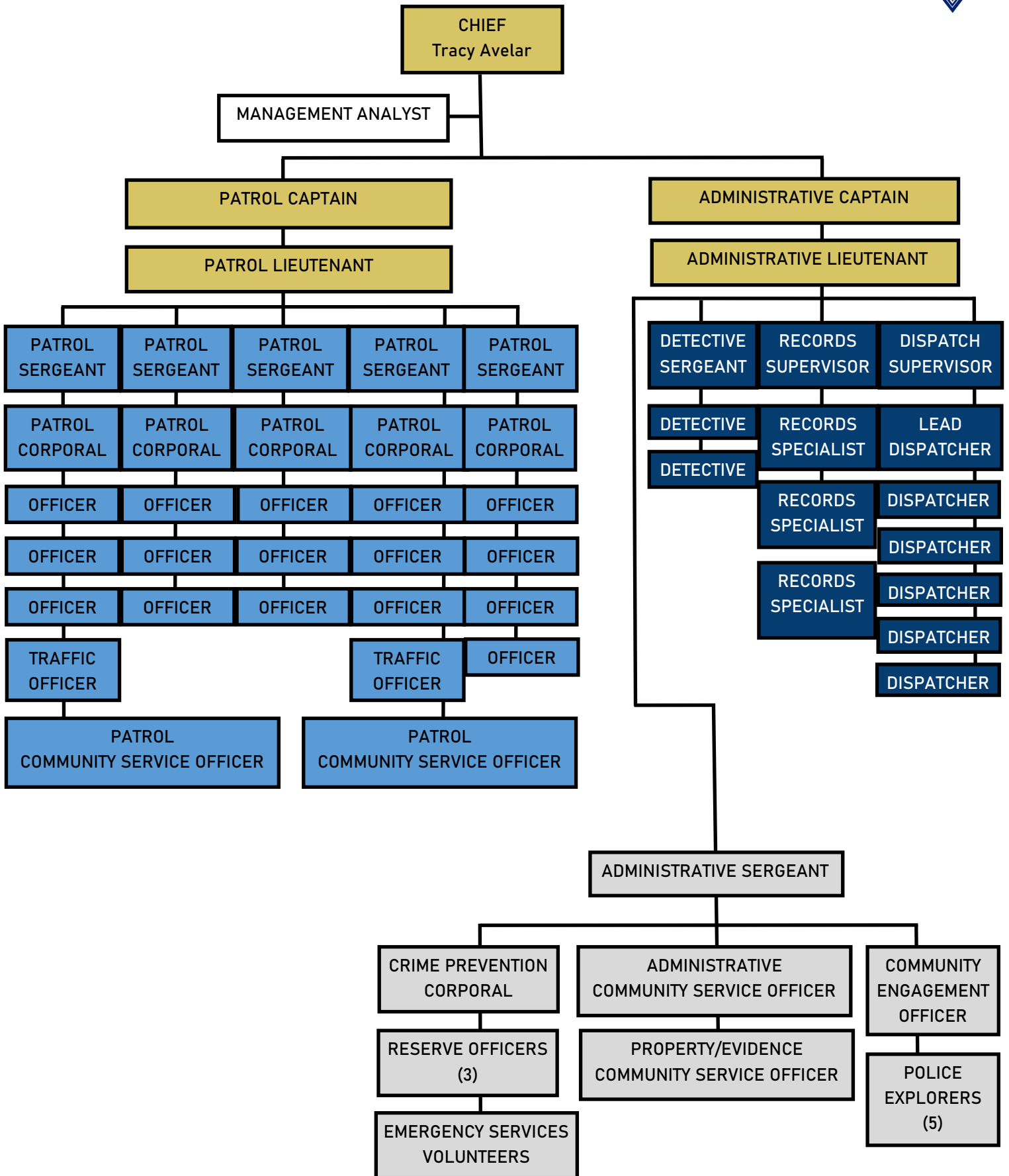
The professional staff and sworn members of this department have proven time and time again that they are committed to providing the best service possible for the betterment of our community and this profession. I am so honored to be a part of the City of Foster City team and the Foster City Police Department.

A huge thank you to our community members and partners. We literally could not do what we do without you. Another huge thank you to our City Council for their support. Finally, to the members of our City staff, thank you for the continued partnership and collaboration.

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 community.

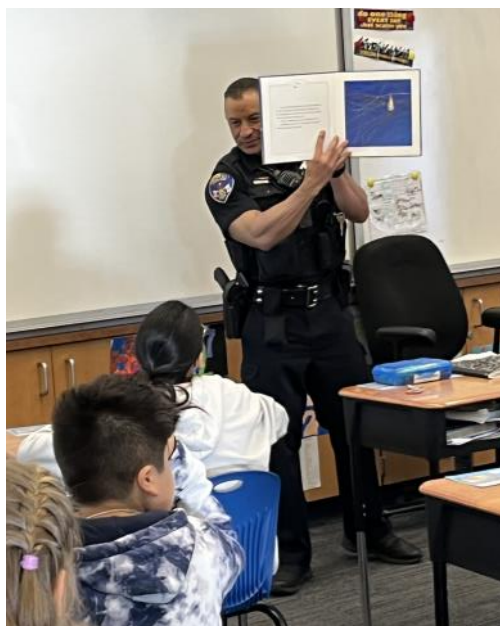


INTEGRITY

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 the Foster City 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. 2022 was the second year of a three-year plan. 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.



PROACTIVE CRIME FIGHTING

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



EMPLOYEE EMPOWERMENT

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



RECRUITMENT/RETENTION

Use creative and innovative methods to attract and retain the most talented employees with a focus on diversity, equity and inclusion.



MENTAL HEALTH AWARENESS

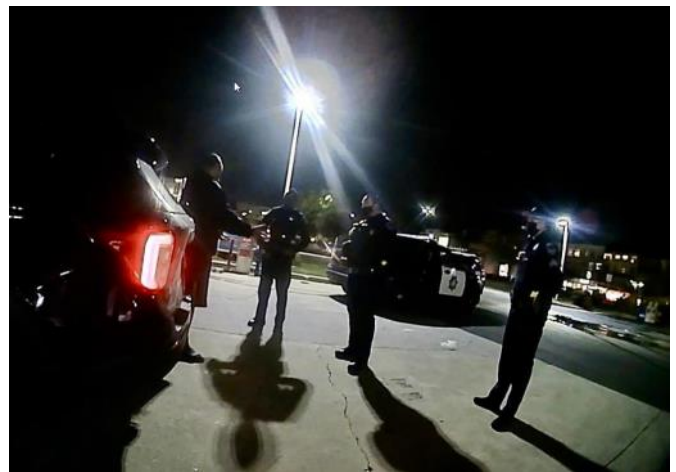
The Foster City Police Department is dedicated to helping those in crisis. All of our officers receive crisis intervention training (C.I.T) upon completion of the field training program.

In 2022, 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 of 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.

Advanced Crisis Intervention Training

In 2022, the Foster City Police Department took our commitment to mental health awareness another step forward and began sending many officers to **Advanced Crisis Intervention Training**, in addition to their core CIT certification. We believe this training is critical for ensuring the safety of our community members and our officers.



Threat Advisory Team

The Foster City Police Department participates in a county-wide threat advisory team who meet monthly. These meetings are attended by a large contingent of law enforcement and mental health professionals from across the county. The purpose of the team is to network and share case information about potential threats, and roundtable to come up with creative solutions for complex issues. We believe this type of information and resource sharing is essential to providing the Foster City community, and the greater San Mateo County communities, with innovative solutions. Our own Cpt. Martin Ticas chaired the team in 2022.

THREAT ASSESSMENT

Threat Assessment Process





Wellness Committee

The Foster City Police Department understands that the best way to serve the community is to take good care of their officer's mental and physical well-being. Officers work long shifts, experience traumatic situations regularly, and are constantly in dangerous situations that could compromise their physical well-being. Due to these factors, this type of work comes with naturally elevated stress levels, leading to a poor diet, lack of exercise, inconsistent sleep patterns, loss of interest in personal hobbies, and other mental and physical health-related issues. The FCPD knows that an officer who is not mentally and physically healthy is not best equipped to serve the community. Due to these unavoidable realities, the Foster City Police Department formed a Wellness Committee comprised of employees who volunteered to help find ways to support wellness throughout the Department. The group is committed to finding and distributing wellness related resources to employees. One way of getting these resources to officers has been with the Lighthouse phone application, which gives officers a direct line to a variety of wellness related resources.

RESOURCES



My Agency's Resources



Personal Wellness



Mental Health



Physical Fitness & Health



Financial Fitness



Substance Use & Addiction



Self Assessments



Find A Therapist



Chaplains



Helpful Resources & Referrals



Other Trainings /Events

Peer Support Group

In 2022, the Foster City Police Department accepted nominations from our own ranks for people to serve as a peer support team. The team was selected and will be attending training to be able to deliver critical support resources to their peers such as:

1. **Critical incident debriefing**
2. **Family needs**
3. **Death notification/funeral planning**
4. **Extra support during critical incidents**
5. **Recognizing mental health warning signs**





FLEET



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

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. Our fully marked (black and white) police vehicles also have Peace Officer lettering on the front quarter panels signifying our partnership with Police2Peace.

POLICE2PEACE

Police2Peace is a national nonprofit which provides programs and training for community policing members from the activist and police communities. Police2Peace works across the country serving both small departments and large agencies. For this reason, we represent the diverse stakeholders we serve.

The mission is to unite police departments and communities around programs that uplift and heal them.

The vision is to redefine, reimagine and advance policing on a national scale through the framework of police officers as "Peace Officers."

The goal is to transform 1/3 of the nation's 18,000 police and sheriff's departments into "Peace Officers" within five years.

FLOCK ALPR SUCCESS STORIES



In 2022, the FCPD utilized Flock Automated License Plate Readers to solve a wide variety of crimes which may have gone otherwise unsolved. Using this new technology, officers were able to solve and make arrests in the following types of cases, some of them numerous times over:

- Stolen vehicles being driven into Foster City
- Robbery
- Shoplifting
- Vehicle Burglary
- Felony Hit-and-Run
- Reckless Driving
- Residential Burglary
- Catalytic Converter Theft
- Bicycle Theft
- Assault with a Deadly Weapon
- Elder Abuse

What Does An ALPR Do?

ALPR's are high-speed cameras that can capture photographs of license plate numbers. We have 20 total ALPR's. The ALPR's primary function is to monitor vehicular traffic coming into and leaving Foster City. Vehicles with known crimes or wanted persons attached to the vehicle, will trigger an alert into our dispatch center. They also serve as an outstanding and proven investigative tool for crimes that occur in Foster City.

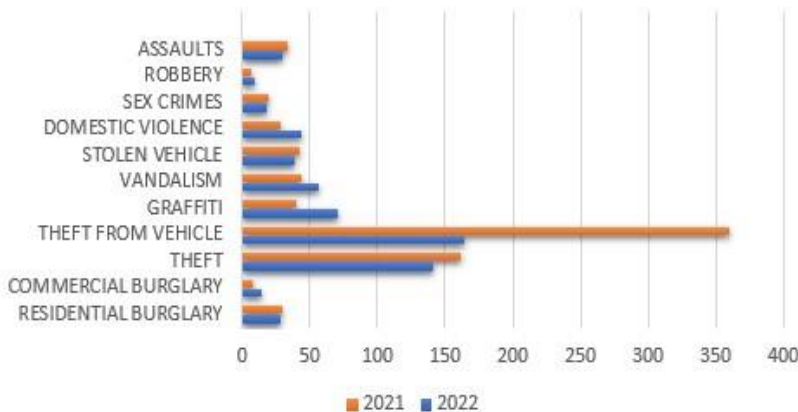
In one situation, two suspects forcefully removed a \$30,000 watch from the elderly victim's wrist, causing an injury. A suspect vehicle description was provided, with visual of the vehicle also available from residential surveillance video. The suspect vehicle and license plate were located through a simple Flock search for similar vehicle types. A red flag was placed on the vehicle in Flock. The vehicle was then captured on another department's Flock system and the vehicle was stopped by that agency. FCPD responded and arrested three suspects for robbery and elder abuse with an injury. The watch was recovered and returned to the victim.

In another incident, the suspect robbed and shot at the victim in the victim's garage before stealing the victim's wallet. A suspect vehicle description was generated using Foster City's Flock system. The suspect then used the victim's credit card in a neighboring city, who also had Flock cameras operational. Using the Millbrae Flock camera system, the suspect was identified and eventually arrested for shooting at an occupied vehicle, robbery, burglary, assault with deadly weapon, public firearm charge and unauthorized use of a credit card.



CRIME STATISTICS & COMPARISON

CRIMES BETWEEN 2021 AND 2022

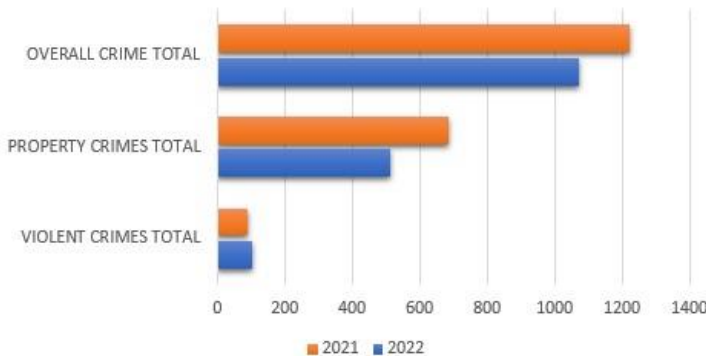


In 2022, Foster City experienced a 74.8% reduction in thefts from vehicles when compared to 2021. Foster City also saw a 13.2% reduction in general thefts, a 10% reduction in stolen vehicles and a 6.8% reduction in residential burglaries.

Overall, there was a 28.7% reduction in all property crimes, despite modest increases in the areas of graffiti, vandalism and commercial burglary.

In 2022, Foster City experienced a 10.5% decrease in all crimes of a sexual nature, and a 9.5% decrease in assaults when compared with 2021. Foster City experienced a 41% increase in domestic violence and a 25% increase in robberies, with the vast majority of these cases resulting in the identification and arrest of the suspect(s).

TOTAL CRIMES BETWEEN 2021 AND 2022



CRIME TYPE	2022	2021	CHANGE
RESIDENTIAL BURGLARY	28	30	-6.8%
COMMERCIAL BURGLARY	14	8	+54.5%
THEFT	141	161	-13.2%
THEFT FROM VEHICLE	164	360	-74.8%
GRAFFITI	71	40	+55.8
VANDALISM	57	44	+25.7%
STOLEN VEHICLES	38	42	-10%
DOMESTIC VIOLENCE	44	29	+41%
SEX CRIMES	18	20	-10.5%
ROBBERY	9	7	+25%
ASSAULTS	30	33	-9.5%
VIOLENT CRIMES TOTAL	102	89	+13.6
PROPERTY CRIMES TOTAL	513	685	-28.7%
OVERALL CRIME TOTAL (all categories included those not listed here)	1072	1223	-13.1%



257
POLICE ARRESTS



25,682
POLICE INCIDENTS COMPLETED



1,075
CITATIONS ISSUED



16,428
CALLS FOR SERVICE

HIGHLIGHTS



9,254
OFFICER INITIATED INCIDENTS



1,958
REPORTS WRITTEN



489
FELONY REPORTS



156
COLLISION REPORTS



2,527
TRAFFIC STOPS

TRAINING

GRACIE SURVIVAL TACTICS (GST)



Gracie Survival Tactics (GST) is a revolutionary defensive tactics system based on Gracie Jiu-Jitsu that incorporates time-tested techniques into an easy-to-learn system designed to help officers humanely prevail against larger and stronger opponents.

In 2022, The Foster City Police Department continued its GST program (which began in 2021), and our in-house GST-certified instructors, Ofc. Mike Acosta and Ofc. Jimmy Nguyen, conducted Department-wide training to ensure that all of our officers were educated and qualified in the application of these techniques.

2022 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





LAPD Leadership

Los Angeles Police Department Leadership Program

The FCPD is committed to lifetime learning and the continual development of our leaders at all levels. In 2022, Lieutenant Bill Sandri chose to continue his own development as a leader and attended and graduated from the prestigious Los Angeles Police Department Leadership Program.

Members of law enforcement agencies from all over California apply to attend this select program that teaches officers how to think more systematically about leadership challenges and situations. The course teaches 27 behavioral science and adult education theories compiled from top universities in the nation.



SHERMAN BLOCK SUPERVISORY LEADERSHIP INSTITUTE (SLI)

Sherman Block Supervisory Leadership Institute (SLI)

The FCPD believes in investing in our current and future leaders and sends all sworn supervisors through the Sherman Block Supervisory Leadership Institute (SBSLI). This is a program designed to stimulate personal growth, leadership, and ethical decision-making in California law enforcement front-line supervisors. Designed and implemented in 1988 through the efforts of California law enforcement professionals and top educators and trainers, the SBSLI is an intense program based on experiential learning techniques. Students are challenged to learn new ways to resolve issues through group and individual work.



The curriculum takes students through an analysis of management (planning, organizing, directing, etc.) and leadership (inspiring, challenging, developing, etc.) and how each discipline compliments the other. The course progresses from self-evaluation, to interpersonal evaluation, to organizational relationships.

In 2022, Sergeant Michael Greene attended and graduated from the SBSLI and was selected by his peers to represent them as one of the class speakers at graduation.



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.



In 2022, like many law enforcement agencies across the nation, the FCPD faced a major staffing crisis. Due to the low number of officers, we were forced to implement emergency staffing schedules in order to maintain our minimum staffing levels on patrol at all times.

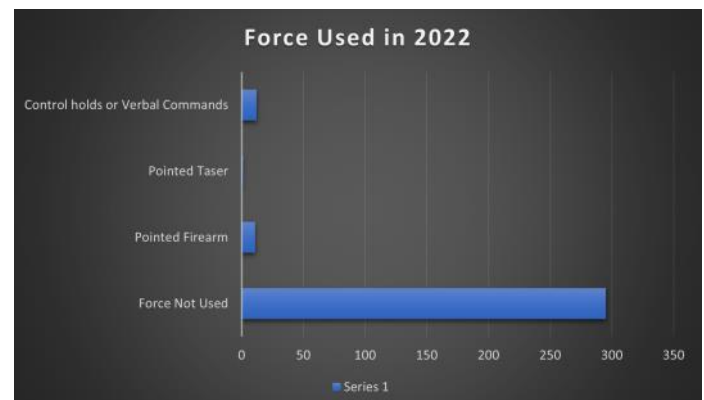
Throughout the staffing crisis, the Patrol Division has maintained staffing, response times, and provided police services at the highest possible level. Officers continue to respond to calls for service and conduct proactive enforcement.

USE OF FORCE

In 2022, officers of the Foster City Police Department handled 25,682 incidents. Of those incidents, officers made 257 arrests and committed a person having a mental or emotional crisis to get care 62 times, totaling 319 enforcement and/or critical incident related contacts. During these contacts, officers of the Foster City Police Department used force 17 times (5% of these types of contacts).

This analysis shows that officers used force sparingly while conducting activities in which officers were exposed to a higher risk of encountering a person who physically resisted officers or was out of control and had to be physically restrained.

- ◆ 11 (3%) incidents involved an officer pointing their duty weapon
- ◆ 1 (0.3%) incidents involved an officer pointing a TASER at a person and gaining compliance
- ◆ 12 (3%) incidents involved an officer using control holds and verbal commands





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.

The Records Bureau 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.

Records Requests Processed: 361

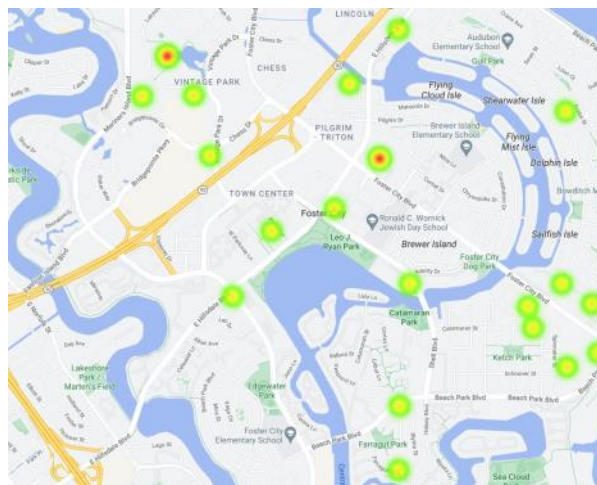
PRA Requests Processed: 15

Report Review & Approval: 1,957



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 criminal activity and working to reduce crimes of opportunity. The Foster City Police Department is committed to crime reduction and prevention by creating close partnerships with the community.



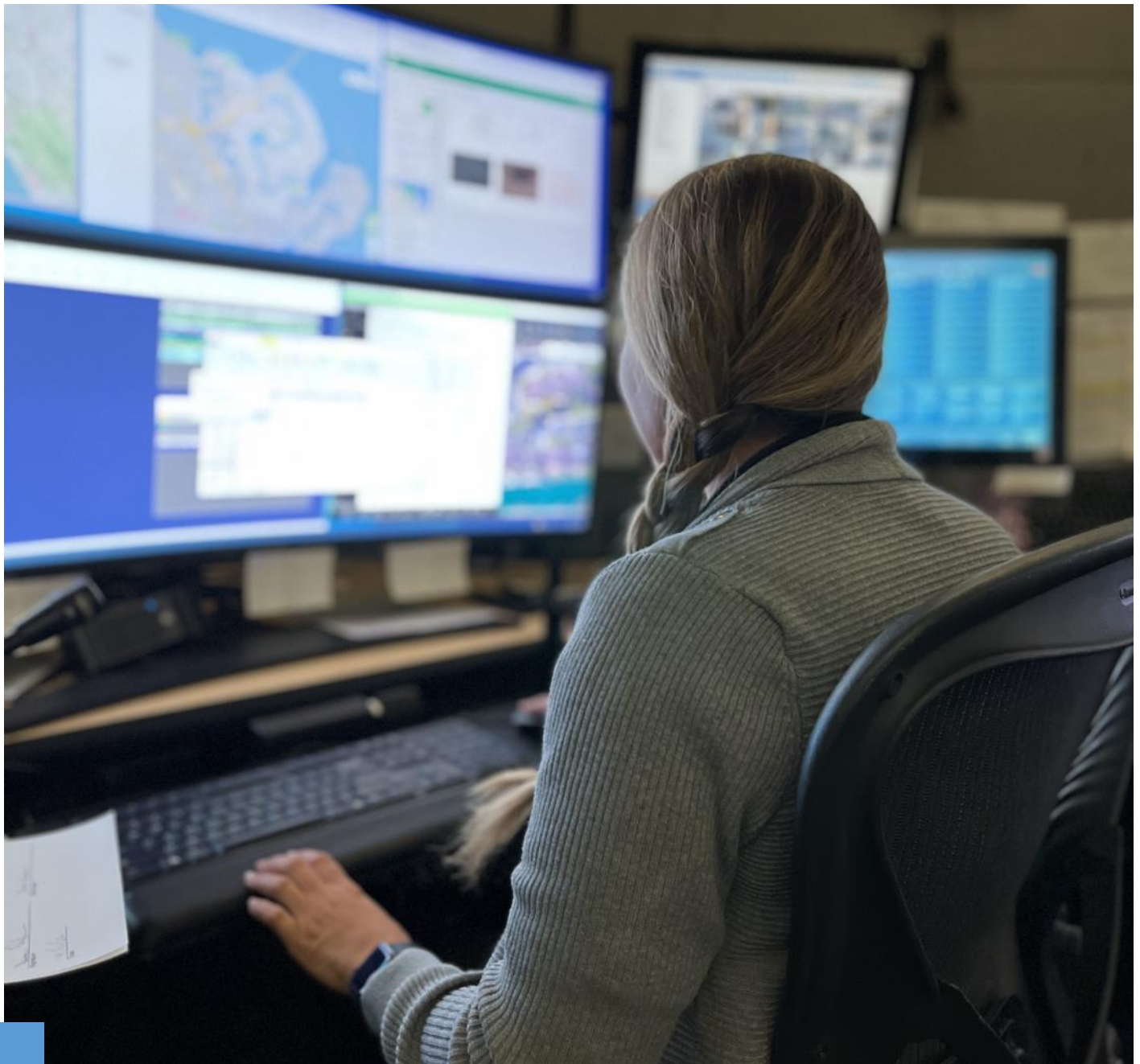


DISPATCH

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. The center is staffed 24 hours a day, 7 days a week with 1 Dispatch Supervisor, 6 full-time Dispatchers, and 3 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.

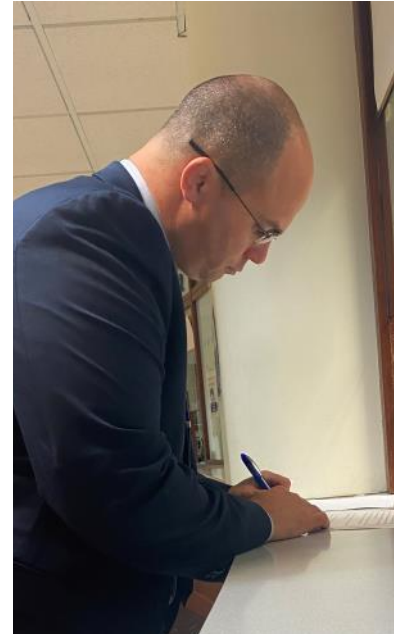
The dispatch center also used a new piece of technology this year called Rapid Deploy, which gives us the ability to receive text to 911 calls for service.



DETECTIVE BUREAU



The Foster City Detective Bureau consists of one sergeant and two detectives. Every three years, on a staggered schedule, every member of the Detective Bureau rotates out. In 2022, Detective Sgt. Grimaldi, Detective Parham and Detective Apodaca rotated in and replaced the former crew of Sgt. Greene and Detectives Leong and Pezeshkan, both of whom were promoted to Corporal upon their return to patrol.



This unit is 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.



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.



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.



HONOR GUARD UNIT



Foster City Police Department Honor Guard

The Honor Guard Unit is responsible for representing the police department and performing at a variety of events throughout the year.

The current members of the FCPD Honor Guard are Cpl. Devon Butler, Cpl. Houtan Pezeshkan and Cpl. Vuong Phan.

Cpl. Butler, a veteran of the United States Marine Corps, is the leader of the unit. He designs the drill programs and hosts trainings with the other members on a regular basis.

DURING 2022, THE UNIT PARTICIPATED IN THE FOLLOWING EVENTS

- Peninsula Council of Lions Police and Fire Awards, May 27th, 2022
- FCPD Badge Pinning, July 27th, 2022



“DRAKE” SERVICE /SUPPORT K-9



Drake is the Foster City Police Department’s first Service/Support K-9. Drake is handled by Records Specialist James Geranios. During 2022, Drake attended over 65 community events. These events included comforting victims of violent crime, meet and greets with groups of all ages, recruiting events, the FC Farmers Market, Coffee with a Cop events, morning school visits, summer camps, National Night Out and many more!



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.



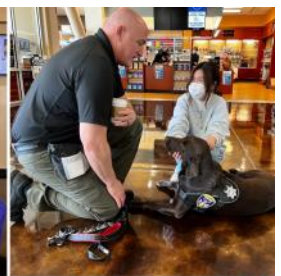
COMMUNITY ENGAGEMENT

A NOTE TO THE COMMUNITY

The Foster City Police Department would like to take a moment to thank the members of our beloved community. We are grateful for the continuous support that you have given the Department over the years. Our commitment and dedication to you will always be a priority. We recognize that we are very fortunate to work in such a wonderful community and want to ensure you have a police department that meets and exceeds your expectations.



COMMUNITY OUTREACH



DIVERSITY AND INCLUSION

The Foster City Police Department's culture is centered on fundamental principles that include diversity and individual growth. The FCPD recognizes the diverse community it proudly serves, and takes pride in the fact that the Department reflects the diversity of the Foster City community.

Every year FCPD officers voluntarily partake in wearing an LGBTQ patch on the shoulders of their uniform. It is their way of promoting a clear understanding that unity, respect, and equality are essential parts of the Department's core values.



RECRUITMENT



Currently, women make up only 12% of sworn officers and 3% of police leadership in the U.S.

The 30x30 Initiative is a coalition of police leaders, researchers, and professional organizations who have joined together to advance the representation and experiences of women in policing agencies across the United States.

Our ultimate goal is to increase the representation of women in police recruit classes to 30% by 2030, and to ensure police policies and culture intentionally support the success of qualified women officers throughout their careers. We do this by encouraging more women to enter into the hiring pool, to assist us in finding the highest qualified candidates.

If you or someone you know is interested in pursuing a career in law enforcement, please visit www.FosterCityPD.org and click on the "Join our Team" link, or just go to www.CalOpps.org and look for open Foster City Police Department positions!





COMMUNITY ENGAGEMENT



COFFEE WITH A COP



In May of 2022, the Foster City Police Department partnered with Penelope's Coffee & Tea for Coffee with a Cop.

The event yielded a great turnout. Once again, community members had the opportunity to meet with officers and department staff in a neutral, fun, and engaging environment. We believe that taking the time to meet at a neutral location provides the opportunity for real conversations about issues that matter and to engage with our community in a non-enforcement setting. Coffee with a Cop events take place at local restaurants so that community members can sit down with officers and ask questions or just share whatever is on their mind.

Keep an eye out for several different Coffee with a Cop events at a variety of locations in 2023!



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 at 650-286-3324



2022 Torch Run



Cpl. Clara Leong organized the Foster City Police Department's participation in the 2022 Law Enforcement Torch Run. This was the 25th anniversary of the event and turned out to be a record setting fundraising year. The FCPD team raised 6,120.00 for the event and \$417,421.00 was raised by all of the participating law enforcement agencies for the year, all to support the Special Olympics of Northern California. Many of our "Guardians of the Flame" (officers) were able to carry the "Flame of Hope" during our stretch of the run.



2022 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.



SOCIAL MEDIA

The Foster City Police Department uses Facebook, Instagram, Twitter, and Nextdoor on a regular basis to deliver pertinent messages to the community. These messages include crime prevention tips, holiday greetings, information about community events, and details about solved crimes.



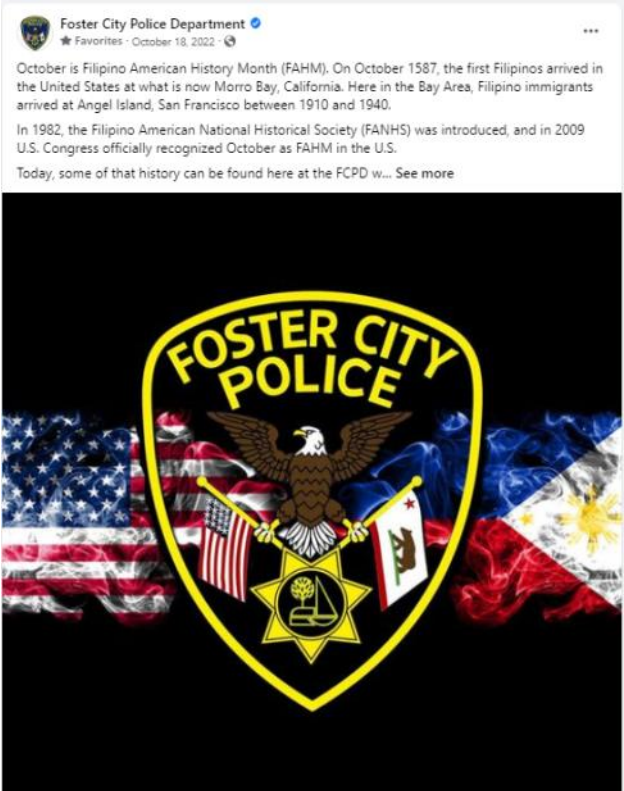
The Foster City Police Department has a team of officers who have volunteered to participate in the social media program. They work together to coordinate posts, create graphics, film and edit videos, and attend community events to engage with the community before sharing those efforts across the FCPD's various social media platforms. In 2022, the FCPD social media team members were:

Officer Noel Prado

Lieutenant Mark Lee

Sergeant Mike Greene







RECOGNITIONS & AWARDS



Safest City Recognition

In 2022, Foster City was included in a list as one of the 50 safest cities in California, ranking #32, 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.

Cardiac Arrest Save - Recognition of Excellence



The San Mateo Consolidated Fire Department began a new program in 2022 for the purpose of recognizing those who helped to save a life with CPR. The first recipients of this award in Foster City were Ofc. Ryals, Cpl. Phan, Ofc. Aceto and Dispatcher Lee (not pictured).

Dispatcher Lee took numerous 911 calls and put out pertinent information to the team. The officers responded and immediately recognized a cardiac emergency, Cpl. Phan began CPR, Ofc. Ryals applied the AED (shock) and Ofc. Aceto assisted the family and gathered information for the fire department and medics to have when they arrived and took over.



Ofc. Joyce Unga also used CPR/AED to assist in a successful life saving effort in 2022.

2022 EXPLORER AWARDS



Explorer **Eyla Mayer-Snowden** graduated from the 93rd Peninsula Law Enforcement Explorers Academy with top honors and won the following awards:

- **Top Drill Award**
- **1st Place Female Physical Training Test**
- **Most Inspirational Award (chosen by her peers)**
- **2nd in class for the Top Academic Student**

OEC EXCELLENCE IN SERVICE COMMENDATION



OEC Award - Vuong Phan: Corporal Phan was presented with the OEC award for providing life-saving medical treatment to a person who was electrocuted and fell from an electrical tower, resulting in a severed leg.



OEC Award - Marcel Stevenson : Community Services Officer (CSO) Stevenson was presented with the OEC award for stepping in front of a vehicle to get the driver to stop before colliding with a five-year old walking to school. CSO Stevenson risked his own safety to ensure the distracted driver on their cell phone stopped for the child.



OEC Award - Katherine Perez : Officer Perez was presented with the OEC award for her work to keep a brush fire from spreading to a residential apartment building. Officer Perez used several fire extinguishers and successfully slowed the spread.



EMPLOYEES

PROMOTIONS



Sergeant
Travis Murray



Sergeant
Marcus Terry



Corporal
Houtan Pezeshkan



Corporal
Young Phan



Corporal
Clara Leong

NEW ASSIGNMENTS



Detective Sergeant
Jenna Grimaldi



Detective
Isaac Parham



Detective
Gabriel Apodaca



Administrative Sergeant
Will Hamilton-Frisz



Community Service Officer
Anthony Padilla



Motorcycle Unit
David Edhammer



EMPLOYEES

RETIREMENTS



**Sergeant
Pierre Morrison**



**Sergeant
Michael Shaffer**



**Corporal
Mohammed Aslam**



**Corporal
Richard Colbacchini**

NEW EMPLOYEES



Officer
Cathy Lau



CSO
Ana Correa

NEW VOLUNTEER YOUTH EXPLORER



Police Explorer
Eyla Mayer-Snowden





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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