




Annual Report

- 2021 -

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A Message From Your Chief of Police



I would like to start this message just as I did my last Annual Report, by asking a personal favor of you as you read it. Please accept the following words less as some formal introduction, and more as a heartfelt, personal message from me to you. I have been serving this community for the better part of two decades, and it holds a very special place in my heart. I love this community, and I love this police department. So, please accept these words in that spirit.

In the previous Annual Report, I touched on the unrelenting onslaught of crises that 2020 ushered in for law enforcement and the communities we serve: a pandemic, civil unrest, calls to defund the police, economic upheaval, political polarization, concerns over officer wellness—the list goes on. By comparison, 2021 provided some small reprieve, but it came with its own challenges, which have once again left me in awe of the amazing people (and a few dogs of course) who work for this incredible Police Department. In so many ways, the job of a police officer has become infinitely more difficult over the last couple of years. In spite of this, the dedicated men and women of your police department have continually answered the call, and they have done so with tremendous courage, resilience, commitment, and love. I am so very proud of who these people are, who we are as an organization, and the way we show up in the world.

Of course, we could not do any of this without the incredible love and support of our amazing community here in San Bruno. When so many communities turned their backs on their police officers, San Bruno stood up for us. The importance of this cannot be overstated. We are so grateful for your ability to see through the fog of war, and to judge us by our actions, not by those of someone who wears a similar uniform thousands of miles away from here. You are the reason that we do what we do, and we will continue to earn your respect and trust, one call for service at a time.

I am proud to say that San Bruno is a very safe community in which to live, work, play, learn, and raise a family. This is true because of the longstanding partnership between the police department and the community, sharing a joint commitment to protecting what matters most to us. That said, given our location amongst the urban sprawl of the San Francisco Bay Area, we have very real public safety issues, and like most other cities in California those issues have increased significantly in the last year. While we have not seen the rapid uptick in violent crime that many other jurisdictions have experienced, we have been weathering an onslaught of property crimes, narcotics offenses, overdoses, DUIs, and traffic collisions. This report will go into greater detail about these trends and the effective measures that we have taken to address them.

I would also like you to know that we have been doing things quite a bit differently here at the San Bruno Police Department, and our willingness to get outside the box is bearing fruit. A couple years ago, we developed a relatively simple, yet somehow radical hypothesis; that if we focus on the overall health and wellbeing of our staff, we can deploy exceptional human beings into our communities, and doing that will result in superior police services, enhanced community trust, and a safer, healthier community. In this report, you will read about our double down on wellness, and some of the results it has generated.

From the bottom of my heart, thank you for entrusting us with your safety, and for trusting me to serve as your Chief of Police.

A handwritten signature in blue ink, appearing to be 'RJ' followed by a stylized flourish.

Ryan Johansen
Chief of Police

GUIDING



PRINCIPLES

At the San Bruno Police Department, we believe that for a community to thrive, its people must experience the safety and security that is essential in creating the freedom needed for them to pursue the best possible versions of themselves. As a police department, we exist to help create an environment in which all people live in peace, free from violence, safe from harm, secure in their effects, and confident that appropriate help will be there when they need it most, so that they can pursue the lives that they deserve. The 3 Guiding Principles below articulate how we achieve this. These principles have been distilled and simplified to ensure that they can be applied in day-to-day decision making from the line level to the Chief's office.

1

Ensuring Peace

On a daily basis, we are called upon to respond to situations that are unpeaceful or even outright violent. In doing so, we are committed to choosing intervening actions that restore peace. We hold human life to be sacrosanct and will go to great lengths to protect it. We will exhibit great bravery in standing as guardians for those who rely on our protection. We are committed to maintaining tremendous discipline, self-control and emotional intelligence in even the most challenging circumstances, serving as an ever-vigilant source of calm in volatility.

2

Providing Safety

We understand that for people to realize their full potential, they must feel safe and secure in their persons, their homes and their effects. We also understand that to a large degree the people of San Bruno depend upon us to provide that safety and security. Our response to calls for service, our proactive policing efforts and our strategic planning will be tirelessly aimed at increasing both actual and perceived safety for members of our community.

3

Building Community

We are active members of this community and we are deeply vested in its collective health and success. We understand that the powers we possess have been bestowed upon us by the people in our community. We actively seek out opportunities to engage with all segments of our community, providing leadership and unity. We engage our community as active participants and partners in peace and public safety.

- The Field Services Division, and
- The Administrative Services Division

For ease of understanding, each Division appears on a separate page, but please know that they work in unison and collaboration.

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graph TD
    COP[Chief of Police  
Ryan Johansen]
    MA[Management Analyst  
Leslie Mendoza]
    FSC[Field Services Captain  
Brent Schimek]
    SRO[School Resource Officer  
Thomy Ledesma]
    ABL[A/B Patrol Lieutenant  
Ed Rios]
    CLD[C/D Patrol Lieutenant  
Gene Wong]
    PSA[Patrol Sergeant Team A]
    PSB[Patrol Sergeant Team B]
    PSC[Patrol Sergeant Team C]
    PSD[Patrol Sergeant Team D]
    TS[Traffic Sergeant]

    COP -.-> MA
    COP -.-> FSC
    FSC -.-> ABL
    FSC -.-> CLD
    ABL -.-> PSA
    ABL -.-> PSB
    CLD -.-> PSC
    CLD -.-> PSD
    CLD -.-> TS

    PSA --- P1[Patrol Corporal]
    PSA --- P2[Patrol Officer]
    PSA --- P3[Patrol Officer]
    PSA --- P4[Patrol Officer]
    PSA --- P5[Patrol Officer]
    PSA --- P6[Patrol Officer  
(Mid Shift)]
    PSA --- P7[Patrol Officer  
(Bayhill)]

    PSB --- P8[Patrol Corporal]
    PSB --- P9[Patrol Officer]
    PSB --- P10[Patrol Officer]
    PSB --- P11[Patrol Officer]
    PSB --- P12[Patrol Officer]
    PSB --- P13[Patrol Officer  
(Mid Shift)]
    PSB --- P14[Patrol Officer  
(Mid Shift)]

    PSC --- P15[Patrol Corporal]
    PSC --- P16[Patrol Officer]
    PSC --- P17[Patrol Officer]
    PSC --- P18[Patrol Officer]
    PSC --- P19[Patrol Officer]
    PSC --- P20[Patrol Officer  
(Mid Shift)]
    PSC --- P21[Patrol Officer  
(Bayhill)]

    PSD --- P22[Patrol Corporal]
    PSD --- P23[Patrol Officer]
    PSD --- P24[Patrol Officer]
    PSD --- P25[Patrol Officer]
    PSD --- P26[Patrol Officer]
    PSD --- P27[Patrol Officer  
(Mid Shift)]
    PSD --- P28[Patrol Officer  
(Mid Shift)]

    TS --- P29[Motorcycle Officer]
    TS --- P30[Full time CSO]
    TS --- P31[Full time CSO]
    TS --- P32[Part time CSO]
    TS --- P33[Part time CSO]
    TS --- P34[Part time CSO]
    TS --- P35[CEO]
    TS --- P36[CEO]
  
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Chief of Police
Ryan Johansen

Management Analyst
Leslie Mendoza

Field Services Captain
Brent Schimek

School Resource Officer
Thomy Ledesma

A/B Patrol Lieutenant
Ed Rios

C/D Patrol Lieutenant
Gene Wong

Patrol Sergeant Team A

Patrol Sergeant Team B

Patrol Sergeant Team C

Patrol Sergeant Team D

Traffic Sergeant

Patrol Corporal

Patrol Officer

Patrol Officer

Patrol Officer

Patrol Officer

Patrol Officer
(Mid Shift)

Patrol Officer
(Bayhill)

Patrol Corporal

Patrol Officer

Patrol Officer

Patrol Officer

Patrol Officer

Patrol Officer
(Mid Shift)

Patrol Officer
(Mid Shift)

Patrol Corporal

Patrol Officer

Patrol Officer

Patrol Officer

Patrol Officer

Patrol Officer
(Mid Shift)

Patrol Officer
(Mid Shift)

Motorcycle Officer

Full time CSO

Full time CSO

Part time CSO

Part time CSO

Part time CSO

CEO

CEO

Positions in red are new for as part of budget balancing strategies

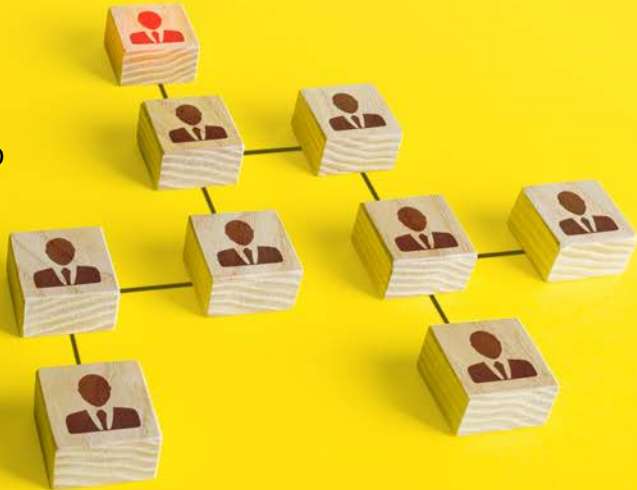
- Positions in **red** were frozen as part of budget balancing strategies
- Positions in **yellow** were vacant
- Positions in **green** were occupied by staff on long term leave

ORGANIZATION CHARTS

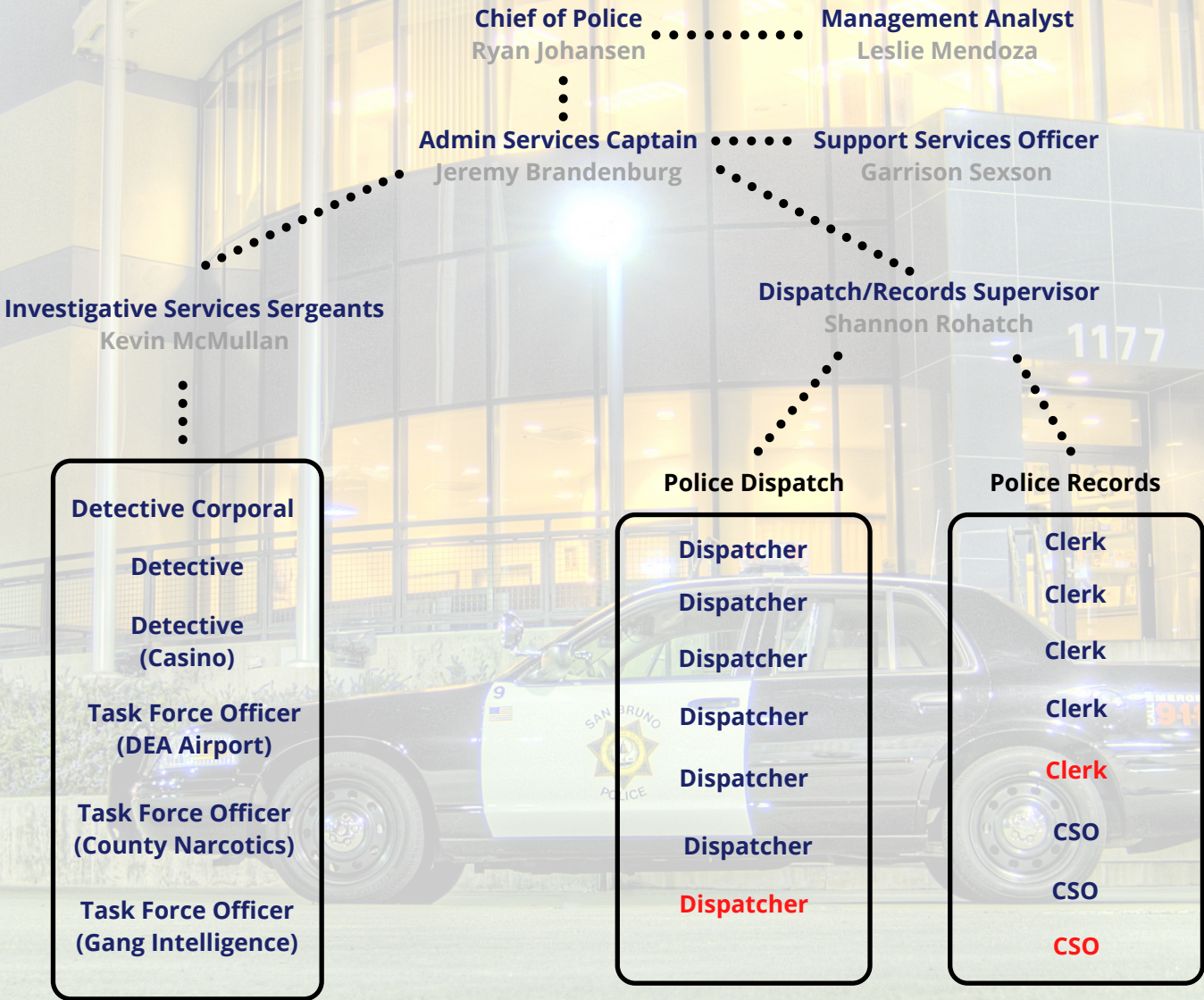
The San Bruno Police Department is organized into two divisions:

- The Field Services Division, and
- The Administrative Services Division

For ease of understanding, each Division appears on a separate page, but please know that they work in unison and collaboration.



Administrative Services Division



- Positions in **red** were frozen as part of budget balancing strategies
- Positions in **yellow** were vacant
- Positions in **green** were occupied by staff on long term leave

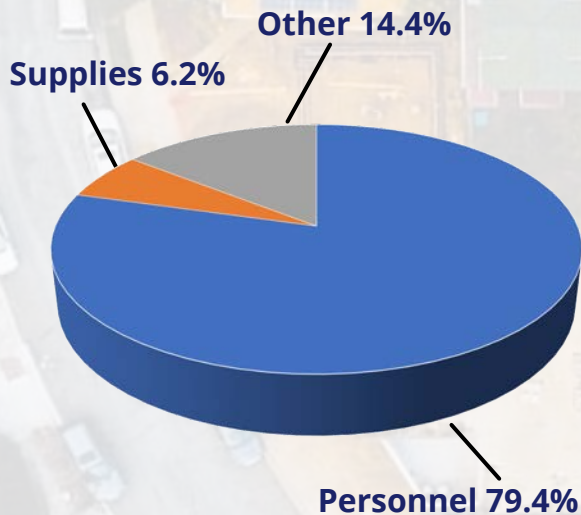
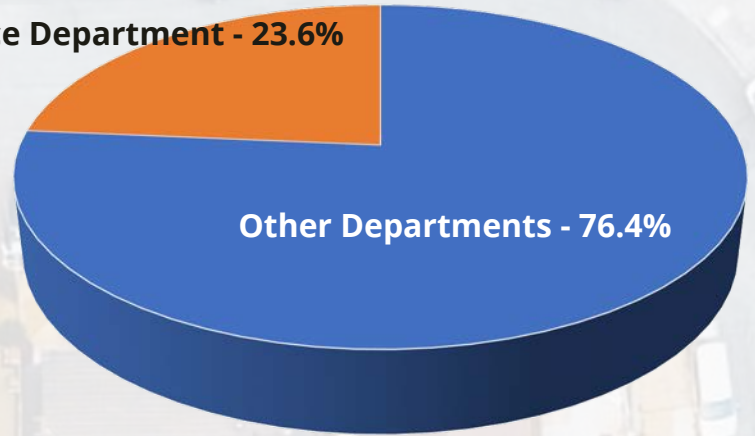
Budget Overview

Percent of Total City Budget

Police Department - 23.6%

Other Departments - 76.4%

The Police Department is the largest department in the City and it operates 24 hours a day, 365 days a year. As a result, and as is the case with most cities, the Police Department represents a significant percentage of the total city budget.



What does the budget pay for?

The most important asset for any police department is the men and women who take and respond to your calls for help. As such, nearly 80% of the Police Department's budget goes to personnel costs to ensure that police officers are there when you need them.

Ongoing Economic Impacts

The economic impact of COVID-19 made it extremely difficult for all City departments in 2020, but as most of them recovered frozen positions in 2021, Police Department funding continued to be impacted. At a high level, here are some of the actions the police department took in an effort to help balance the budget.

Frozen positions

- 2 Police Officers
- 1 Dispatcher
- 1 Clerk
- 2 CSOs

Held Vacancies

- 1 Police Sergeant
- 4 Police Officers
- 1 Police Dispatcher

Funded with Asset Forfeiture

- Body Worn Cameras
- License Plate Readers
- Management Training
- Safe & Equitable Policing Review

Staffing Challenges

While San Bruno is a very safe place, as a growing city among the urban sprawl of the San Francisco Bay Area, it experiences significant public safety challenges that make us a very busy and active police department. We respond to an average of about 125 calls for service a day, or about 45,000 calls a year, in servicing our live in population of nearly 45,000 people, and a daytime population that can swell to over three times that. In 2021, we did all of this with an authorized sworn staff of only 46 police officers, who have to provide policing services 24 hours a day, and 365 days a year. As such, adequate staffing remains our greatest challenge in the effort to keep San Bruno safe and secure. This is not an issue with recruitment as we've had an influx of police officers from other jurisdictions applying to transfer to San Bruno. We simply do not have the budgeted positions to be properly staffed.

Staffing Over Time

The City has grown in so many ways over the years, but the police department has not grown with it. The City actually had 11 more general fund budget police officers in 1975 than it has today.

Year	Approx. Population	Sworn Officers
1975	36,000	57 (all General Fund)
1980	36,000	57 (all General Fund)
1990	39,000	57 (all General Fund)
2000	40,000	55 (54 General Fund)*
2010	42,000	48 (45 General Fund)**
Present	45,000	46 (40 General Fund)***

* 1 position funded by grant (COPS)

** 3 positions funded by grant (COPS)/cost recovery agreement (Tanforan)

*** 6 positions funded by grant (COPS)/cost recovery agreement (Tanforan/Artichoke Joe's/YouTube)

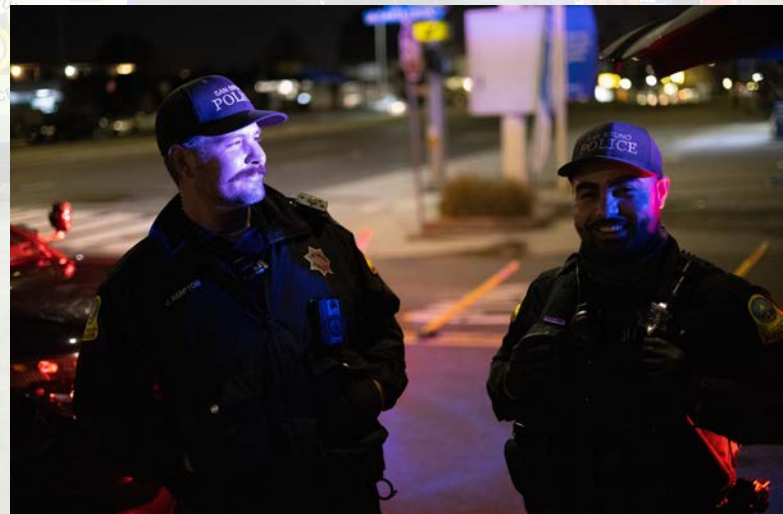
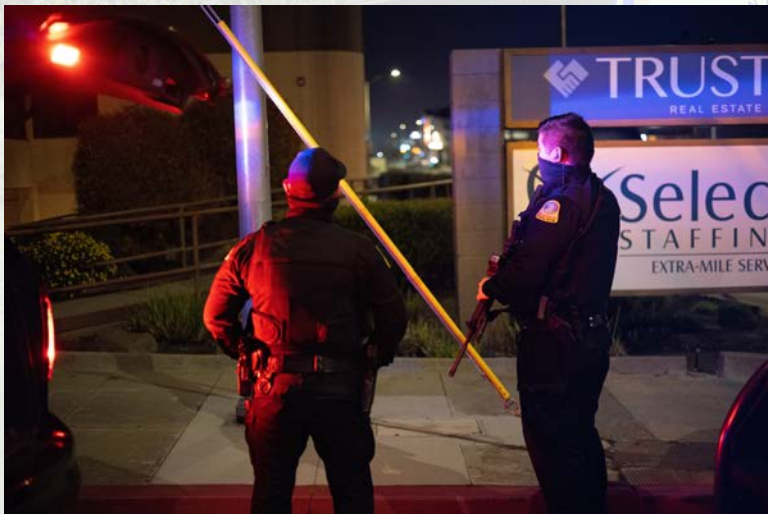
Staffing Comparisons

We are often asked how our staffing challenges compare to those of other police departments. The chart to the right shows the number of residents per police officer in San Bruno, and in some other cities. As you can see, San Bruno's 1 officer for every 978 residents is notably lower than the other agencies listed. The right hand column shows how many officers San Bruno would need to have if it were to match the officer to resident ratios for the other cities listed, along with the number of additional officers we would need to add to meet those marks, represented by a delta.

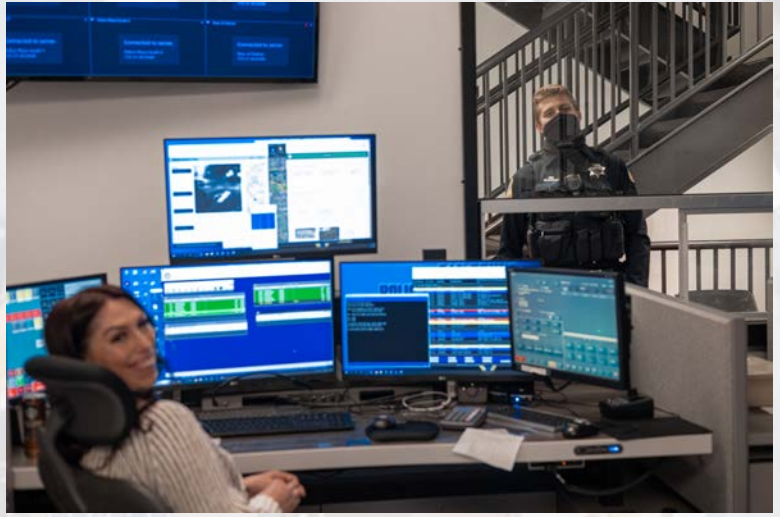
City	Population per Officer	SBPD Officers at same ratio
San Bruno	978/1	N/A
South SF	750/1	60 (Δ 14)
Pacifica	900/1	50 (Δ 4)
San Mateo	887/1	51 (Δ 5)
Redwood City	875/1	52 (Δ 6)
San Francisco	408/1	110 (Δ 64)
Los Angeles	390/1	115 (Δ 69)

Unit Snapshot - Patrol

Patrol is the heart and soul of your police department. When the unthinkable happens in your life and you call 911, these are the people who respond. Called upon to handle everything from mental health crises and homelessness to traffic collisions and in-progress crimes, patrol officers have a very challenging job. And when these selfless heroes are not responding to a call, they are actively working to ferret out criminal activity before it occurs, using tools like traffic and pedestrian stops. Working 24 hours a day, 365 days a year, these are the brave men and women you see driving around in marked police vehicles all over town. Our patrol teams are structured into two shifts (dayshift and nightshift) and all officers are scheduled to work 12 hours a day. Of course, the unpredictable nature of patrol work, coupled with staffing challenges, means that a patrol officer's shift is often 16 hours or longer. Take a moment to consider working a patrol shift from 3pm to 7am, then having to spend 4 hours in court as a witness...this is fairly typical for a patrol cop.



Unit Snapshot - Dispatch



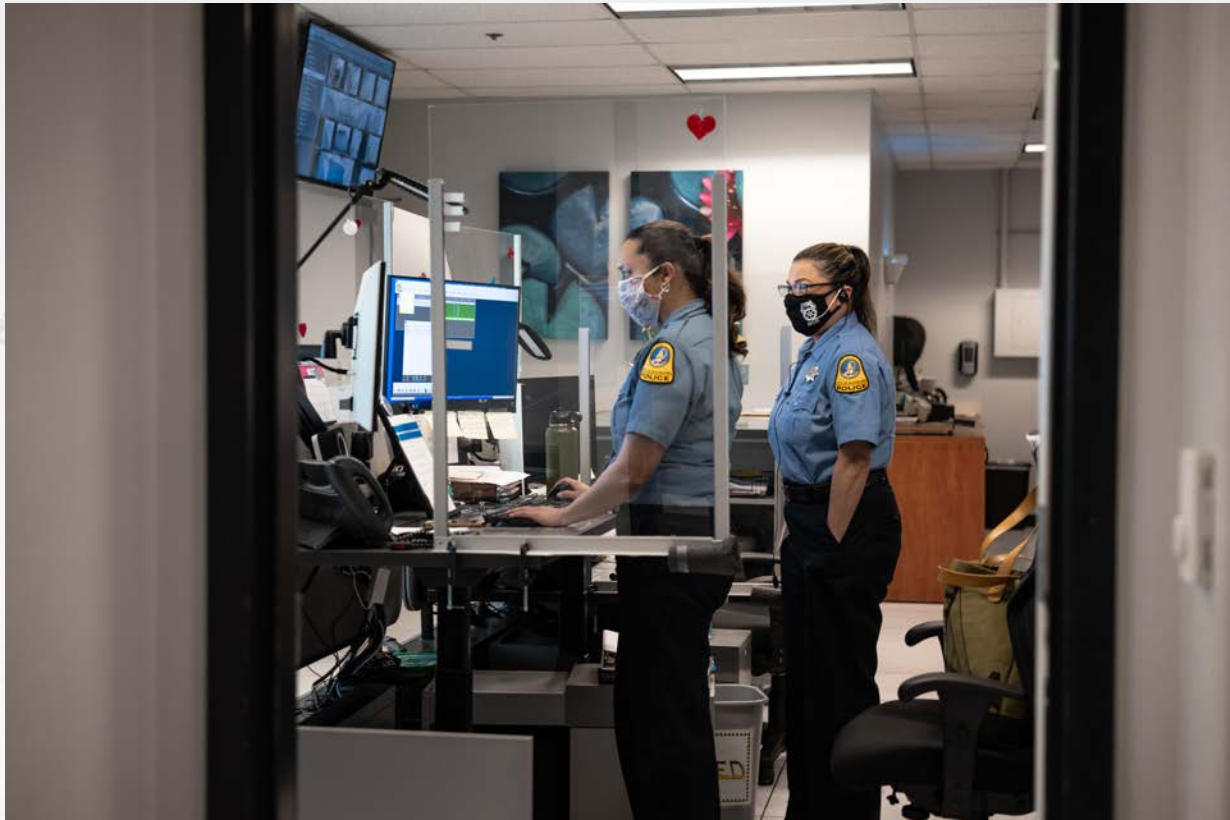
The San Bruno Police Department's 911 Communications Center is a vital support service of the Police Department. The Communications Center is often the first point of contact for those in need of public safety services. Our center is staffed 24 hours a day, 7 days a week and the center staff consists of six full time dispatchers and one Communications and Records Supervisor. We process all emergency phone calls and a majority of the non-emergency calls for service. Our dispatchers have the job of balancing empathy, efficiency, and multitasking, ensuring consistent radio transmissions, navigating the multiple phone lines and dispatch systems, as well as aiding citizens.

The dispatchers also handle a variety of tasks including but not limited to: entering and updating arrest warrants, emergency protective orders, subpoenas, stolen/impounded vehicles, and citations. In October of 2020, the Communications Center underwent an overdue remodel. The center that once had only three dispatch consoles, now has the capacity for up to four dispatchers to work simultaneously. This allows for more attention to detail during high priority events, training, or mutual aid situations. All consoles are equipped with extensive mapping programs that plot the locations of the calls, enhanced 911 phone systems that allow for computer aided dispatch integration and a variety of other components that contribute to the functionality and adaptability of the staff.

Our City is very fortunate to have its own, independent public safety dispatch center for so many reasons. First of all, when you call for help, you will always be speaking to someone who knows this City and is familiar with community layouts and challenges. The dispatcher who is helping you in an emergency is also in immediate and direct communication with the officers who are responding, which means much faster response times, when every second counts. Our Dispatch/Communications Team also plays a vital role in broadcasting public alerts and getting critical safety information to our community as promptly as possible.

We are so grateful for our dedicated Dispatch/Communications Staff. They are truly an essential component in ensuring peace, providing safety, and building community in San Bruno.

Unit Snapshot - Records



In our technology and data driven world, the volume of records that are created in the regular course of business for a police department is staggering. A single call for service can result in a litany of records that need to be reviewed, approved, retained, disseminated and consolidated. The Police Department must meet countless mandated reporting requirements every month and manage hundreds of terabytes of data from body-worn camera and other recordings.

Not only does the San Bruno Police Department's Records Staff handle all of these needs, but they play a major role in the day-to-day operational needs of the department by maintaining outstanding customer service to the citizens of San Bruno and support to the San Bruno police officers. Records staffs four full time Police Clerks, 3 Community Service Officers, and the Communications and Records Supervisor. These amazing people work seven days a week and are trained in the proper handling and release of sensitive criminal justice information. They answer non-emergency calls and maintain most of the records within the department relating to arrests, reports, warrants, tows, citations, and other incidents that involved police reports. Records staff is also responsible for preparing case paperwork and evidence for the District Attorney's office for the filing and prosecution of all criminal cases. They respond to court sealing requests, perform records checks, warrant confirmations, and prepare the Uniform Crime Reporting statistics for the Department of Justice.

Our Records Community Service Officers manage all of our digital evidence, run our physical evidence and property room, and serve as our department liaison to the criminal courts.

Our Records Team Members are truly among the unsung heroes of our department.

Unit Snapshot - Investigative Services

The Investigative Services Section's (ISS's) mission is to supplement the efforts of patrol by identifying and arresting suspects of major crimes, and by providing complete and thorough investigative reports to the District Attorney's office to ensure successful prosecution. ISS also investigates other non-criminal cases such as missing persons. A Captain oversees ISS with the assistance of a Sergeant who supervises the day-to-day operations and case management. Internally, ISS is staffed with two Detectives and a Detective Corporal. One of the detectives is funded by Artichoke Joe's Casino and is specifically assigned to handle the permitting and criminal investigations surrounding casino regulations.



ISS investigators participate in critical activities such as: conducting surveillance on subjects involved in criminal activity, serving arrest and search warrants, probation and parole searches, organizing and prosecuting gang-related cases, and monitoring state mandated registered sex offenders. Detectives are selected through an internal process where attributes such as work experience, work ethic, and the ability to conduct in-depth criminal investigations are considered. Detectives investigate complex cases, which often involve multiple jurisdictions, and can take months or even years to conclude.

In addition to the various essential skills for investigating more complex cases, one of our detectives came to our department with extensive experience in videography. He has since built upon this prior experience with a tremendous amount of highly specialized training to become a forensic video expert. In this day and age in which video evidence is far more common and often plays an essential role in successful prosecution, this adds an incredibly important capability set to our department. Not only has Detective Hampton put these skills to great work here in San Bruno, but he has emerged as an invaluable resource throughout the state, contributing to the solving of several high profile cases.

Below are a few data points on the work of our Investigative Services Section in 2021.

Cases Assigned

236

Search Warrants

64

Prosecutions

101

Active Cases

31

Unit Snapshot - Traffic



The Traffic Section's goal is to help improve traffic safety and address parking complaints throughout the city. When fully staffed, this Section consists of a Traffic Sergeant, a Traffic Officer, two full time Community Service Officers (CSO's) and three part time CSO's. Unfortunately, throughout the majority of 2021 this division was without one of it's full-time CSOs and two of it's part-time CSOs, a situation that we have been working hard to remedy.

The Traffic Officer conducts proactive traffic enforcement and is responsible for investigating traffic collisions ranging in severity from non-injury collisions to fatalities. The Traffic Officer rides a police motorcycle which allows for extra maneuverability through traffic and more effective enforcement of traffic laws.

Community Service Officers respond to calls for service that may not require a sworn police officer. This allows sworn officers more time to direct their attention to proactive patrol and respond to urgent calls. CSO's respond to parking complaints, proactively conduct parking enforcement including street sweeping and timed parked enforcement, and assist with traffic control.

The Traffic Section applied for and received an \$80,000 grant for 2020/2021 from the Office of Traffic Safety, which was used for enforcement, training and equipment. The grant money provided officers with specialized training classes like the NHTSA Standardized Field Sobriety Testing (SFST) and Advanced Roadside Impaired Driving Enforcement (ARIDE). During the 2020/2021 OTS Grant Year, the Department conducted 18 DUI Saturation Patrol operations and 4 DUI Checkpoint operations.



Unit Snapshot - K9 Program



Acting Captain Schimek and K9 Dart



Officer Realyvasquez and K9 Storm



Officer Castillo and K9 Nico



The San Bruno Police K9 Unit was established in 1988 and the teams have been a vital part of police work since its inception. There are currently four K9s in our department, as we welcomed a new K9 partner Nico to our team this year. Nico is unique among our K9s in that he is specially trained in explosives detection in addition to the other typical K9 disciplines. A special thanks to Artichoke Joe's Casino for providing all of the funding for Nico and his training. An EOD K9 is a major asset to the San Bruno community and one we could not have secured without AJ's generosity.

The K9 unit requires extensive training and certifications from the dogs and their handlers on an ongoing basis. When the K9s aren't working, they live with their handlers and their families. The K9s have a tremendous work drive, which means that they always look forward to coming to work and they enjoy every minute they spend doing their job. Three of the K9s (Dart, Storm and Nico) are specially trained in locating, controlling, and apprehending criminal suspects, locating missing or lost persons, narcotics detection, and protecting their handler from harm. The fourth dog (Mona) is a single-purpose narcotics detection dog.

The department's K-9 unit serves an invaluable role in assisting the agency and neighboring agencies in providing public safety. The K9s are a vital de-escalation tool and can save hundreds of man-hours a year while searching for missing persons or suspects due to their keen sense of smell, hearing, and apprehension training.

The K9s are also an invaluable tool in community relations, performing demonstrations at schools, public events, parades, and nearly all public functions throughout the city. Our K9s are terrific ambassadors for our department, and definitely our most popular officers with the community.

Unit Snapshot - Code Enforcement



Code Enforcement Officers (CEOs) have an exceedingly difficult and very important role in maintaining public safety in our community. CEOs are responsible for managing safety and quality of life issues that occur on private property, such as: unpermitted construction; poorly maintained properties; blight; smoking complaints; hoarding; abandoned vehicles on private property; and many more.

In 2020 the City's Code Enforcement Officers (CEOs) were moved from the Community and Economic Development Department to the Police Department. This has proven to be an excellent move as Code Enforcement operations are more effective and more robust than ever before.

The migration to the Police Department also came with the elimination of one of the three CEO positions, and attrition resulted in the remaining two positions becoming vacant. The first of these vacancies was filled in mid-April by Robert Harrison, who had already been working for the Police Department as a Dispatcher. Robert inherited a massive backlog of complaints and investigations, but he got right to work clearing them out, while also installing new procedures to ensure more prompt and effective handling of code enforcement issues throughout the city. Still, Robert spent the remainder of 2021 as the sole CEO for the entire City. We have since been fortunate enough to fill the remaining CEO vacancy with another existing Police Department employee, Police Clerk Elizabeth Ruiz. Elizabeth is doing great work, but you'll have to wait for next year's report to hear more about that.

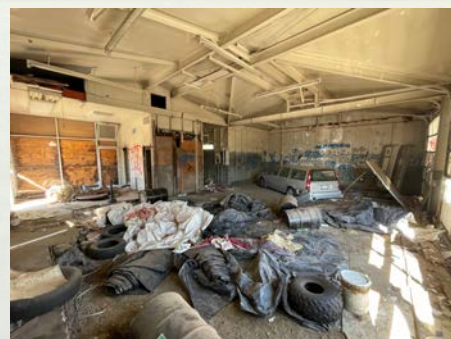
Please know that your Code Enforcement Officers, under the direction of your Police Department, are deeply committed to helping San Bruno reach its full potential through beautification and accountability. The numbers below are for only one CEO, who was only in place from April 16th through the end of the year. Next year we will have a complete 12 months of data to share. The photos are from actual Code Enforcement cases.

Complaints Responded To
676

Voluntary Compliance Achieved
572

Formal Investigations Conducted
104

Violation Notices Issued
101



Unit Snapshot - Other Specialized

As a relatively small department, providing the full array of services that are essential to ensuring your safety requires partnerships with other agencies in joint teams and task forces. Some of the specialized units and assignments that we participate in are highlighted in this section.



DEA Task Force and County Narcotics Task Force

While the average resident might not see it, drug sales and trafficking are major threats to public safety right here in San Bruno. Our proximity to an International Airport and the ports of San Francisco and Oakland, coupled with the fact that we have two major vehicle trafficking routes running through our City, means that volume drug activity and the accompanying violence are very real here. In an effort to combat this at a much higher and more competent level than we could do on our own, we have an officer assigned to the DEA Task Force at SFO Airport, and an officer assigned to the San Mateo County Narcotics Task Force. The photo to the left is a actual seizure by one of our Task Force Officers.

County Gang Intelligence Unit

Criminal street gangs are among the most serious public safety concerns that police departments are tasked with addressing. The violence and rampant crime committed by gang members torment neighborhoods, and they disproportionately impact communities of color and those with reduced socioeconomic means. Gangs are also a tremendous threat to our youth populations and to the safety of our schools. Effective gang suppression and investigation of gang related crimes is a highly-specialized endeavor, requiring a great deal of training and experience. To ensure that the gang problems we worked so hard to reduce over the last decade do not reemerge, we assign an officer to the San Mateo County Gang Task Force.



North Central Regional SWAT

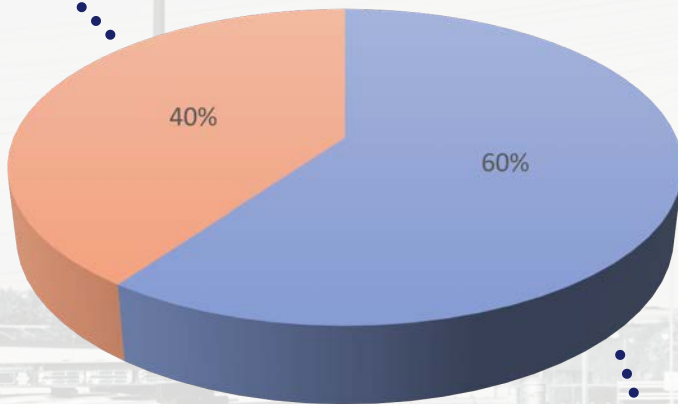
When the unthinkable happens, and it sometimes does, specially trained SWAT Teams can be absolutely essential to addressing potentially armed threats in the safest manner possible. Recent incidents like the active shooters at YouTube Headquarters and Tanforan Mall are perfect examples of occurrences that highlight the value of dedicated SWAT Teams. Unfortunately, like many other cities in San Mateo County, we do not have the staffing or the budget to maintain and equip our own SWAT Team. So, we join forces with other area agencies on the North Central Regional SWAT Team, or NCR SWAT. NCR SWAT responds when an incident reaches a critical threat level, as determined using a detailed threat matrix.

Data, Statistics, Analytics

Data is a powerful and essential tool for any modern day police department, and San Bruno is no exception. Data can be used to help direct resources, enhance services, increase efficiency, identify areas for improvement, measure effectiveness, increase transparency, and so much more. Of course, it is always important to acknowledge that data is nearly worthless until it is coupled with competent analysis, critical thinking, and appropriate context. In this section, it is our aim to provide some valuable data points, as well as the analysis and context needed to properly understand those points.

Total Police Department Incidents

Officer Initiated Incidents (19,237)



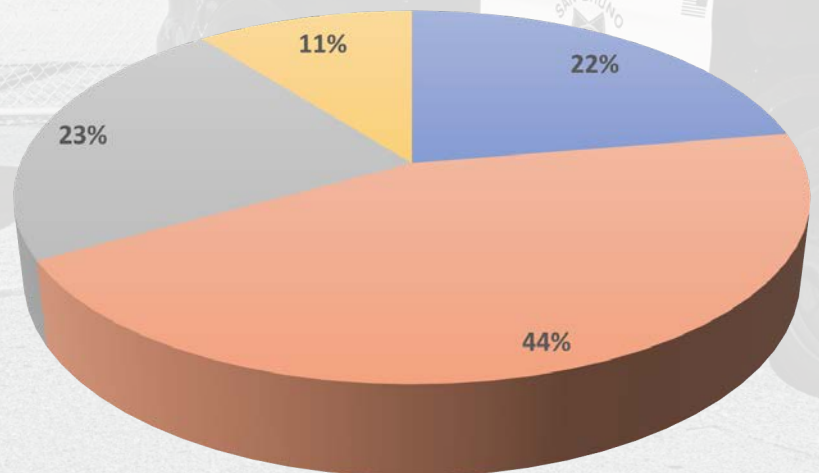
Calls for service from the Community (28,701)

In 2021 SBPD handled a total of **47,938** police incidents, that's over **131 incidents/day!** This represents a **17.2% increase** over 2020. Of these incidents, **28,701 (60%)** were initiated by calls for service from the community, and **19,237 (40%)** were initiated by the proactive efforts of our officers. Officer proactivity is the single most effective deterrent to crime, as it represents the effort to ferret out criminals before they commit crimes. While most departments have seen huge drop-offs in proactive policing, it is very much alive and well here in San Bruno.

Officer Initiated Incidents

As mentioned above, in 2021 San Bruno Police Officers self-initiated 19,237 incidents in an effort to keep this community safe and secure. These efforts included **4,295 traffic stops**, **4,360 business/residence security checks**, and **8,556 other self-initiated incidents**.

Examples of activities that fall under "other" are: school and park checks, high-visibility deterrence, transit station details, suspicious person checks, investigative follow-ups, etc.



■ Traffic Stops ■ Other ■ Business/Residence Checks ■ Vehicle/Pedestrian Checks

Data, Statistics, Analytics (cont.)

Total Incidents (3-Year Comparison)



In 2020 we saw a stark reduction in police incidents due in large part to shelter in place orders and the governmental response to COVID-19. Despite the fact that many of the impacts of the COVID-19 response continued in 2021, we saw an almost immediate return to pre-pandemic levels. In fact, if it weren't for the impacts of reduced staffing, the total number of 2021 incidents would likely have been notably above standing averages.

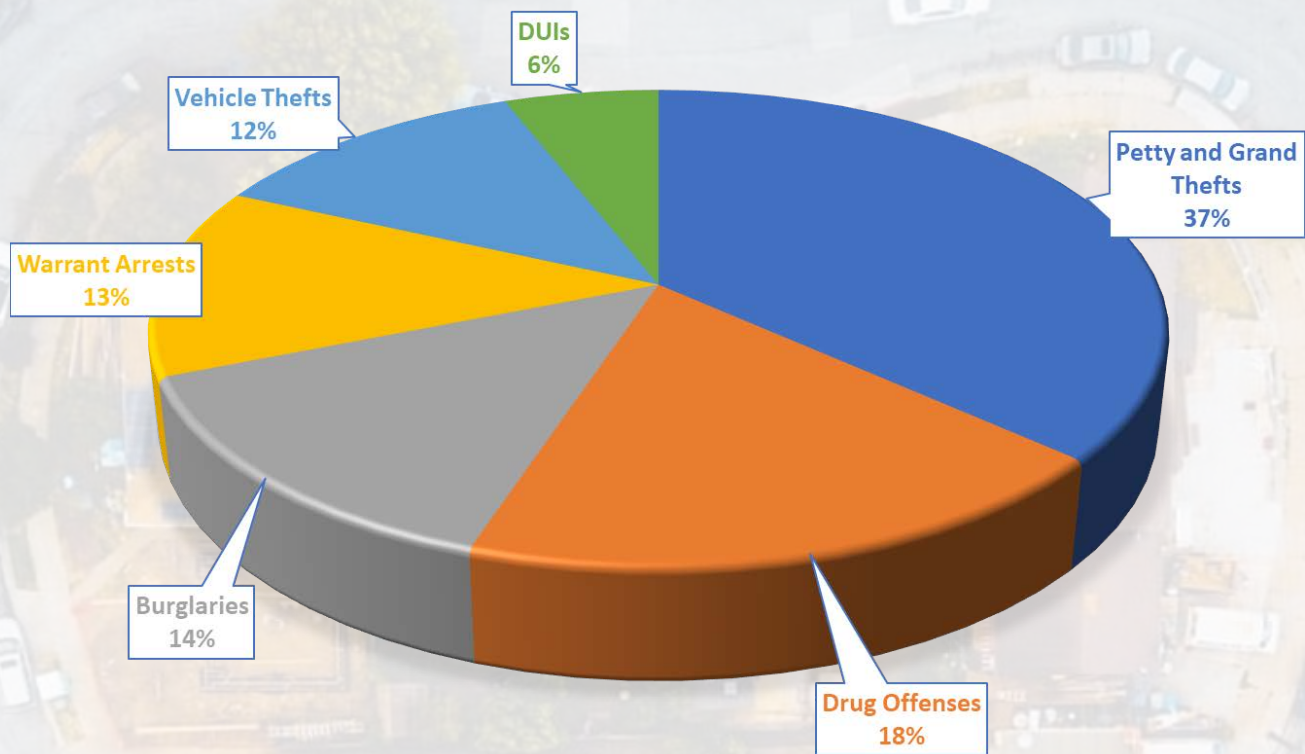
A Sampling of Incident Types (3-Year Comparison)

Incident Type	2019	2020	2021	% + or - From 2019	Incident Type	2019	2020	2021	% + or - From 2019
Alarms	1142	889	991	-13.2%	Missing Juvenile	40	12	18	-122.2%
Assault with Deadly Weapon	19	17	10	-47.4%	Parking Complaint	2461	1823	1420	-73.3%
Battery	42	58	40	-4.8%	Patrol Checks	3567	4945	4056	12.1%
Commercial Burglary	29	35	22	-24.1%	Petty Theft	1099	569	596	-84.4%
Residential Burglary	25	27	30	20.0%	Rape	7	9	3	-133.3%
Vehicle Burglary	331	201	168	-49.2%	Reckless Driving	253	232	202	-25.2%
Citizen Flag down	245	160	148	-39.6%	Robbery	26	22	22	-18.2%
Disturbance (Noise/Conduct)	393	471	395	0.5%	Stolen Vehicle	113	154	199	43.2%
Domestic Related Incident	118	164	153	29.7%	Stolen Vehicle Recovery	37	55	96	61.5%
Drug Violations	170	132	205	20.6%	Suspicious Circumstance	587	535	374	-57.0%
Drunk in Public	52	25	31	-40.4%	Suspicious Subject	1608	1259	978	-64.4%
DUI	148	112	79	-46.6%	Suspicious Vehicle	1337	983	674	-98.4%
Fraud	156	100	103	-34.0%	Traffic Accident	701	413	619	-13.2%
Grand Theft	104	156	149	43.3%	Vandalism	277	209	424	34.7%
Hit & Run	310	188	187	-39.7%	Warrant Arrest	335	157	197	-70.1%
Identity Theft	48	26	11	-77.1%	Welfare Check	1104	933	885	-24.7%
Meet w/ Citizen	1144	1092	1155	1.0%					

Please note that these are incident numbers, which differ from case or crime numbers in that they are based on the initial report from a caller or officer, and do not reflect the outcome of investigatory efforts. Nonetheless, these numbers help to show the types of incidents your police department is responding to, and they set some context year over year. As with many of the data points in this report, we compare to 2019 numbers rather than 2020 due to the anomalies created by COVID-19.

Data, Statistics, Analytics (cont.)

Most Common Criminal Offenses



In 2021, we completed over 4,500 formal crime reports, or about 13/day. The above chart does not include all crimes reported to SBPD, but captures the frequency of occurrence for the 6 most commonly reported crimes in 2021.

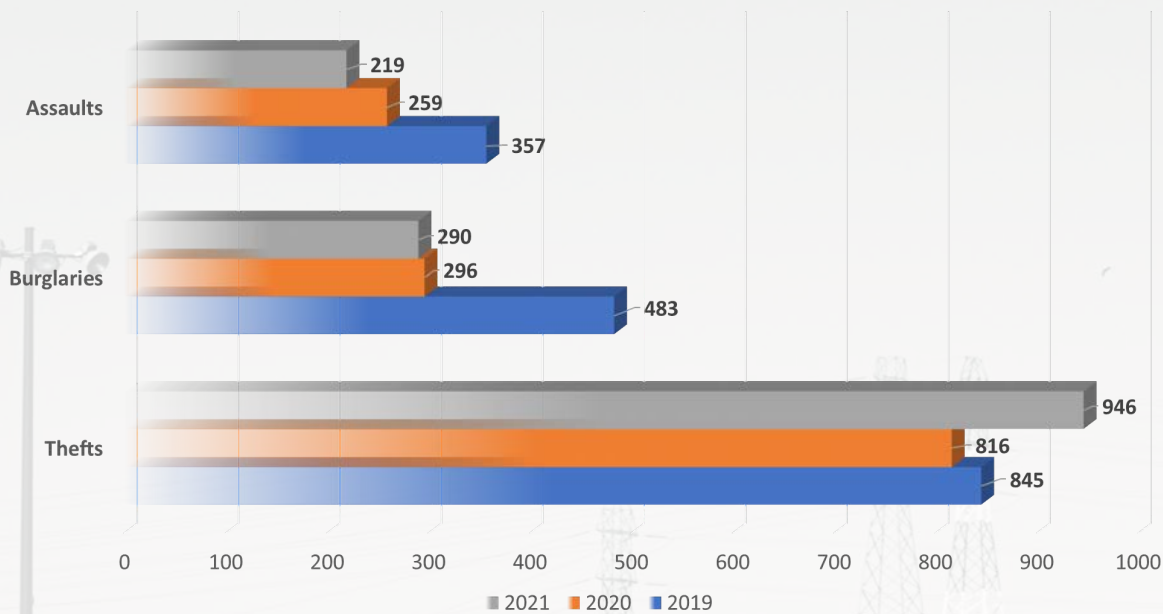
As you can see, more than one-third of the crime reports related to petty or grand theft. This category covers basic thefts such as shoplifting or theft from an open vehicle, and it does not include burglaries, robberies, or vehicle thefts. The vast majority of these thefts occurred in and around our major retail centers at Tanforan, Towne Center, and Bayhill. More on that in the coming pages.

18% of reports were for drug offenses. As disturbing as this number might seem, given the massive increase in drug activity throughout the Bay Area, and the proactive nature of our department, this number could be much worse. With that said, we continue to see major problems with drugs and narcotics, especially Fentanyl and other opioids/opiates. Patrol Officers are responding to drug overdoses in which their administering of Naloxone is saving lives every week.

The remaining 6 categories show as: 14% for burglaries, 13% for warrant arrests, 12% for vehicle thefts, and 6% for DUIs. Wondering what the difference is between a burglary and a theft? Burglary is entering into a home, vehicle (if locked), or other structure, with the intent to commit theft or another felony. Examples of burglaries would be home break-ins, vehicle window smashes, and storage unit thefts. Most other thievery falls into the theft category.

Data, Statistics, Analytics (cont.)

Assaults, Burglaries, Thefts (3-Year Comparison)



In 2021, we continued to see a welcomed decrease in burglaries, down almost 40% since 2019. We also ushered in a reduction in assaults, down almost 39% since 2019. These achievements are especially exciting given the increase in these crime categories in most other jurisdictions over this same timeframe. Unfortunately, our City also experienced an increase of almost 12% in thefts over this same period of time. This uptick is almost entirely the result of significant increases in shoplifting and other thefts associated with the retail operations in close proximity to the San Bruno BART Station.

SBPD has always taken an active role in partnering with retail security teams in an effort to reduce theft, but late in 2021 we began to notice a direct correlation between people fare evading on the BART System, and thefts in and around our regional mall. Since then, we have regularly deployed officers (dependent upon available resources) to conduct fare evasion enforcement to limit the number of potential theft suspects arriving in San Bruno via BART. During fare evasion details, retail theft is consistently reduced by 60% - 70%! We continue to work with BART Police and BART Administrators to better address this clear connection. In the meantime, we not only continue our fare evasion details, but we have also taken measures to increase our presence in and around the most frequently targeted retail locations, working with security staff to increase apprehensions, recover stolen merchandise, and deter would be thieves.

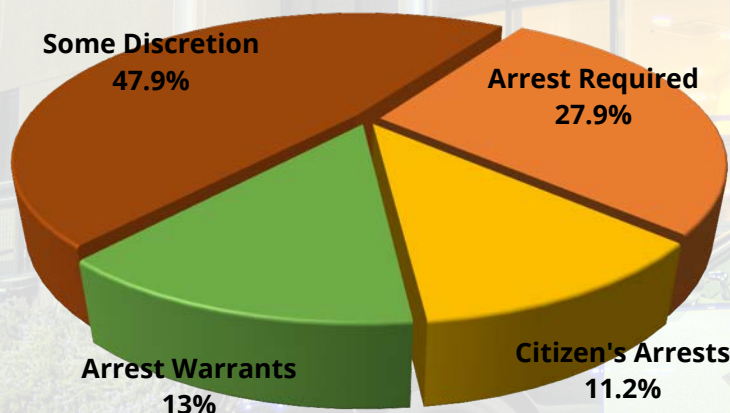
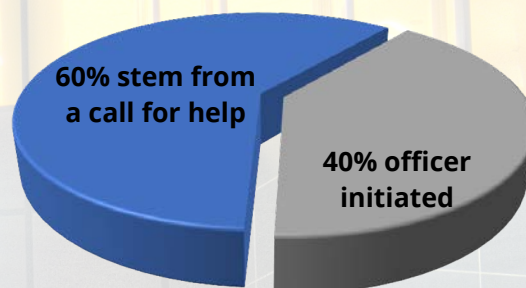
BART fare evasion enforcement
reduces retail theft by 60% - 70%

ARREST DATA



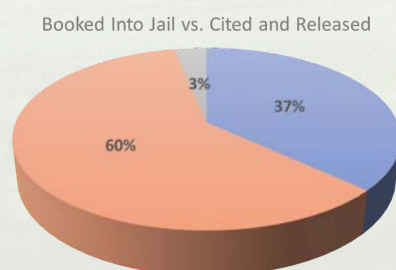
While arrest data might seem straightforward and easy to understand, it can actually be a fairly complex component to analyze and draw conclusions from. Let's try to establish some foundational understanding before we dive into the data:

1) Most arrests are NOT the result of an Officer's self-initiated actions such as a traffic stop, but instead stem from a call for help from the community when a crime is reported. Traditionally, only about **40%** of our arrests are the result of an officer's self-initiated activity.



2) Not all arrests are made at the discretion of a police officer. For example, when an officer has probable cause to believe that someone has committed a felony, or certain other offenses, they are required by law and/or department policy to make an arrest. Some other arrests are actually made by citizens who witness crimes that they are the victims of (known as private person or citizen arrests) which the police department is then obligated to accept. Still other arrests are the result of warrants issued by a magistrate, which require an officer to take the subject into custody.

3) The vast majority of arrests do NOT result in someone going to jail. Most arrests end with the arrestee being cited and released from the scene (60%), and only about 37% are booked into jail. Whether an arrestee is booked into jail or cited and released is generally dictated by law.

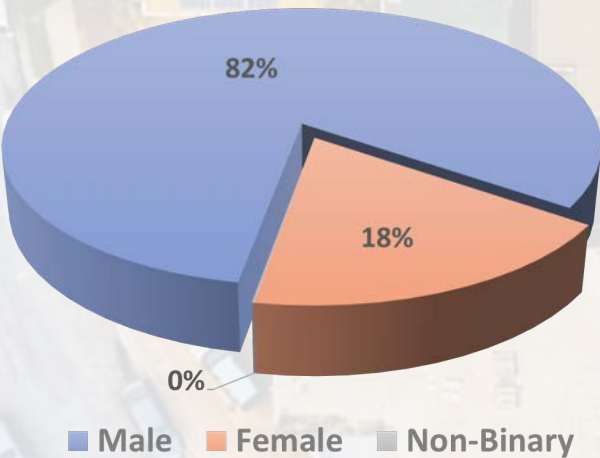


ARREST DATA (CONT.)

The demographic data of people arrested can be of analytical value if handled by researchers and statisticians with the expertise to control for appropriate factors. All too often, demographic data associated with arrests is interpreted without critical controls and expert analysis, which can result in serious misrepresentations of what this data means. As an example, data consistently shows that police arrest dramatically more men than women. This could be an indication that men commit more crimes than women, or an indication of potential bias by police in making arrests. However, without competent professional analysis to incorporate key controls and intersecting data points, neither of these conclusions can be made from the data provided. For example, this data does not account for instances in which the officer does not have discretion over whether or not to make an arrest, as is the case in more than 52% of arrests here in San Bruno. These are only a couple of examples to help illustrate the fact that simple data points require controls and competent analysis before conclusions can be drawn from them.

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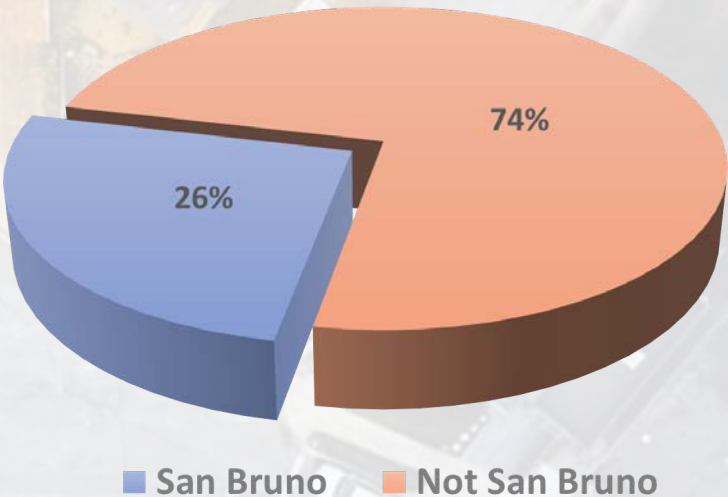
Gender of Arrestees



As mentioned above, across the nation the vast majority of people arrested tend to be males, and this held true in 2021 in San Bruno with females accounting for only 18% of arrestees, and only 1 non-binary person arrested.

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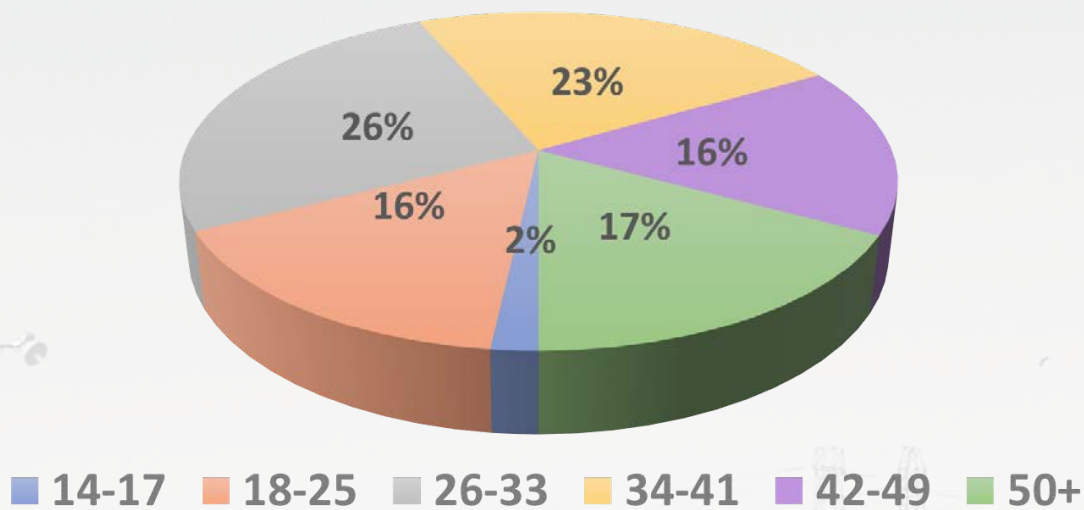
Residence of Arrestees



It is also important to note that the vast majority of crime in San Bruno is not committed by San Bruno residents. As this chart illustrates, nearly 3/4 of the arrests made in 2021 were of people who did not live in San Bruno. This percentage is incredibly consistent year over year, and not terribly surprising given our location amid the urban sprawl of the SF Bay Area.

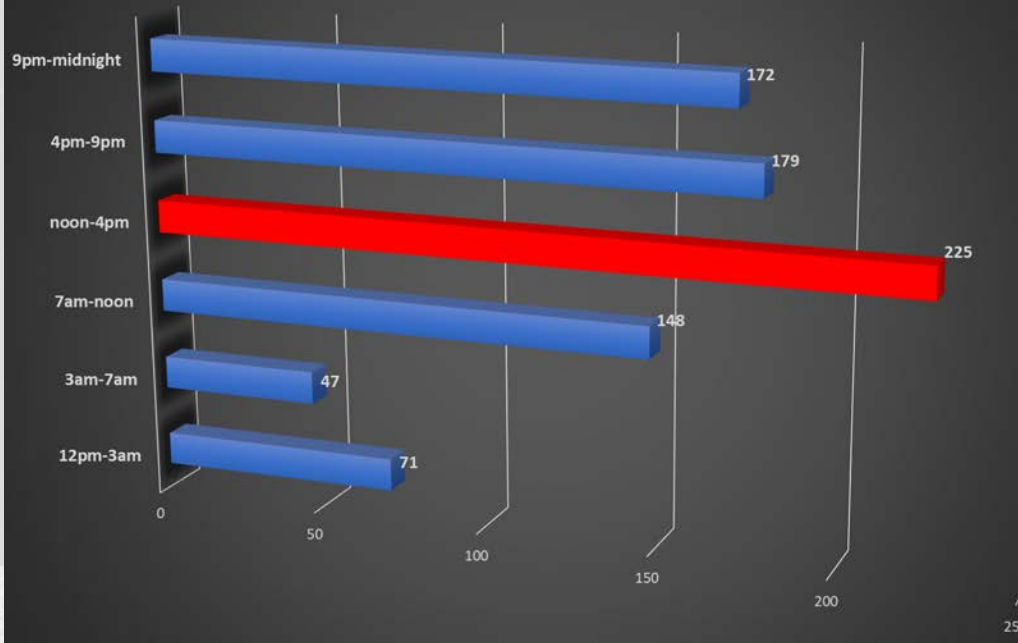
ARREST DATA (CONT.)

Age of Arrestees



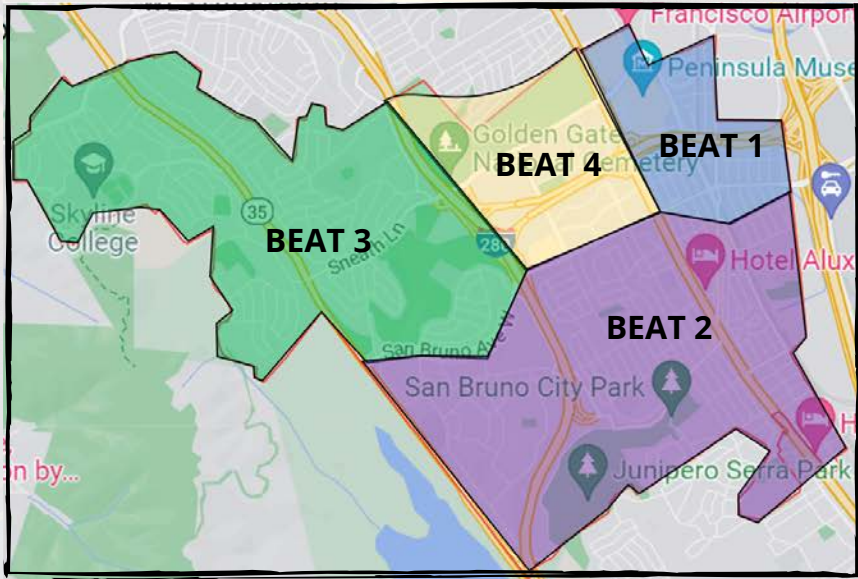
The age of people arrested is another policing data point that is frequently reviewed and analyzed, often with a focus on juveniles. There is clear and warranted societal concern regarding the handling of minors who commit crimes, with significant literature highlighting the negative consequences of juvenile involvement in the criminal justice system. This is something that we take quite seriously in San Bruno. As you can see in this chart, we arrested only 15 juveniles in 2021, which accounts for less than 2% of arrests. Of the 15 arrested, 13 were referred to our diversion and restorative justice program in lieu of criminal prosecution. This provides the juveniles and their families with counseling and other services instead of criminal charges.

Arrests by Time of Day



Taking a look at arrests by time of day can also be insightful. Most people believe that the majority of crimes are committed at night, but as we can see from this chart, most arrests in San Bruno are made between noon and 4pm each day. If we consider daytime to be 6am-6pm, and nighttime to be 6pm-6am, about 52% of crime occurs in the daytime. So, while darkness tends to increase our fear of crime, in fact more crime is committed during daylight than at night.

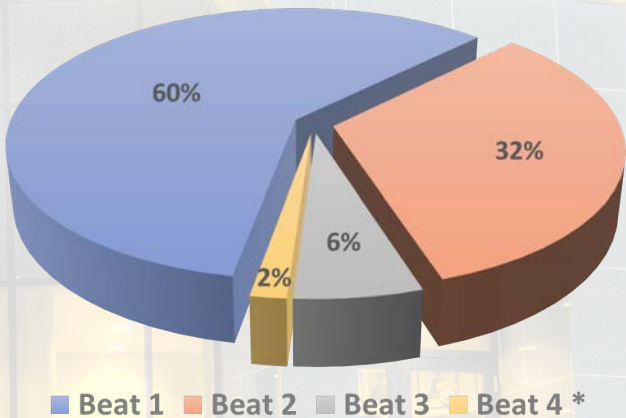
ARREST DATA (CONT.)



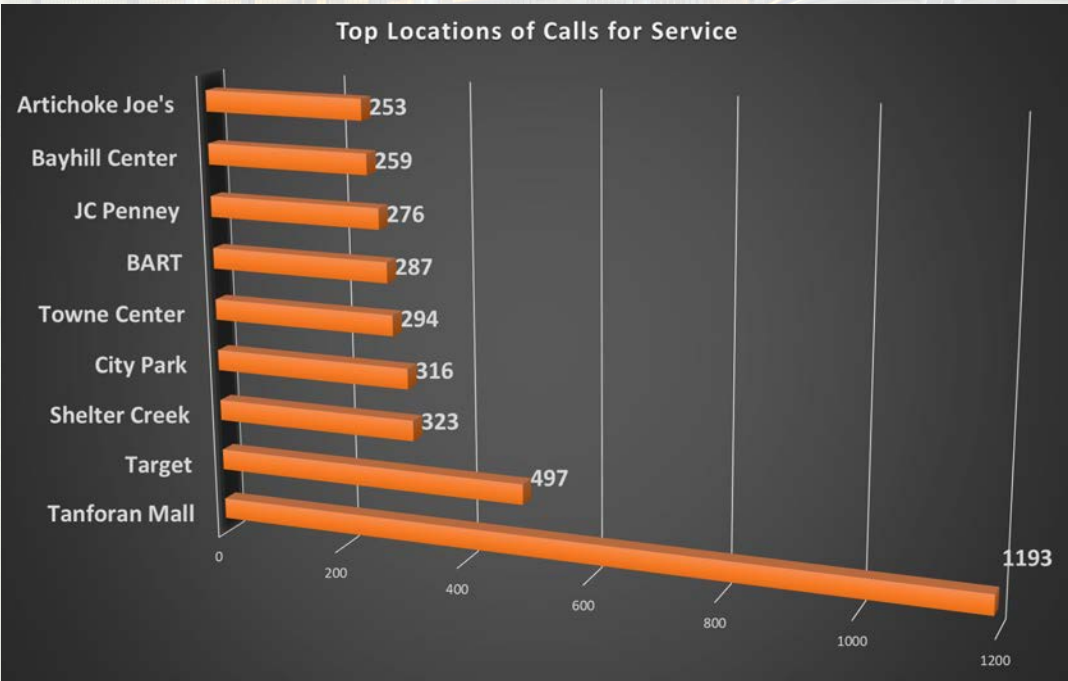
For dispatch and resource allocation purposes, the police department divides the city into beats, or service areas. Patrol Officers are assigned to a specific beat to help ensure a well-dispersed police presence, optimal response times, and area familiarity, as well as to help maintain an equitable workload. Of course, officers are not restricted to their assigned beat, as the volume and nature of calls often requires officers to respond outside their area.

As you can see in this chart, the majority of arrests in San Bruno are made on Beat 1, but it is critical to note that Beat 4 was only established late in 2021 and it was previously a part of Beat 1, which helps to explain some of this concentration. Additionally, the busiest section of El Camino Real is on Beat 1, as is Tanforan Mall and BART, all of which contribute a high volume of arrests to this data set.

Arrests by Beat/Service Area



Top Locations of Calls for Service

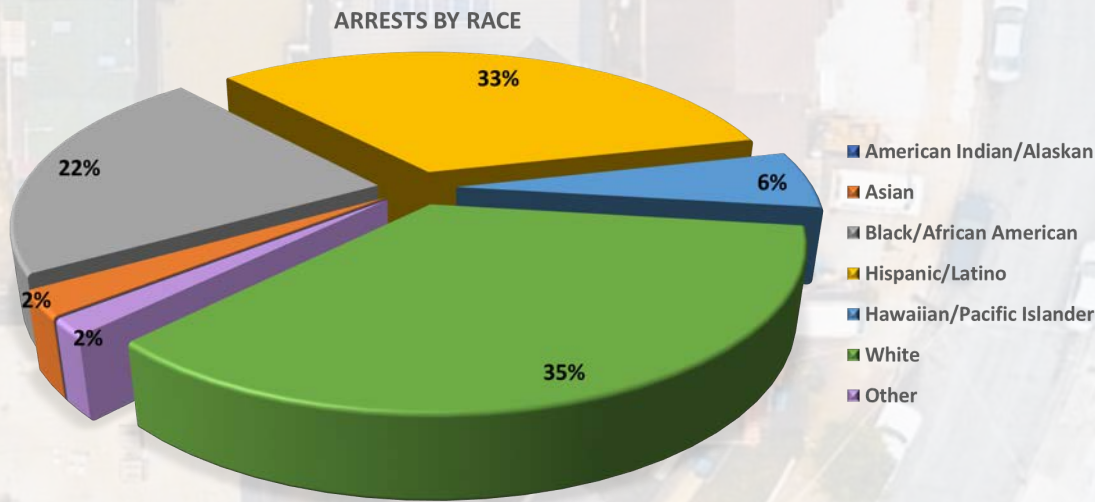


This chart shows the nine locations with the most calls for service in 2021. As you can see, retail businesses accounted for the most significant portion of our police incidents in 2021, with nearly 1,200 at Tanforan alone. It is worth noting that this chart separates the major retailers in Tanforan from the mall itself, with Target accounting for nearly 500 calls for service on its own. Among non-retail locations, Shelter Creek Condominiums generated the most calls at just over 300.

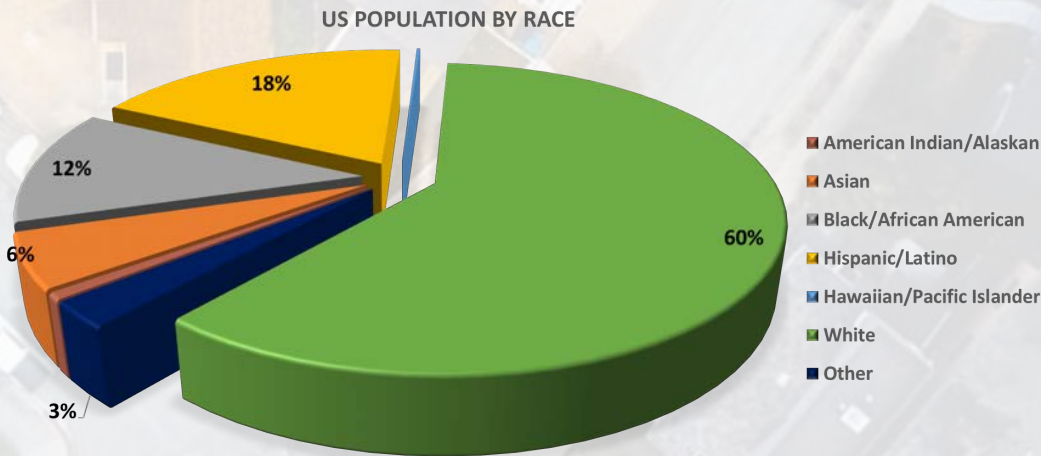
ARREST DATA (CONT.)

The relationship between arrests and race is certainly an important component for us to track and analyze as part of our ongoing effort to ensure equity in police activities. That being said, a competent analysis requires a deep dive into the facts surrounding each individual arrest. As was briefly explained earlier in this report, **60% of the time an arrest is made in response to a call for service rather than through the proactive actions of an officer.** Additionally, more than **52% of arrests are made because law, policy or some other factor requires it, not as a matter of an officer's discretion.** It is also a mistake to compare the racial demographics of arrestees to the racial demographics of San Bruno, because as was explained earlier in this report, more than **74% of the people we arrest are not San Bruno residents.** Perhaps of even greater significance is the fact that most of the time, an officer does not know the race of a person that he or she decides to stop prior to doing so, generally because the stop is made from behind a vehicle, and/or during hours of darkness. In this section, we provide some data, and hopefully some context, surrounding arrests and race.

This first pie chart simply shows the raw data for arrests by race in 2021. As you can see, the majority of arrests in San Bruno were of White people, followed closely by Hispanic/Latino people, and then Black/African American people.



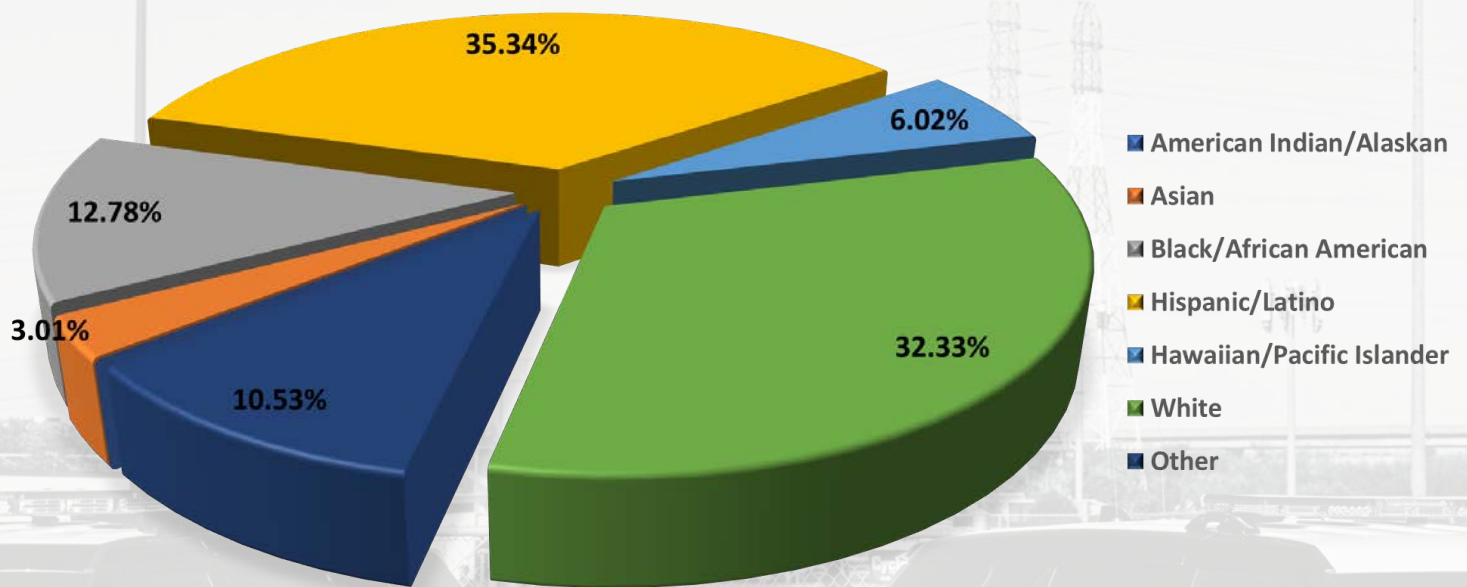
While it is common practice to simply compare arrest percentages to population percentages as a measure of equity, as previously discussed in this report, doing so represents lazy, inadequate analysis. As such, this chart shows the percentages of different race groups among the national population, more as an analytical starting point than a measuring stick.



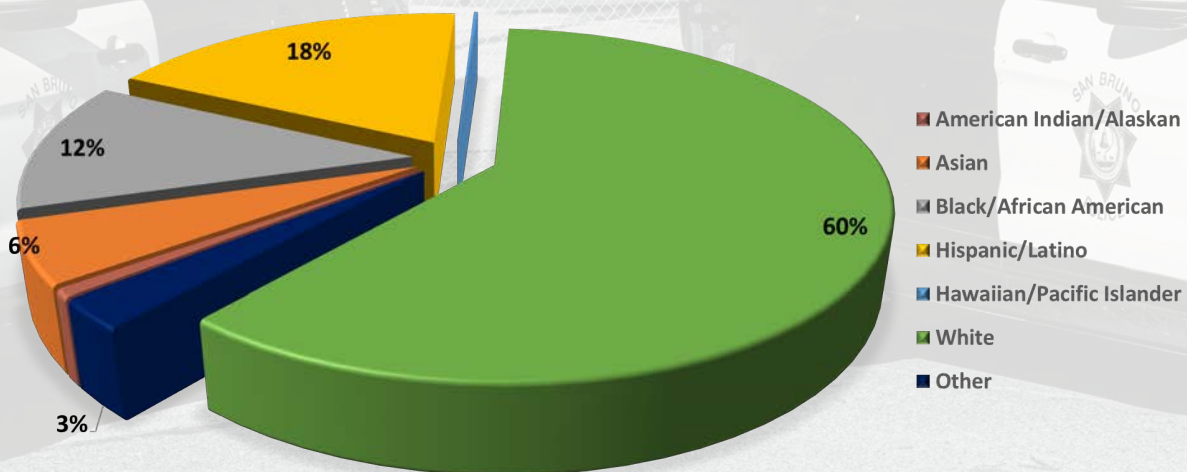
ARREST DATA (CONT.)

The following chart looks at the race of people arrested, but it attempts to focus only on instances in which the officer is in control of the decision to detain and arrest someone. This analysis begins by including only arrests that result from officer-initiated actions, such as traffic and pedestrian stops, and omitting those which stem from a call for service from the community. This analysis then eliminates situations in which the officer has no discretion over whether or not to make an arrest, but is legally required to do so. Finally, this analysis omits arrests made during hours of darkness in which an officer is generally unaware of the physical description of an arrestee prior to stopping or detaining them. While the chart below does not represent an analysis that allows for all of the mitigating factors, it does represent a more scientifically accurate assessment of race and arrest.

DISCRETIONARY ARRESTS BY RACE DURING DAYLIGHT HOURS



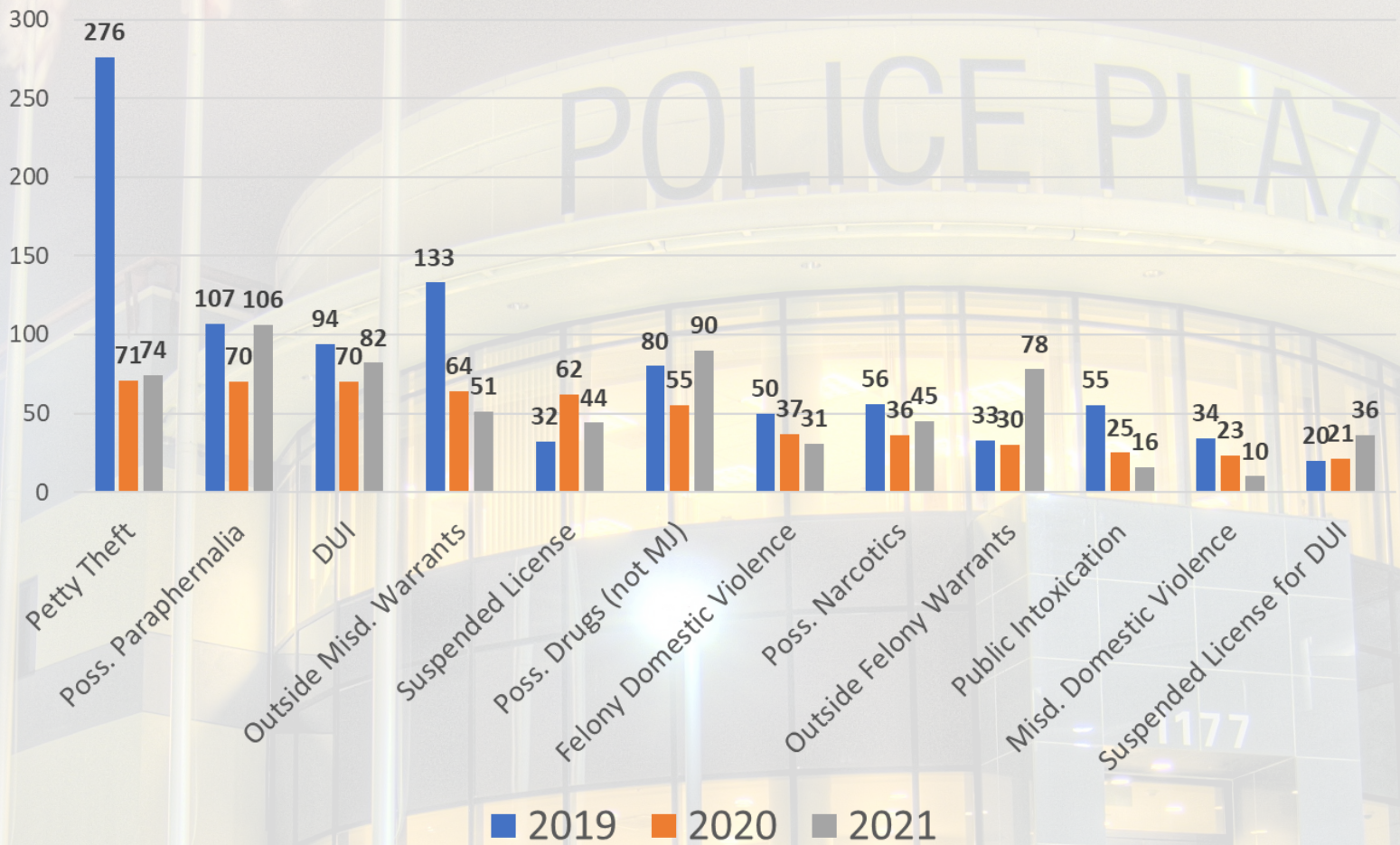
US POPULATION BY RACE



For sake of comparison once again, above is a breakdown of the US population by race. One of the other shortcomings of this sort of comparison is that police do not arrest from within the entire population, but instead from a subset comprised by the non-law-abiding segment of the population. Of course, this segment is exceedingly difficult to separate and measure.

ARREST DATA (CONT.)

Top 12 Arrest Charges – Number of Arrests – 3 Year Comparison



The above chart provides a breakdown of the number of arrests for the top 12 arrest charges over the past three years. One of the most notable developments in 2021 was the continued dramatic decrease in petty theft arrests since 2019. This decrease is largely attributable to the policy changes shifting away from conventional asset protection models in many large retail operations. Over the last couple of years we have seen larger stores reduce or even eliminate their loss prevention operations and staff, while simultaneously halting physical apprehensions of theft suspects. The result has been far fewer private persons arrests by security teams, resulting in fewer arrests by SBPD. Also of note is the return to pre-pandemic levels in arrests for DUI and drug possession, but significant decreases in domestic violence and public intoxication.

It is important to note that while arrest data is a valuable analytical tool, it does not measure actual crime in a given jurisdiction. There are many crimes reported which do not ever result in arrest, and even more crimes that are never formally reported to police at all. Studies suggest that this is especially true for crimes such as domestic violence, DUI, and drug possession.



USE OF FORCE DATA

In 2020, police use of force was brought under the social microscope. The political upheaval and social unrest that we experienced resulted in far reaching calls for police reform, to which your police department was receptive and responsive from the very start. That being said, please understand that nearly all of the legitimate reforms that have been called for have been in effect here in San Bruno for many, many years. In the 2020 Annual Report, we

provided an unprecedented, transparent look at use of force by the San Bruno Police Department. This effort made it abundantly clear that here in San Bruno, we very seldom use force, and when force is required, we use only the lowest level of force that is necessary. By now, many of you are probably familiar with the San Bruno Safe and Equitable Policing Review that was conducted by the City Manager's Office and Impact Justice, a reform advocacy group out of Oakland. Among the many favorable findings in this review, Impact Justice concluded that our methodology for reporting on use of force incidents, including our very liberal definition of "use of force", are best in class practices that should be emulated by other police departments around the nation. This report further concluded that there was no evidence of unreasonable uses of force, or of bias, in the San Bruno Police Department.

The following section will provide you with some data points regarding use of force by the San Bruno Police Department in 2021. But first, some critical information to put this all into context.

What is a "Use of Force Incident"?

In San Bruno, unlike in most other jurisdictions, we define "use of force" as anytime an officer uses **"anything more than gentle touch"** in the course of their duties. Many other departments do not consider an incident to be a use of force unless injuries are caused by their actions.

Obviously, this results in many more "use of force incidents" reported in San Bruno, but this robust reporting ensures transparency, and provides us with maximum opportunity to analyze, learn, and improve.

What is the Use of Force Reporting and Review Process?

Anytime force (as previously defined) is used by an officer, the supervisor conducts a thorough review of the incident and authors a separate use of force report. This includes review of the body worn camera footage and any other evidence. That report is then reviewed by a Lieutenant, a Captain, and the Chief of Police, to ensure that the use of force was reasonable and within policy, as well as to identify any training needs.

HOW OFTEN WAS FORCE USED?

Please recall from the previous page that we define a "use of force" as anytime an officer uses more than gentle touch in the course of his/her duties.

Use of force incidents in 2021

57

Incidents handled in 2021

47,938

Percentage of incidents that resulted in any use of force

0.11%

People contacted by SBPD in 2020

17,578

Percentage of contacts that resulted in any use of force

0.32%

Arrests made by SBPD in 2020

879

Percentage of arrests that resulted in any use of force

6%

USE OF FORCE DATA (CONT.)

Levels of Force Defined (for purposes of this report only)

- 1) Low Level Force** - a level of force or control that is neither likely nor intended to cause injury (most common example is physically controlling someone's arms or taking someone to the ground).
- 2) Intermediate Force** - a level of force that has the potential to cause injury or substantial pain, and is greater than low-level force (most common example is striking someone with hands, feet or objects).
- 3) Less Lethal Force** - a level of force that is not intended or expected to cause death or serious injury but which has the potential to do so and is greater than significant force (most common examples are use of the TASER or a K9)
- 4) Deadly Force** - any use of force that creates a substantial risk of causing death or serious bodily injury, including but not limited to the discharge of a firearm (Penal Code § 835a).

What level of force was used?

Incidents of "Low Level" force

49

Percentage of use of force incidents
that were low level

85.9%

Incidents of "Intermediate Level" force

5

Percentage of use of force incidents
that were intermediate level

8.7%

Incidents of "Less Lethal" force

3

Percentage of use of force incidents
that were less lethal

5.2%

Incidents of "Deadly" force

0

Percentage of use of force incidents
that were deadly force

0%

USE OF FORCE DATA (CONT.)

What were the results?

Use of force incidents in 2021

57

People killed

0

People with great bodily injury

0

People with serious visible injury

0

People with minor visible injury

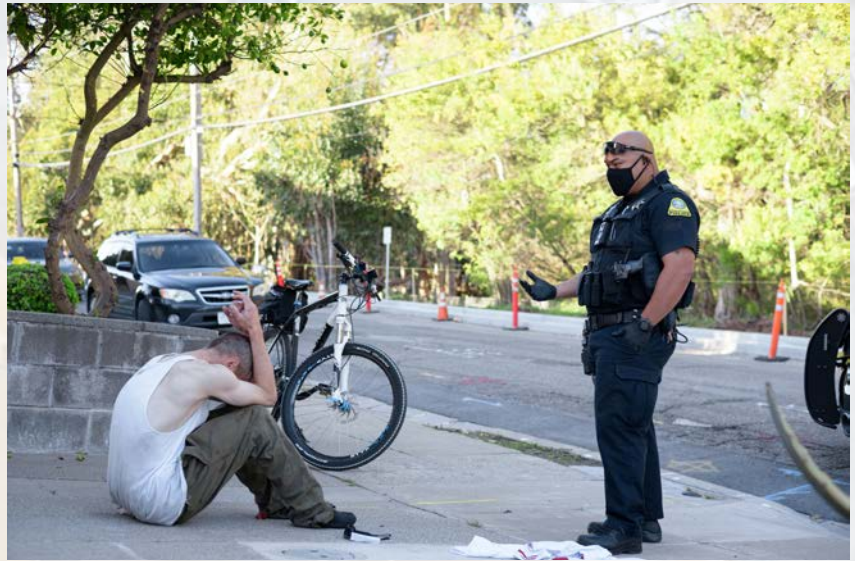
8

People complaining of pain with no visible injury

4

People with no injury or complaint of pain

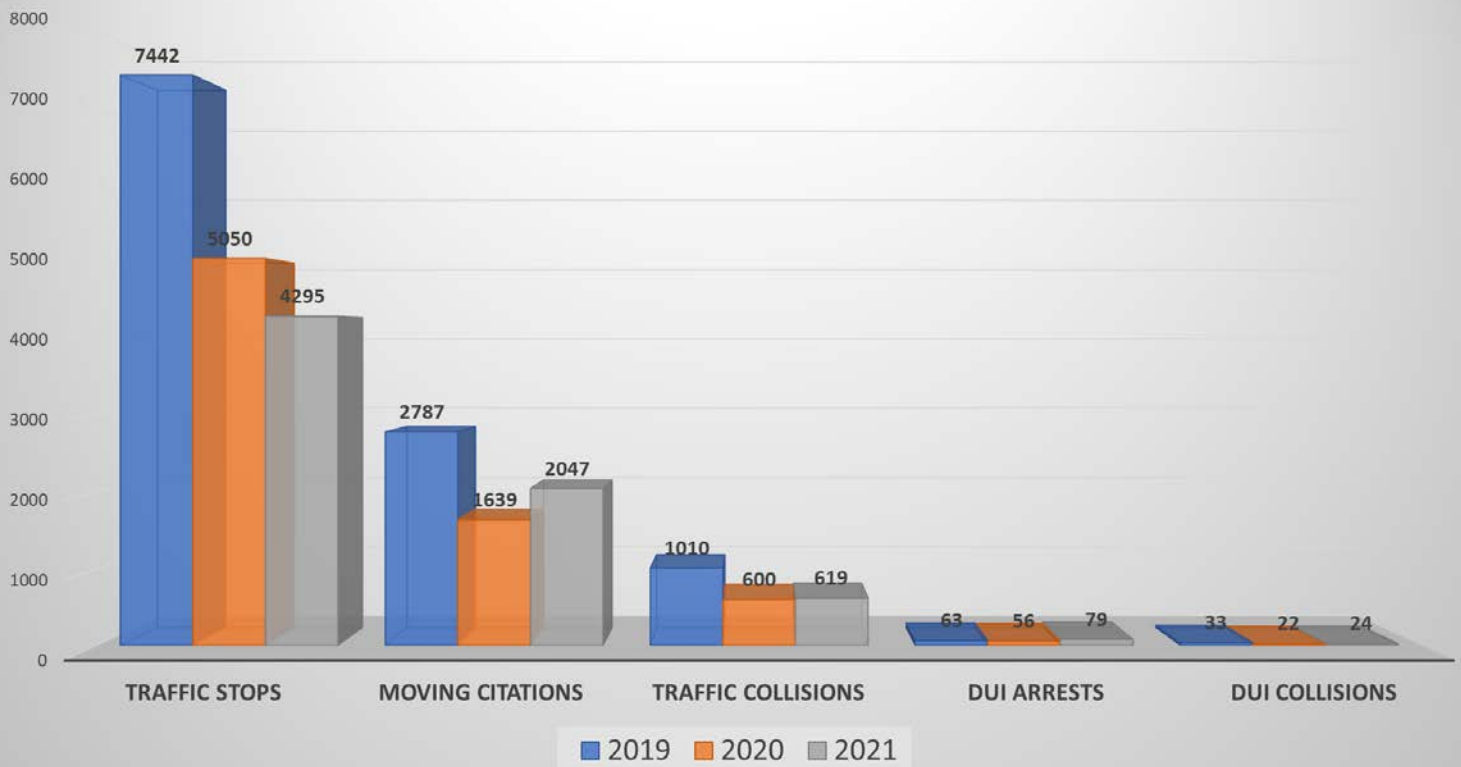
45



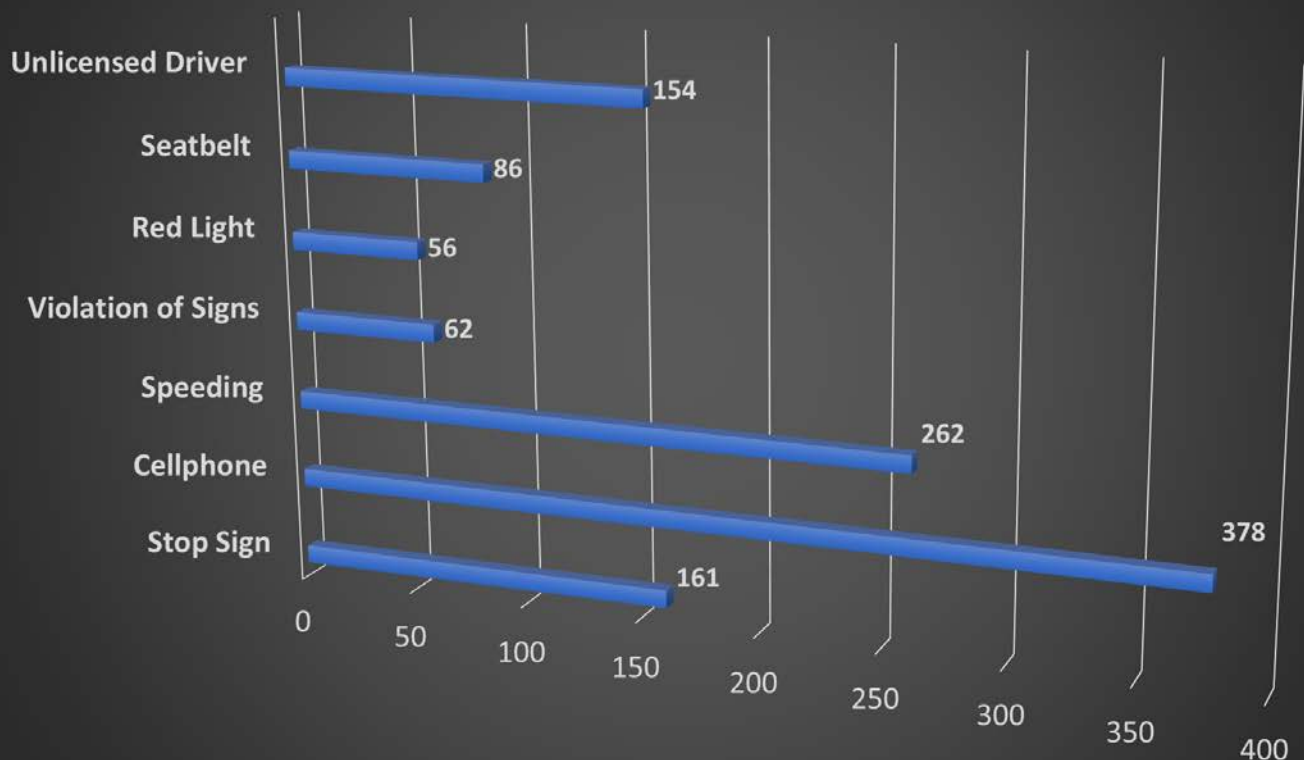
Our hope is that the use of force data in this section has helped to further strengthen your confidence in the men and women who proudly serve you with honor and distinction everyday. These men and women are deeply committed to doing the increasingly difficult job of keeping you and your loved ones safe, while treating everyone they encounter with dignity and respect. San Bruno Police Officers place such a high value on human life that they come to work each day willing to give their own lives, to defend the lives of people that they don't even know. It is this reverence for life that drives them to resolve incredibly challenging situations as peacefully as they can. We strive to avoid using force whenever possible. When we must use force, we do everything we can to use only the lowest level of force that can reasonably overcome the resistance or threat that we are facing. We train tirelessly to hone skills that serve as alternatives to using force, and to ensure that force is applied safely and properly when it must be used. Please also know that these use of force numbers are not low because these men and women are not facing very real threats and addressing very real crime everyday in this City. We routinely encounter armed suspects, face physical resistance, engage in foot and vehicle pursuits, and navigate so many dangerous activities...and we do so with a high level of safety and professionalism.

TRAFFIC SAFETY DATA

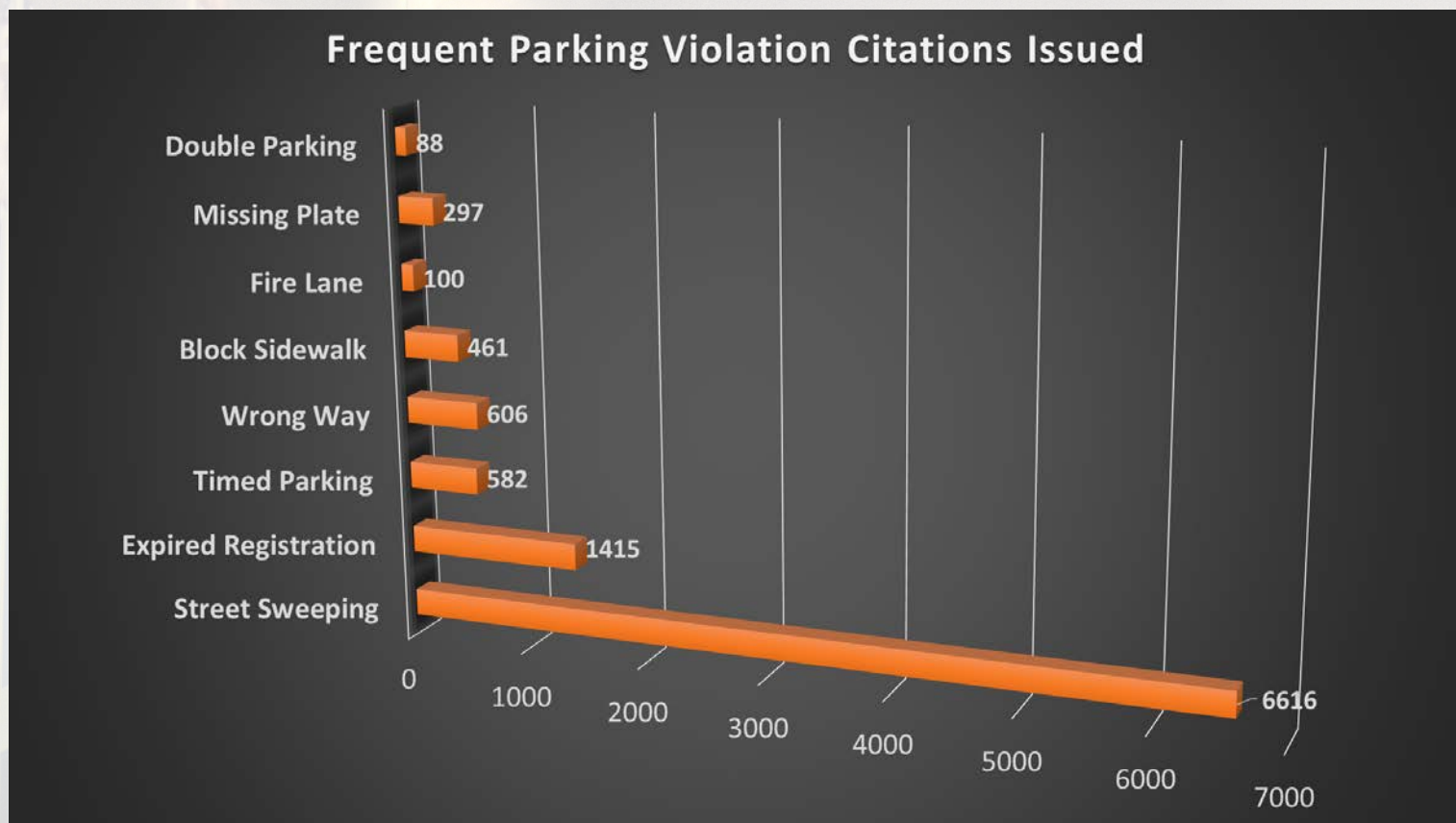
3 Year Comparison – Key Stats



Top 6 Moving Violation Citations Issued



TRAFFIC SAFETY DATA (CONT.)



Parking enforcement was severely impacted by staffing challenges as there was only one CSO assigned to parking enforcement for most of 2021. Our Parking CSOs work very hard, with minimal resources.

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Regional Major Accident Investigation Team (MAIT)

The San Bruno Police Department is part of the Regional (MAIT) Major Accident Investigation Team, which also includes officers from the Burlingame, Hillsborough, South San Francisco and Daly City Police Departments. The MAIT Investigators from each agency are highly-trained personnel who have specialized training and are skilled in advanced collision investigations. MAIT responds to traffic collisions involving major injuries and fatalities in any of the four cities.

Regional MAIT Investigators are capable of effectively utilizing forensic mapping equipment and forensic diagramming software. Regional MAIT Supervisors, Investigators and technicians may also be called upon to assist with a variety of other investigations if forensic scene mapping is deemed appropriate. Some of the incidents that may require a MAIT call out include fatal traffic collisions, felony DUI collisions, major injury vehicle collisions involving complex circumstances, significant traffic collisions involving government personnel, and collisions involving the potential for city and/or county liability.

In 2021, MAIT assisted with multiple fatality collision investigations, several felony DUI collision investigations, and dozens of other complex collisions requiring reconstruction.

TRAINING

The police academy is only the very beginning of the exhaustive and continuous training required to be a police officer. Immediately following graduation from the police academy, all San Bruno Police Officers must successfully complete a rigorous, 4-month long field training program that involves constant supervision and mentoring by a Field Training Officer (FTO). Once an officer has earned the privilege of working on their own, they have to navigate an 18-month probationary period in which they are evaluated quarterly to ensure that they are performing at the high level expected of a San Bruno Police Officer. Throughout an Officer's entire career, they must participate in ongoing training with great regularity. Much of this training is required at specified intervals by state law and/or the California Peace Officer Standards of Training (POST). In San Bruno, we exceed all of these training requirements, and we add hundreds of additional hours to ensure that the people policing our community are of the highest professional caliber. Our department also provides a number of training courses that are not specific to law enforcement, in an effort to develop a staff of well-rounded, well-adjusted professionals. Finding the time, the funding and the instructors for all of this training is very challenging, but this is no excuse for a poorly trained police force. So, we've addressed these challenges by maintaining our own certified instructors for many topics, securing grant funding for major training expenses, and establishing an asset forfeiture fund to cover management training expenses every year. Regular training was very difficult in 2020 and 2021 due to our response to the health pandemic, but we continue to maintain excellence through training.



Training Hours Completed
9,455

Certified Trainers In-House
56

Grant Funding
\$85,000

Asset Forfeiture Funded
\$50,000

LEVERAGING TECHNOLOGY

In an effort to exceed the public safety expectations and needs of our community with the resources available to us, we are constantly leveraging new technologies for increased efficiency and effectiveness. Here are a few examples of some of the key technologies deployed in 2021.



Flock Safety Systems: National data suggests that vehicles are used in over 80% of crimes occurring outside the household. As such, suspect vehicle information is very important to solving crimes and pursuing justice for victims. We've partnered with Flock Safety to install AI-enabled license plate readers at critical locations in our City. These readers will notify officers if a stolen or wanted vehicle passes by, and they capture license plate information that can be used to identify suspects in criminal investigations.

Unmanned Aircraft Systems (UAS/Drones): In 2021 we deployed a fully functioning UAS/Drone program in conjunction with the San Bruno Fire Department. We have put several officers through formal pilot training and maintain full compliance with FAA standards. We also adhere to a strict policy to ensure privacy compliance. Our drones are used to find missing or injured persons, to search for fleeing suspects, and for fire mitigation. Drones are not used for surveillance activities without a search warrant.



CueHit Text Message Communication Systems: We spent several months of 2021 programming our new automated SMS/text message communication system. This system will enable us to better communicate with residents regarding the progress of their investigations, as well as to send out a variety of customized surveys to assess satisfaction and optimize our services.

Body Worn Cameras: Your police department has been using body worn cameras for many years now, but in 2021 we received the latest technology in BWCs from Axon. These cameras capture an increased field of video and include enhanced automatic activation features to better ensure complete recordings when it matters most. These cameras also have enhanced charging and download capabilities to reduce downtime.



CLOSING

In closing, we would just like to reiterate that it is truly our honor and pleasure to protect and serve you San Bruno. We are here because we love you all and we are absolutely committed to keeping you and your loved ones safe. We pledge to police the City With a Heart, from the heart, always.

If you want to keep up with all the goings on in your police department, be sure to follow us on [Facebook](#), [Twitter](#), [Nextdoor](#) and [Instagram](#). And be sure to register for [SMC Alerts](#) to receive real-time emergency information that's critical to keeping you and your family safe.

