

# FOSTER CITY POLICE DEPARTMENT 2020 ANNUAL REPORT



Tracy Avelar – Chief of Police



Excellent Service—Every Call—Every Contact—Every Day

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# CHIEF'S MESSAGE



It has been my pleasure to have served my first full year as your chief of police. We are proud to have served the City throughout the unprecedented year of 2020.

In 2020, the women and men of Foster City Police Department along with the entire world faced significant challenges. A pandemic, civil unrest, and far-reaching economic impacts changed priorities and day-to-day operations. Covid-19 created the need for a huge pivot as it related to scheduling and public interaction.

As we all worked through the pandemic, the world watched as a police officer held his knee on the neck of George Floyd for over eight agonizing minutes, resulting in his death. We all felt the impact and were motivated to be part of the discussions and changes that followed, including a town hall meeting on policing and changes to our use of force policies.

It remains our commitment to the community of Foster City that we will strive for excellence through training, community engagement, and leadership development. We will continue to focus on employee empowerment by removing challenges and barriers and encouraging decision making at the lowest level.

This report outlines 2020 crime statistics, calls for service, staffing changes and our strategic plan.

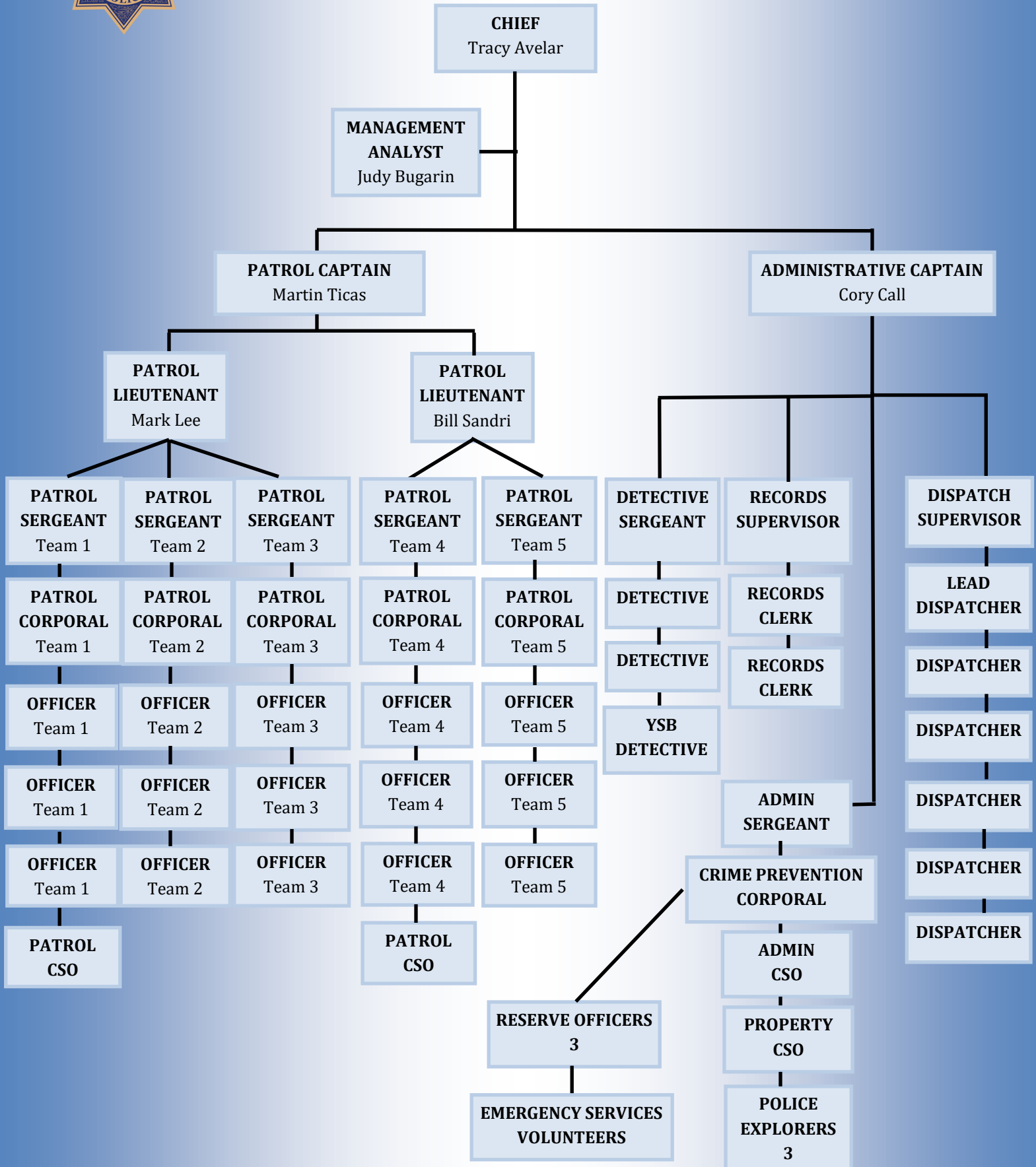
As we look to 2021, we look forward to meeting with community members through our Community Connect Program and creating those opportunities for real discussion and conversations.

A handwritten signature in black ink that reads "Tracy Avelar".

Tracy Avelar  
Chief of Police



# ORGANIZATIONAL CHART





# DEPARTMENT VALUES AND STRATEGIC PLAN

## Department Values

**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.

**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 our community.

**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.

## Strategic Planning

For over a decade, the Foster City Police Department has been using Strategic Planning to help focus our efforts on a daily basis and to ensure continuity exists in our long-term goals and objectives. The plan contains mid-term initiatives and deliverables that are designed to incrementally help us realize the larger goals. 2020 was the first of the two-year Strategic Plan, which encompasses overarching and ongoing goals, while allowing for flexibility in achieving the goals, or adjusting them as needed to meet the needs of our community. Notably, our Strategic Plan is a living document and will sometimes change if priorities and community need shift throughout the year. The following goals are detailed in our FY 2020-2022 Strategic Plan:



# **STRATEGIC PLAN GOALS**

## **Community Collaboration**

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

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

## **Proactive Crime Fighting Strategies**

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

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

## **Recruitment / Retention**

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

- *Review Recruiting Process*
- *Develop Employee Retention Strategies*

## **Employee Development / Empowerment**

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

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



## **POLICING DURING COVID**

On March 19, 2020, a stay-at-home order was issued in response to the COVID-19 pandemic. At the time, there were approximately 1,067 COVID-19 cases reported and 19 reported deaths in California. The Foster City Police Department pivoted and adopted practices that protected personnel and community members from the spread of the virus. To be able to staff adequately and remain safe, alternative work schedules were implemented, including 12-hour shifts, four days-a-week. The schedules had officers spaced out and working in teams (pods) to best prevent spreading of the virus. Personal Protective Equipment (PPE) was issued to all officers that included masks, protective glasses, and rubber gloves. Aside from officers, all other staff worked from home when feasible or in shifts that allowed no contact with other staff members.

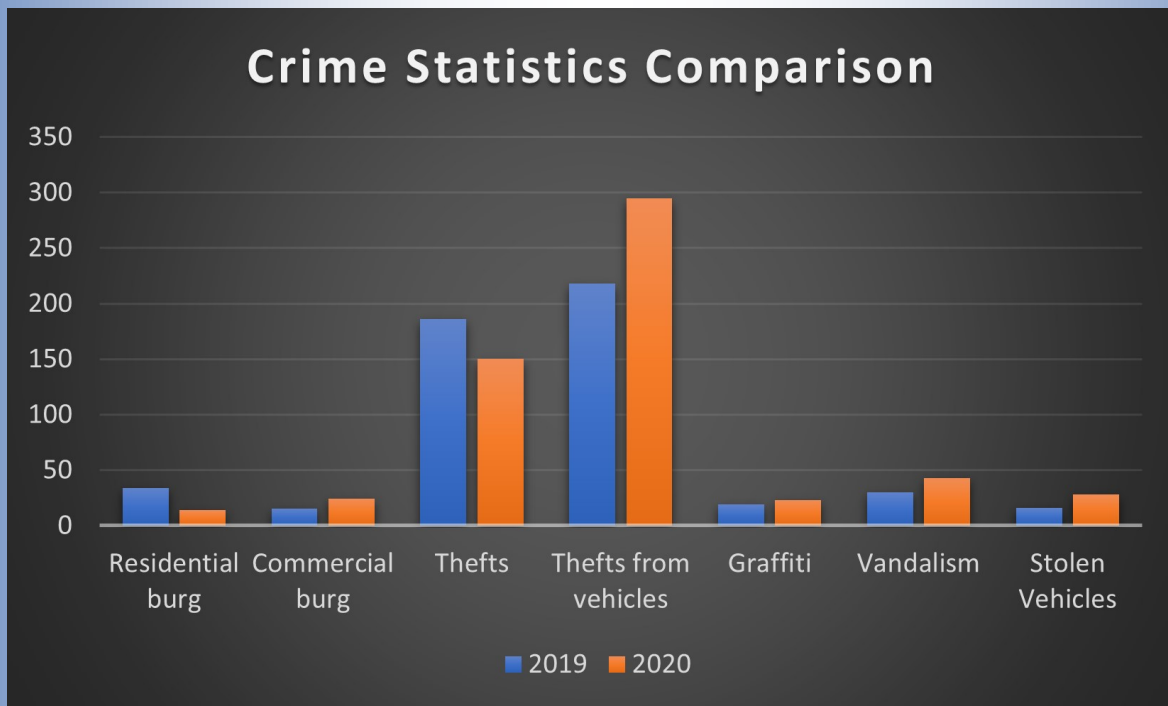
Throughout the shelter in place order, parking enforcement was suspended in an effort to better support the community members who were sheltering at home. Traffic enforcement and education efforts were significantly reduced due to the limited number of cars on the road, specifically during commute traffic hours. Responding to calls for service and crimes required personnel to be agile by using distance, technology and PPE whenever possible. Telephone reports were taken when possible to limit exposure. Many individuals arrested were cited and released due to booking restrictions at the jail. City staff and the police department had to navigate mask violations and shared uses of the levee and park systems.

As a community, we all worked through the challenges and ever changing guidelines. We are so thankful to this wonderful city for working together to stay safe.





# Crime Statistics & Comparison



In 2020, Foster City experienced the following when compared to 2019: 19% decrease in general thefts and a 58% decrease in residential burglary. The substantial decrease in residential burglaries is believed to be directly related to the Shelter in Place during the COVID-19 pandemic. Stolen vehicles spiked throughout the county, including Foster City with a 75% increase from 2019. Thefts from vehicles was the most common crime with a 38% increase, many being thefts of catalytic converters. Many of these cases were cleared through proactive officer on-view arrests and comprehensive investigations.

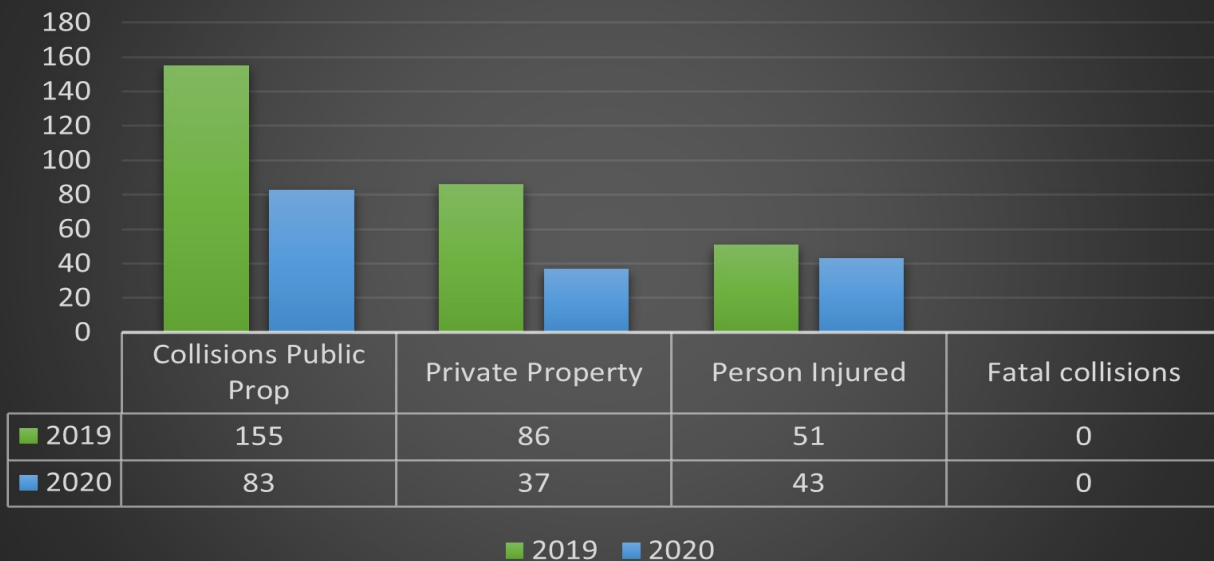


# Traffic Statistics & Comparison



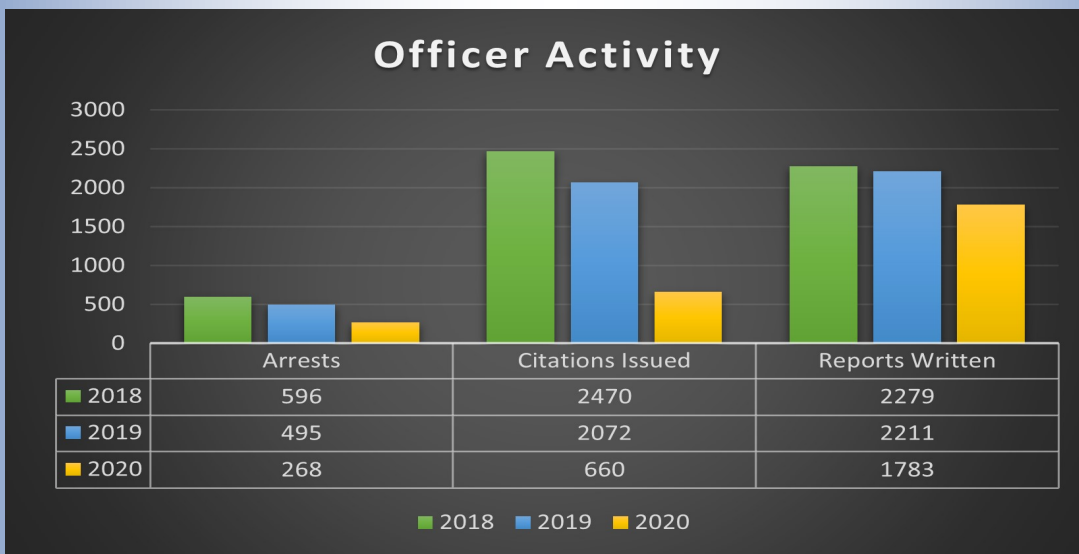
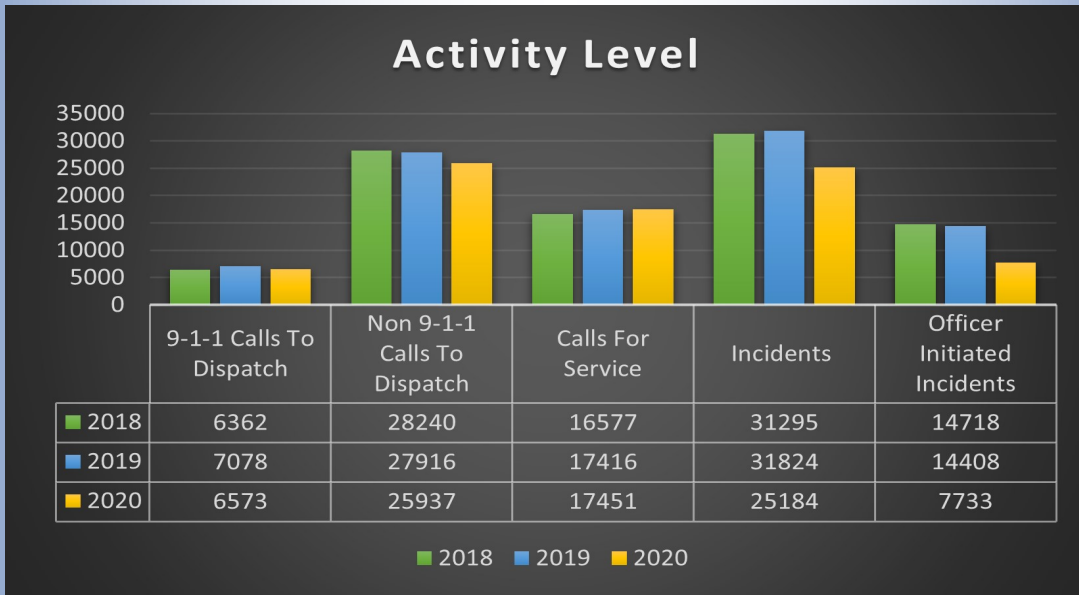
2020 saw a 94% decrease in total collisions and zero fatalities. FCPD participated in *Operation Click it or Ticket*, Distracted Driver Campaign and the San Mateo County Saturation Traffic Enforcement Program (S.T.E.P).

## Traffic Report





# Activity Report



**Comparison:** Activity from 2018, 2019 and 2020 are being compared to display similarities and changes in activity levels. Of note is the substantial decrease in various officer related activities in 2020. The decrease in officer related activities was the result of a mandatory decrease in non-essential person to person contacts, as well as stay at home orders beginning March 2020, due to COVID-19 pandemic safety concerns. While some officer activities decreased substantially in 2020, calls for service increased slightly, and dispatch activity saw moderate decreases in call activity.



# Patrol Operations



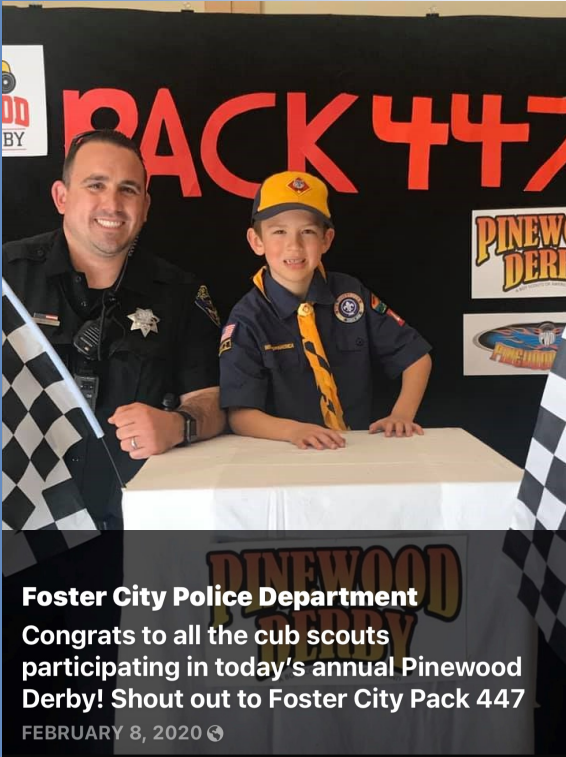
The Patrol Division is the largest division of the Foster City Police Department, consisting of over half of the Department's total number of employees. The core function of any Police Department, Patrol fulfills the mission to serve and protect the community. The division is made up of a Captain, two Lieutenants, five Sergeants, and 28 Officers. Patrol officers respond to calls for service, conduct activities to mitigate crime, and address issues that adversely impact the quality of the community for the purpose of mitigating crime, thus reducing the fear of crime and keep our city streets safe. The uniformed officers from the Patrol Division are the first to arrive in emergencies and times of crisis and are dedicated to protecting life and property.

Foster City is four square miles of land with a population of approximately 34,000, which makes Foster City the third most densely populated city in San Mateo County. For policing the city, it is divided into two beats, X-ray and Yellow. X-ray beat encompasses the area of the city located directly east of Shell Boulevard and is delineated from Yellow beat by the length of Shell Boulevard. Yellow beat encompasses the area of the city directly west of Shell Boulevard and is delineated the length of Shell Boulevard.

Uniformed Patrol Officers work in teams made up of three to five officers. The Patrol team members are assigned a specific beat and are responsible for patrolling the beat and conducting crime mitigation activities during their shift. Patrol Officers conduct these activities while out in their beats. Patrol Officers make a concerted effort to get to know the community and its members as part of our Community Oriented Policing philosophy. Our department motto is, "Excellent Service, Every Call, Every Contact, Every Day!"



# COMMUNITY ENGAGEMENT



**Foster City Police Department**  
Congrats to all the cub scouts participating in today's annual Pinewood Derby! Shout out to Foster City Pack 447  
FEBRUARY 8, 2020



**Foster City Police Department**  
Jun 10, 2020  
We had the opportunity to hang out and support this amazing local middle school student and the peaceful march against racism that she organized today in Foster City! For the second week in a row she organized a successful march with a great turnout. Both weeks had approximately 200-300 participants each. It was a very positive environment and she also gave an excellent speech where she encouraged people to take social action themselves, rather than waiting for other people to do it! We could not be more proud of all our local youth and their families who showed up to support this positive message.

**Foster City Police Department**  
JUNE 10, 2020



Pink Patch Project

**Foster City Police Department**  
Oct 2, 2020  
For the month of October, the FCPD will be wearing #pinkpatches to bring attention to the fight against breast cancer.



**Foster City Police Department**  
JUNE 22, 2020



**fostercitypd**  
Leo J. Ryan Memorial Park  
Liked by aj.avelar and others  
**fostercitypd** Happy Halloween Foster City. Please enjoy Covid-Safe activities tonight! Eat candy, go wild, brush... more  
View 1 comment  
October 31, 2020

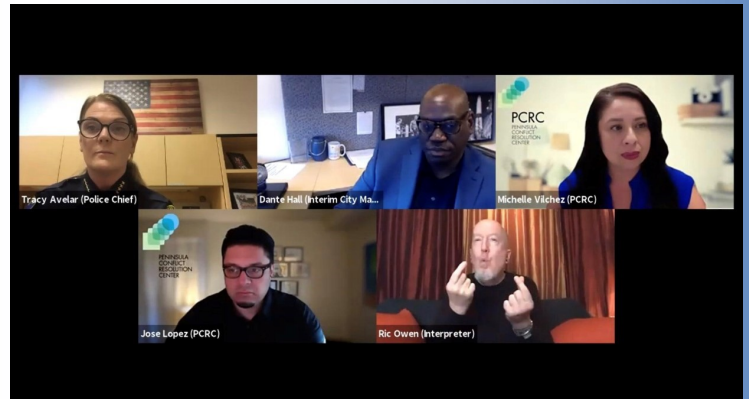
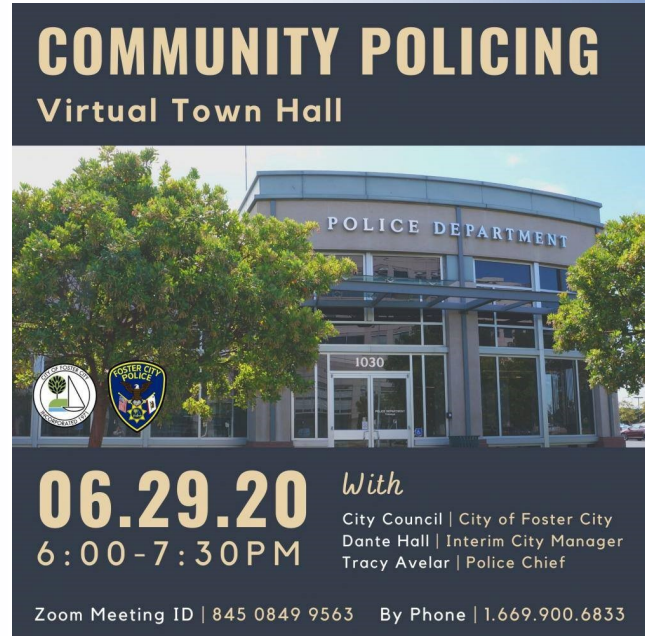


# SOCIAL MEDIA

## @fostercitypd on Instagram



## @FosterCityPolice on Facebook



## @FosterCityPD on Twitter





# SOCIAL MEDIA



**Foster City Police Department**

Dec 5, 2020 · 🌐

We'd like to thank everyone for their support during the month of "No shave November." Participating members of the FCPD and City Hall donated money to grow awareness to cancer prevention, save lives, and aid those fighting the battle.



👍👏 33

1 Comment 457 Views 🌐



**Foster City Police Department**

We caught our new 2020 Patrol Car practicing social distancing at Bridgeview Park early this AM. How's your AM going? Hang in there FC!

MARCH 24, 2020 🌐



**Foster City Police** · 5/4/20

Thank you to the true heroes, our health care workers, doctors and nurses! We ❤️ you. - Foster City - at San Mateo Medical Center



888 views

💬 1

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❤️ 16

📤

New Bay Area Public Health Recommendation to Cover the Face

**Cloth face coverings,**  
when combined with **physical distancing**  
and **hand washing,** may prevent  
transmission of coronavirus to others



Medical masks should be preserved  
for health care workers and first responders



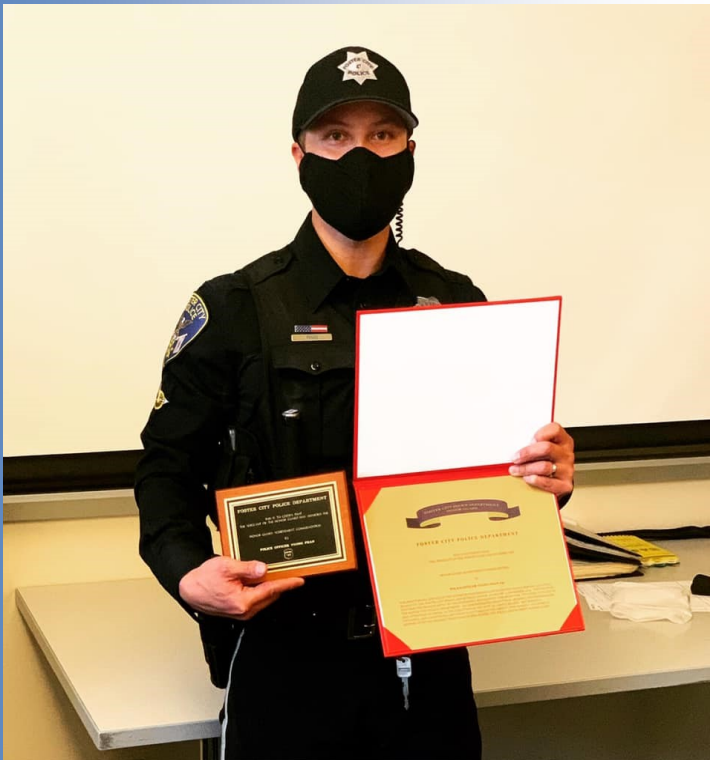
# RECOGNITIONS & AWARDS

## Safest City Recognition

In 2020, Foster City was included in a list as one of the 50 safest cities in California, ranking #11, 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.



## Honor Guard Recognition



**Officer Vuong Phan**

## CORA Domestic Violence



**Officer Joe Aceto**





# NEW EMPLOYEES



**Officer  
Gabriel Apodaca**



**Officer  
David Edhammer**



**Officer  
Sabrin Obeidi**



# PROMOTIONS



**Jenna Grimaldi**  
Promoted To  
Sergeant



**Jack Turner**  
Promoted To  
Corporal



# RETIREMENTS



**Lead Dispatcher  
Clarice Anderson**

***28 Years of Service***

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

