



**FOSTER CITY
POLICE DEPARTMENT**

Annual Report 2023

650-286-3300

1030 East Hillsdale Boulevard

Foster City, California, 94404

www.Fostercitypd.org

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CHIEF'S MESSAGE

2023 is in the books!

This annual report is presented with great pride and gratitude on behalf of the Foster City Police Department. It is a testament to our collective commitment to the safety and well-being of our community and the members of our agency.

As we delve into the pages of this report, you will find a comprehensive overview of our department's accomplishments, initiatives, and milestones achieved throughout the year. From crime prevention and crime fighting strategies to community outreach programs, each endeavor has been guided by our steadfast commitment to serving with integrity, professionalism, and compassion.



I am incredibly proud to report that our collective efforts have yielded tangible results. Crime rates have continued to decline, thanks to the dedication of our officers, the support of our community, and the implementation of proactive policing strategies. Moreover, our ongoing efforts to enhance transparency, accountability, and trust within our department have further strengthened the bond between law enforcement and the community we serve.

However, our work is far from over. As we look to the future, we will continue our pursuit of excellence and innovation and continue to adapt to the evolving needs and challenges of our community and the policing profession. A significant focus will continue to be recruitment and retention of high caliber applicants and our current department members. Together, we will strive to build upon our successes, address emerging issues, and foster a culture of inclusivity and collaboration that empowers everyone to thrive.

In closing, I extend my deepest gratitude to the residents, businesses, Foster City team and City Council for your unwavering support and partnership. It is through our shared commitment and collective action that we will continue to make Foster City the safe and vibrant city we all love.

Thank you for your continued trust and support.

Tracy Avelar

DEPARTMENT MISSION STATEMENT

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.



Professionalism:

The first principle woven into our mission statement is an unwavering dedication to professionalism. For the members of the Foster City Police Department, professionalism is not just a standard; it's a way of life. It means going above and beyond to deliver a level of public service that is characterized by respect and integrity.

The Guardian Mentality:

Safety and property protection are cornerstones of law enforcement, and the Foster City Police Department takes this responsibility seriously.

When you call upon the department, you can trust that we will respond promptly and effectively. Our training equips us to handle diverse situations while preserving the rights and dignity of all involved parties.

Customer Service:

The final principle is the continuous goal of enhancing the quality of life in the community. We do not just react to incidents; we proactively work to improve the overall well-being of the city's residents.





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 2023, 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

In 2023, the Foster City Police Department continued our commitment to mental health awareness. Every officer has or will receive **Advanced Crisis Intervention Training**, in addition to their core C.I.T. 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 come up with creative solutions for complex issues. Our own Captain Martin Ticas chaired the team in 2023. To date, several cases have resulted in intervention that mitigated or prevented targeted violence.

THREAT ASSESSMENT

Threat Assessment Process

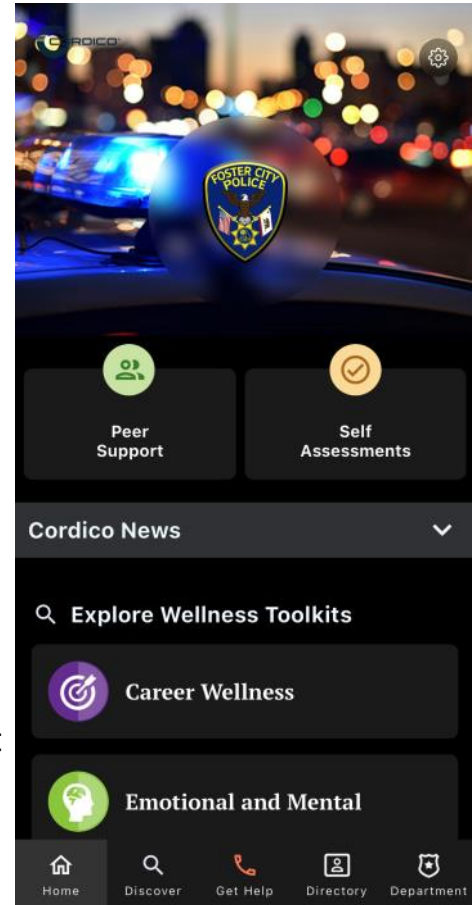


OFFICER WELLNESS/PEER SUPPORT



Wellness Committee

The Foster City Police Department is committed to our Officer's physical and mental health. 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 that can lead 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 Cordico phone application, which gives officers access to mental and emotional health resources, including counselors. The Department also provides direct training on stress management and building resiliency.



Peer Support Group

In 2023, the Foster City Police Department maintained a peer support group 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.

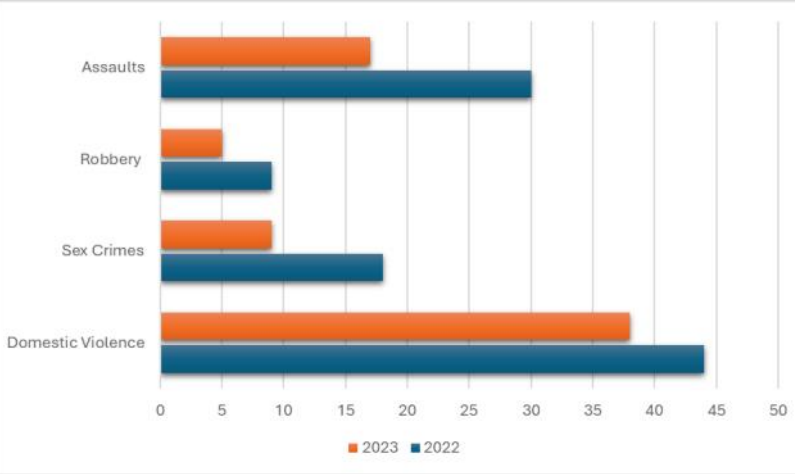
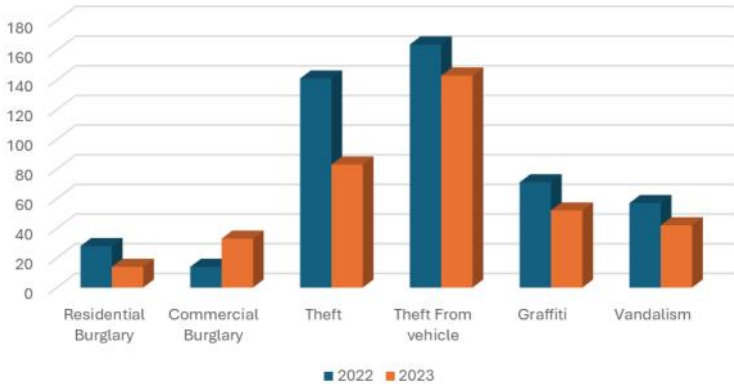
The vision is to redefine, reimagine and advance policing on a national scale through the framework of police officers as "Peace Officers."

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





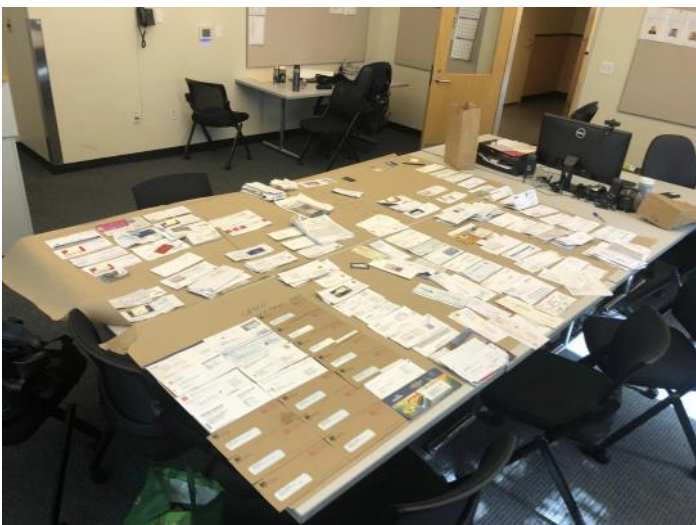
CRIME STATISTICS & COMPARISON



In 2023, Foster City had a 12% reduction in thefts from vehicles when compared to 2022. This continued a trend from year prior where there was a 74% drop in this type of crime. Foster City also saw a 50% reduction in residential burglaries, a 41% reduction in general thefts, a 13% reduction in stolen vehicles, a 44% reduction in vandalism, and a 26% reduction in graffiti. The only tracked area where there was an increase in any type of crime, was a change from 14 to 33 commercial burglaries (primarily shoplifting).

In 2023, Foster City experienced a 50% decrease in all crimes of a sexual nature, and a 43% decrease in assaults when compared with 2022. Foster City experienced a 13% decrease in domestic violence and a 44% decrease in robberies.

CRIME TYPE	2022	2023	CHANGE
RESIDENTIAL BURGLARY	28	14	-50%
COMMERCIAL BURGLARY	14	33	+135%
THEFT	141	83	-41%
THEFT FROM VEHICLE	164	143	-12%
GRAFFITI	71	52	-26%
VANDALISM	57	42	-44%
STOLEN VEHICLES	38	33	-13%
DOMESTIC VIOLENCE	44	38	-13%
SEX CRIMES	18	9	-50%
ROBBERY	9	5	-44%
ASSAULTS	30	17	-43%
VIOLENT CRIMES TOTAL	102	101	-98%
PROPERTY CRIMES TOTAL	513	508	-97%
OVERALL CRIME TOTAL (all categories included those not listed here)	1072	933	-12%



323

ARRESTS



25966

INCIDENTS COMPLETED



1516

CITATIONS ISSUED



16,428

CALLS FOR SERVICE

HIGHLIGHTS



9802

OFFICER INITIATED INCIDENTS



1942

CASES TAKEN



392

FELONY REPORTS



203

COLLISION REPORTS



3072

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.

The Foster City Police Department hosted a Gracie Survival Tactics (GST) instructor class in March of 2023. Agencies from all over the Bay Area sent their defensive tactics instructors to this course. Foster City added to their two instructors by certifying an additional four.

2023 FCPD TRAINING

- RANGE / FIREARMS
- CPR PRACTICAL / 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

ABLE

ACTIVE BYSTANDER FOR LAW ENFORCEMENT (ABLE) teaches officers effective ways to step in when they witness misconduct and help agencies create a culture that supports such intervention.

The Foster City Police Department sent two officers to become ABLE instructors in 2023. These instructors will be training the entire Department in these critical skills.



ABLE
Active Bystandership
for Law Enforcement



FBI National Academy

In August of 2023, Lieutenant Bill Sandri graduated from the FBI National Academy in Quantico, Virginia. Lt. Sandri completed 10 weeks of advanced communication, leadership, and fitness training. Participants must have proven records as professionals within their agency to attend this rigorous program which takes them away from their home and agency for several months.

FBI Director Christopher Asher Wray delivered remarks at the ceremony. The National Academy is held at the FBI Training Academy in Quantico, the same facility where the FBI trains its new special agents and intelligence officers.



POST Command College

In July of 2023, Captain Cory Call graduated from the prestigious Peace Officer Standards and Training Command College. The POST Law Enforcement Command College is a 14 month program designed to prepare law enforcement leaders today for the challenges of the future.

The program focuses on the identification of emerging issues and the development of strategic foresight, sociological, technological, economic, environmental and political trend analysis, procedural justice and the impact of social systems on global security.





TRAINING

FBI NATIONAL COMMAND COURSE (NCC)

In 2023, Foster City Police Chief Tracy Avelar achieved a significant milestone by completing the FBI National Command Course (NCC). The NCC, established in 2020, addresses the unique challenges faced by law enforcement executives from smaller agencies, who often lack the resources to attend nationally recognized leadership programs.

This intensive one-week course covers essential skills, such as strategic leadership, image management, officer wellness, and targeted violence prevention, crucial for effective policing in smaller communities. Eligibility for the NCC requires participants to be chief executives of law enforcement agencies with fewer than 50 sworn personnel. Nomination is the key to securing a spot in the NCC, with the Training Division actively seeking nominations annually.



INNER PERSPECTIVES

In May of 2023, Corporal Houtan Pezeshkan graduated from Inner Perspectives.

Inner Perspectives is a distinguished and purpose driven leadership program aimed at nurturing the potential of our future law enforcement leaders. With a steadfast commitment to instilling principles, ethics, and leadership skills, this program sets a high standard for those who aspire to take on leadership roles within the law enforcement community.

Over the course of 5 months, Corporal Pezeshkan demonstrated exceptional dedication and a deep commitment to personal and professional growth within the Inner Perspectives program. As a participant, Cpl. Pezeshkan not only embraced the core values and principles, but has also actively applied them in his daily work.



"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 2023, 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.



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.



In 2023, 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 use emergency staffing schedules in order to maintain our minimum staffing levels on patrol at all times. Through the staffing crisis, police services were maintained at the highest level. By the end of 2023, due to an aggressive recruitment drive, we were able to return back to 5 teams on patrol and to our normal schedule.

USE OF FORCE

In 2023, officers of the Foster City Police Department handled 25,966 incidents. Of those incidents, officers made 323 arrests and committed a person having a mental or emotional crisis to get care 75 times, totaling 398 enforcement and/or critical incident related contacts. During these contacts, officers of the Foster City Police Department used force 18 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.

- ◆ **12 (3%) incidents involved an officer only pointing their duty weapon but using no other force**
- ◆ **1 (.2%) incident involved an officer using a Taser device to gain compliance**
- ◆ **4 (1%) incidents involved an officer using control holds to gain compliance**



RECORDS BUREAU



Records Requests Processed: 361
PRA Requests Processed: 15
Report Review & Approval: 1,957

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

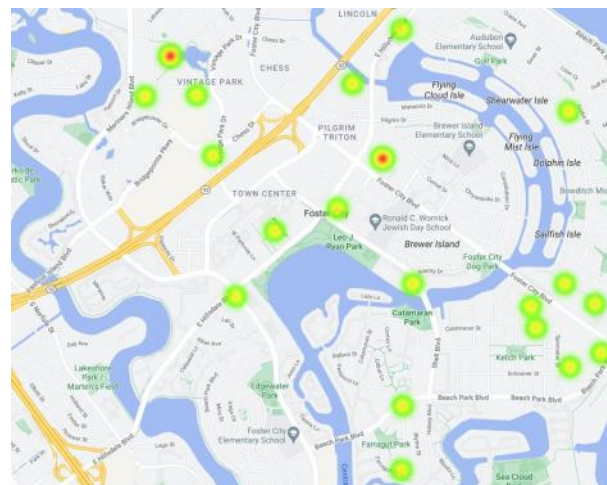
variety of specialized administrative and technical duties. The FCPD's records section is responsible for tracking and recording any and all papers or files generated by the FCPD. Often the first contact at the Police Department, records personnel strive to deliver professional, responsive and courteous 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.



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 acts as a liaison between the members of the community, other agencies, department personnel, and field units in support of organizational goals and objectives.

In 2023, the FCPD Dispatch Center handled 26,792 calls, 6,907 of which were 911 emergency calls.



Honor Guard

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, Cpl. Vuong Phan and Cpl. John Choi.

Corporal 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.



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 2023, Detective Sgt. Grimaldi, Detective Parham and Detective Apodaca held down the fort until Detective Parham was promoted to Corporal and rotated back to patrol to train new recruits. Detective Nguyen was appointed to Detective to fill the void. 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.





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

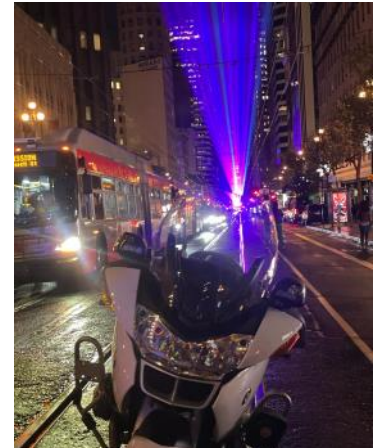
The Foster City Police Department's culture is centered on fundamental principles that include diversity and individual growth. The FCPD recognizes the diverse community it proudly serves, and takes pride in the fact that the Department reflects the diversity of the Foster City community.

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.



APEC CONFERENCE

In 2023, the Foster City Police Department proudly showcased our commitment to public safety and international cooperation by actively participating in the Asia-Pacific Economic Cooperation (APEC) conference held in San Francisco. As a testament to our department's dedication to ensuring the smooth operation of such high-profile events, FCPD contributed invaluable support through its skilled motor officers who provided essential traffic control during the event.



RECRUITMENT

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.

In 2023, the Foster City Police Department increased our proportion of female officers from 10% to 20% of our workforce.





COMMUNITY ENGAGEMENT

2023 Torch Run

Sgt. Clara Leong organized the Foster City Police Department's participation in the 2023 Law Enforcement Torch Run. The FCPD team raised \$3,694.00 for the event and \$377,509.00 was raised by all 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.



COFFEE WITH A COP



In 2023, the Foster City Police Department partnered with Penelope's Coffee & Tea for Coffee with a Cop. 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 2024!



2023 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, X, 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 2023, the FCPD social media team members were:

- Officer Joe Aceto
- Officer Cathy Lau
- Officer Noel Prado
- Sergeant Mike Greene
- Lieutenant Mark Lee

TUESDAY
AUGUST 1, 2023
5:30PM - 8:30PM
Leo J. Ryan Park
650 Shell Boulevard
Foster City, CA 94404

PROUDLY CELEBRATING
NNO 40
NATIONAL NIGHT OUT
2023
POLICE - COMMUNITY PARTNERSHIPS

Connect with your neighbors and join the millions around the nation as they come together with their local Police Departments to promote police and community partnerships. For additional questions, contact Crime Prevention Corporal Phan at 650-286-3351 or at vphan@fostercity.org.

Enjoy a Fun Night with :

- Music
- Games
- Food Trucks
- Firefighters
- Paramedics
- Police Officers
- City Staff

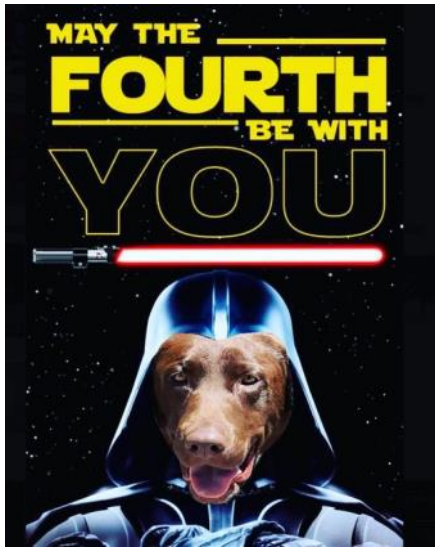
National Night Out 2022

AMR **Lucky** **FOSTER CITY** **FIRE** **FOSTER CITY POLICE** **STARBUCKS** **CERT**

September is suicide awareness month.
 Are you struggling?
 Think you are alone?
You're not the only one.

Help is available.
 Call 988 from any cell phone to speak with a counselor.

For additional resources visit,
www.988lifeline.org



TOMORROW IS THE FIRST DAY BACK TO SCHOOL



- MAKE SURE TO ALLOW EXTRA TIME ON YOUR COMMUTE.
- DRIVE SAFELY AND WATCH OUT FOR BICYCLISTS AND PEDESTRIANS



BREAST CANCER AWARENESS MONTH



KEEP AN EYE OUT FOR PINK PATCHES ON OUR UNIFORMS AND VEHICLES THIS MONTH AS WE JOIN IN THE FIGHT TO RAISE AWARENESS FOR BREAST CANCER!




School is back in session

Here are some bike safety reminders

Make sure your kids follow these bike safety rules:

- Wear a bike helmet that fits properly.
- Walk your bike at the crosswalk
- Make sure to ride in the bike lane in the direction of traffic.
- If there's no bike lane, ride on the sidewalk.





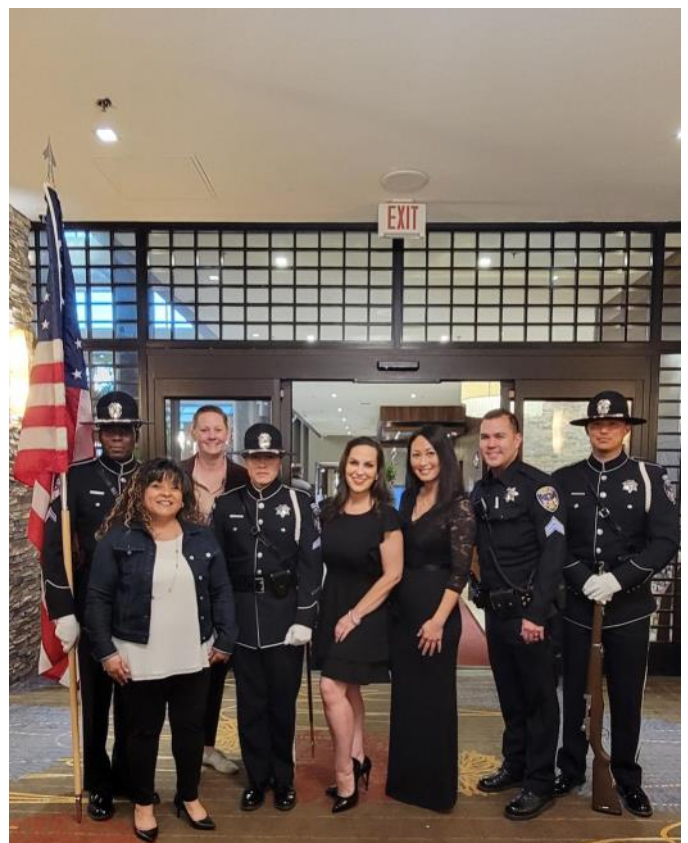
RECOGNITIONS & AWARDS

In March of 2023, Sgt. Clara Leong received the Service Award from the Peninsula Council of Lions for her hard work on a high profile investigation which resulted in a suspect being brought to justice.

Prior to being promoted to Corporal and then Sergeant, she was one of Foster City's most accomplished detectives. During her years as an investigator, she solved a wide variety of cases leading up to the case that brought her to this awards ceremony.

Though confidential in nature, this case required a tremendous amount of dedication, perseverance, and exceptional investigative skills. Sgt. Leong's unwavering commitment to upholding the law and ensuring the safety of our community was truly commendable. Her compassion for victims and empathetic approach were also on display during this investigation.

It is no surprise that her exceptional work on this case earned her this prestigious award. Sgt. Leong's dedication to justice and her remarkable contributions to our community make her a shining example of what it means to be a law enforcement officer. Her continued service promises a brighter and safer future for us all.



2023 EXPLORER AWARDS

Our newest Explorer, **Nate Long** graduated from the 95th Peninsula Law Enforcement Explorers Academy with top honors and won the 1st place trophy for the Physical Agility test with an impressive score of 402 out of 400.



In February of 2023 our explorers competed in the San Mateo County Explorer Challenge against other explorers from around the county in six events. They did a great job and took a 2nd place award in the scenario Burglary in Progress and 3rd place award in Domestic Violence.



EMPLOYEES

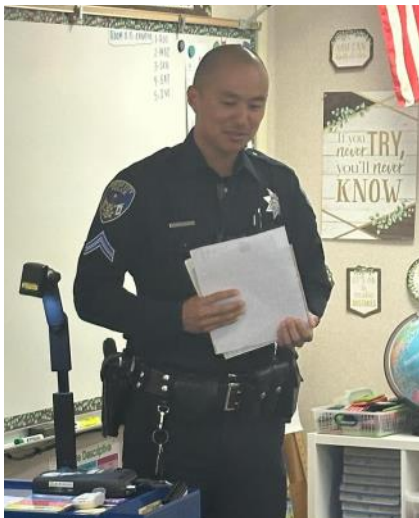
PROMOTIONS



Sergeant
Clara Leong



Corporal
Devon Butler



Corporal
John Choi



Corporal
Isaac Parham



Lead Dispatcher
Adrienne Torre

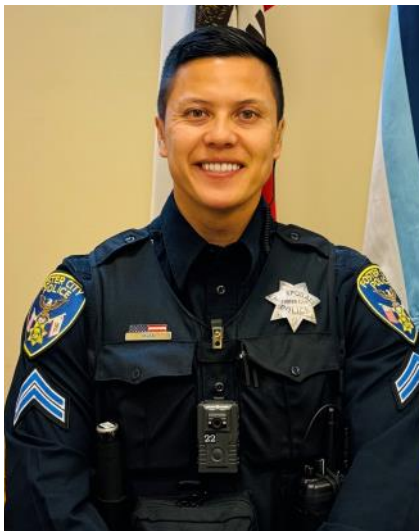


Management Analyst
Lyndsey Castro



Records Supervisor
Selina Vigil

NEW ASSIGNMENTS



Crime Prevention
Vuong Phan



Detective
Jimmy Nguyen



NEW EMPLOYEES



**Police Officer
Louis Medina**



**Police Officer
Eric Cromosini**



**Police Officer
Ethan Koval**



**Police Officer
Bonny Ng**



Police Recruit
Victoria Pierucci



Police Recruit
Mateo Frisz



Records Specialist
Connor Taylor



Records Specialist
Karina Arredondo



Dispatcher
Alison Scherer



EMPLOYEES

RETIREMENTS



Corporal
Richard "Rico" Colbacchini



Officer
Paul Larnauti

NEW VOLUNTEER YOUTH EXPLORER



Police Explorer
Nate Long



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.



FOSTER CITY POLICE DEPARTMENT

1030 E. HILLSDALE BOULEVARD, FOSTER CITY, CA 94404 | (650) 286-3300 | WWW.FOSTERCITY.ORG/POLICE



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