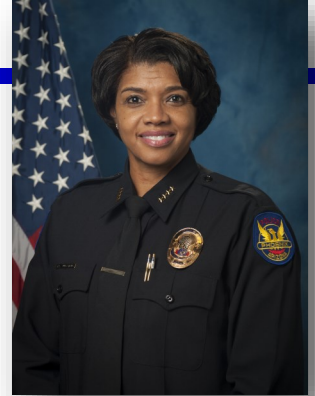




Message from the Chief

June 5, 2019

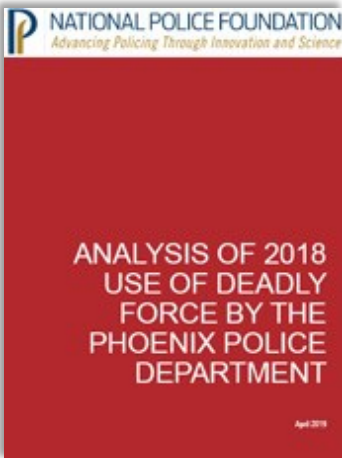
Jeri L. Williams, Police Chief
Phoenix Police Department



UPDATE—National Police Foundation OIS Recommendations

The National Police Foundation recently released its findings regarding the 2018 officer-involved shootings study. There were nine recommendations that came out of that study. As stated before, I am committed to implementing each of these recommendations in the interest of achieving and maintaining best practices as a police department, and being as transparent as possible. For these reasons, we wanted to provide you an update on where we are with some of those recommendations.

Recommendation 1: Document when officers point their guns at a person or persons.



A police officer drawing his or her weapon and having it “at the ready” is a proactive approach to safety, and in many cases can be a routine occurrence. However, what is not as frequent is when an officer intentionally points a service weapon at a person. We have a group of experts working on a solution within our current records management system that would help us track each time our officers intentionally point their service weapon at a person in an enforcement situation. Other major city police agencies currently do this. The objective is to accurately reflect the number of times officers face a situation with the potential to be a deadly force encounter. In short, we have already taken active steps toward implementing this recommendation, and we should expect to see those results sooner than later.

Recommendation 3: Continue to improve training.

We continually seek the best training, tools, and technology in order for our officers to develop their skills to protect and serve you better. This includes new less-lethal technology, and increased scenario-based decision making training. We are looking at how best to track and share use-of-force data to ensure we are employing best practices. We have partnered with Arizona State University for assistance with academic research in this field. Our Training Bureau will add a Use-of-Force Analyst to process data, identify trends, review use-of-force reports, and capture training data from evaluations.



Over the past twelve months we’ve shifted how we train recruits. We’re moving away from the classic style of stress inoculation training toward pressure-based cognitive decision making. Scenario-based exercises are not new and, in fact, have always been a part of police training. What is new is the approach to the design of these scenarios and how we will evaluate the officers once the scenario is complete. The result is improved quality of services provided.



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New 360° interactive computer simulators, such as **TI** and **VirTra**, continue to keep Phoenix Police on the cutting edge of police training. In July of 2019, the Training Bureau will provide individual officer training on Taser utilization. In August of 2019, a solo-response engagement 10-hour training will be provided. An additional squad-based training focusing on furtive movements and decision making will be provided in September 2019.



Image:VirTra

Recommendation 9: Dealing with mental health issues, crisis response, and treatment needs in the community.

The Police Department recognizes the need to improve our response to behavioral health issues within our community. Safety remains our top priority, and we will always respond when called. However, behavioral health issues in our community require a shared approach which includes families, care providers, and emergency services. Formalized Crisis Intervention Training has been part of the Phoenix Police Department since 2000. Currently, there are over 500 CIT certified officers, and over 300 of them working in Patrol. A working group was identified and quickly assembled to evaluate our current model to seek solutions. The team is currently working to identify best practices from across the nation. Other major cities we are looking at include Denver, CO, Dayton, OH, Minneapolis, MN, and Houston, TX. Many cities across the country are utilizing a co-responder model, which could include behavioral health specialists responding alongside sworn officers. The team is researching the logistics and cost of the co-responder model.

In March of 2019, we provided crisis intervention training to our Communications Operators, those who take 911 calls and dispatchers. This training produced immediate positive results. Due to this training, Operators were able to divert calls for service to the Crisis Response Network, rather than dispatch a police officer. The City of Phoenix is committed to identifying a working model that addresses safety and connects people to critical care when needed.



Conclusion

These are the first three of nine recommendations made by the National Police Foundation. As long as we continue to be an accessible, transparent, and self-reflective police department, we will implement these nine recommendations and likely more. We invite you to visit our webpage www.phoenix.gov/OISinfo to view the entire report, the plans for recommendation implementation, as well as our community engagement plan.

God Bless, and Be Safe Out There.

Jeri L. Williams, Police Chief

