

# Overview of the Professional Standards Bureau (PSB)

Jeri L. Williams, Police Chief

July 30, 2021



# Functions

Jeri L. Williams, Police Chief

## Professional Standards Bureau (PSB):

### ■ Administration Unit

- Administrative support

### ■ Investigations Unit

- Investigates alleged misconduct and service complaints by Department employees
- Investigates officer involved shootings and in-custody deaths

# Two Types of Investigations

Jeri L. Williams, Police Chief

## ■ Citizen Complaint

- Citizen's allegation of misconduct or wrong doing by an employee of the Phoenix Police Department can be investigated by PSB, by the employee's chain of command, or both

## ■ Supervisor Initiated

- A Supervisor suspects or has observed a violation of law, city ordinance, or department regulations. These investigations include allegations of misconduct brought forth by other employees, outside agencies, or our Inspections Unit.

# Common Complaint Types

Jeri L. Williams, Police Chief

## ■ Citizen Complaints

- Rude Conduct
- Neglect of Duty
- Abuse of Authority
- Excessive Force

## ■ Supervisor Initiated

- Missed Court
- Accidents/Pursuits
- Abuse / Loss of City Property
- Absenteeism
- Neglect of Duty
- Off-duty Conduct
- Use of Force Incidents

# PSB Misconduct Investigation

Jeri L. Williams, Police Chief

- Investigate misconduct where an employee may be suspended, dismissed, or demoted (Class I, II, III violations per Ops Order 3.18)
- Incident involves employees from multiple bureaus or work units
- Allegations of misconduct more than six months after date of occurrence
- At the direction of the Police Chief

# PSB Investigative Process

---

Jeri L. Williams, Police Chief

- Collect initial information
- Conduct interviews
- Collect evidence
- Interview involved employee/s
- Complete investigation

# Possible Outcome/Finding

Jeri L. Williams, Police Chief

- Unfounded – Did not occur or did not occur as alleged
- Exonerated – Incident occurred but conduct was lawful and proper
- Unresolved – Insufficient evidence to either prove or disprove the allegation
- Sustained – Sufficient evidence to conclude alleged misconduct occurred

# Investigative Review Process (IRP)

Jeri L. Williams, Police Chief

- The employee is provided time to review investigation
- The employee is entitled to entire investigation, including the attachments and interviews
- The employee may share the draft with their representative
- IRP meeting with the employee, investigator, PSB commander and labor organization
- Once the investigation is complete notification letter is sent to complainant



# Discipline Policy

Jeri L. Williams, Police Chief

- If the investigation results in a sustained violation of policy that rises to the level of discipline:

## Ops Order 3.18 Addendum A

- Written Reprimand Violations
- Class I Violations – Referred to Executive Assistant Chief (EXO) for 8 to 24 hours
- Class II Violations – EXO or Disciplinary Review Board (DRB) for 24 to 40 hours
- Class III Violations – Police Chief or DRB for 40, 80, 240 hours, Demotion, Termination/Loudermill

# Disciplinary Review Board (DRB)

Jeri L. Williams, Police Chief

- The DRB is made up of 1 Assistant Chief, 2 rotating Commanders, 2 rotating peers, and 2 rotating citizens
- The DRB hears from both the PSB investigator and from the involved employee/s and their labor representatives
- After the hearing, the DRB will make a recommendation on the amount of discipline the employee may receive to the Police Chief
- Police Chief may uphold, increase, or decrease discipline
- Click [here](#) for more information about the DRB

# Civil Service Board

Jeri L. Williams, Police Chief

- Involved employee/s can appeal decision of suspensions or higher to the Civil Service Board
- Civil Service Board is made up of 5 citizens appointed by the City Council
- Discipline can be upheld or altered by the Civil Service Board

# Critical Incident

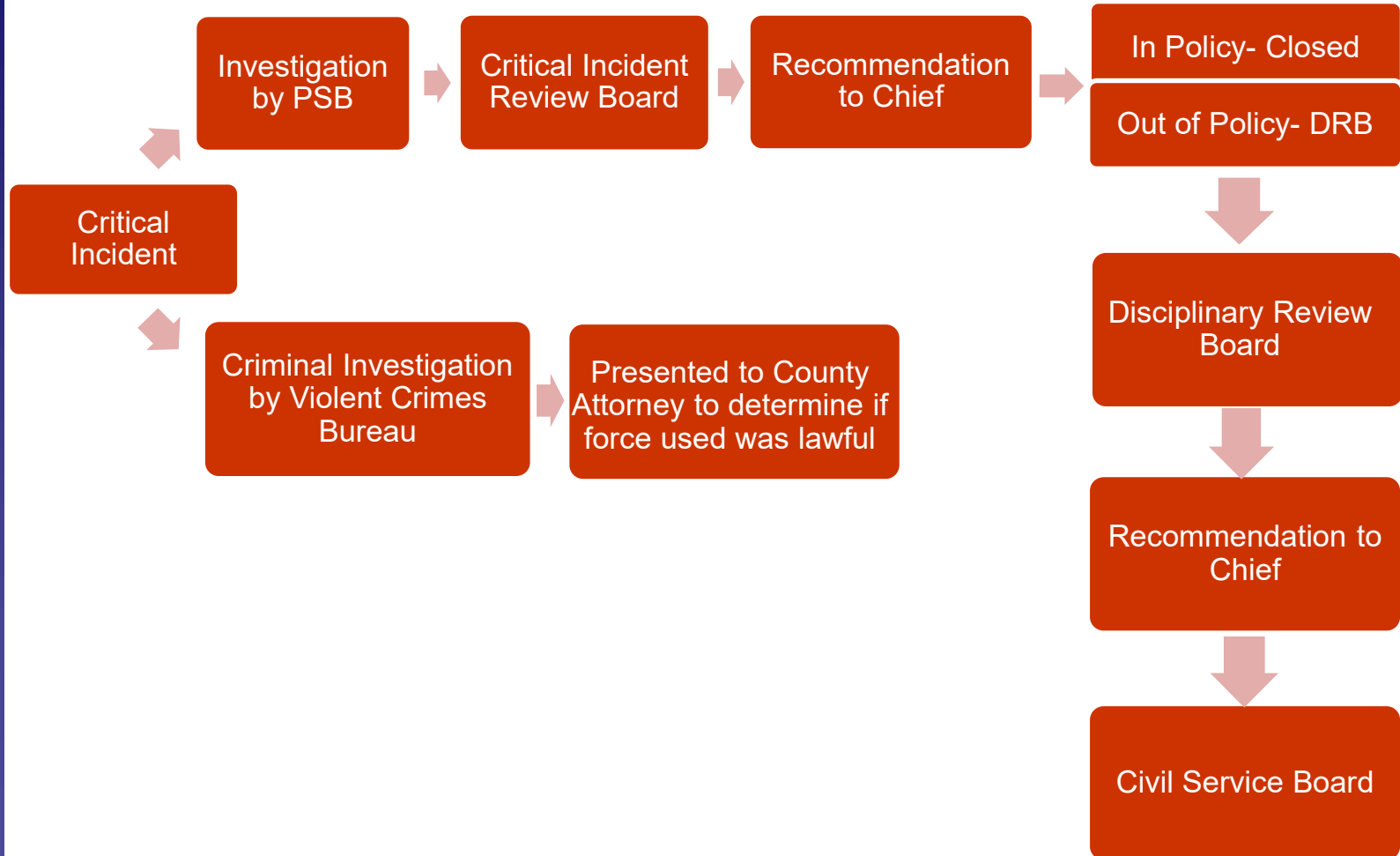
Jeri L. Williams, Police Chief

Defined as:

- An officer involved shooting (does not include non-injury unintentional discharges or officer involved animal shootings)
- A use of force resulting in death or serious bodily injury requiring hospitalization
- All deaths of arrestees / detainees when there is active resistance or where there was an attempt to evade arrest
- Any other police encounter at the direction of the Police Chief

# Overview of Post Critical Incident Process

Jeri L. Williams, Police Chief



# Officer Involved Shootings (OIS) & In-Custody Deaths

Jeri L. Williams, Police Chief

## Investigation Process:

- County Attorney's Office responds to the scene
  - Ensures that a complete and thorough investigation occurs
- PSB investigators respond to the scene
  - Conduct concurrent but separate investigation from criminal investigators
  - Oversight of the criminal investigation by Violent Crimes Bureau investigators
  - Interview the involved employee separately from criminal investigators
  - Prepare report for the Critical Incident Review Board



# The Critical Incident Review Board (CIRB)

Jeri L. Williams, Police Chief

- Reviews officer involved shooting, use of force incidents resulting in serious injury or death, and in- custody deaths
- The CIRB Board is made up of 1 Assistant Chief, 1 rotating Commander, 1 rotating peer, and 3 rotating citizens
  - The CIRB Board hears from both the PSB investigator and from the involved employee/s and their labor representatives
  - After the hearing, the CIRB Board will make a recommendation to the Police Chief whether the actions of a police officer were appropriate or if they violated any Department policies or orders
  - Police Chief makes final decision
  - If the actions are determined to be out of policy, the matter is sent to the Disciplinary Review Board (DRB)
- Click [here](#) for more information about the CIRB



Jeri L. Williams, Police Chief

# Questions?

Call 602-262-4580

