



PUBLIC SAFETY ADVISORY TASK FORCE

**October 13, 2020
Orientation Workshop**

4:00 pm – 7:00 p.m.

Purpose

To create a strategic plan designed to build trust, accountability, and dialogue between the community and police department.

People • Integrity • Respect • Openness • Creativity • Quality • Diversity

Welcome!

In the Zoom chat,
please enter:

- 1. Your name**
- 2. Organization/affiliation**
- 3. A phrase that describes your hope for today**

*This workshop
and Zoom
chat are being
recorded.*



PUBLIC SAFETY ADVISORY TASK FORCE

A photograph of the City of Tempe skyline at sunset. The sky is a mix of orange, yellow, and purple. In the foreground, a large, multi-arched bridge spans across the frame. In the background, several modern buildings are visible, including a prominent one with a curved facade and a sign that reads 'Citi Smith Barney'. The overall scene is illuminated by the warm light of the setting sun.

**Corey D. Woods
Mayor**

People • Integrity • Respect • Openness • Creativity • Quality • Diversity



PUBLIC SAFETY ADVISORY TASK FORCE

A photograph of a building with a mural on its wall. The mural depicts a colorful scene with a blue figure and green foliage. The building is partially obscured by trees and a dark, slanted structure in the foreground.

Andrew Ching
City Manager

People • Integrity • Respect • Openness • Creativity • Quality • Diversity



PUBLIC SAFETY ADVISORY TASK FORCE

Jeffrey Glover

Interim Police Chief

People • Integrity • Respect • Openness • Creativity • Quality • Diversity



PUBLIC SAFETY ADVISORY TASK FORCE

Sgt. Robert Ferraro

Tempe Officer's Association

People • Integrity • Respect • Openness • Creativity • Quality • Diversity



PUBLIC SAFETY ADVISORY TASK FORCE



Wydale K. Holmes

Strategic Management & Diversity Office

People • Integrity • Respect • Openness • Creativity • Quality • Diversity



PUBLIC SAFETY ADVISORY TASK FORCE

AGENDA

1. Welcome
2. Introduction Round Robin
3. Strategic Planning Process and Overview

4. Leading with Data – Current State
 - a. Council Priorities and Performance Measures
 - b. Pre-Workshop Survey Results

4. Leading with Data – Continued
 - c. Police and Legal Departments
 - d. Q & A
5. Closing



PUBLIC SAFETY ADVISORY TASK FORCE

INTRODUCTIONS

- 1. Your name**
- 2. Organization or affiliation**
- 3. A phrase that describes your hope for today**

People • Integrity • Respect • Openness • Creativity • Quality • Diversity

STRATEGIC PLANNING PROCESS

October 13, 2020

PURPOSE

Establish a strategic plan designed to build trust, accountability, and dialogue between the community and police department

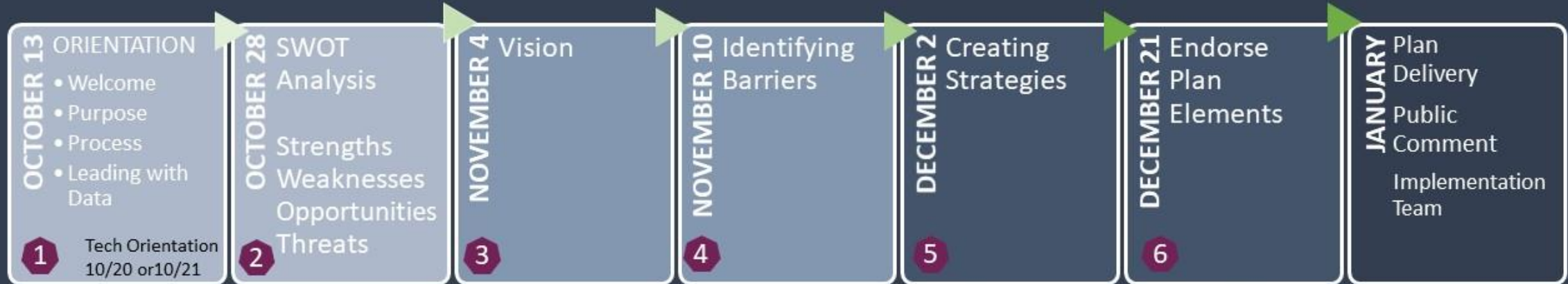
OUTCOMES

Proactive polices and procedures designed to:

- Build Trust
- Create Accountability
- Assemble Allies

DELIVERABLE

- Strategic Plan



FOCUSED CONVERSATIONS

share diverse perspectives in a diplomatic manner

- Structures clear dialogue and reflection
- Probes to the depth of a topic
- Encourages diversity of perspectives

CONSENSUS

group decisions that respect diverse perspectives, create joint resolve

- Individual participation is honored
- Engages all members
- Organizes ideas, decisions
- Reveals the consensus in large groups

STRATEGIC PLANNING PROCESS

October 13, 2020

City of Tempe's Strategic Management Process

- Adopted process in 2016
- Institute of Cultural Affairs' Technology of Participation (ToP®)

Key deliverables:

- Strategic plan

#	Council Priority/Strategy	Start Year	Status	Strategy Leader
City Council Priority #1: Ensuring a safe and secure community through a commitment to public safety and justice				
1.1	Optimize interdepartmental work teams	Year 1	(In Progress)	
1.2	Provide safe public facilities for community and staff	Year 2		
1.3	Continue fair and impartial citywide training	Year 1	(In Progress)	
City Council Priority #2: Developing and maintaining a strong community connection by emphasizing the importance of open government, customer service and communication with community members				
2.2	Empower the public with access to information	Year 1	(In Progress)	
2.3	Create/expand programs and opportunities through continuous community feedback	Year 2		
2.4	Create a citywide communication plan	Year 1	(In Progress)	
2.5	Improve customer experiences citywide	Year 2		
City Council Priority #3: Enhancing the quality of life for all Tempe residents and workers through investment in neighborhoods, parks, the arts, human services, and city amenities, with an emphasis on equity and diversity				
3.2	Develop and implement plans that address future community growth	Year 1		
3.3	Initiate new internal workforce development recruitment tools	Year 1	(In Progress)	
3.4	Develop education plan to support school/community	Year 1	(In Progress)	
City Council Priority #4: Implementing sustainable growth and development strategies, including improving Tempe's public transit system to meet future needs, by actively seeking innovative technologies and leading the way in creating a more sustainable community				
4.1	Inventory of existing services and initiatives	Year 1		
4.2	Assessment of strategic values of inventory items	Year 2		
4.3	Proactive forecasting for generational planning and implementation	Year 2		
4.4	Explores inter- and intra-city collaboration and resource sharing	Year 1		
4.5	Initiate an IT oversight committee	Year 1		
4.6	Evaluate IT opportunities with businesses and regional partners	Year 2		
City Council Priority #5: Maintaining a long-term financial stability and vitality by focusing on economic development, business retention and generating employment to create a robust and diverse economic base				
5.1	Stabilize the collection of sales tax: adapt to Department of Revenue taking over sales tax collections	Year 1	(In Progress)	
5.2	Establish business centers to attract technology and innovation companies	Year 1	(In Progress)	
5.3	Facilitate meaningful employment/training opportunities for all citizens	Year 1	(In Progress)	
5.4	Expand financial forecasting tools	Year 1		

STRATEGIC PLANNING PROCESS

October 13, 2020

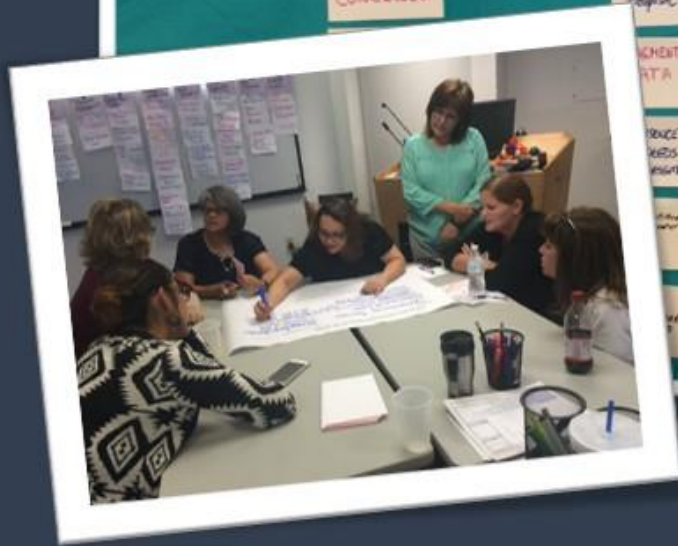
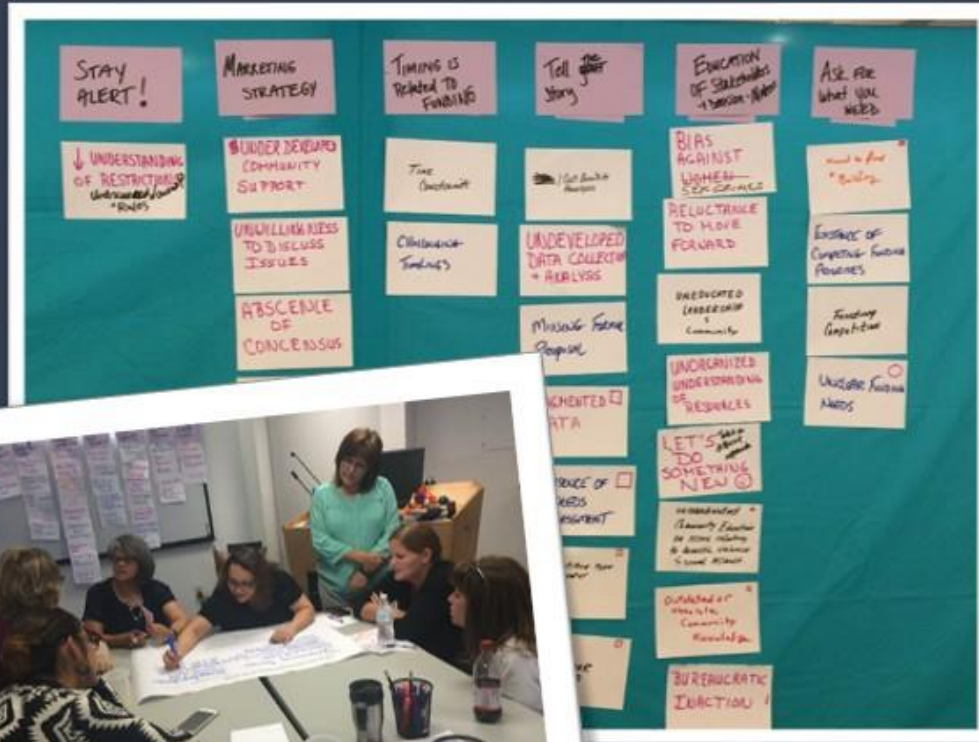
Method

- use time efficiently
- maximize participation
- build consensus
- foster collaboration
- generate innovation
- focus on the future
- garner commitment
- propel action
- share accountability



STRATEGIC PLANNING PROCESS

October 13, 2020



Scalable
groups of varying sizes,
from 12 – 90 participants

- Sustainability Commission
- Family Justice Commission
- Human Services Department
- Veteran's Commission
- Historical Preservation Foundation
- Human Relations Commission

STRATEGIC PLANNING PROCESS

October 13, 2020

Six Workshops

- 3 hours in length
- October through December

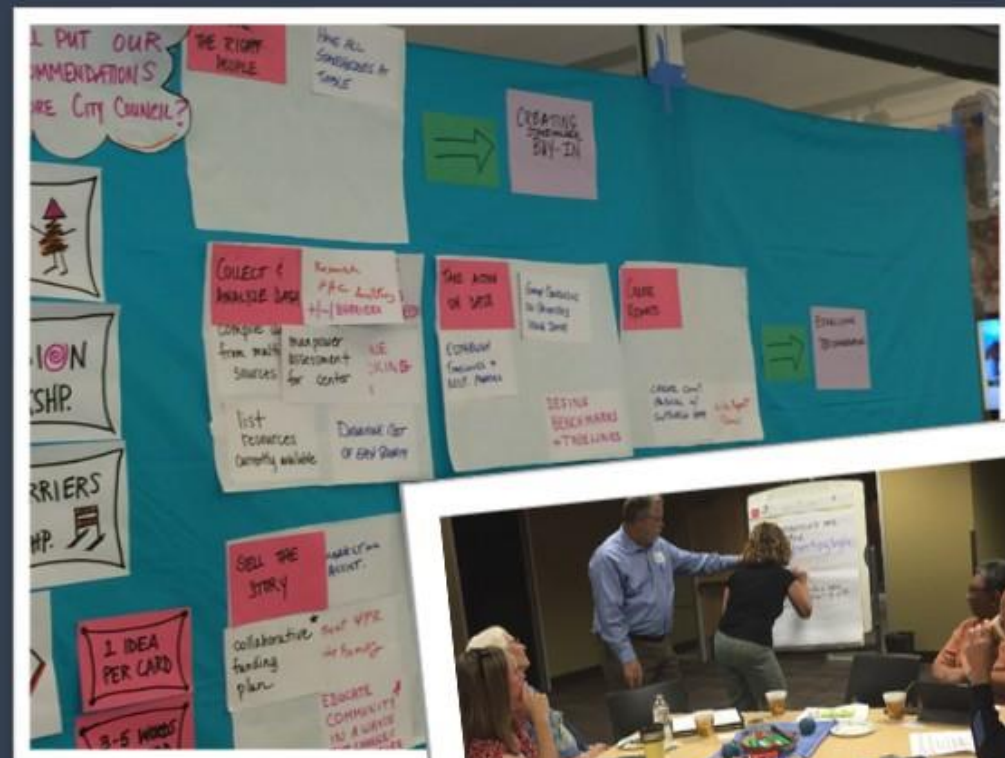
Tech Training

- Register for each workshop
- October 20, 4 p.m.
- October 21, 4 p.m.

Public Webpage

tempe.gov/PublicSafetyAdvisoryTaskForce

- Agendas
- Documentation
- Video Recordings - Channel 11



Underlying Principles

What assumptions underlie the method and process?

October 13, 2020

Profound Respect

There is wisdom embedded in every idea and experience.

Inclusive Participation

We need everyone's wisdom for the best results.
Individual brilliance is not enough; complexity requires diversity.

Radical Openness

In order to shift old thinking patterns and open to new understandings, we must stand aside from our own and others' ideas, assumptions, and experiences to examine them with curiosity.

A More Meaningful Whole

Individual ideas and the relationships among them create a larger picture that no one person created, but includes each individual's thinking. This synthesis is something else from the sum of its parts, revealing as-yet-unseen patterns and a new, shared meaning.

Ownership

We are committed to that which we help create.

Agreements for an Effective Meeting Space

October 13, 2020



Remain on-camera at all times (except breaks).



Remain available-to-be-on-mic. You can mute while others are speaking or presenting, but be ready to participate.



Avoid distractions: turn other devices to airplane mode and minimize open windows on your computer.



Use the phrase “I’m complete...” to indicate when you are done speaking.



At each opportunity to provide input, we ask that everybody raise their hand in Zoom. After speaking your hand will be lowered to invite others to speak.



Have grace with yourself and others. We’re all figuring this out together!

Reflection

What seems promising about this proposed planning process?

- Well thought out and laid out to solicit input - and made available to the public
- Areas of information, data, being requested is an indicator that people want to be very thoughtful and make comprehensive recommendations
- There is a defined process.
- An organized process.

What cautions would you like to us to be aware of?

- There's a gap. Some are new to the space. Have been working in their lanes, but not with the police. There's a role for the PD to share how/what they are thinking.
- Not seeing adaptability in the process that's been laid out. Want to be flexible to change if necessary. Particularly who else could be included.
- Need clarity on expectation about how we speak to media / general public about this process.
- Public input - pulse check surveys - other means to gauge feedback to our direction - how? Where do our "brainstorming" notes live, things that we are just 'chewing' on. A lot of interest, but need guidelines / norms about what to share and how to agree to disagree.
- Concern that "respecting every perspective / value" might include values like white supremacy that should not be tolerated. Tolerating them would be counterproductive.
- Need some kind of a framework, mission, goals, buckets and areas that we feel need to be addressed and the recommendations we want to bring forth. Opportunity for public input needs to be included.
- Want to ensure that we feel safe to express our ideas. People need to be free to share ideas, even those that might not be popular, so that we can speak about them in a way that makes sense for going forward.



PUBLIC SAFETY ADVISORY TASK FORCE



**Please return in
5 minutes.**



People • Integrity • Respect • Openness • Creativity • Quality • Diversity



PUBLIC SAFETY ADVISORY TASK FORCE

Rosa Inchausti

Director, Strategic Management & Diversity Office

People • Integrity • Respect • Openness • Creativity • Quality • Diversity

City Council Strategic Priorities

 PUBLIC SAFETY ADVISORY
TASK FORCE
October 13, 2020

 [Open Tempe](#) [Performance Measures](#) [Data Catalog](#) [Data Academy](#) [About](#) [Public Account](#)



Performance Measures

Measurable, Accountable, Transparent

performance.tempe.gov

Photo by Scott Cook

The Tempe City Council set five strategic priorities for the community. The Office of Strategic Management and Diversity is working with every department to find measurements to ensure that our city's actions reflect these priorities.

Follow this initiative to receive emails about Tempe Performance Measures.

[Follow](#)

**WHAT
WORKS
CITIES
GOLD 2020**

**Quick
Connect**

Go directly to the
strategic priority
dashboards sites.



Safe and Secure
Communities



Strong Community
Connections



Quality of Life



Sustainable Growth
and Development



Financial Stability and
Vitality



Performance Measures

Measurable, Accountable, Transparent

performance.tempe.gov



SAFE AND SECURE COMMUNITIES

1.05 Feeling Safe in Your Neighborhood

1.06 Crime Reporting

1.07 Police Services Satisfaction

1.09 Victim of Crime

1.10 Worry about Being Victim

1.12 Violent Cases Clearance Rate

1.23 Feeling of Safety in Parks

1.25 Police Body Worn Cameras



STRONG COMMUNITY CONNECTIONS

2.06 Police Trust Score

Performance Measures

	Baseline	Targets	Current
1.05 Feeling Safe in Your Neighborhood	70	>80	73

National Average 71

1.06 Crime Reporting			
Property Crime	73.1 %	65 %	79.3 % ↑
Violent Crime	77.6 %	53 %	79.3 % ↑

1.07 Police Services Satisfaction	81.4 %	90 %*	75.8 % ↓
*Top 10% Target- National Avg. (2017)		66%	

1.09 Victim of Crime			
No Violent Victimization	92.2 %	97.9 %	93.6 % ↓
No Property Victimization	81.7 %	88.1 %	74.6 % ↓

1.10 Worry about Being Victim			
Getting Mugged	66.2 %	70 %	67.8 % ↓
Burglarized	44.3 %	57 %	39.5 % ↓
Car Stolen or Broken into	45.4 %	57 %	39.1 % ↓
Victim of Identity Theft	31.9 %	30 %	35.8 % ↑

	Baseline	Targets	Current
1.12 Violent Cases Clearance Rate	34.2 %	43.5 %	36.4 % ↓

1.23 Feeling of Safety in Parks			
Neighborhood Parks - Day	74.7 %	88 %*	76.6 % ↓
City Parks – Day	81 %	88 %*	77.8 % ↓
Desert Parks – Day	69.4 %	88 %*	71 % ↓
Neighborhood parks - Night	43.4 %	88 %*	50.3 % ↓
City Parks – Night	51.9 %	88 %*	53.2 % ↓
Desert parks – Night	36 %	88 %*	40.6 % ↓
*Top 10% Target- National Avg. (2017)		63%	

1.25 Police Body Worn Cameras	71 %	90 %	76 % ↓
--------------------------------------	------	------	--------

2.06 Police Trust Score	69	>80	71 ↓
National Average		78%	

↑ Achieving or Exceeding Target

↓ Not Achieving Target

Reflecting on the Performance Measures



October 13, 2020

What data most captures your attention?

- Trust in police. Interest in why we don't have as much as we should.
- Survey - as a snapshot.

Questions you have about the performance measures?

- Drill down information, demographics, samples, response sizes - sources, gathering, data warehouse, data governance protocols. Ensuring data is equitable and observable.
- Interest in longitudinal data that indicates trends over time.
- Dispatch - training and communication that they have as they are the first line after a call, as 911 has been weaponized against black men in particular, or groups of black people, when someone doesn't "feel safe". "Feel safe" is a problematic measure. Highly subjective based on who you are and where you are. Want to ensure decisions based on data.
- Why was the "feel safe" metric not inclusive of those fearing violence from the City?
- How was this information broken down based off demographics. Disaggregate the data?
- Who created these indicators for success? These may not be relevant for us, but they are for some, so it could be helpful to know where they came from. Want to think bigger than public safety. More toward authentic community engagement.
- 'So what' at the end of this? What do we do with this given our standing in the data? Are there actions implied?
- Are predictive analytics used anywhere, internally? On an officer by officer basis potentially?
- Interested in numbers on victims of police brutality. Also, to the family members of those victims and how they are impacted, the trauma that it causes. What kind of measurement can we use to track the impact and the resolutions of these issues.
- How to measure other negative externalities affiliated with low trust (voting, movement, education, mental health, employment, general wellness, etc)
- Will the notes in chat be incorporated into the notes as well?

Pre-Workshop Survey to Inform Today's Workshop

1. I feel confident in my understanding of and knowledge about policing related to:

(Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree)

- | | |
|--------------------------------------------------------------------------------|-----------------------------------------------------------|
| a. Policing policies
(examples: Use of Force, Chokehold, other Legislation) | g. Homelessness |
| b. Police Training | h. LGBTQ |
| c. Weapons/Assets & Use | i. Persons with Disabilities
(Developmental, Physical) |
| d. Treatment by officer of people experiencing mental health issues | j. Body Worn Camera & Compliance |
| e. Mental health of officers (example: Tiger Act) | k. Locating Police Public Facing Data |
| f. Police-Community Relationships | l. Communication |

2. What do you want to achieve through your participation in this group?

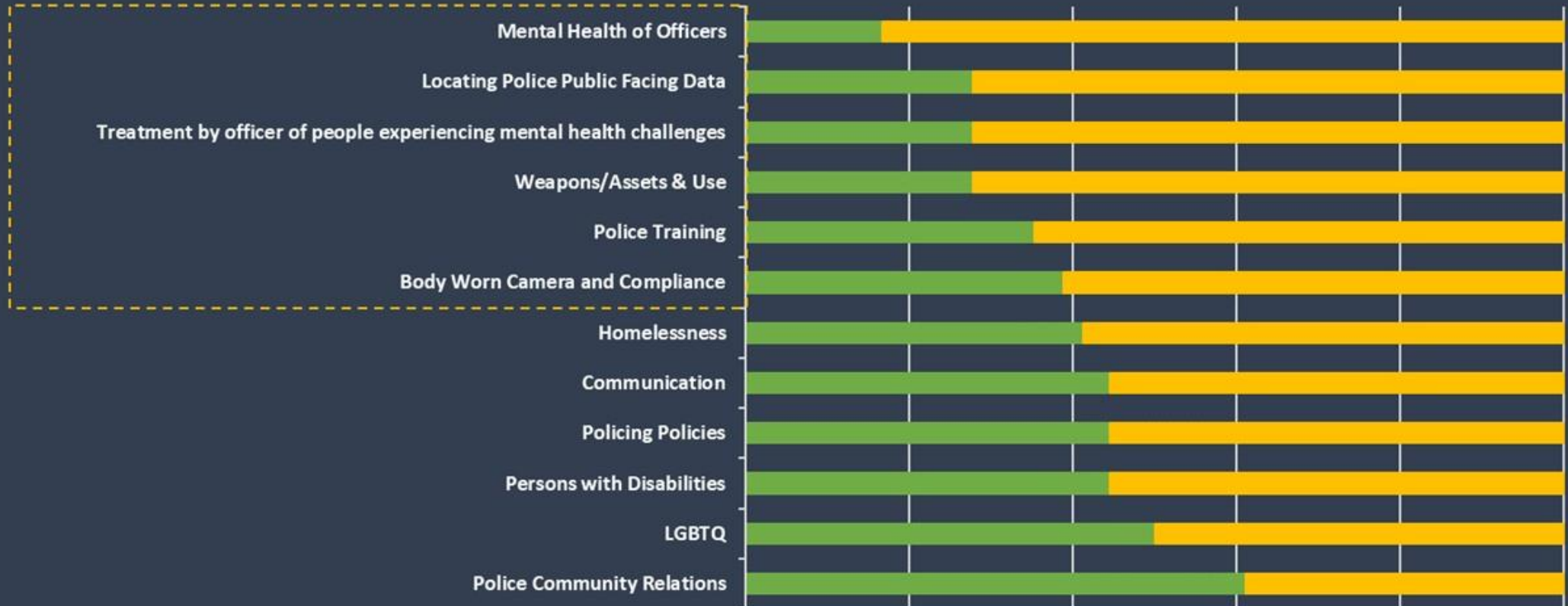
3. What does a trustful, accountable relationship between community and police look like? What would you see in place (if that existed)? What's missing that is not in place?

Q1:

Respondents' confidence in understanding of and knowledge about policing related to:

Opportunities for Additional Information

■ Confident in information and knowledge ■ Opportunities for additional information

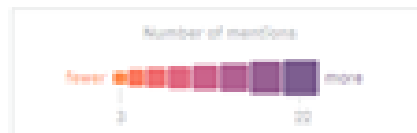


Q2:

October 13, 2020

What do you want to achieve through your participation in this group?

training plan issues improved best side city make officers
accountability community mental health policing
safety understanding want Tempe practices safe hope
create needs public



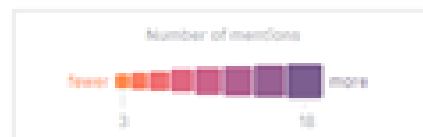
Emerging Themes	
Engagement <ul style="list-style-type: none">• Policy• Protocol• Standards	Points of View <ul style="list-style-type: none">• Common Ground• Mutual goals• Complex
Plan <ul style="list-style-type: none">• Partnerships• Shift• Re-imagine	Community <ul style="list-style-type: none">• Trust• Impact• Vision

Q3:

October 13, 2020

What does a trustful, accountable relationship between community and police look like?
What would you see in place (if that existed)? What's missing that is not in place?

see community members also looks understanding public believe
trust police will community officers need police officer
training trustful accountable relationship communication relationship
transparency accountability



Emerging Themes	
Connection <ul style="list-style-type: none">• Conversation• Engagement• Relationships	Model <ul style="list-style-type: none">• Shift Resources• Proactive Policies• Accountability
Competence <ul style="list-style-type: none">• Heart• Honor• Respect	Visibility <ul style="list-style-type: none">• Communication• Regular Data• Trust & Transparency



PUBLIC SAFETY ADVISORY TASK FORCE



**Please return in
5 minutes.**



People • Integrity • Respect • Openness • Creativity • Quality • Diversity



PUBLIC SAFETY ADVISORY TASK FORCE

A photograph of the City of Tempe skyline at sunset. The sky is a mix of orange and purple, and the city buildings are illuminated. A bridge with multiple arches spans across the foreground, reflecting the lights of the city.

Police
Mike Pooley, Asst. Chief

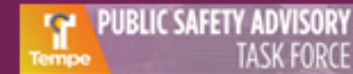
People • Integrity • Respect • Openness • Creativity • Quality • Diversity

A starting point for Reform and Strengthening Trust

- Present foundational information on Seven Key Areas
- Based on our Task Force member survey
- To establish our Beginning



Hiring Overview



October 13, 2020

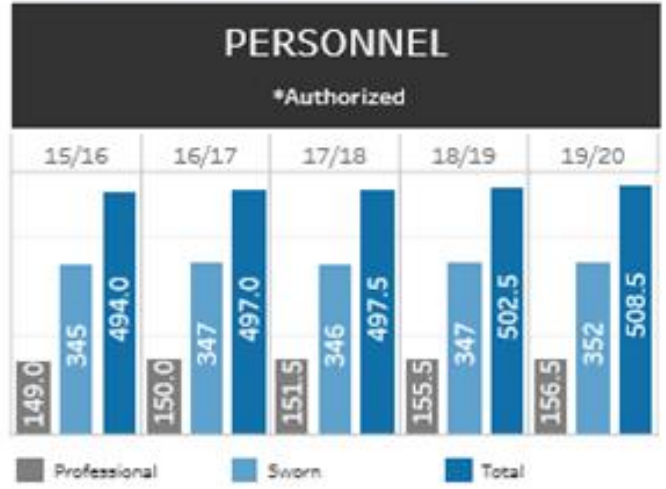
- Qualified Applicants (meet minimum standards per AZ POST)/Invited to Test: **629**
- Applicants Tested: 204
- Applicants Passed Physical & Written: 155
- Background Interview Conducted (from sample group to date): 98
- Polygraph Exams Conducted (from sample group to date): 60
- Applicants Moved to Roundtable List (from sample group to date): 30
- Hired from Test Group (between 10/19 & 9/20): 14

2% of candidates who apply with Tempe PD are hired as police officers.

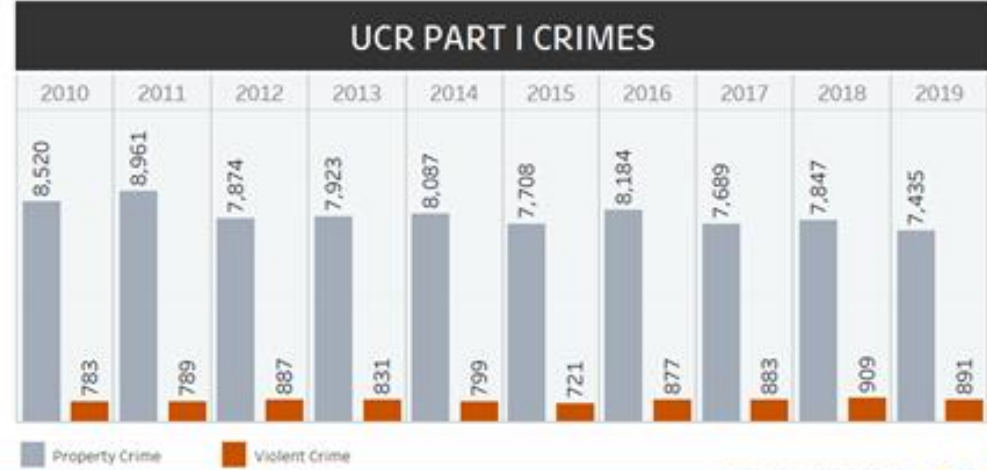
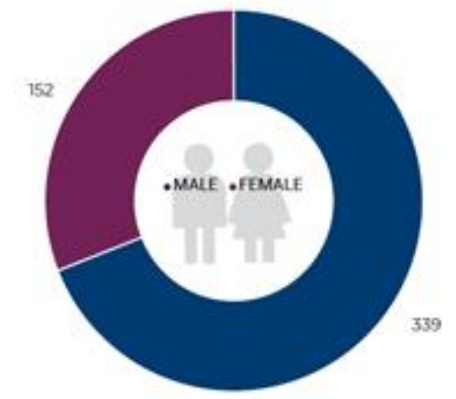
Less than 4% of applicants make it through the background and polygraph to “roundtable” and consideration for final hiring.

Tempe Police Department Overview

CITY OF TEMPE
SIZE: 40.22 sq miles
POPULATION: 192,364
SERVICE POPULATION: ~268,000 - 320,000
RACIAL COMPOSITION: 57% White, 22% Hispanic, 9% Asian, 7% Black, 2.7% Native
MEDIAN HOUSEHOLD INCOME: \$54,210
PERCENT OF POPULATION IN POVERTY: 21%
POPULATION W/ BACHELORS DEGREE OR HIGHER: 46%



DEPARTMENT GENDER



Hiring – New Recruit

- **Pre-Academy** **2 weeks**
- **Academy** **24 weeks**
- **Post-Academy** **5 weeks**
- **FTO** **15 weeks in Field Training**
- **Evaluations by** **3 Field Trainers and Training Unit**
- **Probation** **52 Weeks**

Police Training

Advanced Officer Training

- **General firearms qualifications**
(Night, Day shooting; Patrol rifle program)
- **Firearm skill development**
- **Less lethal – Intermediate – Secondary: tool training and decision-making scenarios**
- **Life saving techniques (CPR/Tourniquet)**
- **Suspect control techniques**
(Control hands, Arrest techniques, Decision-making)
- **AZ POST decision-making**
(Deadly force while protecting a prisoner, Less lethal force, No force)
- **Technology (Mobile Report Entry, Mobile Dispatch)**

Police Training

Supervisor Training

- **Supervisor Specific**
(Human Resources, Internal Investigations, Search and Seizure, De-Escalation, Legal Update)
- **CIT** 76 officers, 4 sergeants, 1 lieutenant in patrol are trained
- **Officer Wellness**
- **Narcan Training**
- **Outside Training**

Police Training

October 13, 2020

Continual Police Officer Training:

Police Officer and Standards Training (P.O.S.T.)

- Proficiency – training on technique, tools and equipment of police work
- Continual – professional development and current trend training

- Advance Investigation (Sexual Crimes, Hit and Run)
- CIT (Minimum training for entire department)
- Decision making scenarios – Managing an encounter
- Community interaction – Protection (Behavioral Health, Deaf Awareness, Dementia)
- Supervisor scenario training
- Active shooter response – Detaining dangerous suspects in vehicles

Training: Annual Curriculum for all Tempe Police Officers



October 13, 2020

2018 CONTINUING 13.5 HOURS | PROFICIENCY 5 HOURS

Spring AOT 2018

- Sex Crimes investigations update | 2 hours
- Crisis interventions training | 7 hours
- Active Shooter training | 4.5 hours
- Defensive Tactics review | 1 hour
- Officer decision making frills | .5 hours
- Firearms drills | 1.5 hours
- Baton recertification | .5 hours
- Pistol Qualification | 1 hour
- Low Light Qualification | 1 hour
- Individual training session | 1 hour (70) Optional sessions
- Squad Training | 1 hour (40) sessions
- Rifle Training 1 | 2.5 hours
- Rifle Training 2 | 3 hours
- Open Range | 1 hour (25) Optional sessions

Current Optional classes

- 4 yoga for first responder classes per month (48 per year)
- 4 DT open mat sessions per month (48 per year)
- 18 (1 hour) individual pistol training sessions

2019 CONTINUING 11.25 HOURS | PROFICIENCY 3.5 HOURS

Spring AOT 2019

- Dementia | 1 hour
- Ground tactics | 1 hour
- Tactical Risk Mgmt | 1 hour
- Supervisor scenarios | .5 hour
- Gas mask/tourniquet | 1 hour
- TASER | 1 hour
- Small/large vehicle assault | 2 hours

Digital AOT 2019

- CCR | 1.5 hours
- Behavioral Health | 4 hours
- Deaf Awareness | .5 hour
- Hit and Run Invest | .25 hour

2019 Supplemental Training Vehicle Extraction (Continuing 1 hour)

2019 Judgmental Training which consisted of 3 scenarios with live actors

- Scenario with a hostile threat where officer protects prisoner
- Scenario where a citizen reached for cell phone
- Scenario where less-lethal force was required

2019 Supervisor Training (Continuing 8 hours)

- FBI reporting update | 1 hour
- Risk Mgmt/HR update | 1.5 hours
- Internal investigations on employees | 1.25 hours
- Search and Seizure update | 1 hour
- PATROL model | 1 hour
- Active shooter scenario training | 2.5 hours

Firearms

- Pistol Qualification | 1 hour
- Low Light Qualification | 1 hour
- Individual Training session | 1 hour (85) Optional sessions
- 235 | 2 hour (5) Optional sessions Stress Inoculation Test Class
- Squad Training | 1 hour (30) sessions
- Rifle Training 1 | 4 hours
- Rifle Training 2 | 1.5 hours
- Open Range | 4 hours (20) Optional sessions
- Intercept CCW | 2 hours (5) Optional sessions
- Qualification Pro Training | 1 hour (4) Optional sessions
- Flying Armed Training | 2 hours (4) Optional sessions

Officer Mental Health

- Officers are 24% more likely to develop PTSD than the general public
(source: US Dept. Of Justice)
- On average, officers experience 188 critical incidents during their career
(source: Chopko, Palmieri and Adams, 2015)
- More officers have died from suicide than line-of-duty deaths
(source: Blue H.E.L.P)
- The Craig Tiger Act - passed into Arizona law in 2018 and provides officers up to 36 counseling sessions after experiencing a traumatic incident
- Critical Incident Stress Management (CISM):
Peer Support Tempe PD has a 24/7 Peer Support Helpline and Team to assist officers with referrals, resources and assistance (ancillary duty, not dedicated)

Training De-Escalation Grant

October 13, 2020

- **De-escalation**
Tempe PD received a \$700,000 grant funded through Bureau of Justice Assistance: Strategies for Policing Innovation to study de-escalation
- Tempe PD partnered with ASU for the three-year grant to study de-escalation perceptions, techniques, training, and effectiveness



P
A
T
R
O
L

PLANNING
What is your plan?
- Do you have pre-existing knowledge of involved parties?
- What is your approach?
- What will you do when you arrive?

ASSESSMENT
What is happening?
- Has the situation changed?
- Do I need to change my plan?

TIME
Do I need to take immediate action?
- Distance + Cover + Time
- Can action be taken to gain additional time?

RE-DEPLOY
Am I in the best position I can be in?
- Do I need to re-deploy or change my position?
- Is containment appropriate?

OTHER RESOURCES
Do I have the resources I need?
- Do I need additional tools, patrol officers, or/and a supervisor?
- Do I need an or unit? (K9/Specialty unit?)

LINES OF COMMUNICATION
Have I communicated the plan and all of the necessary information?
- To dispatch, responding officers, supervisor?
- Am I communicating effectively with the suspect?



Reflection

What in this presentation gives you hope?

- A lot of measurements and data points - want it to be more directly "reduction of police brutality"
- Going beyond best practices. We need a whole new set of practices.
- Glad that we are all here and having this dialogue and move to solutions
- Example from Australia where police officers dispatch to social services rather than police
- Getting this information from police - responsiveness to pressure and accountability

What in this presentation causes hesitation or concern?

- Training provided from MCSO that has racist practices - some which continue under new leadership.
- Concerns about practices in working with the trans community and how they are booked.
- Example of training results with Phoenix police where there wasn't follow up
- Insufficient training hours
- Behavioral health only 4 hours of training
- Behavior changes - how are they being measured - loss post training - reinforcement
- Are they informing performance measures and PIP's
- Disability training - there have been a number of high profile shooting of youth with invisible disabilities - that are being misinterpreted as aggression - are these incidents being monitored?
- Unconscious and Implicit bias being identified and mitigated
- Badge vs non-badge training - decoupling badged officers with firearms responding to non-violent calls
- Stress inoculation - especially with our officers, especially as it is amplified with unconscious bias
- Need more ethics and professionalism, moral authority training, more than every three years
- Feeling safe in this community when speaking about work with public safety
- Training seems to add up to a bachelors degree. Are we willing to pay to train police to have the expertise vs paying for other services in the community (example Care7 which we don't fund). We are asking police officers to do too much.
- Ensure that officers don't carry their trauma load to the next call.
- Need to be brave to lean into the bigger questions.
- The amount of training required because they shouldn't be in those situations in the first place.
- Time available for this process! 6 sessions and 2.5 months. These are difficult conversations
- Money and thinking invested in training vs just training less people and re-allocating resources.

Questions you would like to see addressed in future events?

Is training frequency and numbers dictated by a budget? How are those decisions made?

#s for applicants going down - by how much and the reasons behind that

Does the PD have a focus on recruiting officers that are a reflection of the communities they serve

How / where is recruitment conducted? What is the definitions "who we want our officers to be"

What information was gained and what training was developed as a result of grant.

Comparison between use of force and de-escalation training

Is it just 8 hours of training every 3 years?

Evaluation practices for the trainings - in follow up especially

What training is there for dealing with different cultural communities - avoiding overreach

How do we make a good police officer, recruit one, keep one, and invest - what are we willing to fund.

What are we willing to fund in relation to social / community services that we are now asking police officers to do.

Why do police exist? Be brave to ask these questions

Public Facing Data

October 13, 2020

- Open Data Portal
- Lexis Nexis
Community Crime Map
- FBI UCR Data –
Transition to NIBRS in 2021
- Searchable Policies
- Use of Force



open.tempe.gov

Public Mental Health PD Response

October 13, 2020

- Crisis Intervention Training (C.I.T.)
- One Mind Campaign
- Petitions
- NARCAN

Mental Health Pick-up Calls for Service



Homelessness

October 13, 2020

- Human Services – Hope Team
- Street Outreach
- Coordinated entry access point: single adults and family housing hub
- Navigation of mental health services and providers
- Crisis prevention and education.
- Access to emergency shelter, services, and housing.
- Documenting readiness for housing and housing locator services.
- Mediation and follow-up support.
- Collaboration with other service providers/City employees.

- Parks Officers – created in April 2016 in response to increasing number of encampments within desert preserves and the perception of overall safety in our park system.



PUBLIC SAFETY ADVISORY TASK FORCE



Next Steps

People • Integrity • Respect • Openness • Creativity • Quality • Diversity

Planning For S.W.O.T Analysis

Polling

Which topics would you prefer to offer perspectives about in our next workshop?

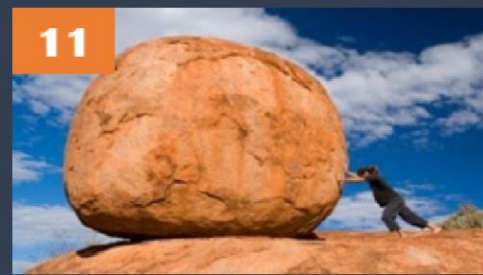
Reflection

What has been your experience in today's workshop?



Select a photo that best reflects your experience in today's workshop.

In the chat box please, describe the photo number and why.





PUBLIC SAFETY ADVISORY TASK FORCE

Next Workshop
S.W.O.T. Analysis

October 28
4:00 pm – 7:00 p.m.



Tech Training Options
4 p.m.

November 20
November 21

People • Integrity • Respect • Openness • Creativity • Quality • Diversity



PUBLIC SAFETY ADVISORY TASK FORCE

Thank you.

**See you at the tech training (Oct. 20 or 21)
and at the next workshop (Oct. 28.)**

People • Integrity • Respect • Openness • Creativity • Quality • Diversity