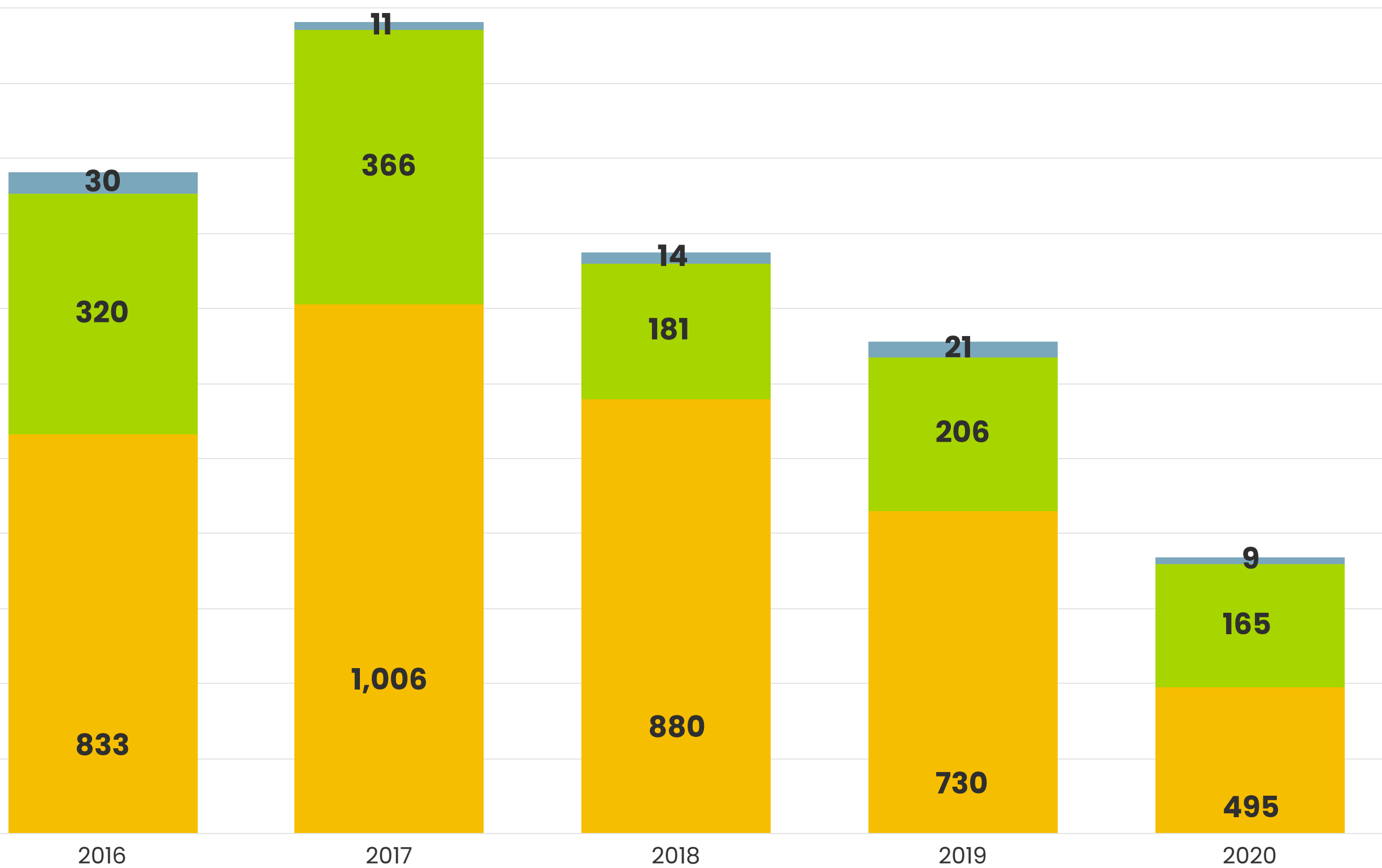




# TEMPE HIRING FACTS SHEET

## DEPARTMENT HIRING NUMBERS



● APPLICANTS\* ● TESTED ● HIRED  
\*ALL APPLICANTS WERE INVITED THE TESTING PROCESS

## COST TO HIRE NEW POLICE OFFICER: \$146,474

Tempe PD selects and hires 2% of candidates who initially present as qualified through the HR process. Less than 4% of applicants make it through the background and polygraph to "round table" and consideration for final hiring.

1. Applications Reviewed for Minimum Requirements per AZ POST
2. Qualified Applicants are Invited to Test
3. ~ 31% of Applicants Chose to Test
4. Successful Applicants moved to Background
5. Background Interview Conducted
6. Polygraph Exams Conducted
7. Applicants Moved to Round table List
8. ~ 2% Applicants Successfully Hired

## ARIZONA POST / TEMPE PD MINIMUM REQUIREMENTS FOR POLICE OFFICER EMPLOYMENT

1. Be a United States citizen;
2. Be 20½ years of age at time of application;
3. Be a high school graduate or have successfully completed a General Education Development (GED) examination;
4. Be a validly licensed driver;
5. Not have been dishonorably discharged from the United States Armed Forces;
6. Not be a prohibited possessor of firearms;
7. Not have been convicted of a felony or any offense that would be a felony if committed in Arizona;
8. Not have been previously denied certified status, have certified status revoked or have current certified status suspended;
9. Not have illegally used marijuana for any purpose within the past 2 years;
10. Not have used any dangerous or narcotic drugs in the past 7 years – List: cocaine, crack cocaine, heroin, opium, morphine (unless prescribed), LSD or acid, methamphetamines or speed, spice or a derivative thereof, bath salts;
11. Not have illegally used marijuana or dangerous or narcotic drugs in any combination other than for experimentation;
12. Not have illegally sold, produced, cultivated or transported for sale marijuana or dangerous or narcotic drugs;
13. Not have illegally used marijuana or dangerous or narcotic drugs while employed or appointed as a peace officer;
14. Not have a pattern of abuse of prescription medication;
15. Not have been convicted of or adjudged to have violated traffic regulations governing the movement of vehicles with a frequency within the past 3 years that indicates a disrespect for traffic laws or a disregard for the safety of other persons on the highway;
16. Undergo a comprehensive background investigation;
17. Undergo a polygraph examination;
18. Undergo a psychological evaluation;
19. Undergo a medical examination

## ARIZONA POST / TEMPE PD DISCRETIONARY REQUIREMENTS FOR POLICE OFFICER EMPLOYMENT

1. Not have been convicted of a misdemeanor involving violence or any offense that would be considered a misdemeanor involving violence if committed in the state of Arizona in the past 3 years;
2. Not have used any of the listed dangerous drugs or narcotic drugs in the past 7 years – List: peyote (except during religious ceremonies); hashish; mescaline or a derivative thereof; hallucinogenic (mushrooms); or steroids (unless prescribed);
3. Not have ever illegally used dangerous or narcotic drugs in any combination more than 5 times;
4. Not have ever illegally used dangerous or narcotic drugs more than 1 time since the age of 21 years;
5. Not have used or tried any illegal, dangerous or narcotic drugs by injection more than 3 times;
6. Not have used or tried any illegal, dangerous or narcotic drugs by injection more than 1 time since the age of 21 years;
7. Not have violated any federal, state or municipal law or code pertaining to criminal activity while employed as a peace officer;
8. Not been terminated or resigned in lieu of termination as a peace officer in the past 5 years;
9. Not have engaged in unlawful sexual misconduct;
10. J. Not have had driver license privileges suspended in Arizona or any state in the past 3 years;
11. K. Not been convicted or found responsible for 3 or more motor vehicle traffic violations in the past 1 year;
12. L. Not been convicted in Arizona or any state for DUI in the past 5 years

## ACADEMY HOURS

### REQUIRED HOURS - 585 FULL AUTHORITY

### MARICOPA COUNTY SHERIFF'S OFFICE - 965 HOURS

Area	Required Hours - 585 Full Authority	Maricopa County Sheriff's Office - 965 Hours
AREA I - INTRO TO LAW ENFORCEMENT	22	36
AREA II - LAW AND LEGAL MATTERS	93	118
AREA III - PATROL PROCEDURES	67	143
AREA IV - TRAFFIC CONTROL	56	68
AREA V - CRIMINAL INVESTIGATIONS	62	68
AREA VI - COMMUNITY & POLICE RELATIONS	31	32
AREA VII - RECORDS AND REPORTS	28	29
AREA VIII - PROFICIENCY SKILLS	170	315
AREA IX - AGENCY SPECIFIC TRAINING	0	156



## BASIC

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



## PROFICENCY

TRAINING ON TECHNIQUES, TOOLS AND EQUIPMENT OF POLICE WORK

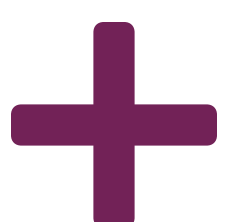
- General firearm qualifications (Night shooting, Day shooting, Patrol rifle program)
- Firearm decision making scenarios
- Firearm skill development
- Less lethal | Intermediate | Secondary tool training and decision-making scenarios
- Life saving techniques (CPR/Tourniquet)
- Suspect control techniques (Control holds, 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)



## CONTINUING

PROFESSIONAL DEVELOPMENT AND CURRENT TREND TRAINING

- Advanced investigations (Sexual crimes, Hit and Run, Etc.)
- Mental Health & First Aid (Minimum training for entire Department & precursor to CIT)
- Decision making scenarios | Managing & Deescalating an encounter
- Community interaction | Protection (Behavioral health, Deaf awareness, Dementia)
- Supervisor scenario training
- Active shooter response, Detaining dangerous suspects in vehicles, Etc.



## ADDITIONAL

- Supervisor Specific Training (Human Resources, internal investigations, search and seizure, De-Escalation, legal update, Etc.)
- CIT | 40% Officers/Supervisors in patrol are trained (DOJ Recommends 25%)
- Officer Wellness
- Physical fitness | Martial arts
- Narcan Training
- Outside Training



# TRAINING

## 2016 CONTINUING 6.5 HOURS | PROFICIENCY 8 HOURS

### Fall AOT 2016

- Computer Update | 1 hour
- Firearms shooting drills | 1 hour
- Officers decision making drills (stress inoculation) Judgmental | 1 hour
- Driver training at CALOTTA track – to include breaking, distracted driving, pursuit driving and escape drills | 4 hours

### Spring AOT 2016

- Combat medical care | 2 hours
- Basic lifesaving CPR | 1 hour
- Active Shooter | 1 hour
- Body drag techniques | 30 minutes
- Active shooter drills combined with Fire personnel | 4 hours

### Firearms

- Pistol Qualification | 1 hour
- Low Light Qualification | 1 hour
- Individual training Session | 1 hour (35) Optional Sessions
- 225 (3X) | 1 hour
- 235 (2x) | 1 hour (25) Optional Sessions
- Squad Training | 1 hour (23) Sessions
- Rifle Training 1 | 3 hours
- Rifle Training 2 | 3 hours
- Rifle Training 3 | 2 hours
- Rifle Training 4 | 4 hours
- Open Range | 1 hour (30) Optional Sessions

## 2017 CONTINUING 9.5 HOURS | PROFICIENCY 6.25 HOURS

### Summer AOT 2017

- Near Miss update | 30 minutes
- Fair and impartial policing | 3.5 hours
- Heart Fit for Duty | 1 hour
- CISM/Peer support | 1 hour
- Financial Wellness | 1 hour

### Fall AOT 2017

- Dementia Class | 30 minutes
- TASER | 2 hours
- Carotid review, combat medic review | 2.25 hours
- Officer decision making drills | 2 hours
- Firearms shooting drills | 2 hours

### Firearms

- Pistol Qualification | 1 hour
- Low Light Qualification | 1 hour
- Individual training Session | 1 hour (35) Optional Sessions
- 225 (3X) | 1 hour
- 235 (2x) | 2 hour (50) Optional Sessions
- Squad Training | 1 hour (28) Sessions
- Rifle Training 1 | 2.5 hour
- Rifle Training 2 | 2.5 hour
- Open Range | 1 hour (20) Optional Sessions
- Intercept CCW | 2 Hour (5) Optional Sessions

## 2018 CONTINUING 13.5 HOURS | PROFICIENCY 5 HOURS

### Spring AOT 2018

- Sex Crimes investigations update | 2 hours
- Crisis intervention training | 7 hours

### Summer AOT 2018

- Active Shooter training | 4.5 hours
- Defensive Tactics review | 1 hour
- Ground defensive tactics | 1 hour
- Officer decision making drills | .5 hours
- Firearms drills | 1.5 hours
- Baton recertification | .5 hours

### Firearms

- 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 hour
- Rifle Training 2 | 3 hour
- Open Range | 1 hour (25) Optional 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 | ½ hour
- Gas mask/tourniquet | 1 hour
- TASER | 1 hour
- Small/large vehicle assault | 2 hours

### Digital AOT 2019

- CCR | 1 ½ hours
- Behavioral Health | 4 hours
- Deaf Awareness | 1/2 hour
- Hit and Run Invest | 15 minutes

### 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-management/ HR update | 1 ½ 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
- 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 hour
- Rifle Training 2 | 1.5 hour
- Open Range | 4 hour (20) Optional Sessions
- Intercept CCW | 2 Hour (5) Optional Sessions
- Qualification Pro Training | 1 hour (4) Optional Sessions
- Flying Armed Training | 2 hour (4) Optional Sessions

## 2020 CONTINUING 12.25 HOURS | PROFICIENCY 3 HOURS

### 2020 Spring AOT

- LGBTQ/Gender Diversity | 2 hours
- LEO Near miss | 1 hour
- Legal update | 1 hour
- Firearms | 2 hours
- COVID / PPE | 1 hour
- NARCAN (Naloxone) | 1.5 hours
- AZPOST Native American Enforcement Training | 4 hours

### De-Escalation training (Patrol based)

- Wellness | 1 hour
- Active Listening | 1 hour
- Peer Support | 1 hour
- Emotional Intelligence | 1 ½ hours
- PATROL model and scenarios | 3 ½ hours

### Current Optional classes

- Decision Making & Deescalation Training (Monthly | 10 hours)
- Decision Making & Skill Development Firearm Training

# PATROL

## Model of Command and Control

### 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, and/or a supervisor?
- Do I need an air 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?

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- Based upon initial information and any pre-existing knowledge of the suspects or the involved parties, officers should attempt to arrive on scene with a coordinated approach.
- The dynamic nature of most incidents will require tactical plans to be flexible.
- Officers need to adapt their plan as additional information or factors become known.
- Officers should continually assess the situation as circumstances change and new information is received.
- If a suspect is failing to comply with orders, officers should attempt to determine whether the lack of compliance is a deliberate attempt to resist, or escape arrest, or an inability to comprehend the situation due to environmental, physical, cognitive, or other conditions.
- Distance+ cover= time
- Time is an essential element of de-escalation as it allows officers the opportunity to communicate with the suspect, refine tactical plans, and call for additional resources if necessary.
- Re-deployment and/or containment can afford officers the added benefit of time and distance while continuing to maintain control of the situation.
- The addition of time and distance may give officers the opportunity to reassess, communicate, request additional resources, and deploy other tactics.
- Requesting additional resources can provide officers with specialized expertise, personnel, and tools to help control and contain the incident.
- Maintaining open lines of communication between officers and communicating effectively with the suspect are critically important when managing an encounter.
- Communication between officers can improve decision making, and increase the effectiveness of coordinated actions.