



City of Phoenix

Office of Accountability and Transparency
Police Department Responses to OAT Recommendations

Department: Phoenix Police Department

Department Head: Michael G. Sullivan, Interim Chief

Project Title: OAT Monitoring Report – Mandatory

OAT Report Number: Incident OAT23-008

PSB Report Number: SH23-0008

Based on Phoenix City Code 20-13 and a Memorandum of Understanding between the Office of Accountability and Transparency (OAT) and the Phoenix Police Department (PPD), PPD provided the information below in response to the OAT Monitoring Report for Incident OAT23-008.

OAT Recommendation #1: “Elicit Answers from the Involved Officer(s) about Law, Policy, and Training”

PPD Response: Agree

Implementation Target Date:

August 21, 2024

Explanation: PPD agrees and accepts the OAT recommendation.

PPD concurs with OAT’s recommendations to ask additional questions of employees during Critical Incident interviews to clarify the Involved Employee’s decision-making process based on legal, policy, and training foundations. PPD agrees that more detailed Critical Incident interviews and the inclusion of this information in the resulting Internal Investigation Report will be provided to Critical Incident Review Board members, Police Department leaders, and the community with important context. This will allow for a better understanding of the Involved Employee’s experience and thought process.

PPD agrees that eliciting responses on these areas offer the Department greater insight into how well its policies and trainings are understood and applied.

Follow-up: The PSB Bureau Manual will be updated to include additional interview guidelines regarding best practices for Critical Incident employee interviews.

OAT Recommendation #2: "Provide Written Analysis and Conclusions in Support of Investigative Findings"

PPD Response: Agree

Implementation Target Date:

August 21, 2024

Explanation: PPD agrees and accepts the OAT recommendation.

PPD agrees that transparency is served by clearly documenting Policy Outcome Determinations made at the conclusion of the Administrative Review process for Critical Incidents, either by the Critical Incident Review Board (CIRB) or the Police Chief. Policy Outcome Determinations – Within Policy or Not Within Policy – should be accompanied by a concise written summary explaining the basis of the determination. PPD agrees that by doing this, the Department will further its commitment to being transparent and will provide greater understanding and justification for the decisions it makes.

Follow-up: To implement this recommendation, revisions to the PSB Bureau Manual and potentially other policy documents will be required.

Implementation target dates for the OAT recommendations are based on the organizational level that is impacted by the follow-up actions described above. The implementation target date for Bureau-level policy and process changes is three months. For Department-level policy and process changes, the implementation target date may be six months or more to allow for the review of the current policy, the development and approval of the new policy, and the development, approval, and delivery of training to more than 3,000 employees for department-level training.