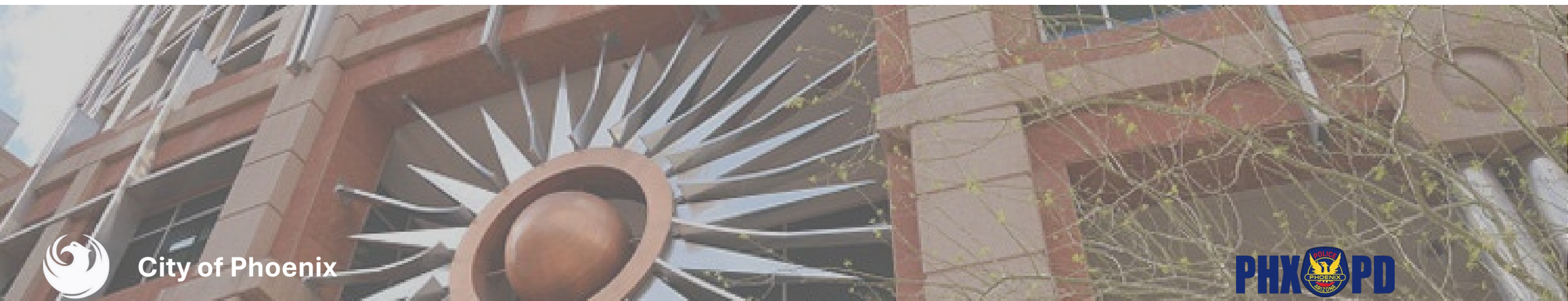




# Ongoing Efforts to Improve Public Safety



City of Phoenix





# Initial Improvement Initiatives: Completed



# Completed Action Items - Transparency

- **Implement a policy for SAU officers to use body-worn cameras**
  - All public-facing officers required to use body-worn cameras



# Completed Action Items – Public Comment

- **Launch First Amendment Facilitation & Management Policy**
  - Open for Public comment for 30 days
  - Comment period ended October 27, 2024
  - Responses being reviewed for inclusion in policy
  - Revised policy completed end March 2025



# Completed Action Items - Staffing

- **Conversion of 14 temporary full-time OHS positions**
  - Ten positions converted to on-going (October 2024)
  - Four remainder (ARPA) transition at start of FY 2025-26
- **Create four new Police Research Positions**
  - Positions created
  - Interviews for Supervisor position, December 2024
  - Three analysts recruited thereafter, March 2025
  - Hiring complete, June 2025



- **Proposal to implement new technology such as voice activated intelligence system for CrimeStop**
  - Plan submitted to City Council in October 2024
  - Implementation anticipated end 2025





# Initial Improvement Initiatives: In Progress



- **PSB manual shall provide clear standards for the thoroughness of investigations**
  - Updates to PSB manual underway
  - Completion by end December 2024
- **PSB use of force Investigations must fully explore whether an officer considered de-escalation strategies & tactics during the incident**
  - Updates to PSB manual underway
  - Completion by end December 2024





- **PSB to review all aspects of the incident, including those beyond the scope of the initial complaint**
  - Updates to PSB manual underway
  - Completion by end December 2024
- **PSB shall provide a written response to the citizen complainant explaining the investigation’s findings**
  - Updates to PSB manual underway
  - Completion by end December 2024



- **Police Chief explanation and City Manager approval of downward deviation from Discipline Review Board recommendation**
  - Complete – Discipline Form updated
  - In Progress - Requirement captured in policy
  - October 2025 - Initial annual report delivered to City Council
- **PSB shall establish a clear policy for forwarding Brady materials to MCAO in a timely manner**
  - Reporting cadence to be finalized, by end December 2024
  - Policy completed April 2025



- **Dedicated hotline for reporting misconduct**
  - Develop process & train 311 personnel
  - Will tie into later project – Centralized Complaint Intake Web-based intake
- **Plan for procurement of Early Intervention System**
  - January 2025 – RFP process begins
  - Full implementation anticipated 12 months following date of acquisition



- **Launch cultural competency training**
  - Curriculum approved
  - Begin training for recruits, December 2024
  - Begin training for in-service personnel, by end June 2025
  
- **Police Department shall provide/procure regular & ongoing training for all PSB investigators**
  - Initial training commenced
  - Identify future training requirements
  - Finalize delivery cadence, by end June 2025



- **Police Department shall continually survey best practices of similarly-situated law enforcement agencies**
  - Policy ownership & policy review cadence built
  - Launch annual policy review process, April 2025



- **Update City Council & Civilian Review Board on public safety reforms in writing every three months for the next three years**
  - First update to City Council today
  - First Civilian Review Board meeting held & meeting cycle established  
report to CRB upcoming



- **Discipline Review Board to add one additional civilian, for a total of three**
  - One civilian and one sworn officer to be added
  - Implementation by April 2025
- **Create new Inspections Sergeant position in all precincts & bureaus**
  - Role and positions identified
  - One Lieutenant and 3 Sergeants to be in place by end March 2025
  - Remainder of personnel to be in place by June 2025



- **Police Department shall more effectively collect data on all stops, searches, arrests, and uses of force, to include age, race, gender, & housing status**
  - Additions to Subject Contact Form completed, by end January 2025
  - Policy available for public comment, April 2025





- **Prioritize staffing levels for 911 & Radio Dispatchers**
  - Increased starting pay step for new hires
  - Implemented \$7,500 hiring incentive
  - Compensation and staffing studies underway



# In Progress – Resource Deployment

- **Fire Department's CAP shall have 24/7 dispatch coverage by the end of Q1, 2025**
  - In Progress



# In Progress - Use of Force Project Update

- **Complete mandatory training for all enforcement personnel**
  - 2,564 personnel trained to date
  - In-person training completed, December 2025
  - E-learning update training completed, January 2025
- **Use of Force Policy Active**
  - Edits to be finalized by end December 2024
  - Policy active end January 2025
- **Creation of public-facing Canine Policy**
  - Policy content research underway
  - Policy completed & available for public comment, April 2025



- **Creation of Unattended Property Policy**
  - Standards of Practice being finalized
  - Draft policy available for public comment, May 2025
- **Revise Seized & Impounded Property Policy**
  - Standards of Practice being finalized
  - Draft policy available for public comment, May 2025
- **Supervisor Review of Seized Property**
  - Draft process underway
  - Policy completed (May 2025) in readiness for RMS Launch, June 2025



# In Progress - Identifying & Addressing Racial Disparities Project Update

- **Complete mandatory training for all enforcement personnel**
  - 2,564 personnel trained to date
  - Training for all personnel completed by January 2025
- **Create compliance framework for all vehicle & pedestrian stops**
  - Draft process underway
  - Policy completed (April 2025) in readiness for RMS Launch, June 2025



- **Review & Revise City's Permitting Process**
  - Initial meeting held
  - Revisions to be finalized & available for public comment, April 2025



- **Develop Youth Interactions Policy**
  - Standards of Practice being finalized
  - Outreach to include City of Phoenix Youth & Education Commission
  - Draft Policy available for public comment, April 2025



- **OAT/PPD MOU to be revised**
  - Initial meetings held
  - MOU updated by April 2025
- **Review & Revise Systems of Accountability Policies**
  - Standards of Practice completed
  - First round of draft policies available for public comment, September 2025







# Initial Improvement Initiatives: Upcoming



- **Update City Council & Civilian Review Board every six months on PDs compliance with OAT recommendations**
  - Reporting mechanism & format finalized
  - First report April 2025
- **Compliance Team shall regularly audit a sample of police reports to ensure officers are correctly applying the Fourth Amendment**
  - June 2025 – Hiring of Compliance Team complete
  - June 2025 - Interim audit (assessment) method established
  - Audit commences Post Motorola Premier One launch, July 2025
  - Established audit cadence in operation, October 2025



- **Provide a thorough & complete analysis and rationale for investigative findings and conclusions**
  - Draft related policy, develop related forms
  - Develop training , by end June 2025
- **PSB shall set and publish clear deadlines for completing investigative reports**
  - Draft related policy & develop related forms
  - Develop training, by end June 2025



- **The Department shall adopt clear standards and accountability measures for PSB investigators, supervisors and commanders to ensure that all potential law and policy violations are fully investigated**
  - Accountability standards & measures strengthened, September 2025
  - 2025/26 - Procure & staff Centralized Intake System
    - Develop associated policies & training
    - Promote to Community
    - Implement in full
    - Procurement commences after RMS launch



- **PSB shall collect and record data for all citizen complaints, including the nature of the complaint and precinct and officer(s) involved**
  - 2025/2026 - Implement public portal for centralized intake and staff accordingly



- **Adopt policies to allow the Crisis Intervention Team to prioritize urgent/time-sensitive matters**
  - End December 2025 – procurement of ambulance service provider completed
  - End December 2025 – revisions to IGA for Serve Onlys completed
  - End March 2026 – finalization of CIT Prioritization Policy, in readiness for public comment



# Upcoming – Resource Deployment

- **Explore Additional Services to be provided by civilian staff, rather than sworn Police Department employees**
  - Review roles in precincts & specialty units, cost-savings analysis, December 2025
- **Train officers on best use of crisis intervention resources as well as services provided by CAP & OHS**
  - End March 2025 – initial training completed
  - End June 2026 – comprehensive training completed



- **Develop a biennial training plan for Crisis Intervention officers**
  - Researching Incentive & Deployment model
  - Training Plan to be developed, by April 2025
- **Enhance Customer Service training for all public facing personnel**
  - Focus on procedural justice & customer service
  - Engage Chief's Advisory Boards to provide feedback on proposed training





- **Explore youth prevention programming**
  - Exploring programming options
- **Create policies in relation to interactions, use of force, consensual contacts, and interviews & interrogations with vulnerable persons**
  - Use of Force Policy revised, public comment, trained, December 2025
  - Juvenile Procedures Policy revised/public comment, December 2025
  - 2025/26 - Revised consensual contacts form available in Motorola P1, subject to RMS launch



# Opportunities for Community Feedback

## April 2025

- Data Collection Policy following stop, searches, and arrests
- Canine Policy
- City of Phoenix Permitting Process
- Youth Interactions Policy



# Opportunities for Community Feedback

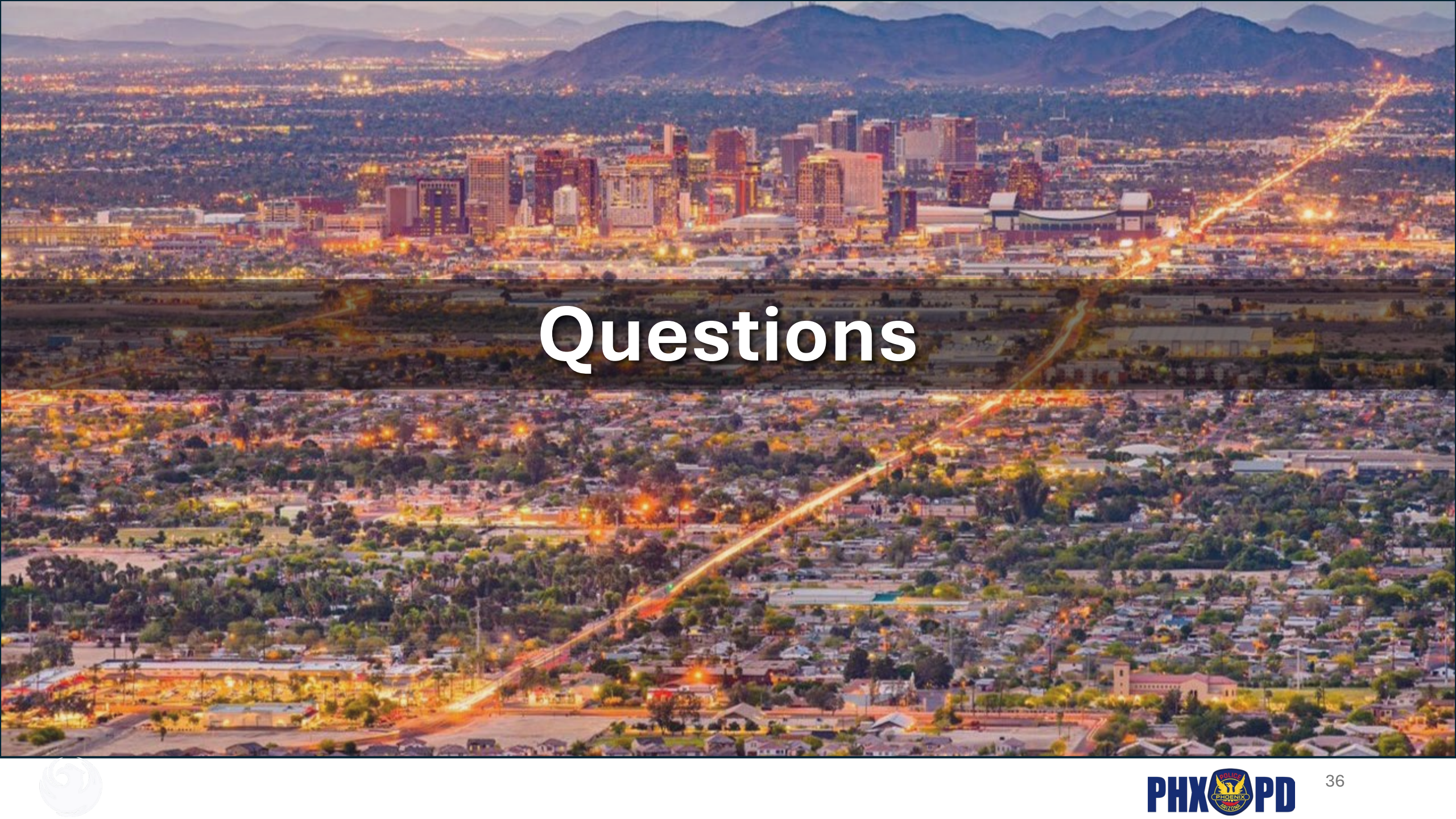
## **May 2025**

- Unattended Property Policy
- Seized & Impounded Property Policy

## **September 2025**

- Systems of Accountability Policies





# Questions























