



Mesa Police Department

Public Safety Committee Presentation

September 24, 2020



EXECUTIVE SUMMARY

Use of Force Review and Implementation:

- Evaluation of Recommendations
- Implementation Process

Hiring / Community Engagement / Recruiting:

- Diversity Initiatives
- Workforce Demographics

Training:

- Training Volume
- Use of Force Statistics
- MPD De-escalation History
- Current Use of Force Training
- Human Rights and Ethics

Use of Force Review and Implementation

- National Dialogue on Police Use of Force 2014
- President Barack Obama creates the President's Task Force on 21st Century Policing.



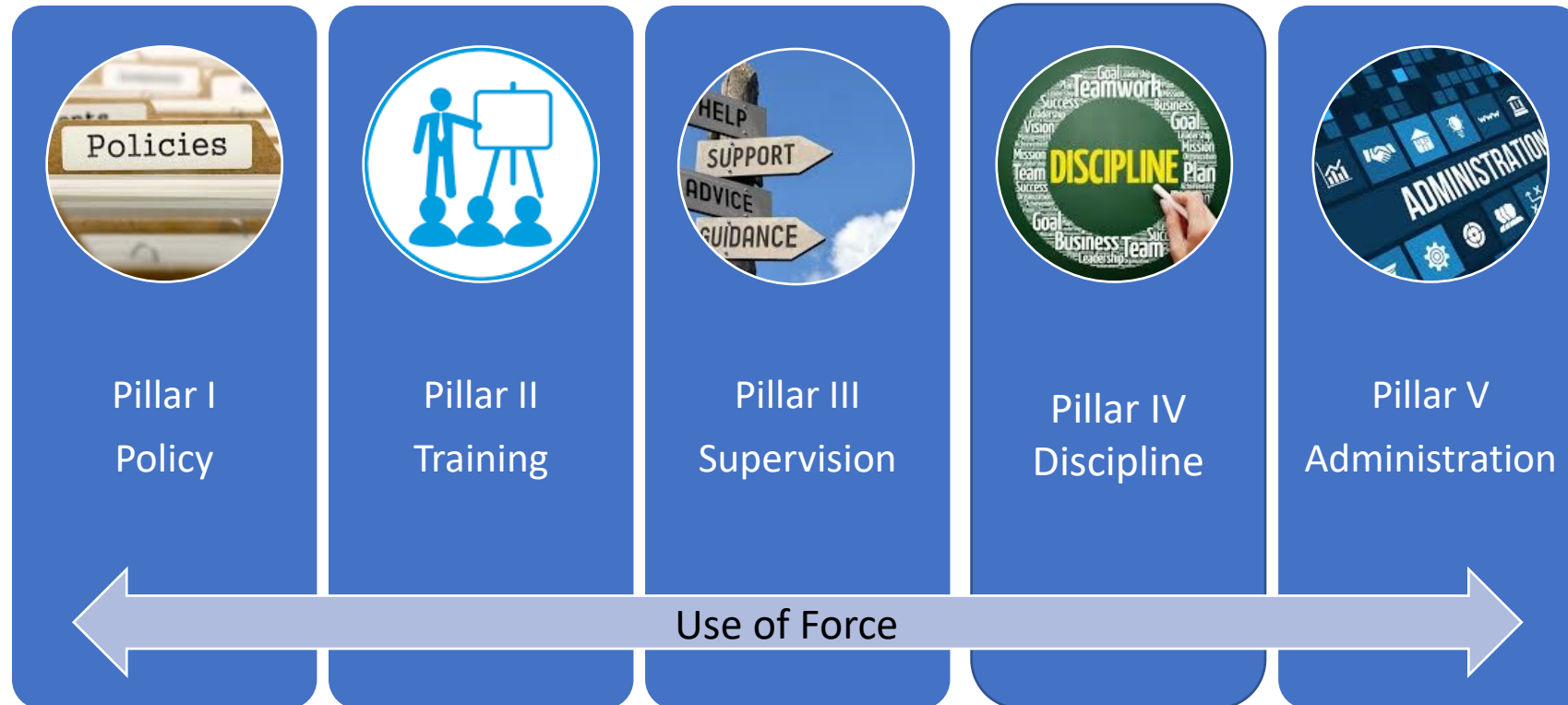
EVALUATION



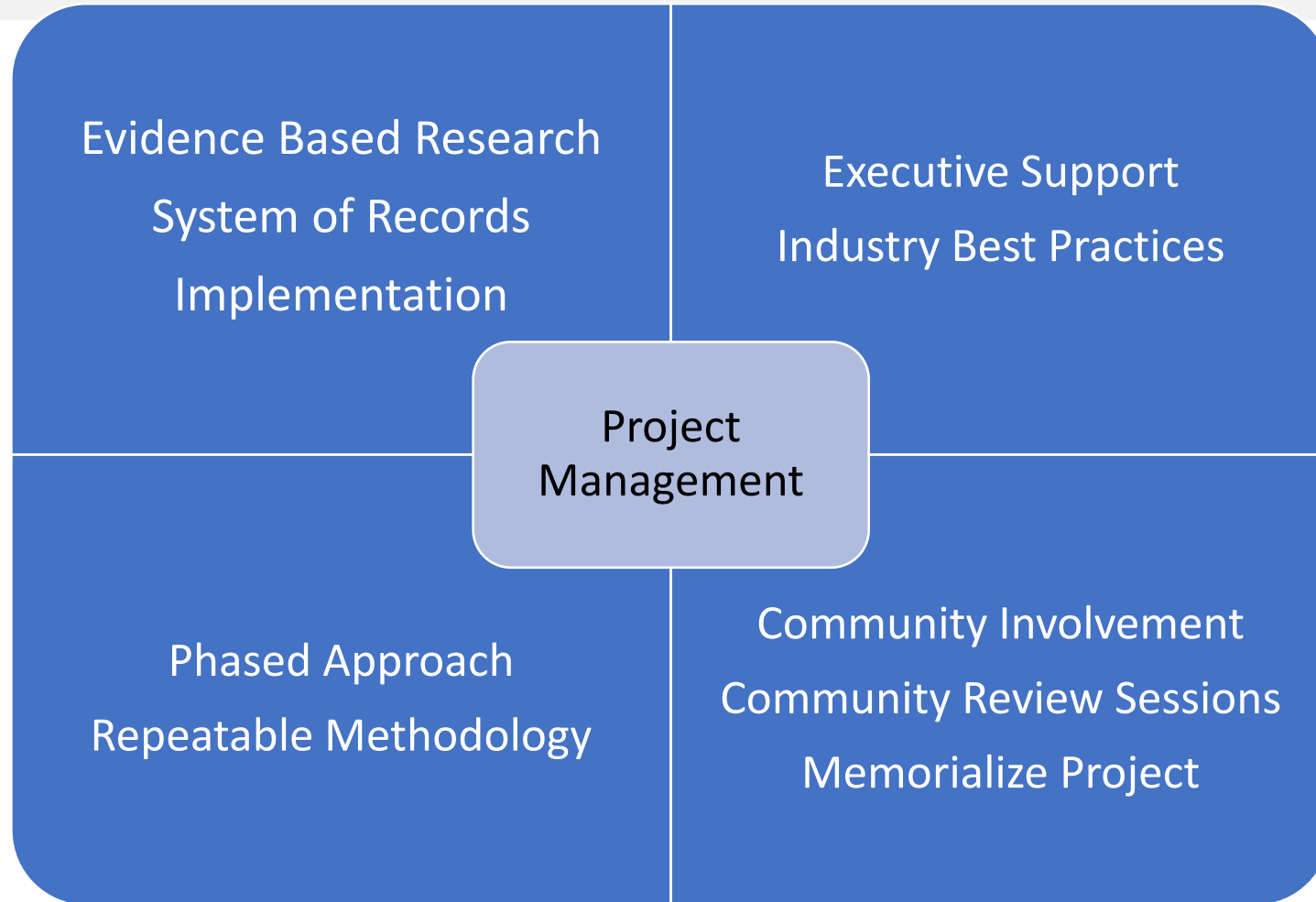
John
McMahon &
Associates

Former Maricopa County Attorney Rick Romley

FINDINGS



VISION



REPOSITORY

Fundamentals

ID	Title		
25	Combine "Strikes" and "Limited Strikes" into One Category		
STATUS		PRIORITY	CATEGORY
APPROVE	▼	LOW	▼ Policy
EVALUATOR(S)		UNIT(S)	SOURCE(S)
▶ Britney Brimhall	▼	▶	PERF
*	▼		▶
DETAILS			
DPM 2.1.5 Use of Force Section: 3. Definitions pg 30; Data Reviewpg 12, 43-55			
RECOMMENDATION			
MPD should combine “strikes” and “limited strikes” into one category. Currently, both definitions refer to a hands-on approach, and there is little utility in keeping these two categories separate.			
ADDITIONAL INFORMATION		GUIDANCE	
In recent years, MPD has seen a number of changes to its main use-of-force policy. Between 2013 and 2017 removed definitions of the levels of resistance were still absent in the latest use-of-force policy. PERF identified the following recommendations: 1. Review the current use-of-force policy, to streamline policy (ultimately, these policies should be formatted and including limited strikes as a subcategory under the strikes policy). 2. Review the current use-of-force policy, to streamline policy (ultimately, these policies should be formatted and including limited strikes as a subcategory under the strikes policy).		Our guidance is to not adopt the recommendation from PERF. It appears IAC which policy read. There does appear to be a trend for many agencies to use recommend removing the terms/definitions from DPM 2.1.5, Use of Force, a Philosophy & Definitions policy, to streamline policy (ultimately, these policies should be formatted and including limited strikes as a subcategory under the strikes policy).	
MPD's current force options include both strikes and limited strikes. The current use-of-force policy is the only policy that minimizes chance of injury. Ultimately, we suggest keeping both strikes and limited strikes as separate categories.			

Background

POLICY
DPM 2.1.1 Use of Force Philosophy and Definitions#https://powerdms.mesa.edu/dpm/2.1.1%20Use%20of%20Force%20Philosophy%20and%20Definitions.htm
DPM 2.1.5: Use of Force Revised June 2018#https://powerdms.com/docs/default-source/policies-and-procedures/2-1-5-use-of-force-revised-june-2018.pdf?sfvrsn=6
Special Order 2018-001 DPM 2.1.2 Use of Force Effective June 2018#http://www.mesa.edu/files/SpecialOrder2018-001DPM2.1.2UseofForceEffectiveJune2018.pdf
LESSON PLAN
2014 COE UOF powerpoint#\acctpd.mesa\pd\PD-UseOfForceProject\lesson plan\use of force lesson plan#\acctpd.mesa\pd\PD-UseOfForceProject\lesson plan\use of force review lesson plan#\acctpd.mesa\pd\PD-UseOfForceProject\lesson plan\Use of Force PowerPoint Revised#\acctpd.mesa\pd\PD-UseOfForceProject\lesson plan\
SUPPORTING DOCUMENTS

Guidance

FINAL DECISION											
Approved by Chief Cost, Assistant Chief Butler and Assistant Chief Ranin											
lesson_plans\2014%20COE%20UOF%20powerpoint.pptx#	<table border="1"> <tr> <td>REFERENCES</td> <td>file:///\\acctpd.mesa\pd\PD-UseOfForceProject\references\Nervous</td> </tr> <tr> <td>SUMMARY</td> <td>Found and included photo of important nerve groups to illustrate con</td> </tr> <tr> <td></td> <td>Review Blue Team Use of Force Reporting</td> </tr> <tr> <td>REFERENCES</td> <td>file:///\\acctpd.mesa\pd\PD-UseOfForceProject\references\BlueTeam</td> </tr> <tr> <td>SUMMARY</td> <td>BlueTeam Use of Force Reporting is currently using Limited Strikes and PowerDMS.</td> </tr> </table>	REFERENCES	file:///\\acctpd.mesa\pd\PD-UseOfForceProject\references\Nervous	SUMMARY	Found and included photo of important nerve groups to illustrate con		Review Blue Team Use of Force Reporting	REFERENCES	file:///\\acctpd.mesa\pd\PD-UseOfForceProject\references\BlueTeam	SUMMARY	BlueTeam Use of Force Reporting is currently using Limited Strikes and PowerDMS.
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Support

TASK	STATUS	ASSIGNED TO	START DATE	TARGET DATE
Review IACP Model Policy for Use of Force	COMPLETED	Britney Brimhall	1/6/2020	1/9/2020
REFERENCES	file:///\\acctpd.mesa\pd\PD-UseOfForceProject\references\IACPUofFModelPolicy.pdf			
SUMMARY	Checked IACP Model Policy. Their policy is quite basic/limited. PERF suggests we combine all our Use of Force policies into one large, condensed policy. IACP takes a much more simplified approach. IACP is unlike Mesa's current policy and unlike PERF's recommendations.			
Review Maricopa PD Use of Force Policy	COMPLETED	Britney Brimhall	1/6/2020	1/9/2020
REFERENCES	file:///\\acctpd.mesa\pd\PD-UseOfForceProject\references\MaricopaPDUoFF.pdf			
SUMMARY	I reviewed Maricopa PD Use of Force Policy. Maricopa PD appears to be using Limited Strikes in their Use of Force Policy, but it also appears they just likely borrowed from Mesa's policy.			
Review Gilbert PD Use of Force Policy	COMPLETED	Britney Brimhall	1/6/2020	1/9/2020
REFERENCES	file:///\\acctpd.mesa\pd\PD-UseOfForceProject\references\GilbertUoFF.pdf			
SUMMARY	Checked Gilbert PD Policy. They do not use the word limited strikes, but they do mention strikes to nerve points as an intermediate level of force. Other strikes			
model policy and other agencies all vary, depending on	COMPLETED	Britney Brimhall	1/6/2020	1/9/2020
the concept of a limited strike, but with different terms. We	iOpsOrders.pdf			
instead only including them in the DPM 2.1.1, Use of Force	ay list Intermediate Control Techniques such as Hard Empty Hand Techniques, which			
es may be combined into one). We'd also suggest	Im-heel strikes, knee strikes, elbow strikes and head strikes.			
es definition, since it is a strike--just in a specific, targeted	COMPLETED	Britney Brimhall	1/6/2020	1/9/2020
terms in policy, continue training both strikes and limited	policy.pdf			
es in BlueTeam. Training advised they use the information				
ts, and it's simpler to access information when both	ce, which includes Empty Hand Control, which includes techniques such as strikes.			
	ol using the hands, knees, or feet directed at pressure points.			
	COMPLETED	Britney Brimhall	1/6/2020	1/9/2020
	iMesa.pdf			
	to cause injury.			
	COMPLETED	Britney Brimhall	1/6/2020	1/9/2020
REFERENCES	file:///\\acctpd.mesa\pd\PD-UseOfForceProject\references\NervousSystem.png			
SUMMARY	Found and included photo of important nerve groups to illustrate concept of limited strike.			
Review Blue Team Use of Force Reporting	COMPLETED	Britney Brimhall	1/6/2020	1/9/2020
REFERENCES	file:///\\acctpd.mesa\pd\PD-UseOfForceProject\references\BlueTeam1.jpg			
SUMMARY	BlueTeam Use of Force Reporting is currently using Limited Strikes and Strikes for statistical purposes. Photo pulled from Use of Force Reporting Form in PowerDMS.			

Implementation

TASK	DEPENDENCY
Combine 2.1.1 and 2.1.5 (this will streamline p	Upon approval to do such from the Chiefs
Place limited strikes under strikes term/defini	Upon approval to do such from the Chiefs
Make definition of limited strikes comprehens	Upon approval to do such from the Chiefs

COMMITTEE



Assistant Chief Lee Rankin, Chair



Project Manager Jeff Wojnar

POLICY



Officer Britney Brimhall Lieutenant Scott Martin

PROFESSIONAL STANDARDS



Lieutenant Aaron Spicer Lieutenant Jason Coon

PATROL



Officer Charles Trapani Officer Lee Coking

TRAINING



Commander Mike Bellows Commander Tim Walker

HOMICIDE



Lieutenant Jason Redwing Sergeant Gregory Love

LABOR



Sergeant Glenn Pearson Officer Will Biascoechea

SPECIAL OPERATIONS



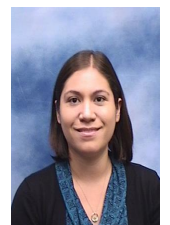
Commander Mike Beaton

LEGAL



Attorney Geoff Balon

RISK MANAGEMENT



Elizabeth Wiltrout

Community Members



Attorney Kina Harding



Citizen Andy Keeler



Citizen Lynn Runyan



Citizen Mark Tompert



Reverend Ozetta Kirby



Pastor Betty McGee



Reverend Helen Hunter



Pastor Andre Miller



Lubna Tabassum

ASU Professors



Professor Mike Scott



Professor Bill Terrill



Professor Charles Katz

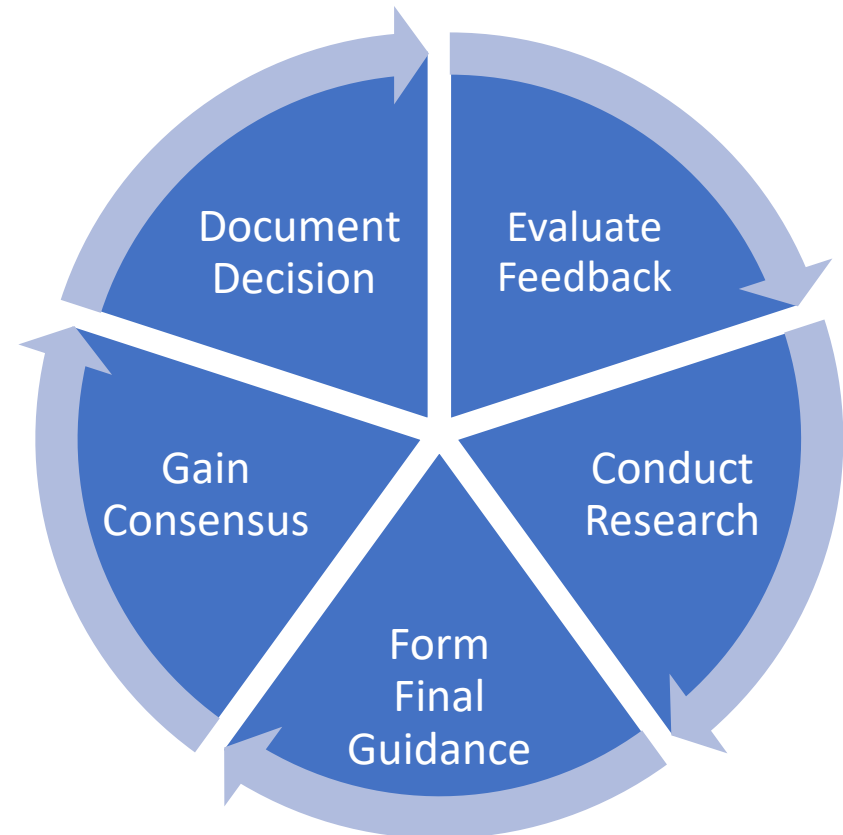
WORKFLOW

Use of Force Committee



14 Days

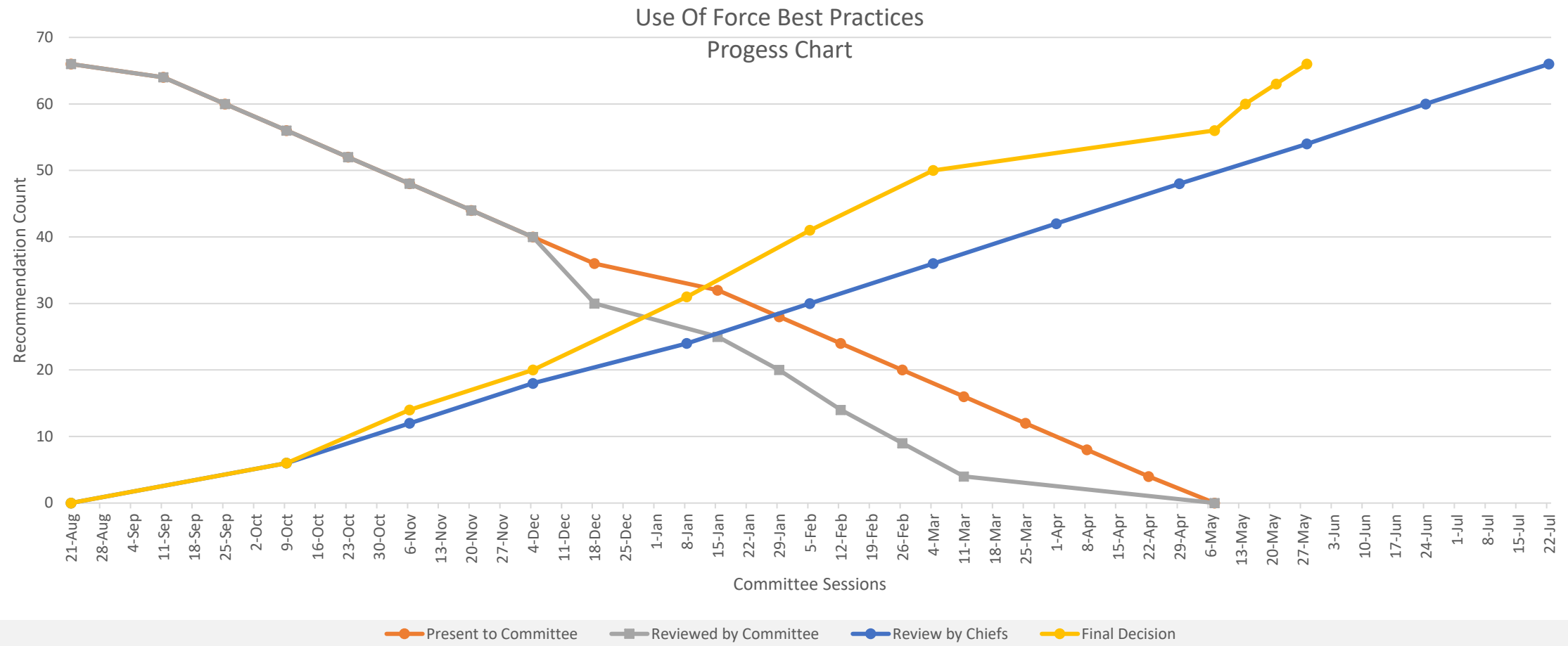
Executive Team



30 Days

PROJECT STATUS

May 28, 2020



September 24, 2020

PILLAR I - Policy

11
*Consolidate Use
of Force Policies*

18
Sanctity of Life

24
*Revise Use of
Force Terms*

27
*Define Basis
for Using Force*

28
*Person
Exposed to
Taser Receive
Medical Eval*

34
*Revise Drive
Stun Definition*

35
*Revise Taser
Deployment
Procedures*

44
*Replace
Suppression
Fire with
Directed Fire*

45
*Update
Definition of
De-Escalation*

59
*Allow
Feedback
During Policy
Creation*

66
*Update
Policy for Leg
Restraints*

PILLAR II - Training

Authorized
Face, Neck and
Head Strikes

*Define Limited
Strikes and
Strikes*

Neck Restraint

*Electronic
Control
Weapon*

*Repository
for Training
Records*

*Precision
Immobilization
Technique (PIT)*

*Instructor
Evaluation*

*Track Trends
and Emerging
Issues*

PILLAR III - Supervision

Duty to Intervene

Shooting at or From Vehicles

Supervisor Scene Response

Report When Taser is Pointed

Authorization to Use Firearm to Stop Fleeing Felon

Use of Force Report Findings

Vehicle Pursuits

Supervisor Accountability for Directed Training

Complaints Are Not Discouraged

Commending De-escalation Techniques

PILLAR IV - Discipline

*Concurrent
Investigations*

*Reportable
Use of Force*

*Disciplinary
History
Retention
Period*

*Professional
Standards
to Provide
Findings*

*Consider
Past
Disciplinary
History*

*Blue Team
Reports*

*Complaints
Given a
Formal
Investigation*

*Relocate
Office for
Professional
Standards*

PILLAR V - Administration

Mark
Electronic
Control
Weapon

Less-Lethal
Shotguns

Update
Website
Access to
Compliment
Form

Remove
Warning on
Making False
Complaints

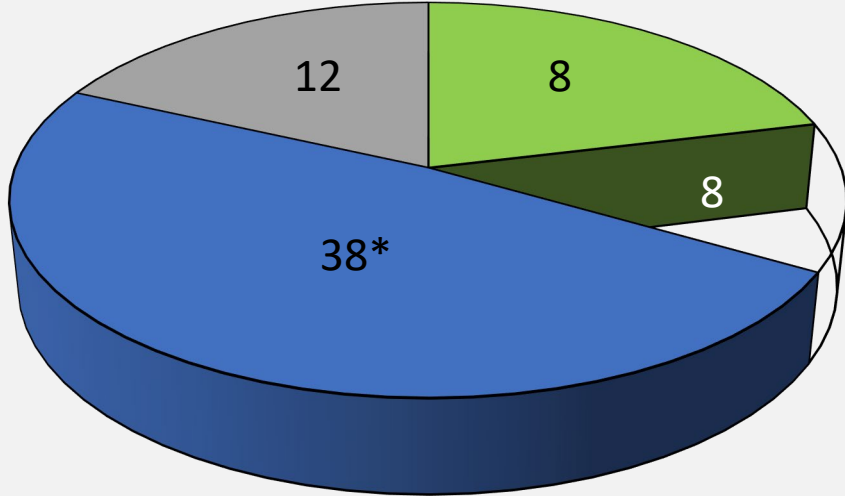
Website is
Consistent
and Accurate

Policy and
Procedure
Access to
Public on
Website

Release Use
of Force
Data
Annually

Squad
Assignment
Bidding
Process

IMPLEMENTATION

Implementation Status - 9/17/2020					Project Completion: 12/30/2020	
Project Team:		Executive Sponsor: Rankin, Lee		Project Manager: Wojnar, Jeffrey		
<div><div><div>Use of Force Best Practices Project Recommendations Implementation Summary</div><div><div><div><div>In Progress</div><div>Not Started</div><div>Complete</div><div>Combined</div></div></div></div></div></div>					<div>Completed</div> <div>THIS WEEK</div> <div><div>12, 33, 36, 37, 39</div></div> <div>CUMMULATIVE</div> <div><div>COMPLETED: 1-7, 9, 13, 17, 18, 21, 23, 26, 27, 28, 29, 30, 32, 38, 41, 42, 45, 48, 49, 50, 51, 54, 58, 61, 64, 65, 66</div><div>COMBINED: 14, 15, 16, 19, 20, 31, 46, 53, 56, 57, 60, 63</div></div>	
<div>In Progress</div> <div><div>Consolidating use of force policies (11) (includes: 17, 18, 21, 22, 23, 24, 25, 26, 28)</div><div>8, 10, 12, 22, 24, 25, 33, 36, 37, 39, 52, 59</div></div>					<div>Next Up</div> <div><div>Audit/implementation binder in progress:</div><div>Ready for review: 12, 33, 36, 37, 39</div><div>Project book content development underway:</div><div>Pillar 1 recommendations ready for review: None</div></div>	
Project Hours					Risks, Issues and Communications	
Budget	Actual	Remaining	% Spent	% of PV	<div><div>Planned Value: (Recommendations Completed or Closed / 66) * 100</div><div>*Yellow highlight indicates action underway to fulfill audit</div></div>	
1280 hours	1152 hrs	128 hours	90%	76%*		



OCT
14

Use of Force Policy Review Community Session

by Community Engagement Division

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Free



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Mesa Police Department Use of Force Community Session

About this Event

Date And Time

Wed, October 14, 2020
5:00 PM – 7:30 PM MST
[Add to Calendar](#)

MPD HOME PAGE

Mesa Police Department

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Report a Crime Online



Use of Force Review Project



Policy and Procedure



Records Requests



HIRING - Diversity

INDUSTRY STANDARD

2014: Innovative Community Engagement Initiative

- Increase Diversity of the Mesa Police Dept. Through Hiring Process

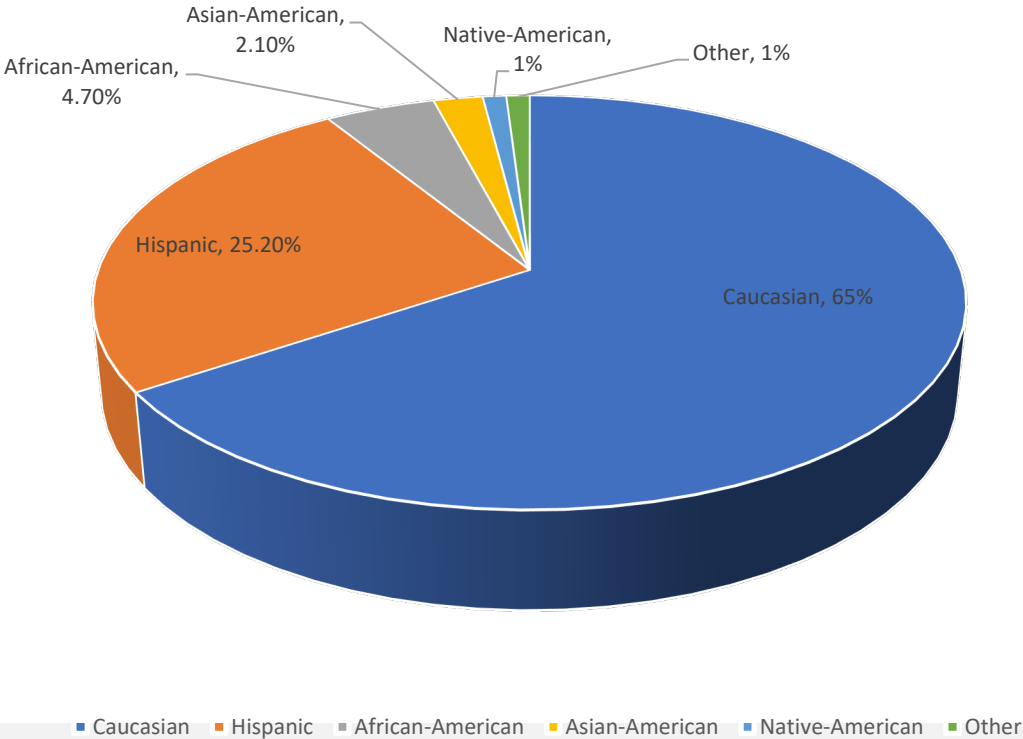
2020: 40% Increase in Ethnic and Gender Diversity

- Expansion of Recruitment Effort
- Established *Community Engagement Division (CED)* 2018
- Realign Recruiting Team under *CED*
- Community Focused



HIRING - Demographics

Total Average Police Officer Recruit
(POR) Diversity Percentages 2014-2020:

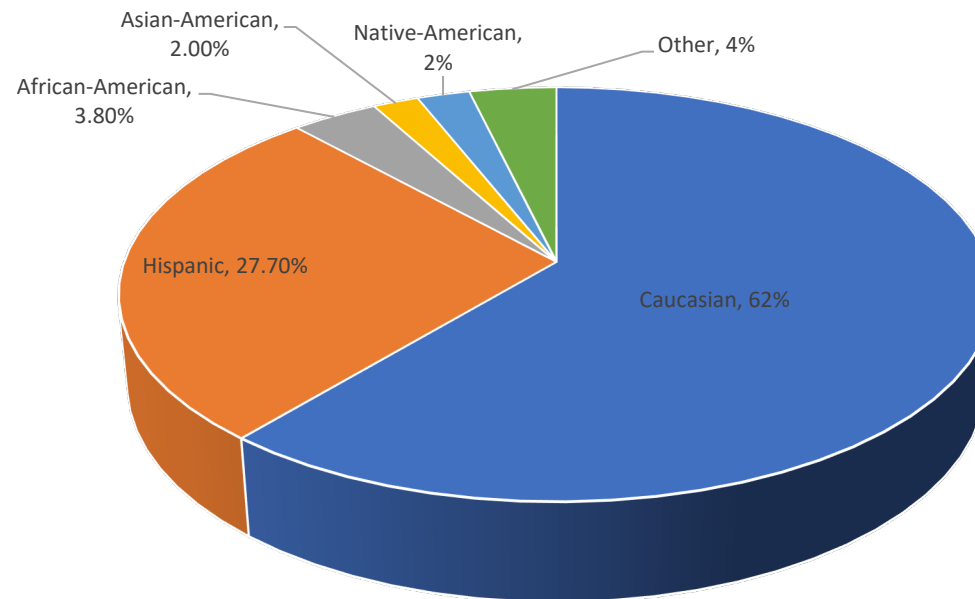


Male 83.3%
Female 16.7%



HIRING - Demographics

City of Mesa 2010 Census
Demographics (Census.Gov)



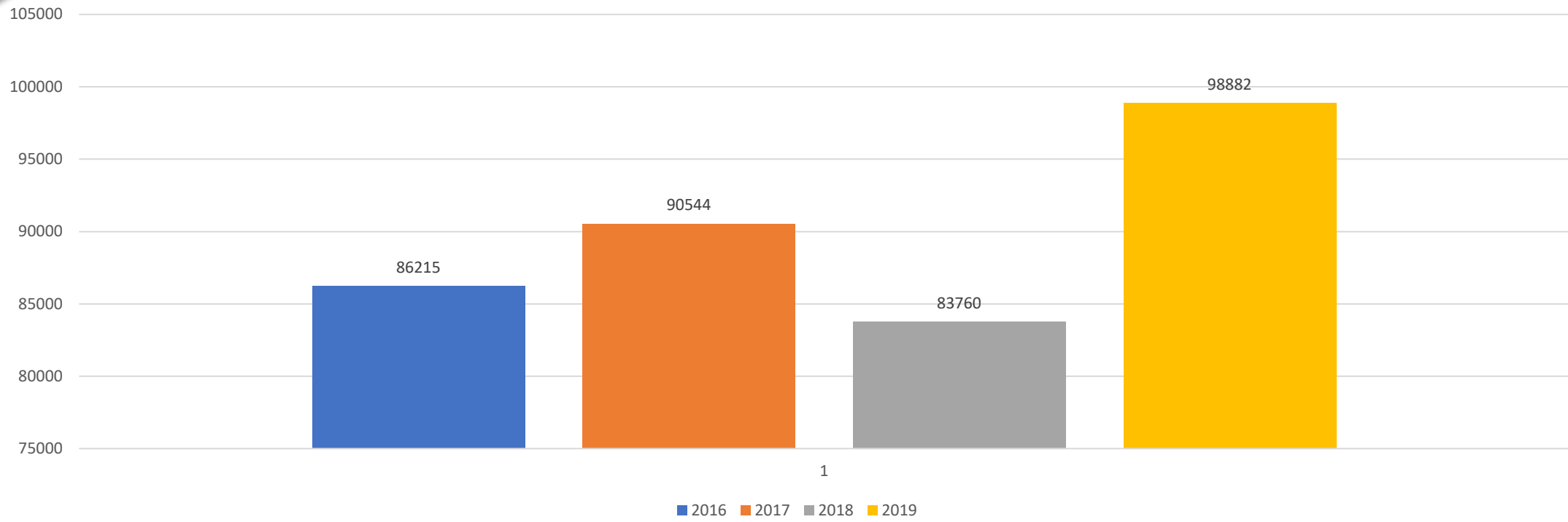
Male 49.4%
Female 50.6%

■ Caucasian ■ Hispanic ■ African-American ■ Asian-American ■ Native-American ■ Other



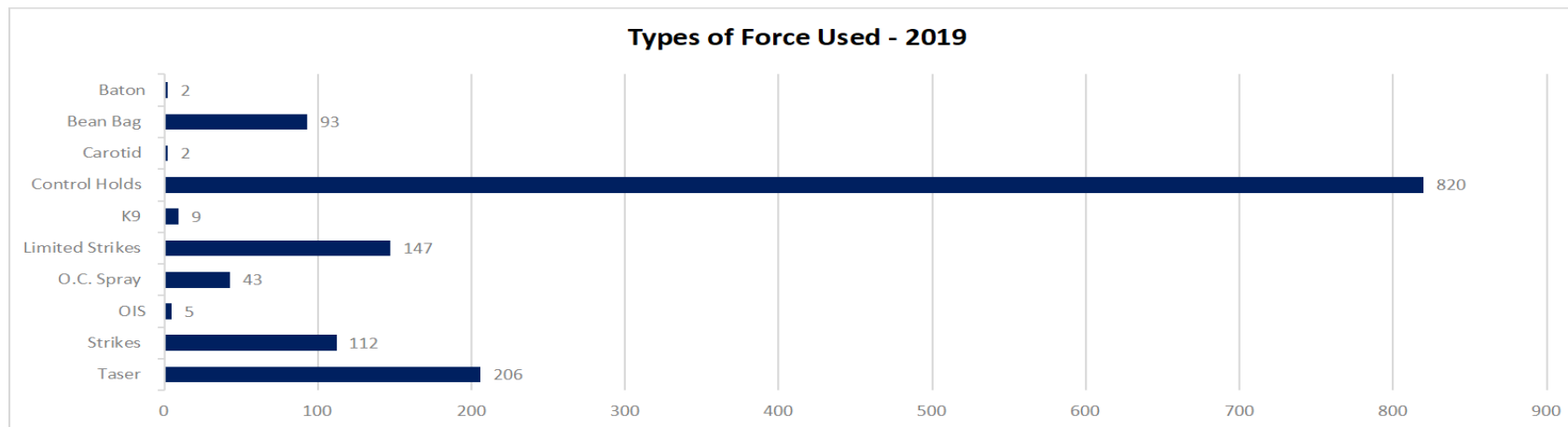
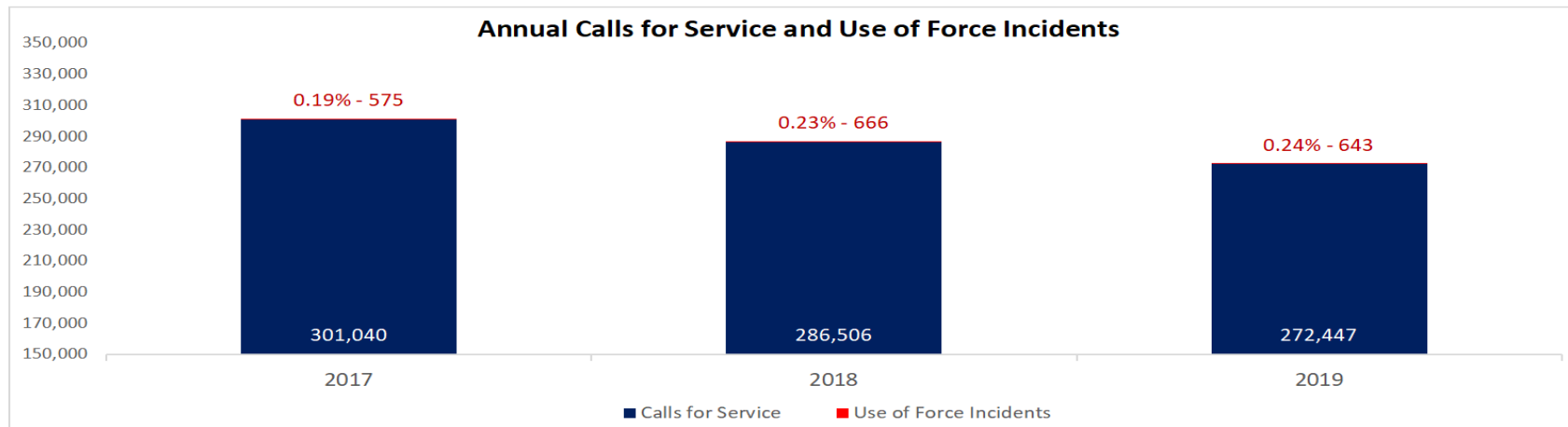
TRAINING – Volume

Mesa Police Department
Total Training Hours





TRAINING – Use of Force (UoF)



Calls for Service exclude cancelled and duplicate calls



TRAINING - De-escalation History

1994: “Verbal Judo”, the Mesa Police Department has incorporated de-escalation training into our training lexicon from the very first Basic Police Academy.

1994 – 2016: Several versions of de-escalation training have been implemented over the years, everything from our internal “Verbal Judo” and “Red-Man” to outsourced training curriculum.

2016: Incident De-escalation and Tactics

2017: Crisis Intervention Training

2018: Integrating Communications, Assessment, and Tactics (ICAT)

2019: Initiative to retrain Defensive Tactics (Face Strikes) Special Order DPM 2.1.2

TRAINING - (UoF)



- **Integrating Communications, Assessment, and Tactics (ICAT)**

Effective communication and de-escalation coursework increase from 12 to 45 hours

- **VirTra (VTSI)**
- **Defensive Tactics (Red Man)**
- **Simunitions**





TRAINING – Human Rights/Ethics

- **Mental Illness**
- **Interpersonal Communication**
- **Ethical Decision-Making**





TRAINING – Human Rights/Ethics

- **Civil Rights Training**
- **Mesa Downtown Historical Tour**
- **Diversity Training at Alston House**





TRAINING – Human Rights/Ethics

- Fair & Impartial Policing
- Cultural Awareness / Racial Profiling
- “What We Do Matters”





SUMMARY/CONCLUSION

The examples listed above are just a fraction of the work that has been accomplished by the Mesa Police Department.

Additionally, it should be noted that your police department is an innovative organization, always in the process of continuous improvement.

We often lead the national landscape with forward-thinking policy and procedure. As this Power-Point is drafted, we continue to forge into the future with enhanced training for our members and increased transparency for the community we serve.