



PUBLIC SAFETY COMMITTEE

September 24, 2020

The Public Safety Committee of the City of Mesa met via a virtual format streamed into the lower level meeting room of the Council Chambers, 57 East 1st Street, on September 24, 2020 at 9:00 a.m.

COMMITTEE PRESENT

David Luna, Chairman*
Mark Freeman*
Kevin Thompson*

COMMITTEE ABSENT

None

STAFF PRESENT

Dee Ann Mickelsen
John Pombier
Alfred Smith

(*Committeemembers participated in the meeting through the use of video conference equipment.)

Chairman Luna conducted a roll call.

1-a. Hear a presentation and discuss the State of the Court update.

Presiding City Magistrate John Tatz recognized Judge Richard Garcia, who passed away in May; and Judge Craig Fuji, Judge Matt Tafoya, Court Administrator Paul Thomas, all who have retired within the past few months.

Judge Tatz stated Arizona Supreme Court Administrative Order 2020-143 prevented the Mesa Municipal Court from conducting full operations due to the social distancing recommendations. He mentioned beginning in September the court has opened in most areas and will be utilizing a staging area to avoid the courtroom becoming crowded, while continuing to use telephonic and other technological methods for pre-trial conferences. He acknowledged that the preference is to see the defendants face-to-face but understands the need to work through the challenges of the pandemic and feels there is an opportunity to continue to use automation for certain cases.

Judge Tatz commented that court staff have been able to efficiently work from home during the pandemic by viewing the cases using technology and handling the necessary tasks. He indicated employee productivity has increased and there has been a decrease in customer service abandoned calls.

Judge Tatz reported Arraignment Court and Veterans Court are both up and running again. He mentioned former Maricopa County Attorney Rick Romley, a combat veteran, is running the Veterans Court and described the efficiency and resources for the court have come a long way in the five years since inception. He indicated Community Court has been virtual for over a month using Community Bridges navigators with laptops streaming into the courtroom or with a

public defender to supply the necessary resources, and this month are slowly returning to in person. He explained there have been a lot of challenges with contacting individuals and are requesting non-profits help get the word out in the community that courts are open. He added warrants will need to be issued to start moving the cases along and connecting individuals with services. He presented an example of a case timeline and how the pandemic has affected the process.

Chairman Luna expressed his appreciation to Judge Tatz for his willingness to bring the court back together and accomplish the goals of improving the court.

Committeemember Thompson thanked Judge Tatz for his efforts in reopening the court and dealing with the issues brought up by the pandemic. He stressed that Mesa Municipal Court is setting the example for other courts to follow.

In response to a series of questions posed by Committeemember Freeman, Judge Tatz replied there are a large backlog of cases pending due to the closures that began at the end of March. He indicated some of the court calendars have been extended with additional time slots added to catch up. He stated while the court is back to normal operating hours, the major barrier is getting notice to the individuals informing them their cases are being set. He said the failure to appear rate is high and warrants are currently being issued for cases outside of the specialty courts.

Chairman Luna thanked Judge Tatz for the presentation.

1-b. Hear a presentation and discuss an update on the Public Safety Peer Support Team's efforts relating to employee mental stress and Post Traumatic Stress Disorder.

Fire Captain Dale Crogan displayed a PowerPoint presentation to update the Committee regarding the behavioral health support for the Mesa Fire and Medical Department (MFMD). **(See Attachment 1)**

Captain Crogan commented across the nation mental health is costing employers \$100 billion. He stated every year there is an increase in depression and anxiety signs and symptoms and the pandemic will likely cause the numbers to climb even more. (See Page 2 of Attachment 1)

Captain Crogan explained many of the numbers presented refer to Fire but mimic Police Department (PD) numbers as well. He shared from 2018 to 2019 there was an increase from 74 to 142 in-person utilization of the Employee Assistance Program (EAP). He mentioned the number suggests almost a third of the department has used EAP, which does not mean there are more problems but that more people are seeking help from a variety of stressors. (See Page 3 of Attachment 1)

Captain Crogan presented the ways MFMD has been able to deal with the increasing numbers by streamlining the process of finding help, providing education for supervisors to recognize the signs and symptoms, proactively creating guidelines to follow in certain situations, and designating a confidential go-to team that can coordinate the resources. He mentioned the peer support office has a part-time clinician and two full-time employees where employees can go to ask for help. He elaborated that while many resources have gone to an online format due to the

pandemic, there has been a 50% increase of in-office visits in 2020. (See Page 4 of Attachment 1)

Captain Crogan reported in the last 24 months the support team has been called out to at least seven major incidents in the City with each case, on average, resulting in five referrals for care. He continued by saying as the utilization goes up, there will be more and more instances where the peer support team will be helping City employees navigate these resources. He remarked now is the time that Public Safety needs to do more to help the City develop additional programs, policies, curriculum, and training to be ready for the spike in utilization. (See Page 5 of Attachment 1)

Captain Crogan explained the next committee meeting will contain the five- and ten-year plans. He mentioned the goal for the peer support office is to create a behavioral health center with a full-time physician where all City employees feel comfortable going for resources. He recommended a partnership to get a permanently funded position within Public Safety peer support that is dedicated to developing behavioral health resources for the City.

Committeemember Thompson commented Fire and Police have the same tendencies to have Post-traumatic Stress Disorder (PTSD) as a military veteran, expanding on how unhealthy it is to keep traumatic issues bottled up inside. He expressed his support for any program where all City employees can receive confidential mental health resources.

Committeemember Freeman remarked the presentation brings back a flood of emotions regarding a traumatic call which resulted in his utilization of the peer support program. He stated if the intention of the program is to expand to include all City employees, there should be consideration of splitting the cost among the department budgets rather than just the Fire budget.

Committeemember Thompson agreed that Public Safety should not bear the burden of funding the peer support program. He asked whether there is funding available through the Health and Wellness Program to help cover the costs of the program?

Assistant City Manager John Pombier advised he is unsure where the funding would come from, but a discussion will occur within City Management regarding how to provide the resources. He mentioned a recent example of when the peer support team assisted City employees with a traumatic event and how these events affect the City as a whole.

In response to a comment from Mr. Pombier regarding the difference between an Independent Medical Examination (IME) and a mental injury, Captain Crogan advised currently when employees have a physical injury an IME is ordered to independently assess that injury and the clinician is chosen based on physician qualifications. He stated for mental health, the idea is to generate a similar process of creating a curriculum for clinicians to have the necessary training and understanding of the issues that Public Safety are dealing with on a daily basis.

Mr. Pombier explained he has consistently been told that an IME in a mental health situation is retraumatizing and not a fair process to determine the course of an employee's life. He shared a personal story of a Public Safety employee having to go to an IME for a mental health issue and how that affected them. He expressed his desire, along with the Public Safety Committee

and Public Safety staff, to create change through State legislation on the views of mental health IMEs.

Captain Crogan concurred with Mr. Pombier that many complaints are received from employees that mental health IMEs are counterproductive. He reiterated when dealing with stress and behavioral health, having a sympathetic clinician that is supporting the employee through the process is important. He agreed this issue needs to be tackled at the State level to make consistent and necessary changes.

Chairman Luna thanked Captain Crogan for the presentation, adding he supports developing more resources to expand the program to all City employees.

1-c. Hear a presentation and discuss an update on the Police Department's policies and procedures, including PERF recommendations and public outreach.

Police Chief Kenneth Cost introduced Assistant Chief Lee Rankin and Assistant Police Chief Daniel Butler, who displayed a PowerPoint presentation. **(See Attachment 2)**

Chief Cost stated he is proud of the men and women of the Mesa Police Department (PD) and the level of service that has been provided, especially during these challenging times of policing. He added the City of Mesa is in its second year of historically low crime rates for Part 1 crimes per 1,000 residents. He declared from COVID, to peaceful protests, to questions about police reform, the approach has been a transparent, proactive, positive, and collaborative approach with the community.

Chief Cost advised that Mesa PD has utilized technology to stay connected with the community during the pandemic and the plan is to continue using technology and social media to educate the community. He reported Mesa PD has participated in Community Color Forums, Bridge Forums, and other events to engage in conversations to inform the community of what is going on nationally, as well as locally. He provided the example of the #cantwait campaign that drove some of the changes within Mesa PD and the critical incident videos that show factual information and give context to what Mesa police officers go through.

Chief Cost remarked the presentation will cover efforts that Mesa PD has made towards process improvements and best practices, policies for use of force, basic and advanced training, and the hiring and recruiting processes. He stated Mesa PD has been a forward-thinking organization that has led programs and initiatives that have been recognized nationwide and listed programs that Mesa PD has implemented due to the support of Council and City management. He committed to continuing to listen and make improvements for the community. (See Page 2 of Attachment 2)

Assistant Chief Rankin commented he has been with Mesa PD for 25 years and is as proud today as he was 25 years ago to be a member of the police department. He commented Mesa PD has always been progressive and continues to be a leader in public safety not only locally, but on a national level as well. He identified the 21st Century Policing as being a model for the creation of the Mesa PD Use of Force Review and Implementation Committee to develop a framework of what policing should look like and explained the six pillars. He stated Mesa PD has increased the level of officer training, the level of community engagement, and ultimately

expanded the work being done with mental health, homelessness, and officer wellness programs. (See Page 3 of Attachment 2)

Assistant Chief Rankin explained in order for Mesa PD to be successful, the department has outside organizations who provide an independent review of the practices that are utilized in the department. He mentioned the independent review of policies are to determine whether Mesa PD is following best practices. (See Page 4 of Attachment 2)

Assistant Chief Rankin reported as a result of the reviews, there were a total of 66 recommendations made regarding use of force. He announced after the model of 21st Century Policing, Mesa PD built five pillars that specifically looked at policy, training, supervision, discipline and administration to provide the foundation for the use of force policies, practice, culture and training. (See Page 5 of Attachment 2)

Assistant Chief Rankin discussed the vision that Mesa PD wants to achieve over the next two years. He remarked the use of force review was conducted by using subject matter experts, as well as reaching out to Mesa citizens to be a part of the process. He stated 12 citizens were selected for the Use of Force Review and Implementation Committee and the goal is to memorialize the project in a how-to guide that will help recreate the intended level of success step-by-step. (See Page 6 of Attachment 2)

Assistant Chief Rankin described the repository that was created to organize the recommendations. He presented the committee members that made up the Use of Force Review and Implementation Committee that helped develop the best practices to move Mesa PD in the right direction. (See Pages 7 and 8 of Attachment 2)

Assistant Chief Rankin outlined the workflow used by the Use of Force Review and Implementation Committee and the executive teams to come up with the decisions to make changes to policy, training and practices. (See Page 9 of Attachment 2)

Assistant Chief Rankin provided the timeline for the 66 recommendations. He remarked, as a result of the pandemic in March, the committee had to meet virtually to meet the deadline. (See Page 10 of Attachment 2)

Assistant Chief Rankin stated the common thread under the policy pillar was that the language was not clear, the language did not go far enough, or language in the policy was missing. He advised after looking at the recommendations, opportunities were found to make clarifying statements and changes in the policies, as well as consolidating policy language. (See Page 11 of Attachment 2)

Assistant Chief Rankin reviewed the issues that fall under the training pillar. He added guidance under training was needed to clarify the areas in which certain tactics are permitted to be used such as strikes to the head, face and neck, neck restraints, and Taser usage. He provided the policy now provides a clearer understanding of officer expectations. (See Page 12 of Attachment 2)

Assistant Chief Rankin advised the supervision pillar looked at various areas, including scene responsibility, dealing with complaints, vehicle pursuits and the review process. He reported duty to intervene language was added to the policy because there was nothing stating an officer

has a duty to intervene and notify their supervisor of the observations if unnecessary use of force is used. (See Page 13 of Attachment 2)

Assistant Chief Rankin pointed out the discipline pillar deals with issues like reportable use of force and disciplinary history. He advised the administration pillar reviews involve items like Taser and shotgun usage and changing the color of those items to be able to quickly identify less lethal tools. (See Pages 14 and 15 of Attachment 2)

Assistant Chief Rankin presented the implementation status as of September 2020, stating that 38 of the 66 recommendations have been implemented to date. He advised that an audit has been done on each of the completed recommendations to ensure that the policy, training, and lesson plan has been updated, and the policy change has been communicated with police officers. (See Page 16 of Attachment 2)

Assistant Chief Rankin explained that Mesa PD has been having community sessions to provide residents the ability to look at recommendations and processes and then provide feedback. He said the next open house community session will be October 14 at 5:00 p.m. and the subject matter experts will be available at each pillar to answer questions. He remarked interested citizens can register on Eventbrite and registration will be capped at 150 participants. (See Page 17 of Attachment 2)

Assistant Chief Rankin reported the Mesa PD home page contains links to the Use of Force Review Project and the policies and procedures for citizen review. He commented the Use of Force Review and Implementation has been a two-year process, but he believes the process has made the Mesa PD an even better organization. (See Page 18 of Attachment 2)

Assistant Chief Butler summarized he will cover hiring, recruiting, community engagement, and training. He continued by saying the industry standard for the Mesa PD is having a police department that is representative of the community. He indicated in 2014 the Community Engagement Hiring Initiative was created to accomplish the community members expectations to have a makeup within Mesa PD that matches the community diversity. He pointed out since 2014 there has been a 40% increase in ethnic and gender diversity and provided examples of what Mesa PD has done to achieve those numbers. (See Page 19 of Attachment 2)

Assistant Chief Butler compared the City of Mesa demographics and the hiring demographics for Mesa PD. He added at this point the percentage of women hired is 50.7%. (See Pages 20 and 21 of Attachment 2)

Assistant Chief Butler supplied the number of training hours that went into the basic police academy and the advanced training for the years 2016 through 2019. He commented Mesa PD runs a 22-week police academy, which is the longest in the state. He stated the Arizona Peace Officer Standards and Training (AZPOST) requires 583 hours and Mesa's basic police academy is 875.5 hours, emphasizing that Mesa PD far exceeds the number of training hours required in the state. (See Page 22 of Attachment 2)

Assistant Chief Butler gave an overview of the use of force incidents respective to calls for service. He advised in 2019 there were approximately 272,000 calls for service, which does not take into account that each call could have multiple individuals that the police come into contact with, and the amount of times use of force was used in those contacts was 2.4% of the time. He

detailed of the types of force used, the vast majority were control holds. (See Page 23 of Attachment 2)

Assistant Chief Butler shared the history for Mesa PD de-escalation training, which started in 1994. He reviewed the innovative defensive tactics training that is utilized to instruct officers in realistic situations. (See Page 24 of Attachment 2)

Assistant Chief Butler explained Mesa PD trains on human rights and ethics beginning with the police academy and continuing with advanced training to help officers develop ethical decision-making skills. He highlighted some of the training courses that are offered. (See Pages 26 through 28 of Attachment 2)

Committeemember Thompson commented he is happy to see the diversity of the Use of Force Review and Implementation Committee who will help form the policies. He reiterated the fact that an individual coming into contact with Mesa police officers have a say in the outcome of the situation and that having mutual respect for each other will create a positive outcome. He stated the goal is for Mesa police officers and citizens to get home safely.

Committeemember Freeman gave kudos to Mesa PD for leading the way in obtaining body cameras to provide the necessary transparency and clarity, for implementing programs and training to assist with officer development, and creating a committee to help screen the process and make policy decisions. He elaborated that he is happy to see citizens are still applying to work with Mesa PD, especially during this divisive time.

In response to a question from Committeemember Freeman, Chief Cost indicated an officer will face disciplinary measures if it is determined the officer failed to act appropriately according to policy.

Chairman Luna stated he is impressed by the efforts made to balance diversity within the Mesa PD which will create inclusion. He requested staff address training, challenges Mesa PD is facing, what is being done to address community issues, and the Critical Incident Review Board at the next Public Safety Committee meeting.

Mr. Pombier expanded by saying that Chief Cost, and the Mesa PD administration, are continually talking about ways to improve on every incident. He advised the goal is not only to look at what has been done in the past, but to do everything possible to maintain the lead on agencies across the country.

Chairman Luna voiced his desire to understand the difference between a Citizens Review Panel and the Critical Incident Review Board and how the language in the Charter affects the creation of such a panel.

In response to a question posed by Committeemember Freeman regarding whether Mesa PD is prepared for civil unrest in the community and if Mesa PD is prepared to mitigate concerns that are affecting the community, Chief Cost explained the department is prepared and are constantly looking at improving equipment and resources to protect the City of Mesa businesses and citizens.

Committeemember Freeman expressed his appreciation for the service the men and women in blue are providing to the City and the civilian staff who support the officers who help make Mesa PD one of the finest police departments in the nation.

Chairman Luna thanked Chief Cost and Assistant Chiefs Rankin and Butler for the presentation.

2. Adjournment.

Without objection, the Public Safety Committee meeting adjourned at 10:49 a.m.

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Public Safety Committee meeting of the City of Mesa, Arizona, held on the 24th day of September 2020. I further certify that the meeting was duly called and held and that a quorum was present.



DEE ANN MICKELSEN, CITY CLERK

la
(Attachments – 2)

BEHAVIORAL HEALTH SUPPORT



IMPACT OF BEHAVIORAL HEALTH

- Mental health conditions cost employers \$100 billion and 217 million lost workdays each year
- COVID-19 impact: No timetable for ending. Recent study shows increase in signs and symptoms of Depression/Anxiety from 11% to 36% in year over year comparison.

FIRE AND MEDICAL DEPARTMENT UTILIZATION OF EAP

- From 2018 to 2019 total number of in person utilizers went from 74 to 142
- This is an increase from 14% of fire employees to 28%
- Excluding public safety, all other City of Mesa employees utilize EAP at 14%
- A similar increase as MFMD would result in approximately 500 employees receiving in person care

HOW DO WE DO THIS?

- Streamline the process: Accessing care can be difficult and frustrating when you are mentally struggling.
- Supervisor education: Signs and symptoms of stress. How to initiate conversations about mental health. Resources available.
- Proactive approach: Creating a template for Bereavement, injuries, and new employees.
- Designating a confidential “go-to” person to call for guidance and assistance. This person coordinates the above-mentioned programs.

CRISIS SITUATIONS

- Death or major injury to a co-worker
- MFMID has already responded to a number of these circumstances
- Create a policy for Supervisors to follow to streamline the process and shorten the response.

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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.

 <p>Pillar 1 <u>Building Trust & Legitimacy</u></p>	 <p>Pillar 2 <u>Policy & Oversight</u></p>	 <p>Pillar 3 <u>Technology & Social Media</u></p>	 <p>Pillar 4 <u>Community Policing & Crime Reduction</u></p>	 <p>Pillar 5 <u>Officer Training & Education</u></p>	 <p>Pillar 6 <u>Officer Wellness & Safety</u></p>
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EVALUATION



John

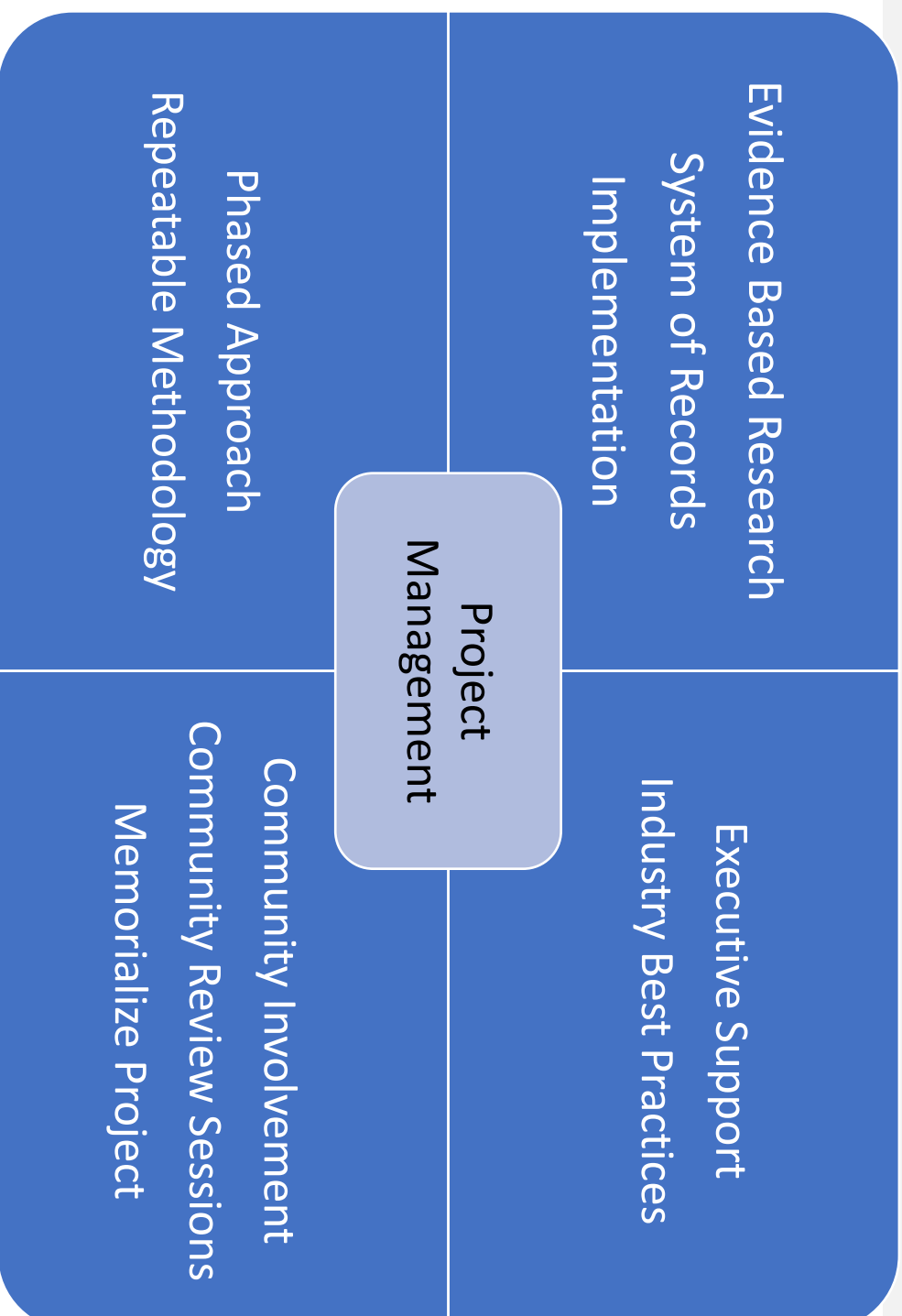
McMahon &
Associates

Former Maricopa County Attorney Rick Romley

FINDINGS



VISION



REPOSITORY

Fundamentals

STATUS	PRIORITY	CATEGORY	SOURCE(S)
APPROVE	LOW	Policy	PERF
EVALUATOR(S)			
<ul style="list-style-type: none"> Britney Brimhall 			

DETAILS
 DPM 2.1.5 Use of Force Section: 3. Definitions pg 30; Data Review pg 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
 In recent years, MPD has seen a number of changes to its main use-of-force which policy read. There does appear to be a trend for many agencies to use the concept of a limited strike, but with different terms. We recommend removing the terms/definitions from DPM 2.1.5, Use of Force, and instead only including them in the DPM 2.1.1, Use of Force between 2013 and 2017 removed definitions of the levels of resistance w/ recommendations from DPM 2.1.5, Use of Force, and instead only including them in the DPM 2.1.1, Use of Force. We'd also suggest we're still absent in the latest use-of-force policy. PERF identified the following philosophy & Definitions policy, to streamline policy (ultimately, these policies may be combined into one). We'd also suggest formatting policy and including limited strikes as a subcategory under the strikes definition, since it is a strike--just in a specific, targeted location that minimizes chance of injury. Ultimately, we suggest keeping both terms in policy, continue training both strikes and limited strikes to officers, and continue reporting use of both strikes and limited strikes in BlueTeam. Training advised they use the information on both Strikes and Limited Strikes in BlueTeam for monthly COMPSTAT reports, and it's simpler to access information when both categories are included.

Background

POLICY

DPM 2.1.1 Use of Force Philosophy and Definitions#https://powerdms.com/...
 DPM 2.1.5: Use of Force Revised June 2018#https://powerdms.com/doc...
 Special Order 2018-001 DPM 2.1.2 Use of Force Effective June 2018#http...

FINAL DECISION

Approved by Chief Cost, Assistant Chief Butler and Assistant Chief Ranin

Guidance

LESSON PLAN
2014 COE UOF Powerpoint#(\\actpdp.mesa\pd\PD-UseOfForceProject\lesson_plans\2014%20COE%20UOF%20powerpoint.pptx#
Use of force lesson plan#(\\actpdp.mesa\pd\PD-UseOfForceProject\lesson_plans\Use%20of%20force%20lesson%20plan.docx#
Use of force review lesson plan#(\\actpdp.mesa\pd\PD-UseOfForceProject\lesson_plans\Use%20of%20review%20lesson
Use of Force PowerPoint Revised#(\\actpdp.mesa\pd\PD-UseOfForceProject\lesson_plans\Use%20of%20force%20PowerPoint%2

SUPPORTING DOCUMENTS

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:///\\actpdp.mesa\pd\PD-UseOfForceProject\references\IACPofModelPolicy.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.				
REFERENCES				
file:///\\actpdp.mesa\pd\PD-UseOfForceProject\references\MaricopaPDUof.pdf				
SUMMARY				
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.				
REFERENCES				
file:///\\actpdp.mesa\pd\PD-UseOfForceProject\references\GilbertUof.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				

Our guidance is to not adopt the recommendation from PERF. It appears IACP model policy and other agencies all vary, depending on which policy read. There does appear to be a trend for many agencies to use the concept of a limited strike, but with different terms. We recommend removing the terms/definitions from DPM 2.1.5, Use of Force, and instead only including them in the DPM 2.1.1, Use of Force between 2013 and 2017 removed definitions of the levels of resistance w/ recommendations from DPM 2.1.5, Use of Force, and instead only including them in the DPM 2.1.1, Use of Force. We'd also suggest we're still absent in the latest use-of-force policy. PERF identified the following philosophy & Definitions policy, to streamline policy (ultimately, these policies may be combined into one). We'd also suggest formatting policy and including limited strikes as a subcategory under the strikes definition, since it is a strike--just in a specific, targeted location that minimizes chance of injury. Ultimately, we suggest keeping both terms in policy, continue training both strikes and limited strikes to officers, and continue reporting use of both strikes and limited strikes in BlueTeam. Training advised they use the information on both Strikes and Limited Strikes in BlueTeam for monthly COMPSTAT reports, and it's simpler to access information when both categories are included.

REFERENCES	SUMMARY	REFERENCES	SUMMARY
file:///\\actpdp.mesa\pd\PD-UseOfForceProject\references\WenovousSystem.pptg	Found and included photo of important nerve groups to illustrate concept of limited strike.	file:///\\actpdp.mesa\pd\PD-UseOfForceProject\references\BlueTeam1.jpg	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

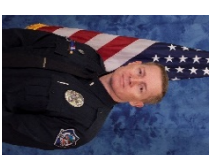


Officer Lee Coking

TRAINING



Commander Mike Bellows



Commander Tim Walker

HOMICIDE



Lieutenant Jason Redwing



Sergeant Gregory Love

LABOR



Sergeant Glenn Pearson



Officer Will Blascochea

SPECIAL OPERATIONS



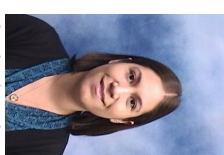
Commander Mike Beaton

LEGAL



Attorney Geoff Balon

RISK MANAGEMENT

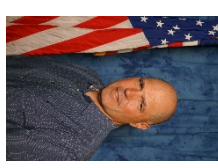


Elizabeth Wittrout

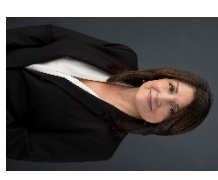
Community Members



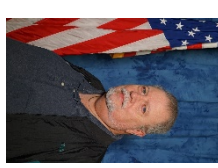
Attorney Kina Harding



Citizen Andy Keeler



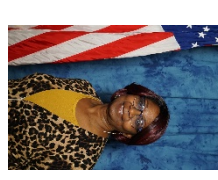
Citizen Lynn Runyan



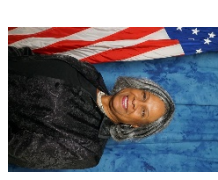
Citizen Mark Tompert



Reverend Ozetta Kirby



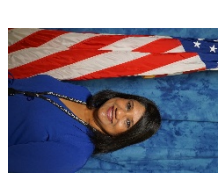
Pastor Betty McGee



Reverend Helen Hunter



Pastor Andre Miller

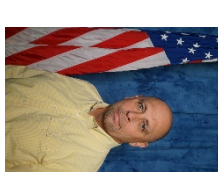


Lubna Tabassum

ASU Professors



Professor Mike Scott



Professor Bill Terrill

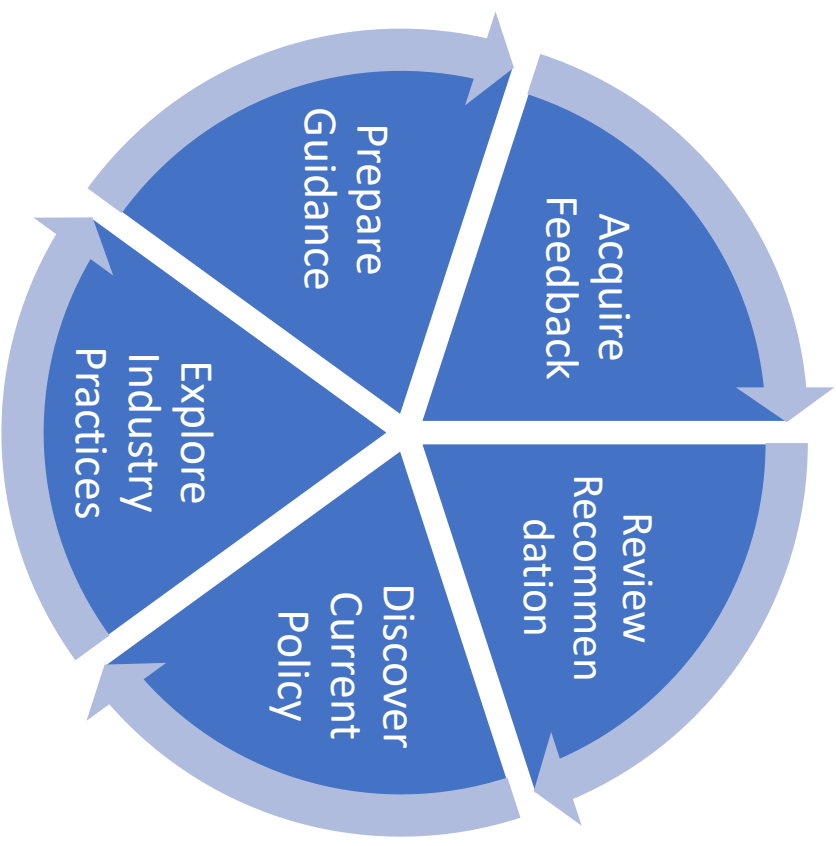


Professor Charles Katz

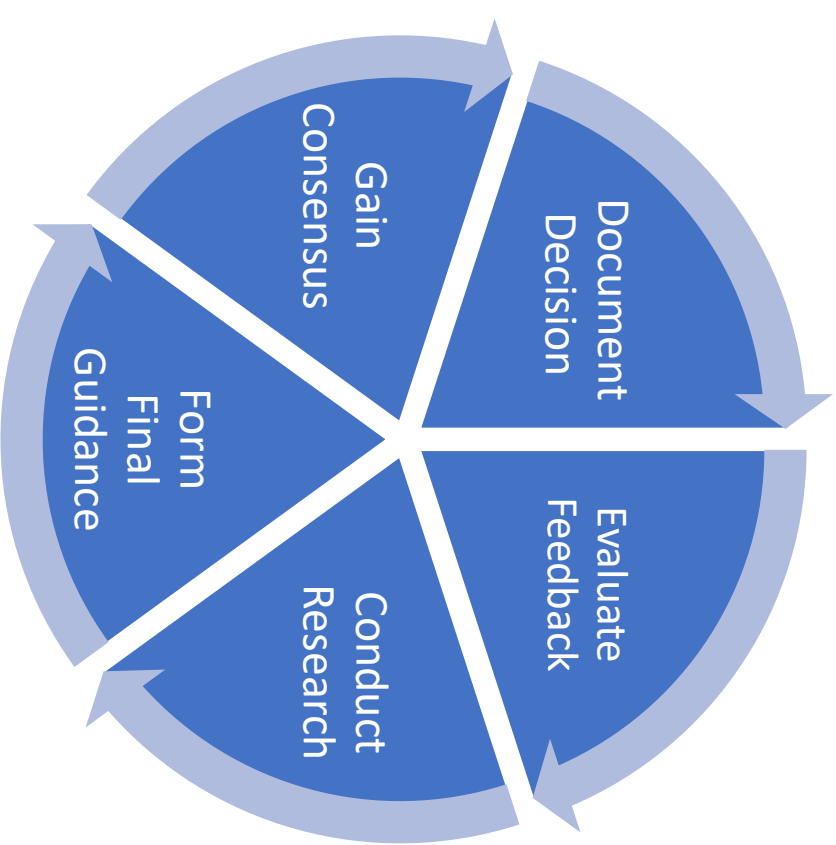
WORKFLOW

Use of Force Committee

Executive Team



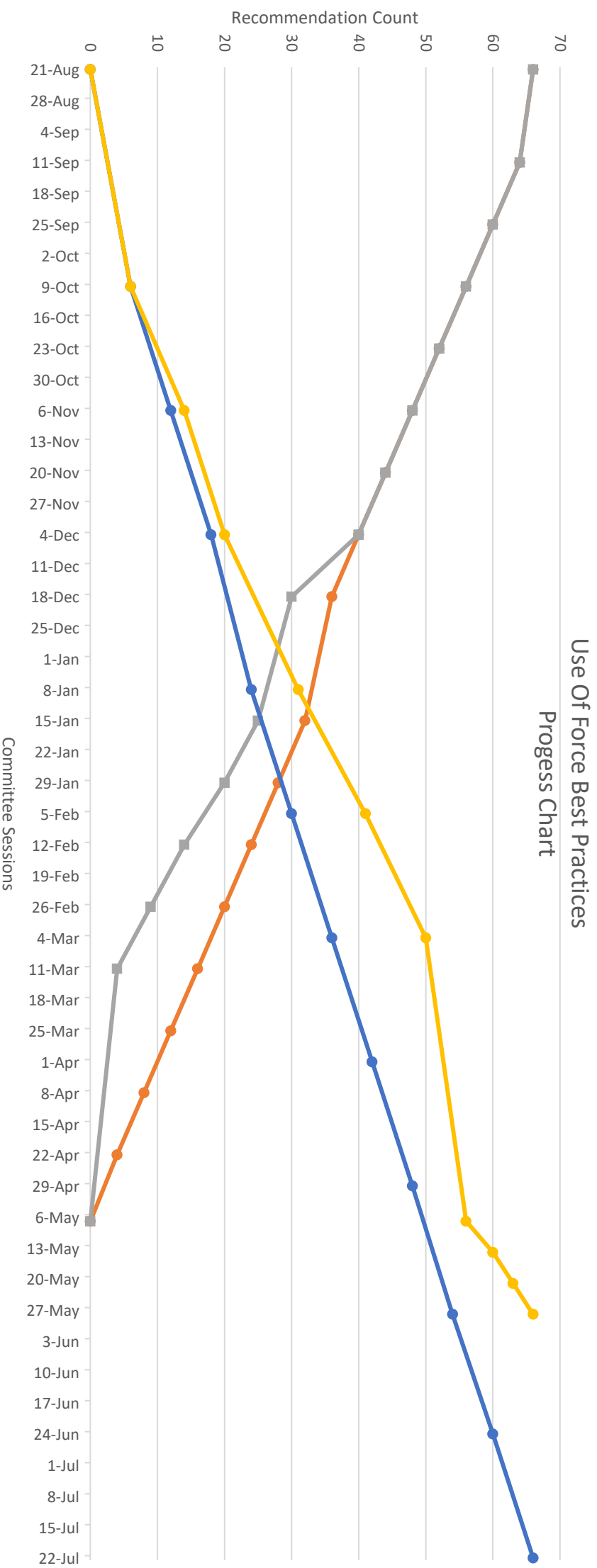
14 Days



30 Days

PROJECT STATUS

May 28, 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

41
Replace
Suppression
Fire with
Directed Fire

45
Update
Definition of
De-Escalation

49
Allow
Feedback
During Policy
Creation

50
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

17 Duty to Intervene

24 Shooting at or From Vehicles

22 Supervisor Scene Response

20 Report When Taser is Pointed

20 Authorization to Use Firearm to Stop Fleeing Felon

21 Use of Force Report Findings

22 Vehicle Pursuits

27 Supervisor Accountability for Directed Training

22 Complaints Are Not Discouraged

22 Commending De-escalation Techniques

PILLAR IV - Discipline

1
Concurrent
Investigations

2
Reportable
Use of Force

3
Disciplinary
History
Retention
Period

4
Professional
Standards
to Provide
Findings

5
Consider
Past
Disciplinary
History

6
Blue Team
Reports

7
Complaints
Given a
Formal
Investigation

8
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

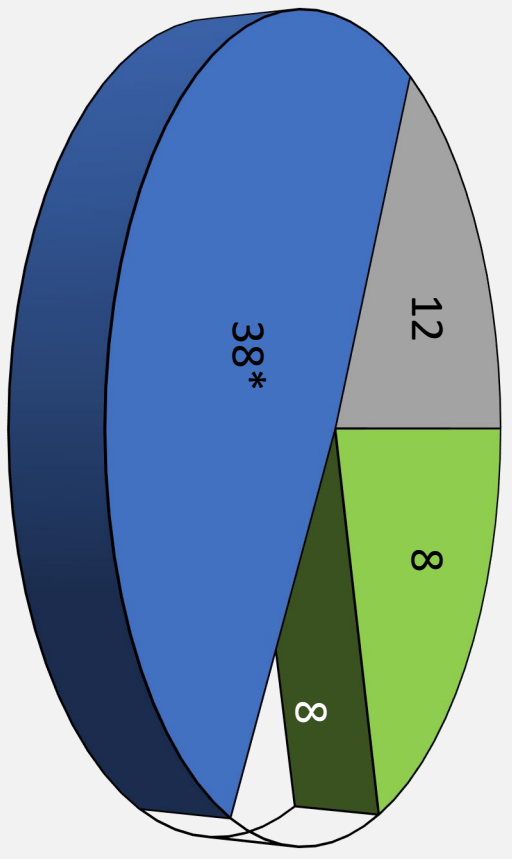
Squad
Assignment
Bidding
Process

IMPLEMENTATION

Implementation Status - 9/17/2020 Project Completion: 12/30/2020

Project Team: Executive Sponsor: Rankin, Lee Project Manager: Wojnar, Jeffrey

Use of Force Best Practices Project Recommendations Implementation Summary



In Progress Not Started Complete Combined

Project Hours

Budget	Actual	Remaining	% Spent	% of PV
1280 hours	1152 hrs	128 hours	90%	76%*

Completed
 THIS WEEK
 • 12, 33, 36, 37, 39

CUMMULATIVE
 • 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
 • COMBINED: 14, 15, 16, 19, 20, 31, 46, 53, 56, 57, 60, 63

In Progress
 • Consolidating use of force policies (11)
 (includes: 17, 18, 21, 22, 23, 24, 25, 26, 28)
 • 8, 10, 12, 22, 24, 25, 33, 36, 37, 39, 52, 59

Next Up

- **Audit/implementation binder in progress:**
- Ready for review: 12, 33, 36, 37, 39
- **Project book content development underway:**
- Pillar 1 recommendations ready for review: None

Risks, Issues and Communications

- **Planned Value: (Recommendations Completed or Closed / 66) * 100**
- ***Yellow highlight indicates action underway to fulfill audit**



OCT
14

Use of Force Policy Review Community Session

by Community Engagement Division

[Follow](#)

Free



[Register](#)

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



Policy and Procedure



Use of Force Review Project



Records Requests



HIRING - Diversity

INDUSTRY STANDARD

2014: Innovative Community Engagement Initiative

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

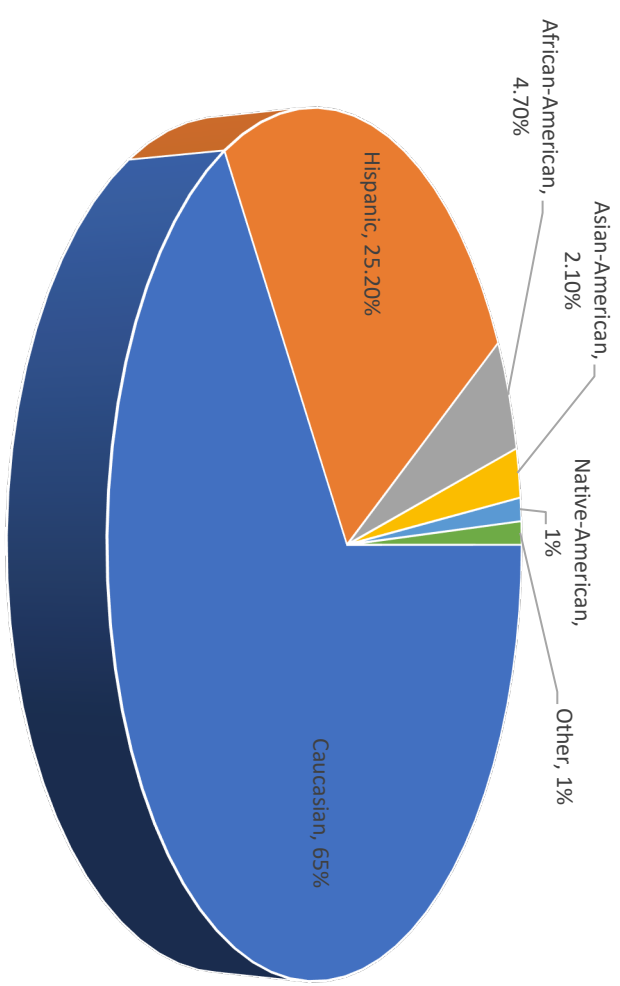
2020: 40% Increase in Ethnic and Gender Diversity

- 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:



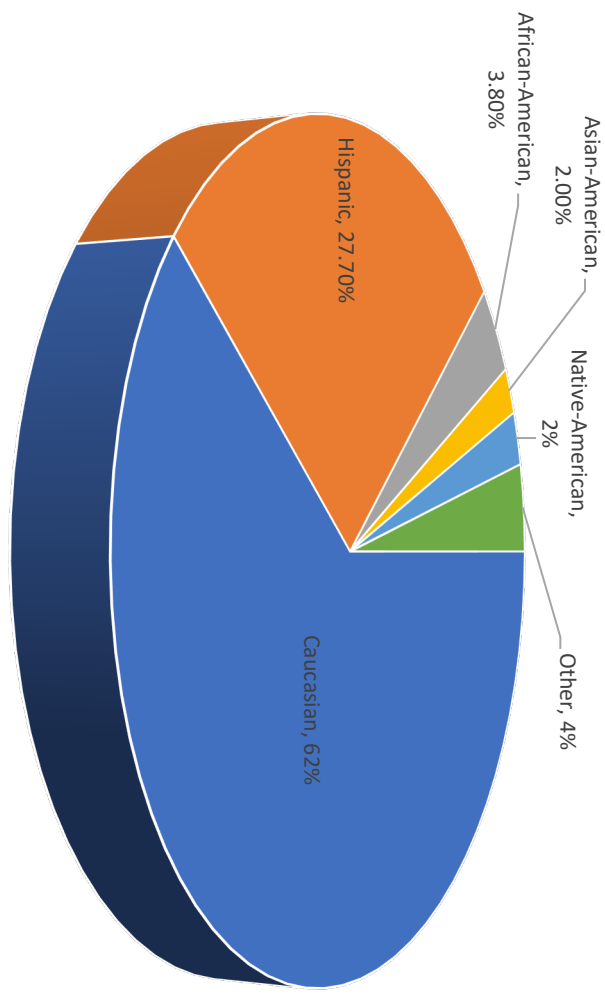
- Caucasian
- Hispanic
- African-American
- Asian-American
- Native-American
- Other

Male 83.3%
Female 16.7%



HIRING - Demographics

City of Mesa 2010 Census
Demographics (Census.Gov)



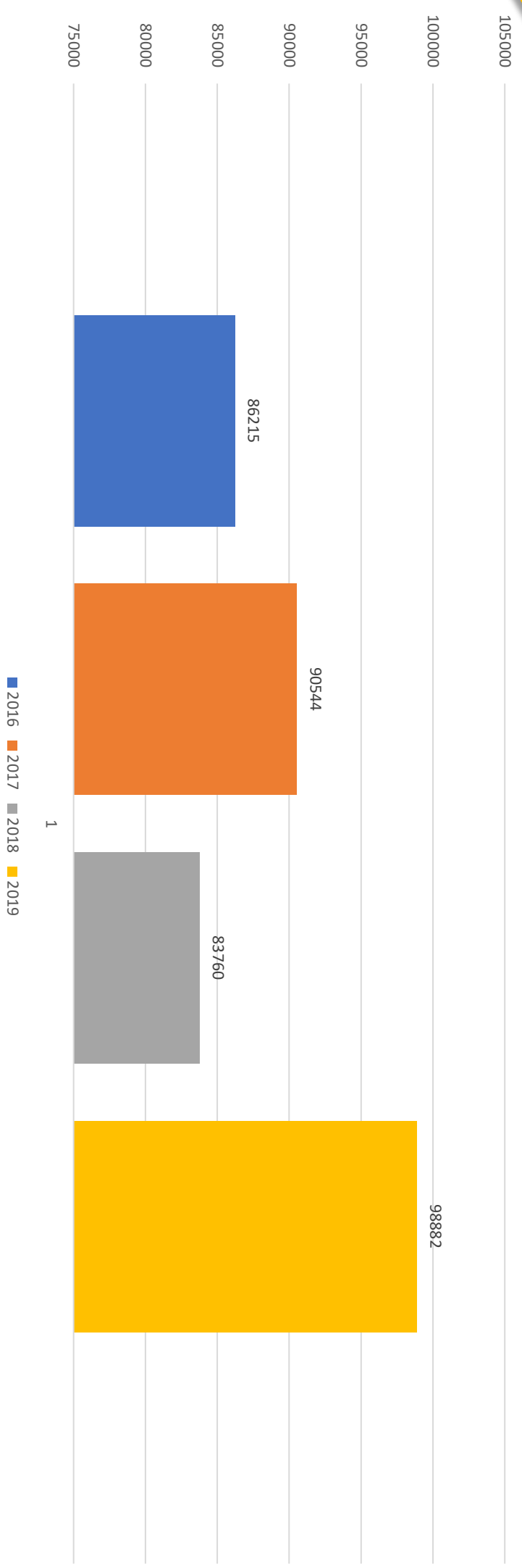
- Caucasian
- Hispanic
- African-American
- Asian-American
- Native-American
- Other

Male 49.4%
Female 50.6%



TRAINING – Volume

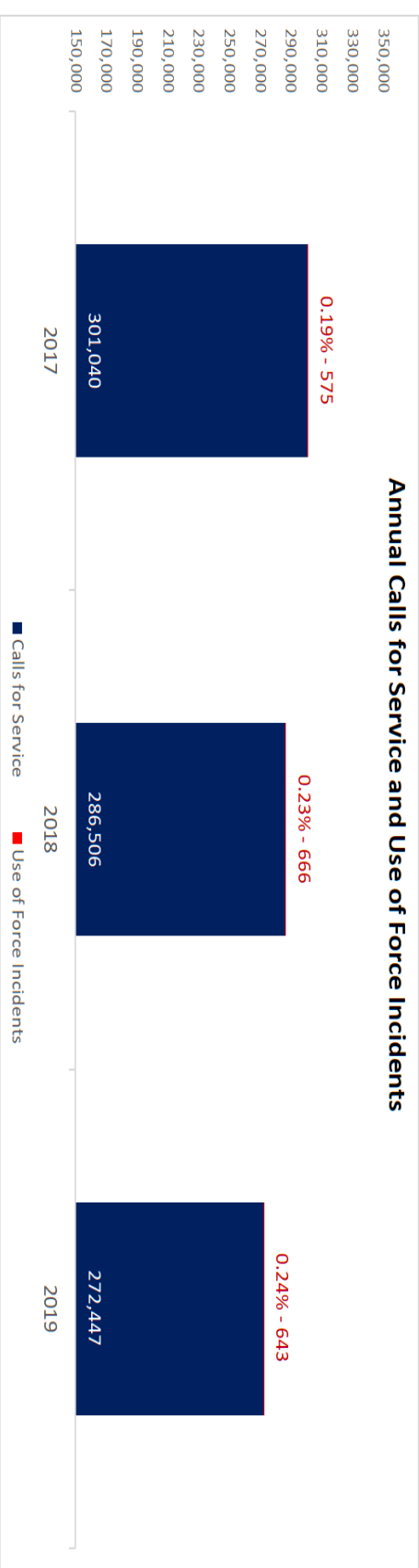
Mesa Police Department
Total Training Hours



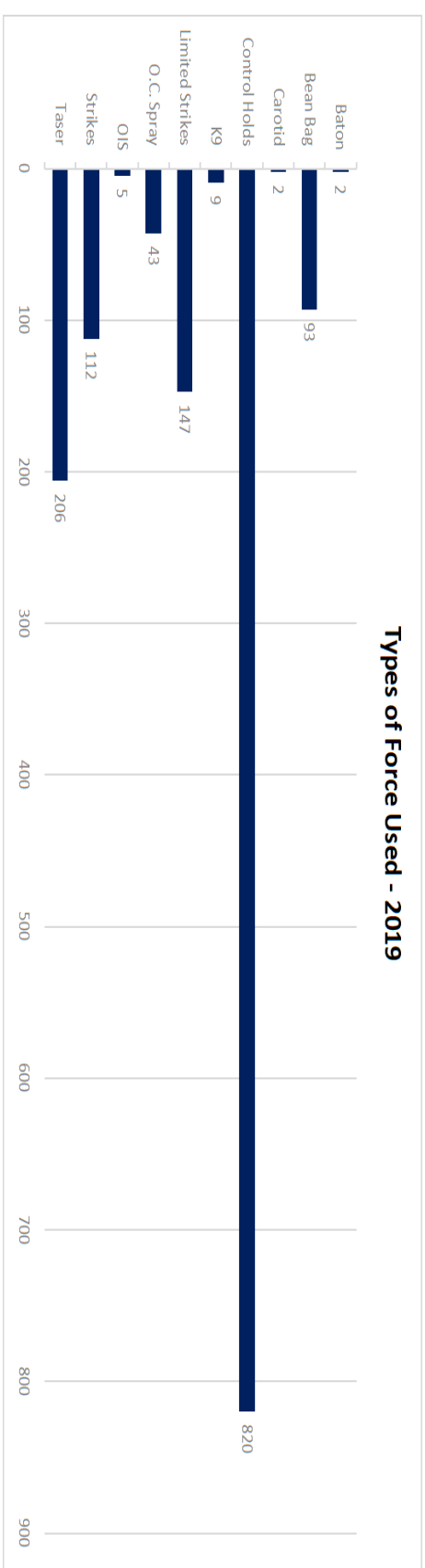


TRAINING – Use of Force (UOF)

Annual Calls for Service and Use of Force Incidents



Types of Force Used - 2019



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

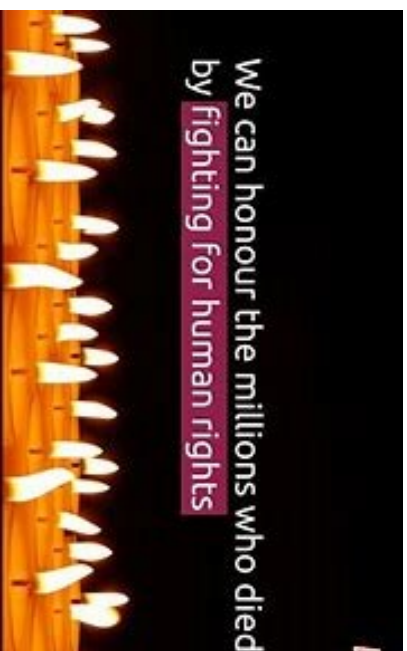
- **Civil Rights Training**
- **Mesa Downtown Historical Tour**
- **Diversity Training at Alston House**





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.