

Phoenix Police Department

2022 Arizona Law Enforcement
Accreditation Program
(ALEAP)

On-Site Assessment
November 15-17 2022



Phoenix City Hall; PCH 10E
Phoenix, AZ 85003



(602) 534-3477
ppd.aleap@phoenix.gov



<https://www.phoenix.gov/police>

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Letter from Chief



City of Phoenix

OFFICE OF THE POLICE CHIEF

November 15, 2022

Dr. Lance Spivey Ed.D.
Chief of Police
St. Johns Police Department
1190 West Cleveland Street
St. Johns, Arizona 85936



City of Phoenix

OFFICE OF THE POLICE CHIEF

November 15, 2022

Commander Randy Rody
Surprise Police Department
14250 West Statler Place
Surprise, AZ 85374



City of Phoenix

OFFICE OF THE POLICE CHIEF

November 15, 2022

Lieutenant Brian Zach
Kingman Police Department
2730 East Andy Devine Avenue
Kingman, Arizona 86401

Dear Assessor,

On behalf of the Phoenix Police Department and the City of Phoenix, I would like to begin by thanking you for agreeing to participate in our Arizona Law Enforcement Accreditation Program (ALEAP) accreditation process as assessors for our agency. We sincerely appreciate your commitment to ALEAP and the initiative and devotion you demonstrate to support our profession through the process of accreditation.

Every two years, the Phoenix Police Department engages in a planning process to identify our top priorities, define our vision, and set the direction needed to realize this vision. The current Strategic Plan for the Phoenix Police Department encompasses our defining values under the acronym of P.R.I.D.E - where fundamentally, becoming an accredited law enforcement agency will demonstrate our full commitment to our goals of Responsibility and Respect.

Achieving ALEAP accreditation directly aligns with our mission to build trust with our community and highlights our complete dedication to excellence by demonstrating our pledge to abide by the best evidence-based practices in policing.

This welcome packet provides insight into our community, our agency, and the City of Phoenix. We hope this information will assist you in gaining a more complete and comprehensive perspective into our overall ALEAP assessment.

Our goal is to ensure your visit in Phoenix is enjoyable, engaging, and informative. If you have any questions, our staff is available to ensure your needs are met.

Sincerely,

MICHAEL G. SULLIAN
Interim Police Chief

620 West Washington Street, Phoenix, Arizona 85003
602-262-6747



Points of Contact



Name	Title	Extension	Phone Email
Assistant Chief Steven Martos	Community Engagement and Oversight Division	262-6740	Steven.Martos@phoenix.gov
Administrator Amanda Markham	Compliance and Oversight	N/A	C: (602) 299-9239 Amanda.Markham@phoenix.gov
Lieutenant Jeremy McClimans	Compliance	4-8918	C: (480) 818-1303 Jeremy.McClimans@phoenix.gov
Sergeant Keith Broughten	Policy Management and Accreditation	4-8581	C: (602) 684-2210 Keith.Broughten@phoenix.gov
Detective Gauge McCoy	Accreditation Manager	4-9011	C: (602) 760-6074 Gauge.McCoy@phoenix.gov
Detective Virginia Wuollet	Policy Management Officer	4-8915	C: (602) 386-7129 Virginia.Wuollet@phoenix.gov

***Extension numbers can be dialed internally from any city phone. To call from an outside number, add 9-602-534-extension number.**





Assessors' Schedule

Day 1 - Tuesday, November 15, 2022



Time	Meeting	Location
0800-0845	Compliance and Oversight Bureau (COB) Meet and Greet	Historic City Hall 17 S 2nd Ave
0845-0900	Travel from COB to Headquarters	Headquarters 620 W Washington St
0900-1000	Meet with Mayor & Executives in Chief's Office	Headquarters 620 W Washington St
1000-1230	<u>Building Tour:</u> Violent Crime Bureau (VCB) Vehicular Crime Unit (VCU) Employment Assistance Unit (EAU) Office of Administration (OOA) Body Worn Camera (BWC) Community Engagement Bureau (CEB) Fiscal Management Bureau (FMB) Public Affairs Bureau (PAB) Employment Services Bureau (ESB) Property Crimes Bureau (PCB)	Headquarters 620 W Washington St
1230-1400	Lunch	TBD
1400-1530	Crime Lab Tour	Crime Lab 621 W Washington St
1545-1615	Professional Standards Bureau (PSB) and Compliance and Oversight Bureau (COB)	Historic City Hall 17 S 2nd Ave
1615-1700	Phoenix Police Museum	Historic City Hall 17 S 2nd Ave
1830	Dinner with Executive Leadership	TBD



Assessors' Schedule

Day 2 - Wednesday, November 16, 2022



Time	Meeting	Location
0800-1000	<u>Static Display of Equipment at Tactical Support Bureau (TSB):</u> Special Assignment Unit (SAU) Bomb Squad Specialty Vehicle and Dive Team (SVD) Canine Unit (K9)	425 E Buckeye Rd
1000-1030	Travel from TSB to Elwood	100 E Elwood St
1030-1100	Communications Bureau (COM)	100 E Elwood St
1100-1130	Property Management Unit (PMU)	100 E Elwood St
1130-1300	Lunch	TBD
1300-1500	Training Bureau (TRB)	Police Regional Police Academy 10001 S 15th Ave
1500-1700	Patrol Ride-A-Longs	Precincts as selected



Assessors' Schedule

Day 3 - Thursday, November 17, 2022



Time	Meeting	Location
0900-1000	Public Call in Session	Phoenix City Hall 10th Floor Conference Rm 200 W Washington St
1015-1100	Exit Interview with Chiefs and COB	Headquarters 620 W Washington St
1115-1230	Lunch and Check-out from Hotel	AC Hotel Phoenix Downtown 414 North 5th Street
1230-1400	<i>Optional:</i> Ride with Air Support Unit (ASU)	Phoenix Deer Valley Airport 702 W Deer Valley Rd



Chief Michael Sullivan

Phoenix Police Department Chief of Police

Michael Sullivan is a veteran law enforcement executive with 27 years of operational, administrative, and command experience in major city environments. The focus throughout his career has been to foster trust between the women and men of the police department and the communities they serve. Sullivan began his law

enforcement career in Louisville, Kentucky as a member of the Louisville Metro Police Department (LMPD). After more than two decades of numerous assignments, he rose through the ranks and was appointed the Deputy Chief/Chief of Staff (second in command) of the agency in 2015.

In June 2019, Michael Sullivan was recruited by the Baltimore Police Department (BPD) to serve as Deputy Commissioner of the Operations Bureau, commanding the Patrol Operations Division, Criminal Investigation Division, and the Data Driven Strategies Division, encompassing over 2,500 sworn and civilian members. In 2020, he successfully led BPD's response to the COVID-19 pandemic and oversaw the agency's nationally recognized deployment response to mass demonstrations protesting the murder of George Floyd. Sullivan also successfully redesigned the agency's CompStat process to include an emphasis on total command performance, which led to reduced overtime spending while the City experienced a reduced level of overall Part I crime.

In June 2021, he took command of BPD's Compliance Bureau as the principal executive charged with leading reform efforts and began bringing the agency into substantial compliance with the mandates of its Federal Consent Decree which was entered in 2017. This was accomplished by working in collaboration with the community, all Bureaus of the BPD, the Department of Justice Civil Rights Division, the Court Monitoring Team and the Federal Court. In support of the reform efforts, he commanded the BPD Education and Training Academy, Information Technology Division, Consent Decree Implementation Unit, Communications and Records Management Division, Equity Office, and the Performance Standards Section. The most recent monitoring report in 2022 outlined the significant progress the agency has made, moving the reform effort from the policy development and training phases into implementation and assessment of compliance.

Sullivan is a graduate of the Southern Police Institute's Administrative Officers Course, the Federal Bureau of Investigation National Academy, the International Association of Chiefs of Police (IACP)/MacArthur Foundation Institute on Juvenile Justice at Yale University, and the Major Cities Chiefs Association Police Executive Leadership Institute.

In 2018, the Police Executive Research Forum awarded him with the prestigious Gary P. Hayes Award, which recognizes national leaders in the policing profession. He currently serves on the IACP Human and Civil Rights Committee. Sullivan holds a bachelor's degree in police administration and a master's degree in the administration of justice from the University of Louisville.



Assistant Chief Steve Martos

Community Engagement and Oversight Division

Assistant Chief Steve Martos is a 27-year veteran of the Phoenix Police Department. During his career, he has worked at the Mountain View, the Desert Horizon and the Cactus Park Precincts. As an officer, he served in patrol, field training and neighborhood enforcement team assignments. In 2006, Steve was promoted to sergeant. In this capacity, he led patrol and field training officer squads, as well as investigative squads in the Night Detective and Crimes Against Children Units. Steve also served as a Public Information Officer for the Department.

In 2014, Assistant Chief Martos was promoted to lieutenant and held assignments in patrol and in the Professional Standards Bureau. In 2018, Assistant Chief Martos was promoted to commander and was assigned to oversee the Desert Horizon Precinct. The following year he was selected to serve as the Police Department's liaison to the City Manager's Office.

In 2020, Assistant Chief Martos was promoted to Assistant Chief. He currently heads the Community Affairs and Oversight Division, where he has oversight of the Professional Standards Bureau, the Public Affairs Bureau and City Manager's Liaison, Community Engagement Bureau and Compliance and Oversight Bureau.

Assistant Chief Martos holds a bachelor's degree in Police Administration from Ottawa University. He also holds a Master's degree in Management from the University of Phoenix. Assistant Chief Martos is also a graduate of Northwestern University's Center for Public Service, School of Police Staff and Command. Assistant Chief Martos is committed to the pursuit of excellence and community based policing concepts.



Assistant Chief Bryan Chapman

Organization and Professional Development Division

Assistant Chief Bryan Chapman is a 23-year veteran of the Phoenix Police Department. Throughout his career, he has held assignments in Central City & Mountain View Precincts, Violent Crimes Bureau, Family Investigations

Bureau, Downtown Operations Unit and the Training Bureau. Prior to service with the Phoenix Police Department, he served four years as a police officer and detective with the Bowling Green Police Division in Ohio.

In 2019, Assistant Chief Chapman was promoted to Commander and held assignments in the Property Crimes Detail, Center for Continuous Improvement and the Training Bureau. He was promoted to Assistance Chief in 2021 and assigned to the Organizational & Development Division with responsibility over the Employment Services Bureau, the Training Bureau, the Center for Continuous Improvement and the Department of Justice Inquiry.

Assistant Chief Chapman earned his Bachelor of Science in Criminal Justice from the University of Toledo and is a graduate of the Certified Public Manager program at Arizona State University.



Assistant Chief Derek Elmore

Office of Administration Division

Assistant Chief Derek S. Elmore has worked for the City of Phoenix Police Department serving his community for more than twenty-eight (28) years; the last sixteen years as a supervisor with increasing levels of responsibility.

In 2006, Assistant Chief Elmore was promoted to Sergeant and held roles in the Patrol South Division, the Planning and Research Bureau, the Family Investigation Bureau (Domestic Violence & Crimes Against Children), the Drug Enforcement Bureau, Patrol North Division, the Public Affairs Bureau, the Training Bureau, the Professional Standards Bureau, and the Violent Crime Bureau.

In 2019, Assistant Chief Elmore was promoted to the rank of Lieutenant and worked in the Maryvale/Estrella Mountain Precinct and the Office of Administration (The Chief's Office).

In 2021, Assistant Chief Elmore was again promoted to the rank of Commander and was assigned the Maryvale/Estrella Mountain Precinct where he had the pleasure of serving the men and women of both the Department and the Community.

Throughout his career, Assistant Chief Elmore has enjoyed handling major crime scenes, investigations, personnel issues, training and mentoring officers, sergeants, Lieutenants, Commanders and others, along with public speaking and community outreach. He is currently assigned to the Office of Administration Division as the Division Chief.



Assistant Chief Sean Connolly

Patrol Division

Assistant Chief Sean Patrick Connolly is an Arizona native who is a 29-year veteran with the Phoenix Police Department. During his career, he has had the privilege of policing some of the most diverse communities in this major city.

He has demonstrated a strong commitment to community driven, problem oriented, intelligence led policing.

As an Assistant Chief he has led the Community Engagement and Organizational Development Division containing, Community Relations Bureau, the Employment Services Bureau, and the Training Bureau. He now leads the Patrol Division which contains the Phoenix Police Departments 7 Precincts. He also has led the Departments coordination and collaboration with the Department of Justice.

Assistant Chief Connolly has served in multiple ranks in the South Mountain, Maryvale-Estrella Mountain, Mountain View and Cactus Park Precincts. He has led the department's Gang Enforcement Unit, Walking Beat Unit and Precinct Resources Teams. He has served as the Commander of the Maryvale Estrella Mountain Precinct, the Violent Crime Bureau, the Drug Enforcement Bureau and the City Manager's Office. He has also served as the departments Night Watch Commander.

Assistant Chief Connolly earned his Bachelor of Arts in Psychology from the University of Arizona and his Master of Educational Leadership from Northern Arizona University. He instructs nationally for the Auschwitz Institute for the Prevention of Mass Atrocities and Genocide in partnership with the National Center for Civil and Human Rights. He possesses an Executive Certificate from Georgetown University McCort School of Public Policy in School-Justice Partnerships. He has been the recipient of numerous commendations and awards to include four Police Chief Unit Awards, Distinguished Service Award, Community Based Policing Award, and Supervisor of the Year.



Assistant Chief Sean Kennedy

Strategic and Tactical Service Division

Assistant Chief Sean Kennedy is an Arizona native who is a 26-year veteran of the Phoenix Police Department. During his career, he has held assignments in the South Mountain Precinct, Maryvale Precinct, Cactus Park

Precinct, Desert Horizon Precinct, the Tactical Support Bureau, and the Violent Crimes Bureau. In these assignments he held positions in Field Training, Investigations, Precinct Resource Teams involved in problem-oriented crime reduction strategies, and in tactical operations.

In 2017, he was promoted to Commander and served over the Violent Crimes Bureau and Tactical Support Bureau. He has been the recipient of numerous commendations and awards to include the Police Chief's Unit Award, Distinguished Service Award, Community Based Policing Award, and Crime Suppression Award.

Assistant Chief Kennedy earned his Bachelor of Science in Health Sciences from the University of Arizona and his Master of Organizational Leadership from Northern Arizona University. He also holds a Graduate Certificate in Leadership in Criminal Justice Administration from Northern Arizona University.



Assistant Chief Michael Kurtenbach

Special Projects Division

Assistant Chief Michael J. Kurtenbach is a Phoenix native who has proudly served with the Phoenix Police Department for 32 years. Throughout his career, he has been a strong proponent of Community Based Policing and

has remained steadfast in his commitment to problem solving and partnership-building with the citizens of Phoenix.

In 2011, Assistant Chief Kurtenbach was promoted to Commander, serving in various capacities to include overseeing the Training Bureau, Community Relations Bureau, and the Maryvale–Estrella Mountain Precinct. He was promoted to Assistant Chief in 2015 and was tasked with heading the Department’s Community Services Division. This Division was responsible for the development and implementation of effective community engagement and outreach programs, recruitment and hiring of both sworn and civilian staff, basic training for new recruits and advanced training for existing personnel, and all public information and social media for the Department.

In 2016, he was promoted to Executive Assistant Chief and was responsible for overseeing the day to day operations of a Department comprised of approximately 3,800 sworn and civilian members. Assistant Chief Kurtenbach earned a Bachelor of Arts in Liberal Studies and a Master of Education in Human Relations, both from Northern Arizona University. He has also been the recipient of numerous department commendations and awards, to include the Medal of Valor, Distinguished Service Award, Community Based Policing Award, and Supervisor of the Year.

In June 2017, Assistant Chief Kurtenbach was inducted into the George Mason University Evidence-Based Policing Hall of Fame.



Assistant Chief Anthony Vasquez

Investigations Division

Assistant Chief Anthony Vasquez is a Phoenix native and 32-year veteran of the Phoenix Police Department. During his career, he has worked operational, tactical, investigative and training assignments throughout the department.

He started his career in the Mountain View Precinct and later worked in the Training Bureau.

In 1996, Assistant Chief Vasquez was promoted to sergeant and worked in the South Mountain Precinct. He later held assignments in the Organized Crime Bureau's Vice Enforcement Unit and Gang Enforcement Unit. In 2004, he was promoted to Lieutenant and worked in the Central City Precinct, Violent Crimes Bureau Robbery Unit, Tactical Support Bureau Canine and Specialty Vehicle Detail, Estrella Mountain Precinct and Major Offender Unit.

In 2014, Assistant Chief Vasquez was promoted to Commander and was assigned to the Tactical Support Bureau, Mountain View Precinct, Training Bureau, Drug Enforcement Bureau and the Night Duty Commander position.

In 2021, he was promoted to Assistant Chief and currently leads the Investigations Division. Assistant Chief Vasquez has a Bachelor of Science degree from Grand Canyon University and is also a graduate of the FBI National Academy. He has been the recipient of numerous commendations and awards to include the Police Chief Unit Award, City Excellence Award, Medal of Merit and Medal of Lifesaving.



Assistant Chief Joe Klima

Reserve Division

Assistant Chief Klima started his career with the Phoenix Police Department on December 10, 1979. He worked in the Squaw Peak Precinct as a patrol officer and in the Sky Harbor and Union Hills Precincts as a motor officer. He was promoted to sergeant in 1988 and worked in patrol in the Maryvale and Desert Horizon Precincts, as a motor sergeant in the North and South Resource Bureaus and in the Chiefs Office as a special project curfew coordinator.

In 1993, Assistant Chief Klima was promoted to lieutenant and worked in South Mountain Precinct, the Governor's Office of Highway Safety, Traffic Bureau and Gang Enforcement Unit.

In 1999, Assistant Chief Klima was promoted to commander and worked in the Central City and Black Mountain Precincts, Traffic Bureau, Downtown Operations, Drug Enforcement Bureau, Violent Crimes Bureau and City Manager's Office.

Assistant Chief Klima retired from his career service in November 2015 and transferred over to the Reserve Division as a commander where he was responsible for the patrol operations, inspections and training for this division. In March of 2022 he was promoted to Assistant Police Chief and leads the Department's Reserve Division.

Assistant Chief Klima's performance has been recognized with Police Chief's unit awards, Distinguished Service awards, City Manager's Award of Excellence, the International Association of Chiefs of Police Webber Seavey award in Innovative Policing, US Attorney's Office, Arizona District's Collaboration in Law Enforcement awards and the FBI's Community Service award



Assistant Director Jesse Cooper

Technical and Support Service Division

Assistant Director Jesse W. Cooper is an Arizona native who joined the Phoenix Police Department in April 1995. He began his career as a Police Communications Operator performing as an emergency 9-1-1 call taker and radio dispatcher. In 1998, he was promoted to Police Communications Supervisor and served in the Communications Bureau in various supervisory and management positions. In 2015, he was promoted to Police Administrator overseeing the operations of the Communications Bureau and in 2018 he was assigned to the Strategic Information Bureau. As an Assistant Director he leads the Technical and Support Services Division.

Assistant Director Cooper is a nationally recognized leader in policing technology. He has been a member of the Department of Homeland Security's Metropolitan Area Working Group, International Association of Chiefs of Police (IACP), Major Cities Chiefs Association (MCCA) Technology Committee, Association of Public Safety Communications Officials (APCO), National Emergency Number Association (NENA), and Police Executive Research Forum (PERF) with an emphasis on advancing public safety technology for first responders. He is credentialed as an all-hazards Communications Unit Leader and instructor specializing in large-scale incident management response and interoperable public safety communications.

Assistant Director Cooper earned his Master of Administration degree with an emphasis in Public Management from Northern Arizona University and his Master of Arts in Security Studies (Homeland Security and Defense) from the Naval Postgraduate School in Monterey, California. He is also a Certified Public Manager and a graduate of the AZPOST Arizona Leadership Program (#6). He has been the recipient of numerous commendations and awards to include two Phoenix Police Department Distinguished Service Awards, Phoenix Fire Department Unit Citation Award, and the City of Phoenix Employee Excellence Award.



Administrator Amanda Markham

Compliance and Oversight Bureau

Before joining the Phoenix Police Department, Amanda served the State of Arizona for just over the last 15 years, in a multitude of capacities. In Amanda's most recent role, she became Lean Six Sigma Master Black Belt certified and was

responsible for coaching and mentoring agency leaders in the application of strategic planning, developing operational measures, conducting business reviews and problem-solving. In addition, Amanda also brings over 13 years of progressive management experience in the public sector leading program management and believes strongly in change management, mentorship and building a culture of daily improvement.

Prior to her service to state government, Amanda began her criminal justice journey as a deputy sheriff and certified detective with the MCSO. These roles helped her successfully transition into a series of progressively responsible opportunities in special investigations on behalf of State of Arizona agencies.

Amanda earned her bachelor's and master's degree from New Mexico State University, with honors. She is currently a Doctoral student with the University of Phoenix in the Organizational Leadership Program.

Amanda is exceptionally honored to be a part of the PPD family and is committed to meeting the needs of our department and our community and is devoted to finding innovative ways to improve operations and enhancing efficiency during this crucial time in our world of policing.

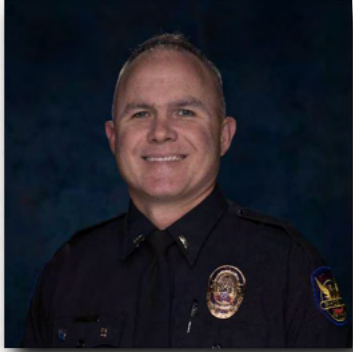




Accreditation Team



Compliance and Oversight Bureau



**Lieutenant
Jeremy McClimans**

Lieutenant Jeremy McClimans is a 25-year veteran of the Phoenix Police Department and an Arizona native. During his career, he has worked at South Mountain, Maryvale, Central City, and Desert Horizon Precincts. As an officer, he served in patrol, field training, and neighborhood enforcement team assignments. In January 2006, Lt. McClimans was promoted to sergeant. In this capacity, he led patrol and field training officer squads, as well as investigative squads in the Night Detective Unit. Lt. McClimans also served as a Professional Standards Bureau investigator and later an administrative sergeant in a precinct. In January 2015, Lt. McClimans was promoted to lieutenant and held assignments in patrol, before being assigned to Phoenix Sky Harbor International Airport as the Airport Bureau lieutenant for approximately 5 years. He then returned to South Mountain Precinct as a patrol lieutenant and is currently the Compliance lieutenant in the Compliance and Oversight Bureau overseeing the auditing, policy, and accreditation processes. Lt. McClimans holds a bachelor's degree in Education from Northern Arizona University and is currently working on his master's degree in Emergency Management at Arizona State University. Lt. McClimans is committed to continuous improvement and improving the efficiency of the Phoenix Police



**Sergeant
Keith Broughten**

Sergeant Keith Broughten graduated from Winona State University (Minnesota) with a bachelor's degree in Criminal Justice in 2007 and began working for the Phoenix Police Department that same year. He has worked patrol in the Desert Horizon and South Mountain Precincts. Keith Spent 4 years of that time as a Field Training Officer before promoting to Sergeant in March of 2021. In June of 2022, Keith took an assignment with the Compliance of Oversight Bureau overseeing the Policy and Accreditation Units. Keith seeks out ways to make positive improvements for the Phoenix Police Department and the community by utilizing technology to improve processes and procedures utilized by the department.



**Detective
Gaige McCoy**

Detective Gaige McCoy is a North Carolina native and graduated with a bachelor's degree in Criminal Justice and a master's degree in Public Administration at Appalachian State University. Within the MPA program, Gaige conducted various types of organizational performance analysis and assisted local/state government agencies in enhancing their deployment of operations. Upon moving to Phoenix, Gaige began his career with the Phoenix Police Department in 2018. From 2018-2021, Gaige served as a Patrol Officer in the Cactus Park Precinct. In December of 2021, Gaige transferred to a Detective assignment in the Compliance and Oversight Bureau where he is currently serving as the Accreditation Manager. Gaige is goal oriented and takes pride in the continuous improvement and enhancement of the PPD brand of policing.

History of The Phoenix Police Department





Phoenix Police Museum



17 South 2nd Avenue
Historic City Hall 1st Floor
Phoenix, AZ 85003



(602) 495-5008



<https://www.phoenix.gov/police>

Henry Garfias, the first city marshal, was elected by residents in 1881 in the first elections of the newly incorporated city. For six years, he served as the primary law enforcement officer.

In the early 1900's, the Phoenix Police Department used Old Nelly, the horse, to pull the patrol wagon for officers. Most patrolling, however, was done on foot. The city at this time was only 3.1 square miles with a population of 11,134 people.

Call boxes were used to notify an officer that headquarters wanted him. These were supplemented by a system of horns and flashing lights

The first Phoenix police officer killed in the line of duty in Phoenix occurred on February 5, 1925. Officer Haze Burch was shot and killed by two brothers on the run from authorities. The men were later arrested when they were found hiding at the Tempe Buttes.



In 1929, patrolmen worked six days a week and were paid \$100 a month. The police department moved into the west section of the new city-county building at 17 South 2nd Avenue. The building included jail cells on the top two floors.



Phoenix officers with Sid Caesar and Frank Sinatra in the 1950s in town for “Night with the Stars” fundraiser.

In 1933, Ruth Meicher joined the police department as the first female jail matron. The city at this time was only 6.4 square miles, with a population of 48,200. In the year prior, the first police radio system in Arizona was installed for the department with the call letters KGZJ.

The department reorganized in 1950 with four divisions, Traffic, Detectives, Patrol and the Service Divisions. Officers worked 44 hours per week for \$288 per month.

In 1974, the Air patrol unit was established initially consisting of one helicopter. A few months later, a fixed wing aircraft and two additional helicopters were added.

Today, the Phoenix Police Department provides law enforcement to 1.64 million Phoenix residents encompassing an area of more than 519.11 square miles. To accomplish this, the department employs approximately 2,641 police officers and detectives and more than 988 civilian support staff personnel.



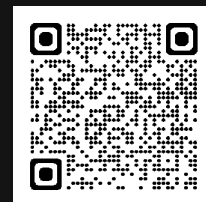
Phoenix officers with Marilyn Monroe in Phoenix to film Bus Stop in 1956



First Phoenix City Hall Building with locals about 1881.

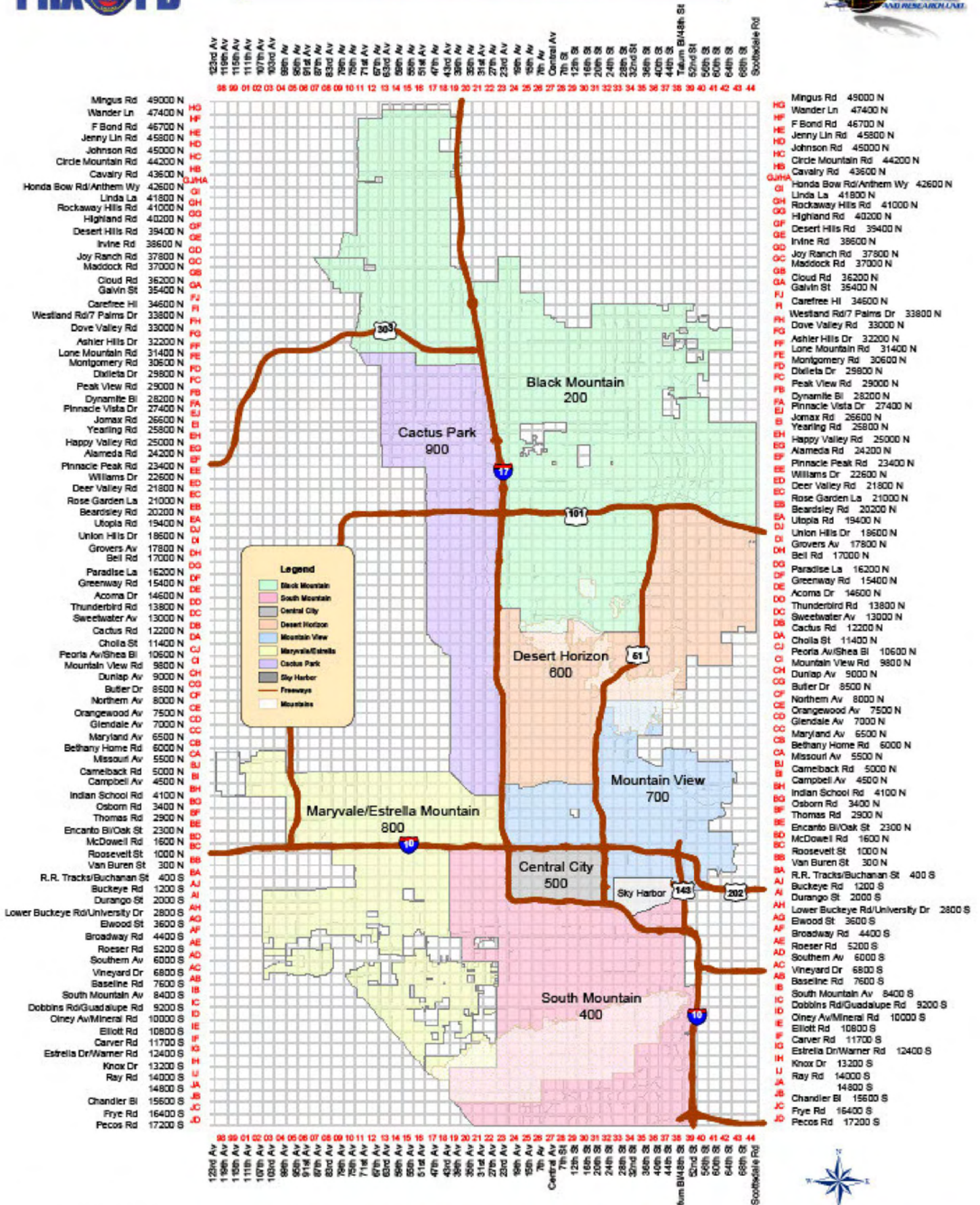


Precinct Commanders





City of Phoenix Police Department Precinct Boundaries



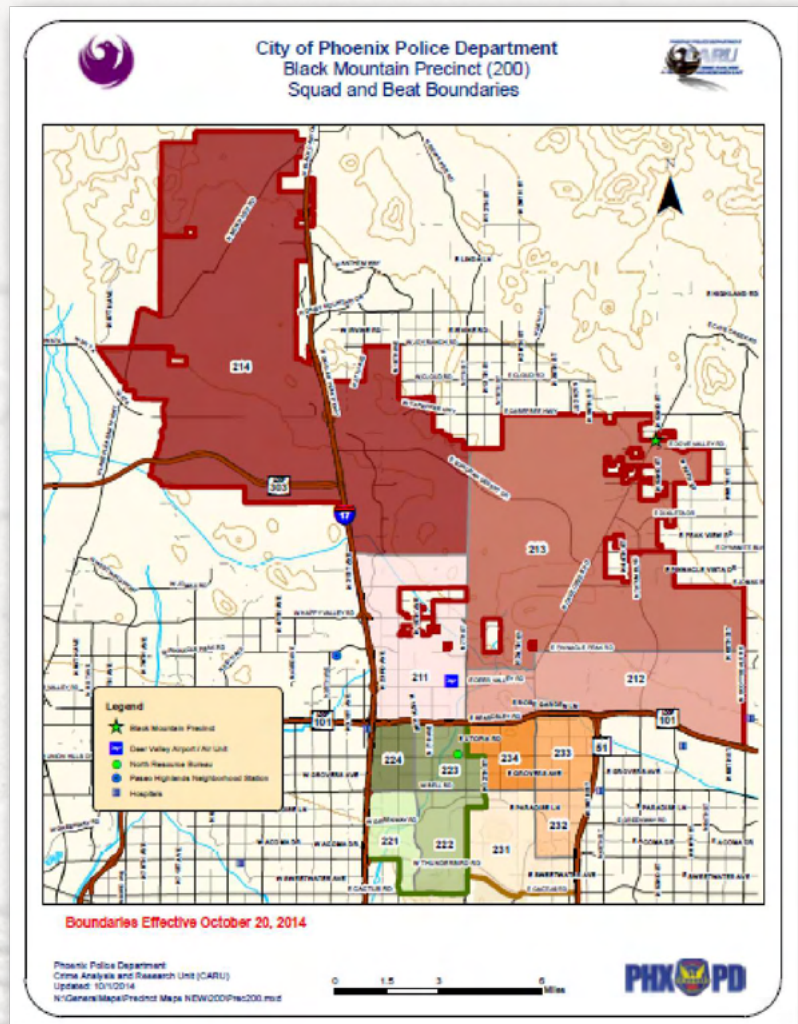
Precinct Boundaries as of October 20, 2014

Black Mountain Precinct (200)



Commander Darren Viner

The Black Mountain Precinct is located at 33355 North Cave Creek Road. The Black Mountain Precinct is responsible for the Northern Command Station located at 302 East Union Hills. Black Mountain Precinct serves approximately 182 square miles with an approximate population of 224,000 residents.



Main Police Station



33355 N. Cave Creek Road
Phoenix, AZ 85331



(602) 495-5002

South Mountain Precinct (400)

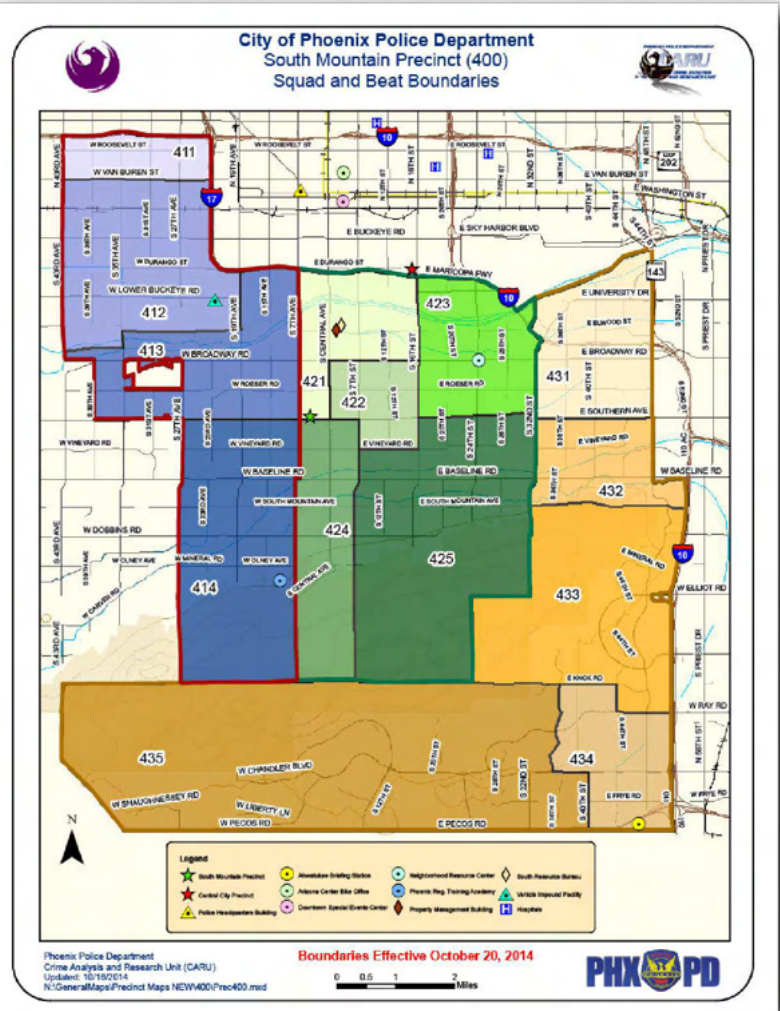


Commander Amy Breitzman

The South Mountain Precinct is responsible for the Ahwatukee Foothills Substation located at 17010 South 48th Street. The South Mountain Precinct has an estimated population of 271,185 and has about 115 square miles.



Ahwatukee Foothills Substation is situated nearby the Pecos Community Center



Main Police Station



400 West Southern Avenue
Phoenix, AZ 85041



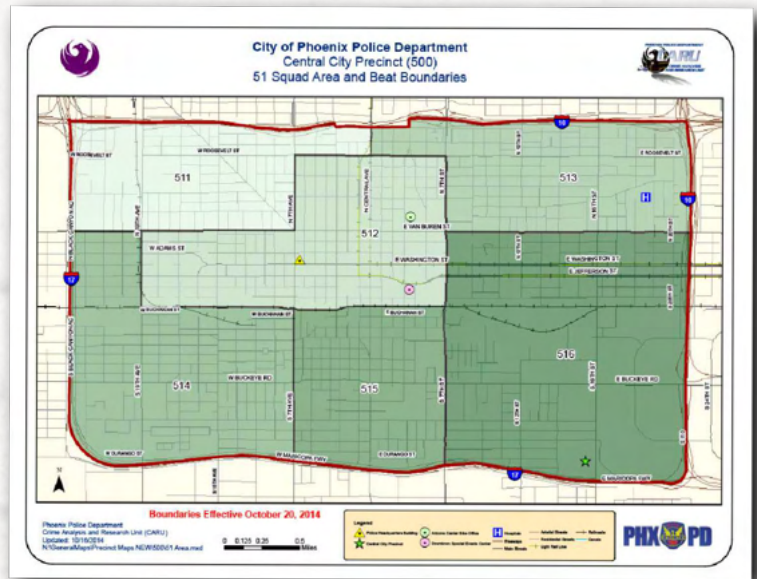
(602) 495-5004

Central City Precinct (500)



Commander Brian Freudenthal

The Central City Precinct delivers top quality police service to the 91,500+ community members who reside within the boundaries of the precinct, covering more than 18 square miles. The Central City Precinct is also responsible for the Downtown Operations Unit, Judicial Process Detail and Court Services Detail.



Downtown Phoenix at Night



Main Police Station



1902 S 16th St
Phoenix, AZ 85034



(602) 495-5005

Desert Horizon Precinct (600)

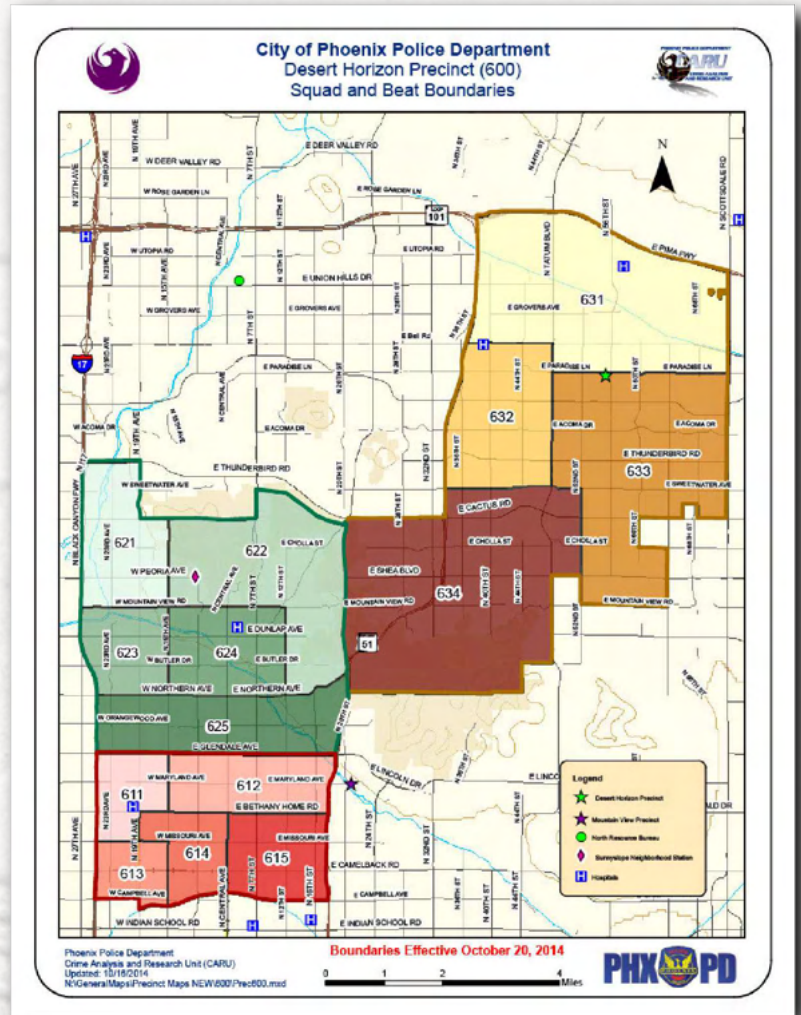


Commander Brian Issitt

The Desert Horizon Precinct also is responsible for the Sunnyslope Neighborhood Police Station which is located at 750 West Peoria Avenue. Desert Horizon Precinct serves approximately 74.92 square miles with an approximate population of 311,770 residents.



Sunnyslope Neighborhood Police Station



Main Police Station



16030 North 56th Street
Scottsdale, AZ 85254



(602) 495-5006

Mountain View Precinct (700)

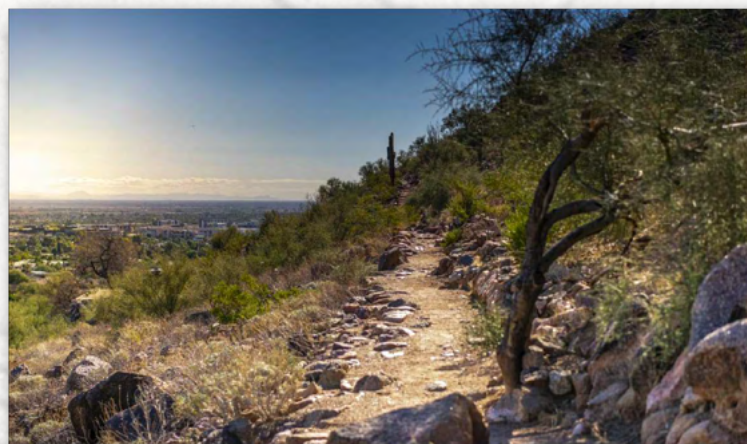
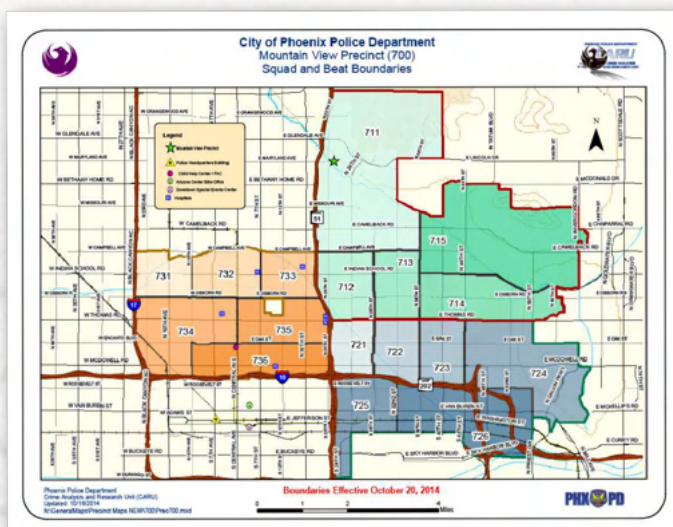


Commander Jeffrey Fields

The Mountain View Precinct is located at 2075 East Maryland Avenue. The precinct serves approximately 46 square miles with an estimated population of 201,550.



View of Downtown Phoenix from Piestewa Peak



Cholla Trailhead at Camelback Mountain



Main Police Station



2075 East Maryland Avenue
Phoenix, AZ 85016



(602) 495-5007

Maryvale Estrella Mountain Precinct (300/800)

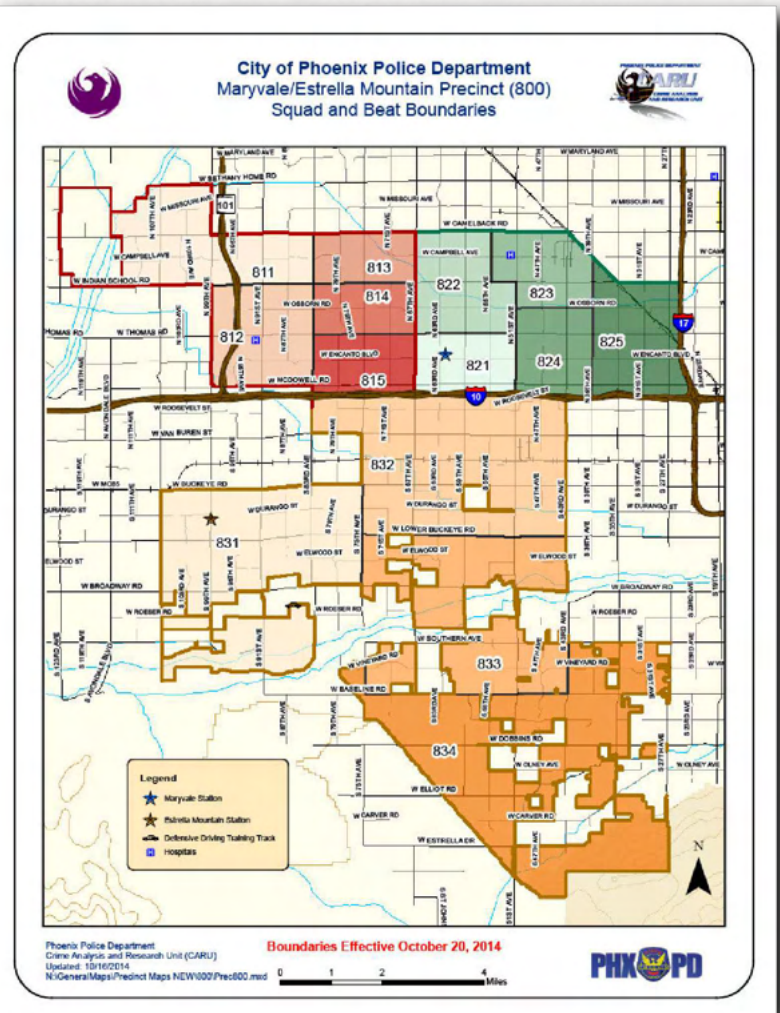


Commander Mark Heimall

Effective October 20, 2014, the Maryvale Precinct and Estrella Mountain Precinct, located at 2111 S. 99th Ave, combined to form the Maryvale Estrella Mountain Precinct. Our precinct is approximately 75.82 square miles and services an approximate population of 304,546 in the southwest portion of the City of Phoenix.



Estrella Mountain Police Station



Main Police Station



6180 West Encanto Boulevard
Phoenix, AZ 85035



(602) 495-5008

Cactus Park Precinct (900)

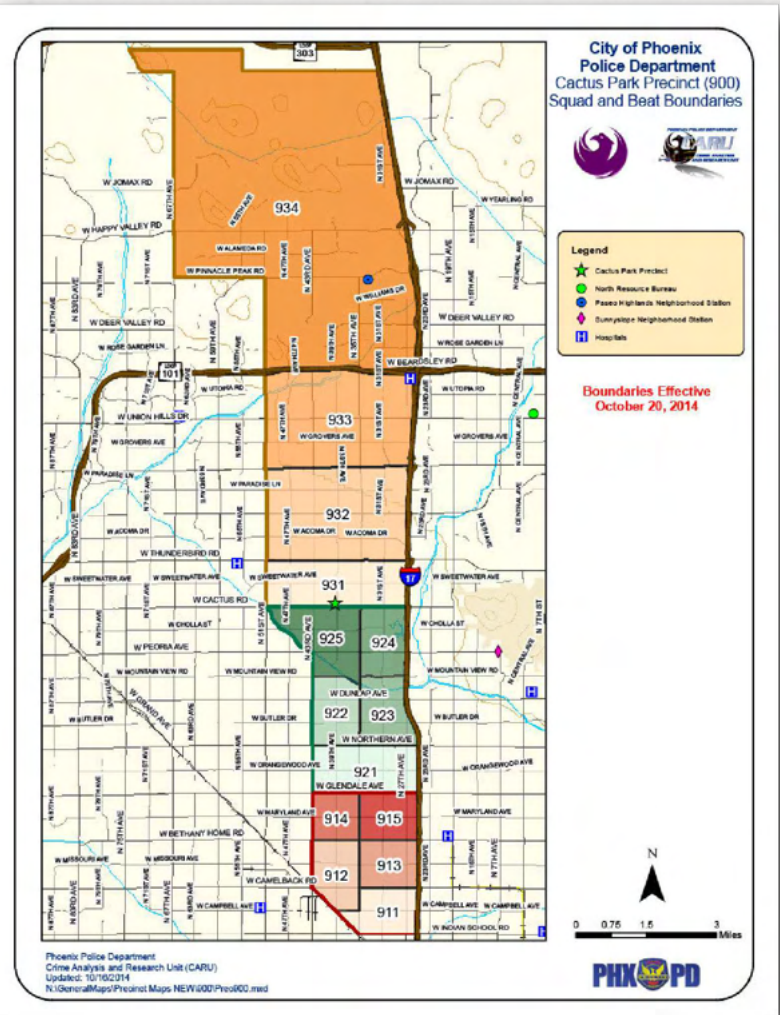


Commander William Wickers

The Cactus Park Precinct is responsible for the Beuf Station located at the Goelet A.C. Beuf Community Center, 3435 West Pinnacle Peak Road. The precinct serves approximately 30 square miles with an approximate population of over 188,000 residents.



Beuf Police Station



Main Police Station



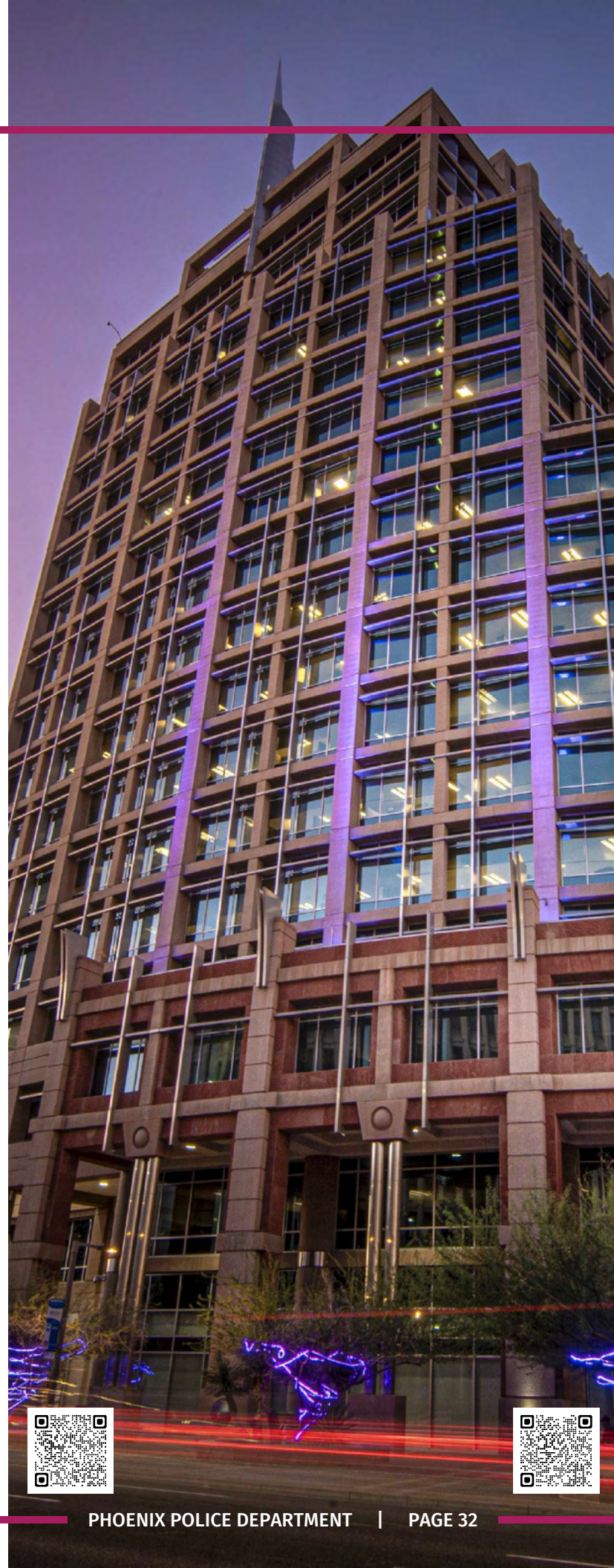
12220 North 39th Avenue
Phoenix, AZ 85029



(602) 495-5009

Mayor Council and City Manager

City of Phoenix
200 W. Washington St., 11th floor
Phoenix, AZ 85003
Main: (602) 262-3111





City Manager Jeff Barton

City of Phoenix



Email: jeffrey.barton@phoenix.gov

Jeff Barton was named City Manager in October 2021, after serving as Assistant City Manager since February 2021. Prior to that he served as Deputy City Manager since March 2020 and served as the director of the city's Budget and Research Department since July 2015.

He has a proven track record at the city as a leader who understands the city's finances and operations, and the important balance between the city and the community and innovative solutions.

Jeff Barton's 21 year career with the City of Phoenix started in 1999 as in internal auditor in the City Auditor Department. In the years that followed, he held a variety of roles that focused on the city's sound financial stewardship, including multiple auditing positions, management assistant, and deputy Budget and Research Director.

He holds a bachelor of arts degree in political science from Morehouse College and a master of public administration from Shippensburg University of Pennsylvania.

Areas of Responsibility: City Auditor, Finance, Communications Office, Law, Office of Government Relations





Assistant City Manager Lori Bays

City of Phoenix



Email: lori.bays@phoenix.gov

Lori Bays was named Assistant City Manager in October 2021, after serving as Phoenix's Chief Human Resources Officer for four years.

Bays' background includes nearly 25 years of both public and private sector work, including executive leadership roles at city, county, and state levels. Prior to her role with the city of Phoenix, Bays oversaw all county operations and a \$1.3 billion operating budget as the Chief Administrative Officer for Salt Lake County. She has also held Health and Human Services leadership roles with San Diego County and the State of Utah.

She holds a master's degree in Clinical Psychology and a bachelor's degree in Psychology from Azusa Pacific University.



City of Phoenix Council members and district boundaries



Mayor Kate Gallego
602-262-7111
mayor.gallego@phoenix.gov



Ann O'Brien
602-262-7444
council.district.1@phoenix.gov



Jim Waring
602-262-7445
council.district.2
@phoenix.gov



Debra Stark
602-262-7441
council.district.3@phoenix.gov



Laura Pastor
602-262-7447
council.district.4@phoenix.gov



Sal DiCiccio
602-262-7491
council.district.6
@phoenix.gov



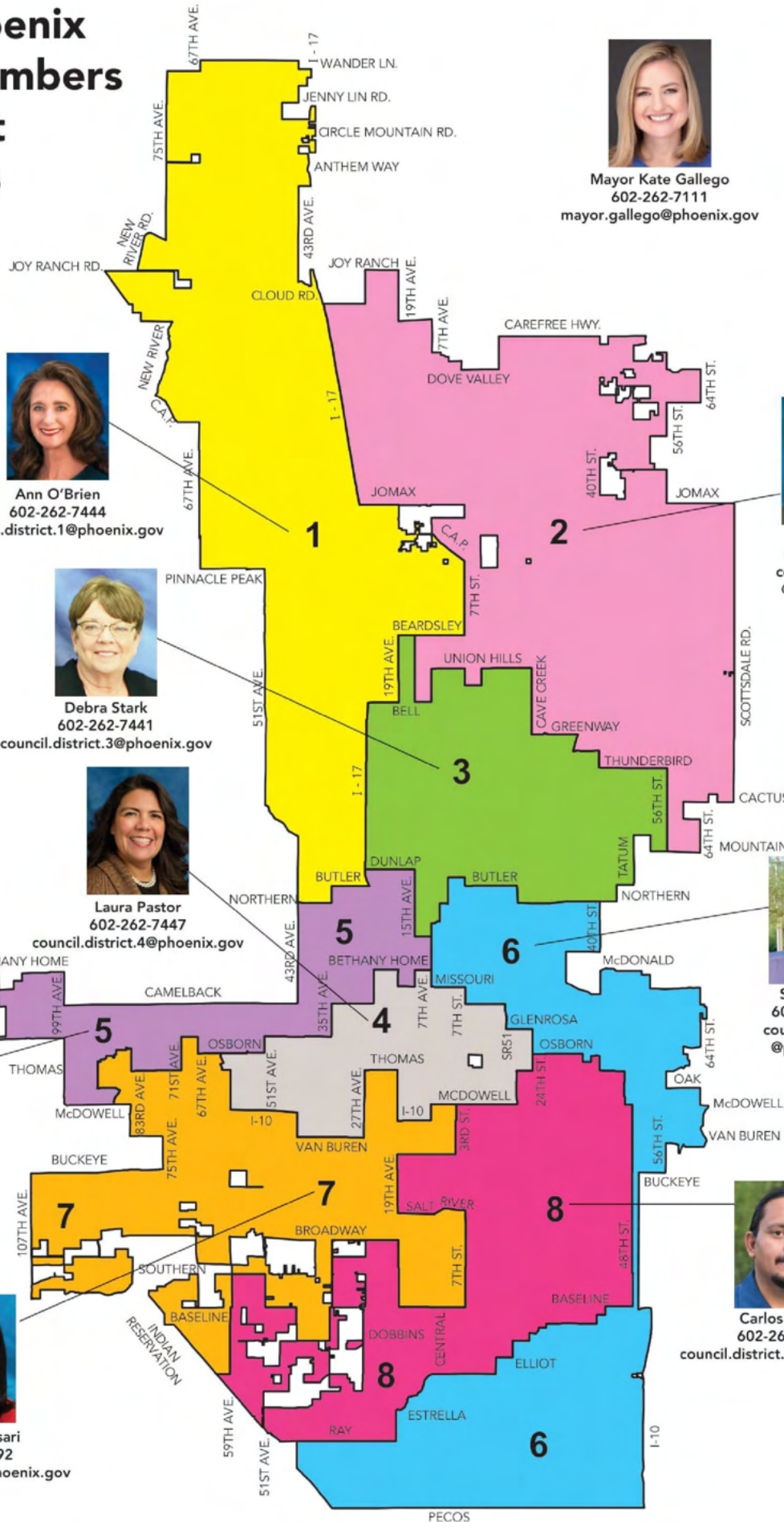
Betty Guardado
602-262-7446
council.district.5@phoenix.gov



Yassamin Ansari
602-262-7492
council.district.7@phoenix.gov



Carlos Garcia
602-262-7493
council.district.8@phoenix.gov





Mayor Kate Gallego

City of Phoenix



<https://www.phoenix.gov/mayor>



(602) 262-7111



mayor.gallego@phoenix.gov

Mayor Kate Gallego has a vision for Phoenix: she sees it as a place that is vibrant and growing, and one where every person is treated with dignity and respect.

Mayor Gallego is a strong advocate for smart business growth and investment – she recently helped land the city’s largest-ever business development deal, a \$12 billion semiconductor manufacturing plant that will bring significant economic development for decades to come. She is leading the city to global status as a leader in bioscience, technology, research, and advanced manufacturing.

The Mayor is also leading Phoenix to meet its goal to become the most sustainable desert city in the United States. She has fostered investments in cool solutions, including the nation’s first, publicly funded Office of Heat Response and Mitigation; launched the city’s successful cool pavement pilot; and led the charge toward building the necessary EV infrastructure to support a sustainable future.

Mayor Gallego is the second elected female Mayor in Phoenix history and one of the youngest big city Mayors in the United States. In November 2020, she was returned to office with the highest number of votes ever cast for a mayoral candidate in Phoenix.

A graduate of Harvard University, she earned an MBA from the Wharton School of Business at the University of Pennsylvania. She was elected to the Phoenix City Council in 2013, representing south Phoenix and the city’s downtown core. Prior professional pursuits include strategic planning and economic development for one of Arizona’s largest utility companies and service in state government, as part of the Governor’s team.

Mayor Kate Gallego enjoys a desert hike and a good read. She is Mom to five-year-old Michael.



Councilmember Ann O'Brien

District 1



<https://www.phoenix.gov/district1>



(602) 262-7444



Council.District.1@phoenix.gov

Councilwoman Ann O'Brien is the newly elected representative of Council District 1.

She is an Arizona native and has been a resident of District 1 since 2004. She made her mark in the community as an advocate for quality education--first as an active parent and volunteer in the Deer Valley Unified School District, and then as an elected Deer Valley Unified School District (DVUSD) Governing Board Member in 2014. She was reelected to the DVUSD Board in 2018 and is currently the Governing Board President.

Councilwoman O'Brien's extensive volunteer service to her community includes providing support to students, teachers and staff as a committee member of the of the Stetson Hills Elementary School Parent Teacher Student Association (PTSA) and the Sandra Day O'Connor Academy of History Booster Club. In 2017, she was elected to the Arizona School Board Association (ASBA), where she is currently the President and the appointed chairperson of the 2020 Legislative Committee.

Professionally, Councilwoman O'Brien is a proud Sun Devil, who has worked in project management with the Arizona Department of Child Support Enforcement and as a business broker for a local company.

With Council District 1 on the brink of great economic growth, Councilwoman O'Brien's focus will be preparing the community for incoming industries and developments in the area, ensuring that transportation, housing and key infrastructures are part of the overall plan. Equally important to her are the community's concerns surrounding homelessness and public safety. Her goal is to work closely with neighborhood associations and Block Watches to understand their issues and public safety needs and determine a roadmap that provides a strategy in finding solutions.

Family time is of great value to Councilwoman O'Brien. When she needs a refresh, she spends time with her husband of 27 years, Terry, along with their daughter, Amanda, and son, Thomas, both graduates of Sandra Day O'Connor High School and Northern Arizona University.



Councilmember Jim Waring

District 2



<https://www.phoenix.gov/district2>



(602) 262-7445



Council.District.2@phoenix.gov

Jim Waring was sworn in as the District 2 Phoenix City Council representative on Sept. 7, 2011. He has been a tireless advocate for responsible government in Arizona. Councilman Waring earned a reputation during his seven years at the state Senate as a fighter of wasteful government spending, a champion of job-creating policies and a steadfast proponent of tough-on-crime public safety policies. He earned awards for this work from the Arizona Federation of Taxpayers (Champion of the Taxpayer), National Federation of Independent Business (Guardian of Small Business) and the Arizona Chamber of Commerce (Senator of the Year).

In addition, he was recognized for his work fighting domestic violence by the Arizona Coalition Against Domestic Violence (Legislator of the Year twice) and the Men's Anti Violence Network (Man of the Year). Councilman Waring was awarded the Arizona Veterans Hall of Fame Copper Shield Award and the National Guard Association of the United States Medal of Merit.

Councilman Waring was born in Hinsdale, Illinois, and moved to Arizona more than twenty years ago. He received his Ph.D. in public administration from Arizona State University's School of Public Affairs and his undergraduate degree from Northern Illinois University. Prior to entering politics, Councilman Waring served on the staffs at ASU, the Arizona Board of Regents and Northern Arizona University.

Councilman Waring serves on the Public Safety and Justice City Council subcommittee.

Councilman Waring and his wife, Kitty, are the proud parents of twin boys.



Councilmember Debra Stark

District 3



<https://www.phoenix.gov/district3>



(602) 262-7441



Council.District.3@phoenix.gov

Debra Stark is the District 3 Councilmember on the Phoenix City Council. Stark was first appointed Councilmember in 2016 and elected by voters in 2017. She secured her reelection in 2021.

Stark has spent her entire career as a public servant in local government. Her first career position was a planner for the city of Phoenix after receiving her Master's in Planning from Arizona State University. She then went to work for Maricopa County as the Planning Manager where she supervised the Planning Division and worked on the Maricopa County Comprehensive Plan. She then took her knowledge to the city of Peoria as Community Development Director where she managed the operations of the Community Development Department and worked with the Mayor and Council to implement the first design review ordinance for the city of Peoria.

Following her tenure at the city of Peoria, Stark returned to the city of Phoenix as the Planning and Development Director, serving 7 years as Director before retiring from the city of Phoenix in 2012. Never a woman to stay idle, she returned to Maricopa County and served as the Planning and Development Director until resigning in May 2016.

Stark also remains active in the planning industry and her community. She was president of the Arizona Chapter of the American Planning Association and a board member for the Arizona Council of the Urban Land Institute. She is also a former member of the Maricopa County Trial Court Selection Commission, a past board member of Valley Partnership, the Southwest Center for HIV/AIDS, and Charter 100.

Stark currently serves as the chair of the Transportation, Infrastructure and Planning Subcommittee and is a member of the Economic Development and Equity Subcommittee; and the Community and Cultural Investment Subcommittee.

Stark is married to Brian and they are proud parents of a son and daughter.



Vice Major Laura Pastor

District 4



<https://www.phoenix.gov/district4>



(602) 262-7447



Council.District.4@phoenix.gov

Phoenix native Laura Pastor is a fifth-generation Arizonan and current member of the Phoenix City Council, having been first elected in 2013 and again to a second term in 2017. She is a graduate of St. Mary's High School and received a Bachelor of Arts degree in Education from Arizona State University. Her grandparents and great-grandparents worked in Eastern Arizona's mining communities, and both her parents began their careers as classroom teachers. For four years, Laura was a classroom teacher herself in the Roosevelt and Isaac Elementary School Districts, working primarily with at-risk students. During that time, she created a volunteer program to provide after-school tutoring and authored an accountability program for teachers, students, and parents.

Currently, Laura is the Community Liaison at Phoenix College. In this capacity, she implements, communicates, coordinates, and administers the community relations activities at Phoenix College with a variety of internal and external communities and partners throughout the local region. 10 years prior to this, she was the Director of Early Outreach at South Mountain Community College and Phoenix College.

Laura is also a current member of the Phoenix Union High School District Governing Board, where she has been a strong advocate for strategic planning and participatory governance for the District. In 1999, Laura was selected as one of 30 participants in the National Urban and Rural Fellowship. She attended a master's program at Baruch College's School of Public Affairs, City University of New York. As part of this program, Laura relocated to Chicago for her master's practicum with the Board of Education at Chicago Public Schools. There, she organized the National Conference for the White House Initiative on Educational Excellence for Hispanic Americans in Chicago and designed and implemented Theater in Public Schools. She also participated in the creation of the Global Educators Outreach.

In August 2000, Laura received her Master of Public Administration degree and joined the City of Chicago's Office of Language and Cultural Education as the project director for Mayor Richard M. Daley's innovative initiative Museums and Public Schools (MAPS). She was responsible for a new partnership between nine world-class museums and Chicago Public Schools. Laura administered the operating budget and collaborated with museum presidents, board members, and non-profit organizations to continue the expansion of this program. MAPS served over 10,000 students in grades 2 through 6.

Laura is the current chair of the Economic Development Subcommittee and serves on the Transportation, Infrastructure, and Planning Subcommittee. In addition, Laura serves as the Phoenix representative on Valley Metro RPTA, Valley Metro Board of Directors and the Valley Metro Audit and Finance Subcommittee. Finally, Laura serves as co-chair of the Fast Track Cities Ad Hoc Committee and is a member of the Workforce Ad Hoc Committee. She has served as a member of the Encanto Village Planning Committee and is a former member of the Hispanic Advisory Board of Maricopa Community Colleges, the Homeless Task Force, the Maricopa Transportation Advisory Board, and Phoenix Day.

She resides in Phoenix with her husband, Henry Cotto, a former major league baseball player and minor league coach. They have four children, Henry Jr., Claudia, Eduardo, and Sophia



Councilmember Betty Guardado

District 5



<https://www.phoenix.gov/district5>



(602) 262-7446



Council.District.5@phoenix.gov

Betty Guardado grew up in south central Los Angeles. Her father worked as a butcher until Betty was 11 years old, when he had an accident that left him disabled. At that time, Betty's mother went to work cleaning houses and Betty took care of the household – cooking, cleaning, and taking care of her two younger brothers.

While working as a housekeeper at the Century Plaza Hotel, Betty became involved in the hospitality workers union. After much success as a union organizer for hotel workers in Los Angeles, Betty moved to Arizona in 2007. As the director of organizing in Phoenix, Betty has conducted campaigns and negotiated contracts for thousands of hotel and food-service workers around Maricopa County. She also helped to lead successful independent voter turnout campaigns to elect several Phoenix City Council members, developing young leaders, and empowering working-class families.

In 2018, Betty decided to run for Phoenix City Council. In May of 2019, she won her election by 25 percentage points, sweeping every precinct in the District. Today, Betty represents Phoenix District 5, one of the most diverse districts in the city. She is working to raise living conditions in those neighborhoods, while helping to bring responsible economic development to all of Phoenix.

Betty is the chair of the Community and Cultural Investment Subcommittee and serves on the Transportation, Infrastructure, and Planning Subcommittee.

She has previously served as a member of the Public Safety and Justice Subcommittee, the Land Use and Livability Subcommittee, the Transportation, Infrastructure and Innovation Subcommittee and Co-Chaired the Latino Cultural Arts Center Ad Hoc Committee. Betty also served as Vice Mayor of Phoenix from November 2019 to January 2021.

She and her husband have lived in the Maryvale neighborhood for twelve years – where they raise their two children.



Councilmember Sal DiCiccio

District 6



<https://www.phoenix.gov/district6>



(602) 262-7491



Council.District.6@phoenix.gov

Sal DiCiccio has represented District 6 on the Phoenix City Council since 2009, and was handily re-elected in 2013. He was previously elected to serve on the Council in 1994 and again in 1998.

Councilman DiCiccio has a demonstrated willingness to listen and forge creative solutions for all Phoenix residents. His primary goal is to prepare Phoenix, through government reform, to compete in a global economy. Fiscal accountability, job creation, and protecting neighborhoods are the Councilman's top 3 priorities: Creating Jobs, Protecting Families: Making Phoenix the Best in the Nation in Ending Domestic Violence, and Fiscal Accountability.

Born in Youngstown, Ohio, he is the eldest of three sons born to Italian immigrants Paul and Nicolina DiCiccio. The DiCiccios' pursuit of the American Dream began in Youngstown in the late 1950's where they settled in an Italian borough among whose population were many family and friends. Seeking further opportunity, the DiCiccio family moved to Phoenix in 1962 where his father worked as a laborer and his mother as a seamstress.

One of DiCiccio's early memories upon relocating to Phoenix was finding himself surrounded by people speaking a foreign language - which he later discovered was English. Years later, he asked his father why the family relocated to a place where they didn't know anyone. His father responded that "I brought you here because I want you to be an American first." DiCiccio attended Tempe High School where he formed an interest in politics and government when attending a class taught by Harry Mitchell, who later served as the mayor of Tempe and then a Congressman. DiCiccio went on to earn a Business degree from Arizona State University, and worked for Congressman John J. Rhodes and Senator John McCain.

Sal DiCiccio is proud of his country and his heritage, and strives to apply the example of his parents, and the American Dream, to his work at the City of Phoenix every day. DiCiccio and his wife Debbie are proud parents to twin daughters, Anna and Emilia.



Councilmember Yassamin Ansari

District 7



<https://www.phoenix.gov/district7>



(602) 262-7492



Council.District.7@phoenix.gov

Councilwoman Yassamin Ansari is the youngest woman ever elected in Phoenix City Council history and the first Iranian-American elected to public office in the state of Arizona. She is an Arizona native, daughter of immigrants, and a graduate of Stanford and Cambridge universities. She's dedicated her career to finding solutions to critical issues such as climate change, air pollution and public health, most recently as a senior policy advisor at the United Nations. In 2020, her policy work received recognition when she was named to the Forbes '30 under 30' list in Law and Policy.

Ansari is ready to take impactful action at home in the city she loves. Her priorities include: leading District 7 residents safely and stronger out of the pandemic, expanding affordable housing, keeping neighborhoods safe, bringing high-quality jobs to the area, and ensuring clean air and water are accessible to all.

Phoenix is the fifth-largest and fastest-growing city in the United States. Ansari is determined to build sustainable, equitable communities that serve future generations.



Councilmember Carlos Garcia

District 8



<https://www.phoenix.gov/district8>



(602) 262-7493



Council.District.8@phoenix.gov

Before being elected to Phoenix City Council, Carlos spent the prior 16 years of his life fighting for social justice in Arizona and across the country.

Carlos was born in Cananea, Sonora, Mexico and migrated to Arizona at the age of five. He grew up in South Tucson where he was raised by his mother and grandfather.

After graduating from ASU and experiencing family separation first-hand, Carlos co-founded the non-profit Puente Human Rights Movement and has served as its Executive Director for the past 9 years.

Carlos' organizing and movement building has been used as a model all over the nation to fight for migrant rights. He led the fight in defeating former Maricopa County Sheriff Joe Arpaio and in challenging the notorious racial profiling law SB 1070.

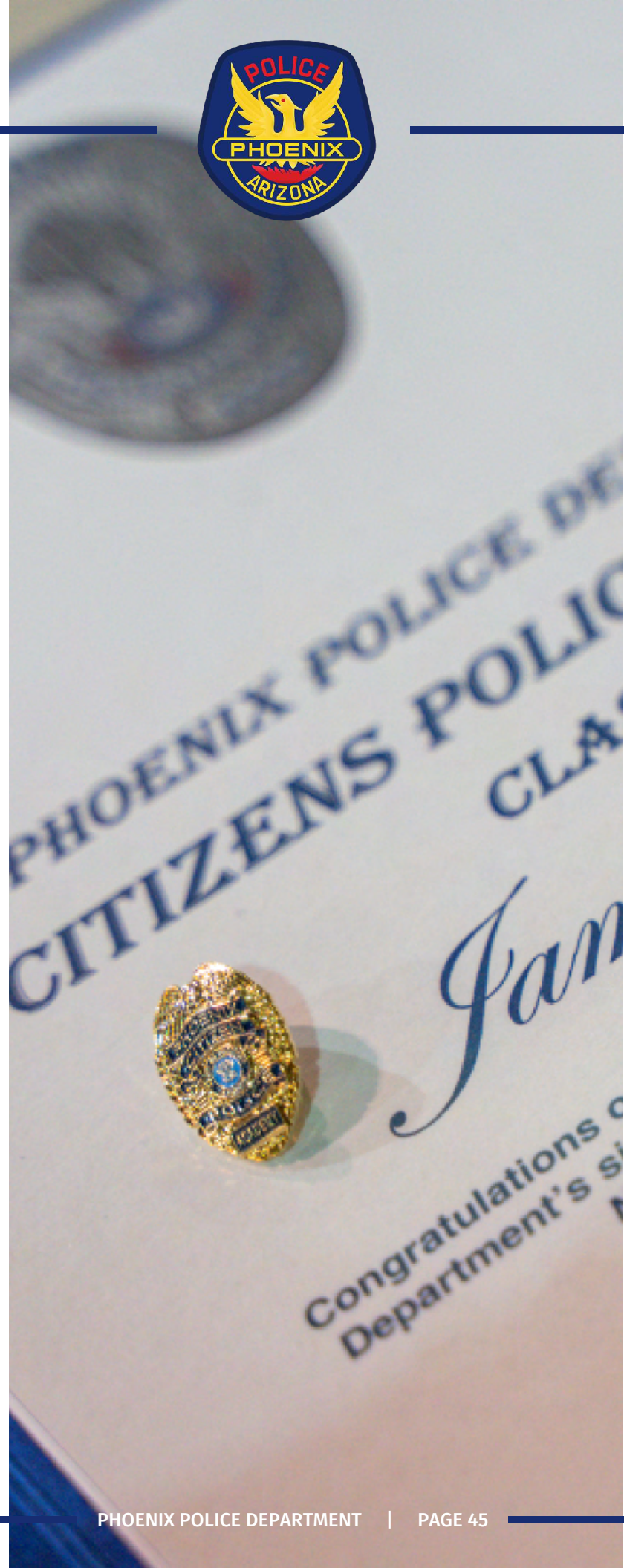
Carlos has also been a key player in the transformational change of Arizona by co-founding One Arizona, a non-profit coalition focused on civic engagement.

His work stands on the belief that diverse people with common struggles and vision have the power to change the course of history.

Currently, Carlos lives in South Phoenix with his wife, Alexis, a teacher, union leader and board member of the Roosevelt School District and their two children, Chimal and Yaretzi. They enjoy cheering on Chimal at basketball games at the Kroc Center and at chess tournaments.



Phoenix Police Department Successes and Press Release





Press Release

XXXXX

The Phoenix Police Department Laboratory Services Bureau (Crime Lab) is a nationally accredited forensic laboratory that provides technical assistance and training, evaluates and analyzes evidence, interprets results and provides expert testimony related to the full

October 28, 2022 - Issue 43

PHX PD BLUE

Protection | Respect | Integrity | Dedication | Excellence

ENS Updates

[Message From the Chief - Organizational Realignment](#)

An ENS archive is available on [Phoenix Police Online \(POLL\)](#).

Have an idea for social?

The Public Affairs Bureau is always looking for content to share on social media. Some of the best content comes from things employees have sent into PAB. If you have an idea, do not hesitate to share it. Ideas could include, but are not limited to, recruitment, community events, safety tips, highlighting employees, crimes solved. Please email ideas to web.detail@phoenix.gov.

Chief Michael Sullivan Swearing-In



Today, Friday, October 28, 2022, Chief Michael Sullivan will be sworn-in at City Council Chambers at noon.

Due to space constraints, the swearing-in is being streamed on the City of Phoenix YouTube channel, as well as on phoenix.gov.

Chief Sullivan is a veteran law enforcement executive with 27 years of operational, administrative and command experience in major city environments. The focus throughout his career has been to foster trust between the women and men of the police department and the communities they serve.

He is a graduate of the Southern Police Institute's Administrative Officers Course, the Federal Bureau of Investigation National Academy, the International Association of Chiefs of Police (IACP) MacArthur Foundation Institute on Juvenile Justice at Yale University, and the Major Cities Chiefs Association Police Executive Leadership Institute.

In 2018, the Police Executive Research Forum awarded him with the Gary P. Hayes Award, which recognizes national leaders in the policing profession. He currently serves on the IACP Human and Civil Rights Committee.

Chief Sullivan holds a bachelor's degree in police administration and a master's degree in the administration of justice from the University of Louisville.

Follow us @phoenixpolice

Submit entries to: PABNews@phoenix.gov
Deadline: Tuesday @ 5 p.m.

1



Continuous Improvement as a Core Value

The guiding core values of the Phoenix Police Department holistically promote and encourage our employees to regularly seek both personal and professional development.

As an organization, we too should seek out fractured processes, remedy underperformance, and guide employee creativity and advancement. When an organization fosters a culture of continuous improvement through collaborative and comprehensive innovation, an agency can experience immense growth and positive transformation. This is an imperative part of organizational change and development which promotes our progressive values and principles. A continuous improvement mindset ultimately leads to increased transparency, commitment, and engagement with our internal and communal stakeholders.

Mission Guidance

MISSION: The Center for Continuous Improvement (CCI) is driven to implement innovative solutions to increase transparency, efficiency, & accountability across the Department

OPPORTUNITY: The catalyst for innovation is to create a culture of continuous improvement

SOLUTION: Kaizen as the Continuous Improvement Cycle merged with the Top-down leadership process



Key Focus Areas

- Operational and Policy Management
- Accountability
- Technology and Transparency
- Messaging
- Employee Wellness and Development



Laboratory Services Bureau

Phoenix Police Department Accredited Crime Lab

The Phoenix Police Department Laboratory Services Bureau (Crime Lab) is a nationally accredited forensic laboratory that provides technical assistance and training, evaluates and analyzes evidence, interprets results and provides expert testimony related to the full spectrum of physical evidence recovered from crime scenes. Some of the scientific procedures utilized by the laboratory have the potential for linking a suspect to a crime, victim, or a scene.

Laboratory management recognizes that the Laboratory is one element of a multifaceted criminal justice system and that scientific results generated by the Laboratory may be used by any element of that system. The Phoenix Police Department Crime Laboratory is committed to generating accurate, impartial, and timely scientific examinations and opinions for the criminal justice system in the interest of enhancing public safety.

The Laboratory Services Bureau consists of over 150 professionals, working in a variety of specialty disciplines. The Crime Lab is housed in a state-of-the-art facility completed in 2007.



MISSION STATEMENT:
To provide the highest quality forensic science services with Integrity, Innovation & Impartiality to our community.



ANSI National Accreditation Board

The Laboratory has been continuously accredited since 2001. The current accreditation is by ANAB to ISO/IEC 17025:2017 and ANAB supplemental requirements found in AR3125.

Phoenix Police Department Successes



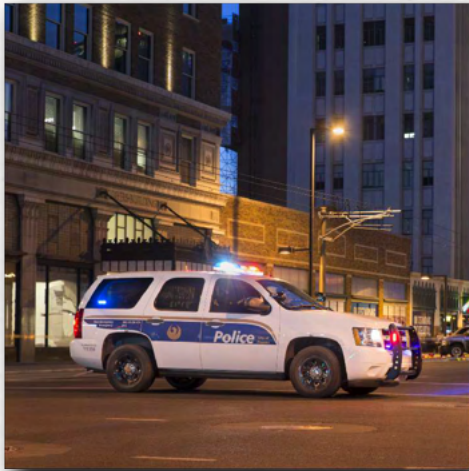
Compliance and Oversight Bureau

- Arizona Law Enforcement Accreditation Program (ALEAP) accreditation program applicant
 - February 2022: Attended PowerDMS Conference
 - Acquired and implemented PowerDMS to use in the process of accreditation and policy management. Went live with "paper to digital" initiative for policy August 1, 2022
 - February 2022: Started an outreach program to patrol and recruits at the academy for Early Identification and Intervention
 - Policies have been created and updated to comply with ALEAP standards
 - Obtained infographic software to assist with data organization. This software has enabled the department and community to view data in a more visually appealing and digestible manner
 - Smart Policing Initiative Grant awarded to the Phoenix Police Department
 - BlueTeam Body Map Update: Effective November 8, 2021, when completing a Response to Resistance report in BlueTeam, supervisors will document force used by involved officers by placing one dot for each force type used per region on the involved citizen's (suspect) body map, regardless of the number of times that force type was used in a particular region
-
-
- Refreshed and improved the Phoenix Police Department Transparency pages and partnered with SIB to refresh the open data portal
 - Quality Assurance Sergeants have improved processes for the Precinct Sergeants to assist with Blue Team, Pointed Gun at Persons and Response to Resistance reporting
 - Early Identification and Intervention Program worked with the City Project Management Office and IT and outlined Charters to improve and expand the current EI system
 - ABLE Train the Trainer Course attended by two employees in our bureau where they learned how to effectively intervene when they see a situation heading in the wrong direction. Both employees will be teaching 8 hours courses for the department on this important concept
 - Partnered with educational partners to determine thresholds for Early Intervention
-
- November 2021: Employees attended the CI Technologies Sixteenth Annual IAPro + BlueTeam Users Conference to further their expertise in the use of the EIPro early intervention analytical support application and further PPD by bringing back information on new features in the latest releases of the application
 - 2021: All police department audits conducted by City Auditor have a mid-year compliance rate of 100% of the recommendations being completed

- January 2021: New Commendation & Award Workflow programming (Highlighted in Ops Order 3.17)



Patrol Division



- Initiated monthly Quality Assurance Reports which summarized inspections, GAP Analysis reports and operational reports
- Virtual Court locations set up to enable officers to remotely attend court for civil traffic cases; 600, 700, 800, Southern Command and Municipal Court
- Supervisor Reference Manual updated and posted
- Subject stop pilot program in 700 and 200 precinct
- Quality Assurance Sergeants as a 2nd line review for all reports in order to streamline and ensure accuracy
- Patrol trained in using the Subject Contact Form
- Every precinct supervisor went through supervisor retreat focusing on leadership and tactical decision making
- 80 hours of training for initial group and deployment of less lethal in pilot
- Produced monthly management reports to summarize manpower, calls for service, number of OV contacts, crime suppression projects and community events
- Focused patrol on the 19th Avenue corridor between Camelback Road and the corridor of Hatcher Road between 7th Avenue and 19th Avenue
- Community Action Officer's and Neighborhood Enforcement Team conducted high visibility bike patrols along the canal. Resource squads worked with Human Services and Salt River Project to address ongoing issues along the canal bank
- Maryvale Precinct partnered with Amazon and Phoenix Police Foundation to distribute donations of cleaning products, toiletries and household items to Harvest Compassion Center, Children's Childcare Center, Cactus Kids Preschool and the domestic violence women's shelter
- Street Racing Detail formed to address illegal activity involved with racing. 558 arrests made and 261 vehicles towed





Communications Bureau



- Implemented a new schedule to reduce mandatory overtime for operators and improve service answering for 9-1-1 and CrimeStop calls for service
- Salary increases went into effect to provide better compensation for operators and to allow Phoenix to be more competitive in the regional market to attract new personnel
- Hiring and training has been modified to accept 10 operators every 6 weeks which will enhance operator training and speed of deployment
- Polygraphs no longer required for Communications Operators to reduce hiring process inefficiencies

Strategic Information Bureau



- 100% of the department has transitioned from legacy Axon Body 2 to more advanced Axon Body 3 cameras
- Developed program to allow officers working off-duty assignment to have BWC coverage
- SIB Data Integrity Unit hiring 35 approved personnel to prepare for NIBRS transition in 2022
- Development of CAD Subject Contact Form to capture officer contact with the public meeting recommendations from NPF and CPTI
- Began technical support for remote virtual court appearances for officers with Phoenix Municipal Court civil traffic hearings
- RMS replacement contract awarded to Motorola Solutions. Planning is taking place for a full RMS replacement by late 2022/early 2023





Tactical Support Bureau:



- FAID and Street Crimes made hundreds of arrests involving violent crimes
- Street Crimes accumulated thousands of hours in surveillance to support investigations
- Air Support fleet began fleet replacement
- The Crime Impact Unit located and apprehended hundreds of felony suspects wanted for violent crimes
- The Air Support Unit responded to thousands of calls for service and dozens of rescue missions
- The Air Support Unit graduated 2 officers and 1 Sergeant from Quantum Flight School
- K9 Unit supported patrol and investigations with hundreds of canine searches
- Specialty Vehicle Detail responded to hundreds of call outs in support of investigations and operations citywide

Central Booking Detail



- Central Booking hired more Detention Officers and supervisors to assist with staffing
- Established monthly meetings with MCSO and valley detention agencies to improve interaction and processes at the county jail





Training Bureau



- Train the trainers using City Leadership and AZPOST Leadership programs
- Civilian Director of Instruction curriculum developed
- Increased TTD Staffing
- Implemented a revised AZPost curriculum of 700 mandatory training hours
- Implicit Bias Refresher deployed through mandatory e-learning
- Brain Science partnership with Stanford University
- Implemented select recommendations from ASU study on curriculum
- Advanced less lethal pilot program - selected 800 hours of de-escalation and response to resistance training with Pepperball and 40mm platform
- Tactical Review Committee re-branded to the Training Review Committee to review a larger array of scenarios to evaluate training and dynamic encounters

Employment Services Bureau



- No longer conducting polygraph examination for civilian hires
- Community Hiring Review Board implemented as part of the hiring process
- Written test preparation and samples created by civilian academic professional
- Streamlined assessment day to be comprised of written test as well as paperwork completion
- \$7,500 hiring bonus and \$2,500 referral bonus approved by City Counsel
- Created a pathway to rehire retirees as civilians
- Create civilian support positions in each Division
- NAU internship program that provides employment at conclusion
- National recruitment program



Community Engagement Bureau



- Shared Values Campaign working with Zion and Black Family Services – creative community engagement and mentorship
- Expansion of CIT training program - Additional CIT officers will be assigned to OIS and violent crime hotspots
- Community Assistance Program - \$15M – with Phoenix Fire – adding 5 new vans to current CR van fleet
- Leadership Advisory Board Summit held
- Revised Off-Duty Work detail
- Worked with autism and dementia non-profits
- Fulfillment in Training (FIT) - healing sessions held in partnership with Arizona Cardinals
- Expanded current Cadet program to focus on high school graduates
- Fulfillment in Training (FIT) - healing sessions held - partnership with Cardinals
- Expanded current Cadet program to focus on high school graduates

Public Affairs Bureau



- Hired civilian Administrator to lead bureau
- Released three-part police reform series with Chief Williams
- Focusing on positive news stories about the lives of our employees and what they do off duty as it pertains to community engagement
- Department of Justice internal website to provide employees with current info
- DOJ external facing website created to provide community information
- Blue Line Review weekly video to allow free flow of information to employees
- Hired Channel 12 anchor as in house reporter





Homeland Defense Bureau



- During the pandemic worked with the County on pop-up sites to distribute COVID vaccine
- Planned responses for the National Socialist Movement
- Successfully coordinated for the Phoenix Suns playoff and championship
- Initiated planning for the 2023 Super Bowl
- Dignitary Protection Detail responsible for visits by various elected officials and Heads of State
- No knock search warrant policy created
- Began upgrading the city's downtown camera system in anticipation of the Super Bowl and increased downtown events
- Participated in Field Intelligence Teams for large events
- Planned and managed several large events to ensure safety and security for all participants
- Bomb Squad participated in the instruction at two separate national conventions in Huntsville, Alabama and Yankton, South Dakota

Traffic Bureau



- Investigated 55% of accident reports
- Wrote 27% of all issued citations
- Integrated Vehicular Crimes Unit into the Traffic Bureau
- Carried transit related crimes in collaboration with the Violent Crimes Bureau
- Mission of roadway safety - conducting thousands of traffic stops which resulted in thousands of violations and hundreds of DUI related arrests/citations
- Took primary role in providing traffic control and roadway safety for PPD



Reserve Division



- The Department has 121 reserve officers
- All of the Department reserve officers are full-authority police officers, meeting and maintaining all of Arizona Peace Officer Standard and Training (AzPOST) requirements
- In 2021-2022 Phoenix Police Reserve Officers volunteered 34,637.5 hours of police services
- In 2019 the International Association of Chiefs of Police recognized our Department's Reserve program with their Leadership in Volunteer Police Service Programs Award
- In 2018 the Department's Reserve program celebrated 100 years of service which was recognized by Mayor Kate Gallego with a mayoral proclamation of the Centennial of Service
- The Department's Reserve Division is an authorized AZPOST certified police academy
- Our reserve officers are used for a myriad of police functions from solo patrol officers, motor officers, detectives, academy instructors, special events and to assist precincts and bureaus in efforts in reducing crimes and responding to calls for service

Thank You



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