



Use of Force Recommendation 54

Guidance for:

*Moving the Professional Standards
Unit to an Off-site Location*



Agenda

- Recommendation Highlights
- Gap Analysis
- Regional Trends
- Discussion Points
- Committee Feedback
- Final Guidance



Recommendation Highlights

- MPD should consider moving the Professional Standards Division's office to an off-site location. An off-site facility, such as a mixed-use office building or another city property, can be less intimidating for complainants than police headquarters. Furthermore, for officers involved in an investigation, the off-site location will ensure a higher level of privacy and will help protect the integrity of the investigation.

The Police Executive Research Forum (PERF)

Gap Analysis

Potential Accommodations with New Facility	Current Location (at MPD Headquarters)
Multiple Interview Rooms	Single Interview Room
Civilian Entrance/Lobby	Lobby for General Public Use
Civilian Interview Room	Use of Small Multipurpose Room
Offices for Growth in Staffing	Offices for Each Investigator
Increased Confidentiality	Sound Barrier Issue

Regional Trends

Agency	Location of Professional Standards Division
Phoenix PD	<ul style="list-style-type: none"><li data-bbox="593 529 1536 578">• Office Building, Historic City Hall Building
Tucson PD	<ul style="list-style-type: none"><li data-bbox="593 658 1212 706">• Main Police Headquarters
Tempe PD	<ul style="list-style-type: none"><li data-bbox="593 786 1212 835">• Main Police Headquarters
Scottsdale PD	<ul style="list-style-type: none"><li data-bbox="593 915 1212 963">• Main Police Headquarters
Chandler PD	<ul style="list-style-type: none"><li data-bbox="593 1043 1212 1092">• Main Police Headquarters
Gilbert PD	<ul style="list-style-type: none"><li data-bbox="593 1172 1212 1220">• Main Police Headquarters

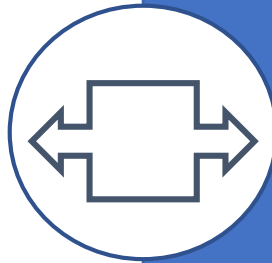
Pros and Cons

Reasons for adopting the recommendation

- Can be less intimidating for complainants to meet with investigators
- Ensure a higher level of privacy for officers
- Ensure confidentiality and the integrity of the investigation
- Room for expansion

Reasons against adopting the recommendation

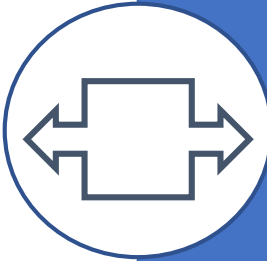
- Interviews can occur at an off-site location
- Minimal in-person interviews conducted with complainants
- Cost for acquisition of site, renovation, furniture and equipment
- Limited access/proximity to resources
- Staffing during operation hours



Further Considerations

- Acquisition of mixed-use office building
- Construction of office layout
- Office furniture
- Security Equipment (PDIT network access, C-cure, surveillance cameras, and alarm)
- Interview monitoring equipment

Comparable lease and buildout for 16 offices- \$690,000 (FY19/20-FY22/23)



Committee Feedback

- Civilian Members recommend the following:
 - To move Professional Standards to MFAC
 - Stressed the importance that off-site location will make it less intimidating to file complainants and ensures a higher level of privacy for officers
- Create a potential location to intake complaints that is a non-police building, and investigators could meet complainants there.



Proposed Action

- The recommendation is not to move the Professional Standards Unit to an off-site location.
 - Cost comparison
 - Security infrastructure is currently in place
 - Office remodel or acquisition of additional office space can be completed for any additional staffing needs
 - Complainant interviews can be completed at off-site location if necessary



Discussion