



# Use of Force Recommendation 64

*Revisit Current Bidding Process for Squad  
Assignments*



# Agenda

---

- Objective
- Recommendation Highlights
- Current Policy
- Gap Analysis
- Industry Trends
- Pros and Cons
- Proposed Action
- Discussion



# Objective

- *Give supervisors the opportunity to experience the different patrol divisions and shifts.*
- *Give officers the opportunity to experience a variety of different leadership styles.*



**Slide 3**

---

**CT1**

Charles Trapani, 1/14/2020

# Recommendation Highlights

- *Require Patrol Sergeants and Lieutenants to rotate assignments every 2 years*
- *Stagger Patrol Sergeant and Lieutenant movements*
  - *First year Sergeants move*
  - *Second year Lieutenants move*

# Current Policy – Patrol Bid Process and Sworn Seniority, DPM 2.8.5

- *All members of the Patrol Division bid annually for shifts*
  - *Order of Bid*
    - *Lieutenants, Sergeants and then Officers*
- *Bid order is based on seniority in current rank*
  - *There are special rules for employees promoted or hired on the same date*
- *Reassignments may occur after the bid process at the discretion of Patrol Division Commanders*
- *Chief of Police or designee reserves the right to deny or modify a member's ability to bid in the best interest of the department and/or member*



# Gap Analysis

- Recommendation

- Require Patrol Lieutenants and Sergeants to bid for different squads every 2 years
  - Stagger shift movement by a year between Lieutenants and Sergeants

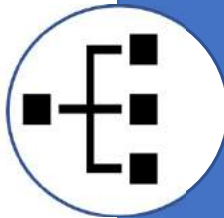
- Current Policy

- Patrol Lieutenants and Sergeants bid to any shift available to them based on seniority in rank
  - No restrictions on how long a supervisor can remain on the same squad



## Industry Trends

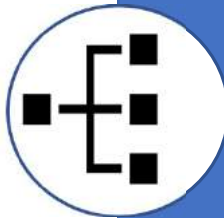
- *Scottsdale PD*
  - *Patrol bids every 2 years for July deployment (Lieutenants, Sergeants, Officers, and then Police Aides)*
  - *Bid order is based on seniority*
    - *No restriction on how many times someone bids for the same squad*
  - *Assistant Chiefs have authority to adjust schedules as needed*
- *Gilbert PD*
  - *Patrol bids annually in August*
  - *Bid order is based on seniority*
    - *No restriction on how many times someone bids for the same squad*
  - *The Police Chief reserves the right to change any employee schedule for the betterment of the Department*
- *Chandler PD*
  - *Patrol bids annually in October*
  - *Bid order is based on seniority*
    - *No restriction on how many times someone bids for the same squad*
  - *The Police Chief reserves the right to dismantle a squad or change supervision for the betterment of the agency*





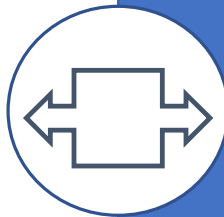
# Past Department Specific Patrol Squad Challenges

- *Mesa PD*
  - *A graves squad over several years remained unproductive, per Departmental standards*
    - *District Commander ordered the Sergeant to bid to a different shift and productivity went up*
- *Scottsdale PD*
  - *None reported*
- *Gilbert PD*
  - *None reported*
- *Chandler PD*
  - *One patrol squad was accounting for almost 50% of all use of force complaints*
    - *Assistant Chief disbanded the squad and use of force complaints decreased*



# Mesa PD Checks and Balances

- *COMPSTAT*
  - *Productivity is tracked and examined regularly*
  - *Through statistical information it is relatively simple to identify low producing patrol squads and/or officers*
- *IA Pro/Blue Team Reporting*
  - *Use of force cases involving officers are tracked*
  - *Trends or spikes in use of force cases are identified and can be addressed quickly*



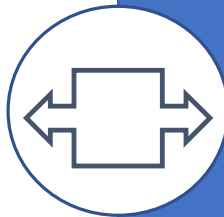
# Pros and Cons

List the reasons **for** adopting the recommendation

- Gives Lieutenants and Sergeants the opportunity to work in different areas of the City
- Gives Officers exposure to different leadership styles

List the reasons **against** adopting the recommendation

- Disrupt the effectiveness of a high producing patrol squad
- Potential to lower the morale of officers and supervisors
- Create personal/family hardships for employees
- Officers are already exposed to different leadership styles
  - Split squad supervisors
  - Specialty Unit supervisors
  - Training Unit supervisors



## Proposed Action

- *Keep current annual Patrol shift bid process intact*
  - *Chief of Police or designee has authority to assign officers, sergeants or lieutenants to other squads if concerning issues arise for the good of the department*



Discussion