



Use of Force Recommendation 64

*Guidance for
Revisit Current Bidding Process for Squad
Assignments*



Agenda

- Recommendation Highlights
- Gap Analysis
- Discussion Points
- Committee Feedback
- Further Analysis
- Final Guidance



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*

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 current rank
 - No restrictions on how long a supervisor can remain on the same squad



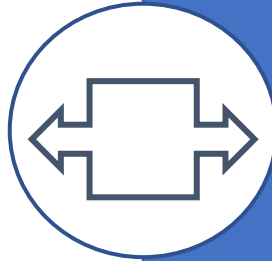
Discussion Points - Pros and Cons

*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*

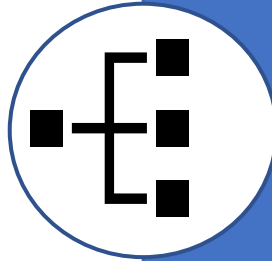
*List the reasons **against** adopting the recommendation*

- *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*



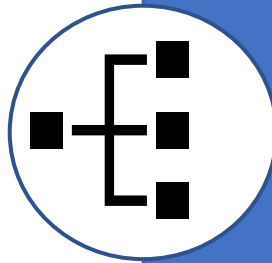
Industry Trends

- *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*



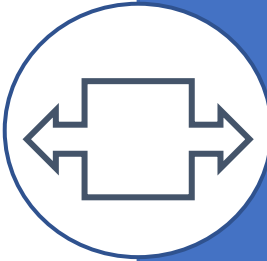
Past Department Specific Patrol Squad Challenges

- *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*



Committee Feedback

Further Analysis

- *No questions or concerns were posed by any committee members upon completion of initial presentation that required further analysis*

Final Guidance

- *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*



Questions