

Quarterly Meeting —
Flagstaff Police Department Citizens Liaison Committee

6 p.m. Thursday, March 10,
Our Lady of Guadalupe Cultural Center (The Basement), 224 S. Kendrick St., Flagstaff

AGENDA

6 to 6:15 p.m. — Welcome guests, please enjoy desserts, hot beverages

6:15 to 6:45 p.m. — Welcome by MC Rose Toehe.
Information on this evening's program:

Presentation by Chief Kevin Treadway on community feedback received during
Dec. 10, 2015 open house meeting.

Presentation by Roxana DeNiz on the progress to develop a strategic plan for the
new organization

6:45 to 7:15 p.m. — Public invited to visit information stations and write comments,
fill out cards, talk individually with committee members

7:15 to 7:30 p.m. — Public comment session. Community invited to offer
suggestions, ask additional questions

FUTURE COMMUNITY EVENTS

Details to come on next quarterly public gatherings scheduled for:
June 2016 • September 2016 • December 2016

About the committee:

The group was formed following discussions with the community in early 2014
and is supported by a grant from the Arizona Community Foundation, the Flagstaff
Community Foundation and the Forest Highlands Foundation.

Members will work to improve the communications process between the
department and the community, encourage community members to submit
complaints without fear of retribution and provide a proactive informational forum
to address community concerns when incidents and issues arise. Members
represent a cross-section of the community and include Roxana Cardiel De Niz,
Scott Deasy, Jessie Dominguez, Deborah Harris, Kathryn Jim, Pit Kolodinsky,
Laura Longoria, Frank X. Moraga, Marianne Sullivan, Rose Toehe, Kevin Treadway,
Walt Miller and Lina H. Wallen.

*Send an email to KTreadway@coconino.az.gov, naic.iaf@gmail.com,
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Flagstaff Police Department's Citizen's Liaison Committee

Open House March 10, 2016

Recap and Response to Comments made at December Meeting

1.) **Topic: Citizens Complaints are down in 2015:**

- Is there cultural sensitivity training in place regarding Native American Citizens? I am proud to report that in 2013, the FPD collaborated with the Navajo Human Rights Commission to develop a 4 hour block of training Navajo Cultural Sensitivity. The training was provided by Retired Navajo PD Sergeant Benally, and NACA members Rose Toehe and Dorothy Gishie. As of mid-January, 2016, EVERY Officer on the Flagstaff Police Department except one, (he was on vacation when the last class was held) has received this training. We plan to continue this program periodically in the future as new officers are hired.
- What is the level of cooperation between Flag PD and tribal nations like Navajo and Hopi? We have collaborated to great extent with both the Navajo Human Rights Commission and NACA in presenting the training previously described. This collaboration is in place in other ways as well. Rose Toehe serves as a member of the citizen's liaison committee, and we work closely with her to attempt to recruit qualified Native American applicants for the department. We have also opened our complaint files to the Navajo Human Rights Commission, and have shared statistics regarding Native American arrest data, and they have reviewed several Navajo specific complaints against the department that we have investigated. We also collaborate with a Native American student group on NAU campus.
- Do officers receive training on how to address transgender and LGBTQIA individuals with proper use of pronouns, etc? Last year, FPD adopted a model policy on this very topic, and as part of our in service training with the patrol officers, we did roll this out. We believe there is an opportunity to do more in this regard, and Kat Jim on our committee represents this segment of our community and she has been asked if she would consider attending squad briefings to refresh this training. She did review the policy we adopted last year, and I consider her an educated resource on this topic.
- Give them a raise! We did, with support from Mayor and Council and City Management, officers of the FPD received a raise last July. This increase placed them into a market based pay plan so they are consistent with other officers around the state.
- Why do you think citizen's complaints are going down? Is it the cameras? Is it more officer training? I believe it is a combination of both. Empirical studies conducted on body cameras reflect that in every agency that has adopted them, complaints and use of force has gone down. We completed outfitting all of our uniformed officers in 2015.

Additionally, the FPD conducts training on compassionate policing, procedural justice, and customer service. This combined with high hiring standards all contribute in my opinion to a decline in complaints.

- Another comment suggested a housing program for officers to help improve retention. We started this in July as well, and to date, 5 of our officers have received assistance in buying their first home. We hope that others will take advantage of this program in 2016, and do believe it helps keep our officers in Flagstaff.

Under the category of “Wish list” we received the following comments:

- More female officers. More diversity in the workforce. FPD actually does very well in the area of recruitment and hiring of female officers. Currently, we have 13 uniformed female officers on our department, and our last two hires have been female. That represents 11.7% of the uniformed officers, which matches closely the average for agencies our size in the country. In terms of work force diversity, the FPD is doing well with regards to all racial categories in the uniformed patrol division with the exception of Native American Officers. We were successful several months ago in hiring a Navajo female Officer, but we are below the community demographics in terms of representation in this category. We work hard to recruit Native American officers, and I am constantly asking the community for help in this regard. It is truly a recruitment issue here, as we know we hire on average one of every 17 applicants in general regardless of race. In the past two years, we have had only 19 Native American applicants and have hired one, so we are not out of line, we just need to improve the number of applicants.
- Do you have a volunteer programs? We do, and we have 16 volunteers currently, and saw an 11% increase in the number of volunteer hours donated in 2015 compared to 2014. They donated 2,247 hours to the community in 2015. It is a great program that I would like to grow.
- Please define use of force. Our policy on use of force is found under section 300.1.1 in our policy manual which is online. There are many definitions regarding use of force found in this policy which is twelve pages long. There are definitions for lethal force, less lethal force, low level force, intermediate force, etc. The shortest answer for the purpose of this handout is the statement found under 300.3 of our policy “Officers shall use objectively reasonable force given the facts and circumstances perceived by the officer at the time of the event to accomplish a legitimate law enforcement purpose.”

Under the topic Crime Rate is Down

- Do you know the crime rate by specific population? What crimes are committed by specific population? Are rates broken down by ethnicity? We maintain arrest data that

can be broken down by ethnicity, but not crime rate data. Simply put, since many crimes are reported but not all end up with an arrest, it would be impossible to know the race of the individual when no suspect information is provided. We do not maintain record of the race of complainants or victims reporting crime. We can break out criminal activity by geographic areas of the city, but with the exception currently of Sunnyside and Southside, this isn't done on a regular basis unless requested. There is an online system supported by the police department that allows citizens to query crime data based on geographic areas. It is free to use and accessible through our website.

- What processes/services are available to foster the decrease in crime. I subscribe to the theory that crime rates are sophisticated and are driven by many social factors. I also believe a police department can have influence over criminal activity in a community. Effective allocation of limited resources and making data driven decisions lead to a police agency effectively disrupting and preventing crime in my opinion, but an entire community can and does make a difference. Programs like the Exodus program provided by the county jail can work with inmates and help prevent recidivism. There are many similar programs in our community that make a difference. DUI/drug court, mental health court, probation initiatives, work done by the Criminal Justice Coordinating Council are just a few on a long list of initiatives that I think help reduce criminal activity in Flagstaff.

Under the topic of body cameras

- How is the data processed? How soon can the data be made available to the public? Who decides what/if data is to be made public? Another complicated topic, so the brief answer is the data is collected by the officer and stored to the cloud by end of their shift. Anyone can request a copy of an image. There are state laws and case law for public release of information. There are some restrictions regarding the release of information in an on-going investigation if the release will be harmful to the investigation. The Department must comply timely with requests for public information. Some images are redacted. Due to privacy and confidentiality issues, if a tape shows someone providing their date of birth or other confidential information, and images of children, that will be redacted to protect them. If the tape shows the interior of a residence, it may be redacted. In some cases, gruesome images or medical treatment may be redacted to protect those involved. We follow state law carefully, and our requests for body camera images are reviewed and approved by our legal advisor. We have released ALOT of body camera images to date and expect this will be the case in the future with the program. Citizens do have to pay nominal costs incurred to make copies.