



Use of Force Recommendation 54

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



Agenda

- Objective
- Recommendation Highlights
- Gap Analysis
- Regional Trends
- Pro and Cons
- Proposed Action
- Discussion



Objective

- To create a work environment in which the confidentiality and integrity of internal investigations is maintained at the highest level of importance.

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="489 662 1266 699">• Office Building, Historic City Hall Building |
| Tucson PD | <ul style="list-style-type: none"><li data-bbox="489 769 999 807">• Main Police Headquarters |
| Tempe PD | <ul style="list-style-type: none"><li data-bbox="489 876 999 914">• Main Police Headquarters |
| Scottsdale PD | <ul style="list-style-type: none"><li data-bbox="489 984 999 1021">• Main Police Headquarters |
| Chandler PD | <ul style="list-style-type: none"><li data-bbox="489 1091 999 1128">• Main Police Headquarters |
| Gilbert PD | <ul style="list-style-type: none"><li data-bbox="489 1198 999 1235">• Main Police Headquarters |

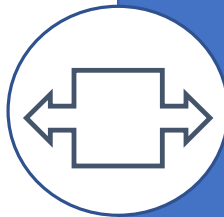
Pros and Cons

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

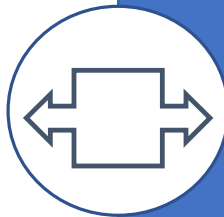
- Interviews can occur at an off-site location
- Minimal in-person interviews conducted with complainants
- Cost for acquisition of site, renovation, furniture and equipment
- Limited access/proximity to resources
- Staffing during operation hours



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)



Proposed Action

- The recommendation is not to move the Professional Standards Unit to an off-site location.
 - Cost assessment
 - 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