

City of Phoenix

# OFFICE OF ACCOUNTABILITY AND TRANSPARENCY

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Annual Report  
Jan. 1 - Dec. 31, 2024



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## LETTER FROM THE DIRECTOR

What an incredible year for the Office of Accountability and Transparency! The year 2024 was simultaneously a year of ongoing change and ever-increasing stability for OAT. Through staffing fluctuations, significant national and local elections, the DOJ report release, the addition of a Civilian Review Board, and the day-to-day evolutions and additions to our work and environment, the OAT team consistently and confidently responded to the community, producing credible reports, conducting community-Department mediations, and connecting to our community.

**Reach:** OAT's Community Engagement team was fully staffed for the first time in OAT's history. By late spring 2024, the small but mighty three-person team began expanding OAT's reach into and for the community by substantially increasing the number of events, meet-and-greets, and presentations. When the team began tracking the number of individual community members engagements at these events in late July, we knew that all those efforts were making a difference. A total of 7,200 community member engagements in just the last five months of 2024! In addition to this great work, the team began laying the foundation for OAT's Youth Outreach Program that will launch before the end of 2025.

**Report and Review:** The Monitor team started 2024 with 54 cases on our Monitoring List and no reports published. By the end of 2024, that number had increased by 83 and OAT had published 20 monitoring reports—a 150% increase over the two prior years combined. Across these 20 reports, OAT made 17 distinct recommendations for improving future Department administrative investigations and reviews. Of those 17, the Phoenix Police Department agreed with all but three and has nearly completed all the implementation goals for each recommendation.

**Resolve:** The first OAT conducted mediation occurred in February 2024 (almost one year to the day that OAT's Mediation Director started)—a remarkable feat in the world of police-community mediation, as many other programs didn't see their inaugural mediation until their third year or later in program development. By year end, OAT had four successful Department level mediations and had begun building the infrastructure for individual officer mediation.

One additional significant step for civilian oversight in Phoenix in 2024 was the addition of the Civilian Review Board. The nine members were seated in October 2024 and the Board had its inaugural meeting in November 2024. The Board will complete several foundational trainings in the beginning of 2025 and begin reviewing OAT reports and Department responses in late spring/early summer 2025.

On the foundation of a remarkable year, OAT will continue tremendous growth in 2025. Holding firmly to our four tenets—reach, report, review, and resolve—the OAT team is beyond excited to continue serving our Phoenix community and all our stakeholders in 2025.

Sincerely,

*Shannon Johanni*

Interim Director, Office of Accountability and Transparency

## OAT BACKGROUND

The City of Phoenix created the Office of Accountability and Transparency (OAT) in 2021 to perform independent civilian oversight of the Phoenix Police Department (Department). OAT reviews Department administrative investigations of critical incidents involving sworn personnel and provides community members a way to freely communicate complaints, commendations, and concerns about officers and the Department without fear of retaliation.

Phoenix City Code (P.C.C.) § 20-1(C) requires OAT to:

- Take community complaints or commendations.
- Establish procedures for receiving anonymous complaints.
- Conduct outreach within the community.
- Support services to community members impacted by the Department.
- Review Department investigations.
- Make recommendations to the Police Chief regarding policy rules and training issues.
- Conduct mediation to resolve disputes.
- Administer a youth outreach program.
- Address other issues of concern to the community.

See P.C.C. [§§ 20-4 through 20-26](#) for additional information about OAT's responsibilities and operations. Chapter 20 was revised in May 2024 and codified in September 2024.

OAT and the Department entered into a [Memorandum of Understanding \(MOU\)](#) on April 3, 2023. The MOU further clarifies how and when information sharing occurs between OAT and the Department; what information/evidence the Department shall make available to OAT in individual cases; and regular updates on the Professional Standards Bureau's (PSB) total active caseload.

P.C.C. § 20-8 requires OAT to publish annual and quarterly reports that include, among other things, the work of OAT during the prior calendar year; trends regarding complaints and investigations; recommendations for changes to policies, rules, and training; and policy rules or training revisions implemented by

the Department. This report covers OAT's accomplishments in 2024, as well as fourth quarter updates (October 1 through December 31).

## REVIEW CASES

Cases that OAT reviews come from complaints filed by the public, media reports, and Department notifications for certain types of incidents (e.g. officer involved shootings).

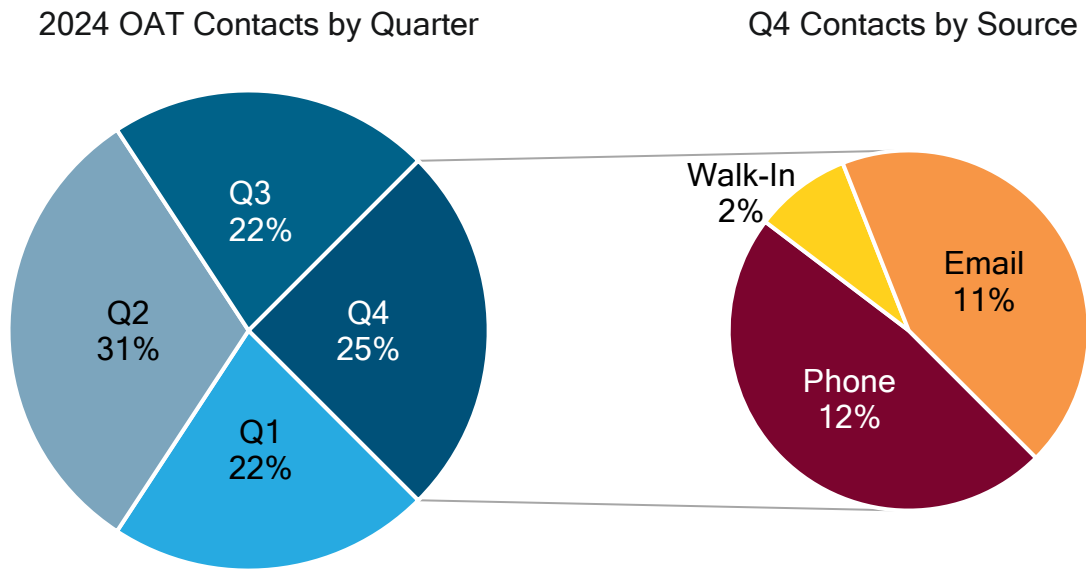
The MOU requires the Department to provide OAT with a bi-weekly list of active PSB investigations. The Department began providing these lists in January 2024, but initial versions did not contain enough information for OAT to determine whether it should review some of the listed cases. Over the next eight months, OAT worked with the Department to develop an active investigations list that provided OAT with the information necessary to make review decisions for all cases. In September 2024, OAT added 14 new cases to its review caseload from this list.

In June 2024, OAT asked the Department to provide a list of all administrative investigations it had closed since September 1, 2022 (when OAT began reviewing cases) to ensure that OAT was reviewing all investigations under its authority. The Department provided this list in October 2024, from which OAT identified 22 additional cases to review.

Between October 1 and December 31, 2024, OAT received 23 contacts via hotline (11), walk-in (2), and email (10).

In 2024, OAT received 93 contacts, 60 by hotline, 4 by walk-in, and 28 by email. See Figure 1 on the next page.

Figure 1: 2024 OAT Contacts by Quarter



During the final quarter of 2024, OAT added 36 cases to its review caseload, bringing the total active caseload to 137 (see Appendix A, p. 13). Figures 2 and 3 (see next page) show all OAT review cases by incident date, year, and quarter, and total number of review cases by incident type (officer involved shooting, in-custody death, other death/serious injury during a duty-related incident, and use of force).

In 2024, OAT released its first 20 reports reviewing Department administrative investigations, including eight officer involved shootings, four in-custody deaths, one suicide that occurred during a duty-related incident, six use of force incidents, and one allegation of racial bias. OAT found that 13 of the 20 investigations that it reviewed were thorough and complete, and provided 17 distinct recommendations to improve future administrative investigations across the 20 reports. The Department agreed with 13 of these recommendations and by the end of 2024, had reported either having completed or begun implementation on all agreed upon recommendations. OAT review reports and Department responses can be found [here](#).

Figure 2: OAT Review Cases by Incident Year and Quarter

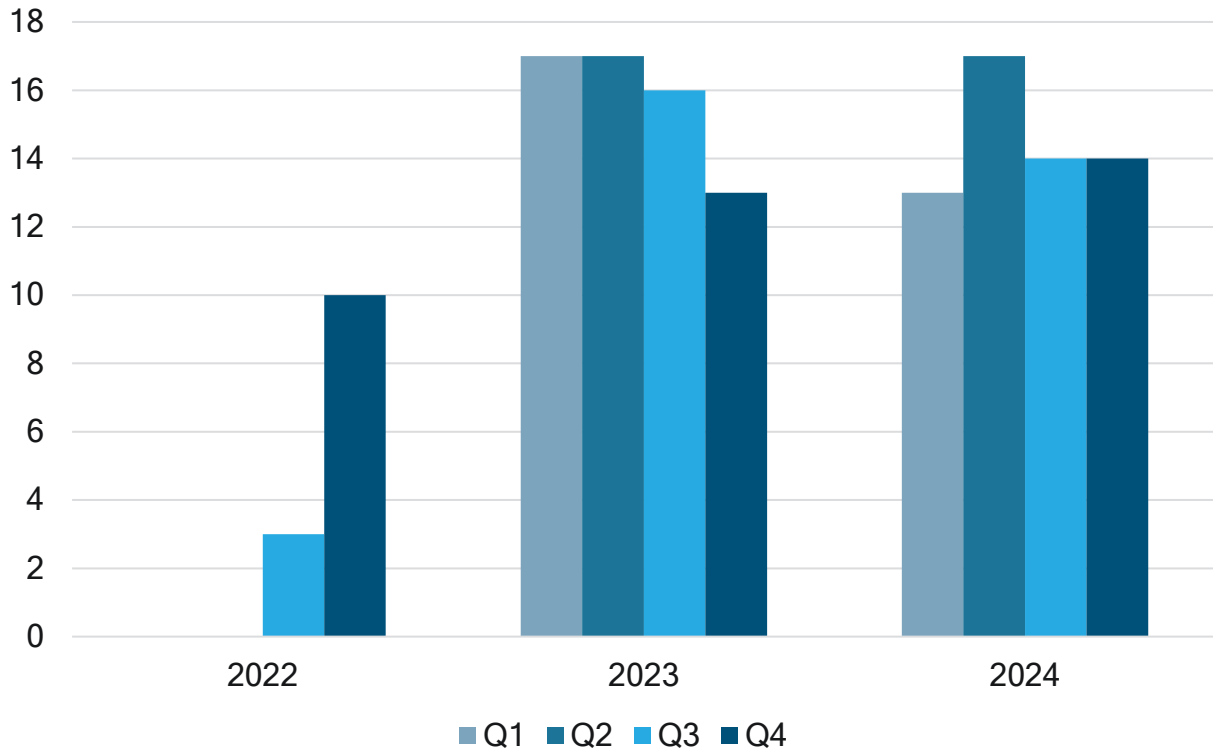
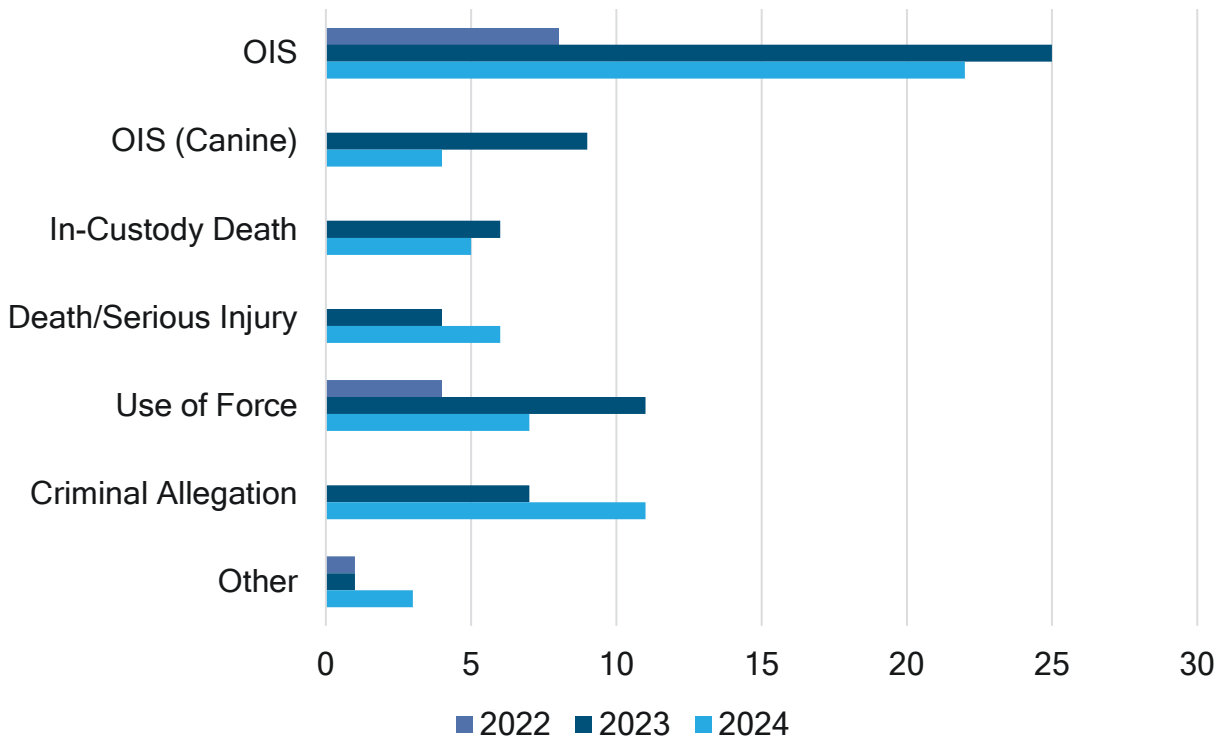


Figure 3: OAT Review Cases by Incident Year and Type



## CIVILIAN REVIEW BOARD

The Phoenix City Council passed a revised version of the OAT ordinance in May 2024, establishing the Civilian Review Board. The Board is tasked with revising OAT reports and recommendations to the Department, and then voting on whether to adopt, decline, or table the report pending further information.

The nine Board members were appointed by the Phoenix City Council in October 2024. The Board held its first meeting on November 22, 2024. The Board's first several meetings of 2025 will be devoted to training on OAT procedures, Department administrative investigations, and relevant legal principles to ensure Board members have the background knowledge required to thoroughly review OAT's reports and recommendations. The Board will begin reviewing OAT reports and Department responses in mid-2025.

## MEDIATION

In 2024, OAT conducted its first four mediations between community members and the Department, all of which were initiated by the community member filing a complaint against the Department with OAT. Exit surveys given to the participants following each mediation session showed that all were highly satisfied with the process.

Feedback from the four complainants included:

- *"Its [sic] good to talk things out."*
- *"There was greater understanding. All partys where [sic] heard. It was a good out come [sic]. This needs to be done more."*
- *"Gained better understanding."*

Comments from the six Department participants included:

- *"Face to face conversations are always good when it comes to addressing community concerns. Education on both sides is always good."*
- *"We both came to an understanding by getting both perspectives."*
- *"Open conversation on both sides provided better understanding of each other's perspective."*
- *"It was a pleasant experience with the mediator."*



- *“Both parties understand each other's perspective and duties....I thought it went extremely well.... Thank you!”*
- *“My hope is this process continues to grow.... Thank you for launching this program and including PD in the process.”*

In the last quarter of 2024, OAT’s Mediation Director continued eliciting input from community members and the Department to bolster future mediation participation. Community members consistently expressed appreciation for the opportunity to speak directly with police when they have concerns. Members of the Department’s executive leadership as well as union leaders have also communicated support for OAT’s role in mediating complaints.

Additionally, OAT continued working with Department leadership on the protocols and requirements for individual officer mediations (i.e., complaints against individual officers rather than general complaints against the Department). OAT’s Mediation Director also established a national network of similar community-police mediation programs to foster communication and information-sharing between jurisdictions.

See Appendix B (p. 17) for more details about the OAT Mediation process.

## COMMUNITY ENGAGEMENT

In addition to the events and presentations detailed in previous 2024 quarterly reports, OAT conducted outreach at 25 events between October 1 and December 31, 2024. In July 2024, OAT also began tracking how many community members it engages with at events. By the end of 2024, OAT had recorded nearly 7,200 engagements with the community, about 2,700 of which occurred between October and December.

The OAT community engagement team also gave 12 informational presentations and hosted 15 meet-and-greets for community organizations and groups. A sample of these events and organizations are listed below.

- Bell Road Business Alliance Trunk or Treat event
- Desert West Senior Community Center Mini Health Fair
- DWNTWN PHX Health Fair
- LGBTQ Employee Alliance
- Sunnyslope Senior Center

- Hope Beyond the Slums
- Grand Canyon University Career Fairs
- Latina Civic Engagement Day
- Eastlake Jazz Festival
- South Mountain Community College Resource Fair
- Burton Barr Library Resource Fair
- Valle del Sol
- Friendly House
- Chicanos Por La Causa Angeles del Barrio Holiday Celebration

Additionally, OAT made more than 17 new community engagement contacts during the 4<sup>th</sup> quarter of 2024 via phone, email, and in-person meetings. Over the course of 2024, OAT made 171 new community engagement contacts and engaged with, tabled at, or presented to more than 152 community groups or organizations.

## TRAINING

In October 2024, seven OAT team members attended the National Association of Civilian Oversight of Law Enforcement's (NACOLE) annual conference in Tucson. OAT's Interim Director presented at the conference, discussing OAT's history, how state law changed the scope of OAT's work, and the state of civilian oversight in Phoenix today.

Sessions at the NACOLE conference included:

- Transparency, a Bridge to Trust & Collaboration: How Oversight Agencies Can Share Information with Impacted Families, the Public, and Media
- Advancing Justice: Emerging Topics in DOJ Civil Rights Investigations
- Public Order Policing: A Modern Approach
- The Intersection of Criminal Defense Litigation and Police Oversight
- We're Not the Enemy: Making Critiques and Responding to Resistance with Diplomacy

- The Critical Role of Board & Commission Member Training in Civilian Oversight
- Creating a Trauma-Informed Culture within Civilian Oversight

Several staff members also attended the following NACOLE hosted virtual webinars between October and December:

- The Importance of a Discipline Matrix in Policing and Civilian Oversight
- Firearms 201

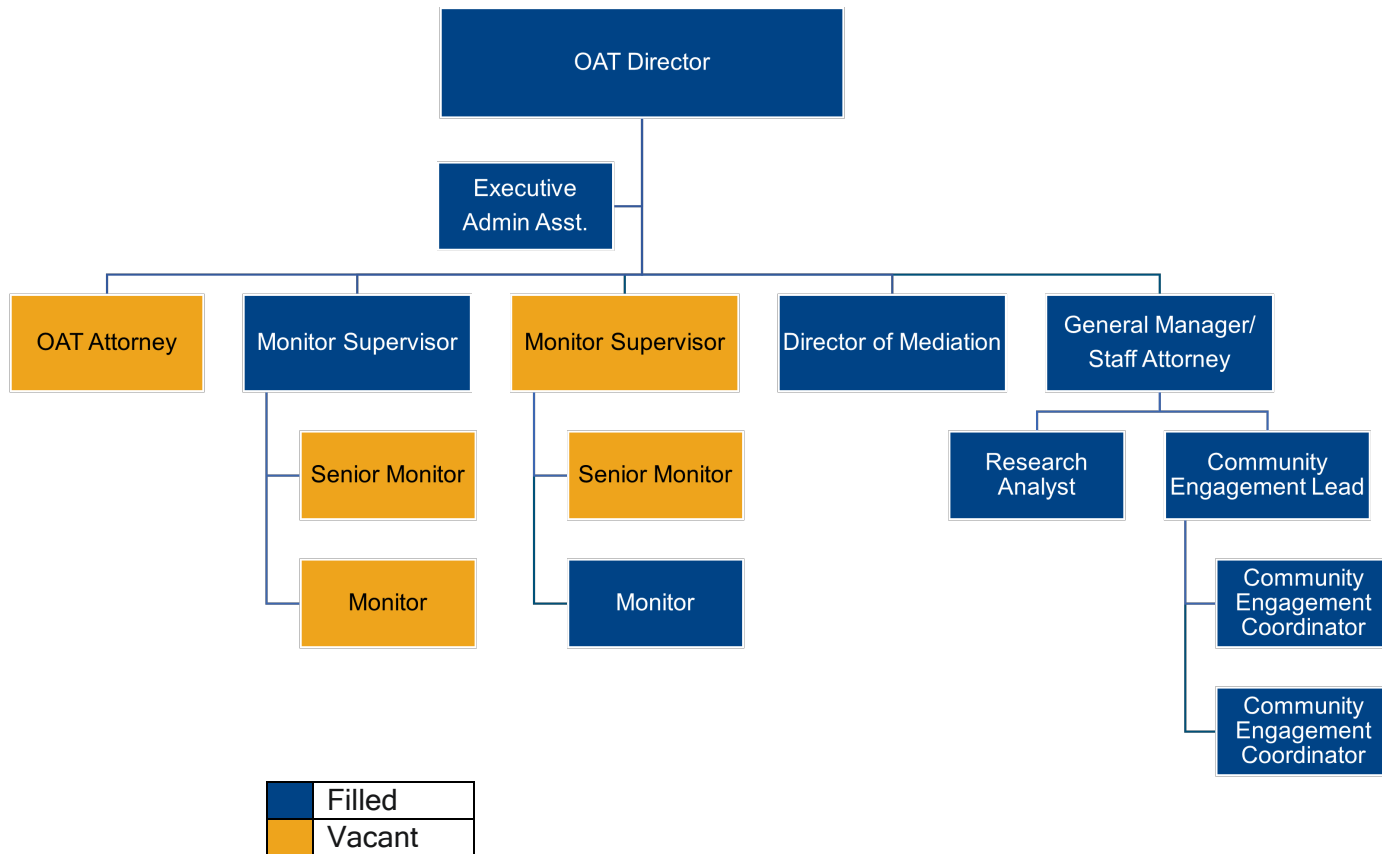
In addition to OAT regular internal and City trainings on various matters related to agency practice, OAT staff attended the following trainings:

- Cross-Cultural Conflict Management: How to Bridge Differences Among Cultures (Association for Conflict Resolution)
- COPA People's Academy (Chicago Civilian Office of Police Accountability)

## HIRING

In May 2024, OAT created and filled a Community Engagement Lead position, then hired two new Community Engagement Coordinators in June. At the end of 2024, OAT had five unfilled positions: OAT Attorney, Monitor Supervisor, Senior Monitor (2), and Monitor (see the OAT organization chart on the next page). Recruitment for the vacant positions on the monitoring team began in 2024.

Figure 5: OAT Organization Chart



## APPENDIX A: OAT ACTIVE REVIEW CASES AS OF DECEMBER 31, 2024<sup>1</sup>

Cases added during the Quarter 4 reporting period (October 1 – December 31) are highlighted in yellow.

No.	Incident Date	Type	Location (Council District) <sup>2</sup>	Civilian Fatality	Status
1	09/22/2022	OIS <sup>3</sup>	2400 W. Greenway Rd. (CD3)	No	In Progress
2	09/24/2022	OIS	6600 N. 19 <sup>th</sup> Ave. (CD5)	Yes	Draft Review
3	10/07/2022	Use of Force <sup>6</sup>	2400 W. Glendale Ave. (CD5)	No	In Progress
4	11/02/2022	OIS	3700 W. McDowell Rd. (CD4)	Yes	Draft Review
5	11/06/2022	OIS	4200 N. 21 <sup>st</sup> Ave. (CD4)	No	Draft Review
6	12/21/2022	OIS	4100 W. Lydia Ln. (CD7)	No	Draft Review
7	01/03/2023	OIS	4400 S. 36 <sup>th</sup> Dr. (CD7)	Yes	Draft Review
8	01/07/2023	OIS	4600 S. Lakeshore Dr. (Tempe)	Yes	Draft Review
9	01/08/2023	OIS (canine)	7100 W. Earll Dr. (CD5)	No	Draft Review
10	01/15/2023	Criminal Allegation <sup>6</sup>	--	No	In Progress
11	01/31/2023	Use of Force <sup>6</sup>	TBD	No	In Progress
12	02/22/2023	OIS	6800 N. 23 <sup>rd</sup> Ave. (CD5)	Yes <sup>4</sup>	Draft Review
13	02/22/2023	OIS	100 S. 29 <sup>th</sup> Ave. (CD7)	Yes	Draft Review
14	02/22/2023	OIS (canine)	1500 E. Ocotillo Rd. (CD6)	No	Draft Review
15	02/25/2023	OIS	17600 N. 9 <sup>th</sup> St. (CD3)	Yes	Draft Review
16	03/05/2023	OIS	4200 W. Encanto Blvd. (CD4)	Yes	Draft Review
17	03/08/2023	OIS	1600 N. 27 <sup>th</sup> Ave. (CD4)	No	Draft Review
18	03/14/2023	OIS	6700 W. Mariposa St. (CD5)	No	Draft Review
19	04/13/2023	Criminal Allegation <sup>5</sup>	--	No	Awaiting Evidence
20	04/20/2023	OIS	2800 W. Cactus Rd. (CD1)	No	Draft Review
21	05/01/2023	Criminal Allegation <sup>6</sup>	--	No	Awaiting Evidence
22	05/03/2023	OIS (canine)	1200 W. Woodland Ave. (CD8)	No	Draft Review
23	05/14/2023	OIS	3900 W. Paradise Dr. (CD1)	No	Draft Review
24	05/22/2023	OIS	16800 N. 19 <sup>th</sup> Ave. (CD3)	No	Report Pending
25	05/23/2023	Other <sup>6</sup>	Online	No	Draft Review
26	05/27/2023	OIS (canine)	3200 W. Sahuaro Dr. (CD1)	No	In Progress
27	06/07/2023	Death/Serious Injury <sup>7</sup>	1400 S. 11 <sup>th</sup> Ave. (CD8)	No	Draft Review
28	06/19/2023	OIS	2100 N. 35 <sup>th</sup> Dr. (CD4)	Yes <sup>4</sup>	Draft Review
29	06/26/2023	OIS (canine)	2000 E. Burgess Ln. (CD7)	No	Draft Review
30	06/28/2023	OIS	1200 S. 20 <sup>th</sup> Ave. (CD7)	Yes	Draft Review

No.	Date	Type	Location (Council District) <sup>2</sup>	Civilian Fatality	Status
31	07/01/2023	OIS	3000 E. Washington St. (CD8)	Yes	Draft Review
32	07/03/2023	Death/Serious Injury <sup>7</sup>	2700 W. Campbell Ave. (CD4)	No	Draft Review
33	07/13/2023	Use of Force <sup>6</sup>	3400 S. Central Ave. (CD7)	No	In Progress
34	07/15/2023	OIS (canine)	600 W. Atlanta Ave. (CD7)	No	In Progress
35	07/17/2023	OIS	1700 E. Harrison St. (CD8)	Yes	In Progress
36	07/20/2023	In-Custody Death	18600 N. 19 <sup>th</sup> Ave. (CD1)	Yes	Draft Review
37	07/31/2023	Use of Force <sup>6</sup>	TBD	No	Awaiting Evidence
38	08/01/2023	OIS	3300 W. Campo Bello Dr. (CD1)	No	In Progress
39	08/10/2023	OIS	3500 N SR 51 Freeway (CD8)	No	Draft Review
40	08/27/2023	Use of Force <sup>6</sup>	5600 S. 11 <sup>th</sup> Pl. (CD8)	No	Draft Review
41	09/01/2023	OIS (canine)	1600 E. Weldon Ave. (CD4)	No	Draft Review
42	09/09/2023	OIS	8700 W. Peppertree Ln. (Glendale)	Yes	In Progress
43	09/23/2023	OIS (canine)	600 W. Mobile Ln. (CD7)	No	In Progress
44	10/09/2023	Criminal Allegation <sup>5</sup>	--	No	In Progress
45	10/10/2023	OIS (canine)	10600 N. 27 <sup>th</sup> Ave. (CD5)	No	In Progress
46	10/11/2023	Use of Force <sup>4</sup>	1200 N. 2 <sup>nd</sup> St. (CD7)	No	Draft Review
47	10/12/2023	Criminal Allegation <sup>5</sup>	--	No	Awaiting Evidence
48	11/02/2023	Criminal Allegation <sup>5</sup>	--	No	Awaiting Evidence
49	11/09/2023	Use of Force <sup>6</sup>	9000 N. 19 <sup>th</sup> Ave. (CD3)	No	Draft Review
50	11/10/2023	Use of Force <sup>6</sup>	1600 N. 91 <sup>st</sup> Ave. (CD5)	No	Draft Review
51	11/20/2023	OIS	2500 W. Earll Dr. (CD4)	No	Draft Review
52	11/29/2023	In-Custody Death	620 W. Washington St. (CD7)	Yes	Draft Review
53	12/16/2023	OIS	5000 E. McDowell Rd. (CD6)	Yes	Report Pending
54	12/16/2023	Criminal Allegation <sup>6</sup>	--	No	Awaiting Evidence
55	12/21/2023	Death/Serious Injury <sup>7</sup>	3500 W. Thunderbird Rd. (CD1)	Yes	In Progress
56	12/25/2023	Use of Force <sup>6</sup>	2700 S. 28 <sup>th</sup> Ave. (CD7)	No	In Progress
57	01/02/2024	Use of Force <sup>6</sup>	7600 W. Miami St. (CD7)	No	Draft Review
58	01/05/2024	OIS	8700 W. Bell Rd. (Peoria)	Yes	Draft Review
59	01/11/2024	OIS	3300 E. Taylor St. (CD8)	Yes	In Progress
60	01/12/2024	OIS	1400 E. Brill St. (CD8)	No	In Progress
61	01/27/2024	OIS	2200 W. Indian School Rd. (CD4)	Yes	In Progress
62	02/08/2024	OIS (canine)	1000 W. Hadley St. (CD8)	No	In Progress

No.	Date	Type	Location (Council District) <sup>2</sup>	Civilian Fatality	Status
63	02/13/2024	OIS	1900 W. Berridge Ln. (CD5)	No	In Progress
64	02/13/2024	OIS (canine)	1000 E. Hadley St. (CD8)	No	In Progress
65	02/19/2024	OIS	6000 W. McDowell Rd. (CD7)	Yes	In Progress
66	02/27/2024	Use of Force <sup>6</sup>	1000 S. 11 <sup>th</sup> Ave. (CD8)	No	Awaiting Evidence
67	02/28/2024	Other <sup>8</sup>	200 S. 24 <sup>th</sup> St. (CD8)	No	In Progress
68	03/22/2024	Other <sup>8</sup>	4200 W. Palo Verde Dr. (CD5)	No	Pending Review
69	03/25/2024	Criminal Allegation <sup>5</sup>	--	No	Awaiting Evidence
70	04/02/2024	OIS (canine)	1300 E Mountain View Rd. (CD3)	No	Awaiting Evidence
71	04/05/2024	Criminal Allegation <sup>5</sup>	--	No	Draft Review
72	04/15/2024	Use of Force <sup>6</sup>	3100 E. Indian School Rd. (CD6)	No	Awaiting Evidence
73	04/20/2024	Death/Serious Injury <sup>7</sup>	2800 W. Peoria Ave. (CD1)	No	Awaiting Evidence
74	04/24/2024	Criminal Allegation <sup>5</sup>	--	No	Awaiting Evidence
75	05/06/2024	Criminal Allegation <sup>5</sup>	--	No	Awaiting Evidence
76	05/07/2024	OIS	3400 W. Roosevelt St. (CD4)	Yes	Awaiting Evidence
77	05/07/2024	Use of Force <sup>6</sup>	3200 W. Vineyard Rd. (CD8)	No	Awaiting Evidence
78	05/09/2024	OIS <sup>9</sup>	TBD	No	Awaiting Evidence
79	05/16/2024	OIS	2500 W. Cactus Rd. (CD3)	Yes	Awaiting Evidence
80	05/19/2024	Criminal Allegation <sup>6</sup>	--	No	Draft Review
81	05/28/2024	OIS	1000 E. Southern Ave. (CD8)	Yes	Awaiting Evidence
82	06/02/2024	OIS	1300 E. Palm Ln. (CD4)	Yes	Awaiting Evidence
83	06/18/2024	Criminal Allegation <sup>5</sup>	--	No	Awaiting Evidence
84	06/20/2024	In-Custody Death	1100 E. McDowell Rd. (CD8)	Yes	Awaiting Evidence
85	06/23/2024	OIS (canine)	1800 W. Ocotillo Rd. (CD4)	No	In Progress
86	06/26/2024	In-Custody Death	1900 E. Camelback Rd. (CD6)	Yes	Awaiting Evidence
87	07/06/2024	Death/Serious Injury <sup>7</sup>	700 E. McKinley St. (CD8)	No	In Progress
88	07/08/2024	Death/Serious Injury <sup>7</sup>	8000 S. Central Ave. (CD8)	No	Awaiting Evidence
89	07/09/2024	Criminal Allegation <sup>5</sup>	--	No	Awaiting Evidence
90	07/09/2024	Criminal Allegation <sup>5</sup>	--	No	Awaiting Evidence
91	07/26/2024	Use of Force <sup>6</sup>	2200 E. Bell Rd. (CD3)	No	In Progress
92	07/26/2024	In-Custody Death	200 E. Dunlap Rd. (CD3)	Yes	Awaiting Evidence
93	08/08/2024	Use of Force <sup>6</sup>	4200 W. Indian School Rd. (CD5)	No	Awaiting Evidence
94	08/09/2024	In-Custody Death	5600 W. Monterosa St. (CD5)	Yes	Awaiting Evidence

No.	Date	Type	Location (Council District) <sup>2</sup>	Civilian Fatality	Status
95	08/10/2024	OIS	2400 W. Buckeye Rd. (CD7)	Yes	Awaiting Evidence
96	08/19/2024	Use of Force <sup>6</sup>	1200 E. Indian School Rd. (CD4)	No	Awaiting Evidence
97	08/20/2024	Criminal Allegation <sup>5</sup>	--	No	Awaiting Evidence
98	08/21/2024	Criminal Allegation <sup>5</sup>	--	No	Awaiting Evidence
99	08/24/2024	In-Custody Death	4100 N. 109 <sup>th</sup> Dr. (CD5)	Yes	Awaiting Evidence
100	09/03/2024	OIS	1600 E. McDowell Rd. (CD4)	No	Awaiting Evidence
101	10/09/2024	Death/Serious Injury <sup>7</sup>	3300 W. Madison St. (CD7)	No	Awaiting Evidence
102	10/11/2024	Criminal Allegation <sup>5</sup>	--	No	Awaiting Evidence
103	10/13/2024	OIS	9900 W. Thunderbird Rd. (Sun City)	Yes	Awaiting Evidence
104	10/15/2024	Other <sup>6</sup>	7500 W. Indian School Rd. (CD5)	No	Awaiting Evidence
105	10/20/2024	OIS	3600 W. Glendale Ave. (CD5)	Yes	Awaiting Evidence
106	11/04/2024	OIS	1500 W. Wier Ave. (CD7)	Yes	Awaiting Evidence
107	11/05/2024	OIS	3700 N. 7 <sup>th</sup> St. (CD4)	Yes	Awaiting Evidence
108	11/07/2024	OIS <sup>10</sup>	10000 S. 15 <sup>th</sup> Ave. (CD8)	No	Awaiting Evidence
109	11/09/2024	OIS	3400 N. 12 <sup>th</sup> Pl. (CD4)	No	Awaiting Evidence
110	11/28/2024	OIS	7900 W. Mitchell Dr. (CD5)	Yes	Awaiting Evidence
111	11/30/2024	Death/Serious Injury <sup>7</sup>	3500 W. Dunlap Ave. (CD1)	No	Awaiting Evidence
112	12/02/2024	OIS	2100 E. Bluefield Ave. (CD3)	No	Awaiting Evidence
113	12/08/2024	Death/Serious Injury <sup>7</sup>	400 W. Southern Ave. (CD7)	No	Awaiting Evidence
114	12/18/2024	OIS	2800 W. Thunderbird Rd. (CD1)	Yes	Awaiting Evidence
115	TBD	Use of Force <sup>6</sup>	TBD	No	Awaiting Evidence

<sup>1</sup> Completed cases are not included in the table. All published OAT reports can be found [here](#).

<sup>2</sup> Approximate location. Addresses are updated as new information becomes available and may differ from prior OAT reports. Location is not provided for criminal allegation cases.

<sup>3</sup> Officer Involved Shooting.

<sup>4</sup> Maricopa County Medical Examiner's Office determined manner of death was suicide.

<sup>5</sup> P.C.C. § 20-6(C) requires OAT to review Department investigations of any incident, whether or not duty related, in which Department uniformed personnel are under investigation for, or charged with, any crime set forth in A.R.S. Title 13 Chapters 11-14 (homicide, assault, kidnapping, and unlawful sexual behavior), or any misdemeanor or local law violation in which use of force or threatened use of force is an element of the offense.

<sup>6</sup> Falls under OAT discretionary jurisdiction per P.C.C. § 20-7.

<sup>7</sup> P.C.C. § 20-6(B)(3) requires OAT to monitor Department investigations of any duty-related incident during which, or as a result of which, anyone dies or suffers serious bodily injury as defined in A.R.S. §13-105(39).

<sup>8</sup> P.C.C. § 20-6(D) requires OAT to review Department investigations when requested to do so by the City Manager.

<sup>9</sup> Unlawful weapons discharge.

<sup>10</sup> Accidental weapons discharge.



## APPENDIX B: OAT MEDIATION OVERVIEW

The Phoenix Office of Accountability and Transparency (OAT) aims to ensure there is a fair, thorough, and objective program for addressing civilian complaints against the Phoenix Police Department (PPD). While OAT monitors PPD internal investigations, such investigations are not the only method by which complaints may be resolved. In many cases, mediation may provide a more satisfactory outcome for the parties. Mediation has been shown to help build police-community relations, reduce costs, improve case completion times and provide community members an opportunity to meet directly with a member of the PPD about the nature of their complaint.

### *Mediations are Confidential*

All discussions during a mediation session are confidential, in accordance with ARS § 12-2238. All parties must agree to this confidentiality before beginning a mediation session. As a result, the participation of other people in the mediation session is very rarely allowed. Unless preapproved to participate in the mediation, anyone who accompanies a complainant or PPD to the mediation session will be asked to wait in the OAT lobby.

### *Mediation is a Voluntary Process*

Participation in mediation is voluntary. Either party may decline the offer to mediate or withdraw from mediation at any point.

### *Mediation Participants*

Both the complainant and the PPD officer must participate in good faith in the mediation process. Neither the complainant nor the PPD officer is required to reach an agreement during mediation. Failure of the complainant to participate in good faith will lead to dismissal of the complaint. Failure of a PPD officer to participate in good faith will likely result in the matter being referred back to investigation, unless otherwise specified in the PPD officer's labor-management agreement.

### *OAT Mediators*

OAT mediations are conducted by well-trained and experienced mediators. The mediator serves as an impartial third party who facilitates a conversation between the parties in a non-threatening environment. Mediators fulfill this role by listening to each party's experiences of circumstances that lead to the complaint. Mediators use active listening to clarify what happened, identify key issues and keep the discussion productive.

### *Mediation Outcomes*

In many cases, once the parties have had a chance to explain their perspectives and hear from the other party, this increased understanding is sufficient to resolve the complaint. Although both parties are expected to participate in good faith in the mediation, any agreements, written or verbal, are voluntary. Failure to reach an agreement has no impact on any later consideration of the complaint. If the parties do not reach agreement, OAT will determine if the complaint warrants referral for investigation.

### *Accessibility*

Upon request, OAT will provide reasonable accommodation or translation services.

### *Mediation Location*

Mediation sessions may be conducted in any of the following locations:

- In-person, at a neutral location within Phoenix, including the OAT office.

## What is OAT Mediation?


*Mediation is an efficient and effective alternative dispute resolution process. OAT mediations arise from incidents or interactions reported to OAT involving PPD and members of the community. An OAT mediator serves as an impartial facilitator who guides the parties through a conversation about the circumstances that led to the complaint, with the aim of reaching a mutual understanding. A mediation is typically scheduled for two hours.*



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