

Overview of the Professional Standards Bureau (PSB)

Michael G. Sullivan, Interim Police Chief

April 29, 2024



Functions

Michael G. Sullivan, Interim Police Chief

Professional Standards Bureau (PSB):

- Administration Unit
 - Administrative support

- Investigations Unit
 - Investigates alleged misconduct and service complaints by Department employees
 - Investigates officer involved shootings and in-custody deaths

Two Types of Investigations

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- **Citizen Complaint**
 - Citizen's allegation of misconduct or wrong doing by an employee of the Phoenix Police Department can be investigated by PSB, by the employee's chain of command, or both
- **Supervisor Initiated**
 - A Supervisor suspects or has observed a violation of law, city ordinance, or department regulations. These investigations include allegations of misconduct brought forth by other employees, outside agencies, or our Inspections Unit.



Common Complaint Types

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■ Citizen Complaints

- Rude Conduct
- Neglect of Duty
- Abuse of Authority
- Excessive Force

■ Supervisor Initiated

- Missed Court
- Accidents/Pursuits
- Abuse / Loss of City Property
- Absenteeism
- Neglect of Duty
- Off-duty Conduct
- Use of Force Incidents

PSB Misconduct Investigation

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- Investigate misconduct where an employee may be suspended, dismissed, or demoted (Class I, II, III violations per Ops Order 3.18)
- Incident involves employees from multiple bureaus or work units
- Allegations of misconduct more than six months after date of occurrence
- At the direction of the Police Chief



PSB Investigative Process

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- Collect initial information
- Conduct interviews
- Collect evidence
- Interview involved employee/s
- Complete investigation in compliance with ARS§ 38-1110(A)

Possible Outcome/Finding

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- Unfounded – Did not occur or did not occur as alleged
- Exonerated – Incident occurred but conduct was lawful and proper
- Unresolved – Insufficient evidence to either prove or disprove the allegation
- Sustained – Sufficient evidence to conclude alleged misconduct occurred

Investigative Review Process (IRP)

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- The employee is provided time to review investigation
- The employee is entitled to entire investigation, including the attachments and interviews
- The employee may share the draft with their representative
- IRP meeting with the employee, investigator, PSB commander and labor organization
- Once the investigation is complete notification letter is sent to complainant



Discipline Policy

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- If the investigation results in a sustained violation of policy that rises to the level of discipline:

Ops Order 3.18 Addendum A

- Written Reprimand Violations
- Class I Violations – Referred to Executive Assistant Chief (EXO) for 8 to 24 hours
- Class II Violations – EXO or Disciplinary Review Board (DRB) for 24 to 40 hours
- Class III Violations – Police Chief or DRB for 40, 80, 240 hours, Demotion, Termination/Loudermill

Disciplinary Review Board (DRB)

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- The DRB is made up of 1 Assistant Chief, 2 rotating Commanders, 2 rotating peers, and 2 rotating citizens
- The DRB hears from both the PSB investigator and from the involved employee/s and their labor representatives
- After the hearing, the DRB will make a recommendation on the amount of discipline the employee may receive to the Police Chief
- Police Chief may uphold, increase, or decrease discipline



Civil Service Board

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- Involved employee/s can appeal decision of suspensions or higher to the Civil Service Board
- Civil Service Board is made up of 5 citizens appointed by the City Council
- Discipline can be upheld or altered by the Civil Service Board

Critical Incident

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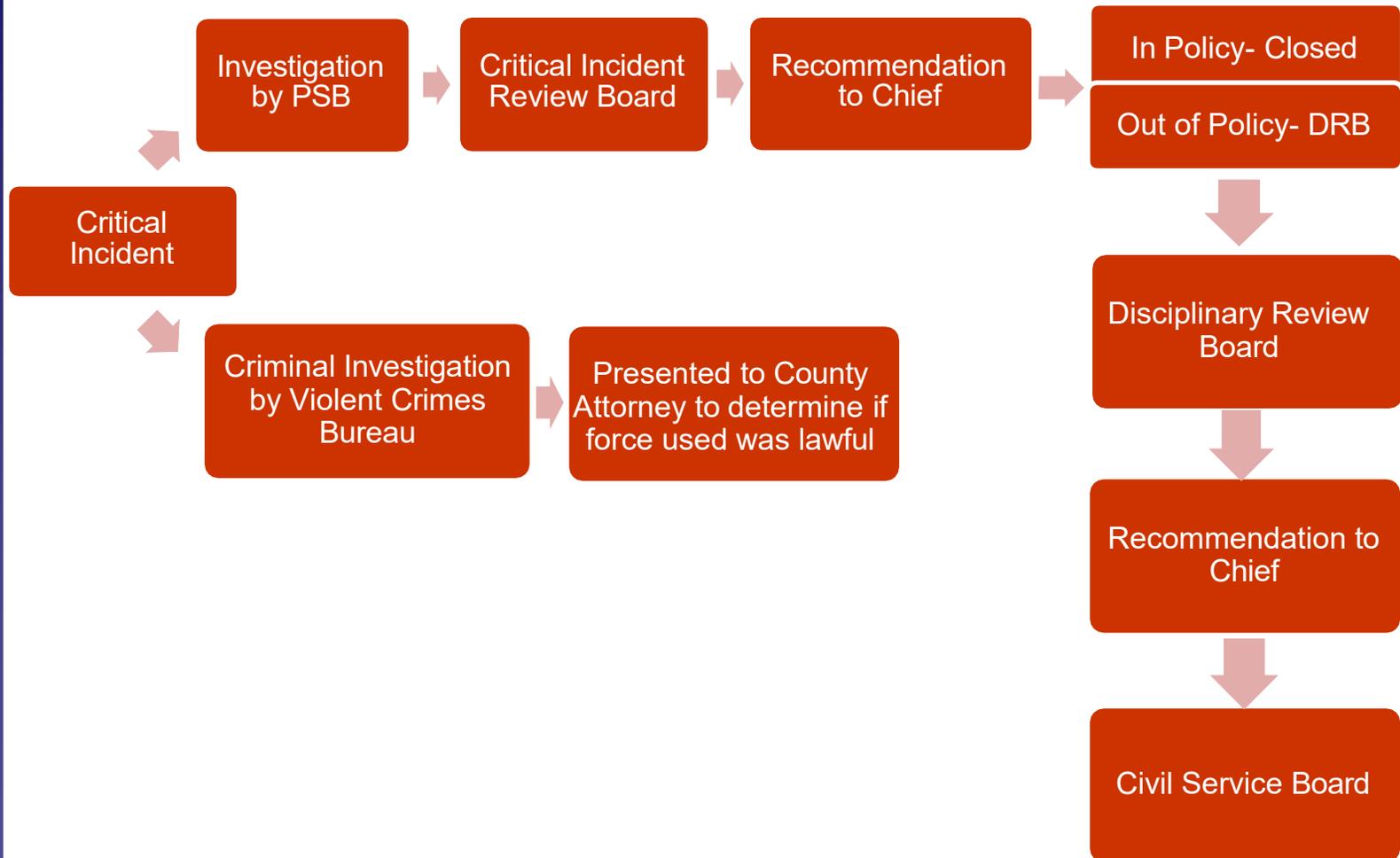
Defined as:

- An officer involved shooting (does not include non-injury unintentional discharges or officer involved animal shootings)
- A use of force resulting in death or serious bodily injury requiring hospitalization
- All deaths of arrestees / detainees when there is active resistance or where there was an attempt to evade arrest
- Any other police encounter at the direction of the Police Chief



Overview of Post Critical Incident Process

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Officer Involved Shootings (OIS) & In-Custody Deaths

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Investigation Process:

- County Attorney's Office responds to the scene
 - Ensures that a complete and thorough investigation occurs

- PSB investigators respond to the scene
 - Conduct concurrent but separate investigation from criminal investigators
 - Oversight of the criminal investigation by Violent Crimes Bureau investigators
 - Interview the involved employee separately from criminal investigators
 - Prepare report for the Critical Incident Review Board

The Critical Incident Review Board (CIRB)

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- Reviews officer involved shooting, use of force incidents resulting in serious injury or death, and in-custody deaths
- The CIRB Board is made up of 1 Assistant Chief, 1 rotating Commander, 1 rotating peer, and 3 rotating citizens
 - The CIRB Board hears from both the PSB investigator and from the involved employee/s and their labor representatives
 - After the hearing, the CIRB Board will make a recommendation to the Police Chief whether the actions of a police officer were appropriate or if they violated any Department policies or orders
 - Police Chief makes final decision
 - If the actions are determined to be out of policy, the matter is sent to the Disciplinary Review Board (DRB)



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Questions?

Call 602-262-4580

