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FLAGSTAFF POLICE DEPARTMENT ANNUAL REPORT 2013

Flagstaff Police Mission

The mission of the Flagstaff Police Department is to protect and preserve life, property, public order and the rights of the individual, by providing exemplary service through the establishment of a partnership of shared responsibility, support and trust with law abiding members of the community.



We value life - preserving life is our highest priority.
We value the Constitution - it provides equal and enforceable standards for all.

We value integrity - we recognize integrity as the basis for mutual respect and trust.

We value service - by providing exemplary service we enhance our credibility and establish trust with the community.

We value quality of life - We value our role in promoting an environment that enables people to preserve or enhance their quality of life through a partnership of shared responsibility and trust.

Message from the Chief

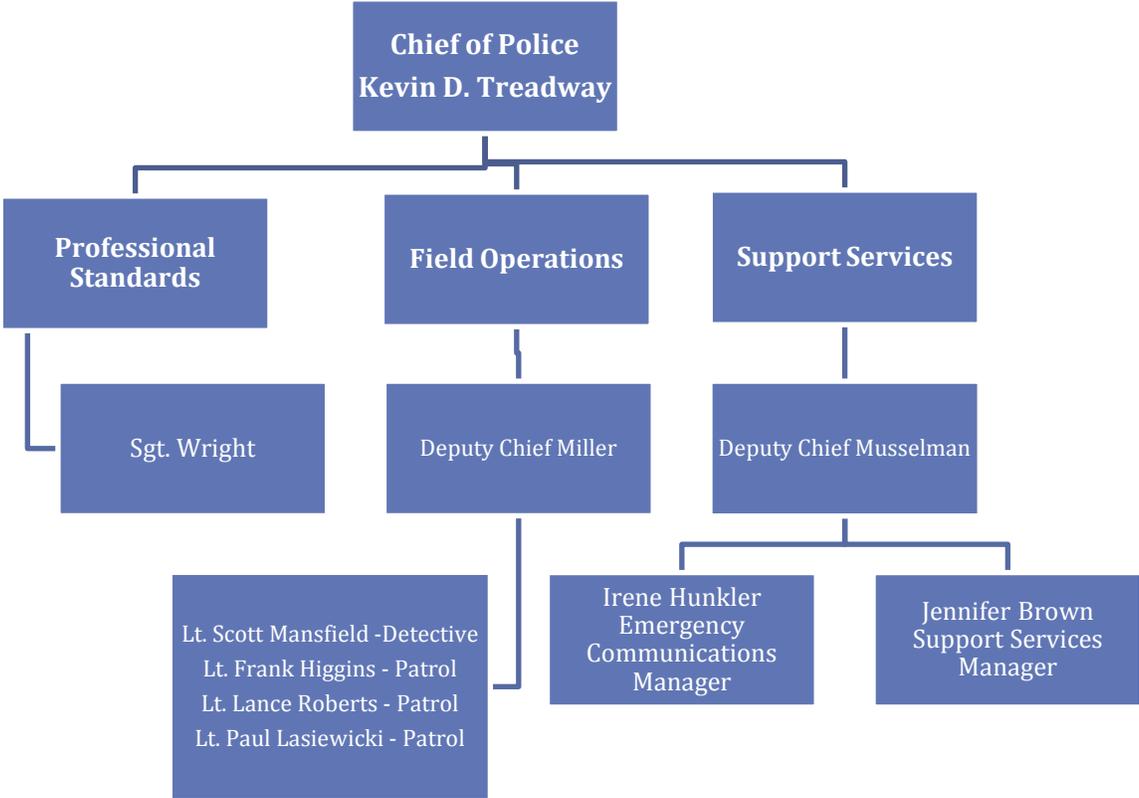
I am once again very proud to present to you the annual report for the Flagstaff Police Department. The material contained in this report reflects that serious crime in our community continues to decline. In 2013, Flagstaff residents saw an 8% reduction in violent crime and reductions across the board in non-injury and injury collisions, as well as DUI related collisions. In 2013, members of the Flagstaff Police Department continued to explore initiatives to make us as efficient and effective as possible in our delivery of services and our efforts to investigate and prevent crime. We continually strive to improve our CompStat initiative, understanding the importance of predicting crime patterns and making data driven decisions in the allocation of our limited resources.



I recognize that any reduction in the crime rate is not attributed solely to the Police Department. I do however, believe the police matter. A police agency invested in community policing programs that build community partnerships, is dedicated toward problem solving, and engaged in organizational transformation is an agency that will be most effective in preventing crime, disorder and improving quality of life in the community they serve. In 2013, the Flagstaff Police Department continued to experience challenges with turnover of staff. Throughout much of 2013, patrol squads were staffed at 25-30% lower than allocated levels, and dispatch often worked as much as 40% below full staffing. Despite these challenges, we aggressively pursued qualified applicants for this agency and ensured that appropriate training was provided. In addition to the reduction in violent crime and our continued investments in partnerships and prevention initiatives, the men and women of this agency performed in a manner that resulted in significant reductions this year in use of force incidents. Additionally, we saw a 50% reduction in Internal Affairs investigations, and a 30% reduction in citizen complaints. This coupled with reductions in criminal activity, demonstrates that despite challenges with reduced staffing levels, the officers and civilians of this agency remained dedicated to our mission of providing exemplary service to our community.

Organizational Chart
Command Staff

Office of the Chief



Vision Statement



The Flagstaff Police Department will be a model public safety agency, committed to public service first, through professional, effective and equitable enforcement of federal, state and local laws. To fulfill this vision, the Flagstaff Police Department is dedicated to providing a quality work environment and to the development of its members through effective training and leadership, and to ensure its members are cared for both physically and mentally. Through this mission and vision we achieve our Department Motto of "Ad Honorem," meaning "in honorable service of others, without expectation of personal gain."

Property Crime: Improve security for the citizens of Flagstaff by addressing the high rate of property crimes.

2013 Goal: Reduce property crimes to be within 20% of the National Benchmark in CY 13. The National Benchmark is at 33 property crimes per 1,000 residents.

2013 Actual: CY 13 consisted of 43 property crimes reported and investigated per 1,000 residents, an increase from the 42 in CY 12. This represents a 2.4% increase from 2012. We continue to work toward achieving the National Benchmark.

2013 Goal: Maintain the current outstanding clearance rate for Property Crimes in comparison to the National Benchmark of 24.7% by identifying and aggressively pursuing prosecution of repeat offenders while maximizing use of Property Crimes Detectives to employ intelligence-led policing.

2013 Actual: In CY 13 the Property Crime clearance rate was 37%, higher than the National Benchmark of 24.7%.

Goals to Enhance

Quality of Life: Enhance the quality of life for Flagstaff's citizens by expanding our community policing philosophy of promoting partnerships of shared responsibility, support and trust with law abiding members of the community.

2013 Goal: A 5% increase in participation in all community policing programs from CY 09.

2013 Actual: In 2013, we conducted 106 community support meetings.

2013 Goal: A 5% reduction in public intoxicant contacts from CY 12 (2,680).

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2013 Actual: In CY 13 we had 3,078 public intoxicants, an increase of 15%

2013 Goal: Maintain Part II drug arrest to exceed the National Benchmark of 4.9 arrests for 1,000 residents.

2013 Actual: Arrests for Part II drug offenses resulted in 7.8 arrests per 1,000 residents.

Goals to Enhance

Community Safety: Improve community safety by collaborating with agency partners and the community, while fully utilizing all investigating resources, prosecution and disposition of all Part I crimes and domestic violence cases.

2013 Goal: Increase the clearance rate for Part I violent crimes in order to meet the National Benchmark of 64% for CY 13.

2013 Actual: The clearance rate increased from 67% in CY 12 to 68% in CY 13.

2013 Goal: Reduce Part I violent crimes to meet the National Benchmark of 3.61 per 1,000 residents through increased enforcement activities by patrol officers.

2013 Actual: CY 13 had 254 violent crimes, for a rate of 3.7 per 1,000 residents. CY 13 had a 4% decrease from CY 12. CY 12 violent crimes were 265.

2013 Goal: Reduce reported domestic violence incidents by 5% from CY 12.

2013 Actual: In CY 13- 1,797 domestic violence incidents were investigated, a decrease of 12%.

Goals to Reduce Collisions:

Collision Reduction: Promote traffic safety on Flagstaff's streets by identifying and targeting the causes of motor vehicle collisions and providing highly visible deterrents.

2013 Goal: Reduce collisions by 5% from CY 08 (3,129 collisions) and maintain this number through CY 13.

2013 Actual: In 2013 we investigated 2,554 traffic collisions which is a 18.4% reduction from CY 08 numbers.

2013 Goal: Maintain CY 08 level of DUI arrests to exceed the National Benchmark of 4.73 DUI arrests per 1,000 residents.

Organizational Goals

2013 Actual: In CY13, 619 DUI arrests were made for an arrest rate of 6.1 per 1,000 residents.

Responsiveness:

2013 Goal: Assure response time to priority one calls remain below the National Benchmark of 5.52 minutes.

2013 Actual: in CY13 our average response time to priority one calls was 4.41 minutes.

2013 Goal: Achieve a 5% reduction in sustained complaints from CY09 (13 sustained complaints).

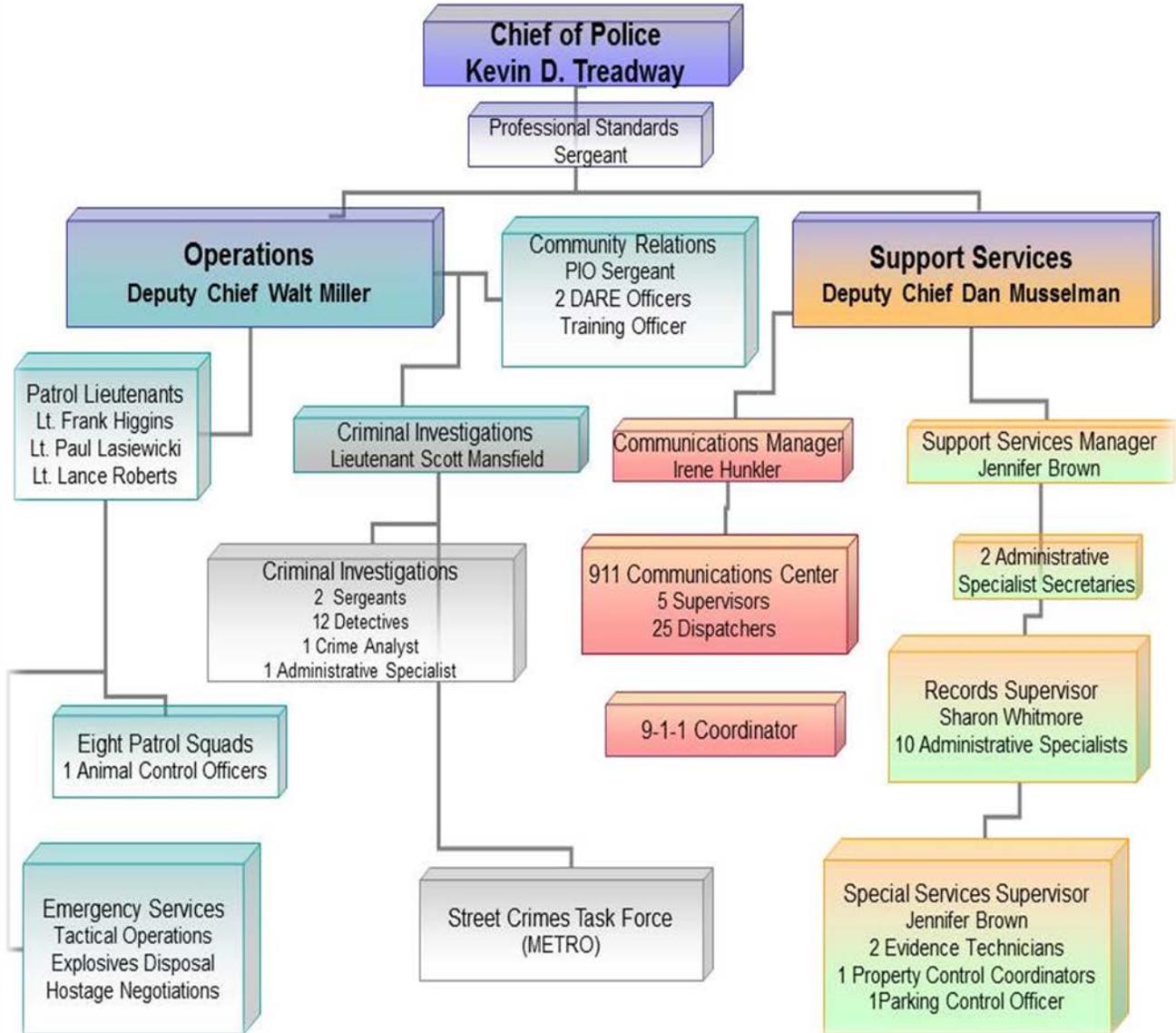
2013 Actual: In CY13, 12 complaints were sustained a 7.7% reduction.

2013 Goal: Maintain CY 08 positive customer service survey rates to exceed the National Benchmark of 84%.

2013 Actual: In CY13, the positive response rate on customer service surveys was 95%.



Flagstaff Police Department Organizational Chart



Office of Professional Standards

The Office of Professional Standards is staffed with a Patrol Sergeant. Working directly for the Chief of Police, this Sergeant is responsible for coordinating and overseeing professional standards investigations, shooting investigations, audits and inspections, pre-employment background investigations, drug screening policies, administrative research projects and the review of use of force reports.

Hiring

Over 268 applications were accepted for sworn officer positions, including recruits and lateral positions. Thirty-two pre-employment background investigations were conducted resulting in the hiring of 20 police officers. Qualified applicants proceeded through the application process which includes a written examination, physical agility test, oral board interviews and an extensive background check.

More than 267 applications were received for a variety of civilian positions. Twenty-seven extensive pre-employment background investigations were conducted, 21 civilians and 4 interns were hired to work in the Emergency Communications, Detectives and Records Divisions.

Pre-Academy orientation was conducted in 2013 for 20 police officer recruits. The orientations provide information on what to expect as a recruit in the police academy. It is instructed by the Office of Professional Standards Sergeant with the assistance of Special Enforcement Officers.

Internal Affairs

The Office of Professional Standards Sergeant accepts, assigns, tracks and investigates external and internal complaints regarding employee misconduct. The Department thoroughly investigates all complaints involving employees in order to preserve public confidence in the police. All investigations are conducted in accordance with applicable department standards and the law. In most cases, the supervisor of the employee conducts the investigations into the alleged misconduct. The Office of Professional Standards investigates allegations of serious misconduct and those that are complex in nature. The command staff, including the Chief, reviews all citizen complaints and Internal Affairs investigations to approve the findings. All complainants are contacted at the conclusion of the investigation. In 2013, one-hundred sixty-two "Use of Force Reports" were completed by officers. All of the reported incidents were deemed within policy. The Department investigated 82 citizen complaints in 2013 and received 40 commendation letters from citizens and other organizations.

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Office of Professional Standards

DISPOSITION OF CITIZEN COMPLAINTS

Disposition	Number	Percent
Sustained/ Partially Sustained	20	25%
Unfounded	49	60%
Exonerated	7	9%
Not Sustained	6	6%
Total	82	100%

*12 of the 82 citizen complaints were from internal sources.
Of the 12 Internal Affairs investigations, 5 were department initiated and 7 were initiated by citizens.

CITIZEN COMPLAINTS BY ETHNIC ORIGIN OF COMPLAINANT

Caucasian	62	70%
Hispanic	6	7%
African American	3	3%
Native American	15	17%
Asian	1	1%
Unknown	2	2%
Total	89	100%

DISPOSITION OF ADMINISTRATIVE COMPLAINTS

Disposition	Number	Percent
Sustained	6	50%
Partially Sustained	3	25%
Unfounded	2	17%
Exonerated	0	0%
Not Sustained	1	8%
Total	12	100%

Lifesaving Award



Mickey Hamilton

On January 18, 2013 Officer Hamilton responded to an emergency report of a woman not breathing. When Officer Hamilton arrived on scene, he found a woman lying on the floor with pale skin and blue lips. Officer Hamilton initiated chest compressions and continued providing care until the victim eventually gasped for air and regained a strong pulse. Officer Hamilton's quick thinking and actions undoubtedly saved the life of the victim. This action represents the highest order of policing and reflects the FPD's mission to protect life.

Matthew Thompson



On April 10, 2013, Officer Thompson responded to North Fort Valley Rd in reference to a 63 year old male who had collapsed and was non-responsive. Once Officer Thompson arrived, he found the man face down. Thompson rolled the man over and quickly determined that he had no pulse, was not breathing and had evacuated his bowels. Despite multiple signs indicating that the man had expired, Officer Thompson began chest compressions and continued this effort until Medics arrived and relieved him. Shortly after Medics began attending to the man, a pulse was discovered. Whenever there is a person without a pulse and not breathing, every second matters. Officer Thompson's quick and deliberate actions undoubtedly contributed to the rescue of this man from certain death. Officer Thompson exhibited the type of human compassion and above the call to action we all should strive for and in doing so exemplified our mission to protect life.

Lifesaving Award

Officer Zach Rominger

On January 11, 2013, at approximately 0210 hours, Officer Rominger responded to a suicidal subject who had left in his truck with a shotgun. Rominger researched a license plate number for the truck and provided that information to the surrounding units. He also requested a “ping” on the subject’s phone as he was not responding to any phone calls. The weather that night was blizzard conditions with a wind chill factor of 10 below. Within a short period of time, dispatch advised the subject’s cell phone pinged within .8 miles southwest of the tower on Railhead. Rominger was able to locate the truck in the parking lot of the Home Depot. The truck was covered in snow, and the plate was hardly visible. He radioed for assistance and when back-up arrived he began calling to the subject, recognizing there were no footprints around the vehicle. A tactical approach was utilized to clear the truck. The subject was located lying down in the back of the truck with the loaded shotgun in the front seat. The subject was wearing a short sleeve t-shirt and a pair of sweats. Rominger was able to successfully take the subject into custody as well as request the mental health evaluation due to his suicidal ideation.

Rominger demonstrated exceptional follow through in collecting information, acting on the information and ultimately locating the suicidal subject who was intent on taking his own life or may have succumbed to the frigid temperatures that night. Rominger exemplified the Flagstaff Police Department’s mission of protecting life as one of its highest priorities.



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Officers Joe Candelaria, Dustin Hemp



In the early morning hours of November 26, 2013, at approximately 0504 hours, dispatch advised of a structure fire at 1913 N Turquoise. Officers Joe Candelaria and Dustin Hemp arrived within two minutes to find the rear of the house filling with smoke from a dysfunctional wood stove. They were advised by the resident that his 76 year old invalid mother was still in her bedroom adjacent to the room identified as the point of origin. The resident was hysterical as he explained that his mother was immobile and has Alzheimer's.

The smoke was becoming very thick and the officers were having difficulty seeing and breathing. They located the woman and helped her into her wheelchair while actively searching for any others that may be in the residence. Officers removed the woman from the residence despite being overcome by the smoke themselves. When the Flagstaff Fire Department arrived, it was determined a fire that started in the stove had also ignited a beam in the attic. The damage to the residence was substantial.

Officers Candelaria and Hemp exemplify courage and bravery as they did not hesitate to enter this building to provide safety, preserve life and rescue the elderly female as well as offer comfort to her family members who were distraught, scared and emotional.

The actions of these officers are consistent with the Flagstaff Police Department's highest values which include protection and preservation of life and should be commended for their acts of service and bravery in the face of certain danger. If not for their quick action this life could certainly have been lost.



2013 Veterans of Foreign Wars Officer of the Year

Cpl. Shawn Knott

Cpl. Shawn Knott had previously served with the U.S. Army and was hired with the Flagstaff Police Department in 2001. Knott is highly trained in the detection of impaired drivers and is an instructor of many techniques for locating and identifying criminal behavior and traffic enforcement that enhances the safety of the traveling public within the Flagstaff community.

Knott was promoted to Corporal in September 2012 and by February of 2013 was asked to fill the role of sole squad supervisor in the absence of the sergeant. He accomplished this mission and in doing so carved a spot in the hearts and minds of the squad and gained a large amount of respect and trust.

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2013 Fraternal Order of Police Officer of the Year



Corporal Charles Hernandez

Cpl. Charles Hernandez II was born and raised in Flagstaff, attended Kinsey Elementary School, Flagstaff Middle School, and both Flagstaff and Sinagua High Schools. He began his policing career in March of 2005. In this short period of time, he has been outstanding in his pursuit of justice, fairness, and equality through his public service as a police officer for the City of Flagstaff. He is known throughout our community as a police officer who is fair, consistent, and compassionate. Hernandez has earned a solid reputation for his commitment to policing and his pursuit of excellence. These commitments are evidenced not only by the positive relationships he has facilitated between the FPD and our community, but also by the many awards and commendations he's earned throughout his career as well.

Hernandez is a skilled communicator who represents the FPD to our community equally well in both English and in Spanish. While reviewing his file to prepare a nomination for this award, Hernandez's supervisor noted a common pattern in all of his commendations – the ability to deescalate, negotiate, and calm the most stressful of situations. Hernandez has deep roots in this community and is committed to providing both public safety and a positive role model for the most vulnerable of our citizens. For example, Hernandez took a disabled adult under his wing, provided him with a safety vest, and a ride in a patrol car. Similarly, Hernandez is often asked by families to speak with children who have experienced traumatic events. As a former State Gang Task Force Officer, Hernandez uses his knowledge and training about gangs to provide guidance to at-risk youths and safety to the community. He was selected by his peers because his actions promote a positive image of the Flagstaff Police Department, and benefit the community as a whole.

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2013 Flagstaff Police Department Officer of the Year



Sergeant Steve Van Ooteghem

Warren Bennis, a pioneer in the contemporary field of leadership studies, once stated “Leadership is the capacity to translate vision into reality.” Sergeant Van Ooteghem not only has such capacity but also is a visionary. Sergeant Van Ooteghem has an excellent work ethic and continues to think of and implement new ideas in a constant attempt to improve morale at the Flagstaff Police Department as well as make the department more efficient in improving service to the citizens of Flagstaff.

In a successful effort to build morale and make the department more efficient, Sergeant Van Ooteghem thought of and implemented a new call notes system allowing officers to quickly document facts of an incident and get back to patrol. This act alone seriously improved morale amongst the officers. He also conceived and implemented a plan to eliminate the need for the records department to print additional redundant court notices for each supervisor, reducing paper waste and increasing time savings each by 50%. Sergeant Van Ooteghem started the process of integrating the Action Intelligence Report (AIR) system to efficiently share information making patrol more directed to issues and safer in their actions armed with newly shared information.

Van Ooteghem re-wrote the Field Training Officer (FTO) Manual and solicited help in re-writing the exams to bring the manuals up to date with current information and department policies and procedures. He also worked with property and staff to designate several new patrol cars for FTO use only. This seemingly simple addition helped to establish a strong sense of pride and stewardship with the trainers and new officers.

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2013 Civilian Employee of the Year “Valerie Hernandez Excellence Award”

Emergency Communications Specialist Supervisor Tammy Pugh



Tammy started with the Department in April of 2010. As a Communications Specialist, Tammy is one of very few dispatchers who are proficient at working the Information, Fire and West channels. She is currently in training to learn the County channels. Tammy tested and was promoted to a Communications Supervisor position in April of 2013. During the course of her tenure Tammy has performed admirably in both positions. She has trained multiple new personnel on both phone and radio channels. In 2011, she was the recipient of a letter of commendation for her professionalism while working the radio during a wild land fire. As a supervisor, she revamped the dispatch schedule and time sheet protocol, enabling employees to more easily get time off, but also providing coverage of mandatory overtime shifts. She assisted in getting gifts of appreciation for telecommuters' appreciation week, and manages the on-line dispatch in-service training program. She completes her supervisory reports ahead of deadlines and writes detailed but fair performance reviews on her team members.

Tammy recently completed the city sponsored supervisors academy. She set up a permanent employee appreciation board inside the dispatch center which allows peers to openly submit notes of gratitude to their peers. This has helped keep communication open and increased morale. She is currently taking classes toward a degree in early Childhood Education through Grand Canyon University. Tammy has an infectious sense of humor and a lot of positive energy which makes the job fun for those who work with her. She supports our mission by conducting practice emergency medical calls with both her peers and subordinates. For her dedication and high level of performance, she was selected for the Valerie Hernandez Excellence Award.



2013 Volunteer of the Year

Gary Gimenez

The Flagstaff Police Department is proud to recognize Gary Gimenez as the 2013 Volunteer of the Year. Gary contributed nearly 20% of the total Volunteer Program's 2013 hours with a personal total of 491.5 hours. It isn't just the amount of time Gary puts in to support the Flagstaff Police Department, it is also where and how, that makes him such a valuable member of the Volunteer Program.

In 2013, Gary spent 76 hours working in various Community Relations positions, such as manning a booth for the Northern Arizona Law Enforcement Toy Drive, working the County Fair, delivering Sex Offender notifications and multiple other community related events. Gary contributed 86 hours assisting Firearms Instructors at the range, where he worked diligently to assist officers. He is known for introducing officers to new equipment and insight into firearms components and their function. Another element of "Range" time is Gary's comprehensive knowledge and ability to effectively control the virtual training or MILO simulator.

An impressive 86 hours at the range, pales in comparison to Gary's time spent in the armory, where he registered 156 service hours in 2013. To fine-tune his armorer skillset, Gary successfully attended and completed an AR15 Armorer Course in August 2013. Gary's certifications as a Glock Armorer, AR15 Armorer and organizational skills have literally transformed how weapons are cared for and maintained at the Flagstaff Police Department. One of Gary's 2013 personal initiatives included re-designing the Patrol Rifle inspection report and completing a meticulous inventory of the armory. The fact that officers not only allow, but promote Gary to service their rifles and duty firearms, speaks not only to Gary's professionalism, but also character and level of trust the officers have in him to do a thorough job.

The largest block of hours allocated to supporting the Flagstaff Police Department by Gary was dedicated to ensure both the Spring and Fall Citizen's Police Academies were successful. He allotted 173.5 service hours towards the Citizen's Police Academies by scheduling venues and instructors, generating and formatting the Citizen's Police Academy workbooks and handouts, processing applications and trouble-shooting any issues that arose.

Last, and arguably the most important, are those intangibles Gary brings to the Flagstaff Police Department and Volunteer Program; the components that can't be turned into numbers or percentages. Gary brings a professional, enthusiastic and lively presence to every realm he volunteers his time in. Anyone who has spent time with Gary has only positive comments and good recollections of working with him. He has been a volunteer since 2003 and has truly become a part of the Flagstaff Police Department family. His selflessness and good nature are commendable traits, common amongst all Flagstaff Police Department Volunteers. However, in 2013, his level of participation and self-initiated activity set him apart; it is for all of the aforementioned reasons that we recognize Gary Gimenez as the 2013, Flagstaff Police Department Volunteer of the Year.



2013 Meritorious Service Awardees

Detective Todd Bishop

Detective Todd Bishop was the case detective assigned a series of sexual assault cases starting in January 2013. In July two additional cases were reported that were similar in nature. Through a careful and diligent investigation combined with the processing of forensic evidence it was discovered all three cases were linked to one suspect.

Bishop oversaw the investigation, coordinating with supervisors and co-workers. He spent countless hours reviewing reports, following up leads, conducting additional interviews and watching hours of surveillance footage from numerous businesses in the downtown area. Bishop's efforts in this case exemplified the true spirit of "Ad Honorem". With hard work and dedication, a dangerous suspect was apprehended. By taking the suspect into custody, further violence to the citizens we serve was prevented. In keeping with the highest tradition of the police profession, Bishop earned the Meritorious Service award for his service and dedication during the course of this very intense investigation.



Officer Kelsea Koustik

During the last week of July and the first two weeks of August, the department was in the midst of investigating a series of sexual assault cases, which were linked to one suspect. Officer Koustik volunteered to conduct a plain cloths surveillance detail in the downtown area, in effect acting as a decoy for a violent predator and placing herself in harm's way thus exemplifying the true spirit of "Ad Honorem".

During one of the operations, a subject was contacted, identified and consented to a DNA sample. His DNA was subsequently linked to three sexual assault cases. Because of her hard work and dedication, a dangerous suspect was apprehended. By taking the suspect into custody further violence to our citizens was prevented, and the opportunity for justice provided to previous victims. Koustik is commended for her service and dedication during the course of this very intense investigation. Her efforts reflect positively on herself and the department.

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Officer Callie Van Ooteghem

During the last week of July and the first two weeks of August, the department was in the midst of investigating a series of sexual assault cases which were linked to one suspect. Officer Callie Van Ooteghem volunteered to conduct a plain cloths surveillance detail in the downtown area, in effect acting as a decoy for a violent predator, placing herself in harm's way and exemplifying the true spirit of "Ad Honorem".

During one operation, she noticed a subject who matched the suspect description inside a bar. She observed the subject was not drinking and acted suspicious after he left the bar, when he was seen peering into the windows of another bar without going inside.

As she walked by the subject, he began to walk with her, walking her to an unlit area where he asked several times if she wanted a ride out of the area. At one point, the subject made advances towards her, but she remained calm and noted the make, model and license plate number of a pickup truck he was driving.

The subject was later contacted, identified and consented to a DNA sample. His DNA was subsequently linked to three sexual assault cases. Because of her hard work and dedication, a dangerous suspect was apprehended. By taking the suspect into custody further violence to our citizens was prevented, and the opportunity for justice provided to previous victims. Officer Van Ooteghem is commended for her service and dedication during the course of this very intense investigation. Her efforts reflect positively on herself and the department.



Officer Jolene Coules

During the last week of July and the first two weeks of August, the department was in the midst of investigating a series of sexual assault cases, which were linked to one suspect. Officer Coules volunteered to conduct a plain cloths surveillance detail in the downtown area, in effect acting as a decoy for a violent predator, placing herself in harm's way and exemplifying the true spirit of "Ad Honorem".

During one operation, she noticed a subject who matched the suspect description inside a bar. She observed the subject was not drinking and appeared suspicious after he left the bar, when he was seen peering into the windows of another bar without going inside.

The subject was later contacted, identified and consented to a DNA sample. His DNA was subsequently linked to three sexual assault cases. Because of her hard work and dedication, a dangerous suspect was apprehended. By taking the suspect into custody further violence to our citizens was prevented and the opportunity for justice was provided to previous victims. Coules is commended for her service and dedication during the course of this very intense investigation. Her efforts reflect positively on herself and the department.

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Officers Dustin Eberhardt, Melissa Seay and Dustin Kuhns

On December 10, 2013, Officer Dustin Eberhardt, Officer Melissa Seay and Officer Dustin Kuhns all responded to 4201 E Huntington after citizens reported a male subject was throwing rocks at both the citizens and their vehicles. The male subject was also reported to have a stick he was waving in the air that was later determined to be a piece of metal rebar.

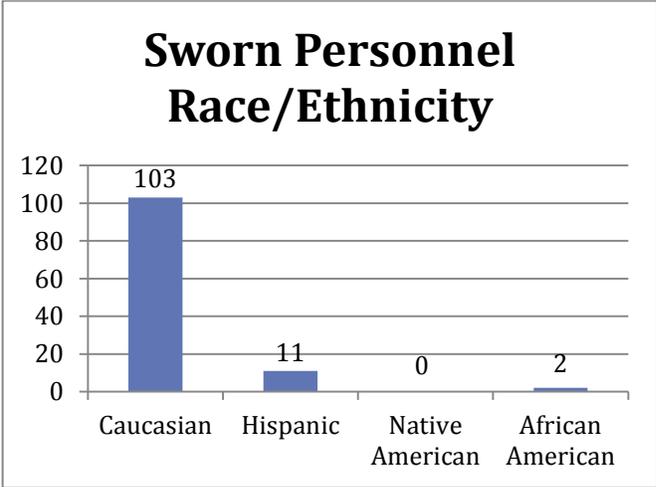
Upon arrival at the scene, Officers Seay and Eberhardt located the suspect near the BNSF railroad tracks. The suspect quickly escalated the situation by swinging the rebar and throwing multiple softball sized rocks at Officer Seay and Officer Eberhardt. The officers quickly realized the suspect's unwillingness to comply with verbal commands and the suspect's agitated state. Officer Seay and Eberhardt engaged the suspect and tried to arrest him. The suspect responded violently with force, throwing rocks at the officers and striking Officer Eberhardt with the rebar. The incident was rapidly moving on to the BNSF right-of-way. Officers Seay and Eberhardt escalated the use of force utilizing a Taser, pepper spray and strikes. The suspect, who appeared to be under the influence, was not affected by the Taser or pepper spray deployments and continued to resist the officers. Both officers, realizing the deadly nature of the incident, prepared for the use of deadly force.

At this time, Officer Kuhns responded to the scene to assist as the suspect was actively resisting with force by throwing large rocks at the officers and carrying the rebar used to strike Officer Eberhardt. The suspect reached down to grab more rocks when Officer Kuhns sprinted towards the subject and tackled him. The suspect continued to resist, and all three officers ended up going down an embankment of large rocks to the bottom where the suspect continued to kick at them. The suspect was taken into custody and charged with numerous felony charges.

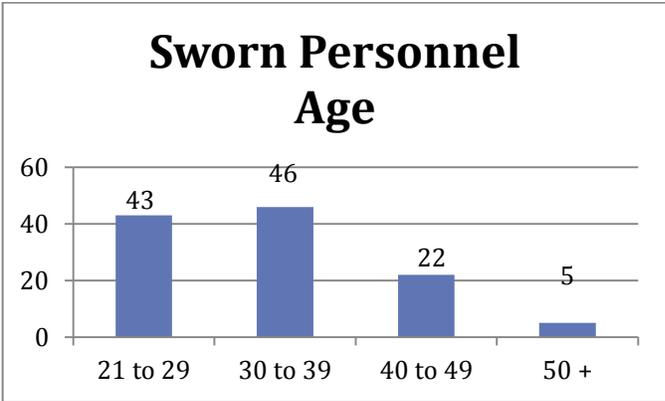
Officer's Eberhardt, Seay and Kuhns, are commended for their selflessness, restraint, and courage. Their handling of this specific incident and the discretion they used to capture an armed suspect speaks volumes about their dedication to our mission to protect and preserve life.

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DEMOGRAPHICS – SWORN AND CIVILIAN PERSONNEL

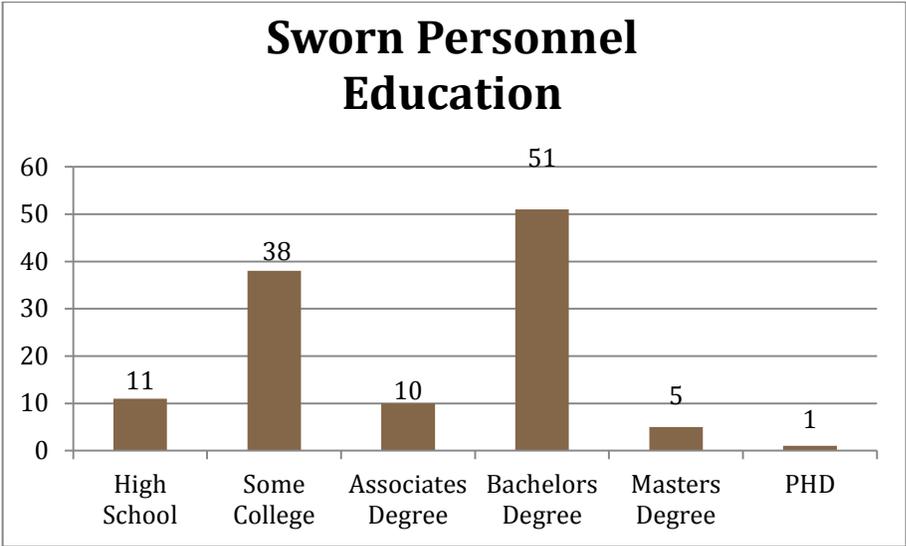
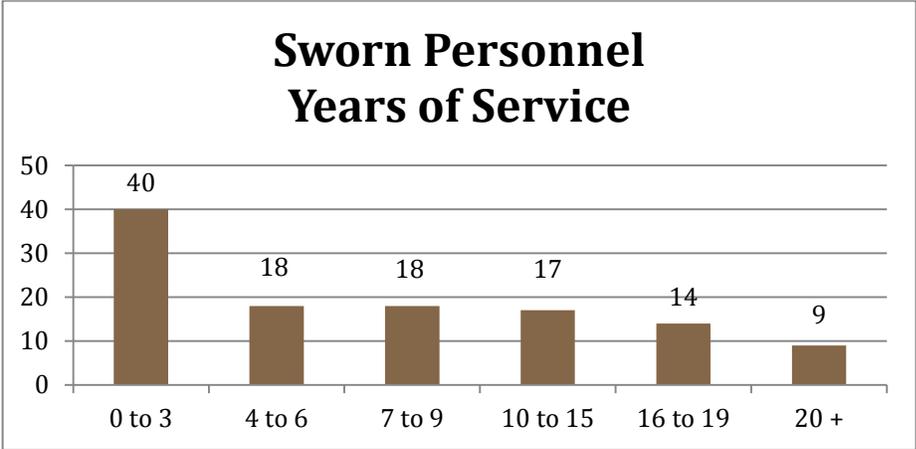


Honor Guard



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DEMOGRAPHICS



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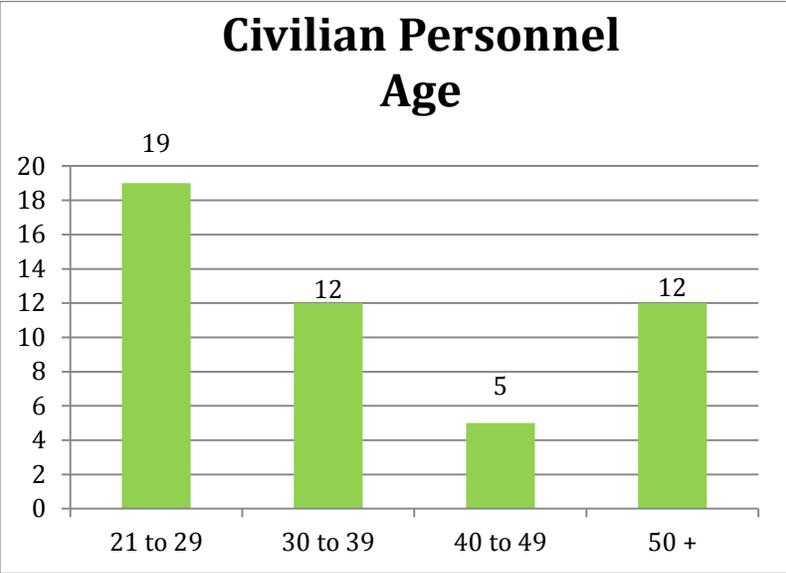
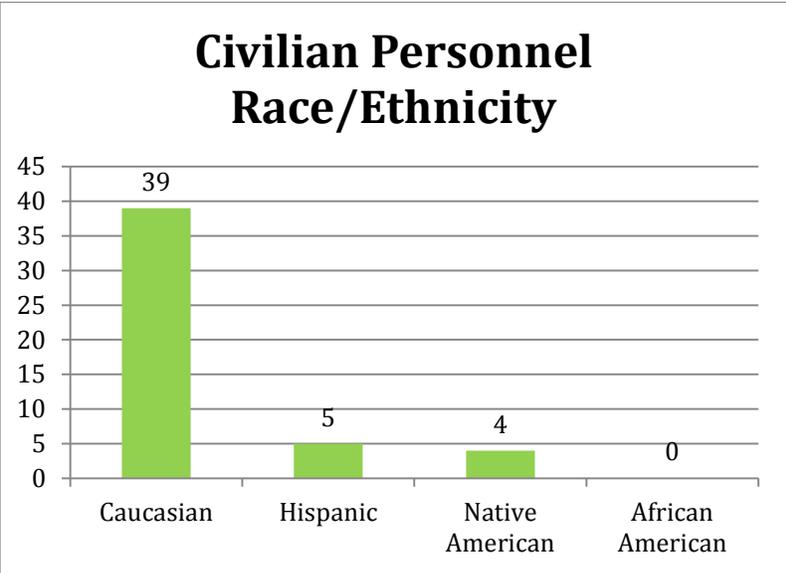
DEMOGRAPHICS

Sworn Personnel

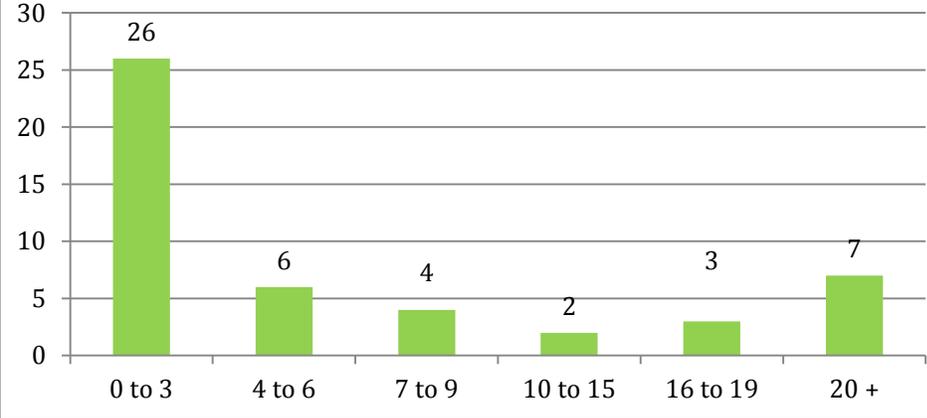


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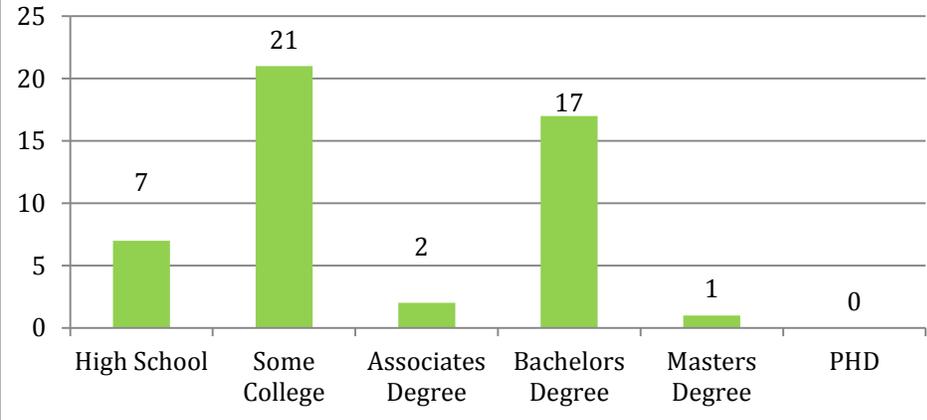
DEMOGRAPHICS CIVILIAN PERSONNEL



Civilian Personnel Years of Service

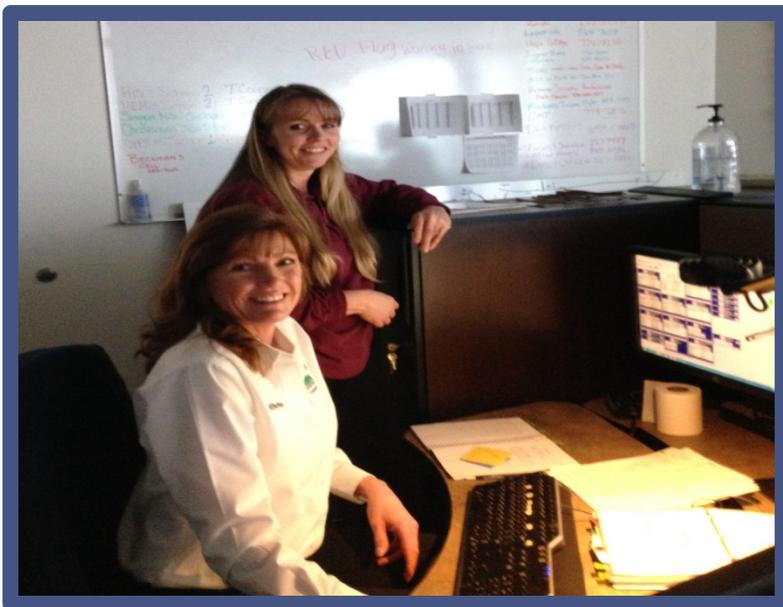
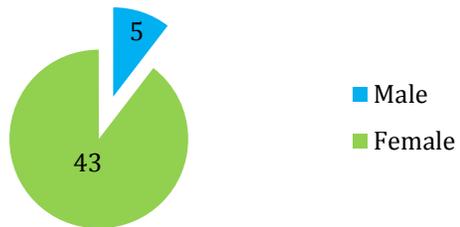


Civilian Personnel Education



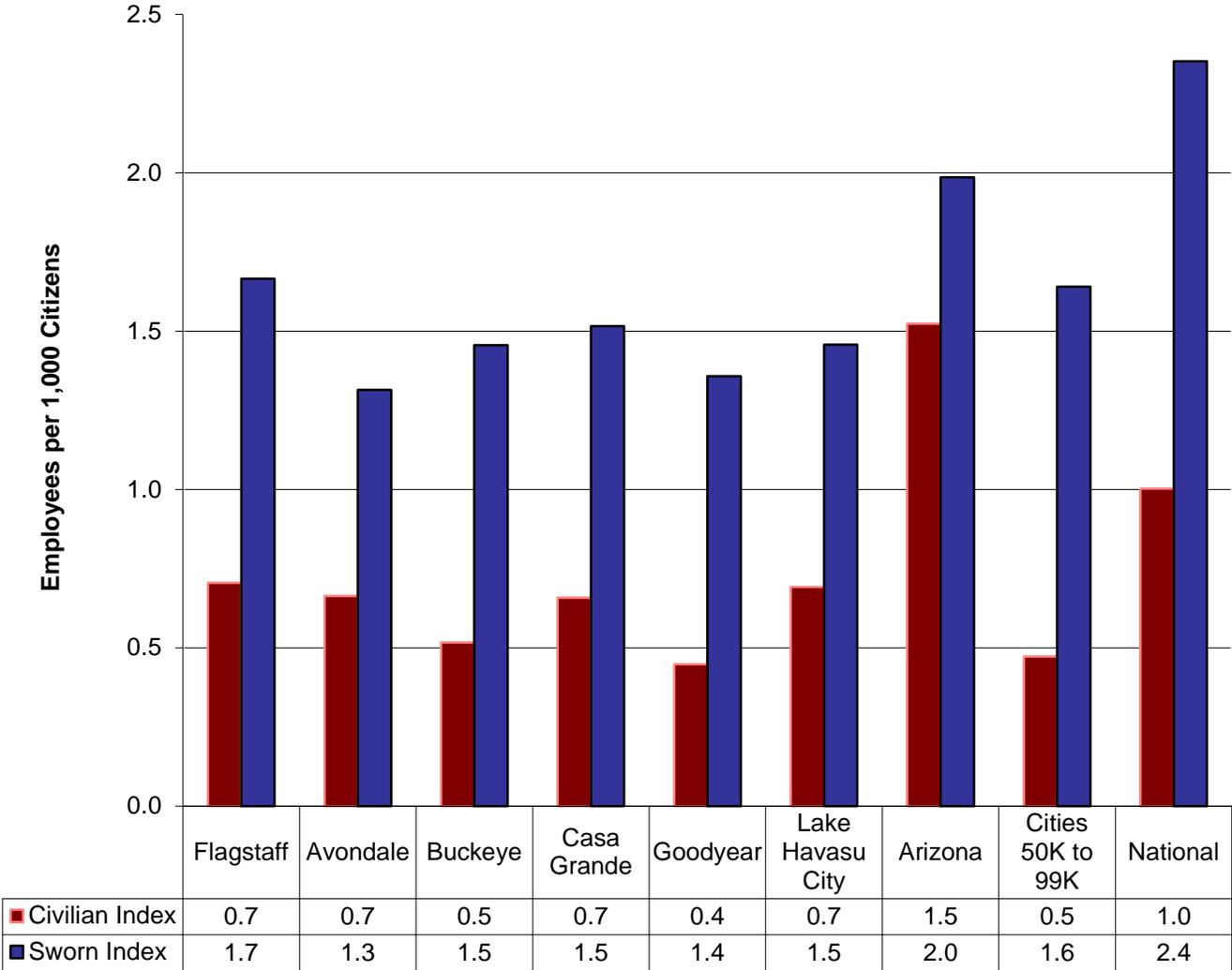
FLAGSTAFF POLICE DEPARTMENT ANNUAL REPORT 2013

Civilian Personnel

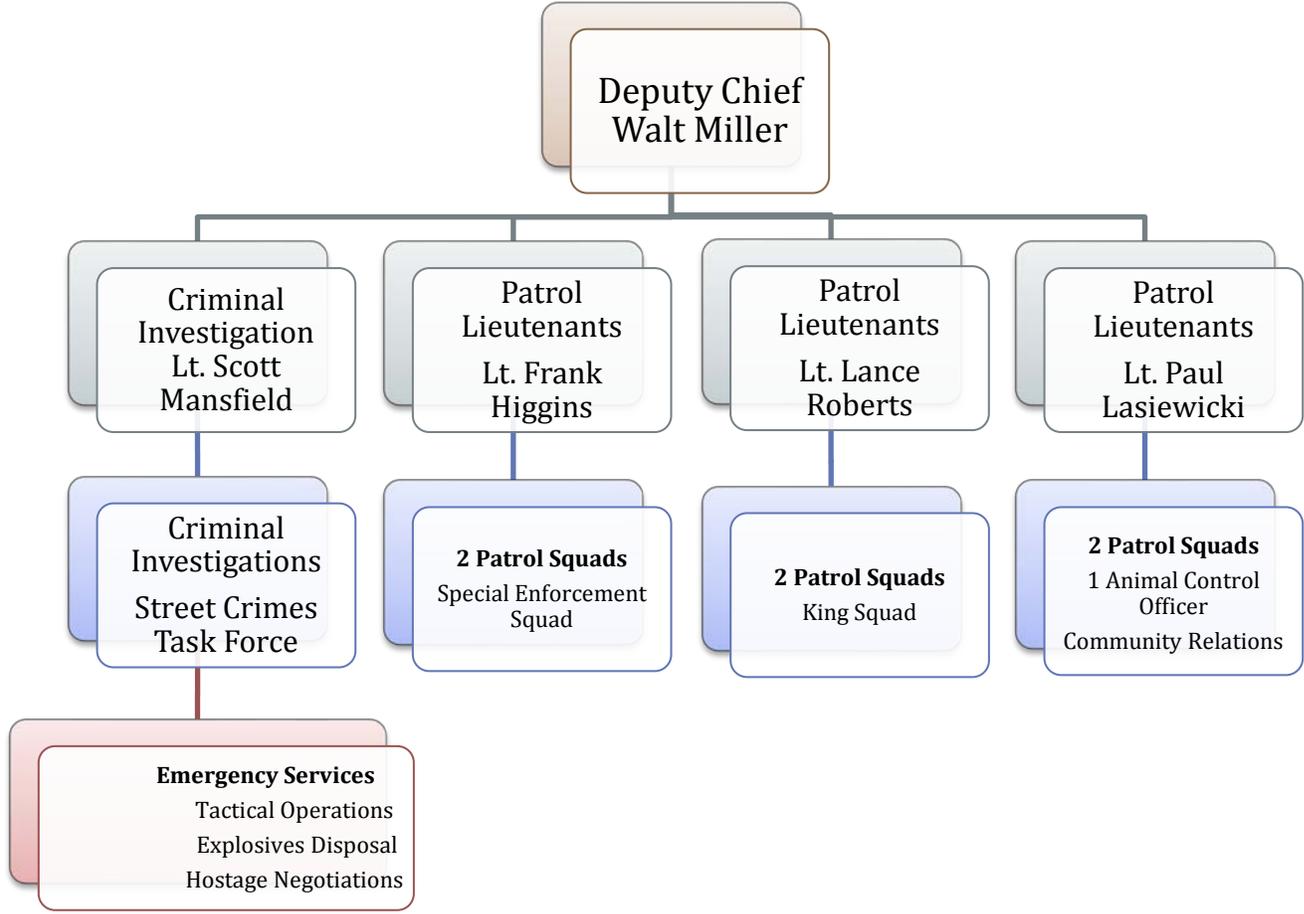


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Police Employees per 1,000 Citizens
 Data derived from 2012 FBI Uniform Crime Report



FIELD OPERATIONS



OPERATIONS DIVISION

Deputy Chief Walter Miller

The Operations Division of the Flagstaff Police Department is committed to providing the citizens of Flagstaff exemplary service. While each of the two sections within the Operations Division – Patrol and Criminal Investigations – has unique roles and responsibilities, they collaborate as a team to prevent crime, solve cases and keep our city safe. Other units that fall under the leadership of the Operations Division include: the Community Relations/Crime Prevention Office, the Department Training Coordinator, and the Street Crimes Task Force (METRO). The highly trained and well-equipped Emergency Services Response Teams, including Tactical Operations, Negotiations and the Bomb Squad, also fall within the Operations Division where they stand vigilant and ready to protect our community.

The Patrol Division, the largest unit within the Police Department, is most often associated with uniformed police officers in marked patrol cars, on bicycles or on foot patrol. The men and women of the Patrol Section work around the clock every day of the year, providing professional and courteous service to the Flagstaff Community.

The Patrol Division has six patrol squads comprised of approximately six to ten officers, one special enforcement squad, a four officer squad assigned to the Southside neighborhood and one squad consisting of one Sergeant and four officers assigned to the Sunnyside neighborhood. Each squad is supervised by a Sergeant and a Corporal and each of the three Patrol Lieutenants oversee the activities of two to three squads. One Lieutenant is assigned to duty during nighttime hours in order to assure greater communication between command staff and line-officers. When not actively responding to citizen initiated calls for service, patrol officers conduct proactive enforcement and education in neighborhoods and business areas to reduce crime and improve quality of life. The typical duties of a police officer include crime prevention, maintaining order, saving lives, and responding to calls for service.



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PATROL ACTIVITY

Activity	2012	2013	% Change
Part One Crimes	3,096	2,867	-7.4%
Part One Crimes Cleared	176	166	-5.7%
Part Two Crimes*	10,241	8,863	-13.5%
Reports Taken	24,490	21,461	-12.4%
Arrests	8,221	6,724	-18.2%
Total Calls for Service	43,304	42,481	-1.9%
Domestic Violence Incidents	2,040	1,797	-11.9%
Public Assist	8,045	7,735	-3.9%
Presentations & Media Releases	875	741	-15.3%
Community Policing Contacts	10,390	11,134	7%
Patrol Hours in Field	99,793	88,295	-11.5%
Training Hours	18,985	28,994	52.7%
Field Interviews	16,789	16,262	-3.1%
Public Intoxicants	2,855	3,271	14.6%
Animal Control Calls for Service	2,642	2,576	-2.5%

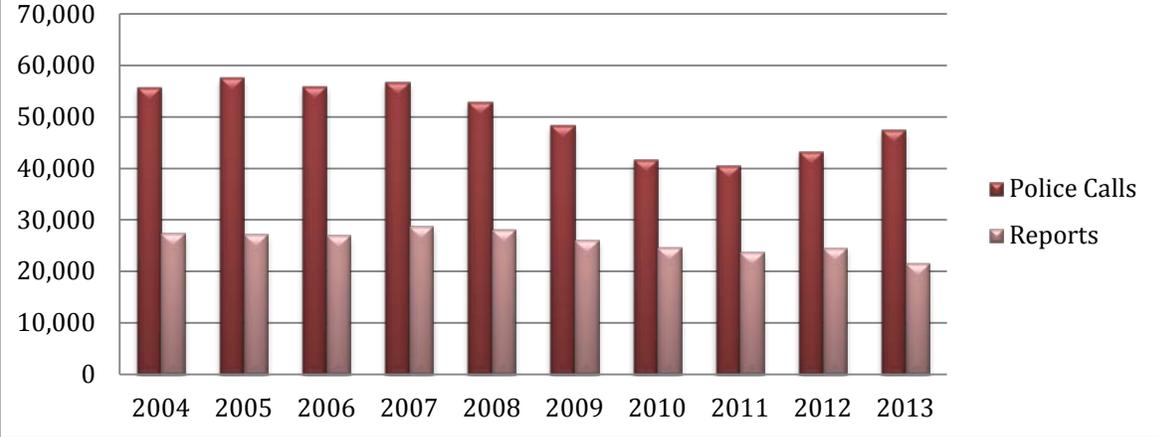
*includes unfounded crimes

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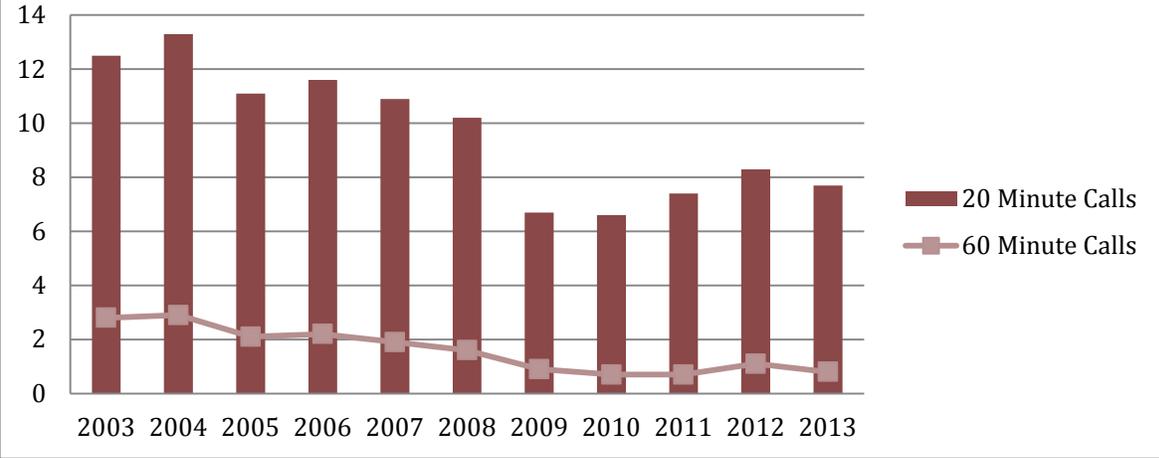
TWO YEAR COMPARISON OF ARRESTS BY OFFENSE CLASSIFICATION

CLASSIFICATION	ADULT	JUVENILE	2013 TOTAL	2012 TOTAL	% CHANGE
HOMICIDE	3	1	4	0	N/A
FORCIBLE RAPE	5	3	8	9	-11%
ROBBERY	9	6	15	14	-7%
AGGRAVATED ASSAULT	155	11	166	170	-2%
BURGLARY	18	11	29	36	19%
LARCENY	774	93	867	908	5%
AUTO THEFT	11	1	12	12	0%
MISDEMEANOR ASSAULT	556	64	620	653	-5%
ARSON	9	9	18	9	100%
FORGERY/COUNTERFEITING	11	2	13	22	-41%
EMBEZZLEMENT	3	0	3	3	0%
FRAUD	3	0	3	7	-57%
POSSESSION STOLEN PROPERTY	3	0	3	3	0%
VANDALISM	220	47	267	318	-16%
WEAPONS VIOLATION	11	3	14	21	-33%
PROSTITUTION	1	0	1	1	0%
SEX OFFENSES	90	5	95	134	-29%
SALE/MANUFACTURE DRUGS	19	12	31	35	-11%
POSSESSION DRUGS	403	93	493	520	-5%
GAMBLING	0	0	0	0	N/A
FAMILY OFFENSES	49	1	50	72	-31%
DWI	531	4	535	742	-28%
LIQUOR VIOLATIONS	730	129	859	1102	-22%
DISORDERLY CONDUCT	813	76	889	1121	-21%
VAGRANCY	44	0	44	107	-59%
ALL OTHER EXCEPT TRAFFIC	901	24	925	1294	-29%
CURFEW VIOLATIONS	0	4	4	19	-79%
RUNAWAYS	0	3	3	5	-40%
TOTAL	5372	602	5971	7337	-19%
*count represents the number of charges, not the number of persons arrested					

**Police Calls For Service and Reports Taken
Ten Year Comparison 2004-2013**

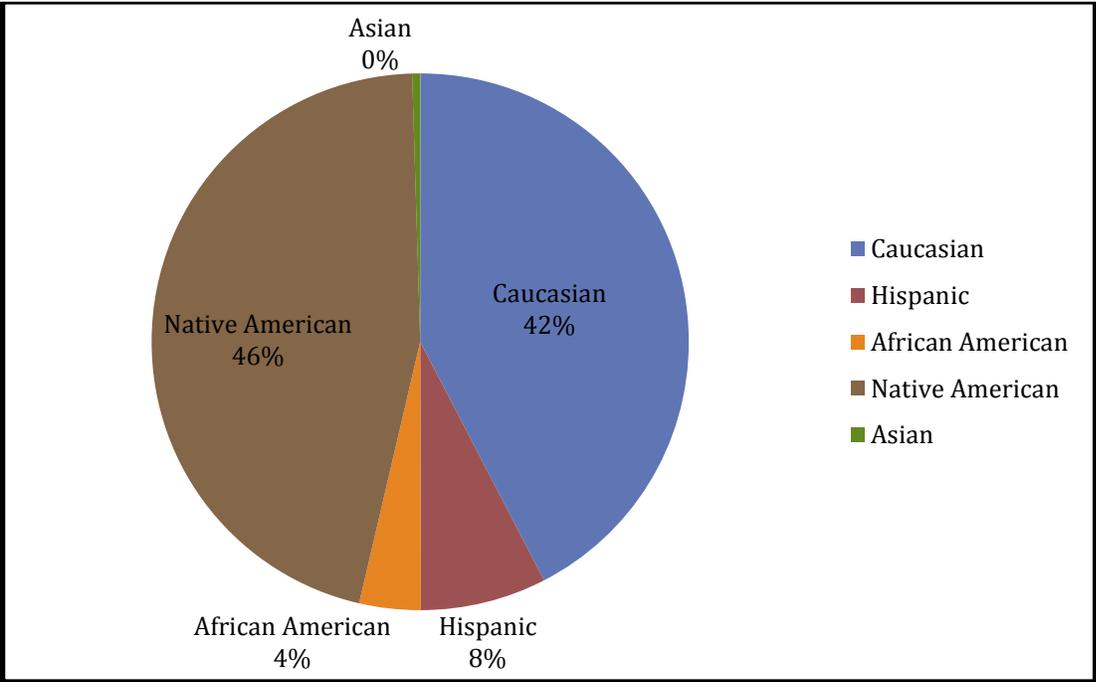


**Percent of Calls Held 20 and 60 Minutes
2003-2013**

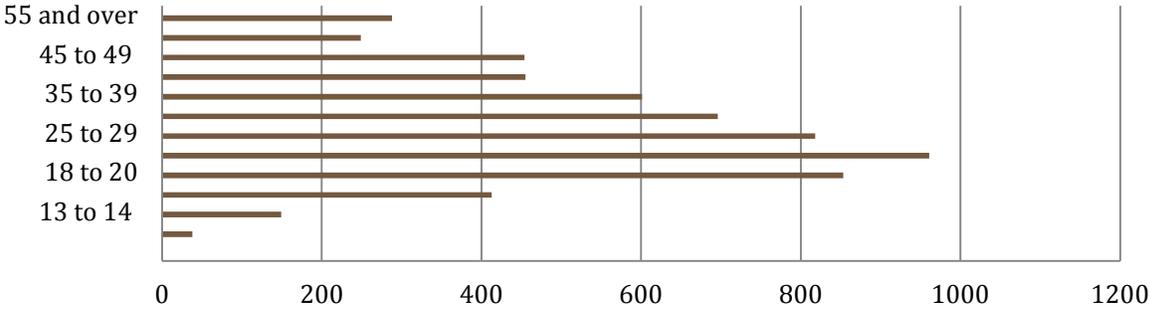


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2013 ARREST BY RACE AND ETHNICITY OF OFFENDER



2013 Arrest by Age of Offender



	12 and Under	13 to 14	15 to 17	18 to 20	21 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 and over
■ % of Total	1%	2%	7%	14%	16%	14%	12%	10%	8%	8%	4%	5%
■ Total	38	149	413	853	961	818	696	601	455	454	249	288

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Homeland Security

In light of the current threats to homeland security, the Flagstaff Police Department continues to remain vigilant for suspicious subjects and activities at all times. Officers patrol critical infrastructure targets at all hours day and night. Officers maintain a presence at all city council meetings and other public meetings or events as necessary. The Flagstaff Police Department maintains perimeter patrols and patrol of all airport facilities as mandated by the Transportation Security Administration.

The Flagstaff Police Department trains and equips its officers to effectively respond to terrorist threats and maintain homeland security. The department has a multiagency regional SWAT Team and Bomb Squad for incident response. These specialty units are the primary responders for all major infrastructure in Coconino County including the Glenn Canyon Dam located in Page, Arizona. The department continues to explore grant opportunities for both training and needed equipment.

CompStat Program

2013 marks the seventh full year of the Department's use of the CompStat policing model. CompStat calls for a multifaceted, dynamic approach to crime reduction, improving quality of life and resource allocation. Data is collected, disseminated and analyzed on a regular basis so effective strategies and tactics can be developed to prevent or solve crimes. Using these strategies, the Flagstaff Police Department and resources are rapidly deployed to most effectively reduce crime and protect property. The final principle of CompStat is relentless follow-up and assessment to ensure results are achieved. One of the many benefits to CompStat is through constant assessment, follow-up and intelligence gathering we are able to define specific crime trends and deploy resources in an effort to prevent crime before it occurs.

Police Sergeants and Corporals are responsible for analyzing the data, developing and implementing crime reduction strategies for specific geographic areas or specific times of the day based on the CompStat report. Weekly crime bulletins and monthly CompStat meetings allow the Chief of Police and his Command Staff to collaborate with the Sergeants and other supervisors to review and refine these strategies and hold each member of the Police Department team accountable for effective results.

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ACCOMPLISHMENTS

The Flagstaff Police Department coordinated a cooperative effort between multiple agencies that led to the arrest of a serial sex assault suspect. The effort, which included a public education campaign that emphasized sex assault awareness and “the buddy system” as well as saturation patrols of the downtown area, the placement of cameras to monitor activity in public places, and a decoy operation helped contribute to an overall reduction of rapes in 2013 by 14%.

We worked with local schools to offer input on lock down and active shooter (escape and evade) policies. We successfully conducted a full-scale active-shooter response training that involved coordinated efforts between FPD, FFD, FUSD, and Guardian.

Continuing in an ongoing effort to intervene early in the cycle of domestic violence, the Flagstaff Police Department partnered with victim advocate groups to develop a domestic violence lethality assessment tool. While this tool was still in its developmental stages in late 2013, an effect that paralleled the tool’s development included enhanced investigative practices that led to more successful prosecutions. For example: We have instituted training that emphasizes identifying primary aggressors of domestic violence incidents on scene, and make arrests where appropriate. We have developed an officer involved domestic violence policy using International Association of Chiefs of Police recommendations. We enacted new Order of Protection Service protocol, which allows the victim to provide information on how to contact the defendant and requires the officers to advise the victim when the order is served, which has resulted in a reduced amount of backlog of orders waiting to be served. We maintained a presence on the domestic fatality review team, and the coordinated community response team. The departmentally shared goal of reducing domestic violence has contributed to a 12% reduction in domestic violence cases since 2012.

Officers and command staff continued the Repeat Offender Prosecutorial Enhancement Program (R.O.P.E.) effort in partnership with the Flagstaff Municipal City Court and City of Flagstaff Prosecutors. This collaborative effort continued in 2013 with significant positive impacts on incidents of recidivist criminal activity and victimization associated with violent crime and property crime in Flagstaff. Saturation patrols, OP40 initiatives and R.O.P.E. have helped contribute to an overall 8% reduction in violent crimes from 2012.

To further support our CompStat efforts, a Crime Analyst was integrated into the Criminal Investigations Division in 2010. This position continues to significantly enhance our internal communication and intelligence sharing capability. The contributions of a Crime Analyst to our CompStat strategy has directly impacted our ability to identify crime trends more rapidly, sharing key details to target those trends, interdict those crimes and make arrests of persons responsible.

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Staff conducted an analysis of CompStat data to determine the most frequent location and root cause of intersection related collisions. The Crime Analyst worked to compile a monthly list of Flagstaff's "Most Dangerous Intersections." Using monthly CompStat meetings to share timely information about high-risk traffic areas allowed patrol supervisors to direct their officers to proactively address unsafe driving behavior through enforcement. These efforts contributed to an 11% reduction in injury accidents and a 50% reduction in fatal accidents.

We opened a Southside substation and maintained a Southside presence with support from a Department of Justice grant that funded the hiring and training of four new COPS grant officers. This Squad was fully staffed by the end of 2012 and helped address quality of life issues, crime in this area, and parking concerns.

We created a New Victim's Rights form for misdemeanor incidents to help streamline the victims' rights process.

We strengthened the multi-agency Child Abduction Response Team (CART) through expanded training for the team to include dispatchers and detectives as well as first responders.

We completed an analysis of case studies for the Navajo Nation Human Rights Commission (NNHRC), and conducted department wide training on Native American cultures.

We initiated our Phase II upgrade, which will allow the Communications Center to better process and respond to emergency wireless 9-1-1 calls. This new service will provide the Center and responding agencies with the approximate location of the wireless caller by latitude and longitude and the wireless telephone call back number.

We conducted 104 community support meetings in addition to neighborhood related Block watch meetings. Educational items included information on identity theft, medical marijuana, SB1070 and property crime.

We reduced citizen complaints in 2013 by 31% from 114 in 2012 to 79 in 2013.

We reduced use of force incidents by 9%, from 178 in 2012 to 162 in 2013.

We increased our civilian volunteer hours by 51% from 1,691 hours to 2,559.

A number of straightening the pipes initiatives was introduced:

We re-evaluated the hours our Records Section was open to the public thus closing earlier on nights and weekends, when front counter traffic was minimal.

We introduced call notes reporting, which allows officers' to write comments in the dispatch call notes on minor incidents, rather than filing a time-consuming police report.

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We issued Smart Cell Phones to our detectives, which allows instant access to and forwarding of wanted or missing persons to media/investigators and allows for the immediate dissemination of criminal intelligence and group messages.

We began purchasing all-wheel drive patrol vehicles so staff time is not lost putting chains on rear wheel drive cars, and response times are less impacted by winter weather.

We increased the skill and confidence level of our officers by providing more training. In 2013, our advanced officer training hours increased by 26% from 5,589 to 7,055 hours. This included an on-location mandatory report writing class for all newer officers.

We strengthened the Departments informal and formal counseling abilities through the expansion and additional training for the CISM (Crisis Incident Stress Management) teams and the Departments Peer Mentoring Program.



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OTHER INITIATIVES THE DEPARTMENT HAS ACCOMPLISHED OR UNDERTAKEN OVER THE PAST YEAR:

- Several officers enrolled in college classes taking advantage of the tuition reimbursement program.
- Civilianized the training and court positions to save cuts elsewhere and assure efficiency and cost effectiveness.
- Re-allocated two motor pay positions to Corporals.
- Re-structured the promotional process to place more emphasis on work performance and leadership.
- Sent the Multi Agency Shoot Team to advanced training.
- Adopted new evaluation guidelines.
- Placed accident templates on PDF forms.
- Began a Peer Mentoring program.
- Moved and expanded the report writing area.
- Created a technology area in the police station.
- Purchased 25 new desk top computers.
- Updated the DUI Van with grant funding.
- Purchased reflective gloves for traffic control (officer safety).
- Purchased updated flashlights and tasers (officer safety).
- Began replacing the fleet with AWD cars (officer safety).
- Promoted the under 100 Initiatives (officer safety).
- Started jean Fridays (the \$2 donation goes to help pay for retirement gifts and employee recognition).

ACCOMPLISHMENTS

CALENDAR YEAR 2014 GOALS:

Implement a lethality assessment indicator tool for Domestic Violence incidents to help identify and address violent suspects.

Continue to revise CompStat by introducing a strategic management system to allow for more timely information sharing and pre-emptive policing.

Increase Department effort toward climate resiliency and preparedness through various efforts: Woods watch, directed patrols of “hot” crime spots, and fire prevention patrols to protect the city from catastrophic wildfire. Train command staff on emergency operations, conducting EOC tabletop exercises and after action reviews.

Explore a partnership with the Fire Department on fire prevention patrols.

Revise the Field Training Program to help increase success rates of trainees.

Continue to explore technology advancements for the department including: body cameras for officers, paperless/electronic citations and warnings, and a new Mobile Data Computer tablet platform for vehicles.

Move forward with the Phase II 911 system, updating maps, testing and troubleshooting, with the goal of going live by October 1, 2014.

Place three emergency communications trainees into a formal dispatch academy and provide in-house advanced training to existing employees twice annually.

Straighten the Pipes Initiatives

Implement an assessment tool during the hiring and training process to help identify prospective dispatch applicants who possess the necessary skills to perform the position.

Develop a master training calendar to help minimize staff overtime, and complete mandatory training for all officers within legal time limits.

Move the patrol squads from a six to an eight squad format to better cover high call load times, reduce overtime and improve retention.

Explore a “hire for attitude” revision of the new hire process for officers.

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SPECIAL ENFORCEMENT



Police and Fire Woods Patrol



Special Enforcement Squad Camp/Forest Clean Up



Dew Downtown Special Detail

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A number of specialty patrols were conducted in 2013. As weather and staffing permitted, four motorcycle officers were deployed in areas with frequent speed and red light violations, or to serve as visible enforcement profiles to prevent collisions in high accident locations.

We also continued the “Safe Streets Program” by enforcing traffic laws in specific areas in response to citizen complaints and feedback from the Traffic Commission. Beat officers worked specific areas using the Targeted Radar Advisory Program (TRAP). The Department’s three radar trailers and a “decoy car” proved effective in reducing speed in problem areas.

The Department continued the Sunnyside Initiative in 2013 to improve quality of life for residents and reduce crime through partnerships. The Flagstaff Police Department assigned a Sergeant and deployed four officers specifically to the Sunnyside and Fourth Street areas. The officers used proactive patrol efforts and citizen tips to gather intelligence on criminal activity and to enforce the law. The officers used bicycle patrols to enhance their presence in the Sunnyside neighborhood and surrounding parks. They attended monthly Sunnyside Neighborhood Association meetings in which issues and problems were addressed. The officers helped open the Sunnyside Substation on Fourth Street in 2009 and continue to utilize it in their daily operations. The officers attended and provided security for several community gatherings and conducted crime prevention outreach.

In September of 2012, the Flagstaff Police Department was awarded a federal COPS assistance grant allowing the Department to implement a Southside Initiative. This was tailored after the Sunnyside Initiative, which began in 2009. Four officers have been assigned to the Southside neighborhood patrol to expand upon our community policing philosophy and address quality of life issues, traffic and parking enforcement. The officers maintain a high presence in the neighborhood utilizing bike and foot patrols. The officers attended monthly Good Neighbor Coalition meetings to discuss current or ongoing issues in the area and to keep the neighbors up to date with current projects and activities. By building a partnership with the Murdoch Center, their governing board has approved the Department to open a Southside Substation within the facility. In 2013, the Flagstaff Police Department collaborated with the Murdoch Center and opened a Substation for officers in the Southside Neighborhood. This collaboration helps to increase visibility along with community policing with the Murdoch Center on a daily basis.

Several DUI task force operations enhanced both public education and enforcement efforts. Many of these programs were funded through the Governor’s Office of Highway Safety and Edward Byrne Memorial Justice Assistance grants. The DUI Taskforce Van was used on a regular basis to set up during high DUI times.

In keeping with our emphasis on excellence, officers are encouraged to obtain specialized skills and training in areas such as lifesaving, firearms, self-defense, ethics, defensive driving, search and

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seizure, interviewing, phlebotomy, and applicable new State and Federal laws. Through training and experience, patrol officers had the tools necessary to provide the highest quality service to the citizens of Flagstaff.

Accomplishments

The Department continued to conduct training and explored other concepts of the Crisis Intervention Team (CIT) program. These methods led to less recidivism and criminal disorder by the severely mentally ill. Out of the 350 documented contacts with mental health consumers by Flagstaff Police Department in 2013, 107 were handled by CIT officers. The Crisis Intervention Team combined with the availability of mental health services any time of the day or night, gave officers additional options other than full-custody arrests when dealing with individuals with serious mental illness.

In early 2008 Flagstaff experienced an increase in criminal activity related to public intoxicants. In response, officers conducted directed patrols to work in cooperation with local businesses to strictly enforce alcohol violations, trespassing, disorderly conduct, loitering, and other offenses which impact the quality of life. Officers met with the City Attorney's Office to seek enhanced prosecution for repeat offenders as part of our ROPE program. In 2013, 184 arrests were made by the Special Enforcement squad.



Camp located inside City Limits

Selective Enforcement Squad

The selective enforcement squad is designed to increase departmental flexibility by assigning an entire squad of officers to special events, incidents, or targeted criminal activity. Squad members conduct surveillance and provide walking patrols in the downtown area, bicycle patrols and foot patrols in high crime areas as well as airport patrols.

Accomplishments

- Officers worked closely with the Flagstaff Fire Department, the Coconino County Sheriff's Department and the United States Forest Service to help prevent wild land fires. Throughout the summer, officers patrolled the wooded areas in the urban and forest interface, enforcing criminal and federal codes pertaining to camping and fires. Department of Public Safety helicopters and the Coconino County fixed wing airplane assisted in locating illegal campfires with officers on board. This assisted in dispatching officers to take enforcement action. Officers also coordinated with the Adult Probation work crew to remove abandoned transient camps and refer occupants to the appropriate social services.
- Coordinated the directed patrols to address quality of life issues as well as help prevent victimization and perpetration of crimes by serial inebriates.
- Coordinated with Homeland Security during assigned duties at the Airport.
- Coordinated graffiti paint over projects with at-risk youth and community members.
- At the request of school administrators, conducted lock down drills at local schools with canine assistance to sniff for drugs.
- Officers continued to provide security at City Council meetings and provide police presence during other community meetings.
- The Flagstaff Police Department also provided extra patrol and community policing efforts such as:
 1. The Flagstaff Unified School District "Grad Night" in addition to numerous dances and athletic events.
 2. Fourth of July Parade & Pyrotechnics Show
 3. High School Homecoming Parades
 4. NAU Homecoming/Tequila Sunrise Services
 5. Northern Lights Parade
 6. Christmas Luminaries Show
 7. Take Back the Night March
 8. Annual Celtic Festival
 9. New Year's Eve Pine Cone Drop
 10. Pride in the Pines Event
 11. Movies on the Square
 12. Halloween Harvest
 13. Cinco De Mayo Celebration
 14. Concerts in the Park
 15. First Friday Art Walks

Traffic Enforcement

Maintaining safe roadways for motorists, bicyclists, and pedestrians is a high priority for the Flagstaff Police Department. All patrol officers are directed to conduct traffic enforcement to address the causal factors of accidents within their beat. The traffic enforcement unit is comprised of four officers who work on motorcycles as weather and staffing permits. The motor units are more effective in providing enforcement in highly congested areas where patrol cars are ineffective. The traffic units also provide funeral escorts, parade details, collision investigations, and back up for other officers.

There were 2,554 total collisions in 2013; of those 2,199 were non-injury collisions. There were 352 injury collisions, a reduction of over 10% from 2012, and three (3) collisions which resulted in fatalities. Officers issued nearly 10,000 citations for traffic related offenses such as speeding and red light violations. In 2013, officers arrested 612 impaired drivers. These enforcement efforts are credited with continuing to significantly reduce the number of injury and non-injury vehicle collisions. We achieved a 9.8% reduction in DUI related collisions from the previous year.

The Collision Reconstruction Team is comprised of four Detective/Corporals, two officers and one alternate position. They are responsible for reconstructing fatal and serious injuries. In 2013 all team members met on a regular basis to review past and present investigations. Also in 2013, the team investigated one fatal collision, two serious injury collisions and assisted detectives in diagraming a possible homicide scene. Three members also attended advanced collision reconstruction training hosted by AZPOST.



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Flagstaff Police Department Motor Squad



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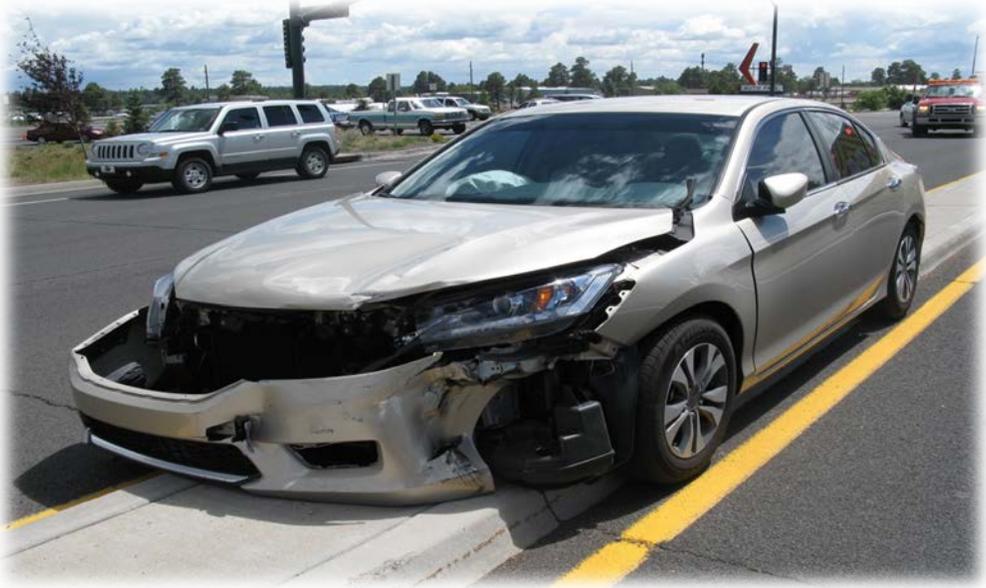
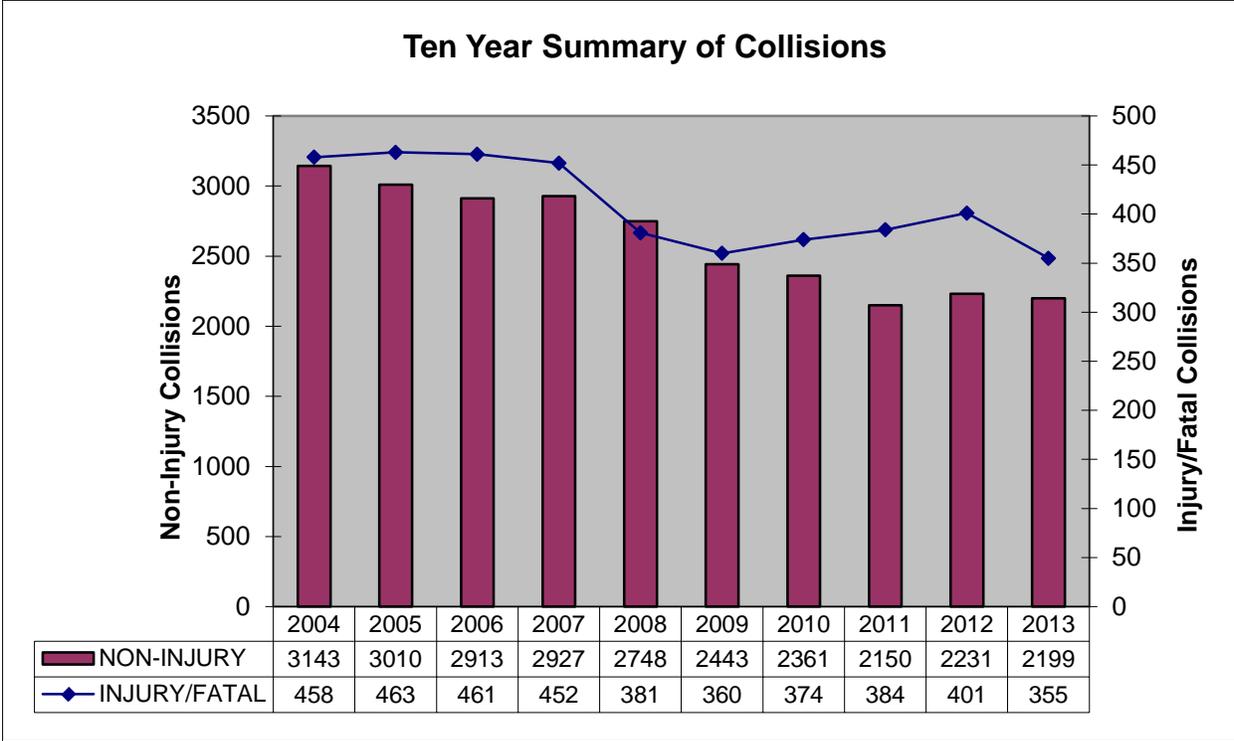
TRAFFIC ACTIVITY

Incident Type	2012	2013	% Change
Non-Injury Collisions	2,231	2,554	14%
Injury Collisions	395	352	-11%
Fatal Collisions	6	3	-50%
DUI Related Collisions	72	64	-11%
DUI Arrests	825	619	-25%
Traffic Citations	10,410	9881	-5%
Warnings	10,004	8,454	-15%
Parking Citations	4,982	4,240	-15%
Motorist Assists	975	824	-15%

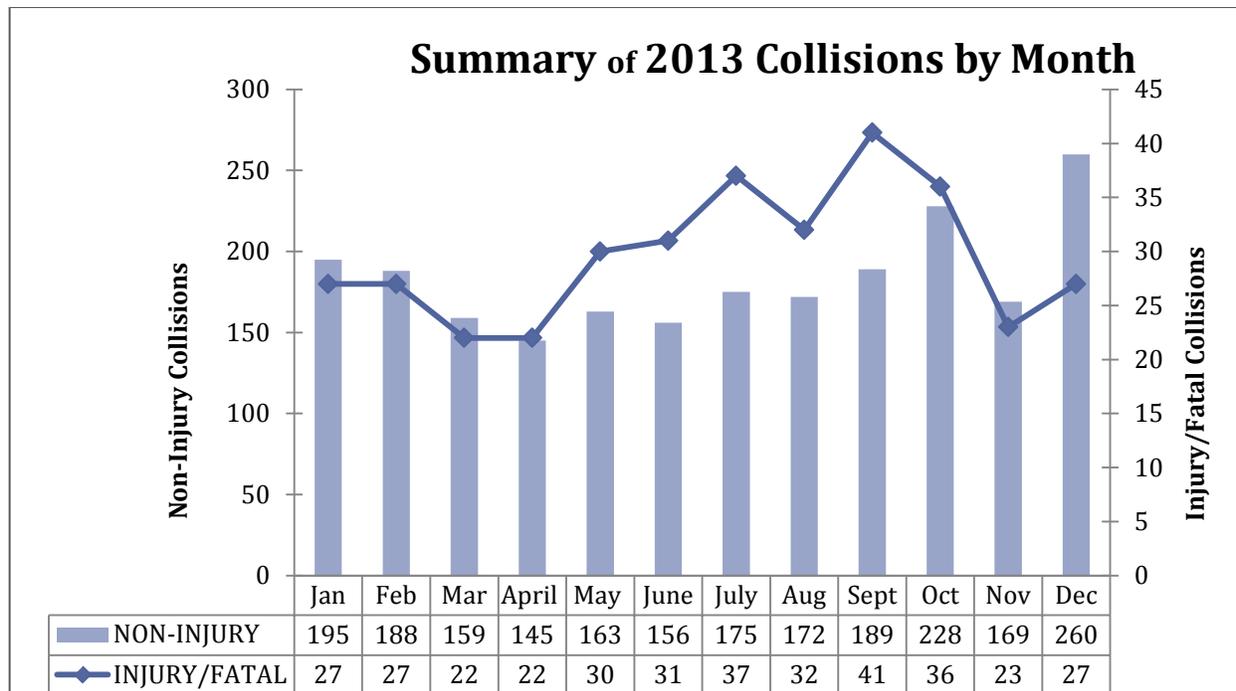


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TEN YEAR SUMMARY OF COLLISIONS



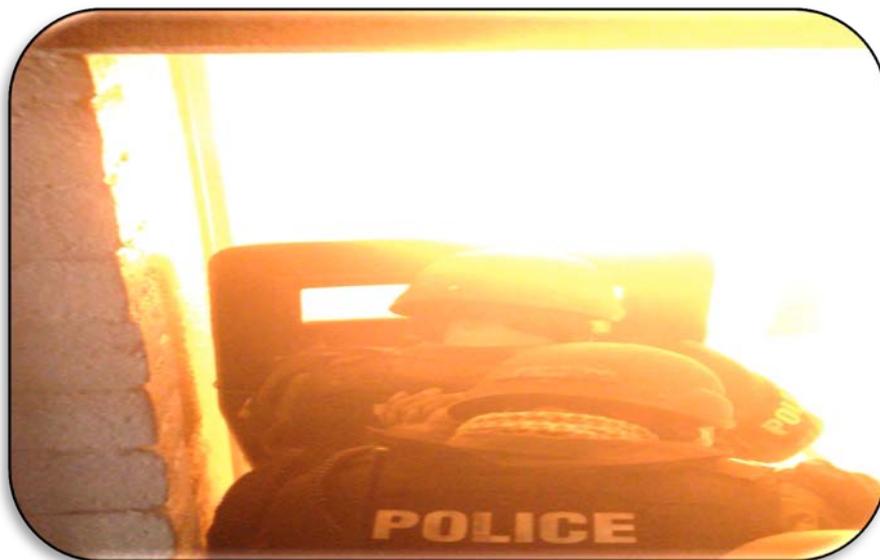
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MOST FREQUENT LOCATION OF INTERSECTION RELATED COLLISIONS THREE YEAR COMPARISON

Intersection	2011	2012	2013
S. Milton Road/W. Butler Ave	26	31	45
N. HWY 89/E. Marketplace DR	28	30	41
W. Route 66/S. Milton RD	30	30	25
E. Route 66/N. Switzer Canyon DR	31	29	24
N. Fourth ST/ E Route 66	37	23	24
E. Route 66/ N. Fanning DR	18	22	24
S. Milton Road/S. Malapais LN	36	25	22
S. Woodlands Village BVLD/ S. Beulah BLVD	16	18	21
S. Milton Road/ S. Plaza Way	21	17	21
S. Beulah BLVD/S. Lake Mary RD	17	14	19
W. University Ave/S. Milton Rd	28	32	18
S. Beulah BLVD/W. McConnell DR	18	25	17
W. University DR/ S. Milton RD	16	16	17
W. University Ave/ S. Woodlands Village BLVD	4	8	16

Emergency Services



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Tactical Operations

The Emergency Services Response Team, comprised of officers with primary assignments in various sections of the Department, handles the containment and apprehension of armed barricaded persons, hostage incidents, found explosives and other potentially volatile situations. The Emergency Services Response Team consists of three units, the Special Weapons and Tactics Team (SWAT), Negotiations, and the Explosives Ordinance Disposal Team (Bomb Squad). Officers take great pride in their equipment, training and professionalism during crisis incidents.

The SWAT Team, with membership in the National Tactical Officers Association, consists of officers from the Flagstaff Police Department, the Coconino County Sheriff's Office, and six Flagstaff Firefighters who serve as team medics.

The Tactical Operations Team assists the Metro Narcotics Unit, Drug Enforcement Administration (DEA) and Alcohol, Tobacco and Firearms (ATF) with high risk warrant service. In addition to providing training on various topics to the Flagstaff Police Department and other outside law enforcement personnel, in 2013 team members received approximately 180 hours of training during monthly practice sessions.

Accomplishments

- The team responded to 13 high risk call-outs in 2013.
- The team successfully handled six call-outs regarding barricaded suspects. One barricaded suspect was wanted for stabbing multiple people and another barricaded suspect was wanted for second degree murder.
- The team successfully handled six high risk warrant services during 2013.
- The team worked a dignitary detail with the U.S. Secret Service.



Hostage Situations

Negotiator

Incidents involving barricaded subjects, hostage takers, or persons threatening suicide are stressful moments for law enforcement personnel who respond to them. Officers responding to these scenes quickly assess the totality of the situation, secure the area, gauge the threat to hostages or bystanders, and request additional resources as appropriate. Crisis negotiators must establish contact with subjects; identify their demands and work to resolve these tense and volatile standoffs without loss of life.

The five members of the Hostage Negotiations Team are on call to diffuse volatile situations through verbal communications with suspects. Officers assigned to this team are trained to work closely with the Tactical Operations Team and with the Coconino County Sheriff's Department Crisis Response Team.

Accomplishments

The Team responded to five calls in 2013. One was a Domestic Violence suspect who had stabbed an uncle and barricaded himself inside a local residence. Another was a suicidal subject who had threatened "suicide by cop" and barricaded in a Cheshire neighborhood residence. Negotiators also responded to Kit Carson trailer park to assist with a barricaded fugitive wanted by the US Marshals. The last two calls were assisting the CCSO and Flagstaff PD Swat team with armed and barricaded subjects in Blue Ridge and on Palmer Ave.

Two members of the Negotiations Team attended the 13th annual Crisis Negotiations conference in Mesa Arizona.

The Negotiations Team also transitioned from the "DUI" van to a smaller surveillance van so that the larger vehicle could be re-fitted to be used by Governor's Office of Highway Safety for DUI enforcement.



Explosive Disposal Team

The primary mission of the Explosive Disposal Team is to ensure the safety and well-being of the members of the City's diverse communities as well as the safety of all public safety personnel who may be first responders to an explosive-related incident. The Flagstaff Police Department Bomb Squad has been serving the residents of Flagstaff since 1970. The team is comprised of five highly trained bomb technicians who are responsible for handling, transportation and rendering safe all explosive items located within the City and Coconino County. This responsibility extends to the proper handling of abandoned explosives and chemicals that have outlived their life expectancy. The team also assists local agencies with explosives and the Tactical Operations and Hostage Negotiations Teams with barricaded suspects.

Accomplishments

In 2013, the Explosives Disposal Team responded to 21 calls for service both inside and outside the City. These calls included eight suspicious packages calls, ten calls for found explosives or devices, one drug lab, three calls for hoax devices, one protective sweep and a threat call. In addition, members of the team conducted numerous explosive destructions and inspections, sweeps for bomb threats, security assignments and dignitary protection details.

In 2013, the Explosives Disposal Team completed a demonstration for the Citizen's Police Academy, touch-a-truck presentation, bomb threats class and a presentation for ALEADS (Arizona Leadership Education & Development Academy), as well as classes for local organizations, businesses, schools and law enforcement agencies. The members of the Explosives Disposal Team are required to complete 16 hours a month of proficiency training, one 40 hour class a year and recertify every three years to maintain their certification.

Training and Recertification

- Two team members attended the International Association of Bomb Technicians and Investigators Conference.
- One team member attended the National Bomb Squad Commanders Conference.

Explosive Disposal Team



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Criminal Investigations – Detectives

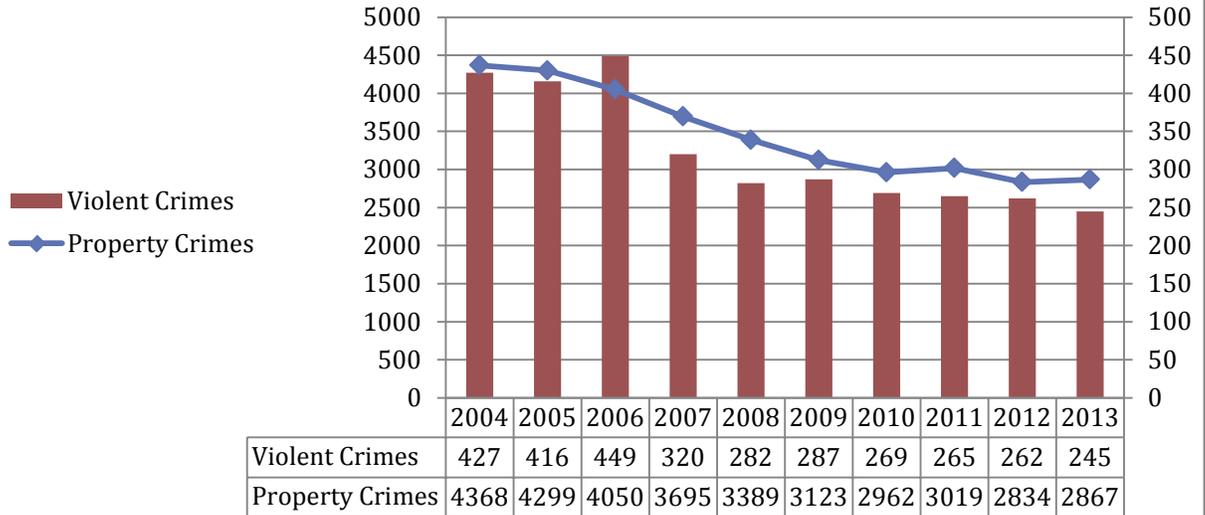
The men and women of the Criminal Investigations Division combat crime by conducting prompt, efficient and diligent investigations. Detectives use all available technological resources and traditional investigative methods to solve crimes, identify and apprehend suspects, locate missing persons and recover stolen property. By adhering to a community policing philosophy, members of the Division form a partnership with crime victims and law abiding citizens to improve the quality of life in our community and interdict crime and combat disorder.

The Criminal Investigations Division, comprised of a Lieutenant, two Sergeants and 14 Detectives, is responsible for investigating felony crimes, deaths and missing persons. There is also a Crime Analyst assigned to Criminal Investigations, who tracks crime trends within the City and produces a weekly Intelligence Bulletin showing these trends. This assists the Department in allocating resources to affected areas in order to combat and reduce crime. Detectives were assigned 3,174 cases in 2013 which was a decrease of 523 cases from the previous year. The Detective Division had an overall clearance rate of 67% in 2013 which was a 3% improvement from the previous year. Reducing the number of pending cases, while maintaining quality customer service, continues to be an important focus for the Criminal Investigation Division.

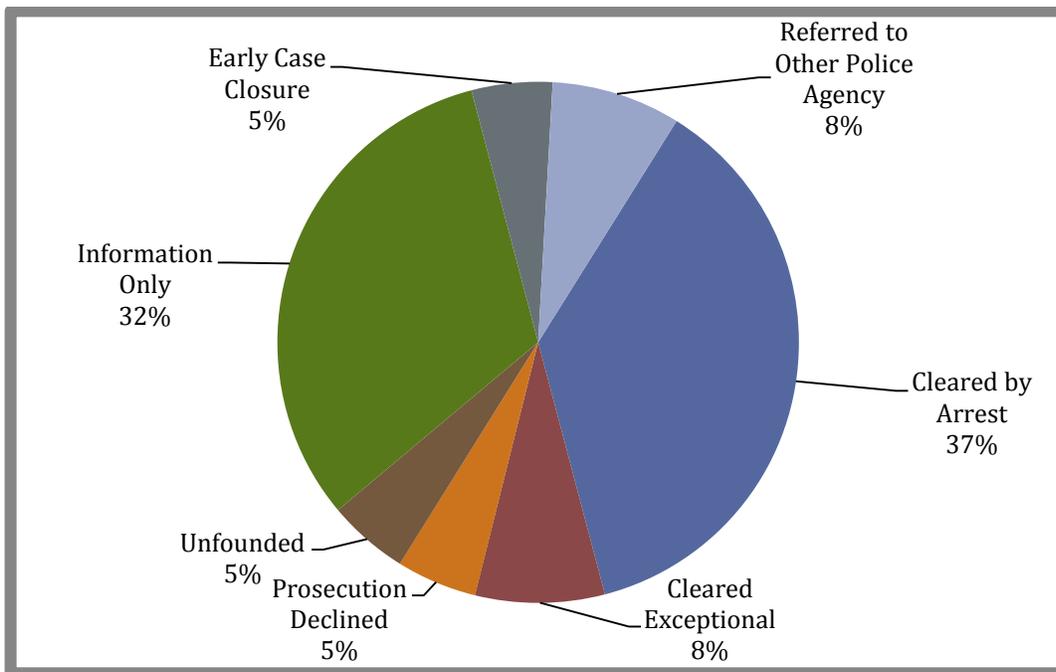


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Ten Year Comparison of Part One Crimes



DISPOSITION OF CASES ASSIGNED TO CRIMINAL INVESTIGATIONS 2013



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Crime Type	Actual			% Change	Cleared	% Cleared
	2011	2012	2013	2013	2013	2012
Homicide	0	0	1	100%	100%	0%
Rape	41	28	24	-14%	88%	50%
Robbery	38	45	43	-4%	16%	37%
Aggravated Assault	185	189	177	-6%	77%	75%
Burglary	235	242	220	-9%	18%	20%
Larceny Theft	2717	2533	2592	2%	39%	40%
GTA	67	59	55	-7%	36%	42%
Total Violent	264	262	245	-6%	68%	66%
Total Property	3019	2834	2867	1%	37%	39%
Grand Total	3283	3096	3112	1%	40%	41%
Arson	24	23	24	4%	50%	43%

Red = Violent Crime
Black = Property Crime

Detective Major Crime Cases

Violent Serial Rapist

Near the middle of summer, the Detective Division became aware that multiple violent sex assaults were connected through DNA matches. Along with matching DNA profiles from the suspect, many of the attacks shared similarities. Those similarities included the suspect description, the violent manner in which the victims were raped, and the predatory manner in which the suspect sought out girls that had been drinking in the downtown bar area.

Once it was determined that a serial suspect was actively pursuing victims in the Flagstaff area, a Task Force was organized that consisted of Flagstaff PD detectives and personnel from the Coconino County Sheriff's Office, DPS and the United States Marshal's Office.

Investigators tracked down hundreds of leads over several weeks. Meanwhile, numerous officers worked plainclothes operations in the downtown area every night in an attempt to locate anyone matching the descriptions given by the suspects.

Ultimately, an undercover officer made contact with a subject later identified in the downtown area. The subject acted aggressively toward the officer and his license plate information was obtained. Shortly after, Detectives located the subject at his residence and procured his DNA. The DPS laboratory confirmed that it matched the DNA taken from the numerous victims and the subject was arrested shortly after.

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Gang-Related Homicide

In September 2013, Detectives initiated an investigation into a stabbing death that occurred in the downtown area. Detectives determined that numerous people had been stabbed in what was found to be a gang confrontation. Over the next few weeks, detectives ran down numerous leads, served multiple search warrants, and continued to locate new victims and suspects.

Within two weeks, three known gang members had been arrested for second degree murder charges, along with three additional juvenile males indicted for lesser assaults.

Commercial Business Fraud

Fraud detectives identified suspects involved in dozens of thefts from commercial business. The suspects were found to be selling the stolen merchandise back to the store and receiving gift cards. The gift cards were then sold to the general public. Immediately after selling the cards to the public, the suspects would use the card number to purchase items online – thereby making the gift cards empty.

This activity resulted in numerous victims and over \$35,000 in stolen merchandise. Detectives were able to identify two primary suspects and served multiple search warrants to recover property. Both suspects were arrested and thousands of dollars in property was recovered.

Dismantled Burglary Ring

During the month of June, East Flagstaff experienced a significant rise in vehicle burglaries, particularly around the Sunnyside neighborhood. A suspect involved in the burglaries attempted to pawn a unique archery release which raised the suspicion of the shop owner. The release was found to have been custom made for a customer, who was also a victim of a vehicle burglary. Officers and investigators became involved and tracked the suspect back to a local hotel room.

Detectives wrote a search warrant for the room, recovered a significant amount of stolen property, and made four felony arrests on charges of vehicle burglary, theft, and trafficking in stolen property. The property recovered in the hotel room led to the closure of 11 separate vehicle burglaries, plus numerous additional leads.

Crime Analyst

Detectives continue to use CompStat methods to assist in crime mapping and conduct proactive property crime investigations.

Detectives started and maintained monthly community meetings, which are called FRAPA (Flagstaff Retail Asset Protection Association). During these meetings approximately 15 loss prevention agents and store managers from local retail stores share information with Detectives in order to identify and apprehend frequent suspects in shoplifting cases. Through this partnership we are better able to reduce property crimes that occur at local retail shops and through collaborative efforts several arrests have been made. We

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also purchased a Dry Erase Standout Cardboard Cut Officer to be placed in local retail shops to help prevent thefts.

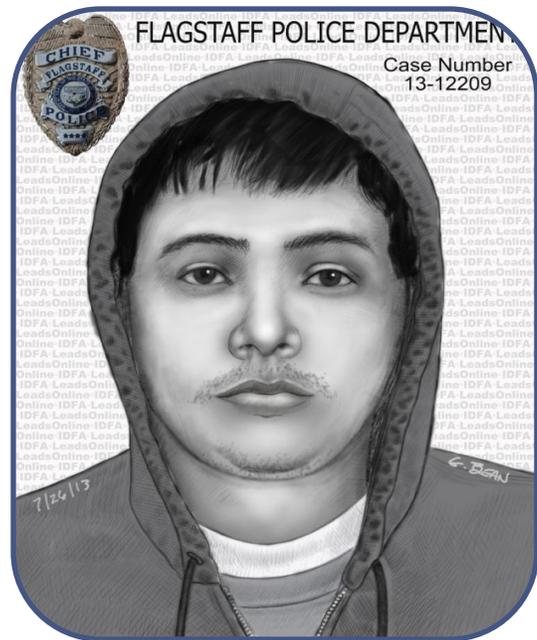
Currently three Detectives and one Detective Sergeant are assigned to the Department's Tactical Operations Team and one is assigned to the Negotiations Team. Another is assigned to the departmental Accident Reconstruction Team. Three Detectives participate on the Coconino County Coordinated Community Response Team for Domestic Violence and Sexual Assault. Three Detectives are also phlebotomists for the Department.

Detectives taught at the Citizen's Police Academy and continue to participate in the "Challenge Program" at the two local high schools. Several Detectives are involved in a pool to provide educational presentations on a variety of topics at monthly community meetings. As a result, several presentations were given through the city on various topics including internet safety, identity theft and crime scene investigations.

Training

Detectives have received training in:

- *Fundamental Principles of Investigations (24 hrs.)
- *Advanced Criminal Investigations (24 hrs.)
- *Investigative Strategies for Missing Children (32 hrs.)
- *Amber Alert Training (8 hrs.)
- *Basic Forensic Interview Training (8 hrs.)
- *Advanced Forensic Interviewing (40 hrs.)
- *A Real Life Approach to a Conspiracy Case (4 hrs.)
- *Highway/ Criminal Interdiction (4 hrs.)
- *Bloodstain Pattern Interpretation (8 hrs.)
- *DV Train the Trainer (8 hrs.)
- *Auto Theft Investigations (8 hrs.)



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Silent Witness

The Flagstaff/Coconino Silent Witness Program has been a valuable crime-fighting tool since 1980. All funds for the program are donated, therefore the only cost to law enforcement is the time required to administer the program. Two Patrol Officers, three Detectives and a Detective Sergeant coordinate the program and provide updates on unsolved crimes to the newspaper and other media.



WE NEED YOUR INFORMATION, NOT YOUR NAME!

Accomplishments

Silent Witness is a non-profit program created to give citizens the opportunity to assist law enforcement in solving crimes. Citizens remain completely anonymous and are paid rewards of up to \$1000 when the information provided leads to an arrest or indictment.

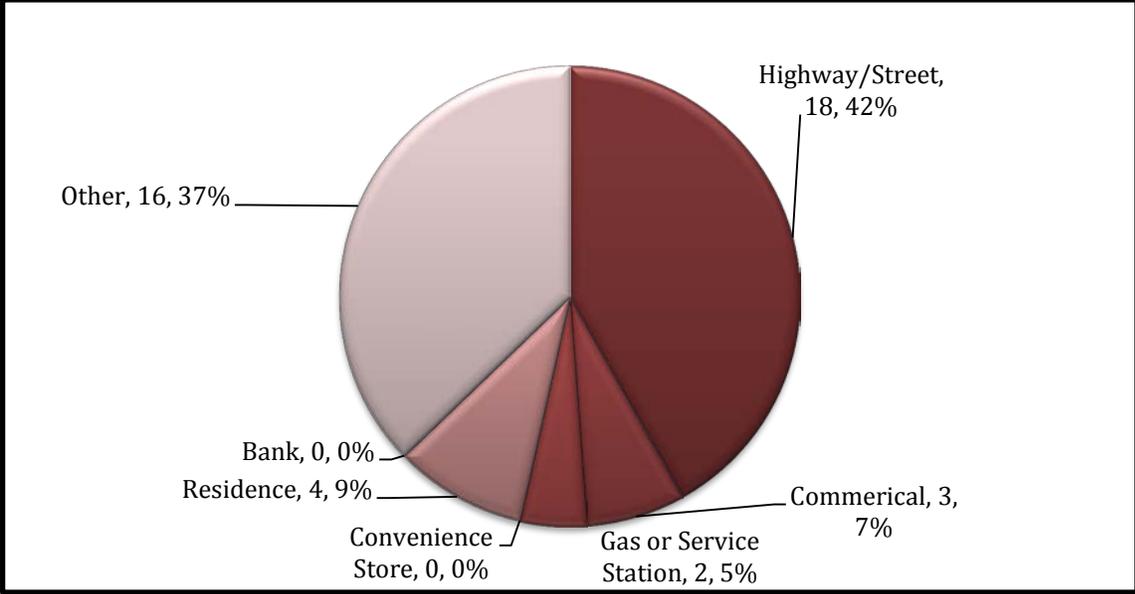
Silent Witness continues to maintain the website at the coconinosilentwitness.org. The website is used to provide general contact information and allows tips to be submitted online. Unsolved crimes are also highlighted on the website for the public to view.

During 2013, Silent Witness received 122 calls, which solved 11 felony crimes and produced nine felony arrests. The Silent Witness Board approved \$6,850 in awards to be paid to callers.

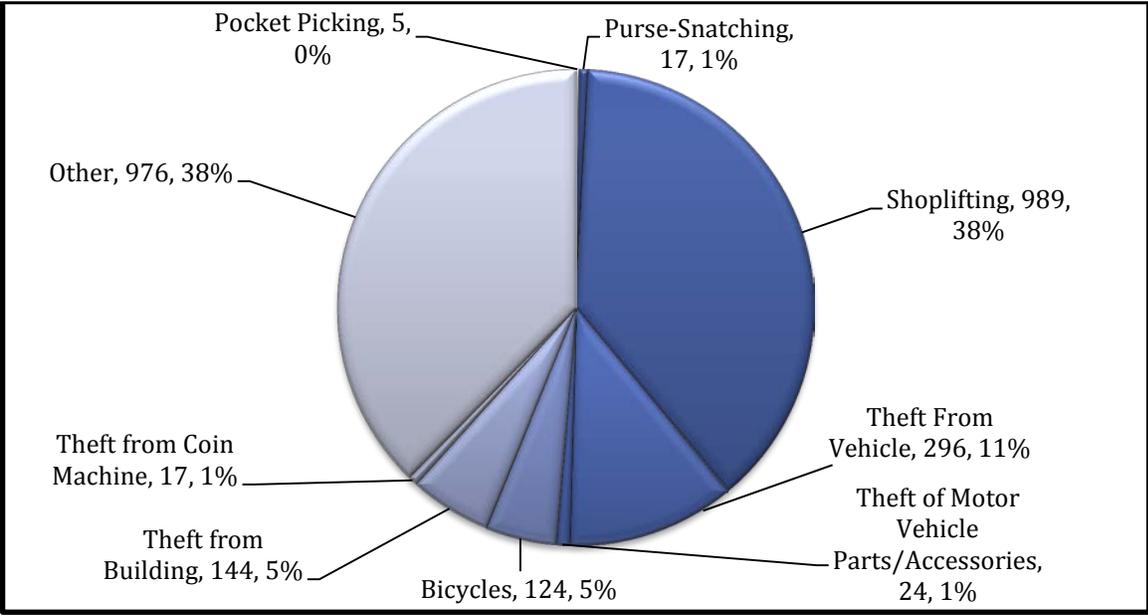
The Silent Witness program “Tips Soft” is web based service that allows law enforcement agencies to communicate anonymously with the public regarding crimes, fugitives and amber alerts. This service allows tips to be sent anonymously through different types of media. Tips can now be texted to 274637 (CRIMES) by initiating the text with “FLAGTIP” or visit the Silentwitness.org website and follow the link to submit a tip online.

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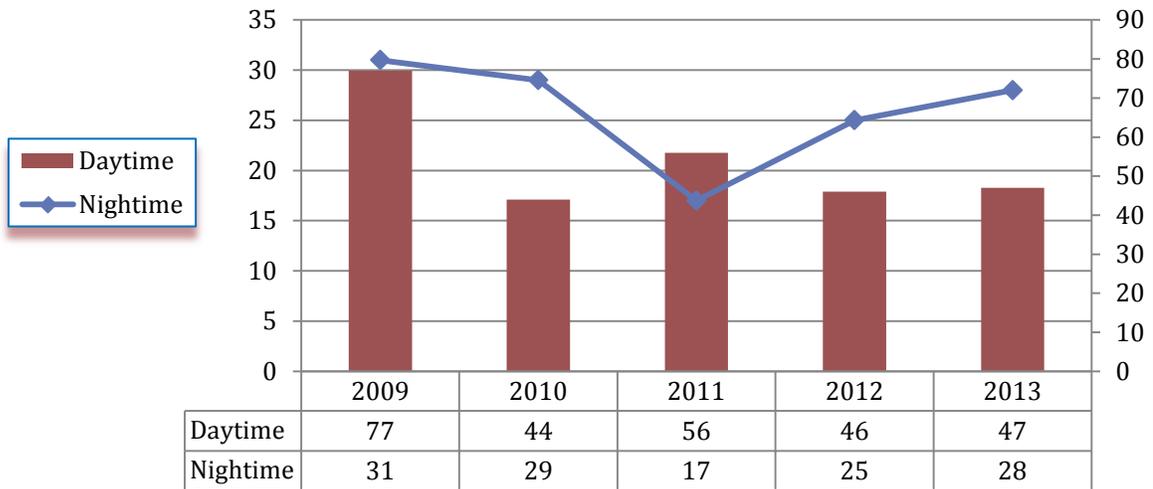
LOCATION OF ROBBERIES 2013



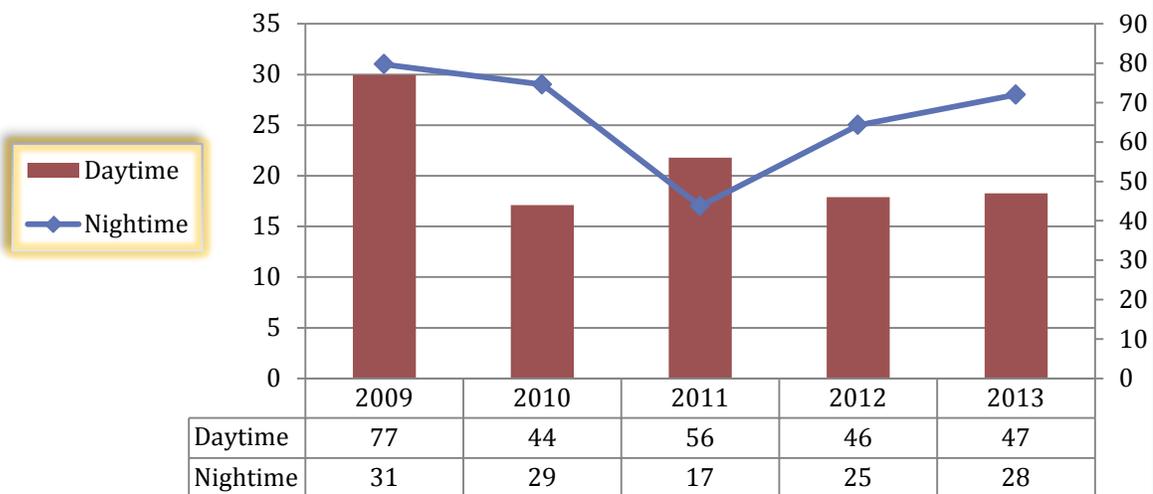
FREQUENCY OF THEFT TYPES 2013



Five Year Comparison of Residential Burglaries



Five Year Comparison of Business Burglaries



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	Number of Incidents				Dollar Value			
	2011	2012	2013	% Change	2011	2012	2013	% Change
THEFT VALUE								
\$200 and Over	648	659	690	5%	884,039	1,027,278	1,179,623	15%
\$50 to \$200	519	554	546	-1%	58,834	61,302	62,083	1%
Under \$50	1550	1320	1356	3%	15,041	16,836	14,934	-11%
TOTAL	2717	2533	2592	2%	957,914	1,105,416	1,256,640	14%
THEFT TYPE								
Shoplifting	888	929	989	6%	\$52,174.00	\$87,410.00	\$72,918.00	-17%
From Vehicles	402	215	296	38%	\$134,330.00	\$91,850.00	\$122,385.00	33%
of Vehicle Parts	25	22	24	9%	\$12,697.00	\$10,224.00	\$4,726.00	-54%
Of Bicycles	146	148	124	-16%	\$59,543.00	\$70,940.00	\$74,533.00	5%
From Coin Machines	4	4	17	325%	\$2.00	\$410.00	\$338.00	-18%
All Other Thefts	1,168	1,067	976	-9%	\$672,417.00	\$774,856.00	\$858,514.00	11%
TOTAL	2,633	2,385	2,426	2%	\$931,163.00	\$1,035,690.00	\$1,256,640.00	21%



MOVE IT, LOCK IT OR LOSE IT!

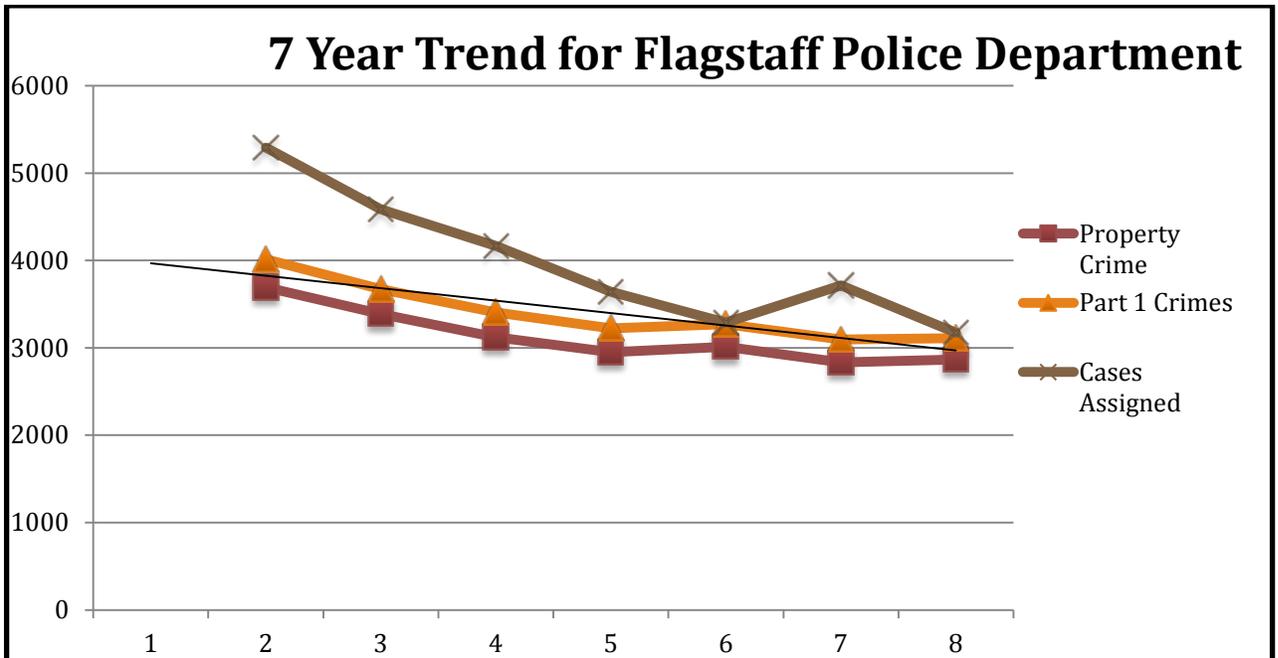
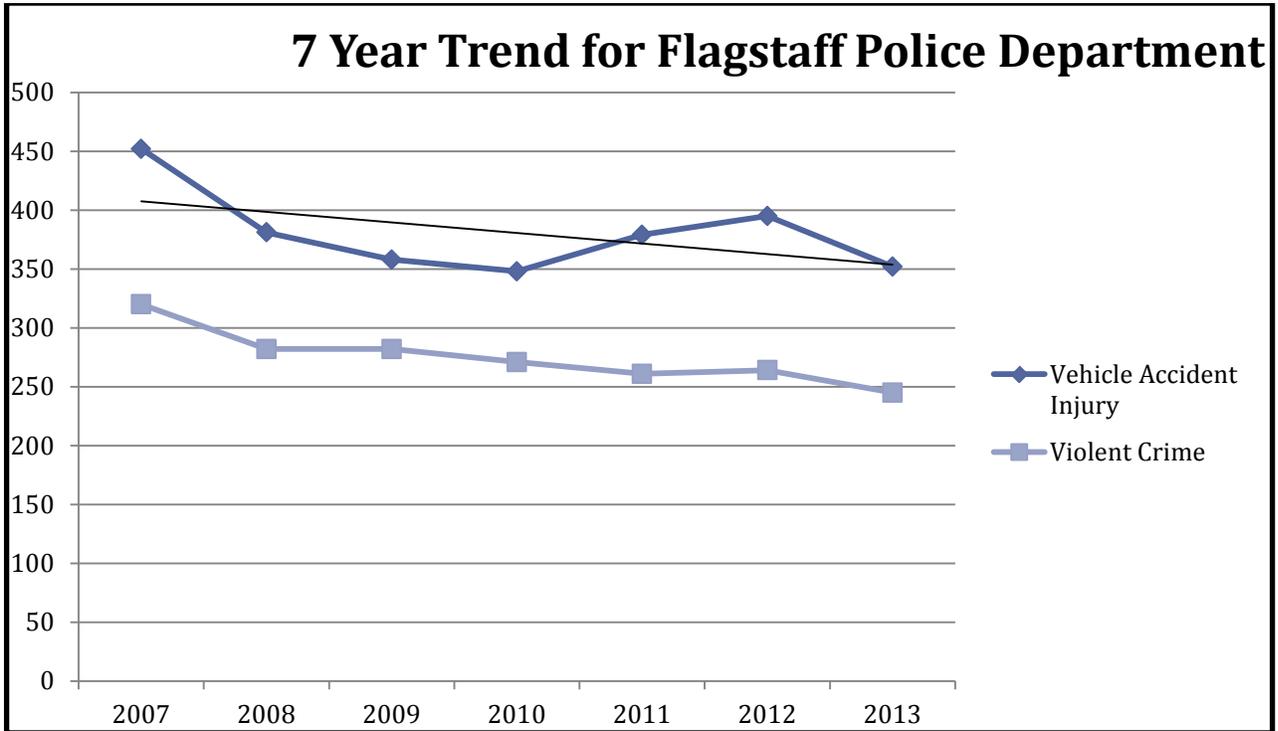
It takes less than 30 seconds for a thief to break in your car and steal your valuables.

It takes less than 20 seconds to remove your valuables from your vehicle.

It takes less than 1 second to lock your vehicle!



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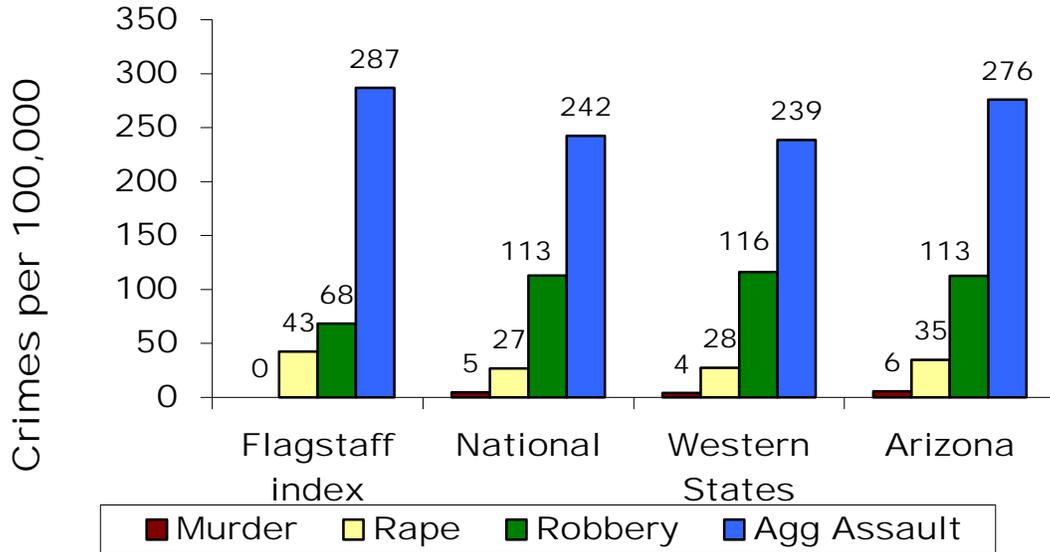


Property Crime -14% Reduction
Part 1 Crimes -23% Reduction
Cases Assigned -40% Reduction

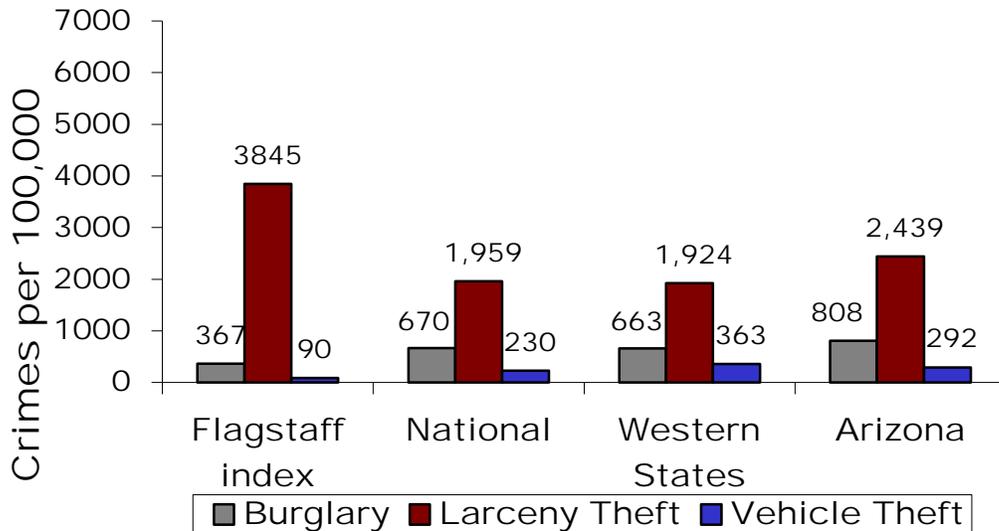
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***Part One Crimes Per 100,000 Inhabitant's -Numbers are for 2012 as the data for 2013 not published.

Violent Crimes Per 100,000 Inhabitants
Data derived from 2012 FBI Uniform Crime Report

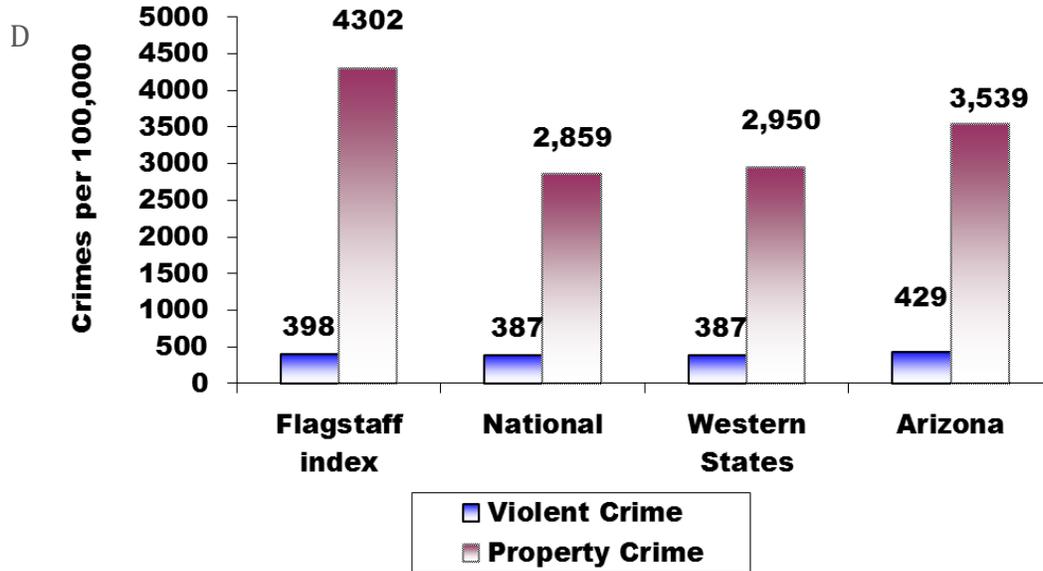


Property Crimes Per 100,000 Inhabitants
Data derived from 2012 FBI Uniform Crime Report

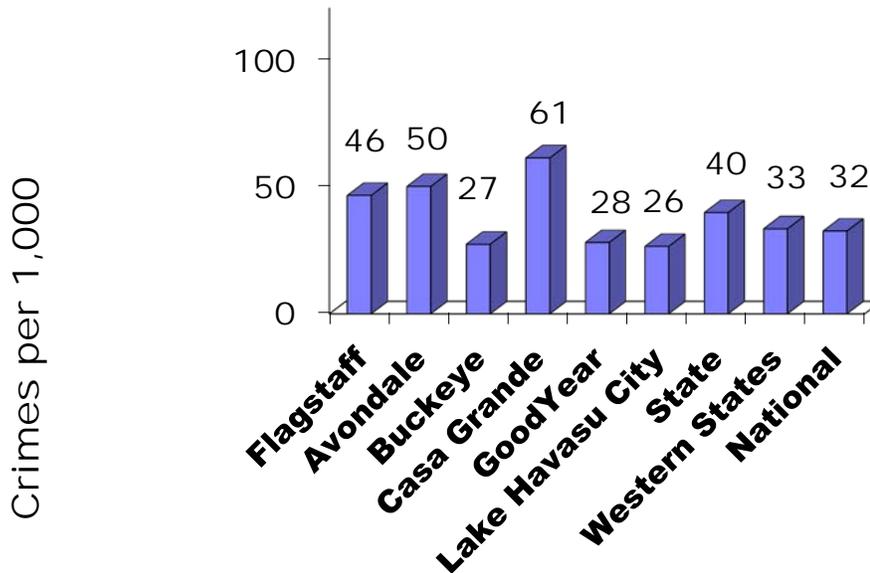


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Part One Crimes Per 100,000 Inhabitants
Data derived from 2012 FBI Uniform Crime Report



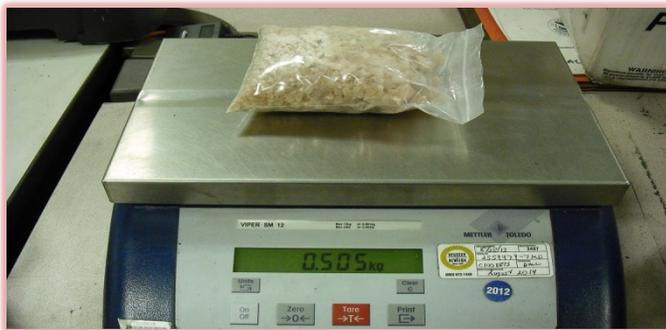
Part One Crimes per 1,000 Citizens
 Data derived from 2012 FBI Uniform Crime Report



***Part One Crimes Per 100,000 Inhabitant's -Numbers are for 2012 as the data for 2013 not published.

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Street Crimes Task Force (METRO)



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Drug Warrants, Arrest and Seizures

The Northern Arizona Street Crimes Task Force (Metro) is a multi-agency investigative unit managed by the Flagstaff Police Department. The task force consists of officers from Arizona Department of Public Safety, Coconino County Sheriff's Office, Flagstaff Police Department and the Northern Arizona University Police Department.

The two interstate highways in Coconino County provide a major thoroughfare for transporting contraband in all directions. Drugs are smuggled into the Tucson and Phoenix area to be disseminated, often through Flagstaff. The local Amtrak Train Station and the Greyhound Bus Station are also used for this purpose.

Aside from the agencies listed above, the task force works closely with federal agencies including the Federal Bureau of Investigations, the Bureau of Alcohol, Tobacco and Firearms, Customs, and the Drug Enforcement Administration. Significant funding for the unit comes from a Drug Interdiction Grant allocated from the Arizona Criminal Justice Commission. A secondary outside source of funding comes from the Coconino County RICO account. All Metro officers are currently members of the FBI Safe Streets Task Force, which grants the officers federal arrest authority and the ability to investigate crimes on our adjacent reservations.

The continued cooperation of all the above-listed agencies with the Metro Task Force enables local officers and agents to continue to be effective in the investigation and interdiction of those involved in the transportation and sale of illegal drugs, guns, and various street crimes.

In fiscal year 2013, Metro investigators served 37 search warrants, made 96 arrests, seized six vehicles, 27 guns, and \$24,869.16 in currency. Over the course of the year agents seized 8.3 grams of heroin (\$800.00 street value), approximately 216.51 grams of cocaine (\$7,530.00 street value), 1.54 pounds of methamphetamine and numerous other drugs including hallucinogenic mushrooms, crack cocaine, ecstasy, methadone, and a multitude of prescription medications.

Investigative Highlights

The Metro Task Force concluded a yearlong investigation involving a major suspect with confirmed Mexican Cartel ties. As a continued result of Metro's partnership with the FBI on the Northern Arizona Safe Street Task Force, this case continued to grow and developed into a federal investigation regarding the transportation and sale of large quantities of heroin and methamphetamine from Mexico into Flagstaff and across Arizona and Native American Reservations. At the conclusion of the investigation the main suspect was stopped and arrested in Yuma transporting 32 pounds of methamphetamine. Seven individuals were arrested and await trial and sentencing with the main suspect facing life in prison.

Metro concluded another yearlong investigation involving an illegal internet gambling business in Flagstaff. Working in conjunction with the Arizona Department of Gaming, Metro Agents conducted weeks of surveillance and undercover operations in the business to identify the owners and confirm the legality of the gambling machines and computers being utilized. The owners were identified and tied to another associate, who had been involved and arrested in several other states for similar gambling operations. Three

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search warrants were executed simultaneously on the Flagstaff business, the owner's residence and another associated residence in Phoenix. The warrants resulted in the seizure of more than twelve thousand dollars in cash and the seizure of 182 computers and hard drives worth over an estimated one hundred thousand dollars. Five suspects are pending arrests.

The Metro Task Force conducted another undercover investigation involving multiple purchases of MDMA (Ecstasy or Molly). An undercover Metro agent began making purchases of MDMA from a college housing facility directly across the street from the Flagstaff Police Department. A search warrant was served on the suspect's new residence, on West University, where the entry team interrupted the transaction of money for several ounces of cocaine. Five individuals (all NAU Students) were arrested as a result of the investigation for a total of twelve felony charges. A total of 186.5 grams of cocaine was seized along with MDMA, marijuana, drug paraphernalia and over \$5,000.00 in cash and a Yamaha motorcycle.

Metro agents were contacted by the Department of Homeland Security about a Flagstaff address near NAU possibly involved with the importation of large amounts of MDMA (ecstasy) into the country via a Chinese internet site. Metro agents learned that a package was intercepted by Homeland Security Agents in California containing a half kilo of pure MDMA. The package was brought to Flagstaff where Metro agents conducted a controlled delivery to the address on the package, on East Jacobs Way. An anticipatory search warrant was prepared and served following the controlled delivery where a female NAU student was arrested and another male subject was implicated and charged. Homeland Security was able to shut down the Chinese internet site.

An investigation involving the sale of stolen guns was conducted by Metro with an undercover agent purchasing stolen guns from an individual in Flagstaff, as well as numerous electronics items identified as property stolen in dozens of auto and residential burglaries in the city. FPD Detectives were also able to tie the same suspect to items he had pawned at a local pawn shop. The arrest of this individual resulted in solving dozens of burglaries and the return of numerous items of property to victims.

The Metro Task Force was asked to assist Flagstaff PD with an undercover bait operation following three violent sexual assaults in the downtown area of Flagstaff. The undercover operation was a large scale multi-agency collaboration where a female Metro Agent would pose as an intoxicated bar patron in an attempt to identify a possible suspect. Our undercover agent was eventually able to contact a suspicious person in the downtown area and engage in conversation. This subject was identified through the agent who obtained a vehicle license plate and was later contacted by Flagstaff PD detectives. DNA swabs were taken and in three days matched DNA from the suspect in the previous sexual assaults. This individual was arrested as a direct result.

STREET CRIMES

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COMMUNITY RELATIONS



Positive community relations and excellent customer service are the responsibilities of every employee of the Flagstaff Police Department. However, certain areas demand more attention and time than field officers can provide. The Sergeant and four officers of the Community Relations Section promote a positive image of the department through public outreach, release public information on a timely basis, facilitate the volunteer program and coordinate department-wide training.

2013 was a year of change for the Public Relations Section. The Community Relations Sergeant, two of three School Resource Officers, the Housing Authority Officer and the Training Coordinator were all newly placed into the Community Relations Section while the previous employees moved on to other opportunities.

Community Relations Officers

Officers assigned to the Community Relations Section are responsible for early alcohol and drug abuse prevention education through the Project Alert program. Officers also partner with community service organizations such as Coconino County Health Department, Flagstaff Unified School District, Citizens Against Substance Abuse (CASA), City of Flagstaff Parks and Recreation Division, the YMCA, Victim Witness, Coconino County Sheriff's Office, and Arizona National Guard Drug Demand Reduction staff to offer a wide variety of programs that teach positive choices.

As schedules permit, these officers assist with the distribution of crime prevention and public safety information through presentations and the staffing of public relations booths. Events in 2013, included booths at the Coconino County Fair, Law Day, National Night Out, Red Ribbon Week, the CASA Challenge, Citizen's Police Academy, Flagstaff Art Walk, Toy Drive, Northern Arizona University Home Show, and other events attended by hundreds of community members and out of town visitors.

Community Relations Officers assisted field personnel with Block Watches by providing supplies, informational materials, special speakers and staffing neighborhood events. In addition, these officers supported and often staffed various presentations at community education meetings hosted by the Department in support of our mission.

Community Relations Sergeant

The Community Relations Sergeant, James Jackson led the Community Relations Section from January to September before moving on for other career opportunities. Sergeant Cory Runge was chosen as his replacement. One hundred two press releases were distributed to radio, television and print media in 2013. Sgt. Jackson, Sgt. Runge and other Departmental personnel granted hundreds of television and radio interviews about major traffic collisions, criminal activity, community policing efforts, police community

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partnerships and other quality of life issues. Police personnel conducted approximately 117 special events and safety presentations in 2013.

Responsibilities of the Community Relations Sergeant include timely and accurate dissemination of information on criminal activity and public safety through a cooperative partnership with local, state and national news media; schedule, prepare and deliver information to groups at Northern Arizona University, Coconino County Community College, and a host of other organizations wanting presentations on the Flagstaff Police Department policies, procedures and responses to crimes and quality of life issues. This sergeant also coordinates many programs and projects such as Citizen's Police Academy, Northern Arizona Toy Drive, and National Night Out.

Additionally, the Sergeant supervises and manages all staff assigned to the Community Relations Section to include three school resource officers, one training coordinator, one housing authority officer and one animal control officer.

School Resource Officers

Senior field officers rotate into the Community Relations Section for a two year assignment as a school resource officer after completing an online Project Alert certification course. Officers selected must possess excellent writing skills, people skills, public speaking skills and have special interest in positive interaction with the youth of Flagstaff.

In the spring of 2013, Officer Kiener and Officer Perger continued to bring many years of experience to the classroom. In the spring semester of 2013 Officer Perger left the Flagstaff Police Department for other employment opportunities. Officer Cooper rotated into the Public Relations Section and began his teaching assignments at Flagstaff High School and Mount Elden Middle School. After the end of this semester, Officer Kiener rotated into the Patrol Division. In the Fall Semester Officer Sanchez was placed into his assignment as a school resource officer at Summit High School and Sinagua Middle School. Additionally, Officer Vesley continued to teach on various topics at Coconino High School in his Federally Grant Funded position as a school resource officer.

In addition to the structured Project Alert curriculum, these officers were often asked to present information to our community's youth on topics like bullying, peer pressure, honesty, gun safety, domestic violence issues in the home and the proper use of 911. They also worked with the school employees on special projects, field trips and participated with Teen Court through the Coconino County Juvenile Court.

Project Alert – 2013/2014 School Year

Adolescents are susceptible to drug/alcohol abuse because it gives them a false sense of independence, rebellion and maturity. Project Alert aims to reduce these risks by providing students with knowledge, positive attitudes and the skills needed to make healthy decisions. Project Alert began in 1995 as a joint effort between the Los Angeles area social workers and the Los Angeles Unified School District. The

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program has been adopted by many jurisdictions throughout the United States. The 11 curriculums include a number of learning and training standards and a decision matrix.

The Flagstaff Police Department and the Flagstaff Unified School District started providing Project Alert instruction to the seventh and eighth grade students and some private or charter school students. In addition to the approximate 200 hours of classroom instruction, countless hours are invested in lesson plan preparation and assisting with other school activities not directly related to Project Alert. The school resource officers provide instruction on Law Related Education (LRE) topics. Law Related Education is a program to reach out to students to inform them about many of the constitutional and state laws which apply to them as young adults and how it affects them in adulthood. This program also allows students to reach out for help in making healthy decisions.

National Night Out

In September of 2013 Flagstaff Police Department hosted National Night out. This year there were many organizations that partnered with the Police Department to make this a great event. Chief of Police Kevin Treadway and his staff were all in attendance to meet with community members, answer questions and enjoy some food together as they discussed current events and worked to make Flagstaff an even better place to live.

Northern Arizona Toy Drive

The Community Relations Section led and managed the 2013 Northern Arizona Toy Drive this year. We partnered with the rest of the Flagstaff Police Department and other law enforcement agencies in Northern Arizona to make this year's Toy Drive a great success. Officers, Volunteers, and other staff manned booths for collections, organized toys, and distributed the toys to over 700 families in the Flagstaff area this year.

Red Ribbon Week

The annual Red Ribbon week kick off carnival and drug prevention rally was held in October. Throughout the week uniformed police officers, Northern Arizona University Athletes and other positive role models visited classrooms and spoke to students from the Flagstaff Unified School District about making good decisions and living drug-free lives. The event culminated when over 1,000 students wearing red ribbons attended a Northern Arizona University football game free of charge. At halftime they joined police officers and athletes on the field to repeat the "Drug Free Pledge".

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Citizens' Police Academy

The Flagstaff Citizens' Police Academy, a ten-week, 13-class program designed to facilitate communication between law enforcement personnel and interested citizens is becoming increasingly popular each year. Two academies were held in 2013 with a total of 81 students. Topics of instruction cover many facets of law enforcement, including narcotics enforcement, law & legal presentations, DUI detection and prevention, investigation of felony crimes, the County and Juvenile Correctional systems, field trips to the State Crime Lab, and the shooting range. Presenters range from the Chief of Police to street officers. Members of the Coconino County Sheriff's Office give a presentation on search and rescue while the Department of Public Safety presents information on drug interdiction, highway safety and the use of canines in law enforcement.



**Flagstaff
Police
Department**

**MEDIA
RELEASE**



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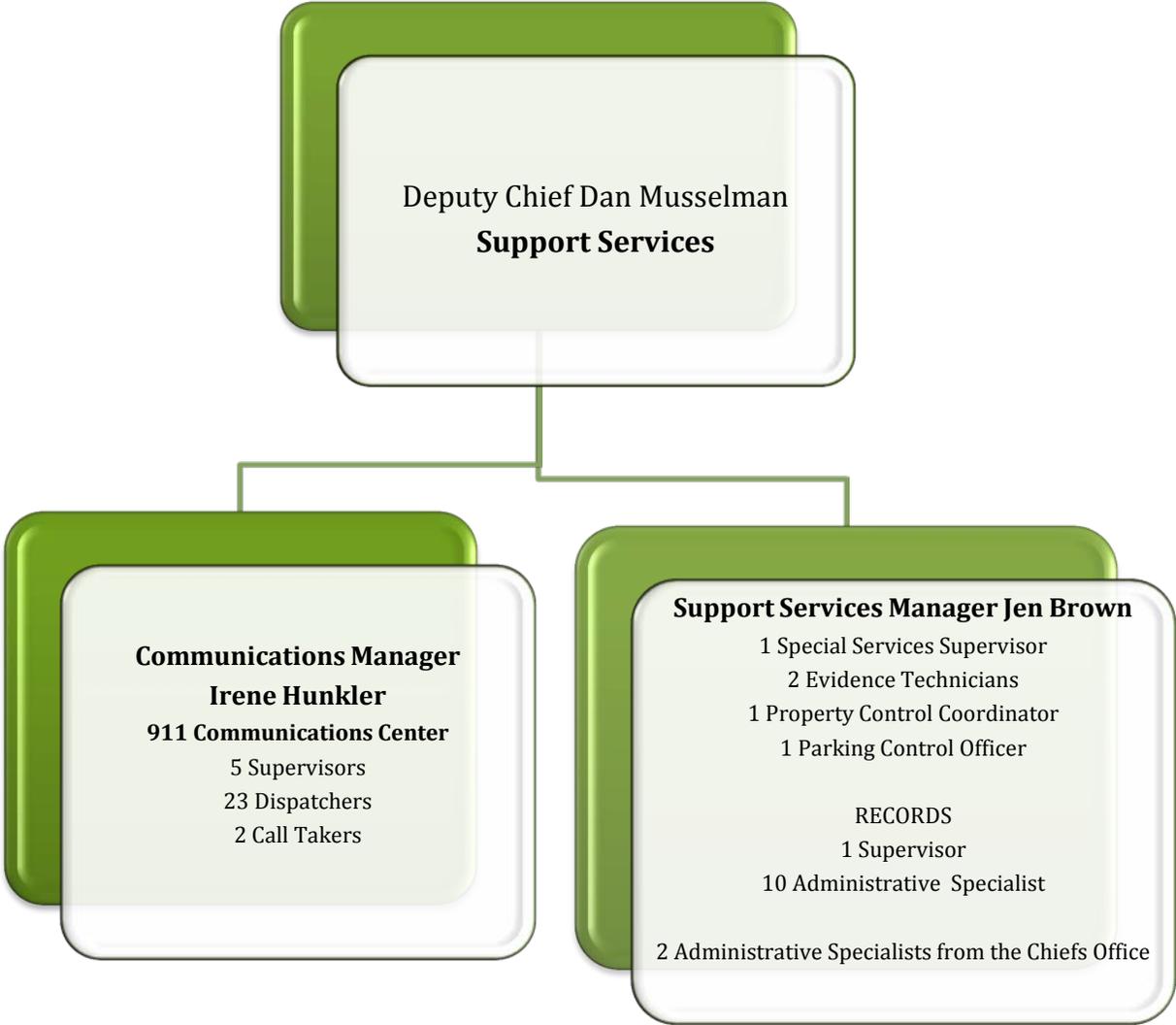
Animal Control

The Animal Control Officer is a civilian position held by John Marciniak. He works with uniformed officers on animal related calls for service, coordinates with the Humane Shelter and addresses community concerns in regards to wild animals. He provides invaluable service to the community by ensuring that neighborhoods are free of stray or potentially vicious animals, both domesticated and wild. Stray animals are taken to the Coconino County Humane Shelter in hopes of finding their true owners. In addition, the Animal Control Officer investigates cruelty to animal complaints to ensure that domesticated animals are treated humanely as set forth by law. In 2013, Animal Control Officer Marciniak apprehended and transported 677 animals to the Coconino County Humane Shelter and issued 92 citations.



John Marciniak Animal Control Officer

SUPPORT SERVICES



Communications

Members of the Consolidated City and County Communications Center provide law enforcement, fire and emergency medical dispatch to an immense geographic area. By combining quality people with modern technology, the Flagstaff 911 Communications Center maintains a consistently high level of service. The *Intergraph Public Safety* Computer Aided Dispatch (CAD) system combines mapping and agency unit identification in a dispatching format that enhances public safety agency response types and times. This new generation of CAD also allows dispatchers to "see" police and fire units in the field. Staff access state and national computerized databases for law enforcement purposes. Because the Center is a model for state-of-the-art technology and interagency cooperation, we host numerous tours and site visits from local groups and outside agencies interested in our consolidation model and technological solutions.

Accomplishments

In 2013, the Communications Center hired and continued training ten Emergency Communications Specialists, four Call Takers and one Communications Manager. Two Emergency Communication Specialists were promoted to the position of Emergency Communications Supervisors. Staff answered a total of 226,615 calls from the public. This included 68,117 calls that were received via 911, and 158,498 non-emergency incoming calls. Staff dispatched 70,949 calls for service to law enforcement and fire units.

Personnel were able to keep fire response time from receipt of call to dispatch at or under one minute (0.32 seconds) (a National Fire Protection Agency best practice). Additionally, the Center maintained a 12 month average patrol response time of 4.41 minutes, from receipt of call to arrival of first unit on scene better than the national benchmark and in line with our goal of under five minutes. City and County GIS staff continued to work with our on-site Geographic Information Systems (GIS) employee on regular installs of fresh versions of the CAD map. This map is utilized to assist public safety responders who respond to 911 and all other call activity as they travel to the location of an incident. Map enhancement is an ongoing priority to maintain maximum efficiency and accuracy of call responses.

In medical calls, while emergency services are responding, communications personnel perform Emergency Medical Dispatching (EMD). An emergency medical dispatcher is a professional tele communicator, tasked with the gathering of information related to medical emergencies, and offering assistance and instructions by voice prior to the arrival of Emergency Medical Services (EMS). The term Emergency Medical Dispatcher is also a certification level and a professional designation, certified through the National Academies of Emergency Dispatch. In 2013, seven Emergency Communications Specialists all completed Child Abduction Response Training and two Emergency Communications Supervisors completed Critical Incident Stress Management training. All Emergency Communications Specialists, Supervisors and Call Takers completed the Globally Harmonized Systems training.

Staff from each 911 Center in Coconino County, the Arizona State 911 Office, and City and County GIS groups continued to meet regularly in 2013 for information sharing, planning and problem solving. Quarterly Communications Users Group meetings continued in 2013. This group is comprised of stakeholders from all

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public safety agencies who continue with us and actively assists staff with the direction and architecture of the 911 Center and the current and long-range planning process.

The Emergency Communications staff continued to participate in the Coconino 911 re-addressing project. This project is designed to bring Coconino County into address compliance in anticipation of Wireless 911 Phase II. Wireless 911 Phase II gives the latitude/longitude of either the tower (Phase I) and/or the caller's approximate location (Phase II) depending on the service. This also provides the telephone number of the caller. The projection is for Coconino County to be Phase II operational in the fall of 2014.

The completion of the new 800 MHz P25 digital public safety and city operations radio system that occurred in 2012 has proven to be very beneficial. The old radio system's two tower antenna array made it vulnerable to extreme weather conditions on Mount Elden that caused partial outages and reliance on one tower for city-wide as well as NAU coverage. The four tower antenna array has built in redundancy which makes it highly resistant to weather related disruptions in service. The radio system has dual band capability in the VHF spectrum so that public safety employees in Police and Fire Divisions can communicate directly with Sheriff's Deputies as well as personnel from outlying Fire Departments.

The 800 MHz system has assured secure and dependable emergency communications among all public safety personnel including Flagstaff and the surrounding vicinity.



Emergency Communications Specialist Jamie Eyer



Records

The Consolidated Flagstaff Police Department/Coconino County Sheriff's Department Records Section is an essential component of the police department. The section is staffed by 10 Administrative Records Specialists and one Records Supervisor. It continues to be the central repository where all City Police, Coconino County Sheriff and Coconino Detention Facility reports are received, stored, and disseminated in both paper and electronic formats. Information is entered into the Intergraph Public Safety Records Management System and hard copy documents electronically scanned and attached to allow both on and off-site criminal justice staff to view or reproduce reports from their local workstations. Detailed electronic information is now available on over 2,192,039 Calls for Service, over 417,517 Incident and crime reports, 291,385 Vehicles, 217,522 Arrests, and 172,022 Jail Bookings.

The Records Staff continues to become more familiar with new technology and more accustomed to managing electronic documents. Staff reviews and conducts the final approval process for all incidents, arrests and citations electronically submitted by officers through the Records Management System.

Our Records Management System (RMS) software is shared with numerous Northern Arizona law enforcement agencies, including Northern Arizona University Police Department, Coconino County Sheriff's Department and Detention Facility and Williams Police Department. Staff from these and many other local criminal justice agencies (i.e. City Court and Prosecutor, Adult Probation, Gang Intelligence and Team Enforcement Mission (GITEM) and the Bureau of Alcohol, Tobacco and Firearms) have immediate electronic access to the RMS/I-Leads system.

Records personnel produce monthly statistical reports for department staff, private citizens and FBI crime reporting. The Support Services Manager is designated as the department's System Security Officer (SSO), responsible to ensure that the Police Department's network and personnel are in compliance with all applicable laws, rules, regulations, policies and procedures governing the numerous national criminal justice information databases. The Flagstaff Police Department is committed to ensuring that the source data we submit for the Central State Repository and for FBI Uniform Crime Reporting is accurate and comprehensive.

Accomplishments

The Flagstaff Police Department utilizes Intergraph Public Safety's Records Management System, known as I/Leads. I/Leads-RMS stores and retrieves information on incidents, arrests, warrants, property, case management, field interviews, and many other types of information required to manage a public safety agency. This system possesses enhancements which include support for 64 bit servers which helps make the application run faster and more efficient, the ability to associate property and evidence to an accident record, the ability for calls for service records to be attached to multiple incidents and accidents, and expanded abilities to transfer data from one module to another, such as from accidents to citations, from arrests to citations and from citations to arrests. Additionally, officers in the field are able to use

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Intergraph's Field Reporting program that allows them to access Intergraph's Records Management software, report incidents, and accidents, and transfer queries and responses using wireless technology. This promotes more efficient use of time by enabling officers to complete reporting tasks in the field instead of at the station.

The Records Section was able to obtain a better redacting tool which enables staff to more quickly and efficiently prepare reports for release while removing personal identifying information and documents that are not releasable to the public.

Hours of service to the public for the Records Section were changed on the weekends to bring the section more in line with operating schedules of other departments around the state. The section is now open from 9 a.m. to 5 p.m. on Saturday and closed to the public on Sunday except for vehicle releases and those picking up property from the safekeeping room.

Records handled over 26,000 Police and Sheriff's reports and 5,210 Jail booking records in 2013. Over 29,000 reports were entered into the computer database and approximately 39,652 copies of reports were disseminated to the public and criminal justice agencies.

CopLogic Online Reporting

Since June 2010, the Flagstaff Police Department has offered an online reporting system for certain types of reports. CopLogic Online Reporting is a web-based application which allows citizens to file a police report from their home or office without having to call or come to the police station. Currently the types of incidents that can be reported online are Lost Property, Harassing Phone Call, Criminal Damage to Property/Vandalism (excluding Graffiti), and Theft of property valued at less than \$1,000. The last three types of incidents should have no known suspect. Since the program's inception, 584 reports have been filed online, with 342 reports being approved and uploaded into the Records Management System.

Cop Link

Since October 2010, the Flagstaff Police Department has been using Cop Link. Cop Link is a software program that organizes and rapidly analyzes vast quantities of structured and seemingly unrelated data, currently housed in various incompatible records management systems, over a highly secure intranet-based platform. Groups of law enforcement agencies are able to consolidate, share and identify valuable information from each other's databases and criminal records. Cop Link allows officers and detectives to quickly and easily view the results of sophisticated analysis from complex data searches that uncover hidden relationships and associations across multiple database sources.

E-Citation

The Flagstaff Police Department in conjunction with the Flagstaff Municipal Court implemented an electronic citation program. Using handheld devices, officers are able to scan a person's personal information from their driver's license and enter charges that will appear on a citation. The officer can print a copy of the citation at that time to give to the citizen. Upon returning to the police station, the officer

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docks the handheld device and the information is imported into the Records Management System. Records personnel then perform quality assurance of the information on the ticket. Ticket information is also electronically submitted to the court. At this time there are 10 handheld devices available for officers to use. In 2013, 1,473 citations were submitted using the e-citation program.

Crime Reports

CrimeReports.com is an internet-based service which is free to the public and allows citizens to access a website and view crime locations and general crime trends within their community. CrimeReports.com publishes incident-level crime data provided by the Flagstaff Police Department and makes that information searchable by area, date, and crime type. The service also includes a basic analytics component, giving both law enforcement agencies and the public an easy-to-read snapshot of crime at the neighborhood level. Users may sign up to receive e-mail alerts on specific crime types within a certain geographic area. During the 2013 calendar year, 4,596 alerts were sent out to citizens who had signed up for the service. CrimeReports reported that there were 1,118 visits to the Flagstaff Police Department's website seeking crime information for the city during 2013.

PoliceReports.US

The Flagstaff Police Department uploads accidents and some incident reports to PoliceReports.us, making it possible for citizens to go online to purchase copies of redacted reports. This service allows anyone with access to a computer to purchase a report without mailing a request or making a trip to the police department. Insurance companies requesting copies of accident reports can also purchase reports through this service. Types of reports available include accidents, informational reports, and most misdemeanor incident reports. The website offers an easy-to-use step by step procedure to search for a desired report and to purchase it using a credit card. In 2013, 1,691 reports were sold online through PoliceReports.US to individuals and insurance companies.

Livescan Fingerprint Machine

The Flagstaff Police Department utilizes the Live Scan ID 500 fingerprint system, eliminating the need to do fingerprints by manually rolling a person's fingertips on an ink pad. Quality checks within the equipment provide immediate feedback to the user regarding the quality of the fingerprints eliminating rejections when the fingerprints are sent to the FBI or the Department of Public Safety. The equipment sits on a desktop with a laptop computer. The system automatically senses the placement of the finger, capturing the image only if it meets predetermined quality criteria, all without manual intervention and additional steps or keystrokes. Records Section personnel are available to provide fingerprinting services Monday through Saturday.

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Special Services



Evidence

In 2013, the Evidence Section received and processed 16,048 items of evidence which were logged in by officers, agents and detectives for case investigation and prosecution. The section currently houses over 100,000 items of evidence. 1,648 items were returned to their owners and 14,400 items were destroyed. 1,081 items of evidence were submitted to the Arizona Department of Public Safety Northern Arizona Crime Laboratory for scientific analysis.

Parking Control

The Flagstaff Police Department employs one Parking Control Officer. This civilian officer is tasked with ensuring public compliance with parking regulations such as handicap zones, fire lanes and two hour parking zones throughout various city streets and parking lots. The primary focus of this enforcement is directed towards the downtown area of the city. Parking Control issued 2,855 citations for parking violations in the downtown business district. Parking Control also coordinated the removal of seven junk or abandoned vehicles as part of the City's Vehicle Abatement Program. Nine vehicles were immobilized ("booted") when their owners had numerous unpaid parking citations and failed to pay the balance. When all fines, fees and surcharges were paid to the City's Collections Division, the vehicles were released to the owners.

Property Control

The Flagstaff Police Department employs one Property Control Coordinator. This civilian employee actively supports and upholds the City's stated mission and values. They also perform non-commissioned police support duties associated with the maintenance of 35 police vehicles, property and department assets. They are responsible for coordinating repairs and service of police vehicles assuring the readiness of the fleet, and of managing *non-evidence* departmental property.



Command Staff Promotions



Irene Hunkler Emergency
Communications Manager

Jennifer Brown
Support Services Manager



Paul Lasiewicki
Lieutenant

Sergeant Promotions

Dave Holyfield



Steve VanOoteghem



Todd Bishop



Jeff James



Corporal Promotions

Nick Jacobellis



Charlie Hernandez



Dave Saurer



Ben Sandoval



Support Services Promotions



Tamra Pugh

Communications Supervisor



Michelle Schultz

Communications Supervisor



Aaron Kimmel

Special Services Supervisor



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Mike Powers - Retired February 15, 2013



Mike Powers was hired in July of 1987, serving 25+ years with the Flagstaff Police Department. During his career, he has held a variety of operational and administrative assignments.

Mike has served as a patrol officer, as well as a METRO agent with the Northern Arizona Street Crimes task Force. Mike was appointed to the departments Tactical Operations Team where he served for eight years. Mike was promoted to Corporal where he served as a patrol supervisor and later as a Detective in the Criminal Investigations unit. He was promoted to Sergeant in December of 1998. As a Sergeant, Mike has seen service as a squad supervisor in the Patrol Division, the Office of Professional Standards, the Criminal Investigations Division as well as the supervisor of the multi-agency METRO Narcotics Task Force.

Promoted to Lieutenant in 2007, he supervised the Patrol Division for two years and then the Criminal Investigation Unit for the last three years.

During his career, Mike has served as the departments representative on the city's Employee Advisory Committee, has promoted the Crime Free Hotel Motel Program and served as a firearms and defensive tactics instructor. Mike is also certified as a departmental Taser, impact weapons and ethics instructor. Mike is a graduate of the Drug Enforcement Administration Drug unit Commanders Academy.

Mike has been a member of several organizations such as the Narcotics Officers Association, Four States Police Officer Association, Citizens against Substance Abuse and the Governors Alliance against Drugs. He also serves on the Coconino County Methamphetamine Task Force and was a prior board member for the Flagstaff Shelter Services, Salvation Army

Mike graduated with a Bachelor's degree in Criminal Justice from Northern Arizona University in 1996 and a Master's Degree with honors in Educational Leadership in 2006.

Mike has been a valued member of the Flagstaff Police Department for 25+ years and we sincerely thank him for his dedication and service to the department and the community.

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Roberta Coons – Retired March 15, 2013



Sergeant Roberta Coons was hired June 7, 1985 serving 28+ years with the Flagstaff Police Department and excelled in assignments with the Records Division, Dispatch and eventually earning her certification as a sworn police officer. During her tenure as an officer she has worked as a Patrol Officer, patrol Corporal, Detective, and became the first female Sergeant in both Patrol and Detective Divisions. She has also held assignments with the Housing Authority, GIITEM Unit and Negotiations Team.

While assigned to the Detective Division as both an investigator and supervisor, she has been responsible for supervising the Silent Witness and FRAPA programs. She was also instrumental in creating a local Pawn Ordinance in 2009, which included an additional position to investigate pawn related crimes. The implementation of this ordinance and additional investigator has proven to be a valued success in reducing property crimes within our city.

Over the years Sgt. Coons has championed efforts on more than one occasion in regards to acquiring necessary equipment for training such as new digital recording equipment and video cameras. As a Sergeant in the Detective Division she was known to lead from the front and have supervised numerous high profile cases, including several homicides. She was a committed professional who truly appreciated the opportunity to serve the public in the greatest traditions of our profession. Roberta has been a valued member of the Flagstaff Police Department for 28+ years and we sincerely thank her for her dedication and service to the department and the community.

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Ivory Washington – Retired October 16, 2013



In 2013, we celebrated the end of an honorable career with the retirement of Officer Ivory Washington. Ivory Washing was hired in September of 1991, serving 23+ years with the Flagstaff Police Department. During his career, he has held a variety of operational assignments.

Ivory's file is full of letters of commendation, both from supervisors for outstanding field performance, and from citizens expressing their gratitude with his professionalism. Ivory's career was highlighted by an extended tour as the Flagstaff Housing Authority Officer. The Housing Authority lauded Ivory for his Community Policing efforts and continuously requested Officer Washington to stay in the Housing Authority assignment because he did such an outstanding job.

In Memoriam



Valerie Margaret Hernandez- January 20, 1972 – April 21, 2013

Valerie Hernandez, 41, passed away on Sunday, April 21, 2013 following a short illness. Val, as she was known to friends and family, was the Communications Manager for the Flagstaff Police, Coconino County Sheriff, and Fire 911 Center at the Law Enforcement Administrative Facility on Sawmill Road in Flagstaff.

Val began service to the citizens of Flagstaff in the Police Records Section in 1991. She transferred into the Communications Section in 1993, and was promoted to Dispatch Lead worker in 1999. In 2011, Val was promoted to Communications Manager. Val's dedication to her community and profession has been noted by the numerous commendations she has received over the years. She loved her job and the people she worked with. Her infectious smile and sense of humor will be missed by her family, friends and co-workers.

Valerie was born on January 20, 1972 and graduated from Flagstaff High School in 1990. She earned a degree in Public Administration from the University of Phoenix in 2008.

Val always made time for everyone. She was her mother's rock; she never missed an opportunity to support her niece, nephew, and cousins as they participated in a variety of activities. She enjoyed spending time outdoors in her beloved Flagstaff, and traveling to Europe and places in the United States.

Val was passionate about life. She was a champion shopper, especially when it involved purses and shoes. She loved everything Irish, enjoying many hours at the Northern Arizona Celtic Festival each summer. Staying connected to friends through social networking was another of her joys. A favorite quote of Val's is posted on her Face Book page: "Be true to your work, your word, and your friend"—Henry David Thoreau. She looked forward to meeting up with friends anytime—at parties, on the street, at the mall, or at Uptown Billiards on Friday evenings. She enjoyed fine wine and good food, especially her mom's enchiladas. Val will be missed and fondly remembered by all those who worked with her at the Flagstaff Police Department.