


Use of Force		
	Force Review Committee	Order 12.104

A. Purpose

The Tempe Police Department conducts a comprehensive review of use-of-force incidents with a focus on analysis and education. The primary goal of the Force Review Committee is to identify trends, assess training effectiveness, address gaps, and evaluate policies, all with the aim of enhancing trust and safety within the community.

B. Policy

1. The Force Review Committee (FRC) will convene once a month, or at the direction of the Personnel Services Bureau (PSB) Commander, to review use of force incidents for the purpose of validating and improving policy, training, use of the PATROL Model, and reasonable practices.
2. Annually a report on use of force will be compiled, detailing the following:
 - a. Ratios of force used relative to Calls for Service, Arrests, and Bookings.
 - b. Three-year comparative data.
 - c. Counts of excessive force allegations and sustained violations.
 - d. Percentage of Use of Force incidents resulting in complaints.
 - e. Types of force used and the number of times force was used.
 - f. Effectiveness of the force applied.
 - g. Injuries resulting from uses of force.
 - h. Incidents categorized by time of day.
 - i. Reasons for using force.

- j. Levels of citizen resistance encountered.
- k. Use of Force demographics, including race and gender.

C. General Considerations

1. The focus of the FRC will be to determine the following:
 - a. Training needs.
 - b. Officer safety improvements through techniques and equipment.
 - c. Trends and policy considerations.
 - d. Implementation of the PATROL Model.
 - e. Reasonable practices.
2. The intent of the committee is for analysis only and is not an appeal or review avenue for uses of force.
3. Force Review Committee membership will be comprised of at least the following employees:
 - a. PSB Commander.
 - b. Personnel Services Section (PSS) Lieutenant.
 - c. Training Unit Sergeant.
 - d. A Training Unit officer.
 - e. Firearms Training Unit Sergeant.
 - f. Department Legal Advisor.
 - g. A commissioned employee of any rank below Commander from a bureau outside of PSB (as designated by the PSB Commander).
 - This member will serve up to one (1) year on the committee before being rotated out for another commissioned employee. A commissioned employee must have at least one (1) year since their last involvement with the committee to be eligible for this position.
 - h. Department Community Affairs Specialists.

- Community Affair Specialists serve as members to provide the perspective of the community and to facilitate open, transparent communication between the department and community members. Their participation ensures that community concerns and insights are considered as part of the committee's deliberations.
4. Members of FRC will receive training in the Department's Use of Force policy, the PATROL model, *Graham v. Connor*, and additional applicable case law.
 - Members are strongly encouraged to attend Force Science training and other Use of Force training courses.
 5. Resources to be used by the FRC for review may include, but are not limited to:
 - a. Police reports and related material.
 - b. Training material.
 - c. BWC footage.
 - d. Use of Force reports.
 - e. IA Pro.
 - f. Radio traffic recordings.
 - g. Subject Matter Experts (SME's) as needed (canine, SWAT, firearms, peer support, etc.).
 6. The PSS Lieutenant will facilitate the FRC and has the following responsibilities:
 - a. Schedule meetings.
 - b. Determine which incidents will be reviewed by the FRC with input from department personnel and committee members.
 - c. Utilize Evidence.com to organize reports and tag videos for identified incidents, which will be made available to FRC members prior to the meeting.
 - d. Invite specialty unit members or SME's when appropriate.
 - e. Obtain a quarterly Use of Force report and distribute it to committee members for review.

- f. Collect and publish FRC forms for input on the SmartForce committee page.
 - g. Ensure Force Review Patrol Breakdown videos are created and distributed via PowerDMS as determined appropriate by the PSS Lieutenant and Training Unit Sergeant.
 - h. In consultation with PSB Commander, determine which incidents should be deferred to entities other than the FRC.
- 7. A majority number of committee members must be present for the committee to convene.
 - 8. Each member of the FRC shall have an equal voice, regardless of rank or position, and determinations will be made by consensus.
 - 9. The PSS Lieutenant is responsible for assigning sworn committee members incidents to review at the monthly meeting. The assigned member is responsible for briefing the given incident on, at least, the following:
 - a. Was the use of force objectively reasonable?
 - b. Did the involved employee document specific articulable facts to justify the force used?
 - c. What de-escalation techniques were used, if any?
 - d. Did the involved employee follow the PATROL model?
 - e. Are there additional issues to discuss?

D. Force Review Committee Member Confidentiality

Once a committee member is notified of an incident to be reviewed by the committee, that member may not discuss the incident with anyone other than other members of the committee until the review of the incident is completed.

E. Procedures

- 1. The FRC will review the following types of use of force:
 - a. Incidents resulting in serious physical injury or hospitalization (admitted for treatment).
 - b. Incidents of resisting arrest with force.

- c. Use of a less lethal weapon.
 - d. Use of a police canine resulting in contact.
 - e. Discharge of a Taser.
 - f. Deployment of the Grappler Police Bumper.
 - g. Vehicle pinnings.
 - h. Vehicle pursuits.
 - i. Incidents at the request of a supervisor, committee member, or individual officer.
 - j. Use of Force trends identified by the lieutenant workgroup.
 - k. Incidents at the discretion of the Chief of Police.
 - l. At the request of The Professional Standards Unit, FRC may be consulted in reviewing the following additional incidents:
 - 1) In custody deaths where force was used.
 - 2) Complaints of excessive force.
 - 3) Discharge of a weapon.
2. The FRC will review, at their discretion, specific identified BlueTeam entries and/or a randomized 20% of the following incidents:
 - a. Use of strikes.
 - b. Use of take downs.
 - c. Use of pain compliance.
 - d. Use of chemical weapons.
 3. The committee has the authority to request additional information related to each incident as needed (e.g., General Offense report, Blue Team entry, video, etc.) from the chain of command or involved personnel.
 4. After completing the review and in consideration of current events, the committee will:

- a. Determine if the use of force is consistent with Department training and is objectively reasonable.
 - b. Determine if Department policy is written to reflect reasonable practices.
 - c. Determine if new or modified tactics, techniques, or procedures should be implemented through training.
 - d. Determine if overall officer safety can be improved with new or modified equipment.
 - e. Mandate additional training as a result of FRC review.
 - f. Provide feedback to the officer who used force, in the form of accolades, recommendations, alternative use of force methods, recommended training, etc.
5. A minimum of twice per year, the committee shall submit findings and make recommendations to the Chief of Police.
 6. FRC shall provide findings and recommendations to the Citizen's Review Panel at request of the panel.
 7. At the PSB Commander's discretion, the review of an incident may be deferred or delayed pending other events.
 8. The FRC will be made aware of upcoming incidents going before the Citizen's Review Panel and will receive the outcome to include any recommendations or feedback provided.
 9. If the use of force is found to not be consistent with Department training, or is not objectively reasonable the PSB Commander, or designee, will send the FRC Recommendation Form (TPD 416) to the Commander within the involved employee's chain of command for disposition.
 10. The progress of the FRC Recommendation Form will be tracked in the SmartForce FRC Tracker.
 11. All incidents will be tracked in the FRC Tracker and will remain in open status until all required follow-up is completed.