



**SCOTTSDALE POLICE DEPARTMENT  
FIELD TRAINING THEN EVALUATION PROGRAM**



***Performance Training Plan***

**DATE:** 03/27/2024

**TRAINEE:** N. Kincheloe #1675

**FTO:** N. Hranek #1562

**Your Field Training Officer has identified a need for additional training time in the following Critical Task(s):**

- Officer Safety
- Use of Force
- Engagement
- Search and Seizure
- Multi-Tasking

**This is affecting your performance in the following SEG Categories:**

- CFS/Response Performance
- Self-Initiated Activity Performance
- Communication and Relationships
- Officer Safety Skills / Tactical Safety
- Law Enforcement Decision-Making
- Motor Vehicle Operation / Orientation

This Performance Training Plan is essentially a “pause” in your field training progress to allow time to focus specifically on the identified issue(s). You will continue working to get exposure to Proficiency Tasks, but the emphasis will be working on the identified Critical Task(s).

**TRAINING PLAN:**

OIT Kincheloe will be expected to make continuous progress towards performing at a safe and acceptable level in the Critical Task of Officer Safety, Engagement, and Multi-Tasking. OIT Kincheloe will make job knowledge and proficiency his priority over the coming weeks. We will provide training, interactions, and feedback emphasizing consistent improvement in the areas listed above.

OIT Kincheloe will be on this Performance Training Plan for two weeks (8 shifts) to address the above listed areas for improvement with FTO Hranek. This Performance Training Plan will begin 03/27/2024 and run through 04/06/2024. If acceptable improvement is shown by the end of this PTP, OIT Kincheloe will complete a fourth week of Phase 3 to demonstrate proficiency with the Critical Tasks before then proceeding into his DUI Week. Should continuous improvement cease, discussions will be had with the Field Training Review Committee regarding revocation of Probationary Status.



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The following Training Techniques and Expectations will be utilized with OIT Kincheloe at the discretion of the Field Training Officer as time and circumstances allow to address the above area(s) for improvement:

**1. ENGAGEMENT:** Be the primary on CFS. OIT will take the primary role on every call for service. This places the OIT in the position of having to make decisions, lead the actions of others on these CFS, and demonstrate the knowledge for completing a variety of calls. While the OIT will be taking primary, this does not mean that the OIT must take all of the paper, do every interview, or make every decision for the other involved officers.

OIT Kincheloe will initiate contact with other officers on scene, if he is not the first to arrive, and should still work as a team with his squad, overlapping officers, and available resources to accomplish whatever is needed to complete the call for service. This does not apply to CFS when the most appropriate role for the OIT is to be a backup or support officer.

**2. OFFICER SAFETY:** OIT must successfully demonstrate the following officer safety actions on a consistent basis during the time of this PTP to even be considered for moving into the Evaluation Phases. Officer Safety is a Critical Task of our FTO Program.

- All handcuffing will be done properly per DT Training and policy.
- All searches will be done properly per DT Training and policy.
- The Priority of Stabilization will be implemented on all CFS before proceeding into investigative questions. This includes but is not limited to placing subjects into positions of disadvantage, limiting movement around the scene, identifying the proper parties to contact, and providing appropriate information to other responding officers.
- OIT needs to demonstrate more assertive command presence; especially on scenes when OIT will potentially be in conflict with the person he is addressing.

**3. SELF-INITIATED ACTIVITY:** OIT will conduct a minimum of three traffic stops or self-initiated contacts per shift that are located on his own. OIT needs to focus on and demonstrate better usage of Title 28 moving violations as they are the greatest hazard on the roadway. As part of this requirement, OIT needs to demonstrate his ability to locate criminal behavior on his own and make arrests.

**4. DRIVING MULTI-TASKING:** OIT will safely stop at all red lights and other traffic control devices during patrol operations. When applicable, for example Hot Traffic, clearing intersections will be done correctly and within policy.

**5. POSITIVE IDENTIFICATION:** OIT will ensure all people he has contact with are correctly and positively identified using either the radio or MDC, as necessary, in a timely manner.



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**6. MULTI-TASKING (COMMUNICATION)** – OIT will update radio in a timely manner of all police actions being taken, people being contacted, vehicle(s) he is out with, and updates of locations. OIT will ensure that accurate information is being given over the radio to ensure all responding officers are on the same page with what is occurring on-scene. OIT’s interviewing during investigations needs to be more directed and detail specific. As officers, sometimes difficult questions need to be asked to get the information required for making a correct law enforcement decision.

On 04/06/2024, OIT Kincheloe, FTO Hranek, Sgt. Davidson, and the Training Staff will discuss the progress of the Performance Training Plan and the direction moving forward.

**OFFICER-IN-TRAINING AGREEMENT:**

Between now and 04/06/2024, you need to increase your performance in the listed areas to reach a safe and acceptable level of performance as assessed by your FTO and the Training Staff. It is your responsibility to seek clarification when you do not understand instructions or are unsure of your expectations. Understand that it is also your responsibility to ask for any additional training you feel you may need to be successful.

Trainee Signature	Date	FTO Signature	Date
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Squad Sergeant Signature	Date	Field Training Staff Signature	Date
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#### **DOR DOCUMENTATION:**

Below are multiple examples from OIT Kincheloe's Daily Observation Reports that have led to the creation of this Performance Training Plan.

#### **OFFICER SAFETY:**

E2403060567 – TRF STOP - P/ did not really attempt to select the location of the stop and initiated the stop while approaching a nearby red light. This did not give the vehicle proper time to move over to the right, so P/ had to awkwardly wait through a light cycle with his lights activated behind the car before it could pull forward and properly to the right. P/ also initiated the stop prior to airing any details about the stop out. P/ was overly concerned with his vehicle distance and jerkily came to a stop of his preferred distance, which was a few seconds after the vehicle had already come to a complete stop. P/ then approached on the driver side on a busy roadway. P/ did not ask the occupants about weapons.

E2403060606 – 415SUBJ - P/ remained attentive to the subject and continued engaging him in conversation. He allowed him to stay in the store while the trespass was written. He did not offer his weapon side to the subject, but he also did not make attempts to control the subject's movements, though he was acting erratically, including very animated movements and pacing.

E2403070563 – 415FAM - P/ did not immediately identify who the primary subjects were on the scene, leading to a lot of confusion with the other officers on-scene looking for subjects that were unknowingly already present. It was unclear what P/'s plan was to get the full picture of the incident without a translator on-scene.

E2403090424 – 961c/390 – P/ responded to a collision investigation in progress where one of the vehicles had already left the scene after a pre-PD arrival info exchange. Officers advised that a DUI investigation was being conducted. P/ stood back as HGN was conducted (6/6 clues w/vertical). P/ then instructed the walk and turn SFST for his first time. He read from the card, and was attentive to the subject, who struggled greatly with the test, losing her balance and nearly falling over several times. The HGN officer ended the test for the subject's safety. The suspect PBT'd a .115% and was placed under arrest. P/ handcuffed her to the rear and stated he fit checked and double-locked the cuffs, and then conducted a search of her. During the search, the subject stated she may have 2 vapes on her, but these were not found during the search. P/ placed her in the rear of the patrol vehicle, and read her admin per se. She consented without issue. P/ then began working on the citation. During this, P/ noted movement in the backseat and moved around the car to address it, thinking that the subject had hidden a vape somewhere that she was now smoking. P/ exited the driver seat and



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approached the passenger seat and opened the door, accusing the subject of lying to him. P/ then learned the subject was trying to wipe her face with her shirt. P/ then transported the suspect to the jail, where a phlebo had self-attached after hearing the arrest on air. The suspect slipped her handcuffs in transport and advised officers that she did so upon stopping in the sallyport. She advised she did it because they hurt, and would keep her hand behind her back until they were put back on. P/ became visibly annoyed with the subject who was fully compliant as he put the handcuffs back on. While arranging the intox, the subject told FTO that P/ needed to show more confidence so he doesn't "freak people out." The subject told P/ directly that he lacked confidence at other points during their interaction as well. After completing intox, P/ read Miranda and went through the AIR questionnaire. P/ then completed the necessary paperwork to finalize the 390 arrest.

He handcuffed her to the rear where he stated he fit checked and double locked the cuffs. When arriving with the subject at the patrol vehicle, P/ asked if we would search her here or if they would at the jail. FTO advised she needed to be searched on scene. When she slipped the cuffs in the back of the patrol vehicle, P/ stated it was because her wrists were very small and that he had made the cuffs really tight. FTO did not check at the time, but review of the OBC footage shows that the cuffs were not properly fit-checked as the right cuff is clearly locked in a large position, making her removal of the cuffs at least partially related to their fit.

E2403150431 – Assist Deliver Message - P/ later revealed this call had a negative impact on P/s mental state due to the age of the deceased and that he went to the same high school as P/ (though they did not know each other). P/ was in the "black" after this call. He was unable to pull himself out of this for the rest of the night, and it caused issues as the night proceeded. He did not notify FTO of his mental state until after issues presented themselves. This type of open communication, while difficult, is key to ensuring your squad mates and/or Sgt know if you are not ok. Being on the road in that mental state is unsafe for you and others. That said, this profession deals with some difficult topics and this particular situation was quite mild compared to other situations P/ will face in a law enforcement career. If this incident affected P/s mental state enough to affect his performance on other incidents throughout the night, how will he handle and cope with a drowning infant, a gunshot victim, a 963, or any of the other more violent or gruesome calls patrol responds to? P/ cannot fall apart when faced with these types of issues, especially not on scene as a responder. P/ needs to strongly consider this point before continuing in this career. If this is something he can't handle, he needs to be honest with himself before it puts him, his co-workers, or innocents at risk. All of these parties could need to rely on him in a moment's notice.

E2403150473 – Ck Sub – P/ responded with another officer to a check subject at an apartment complex. P/ initially properly routed himself toward the call, but then began navigating toward



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a different call in the same area unknowingly. The primary officer cleared the call with a 0 and P/ was cleared, but he did not acknowledge this traffic and continued to the wrong location before noting that he was marked 10-8. He did not know why, so FTO asked if he had been hearing the radio traffic or knew where he was supposed to be responding to. FTO pointed out the errors, and P/ admitted he was not mentally present because the previous call had been weighing heavily on his mind. \*\*As officers, we must remain vigilant. If something is going on that is preventing us from thinking and acting properly, it must be communicated prior to having issues on a call. It's important to be honest with yourself, your supervisor, and your squad if you can't currently handle the job. This WILL create unsafe situations.

E2403150375 – P/ was attentive to the subject as she exited the vehicle and complied with his request to get into a handcuffing position. P/ handcuffed her, but initially did not properly fit check the cuffs before double locking them. He realized this a few moments after he placed her in the vehicle, and adjusted the cuffs, properly fit checking them. During his search of the female, P/ did not check her breast or bra area at all. FTO later asked him about this, and P/ advised he had been told not to use the back ridge of the hand between a female's breasts because his palm would face the other breast. FTO corrected this, all subjects should be fully searched within the methods outlined in our policies, regardless of sex.

E2403160319 – The subject was shirtless and shoeless with SFD leads still attached and a bandaged arm. He was also covered in numerous tattoos, including prison style ones, and tattoos on his face and neck. These facts did not seem to alert P/ to criminal history and/or VP. FTO needed to prompt P/ for a 906 request. The subject was friendly and compliant, but P/ did not attempt to control his movements or put him in a position of disadvantage. P/ did not attempt to identify the subject prior to leaving him with the 906, who immediately got his 2 info and asked him to sit down. \*\*Putting subjects in a position of disadvantage was a topic included in P/s PTP. This call shows a continued trend of deficiency in officer safety.

#### **ENGAGEMENT:**

03/06/2024 – NOTE - \*\* P/ verbalized observed traffic violations, whether we conducted a stop or not. P/ asked if FTO would stop a vehicle for different known violations, which FTO encouraged he would. P/ seems hesitant to initiate traffic for observed violations vs. something physical he can refer back to (like expired registration or a missing headlight.) FTO will continue to push P/ to verbalize these violations and take action on more moving violations. Discussed how NHTSA clues are many of the most observed violations and add suspicion for stops when properly articulated.

E2403070396 – AGG ASSLT - P/ responded to a delayed report of what was initially described as an agg assault. P/ contacted the caller and conducted an interview. P/ planned to just take the



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initial report based on these statements, FTO advised further needed to be done, and had P/ verbalize other available options. P/ appeared hesitant to respond in person. P/ attempted to call other parties by telephone, with negative results. With further prompting, P/ then briefed the Sgt. and requested a 906 to respond to the location of the incident. There he interviewed multiple parties that gave a contradictory story to what the RP had described. Unfounded report pending.

P/ called the RP and conducted the interview. The RP recalled the story in a very disjointed way and was very unclear on some specific details, especially involving the alleged assault. P/ took statements like “he charged at me with a knife” at face value, leading to him assuming the situation was very severe. He did not ask clarifying questions until prompted by FTO. These questions led to further statements from the RP and revealed details that were very relevant to the incident, such as the fact that a large counter and doors were between the suspect and RP when the alleged charging occurred. P/ initially wanted to just take an initial phone report for the alleged agg assault, FTO had to prompt him to review other options because that would not be acceptable. P/ then called the GM of the store with negative results. P/ hesitantly planned to go to the store and see if witnesses or involved parties were still present. FTO prompted P/ to brief Sgt. due to the VP associated with the call. During this brief, P/ left out key facts that were discovered, making the described assault seem very severe, again stating the suspect “charged at him with a knife”. FTO prompted him to clarify this portion to the Sgt., as the RP’s responses changed the situation considerably. At the restaurant, P/ interviewed 2 witnessing parties in person, and the suspect over the phone. These independent interviews all gave largely the same, contradictory story to the RP’s account.

P/ seemed hesitant to respond to the location of the restaurant, where the suspect may have still been present. He later stated this was because it reminded him of R1 calls where things were “real.” “Real” meaning a call where something violent might be happening, or has a higher likelihood to happen. P/ believed that an in-person response could cause the situation to become violent and was concerned for the welfare of the public. P/ recognized that we should not park directly in front of the restaurant. He waited off to the side and briefed the other responding units on their arrival out of view of the main portion of the restaurant.

E2403080609 - DV ASSLT – P/ responded to a 415 family that just occurred and was 3<sup>rd</sup> on-scene. Upon arrival, 1 subject was already detained. P/ was tasked with interviewing the other parties. P/ allowed the subject to give a very lengthy description of the general circumstances that led up to the event and a very brief, vague description of the actual event. The victim had visible injury in multiple places and P/ did not attempt to learn the nature or cause of these. P/ did not ask specific details about the fight itself, such as where it occurred, and where the 3 involved parties were in relation to this. When briefing with another officer, he was unable to describe any real details of the actual altercation and had to go back and re-interview the party for these details. P/ was prompted by the other officer to take pictures of the victim’s injuries.



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While briefing with the officer, the detained subject began pulling an item out of his pocket against the officer's orders and they began physically struggling for the item. FTO and the other officer moved to provide aid and helped remove the item, a cellphone, from the subject's hands. P/ made no movement to assist. The primary officer asked clarifying questions directly to confirm PC and the suspect was placed under arrest. P/ provided VR to the victim. P/ authored a good report detailing his involvement in the incident.

\*\*P/ later explained that he felt like the 3 officers moving to address the non-compliant subject was sufficient, so he remained with the victims to prevent a possible ambush from them, though they had not displayed any pre-attack indicators at all. FTO did not necessarily agree with this assessment but acknowledges that his point has some merit. FTO reviewed other ways he could have handled the incident, such as placing himself between the victims and officers that would have been better and appeared more helpful to the officers on scene. P/ needs to develop better interview skills. He needs to identify answers that are off topic and learn when to interject to get subject back on topic. P/ should practice visualizing the statement being given to him. This will help him come up with clarifying questions as he envisions different courses of events. This in turn will help him gain a better understanding for providing briefs to other officers and writing complete reports.

E2403140513 – Traffic – P/ observed a moving violation and conducted a traffic stop. He approached and requested the needed information, and then verified these items on the MDC. FTO asked if he had asked safety or 390 investigatory questions, and he had not. P/ reapproached and asked initial 390 investigation questions but did not observe any signs of impairment. P/ released the driver with a warning. FTO wants P/ to make asking about weapons and where the driver is going to and coming from part of his "script." These are free questions that are supported by case law. Without them, we are missing opportunities to observe behaviors and evidence leading to changing civil stops to criminal investigations.

E2403160360 – P/'s misunderstanding of the involved, described parties led to confusion on arrival, and a failure to engage with the subject. \*\*This was a low level, low pressure misdemeanor. If P/ arrives first on-scene to a call with high VP, can he be relied upon to hear and process the information so he can properly make decisions on-scene? Engagement was an issue outlined in P/s PTP plan. This shows a continued trend of issues with engagement.

E2403160319 – P/ initially believed there was some form of criminality or a need to investigate based on the subject's statements. This was not the case. \*\* P/ was not actively listening to what the subject was telling him, which led him to misreading the situation. This shows continued deficiency in active listening.

E2403160360 – P/ misunderstood the call comments leading to him believing the suspect was the RP. Even with this, he did not attempt to engage with the believed RP and stated she



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obviously did not want to talk to us. The suspect got on the bus. I pointed out the beer can and that this was clearly the described suspect, so of course she did not want police contact. P/ then stood there seemingly confused until the bus drove away with the suspect. \*\*It is important we know and understand the information that is being aired so we can reliably make correct decisions using that info on scene. Engagement and multi-tasking were issues outlined in P/s PTP plan. This shows a continued trend of issues with engagement and multi-tasking.

NOTES 03/16/2024 - P/ drove major roadways with moderate traffic for approximately 45 minutes. P/ did not initiate any OV activity on traffic or subjects. FTO observed multiple stoppable violations. FTO redirected P/'s studies to title 28 violations with an emphasis on NHTSA clues in hopes to improve his observations and activity. FTO should not have to dictate observed violations at this point in P/s training. He is nearing solo evaluation phases but is displaying a considerable deficiency in this regard. Solo-capable officers must be able to identify traffic violations and conduct stops without prompting.

E2403230493 – 415 Subject – P/ responded with other officers to a report of a possibly armed subject causing a disturbance at a wedding. P/ arrived and found the RP who confirmed the subject's description and stated he had made a threat to “blast the place up” while adjusting his waistband. FTO noted a subject matching the description walking through the parking lot, who RP confirmed was the suspect. When officers were catching up to the subject, he began walking back to the venue from the parking lot. A senior officer called him over and asked to frisk him with negative results. The officer then sat the male down. Multiple other people from the wedding and lot then began to congregate around officers and did a variety of things such as filming closely, and screaming and yelling at officers. This was preventing the senior officer from conducting his investigation. P/ stood by the primary subject but did not engage the growing rowdy crowd. FTO requested a 906 because the number of subjects greatly outnumbered the officers on-scene and it seemed to be escalating. FTO eventually had to step in and engage with the subjects and keep them back from the primary officer and subject. FTO started issuing commands, and P/ moved behind the line of angry subjects to address a male that was standing further back and yelling. The crowd ultimately calmed, and it was discovered the venue simply wanted the subject trespassed. P/ then went and completed the trespass warning.

\*\* Moments of this incident were chaotic and verged on loss of control. This situation highlighted several of P/'s deficiencies. P/ has a notably timid demeanor that further diminishes when presented with resistance. P/ largely failed to identify where his assistance was needed in this call. Even as other officers created a physical barrier between the advancing subjects, he stood by with the seated calm subject, whom the senior officer was engaging with. Splitting off from the primary group of officers split the on-scene resources and created a greater potential for crossfire or ambush. P/ has displayed these tendencies on multiple other calls for service.



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Until P/ split off and engaged the male, P/ was largely a spectator. No subjects recognized any form of officer presence from him. He gave soft commands that were not even acknowledged by the person he was speaking to. P/ split off and spoke with single subjects while other officers had to manage numerous other yelling, increasingly aggressive subjects.

\*\*This shift should have been the last day of standard phase 3 patrol before moving on to DUI and evaluation phases; meaning P/ should be showing solo capable abilities. P/ has yet to display any form of authority or officer presence while on-scene during an incident. Strong officer presence is a foundational ability that P/ appears to completely lack. Officers must maintain this presence on all calls on a daily basis. The officer must decide what level to meet different types of subjects at on the fly and in the moment while still possessing the ability to return to a calm demeanor. P/ has not shown he can do this in any form.

#### **MULTI-TASKING:**

E2403070383 – TRF STOP - P/ did not give an updated location when he stopped out with the bus.

\*\*Reinforced the idea that an accurate location is of vital importance on all calls.

E2403080433 – ASSLT/JO – P/ responded to an assault at a bank. P/ located 2 subjects upon arrival but did not verify if all parties were accounted for (there was another involved party still in the bank). P/ separated the 2 parties that were outside, and then interviewed one of them. FTO had to inquire about the location of the missing party, and determine the involvement of the 3<sup>rd</sup> subject, who was a witness to the assault. FTO had to ask staff if the other involved party was present and he was not located until the 2<sup>nd</sup> officer arrived. P/ briefed with the other officer to learn the victim did not wish to aid in prosecution. The parties were separated.

\*\*P/ seems to get too focused on 1 element of the call, so he doesn't consider what else is going on, who else is involved, where other resources could be effective, etc. This makes it impossible for him to properly delegate tasks.

\*\*Identifying the involved parties is extremely important on any call, even more so when responding to an assault. Many times, victims will draw our attention from the issue at hand upon our arrival when we should be making sure everyone is accounted for. P/ needs to visualize these types of calls and his response to them. As first on-scene, what are my priorities? As a backup, what are my priorities? What tasks can I delegate to other units? What additional resources might I need?

E2403080468 – Dis Veh – P/ responded to a disabled vehicle on a busy roadway. When P/ arrived in the area, the vehicle was gone. P/ observed a vehicle with its hood up in a nearby



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parking lot, and contacted the occupants who confirmed they moved it off the roadway. P/ did not copy the plate into the call or attempt to identify any parties. 4.

\*\*Information is our greatest resource; we don't know what we don't know. P/ needs to strive to be better informed when making contacts. Even on a non-criminal consensual contact, efforts should be made to identify the people we are interacting with. This allows us to gather more information for future contacts, crimes, investigations, etc. P/ is continuing to show a trend of not pursuing relevant, or even basic information on calls.

E2403150490 – 961A – P/ backed his vehicle in a private parking lot and struck a large metal door at low speed. The patrol vehicle suffered minor damage and the door was undamaged. No one was injured. P/ again referenced CFS# 431 (Death Notification) and stated it was weighing heavily on his mind and preventing him from thinking clearly. Despite multiple efforts from everyone on scene to lighten the mood and get P/ to view the incident in perspective, he allowed this to further deteriorate his already negative mental state. This happened toward the end of shift, but P/ would not have been able to return to the road after this incident if it happened mid-day.

E2403210414 – Animal Cruelty – P/ responded to reports of a person abusing an animal at a small public lake. P/ patrolled on foot along the lake and located a subject that partially matched the description, failing to note other subjects (and a dog) that fully matched the given description. P/ began to approach the wrong subject, and 906 pointed out the correct one before contact was made. P/ then identified and interviewed the subject and his girlfriend, learning that he was simply trying to train out bad behavior (in this case barking) from the dog. The dog was in good spirits, not afraid of the male, and uninjured. P/ ran the subject but did not get a return. P/ warned the subject about publicly disciplining his dog. \*\* P/ again exhibited a lack of awareness on who he is looking for. He has an issue reading or retain CFS information to appropriately respond. P/ was corrected by his 906, but had he been alone he would have addressed the completely wrong person. The information for him to be successful on this CFS was readily available, yet he lacked the presence of mind to be well-educated before responding. This shows a continued trend of a lack of situational awareness, which is a cornerstone of officer safety.

P/ interviewed him and attempted to ID him verbally, but did not actively listen to the content of the conversation, missing the fact that he was from out of state. When P/ ran the subject over air out of AZ, dispatch did not find a return. P/ just accepted this and moved on. FTO prompted the subject about his out of state origin, and P/ noted this but still did not re-attempt to confirm his info with dispatch until prompted by FTO. \*\*Even after debriefing a similar issue in 350, P/ again stated he was told in previous phases he was not to run things over air if they could be ran in the car. FTO pointed out we were a few min walk to the car, and that getting positive returns on subject is important (especially if they give their information verbally). P/



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does not seem to be able to weigh these elements in the moment to determine if he needs to air this info now or wait and do it in his car.

E2403210447 – 998 – P/ responded to a 998 that just occurred just over 1 mile away from the beat office he was currently at. P/ recognized the need for immediate response, and sprinted to his vehicle. He then drove code 3 with FTO verbalizing what he needed to do, but was disoriented about the direction he needed to respond towards and began trying to go the wrong way. He did not properly break an intersection and nearly caused a collision. He then continued his Code 3 driving until arriving at the scene.

FTO was verbalizing things that P/ needed to do while responding to this call. FTO prompted things like OBC, lights, sirens, and pointed out gaps in traffic that P/ could utilize. Upon approaching the first intersection toward the incident, P/ asked if east was correct, while the location of the shooting had been stated multiple times to be the northwest. FTO had to state 2 times while indicating north before P/ continued in the right direction. He then moved into the intersection on a red light without checking if traffic had acknowledged us. Eastbound vehicles almost struck the patrol vehicle and had to slam on brakes and honked horns, which prompted FTO to remind P/ to break it properly. He then cleared the westbound lanes where there was no traffic more appropriately. P/ continued to the scene, with FTO needing to dictate lanes and gaps to use to get there efficiently. \*\*This was not driving done with due regard to officer or public safety. P/ very nearly almost caused a 2nd emergency incident during a time when resources were already stressed by one of the worst incidents an officer, squad, department, and community can have. Without FTO guidance, P/ would have been unable to drive in any form of emergency capacity.

There, FTO took a position behind one of the involved vehicles, but quickly realized this spot was too far back with too many possible officers in line of sight to be useful if another shooting occurred. FTO then moved to begin clearing traffic and by-standers, and P/ took the tactically unusable spot FTO just vacated. FTO pointed out the officers down range, and P/ verbally confirmed this, but remained there at index ready. As the involved shooters were swapped out at the forward vehicle, P/ took a position there. FTO continued clearing traffic away from the scene. Patrol units were eventually replaced with tactical units, and P/ and FTO moved to clear another portion of the intersection of traffic. While doing this, a victim vehicle that was struck by a bullet was discovered. P/ then directed this vehicle back away from the scene to what would become a staging area for victims and witnesses. P/ helped plan for witnesses to return, and conducted interviews with each of them while waiting for detectives to arrive. P/ then took over traffic control until cleared by a supervisor. P/ completed a supp. \*\*During this critical incident, especially during the initial moments, FTO operated largely independently from P/ due to critical needs on the call. That said, P/ did not actively seek out useful tasks or assist FTO with what he was doing until explicitly told by FTO to do things. P/ struggles with decision making under stress. P/ states he is ready for evaluation phases, but this incident showed the



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continuation of multiple deficiencies showing he is not solo capable. FTO cannot trust P/ to be safe and make sound decisions while stressed.

P/ was clearly “in the black” during the initial response to this incident, which had a major negative effect on his decision-making process. Being the first officers on-scene that did not have tactical positions, there were numerous tasks that needed to be tackled. Supervisors were airing traffic control requests and subjects were gathering on rooftops to observe what was going on. P/ did not identify and address any of these tasks and instead stood in a tactically unusable position while FTO cleared traffic and issued orders to bystanders. While under stress, P/ shows no situational awareness and his decision-making process is heavily affected. He does not examine the totality of the incident to find a role he can be useful in. Officers need the ability to recognize when they are useful in a primary position or when they need to switch to secondary support functions. P/ struggles with this.

E2403210350 – P/ arrived and did not air his specific location or that he was out with parties on air. P/ did not copy the plates over air. P/ obtained the story for each of the involved parties but did not pick up on cues that one was showing signs of being 918. P/ collected both licenses and ran them by OLN only in the add supp, leading to neither party being run for wants or warrants until prompted by FTO. \*\*P/ stated he was unaware that running subjects by OLN only does not return want/warrants hits. P/ stated that during previous phases, he was told not to air information on the radio if it could be later run in the car. FTO corrected this and set expectations for times when it is appropriate and necessary to air information. This shows a continued trend of failing to air relevant, important information upon initial response.

E2403220285 – Trespass - P/ responded to a 415 at a restaurant. Customers were upset about the food and service at the restaurant, and the restaurant wanted them trespass. P/ arrived and found the subject’s outside and spoke with them. P/ announced he was out with 2 but failed to copy the plate to the call. P/ listened to their complaint, and other officers verified the restaurant's statement. P/ explained civil options for the disagreement and issued a trespass warning. 2. \*\*As outlined in previous DORs, P/ continued his trend of not properly capturing information that is readily available.

E2403220359 – Dis Veh - P/ observed a vehicle pulled into the bus lane with a driver that looked distressed. He stopped out with the vehicle, but did not immediately air the plate. P/ spoke with and ID’d the driver. He learned a family member was already in the process of getting gas for the car. \*\*P/ again failed to collect and air vital information upon initial response.

E2403230365 – 962 – P/ responded to a vehicle v. bike 962. The cyclist had apparent minor injuries but P/ did not address these. FTO asked if he needed SFD and he declined. The driver and passengers spoke only Russian. FTO utilized language line to collect a statement and



## SCOTTSDALE POLICE DEPARTMENT FIELD TRAINING THEN EVALUATION PROGRAM



### *Performance Training Plan*

information from the driver while P/ collected info from the bicyclist. P/ completed TRACS, Citation, and Exchange. FTO took photos.

\*\*FTO filled roles on this call out of respect for the involved parties and their time. P/ did not delegate tasks, FTO just filled known outstanding tasks. P/ has yet to display any ability to delegate tasks.

E2403230365 – P/ did not immediately copy the plate into the call upon arrival.

\*\*This is an on-going, repeat issue.

NOTE: 03/23/2024 - \*\*P/ conducted a U-turn on a red light with a no U-turn sign. He did not properly yield to oncoming traffic and did not turn on his emergency lights. This caused the oncoming vehicle to need to slam on its brakes to prevent hitting us. Had they not been attentive and driving defensively, they would have collided with P/. This was the 3rd 960 or near 960 during this phase. Driving with due regard has previously been reviewed with P/ and FTO had previously set the expectation that emergency lights should be used when committing civil violations for law enforcement purposes.