



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



Performance Training Plan

DATE: 02/17/2023

TRAINEE: O. Pwar #1632

FTO: A. Wilson #1554

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

TRAINING PLAN:

OIT Pwar will be expected to make continuous progress towards performing at a safe and acceptable level in the Critical Task of multi-tasking as it relates to Motor Vehicle Operation and Orientation. OIT Pwar will make job knowledge and proficiency his priority over the coming weeks. His actions, attitude, and effort should reflect his commitment to becoming a solo capable police officer. We will provide training, interactions, and feedback emphasizing consistent improvement in the areas listed above.

OIT Pwar will be on this Performance Training Plan for the next 6 shifts to address the above listed areas for improvement with FTO Wilson. This Performance Training Plan will begin 02/17/23 and run through 03/04/23.

If acceptable improvement is shown by the end of this PTP, OIT Pwar will move into his DUI Week and then Phase 4. 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 Pwar at the discretion of the Field Training Officer as time and circumstances allow to address the above area(s) for improvement:

1. Motor Vehicle Multi-Tasking Practice (Completed 02/09 - 02/11) - JD1116

*Day 1 - Sgt. Devlin setup a driving course with cones to serpentine and avoid. OIT Pwar drove the course while processing information (math problems and CFS comments) and relaying answers back to the instructor whose was in the vehicle with OIT. 1 hour practice.

* Day 2 - Utilized similar driving course, but with stopping locations to mimic stop signs/lights and alternated driving the course the opposite direction. OIT drove course while processing information (math problems and CFS comments) provided via radio and relayed answers back to the instructor over the radio. The instructor was outside of the vehicle providing the questions and CFS comments for the OIT to respond to. 1 hour practice.

* Day 3 - Utilized similar driving course, but with stopping locations to mimic stop signs/lights and alternate driving the course the opposite direction. OIT drove course while processing CFS comments that were typed onto a single piece of paper (1 CFS/Page). OIT starts reading the call comments to self and then answered questions related to them utilizing the radio. This is was to mimic reading the information off of an MDC screen, processing, and then responding over the radio. The instructor was outside of the vehicle asking questions regarding the information the OIT was reading. 1 hour practice.

2. EVOC Defensive Driving Course Instructor (Completed 02/14 - 02/15) BWB1333

* Driving Instructor Wolfe was advised of the current circumstances, previous training provided, and completed a driving assessment of OIT Pwar. He also instructed OIT Pwar on select relevant portions of the Defensive Driving Course. Instructor Wolfe then provided direct multi-tasking driving training on the driving track and addressed some basic driving improvements that could be made. Finally, Instructor Wolfe took OIT Pwar on the roadways of Scottsdale to implement these new techniques in a real world environment. He was given specific addresses to drive to while also reading from the vehicle screen and repeating information coming over the radio.

* Instructor Wolfe followed up on his training with OIT Pwar the next day to assist in reinforcing these concepts for OIT Pwar. They spend an additional 3 hours training together.

3. Patrol-Based Training Concepts

* OIT Pwar will utilize Narrative Driving to further develop his driving situational awareness as directed by FTO Wilson.



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* OIT Pwar will utilize I-Spy Driving to further develop his driving situational awareness as directed by FTO Wilson.

* For his first 2 shifts of this PTP (02/17 and 02/18), OIT Pwar will build up to doing all of the multi-tasking driving tasks required by a solo capable officer. The first 1/3 of the shift, OIT Pwar will focus on safe driving while navigating to CFS; FTO Wilson will provide directions, utilize the radio, and MDC. The second 1/3 of the shift, OIT Pwar will take over the radio functions. For the last 1/3 of the shift, OIT Pwar will be driving, utilizing the radio, and the MDC.

* Also during the first 2 shifts of this PTP (02/17 and 02/18), OIT Pwar will practice repeating comments coming out over the radio while driving as directed by FTO Wilson. This should primarily be done when not responding to a specific CFS.

* For the remainder of the Phase 3 shifts (02/19 - 03/04), OIT Pwar will need to demonstrate safe driving at all times while driving, utilizing the radio, and the MDC.

During this time, OIT Pwar, FTO Wilson, Sgt. Campos, and the Training Staff will discuss the progress of the Performance Training Plan and the direction moving forward.

DOR DOCUMENTATION:

PHASE 1 DOCUMENTATION:

- In Phase 1, OIT Pwar was with FTO Cintron on Via Linda-A2.
- Phase 1 – Day 2: OIT Pwar is learning to navigate, drive, and utilize vehicle function all at the same time. This will take time for it to be second nature and in the meantime, we are having FTO run the plates and explain the returns as OIT Pwar continues to drive to better ease him into the whole process.
- Phase 1 – Day 6: OIT Pwar needs some work with patrol vehicle operation as a lot is happening at once he is often going into the next lane or getting close to multiple curbs while driving.
- Phase 1 – Day 11: OIT Pwar is struggling with vehicle multi-tasking. Not processing MDC comments on CFS, looking at incorrect event number and travelling to the wrong CFS.
- Phase 1 of training was on an A Squad which has minimal traffic and pedestrians on the roadways. Even so, OIT Cintron was noticing signs consistent with the concerns noted later in Phases 2 and 3.

PHASE 2 DOCUMENTATION:

- In Phase 2, OIT Pwar had FTO Chris Rose on Foothills-C1.



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- In Phase 2, OIT Pwar was given a 2-week Performance Training Plan to address Engagement and Multi-Tasking. Driving multi-tasking was one of the specific areas of focus.
- In direct conversations with FTO Rose, he advised that OIT Pwar's unsafe driving issues occurred on an almost daily basis. These included near miss collisions, stopping at green lights, swerving out of his lane, driving below the speed limit, cutting other vehicles off, etc. The primary cause being his difficulty in multi-tasking while driving, utilizing the radio, utilizing the mdc, and processing location orientation all at the same time. FTO Rose advised that OIT Pwar's driving is among the most unsafe and scariest he has ever observed from an OIT.
- In addition to the documentation below, nearly every DOR had comments about OIT Pwar passing by CFS addresses multiple times before finding the location. While this is not abnormal for OITs to do, the frequency for Pwar is worse than that of other OITs due to his multi-tasking issues.
- Phase 2 – Day 5: OIT PWAR is still struggling with finding his way around D4. OIT PWAR is also working on his multi-tasking, looking at our MDC and driving tends to be a hazard, with some near collisions.
- Phase 2 – Day 6: OIT Pwar is struggling with basic driving. OIT Pwar uses both hands to drive and obeys speed limits and appears to be paying attention. However, there have been daily occurrences of OIT Pwar having to change lanes quickly to avoid collisions with stopped traffic. OIT Pwar sometimes stops at green lights before turning which can cause collisions with vehicles behind him. OIT Pwar sometimes cuts other vehicles off when they have the right of way on the road. FTO went over city and personal liability while driving a marked police car.
- Phase 2 – Day 21: OIT Pwar is working on multi-tasking while driving. FTO questions OIT Pwar while we are driving to calls to see what he remembers about what we are responding to and makes OIT PWAR use the MDC while driving.
- Phase 2 – Day 22: OIT Pwar was driving to a check subject call for service when emergency traffic was aired, subject with a gun. The original location of the call was approximately 2 miles from we were at the time. OIT Pwar did not react to this emergency traffic and needed to be prompted by FTO to add ourselves and perform emergency driving. During this driving OIT Pwar changed lanes and cut off a car directly behind us, causing the vehicle to break hard. When call was over, FTO went over emergency driving and when we need to expedite (loss of life in progress or possible).
- Phase 2 – Day 22: OIT Pwar was driving to an alarm call and the officer we were going to the call with was driving in front of us. The second officer turned left on to a street as that was where the business was. OIT Pwar kept driving straight. FTO let it go to see if



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OIT Pwar would figure it out. FTO then asked OIT Pwar where he was going and OIT Pwar turned around.

- Phase 2 – Day 23: FTO and OIT Pwar went to Hontz for some extra work with driving. With the help of the training unit, OIT Pwar would drive around the track and have to follow a lead vehicle at different speeds and answer a variety of questions, either answer on the radio or type on the MDC. This was done to work on OIT Pwar's multi-tasking.
- Phase 2 – Day 24: OIT Pwar is still working on vehicle multi-tasking.

PHASE 3 DOCUMENTATION:

- In Phase 3, OIT Pwar was assigned to FTO Andy Wilson, but due to family-related medical issues with FTO Wilson, OIT Pwar also was with FTO Josh Simpson and FTO Jake Mathis.
- Phase 3 – Day 1: E96 on the way to the call OIT Pwar stopped at a traffic light to make a left turn. OIT Pwar waited for a car to pass, then proceeded to make the turn. When OIT Pwar made the turn he did so slowly with a car very close to colliding with us. FTO brought it to OIT Pwar's attention and OIT Pwar did not see he was too close. Another officer made sure to talk to FTO about how close OIT Pwar and FTO came to being involved in a t-bone collision.
- Phase 3 – Day 1: E160 on the way to the call OIT Pwar was making a left turn. FTO saw people on one of the corners with their dog waiting for the light to change so they could cross. When the light turned green OIT Pwar did not see the people or dog and had to be stopped by FTO to keep him from hitting them.
- Phase 3 – Day 1: During shift when OIT Pwar was driving and using the MDC speed dropped and the vehicle moved back and forth inside the lane. OIT Pwar on a couple occasions would be at a green light stopped, while working on the MDC.
- Phase 3 – Day 2: OIT Pwar displayed several unsafe driving behaviors. While leaving an assist with TPD, OIT turned left onto WB E Roosevelt Rd from NB N 77th St in front of a WB vehicle that had the right of way. OIT either did not see the vehicle or turned regardless of seeing it.
- Phase 3 – Day 2: Soon after that incident, OIT was enroute to a photo lineup call. OIT turned right onto NB N Scottsdale Rd from WB E McDowell Rd and was looking at the map on the MDC to see where the call was. As we were passing the target address, OIT realized it and changed across 4 lanes of traffic in order to make the left turn.
- Phase 3 – Day 3: FTO Wilson had met with FTO Training Staff to discuss training options for working on OIT Pwar's unsafe driving. Due to these driving issues stemming from OIT Pwar's lack of multi-tasking abilities, a plan was devised for FTO Wilson to work with



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him. This was conducted as an informal training plan to be conducted through the remainder of Phase 3. Since driving is a daily occurrence, we did not need to add another 2-week time extension.

- Utilize commentary driving with OIT Pwar to work on developing his driving situational awareness.
- Build up multi-tasking through shift with FTO. First third of the shift, OIT only drives while FTO works radio and MDC. Second third of the shift, OIT drives and works radio. For the last third of the shift, OIT is doing everything.
- Phase 3 – Day 3 and 4: OIT had no issues driving; however, they also had minimal overall driving time this day due to low CFS.
- Phase 3 – Day 5: OIT was traveling eastbound on Thomas Road approaching Hayden Road to go to Beat 2 office. OIT transitioned to the right-hand turn lane for southbound Hayden Road and approached the intersection with a red light. OIT failed to stop prior to the crosswalk at the intersection and entered the crosswalk at approximately 5 miles per hour, stopping in the crosswalk. At this same time, a female pedestrian was crossing in the crosswalk with the walk sign counting down. The OIT failed to observe the pedestrian and due to his stopping in the crosswalk, nearly struck the pedestrian, missing her by approximately 3 feet as she crossed southbound.
 - FTO spoke with OIT regarding the incident and OIT advised that he was unable to see the pedestrian to the A-pillar obstructing his view and the female being shorter than average.
 - OIT was distraught following the incident and was sent home for his own safety.

OFFICER-IN-TRAINING AGREEMENT:

Between now and the end of your Field Training Process, 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
Squad Sergeant Signature	Date	Field Training Staff Signature	Date