



SCOTTSDALE POLICE DEPARTMENT FIELD TRAINING THEN EVALUATION PROGRAM



Performance Training Plan

DATE: 04/04/25

TRAINEE: Lazarus Frerichs #1705

FTO: Chris Williams #1307 and Rob Inouye #1192

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 Frerichs will be expected to make continuous progress towards performing at a safe and acceptable level in the Critical Task of Multi-tasking. OIT Frerichs 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 Frerichs will be on this Performance Training Plan for two weeks (8 shifts) to address the above listed areas for improvement. This Performance Training Plan will begin Sunday April 6 and run through Saturday April 19th.

If acceptable improvement is shown by the end of this PTP, OIT Frerichs will move to Phase 5B. Should continuous improvement cease, discussions will be had with the Field Training Review Committee regarding revocation of Probationary Status.



SCOTTSDALE POLICE DEPARTMENT FIELD TRAINING THEN EVALUATION PROGRAM



Performance Training Plan

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

1. RADIO USE WHILE MULTI-TASKING: FTO will determine appropriate segments of the shift where OIT must be radio communication only. OIT will be challenged to communicate solely through his radio while driving. This will assist the OIT to sharpen his radio ear and help him hear radio traffic while multitasking.
2. ORIENTATION TRAINING: OIT will verbalize their route for responding to calls prior to leaving from their current location to assist in more efficient responses with less missed or incorrect turns.
3. RADIO REPEATER: While driving, OIT will repeat to his FTO what comments he hears over the radio before reading the MDC. If he is unable to recall the comments, FTO will prompt OIT to 10-9 the information. OIT will also repeat radio traffic for other calls while driving to FTO. FTO will also have OIT retrieve information from MDC while driving at his discretion. OIT will demonstrate safe driving behavior
4. MULTI-TASKING DRIVING TRAINING: The Training Unit will schedule time with an EVOC instructor for further training with driving and multi-tasking.

On Saturday April 19th, OIT Frerichs, FTO Inouye, Sgt. Hynson, and the Training Staff will discuss the progress of the Performance Training Plan and the direction moving forward.

DOR DOCUMENTATION:

Below is a list of topics that are documented with multiple examples from OIT Frerichs's Daily Observation Reports. See attached DOR documentation for further.

MULTI-TASKING:

03/10/25 - OIT's motor vehicle operation needs improvement. Multitasking using the computer, making sure he stays in a single lane, and make correct turning movements.

2505233 - The suspect in this matter was extremely angry and argumentative at one of the OIT partners on scene. OIT did a good job recognizing this and trying to get the suspect to focus on him versus his partner. Ultimately, an arrest was made the OIT assisted with escorting and searching the arrestee who was still agitated and not cooperative. The arrestee was placed in



SCOTTSDALE POLICE DEPARTMENT FIELD TRAINING THEN EVALUATION PROGRAM



Performance Training Plan

the back of OIT's patrol vehicle for transport to the jail. When transporting the angry arrestee to the jail, the OIT took a longer route to the jail because he was familiar with this route, versus going a faster route. FTO explained to OIT that the simpler route is not necessarily the most efficient route, and a verbally combative arrestee could easily become physically combative over time. Getting to the arrestee to the jail faster, in a safe manner is necessary to avoid the need to use force on an arrestee. OIT started at Thomas and Hayden and went north to Indian School to go west on Indian School to the jail when he could have taken Osborn to go west to the jail.

03/11/25 - OIT's motor vehicle operation needs improvement. Multitasking using the computer, making sure he stays in a single lane, and make correct turning movements.

03/13/25 - FTO's and Sergeant spoke to OIT about his driving skills and the need for improvement before the shift began. OIT started to use the shuffle steering technique while driving this shift which improved his driving skills dramatically. Navigation continues to be a slight challenge.

03/23/25 - P/ was walked through the recorder process of the search warrant and observed Officer Johnson #1281 as he searched. P/ had a simple supplement to complete for the felony in-custody report however it did not get done. P/ had to be contacted over the weekend to get the supplement complete. P/ was prompt about getting the supplement done once he was notified. P/ advised it had slipped his mind because he was following up on a different investigation.

03/27/25 - This is an area in need of improvement; E121 P/ issued the passenger of the vehicle the citation when the citation was for the driver. This was corrected after FTO brought it to P/s attention. E399-P/ issued a citation for MI suspended plate

03/28/25 - E142-when en route P/ recognized he needed to go south along N Scottsdale Rd which required him to cut across 3 lanes of heavy traffic. P/ began doing this by slowing in traffic and putting his right turn signal on and was waiting for traffic to allow him to to get over. FTO pointed out that P/ was working as a police officer and there were emergency lights on his car. FTO guided P/ through activating his rear emergency lights and slowly moving over to force his way into the lane to go the direction he needed to go. FTO instructed P/ how he still had to ensure vehicles yielded to him as he did this. P/ was correct in wanting to get across all 3 lanes of traffic because it was the quickest way to the call; FTO assisted P/ with the execution. Further discussion about the law enforcement mindset

03/29/25 - P/ knew location during OV activity and arrived to calls on his own. E131-P/ decided he would stop V/V and was in the dedicated left-turn lane for northbound Scottsdale Rd @ Shea Blvd. Northbound traffic had a green light; P/ made an unsafe lane change (did use turn



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



Performance Training Plan

signal) in front of another vehicle in order to go after V/V. P/ did not use rear emergency decks to safely notify traffic in order to make the lane change which was discussed the day before. During the stop P/ activated emergency equipment to stop V/V.

03/30/25 - E174-P/ made an unsafe lane change nearly casing a collision. P/ said he made the turn to follow the Sgt and activated his rear decks like he was previously instructed to do so. FTO explained that other vehicles need time to react to your lights; you cannot cut them off and turn your lights on at the same time. FTO asked why P/ did not activate his siren when clearing the intersection; P/ said that he didn't hear the other vehicles sirens so he didn't think it was necessary. FTO advised P/ that he is in training and is expected to clear an intersection the way he was trained; P/ cited how to clear an intersection.

04/04/25 – while enroute had difficulty maintaining his lane even in traffic with cars directly next to him, came to stop on lane lines.

Throughout the day he made wide turns both right and left going into adjacent lanes prior to making the turns. He was advised of the issues and he continued to have problems staying in his lane, veering into other lane twice while not on a call. Drove on rumble strips without making corrections and stopped on lane lines again. He was advised he was doing it again and FTO asked why. He stated it could be from driving a big vehicle. P/ was asked what kind of cars he drove at his previous agency and he stated Tahoe's and Explorers.

OFFICER-IN-TRAINING AGREEMENT:

Between now and Saturday April 19th, 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.

<hr/>	<hr/>
Trainee Signature	FTO Signature
Date	Date
<hr/>	
Squad Sergeant Signature	Field Training Staff Signature
Date	Date