



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



Performance Training Plan

DATE: 02/21/2024

TRAINEE: N. Kincheloe #1675

FTO: J. Rumann #1600

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 Tasks of Officer Safety, Engagement, and Multi-Tasking. OIT Kincheloe 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 Kincheloe will be on this Performance Training Plan for two weeks (8 shifts) to address the above listed areas for improvement with FTO Rumann. This Performance Training Plan will begin 02/21/24 and run through 03/02/2024. If acceptable improvement is shown by the end of this PTP, OIT Kincheloe will move into Phase 3. 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. IMAGINE PERFECTION SCENARIOS: OIT will be given a basic scenario and then write out the 10 - 15 steps to handle the scenario in a safe and efficient method. Once the steps are listed by OIT, FTO will change the scenario slightly and ask OIT how that changes what should be done for success. Scenarios may include, but are not limited to the following:

- * Basic Traffic Stop
- * Self-Initiated Check Subject
- * Initial Response to a 960
- * Basic DV Scenario
- * 459IP
- * 907 Response
- * Subject with a Weapon Response

2. BRIEFING TRAINING: OIT will prepare briefing training outlines on the following topics and/or any others chosen by the FTO. OIT may or may not present them to squad based upon FTO and SGT decision.

- * Explanation of the Policing Priorities (Life, Stabilization, Time, and Apprehension)
- * Proper Search Technique and Officer Safety Considerations
- * Code 3 Driving Requirements
- * SPD Pursuit Policy and Clearing Intersections
- * RUET Information

3. BE THE PRIMARY: 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.

4. NARRATIVE DRIVING: OIT Kincheloe will engage in Narrative Driving to further develop his situational awareness, as directed by FTO Rumann.



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5. SPD HANDBOOK REVIEW: OIT Kincheloe will review the Title 28 Section of the SPD Handbook prior to each shift. He will discuss 3 new Title 28 Violations he discovers each shift with FTO Rumann. By the end of this PTP, the entire Title 28 Section should be covered.

6. TRAFFIC STOPS: OIT will conduct a minimum of three traffic stops per shift that are located on his own. This will allow OIT to demonstrate he is able to use his knowledge of Title 28 to find and pull over violators.

7. POLICING PRIORITY DEBRIEFING: FTO Rumann will debrief every call based upon the Policing Priorities so OIT can learn to apply them better to all calls for service.

8. 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.

On 03/02/24, OIT Kincheloe, FTO Rumann, Sgt. Roach, 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 03/02/2024, 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
Squad Sergeant Signature	Date	Field Training Staff Signature	Date



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DOR DOCUMENTATION:

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

OFFICER SAFETY:

- E2401070205: P/ did not advise Dispatch of a flag down.
- E2401160409: While conducting a traffic stop, vehicle pulled into a parking spot. OIT attempted to stop in the parking spot next to the passenger side of the stopped vehicle. OIT also failed to call the traffic stop or plate out over the radio. OIT went and contacted the driver and returned to patrol vehicle and had to have FTO point out he needed to advise Dispatch.
- E2401250023: OIT located two capped needles during a search. FTO advised OIT to use a flashlight or baton to look into the remainder of property to ensure he did not get stuck with a needle. OIT continued to put his hands in small compartments ignoring FTO advice.
- E2401260056: OIT and FTO arrived on scene and upon arrival sergeant requested that officers go set up rear containment. OIT was told by FTO to get back into the car (so we could set rear containment). OIT and FTO were then relieved by another unit who was already pulling into the rear containment spot. FTO then exited the vehicle and proceeded to link up with other officers prepping for contact/crisis team. FTO looked back and observed that the OIT was still back at car and didn't have his gun out. FTO told OIT to get his gun out and to move to him and other officers. OIT and FTO after call debriefed it and when asked why he remained at the car he was under the impression that the FTO wanted him to stay there. FTO then asked why he didn't have his gun out for CFS with comments stating that there was a gun involved with people shot. OIT made comment about how he didn't like how officers had gun out at their side and that he was trained to keep it at a compacted low ready. OIT also stated that he felt that there was no need for his gun out as he had officers in front of him with their guns out and that he didn't want to possibly flag them. OIT during initial broadcast of call didn't seem to comprehend full severity of what call comments were dictating in the moment. OIT didn't seem to grasp the urgency of us needing to get to call while leaving station. OIT made comment to FTO about realizing seriousness when seeing FTO moving fast to get to the car so they could get to call.



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- E2401250557: OIT met with Avondale for a warrant transfer. Arrestee had handcuffs to front. OIT put latex gloves on, while OIT was doing so FTO saw multiple pre-flight indicators. FTO had to tell OIT to control the subject, regardless of gloves or not.
- E2401270025: OIT needed to be told by another officer to be in a contact cover position for the investigating officer as the OIT was standing back and away from the suspect.
- E2401270062: During the conversation the OIT never asked or attempted to ID the subject until prompted to do so by the FTO. OIT then went up to the top of the stairwell and essentially cornered himself up there with and extremely 390 but compliant subject. OIT put himself at a position of disadvantage by going to the top of stairwell with 390 subject. OIT had wall and door to his back and subject blocking stairwell.
- E2402020043: OIT additionally didn't scan inside the vehicle at all and when asked about if he was able to see anything inside the vehicle he stated that he could not. OIT also never asked the driver if he had any weapons in the vehicle. While leaving the stop OIT completely turned his back from the vehicle as he walked away from it.
- E2402030072/ DR2402567: OIT recognized severity of crime and had his gun out and ready. OIT then went and assisted in clearing the building with other officers. OIT while clearing the building would first pop his head in and then out before entering a room. OIT was explained that this is the incorrect way to clear a room and that he needs to dominate it like he was taught in room clearing.
- E2402030472/DR2402618: While collecting the suspect's items which one of the items was an open white powder in a bag which OIT was already aware of OIT had to be stopped and told by FTO to put gloves on before handling the bag with the white powder (cocaine).
- E2402080007, E2402080030, E2402080085: OIT on all three stops utilized the B pillar for coverage while speaking with the drivers. During all three stops the OIT didn't utilize his flashlight to look into the vehicle and didn't utilize scene lights or spotlights on vehicle.

ENGAGEMENT:

- Phase 1 Days 9, 10, 11, 12, 14 it was noted P/ drove around a lot and ran random plates but could not find anything to pull people over for. FTO noted OIT needed to conduct more traffic stops.



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- E2401310489: OIT responded to a 415 subject at a sober living home where a tenant had been in an altercation with other residents. OIT and FTO arrived on scene and OIT was sitting in the vehicle still putting gloves on while another OIT was already handling the suspect having him sit on the curb (approximately 15 seconds after FTO and others had already been out of the vehicle). OIT then finally exited the vehicle and appeared to be looking around. OIT had to be led by FTO and other officers on scene to go and speak with the reporting party. The RP approached the OIT and OIT immediately told the RP to back away causing an awkward immediate reaction of all parties.
- E2403020028: OIT responded to a check subject regarding a 390 male entering a vehicle. OIT located male throwing up and FTO had to lead the OIT into making contact with the subject.
- E2402020043: FTO pointed out suspicious vehicle, ran plate (Expired by a month) and RO, RO came back as Known Felon in Mark 43. OIT was instructed by the FTO to pull over the vehicle. OIT then asked for reason for the stop in which FTO brought up that we had already established that his registration was expired. OIT then stated to FTO that it was only expired by a month. During the stop OIT didn't get any documentation from the driver such as ID, registration, or insurance. Total duration of this stop was just over 60 seconds from contact to letting the driver leave. OIT appeared to be uncomfortable during this interaction with the subject. OIT essentially let the subject walk all over him by denying that what OIT said as invalid. OIT appeared to just accept whatever the driver was going to tell him and appeared to not challenge the subject's denial of the accusations. It appeared to the FTO that the OIT wanted to conduct and finish this stop as quickly as possible.
- E2402080046: OIT responded to a check subject in his beat for a male who was trying to get into the RP's residence. A sergeant and another officer were already out with the male. OIT got out and slowly approached the area appearing confused. FTO had to tell the OIT to go to the door and make contact with the RP.
- Phase 2 Day 10: At the beginning of the shift OIT was challenged by FTO to locate a vehicle that had a traffic violation of any sort and to pull it over. OIT and FTO then went over numerous Title 28 reasons he could pull a vehicle over for. OIT was unable to find his own vehicle to pull over and all stops for the night were from the FTO observing and pointing it out and having the OIT pull them over. 3 documented: E2402080007, E2402080030, E2402080085

SAFE MULTI-TASKING:

- E2401070205: P/ did not advise Dispatch of a flag down.



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- E2401270034: While exiting the freeway OIT ran a red light at the loop 101 and Indian School with prisoner in the back.
- E2402020045: While transporting the prisoner of the DUI to the jail OIT was going north on Hayden Rd when he got to Osborn Rd which had a red light for North and South traffic. East and West traffic had a solid green with a car set up to go West. OIT ran the light with the prisoner in the back.