



TEMPE

POLICE DEPARTMENT

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CALENDAR YEAR 2009 ANNUAL REPORT

Message From the Chief

On behalf of the employees of the Tempe Police Department, I am pleased to present our 2009 Annual Report. Over the past year, we have worked hard and have continued to build an organization that delivers the highest quality police services while preparing to meet the increasingly complex public safety challenges of the future.

As Chief, I have placed an emphasis on fighting crime, providing quality police services, providing a supportive environment for employees, promoting organizational development and innovation, and enhancing information technology. Despite the financial challenges that our Department, our city government, and our community have faced, we are moving forward with our long-term Strategic Plan (<http://www.tempe.gov/cau/StrategicPlan.pdf>). Our Strategic Plan ensures that we make good on our public safety promise to those we are sworn to protect and that we accomplish the goals we set out to achieve. In 2009, we made great strides in achieving our strategic goals and just a few examples of our efforts include:

- Reducing crime in Tempe by 10.6% over the prior year.
- Dismantling large scale multi-state drug trafficking organizations.
- Achieving high citizen satisfaction (based on the 2009 Community Attitudes Survey).
- Developing key partnerships with our neighborhood and diverse community groups.
- Advancing training through cutting edge, web-based curriculums.
- Strengthening our interagency partnerships (Fusion Center, Arizona Counter Terrorism Information Center, US Marshalls, etc.).
- Creating a Criminal Apprehension Surveillance Team.
- Renovating the Downtown Police Department/IT facility.
- Starting to implement the new Police Information Network.

The men and women of the Tempe Police Department were able to accomplish a great deal in 2009 and we are working just as hard in 2010. Our successes are due in large part to the support we receive from the members of our community as well as mayor and council. This support is vital in the Department achieving its crime fighting mission.

Thank you for your continued support and partnership.

Sincerely,

Tom Ryff



MISSION, VISION, VALUES & GOALS

The mission of the Tempe Police Department is to suppress crime and promote the safety of our community.

The Vision of the Tempe Police Department

- We are a highly adaptive, flexible, and proactive organization that integrates both community oriented and intelligence-led policing philosophies.
- Our organization is fully staffed with collaborative, accountable, and highly skilled employees who are dedicated to providing the highest quality police services to the community.
- We utilize innovative technology, systems, and processes to gather, analyze, and disseminate crime and intelligence information throughout our organization.
- We operationalize crime information and intelligence to allocate our police resources strategically and prevent and suppress crime in the community.
- We promote regional information sharing and cultivate active community and interagency partnerships.



Core Values

Honor - We will be honorable in our principles, intentions, and actions.

Integrity - We value honest communication both internally and externally and our actions match our words.

Loyalty - We are committed to fellow employees, the City of Tempe, and the community we serve.

Dedication - We are responsive to the community and devoted to the delivery of effective and efficient police services.



The Strategic Goals of the Tempe Police Department

The Department strategic goals serve to guide the activities and direction of the Department and provide a foundation for decision-making so we can continue to deliver the highest quality police service to the Tempe community for years to come. Because of how integral these goals are to the Department, the annual report is structured according to the five strategic goals below.

- **Strategic Goal 1: Fight Crime**
- **Strategic Goal 2: Provide Quality Services**
- **Strategic Goal 3: Provide a Supportive Environment for Employees**
- **Strategic Goal 4: Promote Organizational Development and Innovation**
- **Strategic Goal 5: Enhance Information Technology**



GOAL 1: FIGHT CRIME

Dismantling Drug Trafficking Organizations

Over the past year, the Department has been involved in dismantling numerous large scale drug trafficking organizations. One example of the Department's fight against the illegal drug trade and associated crimes culminated in December. In partnership with ten law enforcement agencies, Tempe Police completed a nine month investigation into several major drug trafficking organizations operating throughout the valley. Sixteen search warrants were served and 130 suspected drug dealers were arrested. Nearly 145 pounds of methamphetamine as well as 114 pounds of cocaine were seized – nearly \$6 million in street sales value. In addition, \$1,450,000 in cash was seized. Tempe undercover officers infiltrated the organizations, which allowed law enforcement to identify the personnel hierarchies, source locations of the drugs, and distribution networks. Detectives were able to identify a multi-state network (Arizona, California, Nevada, Utah, New Mexico, Idaho, and Nebraska). This investigation was initiated by a Patrol Officer familiar with his beat who identified crime trends in a neighborhood and worked with Detectives to plan and implement the operation.



Apprehending Sexual Predators & Preventing Sexual Assault

Recognizing the importance of sexual assault awareness and prevention, the Department conducted several sexual assault awareness campaigns focused on education and prevention with community groups and Arizona State University throughout 2009. The Department also targeted sexual assault in numerous crime suppression operations, worked closely in partnership with the media to remove the stigma associated with rape, and encouraged victims to come forward.

One incident that underscored the need to make sexual assault awareness and prevention a priority occurred in August when a Phoenix man forced a woman walking along Mill Avenue to a secluded area where he sexually assaulted her. The victim's cries for help were heard by two individuals in the area and the suspect fled. Resources and personnel were shifted immediately to the case and investigators worked around the clock to identify the suspect. Due to the quick response of the Department, the suspect was located, arrested, and incarcerated within 24 hours of the initial incident.



Keeping Our Children Safe



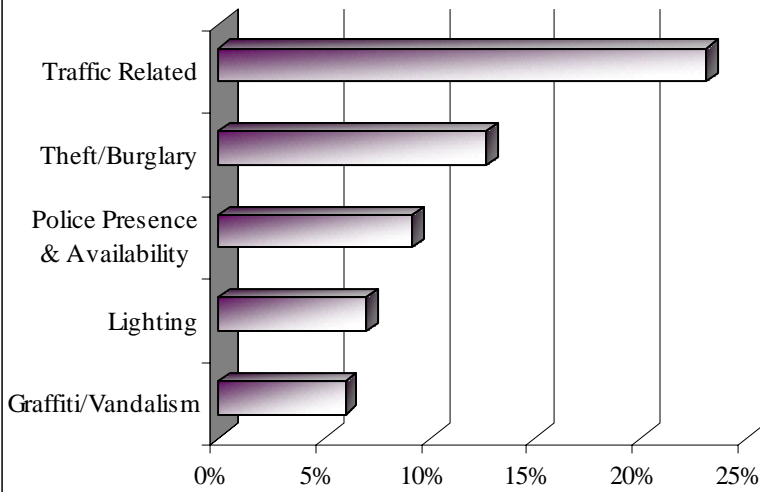
The Department is dedicated to protecting our community's most vulnerable and precious citizens by improving our ability to prevent and investigate crimes occurring against children. For example, during the spring, detectives with the Tempe Police Department Criminal Investigations Division completed a two-month operation which led to the arrest of six online child predators that, if convicted, could face sentences up to 100 years in prison. A second joint task force operation led to the apprehension of twelve additional online predators who were participating in the exploitation of minors.

Another example of the Department's commitment to children is exemplified by our School Resource Officer (SRO) program. The Department has assigned SROs to each of the Tempe middle and high schools to provide a police presence on school campuses. SROs enforce laws, perform criminal investigations, counsel and mentor students, and implement early intervention and crime prevention programs. SROs are viewed as important public safety assets for our community.

GOAL 2: PROVIDE QUALITY SERVICES

2009 Citizen Survey

The Top 5 Most Important Neighborhood Public Safety Concerns



Each year, the City of Tempe Community Attitudes Survey is conducted by an external entity to assess citizen attitudes and perceptions. Over 800 randomly selected Tempe residents responded to the 2009 survey. The Police Department is proud of the fact that, for the second year in a row, over 80% of survey respondents indicated they were satisfied or very satisfied with the quality of police services. This puts citizen satisfaction with the quality of Tempe Police Department services significantly above the national average.

In responding to another survey question, the highest portion of citizens indicated that traffic related issues are the most important public safety concern in their neighborhood (see table). As a result, over this upcoming year, the Department will make a concerted effort to dedicate additional resources to address speeding and other traffic related issues affecting neighborhood safety and quality of life.



In Partnership with Tempe Community Groups & Neighborhoods

The Tempe Police Department places a strong emphasis on community partnerships which translates to building relations and focusing on communication, responsiveness, and education. For example, this past year, members of the Police Department worked with other City Departments, non-profit agencies, and community leaders to form a successful taskforce that targeted underage drinking and drug use.



In addition, the Department was instrumental in the formation of the City's Interdepartmental Workgroup. The workgroup is comprised of managers and deputy managers from across the city who meet bi-weekly to discuss neighborhood trends. During these meetings, police staff present police calls for service maps, city code violations maps, and other comparative data on Tempe neighborhoods.

After discussion, Tempe neighborhoods that have evidenced significant increases in police calls and code violations are identified and the workgroup designs a comprehensive and proactive approach to resolving the specific neighborhood issues. The workgroup has already been responsible for bringing about several successful neighborhood revitalization projects throughout the city.



GOAL 3: A SUPPORTIVE ENVIRONMENT FOR EMPLOYEES

Collaborative Working Relationships

Due to the unprecedented national and local economic recession, the Department faced the inevitability of budget reductions in fiscal years 2009/2010 and 2010/2011. As part of the budget reduction process, police managers met with every formal Tempe employee workgroup, including the Tempe Officers Association, the Service Employees International Union, the Tempe Supervisors' Association, and others. Through these collaborative working relationships, all employees had a voice in the budget reduction process.

Although this remains one of the most difficult financial times that the Department has faced in its history. Police managers are committed to ensuring that the Department continues to provide the exceptional level of service that our community expects and deserves. The future success of the Tempe Police Department depends on the knowledge, skills, and abilities of our civilian and sworn employees and their commitment to standing together and working collaboratively during these challenging times.



Recognizing Employees & Volunteers

Recognizing that in tight financial times it is more important than ever for an organization to have a meaningful employee and volunteer recognition program, the Police Department formed the Employee Recognition Committee in 2009. This Committee set about creating a timely recognition program that would raise morale, build a positive work environment, and foster higher productivity. As part of this program, supervisors and managers are encouraged to recognize staff and volunteers who demonstrate exemplary performance and outstanding achievements. Deserving employees and volunteers are then honored each quarter with a formal awards ceremony held in the City Council Chambers.



New Systems of Training

In 2009, the staff assigned to the Police Department Training Unit proactively identified a need - from a fiscal, technological, and risk management perspective - to transition the majority of police classroom training into an on-line environment. Staff developed a virtual classroom accessible to every employee 24 hours a day, seven days a week. In one year, the Department has moved from delivering 90% of its training topics inside a traditional classroom setting to delivering 75% of its training topics via the electronic environment. This system saves time and money and it greatly decreases the impact of training employees across the Department as it relates to operational staffing. This use of technology means officers spend less time in the classroom and more time keeping the Tempe community safe. Because officers are able to take routine required training online, the Training Unit has had the resources to offer significantly more hands on advanced tactical trainings including building search training, defensive tactics training, and active shooting training.

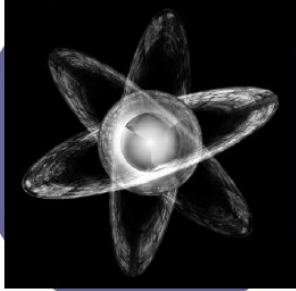


GOAL 4: PROMOTE ORGANIZATIONAL DEVELOPMENT & INNOVATION

Adopting a Regional Crime Fighting Approach

The success of Tempe Police Department in reducing crime is, in large part, due to the strong partnerships that have been built with federal, state, and local law enforcement agencies. The Department has worked cooperatively and collaboratively with other Valley agencies on numerous successful taskforces and joint ventures designed to maximize resources and improved service delivery. Examples include participation in the Arizona Counter Terrorism Information Center and working on task forces such as Drug Enforcement Administration task forces, the Federal Bureau of Investigation Joint Terrorism Task Force, and Arizona Auto Theft Authority task forces.

In addition, in the fall of 2009, the Tempe Police Chief Tom Ryff chaired the East Valley Gang and Criminal Information Fusion Center that is comprised of several police agencies including Tempe, Mesa, Chandler, Gilbert, Scottsdale, and the Salt River Pima-Maricopa Indian Community. The center acts as a mechanism for law enforcement to exchange real-time crime trend information as analysts and officers in the center work to quickly find connections between crimes that occur throughout the East Valley. The high degree of interagency cooperation has been essential to the success of the Fusion Center and the decline in crime across the East Valley over this past year.



Police Department Voter-Approved, Bond-Funded Facility Renovation

Significant work occurred on the renovation of the first and basement floor of the Police facility located at 120 E. 5th Street. The purpose of the voter-approved, bond-funded renovation is to provide work space for employees assigned to the Police Department and the Information Technology (IT) Department and to bring the facility into Federal Americans with Disabilities Act (ADA) compliance. Renovations include the construction of the Crime and Intelligence Center that will serve as the primary conduit and repository of crime data, information, and intelligence for the Department.

This renovation will also expand the IT Department work areas to maximize work space efficiency. Prior to the renovation, the Police/IT/Courts facility had not been updated or modified since originally constructed over two decades ago. On schedule and slated to be completed this fall, the facility will promote employee interaction, resource sharing, information exchange, and the dissemination of real time actionable intelligence.



A New Criminal Apprehension Surveillance Team

In the fall, the Tempe Police Department Criminal Apprehension Surveillance Team (CAST) was created. CAST was designed to capture known felons quickly, safely, and efficiently. In a three month period, this team was responsible for over 90 suspect apprehensions (the overwhelming majority being felony related) and the clearance of over 80 warrants. Those apprehended include a suspect in an armed bank robbery and a person of interest in a residential burglary series. Additionally, the team worked with the East Valley Marshal's task force and the Mesa Police Department's Felons Unit to apprehend over a dozen suspects in a forgery/identify theft ring. This ring may be responsible for an estimated 70 to 100 separate forgery/identify theft transactions. The creation of CAST is an example of how the Department is utilizing innovative strategies and shifting our resources to focus on fighting crime.

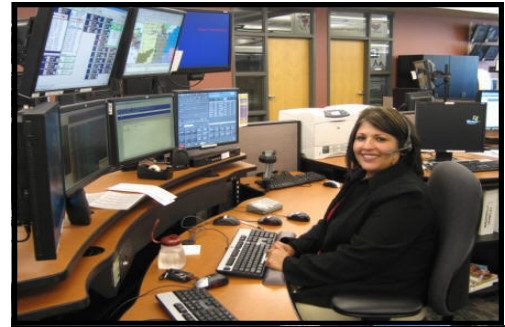


GOAL 5: ENHANCE INFORMATION TECHNOLOGY

New Police Information Network

As a result of the efforts of many individuals within the Department, and other areas of the City, considerable progress has been made in replacing the Police Department's computer aided dispatch, records management, jail management, property management, and field report writing systems. These components make up the Department's central data collection, storage, and retrieval system. When replaced, these components will be collectively referred to as the Police Information Network (PIN).

The implementation of PIN will dramatically increase the Police Department's organizational efficiency and effectiveness. The new system will provide the Department's emergency call center with easy-to-use tools to manage critical incidents as well as a centralized records database which will enable employees to efficiently manage the large quantity of police reports and other records generated each day. In addition, PIN is an entirely automated system which will make paper files obsolete. Transitioning to a paperless system will significantly reduce costs as well as have a positive impact on the environment.



Cutting Edge Tools to Catch Criminals



The Police Department has been working on the implementation of COPLINK over the past year. COPLINK is a cutting-edge investigative and collaborative tool that integrates regional police databases and allows police agencies to search through thousands of crime reports quickly. Once we have completed our interface to COPLINK, the Department will join the other members of the East Valley Gang and Fusion Center on a regional system.

This system will be a time-saving tool that will enable participating agencies to instantly detect links between suspects, locations, vehicles, weapons, and crimes in ways they could not previously. The system allows law enforcement agencies to share information, will greatly enhance our abilities to identify criminal associations, and will further reduce crime in the Tempe community.

Upgrading Police Department Intranet & Internet

Information overload is a real challenge in the law enforcement environment. Over the past year, Department personnel have been working with IT staff to develop a more efficient process to centralize information and updates on the internal Department website. The upgraded intranet site takes advantage of innovative technology and provides a platform to manage police information as well as promotes more effective internal communication. The easily accessible intranet site will centralize information (e.g., updates, forms, rosters, training, crime statistics, etc.) for all Police Department employees.

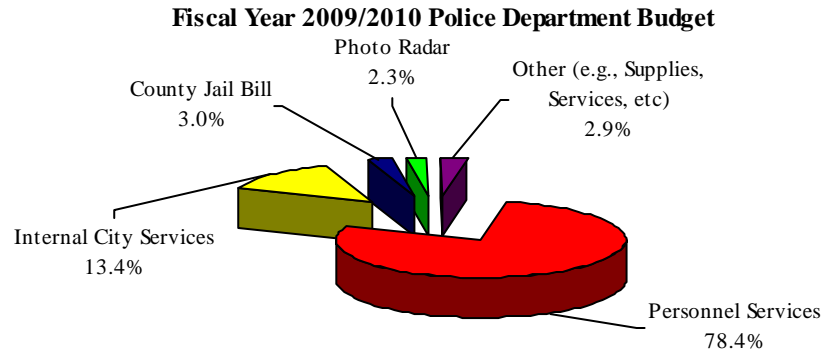
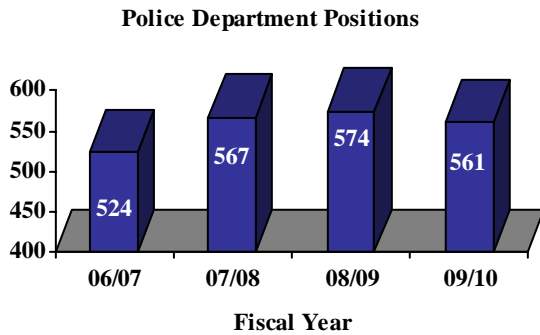
Additionally, in order to facilitate citizen access to public safety information, staff are currently working on streamlining the Police Department external website. Enhanced functionality will include greater internet search capabilities and accessibility to real-time, pertinent public safety information via the web twenty-four hours a day, seven days a week.



TEMPE POLICE DEPARTMENT QUICK FACTS

Personnel and Budget

The Tempe Police Department is currently comprised of 561 employees who are dedicated to preserving the safety of the Tempe community. As can be seen in the chart below, the number of Police Department positions decreased slightly over the prior fiscal year. As is typical of any organizational budget, the largest portion of the fiscal year 2009/2010 Police Department operating budget (which totals 74.9 million dollars) is personnel services. The budget for personnel services amounts to 58.7 million dollars and includes all personnel costs (e.g., salaries, wages, etc).



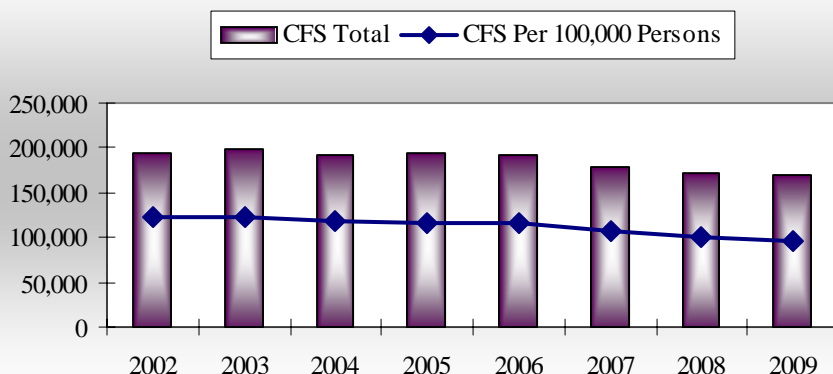
Crime Rate Decreasing in Tempe

The following table shows the frequency and types of Part I Crime for 2000-2009 in Tempe. Part I Crimes are tracked and measured in accordance with FBI standards. Overall there was a 10.6% decrease in Part I Crimes from 2008 to 2009 and the crime rate in Tempe is the lowest it has been in over 20 years.

Reported Part I Crimes in Tempe

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Part I Crime										
Homicide	13	5	10	7	8	4	6	9	6	2
Rape	80	72	76	74	86	72	71	63	34	64
Robbery	297	327	344	299	263	326	426	330	323	306
Aggravated Assault	588	533	811	633	623	658	592	513	493	548
Burglary	2,224	2,273	2,360	2,430	1,793	1,835	1,795	1,866	1,545	1,478
Larceny	9,711	10,497	11,004	9,756	8,838	8,260	8,374	7,958	7,584	6,692
Motor Vehicle Theft	2,295	2,827	3,215	2,701	2,411	2,305	2,420	1,599	1,115	816
Arson	38	37	41	48	36	57	74	69	54	68
Total Part I Crime	15,246	16,571	17,861	15,948	14,058	13,517	13,758	12,407	11,154	9,974
Part I Crime Rate per 1,000	96.11	103.94	112.03	99.73	87.09	81.58	82.93	73.91	64.61	57.05

Calls For Service in Tempe: 2002-2009



Tempe Calls for Service

There were 170,315 citizen and officer generated calls for service in 2009. The number of calls for service in 2009 was 1.5% lower than 2008.

