



TEMPE POLICE DEPARTMENT

What's Inside

- Mission, Vision, Values & Goals..... 2
- Goal 1: Fight Crime..... 3
- Goal 2: Quality Services..... 4
- Goal 3: Employees..... 5
- Goal 4: Innovation.....6
- Goal 5: Information Technology.....7
- Quick Facts.....8

CALENDAR YEAR 2011 ANNUAL REPORT

Message from the Chief

On behalf of the men and women of the Tempe Police Department, it is a privilege to present our 2011 Annual Report. Central to our mission is to maintain the trust and respect of our community as we fight crime, enhance our services, support and develop our police employees, and enhance technology and innovation.

Highlights from the year include:

- In support of the Department's intelligence-led policing philosophy, the Department enhanced its sharing of intelligence information and resources with other law enforcement agencies working together across city, county, and state borders. Each of these partnerships promotes apprehension, suppression and prevention.
- Innovation continued to drive the Department in the form of technology, new crime suppression processes, and realignment of resources. Some examples include multiple functions within the Department's Police Information Network (PIN) going "live" in 2011, greater connectivity between data analysis and resource deployment to fight crime, and the expansion of the Gang Unit.
- As in past years, special events require significant planning and staffing resources to ensure participants feel safe and secure while enjoying activities like the New Year's Block Party, the Fourth of July, and the Ironman Triathlon. In 2011, police personnel continued to provide excellence in services while supporting these very successful events. In total, the Police Department supported 110 special events amounting to over 12,390 staff hours.
- While still feeling the effects of the nation's economic crisis, the Department acted strategically to maintain and enhance public safety services by aligning its goals with the Council's strategic priorities, being responsive to community needs, playing a key role in the City's Interdepartmental Workgroup, and continually evaluating its strategic plan.

The men and women of the Tempe Police Department achieved significant successes during 2011, and we are working just as hard in 2012. Our achievements would not be possible without the hard work and support of Tempe Neighborhood Associations, police volunteers, community leaders, cultural and faith groups, local businesses and individual residents. This support is vital as we work toward achieving our crime fighting mission.

A special thanks to all members of the Tempe Police Department whose efforts are already making significant progress in reducing crime in 2012, as well as keeping our community safe and secure.

Sincerely,

Tom Ryff
Chief of Police
City of Tempe

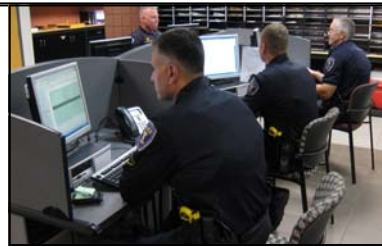
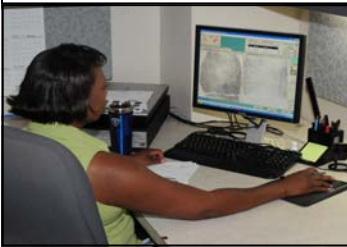


MISSION, VISION, VALUES & GOALS

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.



The Strategic Goals of the Tempe Police Department

The 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 community for years to come. Because of how integral these goals are to the Department, this 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**



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.



GOAL 1: FIGHT CRIME

Intelligence-Led Crime Fighting



The Department continues to make great advancements in the use of intelligence-led policing to help ensure that officers are working as efficiently and effectively as possible. By working with the Department's Crime and Intelligence Center (CIC) and Strategic Planning Analysis and Research Center (SPARC), police supervisors and officers are able to better predict potential crime trends and develop a response before the trend can develop. "Real time" watch operations are provided by CIC analysts to support patrol, while historical data are analyzed by SPARC to predict seasonal crime trends. Area focus maps are used to direct the deployment of officers to enhance crime prevention efforts.

When crime series and patterns do develop, officers have a variety of investigative resources at their disposal including the Department's CIC, the East Valley Gang Criminal Intelligence Center, and the Arizona Counter Terrorism Information Center. They also have comprehensive criminal databases to draw from such as COPLINK that provides access to databases within any law enforcement agency that is connected to the network.

In 2011, the Department realigned its Patrol personnel by assigning officers to zones instead of beats. This realignment provides a more even distribution of officers throughout the city. It also allows greater flexibility in responding to potential crime series and patterns. By utilizing "real time" criminal intelligence information and working in partnership with other local, county, state and federal law enforcement agencies, the Tempe Police Department continues to remain focused and committed in accomplishing our number one goal of fighting crime and keeping our community safe.

Special Investigations: Targeting Drug Traffickers

The Tempe Police Department works in partnership with federal, state and local law enforcement to curtail drug trafficking in Tempe and across the entire valley. In 2011, a complex, 15-month undercover investigation led to the dismantling of an extensive drug trafficking cell. The investigation started with a Patrol officer's probable cause traffic stop. The driver was subsequently identified as a low level agent of a large scale drug trafficking organization. Based on the officer's investigation, detectives from our Special Investigations Bureau (SIB), with assistance from federal, state and local law enforcement partners, initiated a joint undercover investigation. After 15 months of intensive work, the joint operation ultimately resulted in:

- Over 200 suspects arrested
- 43 search warrants executed
- \$7.8 million in cash seized
- 44 firearms seized
- 435 pounds of methamphetamine removed from our streets
- 650 pounds of marijuana removed from our streets
- 123 pounds of cocaine removed from our streets
- 4.5 pounds of heroin removed from our streets



Crime Fighting Accomplishments

Tempe Police employees remain steadfast in their commitment to keep our community safe. Twenty-four hours a day, seven days a week, police officers, detectives and support staff work hard to prevent, respond to, and eradicate crime in our community. In 2011, Tempe Police employees engaged in a multitude of activities designed to protect the quality of life our city is known for. Some of those activities included:

- Responding to 152,392 police calls for service
- Writing 34,238 police reports
- Booking 9,892 criminal suspects into the Tempe City Jail
- Assigning 6,045 cases to detectives for in-depth criminal investigation
- Investigating 4,754 traffic collisions

Though only a brief snapshot of the activities engaged in by Tempe Police employees, it is apparent that the men and women of the department remain both committed and dedicated to serving the needs of our ever-changing and developing community.

GOAL 2: PROVIDE QUALITY SERVICES

Police Communications

Police Communications personnel are our community's first responders, coordinating numerous calls in emergency situations and providing a line of communication to public safety resources. The Communications Center is staffed 24 hours a day, every day of the year, and the employees personally handle every call. In 2011, the Communications Center answered over 500,000 calls more than 115,000 of which were 9-1-1 emergency calls. Whether it be a true emergency call or a general inquiry, Communications employees are responsible for assessing any given situation, connecting the appropriate resources, and communicating information to individuals in the Department and at other agencies. Communications personnel are the guardians of the police employees on their channels and serve as a lifeline to the officers and citizens needing assistance. During National Public Safety Telecommunicator Week, the Tempe Police Communications Center was recognized by the Mayor and City Council for the dedication and tremendous efforts the call takers and dispatchers provide on a daily basis. The Police Department would not be able to function without this integral part of public safety.



2011 Tempe Community Attitude Survey

The Tempe Community Attitude survey has been conducted for the past five years and is used to identify community priorities through the opinions of Tempe citizens. The results of the 2011 survey indicated the majority (83-87%) of Tempe residents are satisfied with the overall quality of life, image, and appearance of the city. Eighty-one percent of respondents were satisfied with the quality of police services, ranking Tempe eight percent above the national average. In fact, in all areas related to public safety, Tempe ranked above the national average. The results also showed that residents consider crime prevention efforts to be a top priority. The final report can be found at:

<http://www.tempe.gov/news/images/2011%1citizensurveyfinalreport.pdf>

Youth and Partnerships with Schools

Our commitment to providing the highest quality police service to the members of our community demands that we afford our children the opportunity to learn and grow in a safe and secure educational environment. The Tempe Police Department remains committed to protecting our community's next generation of leaders by working in direct partnership with all three Tempe school districts – the Tempe and Kyrene Elementary School Districts, and the Tempe Union High School District. Recognizing the importance of safe schools, our Department's Juvenile Crimes Unit consists of eight uniformed detectives who are strategically deployed as School Resource Officers (SROs) at each high school in our city as well as at select middle schools. Funded in most part by federal grants secured by each school district, our SROs not only engage in law enforcement and crime prevention duties, they serve as role models to students by communicating, coaching and instructing them in the principles of good citizenship. For instance, in 2011 Tempe Police SROs taught over 1,000 age-specific blocks of instruction totaling over 900 classroom hours on a variety of topics which included: Drug & Alcohol Awareness, Internet Safety, Sexual Assault Prevention, Traffic Safety, Bullying and Teen Dating Violence. The daily interaction between Tempe Police SROs and schools administrators, staff, parents, and students is a critical component to the long-standing and cohesive partnership which keeps our community safe.



Back to School Campaign

This past year, the Tempe Police Department along with Arizona State University (ASU) and other City departments provided a Back to School Safety Education and Awareness campaign. The focus of the campaign was to reduce alcohol-related calls for service and traffic collisions. As part of this proactive campaign, Tempe officers offered educational training to local bars and clubs, as well as other business owners and residents on fake IDs, over-serving, liquor laws, and alcohol-related assault. Officers worked closely with ASU PD to extend the message to parents and students regarding alcohol use and alcohol-related crimes. Over a two week period, a special detail worked with the Department of Liquor License and Control. This detail checked 20 liquor establishments, made 45 arrests, and dealt with 49 alcohol-related violations. During 2011, the Tempe Police Department and establishments licensed to sell alcohol within the Downtown District seized a total of 2,247 fictitiously used identifications by underage persons attempting to gain access to liquor establishments. The total number of seized identifications was up slightly from the 2,064 IDs seized in 2010. Our underage drinking enforcement could not have occurred without the generous financial support provided by the Governor's Office of Highway Safety (GOHS). The Tempe Police Department would like to sincerely thank GOHS for their partnership and continued support.



GOAL 3: A SUPPORTIVE ENVIRONMENT FOR EMPLOYEES

Enhanced Training

In our focus to minimize risk and increase safety for our employees, the Tempe Police Department once again exceeded the number of state mandated minimum training requirements by more than doubling the amount of required training hours, adding an additional low light firearms qualification, requiring a higher passing firearms qualification score and requiring all supervisors to attend advanced officer training. In-service training this last year included advanced defensive and control tactics to assist in minimizing injuries for both officers and suspects, recertification and decision making with firearms, Tasers and impact weapons, as well as behind the wheel driving. During 2011, officers were put through multiple role play scenarios to assess and develop their decision making in stressful and highly charged encounters. Additional in-person and web-based training to employees included:

- Response to missing children/abductions
- Emergency medical aid for child drowning calls
- Response and service to the hearing impaired
- Mental illness awareness
- Firearms safety
- Interaction with autistic children

Employee Awards

The following departmental employees received awards in 2011 for outstanding work.

Meritorius Service

- Aaron Colombe
- Tim Bulson
- Mike Collins
- Mike Dobson
- Jon Evans
- John Giltinan
- Shelli Miller
- Mike Pierce
- Derek Pittam
- Michael Pooley

Distinguished Service

- Mark Register
- Mary Anders
- James Click
- Kurt Mayer
- Tom Magazzeni

**Multiple team awards were also presented.*

Volunteers in Policing

In 2011, the 120 volunteers in the Volunteers in Policing (VIP) generously donated 14,092 hours, reaching a record high contribution. The VIPs now have 16 active programs, and continue to improve and expand ongoing ones. Volunteers active in 16 programs in every area are meeting the mission of enhancing and supporting the Department by donating time so officers can continue to provide law enforcement for the Tempe community. Volunteer programs include the new Warrant Surrender program, Patrol fleet car washing, Motorist Services, and Special Projects which volunteers provide help on everything from fundraisers to role playing and annual GAIN events. A significant VIP milestone last year was the retirement from active duty of longtime volunteer Doris Cornett. Doris retired after 22-plus years of service and a contribution of over 11,500 hours to the department and community. As a volunteer leader, Doris helped with many special projects and assignments. Doris was recognized recently by Chief Ryff and Assistant Chief Carbajal with gratitude and a plaque in appreciation. Doris's generosity and contribution can be seen in the actions and hearts of all the VIP volunteers who make a difference every day.

In Memoriam

This past year, the Department mourned the loss of two officers. Officer Scott Saffell was involved in an off-duty motorcycle collision in October. Officer Saffell had been an officer for seven years. He worked in New Mexico, Lake Havasu City, and for the past three and a half years, at Tempe Police Department. He will be deeply missed.

Another tragic loss this year was of 10 year veteran detective Tim Barber. Tim became an advocate for a local Prostate Awareness non-profit organization, ProstateCheckup.org, after being diagnosed with cancer. The Tempe community showered Tim and his family with love and appreciation at an August fundraiser held in his honor. A short time later, Tim lost his battle with cancer. After Tim's death, his wife Autumn delivered two healthy, beautiful twin babies, Anson and Ayla. These children hold a special place in our Tempe PD family. A sincere thanks to the Tempe Police Foundation for hosting a fundraiser for Tim Barber and his family. The Tempe Police Foundation is a non-profit charitable foundation that provides support to the Tempe Police Department as well as employees and their families.

GOAL 4: PROMOTE ORGANIZATIONAL DEVELOPMENT & INNOVATION

Innovative Traffic Safety

Traffic Safety is a top priority within the Tempe Police Department, assuring that our neighborhood streets, school zones, high volume intersections and heavily traveled arterial streets are safe for our community. The Police Department and the City's Traffic Engineering staff work together, using collision data, speed counts and intersection design to effectively and proactively address city-wide traffic issues. We partner with the Governor's Office of Highway Safety to secure additional funding through grants, specifically for aggressive DUI enforcement, speed/intersection enforcement, child seat/seatbelt violations, and bicycle/pedestrian safety.

In 2011, Tempe Police officers made 1,695 DUI arrests and responded to 4,640 collisions. Our Traffic Bureau Selective Enforcement Motor Squad addressed 116 resident concerns specific to speeding, cut-through traffic and congestion near our primary and high schools and neighborhoods. Through all our enhanced traffic enforcement, comprehensive planning, traffic data analysis, partnerships and resident input, the Tempe Police Department is committed to keeping our city streets safe.



Decentralized Mobile Field Force

Each year Tempe hosts over 100 major events on Town Lake and attracts millions of visitors, for which the Tempe Police provide security and a sense of well-being. Tempe's Mobile Field Force is a decentralized additional resource to maintain safety in our community. Tempe and other Valley law enforcement agencies participate in integrated, standardized training for response to large scale civil disturbances during which the community may be at risk. Officers from existing units throughout the Department incorporate the training into their existing schedules, and are available for call-out if the need arises. Police personnel from throughout the Valley are uniformly equipped and trained to resolve dynamic situations in a quick and safe manner. Officers and command personnel are armed with the decision-making capability, operational and tactical skills necessary to preserve order, and are dedicated to protecting the rights of all members of our community.



K9 Unit Expanded

To further the Department's mission of fighting crime, the K9 Unit was expanded from six to seven police dogs in 2011. All of these dogs are highly trained in criminal apprehension and all of the K9 teams are certified nationally. In addition, five dogs are cross trained in narcotics detection and two dogs are specially trained in explosives. In 2011, the K9 teams utilized their sophisticated training to perform proactive searches of buildings, rail lines, and special events including the Block Party, ASU football games, the Insight Bowl, and the Iron Man Triathlon.



Tempe K9 teams responded to over 2,000 calls for service in 2011 where they played a critical role in assisting Patrol in the capture and apprehension of suspects. For example, officer Reed and his K9 partner, Jaeger, were responsible for ending a nighttime residential burglary series by tracking and capturing the lead suspect. Additionally, officer McKinney and his K9 partner, Phoenix, ended a street jump robbery series by capturing an armed robbery suspect. The K9 Unit has proven to be a tremendous asset to the Department and is held in such high regard our officers have been asked to support the K9 training of other agencies across the valley.



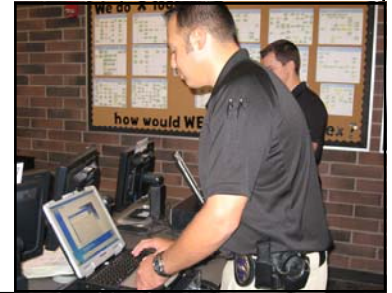
GOAL 5: ENHANCE INFORMATION TECHNOLOGY

Launch of the PIN Project - Improving Technology

Increasing complexities in police work, rising costs for police labor, and the ability to provide more cost effective police services make the use of technology more important than ever. The Police Information Network (PIN) technology project represents the new ways in which the Police Department will leverage technology. As part of the project, the Police Department's computer aided dispatch (CAD), records management, jail management, property management, and field report writing systems will be replaced. Ultimately, the project will streamline how law enforcement information is collected, processed, and shared internally and externally.

In early 2011, the property and detention systems were successfully implemented and the new Computer Assisted Dispatch (CAD) system went online. The new CAD system allows for more efficient and flexible dispatching. An additional component of the PIN project is the mapping capability, by which operations commanders and dispatch can see all police units at all times and are able to deploy resources more quickly and effectively to keep officers and citizens safe. Dispatchers are now able to visualize and dispatch closest patrol units to in-progress crimes with the goal of reducing response times.

The next PIN systems to be implemented will enhance how officers take police reports in the field and how detectives manage cases. The case management module will allow for easier tracking of cases and improved capabilities for linking people, locations, and crime. With the implementation of the reporting module, all components of the PIN system will be implemented and searchable through a network that joins associated records.



Launch of Social Media to Enhance Communications with Residents

The Tempe Police Department currently interacts with members of our community through a variety of avenues including neighborhood meetings, email, phone, direct contact, and the police website. In May, Tempe Police launched our Twitter site, @tempepolice, to enhance quicker communications and provide alerts to the community. Through partnership with the City of Tempe Community Relations Team, the Police Department also has supported the launch of Tempe311, an innovative means to streamline communications when residents have questions for the City but are unsure where to turn for help. The Community Relations Team also operates the City's Facebook page, YouTube channel and City Twitter site, all of which the Police Department is continuing to support. We continue to seek new opportunities to further leverage this partnership and additional innovative means to communicate with our community.

You can sign up to receive our alerts at
<http://twitter.com/#!/tempepolice>



Tempe 311: (480) 350-4311

Life Saving Monitoring Device for Missing Community Members Affected by Alzheimer's and Dementia

The East Valley Adult Resources Center, in partnership with the Tempe PD, launched a new program on October 27, 2011 that provides specialized monitoring devices to clients with dementia or Alzheimer's disease that may tend to wander. Family members work with the East Valley Adult Resources Center to make the decision to be part of the program. The device is called EMSeeQ and is manufactured by EMFinders.

The device, which operates using existing cell phone technology, will be used to notify the Department in the event that a disabled person goes missing and can assist in tracking that person. The Tempe Police Department dispatchers may start to receive 9-1-1 or missing person calls from the use of these devices when the program officially begins. While the issuance of these devices will be small at first it is anticipated that more will come on line as time goes on. This device could reduce the resources normally needed in locating missing persons and returning them to their families.



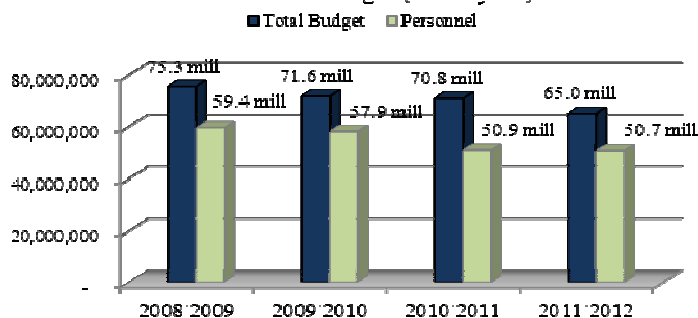
TEMPE POLICE DEPARTMENT QUICK FACTS

Personnel and Budget

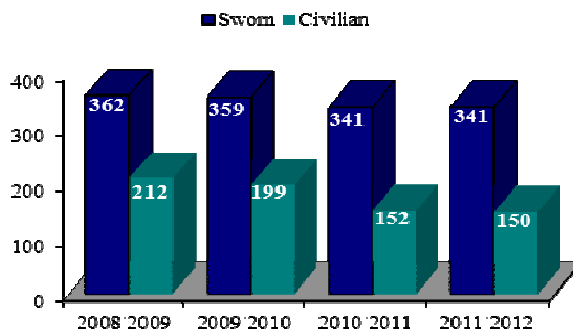
By leveraging technology and undergoing an extensive reorganization, the Tempe Police Department has been able to improve service delivery despite significant budget reductions and the loss of police employee positions over the past four years (see charts below). This past year, the Department also actively sought and acquired over 1.8 million dollars in federal, state and local grant funding. These grant dollars not only augment our existing resources, they fund traffic enforcement equipment, security and facility infrastructure improvements, overtime for special enforcement operations, as well as technical and tactical training.

Currently, the Police Department is comprised of 491 employees who are dedicated to preserving the safety of the Tempe community. The fiscal year 2011/2012 Department budget is approximately 65 million dollars the majority of which is made up of personnel costs (e.g., salaries, wages, etc.).

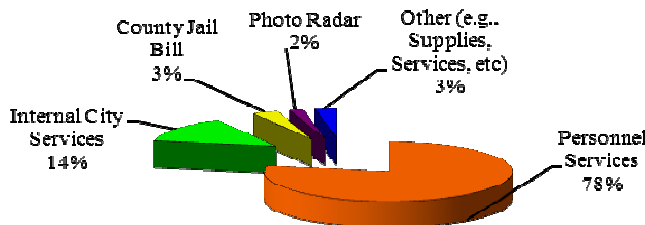
Tempe Police Department Annual Budget (fiscal year)



Police Department Positions



Tempe Police Department Annual Budget 2011/2012



Reported Crime in Tempe

The Tempe Police Departments tracks Part I crimes (homicide, rape, robbery, assault, burglary, larceny, auto theft, and arson) in accordance with FBI standards. In 2011, violent crime in Tempe increased by 0.8% and property crime increased by 5.2% with an overall increase of 4.8%, as compared to 2010. This increase was also seen in other Maricopa County cities. In the past decade (2001 through 2011), violent crime has decreased 15.8%, property crime has decreased 42.7%, and total Part I crime in Tempe fell by 41.2%. The following table summarizes Part I crime from 2001 through 2011 in Tempe.

City of Tempe Part I Crime 2001 - 2011

