

PETITION TO FLAGSTAFF CITY COUNCIL
Pursuant to Flagstaff City Charter Article II Section 17
and Flagstaff City Code Title I Chapter 12

Pursuant to the Flagstaff City Charter and the City Code, any citizen (resident) of the City may present a written petition to the City Manager, signed by a minimum of 25 citizens from the City of Flagstaff, which shall be presented to the Council.


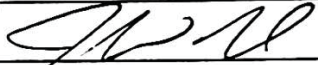
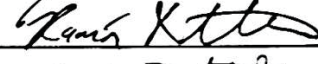
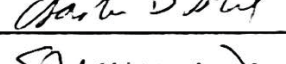
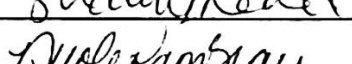





Title of Issue: Flagstaff Police Reform: Use of Force and Funding

Action Requested: We request that you review and reform our Flagstaff Police Department's use-of-force policies, funding allocations, and community engagement policies.

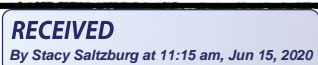
Printed Name of Submitter: Audrey Kruse - citizen of Flagstaff
 (Submitter must also sign below and complete information)

Contact Information: audreykruse@gmail.com, (201) 787-9145
 (Phone Number and/or e-mail address)

PETITION SIGNATURES

DATE SIGNED	PRINTED NAME	RESIDENCE ADDRESS	SIGNATURE
6/6/20	Audrey Kruse	3044 W Ann Ln	
6/6/2020	JASON WAHL	3044 W. ANN LN	
6/7/2020	Ramon DL Alatorre	1340 S. Lone Tree Rd	
6/7/2020	Sasha D Stortz	3130 W Sheila Dr	
6/7/2020	Shawn Newell	3308 N. Grandview Dr.	
6/8/2020	Nicole Rambeau	3435 N Loma Vista Dr.	
6-8-2020	DAVID COAR	2034 W. ANN LN	
6/8/2020	Bella Caruso	1428 S. Talley Ln	
06/08/2020	John Phelps	1428 South Talley Ln	
06/08/2020	Michael Porzio	3109 N. Park Dr.	

RECEIVED BY CITY OF FLAGSTAFF

DATE RECEIVED	BY	COUNCIL MEETING DATE
	Stacy Saltzburg <small>Digitally signed by Stacy Saltzburg DN: cn=Stacy Saltzburg, o=City of Flagstaff, ou=City Clerk, email=stacy.saltzburg@flagstaffaz.gov, c=US Date: 2020.06.15 11:16:52 -0700</small>	07/07/2020 City Council Meeting

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Title of Issue: Flagstaff Police Use of Force and Funding REFORM

Action Requested: We request that the Flagstaff City Mayor, City Council, and Police Department take immediate action by committing to reviewing our police force's use of force policies, engaging our community more thoroughly in police activity and funding reforms, and transferring funding away from police to community support like mental health services, housing services, and other social services targeting our most vulnerable citizens.

Printed Name of Submitter: Audrey Kruse - citizen of Flagstaff

(Submitter must also sign below and complete information)

Contact Information: audreykruse@gmail.com, (201) 787-9145

(Phone Number and/or e-mail address)

PETITION SIGNATURES

DATE SIGNED	PRINTED NAME	RESIDENCE ADDRESS	SIGNATURE
6-11-2020	Kathy Fraser	3919 E. Hawk Ln, Flagstaff	<i>Kathy Fraser</i>
6-11-2020	ROBERT WALLACE	111 E. OAK AVE. #7 ^{FLAGSTAFF AZ 86001}	<i>Robert Wallace</i>
9-11-2020	Holly Bubam	77A N. Canyon Terrace Dr.	<i>Holly Bubam</i>
10-11-2020	Kara Attrep	111 E. Oak Ave #7 ^{FLAGSTAFF AZ 86001}	<i>Kara Attrep</i>
8-11-2020	Linda Chan	2521 W. Lynette Dr.	<i>Linda P. Chan</i>
6-11-2020	Emmanuel Wharton	2020 W. Fremont Blvd	<i>Emmanuel Wharton</i>
6-11-2020	Amy Bacon	2781 N. Olympic	<i>Amy Bacon</i>
6-11-2020	CHRISTOPHER POON	483 E Tower Oaks Dr	<i>Christopher Poon</i>
10-11-2020	Rachel Vers	3726 E Fairmount Ave <i>Rachel Vers</i>	<i>Rachel Vers</i>
8-11-2020	ASTRID THOMAS	1000 W. Grand Canyon Ave 86001 Flagstaff	<i>Astrid Thomas</i>

RECEIVED BY CITY OF FLAGSTAFF

DATE RECEIVED	BY	COUNCIL MEETING DATE

Dear Mayor Evans and City Council Members,

I am submitting this Citizen Petition, on behalf of these petition-signers, **requesting that you review and reform our Flagstaff Police Department's use-of-force policies, funding allocations, and community engagement policies.**

The killings of George Floyd, Breonna Taylor, Ahmaud Arbery and so many other black, indigenous, and people of color at the hands of police, have resulted in national outrage, including in the streets of Flagstaff. Black people, indigenous people, and people of color are far more likely to suffer violent interactions with police than white people (see Appendix A). The City of Flagstaff has had many days of mostly peaceful protests in response to the systemic racism institutionalized in this country's government and public services, but we are not immune from these same systemic pressures that disproportionately affect our most vulnerable citizens. **NOW is the time to look deeply inward, at our own systems and policies, over which we have DIRECT control, and be the CHANGE we want to see.**

We ask you today – to [take President Obama's PLEDGE to address police use of force policies in our City](#) – and more importantly to commit to REVIEWING and REFORMING our Police department's policies. Specifically, we would like you to focus on these three areas:

1. De-escalation emphasis over use-of-force emphasis in policing policies
2. Reallocation of funds from the police department to community support services
3. Community engagement becomes a measurable and incentivized part of policing policies

1. De-escalation rather than use-of-force:

After reading through the [Flagstaff Police Policy Manual](#), we have substantial concerns over its emphasis on the use-of-force policies rather than emphasizing de-escalation, cultural awareness, and engagement with vulnerable community members. **Police are hearing the message that use of force is preferred over de-escalation techniques.**

For example:

- The term “de-escalation” appears nine times in the policy manual (two of which are in the definition paragraph, so really seven times in 802 pages).
- The term “use of force” appears 92 times in the 802 page policy manual.
- De-escalation is described in only 2 paragraphs on pg. 42, and as an after-thought to pulling and using a taser (pgs 71-72). In only three additional places is de-escalation mentioned: briefly on pgs. 333 (related to hostage negotiations), pgs 367 (related to bringing in a mental health patient), and pgs 481 (related to responding to a civil dispute).
- **Never** is there an explicit description of what *de-escalation training* looks like, how often it should be done, how officers are evaluated on their use of this vs. use-of-force (even lethal force).
- **All of pages 44-47** explicitly cover use-of-force techniques allowed by our police in great detail and it is mentioned in **many other places** throughout the manual.
- The Use of Force Board has no medical personnel, citizens, or mental health professionals designated to serve on it.

- It is good to see the Racial- or Bias-Based Profiling Policy in the Manual. However, we are concerned with the wording of this policy because racial-profiling is supposedly prohibited, but an officer can “consider factors such as race or ethnicity ... to establish reasonable suspicion or probable cause”. We believe this section needs greater clarity.

2. Reallocation of funds from the police department to community support services

After reading through the [City of Flagstaff's 2020 Budget Proposal and 2019 Accomplishments](#) and the [City of Flagstaff's 2019 Budget Proposal and 2018 Accomplishments](#), we would like to see funding decreased for the Police department and funding increased for community support services:

- The Police budget for 2020 is \$22.5 million – an increase of 4% from last year (see page 222 of the [2020 Budget](#)). The Police Budget was 16.8% of our City's overall [budget in 2019](#) and now is 17.1% of our City's overall [budget in 2020](#).
- The Police budget should specifically include substantial line-items for trainings in cultural competency, racial-bias awareness, and creating inclusive communities; it currently does not. The increase in spending went to more equipment (vehicles) for the police force.
- The Community Development Section's budget (which includes Housing and the Housing Authority for low-income and vulnerable citizens) has dropped from 10.8% (in 2019) to 9.5% (in 2020) of the City's budget. These are the areas that need more funding right now, not less.
- The City should fund access to mental health services for its most vulnerable citizens as an alternative to punitive and penal measures; **the City currently does not fund any mental health services for citizens.**
- The City should convene a citizen's panel/commission to decide how **funds removed from the Police's budget for militarized gear and lethal weapons** can best be spent on mental health support services, addiction support services, and food and housing for those living in poverty in this town. 20% of our Flagstaff citizens live in poverty (see Appendix A).

3. Community engagement becomes a measurable and incentivized part of policing policies

After reading through the [City of Flagstaff's 2020 Budget Proposal and 2019 Accomplishments](#) and the [City of Flagstaff's 2019 Budget Proposal and 2018 Accomplishments](#), we would like to see explicit targets, measurable metrics, and incentives for community engagement by police officers:

- The whole paradigm of “target” numbers as a way to measure performance is flawed and perpetuates a broken system (pg. 215-221 in the 2020 Budget). Target quotas should instead be a percentage of decrease from previous year's number of incidents. For example: the target for “number of DUI arrests” is 451 a year. Fiscal year 2019 saw 505 arrests, and 2020 is proposed to have 474 arrests. Why is the target not a 10% decrease in DUI arrests each year ... or 406 arrests in 2020, and 366 in 2021, etc.?
- There should be Performance Measures for the Police Department regarding how many people are referred each year to mental health assistance programs. There should be performance measures for how many people are moved from unsheltered situations into long-term housing situations. **Where are the positive-community engagement metrics?**

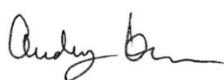
- The 2018 Accomplishments listed two four-hour trainings for police officers in Navajo Cultural Awareness. This is a start but many more trainings and education reform programs are needed than a one-time 8 hour session.
- 9% of our City's population identifies as Indigenous. What percent of officers on the City of Flagstaff's police force come from Indigenous communities? How many officers speak Navajo or Hopi and are familiar with the cultural practices of our nearby tribal communities?
- How many Hispanic-Latinx cultural awareness trainings were done in the last 2 years? None were listed. Our City is ~20% Hispanic. How many officers are fluent in Spanish and identify as Hispanic-Latinx themselves? Similarly, is 2% of the Police department staffed by black individuals? (see Appendix A)
- The Police department's 2020 Social Justice Goal states: "Conduct additional sessions of Cultural Awareness and other related training as needed to provide newer officers with a larger perspective" (pg 218 in the [2020 Budget](#)). This is a good start but needs greater specificity and clarity. We believe ALL officers (not just newer officers) should be undergoing regular (monthly) cultural competency and communications trainings, and they should be evaluated on how they implement these practices and trainings.
- We were pleased to see there was **one** transgender training done in 2019. Why was this training only for command staff? We believe **all staff** can benefit from this kind of training. What were the "minor policy recommendations" that resulted from this training and how were they enacted?
- How are police officers held accountable in considering personal characteristics like race, gender-identity, or mental disability (among all other protected classes) when interacting with the public in tense situations?

Related to these three requests, we are concerned that latest [draft budget for Fiscal Year 2021](#), has none of the police performance metrics or goals written out, only a budget table (for Police, it's on pg. 121). We were not able to locate, online or anywhere else, the proposed metrics of evaluation for the police department for 2021. This represents a disturbing move toward a lack of transparency, rather than greater transparency for the public.

We believe that the City of Flagstaff can take a proactive, transparent, and reformative approach to budgeting, policing, and policy-making. We are a courageous community and it is time to do the work of dismantling systemic racial injustice.

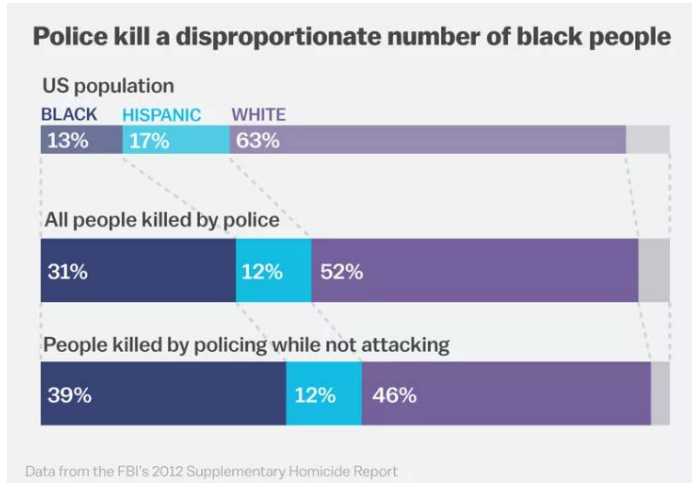
Let's commit together to a new era of public safety and community-policing that serves everyone in our City equitably and inclusively.

With the expectation that you will be the leaders we proudly elected
and with gratitude,



Audrey Kruse, and my fellow concerned citizens

Appendix A



Source: Vox.com

According to Census.gov:

20% of our town identifies as Hispanic-Latino

8.6% of our town identifies as Native-Indigenous

2.3% of our town identifies as Black

64% of our town identifies at White

19.7% of Flagstaff lives in poverty

Appendix B

To get you started, here are a list of actions we would like you to consider adopting (adapted from [CivilRights.org](https://www.civilrights.org) and other sources):

The Use of Force

- Permit the use of force only when necessary.
- Prohibit and regulate tools and tactics with a high risk of death or injury.
- Ensure officers consider personal characteristics such as age, size, or disability before using force.
- Require officers to intervene in improper uses of force and to report them immediately.
- Establish robust processes for reporting and investigating uses of force.

The First Amendment and Free Speech

- Engage in cooperative and strategic advance planning.
- Demilitarize officers and require them to interact with assemblers in a respectful and positive manner, while setting clear limits on the use of force.
- Hold officers accountable for their public assemblies.

Accountability

- Supervise, monitor, and hold officers accountable for policy violations.
- Create transparent, effective processes for conducting misconduct investigations.
- Ensure supervisors address and discipline officer misconduct.
- Use early intervention systems to track officer behavior and address officer needs and deficiencies at the earliest opportunity.
- Investigate misconduct to the extent permissible after statutory or contractual time limitations for discipline have passed.
- Expand the role of community/civilian review boards and independent monitors in discipline.
- Establish clear protocols for determining who investigates and prosecutes officer-involved crimes and shootings.
- Oppose provisions that weaken accountability systems when negotiating collective bargaining agreements.
- Collect and publish demographic and enforcement data to make publicly available.

Discriminatory Policing

- Adopt comprehensive bias-free policies, and ensure officers are trained in bias-free policing (our Police Handbook needs significant work in this section).
- Address and thoroughly investigate all complaints and calls for service based on racial and ethnic profiling.
- Collect, analyze, and publicly report data relating to bias-based policing.

Stops, Searches, and Arrests

- Ban formal and informal quotas (i.e. performance measures based on target quotas)
- Eliminate discriminatory and bias-based stops, searches, and arrests.
- Provide comprehensive training and require detailed reports on stops, searches, and arrests.
- Reduce reliance on arrests and incarceration.

Responding to Crises

- Develop integrated community-based support services to *prevent* crises and to *respond* to crises.
- Establish protocols for interactions with people with mental health or developmental disabilities or who are experiencing substance use disorder crises.
- Train all officers in basic techniques to identify and manage crises.

- Pair crisis response teams with mental health and developmental disability co-responders.
- Partner with local service providers to coordinate responses.
- Adopt harm-reduction models for people with substance use disorders.
- Track officer responses to crises and assess crisis response programs.

Community Interests

- Give communities a direct, ongoing say in police practices.
- Invest in social and community-based services that improve public safety, as well as housing, education, medical care, and employment opportunities.
- Develop performance measures that include community engagement.
- Build understanding of the societal causes and consequences of social problems.
- Implement policies for encounters with people with limited English proficiency.
- Prohibit officers from asking people about their sexual orientation or immigration status.

Appendix C

Resources for City Council and the City of Flagstaff



- Campaign Zero – Research and an agenda to end police violence: <https://www.joincampaignzero.org/#research>
- Freedom to Thrive: Reimagining Safety and Security in Our Communities: <https://populardemocracy.org/news/publications/freedom-thrive-reimagining-safety-security-our-communities>
- Urgent Actions Local Officials Can Take: <https://static1.squarespace.com/static/55ad38b1e4b0185f0285195f/t/5ed2961e7f741f7a2f1bc708/1590859294859/CampaignZero+Policing.pdf>
- Take the Pledge: <https://www.obama.org/mayor-pledge/>
- Anguish and Action: <https://www.obama.org/anguish-and-action/>
- CivilRights.org – A New Era of Public Safety: <https://civilrights.org/edfund/creating-a-new-era-of-public-safety/>
- Community Data Empowerment Project in Dallas: <https://data4dallas.org/>
- Crime Rates in Flagstaff: <https://www.macrotrends.net/cities/us/az/flagstaff/crime-rate-statistics>
- Eight Can't Wait: <https://www.vox.com/2020/6/5/21280402/8-cant-wait-explained-policing-reforms>
- Minneapolis City Council votes unanimously for police reform: (June 6, 2020) <https://www.cbsnews.com/news/minneapolis-police-department-chokehold-ban-push-police-reform/>
- The Obama-era Policy Reform Task Force issued this report: https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf
- Police Commissioners and Chiefs op-ed in the NYTimes: (June 4, 2020) <https://www.nytimes.com/2020/06/04/opinion/police-reform-obama-task-force.html>