
FLAGSTAFF POLICE DEPARTMENT

**2025
CRIME
REDUCTION
PLAN**



Chief Sean Connolly

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INTRODUCTION

WHERE WE ARE NOW

Message from Chief Connolly

In 2025, the Flagstaff Police Department issued a comprehensive Crime Reduction Plan which detailed our approach to preventing and controlling crime, providing public safety, and bringing justice to the victims of crime. In 2024, we have seen a 52% increase in violent crime and 5% increase in property crime, and this crime plan serves as a road map for the deployment of resources to reduce these trends in 2025.

With a continued commitment to these goals, this document sets forth the 2025 Crime Plan which relies on data driven strategies that are victim-centered and trauma-informed. We understand our community is plagued by the diseases of addiction and homelessness, and we will police with empathy and compassion to all people in Flagstaff. This plan focuses on leveraging technology, community resources, and strategic partnerships to function as a force multiplier. We will continue to focus on that small percentage of people responsible for the majority of crime. Our department is working toward opening a Real-time Operations Center which will allow us to use the latest technology available to keep our entire community safe and reduce crime and victimization.

This plan acts as the framework for more specific strategies that will be crafted, customized, and implemented for each area of our city. Please use this plan as a guideline for the work that your squads and units do on a daily basis. The focus will continue to be on the most violent offenders, the most active areas, prohibited possessors, and those with warrants. In addition, we will strategize on addressing the fentanyl epidemic plaguing our city and the increase in juvenile violent crime. We have seen an increase in juveniles involved in teenage violence and gang related activity, and the effects of the fentanyl epidemic on our community have been immense.

We are committed to building strong, trusting relationships with our community and the key to that is transparency and accountability at every level of our organization. Amidst the challenges that come our way, we continue to evolve and remain vigilant in our mission to protect our community. We must remember, at the center of all of this is the safety and quality of life of all who live in, work in and visit our great city.

It is the honor of a lifetime to continue to lead the sworn and professional staff of the Flagstaff Police Department. Remember, we are all in this together.

CRIME REDUCTION MISSION

The mission of the Flagstaff Police Department is to protect and preserve life, property, and public order through elite service.

Crime Reduction Guiding Principles

Crime Fighting with a Victim-Centered Approach: The community is faced with a high number of unsheltered individuals who frequently suffer from the diseases of addiction to alcohol, illegal drugs, and behavioral health issues. We will collaborate closely with community social service providers to extend alternatives to incarceration where possible. We will be professional, vigilant, and thorough in our response to criminal activity and our subsequent investigation of crime.

Community Engagement: We will strive to positively engage the community on every shift to build relationships, rapport, and trust. Each of us will work together in the community to co-produce solutions to make Flagstaff a safer place. We want to empower each officer to support community policing within their beats.

Professional Development of our Staff: Our department will provide our officers with the highest level of training possible producing exemplary service to our community. Our greatest obligation to our employees is job satisfaction and professional development. These two aspects create a foundation for retention, recruitment, and exceptional service.

Officer Wellness and Safety: The hearts and minds of our officers is paramount in creating exceptional police officers. We will work tirelessly to ensure we are mentally, emotionally, and physically capable of providing the highest level of policing to the citizens of Flagstaff.

Compstat and Intelligence Driven Policing: We will aggregate accurate and timely data to analyze crime trends on a daily basis to assist us in the strategic deployment of resources. All members of the department are empowered to be problem solvers in reducing crime and preventing disorder. It is our expectation that everyone in the organization take extreme ownership of the crime trends on behalf of creating a safer Flagstaff.

Strategic Priorities and Focus Areas

This crime plan is a priority for every member of the Flagstaff Police Department. We will focus on the root-causes of crime, disorder, and victimization. We will accomplish this with a hyper-focus on the most violent people, the most dangerous places, and the violent behavior associated with them. In 2024, our community experienced 311 Part 1 Violent Crime offenses. The majority of these offenses involved Aggravated Assaults and Robberies. Drug and alcohol intoxication were the nexus for these crime categories. We will work intelligently to identify serial offenders in our community. We will rely on community members, prosecuting partners, other law enforcement agencies, and social service providers for assistance to find the best solutions for the causation of crime in our community.

The three strategic priorities for the prevention and control of criminal activity in the City of Flagstaff are:

<p>1. The most violent people</p>	<p>The most violent crime suspects are engaged in a high volume of violence in the community. The early identification, investigation, apprehension, and prosecution of these individuals provides the highest probability of preventing more crime.</p>
<p>2. The most dangerous places</p>	<p>A disproportionate amount of the criminal behavior in our city is concentrated in specific geographical locations. Patrol officers are expected to perform intelligence directed patrol activities designed to prevent and control crime while identifying criminal offenders by focusing on the instrumentalities of crime such as firearms, stolen vehicles, etc.</p>
<p>3. Violent offenders with outstanding arrest warrants</p>	<p>Violent offenders with outstanding warrants present a threat to our communities and the Department will utilize a department-wide prioritized tiered approach.</p>

For each Strategic Priority and Focus Areas, crime reduction strategies will be employed, concentrating on high-crime locations, chronic offenders, prohibited firearm possessors, fentanyl related crime and disorder, and juvenile violent crime. A department-wide tiered apprehension approach will continue to be applied. The strategies provide a department-wide framework while also allowing for customization within each squad, dependent on their unique issues and challenges. Additionally, the following strategies are not exhaustive of all strategies that will be employed, but they reflect the priorities identified in the focus areas and commitment to reducing criminal activity in our community utilizing a community and victim-centered approach.

This plan includes specific goals within each focus area, corresponding Key Performance Indicators, the resources needed, and the responsible work unit(s). Federal, county, city, and community resources are also critical to the successful execution and sustainability of this plan and have been identified as key partners.

Current Crime Trends

In 2024, our community experienced a 52% increase in Part 1 Violent Crime from 2023. This was driven by 311 total violent offenses which consisted of 216 Aggravated Assaults, 58 Sexual Assaults, 32 Robberies, and 5 Homicides for 2024. Property Crime saw a 4% increase in 2024 when compared to 2023. The table below shows the Part 1 crime trends over the past five years in the City of Flagstaff. In 2021, the Flagstaff Police Department transitioned to the National Incident Based Reporting System (NIBRS) to document violent crime in our community. We are committed to providing the community, our staff, and our partners transparent and accurate crime data for community. Our command and executive teams review this data on a daily basis to deploy our teams in the most strategic fashion to reduce violent crime in our community.

Part 1 Crime Type	2021	2022	2023	2024	% Change 2023-2024
Homicide	2	4	2	5	150.00%
Sexual Assault	39	45	46	57	23.91%
Robbery	39	43	26	32	23.08%
Agg Assault	126	143	131	217	65.65%
Total Part 1 Violent	206	235	205	311	51.71%
Residential Burglary	56	48	54	50	-7.41%
Commercial Burglary	52	46	39	28	-28.21%
Burglary from Vehicle	165	163	132	112	-15.15%
Motor Vehicle Theft	75	67	50	81	62.00%
Arson	3	11	16	14	-12.50%
Larceny Theft excluding Burglary from Vehicle	1361	1559	1391	1458	4.82%
Total Part 1 Property	1712	1894	1682	1743	3.63%

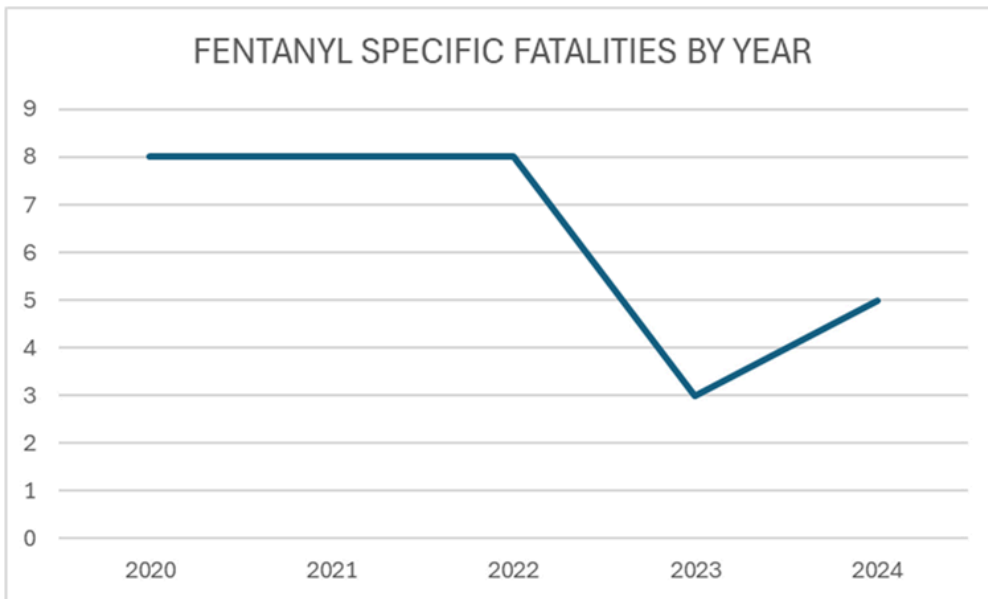
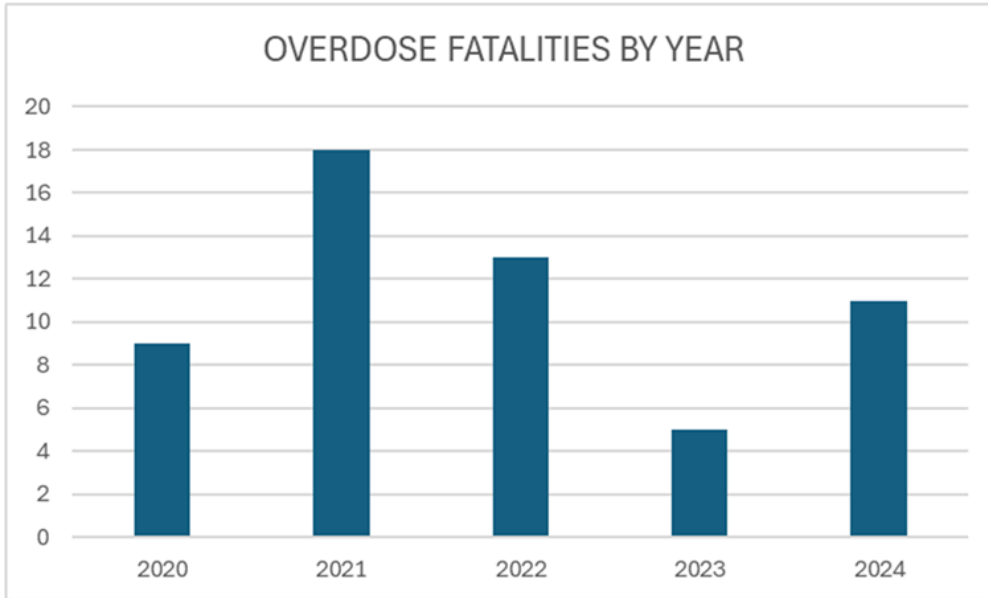
Traffic Safety Data

One of our community safety priorities at the Flagstaff Police Department is to ensure our roadways are safe as possible for our motorists, bicyclists, and pedestrians. In 2024 there were 5 traffic fatalities in Flagstaff which is a reduction from 2023 in which we experienced 6 traffic fatalities. We will sustain our commitment to officer presence and traffic enforcement and education within our city, especially in hot spot location and at intersections with a high volumes of traffic violations and collisions. Every patrol officer is a traffic officer, and each squad will diligently commit to the department's mission of keeping our roadways safe for the entire community.

	2023	2024	% Change
Total Fatalities	6	5	-16.7%
Alcohol-Related	2	1	-50.0%
Impaired-Related	0	3	100.0%
Speed-Related	2	4	100.0%
Pedestrian	2	1	-50.0%
Bicycle	0	0	-

Flagstaff Overdose Information

In 2024, Flagstaff experienced 11 fatal overdoses involving illegal drugs. 82% were male and 18% were female. Fatal overdose rates have increased 120% between 2023 and 2024, although the average from 2020 through 2023 was 11.25 fatal overdoses. One of our greatest missions is to protect this community from fentanyl and other dangerous drugs, and each squad will be proactive in the enforcement of the trafficking of drugs. Our enforcement will focus on incarceration of dealers spreading this poison in our community, and the hope that a treatment-focused approach for our end users. Officers, patrol squads, detectives, and Metro Narcotics Detectives need to work close together to generate intelligence to remove illicit drugs from our community.



Performance Goals

By analyzing data and trends over the last year, revised performance goals have been identified for this year's plan. Reviewing the data from 2024, we identified an increase in Aggravated Assaults and Robberies which significantly contributed to a 52% increase in Part 1 Violent Crime.

Goal 1: Reduce the number of violent crimes in the City of Flagstaff by 8% and the number of property crimes by 5%

Goal 2: Increase the number of cases submitted for prosecution for the sale and distribution of illegal drugs by 3%. This includes fentanyl, methamphetamine, cocaine, and heroin. We will expand education and prevention efforts while utilizing multiagency intelligence dashboards and community partnerships ensuring a comprehensive approach to addiction and illegal drug distribution in our community.

Goal 3: Increase and leverage technology to assist and support our crime reduction efforts. These technological enhancements will increase our capacity to capture, aggregate, and understand crime analytics. This will result in efficiencies, effective resource allocation, and effective crime prevention and reduction.

Goal 4: Recruit and advanced officer training will continue to be a priority for 2025. Our goal is to fully transition our field training officer program to the "Next-Gen FTO" model by late summer/fall of 2025. This program will serve as a "weed-in" mindset for new recruits and is the latest advancement in new officer training. We will increase our advanced officer proficiency training time while modernizing our training experience.

Goal 5: We will make our roadways safer for community. This will be accomplished through targeted and data-driven enforcement of impaired drivers and dangerous traffic offenders. Our goal is to increase proactive enforcement resulting in the reduction of fatal and injury traffic collisions. Our goal is to reduce fatal and injury collisions by 5%. We will also focus on advanced DUI training for our staff, and increase the number of certified Advanced Roadside Impaired Driving Enforcement (ARIDE) and Drug Recognition Expert (DRE) officers.

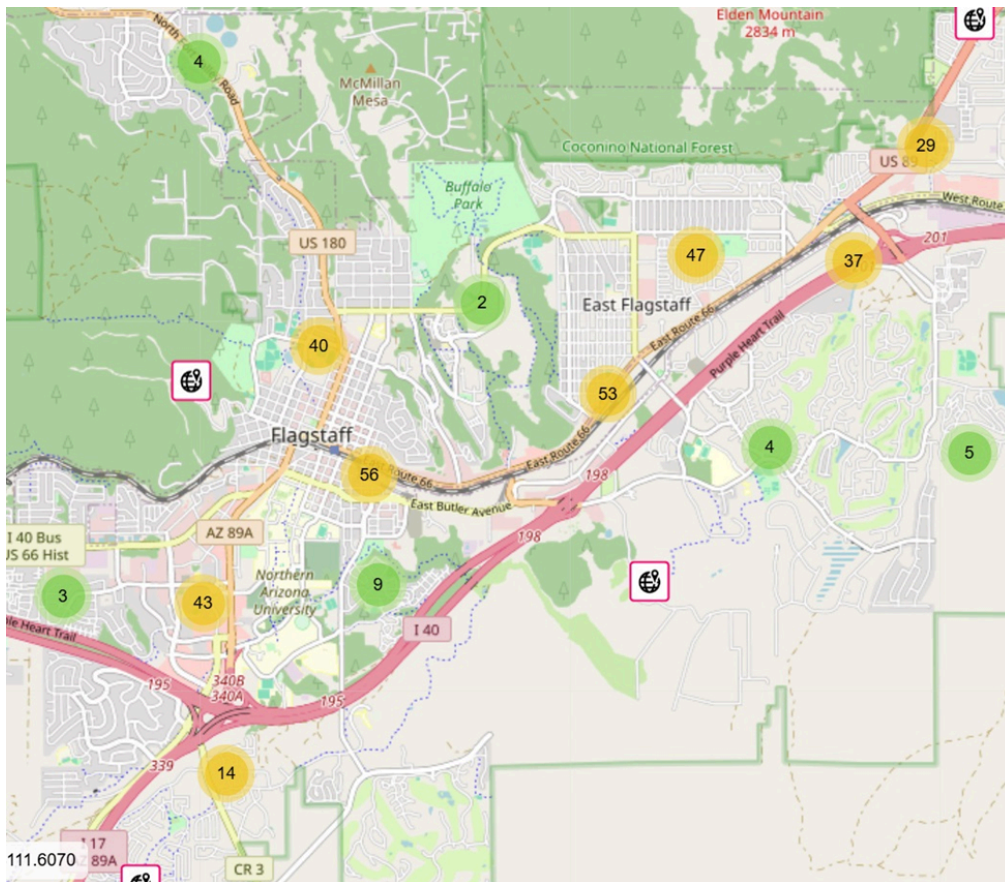
Hot Spot Mapping

The Department will utilize hotspot mapping strategies to identify locations which are disproportionately producing high levels of crime.

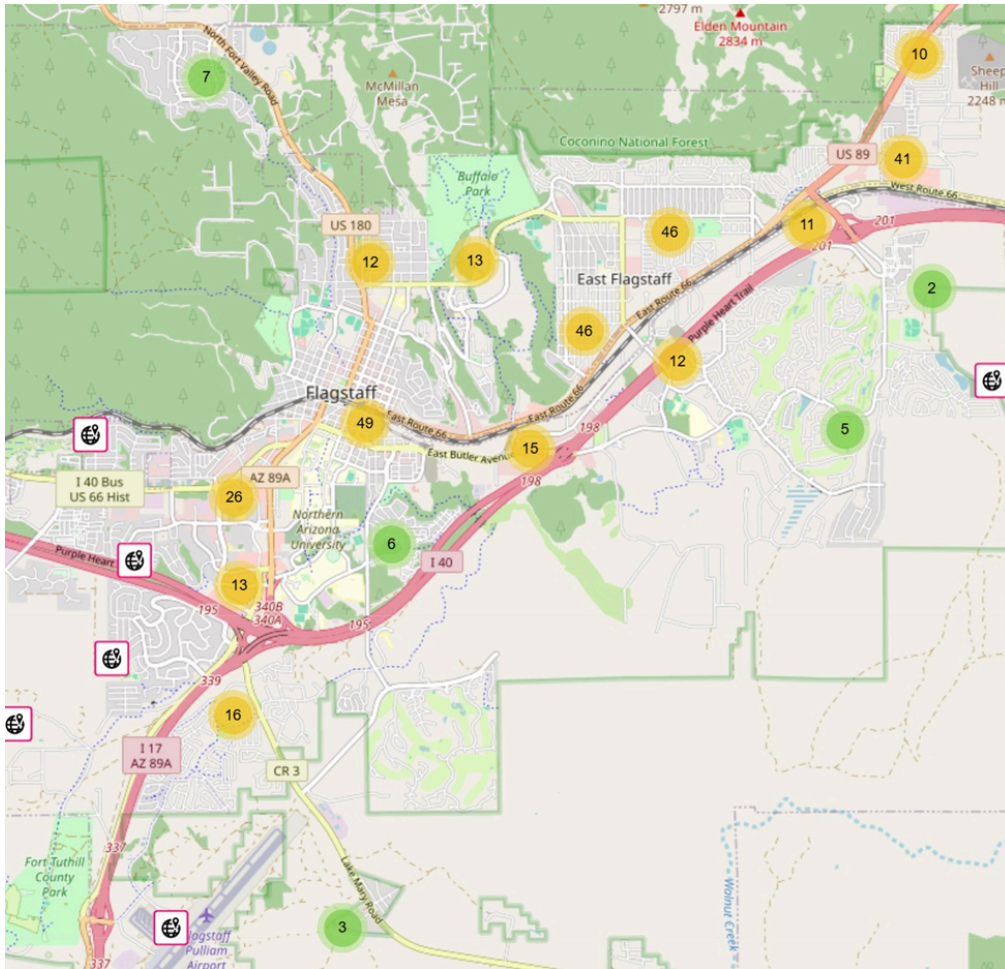
By addressing these locations, the chronic offenders and their behavior, with a focus on the most active and most violent individuals, we will achieve a reduction in criminal activity.

The following maps shows violent crime person offenses then property crime offenses citywide.

Each squad will be presented weekly Part 1 Violent and Property crime data in real time from their Lieutenants in squad briefing. Each Sergeant will report to a CompStat meeting quarterly to discuss Part 1 Crime on their shifts, their officer activity, and their overtime report. CompStat meetings will occur on Mondays for Dayshifts, Fridays for Swing Shifts, and Saturdays for Graveyard squads. Each Sergeant and Lieutenant is responsible for the crime that occurs within their beat during their watch and will be required to provide the Executive Team with action plans, operational plans, and deployment models to reduce crime within the beats.



Part 1 Violent Crime Heat Map



Part 1 Property Crimes Heat Map

CompStat Accountability

The Executive Team and Command Staff comprehensively review departmental data on a weekly basis which is also disseminated through the organization by the Command Staff. The Executive Team will hold quarterly Compstat meetings to discuss crime fighting and community engagement with all Lieutenants, Sergeants, and Corporals on a quarterly basis. These meetings will analyze accurate and timely information and will be solution oriented. Lieutenants and Sergeants are expected to produce crime prevention and reduction operational plans.

Department Unit Work Roles

All members of the department will utilize this document as a guide to our unified crime prevention and reduction efforts in 2025. The goals set within the document are for all members of the department with the sole intent of making our community a safer place to live for our residents. Success can only happen if each section works together towards one vision of a safer community that we serve and live.

Patrol

Patrol officers are the backbone of our police department and are the first to engage our community on crime and victimization. Every sworn officer at the department is a patrol officer and must have the ability to put on a uniform and assist in the patrol mission. It is imperative patrol officers provide the community with exemplary customer service. Our legitimacy and transparency with our community is built one contact at a time. This is achieved through overwhelming professionalism, customer service, and accurate and timely reporting. Every member of patrol is expected to work together as a team and have strong relationships. Community partnerships and teamwork is essential to carrying out the patrol mission.

Patrol officers will achieve this through:

- A prompt response times to citizen calls for service.
- Providing high visibility patrol and investigative follow up.
- Performing high-quality initial investigations.
- Utilizing effective communication, quality team tactics, and data-driven information to engage in apprehending violent and repeat offenders.
- Working collaboratively with all internal and external partners to address quality of life issues.

Crime Suppression Unit (CSU)

The Flagstaff Police Department is committed to the investigation and suppression of crime in the City of Flagstaff. Although it is the responsibility of each member of the Department to identify and prevent these types of activities, the Crime Suppression Unit (CSU) has been established for the specific purpose of: proactive crime prevention and reduction while problem solving and producing solutions for the community. They are also vital to the tiered approach to apprehension of individuals who are identified as the most violent with dangerous warrants in our community. This unit is also responsible for the coordination of the woods watch program and dignitary security.

Traffic Unit

The Flagstaff Police Department Traffic Unit is focused on improving roadway safety for all travelers. We will prioritize addressing impaired driving, reckless behavior, and other dangerous violations that threaten motorists, cyclists, and pedestrians. Our efforts include increased DUI enforcement, enhanced patrols in key areas such as school zones, and leading a proactive impaired driver task force. Through strategic enforcement, community education, and awareness campaigns, we aim to reduce traffic incidents and create safer streets in Flagstaff. Our community engagement focus will empower residents to take an active role in promoting traffic safety.

Criminal Investigations Division

The Detective Division is responsible for investigating felony crimes and complex cases, while also supporting Patrol, identifying crime trends, and focusing on apprehending repeat offenders who significantly impact local crime rates. Detectives are dedicated to resolving criminal investigations successfully, guided by a steadfast commitment to justice and a victim-centered focus. Additionally, the Detective Division works to keep the Flagstaff community informed with awareness updates as crime patterns evolve.

Metro Narcotics

METRO Narcotics will continue to focus on several aspects of investigations as it relates to the mission and values of the Flagstaff Police Department. These aspects include; providing plain clothes resources to Uniform Patrol and Criminal Investigations, conducting drug related investigation to include UC or CI buy walks, UC or CI buy busts in order to combat illegal drugs within our community, assisting with search warrants and preparing thorough investigations for successful prosecution, providing educational opportunities to the citizens of this community and developing uniform officers as it relates to METRO Narcotic duties, continuing state and federal partnerships as they relate to deterring and preventing criminal activity within the City of Flagstaff and the State of Arizona.

Northstar Anti-Human Trafficking Taskforce

This task force was developed to partner several agencies in Northern Arizona to combat human trafficking. *North Star Task Force's mission* is to lead with survivor-informed practices, raise awareness, and deliver a coordinated response to human trafficking in Northern Arizona. By centering survivor voices and leveraging multidisciplinary partnerships, the task force will bridge critical service gaps, enhance community understanding, and implement trauma-informed systems to better serve survivors, prevent and address exploitation in our community.

Emergency Services Response Team

The Emergency Services Response Team (ESRT) is made up of the Northern AZ Regional SWAT team, Explosive Ordinance Device (EOD) Team, Crisis Negotiator Team, and Rapid Response Team. Each team's mission is to protect and preserve life, property and public order through their respective advanced trainings, equipment, and tactics. The ESR Team is ready to deploy at any time of the day and night. This team is committed to utilizing their advanced knowledge/experience to conduct high level training to department staff.

The SWAT Team exists to support patrol and criminal investigations in arresting violent offenders who pose the most danger to the Flagstaff community and residents in Coconino County. The SWAT team is committed to supporting various operations including critical incident apprehension, Metro operations, surveillance details and special event security details. The EOD Team is federally trained and used for found explosive calls, event sweeps and rendering safe suspicious packages. They are also used to assist SWAT details with explosive breaching and technology needs. The Crisis Negotiation Team ensures strategic, accurate and critical communication is utilized during critical incidents. The Rapid Response Team is called upon to ensure safe and lawful assemblies like protests and large crowd gatherings.

GIITEM State Gang Task Force

The state gang task force will be returning to the City of Flagstaff, and it is a multi-agency task force designed to reduce gang violence and crime in our community. The task force will focus on identifying street gang members, violent offenders with connection to street gangs, and they will also provide community education about gangs to deter juvenile entry into street gangs. Our community has experienced an increase in gang crime and gang violence in our neighborhoods.