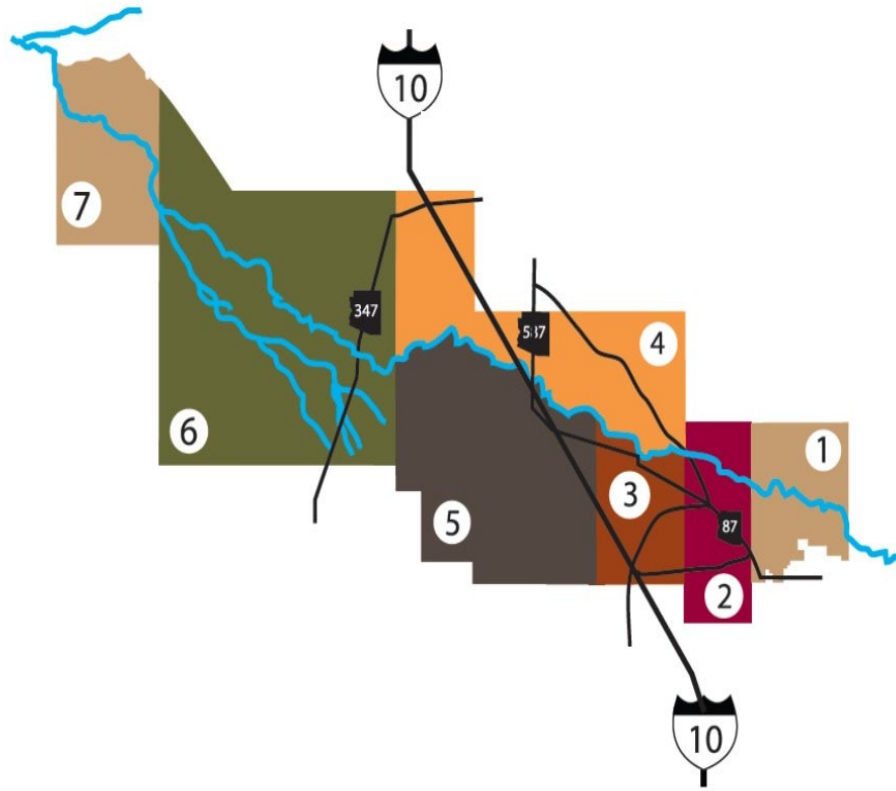


**Gila River Police Department
Emergency Operations Plan**

(For Official Use Only)

FOUO





Background

CDC is responding to a pandemic of respiratory disease spreading from person-to-person caused by a novel (new) coronavirus. The disease has been named “coronavirus disease 2019” (abbreviated “COVID-19”). This situation poses a serious public health risk. The federal government is working closely with state, local, tribal, and territorial partners, as well as public health partners, to respond to this situation. COVID-19 can cause mild to severe illness; most severe illness occurs in older adults.

Purpose

The purpose of the Gila River Police Department (GRPD) Emergency Operation Plan is to focus first on the safety of the community by establishing a preplanned action plan that will allow for periodic changes to necessitate the needs of law enforcement. In addition, the GRPD is participating in the GRIC Incident Management Team which was activated on March 13, 2020.

Risk Assessment

Risk depends on characteristics of the virus, including how well it spreads between people; the severity of resulting illness; and the medical or other measures available to control the impact of the virus (for example, vaccines or medications that can treat the illness) and the relative success of these. In the absence of vaccine or treatment medications, non-pharmaceutical interventions become the most important response strategy. These are community interventions that can reduce the impact of disease.

The risk from COVID-19 to Americans can be broken down into risk of exposure versus risk of serious illness and death.

Risk of exposure:

- The immediate risk of being exposed to this virus is still low for most Americans, but as the outbreak expands, that risk will increase. Cases of COVID-19 and instances of community spread are being reported in a growing number of states.
- People in places where ongoing community spread of the virus that causes COVID-19 has been reported are at elevated risk of exposure, with the level of risk dependent on the location.
- Healthcare workers caring for patients with COVID-19 are at elevated risk of exposure.
- Close contacts of persons with COVID-19 also are at elevated risk of exposure.
- Travelers returning from affected international locations where community spread is occurring also are at elevated risk of exposure, with level of risk dependent on where they traveled.

Risk of Severe Illness:

Early information out of China, where COVID-19 first started, shows that some people are at higher risk of getting very sick from this illness. This includes:

- Older adults, with risk increasing by age.
- People who have serious chronic medical conditions like:
 - Heart disease
 - Diabetes
 - Lung disease

Gila River Police Department Response to Coronavirus (COVID 19)

Operational Period Start Date: March, 2020

As the Gila River Indian Community prepares for cases of Coronavirus 2019 (COVID-19), the men and women of Gila River Police Department (GRPD) remain steadfast in our commitment to maintain public safety, uphold the law and safeguard the well-being of our community. Our department is working closely with the Tribal Health Department and Office of Emergency Management to help reduce the spread of COVID-19. Here are some of the measures GRPD is taking to protect sworn members, civilian staff and the public from exposure.

Officer Safety Concerns

One of the biggest concerns as coronavirus spreads is the impact it could have on first responders, potentially reducing the number of officials able to handle emergency service.

Police officers, just through the nature of our job, whether it's taking a report from someone or arresting someone for a crime, we don't always know what's going on with them health-wise.

The Gila River Police Department is already working to help prevent its officers from getting sick through a series of new guidelines and procedures.

Chief Chavez has all patrol officers and officers likely to come into contact have been issued a kit consisting of multiple sets of gloves, a bacteria protection mask and disinfectant wipes/spray. The Office of Emergency Management graciously provided the Personal Protective Equipment (PPE).

Officers are directed to use all three items when during a response or public contact they learn of a possible individual with the virus through Dispatch.

The department has already provided the Community Treasurer the order of 3000 N95 masks and 3000 medical masks to keep in inventory for a month. The Officers will not wear masks as a routine matter, only on suspected Coronavirus exposure.

Among the GRPD guidelines:

- Thoroughly cleaning and disinfecting work stations, vehicles, and surroundings.
- Maintaining good health, getting enough rest, maintaining a moderate exercise program, eating healthfully, etc.
- Keeping current on vaccinations.
- Staying home when sick, and respectfully requesting that others do the same.
- When interacting with a member of the public exhibiting upper respiratory symptoms (sneezing, coughing), provide them a surgical mask if one is available, or stand six feet away.



- Wearing proper Personal Protective Equipment (PPE). In the case of interacting with members of the public suspected of having COVID-19.

“When contacting a member of the public exhibiting respiratory symptoms (sneezing and coughing), thought should be given to the necessity of making contact versus risk of possible exposure,” the guidelines say. “If time permits and contact is necessary, PPE should be worn. If there is no need to approach within six feet, it is generally safe to remain outside of six feet without PPE. Finally, if a suspect exhibiting symptoms is in custody and must be transported in a police vehicle, PPE should be worn.”

GRPD, like most employers, also has advised employees who are ill to stay home.

CRIME WITHIN THE COMMUNITY

Fortunately, there are no known crimes associated within the Gila River Indian Community linked to the Coronavirus. We do not have calls pertaining to

burglarized homes and the taking of daily toiletries, water, medicines or other items associated with what you are seeing on news and at grocery stores.

Patrol currently has staffing that meets the demands of the community. Most shifts have 5-6 patrol officers on the east end to include a full time Sergeant and full time Lieutenant. The east end also has at least 2 Rangers for the east for days and swings. The east end also has a full time dayshift Patrol Commander and swing shift Patrol Commander. The west end currently has 3 patrol officers to include a full time Sergeant and dayshift Commander. The west end also has a full time Ranger during dayshift and swing shift.

We are currently working an Overtime Detail to suppress Gangs, Drugs and Guns in the community. The overtime was provided by the BIA as a onetime funding. The detail starting a few weeks ago and has already seen success from it. The detail will continue every night for the next 30 days. The detail places an extra 3-5 officers at night from 6pm to 4am.

STAFFING

Police officers and others who work in law enforcement and public safety face special challenges. They have extensive contact with the public, including people who call 911 for health emergencies, and are some of the least able to stay isolated if they are at risk of infection or infecting others. A major outbreak could test the ability of law enforcement to maintain public order in ways never seen before. Currently, the Gila River Indian Community has no known cases of the Coronavirus.

Staffing remains stable at this point with no exposures within the police department. To keep our staffing stable, I have already implemented a 30 suspension of all annual leave department wide for sworn officers. All Training has also been suspended until further notice.

In cases of where the patrol staffing becomes critical, then we will switch to a staffing phase 2 plan of action.

- All Administrative Officers in Backgrounds, Professional Standards and Training will seize their normal assignments and be assigned to a beat.
- All Property Crimes Detectives will seize their normal investigations and be assigned to a beat.
- All School Resource Officers will seize their normal duties and be assigned to a beat close to their schools.
- All Traffic Units will focus on 911 calls instead of their normal duties.

Suggestions to Reduce the Spread

1. Police Officers have a lot of discretion in who they book for low-level crimes, especially if the person being arrested appears sick. If it's a serious enough crime—gun violence (any major crime), for instance, we will definitely arrest and book into our jail in a way that's safe for the officers and jail staff. But if someone just shoplifted a T-shirt or any minor misdemeanor, these are things that we could take a report and refer it to the prosecutor's office for future filing consideration or simple give them a ticket for a court appearance.

2. The Police Department can close their lobby areas to decrease the amount of unintentional exposure to our staff. We could publicize the front secretaries phone number to take all incoming requests and call back citizens via phone or email.
3. The Records Department can also close down their window and only take phone call requests at this time and email all requested police reports to emails provided by citizens.

Operational Period March 25-April 1, 2020

Plan for Coverage – Police Department Patrol

Current Staffing:

- Patrol Officers – 1 Chief of Police, 1 Assistant Chief of Police, 3 Commanders, 3 Lieutenants,
 - Squad A – 2 Sergeants, 6 Officers,
 - Squad B – 1 Sergeant, 8 Officers,
 - Squad C – 1 Acting Sergeant, 1 Sergeant, 8 Officers,
 - Squad D – 1 Sergeant, 7 Officers,
 - Squad E – 2 Sergeants, 8 Officers,

- Squad F – 1 Sergeant, 8 Officers,
- Officers in Training – 6 Officers,
- Rangers – 1 Sergeant, 11 Rangers,
- Total - 80

Essential Programmatic Functions:

The patrol function of the Police Department is to provide public safety and law enforcement services through community partnerships to enhance the quality of life for Gila River Indian Community. Officers protect life, property and sovereignty of all member of the community by responding to call for service, proactively looking to prevent crime and improving the quality of life of those that we serve on a 24/7 basis. Rangers have similar functions of officers, but they are also task with protecting the land and resources of the community.

Resources Available:

All Patrol Officers of the department are issued department laptops that are capable of logging into our department Computer Aided Dispatch (CAD) and Records Management System (RMS). The laptops are also capable of writing reports and documenting other police functions. Command staff, Lieutenants and some Sergeants have department issued cellphones capable of receiving and sending work related information.

Plan for Coverage

Command Staff (Chief of Police, Assistant Chief of Police, Commanders and Lieutenants):

The Chief of Police, Assistant Chief of Police and 3 Commanders all provide oversight of the different functions of the police department. The information from

the different functions of the department are then filtered up the chain of command to the Chief of Police, who then provides that information to the leadership of the community. In addition, information also gets filtered down the chain of command to the line level officers. The Chief of Police, Assistant Chief of Police and Commanders work Monday to Friday, during the times that the government faculties are in operation. The Lieutenants work patrol schedules of Days, Swings and Graves. Due to the general nature of public safety and law enforcement services it would be hard to telework in the patrol section of the police department. Command staff are already working different locations and hours to provide adequate public safety supervision on a 24/7 basis.

Sergeants:

Patrol Sergeants are assigned to work with a squad of officers throughout the week providing that 24/7 coverage. Patrol Sergeants are the supervisors on duty throughout the week and are the first line of supervision for the Patrol Officers. Patrol Sergeants Work Days, Swings and Graves. Most of the time we will have one Patrol Sergeant on per shift. Due to the uncertainty of calls for services on any given day and time, and additional demands for additional security at different locations, it would be hard to telework in the patrol section of the police department. Patrol Sergeants are already working six different shift to provide adequate public safety coverage on a 24/7 basis.

Patrol Officers:

Patrol Officers are the boots on the ground. They are the ones that have to respond to calls for service, they are the ones that make the first contact with the public. We have seven districts and we try to maintain a minimum of six officers per shift so that we can respond to all calls for services within a reasonable amount of time.

However, with such a vast land base and different population pockets, this could be challenging at time. Due to the uncertainty of calls for services on any given day and time, and additional demands for additional security at different locations, it would be hard to telework in the patrol section of the police department. Officers are already working six different shift to provide adequate public safety coverage on a 24/7 basis.

Rangers:

Rangers are the boots on the ground in the uninhabited areas of the community. They protect the community's natural resources, land and important culturally significant locations and items. Rangers are also the first contact with people within the community when a call for service is made. In order to maintain coverage on a 24/7 basis, the Rangers are assigned different shifts. Due to the uncertainty of calls for services on any given day and time, and additional demands for additional security at different locations, it would be hard to telework in the patrol section of the police department.

**PLAN FOR COVERAGE-GILA RIVER POLICE DEPARTMENT WEST-
END PRECINCT**

Essential Programmatic Functions: The Gila River Police Department West End Precinct is designated to perform 24/7 law enforcement operations within District's 6 & 7 preserving the safety, sovereignty and protection of property for community members who reside within the districts as well as those visiting the community.

Recourses Available: Officers assigned to the West End Precinct have fully equipped patrol vehicles which allow them to perform a number of tasks to include report writing by utilizing a mobile computer system, thus affording them the opportunity complete reports in the field rather than entering into the PD facility. By having this option officers can practice social distancing as they are not inside a room with one another completing necessary paperwork.

Support Staff: We have two support staff employees, one being a receptionist and the other being a custodian for the building. due to our support staff performing two separate functions, they are able to work in separate areas and therefore may have limited contact with one another.

At this time the main lobby to the precinct has been closed to the public for the health and safety of the community and our employees. If the need arises, schedules can be modified.

SRO's:

SRO's work with school administrators, security staff, and faculty to ensure the safety and well-being of the students at elementary, middle, and high schools. The School Resource Officer is a police officer who works as the main security arm of a

school. During the current COVID-19 Crisis, SRO's have been tasked with covering gaps in patrol, conducting Elder Community Welfare Checks, escorting school staff with meal delivery/distribution to students throughout the community. Due to the uncertainty of calls for services on any given day and time, and additional demands for additional security at different locations, teleworking is impractical for SRO's as their functions are essential for the safety and security of the community. They will continue to work a 4, 10 schedule to have the ability to address the special functions they have been assigned and to assist patrol where needed.

Traffic:

Our traffic officers have specialty skills in the area of accident investigation and reconstruction. They are also the only staff trained on utilizing FERO to shoot crime scenes and accident scenes. They must be available 24/7 to assist patrol and investigations with critical cases. Due to the uncertainty of calls for services on any given day and time, and additional demands for additional security at different locations, teleworking would be impractical for our traffic unit. They will continue to work their regular 4, 10 schedule to have the ability to perform critical specialized tasks, to address egregious traffic offenses, and to assist patrol where needed.

PIO:

The PIO is responsible for creating and enabling communication both internally and to the general public. It's up to them to make sure any statements released to the press and the public follow agency guidelines, are accurate, and adhere to official policy or laws. The PIO Communicates critical information effectively to the public, drafts press releases, prepares information for distribution, and responds to requests

for information from other departments and government entities. Our PIO also coordinates events and public outreach activities. The PIO also coordinates all off duty for the department. The PIO works a 4, 10 schedule and can be utilized to assist patrol where needed. Many of the functions of the PIO can be done through teleworking unless she is need to cover gaps in patrol. The functions above, other than supplementing patrol, can be done from home during her regular assigned work hours. She should be assigned to Telework on Monday and Tuesday and report to the office on Wednesday and Thursday. She will be notified she is to be available at any time for recall to assist with patrol coverage.

Screening for GRPD Staff

On March 31, 2020 the Chief of Police authorized the screening of personnel prior to the start of shift. This process includes staff completing a screening form and having their temperature taken prior to the start of shift.

Food distribution

The police department has taken an active role in the community food distribution. Officers have been assigned to the service centers during the distribution to handle traffic and ensure the safety of staff and community members.

Security Details

With the closure of all Gila River Casinos and the Phoenix Premium Outlets, the police department has been providing officers to these locations as security. Commander Jesse Crabtree at the direction of Assistant Chief Morago is overseeing the scheduling of officers at these facilities.

Elder needs and Welfare

The GRPD School Recourse Officers have been conducting biweekly welfare checks of community elders. Officers have been going door-to-door to gather lists of needs. This operation spans all 7 districts.

Pinal County Emergency Operations Center

April 13, 2020 the Pinal County Emergency Operations Center (EOC) provided the Gila River Police Department 72 pairs of rap around style goggles to help protect officers in the field. Additionally, Gila River Public Safety will be receiving 7,300 (N95 masks) from the Pinal County EOC. Gila River Office of Emergency Management will receive and distribute the masks.

Continued protection of GRPD staff, facilities and equipment.

1. **Continue to Pre-Screen:** Supervisors will continuously measure the employee's temperature and assess symptoms before employees start their shifts. Ideally, temperature checks should happen before the individual enters the facility.
2. **Testing:** GRPD undergoes Covid-19 testing every two weeks. Our testing consists of a drive through conducted every other Thursday.



3. **Regular Monitoring:** As long as the employee doesn't have a temperature or symptoms, they should self-monitor under the supervision of the community's occupational health program.

4. **PPE:** Officers should also wear personal protective equipment (PPE) when in contact with individuals who may have COVID-19. These may include protective masks, gloves, goggles and clothing.

5. **Social Distance:** When possible, GRPD employees should maintain 6 feet and practice social distancing as work duties permit in the workplace.

6. **Disinfect and Clean work spaces:** Clean and disinfect all areas such as patrol vehicles, offices, bathrooms, common areas, shared electronic equipment routinely.

7. **Exercise Proper Hygiene:** The CDC recommends you wash your hands using soap and water for a minimum of 20 seconds. Use an alcohol-based

hand sanitizer containing at least 60% alcohol if soap and water are not available. To avoid dangerous drug interactions, alcohol-based hand sanitizers should not be used if you suspect you have had direct contact with an illicit drug. Avoid touching your face. Do not wash your face until after washing your hands to avoid spreading germs or contamination from dirty hands

8. **Sick or Exposed Employee:** If an employee reports any of the symptoms indicated on the Health Screening Questionnaire or is suspected of having been exposed to COVID-19, reports feeling ill, they should immediately notify a supervisor. Depending on the circumstances, if appropriate, the employee will be sent to Employee Health for testing. .

9. **Staff Wellness:** Officers and staff need to stay mentally healthy as well. That means getting enough sleep, limiting alcohol consumption and staying connected with loved ones. Spend time playing video or board games with family, participate in video calls with loved ones who are far away, take walks with family members who live in the same home and make time to pursue hobbies.

Mask up Campaign:

- The police department has placed GRIC “Mask up” signage in and around all GRPD maintained facilities.
- The police department is enforcing Governor’s Executive Orders 6 & 8 by conducting mask compliance checks throughout the community to include all community businesses.

Mask Compliance Checks

- The police department has been conducting daily mask compliance checks throughout the community. Additionally, we conduct checks at social gatherings to ensure community members are complying with the Governor’s Executive Orders.

References;

Centers for Disease Control and Prevention

Links for workplace and personal safety

<https://www.cdc.gov/coronavirus/2019-ncov/downloads/workplace-school-and-home-guidance.pdf>

<https://www.mayerbrown.com/en/perspectives-events/publications/2020/03/coronavirus-10-steps-us-employers-should-take-to-maintain-a-safe-workplace-in-the-face-of-a-public-health-emergency>

[https://www.webmd.com/lung/news/20201012/police-at-high-risk-for-covid-19-race-to-](https://www.webmd.com/lung/news/20201012/police-at-high-risk-for-covid-19-race-to-adapt?utm_source=Master+Mailing+List&utm_campaign=2296c81113-October_2020_Policing_Updates&utm_medium=email&utm_term=0_c7e50d847-2296c81113-108153841)

[adapt?utm_source=Master+Mailing+List&utm_campaign=2296c81113-](https://www.webmd.com/lung/news/20201012/police-at-high-risk-for-covid-19-race-to-adapt?utm_source=Master+Mailing+List&utm_campaign=2296c81113-October_2020_Policing_Updates&utm_medium=email&utm_term=0_c7e50d847-2296c81113-108153841)

[3-October_2020_Policing_Updates&utm_medium=email&utm_term=0_c7e50d847-2296c81113-108153841](https://www.webmd.com/lung/news/20201012/police-at-high-risk-for-covid-19-race-to-adapt?utm_source=Master+Mailing+List&utm_campaign=2296c81113-October_2020_Policing_Updates&utm_medium=email&utm_term=0_c7e50d847-2296c81113-108153841)

