



Ready to Protect  
Proud to Serve

# Tucson Police Department Personnel Performance Report

Voss\_43601 \_\_\_\_\_  
Employee's Name and PR

Pelton 39293 \_\_\_\_\_  
Evaluator's Name and PR

## PERFORMANCE DIMENSIONS

1. Communication and Responsiveness
2. Community Engagement
3. Teamwork
4. Problem-Solving, Innovation, and Initiative
5. Vocational Proficiency

Date/Case Number: 05/14/2025 P2505140081

Dimensions: Vocational Proficiency

This PPR documents deficiencies identified during a review of a recent use of force incident involving Officer Voss. The incident was reviewed in accordance with the Tucson Police Department General Orders, including policies related to use of force, de-escalation, body-worn camera (BWC) requirements, and articulation.

### **1. Body-Worn Camera (BWC) Activation**

Officer Voss failed to activate his BWC during the initial contact with the subject inside the restroom. Although the unique environment may have contributed to a delayed activation, per TPD General Order 3764.1, the BWC should have been activated "as soon as practical", once enforcement action commenced.

- **General Order Reference: 3764.1** – Users shall activate the BWC during all enforcement contacts, including detentions and use of force incidents.
- **Note:** Officer Voss has been counseled previously for delayed or missed BWC activations.
- **Recommendation:** Officer Voss is expected to prioritize BWC activation upon initiation of enforcement action, regardless of setting. Continued failure to do so may result in progressive discipline.

### **2. De-Escalation and Tactical Planning**

The overall approach to the incident reflected limited use of de-escalation strategies. Officer Voss did not call for an additional unit prior to engaging, nor did he appear to attempt to slow the momentum of the contact to allow for a safer and more controlled resolution.

- **General Order Reference 2020:** De-escalation requires efforts to reduce threat levels and increase time and resources before using force. This includes using distance, cover, additional units, and communication whenever feasible.
- **Recommendation:** Officer Voss is encouraged to incorporate de-escalation techniques as a standard part of tactical planning. Waiting for backup, using time and distance, and issuing clear instructions can often reduce or eliminate the need for physical force.

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### 3. Verbal Commands and Articulation

During the encounter, Officer Voss provided minimal verbal direction to the subject. The lack of clear, repeated instructions before and during the use of force was a missed opportunity to encourage voluntary compliance and potentially avoid the need for force. Specifically, after exiting the store and before utilizing a mandibular angle pressure point.

- **General Order Reference 2000:** Officers should use verbal persuasion and provide an opportunity for compliance before using force. Articulation of observed behaviors and responses is critical for documenting the necessity and proportionality of force used.
- **Recommendation:** Officer Voss should enhance command presence by issuing loud, clear verbal instructions and documenting in detail the subject's behavior and resistance level to provide context to actions on BWC. Future commands should reflect a thorough articulation of all observed factors justifying any use of force.

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### 4. Use of Force – Mandibular Angle Pressure Point

While the application of the mandibular angle pressure point was within policy, the technique appeared to be applied with greater force than necessary, particularly given the subject was already restrained. The video review revealed a visible shaking motion of Officer Voss' hand, suggesting a level of pressure that exceeded the minimal necessary for compliance.

- **General Order Reference 2440:** Officers shall measure force in proportion to the subject's resistance. Pressure point techniques must be used with caution, especially post-handcuffing, to avoid the appearance or actuality of excessive force or retaliation.
- **Recommendation:** Officer Voss is reminded that pressure point techniques must be carefully applied and only after other control methods (time, distance, verbal commands, or backup) have proven ineffective or are impractical. When the subject is in restraints, officers must transition to the least force necessary to maintain control.

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## 2020 DEFINITIONS

### De-escalation

De-escalation is acting and/or communicating verbally or non-verbally throughout a potential force encounter to stabilize the situation and reduce the immediacy of a threat so that more time, options, and resources are available to resolve the situation using the least force necessary. De-escalation is also an effort to reduce or end the need for use of force after a threat has diminished. When reasonable, officers will gather information about the incident, assess the risk, assemble resources, attempt to slow momentum, communicate with the subject, provide an opportunity for compliance, and coordinate a response. Officers should use warnings, verbal persuasion, and other tactics as alternatives to higher levels of force. When feasible, an officer may withdraw to a position that is tactically more secure or allows greater distance in order to consider or deploy a greater variety of force options.

### Proportionality

Officers shall balance the circumstances known to or perceived by the officer at the time with the severity of the offense committed, the subject's level of resistance, and the immediacy of the threat. Proportionate force does not require officers to use the same type or amount of force as the subject. The more immediate the threat and the more likely that the threat will result in


serious physical injury or death, the greater the level of force that may be proportionate, reasonable, and necessary to counter it.

**3764.1 Required Use**

The primary function of the BWC system is to document contact between Department members and members of the public. Users shall activate the BWC to record the following events:

During contact with members of the public in an investigative or enforcement capacity (.e.g. traffic stops, detentions, arrests, Miranda advisement, use of force incidents, critical incidents, field interviews, or consensual contacts where the officer is attempting to develop reasonable suspicion).

Failure to adhere to these expectations and the applicable General Orders may result in **progressive discipline**. This documentation is intended to ensure that corrective action is taken to support Officer Voss's performance and maintain public trust. Continued deficiencies in these areas will result in further administrative review.

 43601 6/26/25  
Employee Signature/PR      Date

 6/26/2025  
Supervisor Signature/PR      Date