



# Agenda

## Community and Cultural Investment Subcommittee

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Wednesday, December 7, 2022

10:00 AM

City Council Chambers

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### OPTIONS TO ACCESS THIS MEETING

#### *Virtual Request to speak at a meeting:*

- **Register online** by visiting the *City Council Meetings page on phoenix.gov* **at least 2 hours prior to the start of this meeting.** Then, click on this link at the time of the meeting and join the Webex to speak:

<https://phoenixcitycouncil.webex.com/phoenixcitycouncil/onstage/g.php?MTID=e4d17773443b822c8b17112eddaaf3327>

- **Register via telephone** at 602-262-6001 **at least 2 hours prior to the start of this meeting.** noting the item number. Then, use the Call-in phone number and Meeting ID listed below at the time of the meeting to call-in and speak.

#### **In-Person Requests to speak at a meeting:**

- Register in person at a kiosk located at the City Council Chambers, 200 W. Jefferson St., Phoenix, Arizona, 85003. Arrive **1 hour prior to the start of this meeting.** Depending on seating availability, residents will attend and speak from the Upper Chambers, Lower Chambers or City Hall location.

- Individuals should arrive early, 1 hour prior to the start of the meeting to submit an in-person request to speak before the item is called. After the item is called, requests to speak for that item will not be accepted.

#### **At the time of the meeting:**

- **Watch** the meeting live streamed on phoenix.gov or Phoenix Channel 11 on Cox Cable, or using the Webex link provided above.

- **Call-in** to listen to the meeting. Dial 602-666-0783 and Enter Meeting ID 2557 906 9609# (for English) or 2550 925 9943# (for Spanish). Press # again when prompted for attendee ID.

- **Watch** the meeting in-person from the Upper Chambers, Lower Chambers or City Hall depending on seating availability.

**Para nuestros residentes de habla hispana:**

- **Para registrarse para hablar en español**, llame al 602-262-6001 **al menos 2 horas antes del inicio de esta reunión** e indique el número del tema. El día de la reunión, llame al 602-666-0783 e ingrese el número de identificación de la reunión 2550 925 9943#. El intérprete le indicará cuando sea su turno de hablar.

- **Para solamente escuchar la reunión en español**, llame a este mismo número el día de la reunión (602-666-0783; ingrese el número de identificación de la reunión 2550 925 9943#). Se proporciona interpretación simultánea para nuestros residentes durante todas las reuniones.

- **Para asistir a la reunión en persona**, vaya a las Cámaras del Concejo Municipal de Phoenix ubicadas en 200 W. Jefferson Street, Phoenix, AZ 85003. Llegue 1 hora antes del comienzo de la reunión. Si desea hablar, regístrese electrónicamente en uno de los quioscos, antes de que comience el tema. Una vez que se comience a discutir el tema, no se aceptarán nuevas solicitudes para hablar. Dependiendo de cuantos asientos haya disponibles, usted podría ser sentado en la parte superior de las cámaras, en el piso de abajo de las cámaras, o en el edificio municipal.

## **CALL TO ORDER**

## **000 CALL TO THE PUBLIC**

## **MINUTES OF MEETINGS**

### **1 Minutes of the Community and Cultural Investment Subcommittee Meeting**

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This item transmits the minutes of the Community and Cultural Investment Subcommittee meeting on Nov. 2, 2022, for review, correction or approval by the Community and Cultural Investment Subcommittee.

**THIS ITEM IS FOR POSSIBLE ACTION.**

#### **Responsible Department**

This item is submitted by Deputy City Manager Inger Erickson and the City Manager's Office.

## **CONSENT ACTION (ITEM 2)**

### **2 Amendment to the 2020-24 Consolidated Plan's 2022-23 Annual Action Plan**

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This report requests the Community and Cultural Investment Subcommittee recommend City Council approval of an amendment to the 2020-24 Consolidated Plan's 2022-23 Annual Action Plan to include the reallocation of prior year 2021-22 Emergency Solutions Grant (ESG) funds to eligible activities and the revised HOME Investment Partnerships (HOME) programs homeownership value limits.

**THIS ITEM IS FOR CONSENT ACTION.**

**Responsible Department**

This item is submitted by Deputy City Managers Alan Stephenson and Gina Montes and the Neighborhood Services and Housing departments and the Office of Homeless Solutions.

**INFORMATION ONLY (ITEM 3)**

**3 Head Start Birth to Five Monthly Report - October 2022**

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This report provides the Community and Cultural Investment Subcommittee, which serves as the City of Phoenix Head Start Birth to Five Governing Board, with an updated summary of the Head Start Birth to Five Program's financial and programmatic status.

**THIS ITEM IS FOR INFORMATION ONLY.**

**Responsible Department**

This item is submitted by Deputy City Manager Gina Montes and the Human Services Department.

**INFORMATION AND DISCUSSION (ITEMS 4-6)**

**4 Chilled Drinking Fountains and Public Restrooms**

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This report provides the Community and Cultural Investment Subcommittee with information on chilled drinking fountains and access to public restrooms in the downtown core.

**THIS ITEM IS FOR INFORMATION AND DISCUSSION.**

**Responsible Department**

This item is submitted by Deputy City Managers Gina Montes and Inger Erickson and the Office of Homeless Solutions and Parks and Recreation Department.

**5 Private Property Clean-Up Pilot Program Update**

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This report provides the Community and Cultural Investment Subcommittee an update on the development of the Private Property Clean-up Pilot Program, designed to provide clean-up support to private property owners experiencing disproportionate trash, litter and/or debris issues related to unauthorized property use as an extension of the PHX C.A.R.E.S process.

**THIS ITEM IS FOR INFORMATION AND DISCUSSION.**

**Responsible Department**

This item is submitted by Deputy City Manager Alan Stephenson and the Neighborhood Services Department.

**6 Recruitment and Retention Efforts Update for the Human Services, Parks and Recreation, and Public Works Departments**

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This report provides an update to the Community and Cultural Investment Subcommittee on current recruitment and retention strategies being used in the Human Services, Parks and Recreation, and Public Works departments.

**THIS ITEM IS FOR INFORMATION AND DISCUSSION.**

**Responsible Department**

This item is submitted by Assistant City Manager Lori Bays, Deputy City Managers Inger Erickson, Gina Montes, and Karen Peters and the Human Resources, Human Services, Parks and Recreation, and Public Works departments.

**000 CALL TO THE PUBLIC**

**FUTURE AGENDA ITEMS**

**ADJOURN**

For further information or reasonable accommodations, please call the City Council Meeting Request line at 602-262-6001. 7-1-1 Friendly.

Persons paid to lobby on behalf of persons or organizations other than themselves must register with the City Clerk prior to lobbying or within five business days thereafter, and must register annually to continue lobbying. If you have any questions about registration or whether or not you must register, please contact the City Clerk's Office at 602-534-0490.

**Members:**

Councilwoman Betty Guardado, Chair  
Councilwoman Yassamin Ansari  
Councilmember Carlos Garcia  
Councilwoman Debra Stark



## **Minutes of the Community and Cultural Investment Subcommittee Meeting**

This item transmits the minutes of the Community and Cultural Investment Subcommittee meeting on Nov. 2, 2022, for review, correction or approval by the Community and Cultural Investment Subcommittee.

**THIS ITEM IS FOR POSSIBLE ACTION.**

### **Summary**

The minutes are included for review as **Attachment A**.

### **Responsible Department**

This item is submitted by Deputy City Manager Inger Erickson and the City Manager's Office.

# Attachment A

**Phoenix City Council  
Community and Cultural Investment (CCI) Subcommittee  
Summary Minutes  
Wednesday, Nov. 2, 2022**

City Council Chambers  
200 W. Jefferson St.  
Phoenix, Ariz.

Subcommittee Members Present

Subcommittee Members Absent

Councilwoman Betty Guardado, Chair  
Councilwoman Debra Stark  
Councilwoman Yassamin Ansari  
Councilmember Carlos Garcia

**CALL TO ORDER**

Chairwoman Guardado called the Community and Cultural Investment Subcommittee to order at 10:03 a.m. with Councilwoman Debra Stark, Councilwoman Yassamin Ansari, and Councilmember Carlos Garcia present.

**CALL TO THE PUBLIC**

Dominic Petsch spoke in support of public health and equity.

**MINUTES OF MEETINGS**

**1. Minutes of the Community and Cultural Investment Subcommittee Meeting**

Councilwoman Stark made a motion to approve the minutes of the Oct. 5, 2022 Community and Cultural Investment Subcommittee meeting. Councilwoman Ansari seconded the motion which passed unanimously, 4-0.

**CONSENT ACTION (ITEMS 2-5)**

Items 2-5 were for consent action. No presentations were planned, but staff were available to answer questions.

**2. HOME-ARP Allocation Plan 2020-24 Consolidated Plan's 2021-22 Annual Action Plan Substantial Amendment**

**3. Phoenix Public Library's Annual Application for Arizona State Library's State Grants-In-Aid Funds**

**4. First Things First Grant Funding**

**5. Head Start Birth to Five Background Screening Policy**

Councilwoman Ansari made a motion to approve Items 2-5. Councilwoman Stark seconded the motion which passed unanimously, 4-0.



### **INFORMATION ONLY (ITEMS 6-8)**

Items 6-8 were for information only. No Councilmember requested additional information.

#### **6. Head Start Birth to Five Monthly Report – September 2022**

#### **7. Phoenix Great Start Program**

#### **8. Update on Colorado River Shortage Town Hall Meetings**

### **INFORMATION AND DISCUSSION (ITEMS 9-11)**

#### **9. Abandoned Shopping Cart Retrieval Program Update**

Neighborhood Services Department (NSD) Director Spencer Self provided an update on the NSD Abandoned Shopping Cart Retrieval Program which responds to community complaints regarding carts abandoned on sidewalks, along rights-of-way and in alleys.

Councilwoman Ansari asked why there were significant increases in abandoned shopping carts over the last two years.

Mr. Self replied the increase in abandoned shopping carts could be attributed to more carts getting reported through the myPHX311 program.

Councilwoman Ansari referenced shopping cart wheels that lock when they leave the premises and asked if this technology was considered for larger corporations.

Mr. Self responded the wheel locking technology was one of the most effective tools, but it was costly to implement. He noted the best time to implement this technology was for new stores and the City was working with growing retailers to increase awareness.

Councilwoman Ansari commented on increasing penalty fees and asked how the City was holding companies accountable for lost carts.

Mr. Self explained the history of the program, noting the fee had doubled since 2017 and an increased fee was something staff could investigate.

Councilwoman Ansari asked if increasing the penalty fee would make a difference.

Mr. Self responded increasing the penalty might help and suggested connecting with retailers to speak about the issue. He acknowledged many partners would reference larger societal issues.

Councilwoman Ansari agreed there were larger societal challenges but expressed support for increasing the penalty cost to keep companies accountable for reducing blight in the community.

Councilwoman Stark expressed support for increasing the penalty charge.

Councilwoman Guardado expressed support for increasing the penalty charge and advocated for more accountability in contracts so shopping carts get retrieved within 24 hours.

### **10. Homelessness Plan Update**

Deputy City Manager Gina Montes, Housing Director Titus Mathew and Deputy Human Services Director Rachel Milne gave a presentation on the Office of Homeless Solutions programs and projects to address homelessness including staffing, shelter projects, outreach and resources, and mental health services.

Councilwoman Stark spoke about other organizations conducting outreach in the community and asked what relationships the City had with them.

Ms. Milne responded the City worked with different organizations through the regional Continuum of Care which has a committee dedicated to outreach.

Councilwoman Stark expressed support for communicating with the public on the City's partnerships with various organizations.

Ms. Milne and Mr. Mathew continued the presentation with a discussion on workforce development, affordable housing and the focus areas for 2023.

Councilwoman Stark asked what discussions the state legislature was having regarding affordable housing.

Deputy City Manager Alan Stephenson replied with an overview of housing affordability at the legislative level, noting a focus on increasing housing overall, not just affordable housing.

Councilwoman Stark requested a bullet point be added under the 2023 focus slide to ensure awareness about anything that might come out of the legislature.

Mr. Stephenson agreed with Councilwoman Stark.

Councilwoman Ansari asked about Office of Homeless Solutions new positions and requested an update on the Homeless Liaison position.

Ms. Milne replied offers were extended to all three Homeless Liaison positions, which each focus on designated areas of the City.

Councilwoman Ansari asked if the Homeless Liaisons would attend community meetings and work with community members like Neighborhood Specialists do.

Ms. Milne responded Councilwoman Ansari was correct.

Councilwoman Ansari asked how staff planned to better communicate with the public what the City was doing to address homelessness.

Ms. Milne replied staff would be working with a dedicated Public Information Officer to execute a communication plan over the next year.

Ms. Montes discussed utilizing social media, the City Manager's Performance Dashboard and website to enhance outreach efforts.

Councilwoman Ansari expressed support for leveraging social media, commented on metrics and asked for clarification on United States Department of Housing and Urban Development (HUD) funding.

Mr. Mathew confirmed the HUD funding was new and a procurement process would need to take place for allocation.

Councilwoman Guardado asked for more information on Office of Homeless Solutions staffing.

Ms. Milne gave an overview of filled positions, pending offers and discussed vacant positions such as two Community Program Coordinators and one Project Management Assistant.

Councilwoman Guardado discussed strategies for more quickly filling open positions.

Councilmember Garcia asked what funding sources looked like moving forward, expressed support for using stories as a measure of work and asked for clarification on housing vouchers.

Mr. Mathew responded with an overview of the streamlined voucher process and noted participants had six months to search for a rental unit with extensions available if needed.

Councilmember Garcia emphasized the need to consider unsheltered individuals in decisions moving forward.

Councilwoman Guardado asked for more information in the future regarding what areas the Homeless Liaisons would be responsible for.

### **11. The Haven Update**

Neighborhood Services Department (NSD) Director Spencer Self, Central Arizona Shelter Services (CASS) Chief Executive Officer (CEO) Lisa Glow and NSD Grants Administrator Jessica Gonzalez gave an update on the CARES Act Community

Development Block Grant-funded The Haven shelter facility project which was a previous hotel intended to serve clients experiencing homelessness over the age of 55.

Councilwoman Stark expressed congratulations to staff for the project.

Councilwoman Guardado asked about continued price escalations.

Mr. Self responded recent bids came in over budget which has encouraged staff to be strategic about the minimum required design requirements needed to get the number of beds initially planned.

Councilwoman Guardado asked if CASS would be able to stay on the project timeline.

Ms. Glow replied CASS could meet the timeline with the reduced scope.

Councilwoman Guardado expressed concerns about funding and asked where funding would come from external to the City.

Ms. Glow responded one-third of the operating dollars would be private, one-third would come from government and one-third from Medicaid and hospital support. She also noted some funding would come from other cities who want to support the shelter.

Councilwoman Guardado expressed concern about costs to operate the facility.

Ms. Glow replied CASS had an operation plan and team trained in working with seniors. She also asked if the City would consider providing more support if needed.

Councilwoman Guardado encouraged CASS to work on a plan that includes other funding sources.

**CALL TO THE PUBLIC**

None.

**FUTURE AGENDA ITEMS**

None.

**ADJOURNMENT**

Chairwoman Guardado adjourned the meeting at 11:21 a.m.

Respectfully submitted,

Danielle Vermeer  
Management Intern



## **Amendment to the 2020-24 Consolidated Plan's 2022-23 Annual Action Plan**

This report requests the Community and Cultural Investment Subcommittee recommend City Council approval of an amendment to the 2020-24 Consolidated Plan's 2022-23 Annual Action Plan to include the reallocation of prior year 2021-22 Emergency Solutions Grant (ESG) funds to eligible activities and the revised HOME Investment Partnerships (HOME) programs homeownership value limits.

### **THIS ITEM IS FOR CONSENT ACTION.**

#### **Summary**

The City of Phoenix Annual Action Plan details the funding strategy for the Community Development Block Grant, ESG, HOME, and Housing Opportunities for Persons with AIDS program. Additionally, the Annual Action Plan describes how funds will be used to address the priorities and goals outlined in the 2020-24 Consolidated Plan.

This amendment to the 2022-23 Annual Action Plan includes the reallocation of prior-year 2021-22 ESG funds to eligible activities and revised maximum homeownership purchase price for the HOME program.

Revised allocations for prior-year 2021-22 ESG funds to eligible activities for the purposes of providing homelessness assistance and supportive services are as follows:

Rapid Re-Housing: \$243,737

Homeless Prevention: \$243,737

Total 2021-22 ESG funds reallocated: \$487,474

Revised HOME homeownership value limits, up to 95 percent of the median purchase price for Maricopa County, have been approved by the United States Department of Housing and Urban Development (HUD) and are increasing from \$296,000 to \$467,000.

#### **Financial Impact**

These programs are federally funded by HUD. There is no impact to the General Fund.

**Concurrence/Previous Council Action**

- The Community and Cultural Investment Subcommittee recommended approval of the 2022-23 Annual Action Plan on May 4, 2022, by a 4-0 vote.
- City Council approved the 2022-23 Annual Action Plan on May 11, 2022.

**Public Outreach**

The City's HUD required Citizen Participation Plan states amendments will be made public and provide for a 30-day public comment period. The City of Phoenix published a 30-day comment period advertisement on Oct. 28, 2022. The public comment period is open from Nov. 11, 2022, to Dec. 10, 2022.

**Responsible Department**

This item is submitted by Deputy City Managers Alan Stephenson and Gina Montes and the Neighborhood Services and Housing departments and the Office of Homeless Solutions.



## Head Start Birth to Five Monthly Report - October 2022

This report provides the Community and Cultural Investment Subcommittee, which serves as the City of Phoenix Head Start Birth to Five Governing Board, with an updated summary of the Head Start Birth to Five Program's financial and programmatic status.

### **THIS ITEM IS FOR INFORMATION ONLY.**

#### **Summary**

The Improving Head Start for School Readiness Act of 2007 requires each Head Start Grantee to share monthly information with the Governing Board and Policy Council on program planning, policies and operations. In compliance with the Act, the Head Start program provides a monthly report on the following areas:

- Fiscal expenditures;
- Enrollment reports;
- School attendance;
- Medical/dental exams; and
- Program information summaries.

#### Fiscal Expenditures

**Attachment A** shows year-to-date expenditures for the Fiscal Year 2022-23. The reports include a breakdown of each Education Service Provider, Child Care Partnership, the Policy Council, and the administrative support budget. The current year's expenditures align with the approved budget.

#### Enrollment Reports

The Office of Head Start requires programs to report the total number of children enrolled on the last day of each month. At the end of October, overall enrollment was 2,189 out of 3,451 available slots.

At the end of October, the Education Service Providers' enrollment was 1,879 slots filled out of 2,963. Instructional staff shortages and pending classroom licensure continue to impact enrollment. The Greater Phoenix Urban League has 16 teacher and

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16 assistant vacancies, an increase of four from September. For pending classroom licensure, the Greater Phoenix Urban League is waiting for two classrooms to be licensed in the Cartwright Elementary School District and Booker T. Washington is waiting for four classrooms to be licensed in the Roosevelt Elementary School District. Booker T. Washington opened eight new classrooms in October that were issued a license; six in the Roosevelt Elementary School District and two in the Phoenix Elementary School District. Due to staff shortages, classrooms waiting for licensure, and a low number of available children, the following Education Service Providers are experiencing under enrollment: Alhambra; Booker T. Washington; Fowler; Greater Phoenix Urban League; and Washington.

The Early Head Start Home-Based program provides year-round in-person home visitation. At the end of October, 153 slots out of 300 were filled. Some vacancies are due to children turning three and no longer eligible for the program. Many children transition to a Head Start preschool or a school district preschool program. Other vacancies are due to home visitor staffing shortages; 15 out of 28 positions are vacant.

The Early Head Start-Child Care Partners program provides full-day, year-round in-person childcare. At the end of October, 157 slots out of 188 were filled. Some vacancies are due to children turning three and no longer eligible for the program. Many children transition to a Head Start preschool, a school district preschool program, or move to a three-year-old classroom in the childcare center. Other vacancies are due to instructional staff shortages. Cactus Kids Preschool continues to have six teacher vacancies, and Immanuel Care for Children has one, which attributes to under enrollment in both centers.

Recruitment to increase enrollment continues through social media messaging, community events, bus shelter posters, and digital messaging in two Ranch Market locations. Education Service Providers and Child Care Partners continue to recruit instructional staff through social media, job search websites, and collaboration with colleges. The Early Head Start Home-Based program is working with the City's Human Resources Department to recruit highly qualified home visitors.

#### School Attendance

The annual target for attendance set by the Office of Head Start is 85 percent.

**Attachment B** indicates year-to-date average attendance through the end of October is 51 percent for the preschool program. The Child Care Partnership's year-to-date average is 53 percent at the end of October. The low percentage is due to instructional staff shortages and waiting for preschool classrooms to be licensed.

#### Medical/Dental Exams

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Head Start regulations require all children have medical and dental exams annually. At the end of October, 1,873 medical and 1,524 dental exams were completed, totaling 3,397 exams, as illustrated in **Attachment C**.

Program Information Summaries

Please see **Attachment D**.

**Responsible Department**

This item is submitted by Deputy City Manager Gina Montes and the Human Services Department.

# Attachment A

Fiscal Expenditures  
 Yr 4 FY 23 Head Start Financial Summary Grant 890167  
 Planned level of Expenditures  
 For the Month of October 2022

Fund Center	Program	FTE	Revised Budget 2022-2023	FY23 YEAR-TO- DATE Expenditures Federal Fund	FY23 YEAR-TO- DATE Expenditures General Purpose Fund	FY23 Remaining Balance	FY23 YEAR-TO-DATE % Spent
8940050001	HS Administration	12	\$ 4,408,796.79	\$ 1,143,308.16		\$ 3,265,488.63	26%
8940050004	HS T&TA	-	\$ 325,611.00	\$ 121,220.78		\$ 204,390.22	37%
8940050012	HS Policy Council	-	\$ 33,050.00	\$ 20,560.41		\$ 12,489.59	62%
8940050015	HS Mental Health	4	\$ 434,056.33	\$ 176,515.59		\$ 257,540.74	41%
8940050016	HS Casework Support	67	\$ 5,441,447.38	\$ 1,986,365.79		\$ 3,455,081.59	37%
8940050017	HS Classroom Support	16	\$ 1,566,566.00	\$ 441,722.13		\$ 1,124,843.87	28%
	<b>Total City of Phoenix</b>	<b>99</b>	<b>\$ 12,209,528</b>	<b>\$ 3,889,693</b>	<b>\$ -</b>	<b>\$ 8,319,835</b>	<b>32%</b>
8940051001	Alhambra	-	\$ 2,375,654	\$ 416,437		\$ 1,959,217	17.5%
8940051003	Booker T Washington	-	\$ 4,516,359	\$ 1,171,666		\$ 3,344,693	26%
8940051005	Washington	-	\$ 3,892,314	\$ 767,957		\$ 3,124,357	20%
8940051006	Deer Valley Greater Phoenix Urban	-	\$ 671,089	\$ 114,261		\$ 556,828	17%
8940051010	League	-	\$ 7,414,500	\$ 1,261,821		\$ 6,152,679	17%
8940051116	Fowler	-	\$ 872,415	\$ 130,509		\$ 741,906	15%
	<b>Total Education Service Providers</b>	<b>-</b>	<b>\$ 19,742,331</b>	<b>\$ 3,862,651</b>	<b>\$ -</b>	<b>\$ 15,879,680</b>	<b>20%</b>
8940505021	Early Head Start Operations Support	54	\$ 7,403,700	\$ 4,108,083		\$ 3,295,617	55%
8940505024	Early Head Start T&TA	-	\$ 161,858	\$ 59,564		\$ 102,294	37%
	<b>Total Early Head Start</b>	<b>54</b>	<b>\$ 7,565,558</b>	<b>\$ 4,167,647</b>		<b>\$ 3,397,911</b>	<b>55%</b>
	<b>Subtotal</b>		<b>\$ 39,517,417</b>	<b>\$ 11,919,991</b>		<b>\$ 27,597,425</b>	<b>30%</b>
	<b>Grand Total</b>	<b>153</b>	<b>39,517,417</b>	<b>11,919,991</b>	<b>0</b>	<b>27,597,425</b>	<b>30%</b>

# Attachment B

Percentage of Preschool Attendance		
Target: 85%	YTD Percent:	51%

**Goal:**

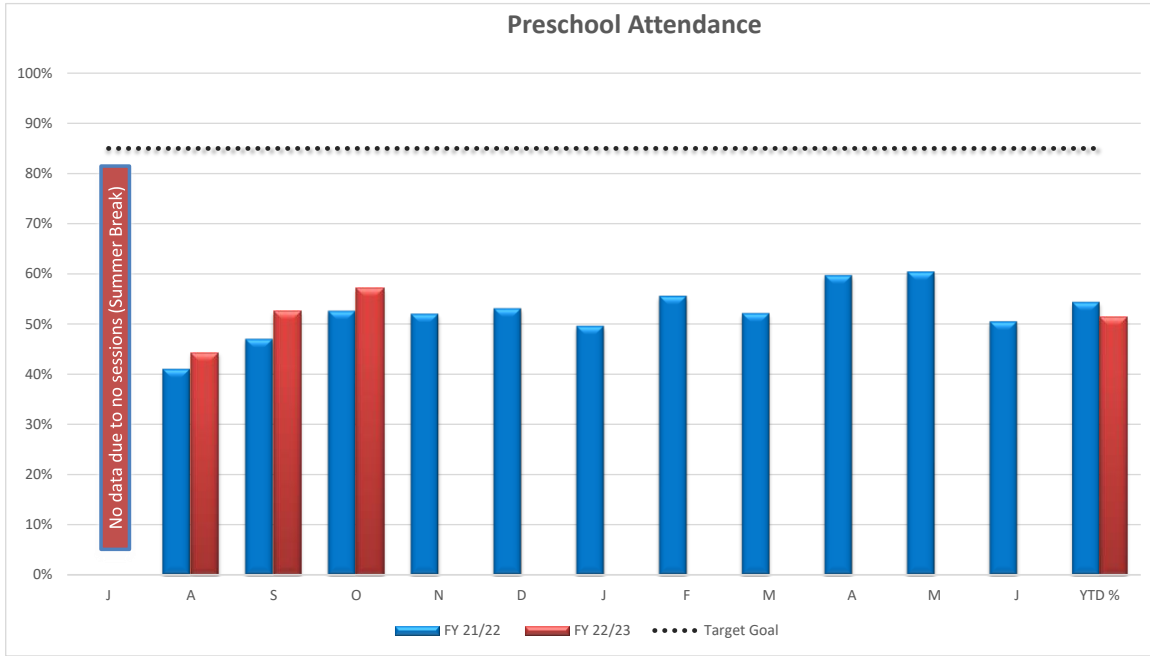
Increase attendance of Head Start Birth to Five children.

**Target:**

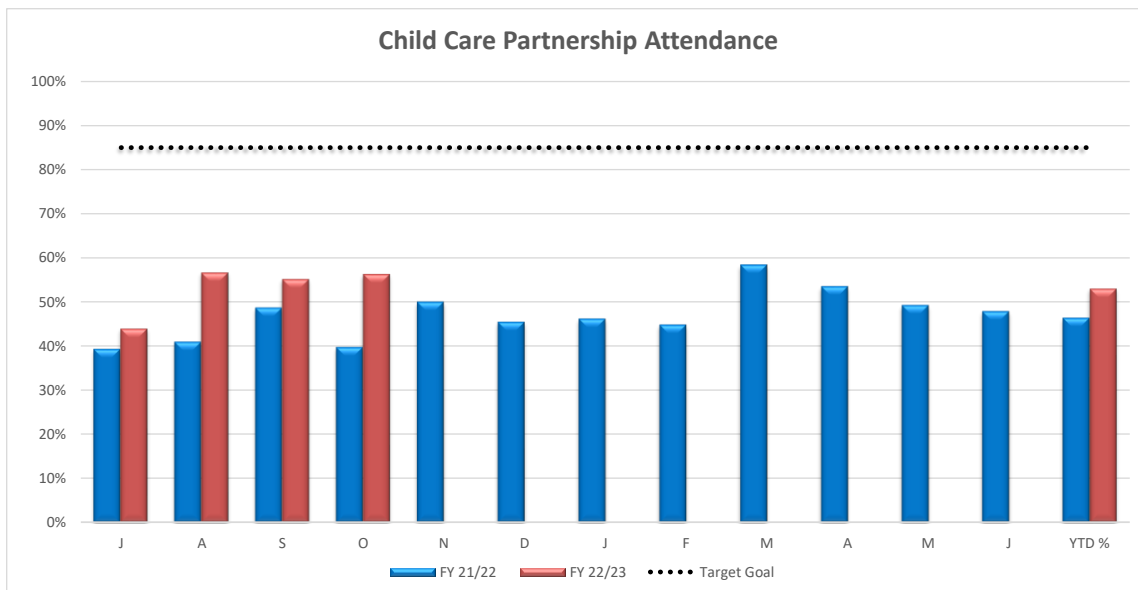
85% of children will attend each day.

**Significance:**

Attendance is a key factor in being able to get children ready to attend kindergarten.



Percentage of Child Care Partnership Attendance		
Target: 85%	YTD Percent:	53%



## Attachment C

### Head Start Birth to Five Medical Exams Completed

Target: 3,451 exams

FY 22-23 Exams: 1,873

**Goal:**

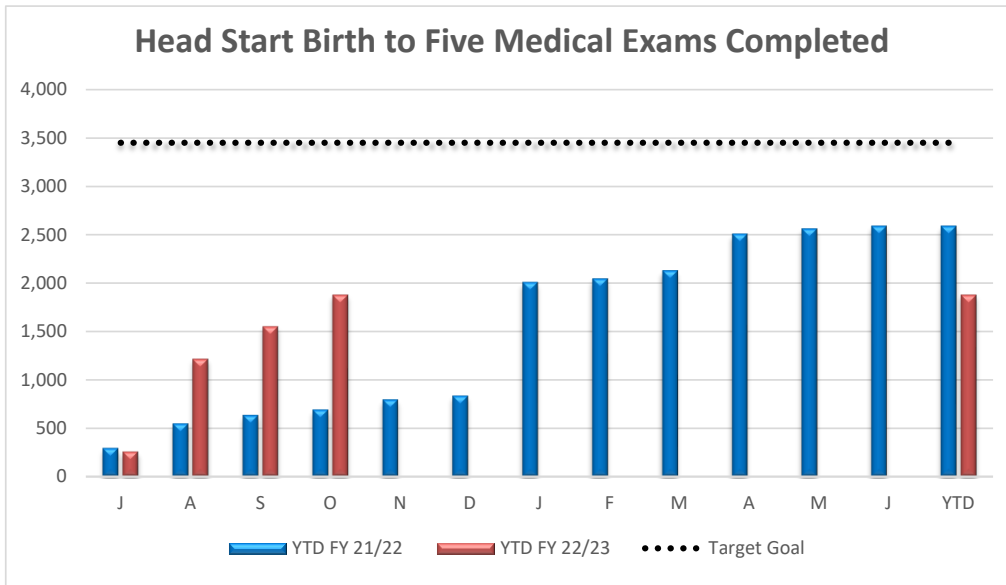
Ensure Head Start Birth to Five children receive necessary medical and dental exams.

**Target:**

3,451 Medical Exams and 3,451 Dental Exams

**Significance:**

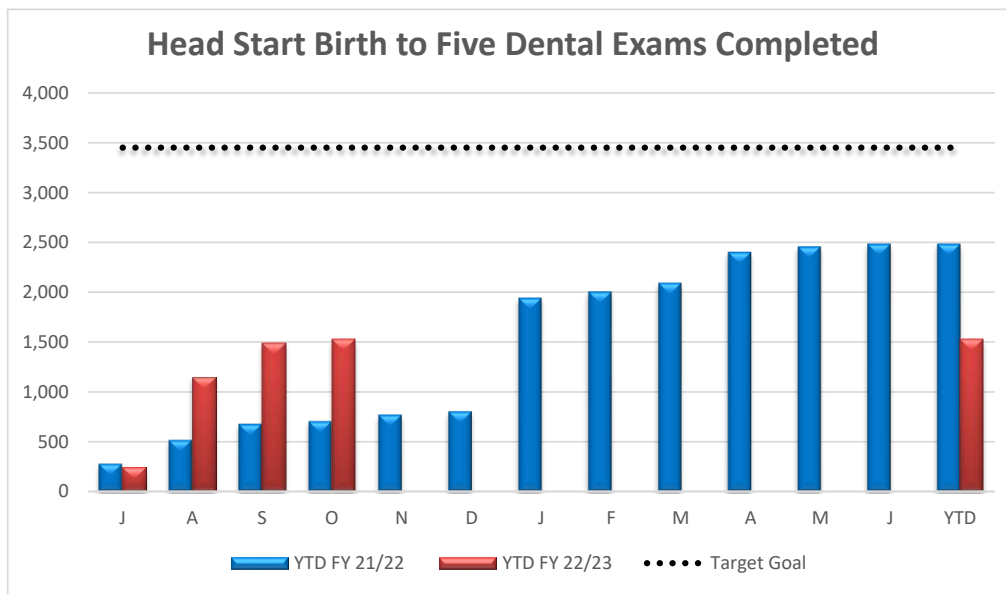
Head Start Birth to Five children are required to have medical and dental exams as part of the Head Start regulations.



### Head Start Birth to Five Dental Exams Completed

Target: 3,451 exams

FY 22-23 Exams: 1,524



## **Attachment D**

### **Program Information Summaries**

#### New Head Start Classroom

On Oct. 7, the Avalon Villas apartment complex celebrated its official opening with a ribbon-cutting ceremony which included Mayor Kate Gallego. Located at 8th Avenue and Broadway Road, this complex is the first privately held housing community in Phoenix to have a Head Start classroom on-site, made possible through a collaboration with the Greater Phoenix Urban League. The property owner, Celtic Property Management, LLC., provides affordable housing with high-quality amenities and services easily accessible to residents. More than 10 children in the Head Start classroom live in the complex.

#### 2022 Policy Council Recognition

On Oct. 17, the Head Start Birth to Five Policy Council end of term celebration was held at Desert Willow Conference Center. More than 15 members attended and received plaques recognizing their service to the Policy Council. Additionally, Mayor Gallego, Councilwoman Betty Guardado, and Human Services Assistant Director Nichole Ayoola attended and thanked the members for their service and dedication to Head Start.



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## Chilled Drinking Fountains and Public Restrooms

This report provides the Community and Cultural Investment Subcommittee with information on chilled drinking fountains and access to public restrooms in the downtown core.

### **THIS ITEM IS FOR INFORMATION AND DISCUSSION.**

#### **Summary**

Ready access to chilled drinking fountains and clean, safe public restrooms are not only important pieces of urban infrastructure but also a vital part of personal and public health key to fostering livability in the urban core of cities. This is especially true for the city of Phoenix as extreme summer temperatures necessitate access to chilled water in public spaces as well as adequate public restroom access for individuals who are restroom challenged such as individuals experiencing homelessness. The information below provides an update on chilled drinking water and public restroom infrastructure in Phoenix's downtown core, which is bounded to the north and east by the I-10 highway and to the south and west by the I-17 highway.

#### Chilled Drinking Fountains

The Parks and Recreation Department maintains 19 traditional flatland parks and five specialty areas in the downtown core of Phoenix. Traditional parks are classified as mini, neighborhood, community and regional flatland parks. Specialty areas include linear parks, museums, basins and park properties with special use agreements. Of the 19 traditional parks, 17 (89 percent) have drinking fountains, and 15 have chilled drinking fountains (79 percent). The two parks without drinking fountains (Hu-O-Te Park and Roosevelt Park) are designated as mini parks, at less than one acre in size, include limited amenities, and have a service area radius of less than half a mile. Both of the remaining two parks with non-chilled fountains (Coffelt-Lamereaux Park and Civic Space Park) include indoor recreation facilities, and chilled water is available inside of these centers during hours of operation. As drinking fountains are replaced, or added to existing or newly developed parks, the Department ensures new fountains are chilled. Existing non-chilled drinking fountains at parks were installed prior to these standards being adopted.

For individuals experiencing homelessness in and around the Human Services Campus, unlimited access to non-chilled water is available and accessible 24 hours a day, seven days a week at the Brian Garcia Welcome Center, and at a water station located at 9th Avenue and Jackson Street next to the Respiro Shelter. Additional hydration options are available during business hours at any of the 17 Human Services Campus partner facilities.

Additionally, the Office of Innovation is currently researching public drinking water systems in a variety of cities around the world and identifying new technologies and system designs to support greater access to safe drinking water in public spaces. Staff is engaging a variety of potential partners, including Downtown Phoenix, Inc., to support two to three pilot projects in 2023.

### Public Restrooms

Of the 19 traditional flatland parks in the downtown core, 13 include restrooms (68 percent). A total of six of these are standalone restroom facilities and are open to the public during posted park hours. These restrooms are unlocked each morning and locked each evening by park staff. Additionally, seven parks include restrooms that are located in recreation centers and are accessible during the centers' hours of operation. Of the remaining six parks without restrooms, four are mini parks at less than one acre in size, one is a unique linear parkway in a residential area, and one is a neighborhood park adjacent to a City of Phoenix public housing community. The Parks and Recreation Department typically builds restrooms in larger community and regional flatland parks greater than 30 acres in size and with a service area radius of three or more miles. These larger parks often include amenities drawing a broader population for extended periods of time, such as lit programmable sports fields, lakes, skate plazas or parks, and community centers.

Restrooms are available and accessible to people experiencing homelessness twenty-four hours a day, seven days a week at the Human Services Campus Brian Garcia Welcome Center and at 9th Avenue & Jackson Street. Additional restrooms are open during business hours on the Human Services Campus at the Lodestar Day Resource Center, St. Vincent de Paul Dining Hall, and André House.

The City recognizes the need for safe, accessible public restrooms in areas not currently served throughout the downtown core. Staff is continuously conducting research on the use of publicly accessible, stand-alone restrooms that have been implemented in other large urban cores. One such example of these restroom options is the Portland Loo. The Portland Loo is a single-occupant freestanding public toilet that was designed in Portland, Oregon. The steel structures can be ordered and installed in public parks, or in public right of ways, to provide free and accessible use

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around the clock. Access to water and sewer is required. The Portland Loos are described as easy to clean and maintain, durable, require minimal utility use to run LED lighting, and designed to prevent crime with graffiti-proof walls and open grating. Portland Loos can be ordered as a base model, or with additional safety and sanitation options. Currently, the lead time for one unit is six months, with each additional unit ordered adding one additional week to the timeline. Staff is working to identify funding to pilot a Portland Loo in a highly populated area. The price range is \$135,000 - \$149,000 dependent on solar and sanitation options, not including installation cost.

**Responsible Department**

This item is submitted by Deputy City Managers Gina Montes and Inger Erickson and the Office of Homeless Solutions and Parks and Recreation Department.





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## Private Property Clean-Up Pilot Program Update

This report provides the Community and Cultural Investment Subcommittee an update on the development of the Private Property Clean-up Pilot Program, designed to provide clean-up support to private property owners experiencing disproportionate trash, litter and/or debris issues related to unauthorized property use as an extension of the PHX C.A.R.E.S process.

### **THIS ITEM IS FOR INFORMATION AND DISCUSSION.**

#### **Summary**

From 2019 to 2022, the number of unsheltered individuals in Phoenix increased from 2,030 to 3,096, almost 53 percent, according to the Maricopa County Point-in-Time Count. During that same time, PHX C.A.R.E.S calls increased from 4,237 to a projected 11,034, more than 260 percent. Through the work of multiple departments and the Office of Homeless Solutions, the City is working to provide a variety of effective long-term solutions for homelessness, including shelter, housing, and services. In addition to providing assistance to individuals experiencing homelessness, the City of Phoenix is committed to addressing the impacts of homelessness on private property owners and neighborhoods. In the Neighborhood Strategies section of the City Council-adopted Strategies to Address Homelessness Plan, a private property clean-up program was recommended to help alleviate the disproportionate burden experienced by some property owners when people experiencing homelessness seek refuge in, or transition through, their neighborhoods. For fiscal year 2022-23, the City Council approved funding for the Neighborhood Services Department (NSD) to explore a pilot private property clean-up program.

NSD staff considered a variety of factors in developing a conceptual framework for the new pilot. Among those considerations were the following:

1. Anticipated high demand due to increasing community complaints about encampments in both concentrated areas and expanding to new areas of the City;
2. Limited funding for the pilot which could not serve all residents who may be interested;
3. Legal concerns regarding activity on private property, including liability concerns

- regarding potential damage of property; and
4. Practical need from the community, including identifying the property for which private owners are responsible.

Working through these considerations, staff developed a conceptual framework to leverage existing City services and partnerships, strategically deploy resources to help as many constituents as possible, make a meaningful impact, and ensure property owners are taking demonstrable action to be responsible for their properties. This framework includes services to expand enhanced clean-ups currently performed by the Street Transportation Department, as well as multiple levels of service for individual eligible properties across the City.

### **Expansion of Enhanced Clean-ups**

Currently the Street Transportation Department provides enhanced clean-ups in limited areas experiencing high levels of litter, debris and discarded items due to issues related to homelessness. However, private properties and adjacent rights-of-way are the responsibility of the owner. Funds could be used to expand services to collect waste in these additional areas to help address the disproportionate impact, reduce blight and reduce tension between property owners and the unsheltered population.

### **Individual Properties**

#### Roll-off Dumpster Assistance

NSD would work with the Public Works Department to coordinate the delivery of a roll-off dumpster or appropriate size waste receptacle to the property site to aid in the collection and hauling of trash and debris. The property owner would be responsible for placing trash and debris into the roll-off container. Additionally, the City would assist in the disposal of biohazard waste, if needed, through an existing contract.

#### Possible Eligibility Criteria:

- Property owner has had more than two cases in the PHX C.A.R.E.S CRM system within the most recent 12 months resulting in blight and/or biohazards from unauthorized individuals on private property;
- Property owner demonstrates they have cleaned the property at their own expense at least four times in a calendar year;
- If property is a business, it must have fewer than 20 employees;
- Property owner has completed and signed an up-to-date Authority to Arrest (ATA) form and commits to update the form annually with the Phoenix Police Department;
- Property owner has posted appropriate no trespassing signage in areas recommended by the Phoenix Police Department;
- Property owner does not allow individuals to live or sleep on the property; and

- Property owner submits a request, signs an agreement, completes a liability waiver, and takes other actions necessary to participate in the program.

#### Right-of-Way (ROW) Cleanup

NSD would work with the Street Transportation Department to coordinate a cleanup of the ROW (area up to 25 feet from the edge of the curb to the edge of the property line) adjacent to a private property that has experienced blight issues related to homelessness more than two times within a six-month period. An assessment by a Neighborhood Specialist would help determine the type of cleanup services needed to clear the ROW of any trash, debris and other safety hazards. Additionally, the City would assist in the disposal of biohazard waste, if needed, through an existing contract.

Possible Eligibility Criteria (Includes all the criteria listed for the Roll-off Dumpster Assistance service, plus the following):

- Property owner has completed the Roll-off Dumpster Rental Assistance service within the last six months;
- Property owner has completed and implemented all the Crime Prevention Through Environmental Design (CPTED) concepts as recommended by Phoenix Police; and
- Property owner does not have other open cases with NSD, Planning and Development, or other City departments.

#### Advanced Private Property Cleanup

If within six months of completing a ROW Cleanup, exceptional blight issues continue to persist on the ROW and areas within the private property boundaries, NSD may work with the Street Transportation Department to perform a clean-up of the private property up to 10 feet from a physical structure (e.g. building, monuments, signs, artwork or other structures) and adjacent ROW. Additionally, the City would assist in the disposal of biohazard waste, if needed, through an existing contract.

Possible Eligibility Criteria (Includes all the criteria listed for the Roll-off Dumpster Assistance service, plus the following):

- Property owner has completed the ROW Cleanup within the last six months; and
- Staff verified persistent blight issues; and
- NSD Director approves the need for the enhanced services based on exceptional conditions.

NSD staff will continue to work on this framework and gather input from stakeholders before returning to the Subcommittee later this winter to seek a recommendation to the City Council for approval of the pilot program.

**Responsible Department**

This item is submitted by Deputy City Manager Alan Stephenson and the Neighborhood Services Department.



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## Recruitment and Retention Efforts Update for the Human Services, Parks and Recreation, and Public Works Departments

This report provides an update to the Community and Cultural Investment Subcommittee on current recruitment and retention strategies being used in the Human Services, Parks and Recreation, and Public Works departments.

### **THIS ITEM IS FOR INFORMATION AND DISCUSSION.**

#### **Summary**

Due to the extremely challenging labor market, the City of Phoenix must be agile to compete for top talent for hard to fill positions. To remain competitive in the labor market, the City has taken proactive measures by creating and implementing recruiting and retention tools. This report provides a brief overview of the tools available and the proactive efforts the Human Services, Parks and Recreation, and Public Works departments have and/or plan to implement in the near future.

#### Recruitment and Retention Tools

When it is in the best interest of the City, and with appropriate approvals, the following tools may be utilized:

- *Hiring Incentive* - Cash award up to \$7,500 for critical positions, positions difficult to retain, or positions that require a rare skill set (external candidates only).
- *Retention Incentive* - Cash award up to \$7,500 to retain employees in critical positions, positions difficult to retain, or positions that require a rare skill set.
- *Referral Payments* - Cash award up to \$2,500 for employees who refer successful candidates for critical positions, positions difficult to retain, or positions that require a rare skill set (external candidates only and does not apply to rehires within three years).
- *CDL Incentive* - Additional \$3 per hour for individuals who maintain a valid Commercial Driver's License (CDL) and are in or hired into a position that requires a CDL.
- *Minimum Entry Rates* - Raise the minimum rate (based on market) for hard to fill classifications.

- *Hire Above* - Departments have the ability to hire above the minimum of the range for a hard to fill classification.
- *Premium Pay* - May be granted for up to \$250 per week in extreme situations where extraordinary work efforts were required by exempt employees.
- *Special Merit Pay Increase/Step Adjustment* - May be granted for superior performance or for unusual circumstances.
- *Hiring Events* - Participation in targeted hiring events which allow for faster onboarding of candidates for hard to fill positions and provides the opportunity to promote the City of Phoenix as an Employer of Choice.
- *Labor Negotiated Classification and Compensation Studies*
- *Citywide Classification and Compensation Study*

### Department Specific Initiatives

#### *Human Services Department*

The Human Services Department (HSD) currently is utilizing various strategies to attract qualified candidates for the hard to fill positions. Currently staff have used the hiring, referral, and retention incentives and have received authorization to implement blanket approval for starting salary for the Caseworker series, Head Start Education Specialist and Head Start Program Assistant classifications. Additionally, HSD has participated in targeted job fairs and hiring events to complete specialized outreach as well as utilized job boards of related colleges (i.e., social work, psychology, education) to post job announcements.

In the near future, HSD is looking forward to conducting hiring events with on-site interviews to expedite recruitment process and recruiting directly from universities and community colleges with related programs. Staff also plans to utilize marketing methods to educate applicants on total compensation benefits. The use of non-monetary incentives may be implemented when operations allow such as compressed or alternative work schedules.

#### *Parks and Recreation Department*

The Parks and Recreation Department is utilizing a number of strategies to attract, recruit, and retain quality staff, particularly for the Aquatics and Phoenix Afterschool Center (PAC) programs. These strategies include participating in job fairs and hiring events, offering hiring and employee incentives, increasing the minimum entry rate of wages, and engaging community partners such as local elementary schools, high schools, community colleges, and universities.

In a typical aquatic season, City pools welcome more than 463,000 visitors, and

approximately 650 aquatics staff are needed annually to operate and provide services at the City's 29 aquatic facilities. Despite the nationwide lifeguard shortage, staff were able to hire 415 aquatic staff to open 14 pools in 2022. To hire these staff, Parks and Recreation staff work yearlong to attend community events, visit swim team meets and practices, visit school campuses, engage with local educators and students, and teach lifeguard certification classes. In 2022, the Parks and Recreation Department also provided a \$2,500 incentive for all lifeguard certified positions and offered a \$100 employee referral incentive. The first \$500 of the incentive is paid in qualifying staff's first paycheck, with the remaining amount paid at the end of the aquatics season to promote staff retention. As part of the 2021-22 negotiated contracts, in August 2022, Lifeguards received a one-time payment of \$150, and in September 2022 Lifeguards received a one-time payment of \$200 and Pool Managers received a one-time payment of \$350. To support hiring and retention efforts for 2023, the Parks and Recreation Department is proposing a \$3,000 hiring incentive, the continuation of an employee referral incentive, the creation of a Shallow Water Lifeguard certification and increased minimum entry wages for aquatics staff.

The Parks and Recreation Department's PAC is a fun, supportive and educational place for children ages six to 13 to spend afterschool hours. Currently, experienced recreation staff lead structured and age-appropriate activities for more than 800 participants at 33 school sites throughout the City. Although demand to expand the PAC program exists, staffing challenges have limited efforts to serve more families through the program. PAC staff participate in community events and hiring fairs regularly, hold interviews weekly throughout recruitments, and consistently engage with partner schools and local educational institutions to support recruitment efforts. As of Oct. 3, 2022, the Parks and Recreation Department increased minimum entry wages for PAC staff. In addition, staff plans to implement incentives to promote PAC staff hiring and retention.

### *Public Works Department*

The Public Works Department is utilizing multiple strategies to recruit and retain qualified employees. Positions targeted for these recruitment and retention strategies are those demonstrating the highest rates of employee turnover, recruitment difficulties, and vacancy rates, in accordance with City policy. These positions include Solid Waste Equipment Operators, Heavy Equipment Mechanics, Service Worker IIs, and Equipment Operator IVs, which all require a Commercial Driver's License (CDL). There is a national shortage of CDL operators and compensation is a primary consideration for candidates. Additional positions demonstrating recruitment and retention challenges include Electricians, Building Equipment Operators, and Building Maintenance Workers.

To address the hiring and retention challenges, the Public Works Department has deployed the following measures:

- Strategic position-specific hiring incentives for mechanics and drivers;
- Minimum qualification modifications;
- Community based hiring events with expedited hiring;
- Added additional Recruitment Officer for Human Resources Department;
- Implementation and expansion of apprenticeship programs focused on workforce development;
- Retention incentives for Solid Waste Equipment Operators;
- CDL pay incentive for all CDL positions effective Nov. 28;
- Adjustments to minimum entry rates for multiple position groups; and
- Utilize “hire above” strategies for candidates demonstrating more experience.

#### Conclusion

The current labor market has produced unique challenges for hiring managers and job seekers alike. Staff recognize such challenges and continue to look for effective and innovative measures to address them head on.

#### **Responsible Department**

This item is submitted by Assistant City Manager Lori Bays, Deputy City Managers Inger Erickson, Gina Montes, and Karen Peters and the Human Resources, Human Services, Parks and Recreation, and Public Works departments.