



## Agenda

### Public Safety and Justice Subcommittee

---

Wednesday, June 14, 2023

9:30 AM

City Council Chambers

---

#### **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=eb6e6e77658542a27814297fecf1cb5d9>

- **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 184 1892# (for English) or 2555 348 7271# (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 2555 348 7271#. 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 2555 348 7271#). 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 Public Safety and Justice Subcommittee Meeting Page 7**

This item transmits the minutes of the Public Safety and Justice Subcommittee Meeting on May 10, 2023, for review, correction or approval by the Public Safety and Justice Subcommittee.

**THIS ITEM IS FOR POSSIBLE ACTION.**

#### **Responsible Department**

This item is submitted by Assistant City Manager Lori Bays and the City Manager's Office.

## **DISCUSSION AND POSSIBLE ACTION (ITEMS 2-4)**

### **2 Body Worn Cameras - RFP 18-056 - Amendment Page 14**

This report requests the Public Safety and Justice Subcommittee recommend City Council approval to execute an amendment to Contract 149316 with Axon Enterprise, Inc. to modify scope of work and extend contract term. The additional expenditures will not exceed \$39,263,040.

**THIS ITEM IS FOR DISCUSSION AND POSSIBLE ACTION.**

#### **Responsible Department**

This item is submitted by Assistant City Manager Lori Bays and the Police Department.

**3 Phoenix Community Court**

**Page 16**

This report provides the Public Safety and Justice Subcommittee a recommendation to establish the Phoenix Community Court. The report details how the Phoenix Community Court will function and requests the subcommittee approval of establishing the new Court.

**THIS ITEM IS FOR DISCUSSION AND POSSIBLE ACTION.**

**Responsible Department**

This item is submitted by Assistant City Manager Lori Bays and the Police, Law, City Prosecutor, Public Defender and Homeless Solutions departments.

**4 Animal Ordinance Update**

**Page 22**

This report provides a recommendation to the Public Safety and Justice Subcommittee regarding proposed Animal Ordinance updates.

**THIS ITEM IS FOR DISCUSSION AND POSSIBLE ACTION.**

**Responsible Department**

This item is submitted by Assistant City Manager Lori Bays and the Police and Law Departments.

**INFORMATION AND DISCUSSION (ITEMS 5-7)**

**5 Park Ranger and Security Services Update**

**Page 26**

This report provides the Public Safety and Justice Subcommittee an update on the Park Ranger Program and the Security Services Pilot Program.

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

**Responsible Department**

This item is submitted by Deputy City Manager Inger Erickson and the Parks and Recreation Department.

---

6 **Train Derailment Emergency Response**

**Page 29**

This report provides an overview to the Public Safety and Justice Subcommittee outlining the preparations of a coordinated public safety emergency response to an incident involving the derailment of a heavy rail train and the potential impacts of a hazardous materials release should one occur within the City of Phoenix.

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

**Responsible Department**

This item is submitted by Assistant City Manager Lori Bays, the Office of Emergency Management, and the Police and Fire departments.

7 **UAS (Drones) Update**

**Page 31**

This report provides the Public Safety and Justice Subcommittee and update on the UAS (drones) program

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

**Responsible Department**

This item is submitted by Assistant City Manager Lori Bays, Deputy City Manager Inger Erickson, and the Police, Fire, and Parks and Recreation departments.

**INFORMATION ONLY (ITEMS 8-9)**

8 **Phoenix Police Department Hiring, Recruitment and Attrition  
Monthly Report**

**Page 34**

This report provides the Public Safety and Justice Subcommittee an update on the Phoenix Police Department's hiring and recruitment efforts, as well as the number of retirements and resignations.

**THIS ITEM IS FOR INFORMATION ONLY.**

**Responsible Department**

This item is submitted by Assistant City Manager Lori Bays and the Police Department.

**9 Community Assistance Program Hiring and Recruitment Report**

**Page 41**

This report provides an update to the Public Safety and Justice Subcommittee on the Community Assistance Program's hiring and recruitment efforts.

**THIS ITEM IS FOR INFORMATION ONLY.**

**Responsible Department**

This item is submitted by Deputy City Manager Ginger Spencer and the Fire Department.

**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 Ann O'Brien, Chair  
Vice Mayor Yassamin Ansari  
Councilman Kevin Robinson  
Councilman Jim Waring



## **Minutes of the Public Safety and Justice Subcommittee Meeting**

This item transmits the minutes of the Public Safety and Justice Subcommittee Meeting on May 10, 2023, for review, correction or approval by the Public Safety and Justice Subcommittee.

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

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

### **Responsible Department**

This item is submitted by Assistant City Manager Lori Bays and the City Manager's Office.

**Phoenix City Council  
Public Safety and Justice (PSJ) Subcommittee  
Summary Minutes  
Wednesday, May 10, 2023**

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

Subcommittee Members Present  
Councilwoman Ann O'Brien, Chair  
Councilman Jim Waring  
Vice Mayor Yassamin Ansari  
Councilman Kevin Robinson

Subcommittee Members Absent

**CALL TO ORDER**

Chairwoman O'Brien called the Public Safety and Justice Subcommittee to order at 9:32 a.m. with Councilman Jim Waring, Councilman Kevin Robinson and Vice Mayor Yassamin Ansari present.

**CALL TO THE PUBLIC**

Ramiz Chaudhary spoke in opposition to apartment signage about vehicle towing not being in accordance with the City Code.

**MINUTES OF MEETINGS**

**1. Minutes of the Public Safety and Justice Subcommittee Meeting**

Vice Mayor Ansari made a motion to approve the minutes of the April 12, 2023, Public Safety and Justice Subcommittee meeting. Councilman Waring seconded the motion which passed unanimously, 4-0.

**DISCUSSION AND POSSIBLE ACTION (ITEMS 2-3)**

**2. Judicial Reappointments**

Councilman Robinson made a motion to reappoint Judge Wilbur Hudson III to a four-year term, expiring May 24, 2027. Councilman Waring seconded the motion which passed unanimously, 4-0.

Vice Mayor Ansari made a motion to reappoint Judge Don Taylor III as Chief Presiding Judge for an annual term expiring June 30, 2024. Councilman Waring seconded the motion which passed unanimously, 4-0.

Chairwoman O'Brien congratulated the judges.



### **3. Block Watch Recommendations**

Chairwoman O'Brien introduced Assistant Chief Charmane Osborn and Neighborhood Block Watch Grant Program (NBWGP) Oversight Committee Chair Carmen Arias to present on the item.

Chief Osborn provided the background and overview of the goals of block watch grants. She explained the 2023 grant application process and eligibility criteria. She stated a total of 144 applications were received, with 130 recommended to receive full funding, 10 recommended to receive partial funding, and four recommended to be denied. Chief Osborn requested approval of the new grant amount increase to \$1.75 million and recommended 140 application approvals.

Chairwoman O'Brien asked how much the fund balance was for the Block Watch Program and asked if funds can be used for the Gated Alley Program.

Assistant City Manager Lori Bays replied the fund balance was \$8 million and that she needed to verify with legal counsel if gated alleys met the criteria of the block watch ordinance.

Councilman Waring stated he would like the Gated Alley Program to be expanded to other public areas.

Ms. Bays replied staff would need to examine flood control areas or ownership of locations, but staff could explore options to bring back to the Subcommittee.

Councilman Waring stated he believed water could still pass-through certain styles of gates.

Vice Mayor Ansari thanked Chief Osborn for the work and asked for consideration of the \$500 food limit to be increased due to the rising cost of food.

Chief Osborn stated that option could be presented to Councilmembers for consideration.

Chairwoman O'Brien opened the floor to public comment on this item.

Lynn Collins requested the NBWGP Oversight Committee reconsider his youth basketball organization's application because they provide after school programs and help youth attend college.

Janeth Mayfield requested the NBWGP Oversight Committee reconsider her Maryvale senior community application because of their work on pedestrian safety and activation of Sueno Park.

Vice Mayor Ansari asked if there was an appeal process for the groups that applied.

Chief Osborn replied both groups that spoke had an attempt to appeal yet scored below the threshold.

Vice Mayor Ansari asked how much of the FY2023-24 City Manager's Proposed Budget was for Sueno Park.

Ms. Bays replied she did not have the exact figure, though the Council would vote on the budget on May 16.

Vice Mayor Ansari made a motion to approve Item 3. Councilman Waring seconded the motion which passed unanimously, 4-0.

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

##### **4. De-Escalation Training and Less Lethal Program Expansion**

Chairwoman O'Brien introduced Assistant Chief Bryan Chapman to present on the item.

Chief Chapman overviewed the Police Chief's de-escalation plan. He explained the benefits of using the Combined Tactical Systems (CTS) 40 millimeter (mm) and Pepperball gun, such as the effectiveness over long distances. He stated Advanced Less Lethal Tools were deployed 6,342 times onto a scene in September 2021 to March 2023 with 689 total discharges and showed the precinct breakdown of those deployments. He overviewed the new operator certification and recertification trainings and stated additional CTS 40 mm and Pepperball systems were ordered, for one tool per trained officer. Chief Chapman shared success stories using less lethal tactics for positive outcomes between the Police and the community.

Councilman Robinson thanked staff for the improvements to save lives and asked which community groups received the information.

Chief Chapman relied staff presented to a committee that included community members who lived within Mountain View Precinct, Cactus Park Precinct, and representatives of the Chief's Advisory Board.

Councilman Robinson stated he would like to know the names of those committee members, to identify the voices of the most critical that need to be involved.

Chief Chapman confirmed that list would be made available within the week.

Vice Mayor Ansari asked how many officers are trained by the 14 instructors.

Chief Chapman responded the trainings were capped at 25 officers, focused on the patrol division. He stated the 14 instructors teach different 10-hour modules in their area of expertise.

Vice Mayor Ansari asked if there was a timeline for all officers to be trained.

Chief Chapman answered the timeline was approximately 16 months.

Chairwoman O'Brien stated she looked forward to hearing additional community member input on the Less Lethal Program.

## **5. Fire Department Challenge and Mitigation Strategies Update**

Chairwoman O'Brien introduced Chief Mike Duran and Executive Assistant Chief Scott Walker to present on the item.

Chief Duran stated the positive updates presented show the direction of the Fire Department. He acknowledged firefighter and civilian staff for their efforts.

Chief Walker identified what challenges existed and how the mitigation strategy focused on solutions for service over the last six months. He outlined increased staffing positions and shared about upcoming fire stations and apparatus. He shared the training plan for firefighter recruits, paramedic training, and Phoenix College Program. He explained the purpose of dispatch nature code revisions and telehealth 911 call diversion, modification of peak-time units and ladder company ALS conversion. He stated these efforts improved response times, reduced overtime, and additional units in service.

Vice Mayor Ansari thanked staff for identifying solutions and for attending a District 7 community meeting.

Councilman Robinson asked about the type of training paramedics received to make medical decisions.

Chief Walker replied continuing education classes discussed protocols and updated procedures that provide guidance for staff.

Councilman Robinson asked how firefighters were protected against ailments from exposure on the job.

Chief Duran listed the ways firefighters were kept safe and the programs for prevention.

Chairwoman O'Brien thanked staff and stated she requested to hear about the progress for decreased response times.

## **6. Park Security Update**

Chairwoman O'Brien introduced Parks and Recreation Director Cynthia Aguilar and Assistant Director Martin Whitfield to present on the item.

Ms. Aguilar said in November 2022 the City Council approved a six-month overnight security services pilot program. She defined the scope of work and how 12 parks were divided into patrol zones. She explained the security personnel roving duties and the type of observations made in the parks. Ms. Aguilar shared the positive outcomes park

rangers have noted because of the overnight security. She stated the next step was a transition to hire third-shift employees which were allocated in the City Manager's Proposed Budget.

Councilman Waring stated the program was successful and expressed the desire for additional park rangers to be hired to cover greater areas. He asked if there was a rule about appropriate apparel in parks.

Ms. Aguilar replied the code of conduct in parks and in facilities was slightly different, but apparel misconduct could be addressed.

Vice Mayor Ansari asked what the common reasons were for cars to be in the parks after hours.

Ms. Aguilar responded a variety of activities occurring in the cars or unattended vehicles while in the park after hours.

Vice Mayor Ansari expressed excitement for the new park ranger shift. She believed interdepartmental strategies would continue to be effective. She expressed her preference to train City employees and to limit contracting for services outside of the City.

Chairwoman O'Brien expressed support of expanding the security services overnight and requested a transition plan in June.

#### **INFORMATION ONLY (ITEMS 7-8)**

**7. Phoenix Police Department Hiring, Recruitment, and Attrition Monthly Report**  
Information only. No Councilmember requested additional information.

**8. Community Assistance Program (CAP) Hiring Report**  
Information only. No Councilmember requested additional information.

#### **CALL TO THE PUBLIC**

None.

#### **FUTURE AGENDA ITEMS**

Councilman Waring requested a presentation on speeding from the Police Department.

Vice Mayor Ansari requested an item for discussion and possible action on animal cruelty in June. Chairwoman O'Brien noted that an item on this topic is already scheduled in June.

#### **ADJOURNMENT**

Chairwoman O'Brien adjourned the meeting at 10:59 a.m.

Respectfully submitted,

Nina Fader  
Management Fellow

DRAFT



## **Body Worn Cameras - RFP 18-056 - Amendment**

This report requests the Public Safety and Justice Subcommittee recommend City Council approval to execute an amendment to Contract 149316 with Axon Enterprise, Inc. to modify scope of work and extend contract term. The additional expenditures will not exceed \$39,263,040.

### **THIS ITEM IS FOR DISCUSSION AND POSSIBLE ACTION.**

#### **Summary**

This contract will provide a Body Worn Camera (BWC) equipment and software solution for use by Phoenix Police Department. This request is for a bundled set of new features and functionality offered by the vendor which will increase operational efficiencies for the City and community.

Examples of the additional features and functionality include:

- Unlimited 3rd-party storage to upload and store non-Axon videos and evidence.
- Capture Application, which allows officers to use City-issued smart phones to capture, upload, store and share digital evidence.
- Citizen Application, which allows citizens to directly share digital evidence with the Phoenix Police Department via smart phones.
- Investigative Pro Application and Training, used by the Forensix Imaging Unit for processing surveillance videos and other digital evidence.

The five-year extension will allow for continued use and support of the City's BWC program, allowing for support of the Police Department's continued commitment to transparency and accountability.

This item has been reviewed and approved by the Information Technology Services Department.

#### **Contract Term**

Upon approval the contract will be extended through June 30, 2028.

**Financial Impact**

Upon approval of \$39,263,040 in additional funds, the revised aggregate value of the contract will not exceed \$47,445,125. Funds are available in the Police Department's budget.

**Concurrence/Previous Council Action**

The City Council previously reviewed this request:

- Body Worn Cameras - Contract 149316 (Ordinance S-45348) on Feb. 6, 2019;
- Body Worn Cameras - Contract 149316 (Ordinance S-46104) on Oct. 16, 2019;
- Body Worn Cameras - Contract 149316 (Ordinance S-48125) on Nov. 17, 2021.

**Responsible Department**

This item is submitted by Assistant City Manager Lori Bays and the Police Department.



## Phoenix Community Court

This report provides the Public Safety and Justice Subcommittee a recommendation to establish the Phoenix Community Court. The report details how the Phoenix Community Court will function and requests the subcommittee approval of establishing the new Court.

### **THIS ITEM IS FOR DISCUSSION AND POSSIBLE ACTION.**

#### **Summary**

The Phoenix Municipal Court, in partnership with the City's Prosecutor's Office and Public Defender's Office, currently offers three Specialty Courts. These Specialty Courts are considered problem-solving courts that rely on evidence-based best practices and procedures to provide long-term solutions to offenders through an alternative path to traditional criminal justice systems. The current courts include the Phoenix Veterans Court, Phoenix Behavioral Health Court and the Maricopa County Regional Homeless Court.

The Veterans Court is a problem-solving alternative court that addresses the unique needs of defendants who are veterans of the United States Armed Forces. The goal of Veterans Court is to restore veterans to being successful, contributing members of the community by ensuring that veterans entering the criminal justice system make contact with specific programs to address the root causes of the behavior that resulted in the veteran becoming a defendant in the criminal justice system.

The Behavioral Health Court (BHC) is a problem-solving alternative court setting, for the unique needs of individuals with certain mental illnesses. The many goals of BHC include: reduced recidivism and incarceration of individuals with mental illness through early intervention and increased treatment engagement, collaboration and coordination with criminal justice, mental health, and other community partners.

The Maricopa County Regional Homeless Court (MCRHC) is a regional court that Phoenix participates in, which is designed to resolve outstanding minor misdemeanor, victimless offenses and warrants for individuals experiencing homelessness who demonstrate commitment to end their homelessness. This court is focused on regional



issues. Creation of the City's Community Court would allow a dedicated court to be created that engages all stakeholders in a more robust specialty court process at the Municipal Court.

Each of the City's Specialty Courts have resulted in positive outcomes for individuals and for the community through reduced recidivism. However, a continuing and significant challenge for the community is assisting individuals currently experiencing homelessness. This challenge has resulted in unsheltered members of the community often being cited or arrested on minor charges, such as trespassing, and entering into the traditional criminal justice system with limited opportunities to seek services, establish stable housing, or access other resources. In order to better assist with this challenge, staff from the Municipal Court, Prosecutor's Office, Public Defender, and the City's Office of Homeless Solutions recommend establishing a new Specialty Court, the Phoenix Community Court. The Community Court will be based on best practices from other communities, such as the City of Mesa, that have provided an alternative approach outside of the traditional criminal justice systems to better support individuals currently experiencing homelessness.

The Phoenix Community Court will be a collaborative effort with staff from multiple City departments, including the Municipal Court, Police, City Prosecutor's Office, Public Defender, and Homeless Solutions. **Attachment A** provides a process flow of how the Phoenix Community Court will operate. The proposed Phoenix Community Court process is initiated through identification of individuals that have been cited or booked for criminal behavior. Staff recommend that all violations considered by the Phoenix Municipal Court, except domestic violence offenses and assaults, are eligible for the Community Court process.

#### Identification

There are two primary ways that an individual would be identified to be entered into the Phoenix Community Court. These include through citation/complaint, at arraignment, or during the booking process and court proceedings in County jail.

One option is through a citation from the Phoenix Police Department or a complaint from the City Prosecutor's Office. Staff recommends that citations proceed through the normal arraignment process. During the arraignment, staff from the City Prosecutor's Office, Public Defender's Office, and Municipal Court will identify individuals eligible to enter into the Community Court.

A second option for an individual to be entered into Phoenix Community Court is after a police officer has booked the individual into jail following a violation and arrest. The Office of Homeless Solutions will have navigators to help assist the individual with

navigation of available resources and work with staff from other departments to determine eligibility for Community Court. Ideally, this will occur during the individual's appearance at Jail Court.

### Court Interaction and Navigation

Once identified as eligible for Phoenix Community Court, navigators and staff assigned to each case will assist individuals throughout the duration of the remaining process. The Community Court Team include representation from the Municipal Court, Prosecutor's Office, Public Defender and Homeless Solutions. The process includes three primary steps with regular court appearances throughout, to ensure the individual is maintaining progress.

These steps include:

1. Needs Assessment and Screening - During this step, the Community Court Team meet to discuss the individual. Once approved, the navigator provides the individual with the option for Community Court. If the individual accepts, a customized services plan is then created.
2. Customized Service Plan - The plan details the required progress for the individual to proceed through the Community Court. An example of a milestone in the service plan could include establishing more stable housing. While progressing through the customized service plan, the individual will have regular court appearances and the Community Court Team will update the service plan based on the program participation.
3. Resolution - If the individual is able to complete their customized service plan, the individual will graduate from Phoenix Community Court. This graduation will result in either the dismissal of the person's case, a reduced charge, or a suspended sentence. If the individual does not complete their customized service plan, the individual will not graduate from the Phoenix Community Court and will be returned to regular court proceedings.

By initiating the Phoenix Community Court as outlined in this report, the City will be able to assist, empower and provide individuals with the tools and resources necessary to establish stable housing, receive services to assist with addiction, connect with mental health professionals, and reduce the tendency of criminal behavior to become cyclical. The Phoenix Community Court will be centered around a holistic and compassionate approach to provide long-term solutions that will positively impact individuals currently experiencing homelessness, and benefit the entire community.

### Recommendation

Staff will provide the subcommittee with a recommendation to establish the Phoenix

---

Community Court. In order to establish the Phoenix Community Court, staff recommends adding 11 full-time positions across several City departments, hiring 10 contracted navigators, creating the availability of rapid response funding, and purchasing equipment and other administrative needs, for an annual cost of an approximately \$2.3 million. **Attachment B** provides a detailed breakdown of the annual and one-time costs associated with the recommendation.

The 11 full-time positions will include the following:

- Assistant City Attorney III in the Public Defender's Office
- Legal Assistant in the Public Defender's Office
- Casework Services Coordinator in the Public Defender's Office
- Two Attorney IIIs in the Prosecutor's Office
- Court/Legal Clerk I in the Prosecutor's Office
- Legal Assistant in the Prosecutor's Office
- Administrative Assistant II in the Prosecutor's Office
- Two Bailiffs in the Municipal Court
- Program Manager in the Office of Homeless Solutions

The 10 contracted staff will include the following:

- One lead navigator helping manage the entire navigation team
- Two court navigators focused on working with individuals identified in regular court proceedings
- Three external navigators engaged throughout the community at the early stages of the Community Court process
- Four jail navigators to assist individuals entering through Jail Court

Additionally, the rapid response funding will enable staff to quickly support individuals seeking stable housing, at risk of losing housing, or other related challenges or needs.

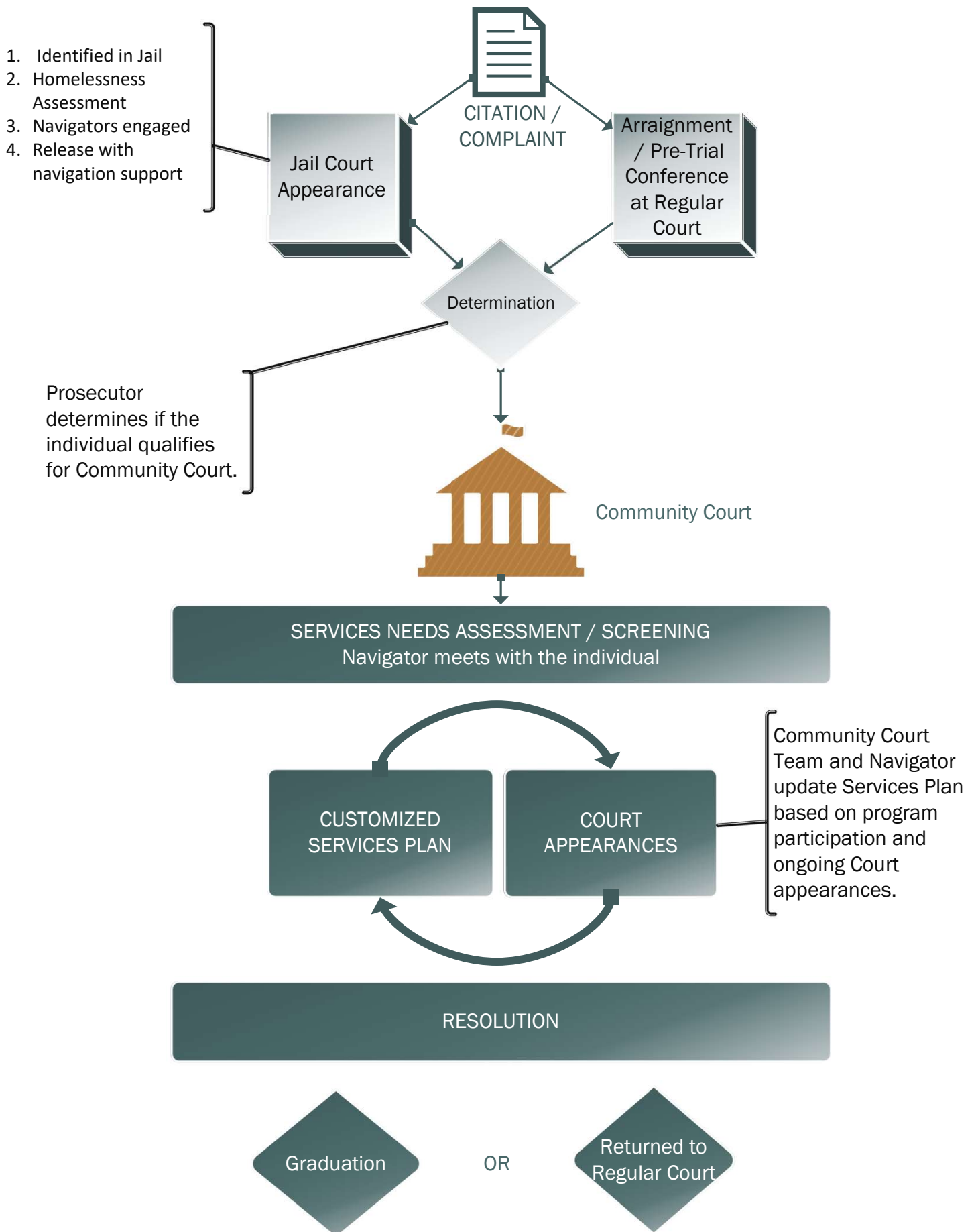
### **Financial Impact**

Staff estimates the annual cost of establishing the Phoenix Community Court will be approximately \$2.3 million with one-time costs of \$45,000 for vehicles and other equipment. Costs will be incorporated into the Fiscal Year (FY) 2023-24 estimate and FY 2024-25 budget during the annual technical review process.

### **Responsible Department**

This item is submitted by Assistant City Manager Lori Bays and the Police, Law, City Prosecutor, Public Defender and Homeless Solutions departments.

## Phoenix Community Court



## Attachment B

### Phoenix Community Court Proposal

Estimated Annual Costs	Amount
Adding 11 City Employees	\$ 1,431,900
Hiring 10 Contracted Navigators	\$ 620,000
Administrative Costs	\$ 25,000
Rapid Response Funding	\$150,000
<b>Total Annual Cost</b>	<b>\$2,226,900</b>

Estimated One-Time Costs	Amount
Three Vehicles	\$ 30,000
Other Equipment	\$ 15,000
<b>Total One-Time Costs</b>	<b>\$45,000</b>



## Animal Ordinance Update

This report provides a recommendation to the Public Safety and Justice Subcommittee regarding proposed Animal Ordinance updates.

### **THIS ITEM IS FOR DISCUSSION AND POSSIBLE ACTION.**

#### **Summary**

Staff have conducted a review of the City's Animal Cruelty Ordinance. As a result of this review, staff propose several updates intended to modernize, strengthen and clarify the ordinance. These proposed updates include the following:

- Definitions of "Animal" and "Livestock"
- Definition of "Adequate Shelter"
- Requirements for restraint of a dog (tethering)

#### **Definitions of "Animal" and "Livestock"**

Staff proposes to update the definition of "animal" to exclude "livestock", which has its own definition. This update will help staff determine the appropriate response to animal cruelty with a more well defined application of the ordinance.

##### Current language:

"Animal means a mammal, bird, reptile, or amphibian, but excludes rodents..."

##### Proposed language:

"Animal means a mammal, bird, reptile, or amphibian, but excludes livestock and rodents..."

"Livestock is defined earlier in the ordinance as meat animals, horses, sheep, goats, swine, mules and asses."

#### **Definition of "Shelter"**

Staff proposes to update the definition of "shelter" to ensure animals are under proper care.

##### Current language:

"Cruel neglect means fail to provide an animal with the necessary food that is

---

appropriate for the species and fit for consumption, water that is suitable for drinking or shelter suitable for weather conditions."

Proposed language:

"Cruel neglect means fail to provide an animal with the necessary food that is appropriate for the species and fit for consumption, water that is suitable for drinking or adequate shelter."

"Adequate shelter means any natural or artificial cover accessible throughout the year. The shelter shall be structurally sound, maintained in good repair to protect the animal from injury, and of sufficient size to permit the animal to enter, stand, turn around and lie down in a natural manner. Shelter must protect the animal from extreme weather conditions, have adequate ventilation and drainage, and shall be maintained in a manner which minimizes the risk of disease, infestations or parasites."

**Unlawful Restraint of a Dog**

Staff propose to update the portions of the ordinance that consider the restraint of a dog (tethering). The intention of the updates is to better align with recommended best practices and clarify the use of restraints under the other updates detailed in this report.

Current language:

"A restraint means a chain, rope, tether, leash, cable or other device that attaches a dog to a stationary object or trolley system."

Staff does not recommend a prohibition on all types of "tethering" as it may cause an increase in calls for loose animals, could subject citizens to criminal penalty if their loose animal were to cause harm to others, or cause citizens that have no confinement options to no longer own an animal or have a family pet. In order to address concerns regarding tethering or restraining dogs, staff recommends limiting the types of materials that can be used to remove "chain" from lawful options.

Proposed language:

"A restraint means a rope, tether, leash, cable or other device that attaches a dog to a stationary object or trolley system."

Current language:

"An owner shall not restrain a dog outside by use of a restraint that unreasonably limits the dog's movement or during extreme weather conditions.

A restraint unreasonably limits a dog's movement if the restraint:

1. Uses a collar that is not properly fitted to the dog;
2. Is in length shorter than ten feet;
3. Places the dog in unsafe or unsanitary conditions;
4. Causes injury to the dog; or
5. Does not permit the dog access to food, water, shade, dry ground, or shelter."

The proposed language clarifies the types of collars that may not be used for tethering. The current language was also found to be confusing regarding extreme weather conditions. The proposed language clarifies that access to food, water, shade, dry ground and adequate shelter, as defined under the proposed definition, must be provided at all times, which includes during extreme weather conditions.

Proposed language:

"An owner shall not restrain a dog outside by use of a choke collar or pinch collar, or a restraint that unreasonably limits the dog's movement.

A restraint unreasonably limits a dog's movement if the restraint:

1. Uses a collar that is not properly fitted to the dog;
2. Is in length shorter than ten feet;
3. Places the dog in unsafe or unsanitary conditions;
4. Causes injury to the dog; or
5. Does not permit the dog access to food, water, shade, dry ground, or adequate shelter at all times."

**Conclusion**

In addition to the proposed ordinance updates, the Police Department is working on an educational campaign to promote the ordinance and best practices for animal care. Additionally, staff will be launching an automatically generated letter to animal owners with ongoing issues, such as barking dogs, unlawful tethering, unlicensed dogs and hoarding. This new service will be available through the my PHX311 website.

Lastly, as violations occur, the Police Department will engage throughout the court hearing process on cases of animal cruelty. Per City Code. if an animal is seized by officers during an animal cruelty investigation, the Court shall conduct the postseizure hearing within forty-eight hours of the Court's receipt of the request, excluding weekends and City holidays. In support of this provision, the Police Department has



worked with City Court Services to ensure officers are contacted by phone in addition to the email that is sent out notifying them about the hearing. If the officer is not reached, the officer's chain of command, or the on-duty chain of command will be contacted.

With these proposed ordinance updates, upcoming educational campaign, and additional focus on hearing participation, staff will work to reduce the number of violations throughout the City of Phoenix, particularly during the hot summer months.

**Responsible Department**

This item is submitted by Assistant City Manager Lori Bays and the Police and Law Departments.



## **Park Ranger and Security Services Update**

This report provides the Public Safety and Justice Subcommittee an update on the Park Ranger Program and the Security Services Pilot Program.

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

#### **Summary**

##### Park Ranger Program

The Parks and Recreation Department Natural Resources Division houses the Park Ranger program. Objectives of the program include maintaining safe and welcoming parks for all residents and visitors. The work Park Rangers perform are divided into two related yet distinct assignments: (1) rangers assigned to the mountain preserves and (2) rangers assigned to urban parks. There are 88 full-time Park Rangers, and 10 part-time Park Rangers positions throughout the park system. Currently, there are seven full-time Park Ranger vacancies, including four on the urban team and three on the mountain preserve ranger team. There are currently five part-time Park Ranger vacancies, all on the mountain preserve ranger team.

Park Rangers assigned to the mountain preserves protect the City's mountain preserves, including animal habitats, hiking trails, trail heads, restrooms and physical facilities. Rangers educate the public on how to safely enjoy the Sonoran Desert and enforce park rules, regulations and ordinances related to park usage in desert parks and preserves. When necessary, rangers issue criminal citations for violations of City Code ordinances. Rangers also facilitate programs and provide a wide variety of information about park and recreation facilities to the public. Additionally, rangers work closely with other first responders to interact safely and communicate effectively with park users in emergency situations. There are 59 full-time and 10 part-time positions throughout the mountain park and preserve areas, which manage the patrol and maintenance of all trailheads and facilities which are open seven days a week, year-round, from 5 a.m. to 7 p.m.

Park Rangers assigned to urban parks support and rove throughout the City's urban park system, which consist of 185 parks, designated bike paths and pedestrian tunnels throughout the City. Rangers assist daily in the proactive education and enforcement

of the public, addressing the Code of Conduct Policy as well as other common issues such as loitering in the park after hours, illegal vending, shopping carts, dogs off-leash, smoking, drugs and paraphernalia, and unattended belongings. Rangers monitor and enforce park rules, regulations and ordinances related to City park use and educate park patrons not complying with these rules. Criminal citations for violation of City Code ordinances or trespass notices through the Parks and Recreation Department's Code of Conduct are issued, when necessary. Ranger patrol coverage is currently seven days a week from 4 a.m. to 11 p.m.

The Parks Rangers are also an integral part of the PHX Community Action Response Engagement Services (C.A.R.E.S.) initiative, which focuses on efforts to reduce the impact of homelessness in the City and address concerns and issues related to unsheltered individuals in neighborhoods. Rangers work with police and Community Bridges, Inc. staff on targeted outreach opportunities. A strategic approach identifies priority patrols via input from Parks and Recreation Department staff throughout the City and Phoenix Police Department service calls. Ranger patrols afford the opportunity to increase direct contact with individuals who may need services and the ability to immediately provide information directly to the PHX C.A.R.E.S. program and other City departments, including Police, Human Services, Neighborhood Services and Street Transportation.

Park Rangers assigned to the urban parks include one Park Supervisor, one Park Manager, four Park Ranger III supervisors, and 24 full-time Park Ranger IIs. When fully staffed, six Park Ranger IIs cover the morning shift from 4 a.m. to 2:30 p.m., and six Ranger IIs cover the afternoon shift from 12:30 p.m. to 11 p.m.

The approved Fiscal Year (FY) 2023-24 budget includes the addition of a third shift to the Park Ranger Urban team. This new shift includes 15 total positions to add overnight Park Ranger coverage from 8:30 p.m. to 7 a.m. Current Park Ranger coverage does not include overnight hours.

With the addition of a third shift, the second shift would be adjusted to provide additional overlap with the first shift. The Park Ranger shifts covering urban parks would be:

- 1st Shift: 4 a.m. to 2:30 p.m.
- 2nd Shift: 11:30 a.m. to 10 p.m.
- 3rd Shift: 8:30 p.m. to 7 a.m.

Staff has conducted an expedited recruitment process for the new positions. The job

was posted for a two week period, and a total of 99 applications were received. An all-day hiring event occurred on June 1.

The Parks and Recreation Department anticipates onboarding new employees hired through this recruitment during the week of July 10. This first week will be spent acquiring uniforms, confirming information technology access, attending new employee orientation and providing an orientation to the work location. The new Park Rangers are forecasted to begin a two-week ranger academy the week of July 17, followed by six weeks of field training led by the first and second shift Park Ranger teams starting the week of July 31. Based on this projected timeline, staff anticipates the third shift Park Rangers would commence overnight shifts the week of Sept. 11, 2023.

#### Security Services Pilot Program

On Nov. 2, 2022, the Phoenix City Council approved a six month pilot program to implement overnight security services at 12 park locations in an effort to further address negative behaviors and security concerns in parks. The pilot program began on Feb. 8, 2023. The full scope of work of these additional services includes patrols at specified park locations between 8 p.m. and 10 a.m. daily for a total of 14 hours each night.

The Security Services Pilot Program will continue at least through the end of the contract term with the current security contractor in order to better evaluate the impact of simultaneous services with third shift Park Rangers and assess ongoing needs. The current contract will expire on Nov. 30, 2023, and the Finance Department is developing a Citywide solicitation for a new security services contract that will begin on Dec. 1, 2023. Parks and Recreation staff are working with the Finance Department to share department priorities to help inform the Citywide solicitation process.

#### **Responsible Department**

This item is submitted by Deputy City Manager Inger Erickson and the Parks and Recreation Department.



## **Train Derailment Emergency Response**

This report provides an overview to the Public Safety and Justice Subcommittee outlining the preparations of a coordinated public safety emergency response to an incident involving the derailment of a heavy rail train and the potential impacts of a hazardous materials release should one occur within the City of Phoenix.

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

#### **Summary**

Recent national incidents involving heavy rail trains have highlighted the devastation associated with train derailments and the inherent risks to life safety and the community following the release and subsequent exposure of potentially hazardous materials. Incidents such as these emphasize the importance of prevention and preparedness should the City of Phoenix experience a similar incident.

The United States has a comprehensive and interconnected railway infrastructure and is a critical component of the transportation sector under the National Infrastructure Protection Plan (NIPP). The use of heavy rail for intermodal transportation is used to supply goods and materials, including hazardous materials, within the U.S. and internationally to both Canada and Mexico. The Federal Railroad Administration reported 518 derailments in 2022 resulting in five injuries, zero deaths, and more than \$100 million in property damage. On July 29, 2022, a Union Pacific train derailed while crossing the bridge over Tempe Town Lake resulting in a partial bridge collapse and the release of various hazardous materials resulting in \$11 million in damage. Rail emergencies can include derailments, fires, leaks, mechanical failures, collisions and other dangerous situations.

Burlington Northern Santa Fe (BNSF) and Union Pacific are the two main railway companies operating within the state of Arizona. BNSF primarily covers the northern half of Arizona and Union Pacific primarily covers the southern part of the state. The City of Phoenix maintains relations and actively partners with BNSF and Union Pacific when planning large scale events at venues such as Chase Field, Footprint Center, and the Phoenix Convention Center.

The City of Phoenix Office of Emergency Management (OEM) and the Phoenix Fire and Police departments have developed comprehensive plans as part of an “All Hazards” approach to manage a low frequency, high consequence event, such as a train derailment.

The OEM maintains the City’s Emergency Operations Plan in compliance with City Ordinance No G-5695, 2012, and Phoenix City Code section 11-5. In the event of a derailment incident, OEM would coordinate with local, state, and federal agencies as well as private sector stakeholders, such as BNSF and Union Pacific. OEM would engage the appropriate agencies to assess the scope and scale of the incident and implement Incident Command System (ICS) protocols in accordance with department policy. Specialized support from the National Weather Service, Arizona Department of Environmental Quality, and both City of Phoenix and Maricopa County Public Health may also be engaged to provide current conditions data to assist with mitigation strategies. OEM would also coordinate with all impacted departments to engage resources and personnel throughout the duration of the incident from operational response, mitigation, and through recovery. The City of Phoenix coordinates with all federal agencies as necessary throughout the investigation ensuring jurisdictional compliance with all affected entities.

Additionally, the Phoenix Fire Department remains ready to respond to train derailments. For example, firefighters in the department's Hazmat program receive specialized training. Components of the Fire Department’s rail emergency response training are conducted in partnership with Union Pacific. This response training provides firefighters the ability to study various types of rail equipment and learn associated mitigation strategies. Their capabilities are sustained through required annual continuing education.

The OEM in coordination with Police, Fire, and other departments have developed strategic and tactical operational strategies to ensure a coordinated response on behalf of the City. OEM remains committed to continually enhancing capacity through resources and personnel, while enhancing our capabilities through training and exercise to deliver the highest level of professional emergency preparedness and response.

### **Responsible Department**

This item is submitted by Assistant City Manager Lori Bays, the Office of Emergency Management, and the Police and Fire departments.



## **UAS (Drones) Update**

This report provides the Public Safety and Justice Subcommittee and update on the UAS (drones) program

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

#### **Summary**

The City of Phoenix has approved the use of Unmanned Aircraft Systems (UAS) for both the Police and Fire departments. The integration of this UAS technology is designed to enhance public safety by providing first responders with additional innovative tools.

#### Fire

On June 12, 2022, the Phoenix Fire Department initiated the first approved City of Phoenix Unmanned Aerial System (UAS) program. The goal of the program was to increase operational effectiveness and safety for both residents and firefighters.

This report will provide the Subcommittee with an update on the accomplishments of the first 12 months of the Fire Department's UAS program as it relates to the development, implementation, initial operations, collaboration and how the Department intends to expand the program into the future.

As of May 31, 2023, they have successfully completed 722 total flights (includes training), totaling over 110 hours.

To date the Fire Department UAS have been utilized on the following mission types:

1. Structure Fires (increase situational awareness)
2. Brush Fires (brush assessment and life-safety/encampments)
3. Technical Rescue (overwatch from distance)
4. Investigations (fire scene photos, mapping, etc.)
5. Mountain Rescue (wide area search)
6. Public Affairs/Community Outreach

After 12 months the program has proven to be successful and is delivering results

towards the program's goals of increased effectiveness and safety.

### Police

On Nov. 7, 2022, the Phoenix Police department officially implemented their UAS program. The Department selected pilots and provided comprehensive hands-on flight training prior to program implementation. The Department identified three key focus areas for the deployment of UAS technology to support police operations:

1. Investigative Support (crime scene mapping, photos, etc.)
2. Event Management (planned/unplanned events, parades, etc.)
3. Tactical Support (Tactical scenarios, barricades, active-large scale incidents)

Between Nov. 7, 2022, and May 30, 2023, the Police Department deployed UAS flight teams 417 times in support of the following areas of operation:

- 236 for Tactical Support
- 144 for Investigative Support
- 26 for Event Management
- 11 Other Missions (Parks mapping, school demo, PAB video, etc.)

A breakdown by Council District includes:

- 46 missions in Council District 1
- 13 missions in Council District 2
- 35 missions in Council District 3
- 54 missions in Council District 4
- 57 missions in Council District 5
- 15 missions in Council District 6
- 88 missions in Council District 7
- 67 missions in Council District 8
- 42 missions outside the City, primarily to support Tactical Services Bureau Units

Each deployment was successfully executed and provided the Department and the community with an enhanced level of public safety. No safety or critical issues were identified.

### Parks and Recreation

In April 2023, South Mountain Park and Preserve was utilized for a multi-agency UAS training event. In May, the Police Department assisted Parks and Recreation staff by utilizing their UAS to assess the reeds growing in the ponds at Papago Park to help inform pond maintenance and environmental efforts.



In May 2023, the Parks and Recreation Department submitted the department's UAS application to the Privacy, Security and Technical Committee. Following the committee's review and approval, Parks and Recreation Department's program will then be reviewed by the UAS Executive Committee.

Once the program is approved, the department intends to move forward with acquiring the needed drone to begin operations in the following areas:

- Trail inspection
- Cultural resource monitoring
- Invasive vegetation species monitoring
- Trash and debris identification
- Rescue assistance

Parks and Recreation staff have been coordinating efforts with the Police and Fire departments' UAS programs in order to determine which platform would be most appropriate for the Parks and Recreation Department's heavy mapping uses. A drone platform has been selected that will seamlessly integrate with mapping tools already used by the City.

Acquisition of the UAS will take several months with operations anticipated to begin by the end of 2023.

### **Responsible Department**

This item is submitted by Assistant City Manager Lori Bays, Deputy City Manager Inger Erickson, and the Police, Fire, and Parks and Recreation departments.



## Phoenix Police Department Hiring, Recruitment and Attrition Monthly Report

This report provides the Public Safety and Justice Subcommittee an update on the Phoenix Police Department's hiring and recruitment efforts, as well as the number of retirements and resignations.

### THIS ITEM IS FOR INFORMATION ONLY.

#### Summary

This report serves as a summary of the work completed by the Phoenix Police Department and the Employment Services and Training Bureaus.

Please see **Attachment A** for a summary of current hiring, recruitment, and training efforts and **Attachment B** for a breakdown of retirements and resignations.

#### Public Outreach

Below provides the recruitment recap from April 23, 2023 through May 24, 2023.

- In-Person Recruitment Events: 24
- Success with Exercise and Training (SWET) Events: 12 sessions (95 people attended)

#### Overview of Website Interaction

- JOINPHXPD.COM Website Views: 13,369
- New Users: 7,260
- Returning Users: 7,686

Top 25 cities viewing website:

1. Phoenix
2. Tempe
3. Los Angeles
4. Glendale
5. Las Vegas
6. Mesa
7. New York
8. Peoria

9. Chandler
- 10.Scottsdale
- 11.Chicago
- 12.Dallas
- 13.San Diego
- 14.San Jose
- 15.Buckeye
- 16.Avondale
- 17.Surprise
- 18.Tucson
- 19.Gilbert
- 20.Yuma
- 21.Ashburn
- 22.Englewood
- 23.Atlanta
- 24.Seattle
- 25.Ketchum, ID

Facebook

Page reach: 53,559  
Post reach: 55,600  
Page visits: 1,661  
Page followers: 5,410

Instagram

Page reach: 319,016  
New followers: 277  
Followers: 6,537  
Profile visits: 305

**Responsible Department**

This item is submitted by Assistant City Manager Lori Bays and the Police Department.

## ATTACHMENT A

### Application Periods

	Recruit Applicants	Lateral Applicants	Reinstatement Applicants	Applicants to ESB
January*	293	17	1	311
February*	225	9	0	234
March*	205	15	0	220
April**	223	12	1	236
May**	206	10	0	216
<b>2023 Running Total</b>	<b>1152</b>	<b>63</b>	<b>2</b>	<b>1217</b>

\*No-written test pilot project for 2023

\*\*No-written test pilot project and applicants taking physical assessment prior to eSOPH access

### Demographics of Recruits and Laterals Hired

Class Period	Gender	White	African American	Hispanic	Asian	Pacific	Native American	Other	Total
565	Male	16	1	10	0	0	0	2	29
	Female	1	0	0	0	0	0	0	1
566	Male	9	2	1	0	0	0	0	12
	Female	1	0	1	0	0	0	0	2
568	Male	15	3	5	0	0	0	0	23
	Female	4	0	0	0	0	0	0	4
569	Male	9	4	6	1	0	0	0	20
	Female	1	0	0	0	0	0	0	1
570	Male								TBD
	Female								TBD
2023 Running Total		56	10	22	1	0	0	2	91

Source: Police Employment Services Bureau

- Hired and/or to attend class 565, 566, 568 or 569 (Re-instatements not included).

## **Recruit Tracking**

<b>Class</b>	<b>Start Date</b>	<b>Tracking*</b>	<b>Recruits Confirmed</b>	<b>Reinstatement</b>	<b>Lateral</b>	<b>Total**</b>
565	02/20/23	-	29	1	0	30
566	03/06/2023	-	13	1	0	14
568	04/17/2023	-	26	0	1	27
569	05/30/2023	-	21	0	0	21
570	07/10/2023	17	3	0	1	TBD
572	09/05/2023	7	TBD	TBD	TBD	TBD
*Applicant is in background process between Polygraph and Final Job offer. **Total can change day to day based on operations and Fiscal deadlines. Source: Police Employment Services Bureau						

## **2023 College Degrees and Military Members by Class**

<b>Class</b>	<b>Degree Total</b>	<b>Military</b>
565	10	10
566	9	4
568	10	5
569	8	3
570	Tracking 4	Tracking 2
572	Tracking 4	Tracking 3
Source: Police Employment Services Bureau		

## **ESB Recruiting Events Attended**

May 1<sup>st</sup>: Fry's Rush Hour Recruiting. 100 E. Jefferson Street

May 2<sup>nd</sup>: Fry's Rush Hour Recruiting. 100 E. Jefferson Street

May 3<sup>rd</sup>: ASU Planning Event. Sun Devil Stadium  
Franklin High School Education Event. 1645 W. McDowell Road

May 4<sup>th</sup>: Camelback Mountain Early Bird Hikers Recruiting.

May 6<sup>th</sup>: Mission Made Possible Through Music. 2108 E. Broadway Road

May 7<sup>th</sup>: Cinco De Mayo Festival. 300 W. Washington Street  
Phoenix Suns Playoff Game

May 8<sup>th</sup>: ASU Commencement

May 9<sup>th</sup>: Camelback Mountain Early Bird Hikers Recruiting

May 10<sup>th</sup>: MCAS Transition Readiness Seminar, Yuma, AZ

May 11<sup>th</sup>: Phoenix Suns Playoff Game

May 12<sup>th</sup>: Recruiting at Walmart, 2020 N. 75<sup>th</sup> Ave  
Shields & Stripes Military Spouse Appreciation Event, Exos Athletics 2629 E. Rose Lane, Phoenix

May 13<sup>th</sup>: 511 Tactical 20<sup>th</sup> Anniversary Event, 9900 W. McDowell Rd., Avondale, AZ

May 16<sup>th</sup>: Camelback Mountain Early Bird Hikers Recruiting  
Anytime Fitness, 3135 E. Indian School Road

May 18<sup>th</sup>: She Matters Equity Forum 7050 S. 24<sup>th</sup> Street  
Raising Canes, 2700 W. Peoria

May 19<sup>th</sup>: The Clothing Company, 2020 N. 75<sup>th</sup> Avenue

May 21<sup>st</sup>: Walmart, 5120 W. Indian School Rd.

May 24<sup>th</sup>: Marine Corp Air station Yuma

May 25<sup>th</sup>: Black Mountain Precinct CAO event at Barros Pizza 15440 N. 7<sup>th</sup> Street

May 27<sup>th</sup>: Arizona Diamondbacks Baseball Game

May 29<sup>th</sup>: Arizona Memorial Day Ceremonies, 23029 N. Cave Creek Road  
NCAA Golf Tournament, Grayhawk Golf Club

May 30<sup>th</sup>: South Mountain Regional Park Early Bird Hikers Recruiting

## **2023 Recruitment Contact Statistics**

Month	Emails	Phone Calls	SWET	Event Contacts
January	148	65	36	82
February	117	79	74	50
March	166	98	176	141
April	120	77	160	225
May	153	117	117	81

## ATTACHMENT B

This attachment provides the number of monthly sworn retirements and resignations from the Phoenix Police Department.

<b>2023</b>	<b>Retirements</b>	<b>Resignations</b>	<b>Total</b>
<b>January</b>	7	4	11
<b>February</b>	8	6	14
<b>March</b>	9	4	13
<b>April</b>	8	3	11
<b>May</b>	4	4	8
<b>June</b>	6	3	9
<b>Total</b>	<b>42</b>	<b>24</b>	<b>66</b>

\*Actual and planned separations known as of May 31, 2023





## Community Assistance Program Hiring and Recruitment Report

This report provides an update to the Public Safety and Justice Subcommittee on the Community Assistance Program's hiring and recruitment efforts.

### THIS ITEM IS FOR INFORMATION ONLY.

#### Summary

As requested during the Feb. 21, 2023, Public Safety and Justice Subcommittee meeting, this report serves as a summary of the work completed by the Community Assistance Program (CAP), Human Resources (HR), Public Works, and Fire Department to support hiring and recruitment of CAP staff.

Key progress areas include the following:

#### Hiring Event

CAP held several hiring events in March 2023. Job offers made at the hiring events were contingent on successful completion of background checks and acceptance of final job offer (shift, pay, etc.). There were 103 offers extended during the March hiring events (several candidates were offered both a Caseworker II and Caseworker III position based on the interview process). A total of 78 Caseworker II candidates were extended a conditional position and 25 Caseworker III candidates were extended a conditional position.

CAP is collaborating with HR to ensure the background check process is complete and final offers for positions are extended. The total number of successful candidates may decrease through this vetting process to meeting minimum standards.

#### Additional Hiring

The application period for CAP Curriculum/Training Coordinator and East District Casework Services Coordinator positions is closed. The CAP team will continue to work with HR to review applications and move the hiring process forward.

#### On-boarding Caseworkers

The table below provides an overview of the on-boarding period and anticipated

number of employees in each process.

<b>Dates for On-boarding</b>	<b>Number of anticipated new employees</b>
May 1 through May 26, 2023	6
May 15 through June 9, 2023	13
May 30 through June 25, 2023	17
June 12 through July 7, 2023	16
<b>Total</b>	<b>52</b>

The on-boarding process is extensive and necessary to ensure responders have the knowledge and skills to respond safely to calls and assist those in need. The process includes two full weeks of in-class trainings (80 hours), on-line trainings, 40 hours of observation rides with current staff, and 40 hours of practical rides with staff.

- Examples of course work include:
  - City New Employee Orientation
  - CAP Professional Standards and Procedures
  - City Administrative Regulations
  - Driver's training (Use of City vehicles)
  - Use of radios and mobile computer system
  - Documentation - electronic records system
  - Community Resources
  - Active shooter training
  - Assisting individuals experiencing:
    - Mental Health Crisis
    - Unexpected death
    - House fire
    - Substance Use Disorder
    - Mandatory reporting of child and vulnerable adult abuse/neglect

#### Anticipated outcome

CAP staff anticipate this hiring will result in the staffing of up to six Crisis Response Units and five Behavioral Health units. With these units, CAP will be able to provide 24/7 citywide coverage.

In addition, CAP staff anticipate having a Behavioral Health Dispatcher available 24/7 at the completion of the training process during the summer 2023.

In conclusion, the March 2023 CAP's hiring efforts were very successful in assisting the program to gain prospective candidates and fill the key roles of Caseworker II and Caseworker III positions. CAP will continue to work in partnership with the Human Resources and Fire departments to on-board new employees efficiently as well as continue recruitment efforts until all positions are filled.

**Responsible Department**

This item is submitted by Deputy City Manager Ginger Spencer and the Fire Department.