



Agenda

Public Safety and Justice Subcommittee

Wednesday, October 4, 2023

10:00 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=e4f9d32dcd17009655c018c2e5f2378bc>

- **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 2554 323 0309# (for English) or 2557 589 9648# (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 2557 589 9648#. 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 2557 589 9648#). 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

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 Sept 6, 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 (ITEM 2)

2 Neighborhood Block Watch Program Update and Request for Appropriation of Block Watch Funds Page 16

This report updates the Public Safety and Justice Subcommittee on the Neighborhood Block Watch Fund as well as the annual grant application process and requests the Subcommittee recommend City Council approval of an appropriation of up to \$2.2 million from the Block Watch Fund to fund gated alleys, gated washes and additional related signage.

THIS ITEM IS FOR DISCUSSION AND POSSIBLE ACTION.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays, Deputy City Managers Gina Montes and Alan Stephenson and the Police, Neighborhood Services and Street Transportation departments.

INFORMATION AND DISCUSSION (ITEMS 3-5)

3 Phoenix Police Department Hiring, Recruitment, and Attrition Report and 30x30 Initiative Update Page 20

This item includes a report on Phoenix Police Department's hiring and recruitment efforts as well as an overview of the department's recent attrition figures. The report also provides an update on the 30x30 Initiative of the Police Department.

THIS ITEM IS FOR INFORMATION AND DISCUSSION.

Responsible Department

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

4 Traffic Safety and Enforcement Strategies Page 32

This report provides the Public Safety and Justice Subcommittee an update on traffic safety and enforcement strategies.

THIS ITEM IS FOR INFORMATION AND DISCUSSION.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays, Deputy City Manager Alan Stephenson and the Police and Street Transportation Departments.

5 Train Derailment Emergency Response Page 39

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.

INFORMATION ONLY (ITEMS 6-7)

6 Community Assistance Program Hiring, Recruitment and Service Report Page 41

This item includes a report on Phoenix Fire Department's Community Assistance Program (CAP) hiring and recruitment efforts. The report also details information on CAP's responses to calls for service.

THIS ITEM IS FOR INFORMATION ONLY.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays, Deputy City Manager Ginger Spencer and the Fire Department.

7 Phoenix Fire Department Hiring, Recruitment and Response Time Monthly Report Page 44

This item includes a report on Phoenix Fire Department's hiring and recruitment efforts as well as an overview of the department's response times. The report also details information on the emergency response types of the Fire Department.

THIS ITEM IS FOR INFORMATION ONLY.

Responsible Department

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

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:

Councilman Ann O'Brien, Chair
Councilwoman Betty Guardado
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 Sept 6, 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, September 6, 2023**

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

Subcommittee Members Present
Councilwoman Ann O'Brien, Chair
Councilwoman Betty Guardado
Councilman Kevin Robinson
Councilman Jim Waring

Subcommittee Members Absent

CALL TO ORDER

Chairwoman O'Brien called the Public Safety and Justice Subcommittee to order at 10:01 a.m. with Councilwoman Betty Guardado, Councilman Kevin Robinson, and Councilman Jim Waring present.

CALL TO THE PUBLIC

None.

MINUTES OF MEETINGS

1. Minutes of the Public Safety and Justice Subcommittee Meeting

Councilman Waring made a motion to approve the minutes of the June 14, 2023, Public Safety and Justice Subcommittee meeting. Councilwoman Guardado seconded the motion which passed unanimously, 4-0.

INFORMATION AND DISCUSSION (ITEMS 2-4)

2. Light Rail Security Update

Chairwoman O'Brien introduced Light Rail Coordinator Markus Coleman, Police Assistant Chief Sean Kennedy, and Valley Metro Chief Executive Officer Jessica Mefford-Miller to present on this item.

Mr. Coleman gave an overview of the presentation and explained it would focus on the long-standing partnership between the Police Department and Light Rail staff.

Ms. Mefford-Miller explained customer safety is Valley Metro's highest priority. She stated the presentation focused on security, which Valley Metro defines as mitigating intentional risk. Ms. Mefford-Miller explained the Allied Universal Security (AUS) program and stated they have 110 full-time positions and 4 part-time positions, with 75

percent of scheduled shifts currently filled. She stated Valley Metro was working to close the 20 percent vacancy rate for the AUS positions. Ms. Mefford-Miller explained additional security resources will be added through the Northwest Phase 2 (NWEII) set to open in early 2024. Ms. Mefford-Miller explained where AUS is deployed around the light rail system, and how they spend their time during shifts. Ms. Mefford-Miller stated the AUS vacancy rate has decreased, and Valley Metro is working on more hiring efforts. She then provided an overview of the new fare collection policies including new ticket vending machines and mobile ticketing.

Councilman Waring asked how many AUS full-time positions are filled compared to the number of budgeted full-time positions available.

Ms. Mefford-Miller confirmed there are 80 to 85 positions currently filled.

Councilman Waring asked Mr. Coleman if private security hired for the light rail was spread out across cities.

Mr. Coleman replied yes.

Councilman Waring asked how many security personnel work in the City.

Mr. Coleman explained distribution is based on miles in the system.

Ms. Mefford-Miller added more than half of security personnel are focused in the City and they match their security presence based on ridership.

Councilman Waring asked how many trains are operating in the City at any given time and the likelihood of security personnel being in close proximity to someone when an incident occurs.

Ms. Mefford-Miller said customers are likely to encounter a guard on one-third of trains.

Councilman Waring asked about the hours of operation for light rail.

Ms. Mefford-Miller said the hours are from 4:00 a.m. to 1:00 a.m.

Councilman Waring expressed concern with the volume of constituent calls he receives regarding negative experiences on light rail, especially with people experiencing homelessness.

Ms. Mefford Miller stated there were 81 reported assaults on passengers in the past six months. She added it was a mischaracterization of the experience to think one would be assaulted when on light rail.

Councilman Waring clarified his comment and emphasized people who do not pay for tickets are not light rail customers. He explained he is getting negative feedback from

his constituents about the state of the light rail trains, and he is concerned that he cannot provide a solution.

Ms. Mefford-Miller explained how the AUS security personnel deployment strategy works and provided examples.

Councilman Waring reiterated his concern, noting there could be a scenario where an incident occurs on a train and there are no security personnel nearby to help. He stated he is worried about the reputation of light rail and recommended changing the goal to have security personnel on 100 percent of trains.

Mr. Coleman replied these safety concerns are the reason for the presentation and staff have heard similar concerns, and emphasized why this collaborative effort is important.

Councilman Waring asked if there was something on the ballot previously to enable the City to hire security for light rail.

Mr. Coleman explained the vote was to allow the private security company to issue civil citations.

Councilman Robinson commented he teaches at Arizona State University in Tempe, and he has students who ride light rail, and their experience has been positive.

Chief Kennedy provided an update on the Police Transit Unit, explaining the unit responds to calls for service on the light rail and buses, investigates crime involving light rail and buses, and provides a proactive presence. He provided statistics from January to July on the number of criminal reports, transit arrests, and duty shifts. He mentioned Phase 1 of the Enhanced Light Rail Security Plan is currently happening, and Phase 2 will focus on increased enforcement and citing repeat offenders, and Phase 3 will focus on community concerns and maintaining any progress achieved.

Chairwoman O'Brien opened the floor for public comment.

Jeff Spellman spoke in support of the partnership because he had safety and security concerns about light rail along the 19th Avenue corridor.

Jayme Mason expressed supports for the partnership but is still concerned about the safety on light rail.

Shannon McBride expressed concern about the criminal activity associated with light rail. She explained she conducted a community survey that reflected public frustration with light rail safety.

Darlene Vallo stated she conducts two daily neighborhood patrols down the 19th Avenue corridor near light rail. She expressed concern about the safety of light rail and drug-related activity happening on the platforms.

Chairwoman O'Brien closed public comment.

Councilwoman Guardado thanked staff for their work on this plan. She expressed support for this partnership, and mentioned she has heard constituent concerns about safety. She asked Ms. Mefford-Miller about the number of people patrolling and if they have enough staff for AUS to keep the area secure.

Ms. Mefford-Miller replied Valley Metro can improve their resource level through hiring more individuals for AUS.

Councilwoman Guardado asked what the budget for a fully staffed security team would be, and if Police were aware of where funds would be diverted to help pay for these efforts.

Chief Kennedy responded Phoenix Police have dedicated additional personnel to this project to help support this plan.

Councilwoman Guardado asked if she could see numbers on how much it would cost to support Valley Metro fully in this effort. She requested discussing this at a later meeting. She asked staff to find out what the budget would be for more infrastructure enhancements at light rail platforms to help with security.

Assistant City Manager Lori Bays responded staff would research the topic and bring information back to the subcommittee.

Councilwoman Guardado thanked staff for creating the plan and for their effort in finding solutions.

Chairwoman O'Brien asked how many riders there are within a certain time period.

Ms. Mefford-Miller said there are about 30,000 riders per day.

Chairwoman O'Brien asked if the data on assaults and removals were from AUS or Phoenix Police.

Valley Metro Director of Safety, Security, and Quality Assurance Adrian Ruiz responded the data on the removal of customers is from AUS security personnel.

Chairwoman O'Brien asked if AUS security personnel can require someone riding on the train to provide identification.

Ms. Ruiz stated riders are required to provide identification.

Mr. Coleman clarified the assaults reported in the AUS data provided in this presentation are not always reported to Phoenix Police.

Chairwoman O'Brien asked how many vacancies are in the Police Transit Unit.

Chief Kennedy answered historically they had 16 sworn positions in the unit, but currently they have 10 sworn detective positions.

Chairwoman O'Brien asked what the protocol is when AUS security personnel or an officer asks the train to stop because of a safety issue.

Ms. Ruiz stated AUS security personnel can alert the train operator about the issue through dispatch control or by pushing the passenger intercom button.

Chairwoman O'Brien asked if the train always stops when it is asked to stop.

Ms. Ruiz stated the train cannot stop mid-platform, but the train can be held at the closest platform to wait for Phoenix Police to arrive.

Chairwoman O'Brien expressed concern an operations employee could override a request for the train to be stopped due to a safety issue.

Ms. Mefford-Miller stated that is not something that happens, and operators stop trains for safety issues.

Chairwoman O'Brien thanked the Police Transit Unit for the work they do. She expressed concern about funding and asked how Valley Metro responds to concerns from customers.

Ms. Ruiz replied if a member of the community has a concern, staff will research the issue and pull archived videos from the train.

Chairwoman O'Brien asked about a non-compliance rate for customers who refuse to provide identification when AUS security personnel ask for it. She requested to see this data on a monthly basis. She also requested a better delineation for data on removals to understand when Phoenix Police are involved in these interactions. She asked how AUS security personnel and Police will know when someone is a first-time offender in relation to the enhanced security plan.

Chief Kennedy responded there is often a familiarity with most AUS security personnel and Phoenix Police with regular customers who repeatedly fail to pay for a ticket.

Chairwoman O'Brien recommended a public service where education is the goal until a certain date and after, people who do not pay for their fare would receive a citation or a fine. She asked if new officers would be spending time within this unit.

Chief Kennedy stated they do utilize officers with limited experience, and officers improve their skills through customer contacts.

Councilman Waring expressed concern that young people might have a different perspective on the light rail experience than someone who is riding with children. He asked Mr. Coleman to rank how important safety is compared to other concerns.

Mr. Coleman responded safety will always be the number one concern. Chairwoman O'Brien asked for the members of the public to share the results of the surveys they mentioned were conducted. She requested a data point report for the October meeting.

3. Community Assistance Program (CAP) Telehealth Program Update

Chairwoman O'Brien introduced Fire Chief Mike Duran, Battalion Chief Ray Ochoa, and Community Assistance Program (CAP) Director D.C. Ernst to present on this item.

Assistant City Manager Lori Bays introduced Deputy City Manager Ginger Spencer.

Chief Duran summarized the presentation and indicated it will include updates on CAP and updates on telehealth services.

Ms. Ernst stated in March staff held five hiring events which resulted in hiring 48 new caseworkers for CAP. She noted the partnership with Arizona State University to provide social work interns for CAP. She provided data on increased CAP unit responses and emphasized responses increased significantly in July due to increased unit availability. She stated staff has been collaborating on locations of new CAP units.

Ms. Ernst announced the City Manager's Office is recruiting for a Community Mental Health Wellness and Safety Task Force that will consist of community members who have licenses in behavioral health, those who work in substance abuse counselling, and community members at large. Ms. Ernst provided a recap of recent CAP services and summarized next steps for CAP, including continued collaboration with Library staff and Office of Homeless Solutions (OHS) staff, continued recruitment and hiring practices, identifying other potential CAP locations, and creating a new CAP monthly report.

Battalion Chief Ochoa explained telehealth services are a good option for non-emergency calls. In February 2022, telehealth services were approved, protocols were established, and Phase 1 launched in December 2022, resulting in 296 calls transferred to telehealth services. He added Phase 2 will launch in September and will include the launch of field units in October.

Chairwoman O'Brien asked how significant the impact of diverting 296 calls to the telehealth program. She explained this question is about the state statute that requires transportation to the hospital if the patient requests it.

Battalion Chief Ochoa explained the statute allows for an alternate destination. He confirmed the telehealth program does improve emergency response times.

Chairwoman O'Brien expressed her appreciation for staff for all their efforts and for their service to the community.

4. School Safety Overview

Chairwoman O'Brien introduced Police Assistant Chief Charmane Osborn and Police Commander Sara Garza to present on this item.

Commander Garza defined School Resource Officers (SROs) as full-time positions who are assigned to precincts and keep in constant contact with those precincts. She explained School Safety Officers (SSOs) are off-duty positions, but have the same responsibilities as SROs and the main goal for both programs is to create positive relationships with students and schools.

Commander Garza provided comparative data for SROs in schools and emphasized the number has increased from 64 to 69 since the 2022-2023 school year. She explained the placement criteria and provided additional data on schools that have requested an SRO or SSO. She emphasized 95 percent of schools who have requested an SRO or SSO, or already had an assigned officer, are covered by sworn officers.

Commander Garza explained alternatives for the programs are being researched, including reserve officers, alternative sworn, part-time officers, and retirees. She summarized school safety measures and summarized next steps for this program including creating a Valley taskforce for police on these issues.

Councilman Robinson asked for clarification on exactly how many schools requested SROs in the 2022- 2023 school year.

Commander Garza responded 71 schools were covered last year. She explained the requests are often informal and collecting data is difficult, and 53 new schools formally requested SROs for this school year.

Councilman Robinson requested the data on the number of schools requesting SROs be clearer. He also asked what the response from reserve officers has been when asked to volunteer for this effort.

Commander Garza replied the reserve officer program had approximately six interested officers.

Councilman Robinson asked if the City would be eligible for repayment through the Arizona Department of Education if reserve or retired officers were utilized.

Assistant City Manager Lori Bays responded that the topic is part of ongoing research. She explained state grants would not provide compensation for civilian volunteers, and compensation for these situations are being explored.

Councilman Robinson requested all opportunities be explored.

Commander Garza replied staff is exploring all options.

Chairwoman O'Brien asked if the City is utilizing regional resource officers and if a shared SRO means the officer splits their time between schools.

Commander Garza explained SROs who are sharing schools could be categorized as regional, and this will be the model moving forward to cover more schools and added SROs could split their time between schools.

Chairwoman O'Brien clarified she understood a regional resource officer would be stationed in an area and respond to calls to schools as needed. She expressed concern that this would not allow for officers to connect with students.

Chief Osborn explained the regional models are often different when considering different areas, and some districts request different levels of service.

Chairwoman O'Brien stated she believes in the SRO model and the relationships officers form with students and schools are important. She also asked if the 95 percent of schools covered by an SRO or SSO have an officer present four to five days a week.

Chief Osborn confirmed yes.

INFORMATION ONLY (ITEM 5)

5. Phoenix Police Department Hiring, Recruitment and Attrition Report

Information only. No Councilmember requested additional information.

CALL TO THE PUBLIC

Shannon McBride clarified her previous comments and continued to express concern about the public safety of light rail. She suggested including community groups and other organizations that provide services to individuals in the community.

FUTURE AGENDA ITEMS

Councilman Waring requested an update on how San Diego addressed the issue of homelessness, as he observed an improvement when he visited.

Councilman Robinson requested an update on diversity outreach efforts in Police hiring.

ADJOURNMENT

Chairwoman O'Brien adjourned the meeting at 12:14 p.m.

Respectfully submitted,

Chloe Baldwin
Management Fellow



Neighborhood Block Watch Program Update and Request for Appropriation of Block Watch Funds

This report updates the Public Safety and Justice Subcommittee on the Neighborhood Block Watch Fund as well as the annual grant application process and requests the Subcommittee recommend City Council approval of an appropriation of up to \$2.2 million from the Block Watch Fund to fund gated alleys, gated washes and additional related signage.

THIS ITEM IS FOR DISCUSSION AND POSSIBLE ACTION.

Summary

Funding for the Block Watch Fund primarily comes from an increase in sales tax revenues that was adopted by the special election held on Oct. 5, 1993. The Block Watch Fund is a portion of the Neighborhood Protection Fund, also referred to as Proposition 301, which is used to account for funds generated by the 0.1 percent increase in the sales tax approved by voters. The funds are to be used for the expansion of Police, Fire, and Block Watch programs. The breakdown of funding is as follows: Police 70 percent, Fire 25 percent and Block Watch 5 percent. Guidelines for projects supported by the Phoenix Block Watch Fund include programs to:

- Detect, deter and delay crime.
- Improve the quality-of-life within neighborhoods by educating individuals to work together to solve crime problems.
- Encourage citizens to have pride in their neighborhoods and prevent crime.
- Motivate citizens toward common neighborhood crime prevention goals.
- Coordinate pertinent crime prevention neighborhood/community meetings.
- Teach crime prevention techniques.

As of Aug. 28, 2023, the fund currently has an available balance of \$10.7 million. The sales tax revenue is estimated to be approximately \$2.7 million in Fiscal Year (FY) 2023-24, the return of unused grant funds and interest is estimated to be \$243,000 in FY 2023-24, resulting in an estimated total annual resource of \$2.9 million in FY 2023-24. The estimated expenditures to fund grant applications is approximately \$2.2 million in FY 2023-24; however, this includes approximately \$500,000 in one-time funds for

the replacement of grant management software.

The current approved ongoing grant award is approximately \$1.75 million per year. This was increased last year during adoption of the updated guidelines from \$1.5 million to \$1.75 million. These updated guidelines were approved in 2022 and are in place for two years. Applications for the 2024 Neighborhood Block Watch grants will open on Nov. 1, 2023, and must be submitted by Dec. 7, 2023.

The fund balance is able to support this increase to the annual award total as well as other public safety needs, such as the proposed programs.

Gated Alley Program

The Gated Alley Program was initially piloted in 2017 to provide a new approach to deterring illegal dumping, graffiti and criminal activity in residential alleys. Since 2017, the popularity and resident demand for gated alleys has grown significantly. One reason for this increase in demand includes the correlation between gating alleys and reduction in criminal activity. The associated reduction in crime enabled the Gated Alley Program to be considered an eligible use of Block Watch Funds. On March 18, 2020, the Phoenix City Council approved using \$400,000 in Block Watch Funds to support the Gated Alley Program. The funds were used to create a capital pool that was used exclusively to fund contracts between awarded groups/organizations and City contractors or contractors on the Approved Contractor List (ACL) to design, obtain necessary permitting and complete all other work associated with building and installing the gates at the end of alleys for up to 10 alley segments in each Council District.

In FY 2022-23, the Phoenix City Council allocated \$500,000 from the General Fund, in addition to a staff position, to install gates on eligible alleys in the City of Phoenix. Due to the continued popularity of the program, an additional \$352,000 was approved for FY2023-24. With \$852,000 in total, the Neighborhood Services Department (NSD) anticipates gating an estimated 77 alley segments at approximately \$11,000 per segment. However, the demand exceeds the availability of funds, and the current program is limited to resident-initiated gates. Staff anticipates all 77 alleys will be identified based on the applications being received on a first come, first serve process by the end of October or early November 2023. Any additional applications after this date will be beyond current funding levels, and the requests will not be funded until next fiscal year.

Staff recommends allocating \$750,000 of Block Watch Funds to support the continuation of the Gated Alley program. The Block Watch Fund allocation will provide an estimated 68 additional gated alley segments. These alley segments will be

identified through a process involving the community in coordination with staff from the Neighborhood Services, Public Works, Street Transportation, Parks and Recreation, Planning and Development, and Police departments as well as, the Office of Homeless Solutions. This effort will be used to identify alleys with crime and safety concerns in coordination current requests by the community.

These funds would be used for alleys experiencing public safety challenges, such as:

- Violent crime,
- Property crime, such as graffiti, property damage, theft, etc.,
- Drug use and/or presence of needles and drug paraphernalia,
- Encampments obstructing solid waste collection or residents use of their alley; and/or,
- Residents who express safety fears due to alley misuse.

Additionally, staff would use the opt-out method to gain resident support rather than the traditional opt-in method, when necessary, to expedite the gating process and relocation of solid waste collection services to curbside.

Gated Washes Program

Similar to concerns that helped initiate the Gated Alley Program, community members have expressed public safety concerns along several washes and culverts throughout the City of Phoenix. These sites have been identified as locations with excess trash and debris, illegal dumping, encampments and fires. The three wash areas that have been identified for gates to address public safety concerns include:

- Greenway Wash
- Cave Creek Wash
- Scattered Wash

Street Transportation staff recently completed a pilot program to install gates in the Northern Wash area and associated culverts. This pilot program was successful based on a decline in calls for service and reduced cleanup costs. Street Transportation staff spend approximately \$60,000 annually to clear debris in culverts. Installing additional gates along the identified washes will result in annual cleanup savings while enhancing the safety of residents and staff.

Staff recommends allocating \$1,250,000 of Block Watch Funds to support the expansion of the Gated Wash Program. This allocation will provide an estimated 98 gates throughout the identified washes to help deter criminal activity and reduce the need for ongoing cleanups.

Additional Signage

In addition to gates, staff recommends allocating up to \$200,000 for the installation of "No Trespassing" or other relevant signs for alleys and washes throughout the City of Phoenix. Trespassing has become an increasingly prevalent challenge throughout the City. With additional signage, staff will be more empowered to encourage individuals that might be residing in an alley or wash to accept services. Likewise, Police staff are more capable of effective enforcement with the presence of posted signage nearby. These results will support staff efforts to enhance public safety.

Recommendation

Staff requests the Public Safety and Justice Subcommittee approve a recommendation to the full City Council to authorize an appropriation of \$2.2 million from the Block Watch Fund. The appropriation will be used to deter criminal activity, enhance public safety and improve quality-of-life within neighborhoods by funding additional alley segment gates, gated washes/culverts and the installation of "No Trespassing" or other relevant signage. Staff recommends the up to \$2.2 million appropriation be allocated based on the following:

- Up to \$750,000 for gated alley program
- Up to \$1,250,000 for the gated washes program
- Up to \$200,000 for additional signage

With City Council approval, staff anticipates using the funding to install additional gates and signage over the next 18 to 24 months with projected completion by December 2025.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays, Deputy City Managers Gina Montes and Alan Stephenson and the Police, Neighborhood Services and Street Transportation departments.



Phoenix Police Department Hiring, Recruitment, and Attrition Report and 30x30 Initiative Update

This item includes a report on Phoenix Police Department's hiring and recruitment efforts as well as an overview of the department's recent attrition figures. The report also provides an update on the 30x30 Initiative of the Police Department.

THIS ITEM IS FOR INFORMATION AND DISCUSSION.

This report serves as an update of the work completed by Police staff, in partnership with Human Resources staff, to hire, recruit, and retain sworn police officers. Key areas of progress include:

- Recruit applications, new hires and attrition figures
- Achieving goals of key demographic groups in alignment with community demographics
- Marketing strategy
- The 30x30 Initiative launch

Attachment A includes additional details of these areas and other efforts by the Police Department.

Police Recruit Applications and Hiring Update

The Police Department strives to find quality candidates for all position vacancies, both sworn and profession staff. Applications for Police Recruit have remained steady, as have applications for lateral police officers. This is due, in part, to the competitive hiring incentives and recent class and compensation adjustments. While 171 Police Recruits were hired in 2022, this number is projected to be 180 in 2023.

The implementation of the eSOPH hiring platform and other operational improvements have streamlined the hiring process. eSOPH allows for a paperless background process and enhanced screening capabilities. Additionally, hiring requirements for the City of Phoenix and Arizona POST are provided upfront to provide greater transparency for applicants and the community.

Attrition

Legislative changes created the Deferred Retirement Option Plan (DROP). DROP is a voluntary benefit program that allows members to extend their service. This December alone, staff was projected to lose 13 sworn personnel due to the completion of their DROP. Six of these employees have taken advantage of this program and decided to continue serving. By the end of 2023, there will be 130 known separations. The department is currently projecting to lose approximately 151 sworn personnel including the known separations and an estimated number for other separations. This is compared to 286 in 2022 and 270 in 2021.

Representation Goals and Demographics

The Police Department has established several goals in recruiting sworn officers from within the community to become representative of the community the department serves. While the Police Department still needs improvement to align the demographics of overall staff, the department has made significant progress in the diversity of applicants.

In comparison to the most recent numbers released by the Maricopa Association of Government (MAG), which is considered the department's geographic pool for applicants, the diversity of applicants exceeds that of the community we serve while the percentage of hires lags behind community demographics.

MAG Report, American Community Survey

White:	54.3 percent
Hispanic:	31.2 percent
Black:	5.3 percent
Asian:	4 percent
Other:	5.1 percent

Police Recruit Applicants, FY 2023-24

White:	40 percent
Hispanic:	35 percent
Black:	19 percent
Asian:	3 percent
Other:	3 percent

Police Hires, 2023 YTD

White:	60 percent
Hispanic:	24 percent
Black:	13 percent
Asian:	2 percent
Other:	2 percent

Marketing Strategy

On June 14, 2023, the Phoenix City Council approved a contract with ON Advertising, Inc. ("ON") to provide Police Employment Marketing Services. ON is in the design phase for the marketing products. As a result of feedback from the community on prior marketing campaigns, staff plans to work with the Police Department's advisory boards to advise on this campaign. This will assist in the previously stated goal of recruiting from within our own community.

Additionally, immediate priorities in marketing include updating the joinphxpd.com website, creating effective content, purchasing updated recruiting materials, and facilitating signage throughout the Valley, including on department vehicles. A significant number of applicants noted patrol vehicles as the driver of them applying. Staff will update the signage of these vehicles with a QR code and the updated website. In the meantime, staff has contracted with Grand Canyon University to advertise the joinphxpd.com website throughout campus and during athletic events. This even includes sponsorship of a women's basketball game. The Police Department's recruiting team has constant social media engagement and is developing a podcast to answer questions and provide a more accessible introduction to the profession. Police recruitment staff have reengaged with OneTen, an organization focused on closing the opportunity gap for talented black individuals. Staff are also participating in collegiate engagements, including with Historically Black Colleges and Universities (HBCUs) and attending multicultural events, including during Hispanic Heritage Month.

30x30 Initiative Update

The 30x30 Initiative's goal is to increase the representation of women in police recruit classes to 30 percent by 2030 and to support the success of qualified women officers throughout their careers. Working groups composed of female officers from a variety of demographics, years of service ranges, ranks, and current assignments will be critical to push the initiative forward. While the goal of the initiative is focused on recruitment, hiring and promotion, the Phoenix Police Department added retention and training work groups since they are closely related.

Supervisors were asked to nominate women who would positively contribute to the discussions and provide workable solutions. Over seventy-five women throughout the Police Department were nominated to participate and, of the nominees, nearly sixty have signed up to participate. The group met as a whole on August 22, 2023. Interim Chief Michael Sullivan and Assistant City Manager Lori Bays emphasized the importance of the work groups and finding solutions to support the initiative. Group leaders for recruitment, retention, promotion, and training are currently holding the

initial meetings with their teams.

The initiative has already spurred discussions in several areas and staff is confident the goals of the 30x30 initiative will be achieved through actionable results. The work groups will reconvene and provide a list of action items by the end of 2023.

Next Steps

The Police Department continues to identify innovative recruiting, hiring, and retention strategies to assist with growing staffing needs. Work groups for the 30x30 Initiative will continue to meet, ON Advertising will update our website and marketing products, and staff will monitor and assess improvements in the hiring system.

Responsible Department

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

OCTOBER 4, 2023



PHOENIX POLICE DEPARTMENT HIRING, RECRUITMENT AND ATTRITION REPORT

POLICE RECRUIT APPLICATIONS

Even through record heat (still!) in the Phoenix area, applications for Police Recruit remains steady. The current average is 233 new applicants per month. Lateral Officer applications are averaging 13 per month.

233 PER MONTH



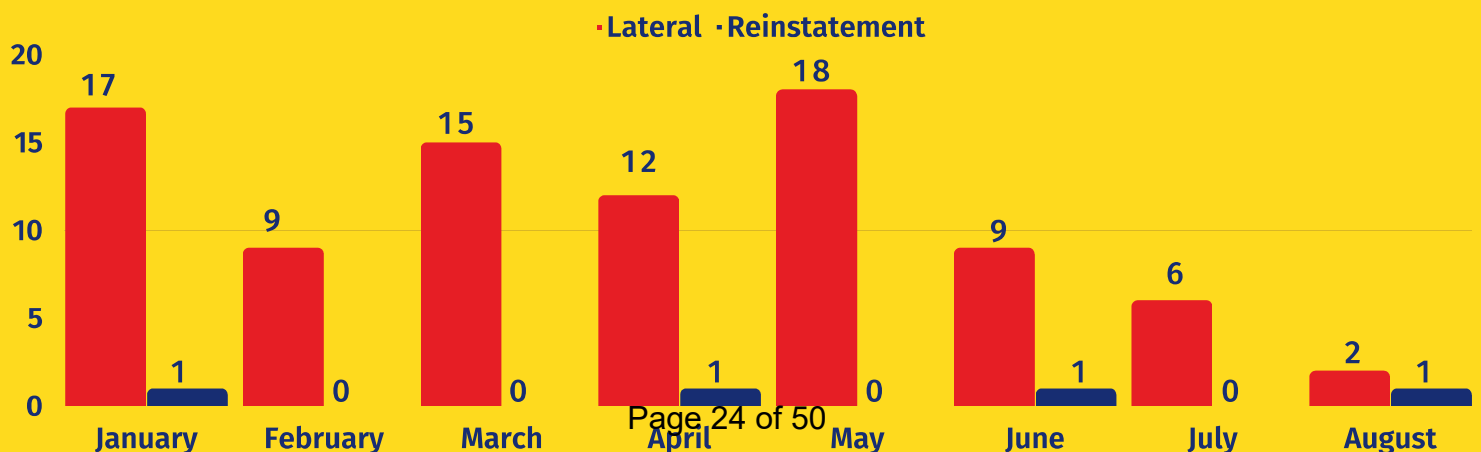
13 PER MONTH

POLICE RECRUIT

LATERAL/
REINSTATEMENTS

171 POLICE RECRUITS & LATERALS WERE HIRED IN 2022

180 POLICE RECRUITS IS THE PROJECTION FOR 2023

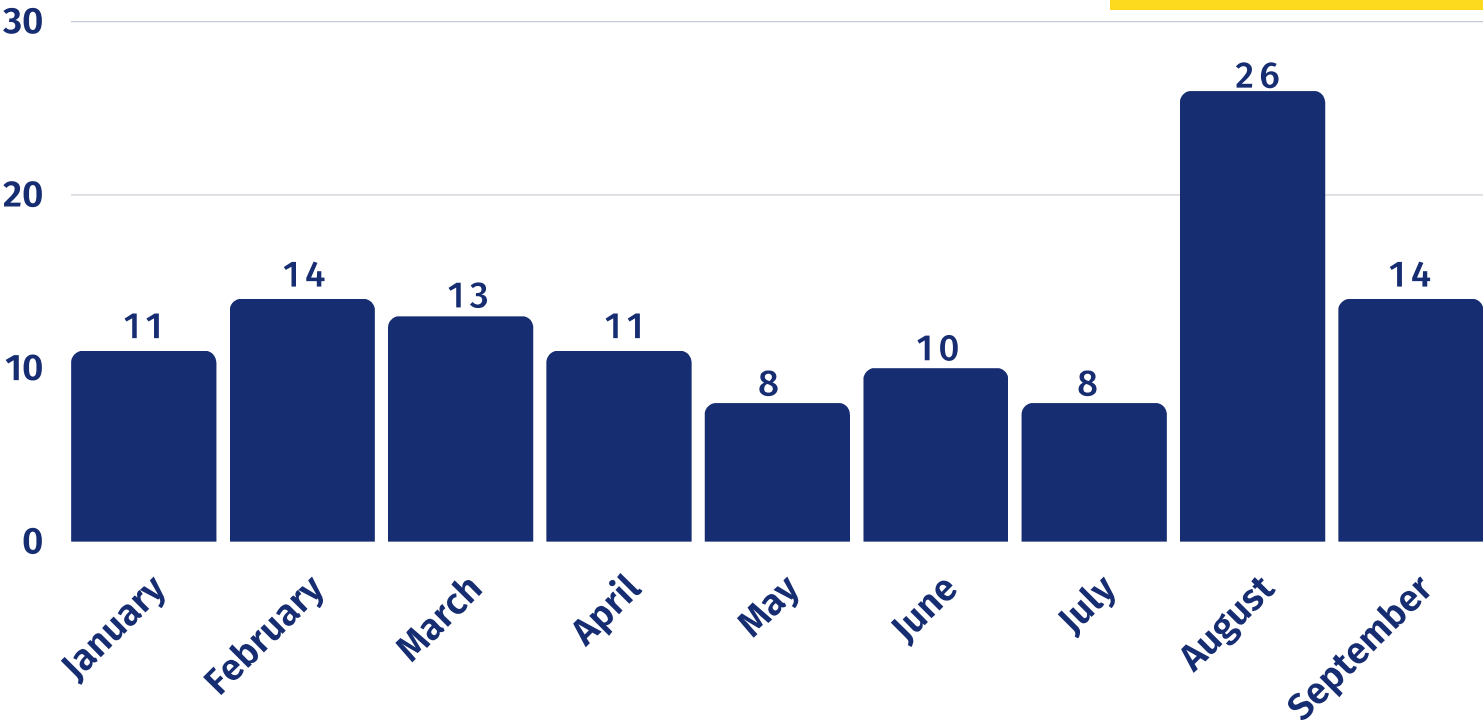




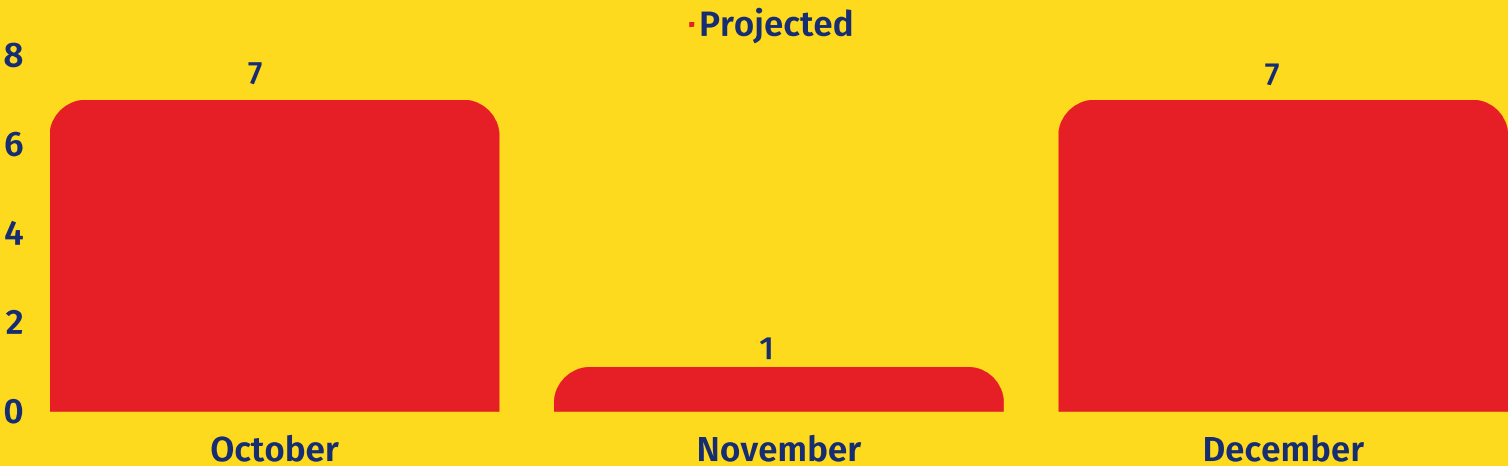
PHOENIX POLICE DEPARTMENT HIRING, RECRUITMENT AND ATTRITION REPORT

SWORN ATTRITION THROUGH
SEPTEMBER OF 2023 • Police Officers

TOTAL YEAR
TO DATE: 115



SWORN ATTRITION PROJECTED OCTOBER THROUGH
DECEMBER OF 2023





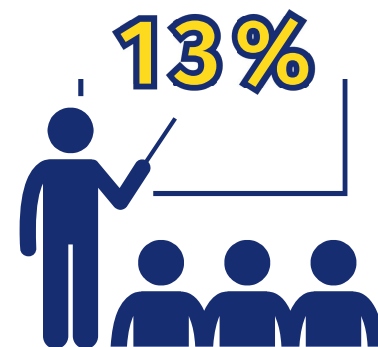
POLICE OFFICER PHYSICAL APTITUDE TEST (POPAT)

Employment Services and Academy staff conduct the Police Officer Physical Aptitude Test (POPAT) bi-monthly. The test continues to host increasing numbers of applicants. Average Attendance is currently 62 participants. POPAT is hosted by Phoenix Regional Police Academy.

RECRUIT TRACKING

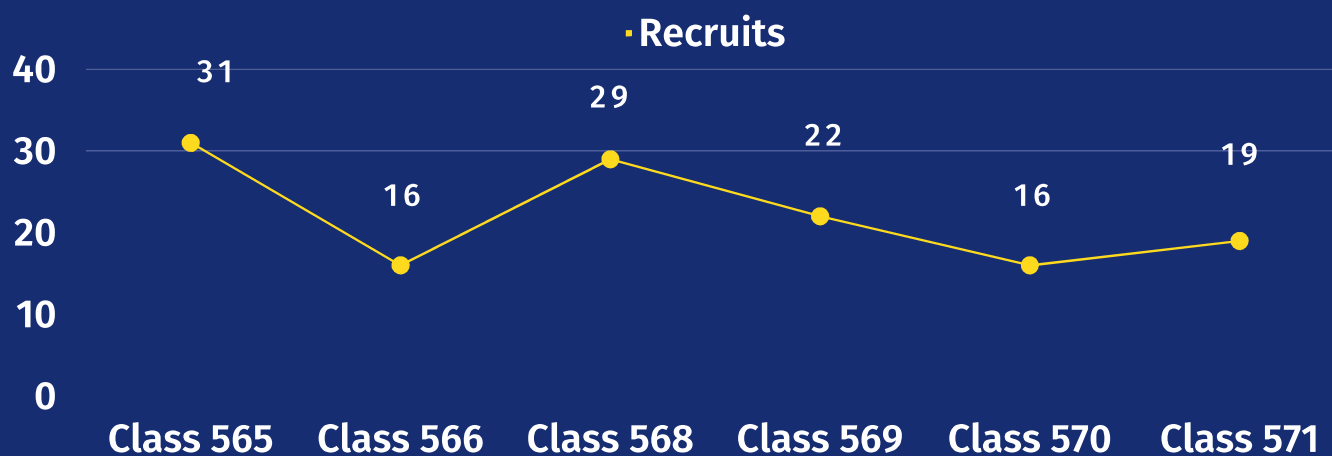
An Academy class starts every six weeks, the highest frequency rate in Arizona. Our current rate of applicants who complete and submit their background profile, to recruits hired and entering the Academy is approximately 13%. This appears higher than similar cities across the country from peer share discussions.

RATE OF APPLICANTS TO HIRE



Implementation of eSOPH hiring platform and other operational improvements contribute to the hiring rate. eSOPH allows for paperless background process and enhanced screening capabilities. Hiring requirements for the City of Phoenix and Arizona POST are forward facing, providing greater transparency for applicants and the community.

PHOENIX REGIONAL POLICE ACADEMY CLASS RECRUIT NUMBERS

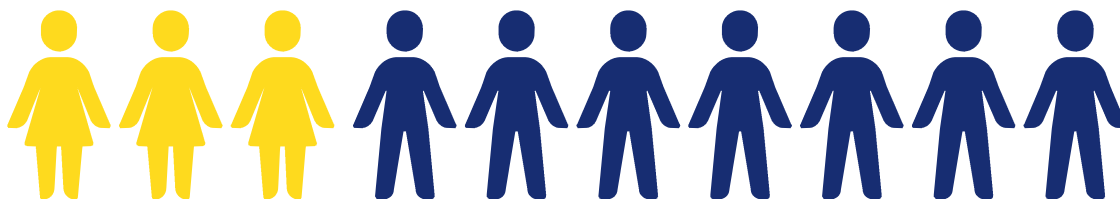




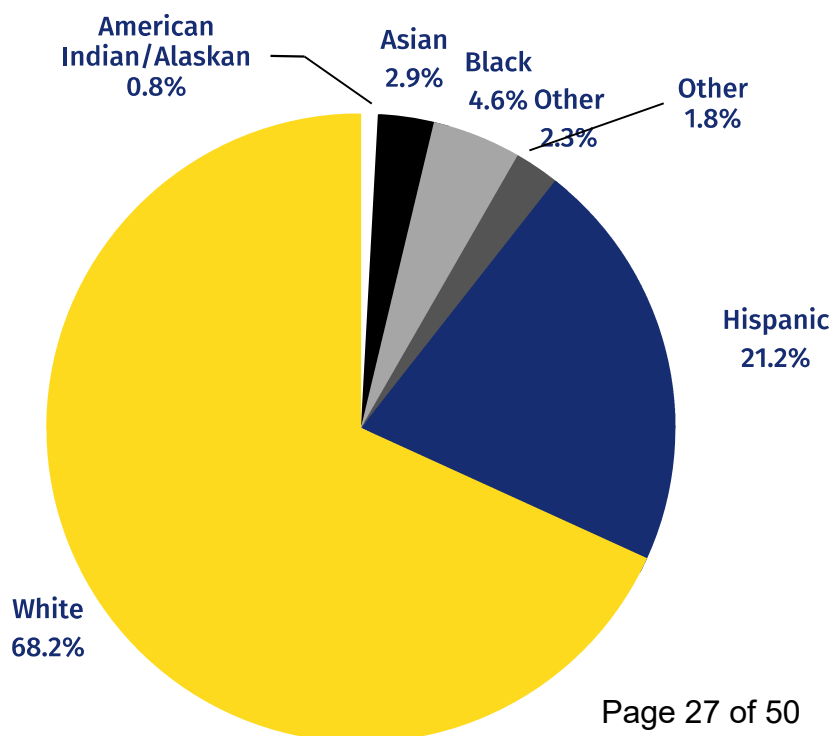
TRENDS TOWARDS ESTABLISHED GOALS

30X30 INITIATIVE

The 30x30 Initiative's goal is to increase the representation of women in police recruit classes to 30 percent by 2030 and to support the success of qualified women officers throughout their careers. Working groups composed of female officers from a variety of demographics, years of service ranges, ranks, and current assignments will be critical to push the initiative forward. ESB was honored to attend and cover the Foundation's 6th Annual Women in Blue event (pictured) in September, 2023.



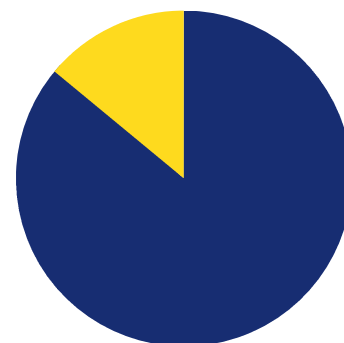
CURRENT SWORN DEMOGRAPHICS



2,565

**SWORN OFFICERS
AS OF SEPT 25, 2023**

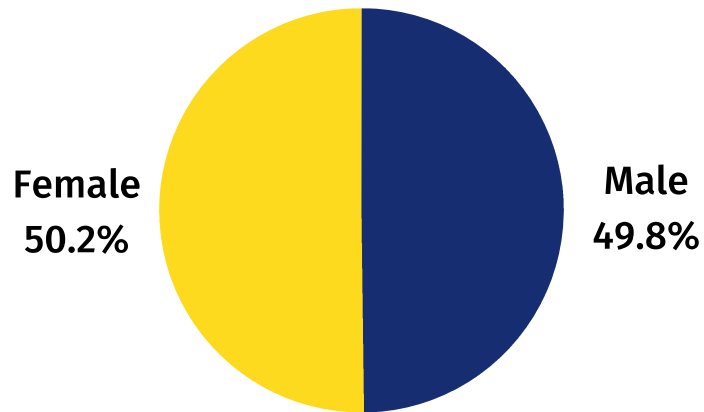
**Female
14%**



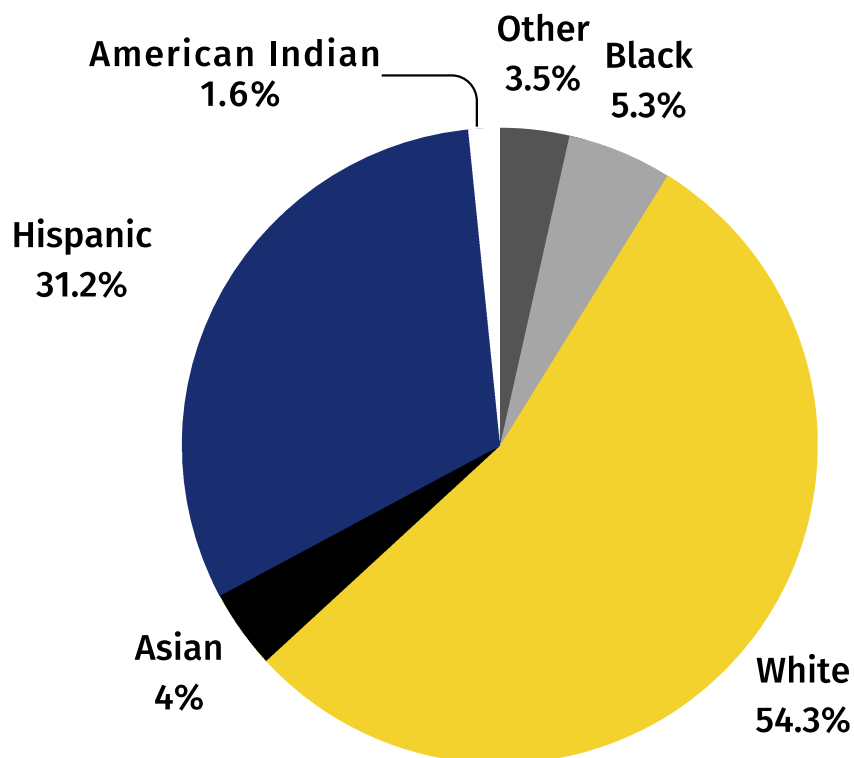
**Male
86%**



MARICOPA ASSOCIATION OF GOVERNMENT'S REPORT FROM THE AMERICAN COMMUNITIES SURVEY 2021



RACE BY PERCENTAGE





RECRUITING UNIT'S NEW SERGEANT

The Recruiting Unit is focused on strategically attending events that support our key hiring goals and initiatives, as well as reaching the demographics that are consistent with the Phoenix community. In September, 2023, ESB's new Recruiting Sergeant John Childress took his post and hit the ground running. He was a stand-out track and field athlete at Michigan State University.

PRO SPORTS



COLLEGES AND UNIVERSITIES



MILITARY EVENTS



CAMP PENDLETON
PUBLIC SAFETY
HIRING EVENT



MARINE BASE
YUMA, AZ



3,128

**NUMBER OF PEOPLE RECRUITERS
CONTACTED IN-PERSON, PHONE
& EMAIL
AUGUST 2023**



The SWET (Success With Effort and Training) program gives applicants the opportunity to exercise with our Recruiting Unit and other physical fitness instructors in preparation for the Arizona POST-mandated Police Officer Physical Aptitude Test (POPAT). Sessions are offered twice per week and are free of charge to anyone in the application process.



“COACH C” TOUCHES DOWN

Doug Christofis, known as “Coach C”, officially started teaching at SWET in September, 2023. Coach C is a dynamic motivator and his resume is impressive and unique, having trained NFL and MMA pro athletes, serving as an Agent in the Secret Service for 2 years, and for 23 years was a teacher/coach in Tempe Union High School District. He is co-instructing physical fitness at PRPA as well.

1,162

**PARTICIPANTS THROUGH
AUGUST 2023**



City of Phoenix Partnership with D.o.D. SkillBridge Program

The City of Phoenix is a Trusted Employer with the U.S. Department of Defense’s (DoD) SkillBridge program. SkillBridge helps transitioning military members bridge the gap between the end of service and the beginning of their civilian careers. DoD will pay all salary and benefits for up to 180 days for an applicant to participate in a SkillBridge program, a significant cost savings to the City. Employment Services directly partners with the Arizona Coalition for Military Families to help focus on Arizona-based service members as part of this program.

PHX PD

MARKETING TEAM

On September 15, 2023 ESB launched a new JOINPHXPD digital billboard (pictured) with help from our colleagues in the City Communications office. The billboard is located above Jefferson Street in a prime corner of Chase Field, taking advantage of both downtown traffic and the Arizona Diamondbacks' exciting run for the MLB Playoffs.



In September 2023 ESB reactivated long-dormant social media accounts on the LinkedIn and YouTube platforms. We're now firing on all cylinders, complementing our already rapidly-growing IG, FB and X social accounts. LinkedIn is not only the world's most utilized business and careers social platform, it's also a direct pipeline to the parents of potential applicants, and stakeholders in our community, including City leaders and Business influencers. For example, a recent LinkedIn analytics capture shows there's an audience for JOINPHXPD content. 4K+ impressions and "unique visitors" up 833% this month.

MAJOR PRIORITY:

Update and improve [JOINPHXPD.com](https://joinphxpd.com) recruiting website by start of 2024.

CURRENT PROJECTS:

Our partnership with GCU kicks off in September, 2023 with the Recruiting team's planned first classroom visit at Amanda Markham's Criminal Justice course. ESB Marketing will create attention-grabbing digital and paper Flyers to promote campus visits, boosting a strong turn-out.

We're also delivering assets for the upcoming Men's and Women's hoops season.



Updating current patrol fleet to display QR code for JOINPHXPD.com and recruiting social media handle @JoinPHXPD





Traffic Safety and Enforcement Strategies

This report provides the Public Safety and Justice Subcommittee an update on traffic safety and enforcement strategies.

THIS ITEM IS FOR INFORMATION AND DISCUSSION.

Summary

The Traffic Unit is the oldest specialty Unit in the Phoenix Police Department. The unit was created prior to 1920 and initially consisted of one motorcycle officer. Since then, the Traffic Unit peaked to over 130 riding Motor Officers in the early 2000s. The Transit Unit currently includes 43 riding Motor Officers.

As staffing levels changed, the mission of the Traffic Unit evolved as well. In the early 2000's Motor Officers were required to both investigate traffic collisions as well as enforce traffic laws. To ease call burden on Patrol, the Traffic Unit adopted a model primarily consisting of collision investigations around 2015. By 2020, several studies in communities throughout the country showed traffic enforcement, or a proactive approach to road safety, was more effective than the reactive approach of investigating collisions after the fact. In April 2022, the Traffic Unit moved to a more proactive traffic safety approach. Since the Unit adopted a more proactive approach, the overall number of traffic citations for hazardous violations has increased while collisions have decreased.

Traffic Unit Staffing

The Traffic Unit is comprised of officers and supervisors specifically dedicated to traffic safety and enforcement. Currently there are 74 allotted positions for the Unit, which includes the following:

- Lieutenant: 1
- Sergeants: 11 allotted / 8 filled
- Commercial Vehicle Inspection Officers: 4 allotted / 2 filled
- Traffic Education Safety Squad Officers: 7 allotted / 6 filled
- Driving Under the Influence (DUI) Officers: 10 allotted / 4 filled
- Enforcement Officers: 36 allotted / 22 filled

- Civilian Administrative Staff: 4 allotted / 3 filled
- Police Assistant: 1 position

Currently, there are a total of 27 vacancies within the Unit.

Accident Data and Speed Enforcement

Please see **Attachment A** for Citywide accident data and **Attachment B** for Citywide enforcement data for 2021, 2022 and YTD 2023.

The Traffic Unit is reporting the following data for this year through Aug. 31 2023:

- Tickets Issued: 14,937
- Total Charges: 17,429
- Collision Investigations: 476
- Notice of Violations: 1,213
- DUI Investigations: 103
- Van Blood Draws: 200
- Drug Recognition Evaluations: 4
- Commercial Vehicle Inspections: 168
- Special Events Worked: 151

Enforcement Strategies

A Traffic Impact Program (TIP) is a coordinated initiative involving five to 10 officers focused on a specific geographic area while leveraging a variety of tools, such RADAR enforcement, to provide enhanced enforcement of speed violations and other traffic law violations that are observed. Previously, TIPs were not always formal enforcement efforts and were often conducted by a single or pair of Motor Officers. In April 2022, the Traffic Unit transitioned from investigating traffic collisions to primarily conducting proactive traffic enforcement. With that transition, TIPs became a more standardized squad element to increase the high-visibility benefit of massed traffic enforcement and to increase actual enforcement in a specific area.

In July 2023, the Traffic Unit conducted a reorganization of staffing to balance personnel across the four enforcement squads. In July 2023, the Traffic Unit began to formally document TIPs in an internal database. Today, all four enforcement squads are conducting one 4- to 6-hour TIP, rotating precincts weekly, as well as one combined shift TIP every other week in rotating precincts, or approximately 18 TIPs per month (staffing and special events permitting) resulting in the following numbers since the end of July 2023 (included in Department/Unit totals):

- Number of TIPs: 31
- Hazardous: 1,290

- Non-Hazardous: 944
- Total charges: 2,236
- Total citations issued: 1,330
- Educational contacts: 134
- Towed vehicles: 43
- DUIs: 10

In 2022, the City Council approved the purchase of additional RADAR trailers to assist with strategic enforcement efforts. Since the new trailers were received, they have deployed 69 times throughout all precincts.

The trailers are utilized to collect statistical data, including:

- Total number of vehicles,
- Number of vehicles at or below speed limit,
- Number of vehicles above the speed limit,
- Numbers of vehicles above citable speed and
- Time of day those vehicles drove past the trailer.

With this information, the Traffic Unit utilizes a data-based deployment approach for Motorcycle Officers. This data allows Police staff to pinpoint a specific time of day to maximize enforcement impacts and assists staff in determining when to conduct a TIP or deploy a smaller team of Motor Officers. These trailers serve as a force multiplier for the Traffic Unit.

Both trailer deployments and TIPs are planned based on traffic complaints. Complaints are received through the Traffic Hotline, internal communication from precincts and specialty units, Community meetings, Street Transportation Department notifications, and City Council office requests. Each complaint is evaluated by the Traffic Education and Safety Squad using marked and unmarked enforcement vehicles, RADAR trailers, and Motorcycle Officer support. The evaluation then leads to the deployment of a TIP or other enforcement. Complaint areas are routinely spot-checked by Traffic Motors after the completion of enforcement action.

Automated Enforcement

Red-light running (RLR) is one of the riskiest behaviors at signalized intersections. According to a report published by the American Automobile Association (AAA) Foundation for Traffic Safety, more than two people were killed every day across the U.S. due to noncompliance with red signal indications (AAA Foundation for Traffic Safety, 2020). According to a report published by the Insurance Institute for Highway Safety (IIHS), RLR violations caused 928 fatalities in 2020 in the United States. In

addition, an estimated 116,000 people suffered injuries in RLR collisions (IIHS, 2022). Similar to cities across the nation, RLR related violations in the Phoenix metropolitan area have become one of the most severe causes of fatal crashes, with 144 fatalities and 10,685 injuries reported from 2014 to 2021. As part of the discussion on continuing traffic safety efforts, City Council directed staff to conduct research over the summer on automated enforcement safety programs and return to present a summary of the research this fall.

Prior Automated Enforcement Program

The City's previous Program started in 2000 with 10 intersections equipped with red light cameras and two mobile speed vehicles used in 15 mile per hour (mph) school zones. The intent of the program was to reduce the number of serious injury and fatal traffic collisions by encouraging voluntary compliance with traffic laws to create a safer street environment. Over the next 19 years, the City held contracts with Lockheed Martin (later becoming Affiliated Computer Systems), American Traffic Solutions, and Redflex Traffic Systems. These contractors provided equipment, maintenance, and other services in support of the Program.

The City's most recent Program contract was with Redflex Traffic Systems and was in place from Oct. 15, 2014 through Dec. 31, 2019, and included photo enforcement of red light running at signalized intersections and automated speed enforcement using mobile speed vehicles. Upon contract expiration, the Program included 12 fixed red light cameras at 12 intersection approaches and a total of eight mobile speed vehicles for specific use in 15 mph school zones and other pedestrian crossing points near schools. The Program was administered by the Phoenix Police Department with support from the Municipal Court and Streets.

Impact on Safety

In a 2019 before-and-after crash analysis of Phoenix's Program, data showed a 30.7 percent reduction in red light running collisions and a 30.4 percent reduction in injuries/fatalities for the twelve intersections (with fixed red light cameras) in all directions of travel when comparing the three-year period before the installation of red light cameras (2012-2014) to the three-year period after installation of the red light cameras (2016-2018). Furthermore, the data for red light running crashes in the direction of travel monitored by the red light cameras, the number of red light running crashes was reduced 57 percent, based on the same three-year before and three-year after periods. During this same time frame, the City on average experienced a 14.7 percent increase in collisions and a 3.6 percent increase in injuries/fatalities at its intersections that were not equipped with red-light cameras.

Next Steps

Staff is scheduled to present Automated Enforcement Safety Program Options to the Transportation, Infrastructure and Planning (TIP) Subcommittee for information and discussion on Oct. 18, 2023.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays, Deputy City Manager Alan Stephenson and the Police and Street Transportation Departments.

ATTACHMENT A
City of Phoenix Collisions

	2021	2022	2023 YTD (AUG)
Collisions (Total)	29,765	28,200	17,713
Fatal	240	235	143
Injury	7,331	7,122	4,289
Alcohol	970	910	580
Speed	7,001	6,657	4,042
Pedestrian	919	996	608
Bicycle	237	312	166

ATTACHMENT B
City of Phoenix Enforcement Efforts

Department-wide	2021	2022	2023 YTD (AUG)
Traffic Citations (Total)	38,543	38,531	30,976
Speed Violations	15,098	17,451	15,346
DUI Arrests	3,091	2,626	1,211



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.



Community Assistance Program Hiring, Recruitment and Service Report

This item includes a report on Phoenix Fire Department's Community Assistance Program (CAP) hiring and recruitment efforts. The report also details information on CAP's responses to calls for service.

THIS ITEM IS FOR INFORMATION ONLY.

In June 2021, the City Council approved \$15 million in the Fiscal Year 2021-22 Budget to expand the Community Assistance Program (CAP). CAP is a proven model to assist residents experiencing a traumatic event, behavioral health crisis, or other social welfare concerns. CAP consists of Crisis Response Units (CRUs), Behavioral Health Units (BHUs), and Behavioral Health dispatchers. CRUs continue to co-respond with police and fire on traumatic incidents to provide on-scene crisis stabilization. BHUs may respond as a singular unit to assist individuals experiencing a behavioral health or substance use concern or as a co-response unit. CAP is the foundation of our efforts to address those community needs that don't expressly align with the mission of traditional emergency and public safety services. To meet these diverse needs, CAP staff continue collaborating with community partners and connecting individuals with appropriate resources.

In March 2023, CAP and Human Resources staff partnered to complete five hiring events resulting in 48 new caseworkers. The new caseworkers were onboarded over the summer. The onboarding period comprised a six-week training investment followed by continual education. The increased staffing allowed the BHUs to increase from one unit to four units in service, with increased citywide coverage and response. Staffing also increased for the CRUs from five units to six units, resulting in increased citywide coverage and response. Over the summer of 2023, CAP added four new Behavioral Health Dispatchers, bringing the total to six dispatchers to be more available to connect callers with needed services. Additional Peer Support Specialists have been hired to meet staffing needs on the BHU teams. CAP and the contracted agencies are continuing to conduct interviews.

Community Assistance Program (CAP) staff are currently planning the next hiring events. Staff anticipates recruitment for Caseworker II positions will post on Oct. 9,

2023, and remain open until Oct. 27, 2023, with interviews taking place the beginning of November. Recruitment for Caseworker III positions will post on Oct. 30, 2023, and will remain open until Nov. 17, 2023, and interviews will take place early in December. These are all tentative dates based on a meeting that took place this morning.

The CAP Data Report is included for review as **Attachment A**.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays, Deputy City Manager Ginger Spencer and the Fire Department.



COMMUNITY ASSISTANCE PROGRAM DATA REPORT

BEHAVIORAL HEALTH UNIT REPORT: 7.30.23 - 9.2.23

Total Behavioral Health Unit (BHU) Incidents: 313

Primary Services Provided*

- Stabilized in place (56)
- Stabilized with transport (27)
- Transferred to High Level of Care (43)

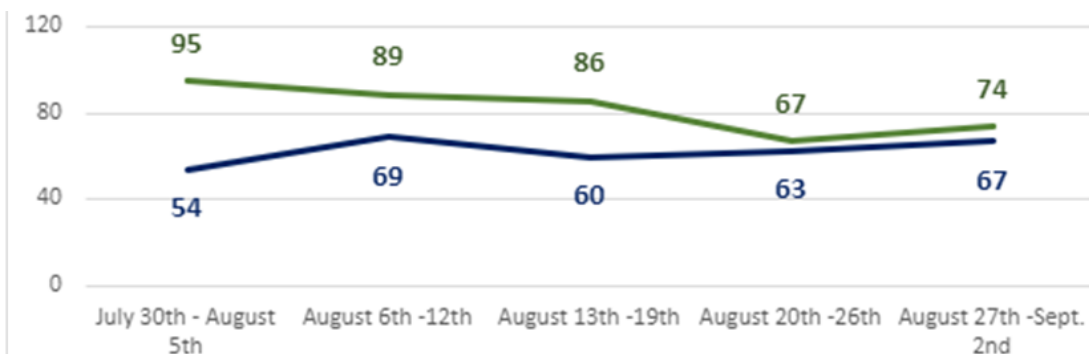
Total Number Of Adults Contacted: 178 (87%)

Total Number Of Children Contacted: 26 (13%)

Top BHU Primary Problem:

1. Housing Insecurity (36)
2. Mental Health (29)
3. Substance Abuse (16)

DISPATCH TRENDS



*Lower value outcomes are not included in this report. These values account for the data number not adding to the total number of incidents and individuals served.

CRISIS RESPONSE UNIT REPORT: 7.30.23 - 9.2.23

Total Crisis Response Unit (CRU) Incidents: 411

- Completed Non-Transport (366)
- Completed With Transport (45)

Total Number Of Adults Contacted: 496 (79%)

Total Number Of Children Contacted: 131 (21%)

Top CRU Crisis Response Reasons*:

1. Death (75)
2. Working Fires, Hazardous Materials, or Flood (33)
3. Social Service (39)

Top Primary Crime Reason:

1. Assault (12)
2. Homicide/Death Investigation (10)
3. Domestic/Family Violence (10)





Report

Agenda Date: 10/4/2023, **Item No.** 7

Phoenix Fire Department Hiring, Recruitment and Response Time Monthly Report

This item includes a report on Phoenix Fire Department's hiring and recruitment efforts as well as an overview of the department's response times. The report also details information on the emergency response types of the Fire Department.

THIS ITEM IS FOR INFORMATION ONLY.

The report is included for review as **Attachment A**.

Responsible Department

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

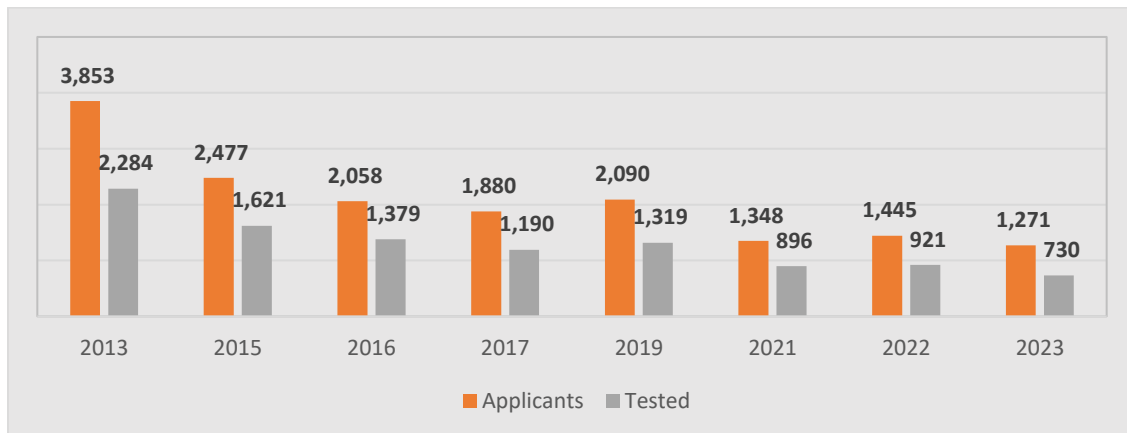


Phoenix Fire Department Staffing, Hiring and Activity Report

As of September 24, 2023

With all public and private sectors, workforce challenges to attract and retain quality candidates are more important than at any other time. This new reality is consistent across the Fire Service. Firefighter recruitment requires proactive efforts to ensure that a highly trained, dedicated, and committed workforce exists to meet the growing needs of our community. (Testing frequency is based on the number of applicants and the number of full-time positions being recruited to ensure a robust candidate pool is available).

Firefighter Applicants



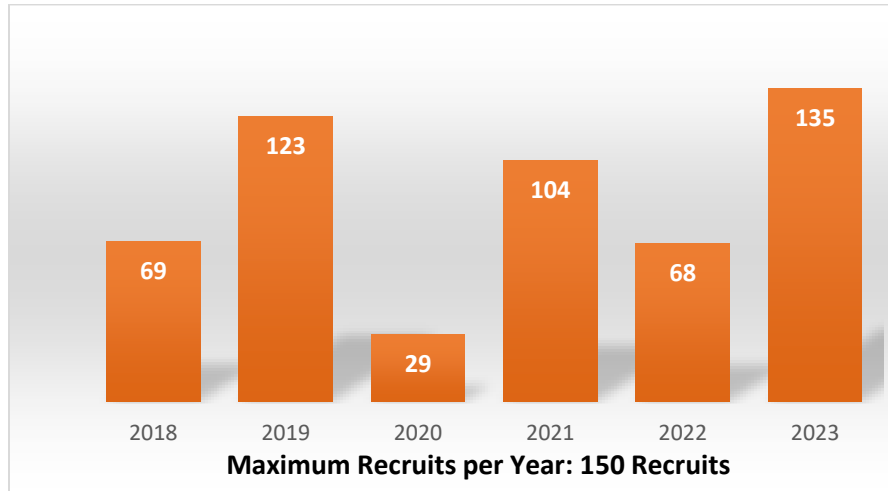
Training



Note: Report was prepared as of September 24 and thus September data is a projection.

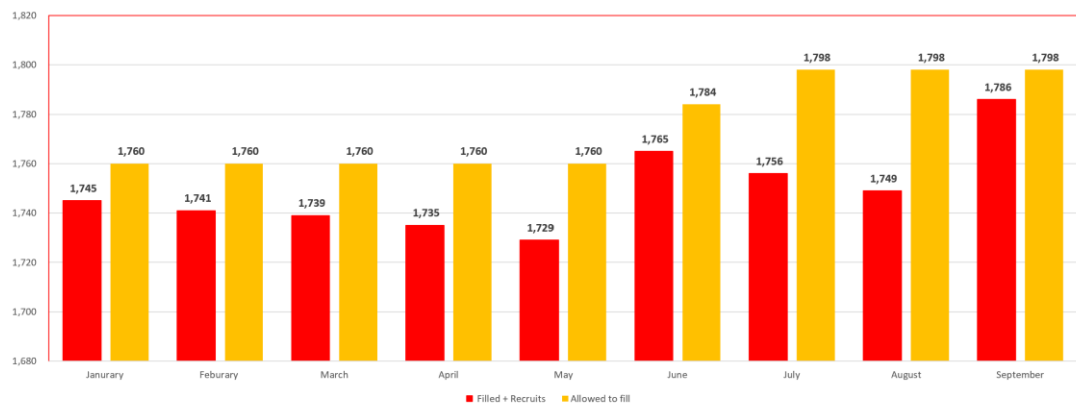
The Fire Department's Training Section is considered one of the best programs for its commitment to ensuring that every Firefighter who graduates the Fire Academy is well-trained and prepared.

Firefighter Recruits Trained



The Fire Department works throughout the year to hire and train new firefighter recruits. We aim to ensure that all vacant sworn positions are filled quickly. With the fire academy lasting 14 weeks, we must plan for attrition and coordinate recruitment, hiring, and training to minimize vacancies.

Sworn Staffing Levels



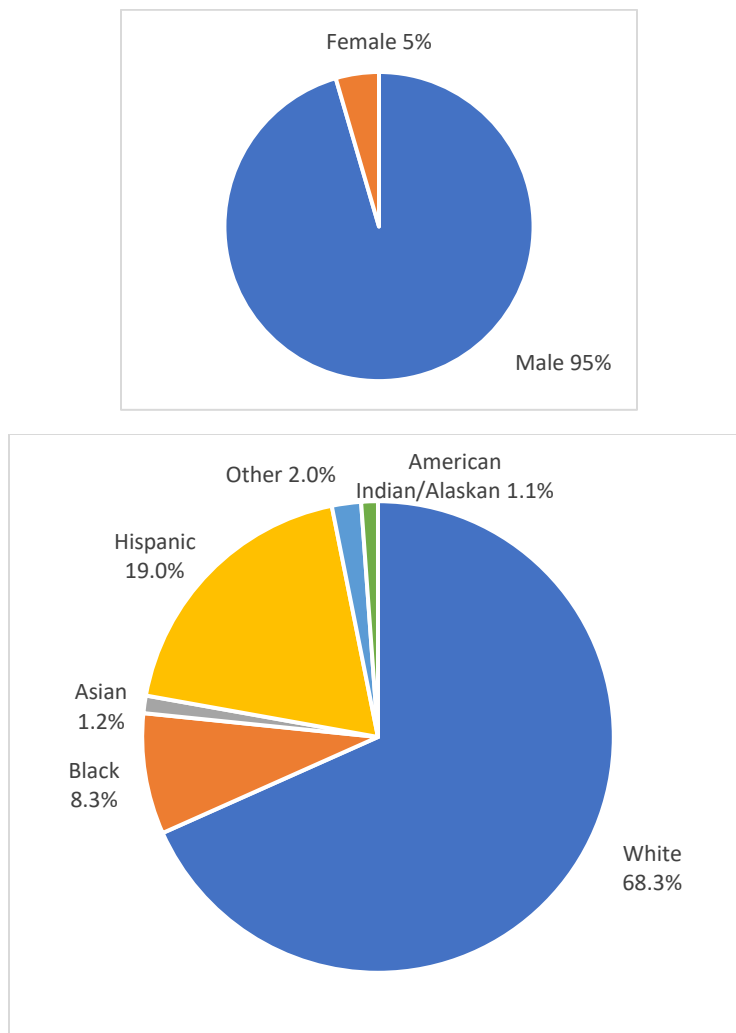
Note: Report was prepared as of September 24 and thus September data is a projection.



Sworn Demographics

The Fire Department is committed to values of diversity and inclusion and understands the value this brings to our department and our community. We are focused on the goal of ensuring our department reflects our community. The department connects with the different communities within the City of Phoenix and beyond through a collaborative approach such as with the multiple affinity groups. Affinity groups provide invaluable mentoring and support to new and current fire service members.

Sworn Demographic Breakdown



Note: Report was prepared as of September 24 and thus September data is a projection.



Call Response Times

Because seconds count when responding to emergencies within the City of Phoenix, the members of the Phoenix Fire Department must arrive quickly when an emergency occurs. Response times are measured and monitored daily to ensure the system's health is known and drive how resources are deployed.

Fire Department Emergency Response Times

	2023			Overall
	Engines	Ladders/LTs	Rescues	
January	07:27	07:12	11:09	09:21
February	07:32	07:17	11:18	09:23
March	07:31	07:13	11:24	09:31
April	07:30	07:21	11:19	09:26
May	07:25	07:02	11:03	09:14
June	07:28	07:36	10:50	09:08
July	07:20	07:32	10:38	09:01
August	07:17	07:07	10:38	09:08
September	07:19	07:21	10:49	09:02
Grand Total	07:26	07:20	11:01	09:15

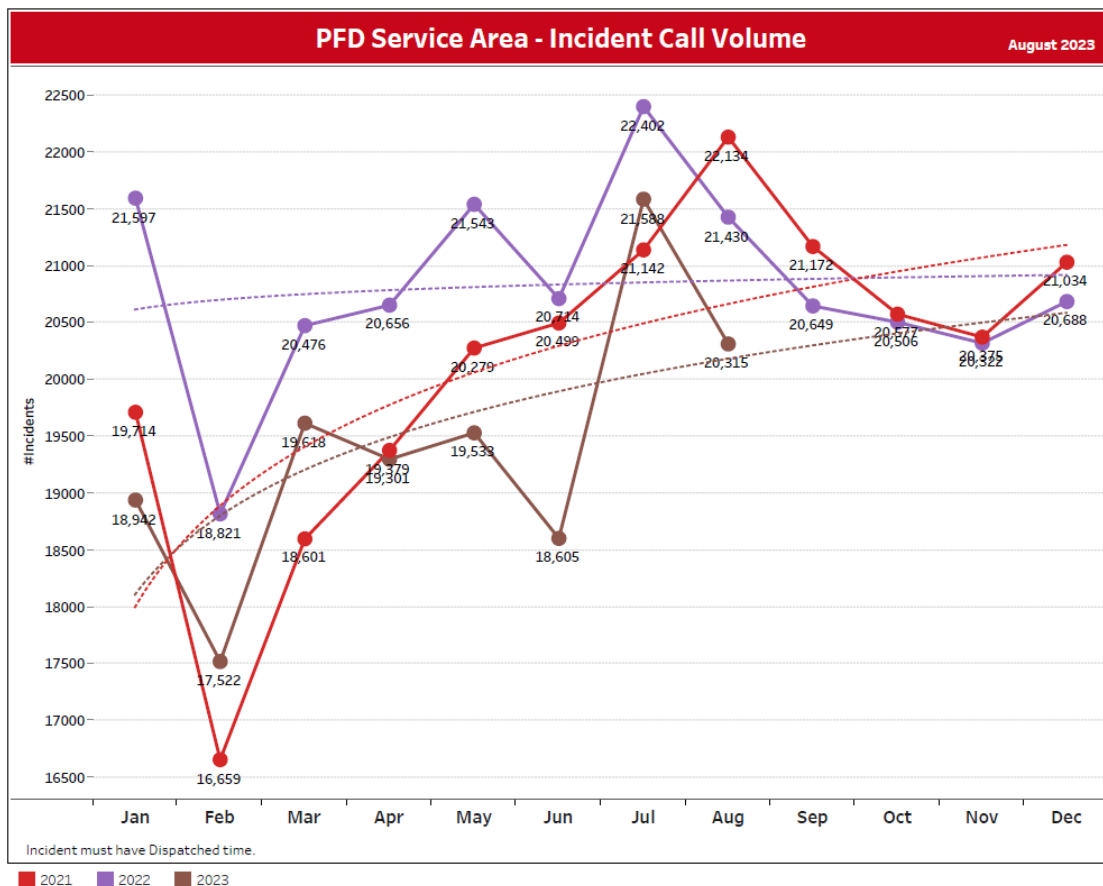


Note: Report was prepared as of September 24 and thus September data is a projection.

Call Volume Activity

Overall emergency response activity levels are a key metric the fire service utilizes to understand how the system is performing and what capacity levels exist. Before 2023, activity levels have been on an upward trend for the past decade. While a two to three percent increase year over year has been the consistent trend, the year-over-year increase in 2021 and 2022 was significantly higher. After a careful review of dispatch protocols, the fire department has reduced the overall activity level of 2023 by an average of eight percent compared to 2022.

Emergency Calls for Service Activity



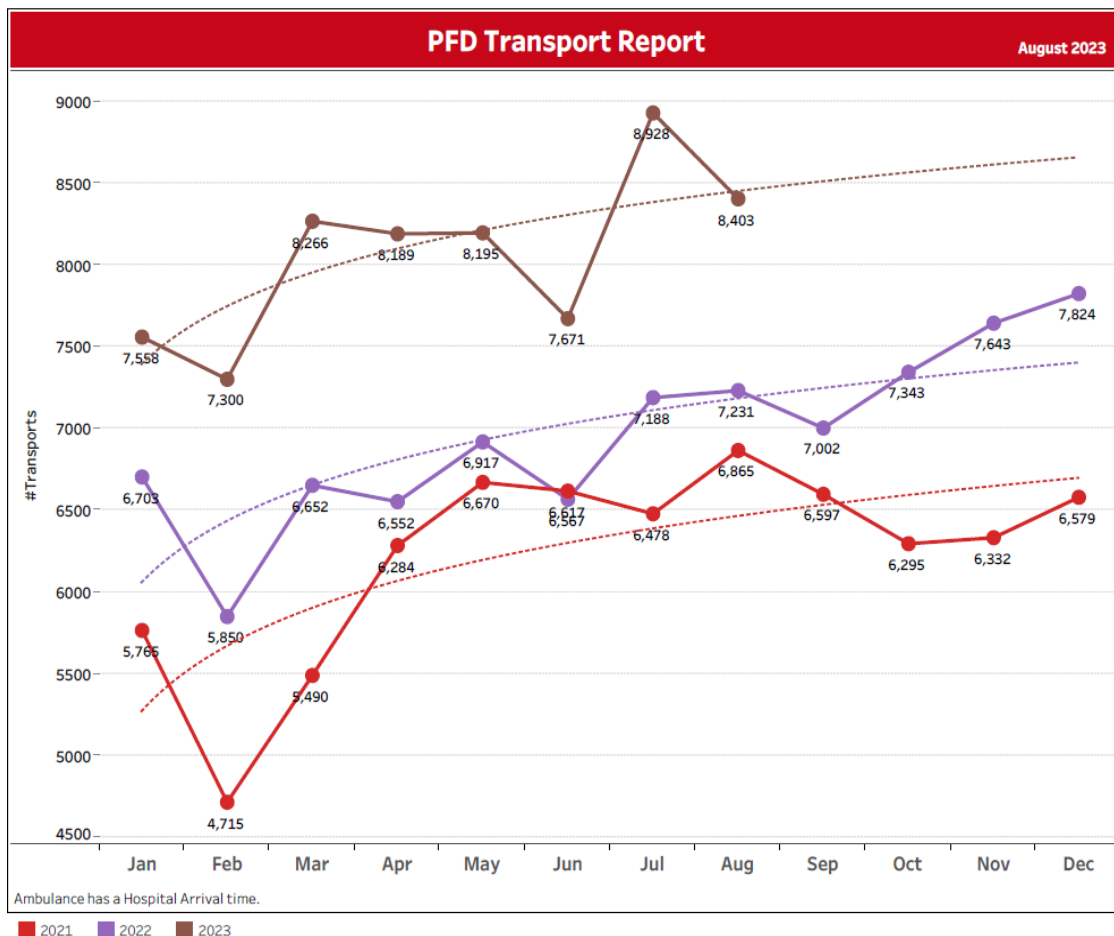
Note: Report was prepared as of September 24 and thus September data is a projection.



Transportation Activity

The Phoenix Fire Department operates our own emergency patient transportation system. This system has been in place for almost four decades. This system ensures that the residents of Phoenix receive the highest level of care from the point of calling 9-1-1 to the hospital arrival. While the number of transports remained consistent for many years, the department has experienced an average increase of 20% more transports each shift.

Emergency Transportation Activity



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