



Agenda

Public Safety and Justice Subcommittee

Wednesday, May 11, 2022

9:30 AM

phoenix.gov

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=e7f885ffd11ebadd4a25e7e48aa77648d>

- **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 264 5962# (for English) or 2552 043 0481# (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 2552 043 0481#. 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 2552 043 0481#). 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 March 9, 2022, 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.

CONSENT ACTION (ITEM 2)

2 Approval of Neighborhood Block Watch Oversight Committee's Recommendations for the 2022 Grant Program Awards Page 12

This report requests the Public Safety and Justice Subcommittee recommend City Council approval of the recommendations from the Neighborhood Block Watch Grant Program (NBWGP) Oversight Committee to fund 143 grant applications for the 2022 grant cycle. The recommended applications for funding total \$1,389,724.

THIS ITEM IS FOR CONSENT ACTION.

Responsible Department

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

Department on behalf of the Neighborhood Block Watch Oversight Committee.

INFORMATION ONLY (ITEMS 3-4)

3 Phoenix Police Department Hiring, Recruitment and Attrition Monthly Report Page 28

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.

4 Phoenix Police Department Hiring Process Page 33

This report provides the Public Safety and Justice Subcommittee with information on the improved applicant hiring process, as well as provides information on where applicants may be disqualified from the process.

THIS ITEM IS FOR INFORMATION ONLY.

Responsible Department

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

DISCUSSION AND POSSIBLE ACTION (ITEM 5)

The Subcommittee may vote to discuss Item 5 in Executive Session pursuant to A.R.S. Section 38-431(A)(1).

5 Reappointment of Phoenix Municipal Court Judges and Chief Presiding Judge Page 37

This item is for discussion and consideration of reappointment of two Phoenix Municipal Court Judges, each for a four-year term, and reappointment of Judge B. Don Taylor III to an annual term as Chief Presiding Judge, expiring June 30, 2023.

THIS ITEM IS FOR DISCUSSION AND POSSIBLE ACTION.

Responsible Department

This item is submitted by Deputy City Manager Karen Peters and the Phoenix Municipal Court.

INFORMATION AND DISCUSSION (ITEM 6)

6 Unmanned Aircraft Systems (Drones)

Page 38

This report provides an update on the policy development and community engagement related to the Unmanned Aircraft Systems (Drones) program as well as an update on overall program implementation.

THIS ITEM IS FOR INFORMATION AND DISCUSSION.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Fire, Police and Parks and Recreation Departments.

000 CALL TO THE PUBLIC

FUTURE AGENDA ITEMS

ADJOURN

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

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

Members:

Councilwoman Ann O'Brien, Chair
Councilwoman Yassamin Ansari
Councilmember Carlos Garcia
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 March 9, 2022, 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.

Attachment A

Phoenix City Council Public Safety and Justice (PSJ) Subcommittee Summary Minutes Wednesday, March 9, 2022

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

Subcommittee Members Present

Councilwoman Ann O'Brien, Chair
Councilman Jim Waring
Councilwoman Yassamin Ansari
Councilmember Carlos Garcia

Subcommittee Members Absent

CALL TO ORDER

Chairwoman O'Brien called the Public Safety and Justice Subcommittee to order at 9:33 a.m. with Councilman Jim Waring, Councilwoman Yassamin Ansari, Councilmember Carlos Garcia 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 Feb. 9, 2022 Public Safety and Justice Subcommittee meeting. Councilwoman Ansari seconded the motion, which passed unanimously 4-0.

INFORMATION ONLY (ITEM 2)

2. Phoenix Police Department Hiring and Recruitment Monthly Report

Information only. No Councilmember requested additional information.

INFORMATION AND DISCUSSION (ITEM 3)

3. Phoenix Police Department Staffing Follow-Up Discussion

Assistant City Manager Lori Bays introduced the item and presenters.

Police Department Executive Assistant Chief Michael Kurtenbach introduced Assistant Chief Bryan Chapman.

Chief Chapman described recent police hiring statistics.

Councilman Waring asked about the impact of COVID-19 on police recruitments.

Chief Chapman noted that the pandemic temporarily eliminated in-person recruitment efforts.

Councilman Waring expressed the value of in-person engagement with potential applicants and asked if the City had resumed in-person recruitment efforts.

Chief Chapman indicated that the City had updated its police recruitment strategies and that these would be described throughout the presentation.

Councilman Waring asked if the presentation would cover the in-person recruitment strategies utilized pre-pandemic.

Chief Chapman confirmed that it would. He explained the Arizona Peace Officer Standards and Training Board (AZPOST) requirements for police officers, recruitment strategies utilized by the City, process efficiencies and improvements, and lateral recruitment statistics and efforts. He also described the activities of the Polygraph Unit conducting pre-employment polygraphs.

Councilman Waring asked for clarification on the criminal polygraphs conducted by the Polygraph Unit.

Chief Chapman noted that criminal polygraphs were conducted to contribute to criminal investigations by the department.

Councilman Waring suggested that the City may pursue the use of a consultant firm, civilian staff, or retired officers in recruitment efforts.

Chief Chapman indicated staff was exploring options in each of the suggested areas.

Councilman Waring asked how the potential Fast Track Program for lateral applicants would impact existing officers at the City.

Chief Chapman explained that staff was consulting with the Phoenix Law Enforcement Association (PLEA) to ensure the potential program could be implemented without conflict and clarified the program's goals to attract additional lateral applicants.

Councilman Waring asked why so few lateral applicants had been hired.

Chief Chapman described various reasons why lateral applicants may not be hired by the City, including personnel challenges or internal investigations in their previous position.

Councilman Waring asked how the City compared to other law enforcement agencies in the region, noting that the City had previously been the employer of choice for police officers in the area.

Chief Chapman expressed the value of the City's size in attracting lateral recruitments. He added that some officers that had left the City to work in other agencies had returned due to the associated opportunities for growth with the City.

Councilman Waring noted that new recruitments may be more promising than lateral recruitments to address current staffing levels.

Chief Chapman indicated that about 10% of both new and lateral applicants were hired into the organization and suggested that lateral recruitments may offer an opportunity to improve current staffing levels.

Councilman Waring asked staff to further analyze data regarding applicant testing attendance and passing rates.

Chief Chapman explained that testing was conducted by a vendor that allowed applicants nationwide to access the test and that the passing rate had declined over the last year. He noted that higher test scores were not correlated with higher success in the hiring process and described the purpose of the pilot education waiver program to further enhance the hiring process.

Councilman Waring encouraged staff to explore non-sworn opportunities for employment in the Phoenix Police Department for 18- to 20-year-old individuals.

Chief Chapman reiterated the opportunities offered through non-sworn positions in the department for 18- to 20-year-olds.

Councilman Waring suggested that these positions may also help younger individuals remain eligible to become police officers under AZPOST requirements.

Councilmember Garcia expressed his support for the non-sworn opportunities for 18- to 20-year-olds. He asked for additional statistics about applicant failure rates at various stages of the application process.

Chief Chapman indicated that staff could follow up with these statistics.

Councilmember Garcia asked staff to review the impact of the marijuana usage restriction on hiring to determine if changes to this policy could improve staffing levels. He also asked for additional clarification on the proposed education and military waivers.

Chief Chapman stated that applicants with an associates' degree and above would not have to complete the applicant testing phase and that a similar military waiver may be explored if the pilot education waiver was successful.

Councilmember Garcia asked if recruiting efforts had included current City employees in other departments.

Chief Chapman explained that current City employees would have to undergo the same hiring process as other applicants and described the reserve officer program that engages many City employees in other departments.

Chief Kurtenbach clarified that AZPOST standards required that police officers had not used marijuana in the past two years. He described the current Police Department

staffing levels and efforts to pursue position reallocation and civilianization to address related issues.

Councilman Waring asked about the purpose of the newly added civilian positions.

Chief Kurtenbach indicated that the new civilian positions were intended to augment the work done by sworn officers, not replace them.

Councilman Waring asked how the younger generation could be engaged to assist sworn officers with digital investigations.

Chief Kurtenbach noted that staff were exploring various opportunities for engaging the younger generation with non-sworn positions.

Councilman Waring reiterated the potential impact of utilizing non-sworn staff in online investigations.

Councilwoman O'Brien expressed her excitement about the positive response to the recently posted civilian positions.

Ms. Bays recognized ongoing staff efforts to improve the recruitment process and noted that staff may request assistance from Council District offices to continue these efforts.

CALL TO THE PUBLIC

None.

FUTURE AGENDA ITEMS

None.

ADJOURNMENT

Chairwoman O'Brien adjourned the meeting at 10:29 a.m.

Respectfully submitted,

Sara Del Valle
Management Intern



Approval of Neighborhood Block Watch Oversight Committee's Recommendations for the 2022 Grant Program Awards

This report requests the Public Safety and Justice Subcommittee recommend City Council approval of the recommendations from the Neighborhood Block Watch Grant Program (NBWGP) Oversight Committee to fund 143 grant applications for the 2022 grant cycle. The recommended applications for funding total \$1,389,724.

THIS ITEM IS FOR CONSENT ACTION.

Summary

The Neighborhood Block Watch (NBW) Oversight Committee was established to solicit, evaluate and recommend, to the Mayor and City Council, appropriate proposals to expend funds for the expansion of the Block Watch programs within the limits of the Neighborhood Protection Ordinance. This ordinance, known as Proposition 301, was adopted at a special election held on Oct. 5, 1993. The City Council adopted the format and guidelines for this process on April 26, 1994. The NBW program is administered by the Police Department.

The 2022 grant application process opened on Nov. 2, 2021 and closed on Jan. 7, 2022. The NBW Oversight Committee scored the grant applications based on the following criteria:

- Crime prevention: 50 percent
- Budget evaluation: 20 percent
- Community involvement: 20 percent
- Project viability/feasibility/ability to complete: 10 percent

A total of 150 grant applications were received. Of that total, 143 are being recommended for funding by the NBW Oversight Committee for a total of \$1,389,724. Seven grant applications were not recommended for funding. Four grants scored below the program minimum requirement of 5.25 or higher out of 10 possible points and three grants were disqualified for not following the grant application guidelines. One grant application was recommended for partial funding as a result of failure to submit required documents. The NBW Oversight Committee vote was 9 ayes, 0 nays,

1 conflict and 0 abstained on the recommended funding list. See **Attachment A** for a list of all 150 grant applications.

Contract Term

The funding period is July 1, 2022 through June 30, 2023.

Financial Impact

No matching funds are required.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Police Department on behalf of the Neighborhood Block Watch Oversight Committee.

Attachment A

2022 Neighborhood Block Watch Grant Program Funding Recommendations Proposed by the Neighborhood Block Watch Grant Program Oversight Committee

NUMBER	APPLICANT / CO-APPLICANT	COUNCIL DISTRICT	PROJECT TITLE	AMOUNT REQUESTED	PROPOSED AWARD	REVIEW SCORE
22-002	Hunter's Village/Tapestry 24 Hr Surveillance	2	Staying Active and Crime Free	\$7,750.00	\$7,750.00	7.6700
22-003	Sierra Colina Block Watch	7	Solutions Style Living in Peaceful Harmony	\$4,910.00	\$4,910.00	6.3100
22-004	Mountain Estates Block Watch	3	Belcanto Grant 2022	\$11,750.00	\$11,750.00	7.3400
22-005	Estrella Super Mom's Block Watch / Estrella Middle School	8	Estrella Wake Up! Club	\$11,114.00	\$11,114.00	7.9900
22-006	Moon Valley Neighborhood Association / Mountain Sky Junior High School	3	Mountain Sky Wake Up! Club	\$8,508.00	\$8,508.00	8.0500
22-007	South Mountain Block Watch / Southwest School	8	Southwest Wake Up! Club	\$8,673.00	\$8,673.00	7.8100
22-008	Sienna Vista / Santa Maria Middle School	7	Santa Maria Wake Up! Club	\$8,813.00	\$8,813.00	8.1100
22-009	West Sunnyslope Neighborhood Association and Block Watch / Mountain View School	3	Mountain View Wake Up! Club	\$9,883.00	\$9,883.00	8.0300
22-010	SUNBURST FARMS HOMEOWNERS ASSOCIATION / Desert Foothills Junior High School	1	Desert Foothills Wake Up! Club	\$10,303.00	\$10,303.00	8.0600
22-011	Midtown Neighborhood Association	4	Royal Palm Community	\$11,546.00	\$11,546.00	7.0000
22-012	Pierson Place Historic District	4	Vista Verde Wake Up! Club	\$11,614.00	\$11,614.00	8.0000
22-013	Wilson Coalition / Wilson School	8	Wilson Wake Up! Club	\$7,112.00	\$7,112.00	7.8900

Attachment A

2022 Neighborhood Block Watch Grant Program Funding Recommendations Proposed by the Neighborhood Block Watch Grant Program Oversight Committee

NUMBER	APPLICANT / CO-APPLICANT	COUNCIL DISTRICT	PROJECT TITLE	AMOUNT REQUESTED	PROPOSED AWARD	REVIEW SCORE
22-014	Laurelwood Homes Block Watch	5	Villa de Paz Crime Prevention Program	\$11,995.00	\$11,995.00	7.4900
22-015	Moon Valley Gardens Neighborhood Block Watch / Glendale Union High School District (GUHSD) and Washington Elementary School District (WESD)	3	Shea Wake Up! Club	\$11,990.00	\$11,990.00	8.1400
22-016	Alta Vista Neighborhood Block Watch	1	M.C. Cash Wake Up! Club	\$12,000.00	\$12,000.00	7.8800
22-017	Deer Valley Park Neighborhood Block Watch Organization	1	2022 DVPNBWO Crime Prevention & Safety Project	\$11,685.00	\$11,685.00	7.4000
22-018	Black Mountain Community Alliance	1	2022 BMCA Crime Prevention & Safety Projects	\$11,980.00	\$11,980.00	8.1500
22-019	Redhawk At Rogers Ranch Block Watch / Estrella Foothills Global Academy	7	Estrella Foothills Wake Up! Club	\$10,643.00	\$10,643.00	8.1900
22-020	Northtown Community Block Watch/PNP / Northtown Homeowners Association, Inc	3	Desert Meadows Wake Up! Club	\$11,232.00	\$11,232.00	7.9000
22-021	Moon Valley Neighborhood Association	3	Moon Valley Community Awareness	\$10,093.00	\$10,093.00	7.3600
22-022	Grandview Neighborhood Association	4	Grandview Block Watch Crime Prevention & Reduction	\$11,928.00	\$11,928.00	7.7600
22-023	Cactus Wren Neighborhood Block Watch	1	2022/2023 Cactus Wren Block Watch	\$12,000.00	\$12,000.00	7.6333
22-024	Cactus Wren Neighborhood Block Watch / Cactus Park Police Precinct	1	2022/2023 Partnership between Cactus Wren Block Watch and Cactus Park Police Precinct	\$11,895.00	\$11,895.00	7.8667

Attachment A

2022 Neighborhood Block Watch Grant Program Funding Recommendations Proposed by the Neighborhood Block Watch Grant Program Oversight Committee

NUMBER	APPLICANT / CO-APPLICANT	COUNCIL DISTRICT	PROJECT TITLE	AMOUNT REQUESTED	PROPOSED AWARD	REVIEW SCORE
22-025	Redhawk At Rogers Ranch Block Watch / Paseo Pointe Elementary School	7	Paseo Pointe Wake Up! Club	\$9,997.00	\$9,997.00	7.4700
22-026	Riverwalk Villages Block Watch / Cheatham School	7	Cheatham Wake Up! Club	\$8,943.00	\$8,943.00	8.0400
22-027	Grant Park Community Garden	8	Wilson Community Involvement Project	\$11,283.00	\$11,283.00	7.6100
22-028	Riverwalk Villages Block Watch	7	Block Watch and Safety Group	\$11,770.00	\$11,770.00	6.2600
22-029	Moon Valley 1 Block Watch	3	Moon Valley Pride	\$5,430.00	\$5,430.00	7.4600
22-030	Mountain View Precinct Phoenix - Neighborhood Patrol	4	Mtn View Safe and Involved	\$12,000.00	\$12,000.00	8.4900
22-031	Desert Horizon Precinct Block Watch and PNP	3	Desert Horizon Safety & Involvement	\$11,800.00	\$11,800.00	8.0800
22-032	Homestead Block Watch / Charles W. Harris School	7	Harris Wake Up! Club	\$11,017.00	\$11,017.00	7.7200
22-033	Black Mountain Precinct Phoenix Neighborhood Patrol / Moon Valley - 1 Block Watch	3	Black Mountain Precinct Block Watch & Phoenix Neighborhood Patrol Programs	\$11,771.00	\$11,771.00	8.1700
22-034	John Jacobs Block Watch	3	To Detect, Deter and Delay Crime in the John Jacobs Elementary School Neighborhood	\$11,597.00	\$11,597.00	8.1700
22-035	Moon Valley Gardens Neighborhood Block Watch	3	2022 MVGNBW Safer Neighborhood	\$11,790.00	\$11,790.00	8.0700

Attachment A

2022 Neighborhood Block Watch Grant Program Funding Recommendations Proposed by the Neighborhood Block Watch Grant Program Oversight Committee

NUMBER	APPLICANT / CO-APPLICANT	COUNCIL DISTRICT	PROJECT TITLE	AMOUNT REQUESTED	PROPOSED AWARD	REVIEW SCORE
22-036	Mountain Estates Block Watch / Shea Middle School	3	2022 MVGNBW Engaging Youth	\$8,027.00	\$8,027.00	8.1400
22-037	FAIRVIEW PLACE NEIGHBORHOOD ASSOCIATION	4	Fairview Place - 2022 Reconnecting for Community Safety	\$11,991.00	\$11,991.00	7.1900
22-038	East Glenrosa Avenue	6	East Glenrosa Block Watch	\$11,970.00	\$11,970.00	6.9600
22-040	FAIRVIEW PLACE NEIGHBORHOOD ASSOCIATION / Phoenix College	4	Fairview Place & Phoenix College 2022: Central Phoenix Seniors - Active and Engaged!	\$11,998.00	\$11,998.00	5.6300
22-041	Arlington Estates II Neighborhood Association	7	Child and Community Safety Initiative	\$11,950.00	\$11,950.00	7.0100
22-042	Encanto-Palmcroft Historic Preservation Association	4	Alley Safety Lighting	\$3,000.00	\$3,000.00	6.9200
22-043	Cox Meadows Neighborhood Block Watch, Inc.	3	Royal Palm home security and safety project	\$11,645.00	\$11,645.00	7.9100
22-044	North Glen Square Neighborhood Association	5	North Glen Square Neighborhood Crime Prevention	\$9,986.00	\$9,986.00	7.0500
22-045	Grandview Neighborhood Association / AmeriSchools Academy	4	2022 Grandview/AmeriSchools Block Watch Crime Prevention and Reduction	\$10,597.00	\$10,597.00	7.8500
22-046	Simpson Neighborhood Association / Empower College Prep School	5	Empower Wake Up! Club	\$8,218.00	\$8,218.00	8.0100
22-047	Ocotillo Glen	5	Community Crime Prevention thru Business Support	\$10,000.00	\$10,000.00	7.8556
22-048	Washington Park Neighborhood Association	5	Neighbors Networking Against Crime	\$10,000.00	\$10,000.00	7.3875

Attachment A

2022 Neighborhood Block Watch Grant Program Funding Recommendations Proposed by the Neighborhood Block Watch Grant Program Oversight Committee

NUMBER	APPLICANT / CO-APPLICANT	COUNCIL DISTRICT	PROJECT TITLE	AMOUNT REQUESTED	PROPOSED AWARD	REVIEW SCORE
22-049	Greater Green Gables Neighborhood Association	8	Greater Green Gables Neighborhood Association	\$12,000.00	\$12,000.00	6.8800
22-050	Arcadia Camelback Mountain Neighborhood Association	6	Block Watch Grant 2022-2023	\$12,000.00	\$12,000.00	7.7900
22-051	VILLAGE MEADOWS CONCERNED CITIZENS NEIGH. ASSOC.	1	2022 Grant Program	\$11,648.00	\$11,648.00	6.9300
22-052	Phoenix Block Watch Advisory Board	3	Crime Prevention Plus	\$11,875.00	\$11,875.00	8.6500
22-053	Phoenix Block Watch Advisory Board / Community Engagement Bureau	1	Crime Prevention Plus - 1 (CEB)	\$11,326.00	\$11,326.00	8.7700
22-054	Trailside Point Block Watch	7	Getting Back to Basics: Fighting Blight and Protecting Our Environment	\$7,700.00	\$7,700.00	8.0700
22-055	Amigos Block Watch	4	2022 Amigos Block Watch	\$9,870.00	\$9,870.00	7.3600
22-056	Central Park Village / Central Park Village Activity Board	3	2022 CPV BW Newsletter	\$6,454.00	\$6,454.00	6.4700
22-057	Tatum & Shea Action Area Master Block Watch	3	2022 GRANT APPLICATION	\$4,823.00	\$4,823.00	7.2600
22-059	Desert Cove and Friends Block Watch	3	Desert Cove and Friends BW Application 2022	\$9,513.00	\$9,513.00	7.6556
22-062	Maryvale Estrella Mountain Community Alliance	7	2022 Maryvale Estrella Mountain Community Alliance - Community Engagement	\$11,996.00	\$11,996.00	8.1200
22-063	Maryvale Estrella Mountain Community Alliance / Maryvale Estrella Mountain Phoenix Neighborhood Patrol	7	2022 Maryvale Estrella Mountain Phoenix Neighborhood Patrol	\$11,970.00	\$11,970.00	8.3400

Attachment A

2022 Neighborhood Block Watch Grant Program Funding Recommendations Proposed by the Neighborhood Block Watch Grant Program Oversight Committee

NUMBER	APPLICANT / CO-APPLICANT	COUNCIL DISTRICT	PROJECT TITLE	AMOUNT REQUESTED	PROPOSED AWARD	REVIEW SCORE
22-064	Tuscano Block Watch	7	Creating a Safer Community	\$9,094.00	\$9,094.00	7.4700
22-065	Anderson Farm Block Watch/Neighborhood Association	1	FY 2022 Anderson Farm Block Watch/Neighborhood Association	\$9,975.00	\$9,975.00	6.3500
22-066	Weston Park Block Watch - Weston Park/Grayson Square	8	Maintaining Control/Keeping an Eye on our Neighborhood	\$10,442.00	\$10,442.00	5.8500
22-068	Orangewood Village Block Watch	1	Neighborhood Home Light-up	\$12,000.00	\$12,000.00	6.7000
22-069	Willo Neighborhood Association	4	Willo Block Watch 2022-2023	\$11,692.00	\$11,692.00	6.3700
22-071	Tomahawk Village Block Watch / City of Phx After School Center(PAC)	5	No Be4 It Happens..Cyber Security	\$11,410.00	\$11,410.00	7.5800
22-072	Carnation Association of Neighbors	4	Carnation 2022 NBW Program	\$11,996.00	\$11,996.00	6.9500
22-073	Westwood Village & Estates Neighborhood Association	4	2022 Block Watch Grant	\$8,158.00	\$8,158.00	6.8900
22-074	Northtown Community Block Watch/PNP	3	2022 Crime Prevention & Safety for Senior Community	\$5,541.00	\$5,541.00	8.2667
22-075	PALM LAKES VILLAGE, INC. / Palm Lakes Village HOA	2	Palm Lakes Village Grant	\$11,714.00	\$11,714.00	7.7900
22-076	Paradise Gardens Neighborhood Association and Block Watch / Paradise Gardens Neighborhood Association and Block Watch	3	Paradise Gardens grant app 2022	\$4,558.00	\$4,558.00	7.7900
22-077	Wilson Coalition / Wilson Elementary School District #7	8	Bougainvillea Block Watch	\$11,832.00	\$11,832.00	7.6100

Attachment A

2022 Neighborhood Block Watch Grant Program Funding Recommendations Proposed by the Neighborhood Block Watch Grant Program Oversight Committee

NUMBER	APPLICANT / CO-APPLICANT	COUNCIL DISTRICT	PROJECT TITLE	AMOUNT REQUESTED	PROPOSED AWARD	REVIEW SCORE
22-078	Cactus Park Community Alliance	1	Crime Prevention Through Education and Support	\$12,000.00	\$12,000.00	8.7444
22-079	Loma Linda Neighborhood Association	4	2021-2022 LLNA Blockwatch Grant-Neighborhood Safety & Communication	\$11,956.00	\$11,956.00	6.9100
22-080	Washington Park Neighborhood Association / Maryland Elementary School	6	Washington Park Crime Prevention Project	\$9,000.00	\$9,000.00	7.1556
22-081	Lindo Park Neighborhood Association/Block Watch	8	Crime Prevention and Neighborhood Revitalization	\$10,840.00	\$10,840.00	7.8333
22-082	Bougainvillea Block Watch	8	Grant Park Barrio Safety Now- Year 3	\$6,345.00	\$6,345.00	7.6100
22-083	Royal Palm Social Club / Continental Communities/Royal Palm Mobile Home Park	3	Ocotillo Hills Block Watch Bringing Neighbors Together To Reduce Crime Through Community Involvement	\$11,444.00	\$11,444.00	7.0000
22-084	Ridge Runners 2	1	Patrol area to deter crime and create a safer environment for our residents	\$2,054.00	\$2,054.00	7.7300
22-085	West Plaza Neighborhood Association	5	2022 Neighborhood Block Watch Grant Program	\$10,600.00	\$10,600.00	7.5300
22-086	PHX LUV	3	PHX LUV STREET SAFETY PROJECT	\$12,000.00	\$12,000.00	7.5200
22-087	Belcanto Block Watch / Belcanto HOA	2	Mountain Estates 2022-2023	\$11,975.00	\$11,975.00	7.3400
22-088	F.Q. Story Block Watch	4	FQ Story Crime Prevention Efforts	\$10,663.00	\$10,663.00	7.5200
22-089	North Encanto Neighborhood Alliance	4	Communication, Clean Up, and Safety in a New Era	\$5,564.00	\$5,564.00	6.9200

Attachment A

2022 Neighborhood Block Watch Grant Program Funding Recommendations Proposed by the Neighborhood Block Watch Grant Program Oversight Committee

NUMBER	APPLICANT / CO-APPLICANT	COUNCIL DISTRICT	PROJECT TITLE	AMOUNT REQUESTED	PROPOSED AWARD	REVIEW SCORE
22-090	Safe Schools "Focus On Excellence" / Safe Schools Youth Programs, LLC	8	Safe Schools CityWide Diversion Project	\$11,000.00	\$11,000.00	7.9400
22-092	Sunnyslope Historical Society and Museum	1	2022-2023 Season	\$10,920.00	\$10,920.00	5.9800
22-093	Mountain Trails Neighborhood Block Watch / Mountain Trails HOA	8	Mountain Trails Community Building	\$9,900.00	\$9,900.00	6.0000
22-094	Trailside Point Block Watch / Desert Meadows School	7	2022 Lighting Systems for our Senior Community	\$7,943.00	\$7,943.00	7.9000
22-095	Safe Schools "Focus On Excellence" / C.J. Jorgensen Neighborhood Association	7	RSD 'Teen Court' Project	\$11,000.00	\$11,000.00	7.9100
22-096	Cactus Park Phoenix Neighborhood Patrol	1	Cactus Park Phoenix Neighborhood Patrol Support Program	\$12,000.00	\$12,000.00	8.3444
22-097	Bernard Black Neighborhood Association	8	ACTS "Men of Valor" Leadership Development Project - AZ Champions Football	\$12,000.00	\$12,000.00	6.7800
22-098	Royal Palm Neighborhood Council	3	Royal Palm Neighborhood Events	\$9,840.00	\$9,840.00	7.2500
22-099	Lake Biltmore Block Watch	1	Lake Biltmore Block Watch Grant 2022	\$1,000.00	\$1,000.00	8.0444
22-100	Seven Palms Block Watch	3	Crime Prevention And Safety Techniques Through Education	\$12,000.00	\$12,000.00	7.6900
22-101	Norton Vista Neighborhood Association	3	Norton Vista : The Defensive Landscape Project	\$12,000.00	\$12,000.00	7.7500
22-102	North Central Heights	3	2022 North Central Heights Block Watch Grant	\$1,000.00	\$1,000.00	7.2300

Attachment A

2022 Neighborhood Block Watch Grant Program Funding Recommendations Proposed by the Neighborhood Block Watch Grant Program Oversight Committee

NUMBER	APPLICANT / CO-APPLICANT	COUNCIL DISTRICT	PROJECT TITLE	AMOUNT REQUESTED	PROPOSED AWARD	REVIEW SCORE
22-103	OSBORN BLOCK WATCH	4	patrol	\$6,950.00	\$6,950.00	5.9100
22-104	Faith Missionary Baptist Church Neighborhood Association / Faith Missionary Baptist Church	8	S.O.S&B (Save Our Sisters & Brothers) STEM Education and Safety Outreach Program	\$12,000.00	\$12,000.00	6.1800
22-105	Faith Missionary Baptist Church Neighborhood Association / Faith Missionary Baptist Church	8	S.O.S.&B - (Save Our Sisters and Brothers) Safety Education Awareness and Mentorship Program	\$12,000.00	\$12,000.00	5.3600
22-106	Neighbors Block Watch	2	Neighbors Block Watch 2022 Grant	\$11,947.00	\$11,947.00	7.3200
22-107	South Mountain Village Clean and Beautiful / Phoenix Neighborhood Patrol (NSD #1895)	6	South Mountain Village, PNP and Crime Free Multi-Housing Education and Outreach Program	\$12,000.00	\$12,000.00	8.2700
22-108	ROYAL PALM BLOCK WATCH / Royal Palm Middle School	3	Royal Palm Wake Up! Club	\$9,443.00	\$9,443.00	7.9500
22-109	Rancho Ventura Neighborhood Association	8	2022 NBWGP	\$3,190.00	\$3,190.00	7.5500
22-111	Metro Block Watch	1	Community Outreach - Crime Prevention Education	\$1,000.00	\$1,000.00	7.7800
22-112	Collins Sun Devils / Lynn	6	COLLINSUNDEVILS/MOUNTAIN POINTE KIDS	\$12,000.00	\$12,000.00	5.9500
22-113	Royal Palms Neighborhood Patrol / Continental Community Laura Layne Mgr	3	Community Education for a Safer Neighborhood	\$9,706.00	\$9,706.00	7.9100
22-114	Hatcher Road Business Alliance	3	theHUB Re-Engagement	\$11,910.00	\$11,910.00	7.2400
22-115	ALHAMBRA NEIGHBORHOOD ASSOCIATION	4	lighting and gating alleys	\$2,175.00	\$2,175.00	7.3500

Attachment A

2022 Neighborhood Block Watch Grant Program Funding Recommendations Proposed by the Neighborhood Block Watch Grant Program Oversight Committee

NUMBER	APPLICANT / CO-APPLICANT	COUNCIL DISTRICT	PROJECT TITLE	AMOUNT REQUESTED	PROPOSED AWARD	REVIEW SCORE
22-116	Central City Precinct Phoenix Neighborhood Patrol	8	Central City Precinct Neighborhood Patrol	\$10,000.00	\$10,000.00	7.9500
22-117	EAST SUNNYSLOPE NEIGHBORHOOD ASSOCIATION & BLOCK WATCH	3	East Sunnyslope Block Watch and Neighborhood Association Continued Improvement	\$10,576.00	\$10,576.00	7.7000
22-118	Sierra Colina Block Watch / M.C. Cash School	7	Crime Prevention through Continuing Education	\$8,302.00	\$8,302.00	7.8800
22-119	Collins Sun Devils / Lynn Collins	8	Collins Sun Devils/ASU PREP Family	\$12,000.00	\$12,000.00	5.9700
22-120	Woodlea/Melrose Neighborhood Association	4	Woodlea/Melrose Neighborhood Association	\$9,240.00	\$9,240.00	7.5800
22-121	West Sunnyslope Neighborhood Association and Block Watch	3	Visibility	\$11,995.00	\$11,995.00	7.2100
22-122	St. Gregory Neighborhood Assoc	4	2021-2022 SGNA Grant Application	\$12,000.00	\$12,000.00	7.7600
22-123	Simpson Neighborhood Association	4	Simpson Neighborhood 2022 Grant Application	\$10,978.00	\$10,978.00	7.2800
22-124	Roosevelt Action Association	7	Revive, Reconnect and Raise RSVT	\$12,000.00	\$12,000.00	7.4100
22-125	Sunnyslope Village Alliance	1	Sunnyslope Community Outreach	\$12,000.00	\$12,000.00	6.9700
22-126	South Mountain High School Law Magnet Program / Safe Schools Teen Court Network	7	'ACTS' Youth Leadership and Mentoring	\$9,100.00	\$9,100.00	7.7100
22-127	Acoma Park Block Watch	1	Acoma Park Block Watch 2022/2023 program	\$4,800.00	\$4,800.00	6.2000

Attachment A

2022 Neighborhood Block Watch Grant Program Funding Recommendations Proposed by the Neighborhood Block Watch Grant Program Oversight Committee

NUMBER	APPLICANT / CO-APPLICANT	COUNCIL DISTRICT	PROJECT TITLE	AMOUNT REQUESTED	PROPOSED AWARD	REVIEW SCORE
22-128	DEL NORTE NEIGHBORHOOD ASSOCIATION	4	Del Norte Place Alley Lighting Continuation	\$4,272.00	\$4,272.00	6.3300
22-129	Sienna Vista	7	Sienna Vista - See Something Say Something	\$11,970.00	\$11,970.00	6.9000
22-133	Community Alliance of Seventh Avenue	4	MCA's Community Partners for Engagement, Safety and Betterment	\$10,545.00	\$10,545.00	6.1200
22-134	Palo Verde Block Watch	3	Palo Verde Grant	\$1,000.00	\$1,000.00	7.7300
22-136	Ocotillo Hills Block Watch	3	Staying Connected with Neighbors	\$11,909.00	\$11,909.00	7.0000
22-137	CASA DE PRIMAVERA	4	Community Leaders in Action Block Watch	\$12,000.00	\$12,000.00	6.5700
22-139	7th Avenue Merchants	4	2022 BWG SAMA	\$9,810.00	\$9,810.00	5.5400
22-140	Saint John Alliance / Vista Verde Middle School	2	Crime Prevention, Personal Safety, and GAIN	\$10,403.00	\$10,403.00	8.0000
22-141	ARCADIA OSBORN NEIGHBORHOOD ASSOCIATION	6	2022 Neighborhood Block Watch Grant	\$12,000.00	\$12,000.00	7.4500
22-143	Anthem Neighborhood Watch-West	1	ANW 2022	\$12,000.00	\$12,000.00	7.2000
22-144	Rudville Neighborhood Association	8	Neighborhood Revitalization	\$10,000.00	\$10,000.00	6.2300
22-145	Coronado Neighborhood Association	4	Coronado Dispatch	\$10,000.00	\$10,000.00	6.3500

Attachment A

2022 Neighborhood Block Watch Grant Program Funding Recommendations Proposed by the Neighborhood Block Watch Grant Program Oversight Committee

NUMBER	APPLICANT / CO-APPLICANT	COUNCIL DISTRICT	PROJECT TITLE	AMOUNT REQUESTED	PROPOSED AWARD	REVIEW SCORE
22-146	Mountain Preserve Block Watch	3	Neighborhood Safety, Involvement & Unity	\$6,420.00	\$6,420.00	7.4300
22-147	Heritage Heights Block Watch	3	Building a Better Community 2022	\$3,850.00	\$3,850.00	7.5500
22-148	Woodlawn Park Neighborhood Association	4	WPNA Outreach and Crime Prevention	\$11,387.00	\$11,387.00	7.3300
22-149	Paseo Pointe Neighborhood Association / Paseo Pointe HOA	8	PASEO POINTE 2022 BLOCK WATCH GRANT	\$9,450.00	\$9,450.00	6.6300
22-151	19 North	5	19NORTH Community Safety Collaboration	\$11,077.00	\$1,000.00	5.2500
22-153	Arlington Estates II Neighborhood Association / Laveen Baseball League, Inc.	7	Laveen Baseball League, Inc.	\$10,000.00	\$10,000.00	7.5900
22-154	Perry Park Neighborhood Association	8	Safe and United Neighborhood 2022	\$9,761.00	\$9,761.00	7.2800
22-156	Devonshire Neighborhood Association	4	S.A.C.K.E.D. Safety and community Knowledge Every Day!	\$7,930.00	\$7,930.00	6.2500
22-157	Arizona Black Law Enforcement Employees (ABLE)	5	ABLE(Arizona Black Law Enforcement Employees) 2022 Criminal Justice Conference	\$10,000.00	\$10,000.00	7.1300
22-158	Dobbins Point Block Watch	8	Keeping Dobbins Point Safe	\$1,000.00	\$1,000.00	7.0000
22-160	Laveen Crossing Block Watch	8	2022 Laveen Crossing Block Watch	\$11,817.00	\$11,817.00	6.6300
22-161	Canyon Corridor Neighborhood Alliance / Rehoboth Community Development Corporation	4	Hazelwood St Neighbor2Neighbor	\$12,000.00	\$12,000.00	7.1500

Attachment A

2022 Neighborhood Block Watch Grant Program Funding Recommendations Proposed by the Neighborhood Block Watch Grant Program Oversight Committee

NUMBER	APPLICANT / CO-APPLICANT	COUNCIL DISTRICT	PROJECT TITLE	AMOUNT REQUESTED	PROPOSED AWARD	REVIEW SCORE
22-162	North Park Central	4	Increasing Neighborhood Engagement by Promoting Safety and Awareness	\$11,060.00	\$11,060.00	7.2500
				Total Proposed Award	\$1,389,724.00	

The Neighborhood Block Watch Grant Program Oversight Committee recommends denying funding for the following applications for not meeting the grant program criteria

NUMBER	APPLICANT / CO-APPLICANT	COUNCIL DISTRICT	PROJECT TITLE	AMOUNT REQUESTED	PROPOSED AWARD	REVIEW SCORE
22-039	Weston Park Block Watch - Weston Park/Grayson Square	8	Revitalization Alliance	\$11,700.00	\$0.00	DQ
22-058	Canal North Neighborhood Association	4	Canal North Crime Prevention Task Force 2022	\$6,915.00	\$0.00	4.5500
22-067	Weston Park Block Watch - Weston Park/Grayson Square / Angels on Patrol	8	Angels on Patrol, Inc	\$10,484.00	\$0.00	4.9400
22-130	Country Place Community Block Watch / Country Place Master Association HOA	7	Residents Reaching Residents	\$11,992.00	\$0.00	DQ
22-131	Grand Avenue Block Watch / Grand Avenue Members Association	7	Grand Avenue 2021 Block Watch	\$10,000.00	\$0.00	5.2200
22-132	Country Place Community Block Watch	7	Block Watch Group	\$11,975.00	\$0.00	DQ

Attachment A
2022 Neighborhood Block Watch Grant Program Funding Recommendations Proposed by the
Neighborhood Block Watch Grant Program Oversight Committee

NUMBER	APPLICANT / CO-APPLICANT	COUNCIL DISTRICT	PROJECT TITLE	AMOUNT REQUESTED	PROPOSED AWARD	REVIEW SCORE
22-135	El Caro Villas - Condo Complex	5	New El Caro Villas Block Watch 2022	\$12,000.00	\$0.00	4.5400
Total Denied				\$75,066.00	\$0.00	



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 recruitment and training efforts and **Attachment B** for a breakdown of retirements and resignations.

Civilian Hiring Update

On March 2, the City Council approved Civilian Investigator and Police Assistant positions to help alleviate sworn staffing challenges. Once these positions were posted, there was an overwhelming response in the number of applicants.

- Civilian Investigator: 960 total applicants; 680 met minimum requirements
- Police Assistant: 201 total applicants

For both position classifications, interviews are underway and staff is working diligently to get new hires on-boarded as quickly as possible.

Public Outreach

Below provides the monthly recruitment recap for March and April (through April 24, 2022).

- In-Person Recruitment Events: 47
- Virtual Presentations: 2
- Digital Advertising: 1 (Facebook and Instagram paid ad)
- Social Media Posts: 18 (Views: 24,428 Likes: 1,181)

- Written Exam Optional Prep Sessions: 3 (28 people attended, 16 passed)
- JOINPHXPD.COM Website Views: 29,492

Responsible Department

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

ATTACHMENT A

***Data as of April 4, 2022**

Hiring Plan Update – Combined data from Employment Services Bureau and Budget and Research Department

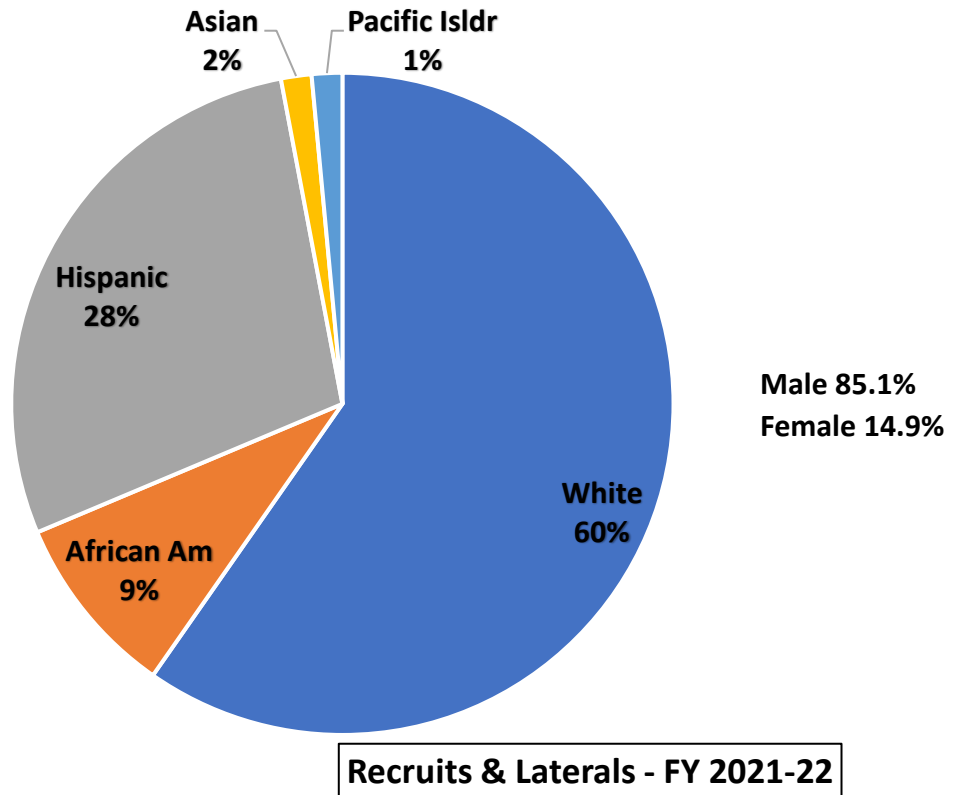
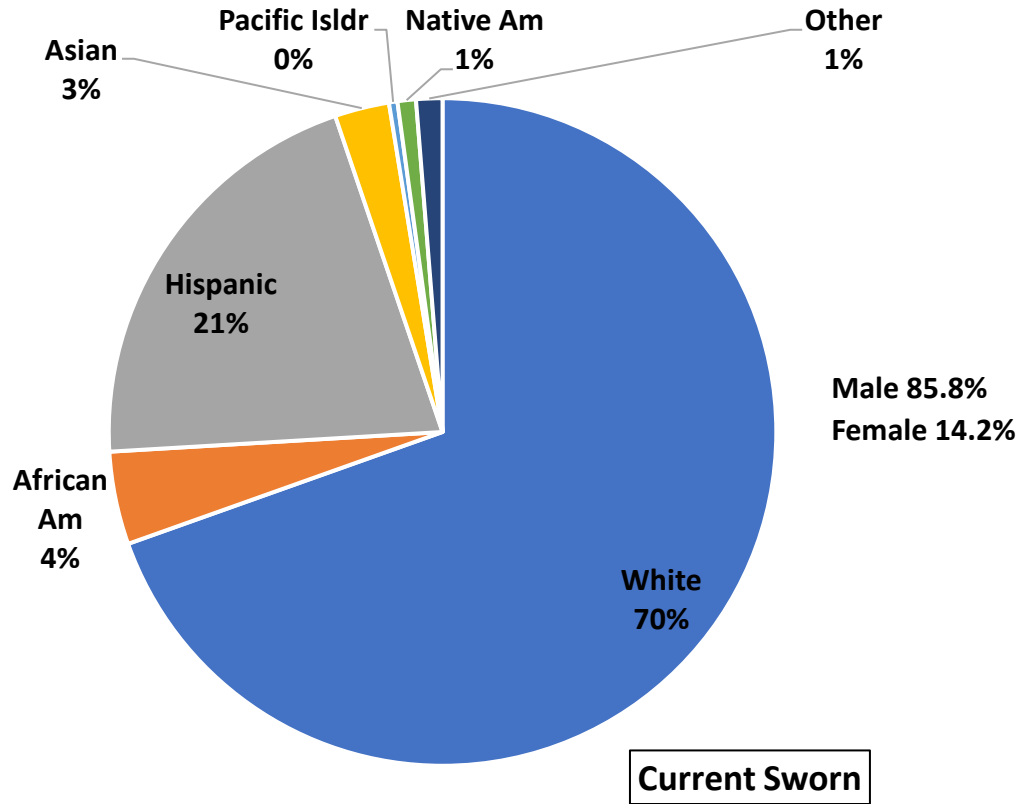
	Total Planned	Actual Recruit Hiring	Lateral Hiring	Grand Total Hiring	Recruit Attrition	Total Sworn Attrition	Total Filled Sworn
July	15	9	0	9	0	29	2878
August	15	0	0	0	1	18	2,842
September	15	7	0	7	1	25	2,823
October	15	3	0	3	0	19	2,813
November	15	11	1	12	0	14	2,795
December	15	1	0	1	3	36	2,774
January	15	5	0	5	1	28	2,743
February	15	2	0	2	0	20	2,732
March	15	6	2	8	0	18	2,721
April	15	11	0	11	0	-	-
Total	150	55	3	58	6	207	

Recruit Tracking – The Training Bureau tracks the number of recruits per Academy Class until they begin as a Field Training Officer (FTO).

Class	Start Date	# of Recruits	# Graduated	Attrition %	# Laterals	Began FTO
537	2/10/2020	48	42	12.50%	2	44
539	4/6/2020	35	30	14.28%	3	33
541	6/8/2020	29	27	6.90%	1	27
543	9/21/2020	48	40	16.67%	3	43
545	1/18/2021	23	17	26.09%	1	18
548	5/10/2021	22	22	15.38%	0	22
549	8/23/2021	16	16	15.79%	1	16
552	12/13/2021	17	-	22.73%	1	-
553	01/10/2022	5	-	16.67%	0	-
555	03/07/2022	9	-	11.11%	2	-
556	04/04/2022	13	-	0%	1	-

- Class 557 (May 16, 2022): Tracking 15
- Class 559 (June 27, 2022): Tracking 10 (any alternates from 557 will be added)

Demographics – Shows the current demographics of sworn officers along with recruits and laterals hired in FY 21/22



ATTACHMENT B

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

2021	Retirements	Resignations	Total
January	13	10	23
February	7	4	11
March	5	6	11
April	6	11	17
May	11	9	20
June	15	6	21
July	28	10	38
August	9	11	20
September	14	17	31
October	18	3	21
November	17	5	22
December	30	10	40
Total	173	102	275

2022	Retirements	Resignations	Total
January	14	10	24
February	13	11	24
March	13	8	21
April	13	11	24
Total	53	40	93

*actual and planned separations known as of April 19, 2022



Phoenix Police Department Hiring Process

This report provides the Public Safety and Justice Subcommittee with information on the improved applicant hiring process, as well as provides information on where applicants may be disqualified from the process.

THIS ITEM IS FOR INFORMATION ONLY.

Summary

As discussed at previous meetings, the Phoenix Police Department has been dealing with various staffing challenges including low recruitment and hiring numbers. These challenges led to a comprehensive review of the recruiting and hiring processes of the organization. Beginning in September of 2021, recruiting, applicant testing, background investigation and polygraph examination responsibilities underwent review for comparison to national best practices, state-wide trends and alignment with current organizational needs. Many of the efficiencies that have been introduced were discussed in the March 9, 2022, Public Safety and Justice Subcommittee report. This report will focus specifically on the Department's hiring efficiencies that have been made, the timeline and phases and identify the areas where applicants are disqualified from the process.

Efficiencies

In an effort to streamline the hiring process, attract more applicants and have them tested and hired as quick as possible, the Department identified improvements in all areas of the Employment Services Bureau (ESB). Some of these efficiencies are:

- Applicants who have an Associates Degree or above are no longer required to take the written exam. Since implementation of the waiver, in the three written exams that have been held, 64 degree waivers have been granted.
- The Deputy Human Resources Director of City Human Resources Talent Acquisition is directly involved in all procedural changes to the recruit applicant testing.
- ESB supervisors and employees participate in police recruit testing to ensure applicants' required entry paperwork is complete and the timely assignment to a background investigator. This has reduced the hiring time by one week.

- Effective April 4, 2022, the Polygraph Unit was reorganized: two examiners focused on criminal interviews and two focused on police recruit hiring. Previously, all examiners conducted both criminal and applicant polygraph examinations.
- Effective April 4, 2022, police recruit polygraph testing moved away from the Law Enforcement Pre-Employment Test (LEPET) model to the Direct Lie Screening Test (DLST) method. This allows the Department to be consistent with applicant hiring in Arizona and the western United States.
- Monthly strategy meetings between the Recruiting Unit and ESB to ensure efficient recruit testing processes and transition of applicants from recruiters to background investigators. The Human Resources Department is also invited to this meeting.

Hiring Process

Historically, the hiring process has taken upwards of three months or more and can be broken down into three phases. With the City Council approval of the ESoph software, ESB hopes to see a dramatic decrease in the time it takes to move applicants through the phases. See **Attachment A** to see the breakdown and approximate timelines for each phase. See **Attachment B** that shows the written exam dates for 2022 and the number of applicants who were invited, tested, passed, failed and forwarded on to ESB for processing.

Applicant Disqualification

There are various reasons that an applicant may be disqualified from the hiring process. As of April 17, 2022, ESB has received 275 applicants that are at various stages of the hiring process. To date, 93 have been disqualified due to the background investigation and six have been dismissed due to the polygraph exam. See below to see the reasons the 99 applicants were disqualified during the background investigation/polygraph exam:

- Drug Use History: 30%
- City Values/Not Most Qualified: 24%
- Crimes: 20%
- Voluntary Withdraw: 15%
- Integrity/False Information: 11%

On average, the Department hires around 14% of applicants. With the added efficiencies, shortened time frame and increased applicant assistance, ESB anticipates this percentage to increase.

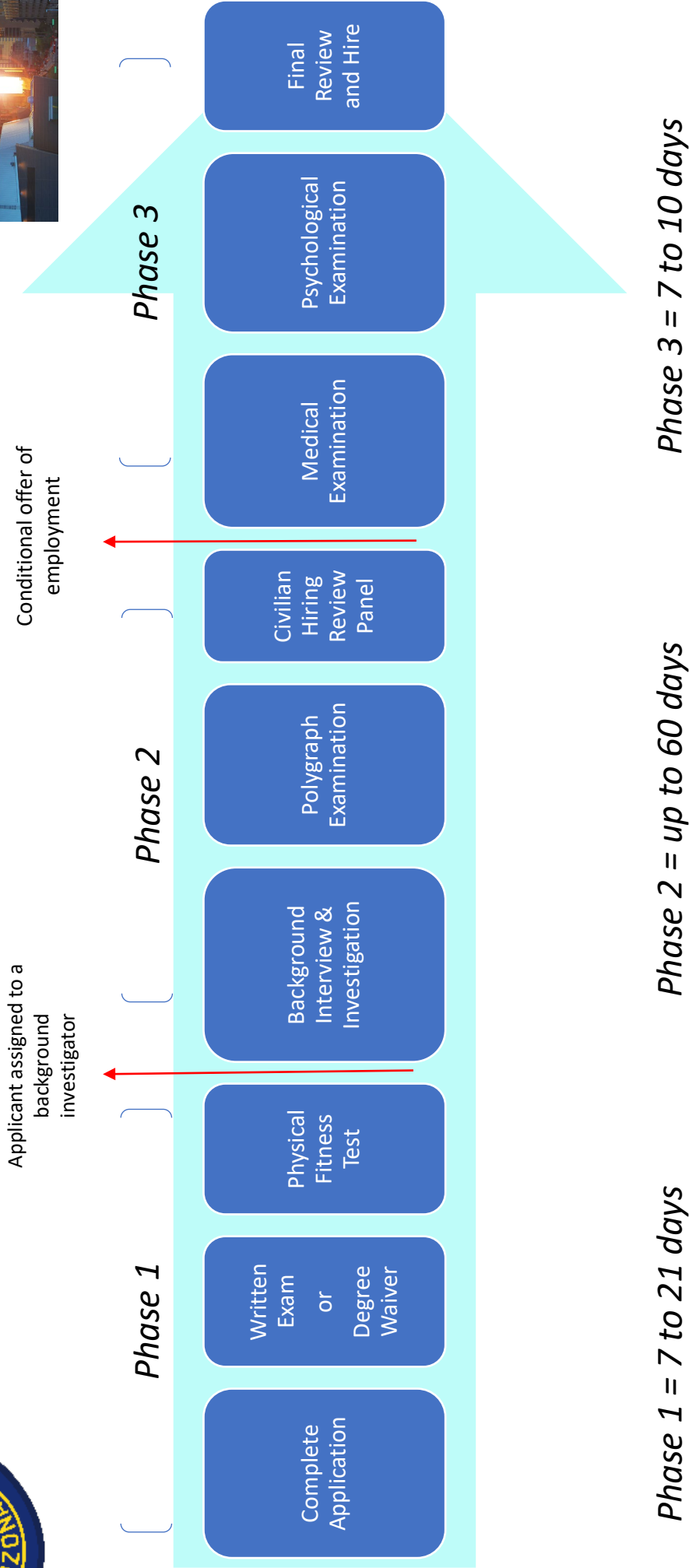
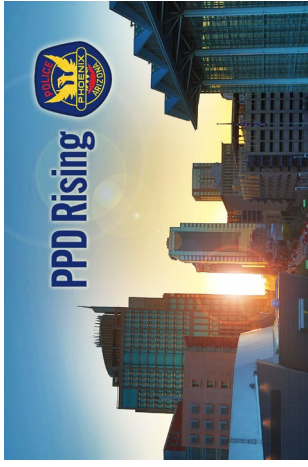
Responsible Department

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

Attachment A



Phoenix Police Department Recruit Hiring Process (2022)



Attachment B

Written Examinations 2022

	Invited	Tested	Passed	Degree Waivers	Applicants to ESB
January 8	70	34	11	NA	11
January 21	83	49	36	NA	36
February 5	85	41	27	NA	27
February 25	89	43	26	NA	26
March 12	81	63	23	29	52
March 25	115	77	30	25	55
April 9	46	27	11	10	21
Totals	569	334	164	64	228
				On-Line Tests	47
				Adjusted Totals	275



Reappointment of Phoenix Municipal Court Judges and Chief Presiding Judge

This item is for discussion and consideration of reappointment of two Phoenix Municipal Court Judges, each for a four-year term, and reappointment of Judge B. Don Taylor III to an annual term as Chief Presiding Judge, expiring June 30, 2023.

THIS ITEM IS FOR DISCUSSION AND POSSIBLE ACTION.

Summary

The Judicial Selection Advisory Board convened on April 8, 2022 and recommends the following reappointments of Phoenix Municipal Court Judges:

- Judge Tina Solomon as a Judge of the Phoenix Municipal Court for a four-year term that would end on June 29, 2026.
- Judge Laura Lowery as a Judge of the Phoenix Municipal Court for a four-year term that would end on Sept. 30, 2026.

The Judicial Selection Advisory Board also recommends the following reappointment of Chief Presiding Judge:

- Judge B. Don Taylor III as Chief Presiding Judge for an annual term expiring June 30, 2023. Judge B. Don Taylor III is currently serving as a Judge of the Phoenix Municipal Court for a four-year term expiring Feb. 9, 2025.

Responsible Department

This item is submitted by Deputy City Manager Karen Peters and the Phoenix Municipal Court.



Unmanned Aircraft Systems (Drones)

This report provides an update on the policy development and community engagement related to the Unmanned Aircraft Systems (Drones) program as well as an update on overall program implementation.

THIS ITEM IS FOR INFORMATION AND DISCUSSION.

Summary

The Phoenix City Council voted on February 16, 2022 to approve moving forward with an Unmanned Aircraft System (drone) program with the stipulation that staff conduct community engagement meetings throughout the city where members of the public can provide feedback on the city's policies and procedures for drone usage before they are finalized.

The City of Phoenix sought public input on the new drone program for the Police, Fire and Parks and Recreation departments and held 15 community engagement meetings in March and April, conducting presentations on the city-wide program parameters as well as the specific uses in the Police, Fire and Parks and Recreation departments.

Policies were made available for review online including the city-wide Administrative Regulation which outlines the purpose and governance of the drone program as well as policy requirements focused on the privacy and safety of Phoenix residents, businesses, visitors, and the general public.

The Fire and Police departments have specific policies related to the use of drones by those departments. The Standard Operating Procedures for the Fire Department as well as the proposed Police Department's Operations Order for Unmanned Aircraft Systems Use Guidelines have also been made available for review in draft form.

Residents unable to attend meetings were also able to email comments to the City Manager's Office.

The feedback received during this process and an overview of the content of the final drafts of the policies will be presented to the subcommittee. The final drafts will also be

posted online.

Once final policies are in place in June 2022, Phoenix will join more than 1,500 public safety agencies across the country and at least three dozen in Arizona using drone technology.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Fire, Police and Parks and Recreation Departments.