



Agenda

Public Safety and Justice Subcommittee

Wednesday, October 13, 2021

9:30 AM

phoenix.gov

OPTIONS TO ACCESS THIS MEETING

Request to speak at a meeting:

- **Register online** by visiting the City Council Meetings page on phoenix.gov **at least 1 hour 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=eb0680f174ca9fec8cd60f20fb76137ae>

- **Register via telephone** at 602-262-6001 **at least 1 hour 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.

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.

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Para nuestros residentes de habla hispana:

- **Para registrarse para hablar en español**, llame al 602-262-6001 **al menos 1 hora 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 2558 749 9959#. 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 2558 749 9959#). Se proporciona interpretación simultánea para nuestros residentes durante todas las reuniones.

CALL TO ORDER

000 CALL TO THE PUBLIC

MINUTES OF MEETINGS

1 Minutes of the Public Safety and Justice Subcommittee Meeting Page 6

This item transmits the minutes of the Public Safety and Justice Subcommittee Meeting on Sept. 8, 2021, 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 Jeffrey Barton and the City Manager's Office.

CONSENT ACTION (ITEMS 2-3)

2 Intergovernmental Agreement with Arizona State University for Services Associated with Police-Related Projects Page 18

This report requests the Public Safety and Justice Subcommittee recommend City Council approval for the Police Department to enter into a Master Intergovernmental Agreement (IGA) with the Arizona Board of Regents, Arizona State University (ASU), for services associated with a specific study to assess the Calls for Service the Police Department responds to, in an amount not to exceed \$76,500.

THIS ITEM IS FOR CONSENT ACTION.

Responsible Department

This item is submitted by Assistant City Manager Jeffrey Barton and the Police Department.

3 Donation from the Phoenix Police Reserve Foundation Page 20

This report requests the Public Safety and Justice Subcommittee recommend City Council approval to accept a donation of two motorcycles from the Phoenix Police Reserve Foundation, collectively valued at approximately \$58,000. These new motorcycles will be used exclusively by the Department's motorcycle-certified reserve officers.

THIS ITEM IS FOR CONSENT ACTION.

Responsible Department

This item is submitted by Assistant City Manager Jeffrey Barton and the Police Department.

INFORMATION ONLY (ITEM 4)

4 Phoenix Police Department Hiring and Recruitment Monthly Report Page 21

This report provides the Public Safety and Justice Subcommittee an update on the Phoenix Police Department's hiring and recruitment efforts.

THIS ITEM IS FOR INFORMATION ONLY.

Responsible Department

This item is submitted by Assistant City Manager Jeffrey Barton and the Police Department.

INFORMATION AND DISCUSSION (ITEMS 5-7)

5 Inspection Testing and Maintenance Report System for Fire and Life Safety Compliance - Update Page 24

This report provides an update to the Public Safety and Justice Subcommittee regarding the Brycer inspection, testing, and maintenance reporting system for fire and life safety compliance.

THIS ITEM IS FOR INFORMATION AND DISCUSSION.

Responsible Department

This item is submitted by Assistant City Manager Jeffrey Barton and the Phoenix Fire Department.

6 Remote Civil Traffic Hearing Pilot Program

Page 26

This report provides the Public Safety and Justice Subcommittee with an overview of the Municipal Court's pilot program to hold remote video appearances for people who receive traffic tickets.

THIS ITEM IS FOR INFORMATION AND DISCUSSION.

Responsible Department

This item is submitted by Chief Presiding Judge B. Don Taylor III and Deputy City Manager Karen Peters.

7 Police Department Staffing Discussion

Page 28

This report provides the Public Safety and Justice Subcommittee with information on the Phoenix Police Department's (PPD) staffing levels and describes the process that the department will conduct to address ongoing staffing and workload challenges.

THIS ITEM IS FOR INFORMATION AND DISCUSSION.

Responsible Department

This item is submitted by Assistant City Manager Jeffrey Barton and the Police Department.

000 CALL TO THE PUBLIC

FUTURE AGENDA ITEMS

ADJOURN

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

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

Members:

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



Minutes of the Public Safety and Justice Subcommittee Meeting

This item transmits the minutes of the Public Safety and Justice Subcommittee Meeting on Sept. 8, 2021, 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 Jeffrey Barton and the City Manager's Office.



City of Phoenix

Minutes

Meeting Location:
City Council Chambers
200 W. Jefferson St.
Phoenix, Arizona 85003

Public Safety and Justice Subcommittee

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

Wednesday, September 8, 2021

9:30 AM

City Council Chambers

CALL TO ORDER

The Public Safety and Justice Subcommittee convened on Wednesday, September 8, 2021 at 9:32 a.m. in the Council Chambers.

Present: 4 - Councilwoman Ann O'Brien, Councilwoman Yassamin Ansari, Councilman Jim Waring and Councilmember Carlos Garcia

Vice Mayor Garcia joined the meeting at 9:41 a.m.

000 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 Mar. 10, 2021 Public Safety and Justice Subcommittee. Councilwoman Ansari seconded the motion which passed unanimously, 3-0 with one member absent.

This item was approved.

CONSENT ACTION (ITEMS 2-3)

Items 2-3 were for consent action. No presentations were planned but staff was available to answer questions.

Councilman Waring moved to approve consent items 2-3. Councilwoman Ansari seconded the motion which passed unanimously 3-0 with one member absent.

2 FY 2021 Internet Crimes Against Children Task Force Program

This item was approved.

3 Donation from Phoenix Police Foundation

This item was approved.

INFORMATION AND DISCUSSION (ITEMS 4-5)

4 Navigating Traumatic Incidents

Discussion

Assistant City Manager Jeff Barton spoke briefly about the first item for discussion before introducing the Human Services Director Marchelle Franklin for a staff presentation.

Ms. Franklin gave a presentation about the new Family Advocacy Team. She explained that five civilian positions within the Phoenix Police Department (PPD) would be reallocated to the Human Services Department to provide assistance and confidential support for community members impacted by a PPD-related traumatic incident. She stated that this would include support services like: mental health services, navigating the investigative process, and facilitating communication between families and government agencies. Lastly, Ms. Franklin spoke about expanding the scope of this team to include support services for next of kin or family members of vehicular deaths and homicides.

Councilwoman Ansari asked if there were publicly available employee position descriptions for the five new positions.

Ms. Franklin responded that the position descriptions were available and would be provided to Subcommittee members.

Councilman Waring asked if the five reallocated positions would come from the PPD's 3,125 funded positions.

Mr. Barton replied no. He stated that the 3,125 authorized positions that

Councilman Waring mentioned were budgeted and sworn police positions. Mr. Barton clarified that the five positions mentioned in staff's presentation were civilian positions that would have no operational impacts to the PPD if reallocated.

Councilman Waring clarified that no funds from current PPD sworn officer positions would be moved to the Human Services Department.

Mr. Barton replied that the only change to the PPD budget would be the movement of those five budgeted civilian positions from PPD to the Human Services Department. He stated there was a net zero change in the General Fund budget.

Councilman Waring asked if this was separate from the PPD budget discussions that took place in the spring.

Mr. Barton replied that was correct.

Chairwoman O'Brien thanked staff for their presentation and Councilman Waring for making sure that the public understands the City was not taking away sworn officer positions from PPD.

Vice Mayor Garcia asked staff for further elaboration of how the Family Advocacy Team remains connected with impacted families and includes their input for policy decisions.

Mr. Barton stated that the City had continuous dialogue with the referenced families. He spoke about how the City Manager tasked PPD to address 3 key focus areas developed from conversations with those families. Mr. Barton also said that each of those focus areas would be addressed with new and revised policies by the end of September.

Councilwoman Ansari asked if the new Family Advocacy Team would address all forms of traumatic incidents in the future.

Mr. Barton stated that this new team would evolve as the need arises. He stated that moving forward the team would involve itself in additional type of incidents as needed and the Council could see a supplemental

request for additional positions in the upcoming budget process.

Councilwoman Ansari asked staff to confirm that the Family Advocacy Team functions would evolve in the future.

Mr. Barton stated that Councilwoman Ansari's assessment was correct. He followed up by saying if the caseload was too high, the city would have to address the additional work with more resources in the future.

This item was discussed.

5 Phoenix Police Department Recruitment, Hiring and Retention

Discussion

Assistant City Manager Jeff Barton spoke briefly about the second item for discussion before introducing Assistant Police Chief Sean Connolly and Executive Assistant Police Chief Michael Kurtenbach for a staff presentation.

Executive Assistant Chief Kurtenbach began the staff update on police recruitment, hiring, and retention efforts. He explained that 2,878 out of 3,125 sworn officer positions were filled, leaving the department with 247 sworn officer vacancies.

Assistant Chief Connolly spoke about PPD's hiring trends and processes while also highlighting the sworn officer attrition rate since 2018. He elaborated on the recruiting efforts online and in-person on college campuses and military bases. Assistant Chief Connolly discussed the \$7,500 hiring incentives for police recruits and lateral police officers, as well as the \$2,500 employee referral bonus. Lastly, he described the retention efforts within the PPD which included programs like mentoring groups and career expansion opportunities.

Councilman Waring asked how long PPD sworn officers were staying with the department. He also asked if staff tracked those numbers.

Executive Assistant Chief Kurtenbach replied that the department had been tracking those numbers and explained that there was a transformation of the type of applicants. He explained that recent PPD applicants were been more focused on a work-life balance rather than a

long-term career. Executive Assistant Chief Kurtenbach stated that officers seemed to be leaving because they were no longer interested in being a police officer, or there were more competitive incentives being offered at other law enforcement agencies in the state. He noted that the PPD was losing an average of 11 sworn officers for each officer hired.

Councilman Waring asked if the PPD had more sworn PPD officers transferring out of the department versus transferring in.

Executive Assistant Chief Kurtenbach reiterated that the department was losing 11 officers for each officer hired. He explained that PPD officers approaching retirement were not as interested in the Deferred Retirement Option Plan (DROP) financial incentive. Executive Assistant Chief Kurtenbach also stated that some officers simply did not want to work with the City. He stated that in the past it was easier to recruit because the PPD was a large entity that could offer applicants promotion opportunities.

Councilman Waring asked staff how many sworn PPD officers have left the City to go to a different local law enforcement agency.

Assistant Chief Connolly replied that he did not have that number but could provide it to Council at a later date. He also stated that the department anticipates the number of PPD officers leaving the City to go up in 2022.

Councilman Waring asked if \$400,000 was directed towards out of state recruitment efforts.

Executive Assistant Chief Kurtenbach stated that the council provided funds to hire outside of the state at universities, Historically Black Colleges and Universities (HBCU) and military bases. He explained that in-person recruiting efforts were not as effective anymore. Executive Assistant Chief Kurtenbach noted that the department had focused more on social media marketing efforts for hiring.

Councilman Waring asked if military recruitment efforts provided the largest number of hired officers.

Assistant Chief Connolly replied that historically, military service members had been the most hired group for the PPD. He also stated that the PPD still had a healthy relationship with military bases for hiring purposes. Assistant Chief Connolly also noted that some of the laterals did not meet the rigorous standards of the PPD hiring process.

Executive Assistant Chief Kurtenbach stated that the PPD had 12 officers move to other agencies during the current fiscal year.

Councilman Waring asked how officer retirement plays a role and if the hiring situation within the PPD could get worse before getting better.

Executive Assistant Chief Kurtenbach stated that 30 percent of the PPD officers were retirement eligible and that 447 sworn officers were in DROP program. He reiterated that the 30 percent of retirement eligible PPD officers represent 810 sworn positions.

Councilman Waring asked if the PPD had conducted research or outreach to other agencies for successful hiring practices.

Assistant Chief Connolly replied that the department had focused more on digital advertising and recruiting efforts. He also stated that PPD had recently met with the Indianapolis Police Department to compare retention effort strategies.

Councilman Waring discussed the changes in laws with marijuana and asked how that factors into the hiring process.

Assistant Chief Connolly replied that this was a challenge. He noted that as the PPD continues to evolve the Arizona Peace Officer Standards and Training Board (AZPOST) would need to evolve as well, specifically with marijuana policies.

Councilman Waring asked if future changes in marijuana policies were solely a City of Phoenix responsibility.

Assistant Chief Connolly said that was correct and that AZPOST would

be a part of that process.

Councilwoman Ansari asked why the PPD does not prioritize recruitment of pools that have some form of college education. She also asked if the PPD was targeting recruitment and hiring efforts towards women and people of color.

Assistant Chief Connolly spoke about how the PPD partnered with multiple community groups in hiring women and people of color.

Councilwoman Ansari talked about research that demonstrates possible negative impacts of hiring from the military due to cultural differences. She also spoke about a conversation she had with Chief Williams about military hiring efforts as not being the most beneficial for the PPD. Councilwoman Ansari asked to hear staff's experience in hiring members of the military.

Assistant Chief Connolly stated that the PPD had shifted away from military training ideology and focused more on creating a collegial environment. He replied that there was some accuracy to Councilwoman Ansari's statement but that there must be a balance to the hiring process. Assistant Chief Connolly explained that as the PPD continues to evolve, keeping in mind the balance of hiring practices would be important.

Vice Mayor Garcia noted his concern that the PPD may not take time to fully evaluate applicants because of the sense of urgency to hire caused by staff attrition rates. He stated that he was concerned about the quality of hires. Vice Mayor Garcia asked how PPD measure the parallels of making the police department better and the impacts on the recruitment process.

Assistant Chief Connolly replied that the PPD retention survey gave the department insight into how important it was to make employees feel valued. He stated that when there was less volume of applicants there was a higher quality of evaluation. Assistant Chief Connolly reiterated the importance for employees being valued.

Vice Mayor Garcia spoke about the workload being placed on police

officers in the United States as well as the expectation that those officers handle noncriminal issues. He asked staff what taking this workload off PPD would look like. Vice Mayor Garcia followed up by asking if there was a strategy for dealing with low numbers of applicants and hiring incentives not being effective.

Executive Assistant Chief Kurtenbach replied that he chose his career path because he saw it as a calling and wanted to make a difference in the community. He stated that the PPD recognizes a police officer may not be the best tool to respond to every call. Executive Assistant Chief Kurtenbach discussed that over time, law enforcement had become the most visible part of government and accumulated more duties. He indicated, the PPD would need to civilianize more, while also becoming more intentional in responding to call types. Executive Assistant Chief Kurtenbach noted that there must be an agency or entity to take over those duties.

Councilman Waring agreed that hiring retirees part time could be beneficial to both parties as it would keep retirees active in the community and receive health benefits as well as the PPD could better balance their workload. He also stated that hiring from the military applicant pool could be ideal as there were many veterans who have a college degree. Councilman Waring rebutted the notion that the application process was being rushed, and asked if the hiring standards were still maintained within PPD's applicant review process.

Executive Assistant Chief Kurtenbach stated that was correct. He mentioned the PPD added a community review component to the application process to receive additional review on potential candidates.

Mr. Barton noted that the PPD had been working on the hiring issue for several years and explained that he designed the balancing plan leading to the attrition based trajectory in PPD. He explained that this plan came to fruition because, at that point in time, there was not an interest in laying off police officers to immediately balance funding.

Mr. Barton explained that the passing of Prop 1 in 2007 required the PPD to hire a number of new officers within a 24-month time frame. He noted

the impact of Prop 1 and said that new hires were constantly moving in and out of the department. Mr. Barton stated that many of those officers should not have been hired and cost the city a tremendous amount of money in lawsuits. He stated that the changes within the hiring process were an intentional response to the lessons learned in 2007. Mr. Barton concluded by saying the PPD must work to find the right candidates to represent the department.

Councilman Waring asked if the standard of hiring had changed for the last three years.

Mr. Barton stated that the hiring process had stayed the same for the most part but also noted there had been changes to provide more community input and broaden the applicant pool.

Councilman Waring reiterated his question by asking if the department had upped the hiring standards.

Mr. Barton replied correct.

Councilman Waring asked if the PPD's change in retirement age had an impact on attrition rates in the department.

Executive Assistant Chief Kurtenbach replied that those changes have had a significant impact on whether officers remain with the City. He discussed two key benefits that he and Assistant Chief Connolly have that new hires did not have, including the 20-year retirement and DROP option. Executive Assistant Chief Kurtenbach stated that currently, the retirement for new applicants was 25 years with no option for DROP. He also stated that new applicants had a higher contribution rate to the pension fund.

Councilman Waring stated that Executive Assistant Chief Kurtenbach's description of the situation makes the PPD sworn officer job not as attractive for those applicants seeking a long-term position.

Councilwoman Ansari asked Chairwoman O'Brien if PPD military hiring could be a future topic of discussion in the Public Safety and Justice

Subcommittee meetings. She followed up with a question asking if the PPD had a consultant that helps with Diversity Equity and Inclusion (DEI) in the hiring and retention process. Councilwoman Ansari asked if the recently approved DEI Office would play a role in future PPD hiring processes.

Assistant Chief Connolly replied that there was no DEI consultant that assisted PPD through the hiring and retention processes.

Mr. Barton stated that there would be a DEI coordinator with input across the spectrum of office functions and hiring practices in the City. He followed up by saying the DEI coordinator would be a part of the PPD recruiting process.

Councilwoman Ansari asked if the PPD would be able to create a civilian position within the department to assist with the hiring process.

Mr. Barton confirmed this would be the case.

Chairwoman O'Brien thanked staff for their presentation and the subcommittee for their questions.

This item was discussed.

000 CALL TO THE PUBLIC

Ms. Anna Hernandez said that the discussion within the Subcommittee meeting was a great start to helping families navigate traumatic incidents. She explained that her family was impacted by a traumatic police involved incident and referenced in previous discussion. Ms. Hernandez stated that she was grateful to be involved in the process and noted the importance of keeping families like hers in mind when creating advocacy teams in the future.

Chairwoman O'Brien thanked Ms. Hernandez for her comments.

FUTURE AGENDA ITEMS

Vice Mayor Garcia requested the addition of a future agenda item regarding the PPD cleanup sweeps of encampments of people experiencing homelessness.

Councilwoman Ansari requested the addition of a future agenda item regarding

PPD military hiring.

ADJOURN

There being no further business to come before the Subcommittee,
Chairwoman O'Brien declared the meeting adjourned at 11:01 a.m.



Intergovernmental Agreement with Arizona State University for Services Associated with Police-Related Projects

This report requests the Public Safety and Justice Subcommittee recommend City Council approval for the Police Department to enter into a Master Intergovernmental Agreement (IGA) with the Arizona Board of Regents, Arizona State University (ASU), for services associated with a specific study to assess the Calls for Service the Police Department responds to, in an amount not to exceed \$76,500.

THIS ITEM IS FOR CONSENT ACTION.

Summary

The Phoenix Police Department (PPD) would like to partner with ASU on a collaborative initiative to assess the Calls for Service the police department current responds to. This will be done in a methodical approach using research, best practices in other jurisdictions, viable alternative responses, and will recommend improvements to the current responses that are effective, efficient and equitable. This assessment will help the PPD to better align police responses and to adapt to increasingly constrained staffing resources regarding the types of citizen requests that should be handled by the PPD and requests that could potentially be handled by other entities. City funding will cover costs associated with this project. ASU's research related recommendations and protocols can offer insight on how to improve police practices and procedures; enhance data collection and reporting; and ensure the law enforcement procedures assessed are aligned with best practices.

Contract Term

Upon Council approval, the term of the IGA will be for one year. Provisions of this agreement include an option to renew the IGA for an additional one-year period, which may be exercised by the City Manager or his designee.

Financial Impact

The cost to fund this agreement will not exceed \$76,500. Funding is available in the 2021-22 General Fund budget set-aside approved by City Council for Police Reform.

Responsible Department

This item is submitted by Assistant City Manager Jeffrey Barton and the Police Department.



Donation from the Phoenix Police Reserve Foundation

This report requests the Public Safety and Justice Subcommittee recommend City Council approval to accept a donation of two motorcycles from the Phoenix Police Reserve Foundation, collectively valued at approximately \$58,000. These new motorcycles will be used exclusively by the Department's motorcycle-certified reserve officers.

THIS ITEM IS FOR CONSENT ACTION.

Summary

The donated vehicles consist of two motorcycles outfitted with standard police equipment that will be used exclusively by the Department's reserve officers in responding to calls for service, providing additional uniformed patrol, and in delivering other police services to the Phoenix community. In fiscal year 2020-21, Phoenix reserve police officers donated more than 39,000 hours of sworn police services, valued in excess of \$3 million.

The Phoenix Police Reserve Foundation is a 501(c)(3) charitable organization that was founded in 2007. The purpose of the Foundation is to provide equipment to the Phoenix Police Department's Reserve Division, which cannot be provided by the regular City budget.

Financial Impact

These motorcycles will each come with a new vehicle warranty. Costs to the City will include standard operating and maintenance expenses. Funds for these expenditures are available in the Police Department's budget.

Responsible Department

This item is submitted by Assistant City Manager Jeffrey Barton and the Police Department.



Phoenix Police Department Hiring and Recruitment Monthly Report

This report provides the Public Safety and Justice Subcommittee an update on the Phoenix Police Department's hiring and recruitment efforts.

THIS ITEM IS FOR INFORMATION ONLY.

Summary

This report serves as a summary of the work completed by the Police Department and the Employment Services and Training bureaus. This report will be submitted monthly for Subcommittee review.

Please see **Attachment A** for a summary of current recruitment and training efforts.

Public Outreach

Below provides the monthly recruitment recap for September 2021.

- In-Person Recruitment Events: 11
- Virtual Presentations: 1
- Digital Advertising: 1 (USA Today 30-day ad)
- Mobile Billboard Advertising: 2 (Tucson, Ariz. and University of Arizona; advertised \$7,500 hiring bonus)
- Radio Events: 1 (30-day ad on two stations)
- Television Events: 1 (interview with ABC15 discussing college incentive and hiring bonus)
- Social Media Posts @JOINPHXPD: 25 (Views: 30,419 Likes: 1,382)
- Written Exam Optional Prep Sessions: 2 (46 people attended, 19 passed)
- JOINPHXPD.COM Website Views: 11,386

Responsible Department

This item is submitted by Assistant City Manager Jeffrey Barton and the Police Department.

ATTACHMENT A



***Data as of September 20, 2021**

2021 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
January	10	0	1	1	3	20	2949
February	10	5	0	5	2	8	2940
March	10	4	0	4	1	10	2934
April	10	17	1	18	1	16	2934
May	10	5	1	6	3	17	2918
June	10	5	0	5	2	18	2901
July	15	9	0	9	0	19	2878
August	15	0	0	0	1	18	2,842
September	15	7	0	0	1	-	-
Total	105	52	3	48	14	108	

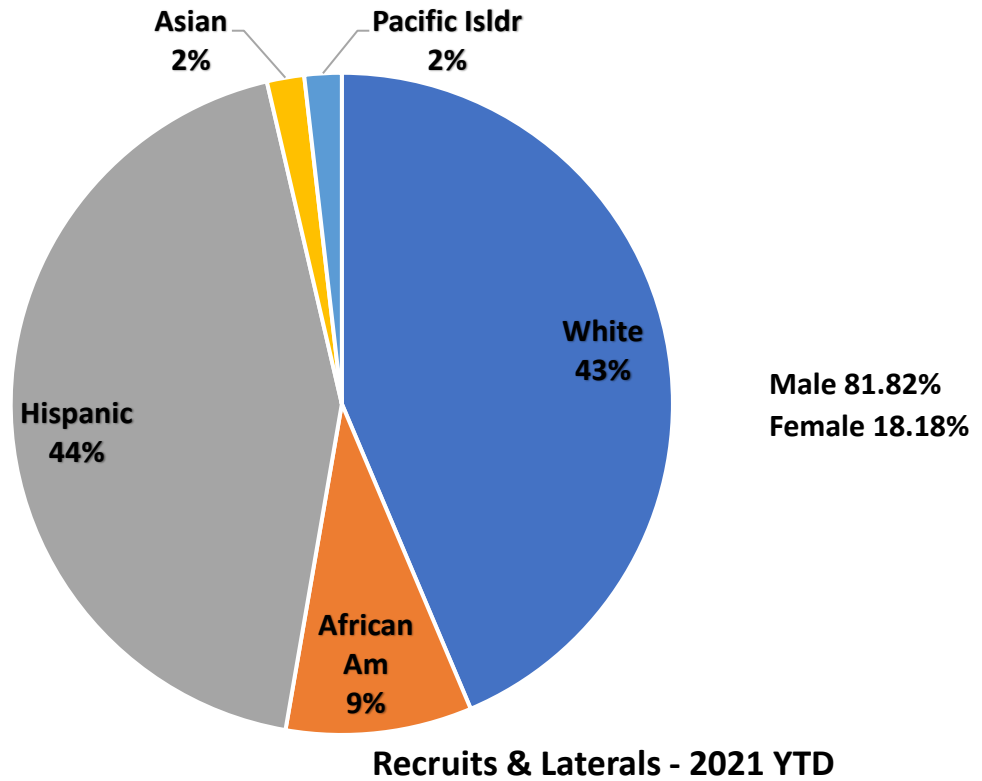
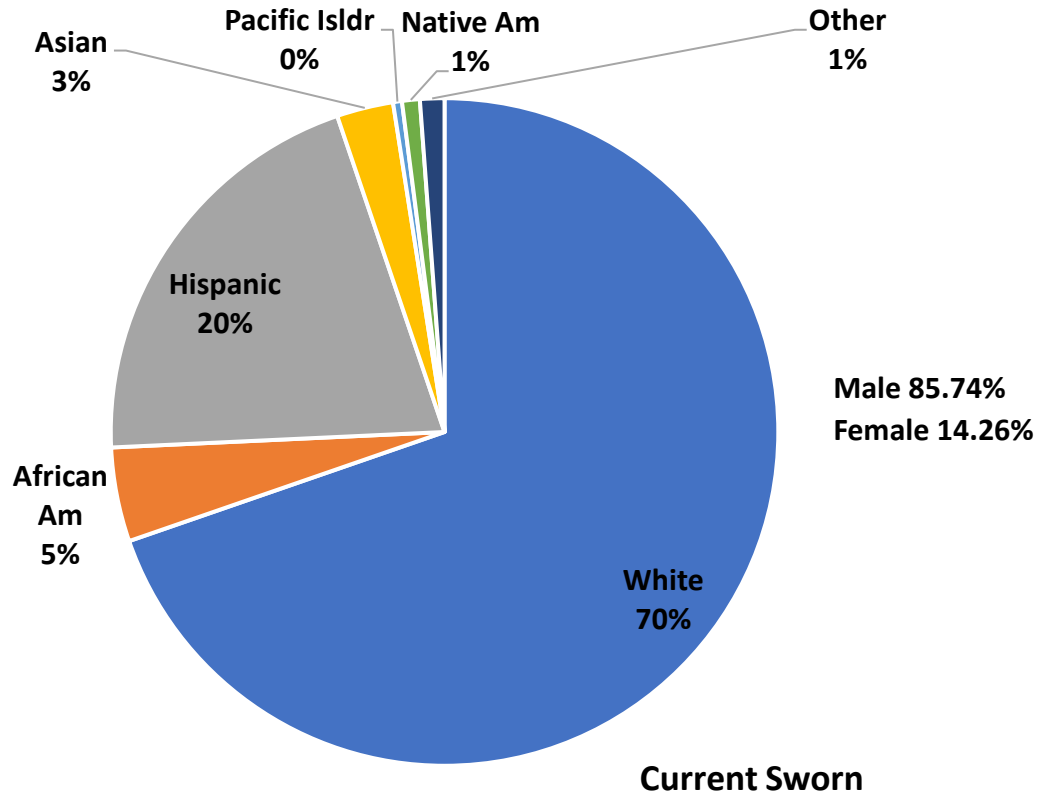
Recruit Tracking – The Training Bureau tracks the number of recruits per Academy Class until they begin as a Field Training Officer (FTO).

Class	Start Date	# of Recruits	# Graduated	Attrition %	# Laterals	Began FTO
529	6/3/2019	51	33	35.29%	2	35
531	8/12/2019	51	43	15.69%	1	44
533	10/7/2019	48	32	33.34%	3	35
535	12/9/2019	52	40	23.07%	1	41
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	-	15.38%	1	-
549	8/23/2021	17	-	-	1	-

Hiring Update:

- Class 552 begins 12/13/2021: Currently 10 recruits and 1 lateral

Demographics – Shows the current demographics of current sworn officers and of 2021 recruits.





Inspection Testing and Maintenance Report System for Fire and Life Safety Compliance - Update

This report provides an update to the Public Safety & Justice Subcommittee regarding the Brycer inspection, testing, and maintenance reporting system for fire and life safety compliance.

THIS ITEM IS FOR INFORMATION AND DISCUSSION.

Summary

The role of the Fire Department's Fire Prevention Section is to create a safer community through the management and enforcement of the adopted Fire Code. One major component of protecting Phoenix residents and businesses from a destructive fire or other life safety risk is the regular inspection, testing and maintenance of existing fire protection systems. It is estimated that there are more than 97,000 fire protection systems in the City of Phoenix and each of these systems must be evaluated annually to ensure they are functioning correctly. The Fire Code, which was codified by the Phoenix City Council, requires third party contractors to conduct these inspections and report any life safety system deficiencies to the Phoenix Fire Department for appropriate follow-up and enforcement. Effectively managing compliance with this requirement has historically been a challenge for the American Fire Service, including the Phoenix Fire Department, with each fire department achieving varying degrees of success.

In January of 2020, the Mayor and City Council approved the implementation of the Brycer Compliance Engine system. This innovative IT solution utilizes technology to track compliance, provide notification and reporting of compliant and deficient systems, as required by Fire Code. Since inception, Brycer has become an integral component in enhancing the Fire Department's ability to provide for the safety of the Phoenix community.

Prior to the Brycer system, the Fire Prevention Section received an estimated 2,500 third party inspection reports annually and had 23-25 contractors providing reports. Once these reports were received, staff would begin the labor intensive and time-consuming process of reviewing and addressing any life safety system deficiencies.

Today, with the Brycer system in place, the Fire Prevention Section has received 33,112 total reports in just the first eight months of 2021, and has 194 contractors providing reports. These reports are then quickly and efficiently processed, and any deficiencies addressed by a Fire Inspector.

The data now available from Bycer has demonstrated that approximately 80% of the reported life safety systems in Phoenix are compliant.

These improvements in the safety of our community have been achieved while saving an estimated 10,720 staff hours processing and reviewing life safety reports.

Concurrence/Previous Council Action

The Brycer inspection testing and maintenance reporting system was approved by City Council on Nov. 6, 2019.

Responsible Department

This item is submitted by Assistant City Manager Jeffrey Barton and the Phoenix Fire Department.



Remote Civil Traffic Hearing Pilot Program

This report provides the Public Safety and Justice Subcommittee with an overview of the Municipal Court's pilot program to hold remote video appearances for people who receive traffic tickets.

THIS ITEM IS FOR INFORMATION AND DISCUSSION.

Summary

Traditionally, taking care of a simple traffic ticket in Phoenix has been a process that often required multiple, in-person appearances at the downtown courthouse. The pandemic provided a significant opportunity for the Court to leverage technology and move into the digital age. The goals were to conduct the court process safely for all participants, to streamline and simplify interactions with the Court, and to make the process of taking care of a traffic ticket as customer friendly as possible.

In the first significant change early in the pandemic, in-person appearances for arraignments were discontinued. While people with traffic tickets have always been able to pay those citations or request a hearing without coming to the courthouse, an arraignment appearance was required if the individual wanted to explore potential options for fine reductions or speak to a judicial officer about their case. Those interactions now take place remotely by telephone or online, enabling people to explore their options with court staff directly. This eliminated many thousands of in-person appearances.

Beginning in June 2021, the Court began piloting remote contested hearings. With this step, it became possible for an individual to fully address a traffic ticket - including contesting the ticket at a hearing before a judge - without ever traveling to the courthouse. Successful remote hearings are the culmination of many months of planning, preparation, testing, and collaboration with the Phoenix Police Department. Technology hardware was deployed in the courtrooms, as well as at certain Police Department precincts. Staff studied, tested, and implemented Webex as an appropriate interface so that all persons in the hearings have full view of other participants as well as the judge. Court staff designed simple procedures for the hearings and easy-to-follow instructions in both English and Spanish. Provisions are

made for interpreters to appear as needed. To ensure that police officers are prepared to engage in the process remotely, the Police Department produced training modules.

Since rolling out the pilot program, the Court has received significant, appreciative feedback from the public. While the program has started small, the vision is to be the first large court in Arizona to hold remote video appearances for contested civil traffic hearings at scale. Assuming the pilot program continues to progress well, we anticipate making remote hearings available to all appropriate civil traffic cases in the first quarter of 2022. While we believe that most people will embrace remote appearances, any individual may decide to physically appear for his or her hearing, putting the choice about how to proceed squarely in the hands of the cited individual.

Staff believes that facilitating remote court appearances is the future and that building this infrastructure is about equity and fairness. People should not have to miss work, make extra childcare arrangements, or travel long distances for unnecessary in-person appearances.

Responsible Department

This item is submitted by Chief Presiding Judge B. Don Taylor III and Deputy City Manager Karen Peters.



Police Department Staffing Discussion

This report provides the Public Safety and Justice Subcommittee with information on the Phoenix Police Department's (PPD) staffing levels and describes the process that the department will conduct to address ongoing staffing and workload challenges.

THIS ITEM IS FOR INFORMATION AND DISCUSSION.

Summary

At the September 8, 2021, Public Safety and Justice Subcommittee meeting, PPD discussed the hiring, retention and recruiting challenges the department is currently facing. This report provides the subcommittee with additional information highlighting the negative impact that current and projected staffing levels are having on service delivery. Furthermore, this report begins to discuss the approach that PPD will take to ensure appropriate service delivery is maintained during this difficult hiring and retention period.

Staffing Levels, Caseloads and Other Considerations

Staffing Levels

Despite aggressive hiring campaigns over the last two fiscal years, like most other law enforcement agencies across the country the department has experienced a continued decline in the number of filled sworn positions. For reference, in March 2020 the department had 2,926 filled sworn positions and 124 recruits enrolled in the academy for a total of 3,050 filled sworn positions. Approximately one year later in July 2021 the department had 2,837 filled sworn positions and 41 recruits enrolled in the academy for a total of 2,878 filled sworn positions. This reflects a decrease of 172 filled sworn positions between March 2020 and July 2021. The department currently has 2,781 filled sworn positions and 39 recruits enrolled at the training academy, for a total of 2,820 filled sworn positions.

The minimum staffing level for optimal patrol operations is 1,096 filled sworn positions. The current staffing level in patrol is 1,054 filled sworn positions, which is 42 officers below the minimum staffing level. On average the department is currently losing approximately 30 officers per month and expects to lose over 100 additional officers by mid-December 2021.

The department is focused on ensuring that resources are appropriately distributed. An important factor in deciding patrol staffing levels is looking at where elevated levels of crime are occurring and analyzing response times. Attachment A shows a heat map of the City indicating where the majority of crime is happening and Attachment B provides information on calls for service and response times from 2016 through 2021. Between 2016 and 2020, the number of calls for service increased by 4.9%. For the same period, response times have increased by 1.1%, or seven seconds.

Caseloads

While it is important to constantly evaluate the needs of patrol, department leadership must also remain aware of the staffing and workload demands of other high priority investigative units throughout the department. Due to current staffing challenges, many investigative units within the department are carrying higher caseloads than recommended based on best practice. In fact, a recent study conducted by the Matrix Consulting Group, determined that the caseloads for Assault, Burglary, Domestic Violence, and Adult Sex Crimes are significantly higher than the recommended caseloads from a best practice perspective. Highlighted below are the findings of the Matrix report as it relates to the investigative units referenced above:

- Assaults: average 56 cases per month (Matrix recommendation is 8 cases per month)
- Burglary: average 169 cases per month (Matrix recommendation is 15 cases per month)
- Domestic Violence: average 66 cases per month (Matrix recommendation is 15 per month)
- Adult Sex Crimes: average 21 cases per month (Matrix recommendation is 8 per month)

As a result of the analysis performed by the Matrix Consulting Group, the department is looking to add additional sworn officers to these areas.

Deployment of Resources

The department utilizes a workload evaluation model when looking at how best to disperse resources across the City. This evaluation method is weighted based on statistically significant data, instead of perceived need or emotions, which results in an unbiased result. The model is weighted to include:

- Citizen generated calls for police service (43 percent)
- Specific violent crime call types (21 percent)
- Arrests (15 percent)

- Property crimes (9 percent)
- Traffic collisions (9 percent)
- Population (2 percent)
- Geographic size (1 percent)

Other Considerations

PPD continually looks at ways to evolve and continue to meet the needs of the community, which is especially important in times of decreased staffing. As with many other agencies across the country, the department is working to identify potential calls for service that may not warrant a sworn officer response, but possibly a response by another agency or a non-sworn department representative.

Another concept the department is actively working towards is identifying positions and tasks that could be handled by a civilian employee, this frees up officer positions that could be reallocated and better utilized elsewhere. Part of this discussion is also looking at the process to hire back individuals who have retired from the department, but could return to the workforce as a civilian, bringing with them their years of experience as a sworn officer.

To immediately address the current staffing issues, the department is working to identify roughly 200 positions to reallocate to patrol and other investigations divisions. The department has also implemented other creative ideas such as the Specialty-Back-to-Patrol program in an effort to enhance staffing levels in patrol.

In an effort to immediately increase patrol staffing, PPD created a Specialty-Back-to-Patrol program which took effect July 5, 2021. This program allowed the rotation of specialty officers to assist with patrol coverage on a four-week rotational schedule in Desert Horizon, Mountain View, Maryvale/Estrella Mountain, and Cactus Park precincts. Highlights of the program include:

- Officers and detectives that have been in a specialty position longer than one year need to attend a two-day “back to patrol” training which includes the four-hour block on the new Taser 7.
- Officers and detectives with less than one year in a specialty position only need to attend the four-hour block on the new Taser 7.
- Currently, the officers on rotation in this program are working Monday-Thursday, from 10 a.m. to 8 p.m.

There have been several instances where an officer assisting with patrol coverage has been invaluable and even life-saving:

- Two officers that usually work as Recruit Training Officers at the Academy were working in the Specialty-Back-to Patrol function in the Mountain View Precinct when they responded to a call of a child locked in a car. When they arrived on scene, they forced entry into the vehicle and saved the child from the hot car.
- An officer normally assigned in the Homeland Defense Bureau and has not been in the patrol function for many years, was working in the Specialty-Back-to-Patrol function in the Cactus Park Precinct. He responded to a call for service of an ill person and when he arrived on scene he evaluated the male and realized he was unresponsive and not breathing. The officer immediately began CPR and also administered Narcan. The male responded to the lifesaving efforts and made a full recovery.
- One homicide supervisor and five homicide detectives, as well as two other Violent Crimes Bureau detectives were working in the Specialty-Back-to-Patrol function in the Desert Horizon Precinct when they responded to a call of a shooting/homicide near 19th Avenue and Dunlap. The quick teamwork between the seasoned detectives, along with their intimate knowledge of violent crimes investigations assisted in the quick apprehension of the shooter within an hour or so of the incident.

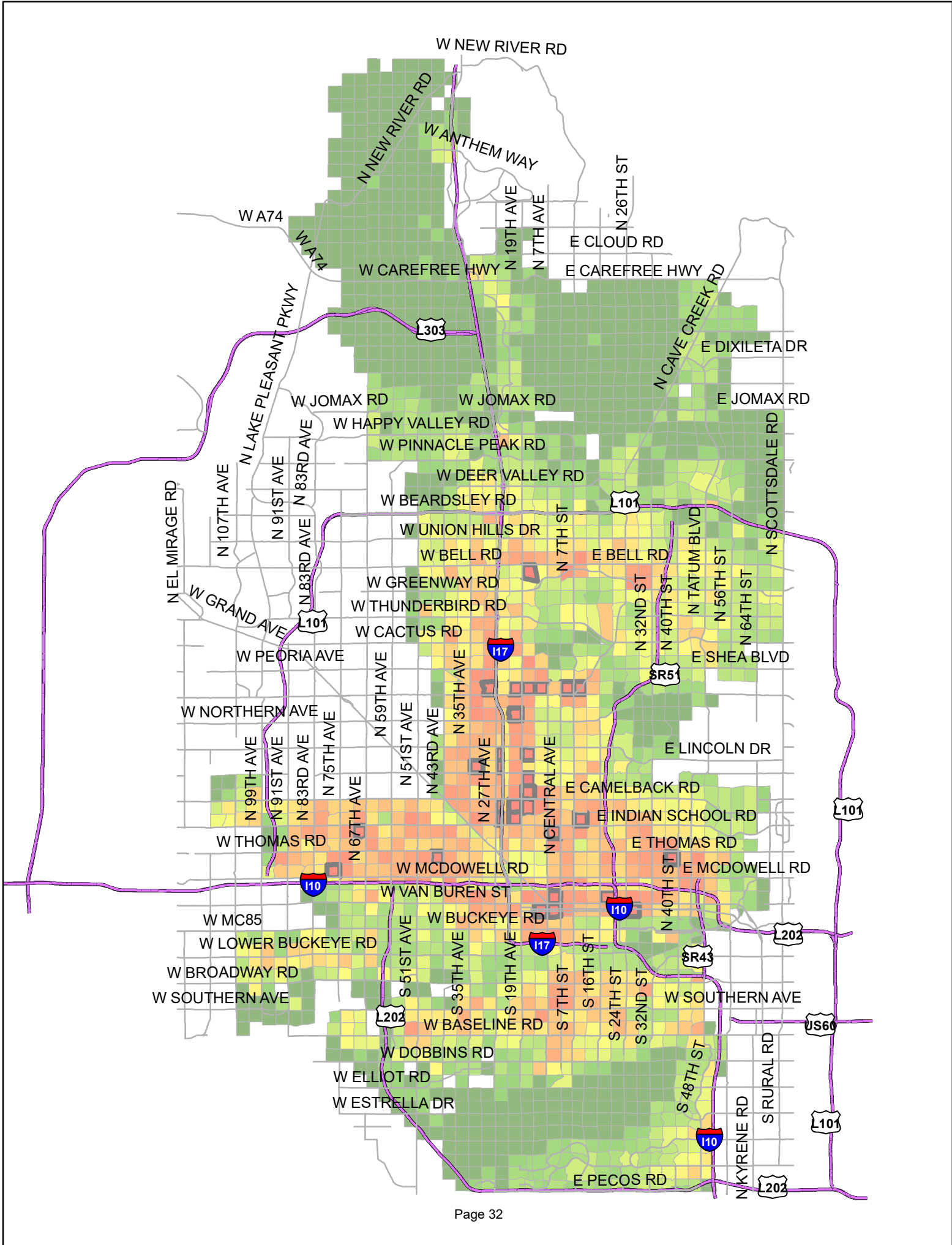
Conclusion

The department will continue to analyze staffing levels, caseloads, call volume and response times in an effort to ensure that service levels continue to meet the needs of the community. Over the coming months, the department will return to the subcommittee with additional updates as requested.

Responsible Department

This item is submitted by Assistant City Manager Jeffrey Barton and the Police Department.

Attachment A



	2016	2017	2018	2019	2020	2021 YTD*
Emergency Calls for Service	117,380	122,431	122,511	120,247	123,184	99,502
Response Time (minutes)	6.38	6.50	6.40	6.43	6.45	6.49
Number of Officers	2,749	2,826	2,890	2,885	2,904	2,798

*2021 YTD as of September 28, 2021