City of Phoenix

# Agenda
# Public Safety and Justice Subcommittee

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

**Wednesday, June 5, 2024** **10:00 AM** **City Council Chambers**

**OPTIONS TO ACCESS THIS MEETING**

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

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

**https://phoenixcitycouncil.webex.com/phoenixcitycouncil/onstage/g.php?MTID=e4a2880b338afcbc8530b79edad68e7bc**

**- 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 2550 147 544# (for English) or 2554 677 3736# (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 2554 677 3736#. 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 2554 677 3736#). 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.

Miembros del público pueden asistir a esta reunión en persona. El acceso físico al lugar de la reunión estará disponible comenzando una hora antes de la reunión.

## CALL TO ORDER

## 000 CALL TO THE PUBLIC

## MINUTES OF MEETINGS

1 **Minutes of the Public Safety and Justice Subcommittee Meeting** **Page 7**

This item transmits the minutes of the Public Safety and Justice Subcommittee Meeting on May 1, 2024, 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.

## INFORMATION AND DISCUSSION (ITEMS 2-5)

2 **Phoenix Police Department Hiring, Recruitment and Attrition Report** **Page 16**

This item includes a report on Phoenix Police Department's hiring and recruitment efforts as well as an overview of the department's recent attrition figures. The report also details information on initiatives of the Police Department related to staffing.

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

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

3 **School Resource Officer (SRO) Update** **Page 24**

This report provides an update to the Public Safety and Justice Subcommittee on the Police Department's School Resource Officer (SRO) program.

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

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

4 **Speed Enforcement Update** **Page 26**

This report provides the Public Safety and Justice Subcommittee an update on the Phoenix Police Department's speed enforcement strategies.

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

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

5 **Arizona State University's Collaborative Assessment of Calls for Police Service** **Page 29**

This report provides the Public Safety and Justice Subcommittee an update on Arizona State University and Phoenix Police Department's Collaborative Assessment of Calls for Police Service study and related recommendations.

**THIS ITEM IS INFORMATION AND DISCUSSION.**

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

## INFORMATION ONLY (ITEMS 6-7)

6 **Fire Staffing and Response Time Update** **Page 35**

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

**THIS ITEM IS FOR INFORMATION ONLY.**

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

7 **Community Assistance Program Hiring, Recruitment, and Metric Report** **Page 42**

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

**THIS ITEM IS FOR INFORMATION ONLY.**

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

## 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:**

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

City of Phoenix

**Report**

**Agenda Date:** 6/5/2024, **Item No.** 1

## Minutes of the Public Safety and Justice Subcommittee Meeting

This item transmits the minutes of the Public Safety and Justice Subcommittee Meeting on May 1, 2024, for review, correction or approval by the Public Safety and Justice Subcommittee.

**THIS ITEM IS FOR POSSIBLE ACTION.**

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

### Responsible Department

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

**Phoenix City Council**
**Public Safety and Justice (PSJ) Subcommittee**
**Summary Minutes**
**Wednesday, May 1, 2024**

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

| Subcommittee Members Present | Subcommittee Members Absent |
|---|---|
| Councilwoman Ann O'Brien, Chair | |
| Councilman Kevin Robinson | |
| Councilman Jim Waring | |
| Councilwoman Guardado (Virtual) | |

## CALL TO ORDER

Chairwoman O'Brien called the Public Safety and Justice (PSJ) Subcommittee to order at 10:02 a.m. with Councilwoman Guardado, Councilman Kevin Robinson and Councilman Jim Waring present.

## CALL TO THE PUBLIC

None.

## MINUTES OF MEETINGS

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

Councilman Waring made a motion to approve the minutes of the April 3, 2024, Public Safety and Justice Subcommittee meeting. Councilman Robinson seconded the motion which passed unanimously, 4-0.

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

### 2. Reappointment of Chief Presiding Judge

Chairwoman O'Brien introduced the item of the Reappointment of the Chief Presiding Judge.

Councilman Robinson moved to reappoint Judge B. Don Taylor III.

Councilman Waring seconded the motion.

The motion passed unanimously, 4-0.

### 3. Approval of the Neighborhood Block Watch Awards for 2024

DRAFT

Chairwoman O'Brien introduced Assistant Police Chief Charmane Osborn, Neighborhood Services Director Spencer Self, and Assistant Street Transportation Director Briiana Velez to present on this item.

Assistant Chief Osborn provided background on the Block Watch Grant Program, the 2024 grand application process, and the request for an annual funding increase for the program.

Ms. Velez gave an update regarding the Gated Culvert (Wash) Program. She provided the locations of completed gates and the installation schedule for future gates.

Councilman Waring stated he appreciated the work staff has done to include District 2 in this plan. He asked about the 46th Place and Ramuda Drive wash, and if there were any ongoing issues with the Homeowner's Association (HOA).

Ms. Velez stated the HOA determined there was not an issue right now but staff will continue to monitor the area.

Councilman Waring thanked staff for ongoing observation of this area.

Mr. Self provided an update on the Gated Alley Program and the process for identifying eligible alleys.

Deputy Chief Osborn recommended the Subcommittee approve a recommendation to the City Council for full funding for 151 applications received, partial funding for six applications, and to increase the annual funding for the Neighborhood Block Watch Grant Program.

Councilman Robinson made a motion to approve the item and make a recommendation for approval to the full Council.

Councilman Waring seconded the motion.

The motion passed unanimously 4-0.

**INFORMATION AND DISCUSSION (ITEMS 4-5)**

**4. Fire Staffing, Hiring, and Response Time**

Chairwoman O'Brien introduced Executive Assistant Fire Chief Scott Walker and Deputy Fire Chief Reda Riddle-Bigler to present on this item.

Deputy Chief Riddle-Bigler provided an overview of sworn staffing levels and recruitment strategies.

DRAFT

Councilman Waring asked if the data reflecting a “passed” result on the test indicated each of those applicants became Firefighters, or if they just passed the test.
Deputy Chief Riddle-Bigler confirmed the data only reflects applicants who passed the test.

Councilman Waring asked if staff had an explanation for the percentage difference in the number of applicants who passed the test between 2015 and 2024. He asked if the test had changed.

Deputy Chief Riddle-Bigler stated the test has not changed, but there are three firefighter academies running in 2024.

Councilman Waring stated his concern with the declining number of applicants passing the test.

Assistant Chief Walker stated staff is aware of these trends and actively trying to address them through changes to the testing and training processes.

Councilman Waring asked if individuals could take the test more than once.

Assistant Chief Walker stated individuals can take the test more than once, and once applicants pass the test, they are placed on an eligibility list.

Chairwoman O’Brien asked if there are other factors that determine if an applicant is qualified.

Assistant Chief Walker stated yes, just because someone applied or passed the test, it does not mean they are qualified for the job. He stated competition for these applicants from other fields also drives these negative trends.

Councilman Guardado asked how retirements will impact the data presented.

Assistant Chief Walker stated staff does have a two-year forecast planning for retirements. He stated the current number of applicants and those who passed the test meet the current need, as approximately 150 individuals are hired each year.

Deputy Chief Riddle-Bigler provided details on the current testing and selection processes and the future changes including an online test option.

Assistant Chief Walker stated staff is excited about these future changes and moving to an online hiring process, as it will broaden the pool of applicants.

Chairwoman O’Brien asked if the online test would be scheduled or if the applicant could take it at their convenience.

DRAFT

Deputy Chief Riddle-Bigler stated there will be two hiring periods and applicants will have 30 days to complete the testing requirements. She discussed recruitment outreach and collaboration efforts.

Assistant Chief Walker provided information on staff accomplishments including staffing increases. He discussed unit activity levels, overall response times, and response times by district.

Councilman Waring noted the longer response times in District 2 and requested to see the breakdown of call volumes by district.

Assistant Chief Walker stated staff can add that data into each presentation moving forward.

Councilman Waring stated there is no reason for another district to call ambulances more than twice as much as another district. He asked staff to investigate this issue.

Assistant Chief Walker stated staff does monitor this data. He stated there are three additional fire stations in the plans for District 2, and response times are a factor in determining priority for building stations.

Councilman Waring stated Arizona State University (ASU) might be able to take this data and conduct research on why some individuals call 911 more than others.

Chairwoman O'Brien asked how long an average response time has to be for it to become unacceptable.

Assistant Chief Walker stated staff does not have specific cut-off, since acceptable response times depend on the situation. He discussed the overall transport activity trend and noted activity levels have increased each year. He discussed what the needs would be for staff to meet the National Fire Protection Association (NFPA) standard and explained how staff quantified these needs. He stated staff would need nine more fire stations, 19 more apparatus, and 222 more sworn full-time employees.

Chairwoman O'Brien asked if there is a formula for how many civilian staff would be needed.

Assistant Chief Walker responded yes, there is a specific ratio of sworn to non-sworn staff. He explained response time variations including a map of response time variations in District 2.

Chairwoman O'Brien opened the floor to public comment.

DRAFT

Bryan Willingham stated he represented the United Phoenix Firefighters Association. He expressed concern over the pay for new firefighters receive and the lack of resources firefighters have to serve the community.

Councilman Robinson asked if the trends in testing are consistent with other cities around the country.

Deputy Chief Riddle-Bigler stated yes, staff is collaborating with other cities to discuss this shared issue.

Councilman Robinson asked how effective affinity groups have been in helping to recruit people who are eventually hired.

Deputy Chief Riddle-Bigler stated affinity groups are a foundational aspect of recruitment, and mentioned they contribute to diversity.

Councilman Robinson stated concern regarding response times and mentioned his support for more funding for Firefighters to decrease response times.

Councilman Waring stated concern regarding the implications of the long-term hiring trends for the department. He compared the data to police hiring, and stated the decrease in the number of applicants over time is especially concerning. He stated there should be focus on recruitment in schools and asked for input from ASU on this issue.

Councilwoman Guardado asked why there are firefighters who still make 17 dollars an hour.

Assistant City Manager Lori Bays stated the compensation is based on similar entry-level positions from comparable cities.

Councilwoman Guardado stated she understood, but she believes this compensation level is the main reason for hiring challenges. She stated it is important to find other solutions since the City might not have the funding to raise wages.

Chairwoman O’Brien asked if the telehealth program had been implemented.

Assistant Chief Walker stated yes, but staff has not seen the number of participants they hoped for, so they are working to retrain dispatchers on the program and increase participants.

Chairwoman O’Brien asked if the general obligation bond covers the cost of the equipment necessary for the four identified stations.

DRAFT

Ms. Bays stated yes, the bond funds account for the cost of the stations and apparatus. She added that the budget projections also include the ongoing costs to staff the new stations.

Chairwoman O'Brien asked if the stations on slide 14 were in priority order.

Assistant Chief Walker stated the stations were in priority order.

Chairwoman O'Brien asked if staff would build all the stations listed if the funds were available.

Assistant Chief Walker stated yes, staff could justify the need for each station listed.

Chairwoman emphasized the importance of this issue and thanked staff for the presentation.

**5. Firework Safety and Impacts**

Chairwoman O'Brien introduced Assistant Fire Chief Tim Kreis and Deputy Director of Community Risk Reduction Jennifer Hill to present on this item.

Assistant Chief Kries provided background on Phoenix Fire codes prohibiting fireworks. He differentiated fireworks that are prohibited and those that are permitted by state law.

Ms. Hill provided the Fire Investigations Task Force data review. She stated the key takeaway was that fire activities increase in months when the sale and use of fireworks are permitted. She provided data on fire incidents, specifically during the New Year's Holiday and the Fourth of July. She described a three-step strategy to mitigate the risk of fireworks.

Assistant Chief Kries noted the Police Department also experiences elevated call volumes during the previously mentioned holidays. He discussed community safety points including keeping a safe distance from the fireworks, taking care of pets, choosing safe locations, and disposing of fireworks properly. He discussed staff efforts in community risk education.

Councilman Waring stated increased education might not cause people to change if they do not care about the rules. He stated this is a serious concern, but he does not know if these are effective methods to mitigate these behaviors.

Assistant Chief Kreis played an educational video.

Councilman Waring stated he understood the intent behind this initiative, and he thought the video was positive, but this is a difficult issue to address.

Assistant Chief Kries also discussed emergency response and stated the Fire Department is well prepared for these issues.

Councilman Waring stated his office receives calls about this issue often. He stated he hopes staff is doing everything they can within the law to mitigate these issues.

Assistant Chief Kries stated the staff is doing everything they can to improve this issue within state law.

Chairwoman O'Brien asked if residents could report illegal fireworks sales through myPHX311.

Assistant Chief Kries stated staff would prefer residents to report the issue directly to the Fire Marshal's office.

Chairwoman O'Brien asked when the Fire Marshal's office phone is monitored.

Assistant Chief Kries stated the numbers are monitored during normal business hours.

Chairwoman O'Brien asked if staff is helping residents understand what a safe location for fire work disposal looks like.

Assistant Chief Kreis stated yes, staff is trying to provide clarity to residents.

Councilwoman Guardado stated the Fire Marshal's office phone number should be posted everywhere and asked for the information on a flyer so her office can provide the information to residents.

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

**6. Phoenix Substance Use and Overdose Dashboard**

This item is for information only.

**7. Police Hiring, Recruitment, and Attrition Update**

This item is for information only.

**8. CAP Hiring, Recruitment and Metric Report**

This item is for information only.

**CALL TO THE PUBLIC**

None.

DRAFT

**FUTURE AGENDA ITEMS**
None.

**ADJOURNMENT**
Chairwoman O'Brien adjourned the meeting at 11:41 a.m.

Respectfully submitted,

Chloe Baldwin
Management Fellow

DRAFT

City of Phoenix

Report

**Agenda Date:** 6/5/2024, **Item No.** 2

## Phoenix Police Department Hiring, Recruitment and Attrition Report

This item includes a report on Phoenix Police Department's hiring and recruitment efforts as well as an overview of the department's recent attrition figures. The report also details information on initiatives of the Police Department related to staffing.

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

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

### Responsible Department

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

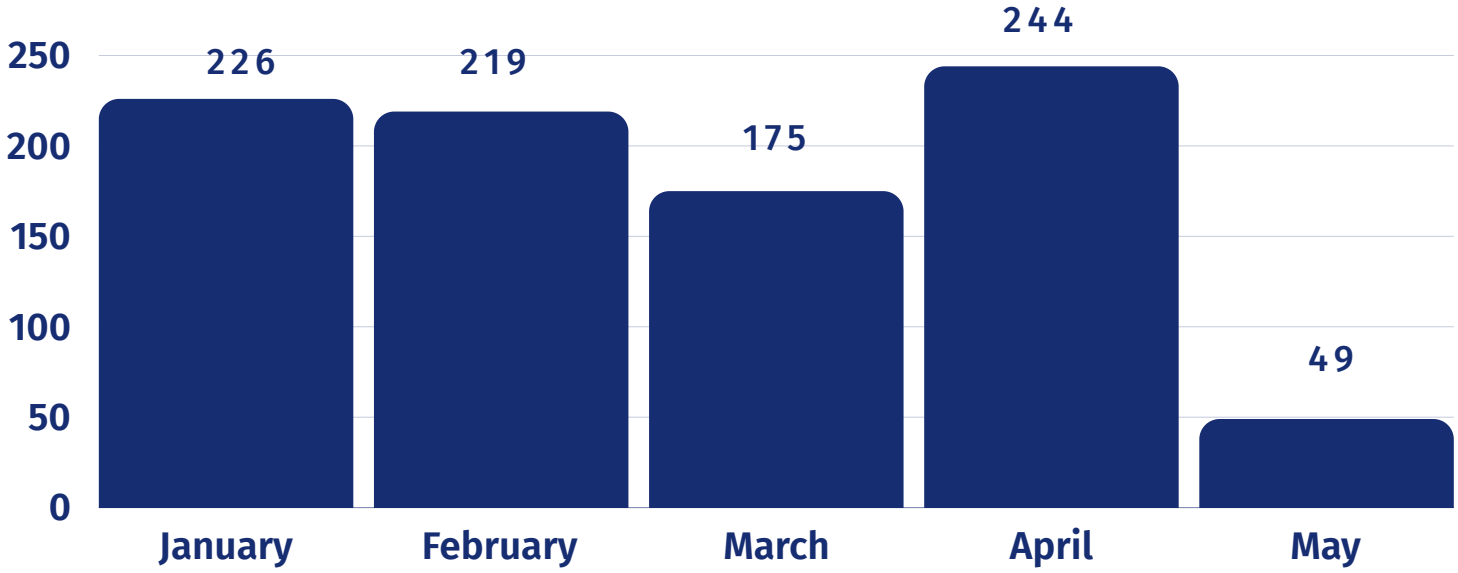
# Phoenix Police Department

## Recruitment, Hiring and Attrition Report

**MAY 2024**

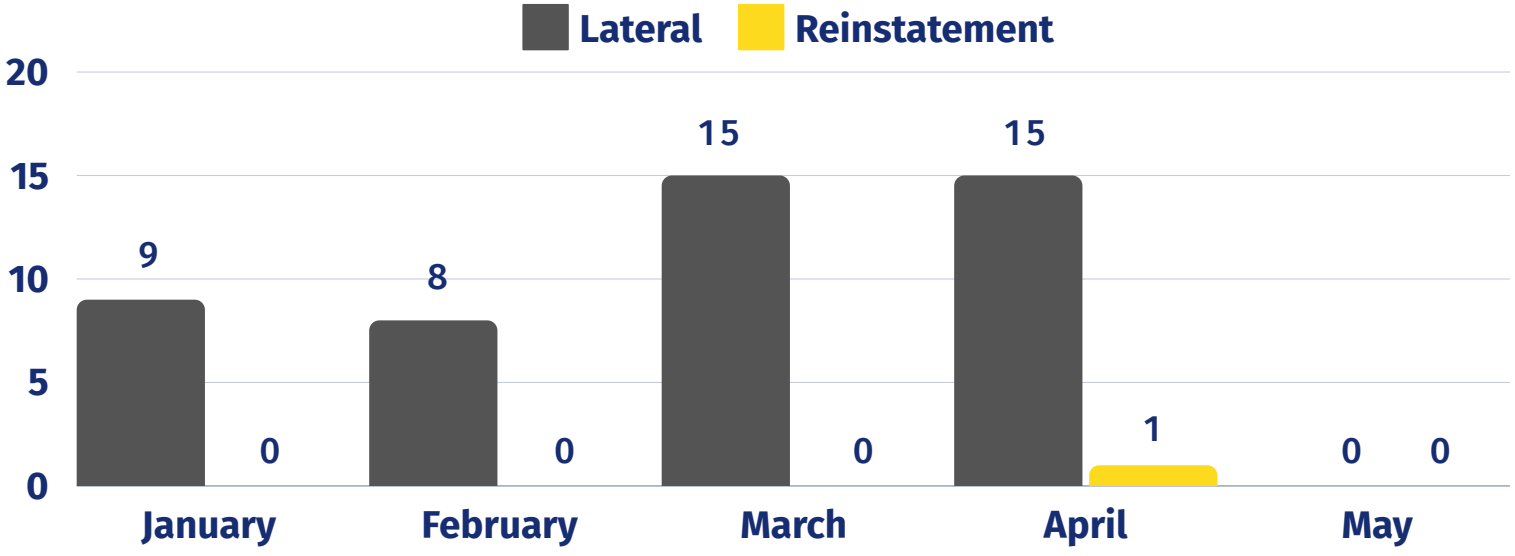
## Police Recruit Applications Received

as of 5/15/2024



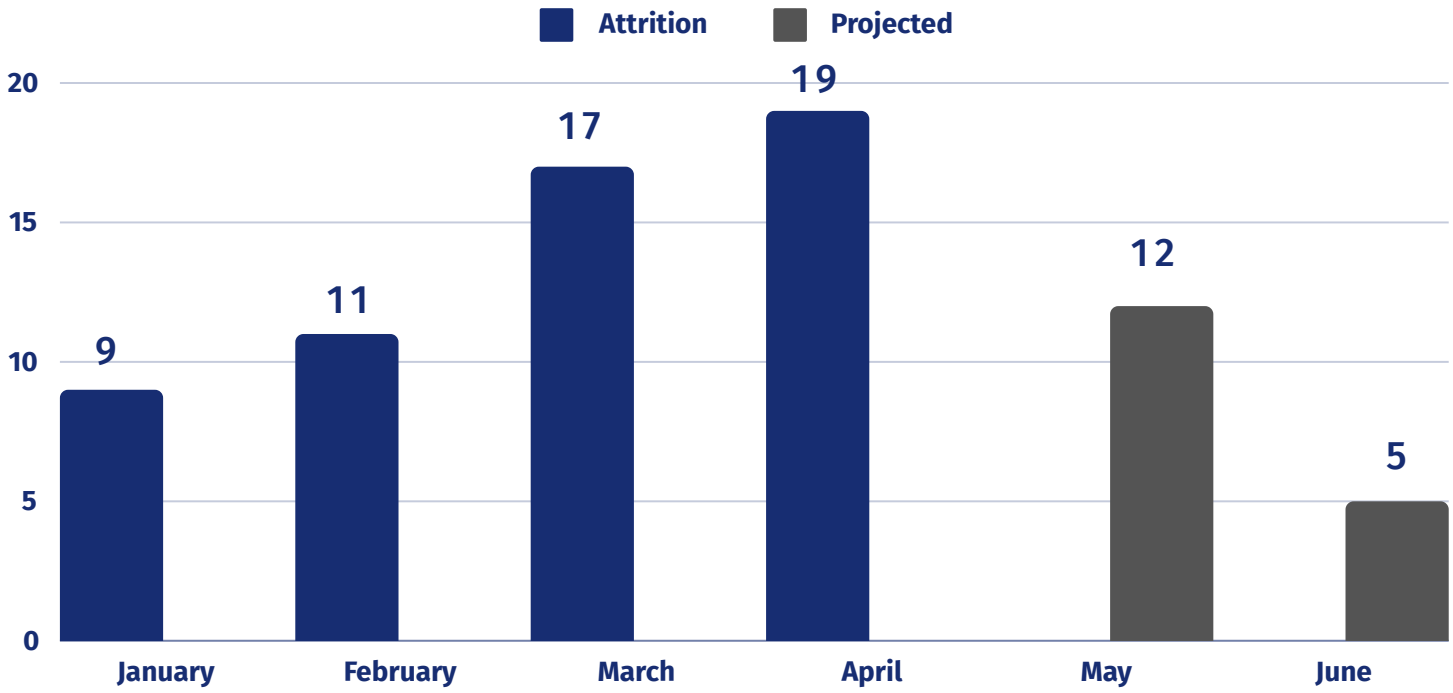

## Lateral and Reinstatement Applications Received

as of 5/15/2024



## Current Sworn Attrition and Projected Attrition for 2024

as of 5/15/2024




## Total Year to Date: 56



# Phoenix Regional Police Academy Class Recruit Numbers

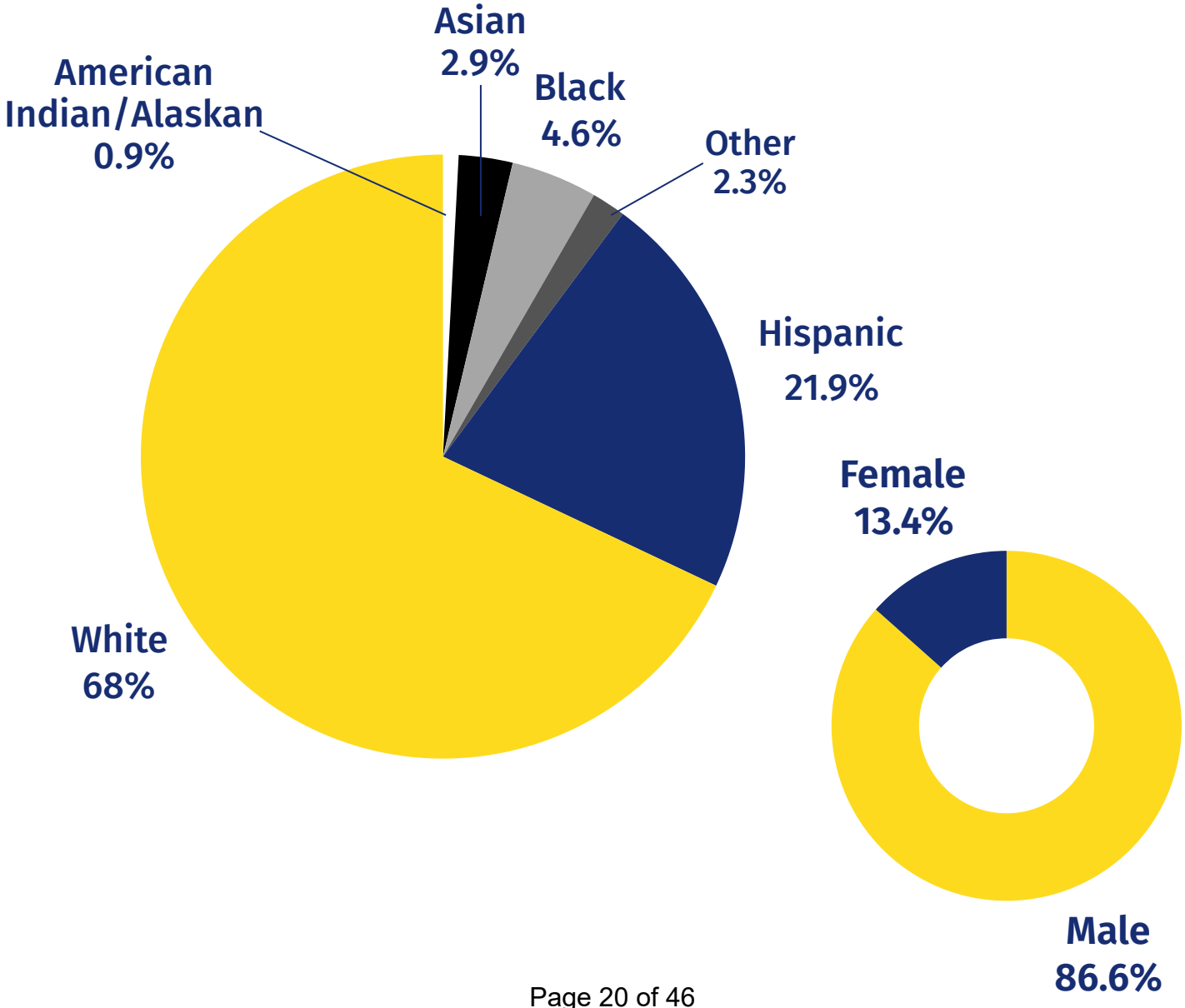
as of 5/15/2024

| Class | Week | Current # of Recruits | # of Female Recruits |
|---|---|---|---|
| 572 | 27 | 23 | 4 |
| 573 | 19 | 11 | 2 |
| 574 | 11 | 18 | 2 |
| 575 | 3 | 18 | 3 |
| Total: | | 70 | 11 |



**2,532** SWORN OFFICERS AS OF MAY 15, 2024

## Current Sworn Demographics



SWET PHXPD
SUCCESS WITH EFFORT & TRAINING

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

**658**

**PARTICIPANTS THROUGH MAY 15, 2024**





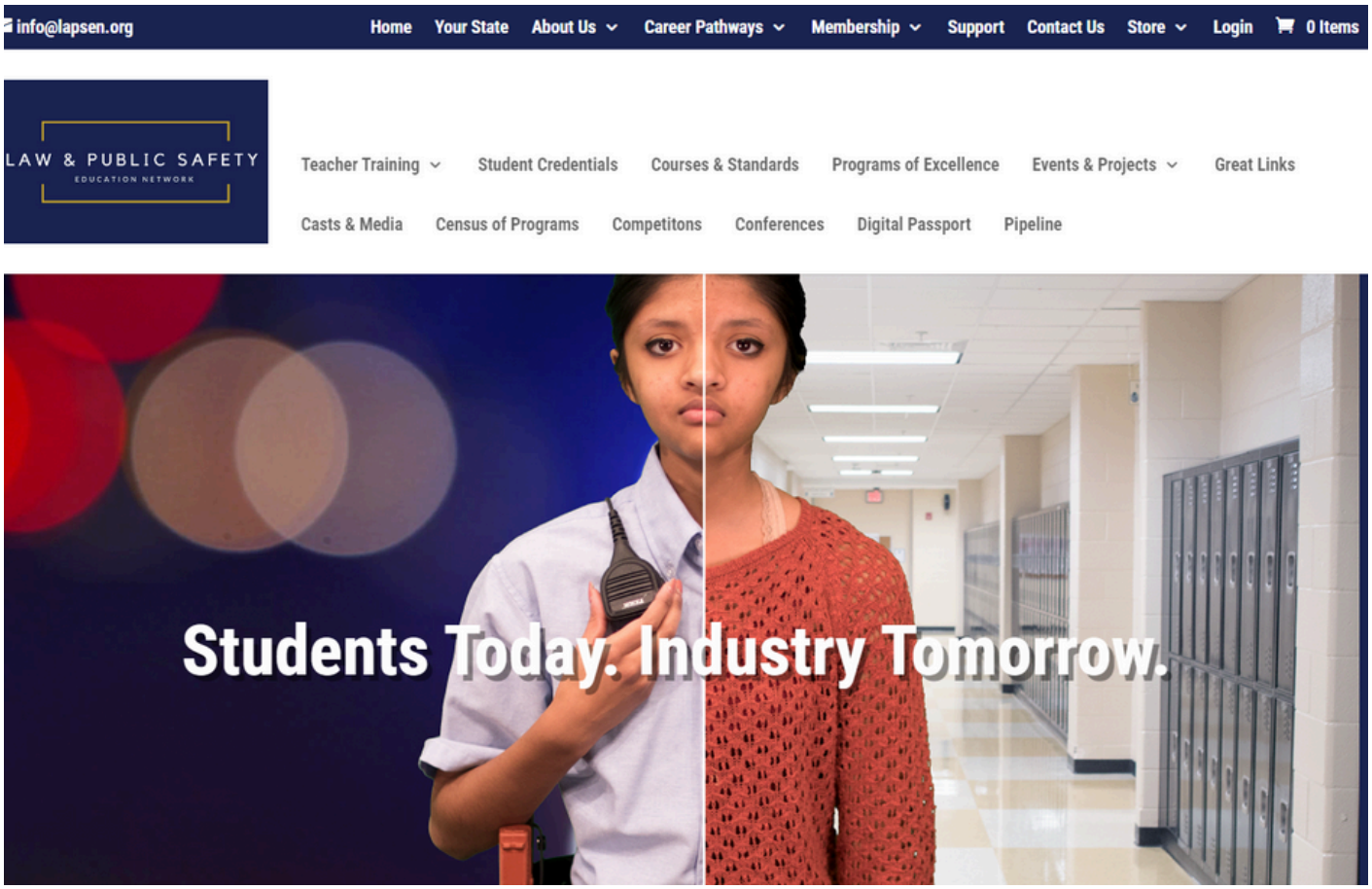
**3,861**

**NUMBER OF PEOPLE RECRUITERS CONTACTED IN-PERSON, PHONE & EMAIL AS OF MAY 15, 2024**

## 30X30 INITIATIVE

The 30x30 Promotion Workgroup held the first Leadership & Opportunity Summit, featuring some of the many great opportunities available with PHXPD. Presenters highlighted positions within the Homicide Unit, Special Assignments Unit, Employee Assistance Unit, Air Support Unit, Public Affairs Bureau, and more. Attendees were offered career path guidance, recommended trainings, and the ability to interact with the presenters. The event was successful and will be offered again in the future.






## LAW AND PUBLIC SAFETY EDUCATION NETWORK PARTNERSHIP

The Phoenix Police Department is working in partnership with the non-profit Law and Public Safety Education Network (LAPSEN). LAPSEN provides and shares Law, Public Safety, Corrections, and Security (LPSCS) career education programs, curriculum, certifications, and models that help connect secondary students to continuing education and careers in law enforcement.

The LAPSEN group is highlighting Phoenix Police because we are one of the few agencies nationwide that has what they term “GAP” years covered, such as our offered internships and Cadet program. This partnership will enhance our long-term strategies for developing pipelines and pathways.

# Media Buy Analytics

**Total Impressions:**
**6,739,149**

**Digital Impressions:**
**1,022,278**

**Total Clicks on Ads:**
**10,823**

**Streaming Audio Ads**
**Total Impressions:**
**682,807**
**Website Visits:**
**189**

**Top Online Ad Placements:**

- **Gyms**
- **General Job Seekers**
- **Universities**

# Website Analytics

**Total Visits:**
**26,298**

**from**
**April 1 - April 30**

**72% are new users**

**Top 3 Ways People Found JOINPHXPD.com:**

- **Website Backlink (a link from another website to JOINPHXPD.com)**
- **Paid Ad**
- **Organic Social Media @JOINPHXPD**

**73% of Visitors are Accessing via Mobile Devices**

**Strong interest from Arizona, California and Texas**



City of Phoenix

**Report**

**Agenda Date:** 6/5/2024, **Item No.** 3

## School Resource Officer (SRO) Update

This report provides an update to the Public Safety and Justice Subcommittee on the Police Department's School Resource Officer (SRO) program.

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

### Summary

At the request of school districts, the Police Department enters into Intergovernmental Agreements with various school districts to assist with the cost of SROs deployed in schools. Funding for these SROs is provided through partnerships with the Arizona Department of Education and individual school districts. Through this partnership, school district funds reimburse the City for 75 percent of the SRO's salary, while the remaining 25 percent is paid by the City.

The 2023-2024 school year included agreements for SRO services at 77 schools for a total deployment of 67 SROs. Due to receiving additional requests for SROs that could not be filled at the time, the City Council, during the July 3, 2023 City Council Formal meeting, authorized the ability to enter into conditional agreements with the school districts that made a formal request for SROs. These agreements allowed the City and the additional school districts to move forward in the future if additional SROs are identified. The 2024-2025 school year will include agreements for SRO services at 81 schools for a total of 69 SROs, with three of these positions being funded by school districts.

<u>2024-2025 SRO School Districts:</u>
ASU Preparatory Academy
Cartwright Elementary District
Cave Creek Unified District
Deer Valley Unified District
Empower College Prep.
Glendale Union High School District
Horizon Community Learning Center
Kaizen Education Foundation
Kyrene Elementary District

Laveen Elementary District
Murphy Elementary District
Paradise Valley Unified District
Phoenix Union High School District
Premier Charter High School
Scottsdale Unified
Tempe Union High School District
Tolleson Elementary District
Tolleson Union High School District
Washington Elementary School District
Wilson Elementary District

**Contract Term**
The terms of these agreements are for one year with varying start and end dates to coincide with each school's 2024-2025 school year.

**Financial Impact**
Cost to the City is the 25 percent match for the SRO salary and fringe benefits.

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

City of Phoenix

Report

**Agenda Date:** 6/5/2024, **Item No.** 4

## Speed Enforcement Update

This report provides the Public Safety and Justice Subcommittee an update on the Phoenix Police Department's speed enforcement strategies.

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

## Summary

To ease call burden on Patrol, the Traffic Unit adopted a model primarily consisting of collision investigations around 2015. By 2020, several studies in communities throughout the country showed traffic enforcement, or a proactive approach to road safety, was more effective than the reactive approach of investigating collisions after the fact. In April 2022, the Traffic Unit moved to a more proactive traffic safety approach. Since the Unit adopted a more proactive approach the overall number of traffic citations for hazardous violations have increased while collisions have decreased.

Traffic Unit Staffing

The Traffic Unit is comprised of officers and supervisors specifically dedicated to traffic safety and enforcement. For the Unit, there are currently 54 allotted sworn positions, of which 34 are filled, along with five allotted civilian position, of which four are filled.

Traffic Enforcement and Collision Data

The Traffic Unit reports the following data for January through April of 2024:

- Tickets Issued: 8,130
- Total Charges: 12,984
- Collision Investigations: 331
- Notice of Violations: 652
- DUI Investigations: 78
- Van Blood Draws: 422
- Drug Recognition Evaluations: 2
- Commercial Vehicle Inspections: 73
- Special Events Worked: 23

Traffic Impact Program

A Traffic Impact Program (TIP) is a coordinated initiative involving five to 10 officers focused on a specific geographic area while leveraging a variety of tools, such RADAR enforcement, to provide enhanced enforcement of speed violations and other traffic law violations that are observed. Today, all four enforcement squads are conducting one 3-5 hour TIP, rotating precincts weekly, as well as one combined shift TIP every other week in rotating precincts, or approximately 18 TIPs per month (staffing and special events permitting) resulting in the following numbers from Jan. 1, 2024 through May 20, 2024:

- Number of TIPs: 60
- Moving violations: 1,943
- Non-moving violations/Equipment violations: 1,309
- Total charges: 3,252
- Total citations issued: 2,021
- Educational contacts: 79
- Towed vehicles: 70
- DUIs: 1

New Enforcement Program

Due to reduced staffing and the proven impact of data-driven policing practices, the Traffic Unit has implemented a new enforcement program to efficiently and strategically address our highest risk stretches of roadway. Each stretch of roadway was identified using accident data from the preceding year. The goal of this program is to reduce the number of serious/fatal accidents through proactive, high visibility traffic enforcement.

The program will address areas in each precinct, with each program lasting four weeks. The program has four phases:

- Week 1: Radar Trailer
- Week 2: Motor Enforcement
- Week 3: Patrol Enforcement
- Week 4: Radar Trailer

The first week of radar trailer deployment will capture data such as total number of vehicles, vehicles under or over the speed limit, vehicles over the excessive speed threshold, average speed and record the highest speed detected. During the following two weeks, the Traffic Unit and Patrol will provide enforcement efforts in the target area where they will provide education and issue warnings and citations. The program will

wrap up with another week of radar trailer deployment to capture data to show if the enforcement improved speeding issues within the target area.

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

City of Phoenix

Report

**Agenda Date:** 6/5/2024, **Item No.** 5

## Arizona State University's Collaborative Assessment of Calls for Police Service

This report provides the Public Safety and Justice Subcommittee an update on Arizona State University and Phoenix Police Department's Collaborative Assessment of Calls for Police Service study and related recommendations.

**THIS ITEM IS INFORMATION AND DISCUSSION.**

### Summary

For this project, the City of Phoenix requested assistance from Arizona State University (ASU) to help assess its current responses to citizen requests for police services against research, good practices in other jurisdictions, and viable alternative responses, and to recommend improvements to the current responses that are effective, efficient and equitable. The study focused on alternative responses to citizen requests for police service for eight non-emergency calls for service:

1. Found property reports
2. Abandoned vehicles
3. Parking complaints
4. Minor-damage, no-injury vehicle crashes
5. Check welfare requests
6. Noise complaints
7. Civil-matter stand-bys
8. Intrusion alarms

Recommendations were based on existing research, practices in other jurisdictions, and input from Phoenix Police Department (PPD) patrol officers, patrol supervisors, communications operators, and communication supervisors. The guiding principle of the project was that sworn police officers should prioritize doing those tasks for which they are uniquely authorized, trained, and equipped to perform, referring, as much as possible, those tasks that can be performed safely and competently by non-sworn employees.

Of the eight different call types discussed in the study, there are four types that PPD is currently working toward responding to differently in the near-term, and are described

below:

Found Property

Arizona State Statute section 12-940 defines found property as “recovered, lost, surrendered, abandoned or otherwise received property that is turned over to a public agency where the owner may or may not be known and that is not classified as evidence.” Property that is found has liability for the finder. Some property is illegal to possess such as found firearms and narcotics. Other found property might be dangerous to handle. In certain situations, a police response is necessary if the items are illegal to possess, dangerous, known or likely to be stolen, or match a report of lost property.

*Efforts:*

PPD will continue to explore the option of having the finder bring non-dangerous property to a precinct location or potentially another City facility, if possible. An alternative would be available for times when that is not possible. Any dangerous property such as firearms or narcotics, or items that can be identifiable as stolen, would still require an officer response. Additionally, PPD will continue to work towards enhancing online community messaging to relay information and resources on this topic.

Abandoned Vehicles

According to current PPD Operations Orders related to an inoperable vehicle on a public right of way, employees will check the vehicle through the Arizona Crime Information Center (ACIC)/ National Crime Information Center (NCIC) and issue a Notice of Violation if the owner can be established. The next step is for the employee to request to have the vehicle towed as soon as possible. An operable vehicle left on a public street is considered abandoned if it has been left for 72 continuous hours. The employee’s next step will be to contact the owner to ask them to move it, and the vehicle will be “red tagged” with a vehicle removal notification. Following this, staff must recheck the vehicle 48-72 hours later and contact a towing company if the owner cannot be contacted.

*Efforts:*

The ASU Study recommended these calls be handled by Police Assistants, which has been the focus of the Department. PPD will continue to request additional Police Assistant positions as budget constraints allow.

Parking Complaints

Illegal parking is a Priority 3 call. Citizens can report illegal parking by calling the traffic hotline, the non-emergency line, or reporting it through an online form. The online

format allows for a specific description of the problem. If the vehicle is on the street and there is a posted "no parking" sign, an officer will be dispatched to tag the vehicle. If the vehicle is on private property, the officer will tell the property owner to call in a towing company.

*Efforts:*
PPD is working to enhance the capacity of the Police Assistant job classification to be the primary responder to these calls for service, and will continue to request additional Police Assistant positions as budget constraints allow. PPD will also draft a new policy for parking enforcement to clearly define what is considered a Road Safety Hazard (RSH). A RSH is described as a vehicle parked in a way that could impact public safety. Clarifying this policy will allow dispatchers to determine if a sworn officer or a Police Assistant should respond to the call.

Minor-Damage/Non-Injury Vehicle Collisions
These collisions are commonly referred to as “fender-benders” and include accidents that result in minor bumps, scrapes, and scratches to the vehicles. PPD classifies minor-collision calls for service as Priority 2. Most of the investigation and documentation of minor collisions primarily serves the interests of the automobile insurance industry in their claims-adjusting process.

*Efforts:*
The Department conducted research into the option of public-private partnerships to replace sworn patrol responses with an online accident fulfillment process as recommended in the report, but it was determined this was not a viable solution for these collisions. Other options being investigated are hiring a private company to respond to the initial call then have a sworn officer to review and complete the report. PPD will also continue to request additional Police Assistant positions as budget constraints allow, as these positions have proven to be the most valuable in relieving the strain on sworn officers.

The remaining four call types will need additional efforts such as making changes to the City Code. These additional call types are described below along with ongoing efforts that PPD has been working on to find viable alternate responses.

Check Welfare
As the check welfare call category suggests, it typically consists of requests for a sworn officer to check on the welfare of someone. This may be a person concerned that they have not seen their neighbor in several days, concern over the well-being of someone with a mental health issue, etc. PPD classifies check welfare calls as either Priority 2 or Priority 3. Approximately half of all welfare check requests received by the

Department came through the 911 line and half came through Crime Stop, with roughly 75 percent of check welfare calls received being dispatched to a sworn officer. Mental health and social service calls for service are often categorized under Check Welfare, which often times means that a uniformed response is not the appropriate response in order to ensure the individual in need gets connected with the services needed.

*Efforts:*
The City of Phoenix has partnered with Solari, Inc. (formerly referred to as Crisis Response Network, CRN) as well as created Behavioral Health Units (BHU) through the Fire Department, to respond to low-acuity behavioral health and social welfare calls that are received by 911 dispatchers. This call diversion is important because it prevents Patrol from having to respond and it also ensures the individual in need gets connected with the appropriate services. The following calls have been diverted by Communications from Patrol to a deferred response for 2023 and through April 2024:

2023
- Solari: 6,793
- BHU: 842

2024 (YTD-April)
- Solari: 2,147
- BHU: 492

Noise Complaints
Noise complaints are a broad category of calls for service that include any form of noise disturbance. PPD differentiates noise complaints into four categories: Loud Music/Noise, Loud Party, Animal Disturbance and Juvenile Disturbance. Noise complaints are classified as Priority 3 calls for service. Many noise complaint calls are made after/during the disturbance, but the disturbance often will have dissipated by the time police have been called or arrive at the scene. It is difficult to identify the perpetrators of noise complaints, and suspects tend to be unknown or are no longer in the area. Given these challenges, the majority of these calls for service result in “No Action” by an officer.

*Efforts:*
In an effort to address loud music and juvenile disturbance calls, which can sometimes lead to more serious criminal activity, PPD has created a pilot program for the summer made up of two squads that will respond to these types of calls for service. These squads will be deployed Thursday - Sunday from 5:00 p.m. to 3:00 a.m. This pilot program will be evaluated for its effectiveness after the pilot period is complete.

Civil Matter Stand-by

A civil matter stand-by is a request for a police officer to stand by and keep the peace in a situation involving landlord-tenant, employer-employee, spouse and ex-spouse, roommates, parent-children, neighbors, and merchant-customer civil disputes. In such cases, the officer acts as a neutral party and has no authority to prevent one party from removing property nor allowing another to hold property. If the situation escalates, such as one party assaulting the other, the officer will intervene at that time. Civil stand -by calls may be classified as either Priority 2 (exigent civil matter) or Priority 3 (non-exigent civil matter). An exigent civil matter includes picking up life-sustaining medication, an argument in progress, or when previous threats have been made by the parties involved.

*Efforts:*

The goal for PPD is to reduce the amount of Civil Matter stand-by calls that uniformed patrol officers respond to during their shift and to maintain a response to civil matter standby requests that are accompanied by a valid criminal order between 7:00 a.m to 1:00 p.m. In order to accomplish this goal, the following changes are being considered:

- Change the civil matter standby response time to 7:00 a.m to 1:00 p.m. which would free up officers to respond to regular calls for service during the busiest times of the day.
- Patrol officers will continue to respond to non-exigent civil matter standby requests where a valid in-state criminal order exists or needs to be served but during the specified hours, which includes Orders of Protection.
- Patrol officers will no longer respond to any non-criminally enforceable civil matter standby requests by where violence is NOT apparent and where no violence is foreseen. The 911 call takers will direct the citizen caller to reach out to the appropriate agency for resources.
- When possible an officer will only remain on-site for a period of 15 minutes.
- Refer the justice courts requesting police presence for aid in serving a writ of restitution (non-enforceable) will be directly referred to the Maricopa County Sheriff’s Office Civil Division for service and enforcement action and a call will not be dispatched.

These possible process changes will be considered and studied to see if they would be acceptable alternatives to our current response to this call type.

Intrusion Alarms

PPD responds to all calls for service coded as a Burglary Alarm, but only a very small percentage of these alarm calls are determined to have been caused by a completed

or attempted burglary, leaving the remainder to be determined to be a false alarm. The City's current ordinance requires permits for alarm systems, including both those installed by an alarm company and those that are not. Police response to the first false alarm at a site does not incur a fee unless the site does not have a permit. Alarm owners who do not have a permit for the first false alarm incident are charged $96. After the first false alarm, subsequent false alarms in a 365-day consecutive period incur a $96 fee. There is also an educational class alarm users can take to waive one false-alarm fee.

*Efforts:*
PPD has met with the City Auditor and Budget and Research departments to establish a plan to review False Alarm fee schedules during Fiscal Year 2024-25. This plan will include data and summary of the impact of the current fee schedule with a proposal based on Budget and Research's analysis. In July 2024, the Alarm Unit will begin meeting with business and schools which make up the top 10 chronic abusers in an effort to reduce false alarm police responses. This will not be a punitive action, but an educational meeting to identify the causes for repeated violations as well as possible solutions to minimize those calls. After these meetings, the Alarm Unit will widen their scope to other businesses and schools to continue to reduce the false alarm calls for service.

Next steps for this project will be to continue our commitment to reducing the strain on patrol by deploying efficient responses to the call types listed above. We believe this is an opportunity for the PPD to continue to participate in being a leader in continual improvement and innovation. These efficiencies via embracing additional alternative response models demonstrates our ongoing commitment to enhancing our service to the community and our employees.

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

City of Phoenix

Report

**Agenda Date:** 6/5/2024, **Item No.** 6

## Fire Staffing and Response Time Update

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

**THIS ITEM IS FOR INFORMATION ONLY.**

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

### Responsible Department

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

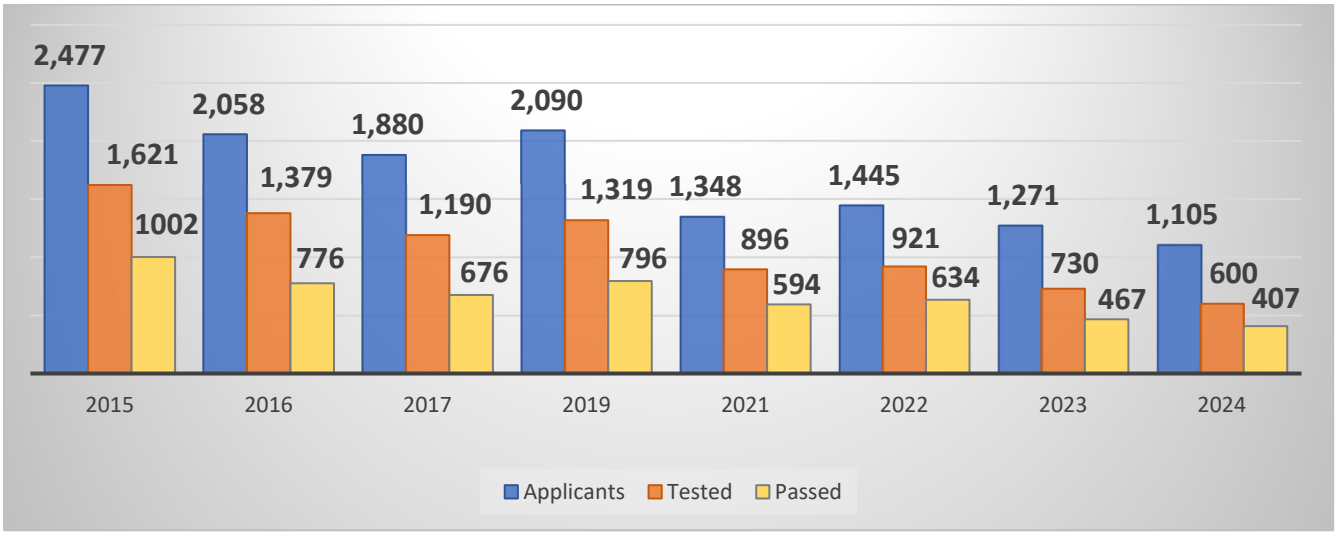
Attachment A

# Phoenix Fire Department Staffing, Hiring and Activity Report

## June 2024

## Firefighter Applicants

With all public and private sectors, workforce challenges to attract and retain quality candidates are more important than at any other time. The number of applicants for Firefighter recruitment has been relatively flat for the past three years. Firefighter recruitment will require proactive efforts to ensure that a highly trained, dedicated, and committed workforce exists to meet the growing needs of our community. (Testing frequency is based on the number of applicants and the number of full-time positions being recruited to ensure a robust candidate pool is available). Note: Recruitment was not conducted in 2018 and 2020.




*Note: Report Data Through April 30, 2024.*

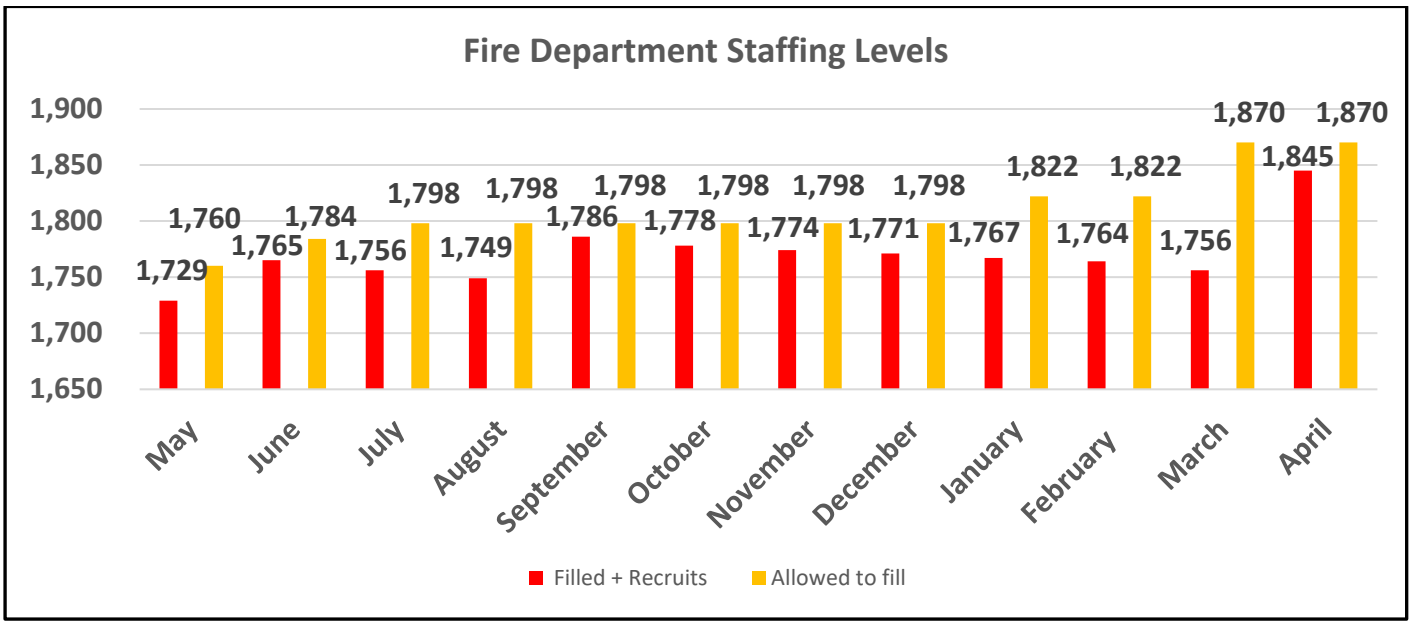
## Firefighter Recruit Training

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




## Sworn Staffing Levels

The Fire Department works throughout the year to hire and train new firefighter recruits. The goal is that all vacant sworn positions are filled quickly. With the fire academy lasting 14 weeks, proactive planning for attrition and coordinating recruitment, hiring, and training to minimize vacancies is critical.

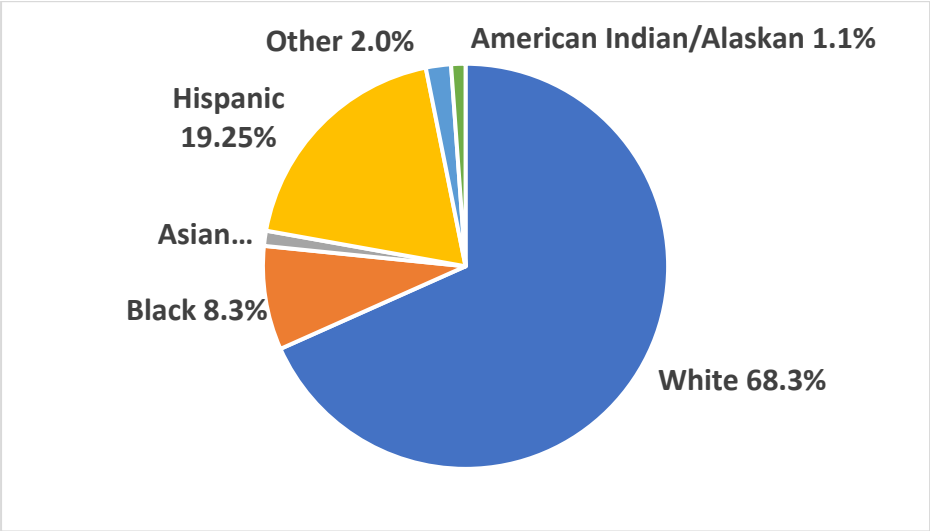



*Note: Report Data Through April 30, 2024.*

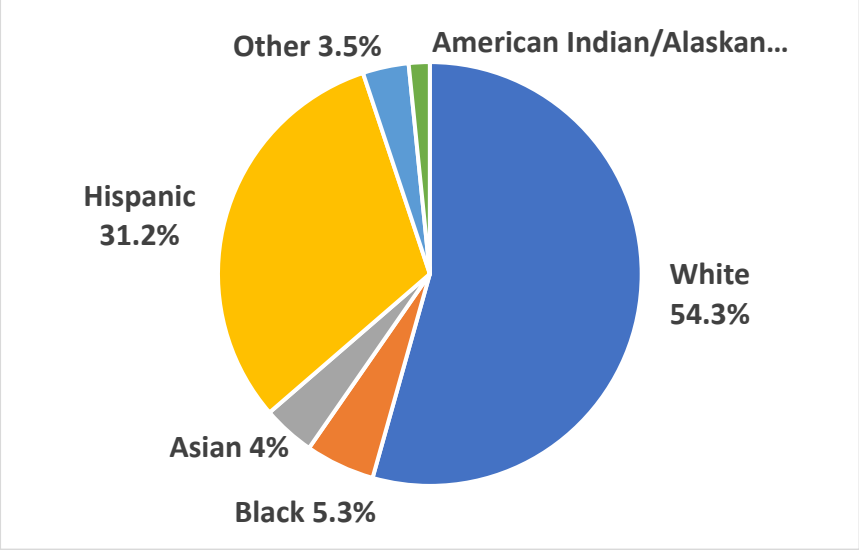
## Fire Department Sworn Staff Ethnicity Demographic

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

### Phoenix Fire Department




### Maricopa County




*Note: Report Data Through April 30, 2024.*

# Emergency Response Times

Seconds count when responding to emergencies within the City of Phoenix. The members of the Phoenix Fire Department must arrive quickly when an emergency occurs. Response times are measured and monitored daily to ensure the system's health is known and drive resource deployment. The National Fire Protection Association (NFPA) publishes response time standards for the fire service. The chart below includes the NFPA response times and the Phoenix Fire response time by the unit responding by City Council District. The table below reflects responses at the 90th percentile (i.e., 9 out of 10 response times). Note the numbers in 2024 reflect January to April data.

| NFPA Standards for Response Time:<br>FIRE (Engines) - 05:20<br>FIRE (Ladders/LTs, Rescues) - 09:20<br>EMS (Engines, Ladders/LTs) - 05:00<br>EMS (Rescues) - 10:00 | | Council Dist | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | Grand Total |
| 2022 | Engines | 07:26 | 08:14 | 07:31 | 06:33 | 06:42 | 07:35 | 07:42 | 07:00 | 07:18 |
| | Ladders | 07:07 | 07:40 | 07:29 | 06:45 | 06:14 | 07:44 | 07:19 | 07:18 | 07:15 |
| | Rescues (ambulance) | 11:20 | 12:12 | 10:19 | 09:37 | 09:56 | 11:34 | 11:41 | 10:46 | 10:55 |
| | Total | 09:33 | 10:26 | 08:47 | 08:08 | 08:11 | 09:38 | 09:46 | 08:54 | 09:07 |
| 2023 | Engines | 07:31 | 08:23 | 07:25 | 06:33 | 06:42 | 07:29 | 07:53 | 07:04 | 07:19 |
| | Ladders | 07:19 | 08:04 | 07:39 | 06:31 | 06:25 | 07:36 | 06:58 | 07:20 | 07:19 |
| | Rescues (ambulance) | 11:16 | 12:14 | 10:19 | 09:41 | 09:49 | 11:39 | 11:42 | 10:40 | 10:55 |
| | Total | 09:38 | 10:28 | 08:50 | 08:10 | 08:10 | 09:51 | 09:55 | 09:00 | 09:13 |
| 2024 | Engines | 07:20 | 08:18 | 07:26 | 06:30 | 06:39 | 07:28 | 07:48 | 07:11 | 07:18 |
| | Ladders | 07:16 | 08:14 | 07:40 | 06:52 | 06:40 | 07:40 | 06:59 | 07:21 | 07:25 |
| | Rescues (ambulance) | 11:14 | 12:28 | 10:21 | 09:32 | 09:43 | 11:17 | 11:12 | 10:11 | 10:40 |
| | Total | 09:33 | 10:24 | 08:49 | 08:10 | 08:08 | 09:41 | 09:36 | 08:48 | 09:06 |

*Note: Report Data Through April 30, 2024.*

## Unit Activity Levels

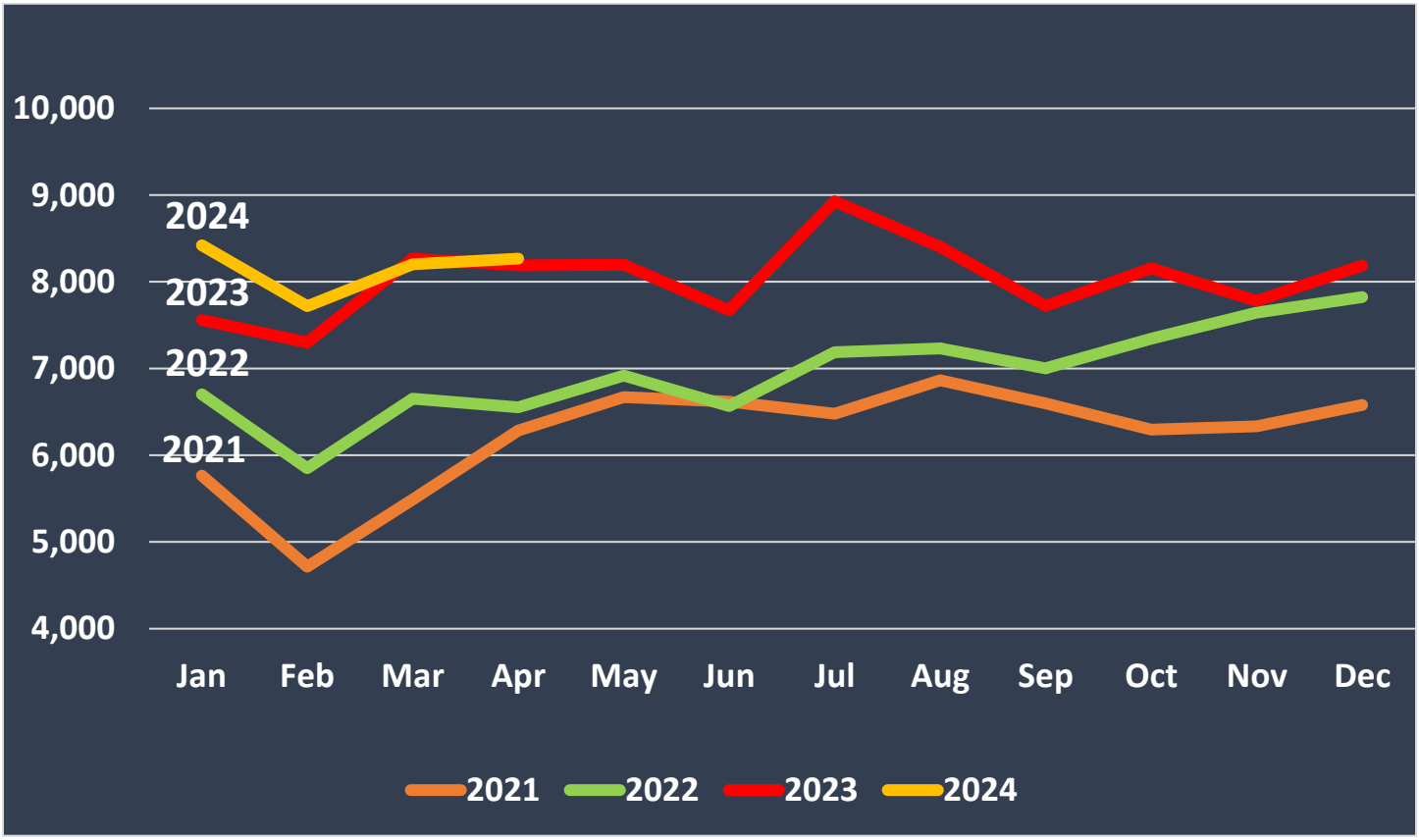
Overall, emergency responses and unit activity levels are key metrics the fire service utilizes to understand how the system is performing and what capacity levels exist. Before 2023, activity levels have been on an upward trend for the past decade. While a two to three percent increase year over year has been the consistent trend, the year-over-year increase in 2021 and 2022 was significantly higher. After careful review and adjustment to dispatch protocols, the fire department reduced the overall 2023 activity levels compared to 2022. The numbers in 2024 reflect January to April unit activity levels.

| | | Council Dist | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | Grand Total |
| 2022 | Engines | 17,740 | 16,512 | 28,023 | 31,726 | 28,256 | 18,896 | 31,364 | 41,178 | 213,695 |
| | Ladders | 6,102 | 3,163 | 4,750 | 8,146 | 4,018 | 4,581 | 5,164 | 6,624 | 42,548 |
| | Rescues (ambulance) | 13,579 | 10,343 | 14,644 | 16,713 | 15,296 | 11,747 | 17,824 | 22,294 | 122,440 |
| | Total | 37,421 | 30,018 | 47,417 | 56,585 | 47,570 | 35,224 | 54,352 | 70,096 | 378,683 |
| 2023 | Engines | 16,264 | 14,617 | 25,538 | 28,826 | 25,799 | 17,217 | 27,984 | 38,729 | 194,974 |
| | Ladders | 4,614 | 3,472 | 3,649 | 6,775 | 3,825 | 4,351 | 4,363 | 6,616 | 37,665 |
| | Rescues (ambulance) | 15,230 | 10,826 | 15,891 | 18,283 | 16,887 | 12,658 | 19,734 | 25,300 | 134,809 |
| | Total | 36,108 | 28,915 | 45,078 | 53,884 | 46,511 | 34,226 | 52,081 | 70,645 | 367,448 |
| 2024 | Engines | 5,128 | 4,549 | 8,484 | 10,083 | 7,638 | 6,078 | 8,345 | 11,971 | 62,276 |
| | Ladders | 1,363 | 1,330 | 1,013 | 2,455 | 976 | 1,681 | 1,478 | 1,911 | 12,207 |
| | Rescues (ambulance) | 5,089 | 3,839 | 5,419 | 6,824 | 5,019 | 4,654 | 6,120 | 7,927 | 44,891 |
| | Total | 11,580 | 9,718 | 14,916 | 19,362 | 13,633 | 12,413 | 15,943 | 21,809 | 119,374 |

*Note: Report Data Through April 30, 2024.*

## Emergency Patient Transportation Activity

The Phoenix Fire Department operates our own emergency patient transportation system. This system has been in place for almost four decades. This system ensures that the residents of Phoenix receive the highest level of care from the point of calling 9-1-1 to the hospital arrival. Based on the January to March transportation activity, 2024 continues to reflect high transportation levels as compared to prior years.




*Note: Report Data Through April 30, 2024.*

City of Phoenix

Report

**Agenda Date:** 6/5/2024, **Item No.** 7

## Community Assistance Program Hiring, Recruitment, and Metric Report

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

**THIS ITEM IS FOR INFORMATION ONLY.**

### Summary

The CAP Data Report is included in **Attachment A** for updates on hiring, recruitment, and recent dispatch data trends.

### Responsible Department

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



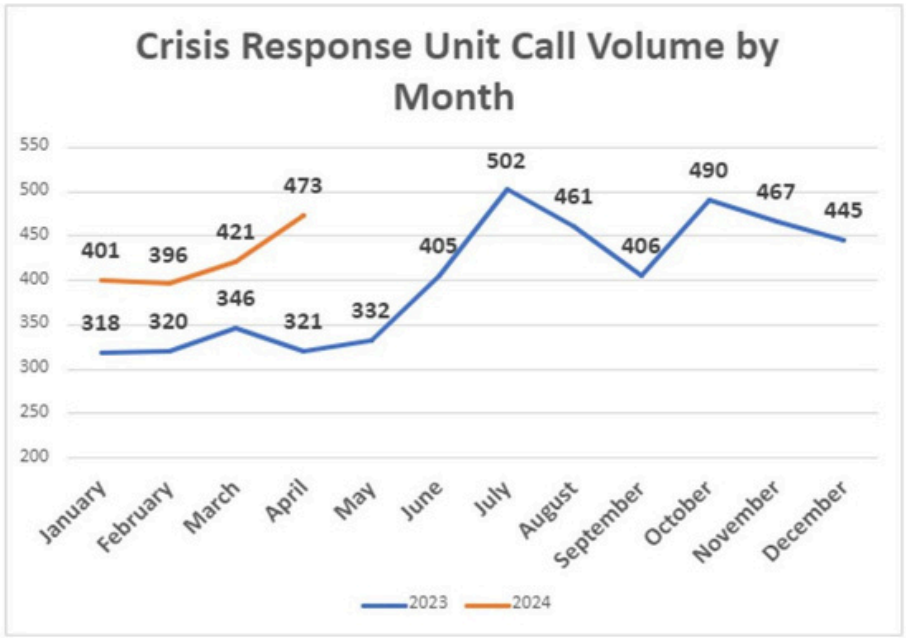

# COMMUNITY ASSISTANCE PROGRAM DATA REPORT - JUNE 2024

## CALLS FOR SERVICE BY MONTH:

Calls for service reflects information generated from the Computer Automated Dispatch system. A call represents an incident in which a CAP team was dispatched and arrived on-scene of the incident.

In April 2024, CAP responded to 770 total calls for service. Per Phoenix Police Communications in April 2024, 173 calls were transferred to the Behavioral Health Dispatcher.

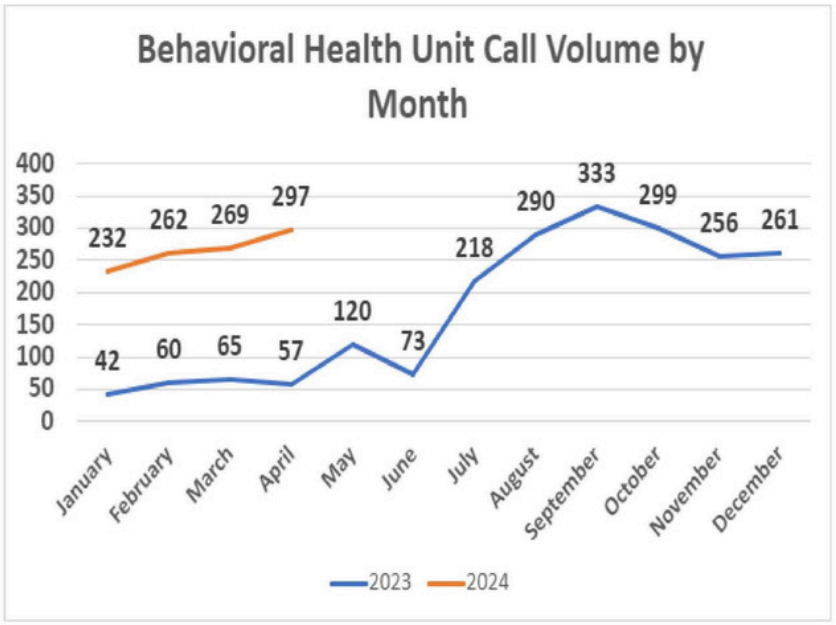
Crisis Response Units experienced a 30% increase and the Behavioral Health Units experienced a 373% increase in call volume in the first 4 months of 2024 compared to the first 4 months of 2023. The increase in the call volume is impacted by many factors including adding one additional Crisis Response Unit and three additional Behavioral Health units in June 2023, Behavioral Health Unit providing services citywide starting in June 2023, and improved communication with Police Communications on availability of Behavioral Health Units to respond to a mental health crisis. CAP currently has six Crisis Response and four Behavioral Health Units in service.




**Total Crisis Response Unit Call Volume**

- 2024 = 1,691 (4 months) Trending 30% increase in calls responded to compared to the first 4 months of 2023.
- 2023 = 4,813 (12 months)

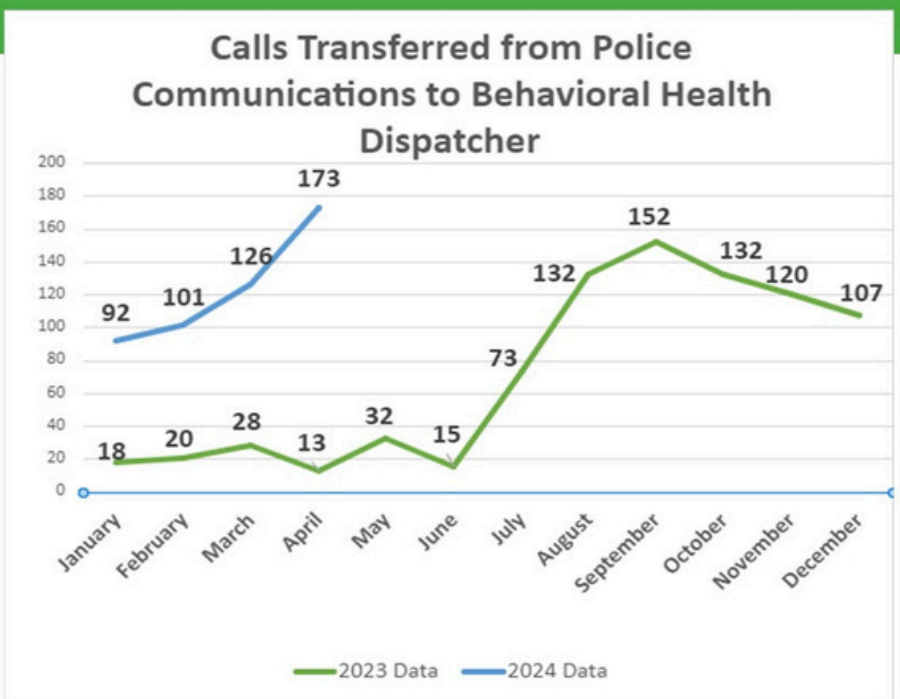
## CALLS FOR SERVICE BY MONTH (CONTINUED):




**Total Behavioral Health Unit Call Volume**

- 2024 = 1,060 (4 months) Trending 373% increase in calls responded to compared to the first 4 months of 2023.
- 2023 = 2,072 (12 months)

## CALLS TRANSFERRED FROM POLICE BY MONTH:




**Total Number of Transferred Call by Year:**

- 2024 = 492 (4 months) Trending 523 % increase in transferred calls compared 2023.
- 2023 = 842 (12 months)

In 2023, Police Communications transferred 842 calls to the CAP Behavioral Health Dispatcher. In the first 4 months of 2024, Police Communications has transferred 492 calls to the CAP Behavioral Health Dispatcher compared to 79 transferred calls in the first 4 months of 2023.

## SUMMARY OF SERVICES BY UNIT TYPE:

Individuals assisted and services provided below are generated from an electronic care records system. CAP services may be rendered to multiple community members or customers may decline service. Thus, the number of individuals assisted may differ from the calls for service volume.

### BEHAVIORAL HEALTH UNIT REPORT: 04.01.24 -04.30.24

Total Number of individuals assisted: 378

- Number Of Adults Contacted: 369 (98%)
- Number Of Children Contacted: 9 (2%)

Top 3 services delivered:

- Stabilized In Place: 56 (15% of contacts)
- Transferred to High Level of Care: 36 (10% of contacts)
- Stabilized With Transport: 25 (7% of contacts)

Top BHU Primary Problem (Self Reported):

- Housing Insecurity: 38 (10%)
- Mental Health: 22 (6%)
- Substance Use: 21 (6%)

### CRISIS RESPONSE UNIT REPORT: 04.01.24 -04.30.24

Total Number of individuals assisted: 563

- Number Of Adults Contacted: 456 (81%)
- Number Of Children Contacted: 107 (19%)

Top 3 services delivered:

- Referral to long term supportive services
- Grief/Emotional Support
- Victim Advocacy and Support

Top CRU Crisis Response Reasons:

- Death: 72
- Social Service: 40
- Working Fires, Hazardous Materials, or Flood: 32

Top Primary Crime Reason:

- Domestic/Family Violence & Child Abuse: 13
- Assault: 11
- Homicide/Death Investigation: 11

## FLEET UPDATE:

Twenty-Three vehicles were ordered in FY21/22. The City has received all the vehicles.

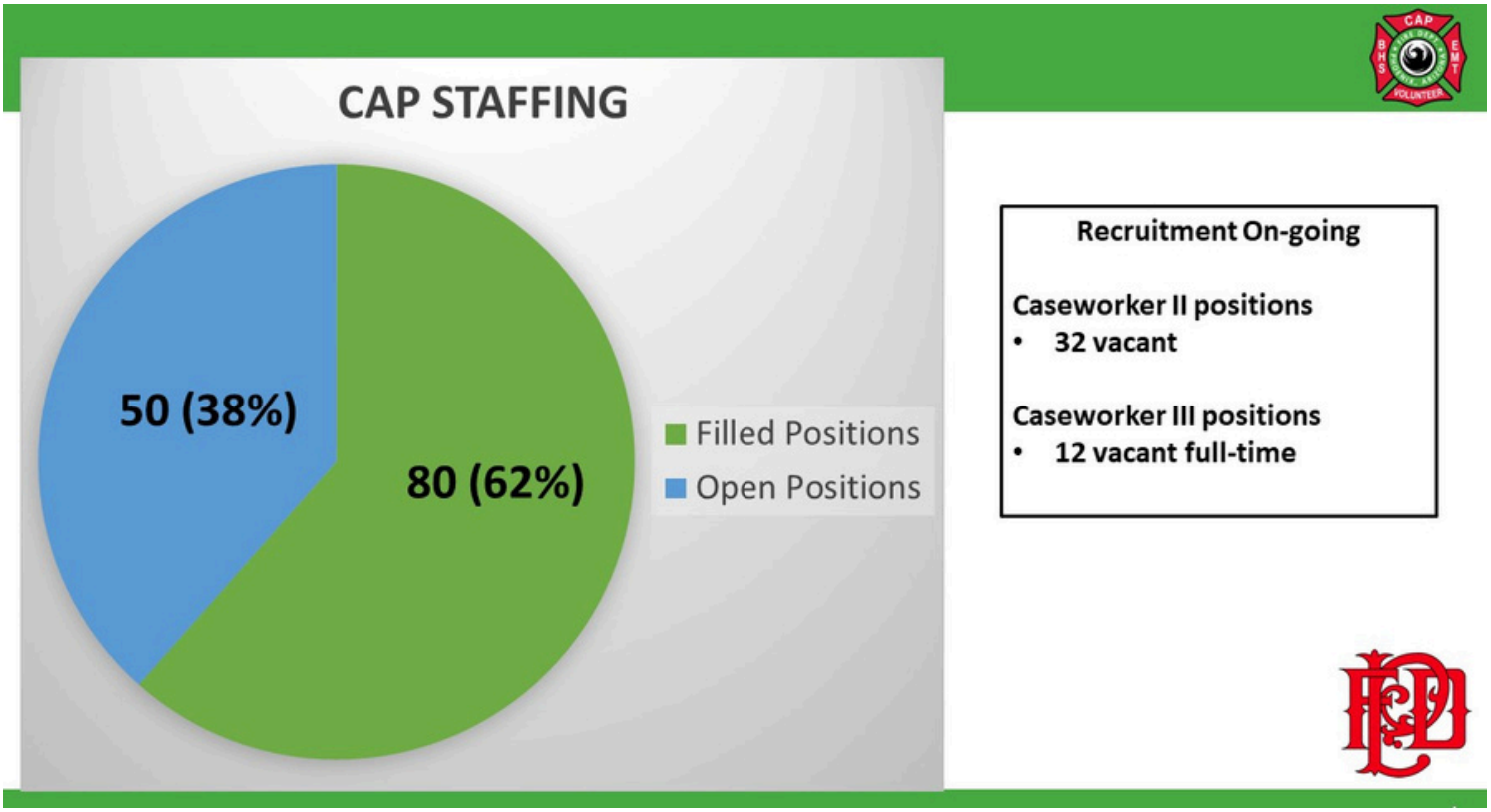
Eight vehicles are being outfitted for CAP needs.

Total vehicles in service: 15

- Behavioral Health Units - 4 units
- Crisis Response Units - 6 units
- Supervisor vehicles - 5



## STAFFING:




## RECRUITMENT:

- Caseworker II positions
  - Recruitment was held April 5th through April 14th.
    - Multiple candidates in the background process.
  - Two new Caseworker IIs hired from February 2024 recruitment.
    - On-boarding to begin in June of 2024.

- Caseworker III positions
  - Interviews took place at the end of April 2024.
    - Multiple candidates in the background process.

- ASU School of Social Work Internship
  - 7 interns have been selected for Fall Semester.
    - On-boarding will start in August.

- Casework Services Coordinator
  - Filled.