



## City of Phoenix

**To:** Mayor and City Council

**Date:** June 24, 2019

**From:** Ed Zuercher   
City Manager

**Subject:** COMMUNITY LISTENING SESSION NOTES AND COMMENTS

This report transmits the summary of written comments submitted on comment cards and notes taken on the flip charts during the June 18, 2019 Community Listening Session at Pilgrim Rest Baptist Church.

Over 125 comment cards were transcribed by City staff similar to the comment card summary methodology used for Budget hearings. An additional 90 cards had requests to speak at the meeting. Two staff served as scribes to summarize comments made at the meeting on flip charts on stage at the session.

**SUMMARY COMMENTS**  
**PILGRIM REST BAPTIST CHURCH**  
**JUNE 18, 2019**

1. Adam Melder submitted a card in favor of citizen oversight, public reporting on Phoenix Police training, public reporting on incidents of use of force and accountability processes.
2. Paul Robinson submitted a card asking what Phoenix Police would do and present to Maricopa County if a young black man is euthanized.
3. Calicia White submitted a card asking whether the Police union was present at the Community Listening Session, and if so, what steps were being taken by the City to increase Police and community relations; if not, why weren't the unions present and how can the community meet with the unions to discuss community input.
4. Dolores Broski submitted a card asking what procedure requires a business to call the police about a shoplifter, and stated the incident seemed to draw a large police presence for a few dollars' worth of merchandise. She asked whether companies typically prosecute shoplifters.
5. Laurie Munn submitted a card requesting Council support of the community.
6. Jennings submitted a card requesting God keep everyone of open hearts and minds.
7. Michele Halyard submitted a card stating the recent incident is not representative of all Phoenix law enforcement, stating she was concerned it paints all officers with a broad brush. She stated people who do not represent the values of the Phoenix Police Department are jeopardizing the reputation of those who do, and that there needs to be consequences to behaviors which are not in-line with the primary mission "to protect and serve." She stated the division between Phoenix Police and the community will become irreparable if consequences are not implemented.
8. Makia Daniels submitted a card stating police officers should be held at higher standards.
9. Malcolm Crawford submitted a card stating Bond vs. United States holds that law enforcement officers can be held personally responsible for their behaviors and asked whether Phoenix Police officers recognize they can be held personally liable in court and not a burden for tax payers.
10. Kenny P. submitted a card requesting a bridge with the community.
11. Marilyn Howard submitted a card stating Phoenix Police stop Black people for no reason.
12. Jane Marie Reyes submitted a card requesting the City look into a case from September 2010 in an arrest of two Hispanic males from the Turney and 19th avenues apartment complex number 117. She stated a video was recorded of the men being beaten because a racist neighbor called 911, and that one of the men was deported to Mexico in bad health.
13. Nancy Post submitted a card requesting City Council members be held accountable and the City Manager and Police union be changed.
14. Michael Harry submitted a card requesting the City hear the cry for change.

15. Erik Furlong submitted a card stating people are angry because there are no checks and balances within the Phoenix Police Department to hold officers accountable for misconduct. He suggested liability insurance be a prerequisite for any job description which might include the use of force, which would protect the public, the officers, and the taxpayer.
16. Joanna Zamora submitted a card requesting better vetting for police officers during hiring, external evaluations of police misconduct and firing repeatedly abusive police officers.
17. Yaqqira Womack submitted a card requesting more conversations between the community and Police.
18. Harry King submitted a card requesting justice for everyone in America and termination of police officers involved in the incident.
19. Lisa Sterne submitted a card requesting an end to racial profiling and prejudice in Phoenix Police.
20. Mychael Todd submitted a card asking why the police can talk about victims during an ongoing investigation.
21. Michael Soto submitted a card asking what the City will do to change the culture of Phoenix Police.
22. Lynne Taylor submitted a card stating nothing justifies the behavior of the officers in the Ames video.
23. Gwen Faye submitted a card requesting criminal record reform.
24. Ketty Young submitted a card stating her son Jaden Young was shot and killed by Glendale Police.
25. Eliot submitted a card requested an investigation into police misconduct of Officer Megan Whiddon, badge #10573.
26. Gale Zyberi submitted a card requesting change.
27. Reshauna Striggles submitted a card stating Phoenix Police was desensitized.
28. D.L. White submitted a card requesting implicit bias training.
29. Amy Miskell submitted a card requesting crisis intervention training and stated officers who have faced disciplinary action should not be allowed to train other officers.
30. Loretta Underwood submitted a card stating officers involved in cases of wrong-doing should be fired immediately.
31. Joseph Wayne submitted a card requesting more street lights.
32. Donica Garris submitted a card requesting mental health programs for officers.
33. April submitted a card asking for body cameras which cannot be turned off.
34. Maricela Conchas submitted a card whether body cameras will make a difference.
35. Leonard Winslow submitted a card asking if the City of Phoenix has a mental health program to assist first responders.
36. Barry McCain submitted a card stating we have people that have been injured because of community policing works.

37. Barbara Ivy submitted a card stating a need to stand up against police brutality and that the media in Phoenix should remove their opinion and report the facts of the stories it reports.
38. Anonymous submitted a card asking when accountability will be actionable, how officers will defuse situations and improve treatment of individuals.
39. Kim Pollins submitted a card asking how will the Phoenix Police Department provide mandatory training on anti-bias.
40. Miguel submitted a card praying for our police department, Chief Jeri Williams and staff; and for grace and understanding for our community.
41. Ernie Carrington submitted a card stating the police force should reflect the population in which they patrol. He asked what for Department action regarding racial posting on Facebook.
42. Sandra Traylor submitted a card asking if the officers involved will be disciplined in some meaningful way.
43. Beatrice Williams submitted a card stating the community needs to have security and confidence in people that have been sworn to protect. She stated training is needed on all levels of the City.
44. Carmen Cutler submitted a card urging Mayor Gallego and Chief Williams to implement clear, transparent accountability measures for all officers who use lethal force, excessive force, or exhibit unprofessional behavior, overseen by an outside agency and community led.
45. LeShonn Thomas submitted a card stating what was reported in the police report and what was displayed on the video display two different scenes. She asked for an explanation of why the officers received "desk duty".
46. Gabriela Pedraza submitted a card stating she moved to Phoenix in 2009 and asked what steps the Phoenix Police Department will take to restore resident feeling of security.
47. Wendi Sionell submitted a card stating a need for police accountability, intensive mental health and anti-discrimination training.
48. Kareem Warner submitted a card requesting justice for all.
49. Van submitted a card stating the due process is the correct action for crime, not loss of life.
50. Genevieve submitted a card asking when it is appropriate for an officer to pull their firearm.
51. Lupe Warren submitted a card asking if the City of Phoenix Water Department will address employee harassment.
52. Cartier submitted a card asking why large community meetings are conducted about racial tension and not for any other social issues.
53. Brett Johnson submitted a card stating the need for systematic change.
54. Nora Kish submitted a card stating Phoenix Police Department should not discriminate in who they serve and protect.

55. Dede Yazzie Devine submitted a card stating she is a member of the Native American Police Department Community Advisory Board.
56. Claudia Beach submitted a card requesting the Police Department cease targeting black and brown people and take accountability.
57. Gary Bagby submitted a card stating a need for officers to understand the message conveyed to the community through non-uniformed stickers and logos they wear with their uniform, because it sends a negative and threatening message.
58. Samantha Lantz submitted a card stating in a recent interview Jeri Williams stated the officers in question deserve due process and she would like to know why the same courtesy was not/is not extended to the individuals the Phoenix Police Department comes in contact with.
59. Katelain Saunders submitted a card stating Phoenix Police Department does treat individuals of different ethnicities and socio-economic classes different.
60. Asia Rocco submitted a card asking for the protocol of officers that committing crimes.
61. Jacob Harvey submitted a card stating the need for reform and accountability.
62. Courtney Rogers submitted a card stating extreme disappointment in the way the Phoenix Police Department handled this interaction. She stated comprehensive reform is necessary.
63. Janelle Wood submitted a card requesting a meeting to review discriminating policies and practices.
64. Jamaar Williams submitted a card stating Police officers should be required to document pointing firearms as a use of force. He requested a consideration to change arrest policies to prohibit arrest for small property crimes.
65. Kevin Vehara submitted a card requesting an open forum for the community to voice concerns where Phoenix Police reported to a third, trusted party.
66. Jordan F. submitted a card stating Phoenix Police was racially prejudiced.
67. Obadiah Jackson submitted a card requesting zero tolerance for bad conduct.
68. Bella Ruggielo submitted a card stating the Ames incident could have been handled professionally.
69. Tania Gerard submitted a card requesting a registry of police officers involved in "less than professional" treatment, which is accessible to the public to monitor disciplinary action.
70. Colleen Alexander submitted a card requesting cultural competency and bias sensitivity training for all officers.
71. Xenia Orona submitted a card requesting officers involved in the Ames video be fired, the creation of a citizen review board with firing power, and instant public access to body camera footage via an online system without need of subpoena.
72. RBA submitted a card requesting integrity in Phoenix Police.
73. LaLO submitted a card requesting de-escalation training.
74. Joshua Clouse submitted a card requesting reform.

75. Timothy Bradley submitted a card stating officers shouldn't be able to tamper with body cameras.
76. Dasa Payon submitted a card asking how the City was going to address the issue of police violence.
77. Cami Dahe submitted a card stating Chief seemed to be defensive and not listening to the community.
78. Chuck Knoles submitted a card requesting a community oversight board.
79. Siman Qaasim submitted a card requesting a citizen review board with subpoena power, that reflects the diversity of the community.
80. Paul Fisher submitted a card stating his support of Phoenix Police.
81. Jessica Williams submitted a card requesting the involvement of more community-based organizations.
82. Jerome Overstreet submitted a card requesting a more diverse police force.
83. Linda Espinoza submitted a card requesting a civilian review board.
84. Misha submitted a card requesting a community advisory board with subpoena power and violent officers be fired.
85. Ryan Greene submitted a card stating trust needs to be re-established with Phoenix Police.
86. Narcissa Baymon submitted a card stating acts of violence can spark change.
87. Paul Underwood submitted a card stating unjust police officers should be fired, and requested a community advisory board with subpoena power.
88. No name submitted a card stating Police harassment is rampant.
89. Dianne Post submitted a card requesting officers involved in the Ames video be fired and Police unions be confronted.
90. Abraham James submitted a card stating trust needed to be re-established with Phoenix Police.
91. Will Davis submitted a card stating trust needed to be re-established with Phoenix Police.
92. Blake Brown submitted a card stating his support for police and Chief Williams but suggested everyone could do better.
93. Martha Winkler submitted a card stating Phoenix Police used excessive violence in the case of victim Jason Gillespie.
94. Crystal Porras submitted a card stating officers should also be held accountable if they are in any way involved in a case of brutality, prejudice or wrong-doing.
95. Louis Allen submitted a card stating the problem was inherited and now something has to be done about the subculture that is the cancer in Phoenix Police.
96. Megan submitted a card requesting a warning system and transparency.
97. Barbara submitted a card stating that as a preschool teacher, she would never have allowed the police officer in the Ames video to be near children of any age.

98. Halisi Tambuzi submitted a card stating that effective communication is lacking in Phoenix Police.
99. Liam McClincy submitted a card asking when shoplifting became such a violent offense that law enforcement used that much force and the way they conducted themselves; he stated any employee of another body who acted in such a way would be fired.
100. Patrick Seifter submitted a card requesting change, a civilian review boards with firing power, new leadership in the police department and a new City Manager.
101. Naeem Akil Abdullah submitted a card requesting peace.
102. Jessica Wieck submitted a card asking what changes will be made brought as a result of the Ames video.
103. Rod Baley, Chair of Blue Business Council, submitted a card in support of the Phoenix Police Department and Chief Williams.
104. Eric Reed submitted a card in support of Chief Williams.
105. Tonya Norwood Pearson submitted a card in support for due process.
106. Oscar Hernandez submitted a card stating there was a strong evidence of brutality, ignorance, pretense and narcissism in Phoenix Police.
107. Gary Biscoe submitted a card stating his concern for the victims' psychological wellbeing moving forward.
108. Chuck submitted a card stating police officers using profanity are unfit for duty.
109. Annette Ogletree submitted a card stating legislation needs to be passed that makes law enforcement accountable to upholding the law without racial prejudice.
110. Carol Coles Henry submitted a card stating the City has an excellent road map to the future of Phoenix Police if community trust is established and requested a full implementation of the 2015-16 recommendations from the CPTI; she stated the committee members would be a great asset in this regard.
111. Jeffrey Wright submitted a card stating police officers are spreading racism and sexism.
112. Ryan Tait submitted a card asking if there is support for the placement of civilians on groups tasked with reviewing allegations of misconduct.
113. James Wisheart submitted a card stating Phoenix Police is not being held accountable and should be overseen by a civilian oversight committee.
114. Steven Faulkner submitted a card requesting greater accountability for officers.
115. Daniel Hilburn submitted a card asking what disciplinary action is being taken and requested the release of the names of officers involved.
116. Latacha Winston submitted a card requesting peace.
117. Tabitha Perry submitted a card asking to consider using police pension to pay for lawsuits coming from this type of police behavior.
118. Jesus Aguirre submitted a card stating he was arrested by the police and accused of three charges, two aggravated assault with a pistol, and driving with a disguise.
119. Sharon Thompson submitted a card requesting a culture change in Phoenix Police and stated poor treatment of vulnerable citizens should be replaced by tools and innovations designed to decrease risk.

120. Jenette Dazley submitted a card requesting body cameras and de-escalation training.
121. Patrick Hutchins submitted a card asking how the City will address racism.
122. Eli West submitted a card stating he believes Police Chief Williams is doing a good job as Chief, however, the officers under her command should have at least five days' worth of additional cultural/sensitivity training at the Police Academy.
123. Kevin Crawley submitted a card stating officers violated trust and requested body cam protocol.
124. Ken Baker submitted a card stating Phoenix Police Department appears to have a problem evaluating a situation, and when a gun is drawn it elevates a situation and puts the City at risk.
125. Silverio Garcia Jr, Abdi Mohamud, Alex Jarson, Chuck Knoles, Terri Troyanos, Abraham James, Gail Knight, Kavion Thomas, Jessahn Amaku, Eddie Pearson, Bernard White III, Robin Branham, Tamara Hamil, Jamial Ybut, Victoria Williams, Adam Brand, Nadirah Boggs, Lenova Delafuente, Garrick McFedda, Jamaor Williams, Narcissa Baymon, David Davison, John Godley, Bre Demarbiex, Alexia Isais, Alice Tse, Crystal Porras, Ariaannah Porras, Scott Edmonds, Cecilly Columbus, Raji Ganeson, Samantha Denis, Raquel Denis, Lauren Johnson, Phillip Moreno, Camryn Norwod, Walter Nicholson, Erika Rubio, Maria Castro, Kameron Scruggins, Yolrate Nelson, Al DePascal, Rasta Israel, Will Davis, Family Alejandro Hernandez, Dwayne Allen, Brazil S., Jarvis Johnson, Dee Centley, Mark Segueira, Carnail T., Black, Nick Branaccio, Alex Stout, Charles Franklin, Eric C., Jeremy Helfgot, Dana Haynes, Brandon Slayton, Glenn Hammond, Lupe Conchas, JJ Johnson, Michelle Rose, Brendan Mahoney, Onesimus Strachan, Carmen Gutierrez, Dr. Kendra Nelson, Joshua Cobin, Charlene Tarver, Dr. Yanis Solei, Alfredo Chavez, Min Abdul Iman Muhammad, Richard Crews, James Newsome, Evelyn Holden, Tremikus Muhammas, Rev. Gerald Richard, Tyrel Daniels, Big John Goodie, Family Hector Lopez, Anabelle Ramirez, Nya Gathoor, John Mireler, Verona, Abdul Iman Muhammad, Patricia Villa, Phil Martinez, John Lunney, Parris W., Savannah Taylor and Paul Randall submitted cards requesting to speak.

**FLIP CHART SUMMARY  
PILGRIM REST BAPTIST CHURCH  
JUNE 18, 2019**

The following provides summary notes captured on flip charts as part of the June 18, 2019 Community Listening Session held at Pilgrim Rest Baptist Church. Two scribes took notes on stage at the session, summarizing public comments.

- Lawsuit for police report.
- Concerns with transparency.
- Use of lethal force vs. bean bag first.
- Asked Chief to terminate officer.
- Investigate unit.
- Should not justify the events of May.
- Asked for justice; to terminate officer.
- Video released does not justify police brutality.
- This is a race issue.
- Change policies.
- Stop justifying.
- Lack of trust, transparency.
- Family notified of family member death via the media.
- Family request a faster response.
- Officers need to apologize.
- Legal help in order to get answers.
- Prosecute when an officer shoots someone.
- Officers threaten to call immigration.
- Do not hire more officers, if they cannot be screened properly.
- Police Department in need of reform.
- Do not hire vets that suffer from PTSD.
- City leadership needs to listen, outraged at conduct.
- Highest standard of conduct, community expects nothing less.
- Officers involved in incident need to listen to the community.
- Fear for safety.
- Wrong for an unelected person to run Police Department.
- Mayor to take control, use firing power.
- Strategic Community Initiatives.
- People are hurt.
- One bad cop, makes all cops bad.
- Children have trauma.
- Police need more training.
- Problem nationwide.

- PD refuses to punish officer.
- Officer has shot three people and still on the force.
- Issues with officers and social media comments.
- Community wants justice.
- Criminalizing victims.
- Early warning systems.
- Accountable conversations.
- Community of safety and inclusion.
- References to 2014 events, peaceful protests.
- Reference 2018 stats.
- Tried filing complaint twice with PSB.
- Trauma for the children.
- Punishment for officers.
- Cannot justify the actions.
- Something has to be done so it does not happen again.
- Disincentify officers.
- There should be penalties, not held to the same standards.
- Officers lied about events, should face consequences.
- Should not collect salary, pension, etc.
- Not investigated by peers – community review board.
- One mistake, warning, second, gone.
- Early warning systems cut in past.
- Civilian oversight to create policies in the past were adopted.
- Missing today – training officers and training the community.
- Who runs PD? PLEA or the chief? Find cancer and eliminate it.
- Cameras that cannot be turned off on officers, especially at night.
- PLEA fought past proposed changes, have to institute them.
- Businesses to have own security.
- Culture of PD – violence, brutality.
- Chief stating no issue with culture, department – speaker feels angry.
- First contact w/ Police is brutality ex. of ticket, spoken to, etc.
- Chief give information to families requesting it.
- Civilian review board changes to have power.
- Doesn't see good cops, fears for his life every time he sees a cop.
- Cops drug screened routinely.
- Assaulted and no report created, only done after calling the department. Then two reports listed him as suspect and victim.
- Case closed on authority of the police.
- Tried to contact Chief, Mayor about violations of his rights.
- Ask community to give officers the benefit of the doubt, they want to change.