
CITY COUNCIL REPORT

TO: Ed Zuercher
Assistant City Manager

FROM: Milton Dohoney Jr
Assistant City Manager

SUBJECT: COMMUNITY AND POLICE TRUST INITIATIVE

This report provides information to the Public Safety and Veterans Subcommittee on the Community and Police Trust Initiative (CPTI) formed by the City Manager in the beginning of 2015.

THE ISSUE

In collaboration with Police Chief Joe Yahner, the City Manager invited a diverse group of community leaders to participate in a shared dialogue with Police aimed at strengthening relationships. This task force was called the Community and Police Trust Initiative or CPTI. The vision was to gather a diverse group of committed people focusing on transparency and accountability between the Phoenix Police Department and the community. The group builds on the work from the Community Engagement and Outreach Task Force which began its work in 2010 and concluded in 2014. The CPTI group spent many hours to recommend to the City Manager develop data-driven action steps on transparency, accountability and community satisfaction hoping for measureable results that can be reported at least annually. This action plan is designed to increase the public's confidence that the Phoenix Police Department is treating all people with respect, dignity and professionalism. The group was asked to provide approximately seven to nine recommendations to the City Manager before their sunset at the end of 2015.

OTHER INFORMATION

Longtime community members Carole Coles Henry and Julian Nabozny agreed to serve as Co-Chairs for the CPTI. Police Chief Joe Yahner assigned Assistant Police Chief Mike Kurtenbach and Director of Police and Community Affairs Marchelle Franklin to serve as staff co-leads and work closely with the members of the group to accomplish the mission. The group determined its own topics, methods of information gathering and process. The formal time commitment for the group was one two-hour meeting per month that began in April 2015 although members spent many hours outside of meetings developing and testing ideas. A total of 18 community members made up the Task Force. (Attachment 1)

The Task Force met for eight months soliciting ideas on education, disability, officer training, national issues and many other topics. Guest speakers included Ron Wakabayashi from the U. S. Department of Justice and Sergeant Diana Clevenger with

the City of Mesa. They talked about historical perspectives and current national practices. This included the Department of Justice Report on 21st Century Policing commissioned by President Obama. The group spent a considerable amount of time discussing its applicability to Phoenix. Sergeant Jamie Rothschild also attended and presented information on Bias Crimes and the Graffiti Unit. Task Force members were asked to and solicit ideas and information from their communities to be discussed at the meetings. Each task force member submitted ideas for recommendations to the City Manager that would enhance trust between Police and the community. After several rounds of discussion on the recommendations, the Task Force reached consensus and submitted nine "first tier" recommendations and six "second tier" recommendations on November 19, 2015.

All recommendations (Attachment 2) were placed under a pillar following the pattern of the Department of Justice Report. The pillars included: Reporting, Policy and Oversight, Community Engagement and Training.

At the Manager's direction the Police Department compiled a list of several current practices or initiatives they are undertaking to build partnerships and community trust. (Attachment 3) There have also been discussions between the department's leadership and the Manager's Office regarding the Task Force recommendations. A follow up meeting with the Task Force was held on March 3, 2016. This enabled deeper discussion about the intent and implementation of some of the recommendations.

Attached is the current status of implementation for each of the recommendations. (Attachment 4)

RECOMMENDATION

This update is for information and discussion.

Attachment 1

CPTI email addresses

Julian Nabozny
Carole Coles-Henry
Carolyn Bristo Chapman
Dr. Ann Hart
Jeremy Helfgot
Adriana Garcia
Terri Jackson
Patrick Kelley
Jeri Kishiyama Auther
Gail Knight
Jennifer Longdon
Illyas Mohamed
Raul Monreal
Otieno 'Ace Black' Ogwel
Cristofer Pereyra
Shawn Pearson
Manny Torres

Staff

Commander Mike Kurtenbach
Marchelle Franklin
Sgt. Mark Tovar
Det. Luis Samudio
Corey Williams

Attachment 2



City of Phoenix

TO: Ed Zuercher, City Manager

FROM: Carole Coles Henry, CPTI Co-Chair
Julian Nabozny, CPTI Co-Chair

DATE: November 18, 2015

**SUBJECT: COMMUNITY POLICE TRUST INITIATIVE RECOMMENDATIONS –
PHOENIX POLICE DEPARTMENT**

In March 2015, the City Manager charged the Community and Police Trust Initiative (CPTI) to submit six to seven recommendations to increase transparency and accountability between the Phoenix Police Department and the community. Below for consideration are the first tier or top nine recommendations based upon ranking by CPTI members.

We have also included second tier recommendations that are worthy of implementation by the Phoenix Police Department.

FIRST TIER RECOMMENDATIONS:

1. Require documentation/report and aggregate data any time any officer draws and trains and discharges a weapon on subjects. Provide quarterly and annual reports to the City Council, PPD Advisory Boards, Human Relations Commission and post to the Phoenix Police Department (PPD) website on the following areas:
 - a. Situation or circumstances surrounding incident
 - b. Demographics of subject(s): age, race, gender, ethnicity, disability if any (mental, physical)
 - c. Demographics of officer(s): age, race, gender, ethnicity
 - d. Other tactics that could have been used if the weapon was discharged (i.e. de-escalation or non-lethal tactics employed in the situation)

(Pillar: Reporting)

2. Adopt preferences for seeking “least harm” solutions such as warnings and or citations in lieu of detention for minor infractions, especially for juveniles. *(Pillar: Policy & Oversight)*

- 3. Add a requirement to the Use of Force Policy that PPD will collect, maintain and report data on all officer involved shootings, whether fatal or non-fatal, as well as any in-custody**

deaths. This should be reported annually to the City Council, Human Relations Commission, PPD Advisory Boards and to the community. *(Pillar: Policy & Oversight)*

4. Monitor and assess best practices that are forthcoming from the National Initiative for Building Community Trust and Justice as administered through the Department of Justice's award to the National Network for Safe Communities and John Jay College of Criminal Justice. Bi-annual reports should be made to the City Council, PPD Advisory Boards, Human Relations Commission and to the community and the PPD website on these best practices for implementation by the Department. *(Pillar: Policy & Oversight)*

The National Initiative will highlight three areas that hold great promise for concrete, rapid progress:

- a. Reconciliation facilitates frank conversations between communities and law enforcement that allow them to address historic tensions, grievances, and misconceptions between them and reset relationships.
 - b. Procedural justice focuses on how the characteristics of law enforcement interactions with the public shape the public's views of the police, their willingness to obey the law, and actual crime rates.
 - c. Implicit bias focuses on how largely unconscious psychological processes can shape authorities' actions and lead to racially disparate outcomes even where actual racism is not present.
5. Convene a panel of community members and at least one outside expert (City Manager) to explore the implementation of a civilian review body to hear and review complaints against PPD with investigative powers to the extent permitted by A.R.S. with auditing authority and the ability to make substantive and binding judgments in connection with complaints. Within six months of being convened, panel would provide a report on best practice models for a PPD civilian review board. *(Pillar: Community Engagement)*
 6. Implement Community Listening Sessions at least twice a year working closely with all communities including young adults of the communities. *(Pillar: Community Engagement)*
 7. Track and report information about traffic stop data, summonses, arrests, reported crime and other law enforcement data aggregated by demographics, geographics, and precincts. Reports should be posted on PPD's website and in annual reports. The following data should be reported:
 - a. Incident type
 - b. Date/time
 - c. Suspicious vehicles

- d. Traffic
- e. Pedestrians
- f. Location
- g. Ethnicity
- h. Gender
- i. Bicyclists

(Pillar: Reporting)

8. Provide leadership, crisis intervention, cultural competency, disability (physical and mental), diversity and community engagement training throughout the careers for all levels of sworn personnel and civilians with public contact annually. Report to the City Council, PPD Advisory Boards, Human Relations Commission and the community annually. *(Pillar: Training)*
9. Partner with the community to facilitate a train-the-trainer initiative to enlist a cadre of citizen volunteers who will train the community, especially children, youth and young adults, and parents/guardians on how to appropriately interface with law enforcement. *(Pillar: Training)*

SECOND TIER RECOMMENDATIONS

Submitted for reference are the other recommendations which were not in the top nine ranking.

10. Report on PPD's composition including race, gender, age and other relevant demographic data and make comparisons to Census data. Also report on diversity in hiring and promotions, occupational categories, recruitment, outreach and training. PPD should strive to reflect the community that it serves. Provide quarterly and annual reports to the City Council, PPD Advisory Boards, Human Relations Commission and post to the PPD website. *(Pillar: Reporting)*
11. Report and dialogue with the community on the May 2015 Final Report of the President's Task Force on 21st Century Policing best practices and metrics underway in the department, in the areas of Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Wellness and Safety. This public engagement process should include the solicitation of feedback from the community. PPD should host bi-annual community meetings to report on its results. *(Pillar: Reporting)*
12. Implement formal feedback tools including community surveys using best practices indicators. Track and report the level of trust, respect, transparency, and accountability for the PPD monthly, quarterly and annually to the Phoenix City Council, PPD Advisory Boards,

Human Relations Commission and post on dashboards and on the PPD website. *(Pillar: Reporting)*

13. Provide a plain language statement on the PPD's website summarizing the Department's Use of Force Policy. *(Pillar: Policy & Oversight)*
14. **Encourage continuous engagement of PPD with places of worship and the community (e.g. schools, festivals, participate in youth based programs, interact with single mothers, involvement in high crime impacted neighborhoods). Report to the City Council, PPD Advisory Boards, Human Relations and the community on the PPD website and on dashboards. *(Pillar: Community Engagement)***
15. **Track and report employee commendations and recognition to the City Council, Human Relations Commission, and PPD Advisory Boards. Report data monthly and in annual reports posted to the PPD website. *(Pillar: Reporting)***

c: **Milton Dohoney, Assistant City Manager**
CPTI Members



City of Phoenix

To: Milton Dohoney Jr.
Assistant City Manager

Date: March 2, 2016

From: Joseph G. Yahner
Police Chief

Subject: PHOENIX POLICE DEPARTMENT COMMUNITY OUTREACH - 2015

The Phoenix Police Department (PPD) has a deeply rooted commitment to Community Based Policing that is predicated upon a philosophy and a process "by which the Department, in partnership with other City departments, citizens, the public sector, and private enterprise, assists the community in enhancing the quality of life." This is a multilayered process whereby the Department, in cooperation with our internal and external partners, jointly identify and collaboratively resolve those crime and quality of life issues that contribute to community degradation.

While Community Based Policing has always been a significant part of the Department's mission, in 2009, during trying economic times, the PPD was forced to make several organizational changes which included the elimination of the commander position in the Community Relations Bureau. Over the next several years, the CRB staff was reduced through attrition which ultimately lowered the overall level of connectivity to our community.

At the end of 2014, Marchelle Franklin was selected for the newly created position of Director of Police Community Affairs. This important position became part of the Chief's executive team and was the start of a comprehensive and aggressive community engagement campaign.

At the beginning of 2015, the PPD was reorganized and Michael Kurtenbach was promoted to Assistant Police Chief overseeing a new division: Community Services. This strategic alignment allowed for Assistant Chief Kurtenbach to oversee Public Affairs, Community Relations, Employment Services, and both basic and advanced training. Although the PPD understood the importance of aligning these bureaus within the same division, the decision was confirmed with the release of the report from The President's Task Force on 21st Century Policing in May of 2015. The Task Force Report is divided into six pillars, five of which are covered by the bureaus assigned to the Community Services Division.

In February of 2015, the commander position was reestablished in the Community Relations Bureau with a firm requirement to increase community engagement. During 2015, CRB staff applied for a hiring grant offered through the U.S. Department of Justice, Office of Community Oriented Policing Services (COPS). The grant submission was related to Building Trust and Legitimacy, which is Pillar 1 of the Task Force Report. In October, the PPD was awarded the COPS Hiring grant for more than \$3 million dollars to hire 25 new officers, which allows 25 existing officers to transfer to CRB for the sole purpose of increasing community engagement thus increasing community trust.

As part of the renewed efforts, the PPD solicited the Information Technology Bureau to create a community engagement tracking program which will allow for increased data collection and extraction. The program is in beta testing form and will be expanded department wide in early March.

As stated above, the PPD has a long standing community engagement strategy which will be highlighted in the pages that follow. Although the following list of community engagement activities is extensive, it is important to note that it is not all encompassing.

- Director of Police Community Affairs

Marchelle Franklin has an active role in the Phoenix Police Department's community engagement strategy. Director Franklin is assisted in this endeavor by Police Community Affairs Specialist Nikki Hicks who joined the PPD in 2015. The following is a list of community events they organized and/or participated in, as well as, projects they completed.

- Re-established direct relationships between the Police Chief and key community leaders.
- Increased outreach by establishing a multi-tiered communications strategy to utilize when the need arises for communicating direct messages from the Chief to targeted community groups and community leaders
- Enhanced the Department's Field Training Officer transfer process by identifying key competencies necessary for an effective Field Training Officer and developed questions to be used in oral board process
- Responsible for creating/delivering the 2015 Bridge Summit (partnership with Checkered Flag Run Foundation, Black Chamber of Arizona, University of Phoenix College of Security and Criminal Justice); event featured interactive, results-oriented dialogue which included Chief Yahner and several police chiefs from across the nation and audience comprised of law enforcement professionals, community based organizations, business, community and government leaders
- Served as subject matter expert on the following panels: Arizona City/County Management Association 2015 Summer Conference "Keeping the Peace: Community Engagement and Local National Trends in Policing" session; Sigma Gamma Rho Sorority 2015 Western Region Conference "State of Police Relations with the African American Community" session

- Strengthened community outreach and engagement efforts by creating a civilian Police Community Affairs Specialist position
- Served as an oral board member for two Commander promotional processes, as well as for the Community Response Squad oral board process.
- Assisted with enlarging the Department's recruitment "footprint" by working with the Employment Services Bureau Recruitment Section on non-traditional recruitment tactics
- Reviewed/provided input on de-escalation training
- Pakistan Information and Cultural Organization 15th Annual Luncheon
- Tools for School event at Travis Williams American Legion Post 65 (2,000 children received backpacks filled with school supplies, haircuts, breakfast, etc.) Police Explorers also in attendance. Event provided in partnership with Checkered Flag Run Foundation
- Phoenix PD recognized by Somali American United Council for its work with the Somali immigrant community
- Recruited new members for Use of Force Board and Disciplinary Review Board
- Multiple meetings with ACLU, PuenteAZ, Black Lives Matter, Center for Neighborhood Leadership, local Faith community, etc. regarding use of force, and Operations Order regarding immigration (4.48)
- Worked with Professional Standards Bureau on comprehensive investigative process to include the logging of every complaint. Also ensured commendation and complaint tab was on the front page of the website and available in English and Spanish
- Delivered graduation commencement speech at Phoenix Job Corp
- Participated in the Journey Home Program, an arts experience for incarcerated women at Estrella Mountain Jail; focus on preparing women for reentry
- Was a vital member of the City's My Brother's Keeper initiative along with Police Community Affairs Specialist Nikki Hicks and Commander Matt Giordano
- Served as staff co-chair with Assistant Chief Michael Kurtenbach of CPTI; Mark Tovar, Nikki Hicks, Jenn Eastman, Luis Samudio provided support at each meeting
- Attorney II interview panel for City Prosecutor's Office; asked to serve on panel to give perspective on candidates from a community/civilian/police executive perspective, ensuring selected attorneys understood their role
- Mayor's African American Advisory Board meetings (staff attended at least 3 and presented on various topics requested by Mayor and/or his advisory co-chairs)
- District 8 African American Advisory Board meetings (staff attended at least 2 and presented on various topics requested by Councilwoman and/or her advisory co-chairs)
- Faith and Justice Project (Maryvale area) – Building relationships with Maryvale-area Faith community to bring awareness and action around specific public safety issues
- Attended LaFamilia Neighborhood Association 8th Annual Drug and Alcohol Free Quinceanera event with Nikki Hicks, Mark Tovar, Luis Samudio, Marylou Benitez, and Matt Giordano
- 2015 and 2016 MLK Breakfast, 2015 and 2016 MLK March
- NAACP Arizona State Dinner
- NAACP Maricopa County Branch Dinner

- Peoria Police Dept. – Building relationship with local jurisdiction through participation in United Community Action Network (UCAN) and PD Advisory Boards
 - Participated along with Commander Giordano in the Arizona Police Association session to create a mission/vision to promote building trust and legitimacy for the APA in the community
 - Provided input on supervisors module and will have an hour to present on community engagement
 - Working with AZ POST on community partners program
 - Participated in DOJ, Office of Juvenile Justice webinar on Police and Community Relations: Local and National Perspectives
 - NFBPA (local and national) – Coordinated Recruitment Team presence for August 2015 luncheon
 - Chief serving on University of Phoenix College of Security and Criminal Justice Industry Advisory Board; helping to craft curriculum to education individuals interested in law enforcement degrees, thus creating a pipeline
 - Coordinated the attendance of Assistant Chief Kurtenbach along with other sworn and civilian members of the PPD to the Re-branding of the Black Man Summit
 - Coordinated the attendance of Lieutenant Barb Alexander, Sergeant Mark Tovar, and Officer James Holmes to serve on a panel for Greater Phoenix Urban League Young Professionals “Police Brutality and Personal Rights Forum.”
- Explorer Program

The Explorer Program is for career-oriented young adults, aged 14 through 21. The members are referred to as "Explorers" and while the program is part of the BSA (Boy Scouts of America), the Explorer program is distinctively different from scouting.

The Explorer Program is a co-educational, young-adult program developed and supervised by local community organizations, businesses, and individuals providing an opportunity for young adults to explore a particular career field.

There are currently 50 Phoenix Police Explorers within Post 2906 who are actively involved in their community. Last year, these motivated young men and women contributed over 5400 volunteer hours of service to the community. Additionally, during 2015, they attended and/or participated in over 60 community events.

- The Citizen's Offering Police Support (COPS) Program

The Citizen's Offering Police Support (COPS) Program is a volunteer organization dedicated to helping the Phoenix Police Department and the community. Currently, the Phoenix Police Department has nearly 200 volunteers working in a variety of units within the Department. In 2015, COPS volunteers contributed more than 27,000 hours of service to our police department, a value of hours estimated at over \$611,985.00.

For any police department to be successful they must have the support of the community. One way this was accomplished was through traditional community relations programs,

where officers interact with citizens at various events. The COPS Program does the same in reverse; it brings the community into the police family. Volunteers, working shoulder to shoulder with police officers and our support staff, can see the value of the police mission, as well as the challenges we face as an organization.

- Community Events

The members of the CRB Community Engagement and Outreach Team routinely collaborate and engage with members of the public at community events. These events range from speaking engagements providing information on the role of the Phoenix Police Department in the community to providing members of the community information on police officer role and responsibilities. These community events include public forums that allow for critical dialogue that may involve current issues in the law enforcement profession.

There are also many opportunities for Phoenix Police personnel to sponsor information booths and tables, in an effort to communicate with the attending members of various community events. A major goal during these types of events is to communicate with external partners, be available to answer questions, and to exchange critical information that can assist with our joint relationship.

The Community Engagement and Outreach Team attended approximately 60 various community events in 2015 including career days, community presentations, and town hall forums. Attending these meetings provided opportunities to engage both the youth and adult populations in Phoenix.

As a result, the Team built positive relationships with the following organizations:

- Checkered Flag Run Foundation
- Arizona State University
- North High School
- South Mountain Community College
- Greater Phoenix Urban League
- Zoe Foundation
- Friendly House
- Dia de los Ninos
- Families of Murdered Children
- Catholic Charities
- African Methodist Episcopal Church
- La Familia Neighborhood Association
- Mexican Consulate's Office
- Ecuadorian Consulates Office
- Combined Fraternal Order of South Phoenix
- Phoenix Job Corp

- In –Service Police Officer Trainings/Police Recruit Training

These include classes to sworn Phoenix Police Officers in Inter-Personal Communication and the Blue Courage Curriculum. The classes are designed to encourage better understanding and awareness of professional police officer expectations. In 2015, the

Community Engagement and Outreach Team conducted approximately 21 in-service training sessions.

Additionally they provided five, 8-hour training sessions on cultural diversity and cultural awareness at the Arizona Law Enforcement Academy. These sessions were taught to police recruits and are integrated into the 20 week AZPOST training curriculum.

- Refugee – New Arrival Trainings

These training sessions are facilitated by members of the Community Engagement and Outreach Team and are conducted in cooperation with JoAnn Morales and Catholic Charities. They are designed to offer new refugee arrivals an understanding of police interaction encounters and some of the issues that may present themselves due to language and cultural barriers. In 2015, the Team conducted approximately 16 training sessions for refugees.

- The Phoenix Police Department's Citizens Police Academy (CPA)

The Phoenix Police Department's Citizens Police Academy (CPA) began in April 1986 with the intent to provide business and community leaders an inside look at law enforcement. That concept still stands today with over 74 Citizens Police Academies completed and hundreds of citizens trained on "what we do, and why we do it." CPA sessions are hosted for four hours, one night a week, for four consecutive weeks. Applicants must be at least 21 years of age, live and/or work in the City of Phoenix, pass a required background check, commit to each academy session, and be referred by a former CPA participant or member of the Phoenix Police Department.

A variety of topics are offered during each CPA to include: deadly force encounters, drug enforcement and gangs, firearms and decision-making, tactical training, internet crimes, police ethics and professional standards, police communications, crime lab, air support and K9 unit, an overview of investigations surrounding homicides, document crimes, robberies, crimes against children, and demonstrations/equipment displays by the Department's Special Assignments Unit. During 2015, four CPA classes were completed with approximately 80 graduates.

Graduates of each CPA are offered opportunities to continue their behind-the-scenes law enforcement education by joining the Phoenix Citizens Police Academy Alumni Association (PCPAAA). Throughout the year, the PCPAAA hosts continuing education events that are exclusive to dues-paying members of the association. In 2015, there were four continuous education classes, attended by approximately 120 CPA alumni members.

- Police Academy Experience

This four hour program is designed to provide members of the community with a unique perspective of the daily responsibilities of a City of Phoenix police officer. The Experience is facilitated with the cooperation from the Advanced Training and Firearms Units of the Phoenix Police Department.

During the Experience, community members are exposed to the training techniques and mechanisms that our officers employ in order to carry out their official duties. Participants engage the Department's training personnel and gain access to the Department's Tactical Village, where they participate in simulated, scenario based training exercises that will familiarize them with the daily activities of our officers.

Participants also have the opportunity to discuss use of force dynamics and the use of force policies to which Phoenix Police officers must adhere. There is also an introduction to and participation in the Decision Making Range 3000 Firearms Training Simulator (FATS). Participants also receive familiarization and a demonstration of the Taser. This is a non-lethal use of force tool that Phoenix Police officers have available to them as they carry out their duties and responsibilities.

In 2015, the Community Engagement and Outreach Team conducted four events with organizations that included the NAACP, Hispanic Leadership Institute, African-American Leadership Institute, Center for Neighborhood Leadership, and the 100 Black Men of Arizona.

- Family Experience

This Family / Spouse Academy has been created to provide our officers with the same opportunity to offer practical and useful information that will assist them and their families throughout their career with our organization

The intent of this Experience is to offer our employees the opportunity to provide their selected loved ones with the ability to gain insight and a basic introduction to the services afforded to sworn employees of our Department. The hands-on training activities provided participants with a perspective on the training requirements of our sworn officers. It is important to note the participants were not only part of the Phoenix Police community they are members of the larger City of Phoenix community. During 2015, the Team conducted 3 Family Experiences.

- Meetings with Internal and External Organizations

The members of the Community Engagement and Outreach Team routinely meet and engage in dialogue with our internal and external partners. It is imperative that we are in communication with outside organizations to ensure that we are available to them, in the event the groups are in need of current information on a particular matter of interest. As a result, these meetings allow for the opportunity to continue proactive dialogue, or offer collaborative input on solutions for the concerns of the community. These meetings also allow for planning future community events that will engage the Phoenix Police Department and the community.

Throughout 2015, the Team conducted approximately 27 meetings which included members from the following organizations:

- American Civil Liberties Union
- 100 Black Men of Arizona

- La Puente
- Arizona Black Lives Matter
- Cresciendo Unidos
- Catholic Charities
- Mexican Consulate
- First Things First
- Human Relations Commission
- Paint Phoenix Purple
- Arizona Diamondbacks Baseball Club
- Somali United Council
- International Rescue Committee
- Refugee Focus
- Phoenix City Council members
- YWCA
- Anti-Defamation League
- Special Olympics Arizona
- Combined Fraternal Organization of South Phoenix

- Behind the Badge / Cop for a Day

The members of the Community Engagement and Outreach Team facilitate these educational opportunities for members of the community. They are pre-scheduled events for members to get more personal awareness and understanding of Phoenix Police operations. The Behind the Badge event allows for some introduction to the PPD Firearms Range, PPD Communications, and the Crime Lab. The event is capped off with a precinct ride-along with a police officer. In 2015, the Team hosted seven "Behind the Badge" events.

The members of the Community Engagement and Outreach Team also facilitated the Cop for a Day events.

They are pre-scheduled events for citizen members of the community to get more personal awareness of Phoenix police operations and services. In 2015, the Team hosted four "Cop for a Day" events.

- Media Events

The members of the Community Engagement and Outreach Team assist the Public Affairs Bureau in providing media information to the Spanish speaking television audience. These events may be in response to current investigative matters, or to provide educational opportunities to the Spanish viewing or Spanish listening members of the community.

Members have also participated in radio shows that promote the community relations aspects of the organization. In 2015, the Team assisted with approximately six media events.

- Tours, Groups, Foreign Visitors

The members of the Community Engagement and Outreach Team routinely provide citizen groups and members of foreign nations with a tour, or presentation, on functions and responsibilities of the Phoenix Police Department. These are designed to provide

educational support to leadership and development programs. They also increase good will between the Department and the interested organization.

The Team hosted nine events in 2015, which included visitors from the countries of France, Qatar, and Kyrzestan. Additionally, they included individuals and groups, who have an interest in Phoenix Police operations and training curriculum, such as Valley Leadership.

- Major Youth Events

In 2015, the Community Engagement and Outreach Team facilitated community events that centered on youth and police interaction. They included a Citizens Youth Academy that was held at Mountain View Precinct, a two week Explorer Recruit Academy, a youth basketball tournament, a student/parent forum that was facilitated by the Kick-Start Community Organization, and an Explorer event that was held at South Mountain Community College. These five events afforded the Team the opportunity to reach and engage with an estimated 80-100 participants from the community.

- Community Response Squad

The Community Response Squad's primary responsibility is to maintain an ongoing, working relationship with all of our diverse communities. This unit facilitates the Department's 12 Phoenix Police Advisory Boards, a forum where the Phoenix Police Department can actively listen to community members' concerns and have open dialogue to create solutions to areas of concern. They actively engage community members building relationships that create a climate of trust between the Phoenix Police Department and the communities we serve. The squad also monitors demonstrations, rallies, and marches within the City of Phoenix, ensuring a safe environment for the community.

During 2015, the Community Response Squad conducted 18 Advisory Board meetings and 708 community meetings with the following advisory boards/communities: African American, Asian, Arab, Cross-Disabilities, Faith Based, Hispanic, Jewish, LGTBQ, Muslim, Native American, Refugee, and Sikh. Additionally, they monitored approximately 645 protests/rally events in the City of Phoenix.

- Crisis Intervention Squad

The Department's Crisis Intervention Squad was formed in June 2015 and went fully operational in August. The unit was implemented to assist with the service of court ordered mental health pick-up orders. The Phoenix Police Department routinely serves approximately 4,000 court ordered mental health pick-up orders each year; therefore, this unit assists in lessening the demand for first responders in patrol. The team is highly trained on how to safely respond and effectively communicate with people who suffer from mental illness.

They received a significant amount of advanced training that involves negotiation skills, crisis intervention, advanced crisis intervention, intelligence officer training, building searches, as well as other advanced tactics. Additionally, each member of the Crisis

Intervention Team is equipped with a body worn camera, which assists in enhancing trust and transparency with the community.

Since going operational, the Crisis Intervention Team has served 245 mental health pick-up orders, providing these individuals with the necessary resources to assist them during their time of crisis.

The unit continues to collaborate with private/public partners in the mental health community to ensure subjects with mental health concerns are provided the best possible initial care and follow-up. Throughout 2015, over 450 meetings have been conducted with some of these public/private partners, which include:

- Urgent Psychiatric Care (UPC)
- Chicanos por la Causa
- PRC West (Recovery Innovations)
- Mercy Maricopa Integrated Care
- City/County Prosecutor's Office
- Partners in Recovery
- Crisis Community Collaborative
- David's Hope
- Terros
- National Council for Behavioral Health
- CIT International
- Maricopa County Sheriff's Office
- Governor's Chief of Staff
- Community Bridges
- Phoenix Fire Department
- Crisis Response Network
- United Methodist Outreach Ministries (UMOM)
- National Alliance on Mental Illness (NAMI)
- Housing and Urban Development (HUD)
- Connections AZ
- Continuum of Care
- Az. Coalition to End Homelessness
- National Coalition for Homeless Veterans

- Maricopa County Regional Behavioral Health Authority Crisis Coordination Committee
- Tempe, Mesa, Glendale, Chandler, Apache Junction, Peoria, Salt River, Avondale, and ASU Police Departments
- Phoenix Police Department's Mental Health Executive Advisory Board
- Arizona Health Care Cost Containment System (AHCCCS)
- Emergency Mobile Pediatric and Adolescent Crisis Team (EMPACT)

In addition to facilitating these meetings, the unit has provided briefings to every patrol squad in the City, ensuring they understand the importance of mental health, as well as the assistance they can provide on these types of calls for service.

The unit provided 24 Crisis Intervention Team presentations to local community groups, as well as national level organizations such as CIT International, International Association of Chiefs of Police (IACP), and the National Council for Community Behavior Health. They provided six, 40-hour Crisis Intervention Training classes to 198 officers throughout the valley, educating them on effective ways to address subjects with mental health concerns. The additional training and partnerships formed provides the team the opportunity to serve the community in the safest and best manner possible.

- Bias Crimes/Graffiti

The Phoenix Police Bias Crimes/Graffiti Detail investigates crimes with a bias nexus or graffiti incidents that occur. A bias crime is any crime that occurs, in whole or in part, as a result of a prejudice or bias toward an individual or group based on race, religion, ethnicity, gender identity, sexual orientation, or disability. The effectiveness of the Bias Crimes/Graffiti Detail is dependent upon the trust and relationships built with the communities we serve. Unfortunately, victims of these types of personal crimes are reluctant to come forward and report to police; therefore, the Department's focus is on increasing bias crime reporting.

In 2015, this unit was responsible for approximately 1070 bias crime and/or graffiti investigations (250 bias/820 graffiti), resulting in 87 bias crime arrests and 163 graffiti arrests.

During 2015, the unit provided bias crime/graffiti presentations to various community groups, including but not limited to, the Phoenix Police Department's Jewish, Arab, and Hispanic Advisory Boards, various community groups, such as City of Phoenix Anti-Graffiti Task Force, the Citizens Law Enforcement Anti-Graffiti Initiative, and the Phoenix Community Alliance. Furthermore, they have also provided bias crime/graffiti presentations to students at Scottsdale Community College and church congregations at United Church of Christ. The detail has also presented at the recent 2015 Neighborhood Summit, and various Anti-Defamation League (ADL) events. These presentations ensure these citizens and their respective communities understand the role of the detail and the importance of bias crime reporting.

In an effort to combat graffiti in the valley, the Bias Crimes/Graffiti detail provided education and training presentations to school-aged children at various local schools, to include Lowell Elementary, Palo Verde, Simpson Elementary, and Vista Verde. This same training was presented to approximately 80 apartment complex managers, in cooperation with Neighborhood Services Department (NSD).

The Bias Crimes/Graffiti unit provided 19 briefings to patrol squads, in the City, ensuring officers understand the importance of documenting these calls, as well as the assistance the investigators can provide.

- Body Worn Cameras

The Body Worn Camera Unit (BWCU), created in March 2015, manages the existing 150 body-worn camera deployment by identifying, preparing, and making video footage available upon legal and public request. In 2015, the BWCU processed 2,819 videos for the City and County Prosecutor's Offices, Legal Unit, and Public Records. In September 2015, the Phoenix Police Department received its second Bureau of Justice Assistance, Smart Policing Initiative grant to further evaluate the technology and expand the body-worn camera program.

As a result, unit members have provided in-person and telephonic interviews and participated in State Senate hearings to share experiences and lessons learned. In support of the Department's commitment to reducing crime and strengthening the relationship between the police and community, BWCU members participated in advocacy group meetings and offered presentations during ASU's President's Weekend in December 2015 and the Franklin Police and Fire Community Event in August 2015.

- Phoenix Neighborhood Patrol

The Phoenix Neighborhood Patrol Program (PNP) started as the Block Watchers on Patrol Program in 1994. The purpose is to encourage citizens to take Block Watch/Neighborhood Watch to the streets and patrol their neighborhoods becoming mobile "eyes and ears" for the city. PNP members are required to attend special training on various topics including, observation skills, confrontation avoidance, patrol procedures, laws and liability, and the proper usage of 911 and Crime Stop.

The program is robust and is directed by Detective Brian Kornegay with PNP groups represented in the precincts. Monthly meetings are held and each PNP member reports their hours of service directly to their precinct coordinators. The program has led to more community involvement. Many PNP members sit on citizen review boards, city oversight committees, or have started their own neighborhood involvement groups that have included graffiti paint-outs and neighborhood clean ups.

In 2015, the PNP program trained 215 new members during 11 PNP training classes, several classes were conducted in Spanish. The new members join approximately 3,000 PNP members trained over the years.

- Block Watch

The Phoenix Block Watch (BW) Program is a standalone program, although much of the training of new BW members takes place during PNP training sessions. The purpose is to encourage citizens to take Block Watch to the streets and patrol their neighborhoods. BW members are encouraged to attend special training on various topics including, observation skills, confrontation avoidance, patrol procedures, laws and liability, and the proper usage of 911 and Crime Stop.

In 2015, the City of Phoenix has approximately 530 registered Block Watches with 44 new ones created during the year. The city-wide coordinator for the BW Program is Officer Deb Iodice. BW groups are supported by Community Action Officers in each precinct. Monthly BW coordinator meetings are conducted. In 2015, 215 new members were trained during 11 BW/PNP training classes that were conducted in both English and Spanish.

Another important part of our community outreach is our coordination of the Getting Arizona Involved in Neighborhoods (G.A.I.N.) events. G.A.I.N. is an annual event designed to unite neighbors and communities to help create safer neighborhoods. Formerly known as National Night Out, G.A.I.N. encourages residents to get together in their respective communities to promote safety, neighborhood communication, and celebrate the successes of crime prevention through community involvement.

Historically, the City of Phoenix has observed G.A.I.N. on the third Saturday in October. In 2015, the City of Phoenix BW coordinator registered and, along with each precinct and multiple bureaus, supported 91 G.A.I.N. events throughout the city.

- Coffee with a Cop

Since 2011, the Department has partnered with the community to host Coffee with a Cop (CWAC) events city-wide. As the name implies, CWAC brings police officers and neighborhood residents together in such places as restaurants, community centers, senior centers, and schools. CWAC events allow officers to interact with community members in a non-enforcement capacity, helping to break down barriers and foster meaningful relationships. Each precinct hosts their own Coffee with a Cop event at least quarterly and the Chief hosts a larger Coffee with the Chief event at least annually. These informal, yet meaningful interactions, have allowed officers to engage thousands of residents since the program's inception.

- Crime Free Multi-Housing

The Crime Free Multi-Housing Program was developed in 1992 following a Bureau of Justice study by John Campbell of Portland, Oregon, which resulted in the "Landlord Training Program." Lacking a marketing component to engage owners and management companies to partner with police departments, a crime prevention specialist from Mesa, AZ Police Department added a certificate program which produced the best community based partnership for the rental community.

The program incorporates a unique three-phase approach which ensures the crime prevention goal, while maintaining an approach which is resident-friendly. Phase I involves an eight-hour seminar presented by the police department. Phase II will certify that the rental property has met minimum security requirements for the residents' safety. Phase III requires a resident crime prevention meeting to be conducted for full certification, and the managers will be granted the use of large metal signs for the property. The management will also be granted the use of the program logo in all advertisements. The city of Phoenix web page provides the introduction to the CFMH Program as a resource to rental property owners. The initial participation can begin with introduction from a patrol officer who quickly invites the owner to a Phase I seminar.

This 8-hour training is offered free of charge to anyone 18 years and over. Once the training ends the real relationship and resource sharing begin. The best benefit to the industry is unequivocally the automated daily email report to the owner to alert them of crime incidents and non-compliant behavior on their property. The city of Phoenix is the first Police Department in the world to offer this benefit. Investors are anxious to invest in the city of Phoenix upon hearing of this ability to be proactive in their ability to respond to negligent residents.

The rental industry and the Arizona Multihousing Association named the Crime Free Multi-Housing Program the best opportunity to work with the police department and preserve their property investments and provide safer environments for their residents. This program stabilizes resident occupancy, builds a positive reputation, and provides quality due diligence that has lowered third party crime liability lawsuits from the multi-million dollar awards to amounts that insurance companies can manage.

In 2015, the Phoenix Police Department celebrated CFMH's 20th anniversary. Five classes were held in 2015, and 379 new participants completed the first phase; 4 properties completed their phase two obligations, and 1 property completed the phase three requirements.

The CFMH Program is coordinated city-wide by Detective Glenn Branham. Precinct CFMH officers coordinate the program within their precinct boundaries and attend monthly correlation meetings.

- SafeBiz

The Safe Business Network is a program that was developed initially in response to a specific set of problems associated with a single strip-mall development in South Phoenix in 2002. Police officials noticed an inordinate amount of calls for service for trespassing, criminal damage, property crimes, and liquor violations at this particular location. The process of identifying the causes for these calls and the possible solutions required a communicative effort between the police department and the businesses that were having their reputations and operations negatively impacted by the need for continued police response to the location. Site surveys were completed, solutions were recommended, and businesses implemented changes that began to turn things around. A new model for

business problem resolution was born; it is now known as the Safe Business Network or SafeBiz.

The SafeBiz liaison helped create strong and lasting relationships between the business community and the Phoenix Police Department. It will continue to expand in its responsibilities as more and more businesses, business associations, and governmental entities become aware of the services it can provide to help ensure commercial property attrition is minimized and the core of the Phoenix business structure remains strong.

SafeBiz presentations and programs are directed by Detective Glenn Branham. In 2015, 46 presentations were given to various groups reaching approximately 2,100 individuals. Some of these groups include: Trident Security, Gomper's Habilitations Services; St. Thomas the Apostle; T-Mobile; Madison Meadows Senior; Banner Health Care Systems (also web-cast to three additional Banner facilities); Discover Card Annual Health and Safety Fair; Arizona Center for Senior Living; Anthem Nursing College Campus; several Head Start programs, Arizona Cultural Academy (Muslim College Prep); Taser International of Scottsdale, Electronic Tracking Systems; Jaburg & Welk Legal Offices; Fed-Ex; Caris Life Sciences; several elementary schools; Cub Scouts; Maricopa County Department of Environmental Services; Paradise Valley Senior Center; Phoenix Convention Center; Total Transit; NorthStar Aerospace Plant; Sam's Club; Senior Living Center; Friendly House; and presentations to several religious congregations.

The SafeBiz liaison provided well-documented threat and vulnerability assessments for: Phoenix Cultural Center, Yeshivas HaTurim, Living Streams Church, CVS store, and the Gomper's Habilitation School.

- Local Gang Resistance Education and Training (G.R.E.A.T.)

The G.R.E.A.T. is a program designed to decrease gang violence. The G.R.E.A.T. students are provided an opportunity to discover for themselves the ramifications of gang violence through structured exercises and interactive approaches to learning. Included within the curriculum are many optional and extended activities, which help to reinforce classroom instruction. The G.R.E.A.T. officer and teacher work together to reduce gang involvement in the school and community.

Officers are responsible for teaching the Gang Resistance Education and Training (G.R.E.A.T.) curriculum to elementary and middle school students in Phoenix area schools. The G.R.E.A.T. Officer works cooperatively with students, teachers, and school administrators, with a focus on specific skills, assignments, training, and experience relevant to juvenile issues, public speaking, organizational skills, and a strong commitment to work with children and adults.

The summer component is an additional aspect of G.R.E.A.T. that is designed to complement the middle school and elementary school curricula. The G.R.E.A.T. summer component is conducted during the time students are not in school. It is an opportunity for G.R.E.A.T. instructors to continue building on the school-based curricula. Goals are to

build upon the school-based G.R.E.A.T. curriculum and reinforce its goals by offering youth an opportunity to enhance their social skills, give youth positive alternatives to gang involvement, improve public/community relations, and add structured activities to the summer months and to strengthen law enforcement's relationship with youth and the community.

In 2015, Detective Gelene Santa Maria served as the Department's full-time G.R.E.A.T. Officer. Detective Santa Maria taught 274 middle school and 130 elementary school classes, reaching 12,095 students throughout the year. During the summer of 2015, the Department hosted two G.R.E.A.T. summer programs. One was conducted 4 days a week for six weeks in the summer at Sunland Elementary School with 39 participants. Another summer program was conducted at Palomino School with 200 students.

- G.R.E.A.T. Southwest Regional Training Center (SWRTC)

The goal of the G.R.E.A.T. Program is to help youth develop positive life skills that will help them avoid gang involvement and violent behavior. G.R.E.A.T. uses a communitywide approach to combat the risk factors associated with youth involvement in gang-related behaviors. The curricula was developed through the collaborative efforts of experienced law enforcement officers and specialists in criminology, sociology, psychology, education, health, and curriculum design and are designed to reinforce each other. The three different curricula are intended for different audiences and are most effective when youth are exposed to more than one of the curricula. The lessons included in each curriculum are interactive and designed to allow students to practice positive behaviors that will remain with them during the remainder of their development years.

Since the G.R.E.A.T. Program went nationwide in 1992, many law enforcement agencies and schools from all 50 states, the District of Columbia, U.S. territories of Guam and Puerto Rico, Bermuda, Canada, Central America, England, and military bases in Japan and Germany have implemented the program. Currently, the G.R.E.A.T. program is delivered in over 500 communities across the United States. In order to maintain the integrity of the G.R.E.A.T. program, it is necessary to have a strong organizational structure to regulate decisions and program or curricula changes.

The G.R.E.A.T. Southwest Regional Training Center is hosted by the Phoenix Police Department. Staff members include Regional Administrator Sgt. Kevin Bryce and Regional Administrative Assistant Officer Jamie Brooks.

The G.R.E.A.T. Southwest Regional Training Center is responsible for an 11 state jurisdiction. These states include: Arizona, Nevada, Utah, New Mexico, Colorado, Kansas, Oklahoma, Texas, Missouri, Arkansas, and Louisiana.

In 2015, The SWRTC conducted training and technical assistance to 261 agencies, conducted 99 meetings, attended 8 regional conferences, conducted 4 G.R.E.A.T. Officer Training classes, certifying 173 officers and 2 G.R.E.A.T. Families classes.

- Special Programs – Blood Drives/CSFD/Special Olympics

Our Special Projects coordinator is Lucy Fernandez. This position is responsible for coordinating Departmental participation in the Community Service Fund Drive (CSFD), two Department blood drives, and the Law Enforcement Torch Run for Arizona Special Olympics and related events.

In 2015, Special Programs conducted two blood drives with United Blood Services. The Department had 172 donors during these two events, resulting in enough blood to save approximately 530 lives.

During the 2015 Community Service Fund Drive, the Department raised 170,020, or 113.35% of our goal. This included the training of 45 assistants throughout the Department.

In 2015, our Special Programs coordinator facilitated the Department's efforts during the Arizona Law Enforcement Torch Run for Special Olympics. This includes the training of 45 assistants throughout the Department.

- Public Affairs Bureau – Social Media

The Public Affairs Bureau coordinates the PPD's social media campaign, which includes a Department website, a Facebook account, a Twitter Feed, and Nextdoor.com. Currently, our Facebook account has in excess of 40,000 page followers, our Twitter feed has more than 26,000 followers, and Nextdoor.com has more than 67,000 users. During the week of February 15, 2016 our Facebook posts were seen by more than 230,000 people and during the last month more than 280,000 saw our tweets.

The Phoenix Police Department is committed to active community engagement. The end of 2016 will see the full integration of 25 new officers into the Community Relations Bureau and a corresponding increased capacity for work with the community. Additionally, the new aforementioned tracking system will allow for a more efficient method of documenting and reporting the Department's efforts.

Attachment 4



City of Phoenix

To: Milton Dohoney Jr.
Assistant City Manager

Date: March 11, 2016

From: Joseph G. Yahner
Police Chief

Subject: COMMUNITY AND POLICE TRUST INITIATIVE RECOMMENDATIONS

The Community and Police Trust Initiative (CPTI) was created by City Manager Ed Zuercher in March 2015. The mission of the CPTI was to build on the work of the Community Engagement and Outreach Task Force to further enhance police and community relations through continued dialogue and partnership. The CPTI members were challenged to develop six to seven high priority, data driven recommendations to increase transparency and accountability between the Phoenix Police Department and the community.

In November 2015, the CPTI membership identified nine first tier and six second tier recommendations for consideration. After meeting and discussing the recommendations with the CPTI membership on March 3, 2016, the decision was made to remove the numerical ranking from the recommendations. Consequently, an implementation plan for all fifteen recommendations has been developed, placing the recommendations in one of three categories. These categories are as follows: Recommendations that have been or are being implemented, recommendations to be implemented within six months, and recommendations that have policy implications.

Recommendations that have been or are being implemented:

1. Add a requirement to the Use of Force Policy that PPD will collect, maintain and report data on all officer involved shootings, whether fatal or non-fatal, as well as any in-custody deaths. This should be reported annually to the City Council, Human Relations Commission, PPD Advisory Boards and to the community.

Police Department Response: This recommendation was included in the Department's 2009 - 2014 Officer Involved Shooting (OIS) Review report and has been implemented. In-custody deaths will be added to the annual OIS Review report, which will be posted on the Department website annually.

2. Implement Community Listening Sessions at least twice a year working closely with all communities including young adults of the communities.

Police Department Response: This recommendation is in keeping with the Department's commitment to effective community engagement and outreach.

The first listening session will be held this spring and a second session will be held in the fall.

3. Provide leadership, crisis intervention, cultural competency, disability (physical and mental), diversity and community engagement training throughout the careers for all levels of sworn personnel and civilians with public contact annually. Report to the City Council, PPD Advisory Boards, Human Relations Commission and the community annually.

Police Department Response: These elements have been incorporated into the 2015-16 Module for all sworn personnel and will be included in subsequent modules as well. Additional training for sworn and civilian staff will be provided on topics such as those listed and others as needed. A report highlighting these training topics and methods of delivery will be posted on the Department website annually.

4. Monitor and assess best practices that are forthcoming from the National Initiative for Building Community Trust and Justice as administered through the Department of Justice's award to the National Network for Safe Communities and John Jay College of Criminal Justice. Bi-annual reports should be made to the City Council, PPD Advisory Boards, Human Relations Commission and to the community and the PPD website on these best practices for implementation by the Department.

The National Initiative will highlight three areas that hold great promise for concrete, rapid progress:

- a. Reconciliation facilitates frank conversations between communities and law enforcement that allow them to address historic tensions, grievances, and misconceptions between them and reset relationships.
- b. Procedural justice focuses on how the characteristics of law enforcement interactions with the public shape the public's views of the police, their willingness to obey the law, and actual crime rates.
- c. Implicit bias focuses on how largely unconscious psychological processes can shape authorities' actions and lead to racially disparate outcomes even where actual racism is not present.

Police Department Response: Community Relations Bureau (CRB) staff will monitor and assess best practices derived from the National Initiative for Building

Community Trust and Justice. CRB will make implementation recommendations to the Executive Staff based on those practices that are applicable for Phoenix.

Additionally, the topics of procedural justice and implicit bias will be included in future module training for all sworn members of the Department. A report highlighting these training topics and methods of delivery will be posted on the Department website annually.

5. Report on PPD's composition including race, gender, age and other relevant demographic data and make comparisons to Census data. Also report on diversity in hiring and promotions, occupational categories, recruitment, outreach and training. PPD should strive to reflect the community that it serves. Provide quarterly and annual reports to the City Council, PPD Advisory Boards, Human Relations Commission and post to the PPD website.

Police Department Response: This information, minus the age of employees, was most recently provided at the Public Safety and Veterans Subcommittee meeting on February 10, 2016. To ensure that the demographic composition of the Department is available for all to review, it will be posted on the Department website and updated quarterly.

6. Report and dialogue with the community on the May 2015 Final Report of the President's Task Force on 21st Century Policing best practices and metrics underway in the department, in the areas of Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Wellness and Safety. This public engagement process should include the solicitation of feedback from the community. PPD should host bi-annual community meetings to report on its results.

Police Department Response: On October 16, 2015 the Department created an internal working group that is tracking specific accomplishments with regard to each of the relevant recommendations and action items. This information will be shared with the community, and community feedback will be requested, as a component of the bi-annual listening sessions. The first of these listening sessions will held this spring and a second session will be held in the fall. Progress reports will also be posted on the Department website bi-annually.

7. Provide a plain language statement on the PPD's website summarizing the Department's Use of Force Policy.

Police Department Response: This recommendation has been met. The Department's Use of Force Policy states the following: "It is the policy of the Department to use a reasonable amount of force to conduct lawful public safety

activities. The response option employed will be reasonable and based on the totality of the circumstances.” (Operations Order 1.5.3.A and B).

The Use of Force Policy was also recently revised to include a Sanctity of Life statement and greater emphasis on de-escalation. The Department’s Operations Orders, to include the abovementioned use of force language, are posted on our website.

8. Encourage continuous engagement of PPD with places of worship and the community (e.g. schools, festivals, participate in youth based programs, interact with single mothers, involvement in high crime impacted neighborhoods). Report to the City Council, PPD Advisory Boards, Human Relations and the community on the PPD website and on dashboards.

Implementation Plan: This is occurring and will be ongoing. We are constantly seeking opportunities to establish new relationships and enhance existing relationships. Comprehensive community engagement updates will be posted on our website bi-annually.

Recommendations to be implemented within six months:

9. Partner with the community to facilitate a train-the-trainer initiative to enlist a cadre of citizen volunteers who will train the community, especially children, youth and young adults, and parents/guardians on how to appropriately interface with law enforcement.

Police Department Response: The Department is fully supportive of this recommendation and is prepared to work with the community to develop and deliver a mutually agreed upon curriculum. CRB staff will work with our community partners to initiate this process this spring.

10. Adopt preferences for seeking “least harm” solutions such as warnings and or citations in lieu of detention for minor infractions, especially for juveniles.

Police Department Response: The Department is supportive of this recommendation and is already taking steps to explore implementation. Assistant Chief Kurtenbach serves on the Maricopa County Juvenile Justice Steering Council and the Arizona Supreme Court Juvenile Detention Alternatives Initiatives Advisory Committee.

The overarching goal of these bodies is to support and lead collaborative, innovative, and evidence-informed solutions to the challenges faced by the juvenile justice system. Through effective communication and trust development with key stakeholders, system improvement efforts can be prioritized and achieved improving youth outcomes and improving public safety.

Assistant Chief Kurtenbach has also been appointed to the Arizona Supreme Court's Task Force on Fair Justice for All. The Task Force will study and make recommendations that ensure that defendants are not disparately punished

because they are poor and are unable to pay fines or post bail. The Task Force shall file a report and make recommendations to the Arizona Judicial Council by October 31, 2016.

11. Implement formal feedback tools including community surveys using best practices indicators. Track and report the level of trust, respect, transparency, and accountability for the PPD monthly, quarterly and annually to the Phoenix City Council, PPD Advisory Boards, Human Relations Commission and post on dashboards and on the PPD website.

Police Department Response: The City of Phoenix uses an independent research firm to administer a survey of city residents every two years, measuring satisfaction rates for top city services. Survey questions regarding the Police Department are included in the City survey. We are open to exploring additional methods of tracking levels of trust, respect, transparency and accountability.

12. Track and report employee commendations and recognition to the City Council, Human Relations Commission, and PPD Advisory Boards. Report data monthly and in annual reports posted to the PPD website. *(Pillar: Reporting)*

Implementation Plan: Synopses of commendations that result in special recognition from the Honors Board will be posted to the PPD website quarterly. The video of the Annual Awards Ceremony will continue to be posted on the PPD website as well.

Recommendations that have policy implications:

13. Require documentation/report and aggregate data any time any officer draws and trains a weapon on subjects. Provide quarterly and annual reports to the City Council, PPD Advisory Boards, Human Relations Commission and post to the Phoenix Police Department (PPD) website on the following areas:
 - a. Situation or circumstances surrounding incident
 - b. Demographics of subject(s): age, race, gender, ethnicity, disability if any (mental, physical)
 - c. Demographics of officer(s): age, race, gender, ethnicity
 - d. Other tactics that could have been used if the weapon was discharged (i.e. de-escalation or non-lethal tactics employed in the situation)

Police Department Response: This recommendation is concerning because it has the potential to significantly affect officers' decision making processes

during critical incidents. Additionally, it would require changes to policy and reporting procedures necessary to capture the requested information.

14. Convene a panel of community members and at least one outside expert (City Manager) to explore the implementation of a civilian review body to hear and review complaints against PPD with investigative powers to the extent permitted by A.R.S. with auditing authority and the ability to make substantive and binding judgments in connection with complaints. Within six months of being convened, panel would provide a report on best practice models for a PPD civilian review board.

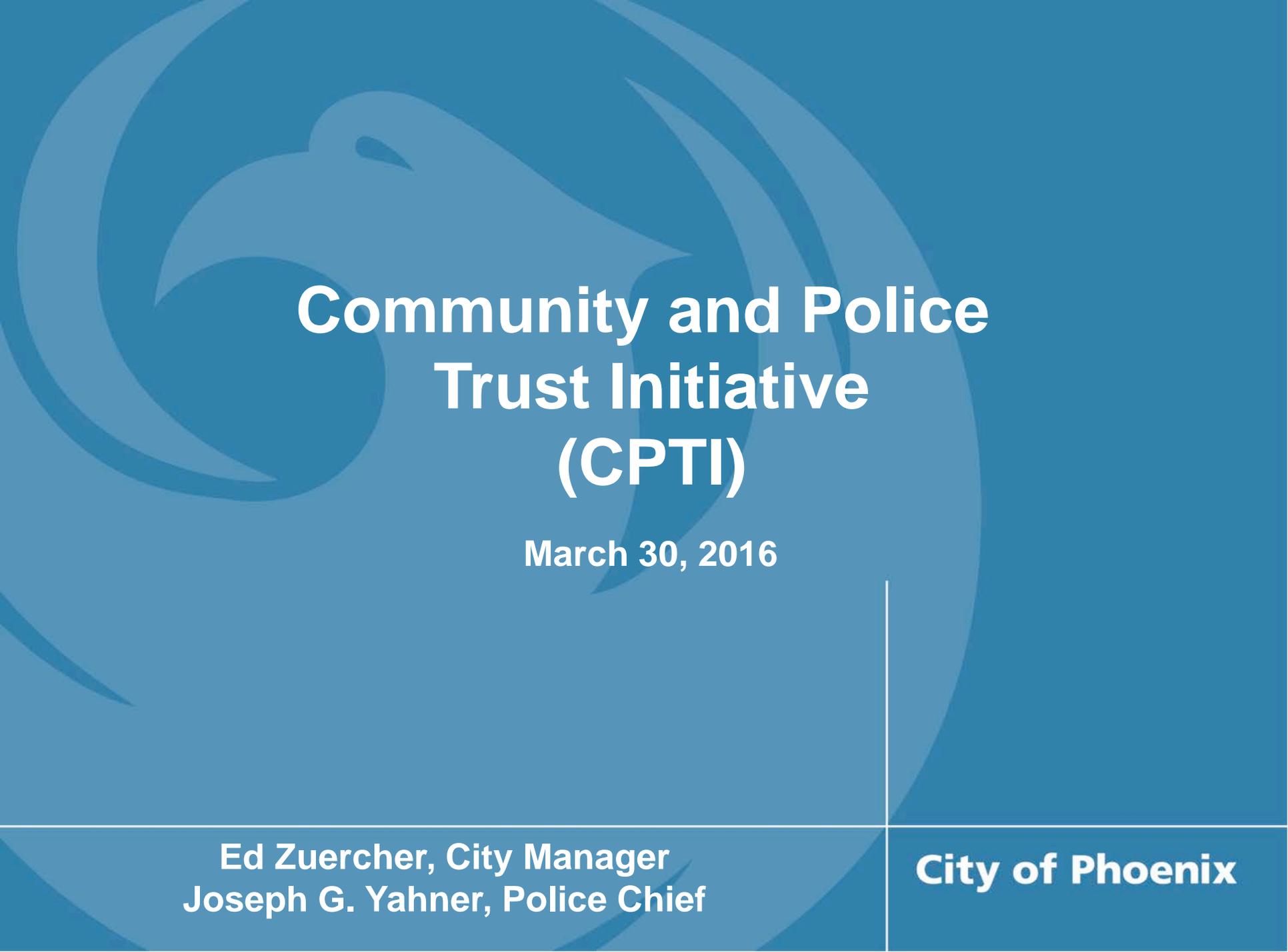
Police Department Response: This recommendation will require further discussion.

15. Track and report information about traffic stop data, summonses, arrests, reported crime and other law enforcement data aggregated by demographics, geographics, and precincts. Reports should be posted on PPD's website and in annual reports. The following data should be reported:

- a. Incident type
- b. Date/time
- c. Suspicious vehicles
- d. Traffic
- e. Pedestrians
- f. Location
- g. Ethnicity
- h. Gender
- i. Bicyclists

Police Department Response: This will require changes to policy and reporting procedures necessary to capture the requested information once the RMS is more stable.

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Community and Police Trust Initiative (CPTI)

March 30, 2016

**Ed Zuercher, City Manager
Joseph G. Yahner, Police Chief**

City of Phoenix



CPTI Vision and Mission

- Increased transparency and accountability between police and the community.
- Build upon the Police Community Engagement and Outreach Task Force of 2010
- Provide a common platform for police and citizens to work together to build trust



CPTI Composition

- 17 community members
- Appointed by City Manager in March 2015
- Co-chaired by Carole Coles Henry and Julian Nabozny
- One member from the City Manager's Office and five members from Police Department provided staff support
- First meeting held April 29, 2015



CPTI Members





City Manger's Charge

- Build your own process
- Gather information from each member's own sources
- Reach a consensus
- Develop seven to nine recommendations and present by December 2015



Key CPTI Activities

- Met April through December 2015
- Reviewed 2010 task force findings
- Had outside presenters
- Studied President's Task Force on 21st Century Policing Report
- Chief Yahner and Otieno Ogwel participated in Police Executive Research Forum conference on community policing in Washington, DC



Final Recommendations

- Presented nine Tier One recommendations and six Tier 2 recommendations on November 19, 2015
- City Manager reviewed with police leadership
- Police leadership reviewed and responded to all recommendations and listed outreach activities for the past 12 months



Tier 1 Recommendations

- Training for community and police on interfacing with law enforcement
- Enhance training for all officers
- Collect traffic stop data
- Implement community listening sessions
- Study the creation of civilian review body
- Assess best practices from National Initiative for Building Community Trust and Justice
- Report data on fatal or non fatal shootings
- Seek least harm solutions
- Report data on each time an officer draws and trains weapon



Tier 2 Recommendations

- Report PPD composition and compare to census data
- Report on President's Task Force on 21st Century Policing
- Provide formal feedback tools
- Statement on police website on Use of Force Policy
- Encourage continuous engagement of PPD with community
- Track and report employee commendations



Status of Recommendations

- **Report data on fatal or non-fatal shootings:** Department's 2009-2014 Officer Involved Shooting (OIS) Review Report includes data on all OIS; in custody deaths will be added to the annual report
- **Community listening sessions:** First community listening session will be held this spring and the second in the fall
- **Enhanced training for officers:** Elements incorporated into 2015-16 training module



Status on Recommendations

- **Assess best practices from the National Initiative for Building Community Trust and Justice:** Community Relations Bureau staff will monitor and assess best practices
- **Report on Department's composition and compare to census data:** Information (minus employees' age) recently provided to PSV Subcommittee



Status on Recommendations

- **Report and dialogue with community on President's Task Force on 21st Century Policing Report:** Internal workgroup created on October 16, 2015 to track accomplishments relative to report recommendations and action items
- **Plain language Use of Force Statement on website:** This recommendation was implemented
- **Continuous engagement of Department with community:** Occurring and ongoing



Status of Recommendations

- **Training for community on interfacing with law enforcement:** Community Relations Bureau will work with community partners to initiate process in spring
- **Seek least harm solutions:** Taking steps to explore how to implement
- **Provide formal feedback tools:** Exploring additional methods to supplement Department feedback included in citywide community survey
- **Track and report employee commendations:** Synopses of commendations will be posted on website



Recommendations – Policy Implications

- **Report data anytime an officer draws and trains weapon on subject:** Potential to affect officers' decision making processes during critical incidents
- **Explore implementation of a civilian review body:** Requires further discussion
- **Collect and report traffic stop data:** Requires change to policy and reporting procedures



Next Steps

- Police Department continue to develop training
- Report every 6 months on officer involved shootings
- Develop listening sessions
- Examine policy implications of recommendations with Council and community
- Host U.S. Attorney General Lynch to discuss 21st Century Policing
- Consider COPS Grant applications, focused on implementing 21st Century Policing

**Phoenix City Council
Public Safety and Veterans Subcommittee
Summary Minutes
Wednesday, March 30, 2016**

1st Floor Atrium
Assembly Rooms A, B, and C
200 W. Washington St.
Phoenix, Ariz.

Subcommittee Members Present

Councilman Michael Nowakowski, Chair
Vice Mayor Kate Gallego
Councilwoman Laura Pastor
Councilwoman Thelda Williams

Subcommittee Members Absent**Staff Present**

Penny Parella
Ed Zuercher
Milton Dohoney
Corey Williams
Don Taylor
Tracee Crocket
Karen Peters
Joseph Yahner
Kevin Kalkbrenner
Jill Celaya
Patricia Lucero
Ken Leake
Phoebe Volk
Danny Seville
Kara Kalkbrenner

Staff Present

Tara Gonzales
Scott Sowerwine
Garry Clovis
Joe Bianchi
Jessica Rothschild
Beth Barnes
Ab Smith
Shane Disotell
Alex Ortiz
Davia Albertson
Marleen Bynum
T.G. Motnka
Mary Roberts
Sandra Renteria

Staff Present

Trini Jackson
Steven Roser
Jeff Alexander
Cheryl Griensmann
Melissa Sweinhagen
Karen Kartelk
Jennifer Franci
Trent Crump
Vicki Hill
Jerry Gunnon
Robert Johnson
Marchelle Franklin

Public Present

Ken Crane
Redeem Robinson
Tara Marshall
Carolyn Spencer
Norma Jimenez
Viridiana Hernandez
Ben Laughlin
Jeremy Helfgot
Irene Chavez
Geoffrey Woods
Joanne Scott Woods
Patrick Kelley
Patrick Melvin
Ralph Martinez
Traci Lemon
Allie Bia
Carol Coles Henry
Aida Chavez
Carolyn Chatman
Julian Nabozny

1. CALL TO ORDER

Chairman Nowakowski called the Public Safety and Veterans Subcommittee meeting to order at 9:06 a.m. with Councilwoman Pastor and Vice Mayor Gallego present. Councilwoman Williams attended via teleconference.

2. APPROVAL OF MINUTES FOR THE FEBRUARY 10, 2016 MEETING

Councilwoman Gallego moved to approve the minutes from the February 10, 2016 Public Safety and Veterans Subcommittee meeting. Councilwoman Pastor seconded the motion, which passed 4 to 0.

3. CALL TO PUBLIC

None.

4. AUTHORIZATION TO APPLY FOR, ACCEPT, AND ENTER INTO A GRANT AGREEMENT FOR THE BUREAU OF JUSTICE ASSISTANCE FOR THE NATIONAL SEXUAL ASSAULT KIT INITIATIVE

Councilwoman Pastor made a motion to approve Item 4. Councilwoman Gallego seconded the motion, which passed 4 to 0.

5. AUTHORIZATION TO APPLY FOR, ACCEPT, AND ENTER INTO AGREEMENTS FOR THE PAUL COVERDELL FORENSIC SCIENCE GRANT PROGRAMS

Councilwoman Pastor made a motion to approve Item 5. Councilwoman Gallego seconded the motion, which passed 4 to 0.

6. AUTHORIZATION TO APPLY FOR, ACCEPT, AND ENTER INTO CONTRACTS WITH THE ARIZONA GOVERNOR'S OFFICE OF HIGHWAY SAFETY (GOHS) FOR FY 2017 GRANT FUNDING

Councilwoman Pastor made a motion to approve Item 6. Councilwoman Gallego seconded the motion, which passed 4 to 0.

7. AUTHORIZATION TO APPLY FOR, ACCEPT AND ENTER INTO AGREEMENTS FOR THE HIGH INTENSITY DRUG TRAFFICKING AREA (HIDTA) GRANT FUNDS

Councilwoman Pastor made a motion to approve Item 7. Councilwoman Gallego seconded the motion, which passed 4 to 0.

8. AUTHORIZATION TO ENTER INTO A LETTER OF AGREEMENT WITH THE U.S. DEPARTMENT OF JUSTICE, DRUG ENFORCEMENT ADMINISTRATION

Councilwoman Pastor made a motion to approve Item 8. Councilwoman Gallego seconded the motion, which passed 4 to 0.

9. AUTHORIZATION TO ENTER INTO AN AGREEMENT WITH THE DEPARTMENT OF HOMELAND SECURITY, TRANSPORTATION SECURITY ADMINISTRATION FOR POLICE SERVICES

Councilwoman Pastor made a motion to approve Item 9. Councilwoman Gallego seconded the motion, which passed 4 to 0.

10. AUTHORIZATION TO ENTER INTO AN INTERGOVERNMENTAL AGREEMENT WITH ARIZONA STATE UNIVERSITY FOR THE SMART POLICING INITIATIVE GRANT

Councilwoman Pastor made a motion to approve Item 10. Councilwoman Gallego seconded the motion, which passed 4 to 0.

11. AUTHORIZATION TO ENTER INTO INTERGOVERNMENTAL AGREEMENTS WITH THE ORGANIZED CRIME DRUG ENFORCEMENT TASK FORCES FOR POLICE SERVICES

Councilwoman Pastor made a motion to approve Item 11. Councilwoman Gallego seconded the motion, which passed 4 to 0.

12. VENDOR SELECTION FOR DRUG TESTING SERVICES

Councilwoman Pastor made a motion to approve Item 12. Councilwoman Gallego seconded the motion, which passed 4 to 0.

13. UPDATE ON POLICE DEPARTMENTS CENTRAL BOOKING PROGRAM

This item was continued.

15. COMMUNITY AND POLICE TRUST INITIATIVE *item taken out of order*

City Manager Ed Zuercher commented on the complex policing issues addressed by the Phoenix Police Department. Mr. Zuercher stated policing issues must be addressed in an ongoing and sustainable manner. He discussed the expectations that the Police Department be transparent, open to community input, and accountable for their actions. Mr. Zuercher described the Police Department as open, flexible, and willing to adapt to changes in society. He discussed past policing issues which shaped current policing methods. Mr. Zuercher commented on Police Chief Yahner's experience in the Police Department and his leadership. He discussed several policing changes recently implemented such as; reinstating outreach positions, hiring a police psychologist, additional training in crisis intervention best practices, and implementation of body cameras. Mr. Zuercher stated methods and actions used to address policing issues are continually changing to meet the needs of the community.

Mr. Zuercher provided an overview of the Community and Police Trust Initiative (CPTI) Task Force adding it built on the work from the Community Engagement and Outreach Task Force which concluded in 2014. He stated the CPTI was composed of 18 diverse community members to strengthen the relationship between the police and the community. Mr. Zuercher stated the CPTI was a proactive task force to address police methods and offer recommendations for best practices. Mr. Zuercher stated the Task Force met for eight months discussing a variety of community topics and national best practices. He explained the Task Force was asked to build their own process, gather information from each member's own sources, reach a consensus, and develop recommendations to be presented by December 2015. Mr. Zuercher noted the work completed by the Task Force is being recognized by US Attorney General Loretta Lynch as a model for training efforts. Mr. Zuercher stated the CPTI recommendations were being reviewed, noting one recommendation for public listening sessions would begin summer 2016.

CPTI Co-Chair Carol Coles Henry discussed the process and recommendations of the CPTI Task Force. Ms. Henry explained the process included knowledge exchange, best practice reviews, and study of emerging research. Ms. Henry thanked the members of the CPTI and the City Manager for opportunity to engage in discussions to promote transparency between the police and the community.

Ms. Henry discussed the activities CPTI members engaged in from April to December 2015. She stated CPTI members first reviewed the 2010 Community Engagement and Outreach Task Force findings. She noted the President's Task Force on 21st Century Policing Report was also reviewed by the CPTI Task Force.

Councilwoman Pastor asked how the 2010 Task Force findings guided the CPTI recommendations. CPTI Co-Chair Julian Nabozny responded many of the 2010 Task Force recommendations had been implemented in the past two-years. He stated the 2010 recommendations were reviewed to understand what new recommendations were needed. Councilwoman Pastor stated her intent was to compare the CPTI recommendations to the 2010 Task Force recommendations.

Ms. Henry stated 15 recommendations were submitted with the goal to increase transparency and accountability between the Police Department and the community. She explained nine of the recommendations were categorized as first tier and six recommendations were included in the second tier. Ms. Henry noted the Police Department responded to all first and second tier recommendations. Ms. Henry reviewed the first-tier and second-tier recommendations. She stated the first-tier recommendations included: training for community and police on interfacing with law enforcement; enhance training for all officers; collect traffic stop data; implement community listening sessions; study the creation of civilian review body; assess best practices from national Initiative for Building community Trust and Justice; report data on fatal or non-fatal shootings; seek least harm solutions; and report data on each time an officer draws and trains a weapon. Ms. Henry stated the second-tier recommendations included; compare Phoenix Police Department composition to census data; report on President's Task Force on 21st Century Policing; provide formal feedback tools; statement on police website on Use of Force Policy; and encourage continuous engagement of Phoenix Police Department with community. Ms. Henry expressed her support for each recommendation, adding they all were of value in influencing change in the Phoenix Police Department over the next 10 years.

Police Chief Joe Yahner thanked Ms. Henry and Mr. Nabozny for their dedication and leadership. Chief Yahner stated the Task Force provided an opportunity to get input from a diverse group to assist the Police Department in improving and meeting the needs of the community.

Chief Yahner stated of the 15 recommendations presented by the CPTI 12 recommendations have been or are in the process of being implemented. He provided an overview of the implementation status of the 12 recommendations. Chief Yahner stated reporting data on fatal or non-fatal shootings had been implemented. He discussed the curriculum implemented in April to enhance training for all officers. He stated the recommendation to compare the Police Department's composition to census data has been provided in hiring updates presented to Public Safety and Veterans Subcommittee. Chief Yahner stated a plain language Use of Force statement has been posted on the Police website. He explained continuous

engagement of the department with the community has been implemented and is ongoing. He added the implementation of community listening sessions would refine the community engagement practice.

Vice Mayor Gallego asked when the community listening sessions would be held. Director of Police Community Affairs Marchelle Franklin responded the plan was to start the sessions after the budget hearings concluded. Ms. Franklin added the goal would be to hold the first session in June 2016. Vice Mayor Gallego expressed the importance of starting to engage the community in these sessions soon.

Councilwoman Pastor recommended the City and the community collaborate to plan a timeline and discussion topics for the community listening sessions.

Chief Yahner stated the Police Department supports the recommendation to deliver training for the community on interfacing with law enforcement. He added the Police Department constantly seeks opportunities to engage the community and work with community partners to develop a mutually agreed upon curriculum. Mr. Zuercher explained the efforts involved in community training and noted each community has different needs which would be addressed.

Councilwoman Pastor expressed the need to be sensitive to all cultures and perceptions during the various community trainings. Chief Yahner noted the Phoenix Police Department has a Refugee Advisory Board which meets quarterly to provide input on how to better interact with the community.

Chief Yahner explained the recommendation to seek least harm solutions would be reviewed, further taking into consideration how to implement the solutions into the entire criminal justice system. He stated the Police Department was in support of the recommendation.

Chief Yahner discussed the survey tools the City uses to gather formal feedback from the community. Mr. Zuercher explained funding to provide surveys to the community had been cut. Mr. Zuercher stated to implement the recommendation to disperse community surveys, funding would need to be reinstated.

Chief Yahner stated the Police Department tracks and reports employee commendations through the Police Honor Board. He made comments on the good police work occurring and the decrease in crime.

Chief Yahner explained the three remaining recommendations from the CPTI would be implemented within 12 months. Chief Yahner stated further research on how to track data on officer drawing and training their weapons would be needed. He also stated additional research would be needed to understand if implementing a civilian review panel would best fit Phoenix. Mr. Zuercher clarified the recommendation was to explore and study the implementation of a Civilian Review Panel. He stated further research and evaluations would be completed. Chief Yahner stated the

recommendation to collect and report traffic stop data would be implemented once the new police Records Management System (RMS) was stabilized.

Mr. Nabozny stated the diversity of the group provided the CPTI the opportunity to engage all communities.

Councilwoman Pastor asked about the costs associated with implementing the formal feedback tools. Mr. Zuercher answered \$60,000 to \$70,000 for a Police specific survey. Assistant City Manager Milton Dohoney stated proper procedures must be followed if the survey would be considered a valid statistical tool. Councilwoman Pastor asked if a partnership could be formed to reduce costs associated with developing surveys. Mr. Zuercher responded cost as well as the quality and validity of the feedback were issues that would have to be considered. He stated the possibility of creating a partnership needs to be researched.

Vice Mayor Gallego expressed support to implement future surveys to gather feedback. She stated it was important to ensure any partnership would provide valid feedback from all demographics

CPTI member Jeremy Helfgot thanked the City Council, the CPTI members, and the City staff. Mr. Helfgot stated the implementation of the CPTI would only be effective if the process of public engagement continued.

Irene Chavez stated she had a negative personal experience interacting with the Phoenix Police. Ms. Chavez expressed her support for implementing Crisis Intervention training in the Police Department.

Geoff Woods expressed disappointment in the police involved fatality statistics. Mr. Woods recommended an early intervention system to evaluate police officers. He expressed support for implementing Civilian Review Board

Chairman Nowakowski asked if the statistics Mr. Woods presented were factual. Chief Yaher responded he was unaware the specific statistics stated by Mr. Woods adding the some statistics include Maricopa County. Chairman Nowakowski stated the statistics would be researched.

Joanne Scott Woods recommended establishing a truth and reconciliation tribunal. Ms. Woods expressed support for implementing body cameras.

Tara Marshall commented on the lack of engagement of persons with developmental disabilities in the CPTI.

Chairman Nowakowski asked if any members on the CPTI represented the autistic community. Mr. Zuercher responded no, adding in the future the goal would be to find ways to involve all community group in the discussions.

Norma Jimenez expressed support for further community engagement. Ms. Jimenez requested public meetings in every district over the next four months which offer translators.

Chairman Nowakowski expressed his support to provide translators in public meetings.

Viridiana Hernandez commented the CPTI process needed to have had a more open community engagement and should allow presenters during the meetings. Ms. Hernandez requested information on the planned frequency of reports on officer involved shootings. Mr. Zuercher responded the report would be updated and provided to the public annually. Councilwoman Pastor asked if the public was allowed to present during the CPTI meetings. Ms. Henry responded the members of the CPTI chose to keep the meetings focused on the group's dialogue. She added external dialogue would occur during the community listening meetings.

Ben Laughlin requested a transparent timeline for the implementation of the CPTI recommendations.

Ken Crane President of PLEA, stated the Phoenix Police Department already has a Civil Service Board, already tracks traffic stops, and engages the community in outreach. Mr. Crane expressed concern over Phoenix entering into a consent decree.

Councilwoman Pastor commented on her attendance in workshops regarding the 21st Century Policing. She stated Phoenix is proactive in looking at national best practices and implementing at local level. Councilwoman Pastor expressed her support of the City Manager CPTI member appointments. She expressed support for the implementation of a wellness professional in the Police Department to address mental health issues. She requested community listening meetings to begin as soon as possible. She also requested a report on the police review boards and their functions. Councilwoman Pastor requested PLEA representatives be a part of conversations with the community.

Vice Mayor Gallego thanked community, the CPTI members, and City staff for their collaboration and outreach. Vice Mayor Gallego commented on the suggestions to have more targeted community outreach, adding more community engagement is needed. She stated the City, in combination with other branches of government, must address issues of mental health. She discussed the City's focus on safety, adding lower harm solutions should be implemented. Vice Mayor Gallego expressed concern over needing to reform the Civil Service Board. Vice Mayor Gallego stated Phoenix should look to other communities' best practices to improve and learn from.

Chairman Nowakowski thanked Mr. Zuercher and the CPTI members for their efforts. Chairman Nowakowski commented on previous task forces efforts to better engage diverse communities. He stated it was important to continue having open

dialogue in the community to address diverse community needs. Chairman Nowakowski requested the Community Listening meetings start once the Budget Hearings were complete. He also recommended the Community Outreach Officers assist in the continuous communication between community and police department. Chairman Nowakowski thanked police officers for protecting the community.

Councilwoman Williams commented on the diversity and growth in the Phoenix community. She stated police officers are not trained in social services, adding the City does not have jurisdiction over mental health issues or education. Councilwoman Williams requested an Arizona State Legislator and a Maricopa Association Government representative with jurisdiction in mental health services be involved in the community discussions. She made comments on the families of police officers challenges, adding policing times have changed to a tendency of violence before conversation. She expressed support for additional police and community training. Councilwoman Williams suggested training for students on how to interface with police officers. Councilwoman Williams thanked everyone involved in the CPTI meetings and recommendations.

Chairman Nowakowski asked how many advisory committees are in operation. Chief Yahner answered 12, adding the committees are a great resource.

16. JAIL ALTERNATIVES

This item was continued.

17. POLICE GENERAL TOWING SERVICES REVENUE UPDATE

Jessica Rothschild Management Assistant II in the Police Department provided a revenue update on the police general towing services contract. Ms. Rothschild explained in January 2016, the Finance Department completed the one-year extension process to provide the City with general towing services, vehicle storage, and auctioning services. Ms. Rothschild discussed the reasons for the towing and impoundment of vehicles. She stated the reasons were a result of ARS 28-3511 and ARS 28-872 or city code PCC 23-55 and PCC 36. She explained depending the reason for towing, the assessed administrative fees ranged from \$104.50 to \$150.

Councilwoman Pastor asked for the definition of alien as stated in ARS 28-3511. Ms. Rothschild answered alien was defined as a person in the country illegally.

Chairman Nowakowski asked for an explanation of the difference in fees. Ms. Rothschild responded Phoenix City Code violations did not charge state fees.

Ms. Rothschild provided a report on revenues collected for the last three years. She explained the breakdown of revenue sources by previous years and current. Ms. Rothschild stated the total revenue collected in FY 2013/14 was \$3,406,891, total in FY 2014/15 was \$2,707,925, and total for current year was \$1,416,445. She noted the current totals only include revenue collected through February 29, 2016.

Councilwoman Pastor asked for an explanation of the process when a vehicle is towed under violation of ARS 28-3511. Ms. Rothschild responded ARS 28-3511 would be a 30-day impound with administrative fees of \$150. She explained a person would be required to show a valid license, proof of insurance, valid registration and pay the \$150 fee before the Police Department issued and authorized releasing the vehicle.

Councilwoman Pastor asked the cost of daily storage fees. Ms. Rothschild answered the initial towing fee ranges from \$15 to \$29 per day. She added the fee increases based on gross vehicle weight.

Chairman Nowakowski asked in what situation a vehicle would be auctioned. Ms. Rothschild answered when a vehicle is left abandoned, the tow yard files for an abandoned title to notify any interested parties. If no response, the tow yard receives the title and auctions the vehicle.

Chairman Nowakowski asked why revenue has declined since FY 2013/14. Ms. Rothschild responded the number of impounds are down, fewer officers are on patrol, decrease in the price of scrap metal, and the implementation of the new Record Management System (RMS) are all contributing factors.

Councilwoman Pastor asked if police officers were able to write a paper ticket instead of using the RMS system. Ms. Rothschild answered yes, adding using a paper ticket creates additional work for staff in the vehicle impound unit.

Vice Mayor Gallego asked for an explanation of staff difficulties with using RMS. Ms. Rothschild answered staff who are not familiar with the new RMS system take longer inputting data. Chief Yahner stated staff are being trained to ensure they are comfortable with the system.

Councilwoman Pastor asked if a process verification was in place during the transition between the previous workflow system and the new RMS system. Ms. Rothschild answered a daily reconciliation of each tow is reviewed to ensure accuracy. She added if a record electronically entered is incorrect, staff enters the report manually.

Mr. Dohoney stated RMS is a new and different system which requires training. He added it is expected it to take a year to get the system fully implemented.

Vice Mayor Gallego clarified the difficulties in RMS has cause towing revenue to decrease. Ms. Rothschild responded RMS is factor is the decrease in revenues.

Chairman Nowakowski asked if towing revenue could assist in helping offset costs related to hiring police officers. Mr. Dohoney answered towing revenue goes into the general fund, adding the Council could make decisions of how to appropriate the money. Mr. Dohoney explained the current system is set up ensure best practices

and prevents theories that an officer would be motivated to unnecessarily tow vehicles.

Chairman Nowakowski requested additional suggestions for revenue generation to fund the hiring of police officers.

18. UPDATE ON THE LICENSING OF SCRAP METAL

This item was continued.

19. PUBLIC SAFETY BUDGET UPDATE

This item was continued.

20. FUTURE AGENDA ITEMS

None

21. ADJOURNMENT

Chairman Nowakowski adjourned the meeting at 10:55 a.m.

Respectfully Submitted,
Tara Gonzales
Management Intern

**Community Police Trust Initiative Follow-Up**

This report on next steps for community-police relationships builds upon the recommendations of the City Manager's Community Police Trust Initiative (CPTI) task force work from 2015-16 (attachment). The CPTI built on the earlier work of the Community Engagement and Outreach Task Force (CEOTF) from 2010-14.

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

The CPTI task force was formed by the City Manager in 2015 to inform city and police management of community-based strategies to continue building trust between police and the people of Phoenix.

Through the work of CPTI and the Police Department, it has become clear that the underpinning of trust in the Phoenix Police Department includes:

- Mutual communication that includes the community, city management, police leadership and labor leadership in dialogue that avoids misunderstanding and builds trust.
- Readily accessible information about police activities, data, and policies.
- Face-to-face interaction between individual police officers and community members.
- Structured opportunities for dialogue before incidents occur, not just in response to them.
- Opportunities for community collaboration with mutual responsibility between the Police Department and the community for implementing activities that promote communication, transparency, and accountability.
- A structure independent from the Police Department that provides an outlet for community members to express concerns or complaints about police conduct.

Based on input from the community through CPTI and initial listening sessions, it is important for the City and the Police Department to continue a commitment to: Listen, Learn, Report, and Equip. Each area incorporates CPTI recommendations or activities continuing from the original CEOTF recommendations. For tracking purposes, specific CPTI recommendations (attachment) are noted in parentheses.

1. Listen: The Phoenix Police Department and the community will listen to and engage with each other:

- Hold at least two community dialogue sessions each year (6). One was held in 2016 and two will be held in 2017.
- Hold a specific forum to discuss the recommendations from the 21st Century Policing Report (11). This forum will be held in 2017.
- Conduct a community survey and develop feedback tools (12). The survey will be conducted by December 2017.
- Reinstitute Public Safety Sunday program with local houses of worship. The first one will be held by September 30, 2017.
- Continue to provide engagement activities for the community through the Civilian Police Academy, ride-alongs, and Police Chief Advisory boards. This is ongoing.

2. Learn: The Phoenix Police Department will be a learning organization, studying and engaging with the latest in policing best practices:

- Adopt and publish to the Police website a "least harm" policy (2). This is completed.
- Review the National Institute of Justice Best Practices Report and provide the review on the department website (4). This review will be completed by September 30, 2017.
- Continue ongoing annual officer training with cultural competency and procedural justice components (8). Training for officers will be completed by December 2017.
- Partner with a diverse corps of Phoenix citizens and stakeholders to support educational initiatives that foster positive communication and interaction between community and law enforcement (9). Partnering will begin in 2017 with a timeline developed by the group.

3. Report: The Phoenix Police Department will transparently provide information on the Police website on:

- Data on officers' use of firearms, officer-involved shootings (fatal and nonfatal), in-custody deaths, and other use of force information (1*) (3). This will occur quarterly beginning with first quarter 2017 data.
- Traffic stop, summons, arrest, and other data by geography and demographics (7). This will occur quarterly beginning with third quarter 2017 data.
- Racial/ethnic composition of the Police sworn and civilian workforce (10). This will occur annually beginning with December 2016 data.
- An easy-to-understand description of the Department's Use of Force Policy on the department website (13). This will be posted by March 31, 2017.
- Examples of positive engagement by officers with the community (14). This will

occur quarterly beginning with first quarter 2017 data.

- Make employee commendations more public on the department website (15). This will occur quarterly beginning with first quarter 2017 data.
- Additionally, use Police and City social media platforms to communicate regularly on these issues. This is ongoing.

*Recommendation #1 from CPTI recommended collecting information any time an officer draws his/her weapon and defining other tactics that could have been used. City management and department leadership do not concur with this aspect of the recommendation due to the record-keeping burden and the potential to interfere with decision making by officers in life-threatening situations. Use of Force and Tactical Review Committees assess and report on tactics.

4. Equip: The City and the Police Department will provide tools to enhance officer and community trust:

- Deploy body cameras on all first responders within three to five years based on funding availability. Progress will be reported during the annual budget process in March of each year.
- Implement policies that promote trust in use of body camera data. Progress will be reported during the annual budget process in March of each year.
- Continue to deploy less-lethal weapons and train officers in their use. This is ongoing.

Civilian Oversight: The City Manager has committed to implementing the core elements of CPTI Recommendation 5:

Convene a panel of residents and experts to advise him on options for implementing a civilian review body to hear and review complaints against the Police Department with investigative and auditing powers for taking and reporting on community complaints about police behavior and police discipline.

The City Manager has charged the Assistant City Manager with researching processes, structures and costs from civilian review programs in peer cities. "Investigative and auditing powers" will need to be clearly defined before any recommendation can be made by the Police Chief or the City Manager. The information gathered will be reviewed with an advisory group and the public. The information will also be discussed with the Human Relations Commission, Police Chief Advisory Boards, and in community forums. With that advice in hand the City Manager and Police Chief will make a report and any recommendations to the Council. The goal is to have this available by December of 2017.

Responsible Department

This item is submitted by City Manager Ed Zuercher, Assistant City Manager Milton Dohoney, Jr., and Police Chief Jeri Williams.



City of Phoenix

TO: Ed Zuercher, City Manager

FROM: Carole Coles Henry, CPTI Co-Chair
Julian Nabozny, CPTI Co-Chair

DATE: November 18, 2015

SUBJECT: **COMMUNITY POLICE TRUST INITIATIVE RECOMMENDATIONS – PHOENIX POLICE DEPARTMENT**

In March 2015, the City Manager charged the Community and Police Trust Initiative (CPTI) to submit six to seven recommendations to increase transparency and accountability between the Phoenix Police Department and the community. Below for consideration are the first tier or top nine recommendations based upon ranking by CPTI members.

We have also included second tier recommendations that are worthy of implementation by the Phoenix Police Department.

FIRST TIER RECOMMENDATIONS:

1. Require documentation/report and aggregate data any time any officer draws and trains and discharges a weapon on subjects. Provide quarterly and annual reports to the City Council, PPD Advisory Boards, Human Relations Commission and post to the Phoenix Police Department (PPD) website on the following areas:
 - a. Situation or circumstances surrounding incident
 - b. Demographics of subject(s): age, race, gender, ethnicity, disability if any (mental, physical)
 - c. Demographics of officer(s): age, race, gender, ethnicity
 - d. Other tactics that could have been used if the weapon was discharged (i.e. de-escalation or non-lethal tactics employed in the situation)

(Pillar: Reporting)

2. Adopt preferences for seeking “least harm” solutions such as warnings and or citations in lieu of detention for minor infractions, especially for juveniles. *(Pillar: Policy & Oversight)*
3. Add a requirement to the Use of Force Policy that PPD will collect, maintain and report data on all officer involved shootings, whether fatal or non-fatal, as well as any in-custody

deaths. This should be reported annually to the City Council, Human Relations Commission, PPD Advisory Boards and to the community. *(Pillar: Policy & Oversight)*

4. Monitor and assess best practices that are forthcoming from the National Initiative for Building Community Trust and Justice as administered through the Department of Justice's award to the National Network for Safe Communities and John Jay College of Criminal Justice. Bi-annual reports should be made to the City Council, PPD Advisory Boards, Human Relations Commission and to the community and the PPD website on these best practices for implementation by the Department. *(Pillar: Policy & Oversight)*

The National Initiative will highlight three areas that hold great promise for concrete, rapid progress:

- a. Reconciliation facilitates frank conversations between communities and law enforcement that allow them to address historic tensions, grievances, and misconceptions between them and reset relationships.
 - b. Procedural justice focuses on how the characteristics of law enforcement interactions with the public shape the public's views of the police, their willingness to obey the law, and actual crime rates.
 - c. Implicit bias focuses on how largely unconscious psychological processes can shape authorities' actions and lead to racially disparate outcomes even where actual racism is not present.
5. Convene a panel of community members and at least one outside expert (City Manager) to explore the implementation of a civilian review body to hear and review complaints against PPD with investigative powers to the extent permitted by A.R.S. with auditing authority and the ability to make substantive and binding judgments in connection with complaints. Within six months of being convened, panel would provide a report on best practice models for a PPD civilian review board. *(Pillar: Community Engagement)*
 6. Implement Community Listening Sessions at least twice a year working closely with all communities including young adults of the communities. *(Pillar: Community Engagement)*
 7. Track and report information about traffic stop data, summonses, arrests, reported crime and other law enforcement data aggregated by demographics, geographics, and precincts. Reports should be posted on PPD's website and in annual reports. The following data should be reported:
 - a. Incident type
 - b. Date/time
 - c. Suspicious vehicles

- d. Traffic
- e. Pedestrians
- f. Location
- g. Ethnicity
- h. Gender
- i. Bicyclists

(Pillar: Reporting)

8. Provide leadership, crisis intervention, cultural competency, disability (physical and mental), diversity and community engagement training throughout the careers for all levels of sworn personnel and civilians with public contact annually. Report to the City Council, PPD Advisory Boards, Human Relations Commission and the community annually. *(Pillar: Training)*
9. Partner with the community to facilitate a train-the-trainer initiative to enlist a cadre of citizen volunteers who will train the community, especially children, youth and young adults, and parents/guardians on how to appropriately interface with law enforcement. *(Pillar: Training)*

SECOND TIER RECOMMENDATIONS

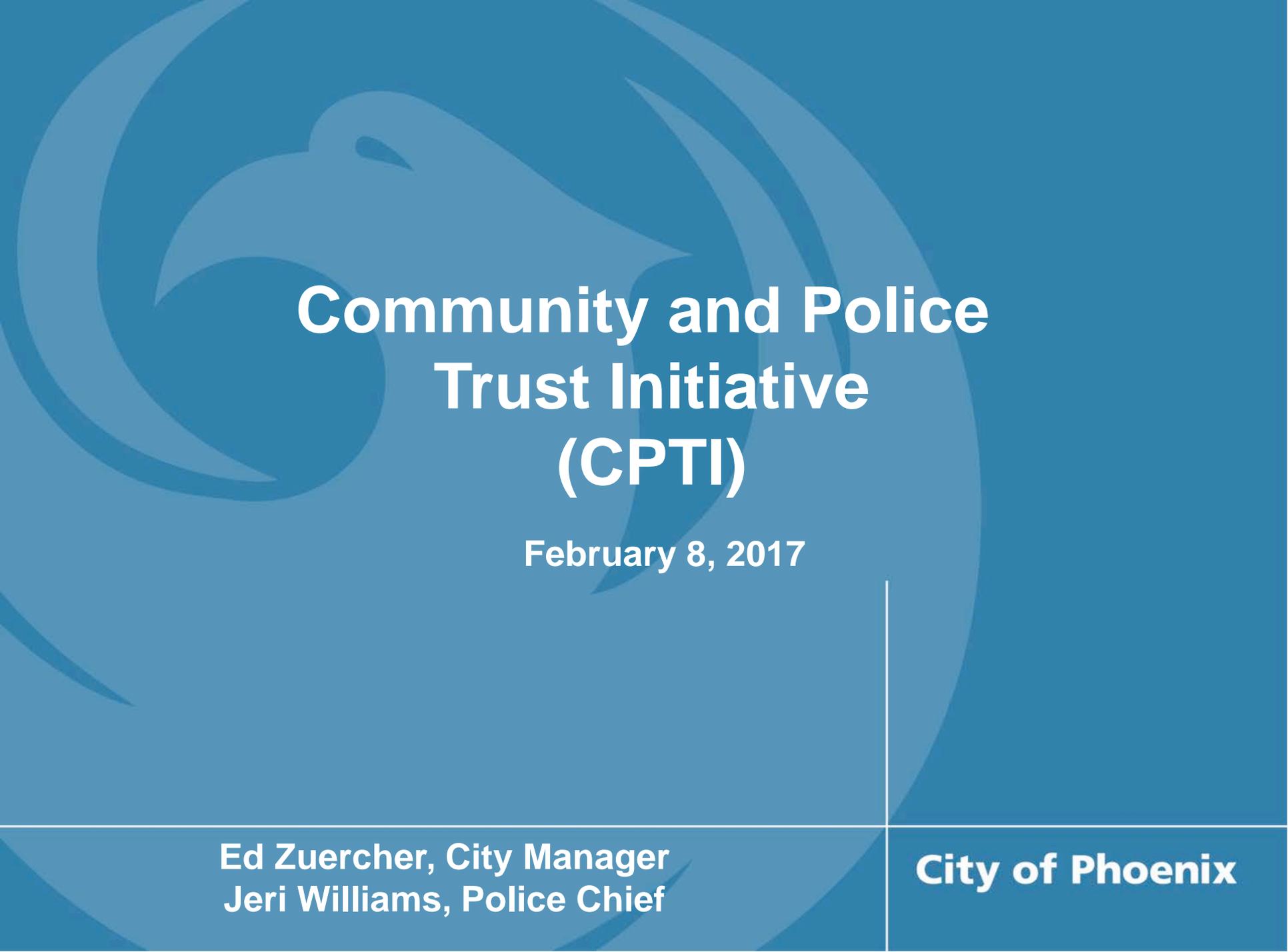
Submitted for reference are the other recommendations which were not in the top nine ranking.

10. Report on PPD's composition including race, gender, age and other relevant demographic data and make comparisons to Census data. Also report on diversity in hiring and promotions, occupational categories, recruitment, outreach and training. PPD should strive to reflect the community that it serves. Provide quarterly and annual reports to the City Council, PPD Advisory Boards, Human Relations Commission and post to the PPD website. *(Pillar: Reporting)*
11. Report and dialogue with the community on the May 2015 Final Report of the President's Task Force on 21st Century Policing best practices and metrics underway in the department, in the areas of Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Wellness and Safety. This public engagement process should include the solicitation of feedback from the community. PPD should host bi-annual community meetings to report on its results. *(Pillar: Reporting)*
12. Implement formal feedback tools including community surveys using best practices indicators. Track and report the level of trust, respect, transparency, and accountability for the PPD monthly, quarterly and annually to the Phoenix City Council, PPD Advisory Boards,

Human Relations Commission and post on dashboards and on the PPD website. *(Pillar: Reporting)*

13. Provide a plain language statement on the PPD's website summarizing the Department's Use of Force Policy. *(Pillar: Policy & Oversight)*
14. Encourage continuous engagement of PPD with places of worship and the community (e.g. schools, festivals, participate in youth based programs, interact with single mothers, involvement in high crime impacted neighborhoods). Report to the City Council, PPD Advisory Boards, Human Relations and the community on the PPD website and on dashboards. *(Pillar: Community Engagement)*
15. Track and report employee commendations and recognition to the City Council, Human Relations Commission, and PPD Advisory Boards. Report data monthly and in annual reports posted to the PPD website. *(Pillar: Reporting)*

c: Milton Dohoney, Assistant City Manager
CPTI Members



Community and Police Trust Initiative (CPTI)

February 8, 2017

**Ed Zuercher, City Manager
Jeri Williams, Police Chief**

City of Phoenix



CPTI Vision and Mission

- Responding to national and local events in 2014 and 2015
- City Manager appointed Advisory Group
- Increased transparency and accountability between police and the community.
- Build upon the Police Community Engagement and Outreach Task Force of 2010
- Provide a common platform for police and residents to work together to build trust



Final Recommendations

- Presented 15 recommendations in November 2015
- City Manager reviewed with police leadership
- Police leadership reviewed all recommendations



Recommendations

- Listen
- Learn
- Report
- Equip

- Civilian Oversight



Questions

**Phoenix City Council
Public Safety and Veterans Subcommittee
Summary Minutes
Wednesday, Feb. 8, 2017**

City Council Subcommittee Room
Phoenix City Hall, Assembly Rooms A, B and C
200 W. Washington St.
Phoenix, Ariz.

Subcommittee Members Present

Councilman Michael Nowakowski, Chair
Councilwoman Thelda Williams
Councilwoman Laura Pastor
Vice Mayor Kate Gallego

Subcommittee Members Absent

Call to Order

Chairman Nowakowski called the Public Safety and Veterans Subcommittee meeting to order at 9:00 a.m. with Councilmembers Williams present.

Councilwoman Pastor and Vice Mayor Gallego attended the meeting telephonically.

Call to the Public

Citizen Ginnie Ann Summer stated the Anti-Graffiti Conference is from Feb. 24 to 25 and requested information about the permitted activities at the Central Car Show.

1. Approval of the Minutes from the Jan. 11, 2017, Public Safety and Veterans Subcommittee Meeting

Councilwoman Williams made a motion to approve the minutes from the Jan. 11, 2017 Public Safety and Veterans Subcommittee meeting. Vice Mayor Gallego seconded the motion, which passed 4 to 0.

2. Authorization to Apply for, Accept, and Enter into Agreements for the 2017 Paul Coverdell Forensic Science Grant Programs

3. Authorization to Apply for, Accept, and Enter into Agreements for the 2017 Intellectual Property Enforcement Program Grant

Councilwoman Williams made a motion to approve items 2 and 3. Vice Mayor Gallego seconded the motion, which passed 4-0.

4. Community Police Trust Initiative Follow Up

Councilwoman Pastor arrived to the meeting at 9:03 a.m.

City Manager Ed Zuercher introduced Executive Assistant Chief Michael Kurtenbach and Director of Police Community Affairs Marchelle Franklin to provide information about the Community Police Trust Initiative (CPTI).

Mr. Zuercher stated the CPTI was a response to national and local events in 2014 and 2015 and to increase transparency and accountability between police and the community. He stated CPTI was built upon the Police Engagement and Outreach Task Force of 2010.

Mr. Zuercher stated 15 final recommendations were presented to City Council in November 2015 and Police leadership reviewed all recommendations.

Mr. Zuercher described the action categories of the CPTI.

Councilwoman Williams thanked staff and the community for their involvement in the Community Police Trust Initiative. She also requested information about the roles and responsibilities of the Civilian Oversight Committee.

Councilwoman Pastor asked when would the Civilian Oversight Committee begin. Mr. Zuercher answered staff would provide that information at a later date.

Vice Mayor Gallego asked how would the Civil Oversight Committee impact the Civil Service Board. Mr. Zuercher stated the Civil Service Board responsibilities apply to City employees and the Civilian Oversight Committee would not infringe on action taken by the Civil Service Board.

Vice Mayor Gallego asked what is the community's role in the Civilian Oversight Committee. Mr. Zuercher answered staff would provide this information at a later date.

Chairman Nowakowski requested the Civil Service Board be a future agenda item.

Councilwoman Pastor asked if Assistant Chiefs are involved in the CPTI process. Mr. Kurtenbach answered he and Ms. Franklin have attended all the CPTI meetings and share information with commanders. Ms. Franklin stated commanders are required to attend at least two CPTI meetings.

5. Final Four Update

Commander TJ Martin introduced Assistant Fire Chief Kevin Kalkbrenner Police Commander Jeffery Alexander, and Office of Homeland Security and Emergency Management Director Lisa Jones to provide an update of Final Four activities.

Mr. Martin provided a brief overview of the partnership between the Fire and Police departments as well as the Office of Homeland Security and Emergency Management.

Mr. Alexander and Mr. Kalkbrenner described the Police and Fire departments involvement in providing safety at Final Four venues.

Councilwoman Williams asked what devices would be used to block cars from driving into outdoor venue spaces. Mr. Alexander answered barricades would be used to block cars from driving into outdoor venue spaces.

Chairman Nowakowski asked have communities been informed about the Final Four Concert at Margaret T. Hance Park. Mr. Alexander answered staff would place informational door hags in adjacent communities.

Chairman Nowakowski asked would the event space be fenced. Mr. Alexander answered the event would be fenced to control people entering or exiting the venue spaces.

Councilwoman Pastor asked would the event space have a crowd controlling area. Mr. Alexander answered the event space would have an overflow area to control large crowds.

Councilwoman Pastor asked would the overflow area have entertainment amenities. Mr. Alexander answered entertainment amenities in the overflow area have not been planned. Mr. Kalkbrenner noted crowds in the overflow area would be able to hear concert music.

Chairman Nowakowski stated digital information signs would be necessary to communicate with the public.

Councilwoman Williams asked would the Burton Barr Central Library be closed during the concert. Ms. Jones answered the Burton Barr Central Library would be open and the parking lot would be closed to the public and only utilized by the Police Department.

Vice Mayor Gallego stated the Fire and Police departments should inform the emergency medical transportation service providers of potential traffic conflicts due to the multiple events located in the downtown area.

Chairwoman Nowakowski stated the Fire and Police departments should communicate with the Pride Parade Group of potential traffic conflicts.

Mr. Alexander provided information about the hotels that would host student athletes. He stated the Police Department would work with and provide assistance to college security staff.

Mr. Kalkbrenner provided information about the Fire Department's plan to provide medical assistance to the downtown area.

Mr. Alexander stated the Police Department is also working with downtown businesses to provide information about Final Four Fan Fest activities.

Ms. Jones provided information about the multi-agency coordination center. She stated multi-agency coordination has established a model to address incidents and security concerns.

Deputy City Manager Milton Dohoney mentioned NCAA representatives are included in security briefings.

Chairman Nowakowski asked if there were plans to create a pedestrian area on 3rd Street. Mr. Alexander answered staff would consider 3rd Street as a pedestrian area and provide that information at a later date.

6. Police Hiring and Replacement Plan

Executive Assistant Chief Michael Kurtenbach addressed specific questions requested by City Council in regards to the Police Hiring and Replacement Plan.

Mr. Kurtenbach stated the true cost of a new police officer is approximately \$118,000 which includes salary, pension and equipment costs.

Mr. Kurtenbach stated functions performed by officers being reallocated could be performed by other civilian staff. He stated Chief Williams examined every sworn position within the organization.

Mr. Kurtenbach stated the Crime-Free Multi-Housing Officer positions are being conducted by sworn personnel as of February 20.

Mr. Kurtenbach stated the Wake-Up Grant Coordinator is responsible for administration of 28 individual grants performed by our School Resource Officers. He explained that the Wake-Up Grant Coordinator Officer is being reallocated back to patrol and a School Resource Officer Sergeant would manage COPS Hiring Grants for 15 School Resource Officers.

Mr. Kurtenbach stated positions are not being eliminated and positions in certain function are being reallocated. He described the benefits of having experienced personnel back on patrol.

Mr. Kurtenbach provided statistics of officer ratios per population from multiple municipalities. He stated based on the data and research conducted there is no information that suggests cities with higher officer ratios have lower crime rates. He

provided statistics of violent and property crimes and stated the City needed to be very cautious about correlating officer ratios to crime rates.

Chairman Nowakowski commented about the community's negative perceptions about Police response times. Mr. Kurtenbach stated the Police Department is actively hiring officers and reallocating officers back onto patrol to address these concerns.

Chairman Nowakowski requested information on citizen oversight efforts in blighted areas and hiring officers from out-of-state.

Councilwoman Pastor requested information on how many Police Officers are retiring and planned hiring in the near future.

Mr. Kurtenbach answered staff would provide this information at a later date.

Councilwoman Williams asked does the Police Department travel to military bases for in-and out-of-state recruitment. Mr. Kurtenbach answered the Police Department has had limited travel to Camp Pendleton in San Diego however traveling out-of-state for recruitment is not happening at this time.

Councilwoman Williams requested information about the cost of out-of-state travel for officer requirement efforts. Mr. Kurtenbach answered staff would provide this information at a later date.

Councilwoman Williams commented that civilian positions could carry out administrative duties within the Police Department.

Arizona Scrap Recyclers Association Representative Brittany Bingold described the association's concerns about the security and theft of scrap metal.

Vice Mayor Gallego stated the City should include the scrap metal bill on its legislative agenda.

Vice Mayor Gallego requested information on the performance of in-state and out-of-state officers. Mr. Kurtenbach stated staff could provide this information at a later date.

Chairman Nowakowski stated the Police Department needs to identify the appropriate level of personnel services to provide effective customer service to Phoenix residents. Mr. Kurtenbach answered the Police Department is striving to meet that balance between providing quality customer services and maximizing the fullest potential of civil and sworn personnel.

7. Virtual Block Watch Program

Assistant Chief Sandra Renteria provided an overview of the Virtual Block Watch Program. She described the interactive web crime map capabilities and the communities' roles and responsibilities within the program.

Councilwoman Pastor asked what type of equipment is needed to be a voluntary partner of this program. Ms. Renteria answered voluntary partners needed a standalone security camera system.

Vice Mayor Gallego suggested the Police Department to partner with large security camera companies to promote the program. Ms. Renteria answered the Police Department would work with large security camera companies.

Vice Mayor Gallego asked if the Police Department acquired the Shots-Fired Grant. Ms. Renteria answered the Police Department did not receive the grant.

8. Department Budget Update

This item was continued to the next meeting.

Call to the Public

None

Future Agenda Items

Councilwoman Williams requested information about the Chuckie Cheese gambling claim.

Adjournment

Chairman Nowakowski adjourned the meeting at 10:51 a.m.

Respectfully submitted,
Kelly Murray
Management Intern