NOTICE OF PUBLIC MEETING
PHOENIX CITY COUNCIL
PUBLIC SAFETY AND VETERANS SUBCOMMITTEE

Pursuant to A.R.S. Section 38-431.02, notice is hereby given to the members of the **PHOENIX CITY COUNCIL PUBLIC SAFETY AND VETERANS SUBCOMMITTEE** and to the general public, that the **PUBLIC SAFETY AND VETERANS SUBCOMMITTEE** will hold a meeting open to the public on **March 13, 2013 at 10:00 a.m. located in Phoenix City Hall, Assembly Rooms A, B, C, 200 W. Washington Street, Phoenix, Arizona.**

One or more members may participate via teleconference. Agenda items may be taken out of order.

The agenda for the meeting is as follows:

1.	**Call to Order**	Chairman Nowakowski
2.	**DISCUSSION AND CONSIDERATION OF ANNUAL REAPPOINTMENT AND SALARY RECOMMENDATION OF PHOENIX MUNICIPAL COURT CHIEF PRESIDING JUDGE** A. Interview Candidate for Annual Reappointment 1. Judge Roxanne Song Ong Discussion of the Candidate	Subcommittee Verbal Report Only
3.	**RECOMMENDATION ON THE REAPPOINTMENT OF CHIEF PRESIDING MUNICIPAL COURT JUDGE FOR ANNUAL TERM AND SALARY RECOMMENDATION** The Subcommittee will take action to forward the recommendation for new annual judicial term and salary recommendation to the full City Council. **This item is for Action**.	Subcommittee Verbal Report Only
4.	**Approval of February 13, 2013 minutes.** **This item is for Action.**	Subcommittee Members Page 5
5.	**Call to the Public.**	Chairman Nowakowski
Item 6 is for Consent. No presentation or discussion is planned, but council members may ask for further information.		

6.	**APPLY FOR TWO GRANTS FOR FIRE DEPARTMENT COMMUNITY ASSISTANCE PROGRAM** This report is to request the Public Safety and Veterans Subcommittee recommend City Council authorization to allow the Phoenix Fire Department's Community Assistance Program (CAP) to reapply for two currently held grants. **This item is for Action.**	Bob Khan, Fire Chief Page 11
Item 7 is for Information Only. No presentation or discussion is planned, but council members may ask for further information.		
7.	**MARYVALE PRECINCT ON-OFFICER VIDEO CAMERA PROGRAM** This report provides the Public Safety and Veterans Subcommittee with an overview of the Police Department's Maryvale Precinct On-Officer Video Camera Program. **This item is for Information Only.**	Daniel V. Garcia, Chief of Police Page 13
8.	**VETERANS JOB FAIR UPDATE AND H.E.R.O. INITIATIVE** This report provides the Public Safety and Veterans Subcommittee an update on the Veterans Job Fair Event and requests approval to proceed with the Phoenix H.E.R.O. (Hire Educate Recruit Organize) Initiative. **This item is for Discussion and Action**	Michelle Pierson, Deputy Economic Development Director Melissa Lang, Co-Chair of Phoenix Military Veterans Commission Page 15
9.	**ECONOMIC IMPACT OF FIRE FIGHTING** This report is to provide the Public Safety and Veterans Subcommittee with information on the economic impact of fire fighting. This is a cooperative project with the Arizona State University, Underwriters Laboratories, and the Phoenix Fire Department. **This item is for Information and Discussion**	Bob Khan, Fire Chief Page 17
10.	**ADOPTION OF UPDATED FIRE CODE** This report is to request that the Public Safety and Veterans Subcommittee recommend City Council authorization to adopt the 2012 International Fire Code with Phoenix amendments. **This item is for Discussion and Action.**	Bob Khan, Fire Chief Page 19

11.	**DOMESTIC VIOLENCE ROADMAP** This report is to update the Public Safety and Veterans Subcommittee on the efforts of the Domestic Violence Work Group and to outline recommendations by the committee to enhance the City of Phoenix' response to domestic violence and make Phoenix a national leader in preventing and addressing domestic violence. **This item is for Information and Discussion.**	Deanna Jonovich, Human Services Director Page 21
12.	**SCHOOL SAFETY OFFICER** This report is to provide information to the Public Safety and Veterans Subcommittee regarding the School Safety Officer Program. **This item is for Information and Discussion.**	Daniel V. Garcia, Chief of Police Page 45
13.	**CRIMES AGAINST CHILDREN UPDATE** This report provides an update to the Public Safety and Veterans Subcommittee concerning the comprehensive case review and remediation process that has been ongoing for approximately eighteen months within the Police Department's Family Investigations Bureau (FIB), Crimes Against Children Unit (CACU). **This item is for Information and Discussion. (Report will be provided at the Subcommittee meeting)**	Daniel V. Garcia, Chief of Police
14.	**UPDATE ON ARIZONANS FOR GUN SAFETY BUY BACK PROGRAM** This report provides an update to the Public Safety and Veterans Subcommittee on the Arizonans for Gun Safety Buy Back Program. **Verbal report only.**	Daniel V. Garcia, Chief of Police
15.	**ETHICS AND CONFLICT OF INTEREST POLICY REVIEW** This report provides information to the Public Safety and Veterans Subcommittee on the City of Phoenix Ethics Review Task Force. **This item is for Information and Discussion.**	Rick Romley, Task Force Chairperson Page 47
16.	**Request for Future Agenda Items**	Chairman Nowakowski
17.	**Adjourment**	Chairman Nowakoski

For further information, please call Corey Williams, Management Assistant, City Manager's Office at 602-261-8875.

Persons paid to lobby on behalf of persons or organizations other than themselves shall register with the City Clerk prior to lobbying or within five business days thereafter, and must register annually to continue lobbying. If you have any questions about registration or whether or not you must register, please contact the City Clerk's Office at 602-262-6811.

For reasonable accommodations, call Corey Williams at Voice/602-261-8875 or TTY/602-534-5500 as early as possible to coordinate needed arrangements.

Phoenix City Council
Public Safety, Veterans, Transparency, and Ethics Subcommittee
Summary Minutes
Wednesday, February 13, 2013

City Council Subcommittee Room
Phoenix City Hall, Assembly Rooms A, B, and C
200 West Washington Street
Phoenix, Arizona

Subcommittee Members Present
Councilman Michael Nowakowski, Chair
Councilman Michael Johnson
Councilwoman Thelda Williams
Councilman Daniel Valenzuela

Staff Present
Lisa Takata
Jeff Young
Kelly Gremmel
Karen Kontak
Jennifer Emerson
Karen Peters
Rob Sweeney
Det. Barry Cassidy
Michelle Cabanillas
Kara Kalkbrenner
Chief Daniel Garcia
Ed Zuercher
Commander Benny Pina
Aaron Carreon-Ainsa
Gail Piceno
Scott Krushak
Shelley Munos

Staff Present
Deanna Jonovich
Chris Hallett
Wendy Villa
Jill Celaya
Rachel Milne
Kathya Hidalgo
Libby Bissa
Sgt. Chris Boyle
Lt. Chris Tucker
Randell Smith
Cmdr. Sandra Renteria
Vicki Hill
Toni Maccarone
Penny Parella
Corey Williams
Melissa Hoffman

Public Present
Kellee Ellis
Kim Sterling-Heflin
Leonard Bell
Allie Bones
Jennifer Coilbertson
Sharon Rodriguez
Dick Geasland
Molly DeLeon
Jana Granillo
Nicole Ransom

1. Call to Order
Councilwoman Williams called the meeting to order at 10:08 a.m. with Councilmen Johnson and Valenzuela present. Chairman Nowakowski arrived at 10:10 a.m.

2. Review and Approval of the January 9, 2013 Public Safety, Veterans, Transparency, and Ethics Subcommittee
Councilman Johnson moved to approve the minutes from the January 9, 2013 meeting. Councilman Valenzuela seconded the motion which passed 3:0.

3. Call to the Public
There was no public comment.

4. World Hunger Education, Advocacy and Training (WHEAT)

Councilman Johnson moved to approve the item. Councilman Valenzuela seconded the motion, which passed 3:0.

5. Federal Fiscal Year 2014 Proposals for Grant Funds Available through the Arizona Governor's Office of Highway Safety (GOHS)

Councilman Johnson moved to approve the item. Councilman Valenzuela seconded the motion, which passed 3:0.

6. Records Management System (PACE) Replacement

Item was for information only.

Chairman Nowakowski arrived at 10:10 a.m.

7. Information and Privacy Website

Rob Sweeney, Chief Information Officer, provided an overview of cybersecurity and the City's Information Security and Privacy website. He introduced Randell Smith and described the Information Security and Privacy Office. He discussed the City's strategic plan goal of enhancing information security and privacy. He stated this goal focuses on educating employees and residents. Mr. Sweeney discussed the City's success at providing transparent and accurate information to residents regarding cybersecurity, including 2012's 'Best of the Web: Cybersecurity website.'

Randell Smith, Chief Information Security Officer, demonstrated the City's new Information Security and Privacy website, phoenix.gov/infosec, which has information for residents, businesses, and more. He encouraged councilmembers and residents to be vigilant about protecting their information online and updating their passwords. He gave an overview and examples of various cybersecurity attacks used recently, and how to avoid being a victim of such attacks.

Mr. Smith discussed the various types of cyber-activities residents may be interested in on the City's website, including information about ransomware (a type of cyberattack that involves locking people out of their computers), 'smishing' (cyberattack via cellphones) and how to protect children online. He discussed the resources provided on the City's website to address residents' concerns regarding cybersecurity and keeping themselves safe online.

Councilman Johnson asked if the City's Information Security website provided information on the best types of anti-virus software. Mr. Smith stated there is a list of anti-virus software on the website, and he emphasized the need for residents to keep their anti-virus software up to date in order to best protect themselves.

Chairman Nowakowski thanked City staff for the valuable information. He stated this type of information would be worthwhile to publicize on Channel 11 in order to inform more residents. Mr. Sweeney stated staff would be happy to present to any community groups or residents, and staff would be willing to write articles for the councilmembers' newsletters.

Chairman Nowakowski stated he would like to see a library course on cybersecurity and keeping residents safe online.

8. Request for Proposal on Domestic Violence Assistance

Ed Zuercher, Assistant City Manager, introduced the item and stated this item would be for action the following week at the Neighborhoods, Housing and Development Subcommittee.

Deanna Jonovich, Human Services Director, introduced Chris Hallett, Neighborhood Services Director, and Jennifer Emerson, Deputy Human Services Director. She provided an update on the Request for Proposals (RFP) process and information about the contract award. Ms. Jonovich discussed the evaluation process and criteria. She stated the committee that was created to address the issue recommended awarding the contract to the Arizona Coalition Against Domestic Violence (AZCADV).

Ms. Jonovich discussed the AZCADV's proposal, which consists of partnering with seven different agencies to address various domestic violence issues. She stated funding sources included Community Development Block Grant funding and General Funds. She discussed additional planning meetings with AZCADV in March to continue to work against domestic violence.

Councilwoman Williams thanked staff for their hard work. She stated she is glad to see City staff working with outside groups to address this issue.

Councilman Valenzuela thanked City staff for their work and thanked various domestic violence organizations for their work in a coalition against domestic violence. He stated he is glad to see everyone working together to fulfill their promises to provide services to the community. Councilman Valenzuela stated he looks forward to seeing this item in the following subcommittee.

Councilman Johnson stated he is glad to see the coalition working together and collaborating with the City. He stated he looks forward to seeing the centralized calling pilot project.

Chairman Nowakowski thanked Councilman DiCiccio for his participation in this process. He discussed the creation of a cellphone application for people that could combine information on domestic violence support and shelters. Chairman Nowakowski thanked the nonprofits for working unselfishly to the goal of helping domestic violence victims.

9. School Resource Officers

Chief of Police Daniel Garcia introduced the item. He discussed the responsibility of School Resources Officers and their purpose in schools.

Lieutenant Chris Tucker provided information on historical staffing levels for the SRO program, and he discussed SRO duties including investigating crimes within schools.

Councilman Johnson left at 10:40 a.m.

Lt. Tucker provided information regarding the effectiveness of the SRO program, including investigating 160 crimes against children and making 396 arrests.

Councilman Johnson returned at 10:42 a.m.

Lt. Tucker discussed SRO funding, which is provided in two ways: Safe Schools grants and school district funds. He stated there are over 400 schools in Phoenix, and he noted SROs are in 26 elementary schools, 16 middle/high schools, and 21 high schools currently.

Councilwoman Williams asked if SROs staff charter schools. Chief Garcia responded SROs do not currently staff any charter schools, and the Police Department is investigating how to provide SROs to charter schools. He stated the Mayor and he will be meeting with all school superintendents to address their concerns.

Chief Garcia stated the City realizes SROs are a valuable resource for schools. However, he noted that crime is most prevalent out of schools than in schools, and that this is a careful balancing act in policing. Chief Garcia stated the City needs to look at all different types of safety issues, including mental health, to address crime within the community.

Councilman Valenzuela stated grants are very important to the Police Department. He stated he looks forward to obtaining grants, like the ones mentioned, to continue providing excellent public safety.

Chairman Nowakowski asked when was the last time the Police Department applied for the Community Oriented Policing Services (COPS) grant. Mr. Zuercher replied it had been around three years, but the department would be applying for the grant this year.

Councilman Johnson commended the SROs for their work in schools. He stated these types of programs have a tremendous impact on students. He stated it is important the City try to get SROs in charter schools, but he commented it is important to make SROs affordable for the schools. Chief Garcia stated his agreement and noted he has asked the SROs to reach out to schools and offer their services.

Chairman Nowakowski thanked the Police Department for their outreach to the community. He stated the City needs to lobby the State to provide more SRO resources.

10. Police Alternative Shifts (13 hour) Study Results

Ed Zuercher, Assistant City Manager, introduced the item and discussed the pilot program.

Dr. Leonard Bell discussed the study conducted, and he stated the purpose was to evaluate the pilot thirteen-hour shift schedule to determine its advantages and disadvantages. Dr. Bell discussed the pilot precinct, Cactus, and the shift set up, with officers working three day shifts with four days off. He discussed the parameters of the study, the participation rate, and the study design.

Dr. Bell provided an overview of the study and its results, and the variables studied including: quality of life, sleep score, quality of sleep, number of hours of

sleep, caffeine intake, and overall stress levels. Dr. Bell stated nearly all of these variables studied demonstrated the negative impact of working a 13-hour shift, including a decreased overall quality of life, and worse sleep scores. He stated officer preference for 13-hour shifts decreased over time as well.

Councilman Valenzuela thanked Midwestern and Dr. Bell for their work on the study. He complimented Chief Garcia's officers for their professionalism during the study. Chief Garcia commented the groups associated with the study would also like to see the 13-hour shift disappear.

Councilman Johnson stated it will be important for the City to hire more officers because officers will get burned out with increased hours and stress. He stated it is necessary to strategically look at the Police Department's manpower. Councilman Johnson commented these types of studies concern him, because the work is only going to continue to pile up on these officers as the City grows, no matter how much time the officers spend on the job. Chief Garcia noted this report answered the department's questions regarding 13-hour shifts. He stated the department needs to continue its research on staffing levels, including different types of shifts.

Councilwoman Williams stated her concern with officers being stretched too thin and stressed.

Chairman Nowakowski expressed his concern regarding officer fatigue. He thanked the Chief for conducting the study and presenting the data to the Subcommittee.

11. Uniform Crime Reporting Information

Chief of Police Daniel Garcia introduced the item. He discussed the City's crime statistics for 2012, and he stated the goal is to improve the City's statistics in 2013.

Ed Zuercher, Assistant City Manager, stated the Police Department will continue to report and update the Subcommittee on the FBI's statistics as they become available.

Councilman Johnson asked if there was an explanation for the increase in violent crime. Karen Kontak, Police Research Supervisor, stated upward trends in violent crime have occurred nationwide, not only in Phoenix.

Councilman Johnson stated he would like to have more context in future analyses and presentations to the Subcommittee. Chief Garcia commented his goal is to have daily crime statistics so that the Police Department could be held to greater accountability by the City.

12. Future Agenda Items

Councilman Valenzuela stated he would like to have an update on child crimes issues.

13. Adjournment

Chairman Nowakowski adjourned the meeting at 11:22 a.m.

Respectfully Submitted,
Melissa Hoffman
Management Intern

CITY COUNCIL REPORT

TO: Lisa Takata

Deputy City Manager

FROM: Robert A. Khan

Fire Chief

SUBJECT: APPLY FOR TWO GRANTS FOR FIRE DEPARTMENT COMMUNITY ASSISTANCE PROGRAM

The purpose of this report is to request the Public Safety and Veterans Subcommittee recommend City Council authorization to allow the Phoenix Fire Department's Community Assistance Program (CAP) to reapply for two currently held grants. CAP staff members and volunteers provide on-scene services to victims of crime, accidents, and fires.

THE ISSUE

The Fire Department is requesting permission to apply for two victim assistance grants. The first, an annual grant from the Arizona Department of Public Safety Victims of Crime Assistance (VOCA) program, will be used to cover personnel costs for Crisis Response (CR) positions. This grant application is due March 30, 2013. The grant request will be for approximately $400,000. The grant period runs from July 1, 2013 through June 30, 2014 with a two-year renewal option. The required 20 percent in-kind match will continue to be met with volunteer hours.

The second grant request is for approximately $80,000 from the Arizona Criminal Justice Commission (ACJC) and will be used to supplement funding for CR supervisor positions. The application is due March 15, 2013, and the grant period is the same as the VOCA grant with no renewal options. The required in-kind match would be met with existing city-funded positions within this program.

If awarded and accepted, these grants would retain approximately 11 full-time equivalent positions and supplement staffing with an additional 1 FTE.

If either grant is awarded, Subcommittee and Council permission will be requested prior to acceptance.

RECOMMENDATION

The Fire Department requests the Public Safety and Veterans Subcommittee recommend City Council authorization to apply for two grants to support the Fire Department Community Assistance Program.

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CITY COUNCIL REPORT

TO: Ed Zuercher
Assistant City Manager

FROM: Daniel V. Garcia
Chief of Police

SUBJECT: MARYVALE PRECINCT ON-OFFICER VIDEO CAMERA PROGRAM

This report provides the Public Safety and Veterans Subcommittee with an overview of the Police Department's Maryvale Precinct On-Officer Video Camera Program.

THE ISSUE

The Phoenix Police Department is dedicated to providing professional police service to the community that we serve. One way we accomplish this is by treating all people with dignity and respect while embracing our organizational commitment to transparency. In March 2011, the Department acted upon a recommendation from the City Manager's Community Engagement and Outreach Task Force by implementing an on-officer video camera pilot program in the South Mountain and Cactus Park Precincts, during which a total of eighteen cameras were worn by volunteer officers for a period of ninety days. Based upon information gleaned from that pilot program, the Department saw the value of this technology and sought grant funding to expand the program.

OTHER INFORMATION

The Phoenix Police Department, in partnership with the Arizona State University Center for Violence Prevention and Community Safety (ASU), applied for and received a $500,000 Department of Justice, Bureau of Justice Assistance, Smart Policing Initiative (SPI) grant to purchase approximately 50 on-officer video camera systems that will be deployed in the Maryvale Precinct. The Maryvale Precinct is divided into two similarly sized squad areas known as the 81 and 82 areas. Utilizing a quasi-experimental design, all of the officers and sergeants in the 82 squad area will wear the cameras while the officers and sergeants in 81 squad area will not. This deployment model will therefore allow for the 81 squad area to serve as the comparison area to the 82 squad area. Consequently, this initiative will allow ASU and the Police Department to jointly examine the impact of this technology across multiple dimensions.

First, the SPI will seek to establish the impact of camera technology on criminal investigations with a particular emphasis on domestic violence. Specifically, we will attempt to determine if on-officer video cameras enhance officers' ability to conduct domestic violence and other criminal investigations. Since captured video will be available for review prior to the completion of departmental reports, video evidence will serve as an additional resource for officers conducting criminal investigations. Further, it is believed that there will be a direct correlation between the admission of video evidence and prosecution and conviction rates in both municipal and superior court.

Second, the SPI will seek to determine if on-officer video cameras have a measurable impact on both officer and citizen behavior. Specifically, the ASU researchers will ascertain if there is a reduction in the number of misconduct allegations and use of force incidents in the 82 squad area pre and post-implementation and relative to the 81 area. Also, ASU will determine if the presence of on-officer video cameras leads to a reduction in the number of resisting arrest incidents, assaults on officers, and escape or fleeing attempts by suspects.

Lastly, the SPI will make use of various survey instruments to evaluate the impact of the technology with regard to citizens' attitudes and perceptions. Specifically, ASU will seek to determine what, if any, impact on-officer video cameras have on citizens' perceptions of trust, legitimacy, and overall police professionalism. Citizens expect and demand transparency from the Police Department and on-officer video represents the ultimate form of transparency.

A Request for Proposal to provide body-worn video cameras for the Police Department was issued on October 1, 2012. After an exhaustive process, VIEVU, LLC was deemed to be the highest scoring responsive and responsible proposer. The requirements contract with VIEVU, LLC was adopted during the Formal Council Meeting on January 13, 2013. Since then, Police Department staff have met and established open lines of communication with representatives from VIEVU, LLC. We have also identified and engaged all of the internal and external stakeholders as we navigate the implementation process and move toward a deployment and activation date of April 15, 2013.

RECOMMENDATION

This report is for information only.

CITY COUNCIL REPORT

TO: David Cavazos
City Manager

FROM: John M. Chan
Community And Economic
Development Director

SUBJECT: VETERANS JOB FAIR UPDATE AND H.E.R.O. INITIATIVE

This report provides the Public Safety and Veterans Subcommittee an update on the Veterans Job Fair Event and requests approval to proceed with the Phoenix H.E.R.O. (Hire Educate Recruit Organize) Initiative.

THE ISSUE

Currently, a large portion of active, reserve and retired veterans representing all branches of service, call Arizona home. According to Veteran Population Data Reports from the Department of Veteran Affairs there are approximately 532,000 veterans living in Arizona. This population will continue to increase with an anticipated 34,000 troops transitioning from Iraq over the next twelve months. One of the most significant challenges facing veterans returning to civilian life is obtaining successful employment. The unemployment rate for veterans continues to increase. The Bureau of Labor Statistics data estimate the national unemployment rate average in 2012 was 7.0 percent and in January 2013 was 7.6 percent. The corresponding estimates for Arizona for the same time frame were 9.3 percent and 9.9 percent respectively.

All across the country, collaborative efforts supported by all branches of the military as well as other veteran serving organizations are committed to assisting returning veterans and family members to a quality of life deserving of their service to our country. The Phoenix Military Veteran Affairs Commission (PMVAC) advises and provides recommendations to the City Council on matters pertaining to the affairs of military veterans residing in the City of Phoenix. The Commission's role is to collaborate and coordinate activities with military veteran associations and federal and state agencies to address and offer solutions for issues facing veterans. The City and PMVAC are leading an initiative collaborating with businesses, veteran service organizations and Workforce Investment Boards to address unemployment of veterans and their spouses.

To facilitate the connection between veterans and employers the City, in collaboration with PMVAC, hosted a job fair on December 13, 2012. 25 employers participated in the Veterans Job Fair event where veterans, employers, and community partners came together to provide information, resources and ultimately connect veteran job seekers to employers. Computers, printers and workforce development staff were available to give attendees immediate access to employer websites and online applications. This event focused on the industries of logistics and advanced business services. Prior to the event, an employer reception was hosted by PMVAC where local employers shared their commitment and strategies to hiring veterans and several pre-job fair workshops and trainings were held to provide resources to veterans such as resume writing and interview preparation.

OTHER INFORMATION

The goal of the H.E.R.O. Initiative is to assist veterans in transitioning back to civilian life, particularly related to employment. The initiative recognizes the importance and opportunity to connect a skilled and qualified veteran workforce with local and regional employers. The two primary components of this initiative are:

- Educate City of Phoenix supervisory and management staff on the benefits and advantages of hiring veterans. As a part of the Human Resources Department "Supervisor Personnel Practices" training, the City will collaborate with experts in military serving organizations to provide training segments on hiring veterans. These training segments will be included in the three-day training course for newly-promoted supervisors.

- Host job fair or "H.E.R.O. Hiring Events" in collaboration with stakeholders including military service organizations. Similar to the event that was held in December 2012, the City will partner with target industry sectors that are committed to hiring veterans. Job seekers will be pre-matched in advance of the events based on the skills they have and the needs of the employers. To prepare veterans for these events the City and its partners will facilitate pre-event workshops that will assist veterans with resume writing, interview skills and general career readiness.

These efforts will be supported by the City in collaboration with partner organizations and federal Workforce Investment Act (WIA) funding will be utilized. WIA funding provides veterans and eligible spouses priority of services.

RECOMMENDATION

This report requests the Public Safety and Veterans Subcommittee recommend City Council approval to proceed with the Phoenix H.E.R.O. Initiative.

CITY COUNCIL REPORT

TO: Lisa Takata

Deputy City Manager

FROM: Robert A. Khan

Fire Chief

SUBJECT: ECONOMIC IMPACT OF FIRE FIGHTING

The purpose of this report is to provide the Public Safety and Veterans Subcommittee with information on the economic impact of fire fighting. This is a cooperative project with the Arizona State University, Underwriters Laboratories, and the Phoenix Fire Department.

THE ISSUE

When a serious building fire occurs, it has an immediate impact on the people that live or work within the building or in the immediate area. Beyond the obvious impacts of fire deaths and injuries, these impacts can be seen in the need for housing, lost jobs, failed businesses, lost inventory, lost tax revenue, and lost business opportunities.

Historically, fire departments collect information on the damage and loss created by structural fires. This is the first project that we are aware of that assesses the net positive impact of a structural fire fight by firefighters.

ASU and Fire staffs have undertaken a project to assess the impact of a successful fire fight. If firefighters are able to respond quickly enough, have the proper staffing on the scene, and have the proper training to perform their jobs, a serious fire can be stopped before it destroys a building. When a fire is stopped, a number of negative impacts are minimized or avoided.

This project seeks to quantify the impact of successful fire fighting efforts in terms of jobs, impact on the local economy, and impact on the regional or larger economy.

This research is being funded by Underwriters Laboratories.

RECOMMENDATION

This report is for information only.

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CITY COUNCIL REPORT

TO: Lisa Takata

Deputy City Manager

FROM: Robert A. Khan

Fire Chief

SUBJECT: ADOPTION OF THE 2012 INTERNATIONAL FIRE CODE

The purpose of this report is to request that the Public Safety and Veterans Subcommittee recommend City Council authorization to adopt the 2012 International Fire Code with Phoenix amendments.

THE ISSUE

The International Fire Code (IFC) is the most commonly used fire code in the United States and has been adopted by all municipalities in Maricopa County. Phoenix has utilized the IFC since 2006. The IFC is developed through a public consensus process and is consistent with Council Resolution 19015, approved in December of 1997. The continued use of the IFC by Phoenix allows our customers to utilize a code that is familiar and reduces the cost of compliance with this important safety initiative.

The approach taken by staff to the adoption process was to significantly involve the fire protection and construction community in the fire code adoption process through the Fire Safety Advisory Board. This Council-appointed group represents the interests of the architecture, building management, fire protection, and hazardous materials communities, as well as the community at large. Staff attempted to make the minimum number of modifications to the base IFC while preserving a limited number of Phoenix safety initiatives such as the Bret Tarver Ordinance requirements for the provision of fire sprinklers in most commercial and some residential buildings.

Phoenix Fire and Planning and Development worked closely together to coordinate code requirements and terminology in an effort to make the codes more user-friendly for our customers.

Fire conducted a series of meetings with industry groups as the code was developed for adoption including representatives of the roofing, fire protection, health care, high rise, carbon dioxide, and solar panel industries. Representatives from each area were provided with code proposals and attended meetings to review the sections of the code that impacted their areas of interest. In every case, a solution acceptable to the industry group and Fire was recommended for adoption.

The majority of the Phoenix amendments to the base code were word or phrase changes to clarify the requirements of the code. There was less of a need for local amendments in this code cycle due to the fact that many Phoenix amendments from past editions of the code have been adopted into the base code.

The highlights of the local amendments to the code include:

- Removal of permit fees that were rarely used.
- Inclusion of the IFC Photovoltaic Power System requirements to make rooftop fire fighting safer and improve fire fighting efficiency.
- Increased allowance for propane cylinder exchange to address requests from the industry.
- Increase in allowable travel distance in large commercial buildings over 500,000 square feet to promote the construction of warehouses in Phoenix.
- Modification of the Bret Tarver sprinkler requirements to exclude sprinkler requirements in very small buildings such as gas station service booths and coffee drive through businesses.
- Additional regulations for the installation of carbon dioxide systems in the wake of several incidents, locally and nationally.
- Additional requirements to secure tents and canopies to prevent injures in high winds and storms.
- Requirements for facility radio treatment in hospitals, high rises, movie theatres, and other high-risk facilities to support all public safety responders.

The fire code adoption process is consistent with the 2012 Construction Code Adoption process approved by the City Council on June 19, 2012. In the fire code adoption process, the Fire Safety Advisory Board acted as the reviewing body in place of the Development Advisory Board. The Fire Safety Advisory Board and the Development Advisory Board gave their approval to the adoption of the 2012 edition of the IFC with local amendments on February 21, 2013.

RECOMMENDATION

The Fire Department requests Public Safety and Veterans Subcommittee recommend Council authorization to adopt the 2012 International Fire Code with Phoenix amendments.

CITY COUNCIL REPORT

To: Ed Zuercher
Assistant City Manager

THRU: Jerome Miller
Deputy City Manager

FROM: Deanna Jonovich
Human Services Director

SUBJECT: DOMESTIC VIOLENCE ROADMAP UPDATE

The purpose of this report is to update the Public Safety and Veterans Subcommittee on the efforts and recommendations of the Domestic Violence Work Group to enhance the City of Phoenix's response to domestic violence and make Phoenix a national leader in preventing and addressing domestic violence.

THE ISSUE

Domestic violence is one of the most widespread and dangerous health and safety challenges in Phoenix today. The statistics are staggering: one in four women will experience domestic violence; one in five teens will experience dating abuse; on average in Arizona, someone dies every three days in a domestic violence incident; thousands of children witness domestic violence in their homes, and as a result, are themselves more likely to drop out of school, abuse alcohol and drugs, and perpetuate the cycle of violence in their own lives.

Last year, the 24 detectives assigned to the three domestic violence units of the Phoenix Police Department Family Investigations Bureau were assigned 15,476 reports. This means each detective handles approximately 644 cases per year- the equivalent of a new report every three hours on average. The Family Advocacy Center's five Victim Advocates made 11,300 contacts with victims seeking assistance – the equivalent of a new victim contact every hour for each advocate.

On December 19, 2012, the City Council instructed the City Manager and staff to develop and present a plan to enhance domestic violence prevention and violence services. The City Manager asked a multidisciplinary, diverse workgroup of 50 community leaders including O'Connor House Program for Women and Justice, and city staff to assist in creating this plan.

OTHER INFORMATION

The workgroup met regularly through January and February 2013 to define the problem and develop innovative solutions. These solutions were then prioritized into a strategic five-year plan providing a community and media campaign, as well as an outline of detailed steps needed to make the City of Phoenix a national model for best practices in

preventing and addressing domestic violence. The workgroup defined five “pillars” providing strategic support to realize a world-class, community-wide domestic violence program.

The five pillars are:

1. Increase Community Awareness and Advocacy: Raise public awareness and lead in prevention and early intervention.

2. Make Phoenix a National Model: Lead the community by adopting best practices in all City operations.

3. Reform the Justice System to Focus on Domestic Violence: Lead the nation by adopting best practices in all City and State policies.

4. Enhance Coordination of the Service Delivery System: Protect all victims by strengthening, coordinating and improving access to services.

5. Develop Community Partnerships to End Domestic Violence: Engage every level of the community to solve this problem.

An executive summary and strategy matrix outlining the details of the plan are being prepared. The Housing and Neighborhoods Subcommittee will be requested to take action on March 19. If adopted by the City Council, staff will track the implementation of the plan and report regularly to the Council on progress. Resources will be sought from the private sector and proposed in the city budget to implement the plan.

RECOMMENDATION

This report is for information only.

City of Phoenix

Domestic Violence Work Group

A Road Map to Excellence: Making the City of Phoenix a National Leader in Preventing and Addressing Domestic Violence

PHOENIX AGAINST DOMESTIC VIOLENCE
A Roadmap to Excellence

Executive Summary

The purpose of this report is to provide a roadmap of strategic and operational actions designed to make Phoenix a national leader in ending domestic violence and serving its victims. This report summarizes the collective work of a Domestic Violence Workgroup consisting of more than fifty community leaders and City of Phoenix staff, who were charged by city management to explore innovative and bold solutions to this critical issue. The Phoenix Roadmap to Excellence is an evolving plan and process and will continue to be updated to reflect best practices and innovative strategies as they develop.

BACKGROUND

In November 2012, an Arizona Republic article highlighted changes in state domestic violence funding that impacted some DV shelters in Phoenix. On Dec 4, 2012, Council members Williams, Nowakowski, and DiCiccio requested the City identify ways to add funding to the domestic violence system. The Public Safety Subcommittee took up the issue on December 12, 2012. On December 19, 2012, Mayor Stanton and the City Council adopted a plan to add $200,000 for DV assistance and further directed the City Manager to develop a roadmap to excellence for the City in addressing domestic violence. On February 19, 2013, the Housing and Neighborhoods Subcommittee recommended issuing a contract for $200,000 to Arizona Coalition Against Domestic Violence (AZCADV) to implement a collaboration for a centralized screening program and a mobile DV housing specialist. The Mayor and City Council approved this contract on February 20, 2013. Following up on the Council's direction, this report provides a roadmap to excellence.

THE ISSUE

Domestic violence is one of the most widespread and dangerous health and safety challenges in Phoenix today. The statistics are staggering: one in four women will experience domestic violence; one in five teens will be the victim of dating abuse; on average in Arizona, someone dies every three days in a domestic violence incident; thousands of children witness domestic violence, making them more likely to drop out of school, abuse alcohol and drugs, and perpetuate the cycle of violence in their own lives.

Despite an overall drop in crime in Phoenix, the rate of domestic violence remains steady. Domestic violence is still the leading 911 call for violent crime responded to by police. Each year, Phoenix police receive approximately 50,000 calls related to domestic violence, and it is estimated another 40,000 incidents go unreported.

Last year, the 24 detectives assigned to the three domestic violence units of the Phoenix Police Department Family Investigations Bureau were assigned 15,476 reports. This means each detective handles approximately 644 cases per year- the equivalent of a new report every three hours. The Family Advocacy Center's five Victim Advocates made 11,300 contacts with victims seeking assistance – the equivalent of a new victim contact every hour for each advocate.

THE PHOENIX RESPONSE

Understanding the severity of the problem, the Phoenix City Council unanimously agreed domestic violence must be a city priority. The Council instructed the City Manager and staff to form a multi-disciplinary and diverse workgroup of community leaders and city staff to develop and present a plan to enhance domestic violence prevention and violence services. The O'Connor House Program for Women and Justice, which has been working in the area of domestic violence reform for almost five years, was asked to assist in developing a dynamic and bold plan for the city, which also reaches out to the private sector and the community to become actively involved in dealing with this problem. The attached Work Plan outlines actions across the city and the community which will make the City of Phoenix a national model for best practices in preventing and addressing domestic violence.

EXISTING INFRASTRUCTURE

The City of Phoenix has long been recognized as a leader in raising awareness and responding to domestic violence by providing a strong foundational infrastructure to support victims. Significant progress has also already been made in coordinating available resources to promote seamless integration and operational efficiency. Some examples include:

- Adoption of the Coercive Control Model and Protocol by the Phoenix Police Department Family Investigations Bureau (FIB) and City Prosecutor's Office.
- The Family Advocacy Center, FIB, City Prosecutor's Office and Fire Department Crisis Response Unit pilot project with Scottsdale Healthcare and the Maricopa County Attorney's Office to provide forensic medical exams for strangulation victims. As a result, case filings have risen from 14 percent to approximately 60 percent.
- Victim Advocates are provided through the FIB and the City Prosecutor's office to assist victims in obtaining services and navigating the legal system.
- The O'Connor House Program for Women and Justice (Avon Program) is working to raise awareness about the prevalence and severity of violence against women through its "Speak Out Against Domestic Violence" campaign.
- The Ruth V McGregor Family Protection Clinic at ASU offers direct victim legal representation using law students supervised by Law School faculty.
- The MAG DV Protocol Evaluation Project strives to increase efficiencies in arresting and prosecuting misdemeanor domestic violence offenders. During its first year, the project engaged more than 320 community partners in law enforcement, prosecution, and victim advocacy.
- The Arizona Coalition Against Domestic Violence convenes the Executive and Program Directors of the region's domestic violence service providers monthly to discuss issues, trends and opportunities for service coordination and collaboration. The City of Phoenix granted $200,000 to this collaboration to create a centralized screening process for the region's residential shelter programs as well as a Housing Specialist position to assist victims and survivors in the five Phoenix shelters to find more permanent housing.

RECOMMENDATIONS

Building on successful systems already in place and best practices from around the country, the taskforce recommends adoption of a two-tiered plan consisting of: (1) a community campaign which demonstrates the city's leadership in ending domestic violence and reaches out to the private sector and the community at large to join this effort; and (2) a series of short, medium and long term actions outlined in the attached Strategic Work Plan, to make Phoenix a national leader in preventing and addressing domestic violence.

THE PHOENIX CAMPAIGN AGAINST DOMESTIC VIOLENCE – At the core of the proposed plan are the substantive actions described below, which will improve the overall response to domestic violence in Phoenix. However, these reforms alone will not solve the problem of domestic violence. Beyond reforms, a cultural shift in attitudes toward domestic violence must occur. It must be clear domestic violence is unacceptable under any circumstances, and will not be tolerated. This requires participation and "buy-in" from every individual, and the mobilization of private sector resources to augment the city's efforts.

To this end, the campaign will reach out to the private sector and the community in order to: (1) demonstrate the city's commitment to this issue, (2) garner media attention, (3) form collaborations to streamline and improve services to victims, and (4) enlist the community in changing attitudes toward domestic violence. It is this strategic combination of reforms and community action which will make Phoenix a national leader.

STRATEGIC WORK PLAN – To this end, the workgroup also defined a strategic plan consisting of five "pillars" providing the strategic support to realize a world-class, community-wide domestic violence program.

The five pillar areas are:

1. **Increase Community Awareness and Advocacy** – The city has the standing within the community to establish a standard where everyone in the community knows domestic violence will not be tolerated. O'Connor House is engaging the private and non-profit sectors to develop a campaign through which community leaders would help spread this message through a broad range of media and many other channels. A specific youth campaign would be used to break generational cycles of tolerance for this problem.

2. **Make Phoenix a National Model** – Assure policies and business practices represent a national model to maximize employee safety and mitigate the costs and risks associated with this problem.

3. **Reform the Justice System to Focus on Domestic Violence** – The designation of specialized units within the entire justice system is needed to assure justice is brought to every offender while also minimizing any further trauma to victims. This includes Intimate Partner Violence (IPV) policing, vertical prosecution teams within the City Prosecutor's Office and the effective use of court-mandated diversion programs. A new public-private Domestic Violence Advisory Council would report regularly to the Council, to monitor progress and as a mechanism for continuous improvement.

4. **Enhance Coordination of the Service Delivery System** – Current rates of domestic violence overwhelm the capacity of existing programs and services. Efforts must be undertaken to improve the coordination of existing services, combine duplicative processes, streamline access to services, and educate the public on where to go to help themselves or their neighbors.

5. **Develop Community Partnerships to End Domestic Violence** – While the city has chosen to take a leadership role in ending domestic violence the community must actively respond and provide some of the solutions. Local businesses, community and faith-based organizations and educational institutions will be recruited to add capacity and innovation to the existing domestic violence systems and services.

Domestic Violence Workgroup Participants

- Peggy Bilsten, Executive Director, C.E.A.S.E.
- Libby Bissa, Acting Director, Family Advocacy Center
- Allie Bones, Executive Director, AZ Coalition Against Domestic Violence
- Chris Boyle, Sergeant, Police Department
- Sarah Buel, Director, ASU Ruth V. McGregor Family Protection Clinic
- Dennis Burke, Interim Executive Director, Diane Halle Center for Family Justice
- Jim Burke, Acting Director, Parks and Recreation Department
- Aaron Carreon-Ainsa, City Prosecutor, Prosecutor's Office
- Lt. Bryan Coley, Lieutenant, PPD Domestic Violence Unit
- January Contreras, Chief Operating Officer , Diane Halle Center for Family Justice Sandra Day O'Connor College of Law Arizona State University
- JoAnn Del-Colle, Retired FAC Director
- Paul Denial, Executive Director, New Life Center
- Kim Dorney, Director, Housing Department
- Shelly Duane, O'Connor House
- Catherine Rea Dunning, Chief Executive Officer, CIR/2-1-1 Arizona
- Kellee Ellis, Chrysalis
- Dolores Ernst, Volunteer Recruiter/Supervisor, Fire Department Community Assistance Program
- Lucia Fakonas-Howard, Board Member, O'Connor House
- Dick Geasland, Associate Director, Sojourner
- Sergio Gomez, Caseworker III, City of Phoenix-Human Services
- Will Gonzalez, Asst. City Atty IV*Pros, Prosecutor's Office
- Kelly Gremmel, Admin Asst. II, City Prosecutor's Office Victim Services
- Frankie Grimsman, Maricopa County Attorney's Office
- Laura Guild, Domestic Violence Program Manager, AZ DES
- Chris Hallett, Director, Neighborhood Services Department
- Bill Hart, Sr. Policy Analyst, Morrison Institute
- Candice Hewitt, Victim Svc Supervisor, FAC Victim Services
- Randy Hutson, Sergeant, Police Department-FIB
- Eric Jeffery, Asst. Presiding Judge, City of Phoenix Municipal Court
- Deanna Jonovich, Human Services Director, City of Phoenix Human Services Department
- Patricia Klahr, CEO/President, Chrysalis
- Gary Kula, Executive Director, City of Phoenix Public Defender Department
- Mark Lewis, CONTACS
- Jodi Liggett, Assistant to the Mayor, Mayor's Office
- Mattie Lord, Chief Program Officer, UMOM
- Matt Lucky, O'Connor House
- Michael Malone, Municipal Court
- Dana Martinez, Program Manager, DV STOP (shelter/service provider)
- Hayden Maynard, Research Analyst, District 6 Offices
- Chris McBride, Public Defender, City of Phoenix Public Defender Department
- Kent McCarthy, Deputy City Prosecutor, City Prosecutor's Office
- Dawn Meadows, UMOM
- Leah Meyers, Program Administrator, Governor's Office for Children, Youth & Families
- Cindi Nannetti, Division Chief, Maricopa County Attorney's Office
- Darlene Newsom, CEO, UMOM
- Doreen Nicholas, AzCADV
- Samantha Pettit, ASU Barrett Honors
- Connie Phillips, Executive Director, Sojourner
- Kerry Ramella, Volunteer Coordinator, Fire Department Community Assistance Program
- Karyn Rasile, Charge Nurse, Scottsdale Healthcare Forensic Nurse Examiner Program
- Linda Scott, V.P. of Child & Family Solutions, Jewish Family & Children's Service
- Roxanne Song Ong, Chief Presiding Judge, City of Phoenix Municipal Court
- Amy St. Peter, Human Services Manager, Maricopa Association of Governments
- Kim Sterling, Co-Chair, Avon Program for Women and Justice at O'Connor House
- Sarah Suggs, President & CEO, O'Connor House
- Angie Swart, CPO/Chief Program Officer, Chrysalis
- Don Taylor, Municipal Court Exec. Officer, Phoenix Municipal Court
- Renae Tenney, Human Services Planner II, Maricopa Association of Governments
- Kim Van Nimwegen, Community Impact Manager, VSUW
- Ed Zuercher, Assistant City Manager, City of Phoenix City Manager's Office

Domestic Violence Workgroup Timeline

December 12, 2012	Public Safety, Veterans Transparency and Ethics Subcommittee / Special Council Meeting	Original RFP (Action)
December 19, 2012	Mayor and City Council Request: - RFP for $200,000 in DV Services - Plan to end DV in Phoenix - Formation of DV Workgroup	Original RFP (Action)
January 23, 2013	First DV Workgroup Meeting	
February 13, 2013	Public Safety, Veterans Transparency and Ethics Subcommittee	RFP/Roadmap (Info)
February 19, 2013	Neighborhoods, Planning, Development, Housing and Homeless Subcommittee	RFP (Action)
February 20, 2013	Formal Council Meeting	RFP (Action)
February 28, 2013	Second DV Workgroup Meeting	
March 13, 2013	Public Safety and Veterans, Subcommittee	Roadmap (Info)
March 19, 2013	Neighborhoods, Housing and Development Subcommittee	Roadmap (Action)
April 9, 2013	Council Policy Meeting	Roadmap (Action)
Ongoing	Implementation Phase/Mayor and City Council Updates	
January 2014	Progress report to Mayor and City Council	

PHOENIX AGAINST DOMESTIC VIOLENCE
A ROADMAP TO EXCELLENCE

CAMPAIGN OVERVIEW

The Phoenix City Council has shown bold leadership in identifying domestic violence as a city-wide priority and embarking on an aggressive plan to make Phoenix a national leader in the prevention and response to domestic violence. Achieving this goal will require a three-pronged approach:

1. Create a campaign that demonstrates the city's commitment to the community, and is worthy of media attention locally and nationally.
2. Adopt an aggressive agenda of cross-disciplinary reforms at all levels of the City to implement best practices and to pilot technological and other innovative solutions for keeping victims safe, making perpetrators accountable, breaking the cycle of violence, and allocating the City's resources most effectively. (See the Five Pillars Strategies Matrix).
3. Partner with the private and non-profit sectors, as well as the community at large, to add new resources, capacity and collaboration to the city's domestic violence efforts.

The synergy of these strategies ensure Phoenix is a national model for combatting domestic violence. By actively involving the private sector, Phoenix can leverage city resources and attract new talent, resources and collaborations to solve this daunting challenge.

CAMPAIGN STRUCTURE

To develop and execute the campaign, as well as the substantive reforms, the City Manager's Office should create a new DV Action Committee, led by three unique individuals (also referred to as the Campaign Champions), each with specific responsibilities related to the plan. These individuals can then select appropriate public and private sector Committee members to help them execute the plan.

- **Deputy City Manager**: primarily responsible for cross-department implementation of the substantive reforms and the City's execution of the plan. It is important that this individual report directly to the City Manager and Council, and have the authority to work across City departments and agencies.
- **Private Sector Champion**: primarily responsible for recruiting private and non-profit sectors to develop new resources and partnerships to leverage the City's resources and efforts.
- **Marketing Champion**: primarily responsible for developing the materials, activities, events and strategies that will attract the public to participate in and the media to cover the campaign. Ideally, this individual would be highly creative and innovative, with a good understanding of technology, social media, and "guerilla marketing," as well as more traditional media modalities.

DOMESTIC VIOLENCE WORKGROUP

A ROADMAP TO EXCELLENCE

CAMPAIGN STRATEGIES

	SHORT TERM (>1 Year)	MEDIUM TERM (1-2 Years)	LONG TERM (3-5 Years)

	SHORT TERM (>1 Year)	MEDIUM TERM (1-2 Years)	LONG TERM (3-5 Years)
CAMPAIGN "BRANDING"	1. Announce Phoenix Against Domestic Violence at press conference with Mayor and full Council; announce $200,000 grant as first step. 2. Adopt a proclamation and challenge: "No one will be trapped in an abusive situation because there are not enough shelter beds." Challenge other cities to join the campaign. 3. Competition to select slogan and logo. 4. Target specific audiences and messages such as youth, victims, perpetrators, employers. 5. Recruit celebrities(s) aimed at targeted groups as "face" of campaign; arrange appearances and interviews on TV, radio, print media and social media. 6. Prepare paper and digital "press packets" announcing the campaign; hold press conference in October, 2013 to announce campaign.	7. Launch Domestic Violence Hotline and unified intake with the Arizona Coalition Against Domestic Violence ($200,000 grant awarded.) 8. Launch coordinated website with Arizona Coalition Against Domestic Violence, MAG and other stakeholders. 9. Select materials to be used consistently for various target groups: posters, brochures, web images, Public Service Announcements. 10. Survey schools in Phoenix and nationally for most effective bullying and healthy relationships materials for K-12; launch initiative with Phoenix schools. 11. Phoenix Mayor & Council host roundtable of all AZ Mayors to introduce and explain DV efforts; ask for statewide participation. 12. Partner with local media outlets (TV, radio, print, social media) to publicize campaign. 13. Write articles about the Phoenix Campaign Against Domestic Violence for local and national publications. 14. On-going assignments for continued campaign in partnership with private sector and other non-profits.	15. Assess success of campaign: goal to double awareness of DV and campaign in community. 16. Enter national competitions for innovation and victim services; nominate Phoenix "champions" for all applicable local and national awards (e.g.: AG's Victim Advocates Award; AZ Coalition annual awards, national police and judicial awards, etc.).

	SHORT TERM (>1 Year)	MEDIUM TERM (1-2 Years)	LONG TERM (3-5 Years)
CAMPAIGN STRATEGIES	1. Create separate account to receive donations to be used only to implement best practices and innovative solutions to DV services or prevention; publicize public donations. 2. Adopt proclamation and challenge: No victim will be trapped in a dangerous situation because of no place to go. 3. Mayor and City Council take on-line DV Pledge and ask community to join them. 4. Phoenix becomes first city to join Employers Against Domestic Violence and asks other cities and private sector employers to join. 5. October, 2013 and annually thereafter, Council & staff participate in DV awareness events add DV tagline on all correspondence and emails; take "In Her Shoes" training w/ media; wear purple ribbon; presentations and information at October City Council meetings and Council District meetings. 6. City and private sectors PR create media campaign for new initiatives. 7. Issue releases and articles on all important domestic violence "Moment of Silence" at all athletic events. 8. "Run Domestic Violence Out of Town" 5K run led by Mayor and Council. 9. October, 2013 all City letters, emails & communications include tag line about domestic violence awareness advances & events in Phoenix.gov placement for important research 10. Special campaigns at malls, restaurants in October including "Shop Till It Stops" campaign at malls. *Group all events and announcements in October, 2013 for maximum publicity & collaboration w/ DV groups*	11. Coordinate and partner with other organizations to participate in scheduled domestic violence awareness activities. 12. Trained volunteer Speakers Bureau to appear on radio and TV; attend neighborhood meetings and events with information and materials. 13. Develop special award to domestic violence Advocacy and Innovation and present at appropriate event with press coverage. 14. Prepare articles for specific local and national industry journals like Police, Lawyers, Judges, etc. 15. Light downtown in purple; ask private sector to join.	16. Conduct poll to determine attitude and effectiveness of campaign.

DOMESTIC VIOLENCE WORKGROUP

A ROADMAP TO EXCELLENCE

FIVE PILLARS STRATEGIES MATRIX

I. COMMUNITY AWARENESS: Raise public awareness and lead in prevention and early Intervention

	SHORT TERM (>1 Year)	MEDIUM TERM (1-2 Years)	LONG TERM (3-5 Years)
COMMUNITY AWARENESS	1. Place awareness posters and materials in all city facilities; Include info in Inside Phoenix, water bills, etc. Assure marketing materials indicate the problem affects a diverse community in terms of sex, age, race, orientation, etc. 2. Provide domestic violence education for emerging populations/refugees in the city of Phoenix. 3. Coordinate/partner with diverse organizations to identify awareness activities and events during October and throughout the year. 4. Ensure underrepresented groups (e.g. LGBT, youth) are included in all efforts.	5. Launch coordinated website with AZ Coalition Against Domestic Violence, MAG and other stakeholders so victims can access all information from one portal. 6. Institute inter-disciplinary domestic violence roundtable discussions for law enforcement, prosecution, public defenders, judges, etc. featuring interesting or difficult cases or issues. 7. Ensure community champions are diverse and representative of various cultures.	8. Take plan to national groups like Conference of Mayors and League of Cities and Towns for adoption nationally. 9. Bid for national and regional domestic violence conferences and group meetings including hosting a national best practices conference. 10. Create a cultural shift in the community making domestic violence unacceptable under any circumstances.

	SHORT TERM (>1 Year)	MEDIUM TERM (1-2 Years)	LONG TERM (3-5 Years)
YOUTH EDUCATION	1. Identify and evaluate existing evidence-based curriculums used – City Prosecutor's Office, CMO Education Liaison, national programs. 2. Identify potential partner schools in Phoenix to implement pilot programs.	3. Pilot specific curriculums to targeted school groups (social workers and youth councils.) a. All levels (preschool – college) b. Males and females c. School sports teams d. Train children, parents, teachers, etc. 4. Measure effectiveness of pilots.	5. Expand promotion of curriculums to Phoenix schools. 6. Encourage statewide adoption of curriculum. 7. Establish peer-based support groups for youth.

II. PHOENIX AS A MODEL: Lead the community by adopting best practices in all City operations

	SHORT TERM (>1 Year)	MEDIUM TERM (1-2 Years)	LONG TERM (3-5 Years)
EMPLOYEE POLICIES	1. Identify, evaluate and recommend model policies on domestic violence to be adopted by the City of Phoenix. 2. Review City of Phoenix employee insurance coverage for domestic violence related issues. 3. Communicate city policies and best practices to all city employees including the city Ethics Manual.	4. Include questions related to domestic violence in the bi-annual employee satisfaction survey. Use survey data to track and enhance employee training and awareness.	5. Promote model polices as a template for city businesses and organizations.

	SHORT TERM (>1 Year)	MEDIUM TERM (1-2 Years)	LONG TERM (3-5 Years)
TRAINING	1. Update and distribute the Ethics Manual to employees to include a clear statement that domestic violence will not be tolerated. 2. Hold trainings w/ AZCADV a. For employees, including during orientation b. For supervisors c. Citywide EAP program d. For public – (e.g. No wrong door)	3. Help make domestic violence materials multilingual and culturally appropriate. Collect materials from other areas when available.	4. Create Internet and DVD training modules for all stakeholders.
PROCUREMENT PROCESS	1. Review procurement process and requirements.	2. Recommend options for procurement policies revisions to encourage DV policies for vendors.	

III. SYSTEMS REFORM TO FOCUS ON DOMESTIC VIOLENCE: Lead the nation by adopting Best Practices in all City and State Policies

	SHORT TERM (>1 Year)	MEDIUM TERM (1-2 Years)	LONG TERM (3-5 Years)

	SHORT TERM (>1 Year)	MEDIUM TERM (1-2 Years)	LONG TERM (3-5 Years)
LAW ENFORCEMENT	1. Align and focus city Police Department resources on Intimate Partner Violence (IPV) cases; study process by which cases are assigned to FIB unit; collect appropriate data. 2. Reinstitute DV Fatality Review Team. 3. Have an independent organization review a random sample of 911 calls and follow to completion to create a baseline of effectiveness of current processes. 4. Develop plans to address domestic violence in special populations such as immigrants and LGBT communities. 5. Train police on confidentiality provisions that domestic violence shelters must follow per federal law.	6. Pilot program to enhance Crisis Response for advocacy for Group One cases. 7. Study Maryland model of advocates using cell phones to initiate contact with victims at the scene. 8. Adopt MAG's protocol for all domestic violence cases. 9. Review and enhance all police and Crisis Response training and materials given to victims at 911 calls, including information on children witnessing domestic violence. 10. Repeat review of random sample of 911 calls to evaluate improvements. 11. Obtain thumbprints upon arrest or initial appearance of domestic violence offenders. 12. Training of first responders, including Fire Department, on collection of statements and evidence, including providing tape and video recorders. 13. Evaluate coercive control protocol including mandatory arrest and predominant aggressor policies.	14. All Group One cases have an advocate on the scene through post-adjudication. 15. Conduct Safety Audit for all city departments and services regarding domestic violence (see models by Duluth, Praxis or similar entities.) 16. Police serve active warrants for defendants who fail to appear in court.

	SHORT TERM (>1 Year)	MEDIUM TERM (1-2 Years)	LONG TERM (3-5 Years)
JUSTICE SYSTEM	1. Establish a domestic violence docket focusing on post-adjudication offender accountability and compliance. 2. Establish Domestic Violence Unit in the City Prosecutor's Office utilizing vertical prosecution model - dedicated prosecutors, advocates, legal assistants and community justices specialist focused solely on domestic violence cases. 3. Identify best practices for DV safety protocols for courts.	4. Provide appropriate, ongoing DV training opportunities to Judges. 5. Provide appropriate, ongoing DV training opportunities to Prosecutors. 6. Include training focusing on youth offenders and victims regarding intervention and treatment. 7. Evaluate the DV docket for effectiveness and possible expansion to a dedicated DV court.	8. Coordinate full implementation of vertical prosecution from law enforcement, prosecution, courts and post-adjudication. 9. Supervised probation, with holistic counseling for defendant and provide counseling services for victim, children and wrap-around services. 10. Create a supervised visitation and exchange center that provides holistic services.
ORDERS OF PROTECTION	1. Conduct pilot for service of protective orders using a Coordinator. 2. Conduct pilot using direct communication via email or fax between issuing court and service provider. 3. Improve methods of notifications to victims on service of Orders of Protection using technology such as email, SMS, etc. Explore how private sector solutions may provide enhancements.	4. Explore expansion of remote issuance of Orders of Protection.	5. Explore the issue of child support and custody orders in the Order of Protection process. *(Requires statewide coordination)* 6. Explore electronic transmission of order of protection information that provides real-time access to police and other members of the justice system.

	SHORT TERM (>1 Year)	MEDIUM TERM (1-2 Years)	LONG TERM (3-5 Years)
LEGISLATIVE/POLICY INITIATIVES	1. Include Domestic Violence issues in Government Relations briefings during City Council meetings. 2. AZCADV presents to City Council before, during and after state legislative sessions. 3. Pass DV resolutions or proclamations in October (Domestic Violence Awareness Month) and February (Teen Dating Violence Prevention Awareness Month).	4. Hold meetings between city lobbyists, AZCADV & other stakeholders during Legislative sessions to support DV legislation. 5. Work with stakeholders to amend state legislation pertaining to fingerprinting individuals charged with domestic violence offenses.	6. Help other cities replicate best practices implemented in the Phoenix domestic violence model. 7. Enhance relevant criminal statutes (e.g. domestic violence and child abuse) to include patterns of coercive control behaviors.
OFFENDER ACCOUNTABILITY	1. Perform an environmental scan of city offender treatment programs utilized by the City of Phoenix Prosecutor's Office for diversion programs 2. Require evidence-based evaluations and training requirements for all providers in the RFP process for offender treatment programs utilized by the City of Phoenix Prosecutor's Office for diversion programs.	3. Analyze offender treatment programs utilized by the City of Phoenix Prosecutor's Office in diversion programs for efficacy, including numbers served, recidivism cost analysis and effectiveness. 4. The Court will ensure that all Court processes and procedures are designed to effectively support the judicial officers in holding offenders accountable for the completion of court ordered treatment programs.	5. Selection process for Offender Treatment programs utilized by the City of Phoenix Prosecutor's Office for diversion programs will be deemed to be effective and evidence based. 6. Collaborate with Arizona State University to research effectiveness of diversion programs. 7. Establish supervised probation for first and second time offenders.

IV. COORDINATED SERVICE DELIVERY: Protect all Victims by strengthening, coordinating and improving access to services

	SHORT TERM (>1 Year)	MEDIUM TERM (1-2 Years)	LONG TERM (3-5 Years)
INNOVATION AND EFFICIENCIES	1. Participate in the AZCADV Morrison Project assessing service needs for victims of domestic violence. 2. Continue participation in MAG's Protocol Evaluation Project (PEP). 3. Implement pilot Coordinated Assessment and Housing Specialist. 4. Identify city services for domestic violence victims. 5. Assure domestic violence safety issues are addressed as CONTACS is phased out in deference to the AZ211 program.	6. Analyze service needs in Phoenix based upon AZCADV Morrison Project. 7. Appoint a domestic violence commission to continually review best practices and advise Council. Assure victim participation in the commission. 8. Ask each city department to identify, through innovations and efficiency efforts, strategies to advance the domestic violence plan. 9. Divert sales tax revenues to fund domestic violence services and programs. 10. Outsource non-police functions to allow more time for investigation and response to complaints.	11. Modify service delivery in Phoenix based upon AZCADV Morrison Project. 12. Ensure employee recognition for innovation and efficiencies in domestic violence. 13. Utilize police crime mapping technology to identify domestic violence hot-spots and coordinate outreach and training to all community stakeholders. 14. Explore police access to data systems similar to those used for DUI. 15. Establish pilot program for providing intervention to those offenders not arrested or charged.

	SHORT TERM (>1 Year)	MEDIUM TERM (1-2 Years)	LONG TERM (3-5 Years)
ENHANCED SERVICE AND ACCESS	1. Use technology and city resources (QR codes, smart phone apps, posters & brochures.) 2. Continue participation in MAG interactive mapping. 3. Establish coordinated local website for DV services – AZCADV.	4. Increase number of trained victim advocates connecting DV victims with services.	5. Explore feasibility of a uniform application/intake process for all social services within the domestic violence services process.

V. PARTNERSHIPS TO END DOMESTIC VIOLENCE: Engage every level of the community to solve this problem

	SHORT TERM (>1 Year)	MEDIUM TERM (1-2 Years)	LONG TERM (3-5 Years)
BUILD CAPACITY	1. Establish separate account for community fundraising. 2. Explore the use of volunteers for non-traditional roles (e.g. Probation Officers, Victim Advocates, Peer Counselors.)	3. Identify which programs are sustainable, which will be done by city, which need additional leadership and sponsorship. 4. Identify new resources (public and private grants; individual donors). Apply for funding to address identified needs and/or gaps in services.	5. Evaluate program effectiveness and sustainability.
PARTNERSHIPS	1. Reach out to private sector in Phoenix to bring resources to the problem, including technological solutions. 2. Support partnerships against domestic violence (e.g. Employers Against DV; Teachers Against DV; Doctors Against DV.) 3. Utilize educational institutions to support efforts included in this plan. 4. Host a Mayor's Faith Summit in collaboration with Arizona Coalition to End Homelessness and AZCADV regarding ways local congregations can be supportive of families in crisis.	5. Work with DV STOP and private sector to expand hotel and other service vouchers. 6. Explore partnerships and/or resources to address identified needs and/or gaps in services. 7. Hold trainings for staff at the local Veteran's Administration offices, homeless outreach providers, etc. to increase awareness for services to vulnerable populations. 8. Work with educational institutions and providers to create free job/skill training opportunities for survivors and their partners.	

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CITY COUNCIL REPORT

TO: Ed Zuercher
Assistant City Manager

FROM: Daniel V. Garcia
Chief of Police

SUBJECT: SCHOOL SAFETY OFFICER PROGRAM

The purpose of this report is to provide information to the Public Safety and Veterans Subcommittee regarding the School Safety Officer Program.

ISSUE

As a result of tragic violent incidents in schools throughout the country, there is a need to provide enhanced security options to public, private, and charter schools throughout the City of Phoenix. Historically, the School Resource Officer (SRO) Program has been an invaluable asset that provides important training, coordination, role modeling and police presence in schools. Unfortunately, there is a finite limit of police officers that can be taken off the street to place in our schools. Schools are also limited on the funds they can spend on SRO's. An innovative service delivery model to support school safety is to use full-time and reserve police officers in an off-duty employment capacity. This approach is referred to as the School Safety Officer (SSO) Program. By providing the SSO option to schools, the Police Department can double the number of officers that can focus on school safety in our city.

OTHER INFORMATION

The mission of the SSO Program is to increase school safety on our campuses, increase the police and school partnerships in protecting our students, increase police presence in schools city-wide, and increase community confidence in our children's safety while at our schools. The duties of an SSO would include but are not limited to monitoring both student and visitor parking lots during peak hours of ingress and egress, conducting high visibility foot, bike and mobile patrols on campus, monitoring student activities during lunch hours, participating with school faculty and staff in developing and updating mandatory school campus safety requirements, and taking police action on criminal activity with follow-up on appropriate investigations. The utilization of SSO's and their specific duties can be tailored to individual school district and school needs as determined by school administration.

In partnership with the Phoenix Police Department, a version of the SSO Program has been in place within the Deer Valley Unified School District for more than ten years. The school district and Police Department have found this approach to be particularly successful in addressing safety concerns within the eight schools that the program serves. In addition to the enhanced security the SSO's have provided, the cost of this service model is less than half the cost of one full-time SRO.

To be eligible to work as an SSO, officers will be required to complete a specialized training program. This training will be specific to working within schools, meeting the needs of safety within an educational environment.

Funding for School Safety Officers will be the obligation of the school districts. The efficiencies of hiring officers in an off-duty capacity include using officers only when they are needed (not needed on school holidays, reduced hourly needs on half-days, etc.), allowing for flexibility in scheduling police presence on their campuses, and not requiring schools to pay the Employee Related Expenses (ERE) that come with on-duty officers. School districts now utilizing the SRO Program pay for 75% of the cost of the officer's salary and ERE, while the City of Phoenix contributes the remaining 25%.

CONCLUSION

The School Safety Officer Program has proven to be an innovative, efficient, and effective service delivery method in enhancing safety in schools within our city. The SSO Program is not intended to replace the current SRO Program, but provides for another option, which will allow us to double police presence in our schools at no increased cost to the city budget.

RECOMMENDATION

This report is for information and discussion.

To: Corey Williams
Management Assistant II

From: Daniel L. Brown
Acting Chief Counsel

Date: March 6, 2013

Re: Executive Summary from Ethics Task Force Report to prepare City Council Report (CCR) for Public Safety Subcommittee meeting scheduled March 13, 2013.

EXECUTIVE SUMMARY

In September 2012, the City of Phoenix Ethics Review Task Force was established to review and recommend changes to ethics policies applicable to Phoenix Elected Officials, employees, volunteers, and Board Members. Specifically, the Task Force was charged to evaluate best practices and provide recommendations with respect to the receipt of gifts, familial conflicts, financial conflicts, and professional conflicts.

As part of its review and work over the past four months, the Task Force received comments and heard remarks from Phoenix Elected Officials, Phoenix executives, union representatives, an ethics expert, and a former municipal executive. The Task Force held a televised hearing to receive public comment. The Task Force also reviewed Phoenix Ethics Policies, the application of various policies to Elected Officials, employees, volunteers, and Board Members, and the enforcement of these policies with respect to each group. The Task Force also considered best practices from a number of jurisdictions to fully inform its review.

Findings Related to Current Ethics Policies.

Phoenix first implemented an ethics policy in 1990 and over the years made further enhancements to strengthen the ethics standards for Phoenix employees. In addition to the policies currently in place, Phoenix continues to emphasize ethical conduct by identifying integrity as part of its “Vision and Values Statement” and ensuring that each new employee who joins the Phoenix workforce receives ethics training. However, the Task Force made a number of findings and learned that a number of significant ethics matters should be addressed including:

- A condition exists where employees may be held to a more extensive standard to determine conflicts of interest compared to Elected Officials, volunteers, and Board Members because AR 2.91 includes more than a “relative” to determine a conflicting relationship.

- The interaction of Arizona law applicable to Elected Officials, employees, volunteers, and Board Members and Phoenix administrative regulations

applicable to employees results in an inconsistent ethics policy for gifts. For example, an Elected Official may be prohibited from receiving a ticket to an entertainment event, but an employee may be allowed to attend the same event as long as the employee files the proper disclosure form with the Phoenix City Clerk. Conversely, an Elected Official may attend a dinner, but an employee may not accept the same gift of food unless the food is of minimal value and shared with the employee's entire work unit.

- The Phoenix Charter does not include a provision to investigate ethics violations by Elected Officials, or impose sanctions against an Elected Official, if necessary, for ethics violations. Most levels of government have established a process to impose sanctions against an elected official for ethics violations by a vote of the elected official's peers.

- Many levels of government publish an ethics handbook or other manual to guide and inform elected officials. Phoenix has adopted the Ethics Handbook, which currently applies to Elected Officials, employees, and Board Members. However, the Task Force has uncovered a number of ethics anomalies and disparities that cannot be cured by simply adopting an appropriate AR and incorporating it into the existing Ethics Handbook. Such a cure does not recognize the different roles, issues, and conditions that affect Elected Officials, employees, volunteers, and Board Members.

- Phoenix conducts ethics training for new Elected Officials, employees, and Board Members, but Phoenix does not conduct follow up or supplemental training. Phoenix also does not maintain an ethics website. Volunteers currently do not receive ethics training.

- Phoenix has a long legacy of ethics review, but Phoenix's review has been irregular in time and inconsistent in the scope of its ethics review.

The Task Force divided into two subcommittees to discuss and make recommendations in response to these findings. One subcommittee focused on ethics issues and policies related to employees and volunteers while the other focused on ethics issues and policies related to Elected Officials and Board Members. 27 recommendations grew out of the work by the two subcommittees. These recommendations fall into three categories: (1) recommendations for the entire organization; (2) recommendations for Elected Officials and Board Members; and (3) recommendations for employees and volunteers. Each of the recommendations is detailed in this report, but the significant recommendations follow.

Recommendations for the Entire Organization.

The Task Force makes the following recommendations with respect to the entire organization:

- The same Ethics Policies should apply as equally as possible to all Elected Officials, employees, volunteers, and Board Members.

- Phoenix should review and update its Ethics Policies every four years at a minimum.

- Subject to several exceptions listed below, gifts that create the appearance of undue influence and gifts of entertainment should be banned for all groups.

- Phoenix should require ethics training at regular intervals for Elected Officials, employees, volunteers, and Board Members.

Recommendations for Elected Officials and Board Members.

The Task Force makes the following recommendations with respect to Elected Officials and Board Members:

- The publishing of a new ethics handbook for Elected Officials and Board Members to detail the laws, rules, and regulations related to Phoenix Ethics Policies.

- The establishment of a gift policy applicable to Elected Officials and Board Members whereby all gifts, including food, to an Elected Official or Board Member in the amount of fifty dollars ($50.00) or more are disclosed by the Elected Official or Board Member by filing a form with the Phoenix City Clerk within 48 hours of receiving such gift. The Task Force further recommends that gifts of entertainment such as cultural or sporting events remain banned as provided by law.

- The posting of the Elected Official gift disclosure forms on-line within a searchable database.

- The maintenance and posting of the disclosure forms for the period of the Elected Official's or Board Member's public service plus two years after departure by such Elected Official or Board Member.

- The establishment of an independent Phoenix Ethics Commission to oversee the investigation and enforcement of violations of Phoenix Ethics Policies by Elected Officials and Board Members.

- The Phoenix Ethics Commission should be authorized to receive allegations of ethical violations, investigate, take testimony, and engage in any other action to the extent permitted and established by law to oversee the investigation and enforcement of violations of Phoenix Ethics Policies by Elected Officials and Board Members. The Phoenix Ethics Commission should be authorized to appoint an independent investigator, hearing officer, or neutral mediator as may be necessary to assist the Phoenix Ethics Commission in carrying out its purpose and responsibilities.

- The Phoenix Ethics Commission be authorized to recommend to Council the imposition of the following actions or sanctions: censure, admonishment,

reprimand, suspension (if voters approve), removal (if voters approve), reimbursement of costs, or imposition of a fine in an amount up to $10,000 per violation (if voters approve) for misconduct, unprofessional conduct, incapacity, or Ethics Policy violation by an Elected Official or Board Member.

- The Council should refer to Phoenix voters an amendment to the Charter to allow the suspension, removal from office, or imposition of a fine in an amount up to $10,000 per violation as sanctions for misconduct, unprofessional conduct, incapacity, or Ethics Policy violation by an Elected Official or Board Member.

Recommendations for Employees and Volunteers.

The Task Force makes the following recommendations with respect to Phoenix employees and volunteers:

- Phoenix should update the Phoenix's Human Resources website to include ethics-related resources.

- Phoenix should add mandatory biennial ethics training to the employee and supervisor training curriculum.

- Phoenix's volunteer website and volunteer application should include a statement acknowledging the volunteer's compliance with Phoenix's Ethics Policies. On-going volunteers should be required to participate in ethics training. Staff should monitor compliance with Phoenix's ethics training requirements.

- Phoenix should add ethics-related components to interview and selection processes for Phoenix employees and volunteers. This recommendation should be accomplished either by utilizing a validated ethics survey or by adding ethics scenarios to interview questions.

- Phoenix should revise the draft AR to include guidance to all Phoenix employees on the use of social media, both professionally and personally.

- The Task Force strongly recommends that hearing officers for planning and zoning matters be paid, full-time Phoenix employees to avoid the perception of a conflict of interest.

- If unpaid volunteers continue to serve as hearing officers in planning and zoning matters, Phoenix should add website language regarding the ethical standards these volunteers must satisfy.

- The Task Force recommends Phoenix re-examine Phoenix policies that prohibit the participation of Phoenix employees in Phoenix election activities.

Conclusion.

The Task Force urges the Council to strongly consider these recommendations. While Phoenix has a legacy of high ethical standards, the Task Force submits these

recommendations with the intent to continue and strengthen this legacy. In addition to the adoption of these recommendations, the Task Force recommends Phoenix commit to a regular review of Ethics Policies and to on-going training for Elected Officials, employees, volunteers, and Board Members. Lastly, several matters were brought to the attention of the Task Force during public comments that were outside the Task Force's charge, and therefore, these matters have not been addressed in this report.

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