



City of Phoenix

To: Kimberly Mitchell, Commander
Community Relations Bureau

Date: July 19, 2018

From: Barbara Alexander, Lieutenant
Community Relations Bureau

Subject: COMMUNITY OUTREACH FOR CRB JANUARY – JUNE 2018

The following is a description of community engagement/outreach efforts by the Community Relations Bureau for January 1, 2018 – June 30, 2018.

Body Worn Camera Unit

The Body Worn Camera Unit (BWCU), created in March 2015, manages the existing 300 camera deployment by identifying, preparing, and making video footage available upon legal and public request. From January 1 – June 30, 2018, the BWCU processed 11,686 videos for the City and County Prosecutor's Offices, Legal Unit, and Public Records. The Phoenix Police Department continues to evaluate the technology and expand the Body Worn Camera program through assistance from the Bureau of Justice Assistance Smart Policing Initiative. Expansion of the program will continue with additional funding through the Edward Byrne Memorial Justice Assistance and Gila River Indian Community Grants.

Community Engagement Team

The City formed a Community Engagement and Outreach Task Force (CEOTF) after a March 2010 incident involving a Phoenix Police Officer and a former councilman. The incident brought to the surface feelings and perceptions about the Phoenix Police Department and its interactions with members of the community.

The CEOTF met April to November 2010 to develop a plan to implement short-term, intermediate and long-term strategies and programs to address officer training, communication, community policing and public outreach. The CEOTF created a report and presented recommendations to the Phoenix City Council on January 11, 2011. The recommendations called for the establishment of a Community Engagement and Outreach Implementation Team, which was approved by the Phoenix City Council, to assure the Task Force recommendations were implemented.

Though the CEOTF has been sunset, their previous recommendations and implementation strategies have continued to be a major proactive emphasis within the Community Relations Bureau. Under the Community Engagement Team (CET), the CEOTF efforts of 2016 resulted in the following events and projects:

- In-Service Police Officer Training/Police Recruit Training
- Refugee-New Arrival Training
- The Phoenix Police Department's Citizen Police Academy(CPA)

- Police Academy Experience
- Family Experience
- Meetings with Internal and External Organizations
- Behind the Badge/Cop for a Day Events

Citizen's Offering Police Support (COPS) Program

For any police department to be successful they must have the support of the community. One way this is accomplished is through traditional community relations programs, where officers interact with citizens at various events. 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 216 civilian volunteers working in a variety of units within the Department. From January 1 – June 30, 2018, COPS volunteers contributed approximately 12,958 hours of service to our Police Department, a value of hours estimated at over \$319,947.00.

Community Events

Members of the Community Engagement Team (CET) routinely collaborate and engage with members of the public in community related events. These events include speaking engagements and educational presentations on the role of the Phoenix Police Department in their community. These community events contain public forums that allow for critical dialogue that may involve current issues in the law enforcement profession.

Additionally, there are many opportunities for Phoenix Police personnel to sponsor information booths and tables in an effort to communicate with a variety of attendees. The goals are to communicate with external partners, be available to answer questions and exchange critical information to assist with our joint relationships.

From January 1 – June 30, 2018, CET attended approximately 199 various community events, ranging from 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, CET has built positive relationships with the following organizations: Checkered Flag, Weed and Seed, 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, Chicanos Por La Causa, Franklin Fire & Police High School and the City of Phoenix Parks and Recreation Department.

In-Service Police Officer Trainings/Police Recruit Trainings

CET officers provide training to other sworn Phoenix Police Officers on topics such as Interpersonal Communication, Blue Courage and Implicit Bias Curriculums. The classes are designed to encourage a better understanding and awareness of professional police officer expectations. From January 1 – June 30, 2018, CET conducted approximately 24 in-service training sessions. Additionally, CET provided four, 4-hour training sessions on cultural diversity and cultural awareness at the Arizona Law Enforcement Academy. These sessions were taught to new police recruits and are integrated into the 20 week AZPOST basic training curriculum.

Refugee – New Arrival Trainings

CET Officers teach new refugee arrivals in cooperation with JoAnn Morales and Catholic Charities. The classes are designed to offer new refugee arrivals with an understanding of police interaction with citizens and some issues that may present themselves due to language and cultural barriers. From January 1 – June 30, 2018, CET conducted approximately seven training sessions for the refugee community.

The Phoenix Police Department's Citizen Police Academy (CPA)

The Phoenix Police Department's Citizen Police Academy (CPA) began in April 1986 with the goal of providing business and community leaders an inside look at the law enforcement profession. This concept still stands today after graduating more than 86 Citizen Police Academy classes. Hundreds of citizens learned "what we do, and why we do it." These CPA sessions are carried out in a six-week time frame. Applicants must be 21 years of age or older, live and/or work in the City of Phoenix, must pass a required background check, commit to all dates of each academy session, and must 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: de-escalation techniques, lethal and non-lethal encounters, drug enforcement and gangs, firearms and decision-making, tactical training, internet crimes, police ethics and professional standards, 9-1-1, 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. From January 1 – June 30, 2018, approximately 45 community members graduated from two CPA classes.

Graduates of each CPA are offered opportunities to continue their behind-the-scenes law enforcement education by joining the Phoenix Citizen Police Academy Alumni Association (PCPAAA). Throughout the year, the PCPAAA hosts continuing education events that are exclusive to dues-paying members of the Association. January 1 – June 30, 2018, three continuous education classes were conducted and were attended by approximately 85 CPA alumni members of the community.

Police Academy Experience

The Police Academy Experience is a four hour program designed to provide members of the community with a unique perspective into the daily responsibilities of a City of Phoenix police officer. The Experience is facilitated through 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 must 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 mock scenario based training exercises that familiarizes them with the daily activities of our officers.

Participants have the opportunity to discuss de-escalation techniques, "use of force" dynamics and the use of force policies that Phoenix Police officers must adhere to. The participants are also introduced to the Decision Making Range 3000 Firearms Training Simulator (FATS). Participants then receive familiarization and a demonstration of the Taser which is a non-lethal use of force tool that Phoenix Police officers have available to them as they carry out their duties and responsibilities.

From January 1 – June 30, 2018, CET conducted two events with two organizations/groups: the Phoenix City Chamber of Commerce and millennial generation community members. CET is planning for future events for millennial citizens, business groups, AZ Women's Forum and a youth leadership group (T.I.L.T.).

Family Experience

The Family Experience was created to provide our officers and their spouses with practical and useful information regarding employee wellness that will assist them and their families throughout their law enforcement career.

The intent of the Experience is to offer employees the chance to show their selected loved ones insight and a basic introduction to the services that are afforded to sworn employees of the Department. The hands-on training activities and experiences provided loved ones with a perspective on the training requirements that sworn officers are subjected to. From January 1 – June 30, 2018, CET did not host a Family Experience Academy.

Meetings with Internal and External Organizations

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

From January 1 – June 30, 2018, CET conducted approximately 15 meetings which included members from the following organizations: American Civil Liberties Union, 100 Black Men of Arizona, La Puente, AZ Black Lives Matter, Catholic Charities, Mexican Consulate, Human Relations Commission, Paint Phoenix Purple, Arizona Diamondbacks Baseball Club, Somali United Council, International Rescue Committee, Refugee Focus, Phoenix City Council members and the YWCA. Other events include Los Altos Ranch Market Back to School Event, Career Day presentations at six schools throughout the city and in Mesa, and Star Spangled Celebration honoring fallen Police Officers, Firefighters and Veterans.

Behind the Badge/Cop for a Day

Members of the CET facilitate educational opportunities for members of the community. These pre-scheduled, one day events are for community members to have a more personal awareness and understanding of Phoenix Police operations. The Behind the Badge event allows for an introduction to the Phoenix Police Department Firearms Range, Communications Bureau and the Crime Lab. The event ends with the community member having a precinct ride-along with a patrol officer. From January 1 – June 30, 2018, CET hosted four “Behind the Badge” events. Members of the CET also facilitated the “Cop for a Day” events. This is also a pre-scheduled event for citizen members of the community to get a more personal awareness of Phoenix Police operations and services. The event ends with up to two citizens having the chance to meet with an Executive staff member and ride in the police helicopter. From January 1 – June 30, 2018, CET hosted 13 “Cop for a Day” events.

Community Response Squads

The Community Response Squad’s (CRS) primary responsibility is to maintain an ongoing, working relationship with all of our diverse communities. There are currently two CRS squads who also oversee the Police Chief’s 12 Advisory Boards and the boards’ quarterly meetings. The Advisory Board meetings provide a forum to exchange information between the Phoenix Police Department and community members through active listening of community concerns and having open discussions to create solutions to problems. The squads actively engage community members, community activists groups and attend events that build trust and positive relationships between the Phoenix Police Department and the community we serve. The squads also monitor protests, demonstrations, rallies and marches within the City of Phoenix ensuring a safe environment and allowing community members to exercise their right to free speech and peaceful assembly.

From January 1 – June 30, 2018, the Community Response Squads monitored approximately 154 protests/rally events in the City of Phoenix, conducted 425 community meetings and hosted and attended 12 Advisory Board meetings with the following Police Chief’s Advisory Boards: African American, Asian, Arab, Cross-Disability, Faith Based, Hispanic, Jewish, LGBTQ, Muslim, Native American, Refugee and Sikh.

Crisis Intervention Squads and Training

The Department's Crisis Intervention Team (CIT), which was formed in June 2015, went fully operational in August 2015, and is currently comprised of two squads. The squads were implemented to assist with the service of court ordered mental health detentions.

The Phoenix Police Department serves approximately 5000 court ordered mental health pick-up detention orders each year. The CIT squads assist in lessening the demand for first responders in patrol. CIT squads are highly trained and follow a national model on how to safely respond and effectively communicate with people who suffer from mental illness or are in a crisis situation.

CIT members also receive 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 Squad is equipped with a body worn camera, which assists in enhancing trust and transparency with the community. CIT continues to collaborate with private/public partners in the mental health community to ensure citizens with mental health concerns are provided the best possible initial care and follow-up.

Additionally, the CIT squads provide briefings to the patrol division throughout the city, ensuring officers understand the importance of mental health, as well as the assistance CIT can provide to patrol on these types of calls for service.

The CIT squads continue to provide presentations and build partnerships with community groups who share a common goal of assisting those with mental illness. From January 1 – June 30, 2018, several presentations were provided at three Phoenix Crime Free Multi-Housing meetings, as stable housing is critically important for those with mental illness. The CIT squads provided two, 40-hour Crisis Intervention Training classes to 56 officers from nine different police agencies, as well as one Advanced Crisis Intervention Training class to 65 officers, educating them on effective ways to address subjects with mental health concerns. These additional training sessions and partnerships provide CIT an opportunity to serve the community in the safest and most effective manner possible.

From January 1 – June 30, 2018, the Crisis Intervention Team served 574 mental health detention orders, providing individuals with the necessary resources to assist them during their time of crisis. In addition, CIT responded to approximately 902 calls for service.

CIT continue to have dialogue with numerous public/private partners, which include:

- Urgent Psychiatric Care (UPC)
- Autism Society of Greater Phoenix
- Department of Economic Security (DES)
- Emergency Mobile Pediatric and Adolescent Crisis Team (EMPACT)
- Psychiatric Recovery Center West (Recovery Innovations)
- Mercy Maricopa Integrated Care
- City/County Prosecutor's Office

- Partners in Recovery
- Crisis Community Collaborative
- David's Hope
- Phoenix Police Department's Mental Health Executive Advisory Board
- Terros
- National Council for Behavioral Health
- CIT International
- Tempe, Mesa, Glendale, Chandler, Apache Junction, Peoria, Salt River, Gila River, Avondale, Grand Canyon University and Arizona State University Police Departments
- Maricopa County Sheriff's Office
- Governor's Chief of Staff
- Maricopa County Regional Behavioral Health Authority Crisis Coordination Committee
- Chicanos Por la Causa
- Community Bridges
- Phoenix Fire Department
- Crisis Response Network
- United Methodist Outreach Ministries (UMOM)
- National Alliance on Mental Illness (NAMI)
- Arizona Health Care Cost Containment System (AHCCCS)
- Housing and Urban Development (HUD)
- Connections AZ
- Continuum of Care
- Arizona Coalition to End Homelessness
- National Coalition for Homeless Veterans

CIT Trained Patrol & Downtown Operations officers

- In addition to the two CIT squads assigned to the Community Relations Bureau, the Phoenix Police Department has a total of 539 officers that are CIT trained. Of the 539 officers, 325 officers are currently assigned to the various patrol precincts and our Downtown Operations Unit.

New Officer graduates – Post Academy

- While new officers are not CIT trained as they do not yet meet the requirements of the national model, Police Chief Jeri L. Williams added an additional 40 hours of mental health and crisis awareness training on top of their basic training to new Academy graduates prior to them being assigned to the field training officer program. Since April 2017, the Department has a total of 273 officers that have received the additional training.

Community Programs

The Community Programs Squad is composed of several unique programs including Phoenix Neighborhood Patrol, Block Watch, Crime Free Multi-Housing, SafeBiz, Community Action Officers coordinator, the Phoenix D.R.A.G.G. program and Special Programs.

Phoenix Neighborhood Patrol

The Phoenix Neighborhood Patrol (PNP) program started as the Block Watchers on Patrol Program in 1994. The purpose was to encourage citizens to take Block Watch/Neighborhood Watch to the streets and patrol their own neighborhoods, becoming the 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 one detective with PNP groups represented in each precinct. Monthly meetings are held and each PNP member reports their hours of service directly to their precinct coordinators. The program has led to better community and police 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.

From January 1 – June 30, 2018, PNP trained 179 new members during 10 PNP training classes, this included six smaller “Road Show” classes where CRB takes the training to a requesting neighborhood. Three classes were conducted in Spanish only or with live interpretation at a bilingual class. The new members join approximately 3895 PNP members trained over the previous years.

Block Watch

The Phoenix Block Watch (BW) Program is a standalone program, although most of the training for 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 own 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.

Currently, the City of Phoenix has approximately 556 registered Block Watches. There is an officer assigned as the city-wide liaison for the BW Program. BW groups are supported by CAO and BW coordinators in each precinct. The BW coordinator general meetings are conducted twice a month which also includes meeting with the Phoenix Police Advisory Boards.

G.A.I.N. Events

Another important part of our community outreach is our coordination of the annual 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.

The City of Phoenix Block Watch program has 159 Block Watch organizations who support our efforts through Block Watch grants.

Crime Free Multi-Housing & Crime Prevention Through Environmental Design

The Crime Free Multi-Housing (CFMH) 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 the Mesa Police Department, Mesa, Arizona, added a certificate program which produced the best community based partnership for the rental community.

Crime Prevention Through Environmental Design (CPTED) is a concept used to help target physical structures. There are four certified CPTED officers utilizing the principles in the Safe Business Network (SafeBiz) and CFMH programs. The program incorporates a unique three-phase approach which ensures crime prevention while maintaining a resident-friendly approach.

- Phase I involves an eight-hour seminar presented by the police department. This training is offered free and usually attended by property managers, landlords and property owners. Participants are given an overview of the CFMH program including information on eliminating graffiti, fair housing, crisis recognition, crime prevention strategies, liability and eviction, working with the police and preparing the property using CPTED principles.
- Phase II requires a CPTED evaluation and follow-up to certify the rental property has met minimum security requirements for the residents’ safety.
- Phase III requires an annual crime prevention meeting with the residents. After becoming certified in all three phases, managers will be granted the use of large CFMH metal signs for their property as well as the use of the program logo in all advertisements.

The City of Phoenix webpage provides the introduction to the CFMH program as a resource to rental property owners.

The best benefit to the industry is unequivocally the automated daily e-mail report to the owner who completes Phase II. This daily e-mail alerts them of calls for police service on their property. The City of Phoenix is the first police department in the world to offer this benefit.

The Arizona Multi-housing Association named the CFMH program as the best opportunity to work with the police department to preserve 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.

In 2017, the Phoenix Police Department celebrated CFMH's 22nd Anniversary. Three classes were held from January 1 – June 30, 2018, where 100 new participants completed Phase I; 19 properties completed their Phase II obligations bringing the total number of CFMH Phase II properties to 189. In addition, 50 Phase III safety socials were conducted during this same time frame. There are 585 properties that currently meet the Crime Free standards to receive daily e-mails of police activity on their properties.

SafeBiz

The Safe Business Network (SafeBiz) is a program initially developed 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 service calls for trespassing, criminal damage, property crimes and liquor violations in the South Phoenix area. 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 responses.

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 position is one that has 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.

From January 1 – June 30, 2018, safety presentations were given to various groups reaching approximately 600 individuals. Some of these groups include: Native Health, Pension Strategies, Native American Health Advisory, County Assessors Office, Recovery International, Hunter Douglas, Bank 34 and the Phoenix Interfaith Seminar.

Additionally, several Crime Prevention Thru Environmental Design (CPTED) evaluations were conducted for: Fed Ex, Master Engine Rebuilding, Recovery International, Mexican Consulate's Office, Phoenix Hebrew Academy, Beth El Congregation, Desert Star Family Planning, Phoenix Rescue Mission, the Girl Scouts HQ in Phoenix, Bashas' Associates Federal Credit Union, Sunnyslope Family Center, Arizona for Children and Lowell Charter School.

New and regenerated business partnerships include meetings with representatives from: Recovery International, Salvation Army Advisory Board, Phoenix Hebrew Academy, Arizona

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Organized Retail Crime Alliance (ORCA), Ring (Security Cameras/Doorbells), Social Security Offices, Refugee Focus, Bolocop.org, Arizona Humane Society, United Parcel Service (UPS) and Waste Management.

SafeBiz participates in other community service opportunities with DRAGG, Special Olympics Arizona, 100 Black Men, Tip a Cop, Fuel of Dreams, Black Mountain Community Alliance, Camp Franklin, Pathways to Justice, and the Grind Games.

Special Programs – Blood Drives/CSFD/Special Olympics

The Special Programs coordinator is responsible for generating Departmental participation in the Community Service Fund Drive (CSFD), coordinating Department blood drives, and organizing the Phoenix Police Law Enforcement Torch Run for Arizona Special Olympics and other related events.

January 1 – June 30, 2018, the Special Programs coordinator facilitated four blood drives with United Blood Services. The Department had 384 donors, resulting in enough blood to save approximately 885 lives.

The Special Programs coordinator also trained 35 Special Olympics assistant representatives for the Law Enforcement Torch Run resulting in \$22,546.19 in fundraisers and the success of \$10,310.00 in shirt sales. The Special Programs coordinator also attended and assisted in raising \$34,128.51 at the Southwest Special Olympics motorcycle completion in Las Vegas.

Community Action Officer Coordinator

In July of 2016, the Community Action Officer (CAO) coordinator was added to the Community Programs Squad. The CAO coordinator works with internal and external city departments, private industries and community partners to develop crime prevention strategies.

In early 2017, the CAO coordinator developed a CAO and Weekly Precinct Police Report database to capture efforts performed by CAO's within each precinct. This information is now readily available to supervisors and command staff. January 1 – June 30, 2018 captured an additional 500 entries in the Community Engagement CAO database.

Serving as a liaison between the community, Precinct CAO's, City Council members and staff, the CAO coordinator helps maintain a constant level of service throughout the City. Maintaining a constant line of communication with precinct CAO's and their supervisors is paramount to the success of this effort.

The CAO coordinator also aids with coordinating and organizing support with additional programs and functions within the Community Relations Bureau which include assisting with presentations, fundraising and providing information to: Grand Canyon University, Warrior's Watch (a youth BW), Coffee with a Cop, Take Your Kid to Work Day, Corporate Security Specialists, Golden Gate Community Center, Master Engines, Community Development League, Zoo Walk, City Block Watches, Tip-A-Cop, CPTED evaluations,

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Special Olympics, Virtual Block Watch, faith based organizations, Arizona Organized Retail Crime Association (ORCA), Ring.com, Waste Management and Fry's Marketplace. In 2018, the CAO coordinator worked the annual Pharmaceutical Take-Back with the U.S. Drug Enforcement Agency (DEA), assisted with the implementation and distribution of the Phoenix Merits program and worked on the development and roll out of the Virtual Block Watch Program and the Waste Watch partnership.

Phoenix Drag Racing Against Gangs and Graffiti

The Phoenix Police Department had a very successful spring launch with an innovative after school program called Drag Racing Against Gangs and Graffiti (D.R.A.G.G.). The D.R.A.G.G. program facilitates and encourages Phoenix police officers and individuals from the automotive industry to mentor and educate local high school students. Students who participate in the program earn high school and college credits. The program curriculum is a blend of automotive education, creative car customization and community engagement opportunities. The experience the students receive while participating in the D.R.A.G.G. program provides them a viable alternative to a life of gangs and graffiti and a possible career in the automotive industry.

Classes started in February 2018 and were held on Tuesdays and Thursdays through the end of school year with nearly 30 student participants. This was a shortened 2018 program, but several of the students were offered paid position opportunities within the automotive industry that arose from their participation in the program.

Over the course of the spring semester, students were able to gain valuable hands on experiences with many phases of auto mechanics. From oil changes to engine swaps, the program participants learned how many of the mechanical systems of cars work and how to fix issues that may arise.

Students also had the opportunity to experience Supercross, Indy Car, NHRA Drag Racing, and Off-Road Racing Trucks all free of charge. The DRAGG car was displayed at nearly 20 community events this year.

The DRAGG program has developed many relationships over the last year that have benefited, and will continue to benefit, DRAGG program students. Community and business involvement is absolutely essential to the success and sustainability of the DRAGG program.

The DRAGG program received a generous donation from State Farm insurance that helped pay for much of the cost associated with the program.

Off-Duty Work Detail

The Off-Duty Work Detail is responsible for monitoring all off-duty work, coordinating extra-duty work, receiving and recording off-duty work requests, assigning coordinators to off-duty work requests, and maintaining all original paperwork for off-duty jobs. The monitoring of these responsibilities from January 1 – June 30, 2018, resulted in 263 new off-duty jobs and staffing for 466 extra duty positions.

Police Activities League (PAL)

The Phoenix Police Department's Police Activities League (PAL) consists of eight officers and one sergeant. The program was reintroduced to the Phoenix Police Department in June 2016, to address the needs of at risk youth and build positive relationships between those youth and the police.

The PAL program is an organization in which members of the police force interact with boys and girls in sports and school-related activities. The PAL program incorporates service-minded officers who are committed to being positive role models to the city's youth. The PAL program teaches the youth the importance of integrity, respect, discipline, self-esteem, leadership, teamwork and other valuable life skills that breed success. From January 1 – June 30, 2018, PAL partners with 11 youth centers and engages with approximately 1,440 youth on a weekly basis.

In order to accurately reflect the efforts in building positive relationships in the community, PAL officers work within the following guidelines:

- Collaborate with groups and organizations who have committed to working with the PAL program.
- Engage with youth at locations and centers throughout the City of Phoenix.
- Participate in youth focused programs.

The following organizations are partners with PAL in developing youth engagement and mentorship:

- Boys and Girls Club
- Phoenix Parks and Recreation
- YMCA
- KROC Salvation Army
- Ability 360
- Franklin Police and Fire High School
- Arizona Diamondbacks
- Grand Canyon University
- Arizona Rattlers
- Phoenix Suns/Mercury
- Arizona Coyotes
- Wet N Wild Waterpark

Police Cadet Program

The Phoenix Police Cadet Program is for career-oriented young adults, ages 14 through 21. The Cadet 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.

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In January 2018, the Phoenix Police Explorers ended their association with BSA and underwent a name change to Phoenix Police Cadets. There are currently 70 Phoenix Police Cadets who are actively involved in the community. From January 1 – June 30, 2018, these motivated young men and women contributed over 2384 volunteer hours of service to the community and they completed 980 hours of training. They also attended and/or participated in over 60 community events.