



# Agenda

## Public Safety and Justice Subcommittee

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Wednesday, September 14, 2022

9:30 AM

City Council Chambers

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### **OPTIONS TO ACCESS THIS MEETING**

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

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

<https://phoenixcitycouncil.webex.com/phoenixcitycouncil/onstage/g.php?MTID=e1ee5b7ab0298d26add162dc01e6723b2>

- **Register via telephone** at 602-262-6001 **at least 2 hours prior to the start of this meeting**, noting the item number. Then, use the Call-in phone number and Meeting ID listed below at the time of the meeting to call-in and speak.

#### **In-Person Requests to speak at a meeting:**

- Register in person at a kiosk located at the City Council Chambers, 200 W. Jefferson St., Phoenix, Arizona, 85003. Arrive **1 hour prior to the start of this meeting**. Depending on seating availability, residents will attend and speak from the Upper Chambers, Lower Chambers or City Hall location.

- Individuals should arrive early, 1 hour prior to the start of the meeting to submit an in-person request to speak before the item is called. After the item is called, requests to speak for that item will not be accepted.

#### **At the time of the meeting:**

- **Watch** the meeting live streamed on [phoenix.gov](http://phoenix.gov) or Phoenix Channel 11 on Cox Cable, or using the Webex link provided above.

- **Call-in** to listen to the meeting. Dial 602-666-0783 and Enter Meeting ID 2559 444 4512# (for English) or 2550 546 1776# (for Spanish). Press # again when prompted for attendee ID.

- **Watch** the meeting in-person from the Upper Chambers, Lower Chambers or City Hall depending on seating availability.

**Para nuestros residentes de habla hispana:**

- **Para registrarse para hablar en español**, llame al 602-262-6001 **al menos 2 horas antes del inicio de esta reunión** e indique el número del tema. El día de la reunión, llame al 602-666-0783 e ingrese el número de identificación de la reunión 2550 619 8348#. El intérprete le indicará cuando sea su turno de hablar.

- **Para solamente escuchar la reunión en español**, llame a este mismo número el día de la reunión (602-666-0783; ingrese el número de identificación de la reunión 2550 619 8348#). Se proporciona interpretación simultánea para nuestros residentes durante todas las reuniones.

- **Para asistir a la reunión en persona**, vaya a las Cámaras del Concejo Municipal de Phoenix ubicadas en 200 W. Jefferson Street, Phoenix, AZ 85003. Llegue 1 hora antes del comienzo de la reunión. Si desea hablar, regístrese electrónicamente en uno de los quioscos, antes de que comience el tema. Una vez que se comience a discutir el tema, no se aceptarán nuevas solicitudes para hablar. Dependiendo de cuantos asientos haya disponibles, usted podría ser sentado en la parte superior de las cámaras, en el piso de abajo de las cámaras, o en el edificio municipal.

**CALL TO ORDER**

**CALL TO THE PUBLIC**

**MINUTES OF MEETINGS**

- 1 **Minutes of the Public Safety and Justice Subcommittee Meeting** **Page 6**

This item transmits the minutes of the Public Safety and Justice Subcommittee Meeting on June 8, 2022, for review, correction or approval by the Public Safety and Justice Subcommittee.

**THIS ITEM IS FOR POSSIBLE ACTION.**

**Responsible Department**

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

**INFORMATION AND DISCUSSION (ITEMS 2-3)**

- 2 **Police Department Hiring and Recruitment Efficiencies Update** **Page 15**

This report provides the Public Safety and Justice Subcommittee an update on the Police Department's current hiring and attrition numbers, as well as recruitment efficiencies.

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

**Responsible Department**

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

3 **Angels on Patrol** **Page 21**

This report provides the Public Safety and Justice Subcommittee with information on the Angels on Patrol community organization.

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

**Responsible Department**

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

**DISCUSSION AND POSSIBLE ACTION (ITEM 4)**

**The Subcommittee may vote to discuss Item 4 in Executive Session pursuant to A.R.S. Section 38-431.03(A)(1) and 38-431.03(A)(3).**

4 **Appointment of Phoenix Municipal Court Judges** **Page 23**

This item is for discussion and consideration of appointment of two Phoenix Municipal Court Judges, each for a four-year term, expiring Jan. 17, 2026.

**THIS ITEM IS FOR DISCUSSION AND POSSIBLE ACTION.**

**Responsible Department**

This item is submitted by Deputy City Manager Karen Peters and the Phoenix Municipal Court.

**CALL TO THE PUBLIC**

**FUTURE AGENDA ITEMS**

**ADJOURN**

For further information or reasonable accommodations, please call the City Council Meeting Request line at 602-262-6001. 7-1-1 Friendly.

Persons paid to lobby on behalf of persons or organizations other than themselves must register with the City Clerk prior to lobbying or within five business days thereafter, and must register annually to continue lobbying. If you have any questions about registration or whether or not you must register, please contact the City Clerk's Office at 602-534-0490.

**Members:**

Councilwoman Ann O'Brien, Chair  
Councilwoman Yassamin Ansari  
Councilmember Carlos Garcia  
Councilman Jim Waring



## **Minutes of the Public Safety and Justice Subcommittee Meeting**

This item transmits the minutes of the Public Safety and Justice Subcommittee Meeting on June 8, 2022, for review, correction or approval by the Public Safety and Justice Subcommittee.

### **THIS ITEM IS FOR POSSIBLE ACTION.**

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

### **Responsible Department**

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

# Attachment A

**Phoenix City Council  
Public Safety and Justice (PSJ) Subcommittee  
Summary Minutes  
Wednesday, June 8, 2022**

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

Subcommittee Members Present Subcommittee Members Absent

Councilwoman Ann O'Brien, Chair  
Councilman Jim Waring  
Councilwoman Yassamin Ansari  
Councilmember Carlos Garcia

Councilmember Carlos Garcia joined the voting body at 9:36 a.m.

**CALL TO ORDER**

Chairwoman O'Brien called the Public Safety and Justice Subcommittee to order at 9:32 a.m. with Councilman Jim Waring and Councilwoman Yassamin Ansari present. She thanked the Phoenix Police Officers that had received recognition during National Police Week and the Pride in Our Heroes Annual Awards Ceremony. She described the historical marker monument ceremony to honor fallen Phoenix Police Officer Ginarro New and the homecoming of wounded Police Officer Tyler Moldovan. She expressed her commitment to supporting public safety in the City.

**CALL TO THE PUBLIC**

Jacob Raiford expressed concerns about the Police Department and voiced support for non-Police responses to various call types.

**MINUTES OF MEETINGS**

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

Councilwoman Ansari made a motion to approve the minutes of the May 11, 2022 Public Safety and Justice Subcommittee meeting. Councilman Waring seconded the motion, which passed unanimously 4-0.

**INFORMATION ONLY (ITEMS 2-3)**

**2. Phoenix Police Department Hiring, Recruitment, and Attrition Monthly Report**

Councilman Waring asked for an update on hiring efforts.

Assistant City Manager Lori Bays introduced Executive Assistant Police Chief Michael Kurtenbach.

Councilman Waring stated his understanding of police hiring efforts and asked if hiring trends were continuing to improve.

Chief Kurtenbach described recent accomplishments in police hiring.

Councilman Waring asked for an estimate of police staffing levels in December if current trends continued.

Chief Kurtenbach discussed expected changes to police staffing levels and response times based on current trends.

Councilman Waring stated his understanding of police staffing trends.

Chief Kurtenbach confirmed that this was accurate.

Councilman Waring asked how staffing levels impacted response times.

Chief Kurtenbach described current Police Department resource allocation strategies to meet community needs and improve response times.

Councilman Waring recognized efforts to improve staffing levels and response times.

**3. Continued Item Going to June 15, 2022 Formal Council Meeting – Neighborhood Block Watch Oversight Committee’s Recommendations for the 2022 Grant Program Awards**

Information only. No Councilmember requested additional information.

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

**4. City of Phoenix and Arizona State University Police Response to Calls-for-Service Project**

Assistant City Manager Lori Bays introduced the item and presenters.

Dr. Michael Scott of Arizona State University described the purpose, guiding principles, and various analytical considerations of the Calls-for-Service Project. He discussed alternatives to sworn police response to identified call types and the importance of timely police response to emergencies and proactive community problem solving. He explained preliminary recommendations of the project and emphasized the shared responsibility among stakeholder groups to address community challenges.

Councilman Waring asked how self-reported vehicle crashes might impact insurance reporting.

Dr. Scott noted that insurance claims should not be impacted by a change in vehicle crash reporting processes.



Councilman Waring indicated that self-reporting could lead to difficulties determining the responsible party in vehicle crashes.

Chief Kurtenbach explained that Arizona state law required that vehicle crash reports be filed by a member of the Police Department.

Councilman Waring stated his understanding that City could not pursue self-reporting of vehicle crashes.

Chief Kurtenbach noted that the City could not pursue this under Arizona state law.

Councilman Waring indicated that this information should have been included in the presentation and asked why this was a recommended course of action.

Chairwoman O'Brien noted that Dr. Scott had mentioned that some recommendations would be dependent on state and local laws. She asked staff to explain which recommendations could not be implemented under current laws.

Chief Kurtenbach described existing laws and program details related to intrusion alarms, abandoned vehicles, and noise complaints.

Chairwoman O'Brien indicated that the police response to vehicle crashes was guided by state statute.

Chief Kurtenbach confirmed this was correct.

Dr. Scott explained that some law enforcement agencies in Arizona had been able to reduce their vehicle crash investigations, encouraging further exploration by City staff.

Councilwoman Ansari thanked the presenters and asked about plans to implement proposed recommendations.

Ms. Bays noted that next steps for the Calls-for-Service Project would be discussed later in the presentation.

Councilman Waring asked about the potential to utilize Police Assistants to respond to vehicle crashes.

Chief Kurtenbach indicated that Police Assistants were already utilized to respond to some vehicle crashes.

Councilman Waring asked if there was a mix of both Police Assistants and Police Officers responding to minor vehicle crashes.

Chief Kurtenbach confirmed that there was.

Councilman Waring suggested that the City could hire additional Police Assistants to respond to minor crashes. He asked how many additional Police Assistants would be needed to eliminate sworn officer responses to minor crashes.

Chief Kurtenbach noted that staff was working with Ms. Bays to explore this.

Councilman Waring expressed concern about utilizing non-sworn staff to respond to civil matter stand-by requests. He indicated his openness to exploring reduced sworn officer welfare checks. He emphasized the prevalence of noise complaints and asked about civil cost recovery.

Chief Kurtenbach asked for clarification on Councilman Waring's question.

Councilman Waring clarified that he would like more information on how noise complaints were impacted by short-term rentals.

Chief Kurtenbach discussed revenues and costs related to noise complaints.

Councilman Waring voiced concerns about the adequacy about a non-sworn response to the rising number of noise complaints. He asked about the cost recovery of the sworn officer response to intrusion alarms.

Chief Kurtenbach indicated that the intrusion alarm program was almost cost neutral.

Councilman Waring stated his understanding of the intrusion alarm program.

Chief Kurtenbach confirmed Councilman Waring's understanding.

Councilman Waring suggested that non-sworn staff could be hired to respond to intrusion alarms instead of assigned sworn staff.

Chief Kurtenbach explained that the only staff assigned to the intrusion alarm program were civilian staff, noting that these staff could be reassigned to meet other police needs if related laws and program policies were changed.

Councilman Waring expressed confusion about the intrusion alarm program and how recommended changes would impact staffing levels.

Chief Kurtenbach reiterated that the budgeted intrusion alarm staff were non-sworn staff managing the program.

Councilman Waring asked for confirmation that the non-sworn staff intrusion alarm would not respond to violent crimes if not assigned to the intrusion alarm program.

Chief Kurtenbach confirmed that the non-sworn intrusion alarm staff would not respond to violent crimes.

Councilman Waring indicated that the intrusion alarm program was revenue positive.

Chief Kurtenbach verified this. He clarified that the recommendation was to eliminate police response to intrusion alarms and defer this response to alarm companies.

Councilman Waring noted that the revenues provided by the program would not cover the costs of sworn officer responses to intrusion alarms. He described the potential impacts of implementing the recommended policy change. He stated his understanding of the police response to abandoned vehicles and asked for more information on the abandoned vehicle program.

Chief Kurtenbach explained the police response to abandoned vehicles, highlighting the potential staff involved at different stages in the process.

Councilman Waring asked if the staff signing documentation for the towing contractor must be sworn staff.

Chief Kurtenbach indicated this did not need to be done by a sworn officer.

Councilman Waring described a recent experience calling the police about an abandoned vehicle and suggested non-sworn staff respond to abandoned vehicle call.

Chief Kurtenbach agreed with this suggestion.

Councilman Waring noted that non-sworn staff could also be utilized for parking enforcement.

Councilmember Garcia recognized the importance of the project, related community feedback, and researching best practices. He suggested that the response to many call types could be removed from the Police Department, including those related to parking enforcement, mental health, and minor crashes. He explained his concerns about sworn officers responding to civil matter standby calls. He described a recent incident involving Tempe Police where an individual drowned and emphasized the importance of utilizing specialized staff to respond to specific issues.

Chairwoman O'Brien asked for additional information on the described role of mental illness in police calls.

Dr. Scott described the process of analyzing call notes to identify potential mental health indicators and suggested that a method be developed to better identify calls with mental health as a contributing factor.

Chairwoman O'Brien asked for clarification on the statistics in the presentation.

Dr. Scott clarified the statistics presented.

Chief Kurtenbach discussed efforts to divert calls related to mental health crises and juvenile behavioral disturbances. He explained next steps in the Police Response to Calls-for-Service Project.

Councilwoman Ansari asked about the timeline to operationalize recommendations.

Chief Kurtenbach noted that the staff and researchers planned to work with City leadership to operationalize recommendations in the next several months.

Ms. Bays indicated staff would seek to provide initial proposals to the subcommittee within the calendar year.

Councilwoman Ansari asked if these proposals would include the creation of new positions, referencing the suggested noise specialist position.

Ms. Bays explained that most recommendations would require adding positions.

Councilwoman Ansari asked if most of the added positions would be in the Neighborhood Services Department.

Ms. Bays noted that this was possible and currently under analysis.

Councilwoman Ansari voiced her excitement for the project and its potential impacts.

Councilman Waring expressed his support for the project and the diversion of calls for juvenile behavioral issues. He asked about the annual number of calls for service.

Chief Kurtenbach discussed the number of calls received and dispatched by the Police Department every year.

Councilman Waring asked for additional clarification on the number of calls dispatched to sworn officers.

Chief Kurtenbach clarified this number.

Councilman Waring asked how the call types presented compared to the total number of calls dispatched.

Chief Kurtenbach described the process of communications staff screening, categorizing, and dispatching calls. He indicated that the call types presented were dispatched calls.

Councilman Waring stated his understanding that the call types presented required either sworn or non-sworn police staff.

Dr. Scott clarified that the call type statistics presented were for calls dispatched to patrol officers.

Councilman Waring stated his understanding of the statistics presented.

Chief Kurtenbach noted that calls dispatched to patrol officers may be adjudicated by non-sworn patrol staff.

Councilman Waring expressed the importance of understanding the proportion of sworn officer responses being discussed. He described the potential impacts of proposed recommendations and suggested that staff expedite changes most impactful to sworn staffing needs, noting that hiring and training staff to implement changes would take time. He voiced his support for the sworn staff survey component of the project.

Councilmember Garcia asked if the number of calls with mental health as a contributing factor could be further studied and better quantified.

Dr. Scott indicated that the study was still in progress and that mental health indicators would be studied more.

Councilmember Garcia suggested a public information campaign to promote the appropriate use of police in response to juvenile behavioral difficulties. He expressed his support for the sworn staff survey and prioritizing Police Officer mental health.

Chairwoman O'Brien requested that staff accelerate efforts to implement recommendations. She emphasized the importance of ensuring the right resources are used to respond to juvenile behavioral disturbances.

## **5. Phoenix Police Department Advanced Less Lethal Response Program**

Assistant City Manager Lori Bays introduced the item.

Assistant Police Chief Bryan Chapman described various components to promote less lethal response by police officers, including policy changes, de-escalation and crisis intervention, additional training models, and previously authorized less lethal tools. He discussed the Advanced Less Lethal Response Program, piloted less lethal tools, community involvement, and program results. He noted examples where the piloted tools were utilized and next steps for program implementation.

Councilmember Garcia expressed his support for reality-based training and asked how other real incidents encountered by police could be used for training.

Chief Chapman described the organized briefing training used by the Police Department

Councilwoman Ansari asked how the results of the City's policy changes compared to the results experienced by other law enforcement agencies.

Chief Chapman indicated that this information was not available, adding that a limited number of law enforcement agencies had adopted similar policy changes.

Councilwoman Ansari asked if there was a third-party organization tracking and comparing agency performance.

Chief Chapman noted that the 8 Can't Wait and Campaign Zero organizations tracked policy reform adoption and that they did not track the results of these policy changes.

Chairwoman O'Brien asked for additional information on the importance of time and distance in police responses.

Chief Chapman explained the value of utilizing time and distance to de-escalate potentially volatile situations, noting that these were emphasized in officer training.

Chairwoman O'Brien indicated that the less lethal tools increased the distance in incident response and asked if they aided in concluding incidents more quickly.

Chief Chapman noted that this varied case-by-case. He described various measures of success being analyzed to evaluate the Advanced Less Lethal Response Program.

Chairwoman O'Brien thanked staff for their efforts and the potential of the program to benefit the community.

#### **CALL TO THE PUBLIC**

None.

#### **FUTURE AGENDA ITEMS**

Chairwoman O'Brien expressed her concerns about gun violence in the City and requested an item on reducing gun violence be added to the next agenda. She indicated that Councilmember Garcia had previously requested an update on the recommendations of the Review and Implementation Ad Hoc Committee, noting that Mayor Gallego would be adding this item to a future Policy Session.

Councilmember Garcia asked for an update on the Community Assistance Program and how community members can engage with the program.

Councilwoman Ansari voiced her support for an item on gun violence prevention.

#### **ADJOURNMENT**

Chairwoman O'Brien adjourned the meeting at 11:17 a.m.

Respectfully submitted,

Sara Del Valle  
Management Intern



## Police Department Hiring and Recruitment Efficiencies Update

This report provides the Public Safety and Justice Subcommittee an update on the Police Department's current hiring and attrition numbers, as well as recruitment efficiencies.

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

#### **Summary**

As discussed at previous meetings, the Phoenix Police Department (PPD) has been dealing with various staffing challenges including low recruitment and hiring numbers. These challenges led to a comprehensive review of the recruiting and hiring processes of the organization. Many of the efficiencies that have been introduced were discussed in the March 9, 2022, Public Safety and Justice Subcommittee report. This report will focus specifically on the Department's recruitment efficiencies that have been made and the results the Department has seen from these improvements.

#### Current Staffing

Please see **Attachment A** for a summary of current recruitment and hiring efforts and **Attachment B** for a breakdown of retirements and resignations.

#### Recruitment Efficiencies

Due to ongoing staffing shortages, PPD has taken measures to revamp the way it attracts, tests, and retains employees. The City Council adopted pay incentives as well as increased the pay of sworn personnel to assist with these staffing efforts. The Department continues to see an increase in the number of individuals applying (both new recruits and laterals), testing, and returning to the Department after these incentives were implemented. Other creative efficiencies are outlined below.

#### **Applicant Test**

Currently, applicants with a conferred Associates Degree or above are exempt from the written test and move right into the background investigation; this process change has seen an overall increase of 800% in degree waiver hires. In an effort to more efficiently reach all areas of the community, PPD will be hosting testing opportunities in smaller venues across the state starting this fall. In collaboration with the Human

Resources Department (HR), the Employment Services Bureau (ESB) is working to author an oral board applicant test in lieu of a written examination. It is understood that a written test may not benefit all applicants in our diverse society. Pre-approved community members will serve on the oral board evaluation panel. The format of the oral board will consist of three questions, with each question coming from a separate bank of pre-approved questions covering the topics of:

1. Why the applicant wants to be a Phoenix Police Officer
2. What the applicant will do to maintain the public's trust
3. Reading comprehension from a fact sheet authored by community members and City employees regarding the history and diversity of the City of Phoenix

PPD is hoping to have this format finalized and approved by October 2022.

### **eSOPH**

The City Council approved the purchase of new software in April 2022. ESB just launched the new software that allows the applicants to create an on-line profile, upload documents and forms required for the background investigation, and pre-answer questionnaires covering their personal and professional history. Once a profile has been created and the applicant submits the required documents, background investigators can electronically and automatically communicate with other agencies, references, and websites. The communication includes pre-filled City of Phoenix and Arizona POST forms with the applicant's information. Prior to the launch of the software, all background investigations were hard copy forms and faxes. The median time to complete a background investigation was over two months. This new software has cut this time in half and, in many cases, the investigations can be completed in under three weeks.

### **SkillBridge**

SkillBridge is a U.S. Department of Defense program that provides retiring and transitioning service members the opportunity to participate in industry training programs while transitioning out of their Military careers. The Department of Defense covers Military pay and benefits during a service member's time in a SkillBridge program, for up to 180 days, providing an invaluable experience for the service member and industry partners. PPD and City HR are currently in the application phase with the Department of Defense and hope to have final approval by the end of 2022. Police Assistants, Detention Officers, Communications Operators, and Police Recruits will all be career opportunities for service members who are accepted into the SkillBridge program. HR is also looking at other positions across the City that may also be included in this program. Cost savings to the City of Phoenix for each SkillBridge participant is estimated to be \$40,000 in pay and benefits.



**Responsible Department**

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

## ATTACHMENT A

### Employment Services Bureau Chief's Hiring Report as of August 30, 2022

#### Testing Processes

	Invited	Attended	Written Tested	Written Passed	Written Failed	Degree Waivers	On-Line Passed	Applicants to ESB
January 8	70	34	34	11	23	NA	X	11
January 21	83	48	48	35	13	NA	X	35
February 5	85	44	44	27	14	NA	X	30
February 25	89	41	41	25	16	NA	X	24
March 12	91	73	44	33	11	29	X	52
March 25	115	77	43	30	13	25	X	55
April 9	46	27	17	11	8	10	X	21
April 22	87	57	39	20	19	18	X	38
May 14	146	83	44	31	13	20	X	51
June 11	115	70	42	33	9	14	X	47
June 24	89	41	35	19	16	25	X	44
July 9	96	57	40	19	21	17	X	36
July 22	146	103	64	37	27	36	X	73
August 13*	121	89	57	42	15	27	14	83
August 26	109	67	50	32	18	24	7	63

\*This date forward, "Applicants to ESB" also includes those who passed on-line exam.

Source: Police Employment Services Bureau

#### Demographics of Recruits and Laterals Hired

New Recruits	White	African American	Hispanic	Asian	Pacific	Native American	Total
Male	48	7	21	2	0	0	78
Female	10	0	6	0	0	0	16
Total	58	7	27	2	0	0	94

Source: Police Employment Services Bureau

- Hired and/or attended classes 553, 555, 556, 557, 559 and scheduled to attend 560 (Begins August 8th).

## Recruit Tracking

Class	Start Date	Tracking	Confirmed	Reinstatement	Lateral	Total
553	01/10/22	NA	6	0	0	6
555	03/07/22	NA	9	2	0	11
556	04/04/22	NA	13	1	0	14
557	05/16/22	NA	16	1	0	17
559	06/27/22	22	22	2	1	25
560	08/08/22	20	20	1	0	21
561	09/19/22	25	14	1	4	44
563	10/31/2022	13	0	0	0	TBD
564	12/12/22	2	TBD	TBD	TBD	TBD

Source: Police Employment Services Bureau

## 2022 College Degrees and Military Members by Class

Class	Start Date	Degree Total	Military
553	01/10/22	1	0
555	03/07/22	2	2
556	04/04/22	1	1
557*	05/16/22	8	1
559	06/27/22	8	3
560	08/08/22	7	3
561	09/19/22	Tracking 13	Tracking 8
563	10/31/2022	Tracking 4	Tracking 2
564	12/12/22	TBD	TBD

\*Degree Waiver Program began with Class 557

Source: Police Employment Services Bureau

## ATTACHMENT B

This attachment provides the number of monthly sworn retirements and resignations from the Phoenix Police Department.

<b>2021</b>	<b>Retirements</b>	<b>Resignations</b>	<b>Total</b>
<b>January</b>	13	10	23
<b>February</b>	7	4	11
<b>March</b>	5	6	11
<b>April</b>	6	11	17
<b>May</b>	11	9	20
<b>June</b>	15	6	21
<b>July</b>	28	10	38
<b>August</b>	9	11	20
<b>September</b>	14	17	31
<b>October</b>	18	3	21
<b>November</b>	17	5	22
<b>December</b>	30	10	40
<b>Total</b>	<b>173</b>	<b>102</b>	<b>275</b>

<b>2022</b>	<b>Retirements</b>	<b>Resignations</b>	<b>Total</b>
<b>January</b>	14	10	24
<b>February</b>	13	11	24
<b>March</b>	13	8	21
<b>April</b>	13	11	24
<b>May</b>	18	9	27
<b>June</b>	20	10	30
<b>July</b>	10	5	15
<b>August</b>	9	12	21
<b>September (known)</b>	8	2	10
<b>Total</b>	<b>118</b>	<b>78</b>	<b>196</b>

\*Actual and planned separations known as of August 30, 2022



## Angels on Patrol

This report provides the Public Safety and Justice Subcommittee with information on the Angels on Patrol community organization.

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

#### **Summary**

The Angels on Patrol's mission continues to be as innovative and unique as when founded in 2009, by (now retired) Phoenix Police Lt. Jacqui MacConnell. Angels on Patrol (AoP) is the only organization in the country providing immediate and direct assistance by placing the initiative in the hands of on-duty police officers. In the course of their patrol shifts and duties, officers encounter many situations that do not fit within their required work responsibilities. Nonetheless, officers feel compelled to help and go above and beyond the call. AoP is proudly there as a direct resource for officers when an immediate intervention is required.

A police officer's common duties include controlling traffic, patrolling neighborhoods, responding to emergency calls, writing citations, delivering warrants, and arresting violators. However, officers operating daily as caring community connectors often referred to as Angels on Patrol. Officers take the extra time to help in order to stabilize community members in crisis and give at-risk youth an opportunity for leadership and enrichment activities.

What differentiates AoP from other crisis response or community services is the ability to move swiftly and efficiently. When a police officer makes a referral, AoP staff respond within two hours. This means families can be in a safer situation the same day. Most other organizations providing community assistance have long wait lists, require a family in crisis to make an appointment for the intake to take place, and must qualify before services are rendered. Emergency family shelters currently have a 6-8 week wait and domestic violence shelters rarely have immediate openings. This is challenging for officers when they encounter barriers and crisis situations as they often wish they could do more to help. Instead of paying out of their own pocket to keep a community member safe officers are able to place a request to AoP for assistance.

### Impact

Many times the first line of defense to stabilize a child or family who are victims of crime are police officers. Given the limitations of available immediate community resources, officers utilize AoP to assist families they encounter and immediately remove them from danger and mitigate the crisis. This not only helps the community, but also creates an environment where officers can be viewed positively to those they are assisting and in the community. AoP provides a positive outlet for officers and facilitates the provision of desperately needed services for families and children. According to [www.endhomelessness.org](http://www.endhomelessness.org), among families that reported domestic violence in the prior five years, 88 percent reported that it contributed to their homelessness. AoP strives to keep families healthy and create a healthy community.

AoP moves families from crisis to stability by addressing the immediate crisis then providing connections to temporary shelters and community resources for basic needs. These resources include food, clothing, utility payment assistance, employment services, and rental assistance to avoid eviction and homelessness. For example, AoP assists victims of domestic violence with immediate services that removes them from danger and connects them with resources in the community, such as domestic violence shelters.

AoP works in partnership with 13 law enforcement agencies across the Valley. In 2021, 324 requests were received benefiting over 1,200 community members. Of the total, 180 requests came from the Phoenix Police Department. As of Aug. 16, 2022, 128 requests have been received from Phoenix Police Officers, benefiting 317 Phoenix residents.

### **Financial Impact**

The City Council recently awarded Block Watch money to AoP that will be used to purchase over 200 backpacks and school supplies for the community.

### **Responsible Department**

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



**The Subcommittee may vote to discuss Item 4 in Executive Session pursuant to A.R.S. Section 38-431.03(A)(1) and 38-431.03(A)(3).**

### **Appointment of Phoenix Municipal Court Judges**

This item is for discussion and consideration of appointment of two Phoenix Municipal Court Judges, each for a four-year term, expiring Jan. 17, 2026.

**THIS ITEM IS FOR DISCUSSION AND POSSIBLE ACTION.**

#### **Summary**

The Judicial Selection Advisory Board convened on Sept. 2, 2022, and recommends the following candidates to be considered for appointment as Phoenix Municipal Court Judges:

- Alexander Benezra
- Michele Gamez
- Heidi Gilbert
- Utiki Laing
- Lynn Pucino
- Scott Silva

#### **Responsible Department**

This item is submitted by Deputy City Manager Karen Peters and the Phoenix Municipal Court.