

**RESULTS OF PUBLIC EVENT  
CITY OF PHOENIX COMMUNITY ENGAGEMENT TASK FORCE ORIENTATION**

**THIS EVENT TOOK PLACE AS SCHEDULED. NO CITY BUSINESS WAS DISCUSSED AND NO ACTION WAS TAKEN.**

**AN ORIENTATION REGARDING THE CITY OF PHOENIX COMMUNITY ENGAGEMENT TASK FORCE WILL BE HELD ON THURSDAY, APRIL 29, 2010 FROM 7:00 – 8:30 PM, AT THE BURTON BARR LIBRARY, 1221 N. CENTRAL AVENUE, PHOENIX, ARIZONA.**

A quorum of the **PHOENIX HUMAN RELATIONS COMMISSION** may be present. This is an event only and not a meeting. No City business will be conducted nor any action taken.

For further information, please call Diane Nydick, Equal Opportunity Specialist, Equal Opportunity Department at Voice/602-495-3737 or TTY/602-534-1557.

For reasonable accommodations call Diane Nydick at Voice/602-495-3737 or TTY/602-534-1557 as early as possible to coordinate needed arrangements.

APRIL 26, 2010

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**CITY COUNCIL REPORT**

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**POLICY AGENDA**

CITY CLERK DEPT.

TO: David Cavazos  
City Manager

AGENDA DATE: June 8, 2010 7:41 <sup>7:41 PM - 11</sup> BA

FROM: Ed Zuercher  
Assistant City Manager  
  
Jeri Williams  
Assistant Police Chief

ITEM: 4

**SUBJECT: COMMUNITY ENGAGEMENT AND OUTREACH TASK FORCE UPDATE**

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This report provides an update on the status of the City Manager's Community Engagement and Outreach Task Force.

**THE ISSUE**

After the March 19, 2010 Police Department incident related to Councilman Michael Johnson, many members of the community raised concerns about the relationship between the Police Department and community. In response, the City Manager's Office formed a task force to listen to community concerns about Phoenix Police Department interactions, develop a plan to address the concerns, and enhance the relationship between the community and the Phoenix Police Department. The mission of the Task Force is to engage and collaborate with the Phoenix community to enhance police relations by creating dialogue and partnerships, and develop and implement an action plan that will increase confidence that Phoenix Police Department employees will treat all people with respect, dignity, and professionalism.

**OTHER INFORMATION**

The task force is a partnership between the community, City of Phoenix Police Department, and City Management. The task force process is being facilitated by Equal Opportunity Director Lionel Lyons and is chaired by Assistant City Manager Ed Zuercher and Assistant Police Chief Jeri Williams.

To date, the Task Force has met three times, and another meeting is scheduled on June 10, 2010. The Task Force has organized its work, received information on Police statistics, and is now in the process of brainstorming ideas for further information and consideration. The Task Force is also considering public hearings, focus groups, teen summits, and other methods of community engagement. Also, as part of this process, a representative of the U.S. Department of Justice Community Relations Services, Ron Wakabayashi from the Los Angeles Office, has been an observer of each of the meetings, and will continue to participate and advise the Task Force in its future meetings.

**RECOMMENDATION**

This item is for information only. No Council action is required.

Below is the Task Force Members List

**City Manager's  
Community Engagement and Outreach Task Force**

1. Gene D'Adamo – Arizona Republic
2. Jeri Kishiyama Auther, Japanese American Citizens League
3. Jocquese Blackwell – Maricopa County Public Defender's Office
4. Gene Blue – OIC
5. Edward G. Carter - Pastor, Prayer Assembly COGIC
6. Benjamin Chee – Native American Heritage Coalition
7. Mr. & Mrs. James and Terrie Cooperman – Residents of Maryvale
8. Mr. George Dean - Greater Phoenix Urban League
9. DeDe Devine – Police Advisory Board
10. Dr. Paul Eppinger - Arizona Interfaith
11. Rory Gilbert - Maricopa County Community College District
12. Will Gonzales – Community Prosecution
13. Dr. Ann Hart – Police Advisory Board
14. Carole Coles Henry – Resident
15. Edmundo Hidalgo – President & CEO, Chicanos Por La Causa
16. Melissa S. Ho – Asian American Bar Association
17. Terri Jackson – Human Relations Commission
18. LaShawn Jenkins – Human Relations Commission, Chair
19. Patrick Kelly – Police Advisory Board
20. Gail Knight – Community Excellence Project
21. Adolfo Maldonado –Lindo Park Resident
22. Art McKinn - Resident
23. Gibson McKay – Resident
24. Andrew Miller – Police Advisory Board
25. Raul Monreal – South Mountain Community College
26. Julian Claudio Nabozny – Police Advisory Board
27. Reverend Eva Nunez – Lutheran Ministries
28. Jose Luis Padilla – Univision
29. Luz Pardo – Youth Representative
30. Janey Pearl - Arizona Department of Health Services
31. Milton Pleasant- Pastor, Abundant Life Baptist Church
32. Gerald Richard – Attorney General's Office
33. Lawrence Robinson – Resident
34. Luz Sarmina - Valle Del Sol
35. Phil Pangrazio - ABIL
36. Dr. Frank Scarpati - CEO for Community Bridges
37. Omar Shahin – Police Advisory Board
38. R. J. Shannon – Arizona Department of Health Services
39. Rana Sodi – Police Advisory Board
40. Louisa Stark - Resident
41. Kevin Starrs – Catholic Diocese of Phoenix
42. Bill Straus – Police Advisory Board
43. Matthew Whitaker - Arizona State University
44. George Young – South Mountain Community College
45. Tony Zuniga - Attorney

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CITY CLERK DEPT.  
2010 JUN 11 AM 7:46

**CITY OF PHOENIX  
CITY COUNCIL POLICY SESSION  
TUESDAY, JUNE 8, 2010 - 2:00 P.M.  
CITY COUNCIL CHAMBERS  
200 WEST JEFFERSON**

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Pursuant to A.R.S. § 38.431.02, notice is hereby given to the members of the City Council and to the general public that the City Council will hold a meeting open to the public on Tuesday, June 8, 2010, at 2:00 P.M. located in the City Council Chambers, 200 West Jefferson, Phoenix, Arizona.

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1:00 P.M. - AN EXECUTIVE SESSION WAS CALLED FOR THIS TIME AT THE POLICY MEETING OF MAY 11, 2010.

**THE TIMES LISTED FOR AGENDA ITEMS ARE ESTIMATED. ITEMS MAY BE DISCUSSED EARLIER OR IN A DIFFERENT SEQUENCE.**

**Action Taken:**

Vice Mayor Nowakowski called the meeting to order at 2:19 p.m. with Council members DiCiccio, Mattox, Neely, and Williams present. Councilman Johnson joined the meeting at 2:26 p.m. Mayor Gordon and Council members Gates and Simplot were absent.

ESTIMATED COUNCIL INFORMATION AND  
1. 2:00 P.M.- FOLLOW-UP REQUESTS.

This item is scheduled to give City Council members an opportunity to publicly request information or follow-up on issues of interest to the community. If the information is available, staff will immediately provide it to the City Council member. No decisions will be made or action taken.

**Action Taken:**

Councilwoman Williams reported on the Wet 'n' Wild theme park charity fundraiser event from Saturday, June 5, 2010, noting proceeds from the event went to the Phoenix, Firefighters' Adopt-A-Pool-Fence Program. Trevor Wilson, Director of Marketing, for Wet 'n' Wild theme park provided a check to the Phoenix Fire Department in the amount of \$2,150 for the Adopt-A-Pool-Fence Program. Councilwoman Williams presented the Wet 'n' Wild theme park with a Friend of Phoenix Award.

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**POLICY SESSION AGENDA**

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**CONSENT AGENDA.**

This item is scheduled to allow the City Council to act on the Mayor's recommendations on the Consent Agenda. The Consent Agenda has been publicly posted.

**Action Taken:**

Councilwoman Neely motioned for approval of the items on the Consent Agenda. Councilman Mattox seconded the motion, which passed 6:0.

**CALL FOR AN EXECUTIVE SESSION.**

A vote to call an Executive Session may be held.

**Action Taken:**

Councilwoman Neely motioned City Council, pursuant to Arizona Revised Statutes, Section 38-431.02, meet in Executive Session on Monday, June 14, 2010 at 9:00 a.m., Wednesday, June 16, 2010 at 2:00 p.m., Wednesday, June 23, 2010 at 2:00 p.m., Wednesday, July 7, 2010 at 12:00 p.m., Tuesday, August 31, 2010, at 1:00 p.m., and Tuesday, September 14, 2010 at 1:00 p.m. in the East Conference Room, 12<sup>th</sup> Floor of the Phoenix City Hall, 200 West Washington Street, Phoenix, Arizona. Councilman Johnson seconded the motion, which passed 6:0.

**AGENDA ITEMS.**

This item is scheduled to give City Council members an opportunity to ask questions about the Formal Agenda on June 9, 2010. If the information is available, staff will immediately provide it to the City Council member.

**Action Taken:**

There were no questions about the upcoming Formal Agenda.

**REPORTS AND BUDGET UPDATES BY THE CITY MANAGER.**

This item is scheduled to allow the City Manager to report on changes in the City Council Agenda and provide brief informational reports on urgent issues. The City Council may discuss these reports but no action will be taken.

**Action Taken:**

City Manager David Cavazos announced several awards and recognitions the City or Employees recently received, including: the Maryvale Revitalization Corporation honored Tim Boling from the Neighborhood Services Department, Bill Rhymes from the Human Services Department, Rod Saubel from PHX11, and Tyre Davis from the Parks and Recreation Department for their work in making a positive impact in the Maryvale

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Community; the Arizona Association for Economic Development named Community and Economic Development Deputy Director Cynthia Spell the Arizona Workforce Development Practitioner of the Year; Water Services Department David Dill was named Large Water Treatment Plant Operations Supervisor of the Year at the Arizona Water Conference; Amelia Hughes from the Public Works Department received the Patriot Employer Award from the National Committee for Employer Support of the Guard and Reserve; and Lynn Fraser from Information and Technology Services was recognized in a new awards program from the Arizona Digital Government Summit.

**ESTIMATED**

2. 2:30 P.M.-

**EMPLOYEE SERVICE/  
SUGGESTION RECOGNITION  
ANNOUNCEMENTS (NO  
REPORT)**

Staff: Cavazos, Smith  
(Presentation 10 min.)

This item is for information only. No City Council action is required.

Councilwoman Williams presented an Employee Service Recognition award to Mr. Richard Quinones for 25 years of service with the City.

City Manager David Cavazos recognized Parks and Recreation Department employees Miguel San Miguel and Gary Standard for their Employee Suggestion Award which saved the City nearly \$28,000.

**ESTIMATED**

3. 2:40 P.M.-

**AUTHORIZATION TO ENTER  
INTO CONTRACT WITH FOOD  
BANK PROVIDERS**

Staff: Naimark, Hurtado  
(Presentation 10 min.)

This report requests City Council approval to enter into contract with selected organizations who responded to a Request for Proposals (RFP) to provide food and non-food items to Phoenix residents.

This item is for information only, discussion and possible action.

**Action Taken:**

Deputy City Manager Rick Naimark introduced the item, noting staff was requesting Council approval to enter into contract with community food bank providers. Mr. Naimark then introduced Human Services Director Gloria Hurtado. Ms. Hurtado commented on the City's recent implementation of a 2% sales tax on food, noting the tax's potential negative impacts to the working poor. She stated the City's budget included \$250,000 for community food banks to mitigate the impact of the food tax on lower income residents. Ms. Hurtado indicated the funds were available through City

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employees' pay concessions. She outlined the City's competitive Request for Proposals (RFP) process, noting responsive proposals from four food bank providers. Ms. Hurtado recommended contracts for: St. Vincent DePaul for \$85,500; Desert Mission for \$72,000; ICM Food & Clothing Bank for \$67,500; and St. Mary's Food Bank Alliance for \$25,000. Mr. Naimark noted the Seniors, Families, and Parks Subcommittee recommended Council approval for the item.

Councilwoman Williams commented on the City's commitment to its residents and motioned approval for the item. Councilman Mattox seconded the motion, which passed 6:0.

Backup included in Council packet/City Clerk's Office.

**ESTIMATED**

**4. 2:50 P.M.-**

**COMMUNITY ENGAGEMENT  
AND OUTREACH TASK FORCE  
UPDATE**

Staff: Cavazos, Zuercher  
(Presentation 10 min.)

This report provides an update on the status of the City Manager's Community Engagement and Outreach Task Force.

This item is for information only. No City Council action is required.

**Action Taken:**

City Manager David Cavazos introduced the item and Assistant City Manager Ed Zuercher, Assistant Police Chief Jeri Williams, and Equal Opportunity Department (EOD) Director Lionel Lyons. Mr. Zuercher indicated the Community Engagement and Outreach Task Force was created after the March 19, 2010 Police Department incident related to Councilman Johnson, noting the Task Force was established to address community members' concerns about the relationship between the Police Department and the Community. He stated the Task Force's mission was to engage and collaborate with the Phoenix community to enhance police relations. Mr. Zuercher reported the Task Force process was co-chaired by Assistant Police Chief Jeri Williams, was facilitated by EOD Director Lionel Lyons, and included a representative from the U.S. Department of Justice Community Relations Services, Ron Wakabayashi. He commented on the Task Force members' generous donation of time and resources during the engagement and outreach process.

Assistant Police Chief Williams indicated the Task Force had already met three times, noting the next meeting was scheduled for Thursday, June 10. She stated the Task Force members had requested information on Police policies, procedures, and training. She commented on the members' commitment to enhancing Police and community



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relations and indicated the group was reviewing three specific questions to guide their process, including:

- What information do you need from staff to accomplish your mission?
- Based on your participation as a member of the Task Force, what are you planning to do to help us achieve our mission?
- What do you perceive to be the challenges faced by the Phoenix Police Department in its efforts to enhance relationships within the community?

Assistant Police Chief Williams stated the Task Force planned on holding public hearings and teen summits to obtain additional input on the issue. She affirmed the Police Department's commitment to the process and indicated staff would return to Council in the fall with the Task Force's recommendations.

Councilwoman Williams remarked on the Task Force's vigorous activity, noting the challenges of addressing the issue. She commented on its members' crucial role in disseminating the group's findings and recommendations to the greater community.

Councilwoman Neely asked staff to provide Council members with the dates and agendas for the group's upcoming meetings. Mr. Zuercher stated staff would provide Council with meeting dates as they are established by the Task Force.

Backup included in Council packet/City Clerk's Office.

**ESTIMATED**

5. 3:00 P.M.-

**INNOVATION AND EFFICIENCY  
TASK FORCE –  
RECOMMENDATIONS AND  
UPDATE**

Staff: Cavazos, Murphy,  
Cotton  
(Presentation 10 min.)

This report provides an update on the progress of the Innovation and Efficiency Task Force and requests City Council approval of the Innovation and Efficiency Task Force Consolidation Report – Phase II and restructuring of the Human Services Department Reserve-A-Ride program.

This item is for information, discussion and possible action.

**Action Taken:**

City Manager David Cavazos introduced the item, noting recent work by the Innovation and Efficiency Task Force to identify cost-saving opportunities for the City. Mr. Cavazos

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introduced Public Transit Director Debbie Cotton, Aviation Director Danny Murphy, and Human Services Director Gloria Hurtado.

Mr. Murphy commented on the Task Force's composition, noting membership was comprised of City staff and Phoenix residents. Mr. Murphy stated staff was requesting Council approval of the Innovation and Efficiency Task Force Consolidation Report – Phase II and the restructuring of the Human Services Department Reserve-A-Ride program. He then introduced Human Services Director Gloria Hurtado.

Ms. Hurtado reviewed the Innovation and Efficiency work group's Consolidation Report, highlighting the process utilized to identify departments and functions for consolidation. She explained the group compiled Department and Function Head recommendations and scheduled individual meetings to evaluate consolidation options. Ms. Hurtado indicated the group also conducted research on organizational structures across other large cities as part of their comparative analysis. She commented on the City's Phase I consolidations and outlined Phase II recommendations, noting proposed consolidations for:

- Family Advocacy Center and Human Services;
- Office of Protocol & Phoenix Sister Cities and Office of Cultural Affairs;
- Historic Preservation and Planning & Development Services;
- Youth and Education and Library, PIO & Neighborhood Services;
- Light Rail and Public Transit;
- Sustainability and Public Works; and
- The restructuring of the Office of Emergency Management

Ms. Hurtado stated, if approved, the consolidation and restructuring measures would take effect in July and had an estimated savings of \$500,000.

Councilwoman Williams expressed her support for maintaining the Youth and Education Programs Office's viability despite the consolidation, noting the office's notable contributions to schools and residents. Deputy City Manager Jerome Miller commented on the Youth and Education Office's programs and affirmed staff's desire to preserve the department's functions and services amid consolidation activities. Mr. Miller recognized Youth and Education Programs Office Director Deborah Dillon for her contributions to the program.

Councilwoman Neely commented on the importance of preserving the Youth and Education Programs Office's services and asked staff to ensure that its functions remain intact. She commented on Deborah Dillon's contributions to the Youth and Education Office and remarked on the office's beneficial programs including College Depot and Principal for a Day.

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Marvin Rochelle, resident, expressed support for transitioning the Reserve-A-Ride program with the Public Transit Department.

Robin Hanna, resident, expressed support for the Youth and Education Programs Office and voiced her concerns about the proposed consolidation.

Ms. Hurtado reviewed the Task Force's recommendations for operational efficiencies for the Reserve-A-Ride program and outlined the benefits of transferring the Reserve-A-Ride program to the Public Transit Department. She explained the Public Transit Department had the technical expertise to successfully provide the service, adding the transfer would also eliminate duplicate functions and costs and save the City approximately \$860,000 per year. Ms. Hurtado also noted the potential for \$35,000 in additional administrative savings, noting a total potential savings of nearly \$1 million.

Councilman Mattox remarked on recent e-mails and phone calls received by his office from residents expressing concern about the program transfer. He recommended staff promptly disseminate accurate information about the service transfer to alleviate residents' concerns. Ms. Hurtado affirmed staff's responsibility to share accurate information about the service transfer and detailed the department's plans for disseminating the information.

Councilwoman Williams suggested staff provide written notice to senior centers about the service transfer.

Ms. Cotton reported on consultant voluntary fee reductions, noting several consultants who voluntarily reduced fees by 3 percent for work performed from May 2010 through June 2011. She also reported on the City's shift to paperless pay stubs, noting an approximate savings of \$85,000 annually. Ms. Cotton reviewed the Task Force's next steps, including expanding the work group with private sector members and evaluating department consolidations.

Ms. Diane Schardt, resident, expressed support for the Reserve-A-Ride program and voiced her concern about its transfer to the Public Transit Department.

Councilman DiCiccio commented on the Senior Cab taxi voucher program available to seniors through Public Transit Department, noting residents could find the service more amenable to their needs. Ms. Cotton stated the City had over \$300,000 available in vouchers for the taxi cab service. She indicated senior residents could purchase a voucher for \$12 and receive \$40 worth of service, noting staff would share additional information about the Senior Cab program with interested seniors.

Mr. Prince Arthur VIII, resident, expressed support for the Youth and Education Programs Office and voiced his concerns about the proposed consolidation.

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Ms. Greta Rogers, resident, complimented the Innovation and Efficiency Task Force on its recent work. She expressed support for the Reserve-A-Ride program, noting the City should consider eliminating Neighborhood Circulators and utilize the funding to preserve Reserve-A-Ride.

Councilman Johnson asked whether Senior Cab taxi service rates were regulated by the City. Mr. Cavazos responded no, noting the taxi system was only regulated at the airport.

Councilwoman Neely asked if the voucher program utilized specific taxi cab providers selected through an RFP process. Ms Cotton replied the taxi cab service was contracted out through MV Transportation, noting it was a sub-regulating program whereby residents had several taxi cab service provider options. Ms. Cotton added the Public Transit Department could suspend providers from the program for unsatisfactory service.

Councilman Johnson recommended staff consider regulating price for taxi cab services and remarked on the importance of ensuring the quality of cab service provided. He asked if residents could purchase more than \$40 worth of cab service. Ms. Cotton indicated the \$40 limit was staff's recommendation based on prevailing service usage trends. Councilman Johnson further questioned if staff would consider raising the \$40 service limit. Ms. Cotton responded staff would consider such requests on a case-by-case basis.

Councilman DiCiccio acknowledged the Innovation and Efficiency Task Force's progress in identifying additional savings for the City, adding he was pleased to see the group's proposed \$10 million in savings could surpass original expectations. He asked if the Task Force planned on recommending additional cost-saving measures. Mr. Murphy replied yes, noting staff was currently reviewing additional efficiency measures and right-sourcing opportunities.

Councilman DiCiccio asked if the positions identified for reduction in the Reserve-A-Ride program were vacant or filled positions. Ms. Hurtado responded the positions were filled positions.

Councilman DiCiccio inquired about the current total number of vacancies in the City and their estimated cost. Mr. Cavazos replied there were approximately 1,000 vacant positions in the City, noting staff could not estimate their total cost due to the varied nature of the positions.

Councilman DiCiccio asked for the City's cost of labor as a percentage of its overall budget. Mr. Zuercher estimated approximately 95 percent for the Police Department and 80 to 85 percent for other departments, noting labor was a crucial part of the City's

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service-oriented business. Mr. Cavazos stated staff would compile labor cost information for Council.

Councilman DiCiccio stated labor costs were the City's highest expense and asked what measures staff had undertaken in reducing costs per full-time employee. Mr. Cavazos replied staff had undertaken rigorous negotiations with employee unions to reduce labor costs and reached agreements on salary and benefit concessions totaling 3.2 percent for all employees. Mr. Cavazos commented on the City's positive management/labor relations, noting the partnership had achieved significant savings for the City. He also commented on savings achieved through personnel reductions and stated that the City's expenditures were down while revenues were slowly increasing.

Councilman DiCiccio asked what the average cost per employee was. Mr. Cavazos stated individual cost per employee was not immediately available. Mr. Zuercher added the information would be available in a December report.

Councilwoman Neely stated inquiry into average cost per employee would be better addressed during the budget cycle, adding the City's current goal was to explore overall savings options.

Councilman DiCiccio recommended staff revisit City labor costs and utilize private sector costs for a comparative analysis.

Vice Mayor Nowakowski inquired about the types of positions cut during the consolidation process. Ms. Hurtado replied executive, supervisory, and administrative positions will be cut.

Councilwoman Neely stressed the importance of establishing a strong management/labor partnership to reduce the City's overall cost of doing business.

Mr. Murphy stated staff would return to Council with additional recommendations after the summer break.

Councilman Johnson commented on the City's cost-saving measures, noting the importance of right-sourcing services. He also remarked on the high quality of services offered by the City, noting quality of services should not be sacrificed at the expense of cutting labor costs.

Councilwoman Neely motioned for approval of the item and requested that the Law Department provide additional guidance on labor cost guidelines per the City Charter. Councilwoman Williams seconded the motion, which passed 6:0.

Backup included in Council packet/City Clerk's Office.

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**ESTIMATED**

6. 3:10 P.M.-

**PHOENIX WEST HIGH  
CAPACITY TRANSIT STUDY  
UPDATE**

**Staff: Zuercher, Hyatt  
(Presentation 10 min.)**

This report provides information to the City Council on the status of the Phoenix West (formerly I-10 West) Alternatives Analysis Study initiated in mid-2007. Preliminary staff recommendations for the study are included. These staff findings will be presented to the community for input this summer. Staff will return to the Council this fall after the public meetings with recommendations for Council review.

This item is for information only. No City Council action is required.

**Action Taken:**

Assistant City Manager Ed Zuercher acknowledged Assistant to the City Manager Maria Hyatt for her leadership and outstanding service to the City's Light Rail Program, noting her upcoming transition to the Water Services Department. Mr. Zuercher introduced the item and Management Assistant II Albert Santana. Mr. Santana reviewed the Phoenix West Alignment project's history, noting recommendations for High Capacity Transit Improvements in the I-10 Right-of-Way west of I-17. He remarked on crucial public, private, and governmental partnerships needed to garner community and political support for the program. Mr. Santana introduced METRO Planning Director Wulf Grote.

Mr. Grote discussed Phoenix West Mainline Station location considerations. He reviewed the alternate I-10 Light Rail alignment on the North side of the I-10 Freeway, indicating the alternate alignment option would provide better access to stations, opportunities for transit-oriented development (TOD), and more room for freeway improvements. Mr. Grote noted cost for the alternate alignment could be a potential issue. He commented on potential opportunities to collaborate with ADOT, noting the City could save money on the project by exploring collaboration efforts.

Councilman Mattox expressed support for exploring alternative options for the alignment. He remarked on exploring multi-modal transportation options and promoting TOD options for the project. He encouraged staff to seek opportunities to combine funding for the project. Councilman Mattox also suggested utilizing established contacts to investigate additional funding alternatives, noting previous ADOT Deputy Director Victor Mendez was now the Federal Highway Administrator.

Councilwoman Neely expressed support for promoting community livability and sustainability amid transportation development considerations, noting the elements were important considerations under the current Presidential administration. Mr. Grote stated METRO was evaluating both Light Rail Transit (LRT) and Bus Rapid Transit (BRT) technologies to determine which transit technology was most appropriate

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for the Phoenix West Corridor. He reviewed the LRT and BRT options, noting the advantages and disadvantages of each. Mr. Grote explained METRO performed a detailed evaluation of the numerous alignments between I-17/I-10 and downtown Phoenix and ultimately recommended using the I-17 southbound frontage road for the north-south connection and Jefferson Street for the east-west connection for HCT. He stated the option best addressed stakeholder input, capital and operating costs, neighborhood impacts, and economic development potential.

Mr. Grote discussed the Early Action Bus Program, noting the program would consist of improvements that would improve mobility, enhance transit service, and lay the groundwork for future HCT service. He presented on the program's proposed construction of a transit ramp from the I-10 median to I-17 southbound frontage road which would cut travel time from 79<sup>th</sup> Avenue to the State Capitol and generate significant cost savings due to shortened bus routes.

Councilman Mattox provided recommendations on the proposed ramp and suggested engaging local business owners about vacant properties adjacent to the project.

Mr. Grote stated METRO would continue working with ADOT on the project and collaborate with MAG to update the Regional Transportation Plan. He indicated METRO would return to Council with additional analyses and recommendations in October. Mr. Grote also commented on potential future Light Rail connections, noting the City of Glendale's interest in extending the rail as far as the Westgate City Center.

Councilman Mattox asked if Glendale had a dedicated funding source for a potential extension to Westgate. Mr. Grote replied yes, noting the City could fund such an extension through a dedicated sales tax. Councilman Mattox recommended thorough discussions regarding funding responsibilities before proceeding with such an option.

Councilwoman Neely recommended prioritizing Phoenix Light Rail expansion efforts, noting regional opportunities could also be taken into consideration if other cities had a dedicated funding source. She suggested staff explore Federal funding opportunities to entertain regional planning efforts and utilize MAG's guidance for additional perspective.

Councilman Johnson recommended prioritizing Phoenix Light Rail expansion efforts, noting Light Rail could also be extended south of downtown Phoenix. He expressed support for exploring regional opportunities with cities that would share in expansion costs.

Councilman Mattox left the meeting at 4:18 p.m.

Mr. Zuercher commented on the importance of project cost in consideration of Light Rail expansion efforts. He indicated the City was pursuing south-central Light Rail expansion funding options via a dedicated Federal funding source.

Ms. Hyatt remarked on staff's collaboration efforts with MAG on Light Rail expansion efforts, noting efficiencies and savings garnered through the process.

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Mr. Grote introduced Assistant State Engineer for the Arizona Department of Transportation (ADOT) Larry Langer. Mr. Langer commented on ADOT's planning efforts with METRO, noting ADOT supported METRO's recommendation for the Phoenix West Mainline. Mr. Langer stated ADOT would continue to work with the City and METRO in Light Rail planning efforts.

Councilwoman Neely suggested utilizing Proposition 400 planning funding for Light Rail planning and evaluation activities.

Diane Scherer, resident, expressed support for Light Rail expansion and voiced her concerns about challenges posed by Light Rail construction.

Bill Russell, resident, expressed support for TOD along the Light Rail route.

David Schwartz, resident and Executive Director of Friends of Transit (FOT), thanked Ms. Hyatt for her work with FOT. Mr. Schwartz commented on residents' desire for more transit options.

Backup included in Council packet/City Clerk's Office.

**ESTIMATED**

**3:50 P.M.- ADJOURNMENT**

Vice Mayor Nowakowski adjourned the meeting at 4:30 p.m.

For further information, please call the Management Intern, City Manager's Office, at 602-262-4449.

For reasonable accommodations, call the Management Intern at Voice/602-262-4449 or TTY/602-534-5500 as early as possible to coordinate needed arrangements.

Si necesita traducción en español, por favor llame a la oficina del gerente de la Ciudad de Phoenix, 602-262-4449 tres días antes de la fecha de la junta.

**PHOENIX CITY COUNCIL MEMBERS**

Councilman DiCiccio  
Councilman Gates  
Councilman Johnson  
Councilman Mattox  
Councilwoman Neely  
Councilman Simplot  
Councilwoman Williams  
Vice Mayor Nowakowski  
Mayor Gordon



**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 **Tuesday, November 23, 2010 at 10:00 a.m. located in the Subcommittee Room, 12<sup>th</sup> Floor, Phoenix City Hall, 200 West Washington Street, Phoenix, Arizona.**

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

The agenda for the meeting is as follows:

1.	<b>Call to Order</b>	Chairman Mattox
2.	<b>Approval of minutes of the October 5, 2010 Meeting.</b>  <b>This item is for Action.</b>	Subcommittee members  Page 5
3.	<b>Approval of minutes of the October 12, 2010 Meeting.</b>  <b>This item is for Action.</b>	Subcommittee members  Page 11
<b>Items 4-6 are for Information Only. Although no presentations are planned, staff will be available to answer questions.</b>		
4.	<b>MONTHLY CRIME UPDATE</b>  Staff will provide a report on current law enforcement efforts within the City. <b>Although no presentations are planned staff will be available for questions.</b>  <b>This report is for Information Only.</b>	Connie Kostelac, Police  Page 17
5.	<b>PROSECUTOR'S OFFICE INNOVATIONS &amp; EFFICIENCIES</b>  The purpose of this report is to provide the Public Safety and Veterans Subcommittee with information about the innovations, cost-saving measures, and increases in efficiency implemented by the Phoenix Prosecutor's Office. The office continually strives to streamline systems while providing justice to victims and meeting statutorily mandated requirements. <b>Although no presentations are planned staff will be available for questions.</b>  <b>This report is for Information Only.</b>	Aarón J. Carreón-Aínsa, City Prosecutor  Page 19

6.	<p><b>BIAS CRIMES UPDATE</b></p> <p>This report provides information to the Public Safety and Veterans Subcommittee regarding the Bias Crimes Detail for the Phoenix Police Department. <b>Although no presentations are planned staff will be available for questions.</b></p> <p><b>This report is for Information Only.</b></p>	<p>Jack Harris, Public Safety Manager</p> <p>Commander Louis Tovar</p> <p>Page 23</p>
7.	<p><b>CENTRALIZED BOOKING PROGRAM UPDATE</b></p> <p>This report provides an update of the Police Department Program to process all City of Phoenix arrestees at one location in the city. The primary goal of the program is to lessen officer time devoted to the arrest booking process.</p> <p><b>This report is for Information Only.</b></p>	<p>Jack Harris, Public Safety Manager</p> <p>Asst. Chief Kevin Robinson</p> <p>Page 25 10 minutes</p>
<b>Items 8-11 are for Information and Discussion</b>		
8.	<p><b>EMERGENCY MANAGEMENT COMMUNITY AWARENESS</b></p> <p>The purpose of this report is to provide an update to members of the Public Safety and Veterans Subcommittee on emergency management community awareness efforts.</p> <p><b>This report is for Information and Discussion.</b></p>	<p>Jack Harris, Public Safety Manager</p> <p>Scott Krushak, Emergency Management</p> <p>Debbie Cotton, Public Transit</p> <p>Robert A. Khan, Fire Chief</p> <p>Page 27 10 minutes</p>
9.	<p><b>POLICE RESERVE DIVISION</b></p> <p>The purpose of this report is to provide an update to the Public Safety and Veterans Subcommittee on the growth and achievements of the Police Reserve Division.</p> <p><b>This report is for Information and Discussion.</b></p>	<p>Assistant Chief Scott Finical</p> <p>Page 29 10 minutes</p>

10.	<p><b>CHILD PROSTITUTION AND HUMAN TRAFFICKING</b></p> <p>This report provides an overview of the Vice Enforcement Unit's efforts in combating Child Prostitution and Human Trafficking in the City of Phoenix.</p> <p><b>This report is for Information and Discussion.</b></p>	<p>Jack Harris, Public Safety Manager Commander Brent Vermeer</p> <p>Page 33 10 minutes</p>
11.	<p><b>COMMUNITY ENGAGEMENT AND OUTREACH TASK FORCE</b></p> <p>Staff will provide the subcommittee with an overview of the task force's efforts and the recommendations developed for City Council approval.</p> <p><b>This report is for Information and Discussion.</b></p>	<p>Ed Zuercher, CMO Asst. Chief Jeri Williams Lionel Lyons, EOD</p> <p><b>Verbal Report Only</b> 10 minutes</p>
12.	<p><b>Future Agenda Items</b></p>	<p>Chairman Mattox</p>
13.	<p><b>Adjournment</b></p>	<p>Chairman Mattox</p>

For further information, please call Charlene Reynolds, Management Assistant, City Manager's Office at 602-534-5561.

**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 Charlene Reynolds at Voice/602-534-5561 or TTY/602-534-5500 as early as possible to coordinate needed arrangements.

November 18, 2010

**Phoenix City Council  
Public Safety and Veterans Subcommittee  
Summary Minutes  
Tuesday, November 23, 2010**

CITY CLERK DEPT.  
2011 FEB 16 AM 9:19

City Council Subcommittee Room  
Phoenix City Hall, 12<sup>th</sup> Floor  
200 West Washington Street  
Phoenix, Arizona

**Subcommittee Members Present**

Councilman Claude Mattox  
Councilman Michael Johnson  
Vice Mayor Michael Nowakowski  
Councilwoman Thelda Williams

**Subcommittee Members Absent**

none

**Staff Present**

Penny Parrella	Ed Zuercher
John Wayne Gonzales	Scott Krushak
Sam Feldman	Charlene Reynolds
Martha Perez-Loubert	Jason Harrell
Jennifer Gilbertson	Roxanne Song Ong
Jim Gallagher	Chris Bray
Eric Jeffery	Louis Tovar
Jeff Young	Kevin Robinson
Jeri Williams	Mike Kurtenbach
Geary Brase	Umayok Novell
Vicki Hill	Connie Kostelac
Marie Chapple	Ester Reeves
Robin Brown	Debbie Cotton
Scott Finical	Scott Finical
Tracy Montgomery	Brent Vermeer
Lionel Lyons	Judy Lorch

**Public Present**

Greta Rogers  
Tom Milton  
Serena Del Mundo  
John Pellizzari

**1. Call to Order**

Chairman Mattox called the meeting to order at 10:05 a.m. with Vice Mayor Nowakowski and Councilwoman Williams present. Councilman Johnson arrived at 10:15 a.m..

**2. Approval of minutes of the October 5, 2010 Meeting.**

Councilwoman Williams motioned for approval of the minutes. Vice Mayor Nowakowski seconded the motion, which passed 3:0.

**3. Approval of minutes of the October 12, 2010 Meeting.**

Councilwoman Williams motioned for approval of the minutes. Vice Mayor Nowakowski seconded the motion, which passed 3:0.

**4. Monthly Crime Update**

This report was for Information Only. No presentation was planned.

**5. Prosecutor's Office Innovations & Efficiencies**

This report was for Information Only. No presentation was planned.

Councilwoman Williams stated the report was impressive, and congratulated the Prosecutor's Office on their accomplishments.

**6. Bias Crimes Update**

This report was for Information Only. No presentation was planned.

**7. Centralized Booking Program Update**

Jack Harris, Public Safety Manager, introduced the item. Assistant Police Chief Kevin Robinson stated the program was working well and that it was a more efficient process. He described the costs and funding sources for the program. He described the results of the program, including saving the average officer 90 minutes in processing time per subject booked. He stated the Western Union funds were set to expire on June 30, 2011, and Police was working to assess options for continued funding. He stated the next steps for the program were to staff the program with civilians, instead of sworn officers, and to include an initial court room appearance as well.

Chairman Mattox asked if the process was slowed by the County Jail system.

Councilman Johnson arrived at 10:15 a.m.

Assistant Chief Robinson stated they have worked to overcome those issues by collaborating with the County and evaluating internal processes.

Mr. Harris stated if the initial courtroom appearance is included in this pilot program in the future, there is an opportunity to save money through reduced booking fees.

Ed Zuercher, Assistant City Manager, stated Police was working with Judge Song Ong to test the pre-booking process without spending additional funds. He stated continued funding of the program was critical, and that the efficiencies of the Centralized Booking Program were time efficiencies, but have not yet created financial savings.

Councilman Johnson stated there appears to be cost savings connected with this program, including a lower cost per person booked.

Mr. Zuercher stated the Budget and Research Department was looking into those savings.

Councilwoman Williams stated she was initially skeptical of the program at first, but she was impressed by the results. She stated she was interested in learning more about civilianizing the process.

Mr. Harris stated he was looking into rotating officers in and out of these positions. He stated the Greenway facility would serve northern areas of Phoenix, which would reduce congestion at the South Command Station. He stated staff was looking into using video conferencing for the initial appearance.

Chairman Mattox asked about continuing the program when the Western Union money is no longer available. Mr. Zuercher stated staff was looking into the issue.

#### **8. Emergency Management Community Awareness**

Scott Krushak, Emergency Management Coordinator, introduced the item. Commander Jeffery Alexander stated the Transit Watch program is a campaign sponsored by the Federal Transit Administration, in cooperation with the Public Transit Department and the Transit Bureau of the Police Department. The program is designed to encourage reporting of suspicious activity or packages in and around public transit operations and infrastructure.

Commander Geary Brase described the Arizona Counter Terrorism Information Center and the Community Liaison Program. He stated the program was established to provide a direct link to ACTIC and residents, businesses, and Tribal Nations. He stated ACTIC focused on businesses crucial to infrastructure, and that the Community Engagement Response Team focused on the individuals and residents in Phoenix.

Councilwoman Williams asked if there had been any serious threats to downtown businesses, other than SB 1070 protests. Mr. Krushak stated the program was initiated as a terrorism-related program, but the communications infrastructure with the community could also be used for natural disasters or accidental threats, for example a gas leak. He stated the network developed for terrorism has multiple public safety related uses.

Mr. Krushak described the Community Engagement Response Team (CERT), which educates the community on prevention, response, and recovery to public safety emergency situations. He stated the program was funded through federal grants.

Chairman Mattox asked if CERT was involved in the response to Hurricane Katrina. Mr. Krushak stated CERT was involved in mass care and sheltering, and that CERT teams can be dispatched nationally through inter-governmental agreements.

Chairman Mattox asked if CERT used neighborhood notification lists kept by Council staff. Mr. Krushak stated outside groups approach program staff for training, but that future plans included direct outreach to community groups. He stated groups could go to the website to find training opportunities. He stated the basic CERT training was two eight-hour training sessions.

Councilman Johnson asked how CERT is related to the Red Cross for disaster response. Mr. Krushak stated there were ties to the Red Cross for mass sheltering, for example.

#### **9. Police Reserve Division**

Assistant Chief Scott Finical described the mission and goals of the Police Reserve Division. He described the major accomplishments, including 56,220 donated hours in Fiscal Year 2009-2010, which provides an estimated value of service of \$3.5 million. He described the assignments of Reserve Officers, including patrol, detectives, air support, transit, specialty vehicles, training, community relations, and homeland defense. He described the recruitment strategies, and future strategies, including enhanced incentives and increased utilization and deployment.

Chairman Mattox asked if Reserve Officers were on call or were on regular schedules. Assistant Chief Finical stated Reserve Officers contributed both regularly scheduled and on-demand time. He stated there were always more volunteers for assignments than was requested.

Assistant Chief Finical described the Reserve Foundation and major contributors to the Foundation. He stated contributions included 5 Police Tahoes, radio equipment from Motorola, and computer equipment from Panasonic.

Councilman Johnson asked if the equipment was donated for use only by the Reserve Officers. Mr. Harris stated it was critical the equipment be used only by Reserve Officers to fulfill the intents of the contributors.

Assistant Chief Finical stated there were 16 recruits in the Reserve Officer Academy now, and they will undergo 720 hours of training.

Vice Mayor Nowakowski asked if homeowners associations could donate to the Police Reserves, and the Police Reserves could then focus patrols in that area. He stated this could be one way to support the Reserve Officers instead of the HOA hiring a private security firm.

Assistant Chief Finical stated he could research if this was possible. He stated he was interested in all forms of support. Mr. Harris stated there were

costs associated with the Reserve Officers and continuing to expand the program does increase costs.

Vice Mayor Nowakowski left the meeting at 11:05 a.m.

#### **10. Child Prostitution and Human Trafficking**

Commander Brent Vermeer described the priorities of the Vice Enforcement Unit, including juvenile prostitution investigations, pandering-pimp investigations, human/sex trafficking (foreign and domestic), and prostitution enforcement. He described the trends and finances involved in child prostitution.

Commander Vermeer described Operation Cross Country, the purpose of which was to identify, locate, and recover victims of child prostitution. He described the results, including multiple investigations and intelligence gathering. Commander Vermeer also described Operation Hydra, a year-long investigation that resulted in the arrest and sentencing of three adult pimps, and other investigations. Commander Vermeer stated there were 125 arrests related to child prostitution from 2008 to 2010, and more than 73 pandering or pimp convictions.

Commander Vermeer described the aftermath of child prostitution, including: post-traumatic stress disorder and resulting mental health issues; physical reminders, such as tattoos, sexually-transmitted diseases, etc; and intangible losses, such as lost childhood, lost educational opportunities, and the lack of job skills. Commander Vermeer described what was needed on this issue, including public awareness and education, safe placement for the victims, and additional training for police officers.

Councilwoman Williams asked where the victims were placed after they were removed from these situations. Commander Vermeer stated Project Streetlight was a new facility in Glendale that would be working to provide comprehensive services to victims of child prostitution. He stated non-governmental and faith-based organizations were the primary source of support.

Councilman Johnson asked what follow-up was expected next. Sergeant Chris Bray stated Arizona State University was conducting independent research into the issue.

Chairman Mattox stated the Arizona Legislature had been reluctant to rewrite State law to allow a more thorough prosecution of the individuals soliciting services from child prostitutes. Commander Vermeer stated the law was recently changed to eliminate the affirmative defense.



Former Councilmen Tom Milton, commended the Police Department for their work on this issue. He suggested bringing the issue back to the Subcommittee or to a summit to bring in multiple outside governmental and non-governmental partners to dive deeper into the issue. He stated a national resource guide was under development by former Councilwoman Peggy Bilsten.

Chairman Mattox stated the item should be placed on a future agenda to discuss further.

#### **11. Community Engagement and Outreach Force**

Mr. Zuercher introduced the issue and Assistant Police Chief Jeri Williams. Mr. Zuercher stated there would be a full presentation in the future on this item for the full City Council. He stated the main categories of recommendations were:

- Encourage community engagement/connectedness by the Phoenix Police Department.
- Identify and enlist community partners involvement to build better relationships with the Phoenix Police Department.
- Encourage community engagement/connectedness by Phoenix Police Officers.
- Improve officer training.
- Improve processes for accountability.

Assistant Chief Williams stated an implementation team would be carrying the recommendations forward, including many of the task force members involved in making the recommendations. She stated the recommendations would continue to be shared with the community for comment.

Mr. Zuercher stated it would be going to the full City Council in December or January. He stated legal and financial issues were continuing to be discussed on some of the specific recommendations, but that the Task Force was charged with recommending all ideas without undue concern for implementation. The implementation team would proceed with the next steps.

#### **12. Future Agenda Items**

Chairman Mattox asked that the child prostitution item stay on the list as a future agenda item for another update.

#### **14. Adjournment**

Chairman Mattox adjourned the meeting at 11:48 a.m.

Respectfully submitted,  
Samuel Feldman  
Management Intern

168913

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CITY COUNCIL REPORT

CITY CLERK DEPT. <sup>04</sup>

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POLICY AGENDA

2011 JAN -7 AM 8:03

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TO: David Cavazos  
City Manager

AGENDA DATE: January 11, 2011

FROM: Ed Zuercher  
Assistant City Manager

ITEM:5

Jeri Williams  
Assistant Police Chief

SUBJECT: COMMUNITY ENGAGEMENT AND OUTREACH TASK FORCE

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This report is to provide the City Council an update on the City Manager's Community Engagement and Outreach Task Force.

THE ISSUE

The City Manager's Community Engagement and Outreach Task Force was established as a community-based and long-term effort to address residents' concerns about Police Department interactions with the community. The task force consists of approximately 32 members representing a cross-section of our community (Attachment A). The primary mission is to recommend to the City Manager concrete steps to increase community access to, communication with and confidence in, the Phoenix Police Department.

The Task Force is chaired by Assistant City Manager Ed Zuercher and Assistant Police Chief Jeri Williams, and facilitated by Lionel Lyons, Director of the City's Equal Opportunity Department. A representative of the U.S. Department of Justice Community Relations Services, Ron Wakabayashi, observed Task Force sessions and offered advice and input from his experiences with the DOJ.

The Task Force recommendations to the City Manager are in Attachment B.

OTHER INFORMATION

From April through November 2010, the Task Force met 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. From the beginning, Task Force members made it clear they appreciated the difficult job of our Phoenix police officers. Task Force members approached this process from the perspective that while we have one of the best Police Departments in the nation, we must look for areas in which we can improve in order to better protect and serve our community.

Additionally, Task Force members reviewed the history of the past 20 years of resident panels and Police Department reforms that occurred after the police-involved shootings of Rudy Buchanan, Julio Valerio and Edward Mallet. They were realistic about making change in large organizations like the Phoenix Police Department and acknowledged the immense progress in community engagement the department has made in 20 years of effort.

In August, members also developed a public outreach process in order to gauge resident's perspectives/recommendations on improving communication with the Police Department. The public outreach schedule established by the Task Force included holding six public hearings at various City of Phoenix Senior and Community Centers (Devonshire, Paradise Valley, South Mountain, Maryvale, Sunnyslope, and Pecos).

In addition to the public hearings, there were three Teen and Young Adult Summits and nine focus groups (Interfaith; Hispanic Advisory Board; Small Business; Large Business; African American Clergy; Defense Bar; Gay, Lesbian; Bi-Sexual; Transgender, Non-profit; and Women) were held during the month of August.

During the month of October, the task force met several times to develop a set of draft recommendations. The Task Force recommendations fall into 5 broad categories: A) Encourage community engagement/connectedness by the Phoenix Police Department, B) Identify and enlist community partners to build better relationships with the Phoenix Police Department, C) Encourage community engagement/connectedness by Phoenix Police Officers, D) Improve officer training, and E) Improve processes for accountability. A total of 34 specific recommendations fall within these five categories.

These recommendations were shared with the Public Safety Manager and Police Management on November 3rd. Task Force members had an opportunity to hear from the Public Safety Manager how the Department will work with the community to address the concerns brought forth during this process. The Public Safety Manager has appointed a staff working group lead by Lt. Mike Kurtenbach to implement and track recommendations within the Department.

On November 9, 2010, the Task Force invited the previous public hearing, focus group, teen and young/adult summit participants to a public meeting to gather feedback on the draft recommendations. In general, participants acknowledged Phoenix has one of the best police departments in the nation, yet there is always room for improvement. The attendees did not request any substantive changes to the task force's original recommendations.

The task force's final meeting occurred on Thursday, November 18, 2010, to discuss its recommendations with the City Manager and lay the foundation for the implementation of the recommendations. In 2011, the citizen's task force will transform into an Implementation Review Team to track progress of the Police Department recommendations over the coming year. Staff will report to the Council on progress throughout the year.

## RECOMMENDATION

This report is for information and discussion. The City Manager has reviewed the recommendations and asked the Phoenix Police Department to begin its analysis and implementation.

Attachments

**ATTACHMENT A  
COMMUNITY ENGAGEMENT AND OUTREACH TASK FORCE  
MEMBERS**

Gene D'Adamo – Arizona Republic  
Jeri Kishiyama Auther, Japanese American Citizens League  
Jocquese Blackwell – Maricopa County Public Defender's Office  
Gene Blue – OIC  
James and Terrie Cooperman  
Benjamin Chee – Native American Heritage Coalition  
Dr. Paul Eppinger - Arizona Interfaith  
Rory Gilbert - Maricopa County Community College District  
Will Gonzales – Community Prosecution  
Dr. Ann Hart – Police Advisory Board  
Terri Jackson – Human Relations Commission  
Patrick Kelley – Police Advisory Board  
Gail Knight – Community Excellence Project  
Adolfo Maldonado – Lindo Park Resident  
Art McKinn - Resident  
Raul Monreal – South Mountain Community College  
Julian Claudio Nabozny – Police Advisory Board  
Luz Pardo – Youth Representative  
Janey Pearl - Arizona Department of Health Services  
Gerald Richard – Attorney General's Office  
Lawrence Robinson – Resident  
Phil Pangrazio - ABIL  
Dr. Frank Scarpati - CEO for Community Bridges  
Omar Shahin – Police Advisory Board  
R. J. Shannon – Arizona Department of Health Services  
Rana Sodi – Police Advisory Board  
Louisa Stark  
Bill Straus – Police Advisory Board  
George Young – South Mountain Community College  
Tony Zuniga – Certified Criminal Law Specialist

City of Phoenix Staff

Ed Zuercher, Co-Chair  
Jeri Williams, Co-Chair  
Marquita Beene, Equal Opportunity Department  
Marchelle Franklin, Mayor's Office  
Lionel Lyons, Equal Opportunity Department  
Toni Maccarone, Public Information Office  
Jerome Miller, City Manager's Office  
Reginald Ragland, Public Transit Department  
Charlene Reynolds, City Manager's Office  
Sgt. Mark Tovar, Police Department

## ATTACHMENT B

### COMMUNITY ENGAGEMENT AND OUTREACH TASK FORCE RECOMMENDATIONS

**MISSION:**

To engage and collaborate with the Phoenix community to enhance police relations by creating dialogue and partnerships. Develop and implement an action plan that will increase confidence that the Phoenix Police Department will treat all people with respect, dignity, and professionalism.

**TASK FORCE OBJECTIVES:**

Increase communication, access, and confidence in the Phoenix Police Department through community engagement, collaboration, and partnership.

Develop an action plan to improve the Police Department's relationship with the community.

Monitor the implementation of the action plan.

Communicate the accomplishments to the community.

RECOMMENDATIONS	RECOMMENDATIONS	RECOMMENDATIONS	RECOMMENDATIONS
A. Encourage community engagement/connectedness by the Phoenix Police Department.	B. Identify and enlist community partners involvement to build better relationships with the Phoenix Police Department.	C. Encourage community engagement/connectedness by Phoenix Police Officers.	D. Improve officer training.
<p>1. Develop a comprehensive community relations program which includes regular communications focused on community crime statistics, community relations and victim's rights.</p> <p>a. Use websites, social media, multi lingual communication, etc.</p> <p>b. Develop mechanisms to communicate more effectively with community-based organizations.</p> <p>c. Develop a regular State of the Police Department report.</p> <p>2. Improve communication at the precinct level by providing police management's contact information to the public.</p> <p>3. Provide school based education/awareness (including community colleges and universities within Phoenix) on city laws for students, parents, eagle scouts, explorers, etc.</p> <p>4. Survey the community in order to identify the community's attitudes toward police.</p> <p>5. Emphasize recruitment of minority officers to further ensure the Department reflects the communities it serves.</p>	<p>1. Enlist commitment of local leaders to develop, sponsor, and promote participation of the public and the Police Department.</p> <p>a. Participate in ride-alongs and the Citizen's Academy to gain a better understanding of what an officer deals with.</p> <p>b. Encourage community leaders, faith-based organizations, and non-profits to share community concerns with police officers on a regular basis.</p> <p>c. Invite the Police Chief and police management to speak or to attend functions.</p> <p>d. Conduct community-sponsored Town Hall meetings.</p> <p>2. Sponsor an interfaith "Annual Public Safety Day" event.</p>	<p>1. Require police officers to provide a professional card with their name, badge number, and supervisor's contact information whenever they interact with the public.</p> <p>2. Encourage officers to exit their vehicles daily to engage individuals and business owners.</p> <p>3. Serve as good will ambassadors and public safety facilitators by encouraging and recognizing officers who are functioning in other capacities in the community, such as coaching Pop Warner leagues and coordinating PAL events.</p> <p>4. Encourage partnerships between precinct officers and schools, community colleges and universities.</p> <p>5. Develop long-term individual relationships with community leaders, faith leaders and business owners.</p>	<p>1. Train, educate, and require officers to be more culturally competent regarding differences of race, color, national origin, sexual-orientation, and disability.</p> <p>2. Use appropriately trained community representatives including peer officers to conduct training.</p> <p>3. Train and require officer compliance with Operations Orders related to report writing.</p> <p>4. Educate officers that videoclipping of their actions in public is lawful and that their behavior at any time might be videotaped by an onlooker.</p>
<b>RECOMMENDATIONS/STRATEGIES</b>			
<p>1. Improve the process to address citizen complaints, use of force tracking, and police misconduct.</p> <p>a. Allow complainant to review officers' comments and submit additional information to the Professional Standards Bureau once the investigation has begun.</p> <p>b. Provide a process where complainants have the same level of representation during the complaint process as officers.</p> <p>c. Improve the process for notifying complainant of the status of their complaints including notifying complainants whenever the assigned investigator at PSB has changed.</p> <p>d. Establish ongoing multi-lingual/cultural campaign to explain the complaint and commendation process so that the public will understand the process better and use it.</p> <p>2. Conduct a pilot program to determine the effectiveness of installing dash cams with audio and</p>			
<b>E. Improve processes for accountability.</b>			

<p>video capability in patrol cars and offer recommendations to City Management.</p> <ol style="list-style-type: none"> <li>3. Require UA testing after every officer involved shooting.</li> <li>4. Evaluate public and business owners' involvement in reviewing allegations of police misconduct.</li> <li>5. Investigate for potential implementation, DPS's software program that classifies who, what, where, of those being cited in order to discern patterns of profiling.</li> <li>6. Create a single repository for personnel records of police officers and a single custodian of records.</li> <li>7. Work with members of the Defense Bar Focus Group to create an Ombudsman-type position for scheduling interviews of police officers.</li> </ol>					
<b>IMPLEMENTATION</b>					
					<ol style="list-style-type: none"> <li>1. Identify and engage current Task Force members to participate and monitor the implementation of recommendations developed by the Task Force.</li> </ol>



**CITY OF PHOENIX  
CITY COUNCIL POLICY SESSION  
TUESDAY, JANUARY 11, 2011 - 2:00 P.M.  
CITY COUNCIL CHAMBERS  
200 WEST JEFFERSON**

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Pursuant to A.R.S. § 38.431.02, notice is hereby given to the members of the City Council and to the general public that the City Council will hold a meeting open to the public on Tuesday, January 11, 2011, at 2:00 P.M. located in the City Council Chambers, 200 West Jefferson, Phoenix, Arizona.

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1:00 P.M. - AN EXECUTIVE SESSION WAS CALLED FOR THIS TIME AT THE POLICY MEETING OF DECEMBER 14, 2010.

**THE TIMES LISTED FOR AGENDA ITEMS ARE ESTIMATED. ITEMS MAY BE DISCUSSED EARLIER OR IN A DIFFERENT SEQUENCE.**

**Action Taken:**

Mayor Gordon called the meeting to order at 2:10 p.m. with Vice Mayor Williams, and Council members Gates, Mattox, Nowakowski, Neely, Simplot, and Johnson present. Councilman DiCiccio was absent.

ESTIMATED COUNCIL INFORMATION AND  
1. 2:00 P.M.- FOLLOW-UP REQUESTS.

This item is scheduled to give City Council members an opportunity to publicly request information or follow-up on issues of interest to the community. If the information is available, staff will immediately provide it to the City Council member. No decisions will be made or action taken.

**Action Taken:**

None.

CONSENT AGENDA.

This item is scheduled to allow the City Council to act on the Mayor's recommendations on the Consent Agenda. The Consent Agenda has been publicly posted.



**Action Taken:**

Vice Mayor Williams motioned for approval of the Consent Agenda. Councilwoman Neely seconded the motion, which passed 8:0.

**CALL FOR AN EXECUTIVE SESSION.**

A vote to call an Executive Session may be held.

**Action Taken:**

Vice Mayor Williams motioned that the City Council, pursuant to Arizona Revised Statutes, Section 38-431.02.A, meet in Executive Session on Tuesday, January 25, 2011; Tuesday, February 1, 2011; Tuesday, February 8, 2011; and Tuesday, February 15, 2011 at 1:00 p.m. in the East Conference Room, 12th Floor of Phoenix City Hall, 200 West Washington Street, Phoenix, Arizona. Councilman Johnson seconded the motion, which passed 8:0.

**AGENDA ITEMS.**

There are no agenda items this week since the January 12, 2011, Formal Meeting has been cancelled.

**REPORTS AND BUDGET UPDATES BY THE CITY MANAGER.**

This item is scheduled to allow the City Manager to report on changes in the City Council Agenda and provide brief informational reports on urgent issues. The City Council may discuss these reports but no action will be taken.

**Action Taken:**

City Manager David Cavazos presented a brief budget update. Mr. Cavazos stated general fund revenues were on track and said total revenue has grown. Mr. Cavazos said there was a deficit projected for next fiscal year, attributed to a decline in state-shared revenue and census information.

Councilman Johnson said next year the City was looking at possible 10% reductions and doing more with less. He said the City would be faced with cutting services and laying off employees, potentially impacting Police and Fire. Mr. Cavazos stated he asked departments to submit 10% budget reduction cards to present options to the Mayor and Council and said it was approximately one-third less than what was asked last year.

Councilwoman Neely asked if all departments were asked to submit 10% budget reduction cards. Mr. Cavazos stated all departments were asked to participate at the same level.

Mr. Cavazos announced several awards and recognition the City or employees recently received. Mr. Cavazos recognized Kelly Bucey of Public Works for a submission to the Employee Suggestion Program. Mr. Cavazos presented proclamations to Assistant Chief Jerri Williams and Budget and Research Director Cathy Gleason, both of whom were retiring.

ESTIMATED

2. 2:30 P.M.- EMPLOYEE SERVICE/  
SUGGESTION RECOGNITION Staff: Cavazos, Smith  
ANNOUNCEMENTS (NO (Presentation 10 min.)  
REPORT)

This item is for information only. No City Council action is required.

**Action Taken:**

Councilman Gates presented an Employee Service Recognition Award to Mr. Michael T. Green for 25 years of service with the City.

ESTIMATED

3. 2:40 P.M.- "MORE WITH LESS" AWARD Staff: Franklin  
(NO REPORT) (Presentation 10 min.)

This item is for information only. No City Council action is required.

**Action Taken:**

Mayor Gordon stated this award was handed out monthly to individuals, groups, and organizations who have contributed to doing "More With Less" in Phoenix. He stated the first award this month would go to the staff and community members who participated in the Encanto Diamond Jubilee and Fireworks Celebration. Mayor Gordon presented "More With Less" awards to: Jan Sherwood and Richard Taylor.

Mayor Gordon stated an award also went to the staff actively involved with the Weed and Seed program. Mayor Gordon presented "More With Less" awards to: Manuela Ramon and Roberto Friez.

ESTIMATED

4. 2:50 P.M.- GENERAL FUND BUDGET Staff: Zuercher, Gleason  
STATUS AND BUDGET (Presentation 10 min.)  
CALENDAR

This report updates the 2010-11 General Fund budget status, discusses the preliminary 2011-12 General Fund budget status, and asks Council to formally adopt the 2011-12 Budget Calendar. This year, we will be on a normal budget cycle for the first time in three years. This is due to revenues coming in as forecasted and expenditures being slightly below estimates.

This item is for information, discussion, and possible action.

Backup included in Council packet/City Clerk's Office.

**Action Taken:**

Assistant City Manager Ed Zuercher introduced Budget and Research Director Cathy Gleason. Ms. Gleason introduced the Deputy Budget and Research Directors Rick Freas, Tracy Reber, Jeffrey Barton, and Mark Cernetic and recognized all department staff for their hard work.

Ms. Gleason discussed 2010-2011 general fund revenues. She said through November, year-over-year growth was 1.9%. She discussed the 2010-2011 general fund status and said the 2010-2011 budget remained balanced. Ms. Gleason said early 2011-2012 revenue estimates indicated sales tax and other revenues are projected to grow modestly. She added, state-shared income tax collections, however, would be \$15 million less than in 2010-2011, and the 2010 census was expected to reduce Phoenix's relative share of the state's population, reducing the state-shared revenues. Ms. Gleason discussed the 2011-2012 general fund early status and said a deficit was expected as a result of the loss in state-shared income tax and a reduction in all state-shared revenues. Ms. Gleason said information currently available estimated the deficit to be between \$50 and \$80 million. She presented the 2011-2012 budget calendar and said staff would return to Council on February 15 with an updated budget status. Ms. Gleason requested Council adopt the 2011-2012 budget calendar.

Mr. Zuercher said information presented did not assume any information on state-shared formulas.

Councilman Nowakowski asked when the City would have the census data. Ms. Gleason said the information would not be available until March.

Mayor Gordon asked about the declining population in outlying areas and their level of significance. Ms. Gleason explained it was difficult to predict.

Mayor Gordon asked about a potential cap on the state-shared revenue base. Government Relations Director Karen Peters said it seemed shared revenue would stay at current levels and said more details would be available as the legislature began their session.

Mayor Gordon asked if there were any estimates as to what the State's projections are for what goes into the shared state revenue formula and the impact on future growth. Ms. Gleason explained she did not have detailed information. Ms. Gleason said it was wise to wait until the City had census data and sales tax revenues information.

Mr. Cavazos stated that to address the deficit the focus would continue to be on efficiencies, which staff would present to the Mayor and Council. He added there may also be financial transactions to address.

Councilman Gates asked about property tax devaluation and its effect on the general fund budget. Ms. Gleason stated property tax impact in the general fund would likely be minimal in 2011-2012.

Vice Mayor Williams motioned for approval. Councilmember Nowakowski seconded the motion, which passed 8:0.

**ESTIMATED**

5. 3:00 P.M.-

**COMMUNITY ENGAGEMENT  
AND OUTREACH TASK FORCE**

Staff: Zuercher, Harris  
(Presentation 30 min.)

This report is to provide the City Council an update on the City Manager's Community Engagement and Outreach Task Force.

This report is for information and discussion. The City Manager has reviewed the recommendations and asked the Phoenix Police Department to begin its analysis and implementation.

Backup included in Council packet/City Clerk's Office.

**Action Taken:**

Assistant City Manager Ed Zuercher introduced the item. He recognized the Community Engagement and Outreach Task Force members present: Gail Knight, Jocquese Blackwell, Gerald Richard, Ann Hart, Terri Jackson, Bill Strauss, Julian Nabozney, Patrick Kelly, Janey Pearl, and Jeri Kishiyama Auther. Mr. Zuercher recognized City Staff who were involved: Jeri Williams, Marquita Beene, Marchelle Franklin, Lionel Lyons, Toni Maccarone, Jerome Miller, Reginald Ragland, Charlene Reynolds, and Mark Tovar.

Mr. Zuercher introduced Assistant Chief Jeri Williams and Equal Opportunity Director Lionel Lyons. Mr. Zuercher discussed the Task Force mission statement, outlined task force objectives, and described the community engagement and outreach process. He said Ron Wakabayashi served as the Department of Justice Task Force advisor. Mr. Lyons said seven public hearings were held, two of which were in Spanish. He said approximately 350 people participated in public hearings, focus groups, and/or teen/young adults summits. Assistant Chief Williams presented the task force recommendations composed of the following five major categories:

- Encourage community engagement/connectedness by the Police Department.
- Identify and enlist community partners' involvement to build better relationships with Police.
- Encourage community engagement/connectedness by Officers.
- Improve Officer training.
- Improve processes for accountability.

Assistant Chief Williams said under the five major categories there were 23 recommendations, seven additional action steps to achieve the recommendations, and two recommendations challenging the community to collaborate with the Police Department.

Mr. Zuercher stated members of the implementation team would track progress.

Ann Hart stated being a member of the task force was an eye-opening experience and allowed those who participated to understand the situation from both sides.

Gail Knight stated the process engaged teens and young adults and emphasized the importance of working together. She stated Phoenix was often lauded for greatness and should continue along the same path.

Jocquese Blackwell said Phoenix Police were responsive to working on issues, stating it was important to ensure everyone had a seat at the table.

Julian Nabozny stated the recommendation helped build a bridge between the Police and community.

Councilman Johnson thanked all the members who sat on the committee and said it was important for there to be a connection between the community and the Police.

Councilman Nowakowski thanked all the volunteers and staff who worked on the Task Force. He stated it was important to implement the recommendations made by Task Force and to invite the Police Union to participate.

Councilwoman Neely stated accountability was the number one issue. She stated the issue needed to be addressed citywide and every Officer on the street needed to relate to the recommendations.

Councilman Simplot stated he applauded efforts, but said he was concerned the culture within the department ran very deep. He stated he was aware of instances against the Gay, Lesbian, Bisexual, & Transgender community. Councilman Simplot said the focus should be on the implementation team.

Vice Mayor Williams stated it was time for people to get involved and said Phoenix was one of the few cities that still involved the community.

Councilman Johnson thanked Public Safety Manager Jack Harris and Assistant Chief Williams.

Councilman Mattox stated he would appreciate quarterly updates.

Councilwoman Neely left the meeting at 3:25 P.M.

Councilman Gates said the recommendations made sense, especially connecting with community leaders.

Mayor Gordon said he appreciated hearing from the Task Force. Mayor Gordon said he was proud of the Police Department and it was led by a great team. He said the department assisted in the capture of two serial killers. Mayor Gordon said the City should look at innovative ways to add more training and take into consideration associated costs.

Councilman Johnson left the meeting at 3:30 P.M.

ESTIMATED

6. 3:30 P.M.-

STATE LEGISLATIVE UPDATE

Staff: Cavazos, Peters  
(Presentation 10 min.)

This report seeks approval, guidance, and direction from the Mayor and Council on State legislation of interest to the City.

This item is for information, discussion, and possible action.

Backup included in Council packet/City Clerk's Office.

ESTIMATED

7. 3:40 P.M.-

2011 FEDERAL LEGISLATIVE  
AGENDA

Staff: Cavazos, Peters  
(Presentation 10 min.)

This report describes the proposed federal legislative agenda of the City for the first session of the 112th Congress. Once input is received from the Mayor and Council, the agenda will define the City's federal legislative priorities and guide the City's lobbying activities at the federal level.

This item is for information, discussion, and possible action.

Backup included in Council packet/City Clerk's Office.

**Action Taken:**

Government Relations Director Karen Peters introduced Item 6 and 7, and Management Assistant II John Wayne Gonzales and Management Assistant III Tom Remes.

Mr. Gonzales said the legislative session began on Monday, January 10th with the Governor's State of the State. He said they anticipated the Governor to release details about the budget soon. Mr. Gonzales explained there were currently 181 bills introduced, none of which applied to the City.

Mayor Gordon said he came across a fireworks bill in the newspaper. Mr. Gonzales said it was a bill that could be coming forward.

Ms. Peters said the legislature passed its first bill relating to funeral protection.

Mr. Remes said they sought approval of the proposed legislative agenda and added the proposal was similar to previous years. He said the 112th Congress commenced with the House of Representatives appointing Speaker of the House John Boehner.

Greta Rogers congratulated the Community Engagement and Outreach Task Force and City staff for their work. Ms. Rogers urged the Mayor to work towards ensuring state-shared revenue remained untouched.

Vice Mayor Williams motioned for approval. Councilmember Nowakowski seconded the motion, which passed 8:0.

Mayor Gordon asked for a moment of silence for the tragic shootings in Tucson.

ESTIMATED  
3:40 P.M.- ADJOURNMENT

**Action Taken:**

Mayor Gordon Adjourned the meeting at 3:40 P.M.

For further information, please call the Management Intern, City Manager's Office, at 602-262-4449.

For reasonable accommodations, call the Management Intern at Voice/602-262-4449 or TTY/602-534-5500 as early as possible to coordinate needed arrangements.

Si necesita traducción en español, por favor llame a la oficina del gerente de la Ciudad de Phoenix, 602-262-4449 tres días antes de la fecha de la junta.

PHOENIX CITY COUNCIL MEMBERS

Councilman DiCiccio  
Councilman Gates  
Councilman Johnson  
Councilman Mattox  
Councilwoman Neely  
Councilman Simplot  
Councilman Nowakowski  
Vice Mayor Williams  
Mayor Gordon

**CITY COUNCIL REPORT**

TO: Ed Zuercher  
Assistant City Manager

CITY CLERK DEPT.

2011 JUN 24 AM 7: 46

FROM: Lionel D. Lyons, Director  
Equal Opportunity Department  
  
Joseph G. Yahner, Acting Police Chief  
Phoenix Police Department

SUBJECT: COMMUNITY ENGAGEMENT & OUTREACH IMPLEMENTATION TEAM

This report is to provide the City Council an update on the City Manager's Community Engagement and Outreach Implementation Team. The Team is an excellent example of community based involvement with the Phoenix Police Department. Several important initiatives are underway with the leadership of the Team and Police Management.

**THE ISSUE**

The City Manager's Community Engagement and Outreach Task Force was established in April 2010 as a community-based effort to address residents' concerns about Police Department employee interactions with the community. The Task Force consisted of approximately 32 members representing a cross-section of the community. The primary mission of the Task Force was to recommend to the City Manager concrete steps to increase community access to, communication with and confidence in the Phoenix Police Department.

The Task Force developed 34 specific recommendations that fall into five categories that were presented and approved by the City Council in January 2011. As an outgrowth of this action, the City Manager's Community Engagement and Outreach Implementation Team was established to monitor and review the implementation of the Task Force recommendations. The Implementation Team members were selected from the Community and Engagement and Outreach Task Force membership and other community and religious leaders. The Implementation Team has 11 members who represent the diversity of our community (Attachment A).

**OTHER INFORMATION**

The Implementation Team is chaired by Police Hispanic Advisory Board Chair and business owner Mr. Julian Nabonzy and Criminal Attorney Mr. Jocquese Blackwell. Assistant City Manager Ed Zuercher, Assistant Police Chief Kevin Robinson, and Equal Opportunity Department Director Lionel Lyons provide guidance and support to the Implementation Team. A representative of the U.S. Department of Justice (DOJ) Community Relations Services, Ron Wakabayashi, continues to provide advice and support based on his experiences with the DOJ.



From January 2011 to June 2011, the Implementation Team has met and developed subcommittees based on Community Engagement and Outreach Task Force recommendations outlined in five categories. Eight of the Individual Implementation Team members agreed to champion one or more of the five recommendation categories and work with the Police Department and community to accomplish the goals in each section. Attachment B is a list of the Implementation Team Champions and categories. The individual champions provide updates to the entire Implementation Team for approval. This time saving approach has allowed the Implementation Team members to focus on the specific recommendations of interest and created opportunities for the involvement of other community leaders and police employees to assist in this process.

A total of 34 specific recommendations fall within five categories. There are five recommendation categories (A-E):

A.	Encourage community engagement/connectedness to the Phoenix Police Department
B.	Identify and enlist community partners to build better relationships with the Phoenix Police Department
C.	Encourage community engagement/connectedness by Phoenix Police Officers
D.	Improve officer training
E.	Improve processes for accountability

The Police Department has met and often exceeded the recommendations and suggestions from the Implementation Team and the community. Attachment C is a detailed list of the accomplishments thus far. A summary of the accomplishments made in response to specific Task Force and community recommendations is detailed below:

- In response to the recommendation to conduct a pilot program to determine the effectiveness of installing dash cameras with audio and video capability in patrol cars and contacts provided by the chair of the Public Safety and Veterans Subcommittee, the Police Department began a video camera pilot program on March 21, 2011, involving the deployment of 18 TASER AXON camera systems within the Patrol Division. This program includes nine units in both South Mountain and Cactus Park Precincts. The pilot program will end on June 29, 2011.
- Upon approval by the City Council, the Police Department has also partnered with the ASU Center for Violence Prevention and Community Safety and submitted a Smart Policing Initiative grant to the Bureau of Justice Assistance requesting \$500,000 to purchase 50 on-officer camera systems for deployment in the Maryvale Precinct.
- In response to the recommendation to improve the process to address citizen complaints, use of force tracking, and police misconduct, the City Council authorized the Police Department to issue a Request for Proposal for an outside

<p>entity to conduct a comprehensive evaluation of the Professional Standards Bureau.</p>
<ul style="list-style-type: none"> <li>• In response to the recommendation to train, educate, and require officers to be more culturally competent regarding differences of race, color, national origin, sexual orientation, and disability, the Police Department developed a draft training program that will include vignettes of community leaders.</li> </ul>
<ul style="list-style-type: none"> <li>• In response to the recommendation to encourage community leaders, faith-based organizations, and non-profits to share community concerns with police officers on a regular basis, the Police Department has partnered with local business leaders to host monthly or bimonthly "Coffee with a Cop" events. The last event was held on June 4, 2011, at a McDonald's in South Phoenix.</li> <li>• Efforts are also underway with the community, business and faith-based leaders to host a Public Safety Day celebration in conjunction with G.A.I.N. on October 22 &amp; 23, 2011.</li> </ul>
<ul style="list-style-type: none"> <li>• In response to a recommendation to use websites, social media and multilingual communication to enhance communications with the community, the Police Department modernized and updated the web pages of all eight precincts. Five of the precinct web pages include videos made by the precinct commanders. The Police Department also created a Twitter account that, as of June 3, 2011, has 3,562 followers.</li> </ul>
<ul style="list-style-type: none"> <li>• In response to the recommendation to provide school-based education/awareness of city laws for students, parents, Eagle Scouts, and Explorers, the Police Department is developing a public safety education module for youth (middle/high schools) and young adults. The module will be initially tested as part of an ongoing mentoring program at the Espiritu NFL Yet College Prep Academy. Once the program is tested and improvements made then it will be used at other schools in the community.</li> </ul>
<ul style="list-style-type: none"> <li>• In response to the recommendation to encourage participation in ride-alongs and the Citizen's Academy to gain a better understanding of what an officer deals with, the Police Department expanded the number of academy classes from two to four and will conduct one class in Spanish. The Department also developed a shorter version of the Academy to accommodate community members who don't have the time to attend the full Academy.</li> </ul>
<ul style="list-style-type: none"> <li>• In response to the recommendation to require police officers to provide a professional card with their name, badge number, and supervisor's contact information whenever they interact with the public, the Police Department partnered with a local business leader to develop a template for the business card.</li> </ul>
<ul style="list-style-type: none"> <li>• In response to the recommendation to use appropriately trained community representatives, including peer officers, to conduct training, the Police Department will invite community representatives to participate in the training sessions in each of the precincts.</li> </ul>

- In response to the recommendation to develop a regular State of the Police Department Report, the Police Department combined elements of the monthly City Manager's Performance Report and the quarterly Police Department Digest to create the State of the Police Department Report. The first edition will be released in June 2011.

The Implementation Team will continue to provide quarterly reports on its progress.

#### RECOMMENDATION

This report is for information only. No City Council action is required.

#### Attachments

**Attachment A**  
**COMMUNITY ENGAGEMENT AND OUTREACH IMPLEMENTATION TEAM**  
**MEMBERS**

**Implementation Team Co-Chairs**

1. Mr. Jocquese Blackwell, Esq., Criminal Law Attorney & South Mountain Village Resident
2. Mr. Julian Claudio Nabozny, Chair of the Phoenix Police Department's Hispanic Advisory Board & South Mountain Village Business Owner

**Implementation Team Members**

3. Ms. Diane D'Angelo, Chair of the Phoenix Human Relations Commission
4. Dr. Ann Hart, Chair of the Police Department's African American Advisory Board & Arizona Department of Education Deputy Associate Superintendent
5. Ms. Terri Jackson, Phoenix Human Relations Commission Member & retired Maricopa County Court ADA Coordinator
6. Mr. Patrick Kelley, Chair of the Phoenix Police Department LGBT Advisory Board & Business Owner
7. Ms. Gail Knight, Member of the Phoenix Women's Commission, President of the Community Excellence Project & Community Development/Organizer Consultant
8. Mr. Raul Monreal, Phoenix Police Department's Hispanic Advisory Board Member & South Mountain Community College
9. Ms. Jeri Kishiyama, Japanese American Citizens League Member & Asian Chamber of Commerce Member
10. Ms. Shawn Pearson, Kingdom Communities of the Valley
11. Mr. Antonio R. Zúñiga, Esq., Certified Criminal Law Specialist

City of Phoenix Staff

Assistant City Manager Ed Zuercher  
Equal Opportunity Department Director Lionel Lyons  
Public Information Office Director Toni Maccarone  
Mayor's Office Co-Chief of Staff Marchelle Franklin  
Assistant Police Chief Kevin Robinson  
Lieutenant Mike Kurtenbach  
Sergeant Mark Tovar  
Officer Luis Samudio  
Equal Opportunity Department Staff Marquita Beene  
Public Transit Department Staff Reginald Ragland

**Attachment B**  
**COMMUNITY ENGAGEMENT AND OUTREACH IMPLEMENTATION TEAM**

**Recommendation Category Champions**

<b>Category</b>	<b>Champion</b>	<b>Cluster Group</b>	<b>Assigned Staff</b>
<b>A- Encourage Community Engagement/Connectedness with Youth/Young Adults by the Phoenix Police Department</b>	Gail Knight	Tony Zuniga Terri Jackson	Lt. Kurtenbach Sgt. Tovar Off. Samudio Ms. Beene
<b>B- Identify and enlist Community partners' involvement to build better relationships with the Phoenix Police Department.</b>	Shawn Pearson Julian Nabozny	Manny Torres Hilde Saizow Donna McHenry Roland Campbell	Mr. Ragland
<b>C- Encourage community engagement / connectedness by Phoenix Police officers</b>	Patrick Kelley		Lt. Kurtenbach Sgt. Tovar Off. Samudio
<b>D- Improve officer training</b>	Dr. Ann Hart Jocquese Blackwell	Diane D'Angelo Gail Knight	Lt. Kurtenbach Sgt. Tovar Off. Samudio
<b>E- Improve processes for accountability</b>	Jeri Auther Jocquese Blackwell Tony Zuniga	Diane D'Angelo	Assistant City Manager Zuercher Assistant Police Chief Kevin Robinson

## Attachment C

### Recommendation Category A

Encourage Community Engagement/Connectedness by the Phoenix Police Department

Recommendation	Accomplishment
<p>1. Develop a comprehensive community relations program which includes regular communications focused on community crime statistics, community relations, and victim's rights.</p> <p>a. Use websites, social media, multi-lingual communication, etc.</p> <p>c. Develop a regular State of the Police Department Report</p>	<p>The Police Department's web page has been modernized which made it more user-friendly. The updated web page includes scrolling videos, timely news and information, links to all eight precincts, and a link to the Task Force recommendations.</p> <p>All eight police precincts web pages have been updated. Five of the eight precinct web pages include videos recorded by the precinct commanders.</p> <p>The Police Department has created and is actively marketing a Twitter account that provides followers with timely, relevant information on important topics such as serious incidents, motor vehicle collisions, ongoing investigations, etc. As of June 3, 2011, this Twitter account had 3,563 followers.</p> <p>The Police Department is combining elements of the monthly City Manager's Performance Report and the quarterly Police Department Digest into a monthly report that will be available on the website. The first edition of this report will be released in June 2011.</p>
<p>3. Provide school based education / awareness on city laws for students, parents, eagle scouts, explorers, etc</p>	<p>Officers from South Mountain Precinct have previously implemented a mentoring program that engages students attending the Espiritu NFL Yet College Prep Academy. This mentoring program was created as part of a partnership between the school, the Police Department, and the private nonprofit organization, AZ Common Ground. The program included an opportunity for 13 students to attend a mini law enforcement academy experience on April 21, 2011. The Police Department is in the process of developing a public safety education module for youth (middle/high schools) and young</p>

adults. This module will be initially tested as part of the mentoring program and then improved to be implemented at other schools in the community.

**Recommendation Category B**

Identify and enlist community partners' involvement to build better relationships with the Phoenix Police Department.

<b>Recommendation</b>	<b>Accomplishment</b>
<p>1. Enlist commitment of local leaders to develop, sponsor, and promote participation of the public and the Police Department.</p> <p>a. Participate in ride-alongs and the Citizen's Academy to gain a better understanding of what an officer deals with.</p>	<p>The Department expanded the number of Citizen's Police Academy (CPA) from two classes annually to four. The second CPA class was just completed. The third CPA class of 2011 will be conducted in Spanish. The curriculum development and the recruitment of participants will be conducted in partnership with the Police Department's Hispanic Advisory Board.</p> <p>The Department has also developed a four-hour Police Academy Experience for those community members who cannot meet the time requirements for the CPA classes. The Police Academy Experience includes classroom instruction on deadly force encounters, decision making training, and force-on-force scenarios using simunition (non-lethal training ammunition similar to paintballs) in the Academy Tactical Village. The first Police Academy Experience was held on March 17, 2011.</p> <p>CAO's in all eight precincts are actively marketing and recruiting community, business, and faith leaders to participate in the citizen observer / ride-along program.</p>
<p>b. Encourage community leaders, faith-based organizations, and non-profits to share community concerns with police officers on a regular basis.</p>	<p>All eight precincts have implemented monthly or bimonthly "Coffee with a Cop" events. Mr. Nabozny hosted the most well attended event to date in South Mountain Precinct on April 20, 2011. Mr. Nabozny hosted another "Coffee with a Cop" event on June 4, 2011.</p>

**Recommendation Category C**

Encourage community engagement / connectedness by Phoenix Police officers.

<b>Recommendation</b>	<b>Accomplishment</b>
1. Require police officers to provide a professional card with their name, badge number, and supervisor's contact information whenever they interact with the public.	The Police Department partnered with Mr. Kelley to develop a card for use by Phoenix Police officers. On May 10, 2011, Mr. Kelley provided two potential business card templates for discussion. The Police Department is now evaluating the associated costs and feasibility of each design. Once the card is developed, a corresponding Operations Order will be authored stipulating when the card is to be distributed.

**Recommendation Category D**

Improve officer training

<b>Recommendation</b>	<b>Accomplishment</b>
1. Train, educate, and require officers to be more culturally competent regarding differences of race, color, national origin, sexual orientation, and disability.	On April 12, 2011, Cluster Group D reviewed and provided comments about the draft Interpersonal Communication (IPC) training that will be provided to all sworn personnel. Based upon the recommendations, vignettes of community leaders and Review Team members will be incorporated into the training. The vignette filming should be completed by June 2011.
2. Use appropriately trained community representatives including peer officers to conduct training.	Community representatives will be invited to participate in the training sessions in each of the precincts.

**Recommendation Category E**

Improve processes for accountability

<b>Recommendation</b>	<b>Accomplishment</b>
1. Improve the process to address citizen	Authorization to issue a Request for



<p>complaints, use of force tracking, and police misconduct.</p>	<p>Proposal for an outside entity to conduct a comprehensive evaluation of the Professional Standards Bureau (PSB) was granted by the Public Safety and Veterans Subcommittee on April 26, 2011. This item was approved by the City Council on May 18, 2011 Formal agenda and the RFP has been issued.</p>
<p>2. Conduct a pilot program to determine the effectiveness of installing dash cams with audio and video capability in patrol cars.</p>	<p>The Police Department began a video camera pilot program on March 21, 2011, involving the deployment of eighteen TASER AXON camera systems within the Patrol Division; nine units in South Mountain Precinct and nine units in Cactus Park Precinct. The AXON records video from the officer's perspective utilizing a head mounted camera that has a 110 degree field of view. This 90-day pilot program is scheduled to conclude in late June.</p> <p>With City Council approval, the Department has partnered with the ASU Center for Violence Prevention and Community Safety and submitted a Smart Policing Initiative grant to the Bureau of Justice Assistance requesting \$500,000 to purchase 50 on-officer camera systems for deployment in the Maryvale Precinct.</p>

**Phoenix City Council  
Public Safety and Veterans Subcommittee  
Summary Minutes  
Tuesday, June 28, 2011**

City Council Subcommittee Room  
Phoenix City Hall, 12<sup>th</sup> Floor  
200 West Washington Street  
Phoenix, Arizona

**Subcommittee Members Present**

Councilman Claude Mattox, Chair  
Vice Mayor Thelda Williams  
Councilman Michael Johnson  
Councilman Michael Nowakowski

**Subcommittee Members Absent**

**Staff Present**

Ed Zuercher	Aaron Avila
Penny Parrella	Jose Yasem
Chief Joseph Yahner	Jodie Welch
Chief Robert Kahn	Scott Krushak
Aaron Carreon-Anisa	Louis Tovar
Martha Perez Loubert	Mark Tovar
Lionel Lyons	Kerry Ramella
Kevin Robinson	Luis Samudio
Mike Kurtenbach	Tracey Femenia
Corey Williams	Eric Jeffery
Marchelle Franklin	Gloria Ybarra
Karen Kontak	Kathya Hidalgo
Jill Ceja	Win Buindas
Lisa Ligocki	Judy Boros
Michael Kurtenbach	Cynthia Segovia
Roxanne Song Ong	

**Public Present**

Patrick Kelley  
Ofelia Madrid  
Lisa Moody  
Mark Spencer  
Julian Nabozny  
Ann Malone  
Joquese Blackwell  
Jeri Kishiyama

1. **Call to Order.**  
Chairman Mattox called the meeting to order at 10:07 a.m. with Vice Mayor Williams and Councilman Nowakowski present. Councilman Johnson joined the meeting at 10:25 a.m.
2. **Approval of minutes of the May 24, 2011 Meeting.**  
Vice Mayor Williams motioned for approval of the minutes. Councilman Nowakowski seconded the motion, which passed 3:0.
3. **IGA with Organized Crime Drug Enforcement Task Force.**

4. **FY 2011 Department of Homeland Security Grant.**
5. **Target Public Safety Grant Program.**
6. **G.R.E.A.T. Southwest Regional Grant.**
7. **Justice Assistance Grant (JAG) Program 2011.**
8. **Accept Two Grants for Fire Department Community Assistance Program.**
9. **2011 Emergency Operations Center Grant**

Vice Mayor Williams motioned for approval of items 3 through 9. Councilman Nowakowski seconded the motion, which passed 3:0.

10. **Discussion and Consideration of Reappointment of Phoenix Municipal Court Judge(s) for a New Four-Year Judicial Term.**

Chairman Mattox welcomed City Judge Gloria Ybarra. Judge Ybarra explained she has been a City Judge for more than seven years. She said she was honored to serve the citizens of Phoenix. Judge Ybarra stated that as a Judge she has looked at different issues in the community. She added Chief Presiding Judge Song Ong and Assistant Presiding Judge Jeffries had made valuable suggestions. Judge Ybarra stated she hoped to continue serving as a City Judge.

Chairman Mattox congratulated Judge Ybarra on her efforts and commitment to make improvements.

Councilman Williams stated she was impressed with Judge Ybarra's improvements.

11. **Recommendation on the Reappointment of Phoenix Municipal Court Judge for a New Four-Year Term.**

Councilman Nowakowski motioned to reappoint Judge Ybarra for a four year term. Vice Mayor Williams seconded the motion, which passed 3:0.

12. **Centralized Booking Review.**

Assistant City Manager Ed Zuercher introduced the item and Assistant Police Chief Kevin Robinson. Vice Mayor Williams asked if more than 32,000 individuals mentioned in the report went through centralized booking. Assistant Chief Kevin Robinson stated yes and discussed individuals with post judicated warrants, adding those individuals were taken to the Initial Appearance (IA) court.

Councilman Johnson joined the meeting at 10:25 a.m.

Vice Mayor Williams asked if the Police Department had the capability to do centralized booking electronically. Police Bureau Administrator Judie Welch stated centralized booking was electronic and everything in their system went to the jail.

Vice Mayor Williams asked if a booking fee had to be paid. Ms. Welch stated yes.

Vice Mayor Williams stated the City should try to get the fee reduced. Assistant Chief Robinson stated staff would look into the City's ability to negotiate.

Vice Mayor Williams stated she believed the Board of Supervisors set the rate.

Chairman Mattox stated the intention should be to conduct the booking process by video. He discussed individuals being booked and having no involvement on the part of the Sheriff's office other than an electronic involvement.

Chief Joe Yahner stated the video link saved Police the booking charge. He discussed Justice Assistance Grant (JAG) monies totaling \$900,000 and the limited program on pre-judicated warrants.

Ms. Welch discussed JAG funds and the Municipal Court. Ms. Welch explained people going through the central booking process could save the City money. She discussed expanding the central booking process to include additional violations.

Assistant Chief Robinson stated the central booking process would apply to individuals who were arrested for domestic violence.

Vice Mayor Williams asked if those individuals would be booked and sent to jail. Assistant Chief Robinson stated yes.

Chief Yahner discussed situations involving assaults.

Vice Mayor Williams asked if funds were available to add another judge at the court. Mr. Zuercher stated at the moment funds were not available, but the Police Department was looking at its resources to evaluate the booking process.

Vice Mayor Williams asked if certain hours were busier than others. Assistant Chief Robinson stated there was a heavier workload during the day and the vast number of arrests were made in the afternoon.

Vice Mayor Williams stated the current process was expensive and the goal should be to pursue savings.

Mr. Zuercher discussed the Public Safety Restoration Plan and funding sources. He stated a central booking place for officers led to patrol officers efficiencies but not necessarily any cash savings. Mr. Zuercher explained central booking allowed officers to return to the streets sooner. He added that over time there would be a need to move the booking program back to civilian staff. At this time, he explained, there were no funds to add civilian staff. Mr. Zuercher discussed the need to review accruing cost savings by avoiding jail costs and what the level of savings should be for the 2012-2013 budget plan.

Vice Mayor Williams asked if the City would spend an extra \$5 million this year waiting to make a decision.

Mr. Zuercher stated police officers would do the work, but the question was where they would work and the question was whether to use officers in central booking.

Vice Mayor Williams discussed finding \$5 million in savings and reducing jail costs. Mr. Zuercher stated savings had not been identified.

Mr. Zuercher stated it was important to make the process more efficient and ensure police officers spent more time in the community.

Vice Mayor Williams requested an analysis. Mr. Zuercher stated Budget and Research would review the numbers and issue a full assessment back to the Subcommittee.

Councilman Nowakowski stated the goal should be to have civilian employees in central booking and officers on the street. He asked if there was a way to add an extra booking fee. Mr. Zuercher stated he believed the booking fee was prescribed.

Councilman Johnson discussed running a 24 hour jail. He stated savings would not only include financial savings but also reductions in the amount of time officers spent booking individuals. Councilman Johnson discussed expanding the program and added it was important to retain the people currently at the IA court. He asked for clarification of the current process.

Assistant Chief Robinson discussed future expansion at the facility at Greenway Road and expanding the central booking facility. He discussed having a jail and how liability costs would outweigh any savings that could be accrued. He said there were savings when officers did not have to book individuals.

Councilman Johnson asked about the cost of the judge and someone from the City Court monitoring and booking people in the morning and in the evening. Councilman Johnson stated the focus should be on implementing true cost savings. Assistant Chief Robinson stated the Municipal Court was a good partner.

Councilman Johnson discussed post judicated arrests and asked how many individuals failed to appear at the Court. Ms. Welch stated 3-4 people a day failed to appear.

Assistant Chief Robinson discussed arresting an individual for disorderly conduct and had additional violations would not be eligible to participate in the process.

Mr. Zuercher stated true cost savings were not clear. He stated there were a lot of moving pieces including county fees and the number of bookings that occurred. Mr. Zuercher added Budget and Research would look at true cost savings.

Councilman Mattox asked when the information would be available. Ms. Welch discussed the timeline for the JAG grant. Mr. Zuercher stated information could be available for the September subcommittee meeting.

Councilman Mattox requested staff return to the September subcommittee meeting with specific information that included implementation and true cost savings. He discussed the JAG grant and utilizing it to get equipment.

Councilman Johnson requested that when staff returned they delineate cost savings and efficiency savings. He stated everything could not be calculated as savings. He discussed officers working 3/13 hour days and being off for 4 days. Councilman Johnson stated he wanted to know why working that schedule was more efficient.

**13. Underage Drinking and Alcohol Possession Diversion Program.**

This item was for information only.

**14. Crime Statistics Update.**

Assistant City Manager Ed Zuercher introduced the item. Mr. Zuercher stated updated crime statistics indicated crime had decreased. Mr. Zuercher shared it would be Police Research Supervisor Connie Kostelac's last update due to a new position she accepted, and added she would be greatly missed.

Councilman Johnson requested a briefing on violent crimes including homicide and rape. Chief Joe Yahner stated there was a concern for property crime statistics increasing but explained crime on a year to date basis was down. Chief Yahner discussed rapes and trends. Mr. Zuercher stated that while other crimes had decreased, rape was one area that had not gone down.

**15. Efficiency Study Update.**

Assistant City Manager Ed Zuercher introduced the item. Mr. Zuercher discussed the efficiency study and stated Chief Montgomery was available for questions. He stated there was community involvement and a review by a citizens panel.

Ms. Ann Malone, member of the public, stated a unique and good foundational event took place allowing community members to work with upper management and the Police Department. She stated there was a satisfactory outcome and a tremendous amount of collaboration had occurred. Ms. Malone thanked the Mayor and Council and staff.

**16. Police Grant Application Status.**

This item was for information only.

**17. Status of the High Intensity Drug Trafficking Area (HIDTA) 21 Grant.**

This item was for information only.

**18. Status of Leads On Line Database.**

Assistant City Manager Ed Zuercher introduced the item and Assistant Police Chief Kevin Robinson. Ms. Ann Malone, member of the public, discussed Leads On Line. She stated a citizens group worked with Police in a collaborative effort to address the issue of stolen jewelry and belongings. Ms. Malone added Leads on Line was a benefit to the community and helped solve crimes. She thanked community members and staff who were involved.

Assistant Chief Robinson stated Leads On Line led to valuable dialogue and negotiation. He explained staff participated in training opportunities to increase the chances of solving theft related crimes. Chief Robinson stated Leads On Line offered Police the opportunity to access important information.

Councilman Nowakowski asked about second hand store licenses. Assistant Chief Robinson stated second hand stores were required to have a license.

Councilman Nowakowski asked who verified licenses. Mr. Zuercher stated the Police and City Clerk were involved in verifying licenses.

Councilman Nowakowski asked if second hand stores were required to be members of the Leads On Line database. Assistant Chief Robinson stated they were not required to be part of the database.

Chairman Mattox asked about regulations pertaining to Leads On Line. Mr. Zuercher discussed phase I and II of online reporting. He stated participants included small businesses and second hand dealers.

Vice Mayor Williams stated she saw a demonstration of Leads On Line and was impressed with the agencies and highly known vendors that were linked to the database.

Assistant Chief Robinson explained property detectives in Phoenix would be able to see information relating to an individual pawning property in Las Vegas, adding the database would serve as another tool.

Councilman Johnson asked about smoking shops and stores that bought gold. Assistant Chief Robinson stated all stores had to be licensed through the City whether they were registered with Leads On Line or not.

19. **Community Engagement Implementation Team Update.**

Assistant City Manager Ed Zuercher introduced the item, Equal Opportunity Department Director Lionel Lyons, and Police Chief Joe Yahner. He commended the Police Department for addressing recent crimes and investigations in the City.

Mr. Zuercher stated the Police Department had benefitted greatly from the participation of the Community Engagement and Outreach Implementation Team. He stated the involvement of community members led to the apprehension of a suspect. Mr. Zuercher shared a faith based group gave an award to the Police Department and to the City for embracing community engagement opportunities.

Mr. Zuercher discussed the recommendations made by the Community Engagement and Outreach Task Force and the Council's expectations that the recommendations be implemented. Mr. Zuercher thanked the members of the Community Engagement and Outreach Task Force, implementation team, and staff.

Mr. Lyons stated the Task Force developed 34 recommendations that fell into five categories. He added the implementation team was established to monitor and review the implementation of the recommendations. Mr. Lyons acknowledged the dedication and work of the community members who were involved.

Lieutenant Kurtenbach stated the Police Department has been working closely with the implementation team, which has led to a constructive partnership to renew and revitalize the community. He added the Police Department created an internal working group to implement the recommendations. Mr. Kurtenbach stated the recommendations were being implemented in several different ways, including a pilot program to install dash cameras in patrol cars; monthly "Coffee with a Cop" community events; expanding the Police ride-a-long program; expanding social media communication; and creating a mentoring program for young adults. Mr. Kurtenbach stated there were other accomplishments achieved in the implementation of the recommendations.

Mr. Julian Nabonzy, Police Hispanic Advisory Board Chair and business owner, stated he was dedicated to the community and added all of the recommendations took a lot of work and support from community members and staff.

Mr. Lyons stated plans were being made to host a Public Safety Day celebration in conjunction with the G.A.I.N. event in October. He added faith based groups and non-profit organizations were doing great work in assisting the Police Department to identify areas to promote community engagement.



Councilman Nowakowski stated the involvement of Advisory Board members was very important. He thanked all public members involved and added he hoped the City had the necessary resources to follow through with the recommendations.

Councilman Nowakowski requested that at the next meeting staff present available resources to implement recommendations. Mr. Zuercher stated the recommendations were Council approved and discussed the ability to receive a grant to put the recommendations into practice.

Councilman Nowakowski discussed youth programs and stated it was important to increase park and recreation opportunities for youth in the community.

Councilman Johnson thanked all volunteers for their time and dedication. He stated what the City was doing to address public safety issues had a huge impact nation-wide. Councilman Johnson discussed the importance of outreach to different communities and faith based groups throughout the City. He stated it was important for the Police Department to reach out to the Somalian community. Chief Yahner stated the Police Department would work on reaching out to the Somalian community.

Councilman Mattox stated he appreciated the involvement of the Human Relations Commission.

### **Future Agenda Items**

Vice Mayor Williams requested the next Subcommittee meeting include a report on block watch oversight.

Councilman Nowakowski requested an update on sex offenders and sex crimes.

Mr. Zuercher stated the next meeting would include an update on centralized booking.

### **20. Adjournment.**

Chairman Mattox adjourned the meeting at 11:42 a.m.

Respectfully submitted,  
Cynthia Segovia  
Management Intern

170380

CITY CLERK DEPT.

**CITY COUNCIL REPORT**

2011 JUL -1 AM 11:37

**GENERAL INFORMATION**

TO: Ed Zuercher  
Assistant City Manager

PACKET DATE: June 30, 2011

FROM: Lionel D. Lyons, Director  
Equal Opportunity Department

Joseph G. Yahner, Acting Police Chief  
Phoenix Police Department

**SUBJECT: COMMUNITY ENGAGEMENT & OUTREACH IMPLEMENTATION TEAM**

This report is to provide the City Council an update on the City Manager's Community Engagement and Outreach Implementation Team. The Team is an excellent example of community based involvement with the Phoenix Police Department. Several important initiatives are underway with the leadership of the Team and Police Management. This item was reviewed by the Public Safety and Veterans Subcommittee on June 28, 2011.

THE ISSUE

The City Manager's Community Engagement and Outreach Task Force was established in April 2010 as a community-based effort to address residents' concerns about Police Department employee interactions with the community. The Task Force consisted of approximately 32 members representing a cross-section of the community. The primary mission of the Task Force was to recommend to the City Manager concrete steps to increase community access to, communication with and confidence in the Phoenix Police Department.

The Task Force developed 34 specific recommendations that fall into five categories that were presented and approved by the City Council in January 2011. As an outgrowth of this action, the City Manager's Community Engagement and Outreach Implementation Team was established to monitor and review the implementation of the Task Force recommendations. The Implementation Team members were selected from the Community and Engagement and Outreach Task Force membership and other community and religious leaders. The Implementation Team has 11 members who represent the diversity of our community (Attachment A).

## OTHER INFORMATION

The Implementation Team is chaired by Police Hispanic Advisory Board Chair and business owner Mr. Julian Nabonzy and Criminal Attorney Mr. Jocquese Blackwell. Assistant City Manager Ed Zuercher, Assistant Police Chief Kevin Robinson, and Equal Opportunity Department Director Lionel Lyons provide guidance and support to the Implementation Team. A representative of the U.S. Department of Justice (DOJ) Community Relations Services, Ron Wakabayashi, continues to provide advice and support based on his experiences with the DOJ.

From January 2011 to June 2011, the Implementation Team has met and developed subcommittees based on Community Engagement and Outreach Task Force recommendations outlined in five categories. Eight of the Individual Implementation Team members agreed to champion one or more of the five recommendation categories and work with the Police Department and community to accomplish the goals in each section. Attachment B is a list of the Implementation Team Champions and categories. The individual champions provide updates to the entire Implementation Team for approval. This time saving approach has allowed the Implementation Team members to focus on the specific recommendations of interest and created opportunities for the involvement of other community leaders and police employees to assist in this process.

A total of 34 specific recommendations fall within five categories. There are five recommendation categories (A-E):

- A. Encourage community engagement/connectedness to the Phoenix Police Department
- B. Identify and enlist community partners to build better relationships with the Phoenix Police Department
- C. Encourage community engagement/connectedness by Phoenix Police Officers
- D. Improve officer training
- E. Improve processes for accountability

The Police Department has met and often exceeded the recommendations and suggestions from the Implementation Team and the community. Attachment C is a detailed list of the accomplishments thus far. A summary of the accomplishments made in response to specific Task Force and community recommendations is detailed below:

- In response to the recommendation to conduct a pilot program to determine the effectiveness of installing dash cameras with audio and video capability in patrol cars and contacts provided by the chair of the Public Safety and Veterans Subcommittee, the Police Department began a video camera pilot program on March 21, 2011, involving the deployment of 18 TASER AXON camera systems within the Patrol Division. This program includes nine units in both South Mountain and Cactus Park Precincts. The pilot program will end on June 29, 2011.

- Upon approval by the City Council, the Police Department has also partnered with the ASU Center for Violence Prevention and Community Safety and submitted a Smart Policing Initiative grant to the Bureau of Justice Assistance requesting \$500,000 to purchase 50 on-officer camera systems for deployment in the Maryvale Precinct.
- In response to the recommendation to improve the process to address citizen complaints, use of force tracking, and police misconduct, the City Council authorized the Police Department to issue a Request for Proposal for an outside entity to conduct a comprehensive evaluation of the Professional Standards Bureau.
- In response to the recommendation to train, educate, and require officers to be more culturally competent regarding differences of race, color, national origin, sexual orientation, and disability, the Police Department developed a draft training program that will include vignettes of community leaders.
- In response to the recommendation to encourage community leaders, faith-based organizations, and non-profits to share community concerns with police officers on a regular basis, the Police Department has partnered with local business leaders to host monthly or bimonthly "Coffee with a Cop" events. The last event was held on June 4, 2011, at a McDonald's in South Phoenix.
- Efforts are also underway with the community, business and faith-based leaders to host a Public Safety Day celebration in conjunction with G.A.I.N. on October 22 & 23, 2011.
- In response to a recommendation to use websites, social media and multilingual communication to enhance communications with the community, the Police Department modernized and updated the web pages of all eight precincts. Five of the precinct web pages include videos made by the precinct commanders. The Police Department also created a Twitter account that, as of June 3, 2011, has 3,562 followers.
- In response to the recommendation to provide school-based education/awareness of city laws for students, parents, Eagle Scouts, and Explorers, the Police Department is developing a public safety education module for youth (middle/high schools) and young adults. The module will be initially tested as part of an ongoing mentoring program at the Espiritu NFL Yet College Prep Academy. Once the program is tested and improvements made then it will be used at other schools in the community.
- In response to the recommendation to encourage participation in ride-alongs and the Citizen's Academy to gain a better understanding of what an officer deals with, the Police Department expanded the number of academy classes from two to four and will conduct one class in Spanish. The Department also developed a shorter version of the Academy to accommodate community members who don't have the time to attend the full Academy.
- In response to the recommendation to require police officers to provide a

professional card with their name, badge number, and supervisor's contact information whenever they interact with the public, the Police Department partnered with a local business leader to develop a template for the business card.

- In response to the recommendation to use appropriately trained community representatives, including peer officers, to conduct training, the Police Department will invite community representatives to participate in the training sessions in each of the precincts.
- In response to the recommendation to develop a regular State of the Police Department Report, the Police Department combined elements of the monthly City Manager's Performance Report and the quarterly Police Department Digest to create the State of the Police Department Report. The first edition will be released in June 2011.

The Implementation Team will continue to provide quarterly reports on its progress.

#### RECOMMENDATION

This report is for information only. This item was reviewed by the Public Safety and Veterans Subcommittee on June 28, 2011. No City Council action is required.

Attachments

**Attachment A**  
**COMMUNITY ENGAGEMENT AND OUTREACH IMPLEMENTATION TEAM**  
**MEMBERS**

**Implementation Team Co-Chairs**

1. Mr. Jocquese Blackwell, Esq., Criminal Law Attorney & South Mountain Village Resident
2. Mr. Julian Claudio Nabozny, Chair of the Phoenix Police Department's Hispanic Advisory Board & South Mountain Village Business Owner

**Implementation Team Members**

3. Ms. Diane D'Angelo, Chair of the Phoenix Human Relations Commission
4. Dr. Ann Hart, Chair of the Police Department's African American Advisory Board & Arizona Department of Education Deputy Associate Superintendent
5. Ms. Terri Jackson, Phoenix Human Relations Commission Member & retired Maricopa County Court ADA Coordinator
6. Mr. Patrick Kelley, Chair of the Phoenix Police Department LGBT Advisory Board & Business Owner
7. Ms. Gail Knight, Member of the Phoenix Women's Commission, President of the Community Excellence Project & Community Development/Organizer Consultant
8. Mr. Raul Monreal, Phoenix Police Department's Hispanic Advisory Board Member & South Mountain Community College
9. Ms. Jeri Kishiyama, Japanese American Citizens League Member & Asian Chamber of Commerce Member
10. Ms. Shawn Pearson, Kingdom Communities of the Valley
11. Mr. Antonio R. Zúñiga, Esq., Certified Criminal Law Specialist

City of Phoenix Staff

Assistant City Manager Ed Zuercher  
Equal Opportunity Department Director Lionel Lyons  
Public Information Office Director Toni Maccarone  
Mayor's Office Co-Chief of Staff Marchelle Franklin  
Assistant Police Chief Kevin Robinson  
Lieutenant Mike Kurtenbach  
Sergeant Mark Tovar  
Officer Luis Samudio  
Equal Opportunity Department Staff Marquita Beene  
Public Transit Department Staff Reginald Ragland

**Attachment B**  
**COMMUNITY ENGAGEMENT AND OUTREACH IMPLEMENTATION TEAM**

**Recommendation Category Champions**

<b>Category</b>	<b>Champion</b>	<b>Cluster Group</b>	<b>Assigned Staff</b>
<b>A-</b> Encourage Community Engagement/Connectedness with Youth/Young Adults by the Phoenix Police Department	Gail Knight	Tony Zuniga Terri Jackson	Lt. Kurtenbach Sgt. Tovar Off. Samudio Ms. Beene
<b>B-</b> Identify and enlist Community partners' involvement to build better relationships with the Phoenix Police Department.	Shawn Pearson Julian Nabozny	Manny Torres Hilde Saizow Donna McHenry Roland Campbell	Mr. Ragland
<b>C-</b> Encourage community engagement / connectedness by Phoenix Police officers	Patrick Kelley		Lt. Kurtenbach Sgt. Tovar Off. Samudio
<b>D-</b> Improve officer training	Dr. Ann Hart Jocquese Blackwell	Diane D'Angelo Gail Knight	Lt. Kurtenbach Sgt. Tovar Off. Samudio
<b>E-</b> Improve processes for accountability	Jeri Auther Jocquese Blackwell Tony Zuniga	Diane D'Angelo	Assistant City Manager Zuercher Assistant Police Chief Kevin Robinson

## Attachment C

### Recommendation Category A

Encourage Community Engagement/Connectedness by the Phoenix Police Department

Recommendation	Accomplishment
<p>1. Develop a comprehensive community relations program which includes regular communications focused on community crime statistics, community relations, and victim's rights.</p> <p style="padding-left: 40px;">a. Use websites, social media, multi-lingual communication, etc.</p> <p style="padding-left: 40px;">c. Develop a regular State of the Police Department Report</p>	<p>The Police Department's web page has been modernized which made it more user-friendly. The updated web page includes scrolling videos, timely news and information, links to all eight precincts, and a link to the Task Force recommendations.</p> <p>All eight police precincts web pages have been updated. Five of the eight precinct web pages include videos recorded by the precinct commanders.</p> <p>The Police Department has created and is actively marketing a Twitter account that provides followers with timely, relevant information on important topics such as serious incidents, motor vehicle collisions, ongoing investigations, etc. As of June 3, 2011, this Twitter account had 3,563 followers.</p> <p>The Police Department is combining elements of the monthly City Manager's Performance Report and the quarterly Police Department Digest into a monthly report that will be available on the website. The first edition of this report will be released in June 2011.</p>
<p>3. Provide school based education / awareness on city laws for students, parents, eagle scouts, explorers, etc</p>	<p>Officers from South Mountain Precinct have previously implemented a mentoring program that engages students attending the Espiritu NFL Yet College Prep Academy. This mentoring program was created as part of a partnership between the school, the Police Department, and the private nonprofit organization, AZ Common Ground. The program included an opportunity for 13 students to attend a mini law enforcement academy experience on April 21, 2011. The Police Department is in the process of developing a public safety education module for youth (middle/high schools) and young adults. This module will be initially tested as</p>



	part of the mentoring program and then improved to be implemented at other schools in the community.
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**Recommendation Category B**

Identify and enlist community partners' involvement to build better relationships with the Phoenix Police Department.

<b>Recommendation</b>	<b>Accomplishment</b>
<p>1. Enlist commitment of local leaders to develop, sponsor, and promote participation of the public and the Police Department.</p> <p>a. Participate in ride-alongs and the Citizen's Academy to gain a better understanding of what an officer deals with.</p>	<p>The Department expanded the number of Citizen's Police Academy (CPA) from two classes annually to four. The second CPA class was just completed. The third CPA class of 2011 will be conducted in Spanish. The curriculum development and the recruitment of participants will be conducted in partnership with the Police Department's Hispanic Advisory Board.</p> <p>The Department has also developed a four-hour Police Academy Experience for those community members who cannot meet the time requirements for the CPA classes. The Police Academy Experience includes classroom instruction on deadly force encounters, decision making training, and force-on-force scenarios using simunition (non-lethal training ammunition similar to paintballs) in the Academy Tactical Village. The first Police Academy Experience was held on March 17, 2011.</p> <p>CAO's in all eight precincts are actively marketing and recruiting community, business, and faith leaders to participate in the citizen observer / ride-along program.</p>
<p>b. Encourage community leaders, faith-based organizations, and non-profits to share community concerns with police officers on a regular basis.</p>	<p>All eight precincts have implemented monthly or bimonthly "Coffee with a Cop" events. Mr. Nabozny hosted the most well attended event to date in South Mountain Precinct on April 20, 2011. Mr. Nabozny hosted another "Coffee with a Cop" event on June 4, 2011.</p>

**Recommendation Category C**

Encourage community engagement / connectedness by Phoenix Police officers.

<b>Recommendation</b>	<b>Accomplishment</b>
1. Require police officers to provide a professional card with their name, badge number, and supervisor's contact information whenever they interact with the public.	The Police Department partnered with Mr. Kelley to develop a card for use by Phoenix Police officers. On May 10, 2011, Mr. Kelley provided two potential business card templates for discussion. The Police Department is now evaluating the associated costs and feasibility of each design. Once the card is developed, a corresponding Operations Order will be authored stipulating when the card is to be distributed.

**Recommendation Category D**

Improve officer training

<b>Recommendation</b>	<b>Accomplishment</b>
1. Train, educate, and require officers to be more culturally competent regarding differences of race, color, national origin, sexual orientation, and disability.	On April 12, 2011, Cluster Group D reviewed and provided comments about the draft Interpersonal Communication (IPC) training that will be provided to all sworn personnel. Based upon the recommendations, vignettes of community leaders and Review Team members will be incorporated into the training. The vignette filming should be completed by June 2011.
2. Use appropriately trained community representatives including peer officers to conduct training.	Community representatives will be invited to participate in the training sessions in each of the precincts.

**Recommendation Category E**

Improve processes for accountability

<b>Recommendation</b>	<b>Accomplishment</b>
1. Improve the process to address citizen complaints, use of force tracking, and police misconduct.	Authorization to issue a Request for Proposal for an outside entity to conduct a comprehensive evaluation of the Professional Standards Bureau (PSB)

	<p>was granted by the Public Safety and Veterans Subcommittee on April 26, 2011. This item was approved by the City Council on May 18, 2011 Formal agenda and the RFP has been issued.</p>
<p>2. Conduct a pilot program to determine the effectiveness of installing dash cams with audio and video capability in patrol cars.</p>	<p>The Police Department began a video camera pilot program on March 21, 2011, involving the deployment of eighteen TASER AXON camera systems within the Patrol Division; nine units in South Mountain Precinct and nine units in Cactus Park Precinct. The AXON records video from the officer's perspective utilizing a head mounted camera that has a 110 degree field of view. This 90-day pilot program is scheduled to conclude in late June.</p> <p>With City Council approval, the Department has partnered with the ASU Center for Violence Prevention and Community Safety and submitted a Smart Policing Initiative grant to the Bureau of Justice Assistance requesting \$500,000 to purchase 50 on-officer camera systems for deployment in the Maryvale Precinct.</p>

**CITY COUNCIL REPORT**

CITY CLERK DEPT.

TO: Ed Zuercher  
Assistant City Manager

2011 NOV 18 AM 7:34

FROM: Lionel D. Lyons, Director  
Equal Opportunity Department

SUBJECT: COMMUNITY ENGAGEMENT & OUTREACH IMPLEMENTATION TEAM

This report provides the City Council an update on the City Manager's Community Engagement and Outreach Implementation Team.

**THE ISSUE**

The City Manager's Community Engagement and Outreach Task Force was established in April 2010 as a community-based effort to address residents' concerns about Police Department employee interactions with the community. The Task Force consisted of approximately 39 members representing a cross-section of the community. The primary mission of the Task Force was to recommend to the City Manager concrete steps to increase community access to, communication with and confidence in the Phoenix Police Department.

The Task Force developed 34 specific recommendations that fall into five categories, which were presented to and approved by the City Council in January 2011. As an outgrowth of this action, the City Manager's Community Engagement and Outreach Implementation Team was established to monitor and review the implementation of the Task Force recommendations. The Implementation Team members were selected from the Community Engagement and Outreach Task Force membership, and other community and religious organizations. The Implementation Team has 11 members who represent the diversity of our community (Attachment A). The Implementation Team is co-chaired by Police Hispanic Advisory Board Chair and business owner Mr. Julian Nabonzy and Criminal Defense Attorney Mr. Jocquese Blackwell. Assistant City Manager Ed Zuercher, Assistant Police Chief Kevin Robinson, and Equal Opportunity Department Director Lionel Lyons provide guidance and support to the Implementation Team.

**OTHER INFORMATION**

From January 2011 to November 2011, the Implementation Team developed subcommittees based on the Community Engagement and Outreach Task Force recommendations outlined in five categories. Eight of the individual Implementation Team members agreed to champion one or more of the five recommendation categories and work with the Police Department and community to accomplish the goals in each section. Attachment B is a list of the Implementation Team Champions and categories. This approach has allowed Implementation Team members time to focus

on the specific recommendations of interest and create opportunities for the involvement of other community leaders and police employees to assist in this process.

A total of 34 specific recommendations fall within five categories. (A-E):

- A. Encourage community engagement/connectedness to the Phoenix Police Department
- B. Identify and enlist community partners to build better relationships with the Phoenix Police Department
- C. Encourage community engagement/connectedness by Phoenix Police Officers
- D. Improve officer training
- E. Improve processes for accountability

The Police Department has met and often exceeded the recommendations and suggestions from the Implementation Team and the community. Attachment C is a detailed list of the accomplishments since January 2011. A summary of the accomplishments is detailed below:

- In response to the recommendation to conduct a pilot program to determine the effectiveness of installing dash cameras with audio and video capability in patrol cars, the Police Department conducted a video camera pilot program from March 21, 2011 to June 19, 2011, involving the deployment of 18 TASER AXON camera systems within the Patrol Division. This program included nine units in both the South Mountain and Cactus Park Precincts.
- The Police Department was awarded a Smart Policing Initiative grant from the Bureau of Justice Assistance for \$500,000. The grant includes a partnership with the ASU Center for Violence Prevention and Community Safety, and will be used to purchase 50 on-officer camera systems for deployment in the Maryvale Precinct by April 2012.
- In response to the recommendation to train, educate, and require officers to be more culturally competent regarding differences of race, color, national origin, sexual orientation, and disability, the Police Department developed a training program that includes vignettes of community leaders. The Police Department's Public Affairs Bureau utilized community representatives that were recommended by the Implementation Team members to create a very powerful and thought provoking video concerning Police and community interactions. This video will ensure all attendees receive the same message. The training will be provided to all officers starting in January 2012. Approximately 100 sessions will be held with groups of 30 employees and should be completed by January 2013.
- In response to the recommendation to encourage community leaders, faith-based organizations, and non-profits to share community concerns with police officers on a regular basis, the Police Department has partnered with local business leaders to host monthly "Coffee with a Cop" events. To date there have

been approximately 83 events.

- The first annual Public Safety Day celebration, Sunday, Oct. 16, 2011, was held in conjunction with the G.A.I.N. event that occurred October 15-16, 2011. Public Safety Sunday, a day of community interaction between the faith-based community and Phoenix Police, was created based on the recommendations from the Community Engagement and Outreach Implementation Task Force. The chosen theme for the event was "Increase the Peace – Unity in the Community." Twelve congregations participated in the program and nine of the services included participation from Phoenix Police Department leadership. It is estimated that roughly 5,000 individuals received the message of the importance of working collaboratively to improve the relationship between the Police Department and the community.
- In response to the recommendation to improve the process to address citizen complaints, use of force tracking, and police misconduct, the Police Department issued a Request for Proposal (RFP) for an outside entity to conduct a comprehensive evaluation of the Professional Standards Bureau. The selected company was reviewed and approved by the City Council on November 16, 2011. The evaluation is tentatively scheduled to begin on November 30, 2011.
- In response to a recommendation to use websites, social media and multilingual communication to enhance communications with the community, the Police Department modernized and updated the web pages of all eight precincts. Seven of the precinct web pages include videos made by the current or former precinct commanders. Due to recent leadership shifting, two of the precincts are in the process of updating their videos. The Police Department also created a Twitter account that, as of November 2011, has 4,435 followers.
- In response to the recommendation to provide school-based education/awareness of city laws for students, parents, Eagle Scouts, and Explorers, a training program was developed to engage youth and young adults. An informational brochure was also developed to inform educators and parents about the training program and laws that directly impact the youth and young adults. The training program pilot will be held in the Roosevelt School District and a meeting has been scheduled with the Roosevelt School District Superintendent Dr. Jackson for November 17, 2011, to discuss the pilot training and mentoring program. In addition, officers from the South Mountain Precinct expanded a mentoring program that engages students attending the Espiritu NFL Yet College Prep Academy.
- In response to the recommendation to encourage participation in ride-alongs and the Citizen's Academy to gain a better understanding of what an officer deals with, the Police Department conducted four academy classes including one class in Spanish. Approximately 100 participants graduated from the four classes. The Department also developed a shorter version of the Academy, The Police Academy Experience, to accommodate community members who don't have the time to attend the full Academy. There have been three Police Academy

Experience sessions this year and six are tentatively scheduled for 2012.

- In response to the recommendation to require police officers to provide a professional card with their name, badge number, and supervisor's contact information whenever they interact with the public, the Police Department partnered with a local business leader to develop and print 40,000 business cards. A corresponding Operations Order is being finalized stipulating when the card is to be distributed. The cards should be in use by January 1, 2012.

The Implementation Team has played an invaluable role in ensuring the Task Force recommendations are implemented. The team members will continue to serve as ambassadors to the community regarding the work of the Task Force and the commitment of the Police Department to improve its community relationships. The Implementation Team will be meeting with staff to discuss the next phase of this process which will include community meetings to discuss the accomplishments and gather feedback on areas of concern.

#### RECOMMENDATION

This report is for information only. No City Council action is required.

Attachments

**Attachment A**  
**COMMUNITY ENGAGEMENT AND OUTREACH IMPLEMENTATION TEAM**  
**MEMBERS**

**Implementation Team Co-Chairs**

1. Mr. Jocquese Blackwell, Esq., Criminal Defense Attorney & South Mountain Village Resident
2. Mr. Julian Claudio Nabozny, Chair of the Phoenix Police Department's Hispanic Advisory Board & South Mountain Village Business Owner

**Implementation Team Members**

3. Ms. Diane D'Angelo, Chair of the Phoenix Human Relations Commission
4. Dr. Ann Hart, Chair of the Police Department's African American Advisory Board & Arizona Department of Education Deputy Associate Superintendent
5. Ms. Terri Jackson, Phoenix Human Relations Commission Member & retired Maricopa County Court ADA Coordinator
6. Mr. Patrick Kelley, Chair of the Phoenix Police Department LGBT Advisory Board & Business Owner
7. Ms. Gail Knight, Member of the Phoenix Women's Commission, President of the Community Excellence Project & Community Development/Organizer Consultant
8. Mr. Raul Monreal, Phoenix Police Department's Hispanic Advisory Board Member & Associate Dean, South Mountain Community College
9. Ms. Jeri Kishiyama, Japanese American Citizens League Member & Asian Chamber of Commerce Member
10. Ms. Shawn Pearson, Chief Executive Officer, Kingdom Communities of the Valley
11. Mr. Antonio R. Zúñiga, Esq., Certified Criminal Law Specialist

City of Phoenix Staff

Assistant City Manager Ed Zuercher  
Equal Opportunity Department Director Lionel Lyons  
Public Information Office Director Toni Maccarone  
Mayor's Office Co-Chief of Staff Marchelle Franklin  
Assistant Police Chief Kevin Robinson  
Commander Mike Kurtenbach  
Sergeant Mark Tovar  
Officer Luis Samudio  
Management Assistant II Corey Williams  
Equal Opportunity Department Staff Marquita Beene  
Public Transit Department Staff Reginald Ragland



**Attachment B**  
**COMMUNITY ENGAGEMENT AND OUTREACH IMPLEMENTATION TEAM**

**Recommendation Category Champions**

<b>Category</b>	<b>Champion</b>	<b>Cluster Group</b>	<b>Assigned Staff</b>
<b>A- Encourage Community Engagement/Connectedness with Youth/Young Adults by the Phoenix Police Department.</b>	Gail Knight	Tony Zuniga Terri Jackson	Commander Kurtenbach Sgt. Tovar Off. Samudio Ms. Beene
<b>B- Identify and enlist Community partners' involvement to build better relationships with the Phoenix Police Department.</b>	Shawn Pearson Julian Nabozny	Manny Torres Hilde Saizow Donna McHenry Roland Campbell	Mr. Ragland
<b>C- Encourage community engagement / connectedness by Phoenix Police officers.</b>	Patrick Kelley		Commander Kurtenbach Sgt. Tovar Off. Samudio
<b>D- Improve officer training.</b>	Dr. Ann Hart Jocquese Blackwell	Diane D'Angelo Gail Knight	Commander Kurtenbach Sgt. Tovar Off. Samudio
<b>E- Improve processes for accountability.</b>	Jeri Kishiyama Jocquese Blackwell Tony Zuniga	Diane D'Angelo	Assistant City Manager Zuercher Assistant Police Chief Kevin Robinson

**Attachment C**

**Recommendation Category A**

Encourage Community Engagement/Connectedness by the Phoenix Police Department

<b>Recommendation</b>	<b>Accomplishment</b>
<p>1. Develop a comprehensive community relations program which includes regular communications focused on community crime statistics, community relations, and victim's rights.</p> <p>a. Use websites, social media, multi-lingual communication, etc.</p> <p>c. Develop a regular State of the Police Department Report.</p>	<p>The Police Department's web page has been modernized, which made it more user-friendly. The updated web page includes scrolling videos, timely news and information, links to all eight precincts, and a link to the Task Force recommendations.</p> <p>All eight police precincts' web pages have been updated. Seven of the eight precinct web pages include videos recorded by the current or former precinct commanders. Two of the precincts have new commanders based on recent changes in leadership assignments and are in the process of updating their videos.</p> <p>The Police Department has created and is actively marketing a Twitter account that provides followers with timely, relevant information on important topics such as serious incidents, motor vehicle collisions, ongoing investigations, etc. As of November 3, 2011, this Twitter account had 4,435 followers.</p> <p>The Police Department is combining elements of the monthly City Manager's Performance Report and the quarterly Police Department Digest into a monthly report that will be available on the website. The first edition of this report will be released in June 2012.</p>
<p>3. Provide school based education/ awareness on city laws for students, parents, eagle scouts, explorers, etc.</p>	<p>The Police Department has developed a training program to engage youth and young adults. An informational brochure was also created that will be used to notify educators of the topics that can be presented to youth and young adults. The brochure also will be used to enlighten parents about relevant laws that impact youth and young adults. Officers from South Mountain Precinct have previously implemented a mentoring program</p>

	that engages students attending the Espiritu NFL Yet College Prep Academy. This mentoring program was created as part of a partnership between the school, the Police Department, and the private nonprofit organization AZ Common Ground. The program included an opportunity for 13 students to attend a mini law enforcement academy experience on April 21, 2011.
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**Recommendation Category B**

Identify and enlist community partners' involvement to build better relationships with the Phoenix Police Department.

<b>Recommendation</b>	<b>Accomplishment</b>
<p>1. Enlist commitment of local leaders to develop, sponsor, and promote participation of the public and the Police Department.</p> <p>a. Participate in ride-alongs and the Citizen's Academy to gain a better understanding of what an officer deals with.</p>	<p>The Department expanded the number of Citizen's Police Academy classes (CPA) from two classes annually to four. One hundred participants graduated from the academy. One of the classes was offered in Spanish.</p> <p>The Department has also developed a four-hour Police Academy Experience for those community members who cannot meet the time requirements for the CPA classes. The Police Academy Experience includes classroom instruction on deadly force encounters, decision making training, and force-on-force scenarios using simunition (non-lethal training ammunition similar to paintballs) in the Academy Tactical Village. There have been three Police Academy Experience sessions held and six are tentatively scheduled for 2012.</p> <p>Community Action Officers in all eight precincts are actively marketing and recruiting community, business, and faith leaders to participate in the citizen observer/ride-along program.</p>
<p>b. Encourage community leaders, faith-based organizations, and non-profits to share community concerns with police officers on a regular basis.</p>	<p>All eight precincts have implemented monthly "Coffee with a Cop" events. There have been 83 events in the eight precincts. Mr. Nabozny hosted the most successful and well attended events in South Mountain Precinct.</p> <p>The first annual Public Safety Day celebration,</p>

	<p>Sunday, Oct. 16, 2011, was held in conjunction with the G.A.I.N. event that occurred October 15-16, 2011. Public Safety Sunday, a day of community interaction between the faith-based community and Phoenix Police, was created based on recommendations from the Community Engagement and Outreach Implementation Task Force. The chosen theme for the event was "Increase the Peace – Unity in the Community." Twelve congregations participated in the program; nine of the services included participation from the Phoenix Police Department leadership.</p>
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**Recommendation Category C**

Encourage community engagement/connectedness by Phoenix Police officers.

Recommendation	Accomplishment
<p>1. Require police officers to provide a professional card with their name, badge number, and supervisor's contact information whenever they interact with the public.</p>	<p>The Police Department partnered with Mr. Kelley to develop and print 40,000 business cards for use by Phoenix Police officers. A corresponding Operations Order is being finalized, stipulating when the card is to be distributed. The cards should be in use by January 1, 2012.</p>

**Recommendation Category D**

Improve officer training

Recommendation	Accomplishment
<p>1. Train, educate, and require officers to be more culturally competent regarding differences of race, color, national origin, sexual orientation, and disability.</p>	<p>The Police Department in partnership with the Implementation Team and Cluster Group D members developed a training program that includes vignettes of community leaders. The Police Department's Public Affairs Bureau utilized community representatives that were recommended by the Implementation Team members to create a very powerful and thought provoking video concerning Police and community interactions. This video will ensure that all attendees receive the same message. The training will be provided to all officers starting in January 2012. Approximately 100 sessions will be held with groups of 30 employees and should be completed</p>

	by January 2013.
2. Use appropriately trained community representatives, including peer officers, to conduct training.	Community representatives participated by being captured in the video vignettes that will be a part of the training program. This will allow consistent participation for all 100 of the training sessions.

**Recommendation Category E**  
Improve processes for accountability

<b>Recommendation</b>	<b>Accomplishment</b>
1. Improve the process to address citizen complaints, use of force tracking, and police misconduct.	Authorization to issue a Request for Proposal (RFP) for an outside entity to conduct a comprehensive evaluation of the Professional Standards Bureau (PSB) was granted by the Public Safety and Veterans Subcommittee on April 26, 2011. This item was approved by the full City Council on May 18, 2011. The RFP was issued and a company selected. On November 16, 2011 the City Council will vote to approve the selected company to do the evaluation. If approved, the review should begin on November 30, 2011.
2. Conduct a pilot program to determine the effectiveness of installing dash cams with audio and video capability in patrol cars.	<p>The Police Department conducted a video camera pilot program from March 21, to June 19, 2011, involving the deployment of eighteen TASER AXON camera systems within the Patrol Division: nine units in South Mountain Precinct and nine units in Cactus Park Precinct. The AXON records video from the officer's perspective utilizing a head mounted camera that has a 110 degree field of view.</p> <p>The Department partnered with the ASU Center for Violence Prevention and Community Safety and received a Smart Policing Initiative grant from the Bureau of Justice Assistance for \$500,000 to purchase 50 on-officer camera systems for deployment in the Maryvale Precinct. The pilot program should begin by April 2012.</p>

2012 MAR -6 PM 3:34  
CITY CLERK DEPT.

Phoenix City Council  
Public Safety and Veterans Subcommittee  
Summary Minutes  
Tuesday, November 22, 2011

City Council Subcommittee Room  
Phoenix City Hall, 12<sup>th</sup> Floor  
200 West Washington Street  
Phoenix, Arizona

**Subcommittee Members Present**

Councilman Claude Mattox, Chair  
Vice Mayor Thelda Williams  
Councilman Michael Nowakowski

**Subcommittee Members Absent**

Councilman Michael Johnson

**Staff Present**

Lt. Bryan Coley  
Don Taylor  
Deanna Jonovich  
Reginald Ragland  
Jessica Breedlove  
Mary Vivion-Withrow  
Kent McCarthy  
Martin Nordby  
Tracey Femenia  
Will Buividas  
Acting Chief Joe Yahner  
Lionel Lyons  
Aaron Carreon-Ainsa  
Ed Zuercher  
Corey Williams

Jill Celaya  
Eric Jeffery  
Asst. Chief Tracy Montgomery  
Luis Samudio  
Sgt. Mark Schweikert  
Judge Roxanne Song Ong  
Martha Perez-Loubert  
Judge Cynthia Certa  
Asst. Chief Kevin Robinson  
Jennifer Gilbertson  
Chief Robert Khan  
Commander Mike Kurtenbach  
David Cavazos  
Penny Parella  
Stacy Hettmansperger

**Public Present**

R.E. Gullion  
Alan Velasquez  
Brenda Locklear  
Benjamin Kugler  
Diane Harris  
Jocquese Blackwell  
Paul Barnes  
Jaro Zuke  
William Hermann  
Julian Nabozny  
Candice Fremouw  
Ann Hart  
Antonio Zuniga  
Gail Knight

**1. Call to Order**

Chairman Mattox called the meeting to order at 10:07 a.m. with Vice Mayor Williams and Councilman Nowakowski present. Councilman Johnson was absent.

**2. Approval of October 25, 2011 minutes**

Councilman Nowakowski motioned to approve the minutes from the October 25, 2011 meeting. Vice Mayor Williams seconded the motion which passed 3:0

**3. Police Efficiency Study**

No discussion

#### **4. Family Advocacy Center**

No discussion

#### **5. Discussion and Consideration of Reappointment of Phoenix Municipal Court Judges for a New Four-Year Judicial Term**

Judge Certa introduced the item with Judge Song Ong.

Chairman Mattox stated based on the ongoing discussion from the October 4, 2011 meeting; it was decided to bring this item back at this meeting for further discussion and consideration. Chairman Mattox provided Judge Certa the opportunity to add any details to the statement she made during the October 4<sup>th</sup> meeting.

Judge Certa thanked the Subcommittee for the opportunity to speak. She described her strengths of being honest and direct and identified communication as an area in which she needs to improve. Judge Certa added she has taken communication and mediation courses, worked with Judge Song Ong and Judge Jeffery to run her courtroom more smoothly, and shared best practices with fellow judges. She expressed a wish to know the concerns and comments from members of the Police and Fire Departments to understand how she could improve. She promised to do her best and treat everyone with dignity and respect if reappointed. She welcomed the Subcommittee members to contact her anytime and she would be happy to explain any of her rulings and share transcripts.

Councilman Nowakowski indicated he had not received feedback about a judge before; therefore, the feedback generated some red flags. He expressed concern with the evaluation process. He concluded by stating he would vote no on reappointment.

Vice Mayor Williams expressed concern with recommending a blanket appointment.

#### **6. Recommendation on the Reappointment of Phoenix Municipal Court Judge for a New Four-Year Term**

Vice Mayor Williams motioned to approve a six month continuance of the appointment for further information to be gathered.

Councilman Nowakowski seconded the motion with an amendment that Judge Certa report back to the Subcommittee the training she receives during those six months.

Chairman Mattox expressed his appreciation for Judge Certa's self evaluation before the Subcommittee. He clarified the Subcommittee's recommendation reflects their concerns with the evaluation process and communication and not lack of confidence in Judge Certa personally.

The motion passed 3:0

## **7. Community Engagement & Outreach Implementation Team Update**

Ed Zuercher, Assistant City Manager introduced the item with Assistant Police Chief Kevin Robinson, Commander Mike Kurtenbach, Jocquese Blackwell, Community Engagement Implementation Team Co-Chair, and Julian Nabozny, Community Engagement Team Co-Chair.

Mr. Zuercher stated the Community Engagement and Outreach Task Force began in April 2010 to develop recommendations for increasing community access to, communication with, and confidence in the Phoenix Police Department. He added the Community Engagement and Outreach Team has been working since then to implement the Task Force's 34 recommendations. Mr. Zuercher recognized the 11 members of the Community Engagement and Outreach Implementation Team. He thanked the subcommittee for asking the tough questions and supporting the changes recommended by the Task Force.

Chairman Blackwell stated it was an honor to be a part of the team and work with the City and Police Department to make improvements.

Chairman Nabozny thanked his fellow members of the team for their dedication. He stated all of the members agreed to continue their involvement with the implementation of their recommendations throughout the City so they would impact every neighborhood, and not just those in the South Mountain Precinct.

Mr. Zuercher thanked Acting Chief Yahner for the resources provided and his leadership so the recommendations were implemented enthusiastically at all levels of the department. Mr. Zuercher introduced a DVD produced by Channel 11, Phoenix Police Department, and the Community to reflect the accomplishments from the Task Force that was shown during the meeting. He stated upon completion, the DVD would be shown on Channel 11.

Highlights of the Video included:

1. Description of the Task Force which included 39 members representing a cross-section of the community and their mission.
2. The process of making the 34 recommendations which were approved by City Council in January 2011
3. The development of the Community Engagement and Outreach Implementation Team from within the Task Force membership and their approach to implementing the 34 specific recommendations within the following five categories:
  - a. Encourage community engagement/connectedness to the Phoenix Police Department
  - b. Identify and enlist community partners to build better relationships with the Phoenix Police Department
  - c. Encourage community engagement/connectedness by Phoenix Police Officers
  - d. Improve officer training



- e. Improve process for accountability
4. Descriptions of each specific recommendation from the categories listed above

Chairman Mattox congratulated the Task Force members on their hard work and accomplishments. He stated his agreement on implementing the recommendations citywide and not just in the South Mountain Precinct.

Vice Mayor Williams asked if the Task Force was involved with the Police Department's efficiency study. Mr. Zuercher responded they have not been involved yet, but could do so in the future.

Councilman Nowakowski thanked the Task Force members for their hard work and indicated he has seen significant differences based on the implementation of their recommendations.

Antonio Zuniga, Community Engagement and Outreach Implementation Team Member, thanked City Manager David Cavazos, Assistant City Manager Ed Zuercher, and the Police Department Management for the resources and support they provided to advance the process.

Chairman Mattox thanked the Task Force for their service.

Gail Knight, Community Engagement and Outreach Team Member, thanked the Subcommittee and City staff for understanding the need to accomplish the tasks quickly and responding accordingly.

Chairman Mattox reiterated his thanks and appreciation for the hard work and success of the Community Engagement and Outreach Implementation Team.

## **8. Home Detention Program**

Aaron Carreon-Ainsa, Assistant City Attorney introduced the item with Alan Velasquez, Vice President Sentinel Offender Services. Mr. Carreon-Ainsa thanked the subcommittee for their support in expanding the Home Detention Program (HDP).

Mr. Vasquez described the \$3.3 million cost savings in FY2010/2011 from utilizing HDP. He described the estimated jail cost savings from July – September 2011 with additional projected savings from active and pending cases. He added the savings were derived from the Court recognizing and implementing efficiencies with transitioning prisoners from jail to HDP.

Mr. Vasquez provided the following history of the Home Detention Program:

1. From April 2006 – December 2008 only those convicted of impaired driving offenses were allowed to participate in HDP with the following criteria:
  - a. First Offense Impaired Driving: 24 hours in jail before entering HDP

- b. Second Offense and Extreme Impaired Driving: 15 days in jail before entering HDP
  - c. Defendants allowed to go to work/school/counseling but then confined to the home
  - d. Required random alcohol testing
2. HDP Expanded in January 2009
- a. Expanded program included all misdemeanor offenses except:
    - i. Prostitution
    - ii) Domestic Violence
  - b. Non impaired driving cases: 24 hours in jail before entering HDP

Mr. Vasquez described the following legislative changes that would be effective January 1, 2012:

- 1. Allows cities to implement Continuous Alcohol Monitoring (CAM)
  - a. 24/7 monitoring
  - b. No confinement
- 2. First Offense Impaired Driving: One day in jail before entering HDP or CAM
- 3. Second Offense and Extreme Impaired Driving, and all other misdemeanors: 20% jail time before entering HDP or CAM

Mr. Vasquez stated a limitation of the HDP system that a prisoner could not be monitored when outside of their house could be rectified with the CAM system. He added if City Council approved utilizing CAM, it would require modifying the City ordinance.

Mr. Vasquez showed the physical CAM and HDP units to the subcommittee and described the ankle transmitter and home monitoring unit components of the CAM that would enable monitoring outside of the home. He also described the precautions his company takes by monitoring people from a centralized office to ensure they do not tamper with the equipment and a device they utilize to ensure the correct ID of a person when they undergo their alcohol/drug test.

Chairman Mattox asked how a prisoner would be notified that they need to be tested. Mr. Vasquez replied the device would beep loudly and lights would flash next to the mirror to get a clear picture of the prisoner, once the picture was taken, the next light would instruct the prisoner to blow into the device. He said the results would go immediately to a national monitoring center, and if the person failed the test, the device would request three more test every 15 minutes to ensure the results would not be disputed in Court.

Mr. Vasquez described the components of the next generation CAM equipment which included a GPS sensor and scam device.

Councilman Nowakowski asked if the unit was water resistant. Mr. Vasquez responded that it was.

Chairman Mattox clarified CAM had not yet been approved by the City Council. Mr. Vasquez responded correct.

Chairman Mattox requested a proposed ordinance change be presented to the Subcommittee in February or March 2012 for approval that would enable the utilization of CAM.

#### **9. Public Safety Year End Review**

Ed Zuercher, Assistant City Manager, introduced David Cavazos, City Manager; Acting Police Chief Joe Yahner; Fire Chief Bob Khan, and Judge Song Ong who each thanked Chairman Mattox for his service to the City. Chief Khan and Acting Chief Yahner each presented the Councilman with a gift unique to their departments.

Chairman Mattox thanked them for their recognition. He stated it was an honor to serve on the City Council and as Chair of the Public Safety and Veteran's Subcommittee. He said his greatest satisfaction from serving on the City Council was working with great people. He stated the goal was to provide the best possible service and thought it was accomplished through the work with his Colleagues and City employees.

#### **10. Adjournment**

Chairman Mattox adjourned the meeting at 11:25 a.m.

Respectfully Submitted,

Stacy Hettmansperger  
Management Intern

174831

**CITY COUNCIL REPORT CITY CLERK DEPT.**

TO: Ed Zuercher  
Assistant City Manager

2012 DEC -7 AM 7:19

FROM: Daniel V. Garcia  
Chief of Police

SUBJECT: COMMUNITY ENGAGEMENT & OUTREACH IMPLEMENTATION TEAM

This report provides the Public Safety, Veterans, Transparency, and Ethics Subcommittee Council an update on the City Manager's Community Engagement and Outreach Implementation Team.

THE ISSUE

The City Manager's Community Engagement and Outreach Task Force was established in April 2010 as a community-based effort to address residents' concerns about Police Department employee interactions with the community. The Task Force consisted of approximately 39 members representing a cross-section of the community. The primary mission of the Task Force was to recommend to the City Manager concrete steps to increase community access to, communication with and confidence in the Phoenix Police Department.

The Task Force developed 34 specific recommendations that fall into five categories, which were presented to and approved by the City Council in January 2011. As an outgrowth of this action, the City Manager's Community Engagement and Outreach Implementation Team was established to monitor and review the implementation of the Task Force recommendations. The Implementation Team members were selected from the Community Engagement and Outreach Task Force membership, and other community and religious organizations. The Implementation Team has 11 members who represent the diversity of our community (Attachment A). The Implementation Team is co-chaired by Police Hispanic Advisory Board Chair and business owner Mr. Julian Nabonzy and Criminal Defense Attorney Mr. Jocquese Blackwell. Assistant City Manager Ed Zuercher, Assistant Police Chief Kevin Robinson, and Equal Opportunity Department Director Lionel Lyons provide guidance and support to the Implementation Team.

OTHER INFORMATION

In November 2011, the Implementation Team developed subcommittees based on the Community Engagement and Outreach Task Force recommendations outlined in five categories. Eight of the individual Implementation Team members agreed to champion one or more of the five recommendation categories and work with the Police Department and community to accomplish the goals in each section. Attachment B is a list of the Implementation Team Champions and categories. This approach has allowed Implementation Team members time to focus on the specific recommendations of

interest and create opportunities for the involvement of other community leaders and police employees to assist in this process.

A total of 34 specific recommendations fall within five categories. (A-E):

- A. Encourage community engagement/connectedness to the Phoenix Police Department
- B. Identify and enlist community partners to build better relationships with the Phoenix Police Department
- C. Encourage community engagement/connectedness by Phoenix Police Officers
- D. Improve officer training
- E. Improve processes for accountability

The Police Department has worked diligently to meet and exceed the recommendations and suggestions from the Implementation Team and the community. Attachment C is a detailed list of the accomplishments since December 2011. A summary of the accomplishments is detailed below:

- The Police Department was awarded a Smart Policing Initiative grant from the Bureau of Justice Assistance for \$500,000 to pilot on-body cameras for greater transparency. The Department is in the process of identifying a camera vendor. The target deployment date is February 1, 2013. The pilot program will be conducted in Maryvale Precinct. This will be a one year pilot program. This follows on an initial pilot program in 2 precincts in 2011.
- In response to the recommendation to train, educate, and require officers to be more culturally competent regarding differences of race, color, national origin, sexual orientation, and disability, the Police Department developed a training program that includes vignettes of community leaders. The Police Department's Public Affairs Bureau utilized community representatives that were recommended by the Implementation Team members to create a very powerful and thought provoking video concerning Police and community interactions. The training for the entire Department is being instructed by Sgt. Mark Tovar in order to ensure all attendees receive the same message. The training began in January 2012. Approximately 100 sessions will be held with groups of 30 employees and should be completed by January 2013.
- In response to the recommendation to encourage community leaders, faith-based organizations, and non-profits to share community concerns with police officers on a regular basis, the Police Department has partnered with local business leaders to host monthly "Coffee with a Cop" events. To date there have been approximately 150 events.
- The first annual Public Safety Day celebration, Sunday, Oct. 16, 2011, was held in conjunction with the G.A.I.N. event that occurred October 14-16, 2011. The second annual Public Safety Day was held in conjunction with the G.A.I.N. event

that occurred on Sunday, October 21, 2012. The event has been introduced to churches throughout Phoenix. The concept has been embraced by pastors and sworn personnel. It is estimated that roughly 5,000 individuals received the message of the importance of working collaboratively to improve the relationship between the Police Department and the community. Pastors throughout the Valley have expressed an interest in participating in next year's Public Safety Day. Sworn personnel at every rank have requested to assist in expanding the Department's relationship with faith-based communities and wearing their uniforms throughout the year when attending and presenting at services.

- In response to a recommendation to use websites, social media and multilingual communication to enhance communications with the community, the Police Department modernized and updated the web pages of all eight precincts. The Department has also created a Facebook and Twitter accounts, which are managed by the Public Affairs Bureau. The number of followers on both accounts increases daily.
- In response to the recommendation to provide school-based education/awareness of city laws for students, parents, Eagle Scouts, and Explorers, a training program was developed to engage youth and young adults. An informational brochure was also developed to inform educators and parents about the training program and laws that directly impact the youth and young adults. The training program pilot was conducted in the Roosevelt School District. The Department is presently exploring opportunities to expand in other school districts.
- In response to the recommendation to encourage participation in ride-alongs and the Citizen's Academy to gain a better understanding of what an officer deals with, the Police Department conducted four academy classes including one class in Spanish. Approximately 100 participants graduated from the four annual classes. The Department also developed a shorter version of the Academy, The Police Academy Experience, to accommodate community members who don't have the time to attend the full Academy. There have been seven Police Academy Experience sessions this year.
- In response to the recommendation to require police officers to provide a professional card with their name, badge number, and supervisor's contact information whenever they interact with the public, the Police Department partnered with a local business leader to develop and print 40,000 business cards. A corresponding Operations Order was finalized in March 2012, stipulating when the card is to be distributed. To date more than 20,000 cards have been issued to citizens in Phoenix.
- In response to a recommendation by the task force, the Professional Standards Bureau underwent an audit from an outside agency, the Matrix Group of the entire bureau. (attachment c)

The Implementation Team has played an invaluable role in ensuring the Task Force recommendations are implemented. The team members will continue to serve as ambassadors to the community regarding the work of the Task Force and the commitment of the Police Department to improve its community relationships. The Implementation Team will be meeting with staff to discuss the next phase of this process.

#### RECOMMENDATION

This report is for information only. No City Council action is required.

Attachments

**Attachment A**  
**COMMUNITY ENGAGEMENT AND OUTREACH IMPLEMENTATION TEAM**  
**MEMBERS**

**Implementation Team Co-Chairs**

1. Mr. Jocquese Blackwell, Esq., Criminal Defense Attorney & South Mountain Village Resident
2. Mr. Julian Claudio Nabozny, Chair of the Phoenix Police Department's Hispanic Advisory Board & South Mountain Village Business Owner

**Implementation Team Members**

3. Ms. Diane D'Angelo, Chair of the Phoenix Human Relations Commission
4. Dr. Ann Hart, Chair of the Police Department's African American Advisory Board & Arizona Department of Education Deputy Associate Superintendent
5. Ms. Terri Jackson, Phoenix Human Relations Commission Member & retired Maricopa County Court ADA Coordinator
6. Mr. Patrick Kelley, Chair of the Phoenix Police Department LGBT Advisory Board & Business Owner
7. Ms. Gail Knight, Member of the Phoenix Women's Commission, President of the Community Excellence Project & Community Development/Organizer Consultant
8. Mr. Raul Monreal, Phoenix Police Department's Hispanic Advisory Board Member & Associate Dean, South Mountain Community College
9. Ms. Jeri Kishiyama, Japanese American Citizens League Member & Asian Chamber of Commerce Member
10. Ms. Shawn Pearson, Chief Executive Officer, Kingdom Communities of the Valley
11. Mr. Antonio R. Zúñiga, Esq., Certified Criminal Law Specialist

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Commander Mike Kurtenbach  
Sergeant Mark Tovar  
Officer Luis Samudio  
Management Assistant II Corey Williams



Equal Opportunity Department Staff Marquita Beene  
Public Transit Department Staff Reginald Ragland

**Attachment B**  
**COMMUNITY ENGAGEMENT AND OUTREACH IMPLEMENTATION TEAM**

**Recommendation Category Champions**

<b>Category</b>	<b>Champion</b>	<b>Cluster Group</b>	<b>Assigned Staff</b>
<b>A- Encourage Community Engagement/Connectedness with Youth/Young Adults by the Phoenix Police Department.</b>	Gail Knight	Tony Zuniga Terri Jackson	Commander Kurtenbach Sgt. Tovar Off. Samudio Ms. Beene
<b>B- Identify and enlist Community partners' involvement to build better relationships with the Phoenix Police Department.</b>	Shawn Pearson Julian Nabozny	Manny Torres Hilde Saizow Donna McHenry Roland Campbell	Mr. Ragland
<b>C- Encourage community engagement / connectedness by Phoenix Police officers.</b>	Patrick Kelley		Commander Kurtenbach Sgt. Tovar Off. Samudio
<b>D- Improve officer training.</b>	Dr. Ann Hart Jocquese Blackwell	Diane D'Angelo Gail Knight	Commander Kurtenbach Sgt. Tovar Off. Samudio
<b>E- Improve processes for accountability.</b>	Jeri Kishiyama Jocquese Blackwell Tony Zuniga	Diane D'Angelo	Assistant City Manager Zuercher Assistant Police Chief Kevin Robinson



	<p>staff. There are also links to other Department partners and resources to assist the community.</p>
<p>b. Provide school based education/ awareness on city laws for students, parents, eagle scouts, explorers, etc.</p>	<p>Officers from South Mountain Precinct have implemented mentoring program that engages students attending the Espiritu NFL Yet College Prep Academy at 4848 S. 2<sup>nd</sup> Street. This Mentorship/Partnership between the school, the Police Department and the private non-profit organization AZ Common Ground has evolved to include taking several students to the Arizona Law Enforcement Academy for two individual sessions that included a daylong field trip where the juveniles engaged Phoenix Police officers in productive dialogue and discussion.</p> <p>The Department has partnered with several members of the community to develop a Youth/Young Adult Safety Program. The purpose of this program is to provide comprehensive information to youth and young adults that will facilitate communication and dialogue with members of the law enforcement and judicial communities. The program is designed to encourage meaningful relations between the members of the Phoenix Police Department and the youth of our community. This program has been embraced by the Roosevelt School District Administration and plans are moving forward for broader implementation in the Fall of 2012. In connection with this program, Phoenix Police officers have assisted with Youth/Young Adult presentation in the following locations:</p> <ul style="list-style-type: none"> <li>• T.G. Barr Elementary School</li> <li>• Ignacio Conchos Elementary School</li> <li>• Roselinda Elementary School</li> <li>• Cesar Chavez Elementary School</li> <li>• Anda Lucia Elementary School</li> <li>• Nevitt Elementary School</li> <li>• Franklin High School</li> <li>• James Sandoval Preparatory High School</li> <li>• Paradise Valley High School</li> </ul>

<p>C. Encourage community engagement and/connectedness by the Phoenix Police Department.</p>	<ul style="list-style-type: none"> <li>• Maryvale High School</li> </ul> <p>Officers from the CEOTF directly supported a Wake-Up Club comprised of students from the Cesar Chavez Elementary School Wake-Up Program. There are 22 other schools that PPD Officers assisted with in the school year.</p> <p>Officers from the Estrella Mountain Precinct completed a presentation to youth and young adults at a Chicanos por la Causa Crisis Shelter. The topics discussed were based on decision making and the role of the Police in the community.</p> <p>Officers from the South Mountain Precinct have partnered with the Parks Department to take neighborhood children to two sporting events – A Diamondbacks game and a Rattlers game.</p> <p>Officers attended and participated in a career day at Mary McCloud-Bethune Elementary School. The topic of discussion was the value of education and the importance of staying in school.</p> <p>Officers from the Central City Precinct and the CEOTF recently completed a 5 week Junior Achievement session with students who ranged from K thru 8<sup>th</sup> grade at Garfield Elementary School. This program is designed to educate and inspire young people to value citizenship, free enterprise, business, and economics to improve the quality of their lives. These officers volunteered for this opportunity and were provided the opportunity to participate from the Central City Precinct Commander.</p> <p>The Maryvale Precinct continued its longstanding commitment to community engagement by partnering with the Maryvale Revitalization Corporation, City Council District 5 and the local business community on the Maryvale Merits program. Maryvale Merits is a program that encourages officers to recognize youth that do good deeds in</p>
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their community. When officers witness positive behavior, they present the young person with a Maryvale Merits card that contains the officer's name and contact information. Additionally, recipients also receive a coupon provided by local merchants for fee or greatly discounted items. The program is designed to build self-esteem and foster a positive relationship between officers and the youth.

Officers and Administration of the South Mountain Precinct worked with the south Mountain Laveen Chamber of Commerce to establish the Officer Shane Figueroa Memorial Scholarship. The scholarship will be awarded to a local youth attending a South Phoenix High School with aspirations of attending South Mountain Community College and studying a Law Enforcement Program. The scholarship will aid in the funding of tuition, books and related fees for the first two years of education.

Survey the community in order to identify the community's attitudes toward Police:

- a. 2010 City of Phoenix Community Attitude Survey
- b. This study reveals information on public attitudes and perceptions of the relationship between PPD and the residents of Phoenix.
- c. The Survey reflects opinions regarding the trust and respect that PPD employees offer to citizens as well as opinions on levels of force options that PPD employs.

Emphasize recruitment of minority officers to further ensure the Department reflects the communities it serves.

- a. The PPD is not currently hiring for the position of Police Officer and is not anticipating accepting applications for this position until 2016.
- b. The PPD does not have an active Recruiting Team
- c. When future opportunity arises

	<p>discussions have hinged towards more emphasis on social media avenues to address minority publications in the hopes of attracting potential candidates.</p> <p>d. There is also statistical information that in the past, Hispanic female and African-American females have been a difficult hiring goal to reach – along with Native-American candidates.</p> <p>e. Due to the prospects of potential for hiring with the PPD and limited budget, outside of state recruiting trips may be not as necessary due to demand for employment within the region</p>
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**Recommendation Category B**

Identify and enlist community partners' involvement to build better relationships with the Phoenix Police Department.

<b>Recommendation</b>	<b>Accomplishment</b>
<p>1. Enlist commitment of local leaders to develop, sponsor, and promote participation of the public and the Police Department.</p> <p>a. Participate in ride-alongs and the Citizen's Academy to gain a better understanding of what an officer deals with.</p>	<p>The Department committed to expanding the Citizens Police Academy from two classes annually to four. Since this transition occurred in 2011, we have completed 7 CPA sessions. The last class for this year began in October 2012</p> <p>During this transitional period our Department recognized the benefit of providing this opportunity to other members of the community we serve. Therefore, the PPD facilitated two of these sessions entirely in Spanish. The curriculum was developed and the recruitment of participants was conducted in partnership with the Hispanic Advisory Board and other local Hispanic contributors form the pubic and private sectors. For those that are unable to commit to the CPA the Department has developed a four-hour Police Academy Experience (PAE). The PAE includes classroom instruction on deadly force encounters, decision making training, and force-on-force scenarios using simulation (non-lethal training ammunition similar to</p>

<p>b. Encourage community leaders, faith-based organization and non-profits to share community concerns with police officers on a regular basis.</p>	<p>paintballs) in the Academy Tactical Village. The first PAE was held on March 17, 2011.</p> <p>Since it's inception there have been several PAEs to include the following groups:</p> <ul style="list-style-type: none"> <li>• Valle Del Sol – Hispanic Leadership Institute</li> <li>• African American Leadership Institute</li> <li>• Hispanic Pastors Association &amp; Implementation Team Members</li> <li>• Estrella Mountain Community College Criminal Justice Program</li> <li>• Barry Goldwater High School – Career Technical Ed Program</li> <li>• Valley Leadership Program</li> <li>• Chinese Chamber of Commerce</li> </ul> <p>Community Action Officers (CAO) in all eight precincts are actively marketing and recruiting community, business and faith leaders to participate in the citizen observer/ride-along program.</p> <p>All eight precincts have implemented monthly or bimonthly "Coffee with a Cop" events. Mr. Nabozny hosted the most successful and it was a well attended event in South Mountain Precinct on April 20, 2011. To date there have been approximately 150 events citywide, with 61 of those events occurring in the first seven months of the year.</p> <p>Officers from the Community Engagement and Outreach Task Force and other precincts have continued to recognize the value of strengthening the relationships with faith-based communities. These opportunities to engage citizens have taken place in the following venues throughout the City.</p> <ul style="list-style-type: none"> <li>• St. Vincent's Catholic church</li> <li>• Faith Missionary Church</li> <li>• St. Jerome's Catholic church</li> <li>• St. Mark's Catholic Church</li> <li>• Lutheran Social Services</li> <li>• First Institutional Baptist Church</li> </ul>
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## Law Enforcement Academy

May 12, 2012 Meeting with representatives of Valley Interfaith Project to discuss public safety and community engagement. The meeting was held at Creighton Elementary School and over 200 faith leaders and guests were in attendance.

Police Chief Daniel V. Garcia and/or his executive staff have attended myriad community functions since he took office on May 14, 2012. Some of these functions include but are not limited to the following:

- LGBT Advisory Board and Community Meetings
- Hispanic Citizen Advisory Board Meeting
- Hispanic Leadership Institute Graduation –
- Keynote Speaker
- Carl Hayden High School – SB 1070 Community
- Meeting Asian/Pacific Islander Advisory Board Event and
- Meeting Chinese Chamber of Commerce Meeting
- Peace Officers Memorial Board Meeting
- Greater Phoenix Black Chamber of Commerce,
- State of the Commerce event
- Arizona Muslim Police Advisory Board Event and Meeting
- Native American Advisory Board Event
- Jewish Advisory Board Event
- Hispanic Ministers Meetings
- Dream Act Event – Keynote Speaker
- Riders USA Meeting
- African American Advisory Board Event
- Great Phoenix OIC Founders Day Event
- Black and Brown Coalition Event
- Valle Del Sol Annual Event
- Anti-Defamation League Annual Event
- Neighborhood Associations Meetings
- eLatina Voices Meeting
- African American Christian Clergy Coalition Meeting

	<ul style="list-style-type: none"> <li>• Criminal and Civil Rights Defense Attorneys Meeting</li> <li>• Eastern Indian Muslim Meeting</li> <li>• Indonesian Police Delegation Meeting</li> <li>• Hispanic Consulate Meetings (Mexico, Honduras,</li> <li>• El Salvador and Guatemala)</li> <li>• Comites de Defensa del Barrio Meetings</li> </ul>
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**Recommendation Category C**

Encourage community engagement/connectedness by Phoenix Police officers.

Recommendation	Accomplishment
<p>A. Identify and enlist community partners' involvement to build better relationships with the Phoenix Police Department.</p>	<p>Conduct community sponsored Town Hall meetings</p> <p>Somos America – Community Forum at Granada School, July 2012 in Cactus Park Precinct. PPD sat on a community panel and discussed various police topic and provided educational material to Spanish speaking citizens within the area.</p> <p>SB 1070 Community Forum at Carl Hayden High School, July 2012</p> <p>Somos America – PPD met with Board members of this organization to discuss future Forums and continued future meetings, June 2011</p> <p>No Mas Lagrimas – PPD went to this location to answer questions from members of a Christian organization regarding concerns with the Hispanic community and the PPD, August 2011</p>
<p>c. Sponsor and Interfaith "Annual Public Safety Day" event</p>	<p>There have been numerous community meeting involving members of the PPD and local organizations that continue to foster education and dialogue that is beneficial for all parties involved</p>
<p>d. Held The Community and Interfaith</p>	<p>October 16, 2011 – PPD Officers,</p>

<p>Public Safety Weekend</p>	<p>Command and Executive Staff attended churches in the community to promote a positive relationship between the community and the organization. Spanish speaking churches were also contacted within the Maryvale and South Mountain Precincts</p> <p>A second Annual Public Safety Day was held on Sunday October 21, 2012. Churches throughout the Valley have expressed an interest in participating in next year's Public Safety Sunday. Sworn personnel at every rank have requested to assist in expanding the Department's relationship with faith-based communities and wearing their uniform throughout the year when attending services.</p> <p>The churches that participated included the following:</p> <ul style="list-style-type: none"> <li>• First New Life Baptist Church (400 precinct)</li> <li>• Whole Truth Church of God in Christ (400)</li> <li>• Southminister Presbyterian Church (400)</li> <li>• Christ Church of the Valley (200)</li> <li>• Love International (Amor Internacional) – Bilingual (200)</li> <li>• Church of the Nazarene (800)</li> <li>• St. Vincent DePaul (800)</li> <li>• St. Theresa (500)</li> <li>• Crosswalk Church (300)</li> </ul> <p>Fact Sheet  <b>Theme:</b> Increase the Peace - Unity in the Community".  <b>Dates:</b> Public Safety Weekend - October 14 -1 6, 2011  Public Safety Sunday: October 16, 201 1</p> <p><b>Goal:</b> To engage more community residents in actively strengthening their relationship with law enforcement.</p>
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**Purpose:** The Community and Interfaith Public Safety Weekend seek to affirm and celebrate the important work that places of worship are already focusing on to strengthen ties with public safety officers.

**Sponsors:** The City of Phoenix Community Policing implementation Team, City of Phoenix Police Department, City of Phoenix Parks and Recreation Department and the City of phoenix Neighborhood Services Department and Arizona Interfaith Movement and local faith communities

**Expected Outcome:** By the end of the Community and Interfaith weekend, existing community and congregational efforts to work with police officers will have more visibility, new volunteers, increased resources, and fresh energy to continue.

#### **TALKING POINTS FOR FAITH LEADERS**

**Primary Community Message:** Increasing safety within the community requires a collaborative effort between police department and community that identifies problems of crime and disorder and involves all elements of the community in the search for solutions to problems. At the center of this collaboration are three essential and complementary core components:

Partnerships between the police and the community. Problem solving as a method to identify and solve problems of concern to the community. Change management within the police organization to accommodate increased community involvement.

**What Can the Faith Community Do Now.....**

**Pray, study, and reflect:** The Interfaith

and Community Public Safety weekend is a time to look deeply at what one's faith tradition says about our responsibility to protect everyone in the community.

**Take action:** The Community and Interfaith Public Safety Weekend is a time for action that springs from faithful study and reflection. It is only a time to pray, but also a time to put prayer into action. It is not only a time to study, but also a time to serve directly and to speak out to elected leaders and others about the need for justice.

**Commit to new, long-term efforts:** The Community and Interfaith Public Safety Weekend are intended to inspire new long-term efforts to help promote the importance of safer communities for everyone. However wonderful the weekend celebrations may be, what matters most is what individuals and religious communities do in the following weeks and months and years to help make Phoenix a better place.

**Event Locations:**

**Harmon Recreation Center**

1425 S. 5th Avenue

Phone: (602)262-6898

Date: Oct 15, 201 11 1 am - 4pm

**Hermoso Recreation Center**

2030 E. Southern Ave.

Phone: (602)262-6836

Date: October 20, 201 11 6pm-9pm

**Lindo Park**

2230 W. Roeser Road

19<sup>th</sup> Avenue and Roeser Road

(602) 495-5541

Date: October 15, 201 11 0am - 2pm

**Contact Persons:**

**Shawn M. Pearson, CEO**

Kingdom Communities of the Valley

5602 South 19th Avenue

	<p>Phoenix, AZ 85041  602-904-2439 cell  Email Address:</p> <p>Mike Kurtenbach, Lieutenant  Police Department  620 W Washington St  Phoenix AZ 85003  (602)262-7995  <b>Email Address:</b>  <a href="mailto:mike.kurtenbach@phoenix.gov">mike.kurtenbach@phoenix.gov</a></p>
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**Recommendation Category D**

Improve officer training and encourage community engagement /  
connectedness by Phoenix Police officers.

<b>Recommendation</b>	<b>Accomplishment</b>
<p>a. Require police officers to provide a professional card with their name, badge number, and supervisor's contact information whenever they interact with the public.</p>	<p>An initial allotment of 40,000 business cards was ordered and disseminated equally to the 8 PPD precincts. The cards were utilized by patrol personnel to assist with customer service opportunities.</p> <p>In June of 2012, a second allotment of 160,000 business cards was purchased utilizing funding received from a 201 1 Judicial Assistance Grant that was awarded to the Community Engagement and Outreach Task Force. These cards were disseminated equally to the 8 PPD precincts to assist with engagement opportunities.</p>
<p>b. Encourage Officers to exit their vehicles daily to engage individuals and business owners</p>	<p>This has been discussed as a goal of the individual precincts to continue this practice. Officers have continued to conduct this opportunity when time permits. However, with the introduction of the business cards officers now have another source of information that can be useful to the citizen and business owner when addressing neighborhood problems.</p>

	<p>The Maryvale Precinct has initiated the Maryvale Merits Program. This pro-active program encourages patrol officers to exit their vehicles and make contact with neighborhood youth upon recognition of positive acts within the community. The program has also allowed the opportunity for PPD and local business owners to work together to recognize the positive actions of youth by rewarding them with coupons for local redemption at local shops and restaurants.</p> <p>In November 2011, Officers from the Maryvale Precinct partnered with the AZ Common Ground organization to partner with Fry's Food Stores in assisting needy families with turkeys for the Holiday Season.</p> <p>This was a great opportunity for officers to identify those families in need and provide a turkey for Thanksgiving. A goal of 100 families was met and it was carried out.</p> <p>A similar event is planned for this year and the goal is 1000 families to be assisted. This partnership again teams the PPD and AZ Common Ground organization. The food store chain that is assisting this effort is Bashas and further goals are to incorporate the other precincts of the City to reach this goal.</p>
<p>c. Serve as good will ambassadors and public safety facilitators by encouraging and recognizing officers who are functioning in other capacities in the community, such as coaching Pop Warner leagues and coordinating PAL events</p>	<p>PPD Officers continue to participate within the community in serving as ambassadors to the youth and promoting inter-action.</p> <p>Summer 2012, Officers from South Mountain Precinct organized and participated in a basketball tournament for youth in the South Mountain Community</p> <p>Officers from South Mountain Precinct and the Community Engagement and</p>



<p>d. Encourage partnerships between precinct officers and schools, community colleges, and universities.</p>	<p>Outreach Task Force were recognized by two community organizations for their efforts. The Kingdom Communities of the Valley and the AZ Common Ground organizations provided Certificates of Appreciation to officers who have assisted in contributions to bettering relationships between the PPD and the community.</p> <p>A similar event of recognition is planned for December 2012 for officers who represent all of the 8 precincts within the city.</p> <p>Central City Precinct has continued to foster a relationship with the Junior Achievement Association and the Garfield Elementary School.</p> <p>Several Phoenix Police Officers completed 5 week educational programs with elementary students there to increase relations between PPD and the students within the area. The Program was initiated in March and completed in May of 2012. There are plans to continue with the program this school year as well.</p> <p>South Mountain Precinct Officers and Community Engagement and Outreach Task Force Officers have attended community forums at South Mountain Community College to assist in community engagement and educational opportunities.</p> <p>Officers have conducted presentations at the downtown campus of the Arizona State University School of Criminal Justice. A partnership has been formed with faculty at this school to continue to provide presentations to the young adult community in the hopes of fostering communication and knowledge with these students. There are two future presentations to be scheduled for this semester.</p>
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Improve processes for accountability

Recommendation	Accomplishment
<p>1. Improve the process to address citizen complaints, use of force tracking, and police misconduct.</p> <p>a. Allow complainant to review officers' comments and submit additional information to the Professional Standards Bureau once the investigation has begun.</p> <p>b. Provide a process where complainants have the same level of representation during the complaint process as officers.</p> <p>c. Improve the process for notifying complainant of the status of their complaints including notifying complainants whenever the assigned investigator at PSB has changed.</p>	<p>An investigation is a fact finding process where complainants, witnesses and involved officers are given an opportunity to provide information to the investigator, both in written and oral form.</p> <p>The interviews that are completed are recorded for accuracy and the completion of the investigative summary. Allowing the complainant to review and rebut the statements from the officers would be an improper investigative process.</p> <p>The complainant is allowed to re-contact the investigator and provide additional information should the complainant desire to provide additional information. Since this is an internal investigation, the process and policies that govern this process are influenced by the Memorandum of Understanding. A change of this nature would have to be negotiated and agreed to by the union that represents the employees. This issue was discussed with the union during negotiations for the 2012-2014 contract. Union leadership would not agree to such a stipulation in the internal investigative process.</p> <p>Officers are afforded the opportunity to be represented by their respective union during an internal investigative process. The representative is another officer the union has trained on the internal investigative process. Any complainant has the option to obtain legal representation, which is currently allowed in the initial process.</p> <p>The Professional Standards Bureau recently completed an audit conducted by an outside vendor, The Matrix Group, that evaluated the entire bureau. One recommendation was</p>

<p>d. Establish ongoing multi-lingual/cultural campaign to explain the complaint and commendation process so the public will understand the process better and use it.</p>	<p>classified as, "Start a new procedure to send an update letter to the reporting party in misconduct investigations every three months apprising them of the status of the investigation and an estimated completion date". Additional information can be included, such as a change in the investigator. It is important to note that two investigators are assigned to most PSB cases. Should the primary investigator leave the bureau, the secondary investigator assumes the lead role. PSB has already begun to change their policy to reflect this recommendation.</p> <p>The department has initiated dialogue with the Hispanic community to set up a hotline through activist contacts where Spanish speaking citizens can voice their concerns. A representative from the department will meet regularly with this contact to foster open dialogue with the community through the Spanish speaking media. The direct line to PSB will also be made available through these same contacts.</p>
<p>2. Conduct a pilot program to determine the effectiveness of installing dash cams with audio and video capability in patrol cars.</p>	<p>A 90 day pilot program was completed in the Cactus Park and South Mountain Precinct in 2011 using a body camera. The Taser-cam was selected based on the research of available technology, as well as a cost comparison. Based on the results of that pilot program, a Department of Justice Grant was applied for and received that will fund the purchase of up to 50 cameras for use in the Maryvale Precinct. This grant will assist in the development of a camera program for the department. The use of the body camera has been found to be more cost effective than a dash camera.</p> <p>The Department partnered with the ASU Center for Violence Prevention and Community Safety and submitted a Smart Policing Initiative grant to the Bureau of Justice Assistance requesting \$500,000</p>

<p>3. Require UA testing after every officer involved shooting.</p> <p>4. Evaluate public and business owner's involvement in reviewing allegations of police misconduct.</p>	<p>to purchase 50 on-officer camera systems for deployment in the Maryvale Precinct. The application stated that we would use the cameras to address two specific problem areas: Domestic violence and officer accountability:</p> <p>The benefit of this type of technology is that it can prevent and deter dangerous behaviors for both parties involved resulting in a reduction in frivolous / fictitious complaints, reduce agency liability, and provide pertinent case information from the videotaping of domestic violence.</p> <p>As a result, suspect and victim interviews can later be entered into evidence. These on-officer cameras resolve disputes and build trust with the community preserving a record of critical events. The Phoenix Police Department was awarded the BJA Grant in late 2011 and the project is currently in the Request for Proposal planning phase for later implementation. Maryvale Precinct Commander Mike Kurtenbach is serving as the project manager for the Phoenix Police Department.</p> <p>The department already has a "for cause" drug testing policy in place. This suggestion was discussed during the recent contract negotiations. This recommendation would have to be agreed to by the Police unions and Police management to be put into the labor agreement. The officers union did not support changes to the current policy to allow for testing after any critical incident.</p> <p>The department already has numerous volunteers that sit on every board that has a need for citizen membership.</p> <p>These boards include the Disciplinary Review Board and the Use of Force Board. These citizens have full voting membership and make a</p>
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<p>5. Work with members of the Defense Bar Focus Group to create an Ombudsman-type position for scheduling interviews of police officers.</p>	<p>recommendation to the chief on the validity of the investigation and any propose discipline.</p> <p>This issue was discussed during the recent contract negotiations with the officer's union. The union rejected any outside influence during an internal investigation.</p> <p>The Police Chief met with a Defense Bar group on July 12, 2012 to discuss issues of concern.</p>
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Phoenix City Council  
Public Safety, Veterans, Transparency, and Ethics Subcommittee  
Summary Minutes  
Wednesday, December 12, 2012

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 Daniel Valenzuela  
Councilwoman Thelda Williams  
Vice Mayor Michael Johnson

**Staff Present**

Cmdr. Frank Sweeney  
Kevin Kane  
Deanna Jonovich  
Dennis Murphy  
Karen Peters  
James Burgett  
Aaron Avila  
Tom Remes  
Vicki Hill  
Umi Novell  
Jill Celaya  
Tracey Femenia  
Patricia Meza  
Stacy Osborne  
Sandra Hunter  
Toni Maccarone  
Penny Parrella  
Corey Williams  
Chief Robert Khan  
Chief Daniel Garcia  
Ed Zuercher  
Cmdr. Benny Pina  
Jeff Stapleton  
Frances Howard

**Staff Present**

Judge Roxanne Song Ong  
Jerome Miller  
Cris Meyer  
Judy Boros  
Lt. Robert Howe  
Elizabeth Parker  
Aaron Carreon-Ainsa  
Gail Piceno  
Scott Krushak  
Will Gonzalez  
Sgt. Shelley Munos  
Don Taylor  
Gary Kula  
Exec. Assist Chief Joe Yahner  
Rachel Milne  
Jeff Jamison  
Chris McBride  
Stacy Osborne  
James Lawler  
Cmdr. Timothy Hampton  
Sgt. Jeffrey Dick  
Cmdr. Mike Kurtenbach  
Melissa Hoffman

**Public Present**

Patrick Kelley  
Connie Phillips  
Ward Simpson  
Dwight Amery  
Paul Denial  
Antonio Zuniga  
Brad Bridwell  
Raul Monreal

**1. Call to Order**

At the conclusion of the Special Council meeting on the domestic violence shelter funding issue, Chairman Nowakowski called the subcommittee meeting to order

at 3:15 p.m. with Vice Mayor Johnson and Councilmembers Valenzuela and Williams present.

**2. Review and Approval of the October 23, 2012 Public Safety, Veterans, Transparency, and Ethics Subcommittee**

Councilwoman Williams moved to approve the minutes from the October 23, 2012 meeting. Councilman Valenzuela seconded the motion which passed 4:0.

**4. Fire Department Automatic Aid Agreement**

Councilwoman Williams moved to approve this item. Councilman Valenzuela seconded the motion which passed 4:0.

**5. Request Authorization to Enter into a Letter of Agreement with the United States Food and Drug Administration's Office of Criminal Investigations**

Councilwoman Williams moved to approve the item. Councilman Valenzuela seconded the motion, which passed 4:0.

**6. Emergency Funding for Sojourner Domestic Violence Shelter**

Councilwoman Williams moved to approve the item and stated she would like to send the item to full Council. She stated she approved the motion with the following criteria: provide \$100,000 to the Sojourner Domestic Violence Shelter, issue a Request for Proposals for \$150,000 in additional services for domestic violence shelters, and have City staff meet with the O'Connor House to develop a sustainable strategic plan and have funding placed in consideration for the 2013-2014 budget. Vice Mayor Johnson seconded the motion.

Councilman Valenzuela offered a substitute motion, and stated he agreed with meeting with the O'Connor House, but he offered increasing the RFP to \$250,000 and not providing any funding to the Sojourner shelter today. He stated he did not see why emergency funding for Sojourner was necessary given testimony he heard in the special meeting. Vice Mayor Johnson seconded the motion.

The substitute motion failed 2:2, with Chairman Nowakowski and Councilwoman Williams opposed.

Councilwoman Williams amended her motion, and stated she would like to increase the RFP amount to \$250,000 and provide Sojourner with \$100,000 today. Chairman Nowakowski called for a vote on the original motion made by Councilwoman Williams. The motion failed 2:2, with Vice Mayor Johnson and Councilman Valenzuela opposed.

City Manager David Cavazos stated staff determined Sojourner's needs as an emergency. He stated the City does not have identified money at this time, but he stated staff identify funds if the Council determined the City should do so.

Councilman Valenzuela noted no beds would be closed this fiscal year, as Ms. Connie Phillips of the Sojourner shelter stated during the Special Meeting. He



stated this item should be brought to full council. Mr. Cavazos stated the item could be brought to the December 19 full council meeting.

Chairman Nowakowski acknowledged the difficulty for nonprofits in obtaining funds.

**7. City Programs and Services for Veterans**

Assistant to the City Manager Dennis Murphy introduced the item along with Mr. Brad Bridwell, Co-Chair of the Military Veterans Commission.

Mr. Bridwell introduced himself to the Subcommittee and discussed the Hire, Educate, Recruit, Organize (HERO) Initiative supported by Mayor Stanton. He discussed the two major goals of the Military Veterans Commission, homelessness and unemployment among veterans, and outlined the Commission's successes.

Mr. Bridwell discussed the HERO Initiative, its goals, and its job fair event on December 13. He stated 26 different employers would be at the fair, and he stated these employers are committed to hiring veterans. He said the first two hours would be a job fair targeted to veterans. Mr. Bridwell discussed the high unemployment rate for newly returning veterans and emphasized the need for initiatives such as HERO.

Vice Mayor Johnson commended Mr. Bridwell on his work on veterans' issues. He emphasized the importance of the HERO Initiative and encouraged residents seeking employment to attend the December 13 job fair.

Councilwoman Williams thanked Mr. Bridwell for his enthusiasm and work on veterans' issues.

Councilman Valenzuela thanked Mr. Bridwell for his presentation and work with the veterans' community.

Chairman Nowakowski stated he would like periodic updates from the Military Veterans Commission on veterans' issues.

**8. Community Engagement Task Force Update**

This item was continued to the next meeting.

**9. Gearless Bicycles for the Maryvale Revitalization Program**

Executive Assistant Chief Joe Yahner introduced the item. Commander Michael Kurtenbach discussed the Maryvale Merits program, and he stated the Police Department recognizes youth when they are doing positive things the Maryvale Precinct community. He stated the youth can use coupons, provided by the Police Department for positive behavior, to get free items from businesses in the neighborhood. Commander Kurtenbach stated the Police Department has been working in partnership with various businesses in the neighborhood. He requested gearless bicycles for the Police Department to provide to youth or youth agencies engaged in positive behavior in the community.

Councilman Valenzuela stated this is an opportunity to acknowledge what people in this community are doing right. He stated he supports the item.

Councilwoman Williams stated her support of the program, and she commented this program needs to be available in all districts.

Councilwoman Williams moved approval of the item.

Councilman Valenzuela stated the Police Department has been working hard on this program, and he stated he hopes to see it available in all districts in the future.

Chairman Nowakowski thanked the Police Department for their hard work in the community.

Councilman Valenzuela seconded the motion, which passed 4:0.

**3. Call to the public**

This item was heard out of order.

Ms. Angali Abraham expressed concern for the enforcement of SB1070 by some on the Police Department. She stated several examples of alleged harassment by the Police Department. She requested the Subcommittee address these concerns.

Councilman Nowakowski requested City staff follow up with Ms. Abraham.

Councilwoman Williams left at 3:45 p.m.

Ms. Doris Provine provided a hand out to the Subcommittee and discussed a survey conducted on large cities in relation to immigration.

Mr. Carlos Garcia expressed concern for Police enforcement of SB1070. He requested the City issue identification to all Phoenix residents regardless of immigration status.

**10. Update on City Participation in Regional Homeless Court**

This item was continued to the next meeting.

**11. Video Initial Appearance Court**

This item was continued to the next meeting.

**12. Information Security and Privacy Website**

This item was continued to the next meeting.

**13. Future Agenda Items**

Chairman Nowakowski requested an agenda item for the Police Department's policies and training related to SB1070.

Councilman Valenzuela requested an item evaluating implementation of the Maryvale Merits program throughout the city.

**14. Adjournment**

Chairman Nowakowski adjourned the meeting at 3:55 p.m.

Respectfully Submitted,

Melissa Hoffman  
Management Intern

174989

**CITY COUNCIL REPORT**

**CITY CLERK DEPT.**

TO: Ed Zuercher  
Assistant City Manager

2013 JAN -4 AM 7: 17

FROM: Daniel V. Garcia  
Chief of Police

SUBJECT: COMMUNITY ENGAGEMENT & OUTREACH IMPLEMENTATION TEAM

This report provides the Public Safety, Veterans, Transparency, and Ethics Subcommittee Council an update on the City Manager's Community Engagement and Outreach Implementation Team.

THE ISSUE

The City Manager's Community Engagement and Outreach Task Force was established in April 2010 as a community-based effort to address residents' concerns about Police Department employee interactions with the community. The Task Force consisted of approximately 39 members representing a cross-section of the community. The primary mission of the Task Force was to recommend to the City Manager concrete steps to increase community access to, communication with and confidence in the Phoenix Police Department.

The Task Force developed 34 specific recommendations that fall into five categories, which were presented to and approved by the City Council in January 2011. As an outgrowth of this action, the City Manager's Community Engagement and Outreach Implementation Team was established to monitor and review the implementation of the Task Force recommendations. The Implementation Team members were selected from the Community Engagement and Outreach Task Force membership, and other community and religious organizations. The Implementation Team has 11 members who represent the diversity of our community (Attachment A). The Implementation Team is co-chaired by Police Hispanic Advisory Board Chair and business owner Mr. Julian Nabonzy and Criminal Defense Attorney Mr. Jocquese Blackwell. Assistant City Manager Ed Zuercher, Assistant Police Chief Kevin Robinson, and Equal Opportunity Department Director Lionel Lyons provide guidance and support to the Implementation Team.

OTHER INFORMATION

In November 2011, the Implementation Team developed subcommittees based on the Community Engagement and Outreach Task Force recommendations outlined in five categories. Eight of the individual Implementation Team members agreed to champion one or more of the five recommendation categories and work with the Police Department and community to accomplish the goals in each section. Attachment B is a list of the Implementation Team Champions and categories. This approach has allowed Implementation Team members time to focus on the specific recommendations of

interest and create opportunities for the involvement of other community leaders and police employees to assist in this process.

A total of 34 specific recommendations fall within five categories. (A-E):

- A. Encourage community engagement/connectedness to the Phoenix Police Department
- B. Identify and enlist community partners to build better relationships with the Phoenix Police Department
- C. Encourage community engagement/connectedness by Phoenix Police Officers
- D. Improve officer training
- E. Improve processes for accountability

The Police Department has worked diligently to meet and exceed the recommendations and suggestions from the Implementation Team and the community. Attachment C is a detailed list of the accomplishments since December 2011. A summary of the accomplishments is detailed below:

- The Police Department was awarded a Smart Policing Initiative grant from the Bureau of Justice Assistance for \$500,000 to pilot on-body cameras for greater transparency. The Department is in the process of identifying a camera vendor. The target deployment date is February 1, 2013. The pilot program will be conducted in Maryvale Precinct. This will be a one year pilot program. This follows on an initial pilot program in 2 precincts in 2011.
- In response to the recommendation to train, educate, and require officers to be more culturally competent regarding differences of race, color, national origin, sexual orientation, and disability, the Police Department developed a training program that includes vignettes of community leaders. The Police Department's Public Affairs Bureau utilized community representatives that were recommended by the Implementation Team members to create a very powerful and thought provoking video concerning Police and community interactions. The training for the entire Department is being instructed by Sgt. Mark Tovar in order to ensure all attendees receive the same message. The training began in January 2012. Approximately 100 sessions will be held with groups of 30 employees and should be completed by January 2013.
- In response to the recommendation to encourage community leaders, faith-based organizations, and non-profits to share community concerns with police officers on a regular basis, the Police Department has partnered with local business leaders to host monthly "Coffee with a Cop" events. To date there have been approximately 150 events.
- The first annual Public Safety Day celebration, Sunday, Oct. 16, 2011, was held in conjunction with the G.A.I.N. event that occurred October 14-16, 2011. The second annual Public Safety Day was held in conjunction with the G.A.I.N. event

that occurred on Sunday, October 21, 2012. The event has been introduced to churches throughout Phoenix. The concept has been embraced by pastors and sworn personnel. It is estimated that roughly 5,000 individuals received the message of the importance of working collaboratively to improve the relationship between the Police Department and the community. Pastors throughout the Valley have expressed an interest in participating in next year's Public Safety Day. Sworn personnel at every rank have requested to assist in expanding the Department's relationship with faith-based communities and wearing their uniforms throughout the year when attending and presenting at services.

- In response to a recommendation to use websites, social media and multilingual communication to enhance communications with the community, the Police Department modernized and updated the web pages of all eight precincts. The Department has also created a Facebook and Twitter accounts, which are managed by the Public Affairs Bureau. The number of followers on both accounts increases daily.
- In response to the recommendation to provide school-based education/awareness of city laws for students, parents, Eagle Scouts, and Explorers, a training program was developed to engage youth and young adults. An informational brochure was also developed to inform educators and parents about the training program and laws that directly impact the youth and young adults. The training program pilot was conducted in the Roosevelt School District. The Department is presently exploring opportunities to expand in other school districts.
- In response to the recommendation to encourage participation in ride-alongs and the Citizen's Academy to gain a better understanding of what an officer deals with, the Police Department conducted four academy classes including one class in Spanish. Approximately 100 participants graduated from the four annual classes. The Department also developed a shorter version of the Academy, The Police Academy Experience, to accommodate community members who don't have the time to attend the full Academy. There have been seven Police Academy Experience sessions this year.
- In response to the recommendation to require police officers to provide a professional card with their name, badge number, and supervisor's contact information whenever they interact with the public, the Police Department partnered with a local business leader to develop and print 40,000 business cards. A corresponding Operations Order was finalized in March 2012, stipulating when the card is to be distributed. To date more than 20,000 cards have been issued to citizens in Phoenix.
- In response to a recommendation by the task force, the Professional Standards Bureau underwent an audit from an outside agency, the Matrix Group of the entire bureau. (attachment c)

The Implementation Team has played an invaluable role in ensuring the Task Force recommendations are implemented. The team members will continue to serve as ambassadors to the community regarding the work of the Task Force and the commitment of the Police Department to improve its community relationships. The Implementation Team will be meeting with staff to discuss the next phase of this process.

#### RECOMMENDATION

This report is for information only. No City Council action is required.

Attachments

**Attachment A**  
**COMMUNITY ENGAGEMENT AND OUTREACH IMPLEMENTATION TEAM**  
**MEMBERS**

**Implementation Team Co-Chairs**

1. Mr. Jocquese Blackwell, Esq., Criminal Defense Attorney & South Mountain Village Resident
2. Mr. Julian Claudio Nabozny, Chair of the Phoenix Police Department's Hispanic Advisory Board & South Mountain Village Business Owner

**Implementation Team Members**

3. Ms. Diane D'Angelo, Chair of the Phoenix Human Relations Commission
4. Dr. Ann Hart, Chair of the Police Department's African American Advisory Board & Arizona Department of Education Deputy Associate Superintendent
5. Ms. Terri Jackson, Phoenix Human Relations Commission Member & retired Maricopa County Court ADA Coordinator
6. Mr. Patrick Kelley, Chair of the Phoenix Police Department LGBT Advisory Board & Business Owner
7. Ms. Gail Knight, Member of the Phoenix Women's Commission, President of the Community Excellence Project & Community Development/Organizer Consultant
8. Mr. Raul Monreal, Phoenix Police Department's Hispanic Advisory Board Member & Associate Dean, South Mountain Community College
9. Ms. Jeri Kishiyama, Japanese American Citizens League Member & Asian Chamber of Commerce Member
10. Ms. Shawn Pearson, Chief Executive Officer, Kingdom Communities of the Valley
11. Mr. Antonio R. Zúñiga, Esq., Certified Criminal Law Specialist

City of Phoenix Staff

Assistant City Manager Ed Zuercher  
Equal Opportunity Department Director Lionel Lyons  
Public Information Office Director Toni Maccarone  
Mayor's Office Co-Chief of Staff Marchelle Franklin  
Assistant Police Chief Kevin Robinson  
Commander Mike Kurtenbach  
Sergeant Mark Tovar  
Officer Luis Samudio  
Management Assistant II Corey Williams



Equal Opportunity Department Staff Marquita Beene  
Public Transit Department Staff Reginald Ragland

**Attachment B**  
**COMMUNITY ENGAGEMENT AND OUTREACH IMPLEMENTATION TEAM**

**Recommendation Category Champions**

<b>Category</b>	<b>Champion</b>	<b>Cluster Group</b>	<b>Assigned Staff</b>
<b>A-</b> Encourage Community Engagement/Connectedness with Youth/Young Adults by the Phoenix Police Department.	Gail Knight	Tony Zuniga Terri Jackson	Commander Kurtenbach Sgt. Tovar Off. Samudio Ms. Beene
<b>B-</b> Identify and enlist Community partners' involvement to build better relationships with the Phoenix Police Department.	Shawn Pearson Julian Nabozny	Manny Torres Hilde Saizow Donna McHenry Roland Campbell	Mr. Ragland
<b>C-</b> Encourage community engagement / connectedness by Phoenix Police officers.	Patrick Kelley		Commander Kurtenbach Sgt. Tovar Off. Samudio
<b>D-</b> Improve officer training.	Dr. Ann Hart Jocquese Blackwell	Diane D'Angelo Gail Knight	Commander Kurtenbach Sgt. Tovar Off. Samudio
<b>E-</b> Improve processes for accountability.	Jeri Kishiyama Jocquese Blackwell Tony Zuniga	Diane D'Angelo	Assistant City Manager Zuercher Assistant Police Chief Kevin Robinson



	<p>staff. There are also links to other Department partners and resources to assist the community.</p>
<p>b. Provide school based education/ awareness on city laws for students, parents, eagle scouts, explorers, etc.</p>	<p>Officers from South Mountain Precinct have implemented mentoring program that engages students attending the Espiritu NFL Yet College Prep Academy at 4848 S. 2<sup>nd</sup> Street. This Mentorship/Partnership between the school, the Police Department and the private non-profit organization AZ Common Ground has evolved to include taking several students to the Arizona Law Enforcement Academy for two individual sessions that included a daylong field trip where the juveniles engaged Phoenix Police officers in productive dialogue and discussion.</p> <p>The Department has partnered with several members of the community to develop a Youth/Young Adult Safety Program. The purpose of this program is to provide comprehensive information to youth and young adults that will facilitate communication and dialogue with members of the law enforcement and judicial communities. The program is designed to encourage meaningful relations between the members of the Phoenix Police Department and the youth of our community. This program has been embraced by the Roosevelt School District Administration and plans are moving forward for broader implementation in the Fall of 2012. In connection with this program, Phoenix Police officers have assisted with Youth/Young Adult presentation in the following locations:</p> <ul style="list-style-type: none"> <li>• T.G. Barr Elementary School</li> <li>• Ignacio Conchos Elementary School</li> <li>• Roselinda Elementary School</li> <li>• Cesar Chavez Elementary School</li> <li>• Anda Lucia Elementary School</li> <li>• Nevitt Elementary School</li> <li>• Franklin High School</li> <li>• James Sandoval Preparatory High School</li> <li>• Paradise Valley High School</li> </ul>

<p>C. Encourage community engagement and/connectedness by the Phoenix Police Department.</p>	<ul style="list-style-type: none"> <li>• Maryvale High School</li> </ul> <p>Officers from the CEOTF directly supported a Wake-Up Club comprised of students from the Cesar Chavez Elementary School Wake-Up Program. There are 22 other schools that PPD Officers assisted with in the school year.</p> <p>Officers from the Estrella Mountain Precinct completed a presentation to youth and young adults at a Chicanos por la Causa Crisis Shelter. The topics discussed were based on decision making and the role of the Police in the community.</p> <p>Officers from the South Mountain Precinct have partnered with the Parks Department to take neighborhood children to two sporting events – A Diamondbacks game and a Rattlers game.</p> <p>Officers attended and participated in a career day at Mary McCloud-Bethune Elementary School. The topic of discussion was the value of education and the importance of staying in school.</p> <p>Officers from the Central City Precinct and the CEOTF recently completed a 5 week Junior Achievement session with students who ranged from K thru 8<sup>th</sup> grade at Garfield Elementary School. This program is designed to educate and inspire young people to value citizenship, free enterprise, business, and economics to improve the quality of their lives. These officers volunteered for this opportunity and were provided the opportunity to participate from the Central City Precinct Commander.</p> <p>The Maryvale Precinct continued its longstanding commitment to community engagement by partnering with the Maryvale Revitalization Corporation, City Council District 5 and the local business community on the Maryvale Merits program. Maryvale Merits is a program that encourages officers to recognize youth that do good deeds in</p>
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their community. When officers witness positive behavior, they present the young person with a Maryvale Merits card that contains the officer's name and contact information. Additionally, recipients also receive a coupon provided by local merchants for fee or greatly discounted items. The program is designed to build self-esteem and foster a positive relationship between officers and the youth.

Officers and Administration of the South Mountain Precinct worked with the south Mountain Laveen Chamber of Commerce to establish the Officer Shane Figueroa Memorial Scholarship. The scholarship will be awarded to a local youth attending a South Phoenix High School with aspirations of attending South Mountain Community College and studying a Law Enforcement Program. The scholarship will aid in the funding of tuition, books and related fees for the first two years of education.

Survey the community in order to identify the community's attitudes toward Police:

- a. 2010 City of Phoenix Community Attitude Survey
- b. This study reveals information on public attitudes and perceptions of the relationship between PPD and the residents of Phoenix.
- c. The Survey reflects opinions regarding the trust and respect that PPD employees offer to citizens as well as opinions on levels of force options that PPD employs.

Emphasize recruitment of minority officers to further ensure the Department reflects the communities it serves.

- a. The PPD is not currently hiring for the position of Police Officer and is not anticipating accepting applications for this position until 2016.
- b. The PPD does not have an active Recruiting Team
- c. When future opportunity arises

	<p>discussions have hinged towards more emphasis on social media avenues to address minority publications in the hopes of attracting potential candidates.</p> <p>d. There is also statistical information that in the past, Hispanic female and African-American females have been a difficult hiring goal to reach – along with Native-American candidates.</p> <p>e. Due to the prospects of potential for hiring with the PPD and limited budget, outside of state recruiting trips may be not as necessary due to demand for employment within the region</p>
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**Recommendation Category B**

Identify and enlist community partners' involvement to build better relationships with the Phoenix Police Department.

<b>Recommendation</b>	<b>Accomplishment</b>
<p>1. Enlist commitment of local leaders to develop, sponsor, and promote participation of the public and the Police Department.</p> <p>a. Participate in ride-alongs and the Citizen's Academy to gain a better understanding of what an officer deals with.</p>	<p>The Department committed to expanding the Citizens Police Academy from two classes annually to four. Since this transition occurred in 2011, we have completed 7 CPA sessions. The last class for this year began in October 2012</p> <p>During this transitional period our Department recognized the benefit of providing this opportunity to other members of the community we serve. Therefore, the PPD facilitated two of these sessions entirely in Spanish. The curriculum was developed and the recruitment of participants was conducted in partnership with the Hispanic Advisory Board and other local Hispanic contributors from the public and private sectors. For those that are unable to commit to the CPA the Department has developed a four-hour Police Academy Experience (PAE). The PAE includes classroom instruction on deadly force encounters, decision making training, and force-on-force scenarios using simulation (non-lethal training ammunition similar to</p>

<p>b. Encourage community leaders, faith-based organization and non-profits to share community concerns with police officers on a regular basis.</p>	<p>paintballs) in the Academy Tactical Village. The first PAE was held on March 17, 2011.</p> <p>Since it's inception there have been several PAEs to include the following groups:</p> <ul style="list-style-type: none"> <li>• Valle Del Sol – Hispanic Leadership Institute</li> <li>• African American Leadership Institute</li> <li>• Hispanic Pastors Association &amp; Implementation Team Members</li> <li>• Estrella Mountain Community College Criminal Justice Program</li> <li>• Barry Goldwater High School – Career Technical Ed Program</li> <li>• Valley Leadership Program</li> <li>• Chinese Chamber of Commerce</li> </ul> <p>Community Action Officers (CAO) in all eight precincts are actively marketing and recruiting community, business and faith leaders to participate in the citizen observer/ride-along program.</p> <p>All eight precincts have implemented monthly or bimonthly “Coffee with a Cop” events. Mr. Nabozny hosted the most successful and it was a well attended event in South Mountain Precinct on April 20, 2011. To date there have been approximately 150 events citywide, with 61 of those events occurring in the first seven months of the year.</p> <p>Officers from the Community Engagement and Outreach Task Force and other precincts have continued to recognize the value of strengthening the relationships with faith-based communities. These opportunities to engage citizens have taken place in the following venues throughout the City.</p> <ul style="list-style-type: none"> <li>• St. Vincent’s Catholic church</li> <li>• Faith Missionary Church</li> <li>• St. Jerome’s Catholic church</li> <li>• St. Mark’s Catholic Church</li> <li>• Lutheran Social Services</li> <li>• First Institutional Baptist Church</li> </ul>
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## Law Enforcement Academy

May 12, 2012 Meeting with representatives of Valley Interfaith Project to discuss public safety and community engagement. The meeting was held at Creighton Elementary School and over 200 faith leaders and guests were in attendance.

Police Chief Daniel V. Garcia and/or his executive staff have attended myriad community functions since he took office on May 14, 2012. Some of these functions include but are not limited to the following:

- LGBT Advisory Board and Community Meetings
- Hispanic Citizen Advisory Board Meeting
- Hispanic Leadership Institute Graduation –
- Keynote Speaker
- Carl Hayden High School – SB 1070 Community
- Meeting Asian/Pacific Islander Advisory Board Event and
- Meeting Chinese Chamber of Commerce Meeting
- Peace Officers Memorial Board Meeting
- Greater Phoenix Black Chamber of Commerce,
- State of the Commerce event
- Arizona Muslim Police Advisory Board Event and Meeting
- Native American Advisory Board Event
- Jewish Advisory Board Event
- Hispanic Ministers Meetings
- Dream Act Event – Keynote Speaker
- Riders USA Meeting
- African American Advisory Board Event
- Great Phoenix OIC Founders Day Event
- Black and Brown Coalition Event
- Valle Del Sol Annual Event
- Anti-Defamation League Annual Event
- Neighborhood Associations Meetings
- eLatina Voices Meeting
- African American Christian Clergy Coalition Meeting

	<ul style="list-style-type: none"> <li>• Criminal and Civil Rights Defense Attorneys Meeting</li> <li>• Eastern Indian Muslim Meeting</li> <li>• Indonesian Police Delegation Meeting</li> <li>• Hispanic Consulate Meetings (Mexico, Honduras, El Salvador and Guatemala)</li> <li>• Comites de Defensa del Barrio Meetings</li> </ul>
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**Recommendation Category C**

Encourage community engagement/connectedness by Phoenix Police officers.

<b>Recommendation</b>	<b>Accomplishment</b>
<p>A. Identify and enlist community partners' involvement to build better relationships with the Phoenix Police Department.</p>	<p>Conduct community sponsored Town Hall meetings</p> <p>Somos America – Community Forum at Granada School, July 2012 in Cactus Park Precinct. PPD sat on a community panel and discussed various police topic and provided educational material to Spanish speaking citizens within the area.</p> <p>SB 1070 Community Forum at Carl Hayden High School, July 2012</p> <p>Somos America – PPD met with Board members of this organization to discuss future Forums and continued future meetings, June 2011</p> <p>No Mas Lagrimas – PPD went to this location to answer questions from members of a Christian organization regarding concerns with the Hispanic community and the PPD, August 2011</p>
<p>c. Sponsor and Interfaith “Annual Public Safety Day” event</p>	<p>There have been numerous community meeting involving members of the PPD and local organizations that continue to foster education and dialogue that is beneficial for all parties involved</p>
<p>d. Held The Community and Interfaith</p>	<p>October 16, 2011 – PPD Officers,</p>

<p>Public Safety Weekend</p>	<p>Command and Executive Staff attended churches in the community to promote a positive relationship between the community and the organization. Spanish speaking churches were also contacted within the Maryvale and South Mountain Precincts</p> <p>A second Annual Public Safety Day was held on Sunday October 21, 2012. Churches throughout the Valley have expressed an interest in participating in next year's Public Safety Sunday. Sworn personnel at every rank have requested to assist in expanding the Department's relationship with faith-based communities and wearing their uniform throughout the year when attending services.</p> <p>The churches that participated included the following:</p> <ul style="list-style-type: none"> <li>• First New Life Baptist Church (400 precinct)</li> <li>• Whole Truth Church of God in Christ (400)</li> <li>• Southminster Presbyterian Church (400)</li> <li>• Christ Church of the Valley (200)</li> <li>• Love International (Amor Internacional) – Bilingual (200)</li> <li>• Church of the Nazarene (800)</li> <li>• St. Vincent DePaul (800)</li> <li>• St. Theresa (500)</li> <li>• Crosswalk Church (300)</li> </ul> <p>Fact Sheet  <b>Theme:</b> Increase the Peace - Unity in the Community".  <b>Dates:</b> Public Safety Weekend - October 14 -1 6, 2011  Public Safety Sunday: October 16, 201 1</p> <p><b>Goal:</b> To engage more community residents in actively strengthening their relationship with law enforcement.</p>
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**Purpose:** The Community and Interfaith Public Safety Weekend seek to affirm and celebrate the important work that places of worship are already focusing on to strengthen ties with public safety officers.

**Sponsors:** The City of Phoenix Community Policing implementation Team, City of Phoenix Police Department, City of Phoenix Parks and Recreation Department and the City of phoenix Neighborhood Services Department and Arizona Interfaith Movement and local faith communities

**Expected Outcome:** By the end of the Community and Interfaith weekend, existing community and congregational efforts to work with police officers will have more visibility, new volunteers, increased resources, and fresh energy to continue.

#### **TALKING POINTS FOR FAITH LEADERS**

**Primary Community Message:** Increasing safety within the community requires a collaborative effort between police department and community that identifies problems of crime and disorder and involves all elements of the community in the search for solutions to problems. At the center of this collaboration are three essential and complementary core components:

Partnerships between the police and the community. Problem solving as a method to identify and solve problems of concern to the community. Change management within the police organization to accommodate increased community involvement.

**What Can the Faith Community Do Now.....**

**Pray, study, and reflect:** The Interfaith

and Community Public Safety weekend is a time to look deeply at what one's faith tradition says about our responsibility to protect everyone in the community.

**Take action:** The Community and Interfaith Public Safety Weekend is a time for action that springs from faithful study and reflection. It is only a time to pray, but also a time to put prayer into action. It is not only a time to study, but also a time to serve directly and to speak out to elected leaders and others about the need for justice.

**Commit to new, long-term efforts:** The Community and Interfaith Public Safety Weekend are intended to inspire new long-term efforts to help promote the importance of safer communities for everyone. However wonderful the weekend celebrations may be, what matters most is what individuals and religious communities do in the following weeks and months and years to help make Phoenix a better place.

Event Locations:

**Harmon Recreation Center**

1425 S. 5th Avenue  
Phone: (602)262-6898  
Date: Oct 15, 201 11 1 am - 4pm

**Hermoso Recreation Center**

2030 E. Southern Ave.  
Phone: (602)262-6836  
Date: October 20, 201 116pm-9pm

**Lindo Park**

2230 W. Roeser Road  
19<sup>th</sup> Avenue and Roeser Road  
(602) 495-5541  
Date: October 15, 201 111 0am - 2pm

**Contact Persons:**

**Shawn M. Pearson, CEO**  
Kingdom Communities of the Valley  
5602 South 19th Avenue

	<p>Phoenix, AZ 85041 602-904-2439 cell Email Address:</p> <p>Mike Kurtenbach, Lieutenant Police Department 620 W Washington St Phoenix AZ 85003 (602)262-7995 <b>Email Address:</b> <u><a href="mailto:mike.kurtenbach@phoenix.gov">mike.kurtenbach@phoenix.gov</a></u></p>
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**Recommendation Category D**

Improve officer training and encourage community engagement /  
connectedness by Phoenix Police officers.

<b>Recommendation</b>	<b>Accomplishment</b>
<p>a. Require police officers to provide a professional card with their name, badge number, and supervisor's contact information whenever they interact with the public.</p>	<p>An initial allotment of 40,000 business cards was ordered and disseminated equally to the 8 PPD precincts. The cards were utilized by patrol personnel to assist with customer service opportunities.</p> <p>In June of 2012, a second allotment of 160,000 business cards was purchased utilizing funding received from a 201 1 Judicial Assistance Grant that was awarded to the Community Engagement and Outreach Task Force. These cards were disseminated equally to the 8 PPD precincts to assist with engagement opportunities.</p>
<p>b. Encourage Officers to exit their vehicles daily to engage individuals and business owners</p>	<p>This has been discussed as a goal of the individual precincts to continue this practice. Officers have continued to conduct this opportunity when time permits. However, with the introduction of the business cards officers now have another source of information that can be useful to the citizen and business owner when addressing neighborhood problems.</p>

	<p>The Maryvale Precinct has initiated the Maryvale Merits Program. This pro-active program encourages patrol officers to exit their vehicles and make contact with neighborhood youth upon recognition of positive acts within the community. The program has also allowed the opportunity for PPD and local business owners to work together to recognize the positive actions of youth by rewarding them with coupons for local redemption at local shops and restaurants.</p> <p>In November 2011, Officers from the Maryvale Precinct partnered with the AZ Common Ground organization to partner with Fry's Food Stores in assisting needy families with turkeys for the Holiday Season.</p> <p>This was a great opportunity for officers to identify those families in need and provide a turkey for Thanksgiving. A goal of 100 families was met and it was carried out.</p> <p>A similar event is planned for this year and the goal is 1000 families to be assisted. This partnership again teams the PPD and AZ Common Ground organization. The food store chain that is assisting this effort is Bashas and further goals are to incorporate the other precincts of the City to reach this goal.</p>
<p>c. Serve as good will ambassadors and public safety facilitators by encouraging and recognizing officers who are functioning in other capacities in the community, such as coaching Pop Warner leagues and coordinating PAL events</p>	<p>PPD Officers continue to participate within the community in serving as ambassadors to the youth and promoting inter-action.</p> <p>Summer 2012, Officers from South Mountain Precinct organized and participated in a basketball tournament for youth in the South Mountain Community</p> <p>Officers from South Mountain Precinct and the Community Engagement and</p>



<p>d. Encourage partnerships between precinct officers and schools, community colleges, and universities.</p>	<p>Outreach Task Force were recognized by two community organizations for their efforts. The Kingdom Communities of the Valley and the AZ Common Ground organizations provided Certificates of Appreciation to officers who have assisted in contributions to bettering relationships between the PPD and the community.</p> <p>A similar event of recognition is planned for December 2012 for officers who represent all of the 8 precincts within the city.</p> <p>Central City Precinct has continued to foster a relationship with the Junior Achievement Association and the Garfield Elementary School.</p> <p>Several Phoenix Police Officers completed 5 week educational programs with elementary students there to increase relations between PPD and the students within the area. The Program was initiated in March and completed in May of 2012. There are plans to continue with the program this school year as well.</p> <p>South Mountain Precinct Officers and Community Engagement and Outreach Task Force Officers have attended community forums at South Mountain Community College to assist in community engagement and educational opportunities.</p> <p>Officers have conducted presentations at the downtown campus of the Arizona State University School of Criminal Justice. A partnership has been formed with faculty at this school to continue to provide presentations to the young adult community in the hopes of fostering communication and knowledge with these students. There are two future presentations to be scheduled for this semester.</p>
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<p>e. Improve officer training</p>	<p>Officers have continued to conduct presentations at local school and have worked with schools in the Isaac, Paradise Valley Elementary and High School, and Roosevelt School Districts. There have been presentations conducted at charter and private schools as well to continue positive discussion and dialogue with students of all ages on various topics.</p> <p>Train, educate, and require officers to be more culturally competent regarding differences of race, color, national origin, sexual orientation, and disability.</p> <p>Interpersonal Communication (IPC) / Ethics Training will be provided to all sworn personnel. Based upon the Implementation Team's recommendations, we are making the appropriate revisions to the original training. Video vignettes will feature community leaders.</p> <p>Phoenix Officers, and Task Force members will be incorporated into the training. The basis for the vignettes will be to promote dialogue and discussion to the target audience of all sworn members of the Phoenix Police Department.</p>
<p>f. Educate officers ,that video-taping of their actions in public is lawful and that their behavior at any time might be video-taped by an on-looker</p>	<p>This Information discussed in the PPD "Legal Tip of the Week", dated June 8, 2012.</p> <p>This information was also discussed during training class that was titled, "Professional Traffic Stops". The City of Phoenix Lesson Plan was 11225, December 2011. The information was discussed in the Power-point and provided to Patrol Officers in briefing training.</p>

**Recommendation Category E**

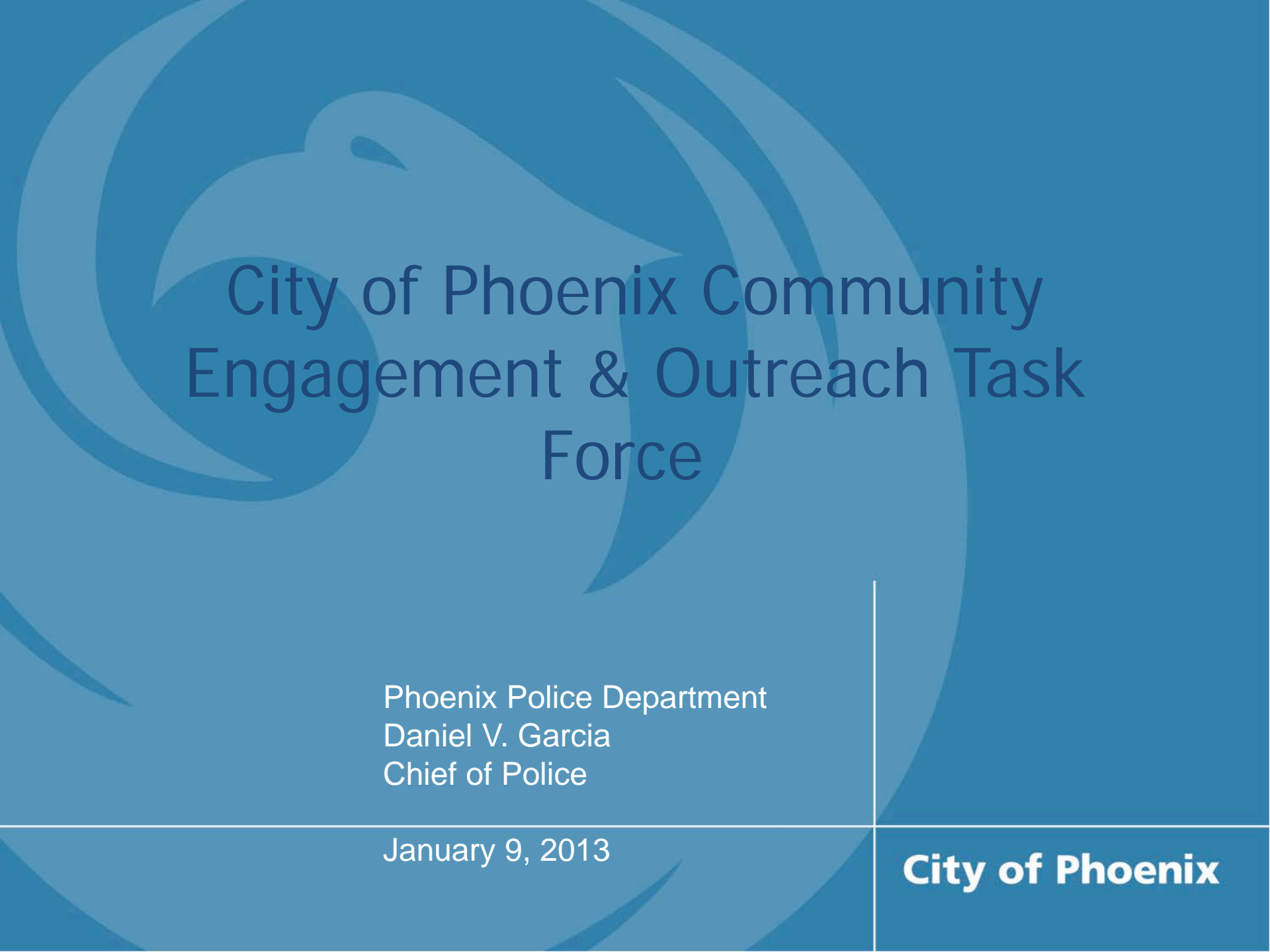
Improve processes for accountability

Recommendation	Accomplishment
<p>1. Improve the process to address citizen complaints, use of force tracking, and police misconduct.</p> <p>a. Allow complainant to review officers' comments and submit additional information to the Professional Standards Bureau once the investigation has begun.</p> <p>b. Provide a process where complainants have the same level of representation during the complaint process as officers.</p> <p>c. Improve the process for notifying complainant of the status of their complaints including notifying complainants whenever the assigned investigator at PSB has changed.</p>	<p>An investigation is a fact finding process where complainants, witnesses and involved officers are given an opportunity to provide information to the investigator, both in written and oral form.</p> <p>The interviews that are completed are recorded for accuracy and the completion of the investigative summary. Allowing the complainant to review and rebut the statements from the officers would be an improper investigative process.</p> <p>The complainant is allowed to re-contact the investigator and provide additional information should the complainant desire to provide additional information. Since this is an internal investigation, the process and policies that govern this process are influenced by the Memorandum of Understanding. A change of this nature would have to be negotiated and agreed to by the union that represents the employees. This issue was discussed with the union during negotiations for the 2012-2014 contract. Union leadership would not agree to such a stipulation in the internal investigative process.</p> <p>Officers are afforded the opportunity to be represented by their respective union during an internal investigative process. The representative is another officer the union has trained on the internal investigative process. Any complainant has the option to obtain legal representation, which is currently allowed in the initial process.</p> <p>The Professional Standards Bureau recently completed an audit conducted by an outside vendor, The Matrix Group, that evaluated the entire bureau. One recommendation was</p>

<p>d. Establish ongoing multi-lingual/cultural campaign to explain the complaint and commendation process so the public will understand the process better and use it.</p>	<p>classified as, "Start a new procedure to send an update letter to the reporting party in misconduct investigations every three months apprising them of the status of the investigation and an estimated completion date". Additional information can be included, such as a change in the investigator. It is important to note that two investigators are assigned to most PSB cases. Should the primary investigator leave the bureau, the secondary investigator assumes the lead role. PSB has already begun to change their policy to reflect this recommendation.</p> <p>The department has initiated dialogue with the Hispanic community to set up a hotline through activist contacts where Spanish speaking citizens can voice their concerns. A representative from the department will meet regularly with this contact to foster open dialogue with the community through the Spanish speaking media. The direct line to PSB will also be made available through these same contacts.</p>
<p>2. Conduct a pilot program to determine the effectiveness of installing dash cams with audio and video capability in patrol cars.</p>	<p>A 90 day pilot program was completed in the Cactus Park and South Mountain Precinct in 2011 using a body camera. The Taser-cam was selected based on the research of available technology, as well as a cost comparison. Based on the results of that pilot program, a Department of Justice Grant was applied for and received that will fund the purchase of up to 50 cameras for use in the Maryvale Precinct. This grant will assist in the development of a camera program for the department. The use of the body camera has been found to be more cost effective than a dash camera.</p> <p>The Department partnered with the ASU Center for Violence Prevention and Community Safety and submitted a Smart Policing Initiative grant to the Bureau of Justice Assistance requesting \$500,000</p>

<p>3. Require UA testing after every officer involved shooting.</p> <p>4. Evaluate public and business owner's involvement in reviewing allegations of police misconduct.</p>	<p>to purchase 50 on-officer camera systems for deployment in the Maryvale Precinct. The application stated that we would use the cameras to address two specific problem areas: Domestic violence and officer accountability:</p> <p>The benefit of this type of technology is that it can prevent and deter dangerous behaviors for both parties involved resulting in a reduction in frivolous / fictitious complaints, reduce agency liability, and provide pertinent case information from the videotaping of domestic violence.</p> <p>As a result, suspect and victim interviews can later be entered into evidence. These on-officer cameras resolve disputes and build trust with the community preserving a record of critical events. The Phoenix Police Department was awarded the BJA Grant in late 2011 and the project is currently in the Request for Proposal planning phase for later implementation. Maryvale Precinct Commander Mike Kurtenbach is serving as the project manager for the Phoenix Police Department.</p> <p>The department already has a "for cause" drug testing policy in place. This suggestion was discussed during the recent contract negotiations. This recommendation would have to be agreed to by the Police unions and Police management to be put into the labor agreement. The officers union did not support changes to the current policy to allow for testing after any critical incident.</p> <p>The department already has numerous volunteers that sit on every board that has a need for citizen membership.</p> <p>These boards include the Disciplinary Review Board and the Use of Force Board. These citizens have full voting membership and make a</p>
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<p>5. Work with members of the Defense Bar Focus Group to create an Ombudsman-type position for scheduling interviews of police officers.</p>	<p>recommendation to the chief on the validity of the investigation and any propose discipline.</p> <p>This issue was discussed during the recent contract negotiations with the officer's union. The union rejected any outside influence during an internal investigation.</p> <p>The Police Chief met with a Defense Bar group on July 12, 2012 to discuss issues of concern.</p>
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A large, stylized, light blue Phoenix logo is centered in the background. The logo features a circular base with a bird-like shape rising from it, composed of several curved, overlapping segments. The background is a solid, medium blue color.

# City of Phoenix Community Engagement & Outreach Task Force

Phoenix Police Department  
Daniel V. Garcia  
Chief of Police

January 9, 2013

**City of Phoenix**



# Task Force Mission

- Engage and collaborate with the Phoenix Community to enhance Police relations by creating dialogue and partnerships
- Develop and implement an action plan that will increase confidence that Phoenix Police Department will treat people with respect, dignity and professionalism.





# Task Force Objectives

- Increase communication, access, and confidence in the Phoenix Police Department through community engagement, collaboration, and partnerships.
- Develop an action plan to improve the Police Department's relationship with the community.
- Monitor the implementation of the action plan.
- Communicate the accomplishments to the community.



# Timeline

- Established Task Force in April 2010
- 34 recommendations presented to Council for approval in January 2011
- January 2011 to June 2011 Implementation Team met and established subcommittees for recommendations
- June 2011 – Present – Police Department and Community leaders meet to report on progress



# Implementation Team

Diane D'Angelo, HRC Chair

Jeri Auther, Attorney

Jocquese Blackwell, Attorney

Terri Jackson, Resident

Patrick Kelley, Business Owner

Gail Knight, Community Consultant

Raul Monreal, So. Mtn. Comm. College

Julian Nabozny, Business Owner

Shawn Pearson, Resident

Antonio Zuniga, Attorney

Dr. Ann Hart, Police African American Advisory Board



# Recommendations

- Encourage community engagement/connectedness to the Phoenix Police
- Identify and enlist community partners to build better relationships with the Phoenix Police Department
- Encourage community engagement/connectedness by Phoenix Police Officers
- Improve officer training
- Improve processes for accountability



# Accomplishments

- The Police Department was awarded a Smart Policing Initiative grant from the Bureau of Justice Assistance for \$500,000 to pilot on-body cameras for greater transparency.
- The first annual Public Safety Day celebration, Sunday, Oct. 16, 2011, was held in conjunction with the G.A.I.N. event that occurred October 14-16, 2011. The second annual Public Safety Day was held in conjunction with the G.A.I.N. event that occurred on Sunday, October 21, 2012.



# Accomplishments

- Created Facebook and Twitter accounts
- A training program was developed to engage youth and young adults
- Conducted eight citizen academy classes including two classes in Spanish
- Partnered with a local business leader to develop and print 40,000 business cards – Additional 120,000 printed
- The Professional Standards Bureau underwent an audit from an outside agency
- Partnered with local business leaders to host monthly "Coffee with a Cop" events – over 150 events to date



# Looking Ahead

- Focus on Area E – Improve processes for accountability
- Focus on continuous improvement to Police/Community connectedness
- Going to next level in Police/community dialogue about the state of the Police Department
- Continue building on successes in communication and outreach with Phase III Team



# Questions





Phoenix City Council  
Public Safety, Veterans, Transparency, and Ethics Subcommittee  
Summary Minutes  
Wednesday, January 9, 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 Daniel Valenzuela  
Councilwoman Thelda Williams

**Staff Present**

Lionel Lyons  
Paul Blue  
Lt. Mark Tallman  
Jacob Steinbach  
Marianne Maldonado  
Joe R. Cure  
Gerald Richard  
Jessica Amend  
Mayra Reeson  
Don Taylor  
Lt. Brian Lee  
John Roupe  
Robin Smith  
Kara Kalkbrenner  
David Moore  
Kevin Robinson  
Cmdr. Dave Harvey  
Cmdr. Geary Brase  
Lt. Rob Howe  
Cmdr. Mike Kurtenbach

**Staff Present**

Judge Roxanne Song Ong  
Kevin Kane  
Vicki Hill  
Toni Maccarone  
Penny Parella  
Corey Williams  
Chief Daniel Garcia  
Ed Zuercher  
Commander Benny Pina  
Patricia George  
Kent McCarthy  
Aaron Carreon-Ainsa  
Gail Piceno  
Scott Krushak  
Will Gonzalez  
Shelley Munos  
Chris McBride  
James Lawler  
Cmdr. Timothy Hampton  
Melissa Hoffman

**Public Present**

Judy Holm  
Jennifer Coilbertson  
Dwight Amery  
Jessica Johnson  
James Paar  
Dianne Paar  
Julian Nabozny

**1. Call to Order**

Chairman Nowakowski called the meeting to order at 10:07 a.m. with Councilmembers Williams and Valenzuela present. Vice Mayor Johnson was absent.

**2. Review and Approval of the December 12, 2012 Public Safety, Veterans, Transparency, and Ethics Subcommittee**

Councilwoman Williams moved to approve the minutes from the December 12, 2012 meeting. Councilman Valenzuela seconded the motion which passed 3:0.

**3. Call to the Public**

Mr. James Paar expressed concern over the loss of an officer at Estrella Precinct and requested subcommittee assistance.

Chairman Nowakowski requested City staff look into the program the officer is affiliated with and work with keeping the officer at Estrella Precinct.

4. **Community Engagement Task Force Update**

Chief of Police Daniel Garcia introduced the item and discussed the various partnerships of the Task Force.

Commander Michael Kurtenbach highlighted the accomplishments of the Task Force and emphasized the Task Force's mission statement. He discussed the Task Force's objectives and the importance of the Task Force. Commander Kurtenbach provided the history of the Task Force, its recommendations and the implementation of them. He discussed the accomplishments of the Police Department, including the award of the Smart Policing Initiative grant, the first annual Public Safety Day celebration, and the citizen academy classes offered by the Police Department for residents.

Chief Garcia stated each of the categories discussed would remain a part of the Police Department because they are good for the community and the department.

Gerald Richard, Assistant to the Chief of Police, introduced future items the Task Force is working on, including focusing on continuous improvement, building on successes in communication, and improving processes for accountability. He thanked City staff for their assistance with the Task Force.

Mr. Julian Nabozny expressed support for the Spanish-speaking aspects of the program, as he noted they will help to make the Hispanic community feel more comfortable with reporting crimes.

Mr. Zuercher stated the Task Force will continue to work throughout the year and will provide updates the Subcommittee on their work.

Councilwoman Williams thanked staff and the Police Department for their hard work and dedication. She stated she looks forward to working with the Police Department on future endeavors.

Chairman Nowakowski thanked staff, Task Force members, and residents for their work and support of the Task Force and various Police Department programs. He thanked Mr. Nabozny for his work in the community. He thanked staff for including the religious community and working closely with all residents.

Councilman Valenzuela thanked the Chief and Commander Kurtenbach for their leadership. He commended the Police Department for their hard work and dedication. He encouraged the Police Department to keep working and offered his appreciation for future initiatives.

**5. Video Initial Appearance Court**

Chief of Police Daniel Garcia introduced the item and stated he would like to expand this program due to its success.

Police Lieutenant Mark Tallman discussed the history of the project and gave an overview of the objectives. He demonstrated the initial appearance and courtroom process. He discussed the program's savings to the City, which total around \$25,000.

Councilwoman Williams asked if the City hired another judge for the program. Chief Presiding Judge Roxanne Song Ong replied the program utilizes current staff. She stated no additional funds are used by the Court, and everything is instantaneous. Chief Garcia stated this instantaneous process speeds up the docket process as well.

Councilwoman Williams asked if there is a waiting list for this program. Judge Song Ong stated there is no waiting list. She stated if an individual presents a danger, the individual can be booked, but it is rare.

Councilwoman Williams asked how much the City has invested in the program. Judge Song Ong stated it has mainly been an equipment cost. Operations Supervisor David Moore stated the cost to be under \$50,000, and all funded by grants.

Councilwoman Williams asked if officers were still managing the program, or if it had been transitioned to civilians. Assistant Chief Kevin Robinson responded effective November, 15 civilian personnel had completed training and are in place to take over the booking process. He stated the 30 officers initially utilized will move back to patrol and the booking process will continue to transition to civilians.

Councilwoman Williams expressed concern regarding the release of people into the nearby community by the judge. Lt. Tallman stated staff offers the person a phone to call anyone or any taxi service, and staff offers them the ability to stay in the building until their ride arrives, if they so choose.

Chairman Nowakowski thanked staff for their hard work on this program.

**6. Update on City Participation in Regional Homeless Court**

Chief Presiding Judge Roxanne Song Ong introduced the item and the history and background of the Court. She stated the Homeless Court introduced by the City was so successful, it went to the State Legislature and is now a regional court, modeled after the Phoenix Homeless Court.

Judge Kevin Kane discussed the Court's mission and beginnings in 2006. He stated the need for the Court, and he noted warrants and fines were keeping homeless individuals from obtaining drivers licenses and jobs.

Assistant City Attorney Chris McBride stated the traditional models do not work when working with the homeless population. He commented a traditional court simply created more obstacles for homeless individuals.

Assistant City Prosecutor Will Gonzalez stated prosecution focused on the problem, and he stated the traditional method did not help homeless individuals. He stated the new model the Court created has done an excellent job of addressing the traditional court's problems.

Judge Kane discussed the goals of the Homeless Court. He provided an overview of the successes of the Court, including international recognition, and the creation in 2012 of the Maricopa County Regional Homeless Court and Governing Council based on the Phoenix model.

Mr. McBride stated the ordinary metrics for evaluating a program would not work, but the success of the program has empowered homeless individuals who have regained their dignity. He stated this program has made it evident that there are solutions for restoring homeless individuals to mainstream, and it is not a hopeless task. Mr. McBride commented the expansion of the program regionally is the greatest example of the Court's success.

Judge Kane discussed how the Court works and how defendants are referred to the Court. He discussed the program's requirements, including 60-90 days of sobriety, living in a shelter or housing during this time, and participating in community service.

Mr. Gonzalez discussed the offenses covered by the Court, including public drinking and other misdemeanors. He stated the Court does not cover DUIs or violent offenses.

Mr. McBride explained a video shown to the Subcommittee and discussed the program's potential impact regionally.

Judge Kane explained a case involving a successful Homeless Court individual. He invited Subcommittee members to visit and view a Homeless Court case.

Councilwoman Williams asked how the Court determines who will appear or who should be admitted to the program. Mr. McBride replied the City partners with the Regional Homeless Court to complete initial screening to determine who qualifies to be a part of the Homeless Court. He stated the City works closely with providers to identify potential individuals to work with and bring to the Court. Mr. McBride noted the City does its best to work with whatever mental illness or disability the individual may have.

Councilman Valenzuela commended the Court and staff for their work. He stated this type of program helps the individuals as well as their families, and helps to prevent future crime.

Chairman Nowakowski thanked staff for their innovation. He thanked the staff and Judge for all their work on the Court.

City Prosecutor Aaron Carreon Ainsa clarified no additional City funds have been used for the Homeless Court.

## **7. eTraffic Update**

Commander Geary Brase discussed the program and installation of computers into Police vehicles. He discussed the implementation of Phase I and provided an update on grant statutes and funding from the Governor's Office.

Chief Garcia stated this program was initially only going to be for motorcycles, but it has now been expanded to all Police vehicles.

Commander Brase explained the demonstration, and stated the program will be implemented by February or March with two precincts participating at a time. He stated the software will incorporate 50 different traffic forms.

Officer James Lawler demonstrated the eTraffic software. Commander Brase stated the barcode scanner equipped with the eTraffic hardware is 100% more efficient than a card reader. He stated all the forms in the eTraffic program are the same electronically and in hard copy.

Officer Lawler demonstrated the printer for eTraffic and discussed the placement in Police vehicles of the printers. He demonstrated the ability for Police officers to transfer an individual's information into different reports, such as citations or crash reports.

Chief Garcia emphasized this is going to help individuals read the tickets they receive and helps to increase efficiency for staff.

Councilman Valenzuela expressed his appreciation for eTraffic's timeliness and efficiency. He stated using a bar code will cut down on errors and will enhance efficiency.

Officer Lawler demonstrated the eTraffic software and how mistakes are corrected automatically within the system. He demonstrated various ways the system could be used.

Councilwoman Williams asked how staff will protect this software from being hacked. Commander Brase stated the Police department has existing infrastructure that has adequate safeguards. He noted eventually this system will transition to the City's IT department.

Chairman Nowakowski asked how this process differs from the current process. Commander Brase stated currently there is no way to update the system while out on call. He stated officers must go back to the precinct to write up a report.

Commander Harvey stated this process will be eliminated with eTraffic, and instead officers will be able to complete their write ups while out on call.

## **8. Coplogic Spanish Version**

Chief Garcia introduced the item and stated the importance of this project and the ability for officers to reach out to communicate with residents.

Police Lieutenant Mark Tallman explained the process of online reporting and the online reporting system in Spanish. He explained the success of the English-speaking version of an online reporting system. He stated over 10,000 reports were generated in 2012, which saved over 14,000 of hours and \$397,800 in 2012 alone. He discussed the types of reports residents could file online, noting these reports are for incidents not in progress. Lt. Tallman noted online reporting costs approximately \$30,000 to \$40,000 and encompassed initial start up costs.

Councilwoman Williams clarified if this program is similar to the call-back program in years past. Mr. Zuercher confirmed it is.

Lt. Tallman stated this program is a way for officers to provide another way for residents to report crimes.

Councilman Valenzuela expressed support for this program, and he stated everyone should feel comfortable reporting crimes and being proactive. He stated staff is doing a good job in promoting this.

Officer Mayra Reeson stated she is available to speak to any Council member's constituents regarding this program, and she noted she speaks Spanish for those residents not comfortable speaking English.

Chief Garcia stated it is the Police Department's goal to continue to promote this program. He stated officers will still meet face-to-face with residents.

Councilwoman Williams asked if this program could be made into a mobile application for cellphones. Mr. Zuercher noted there is a city-wide effort to turn City resources into applications for mobile phones.

Chairman Nowakowski asked how the City is marketing this program. Chief Garcia replied the Police Department is promoting the program through social media and other public service announcements.

Chairman Nowakowski requested the Police Department provide Council members with a copy of the 22 non-emergency crimes residents can report online, so that Council members could disseminate the information to their constituents.

## **9. Animal Cruelty Task Force Update**

Chief Garcia introduced the item and specified the three primary goals of the Task Force.

Commander Tim Hampton highlighted the accomplishments of the Task Force, including a PSA that will air later this month, updates to residents via the City website, Facebook, and Twitter, and collaboration with the Humane Society to further investigations into animal cruelty and provide training to officers. He stated animal kits have been donated to the Police Department by the Task Force.

Commander Hampton discussed the Animal Cruelty Task Force's fundraiser, which raised \$3,400 and stated the next event will be held in March. He stated over \$7,000 had been donated so far, and the animal cruelty poster contest award winners were awarded the previous month.

Commander Hampton noted the Task Force will be meeting with legislators to discuss anti-animal cruelty bills and legislation should be presented to the House later this month.

Councilwoman Williams thanked the Police Department and Task Force for their efforts. She expressed support for legislation against animal cruelty. She thanked the public and her co-chairman Nowakowski for their support. Councilwoman Williams expressed her support for legislation focused on protecting horses.

Councilman Valenzuela thanked Chief Garcia, Commander Hampton, the Task Force, and Councilmembers Williams and Nowakowski for their hard work and dedication.

Councilwoman Williams stated there is a correlation between animal abuse and domestic violence. She stated if one member of the family is being abused, then it is likely someone else is being abused too, including family pets.

Chairman Nowakowski commended the Task Force and Commander Hampton on their work and dedication.

#### **10. Maryvale Merits**

Chief Garcia introduced the item and stated this program is important to the community and youth.

Commander Kurtenbach provided an overview of the program. He discussed the public-private partnerships involved in Maryvale Merits.

Commander Kurtenbach provided an overview of the Maryvale Merits program and its history. He cautioned that expanding the program without having buy-in from the community and local businesses would not work.

Mr. Dwight Amery discussed his involvement with the program and the process of establishing the program's private partnerships. He discussed the importance of creating a relationship with you. He emphasized there is no cost to the City for this program.

Councilman Valenzuela thanked all staff involved in the program. He commended staff for trying to change behaviors in the community. Councilman Valenzuela thanked Mr. Amery for his support of the program. He suggested including a website on the Maryvale Merits card that describes what the program is about.

Chairman Nowakowski thanked staff and the Police Department for their work in recognizing positive youth behavior.

**11. Future Agenda Items**

Councilwoman Williams requested a report on Female Veterans Services and a report on School Resource Officers. She also requested an update on 13-hour shifts and results.

Chairman Nowakowski requested a report on an RFP regarding domestic violence funding.

**12. Adjournment**

Chairman Nowakowski adjourned the meeting at 12:05 p.m.

Respectfully Submitted,  
Melissa Hoffman  
Management Intern





**ITEM****CITYWIDE****REQUEST TO REPORT ON THE  
COMMUNITY OUTREACH AND  
ENGAGEMENT TASK FORCE**

Request the City Manager to provide a written report of the recommendations and outcomes from the City's Community Outreach and Engagement Task Force (COETF) no later than the end of January 2015. The COETF is a community-based task force formed by the City Manager in 2010 to recommend improvements to Police-community relations. The Police Department has been working on its 34 recommendations over the past four years.

This item was discussed at the Human Relations Commission at its meeting on Monday, December 15, 2014.

180000

**CITY COUNCIL REPORT**

~~CITY CLERK DEPT.~~

TO: Milton Dohoney Jr.  
Assistant City Manager

2015 JAN 16 AM 11: 50

FROM: Joseph G. Yahner  
Acting Police Chief

SUBJECT: COMMUNITY ENGAGEMENT AND OUTREACH TASK FORCE UPDATE

This report provides the Public Safety and Veterans Subcommittee with an update on the City Manager's Community Engagement and Outreach Task Force.

THE ISSUE

The City Manager's Community Engagement and Outreach Task Force was established in April 2010 as a community-based effort to address residents' concerns about Police Department employee interactions with the community. The Task Force consisted of approximately 39 members representing a broad cross-section of the community. The primary mission of the Task Force was to recommend to the City Manager concrete steps to increase community access to, communication with and confidence in the Phoenix Police Department.

The Task Force developed 34 specific recommendations that were presented to and approved by the City Council in January 2011. As an outgrowth of this action, the City Manager's Community Engagement and Outreach Implementation Team was established to monitor and review the implementation of the Task Force recommendations. The Implementation Team members were selected from the Community Engagement and Outreach Task Force membership, as well as other community and religious organizations. The Implementation Team had 11 members who represented the diversity of our community.

OTHER INFORMATION

From January 2011 to November 2011, the Implementation Team developed subcommittees based on the five categories that Community Engagement and Outreach Task Force recommendations fell into. Eight of the individual Implementation Team members agreed to champion one or more of those categories and work with the Police Department and community to accomplish the goals in each section. This approach allowed the Implementation Team members time to focus on specific recommendations of interest and it created opportunities for the involvement of other community leaders and police employees to assist in this process.

The 34 specific recommendations fall within the following five categories. (A-E):

- A. Encourage community engagement/connectedness by the Phoenix Police Department

- B. Identify and enlist community partners involvement to build better relationships with the Phoenix Police Department
- C. Encourage community engagement/connectedness by Phoenix Police Officers
- D. Improve officer training
- E. Improve processes for accountability

The Police Department has met and often exceeded all of the 23 recommendations that fall into Categories A – D. Seven of the eleven recommendations contained within Category E were addressed by the Matrix Consulting Group, which conducted a comprehensive evaluation of internal processes related to citizen complaints, use of force tracking, and police misconduct beginning in late 2011. This evaluation led to 35 recommendations/improvement opportunities that provided the Police Department with the tools necessary to make the type of changes needed within the Professional Standards Bureau's Investigations Unit to increase accountability and restore credibility in the Department's administrative investigations process.

Of the remaining four recommendations within Category E, one has been fully implemented, one was not pursued by the Implementation Team, and two have not been implemented. The recommendation that was not pursued by the Implementation Team is as follows: "Work with members of the Defense Bar Focus Group to create an Ombudsman-type position for scheduling interviews of police officers." The two that have not been implemented are as follows: "Require UA (urinalysis) testing after every officer involved shooting" and "Create a single repository for personnel records of police officers and a single custodian of records."

Some of the more noteworthy Task Force accomplishments are detailed below:

- In response to the recommendation to conduct a pilot program to determine the effectiveness of installing dash cameras with audio and video capability in patrol cars, the Police Department conducted a video camera pilot program from March 21, 2011 to June 19, 2011, involving the deployment of 18 TASER AXON camera systems within the Patrol Division. This program included nine units in both the South Mountain and Cactus Park Precincts.
- As a result of information gleaned from the abovementioned pilot program, 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, deploy, and evaluate body worn camera technology. A total of 56 cameras were deployed in Maryvale Precinct.
- In response to the recommendation to train, educate, and require officers to be more culturally competent regarding differences of race, color, national origin, sexual orientation, and disability, the Police Department developed an Interpersonal Communication / Ethics training module that included video vignettes of community leaders. The Police Department utilized community

representatives that were recommended by the Implementation Team to create a powerful and thought provoking video concerning police and community interaction. The training was provided to all sworn personnel beginning in January 2012 and concluding in August 2013.

- In response to the recommendation to encourage community leaders, faith-based organizations, and non-profits to share community concerns with police officers on a regular basis, the Police Department has partnered with local business leaders to host monthly "Coffee with a Cop" events citywide.
- In response to the recommendation to sponsor an interfaith "Annual Public Safety Day" event, the first annual Public Safety Sunday celebration was held on October 16, 2011, in conjunction with G.A.I.N. events that occurred that weekend. Public Safety Sunday allows for a day of community interaction between the faith-based community and Phoenix Police, as uniformed officers attend religious services at places of worship throughout the city.
- In response to a recommendation to use websites, social media and multilingual communication to enhance communications with the community, the Police Department modernized and updated the Department and precinct web pages. The Police Department has also made a commitment to communication via social media and currently has approximately 27,404 likes on its Facebook page and nearly 17,600 Twitter followers.
- In response to the recommendation to provide school-based education/awareness of city laws for students, parents, Eagle Scouts, and Explorers, a formal training program was developed by the Department. An informational brochure was also developed to inform educators and parents about the training program and those laws that directly impact youth and young adults. This training program was piloted in the Roosevelt School District and is available for implementation citywide. In addition, officers from the South Mountain Precinct expanded a mentoring program that engages students attending the Espiritu NFL Yet College Prep Academy.
- In response to the recommendation to encourage participation in ride-alongs and the Citizen Police Academy to gain a better understanding of what an officer deals with, the Police Department now conducts four academies annually, one of which is conducted entirely in Spanish.
- The Department also developed a shorter version of the Academy, the Police Academy Experience, to accommodate community members who are unable to attend the full Academy. This four-hour session focuses on use of force training and decision making. This session can be conducted at the Arizona Law Enforcement Academy or it can be delivered in the community as the result of the purchase of a mobile TASER Trainer Laptop Training System.

- In response to the recommendation to require police officers to provide a professional card with their name, badge number, and supervisor's contact information whenever they interact with the public, the Police Department partnered with a local business leader to develop and print these cards. All police precincts have been distributing business cards since March 2012.

The Implementation Team played an invaluable role in ensuring the Task Force recommendations were implemented. Although the Implementation Team has not formally met in just over a year, the Police Department has maintained meaningful relationships with individual team members. As a result of these relationships and in light of recent events, eight of the Implementation Team members have agreed to reconvene, while also bringing new members on board to provide additional guidance and wisdom.

### RECOMMENDATION

This item is for information and discussion.

COMMUNITY ENGAGEMENT AND OUTREACH TASK FORCE RECOMMENDATIONS				
<b>MISSION:</b> To engage and collaborate with the Phoenix community to enhance police relations by creating dialogue and partnerships. Develop and implement an action plan that will increase confidence that the Phoenix Police Department will treat all people with respect, dignity, and professionalism.				
<b>TASK FORCE OBJECTIVES:</b>				
Increase communication, access, and confidence in the Phoenix Police Department through community engagement, collaboration, and partnership.	Develop an action plan to improve the Police Department's relationship with the community.	Monitor the implementation of the action plan.	Communicate the accomplishments to the community.	
RECOMMENDATIONS				
A. Encourage community engagement/connectedness by the Phoenix Police Department.	B. Identify and enlist community partners involvement to build better relationships with the Phoenix Police Department.	C. Encourage community engagement/connectedness by Phoenix Police Officers.	D. Improve officer training.	E. Improve processes for accountability.
<b>RECOMMENDATIONS/STRATEGIES</b>				
<ol style="list-style-type: none"> <li>Develop a comprehensive community relations program which includes regular communications focused on community crime statistics, citizenly relations and victims rights.               <ol style="list-style-type: none"> <li>Use websites, social media, multi-lingual communication, etc.</li> <li>Develop mechanisms to communicate more effectively with community-based organizations.</li> <li>Develop a regular State of the Police Department report.</li> </ol> </li> <li>Improve communication at the precinct level by providing police management's contact information to the public.</li> <li>Provide school-based education/awareness (including within Phoenix) on city laws for students, parents (e.g. scouts, explorers, etc).</li> <li>Survey the community in order to identify the community's attitudes toward police.</li> <li>Emphasize recruitment of minority officers to further ensure the Department reflects the communities it serves.</li> </ol>	<ol style="list-style-type: none"> <li>Enlist commitment of local leaders to develop, sponsor, and promote participation of the public and the Police Department.               <ol style="list-style-type: none"> <li>Participate in ride-alongs and the Citizen's Academy to gain a better understanding of what an officer does with.                   <ol style="list-style-type: none"> <li>Encourage community leaders, faith-based organizations, and non-profits to share community concerns with police officers on a regular basis.</li> <li>Invite the Police Chief and police management to speak or to attend functions.</li> <li>Co-sponsor community sponsored Town Hall meetings.</li> </ol> </li> <li>Sponsor an outreach "Annual Public Safety Day" event.</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li>Require police officers to provide a professional card with their name, badge number, and supervisor's contact information whenever they interact with the public.</li> <li>Encourage officers to exit their vehicles daily to engage individuals and business owners.</li> <li>Serve as good will ambassadors and public safety facilitators by encouraging and recognizing officers who are functioning in other capacities in the community, such as coaching Pop Warner leagues and coordinating PBA events.</li> <li>Encourage partnerships between precinct officers and schools, community colleges and universities.</li> <li>Develop long-term individual relationships with community leaders, faith leaders and business owners.</li> </ol>	<ol style="list-style-type: none"> <li>Train, educate, and require officers to be more culturally competent regarding differences of race, color, national origin, sexual orientation, and disability.</li> <li>Use appropriately trained community representatives including peer officers to conduct training.</li> <li>Train and require officer compliance with Operations Orders related to report writing.</li> <li>Educate officers that videotaping of their actions in public is lawful and that their behavior at any time might be videotaped by an onlooker.</li> </ol>	<ol style="list-style-type: none"> <li>Improve the process to address citizen complaints, use of force tracking, and police misconduct.               <ol style="list-style-type: none"> <li>Allow complainant to review officers' statements and submit additional information to the Professional Standards Bureau once the investigation has begun.</li> <li>Provide a process where complainants have the same level of representation during the complaint process as officers.</li> <li>Improve the process for notifying complainant of the status of their complaints including notifying complainant whenever the assigned investigator at PSB has changed.</li> <li>Establish ongoing multi-lingual/cultural campaign to explain the complaint and communication processes so that the public will understand the process better and use it.</li> </ol> </li> <li>Conduct a pilot program to determine the effectiveness of installing dash cams with audio and</li> </ol>

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				<ol style="list-style-type: none"> <li>video capability in patrol cars and other recommendations to City Management.</li> <li>Require UA testing after every officer received shooting.</li> <li>Evaluate public and business owners' involvement in reviewing allegations of police misconduct.</li> <li>Investigate for potential implementation, DPS's software program that classifies who, what, where, of those being cited in order to discern patterns of profiling.</li> <li>Create a single repository for personnel records of police officers and a single custodian of records.</li> <li>Work with members of the Defense Bar Focus Group to create an Ombudsman-type position for scheduling interviews of police officers.</li> </ol>
<b>IMPLEMENTATION</b>				
1	Identify and engage current Task Force members to participate and monitor the implementation of recommendations developed by the Task Force.			

1/15/2013

# **Public Safety and Veterans Subcommittee Meeting**

January 21, 2015

**Body Cameras &  
Community Engagement and  
Outreach Task Force Update**

**Acting Police Chief Joseph G. Yahner  
Phoenix Police Department**

**City of Phoenix**





# Background

- The City Manager's Community Engagement and Outreach Task Force was formed in April 2010
- This community-based effort was undertaken to address residents' concerns about PD employee interactions with the community
- The Task Force developed a series of recommendations that were approved by City Council in January 2011
- One recommendation called for a pilot program to evaluate the effectiveness of dash cameras in patrol cars



# Body Cameras

## **On-Officer Video Camera Pilot**

- An on-officer video camera pilot was performed in the South Mountain and Cactus Park Precincts in March 2011
- 18 camera systems were worn by volunteer officers for a period of 90 days
- Information gleaned from the pilot led the PD to seek federal funding to expand the program and to conduct a formal evaluation of the technology to determine whether it was a viable tool for law enforcement



# Body Cameras

## **Federal Grant Awarded**

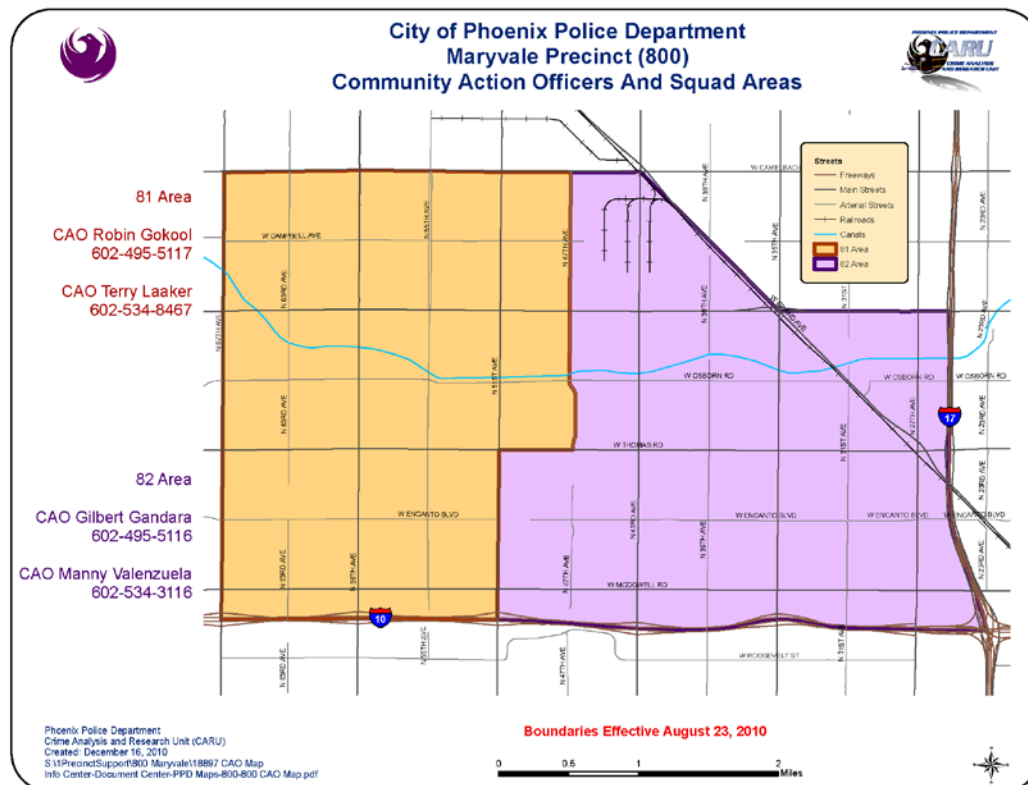
- The PD, in partnership with ASU, applied for and received a \$500,000 federal grant to purchase, deploy, and evaluate body-worn camera technology
- A procurement process was conducted to purchase the cameras and supporting equipment
- A policy was drafted to govern camera use in accordance with the scope of the grant
- Training was provided to officers selected to wear the cameras
- ASU performed a multi-dimensional study to assess the impact of cameras on domestic violence investigations and on officer/citizen behaviors



# Body Cameras

## Federal Grant Awarded

- Cameras were deployed in half the Maryvale Precinct in April 2013 with the other half of the precinct serving as a control group





# Body Cameras

## ASU Study Highlights

- Impact on Domestic Violence Investigations
  - Various data sets were gathered 15 months prior to camera deployment and 15 months post camera deployment
  - Body-worn video evidence significantly enhanced the charging and prosecution of domestic violence cases
  - Of the 2,063 domestic violence cases tracked from occurrence to disposition, those that were supported by body-worn video evidence were more likely to result in a guilty plea or a guilty verdict at trial
  - From this finding, it is reasonable to infer similar results would be applicable in other criminal cases where body-worn video is admitted as evidence



# Body Cameras

## ASU Study Highlights

- Impact on Officer/Citizen Behaviors
  - As with the domestic violence focus, various data sets were gathered 15 months prior and 15 months post camera deployment
  - Complaints against officers who wore cameras declined 23%
  - Complaints against officers in Maryvale Precinct who were not wearing cameras (control group) increased 10.6%, and in other precincts, complaints increased 45.1%
  - Allegations of misconduct against officers wearing cameras were significantly less likely to be sustained when compared to the control group
  - Arrests increased by 17% among camera wearers, and increased 9% among officers in the control group



# Body Cameras

## Policy Overview

- PD policy was drafted prior to the deployment of the cameras
- Operations Order 4.49 governs general and operational guidelines for the body cameras in accordance with the scope of the grant
  - Audio/video recordings
  - Reporting and documentation
  - Impounding the video evidence
  - Department review of recordings
  - Retention of records



# Body Cameras

## Camera Deployment

- There are currently 85 body-worn cameras deployed in the field
  - Patrol officers and sergeants assigned to the Maryvale/Estrella Mountain Precinct's 82 area are outfitted with cameras (79 total)
  - The sergeant and officers of the Drug Interdiction Squad are outfitted with cameras (6 total) given the complexity and high visibility of their assignments
- There are approximately 30 additional cameras available to be deployed in other parts of the city





# Body Cameras

## Cost and Challenges

- The cost of outfitting officers with body cameras involves more than just the cost of the cameras
  - PD's investment in 125 body cameras and the supporting storage/software equates to \$264,000 which was funded through a federal grant
- Requires a significant investment in infrastructure and personnel for the storage and management of video evidence



# Body Cameras

## **Cost and Challenges**

- Requires a thoughtfully crafted policy for an expanded deployment of the technology that balances camera activation and video file retention with citizen privacy concerns
- Requires consideration as to the impact video evidence has on city and county prosecutors regarding case preparation



# Body Cameras

## Going Forward

- There are many benefits associated with body worn camera technology
- Most challenges associated with the use of the technology can be addressed through strategic planning efforts with internal and external stakeholders
- The PD will continue to pursue funding opportunities to support an expansion of this technology



# City Manager's Task Force

## **City Manager's Community Engagement and Outreach Task Force (April 2010)**

- Comprised of 39 members representing a broad cross-section of the community
- Mission - To engage and collaborate with the Phoenix community to enhance police relations by creating dialogue and partnerships and develop/ implement an action plan that will increase confidence that the Phoenix Police Department will treat people with respect, dignity and professionalism



# City Manager's Task Force

## **City Manager's Community Engagement and Outreach Task Force (April 2010)**

- Developed 5 broad recommendations that were supported by 34 specific recommendations/strategies
- Recommendations were approved by Council in January 2011, which led to the formation of an Implementation Team to monitor and review the implementation of the Task Force recommendations
- The Implementation Team was comprised of 11 members who represented the diversity of the community

# Recommendation Outcomes

## Task Force Recommendations

A. Encourage community engagement/connectedness by the PPD	B. Identify and enlist community partners involvement to build better relationships with the PPD	C. Encourage community engagement/connectedness by Phoenix officers	D. Improve officer training	E. Improve processes for accountability
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## Recommendations/Strategies

8 recommendations	6 recommendations	5 recommendations	4 recommendations	11 recommendations
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The PPD has met and often exceeded all of the 23 recommendations that fall into categories A - D

7 of the 11 recommendations in category E were addressed by an external consulting firm that conducted a comprehensive evaluation of internal processes related to citizen complaints, use of force tracking and police misconduct. Their review led to 35 recommendations/improvement opportunities of which 33 were implemented that provided the PPD with the tools necessary to increase accountability and restore credibility in the PPD's administrative investigations process

Of the 4 remaining recommendations in category E, one has been fully implemented, one was not pursued by the Implementation Team, and two have not been implemented



# City Manager's Task Force

## Accomplishments

- Conducted a pilot program to determine the effectiveness of installing dash cameras with audio/video capability
- In partnership with ASU, applied for and received a \$500,000 federal grant to purchase, deploy, and evaluate body-worn camera technology
- Developed an Interpersonal Communication/Ethics training that was mandatory for sworn officers to educate them to be more culturally competent regarding differences of race, color, national origin, sexual orientation, and disability



# City Manager's Task Force

## Accomplishments

- Partnered with local business leaders to host monthly 'Coffee with a Cop' events citywide
- Modernized and updated the Department and precinct web pages and expanded external communication significantly via social media
- Routinely conduct 4 Citizen Police Academies per year, with one instructed entirely in Spanish
- Developed a shorter version of the Citizen Police Academy to accommodate community members who are unable to attend a full academy





# Looking Ahead

## **New Director of Police Community Affairs**

Ms. Marchelle Franklin assumed the role of Director of Police Community Affairs on December 22, and will be integral in expanding the PD's outreach efforts with the community

- Listen to the community
  - Meetings
  - Press conferences
  - Marches
  - Town Halls



# Looking Ahead

## **New Director of Police Community Affairs**

- Become familiar with Police Operations
  - Panel member for the Police Commander interview oral boards
  - Community Relations Bureau Functions
    - Bias Crimes Unit
    - Community Response Squad
    - Citizen Advisory Boards
    - Youth programs
  - 21<sup>st</sup> Century Policing
  - Police officer recruitment



# Looking Ahead

## **Impending Actions**

- Effective February 9, the PD's Community Relations Bureau will be restructured and expanded, with Commander Kurtenbach overseeing the Bureau
- The Community Engagement and Outreach Task Force will be reconvened, new members will be added, and the recommendations/actions taken will be reviewed in an effort to identify enhancements



# Looking Ahead

## **Impending Actions**

- An internal focus group consisting of employees and labor representatives will be formed to look at other potential enhancements to improve community engagement
- Opportunities to increase the frequency of the Citizens Police Academy and Police Academy Experience will be examined



# Looking Ahead

## Other Considerations

- Additional restructuring efforts that support further engagement opportunities with the youth and young adults in our community will be evaluated
  - School Resource Officers
  - Explorer Program
  - Citizens Offering Police Support (COPS) Volunteer Program
  - Phoenix Neighborhood Patrol (PNP) Program



# Looking Ahead

## Other Considerations

- 40-Hour Training Module for all sworn personnel is currently in development and may incorporate the following topics:
  - Cultural Consciousness – Review of cultural perceptions of policing diverse communities
  - 21<sup>st</sup> Century Policing – Review of criminal justice reform efforts, law enforcement trends, technology and community partnerships
  - Situational and Tactical Analysis – Review of tactical situations, responses and de-escalation techniques
  - Use of Force – Review of Use of Force policies and proficiency requirements regarding TASER™, pepper spray and carotid control technique
  - Mental Health Disorders, Response, and Scenarios - Review of mental health disorders and the skills for responding to and dealing with individuals in mental crisis, as well as scenario based training for the same



# Recent Positive Community Engagement Examples

## Holiday Programs

- “Shop with a Cop”
- “Christmas at Hacienda”
- It’s a “Capitol School” Christmas
- “Operation Soul”
- Wilson School “Adopt a Class for Christmas”
- Central City Precinct officers played Santa for a young Cystic Fibrosis patient from Pinetop, AZ and his siblings when he had to undergo emergency treatment at Phoenix Children’s Hospital on Christmas Day





# Recent Positive Community Engagement Examples

- Phoenix officers who responded to the stabbing of two children just before Christmas by their mother, purchased presents and spent time with the hospitalized kids to let them know people cared about them
- Phoenix officer purchased a Razor scooter for a child to replace the child's stolen scooter
- Phoenix officer organized fellow officers and other volunteers to renovate a burglary victim's uninhabitable home







**Questions?**

**City of Phoenix**

**Phoenix City Council  
Public Safety and Veterans Subcommittee  
Summary Minutes  
Wednesday, January 21, 2015**

Cortez High School  
8828 North 31<sup>st</sup> Avenue  
Phoenix, Arizona

**Subcommittee Members Present**

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

**Staff Present**

Penny Parrella  
Samantha Tavares  
Mary Roberts  
Corey Williams  
Toni Maccarone  
Joseph Yahner

**Staff Present**

Vicki Hill  
Mike Kurtenbach  
Marchell Franklin  
Karen Peters  
Milton Dohoney, Jr.  
Ed Zuercher

**Public Present**

Dianne Post  
Walt Gray  
Ravindar Arora  
Donald Harris  
Lawrrie Fitzhugh  
Warren Stewart

**Public Present**

Channel Powe  
Joanne Woods  
Jarvis Johnson  
S. Otieno Ogwel  
Eva Olivas  
Jeremy Helfgot

**1. Call to Order**

Chairman Nowakowski called the meeting to order at 6:21 p.m. Councilmembers Pastor, Gallego, and Williams were present.

**2. Call to the Public**

Dianne Post expressed frustration with the Phoenix Police Department. Ms. Post explained that she witnessed an officer running a red light and proceeded to approach the officer. Ms. Post stated the officer denied her accusation and she filed a complaint against the officer. Ms. Post added that she had not received a response. Ms. Post expressed dissatisfaction with the concept of a militarized police force and urged the department to engage in community-focused policing.

**3. Body Cameras**

Acting Police Chief Joseph Yahner stated the two agenda items were interrelated as the on-officer video camera pilot program was a recommendation from the Community Engagement and Outreach Task Force (Task Force). Chief Yahner explained that the Task Force was created to enhance the relationship of the Phoenix Police and the community. Chief Yahner stated that 34 specific recommendations were approved by Council in January 2011.

Chief Yahner noted that 18 officers were involved in the pilot program: nine officers from the South Mountain Precinct and nine officers from the Cactus Park Precinct.

Chief stated that officers developed strengths of habit from having the camera on, which resulted in better reporting of incidents and increased accountability factor.

Chief Yahner disclosed the challenges associated with the body cameras which included the technological issues of how to store, retrieve, redact, and release data. Chief Yahner continued that the department received a \$50,000 grant to develop an on-body program and teamed with Arizona State University (ASU) to study the impact of body-worn camera technology on criminal investigations, with a particular emphasis on domestic violence. Chief Yahner added that a Request for Proposal was issued on October 1, 2012 and VIEVU, LLC was chosen. Chief Yahner stated Commander Mike Kurtenbach headed the program and a department policy was developed and training was provided for the program. He summarized that on April 15, 2013, 56 body-worn cameras were deployed in the Maryvale Precinct, which was divided into two similar sized squad areas, known as 81 and 82; 81 squad area officers were not provided cameras, serving as the control group.

Chief Yahner continued that ASU researchers gathered data 15 months prior to the camera deployment and 15 months post-deployment. Commander Kurtenbach reviewed the study and the results.

Commander Kurtenbach reiterated that the study followed domestic violence criminal investigations and that officers wearing the cameras were more likely to receive a guilty plea or a guilty verdict at trial. Commander Kurtenbach highlighted that based on the tracking of 2,063 domestic violence cases, complaints made against camera-wearing officers decreased by 23 percent, which was particularly significant since complaints against officers in the comparison area increased by 10.6 percent and complaints against patrol officers in other precincts increased by 45.1 percent during the same period. Commander Kurtenbach stated arrests increased by 17 percent among camera-wearing officers and increased nine percent among officers in the comparison group.

Chief Yahner stated that the labor organization was involved when the policy was created and states officers must activate the camera during all enforcement contact. Chief Yahner continued that the policy subjected officers to random inspections and included a check-list to go through each day.

Chief Yahner summarized that 85 cameras were currently deployed, 79 specifically to first responders. He added that an additional 30 cameras have been ordered and the department was working towards deployment. Chief Yahner discussed challenges associated with the program, stating that the technology to support the program is costly. He listed the soft costs as ways to manage, store, retrieve, and redact the data.

Commander Kurtenbach noted that a year of data retention totaled 19 to 22 terabytes and proper infrastructure was required for the success of a program. He stated personnel costs associated with data management needed evaluation and

that the policy associated with body-worn cameras required the involvement of all stakeholders. He highlighted that it was important to understand the impact the technology has on the community as well as on the City Prosecutor's Office.

Chief Yahner concluded that he supported the program and that the department will continue to look for additional funding opportunities.

Councilwoman Gallego stated President Obama recently announced new federal funding for body cameras and asked if the department was researching cloud storage for the data. Chief Yahner replied that he read about the federal funding and was waiting for information to be released about the application. Commander Kurtenbach added that the department was exploring solutions to data storage.

Councilwoman Williams questioned if the department was in contact with other cities using body-worn cameras. Chief Yahner remarked that he had reviewed the policies and management of other organizations. Commander Kurtenbach added that the City of Phoenix was leading cities across the nation and that the Department of Justice was holding the City's model up for others to follow.

Councilwoman Pastor asked why arrests increased by 17 percent. Commander Kurtenbach replied there was not one clear reason to support the increase and that ASU researchers were further evaluating the data.

Chairman Nowakowski asked if officers provided feedback during the program. Commander Kurtenbach answered that officers filled out surveys and were responsive during briefings. He added that officers were surveyed before and after the cameras were deployed to gauge how comfortable they were with the equipment and if technology helped them to do their job better. Commander Kurtenbach stated the report was in draft form and would be ready soon.

Chairman Nowakowski discussed privacy issues associated with camera-wearing officers that entered a resident's home and the recording being a public record. Commander Kurtenbach responded that it was a legitimate concern and was a challenge since only a certain amount of information could be redacted from the video and the recording was legally a public record.

Ravindar Arora, a private defense attorney, expressed support for the body cameras. Mr. Arora looked at cost savings from a judicial lens and explained the videos helped the system spend less time on allegations and could save the state money when needing to provide expert witnesses. Mr. Arora listed examples with past clients.

Walt Gray discussed Maricopa County's body camera program. Mr. Gray expressed interest in the department researching what other cities in the Valley were currently doing with body cameras.

Councilwoman Gallego requested data be collected for the City Prosecutor's Office of what savings existed related to body cameras.

Chairman Nowakowski requested information about the potential savings with the use of body cameras and requested the County's program be researched. Chairman Nowakowski asked if a dashboard camera pilot program existed. Chief Yahner explained that dashboard cameras were limiting and captured less information compared to body cameras and that there was no push for the program.

Chairman Nowakowski asked for a demonstration of a body camera. Commander Kurtenbach demonstrated how officers used the body camera.

Councilwoman Williams requested that the business community be surveyed about cloud storage and noted that two new corporations specializing in cloud storage moved into the Valley.

4. **Community Engagement and Outreach Task Force Update**

Chief Yahner stated the Task Force began in April 2010 with approximately 40 members with the charge to engage the community with police operations by creating dialogue and partnerships with the community. Chief Yahner added that the 34 recommendations were approved by Council in January 2011 and an implementation team was created to carry out the recommendations.

Commander Kurtenbach pointed out that the recommendations were available on phoenix.gov. Commander Kurtenbach explained the the recommendations were separated into five categories: encourage community engagement/connectedness by the Phoenix Police Department; identify and enlist community partners involvement to build better relationships with the Phoenix Police Department; encourage community engagement/connectedness by Phoenix Police Officers; improve officer training; and improve processes for accountability. Commander Kurtenbach specified that several recommendations focused on job performance, misconduct, and use of force. Commander Kurtenbach noted two recommendations could not be implemented, such as mandating officers who are involved in a shooting to submit a urine analysis. He stated that the department already conducted testing on officers when needed and randomized testing.

Chief Yahner also indicated that cultural sensitivity training was implemented.

Commander Kurtenbach commented on breaking down barriers with the community. He highlighted the Coffee with a Cop event and stated over 200 had been held city-wide. Commander Kurtenbach listed that the department had updated their websites. He added they also conducted four Citizen Police Academies, one in Spanish. Lastly, he noted the department has conducted Police Academy experiences focused on use of force and decision making in critical incidents.

Chief Yahner introduced the department's new Director of Police Community Affairs, Marchell Franklin.

Ms. Franklin thanked City Manager Ed Zuercher, Assistant City Manager Milton Dohoney, Jr. and Police Chief Yahner for their confidence in her new role. Ms. Franklin defined her role as one to help rebuild and reestablish relationships and trust between the department and the community. She stated she had attended meetings and press conferences to listen to the community and continues to become familiar with police operations. Ms. Franklin stated she served on a Police Commander Oral Board and has met with individual bureaus and squads in the department and is involved in the recruitment process.

Chief Yahner announced that effective February 9, Commander Kurtenbach would be assigned to the Community Relations Bureau as it becomes restructured and expanded. Chief Yahner stated the need to reconvene the Task Force.

Commander Kurtenbach noted the department was exploring opportunities to bring more residents in the Citizen Police Academy as well as the development of a 40-hour mandated training module for all sworn-personnel.

Chief Yahner highlighted recent positive community engagement experiences such as the Shop with a Cop program.

Elizabeth Singleton expressed concern for the mentally ill community and stated she worked with former Chief Garcia in creating a Mental Health Advisory Board but believed the board did not represent the public well. Ms. Singleton stated she tried to contact members of the board but has not received a response and is waiting for a response from the Police Department. Chief Yahner stated he would contact Ms. Singleton about the issue.

Walt Gray suggested introducing a short PowerPoint focused on updates in the community at the beginning of the Coffee with a Cop events.

Jarvis Johnson stated he did not see any police presence in his neighborhood and stressed the need for community-based policing. Mr. Johnson stated he experienced great interactions with Chief Yahner and stressed the need for more positive interactions with officers and the community.

Chairman Nowakowski asked where Coffee with a Cop information was posted. Commander Kurtenbach responded that information was online on each precinct's website.

Johanna Woods read a quotation from Martin Luther King, Jr. and discussed police brutality.

Channel Powe thanked Chief Yahner and Commander Kurtenbach for the update. Ms. Powe expressed concern regarding the timeline of the Community Engagement Bureau. Ms. Powe suggested the implementation of tracking each resident complaint because the community had been experiencing slow response times. Officer Yahner stated he would follow up with the information and explained each call was examined on a case by case basis and that each call was tracked. Ms. Powe also suggested implementing a system that tracked when an officer came in contact with individuals but no arrest was made. Officer Yahner stated he would look into the issue.

S. Otieno Ogwel urged the department to change the negative perception it had in the community. Mr. Ogwel suggested that the department use social media platforms to post positive interactions that officers have with the public. Mr. Ogwel noted a video he saw about the Citizen Police Academy and because of the content, he did not want to partake in the academy. Commander Kurtenbach explained the academy displayed in the news was not from the City of Phoenix Citizen Police Academy.

Warren Stewart spoke in support of School Resource Officers and stated that they provide a positive perspective for children. Mr. Stewart urged the department to disseminate positive news stories to the community. Mr. Stewart expressed the need for an apology from the department regarding the death of Romain Brisbon.

Lawrrie Fitzhugh expressed concern for the current number of officers and recent cuts to the Police Department.

Jeremy Helfgot expressed concern for reconvening the Task Force and suggested using an existing group such as the Human Relations Commission. Mr. Helfgot discussed the culture in police departments and emphasized reporting positive news to the community.

Eva Olivas stated the Central City Precinct had a good relationship with the community and specified that Community Action Officers were critical to successful relationships. Ms. Olivas expressed disappointment with police response times.

Councilwoman Gallego discussed the need for community engagement and the need to alter the eligibility requirements for officers. Councilwoman Gallego explained that the number one disqualifying qualification for applicants was financial history. Councilwoman Gallego stressed the need for more recruitment targeting women.

Councilwoman Williams challenged the Police Department to discuss their accomplishments more. She provided examples of positive officer-community interactions. Councilwoman Williams stated Block Watches needed to attract younger generations and encouraged the public to continue their communication with the Police Department.

Councilwoman Pastor thanked the community for bringing the issues to their attention. Councilwoman Pastor thanked Chairman Nowakowski and Chief Yahner for their attention to the community.

Chairman Nowakowski asked if there was continued ethics training for officers. Chief Yahner explained the entire department was mandated to participate in the training and that staff was working to reestablish it.

Chairman Nowakowski detailed the South Mountain Precinct program that reached out to young men in South Phoenix and discussed creating a similar program for the entire City. Chief Yahner responded it already was a goal of the department.

Chairman Nowakowski thanked the community for attending the meeting.

**5. Adjournment**

Chairman Nowakowski adjourned the meeting at 8:12 p.m.

Respectfully submitted,

Samantha Tavares  
Management Intern