

City Council Work Study Session

Tuesday, December 10, 2024

2:30 PM

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CALL TO ORDER

The Phoenix City Council convened in Work Study Session on Tuesday, December 10, 2024 at 3:13 p.m. in the Council Chambers.

Present: 8 - Councilwoman Betty Guardado, Councilwoman Ann O'Brien, Mayor Kate Gallego, Councilman Carlos Galindo-Elvira, Councilman Kevin Robinson, Vice Mayor Debra Stark, Councilwoman Laura Pastor and Councilman Jim Waring

Telephonic: 1 - Councilwoman Kesha Hodge Washington

INFORMATION AND DISCUSSION (ITEM 1)

1 Public Safety Improvement Update

Discussion

Assistant City Manager Lori Bays introduced the item by stating this item is a quarterly update following the presentation from the September 24, 2024, Policy Session.

Interim Police Chief Michael Sullivan presented on the completed actions items in relation to increased transparency, community engagement, staffing, and implementation of new technology. He also provided an update on action items in progress on increasing accountability, developing and procuring new technology, training and staffing, oversight by the Civilian Review Board, and project updates for addressing racial disparities, systems of accountability, and youth interactions.

Executive Assistant Chief Dennis Orender presented on future improvement initiatives, which includes regular updates to the City Council and the Civilian Review Board, regular audits by the Compliance Team, biennial training for Crisis Intervention Officers, as well as creation of policies for

vulnerable persons.

Mayor Gallego thanked staff for their work on the initiative and emphasized each recommendation has specific deadlines, which is important for the continuous improvement of the Police Department.

Councilman Robinson stated the success of many strategies depends on a Records Management System (RMS) being in place and asked whether the Police Department is ready to launch RMS in the presented deadline.

Chief Sullivan answered he continues to check with the team on a regular basis and there has not been any interruption to the June 2025 target launch date.

Councilman Robinson asked for confirmation that the Special Assignment Unit (SAU) Officers' body camera footage of internal strategy discussions will not be released to the public.

Chief Sullivan confirmed the footage will not be released.

Councilman Robinson inquired why there is a delay in recruitment for the research analysts following recruitment of the supervisor.

Chief Sullivan answered the intent is to have the supervisor on board first and have the supervisor be part of the recruitment process.

Councilman Robinson recommended the Police Department reach out and meet with the Director of Arizona Post regarding downward deviation of Discipline Review Board recommendations. He asked if the procurement of the Early Intervention System is an off-the-shelf system or if a system is being built specifically for the City.

Chief Sullivan explained the decision will be part of the Request for Proposal (RFP) process and the Police Department will make sure to include specifications and requirements needed for the City.

Councilman Galindo-Elvira thanked staff for launching the First

Amendment Facilitation and Management Policy, which provides protection of speech. He also expressed appreciation of the addition of civilians to the Discipline Review Board. Councilman Galindo-Elvira emphasized addressing vulnerable peoples is a crucial area for improvement and the City needs to continue to ensure the public has a role in the improvement process.

Councilwoman O'Brien asked what is the definition of public facing officers.

Executive Assistant Chief Orender stated this includes frontline officers and civilian staff who are directly engagement with the public.

Councilwoman O'Brien inquired what the training for implementation of the First Amendment Facilitation and Management Policy includes.

Executive Assistant Chief Orender answered staff trained for tactics when engaging with public demonstrations.

Councilwoman O'Brien asked if all officers and staff will be trained on the policy.

Executive Assistant Chief Orender explained there will be specific staff, such as the public safety response team, but will not be the entire department.

Councilwoman O'Brien expressed concern regarding uncertainty in how big public demonstrations can be and the need for a department-wide training to be prepared for the uncertainty.

Ms. Bays stated staff will revise the training plan on the policy and provide a briefing on the training in the next quarterly update.

Councilwoman O'Brien commented it is early to call the voice activated intelligence system item as a completed item because the system has not been implemented yet. She asked if there is a reason for the proportion of non-emergency calls being diverted to the system at 30 percent.

Chief Sullivan answered while the 30 percent is a target number for initial implementation, staff will strive to increase the number to a higher percentage.

Councilwoman O'Brien asked if the 911 and radio dispatchers were included in the original classification and compensation study.

Ms. Bays stated yes they were included and since the classification is a highly competitive market, there is continuous evaluation of adequate compensation for the dispatchers.

Councilwoman O'Brien expressed her concern regarding collection of public comments for multiple policies being within 60 days, and asked if this is ample time for the public to engage with the upcoming policies.

Ms. Bays stated staff will ensure members of the public have ample time to make input to the proposed policies.

Councilwoman O'Brien stressed the City needs to actively seek for input from parents regarding youth interaction policies.

Chief Sullivan stated he will make sure to include parents in the public input process.

Vice Mayor Stark stated the City needs to engage school resource officers to inform youth intervention and engagement and reach out to parents and other guardians such as foster care parents to inform youth policy.

Councilwoman Pastor asked if there was any cultural competency training for the Police Department in the past.

Chief Sullivan replied trainings have been ongoing and the recent Department of Justice report notes Police interactions with residents in tribal nations and is in the process of updating the training regarding engagement of members of tribal groups.

Councilwoman Pastor also emphasized having cultural competency

training for all minority groups and those with mental illness or other groups which may react differently to law enforcement.

Executive Assistant Chief Orender stated the cultural competency training is a training in addition to the implicit bias training, which is a required training for entire staff.

Councilwoman Pastor stated the need to continue to improve on the wellness of the radio dispatchers and emphasized the effectiveness of trainings needs to be monitored.

Councilwoman Pastor also stated there are limited number of spots on the Youth and Education Commission, which limits input from different types of schools and expressed desire to see a more robust youth engagement policy.

Mayor Gallego discussed the efforts to improve tribal nation engagement that had come out of the partnership and mutual learning with members and leaders of the tribal nations.

Mayor Gallego stated the Youth and Education Commission members were not appointed based on expertise in law enforcement. She asked if dispatchers can go out and see what the actual experience of the City's engagement with persons experiencing homelessness looks like.

Chief Sullivan replied staff will look into it.

Councilwoman Guardado asked when the body-worn cameras can be off versus when they can never be turned off.

Executive Assistant Chief Orender explained the goal is to capture all interactions with the public.

Councilwoman Guardado inquired about the members of the Youth and Education Commission.

Mayor Gallego stated members are from various sectors within education but do not have background in law enforcement.

Councilwoman Guardado recommended the Police Department should put together a youth and education commission to better understand how the youth in various districts feel about law enforcement to foster trust in the Department.

Chief Sullivan answered staff will revisit what groups need to be engaged for the youth interaction policy.

Councilwoman Guardado suggested the plan for community engagement for youth interaction be part of the agenda for the Public Safety and Justice Subcommittee and emphasized receiving feedback from the community sooner in the process will ensure better policy outcomes for the City.

Ms. Bays stated the Office of Accountability and Transparency Ordinance is also contemplating forming a youth council.

Councilman Robinson asked who will provide the training for the launch of the First Amendment Facilitation and Management Policy.

Executive Assistant Chief Orender answered staff has not yet identified who will provide the training.

Councilman Robinson recommended the training to come from external topic experts. He asked for information on who the members are of the Chief's advisory board and explained the inspection sergeants are needed for investigation of use of force incidents and requested the positions be in place as quickly as possible.

Councilman Galindo-Elvira stated when engaging parents as stakeholders for a youth prevention program, the City needs to reflect the diversity of parents as well. He added there are several youth leadership groups which can be helpful for stakeholder engagement as well. Councilman Galindo-Elvira stressed the importance of crisis intervention resources for mental healthcare. He also expressed his appreciation that the Crisis Intervention Team is a component of the improvement being carried out.

ADJOURN

There being no further business to come before the Council, Mayor Gallego declared the meeting adjourned at 4:24 p.m.