

PUBLIC SAFETY COMMITTEE

April 4, 2013

The Public Safety Committee of the City of Mesa met in the lower level meeting room of the Council Chambers, 57 East 1st Street, on April 4, 2013 at 10:32 a.m.

COMMITTEE PRESENT

Dennis Kavanaugh, Chairperson
Alex Finter
Christopher Glover

COMMITTEE ABSENT

None

STAFF PRESENT

John Pombier
Alfred Smith

1. Items from citizens present.

There were no items from citizens present.

2-a. Hear a presentation, discuss and provide direction on an update of the program to install Automatic External Defibrillators (AEDs) in most City buildings, as recommended by the Mesa Fire and Medical Department.

Assistant Fire Chief Dan Stubbs introduced Program Assistant Pat Miller and Fire Engineer Larissa Dvorak, who were prepared to respond to any questions the Committee may have.

Chief Stubbs displayed a PowerPoint presentation (**See Attachment 1**) and reported that approximately three years ago, the Mesa Fire and Medical Department (MFMD) first began to consider the use of automatic external defibrillators (AED) in City buildings. He noted, however, that due to the downturn in the economy and a lack of funding, the program was put on hold.

Chief Stubbs stated that last year, the City Manager's Office directed staff to evaluate the current automatic external defibrillator inventory, make a recommendation with respect to the number of devices needed to cover the existing City buildings/workforce, obtain prices for ongoing costs and recommend a training plan.

Chief Stubbs explained that staff was seeking the Committee's direction with respect to how to implement an AED Program in City-owned buildings and also to consider the associated funding options. He pointed out that currently, no funding has been allocated for the program in the MFMD's proposed FY 2013/14 budget.

Chief Stubbs advised that AEDs save lives, increase Emergency Medical Services' (EMS) effectiveness and patient outcome. He briefly discussed various statistics and benefits of the units (See Page 4 of Attachment 1) and noted that their use, combined with basic cardiopulmonary resuscitation (CPR), can increase a patient's survival rate by 74%.

Chief Stubbs further commented that the average overall cost for one AED unit, including training and set-up, is \$2,000. He said that the costs can vary depending upon the number of AEDs, personnel trained and the extent of the program.

Chief Stubbs remarked that Ms. Dvorak and other EMS staff members conducted a thorough review of the current AED inventory by walking through every floor of each City building in order to evaluate occupancy, work activities, walk-in traffic and possible locations for the units. He noted that staff found 47 AEDs in use throughout the City, including at Hohokam Stadium and the Robson Jail. (See Page 6 of Attachment 1) He stated that the existing AEDs were acquired from several different manufacturers and added that certain employees were unaware that the units were even located in their buildings.

Chief Stubbs indicated that it was staff's recommendation that the City acquire one brand of AEDs, which would allow for a common supply of AED pads and batteries, and ensure greater consistency in training and use by City employees that travel between various buildings. He also commented that the AED vendors would provide tracking programs in order to verify that monthly inspections are performed.

Chief Stubbs, in addition, reported that staff obtained price quotes from four different vendors. He said that staff's analysis revealed that 141 AEDs are needed in the various City buildings, which would cost approximately \$283,050.

Chief Stubbs briefly highlighted alternative options for the Committee's consideration as follows: 1.) Purchase 50 units in the first fiscal year and keep the existing 47 AEDs; 2.) In the second fiscal year, purchase an additional 50 units; 3.) In the third fiscal year, replace the existing 47 AED units; and 4.) Postpone the project entirely.

Responding to a question from Committeemember Finter, Ms. Dvorak clarified that the City of Mesa owns 83 buildings.

Committeemember Finter stated that he would assume there may be some "small buildings out in the middle of nowhere" that would not need an AED unit.

Chief Stubbs responded that as a result of staff's review of all of the City buildings, a priority list was established. He acknowledged that there are some remote buildings, such as radio towers, at which few employees work. He noted, however, that the MFMD has a long response time to such sites and suggested that in the case of an emergency, it would "make sense" to install an AED unit at the building so that it could be used by one staff member to assist another until help arrives. He added that staff does not intend to install the units in park bathrooms or other types of stand-alone buildings.

Committeemember Finter commented that since the Council has not yet heard the budget presentations and the City currently has an \$8 million to \$9 million shortfall, he would prefer that this item be included in the MFMD's budget presentation. He added that although he is a

proponent of the AEDs, if funding does not become available, it might be necessary to defer the program until a later date.

Chief Stubbs acknowledged Committeemember Finter's comments and said he would be happy to include this matter as part of the MFMD's budget presentation.

Committeemember Glover concurred with Committeemember Finter's suggestion.

Chairman Kavanaugh stated that from a safety perspective, he would prefer that all 141 AED units be installed in the upcoming budget year. He noted that he could also support a phased-in approach over several fiscal years, but would oppose postponing the program entirely.

Chairman Kavanaugh thanked staff for the presentation.

2-b. Hear a presentation and discuss the City Prosecutor's Office Annual Report.

City Prosecutor Jon Eliason displayed a PowerPoint presentation (**See Attachment 2**) and discussed various accomplishments of the Mesa City Prosecutor's Office in 2012.

Mr. Eliason recognized his staff for their hard work and professionalism and reported that since 2010, there has been a 25% increase in the number of cases assigned to his office. (See Page 2 of Attachment 2) He explained that such an increase has resulted in the issuance of more subpoenas, a greater number of interviews, the need to improve/innovate procedures, and the necessity of ongoing teamwork between staff, the Mesa Police Department (MPD) and other City departments.

Mr. Eliason stated that in his opinion, the City Prosecutor's Office is the best Prosecutor's Office in the nation, as evidenced by a 94.34% conviction rate for Driving Under the Influence (DUI) cases and over a 90% conviction rate on all other cases. He also noted that in the past year, staff provided services to more than 13,000 victims and received a 90% satisfaction rate from those individuals who completed surveys.

Mr. Eliason indicated that the City Prosecutor's Office has been using a mainframe-based system that shares data with the Mesa Municipal Court's mainframe system. He said that in June of this year, "Prosecutor" by Karpel Computer Systems, a new case management system, will be implemented.

Mr. Eliason remarked that one of the most important things his prosecutors can do is "do what's right every time." He pointed out that such a strategy helps to ensure that the victims and the defendants in the criminal justice system recognize the integrity behind the police officers and the way in which the prosecutors handle each and every case.

Mr. Eliason briefly highlighted the efforts of the City Prosecutor's Office with respect to asset forfeiture (See Page 9 of Attachment 2) and said that it is sending a message to drug dealers in Mesa that they will be prosecuted and lose all proceeds, including their cars. He also discussed staff's dedication and hard work to obtain new grants for DUI enforcement. (See Page 10 of Attachment 2)

Mr. Eliason further reported that Assistant City Prosecutor III Patti Tracey has worked with the International Association of Chiefs of Police in the Dana/Doran neighborhood in an effort to ensure that the residents are safe and most importantly, "feel" safer. He explained that at a recent press conference, Maricopa County Attorney Bill Montgomery announced that the County is changing the way in which it prosecutes cases based on Mesa Police Chief Frank Milstead's success with respect to the Dana/Doran project.

Mr. Eliason advised that last year, staff from his office and the MPD selected the Guerrero Rotary Park neighborhood in which to implement some of the same processes that were accomplished in conjunction with the Dana/Doran project. He stated that the neighborhood distrusted the police, was entrenched with gang problems, and the park was unsafe for the residents. He also noted that the City hosted a series of neighborhood meetings and garnered a significant amount of community support. He added that not only is the park now a safe place for families to enjoy, but it also received new playground equipment as a result of a grant received by the City Prosecutor's Office.

Mr. Eliason further spoke regarding Operation Mainline, located in the Superstition Patrol District, which focuses more on businesses rather than neighborhoods. He said that the MPD intends to replicate the same processes at Operation Mainline that were used for the Dana/Doran and Guerrero Rotary Park projects.

Committeemember Finter commented that he recently attended a public meeting for Operation Mainline, which is located in his district. He explained that a good number of business owners were in attendance and expressed interest in the program. He also thanked Ms. Tracey for her professionalism and service to the community and added that the program was "unique" and an effective way in which to address the business owners' concerns.

Mr. Eliason reported that in March of this year, the CANDO/Mesa Grande project began, as a result of the neighborhood seeking out the assistance of Councilmember Glover and the City Prosecutor's Office. He pointed out that two community meetings have been held thus far, and said that the residents have been very proactive and supportive of the project, especially since light rail will impact their neighborhood.

Discussion ensued relative to the implementation of the Mental Health Court at the Mesa Municipal Court; that Presiding Magistrate Matt Tafoya has issued an administrative order allowing Magellan Health Services to share mental health information with the Court so that the City Prosecutor's Office can more quickly identify individuals with serious mental health issues; that beginning this month, the City Prosecutor's Office will set aside one day a month to conduct the Rule 11 mental health screenings at the Mesa Municipal Court; that such efforts will reduce "failures to appear" and possible arrests if a person fails to appear for such a screening; and that in appropriate cases, the City Prosecutor's Office intends to emphasize diversion, with a focus on the defendant receiving mental health treatment when needed.

Mr. Eliason further remarked that in 2012, the City Prosecutor's Office conducted the first ever attorney exchange with the Mesa Police Legal Advisor's Office. He said that the program has proven quite successful, especially with "a fresh set of eyes" reviewing cases and offering valuable insight/feedback. He also highlighted the role that the City Prosecutor's Office plays with respect to regional leadership. (See Page 20 of Attachment 2)

Mr. Eliason briefly discussed the City Prosecutor's Office initiatives for 2013. (See Page 21 of Attachment 2) He cited, for instance, that staff continues to promote teamwork and cooperation and also improve the issuance of subpoenas and court scheduling.

Committeemember Glover expressed appreciation to Mr. Eliason and his staff for their efforts and hard work to interact on a positive level with the neighbors. He also thanked Ms. Tracey for her professionalism and service to the community. He noted that all of the residents that have interacted with the City Prosecutor's Office have spoken highly of staff and the MPD and were appreciative of the work that was being done to enhance their neighborhoods.

Chairman Kavanaugh stated that the Committeemembers concurred with Mr. Eliason's assessment that the City Prosecutor's Office is the best Prosecutor's Office in the nation. He thanked Mr. Eliason for his presentation.

2-c. Hear a presentation and discuss an update of the Kronos Timekeeping System.

Chairman Kavanaugh stated that over the last year, the Committee has been provided a significant amount of information regarding this item. He expressed appreciation to Deputy City Manager John Pombier and staff at every level for their efforts and hard work to ensure that the Kronos Timekeeping System meets the needs of the City's public safety personnel.

Senior Human Resources Analyst Talona Felix displayed a PowerPoint presentation (**See Attachment 3**) and discussed the manner in which Kronos was implemented for the Mesa Fire and Medical Department (MFMD) and the Mesa Police Department (MPD).

Ms. Felix reported that with respect to the MFMD, the City used a Positive Pay philosophy when Kronos was implemented. She explained that the City pays employees for the time they work based on the time that is reported in the system. She said that the City also pays employees for any time off that they may request.

Ms. Felix advised that prior to implementing Kronos, the MFMD was on Telestaff. She stated that staff maintained and upgraded Telestaff, ensured that all sworn Fire personnel were in Telestaff, and then imported that information into Kronos. She noted that the data populates the employees' timecards and they are paid based off of the schedule in Telestaff. She added that a Centralized Staffing Coordinator (Full Time Employee 1.5) manages all schedule changes in real time and enters the activities.

Ms. Felix remarked that when Kronos "went live," staff encountered some challenges, such as Fire fractional pay. She pointed out that as staff became familiar with the system, they realized it was necessary to set up processes in a certain manner to ensure that the employees were paid correctly.

Ms. Felix cited, for instance, that the system would bring over a 24-hour shift as 23 hours and 59 minutes, thereby shorting employees one minute per shift. She said that staff mitigated this issue by changing the Pay Code Configuration and added that the employees are now being paid for their full 24-hour shifts.

Ms. Felix noted that staff was also confronted with the issue of combining shifts. She reported that if a staff member worked two shifts back to back, due to minimum staffing or a colleague

needing to leave early, and the employee came in four hours early and then worked a 24-hour shift, the system started combining the shifts into one day. She said that staff determined that the way in which lunch was configured was combining those shifts; that the configuration was removed; and employees are now paid each shift as a separate day.

Ms. Felix indicated that a further issue was the lock adjustment, which relates to the Fair Labor Standards Act (FLSA) calculation that Payroll makes for Fire employees who work on a 27-day FLSA cycle. She explained that when employees reach their 204 hours in 27 days, they are entitled to overtime. She pointed out, however, that for Fire personnel, the City also pays overtime on vacation pay or any type of pay when employees are away from work, except for comp time.

Ms. Felix stated that when Fire personnel reach the 204 hours, if an employee hits vacation, the system had to go back and look at a different day on which to pay the overtime, since it did not understand to pay overtime on vacation. She said it would go back to a work day. She added that it was necessary for Kronos engineers to correct a system configuration, which was successfully completed, and ultimately resolved the problem.

Ms. Felix also reported that the last issue that staff discovered with Kronos was that some of the remote Fire stations that were not on the fiber network were having issues in loading Kronos. She said that she personally went out to one of the facilities and stop-watched the process and determined that it was taking four minutes and 57 seconds to load Kronos. She said that staff corrected the problem and added that after the upgrade, the load time decreased to 46 seconds.

Ms. Felix remarked that with respect to the MPD, the City also implemented a Positive Pay philosophy, but explained that since the department does not have Telestaff, the City is using employee time stamps. She said that the employees are timing in at either a computer or a time terminal and the City uses those individual times to pay the employees.

Ms. Felix advised that when the system "went live," staff realized 160 officers were assigned to special units, such as SWAT or working undercover, and that for safety reasons, it might be detrimental for those individuals to time in. She stated that as a result, a Super User Program was created so that the Super User could access those employees' timecards and enter their time for them. She added that the officers are also paid for their time off as well.

Ms. Felix pointed out that earlier this year, the Super User model was extended when staff determined that Police sergeants were spending a significant amount of time in the system. She said that in order to allow the sergeants to be out on the streets more, the City extended the use of the Super User Program. She noted that the Super Users now assist with payroll corrections, correcting missed punches, approving timecards, correcting activity for grant overtime, and completing the Kronos HR Organization Structure Change Requests.

Ms. Felix, in addition, reported that staff learned that the MPD works with split squads, meaning that a sergeant's last day may be Thursday, but his/her employees' last day may be Friday or Saturday. She indicated that the Super Users have been able to assist with approving the timecards, which has decreased the sergeant's time commitment in that regard.

Ms. Felix also noted that since Kronos is not available via laptops, officers were unable to access the program in their patrol cars. She said that staff worked to update Java and also ensured that a time terminal was available in each Patrol District so that the sergeants and the officers had the ability to access their time.

Ms. Felix indicated that the remaining issue that staff is still working on with the MPD is tracking the officers' overtime and understanding how it is being spent (i.e., report writing, held over on a shift) so that they can adjust/modify their schedules to account for those items.

Ms. Felix explained that there were multiple ways in which this issue could be handled in the system and stated that as staff has worked with Kronos, they have learned different configurations and items they can access. She pointed out that staff was in communication with the MPD's budget staff and management in order to determine the most effective way in which to capture this information so that the MPD can target its overtime more effectively and understand where those monies are being spent.

Ms. Felix further reported that staff is piloting an Advanced Scheduler for the MPD to assist with basic staffing levels. She said that Police Lieutenant Greg Hargis will assist staff at Central Patrol District and deploy the program to his day shift only to ensure that it works appropriately and staff has configured it correctly. She added that the program would allow the MPD to determine whether, when someone calls in sick, it needs another officer or if the appropriate staffing levels for a sergeant or officer have been met.

Ms. Felix remarked that staff is also working on implementing Kronos Mobile, which will allow a sergeant to access Kronos from a Smartphone or tablet and view staffing levels. She added that staff is also preparing to launch a pilot program for Navigator, which is a different user interface that allows employees and supervisors to customize their view in the system. She said that will be part of the upgrade processes in the next fiscal year.

Assistant Police Chief Heston Silbert addressed the Committee and discussed various challenges that the MPD encountered with the Kronos Timekeeping System once it came on line. He stated that early on in the process, some of the people initially assigned from the MPD to work on the Kronos project, who are no longer with the Department, might not have conveyed the Department's needs to work within the structure of Kronos.

Chief Silbert also remarked that public safety personnel would like to think that they are trusted with the welfare of the public. He stated that when a time clock is installed at the front door of a police station, there is a connotation that "we don't trust you to manage time, to calculate the time and accurately report the time that you worked." He added that he would venture to guess that at the end of a 20-year career for a firefighter or police officer, "they have probably given a lot more of themselves and their time than we will ever know."

Committeemember Finter stated that he appreciated Chief Silbert's comments. He commented that when he worked for the Mesa Fire Department, he and many of his colleagues would arrive at work at least 30 minutes early to ensure that they were prepared and ready to begin the workday. He also noted that while attending the Fire Academy, the recruits were never permitted to be late.

Chief Silbert expressed additional comments and concerns as follows: that when the time terminals were installed at the Patrol District facilities, the officers would often form a line to clock in to ensure that they were not late; that the MPD eventually implemented the Super User Program, but not until after much consternation and the determination was made that many supervisors were averaging 45 minutes a day to input the time for their squad members; that such activity limited the amount of time that the sergeants were “on the street;” that in a series of meetings with Deputy City Manager John Pombier and others, a proposal was made that the MPD move away from the time terminal, go back to a standard schedule and utilize the Super Users where they can facilitate the program; and that such a proposal would provide the supervisors and officers greater flexibility and also address the officers’ morale issue.

Police Sergeant Ryan Russell, who serves as President of the Mesa Police Association (MPA), thanked Ms. Felix, Mr. Pombier and City Manager Christopher Brady for their willingness to meet and discuss the Kronos system and the challenges associated with public safety personnel, and ultimately implementing certain adjustments to the system. He added that eliminating the time terminal and returning to a default schedule is best not only for the police officers, but also for the MPD as a whole.

Chairman Kavanaugh said that the Committee appreciates the update and the progress that has been made to meet the needs of all the users in the system and also to accommodate public safety personnel.

3. Adjournment.

Without objection, the Public Safety Committee meeting adjourned at 11:15 a.m.

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Public Safety Committee meeting of the City of Mesa, Arizona, held on the 4th day of April, 2013. I further certify that the meeting was duly called and held and that a quorum was present.

DEE ANN MICKELSEN, INTERIM CITY CLERK

AUTOMATIC EXTERNAL DEFIBRILLATORS



What is an AED?



Purpose/Benefits

- Save lives
- Increase EMS effectiveness and patient outcomes
- Overall improved citizen safety

Statistics and Benefits...

- 465,000 people die from sudden cardiac arrest (SCA) each year.
- Each minute survival decreases by 7%-10% without defibrillation and CPR
- AED use with basic CPR can increase patient survival to 74%

Fiscal Impact

- Average overall cost for one AED, training, and set-up \$2000.00
- Other varied costs with AED program
 - Number of AEDs
 - Number of personnel trained
 - Extent of program

Current COM AEDS (25 Total)

- Fitch Park (Supervisors Office)
- Red Mountain Multigenerational Center
- Mesa Senior Center (247 N. Macdonald)
- Fiesta Mall
- City Plaza Building
- MFD EMS (Outside office entrance)
- Northwest Water Reclamation Plant (960 N. Riverview)
- Southeast Water Reclamation Plant (6308 E. Baseline Rd.)
- Greenfield Water Reclamation Plant (4400 S. Greenfield Rd.)
- Utilities Building on North side (2nd floor 640 N. Mesa Dr.)
- Utilities Building (1st floor 640 N. Mesa Dr.)
- Water Treatment Plant CAP (7750 E. Brown Rd.)
- Mesa Southwest Museum (SWA/Airvac maintained)
- Robson Jail
- Communications Building (2nd floor 161 E. 6th Place)
- Public Safety Training Facility
- Red Mountain Softball Fields
- Riverview Softball Fields
- Skyline Softball Fields
- Gene Autry Baseball Fields
- Red Mountain Baseball Fields
- Quail Run Sports Complex
- Red Mountain Soccer Complex
- Jefferson Recreation Center
- Webster Recreation Center

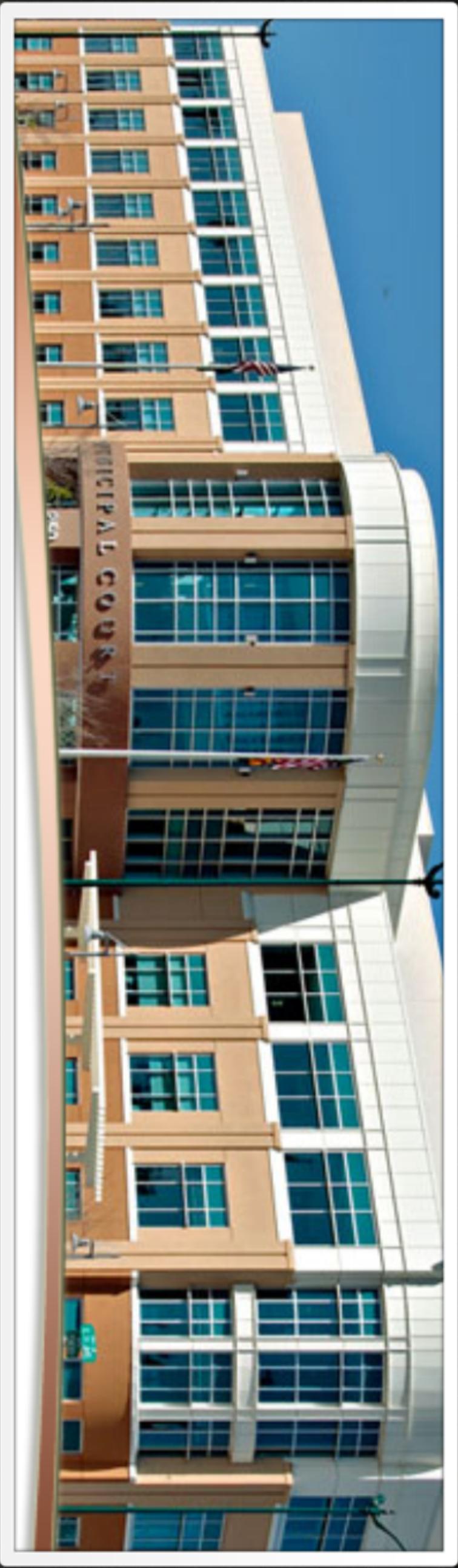
AEDs Save Lives

- Hohokam Stadium
- Jail

Questions/Guidance

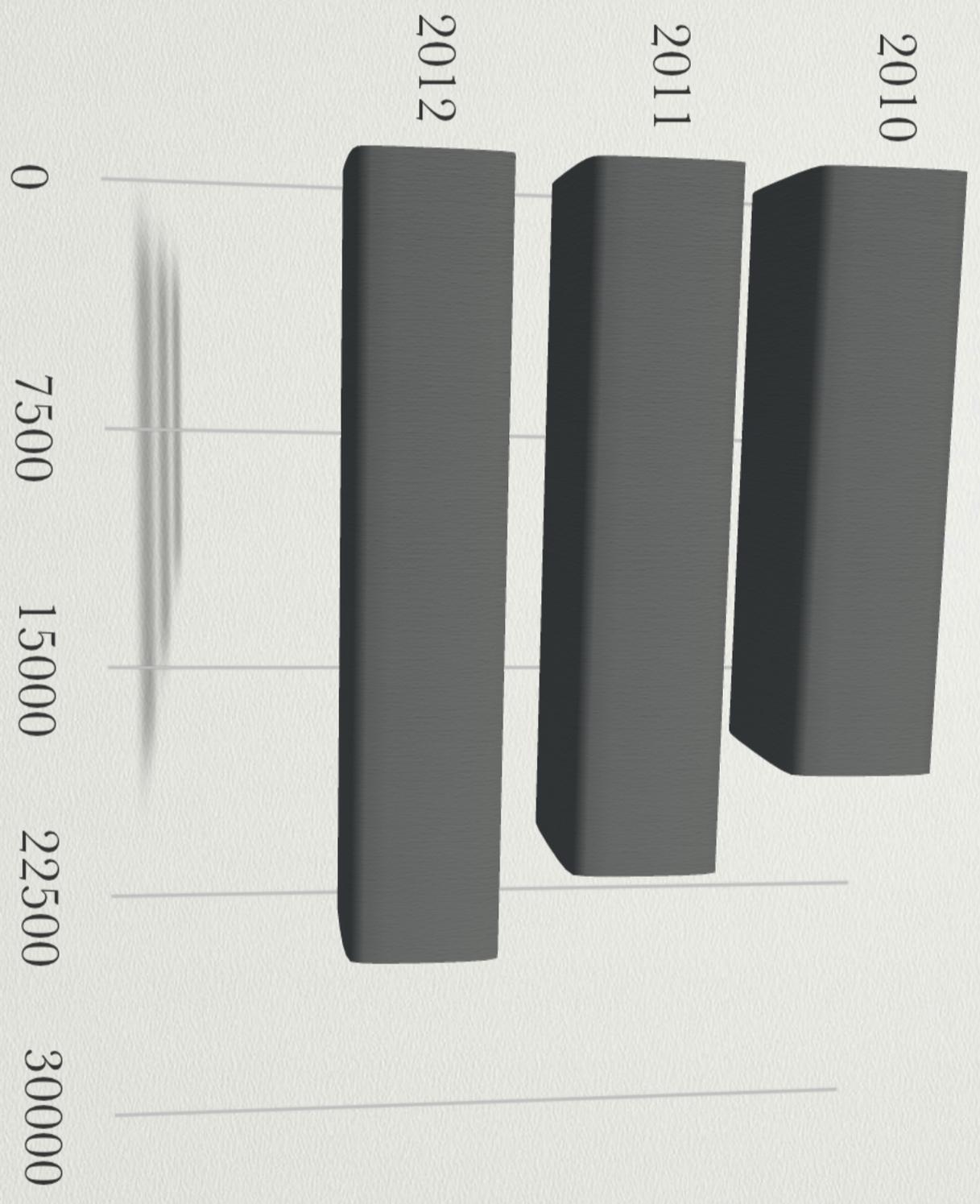


mesa·az



MESA CITY PROSECUTOR'S OFFICE ACCOMPLISHMENTS IN 2012

FIRST, OUR TEAM IS AMAZING --
WE'VE SEEN A 25% INCREASE IN
CASES SINCE 2010!!



Increase in cases means:

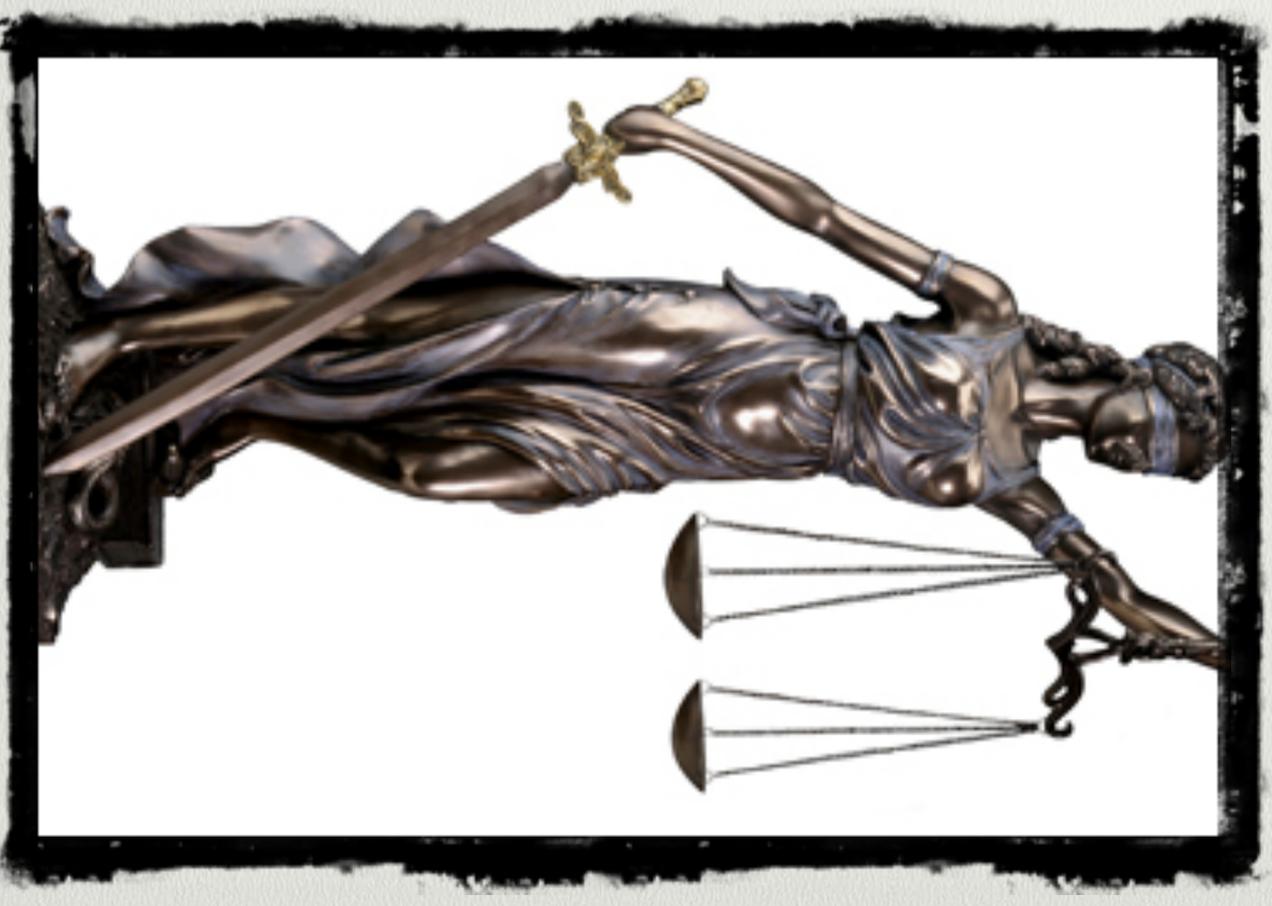
- More subpoenas
- More interviews
- More need to improve, innovate
- More teamwork



25%

THE BEST PROSECUTOR'S OFFICE IN THE NATION!

- 94.34% conviction rate for
DUIs
- Over 90% conviction rate
on all other cases



TOP-NOTCH VICTIM SERVICES

- Over 13,000 victims served
- Nearly 90% satisfaction rate





Important dates in 2013:

March 5-7 Rickroff; June 10-14 implementation!

Ethics -- Beyond reproach

Fairness is what justice really is.

— Potter Stewart, Supreme Court Justice (1915-1985)

Renewed emphasis on continuous improvement



Asset Forfeiture:

Sending the right message to drug dealers

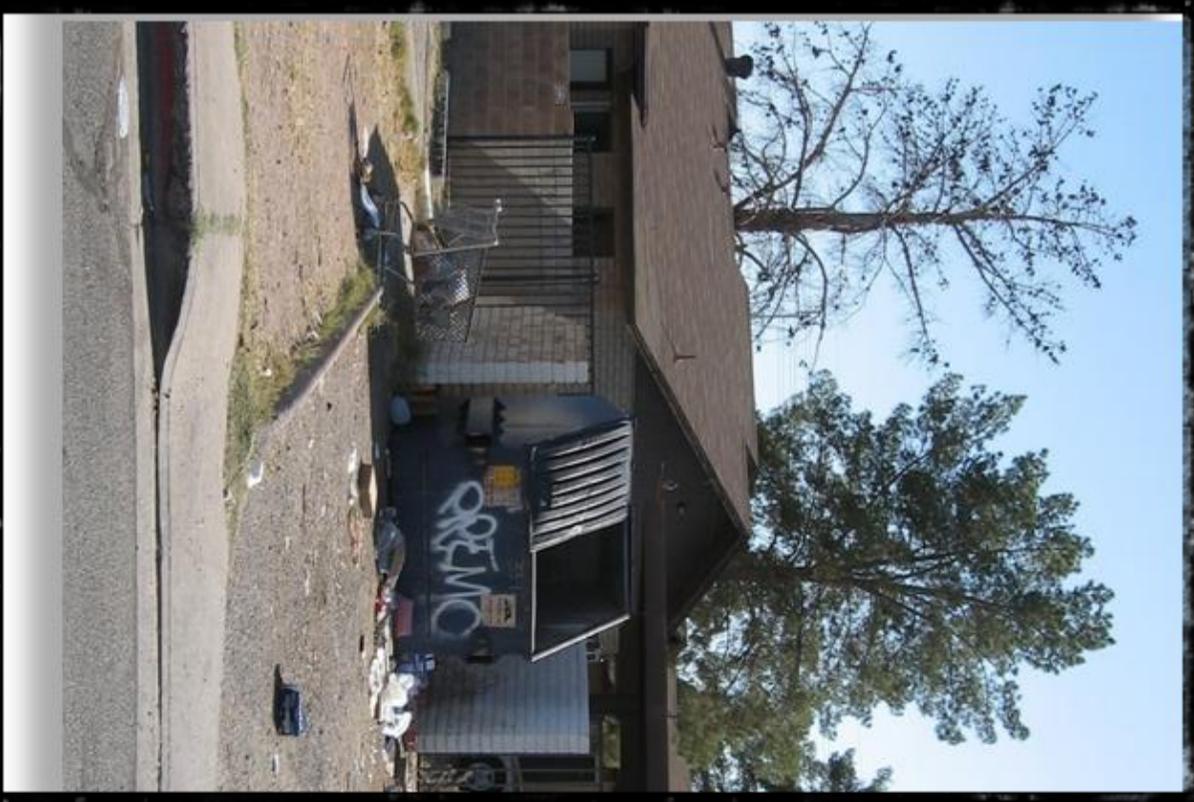
- Deal drugs in Mesa and you will be prosecuted and lose all proceeds including your car.
- 34 AF cases since July 2012
- Majority are cases that would not have been handled previously.
- 10 cars forfeited approximate value \$40,000
- US currency taken from drug dealers \$52,026
- Miscellaneous property seized \$2,600
- Total value seized \$98,626 with over \$29,868 pending

New Grants for DUI Enforcement

- \$10,000 for iPads to make us more efficient
- \$13,000 for crime lab overtime to help prosecute our cases more efficiently
- \$50,000 for HGN website to reduce our workload
- \$10,000 for expert witnesses in synthetic DUI drug cases to make us better

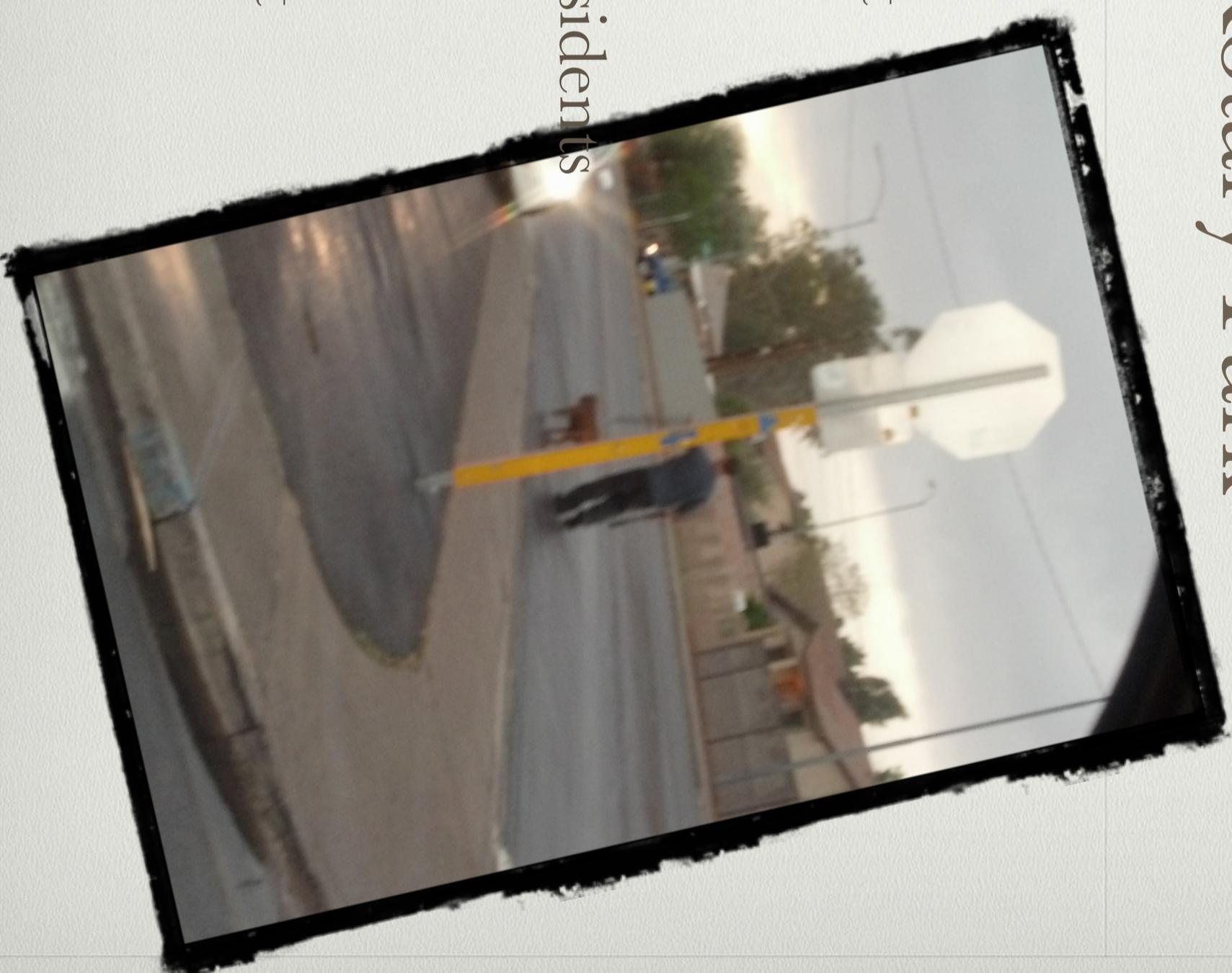
Dana / Doran

- Led by Patti Tracey
- National / international recognition by International Association of Chiefs of Police
- End results, residents are safer ANND feel safer too



Guerrero Rotary Park

- Generation of police distrust
- Entrenched gang problems
- A city park not safe for its residents
- A lot of potential
- A ton of community support



Operation Mainline

- Business focus
- Superstition District
- Officers want to take what was done at Dana / Doran and Guerrero Park and replicate.

CANUDO / Mesa Grande

- Newest project
- Neighborhood sought Prosecutor's Office help
- Community Meetings March 5th and 26th.
- Light rail will have impact





Mental Health Court

MENTAL HEALTH COURT

- Administrative order
- Rule 11 pre screens
- Diversion with a focus on getting treatment.





Law Enforcement Partners

Law Enforcement Partners

- 1st ever attorney exchange with Prosecutor's Office and Mesa Police Legal Advisor's Office
- Training (formal and informal)





Regional Leadership

REGIONAL LEADERSHIP

- Highest levels of professionalism / ethics
- Leading by example
- Teaching
- Legislature
- APAAC
- State / County Bar
- DV groups
- Community Bridges
- Mesa PD



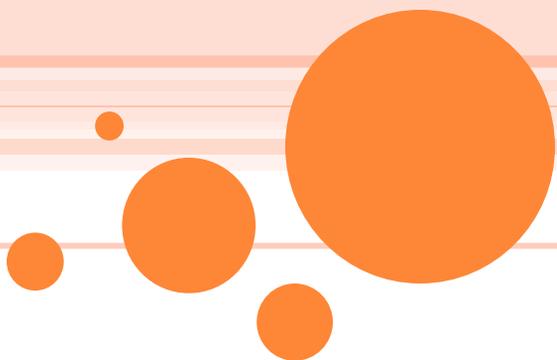
Initiatives for 2013

- CMS and e-Discovery up and running.
- Continue to promote teamwork and cooperation.
- Improve subpoenas and court scheduling
- Evidentiary Initiatives: (1) Corpus, (2) Self-serving hearsay, and (3) proceeding and winning on DV cases without the victim.



QUESTIONS?





KRONOS

Public Safety Subcommittee

MESA FIRE AND MEDICAL DEPARTMENT IMPLEMENTATION

- Positive Pay
 - Employees paid by:
 - Time Stamps (Imported from Telestaff)
 - Paid Time Off
- Telestaff
 - Kronos Schedule Populated from Telestaff
 - Sworn Fire: Paid from Schedule
 - Transitioned all sworn personnel to Telestaff (aka: 40 hour assignments)
- Centralized Staffing Coordinator (FTE 1.5)
 - Manages all schedule changes in **real time**
 - Enters Activities



MESA FIRE AND MEDICAL DEPARTMENT

CHALLENGES

- Fractional Pay
 - Schedule populated 23:59
 - Mitigated by Changing Pay Code Configuration
- Combining Back to Back Shifts
 - Reporting 48 hour shift
 - Mitigated by Changing Lunch Configuration
- Lock Adjustment
 - An adjustment to ensure fire staff receive overtime for all hours worked over 204 in a 27-Day FLSA cycle
 - Mitigated by Kronos Engineers changing code
- Access to Kronos
 - Slow Log-in process
 - Mitigated by Increasing bandwidth: pre upgrade load time 4 minutes 57 seconds from login to timesheet, after the upgrade load time went down to 46 seconds



POLICE DEPARTMENT IMPLEMENTATION

- Positive Pay
 - Employees paid by:
 - Time Stamps (actual employee time stamp)
 - Super User enter time stamps for 160 employee assigned to special units (e.g. SWAT, etc.)
 - Paid Time Off
- Super Users
 - Original Module
 - Super User entered time for exception employees
 - Revised Module: Jan/Feb 2013
 - Super User assists Supervisors with:
 - payroll corrections
 - correcting any missed punches
 - approving timecards
 - correct activity for grant overtime
 - complete the Kronos HR Organization Structure Change Requests



POLICE DEPARTMENT CHALLENGES

- Time Card Approval
 - Split Squad
 - Supervisor work alternative schedule (off on Monday)
 - Mitigated by giving Super Users access and approval to approve timecards
- Access to Kronos
 - Slow Log-in process
 - Mitigated by
 - Installed a time terminal at each Patrol District (Central, Dobson, Red Mountain and Superstition)
 - Updating JAVA in patrol cars
- Tracking ‘Why’ overtime is worked



WORK IN PROGRESS

- **Advanced Scheduler**
 - Support BSL and overall resource management
 - Patrol
 - Communications
 - Pilot Advance Schedule at Central Patrol District
- **Implementing Kronos Mobile**
 - Allow employees and supervisors to access Kronos from smartphone/tablet
- **Navigator**
 - Updated user interface which allows employees and supervisors to customize their view in the system

