

COUNCIL MINUTES

April 7, 2022

The City Council of the City of Mesa met in a Study Session in the lower-level meeting room of the Council Chambers, 57 East 1st Street, on April 7, 2022, at 7:30 a.m.

COUNCIL PRESENT

John Giles
Jennifer Duff
Mark Freeman
Francisco Heredia
David Luna
Julie Spilsbury
Kevin Thompson

COUNCIL ABSENT

OFFICERS PRESENT

Christopher Brady
Holly Moseley
Jim Smith

Mayor Giles excused Councilmember Thompson from the beginning of the meeting; he arrived at 8:44 a.m.

Mayor Giles conducted a roll call.

1-a. Hear a presentation, discuss, and provide direction on the Police Department budget and a new Domestic Violence Court.

Police Chief Ken Cost displayed a PowerPoint presentation on the plans for the Mesa Police Department's Fiscal Year 22/23 Budget. **(See Attachment 1)**

Chief Cost discussed the purpose and mission statement of the Mesa Police Department (PD), emphasizing that Mesa is a great place to live, work and play. He reviewed the performance measures and the goal of sustaining quality service throughout the next budget cycle. He mentioned violent crimes are on the rise throughout the country and the state; however, the City's resources, services, and the PD's dedication have resulted in a decrease in violent crimes in some categories. He indicated mental health and homelessness responses have been a collaboration with the community, City partners, and department directors and is a complex issue with many challenges. He noted the Real-Time Crime Center (RTCC) has improved the safety of the community and police officers when responding to crimes. (See Pages 2 and 3 of Attachment 1)

Chief Cost stated the City of Mesa (COM) is one of the safest large cities in the country. He explained in 2020 the National Incident Based Reporting System (NIBRS) was implemented, and although the crime reporting numbers will increase due to the new reporting system, the numbers do not reflect an increase in crime rates. He noted the NIBRS system is more broad-based and

reports each crime individually which allows the PD and the community to have a better view of crime in their neighborhood. (See Page 4 of Attachment 1)

In response to an inquiry from Mayor Giles regarding the use of NIBRS in other communities, Chief Cost stated other cities are expected to switch over to NIBRS. He commented the Mesa PD is ahead of the curve and switched over in advance. He explained when running comparisons against other cities, only communities that utilize NIBRS will be included.

Chief Cost presented a chart comparing crime rates in different cities. He stated for the past several years the COM has ranked second in lowest crime rates per 1,000 residents. He commented due to Mesa PD's efforts to combat crime, Mesa's crime rate is half that of other cities the same size with similar demographics and communities. (See Page 5 of Attachment 1)

In response to multiple questions by Councilmember Heredia regarding an increase in reported crimes using the NIBRS system, Chief Cost explained that the NIBRS system is incident-based and records each crime, whereas the UCR system counts only one crime per incident and does not accurately represent the crime rate in a community if there are multiple crimes within an incident. He noted the advantage of the NIBRS system include greater detail on victims, the location of crimes, and a more in-depth overview that will assist cities in diagnosing crime more accurately.

Responding to multiple questions posed by Councilmember Luna regarding informing the public about the change in crime reporting systems and the cause of increased numbers, Chief Cost explained the transparency page provides an explanation of the UCR system versus the NIBRS system and that the increase in crime numbers does not reflect an increase in crime rates. He stated he will use social media channels and community meetings to inform the public about the new reporting system and the reasons behind the spike in crime rates.

Discussion ensued relative to NIBRS and the efforts and resources of the Mesa PD to combat crime.

Chief Cost commented in 2012 the COM was one of the first agencies of its size to implement a body camera program and was recognized as a model by the International Association of Chiefs of Police (IACP). He noted the Department's body camera program is now expanding to supervisors and specialty units to increase transparency, where other agencies have not yet adopted body cameras. (See Page 6 of Attachment 1)

Assistant Police Chief Harold Rankin discussed the expansion of the AXON cameras. He stated the body camera program has been expanded to include all uniformed officers and detectives, as well as upgrading to the Chest Mounted Body 3 and the allocation of body cameras has increased from 456 to 669 units. He mentioned the increased deployment of body cameras will not only increase transparency but will improve officer safety and contribute to increased risk management. (See Page 6 of Attachment 1)

Discussion ensued relative to deployment of body cameras and AXON technology.

Assistant Police Chief Daniel Butler provided a brief overview of the mid-year positions added in Fiscal Year 2021/2022 to support the RTCC. He commented the goal is to maintain a balance between sworn and civilian staff. He stated the Technical Services Division Manager position is a leadership pathway, which provides civilians with an opportunity to progress through the ranks. He indicated civilians can begin in an entry level position, obtain an education through the tuition

reimbursement program, take leadership courses, and apply for leadership positions. (See Page 7 of Attachment 1)

Assistant Chief Rankin discussed the objective of the RTCC integrating technology to gather and disseminate critical information to officers in real time. He stated the RTCC provides virtual patrols of crime hot spots, which includes parks, City facilities, and other public spaces through remote monitoring of real-time video feeds. He mentioned that the buildout of the RTCC is 75% completed with a scheduled go live date of May 17, 2022. He emphasized the department continues to work with vendors, City IT, Transportation, Engineers, and private sector businesses to maximize community connectivity and build a safer Mesa. (See Page 7 of Attachment 1)

Assistant Chief Butler reviewed the mid-year regional positions added, which are funded by surrounding communities. He mentioned Mesa PD provides communication services to Queen Creek's new PD. He stated both Tempe and Queen Creek, as well as other agencies from around the Valley, have joined in using Mesa's nationally recognized and accredited Crime Lab. He pointed out Mesa's Crime Lab is efficient and effective at solving crimes with a faster turnaround time. (See Page 8 of Attachment 1)

Chief Cost provided an overview of sworn and professional positions and their role in supporting and assisting patrol operations and investigations. He added in 1995, the crime scene specialists' program was implemented, and officers ceased to perform crime scene duties. He explained the crime scene specialists have grown to 21 positions working as part of the Forensic Services Division and are responsible for over 10,000 hours of work at crime scenes; and cost 54% less than what officers would spend on just handling crime scenes. He pointed out that Mesa's PD has been a leader in maximizing civilian staff in areas where police officers would normally be required to work. (See Page 9 of Attachment 1)

Discussion ensued relative to civilian staff and hiring qualified candidates.

Assistant Chief Butler discussed the Police Psychologist program. He noted in the last two years approximately 5,000 members have sought assistance using the program. He emphasized hiring a board-certified police psychologist had a cost savings over hiring a police sergeant, and allows the department to hire an individual who could effectively hold the position long term and supervise the individuals that work on the peer and wellness teams. He added the most beneficial aspect is having a case management component for Mesa's officers on a confidential level, in which officers come in seeking services. (See Page 10 of Attachment 1)

In response to multiple questions from Councilmember Heredia, Assistant Chief Butler stated the board-certified psychologist position is a city-funded police position, embedded in the PD as an employee. He commented the department has many members who are trained to facilitate contact and follow up with police officers who are experiencing a difficult situation and may need assistance.

In response to a question posed by Mayor Giles, Assistant Chief Butler explained that the 4th Year Enhanced Training Academy is continued support for operating the third police academy, and funding to operate three police academies. He played a video of the new Grappler device that is used to stop a speeding vehicle, which will be strategically placed throughout the organization. He described the Grappler mechanism attaches to the front of a police vehicle, and when utilized, a nylon net is released and spreads out to entangle the tires and axle of the speeding vehicle, causing the vehicle to stop while remaining connected to the police vehicle. He

explained the previous technique involved the police vehicle bumping the rear of the assailant's vehicle causing damage to police vehicles and risk to the community.

Assistant Chief Butler explained that records overtime, records staffing, and the document conversion assessment operations are part of the community-based system that allows members of the community to access police reports, records, redacted information, including body camera footage, in a more reasonable time. He mentioned with the use of body cameras being more prevalent, there is an increase in public records seeking the footage. He noted seven additional employees were added to increase productivity and overtime has been authorized. He commented the Topaz Enhancement is the regional wireless cooperative (TRWC), which allows radio communications for the Police and Fire Departments to be connected through a network with other regions around the southeast valley. (See Page 10 of Attachment 1)

Assistant Chief Butler reviewed the projected sworn staffing numbers based on funding from the General Fund and Public Safety Sales Tax. He stated the projected staffing numbers over the next several years are in anticipation of the Northeast Station, which are not all patrol positions. (See Page 11 of Attachment 1)

In response to an inquiry from Councilmember Freeman regarding TeleStaff and overtime, Assistant Chief Butler stated last summer the first pilot program out of Fiesta Station was conducted and the police officers reported the program was a useful tool. He explained the pilot program is a system that allows supervisors and officers to input and track sick or vacation time. He mentioned whenever staffing levels reach critical levels, TeleStaff notifies officers immediately, and officers are given the opportunity to work overtime, or cover shifts as needed. He noted the goal of implementation in patrol operations begins in January 2023. He commented there is a two-year plan to expand the system from patrol to the rest of the organization.

Chief Cost reviewed the deployment strategies for PD. He stated Mesa's analysts evaluated metrics such as the time of day, type of call, duration of call, and the objective is to improve response times and service to balance the workload. He commented the goal is to have first line supervisors out in the field available as resources for officers, especially during critical incidents and critical decision-making times. He indicated the project will be tested with the next shift bid in August of 2022 and will measure the effectiveness as the Northeast Station opens in 2024. (See Page 12 of Attachment 1)

Police Fiscal Manager Krisa York provided an overview of the expenditure summary. She stated the chart includes not only the General Fund but also Public Safety Sales Tax funds, Grant funds, as well as others. She explained within the Fiscal Year 20/21 year end actuals and the FY 21/22 revised budget, there is \$21 million reflected for personnel service expenditures. She commented the personnel service expenditures funded the additional positions for the current fiscal year, the 3% step increase for eligible employees received last July, and \$14.6 million towards the leveling of the Public Safety Pension Retirement System liability for the City. She highlighted the 5% market adjustment, which was implemented in February of 2022, as well as \$245 million in the FY 22/23 proposed budget, which includes a 5.17% inflationary adjustment for the baseline budget and a proposed 4% step pay for eligible employees. (See Page 13 of Attachment 1)

Discussion ensued relative to items on the expenditure summary budget.

Mayor Giles declared a recess at 8:55 a.m. The meeting reconvened at 9:00 a.m.

Presiding Magistrate John Tatz announced that as of July 7, 2022, the COM will have a Domestic Violence Court. He indicated domestic violence is a serious issue and almost 43% of women have experienced some form of domestic violence. He stated in 2020 the number of aggravated assaults quadrupled, and homicides doubled. (See Page 16 of Attachment 1)

Magistrate Tatz reviewed the recommendations of a 2018 report from the National Center for State Courts regarding the Domestic Violence Court. He explained the collaborative efforts and preparedness of his team will assist with implementing best practices, evidence-based practices, and ensure all participants receive training on the dynamics of domestic violence. He commented the court is committed to providing everyone with the understanding there is legitimacy in the court, fairness, and respect for everyone. He mentioned victims need to know that the court is a place of protection, where their voices will be heard, and their input considered. He indicated through victim advocates and other resources provided in court, the goal is to lessen trauma and provide comfort and protection to victims and their families. He added that defendants are innocent until proven guilty, and that a public defender will be appointed immediately. (See Pages 17 and 18 of Attachment 1)

Magistrate Tatz stated he is requesting approval for two new support positions for the Domestic Violence Court. He explained the Probation Monitoring Officer position will be a resource for defendants and will have a direct communication with the PD if an offender does not comply with the terms of their probation. He noted if a defendant fails to follow the probation terms, jail time will be imposed by the court. (See Page 19 of Attachment 1)

In response to an inquiry from Councilmember Luna regarding collaborating with local agencies, Magistrate Tatz stated the victim advocates from the Prosecutor's Office are aware of other agencies and he is working on a direct contact and will add that item to the agenda for the next planning meeting.

Magistrate Tatz mentioned the second position seeking approval is for a Program Assistant who will be dedicated to the Domestic Violence Court. He explained their responsibility is to obtain as much information as possible on a particular defendant and advise the court at staff meetings before the actual court docket. (See Page 20 of Attachment 1)

In response to multiple questions from Councilmember Spilsbury and the Mayor regarding the difference between the courts, Magistrate Tatz stated Community Court serves as an accountability court to assist offenders to connect with services and protect victims. He explained the Domestic Violence Court is for cases that are more serious or high risk. He mentioned there is a possibility that someone may require both courts and that would be handled separately. He emphasized the Domestic Violence Court would not hear cases for homicides or aggravated assaults. He commented the purpose of the Domestic Violence Court is to prevent individuals from committing more serious crimes by providing counseling services and trying to rehabilitate that individual and protecting victims.

City Attorney Jim Smith clarified that violence is increasing throughout other communities and throughout the County as well. He mentioned there has been an increase in more serious domestic violence cases within the City Court, due to pressures from the County, especially after the pandemic. He commented the Prosecutor's office is always looking to improve and increase assistance to victims.

Mayor Giles thanked staff for the presentation.

2. Current events summary including meetings and conferences attended.

| | |
|-------------------------|--|
| Mayor Giles – | Oak Street Health ribbon cutting |
| Vice Mayor Duff – | Hola East Valley/East Valley Hispanic Chamber of Commerce Amphenol Campus tour Time Microwave tour |
| Councilmember Freeman – | Spring Training games |

Vice Mayor Duff mentioned she spoke at the Mesa Rotary Club about Mesa's Districts and the Rotary Club is celebrating 100 years. She announced Celebrate Mesa is taking place this Saturday at Pioneer Park from 10:00 a.m. to 2:00 p.m.

Councilmember Freeman will be hosting Supervisor Galvin at the farm tomorrow.

3. Scheduling of meetings.

City Manager Christopher Brady stated that the schedule of meetings is as follows:

Thursday, April 14, 2022, 7:30 a.m. – Study Session

4. Adjournment.

Without objection the City Council study session adjourned at 9:31 a.m.

JOHN GILES, MAYOR

ATTEST:

HOLLY MOSELEY, CITY CLERK

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Study Session of the City Council of Mesa, Arizona, held on the 7th day of April 2022. I further certify that the meeting was duly called and held and that a quorum was present.

HOLLY MOSELEY, CITY CLERK

Ir
(Attachments – 1)



MESA POLICE DEPARTMENT

Fiscal Year 22/23 Budget

April 7, 2022

Chief Cost

Purpose

- Create and maintain a safe environment to allow the community to thrive.

- *Mesa Police Department Mission Statement:*

Partnering with our community to prevent and reduce crime and to ensure procedural justice by building trust, showing respect, and preserving human rights.



Performance Measures Related to Purpose

- Violent Crimes
- Homicides
- Personnel
- Homelessness
- Response Times
- City Climate Action Plan

- <https://citydata.mesaaz.gov/stories/s/a4yu-xzt3>

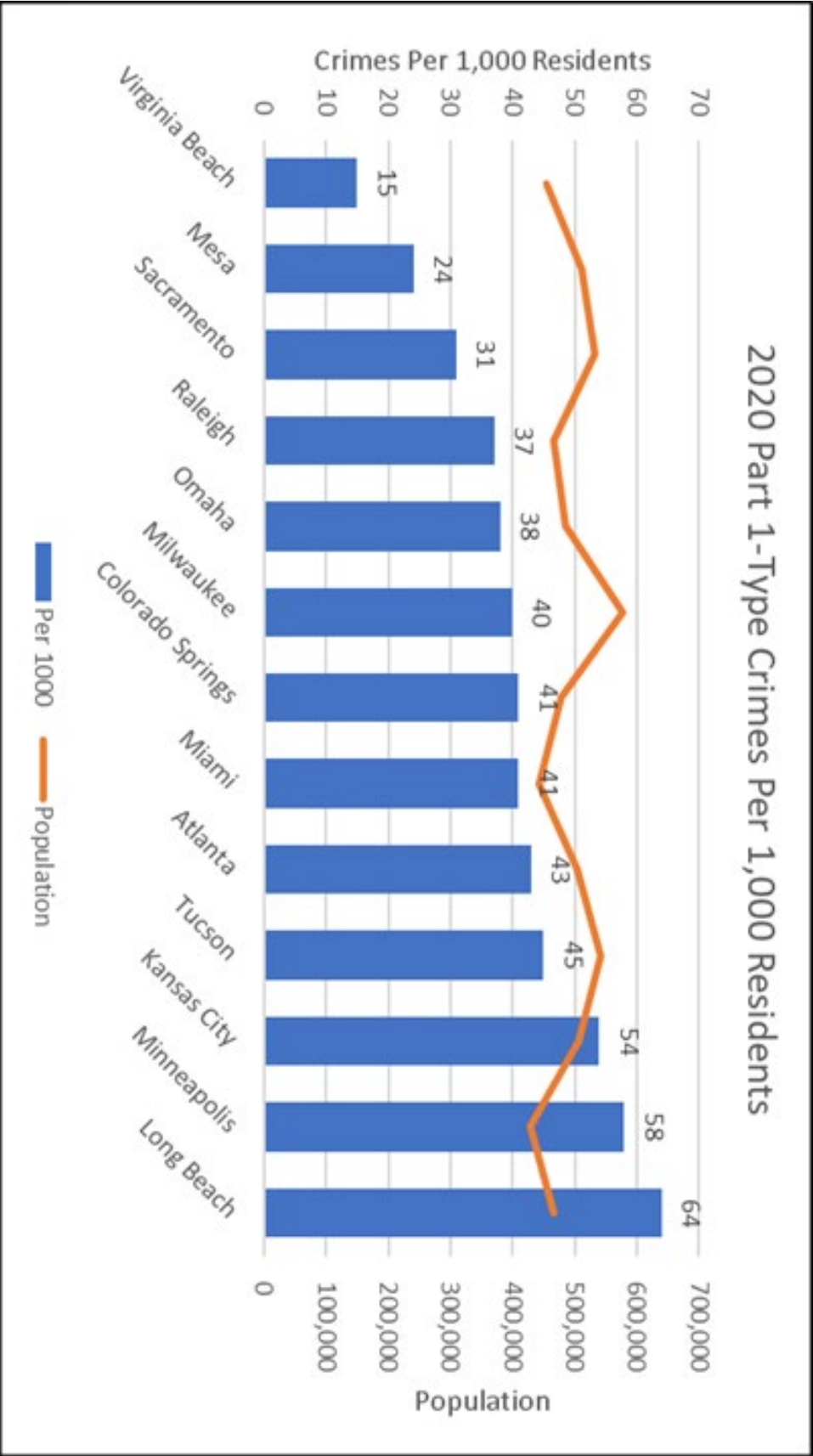


Statistics

Mesa is one of the Safest Large Cities in the United States

- Part 1 Crime Rate per thousand residents is 23 for 2020
- 12,050 Total Part 1 Crimes for 2020
 - Violent Crimes: 1.64% reduction from 2019
 - Property Crime: 4.58% increase from 2019 *
 - Total Part 1 Crimes: 3.53% increase from 2019

*Mesa PD switched from UCR to NIBRS at the beginning of 2020 *



Part 1 Crimes Per 1,000 Residents

1/22 Mid-Year oping Budget Adjustments

AXON Camera
Expansion \$1.1M



Mid-Year Positions Added

| | <u>FTEs</u> | <u>FY21/22</u> |
|--|-------------|----------------|
| Real Time Crime Center | | |
| Police Officers | 2 | \$ 253,000 |
| Police Investigator IIs | 2 | \$ 155,000 |
| Technical Services Division Manager | 1 | \$ 165,000 |
| Police Officer - Homeless Liaison | <u>1</u> | \$ 127,000 |
| Total Positions Added | 6 | |

Mid-Year Regional Positions Added

| | <u>FTEs</u> | <u>FY21/22</u> |
|---------------------------------------|-------------|----------------|
| Tempe/Queen Creek Regional Lab | | |
| Forensic Scientists | 5 | \$ 630,000 |
| Admin Support Asst I | 1 | \$ 70,000 |

| | | |
|-----------------------------------|----------|------------|
| Queen Creek Communications | | |
| 911 Operators | 6 | \$ 400,000 |
| Police Dispatchers | 7 | \$ 620,000 |
| Comm. Shift Supervisor | 1 | \$ 103,000 |
| Police Records Specialists | <u>2</u> | \$ 140,000 |

Positions Externally Funded 22

Operational Sustainability

| | Mid Year | | | | Added | | Total After 6 Years |
|--------------------|----------|---------|---------|---------|-------|-----------|------------------------|
| | FY21/22 | FY22/23 | FY23/24 | FY24/25 | Total | Prior FYs | |
| Sworn-Patrol | - | 16 | 8 | 3 | 27 | 37 | 64 |
| Sworn-Other | 2 | - | 2 | 3 | 7 | 14 | 21 |
| Professional Staff | 2 | 7 | 2 | 3 | 14 | 26 | 40 |
| | 4 | 23 | 12 | 9 | 48 | 77 | 125 |

FY22/23 Sworn Position Additions:

- Commander (1)
 - Patrol Lieutenants (2)
 - Patrol Officers (6)
 - Patrol Officers – SCU/CIU (5)
 - Real Time Crime Center (RTCC) Officers (2)
- FY22/23 Professional Staff Position Additions:
- Admin Support Assistant (1)
 - Crime Analyst (1)
 - Crime Scene Specialists (1)
 - Police Investigator II (1)
 - Police Investigators II- RTCC (2)
 - IT Engineer (1)

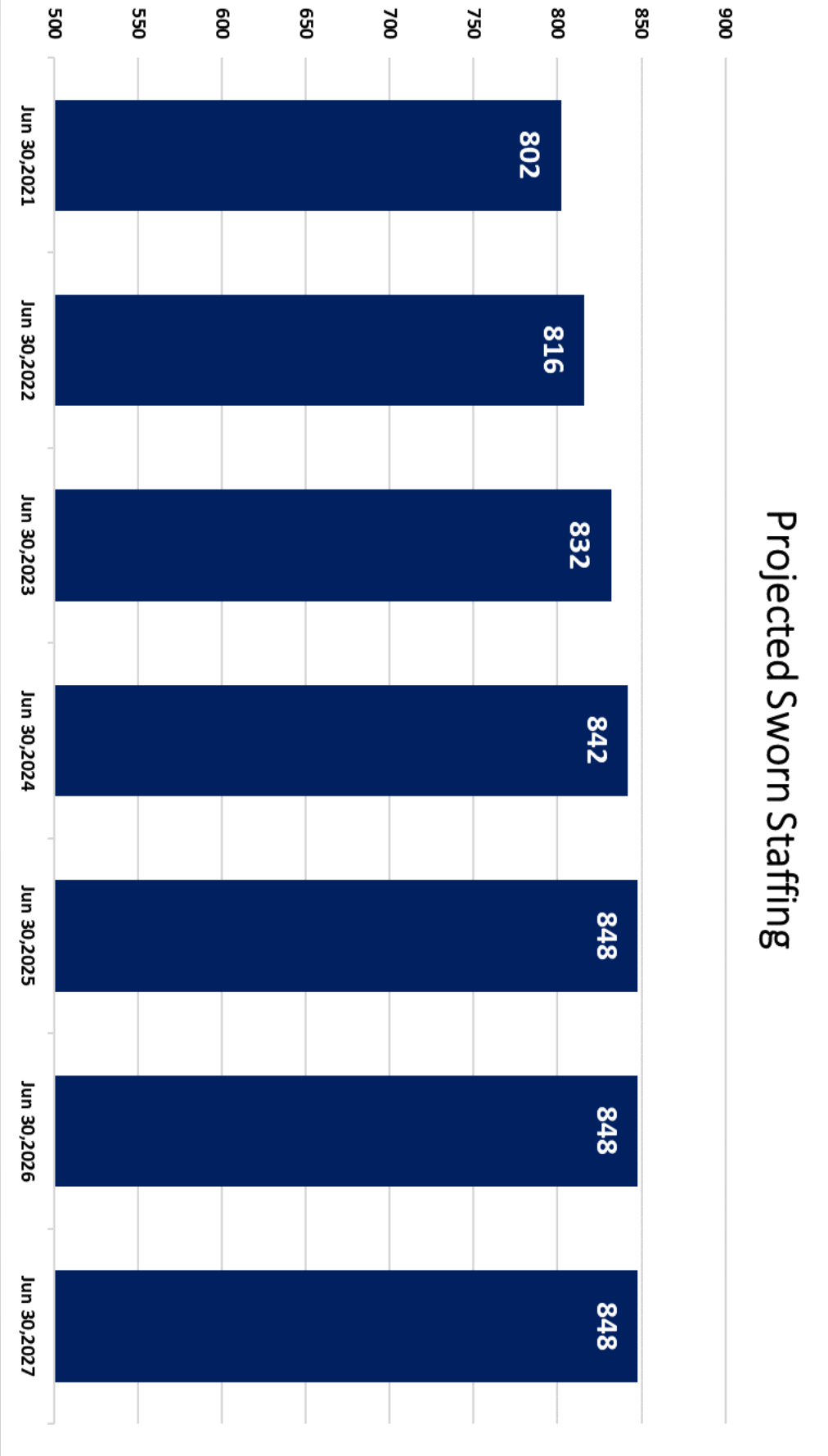
FY21/22 Mid-Year Position Additions:

- Real Time Crime Center (RTCC) Officers (2)
- RTCC Police Investigators II (2)

Operational Sustainability and/or Improvements

- 4th Year Enhanced Training Academy - \$531,000 one-time
- Grappler Program - \$125,000 one-time/\$15,000 on-going
- Records Overtime - \$164,000 one-time
- Document Conversion Assessment - \$30,000 one-time
- Topaz Enhancement - \$179,000 on-going
- Records Staffing (7) - \$573,924 on-going
- Police Psychologist - \$75,040 one-time/\$128,246 on-going

<https://www.fox10phoenix.com/news/police-use-grappler-to-stop-man-accused-of-speeding-firing-shots-in-mesa-neighborhood>



Projected Sworn Staffing

Operational Sustainability

Objectives:

- Improve Response Times
- Balance Workload
- Enhance Span of Control

Analytics:

- Workload
- Incident Severity
- Absenteeism
- Travel/Response Time

Considerations:

- Deployment Models
- Supervisor and Officer Performance Metrics
- Evaluating Growth

Deployment Strategies Patrol Operations Continuous Improvement

Expenditure Summary

| Core Business Processes | | | | | |
|------------------------------|----|----------------------|---------------------|----------------------|----------------------|
| | | FY 20/21 Year End | FY 21/22 Revised | FY 21/22 Year End | FY 22/23 Proposed |
| | | Actuals | Budget | Estimate | Budget |
| Community Services Bureau | | | | | |
| Forensic Services | | \$9.3 | \$11.3 | \$11.3 | \$11.4 |
| Fiscal Management | | \$8.0 | \$11.5 | \$9.8 | \$13.3 |
| Human Resources | | \$2.6 | \$3.3 | \$2.7 | \$2.9 |
| Community Engagement | | \$1.3 | \$1.4 | \$1.3 | \$1.5 |
| Training & Wellness | | \$15.1 | \$17.3 | \$17.9 | \$10.1 |
| Executive Services Bureau | | | | | |
| Chiefs Office | | \$6.0 | \$7.1 | \$8.4 | \$9.2 |
| Investigations Bureau | | | | | |
| Metro | | \$15.7 | \$19.2 | \$20.8 | \$21.6 |
| Criminal Investigations | | \$13.9 | \$14.4 | \$14.6 | \$14.8 |
| Special Operations | | \$15.6 | \$15.2 | \$15.7 | \$16.2 |
| MesaCARES - F210 | | | | | |
| Community Health & Safety - | | \$29.4 | \$0.0 | \$0.0 | \$0.0 |
| Operations Bureau | | | | | |
| Patrol | | \$51.1 | \$98.1 | \$103.7 | \$102.0 |
| Professional Services Bureau | | | | | |
| Communications | | \$8.1 | \$9.6 | \$9.3 | \$11.0 |
| Professional Standards | | \$1.7 | \$1.5 | \$1.8 | \$1.9 |
| Technical Services | | \$14.4 | \$18.4 | \$16.4 | \$21.0 |
| Holding | | \$6.0 | \$8.6 | \$8.1 | \$7.9 |
| Planning & Research | | \$0.0 | \$0.2 | \$0.2 | \$0.6 |
| Police Expenditures Total: | \$ | 198.2 | \$ 237.0 | \$ 242.0 | \$ 245.3 |
| | | | | | |
| Total FTE | | 1,278 | | 1,330 | 1,362 |
| | | | | | |

Dollars in Millions

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DV Court

PRESIDING MAGISTRATE JOHN TATZ

Domestic Violence

Arizona

- 42.6% of women have experienced violence or stalking from an intimate partner
 - 33.4% of men
- Every 44 minutes one or more children witness domestic violence

Mesa

- 2019 – 119 aggravated assaults, 4 homicides
- 2020 – 403 aggravated assaults, 8 homicides

Cycle of abuse

- Unless there is effective intervention, abuse will repeat and get more serious over time



Why a DV Court?

2018 report from the National Center for State Courts

- Counseling alone is not effective in reducing recidivism and promoting victim safety
- However, they are more effective when they are part of coordinated community response
- 8 recommendations for court response, including:
 - Domestic violence docket to more effectively enhance accountability, manage and reduce risk, and promote victim safety and well-being
 - Specialized probation units to provide enhanced contact with victims and convicted persons



Mesa DV Court

Collaborative effort – court, police, prosecutor, public defender, victim advocates, counseling providers

Training on dynamics of domestic violence

Commitment to procedural justice

Promotion of victim safety and access to services will be paramount

Goal of changing offender behavior and stopping the cycle of abuse

Mesa DV Court

Probation Monitoring Officer will actively monitor defendants' compliance with probation terms

Ensure swift and certain accountability

- Deferred (as opposed to suspended) jail sentences

Additional resource for victims



Mesa DV Court

Program Assistant will ensure information is disseminated on individuals and their cases to all stakeholders

- One size does not fit all

Comprehensive and transparent statistics will be maintained to evaluate best practices



Mesa DV Court

Questions?

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