

COMMITTEE ON PEACE OFFICER EMPLOYMENT STUDY COMMITTEE

Report of Peace Officer Employment Study Committee Meeting
Wednesday, December 7, 2016
HHR 5 -- 10:00 AM

Convened 10:05 AM

Recessed

Reconvened

Adjourned 11:55 AM

Members Present

Representative Richard Andrade
Mr. Lon Bartel
Dr. Levi Bolton
Pastor Eric Jones
Pastor Rodger Loar
Mr. Marcel Spaulding
Mr. Steve Stahl
Senator John Kavanagh, Co-Chairman
Representative Tony Rivero, Chairman

Members Absent

Mr. Jimmy Chavez
Senator Lupe Contreras
Sheriff Mark Dannels
Captain John Ortolano
Mr. Gregory Wessell

Agenda

Original Agenda – Attachment 1

Request to Speak

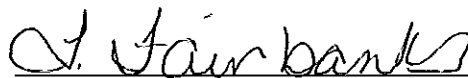
Report – Attachment 2

Presentations

<u>Name</u>	<u>Organization</u>	<u>Attachments (Handouts)</u>
Liam Maher	House Research	3
Eric Jones	Pastor, Evident Life Church	4

Attendance

5



Tina Fairbanks, Chairman Assistant
December 7, 2016

(Original attachments on file in the Office of the Chief Clerk; video archives available at <http://www.azleg.gov>)

Convene 10:00 AM
adjourn 11:55 AM

Interim agendas can be obtained via the Internet at <http://www.azleg.gov/Interim-Committees>

ARIZONA STATE LEGISLATURE

INTERIM MEETING NOTICE OPEN TO THE PUBLIC

PEACE OFFICER EMPLOYMENT STUDY COMMITTEE

Date: Wednesday, December 7, 2016

Time: 10:00 A.M.

Place: HHR 5

AGENDA

1. Call to Order
2. Informational Overview on Response Times and Applicant Pool Size
3. Presentation:
 - Protect and Serve Law Enforcement Families, Pastor Eric Jones
4. Committee Discussion
5. Public Testimony
6. Adjourn

Members:

Senator Lupe Contreras
Senator John Kavanagh, Co-Chair
Lon Bartel
Dr. Levi Bolton
Jimmy Chavez
Sheriff Mark Dannels
Pastor Eric Jones
Pastor Rodger Loar

Representative Tony Rivero, Chairman
Representative Richard C. Andrade
Capt. John Ortolano
Marcel Spaulding
Steve Stahl
Gregory Wessel
Vacant
Vacant

12/5/16
JY

People with disabilities may request reasonable accommodations such as interpreters, alternative formats, or assistance with physical accessibility. If you require accommodations, please contact the Chief Clerk's Office at (602) 926-3032, TDD (602) 926-3241.

PLEASE COMPLETE THIS FORM FOR THE PUBLIC RECORD



HOUSE OF REPRESENTATIVES

Please PRINT Clearly

Committee on Peace Officer Employment Bill Number N/A

Date 12/7/2016 Study Committee Support Oppose Neutral

Name CLINTON ROBERTS Need to Speak? Yes No

Representing ARIZONA CORRECTIONS ASSOC Are you a registered lobbyist? NO

Complete Address 16536 W. POST DR. SURPRISE 85388

E-mail Address ACA.ROBERTS@YAHOO.COM Phone Number 623-418-6027

Comments: _____

FIVE-MINUTE SPEAKING LIMIT

Attachment 2

PLEASE COMPLETE THIS FORM FOR THE PUBLIC RECORD



HOUSE OF REPRESENTATIVES

Please PRINT Clearly

Committee on Peace Officer Employment Study Bill Number _____

Date 12/07/16 Committee Support Oppose Neutral

Name JUSTIN HARRIS Need to Speak? Yes No

Representing GLENDALE LAW ENFORCEMENT Are you a registered lobbyist? NO

Complete Address 6835 N. 57TH DR. GLENDALE, AZ. 85301

E-mail Address justinharris4436@gmail.com Phone Number (623) 205-9843

Comments: _____

FIVE-MINUTE SPEAKING LIMIT

Attachment 2

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HOUSE OF REPRESENTATIVES

Please PRINT Clearly

Committee on Peace Officers Study Bill Number _____

Date 12-7-16 Support Oppose Neutral

Name Barbara Heller Need to Speak? Yes No

Representing Citizen of Phx, PNP, Blackwatch Are you a registered lobbyist? NO

Complete Address 17841 N. 49th Dr Glendale

E-mail Address _____ Phone Number 602-505-88160

Comments: problems in Phoenix

FIVE-MINUTE SPEAKING LIMIT

Attachment 2

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HOUSE OF REPRESENTATIVES

Please PRINT Clearly

Committee on _____ Bill Number _____

Date 12/2/16 Support Oppose Neutral

Name Mark Genz Need to Speak? Yes No

Representing Cochise County SO Are you a registered lobbyist? _____

Complete Address 205 Judd Dr, Bisbee, AZ 85603

E-mail Address mgenz@cochise.az.gov Phone Number (520) 432-9505

Comments: _____

FIVE-MINUTE SPEAKING LIMIT

Attachment 2

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HOUSE OF REPRESENTATIVES

Please PRINT Clearly

Committee on PEACE OFF. EMPLOYMENT Bill Number _____

Date 12/7/16 Support Oppose Neutral

Name COMMANDER SAM FARRIS Need to Speak? Yes No

Representing COCHISE COUNTY SHERIFF Are you a registered lobbyist? N

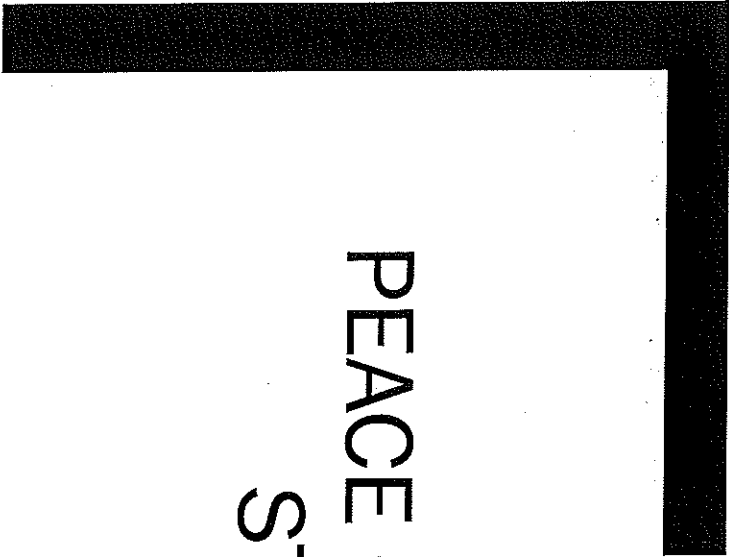
Complete Address 200 N. JUDD DR. BISBEE AZ 85603

E-mail Address SFARRIS@COCHISE.AZ.GOV Phone Number 520-432-9506

Comments: RESPONDED RE: QUESTION OF HIRING POOL VOLUME AND RESIDENCY REQUIREMENTS

FIVE-MINUTE SPEAKING LIMIT

Attachment 2



**PEACE OFFICER EMPLOYMENT
STUDY COMMITTEE**

Information Request

Research Questions

- 1) What is the ratio of police officers to population?
- 2) What is the applicant pool per police department?
- 3) What are police department response times?

■ Note:

- *For the ratio question we asked them to use the census population and both all certified police officers on staff and the ones primarily assigned to respond to call for service.*
- *For the response time question we asked them to use from when the dispatcher answers the call for service and to break it down in the different priority levels.*

Tempe

- Officer per population:
 - FY 2015/16 total number of sworn 345
 - FY 2015/16 sworn in patrol 193
 - Rate per 1,000 citizens to total number of sworn officers 2.0
 - Rater per 1,000 citizens to sworn patrol 1.1
- Applicant pool size:
 - 2015 Police Officer Applications (which met minimum standards)
 - 979
- Response times:
 - Priority 1: 6:36
 - Priority 2: 10:54
 - Priority 3-9: 47:48

Goodyear

- Officer per population:
 - Rate per 1000 citizens for all sworn officers 1.35
 - Rate per 1000 citizens for sworn patrol officers .67
- Applicant pool:
 - Goodyear tests individually for openings.
 - Average 200 applicants for recruits.
 - Average 40-50 applicants of current police officers.
- Response times:
 - Emergency calls average 3 minutes and 30 seconds
 - Non emergency calls approx. an hour.

Chandler

- Officer per population:
 - FY 15/16' 324 sworn authorized sworn positions with a population of 250,481.
 - Rate per 1,000 citizens 1.29
- Applicant pool size:
 - Average of 1,000 applicants per year.
- Response times:
 - Priority 1 call: 06:15
 - Priority 2 call: 16:44
 - Priority 3 call: 48:33
 - Priority 4 call: 43:42

Surprise

- Officer per population:
 - Per 1,000 citizens 1.15 sworn officers.
- Applicant pool size:
 - Surprise does a open recruitment twice a year with an average of 400 applicants and out of the 400 25% show up for first day of testing.
- Response times (For September 2016):
 - Priority 1: 5:19
 - Priority 2: 8:33
 - Priority 3: 28:20

Gilbert

- Officer per population:
 - Per 1,000 0.97 sworn officers
- Applicant size:
 - Between February to June 16' 940 applicants.
 - Lateral recruitment received 115 applications.
- Response times FY 2016:
 - Priority 0: 4:11
 - Priority 1: 6:24
 - Priority 2: 12:14
 - Priority 3: 27:18
 - Priority 4: 17:05

Glendale

- Officer per population:
 - Per 1,000 citizens 1.76 sworn officers
- Applicant pool size:
 - Glendale does two open sessions a year for applicants.
 - In 2016 the April opening received 413 and August received 691.
- Response times (Dispatch to Arrival):
 - Priority 1: 3:13
 - Priority 2: 5:21
 - Priority 3: 7:52
 - Priority 4: 4:15

Mesa

- Officer per population:
 - Per 1,000 citizens 1.67 sworn officers.
- Applicant pool size:
 - Mesa held four testing sessions for 2016.
 - September 490 applicants
 - July 379 applicants
 - April 475 applicants
 - January 445 applicants
- Response times:
 - Priority one calls average 7 minutes
 - Emergency calls about 3.9 minutes

Prescott

- Officer per population
 - 68 sworn officers.
 - Per 1,000 citizens 1.62 sworn officers.
- Applicant pool size:
 - Prescott received 37 applications in the beginning of 2016 and 54 applications in the Summer.
- Response times (Note: Prescott represents 41 square miles with significant topography that impacts transportation):
 - 14.2 minutes during the Summer (tourist season)
 - 12.4 minutes during the Winter

Yuma

- Officer per population:
 - 179 sworn officers which provides a ratio of 1 officer per 519 citizens (fully staffed).
 - Yuma is understaffed by 18 officers but have 15 officers in the academy.
- Applicant pool size:
 - On average Yuma invites 150 applicants to test and on average 5 or less pass all the requirements.
- Response time:
 - Unavailable.

Flagstaff

- Officer per population
 - Per 1,000 citizens 1.6 sworn officers.
- Applicant Pool Size
 - Currently the Flagstaff Police Department applicant pool is zero. They leave the vacancy notice open with their HR department and test for positions on a consistent basis.
- Response Times
 - The Flagstaff Police Department response times are 4.16 with a current benchmark of 5.73.

Peoria

- Officer to population ratio
 - *Peoria has a population of 171,237 with 196 sworn officers.*
- Applicant pool size
 - *Peoria has 858 applicants for 2016.*
- Response times (FY 16')
 - *Priority 1 07:01*
 - *Priority 2 15:52*
 - *Priority 3 110:07*

Phoenix

- Officer to population ratio (October 16')
 - Number of authorized sworn positions 3,269.
 - Number of filled positions 2,722 with a population of 1,554,172.
 - Per 1,000 citizens 1.84 filled sworn officers.
- Applicant pool size
 - The Phoenix Police Department has currently has 134 recruits in the academy with 413 vacate positions.
- Response times
 - Priority 1 6:24
 - Priority 2 17:40
 - Priority 3 48:27

TUCSON

- Officer to population ratio
 - 853 sworn/deployable with a population of 531,642.
 - 1 sworn/deployable per 624 citizens.
 - 530 officers.
 - 1 officer per 1004 citizens.
- Applicant pool size
 - Averaging 1150-1200 applicants.
 - Previous 3 testing phases averaged 240-250 applicants.
- Response times (July 16')
 - Level 1 4.00
 - Level 2 9.60
 - Level 3 15.45
 - Level 4 58.73

PROTECT & SERVE CARE TEAMS FOR LAW ENFORCEMENT:

Addressing the pressures of officer recruitment and retention by strategically identifying local resources and creating crisis care teams, which collaborate in providing holistic care and crisis support to law enforcement families by involving the local faith community.

Possible makeup of a Protect & Serve Care Teams:

1. Officer and Family
2. Former Law Enforcement
3. Representative from Chaplains' office
4. Representative from local school
5. Local pastoral staff (local churches)
6. Other appropriate ministries within the community

Existing Framework:

A similar framework has been introduced in the East Valley by former Gilbert Mayor, John Lewis, and his Behavioral Health and Substance Use Task Force led by Reverend Jon McHatton. Furthermore, Gilbert Police Chief, Tim Dorn, was also involved in this effort. It is recommended to collaborate with this team in creating and implementing a specialized Protect & Serve Care Team Program that meets the specific needs and challenges of law enforcement families.

Immediate Opportunity:

This care strategy can begin by engaging the local church. Churches are already equipped with various ministry platforms such as childcare, foster care, counseling, meal delivery, youth support, visitation, even small group, men's & women's ministry environments. These services can be made immediately available to the law enforcement community and their families.

Proposed Implementation Plan (timeline):

1. **Governor's State of the State** - Challenge Faith Community to Protect and Serve Law Enforcement Families at risk (Possibly connect with Office of Youth, Faith and Family)
2. **February to March** - Local Law Enforcement agencies initiate or utilize an existing community task force to craft a plan (Use the outline of the Governor's / Committee's proposal) to encourage houses of worship to develop Protect and Serve Care Teams for Officers' families within their congregations.
3. **Governor's Prayer Breakfast** - April (Mention programs of churches that put feet to faith) Caring for Families at Risk / Protect and Serve Teams, Care Portal, etc.)
4. **Law Enforcement Prayer Breakfast** - May (This event is linked with the 100 Club for Families of Fallen Officers) Caring for all Families of Law Enforcement might be an additional opportunity for faith leaders. Promote the local opportunities identified by the task forces in February and March. (Prayer, then care, and share life)
5. **Summer Months** - Continue to develop and encourage teams and meet with houses of worship that protect and serve officer's families within their congregations.
6. **September** - Report findings to the Governor
7. **September** - Blue Mass events

ARIZONA STATE LEGISLATURE
 Fifty-second Legislature - Second Regular Session

INTERIM COMMITTEE ATTENDANCE RECORD

COMMITTEE ON PEACE OFFICER EMPLOYMENT STUDY COMMITTEE

CHAIRMAN: Representative Tony Rivero CO-CHAIRMAN: Senator John Kavanagh

DATE	12/7 /16	/16	/16	/16	/16
CONVENED	1005 am	m	m	m	m
RECESSED					
RECONVENED					
ADJOURNED	1155 am				
MEMBERS					
Representative Richard Andrade	✓				
Mr. Lon Bartel	✓				
Dr. Levi Bolton	✓				
Mr. Jimmy Chavez	—				
Senator Lupe Contreras	—				
Sheriff Mark Dannels	—				
Pastor Eric Jones	✓				
Pastor Rodger Loar	✓				
Captain John Ortolano	—				
Mr. Marcel Spaulding	✓				
Mr. Steve Stahl	✓				
Mr. Gregory Wessell	—				
Senator John Kavanagh, Co-Chairman	✓				
Representative Tony Rivero, Chairman	✓				

✓ Present --- Absent exc Excused