

MINUTES OF SPECIAL MEETING OF THE HONORABLE MAYOR AND CITY COUNCIL OF THE CITY OF CHANDLER, ARIZONA, held in the Council Conference Room, 88 E. Chicago Street, on Thursday, February 12, 2015.

THE MEETING WAS CALLED TO ORDER BY MAYOR TIBSHRAENY AT 6: p.m.

The following members were present:	Jay Tibshraeny	Mayor
	Kevin Hartke	Vice-Mayor
	Rick Heumann	Councilmember
	Nora Ellen	Councilmember
	René Lopez	Councilmember
	Jack Sellers	Councilmember
	Terry Roe	Councilmember

Also in attendance: Rich Dlugas, City Manager; Marsha Reed, Assistant City Manager; Nachie Marquez, Assistant City Manager; Kay Bigelow, City Attorney; Marla Paddock, City Clerk

POLICE CHIEF SEAN DUGGAN thanked the Council members for the opportunity to discuss the Strategic Plan. He stated upon his arrival last January, one of the top priorities was to ensure to have in a place a road map in place to allow a vision for the future and to embrace the challenges of 21st century policing.

He stated the rate of change has never been greater. The types of crime in existence now, did not exist just a few years ago yet alone 5, 10 or 20 years ago. The web based/Internet based crime, human smuggling and sexual exploitation are a few of those emerging crimes.

He said technology is changing the way policing occurs. The way information is received, processed and disseminated has changed with the introduction of cell phones, tablets, and body cameras, as a few examples. He argued the community also has changed. The demand for transparency, accountability, and immediate information is greater now.

He noted the increase in retirements in the police department. Within 28 months of his arrival, the department has experienced a 25% changeover in the entire rank of sergeants, lieutenants, commanders, and assistant chiefs. He noted this was an incredible transition in leadership. He reiterated the need to have a roadmap in place to address these changes is critical.

Chief Duggan explained a group of stakeholders from the department consisting of 40 – 45 sworn and civilian, all across ranks, was convened on July 30 to review the 2010 plan. The groups met to review and identify the Mission Statement, Vision Statement, Operational Goals, and then the Action Items. Facilitators were available from the Tempe Police Department.

The next crucial element was community input. A community forum was convened in October, 2014 and 25 people from the community were invited to review and give input. Input from the labor organization was also solicited to help incorporate another guiding document - the RBO (relationship by objective) document.

Chief Duggan reviewed the Mission Statement and Vision Statement. He also highlighted the 5 Operational Goals: (1) Prevent Crime, (2) Provide Effective Police Services, (3) Develop, Strengthen and Sustain Partnerships, (4) Develop Personnel, (5) Enhance Infrastructure.

Chief Duggan reviewed the objectives under each goal. He highlighted several objectives and noted the Enhanced 911- coming online in the Valley that gives the ability to text messages, videos and pictures to the 911 communications. He announced Chandler will soon roll out, and might be the first city in the valley, the ability to send text messages to the non-emergency line. He noted that there are 323 police officers in Chandler and a population of 250,000 to police. He stressed it is not a job we can do by ourselves. The cooperation of the community is needed.

The Chief commented that Chandler is very competitive in the market. A recent recruitment had 968 people apply. There are approximately 300 in the process and that is before the oral boards. He stated Chandler's pay and benefits is very competitive and it is important to working on our brand and reputation as all valley departments are hiring.

COUNCILMEMBER ROE asked how many people will be hired. Chief said if there are approximately 120 people identified as the "pool" of applicants, then they will identify around the top 60 and do oral boards from the top 60. If there are 10-15 remaining that would be good. Those would still need to take the polygraph, psychological and background.

Chief Duggan referred to the goal of Enhancing Infrastructure, and stated that technology and policing smarter might not be adding police officers, but instead leveraging technology to help.

Chief Duggan in the booklet there are about 90 action items. This is the 5 year plan. A 5 year calendar was created with a timeline of accomplishments. Commanders and civilian managers have been assigned to these action items to work with their teams. There will be a monthly review and once a year to hold a mini retreat to address relevancy or additions to the document.

COUNCILMEMBER SELLERS asked if there was a team evaluating technology. Chief Duggan replied there is an initiative to create a technology strategic plan to identify relevant technology and gaps.

COUNCILMEMBER HEUMANN asked about Internet connectivity in mobile units. The Chief replied that was close to being rolled out. He is working with the Information and Technology Division on a couple of options. He estimates shortly to have the plan in place and once decided the implementation 60-90 days after that. He felt most certainly comfortable by the beginning of summer having that capability out in all cars. There are 6 vehicles testing now. Once this connectivity is made, he will be secure in saying that Chandler will have one of the most advanced technology in our vehicles.

CHIEF DUGGAN announced that while the preliminary results from the 2014 crime numbers are not complete, it is trending to have a 5 or 5.5% reduction in crime over 2013. He stated this is very significant as 2013 was our lowest crime rate since submitting numbers to the FBI in the 1970's. The crime rate is the number of Part 1 crimes, which is the 8 major crime categories (e.g. burglary, arson, rape, murder, assault, aggravated assault, auto theft). He stated 28 Part 1 crimes per 1,000 residents. This year it preliminary looks like it will be close to 25 per 1,000.

He stated while he is hesitant to put that out, but it is close. Last year was also significant because the crime index – the volume of part 1 crimes – was about 6500. Prior to 2013, the last time the city had 6500 crimes was in 1991. The City has changed since 1991, but yet seeing the same crime numbers. In 2002 the crime rate was 55 crimes per 1000. And we have cut that in half. He noted this is just one measure of performance.

He reiterated there is new emerging crime and there are new crimes that are not being measured such as web based crime. He stated it is draining resources and it is very difficult to stay ahead of that. While they are doing well in Part 1 crimes, there are still emerging issues that need addressing.

The MAYOR asked what the “Code 20” is. The Chief said it would identify what are the systems in place to identify where an officer was if there was an incident and no contact was able to be made. The officers locations are tracked through GPS that is tied to the hand radio and the vehicle.

Mayor asked about the development of call sign designators. The Chief responded that the patrol allocation study might necessitate a change in that.

The Mayor asked about the enhanced forensics capability. Chief Duggan explained there is a crime lab at the main building – 32 people work out of that. Three primary disciplines are provided: blood analysis, controlled substance, alcohol, and latent print analysis. DNA goes to DPS lab. Ballistics and trace analysis also go there. Phoenix, Mesa, DPS and Scottsdale have a full service lab. By creating our own full service lab, the DNA will be used more along with the ability to identify quicker.

In response to a question, Chief Duggan said there is no capability to expand in the current facility. On Pecos Road, by the current property and evidence building, there is a large footprint for expansion and a perfect co-location. This will also help with manpower with chain of custody.

Mr. Dlugas reminded the Council the Chief would review his Master Plan with Council in March.

COUNCILMEMBER HEUMANN asked if there was promotion ability to fill command staff needs. The Chief said he is confident that will happen. He noted within the last 12 months he has had the privilege in promoting 20 leaders in the organization both sworn and civilian.

MAYOR TIBSHRAENY asked about the development of a 2nd bike team. Chief Duggan said there is one bike team that is a citywide team, but spends majority time downtown. Having a dedicated team downtown would be very advantageous. The second team would augment for use citywide and during special events.

In response to a question from the Mayor, Chief Duggan explained they have an Intelligence Unit and a detective that is imbedded in a task force for homeland security issues. There is a statewide program called the TLO Program which provides enhanced training to a cadre of officers that can be called upon when needed. It’s not a full time duty, but he would like a TLO trained on each team like there is for enhanced drug training on the drug team. He said the idea would be to use them as a “go to” person. He stated there are less than 12,000 FBI agents and about 900,000 police officers. We are embedded in all of their task forces around

