



CHANDLER CITY COUNCIL
Special Meeting – Micro Retreat Minutes
Monday, April 21, 2021

MINUTES OF THE SPECIAL MEETING – MICRO RETREAT OF THE HONORABLE MAYOR AND CITY COUNCIL OF THE CITY OF CHANDLER, ARIZONA, held on Monday, April 21, 2021, in the Cotton Room, Tumbleweed Recreation Center, 745 E. Germann Rd., Chandler, Arizona.

THE MEETING WAS CALLED TO ORDER BY MAYOR KEVIN HARTKE AT 2:00 P.M.

The following members of the Council were present:

Kevin Hartke	Mayor
Mark Stewart	Vice Mayor
René Lopez	Councilmember
OD Harris	Councilmember
Christine Ellis	Councilmember
Terry Roe	Councilmember
Matt Orlando	Councilmember

City staff present: Josh Wright, Acting City Manager; Kelly Schwab, City Attorney; Dana DeLong, City Clerk; Debra Stapleton, Assistant City Manager; Matt Burdick, Communications and Public Affairs Director; Leah Powell, Neighborhood Resources Director; Niki Tapia, Community Resources and Diversity Supervisor.

DISCUSSION

1. Welcome and Overview

MAYOR HARTKE introduced the discussion topics and said there would be a number of work sessions in the coming weeks. Mayor Hartke called for a staff presentation.

JOSH WRIGHT, Acting City Manager, said staff has worked on updating the Strategic Framework.

2. Review Draft Strategic Framework Update

MATT BURDICK, Communications and Public Affairs Director, presented the draft strategic framework.

- Message from Mayor Kevin Hartke

- Our Vision
- Our Brand
- Our Goals
- Chandler's History and Achievements
- Focus Areas
- Economic Vitality

COUNCILMEMBER LOPEZ asked if the fourth bullet point, unique amenities, events and experiences that attract people to Chandler, fit more under Neighborhoods.

MR. BURDICK said this bullet point was in regards to tourism and business travel functions. Mr. Burdick said they try to promote more amenities and events for business travelers so they extend their stay.

MR. BURDICK continued the presentation.

- Innovation and Technology
- Mobility

COUNCILMEMBER HARRIS asked if they could add a photo of a walking trail since that is part of Mobility as well.

MR. BURDICK said they would look to see if they could find a photo on the Paseo Trail.

MAYOR HARTKE suggested they have a photo of people cycling and walking.

MR. BURDICK continued the presentation.

- Neighborhoods

COUNCILMEMBER LOPEZ asked if a photo of children at a playground could be added.

MR. BURDICK said yes, they could add a neighborhood park.

MR. BURDICK continued the presentation.

- Quality of Life

COUNCILMEMBER ORLANDO said there was some discussion on sustainability and asked if that needed to have more discussion.

MR. BURDICK said they added that in Innovation and Technology since it seemed like the best fit.

COUNCILMEMBER ORLANDO said they are a leading city in sustainability and suggested more discussion on where they are going with that.

MAYOR HARTKE said they could add a bullet even if they do not have content yet. Mayor Hartke said he was invited to speak about Intel and sustainability and they need to define what it means to the City.

COUNCILMEMBER ORLANDO asked if this was a takeaway.

MR. WRIGHT said it was a takeaway they got from the last retreat to have a further discussion on this topic. There is a future micro retreat meeting planned on innovation and sustainability.

MR. BURDICK continued the presentation.

- Chandler's Firsts – Timeline of Innovations

COUNCILMEMBER ORLANDO said he liked the timeline, but some of the items are not innovation but more progress as a city. Councilmember Orlando asked if it should be renamed Timeline of Progress.

MR. BURDICK said they were trying to play off of the branding, but they could use a different word choice.

COUNCILMEMBER ELLIS said she liked innovation because it was at the time it happened. It was something new and bold for the time, but it may not look like it now.

COUNCILMEMBER HARRIS said in the Neighborhoods paragraph they use the word diverse and if they are going to say diverse it should also say inclusion since they go together.

MR. BURDICK said the use of diverse in this sentence was related to the housing product not the residents, but they could look at using a different term.

COUNCILMEMBER HARRIS said the document should share sentiments of the brand statement.

MAYOR HARTKE suggested using a different word.

MR. BURDICK said yes, they would look at wording it differently to reduce confusion.

MAYOR HARTKE said Betty McGee, Citizens' Panel for Review of Police Complaints and Use of Force Committee Member, suggested they use more diverse photos in the document. Mayor Hartke said staff has done a good job to take that note and express the variety of residents.

COUNCILMEMBER ORLANDO asked for senior residents to be represented.

MR. BURDICK said they would look at that as well. Mr. Burdick said staff would bring this to the May 13 meet for Council adoption. Mr. Burdick said they would be working on a web version as well.

COUNCILMEMBER ROE asked if staff could look to see how many views the document gets.

MR. BURDICK said yes.

VICE MAYOR STEWART asked if video could do a montage for this.

MAYOR HARTKE agreed.

MR. BURDICK said yes.

MAYOR HARTKE appreciated how staff has taken this and tied the Council agenda items to the framework.

COUNCILMEMBER LOPEZ said he looks at the icons to see how it fits into the strategic framework. It has enhanced the agenda greatly to help people understand how it ties together.

3. Diversity, Equity, and Inclusion: Overview of Current Initiatives

LEAH POWELL, Neighborhood Resources Director, introduced the discussion item.

NICKI TAPIA, Community Resources and Diversity Supervisor, presented the following presentation.

- Chandler Diversity Office
 - Est. 2007
- Agenda
 - Diversity Office Team
 - Definition of Diversity, Inclusion and Equity (DEI)
 - Goals that Support DEI
 - Key Results of City/Human Relations Commission 2020 Survey
 - Next Steps
- Diversity Office Team
 - Community Resources & Diversity Supervisor (FTE)
 - Development of all diversity and community resource programs
 - Chandler Sister City's program
 - Liaison to Chandler HRC
 - Liaison to diversity organizations (40+)
 - Partner on Regional diversity liaison team
 - (Mesa, Tempe, Scottsdale, Gilbert & Phoenix)
 - Outreach and new Chandler organization partnerships
 - Administrative
 - Budget, diversity mini-grants, diversity memberships, HRC special projects

- Community Resources Coordinator (FTE)
 - Coordination of all events produced through this office
 - Assist community groups in coordination of their diversity programs/events
 - Event, program, and division marketing
 - For Our City – Chandler City staff liaison
 - Outreach and new Chandler organization partnerships
- Chandler Cares Specialist (Temp)
 - Community outreach
 - Resource assistance
 - Nonprofit liaison
- Event Staff (Temp)
 - On call for events, as needed
- What is Diversity, Inclusion, and Equity (DEI)
 - Diversity
 - Diversity is often used in reference to race, ethnicity, and gender, however, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, and language(s) spoken.
 - Diversity is where everyone is invited to the party
 - Inclusion
 - Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power and ensures equal access to opportunities and resources.
 - Inclusion means that everyone has the opportunity to dance
 - Equity
 - The guarantee of fair treatment, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of some groups.
 - Equity means identifying and eliminating the barriers preventing everyone from attending the party
- Goals that Support DEI
 - Promote City of Chandler Community Programs
 - Serve as a Resource for Organizational Diversity Initiatives
 - Monitor and Serve as a Resource for Businesses
 - Participate in Regional Activities
 - Act as a Connector for the Community on Diversity Programs
 - Promote Diversity Concepts in Schools
 - Coordinate or Assist with Annual Events
- City of Chandler Community Programs
 - Goal 1
 - Chandler Human Relations Commission
 - Chandler Sister Cities
 - Chandler Young Professionals

- People of Chandler

COUNCILMEMBER HARRIS asked where the funds for these programs comes from.

MS. TAPIA said it comes from her budget area. The Chandler Young Professionals has some businesses that sponsor events so there is not much overhead.

COUNCILMEMBER HARRIS asked what the total budget was for all of these programs.

MS. TAPIA said \$20,000 to \$25,000 each year.

COUNCILMEMBER HARRIS asked with that budget if staff saw growth happening and if there was enough funding.

MS. TAPIA said they are very resourceful and make the budget go far.

MAYOR HARTKE said other companies have been supporting these programs as well.

MS. TAPIA continued the presentation.

- Organizational Programs
 - Goal 2
 - Diversity training for City employees
 - Human Library
 - Generations Training
 - New Employee Orientation
 - Diversity memberships
- Diversity Memberships
 - Local Government Hispanic Network
 - East Valley Jewish Community Center
 - One Community
 - Arizona Coalition to End Homelessness
 - Arizona South Asian Chamber of Commerce
 - Arizona Foundation for Women
 - Victoria Foundation
 - Sister Cities International
 - Great Plains ADA Center
 - East Valley Hispanic Chamber of Commerce

COUNCILMEMBER ROE said it sounds like they are doing a lot with very little budget and asked if there were opportunities to expand.

MS. TAPIA said yes.

MS. TAPIA continued the presentation.

- Monitor and Serve as Resource for Businesses
 - Goal 3
 - Work with Downtown businesses on issues related to Day Labor (Past)
 - Work with businesses interested in participating/volunteering in diversity programs
 - Work with Chamber Diversity, Equity and Inclusion committee
- Participate in Regional HRC Activities
 - Goal 4
 - Unity Walk
 - Regional Human Relations Commission meetings
 - Racial inequity and social justice updates
- Act as a Connector for the Community on Diversity Programs
 - Goal 5
 - Creation of a diversity event calendar
 - Diversity Networking Group
- Diversity Partners
 - Ahmadiyya Muslim Community
 - American Indian Chamber of Commerce of Arizona
 - Arizona Asian Alliance
 - Arizona Asian American Association
 - Arizona Korean Association
 - Asian American Times
 - AZ India News
 - AZ Rajputs Diwali
 - Bahá'ís
 - Bangladesh Theater of Arizona
 - BASEArizona
 - But Tre Vietnamese Magazine
 - Cross Cultural Dynamics
 - East Valley Jewish Community Center
 - East Valley NAACP
 - Generations - Crystal Clear Results
 - Helping Hand for Relief and Development
 - Instituto de Folklor Mexicano
 - Intel
 - Islamic Center of the East Valley
 - Light of Light Church
 - Miss Indian Arizona Association
 - One Community
 - PayPal

COUNCILMEMBER LOPEZ said they have tried to get nonprofits with the same goals to work together and asked if they accept working together to develop synergies.

MS. TAPIA said yes, the diversity group is similar to For Our City in terms of working together. Ms. Tapia said there is a lot of discussion to work together, support each other, and promote diversity.

COUNCILMEMBER LOPEZ asked if there is overlap between the Human Relations Commission and the Diversity Networking Group.

MS. TAPIA said there are a few members in both. Ms. Tapia said at times the Diversity Networking Group is more active than the Human Relations Commission because of their different roles.

MS. TAPIA continued the presentation.

- Promote Diversity Concepts in Schools
 - Goal 6
 - Maintain on-going dialogue with school administrators
 - Diversity Education Mini-Grants
- Diversity Education Mini-Grants
 - Tarwater Elementary
 - Dual Language Mandarin Immersion Program
 - Chandler Hamilton Public Library
 - Banned Books Week with Grab and Go Activity Kit. Bringing awareness to censorship and celebrates the freedom to read.
 - Weinberg Gifted Academy
 - 3rd Grade Gifted Literacy Program of Multicultural Perspectives and Historical Events
 - Casa de Vida
 - Books for the neighborhood Little Library from diverse authors, as well as stories that reflect race, ethnicity, disability, age etc.
 - Global Arts Temple USA
 - Global Peace & Harmony Thru Music - Online Event
 - Willis Jr. High School
 - Set of the award winning graphic novel March by late congressman John Lewis
 - Fulton Elementary
 - 4th Grade Classroom Library Books "students need to see their own cultural values celebrated in literature."
- Coordinate or Assist with Annual Events
 - Goal 7
 - Multicultural Festival
 - Miss Indian Arizona
 - Black History Month Events

- Juneteenth Caravan
 - Sister Cities Tea
 - Many other community diversity events
- Annual Diversity Events
 - Chandler International Film Festival
 - Juneteenth
 - Regional Unity Walk
 - Chandler Men of Action Banquet
 - Pride Parade
 - Miss Indian Arizona
 - Holocaust Remembrance
 - CGCC Multicultural Day

COUNCILMEMBER LOPEZ asked about Miss Indian Arizona and if it was a statewide event.

MS. TAPIA said yes, there is a Miss Indian Arizona organization, and they work with all the tribes in Arizona. Ms. Tapia said there are usually 10 to 11 contestants each year that compete.

MAYOR HARTKE said he has attended all of these events in the past and said they are worth doing. Mayor Hartke encouraged Council participation.

MS. TAPIA continued the presentation.

- Diversity Event Statistics
 - FY 18/19
 - Total # of Events 45
 - Community Produced Events 38
 - Attendance 18,739
 - Students Reached 4,005
 - Community Partners 43
 - School Partners 16
 - FY 19/20 Partial COVID Year
 - Total # of Events 30
 - Community Produced Events 21
 - Attendance 36,242 Virtual Event Views Included in this Number
 - Students Reached 3,783
 - Community Partners 46
 - School Partners 19

VICE MAYOR STEWART asked if they had the ability to go forward with in person events.

MS. TAPIA said yes.

COUNCILMEMBER ELLIS said she was part of this group for almost five years. Councilmember Ellis asked how they work with different organizations.

MS. TAPIA said Commissioner Conaway is a Co-Chair for the Chamber and they work together often.

COUNCILMEMBER ELLIS asked if there is overlap.

MS. TAPIA said no, they do partner with information but they educate people on different topics.

COUNCILMEMBER ELLIS asked if they use the same angle.

MS. TAPIA said the City's program is more for residents and the Chamber's is more for businesses.

MS. TAPIA continued the presentation.

- Summary of DEI Progress
 - Diversity
 - Chandler Sister Cities
 - Diversity Training for Employees
 - Diversity Memberships
 - Work with businesses interested in participating in diversity programs
 - Work with Downtown businesses on issues related to Day Labor
 - Unity Walk
 - Creation of diversity event calendar
 - Diversity education mini-grants
 - Coordinate or Assist with Annual Events
 - Multicultural Festival
 - Miss Indian Arizona
 - Black History Month Events
 - Juneteenth Caravan
 - Sister Cities Tea
 - other community diversity events
 - Inclusion
 - Chandler Human Relations Commission
 - Work with Chamber Diversity, Equity & Inclusion Committee
 - Regional HRC meetings
 - Diversity Networking Group
 - Maintain on-going dialogue with school administrators
 - Chandler Young Professionals
 - People of Chandler
 - Equity
 - Chandler Housing Youth Program

- Fair Housing
 - Public Housing
- City Council Action on DEI
 - Approx. 1986, Chandler Allocations process established with the goal to serve underrepresented populations
 - 1997, Chandler Human Relations Commission Re-Established
 - 2007, Diversity Office Officially created by City Manager with Council support
 - May 24, 2018, Chandler City Council approved Resolution No. 5166 adopting the prohibitions of the City's Anti-Harassment and Anti-Bullying Policy to apply to the Council and members of City Boards and Commissions
- Results of City/HRC 2020 Survey
 - More events for Latino, LGBTQ+, Black, Asian and Eastern Indian community, in different parts of the City. (D)
 - Development of equity programs for youth and families in low-income areas in Chandler (with high concentrations of populations of color). (E)
 - Engage consultant to evaluate and make recommendations to 2021/22 proposed budget to enhance City's DEI initiatives. (I)

COUNCILMEMBER ELLIS said she was disappointed that no questions were asked when the presentation was first made. Councilmember Ellis asked if these recommendations were in the budget.

MS. TAPIA said they did put in a decision package for a consultant and that was approved and would be presented to Council on Friday.

MS. TAPIA continued the presentation.

- Next Steps for Diversity, Inclusion and Equity
 - Create awareness of diversity programs through increased marketing efforts and enhanced website design (in progress). (D)
 - Create internal working group with other City departments to promote and collaborate diversity efforts across the City (completed and ongoing). (I)
 - Develop strategic plan based on approved recommendations from the consultant's study. (I)
 - Progress towards the City's commitment to non-discrimination. (I)

COUNCILMEMBER ROE said it sounds like Chandler has a lot to be proud of and thought they could review the budget to see if there could be additional funds. Councilmember Roe said he came from a Chamber Board meeting and this was something that was important to them as well.

MS. TAPIA said they are talking to many groups and they discuss what is important to Chandler.

COUNCILMEMBER HARRIS said they do well with the budget they have, and it is hard work to make that happen. Councilmember Harris said as they look at the budget they need to see how they can make this stronger. Councilmember Harris said this is important and they need to create a meaningful budget.

MAYOR HARTKE said during the all-day budget meeting, Council can make recommendations. Mayor Hartke said there is also a Council contingency fund with one time and ongoing dollars. This is where Councilmember Huang had directed \$5,000 for the multicultural festival.

MS. TAPIA said the multicultural festival is included in their budget cost.

COUNCILMEMBER ELLIS said she has discussed this with the directors about their plan and that it is in motion. Councilmember Ellis said they are working on this issue and would be presented on Friday.

COUNCILMEMBER ORLANDO said the Chamber has a robust program and asked if there was a way to regularly connect with them for more opportunities for resources and get the word out.

MAYOR HARTKE asked if they already do that.

MS. TAPIA said she does meet with representatives of the Chamber.

COUNCILMEMBER ORLANDO suggested making a stronger attempt to be a part of that group on a regular basis.

COUNCILMEMBER HARRIS read the brand statement and said equity was left out. Councilmember Harris said he wanted to add that word to the brand statement.

COUNCILMEMBER LOPEZ talked about the definition of equity and agreed in making sure everyone has opportunity and access and have a great outcome. Councilmember Lopez said forcing or requiring an equal outcome of everything is not the role of government. Councilmember Lopez said when the definition is broad, he had reservations because of it being a higher level document.

COUNCILMEMBER ORLANDO said the definition is access and opportunity, not results. Councilmember Orlando said he could have the same access but maybe the results are different because his path was different. Councilmember Orlando said this is access and opportunity to advancement not saying someone has the right to a particular outcome.

COUNCILMEMBER LOPEZ said that would be inclusion.

COUNCILMEMBER ORLANDO said inclusion is the opportunity, but equity is that everyone has the access and opportunity to advance. This is eliminating barriers and this is not saying someone has a right to a particular outcome.

COUNCILMEMBER LOPEZ said he thought of eliminating barriers as inclusion. Councilmember Lopez said his concern is of how equity is defined and suggested Council define what it means to them so there is no confusion.

MS. TAPIA said they want to bring additional resources to those that need it.

COUNCILMEMBER ELLIS asked for the City Attorney's opinion on the word.

KELLY SCHWAB, City Attorney, said this word is perceived in different ways so what is important is how Council defines equity for the City of Chandler.

COUNCILMEMBER ELLIS said she wanted parameters of how it should be defined and how the law defines it.

MS. SCHWAB said she would need to do more research to provide that information.

MS. TAPIA said different things work for different cities and how they choose to define that.

COUNCILMEMBER ELLIS said if they are going to define this then she would like to do it in an educated way.

MAYOR HARTKE said if they use words that have a diverse definition that Council would define those.

COUNCILMEMBER HARRIS said there are many words that could have multiple definitions. The document would be very long if they defined each of these words. Councilmember Harris said they use innovation all the time, but they have not defined what that means. Councilmember Harris said to simply exclude a word because it needs to be defined better is not something they should do. Councilmember Harris said if they want to define this, they have a Diversity Equity and Inclusion Office and the office already defines that. Councilmember Harris said Council can work together to add definitions or add them in different places.

MAYOR HARTKE said they have a Diversity Office not a DEI Office. Mayor Hartke asked if there was interest in changing the brand to include equity or table it pending further information.

COUNCILMEMBER HARRIS said he wanted to add equity and at a later time define what that meant.

COUNCILMEMBER LOPEZ said no.

COUNCILMEMBER ORLANDO said he was okay with it.

COUNCILMEMBER ROE said he did not care.

COUNCILMEMBER ELLIS said she was okay with it.

VICE MAYOR STEWART said he wanted to know more about the definition.

MAYOR HARTKE said to include it.

MS. TAPIA said the Diversity Office has a consultant coming in and they could discuss and define it for Chandler.

MS. TAPIA played the video.

- People of Chandler Video

4. Nondiscrimination Discussion and Direction to Staff

MR. WRIGHT introduced the discussion topic and presented information about a Unity Pledge Ordinance and a Nondiscrimination Ordinance.

- Unity Pledge
 - Chandler - No
 - Gilbert - No
 - Glendale - Yes
 - Mesa - Yes
 - Phoenix - Yes
 - Scottsdale - Yes
 - Tempe - Yes
- Nondiscrimination Ordinance
 - Chandler - No
 - Gilbert - No
 - Glendale - No
 - Mesa – No Approved by Mesa City Council on February 22, 2021. Voter referendum filed April 1, 2021. Signatures currently being verified.
 - Phoenix- Yes
 - Scottsdale - Yes
 - Tempe – Yes
- League of Arizona Cities and Towns
 - Adopted a resolution in support of a statewide nondiscrimination law that would protect LGBTQ people from discrimination in housing, employment, and public

accommodations, showing increasing support in the Grand Canyon State for statewide protections.

- Passed on August 21, 2018 by the League's Resolutions Committee.

COUNCILMEMBER ORLANDO asked what the unity pledge looks like.

MR. WRIGHT said some cities do proclamations and others do resolutions, or ordinances.

COUNCILMEMBER LOPEZ asked for more information on the differences between a resolution and proclamation.

MR. WRIGHT continued.

- Decision Points
 - Statement of unity and commitment to diversity, equity, and inclusion
 - City procurement – require contractors holding City contracts to comply with antidiscrimination policies
 - Prohibit discrimination in public accommodation, employment, and housing on the basis of race, color, ethnicity, national origin, age, disability, religion, sex, sexual orientation, gender, gender identity, veteran status, marital status, and familial status.
 - Consider excluding private clubs, religious organizations and certain non-profits
- Enforcement provisions Potential Mechanisms
 - Arizona state statutes give authority to cities and towns to adopt ordinances and resolutions. An ordinance is a local law of the city or town prescribing a permanent code of conduct within the City. The ordinance exists until repealed by the Council. An ordinance is appropriate when the Council intends to set permanent policies or regulate the public. For example, specifying where the public may and may not park their cars is set out by ordinance in the City Code.
 - The City's public housing is available to any qualifying person, without regard to their gender, sex, or sexual identity. Finally, all contracts with the City include a provision requiring the contractor to follow applicable non-discrimination and anti-harassment laws.
 - Proclamation
 - Express Council's position
 - Ceremonial
 - No enforcement
 - Can be designated for emergencies
 - Resolution
 - Expression of Council's position on an issue
 - Less formal
 - Ministerial in nature
 - Done through a public process
 - Can be temporary

- Not enforceable by the City of Chandler
- Ordinance
 - Legislative creation of a rule
 - Enforceable by the City of Chandler Permanent
 - Done through a public process
 - Contains a punishment – may be for fines only

MS. SCHWAB said a proclamation is issued by the Mayor and expresses the Council's position but is nonbinding. A resolution is something the Council would take action on and is a policy statement. There are no enforcement provisions in resolutions. An ordinance is a law that is enforceable. If there is not a different penalty designated the penalty in the code is a class one misdemeanor. Ordinances are permanent until repealed by the Council. A resolution also is permanent until repealed but there is no enforcement mechanism as it is a policy statement.

COUNCILMEMBER HARRIS asked if the resolution becomes a policy statement for the City.

MS. SCHWAB said it is a statement of the Council that could be a broad application over the City or narrowed down to City staff or contractors. It is direction from the Council.

COUNCILMEMBER HARRIS said it could be a broad statement saying this is how business is done in Chandler.

MS. SCHWAB said yes.

COUNCILMEMBER ELLIS said she was looking at a resolution and asked if Council gave staff direction to draft the document what the steps would be.

MS. SCHWAB said staff receives direction, they draft the resolution, obtain feedback as needed, and then it is added to a Council agenda for vote.

COUNCILMEMBER HARRIS said a nondiscriminatory ordinance sends a stronger message. Councilmember Harris said these documents have not been drafted yet and said it would be better to have a discussion once it is drafted. Council could have discussion of its importance but until there is a draft it is difficult to discuss since they do not know what would be in it yet.

MAYOR HARTKE said the first step is to direct staff to bring something to Council and then getting input. Mayor Hartke said from there they can determine the direction they want to go.

COUNCILMEMBER ELLIS said they have been presented some options based on the mechanism of how it is going to go and wording would come later around these bullet points.

MS. SCHWAB said yes, staff is seeking direction on the type of document Council would want. Ms. Schwab said the City already mandates and the protections at the federal and state level.

COUNCILMEMBER ELLIS said a resolution would include that.

MS. SCHWAB said if that is Council's direction then yes.

COUNCILMEMBER LOPEZ said he disagreed because they know what it would say. An ordinance would have repercussions and fines. Councilmember Lopez said he thought Council should do something to show commitment to the public on this. Councilmember Lopez said he did not think Chandler needed a law to force this topic and they are not seeing discrimination like other places are. Councilmember Lopez thought a resolution would be best to state where Council stands.

MAYOR HARTKE said no one wanted a proclamation. Mayor Hartke asked if Council was interested in a resolution or an ordinance.

COUNCILMEMBER ORLANDO said they are in a competitive environment and those companies are looking for strong statements of support. Councilmember Orlando said there are four cities that have ordinances. Councilmember Orlando said there is a void in the federal and state language. For the City to not put in an ordinance would put the City at a competitive disadvantage. Councilmember Orlando said he thought an ordinance was the right thing to do. As far as a penalty, if there is someone who does business with the City and they do not follow this maybe then they are unable to have a contract for so many years. Councilmember Orlando said if there is an individual who is discriminatory in the organization then they would be fired. Councilmember Orlando said they do not have to fine people as a penalty there could be other repercussions.

COUNCILMEMBER LOPEZ said it was a class one misdemeanor.

COUNCILMEMBER ORLANDO said that was if there were no penalties added then it would default to a class one misdemeanor.

COUNCILMEMBER LOPEZ said the ordinance would not have that.

COUNCILMEMBER ORLANDO said they would lose the contract.

VICE MAYOR STEWART asked who would decide that.

COUNCILMEMBER ORLANDO said the City would have an investigation.

VICE MAYOR STEWART asked if staff was qualified for that.

MAYOR HARTKE asked if they were interested in an ordinance or resolution.

VICE MAYOR STEWART said resolution.

COUNCILMEMBER ELLIS said resolution.

COUNCILMEMBER ROE said the City is diverse and inclusive and they are proud of that. Councilmember Roe said they spent a lot of time talking about this. They all want the City to move forward and succeed. Councilmember Roe was in support of a resolution.

COUNCILMEMBER ORLANDO said ordinance.

COUNCILMEMBER LOPEZ said resolution.

COUNCILMEMBER HARRIS said he would go with a resolution but would like an ordinance. Councilmember Harris said if they go with a resolution he would like Council to revisit an ordinance.

MAYOR HARTKE asked staff for language to be drafted for a resolution. Mayor Hartke said there are other initiatives as well regarding DEI.

COUNCILMEMBER HARRIS said even looking at a resolution there could be more conversations about an ordinance. Councilmember Harris said this sends a stronger message and wanted to keep the conversation moving forward.

MR. WRIGHT said staff has received direction on the format and now wanted direction on what would go into it.

COUNCILMEMBER ELLIS said she wanted the language to give it a strong base. Councilmember Ellis said this is not something that they would be punished for, but they could seek retribution for it.

MS. SCHWAB said that was correct. They could not have enforcement, but there could be strong statements.

COUNCILMEMBER ELLIS said that is the direction she would like to see. Councilmember Ellis said she wanted to make the first step with this and build on it moving forward.

COUNCILMEMBER ORLANDO said he would like to see a statement of unity and commitment, procurement, and prohibit discrimination on all of the elements.

COUNCILMEMBER HARRIS read a statement that he wanted to add.

MAYOR HARTKE said to let staff draft the resolution.

COUNCILMEMBER HARRIS said he would provide this to staff.

MR. WRIGHT said that would give staff a starting point and staff would bring the draft to Council.

THE MEETING RECESSED AT 3:45.

THE MEETING RECONVENED AT 3:51, ALL PRESENT.

5. AZCares and ARPA Funding Priorities

MR. WRIGHT introduced the discussion item. Mr. Wright said over the last year, the federal government has provided one-time dollars to the City for various purposes. Mr. Wright said staff is working on a framework for these dollars.

MR. WRIGHT presented the following handouts.

- Informational Memo
 - AZCares/American Rescue Plan Act (ARPA) Funding Recommendations for discussion at City Council Microretreat
- Chandler COVID Assistance received or Authorized as of April 15, 2021

COUNCILMEMBER ORLANDO said when he first heard about it they had said it had to be spent by the end of the year.

MR. WRIGHT said the end date for all funds to be spent is December 31, 2024 but they will receive additional instructions as money is received.

COUNCILMEMBER ORLANDO said some are the end of 2021 and some by the end of 2024.

MR. WRIGHT said staff would verify to ensure they are on track.

MR. WRIGHT continued the presentation.

- AZCARES/ARPA Funding Recommendations
 - Economic Vitality
 - Angel Investing Initiative
 - Department - Economic Development
 - Project Cost - \$300,000
 - Identifying, educating, and activating potential angel investors within Chandler to support the capital raise of startup companies in the ecosystem
 - Tourism Recovery Program
 - Department - Economic Development

- Project Cost - \$200,000
- Marketing and promotion tool to aid the recovery of our hospitality industry through a targeted marketing campaign directed at meeting and event planners
- Strategic Economic Development Infrastructure
 - Department – Public Works
 - Project Cost - \$4,111,946
 - Infrastructure tied to strategic Economic Development projects

MAYOR HARTKE asked if this was the full amount of dollars available to the City.

MR. WRIGHT said yes.

MAYOR HARTKE said there is no additional funding that would go to these projects. If Council wants to put more money towards an item it would have to be taken from another project.

VICE MAYOR STEWART asked if the Mayor wanted to discuss this by category.

MAYOR HARTKE said yes.

VICE MAYOR STEWART asked for more information on the economic vitality piece of the Angel Investing Program and if that would include a startup component or grant component.

MR. WRIGHT said he would provide more information at a later time. Staff worked quickly to put together estimates on what would best achieve Council's goals with the funds received.

VICE MAYOR STEWART clarified that the \$4.6 million would be spent over 24 months.

MR. WRIGHT said yes, this money would be spent over potentially the next three years.

MAYOR HARTKE said all these items would come to Council as expenditures and would vote on them later so Council could make changes as needed.

COUNCILMEMBER ORLANDO asked about the AZCares dollars deadline to be spent.

MR. WRIGHT said he would check into it.

COUNCILMEMBER ORLANDO said if there was any remaining there could be more to spend.

MR. WRIGHT said the AZCares dollars came last year and are already in the current budget to be spent.

MAYOR HARTKE said some of the CDBG funds have more strict deadlines.

COUNCILMEMBER LOPEZ said he wanted to have more information about projects that are infrastructure regarding ongoing costs.

MR. WRIGHT said it depends on what it is and there may be public infrastructure needed for some new development projects announced. Mr. Wright said this is a broad category.

COUNCILMEMBER LOPEZ asked how the development projects impact water enterprise funds. If money was allocated into the enterprise, Councilmember Lopez asked if those dollars would come back to the General Fund.

MR. WRIGHT said yes if that was the case, but normally they are looking more at the transportation side.

COUNCILMEMBER HARRIS said he would like funding set aside for small business startups.

MAYOR HARTKE asked if Council was in agreement with the recommendations.

COUNCIL agreed.

COUNCILMEMBER ROE said it does not seem like much of the money is going out to the community.

MR. WRIGHT said there would be other pieces that would address that and these funds support programs that benefit the residents.

MR. WRIGHT continued the presentation.

- Innovation and Technology
 - One Time Professional Services Cost
 - Department - IT
 - Project Cost - \$3,100,000
 - Professional services to augment technical and project management staff to complete project backlog
 - Fiber*
 - Department - IT
 - Project Cost - \$4,000,000
 - Fiber network replacements and expansions
 - LED Street Light Upgrade*
 - Department - Public Works
 - Project Cost - \$11,175,000
 - Accelerating current CIP project to be completed within three years
 - Ongoing Savings - \$673,000
 - *Signifies General Fund impact in whole or part

COUNCILMEMBER LOPEZ said when it comes to infrastructure as it relates to technology it may be antiquated in a year.

MR. WRIGHT said all of the 5G network requires fiber so this network would still be necessary as the backbone that connects the wireless facilities to the grid.

VICE MAYOR STEWART said infrastructure is no longer just roads it is also IT and would benefit the community.

COUNCILMEMBER LOPEZ said this fiber structure is City owned so it would not apply to private businesses.

MR. WRIGHT said that was correct. Mr. Wright said they do have some partnerships to share conduits.

MR. WRIGHT continued the presentation.

MAYOR HARTKE asked what the LED savings included.

MR. WRIGHT said power savings and maintenance savings.

MAYOR HARTKE said those dollars could be committed to other items.

COUNCILMEMBER LOPEZ said they could also use one-time dollars for other things.

MR. WRIGHT said yes, they could bring other CIP projects forward sooner.

COUNCILMEMBER ORLANDO asked if this was weighed against putting in solar in other areas of the City. Councilmember Orlando said this was an 18-year payback period and asked what the tradeoff would be to put solar in parts of the community.

MR. WRIGHT said solar is something they continue to look at.

COUNCILMEMBER ORLANDO asked about putting solar at fire and police stations to obtain a faster return on the investment.

MR. WRIGHT said most of the City's solar agreements are power purchase agreements. The savings generated goes back to pay off the lease. Mr. Wright said they are continuing to explore and there are solar opportunities emerging.

COUNCILMEMBER LOPEZ talked about the variables when putting in solar.

COUNCILMEMBER ROE asked if a whole system is built, what the life of the system would be and how the replacement would be done in the future.

MR. WRIGHT said LED lights last longer than what was used. Mr. Wright said they would have a replacement plan so it would not be done all at once.

COUNCILMEMBER HARRIS said he would like to see how they light City Hall and make it easier to change the colors of the lights.

VICE MAYOR STEWART said he would like to see the cost.

MAYOR HARTKE asked if Council was in agreement with the recommendations.

COUNCIL agreed.

MR. WRIGHT continued the presentation.

- Mobility
 - TMC Video Management System Upgrade
 - Department – Transportation
 - Project Cost - \$500,000
 - Allows staff to connect to more traffic cameras which will provide improved efficiency for staff, quicker response times
 - Traffic Signal CCTV Cameras*
 - Department – Transportation
 - Project Cost - \$240,000
 - Purchase and installation of CCTV cameras for an additional 64 signalized intersections
 - Traffic Signal Detection Cameras*
 - Department – Transportation
 - Project Cost - \$2,630,000
 - Purchase and installation of vehicle and bicyclist detection cameras to complete Citywide upgrade
 - TMC Video Wall Monitor and Work Station Upgrades
 - Department – Transportation
 - Project Cost - \$50,000
 - Replace all nine video wall monitors and update workstations.
 - Replace Pedestrian LED Indications
 - Department – Transportation
 - Project Cost - \$125,000
 - Replace pedestrian indications citywide
 - Communication to Pedestrian Traffic Signals
 - Department – Transportation
 - Project Cost - \$30,000

- Wireless communication devices to allow the TMC to connect to the pedestrian/bicyclist signals along canal paths
- Tablets
 - Department – Transportation
 - Project Cost - \$25,000
 - Purchase tablets and software to allow staff to access electronic plans in the field to make notes and corrections
- Protected Bike Lane Railing (per linear mile)
 - Department – Transportation
 - Project Cost - \$250,000
 - Provides physical barrier for bike lanes
- First Mile/Last Mile Pilot Expansion
 - Department – Transportation
 - Project Cost - \$150,000
 - Expand the service area of the First Mile pilot beyond South Chandler

VICE MAYOR STEWART asked who stored the data from the CCTV cameras.

MR. WRIGHT said recordings are not kept long, these cameras are for monitoring traffic for the lights and timing sequence.

VICE MAYOR STEWART asked how these are different from signal detection cameras.

MR. WRIGHT said there is a camera to make sure the intersection is moving efficiently and the other is for activation of the signal. Mr. Wright said there are also infrared cameras to detect pedestrians and bicyclists.

VICE MAYOR STEWART asked how the recording of residents as they travel around the City fit into the strategic framework.

MR. WRIGHT said this fits under mobility to move people around faster. Mr. Wright said he would provide more information on the storage of the data.

MR. WRIGHT continued the presentation.

MAYOR HARTKE asked if the Lyft program would be for seniors and those with disabilities.

MR. WRIGHT said yes, for active adults.

VICE MAYOR STEWART said he was not comfortable with CCTV cameras until he received more information. Vice Mayor Stewart said he wanted to look into the trail crossings for more notification signage.

COUNCILMEMBER HARRIS said he did not want to spend money because they had it and they should spend money when they need it.

MAYOR HARTKE said this is to allocate the AZCares dollars and would be voted on later.

COUNCILMEMBER ORLANDO said there are some deadlines for spending the dollars.

MR. WRIGHT continued the presentation.

- Neighborhoods
 - Homeless Services & Prevention
 - Department – Neighborhood Resources
 - Project Cost - \$787,000
 - Weather relief, storage, diversion funding, hotel stays, regional emergency shelter, etc.
 - Veterans Services & Program Space
 - Department – Neighborhood Resources
 - Project Cost - \$100,000
 - Services and program space
 - Transitional Housing
 - Department – Neighborhood Resources
 - Project Cost - \$900,000
 - Save the Family, TBRA Apprenticeship program, etc.
 - Affordable Housing
 - Department – Neighborhood Resources
 - Project Cost - \$200,000
 - Housing locator, landlord initiatives, move-in assistance, CARES Team, etc.
 - Neighborhood Response
 - Department – Neighborhood Resources
 - Project Cost - \$113,000
 - Demolition funds and encampment clean-up
 - Nonprofit Assistance
 - Department – Neighborhood Resources
 - Project Cost - \$1,500,000
 - Nonprofit assistance allocations
 - Neighborhood Intervention Program
 - Department – Neighborhood Resources
 - Project Cost - \$250,000
 - Multi-departmental pilot program to address socioeconomically challenged neighborhoods

COUNCILMEMBER ROE asked about the homeless navigators and asked if they could contract those services.

MR. WRIGHT said most of those services are already contracted out and getting residents to those social services. There are some permanent staff but since these are one-time dollars they would be used for temporary or contracted employees.

MAYOR HARTKE asked if Council was in agreement with the recommendations.

COUNCIL agreed.

MR. WRIGHT continued the presentation.

- Quality of Life
 - Snedigar Sportsplex Synthetic Field Conversion
 - Department – Community Services
 - Project Cost - \$5,000,000
 - Ongoing Savings - \$21,000
 - Four multipurpose fields converted to turf. Improved field conditions and may increase revenues due to higher rental dues for artificial fields
 - Dobson Park Irrigation Renovation
 - Department – Community Services
 - Project Cost - \$750,000
 - Ongoing Savings - \$3,000
 - Complete replacement of irrigation system. Will result in less staff time needed for repairs at Dobson Park
 - Mesquite Groves Leak Detection & Repair
 - Department – Community Services
 - Project Cost - \$400,000
 - Detect & repair leak within pump room
 - Police Training, Equipment, & Facility Needs
 - Department – Police
 - Project Cost - \$1,200,000
 - Replacement and upgrades for facility, equipment software, and trainings
 - Early Hire Police Positions
 - Department – Police
 - Project Cost - \$3,800,000
 - Ongoing Costs - \$1,372,000
 - New police positions including ongoing costs. (Fund one-time for two years)
 - Police Hiring Incentives
 - Department – Police
 - Project Cost - \$750,000
 - Hiring incentives for police laterals, recruits, detention officers, and dispatchers (One-time funding for up to three years)

- Remote Police Testing
 - Department – Police
 - Project Cost - \$30,000
 - Provide electronic testing for new police hires through the national testing network with the City paying testing fee (Funding for up to three years)
- National Recruitment Campaign
 - Department – HR
 - Project Cost - \$500,000
 - Hire professional services to market Chandler
- Fire Training & Equipment
 - Department – Fire
 - Project Cost - \$340,000
 - Ongoing Savings - \$15,000
 - Replacement of Hazmat & Technical Rescue Team equipment. Purchase of firefighter gear extractors and dryers at all 11 Fire Stations and Public Safety Training Center
- Diversity Events & Marketing
 - Department – Neighborhood Resources
 - Project Cost - \$50,000
 - Promote City's diversity, equity, and inclusion for events and programs

MAYOR HARTKE asked how long before artificial turf has to be replaced.

DEB STAPLETON, Assistant City Manager, said 10 to 15 years.

VICE MAYOR STEWART said the four fields that were built cost \$6.5 million and this conversation should have happened when it was built. Vice Mayor Stewart said he has heard of knee issues when it comes to artificial turf. Vice Mayor Stewart said sports is a big component in the community but if they are going to spend the money he would rather add more fields.

COUNCILMEMBER ORLANDO asked for clarification on the field location.

MR. WRIGHT said on the west side.

COUNCILMEMBER ORLANDO said there are times when there is a lot of dust and waiting for seed to grow. Councilmember Orlando said he was willing to try and see how it goes but wanted input from the leagues.

COUNCILMEMBER ROE said it would be hot for people to play on and did not think it would last. Councilmember Roe said it was not desirable for recreation.

COUNCILMEMBER LOPEZ said it was an innovative idea with new turf that has come out but thought it required more research especially with the heat.

MAYOR HARTKE said Council wanted to wait on the field item.

MR. WRIGHT said this would be a placeholder for now.

COUNCILMEMBER ROE asked about Foley Park and there is a lot of money that needs to be spent there if they are going to keep using it.

MR. WRIGHT said with more fields there is more ongoing cost. Mr. Wright said this project would be a savings. There are additional fields in the CIP and some are being constructed soon as well as another phase at Tumbleweed. The fields in the CIP have included the forecasted ongoing dollars. Mr. Wright talked about some of the renovations scheduled.

MAYOR HARTKE said the placeholder is fine, but they need more information on the fields.

MR. WRIGHT said there are challenges with staffing right now and they need to change their strategy. There are difficult challenges in recruiting for all departments as there is a large demand for talent right now. Mr. Wright said they are looking for ways to be innovative in attracting candidates. Mr. Wright introduced the public safety items and diversity events.

COUNCILMEMBER ELLIS said she would like to discuss with staff further regarding diversity events and increasing the dollars allocated.

MAYOR HARTKE said these are one-time dollars.

COUNCILMEMBER HARRIS said they receive their regular budget and this is in addition.

SEAN DUGGAN, Police Chief, presented and talked about the police items in the Quality of Life area.

COUNCILMEMBER ROE asked if the courts had any similar issues.

MR. WRIGHT said there were no specific items identified by the courts, but they do have some decision packages that would be presented during the budget process.

CHIEF DUGGAN continued the presentation and talked about critical needs and staffing.

COUNCILMEMBER ELLIS asked if the over hires are already calculated in the budget.

CHIEF DUGGAN said 5 are in the police department budget and 10 are elsewhere in the City's budget.

MAYOR HARTKE asked what was covered under the numbers shared.

CHIEF DUGGAN said the recruiting initiatives are covered, funding for 15 over hires, and 10 officers.

COUNCILMEMBER LOPEZ asked there is funding for 5 already and then 10 are funded elsewhere. Councilmember Lopez said this would include 10 additional hires.

CHIEF DUGGAN said he is requesting permanent funding for 15 positions.

COUNCILMEMBER LOPEZ said this would then move into ongoing funding.

CHIEF DUGGAN said yes.

MAYOR HARTKE said there were details on the ongoing dollars.

COUNCILMEMBER LOPEZ asked if the new hires would help in patrol.

CHIEF DUGGAN said yes but it would also cause movement for other officers to staff detective positions. When patrol staffing is healthy it impacts the entire organization.

COUNCILMEMBER ORLANDO said there are 10 net new positions and asked about a mental health team.

CHIEF DUGGAN said it would be addressed later unless funding is found.

MAYOR HARTKE asked if there was a budget piece outside of this funding.

MR. WRIGHT said there is a decision package for a mental health coordinator which would be an internal officer position.

COUNCILMEMBER ORLANDO asked if they would receive a plan for staffing issues on Friday.

MR. WRIGHT said this is what could be afforded today unless there is Council direction to pull resources from another area or increase revenue. Mr. Wright said they have been creative to do this without increasing taxes and squeeze ongoing dollars. Mr. Wright said 15 positions may have been on the books, but they have not been able to touch them. Using this recruitment piece is important to get people to come to Chandler and fill the vacancies and increase patrol.

COUNCILMEMBER ORLANDO said these are real bodies not just a staffing model. Councilmember Orlando said the Council was clear on having staff present a plan on what was needed for the Police Department.

MR. WRIGHT said this is a multiyear rollout and is a multiyear plan.

MAYOR HARTKE said this conversation is about AZCares dollars.

COUNCILMEMBER ORLANDO said he did not want to put anyone on the spot but regardless of how it is funded he wanted to see a plan. Councilmember Orlando said he wanted to know what the needs are and how they are funded would be a different conversation. Councilmember Orlando said he wanted to see the plan on Friday.

MR. WRIGHT said ongoing revenue would still need to be identified.

COUNCILMEMBER ELLIS asked if staff receives approval to have the 25 positions, what impact would that have on the department.

CHIEF DUGGAN said it would put them in a much better place and alleviate some the pressures the officers have on the street.

COUNCILMEMBER ELLIS said this would give them time to identify ongoing dollars to address the other needs.

CHIEF DUGGAN said they need to help patrol, and this would have a significant impact.

COUNCILMEMBER ROE said they would continue to lose staff and it will be hard to maintain the numbers. Councilmember Roe said they should have more staff to address the situation long term. Councilmember Roe said they need to talk about creative ideas to promote organization and offer meaningful incentives for people to come to the City.

CHIEF DUGGAN said he is aligned with that goal to be competitive and attract the best.

COUNCILMEMBER ROE suggested offering three 12 hour shifts and be innovative.

CHIEF DUGGAN talked about working long shifts and the impacts of their work. Chief Duggan said they have thought through many innovative ways and initiatives to bring people to Chandler.

VICE MAYOR STEWART said he supported the plan and thanked the department for all they do.

COUNCILMEMBER HARRIS said they need to look at the budget from a City perspective because he was still concerned about staffing. Councilmember Harris said this is still low based on what the needs are. Councilmember Harris said to have Mr. Wright present to Council what the needs so Council could better do their job.

MAYOR HARTKE said this is AZCares dollars and they have identified a revenue stream for ongoing costs. Mayor Hartke said this budget would show more information on Friday and they need to find ongoing dollars in order to do these things.

COUNCILMEMBER HARRIS asked if this was their only choice or if this was a portion of a bigger picture.

MAYOR HARTKE said this is their choice for these dollars.

COUNCILMEMBER HARRIS said his understanding is that they can get 25 employees but when they have the presentation on Friday there is nothing else that could be done to get additional officers.

CHIEF DUGGAN said he would be asking for two additional positions on Friday which would be a mental health coordinator and school resource officer as well as additional equipment.

MAYOR HARTKE said this would be 27 positions in one year.

MR. WRIGHT said this is coming out of grant dollars so the FTE count may not reflect until they move over to ongoing funds.

COUNCILMEMBER LOPEZ said it is great to hear there have been some changes to be more competitive. Councilmember Lopez said some of these funds are not available yet and there may be other funds to get this going faster because recruitment takes so long.

MR. WRIGHT said recruiting is an important piece to set the City apart and there are strong recommendations. Mr. Wright said there are potential challenges in the future in terms of revenue. The State is talking about an income tax cut which would take \$6 to \$10 million out of the General Fund every year. Mr. Wright said the Intel announcement would likely put revenue into the City to offset but it may not be operational until 2024-2025 and plans may change as well. Mr. Wright said he did not want to overpromise revenue that has not yet been realized by the City.

COUNCILMEMBER ORLANDO thanked Chief Duggan for his presentation and safety is their primary goal. Councilmember Orlando said his primary role is to defend the City and make it safe, so the Council relies on the Chief to tell them what is needed. Councilmember Orlando said he agreed with Mr. Wright, but they need to know where they are going and the strategy to get there. Councilmember Orlando said they may not be able to do something tomorrow, but they need to have a goal and find a way to get there. They need to let residents know there are conversations happening to address this.

VICE MAYOR STEWART said he agreed with Councilmember Orlando and they need a goal to work towards.

COUNCILMEMBER ELLIS said if they do this then Chief Duggan can come back again and tell Council what else is needed. Councilmember Ellis said she wanted a plan that would work and is feasible. If it is not feasible then they are just wasting their time and they need to put their energy where it counts. Councilmember Ellis said there is fear mongering happening and people are being told there are not enough officers to keep them safe. Councilmember Ellis said she is concerned and needed a number of what could be done to address this. Councilmember Ellis said she appreciated staff's honesty and that the next phase of the conversation would be coming.

CHIEF DUGGAN said it is important to know the City is safe, but the employees are tired. They need to ensure that the trajectory of being safe continues and this is an investment today to stay one of the safest cities. The department is working hard and there are new stressors that did not exist years ago.

MAYOR HARTKE asked if Council was in agreement with the recommendations.

COUNCIL agreed.

COUNCILMEMBER HARRIS said there could be a greater need and asked Chief Duggan to present to Council what the number is. Councilmember Harris said they need to know the number for tomorrow beyond what could go in the budget today. Councilmember Harris talked about the \$5 million for Snedigar Sportsplex and \$3.8 million for early hire police positions and how it could be reevaluated. Councilmember Harris said he wanted to set the City up to be safe and work with the Council to get it done together.

MAYOR HARTKE said if they were to look five years out what would be needed. Mayor Hartke said they would not be added this year but to present a longer plan.

- o Funding Summary

6. Use of Staff Time

MAYOR HARTKE said this would be continued to another meeting.

7. Wrap Up

VICE MAYOR STEWART thanked staff for their work.

COUNCILMEMBER ELLIS thanked staff for the presentation.

COUNCILMEMBER ROE said he wanted sworn police officers to be added and address the staffing issues. Councilmember Roe said he wanted to hear something exciting and he did not

hear that today. Councilmember Roe said he agreed with Councilmember Harris about the grass item.

COUNCILMEMBER ORLANDO said he also agreed and thanked staff for the presentation. Councilmember Orlando said this could accelerate projects and make the community better.

COUNCILMEMBER LOPEZ thanked staff for their work and for the Council's discussion.

COUNCILMEMBER HARRIS thanked Council for the conversation, and said they all care about the City. Councilmember Harris thanked staff for their work and this was a good start.

MR. WRIGHT thanked Council for their direction and thanked staff for their work on this plan. Mr. Wright said he heard the Council's concerns regarding policing and would bring more information back to Council.

MAYOR HARTKE thanked staff for their work and Council for their discussion and looked forward to the all-day budget briefing.

ADJOURNMENT: The Work Session was adjourned at approximately 5:41 p.m.

ATTEST:


City Clerk


Mayor

Approval Date of Minutes: May 13, 2021

CERTIFICATION

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Work Session of the City Council of Chandler, Arizona, held on the 21st day of April, 2021. I further certify that the meeting was duly called and held and that a quorum was present.

DATED this 13 day of May, 2021.


City Clerk

