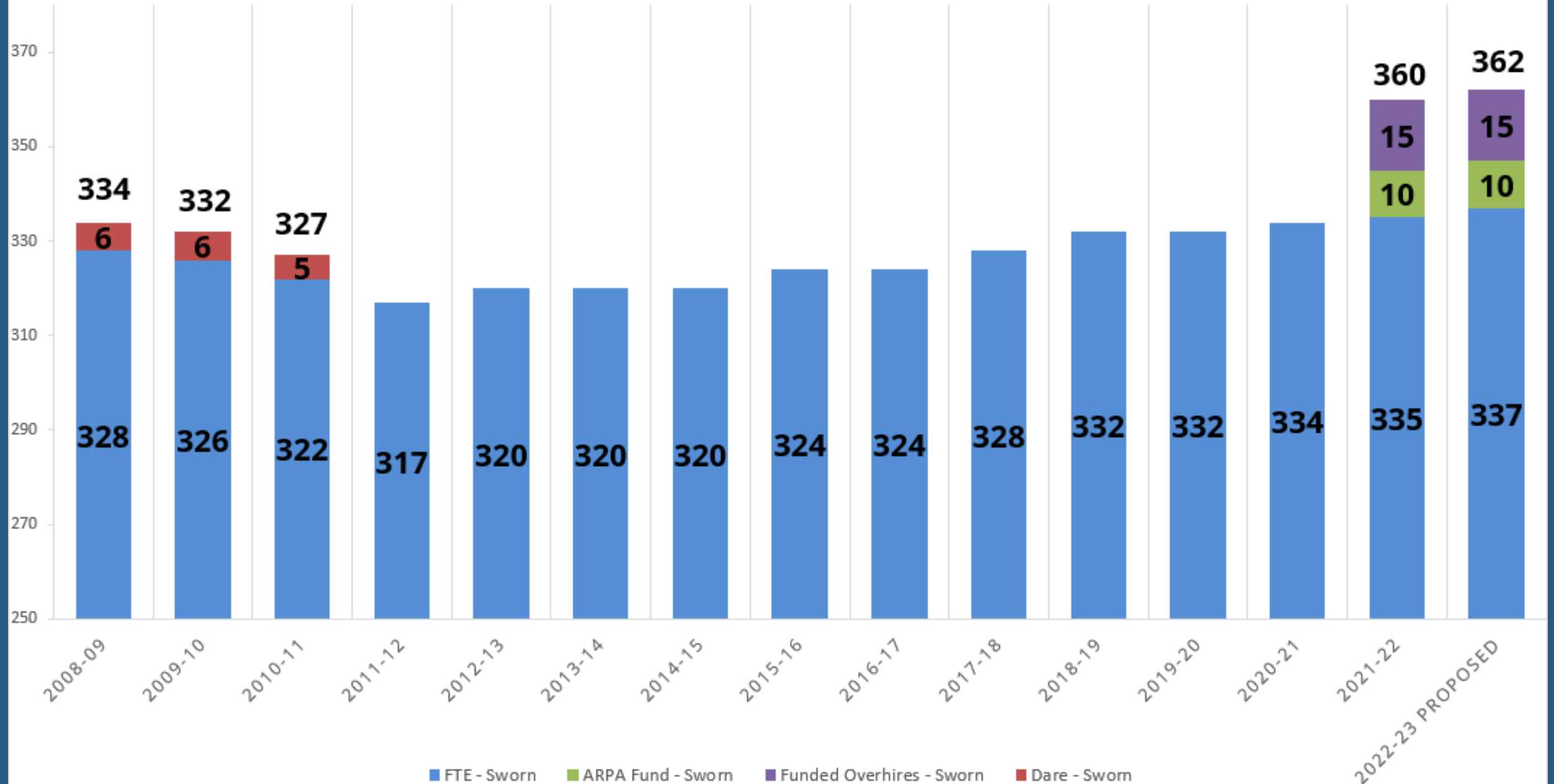


Police Department Update

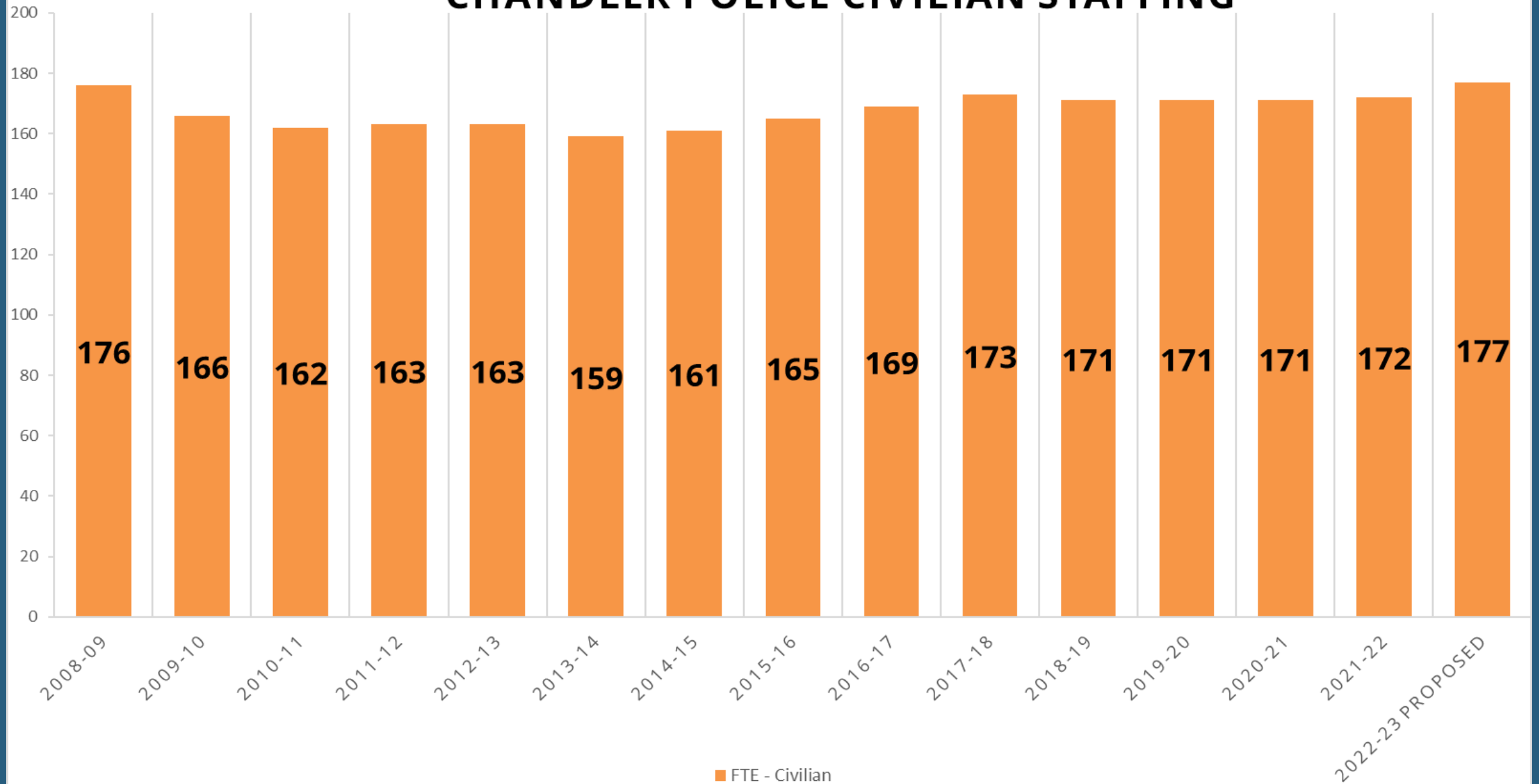
Chandler Police Department
April 28, 2022



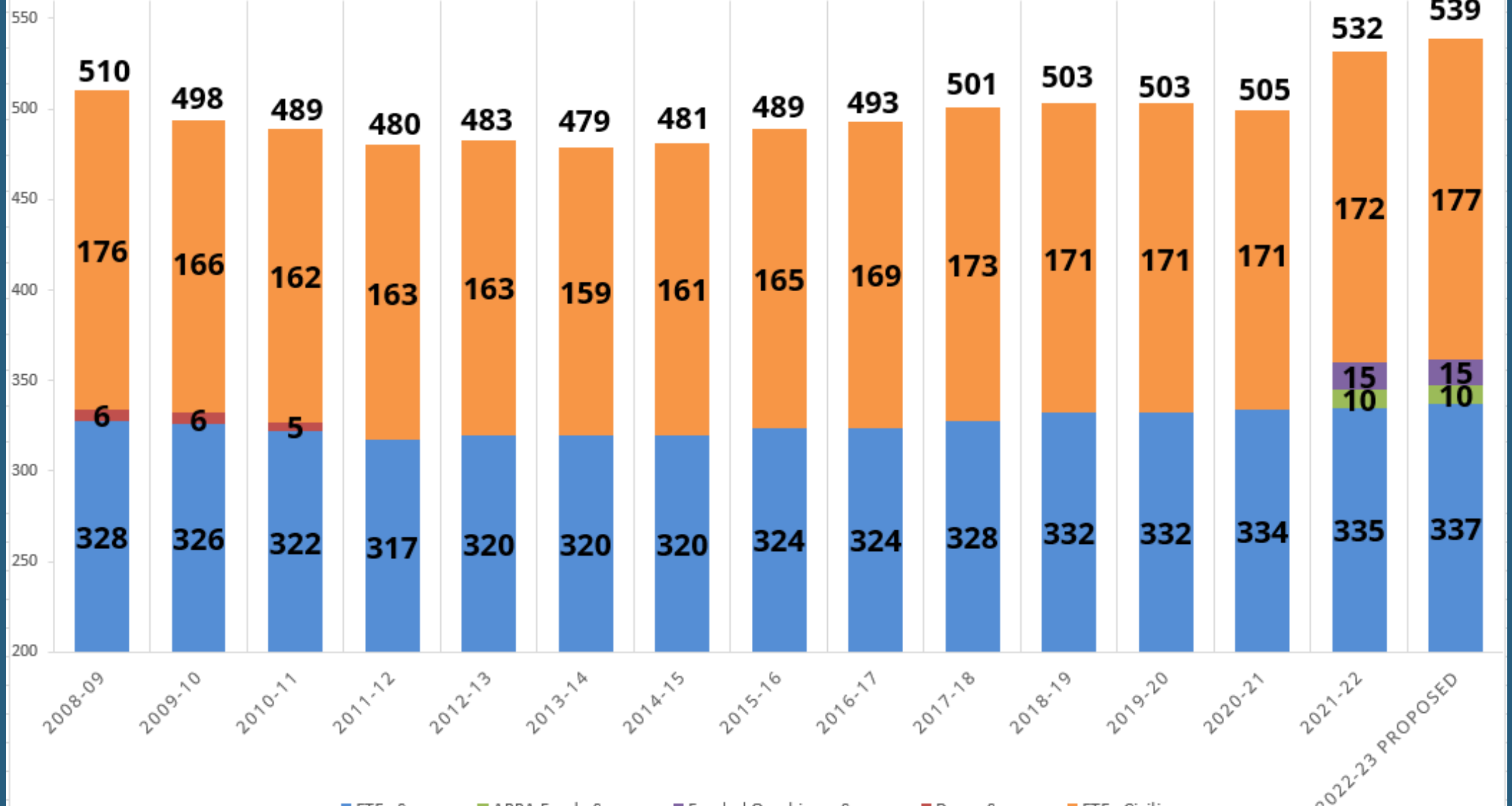
CHANDLER POLICE SWORN STAFFING



CHANDLER POLICE CIVILIAN STAFFING

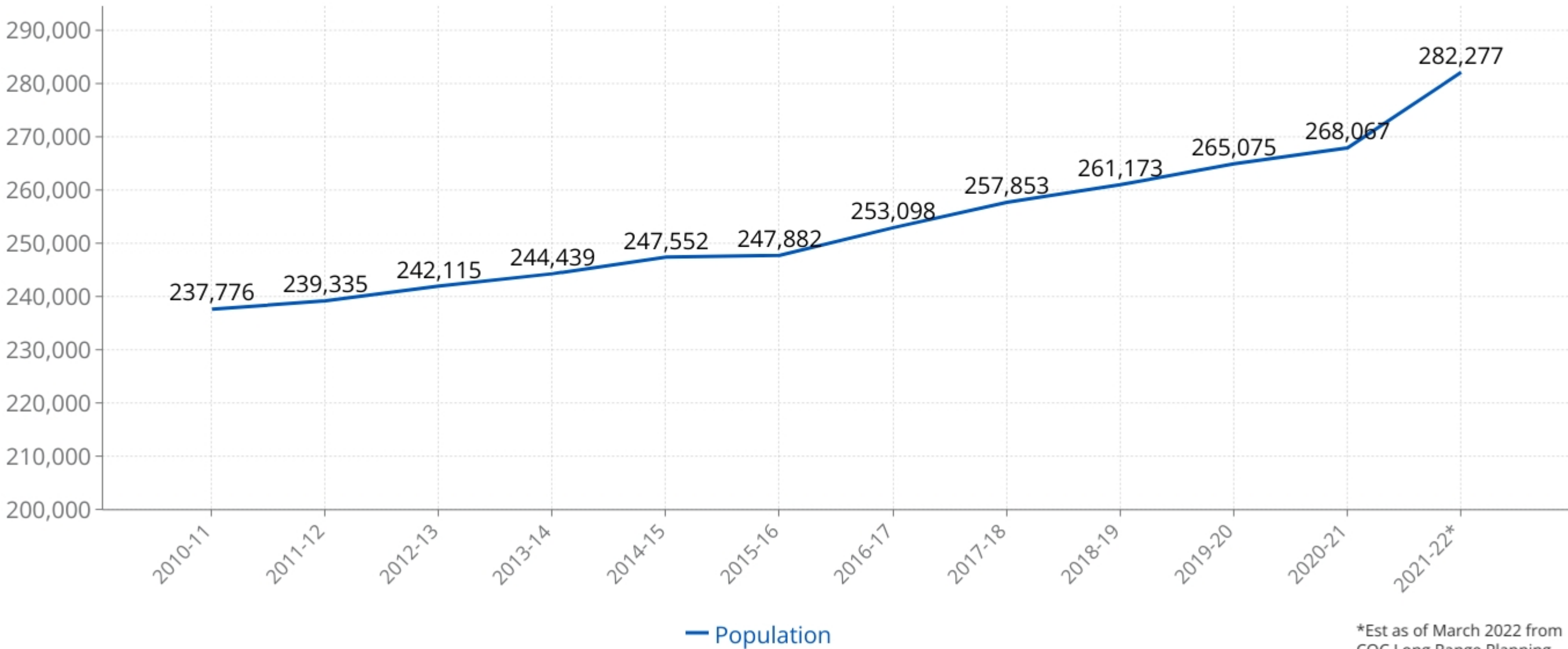


CHANDLER POLICE STAFFING



City of Chandler Population

City of Chandler Population



*Est as of March 2022 from
COC Long Range Planning

2016 Patrol Staffing Analysis

- Corona Solutions "Deploy" Software Purchased in 15/16 FY
 - Data collection
 - Analysis
 - Staffing level recommendations
- Same software utilized by Glendale, Scottsdale, Mesa, Gilbert, Tempe Police Departments

Data Collection

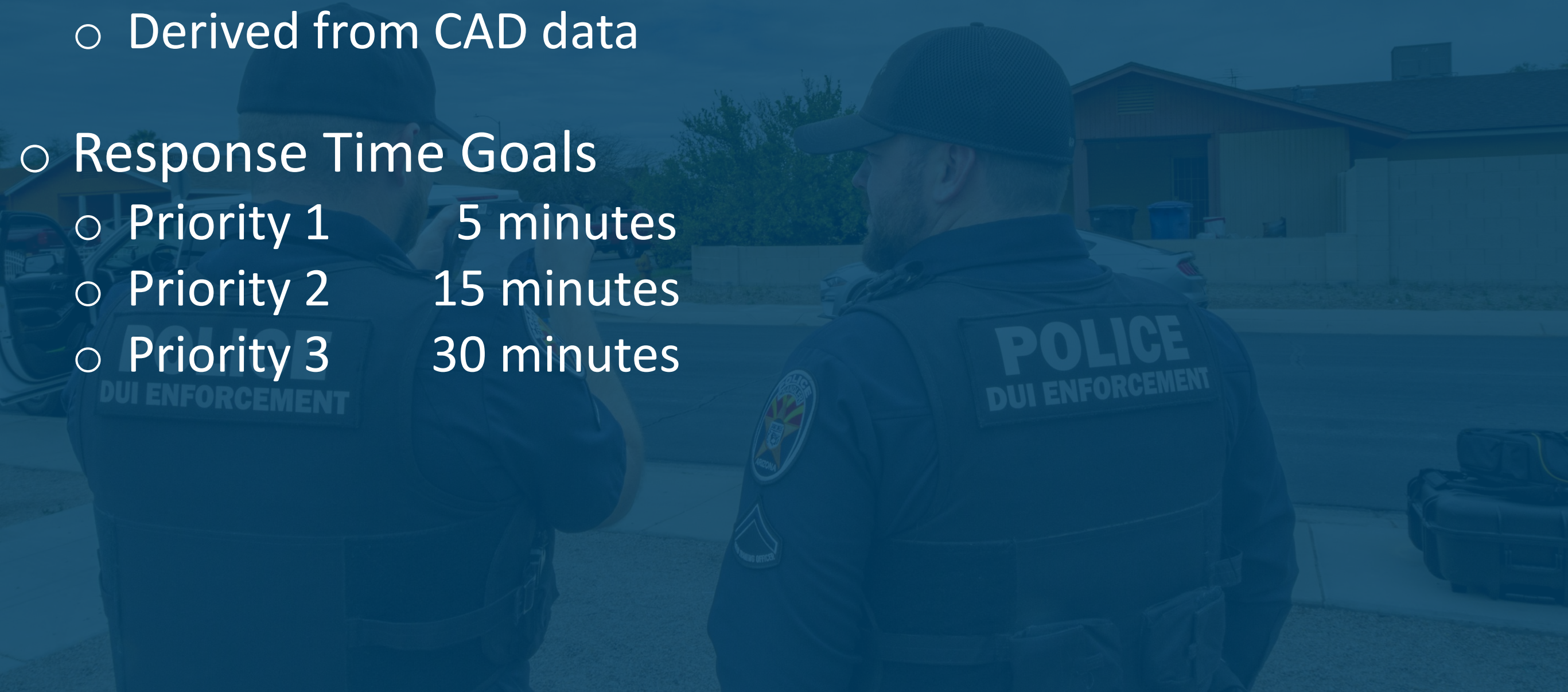
- Police calls-for-service (CFS) and time spent on call (weighted workload)
 - Data is derived from CPD's computer aided dispatch (CAD) system data
- Administrative Time
 - Writing reports, making phone calls, translating, taking breaks, fuel, etc.
 - Data is derived from Versadex (department's report writing tool)

Data Collection

- Leave Time
 - Data is derived from our payroll system
 - Based on 2080-hour work year and the average amount of employee annual leave
 - Vacation
 - Sick
 - Comp used
 - Training
 - Court
 - Other leave
- Used to derive "availability factor": 83.78%
- 1.19 persons to complete 2080 annual work hours

Data Collection

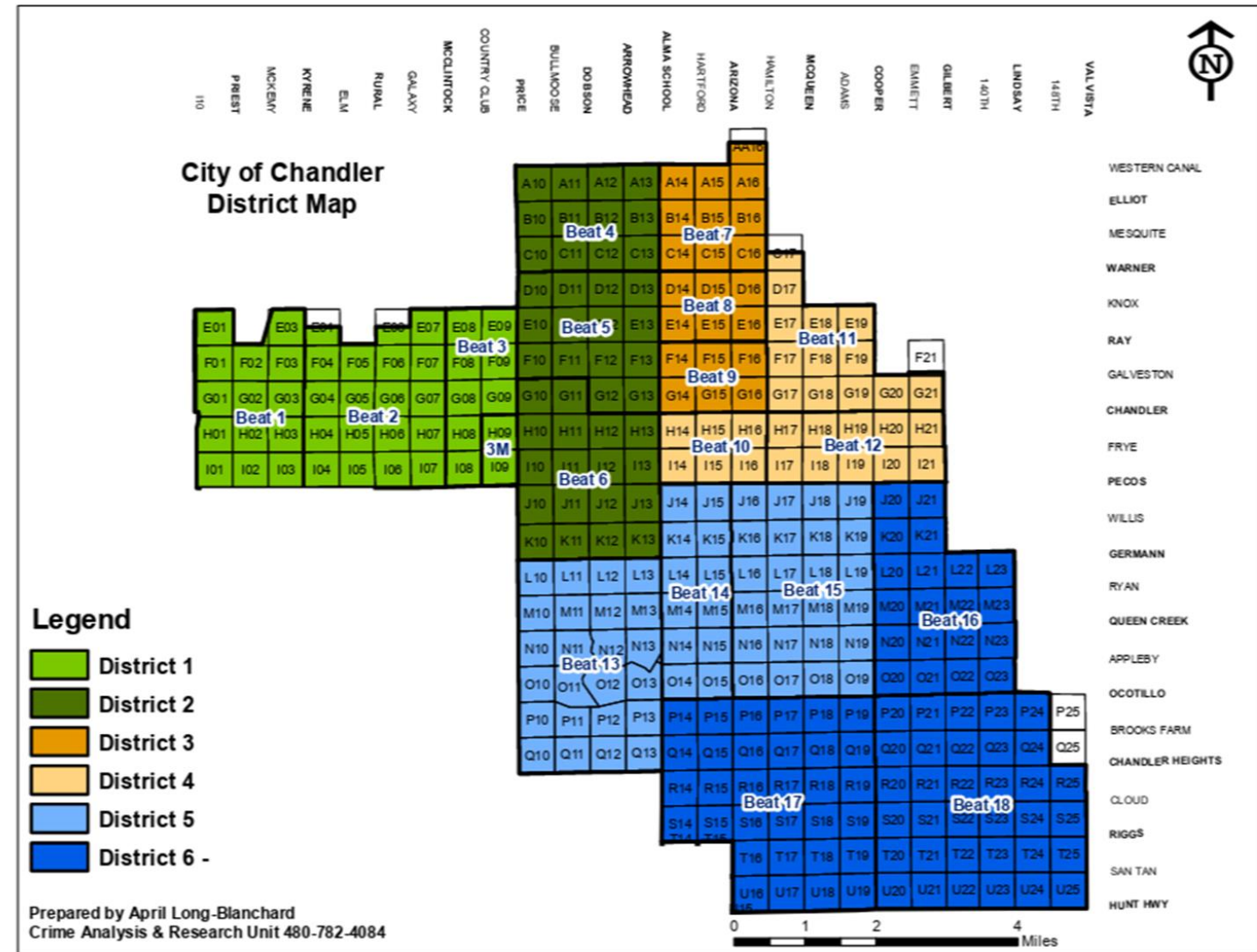
- Response Time
 - Derived from CAD data
- Response Time Goals
 - Priority 1 5 minutes
 - Priority 2 15 minutes
 - Priority 3 30 minutes



Data Collection

Patrol Area

- Derived using city GIS and from Streets Division
- Citywide: 71 sq. miles, 839 street miles
- City divided into 18 beats that fall within three precincts





Staffing Analysis Recommendations

Recommended 2016

149 Patrol Officers

Assigned Patrol Officers 2016

134 Patrol Officers

Difference

+15 Patrol Officers

Staffing Analysis Recommendations

Ratios, such as officers-per-thousand population, are totally inappropriate as a basis for staffing decisions. Accordingly, they have no place in the IACP methodology. Defining patrol staffing allocation and deployment requirements is a complex endeavor which requires consideration of an extensive series of factors and a sizable body of reliable, current data.



Patrol Staffing Response Plan

○ Effective 2017

- Three sworn positions added to patrol (civilianized range/housing positions)
- Three vacant traffic section positions reassigned to patrol
- One sworn PDIT position reassigned to patrol
- Three new sworn positions from approved DP assigned to patrol
- One vacant PDIT position reclassified to officer and assigned to patrol

○ Effective 2018

- Two City positions reclassified to police officers assigned to patrol
- As on March 2018: 13 additional officers assigned to patrol

○ Summer 2019

- Two additional officers added to patrol
 - One SRO reassigned to patrol in June*
 - One additional DP officer position assigned to patrol in July

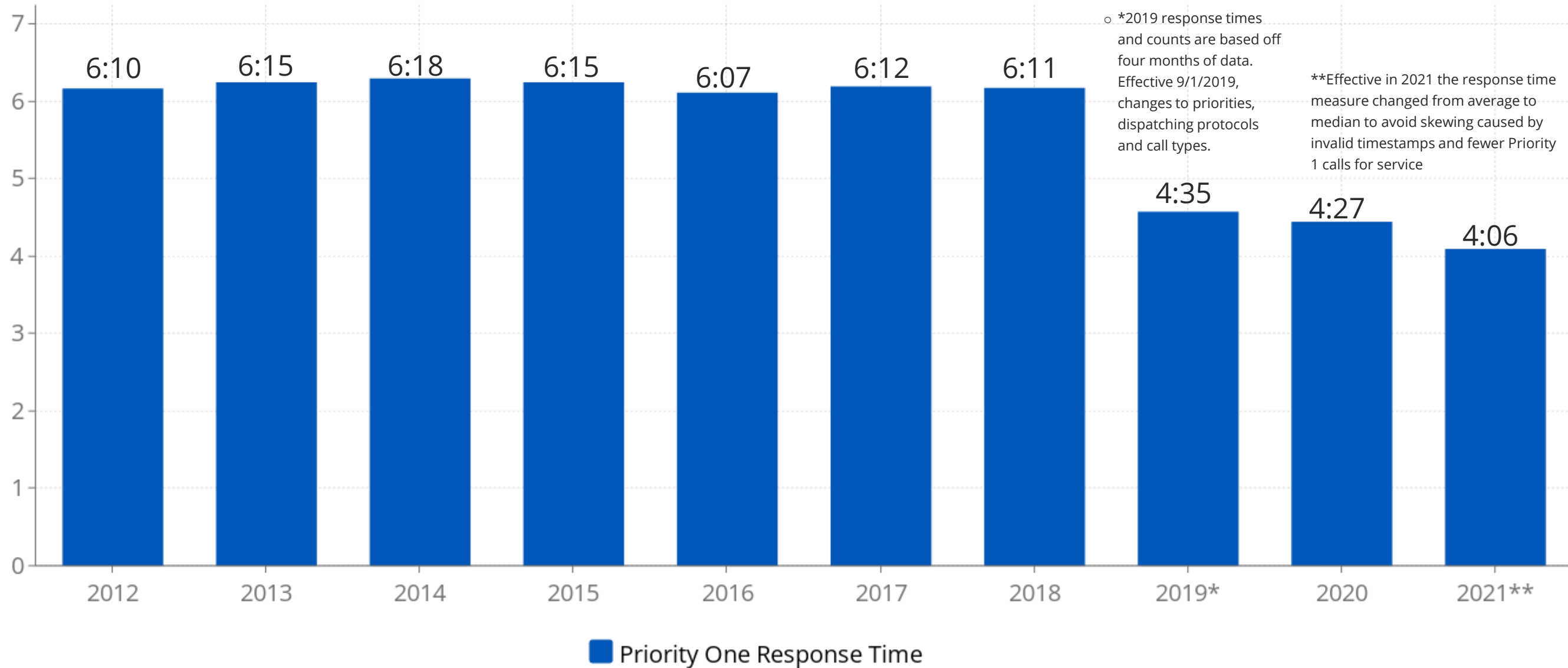
○ Final 2019

- Fifteen officers added to patrol 2016-2019 for total complement of 149
 - Highest level of police officers ever assigned to patrol
 - Additional beat (18) created in 2019

- Grant funded SRO returned to middle school 2020

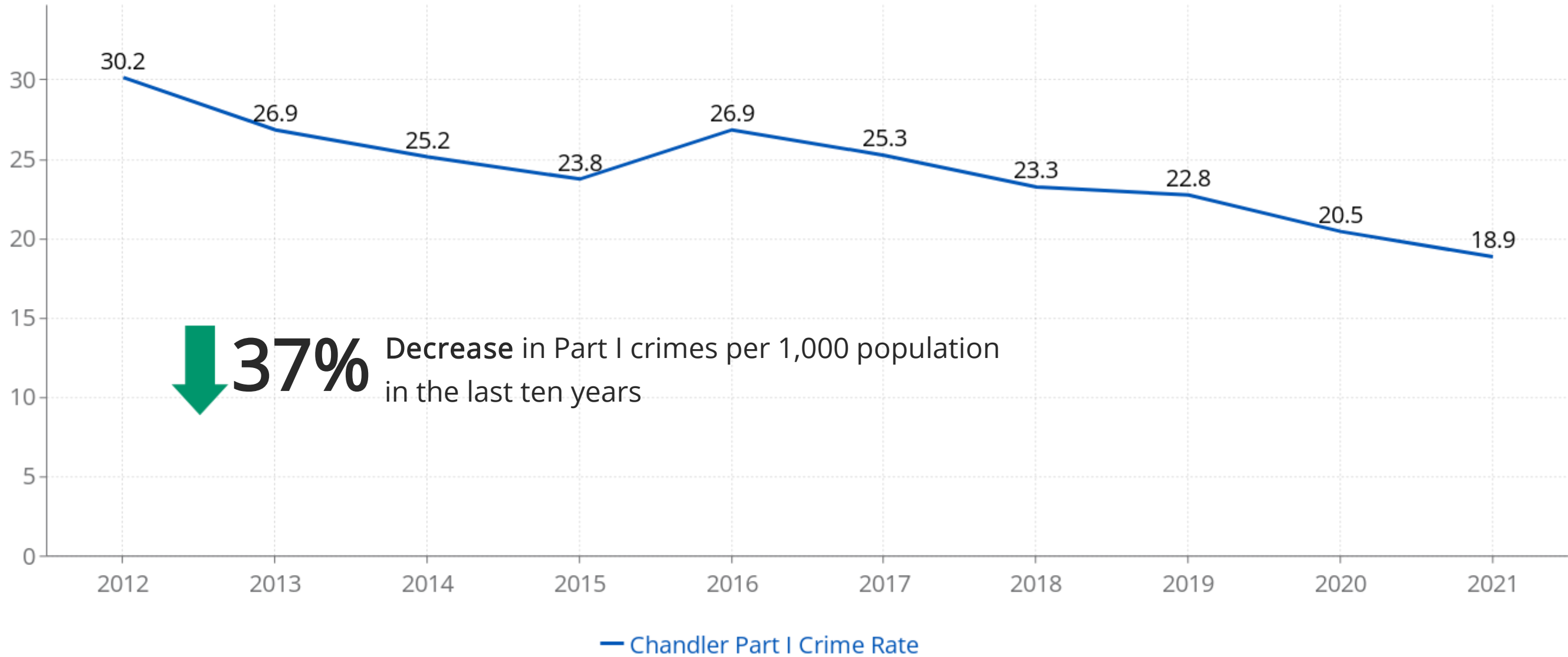
Chandler Police Department Response Time History

Priority One Response Time



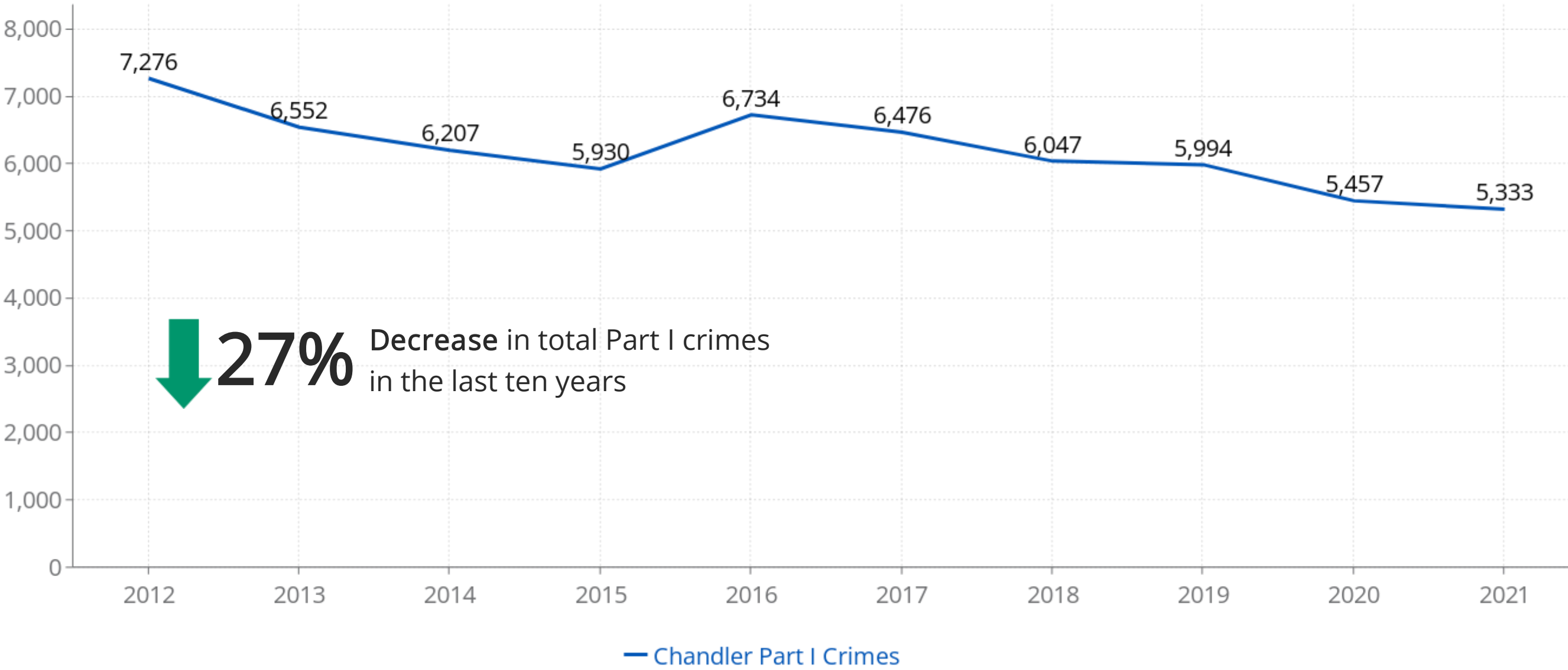
Chandler Police Department Historical Crime Rate

Chandler Part I Crime Rate Per 1,000 Population



Chandler Police Department Historical Crime Index

Chandler UCR Part I Crime Index



Police Staffing

- 2021
 - Patrol staffing analysis confirms appropriate number of officers assigned to patrol
 - Added 10 new officer positions through FY 21/22 budget process
 - Seven officers will be assigned to a patrol-based Neighborhood Response Team (NRT)
 - Assist precinct commanders with addressing crime trends and gun violence
 - Assist detective units (gangs/narcs, etc.)
 - Address community/neighborhood concerns
 - Assist at special events
 - One training unit officer
 - One computer crimes detective
 - One gang unit detective
 - Added 15 fully funded officer over hire positions through FY 21/22 budget process
 - Support patrol



Police Staffing

- 2022
 - FY22/23 budget requests
 - Behavioral Health Unit (4 officers & 1 sergeant)
 - Responsible for responding to and investigating behavioral health related calls for service
 - Serve mental health petition orders
 - Establish relationships with behavioral providers and partners
 - Reduce behavioral health calls for service through early intervention
 - Facilitate department crisis intervention training (CIT)
 - Improve outcomes of encounters between police and people who have behavioral health illness
 - Free up patrol officers to focus on crime related issues

A background image showing several police officers in uniform standing outdoors. In the center, a young girl is sitting on a small stool, holding a blue book titled 'You Could Be A POLICE OFFICER'. The image is overlaid with a semi-transparent blue filter.

Recruitment/Hiring

Top priority and greatest challenge

Current police officer vacancies

- 31 officers (including 25 additional authorized positions)
 - 3 recruits and 6 laterals in final stages of last hiring process (*under conditional*)
 - 21 recruits and 17 laterals in early stages of current hiring process

Anticipated DROP retirements

- 2022 1
- 2023 2
- 2024 14
- 2025 12
- 2026 12
- 2027 7

84 (26%) sworn officers eligible to retire (>20 years of service)*

Primary focus on the front-end creating a pipeline of officers entering the department while developing a sustainable bench through succession planning to ensure continuity of operations and services

A group of police officers and a child in uniform standing together outdoors. The officers are wearing dark uniforms with patches and are smiling. A young girl in a police uniform is sitting in the foreground, holding a book. The background shows a building and some trees.

Recruitment/Hiring

Top priority and greatest challenge

Hired 31 sworn and 28 civilians in 2021

Added two temporary background investigators in 2021

Added hiring incentive in July 2021

- \$5,000 for lateral officer
- \$3,500 for recruit
- \$2,000 for dispatcher
- \$2,000 for detention officer
- 44 new hires under this program (as of 4/18/22)

Added lateral officer pay incentive

- Bring in at year 7 near top of range (formerly year 5)
- Two years specialty eligibility requirement

MOU 3rd position

Streamlined hiring process

- National Testing Network (electronic testing and offsite proctoring)
- Added eSOPH background investigation software
- Continuous open lateral recruitment and remote interviews
- Recruitment website upgrade
- Waived written and physical conditioning tests for laterals

Provided market increase for dispatchers and call takers ahead of class and comp study (April 2022)

A blue-tinted background image showing several police officers in uniform. In the foreground, a young girl is sitting on a small stool, holding a book titled 'You Could Be A POLICE OFFICER'. The text is overlaid on the image.

Recruitment/Hiring

Top priority and greatest challenge

New Initiatives

National Marketing Campaign

- Partnered with HR, CAPA and Davidson Belluso marketing agency to attract talent nationwide, particularly lateral officers
- City Council approved contract on February 24, 2022
- Anticipated campaign rollout in summer 2022

Lateral Relocation Incentive

- Effective May 1, 2022
- Up to \$5,000 for lateral officers from outside Phoenix Metro Area
- Combined with hiring incentive, provides total lateral signing package of up to \$10,000

Thank you!

