

# Meeting Minutes

## City Council Regular Meeting

November 7, 2022 | 6:00 p.m.  
Chandler City Council Chambers  
88 E. Chicago St., Chandler, AZ



### Call to Order

The meeting was called to order by Mayor Kevin Hartke at 6:04 p.m.

### Roll Call

#### Council Attendance

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

#### Appointee Attendance

Joshua Wright, City Manager  
Tadd Wille, Assistant City Manager  
Kelly Schwab, City Attorney  
Dana DeLong, City Clerk

\*Councilmember Stewart attended telephonically.

### Invocation

The invocation was given by Pastor Randy Hernandez, Tri-City Baptist Church of Chandler.

### Pledge of Allegiance

The Pledge of Allegiance was led by Councilmember Orlando.

### Consent Agenda and Discussion

#### City Clerk

1. October 2022 City Council Minutes  
Move City Council approve the Council Meeting minutes of the Regular Meeting of October 24, 2022; Study Session of October 24, 2022; Work Session of October 24, 2022; and the Regular Meeting of October 27, 2022.

## **Cultural Development**

2. Final Adoption of Ordinance No. 5036, Adopting the Provisions of a Development Agreement and Purchase Agreement with One Chandler Owner, LLC, for the Sale and Redevelopment of City-owned Real Property Located at the Northeast Corner of Arizona Avenue and Buffalo Street, Known as "Site 7" in Chandler  
Move City Council adopt Ordinance No. 5036, adopting the provisions of a development agreement and purchase agreement between One Chandler Owner, LLC, and the City of Chandler for the sale and redevelopment of City-owned real property located at the northeast corner of Arizona Avenue and Buffalo Street, known as "Site 7" in Chandler, Arizona, and authorizing the City Manager to sign all related documents as approved by the City Attorney.

## **Fire Department**

3. Final Adoption of Ordinance No. 5032 Amending the Code of the City of Chandler Chapter 28, Section 23, Relating to Explosives and Fireworks  
Move that City Council adopt Ordinance No. 5032, amending the Code of the City of Chandler, Chapter 28 Fire Prevention, by amending Section 28-23 relating to Explosives and Fireworks; Providing for Repeal of Conflicting Ordinances; Providing for Severability and Establishing an Effective Date.

## **Management Services**

4. Final Adoption of Ordinance No. 5030 Amending the Code of the City of Chandler, Chapter 3, Management Services Department-Finance and Procurement, by Amending Sections 3-8 Through 3-17, Providing for an Effective Date, Providing for the Repeal of Conflicting Ordinances, and Providing for Severability  
Move City Council final adopt Ordinance No. 5030, amending the Code of the City of Chandler, Chapter 3, Management Services Department-Finance and Procurement, by amending Sections 3-8 through 3-17, providing for an effective date, providing for the repeal of conflicting ordinances, and providing for severability.

## **Public Works and Utilities**

5. Final Adoption of Ordinance No. 5031 Authorizing a Portion of the West Side of Cooper Road North of Queen Creek Road be Vacated and Conveyed to the Abutting Property Owner  
Move City Council approve the final adoption of Ordinance No. 5031 authorizing a portion of the west side of Cooper Road north of Queen Creek Road be vacated and conveyed to the abutting property owner.

## **Consent Agenda Motion and Vote**

Councilmember Harris moved to approve the Consent Agenda of the November 7, 2022, Regular City Council Meeting; Seconded by Councilmember Ellis.

Motion carried unanimously (7-0) with the exception of Item No. 4, which passed by majority (6-1) with Councilmember Stewart dissenting.

## Discussion

### 6. Briefing and Discussion Regarding Police Department Staffing and Recent Hires, as Requested by Councilmember Harris

SEAN DUGGAN, Police Chief, presented the following presentation.

- Police Department Update Chandler Police Department November 7, 2022
- Chandler Police Sworn Staffing
- Chandler Police Staffing
- Police Staffing
  - 2021
    - Patrol staffing analysis confirmed appropriate number of officers assigned to patrol
    - FY21-22 approved budget
      - Added 10 sworn officers (detectives, neighborhood response unit)
      - Added 15 fully funded officer over hire positions (patrol)
      - Added 1 SRO (offset with grant funds)
      - Added 1 mental health and wellness coordinator (civilian)
  - 2022
    - FY22-23 approved budget
      - Added 2 sworn officers (behavioral Health Unit)
      - Added 2 Police Aides (civilians)
      - Added 1 communications supervisor (civilian)
      - Added 1 business systems support supervisor (civilian)
      - Added 1 business systems support analyst (civilian)
- Recruitment / Hiring
  - Hired 31 sworn officers and 28 civilians in 2021
  - Hired 22 sworn officers and 33 civilians in 2022 (as of November 1)
  - 18 sworn officers left the department in 2022 (as of November 1: 8 retired, 8 resigned, 2 probation rejection)
  - Current police officer vacancies
    - 30 sworn officers (including 23 additional authorized positions)
    - 1 recruit and 1 lateral in final stages of last hiring process (under conditional)
    - 18 recruits and 14 laterals in early stages of current hiring process
  - Anticipated DROP Retirements
    - 2023 – 2
    - 2024 – 13
    - 2025 – 12

- 2026 – 12
  - 2027 – 9
  - (25%) sworn officers eligible to retire (>20 years of service)
- Recruitment / Hiring
  - Added 2 temporary background investigators in 2021
  - Added hiring incentive in July 2021
    - \$5,000 for lateral officer (15 received incentive)
    - \$3,500 for recruit (17 received incentive)
    - \$2,000 for dispatcher (19 received incentive)
    - \$2,000 for detention officer (2 received incentive)
    - 53 new hires under this program (as of 11/1/22)
  - Added lateral officer pay incentive
    - Bring in at year 7 near top of range (formerly year 5)
    - Two years specialty eligibility requirement
    - Up to additional \$5,000 relocation bonus for lateral officers from outside Phoenix Metro Area
  - MOU 3<sup>rd</sup> position
  - Streamlined hiring process
    - National Testing Network (electronic testing and offsite proctoring)
    - Offered varying days and times to complete physical test and oral board interviews
    - Waived written and physical conditioning tests for laterals
    - Offered remote interviews to out of state candidates (recruit & lateral)
    - Conducted 4 recruit processes this year with 5<sup>th</sup> process starting Nov 20
    - Held year-round open lateral process thru Sept.
    - Added eSOPH background investigation software
    - Recruitment website upgrade (jobs.chandlerazpd.gov)
    - Created new #joinchandlerpd social media handle
- Recruitment / Hiring Initiatives
  - Attend local / regional community engagement events to promote Chandler PD as an employer of choice (i.e., GAIN, citizen academy, Pat Tillman run, Diwali festival of lights, car shows, etc.)
  - Increase use of employment-related search engines such as Indeed, Glassdoor, and LinkedIn to reach potential in-state and out-of-state applicants
  - Continually notify Department employees of new recruitments and encourage the use of the City's Employee Referral Program (our best recruiters)
  - Work with community stakeholders to present job fairs and career day events (i.e., schools, HOA, faith based, etc.)
  - Partnered with HR, CAPA, and Davidson Belluso marketing agency to attract talent nationwide (rollout November 2022)
- Recruitment / Hiring Initiatives

- Participate in military transition events to promote Chandler PD as an employer of choice to service members transitioning to civilian life
  - Present and discuss career opportunities at local high schools and community colleges
  - Promote cadet program, youth academy, wilderness academy, and annual cadet competition as career pipelines into Chandler PD
  - Expand the Department's recruitment committee to help identify and attract qualified applicants
  - Continue efforts to recruit individuals from underrepresented groups (i.e., NAACP standing meetings, Chandler Men of Action partnership, Hispanic Forums, Barbershop conversations, etc.)
- Thank you!

CHIEF DUGGAN added that the number of individuals wanting to be police officers has shrunk considerably. Of that group, the number of people who are qualified to be police officers are few. There is a constant struggle locally to compete in a market where every city is vying for quality candidates.

COUNCILMEMBER HARRIS wanted this presentation to be shared in anticipation of the upcoming budget for 2023-2024. Councilmember Harris wanted to know more about the national strategy for recruitment. Councilmember Harris asked about the relationship with high schools for recruitment.

CHIEF DUGGAN answered that we have SROs in all high schools and junior high schools which serve as ambassadors. The relationships they create with students are profound and serve as great recruiters. The pool of interested individuals is small. There is a focus on broadening the national strategies, but they are still in progress.

COUNCILMEMBER HARRIS thanked Chief Duggan for the presentation.

COUNCILMEMBER ORLANDO asked if there is discussion on how to change the communication process for all officers as a profession, in police professional organizations.

CHIEF DUGGAN said that it is discussed frequently because it is the number one concern. We can influence how we perform, how we interact with the community, and that is a cornerstone of success. Messaging and communication are key. Investment in social media as a communication platform needs to continue.

COUNCILMEMBER ORLANDO thanked Chief Duggan for addressing this as a higher level.

COUNCILMEMBER ELLIS thanked Chief Duggan for the presentation. Councilmember Ellis asked what kind of messages she can share about Chandler police.

CHIEF DUGGAN shared that this is a line of work where every day you have multiple opportunities to make a difference. Most people do this because they want to make a difference and change peoples' lives for the better. Chandler is a police department that is supported by working with the community. We need to give the community reasons everyday to make them proud.

MAYOR HARTKE asked for a copy of the presentation and thanked Chief Duggan.

7. Briefing from the Fire Department Regarding Data on COVID-19, the Flu, and the Bird Flu, as Requested by Councilmember Harris

THOMAS DWIGGINS, Fire Chief, presented the following presentation.

- Covid-19, Influenza, Avian Flu Update Chandler City Council November 7, 2022
- Covid-19 Data (AZDHS)
- Covid-19 Hospital Data (AZDHS)
- Influenza Data (AZDHS)
- Influenza Hospital Data (AZDHS)
- Avian Flu Data (CDC)

COUNCILMEMBER HARRIS asked what the current recommendation is to deal with the holiday season to be safe.

CHIEF DWIGGINS answered that some strategies for avoiding sickness are washing your hands, avoiding touching your nose or mouth, and getting vaccinated for COVID or the flu. Vaccines prevent flu 60% of the time, and if you have the flu, will reduce the severity of the symptoms. If you have underlying health conditions, take precautions.

MAYOR HARTKE asked about the quantity of livestock avian flu cases.

CHIEF DWIGGINS said that the avian flu is treated with biosecurity measures; there is rapid testing and to prevent further spread of the virus, the afflicted section is culled.

MAYOR HARTKE the number is inflated because of the methods used. Mayor Hartke asked about migratory wild birds.

CHIEF DWIGGINS said that he is unsure how that data is collected. Migratory Canadian wild geese can have and carry it, exposure can vary.

**Adjourn**

The meeting was adjourned at 6:43 p.m.

ATTEST: *Dana R. D'Long*  
City Clerk

*Kevin Harthe*  
Mayor

Approval Date of Minutes: December 5, 2022

## Certification

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

DATED this 5th day of December, 2022.

*Dana R. D'Long*  
City Clerk

