

CITY OF FLAGSTAFF
STAFF SUMMARY REPORT



To: The Honorable Mayor and Council
From: Charles M Hernandez II, Deputy Chief
Co-Submitter: Megan Dales
Date: 11/19/2025
Meeting Date: 12/16/2025

TITLE:

Consideration and Adoption of Resolution No. 2025-: A resolution of the Flagstaff City Council, approving the Cost-Sharing Addendum #1 High Country Training Academy Intergovernmental Agreement (Agreement) between Coconino County Community College District (COLLEGE) and City of Flagstaff and Flagstaff Police Department (FPD) for the period of October 1, 2025 through September 30, 2026.

STAFF RECOMMENDED ACTION:

- 1) Read Resolution No. 2025- by title only
- 2) City Clerk reads Resolution No. 2025- by title only (if approved above)
- 3) Adopt Resolution No. 2025-

EXECUTIVE SUMMARY:

The Flagstaff Police Department (FPD), in collaboration with Coconino Community College (CCC) and regional User Group partner agencies, has established and now operates the High Country Training Academy located on CCC's Lone Tree campus. This partnership provides a local, cost-effective solution for Arizona Peace Officer Standards and Training (AZPOST) basic training.

Under this model, FPD supplies the Class Sergeant, who oversees and delivers core instruction to academy recruits. FPD, alongside User Group agencies, including the Coconino County Sheriff's Office and the Northern Arizona University Police Department, also provides supplemental staffing and adjunct instructors to ensure recruits receive comprehensive, AZPOST certified training.

The academy conducts two full training sessions per year, beginning in October and March. By hosting the academy locally, the City benefits from significant cost savings associated with basic training, while reinvesting those training dollars directly into the Flagstaff community. Additionally, Flagstaff area agencies receive priority enrollment, enhancing oversight and support for their recruits and improving successful academy completion. This partnership strengthens regional collaboration, enhances training quality, and ensures a sustainable and locally focused pipeline for future law enforcement professionals.

POLICY IMPACT:

None

FINANCIAL IMPACT:

The city saves money on basic academy training costs as our recruits who accept job offers house

themselves locally when they accept the offer.

**Connection to PBB Priorities/Objectives, Carbon Neutrality Plan & Regional Plan:
Priority Based Budget Key Community Priorities and Objectives**

High Performing Governance: Serve the public providing high quality internal and external customer service.

High Performing Governance: Encourage public trust through transparency, accessibility and use of the City's public participation policy.

Team Flagstaff Strategic Plan: Provide exceptional service.

Regional Plan

3) Provide sustainable and equitable public facilities, services, infrastructure systems in an efficient and effective manner to serve all population areas and demographics.

8) Improve effectiveness of notification, communication and engagement with residents, neighborhoods and businesses and about City services, programs, policies projects and developments.

Has There Been Previous Council Decision on This:

The Council has previously approved an IGA Addendum between FPD and Coconino County Community College involving the High Country Training Academy.

Options and Alternatives:

Approve the IGA for FPD to continue to partner with Coconino Community College to use High Country Training Academy for basic training.

Do not Approve the IGA

Background and History:

In 2018, the Arizona Peace Officer Standards and Training Board (AZPOST) significantly reduced statewide funding for police academy operations. Prior to these reductions, AZPOST covered lodging and per diem costs for recruits residing more than 50 miles from an academy. When this support ended, agencies located more than 50 miles from an academy, including the Flagstaff Police Department (FPD), became responsible for these added expenses, resulting in increased training costs for local jurisdictions. Across Arizona, many remote agencies, including those in Lake Havasu, Yuma, Kingman, Globe, the West Valley, the East Valley, and Show Low, established their own basic training academies to manage rising costs and ensure guaranteed class availability for their recruits.

To address similar challenges and secure dedicated academy access for local recruits, the Flagstaff Police Department and the City of Flagstaff entered into an Intergovernmental Agreement (IGA) in September 2022 to create the High Country Training Academy. The academy has been operational since that time, providing a sustainable, locally based solution for AZPOST-certified basic police training.

Key Considerations:

By approving this IGA, the city will be able to keep its money local by partnering with Coconino Community College.

Community Benefits and Considerations:

The partnership between the Flagstaff Police Department and Coconino Community College to operate the High Country Training Academy provides significant benefits to the Flagstaff community. By hosting a local police academy, the City ensures a consistent pipeline of well-trained officers who are educated within the community they will serve, strengthening local accountability and public trust. The academy reduces training costs, keeps taxpayer dollars in Flagstaff, and supports regional collaboration among partner agencies. Additionally, the presence of a local academy enhances public safety by allowing recruits and officers to remain in the area during training, ensuring stronger continuity of service and quicker integration into community focused policing initiatives.

Community Involvement:

The High Country Training Academy enhances community connected policing by ensuring Flagstaff Police Officer recruits are trained locally and immersed in the community from the outset of their careers. Recruits receive instruction from experienced Flagstaff Police Department supervisors, general instructors, and adjunct instructors drawn from within the region. This model fosters early community engagement, strengthens recruit's understanding of local priorities, and builds relationships that support effective, community focused policing. Additionally, involving current personnel and community-based instructors reinforces the department's overall training capacity, creating a sustainable and locally grounded approach to preparing future officers.

Expanded Options and Alternatives:

Coconino Community College, the primary higher education institution serving our city and county, provides accreditation for the High Country Training Academy's basic police training. This partnership allows Flagstaff Police recruits to begin a structured pathway toward a college education, as they earn academic credits through the college for successfully completing the Arizona POST Basic Police Academy.

Attachments:

Res. 2025-

Exhibit A - Addendum #1 IGA