PRESCOTT VALLEY

TOWN COUNCIL
STUDY SESSION
Council Chambers/Library Auditorium 7401 E. Skoog Blvd. Prescott Valley, Arizona 86314, at 3:00 p.m.

MEETING MINUTES
February 01, 2024

1. CALL TO ORDER AND ROLL CALL

Present:

Kell Palguta, Mayor
Lori Hunt, Vice Mayor
Kendall Schumacher, Council Member
April Hepperle, Council Member
Brenda Dickinson, Council Member
Michael Greer, Council Member
Lucy Leyva, Council Member

Absent: None.

Mayor Palguta called the meeting to order at 3:00 p.m.

2. DISCUSSION ITEMS(S):

2a. Big Leadership Report Update – Discussion Only [Robert Ticer, Police Chief]

Police Chief Robert Ticer provided an overview of the recent assessment of the Police Department conducted by BIGLeadership LLC, led by Colonel Frank Milstead, retired Director for the Arizona Department of Public Safety. The assessment resulted in eighty recommendations covering various aspects of the department, such as policies, practices, leadership, and liability. Working committees, led by Lieutenant and Assistant Chiefs, have been implementing these recommendations. Chief Ticer explained that many of the recommendations were already occurring at the Police Department and specified that the final report is not an all-encompassing roadmap for the Police Department. He noted that there are many other Police Department initiatives not outlined within the report including stronger internal ownership, resetting the vision statement and mission values, and implementation of the SRO program. Additionally, the

department has achieved state accreditation and is working towards national accreditation, while also focusing on de-escalation training, regional board commitments, narcotics efforts, technological enhancements, community communication and staff trainings including active assault and situational awareness.

Assistant Chief Jeremy Martin explained his team comprised of Sergeant Ryan Spriggs and Officer Wesley Dykeman. Assistant Chief Martin discussed the team's assessment of the department's organization structure and stability, highlighting that twelve out of the twenty-two categories were already integrated but needed to be formally written within policy. The team is working on addressing or improving overtime, managing shift changes while taking mental health into account, and testing for different positions, with ongoing efforts towards addressing the remaining ten categories.

Assistant Chief James Edelstein explained his team consisted of Sergeant Tom Grant, Records Supervisor Anabel Solano, and Scott Lewis, senior lecturer with Northern Arizona University. Assistant Chief Edelstein mentioned that out of the nine recommendations their team recommended action on seven. He echoed that many of the recommendations were being completed internally, but need to be documented within policy, including revising the policy to reflect time in grade for transfer eligibility. The team conducted in-person interviews and a survey to gather information. He explained ongoing efforts to enhance leadership development programming and onboarding processes, formalizing a career development program, re-establishing an annual supervisor retreat for sworn and professional staff, training on policy regarding supervisory notification, establishing bi-annual inspections of safety equipment, uniforms and vehicles and adding community engagement to squad's monthly recaps.

Town Manager Gilbert Davidson requested Assistant Chief Edelstein expand on community engagement and the changes that will be made.

Assistant Chief Edelstein announced that moving forward Coffee with a Cop will be held quarterly. He added that the Prescott Valley Police Department has been actively going into businesses to create relationships and build community intelligence.

Vice Mayor Hunt shared her thoughts on the importance of the retreat and having an onboarding training process for field officers. She shared that Gilbert Davidson talked about the Police Department partnering with the new Neighborhood Services Director, Stephanie Robinson, to form relationships with citizens, which would be in addition to outreach with local businesses.

Assistant Chief Edelstein advised that retired Navy Seal, Jocko Willink, or a representative from his organization, will be conducting a leadership presentation sometime after July 1, 2024. He then shared a story of a positive interaction between a citizen and an officer and noted their intent to ensure citizen interactions continue to occur within the community.

Council Member Dickinson asked what escalating and de-escalation was in reference to.

Assistant Chief Edelstein stated that de-escalation is a tactic that can be deployed to reduce the need to use force. Instruction on de-escalation is being provided to Prescott Valley officers. He

noted three officers are being sent to the ICAT (Integrating Communications, Assessment and Tactics) conference and those officers will be able to educate the agency on the new model for de-escalation.

Council Member Schumacher commented on the K-9 unit being a big part of the Police Department and recommended having school children meet the dogs. She then commended the Police Department for their outreach efforts.

Lieutenant Daniel Hays discussed policy and oversight, mentioning that one of the recommendations was to define serious injury per policy and institute internal investigations policy of these incidents. Lieutenant Hays stated current policy mandates that a use of force investigation shall occur when there is visible injury to any suspect who's been arrested. Lieutenant Hays discussed current policy and programs used to investigate any use of force. The report also recommended establishing an early warning system, expanding cadre of internal affairs investigators, and ensuring the final review for complaints rests with the Chief of Police, which are all items either already internally being practiced or have been instituted since the report.

Lieutenant Jason Kaufman named the members of his team including Lieutenant Hays, Community Services Director Casey Van Haren, Prescott Valley Police Volunteer and Retired Army Colonel Ed Cochran, and Victim Services Liaison Laura Mandt. Lieutenant Kaufman commented that his team produced a monthly report that includes crime, traffic, and community outreach data to better deploy resources while being fiscally responsible. Lieutenant Kaufman explained how Crime View is used to identify trends in the community where crime and traffic accidents are occurring. From there, the Police Department can deploy resources to the identified locations to proactively thwart crime. He explained that Amy Stone, a Prescott Valley Police Department professional staff member, has created an overtime spending report which reflects overtime monies spent which is used to monitor overtime and determine whether overtime spending is being conducted per policy.

Mayor Palguta asked how quickly crime trend reports can be generated.

Lieutenant Kaufman replied that they can acquire the information within minutes.

Mayor Palguta explained the reason for which he is asking. He made the recommendation to provide the crime and accident reports to the various HOAs on a quarterly basis via their newsletter.

Lieutenant Kaufman shared the intent of having the monthly crime and accident report accessible to citizens on the Prescott Valley Police Department website. He identified that currently Prescott Valley is the third safest place to raise a family but that the desire is to make it number one.

Council Member Dickinson shared excitement about the heat sensors and license plate readers being utilized by the Police Department. She then asked whether the process of gathering the crime and traffic safety data is centralized.

Lieutenant Kaufman detailed the Crime View system, explaining the cost and capabilities.

Lieutenant Daniel Hays presented in place of Lieutenant Michael Corcoran and reviewed liability recommendations including mandating training for high-risk low frequency topics (firearms training, driving, defensive tactics, use of force, high-risk stops, etc.). He explained that the annual trainings for such events have always occurred but will likely occur more frequently moving forward. There was also the recommendation for mandating training for search and seizure and legal update topics. For many years, the Arizona Police Officer Standards and Testing Board would put out a two hour video on Arizona Revised Statute legal updates and changes; however, this video is no longer being provided. Last year, the Town contracted with a law firm who will be presenting legal updates annually as well as providing a monthly legal bulletin. Lieutenant Hays identified another recommendation provided was to strengthen policy relative to obtaining consent to search but noted that this is a non-issue given body worn cameras. The report also suggested a site assessment of the range. Lieutenant Hays highlighted that there are big projects underway to improve the range and presented an overview of a few of the projects. The last recommendation was to replace all town owned vehicles in collaboration with Public Works, which is currently ongoing.

Lieutenant Nancy Roberts thanked her team, Sergeant Ryan Spriggs, Sergeant Tyler Brown, Dr. Debbie Ritterbush (owner of Start Moving On Counseling Services), and Ashley Bill, PhD student at Northern Arizona University whose studies focus on criminal justice and mental health. Lieutenant Roberts discussed her passion for mental health and wellness. She shared that the recommendations mentioned within the report include enhancing existing or finding new software to avoid officers' working too many hours. She indicated that there is already a system in place to keep officers working at or below the industry recommended standards, but that the department is in the process of researching a system so that this process no longer has to be executed manually. The report also recommended conducting resiliency training for all employees. She advised mental health and resiliency training for all has been fully funded through the town's EAP (Employee Assistance Plan) and the 100 Club of Arizona. The other recommendations within the report consisted of forming an Employee Assistance Unit in the department (including a contract with clinical psychologists), continuation of peer support, implementation of a highly trained peer-support team, and making mental health resources readily accessible. Lieutenant Roberts explained that Sergeant Spriggs and Sergeant Brown currently oversee the internal employee assistance unit and that they are in the process of recruiting additional members who will be trained in peer support critical incident stress debriefing and critical incident response. Lieutenant Roberts added that there is also a built-in critical incident response team within that same unit. The 12-month pilot contract with Dr. Ritterbush has guaranteed 24-hour mental health services. Lieutenant Roberts detailed the increase in the number of those seeking mental health services and mentioned continued collaboration with Dr. Ritterbush's office in hopes of expanding mental health services.

Council Member Hepperle shared she is happy to hear about the increase in the number of those participating in services and inquired on if they anticipate that the numbers will continue to rise.

Lieutenant Roberts discussed the prior stigma for those seeking mental health assistance and the cultural shift which has made it more acceptable for individuals to seek help and share openly.

Council Member Greer thanked Lieutenant Roberts for her passion and shared appreciation for the program.

Police Chief Robert Ticer thanked his team for their presentations.

Mayor Palguta complimented the officers who presented.

Vice Mayor Hunt complimented the Police Chief on his leadership and inquired about disaster preparedness.

Police Chief Robert Ticer indicated his department is working hard to update and finalize the Town's emergency management plans and detailed the progress made.

Vice Mayor Hunt announced her attendance at the Destiny House Human Trafficking Education and Prevention Training Seminar and complimented Sergeant Scott Rudolph and his team for their PowerPoint presentation during that seminar.

Police Chief Robert Ticer complimented the two assigned detectives working sex crimes.

Town Manager Gilbert Davidson praised Chief Ticer and his leadership team for their efforts and spirit, for embracing the feedback received and for strategizing how to do it better.

Council Member Dickinson shared concern about increased presence of illegal aliens within the community, the increase in home invasions in the Phoenix area and inquired about how the department will approach school shootings.

Police Chief Robert Ticer advised that there is a full-time officer in the state gang task force known as GIITEM (Gang Intelligence Immigration Team Enforcement Mission) which is a task force focused on human trafficking and illegal entry into the United States. That said officer is able to stay up to date and able to report back real-time information, which is in addition to the department's partnership with the Yavapai County Sheriff's Office who has two deputies focused on human trafficking. Chief Ticer explained the benefits of the SRO program and shared that there will be additional training at schools.

3. ADJOURNMENT

Mayor Palguta adjourned the meeting at 3:54 p.m.

ATTEST:

Fatima Fernandez, Town Clerk

APPROVED:

Kell Palguta, Mayor

STATE OF ARIZONA)
COUNTY OF YAVAPAI)
ss:

TOWN OF PRESCOTT VALLEY)

CERTIFICATE OF COUNCIL MINUTES

I, Marissa Greenwood, Deputy Town Clerk of the Town of Prescott Valley, Arizona, hereby certify that the foregoing minutes are a true and correct copy of the Minutes of the Study Session Meeting of the Town Council of the Town of Prescott Valley, held on February 01, 2024.

I further certify that the meeting was duly called and held and that a quorum was present.

Dated this February 15, 2024

Marissa Greenwood, Deputy Town Clerk