



City of Phoenix

To: Mayor and City Council

Date: March 16, 2023

From: Jeffrey J. Barton
City Manager

Subject: CITY MANAGER'S TRIAL BUDGET MESSAGE

Attached is the FY 2023-24 Trial Budget proposal for City Council and community consideration. The Trial Budget reflects broad Council and community priorities. It is an early look at possible allocations of resources for next fiscal year and serves as the beginning point for discussion, leading to a more refined proposal in May. As a result of the strong Phoenix economy, strategic actions taken by City Council and City management, along with the commitments of City employees to provide services and control spending, the Trial Budget reflects a \$134 million General Fund (GF) surplus.

The goal of the Trial Budget is to identify programs that build the Phoenix of tomorrow. In putting together this proposal, we attempt to address many issues that have been raised by councilmembers and the community over the last few years, without over-committing current and projected resources. While we find ourselves in a very favorable financial position, we must also recognize that the surplus contains both one-time and ongoing resources, and each must be carefully programmed to avoid creating structural budgetary challenges in the future.

With that said, I first want to recognize the diligence and effort of City employees who stood on the front lines to provide vital services to our residents throughout the pandemic over the last three years. The City is experiencing significant vacancies across all departments due to a combination of the competitive labor market and below-market salaries for many job classifications. As a result, approximately 85 percent of the GF surplus in the FY 2023-24 Trial Budget is allocated to employee compensation as we negotiate contracts with our labor unions and associations. Competitive compensation allows us to continue to attract, retain and reward talented people who provide vital services to our residents each and every day.

The attached Trial Budget also includes \$14 million in service additions that will continue moving the City forward in several key priorities that have been discussed over the last few years. The proposed additions provide needed resources in the following areas:

- Continuity of Services for Vulnerable Populations - \$7.4 million
- Enhanced Public Safety Responsiveness and Criminal Justice - \$3.8 million
- Healthy Neighborhoods and Community Enrichment - \$2.8 million

This year, the Trial Budget also includes \$1 million that is being reserved to potentially address issues and challenges that are identified during Community Budget Hearings. Like many cities across the country, Phoenix is currently facing a significant increase in the number of people experiencing homelessness. As a result, the Trial Budget proposes that the largest programmatic investment in service additions be allocated towards ensuring continued service for our most vulnerable populations.

In addition to the investments in the Trial Budget, City Council has also approved funding or directed staff to implement other projects to address this issue, including the following:

- Approximately \$140 million allocated for current and future shelter, rapid rehousing, navigation services, case management, mental and behavioral health, and weather respite.
- 800 new shelter/transitional beds expected to be added by 2024.
- 125 new affordable housing units expected to be added by 2024.
- \$63 million in planned funding for Housing, Human Services and Homeless Services projects in the upcoming bond program expected to go to voters in November 2023.

The attached report from the Budget and Research Department provides additional details on proposed additions and detailed information about GF revenues. The FY 2023-24 Trial Budget is offered for feedback and will be publicly discussed between April 3 and April 15 at the Community Budget Hearings. Residents can also view the document at phoenix.gov/budget and provide direct feedback at budget.research@phoenix.gov. A Proposed Budget will then be presented for Council consideration on May 2, 2023.



2023-24 City Manager's Trial Budget

This report transmits a balanced Fiscal Year (FY) 2023-24 City Manager's Trial Budget for community review and comment.

THIS ITEM IS FOR INFORMATION AND DISCUSSION.

The Trial Budget is an important step in the City's Zero-Based Budget development process. It provides the Mayor, City Council and the community an opportunity to review a proposed, balanced budget months in advance of final budget adoption in June. The proposed FY 2023-24 General Fund (GF) Trial Budget includes new and expanded programs and services for the community, and needed market-driven employee compensation increases to ensure we can competitively pay our employees in order to attract and retain a highly skilled workforce to deliver services to residents.

The City of Phoenix is committed to engaging residents in the budget process, and unlike other cities, Phoenix offers many opportunities and ways for residents to provide feedback outside of regularly scheduled City Council meetings. Between April 3 and April 15, the FY 2023-24 Trial Budget will be presented to Phoenix residents for input at 11 community budget hearings. A complete list of hearing dates and times is included in **Attachment D** and is available on our website at phoenix.gov/budget/hearings. The website also includes the City's FundPHX interactive budget tool and information on how to provide feedback directly to the Budget and Research Department. All resident feedback received will be communicated to the City Council routinely so it may be used in budget decision making. As a result of public input, changes could be made to the Trial Budget when a proposed City Manager's Budget is presented to City Council on May 2.

Proposed GF and Non-GF additions for FY 2023-24 are detailed in this report and in **Attachment A** and **Attachment B**.

Summary

The GF projected surplus for FY 2023-24 is \$134 million, which includes one-time resources of \$65 million and ongoing resources of \$69 million. The surplus is a reflection of responsible decision-making by the City Council and a strong local and

state economy. The surplus is primarily due to revenue growth impacted by high inflation and a one-time increase in state shared income tax revenues, significant vacancy savings due to the competitive labor market, and the carry-forward of fund balance including unspent contingency funds.

The GF long-term outlook is positive at this time, as presented to the City Council on Feb. 21, in the Five-Year Forecast report. However, economic uncertainty still exists with many economists predicting either a recession or slow down in the coming year, primarily caused by historic high inflation leading to unknown impacts from future Federal Reserve actions. As a result, staff is not recommending changes to the GF status and will be closely monitoring City revenues, the economy, and the City's trusted experts over the next several weeks. It is possible revenue adjustments could be made with the City Manager's Proposed Budget scheduled to be presented on May 2 as more data and information becomes available.

The FY 2023-24 Trial Budget is focused on ensuring that the City can deliver quality, timely and efficient services to the community. Over the last three years, the City has made strategic decisions throughout the COVID-19 pandemic and has expanded services to residents. The proposed allocation of the \$134 million GF surplus ensures that those vital services, and most importantly the people who provide them, can be sustained for years to come. Included in this report are recommendations to invest \$114 million, or 85 percent of the GF surplus, to address employee compensation so we can provide the highest level of service ensuring that the City's most valuable assets are paid competitively and that positions can be filled with the best talent available. Included is also \$14 million for critical service additions in key City Council and community priority areas such as: public safety and criminal justice, including adding sworn Fire personnel to staff a new fire station which will help to improve emergency response times, further efforts to civilianize positions in the Police Department using existing budget capacity to allow sworn officers to respond to higher-level public safety calls for services; resources to continue important programs that relied on expiring grant funds, which support low-income residents and victims of crime; resources to add park rangers for overnight patrol at City parks; and increases for community arts grant funding. Additionally, \$1 million is reserved for community input and recommendations reflecting resident comments gathered over the next several weeks. Based on available funds some of the suggestions could be incorporated into the final City Manager's Budget scheduled to be presented to City Council on May 2. The remaining \$5 million would be allocated to the GF contingency fund, or rainy-day fund to account for proposed ongoing spending initiatives.

The proposed FY 2023-24 GF supplementals totaling \$134 million are discussed further in this report and detailed in **Attachment A**. Also, included are proposed Non-

GF supplementals totaling \$1.4 million detailed below and in **Attachment B**.

Resources

FY 2023-24 GF resources, which include the beginning fund balance, net transfers and revenues, are projected at \$2.022 billion. GF revenues make up the majority of resources and are projected at \$1.831 billion representing growth of 10.3 percent over FY 2022-23. As detailed in the GF Five Year Forecast report presented to City Council on Feb. 21, a conservative approach was used to project revenue given the uncertain economic climate. The projected increase in GF revenue is primarily a result of known increased state shared income tax collections, which are based on collections from FY 2021-22, and are artificially higher due to the State's decision to increase the percentage share with cities and towns from 15 to 18 percent, to mitigate impacts from lowering the individual income tax rate. Revenue increases are also attributable to positive city and state sales taxes. Revenue estimates assume no fee increases and no new sources of revenue. The FY 2023-24 GF estimates for each major revenue category are highlighted below, and additional information about assumptions and methodologies used to estimate revenue is provided in **Attachment E**:

- Local Sales Tax - \$699 million;
- State Shared Revenue - \$770 million;
- Primary Property Tax - \$207 million; and
- User Fees - \$155 million

Expenditures

FY 2023-24 GF expenditures are projected to be \$1.888 billion. This compares to the adopted GF expenditure budget of \$1.779 billion for FY 2022-23, representing an increase of \$109 million or 6.1 percent. The increase accounts primarily for higher costs associated with employee salaries and fringe benefits including health insurance and pension, increased costs for vehicle replacements and Fire apparatus, cost increases in capital equipment and expected pay-as-you-go projects, and a higher contingency amount to achieve 4.5 percent of operating costs. Inflation has also dramatically impacted several expenditure categories including commodities and contractals such as fuel, compressed natural gas, electricity, motor vehicle parts, plumbing supplies, custodial and security services, machinery and equipment repair, and facility maintenance costs. The increase also accounts for higher costs for public safety pension (discussed further below). Expenditure amounts may change over the coming weeks as staff continues to refine final estimates prior to the presentation of the City Manager's Proposed Budget on May 2.

Since FY 2007-08, employee pension costs have consumed a growing share of the

City's GF resources. GF pension costs are anticipated to increase \$99 million between FY 2022-23 and 2027-28. This increase is primarily caused by rising costs in public safety pension. The City is committed and legally required to pay 100 percent of our actuarially required contribution every year. Also, under the leadership of the City Council, a pension funding policy has been adopted each year as required by state statute. Additionally, pension reform for the City of Phoenix Employees' Retirement System (COPERS) is helping to stabilize civilian pension costs. While reform efforts have been successful for the Public Safety Personnel Retirement System (PSPRS), there still exists a significant unfunded sworn pension liability of approximately \$3.5 billion.

Proposed Budget Additions

As presented, the FY 2023-24 Trial Budget includes several strategic recommendations that represent investments for the future of Phoenix by addressing community priorities, and provides resources needed to offer competitive employee compensation next year and for the future. Proposed use of the available \$134 million GF surplus includes supplemental additions to programs and services totaling \$14 million for next fiscal year, and \$114 million for employee compensation increases, both are discussed below and detailed in **Attachment A**.

Recommendations for GF supplemental additions in FY 2023-24 total \$134 million and focus on City Council and critical community priorities including:

- Employee Compensation Increases - \$114 million
- Continuity of Services for Vulnerable Populations - \$7.4 million
- Enhanced Public Safety Responsiveness and Criminal Justice Support - \$3.8 million
- Healthy Neighborhoods and Community Enrichment - \$2.8 million
- Community Input - \$1 million
- Contingency Funds - \$5 million

Proposed 2023-24 General Fund Additions - \$134 million and 171.0 positions

Below is a summary highlighting proposed GF additions by City Council priority area. Detailed information about each supplemental, including the number of positions and dollar amount by department, is provided in **Attachment A**.

Employee Compensation - \$114 million

The City is experiencing significant vacancies across all departments due to a combination of the competitive labor market and below-market salaries for many job

classifications. The current vacancy rate as of March 2023 for all City funds is 17 percent. Vacancies can impact service delivery to residents and cause existing employees to carry the burden for unfilled positions. It is for this reason, that the proposed GF budget allocates 85 percent of the surplus, or \$114 million, to increase employee compensation. This amount includes \$20 million to be set-aside for employee compensation increases in FY 2024-25 and beyond. Additionally, the Human Resources Department will be implementing the results from the Class and Compensation study in FY 2023-24 in an effort to fill vacant positions and retain existing employees.

Continuity of Services for Vulnerable Populations - \$7.4 million and 0.0 positions

To ensure vulnerable populations can continue receiving vital services at risk due to expiring or reduced grant funding, \$7.4 million is proposed to support the Low-Income Home Energy Assistance Program, the Victims of Crime Act, and to expand the Behavioral Health Engagement Teams contract. These programs are essential in the continuation of outreach to areas of the City experiencing high instances of substance abuse, behavioral health issues and homelessness, as well as managing domestic violence and sexual assault referrals while maintaining acceptable response times. The funds proposed would also expand the PHX Community Action Response Engagement Services (C.A.R.E.S.) Outreach Program and continue operations at several shelters across the City. Additional funding and partnerships with the state, county and non-profit organizations are being actively pursued to increase collaboration and resources to help individuals experiencing homelessness.

Enhanced Public Safety Responsiveness and Criminal Justice Support - \$3.8 million and 88.0 positions

The services, programs and positions reflected in this area are dedicated to ensure public safety response is appropriate, efficient and seamless. To help improve emergency response times across the City, an investment of \$3.5 million is proposed for the Phoenix Fire Department to add 31 new sworn positions to fully staff a new Fire Station 74 to be located at 19th Avenue and Chandler Boulevard, and to hire additional firefighters and support staff. In addition, as part of the Phoenix Police Department's focus on civilization efforts, new positions are included for civilian investigators and police assistants within the department. Additional positions are also included for crime scene specialists, police research analysts, criminal intelligence analysts, and civilian law enforcement training specialists. These additions will provide support to the investigative process, training and civilian response. All new positions for the Police Department will be absorbed within the existing Police operating budget using sworn position savings and therefore require no additional costs for FY 2023-24. However, over time as vacancies are filled, additional budget capacity will be required in a future fiscal year. This category also includes additional positions for the Law Department to

facilitate and coordinate immediate and ongoing needs related to the Department of Justice (DOJ) investigation, and to convert expiring grant funded positions to the General Fund that assist victims of crime with navigating the judicial system.

Healthy Neighborhoods and Community Enrichment - \$2.8 million and 26.0 positions

The services, programs and positions reflected in this area will enhance the City's ability to develop and maintain healthy, vibrant and safe neighborhoods throughout the city. A proposed \$571,000 for the Neighborhood Services Department would add funding to expand the Gated Alley Program providing for a total of 77 gated alley segments each fiscal year, and restore two grant-funded Neighborhood Inspector positions. By restoring these two positions, the department can provide more grant-funded opportunities to low and moderate income residents. In addition, to increase the City's efforts toward equity in arts, \$125,000 is proposed to the Arts Grants Program that supports renters at Herberger Theater Center and other local venues such as Black Theatre Troupe, Phoenix Center for the Arts' Third Street Theater, Phoenix Theatre, and Valley Youth Theatre. A Project Manager position is also included to help manage and coordinate the Office of Arts and Culture's model for involving artists in designing and building a better city. The cost of this position will be offset by charging various Capital Improvement Projects. Also, in an effort to increase park security and resident safety, \$2 million is proposed for the Parks and Recreation Department to hire 14 Park Rangers and one Park Manager position to create a third-shift for Park Rangers. The addition of a third-shift will provide coverage 24 hours per day, seven days per week at City parks. The proposed funds will also add five staff to expand tree planting and shade canopy efforts Citywide and hire a Volunteer Coordinator to assist in the coordination of volunteer efforts throughout City parks. Finally, two new Municipal Security Guards are proposed for the Library Department to provide additional security at City libraries at a cost of \$130,000.

Proposed 2023-24 Non-General Fund Additions - \$1.5 million and 8.0 positions

The City budget is made up of three fund sources: the General Fund, Enterprise Funds, and Special Revenue Funds. Recommendations for the General Fund were discussed above. Enterprise Funds include Aviation, Water, Wastewater, Solid Waste and the Convention Center. These funds, with the exception of the Convention Center, are funded with user fees. The Convention Center includes fees paid by those who use the facility and Convention Center parking garages, and certain earmarked sales tax categories. Enterprise funds can only be used for costs directly associated with delivering enterprise services. The Special Revenue Funds category includes federal and state grants, gas taxes (Arizona Highway User Revenues or AHUR), debt service, the Development Services Fund, the Public Safety Specialty Funds, the Phoenix Parks and Preserve Initiative (PPPI) and the voter-approved Transportation 2050 Fund. These funds can only be used in accordance with grant and other statutory rules.

Total Non-GF proposed additions are summarized below by department. Detailed information about each supplemental, including the number of positions and dollar amount by department, is provided in **Attachment B**. Below, is a summary of the Non-GF additions:

Aviation (Enterprise Funds) - \$0.9 million and 2.0 positions

Additions for the Aviation Department include \$917,000 for two new Airport Security Access Agents to provide security badging services and funding to purchase 10 new vehicles for the Airport Police Bureau.

Planning and Development (Special Revenue Funds) - \$0.5 million and 5.0 positions

To support the growing online presence of SHAPE PHX and administrative needs, \$489,000 is proposed for the Planning and Development Department. The funds would add three positions needed to manage SHAPE PHX, a transformative technology that replaces numerous, highly customized legacy software systems with a consolidated, secure, transparent and modern, land-based planning application. Funds would also add a Chief Engineering Technician and Senior Human Resources Aide to assist the department.

Regional Wireless Cooperative (Special Revenue Funds) - \$0.1 million and 1.0 position

Add one full-time equivalent Accountant I position to the Regional Wireless Cooperative (RWC) office to support the administrative and accounting responsibilities of the VHF (Conventional) Radio Network. This position was approved by the RWC Board of Directors on Dec. 1, 2022.

GF and Non-GF Position Conversions to Maintain Services - \$0.0 and 60.8 positions

The Trial Budget includes converting 57.0 GF and 3.8 Non-GF existing temporary positions to ongoing status. These positions provide critical and sometimes legally or statutorily required administrative support for City departments. Funding for these positions has been identified and programmed in each respective department's operating budget and therefore represent a no-cost conversion.

FY 2021-22 and FY 2022-23 Supplementals Status Update

A status update for each GF and Non-GF supplemental included in the budget for FY 2021-22 and FY 2022-23 is provided in **Attachment C**. The status update includes progress made on filling new positions and implementing each item. As mentioned earlier in this report, hiring continues to be a challenge due to the competitive labor market, and a significant number of vacancies. For example, of the 632.7 new

positions added in the budget over the past two fiscal years, 292.0 positions (46 percent) remain vacant.

Next Steps

In order to engage the community in the budget development process, staff will be holding 11 community budget hearings between April 3 and April 15. Budget and Research staff will also make available the FundPHX tool which will be updated with the FY 2023-24 Trial Budget additions. Residents are also welcome to contact the Budget and Research Department directly to provide input or ask questions about the budget. The schedule of budget hearings, the FundPHX tool, and contact information is available at phoenix.gov/budget.

The remaining key dates in this year's budget process are as follows:

<u>Date</u>	<u>Event</u>
May 2, 2023	City Manager's 2023-24 Proposed Budget
May 16, 2023	City Council Budget Decision
May 31, 2023	2023-24 Tentative Budget Ordinance Adoption
June 14, 2023	2023-24 Funding Plan and Final Budget Ordinance Adoption
July 3, 2023	2023-24 Property Tax Levy Ordinance Adoption

Responsible Department

This item is submitted by City Manager Jeffrey Barton and the Budget and Research Department.

ATTACHMENT A

2023-24

PROPOSED SUPPLEMENTALS GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2023-24 Total
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EMPLOYEE COMPENSATION

Labor

1. Current employee contracts expire at the end of the current fiscal year. Management has been negotiating with each bargaining unit and has proposed allocating approximately 85 percent of the available surplus for employee compensation. Exact details of the compensation packages will be determined in the negotiations process. Included in this amount is \$20 million to be set-aside for future employee compensation increases.	\$113,641,000
Total Employee Compensation	\$113,641,000

SUPPLEMENTALS BY DEPARTMENT

City Manager's Office

1. <i>Administration of Policies and Objectives Set by Mayor and Council; Oversight of Departments</i>	\$0
Convert a Special Projects Administrator and a Management Assistant II position from temporary to ongoing status. These positions oversee the citywide American Rescue Plan Act (ARPA) grant funding program; prepare reports, presentations and briefings for the City Council and its subcommittees; provide management support, conduct research and assist the City Manager in implementing citywide processes and policies.	2.0
2. <i>Office of Heat Response and Mitigation</i>	\$0
Convert a Project Manager and two Project Management Assistant positions in the Office of Heat Response and Mitigation from temporary to ongoing status. These positions help the City Manager complete annual evaluations of the City's heat response programs and services, analyze public health records and other data sources to measure community impacts of heat, manage the City's Shade Structure Project and Residential Tree Equity Project in collaboration with other City departments and external partners, collaborate with internal and external partners to pursue outside funding opportunities, participate in regional planning efforts and work groups, manage outreach programs, as well as develop and conduct training programs.	3.0

Department/Program

**2023-24
Total**

3.	<i>Administration of Policies and Objectives Set by Mayor and Council; Oversight of Departments</i>	\$0
	Convert an Assistant to the City Manager and a Management Assistant II position from temporary to ongoing status. The Assistant to the City Manager serves as the City's Chief Innovation Officer, managing large-scale innovation projects that help fulfill the City's priorities and goals. The Management Assistant II position helps with program implementation, leads prototyping and testing processes, develops metrics and collects data to measure the impact of innovation, and updates the City Manager's Performance Dashboard.	2.0
	Total City Manager's Office	\$0 7.0
	<u>Communications Office</u>	
1.	<i>Media Relations and Strategic Communications</i>	\$0
	Convert a temporary Senior Public Information Officer position to ongoing status. This position will continue to serve as media liaison for the Office of Homeless Solutions and respond to media and resident inquiries on other important citywide issues.	1.0
	Total Communications Office	\$0 1.0
	<u>Community and Economic Development</u>	
1.	<i>Business Retention and Expansion</i>	\$0
	Convert a Special Projects Administrator position from temporary to ongoing status. This position was established to help coordinate and direct the department's ARPA funded programs and has evolved to oversee all the department's various grant programs. The position identifies, evaluates and reports on grant opportunities that help the City fulfill its goals, submits grant applications for City Council approved initiatives, manages contracts with grant-related service providers, collects fiscal and performance data and produces reports for the grantor, City Manager, City Council and other stakeholders.	1.0
	Total Community and Economic Development	\$0 1.0

Department/Program

**2023-24
Total**

Environmental Programs

- | | | |
|----|--|-----|
| 1. | <i>Food Systems</i> | \$0 |
| | Convert a temporary Project Manager position to ongoing status. This position will continue to support the implementation of Phoenix Food Systems programs as part of the Council-approved Phoenix Food Action Plan. | 1.0 |

Total Environmental Programs	\$0
	1.0

Equal Opportunity

- | | | |
|----|---|-----|
| 1. | <i>Equal Employment Opportunity and Americans with Disabilities Act (ADA) Compliance Programs</i> | \$0 |
| | Convert a temporary Equal Opportunity Programs Assistant position and two temporary Equal Opportunity Specialist positions to ongoing status. These positions help ensure timely and complete responses to both internal and external employment discrimination cases, which have increased in number and complexity in recent years. | 3.0 |

Total Equal Opportunity	\$0
	3.0

Finance

- | | | |
|----|--|-----|
| 1. | <i>Financial Accounting and Reporting</i> | \$0 |
| | Convert a temporary Special Projects Administrator in the Finance Administration division to ongoing status. The position will manage complex administrative and accounting responsibilities for Community Facilities Districts (CFD) and Development Agreements. Changes in Legislation now require the City to review, analyze and provide feedback for any proposed CFDs. | 1.0 |
| 2. | <i>Goods & General Services Procurement and Contract Management</i> | \$0 |
| | Convert a temporary Supplies Clerk III*U7 and Deputy Finance Director in the Procurement Division to ongoing status. The Supplies Clerk III*U7 position supports the personal protective equipment (PPE) warehouse. The Deputy Finance Director position is responsible for citywide procurement including oversight of all procurement solicitations and evaluations; compliance enforcement of procurement Administrative Regulation, City code and standard operating procedures; development and monitoring of citywide contracts including City Council authorizations and amendments; and staff liaison for the Procurement Governance team. | 2.0 |

Department/Program**2023-24
Total**

- | | | |
|----|--|-----|
| 3. | <i>Acquisition, Relocation and Title</i> | \$0 |
| | Convert a temporary Assistant Real Estate Administrator in the Real Estate division to ongoing status. The position supports an increased workload related to title services, management of title consultants, review and quality control of title reports, in-depth title research, and oversight of staff preparing conveyance instruments and legal descriptions. | 1.0 |

Total Finance**\$0
4.0****Fire**

- | | | |
|----|---|-------------|
| 1. | <i>Homeland Security</i> | \$0 |
| | Convert a temporary Fire Battalion Chief*Deputy position to ongoing status. This position supports the Water Services Department (WSD) with water security needs and will continue to be paid for by WSD. | 1.0 |
| 2. | <i>Administration</i> | \$0 |
| | Convert four temporary positions to ongoing status including a Fire Battalion Chief*Division, Fire Captain*40hr, Fire Engineer*40hr, and Safety Analyst II. These positions were created for a temporary Safety Unit program in January 2021 that has been successful in addressing prevention strategies and safety issues to minimize workplace injuries thus reducing industrial claims. | 4.0 |
| 3. | <i>Fire Emergency Medical Services and Hazardous Incident Response</i> | \$2,021,000 |
| | Add funding for twenty-four sworn positions (four Fire Captains, four Fire Engineers, and sixteen Firefighters) to provide dedicated staffing for the new Fire Station 74, located at 19th Avenue and Chandler Boulevard. The Fire Department intends to hire personnel to staff this fire station beginning January 2024. The full-year ongoing cost will be \$3,796,000. | 24.0 |
| 4. | <i>Fire Emergency Medical Services and Hazardous Incident Response</i> | \$1,355,000 |
| | Add funding for seven new sworn positions (Firefighters) and one new vehicle (ambulance) to provide dedicated staffing and apparatus for one new Rescue unit. These positions and equipment will significantly improve service delivery citywide. The full-year ongoing cost, excluding initial vehicle purchases, will be \$1,049,000. | 7.0 |

Department/Program	2023-24 Total
5. <i>Administration</i>	\$71,000
Add funding for a new Human Resources Aide position to support the processing of payroll and leave transactions for the Fire Department. This addition will reduce the number of transactions per employee to reduce human errors in the payroll process and ensure that employees are paid correctly. The full year ongoing cost, excluding initial equipment purchases, will be \$69,000.	1.0
Total Fire	\$3,447,000 37.0
<u>Human Resources</u>	
1. <i>Various</i>	\$0
Convert 15 temporary positions to ongoing status including one Administrative Assistant II, one Deputy Human Resources Director, four Human Resources Aides, one Human Resources Analyst, five Human Resources Officers, one Human Resources Supervisor, and two Senior Human Resources Analysts. These positions oversee and/or support day-to-day business operations and provide employee customer service in the Benefits, Employee Relations, Talent Acquisition, Class and Compensation, and Organizational Support and Leave Programs divisions.	15.0
Total Human Resources	\$0 15.0
<u>Human Services</u>	
1. <i>Client Services</i>	\$500,000
Add funding to compensate for the loss of Low Income Home Energy Assistance Program (LIHEAP) funding from the Arizona Department of Economic Security (DES). Administrative changes in the DES funding process have resulted in a loss of revenue to the City's program. The anticipated reduction will negatively impact the City's ability to adequately staff the LIHEAP program, resulting in reduced levels of service to residents qualifying for home energy assistance. This addition helps ensure continued service.	0.0
2. <i>Victim Advocacy Services</i>	\$450,000
Add funding to offset expiring Victims of Crime Act (VOCA) grant funding. These funds will enhance the department's ability to provide domestic violence and sexual assault referrals, reducing caseloads, preventing case backlogs, and maintaining adequate response times.	0.0

Department/Program	2023-24 Total
3. <i>Homeless Outreach Services</i> Add funding to expand the department's Behavioral Health Engagement Teams (BET) contract. BET teams provide outreach to specific and targeted areas of the city that are experiencing high instances of substance abuse and behavioral health issues, which may contribute to people experiencing homelessness.	\$600,000 0.0
4. <i>Homeless Community Engagement</i> Add funding to expand the department's PHX CARES Outreach Teams contract. The expansion will dedicate teams to hot spots throughout the city where there are high concentrations of encampments. The teams will provide outreach from 5 a.m. to 11 p.m., seven days per week, with the goal of reducing people experiencing homelessness.	\$600,000 0.0
5. <i>Homeless Emergency Services</i> Add funding needed to continue emergency services for shelter operations throughout the city serving individuals experiencing unsheltered homelessness. The City is developing a new shelter that will house up to 280 individuals per night at 3000 S. 22nd Ave, which will be operated by a nonprofit shelter and wrap around service provider. Additionally, the City and Maricopa County are co-funding Community Bridges Inc.'s (CBI) acquisition of a hotel to be converted into an emergency shelter called Rio Fresco Healing Center. Although the acquisition is not finalized, the rooms at the hotel are currently being rented by CBI, serving 140 individuals per night at that location. Together the two shelters supported with this funding will serve up to 420 individuals per night and approximately 1,260 individuals per year. While operational funding for both locations is being sought through additional federal, state, county, and private sources, this funding will facilitate operations through June 2024.	\$5,200,000 0.0
Total Human Services	\$7,350,000 0.0
<u>Information Technology Services</u>	
1. <i>Administration</i> Convert a Senior Human Resources Analyst and Admin Assistant I from temporary to ongoing status. These positions are responsible for recruiting efforts to address the large number of Information Technology vacancies due to the extremely competitive job market.	\$0 2.0
Total Information Technology Services	\$0 2.0

Department/Program**2023-24
Total****Law**

1.	<i>Criminal Division - Victim Services Unit</i>	\$344,000
	Fund five Federal Victim of Crime Act Assistance (VOCA) Fund grant positions with General Funds. Grantees were informed funding will be reduced by 50-60% beginning fiscal year 2023-24. These positions provide services to victims and assistance to comply with mandated victims' rights. The full-year ongoing cost will be \$447,000.	5.0
2.	<i>Civil Division</i>	\$0
	Add four Management Assistant II and two Assistant City Attorney IV positions. Convert from temporary to ongoing status a Chief Assistant City Attorney, an Assistant Chief Counsel, a Management Assistant II, and a Special Projects Administrator. These positions are needed to facilitate and coordinate immediate and ongoing needs related to the Department of Justice investigation of the Phoenix Police Department. The cost of these positions will be offset with salary savings within the Police Department budget.	10.0
3.	<i>Civil Division</i>	\$0
	Convert a temporary Assistant Chief Counsel position to ongoing status. This position provides critical support to various departments and is responsible for rendering oral and written legal opinions.	1.0
4.	<i>Civil Division</i>	\$0
	Convert temporary Chief Counsel position to ongoing status. This position will draft revisions of the City Charter, assist with the Council agenda process, and provide assistance to City management in the development of policies and procedures.	1.0
5.	<i>Civil Division</i>	\$0
	Convert temporary Assistant City Attorney IV position to ongoing status. This position provides legal services to City Council and management, specifically for the Aviation Department and Sky Harbor International Airport. This position is funded by the Aviation Department.	1.0
	Total Law	\$344,000 18.0

Library

1.	<i>Security</i>	\$131,000
	Convert two temporary Municipal Security Guard positions to ongoing status. These positions will provide ongoing security support to library patrons and ensure continuity of security coverage during all operating hours.	2.0

Department/Program	2023-24 Total
2. <i>Administration</i>	\$0
Convert a temporary Senior Human Resources Analyst position to ongoing status. The Library Department has over 450 staff members across 17 library branches. This position will support Library hiring, onboarding, and training of employees and facilitate effective employee relations.	1.0
Total Library	\$131,000 3.0
<u>Neighborhood Services</u>	
1. <i>Targeted Neighborhood Revitalization Programs</i>	\$352,000
Increase funding for the Gated Alley Program. In 2022-23, 45 gated alley segments are scheduled to be initiated, which will expend all current program funding. By increasing program funding, an additional 32 gated alley segments already approved will be able to be initiated. The ongoing funding will provide for approximately 77 gated alley segments per fiscal year.	0.0
2. <i>Code Compliance Program</i>	\$219,000
Convert two grant-funded Neighborhood Inspector I positions to the General Fund. In 2009, ten positions were moved to Community Development Block Grant funding. Eight of these positions have already been restored to the General Fund. This transition will allow more grant-funded opportunities to low and moderate-income residents.	2.0
3. <i>Code Compliance Program</i>	\$0
Convert a temporary Neighborhood Preservation Inspector II position to ongoing status. This position supports and facilitates the efforts of the 27th Avenue Corridor and Community Safety and Crime Prevention Plan, the Hatcher Road Community Safety Plan, the Public Safety Partnership, and the 19th Avenue Community Safety Plan.	1.0
4. <i>Blight Reduction Program</i>	\$0
Convert a temporary Trades Helper*U2 position to ongoing status. This position supports the Graffiti Buster program, focusing on graffiti adjacent to the original light rail route, and is partially funded by the Public Transit Department.	1.0
Total Neighborhood Services	\$571,000 4.0

Department/Program**2023-24
Total****Office of Arts and Culture**

1.	<i>Public Art Program</i>	\$0
	Add a Project Manager position to help manage and coordinate the City's nationally-recognized public art program. This position will coordinate the implementation and completion of Capital Improvement Program (CIP) percent-for-art public art projects, as well as providing technical and program support for other public art projects. The cost of this position will be offset by charging Capital Improvement Projects.	1.0
2.	<i>Community Investment and Engagement Program</i>	\$125,000
	Increase funding for the Community Arts Grants Program to enhance efforts towards greater equity of funds to arts organizations, including providing support to renters at City cultural venues to help offset performance and production costs.	0.0
	Total Office of Arts and Culture	\$125,000 1.0

Parks and Recreation

1.	<i>Park Rangers-Community and Neighborhood Parks</i>	\$1,537,000
	Add funding for one Park Manager, two Park Ranger III, and 12 Park Ranger II positions to create an overnight shift of two Urban Park Ranger Teams. By creating these two teams, Park Ranger coverage will be available 24 hours per day, seven days per week throughout the 186 parks within the City's 500 plus square miles. The full-year ongoing cost, excluding initial vehicle purchase costs, will be \$1,344,000.	15.0
2.	<i>Specialized Maintenance-Skilled Trades</i>	\$394,000
	Add funding for an additional Forestry crew consisting of one Parks Foreman, two Urban Forestry Technician, and two Equipment Operator II positions. The Forestry section provides citywide tree planting, tree maintenance activity, technical support, and 24/7 emergency response. Additional staff are needed for irrigation system installation, maintenance and operation of controllers, tree planting, staking, and pruning. These activities will support the Tree and Shade Master Plan, an important component of the City's Climate Action Plan. The full-year ongoing cost, excluding initial vehicle purchases, will be \$353,999.	5.0
3.	<i>General Recreation</i>	\$101,000
	Add funding for a Volunteer Coordinator position. This position would serve as a single point of contact to brand and promote a Parks volunteer program supporting urban flatland parks citywide. The department receives a large number of volunteer requests from the public. This position would receive those requests, plan, develop, and implement volunteers, and conduct fundraising and/or community service programs.	1.0

Department/Program**2023-24
Total**

- | | | | |
|----|-----------------------|--|-----|
| 4. | <i>Administration</i> | | \$0 |
| | | Convert a temporary Senior Human Resources Analyst position to ongoing status. The Parks Department has over 1,000 authorized full-time and part-time positions, supported by nine Human Resources staff. This position will help to support vital HR processes including leave slips, hiring, promotions, salary increases, reallocations, investigations, and recruitment. | 1.0 |

Total Parks and Recreation**\$2,032,000
22.0****Police**

- | | | | |
|----|--|---|------|
| 1. | <i>Various</i> | | \$0 |
| | | Add funding for 20 Civilian Investigator positions and related equipment to support the department's ongoing civilianization efforts. These positions perform select investigative functions and enhance investigative capacity, provide staffing flexibility, and allow the department to use sworn staff where they are most needed. The full-year ongoing cost will be \$1,917,000; however, the cost for 2023-24 will be absorbed utilizing savings from vacant sworn positions. | 20.0 |
| 2. | <i>Various</i> | | \$0 |
| | | Add funding for three Police Research Analyst positions and three Criminal Intelligence Analyst positions and related equipment to the Investigations and Patrol Divisions and the Compliance and Oversight Bureau as part of the department's ongoing civilianization efforts. These positions will provide key analytics and research work to support a variety of department efforts, including work with the Office of Accountability and Transparency and the Professional Standards Bureau addressing community concerns. The full-year ongoing cost will be \$575,000; however, the cost for 2023-24 will be absorbed utilizing savings from vacant sworn positions. | 6.0 |
| 3. | <i>Training Bureau - Training, ALEA & AZPOST</i> | | \$0 |
| | | Add funding for four Civilian Curriculum and Training Coordinator positions working as Law Enforcement Training Specialists in the Training Bureau. These positions are needed to enhance training capacity, benefitting both new recruits and existing sworn staff. The full-year ongoing cost will be \$384,000; however, the cost for 2023-24 will be absorbed utilizing savings from vacant sworn positions. | 4.0 |

Department/Program

**2023-24
Total**

4.	<p><i>Laboratory Bureau - Crime Scene Response/Crime Suppression</i></p> <p>Add funding for five Crime Scene Specialist II positions, vehicles, and related equipment in the Laboratory Services Bureau. These positions play a pivotal role in the investigative process and processing of crime scenes. Due to increased work volume, additional positions are needed to keep pace with national standards and best practices. The full-year ongoing cost will be \$381,000; however, the cost for 2023-24 will be absorbed utilizing savings from vacant sworn positions.</p>	<p>\$0</p> <p>5.0</p>
5.	<p><i>Various</i></p> <p>Add funding for 10 Police Assistant positions, vehicles, and related equipment to the Patrol Division and Logistical Resources Bureau. The Police Department recently partnered with Arizona State University in a collaborative assessment of calls for service, resulting in the identification of four call types that could best be performed by Police Assistants. Among other tasks, these positions will ensure the integrity of chain of custody and preservation of property. The full-year ongoing cost will be \$680,000; however, the cost for 2023-24 will be absorbed utilizing savings from vacant sworn positions.</p>	<p>\$0</p> <p>10.0</p>
6.	<p><i>Laboratory Bureau - Lab Services</i></p> <p>Convert two temporary grant-funded Forensic Scientist II and two temporary grant-funded Forensic Scientist III positions to ongoing status in the General Fund. Two of these positions are assigned to the Evidence Screening Section that are responsible for the development and preservation of friction ridge detail and biological materials from crime scene items. The other two positions are assigned to the DNA Section and are responsible for DNA analysis of crime scene samples.</p>	<p>\$0</p> <p>4.0</p>
7.	<p><i>Employment Services Bureau - Hire/Recruitment/Off-Duty Work Program/Controlled Substance</i></p> <p>Convert a temporary Senior Public Information Officer (SPIO) and a Public Information Officer (PIO) working as Marketing Recruitment Specialists to ongoing status. The SPIO will manage vendor contacts that outline digital and traditional media services, including purchasing advertising space as TV/streaming commercials, billboards, internet banner ads, and other forms of media. The PIO will report to the SPIO to assist with the marketing campaign for Police recruitment, with both positions working with Police Academy staff, the Public Affairs Bureau, the Communications Office, and Human Resources to develop advertising campaign recommendations.</p>	<p>\$0</p> <p>2.0</p>
Total Police		<p>\$0</p> <p>51.0</p>

Department/Program	2023-24 Total
<u>Public Works</u>	
1. <i>Administration</i>	\$0
Convert one Information Technology Project Manager position from temporary to ongoing status to continue implementing and overseeing the citywide Security Access Control system.	1.0
Total Public Works	\$0 1.0
<u>TOTAL PROPOSED DEPARTMENT SUPPLEMENTALS</u>	\$14,000,000 171.0
<u>Community Input</u>	
1. Set-aside for possible changes or additions to the proposed budget recommended by the community.	\$1,000,000
Total Community Input	\$1,000,000
<u>Contingency Fund</u>	
1. Increase the contingency, or "Rainy Day" fund to account for ongoing new spending initiatives proposed in the 2023-24 budget.	\$4,889,000
Total Contingency Fund	\$4,889,000
<u>TOTAL PROPOSED GENERAL FUND ADDITIONS</u>	\$133,530,000 171.0

ATTACHMENT B

2023-24

PROPOSED SUPPLEMENTALS NON-GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2023-24 Total
<u>Aviation</u>	
1. <i>Terminal Safety, Security & Communication Center</i> Add two Airport Access Agent positions to provide security badging services to an active badge population of 19,000. These additional positions will reduce wait times and increase the number of available appointments. They will also assist in meeting regulatory requirements of security functions such as background checks, security training, and badging services. The full-year ongoing cost, excluding one-time equipment purchases, will be \$122,000.	\$167,000 2.0
2. <i>Terminal Safety, Security & Communication Center</i> Increase the Airport Police Bureau fleet by adding 10 new vehicles. Due to the growth in passenger traffic, geographic footprint and the Sky Train expansion, the Police Bureau is gaining 12 additional officer positions. This increase to the fleet will help support daily operations.	\$750,000 0.0
Total Aviation	\$917,000 2.0
<u>Housing</u>	
1. <i>Community Partnerships</i> Convert a temporary Project Manager position to ongoing status. This position coordinates compliance and monitoring activities for Affordable Housing Development Projects and the U.S. Department of Housing and Urban Development's HOME Investment Partnership Program.	\$0 1.0
Total Housing	\$0 1.0

Department/Program**2023-24
Total****Library**

- | | | | |
|----|-----------------------------------|--|-----|
| 1. | <i>Children and Teen Services</i> | | \$0 |
| | | Convert 1.8 full-time equivalent temporary part-time Library Assistant positions to ongoing status. These positions are funded by Arizona State Library grants and provide literacy outreach to schools and community centers, distribute books to children in need, build Library partnerships at community events, and provide workforce training for job seekers. | 1.8 |

Total Library**\$0
1.8****Planning and Development**

- | | | | |
|----|-----------------------|--|-----------|
| 1. | <i>Administration</i> | | \$335,000 |
| | | Add funding for a Planning and Development Team Leader position, Plan Review Coordinator position, and a Senior Business Systems Analyst position to support the SHAPE PHX technology replacement project and ensure continuity of IT support services. The project will replace numerous highly-customized legacy systems with a new application that supports planning, zoning, historic preservation, and plan review and permitting. The Team Leader position will supervise Business Leads, oversee involvement of subject matter experts, and ensure turnaround times and customer service levels are maintained. The Plan Review Coordinator position will support the largest project release which includes civil and commercial plan review and permitting and serve as the liaison between the team and the vendor. The Senior Business Systems Analyst position will respond to customer requests from residents, the development community, and staff. The full-year ongoing cost, excluding initial computer and office supply purchases, will be \$324,000. | 3.0 |
| 2. | <i>Administration</i> | | \$83,000 |
| | | Add funding for a Chief Engineering Technician position for the Electronic Plan Review administrative team. This position will facilitate plan review submittals and processing. This will allow staff to manage turnaround times and support the demand of high-profile projects without adversely impacting other teams. The full-year ongoing cost, excluding initial computer and office supply purchases, will be \$79,000. | 1.0 |
| 3. | <i>Administration</i> | | \$71,000 |
| | | Add funding for a Human Resources Aide position to reduce turnaround times for HR transactions and processing. The full-year ongoing cost, excluding initial computer and office supply purchases, will be \$67,000. | 1.0 |

Total Planning and Development**\$489,000
5.0**

Department/Program**2023-24
Total****Public Transit**

- | | | |
|----|---|-----|
| 1. | <i>Federal Grants Administration & Oversight (Designated Recipient Role)</i> | \$0 |
| | Convert one temporary Management Assistant I position to ongoing status. This position works with Federal Transit Administration (FTA) grant programs by supporting the needs of nonprofit subrecipients, coordinating new vehicle procurements and orders, tracking subrecipient reporting, reviewing grant applications, and ensuring program compliance. This position also coordinates Federal grant pass-through agreements for the department and assists with overseeing revenue contracts and a fare media program. | 1.0 |

Total Public Transit	\$0
	1.0

Regional Wireless Cooperative

- | | | |
|----|---|----------|
| 1. | <i>Regional Wireless Cooperative</i> | \$51,000 |
| | Add a part-time Accountant I position to support the administrative and accounting responsibility of the VHF (Conventional) Radio Network. This position will assist in the following areas: accounts receivable, accounts payable, audit, budgeting, projections, member inquiries, research, and special projects specifically related to the VHF system. This position was approved by the RWC Board of Directors on December 1, 2022. | 1.0 |

Total Regional Wireless Cooperative	\$51,000
	1.0

<u>TOTAL PROPOSED NON-GENERAL FUND ADDITIONS</u>	\$1,457,000
	11.8

ATTACHMENT C

2021-22

SUPPLEMENTALS UPDATE
GENERAL FUND

Department/Program

2021-22
Total

PUBLIC SAFETY REFORM AND RESPONSIVENESS

Fire

1. *Emergency Medical Services* \$382,000
3.0
Paramedic Training: Add funding for two Paramedic Training Coordinators and one Admin Aide position. These positions will support current and future programs of Emergency Medical Services including the addition and implementation of a new electronic patient care reporting (EPCR) system. These positions will also restore previously eliminated positions from prior budget reductions.

Status Update: The Paramedic Training Coordinator position and the Admin Aide position are filled. A hiring process was conducted for the remaining Paramedic Training Coordinator vacancy but the section was unsuccessful. Staff is seeking approval for an incentive prior to conducting another hiring process to fill the vacancy.

2. *Administration* \$260,000
2.0
Radio Repair: Add funding for one User Technology Specialist to support the maintenance and repair of radios used by Firefighters. Add funding for one Admin Aide to provide administrative support to the Phoenix Fire Regional Dispatch Center. The onetime costs include one vehicle, technology equipment, and office space reconfiguration.

Status Update: The User Technology Specialist position is filled and continues to be a valuable addition. The radio team was able to perform preventative maintenance activities on all radios in the system within the year. An annual preventative maintenance program previously required support from other areas and often took longer than a year to complete due to staffing and workload. The preventative maintenance program resulted in finding several radios with issues that were pre-emptively replaced and sent in for repair. The additional position and service monitor purchase has allowed the team to be more proactive in planning and maintenance tasks. In addition, the second team member has been critical to being able to provide adequate support for Super Bowl activities and unified communication coordination.

Department/Program**2021-22
Total**

3.	<i>Crisis Intervention</i>	\$15,000,000
	Crisis Response: Expand the City of Phoenix Community Assistance Program (CAP) in order to provide additional resources for responding to behavioral and mental health calls for service using a civilian model. Full implementation of the enhanced program is anticipated to take 18-24 months. During this time the City plans to seek input from the community and mental and behavioral health stakeholders to ensure that the program meets the needs of all. Staff also plans to engage an independent consultant to conduct a thorough review of the program to include process mapping, best practices identification, community engagement, developing performance measures, and developing the scope of the behavioral health unit request for proposal. The concept is to create an effective City of Phoenix behavioral and mental health crisis response program where multiple city departments work alongside non-profit organizations and the behavioral health community to improve the quality of life for residents in need. The program will also allow first responders to return to core public safety emergencies to reduce response times.	130.9

Status Update: The following full-time positions are filled: ten Caseworker II positions, seven Caseworker III positions, four Casework Service Coordinator positions, and one Deputy Human Services Director position. The CAP expansion is underway with several components planned to achieve long term program success and sustainment. The end goal is for the CAP to increase the number of Crisis Response Units (CRU) from five to ten and create nine Behavioral Health Units (BHU). CAP has completed recruitment and the interview process to hire Caseworkers. CAP continues to work with HR on recruitment and is planning a hiring fair in the summer of 2023. In collaboration with Police and Fire Communications, CAP has created Behavioral Health Dispatcher positions. These positions will be filled using Caseworker III's and are responsible for taking referrals from Police Communications and dispatching BHUs. The first BHU went into service in July 2022 and responds to calls for service in a limited area in Phoenix. The City Manager's Office and CAP continue to look for opportunities to engage behavioral and mental health professionals. CAP is also currently working with City IT to develop internal and external data dashboards. The following full-time positions have yet to be filled: 59 Caseworker II positions, 20 Caseworker III positions, one Curriculum/Training Coordinator, one Casework Services Coordinator.

Department/Program

**2021-22
Total**

- | | | |
|----|---|-----------------------------|
| 4. | <p><i>Fire Emergency Medical Services and Hazardous Incident Response</i></p> <p>Fire Dispatch: Add funding for 10 new positions consisting of two Fire Communications Supervisor, two Fire Emergency Dispatcher * Lead, and six Fire Emergency Dispatchers for the Phoenix Fire Regional Dispatch Center (PFDRDC) which provides 9-1-1 fire and medical emergency call taking and dispatching services for the City of Phoenix and 26 other jurisdictions. Funding is shared between the City of Phoenix (50%) and the 26 partner jurisdictions (50%). In FY 2020-21, the City Council approved eight positions fully funded by the City of Phoenix with the shared cost beginning in FY 2021-22. The FY 2021-22 cost shown represents additional funding needed for one position since eight are already funded in the General Fund. The cost of the remaining nine positions will be paid for by the partner cities.</p> | <p>\$87,000</p> <p>10.0</p> |
|----|---|-----------------------------|

Status Update: PFDRDC was able to hire and initiate training of two dispatcher training classes in 2022. The first recruitment netted seven new Fire Emergency Dispatchers (FED) who began class 22-1 in August 2022. This group is halfway through their training program and are now working on the dispatch floor answering telephones. They are heading into radio training mid-February and are anticipated to be fully certified FEDs by the end of May 2023. While class 22-1 began training, recruitment for the next class was initiated. Fifteen individuals were hired for class 22-2 and began training in October 2022. This class will be fully trained by the end of July 2023. To fill all positions in the section another recruitment process will begin in the next 60 days to begin planning of an August class.

Total Fire	<p>\$15,729,000</p> <p>145.9</p>
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Human Services

- | | | |
|----|---|----------------------------|
| 1. | <p><i>Victim Advocacy Services</i></p> <p>Traumatic Incident Liaison: Add a Caseworker III position to assist relatives of decedents, incapacitated individuals and juveniles as a result of a police interaction. Relatives of decedents may not be entitled to victims rights advocacy until the determination of a criminal offense. This position will provide case management services to relatives to address needs outside of the criminal justice system.</p> | <p>\$93,000</p> <p>1.0</p> |
|----|---|----------------------------|

Status Update: The position was filled in January 2022 and remains filled. The Victim Services Division has served 23 clients resulting from police interactions since August 2021.

Total Human Services	<p>\$93,000</p> <p>1.0</p>
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Department/Program

2021-22
Total

Municipal Court

1.	<p><i>Civil Courtroom Operations - Civil Division</i></p> <p>Intake, Transfer, and Release (ITR) Staff: Add two Bailiff positions to provide judicial and operational support in a criminal courtroom located at the new Maricopa County ITR facility that opened in November 2020. This criminal courtroom is designed to handle initial appearances for individuals who have been arrested and held by the City of Phoenix. Funding would provide for the continued processing of cases in a timely and efficient manner.</p> <p>Status Update: The two Bailiff positions are currently filled. These positions have allowed for Jail Court staff to meet critical processing deadlines for defendants who are booked on new City of Phoenix charges and existing warrants. Jail Court operates seven days per week and must see all defendants within 24 hours of being arrested. There is a great deal of case preparation involved before the start of the two daily dockets and the addition of these positions allows the Court to meet these statutory deadlines.</p>	<p>\$133,000</p> <p>2.0</p>
2.	<p><i>Civil Courtroom Operations - Civil Division</i></p> <p>Orders of Protection: Add one Court Interpreter and two Court/Legal Clerk II positions to support the operations of the Order of Protection Office. In September 2019, the Phoenix Municipal Court implemented the mandated firearm transfer process for defendants that are deemed a credible threat in an Order of Protection (OOP) case. Additionally, in January 2020, the Arizona Administration Office of the Courts (AOC) required the utilization of an on-line public portal system. Both process changes have caused increased staff workload and wait times. Staff and resources are needed in a customer service capacity, for administrative documentation and translation services.</p> <p>Status Update: The two Court/Legal Clerk II positions assigned to the Protective Order Center are currently vacant due to staff promoting in January 2023. The Court is in the process of recruiting and currently seeking applicants interested in a lateral transfer along with external applicants who are seeking employment with the Municipal Court. The Court/Legal Clerk II's provide assistance to customers seeking a protective order and help them navigate the online portal utilized to complete petitions. The Court Interpreter position is currently filled. The addition of these positions has helped decrease processing times so customers do not wait as long for interpretation and translation services.</p>	<p>\$224,000</p> <p>3.0</p>
	<p>Total Municipal Court</p>	<p>\$357,000</p> <p>5.0</p>

Police

- | | | |
|----|---|--------------------------------|
| 1. | <p><i>Fiscal Management Bureau - Public Records Unit</i></p> <p>Public Records Support: Add funding for nine Administrative Aide, three Forensic Photo Specialist, two Administrative Assistant I, and one Forensic Photo Specialist Lead positions to provide additional staff support for the Public Records and Services Unit. These positions will help eliminate public records request backlogs, ensure timely request processing, and improve overall customer service and transparency.</p> | <p>\$1,009,000</p> <p>15.0</p> |
|----|---|--------------------------------|

Status Update: Eleven of the 15 positions have been filled with the remaining four expected to be filled by July 2023. These positions have been instrumental in the formation of the Critical Incident Team and a secondary Customer Service Team. In addition, the positions have assisted with a monthly average of 2,000 in-person lobby and telephone appointments to assist citizens in obtaining requests submitted online. The positions also answer an average of 10,000 telephone calls monthly to schedule appointments, provide research and location information, and provide technical support to citizens. Finally, the positions assist with record redaction when available. The Public-Traffic Records Detail receives an average of 9,700 public records requests monthly. The additional positions have assisted in decreasing the backlog of approximately 60,000 pending citizen refund requests, dating back to 2019, for requested records/reports that did not exist or were not as lengthy as initially determined.

- | | | |
|----|---|-----------------------------|
| 2. | <p><i>Professional Standards Bureau - Inspections Unit</i></p> <p>Early Intervention: Add two Administrative Aide, one Management Assistant I, and one Police Research Analyst positions to support the Early Intervention System (EIS). These positions will ensure timely and accurate data and implement intervention recommendations, with the goal of identifying employee risk and preventing adverse events.</p> | <p>\$298,000</p> <p>4.0</p> |
|----|---|-----------------------------|

Status Update: All four positions are filled and continue to support the day-to-day operations and development of the Early Identification System and the Innovation Data-Driven Unit. The Early Identification System has been standardized over the last year, with completion of the Phase 2 charter, resulting in program stabilization. The Early Identification Program will be obtaining a SPI Grant and moving to the Employee Assistance Unit in February 2023. These positions continue to be utilized to update policies, solidify data collection and analysis efforts, find process improvements, and enhance innovation and customer service. The positions will also maintain an external transparency website for the department, as well contribute to future reform and innovation efforts.

Department/Program

2021-22
Total

3.	<i>Strategic Information Bureau</i>	\$1,924,000
	Data Transparency: Add staffing required to meet federal National Incident-Based Reporting System (NIBRS) standards, additional demands for increased transparency in policing and timely publication of data, and increased workload due to Proposition 207's requirement to purge prior criminal records related to marijuana offenses. This funding will allow for 22 ongoing positions, including 12 Police Coding Clerk, six Admin Aide*U7, two Police Records Clerk, one Criminal Intelligence Analyst, and one Police R&I Bureau Shift Supervisor. It also includes funding for 12 temporary part-time Police Coding Clerk positions.	34.0

Status Update: 15 of the 34 positions are filled. Two Admin Aides were promoted to other positions and a recruitment is expected to open in early 2023. Five of 12 Police Coding Clerks were reallocated for a civilian Records Management System (RMS) Team. Four Police Coding Clerk (FT) candidates are in background checks to fill vacancies, while Police Coding Clerks (PT) have been difficult to hire and retain applicants for the part-time work but recruitments are open to fill vacancies. The two Police Records Clerks allowed the Bureau to develop and implement requirements of Prop 207 which required marijuana related records to be expunged as of July 2021. Within the first year, 2,353 requests were received, of which 2,203 were entered into the Records Management System (RMS). As of January 2023, 4,709 expungement requests have been received, with 502 records fully expunged. The R&I Supervisor allows the bureau to provide 24 hour, 7 days a week support to officers experiencing challenges accessing the RMS, as well as increasing the quality of data shared on the public facing dashboards. The Criminal Intelligence Analyst has been instrumental in improving the delivery time of data. Finally, the two filled Admin Aide and coding clerks are NIBRS-trained in preparation for the new system. The 19 remaining positions are expected to be filled by fall of 2023 once the new RMS is operational.

Department/Program

**2021-22
Total**

- | | | |
|----|---|-------------|
| 4. | <i>Centralized Booking Detail</i>
Civilianize Central Booking: Add funding for 18 temporary Detention Officer positions and four temporary Detention Supervisor positions in the Centralized Booking Detail. These civilian positions will take the place of sworn positions, allowing officers to be redeployed to higher priority duties. Vacancies in the department will offset the cost of the new positions. | \$0
22.0 |
|----|---|-------------|

Status Update: The Police Department converted these to ongoing full-time positions in January 2022. More than 500 Detention Officer candidates have been interviewed through the ongoing recruitment process since January 2022. However, the attrition rate of Detention Officers has exceeded the hiring rate through November 2022. Currently three of these Detention Officer positions are vacant. All of the supervisor positions are filled. The department has worked with Human Resources and AFSCME 2960 to address Detention Officer and Detention Supervisor market challenges. In late 2022, City Council adopted a new grade for these two positions that should attract an increased number of applicants.

- | | | |
|----|---|------------------|
| 5. | <i>Various</i>
Police Reform Reviews: To support police reform, community trust, and enhanced transparency we are recommending a comprehensive review of the Phoenix Police Department. Funds will be used to hire independent third-parties that have a demonstrated track record with assisting police departments across the country achieve these goals. Reviews will include practices and policies, stakeholder and community feedback, and provide recommendations for improvement. | \$500,000
0.0 |
|----|---|------------------|

Status Update: These funds are proposed to be reallocated for Police Department advertising services in the 2023-24 budget.

Total Police	\$3,731,000 75.0
---------------------	-----------------------------

Street Transportation

- | | | |
|----|---|------------------|
| 1. | <i>Traffic Safety and Neighborhood Traffic</i>
Pedestrian Safety: Add funding as part of the Roadway Safety Action Plan adopted by City Council on March 2, 2021. The plan addresses comprehensive roadway safety issues on City streets. The effort will be funded using the General Fund, the Transportation 2050 fund (T2050), and the Arizona Highway User Revenue fund (AHUR). The General Fund portion being requested is six-hundred thousand per year over five years. | \$600,000
0.0 |
|----|---|------------------|

Status Update: Funds were moved to the Capital Improvement Program to augment additional roadway safety funds. Projects have been developed and/or are in active implementation that will deliver tangible crash reduction countermeasures. The Roadway Safety Action Plan will deliver valuable safety analysis tools and allow staff to target infrastructure improvements that deliver optimal safety benefits.

Total Street Transportation \$600,000
0.0

TOTAL PUBLIC SAFETY REFORM AND RESPONSIVENESS \$20,510,000
226.9

COVID RESPONSE AND RESILIENCY

City Manager's Office

- 1. *Oversight of and Assistance to Departments; City Council Support; Strategic Planning* \$150,000
0.0

Public Health Advisors: Continue funding for COVID-19 consultants, including medical experts, to advise the City on reopening facilities and providing up-to-date guidance from the CDC.

Status Update: Approximately \$55,250 was spent from the \$150,000 budgeted amount on contracted public health consulting services related to the COVID-19 pandemic through the end of 2021-22. At the outbreak of the pandemic, the City did not have the internal public health expertise needed to handle the ever-shifting realities of a public health emergency. The consultant provided expertise and advice on reopening of facilities and staff returning to work. Subsequently, a Public Health Advisor position was approved in the 2022-23 budget to address current and future public health issues. The position was filled in October 2022 and assists with the City's ongoing response to the COVID-19 pandemic, is beginning work on a community health assessment and is coordinating resources from the nationwide opioid settlement.

Total City Manager's Office \$150,000
0.0

Environmental Programs

- 1. *Brownfields Land Recycling* \$300,000
1.0
- Food Program: Add funding for a Program Manager to continue the COVID-19 emergency food assistance program, the 2025 Phoenix Food Action Plan approved by Council in March 2020, and community engagement by hosting educational events and workshops including Phoenix Food Day.

Status Update: The Program Manager position is filled. This position is responsible for managing 14 American Rescue Plan Act (ARPA) Phoenix Resilient Food System programs and assisting with implementation of the 2025 Food Action Plan. As of Dec. 31, 2023, ARPA funded grants were provided to 13 business and nonprofit entities to address COVID impacts to food production and agri-food technology. In addition, six school districts and three community gardens were funded. Through the Backyard Garden Program, 92 residents received a garden system, with 188 garden installations occurring from January to April 2023. The Sustainable Worker Cooperative provided training to 25 residents. The Feed Phoenix, Funds to Feed, Meals that Work, and food bank programs provided 753,458 meals to 609,400 households. The 10th annual Phoenix Food Day & Healthfest was held in October 2022 in South Phoenix and was attended by approximately 500 people.

Total Environmental Programs	\$300,000 1.0
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Information Technology Services

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|----|--|------------------|
| 1. | <p><i>Enterprise Business Applications Services</i></p> <p>City Services IT Support: Add contractual services funding to provide development support for the 311 and Learning Management System projects. Funding three additional senior developers will continue citywide integration and mobile app development for these critical initiatives, which enhance citizen access to City services and provide a needed virtual learning environment for City employees.</p> | \$585,000
0.0 |
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Status Update: The PHX 311 and Learning Management System (LMS) were implemented as planned. MyPHX311 is undergoing a transformation to a fully re-designed user interface which will eliminate the need to have separate mobile apps. LMS continues with its phased project timelines, and additional developer resources are being acquired to support this work.

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| 2. | <p><i>IT Project Management Services</i></p> <p>311: Add contractual services funding for project management services of several large-scale projects that emerged due to COVID-19, including 311, Learning Management System, enhanced security needs, and conference room technology upgrades. The City's 311 system significantly expanded due to COVID-19, providing enhanced connectivity to City services for residents. This expansion requires additional ongoing support to ensure continued seamless integration with City applications.</p> | \$350,000
0.0 |
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Status Update: IT Project Managers and Business Analysts continue to work on critical projects including implementation of new phases of the Learning Management System and support of security projects.

Department/Program**2021-22
Total**

- | | | |
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| 3. | <i>Enterprise Infrastructure Services</i>
WiFi Support: Add funding for one Senior Information Technology Systems Specialist to serve as a Senior WiFi Engineer. This position will provide ongoing support and management for the 50+ new public WiFi locations the City added during COVID-19 to address public need for WiFi. These locations are currently managed by a temporary position. | \$169,000
1.0 |
|----|--|------------------|

Status Update: This position is filled and continues to provide value by supporting existing and new public Wi-Fi equipment and services.

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| 4. | <i>Various</i>
IT Security: Add one Lead Information Technology Systems Specialist and one Senior Information Technology Systems Specialist. These positions are needed to support security applications and additional infrastructure support required as a result of COVID-19 related enhancements. | \$354,000
2.0 |
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Status Update: These positions are filled and are serving as a Cloud Engineer and the Enterprise Server Manager.

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| 5. | <i>Enterprise Infrastructure Services</i>
Remote Work Support: Convert one temporary Information Technology Systems Specialist and one temporary Senior Information Technology Systems Specialist to ongoing to provide coordination and administration of City video conferencing needs. The City continues to require vastly expanded video conferencing capabilities, which facilitates virtual work and helps ensure public access to City Council and other meetings. The temporary positions are currently being funded by vacancies in the department. | \$323,000
0.0 |
|----|--|------------------|

Status Update: These positions are filled and continue to provide critical support for remote and hybrid public meetings and for the City's video conferencing systems.

Total Information Technology Services	\$1,781,000 3.0
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Library

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|----|--|------------------|
| 1. | <i>Administration</i>
Add funding to continue mobile and self-serve computing services initiated as a result of the COVID-19 pandemic. These include cellular service for the MiFi hotspot loan program, annual maintenance for additional self-checkout payment kiosks, and security software for the laptop loan program. | \$181,000
0.0 |
|----|--|------------------|

Status Update: Since April 2021, the Library acquired 405 laptops and 285 hotspots. To date, the laptops have been checked out 1,421 times, and hotspots have been checked out 1,188 times. Annual maintenance paid to Bibliotheca LLC for self-checkout payment kiosks covers 17 self-checkout kiosks. The laptop lending security software, Absolute, and content filtering software, Deep Freeze, have been installed on all laptop lending devices and are supported by the Dell flexible warranty.

Total Library	\$181,000 0.0
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Public Works

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|----|---|------------------|
| 1. | <p><i>Property Management Services</i></p> <p>City Hall by Appointment: Add staff and resources to support the operation of the appointment only counter at Phoenix City Hall and the Calvin Goode building. In response to COVID health concerns, three full-time Support Service Aide positions will support, coordinate and schedule appointments for residents and manage authorized access to these facilities. The appointment only desk is currently being staffed on a temporary basis with part-time Parks and Recreation staff that were displaced due to COVID closures.</p> | \$191,000
3.0 |
|----|---|------------------|

Status Update: The three Support Services Aide positions are filled. The positions staff the appointment-only counters at the Phoenix City Hall and Calvin C. Goode buildings where they welcome and check-in visitors, alert department staff of visitor arrivals, respond to visitor questions, and assure that only customers who have appointments with City staff are allowed beyond the lobby and are successful in locating needed services and personnel.

Total Public Works	\$191,000 3.0
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TOTAL COVID RESPONSE AND RESILIENCY	\$2,603,000 7.0
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CLIMATE CHANGE AND HEAT READINESS

City Manager's Office

- | | | |
|----|--|-----------|
| 1. | <i>Professional Administration of Policies and Objectives Set Forth by Mayor and Council</i> | \$475,000 |
| | | 4.0 |

Office of Heat Response and Mitigation: The office will establish a cohesive strategy and action plan to address the growing hazard of urban heat, which threatens the City’s economic viability and health and well-being of vulnerable residents. The office will increase the community’s capacity to prepare for and respond to both extreme heat events and the increasing frequency of high temperature days that adversely affect residents’ and visitors’ comfort. The office will build a research and practice-informed process to ensure that heat is addressed in an effective manner by using technology and innovative, locally-relevant solutions, providing preventative information and education, and encouraging coordination and cooperation among diverse stakeholders. Will include a Chief Heat Response Officer, Tree and Shade administrator, shade infrastructure manager, and an Administrative Aide.

Status Update: The four positions are filled. The efforts of these staff members have resulted in several significant benefits for the City, including but not limited to the creation and expansion of initiatives involved with the City’s Climate Action Plan, use of existing City contracts to have trees planted that provide shade and heat mitigation, entering into a Memorandum of Understanding with American Forests for the City to receive up to \$500,000 toward tree-planting costs, and substantially expanding the City’s direct heat relief outreach and educational programs. In addition, staff has coordinated local and regional efforts to improve accessibility to air-conditioned space through the Heat Relief Network, published weekly status reports regarding heat-health impacts and relevant City initiatives, and developed and applied new tools to guide the implementation of heat mitigation initiatives.

Total City Manager's Office	\$475,000
	4.0

Environmental Programs

- | | | |
|----|--------------------|-----------|
| 1. | <i>Air Quality</i> | \$200,000 |
| | | 0.0 |

Climate Change and Support: Add funding to support existing and future needs relating to air quality, climate and resilience planning. Funds will be used to conduct greenhouse gas emissions inventories, facilitate bilingual community engagement, implementation of the Climate Action Plan and efforts to reduce emissions.

Status Update: The 2020 Greenhouse Gas (GHG) inventory was completed in May 2022 through an Inter-governmental Agreement executed with Arizona State University, which included a food-based consumption and water consumption GHG inventory. The inventory is available in English and Spanish. The Climate Action Plan implementation is moving forward with the Office of Environmental Programs serving as coordinator with City departments and stakeholders.

Total Environmental Programs \$200,000
0.0

Fire

- 1. *Fire Prevention General Inspections* \$0
 Solar Energy Inspection: Add funding for vehicles, supplies, and five new positions for a new energy system inspection program. The new positions include one Planning and Development Team Lead and four Fire Prevention Specialist II. This program will provide Fire Prevention the staff to conduct plan reviews and inspections of photovoltaic and energy storage systems. This addition is offset with \$698,000 in revenue generated from permit fees. 5.0

Status Update: In addition to multiple program management duties and overseeing the Fire Inspector training program, the Planning & Development Team Leader position supervises a fourth Fire Prevention Supervisor and has assumed the lead position and Fire Prevention liaison to the Taiwan Semiconductor Manufacturing Company’s north Phoenix construction project. The four Fire Prevention Specialist II positions have been instrumental in the ability to deliver a responsive and safety driven level of service to the photovoltaic and energy storage industry and end users. Fire Prevention currently facilitates next day inspection requests and maintains a 3-day permit issuance turnaround time frame. In 2021-22 Fire Prevention conducted inspections and issued permits on 6,539 systems. This represents a 37% increase from the prior year resulting in \$1,920,000 revenue.

Total Fire \$0
5.0

Department/Program

2021-22
Total

Parks and Recreation

1. *Specialized Maintenance-Skilled Trades* \$674,000
5.0

Parks Trees: Add staff and equipment to create an additional Forestry Crew to maintain the increasing citywide tree inventory. The City adopted the Tree and Shade Master Plan in 2010 with a goal to double the tree and shade canopy by 2030. This has led to a significant increase in tree planting on City property and rights-of-way to mitigate the effects of the urban heat island in vulnerable neighborhoods that have a limited tree canopy and where residents have a greater exposure to heat while walking to transit, schools and work. The Parks and Recreation Department Forestry section provides citywide tree planting, tree maintenance activity, technical support, and 24/7 emergency response for several City departments.

Status Update: All five positions are filled. Community benefits include the Forestry crews' ability to plant trees in the Parks and Recreation Department and collaborate with the Office of Heat Response and Mitigation on additional neighborhood tree plantings. The Forestry crews are also able to respond to more requests for tree work in City parks and requests by other City departments for assistance or service.

Total Parks and Recreation \$674,000
5.0

Street Transportation

1. *Landscape Management* \$1,483,000
0.0

Cool Corridors: Add funding for the Cool Corridors Program to plant 1,800 trees annually. Each year tree plantings will occur in one-mile roadway segments located in each Council district, plus a one-mile roadway segment for the Mayor's Office. This program will contribute to achieving the City of Phoenix's goals for the Tree and Shade Master Plan, reducing the City's overall carbon footprint and reducing climate impacts through the cooling effects of shade trees.

Status Update: Tree planting has expanded and is ongoing. Last year, Council members selected their preferred locations for the tree plantings. To date, 17 of 31 sections are completed with the remaining scheduled to be completed by March 2023.

Total Street Transportation \$1,483,000
0.0

TOTAL CLIMATE CHANGE AND HEAT READINESS \$2,832,000
14.0

AFFORDABLE HOUSING AND HOMELESSNESS

Housing

- | | | |
|----|---|------------------|
| 1. | <i>Family Housing</i>
Affordable Housing Manager: Add one Special Projects Administrator position to continue implementation of the Housing Phoenix Plan, focusing on redevelopment of city-owned land for mixed-income housing. This position will help to achieve the goal of creating or preserving 50,000 housing units by 2030. | \$162,000
1.0 |
|----|---|------------------|

Status Update: The Housing Department converted the Special Projects Administrator position to a Deputy Director position. The Deputy Director of Affordable Housing was filled March 2022. The Deputy Director is focused on affordable housing initiatives. This includes implementation strategies for city-owned land to achieve the goal of creating or preserving 50,000 homes by 2030, consistent with the Council-approved Housing Phoenix Plan. As of December 2022, there have been a total of 26,217 units created or preserved.

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| 2. | <i>Family Housing</i>
Santa Fe Springs Rehabilitation: Add funding to complete critical safety and infrastructure repairs at Santa Fe Springs Apartments. These repairs will address community safety and quality of life concerns, including improved lighting, cameras, and fencing, as well as the rehabilitation of deteriorated structures and amenities. | \$1,400,000
0.0 |
|----|---|--------------------|

Status Update: The Housing Department successfully engaged a proposal for construction services through a competitive solicitation. All projects are planned for completion by April 2023. Repairs and upgrades include chiller and chiller structure replacement and modernization, installation of playground equipment, and exterior security upgrades including improved fencing around the property. These repairs and modifications address safety and quality of life concerns for residents at the Santa Fe Springs apartment community.

Total Housing	\$1,562,000 1.0
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Human Services

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|----|---|-----------------|
| 1. | <i>Business and Workforce Development</i>
Employment Connection: Add a Workforce Development Specialist position to link with rapid rehousing programs to incorporate employment support by providing direct client services for individuals experiencing homelessness to better access employment benefits and training. This will support a key goal of the Strategies to Address Homelessness Plan by helping to achieve seamless comprehensive, and integrated access to services. | \$89,000
1.0 |
|----|---|-----------------|

Status Update: The position was filled as of March 2022. The Workforce Development Specialist has established partnerships to provide unhoused individuals workforce support. The partnership with United Methodist Outreach Ministries (UMOM) shelter and the City of Phoenix 27th Street and Washington shelter campus includes weekly on-site visits to meet with individuals seeking workforce guidance. Since May 2022, 174 individuals received workforce assessments, 72 individuals enrolled in the Workforce Innovation and Opportunity Act (WIOA) program, 61 individuals enrolled in training, 38 individuals completed training, and 22 individuals obtained employment. Five sheltered individuals transitioned to permanent housing. Staff is working on establishing new relationships with Phoenix Rescue Mission and Central Arizona Shelter Services to identify needs for individuals seeking sustainable employment.

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| 2. | <i>Homeless Emergency Services</i> | \$88,000 |
| | Homelessness Strategy Support: Add an Administrative Assistant I position to support the Homeless Services Division by assisting with monitoring federal regulatory requirements for grant funds, contract and fiscal compliance as well as various administrative tasks needed to support the programs around the Strategies to Address Homelessness Plan. | 1.0 |

Status Update: The Administrative Assistant I (AAI) position was filled in December 2021. The AAI position has increased the Office of Homeless Solutions' ability to hold service provider partners accountable, resulting in better compliance and outcomes and benefitting the Strategies to Address Homelessness Plan.

Total Human Services	\$177,000
	2.0

Neighborhood Services

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|----|---|----------|
| 1. | <i>Neighborhood Engagement Program</i> | \$99,000 |
| | Neighborhood Specialist Homeless Strategies: Add a Neighborhood Specialist position to serve within a three mile radius of the Human Services Campus. This position will work with businesses and neighborhoods to provide better communication, as well as a more coordinated team effort within the surrounding area by assisting neighborhoods in organizing community meetings, coordinating cleanups, and working with other City departments, partner agencies and the business community to bring needed resources to the community. | 1.0 |

Status Update: Neighborhood Engagement filled the position in July 2021. The Neighborhood Specialist has been connecting with business and resident community organizations to continuously educate them about the PHX C.A.R.E.S. process and the City’s strategies to address homelessness. The Neighborhood Specialist completed a tour with key community members in Fall 2021 to identify areas and types of concerns. Resulting from this tour, staff have identified alleys that could benefit from the Gated Alley Program Pilot, which has been shared with Councilmembers in Districts 7 and 8. Additionally, staff have assisted businesses with Crime Prevention Through Environmental Design best practices in conjunction with the Police Department to minimize environmental factors that unintentionally encourage encampments.

Total Neighborhood Services	\$99,000 1.0
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Public Works

1.	<i>Education and Enforcement</i>	\$815,000
	Human Services Campus Cleanup: Add funding to support the coordination and expansion of the Human Services Campus Clean-Up service. The request includes adding one Supervisor and two Solid Waste Equipment Operator positions, one Rear Loader, one Articulator Loader, and one Trailer. Positions will be in the Solid Waste Division of Public Works.	0.0

Status Update: All three positions are filled. The incumbents promptly remove trash and debris left from encampments and illegal dumping surrounding the Human Services Campus and elsewhere within the Downtown Corridor (within the boundaries of I-10 to the east, I-17 to the west, Deck Park to the north and I-17 to the south). The Solid Waste Supervisor responds to customer contacts, participates in community meetings, and coordinates with other Public Works divisions and other departments PHX C.A.R.E.S.-related cases. All equipment has been purchased and will increase cleaning performance.

Total Public Works	\$815,000 0.0
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Street Transportation

1.	<i>Street Cleaning</i>	\$134,000
	Street Cleaning: Convert federally-funded deep-cleaning process around the Human Services Campus (HSC) and the right of way in the West Hatcher Road area of Sunnyslope to General Fund. The process uses antibacterial chemicals and high-pressure sprayers to clean and sanitize the sidewalks and right-of-way surrounding the HSC facility and the right-of-way in the area of 10th Street and Hatcher. Service is completed once or twice a month.	0.0

Status Update: The department has increased the frequency of clean-ups including biohazard clean-up citywide, including at Central Arizona Shelter Services (CASS). Streets has hired a contract vendor to perform the biohazard portion of clean-ups and has also hired temporary staff through an employment agency to help with clean-ups.

Total Street Transportation \$134,000
0.0

TOTAL AFFORDABLE HOUSING AND HOMELESSNESS \$2,787,000
4.0

BUILDING COMMUNITY AND RESPONDING TO GROWTH

Community and Economic Development

1. *Business Development* \$301,000
2.0
Retail Revitalization: Add funding for one Economic Development Program Manager and one Project Manager to support citywide retail revitalization projects. The positions will facilitate small business growth, redevelopment, and potential new development, including infill of commercial projects.

Status Update: Both positions are filled. Staff meet with businesses, brokers, and property owners in the area to identify revitalization opportunities and to familiarize them with City tools and programs that can assist this effort. Although economic development efforts typical take a few years to yield results, the City already realized the following notable benefits from these positions during the past year: continued Westmarc collaboration; execution of a development agreement for a 150,000 sq ft shopping center that includes a Harkins Theater; acquisition of 2526 W. Northern, now known as Innovation 27; and creation of marketing materials for the Loop 202 South Mountain Technology Corridor, and the Maryvale and Northwest Phoenix corridors.

Total Community and Economic Development \$301,000
2.0

Human Services

1.	<i>Administration</i>	\$250,000
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Fast Track Cities: Add contractual services to support the Fast Track Cities Initiative. Fast Track Cities is an international effort working to end the HIV/Aids pandemic and the City of Phoenix is one of 25 cities in the U.S. working to reach this goal. The additional funding will help increase engagement and awareness so that people know their HIV status, are linked to treatment, are retained in care, and follow-up is conducted with patients that fall out of care. Support can also help with advocacy and enhance access to care for evolving Antiretroviral Treatment and continue outreach to communities of color who are disproportionately impacted by HIV and AIDS. The goal of this outreach is for 90 percent of Phoenixians to know their status, 90 percent who know their HIV-positive status to be in antiviral treatment, 90 percent who are on antiviral treatment to achieve viral suppression and to have no stigma or discrimination.

Status Update: Funding in the amount of \$75,000 was allocated to Aunt Rita's Foundation, which disbursed mini grants to local community agencies. These funds helped provide supplies for mobile units, testing kits, expansion of phone line hours for the Pre-Exposure Prophylaxis (PrEP)/Post-Exposure Prophylaxis (PEP) hotline, outreach and education in the community, with focus on diverse populations. Additionally, \$50,000 was allocated to the Maricopa County Ryan White Part A program to assist with increasing advertising of the "Positively You!" campaign, focusing on educating the community on HIV services. Social media posts, transportation advertising, and video production were all created with these funds. As a result, 39 people were connected to care during the campaign, seven new Positively You! Ambassadors were recruited with a focus on gay and bisexual men of color and transgender individuals. Two Ambassador interviews and videos were recorded in Spanish, an increase in awareness through over 500,000 digital impressions over the course of the campaign and 15,000 English and Spanish print materials were distributed to impacted communities. The \$75,000 to Arizona Community Foundation was recently finalized and is up for distribution in the community for mini grants. Staff has purchased 10,000 shoe cards, 5,000 posters for medical offices, and materials for advertising and education. Funds were also used to sponsor tables at Aunt Rita's and One N Ten events where Fast Track Cities Ad Hoc Committee members and City Council Members attended.

Department/Program	2021-22 Total
2. <i>Administration</i>	\$95,000
Veterans Case Management: Add a Caseworker III position that will be responsible for coordinating with the U.S. Department of Veterans Affairs (VA) to assist with navigation and referrals to social services such as emergency rental/utility assistance, counseling, housing needs, healthcare, employment and other supports necessary to promote self-sustainability or stabilization for veterans. This position would also assist the VA case managers in providing general needs assessments, recommendations on root causes of the veteran's needs and follow-up ensuring services have been provided.	1.0
Status Update: The Veterans Services Caseworker III is filled and has managed 63 veteran cases since January 2022. Resources provided include case management, rent and utility assistance, resource referrals, and connection to community agencies. Nearly 30 local, regional, and national veteran services partnerships have been established including the U.S. Department of Veterans Affairs, Wings for Warriors, Veterans for Veterans, HUD-Veterans Assisted Supportive Housing (VASH), and the ASU Pat Tillman Veterans Center.	
Total Human Services	\$345,000 1.0
Library	
1. <i>College Depot</i>	\$210,000
Add an Administrative Assistant II position and a Caseworker II position for the expansion of the College Depot program to accommodate growing demand for additional GED classes, ACT/SAT prep classes, and one-on-one counseling appointments. The program expansion is projected to serve 291 additional students, offer 103 additional classes, and increase the one-on-one GRIT appointments by 546 hours.	2.0
Status Update: The Administrative Assistant II position and the Caseworker II position are filled. These positions continue to contribute to the College Depot program through additional classes and student support efforts.	
Total Library	\$210,000 2.0
Office of Arts and Culture	
1. <i>Community Investment and Engagement Program</i>	\$110,000
Increase funding for arts grants for nonprofit arts and cultural organizations. Arts grants enable artists, arts and culture organizations, youth, and neighborhood groups to carry out high-quality arts programming for all residents.	0.0

Status Update: Funding in the amount of \$110,000 was awarded to arts and cultural organizations as part of the total Community Arts Grant fund, addressing the 11% increase in organizational applications received.

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| 2. | <i>Community Investment and Engagement Program</i> | \$30,000 |
| | Add funding for youth arts and culture development programs, professional development and technical assistance for artists and arts administrators, and pop-up programming around the city to promote the Latino Cultural Center. This funding will supplement increasingly unreliable funding from the State of Arizona. | 0.0 |

Status Update: Funding in the amount of \$30,000 for non-grant programs to youth, artists, and arts administrators was utilized for the following programming: Artist Workshops for Creative Curriculum (\$9,100), Professional Development (\$3,400), and Latino Pop-Up Programming (\$17,500).

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| 3. | <i>Public Art Program</i> | \$60,000 |
| | Increase funding for public art maintenance which would allow residents to enjoy the collection, showcase the city's initial investment, and help avoid safety issues with artwork in the community. Maintenance includes lighting upgrades, annual maintenance, and renovations to address wear and damage. The public art collection includes over 200 art installations. | 0.0 |

Status Update: Funding in the amount of \$60,000 was utilized to pay for the painting maintenance of Shadow Play at Roosevelt Row and Cave Creek Tower at Rose Mofford Sports Complex and repair the Papago Park City Boundary and the Camelback Road Pedestrian Underpass Terrazzo. The cost to paint these public art pieces consumed the total \$200,000 annual art preservation and maintenance budget.

Total Office of Arts and Culture	\$200,000
	0.0

Parks and Recreation

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|----|---|-----------|
| 1. | <i>Community Centers</i> | \$911,000 |
| | Cesar Chavez Community Center: Add staff and supplies for the new Cesar Chavez Community Center, scheduled to open in the fall of 2021. The Cesar Chavez Community Center will offer a variety of activities to the general public. These activities will include special events, sports programs, specialty classes, adaptive/inclusive programs, out-of-school time sessions, field trips, and provide meeting space for events and community groups. | 9.8 |

Status Update: The four full-time positions and nine part-time positions are filled. A recruitment process is underway for the additional five part-time positions. The addition of staff will enable the department to manage the first large community center in the Laveen area, which is expected to open in Spring 2023. The site provides the community with a 33,000 sq. ft. center that includes basketball courts, running track, exercise equipment, dance room/yoga area, teen area, gaming room, multi-purpose room, a teaching kitchen, and outdoor spaces for movies and games.

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| 2. | <i>Parks Maintenance</i> | \$260,000 |
| | Hance Park: Add staff and equipment for grounds maintenance at Margaret T. Hance Park. The Fiesta Bowl PLAY at Hance Park opened to the community in December 2020. As part of this phase, a new landscape design incorporating over 7,000 new plants and trees was added. Maintenance of this plant material will require staff with both horticultural and irrigation skills to maintain the new park amenities. | 3.0 |

Status Update: The three full-time positions were filled. Subsequently, one position became vacant as of February 2023 due to the incumbent receiving a promotion, and a recruitment is already in process. The addition of maintenance positions with both horticultural and irrigation skills enable the department to maintain the new park amenities at a level that meets the expectations of the community and park sponsors/funders.

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| 3. | <i>Park Rangers-Community and Neighborhood Parks</i> | \$106,000 |
| | Ranger Support: Add a Park Supervisor position to oversee the Urban Park Ranger Patrol Program. This position will manage daily operations, establish additional Field Operation Procedures, manage personnel issues and work directly with PhxCARES to increase contacts to individuals requiring services. | 1.0 |

Status Update: The position is filled and the Park Supervisor continues to focus on improving response times of operational issues to help ensure park areas are adequately patrolled and park rules, regulations, ordinances, and statutes are obeyed. The Park Supervisor, with Urban Park Patrol partners, has implemented targeted outreach opportunities as a component of the PHX C.A.R.E.S. initiative to reduce the impact of homelessness in the City. The Park Supervisor also works with area Community Action Officers and neighborhood/community groups on matters of civic and park interests to create more effective public service; and works directly with the Police Department to address resident concerns related to negative activity in their neighborhoods.

Department/Program**2021-22
Total**

4.	<i>Administration</i>	\$108,000
	Property Management: Add a Property Manager position to manage the maintenance of Parks facilities. The Parks and Recreation Department directly manages an estimated two million square feet of indoor space, various specialty facilities (examples include: 29 public pools, South Mountain Tower site, historic buildings, museums, and Tovrea Castle), and outdoor park and trail amenities.	1.0
	<u>Status Update:</u> The position is filled. Previously, the Parks and Recreation Department did not have a designated property manager to manage the department’s real estate assets. Having a professional property manager allows the department to monitor maintenance activities, lifecycle replacements, and future Capital Improvement Program needs. The ability to execute these items provides for better budgetary planning, less outages, and less reactive maintenance requests that typically are more costly than routine planned maintenance.	
5.	<i>Parks Maintenance</i>	\$34,000
	Deem Hills: Add a part-time Groundskeeper position and supplies to maintain the phase 3 project at Deem Hills Park, which includes: a sand volleyball court, a tennis court, pickleball courts, a large ramada, three small ramadas, a .7 mile nature trail interpretive loop, 25 additional parking stalls and other site furnishings like new trees, irrigation system and landscaping.	0.5
	<u>Status Update:</u> The part-time position is filled. The addition of maintenance staff ensures maintenance standards of amenities and infrastructure stay within acceptable levels. Dedicated and ongoing site-specific maintenance extends the life expectancy of amenities as they receive daily skilled attention and oversight by staff. Regular inspection and maintenance also saves the City money as equipment will not need to be replaced or repaired as often due to neglect. The department strives to be a good steward of public trust committed to preserving and protecting significant capital investments made in the community.	
6.	<i>General Recreation</i>	\$68,000
	Adaptive Recreation: Add staff and supplies to maintain the current Adaptive/Inclusive Recreation Program with General Funds upon the expiration of the existing donations and to expand the program citywide. This program started in March 2020 and is currently funded until March 2022 based on a two-year funding commitment from the Phoenix Suns. It offers adaptive recreation services to individuals with developmental disabilities and adaptive recreation programming and inclusion services for youth and adults, their families and caregivers to enhance quality of life and to promote inclusion. Failure to continue funding this program when the donations expire will result in the program not being able to continue leaving the City without any adaptive recreation programs.	3.0

Status Update: The full-time position was initially filled but is currently vacant. Two of the four part-time positions are filled. A recruitment process is underway. The resources provided to the Adaptive Recreation Program have greatly enhanced the experiences of the participants of the program. The addition has allowed for participants citywide to be involved with programs such as golf, soccer, cheerleading, bocce ball, and E-Sports. The participants also performed in local and statewide competitions. Without the resources provided, this would not have been possible.

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| 7. | <i>Parks Maintenance</i> | \$945,000 |
| | New Parks: Add a General Fund set-aside for staff, supplies and equipment to operate three new parks expected to open in fiscal year 2022-23. The new parks will be located at 55th Ave. & Samantha Way, 71st Ave. & Meadow Loop Rd., and 87th Ave & Lower Buckeye Rd. Construction of the parks will be paid for using available resources from impact fees. | 6.0 |

Status Update: The positions will not be fully filled until closer to the completion of the parks, which was delayed due to the current long lead times on construction materials and construction industry delays. The master plan process for all three parks is complete and the projects are in the construction document phase. The plan is to start all three projects in Fall 2023. All three sites will provide public open spaces for the Laveen community including play equipment, sport courts, shade, picnic ramada and turf open space.

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| 8. | <i>Parks Maintenance</i> | \$171,000 |
| | Historic Cemeteries: Add staff and equipment to provide more frequent maintenance at two historic cemeteries, the Phoenix Pioneer and Military Cemetery and Cementerio Lindo Cemetery, and to begin providing maintenance services for the historic Sotelo Heard Cemetery located at 4545 South 12th Street. The cemeteries are highly visited by residents and out of town tourists alike as part of the History of the City of Phoenix tours offered by the nonprofit Phoenix Cemetery Association (PCA). | 2.0 |

Status Update: The positions are filled. The addition of maintenance staff for Phoenix Pioneer and Military Cemetery and Cementerio Lindo has been a great benefit for those visitors that come to show respect to loved ones. The new staff assist to provide a clean and safe experience to all visitors.

Department/Program

2021-22
Total

9. *Parks Maintenance* \$171,000
Highline Canal Trail: Add staff, supplies and equipment to maintain the Highline Canal Trail between 7th Avenue and 40th Street. The trail includes a 6' wide asphalt path, advanced irrigation system, trees and shrubs and two large urban desert bosques (urban forests areas). In addition, the trail is also home to the "Zanjero" Art Project, which includes numerous art features playing tribute to the agrarian roots of South Phoenix. 2.0

Status Update: The positions are filled. These resources have enhanced the experience of individuals walking, running, or biking along the 5.25 miles of the Highline Canal. Staff have maintained the south bank free of debris and weeds. In addition, staff patrol the Highline Canal to evaluate safety issues or concerns.

10. *Art, Educational & Environmental Facilities Operated by City Staff* \$78,000
Pueblo Grande Museum: Convert a temporary Museum Assistant position to an ongoing position in the General Fund. The Museum Assistant is a professional-level position responsible for the registration, curation, and care of collections in the archaeological repository. This includes creating new repository agreements, arranging curation deliveries, accessioning incoming collections, and conducting registration activities for repository collections. 1.0

Status Update: The position is filled. Staffing has enhanced preservation conditions resulting in better care of the Museum's collections and the efficiency and response times related to the archaeological repository. The Museum Assistant will continue to create custom artifact storage mounts and perform a survey of the Museum's Navajo textile collection. The Museum curator will train the new Museum Assistant in museum preventative conservation procedures and functions related to the archaeological repository. The position will assist with the Native American Graves Protection and Repatriation Act (NAGPRA) compliance and attend tribal consultations.

Total Parks and Recreation

\$2,852,000
29.3

Planning and Development

- | | | |
|----|--|------------------|
| 1. | <i>Long Range Planning</i> | \$296,000
3.0 |
| | Community Planning: Add two Planner II positions and a Planner III position to support Council and community-initiated projects and priorities. The team will devote significant time to Rio Reimagined, leading the development of a plan with the vision, goals, policies and strategies that guide the future growth, redevelopment and preservation along the banks of the Salt River. The Planning team will work with the Mayor and Council and community, along with multiple city departments, consultants and other partners to establish a Rio Reimagined Plan that provides a foundation for future actions and investments, including sustainable land use, heat mitigation, diverse housing options, economic development and other important programs. | |

Status Update: The Planner II positions were filled in January 2023. The Planner III position was filled in December 2022. The Planner III provided the Bond Committee a comprehensive analysis of properties along the Rio Salado as they considered dedicating funds for property acquisition. This position also developed a work program for a comprehensive planning effort for the entire Rio Reimagined corridor. The completion of this work program has positioned the department to pursue federal grants and other partnerships such as Bloomberg & Associates to implement strategies for revitalizing the Rio Salado. The Planner II positions are moving forward on the first phase of the work program and will position the team to ensure that the Rio Reimagined effort is prominently addressed in the General Plan Update.

- | | | |
|----|--|-----------------|
| 2. | <i>Office of the Customer Advocacy</i> | \$30,000
0.0 |
| | Adaptive Reuse: Increase funding for the Adaptive Reuse Program. The program provides resources to assist small business owners who are locating their businesses in Phoenix, and supports the City’s reenergized clean construction efforts, resulting in the expanded use of underutilized/vacant existing buildings. The City Manager is proposing a \$5,000 increase to the Trial Budget proposal of \$25,000. | |

Status Update: The program provides assistance to small businesses locating their businesses in Phoenix, supports the city’s reenergized clean construction efforts, and promotes reuse of underutilized/vacant existing buildings. The supplemental increase for FY 2021-22 resulted in a total annual budget of \$130,000 for adaptive reuse incentives. The Adaptive Reuse Incentive provides up to \$7,000 in plan review and permit fee assistance to qualified projects; use of the incentive requires the applicant to submit plans to the city for review. In FY 2021-22, staff qualified 16 projects with a total incentive disbursement of \$47,784. During the first six months of FY 2022-23, staff assisted 29 projects with reuse/repurposing existing buildings for new uses with eight qualifying for the incentive and a total disbursement of \$19,681 in incentive funding.

Department/Program

2021-22
Total

3. *Administration and Enforcement of Local and Federal Historic Preservation Laws*

\$200,000

Historic Preservation: Add funding for historic preservation grants to assist residential property owners in maintaining their historic properties.

0.0

Status Update: The Exterior Rehabilitation Grant Program Guide and Grant Application were updated and shared on the city’s website, via email to preservation organizations and neighborhood representatives, and on social media. Grant workshops were held virtually with recordings posted on the Historic Preservation Office website. The grant program cycle is expected to continue with similar structure on an annual basis with the funding available each fiscal year. In FY 2021-22, the grant review panel selected 12 applications (one subsequently withdrew) totaling an award of \$186,997 approved by City Council on December 1, 2021. In FY 2022-23, the review panel selected 12 additional applications totaling an award of \$185,696 heard at the February 15, 2023 City Council meeting following approval by the Historic Preservation Commission and Equity and Economic Development Subcommittee. Because of these grants, 23 homes will be rehabilitated and protected with a conservation easement.

Total Planning and Development

\$526,000

3.0

Public Works

1. *Floodplain Management*

\$107,000

Flood Plan Management: Add one Civil Engineer II to support the Flood Plain Management program and assist in maintaining Federal Emergency Management Agency (FEMA) compliance to the National Flood Insurance Program (NFIP) and the Community Rating System (CRS) which provides insurance premium discounts for residents. This position is needed to assist in completing the increasingly complex compliance requirements.

1.0

Status Update: This position is filled resulting in an increase in support to the Floodplain Management program. The program is now in the Street Transportation Department.

Total Public Works

\$107,000

1.0

Department/Program

**2021-22
Total**

Street Transportation

- | | | |
|----|---|-----------|
| 1. | <i>Landscape Management</i> | \$147,000 |
| | New Street Landscaping: Add funding to maintain street landscaping along newly developed and renovated streetscapes. This includes maintenance for new landscaping along the Grand Canal Phase II, Avenida Rio Salado from 35th Avenue to 51st Avenue, and the east side of 107th Avenue from Indian School Road to Camelback Road. | 0.0 |

Status Update: The contract is in place and maintenance has been completed on schedule. Funding of this program expansion has facilitated the maintenance and care of landscaping in the newly developed areas as well as routine trash clean-up and addressing waste from encampments in these areas. New locations include the Grand Canal Phase II, Avenida Rio Salado from 35th Avenue to 51st Avenue, and the east side of 107th Avenue from Indian School to Camelback Road.

- | | | |
|----|--|-----|
| 2. | <i>Central Records</i> | \$0 |
| | Public Records Support: Add an Engineering Technician position in the Central Records Section to support increased public records requests for right-of-way, City infrastructure, facilities and private development plans and maps including paving, storm drain, traffic services, and procurement and street maintenance records for the public, media and legal request. This position will be charged out to departments for whom records are being requested regarding their projects. | 1.0 |

Status Update: The position has been filled. The team’s workload has increased due to the City’s increasing five-year Capital Improvement Program. Adding this position has allowed the Central Records Section to continue processing public records requests in a timely manner.

Total Street Transportation	\$147,000
	1.0

TOTAL BUILDING COMMUNITY AND RESPONDING TO GROWTH	\$4,688,000
	39.3

ADMINISTRATIVE ACCOUNTABILITY

City Clerk

- | | | |
|----|---|-----------|
| 1. | <i>Elections Administration</i> | \$300,000 |
| | Election Transparency: Add funding for consulting services to perform a strategic assessment of the City’s election services information technology needs. This would include the evaluation of the existing application portfolio and the development of a strategic, multi-year plan. Additional requests for funding will follow in future years once an overall information technology strategy is approved. Improving the information systems supporting election services will enable the City to meet the need for increased transparency in elections, and for voters, candidates and elected officials to more easily engage in the elections process. | 0.0 |

Status Update: City Clerk staff has continued to coordinate with Information Technology to develop a strategic, multiyear plan to improve the information systems that support election services and meet the need for increased transparency in elections and for voters, candidates, and elected officials to more easily engage in the election process. City Clerk and Information Technology have procured a vendor that is currently working with City Clerk staff evaluating existing elections applications and documenting processes, to then develop a plan for potential improvement, efficiency and/or innovation. Through this process, City Clerk, Information Technology, and the consultant will also review and evaluate the impact of any required changes as a result of the current legislative session.

Total City Clerk	\$300,000
	0.0

City Manager's Office

- | | | |
|----|--|-----------|
| 1. | <i>Professional Administration of Policies and Objectives Set Forth by Mayor and Council</i> | \$272,000 |
| | Diversity, Equity, and Inclusion (DEI): Add an Assistant to the City Manager position to act as the Diversity, Equity, and Inclusion Officer and an Administrative Assistant I position to provide administrative support. This new office will be charged with ensuring equitable distribution of City services throughout the entire City and serve as the champion for delivering racial equity programs for the community. | 2.0 |

Status Update: The City Manager’s Office is working with the Human Resources Department to utilize an executive recruitment firm to fill the DEI Director by the end of April. After the executive position is filled, the new director will hire their support staff. This update comes after two failed recruitment processes for this executive position.

Total City Manager's Office	\$272,000
	2.0

Communications Office

- | | | |
|----|---|----------|
| 1. | <i>Public Records, Customer Requests, and Customer Service to the Public</i> | \$94,000 |
| | Citywide Public Records Support: Add a Management Assistant I position to assist with tracking and responding to public records requests. In the last several years the volume of records requests has increased by more than 60%to over 9,500 per year. Adding this position will allow for the maintenance of service levels. | 1.0 |

Status Update: The Management Assistant I position was filled in November 2021. Since that time, despite a continued rise in the number of records processed, the City’s public records team has increased the speed at which public records are processed and released from below 75 percent completed within 5 days to now 86 percent of all requests fulfilled in less than 5 days and the majority of those completed in one day.

Total Communications Office	\$94,000
	1.0

Human Resources

- | | | |
|----|---|-----------|
| 1. | <i>Various</i> | \$391,000 |
| | HR Support: Add three positions for procurement, data management, and investigations. A Contracts Specialist II*Lead position to conduct formal procurement processes and manage contracts. Contract monitoring and administration is critical to ensure contractors perform in accordance with the City's terms and conditions and with satisfactory performance. A Human Resources Officer position to conduct investigations as a result of the increase in citywide complaints in recent years. These complaints have been received through a variety of sources including departments, employees, citizens, and through the internal integrity line. A Lead Business Systems Analyst position to create and collect data, convert raw data into meaningful information, make recommendations to various levels of City staff, and facilitate or participate in work groups tasked with making business improvements. | 3.0 |

Status Update: The Contracts Specialist II*Lead position is filled. This position assists with the management of ongoing complex formal procurement processes and over 100 contracts. The Human Resources Officer position is filled. This position investigates and provides a variety of services for the Neighborhood Services Department, Retirement Office and the Office of Environmental Programs, including guidance on recruiting, training, performance evaluation, and conducts investigations of employee misconduct. A second recruitment is underway for the Lead Business Systems Analyst after the candidate from the first recruitment declined the offer.

Total Human Resources	\$391,000
	3.0

Information Technology Services

- | | | |
|----|---|-----------|
| 1. | <i>Enterprise Business Applications Services</i> | \$750,000 |
| | ERP System Support: Add contractual funding for a managed services agreement with a technology provider specializing in Enterprise Resource Planning (ERP) systems. This support is needed to bridge the technical expertise gap in existing City personnel who support the City's SAP and Peoplesoft ERP systems. The agreement will be to provide an ERP program manager, business analyst, technical leader and other needed services in an effort to improve processes and implement system advancements. | 0.0 |

Status Update: The \$750,000 in supplemental funding has been used for the City's ERP systems. Recently SAP was successfully migrated to the cloud, eliminating significant risks to the City of running on old hardware. PeopleSoft continues to expand and provide additional services and benefits to employees and retirees. Some of these funds are being used to secure the ERP systems, with initiatives such as database encryption.

- | | | |
|----|---|-----------|
| 2. | <i>IT Strategic Services</i> | \$523,000 |
| | IT Information Security: Add one Lead Information Technology Systems Specialist and two Senior Information Technology Systems Specialist positions to support the City's growing technology infrastructure. These critical positions are needed to lead infrastructure and application vulnerability remediation efforts that mitigate known security and operational deficiencies. | 3.0 |

Status Update: The Lead Information Technology Systems Specialist is filled and is leading enterprise network engineering efforts. One of the Senior Information Technology Systems Specialists has been filled and provides privacy and compliance services. The second Senior Information Technology Services Specialist for Business Continuity and Disaster Recovery services is being recruited after multiple unsuccessful recruitments.

Total Information Technology Services	\$1,273,000
	3.0

Law

- | | | |
|----|---|-----|
| 1. | <i>Civil Division</i> | \$0 |
| | In-source Legal Support: Convert contractual services for paralegal support to create two Legal Assistant positions. The Law Department utilizes a paralegal contract for support of civil litigation cases. It was determined that hiring two full-time employees and reducing the contracted services results in a cost savings and greater efficiency of services. | 2.0 |

Status Update: Both positions are filled. Adding these positions has allowed the department to significantly reduce the cost of the paralegal contract that results in savings to the City and increased efficiency for the department.

Total Law \$0
2.0

Library

- | | | | |
|----|-----------------------|---|------------------|
| 1. | <i>Administration</i> | Add two information technology positions to support expanded technology services. Positions include a Lead Information Technology Systems Specialist to manage teams that support 60 applications, 1,000 public access computers, and multiple platforms for 17 libraries; and a User Technology Specialist position to support new programs to reach customers remotely such as the public laptop lending program. | \$306,000
2.0 |
|----|-----------------------|---|------------------|

Status Update: The Lead Information Technology Systems Specialist position has been filled and is now managing the Library Information Technology unit. The User Technology Specialist position recruiting process has been completed, and a job offer has been made to the recommended candidate.

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|----|-----------------------|---|-----------------|
| 2. | <i>Administration</i> | Add an Accountant II position to oversee the daily operation of the Library's accounting section. This position will provide support for accounts payables and receivables, fixed asset accounting, bank account reconciliations, inter-agency invoices, grant administration support, expenditures review, response to auditors, and payroll accounting. | \$93,000
1.0 |
|----|-----------------------|---|-----------------|

Status Update: In December 2021, Library reallocated the vacant Accountant II position to an Accounting Supervisor position to provide leadership and financial direction, overseeing a wide range of fiscal responsibilities to improve financial controls, procurement, budget, and accounting management. The Accounting Supervisor position was filled in October 2022.

Total Library \$399,000
3.0

Department/Program

2021-22
Total

Parks and Recreation

1. *Administration* \$208,000
2.0
Parks IT Support: Add a Senior User Technology 2.0 Specialist position and a User Technology Specialist to provide IT support for the department. The Parks and Recreation Department Information Technology staff provides support to 32 community/recreation centers, numerous offsite office locations, over 800 devices and over 1,500 full and part-time employees. These additional positions are necessary to support the significant increase in new hardware and IT projects that have been implemented in the department.

Status Update: The two positions are filled and have resulted in a quicker response time to address technical issues, therefore providing better internal and external customer service. Other efficiencies include streamlining the rollout of devices and updating the images for public-facing and staff laptops. The additional staff has allowed other team members to implement features in the department’s recreation management software that allow the public to make online reservations for classroom and gym space in the community centers.

Total Parks and Recreation \$208,000
2.0

Public Works

1. *Equipment Maintenance Repair and Related Parts Service Support* \$137,000
10.0
Fleet Maintenance: Restore 10 fleet maintenance positions that support the Fire, Parks and Recreation, Public Works Solid Waste, Street Transportation, and Water Services Departments. Funding for these positions is primarily from Non-GF departments. Adding these positions will decrease downtime and service delays. The cost of these positions will be partially offset by a reduction in contract vendor funding. The ten positions include two Equipment Service Worker II, five Heavy Equipment Mechanic, one Auto Technician, one Auto Parts Clerk II and one Support Services Aide.

Status Update: Filling the equipment maintenance repair positions has been challenging due to labor shortages and below industry wage rates. As of the end of January 2023, Fleet Services had six of the ten positions filled (one Auto Parts Clerk II, four Heavy Equipment Mechanics, and one Equipment Service Worker II). The department held a job fair in February 2023, to attract candidates for the remaining Mechanic, Service Worker II and Auto Technician positions, and the department has an offer outstanding for the Support Services Aide position. As the new staff integrate into the shops, a decrease in downtime and service delays is anticipated.

Department/Program

**2021-22
Total**

2.	<i>Administration</i>	\$0
	Add one Senior Human Resources Analyst position to provide support to the Solid Waste divisions. This position is located in the General Fund but will be funded by the Solid Waste fund and is needed to increase response time, provide supervisor support, process corrective actions and recruitments.	1.0

Status Update: The position is filled resulting in faster response times and supervisor support for recruitment and corrective action.

Total Public Works	\$137,000
	11.0

TOTAL ADMINISTRATIVE ACCOUNTABILITY	\$3,074,000
	27.0

<u>TOTAL GENERAL FUND</u>	\$36,494,000
	318.2

2021-22

SUPPLEMENTALS UPDATE
NON-GENERAL FUND

Department/Program

2021-22
Total

CLIMATE CHANGE AND HEAT READINESS

Water Services

- | | | |
|----|---|-----------|
| 1. | <i>Water Resource Management and Development Planning</i> | \$724,000 |
| | Water Conservation: Add staff and equipment to implement Phase II of the water conservation plan approved by City Council. The positions are being requested based on the Water Conservation Ad Hoc Committee recommendation to expand conservation outreach within the City. Council also adopted the water conservation metric to reduce the total gallons-per-capita-per-day (GPCD) from 169 to 155 by 2030. | 5.0 |

Status Update: The five positions have been filled. As a result of having this additional staff, the department has been able to initiate all three phases of programs recommended by the Water Conservation Ad Hoc Committee and approved by City Council.

Total Water Services	\$724,000
	5.0

TOTAL CLIMATE CHANGE AND HEAT READINESS	\$724,000
	5.0

AFFORDABLE HOUSING AND HOMELESSNESS

Public Works

- | | | |
|----|---|-----|
| 1. | <i>Education and Enforcement</i> | \$0 |
| | Human Services Campus Cleanup: Add funding to support the coordination and expansion of the Human Services Campus Clean-Up service. The request includes adding one Supervisor and two Solid Waste Equipment Operator positions, one Rear Loader, one Articulator Loader, and one Trailer. Positions will be in the Solid Waste Division of Public Works. | 3.0 |

Status Update: All positions are filled. The incumbents promptly remove trash and debris left from encampments and illegal dumping surrounding the Human Services Campus and elsewhere within the Downtown Corridor (within the boundaries of I-10 to the east, I-17 to the west, Deck Park to the north and I-17 to the south). The Solid Waste Supervisor responds to customer contacts, participates in community meetings, and coordinates with other Public Works divisions and other departments PHX C.A.R.E.S-related cases.

Total Public Works	\$0 3.0
TOTAL AFFORDABLE HOUSING AND HOMELESSNESS	\$0 3.0

BUILDING COMMUNITY AND RESPONDING TO GROWTH

Planning and Development

- | | | |
|----|--|--------------------------|
| 1. | <p><i>Residential Plan Review & Inspections</i></p> <p>Add two Construction Permit Specialist II positions and a Plan Review Coordinator position to the Residential Plan Review section which has seen a 49% increase in Single Family Residence plot plan submittals compared to last fiscal year along with a 90% increase in photovoltaic submittals. Additional staffing resources are needed to reduce the turnaround times for these reviews and maintain turnaround times in the future.</p> | <p>\$284,000
3.0</p> |
|----|--|--------------------------|

Status Update: The Residential Plan Review Coordinator (PRC) position was filled in November 2021. The two Construction Permit Specialist II positions were filled in February 2022, however since that time both individuals in those positions were promoted within the department. Interviews were held in January 2023, and the successful candidates started in their new roles in early 2023. The PRC has provided better oversight and increased coordination among the Residential Plan Review team. The position has also assisted in significant reduction in plan review turnaround times for residential reviews.

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|----|---|--------------------------|
| 2. | <p><i>Commercial Plan Review & Inspections</i></p> <p>Add a Structural Plans Engineer position, a Mechanical Plans Engineer position and a Principal Engineering Technician position in the Commercial Plan Review section due to several large development projects, including the semiconductor plant project, which is expected to meet strict deadlines to keep the project on track.</p> | <p>\$325,000
3.0</p> |
|----|---|--------------------------|

Status Update: The Structural Plans Engineer and Principal Engineering Technician positions were filled in January 2022. The Mechanical Plans Engineer (MPE) position is vacant as of February 2023. Development activity continues at a high level. These positions allow staff to maintain a workload that results in acceptable plan review timeframes with less reliance on contract assistance. The MPE position recruitment was temporarily delayed due to other pressing recruitment needs. However, the HR section now has more support which will allow for this recruitment to move forward.

- | | | |
|----|---|----------|
| 3. | <i>Administration</i> | \$78,000 |
| | Add an Accountant I position to support the data reconciliation, analysis and reporting of financial data for accounts receivable, accounts payable and budget/cost recovery. Additional financial analysis support is needed primarily due to new duties anticipated with the KIVA/SHAPE PHX permitting system conversion. This position will provide technical/financial expertise and support in the new SHAPE PHX system to over 50 cash handling staff across various payment counters and sections within the department. | 1.0 |

Status Update: The position was filled in November 2021. The position processes refunds and cash bond releases as well as ongoing data reconciliation, reporting, and analysis during the KIVA/SHAPE PHX conversion and implementation.

- | | | |
|----|---|-----------|
| 4. | <i>Residential Plan Review & Inspections</i> | \$116,000 |
| | Add a General Inspector II position for the Remote Inspections program. This position will be dedicated to the Remote Inspections program but will also be able to assist with other inspections as needed. | 1.0 |

Status Update: The position was filled in November 2021. The department has maintained the Remote Inspections program, and the position provides additional resources for next day residential inspections.

- | | | |
|----|---|----------|
| 5. | <i>Administration</i> | \$96,000 |
| | Add a User Technology Specialist position. IT staff provide day-to-day support for more than 500 computer workstations and associated software. This position will help ensure any service or technical issues are being proactively resolved in order to minimize customer impact. | 1.0 |

Status Update: The position was filled in September 2021. The position provides expedited support for technical issues and was a key part of the team that replaced laptop computers, phones, and SHAPE PHX training classes.

Department/Program**2021-22
Total**

- | | | |
|----|---|----------|
| 6. | <i>Administration</i> | \$60,000 |
| | Add a Records Clerk II position to support the scanning of planning, zoning and historic preservation files. Increased activity and resulting workloads of planners supports the need for this position. PDD averages 750 to 1,000 zoning cases annually. Each of these Zoning adjustment, rezoning and special permit case files need to be scanned into SIRE database system after the cases are completed. | 1.0 |

Status Update: The position was filled in August 2021. The position ensures quality assurance and consistency when scanning zoning case files as well as timely responses to public records requests.

Total Planning and Development	\$959,000
	10.0

Public Works

- | | | |
|----|--|-------------|
| 1. | <i>Contained Residential Collection</i> | \$2,012,000 |
| | Add funding to support the refuse and recycle collection service growth needed to efficiently maintain existing and future service levels. The request is consistent with the 2019 Solid Waste Rate Advisory Committee and financial plan approved by Mayor and City Council. Includes adding four Solid Waste Equipment Operator and four automated side loaders. | 4.0 |

Status Update: The positions are filled, helping the Solid Waste Field Services Division provide critical waste collection services to a growing number of Phoenix residents.

- | | | |
|----|---|----------|
| 2. | <i>Open Landfill</i> | \$72,000 |
| | Add one Equipment Operator IV position to support the citywide growth in solid waste tonnage at the SR85 Landfill. This position is needed to reduce overtime, employee fatigue and operational efficiency. | 1.0 |

Status Update: The Equipment Operator IV position was filled in July 2022 after the department encountered significant challenges attracting a qualified candidate through five SR85 hiring events. Equipment Operators are becoming more difficult to attract and retain for both the City and contractors due to labor shortages. The incumbent has helped reduce employee overtime, which has resulted in cost savings, and has helped meet growing customer demand at the landfill.

Total Public Works	\$2,084,000
	5.0

Street Transportation

- | | | |
|----|---|-----|
| 1. | <i>Street Maintenance</i> | \$0 |
| | Add a Senior GIS Technician position in the Geographic Technology Services Section to oversee quality control, training, and data research for the GIS land base information and ensure recorded documents are correctly prepared and documented for GIS Technicians to map. Position will replace consulting services resulting in a net zero add. | 1.0 |

Status Update: This position is filled. The Senior GIS Technician has been instrumental in data quality control, updating the existing public facing Pavement Dashboard, and maintaining the Cool Pavement website with an embedded map that shows the locations of Cool Pavement projects.

- | | | |
|----|---|----------|
| 2. | <i>Administration</i> | \$94,000 |
| | Add a Senior GIS Technician position in the Technical Services Section to meet the needs of Pavement Management program’s GIS editing and analyses, and the demand for GIS maps, tools, and services. | 1.0 |

Status Update: This position is filled. The Senior GIS Technician has provided valuable oversight, training, and quality control. They are also streamlining processes to improve turnaround times for customers.

- | | | |
|----|---|-----------|
| 3. | <i>Various</i> | \$262,000 |
| | Restore two Street Maintenance Foreman III positions and add funding for two vehicles. Positions are assigned to the Preventive Maintenance and Street Cleaning Sections. Six Foreman III positions were eliminated during the recession, four positions were restored, these are the last two positions. Positions handle day-to-day operations, provide training on procedures and safe operation of equipment, and handle administrative responsibilities related to emergency and storm response. | 2.0 |

Status Update: Both positions were filled in December 2021. Funding these positions has provided a renewed leadership role in the Preventative Maintenance and Street Cleaning Sections. The Preventative Maintenance Foreman III is currently focused on assigning paving crews to segments of arterial streets needing major repairs. The Street Cleaning Foreman III is currently focused on addressing the increasing calls for service through PHX CARES to address encampments in the right-of-way and at the Human Services Campus.

Department/Program

**2021-22
Total**

- | | | |
|----|--|----------|
| 4. | <i>Street Maintenance</i> | \$77,000 |
| | Add an Administrative Aide position in the Field Operations Administration section, dispatch function to assist with phone service requests, email, and other communications from the public, City staff, and other agencies regarding emergency, non-emergency street maintenance, and non-street related concerns. | 1.0 |

Status Update: This position is filled. This position has been critical in the reduction of the use of an existing call center contract to ensure continuous coverage of Street Transportation Department Dispatch functions. Approval of this position is resulting in an overall cost savings to the City and also reducing wait times for calls from the public to report street maintenance issues.

Total Street Transportation	\$433,000
	5.0

TOTAL BUILDING COMMUNITY AND RESPONDING TO GROWTH	\$3,476,000
	20.0

ADMINISTRATIVE ACCOUNTABILITY

Public Works

- | | | |
|----|--|----------|
| 1. | <i>Administration</i> | \$94,000 |
| | Add one Senior Human Resources Analyst position to provide support to the Solid Waste divisions. This position is located in the General Fund but will be funded by the Solid Waste fund and is needed to increase response time, provide supervisor support, process corrective actions and recruitments. | 0.0 |

Status Update: The position is filled resulting in faster response times and supervisor support for recruitment and corrective action.

Total Public Works	\$94,000
	0.0

TOTAL ADMINISTRATIVE ACCOUNTABILITY	\$94,000
	0.0

<u>TOTAL NON- GENERAL FUND</u>	\$4,294,000
	28.0

2022-23

SUPPLEMENTALS UPDATE
GENERAL FUND

Department/Program	2022-23 Total
<u>City Manager's Office</u>	
1. <i>Administration of Policies and Objectives Set by Mayor and Council; Oversight of Departments</i>	\$213,000
Add an Assistant to the City Manager position to oversee the City's homeless services and programs. The position will directly supervise the Homeless Services Division housed in the Human Services Department and provide executive level leadership and guidance on the development and implementation of policies and procedures to achieve the goals of the City Council adopted Strategies to Address Homelessness Plan.	1.0
<u>Status Update:</u> This position is filled and has a working title of Office of Homeless Solutions (OHS) Director. The position has provided direct management and supervision of the new OHS function, resulting in an improvement in responsiveness to people experiencing homelessness, better use of data, greater contract oversight, and improved communication with the City Council and the community. The position has enabled the department to continue implementation of the Strategies to Address Homelessness Plan in addition to multiple new issues, projects and pilot programs that have arisen or have been requested by City Council related to homelessness, mental health and substance use issues. In addition to strong executive leadership and effective supervision of 22 staff (nine new) directed by OHS, authorization of this position enabled the City to hire a known expert in homelessness, which provided credibility in the State and region. The OHS Director facilitated the City's receipt of significant additional funding from the Arizona Department of Housing and Maricopa County, and has successfully managed partnerships with other jurisdictions. OHS has facilitated 800 new indoor shelter beds to the community to be added over the next year and a half, in addition to the 592 beds already in process.	
2. <i>Administration of Policies and Objectives Set by Mayor and Council; Oversight of Departments</i>	\$114,000
Add funding to the Office of Innovation. The funds will support annual citywide testing and prototyping of innovation projects and metrics tracking and reporting, aligning with the priorities of the City Manager, Mayor, and Council. The funds will also provide for an AmeriCorps VISTA member to support capacity building, community engagement, and innovation in low-to-moderate income areas of the city. Total funding being added is \$175,000, which is partially provided by non-General Funds.	0.0

Status Update: Innovation has onboarded two part-time, paid Administrative Interns, filling the AmeriCorps VISTA role due to a nationwide decline in available service members. These positions support innovation, community engagement, and data priorities, including supporting the City Manager’s Dashboard. Innovation is leading an “innovation challenge” in partnership with the Center for Entrepreneurial Innovation’s Venture Café in April 2023, to engage innovators in identifying solutions to City challenges. Innovation is leading a pilot initiative focusing on access to drinking water in public spaces, including prototyping, testing, and evaluating new technologies and design, in collaboration with City departments and community partners.

Total City Manager's Office **\$327,000**
1.0

Community and Economic Development

1. *Business Development* \$452,000
1.0
Add a new Economic Development Program Manager and contractual funding to formalize an international trade program, which was originally approved by City Council and put on hold in March 2020 due to the pandemic. The request includes funding for two Mexico trade contracts and travel expenses. The full-year ongoing cost, excluding workstation and computer costs, will be \$440,000.

Status Update: The Economic Development Program Manager is actively being recruited with interviews planned for 2023.

2. *Business Retention and Expansion* \$284,000
1.0
Add funding for a Marketing Supervisor position focused on developing, implementing, and administering marketing plans and strategies that support job creation, retention, and attract capital investments throughout the city.

Status Update: The Marketing Supervisor recruitment was performed in November and December of 2022; however, the process was not successful. This position will be recruited again in early 2023.

3. *Business Retention and Expansion* \$196,000
1.0
Add one Economic Development Program Manager position and consulting services dedicated to addressing vacant commercial storefronts and increasing "funertainment" sites. Targeting vacant commercial buildings will create new retail centers and attract the burgeoning industry sector of "funertainment". The full-year ongoing cost, excluding workstation and computer expenses, will be \$187,000.

Status Update: The Economic Development Program Manager is actively being recruited with interviews planned for early 2023.

Department/Program	2022-23 Total
4. <i>Business and Workforce Development</i>	\$750,000
Add funding to support the Elevate EdAz: Connecting Education and Business for a Thriving Community program managed by the Greater Phoenix Chamber through the Greater Phoenix Chamber Foundation. The Elevate EdAz program aims to transform education and business connections by aligning high school curriculum with workforce needs. The program creates work-based learning and exposes students to career pathways. The funding will result in contractual agreements to expand the program in Phoenix.	0.0
Status Update: On September 21, 2022, the City Council authorized the Community and Economic Development Department to contract with the Greater Phoenix Chamber Foundation to expand the Elevate EdAz program in Phoenix public schools. The contract is expected to be in effect March 2023.	
Total Community and Economic Development	\$1,682,000 3.0
<u>Environmental Programs</u>	
1. <i>Air Quality</i>	\$187,000
Add funding for one Program Manager and resources to implement and advance the Climate Action Plan, adopted by the City Council in October 2021. The new position will conduct policy research, monitor citywide implementation of climate change policy, coordinate with outside agencies and stakeholders, and develop and implement climate and resilience protocols and plans. Funds will be used to conduct biennial greenhouse gas inventories, continue community engagement with bilingual support, and provide technical support for modeling and verification analysis. The full-year ongoing cost, excluding initial office equipment purchases, will be \$184,000.	1.0
Status Update: The position is filled and is currently coordinating the 2023 update to the Climate Action Plan. In addition, the Office of Environmental Programs has conducted verification reviews of Phoenix’s greenhouse gas (GHG) inventories and completed a consumption-based water GHG inventory. The office is coordinating the two-year update to the Climate Action Plan scheduled for completion in Fall 2023, required as part of the City’s commitment to C40.	
Total Environmental Programs	\$187,000 1.0

Fire

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| 1. | <p><i>Fire Emergency Medical Services and Hazardous Incident Response</i></p> <p>Add funding for fifteen new sworn positions (four Fire Captains, four Fire Engineers, and seven Firefighters) and one new vehicle (pumper engine) to provide dedicated staffing and apparatus to permanently staff Fire Station 72 located at 33027 N. Cave Creek Rd. These positions will allow the Fire Department to relocate Ladder 41 to Fire Station 25 to address ladder coverage deficiencies and relocate Engine 925 to Fire Station 3 to address high activity levels. The permanent staffing of Station 72 will provide the necessary resources to address coverage deficiencies at other stations and improve overall service delivery. The full-year ongoing cost, excluding initial equipment costs, will be \$1,739,000.</p> | <p>\$2,444,000</p> <p>15.0</p> |
|----|--|--------------------------------|

Status Update: All positions are filled and are supporting day-to-day staffing needs within the Fire Department’s Operations Division. The purchase order for the new pumper/engine has been done and the Fire Department will receive the new pumper company as soon as it’s completed. With the permanent staffing at Fire Station 72, the Fire Department has an opportunity to assess the optimal placement of Squad 29 as well as other units to address citywide emergency service coverage.

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| 2. | <p><i>Fire Emergency Medical Services and Hazardous Incident Response</i></p> <p>Add funding for four Firefighter positions to cover absences at various fire stations citywide. These positions ensure the safe and effective delivery of emergency services by filling the minimum staffing requirements to keep all emergency response units in service. The need for additional "rover" positions was exacerbated during the pandemic. This will help alleviate staffing shortages and reduce the need to utilize overtime.</p> | <p>\$368,000</p> <p>4.0</p> |
|----|---|-----------------------------|

Status Update: All positions are filled and are supporting the Fire Department’s ability to cover absences at various fire stations across the city to include fire engine, ladder, and rescue companies. Fire Department minimum staffing requirements are necessary for the safe and effective delivery of emergency services. These positions are having a direct effect in helping to alleviate staffing shortages and reduce the utilization of overtime to address minimum staffing.

Department/Program

2022-23
Total

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| 3. | <i>Fire Prevention General Inspections</i> | \$174,000 |
| | Add funding for four new Fire Prevention Specialist II positions to provide dedicated staffing for inspections of outdoor combustible storage (OCS) facilities. These positions will ensure Fire Code compliance at OCS facilities by enabling the transition to a one-year operating permit cycle to reduce the frequency and scale of OCS fires. First year one-time costs include office space configuration, vehicles, and technology equipment. The full-year ongoing cost of \$366,000 is offset with \$360,000 in estimated revenue generated from permit fees. | 4.0 |

Status Update: The four Fire Prevention Specialist II positions are among several other vacancies of the same classification, that will be filled as part of the current, active, and open recruitment process accepting applications as of February 2023. The Fire Department anticipates hiring these positions and initiating the training program by April 2023. Prior to these positions being hired and trained, Fire Prevention temporarily allocates inspection resources from other areas and programs to meet the OCS inspection needs. Despite the current limited resources, the OCS program has still demonstrated a significant benefit to our community and first responders. To date the OCS program has conducted thousands of inspection hours at over 356 OCS facilities. Phoenix also experienced a 55% reduction in fires located at OCS facilities due in part to Fire Prevention’s inspection, education, and enforcement activities.

Total Fire	\$2,986,000
	23.0

Housing

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| 1. | <i>Housing Supportive Services</i> | \$1,149,000 |
| | Add funding to provide permanent, expanded housing supportive services. These services address the needs of low-income residents, increasing self-sufficiency and enhancing quality of life. This funding will increase the number of individuals and families served and expand the types of services provided, including additional self-sufficiency services, homelessness prevention and counseling, senior tenant outreach, employment services, bridging education gaps, homeownership coaching, and youth services. General Funds will be used to pay for staff in the Affordable Housing Fund. | 0.0 |

Status Update: The Housing Department converted 13 temporary full-time positions to ongoing full-time positions in September 2022 to continue supportive services to residents. As of January 2023, nine positions have been filled, with three position recruitments in process. This permanent funding has markedly enhanced Housing's ability to continue providing supportive services to residents to achieve self-sufficiency through social, educational, and employment services.

Department/Program	2022-23 Total
2. <i>Family Housing</i>	\$378,000
Add funding to support Phoenix Starfish Place, which provides affordable housing, case management, and supportive services to victims of human trafficking. While Section 8 rental assistance vouchers have previously been used to fund this program, they are unable to fully provide necessary staffing, maintenance, utilities, unit upgrades, and replacements at the community.	0.0
<u>Status Update:</u> The Housing Department funded Phoenix Starfish Place operations for the current fiscal year. The funding supports property operations providing affordable housing to survivors of human trafficking and furthering the healing process.	
Total Housing	\$1,527,000 0.0
<u>Human Resources</u>	
1. <i>Various</i>	\$84,000
Add a Senior Human Resources Clerk position for the Classification and Compensation Division. This position will perform specialized clerical and technical duties, information gathering, and data entry in the Transactions Team needed due to the recent 44% increase in transactions such as hires, rehires, demotions, reclassifications, promotions, terminations and retirements.	1.0
<u>Status Update:</u> The Senior Human Resources Clerk position was filled in July 2022. This position supports the Transactions, Records, and Leave Admin section, formerly in the Class and Compensation Division, and now located in the Organizational Support and Leave Programs Division after management’s reorganization of the department. This position provides customer service and administrative support for personnel transactions. Staffing levels in this area affect service levels for transactions, most noticeably in hires, promotions, separations, salaries, and allowance payments set forth by agreements with City management for both General City and Public Safety Executives and Middle Managers.	
Total Human Resources	\$84,000 1.0
<u>Human Services</u>	
1. <i>Administration</i>	\$353,000
Add funding for a Human Resources Team to provide support for the various human resource related roles and responsibilities within the department including a Human Resources Supervisor, a Senior Human Resources Analyst, and a Human Resources Aide position. These positions will begin to transition the department away from a shared services model to full support.	3.0

Status Update: In October 2022, the Human Resources Supervisor position was filled. In December 2022, the Human Resources Aide position was filled. The hiring process is occurring to fill the vacant Senior Human Resources Analyst position. Together, these positions will provide vital human resources services to the department.

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| 2. | <i>Various</i> | \$1,134,000 |
| | Add staff and vehicles to improve the City’s ability to proactively address homelessness issues and implement recommendations from the Strategies to Address Homelessness Plan. The new positions will allow the Human Services Department to better oversee and manage homeless outreach programs with a focus on connecting with individuals and collaborating with social service agencies to identify the social service needs of homeless individuals in the community. Also, the additional staff will provide a greater focus on data analytics and performance measurement that will improve communication with City Council and the community on the implementation of the Strategies to Address Homelessness Plan. | 9.0 |

Status Update: In Fall 2022, the Office of Homeless Solutions was created and in October 2022 the Assistant to the City Manager (Director) position was filled. Of the nine positions, six have been filled and three are vacant. The filled positions are: a Program Coordinator, two Management Assistant IIs, and three Neighborhood Specialists. For the vacant positions, interviews were conducted at the end of January 2023 for the Human Services Program Coordinator position and recruitment and interviews are ongoing for the vacant Neighborhood Specialists positions. Staff are modifying the Project Management Assistant job description and anticipate recruitment to begin in March 2023. Three vehicles have been ordered but have not been received. Creating the Office of Homeless Solutions and the nine new positions resulted in improvements to the City’s homeless service programs with a goal of reducing unsheltered homelessness in the city, preventing families from becoming homeless, decreasing the time people experience homelessness, and ensuring that ample housing solutions are available to end an individual’s or family’s homelessness experience.

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| 3. | <i>Administration</i> | \$170,000 |
| | Add a Special Projects Administrator position to provide culturally relevant navigation services to the refugee, asylee and immigrant communities. The position will coordinate with internal City departments and local, county, state and non-profit partners and represent the City on issues related to refugee resettlement. This position will also work closely with staff of various refugee resettlement agencies to coordinate referrals for services, employment, healthcare, and housing among other services needed for an individual or family's successful transition into the community. | 1.0 |

Status Update: The Special Projects Administrator position will be filled effective March 2023 and will begin managing the six refugee support services contracts, connecting immigrant communities to City resources, and coordinating with external partners on referrals for services.

4.	<i>Client Services</i>	\$250,000
	Add ongoing funding for contractual services to support the Fast Track Cities Initiative. Fast Track Cities is an international effort working to end the HIV/Aids pandemic and the City of Phoenix is one of 25 cities in the U.S. working to reach this goal. One-time funding was added in fiscal year 2021-22, this request would add ongoing funding that will continue the city’s efforts towards the goal of having 90 percent of Phoenicians know their HIV status, 90 percent who know their HIV-positive status to be in antiviral treatment, and 90 percent who are on antiviral treatment to achieve viral suppression and to have no stigma or discrimination.	0.0

Status Update: Of the \$250,000, \$200,000 has been allocated for sponsorships of community activities and \$50,000 has been allocated to purchase educational resources, table sponsorships, and special events. To date, Fast Track Cities has sponsored nine community agencies whose focus is on conducting HIV/Sexually Transmitted Infections (STI) testing, Pre-Exposure Prophylaxis (PrEP) services for HIV prevention and treatment services, and other outreach and resources. Over 4,000 individuals have received collateral Fast Track Cities items to bring awareness to the initiative and its goals.

Total Human Services	\$1,907,000
	13.0

Information Technology Services

1.	<i>Information Security and Privacy Services</i>	\$555,000
	Add funding for one Lead Information Technology Systems Specialist and two Sr. Information Technology Systems Specialist positions. These positions will support the Information Security and Privacy Office’s Cyber Threat Intelligence program.	3.0

Status Update: The Lead Information Technology Services Specialist is filled and the two Senior Information Technology Services Specialists are in the recruitment process to fill as Threat Intelligence Analysts.

Total Information Technology Services	\$555,000
	3.0

Law

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|----|---|-----------|
| 1. | <i>Criminal Division - Community Prosecution Bureau</i> | \$190,000 |
| | | 1.0 |

Add funding to provide legal support for the 19th Avenue Corridor Community Safety and Crime Prevention Plan which seeks to: improve the safety of area residents, businesses, patrons, and students; build upon the City’s relationships with area community groups and business partners; and reduce violent and quality of life crimes at key intersections along the corridor. Funding adds one Assistant City Attorney III position to the Criminal Prosecution Division. The full-year ongoing cost, excluding initial desk and computer purchases, will be \$183,000.

Status Update: The position is filled. With the position filled the department can focus resources, trainings, and information sharing at community meetings and during internal discussions and problem-solving exercises. The 19th Ave corridor area is in the beginning stages, meeting participants are being identified and planning meetings are being scheduled to take place in March 2023.

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| 2. | <i>Various</i> | \$1,244,000 |
| | | 11.0 |

Add funding for staff in the City Prosecutor's Office and the Legal Assistant Unit of the Criminal Division. New staff will support the City's efforts to timely review body worn camera (BWC) footage and conduct attorney case assessments related to charging decisions. Funding is needed due to the increased workload for both staff and attorneys caused by the legal requirements to review and release BWC footage within specific time frames. Funding adds six Admin Aide, one Admin Assistant I, and four Assistant City Attorney II positions. The full-year ongoing cost, excluding initial office reconfiguration and computer costs, will be \$1,123,000.

Status Update: For the six Admin Aide positions, three hiring processes have been held in an effort to fill the positions. One position has been filled, and three positions are pending final offers. The Admin Assistant I is filled. The position provides BWC training support to new staff and monitors BWC workload and assignment distribution to ensure discover obligations are met. The Attorney II positions have not been filled due to hiring challenges and the departure of attorneys for other opportunities and retirements. The Prosecutor’s Office is continuing to make connections within the community and to foster a good working environment to combat the fact the current salary ranges are not competitive within the market and the volume and pace of the work is unique. There is a continuous recruitment open to fill the remaining vacancies.

Department/Program

**2022-23
Total**

3. *Civil Division* \$0
Create an Assistant City Attorney IV position in the Civil Division to litigate risk management cases on behalf of the City. The cost of the position is offset by a reduction in contractual legal services. Hiring a full-time employee to handle litigation cases instead of outside counsel will result in overall savings to the City. 1.0

Status Update: The position is filled and works on litigation cases in-house instead of sending to outside counsel that has resulted in savings to the City.

Total Law \$1,434,000
13.0

Library

1. *Children and Teen Services* \$257,000
Add staff and supplies to operate a temporary library located on city-owned land at 67th Avenue and Lower Buckeye Road. The temporary library will be a 38-foot-long coach style bus (bookmobile) that is being purchased with federal funding from the American Rescue Plan Act. The bookmobile will also be available to make outreach visits to other sites around the city on occasion. If City Council approves a General Obligation Bond Program and approval within the program to build a new library on this site, then the bookmobile will be used solely in a mobile capacity citywide. The bookmobile will have a collection of over 3,000 books and audio-visual items and provide access to public computers. The staff will also provide regular weekly programming such as Storytimes, Babytimes, and more based on community need and interest. The new bookmobile will begin service in the spring of 2023. The full-year ongoing cost will be \$494,000. 5.0

Status Update: The fabrication of the bookmobile was delayed due to supply chain issues experienced by the vendor. The bookmobile is currently expected to be delivered in September 2023. Due to this delay, the Library has delayed hiring the positions associated with this new service. Library closed the recruitment for the Librarian III position in late February 2023.

Total Library \$257,000
5.0

Department/Program

2022-23
Total

Municipal Court

- | | | |
|----|--|------------------|
| 1. | <i>Civil Courtroom Operations - Civil Division</i> | \$192,000
2.0 |
|----|--|------------------|
- Add funding for one Caseworker II and one Caseworker III positions to provide support for the Intimate Partner Violence Court pilot program to enhance domestic violence victim safety and provide a concentration of social services. These positions will support a specialized case management team to conduct enhanced contact with the victim and perpetrator and provide follow-up on violations of any terms of probation to reduce the risk of re-offense. The full-year ongoing cost, excluding initial office reconfiguration and computer costs, will be \$189,000.

Status Update: The Caseworker II position is filled. The Caseworker III was filled and then became vacant due to a promotion. Another recruitment is in-progress to fill this position. Staff observe cases and identify gaps in social services to determine what community connections should be established to meet the client's need. The increased number of wrap-around services and warm referrals assist in the reduction of recidivism and supports successful efforts in diversion. Ongoing networking has increased the number of providers to deliver services onsite.

Total Municipal Court	\$192,000 2.0
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Neighborhood Services

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|----|---------------------------------|------------------|
| 1. | <i>Blight Reduction Program</i> | \$558,000
1.0 |
|----|---------------------------------|------------------|
- Add funding for contractual services and a temporary Project Management Assistant position to implement a pilot private property clean-up program that supports a service included in the Strategies to Address Homelessness Plan, approved by City Council in 2020. The program will address repeated or chronic blight issues occurring on private properties.

Status Update: In December, NSD presented a potential framework for the Private Property Cleanup Program (PPCP) pilot to the Community and Cultural Investment Subcommittee. The Subcommittee requested staff seek additional community input and return with a revised proposal. NSD intends to return to present an updated pilot program framework in March 2023.

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| 2. | <i>Blight Reduction Program</i> | \$654,000
5.0 |
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- Add staff and a vehicle to improve the City's ability to address the significant growth in PHX C.A.R.E.S. cases and connect residents and businesses impacted by homelessness with resources. The new positions will ensure staff respond to and resolve PHX C.A.R.E.S. cases timely, and support residents and businesses through education, access to services, and the strengthening of neighborhood alliances.

Status Update: NSD has filled three of the five positions, including two Neighborhood Specialists and a Special Projects Administrator dedicated to supporting the PHX CARES program. The recruitments for the two other positions are in process. These positions help address PHX CARES cases by collaborating with external and internal partners to resolve issues related to homelessness. They also educate residents and businesses about related long and short-term neighborhoods strategies.

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| 3. | <i>Targeted Neighborhood Revitalization Programs</i> | \$627,000 |
| | Convert the Gated Alley Program, currently funded with one-time grant funds, to ongoing funding and add a Project Manager position to oversee the program. The funding will provide for up to 45 alley segments to be gated on an annual basis. The initial pilot program was designed by an interdepartmental committee in collaboration with residents to provide a new approach to deterring illegal dumping, graffiti, and criminal activity in residential alleys. The program provides homeowners whose properties abut an alleyway the opportunity to apply to the City requesting both the relocation of solid waste services from the alley to curbside, and installation of locking gates at the ends of the alley adjacent to their properties. The program provides the funds to pay for gate fabrication and installation, locks, required revocable fence permit fees and other related costs. | 1.0 |

Status Update: After a successful Gated Alley Program pilot, Council approved the implementation of the Gated Alley Program as a permanent program in September 2022 with allocated annual funding of \$500,000. Additionally, the Project Manager position, dedicated to manage the Gated Alley Program, has been filled and has proven to be helpful in the intake, processing, approvals, and managing of requests for gated alleys from residents. Currently, 45 alley segment requests have been processed, vetted with partner City departments, and approved to receive gates to be installed in early spring 2023. The Project Manager continues to process 90+ additional requests for gated alleys that have been received since September 2022.

Total Neighborhood Services	\$1,839,000
	7.0

Office of Arts and Culture

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|----|--|-----------|
| 1. | <i>Community Investment and Engagement Program</i> | \$275,000 |
| | Increase funding for arts grants for nonprofit arts and cultural organizations. Arts grants enable artists, arts and culture organizations, youth, and neighborhood groups to carry out high-quality arts programming for all residents. | 0.0 |

Status Update: The additional Community Arts grant funding was awarded to organizations whose projects and programs enabled artists, youth, underserved populations and neighborhood groups to carry out high-quality arts programming in Phoenix. With the 11% increase in organizational applications, the additional funding also helped provide funding opportunities to applicants that did not receive funding in the past.

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| 2. | <i>Public Art Program</i> | \$40,000 |
| | Increase funding for public art maintenance which would allow residents to enjoy the collection, showcase the city's initial investment, and help avoid safety issues with artwork in the community. Maintenance includes lighting upgrades and renovations to address wear and damage, including recession-deferred maintenance. The public art collection includes over 200 art installations. | 0.0 |

Status Update: The additional funding for public art preservation and maintenance is utilized to pay for the painting maintenance of Shadow Play at Roosevelt Row and Cave Creek Tower at Rose Mofford Sports Complex and repair the Papago Park City Boundary and the Camelback Road Pedestrian Underpass terrazos.

Total Office of Arts and Culture	\$315,000
	0.0

Parks and Recreation

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|----|---|-----------|
| 1. | <i>PAC (Phoenix Afterschool Center)</i> | \$283,000 |
| | Add funding for contracted staff and supplies to support enhanced recreation programs and activities for youth during the critical after-school hours. Funding will be used to provide tutoring and educational support, as well as specialized enrichment classes and events such as dance, arts and culture, fitness, youth sports and special events during after-school hours at Parks and Recreation facilities and within the departments Phoenix Afterschool Center (PAC) program. | 0.0 |

Status Update: PAC has identified ASU as a partner to provide the tutoring enhancement component to the program. Services will be provided at each of the 33 PAC sites for 10 hours a week. The agreement is in its final stage of execution. Skillastics has been identified as a partner to provide mixed media and virtual programming in the form of martial arts, dance, and self-empowerment. Materials and supplies have been ordered and programming is set to begin shortly.

Department/Program	2022-23 Total
<p>2. <i>Park Rangers-Community and Neighborhood Parks</i> Add funding for eight Park Ranger II positions and vehicles to provide education and enforcement of park rules at 185 urban flatland parks throughout the city. This represents a 50% increase in Park Ranger II positions for urban flatland parks. The additional staff will enable decreased response times when calls are made for assistance by the public.</p>	\$671,000 8.0
<p><u>Status Update:</u> The positions are filled. A two-week Park Ranger Academy was held late October 2022, culminating with a graduation ceremony on Nov. 24, 2022. At the Academy, Park Rangers were introduced and trained in the duties of the position. The Park Rangers are currently performing regular patrols of the Urban Parks, where they educate park users on code of conduct rules. Additionally, the Park Rangers assist with large cleanup efforts throughout City parks. Further, the additional Park Ranger positions has increased the ability to respond to calls more quickly.</p>	
<p>3. <i>Parks Maintenance</i> Add funding for ongoing facility maintenance needs. In fiscal year 2022-23, funding will be used for major repairs, renovations, and other improvements to the Eastlake Pool facility. This facility is unable to open due to safety hazards created by the structural failure of the pool.</p>	\$1,500,000 0.0
<p><u>Status Update:</u> The additional funding for the major repairs at Eastlake pool will be used for the design and construction drawings of the new pool. Construction drawings are anticipated to be completed by June 30, 2023. The balance of funding will be carried over to the next fiscal year to be applied to construction costs for the new pool.</p>	
<p>4. <i>Art, Educational & Environmental Facilities Operated by City Staff</i> Add staff and equipment to re-open the South Mountain Environmental Education Center. The addition includes a full-time Park Ranger and 1.5 FTE of part-time Recreation Leader positions. After being closed because of the 2009 recession, the center reopened in 2012 and was operated by various non-profits until 2020 when it was vacated by the last operator. This addition would allow the center to be open four days a week and provide educational opportunities through the visitor center, museum, and the Natural and Cultural Learning Center classrooms and library. The center will also once again be available to rent for meetings and other events. The Park Ranger position will also support the Pueblo Grande Museum and act as a steward for cultural resources throughout the preserve system, with an emphasis on South Mountain Park.</p>	\$229,000 2.5

Status Update: The 1.5 FTE part-time Recreation Leader positions have been filled. The Grand Reopening was held in November 2022 and included a performance by the AChem A'al Traditional Pima Basket Dancers from the Gila River Indian Community. The addition of the positions has enabled the South Mountain Environmental Education Center (SMEEC) to be open four days per week, as projected. The Recreation Leaders will support a new program titled 'Hike with a Firefighter, Hear from a Park Ranger' in support of Black History Month. A recruitment process for the full-time Park Ranger II position is underway and anticipated to be filled by March 2023. The Park Ranger II position will act as a steward for cultural resources throughout the preserve system with an emphasis on South Mountain Park/Preserve.

5.	<i>Parks Maintenance</i>	\$21,000
	Add funds to renovate two tennis courts at Desert Foothills Park and convert one of the courts to dual use by adding pickleball lines.	0.0

Status Update: The renovation project is complete. The funds to renovate the existing tennis courts and convert them to dual tennis/pickleball courts has provided the community with another recreational amenity that provides health and wellness opportunities.

Total Parks and Recreation	\$2,704,000 10.5
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Planning and Development

1.	<i>Long Range Planning</i>	\$213,000
	Add funding for two Village Planner II positions and a Principal Planner position to provide support for the implementation of community driven and City Council supported community planning projects, with a focus on developing Transit Oriented Development (TOD) community planning programs. These positions will provide coordination, development, implementation and oversight of community planning efforts. The Public Transit Department will fund 50% of the cost for two of the three new positions.	3.0

Status Update: Both Planner II Village Planner positions remain vacant as of February 2023. Other Village Planners on the Long Range Planning Team have accepted promotions since these positions were created, and those staffing transitions have made filling these supplemental positions challenging, though active recruitment is underway. The Principal Planner was filled in December 2022. This position was moved to the Current Planning Team in exchange for a Special Project Administrator position moving to the Long Range Team, also filled in December 2022. The Special Project Administrator position secured \$1 million from the Federal Transit Authority to implement the City Council-adopted South Central Transit Oriented Development Community Plan. The position has worked with the Mayor and City Council to form the PlanPHX Leadership Committee to oversee the General Plan Update and developed a work program and schedule that will have the General Plan Update completed in time for the November 2024 election.

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| 2. | <i>Current Planning</i> | \$270,000 |
| | Add funding for a Secretary III position, a Planner II position and a Planner III position to support the Current Planning Section team's efforts to respond to significant increases in the number of zoning verification, interpretation, and adjustment requests. Zoning adjustment applications have increased from 596 in 2016 to 743 in 2020. This year the number of zoning adjustment cases is on pace to meet or exceed the record number of cases from 2020. The increase in the zoning adjustment caseload has resulted in hearing dates being scheduled well beyond the normal hearing time frame. These positions will also support the team's zoning ordinance text amendment efforts. | 3.0 |

Status Update: The Planner III position was filled in January 2023. The Secretary III and Planner II positions remain vacant as of February 2023. There are active recruitments for both positions underway. The Planner III provides a higher level of service for the Zoning Adjustment process. The position's oversight of the Zoning Adjustment process has and will continue to create capacity for the Zoning Administrator and other members of the Current Planning team to initiate and manage text amendment requests related to mobile homes, housing, and electric vehicle infrastructure.

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| 3. | <i>Office of the Customer Advocacy</i> | \$107,000 |
| | Add a Planner III position to the Office of Customer Advocacy (OCA) to support creating and implementing the Vacant Storefront Program and expand the Adaptive Reuse Program to include the conversion of older shopping centers and individual retail spaces into economically viable uses, to assist customers with opportunities to share existing parking spaces, and to expand the level of customer assistance provided by the OCA. | 1.0 |

Status Update: This position was filled in February 2023 and will support creating and implementing the Vacant Storefront Program as well as expanding the Adaptive Reuse Program.

4. *Administration and Enforcement of Local and Federal Historic Preservation Laws* \$502,000

Add funding to the Historic Preservation Office for the Threatened Buildings Grant Program. The grant funds will be used to preserve, rehabilitate or move historic buildings in order to prevent their loss. A threatened building is one that is in deteriorated condition and/or has a high likelihood of demolition. Grant funds require the owner to convey a conservation easement to the City, with the length of the easement varying based on the amount of the funds provided. This conservation easement protects the public's investment in the building during the life of the easement. 0.0

Status Update: The Warehouse and Threatened Building Grant Program Guide and Grant Application were updated for potential applicants. Staff reached out to property owners and received an application for \$120,000 from the historic City Center Motel owners (6th Ave. and Van Buren). The owners committed to preserving the iconic portion of the hotel, and the funds will assist with the historic building's rehabilitation. The broader public benefit will be the incorporation of a "mid-century marvel" into a 21st century hotel. Staff is also working with Parks on a potential \$100,000 grant for stabilization of the Duppa-Montgomery adobe building (715 S. 2nd Ave). The exposed adobe has been subject to deterioration, and the community has expressed concerns regarding the potential loss of this 19th century building. Part of the broader project would be the incorporation of robust interpretation to inform the public about the early history of Phoenix's agriculture, north of the Salt River, and early adobe construction technologies. An additional grant funding opportunity is the rehabilitation of the South Phoenix Market (4302 S. Central Ave). The City is looking to assist with the building reactivation for a produce market. A consultant will conduct a building condition assessment to provide a rehabilitation cost estimate which would inform the grant amount. This building has the potential public benefit of highlighting a piece of Phoenix's history and providing needed access to produce in the area. Staff will continue to reach out to property owners to continue to build a pipeline of projects eligible for grant funding.

Total Planning and Development \$1,092,000
7.0

Police

- | | | |
|----|---|------|
| 1. | <i>Violent Crimes Unit - Homicide Unit</i> | \$0 |
| | Add funding for 25 Police Civilian Investigator positions to continue Police Department civilianization efforts. These positions will undertake select investigative functions, provide staffing flexibility, and enable sworn personnel to be deployed where they are most needed. This funding expands on previous civilianization hires approved by the City Council in March 2022. The annual cost is \$2,492,650; however, the cost for FY 2022-23 will be absorbed utilizing savings from vacant sworn positions. | 25.0 |

Status Update: All 25 positions have been filled and have completed a two-week Civilian Investigator orientation training. The Civilian Investigators are currently working regularly assigned cases within their units and supplementing sworn detectives when requested. These positions are assigned to the following bureaus/details: Violent Crimes, Family Investigations, Property Crimes, Drug Enforcement and Vehicular Crimes. The positions are providing vital investigative work, allowing sworn staff to be used in other areas of need.

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| 2. | <i>Strategic Information Bureau - Body Camera Unit</i> | \$0 |
| | Add one Administrative Assistant I, one Administrative Assistant II, and eight Administrative Aide positions to support the Body Worn Camera Unit. These positions will assist in providing body worn camera footage to the City Prosecutor and Maricopa County Attorney's Office by required court case deadlines and will help fulfill current and backlogged public records requests. The annual cost is \$790,983; however, the cost for FY 2022-23 will be absorbed utilizing savings from vacant sworn positions. | 10.0 |

Status Update: The Admin Assistant I and II positions are filled. A recruitment to fill the eight Admin Aide positions was recently completed. Two internal police candidates are scheduled to begin in their new role (Admin Aide) in February 2023. The other successful candidates are currently in the background process. Once the positions are filled, they will focus their efforts toward City Prosecutor's and Maricopa County Attorney's Office discovery request, which require body worn camera video within 21-30 days. The new squad will also be responsible for processing public records requests and reducing the current backlog.

Department/Program

2022-23
Total

-
3. *Administration* \$0
13.0
Add two User Technology Specialist, two Information Technology Analyst/Programmer II, three Senior User Technology Specialist, three Senior Information Technology Systems Specialist, and three Information Technology Analyst/Programmer III positions to the Information Technology Bureau. These positions will provide the necessary technical support to maintain current service levels, complete migration of legacy custom-built applications to web-based platforms, manage department software and security needs, and support critical infrastructure systems, including servers, data storage, and remote systems. The annual cost is \$1,799,803; however, the cost for FY 2022-23 will be absorbed utilizing savings from vacant sworn positions.
- Status Update:** The request to fill these positions was approved through the Police HR process in late January 2023. The Information Technology Bureau is actively working on the recruitment process. Once hired, these positions will provide important support for department technology services and needs.
4. *Laboratory Bureau - Lab Services* \$0
10.0
Add two Crime Scene Specialist II, two Crime Scene Specialist III, and six Forensic Scientist III positions to the Laboratory Services Bureau to increase evidence processing capabilities for violent crimes, respond to complex crime scenes, and provide oversight of crime scene response operations. The annual cost is \$1,086,952; however, the cost for FY 2022-23 will be absorbed utilizing savings from vacant sworn positions.
- Status Update:** Two of the Crime Scene Specialist III positions were filled in November 2022 and the two Crime Scene Specialist II positions are in the recruitment and selection phase with candidates for both positions in the background process. These positions will expand crime scene and evidence processing capabilities. Five of the Forensic Scientist III positions are in the recruitment and selection process with interviews scheduled for early 2023. Laboratory staff are currently working with Talent Acquisition to open a recruitment for the sixth Forensic Scientist III position that will be assigned to the DNA section.
5. *Patrol - Respond to Calls for Service* \$2,841,000
6.0
Add funding for one Lead Information Technology Systems Specialist and five Police Assistant*Special Detail positions, as well as additional resources, for the 19th Avenue Corridor Community Safety and Crime Prevention Plan. This multi-departmental effort will work to improve safety and security along the 19th Avenue corridor using three key strategies: outreach, education and partnerships; prevention and intervention; and enforcement. The full-year ongoing cost, excluding one-time technology and equipment purchases, will be \$658,000.

Status Update: All five of the Police Assistant positions have been filled. The Police Assistants are supporting operations along the 19th Ave. and 27th Ave. corridors with project management, data entry and tracking, as well as assisting with crime suppression projects. The Lead Information Technology System Specialist was moved from the 19th Ave. Corridor to the Information Technology Bureau (ITB). The position is filled and is currently being used as a team lead supervisor for the applications team in ITB.

Total Police **\$2,841,000**
64.0

Public Defender

- 1. *Legal Representation Services* \$155,000
2.0
Add funding to provide better services for clients in the Veteran's Court and the Behavioral Health Court. This includes adding two Assistant City Attorney III positions, one Legal Assistant position, and funding for a toxicology consultant. The ongoing costs will be partially offset by eliminating a Forensic Toxicology Expert position and reducing contract attorney services.

Status Update: All positions are filled. The first Attorney III is assigned to the Veteran's Court and the second to the Behavioral Health Court, along with the Legal Assistant. Daily duties include managing the dockets, making contacts with the case managers and medical personnel, and assisting clients with navigating the Court system.

Total Public Defender **\$155,000**
2.0

Public Works

- 1. *Facilities Management and Maintenance* \$382,000
5.0
Add funding to expand the Building Trade Apprenticeship Program which will aide in workforce development in the Facilities Operations Division. Request includes adding two Electrician Apprentice positions, two Building Equipment Operator Apprentice positions, and one Administrative Aide position. The full-year ongoing cost, excluding initial equipment costs, will be \$364,000.

Status Update: The Building Equipment Operator (BEO) apprentice positions are filled. The new apprenticeship is based on the established AZ Pipe Trade Apprenticeship program training curriculum and on-the-job training activities set forth in the Apprenticeship Handbook created to support this program. The apprenticeships for Electricians has been ongoing for years, and the department has filled both new Electrician positions. An Apprenticeship Committee, staffed by the Public Works and Aviation Departments, administers the Building Trade Apprenticeship Program, and apprentices are mentored by journeyman-level staff. Staff receiving field support from apprentices are also benefiting from the Program. The Program has been well received by the team and is helping to create career pathways, will aid in reducing vacancies and in addressing shortages of building trades labor. The Administrative Aide position has been filled and provides administrative support for the program.

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| 2. | <i>Facilities Management and Maintenance</i> | \$218,000 |
| | Add funding to restore two facilities maintenance positions that support city building and infrastructure repairs. The request includes adding one Building Equipment Operator II and one Building Maintenance Worker*U2. These positions are needed to adequately support and maintain the increase in city facility repairs due to aging buildings and infrastructure. Staffing levels were greatly diminished since 2008 due to budget reductions. Adding these positions will partially restore the department to prior staffing levels. The full-year ongoing cost, excluding a one-time capital equipment purchase, will be \$196,000. | 2.0 |

Status Update: The Building Equipment Operator II position will be hired as part of the recently approved Water Conservation Program and the division will be conducting a recruitment process.

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| 3. | <i>Energy Management Consultation Services and Energy Analysis</i> | \$340,000 |
| | To support essential City priorities related to the City of Phoenix 2021 Climate Action Plan and the Electric Vehicle (EV)Task Force, a comprehensive EV study is needed, which includes an assessment of EV Charging Stations, infrastructure needs, and an implementation plan for City vehicles. This item adds funding for one Operations Analyst position and contractual funding for the comprehensive study. Additionally, the position will coordinate with City staff and vendors to assist with the implementation of citywide initiatives as recommended from the study. The full-year ongoing cost, excluding funds for the study, will be \$90,000. | 1.0 |

Status Update: This position is filled and aids in coordinating City staff and vendors to support the City’s 2021 Climate Action Plan.

Total Public Works	\$940,000
	8.0

Street Transportation

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|----|---------------------------|------------------|
| 1. | <i>Street Maintenance</i> | \$850,000
0.0 |
|----|---------------------------|------------------|

Add funding to the award winning Cool Pavement Program. The program applies surface treatments to nine neighborhoods annually specifically engineered to combat the urban heat island effect to existing roadway surfaces. The Program uses objective criteria ensuring the program targets the right streets with the most need across the City. Supplemental funding will increase capacity by two neighborhoods annually.

Status Update: This funding has been critical in expanding the Cool Pavement Program. To date, 72 miles in 17 neighborhoods and the Esteban Park parking lot have been treated with the cool pavement seal coat. Approximately 11 neighborhoods will be served annually. The City’s cool pavement coating shows potential to offset rising nighttime temperatures, which can help reduce energy consumption, greenhouse gas emissions, air pollution and more.

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| 2. | <i>Traffic Safety and Neighborhood Traffic</i> | \$1,200,000
0.0 |
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Add funding for the Roadway Safety Action Plan (RSAP) adopted by City Council on March 2, 2021. The plan addresses comprehensive roadway safety issues on City streets. The effort is funded using the General Fund, the Transportation 2050 fund (T2050), and the Arizona Highway User Revenue fund (AHUR). The General Fund portion being proposed is an additional \$1.2 million per year and combined with funds added in fiscal year 2021-22 would provide \$1.8 million annually in General Funds. This funding will help implement safety improvements targeted at both engineering and education-based traffic safety measures. Such improvements could include traffic signals, streetlighting, HAWK pedestrian signals, crosswalks, sidewalks, public service announcements (PSAs), and safety education campaigns. Funding will also be utilized in the development of the RSAP to engage the community to ensure equity in the selection and prioritization of traffic safety improvement projects.

Status Update: This funding resulted in the creation of five new positions, including one Traffic Engineer III to manage the overall Roadway Safety Action Plan (RSAP), one Project Manager, one Electrical Maintenance Crew Chief, and two Electrician Lead positions. All positions have been filled. A traffic safety dashboard is under development to provide traffic crash information to department staff and residents. Funds will be used for two traffic signal modernization projects along McDowell Road at 67th and 75th Avenues, as well as additional safety projects that will be programmed under the leadership of the Vision Zero Task Force and Community Advisory Committee formed by the City Council. Federal funds have supplemented these efforts to modernize traffic signals throughout the City and conduct research studies on speed and a pedestrian risk network.

Department/Program	2022-23 Total
Total Street Transportation	\$2,050,000 0.0
<u>TOTAL GENERAL FUND</u>	\$23,074,000 163.5

2022-23

SUPPLEMENTALS UPDATE
NON-GENERAL FUND

Department/Program

2022-23
Total

Aviation

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|----|--|-------------|
| 1. | <i>Administration</i>
Add funding for 27 positions to enhance existing operations at Phoenix Sky Harbor International, Deer Valley and Goodyear airports as activity returns to pre-pandemic levels. These positions will support the following divisions of the Aviation Department: Facilities and Services, Operations, and Technology. Funding also includes the addition of six vehicles. To offset ongoing costs, two existing positions that are no longer needed will be eliminated. The annual cost is \$2,225,000, however the cost for FY 2022-23 will be absorbed utilizing contractual savings within Aviation's operating budget. | \$0
25.0 |
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Status Update: Eleven positions are filled and fourteen vacant positions are in various stages of recruitment and are expected to be filled by the third quarter of the fiscal year. The benefit of having these new positions is the airport can provide a safe, secure and customer friendly environment for passengers passing through the airport's newest terminal concourse and Phoenix Sky Train stations.

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| 2. | <i>Administration</i>
Add funding for a new sustainability section within the Facilities and Services Division to establish a formal sustainability management team in the Aviation Department. This addition includes funding for one Administrative Assistant I, one Economic Development Program Manager, and one Energy Management Superintendent position. The annual cost is \$309,000, however the cost for FY 2022-23 will be absorbed utilizing contractual savings within Aviation's operating budget. | \$0
3.0 |
|----|---|------------|

Status Update: All positions are currently vacant but are expected to be filled by the end of the year. Adding these positions will assist to adequately address greenhouse gas reductions and other environmental challenges. It will also allow the department to implement energy efficiency measures in-house, which is the most cost-effective way to reduce our carbon footprint, and enhance automation of systems.

Department/Program

**2022-23
Total**

3. *Administration* \$0
Add funding for a new Asset Management section within the Facilities and Services Division to centralize asset management and effectively ensure all buildings, equipment and grounds are safe and clean, user friendly, and efficient. This addition includes funding for one vehicle and four positions including an Aviation Superintendent, two Facilities Project Managers, and a Special Projects Administrator. To offset ongoing costs, three existing positions that are no longer needed will be eliminated. The annual cost is \$257,000, however the cost for FY 2022-23 will be absorbed utilizing contractual savings within Aviation's operating budget. 1.0

Status Update: The position is filled and is responsible for completing the recruitment for the remaining three positions. All are expected to be filled by fiscal year-end. Staffing of this section will provide the department the ability to centralize asset management responsibilities to effectively ensure the buildings, equipment and grounds of the Phoenix airport system are safe, clean, user friendly and efficient.

4. *Capital Management & Support* \$0
Add funding to support the expansion of grant programs to allow the department to seek and apply for more state and federal grants. This addition includes funding for an Economic Development Program Manager and a Planner III position. The annual cost is \$226,000, however the cost for FY 2022-23 will be absorbed utilizing contractual savings within Aviation's operating budget. 2.0

Status Update: Recruitment for both positions is underway. Once hired, the additional staff will result in more efficient management of the department's grant program valued at over \$1 billion. A variety of airfield and terminal improvement projects anticipated to be funded by grants would allow Sky Harbor, Deer Valley and Goodyear airports to better serve the public.

Total Aviation

**\$0
31.0**

Department/Program

2022-23
Total

Neighborhood Services

1 *Housing Rehab Programs* \$402,000

Convert Lead Safe Phoenix grant funded temporary positions to ongoing status and add a new ongoing Administrative Assistant I position. These positions are needed due to increased complexity and reporting requirements per the U.S. Department of Housing and Urban Development and to perform critical financial and programmatic analysis and oversight. The new Administrative Assistant I position will assist staff, community partners such as Maricopa County and Arizona Department of Health Services, as well as federal agency representatives to provide services and education to residents pertaining to lead hazard remediation. The position will develop and provide targeted education and outreach, data collection and analysis, manage enrollment activities, and support sufficient and timely responses to ongoing and changing requirements tied to grant reporting.

Status Update: All four of these positions are filled and continue to support and fulfill lead and healthy homes program goals. The Lead Safe Phoenix program aims to reduce childhood lead poisoning by creating lead-safe housing and also addresses minor health hazards. This program serves low to moderate-income residents who have children under the age of six living in or visiting the home. The City has continuously received level or increased grant funds to assist Phoenix residents, and there is no indication of reduced funding.

Total Neighborhood Services \$402,000
4.0

Planning and Development

1. *Administration* \$0

Add two Management Assistant II positions and supplies to establish an ombudsman program to provide additional support to customers with unresolved concerns regarding planning, permitting or plan reviews and inspections. The ombudsman positions will serve as a liaison to understand and identify root causes, investigate, resolve and communicate information between customers and city staff. The ombudsman program will also make suggestions for further action or revisions to policies, procedures and amendments to improve the customer experience. The annual cost is \$222,000, however the cost for FY 2022-23 will be absorbed utilizing savings from vacant positions.

Status Update: One Management Assistant II position was filled in November 2022, and the second position was filled in December 2022. In the first eight-weeks, the new staff have engaged with more than five dozen customers on a variety of plan review, planning, and zoning issues. Instead of just responding to questions and complaints, Ombudsman staff have worked referral protocols with staff from throughout the department to engage with customers that may have challenges with their projects. By proactively engaging with customers and applicants, the new staff will prevent delays before they occur and provide regular updates to customers, freeing up plan review staff to focus on completing reviews and moving projects forward. Staff have also been tracking submissions in the new permitting system (SHAPE PHX) to identify common sources of delays and challenges.

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| 2. | <i>Growth and Infrastructure</i> | \$0 |
| | Add a Special Projects Administrator position to the Growth and Infrastructure Section to evaluate complex analysis of short-term infrastructure funding costs and long-term impacts to city budgets to ensure that new development does not negatively impact City services for existing residents and businesses. The annual cost is \$140,000, however the cost for FY 2022-23 will be absorbed utilizing savings from vacant positions. | 1.0 |

Status Update: This position was filled with a temporary promotion in January 2023, and the recruitment for this position closed in February. In addition to managing efforts to ensure the City is not negatively impacted by new development, the position will provide oversight and facilitate coordination of infrastructure planning and financing solutions. Major responsibilities include coordination with Arizona State Land Department; advising City departments on infrastructure planning needs, including master plans, needs assessments and feasibility studies; and oversight of development impact fee program planning and administration, including updating the City’s growth projections and land use assumptions, updating infrastructure improvement plans, accounts receivable, regulatory compliance and impact fee credit and offset calculations.

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| 3. | <i>Administration</i> | \$0 |
| | Convert two temporary Information Technology Analyst/Programmer III positions to ongoing status and add two new Lead Business Systems Analyst positions for the continued support of the SHAPE PHX project. SHAPE PHX will replace the department's current permitting and inspection software applications. The annual cost is \$430,000, however, the cost for FY 2022-23 will be absorbed utilizing savings from vacant positions and consultant and professional services. | 4.0 |

Status Update: The two Lead Business Systems Analyst (LBSA) positions were filled in January 2023. The two Information Technology Analyst/Programmer (ITAP) III positions are vacant, however recruitment closed in January 2023. Interviews have been scheduled with a goal of completing the hiring process in February 2023. The addition of the LBSA positions supports the software design build process to take full advantage of the new technology provided by the SHAPE PHX Project. SHAPE PHX gives internal and external users the opportunity to communicate more seamlessly and efficiently regarding all planning, plan review, permitting and inspections related matters as it brings all of the department’s business processes into one integrated system. The goal is to continue expanding its online community by providing users with the latest technology to assist them with the City development process. Delay in filling ITAP III positions has affected the SHAPE PHX project, and the most recent recruitment leverages the City hiring incentive program to attract applicants in the very competitive IT hiring market.

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| 4. | <i>Various</i> | \$0 |
| | Add a Building Code Examiner, a General Inspections Field Supervisor and an Architect position to the Commercial Plan Review and Residential Inspections sections due to increasing workloads. These positions will assist the department in responding to field inspection issues quicker and reducing turnaround times. The annual cost is \$406,000, however the cost for FY 2022-23 will be absorbed utilizing savings from vacant positions. | 3.0 |

Status Update: The General Inspections Field Supervisor was filled in August 2022 and has helped with morale, reduced carryovers, and knowledge sharing within the team specific to electrical building codes. The Building Code Examiner position is vacant as of February 2023 and is pending Human Resources approval for recruitment. The recruitment was delayed due to the large number of other recruitments in the department. The HR section now has more support that will allow for this recruitment to move forward. The Architect position is vacant as of February 2023. Recruitment for this position was delayed due to other department vacancies given a higher priority but is now ready for recruitment and moving forward. Development activity continues at a high level. This position will allow staff to maintain a workload that results in acceptable plan review timeframes with less reliance on contract assistance.

Total Planning and Development	\$0 10.0
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Public Transit

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|----|---|-----------|
| 1. | <i>Local Fixed Route Bus Service</i> | \$241,000 |
| | Add funding to extend fixed route bus service in north Phoenix on Norterra Parkway and North Valley Parkway north of Happy Valley Road effective April 24, 2023. The extension will operate at a 30-minute frequency Monday through Sunday and will connect neighborhoods and businesses into the region’s extensive transit network. The full-year ongoing cost will be \$1,440,000. | 0.0 |

Status Update: After the results of the public outreach process that ended December 2, 2022, the proposed transit service extension in north Phoenix on Norterra Parkway and North Valley Parkway north of Happy Valley Road was not recommended for implementation. The route 35/36 service change proposal received 287 public comments in opposition to the route modification and 113 comments in support. Due to the overwhelming opposition, PTD will reevaluate the proposed routing and future implementation timeline to gather the necessary public support for the route extension.

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| 2. | <i>Federal Grants Administration & Oversight (Designated Recipient Role)</i> | \$430,000 |
| | Add a Special Projects Administrator and three Contract Specialist II positions to address the increasing workload and complexity for managing additional programs, funding, and new requirements resulting from an increase in Federal Transit Administration (FTA) grant funds. The recently enacted federal Bipartisan Infrastructure Law has increased FTA formula funding by roughly 30%, approximately doubled the FTA Capital Investment Grant program funding, and added several new FTA discretionary/competitive grant programs. These positions will provide support in the areas of applications, funds management, reporting, compliance, subrecipient oversight, grant closeout and complex and specialized procurement activities. | 4.0 |

Status Update: The Special Projects Administrator was filled in October 2022, while the Contract Specialist positions remain vacant. As a result, there is now manager level direct support for all the Federal Transit Administration grants, subrecipient monitoring & compliance, and funding oversight to assist with the increased federal funds apportioned through the Bipartisan Infrastructure Law (BIL). The position will guide the next steps for implementation of a Grants & Subrecipient Management System – which includes conducting a procurement to hire a consultant to help finalize the system specifications to procure a specialized system for the Department’s needs.

Department/Program

2022-23
Total

3. *Light Rail* \$214,000
2.0
- Add two Management Assistant II positions; one to serve as liaison for Light Rail Transit (LRT) and the other to directly support Bus Rapid Transit (BRT). The LRT position will manage oversight of public engagement, community relations, and administrative tasks for implementation of two additional light rail extensions as well as serve as back up to the Light Rail Administrator. The BRT position will support the BRT Administrator in the design, development, and implementation of the BRT program and oversight of BRT consultant teams for transit planning, community outreach, preliminary design and engineering, and contract management activities.

Status Update: The Management Assistant II position (Light Rail Transit Coordinator) was filled in January 2023. This position has continued to play a critical role in supporting the progress of LRT expansion. This position is currently overseeing the coordination of interdepartmental requirements and implementation of citywide initiatives (heat mitigation, sustainability, and others). The Management Assistant II (Bus Rapid Transit Coordinator) was filled in December 2022. This position directly supports the BRT Administrator in the design, development, and implementation of the BRT program and oversight of BRT consultant teams for transit planning, community outreach, preliminary design and engineering, and contract management activities. This position is essential in providing needed assistance to ensure the BRT program develops the first system in Phoenix, including the Council approved initial BRT corridor and future subsequent corridors. Current efforts include alternatives analysis, traffic analysis, community education and engagement and station area planning with the ultimate goal of 15% design plans.

Total Public Transit \$885,000
6.0

Public Works

1. *Contained Residential Collection* \$228,000
3.0
- Add funding to support the refuse and recycle collection service growth needed to efficiently maintain existing and future service levels. The request is consistent with the financial plan recommended by the Solid Waste Rate Advisory Committee and approved by Mayor and City Council. The funding will add one Equipment Operator IV position and two Solid Waste Equipment Operator positions.

Status Update: The Equipment Operator IV position is currently vacant, and a recruitment is in process. The two Solid Waste Equipment Operator positions are filled and help provide and maintain critical public service to Phoenix residents. Adding these positions has helped to reduce overtime hours and collection backlog.

Department/Program

2022-23
Total

2. *Administration* \$40,000
1.0
- Add funding for part-time Administrative Interns to assist with implementing innovations and operational efficiencies. The Solid Waste Administrative Internship Program attracts graduate level students interested in solid waste, sustainability, and environmentally focused careers within the public sector. The ongoing positions will eliminate the need for temporary positions currently used in the program.

Status Update: The Administrative Intern positions are currently vacant and are being held to offset an increase in rising salary costs. There is no recruiting process being held at this time.

3. *Contained Residential Collection* \$825,000
11.0
- Add four Solid Waste Foreman and seven Solid Waste Equipment Operator (SWEO) positions to support the expansion of the SWEO Apprenticeship Program which aides in workforce development. The program focuses on diversifying the workforce by performing outreach to youth, women, and veterans. The ongoing positions will eliminate the need for temporary positions currently used in the program.

Status Update: The Solid Waste Equipment Operator (SWEO) Apprenticeship Program is the first of its kind in the nation, offering an opportunity to anyone interested in starting a career with the City of Phoenix. The apprenticeship was first developed by the City of Phoenix and Laborers' International Union for North America (LIUNA), Local 777, in 2017. Selected candidates receive on-the-job-training and instruction to secure a Class A commercial driver license. This has been a highly successful effort in recruiting, training, and retaining in a challenging labor market. All four Foremen positions were filled in August 2022 and have been essential in providing support to the SWEO Apprenticeship Program. They lead the Program, conduct training and help drive the expansion of the Program. The seven SWEO positions are filled.

Total Public Works \$1,093,000
15.0

Street Transportation

- | | | |
|----|---|-----|
| 1. | <i>Various</i> | \$0 |
| | Add a Project Manager position for the Street Lighting program, and a Senior IT Systems Specialist, Lead User Technology Specialist, Civil Engineer III, and an Accountant III position. This will also convert a temporary Senior Human Resources Clerk and Procurement Manager position to ongoing status. These administrative and technical support positions are necessary to provide internal and external support for Street Transportation staff, programs, projects, and services focused on several Council priorities, including management and implementation of community driven street lighting requests. The annual cost is \$813,000, however the cost for FY 2022-23 will be absorbed utilizing savings from vacant positions. | 7.0 |

Status Update: The Project Manager, Senior IT Systems Specialist, Lead User Technology Specialist, and Accountant III positions have been filled. A second recruitment process is currently underway for the Civil Engineer III. These positions support various Street Transportation initiatives such as LED streetlight installation and conversion, pavement maintenance, Canalscape improvements, and the Active Transportation Plan.

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| 2. | <i>Development Coordination</i> | \$0 |
| | Add three positions and two vehicles for the Long-Range Transportation Team. The team will partner with the Arizona State Land Department, the City of Phoenix Planning & Development and Community & Economic Development departments, as well as other regional partners to support the city’s planned growth. The Civil Engineer III, Principal Planner, and Traffic Engineer II positions will provide analysis and infrastructure planning to attract and spur economic development, help address road safety, and determine future transportation needs. The annual cost is \$396,000, however the cost for FY 2022-23 will be absorbed utilizing savings from vacant positions. | 3.0 |

Status Update: The Principal Planner and Traffic Engineer II positions have been filled. The department is actively recruiting for the Civil Engineer III. The filled positions have already begun to provide additional support for infrastructure planning, road safety analysis, and other transportation needs.

Total Street Transportation	\$0
	10.0

Department/Program**2022-23
Total****Water Services**

1. *Water Production* \$1,508,000
6.0
- Add funding for staff, utilities, materials, and vehicles required to operate and maintain three new water production wells and eight aquifer, storage and recovery (ASR) wells scheduled to be completed by December 2022. The water from these wells will supplement the potable water system, and augment Phoenix's potable water resources during times of water shortages and emergency outages. The full-year ongoing cost, excluding initial vehicle and equipment purchases, will be \$1,192,000.

Status Update: The six positions have been filled. As a result of having this additional staff, the department has been able to secure more groundwater and improve the stability of the City's water portfolio.

2. *Water Production* \$449,000
41.0
- The Lake Pleasant Water Treatment Plant is owned by the City of Phoenix and is currently operated and maintained by a service agreement with Veolia Water. The initial 15-year service agreement is set to expire in June 2022. A five-year extension of the contract is being discussed. The requested staff and equipment would be necessary should the city exercise the right within the contract to take over the current operations of the plant within the next three to five years during the extension period. The request includes all the required positions needed to progressively staff the plant over the transition time period. The FY 2022-23 costs shown represent the initial set of positions and equipment that would be needed in the first year of planning. The timing of any transition may shift as contract discussions progress.

Status Update: Five of the forty-one positions have been filled. Staff continues to coordinate with the vendor currently operating the Lake Pleasant Water Treatment Plant to ensure a smooth transition. Once complete, the City will be able to achieve a variety of efficiencies with direct oversight of an in-house operation and will consider recruitments for the other positions.

Total Water Services \$1,957,000
47.0

TOTAL NON-GENERAL FUND \$4,337,000
123.0

ATTACHMENT D

City of Phoenix 2023-24 Community Budget Hearings

Date/Time	Council District(s)	Location Information
Monday, April 3, 2023 8:30 am	D6	Devonshire Community Center Multipurpose 2802 E. Devonshire Avenue
Monday, April 3, 2023 6:00 pm	D2/D3	Paradise Valley Community Center Multipurpose 17402 N. 40th Street
Tuesday, April 4, 2023 8:30 am	D3	Shadow Mountain Senior Center 3546 E. Sweetwater Avenue
Tuesday, April 4, 2023 6:00 pm	D5	Washington Activity Center Building B, Multipurpose 2240 W. Citrus Way
Thursday, April 6, 2023 8:30 am	D1	Cholla Library 10050 N. Metro Pkwy E
Monday, April 10, 2023 6:00 pm	Community-wide – Bilingual	Maryvale Community Center Auditorium 4420 N. 51st Avenue
Tuesday, April 11, 2023 8:30 am	D7	Desert West Community Center Multipurpose 6501 W. Virginia Avenue
Tuesday, April 11, 2023 6:00 pm	Community-wide – Youth	Central High School Student Union 4525 N. Central Avenue
Wednesday, April 12, 2023 6:00 pm	D4	Steele Indian School Park Memorial Hall 300 E. Indian School Road
Thursday, April 13, 2023 6:00 pm	D8	South Phoenix Youth Center 5245 S. 7th Street
Saturday, April 15, 2023 10:00 am	Community-wide – Arts	South Mountain Community College Library Community Room 7050 S. 24th Street

ATTACHMENT E



City of Phoenix

BUDGET AND RESEARCH DEPARTMENT REPORT	B.R.D. NUMBER 2023-06
SUBJECT General Fund Revenue Estimates	DATE ISSUED March 16, 2023

This report provides additional detail on General Fund (GF) revenue estimates to explain recommended revenue projections. The City is committed to providing a transparent and open budget process. Providing this information enhances the review and understanding of how revenue projections are developed to better facilitate discussions during the annual budget development process.

Careful examination of revenue estimates is required to ensure projections are as accurate as possible to maintain fiscal stability and long-term budget management. Predicting future revenue growth is challenging and requires a consistent and diligent analysis based on sound forecasting principles and methods. Revenues are monitored closely, and an updated revenue report is prepared and distributed to the City Manager’s Office, the City Council, and the community for review monthly. General Fund revenues are comprised of several categories, all of which are unique and require separate analysis. The primary revenue categories include local taxes and related fees, primary property taxes, state shared sales, income and vehicle license taxes, and user fees and non-tax revenues.

Included in this report is an explanation of how GF revenue is projected, the sources relied upon to assist in developing estimates, economic assumptions and the methods used to analyze revenues. Also included are historical revenue actuals and growth rates, the recommended revenue estimates for 2022-23 and 2023-24, and an explanation of the influencing factors used by staff in analyzing each major revenue category. The below table summarizes the 2022-23 and 2023-24 estimated GF revenues and the primary reason for the variance:

GF Revenue Category (millions)	2022-23 Estimate	2023-24 Estimate	Amount Change	Percent Change	Primary Reason for Difference
Local Taxes	\$679.4	\$699.2	\$19.8	2.9%	Moderate growth in city sales tax collections expected.
Primary Property Tax	200.2	207.3	7.1	3.5%	Increase in assessed property valuation.
State Shared Sales Tax	241.6	248.6	7.0	2.9%	Moderate growth in state-shared sales tax collections expected.
State Shared Income Tax	308.2	435.7	127.5	41.4%	Based on collections received two years prior. Growth due to the State increasing the distribution to cities from 15% to 18%.
State Shared Vehicle License Tax	79.1	85.6	6.5	8.2%	Increase expected, as alternative fuel vehicle license tax discount was eliminated after 12/31/2022.
User Fees & Non-Taxes	151.9	154.8	2.8	1.9%	Moderate growth in this category is expected.
Total	\$1,660.4	\$1,831.2	\$170.8	10.3%	

Revenue Projections & Trusted Sources

Projecting revenues involves complex analysis and continuous monitoring to identify variances and recommend adjustments so that expenditures do not exceed available resources and a balanced budget can be maintained. As part of the overall forecasting process, assumptions about the direction and strength of the national, state and local economy are considered along with indicators such as population, job growth and personal income. Information on program and service activity levels, rates, and fees that influence certain revenues are evaluated and proposed legislation is monitored to determine potential impacts to revenue categories such as sales taxes, state shared revenues, emergency transportation service revenues and property taxes. For instance, House Bill 2003 proposes to reduce corporate income tax by 0.9 percent to 4.0% for 2023 and continue to reduce the tax by 0.5% for each subsequent year until it reaches 2.5% in 2026. This reduction could lead to a decrease in state-shared income tax revenue starting in 2025-26 due to the two-year distribution lag. The estimated reduction to revenue could range from \$11 million to \$34 million per year for fiscal years 2025-26 to 2028-29 and beyond, assuming all other factors remain the same. In addition, information from city departments on user fees and non-tax revenue is requested and analyzed each year as part of the technical budget review process. Finally, trusted economic and financial sources are relied on to provide certain revenue projections and insight into the overall direction and strength of the economy and include experts from the State's Finance Advisory Committee (FAC), Joint Legislative Budget Committee (JLBC), Arizona State University, University of Arizona (UofA) Economic and Business Research Center (EBRC), Arizona Department of Revenue, National Blue Chip, Western Blue Chip, and the U.S. Bureau of Labor Statistics and Bureau of Economic Analysis.

The City is also a member of the Forecasting Project through the EBRC at the UofA. This project is a community-sponsored research program providing project members with economic forecasts for Arizona and the Phoenix-Mesa metro area. Budget & Research (B&R) staff attends quarterly meetings, participates in discussions with other local government and private enterprise members, and receives quarterly economic reports. In the fall of 2014, Budget and Research consulted with the University of Arizona's Eller College of Management, EBRC to enhance the City's sales tax revenue forecasting process. Dr. George Hammond, EBRC Director, and Dr. Alberta Charney, Senior Research Economist, spent several months working with City staff to develop an enhanced econometric sales tax forecasting model for all categories of city and state sales taxes. In the summer of 2017, staff worked with EBRC to update the tax forecasting model. In March 2021, the EBRC revised the City's model again by including online sales tax. The City began collecting sales tax from online marketplace retailers effective October 2019 just prior to the pandemic, which helped to offset losses experienced in the leisure and hospitality sales tax categories during the pandemic. The EBRC leads the State of Arizona Forecasting Project, which provides in-depth economic forecast analysis and databases on a subscription basis to businesses, organizations, and government via membership. The additional consulting with Dr. Hammond has provided the City with solid, independent economic and statistical expertise used to develop a statistically valid forecasting model specifically for the City of Phoenix. The projected growth rates in each category of sales tax for the 2023-24 estimate and the out years of the forecast are based on projections developed with the enhanced econometric forecasting model.

Economic Assumptions

Several of the primary revenue categories are influenced by the economy and the sources mentioned above provide valuable information about the expected growth of the economy. These sources are used in developing projected revenue growth rates. B&R staff continuously monitors economic variables and what these experts are predicting when developing revenue estimations.

The U.S. economy exhibited surprising resilience in the second half of 2022 after real GDP had declined in each of the first two quarters and the war in Ukraine created a geopolitical crisis.

Historic high inflation not experienced since the early 1980s also occurred in 2022, primarily due to pandemic-related federal stimulus and supply-chain issues. The Federal Reserve has been tasked with maintaining stable price growth by increasing interest rates to tame inflation, which may slow the economy. It is for this reason some economists forecast either a meaningful slowdown in the 2023 economy or a mild recession. However, historic low unemployment and wage growth may prevent a recession in the current year, which creates additional economic uncertainty and revenue forecasting challenges for the current fiscal year and 2023-24.

Arizona's economy and revenue growth have consistently outperformed the national average throughout the pandemic, and this trend is expected to continue, albeit at a slower pace due to the impact of the national economy. According to the Governor's presentation for the 2023-24 budget, Arizona ranked 5th in personal income, 6th in GDP growth, 7th in job growth, and 8th in population growth among all states. The continued movement and expansion of high-tech manufacturing firms in Arizona is expected to promote further growth. However, Arizona has also experienced some of the highest inflation rates among all states due to persistently high housing prices. Due to the impact of the national economy, a significant slowdown in growth across all major economic indicators is anticipated for 2023, although Arizona and Phoenix are expected to outperform the national economy.

Revenue Forecasting Methods

Several forecasting methods and practices are used to estimate City revenues and vary depending on the type of revenue being analyzed. Evaluating historical growth patterns and current actuals is an important component to analysis and provide insight into the direction of the various revenue categories and the growth needed to achieve estimated revenues. Information is also collected from the economic sources mentioned earlier to ensure current and subsequent year estimates are reasonable and in-line with what these experts are predicting. The State FAC provides valuable information from a panel of respected economists and financial professionals. Included in their materials are projections of state sales tax and income tax collections. These projections are considered when developing city sales tax, and state shared sales and income tax revenues for both the current and subsequent fiscal years. Additionally, information is collected from city departments during the annual technical review process to analyze the user fee and non-tax revenue category. The department's knowledge of the revenues generated by various city programs and services is essential to developing accurate projections. Staff also considers one-time revenues, adjustments, and contractual agreements impacting growth when developing estimates.

In conjunction with considering historical growth, current trends, and information from trusted sources and departments, B&R staff uses several forecasting methods when preparing the estimates. The most common methods of revenue estimation used are averages of actual revenue experience by varying periods, annualization of year-to-date actuals, and most often a percent of prior year method. This last method involves analyzing the amount of revenue collected at a point in time during prior fiscal years, for example, the 7-month actuals represented a certain percentage of the total collections for the entire fiscal year, and then applying it to current year-to-date actuals. This method accounts for the seasonal nature of many city revenues and is often a more effective method than using an averages or annualizing approach. Additionally, the growth rate needed to reach the budgeted or estimated revenue is considered. If the percentage growth needed for the remaining months of the fiscal year is substantially higher or lower than the current growth rate, adjustments are made to arrive at a new estimated revenue amount for the fiscal year.

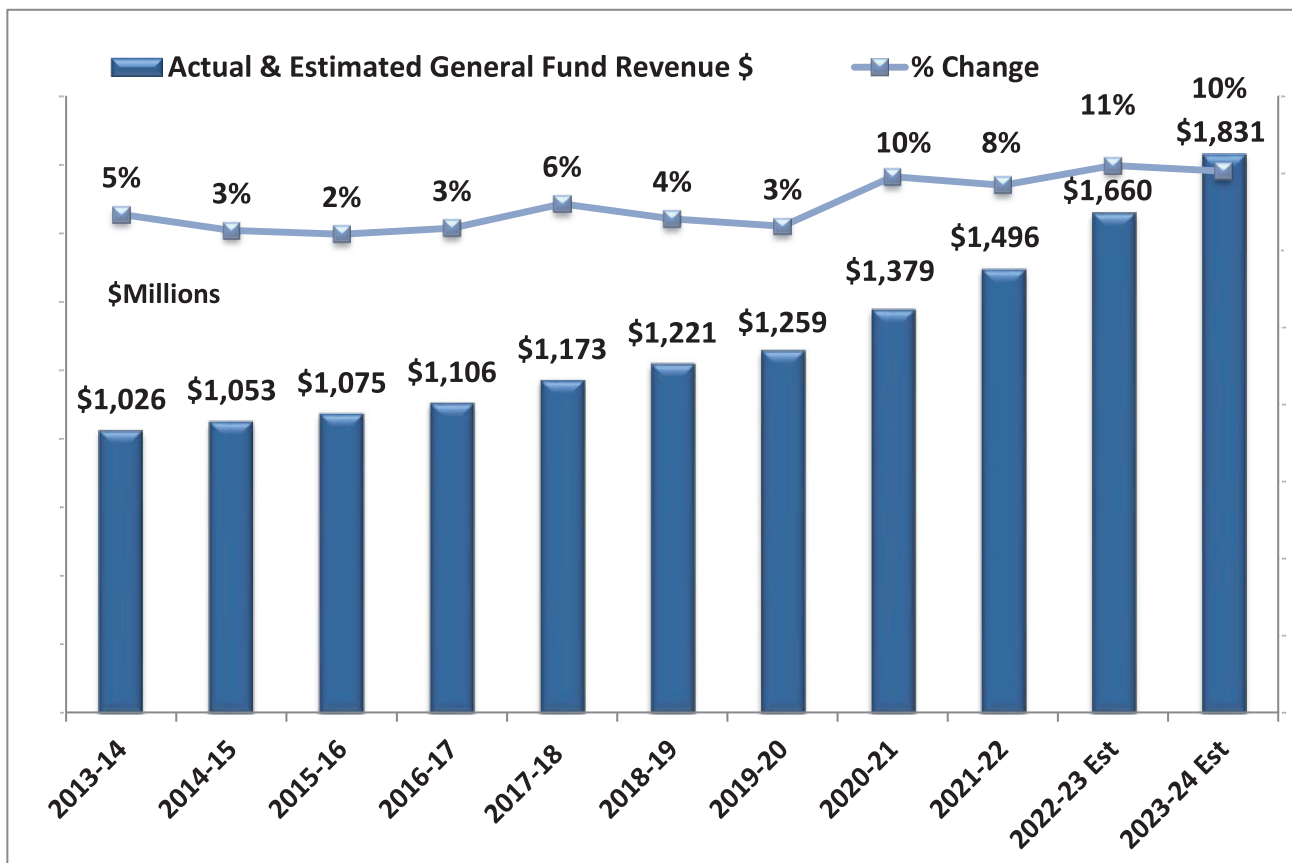
Once the current fiscal year estimate is developed, assumed growth rates are then applied to this amount to arrive at a projected revenue amount for the following fiscal year. These assumed growth rates take into account historical and recent trends in revenue data, one-time revenue adjustments, and information from city departments and our trusted sources to ensure projections are not overly conservative or aggressive.

Finally, as part of the annual budget development process each year, revenue estimates are presented to the City Manager’s Office, the City Council and the community as part of the GF Five-Year Forecast, the proposed Trial Budget and City Manager’s Budget recommended for consideration and approval prior to final budget adoption in June.

General Fund Revenue

To assist in explaining the basis for how GF revenue is estimated for each of the major categories, historical revenue growth and estimated revenues for the 2022-23 and 2023-24 fiscal years are provided graphically, along with a description of the revenue category and the methodology used to develop recommended revenue estimates beginning with total GF revenue.

Total General Fund Revenue

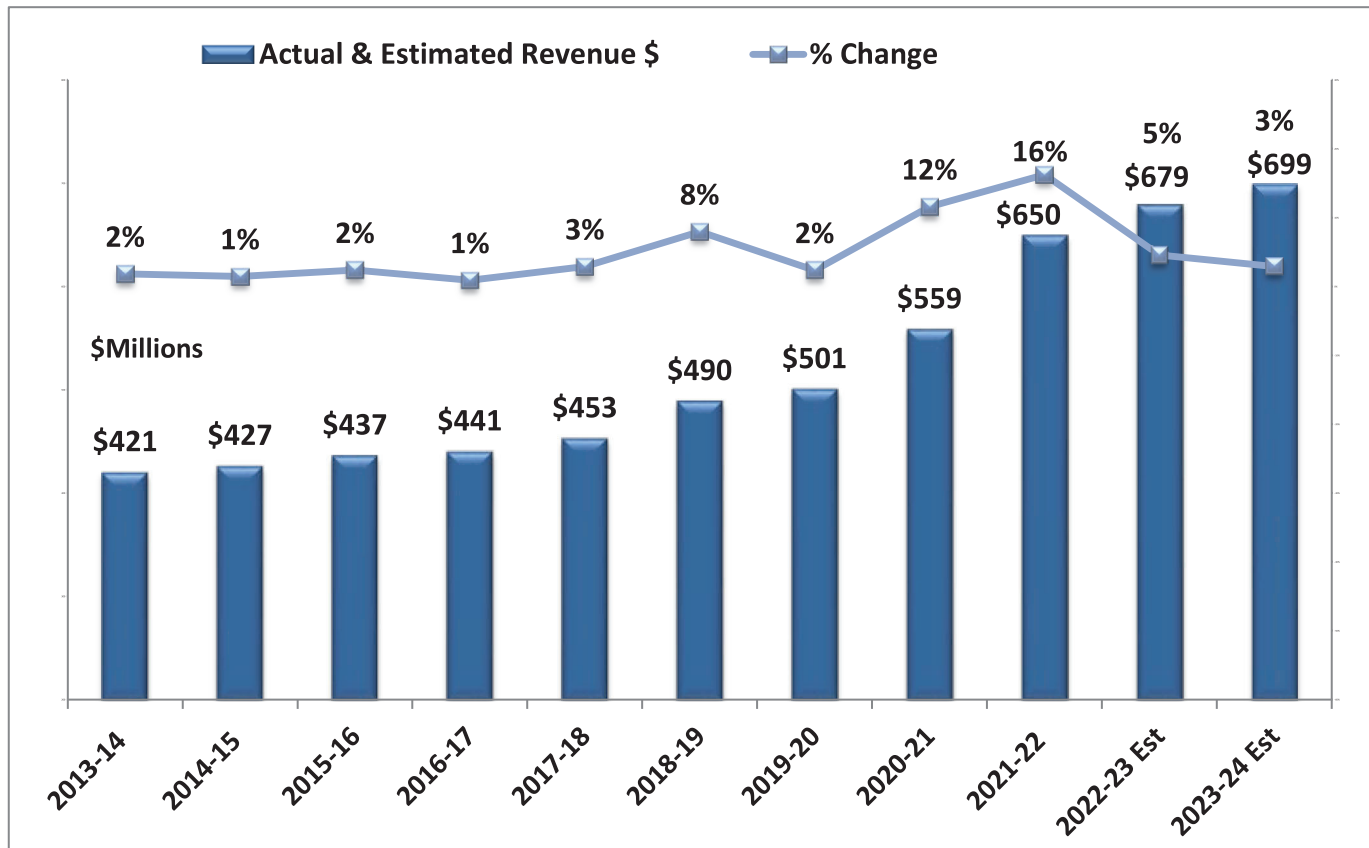


**Projections for 2022-23 and 2023-24 assume no fee increases, changes to state shared revenue formulas or legislative changes that have recently been proposed or discussed during the current legislative session.*

As mentioned, GF revenue consists of local taxes and related fees, primary property taxes, state shared sales, income and vehicle license taxes, user fees and non-tax revenues. Estimating revenues for each of these categories is conducted separately to more accurately predict the amount of revenues for the current and following fiscal year. Each category is unique with respect to the variables that comprise the revenue and influence growth. Variables that impact revenue growth include economic factors such as inflation, consumer sentiment, discretionary

income, population, unemployment, job growth and construction activity. Other influencing factors may include legislative action, City Council policy directives, legal restrictions and mandates, state statutory formulas, program enhancements or reductions, and changes in rates and fees. For these reasons, evaluating each major category separately is preferred and generates more accurate revenue projections.

Local Taxes and Related Fees, 38% of Total General Fund Revenue



Local taxes and related fees consist of city sales taxes, privilege license fees and other excise taxes. The majority of revenue is derived from city sales taxes which is comprised of 15 general categories collected based on a percentage of business income accruing in each category. The chart on the following page provides the current local sales tax rates by category and the percentage allocated to each fund. Privilege license fees are assessed to recover the costs associated with administering the local tax system. Other excise taxes include the jail tax and the excise tax collected on water service accounts, which provide resources to help offset jail costs paid to Maricopa County and other GF services.

Sales tax can be volatile and typically correlates to the local economy and consumer spending behavior. Increases in sales tax collections are expected when the local economy expands due to underlying fundamentals such as increases in population, discretionary income, business expansion, jobs and real estate growth. The opposite holds true during times of economic contraction or recession as evidenced in 2008-09 and 2009-10 during the Great Recession, and most recently during the COVID-19 pandemic. The federal stimulus assistance provided during the pandemic and more than expected revenue collections from retail and contracting sales taxes offset the revenue loss in the hospitality and leisure sales tax categories which prevented a severe decline in City revenues. Additionally, the recent surge in inflation has positively impacted the City by drawing in greater tax revenue from higher-priced taxable goods and a rise in wages. However, the retail category which is the largest sales tax category has started showing a significant slowdown in recent

months and economists predict a mild recession or economic slowdown as the Federal Reserve continues to increase interest rates to fight against inflation. Staff analyzes historical and recent trends in sales tax data by category, evaluates cumulative growth and uses an econometric forecasting model constructed by the UofA to develop projections. Estimates provided by the FAC and JLBC are also considered to ensure projections are reasonable and not overly aggressive or conservative in nature. Given the additional economic uncertainty, staff is closely monitoring revenue collections and may revise revenue estimates as more information is available.

Currently, the growth estimated in 2023-24 of 2.9% assumes continuous growth over 2022-23 and accounts for current trends in actual collections. Projections provided by the UofA were used to develop city sales tax estimates. Privilege license fees and other excise tax projections are developed using the existing fee structures, assumptions about historical trends, averages, recent collection experience and use of the percent of prior year method to account for seasonal influences in revenue activity. Privilege license fees in 2023-24 are estimated to be flat. The growth estimated in 2023-24 for other excise taxes assumes conservative growth and continuation of current year-to-date experience.

Current Local Sales Tax Rates by Category

	General Fund	N'hood Protection	2007 Public Safety Expansion	Public Safety Enhance.	Parks & Pres.	Transp. 2050***	Conv. Center	Sports Fac.	Capital Const.	Total
Advertising	–	–	–	–	–	–	0.5%	–	–	0.5%
Contracting	0.7%	0.1%	0.2%	–	0.1%	0.7%	0.5%	–	–	2.3%
Job Printing	0.7%	0.1%	0.2%	–	0.1%	0.7%	0.5%	–	–	2.3%
Publishing	0.7%	0.1%	0.2%	–	0.1%	0.7%	0.5%	–	–	2.3%
Transportation/Towing	0.7%	0.1%	0.2%	–	0.1%	0.7%	0.5%	–	–	2.3%
Restaurants/Bars	0.7%	0.1%	0.2%	–	0.1%	0.7%	0.5%	–	–	2.3%
Leases/Rentals/ Personal Property	1.2%	0.1%	0.2%	–	0.1%	0.7%	–	–	–	2.3%
Short-Term Motor Vehicle Rental	1.2%	0.1%	0.2%	–	0.1%	0.7%	–	2.0%	–	4.3%
Commercial Rentals	1.3%	0.1%	0.2%	–	0.1%	0.7%	–	–	–	2.4%
Lodging Rentals Under 30 Days	1.2%	0.1%	0.2%	–	0.1%	0.7%	2.0%	1.0%	–	5.3%
Lodging Rentals 30 Days and Over	1.2%	0.1%	0.2%	–	0.1%	0.7%	–	–	–	2.3%
Retail (Level 1 – amounts = < \$11,631 for a single item) ****	1.2%	0.1%	0.2%	–	0.1%	0.7%	–	–	–	2.3%
Retail (Level 2 – amounts > \$11,631 for a single item) ****	1.2%	0.1%	0.2%	–	0.1%	0.4%	–	–	–	2.0%
Amusements	1.2%	0.1%	0.2%	–	0.1%	0.7%	–	–	–	2.3%
Utilities	2.7%*	–	–	2.0%**	–	–	–	–	–	4.7%
Telecommunications	2.7%	–	–	–	–	–	–	–	2.0%	4.7%

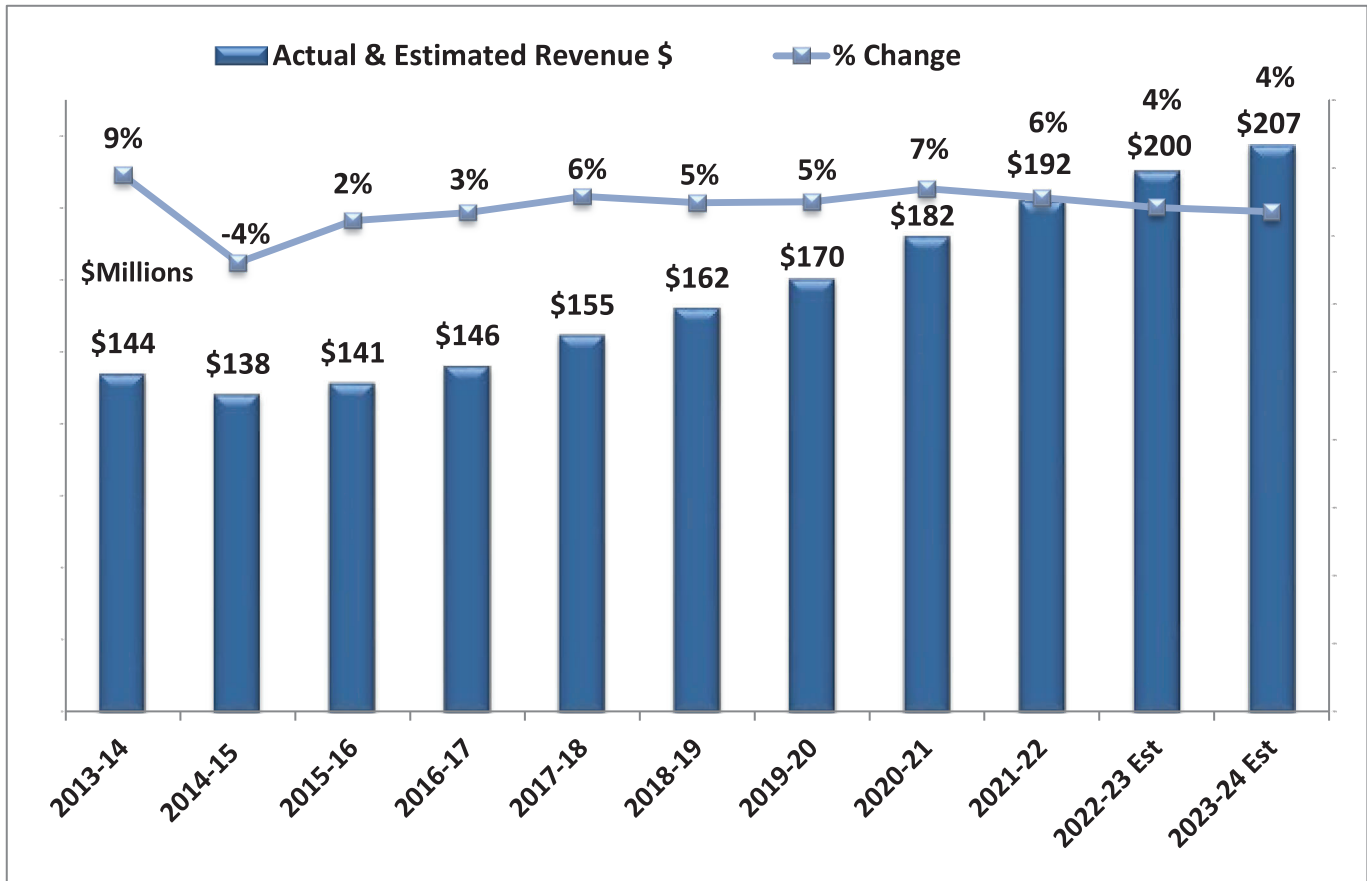
*The General Fund portion of the utilities category includes the 2.0 percent franchise fee paid by utilities with a franchise agreement.

**The Public Safety Enhancement designated 2.0 percent sales tax applies only to those utilities with a franchise agreement.

***The Transportation 2050 Fund (Proposition 104) was established by the voters effective January 1, 2016 and replaced the Transit 2000 Fund (Proposition 2000) to fund a comprehensive transportation plan with a 35-year sunset date. The Proposition increased the transaction privilege (sales) tax rates by 0.3% for various business activities.

**** Proposition 104 also established a two-tier tax rate structure applicable to retail sales of single items in excess of \$10,000, to be adjusted biennially for inflation. Effective January 1, 2018, the first \$10,303 (Level 1) is subject to the 2.3% tax rate, while transactions over \$10,303 (Level 2) are subject to the 2.0% tax rate. The criteria for Level 1 and Level 2 were adjusted on January 1, 2022, and the current threshold is \$11,631, which will be adjusted again on January 1, 2024.

Primary Property Tax, 11% of Total General Fund Revenue

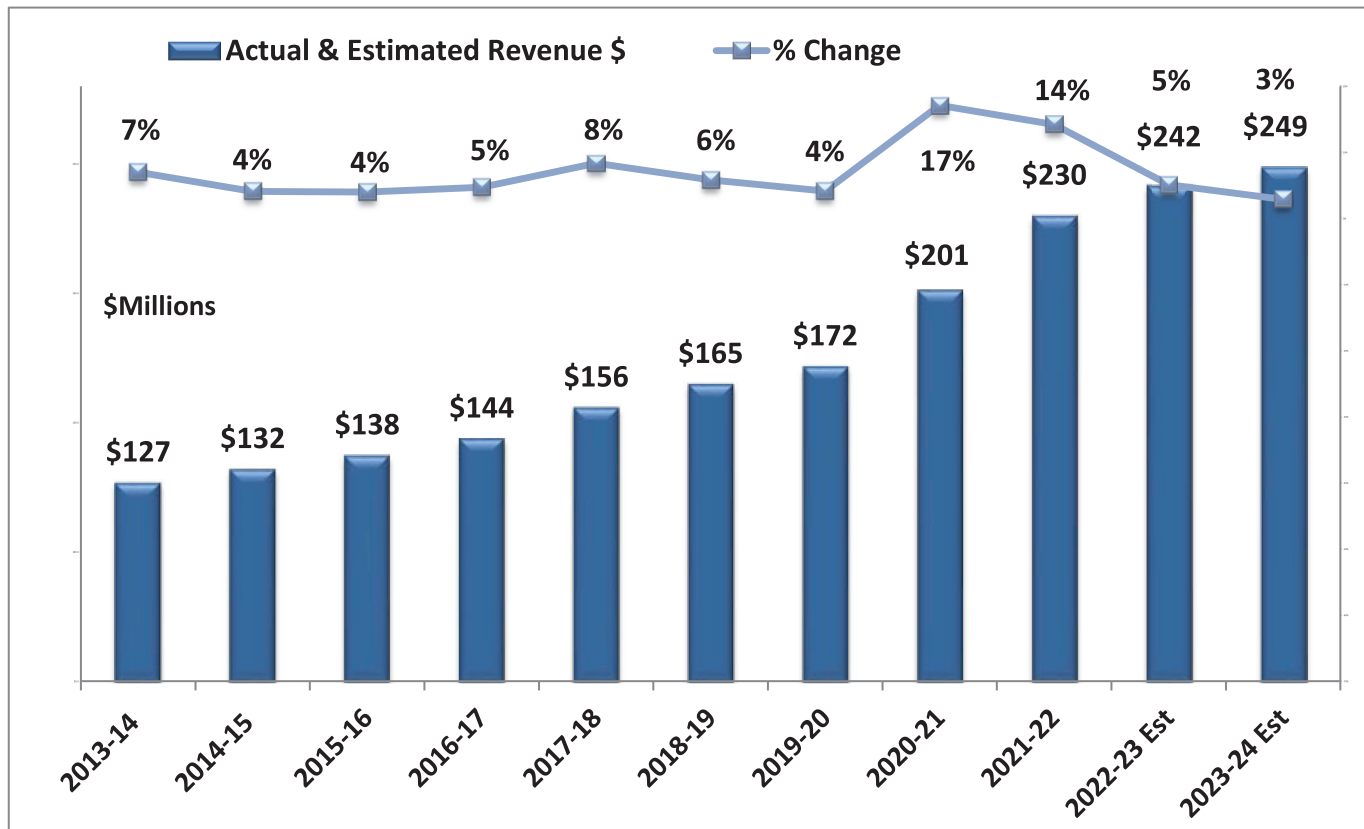


Arizona property tax law provides for two separate tax systems. A primary property tax is levied to pay current operations and maintenance expenses. Therefore, primary property tax revenue is budgeted and accounted for in the GF (and is illustrated in the above graph). A secondary property tax levy is restricted to the payment of debt service on voter approved long-term general obligation debt. Therefore, the secondary property tax revenue is budgeted and accounted for as a special revenue fund. The primary property tax levy forecast reflected here is based on the net assessed value stated in the annual “Levy Limit Worksheet” for the City of Phoenix, issued by the Maricopa County Assessor, multiplied by the projected primary property tax rate. The primary property tax revenue forecast assumes that 99% of the projected primary property tax levy is actually collected.

The annual amount of the primary property tax levy is limited by the Arizona Constitution to a two percent increase over the prior year levy limit plus an estimated levy for previously unassessed property (primarily new construction). Provisions in Chapter XVIII of the City Charter limit the City’s primary property tax rate to \$1.00 per \$100 of assessed valuation with the exception of costs to operate library services. The proposed 2023-24 primary property tax rate, not including the portion of

the rate allocated to cover the Library Department operating costs, is \$1.00 per \$100 of assessed valuation. The total proposed 2023-24 primary property tax rate is \$1.2857 per \$100 of assessed valuation, which is reduced from the current rate of \$1.2989 due to the constitutional levy limit.

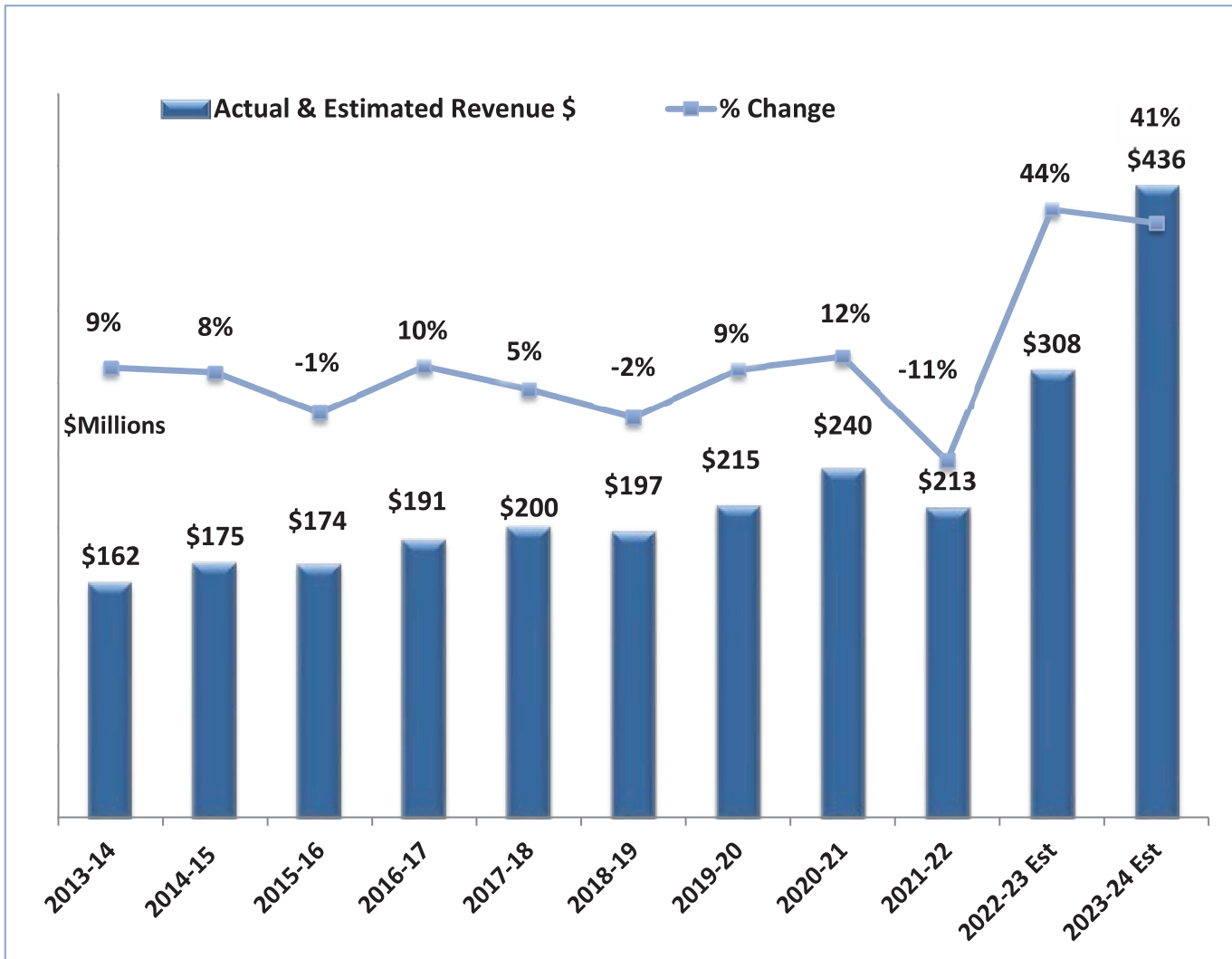
State Shared Sales Tax, 14% of Total General Fund Revenue



State sales tax revenues received by the City are governed by Arizona State Statute §42-5029. State sales tax revenues are split between a “distribution base”, of which Phoenix receives a share, and a “combined non-shared” category, which is allocated entirely to the state. With the exception of some tax categories, the distribution base consists of either 20, 32, 40, or 50 percent of collections depending on the tax category. State statute §42-5029 stipulates of the monies designated in the distribution base the Arizona Department of Revenue shall pay 25 percent to incorporated cities on the basis of relative population percentages. The population share changes annually based on Census Bureau Population Estimates. The 2023-24 City of Phoenix population share is estimated at 27.87 percent and is based on the 2021 Census Bureau Population Estimate.

State sales tax is estimated similar to how city sales tax is forecasted. Staff analyzes historical and recent trends in sales tax data by category and evaluates cumulative growth when developing revised estimates. Projections provided by the UofA EBRC, using an econometric sales tax model, were used to develop 2023-24 estimates; and information from the FAC and JLBC were considered to ensure current fiscal year estimates are reasonable and in-line with what these experts are projecting.

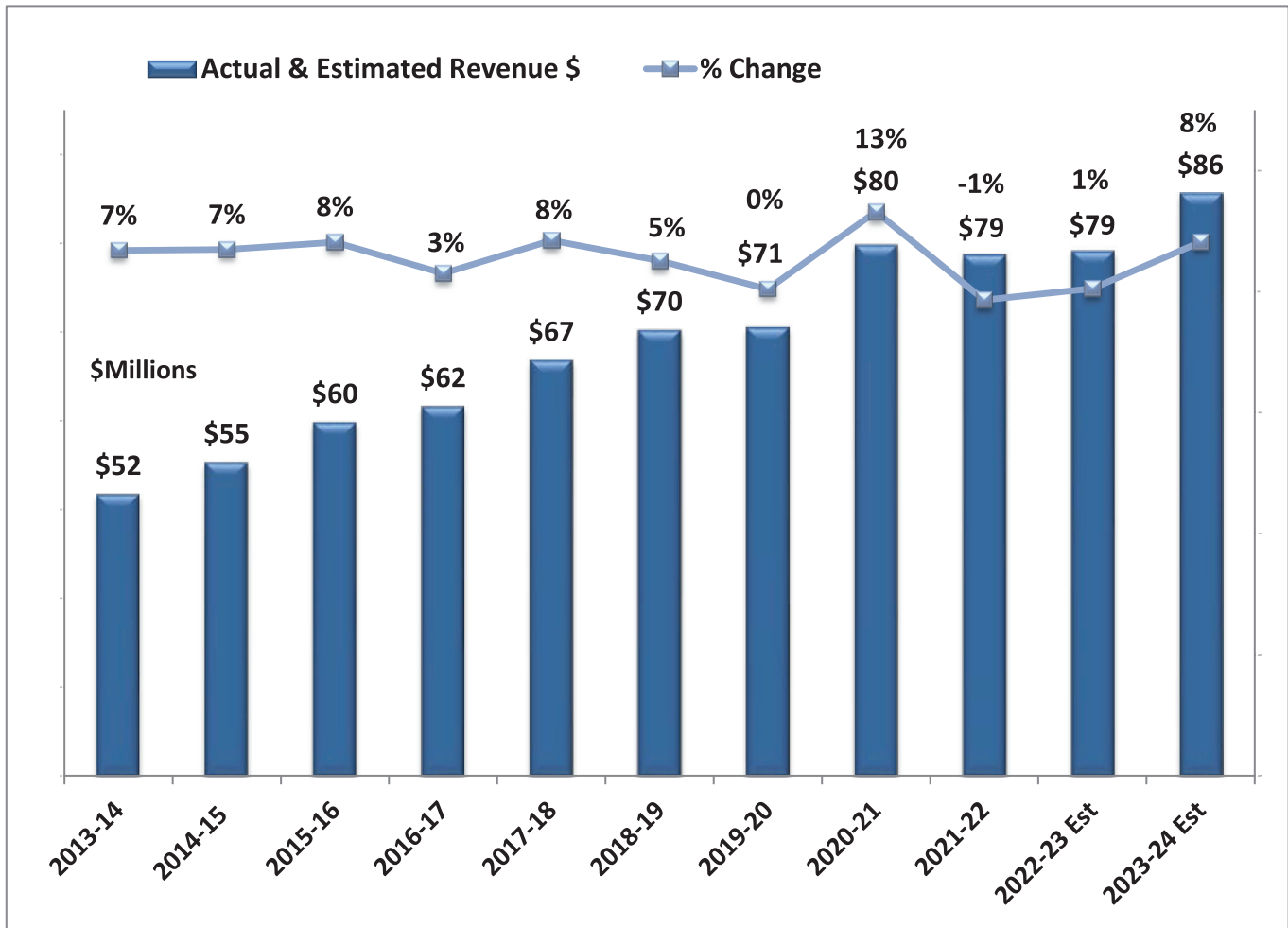
State Shared Income Tax, 24% of Total General Fund Revenue



State shared income tax revenue, also known as the Urban Revenue Sharing (URS) Fund, was established by voter initiative in 1972 and is governed by Arizona Revised Statute §43-206. The statute stipulates that 15 percent of the net proceeds of state individual and corporate income tax collected two years preceding the current fiscal year be distributed to incorporated cities and towns. Laws 2021, Chapter 412 (Tax Omnibus) increased the Urban Revenue Sharing distribution from 15% to 18% starting in 2023-24. Individual cities receive their portion based on the cities' share of the state population. The 2023-24 City of Phoenix population share is estimated at 27.84 percent and is based on the 2021 Census Bureau Population Estimate. This rate will change annually based on Census Bureau Population Estimates. As a result of the initiative, Arizona Revised Statute §43-201 stipulates the area of income taxation is preempted by the state and a county, city, town or other political subdivision shall not levy an income tax as long as the Urban Revenue Sharing Fund is maintained as provided in state statute §43-206.

Since state shared income tax revenue is based on actual collections from two years preceding the current fiscal year, the 2022-23 and 2023-24 projected revenue is known and is based on actual collections received in 2020-21 and 2021-22, respectively. The surge in 2022-23 is due to the State deferred income tax filings in the 4th quarter of 2019-20 to 2020-21 due to the pandemic. The continued solid growth in 2023-24 is because the URS distribution to cities has been increased from 15% to 18% to compensate for the anticipated individual income tax loss starting in 2024-25 due to the tax rate reduction.

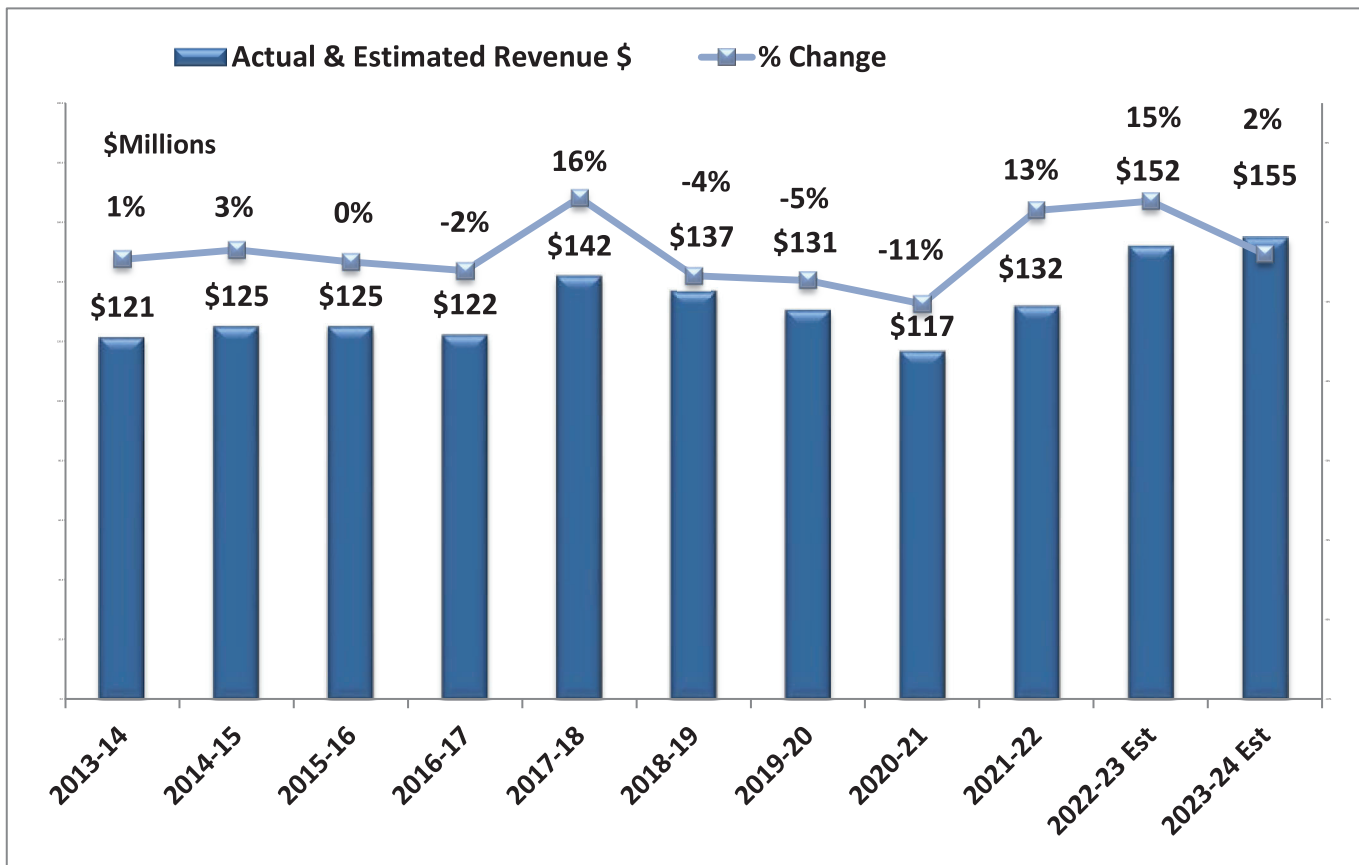
State Shared Vehicle License Tax, 5% of Total General Fund Revenue



State shared vehicle license tax has been distributed to cities and towns since 1941. The tax is levied per \$100 of a vehicle’s assessed value. For the first 12 months of the vehicle’s life, the assessed value is 60% of the manufacturer’s base retail price. For each subsequent year, the assessed value is 16.25% less than the previous year. The rate per \$100 of assessed value is \$2.80 for new vehicles and \$2.89 for renewals. The Arizona Department of Transportation (ADOT) collects and distributes the tax according to Arizona Revised Statute §28-5808. The distribution to individual cities is based on their relative population within the county. The 2023-24 City of Phoenix population share is estimated at 38.93 percent and is based on the 2021 Census Bureau Population Estimate. This rate will change annually based on Census Bureau Population Estimates.

Vehicle License Tax (VLT) revenues are often correlated to the overall strength of the economy. Similar to sales tax revenues when the economy is growing this revenue category also exhibits growth, as illustrated in the above graph. Revenues are estimated by evaluating historical growth patterns, year-to-date cumulative growth and applying the percent of prior year method to year-to-date actuals, which accounts for the seasonality in collections. Staff also considers projections provided by ADOT, which are published annually for this revenue source, and any available recent economic information pertaining to projections on the local economy and vehicle sales when formulating recommended current and subsequent year estimates. The expected 8% growth in 2023-24 is mainly attributable to the policy change for alternative fuel vehicles. Starting from January 1, 2023, the formula used to calculate VLT for alternative fuel vehicles is the same one used for other vehicles, instead of using only 1% prior to 2022 and 20% in 2022 of the manufacturer's base retail price of the vehicle.

User Fees and Non-Tax Revenues, 8% of Total General Fund Revenue



User Fees and Non-Tax Revenues include collections from licenses and permits, fines and forfeitures, cable television fees, user fees from several City departments designed to recover the costs of providing specific City services including Parks and Recreation, Library, Planning, Police, Fire, and Streets; other service charges including interest income, parking meter revenue, in lieu property taxes, sales of surplus property, various rental income, parking garage revenues and concessions; miscellaneous service charges in Finance, Housing, Human Services and Neighborhood Services.

B&R staff relies on departments to provide essential information concerning activity levels, fee increases or decreases and program changes which impact the variety of revenue sources in this category. Technical revenue reviews are conducted twice each fiscal year as part of the annual budget development process. Departments are asked to provide revenue estimates and reasons for changes from prior year actuals. Staff conducts a line-item analysis of all revenues and uses various methods including annualization and percent of prior year, as well as consideration of one-time and contractual revenues, program enhancements or reductions and other adjustments when developing estimates.

The expected growth rate of 1.9% in 2023-24 assumes a moderate growth for the overall collections. However, some GF non-tax revenue categories are anticipated to decrease in 2023-24 due to discontinued revenue sources, a decline in actual collection trends, or a one-time revenue in 2022-23, including cable communications, Municipal Court fines and forfeitures, other service charges, and other miscellaneous receipts.

In addition to the technical reviews conducted twice each fiscal year, B&R staff monitors revenues monthly to determine if adjustments to projections are needed. The proposed estimates are then reviewed by B&R management and the City Manager, and finally incorporated into the GF proposed revenue projections for consideration by the City Council and the community.

This report is for informational purposes only and is intended to provide the City Council and the community with explanations on how GF revenues are analyzed and developed to better facilitate discussions during the annual budget development process.

Dan Wang

Dan Wang, Ph.D.
Deputy Budget and Research Director