



**CITY OF SCOTTSDALE
COUNCIL SUBCOMMITTEE ON COMMUNITY SAFETY
REGULAR MEETING MINUTES**

**Scottsdale Community Design Studio
7506 E. Indian School Road
Scottsdale, AZ 85251**

Monday, September 25, 2025

PRESENT: Vice-Mayor Jan Dubauskas
Councilwoman Kathy Littlefield
Councilman Adam Kwasman

STAFF: Greg Caton, City Manager
Luis Santaella, Interim City Attorney
Joe LeDuc, Chief of Police
Virginia Bermudez, Police Planning and Research Manager

GUESTS:

CALL TO ORDER/ROLL CALL

Vice-Mayor Dubauskas called the meeting to order at 1:02 p.m. A formal roll call confirmed the presence of all Committee Members as noted above.

PUBLIC COMMENT

There were no members of the public who wished to speak, nor written comments presented.

1. Introductions

Interim City Attorney Luis Santaella, Chief of Police Joe LeDuc, and City Manager Greg Caton introduced themselves, followed by Councilwoman Kathy Littlefield, Vice-Mayor Jan Dubauskas, and Councilman Adam Kwasman.

There was no response to the call for public comment.

2. Election of Chair

COUNCILMAN KWASMAN MOVED THAT VICE-MAYOR JAN DUBAUSKAS BE APPOINTED

AS CHAIR OF THE COUNCIL SUBCOMMITTEE ON COMMUNITY SAFETY. COUNCILWOMAN LITTLEFIELD SECONDED THE MOTION, WHICH CARRIED 3-0, WITH VICE-MAYOR DUBAUSKAS, COUNCILWOMAN LITTLEFIELD, AND COUNCILMAN KWASMAN VOTING IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

3. Subcommittee Parameters and Expectations

Councilman Kwasman indicated he would reserve his comments on this matter until Agenda Item 5.

Chair Dubauskas suggested including the Fire Department as part of public safety team. Interim City Attorney Luis Santaella noted the parameters reference Prop 312, which lists public nuisances and specific crimes. However, since they also mention community safety, that could include the Fire Department. He would leave that up to the subcommittee members.

There was no response to the call for public comment.

COUNCILMAN KWASMAN MOVED THAT THE SUBCOMMITTEE PARAMETERS BE INTERPRETED TO INCLUDE THE FIRE DEPARTMENT, AND THAT THE FIRE DEPARTMENT BE REPRESENTED IN THE SUBCOMMITTEE MOVING FORWARD. COUNCILWOMAN LITTLEFIELD SECONDED THE MOTION, WHICH CARRIED 3-0, WITH CHAIR DUBAUSKAS, COUNCILWOMAN LITTLEFIELD, AND COUNCILMAN KWASMAN VOTING IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

Chair Dubauskas requested that Fire Chief Tom Shannon attend the next Subcommittee meeting.

4. Meeting Frequency and Next Meeting Date

Given the upcoming holidays, Chair Dubauskas proposed that the Subcommittee hold its next meeting in November, followed by semi-monthly meetings beginning in 2026. After a brief discussion, it was determined that the next meeting would be held the week of November 10.

There was no response to the call for public comment.

5. Identification of Future Agenda Items

Chief of Police Joe LeDuc expressed appreciation for this subcommittee and other groups, whose input helps them be more effective in areas of public safety. He supported the addition of the Fire Department to these meetings, adding that community safety requires a multidisciplinary approach. He said he anticipates inviting subject matter experts within the City of Scottsdale to make presentations about the Subcommittee's priorities and how those experts intend to make them happen.

Chair Dubauskas requested that Chief LeDuc be prepared to walk them through Prop 312 and where the Police Department is at and the types of support it needs. The Subcommittee also wants to know about the Department's successes, stressors, and recommendations. She also requested to hear Fire Chief Tom Shannon's interactions and thoughts on this matter as well.

Councilmember Kwasman requested the subcommittee be renamed a committee because it does not sit under any committee other than the City Council. Interim City Attorney Luis Santaella indicated he already prepared a council resolution to rename all subcommittees as committees, and that is being reviewed.

Mr. Santaella expressed interest in conducting a high-level presentation about the possibility for the City to have its own probation department, as well as a separate presentation about prosecution, which he feels is essential for community safety. Councilman Kwasman seconded the recommendation and suggested hearing about bail, a presentation from the City Attorney and the City Court.

Referencing the Subcommittee's scope, Chair Dubauskas thought it would help the public in terms of transparency if fire and crime statistics were incorporated into future presentations. She wanted to better understand the situation with the Police and Fire Academies.

City Manager Greg Caton brought up compensation for sworn officers and dispatchers, offering to speak about ongoing efforts at the Subcommittee's November meeting. He felt they could discuss safety success stories at these meetings more than it already does with the City Council.

Councilwoman Littlefield discussed a comparative compensation analysis recently done by an outside firm. She thought another analysis should be done as long as the City follows through once the results were known. She recalled that the City was third in the compensation it offered, though the analysis showed that traffic and transportation going to and from job sites were both challenges which have yet to be addressed. She wanted to ensure that employees do not receive training from Scottsdale only to leave for more lucrative positions.

Councilman Kwasman proposed forming an ad hoc committee with representatives from neighboring cities and communities to discuss homelessness in the Valley and share best practices about the matter. He believed a collective solution could be found. The Interim City Attorney suggested a conference, which Councilman Kwasman agreed.

Adjournment

COUNCILMAN KWASMAN MOVED TO ADJOURN THE MEETING. COUNCILWOMAN LITTLEFIELD SECONDED THE MOTION, WHICH CARRIED 3-0, WITH CHAIR DUBAUSKAS, COUNCILWOMAN LITTLEFIELD, AND COUNCILMAN KWASMAN VOTING IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 1:24 p.m.

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