



**PUBLIC SAFETY RETIREMENT SYSTEM
CITY OF SURPRISE LOCAL BOARD – FIRE**
Minutes, Wednesday, October 14, 2020
16000 N. Civic Center Plaza, Surprise, Arizona 85374

The following are the minutes from the Public Safety Retirement Commission – Fire Board Meeting held at 9:30 a.m. Wednesday, October 14, 2020. The meeting was held in City Hall, Council Chambers. Due to COVID-19, the public was able to stream meeting live.

A. Call To Order

Chair Hall called meeting to order at 9:30 a.m.

B. Roll Call: Skip Hall, Chairperson – Present
Chandler Brown, Citizen Board Member – Present
James Conner, Citizen Board Member – Absent
Christopher Preest, Fire Member – Present (*conference bridge*)
Rick Valdez, Fire Member – Present

In attendance: Paige Gearhart, Human Resources Manager
Cynthia Kelley, Board Attorney
Ariana Reyna, PSPRS Board Secretary
Connie Welsch, Human Resources Manager

C. Pledge of Allegiance – Completed

D. Current Events Reports - None

E. Staff Reports – Board Secretary introduced new HR Manager Paige Gearhart who was hired by the City of Surprise on October 5, 2020. Paige joins the City from San Diego and has extensive HR background. Paige will be working closely with HR Manager Connie Welch to transition HR management support for the PSPRS Boards.

F. Call to the Public – None

Consent Agenda:

- 1. Considerations and possible action pertaining to the review and approval of the August 12, 2020 Public Safety Retirement Commission - Fire Board meeting minutes - APPROVED**

Motion to Approve: James Conner
Second: Chandler Brown
Opposed: None

Regular Agenda:

2. Review and discussion of current IME providers– INFORMATION ONLY

The Board Secretary addressed the Board stating that she provided information on work of scope and fees of IME providers that both Fire and Police Boards have selected. She also looked at vendor utilization records for reference. Integrated Medical Evaluations has not been used in the past by the City. Mitchell MCN has been used twice for a total cost incurred of \$4,115. Managed Medical Review Organization has been used six times for a total cost incurred of \$20,275 specifically from August 2018 to December 2019.

Discussion ensued regarding the Boards' feedback and experience working with the different IME providers. Christopher Preest stated that the Fire Board has not engaged in requesting IME services during the mentioned time of fees incurred. Chair stated that staff presented this data for information purposes only. Rick Valdez stated that the last time that Fire engaged in the process of seeking an IME services was about 2-4 years ago. The Board conferred with other municipalities on IME companies and their experience with services provided. Chandler Brown stated that he does not recall having any issues with any of the companies that the Police Board has worked with in the past. Board Secretary stated that even though Integrated Medical Evaluations has not been used in the past by the City, a representative did reach out and stated that they are locally based in Arizona and were willing to provide references if the Board were to consider them for future IME services. Chandler Brown asked how the Board would select an IME provider. Board Secretary stated that this would be determined on a case-by-case basis and the Board would determine what company provides the services needed depending on the disability case and member's condition presented. Cynthia Kelley stated that she is most familiar with MCN and MMRO. Cynthia stated that one thing that MMRO does, is that when all the medical documents come in before they are sent for an IME, MMRO organizes them and provides a summary. Their services are helpful because they will provide a breakdown of medical care, surgeries, etc. in chronological order and depending on the complexity of the case and the amount of medical records received; MMRO will even recommend the type of IME service that the Board should be looking for.

Rick Valdez referred to a previous case where the Board faced challenges with determining the appropriate IME service for a member as there was conflicting information in differentiating specialty using neurological vs. physical evaluation as an example.

**3. Review and discussion of FY 2020 – 2021 legal counsel fees –
INFORMATION ONLY**



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Board Secretary stated that during the September Joint meeting, the Board requested an ongoing budgetary summary of legal counsel fees incurred. The Board Secretary presented current and previous years' expenditures for Board's review. The Board has paid a total of \$2,226.15 for beginning of fiscal year to date. The Board Secretary asked if the Board had any questions or if they would like the information to be presented differently.

Christopher Preest had a question about the significant cost increase in the previous fiscal year to which the Board Secretary acknowledged that this was the result of accidental disability retirements processed by the Police Board. James Conner inquired and confirmed that information presented was the combined cost for both the Fire and Police Boards. Rick Valdez acknowledged that information was valuable and indicated that it could be helpful to divide costs by each Board separately, if not, make it clear that cost is combined between Fire and Police.

4. Considerations and Actions pertaining to the reexamination of disability recipients for the Surprise Fire Department pursuant to A.R.S. § 38-844(E)

Board Secretary stated that as specified in the City of Surprise Public Safety Retirement Commission - Fire Board Rules Section G.(2)(a), the Fire Board may require Members receiving disability benefits to undergo an annual medical examination to determine whether they are still disabled and therefore, qualified for continued disability benefits. Christopher Preest asked legal counsel if there has to be a Subcommittee to review the medical records. Cynthia Kelley stated that this was a discretionary process and that the Board does not have to review medical records. Cynthia Kelley stated that once per year the information is presented to the Board and if they want to create a Subcommittee, then the Subcommittee decides if they want to move forward with potentially recommending that the Board sends someone for an IME. Rick Valdez stated that by forming Subcommittee, the members are doing their job as elected members of the Board and are performing their due diligence in compliance with statute.

Motion made for Subcommittee to be made comprised of Christopher Preest and Rick Valdez and provide a report to the Board during the next meeting.

Motion to Approve: Chandler Brown

Second: James Conner

Opposed: None

G. Other Business and Future Agenda Items – None

H. Executive Session – None



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I. Adjournment

Motion to adjourn at 9:54 a.m. – **APPROVED**

Motion: James Conner

Second: Rick Valdez

Opposed: None

Meeting Minutes Approval:

A handwritten signature in black ink, appearing to read "Skip Hall", is written over a horizontal line.

Skip Hall, Chair

CERTIFICATION:

I, Ariana Reyna, Board Secretary and Sr. Human Resources Analyst – ADA & Leaves for the City of Surprise, Maricopa County, Arizona, do hereby verify that these are true and correct minutes of the Public Safety Retirement Commission – Fire Meeting of **Wednesday, October 14, 2020**.

A handwritten signature in blue ink, appearing to read "A. Reyna", is written over a horizontal line.

Ariana Reyna, Board Secretary
Public Safety Retirement Commission – Fire