



**PUBLIC SAFETY RETIREMENT SYSTEM  
CITY OF SURPRISE LOCAL BOARD – POLICE**  
Minutes, Wednesday, August 12, 2020  
16000 N. Civic Center Plaza, Surprise, Arizona 85374

The following are the minutes from the PSPRS City of Surprise Police Board Meeting held at 9:45 a.m. Wednesday, August 12, 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 9:45 a.m.

**B. Roll Call:** Skip Hall, Chairperson – Present  
Chandler Brown, Citizen Board Member – Present  
James Conner, Citizen Board Member - Present  
Severin Hall, Police Department – Present  
Ian Murton, Police Department – Present

**In attendance:** Connie Welsch, Human Resources Manager  
Carrie O'Brien, Board Attorney (*conference bridge*)  
Eric Boyles, Procurement Manager (*conference bridge*)  
Ariana Reyna, Sr. Human Resources Analyst

**C. Pledge of Allegiance** – Completed

**D. Current Events Reports** - None

**E. Staff Reports** – None.

**F. Call to the Public** – Ariana Reyna informed the Board that she received a public inquiry for regular agenda item #4. Chair Hall asked to wait until the Board is ready to review that particular agenda item.

**Consent Agenda:**

- 1. Considerations and action pertaining to the review and approval of the July 15, 2020 PSPRS Local Police Board Executive Session Meeting Minutes - APPROVED**

**Motion to Approve:** Chandler Brown  
**Second:** Ian Murton  
**Opposed:** None



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**2. Considerations and action pertaining to the review and approval of the July 15, 2020 PSPRS Local Police Board Meeting Minutes - APPROVED**

**Motion to Approve:** Chandler Brown  
**Second:** Ian Murton  
**Opposed:** None

**Regular Agenda:**

**3. Possible action to enter Executive Session to receive legal advice regarding the adoption of a reevaluation process and criteria pertaining to accidental disability recipients pursuant to A.R.S. § 38-844 (E)**

**Motion to ENTER Executive Session:** James Conner  
**Second:** Chandler Brown  
**Opposed:** None

DISCUSSION ENSUED DURING EXECUTIVE SESSION, WHICH TOOK PLACE FROM 9:48 A.M. – 10:11 A.M.

**Motion to EXIT Executive Session:** Ian Murton  
**Second:** Severin Hall  
**Opposed:** None

**4. Further review, consideration and possible action to adopt a reevaluation process and criteria pertaining to accidental disability recipients pursuant to A.R.S. § 38-844 (E). – TABLED**

**Motion to TABLE:** James Conner  
**Second:** Ian Murton  
**Opposed:** None

Ariana Reyna stated that she received a call to the public from Mr. Douglas Lynch who is a former City of Surprise employee and a current recipient of accidental disability pension. He respectfully requested to have the Board consider the following: From how the DRAFT disability review process and criteria is written, he asks to change the verbiage found therein from “accidental disability retirement” to show “accidental disability pension” instead. The way it is written now, alludes to only people who retire on Accidental Disability within 5 years of their 20-year date are exempt from re-evaluation. Change in verbiage would clearly indicate that all Accidental Disability recipients within 5 years of the 20-year mark are exempt. He believes this was originally



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the intention but does not wish to leave it open for future boards and members to interpret things differently.

Severin Hall asked Legal Counsel for her input on making this change. Chandler Brown asked if there would be any ramification with moving forward with a change in verbiage. Carrie O'Brien stated that this would not be a substantive change in her opinion. Further discussion ensued. Chandler Brown asked if there was a legal distinction in statute between "retirement" and "pension," to which Carrie O'Brien stated she would need to go back and look at statute and confirm either way. Board moved forward to table agenda item until the September meeting.

**5. Summary and discussion of Arizona Supreme Court case as it relates to accrued leave vacation payouts for pension benefits**

Carrie O'Brien provided an update with a case from the City of Phoenix that was brought forward to the Arizona Supreme Court. The City of Phoenix had a practice where they would pay out accrued unused leave up to 2.5 years for an employee and they would include payout of these leave accruals in the calculation of pension retirement benefits. AZ Supreme Court affirmed lower courts' decisions stating that those leave payouts are not pensionable and do not constitute salary or wages. Carrie O'Brien confirmed with the City of Surprise that this would be a non-issue for the City of Surprise as this is not a current practice.

**6. Consideration and possible action pertaining to the review of medical examination and the acceptance of three (3) new police officer (recruits): Andrew Harding, Taylor Knight, and Heather Lynn into the PSPRS system pursuant to A.R.S. § 38-859**

Ariana Reyna stated that Police Officer recruits Andrew Harding, Taylor Knight, and Heather Lynn have been extended an offer of employment with the Surprise Police Department. They are scheduled to start employment on August 24, 2020. They will go through new hire orientation with Human Resources and be informed of their Tier 3 status and 90-day waiting period before contributing into the PSPRS system. Police Officer recruits were notified of the Board's review of medical records during current meeting.

Severin Hall made a motion to approve Tier 3, Police Officer recruits as follows: Andrew Harding with pre-existing condition(s), Taylor Knight without a pre-existing condition, and Heather Lynn with pre-existing condition(s).

**Motion to Approve:** Severin Hall  
**Second:** James Conner  
**Opposed:** None



**7. Consideration and possible action pertaining to the acknowledgement of end of DROP period for Police Officer Craig Scartozzi who will separate from employment effective September 1, 2020 and start collecting retirement pension benefit**

The PSPRS Local Police Board met and approved Officer Scartozzi's DROP application on 9/21/2016 with an effective date of 9/15/2016. Officer Scartozzi elected a 60-month designation period. He acknowledged and agreed to separate employment from the City of Surprise prior to 9/30/2021.

**Motion to Approve:** Ian Murton

**Second:** Severin Hall

**Opposed:** None

**8. Consideration and possible action regarding the application for Accidental Disability Retirement of Glenn Cannon**

Mr. Glenn Cannon addressed the Board to thank them for their patience and support during this process. He recognized that it was a lengthy and complex process but thankfully, he is able to resume his job duty as a Police Officer.

Carrie O'Brien notified the Board of the Notice of Withdrawal of accidental disability application presented by Mr. Glenn Cannon's attorney. Chandler Brown made a motion to accept Glenn Cannon's withdrawal of accidental disability application for retirement.

**Motion to Approve:** Chandler Brown

**Second:** James Conner

**Opposed:** None

**9. Considerations and possible action for the Police Board to finalize RFQ process for Independent Legal Counsel after receiving recommendation from selection panel review**

Chair Hall explained that this was a Subcommittee composed of Ian Murton and Jim Conner and asked Ian to provide recommendation. Ian Murton stated that the Board received three applications from law firms for consideration. The selection panel worked with Eric Boyles, Procurement Manager and ranked each law firm on a point-based system. Both Jim Conner and Ian Murton had a consensus on rating for the selected firm. Ian Murton mentioned that this selection was consistent with the Fire Board's decision. He acknowledged that even though their decision would not affect the Police



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Board per se, it does make it easier for the City to have the same legal counsel representing both PSPRS Local Boards. Chandler Brown made a motion to select Ryan Rapp Underwood & Pacheco as the PSPRS Local Police Board legal counsel as a result of the RFQ process.

**Motion to Approve:** Chandler Brown

**Second:** Ian Murton

**Opposed:** None

**G. Other Business and Future Agenda Items – None.**

**H. Executive Session**

**I. Adjournment**

**Motion to adjourn at 10:24 a.m. – APPROVED -**

**Motion:** Ian Murton

**Second:** Chandler Brown

**Opposed:** None

**Meeting Minutes Approval:**

Skip Hall, Chair

**CERTIFICATION:**

I, Ariana Reyna, 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 PSPRS Local Police Board Meeting of **Wednesday, August 12, 2020**.

  
Ariana Reyna, Human Resources