



CITY OF SURPRISE
Regular City Council Work Session Agenda
16000 N. Civic Center Plaza
Surprise, AZ 85374

Tuesday, December 6, 2016 @ 5:00 PM
COUNCIL CHAMBERS

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- A. Call To Order
- B. Roll Call
- C. Pledge of Allegiance
- D. Call To The Public:

INSTRUCTIONS: In order to address the City Council, you will need to fill out a Call to the Public Form available at the front counter, and then turn it in to the City Clerk before the meeting begins.

[Download the Call to the Public form](#) (PDF download requires [Adobe Acrobat Reader](#))

[Fill out the Call to the Public form online](#) If submitting form electronically, please submit to City Clerk at least one hour before the meeting start time.

The Call to the Public form is also available at the front counter.

Note: A.R.S. 38-431.01(H) - During this time members of the public may address City Council on any item not on the agenda. At the conclusion of the open call, City Council may respond to criticism, may ask staff to review the matter or may ask that the matter be put on a future agenda. No discussion or action shall take place on any item raised.

Approval of items on the Consent Agenda – all items with an asterisk (*) are considered to be routine matters and will be enacted by one motion and one roll call vote to the City Council. There will be no separate discussion on these items unless a Councilmember requests, in which event the item will be removed from the consent agenda and considered in its normal sequence on the agenda.

E. Regular City Council Work Session Agenda:

Regular Agenda Item - Non-Public Hearing:

1. District Citywide [A presentation by Audra Colson, Founder/CEO of Chance Shelter, a no-kill shelter located in the City of Surprise.](#) None
CM Winters
& CM Hall
2. District Citywide [Presentation and discussion pertaining to the City of Surprise Worker's Compensation Program and potential transition to self-insured/self-administered model.](#) None
Brian
Carmichael,
Human
Resources

F. Executive Session:

For information Purposes; Upon a public majority vote of a quorum of the City Council, the Council may hold an executive session, which will not be open to the public, but for only the following purposes:

- discussion or consideration of personnel matters (A.R.S. §38-431.03 (A)(1));
- discussion or consideration of records exempt by law from public inspection (A.R.S. §38-401.03 (A)(2));
- discussion or consultation for legal advice with the city's attorneys (A.R.S. §38-431.03 (A)(3));
- discussion or consultation with the city's attorneys regarding the city's position regarding contracts that are the subject of negotiations, in pending or contemplated litigation, or in settlement discussions conducted in order to avoid or resolve litigation (A.R.S. §38-431.03 (a)(4));
- discussion or consultation with designated representatives of the city in order to consider its position and instruct its representatives regarding negotiations with employee organizations (A.R.S. §38-431.03 (A)(5)); or
- discussion, consultation or consideration for international and interstate negotiations or for negotiations by a city or town, or its designated representatives, with members of a tribal council, or its designated representatives, of an Indian reservation located within or adjacent to the city or town. A.R.S. §38-401.03 (A)(6)).
- discussing or consulting with designated representatives of the city in order to consider its position and instruct its representatives regarding negotiations for the purchase, sale or lease of real property (A.R.S. §38-431.03 (A)(7)).

Confidentiality Requirements Pursuant to A.R.S. §38-431.03(C)(D): Any person receiving executive session information pursuant to A.R.S. §38-431.02 shall not disclose that information except to the Attorney General or County Attorney by agreement of the City Council, or as otherwise ordered by a court of competent jurisdiction.

The council may vote to hold an executive session for the purpose of obtaining legal advice from the Board's attorney on any matter listed on the agenda pursuant to A.R.S. § 38-431.03(A)(3).

G. Adjournment:

SHERRY ANN AGUILAR, CITY CLERK, MMC

POSTED: December 1, 2016 at 2:12 PM

SPECIAL NOTE: PERSONS WITH SPECIAL ACCESSIBILITY NEEDS, INCLUDING LARGE PRINT MATERIALS OR INTERPRETER, SHOULD CONTACT THE CITY CLERK'S OFFICE @ 623.222.1200 OR TTY 623.222.1002, BY NO LATER THAN 24 HOURS IN ADVANCE OF THE REGULAR SCHEDULED MEETING TIME.



CITY OF SURPRISE
Regular City Council Work Session

December 6, 2016 @ 5:00:00 PM

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Council Meeting Date:	December 6, 2016	Contact Person:	CM Winters & CM Hall
Submitting Department:		District:	Citywide
Staff Recommendations:	None		

Consent	Regular	Public Hearing	Report/Discussion
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Agenda Wording:

A presentation by Audra Colson, Founder/CEO of Chance Shelter, a no-kill shelter located in the City of Surprise.

Motion:

No action - presentation only.

Background:

Objective Analysis:

Policy Compliant:

Financial Impact:

Budget Impact:

FTE Impact:

ATTACHMENTS:

Click to download

☐ [Presentation](#)



CHANCE SHELTER

EVERY ANIMAL, CHILD & COMMUNITY
DESERVES A CHANCE

www.chanceshelter.org





*“....built for our community,
by our community”*

IDENTIFIED NEED

Current void of resources

Increase in human population
=
Increase in pet population

A French Bulldog puppy with black and white markings is sitting inside a light-colored wicker basket. The puppy is looking directly at the camera with large, upright ears. The basket is placed on a dark wooden floor. A semi-transparent blue banner is overlaid across the middle of the image, containing the text.

Our mission is to provide compassionate care to animals through
adoptions, education, crisis intervention, and community involvement
because we believe every animal, child, and community deserves a chance.

WHAT WE DO

*“...making a
difference
for Surprise
and our
surrounding cities
for generations to
come.”*



No-Kill Animal
Shelter



Education
Programs



Crisis
Intervention



Community
Outreach

Volunteers, Volunteers, Volunteers

No-Kill Animal Shelter





No-Kill Animal Shelter Current Activities

Adoptions

Community alliances

Courtesy outreach

Nov 19 adoption event

Fosters



Have helped approximately
15 pets in 4 months



No-Kill Animal Shelter Future Endeavors

Behavioral assistance

Special health needs

Alliance with
Animal Care & Control

Education Programs





Education Programs Current Activities

Pet CPR & First Aid
Quarterly since Jan 2016

K-6 classroom presentation
Jan 2017

Activity books

Informational blogs

Education Programs
Future Endeavors

K-12 Summer camps
and classes

Alliance with West-MEC

Scholarships

Internships

Crisis Intervention



Crisis Intervention Current Activities

Alliances
Crisis Response
Veterinary Services



Pet food assistance
for homeless



Crisis Intervention Future Endeavors

Crisis resource
book



EAMT



Disaster relief
trailer

Community Outreach



Community Outreach Current Activities

Resources

Disaster Preparedness

Grievance Counseling





Community Outreach Resources

Pet food distribution
Over 500lbs since Summer 2016

Shoe drive
850 pairs

Low-cost resources on website

Community Outreach Disaster Preparedness

Home Depot
GAIN Night
Station 304 open house

Vials of life

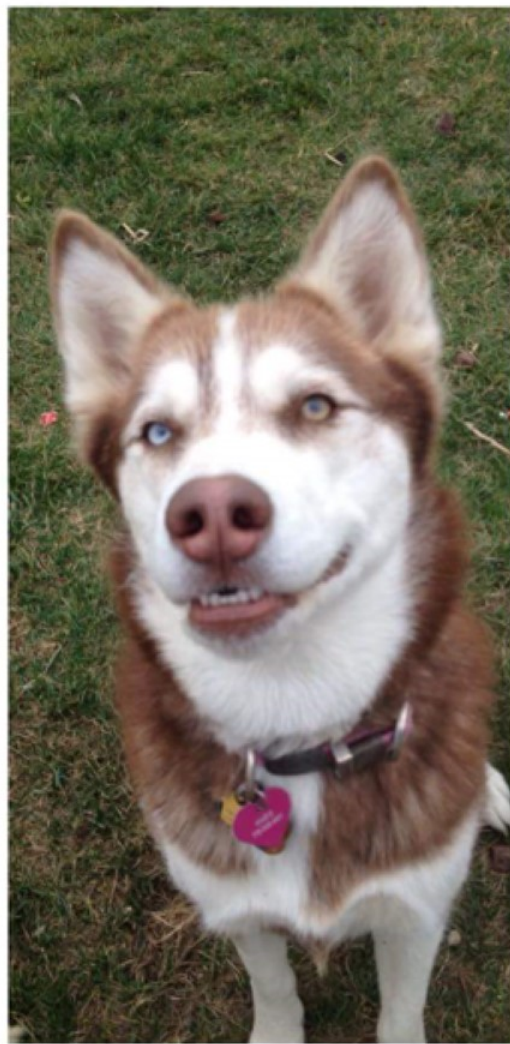
Evac packs





Community Outreach Grievance Counseling

*"While their primary concern
is saving animals in need
and placing them in loving homes,
they equally are concerned
about providing support
to owners and their animals
in other times of need such as this. "*
~ Surprise resident





Community Outreach Future Endeavors

Provider of low-cost services

Food bank & church alliances

Cuddle companions

Special needs programs

Facility

Getting a facility would help us
touch many more lives and
further enhance our community

Making an impact
in the meantime

Wednesday,
Sept. 21, 2016

Vol. 19 No. 90
136 Pages 48 Pages



COMMUNITY: Candlelight vigil

Surprise remembers
Alexis Rumer; 10



SPORTS: Dysart family

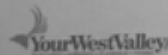
Teammates now live
like brothers; 14

PRIME TIMES: Arts HQ

Lunchtime theater
back in Surprise; 34

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SURPRISE TODAY

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LABEL



Chance Shelter CEO Audra Colson-Siddle feeds a foster kitten on Sept. 14 at Surprise Fire-Medical Headquarters in Surprise. The shelter is conducting a drive to raise funds for animals in crisis. (Independent Newsmedia/Jacobi Szank)

Chance Shelter seeks long-term home

By Richard Smith
STAFF WRITER

In more than a decade helping residents and families through their darkest hours, members and volunteers of the Surprise

Fire-Medical Department Crisis Response Program noticed the sadness in other pairs of eyes.

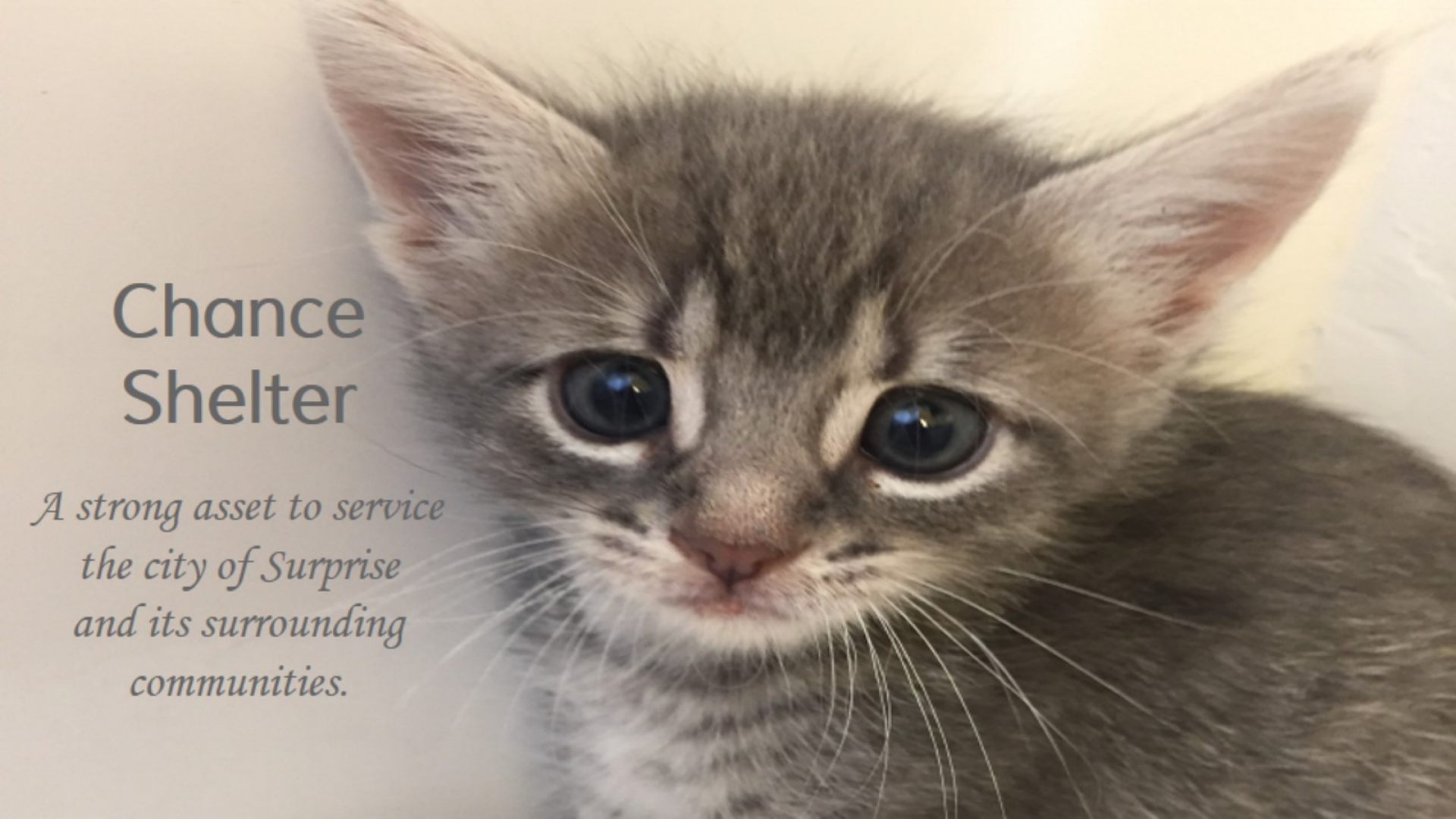
Those eyes belonged to pets that just lost an owner or saw their owners move

away suddenly.

In recent years, the CRP members reached out to city employees and residents and were able to give birth to Chance Shelter. Less than a year old, the non-profit is

providing foster homes for displaced pets, forging bonds with community groups and putting together fundraising drives that also benefit organizations well beyond

» See Shelter on page 3



Chance Shelter

*A strong asset to service
the city of Surprise
and its surrounding
communities.*



CREDITS

Special thanks to all the people who made and released these awesome resources for free:

→ Presentation template by [SlidesCarnival](#)



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Council Meeting Date:	December 6, 2016	Contact Person:	Brian Carmichael, Human Resources
Submitting Department:	Human Resources	District:	Citywide
Staff Recommendations:	None		

Consent	Regular	Public Hearing	Report/Discussion
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Agenda Wording:

Presentation and discussion pertaining to the City of Surprise Worker's Compensation Program and potential transition to self-insured/self-administered model.

Motion:

None: discussion only.

Background:

For the past decade, the City of Surprise has actively worked toward transitioning to a self-insured model related to the Worker's Compensation Program. The presentation today is to provide an overview of the current program and the projected impact of transitioning to a self-insured program.

Objective Analysis:

Policy Compliant:

Financial Impact:

The estimated cost to transition to a self-insured model is projected to ultimately result in program savings. One of the primary goals of this presentation is to effectively highlight potential financial strategy.

Budget Impact:

None at this time; however, topics covered in this presentation could lead to future actions which may have a fiscal impact. The Human Resources Department will return to Council for a budget amendment if a self-insured program is implemented.

FTE Impact:

None at this time; however, a total of 1 FTE will need to be added to effectively operate and manage a self-insured program.

ATTACHMENTS:

Click to download

☐ [Worker's Compensation Program Overview](#)



Worker's Compensation Program Overview

Risk Management/Finance December 2016

Worker's Compensation Program Overview

PROGRAM HISTORY.

- Similar to our GL coverage, the City is insured by the Arizona Municipal Risk Retention Pool for WC.
- We have historically opted to accept minimal risk tolerance in a guaranteed cost model.
- Program within the City lacked strong controls to contain cost and deliver consistent service to injured employees.



Worker's Compensation Program Overview

CURRENT PROGRAM.

- In August of 2015, considerable changes were made to our WC program.
 - TriageNow-
 - 86%-54%
 - RTW Program-
 - LWD reduced from 1537 to 211
 - Appropriate Levels of Care.

Worker's Compensation Program Report					
	Claims	Lost Work Days	Med Costs	LWD Cost	Total Program Cost
FY14	65	1537	\$879,505.00	\$368,880.00	\$1,248,385.00
FY15	77	572	\$399,407.00	\$137,280.00	\$536,687.00
FY16	66	211	\$294,772.00	\$50,640.00	\$345,412.00
*LWD costs are based on an average of \$30 per hour x 8 hour day =\$240 per day					

Worker's Compensation Program Overview

PROGRAM VISION.

- We have successfully implemented a program that provides top-tier service, while containing associated costs.
- The City is poised to increase risk tolerance to offset high premiums.



Worker's Compensation Program Overview

PROJECTED IMPACT.

FY	Claims >\$1	Gross Indemnity + Expenses	Deductibles	Subros	Premiums	Total Liabilities	Cost of Risk
2012	57	\$410,678.79	\$25,000.00	\$0.00	\$867,950.00	\$385,678.79	\$892,950.00
2013	53	\$743,821.23	\$25,000.00	\$65,052.31	\$872,677.00	\$678,768.92	\$897,677.00
2014	65	\$879,505.02	\$25,000.00	\$0.00	\$1,015,720.00	\$854,505.02	\$1,040,720.00
2015	77	\$399,407.57	\$25,000.00	\$0.00	\$1,019,344.00	\$374,407.57	\$1,044,344.00
2016	66	\$294,772.00	\$25,000.00	\$0.00	\$1,403,974.00	\$269,772.00	\$1,428,974.00

*Total Liabilities = Gross Indemnity + Expense - Subrogation Recoveries

*Cost of Risk = Premiums + Deductibles

Worker's Compensation Program Overview

	Current FY2017	Self Insured w/Excess Policy			Total Savings
		FY2018	FY2019	FY2020	
Premiums	\$1,464,900	\$135,000	\$135,000	\$135,000	
Admin/Salary	*	\$92,900	\$97,000	\$101,300	
Cost of Services	\$25,000	\$475,000	\$475,000	\$475,000	
Software	*	\$32,800	\$32,800	\$25,500	
Risk Consulting	*	\$30,000	\$30,000	\$30,000	
Total	\$1,489,900	\$765,700	\$769,800	\$766,800	
Savings From Current		\$724,200	\$720,100	\$723,100	\$2,167,400

* Mid-year addition of approximately \$100,000 to initiate self insured model

Worker's Compensation Program Overview

BUDGET ACTIONS

- FY2017 Amendments
 - Dedicate \$800,000 of FY2016 General Fund savings
 - Operating costs—\$100,000 (1 FTE, software, consulting)
 - Establish reserve—\$700,000
- FY2018 Recommendations
 - Operating costs—approximately \$770,000
 - \$720,000 savings from FY2017
 - Set reserve at 2X expected claims—approximately \$950,000
 - HURF, Water, Sewer, Sanitation—\$250,000 combined



SURPRISE
ARIZONA

**QUESTIONS OR
COMMENTS?**

Thank You