



CITY OF SURPRISE
Regular City Council Work Session
16000 N. Civic Center Plaza
Surprise, AZ 85374
Tuesday, October 21, 2025 @ 4:30 PM
COUNCIL CHAMBERS

- A. Call To Order
- B. Roll Call
- C. Pledge of Allegiance
- D. Regular City Council Work Session Agenda

CONSENT AGENDA:

REGULAR AGENDA ITEM - PUBLIC HEARING:

REGULAR AGENDA ITEM - NON-PUBLIC HEARING:

- | | | | |
|----|----------|---|----------------------------------|
| 1. | Citywide | Presentation and discussion pertaining to the FY2025 Financial Status Report through June 2025. | Sandy Simmons
Finance |
| 2. | Citywide | Presentation and discussion regarding the Transportation Department's Strategic Plan. | Eric Boyles
Transportation |
| 3. | Internal | Presentation and discussion regarding the Surprise Fire-Medical Department Strategic Plan | Kevin Spirlong
Fire - Medical |
- E. 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).

F. Adjournment

KRISTI PASSARELLI, CITY CLERK

POSTED: Friday, October 17th, 2025 @ 11:30 AM

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



CITY OF SURPRISE
Regular City Council Work Session

Council Meeting Date: October 21, 2025
Submitting Department: Finance
Staff Recommendations:

Contact Person: Sandy Simmons, Finance Director
District: Citywide

Consent: No Regular: Yes Public Hearing: No Report/Discussion: No

Agenda Wording:

Presentation and discussion pertaining to the FY2025 Financial Status Report through June 2025.

Motion:

None, discussion only.

Background:

This update will review the financial activity through June 2025.

Objective Analysis:

The comparison of the current financial activity to the plan laid out in the budget helps the city to determine its current financial position. This will allow for better short and long term financial planning as the current fiscal year is underway and the planning for the next budget begins.

Policy Compliant:

This item is compliant with the city's Comprehensive Financial Management Policies.

Financial Impact:

The presentation provides an update of the unaudited revenue and expenditures for the General Fund for Fiscal Year 2025, through June 2025.

Budget Impact:

This item does not amend the current fiscal year budget. There will be discussion of the city's financial performance through June 2025.

FTE Impact:

This item does not have an impact on current staff levels.

ATTACHMENTS:



CITY OF SURPRISE
Regular City Council Work Session

Council Meeting Date: October 21, 2025

Contact Person: Eric Boyles, Director -
Transportation

Submitting Department: Transportation

District: Citywide

Staff Recommendations:

Consent: No

Regular: Yes

Public Hearing: No

Report/Discussion: No

Agenda Wording:

Presentation and discussion regarding the Transportation Department's Strategic Plan.

Motion:

N/A

Background:

On June 17, 2025, the City Council adopted their Strategic Plan outlining their framework for focusing resources, guiding policy, and supporting deliberate and sound budgetary decisions with a shared goal of making Surprise a sustainable, vibrant place for residents, businesses, and visitors - today and into the future. As part of the Strategic Plan, the Council identified priority areas and goals that will advance each priority. Transportation and Public Safety are priorities for the Transportation Department and align directly with the City Council's Strategic Plan. This presentation will identify how the Transportation Department will execute specific elements identified in the strategic plan.

Objective Analysis:

N/A

Policy Compliant:

N/A

Financial Impact:

There is no anticipated financial impact related to this item.

Budget Impact:

There is no anticipated budget impact related to this item.

FTE Impact:

This item does not have an impact on current staff levels.

ATTACHMENTS:

1. Transportation Strategic Plan Presentation
-

Transportation Department

Eric Boyles

October 21, 2025



SURPRISE
ARIZONA

Mission Statement

To establish and maintain a safe and efficient transportation system that enhances the mobility of people and goods, supports responsible growth, and delivers exceptional customer service to our community.



SURPRISE
ARIZONA

Department Overview

Core Services & Functions

- Streets Maintenance & Operations
- Transportation Systems Management & Operations (TSMO)
- Traffic Engineering
- Administration

Special Programs

- Trip Reduction
- Adopt-A-Street



Strategic Priorities Alignment



Alignment with the City Council Strategic Plan priorities "**TRANSPORTATION**" and "**PUBLIC SAFETY**":

Providing a safe, accessible, and resilient transportation network not only ensures mobility for our community, but also strengthens public safety, supports economic development, and advances Council's strategic goals.



Department Strategic Goals

Council Public Safety Strategy 1.2: Ensure that the City of Surprise continues to be prepared for emergencies through planning and personnel training

- **Department Goal:** Establish a full-time Incident Response Team to enhance Public Safety coordination, communication, and rapid deployment capabilities during emergency events.
- **Department Goal:** Develop a training program to better prepare staff for incident response situations.
- **Department Goal:** Develop and implement an emergency equipment staging plan ensuring critical supplies and assets are pre-positioned in at least three identified outlying areas to support rapid response and resilience.



Department Strategic Goals

Council Transportation Strategy 2.1: Pursue innovative financing for infrastructure improvements within the city

- **Department Goal:** Work with the Finance Department in FY26 to establish the initial steps for adoption of a Transportation Impact Fee in FY27
- **Department Goal:** Work with the Finance Department on development of a Citywide Traffic Signal Fee
- **Department Goal:** Establish an evaluation tool for potential grant opportunities to ensure that the department is maximizing our resources for grant application development.



Department Strategic Goals

Council Transportation Strategy 2.2: Continue to aggressively make improvements to key local transportation corridors

- **Department Goal:** Expand the city's transportation network by 30 lane miles each year
- **Department Goal:** As new development comes into the city, work with developers to construct the required onsite and offsite transportation infrastructure to support new development with a focus on east/west and north/south connections
- **Department Goal:** Enhance the efficiency and performance of the roadway network by employing data driven strategies such as traffic signal timing optimization, modernizing technologies and investing in emerging technologies



Department Strategic Goals

Council Transportation Strategy 2.3: Provide for greater regional interconnectivity

- **Department Goal:** Complete the final design of the Jomax Rd Extension project in FY26 to ensure the project is on schedule for construction in FY27
- **Department Goal:** Work with MAG and ADOT on designing the SR303/155th Ave traffic interchange and the arterial roadway connections as one project to ensure the regional connection point can be constructed within the Phase I timeline of Prop 479
- **Department Goal:** Work with the City of Peoria and the National Guard on a possible connection from Dove Valley Rd to SR74.



Department Strategic Goals

Council Transportation Strategy 2.4: Foster a safe transportation experience for pedestrians, cyclists, and Motorists

- **Department Goal:** To ensure roadway safety for motorists and pedestrians, provide maintenance on 200 lane miles each year of the pavement preservation program
- **Department Goal:** Establish a program to evaluate pedestrian facilities for ADA compliance and provide ADA upgrades to ensure pedestrian connectivity and accessibility
- **Department Goal:** Create a pedestrian safety program for high schools within the city, and if funding is available, implement the recommended improvements



Key Projects & Initiatives

Projects & Initiatives	Status	Estimated Completion Date
Transportation Master Plan (Council Strategy 2.1 - 2.4)	Currently at 30% complete; Stakeholder Focus Group meetings & Community Outreach coming next	Fall 2026
163rd Ave Roadway Improvements (Council Strategy 2.2)	Phase 1: US60 to Happy Valley; 90% complete Phase 2: Happy Valley to Jomax; Construction starts early 2026	Early 2027
Cotton Ln & Peoria Ave Intersection (Council Strategy 2.2)	Currently at 95% design; Construction anticipated late 2025	Summer 2026
Jomax Rd Extension (Council Strategy 2.3)	Currently at 60% design; Construction anticipated FY26 (Pending ROW Acquisition)	Fall 2027

Challenges & Opportunities

- **Challenges:** funding, staffing, regulatory barriers
 - Funding – Identification of funding sources that are not General Fund
 - Staffing – Influx of pending retirements
- **Opportunities:** cross-departmental efforts, innovation, grants
 - Transportation Master Plan
 - Internal Program Expansion
 - Seal Coat Crew
 - Incident Response Team



Questions or Comments?

THANK YOU



SURPRISE
ARIZONA



CITY OF SURPRISE
Regular City Council Work Session

Council Meeting Date: October 21, 2025
Submitting Department: Fire - Medical
Staff Recommendations:

Contact Person: Kevin Spirlong
District: Internal

Consent: No Regular: Yes Public Hearing: No Report/Discussion: No

Agenda Wording:

Presentation and discussion regarding the Surprise Fire-Medical Department Strategic Plan

Motion:

N/A

Background:

On June 17, 2025, the City Council adopted their Strategic Plan outlining their framework for focusing resources, guiding policy, and supporting deliberate and sound budgetary decisions with a shared goal of making Surprise a sustainable, vibrant place for residents, businesses, and visitors — today and into the future. As part of the Strategic Plan, the Council identified priority areas and goals that will advance each priority. Three priorities identified are: 1.1) Maintain levels of service through continued investment in hiring and staffing; 1.2) Ensure that the City of Surprise remains prepared for emergencies through planning and training; 1.3) Prioritize the health and safety of City staff through training and resources. This presentation will identify how the Surprise Fire-Medical Department will execute specific elements identified in the strategic plan.

Objective Analysis:

N/A

Policy Compliant:

N/A

Financial Impact:

There is no anticipated financial impact related to this item.

Budget Impact:

There is no anticipated budget impact related to this item.

FTE Impact:

This item does not have an impact on current staff levels.

ATTACHMENTS:

1. SFMD Strategic Plan Presentation
-

Fire-Medical Department

Kevin Spirlong
October 21, 2025



SURPRISE
ARIZONA

Mission Statement

To protect and preserve life and property with the highest level of safety, customer service, pride and professionalism.

"Always there, Always Ready."



Department Overview

Core Services & Functions

- Fire Protection & Rescue Operations
- Hazardous Materials Response
- Emergency Medical Services & Transportation
- Community Education & Outreach
- Physical Resource Management & Planning (Fire Stations, Vehicles, Equipment, etc.)
- Human Resource Management (Recruitment, Training, Safety, Wellness, etc.)



Strategic Priorities Alignment

Public Safety: Strategic hiring, continuous training, and service readiness.

Transportation: Signal preemption technology, safer emergency response.

Community Experience: Education, outreach, and engagement.

Fiscal Responsibility: Maximize resources through grants, regional partnerships, and efficient operations.



Strategic Priorities Alignment

Economic Development: Fire inspections, code compliance, and planning.

Government Transparency: Internationally Accredited through the Center for Public Safety Excellence, publish performance metrics online, and utilize historical response data to make data-driven decisions.

Water: Prioritize conservation by using efficient practices during operational training and firefighting activities.



Department Strategic Goals

Council Strategy 1.1: Maintain levels of service through continued investment in hiring and staffing

- **Department Goal:** Maintain emergency response through data-driven monitoring & strategic workforce planning.
 - *Forward staffing, GIS performance zones, hiring cycles and planning for FS 310.*
- **Department Goal:** Expand health programs & partnerships to strengthen care and close service gaps.
 - *Community Paramedicine, risk reduction programs and crisis response.*



Department Strategic Goals

Council Strategy 1.2: Ensure that the City of Surprise remains prepared for emergencies through planning and training

- **Department Goal:** Update the Public Safety Master Plan to align with Council priorities.
 - *CityGate master plan underway for SPD, SFMD & Emergency Management, integration of CRA-SOC into planning.*
- **Department Goal:** Expand training to meet growth, strengthen safety and ensure readiness.
 - *Multiple fire academies, specialty training pipeline, career ladder including defined training, and citywide tabletop exercises.*



Department Strategic Goals

Council Strategy 1.3: Prioritize the health and safety of City staff through training and resources

- **Department Goal:** Strengthen employee health and safety with ongoing training and expanded support
 - *Wellness Programs, Peer Support, EAPs, PPE cleaning, effective exposure documentation.*
- **Department Goal:** Improve staff safety outcomes through accountability and investment
 - *Track workplace injuries, accurately document completed training, Annual safety audits, automated progress reports to leadership and look for wellness partnerships.*



Key Projects & Initiatives

Projects & Initiatives	Status	Completion Date
Public Safety Master Plan	Actively working with the consultant to update the plan. Multiple on-site meetings completed, multiple feedback sessions with stakeholders from other COS Divisions.	Estimated completion and delivery to Council on or before March 2026.
Fire Station Location & Staffing	Ongoing assessment of future station & manpower needs driven by growth projections.	Continuous process aligned with community growth for FS310, FS311 & beyond.
Health & Wellness Programs	Ongoing development of enhanced physical and mental health resources for members.	Ongoing. We continually review and improve programs for long-term sustainability.

Challenges & Opportunities

- **Challenges:**

- **Funding:** Securing adequate funding for future facilities and capital improvements to keep pace with rapid growth.
- **Staffing:** Address long recruitment and training timelines with proactive workforce planning.

- **Opportunities:**

- **Collaboration:** Partner with City departments to align on major initiatives, including the Public Safety Master Plan and the Northwest Operations Facility.
- **Innovation:** Leverage emerging technologies, such as AI and drones to enhance firefighter safety.



Questions or Comments?

THANK YOU



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