

**SCOTTSDALE CITY COUNCIL  
REGULAR MEETING MINUTES  
TUESDAY, SEPTEMBER 10, 2013**



**CITY HALL KIVA  
3939 N. DRINKWATER BOULEVARD  
SCOTTSDALE, AZ 85251**

**CALL TO ORDER**

Mayor W.J. "Jim" Lane called to order a Regular Meeting of the Scottsdale City Council at 5:02 P.M. on Tuesday, September 10, 2013, in the City Hall Kiva.

**ROLL CALL**

Present: Mayor W.J. "Jim" Lane  
Vice Mayor Suzanne Klapp  
Councilmembers Virginia L. Korte, Robert W. Littlefield, Linda Milhaven,  
Guy Phillips, and Dennis E. Robbins

Also Present: City Manager Fritz Behring  
City Attorney Bruce Washburn  
Acting City Treasurer Lee Guillory  
City Auditor Sharron Walker  
City Clerk Carolyn Jagger

**PLEDGE OF ALLEGIANCE** – Brownie Troop 2245, Troop Leader Amanda Crisalli

**INVOCATION** – Mayor Lane requested a moment of silence.

**MAYOR'S REPORT**

Mayor Lane announced that Tuesday, September 17, is Constitution Day. Scottsdale students were invited to describe, through words or art, what the Constitution and Bill of Rights means to them. More information is available at [www.Scottsdaleaz.gov](http://www.Scottsdaleaz.gov) or by calling the Mayor's office at 480-312-7977.

**CITY MANAGER'S REPORT** – None

**PRESENTATIONS/INFORMATION UPDATES** – None

**NOTE:** MINUTES OF CITY COUNCIL MEETINGS AND WORK STUDY SESSIONS ARE PREPARED IN ACCORDANCE WITH THE PROVISIONS OF ARIZONA REVISED STATUTES. THESE MINUTES ARE INTENDED TO BE AN ACCURATE REFLECTION OF ACTION TAKEN AND DIRECTION GIVEN BY THE CITY COUNCIL AND ARE NOT VERBATIM TRANSCRIPTS. DIGITAL RECORDINGS AND CLOSED CAPTION TRANSCRIPTS OF SCOTTSDALE CITY COUNCIL MEETINGS ARE AVAILABLE ONLINE AND ARE ON FILE IN THE CITY CLERK'S OFFICE.

## PUBLIC COMMENT

- Sam West asked the Council whether the General Plan Task Force members serve the citizens of Scottsdale or City government.

## MINUTES

**Request:** Approve the Regular Meeting Minutes of August 19, 2013 and August 20, 2013.

## MOTION AND VOTE - MINUTES

Councilman Robbins made a motion to approve the Regular Meeting Minutes of August 19, 2013 and August 20, 2013. Councilmember Korte seconded the motion, which carried 7/0.

## CONSENT AGENDA

- 1. AMF Scottsdale Lanes Liquor License (63-LL-2013)**  
**Request:** Consider forwarding a recommendation to the Arizona Department of Liquor Licenses and Control for an acquisition of control change for an existing series 6 (bar) State liquor license.  
**Location:** 7300 E. Thomas Road  
**Staff Contact(s):** Tim Curtis, Current Planning Director, 480-312-4210, [tcurtis@scottsdaleaz.gov](mailto:tcurtis@scottsdaleaz.gov)
- 2. AMF Scottsdale Lanes Liquor License (64-LL-2013)**  
**Request:** Consider forwarding a recommendation to the Arizona Department of Liquor Licenses and Control for an acquisition of control change for an existing series 6 (bar) State liquor license.  
**Location:** 7300 E. Thomas Road  
**Staff Contact(s):** Tim Curtis, Current Planning Director, 480-312-4210, [tcurtis@scottsdaleaz.gov](mailto:tcurtis@scottsdaleaz.gov)
- 3. Café Monarch Liquor License (68-LL-2013)**  
**Request:** Consider forwarding a recommendation to the Arizona Department of Liquor Licenses and Control for a series 12 (restaurant) State liquor license for a new location and owner.  
**Location:** 6934 E. 1<sup>st</sup> Avenue, Suite 102  
**Staff Contact(s):** Tim Curtis, Current Planning Director, 480-312-4210, [tcurtis@scottsdaleaz.gov](mailto:tcurtis@scottsdaleaz.gov)
- 4. V 95 Wine Lounge Liquor License (69-LL-2013)**  
**Request:** Consider forwarding a recommendation to the Arizona Department of Liquor Licenses and Control for a series 7 (beer and wine bar) State liquor license for a new location and owner.  
**Location:** 7014 E. Camelback Road, Unit J-34  
**Staff Contact(s):** Tim Curtis, Current Planning Director, 480-312-4210, [tcurtis@scottsdaleaz.gov](mailto:tcurtis@scottsdaleaz.gov)

- 5. Scottsdale Fashion Square Mall - V 95 Conditional Use Permit (9-UP-2013)**  
**Request:** Adopt **Resolution No. 9518** approving a Conditional Use Permit for a bar use for a 535± square-foot establishment with Downtown Regional Commercial Office, Type 2, Planned Block Development Overlay, Downtown Overlay (D/RCO-2 PBD DO) zoning, and finding that the conditional use permit criteria have been met.  
**Location:** 7014 E. Camelback Road, Unit J-34  
**Staff Contact(s):** Randy Grant, Planning, Neighborhood, and Transportation Administrator, 480-312-2664, [rgrant@scottsdaleaz.gov](mailto:rgrant@scottsdaleaz.gov)
- 6. Desert Mountain Club Private Recreational Facility Conditional Use Permit (6-UP-2013)**  
**Request:** Adopt **Resolution No. 9517** approving a Conditional Use Permit for "Community Buildings and Recreational Facility Not Publicly Owned" on a 33± acre parcel with Single-Family Residential, Environmentally Sensitive Lands Districts (R1-35 ESL) zoning, and finding that the conditional use permit criteria have been met.  
**Location:** 44155 N. Chiricahua Pass  
**Staff Contact(s):** Randy Grant, Planning, Neighborhood, and Transportation Administrator, 480-312-2664, [rgrant@scottsdaleaz.gov](mailto:rgrant@scottsdaleaz.gov)
- 7. Morning Vista Partial Abandonment (1-AB-2013)**  
**Request:** Adopt **Resolution No. 9488** abandoning the northern twenty feet of the 40-foot E. Morning Vista Road right-of-way located along the southern boundary of parcel 216-70-003L with Single-Family Residential District, Environmentally Sensitive Lands, Foothills Overlay (R1-190/ESL/FO) zoning designation.  
**Location:** 8449 E. Dixileta Drive  
**Staff Contact(s):** Randy Grant, Planning, Neighborhood, and Transportation Administrator, 480-312-2664, [rgrant@scottsdaleaz.gov](mailto:rgrant@scottsdaleaz.gov)
- 8. Verizon Wireless Limited Use License Agreement**  
**Request:** Adopt **Resolution No. 9516** authorizing License Agreement No. 2012-187-COS with Verizon Wireless to allow access across City-owned property for the purpose of installing wireless communications facilities.  
**Location:** 11989 N. 136<sup>th</sup> Street  
**Staff Contact(s):** Daniel Worth, Public Works Executive Director, 480-312-5555, [dworth@scottsdaleaz.gov](mailto:dworth@scottsdaleaz.gov)
- 9. Citywide Vertical Construction Services Job Order Contract Modification**  
**Request:** Adopt **Resolution No. 9523** authorizing Job Order Contract Modification No. 2013-039-COS-A1 with Howard S. Wright Constructors, LP to increase the individual job order limit for citywide vertical construction services.  
**Staff Contact(s):** Daniel Worth, Public Works Executive Director, 480-312-5555, [dworth@scottsdaleaz.gov](mailto:dworth@scottsdaleaz.gov)
- 10. Civic Center Library Structural Repair General Fund Operating Contingency Budget Transfer**  
Item No.10 moved to the Regular Agenda
- 11. Belleview Property Improvements General Fund Capital Contingency Budget Transfer**  
Item No. 11 moved to the Regular Agenda

**12. Paloma Paseo Wash and Trail Improvements Development Agreement**

**Request:** Adopt **Resolution No. 9309** authorizing Development Agreement No. 2013-027-COS with the Paloma Paseo Homeowners Association for wash improvements that will benefit a City trail.

**Staff Contact(s):** Randy Grant, Planning, Neighborhood, and Transportation Administrator, 480-312-2664, [rgrant@scottsdaleaz.gov](mailto:rgrant@scottsdaleaz.gov)

**13. Arizona Criminal Justice Commission Full-Service Forensic Crime Laboratory Grant**

**Request:** Adopt **Resolution No. 9477** to authorize:

1. Contract No. 2013-125-COS to accept an Arizona Criminal Justice Full-Service Forensic Crime Laboratory grant in the amount of \$104,000 to continue funding a forensic scientist supervisor position.
2. A budget transfer for the grant amount from the adopted FY 2013/14 Future Grants Budget and/or the Grant Contingency Budget and the creation of a new cost center to record the related grant activities.

**Staff Contact(s):** Alan Rodbell, Public Safety Executive Director, 480-312-1900, [arodbell@scottsdaleaz.gov](mailto:arodbell@scottsdaleaz.gov)

**14. Arizona Department of Homeland Security Grant**

**Request:** Adopt **Resolution No. 9515** to authorize:

1. Acceptance of FY 2013 and FY 2011 Reallocation Arizona Department of Homeland Security (AZDHS) Urban Area Security Initiative grant funds in the amount of \$163,850. The AZDHS grants are as follows:
  - a. Police Chemical, Biological, Radiological, Nuclear, and Explosives (CBRNE) grants in the amount of \$74,000 for the purchase of a breaching door training system, detention and maintenance equipment, and an entry robot for the SWAT team.
  - b. Fire CBRNE grant in the amount of \$54,000 for the purchase of a laptop computer, gas detention equipment, and hazardous materials certification training.
  - c. Terrorism Liaison Officer (TLO) grant in the amount of \$35,850 for the purchase of a telephoto camera lens, radiation detection equipment, and for registration and travel expenses for program personnel to attend a TLO conference.
2. A budget transfer in the amount of \$163,850 from the adopted FY 2013/14 Future Grants Budget and/or Grant Contingency Budget and the creation of a new cost center to record the related grant activity. **Staff Contact(s):** Alan Rodbell, Public Safety Executive Director, 480-312-1900, [arodbell@scottsdaleaz.gov](mailto:arodbell@scottsdaleaz.gov)

**15. Assistance to Firefighters Grant**

**Request:** Adopt **Resolution No. 9519** to authorize:

1. Acceptance of Federal Emergency Management Agency U.S. Department of Homeland Security Assistance to Firefighters grant in the amount of \$68,508, requiring a 20% cost share, to purchase cardiac monitors.
2. A budget transfer in the amount of \$54,807 from the FY 2013/14 Future Grants Budget and/or the Grant Contingency Budget and the creation of a new cost center to record the related grant activity. The 20% cost share in the amount of \$13,701 is included in the Fire Department's General Fund operating budget.

**Staff Contact(s):** Tom Shannon, Fire Chief, 480-312-1892, [tshannon@scottsdaleaz.gov](mailto:tshannon@scottsdaleaz.gov)

- 16. Strategic National Stockpile Assets Intergovernmental Agreement**  
**Request:** Adopt **Resolution No. 9454** authorizing Intergovernmental Agreement No. 2013-084-COS with the Maricopa County Department of Public Health for the purpose of distributing medications, other medical materials, and information to the City for dispensing to City employees and their families in the event of an emergency.  
**Staff Contact(s):** Alan Rodbell, Public Safety Executive Director, 480-312-1900, [arodbell@scottsdaleaz.gov](mailto:arodbell@scottsdaleaz.gov)
- 17. Federal Transit Administration Grant Intergovernmental Agreement**  
**Request:** Adopt **Resolution No. 9510** authorizing Intergovernmental Agreement No. 2013-140-COS with the City of Phoenix to accept Federal Transit Administration grant funds in the amount of \$43,839, minus local match of \$2,499, to be used for preventative maintenance on City-owned transit vehicles.  
**Staff Contact(s):** Paul Basha, Transportation Director, 480-312-7651, [pbasha@scottsdaleaz.gov](mailto:pbasha@scottsdaleaz.gov)
- 18. U.S. Department of Agriculture Compliance Agreement**  
**Request:** Adopt **Resolution No. 9504** authorizing Compliance Agreement No. 2013-136-COS with the U.S. Department of Agriculture for regulated garbage services at Scottsdale Airport.  
**Staff Contact(s):** Gary Mascaro, Aviation Director, 480-312-7735, [gmascaro@scottsdaleaz.gov](mailto:gmascaro@scottsdaleaz.gov)
- 19. Employee Survey Intergovernmental Agreement**  
**Request:** Adopt **Resolution No. 9512** authorizing Intergovernmental Agreement No. 2013-142-COS with Arizona State University to conduct an online employee survey for as part of a research collaboration exploring retention, job attitudes, and workplace behaviors.  
**Staff Contact(s):** Bruce Davis, Human Resources Executive Director, 480-312-2615, [bdavis@scottsdaleaz.gov](mailto:bdavis@scottsdaleaz.gov)

#### **MOTION AND VOTE - CONSENT AGENDA**

Councilmember Korte made a motion to approve Consent Items 1 through 19. (It was noted that Items 10 and 11 were moved to the Regular Agenda.) Councilman Robbins seconded the motion, which carried 7/0.

#### **REGULAR AGENDA**

- 10. Civic Center Library Structural Repair General Fund Operating Contingency Budget Transfer**  
**Request:** Adopt **Resolution No. 9522** authorizing a General Fund Operating Contingency budget transfer in the amount of \$1,750,000 to cost center 100-2090A-52330, Facilities Management Repair and Maintenance, for the structural repair of the Civic Center Library and 2<sup>nd</sup> Street parking garages.  
**Presenter(s):** Derek Earle, City Engineer  
**Staff Contact(s):** Daniel Worth, Public Works Executive Director, 480-312-5555, [dworth@scottsdaleaz.gov](mailto:dworth@scottsdaleaz.gov)

City Engineer Derek Earle gave a PowerPoint presentation (attached) on the Civic Center Library structural repair General Fund Operating Contingency Budget transfer request.

### **MOTION AND VOTE - ITEM 10**

Councilman Robbins made a motion to approve Item 10. Councilwoman Milhaven seconded the motion, which carried 7/0.

#### **11. Belleview Property Improvements General Fund Capital Contingency Budget Transfer**

**Request:** Adopt **Resolution No. 9524** authorizing a FY 2013/14 General Fund Capital Contingency budget transfer in the amount of \$800,000 to existing CIP Project 402-DA03A, Belleview Property Improvements, for the design and construction of new affordable housing units on City-purchased properties at 7220 and 7224 E. Belleview Street.

**Presenter(s):** William Murphy, Community Services Executive Director

**Staff Contact(s):** Daniel Worth, Public Works Executive Director, 480-312-5555, [dworth@scottsdaleaz.gov](mailto:dworth@scottsdaleaz.gov)

Community Services Executive Director William Murphy gave a PowerPoint presentation (attached) on the Belleview Property improvements General Fund Capital Contingency Budget transfer request.

Mayor Lane opened public testimony.

Nancy Cantor, Scottsdale citizen, commented that she is happy that the City is doing a rebuild and asked that the Neighborhood Advisory Commission be included in discussions as the project moves forward.

Mayor Lane closed public testimony.

### **MOTION - ITEM 11**

Councilwoman Milhaven made a motion to adopt Resolution No. 9524 authorizing a General Fund Capital Contingency budget transfer in the amount of \$800,000 to CIP Project 402-DA03A, Belleview Property Improvements. Vice Mayor Klapp seconded the motion.

### **ALTERNATE MOTION - ITEM 11**

Councilman Littlefield made an alternate motion to sell the property and pay the penalty. Councilman Phillips seconded the motion, which failed 3/4, with Vice Mayor Klapp and Councilmembers Korte, Milhaven, and Robbins dissenting.

### **VOTE ON ORIGINAL MOTION - ITEM 11**

The Council vote on the motion to adopt Resolution No. 9524 authorizing a General Fund Capital Contingency budget transfer in the amount of \$800,000 to CIP Project 402-DA03A, Belleview Property Improvements carried 4/3, with Mayor Lane and Councilmembers Littlefield and Phillips dissenting.

**20. Public Safety Plan Ordinance**

**Request:** Adopt **Ordinance No. 4109** adding Article IV, Sections 23-50 through 23-76, to Chapter 23 of the Scottsdale Revised Code for the imposition and regulation of Public Safety Plans.

**Presenter(s):** J.P. Twist, Mayor's Chief of Staff

**Staff Contact(s):** J.P. Twist, Mayor's Chief of Staff, 480-312-7806, [jptwist@scottsdaleaz.gov](mailto:jptwist@scottsdaleaz.gov); Luis Santaella, Senior Assistant City Attorney, 480-312-7771, [lsantaella@scottsdaleaz.gov](mailto:lsantaella@scottsdaleaz.gov); Jim Ford, Deputy Chief and Fire Marshall, 480-312-1804, [jford@scottsdaleaz.gov](mailto:jford@scottsdaleaz.gov); Jeff Walther, Commander, Scottsdale Police Department, 480-312-2567, [jwalther@scottsdaleaz.gov](mailto:jwalther@scottsdaleaz.gov)

Mayor's Chief of Staff J.P. Twist gave a PowerPoint presentation (attached) on the proposed Public Safety Plan Ordinance.

Police Commander Jeffrey Walther gave a PowerPoint presentation (attached) outlining how the proposed ordinance will be enforced. He also provided an overview of the required three-hour Security Officer Training course that the Police and Fire departments will provide free of charge to all security personnel.

Deputy Chief/Fire Marshall Jim Ford gave a PowerPoint presentation (attached) on the Fire Department's portion of the Security Officer Training course.

Mayor Lane opened public testimony.

The following individuals spoke in support of the Public Safety Plan Ordinance:

- Nancy Cantor, Scottsdale citizen
- Michael Auerbach, Scottsdale citizen
- Carole Huber, Scottsdale citizen
- Joe Dies, representing the Scottsdale Downtown Entertainment District Association

Mayor Lane closed public testimony.

**MOTION NO. 1 - ITEM 20**

Councilman Littlefield made a motion to add a provision to the proposed ordinance that would give the Scottsdale Police Department first right of refusal on any use of police officers required by the ordinance. Councilman Phillips seconded the motion. Motion withdrawn.

**ALTERNATE MOTION - ITEM 20**

Councilwoman Milhaven made an alternate motion to adopt Ordinance No. 4109 and instruct the City Attorney to come back with an ordinance amending Scottsdale Revised Code (SRC) 17-243 to give the Scottsdale Police Department first right of refusal on any use of police officers required by the proposed ordinance. Councilmember Korte seconded the motion. Motion withdrawn.

**MOTION NO. 2 AND VOTE - ITEM 20**

Councilman Littlefield made a motion to direct staff to bring back an ordinance amending SRC 17-234 to give the Scottsdale Police Department first right of refusal on any use of police officers required by the proposed ordinance. Councilman Phillips seconded the motion, which carried 4/3, with Mayor Lane, Vice Mayor Klapp, and Councilman Robbins dissenting.

**MOTION NO. 3 AND VOTE - ITEM 20**

Councilman Littlefield made a motion to amend the definition of "public safety incident" to include misdemeanors and require that it be within thirty days and not ten days. Councilman Phillips seconded the motion, which failed 2/5, with Mayor Lane; Vice Mayor Klapp; and Councilmembers Korte, Milhaven, and Robbins dissenting.

**MOTION NO. 4 AND VOTE - ITEM 20**

Councilman Littlefield made a motion to double the amounts of the fines specified in the proposed ordinance, or, if a lesser amount is specified by State law, to the maximum amount allowed. Councilman Phillips seconded the motion, which failed 2/5, with Mayor Lane; Vice Mayor Klapp; and Councilmembers Korte, Milhaven, and Robbins dissenting.

**MOTION NO. 5 AND VOTE - ITEM 20**

Councilmember Korte made a motion to adopt Ordinance No. 4109 adding Article IV, Sections 23-50 through 23-76, to Chapter 23 of the Scottsdale Revised Code for the imposition and regulation of Public Safety Plans. Councilwoman Milhaven seconded the motion, which carried 5/2, with Councilmembers Littlefield and Phillips dissenting.

**21. Fire Station 602 Staffing**

**Request:** Adopt **Resolution No. 9526** to authorize one of the following options:

- A. The creation of 13 Full-Time Equivalent Firefighter positions during FY 2013/14 to fully staff Fire Station 602; and a budget transfer in the amount of \$918,696 from the FY 2013/14 General Fund Operating Contingency to the Fire Department's General Fund Operating budget for overtime to cover the current gap, partial year cost of the new firefighter positions, and training academy costs. (Annualized amount of \$814,315 beginning in FY 2014/15).

**OR**

- B. A budget transfer in the amount of \$770,477 from the General Fund Operating Contingency to the Fire Department's General Fund Operating budget to fully staff Fire Station 602 using overtime dollars, with an ongoing increase of \$1,195,447 to the Fire Department overtime budget beginning in FY 2014/15, for a total of \$1,687,755 in constant staffing overtime.

**Presenter(s):** Lee Guillory, Acting City Treasurer; Tom Shannon, Fire Chief

**Staff Contact(s):** Tom Shannon, Fire Chief, 480-312-1892,

[tshannon@scottsdaleaz.gov](mailto:tshannon@scottsdaleaz.gov)

Acting City Treasurer Lee Guillory gave a PowerPoint presentation (attached) on the financial impacts of the Fire Department's staffing request for Station 602 and the Police Department's compensation proposal.

Fire Chief Tom Shannon gave a PowerPoint presentation (attached) on the Fire Department's proposal to staff Fire Station 602.

**MOTION - ITEM 21**

Councilwoman Milhaven made a motion to continue conversation on the item until the City Manager can come back with a recommendation and can demonstrate where we are against existing standards of coverage performance. Mayor Lane seconded the motion. No vote taken.

**ALTERNATE MOTION NO. 1 - ITEM 21**

Councilman Littlefield made an alternate motion to adopt Option A. Councilman Phillips seconded the motion. No vote taken.

**ALTERNATE MOTION AND VOTE NO. 2 - ITEM 21**

Councilman Robbins made a second alternate motion to adopt Resolution No. 9526, Option A, reducing the number of FTEs to eight, and authorizing a budget transfer in the amount of \$509,655 from the General Fund Operating Contingency to the Fire Department's General Fund Operating budget. Vice Mayor Klapp seconded the motion, which carried 6/1, with Councilman Littlefield dissenting.

**22. Police Compensation Plan**

**Request:** Adopt **Resolution No. 9525** authorizing a budget transfer in the amount of \$1,800,000 from the FY 2013/14 General Fund operating unencumbered \$2,500,000 macro level appropriation specifically designated for Public Safety compensation to the Public Safety and Public Safety-Police General Fund operating budgets.

**Presenter(s):** Alan Rodbell, Public Safety Executive Director

**Staff Contact:** Alan Rodbell, Public Safety Executive Director, 480-312-1900, [arodbell@scottsdaleaz.gov](mailto:arodbell@scottsdaleaz.gov)

Police Chief Alan Rodbell gave a PowerPoint presentation (attached) on the Police Department's compensation proposal.

Mayor Lane opened public testimony.

The following individuals spoke in support of the Police Compensation Plan request:

- Nancy Cantor, Scottsdale citizen
- Jim Nolan, Scottsdale Fraternal Order of Police
- Jim Hill, Police Officers of Scottsdale Association

Mayor Lane closed public testimony.

**MOTION AND VOTE NO. 1 - ITEM 22**

Councilman Littlefield made a motion to adopt Resolution No. 9525. Councilman Phillips seconded the motion, which failed 3/4, with Mayor Lane and Councilmembers Korte, Milhaven, and Robbins dissenting.

**MOTION AND VOTE NO. 2 - ITEM 22**

Councilwoman Milhaven made a motion to direct staff to: (1) continue to look at all positions, (2) provide data that supports being within the market for all positions, and (3) consider the impact of the current maximums and where the maximums should be to keep the City within market. Motion died for lack of a second.

**MOTION AND VOTE NO. 3 - ITEM 22**

Councilmember Korte made a motion to: (1) adopt Resolution No. 9525 authorizing a budget transfer in the amount of \$642,652 from the FY 2013/14 General Fund Operating Budget to address compression issues in the Police Department; and (2) direct staff to come back to Council with a better approach for compensation for civilian and non-sworn individuals within the Police Department. Councilman Robbins seconded the motion, which carried 6/1 with Councilman Littlefield dissenting.

**Public Comment – None**

**CITIZEN PETITIONS**

**23. Receipt of Citizen Petitions**

**Request:** Accept and acknowledge receipt of citizen petitions. Any member of the Council may make a motion, to be voted on by the Council, to: (1) Direct the City Manager to agendize the petition for further discussion; (2) direct the City Manager to investigate the matter and prepare a written response to the Council, with a copy to the petitioner; or (3) take no action.

**Staff Contact(s):** Carolyn Jagger, City Clerk, 480-312-2411, [cjagger@scottsdaleaz.gov](mailto:cjagger@scottsdaleaz.gov)

No citizen petitions were received.

**MAYOR AND COUNCIL ITEMS – None**

**ADJOURNMENT**

With no further business to discuss, the Regular Meeting adjourned at 10:34 P.M.

**SUBMITTED BY:**



**Carolyn Jagger  
City Clerk**

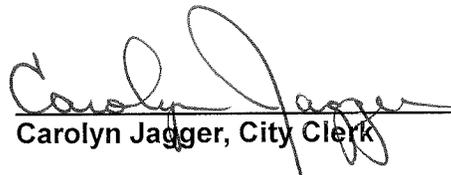
Officially approved by the City Council on October 8, 2013

### CERTIFICATE

I hereby certify that the foregoing Minutes are a true and correct copy of the Minutes of the Regular Meeting of the City Council of Scottsdale, Arizona held on the 10<sup>th</sup> day of September 2013.

I further certify that the meeting was duly called and held, and that a quorum was present.

**DATED** this 8<sup>th</sup> day of October 2013.

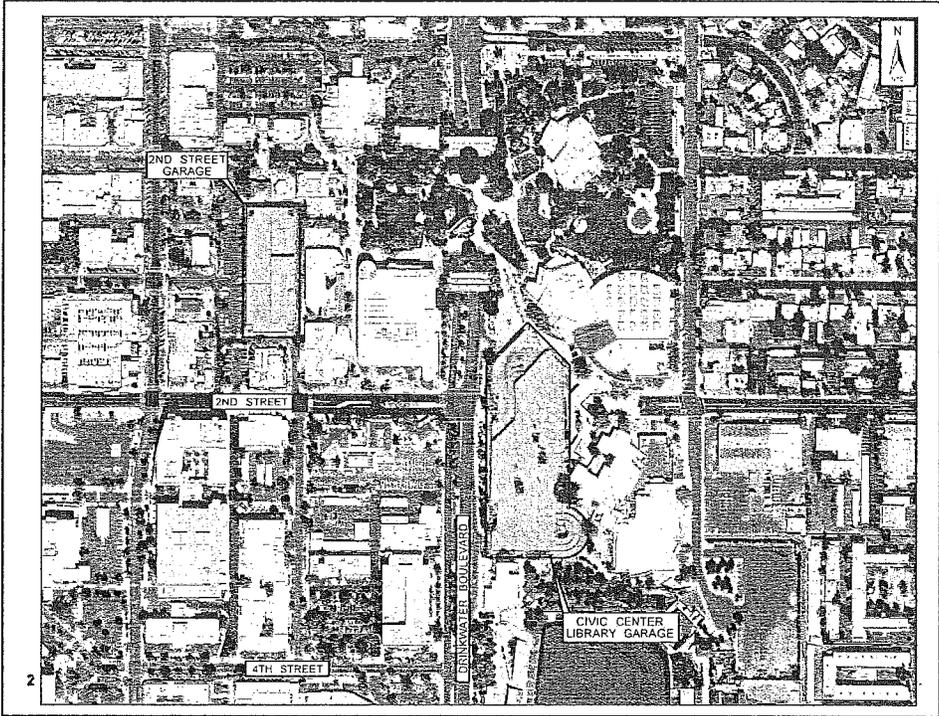
  
\_\_\_\_\_  
Carolyn Jagger, City Clerk

# Parking Garage Repairs

## Contingency Transfer Request

Agenda Item #10

City Council  
September 10, 2013



## Civic Center Parking Garages

### *Existing Facilities*

- Civic Center Library Parking Garage
  - Built 1985
  - 700 Parking spaces
  - Used for Library, Courts, SCPA, CC Mall, Stadium
- 2<sup>nd</sup> Street Parking Garage
  - Built 1975
  - 350 Parking spaces
  - Used for SCPA, SMOCA, CC Mall, DT businesses



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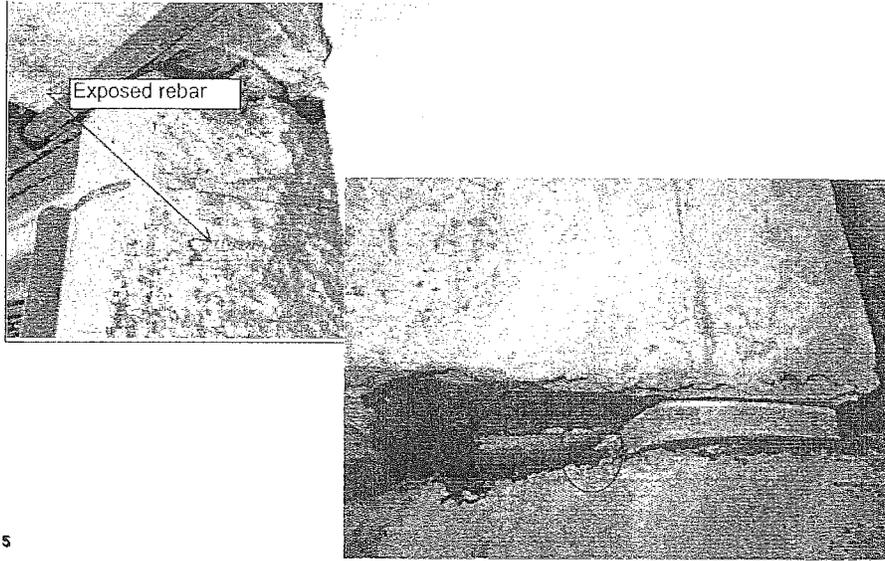
## Identified Concerns

- Spalled concrete on supporting columns (CC Library)
- Spalled concrete on floor beams at supports (2<sup>nd</sup> St.)
- Cracked concrete in supporting beams (both)
- Settled floor beams (2<sup>nd</sup> Street garage)
- Water intrusion in parts of structure (both)
- Bearing pads (point of contact between parts of the structure) worn or missing (both)

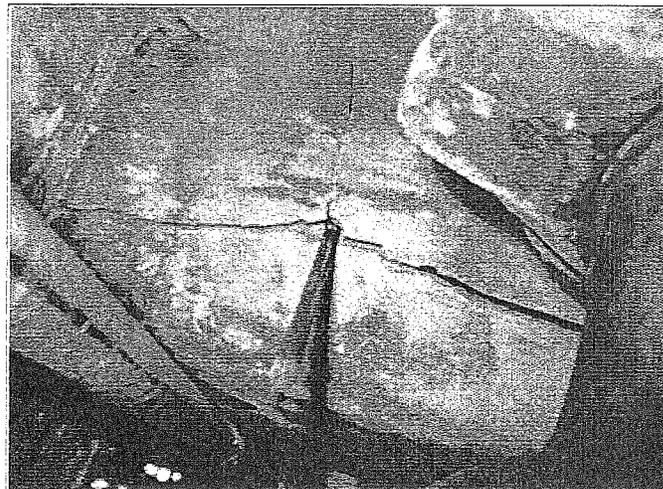


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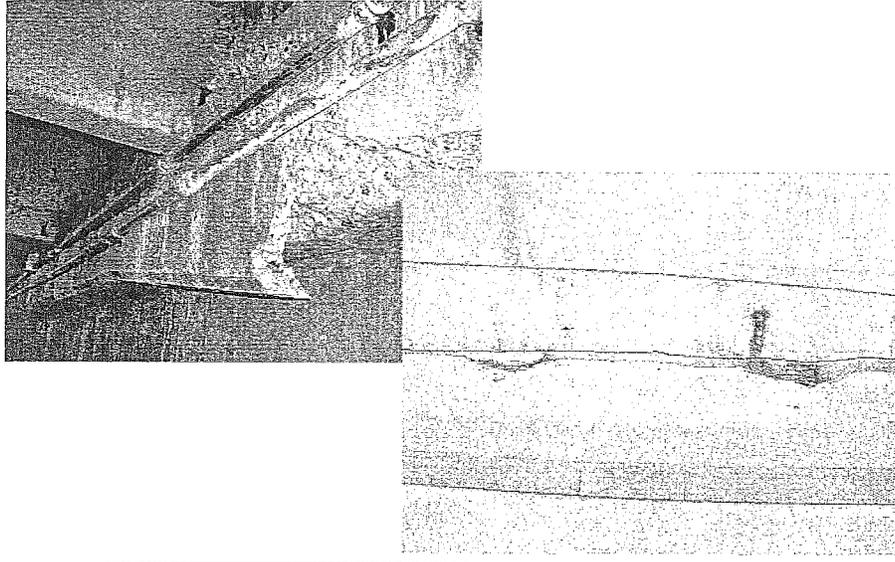
## Civic Center Library Garage



## Civic Center Library Garage

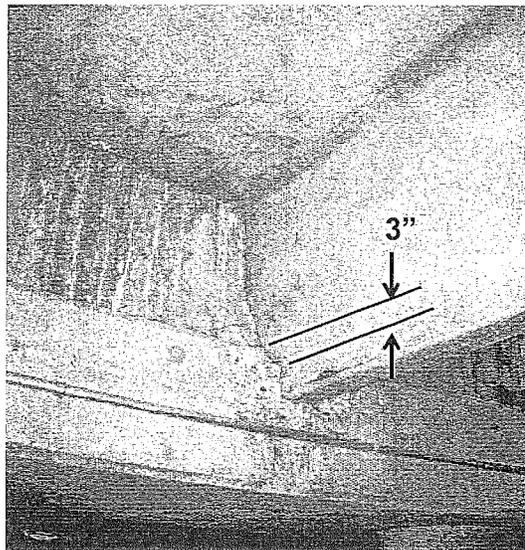


## 2<sup>nd</sup> Street Garage

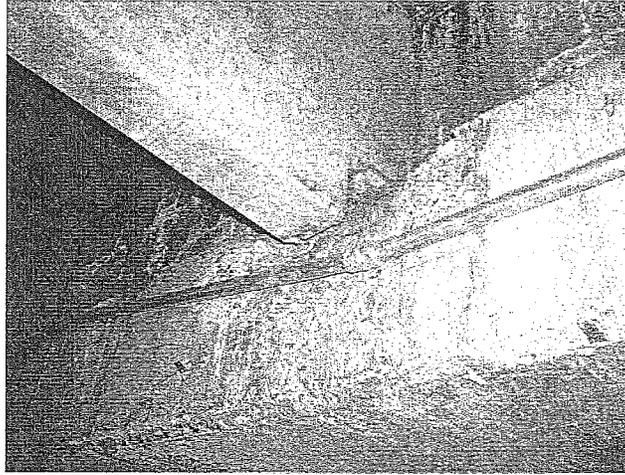


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## 2<sup>nd</sup> Street Garage



## 2<sup>nd</sup> Street Garage



## Repair Estimates (Preliminary)

- Civic Center Library Parking Garage
  - **Critical repairs:** **\$836,000**
  - Lower priority (not in budget): \$145,000
  - Start construction: Early November
  - Complete construction: Early February
- 2<sup>nd</sup> Street Parking Garage
  - **Critical repairs:** **\$759,000**
  - Lower priority (not in budget): \$688,000
  - Start construction: Mid September
  - Complete construction: Late November

<b>Total estimated cost of critical repairs</b>	<b>\$1,595,000</b>
<b>Design/Administration/Contingency</b>	<b>\$ 155,000</b>
<b>Total Proposed Budget</b>	<b>\$1,750,000</b>



## Requested Action

Adopt Resolution 9522 authorizing a General Fund Operating Contingency budget transfer in the amount of \$1,750,000 to cost center 100-2090A-52330, Facilities Management Repair and Maintenance for the structural repair of the Civic Center Library and 2<sup>nd</sup> Street Parking Garages.



**Item 11**

**September 10, 2013**

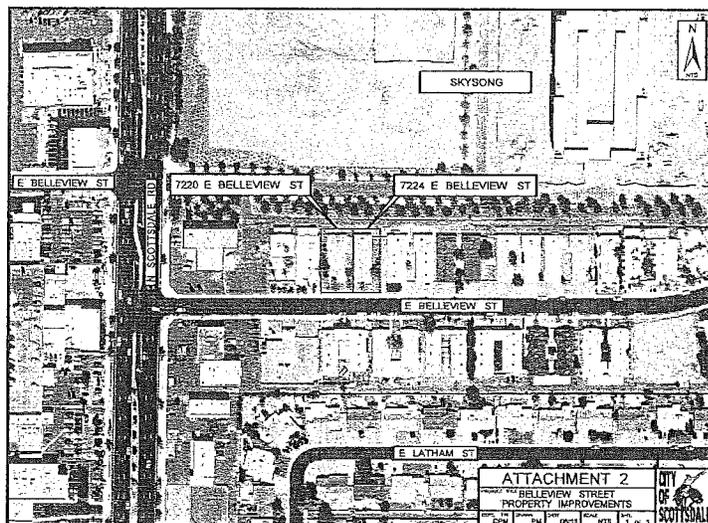
**Bellevue Property Improvements  
General Fund Capital Contingency  
Budget Transfer**

**Adopt Resolution No. 9524 authorizing a FY  
2013/14 General Fund Capital Contingency  
budget transfer in the amount of \$800,000 to  
existing CIP Project 402-DA03A, Bellevue  
Property Improvements, for the design and  
construction of new affordable housing units  
on City-purchased properties at  
7220 and 7224 E. Bellevue Street**

### Community Development Block Grant (CDBG)

- Administered by U.S. Department of Housing and Urban Development (HUD).
- Non-competitive grants to cities over 50,000.
- Eligible expenditures include:
  - public services (max. 15%), housing activities, public facilities, economic development, program administration (max. 20%).
- Minimum of 70% of the funds must benefit low- and moderate-income households.
- Expenditures must be consistent with the Human Services approved 5-Year Consolidated Plan.

### 7220 and 7224 E. Belleview Street Properties



### **Bellevue Properties - Background**

- In 2006 the city using CDBG funds, advanced \$825,000 to Community Services of Arizona (CSA) non-profit corporation. CSA planned to acquire and rehab properties to provide affordable rental housing in Scottsdale.
- The City advancement of these funds was secured by deed of trust collateralized by the properties.
- On February 26, 2013, Council adopted resolution 9346 authorizing by dedication, donation, purchase or exercise of power of eminent domain for the Bellevue Properties at 7220 and 7224.

### **Bellevue Properties - Background**

- The City initiated a negotiation of the properties with the land owner but those discussions were not productive.
- The City then filed a condemnation action.
- The owner who purchased the property in February agreed to sell them for an amount approximately equal to what they paid, including transaction costs.
- The City under resolution 9346 purchased the properties at 7220 and 7224 E. Bellevue for \$275,000 and corresponding cost (CIP Budget Contingency).

### **Bellevue Properties - Background**

- The City now owns property and conducts internal evaluation of the units with inter-departmental staff.
- On July 1, 2013 the council approved a CIP budget contingency for \$150,000 – provide CPM staff dollars to complete a design and construction of new affordable housing units.
- Since July 1<sup>st</sup> the City has completed an environmental investigation, structure investigation, and design of a renovation plan for two four-plex residential structures at 7220 and 7224 E. Bellevue.
- The City will own the property, complete an RFP for a management group to provide affordable housing to meet the CDBG requirement.

### **Bellevue Properties – Findings/Results**

#### **Findings/Results:**

- The environmental investigation confirmed asbestos.
- Structural exploration shows the building did not meet current building codes.
- The City has also concluded that in order for the structures to meet current building codes, fire safety codes, sprinklers, ADA (American Disability Act), significant work will be required.
- The funding approved in July will be sufficient to fund removal of asbestos, demolition of the structure to foundation, complete new design and construction documents to replace with the four-plex buildings at 7220 and 7224 E. Bellevue.

### **Bellevue Properties - Recommendation**

- The request on September 10<sup>th</sup> will fund the balance of the new construction and the City is still required to meet the HUD request to have rehabilitated and occupied for affordable housing by March 14, 2014.
- Staff has worked with consultants/contractors and explored all options but conclusion is to tear down and rebuild as the best option.

### **Resolution No. 9524**

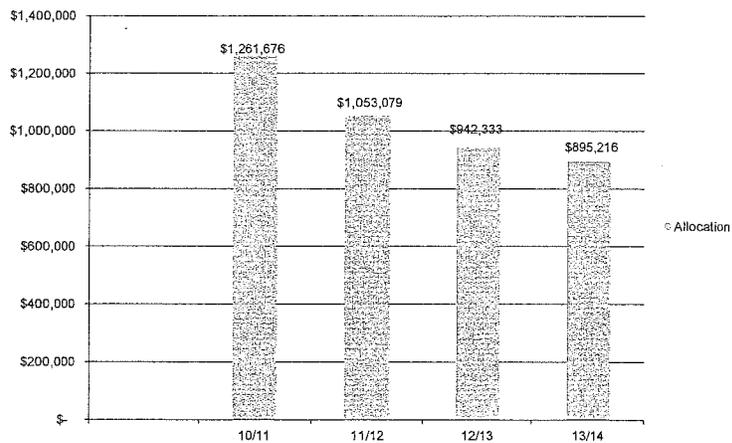
#### **Adoption of Resolution No. 9524:**

- Authorizes a Fiscal Year 2013/14 General Fund Capital contingency budget transfer in the amount of \$800,000 to the existing CIP Project 402-DA03A, Bellevue Property Improvements.
- If the Resolution is approved, CPM staff will immediately authorize contracts in order to complete the design and construction of the two new four-plex buildings at 7220 and 7224 E. Bellevue.
- CPM staff expects construction ready plans to be complete by the first week of October. Construction would begin immediately thereafter.

## Belleview Property Improvements General Fund Capital Contingency Budget Transfer

Questions?

CDBG Funding Allocation  
FY 10/11 thru FY 13/14



## Item 20

J.P. Twist  
Presentation

# Public Safety Plan Ordinance

## Overview of Ordinance

Scottsdale City Council  
September 10, 2013

***Presenter:***

*J.P. Twist, Office of the Mayor*

1

# Public Safety Plan Ordinance

- Background
  - Timeline
  - Analysis & Goals
- Overview of the Ordinance
- Training
- Questions

2

## Public Safety Plan Ordinance

### Background:

- **January 27, 2013:** Tyrice Thompson, a civilian security officer at Martini Ranch was stabbed.
- **January 28, 2013:** Mayor Lane convened a meeting with city staff to discuss bar and nightclub safety.
  - *Staff included: Mayor's Office, City Attorney's Office, Scottsdale Police, Scottsdale Fire, Code Enforcement & Planning Department.*
- **February 11, 2013:** Mayor Lane conducted the first in a series of meetings with business owners to discuss his ideas for increased security.
- **July & August:** City staff conducted Public Meetings on Draft Ordinance
  - July 16, 2013: Human Resources Pinnacle Training Center – 10:00a.m.
  - July 24, 2013: District 3 Police Station Community Room – 10:00a.m.
  - August 8, 2013: Human Resources Pinnacle Training Room – 5:30p.m.

3

## Public Safety Plan Ordinance

### Analysis & Goals:

Scottsdale currently uses a Security, Maintenance & Operations Plans (SMO's).

- Some establishments may not have an SMO plan.
- No mandatory resubmittal.
- No set ratio for security officers to patrons.
- No triggers for hiring of off-duty officers.
- No training requirements.

4

## **Public Safety Plan Ordinance**

### **Draft Ordinance**

#### **Sec. 23-52. Applicability.**

Assembly Group A-2, A-3 or A-4 Occupancy pursuant to Chapter 36 of this code and engage in one or more of the following activities:

- a. Age verification is requested for admittance;
- c. Provide a DJ;
- d. Provide an adult service as defined in Section 16-237;
- e. A teen dance center as defined in Section 16-391;
- f. Or utilize a promoter.

5

## **Public Safety Plan Ordinance**

### **Draft Ordinance**

#### **Sec. 23-54. Public safety plan required; non-transferable.**

It shall be unlawful for any business to operate without a city approved public safety plan and shall be nontransferable.

6

## **Public Safety Plan Ordinance**

### **Draft Ordinance**

#### **Sec. 23-55. Public safety plan submittal:**

Every business requiring a public safety plan shall furnish to, on forms provided and developed by, the Chief of Police the following information:

- a. Plan of operation include crowd management plan and hours including a listing of peak hours;
- b. Site/building information;
- c. Copy of floor plan and city approved occupancy limit;
- d. Safety conditions;
- e. Patron parking, ingress and egress, vehicular and pedestrian traffic control, if applicable;

7

## **Public Safety Plan Ordinance**

### **Draft Ordinance:**

#### **Sec. 23-55. Public safety plan submittal (continued)**

- f. Listing of management personnel;
- g. Staffing including the number of security and operations personnel;
- h. Contact person and information designating who can receive complaints from the public and/or city on behalf of the business;
- i. Evacuation routes; and
- j. Any additional criteria required by the Chief of Police.

8

## Public Safety Plan Ordinance

### Draft Ordinance

#### **Sec. 23-57. Special requirements**

No public safety plan shall be approved pursuant to this article that does not contain all of the following requirements:

- a. Staffing of at least one (1) security officer per fifty (50) patrons for the first 500 (500) patrons and at least one (1) additional security officer per seventy five (75) patrons thereafter during peak hours.
  1. For businesses where sixty (60) percent or more of total gross sales are food sales, the Chief of Police may authorize such a business to have staffing of at least one (1) security officer per seventy five (75) patrons
  2. *For businesses where ninety (90) percent of the occupant load as determined by the Fire Chief is based on fixed seating and upon a finding of good cause taking into account the size, type and safety conditions of the venue, the Chief of Police may authorize such a business to have staffing of at least one (1) security officer per one hundred (100) patrons during peak hours.*

9

## Public Safety Plan Ordinance

### Draft Ordinance

#### **Sec. 23-51. Definitions.**

*Peak hours* means those hours listed on an approved public safety plan as being a businesses' peak hours of operation.

#### **Sec. 23-55.1 Peak hours; rebuttable presumption.**

In the processing of a public safety plan application, it shall be a rebuttable presumption that a businesses' peak hours of operation are between 9:00 PM and 2:00 AM, Thursdays, Fridays and Saturdays. Notwithstanding this presumption, the peak hours listed on an approved public safety plan shall control in the enforcement of this article.

10

## Public Safety Plan Ordinance

### Draft Ordinance

#### Sec. 23-57. Special requirements (continued):

- b. That all security personnel attend training provided by the city free of charge. (Training certification valid for two (2) years).
- c. That all security personnel review and be familiar with the public safety plan for their employing business.
- d. That a business with two (2) or more public safety incidents within a one (1) week period or three (3) or more public safety incidents within a one (1) month period be required to retain the services of a minimum of two (2) off-duty peace officers to supplement existing security personnel during peak times for a minimum period of three (3) months or until at least three (3) consecutive months have gone by without two (2) or more public safety incidents, which ever period is longer.

11

## Public Safety Plan Ordinance

### Draft Ordinance

***Public Safety Incident*** means an incident classified as a felony under state law consisting of a riot, *sexual assault*, a brawl or a disturbance, in which bodily injuries are sustained by any person and such injuries would be obvious to a reasonable person, or tumultuous conduct of sufficient intensity as to require the intervention of a peace officer to restore normal order, or an incident in which a weapon is brandished, displayed or used.

12

## Public Safety Plan Ordinance

### Draft Ordinance

#### Sec. 23-57. Special requirements (continued):

- e. That a business with one (1) or more public safety incidents involving the use or threatened use of a deadly weapon or deadly instrument or *a death or catastrophic bodily injury* be required to retain the services of a minimum of two (2) off-duty peace officers to supplement existing security personnel during peak times for a minimum period of three (3) months or until at least three (3) consecutive months have gone by without any public safety incidents involve the use or threatened use of a deadly weapon or deadly instrument, whichever period is longer.

13

## Public Safety Plan Ordinance

### Draft Ordinance

#### Sec. 23-57. Special requirements (continued):

- f. That all security personnel wear an appropriately styled shirt or jacket with the word "Security" on both the front and back in *three (3) inch* lettering that is clearly visible.

14

## **Public Safety Plan Ordinance**

### **Draft Ordinance:**

#### **Sec. 23-58. Duration and renewal**

- a. A public safety plan approved by the Chief of Police shall be valid for a period of two (2) years.

#### **Sec. 23-60. Information update.**

All businesses required to have a public safety plan shall give written notice to the Chief of Police of any material changes in information submitted in connection with a submittal or approved public safety plan. This information shall be provided to the Chief of Police within thirty (30) days of any such change.

## Public Safety Plan Ordinance

**Draft Ordinance:**

**ENFORCEMENT**

**Sec. 23-61. Revocation; grounds.**

- a. *Failure to comply with the terms and conditions of an approved public safety plan on two (2) or more occasions within a one (1) year period constitute grounds for the revocation of a public safety plan approved pursuant to this article.*

16

## Public Safety Plan Ordinance

**Draft Ordinance:**

**ENFORCEMENT**

**Sec. 23-65. Onsite records required; inspections.**

- a. Each business required to have an approved public safety plan shall maintain onsite:
  - a. A current copy of the plan
  - b. Proof that all security personnel have completed the training
  - c. And that all security personnel have reviewed the public safety plan
- b. These records shall be made available for inspection and review upon the request.

17

## Public Safety Plan Ordinance

### Draft Ordinance:

#### **ENFORCEMENT**

Sec. 23-65. Onsite records required; inspections. (Continued)

- c. *All security personnel that have completed the training required by this article shall carry proof of such completion upon their person while on duty and present it to any Scottsdale police officer upon demand.*

18

## Public Safety Plan Ordinance

### Draft Ordinance:

#### **ENFORCEMENT (continued)**

Sec. 23-68. Penalties

- a. A first violation of this article is a civil offense and shall be punished by a fine of not less than five hundred dollars (\$500.00) per violation.
- b. A second or subsequent violation of this article within one (1) year of conviction of a first violation is a class one misdemeanor and shall be punished, in addition to any other penalties authorized by law, by a fine of not less than one thousand dollars (\$1,000.00) per violation.
- c. The court shall not suspend any part of any fine required by this section.

19

## Public Safety Plan Ordinance

### Draft Ordinance:

#### **ENFORCEMENT (continued)**

#### **Sec. 23-67. Mandatory Reporting.**

*Any business regulated by this article shall immediately report to the Scottsdale Police Department any act constituting a public safety incident that occurs on its premises located within the City of Scottsdale.*

*A violation of this section is a civil offense and shall be punished by a fine of not less than one thousand dollars (\$1,000.00) per violation. A second or subsequent violation of this section within one (1) year of a first violation is a class one misdemeanor and shall be punished, in addition to any other penalties authorized by law, by a fine of not less than two thousand dollars (\$2,000.00) per violation. The court shall not suspend any part of any fine required by this section*

20

## Public Safety Plan Ordinance

### **Further Updates**

#### **Sec. 23-51. Definitions.**

*Disc jockey or DJ means a person who actively plays, mixes or arranges sounds or music by using turntable(s), computer(s), and/or other electronic device(s) and may emcee or otherwise perform for patrons within a business, whether or not that person interacts with patrons within a business. Disc jockey does not include karaoke.*

21

## Public Safety Plan Ordinance

### Further Updates:

**Sec. 23-71. Peace officers; state registered security guards; training exemption.**

*Arizona POST certified peace officers and security personnel who hold a current security guard registration certificate or armed security guard registration certificate issued by the State of Arizona are exempt from the training requirements of this article.*

22

## Public Safety Plan Ordinance

### Training

#### Presenters:

Commander Jeff Walther, *Scottsdale Police Department*  
Deputy Chief & Fire Marshall Jim Ford, *Scottsdale Fire Department*

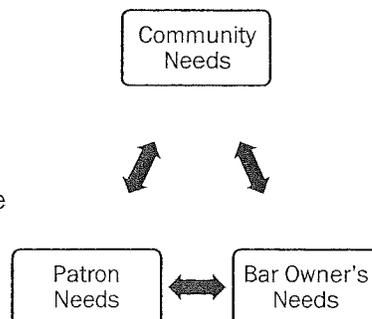
23

## Security Officer Training (SPD)

- **Background:** Alcohol consumption contributes to poor decision-making and increases the likelihood of violence in and around bar and club environments.

- **Objective**

- Reduce Violence
- Collaborate with Businesses
- Encourage and Promote Compliance
- Develop Positive Working Relationships



## Security Officer Training (SPD)

- **3-Hour Course Material Provided by SPD and SFD**
- **SPD Portion Covers:**
  - Legal Issues (Responsibilities Under Law)
  - Liquor Law (Knowledge Increases Bars' Compliance)
  - Customer Service Perspective (Raises the Bar and Creates Expectations of Quality)

## Security Officer Training (SFD)

### Public Safety for Scottsdale Assembly Occupancies

A Training and Crowd Management Program  
for Owners, Managers and Security  
Personnel

26

## Security Officer Training (SFD)

### Objectives

The core components of this training was obtained from a certified class that was developed and delivered by the National Association of State Fire Marshal's (NASFM), with local experiences and modifications added.

Upon completion, each participant will have obtained the knowledge, skills and abilities to create a safe environment for occupants of their facility.

27

## Security Officer Training (SFD)

### Why Is This Training Important?

- To identify common issues and improve the safety levels of COS occupancies for the patrons and staff by:
  - Reducing the chance of an emergency incident.
  - Minimizing the impact of an incident should it occur.
  - Safe and effective handling of an emergency when it occurs.
- Training will also cover:
  - Common Industry and City Fire Code Definitions.
  - Typical Fire Code Violations for Night and Target Inspections.
  - Review of National & Local - Historical Incidents & Outcomes.
  - Club Responsibilities and Potential Impacts.
  - Overview of typical fire protection devices & systems

28

## Public Safety Plan Ordinance

Questions?

29

## Public Safety Plan Ordinance

### Staff Contacts:

J.P. Twist, Office of the Mayor  
[jptwist@scottsdaleaz.gov](mailto:jptwist@scottsdaleaz.gov)

Luis Santaella, City Attorney's Office  
[lsantaella@scottsdaleaz.gov](mailto:lsantaella@scottsdaleaz.gov)

Commander Jeffrey Walther  
[jwalther@scottsdaleaz.gov](mailto:jwalther@scottsdaleaz.gov)

Detective John Miller  
[johmiller@scottsdaleaz.gov](mailto:johmiller@scottsdaleaz.gov)

Deputy Chief/Fire Marshal Jim Ford  
[jford@scottsdaleaz.gov](mailto:jford@scottsdaleaz.gov)

# Item 21

Lee Guillory  
Presentation

## General Fund Forecast

Lee Guillory  
Acting City Treasurer  
September 10, 2013

### General Fund – Base Case

\$ in millions

	Adopted FY13/14	Forecast FY14/15	Forecast FY15/16	Forecast FY16/17
Beginning Unreserved Fund Balance	\$ 12.6	\$ 2.1	\$ 2.0	\$ 4.7
Sources	238.8	246.5	255.0	263.9
Uses (including change to General Fund Reserve)	<u>(249.3)</u>	<u>(246.6)</u>	<u>(252.3)</u>	<u>(264.3)</u>
Net Sources/(Uses)—Base Case	(10.5)	(0.1)	2.7	(0.4)
Ending Unreserved Fund Balance	\$ 2.1	\$ 2.0	\$ 4.7	\$ 4.3

**General Fund Base Case Assumptions**  
\$ in millions

	Adopted FY13/14	Forecast FY14/15	Forecast FY15/16	Forecast FY16/17
Sales Tax Growth	3.2%	3.5%	2.7%	3.2%
Primary Property Taxes 2% allowance	\$0.0	\$0.5	\$0.5	\$0.5
WestWorld new Revenues	0.0	2.0	2.0	2.0
Construction Taxes Point of Sale (Jan 2015)		\$ .7--\$.9	\$1.3--\$1.9	\$1.3--\$1.9
Compensation Increases	2.0%	2.0%	2.0%	2.0%
Non-wage expense increases		2.1%	2.1%	2.1%

**General Fund – Revised Case**  
\$ in millions

	Forecast FY13/14	Forecast FY14/15	Forecast FY15/16	Forecast FY16/17
Beginning Unreserved Fund Balance	\$12.6 + \$1.0	\$5.4	\$6.3	\$8.0
Net Sources/(Uses)—Base Case	(10.5)	(0.1)	2.7	(0.4)
Sales Tax Revenues	1.8	1.9	1.9	2.0
State Shared Income Taxes	0.0	0.8	0.0	0.0
Cable TV Fees/Library Revenues	0.3	0.3	0.3	0.3
Debt Restructuring	0.2	1.7	(1.0)	0.2
Risk Claims	0.0	(1.5)	(1.5)	(1.6)
Fire Station 602 Overtime	0.0	(0.4)	(0.4)	(0.4)
Change to General Fund 10% Reserve	0.0	0.0	(0.3)	(0.2)
Restore Contingency Reserve	0.0	(1.8)	0.0	0.0
Net Sources/(Uses)—with Revisions	(8.2)	(0.9)	1.7	(0.1)
Ending Unreserved Fund Balance	\$5.4	\$6.3	\$8.0	\$7.9

## General Fund – with Proposals

\$ in millions

	Forecast FY13/14	Forecast FY14/15	Forecast FY15/16	Forecast FY16/17
Beginning Unreserved Fund Balance	\$13.6	\$4.9	\$1.0	\$(2.4)
Net Sources/(Uses)—Revised Case	(8.2)	0.9	1.7	(0.1)
Fire Staffing Proposal Option A	(0.9)	(0.8)	(0.8)	(0.8)
Change to General Fund Reserve	(0.1)	(0.1)	(0.1)	(0.1)
Police Compensation Proposal:				
Return of one-time funds	2.5	0.0	0.0	0.0
Use of on-going funds	(1.8)	(3.5)	(3.8)	(3.9)
Change to General Fund Reserve	<u>(0.2)</u>	<u>(0.4)</u>	<u>(0.4)</u>	<u>(0.4)</u>
Net Sources/(Uses)—with Proposals	(8.7)	(3.9)	(3.4)	(5.3)
Ending Unreserved Fund	\$ 4.9	\$1.0	\$(2.4)	\$(7.7)

## Item 21

Tom Shannon  
Presentation



### Fire Department Staffing

City Council Meeting – September 10<sup>th</sup>, 2013

#### Previous Council Action

- Add \$425,000 to overtime budget to enhance staffing at Fire Station 602.

#### Goal

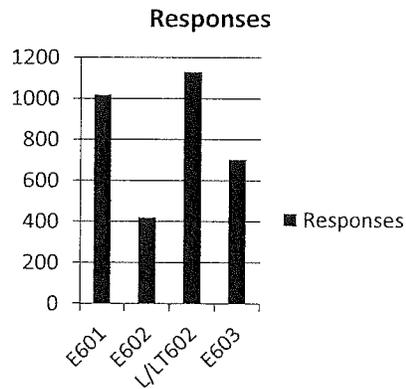
- Return staffing at Fire Station 602 to include two fire trucks (1 Engine, 1 Ladder) to full staffing.

#### Basis for this request

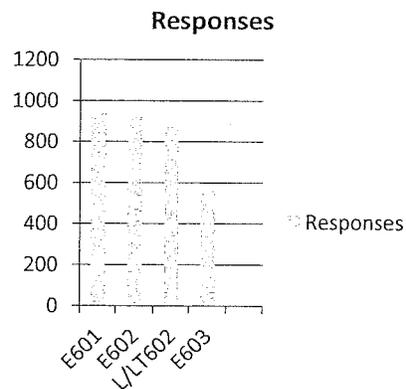
- Insufficient FTE's available to reliably staff Engine 602.
- Increase to Fire Department overtime budget would enhance the ability to fully staff Engine 602 until a permanent solution could be attained.
- Based on the trending of employee reliability and existing pay structure.

## Impact of Council Action Incident Volume Per Fire Truck

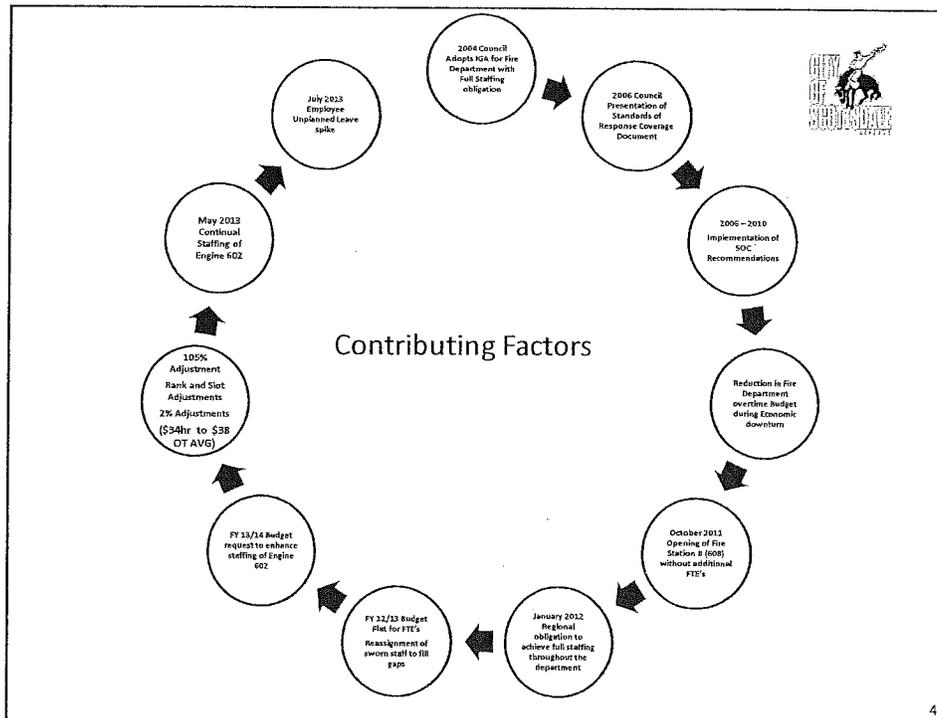
5/17/2012 – 9/3/2012



5/17/2013 – 9/3/2013



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## Recommendations

### Description of Option A

- Approve Resolution #9526 authorizing a FY 2013/14 General Fund operating contingency transfer to add 13.00 Full-Time Equivalent (FTE) Firefighter positions, including training academy costs, and cover the overtime gap during FY 2013/14 at a cost of \$918,696 with an ongoing increase to the Fire Department General Fund budget in the amount of \$814,315 beginning in FY 2014/15.

### Description of Option B

- Approve Resolution #9526 authorizing a FY 2013/14 General Fund operating contingency transfer during FY 2013/14 to fully staff Engine 602 with overtime dollars at \$770,477 with an ongoing increase to the Fire Department General Fund overtime budget beginning in FY 2014/15 of \$1,195,477 for a total of \$1,687,755 in constant staffing overtime.

### Description of Option C

- Authorize the down staffing of Engine 602 to meet daily staffing needs until ongoing funds are identified to achieve daily full staffing department-wide.

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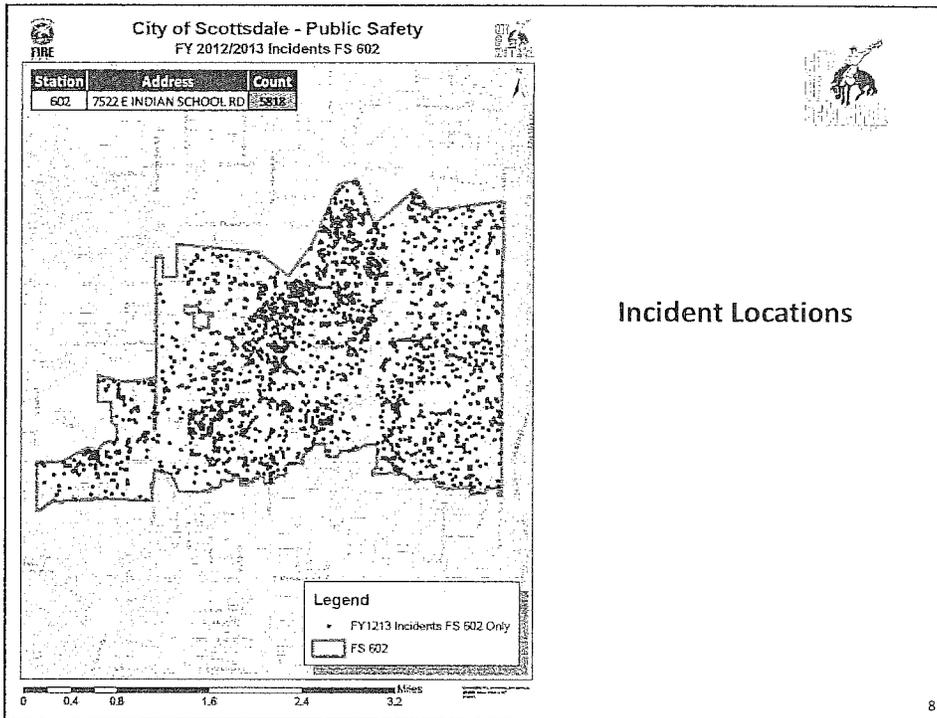


## Staff is Available for Questions

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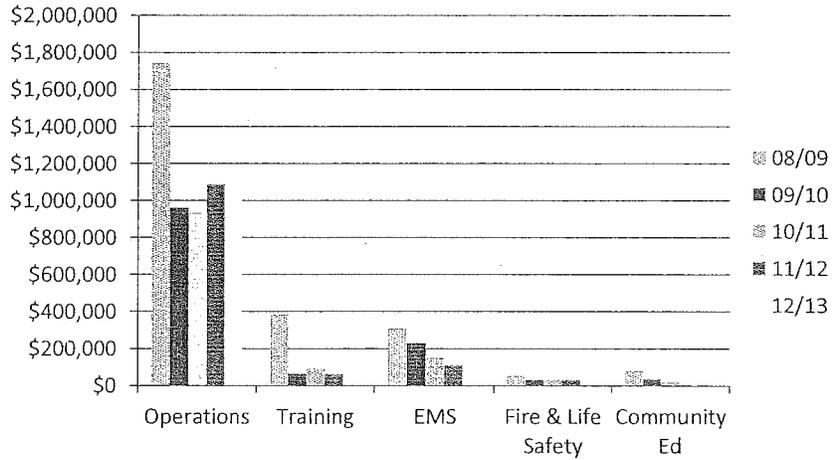


# END PPT





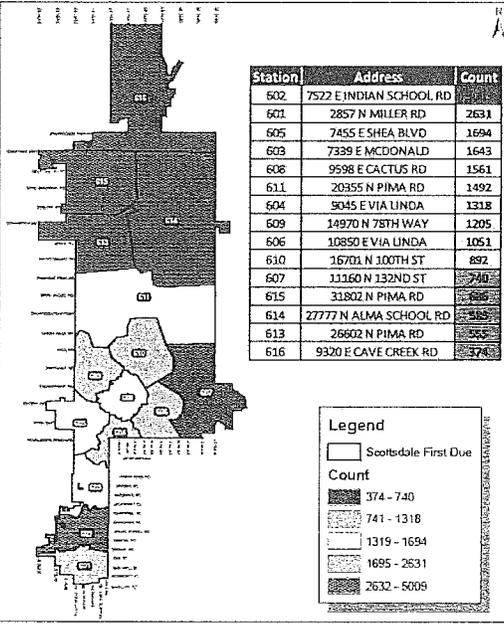
### Overtime Centers



9



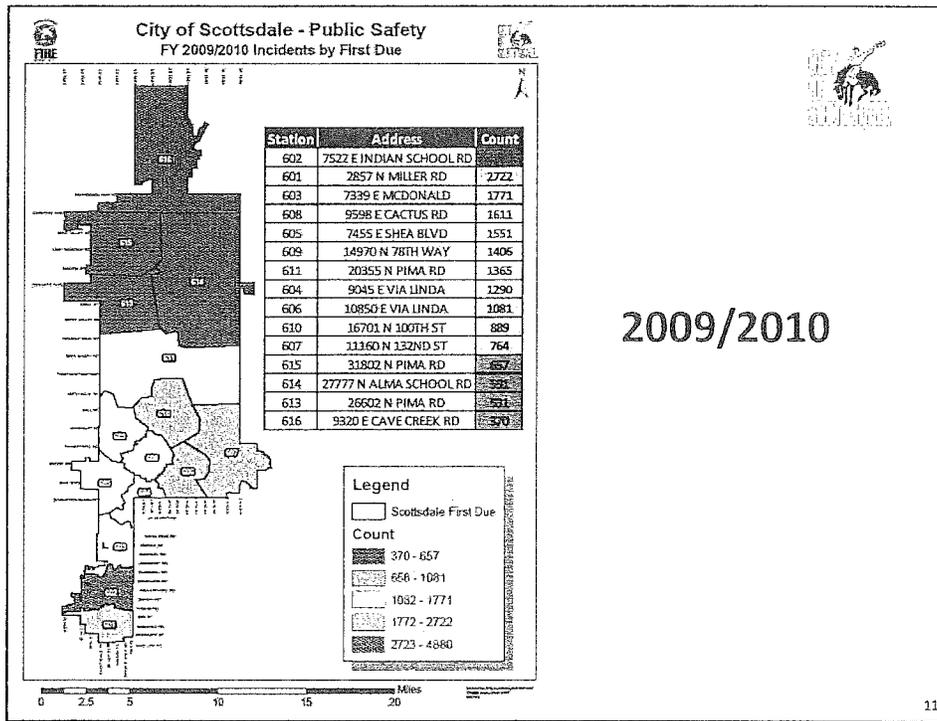
### City of Scottsdale - Public Safety FY 2008/2009 Incidents by First Due



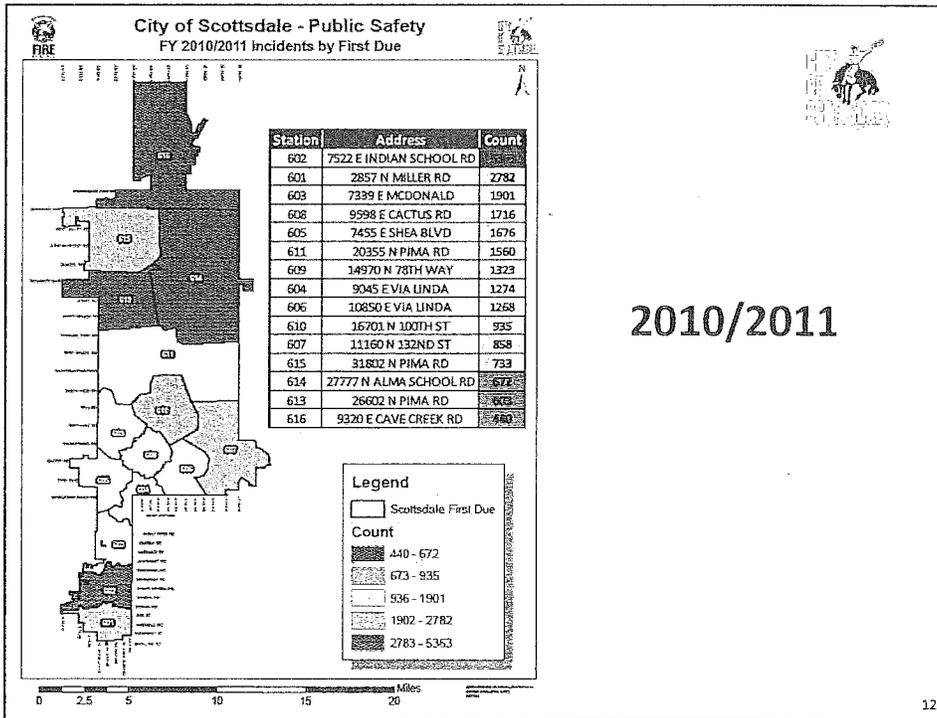
2008/2009



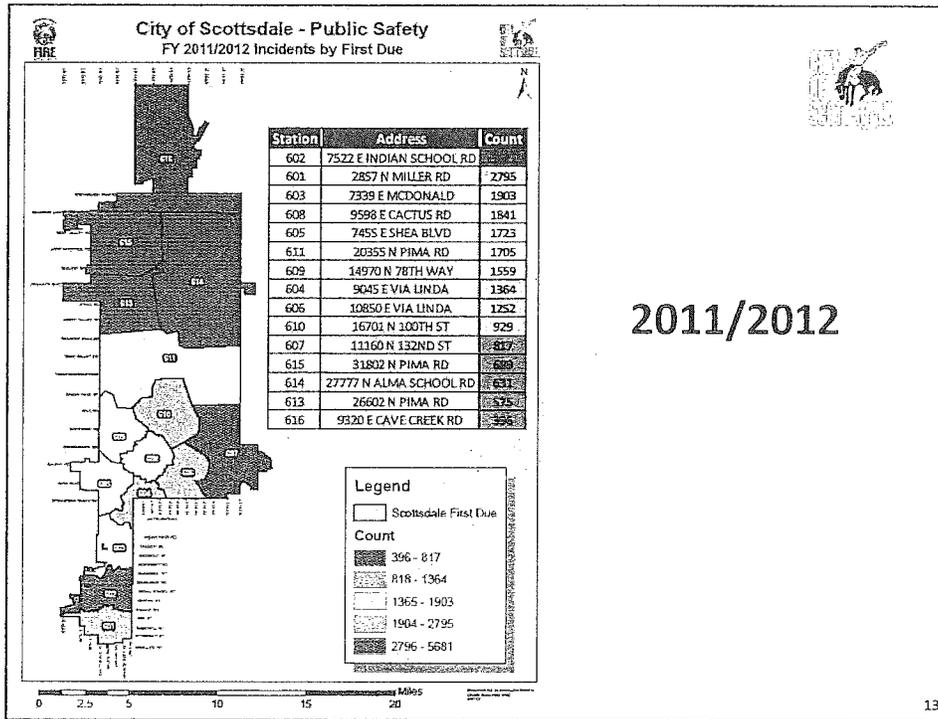
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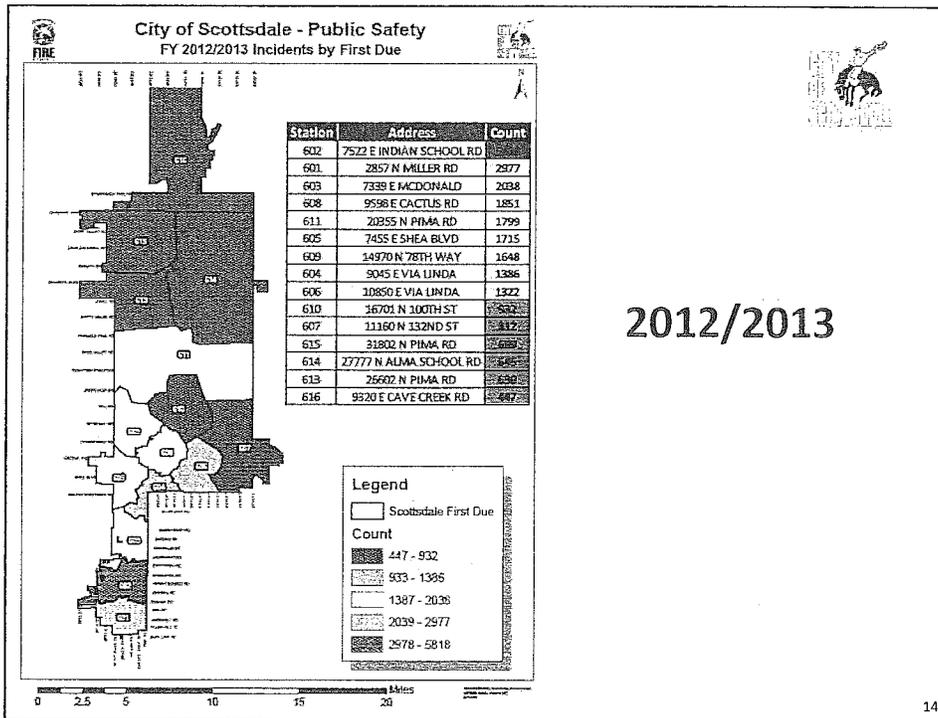
2009/2010



2010/2011



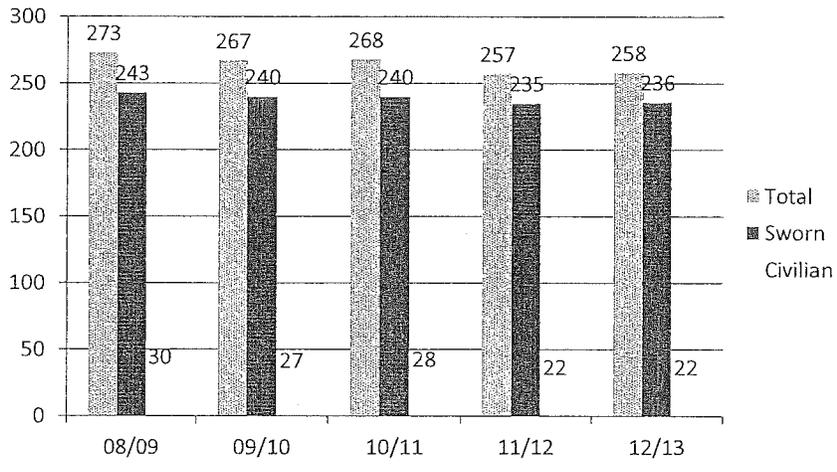
2011/2012



2012/2013



### FTE'S



15

Operational need	Manual Entry: Number of Full-time positions	Manual Entry: Number of Full-time units	Calculated: Constantly Staffed Assignments	Status: Hours/shift	Status: Shifts/Yr	Calculated: Hours allocated for Operational Need	Manual Entry: FTEs Unfilled for Constant Staffing	Calculated: Full-time units 56-hour workforce
Staffing	26	3	1	36	24	364	228	228

56-Hour FTE availability	Manual Entry: Total number of FTEs intended to be in 56-hour assignments	Calculated: Assigned work hours per year	Manual Entry: Total leave taken while on 56-hour assignment (from 2010)	Calculated: Percent of time FTEs not on duty	Calculated: 56-Hour FTE availability	56hr FTE availability vs. 56 days	70,000 hours of leave requests for 2013-14	Calculated: FTEs Unfilled for 56-hour assignments
FY 2010-2011	217	633,640	73,450	11.5%	213	213	213	0
FY 2011-2012	217	633,640	69,000	10.9%	213	213	213	0
FY 2012-2013	221	658,830	69,660	10.6%	213	213	213	0
FY 2013-2014	221	658,830	69,660	10.6%	213	213	213	0

\*Leave includes Medical, Family Medical, Vacation, unpaid leave, short-term disability, bereavement, administrative leave, military leave that is not reduced to 40-hour (includes other duty).

Days of 20 or more hours of leave of 56hr FTEs	Number of cases by FY with the Number of 20-hour requests blocks	Total employee costs (FTE's) as a % of base salary	Total employee costs (FTE's) as a % of base salary	Ratio of total costs (2013)				
	X=1 X=2 X=3 X=4 X=5 X=6 X=7 X=8	233.2%	136.0%	0.58%				
FY 2010-2011	365	365	365	333	260	200		
FY 2011-2012	365	365	365	333	260	233	260	
FY 2012-2013								14,071 units versus a 20hr shift
FY 2013-2014								14,071 units versus a 20hr shift

"Constant Staffing" can calculation (in hours)									
Calculated: 56-Hour FTEs available for constant staffing	Calculated: 56-hour workweeks less constant staffing	Manual Entry: FTEs working 56-hour assignments	Calculated: Potential change to 56-hour workweeks	Calculated: Budgeted 56-hour vacancies	56-hour vacancies less used for constant staffing	Calculated: Hours per FTE	Manual Entry: FTE availability at year prior to request - FE	Calculated: Projected hours FTEs at work	Calculated: "Constant Staffing" hours
FY 2012-2013	604,443	230	230	0	228	228	228	228,257	30,559

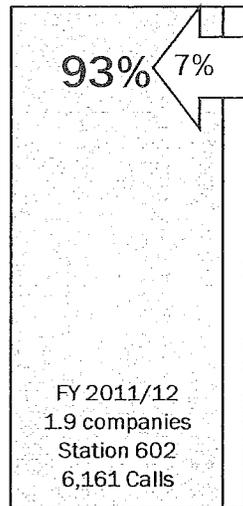
Hours-to-post for "Constant Staffing" calculation									
Calculated: 56-Hour FTEs available for constant staffing	Manual Entry: Projected hourly rate change (incl. including ODL, merit, and wage adjustments)	Manual Entry: Projected hourly rate	Calculated: Funding required for "constant staffing" request	Calculated: Requested increase to 12/13 "constant staffing" request	Calculated: Requested increase to Wages to fill "budgeted" vacancies	Calculated: Potential change to Wages, calculated			
FY 2013-2014	10,252	0	36,000	\$400,999.81	399,279.82	\$1,620,000.00			

Needed for	2013/14	2014/15
2013/14	\$ 1,620,000.00	\$ 1,620,000.00
2014/15	\$ 1,620,000.00	\$ 1,620,000.00

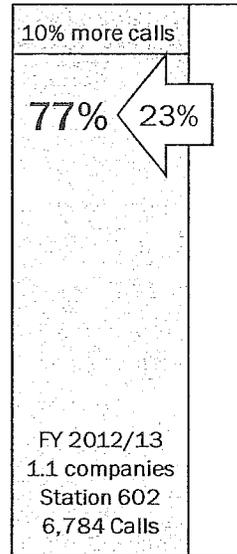
16

### First Response Unit - Station 602 Area



OTHERS  
 601 3%  
 603 3%  
 PHX 1%  
 TEMPE .2%

FY 2011/12  
 1.9 companies  
 Station 602  
 6,161 Calls



OTHERS  
 601 13%  
 603 7%  
 PHX 4%  
 TEMPE .3%

FY 2012/13  
 1.1 companies  
 Station 602  
 6,784 Calls

Resolution No. 9525  
Police/Public Safety Pay Plan

Alan G. Rodbell



Resolution No. 9525

- May 7<sup>th</sup>, City Council earmarked \$2.5M in the FY 2013/14 budget to address salary inequities.
- City Council requested a plan on how this money would be disbursed.
- We evaluated nine Police Departments previously identified by Human Resources in the Citywide Compensation survey.

## Resolution No. 9525

- The analysis showed the other comparison cities realized salary increases over the past five years placing Scottsdale pay for tenured officers at the bottom of the list.
- Phoenix PD ranked number 1 with an average salary increase over five years of 6.4% per year.
- Scottsdale ranked lowest with an average salary increase over five years of 0.4% per year.

3

## Resolution No. 9525

### ATTACHMENT A

Police officer ongoing salary adjustments (regardless of type)

City	FY 2009/10	FY 2010/11	FY 2011/12	FY 2012/13	FY 2013/14	Overall Increase	5-Year Average
Phoenix (1)	12.15%	4%	5%	6%	5%	32.2%	6.4%
Gilbert (2)	-	-	-	19.6%	5%	24.6%	4.9%
Chandler	4.15%	-	5.833%	-	5%	15.0%	3.0%
Glendale (3)	-	-	3.91%	3.72%	5%	12.6%	2.5%
Mesa (4)	-2%	-	2%	5%	5%	10.0%	2.0%
Goodyear (5)	-	-	2.5%	2.5%	-	5.0%	1.0%
Peoria (6)	-	-	-	5%	-	5.0%	1.0%
Tempe (7)	-	-5%	-	5%	5%	5.0%	1.0%
Surprise	-	-	-	-	2.2%	2.2%	0.4%
Scottsdale (8)	-2%	-	-	2%	2%	2.0%	0.4%
Average	1%	0%	2%	5%	3%	11.4%	

4

# Resolution No. 9525

## ATTACHMENT A

Police officer ongoing salary adjustments (regardless of type)

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Goodyear (5)	-	-	2.5%	2.5%	-	5.0%	1.0%
Peoria (6)	-	-	-	5%	-	5.0%	1.0%
Tempe (7)	-	-5%	-	5%	5%	5.0%	1.0%
Surprise	-	-	-	-	2.2%	2.2%	0.4%
Scottsdale (8)	-2%	-	-	2%	2%	2.0%	0.4%
Average	1%	0%	2%	5%	3%	11.4%	

5

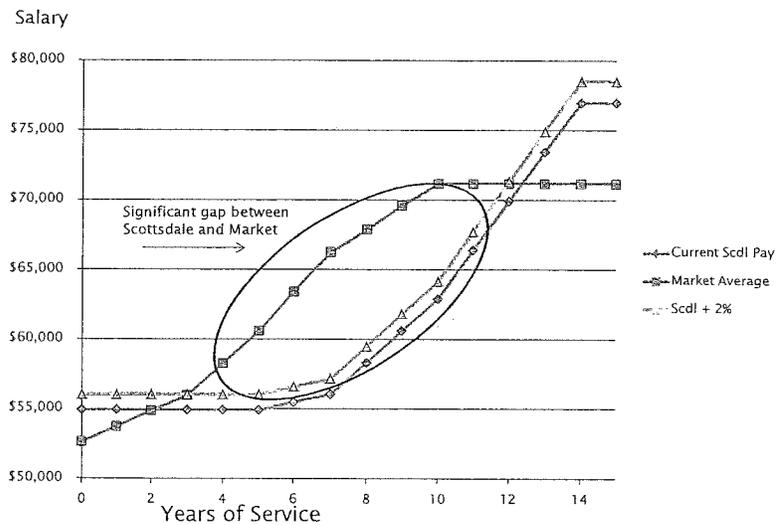
# Resolution No. 9525

- There is a significant salary gap between a Scottsdale police officer and the market average.
- Attachment B illustrates this gap that impacts those officers with between 5 and 11 years of service.

6

ATTACHMENT B

## Scottsdale + 2% vs Market Average



## Resolution No. 9525

- One-time money does not fix the identified inequities and would only perpetuate the problem over the long-term.
- This plan proposes salary adjustments and only uses \$1.8M of the \$2.5M in the current fiscal year.

## Resolution No. 9525

- The proposal addresses this inequity in two components.
  - The first component moves current Public Safety and Police employees by increasing their salary up to 5% on their review date.
    - For approximately 80% of employees this will address compensation concerns.

9

## Resolution No. 9525

- The second component addresses police officers who remain as much as 10% below market even after the 5% increase.
  - This impacts tenured police officers with 5 to 11 years of service.
  - Adjustments are based on the years of service and market average as shown in Attachment C.
  - This will be effective for pay period of January 12, 2014.

10

# Resolution No. 9525

## ATTACHMENT C

### MARKET ADJUSTMENT COSTS FOR POLICE OFFICERS ONLY

Years of Service	Number of Officers	Salary after 2%	Market	Salary after Addtl 5% (effective Dec. 20)	Market Adjustment to Police Officers	Proposed Salary with Adjustments
0	13	\$ 56,031	\$ 52,629	\$ 58,832	\$ -	\$ 58,832
1	15	\$ 56,031	\$ 53,737	\$ 58,832	\$ -	\$ 58,832
2	10	\$ 56,031	\$ 54,884	\$ 58,832	\$ -	\$ 58,832
3	7	\$ 56,031	\$ 55,953	\$ 58,832	\$ -	\$ 58,832
4	13	\$ 56,031	\$ 58,270	\$ 58,832	\$ -	\$ 58,832
5	34	\$ 56,031	\$ 60,588	\$ 58,832	\$ 1,756	\$ 60,588
6	26	\$ 56,604	\$ 63,415	\$ 59,434	\$ 3,981	\$ 63,415
7	28	\$ 57,177	\$ 66,242	\$ 60,036	\$ 6,206	\$ 66,242
8	15	\$ 59,504	\$ 67,887	\$ 62,479	\$ 5,409	\$ 67,887
9	6	\$ 61,830	\$ 69,603	\$ 64,922	\$ 4,681	\$ 69,603
10	20	\$ 64,157	\$ 71,175	\$ 67,365	\$ 3,811	\$ 71,175
11	13	\$ 67,747	\$ 71,175	\$ 71,135	\$ 50	\$ 71,185
12	18	\$ 71,339	\$ 71,175	\$ 74,906	\$ -	\$ 74,906
13	24	\$ 74,929	\$ 71,175	\$ 79,664	\$ -	\$ 79,664
14	7	\$ 78,520	\$ 71,175	\$ 79,664	\$ -	\$ 79,664
15	11	\$ 78,520	\$ 71,175	\$ 79,664	\$ -	\$ 79,664

Current Police Officer Salary Range: \$54,932.80 - \$79,664

11

# Resolution No. 9525

- Financial Analysis:
  - Current fiscal year impact of \$1.8M (\$700K returned).
  - Annualized impact of \$3.5M for FY 2014/15.

12

Resolution No. 9525  
Police/Public Safety Pay Plan

Alan G. Rodbell

