



SCOTTSDALE
**CITY ATTORNEY'S
OFFICE**

Annual Report

July 1, 2025 - June 19, 2026

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A MESSAGE FROM THE CITY ATTORNEY

Under my leadership, the Scottsdale City Attorney's Office is moving forward with purpose and vision—fully dedicated to supporting the mission and goals of our City Council and contributing to the continued success of our vibrant community.

Each day, our talented team rises to meet complex legal challenges with integrity, professionalism, and a deep commitment to public service. From delivering sound legal counsel and upholding justice, to protecting the public and managing risk, the work we do touches every corner of civic life—and we do it with pride.

I am continually inspired by the passion and expertise our attorneys and staff bring to their roles. Their dedication fuels our efforts to uphold the highest standards of legal practice, along with safety and risk management, and strengthens the trust placed in us by the City of Scottsdale.

Beyond our core responsibilities, we are embracing a culture of innovation and continuous improvement, seeking new ways to enhance our services, streamline operations, and better meet the City's evolving needs. We remain proactive in tracking legal trends and developments to ensure our guidance is always current, relevant, and impactful.

Above all, our office is here to serve. We are committed to helping our City Council, Charter Officers, City Departments, and City Staff succeed, and to ensuring the City Attorney's Office remains a trusted pillar of civic support.

Luis E. Santaella
Scottsdale City Attorney



CIVIL DIVISION

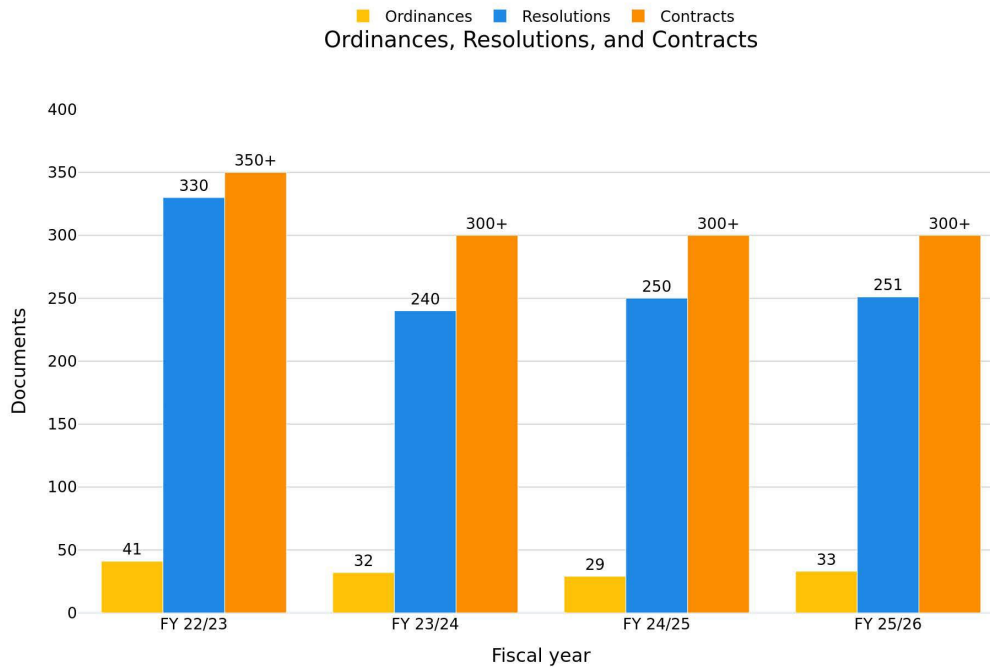
12.5 attorneys and 9.5 support staff

SELECT LIST OF INITIATIVES PERSONALLY HANDLED BY CITY ATTORNEY LUIS E. SANTAELLA

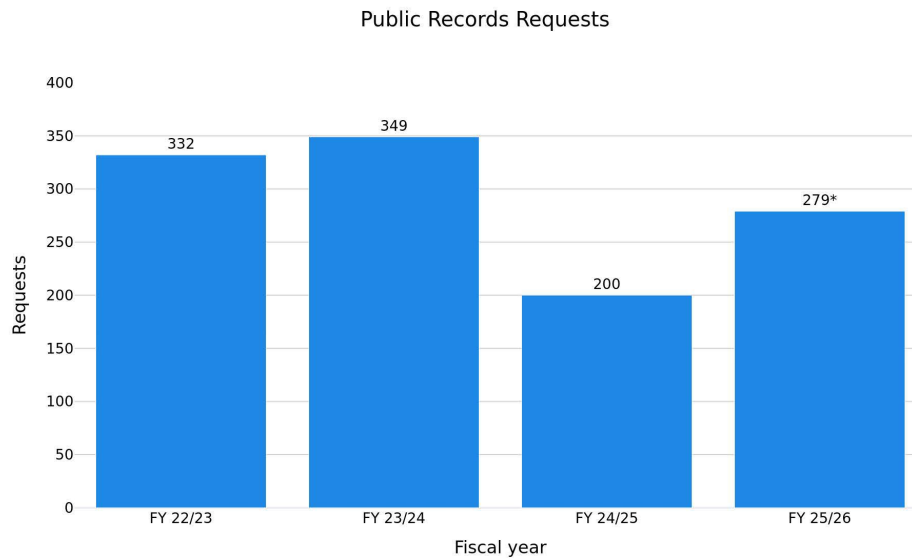
- Ordinance No. 4680 – This ordinance bars anyone under 16 from riding a Class 3 e-bike (21+ mph) or an electric motorcycle on city property and requires all electric motorcycles on roadways to be titled and registered with Arizona regardless of the age of the rider. Retailers must post warning notices, provide buyer education materials, and permanently label Class 3 e-bikes for sale, with violations drawing civil/petty fines of at least \$100. (July 1, 2025)
- Ordinance No. 4681 – This ordinance added S.R.C. §19-15, which prohibits smoking in or near City playgrounds and related outdoor recreational amenities. This section targets smoking (including electronic smoking devices) around playground equipment, ramadas, and similar park features, complementing the broader public-place and facility restrictions in Ordinance 4689. It is part of the City’s coordinated effort to create smoke-free zones in areas frequented by children and families, and is enforced through signage, education, and citations. (July 1, 2025)
- Ordinance No. 4684 – This ordinance creates a new prohibition under S.R.C. §17-412 that prohibits standing or remaining on a traffic median where the posted speed limit is 30 mph or greater, except for briefly occupying a median at a signalized intersection as a temporary refuge while lawfully crossing in a crosswalk. It broadly defines “traffic median,” provides exemptions for law enforcement and other authorized government activities, and makes violations a Class 3 misdemeanor. (August 26, 2025)
- Ordinance No. 4685 – This ordinance expands indemnification coverage to include the Mayor, City Councilmembers, and Charter Officers, without requiring a separate Council vote. Indemnification is now the same as that of other City employees. (August 25, 2025)
- Ordinance No. 4689 – This ordinance repeals and replaces SRC §19-16 to modernize Scottsdale’s smoking regulations, expanding “public place” to include all city-owned facilities, enclosed or not (e.g., stadiums, bus stops, playgrounds, ramadas, bleachers, swimming pools). It broadens the definition of “smoking” to include electronic smoking devices and aligns local restrictions with the statewide Smoke Free Arizona Act, extending similar prohibitions to places of employment and specified outdoor areas and near schools. The ordinance also addresses enforcement via education, citations, and fines, and requires property owners and employers to post “No Smoking” signage, requires employers to inform employees of the ban, and prohibits retaliation against employees who report violations. (September 30, 2025)

- Ordinance No. 4697 – This ordinance creates a self-certification program for Qualified International Headquarters campuses (SRC Chapter 46; Article III). It creates an administrative mechanism by which such campuses can self-certify compliance with certain City requirements, consistent with recent state laws that require greater use of objective administrative review processes for qualifying projects. It fits within the broader trend of Scottsdale updating Chapter 46 to specify fee schedules, permitting procedures, and administrative approvals for specialized facilities and uses. (November 17, 2025)
- Ordinance No. 4719 – This ordinance amended Chapter 18 of the Scottsdale Revised Code to add a definition of “Event Center,” clarifying how facilities used for events are treated for civil complaints, enforcement, and permitting purposes. (June 23, 2026)
- Public Safety and Quorum Notices – Out of concern for the public safety of City Council and City Commission/Board members, the City Attorney issued a Memorandum on Quorum Notices explaining a change in practice regarding public postings when a quorum of the Council or a City Commission/Board might attend an event where no City business is discussed. This measure enhances personal safety and reduces risk for Councilmembers and other public officials while preserving transparency.
- Invited the Council to *“What You Do Matters – Lessons from the Holocaust”* training. This training focused on the ethical responsibilities of public service.
- Organized the Mayoral Proclamation for Domestic Violence Awareness Month and encouraged the Council to show solidarity by wearing purple.
- Co-chaired the City’s Charitable Choices Campaign and invited Council participation in a citywide video for employees to encourage giving.
- Issued a public memo on non-agendized public comment and meeting decorum, reaffirming that civil discourse and respectful participation are essential to our democratic process.
- Worked on various changes to the Rules of Council Procedure and served as the Council’s parliamentarian.
- Reclassified a Deputy City Attorney position to a Chief Deputy City Attorney position to enhance succession planning and management within the City Attorney’s Office.
- Widespread implementation of legal Artificial Intelligence (AI) tools and training.
- Took various AI courses, including Agentic AI certification from the University of Arizona, at his own expense.
- Created various training videos for City staff.
- Drafted and collaborated on the Axon Memorandum of Understanding (MOU)

TRANSACTIONAL AND ADVICE – SELECTED HIGHLIGHTS



- Drafted and reviewed 33 Ordinances, 251 Resolutions, and more than 300 contracts.
- The City also received 21,409 public records requests. Of that, the City Attorney's office handled 279 of those public records requests, which resulted in the review and processing of hundreds of thousands of pages of documents, with an average of 33 days to close.



* Public records requests handled by the CAO have increased significantly in the complexity of requests and the number of documents and pages reviewed and processed.

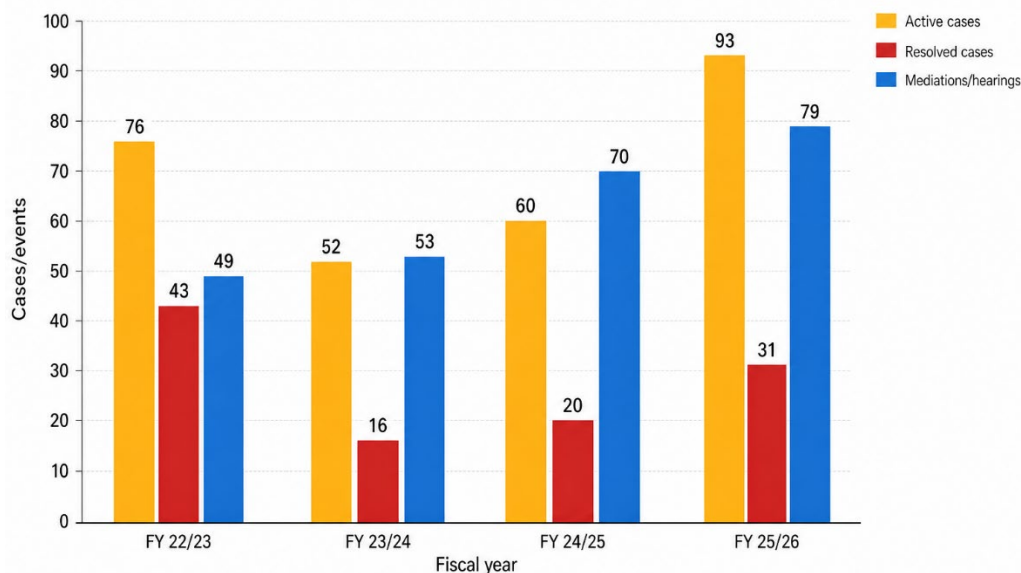
- Reviewed and provided advice on an estimated 148 Human Resources (HR) matters, including investigative reports, Internal Affairs reports, letters of counseling, reprimands, suspensions, and dismissals, drafting responses to EEOC complaints, drafting separation agreements, and other discrete matters where the HR department asked for written legal advice, such as requests for accommodation under the Americans with Disabilities Act (ADA).
- Worked collaboratively with Finance and the City Treasurer's Office to ensure legally compliant end-of-year budget, tax, and financial actions. Reviewed all major budget materials and related public notices, verified statutory deadlines and publication requirements, and aligned legal obligations with operational processes. This work safeguarded compliance with Arizona budget and tax laws, supported transparent public engagement, and reduced the risk of procedural errors during a sensitive reporting period.
- Negotiated the purchase of 15,000 acre-feet long-term storage credits in the Harquahala Valley to enhance Scottsdale's water supply.
- Submitted comments to the Bureau of Reclamation on the Draft Environmental Impact Statement on Post-2026 Operational Guidelines and Strategies for Lake Powell and Lake Mead (Colorado River).
- Collaborated with the City's Government Relations Manager to help shape and/or defeat numerous bills introduced during the 2026 legislative session.
- Provided advice and drafted an agreement with Arizona State University (ASU) for the City and ASU to collaborate on a study to better understand the effectiveness of the City's turf rebate program.
- Negotiated a land use license with Central Arizona Water Conservation District to operate and maintain turnouts from the CAP at Westworld and Ancala.
- Provided advice and advocacy to ensure that the Rio Verde Foothills Standpipe District was not renewed and no further water deliveries were made after December 31, 2025.
- Drafted Purchase Agreement with Scottsdale Unified School District No. 48 in the amount of \$3,700,000, for the purchase of real property for use as office and workspace for municipal employees.
- Drafted First Amended Contract No. 2024-120-COS-A1 with ASM America, Inc., to allow the City to participate in the State's Title 42 Program related to the development of a manufacturing facility and reimbursement of public infrastructure related to the manufacturing facility.
- Drafted intergovernmental agreement with the Arizona Department of Revenue for diversion and distribution of revenue under Arizona Revised Statutes § 42-5032.02 for public infrastructure improvements made for the benefit of ASM America, Inc., a qualified manufacturing facility under the Title 42 program.

- Drafted Development Agreement for the One Scottsdale property, located at 19601 N. Scottsdale Road, 19190 N. 72nd Way, and 19194 N. 73rd Way, and amend the Zoning Ordinance to change the zoning on the “District Map” for a mixed-use development, including residential, commercial, and hotel on a ±27-acre portion of the ±130-acre site.
- Drafted Resolution and Contract with Scottsdale Unified School District No. 48 for the lease of 18,879 square feet of space needed for the temporary relocation of City staff during the construction of the Bond 2019 Project 40 – Renovate and Expand the Civic Center Jail and Downtown Police Facility to Meet Demand
- Drafted Contract with Access Capital, LLC to acquire an approximately 1.49-acre property, in the amount of \$7,800,000, to support operational needs and expand parking capacity for Scottsdale Airport and its users.
- Adaptive Reuse Text Amendment – Amended the City of Scottsdale Zoning Ordinance to address State of Arizona legislation House Bill 2110, intended to allow for the adaptive reuse or redevelopment of existing commercial, office, or mixed-use parcels for multifamily residential use.
- The Collector’s Garages at Westworld – Drafted, reviewed, and approval of a minor General Plan Amendment to the City of Scottsdale General Plan 2035 from Employment Office to Employment Light Industrial/Office on a ±5.09- acre site, and adopt Ordinance No. 4683 for a Zoning District Map Amendment from Single-family Residential, Environmentally Sensitive Lands, Planned Community District (R1-35 ESL PCD) to General Commercial, Environmentally Sensitive Lands, Planned Community District (C-4 ESL PCD), with a Development Plan on a ±5.09-acre site for a new office and storage facility.
- Middle Housing Text Amendment- Drafted Ordinance No. 4690 for the purpose of amending the City of Scottsdale Zoning Ordinance (Ordinance No. 455) regarding middle housing as provided in Case No. 5-TA-2024.
- Updated the Scottsdale Commercial and Employment Hubs and Essential Areas Table to Ensure Compliance with House Bill 2110.
- Issued ten department-wide Police Legal Bulletins.
- Provided after-hours legal response for public safety and police.
- Due to a staffing shortage in the City Clerk’s Office, Municode had not been updated since 2024, and the City Attorney’s Office staff stepped in to assist in the update. The City uses Municode to codify and publish its ordinances.
- Attended Board and Commission meetings as needed.
- Worked with the City Clerk’s Office to obtain compliance with commissions and boards not following the Clerk’s standards for meeting minutes.
- Assisted the Scottsdale Judicial Appointments Advisory Board (JAAB) in appointing a new associate City judge and the reappointment of another City judge.

LITIGATION – SELECTED HIGHLIGHTS

The City actively defended/prosecuted 93 civil litigation cases in FY25/26. **This number increased by 55% from FY 24/25 (60 cases) and by 79% from FY 23/24 (52 cases).** The City resolved 31 cases in FY25/26.

Litigation Activity (FY 22/23-25/26)



The City of Scottsdale retains most of its cases in-house. The City limits its use of outside counsel for civil legal matters to cases in which specialized legal expertise is needed, a case will require resources beyond what is available in-house, or a conflict of interest arises. By retaining most of our cases in-house, ***we save the City an estimated \$2 million in attorneys' fees.***

The litigation team has had a successful Motion practice, resulting in the dismissal of eight (8) cases, with no monies being owed by the City. A few dismissals are highlighted below.

- Smith v. City of Scottsdale, et al., Maricopa County Superior Court Case No. CV2024-028430.*** The City successfully defended Scottsdale Police Department officers in a lawsuit arising from their assistance to the Gila County Sheriff's Office in a domestic violence investigation. Plaintiff alleged that officers defamed her, invaded her privacy, and negligently inflicted emotional distress by photographing her injuries and sharing those images with Gila County investigators, and demanded \$250,000 to settle her claims. After we declined that demand and moved to dismiss, the court ruled that the officers' actions were protected by absolute immunity as part of an ongoing criminal investigation, rejected all asserted tort claims, and dismissed the case in its entirety. The plaintiff recovered nothing.

- ***Neptune Swimming Foundation v. City of Scottsdale, Maricopa County Superior Court Case No. CV2019-007172.*** The City successfully defended a \$1.365 million challenge to its pool licensing and procurement practices, arising from claims that its license with Scottsdale Aquatic Club violated the gift clause and the City Charter. The City won summary judgment in Superior Court, and the Court of Appeals affirmed. The Arizona Supreme Court later confirmed there was no gift-clause violation but remanded a narrow procurement-code issue relating to a canceled 2018 pool-time RFP. On remand, the City obtained a second summary judgment after showing the license had expired, and no remedy remained, and the case was dismissed with the plaintiff taking nothing.
- *Mason v. City of Scottsdale*, Arizona Court of Appeals, Division One, Case No. 1 CA-CV 24-0303
- *Barker v. City of Scottsdale, et al.*, United States Ninth Circuit Court of Appeals, Case No. 23-3967
- *Durr v. City of Scottsdale, et al.*, United States Ninth Circuit Court of Appeals, Case No. 24-7434
- *Clark v. City of Scottsdale, et al.*, Maricopa County Superior Court Case No. CV2025-005510
- *Cortes v. Scottsdale Housing Agency*, McDowell Mountain Justice Court, Case No. CC2025229127 RC
- *Stites v. City of Scottsdale, et al.*, Maricopa County Superior Court Case No. CV2023-016008

NOTABLE SETTLEMENTS

MacDonell v. City of Scottsdale – The City Attorney’s Office successfully resolved a catastrophic injury lawsuit, arising from a man’s fall over a boulder that encroached onto the Princess Drive sidewalk. Plaintiff alleged he suffered a spinal cord injury causing quadriplegia with complete loss of sensory and motor function, with approximately \$12 million in claimed past and future medical expenses. The City received a \$20 million Notice of Claim. After a thorough investigation and hard-fought discovery in the case, we were able to negotiate a pre-trial settlement of the claims against the City for \$20,000, an outstanding result that eliminated significant litigation costs and liability exposure.

Prescription Opioid Litigation – The City Attorney’s Office has led and coordinated Scottsdale’s participation in ongoing multidistrict litigation targeting several companies involved in the opioid addiction epidemic. The City has already **received almost \$4 million in settlement funds and should receive more than \$11 million over the next 4-16 years.**

CIVIL DIVISION CITY STAFF SATISFACTION SURVEY RESULTS

The City Attorney's Office reinstated the Civil Division's Satisfaction Survey this past year. This survey has been discontinued for the last few years. This voluntary survey is sent to various department employees within the City, who are asked to rate the civil attorneys on a scale of Excellent, Very Good, Good, Fair, or Needs Improvement across various categories. In 2025, the Civil attorneys received a 97.3% rating of Excellent or Very Good. The Survey was sent again in 2026 after serving as City Attorney for a year, and the survey responses yielded a **99% rating of Excellent or Very Good.**

TECHNOLOGICAL INNOVATION

- Artificial Intelligence
 - The City Attorney's Office serves as a conscientious steward of emerging AI technologies. The City Attorney encourages the thoughtful use of AI tools to help manage workload demands and strengthen the high-quality legal services we provide to the City organization.
 - Throughout the year, the office has developed or participated in multiple training courses on the responsible and effective use of AI, including a presentation, "Using AI for Municipal Law," at the Arizona City Attorney's Conference and instructional sessions for various City staff. The office collaborated with Arizona State University and the City's IT Department to present the "Municipal AI Training Program" to all divisions within the office.
 - We advanced our research capabilities by integrating Co-Counsel into our Westlaw research program, enhancing both efficiency and accuracy in legal analysis and case preparation.
- The City currently uses a program to process Public Records Request responses, which routinely involve the production of thousands of documents. Our office identified an issue with email timestamp accuracy, and the existing system is approaching end-of-life and soon will no longer be supported. To address these concerns, the City has issued a Request for Proposals to procure a replacement system. The new solution is expected to improve usability for both public records processing and litigation support, and to incorporate artificial intelligence tools to enhance efficiency.

SELECTED TRAINING PROVIDED

- Brady, Justice & the Duty to Disclose: Maintaining Honesty & Credibility in Prosecution (City Attorney and Police staff)
- What You Do Matters – Lessons from the Holocaust - to City of Scottsdale staff and members of the City Council.

- How to Fill Public Records Requests training video available for all City staff.
- Video regarding the new “911 Misuse Ordinance” (City Attorney and Police staff)
- Video regarding the new “Event Center Definition” related to S.R.C. § 18-171 (City Attorney and Police staff)
- Using AI for Municipal Law (2026 Arizona City Attorney Association Conference and City Attorney personnel)
- Decorum and First Amendment Issues (2026 Arizona City Attorney Association Conference)
- Training regarding Arizona Public Records Law (City of Scottsdale Parks and Recreation, and Preserve departments)
- Legal Update 2025 training for Police Department personnel.
- New Legislation 2026 (Arizona Law Enforcement Legal Advisors Association)

We continue to seek training opportunities to share with our staff to ensure they are up to date on current law, legislation, policies, and best practices.

AWARDS AND RECOGNITIONS

- Chief Deputy City Attorney Lori Davis received the Arizona City Attorney’s Association *Distinguished Municipal Attorney Award*, recognizing her outstanding leadership, innovation, and dedication to public service.
- Retired Assistant City Attorney Tom Zaworski received the Arizona City Attorney’s Association *Career Achievement Award*, with a multi-decade municipal law career defined by legal expertise, integrity, and dedicated public service.

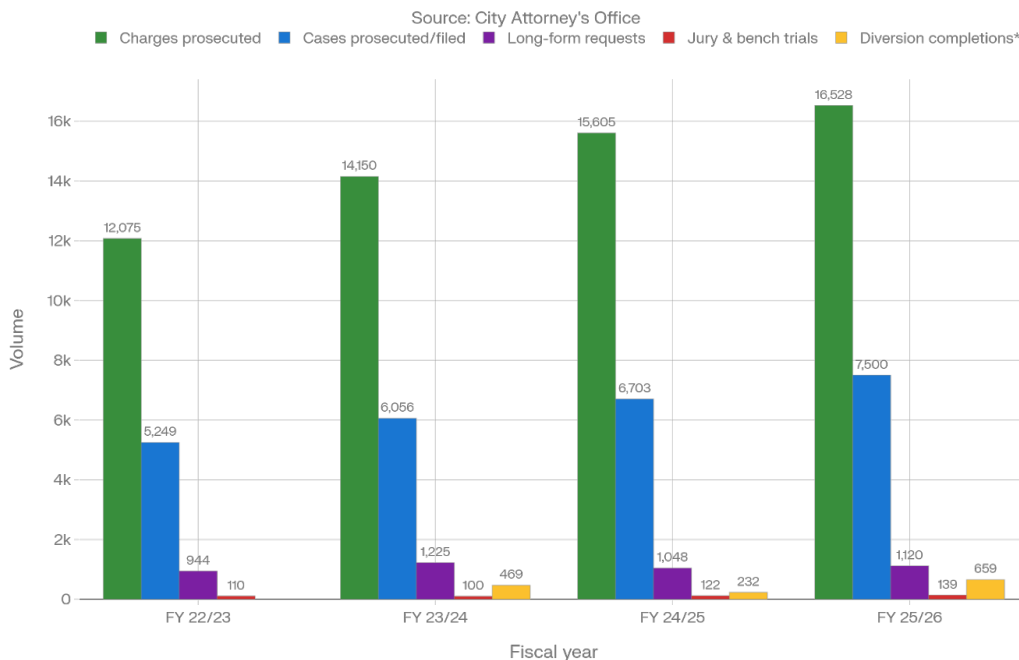
CIVIL DIVISION FY26/27 GOALS AND OBJECTIVES

- Support the Council, Commission, and Boards, Charter Officers, and City staff with prompt, proactive legal advice, representation, and transactional services relating to their official powers and duties.
- Complete a comprehensive review of the Scottsdale Revised Code and make recommendations for enhancements, including repeal of outdated ordinances.
- Proactively seek opportunities to protect the City’s resources.
- Defend as much litigation in-house as resources allow, as efficiently as practical.
- Support the City’s public safety efforts through training and 24-hour legal support.

PROSECUTION DIVISION

11 Prosecutors and 15 support staff

Prosecution activity metrics (FY 22/23–25/26)



SELECTED HIGHLIGHTS:

- Handled a heavy criminal case load while ensuring justice, protecting the community, and supporting victims. The Prosecutors handled 7,500 cases with over 16,500 charges and 139 trials (most cases are settled prior to trial). Of this caseload, 930 cases were related to domestic violence, and 967 were related to DUIs.
- Prosecutors attended jail court all 365 days this year, including holidays.
- The Prosecution Division regularly handles conflict cases and, in FY 25/26, managed 12 such matters for other jurisdictions, such as Maricopa County and the City of Phoenix, including a highly complex felony case for La Paz County. In that case, a commercial driver caused a catastrophic crash in Parker, Arizona, killing one person and injuring five others, with a fire destroying key physical evidence and complicating proof of brake failure. Despite these challenges, the assigned prosecutor secured a 2025 plea to Manslaughter and multiple Aggravated Assault counts, resulting in a 17-year prison term followed by five years of supervised probation, delivering a strong accountability outcome in a difficult evidentiary environment.
- Conducted the second annual Prosecution Citizens Academy. The academy featured an overview of the operations of the City Attorney's Office – Prosecution Division and two mock trials, one involving domestic violence and another involving

driving under the influence. The Prosecution Division's primary goals are to do justice, protect the community, and support victims, and the Academy highlighted how staff work to accomplish these goals. The Academy was attended by two Council members, City executives, and members of the community.

- Successfully supported the prosecution of short-term vacation rental ordinance violations, along with nuisance party and unruly gathering ordinance violations.
- Continued to provide statewide assistance through the Scottsdale Traffic Resource Prosecutor Program, thereby enhancing community safety for Scottsdale and statewide.
- Continued participating in the community court, which focuses on homeless people suffering from mental illness or substance abuse.
- Continued participating in the veterans' court, which focuses on veterans who have committed crimes and connects them to services.
- Participated in the Arizona Prosecuting Attorney's Advisory Council (APAAC) governing board as a council member.
- Organized and chaired a City Appeals Working Group consisting of motions and appeals prosecutors from other municipalities in the State that meets regularly. The group discusses legal challenges in court, changes in case and statutory law, and their impact on municipal prosecution.
- DV prosecutors regularly facilitate the City court's DV Workgroup and are members of the DV Awareness Planning Committee. They also participate in the City's Domestic Violence Action Team (DVAT).
- DV prosecutors mentored the Scottsdale Mayor's Youth Council by providing them with a mock trial experience.

SELECTED TRAININGS PROVIDED

- Provided Post Academy training, instructing new Scottsdale police officers and police aides on Domestic Violence investigations and general trial issues.
- APAAC Drug Driving Conference.
- APAAC Advanced DUI conference.

AWARDS AND RECOGNITIONS

- Senior Assistant City Prosecutor Jared Johnson received the APAAC 2026 ***Small Jurisdiction Felony Prosecutor of the Year Award*** for his exceptional work handling a highly complex felony conflict case for La Paz County.

PROSECUTION DIVISION FY26/27 GOALS AND OBJECTIVES

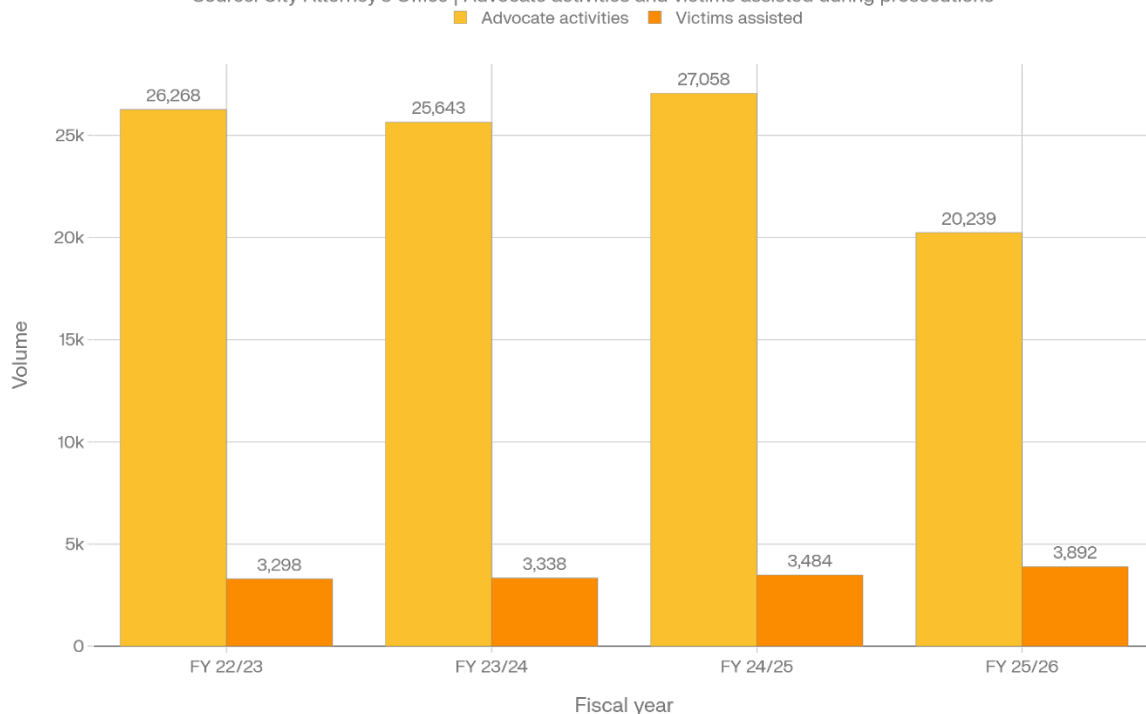
- Ensure the administration of justice, protect the community, and support victims by prosecuting the high number of cases and charges Prosecution expects to receive during the upcoming fiscal year.
- Participate in various specialized task forces, including a Fire Investigations task force.
- Implement new Prosecution Compliance Officer program.
- Support the successful prosecution of short-term vacation and rental ordinance violations, along with nuisance party and unruly gathering ordinance violations.
- Conduct the 3rd Annual Citizens' Academy for Prosecution and Victim Services to provide the public with more familiarity and transparency into the workings of the Prosecution Division.
- Implement a Scottsdale Police District Prosecutor Liaison Program.

VICTIM SERVICES DIVISION

5 Victim Advocates

Victim Services metrics (FY 22/23–25/26)

Source: City Attorney's Office | Advocate activities and victims assisted during prosecutions



SELECTED HIGHLIGHTS

- In addition to the high number of Advocate activities and victims assisted, the Victim Services Division also received a rating of 100% of clients who were satisfied with Victim Services, as indicated by a survey distributed at the disposition of each criminal case.
- Provided 14,842 services to victims, including, but not limited to, financial assistance, protective orders, legal and personal advocacy, trial, and crisis.
- Referred 653 victims to other agencies for additional services.
- Guided and supported a large number of crime victims through the criminal justice system, including assisting them with orders of protection, address confidentiality, finding necessary services, and asserting restitution claims.
- The victim advocates participated in the first city-wide DV Month Planning Committee, collaborating with leaders from multiple departments, including the Police Department, to support the coordination and implementation of City-wide domestic violence awareness initiatives.
- Coordinated the annual city-wide DV Month Hygiene Donation Drive to benefit the non-profit agency “DV Control+Alt+Delete.”
- Represented the Victim Services Division by having a successful booth at the City’s Fall Festival.
- Attended the Arizona Prosecuting Attorneys’ Advisory Council (APAAC) Victim Advocate Conference.
- Provided Victim Rights Trainings during Post Academy Scottsdale police officer and police aide trainings (3-4 times a year).

VICTIM SERVICES DIVISION FY26/27 GOALS AND OBJECTIVES

- Effectively and compassionately support the high volume of victims expected during the upcoming fiscal year.
- Participate in community engagement activities.
- Participate in and provide victim-centric training.
- Evaluate and recommend enhancements to the victim notification process.

SAFETY AND RISK MANAGEMENT DIVISION

13 Division employees

	FY 22/23	FY 23/24	FY 24/25	FY 25/26
Formal Claims Investigated	727	792	722	790
Notices of Claims (NOC)/ NOC Demands	215/ \$38,402,646	197/ \$19,467,775	171/ \$40,843,892	158/ \$56,508,000
WC Injury Claims Received	204	213	210	249
Subrogation Recoveries Received	\$1,173,605	\$691,674	\$993,317	\$1,177,066
Contractual Reviews		635	707	659
Safety Inspections				134*

*Safety inspections are a newly tracked performance measure.

SELECTED HIGHLIGHTS

- Received a total of \$56,508,000 in third-party demands in FY 25/26. Safety and Risk Management, after careful evaluation, agreed to pay only \$725,092 toward these demands to date, which included settlements from pending Notices of Claims received in prior fiscal years. This represents 1.28 percent of all amounts demanded.
- Improved the City's Experience Modification Rating (E-Mod) to 0.93 below the Industrial Commission of Arizona's standard of 1.10. This is a 26.77% reduction over the prior year of 1.27.
- Established Loss Prevention Program.
- Installation of required fall protection within vehicle maintenance bays.
- Developed Heat Safety Management Plan.
- Expansion of Samsara Telematic cameras in City-owned vehicles.
- Fire Department Safety Officers Association Health Safety Apparatus Conference Presentation.

AWARDS AND RECOGNITIONS

- Received 2026 Industrial Commission of Arizona Public Entity Partnership Program Large City of the Year Award.

SELECTED TRAININGS PROVIDED

- Prepared and conducted 40 training courses, which included the following:
 - Heat safety training for all City employees
 - Root Cause Analysis (RCA) training for all City supervisors
 - Hands-on training for approximately 425 employees, including, but not limited to, fall protection, electrical safety, toolbox talks, and CPR.
- OSHA Fall Protection training at North Corp Yard (NCY) Fleet – Fall protection training ensures compliance with OSHA standards, requiring training for anyone working at heights of 4 feet (general industry) or 6 feet (construction). Prior to the recent installation, the NCY Fleet bay did not contain any fall protection. With the addition of fall protection and training, the NCY Fleet bays are now in compliance with OSHA fall protection standards.
- Certificate of Insurance (COI) Training, which included topics such as interpreting a COI, proper endorsements and insurance limits, and indemnification explanations.

SAFETY AND RISK MANAGEMENT DIVISION FY26/27 GOALS

- Work closely with the City Manager and Executive Team to address major safety and risk exposure concerns.
- Establish the Worker's Compensation Manager position.
- Explore the captive insurance model as a means to control costs as it relates to insurance premiums.
- Develop an Emergency Action Plan for each major building within the City.
- Revise and draft City Safety and Health Plan.
- Expansion of Samsara Telematics program.