

# Minutes

## Tempe Police Public Safety Personnel Retirement System Board

### March 3, 2022

Minutes of the Tempe Police Public Safety Personnel Retirement System Board meeting hosted virtually via Cisco Webex on Thursday, March 3, 2022 at 2:00 p.m.

**Board Members Present (via Cisco Webex):**

Andy Arredondo  
Rob Ferraro  
Alex Moreno  
Johnny Tse

**Board Members Absent:**

Steven Methvin

**City Staff Present (via Cisco Webex):**

Rebecca Strisko, Human Resources Director  
Tammy Milhon, HR Specialist  
Matt Quick, HR Specialist  
Sarah Jenkins, Management Assistant II  
Chris Hansen, Risk Manager  
Nichole Martinez, Worker's Compensation Program Specialist

**Legal Counsel Present (via Cisco Webex):**

Lesli Sorensen

*Acting Chair Johnny Tse called the meeting to order at 2:17 p.m.*

**1. Consideration of Meeting Minutes**

Motion by Rob Ferraro to approve the February 3, 2022 Police PSPRS Board Meeting Minutes and the February 3, 2022 Executive Session Meeting Minutes; second by Alex Moreno. Motion passed on a voice vote 4-0.

Ayes: Acting Chair Tse; Boardmembers Arredondo, Ferraro and Moreno

Nays: None

Absent: Chair Methvin

**2. Motion to Adjourn to Executive Session, if necessary**

No Executive Session was held.

**3. Police Department Response to Board Information Request**

Board Secretary Rebecca Strisko stated that at the February 3, 2022 Board meeting, Boardmember Ferraro requested that staff research the following two questions and present its findings to the Board: 1. Does the Police Department use the same pre-employment screening process for veterans and non-veterans, specifically, what efforts are being made to identify pre-existing conditions related to PTSD. 2. What does the Police Department do to support veterans after they are hired?

Ms. Strisko referred Boardmembers to the packet for the Police Department's written response. She asked Boardmembers for the next steps, if any. Boardmember Ferraro will review the response and determine the next steps for discussion at a future meeting.

#### 4. **Application to Enter the Deferred Retirement Option Plan (DROP)**

Motion by Alex Moreno to approve the application to enter DROP for **Kim Hale**; second by Andy Arredondo. Motion passed on a voice vote 4-0.

Ayes: Acting Chair Tse; Boardmembers Arredondo, Ferraro and Moreno

Nays: None

Absent: Chair Methvin

#### 5. **New Members**

Boardmember Ferraro stated that a few of the new members had questions on their pre-existing condition determination. He asked Mr. Quick if there was a way for staff to better explain what having a pre-existing condition means, especially in terms of disability benefits. Mr. Quick stated that most of the verbiage is provided by PSPRS, but modifications could be reviewed. Ms. Sorensen said that she can review the letter and provide recommendations on additional language to address this issue. Boardmember Moreno asked Ms. Sorensen whether a new member must provide additional information when answering 'yes' to questions on the application. Ms. Sorensen said that applicants may provide additional information and offered to meet in Executive Session to discuss the applicants in greater detail. Boardmember Moreno declined stating that he felt comfortable approving the new member applications.

Motion by Alex Moreno to approve the new member applications of **Shante Adkins, Jamie Deane, Eric Molinari, Koby Palmer, Ramon E. Sanchez, Robert Taintor**; second by Rob Ferraro. Motion passed on a voice vote 4-0.

Ayes: Acting Chair Tse; Boardmembers Arredondo, Ferraro and Moreno

Nays: None

Absent: Chair Methvin

#### 6. **Initial Hearing on the Application for Accidental Disability Benefits for Mark Lucas**

Acting Chair Tse said this is the initial hearing on the application for accidental disability benefits for **Mark Lucas**. At today's hearing, the Board must determine whether the documentation submitted is sufficient to conclude that the statutory requirements are satisfied for the Board to direct that he be sent for an Independent Medical Exam (IME).

Acting Chair Tse asked if anyone would like to address the Board. Mr. Lucas' legal counsel, Dale Norris addressed the Board. Mr. Norris stated that Sergeant Lucas submitted a letter from his psychologist which he believes is sufficient for the Board to accept the application.

There was no further discussion on this matter.

Motion by Rob Ferraro based on evidence submitted to direct that Mark Lucas be sent for an Independent Medical Exam (IME) and have the results sent to the Local Board; second by Andy Arredondo. Motion passed on a voice vote 4-0.

Ayes: Acting Chair Tse; Boardmembers Arredondo, Ferraro and Moreno

Nays: None

Absent: Chair Methvin

#### 7. **Annual Review of Members Receiving Disability Benefits**

Local Board Secretary Rebecca Strisko stated that the Tempe PSPRS Local Board Procedures Section G.2 states that at its discretion, the Local Board may require members receiving accidental or ordinary disability benefits to undergo a medical examination to determine whether they are still disabled and qualified for continued disability benefits. Factors to be considered in determining whether to reexamine a member's disability status include:

- the length of time until 20 years of total service is reached (considered "normal retirement")
- the nature and extent of the disabling condition

Ms. Strisko noted that the procedures require that staff periodically provide the Board with a list of Tempe Police members receiving disability benefits and a current list was included in the Board meeting packet. Ms. Strisko stated that there are members listed that have less than 20 years of total service. When the list was reviewed last year, the Board chose to not send any members for review.

Acting Chair Tse asked how long the members under review had been receiving benefits. Ms. Strisko referenced the spreadsheet provided in the packet. She said that one member began receiving benefits in 2019 and the others in 2020 or 2021, respectively. Ms. Sorensen said that current language in the Rules states that review is mandatory every two years, however that language is being struck in the revisions. Ms. Sorensen recommended that this item be postponed to a future meeting. Boardmember Ferraro agreed that postponement is the right decision. Boardmember Moreno questioned the start date and the retire date column in the spreadsheet and asked staff for clarification at a future meeting.

Motion by Alex Moreno to postpone the annual review of members receiving disability benefits to a future meeting; second by Andy Arredondo. Motion passed on a voice vote 4-0.

Ayes: Acting Chair Tse; Boardmembers Arredondo, Ferraro and Moreno

Nays: None

Absent: Chair Methvin

#### **8. Board Expenditures – 4<sup>th</sup> Quarter 2021**

Ms. Strisko stated that information on Board expenditures for the fourth quarter of 2021 was included in the Board meeting packet. There was no further discussion.

#### **9. Future Meeting Date**

The next meeting is scheduled for April 7, 2022.

#### **10. Future Agenda Items**

There were no future agenda items discussed.

#### **11. Public Appearances**

There were no public appearances.

#### **Adjournment**

Motion to adjourn by Rob Ferraro; second by Alex Moreno. Motion passed on a voice vote 4-0.

Ayes: Acting Chair Tse; Boardmembers Arredondo, Ferraro and Moreno

Nays: None

Absent: Chair Methvin

The meeting adjourned at 2:40 p.m.

  
\_\_\_\_\_  
Rebecca Strisko, Local Board Secretary