

**MINUTES OF A SPECIAL MEETING OF
THE CASA GRANDE POLICE PERSONNEL RETIREMENT BOARD
HELD IN CITY HALL, CONFERENCE ROOM A-2,
510 E. FLORENCE BLVD., CASA GRANDE, AZ 85122
JANUARY 15, 2015 – 11:00 A.M.**

A. Call to Order

Chairman Jackson called the meeting to order at 11:00 a.m.

B. Roll Call

The following members were present:

Robert Jackson	Mayor/Chairman
Remilie S. Miller	City Clerk/Board Secretary
Stephen Knauber	Police Officer/Member
Mark Bonsall	Member

The following member was excused:

Kile Jackson	Police Officer/Member
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Also present:

Dawn Jett	Human Resources Director
Margo Centner	Police Officer

C. Minutes:

C.1 Special Meeting – October 10, 2014

Member Bonsall moved to approve the minutes of October 10, 2014, meeting of the Casa Grande Police Personnel Retirement Board. Member Knauber seconded the motion and was carried with a 4-0 voice vote.

D.3 Review and Discussion of the Local Board Process for Reviewing/Accepting Police Recruit Enrollment to Public Safety Personnel Retirement System

Human Resources Director Dawn Jett was present to assist and answer any questions from the Board pertaining to their process for reviewing and accepting the public safety employee's enrollment to the Public Safety Personnel Retirement System (PSPRS).

Dawn Jett, Human Resources Director provided a copy of page 4 of the Arizona Revised Statute 38-842 and highlighted #27... *"Employee" means any person who is employed by a participating employer and who is a member of an eligible group but does not include any persons compensated on a contractual or fee basis. If an eligible group requires certified peace officer status or fire fighter certification and at the option of the local board, employee may include a person who is training to become a certified peace officer or fire fighter.*

Director Jett stated that based on the statute, it would be the decision of the local board to change the process for reviewing and accepting the public safety employee's enrollment to the Public Safety Personnel Retirement System (PSPRS).

The Board was considering changing the process of approving enrollment to PSPRS after the successful completion of the police recruit from the Law Enforcement Training Academy and certification process.

Further, the Board believes that amending the process would improve scheduling of the Board meetings, receiving complete medical documentations from MBI and for the officers to attend the academy in a timely manner.

Director Jett reported that unofficial polling was conducted through community Human Resources system within the cities in the Valley and Tucson, and determined a fifty-fifty split result of who does and does not enroll into the PSPRS upon hiring. The biggest difference that will make it easier for the local Board to amend the process is the fact that City of Casa Grande hires employee as “Police Recruits” and will become a “Police Officer” the day after their successful graduation to the academy and become certified peace officer.

Further, Director Jett explained that the City is not required to provide other alternative contributions to Arizona State Retirement System (ASRS) while the employee (Police Recruit) is at the academy (16 weeks).

Member Bonsall conveyed remembering during reclassification of the position Police Recruit, the arrangement of accepting those employees to PSPRS was part of that process, and somehow it fell through.

Secretary Miller conveyed that she conducted a research of the Local Board minutes archived and found no discussions or official action taken concerning the process of accepting enrollment of police recruit to PSPRS.

Director Jett conveyed that it is possible that the Human Resources could have overlooked the process due to change in the Department Directors.

Chairman Jackson stated that another contributing factor could be that the Local Board was not aware of the option.

Director Jett assured that Human Resources Staff will be ready to change the process upon the Board’s approval of the amendment to the process of enrolling public safety employee to PSPRS.

In response to Chairman Jackson, Director Jett conveyed that the Fire Personnel Retirement Board should do the same decision to change the process for Fire Recruit enrollment to PSPRS. Further, Director Jett stated that employees hired as a Fire Recruit have to successfully complete the certification requirement to become a Firefighter.

It was the consensus of the Board for Director Jett to communicate with the Police Command Staff of the Board's decision of the change in the process of enrolling public safety employee to PSPRS.

It was the consensus of the Board to review and accept enrollment of Police Recruits to Public Safety Personnel Retirement System (PSPRS) upon their successful completion of the Law Enforcement Training Academy and achievement of the Peace Officer Certification.

Member Bonsall moved to amend the Board's process of accepting public safety employees' enrollment to the Public Safety Personnel Retirement System effective January 15, 2015. Member Knauber seconded the motion and was carried with a 4-0 voice vote.

Chairman Jackson instructed Secretary Miller to arrange a Board meeting of Fire Personnel Retirement Board to initiate discussion and to consider changing the process for Fire Recruit enrollment to PSPRS.

Member Bonsall conveyed that the Board's amendment to the process should also apply to the hiring of the lateral public safety employee.

Member Bonsall stated that the City has hired lateral entry employee from out of State. The City hired them before they can challenge the certification process in Arizona.

Further, Member Bonsall explained that "lateral entry" hiring programs where officers who are already certified as police officers in one agency can transfer to another without having to complete a **full police academy**. Lateral entries are common within a state, but there are usually more restrictive if an officer is moving from one state to another.

Director Jett conveyed that the City hires lateral public safety officers as a Police Officer; however they are required to complete compressed training for Arizona Post Certification.

It was the consensus of the Board for lateral entry officers that come from a different State that they should be hired as a Police Recruit, and classify as a Police Officer upon completion and achievement of Peace Officer Certification from Arizona Post Certification. Further, the Board should review and accept the lateral entry officer as the same process as the Police Recruit enrollment to PSPRS.

Director Jett concurs with the Board and stated that she will consult with the City Attorney on the interpretation of the language in the Arizona Revised Statute 38-842 regarding *If an eligible group requires certified peace officer status or fire fighter certification and at the option of the local board, employee may include a person who is training to become a certified peace officer or fire fighter.*

Member Knauber suggested adding the language to the definition of Police Recruit that includes the out of state transfers that need pending AZ Post Certification.

In response to Secretary Miller, Director Jett conveyed that upon hiring of the police recruit, Human Resources Department will provide the date the recruits would start the six (6) weeks period of academy training in order for Secretary Miller to schedule a timely meeting of the Board to accept enrollment of public safety employee to PSPRS.

Member Knauber announced that William Lebbs is now the contact person for the Police Department in charge of processing new recruits. Officer Lebbs will be able to provide Secretary Miller the exact date of the officer's graduation to the academy.

It was the consensus of the Board to continue discussion regarding the process of lateral entry officer's enrollment to PSPRS at the next available meeting.

E. Miscellaneous:

None

F. Public Comments:

Chairman Jackson called for public comments. No comments were offered.

G. Adjournment

With no further business to come before the Board, the meeting was adjourned at 11:30 a.m.


Remilie S. Miller, MMC
Board Secretary