

City of Glendale Council Budget Workshop Agenda

March 18, 2014 – 9:00 a.m.

Welcome!

We are glad you have chosen to attend this meeting. We welcome your interest and encourage you to attend again.

Form of Government

The City of Glendale has a Council-Manager form of government. Policy is set by the elected Council and administered by the Council-appointed City Manager. The Council consists of a Mayor and six Councilmembers. The Mayor is elected every four years by voters city-wide. Councilmembers hold four-year terms with three seats decided every two years. Each of the six Councilmembers represent one of six electoral districts and are elected by the voters of their respective districts (see map on back).

Voting Meetings and Workshop Sessions

Voting meetings are held for Council to take official action. These meetings are held on the second and fourth Tuesday of each month at 6:00 p.m. in the Council Chambers of the Glendale Municipal Office Complex, 5850 West Glendale Avenue. **Workshop sessions** provide Council with an opportunity to hear presentations by staff on topics that may come before Council for official action. These meetings are generally held on the first and third Tuesday of each month at 1:30 p.m. in Room B3 of the Glendale Municipal Office complex.

Special voting meetings and workshop sessions are called for and held as needed.

Executive Sessions

Council may convene to an executive session to receive legal advice, discuss land acquisitions, personnel issues, and appointments to boards and commissions. Executive sessions will be held in Room B3 of the Council Chambers. As provided by state statute, executive sessions are closed to the public.

Regular City Council meetings are telecast live. Repeat broadcasts are telecast the second and fourth week of the month – Wednesday at 2:30 p.m., Thursday at 8:00 a.m., Friday at 8:00 a.m., Saturday at 2:00 p.m., Sunday at 9:00 a.m. and Monday at 1:30 p.m. on Glendale Channel 11.

If you have any questions about the agenda, please call the City Manager's Office at (623)930-2870. If you have a concern you would like to discuss with your District Councilmember, please call the City Council Office at (623)930-2249



For special accommodations or interpreter assistance, please contact the City Manager's Office at (623)930-2870 at least one business day prior to this meeting. TDD (623)930-2197.

Para acomodacion especial o traductor de español, por favor llame a la oficina del administrador del ayuntamiento de Glendale, al (623) 930-2870 un día hábil antes de la fecha de la junta.

Councilmembers

Cactus District – Ian Hugh
Cholla District – Manuel D. Martinez
Ocotillo District – Norma S. Alvarez
Sahuaro District – Gary D. Sherwood
Yucca District – Samuel U. Chavira



MAYOR JERRY P. WEIERS

Vice Mayor Yvonne J. Knaack – Barrel District

Appointed City Staff

Brenda S. Fischer – City Manager
Michael D. Bailey – City Attorney
Pamela Hanna – City Clerk
Elizabeth Finn – City Judge

Meeting Agendas

Generally, paper copies of Council agendas may be obtained after 4:00 p.m. on the Friday before a Council meeting from the City Clerk Department inside Glendale City Hall. Additionally, the agenda and all supporting documents are posted to the city's website, www.glendaleaz.com

Public Rules of Conduct

The presiding officer shall keep control of the meeting and require the speakers and audience to refrain from abusive or profane remarks, disruptive outbursts, applause, protests, or other conduct which disrupts or interferes with the orderly conduct of the business of the meeting. Personal attacks on Councilmembers, city staff, or members of the public are not allowed. It is inappropriate to utilize the public hearing or other agenda item for purposes of making political speeches, including threats of political action. Engaging in such conduct, and failing to cease such conduct upon request of the presiding officer will be grounds for ending a speaker's time at the podium or for removal of any disruptive person from the meeting room, at the direction of the presiding officer.

How to Participate

Voting Meeting - The Glendale City Council values citizen comments and input. If you wish to speak on a matter concerning Glendale city government that is not on the printed agenda, please fill out a blue Citizen Comments Card. Public hearings are also held on certain agenda items. If you wish to speak on a particular item listed on the agenda, please fill out a gold Public Hearing Speakers Card. Your name will be called when the Public Hearing on the item has been opened or Citizen Comments portion of the agenda is reached. **Workshop Sessions** - There is no Citizen Comments portion on the workshop agenda.

When speaking at the Podium - Please state your name and the city in which you reside. If you reside in the City of Glendale, please state the Council District you live in.

Regular Workshop meetings are telecast live. Repeat broadcasts are telecast the first and third week of the month – Wednesday at 3:00 p.m., Thursday at 1:00 p.m., Friday at 8:30 a.m., Saturday at 2:00 p.m., Sunday at 9:00 a.m. and Monday at 2:00 p.m. on Glendale Channel 11.



Council District Boundaries





GLENDALE CITY COUNCIL BUDGET WORKSHOP SESSION
Council Chambers – Room B3
5850 West Glendale Avenue
March 18, 2014
9:00 a.m.

One or more members of the City Council may be unable to attend the Workshop or Executive Session Meeting in person and may participate telephonically, pursuant to A.R.S. § 38-431(4).

CALL TO ORDER

WORKSHOP SESSION

1. GENERAL FUND BUDGET BALANCING
PRESENTED BY: Tom Duensing, Executive Director, Financial Services
2. EMPLOYEE MEDICAL BENEFITS PLAN
PRESENTED BY: Jim Brown, Executive Director, Human Resources and Risk Management
3. 2013 STAFFING FOR ADEQUATE FIRE AND EMERGENCY RESPONSE (SAFER) GRANT
PRESENTED BY: Mark Burdick, Fire Chief

Upon a public majority vote of a quorum of the City Council, the Council may hold an executive session, which will not be open to the public, regarding any item listed on the agenda but only for the following purposes:

- (i) discussion or consideration of personnel matters (A.R.S. § 38-431.03(A)(1));
- (ii) discussion or consideration of records exempt by law from public inspection (A.R.S. § 38-431.03(A)(2));
- (iii) discussion or consultation for legal advice with the city's attorneys (A.R.S. § 38-431.03(A)(3));
- (iv) discussion or consultation with the city's attorneys regarding the city's position regarding contracts that are the subject of negotiations, in pending or contemplated litigation, or in settlement discussions conducted in order to avoid or resolve litigation (A.R.S. § 38-431.03(A)(4));
- (v) discussion or consultation with designated representatives of the city in order to consider its position and instruct its representatives regarding negotiations with employee organizations (A.R.S. § 38-431.03(A)(5)); or
- (vi) discussing or consulting with designated representatives of the city in order to consider its position and instruct its representatives regarding negotiations for the purchase, sale or lease of real property (A.R.S. § 38-431.03(A)(7)).

Confidentiality

Arizona statute precludes any person receiving executive session information from disclosing that information except as allowed by law. A.R.S. § 38-431.03(F). Each violation of this statute is subject to a civil penalty not to exceed \$500, plus court costs and attorneys' fees. This penalty is assessed against the person who violates this statute or who knowingly aids, agrees to aid or attempts to aid another person in violating this article. The city is precluded from expending any public monies to employ or retain legal counsel to provide legal services or representation to the public body or any of its officers in any legal action commenced for violation of the statute unless the City Council takes a legal action at a properly noticed open meeting to approve of such expenditure prior to incurring any such obligation or indebtedness. A.R.S. § 38-431.07(A)(B).

Items Respectfully Submitted,



Brenda S. Fischer, ICMA-CM
City Manager



BUDGET WORKSHOP COUNCIL REPORT

Meeting Date: **3/18/2014**
Meeting Type: **Workshop**
Title: **GENERAL FUND BUDGET BALANCING**
Staff Contact: **Tom Duensing, Executive Director, Financial Services**

Purpose and Policy Guidance

The purpose of this item is to continue discussions regarding the General Fund budget balancing process. Staff is seeking guidance from Council for short-term and long-term options and potential solutions to reduce and eliminate the projected General Fund structural deficit.

Background

At the December 17, 2013 City Council Workshop, staff presented an updated General Fund Five-Year Financial Forecast which is a necessary part of the annual budget process. A forecast serves two purposes: 1) provides a long-term view of current year budget decisions affecting the City and 2) provides an estimate of the identified structural deficit facing the City over the forecast period.

The forecast identified an annual structural deficit (estimated operating expenditures/contingency in excess of operating revenue) in FY 14-15 through FY 16-17 averaging \$14 million per year. Upon the elimination of the temporary sales tax (FY 17-18); the annual structural deficit averages \$30 million per year.

As indicated on December 17, 2013, staff anticipates that significant measures must be taken over the next two fiscal years. Measures include either revenue enhancements, expenditure reductions, or a combination of the two. Over the past several years, cuts in the General Fund budget have occurred largely without an impact to the service levels; however, with a significant workload increase for remaining staff. Any further significant expenditure reductions of the magnitude outlined in this report would be felt by the public and affect staffing levels.

December 17, 2013, Council consensus was to address the structural deficit utilizing a dual approach: a) implement short-term solutions immediately and b) research/pursue long-term solutions utilizing a strategic approach.

The first Budget Workshop was held on January 21, 2014. At this meeting, staff presented Council with the Budget Workshop calendar; provided an overview of the General Fund structural deficit; and reviewed budget balancing areas, options, and potential solutions. Discussions centered around 1) debt/contractual expenditure restructuring, 2) revenue enhancements, and 3)



BUDGET WORKSHOP COUNCIL REPORT

expenditure reductions. City Council discussed the information presented and gave direction to proceed with the following items:

- A variable interest rate on the inter-fund loans.
- The assumption that the 2 percent primary property tax would increase each year.
- Council is open to further discussions regarding the most recent sales tax increase continuing beyond the 2017 expiration date.
- Develop a list of prioritized services for Council to consider.
- Continue to present revenue enhancement and expenditure reduction opportunities.

The second Budget Workshop was held on February 4, 2014. At this meeting staff continued discussions regarding the General Fund budget balancing process. Discussion centered around short-term and long-term options and potential solutions to reduce and eliminate the projected General Fund structural deficit. City Council discussed the information presented by staff and reached consensus to move forward with the following staff recommendations:

- Use a variable rate on inter-fund loans that matches the rate the city receives on investments.
- Research the transfer of funds from the Arts Fund to the General Fund.
- Contract for independent sales tax audit service to recover unremitted taxes.

Analysis

Staff will continue discussions with budget balancing areas, options, and potential solutions. This is the third in a series of Budget Workshops, on the General Fund, seeking Council feedback on specific options and potential solutions and the impact on the structural deficit.

Short-Term & Long-Term Approach

Short-Term Approach – Staff will review with Council and seek direction on a list of budget balancing proposals, developed through departmental input, to address the structural deficit. This list will include items consistent with direction received at the January 21 and February 4, 2014, Budget Workshops as outlined above.

Long-Term Approach – Staff will review with Council and seek direction on a) the long-term impact of the budget balancing proposals mentioned above and b) continuation of the temporary sales tax beyond the 2017 expiration date.

Previous Related Council Action

At the February 4, 2014 City Council Budget Workshop, Council gave direction regarding the inter-fund loan, possibly transferring funds from the Arts Fund, and contracting for independent sales tax auditor services.



BUDGET WORKSHOP COUNCIL REPORT

At the January 21, 2014 City Council Budget Workshop, Council gave direction regarding the inter-fund loan modification, primary property tax allowable levy increase, and assumed extension of the sales tax increase beyond the current expiration date.

At the December 17, 2013 City Council Workshop, the General Fund Five-Year Financial Forecast was presented.

Community Benefit/Public Involvement

Over the past several years, cuts in the General Fund budget have occurred largely without an impact to the service levels. However, staff anticipates that further, significant expenditure reductions of the magnitude outlined in this report would be felt by the public.

Based on feedback received, staff will continue to develop a comprehensive strategy, based on the core mission of the City and Council priorities, to address the deficit using an inclusive approach.

Budget and Financial Impacts

Budget and financial impacts would be based on Council feedback.

Capital Expense? Yes No

Budgeted? Yes No

Requesting Budget or Appropriation Transfer? Yes No

If yes, where will the transfer be taken from?

Attachments

None



WORKSHOP COUNCIL REPORT

Meeting Date: **3/18/2014**
Meeting Type: **Workshop**
Title: **EMPLOYEE MEDICAL BENEFITS PLAN**
Staff Contact: **Jim Brown, Executive Director of Human Resources and Risk Management**

Purpose and Policy Guidance

The purpose of this presentation is to bring information to the City Council regarding the city's employee medical benefits plan. The city's current medical benefits plan is administered by Blue Cross & Blue Shield of Arizona and this agreement is set to expire June 30, 2014. This presentation will provide information to the City Council with regard to the employee medical benefits plan and the benefits administration agreement that will be coming to the March 25th voting meeting for Council approval.

Background

The existing service agreement with Blue Cross was entered into on July 1, 2008 for one year with the option to renew an additional four years. During that time, no increases to employee or retiree medical premiums were proposed to the council or incurred by the plan participants. On April 23, 2013, staff brought a request to council to extend the agreement with Blue Cross through FY 2014. In that presentation it was explained that because premium increases had not occurred and medical costs had increased, the revenues coming into the benefits fund were less than the medical claims expenditures being paid by that fund in four out of the previous five years. Staff recommended increasing employee medical premiums to the amounts proposed by the actuarial based on anticipated claims for the upcoming fiscal year. The changes in premiums resulted in increases for approximately 80% of active employees that ranged from \$17 - \$41 per pay period depending on the plan they selected. Because the city also added a tier to the plan (employee plus one), approximately 20% of employees experienced as much as a \$37 decrease per pay period to their premiums.

Increases were also recommended for retirees on the city's medical plan. The actuarial recommendation was to increase retiree premiums to a rate that was higher than the recommended employee premiums based on anticipated liability for both the under and over age 65 groups, however the staff recommendation to council was to bring retiree premium costs only up to the full employee premium amounts. While this created a premium increase to retirees participating in the city's plan, premiums still ranged anywhere from 13% to more than 30% below the amount recommended by the actuarial for the 65 and under as well as the over 65 plan participants depending on the plan selected. Staff also communicated to council that retirees do receive a subsidy from the state retirement system regarding their medical insurance premiums.



WORKSHOP COUNCIL REPORT

Analysis

In the fall of 2013, Human Resources conducted an RFP for employee medical benefits administration. Human Resources worked with the employee Total Compensation Committee to review the proposals for administering the city's medical benefits plan. The committee narrowed the proposals down to the top three and of those; Blue Cross Blue Shield of Arizona was selected as the proposal that best matched both the needs of the employees and the city.

Through the RFP process, Human Resources along with the employee Total Compensation Committee were able to make a few improvements to the city's medical benefits plan. Those improvements are as follows:

- Improve the city's HMO plan by expanding the network and including the Mayo Clinic. This plan will now be called the EPO (Exclusive Provider Organization) plan.
- Add a more affordable higher deductible plan that will reduce the monthly premium amounts participants pay as well as give them an opportunity to save for medical expenses tax free by contributing to a health savings account. This plan will offer a city contribution into the active employee health savings account of \$500 annually.

In addition, staff recommends that active employee premiums remain unchanged from last fiscal year and as mentioned above, plan participants selecting the new High Deductible plan will see monthly premiums go down. The City will continue to pay 85% of single employee premiums and 75% of employee plus one and employee plus family premiums. Recommended premium rates are reflected in attachment A of this communication.

Staff is also recommending that retiree rates be brought up to the appropriate rate levels based on the expected liability for FY15. Last fiscal year retiree rates were brought up to the active employee rates which was the first increase experienced in five years. Retiree rates for both the under and over 65 groups still fell below the recommended rates based on expected liability by as much as 30%. Retirees may choose to continue participating on the city's medical benefits plan, or they may choose other options such as the state retirement system plans that are available to them. Adjusting retiree premiums to the expected liability amounts is reflected in attachment A of this communication. Attachment B reflects plans and rates offered by the state retirement system. Attachment C reflects subsidies received by retirees from the state retirement system.

Previous Related Council Action

On April 23, 2013, council approved the extension for the Blue Cross Blue Shield of Arizona service agreement through June 30, 2014.



WORKSHOP COUNCIL REPORT

Attachments

- 1) Attachment A – Recommended Premium Rates
- 2) Attachment B - State Retirement Medical Benefits Plans
- 3) Attachment C – Retiree Subsidies

Administrative Service Agreement Amendment

Effective Date: 7/1/2014-6/30/2015
Group / Bid ID: 11250
Legal Name of Group: City of Glendale
Name of Group Health Plan: City of Glendale Group Health Plan
Funding: 12/24 Incurred ASC, Medical and Pharmacy
Broker Paid: Direct
Commission: N/A
Commission (% of Billed Rate): N/A
Total Enrollment: 1,939

Date: 2/8/2014
Bid/Renewal: Renewal
Days Notice: 240
SRE: Timothy Thomas
Underwriter: Craig Downs
UW Code: LI
Pooling / Specific Stop Loss: \$200,000
Aggregate Stop Loss: 125%

SOLD Plan(s) Benefit Outline

	Deductible	Coinsurance	OOP Max	OV	Spec	UC	ER	RX
PPO								
IN:	\$500	80%	\$2,000	\$30	\$45	\$35	\$100	\$725/50
OON:	common	70%	\$4,000					
EPO								
IN:	N/A	90%	\$2,000	\$30	\$45	\$35	\$100	\$725/50
Saver								
IN:	\$1,500	80%	\$5,000	Ded and coins	Ded and coins	Ded and coins	Ded and coins	\$10/25/50/80 after ded
OON:	Common	80%	\$10,000					

SOLD Rates

Active - PPO	Enrollment	Admin	SSL	ASL	Total		Expected Liability	Maximum Liability
					Fixed Costs	ICAP		
Employee	142	\$27.69	\$39.84	\$1.08	\$68.61	\$515.94	\$481.36	\$584.55
Employee + 1	67	\$27.69	\$39.84	\$1.08	\$68.61	\$1,083.19	\$935.18	\$1,151.80
Employee + 2 +	129	\$27.69	\$39.84	\$1.08	\$68.61	\$1,547.31	\$1,306.46	\$1,615.92
Total	338							

Active - EPO	Enrollment	Admin	SSL	ASL	Total		Expected Liability	Maximum Liability
					Fixed Costs	ICAP		
Employee	394	\$27.69	\$39.84	\$1.08	\$68.61	\$538.38	\$497.72	\$604.99
Employee + 1	181	\$27.69	\$39.84	\$1.08	\$68.61	\$1,104.88	\$952.51	\$1,173.49
Employee + 2 +	557	\$27.69	\$39.84	\$1.08	\$68.61	\$1,570.02	\$1,324.62	\$1,638.63
Total	1,132							

Retirees <65 - PPO	Enrollment	Admin	SSL	ASL	Total		Expected Liability	Maximum Liability
					Fixed Costs	ICAP		
Employee	88	\$27.69	\$39.84	\$1.08	\$68.61	\$681.31	\$613.66	\$749.92
Employee + 1	43	\$27.69	\$39.84	\$1.08	\$68.61	\$1,397.64	\$1,186.72	\$1,466.25
Employee + 2 +	8	\$27.69	\$39.84	\$1.08	\$68.61	\$1,983.73	\$1,655.59	\$2,052.34
Total	139							

Retirees <65 - EPO	Enrollment	Admin	SSL	ASL	Total		Expected Liability	Maximum Liability
					Fixed Costs	ICAP		
Employee	85	\$27.69	\$39.84	\$1.08	\$68.61	\$702.15	\$630.33	\$770.76
Employee + 1	46	\$27.69	\$39.84	\$1.08	\$68.61	\$1,438.49	\$1,217.80	\$1,505.10
Employee + 2 +	12	\$27.69	\$39.84	\$1.08	\$68.61	\$2,037.32	\$1,698.47	\$2,105.93
Total	143							

Retirees >65 - PPO	Enrollment	Admin	SSL	ASL	Total		Expected Liability	Maximum Liability
					Fixed Costs	ICAP		
Employee	58	\$27.69	\$39.84	\$1.08	\$68.61	\$612.97	\$558.98	\$681.58
Employee + 1	53	\$27.69	\$39.84	\$1.08	\$68.61	\$1,387.60	\$1,178.69	\$1,456.21
Employee + 2 +	2	\$27.69	\$39.84	\$1.08	\$68.61	\$2,021.39	\$1,685.72	\$2,090.00
Total	113							

Retirees >65 - EPO	Enrollment	Admin	SSL	ASL	Total		Expected Liability	Maximum Liability
					Fixed Costs	ICAP		
Employee	47	\$27.69	\$39.84	\$1.08	\$68.61	\$627.34	\$570.48	\$695.95
Employee + 1	24	\$27.69	\$39.84	\$1.08	\$68.61	\$1,404.27	\$1,192.02	\$1,472.87
Employee + 2 +	3	\$27.69	\$39.84	\$1.08	\$68.61	\$2,039.93	\$1,700.55	\$2,108.54
Total	74							

Active - Saver	Enrollment	Admin	SSL	ASL	Total		Expected Liability	Maximum Liability
					Fixed Costs	ICAP		
Employee	0	\$27.69	\$39.84	\$1.08	\$68.61	\$386.95	\$378.17	\$455.56
Employee + 1	0	\$27.69	\$39.84	\$1.08	\$68.61	\$812.40	\$718.52	\$881.00
Employee + 2 +	0	\$27.69	\$39.84	\$1.08	\$68.61	\$1,160.46	\$997.00	\$1,229.09
Total	0							

Retirees <65 - Saver	Enrollment	Admin	SSL	ASL	Total		Expected Liability	Maximum Liability
					Fixed Costs	ICAP		
Employee	0	\$27.69	\$39.84	\$1.08	\$68.61	\$510.98	\$477.39	\$579.59
Employee + 1	0	\$27.69	\$39.84	\$1.08	\$68.61	\$1,048.23	\$907.19	\$1,116.84
Employee + 2 +	0	\$27.69	\$39.84	\$1.08	\$68.61	\$1,487.80	\$1,258.85	\$1,558.41
Total	0							

Retirees >65 - Saver	Enrollment	Admin	SSL	ASL	Total		Expected Liability	Maximum Liability
					Fixed Costs	ICAP		
Employee	0	\$27.69	\$39.84	\$1.08	\$68.61	\$459.73	\$436.39	\$528.33
Employee + 1	0	\$27.69	\$39.84	\$1.08	\$68.61	\$1,040.70	\$901.17	\$1,109.31
Employee + 2 +	0	\$27.69	\$39.84	\$1.08	\$68.61	\$1,518.04	\$1,281.44	\$1,584.65
Total	0							

HCR Suite: G = Grandfathered for the PPO Plan
 HCR Suite: G = Grandfathered for the EPO Plan
 HCR Suite: N = Non-Grandfather for the Saver Plan

Cost for Coverage *Medical Plan Premiums*

(January 1 through December 31, 2014)

Use this chart to determine how your medical plan election will affect your pension check.

MONTHLY PREMIUMS – MEDICAL PLANS PROVIDED BY UNITEDHEALTHCARE

UnitedHealthcare	WITHOUT MEDICARE		WITH MEDICARE A & B		COMBINATIONS	
	Retiree Only	Retiree & Dependents	Retiree Only	Retiree & Dependents	Retiree & Dependent(s) One with Medicare, the other(s) without	Retiree & Dependent with Medicare, other dependent(s) without
Maricopa, Pima and Pinal Counties						
Choice (#717191-0013)	<input type="checkbox"/> \$713.00	<input type="checkbox"/> \$1426.00			Please see next page for combination premiums.	
Senior Supplement & PDP ⁽²⁾			<input type="checkbox"/> \$342.00	<input type="checkbox"/> \$684.00 ⁽¹⁾		
Group Medicare Advantage HMO			<input type="checkbox"/> \$190.00	<input type="checkbox"/> \$380.00 ⁽¹⁾		
All Remaining Counties						
Choice (#717191-0013)	<input type="checkbox"/> \$713.00	<input type="checkbox"/> \$1426.00			Please see next page for combination premiums.	
Senior Supplement & PDP ⁽²⁾			<input type="checkbox"/> \$342.00	<input type="checkbox"/> \$684.00 ⁽¹⁾		
Group Medicare Advantage HMO			<input type="checkbox"/> \$260.00	<input type="checkbox"/> \$520.00 ⁽¹⁾		
Out-of-State						
Choice Plus PPO (#717191-0003)	<input type="checkbox"/> \$999.00	<input type="checkbox"/> \$1998.00			Please see next page for combination premiums.	
Senior Supplement & PDP ⁽²⁾			<input type="checkbox"/> \$342.00	<input type="checkbox"/> \$684.00 ⁽¹⁾		

Notes applicable to Cost of Coverage

- (1) Retiree and Dependents monthly premium is a multiple of the number of lives covered and the Retiree Only premium.
- (2) The Senior Supplement medical plan can only be selected in conjunction with the Prescription Drug Plan (PDP). If you are currently enrolled in the Senior Supplement medical plan and you elect to cancel your medical plan coverage, you are also cancelling your Medicare Part D prescription drug coverage.

Cost for Coverage

Medical Plan Premiums

(January 1 through December 31, 2014)

Use this chart to determine how your medical plan election will affect your pension check.

MONTHLY PREMIUMS – MEDICAL PLANS PROVIDED BY UNITEDHEALTHCARE

COMBINATIONS		
 UnitedHealthcare®	Retiree & Dependent(s) One with Medicare, the other(s) without	Retiree & Dependent with Medicare, other dependent(s) without

Maricopa, Pima and Pinal Counties

Senior Supplement & PDP ⁽²⁾ w/Choice (#717191-0014)	<input type="checkbox"/> \$1055.00	<input type="checkbox"/> \$1397.00 (1)
Group Medicare Advantage HMO w/Choice (#717191-0014)	<input type="checkbox"/> \$903.00	<input type="checkbox"/> \$1093.00 (1)

All Remaining Counties

Senior Supplement & PDP ⁽²⁾ w/Choice (#717191-0014)	<input type="checkbox"/> \$1055.00	<input type="checkbox"/> \$1397.00 (1)
Group Medicare Advantage HMO w/Choice (#717191-0014)	<input type="checkbox"/> \$973.00	<input type="checkbox"/> \$1233.00 (1)

Out-of-State

Senior Supplement & PDP ⁽²⁾ w/Choice Plus PPO (#717191-0009)	<input type="checkbox"/> \$1341.00	<input type="checkbox"/> \$1683.00 (1)
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Notes applicable to Cost of Coverage

- (1) Retiree and Dependents monthly premium is a multiple of the number of lives covered and the Retiree Only premium.
- (2) The Senior Supplement medical plan can only be selected in conjunction with the Prescription Drug Plan (PDP). If you are currently enrolled in the Senior Supplement medical plan and you elect to cancel your medical plan coverage, you are also cancelling your Medicare Part D prescription drug coverage.

Retiree Health Insurance Premium Benefit Program

Basic Premium Benefit Amounts

The monthly premiums shown in the charts on pages 47-49 are the full cost for the medical and dental coverages. The Arizona State Retirement System, Public Safety Personnel Retirement System, Elected Officials' Retirement Plan, and Corrections Officer Retirement Plan will provide payment toward insurance premiums for eligible members and their dependents. The chart below reflects the maximum monthly basic premium benefit available for eligible members and their dependents.

No basic premium benefit is provided to retirees in the University Optional Retirement Plans.

To determine your basic premium benefit, you need to know your years of credited service in your retirement system or plan; your coverage type, i.e., single or family coverage; and, whether you and covered family members are eligible for Medicare.

Years of Service	WITHOUT MEDICARE		WITH MEDICARE A & B		COMBINATIONS	
	Retiree Only	Retiree & Dependents	Retiree Only	Retiree & Dependents	Retiree & Dependents One with Medicare, the other(s) without	Retiree & Dependent with Medicare, other dependents without
Arizona State Retirement System (ASRS) Members						
5.0-5.9	\$75.00	\$130.00	\$50.00	\$85.00	\$107.50	\$107.50
6.0-6.9	\$90.00	\$156.00	\$60.00	\$102.00	\$129.00	\$129.00
7.0-7.9	\$105.00	\$182.00	\$70.00	\$119.00	\$150.50	\$150.50
8.0-8.9	\$120.00	\$208.00	\$80.00	\$136.00	\$172.00	\$172.00
9.0-9.9	\$135.00	\$234.00	\$90.00	\$153.00	\$193.50	\$193.50
10.0+	\$150.00	\$260.00	\$100.00	\$170.00	\$215.00	\$215.00
Elected Officials' Retirement Plan (EORP) Members						
5.0-5.9	\$90.00	\$156.00	\$60.00	\$102.00	\$129.00	\$129.00
6.0-6.9	\$112.50	\$195.00	\$75.00	\$127.50	\$161.25	\$161.25
7.0-7.9	\$135.00	\$234.00	\$90.00	\$153.00	\$193.50	\$193.50
8.0+	\$150.00	\$260.00	\$100.00	\$170.00	\$215.00	\$215.00
Corrections Officer Retirement Plan (CORP) Members						
not applicable	\$150.00	\$260.00	\$100.00	\$170.00	\$215.00	\$215.00
Public Safety Personnel Retirement System (PSPRS)						
not applicable	\$150.00	\$260.00	\$100.00	\$170.00	\$215.00	\$215.00



WORKSHOP COUNCIL REPORT

Meeting Date: **3/18/2014**
Meeting Type: **Workshop**
Title: **2013 Staffing for Adequate Fire and Emergency Response (SAFER) Grant**
Staff Contact: **Chris Dechant, Executive Asst. Fire Chief**
Presented by: **Mark Burdick, Fire Chief**

Purpose and Policy Guidance

This item is to provide Council information on Glendale's eligibility for a Federal Emergency Management Agency (FEMA) SAFER grant, to restore 15 firefighter positions lost to attrition.

Background

The SAFER grant program, introduced by FEMA in 2003, is designed to maintain adequate fire and emergency response staffing. The 2013 program allows fire departments to restore firefighter positions lost or left unfilled through attrition, and fund the salary and benefits costs for a period of 24 months. The Fire Department explored this grant program in July 2013, during a 1-month application period, and is now eligible to receive a grant award of \$1,938,120. The SAFER grant does not have a match requirement, or a retention requirement after the grant ends. However, attrition vacancies that occur during the period of performance are expected to be filled.

Like other City departments, the Fire Department has had vacant positions removed from its operating budget to reduce costs. This has caused a shortage of available, sworn, on-duty personnel in the field. These vacancies on the trucks must be backfilled with overtime to maintain the constant staffing levels required by National Fire Protection Association (NFPA) Standard 1710.

Cost reduction measures taken to free up appropriation to supplement the overtime budget include reassigning administrative firefighters to the field; eliminating certain public education programs; using salary savings to constant staff; postponing equipment and gear replacement, and station repairs and maintenance. However, these are unsustainable, short term solutions.

Currently there are at least 2 attrition vacancies per shift that must be backfilled with overtime for lack of on-duty personnel to cover them. This is in addition to the normal Kelly Day, vacation, sick leave and modified duty vacancies that occur. The imbalance worsens with each new retirement and the need for staffing on the trucks outpaces the budget's ability to backfill. The 15 positions restored through the SAFER grant will increase the number of available, on-duty firefighters per shift to ease the staffing gap and reduce the use of backfill overtime.



WORKSHOP COUNCIL REPORT

Analysis

- The SAFER grant award is \$1,938,120 to restore 15 firefighter positions to the field.
- The stated period of performance for the grant is April 30, 2014 through April 29, 2016.
- The one-time costs to the City to recruit, test, hire, train and equip the SAFER firefighters, and to train, equip and refill the 12 attrition vacancies anticipated during the grant's period of performance, will be approximately \$1,520,411.
- The cost to retain the 15 SAFER firefighters beyond the grant will be approximately \$207,247 in Fiscal Year 2015-16, and \$996,579 ongoing starting in Fiscal Year 2016-17, which reflects an anticipated \$400,000 they will generate in backfill overtime savings.
- If the SAFER grant is not approved, overtime will continue to be used to maintain staffing levels on the trucks.

Previous Related Council Action

A fire department request to restore eight firefighter positions was discussed at the April 26, 2013 City Council Special Budget Workshop Session. The request was not supported.

Community Benefit/Public Involvement

The impact of this item will help maintain full staffing and uninterrupted fire services to all areas of the City. Having additional on-duty personnel available each shift will improve the cost-effectiveness of fire service delivery.

Budget and Financial Impacts

The SAFER grant does not cover the costs of recruitment, testing and hiring, the protective gear, equipment and training academy costs for the new hires, or certain annual costs such as physicals and cancer insurance premiums. The portion of these costs that will occur in Fiscal Year 2013-14 is expected to be approximately \$112,286.

In Fiscal Year 2014-15, the costs will be approximately \$557,349 to complete the interview process, conduct the training academy and to purchase gear and equipment for the 15 SAFER firefighters, plus four firefighter positions vacated by attrition. This cost also includes the Kelly Day coverage, physicals and cancer insurance premiums for the SAFER firefighters once they are deployed in the field.



WORKSHOP COUNCIL REPORT

The costs anticipated in Fiscal Year 2015-16 are approximately \$850,776 to conduct two additional training academies to fill 8 more attrition vacancies along with the physicals, cancer insurance and Kelly Day coverage for the 15 SAFER firefighters.

The city's cost to retain the SAFER firefighters beyond the period of performance, scheduled to end on April 29, 2016, would be approximately \$207,246 to complete Fiscal Year 2015-16.

In Fiscal Year 2016-17, the SAFER firefighters are anticipated to generate a backfill overtime savings of \$400,000. This savings reduces the ongoing cost to retain them to approximately \$996,579.

Cost	Fund-Department-Account
\$1,938,120	Grant account
\$1,520,411	1720-12610

Capital Expense? Yes No

Budgeted? Yes No

Requesting Budget or Appropriation Transfer? Yes No

If yes, where will the transfer be taken from? Appropriation needs to be added to the grant funding account.

Attachments

2013 SAFER Award Package



WORKSHOP COUNCIL REPORT

Meeting Date: **3/18/2014**
Meeting Type: **Workshop**
Title: **2013 Staffing for Adequate Fire and Emergency Response (SAFER) Grant**
Staff Contact: **Chris Dechant, Executive Asst. Fire Chief**
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The SAFER grant program, introduced by FEMA in 2003, is designed to maintain adequate fire and emergency response staffing. The 2013 program allows fire departments to restore firefighter positions lost or left unfilled through attrition, and fund the salary and benefits costs for a period of 24 months. The Fire Department explored this grant program in July 2013, during a 1-month application period, and is now eligible to receive a grant award of \$1,938,120. The SAFER grant does not have a match requirement, or a retention requirement after the grant ends. However, attrition vacancies that occur during the period of performance are expected to be filled.

Like other City departments, the Fire Department has had vacant positions removed from its operating budget to reduce costs. This has caused a shortage of available, sworn, on-duty personnel in the field. These vacancies on the trucks must be backfilled with overtime to maintain the constant staffing levels required by National Fire Protection Association (NFPA) Standard 1710.

Cost reduction measures taken to free up appropriation to supplement the overtime budget include reassigning administrative firefighters to the field; eliminating certain public education programs; using salary savings to constant staff; postponing equipment and gear replacement, and station repairs and maintenance. However, these are unsustainable, short term solutions.

Currently there are at least 2 attrition vacancies per shift that must be backfilled with overtime for lack of on-duty personnel to cover them. This is in addition to the normal Kelly Day, vacation, sick leave and modified duty vacancies that occur. The imbalance worsens with each new retirement and the need for staffing on the trucks outpaces the budget's ability to backfill. The 15 positions restored through the SAFER grant will increase the number of available, on-duty firefighters per shift to ease the staffing gap and reduce the use of backfill overtime.



WORKSHOP COUNCIL REPORT

Analysis

- The SAFER grant award is \$1,938,120 to restore 15 firefighter positions to the field.
- The stated period of performance for the grant is April 30, 2014 through April 29, 2016.
- The one-time costs to the City to recruit, test, hire, train and equip the SAFER firefighters, and to train, equip and refill the 12 attrition vacancies anticipated during the grant's period of performance, will be approximately \$1,520,411.
- The cost to retain the 15 SAFER firefighters beyond the grant will be approximately \$207,247 in Fiscal Year 2015-16, and \$996,579 ongoing starting in Fiscal Year 2016-17, which reflects an anticipated \$400,000 they will generate in backfill overtime savings.
- If the SAFER grant is not approved, overtime will continue to be used to maintain staffing levels on the trucks. The alternative is browning out stations and redistributing the available on-duty workforce.

Previous Related Council Action

A fire department request to restore eight firefighter positions was discussed at the April 26, 2013 City Council Special Budget Workshop Session. The request was not supported.

Community Benefit/Public Involvement

The impact of this item will help maintain full staffing and uninterrupted fire services to all areas of the City. Having additional on-duty personnel available each shift will improve the cost-effectiveness of fire service delivery.

Budget and Financial Impacts

The SAFER grant does not cover the costs of recruitment, testing and hiring, the protective gear, equipment and training academy costs for the new hires, or certain annual costs such as physicals and cancer insurance premiums. The portion of these costs that will occur in Fiscal Year 2013-14 is expected to be approximately \$135,339.

In Fiscal Year 2014-15, the costs will be approximately \$534,296 to conduct the training academy and to purchase gear and equipment for the 15 SAFER firefighters, plus four firefighter positions vacated by attrition. This cost also includes the Kelly Day coverage, physicals and cancer insurance premiums for the SAFER firefighters once they are deployed in the field.



WORKSHOP COUNCIL REPORT

The costs anticipated in Fiscal Year 2015-16 are approximately \$850,776 to conduct two additional training academies to fill 8 more attrition vacancies along with the physicals, cancer insurance and Kelly Day coverage for the 15 SAFER firefighters.

The city's cost to retain the SAFER firefighters beyond the period of performance, scheduled to end on April 29, 2016, would be approximately \$207,246 to complete Fiscal Year 2015-16.

In Fiscal Year 2016-17, the SAFER firefighters are anticipated to generate a backfill overtime savings of \$400,000. This savings reduces the ongoing cost to retain them to approximately \$996,579.

Cost	Fund-Department-Account
\$1,938,120	Grant account
\$1,520,411	1720-12610

Capital Expense? Yes No

Budgeted? Yes No

Requesting Budget or Appropriation Transfer? Yes No

If yes, where will the transfer be taken from? Appropriation needs to be added to the grant funding account.

Attachments

2013 SAFER Award Package

Award Package

U.S. Department of Homeland Security
Washington, D.C. 20472



FEMA

Ms. Sandra Van Winkle
Glendale Fire Department
5800 W Glenn Dr., Suite 350
Glendale, Arizona 85301-2532

Re: Grant No.EMW-2013-FH-00763

Dear Ms. Van Winkle:

On behalf of the Federal Emergency Management Agency (FEMA) and the Department of Homeland Security (DHS), I am pleased to inform you that your grant application submitted under the FY 2013 Staffing for Adequate Fire and Emergency Response (SAFER) grants has been approved. FEMA's Grant Programs Directorate (GPD), in consultation with the U.S. Fire Administration (USFA), carries out the Federal responsibilities of administering your grant. The approved project costs total to \$1,938,120.00. The Federal share is \$1,938,120.00 of the approved amount and your share of the costs is \$0.00.

Before you request and receive any of the Federal Grant funds awarded to you, you must establish acceptance of the Grant and Grant Agreement Articles through the Assistance to Firefighters Grant Programs' (AFG) e-grant system. Please make sure you read and understand the articles as they outline the terms and conditions of your grant award. By accepting the grant, you agree not to deviate from the approved scope of work without prior written approval, via amendment request, from FEMA. Maintain a copy of these documents for your official file.

If your SF 1199A has been reviewed and approved, you will be able to request payments online. Remember, you should request funds when you have an immediate cash need.

If you have any questions or concerns regarding the process to request your grant funds, please call 1-866-274-0960.

Sincerely,

A handwritten signature in black ink, appearing to read "B. Kamoie".

Brian E. Kamoie
Assistant Administrator
Grant Programs Directorate

Summary Award Memo

**SUMMARY OF ASSISTANCE ACTION
STAFFING FOR ADEQUATE FIRE AND EMERGENCY RESPONSE GRANTS
Application**

INSTRUMENT: GRANT
AGREEMENT NUMBER: EMW-2013-FH-00763
GRANTEE: Glendale Fire Department
AMOUNT: \$1,938,120.00, Hiring

Project Description

The purpose of the Staffing for Adequate Fire and Emergency Response program is to provide funding directly to fire departments and volunteer firefighter interest organizations in order to help them increase or maintain the number of trained, "front line" firefighters available in their communities.

After careful consideration, FEMA has determined that the recipient's project submitted as part of the recipient's application, and detailed in the project narrative as well as the request details section of the application - including budget information - was consistent with the Staffing for Adequate Fire and Emergency Response Grants program's purpose and worthy of award. The recipient shall perform the work described in the approved grant application as itemized in the request details section of the application and further described in the grant application narrative. These sections of the application are made a part of these grant agreement articles by reference. The recipient may not change or make any material deviations from the approved scope of work outlined in the above referenced sections of the application without prior written approval, via amendment request, from FEMA.

Grantee Concurrence

By providing the Primary Contact's electronic signature and indicating acceptance of the award, the recipient accepts and agrees to abide by the terms and conditions of the grant as set forth in this document. Recipients agree that they will use the funds provided through the Fiscal Year 2013 Staffing for Adequate Fire and Emergency Response grant in accordance with these Articles of Agreement and the program guidelines provided in the Fiscal Year 2013 Staffing for Adequate Fire and Emergency Response program guidance. All documents submitted as part of the original grant application are made a part of this agreement by reference.

Period of Performance

30-APR-14 to 29-APR-16

Amount Awarded

The amount of the award is detailed in the attached Obligating Document for Award. The following are the budgeted estimates for object classes for this grant (including Federal share plus recipient match):

Personnel:	\$1,292,835.00
Fringe Benefits	\$645,285.00
Travel	\$0.00
Equipment	\$0.00
Supplies	\$0.00
Contractual	\$0.00
Other	\$0.00
Indirect Charges	\$0.00
Total	\$1,938,120.00

NEGOTIATION COMMENTS IF APPLICABLE (max 4000 characters)

Any questions pertaining to your award package, please contact your GPD Grants Management Specialist: Earl Davis at Earl.Davis@dhs.gov

As a special condition for award the awardee must agree to put a formal policy in place to ensure that firefighters in positions filled under the SAFER grants are not discriminated against for, or prohibited from, engaging in volunteer firefighting activities in another jurisdiction during off-duty hours.

3550 characters left

System for Award Management (SAM)

Prior to requesting federal funds, all recipients are required to register their entity information in the System for Award Management (SAM.gov). As the recipient, you must register and maintain current information in SAM.gov until you submit the final financial report required under this award or receive the final payment, whichever is later. This requires that the recipient review and update the information at least annually after the initial registration, and more frequently for changes in your information. There is no charge to register in SAM.gov. Your registration must be completed on-line at <https://www.sam.gov/portal/public/SAM/>. It is your entity's responsibility to have a valid DUNS number at the time of registration.

FEMA Officials

Program Officer: The Program Specialist is responsible for the technical monitoring of the stages of work and technical performance of the activities described in the approved grant application. If you have any programmatic questions regarding your grant, please call the AFG Help Desk at 866-274-0960 to be directed to a program specialist.

Grants Assistance Officer: The Assistance Officer is the Federal official responsible for negotiating, administering, and executing all grant business matters. The Officer conducts the final business review of all grant awards and permits the obligation of federal funds. If you have any questions regarding your grant please call ASK-GMD at 866-927-5646 to be directed to a Grants Management Specialist.

Grants Operations POC: The Grants Management Specialist shall be contacted to address all financial and administrative grant business matters for this grant award. If you have any questions regarding your grant please call ASK-GMD at 866-927-5646 to be directed to a specialist.

ADDITIONAL REQUIREMENTS (IF APPLICABLE) (max 4000 characters)

4000 characters left

Agreement Articles



FEMA

U.S. Department of Homeland Security
Washington, D.C. 20472

AGREEMENT ARTICLES

STAFFING FOR ADEQUATE FIRE AND EMERGENCY RESPONSE

GRANTEE: Glendale Fire Department

PROGRAM: Staffing for Adequate Fire and Emergency Response (SAFER) - Hiring

AGREEMENT NUMBER: EMW-2013-FH-00763

AMENDMENT NUMBER:

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Article XXV	Coastal Wetlands Planning, Protection, and Restoration Act of 1990
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Article I - Administrative Requirements

The administrative requirements that apply to most DHS award recipients through a grant or cooperative agreement arise from two sources: - Office of Management and Budget (OMB) Circular A-102, Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments (also known as the "A-102 Common Rule"), found under FEMA regulations at Title 44, Code of Federal Regulations (CFR) Part 13, "Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments." - OMB Circular A-110, Uniform Administrative Requirements for Grants and Agreements with Institutions of Higher Education, Hospitals, and Other Non-Profit Organizations, relocated to 2 CFR Part 215. The requirements for allowable costs/cost principles are contained in the A-102 Common Rule, OMB Circular A-110 (2 CFR § 215.27), DHS program legislation, Federal awarding agency regulations, and the terms and conditions of the award. The four costs principles circulars are as follows: - OMB Circular A-21, Cost

Principles for Educational Institutions, relocated to 2 CFR Part 220. - OMB Circular A-87, Cost Principles for State, Local, and Indian Tribal Governments, relocated to 2 CFR Part 225. - OMB Circular A-122, Cost Principles for Non-Profit Organizations, relocated to 2 CFR Part 230. - OMB Circular A-133, Audits of States, Local Governments and Non-Profit Organizations.

Article II - Lobbying Prohibitions

None of the funds provided under an award may be expended by the recipient to pay any person to influence, or attempt to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with any Federal action concerning the award or renewal of any Federal contract, rant, loan, cooperative agreement. These lobbying prohibitions can be found at 31 U.S.C. § 1352.

Article III - Financial Reporting

Recipients will be required to submit a semi-annual Federal Financial Report (FFR), Standard Form (SF-425) through the AFG online e-grant system. The FFR is intended to provide Federal agencies and grant recipients with a standard format and consistent reporting requirements throughout the government. The FFR is due semi-annually based on the calendar year beginning with the period after the award is made. Recipients are required to submit an FFR throughout the entire period of performance of the grant. The reporting periods for the FFR are January 1 through June 30 (report due by July 31), and July 1 through December 31 (report due by January 31). At the end of the grant's period of performance, all recipients are required to produce a final report on how the grant funding was used and the benefits realized from the award. Recipients must submit a final financial report and a final performance report within 90 days after the end of the period of performance.

Article IV - GPD - Trafficking Victims Protection Act of 2000

All recipients of financial assistance will comply with the requirements of the government-wide award term which implements Section 106 (g) of the Trafficking Victims Protection Act (TVPA) of 2000, as amended (22 U.S.C. § 7104), located at 2 CFR Part 175. This is implemented in accordance with OMB Interim Final Guidance, Federal Register, Volume 72, No. 218, November 13, 2007. In accordance with the statutory requirement, in each agency award under which funding is provided to a private entity, Section 106(g) of the TVPA, as amended, requires the agency to include a condition that authorizes the agency to terminate the award, without penalty, if the recipient or a subrecipient - (a) Engages in severe forms of trafficking in persons during the period of time that the award is in effect; (b) Procures a commercial sex act during the period of time that the award is in effect; or (c) Uses forced labor in the performance of the award or subawards under the award. Full text of the award term is provided at 2 CFR § 175.15.

Article V - GPD - Drug-Free Workplace Regulations

All recipients of financial assistance will comply with the requirements of the Drug-Free Workplace Act of 1988 (41 U.S.C. §701 et seq.), which requires that all organizations receiving grants from any Federal agency agree to maintain a drug-free workplace. The recipient must notify the awarding office if an employee of the recipient is convicted of violating a criminal drug statute. Failure to comply with these requirements may be cause for debarment. These regulations are codified at 2 CFR3001.

Article VI - Fly America Act of 1974

All recipients of financial assistance will comply with the requirements of the Preference for U.S. Flag Air Carriers: Travel supported by U.S. Government funds requirement, which states preference for the use of U.S. flag air carriers (air carriers holding certificates under 49 U.S.C. § 41102) for international air transportation of people and property to the extent that such service is available, in accordance with the International Air Transportation Fair Competitive Practices Act of 1974 (49 U.S.C.- 4 -§ 40118) and the interpretative guidelines issued by the Comptroller General of the United States in the March 31, 1981, amendment to Comptroller General Decision B138942.

Article VII - Activities Conducted Abroad

All recipients of financial assistance will comply with the requirements that project activities carried on outside the United States are coordinated as necessary with appropriate government authorities and that appropriate licenses, permits, or approvals are obtained.

Article VIII - Acknowledgement of Federal Funding from DHS

All recipients of financial assistance will comply with requirements to acknowledge Federal funding when issuing statements, press releases, requests for proposals, bid invitations, and other documents describing projects or programs funded in whole or in part with Federal funds.

Article IX - Copyright

All recipients of financial assistance will comply with requirements that publications or other exercise of copyright for any work first produced under Federal financial assistance awards hereto related unless the work includes any information that is otherwise controlled by the Government (e.g., classified information or other information subject to national security or export control laws or regulations). For any scientific, technical, or other copyright work based on or containing data first produced under this award, including those works published in academic, technical or professional journals, symposia proceedings, or similar works, the recipient grants the Government a royalty-free, nonexclusive and irrevocable license to reproduce, display, distribute copies, perform, disseminate, or prepare derivative works, and to authorize others to do so, for Government purposes in all such copyrighted works. The recipient shall affix the applicable copyright notices of 17 U.S.C. § 401 or 402 and an acknowledgement of Government sponsorship (including award number) to any work first produced under an award.

Article X - Use of DHS Seal, Logo and Flags

All recipients of financial assistance must obtain DHS's approval prior to using the DHS seal(s), logos, crests or reproductions of flags or likenesses of DHS agency officials, including use of the United States Coast Guard seal, logo, crests or reproductions of flags or likenesses of Coast Guard officials.

Article XI - DHS Specific Acknowledgements and Assurances

All recipients of financial assistance must acknowledge and agree-and require any subrecipients, contractors, successors, transferees, and assignees acknowledge and agree-to comply with applicable provisions governing DHS access to records, accounts, documents, information, facilities, and staff. 1. Recipients must cooperate with any compliance review or complaint investigation conducted by DHS. 2. Recipients must give DHS access to and the right to examine and copy records, accounts, and other documents and sources of information related to the grant and permit access to facilities, personnel, and other individuals and information as may be necessary, as required by DHS regulations and other applicable laws or program guidance. 3. Recipients must submit timely, complete, and accurate reports to the appropriate DHS officials and maintain appropriate backup documentation to support the reports. 4. Recipients must comply with all other special reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance. 5. If, during the past three years, the recipient has been accused of discrimination on the grounds of race, color, national origin (including limited English proficiency), sex, age, disability, religion, or familial status, the recipient must provide a list of all such proceedings, pending or completed, including outcome and copies of settlement agreements to the DHS awarding office and the DHS Office of Civil Rights and Civil Liberties. 6. In the event any court or administrative agency makes a finding of discrimination on grounds of race, color, national origin (including limited English proficiency), sex, age, disability, religion, or familial status against the recipient, or the recipient settles a case or matter alleging such discrimination, recipients must forward a copy of the complaint and findings to the DHS Component and/or awarding office. The United States has the right to seek judicial enforcement of these obligations.

Article XII - Civil Rights Act of 1964

Recipients of financial assistance will comply with the requirements of Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq.), which provides that no person in the United States will, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

Article XIII - Civil Right Act of 1968

All recipients of financial assistance will comply with Title VIII of the Civil Rights Act of 1968, which prohibits recipients from discriminating in the sale, rental, financing, and advertising of dwellings, or in the provision of services in connection therewith, on the basis of race, color, national origin, religion, disability, familial status, and sex (42 U.S.C. § 3601 et seq.), as implemented by the Department of Housing and Urban Development at 24 CFR Part 100. The prohibition on disability discrimination includes the requirement that new multifamily housing with four or more dwelling units-i.e., the public and common use areas and individual apartment units (all units in buildings with elevators and ground-floor units in buildings without elevators)-be designed and constructed with certain accessible features (see 24 CFR § 100.201).

Article XIV - Americans with Disabilities Act of 1990

All recipients of financial assistance will comply with the requirements of Titles I, II, and III of the Americans with Disabilities Act, which prohibits recipients from discriminating on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12101-12213).

Article XV - Age Discrimination Act of 1975

All recipients of financial assistance will comply with the requirements of the Age Discrimination Act of 1975 (42 U.S.C. § 6101 et seq.), which prohibits discrimination on the basis of age in any program or activity receiving Federal financial assistance.

Article XVI - Title IX of the Education Amendments of 1972

All recipients of financial assistance will comply with the requirements of Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.), which provides that no person in the United States will, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance. These regulations are codified at 44 CFR Part 19.

Article XVII - Rehabilitation Act of 1973

All recipients of financial assistance will comply with the requirements of Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, as amended, which provides that no otherwise qualified handicapped individual in the United States will, solely by reason of the handicap, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance. These requirements pertain to the provision of benefits or services as well as to employment.

Article XVIII - Limited English Proficiency

All recipients of financial assistance will comply with the requirements of Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin and resulting agency guidance, national origin discrimination includes discrimination on the basis of limited English proficiency (LEP). To ensure compliance with Title VI, recipients must

take reasonable steps to ensure that LEP persons have meaningful access to your programs. Meaningful access may entail providing language assistance services, including oral and written translation, where necessary. Recipients are encouraged to consider the need for language services for LEP persons served or encountered both in developing budgets and in conducting programs and activities. For assistance and information regarding LEP obligations, go to <http://www.lep.gov>.

Article XIX - Animal Welfare Act of 1966

All recipients of financial assistance will comply with the requirements of the Animal Welfare Act, as amended (7 U.S.C. §2131 et seq.), which requires that minimum standards of care and treatment be provided for vertebrate animals bred for commercial sale, used in research, transported commercially, or exhibited to the public. Recipients must establish appropriate policies and procedures for the humane care and use of animals based on the Guide for the Care and Use of Laboratory Animals and comply with the Public Health Service Policy and Government Principles Regarding the Care and Use of Animals.

Article XX - Clean Air Act of 1970 and Clean Water Act of 1977

All recipients of financial assistance will comply with the requirements of 42 U.S.C. § 7401 et seq. and Executive Order 11738, which provides for the protection and enhancement of the quality of the nation's air resources to promote public health and welfare and for restoring and maintaining the chemical, physical, and biological integrity of the nation's waters is considered research for other purposes.

Article XXI - Protection of Human Subjects

All recipients of financial assistance will comply with the requirements of the Federal regulations at 45 CFR Part 46, which requires that recipients comply with applicable provisions/law for the protection of human subjects for purposes of research. Recipients must also comply with the requirements in DHS Management Directive 026-04, Protection of Human Subjects, prior to implementing any work with human subjects. For purposes of 45 CFR Part 46, research means a systematic investigation, including research, development, testing, and evaluation, designed to develop or contribute to general knowledge. Activities that meet this definition constitute research for purposes of this policy, whether or not they are conducted or supported under a program that is considered research for other purposes. The regulations specify additional protections for research involving human fetuses, pregnant women, and neonates (Subpart B); prisoners (Subpart C); and children (Subpart D). The use of autopsy materials is governed by applicable State and local law and is not directly regulated by 45 CFR Part 46.

Article XXII - National Environmental Policy Act (NEPA) of 1969

All recipients of financial assistance will comply with the requirements of the National Environmental Policy Act (NEPA), as amended, 42 U.S.C. § 4331 et seq., which establishes national policy goals and procedures to protect and enhance the environment, including protection against natural disasters. To comply with NEPA for its grant-supported activities, DHS requires the environmental aspects of construction grants (and certain non-construction projects as specified by the Component and awarding office) to be reviewed and evaluated before final action on the application.

Article XXIII - National Flood Insurance Act of 1968

All recipients of financial assistance will comply with the requirements of Section 1306(c) of the National Flood Insurance Act, as amended, which provides for benefit payments under the Standard Flood Insurance Policy for demolition or relocation of a structure insured under the Act that is located along the shore of a lake or other body of water and that is certified by an appropriate State or local land use authority to be subject to imminent collapse or subsidence as a result of erosion or undermining caused by waves or currents of water exceeding anticipated cyclical levels. These regulations are codified at 44CFR Part 63.

Article XXIV - Flood Disaster Protection Act of 1973

All recipients of financial assistance will comply with the requirements of the Flood Disaster Protection Act of 1973, as amended (42 U.S.C. § 4001 et seq.), which provides that no Federal financial assistance to acquire, modernize, or construct property may be provided in identified flood-prone communities in the United States, unless the community participates in the National Flood Insurance Program and flood insurance is purchased within one year of the identification. The flood insurance purchase requirement applies to both public and private applicants for DHS support. Lists of flood prone areas that are eligible for flood insurance are published in the Federal Register by FEMA.

Article XXV - Coastal Wetlands Planning, Protection, and Restoration Act of 1990

All recipients of financial assistance will comply with the requirements of Executive Order 11990, which provides that federally funded construction and improvements minimize the destruction, loss, or degradation of wetlands. The Executive Order provides that, in furtherance of Section 101(b)(3) of NEPA (42 U.S.C. § 4331(b)(3)), Federal agencies, to the extent permitted by law, must avoid undertaking or assisting with new construction located in wetlands unless the head of the agency finds that there is no practicable alternative to such construction, and that the proposed action includes all practicable measures to minimize harm to wetlands that may result from such use. In making this finding, the head of the agency may take into account economic, environmental, and other pertinent factors. The public disclosure requirement described above also pertains to early public review of any plans or proposals for new construction in wetlands. This is codified at 44 CFR Part 9.

Article XXVI - USA Patriot Act of 2001

All recipients of financial assistance will comply with the requirements of the Uniting and Strengthening America by Providing Appropriate Tools Required to Intercept and Obstruct Terrorism Act (USA PATRIOT Act), which amends 18 U.S.C. §§ 175-175c. Among other things, it

prescribes criminal penalties for possession of any biological agent, toxin, or delivery system of a type or in a quantity that is not reasonably justified by a prophylactic, protective, bona fide research, or other peaceful purpose. The act also establishes restrictions on access to specified materials. "Restricted persons," as defined by the act, may not possess, ship, transport, or receive any biological agent or toxin that is listed as a select agent.

**FEDERAL EMERGENCY MANAGEMENT AGENCY
OBLIGATING DOCUMENT FOR AWARD/AMENDMENT**

1. AGREEMENT NO. EMW-2013-FH-00763	2. AMENDMENT NO. 0	3. RECIPIENT NO. 86-6000247	4. TYPE OF ACTION AWARD	5. CONTROL NO. W497249N
6. RECIPIENT NAME AND ADDRESS Glendale Fire Department 5800 W Glenn Dr., Suite 350 Glendale Arizona, 85301-2532	7. ISSUING OFFICE AND ADDRESS Grant Programs Directorate 500 C Street, S.W. Washington DC, 20472 POC: Chenise Purvis 202-786-9446	8. PAYMENT OFFICE AND ADDRESS FEMA, Financial Services Branch 500 C Street, S.W., Room 723 Washington DC, 20472		
9. NAME OF RECIPIENT PROJECT OFFICER Sandra Van Winkle	PHONE NO. 6239304486	10. NAME OF PROJECT COORDINATOR Catherine Patterson	PHONE NO. 1-866-274-0960	
11. EFFECTIVE DATE OF THIS ACTION 30-APR-14	12. METHOD OF PAYMENT SF-270	13. ASSISTANCE ARRANGEMENT Cost Sharing	14. PERFORMANCE PERIOD From:30-APR-14 To:29-APR-16 Budget Period From:21-OCT-13 To:30-SEP-14	

15. DESCRIPTION OF ACTION

a. (Indicate funding data for awards or financial changes)

PROGRAM NAME ACRONYM	CFDA NO.	ACCOUNTING DATA (ACCS CODE) XXXX-XXX-XXXXX-XXXX-XXXX-XXXX-X	PRIOR TOTAL AWARD	AMOUNT AWARDED THIS ACTION + OR (-)	CURRENT TOTAL AWARD	CUMMULATIVE NON- FEDERAL COMMITMENT
SAFER	97.083	2014-M3-C211-P4310000-4101-D	\$0.00	\$1,938,120.00	\$1,938,120.00	\$0.00
TOTALS			\$0.00	\$1,938,120.00	\$1,938,120.00	\$0.00

b. To describe changes other than funding data or financial changes, attach schedule and check here.

N/A

16a. FOR NON-DISASTER PROGRAMS: RECIPIENT IS REQUIRED TO SIGN AND RETURN THREE (3) COPIES OF THIS DOCUMENT TO FEMA (See Block 7 for address)

SAFER recipients are not required to sign and return copies of this document. However, recipients should print and keep a copy of this document for their records.

16b. FOR DISASTER PROGRAMS: RECIPIENT IS NOT REQUIRED TO SIGN

This assistance is subject to terms and conditions attached to this award notice or by incorporated reference in program legislation cited above.

17. RECIPIENT SIGNATORY OFFICIAL (Name and Title)

N/A

DATE
N/A

18. FEMA SIGNATORY OFFICIAL (Name and Title)

Rosalie Vega

DATE
30-DEC-13