

COUNCIL MINUTES

April 12, 2018

The City Council of the City of Mesa met in a Study Session in the lower level meeting room of the Council Chambers, 57 East 1st Street, on April 12, 2018 at 7:31 a.m.

COUNCIL PRESENT COUNCIL ABSENT OFFICERS PRESENT

John Giles
David Luna
Mark Freeman
Christopher Glover
Francisco Heredia
Kevin Thompson*
Jeremy Whittaker**

None Christopher Brady
Dee Ann Mickelsen

Jim Smith

(*Councilmember Thompson participated in the meeting through the use of telephonic equipment.)

(**Mayor Giles excused Councilmember Whittaker from the beginning of the meeting; he arrived at 7:33 a.m.)

1. Review items on the agenda for the April 16, 2018 Regular Council meeting.

All of the items on the agenda were reviewed among Council and staff and the following was noted:

Conflict of interest: None.

Items removed from the consent agenda: None.

2-a. Hear a presentation and discuss the proposed 2018 bond sales and utility defeasance.

Chief Financial Officer Mike Kennington introduced Management and Budget Deputy Director Ryan Wimmer who displayed a PowerPoint presentation. (See Attachment 1) He commented that at the April 16 meeting, Council will consider two new bond issuances and one bond defeasance.

Mr. Wimmer pointed out that the decreased General Obligation Bond issuance for 2018 is due to the fact that there is no Public Safety bond issuance. He noted that the increase in the Utility Revenue Bond issuance pertains to the building of the Solid Waste Household Hazardous Waste Facility. (See Pages 4 and 5 of Attachment 1)

Mr. Wimmer stated that authorization of bonds never expires and can be used indefinitely. He explained that half of the remaining authorization is in wastewater with the majority of the Utility Systems Revenue Bond going to the Greenfield Wastewater Reclamation Plant expansion.

Mr. Wimmer explained that the key to the defeasance is to pay off future debt with funding that has been set aside, such as excess impact fee revenue funds. He added that these funds are placed in escrow so that when the bond reaches the due/call date, the City can pay off the entire bond. (See Page 9 of Attachment 1)

In response to a question posed by Mayor Giles, Mr. Kennington confirmed that tax reform has eliminated advanced refunding, which meant paying off debt prior to the ten-year due/call date. He added that only current due/call dates are allowed and the City's 2009 and 2010 bonds could be paid in 2019 and 2020 depending on market conditions.

Mayor Giles thanked staff for the presentation.

2-b. Hear a presentation, discuss, and provide direction on the Police Department budget.

Police Chief Ramon Batista introduced Assistant Chief Sharon Burlingame, Assistant Chief Ken Cost, and Police Fiscal Manager Krisa York who displayed a PowerPoint presentation. (See Attachment 2)

Chief Batista explained the importance of reduction in property crimes (burglary, theft, stolen vehicles) which gives the community a feeling of safety. He noted that citywide calls for service have increased by approximately 10,000 calls from 2015 to 2017 and that for the first quarter of 2018, the City averaged 1,500 to 2,000 more calls than in 2017. (See Pages 4 and 5 of Attachment 2)

Chief Batista reported that Part 1 Violent Crimes include homicides, sexual assault, robbery, and aggravated assault. He added that staff compared 20 cities with similar populations and department size and Mesa came in as one of the safest cities.

In response to a question posed by Councilmember Thompson, City Manager Christopher Brady responded that staff will provide Council a comparison on Part 1 and 2 Property Crimes.

In response to questions from Vice Mayor Luna related to minority community engagement and School Resource Officer's (SRO), Chief Batista replied that the department scheduled regular meetings with the minority community and held events. He noted that a grant from the Arizona Department of Education funds ten SRO's and the City budgets four additional SRO's.

Chief Batista explained that between 2011 and 2017 officers spend 15 to 16 minutes more per call due to additional administrative duties such as axon cameras and online booking forms. He added that mental illness calls have increased and take more time to resolve.

Chief Batista highlighted staffing challenges and pointed out that for FY 2017/18 the department has approximately 607 officers; 330 patrol and 257 representing SRO's, traffic officers, pilots, and detectives. He noted that an additional 145 are sergeants, lieutenants, commanders, and assistant chief's. (See Page 12 and 13 of Attachment 2)

In response to a question posed by Councilmember Thompson, Chief Batista responded that the Mesa Police Department (MPD) is unique in that they have worked with the Budget Department

to forecast Deferred Retirement Option Plan (DROP) retirements and other separations. He noted that the Police Academy training takes 11 months and the department is on target for graduates coming in and the number of officers leaving due to retirement.

Mr. Brady explained that the Academy is an over-hire program, meaning that the officers in the Academy are above and beyond the authorized budgeted positions, in order to have a pipeline of officers in training so the department can fill vacancies. He added that the canceled Academy class did not affect the outcome of positions.

Discussion ensued relative to the Academy and balancing of officers due to retirement or separation.

Chief Batista pointed out the size of the four patrol districts as follows:

- Fiesta District 15.5 square miles
- Central District 12 square miles
- Red Mountain District 39 square miles
- Superstition District 71 square miles

Chief Batista stated that the Superstition District needs an additional patrol station due to growth. He suggested splitting the district in half to realign the boundaries in order to balance East and West Mesa.

In response to a question posed by Vice Mayor Luna, Chief Batista confirmed that a future patrol station in the Superstition District should be located on the Northeast side.

Chief Batista reviewed staffing needs and pointed out that over the next five years 72 additional officers are needed to stay at 1.5 officers per 1,000 residents due to the estimated population growth. (See Pages 16 and 17 of Attachment 2)

In response to questions from Councilmember Thompson, Chief Batista responded crime trends in the future are unknown and trends are determined through the Comp Stat process each quarter. He acknowledged the importance of life balance for officers.

In response to a question posed by Councilmember Whittaker, Chief Batista replied that heat maps are reviewed to determine manageable district sizes, patrol areas, and staffing of patrol stations. He noted that the Superstition District receives fewer calls but due to its large geographical area, it has longer response times. He added that the district is growing and has young families and that over time the area will mature and service calls will increase. He clarified that the department is recommending a northeast station be built.

Discussion ensued relative to deployment of officers, overtime policy, and incentives to encourage less absences.

Chief Burlingame pointed out that mental health calls have increased by 49% over the last three years and is a primary focus for the department. She stated that four positions are being requested to add to the crisis response team. (See Page 19 of Attachment 2)

Chief Batista reviewed the proposed Patrol Officer Program which is an incentive pay for patrol officers and noted that a Committee is reviewing the program and should have results by the end of April 2018.

In response to a question posed by Councilmember Whittaker, Chief Batista explained that the Patrol Officer Program is an incentive to keep patrol officers in that position.

Mr. Brady clarified that with limited promotion positions in the police department, the incentive program would encourage patrol officers to stay and emphasized that experienced/tenured patrol officers are valuable.

Chief Burlingame highlighted the Private Jail Project (Core Civic). She pointed out that all Mesa inmates are housed separately with no interaction with federal inmates. She noted that Core Civic has worked with the City on expanding options for visitation and transportation.

In response to a question from Vice Mayor Luna, Chief Burlingame reported no issues on visitation and noted that in lieu of driving to the facility the MPD accommodates family members with telephone or video visitation.

Chief Burlingame remarked that approximately 28 work release inmates are processed daily with a number of them spending the night at the Mesa facility due to work hours that are not the normal 9:00 a.m. to 5:00 p.m. schedule.

In response to a question posed by Councilmember Thompson, Chief Burlingame stated that initially the work release program impact to the officers' workload was significant due to the booking of 45 to 50 inmates daily. She noted that adjustments have been made for work release inmates such as processing a specific number that can be managed safely within the facility and continual discussion with Core Civic to reach a best practice option.

Chief Burlingame reported that the detention officer position is understaffed and the department is in the process of hiring five detention officers and one administrative aide. She pointed out that the funds would be offset by the projected FY 2017/18 savings from the approved private jail contract. She highlighted the annual cost for the six positions as \$175,000, and that the overtime costs of \$200,000 would be eliminated.

In response to a question from Councilmember Heredia, Chief Burlingame clarified that the understaffed detention officers position has been an ongoing issue and whether or not the private jail contract was approved the increase in positions was still needed.

In response to a question posed by Mayor Giles, Chief Burlingame confirmed that the contract with Core Civic is for three years and renewable annually.

Mr. Brady clarified that staff will provide an update on the Core Civic services in the fall.

Ms. York reviewed the proposed FY 2018/19 budget and noted that FY 2017/18 is expected to be under budget due to the savings from the private jail contract. She added that FY 2018/19 is 4.3% less than FY 2017/18 due to decreased Public Safety Personnel Retirement System (PSPRS) rates. (See Pages 32 and 33 of Attachment 2)

Discussion ensued relative to personnel cost increases for the future, Public Safety dispatcher positions, and cost of overtime throughout the department.

In response to a question posed by Vice Mayor Luna, Chief Batista reported that Police and Fire and Medical departments are training together for one-year on the issue of mass casualties. He noted that the 14 SRO's have been in training on active shooter situations for five years.

Mayor Giles thanked staff for the presentation.

3. Acknowledge receipt of minutes of various boards and committees.

- 3-a. Historic Preservation Board meeting held on March 6, 2018 and a special meeting held on March 20, 2018.
- 3-b. Economic Development Advisory Board meeting held on March 6, 2018.

It was moved by Vice Mayor Luna, seconded by Councilmember Freeman, that receipt of the above-listed minutes be acknowledged.

Carried unanimously.

4. Hear reports on meetings and/or conferences attended.

There were no reports on meetings and/or conferences attended.

The following is an upcoming event reported by Mayor Giles:

Friday, April 13, 2018 9:00 a.m. - TYR Pro Swim Series

5. Scheduling of meetings and general information.

City Manager Christopher Brady stated that the schedule of meetings is as follows:

Friday, April 13, 2018, 7:00 p.m. - Beer N' Bones

Saturday, April 14, 8:00 a.m. – Household Hazardous Waste Collection Event

Saturday April 14, 10:00 a.m. - Celebrate Mesa

Monday, April 16, 2018, 4:30 p.m. - Study Session

Monday, April 16, 2018, 5:45 p.m. - Regular Council Meeting

6. Adjournment.

Without objection, the Study Session adjourned at 9:32 a.m.

ATTEST:	JOHN GILES, MAYOR	
DEE ANN MICKELSEN, CITY CLERK		

Study Session April 12, 2018 Page 6

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Study Session of the City Council of Mesa, Arizona, held on the 12th day of April, 2018. I further certify that the meeting was duly called and held and that a quorum was present.

DEE ANN MICKELSEN, CITY CLERK

js (Attachments – 2)



2018 Bond Sales and Defeasance

April 12, 2018



Anticipated 2018 New Money Bond Issuances

Estimated Timeline

April 16 – Council considers authorization of issuances

May 15 - New money bonds are priced

April 18 - Staff conducts rating agency calls

June 4 - City closes on new money bonds

New Bond Issuance Overview

- Mesa voters authorize bonds to finance capital infrastructure
- The City's Capital Improvement Program (CIP) is funded primarily with
- The need to sell (issue) additional bonds is evaluated on an annual
- spending and fund the projected need for the remainder of the year Amounts issued are sufficient to reimburse calendar year-to-date
- The structure of new bonds is incorporated into existing debt to maintain consistent debt service and smooth utility rate adjustments

Anticipated 2018 New Money Bond Issues

New Money General Obligation Bond Issuance (\$16M) (Parks, Streets)

New Money Utility Revenue Bond Issuance (\$125M) (Water, Wastewater, Natural Gas, Electric, Solid Waste)

2018 General Obligation Bond

Issuance: \$16,120,000

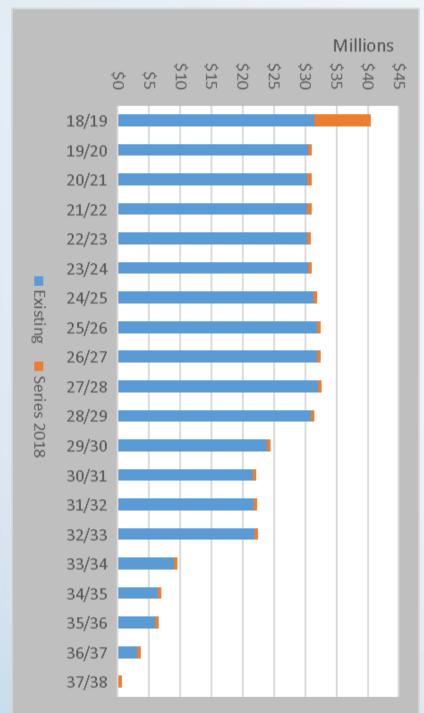
\$ 34,865,000	46	\$ 16,120,000	50,985,000 \$	↔		G.O. Bond Total
\$ 29,950,000	40	\$ 4,535,000	34,485,000 \$	\$	2013	Streets
\$ 4,915,000	40	\$ 11,585,000	16,500,000	\$	2012	Parks
Remaining Authorization		Proposed Sale Series 2018	Available Authorization	Au	Authorization Year(s)	Purpose

Project Examples:

Eagles Park

Mesa Drive - Phase II

Elliot Road - Technology Corridor



General Obligation Bond Debt Service

2018 Utility Systems Revenue Bond

Issuance: \$124,875,000

\$ 282,743,190	0	124,875,00	\$	\$ 407,618,190 \$ 124,875,000		Utility Bond Total
\$ 71,365,402	0	85,255,000	\$	\$ 156,620,402	2014	Water
\$ 132,172,788	0	30,090,000	\$	\$ 162,262,788	2014	Wastewater
\$ 2,065,000	0	1,505,000	\$	\$ 3,570,000	1994	Solid Waste
\$ 55,960,000	0	5,015,000	\$	\$ 60,975,000	2010, 2014	Natural Gas
\$ 21,180,000	0	3,010,000	\$	\$ 24,190,000	2014	Electric
Remaining Authorization	е	Proposed Sale Series 2018	Pr	Available Authorization	Authorization Year(s)	Purpose

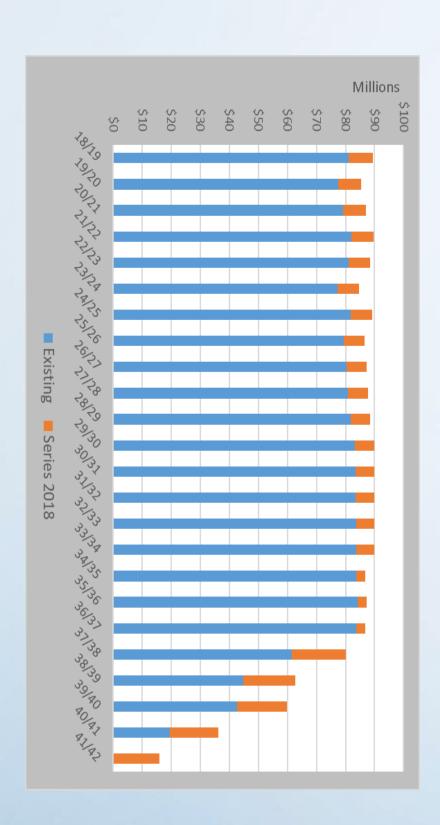
Project Examples:

Signal Butte Water Treatment Plant

Greenfield Wastewater Reclamation Plant Expansion

Solid Waste Household Hazardous Waste Facility

Utility Systems Revenue Bond Debt Service



Anticipated 2018 Bond Defeasance

when the bonds reach the due/call date that, along with interest earnings, exactly pays for the debt service **Defease** - to eliminate debt by setting aside the amount of cash

revenue bond principal with development fee revenue <u> 2018 Defeasance</u> – Early redemption of \$15.2 million of utility systems

Advantages of defeasance:

- City removes defeased debt from financial statements
- City earns a slightly higher investment return

Study Session April 12, 2018 Attachment 1 Page 10 of 21

mesa az



Municipal Bonds

fund capital improvement projects Loans made to the City by investors (typically 20-25 years) to

Interest paid on municipal and state bonds is typically exempt from federal income tax

mortgage to build or buy a house Issuing municipal bonds is similar to taking out a home

Primary Types of Bonds

- guarantee repayment of the bonds by any means infrastructure. The City pledges its full faith and credit to general governmental (e.g., public safety, park, streets) necessary General Obligation (G.O.) Bonds - Bonds used to finance
- repay the bonds. **Utility Systems Revenue Bonds** – Bonds used to finance utility infrastructure. The City's utility systems revenue is pledged to

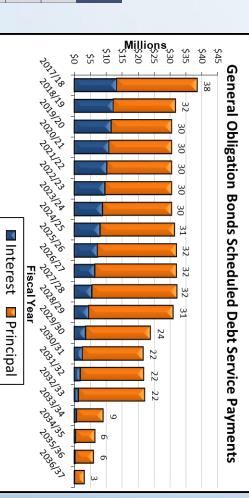
Current Debt Portfolio (as of 4/1/18)

Debt Type	Principal (\$M)
Utility Systems Revenue Bonds	\$1,162
General Obligation Bonds	375
HURF (Streets) Bonds	85
Excise Tax Revenue Obligations	49
Eastmark No. 1 CFD Bonds	29
State Water Loans	2
Cadence CFD Bonds	0

Existing General Obligation Bonds

Debt service is paid primarily from the City's secondary property tax levy.

Election Year	Authorization	Authorized but Unissued
1987	\$153,310,000	\$213,000
1996	168,800,000	15,094,000
2004	96,100,000	27,199,000
2012	70,000,000	16,500,000
2013	130,800,000	34,845,000



General \$374,755,000 Aa	Type Outstanding Moo Principal Rati
Aa2	Moody's Rating
AA-	S&P's Rating

General Obligation Bond Debt Limit

- Per Arizona Constitution
- Outstanding GO debt for water, wastewater, artificial light, parks and recreational assessed valuation, and facilities, public safety, and transportation may not exceed 20% of a city's net
- **6%** of a city's net assessed valuation. Outstanding GO debt for general municipal purposes may not exceed an additional

General Obliga	General Obligation Bonds – Debt Limit (FY 2017-18)	ot Limit (FY 2017-	18)
Debt Category	20%	6%	Total
Constitutional Limitation	\$797,660,798	\$239,298,239	\$1,036,959,038
Bonds Outstanding	373,908,604	846,397	374,755,000
G.O. Debt Capacity Used			36%
Borrowing Capacity Remaining	\$423,752,195	\$238,451,843	\$662,204,038

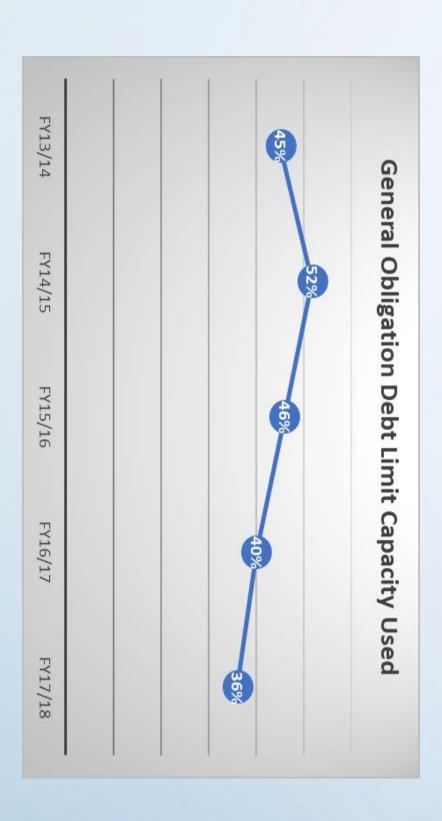
Comparing G.O. Bond Debt

	Population*	0	Outstanding G.O. G.O. Bond Debt Bond Debt** per Resident	ر ن ن	.O. Bond Debt per Resident	
Glendale	239,858	Ş	120,000,000	\$	500	
Gilbert	246,423	Ş	143,945,000	\$	584	
Phoenix	1,579,253	Ş	1,201,405,000	\$	761	
Mesa	481,275	ئ	374,755,000	ئ	779	
Chandler	257,948	Ş	270,255,000	\$	1,048	
Tempe	179,794	\$	366,390,000	\$	2,038	
Scottsdale	242,540	₹	547,295,000	\$	2,257	

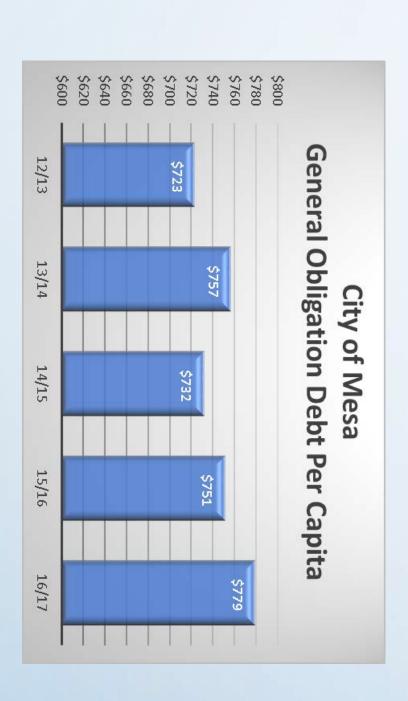
^{*}Source: Maricopa Association of Governments estimate as of July 1, 2017

^{**}Source: Openbooks.az.gov Report of Long Term Debt as of June 30, 2017

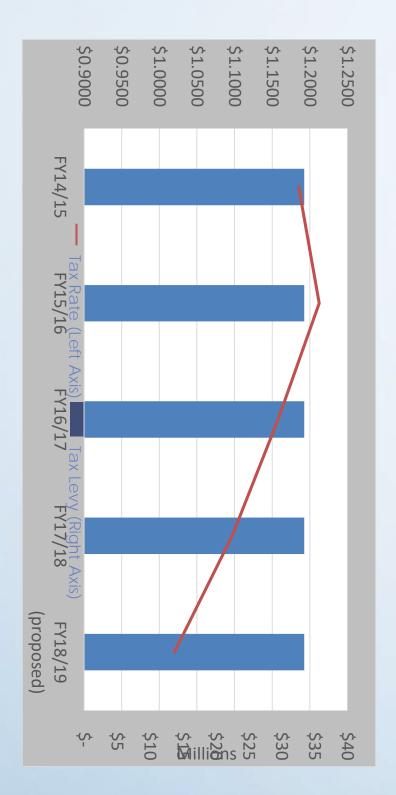
General Obligation Legal Debt Capacity



General Obligation Debt Per Capita



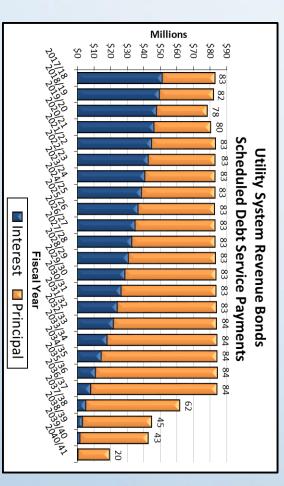
Property Tax Levy and Rate Past 5 Years



Existing Utility Systems Revenue Bonds

Debt service is secured and paid for by utility systems revenue.

Election Year	Authorization	Authorized but Unissued
1994	\$46,000,000	\$3,570,000
2010	202,100,000	1,875,000
2014	580,000,000	402,173,190



Utility System	Туре
\$1,161,755,000	Outstanding Principal
Aa2	Moody's Rating
AA-	S&P's Rating

Utility Systems Bond Debt Per Capita



Study Session April 12, 2018 Attachment 2 Page 1 of 34

Mesa Police Department

FY 2018-2019 BUDGET PRESENTATION



MESA POLICE DEPARTMENT

NOISIA

Excellence in Public Safety

MISSION

showing respect, and preserving human rights. reduce crime and to ensure procedural justice by building trust, We believe in partnering with our community to prevent and

April 12, 2018



VALUES

Mesa Citizens

- with our community Working in partnership
- quality of living issues public safety and other Identify and address
- of the community workforce representative Provide a diverse
- **Protect individual human**

Employees

- emphasizing employee the best workforce while Hire, train, and develop wellness
- success Utilize teamwork and collaboration to achieve
- and urgency solve problems through **Empower our members to** reflecting accountability individual initiative

Striving for

Excellence

- Commit ourselves to our community excellent service to continuous process **Provide responsive** leadership and improvement
- of police service to enhance the quality technology and ideas Utilize innovative

Accountability

- our duties and fairly upholding Professionally, ethically,
- Provide courteous and respectful interaction
- Maintain the highest
- level of integrity



States Mesa is One of the Safest Large Cities in the United

Major Cities Chiefs Association Study

2017 Statistics:

12,739 Total Part 1 Crimes

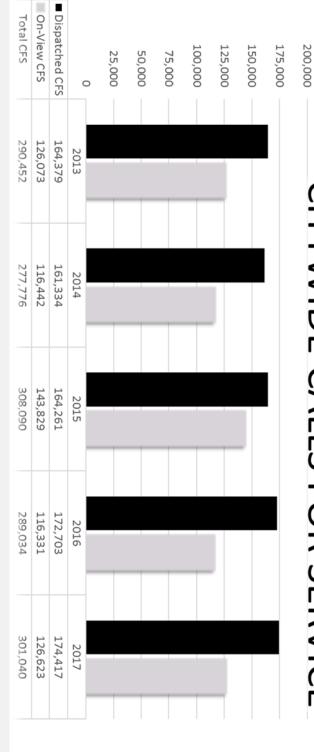
Violent Crimes: 0.2% reduction from 2016

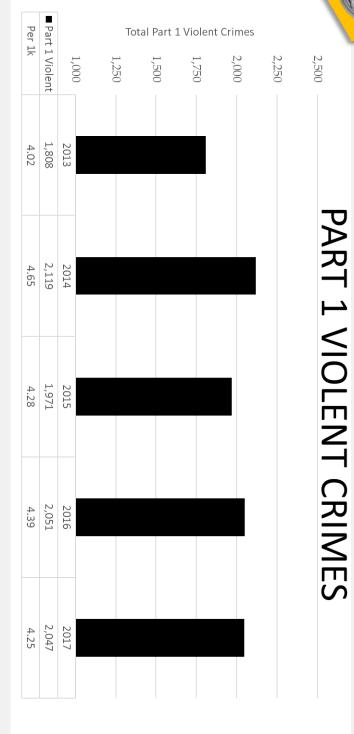
Property Crimes: 4.7% reduction from 2016

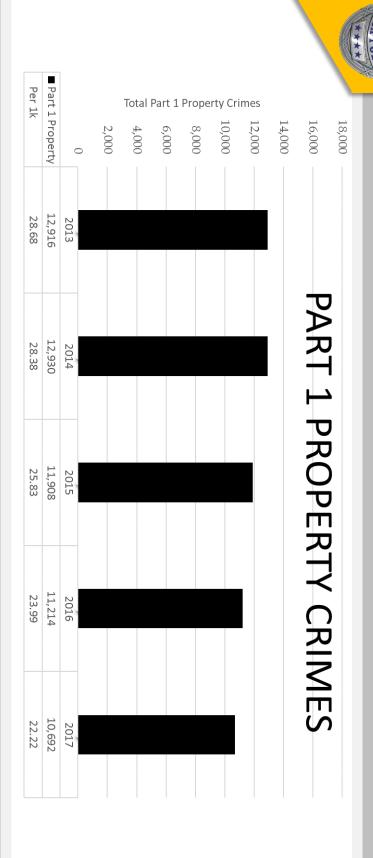
Total Part 1 Crimes: 4.0% reduction from 2016

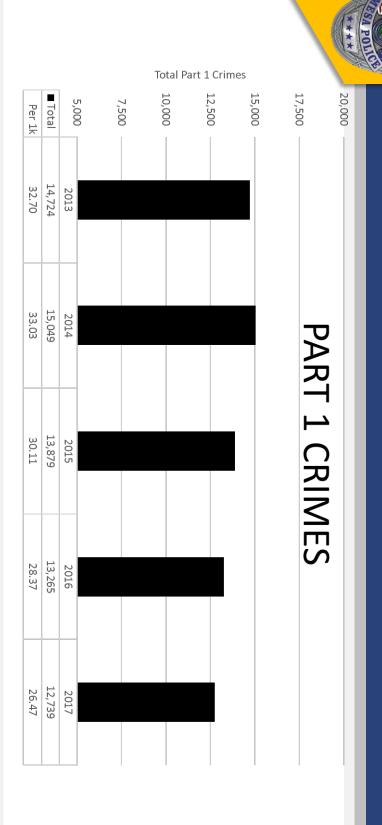
April 12, 2018

CITYWIDE CALLS FOR SERVICE









HIGHLIGHTS & ACCOMPLISHMENTS

- 4% Reduction in Part 1 Crimes
- Community Engagement
- Squad-based Advanced Officer Training
- Deployed Naloxone & 1st Aid Trauma Kits
- Active Shooter Police/Fire Mass Casualty Training
- Civilianization of Mid-Management Positions



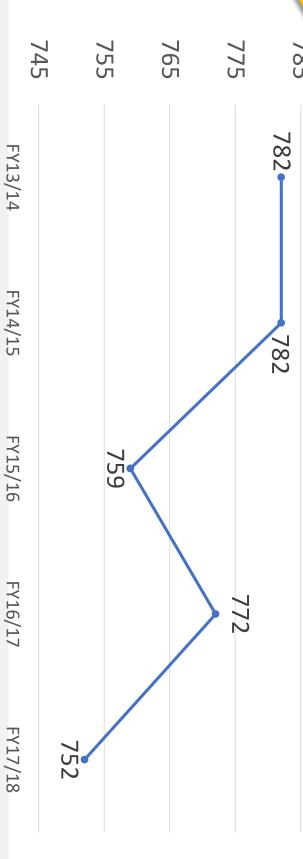
CURRENT STAFFING CHALLENGES

STAFFING

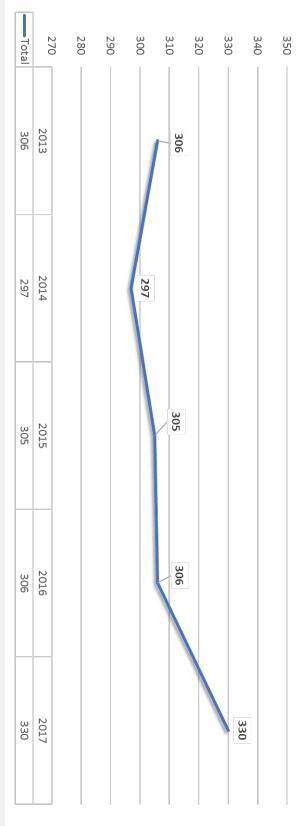
100%	100%	100%	100%	100%	
37%	35%	36%	36%	35%	Professional Staff
63%	65%	64%	64%	65%	Sworn
					Ratios:
-0.7%	1.1%	-2.4%	0.1%	0.5%	Percentage Change
1188.5	1196.5	1184.0	1213.0	1212.0	
436.5	424.5	425.0	431.0	430.0	Professional Staff
752.0	772.0	759.0	782.0	782.0	Sworn
					Staffing:
FY17/18	FY16/17	FY15/16	FY14/15	FY13/14	



SWORN STAFFING BY THE NUMBERS



PATROL - SHIFT BID POSITIONS





SEPARATION SUMMARY

	FY14/15	FY15/16	FY16/17	FY17/18 (Est.)
DROP Retirements	15	18	17	22
Other Separations	29	30	15	27
	44	48	32	49

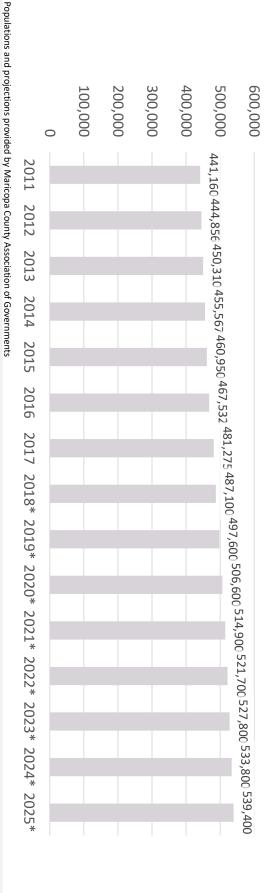
March 14, 2018

SUSTAINABILITY CHALLENGES

- Population Growth
- Calls For Service
- Geographical Considerations
- Investigative Unit Staffing
- **Economic Development**
- Mental Health Demands



CITY OF MESA POPULATION



*Projected



STAFFING NEEDS - SWORN

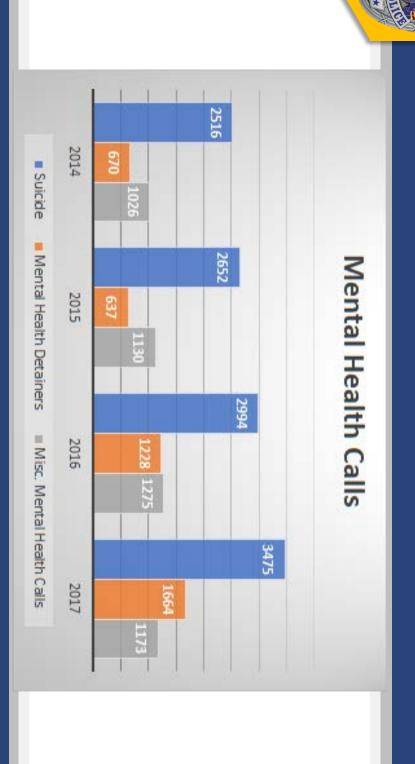
- Additional Sworn Officers needed to address population growth and response times
- challenges North East Station needed to address geographic
- Downtown District needed to address increased economic development and special events



STAFFING NEEDS - SWORN SPECIALIZED

- Detective/Investigation
- Resolution of cases
- Reduction of repeat occurrences
- Crisis Response Team
- Connectivity to social resources
- Increasing calls for service

Study Session April 12, 2018 Attachment 2 Page 19 of 34



STAFFING NEEDS - CIVILIAN SUPPORT: POLICE SERVICE OFFICERS (PSO)

- Traffic Accident Investigations (Issue Citations)
- Traffic Control
- Field Drug Testing
- Found Property
- Major Scene Assistance



STAFFING NEEDS - CIVILIAN SUPPORT: **INVESTIGATION SPECIALIST (CIS)**

- Property Crimes (Burglary; Theft; Forgery; Damage)
- Process own Crime Scenes
- Collect Evidence
- High Customer Service

PREPARING TODAY FOR TOMORROW Purposeful Leadership



CHIEF'S INITIATIVE:

COMMUNITY COLLABORATION

- Partnering with Community
- Organizations to Attract Young Adults to Law Recruiting/Hiring Pipeline Enforcement Opportunities – Create a
- Junior Police Academy
- Parent's Police Academy
- Youth Leadership Programs (ASPIRE & MESA Program)



PROPOSED PATROL OFFICER PROGRAM

Level 1 - \$1,200

Level 2 - \$1,700

Level 3 - \$2,200

Incentive pay for patrol officer (pending)



REPORTING EFFICIENCIES

- On-Line Reporting Expansion
- E-Citation Full Deployment
- SMART Phones/Tablets
- Dictation Services

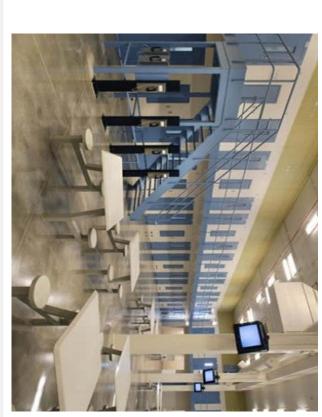
Study Session April 12, 2018 Attachment 2 Page 26 of 34

PRIVATE JAIL PROJECT

Status Update
City of Mesa RFP #2012194

SUCCESSES

- Inspections
- Quality of Service
- Staff
- Responsiveness
- Services Transportation
- **Customer Service**
- Surveys







Mesa Police Holding Questionnaire

Have you ever been incarcerated or spent time in a jail before?

(ves.)

No

2. On a scale of 1 to 10, 1 being the worst and 10 being the best, how would you rate the CoreCivic facility?

and 10 being the best, how would you rate your

fered by CoreCivic beneficial to you? If not are there others you would

1 being worst and 10 being best yelp rating

CHALLENGES

- Work Release Program
- Volume of Participants in Self-Surrender Program
- Staffing



FISCAL IMPACT

2		Þ	Sep	0	No	De	-	ر
Month	July	August	September	October	November	December	January	
Housed at CoreCivic	163	264	332	361	363	318	325	307
Inmates Housed/day	40.19	76.87	100.08	120.71	129.75	100.68	93.35	104.64
EX CO	\$	()	↔	↔	↔	↔	↔	S
CoreCivic Expense	119,678	196,949	239,050	289,306	299,127	247,103	231,676	234,123
inmat at	\$	()	↔	↔	↔	↔	S	မ
inmates housed at MCSO	179,824	316,647	404,738	471,818	483,545	386,180	374,813	373,590
<u>"</u>	S	()	↔	₩	↔	()	↔	S
Estimated Savings	60,146	119,698	165,688	182,512	184,418	139,077	143,137	139,467

Projected Fiscal Year 17/18 Savings over using MCSO - \$1,700,000

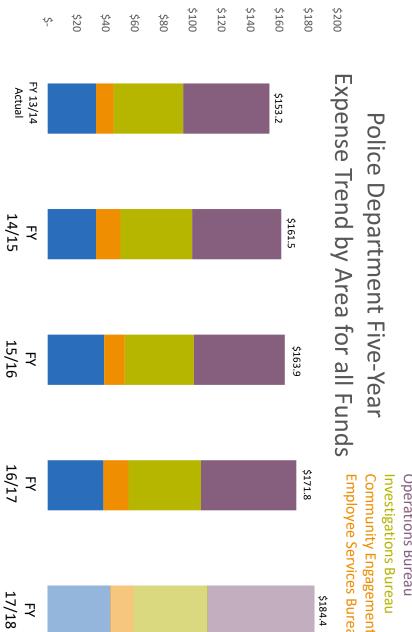


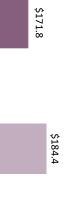
BOTTOM LINE

- Private Jail = Success
- Cases More Efficiently Processed through Judicial System
- Cost Savings = \$1.7 million

Continued Evaluation Through Year 1

- Private Jail Effectiveness
- Process Improvement





Millions



	FY 16/17	FY 17/18	FY 17/18	FY 18/19
i i	Actuals	Revised Budget	Year End Estimate	Proposed Budget
Operations Bureau	\$65.9	\$70.9	\$73.8	\$72.5
Investigations Bureau	\$50.1	\$54.7	\$51.3	\$51.4
Community Engagement & Employee Services Bureau	\$17.3	\$14.4	\$15.9	\$13.4
Administrative Services Bureau	\$38.5	\$44.5	\$43.3	\$44.7
Notice of the Control	\$171.8	\$184.6	\$184.4	\$182
In Millions				

April 12, 2018

*For all funds

Study Session April 12, 2018 Attachment 2 Page 34 of 34

THANK YOU FOR YOUR TIME!