

CITY COUNCIL REPORT



Meeting Date: February 10, 2026
 General Plan Element: *Provide for the orderly government and administration of the affairs of the city*
 General Plan Goal: Fiscal Responsibility

ACTION

Adopt Resolution No. 13598 authorizing settlement in the amount of \$135,000 to close the lifetime disability award, and authorizing a credit of \$135,000 against any future disability benefit in the event the case is reopened in *Keith Lanning v. City of Scottsdale, ICA Claim No. 20192000422*, currently pending at the Industrial Commission of Arizona.

BACKGROUND

Mr. Lanning is a former police detention officer for the City of Scottsdale. On July 05, 2019, while in the course and scope of his employment, he suffered a left shoulder injury during a physical struggle with a subject. As a result of his injuries, he was unable to return to work as a police detention officer for the City and has since resigned from duty effective August 10, 2019. Mr. Lanning has received medical and total disability worker's compensation benefits since the inception of his injury to date. Mr. Lanning is currently receiving a lifetime monthly Loss in Earning Capacity award of \$539.29 per month. However, through his attorney Mr. Lanning is now requesting a rearrangement of his award due to a perceived higher Loss in Earning Capacity following a recent aggravation of his prior injury sustained July 05, 2019. Mr. Lanning is now requesting \$909.16 per month, which equates to a total exposure of \$211,652.44, per the life expectancy table provided by the Industrial Commission of Arizona ("ICA"). In response to the petition for rearrangement filed with the ICA, the City has negotiated a favorable settlement of Mr. Lanning's Loss in Earning Capacity award. The City now wishes, subject to Council approval, to settle Mr. Lanning's entire future exposure for the amount of \$135,000. This settlement agreement is subject to approval by the ICA and will be funded entirely by the City. The City shall receive a future credit in the amount of \$135,000 towards any future medical and total temporary disability benefits for Mr. Lanning.

ANALYSIS & ASSESSMENT

This case has been defended by outside counsel with the assistance of the Safety & Risk Management department and the City Attorney's Office.

RESOURCE IMPACTS

Available funding

Funding is available in the current Safety & Risk Management FY 25/26 Budget - Workers Compensation - Total Disability Account No. 7100-10584-52471.

Action Taken Approved on consent

Staffing, Workload Impact

Approval of the proposed settlement brings this claim to a conclusion and will eliminate the need for staff resources from the Safety & Risk Management department, outside counsel, and the City Attorney’s Office to be spent on this claim.

Cost Recovery Options

None

OPTIONS & STAFF RECOMMENDATION

Recommended Approach

Adopt Resolution No. 13598 and authorize the proposed settlement.

Proposed Next Steps

If the settlement is approved, outside counsel and City staff will take the steps necessary to execute the settlement.

RESPONSIBLE DEPARTMENT(S)

City Attorney’s Office


STAFF CONTACT

George Woods, Jr., Safety & Risk Management Director

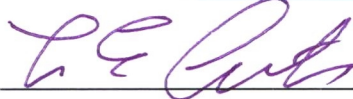
APPROVED BY




George Woods, Jr., Safety & Risk Management Director
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Date



Luis E. Santaella, Interim City Attorney
480-312-7771, Lsantaella@scottsdaleaz.gov



Date

ATTACHMENTS

1. Resolution No. 13598

RESOLUTION NO. 13598

A RESOLUTION OF THE COUNCIL OF THE CITY OF SCOTTSDALE, MARICOPA COUNTY, ARIZONA, AUTHORIZING SETTLEMENT IN THE AMOUNT OF \$135,000 TO CLOSE THE LIFETIME DISABILITY AWARD, AND AUTHORIZING A CREDIT OF \$135,000 AGAINST ANY FUTURE DISABILITY BENEFIT IN THE EVENT THE CASE IS REOPENED IN KEITH LANNING V. CITY OF SCOTTSDALE, ICA CLAIM NO. 20192000422, CURRENTLY PENDING AT THE INDUSTRIAL COMMISSION OF ARIZONA.

WHEREAS, Keith Lanning suffered a permanent disability while serving as a Police Detention Officer for the City of Scottsdale in 2019;

WHEREAS, Keith Lanning received a medical disability preventing from returning to full duty and has received worker's compensation benefits (*Keith Lanning v. City of Scottsdale*, Industrial Commission of Arizona ("ICA") Claim No. 20192000422) providing him with a lifetime monthly loss of earning capacity award as a result of his disability;

WHEREAS, the parties have agreed to settle this award for a lump sum payment to be approved by the Industrial Commission of Arizona;

WHEREAS, the settlement amount of \$135,000 will close the lifetime disability award in the above-referenced case and, in the event the case is reopened, the City will receive a future credit in the amount of \$135,000 towards any future medical and total temporary disability benefits for Mr. Lanning;

WHEREAS, the settlement must be adjudicated and approved by an ICA judge to become effective.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Scottsdale, Maricopa County, Arizona, as follows:

Section 1. That the City Council authorizes the City of Scottsdale to settle this case in the amount of One-Hundred Thirty-Five Thousand Dollars and No Cents (\$135,000.00) from funds to be paid from the City's Risk Management Operating Budget.

Section 2. That the City Council approves the settlement set forth above and authorizes and directs the City Manager, the City Treasurer, and City Attorney, and their respective staffs to execute such documents and take such other actions as are necessary to carry out the purpose of the Resolution.

PASSED AND ADOPTED by the Council of the City of Scottsdale, Maricopa County, Arizona this ____ day of _____, 2026.

CITY OF SCOTTSDALE, an Arizona
municipal corporation

ATTEST:

Lisa Borowsky, Mayor

Ben Lane, City Clerk

APPROVED AS TO FORM:



Luis Santaella, Interim City Attorney

Resolution No. 13598

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ATTACHMENT 1