

## MINUTES

**Central Arizona Fire and Medical Authority  
Central Arizona Fire and Medical Authority Board of Directors  
CA Regular Meeting  
Monday, February 26, 2024, 5:00 pm - 6:00 pm  
Central Arizona Fire and Medical Authority, Administration, 8603 E. Eastridge Drive,  
Prescott Valley**

### **In-Person Attendance**

Cody Rose; Dave Dobbs; Denise Krizo; Gayle Pickett; Lee Barnes; Lorette Stewart; Matt Zurcher; Rick Anderson; Scott A Freitag; Susanne Dixon

### **Remote Attendance**

Nicolas Cornelius

## **NOTICE OF MEETING**

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Central Arizona Fire and Medical Authority Board of Directors and the general public that the **Central Arizona Fire and Medical Authority** will hold a meeting open to the public on **Monday, February 26, 2024 at 5:00 p.m.** The meeting will be held at **Central Arizona Fire and Medical Authority, Administration, 8603 E. Eastridge Drive, Prescott Valley, Arizona.** The Board may vote to go into Executive Session on any agenda item, pursuant to A.R.S. §38-431.03(A)(3) for discussion and consultation for legal advice with Authority's Attorney on matters as set forth in the agenda item. The following topics and any variables thereto, will be subject to Board consideration, discussion, approval, or other action. All items are set for possible action. Members may attend in person or via remote methods of communication.

### 1. CALL TO ORDER / ROLL CALL OF BOARD MEMBERS

**Chair Zurcher called the meeting to order at 5:00 p.m.**

### 2. PLEDGE OF ALLEGIANCE

**Chair Zurcher led the Pledge of Allegiance.**

### 3. CORRESPONDENCE AND PRESENTATIONS

#### A. Wage and Benefit Study - The Segal Company

**Luis Gonzales and Carol Mercer of the Segal Company provided an explanation of the methodology used to collect the data included in our report. Mr. Gonzales stated that they sent out 13 custom surveys to peer organizations, of which we received 11 responses. In regard to the 33 positions used for comparison, there were four (4) positions that did not have adequate comparison. Overall the positions compared were slightly outside of the 75th percentile for market competitiveness.**

**Chief Freitag added that the single-year cost for implementing the wage adjustments is approximately \$4.3 million. He stated that Senior Staff is looking at both two (2) and three (3) year implementation plans adding that we may come**

**to the point where we have to determine if the 75th percentile is going to be realistic to maintain.**

B. Letters from the Public and Board Recognition

**Chief Freitag shared that Engineer Adam Croft has been selected as Firefighter of the Year, and will be honored on March 5, 2024.**

4. REPORTS

Reports are informational only. Any item articulated in the reports is subject to clarification, discussion, and direction by the Board; no action will be taken.

A. Board Member Reports

**There were no Board member reports given.**

B. Division Reports

**Chief Freitag reported that we hired 12 candidates from the latest Firefighter hiring process.**

**Union President Roche commented that we are very behind in wages and staffing, and recognizes we have a lot of obstacles to overcome. The one thing we have going for us is, all Fire Districts are experiencing the same thing; we are looking at state-wide solutions. At the local level, we have a commitment to work with Staff to find the best solutions possible. He introduced Professional Fire Fighters of Arizona (PFFA) Executive Vice-President Dan Freiberg, who is also working toward finding solutions to help Fire Districts.**

5. CALL TO THE PUBLIC

In accordance with A.R.S. §38-431.01(H) the Central Arizona Fire and Medical Authority Board has decided to allow public comments as time permits. Those wishing to address the Board regarding an issue within the jurisdiction of this public body may do so by completing a *Call to the Public* form and submitting it to Staff. Speakers are limited to three (3) minutes, but may submit written comments for Board records. Call to the Public shall not exceed 30 minutes per meeting. Board members shall not discuss or take legal action on matters raised during an open call to the public, but may ask Staff to review a matter or may ask that a matter be placed on a future agenda.

**There were no public comments.**

6. CONSENT AGENDA

All matters listed under consent agenda are considered to be routine by the Central Arizona Fire and Medical Authority Board and will be enacted by one motion. There will be no separate discussion on these items. Any item may be removed by a Board member and will be considered separately for motion, discussion, and action.

A. Approve Regular Session Minutes - January 22, 2024

B. Approve Special Session Minutes - February 5, 2024

C. Approve Executive Special Session Minutes - February 5, 2024

D. Approve General Fund Financial Statements

- E. Approve Fire Protection Agreements: Howell, Kuerst, Pehl, Purol, Purol, Snyder, Steininger, Woodworth
- F. Approve Intergovernmental Agreement for Fire Apparatus Maintenance and Repairs with Ash Fork Fire Department

**Motion to approve the Consent Agenda.**

Move: Dave Dobbs Second: Gayle Pickett Status: Passed

Yes: Dave Dobbs, Matt Zurcher, Lorette Stewart, Rick Anderson, Gayle Pickett

7. VOTE TO GO INTO EXECUTIVE SESSION

**Motion to go into Executive Session at 5:17 p.m.**

Move: Gayle Pickett Second: Rick Anderson Status: Passed

Yes: Dave Dobbs, Matt Zurcher, Lorette Stewart, Rick Anderson, Gayle Pickett

- A. Legal Advice Pursuant to A.R.S. §38-431.03(A)(3) Regarding Civil Litigation Between CAFMA and AMR in Maricopa and Yavapai Counties
- B. Legal Advice Pursuant to A.R.S. §38-431.03(A)(3) Regarding CAFMA Complaint Against PSCS
- C. Legal Advice Pursuant to A.R.S. §38-431.03(A)(3) Regarding Separation of Authority of Board and Fire Chief

8. OLD BUSINESS

**Reconvened into Open Session at 5:47 p.m.**

**Items 9-A and B were addressed immediately after Executive Session.**

- A. Discussion and Possible Action Regarding Civil Litigation Between CAFMA and AMR in Maricopa and Yavapai Counties

**Attorney Cornelius was instructed to proceed as per legal advice provided in Executive Session.**

- B. Discussion and Possible Action Regarding CAFMA Complaint Against PSCS

**Attorney Cornelius was instructed to proceed as per legal advice provided in Executive Session.**

- C. Discussion and Possible Approval of the 2024-2027 Strategic Plan and Related Goals and Objectives

**Chief Freitag advised the Board that the document before them is clean and complete.**

**Motion to approve the 2024-2027 Strategic Plan and Related Goals and Objectives.**

Move: Rick Anderson Second: Lorette Stewart Status: Passed

Yes: Dave Dobbs, Matt Zurcher, Lorette Stewart, Rick Anderson, Gayle Pickett

9. NEW BUSINESS

A. Discussion and Possible Action Regarding Firefighter New Hire Funding

**Chief Freitag stated that we had 12 very good candidates in this hiring process. We were going to hire 10, but there were two (2) additional candidates that we did not feel we could pass on. He requested authority to use contingency funds, if needed, for equipment and uniforms for the additional new recruits.**

**Motion to approve the expenditure for uniforms for the new hires, not to exceed \$100,000.**

Move: Dave Dobbs Second: Lorette Stewart Status: Passed

Yes: Dave Dobbs, Matt Zurcher, Lorette Stewart, Rick Anderson, Gayle Pickett

B. Discussion and Possible Action Regarding Separation of Authority of Board and Fire Chief

**Attorney Cornelius suggested to members of the Board, that two (2) Board members can request an item be added to the agenda by reaching out to the Fire Chief, and reminded them to follow the chain of command.**

10. ADJOURNMENT

**Motion to adjourn at 5:52 p.m.**

Move: Gayle Pickett Second: Lorette Stewart Status: Passed

Yes: Dave Dobbs, Matt Zurcher, Lorette Stewart, Rick Anderson, Gayle Pickett

Disabled persons needing reasonable accommodations should call 928-772-7711 prior to the scheduled meeting.

**Signature indicating approval on next page.**

**Signature Page For: FOR SIGNATURE 2024 02 26 Regular Minutes - Central Arizona Fire and Medical Authority Board of Directors - CA Regular Meeting - 3/25/2024**

A handwritten signature in black ink, appearing to read 'D. Dobbs', written over a horizontal line.

Dave Dobbs , Clerk      03/26/2024