



## **Central Arizona Fire and Medical Authority Board of Directors**

Monday, June 23, 2025 at 5:00 PM

Central Arizona Fire and Medical Authority, Administration, 8603 E. Eastridge Drive, Prescott Valley

### **Present:**

Gayle Pickett, Andy Reinhardt, Andrea Sansone, Lorette Stewart, Lee Barnes, Nicolas Cornelius, Susanne Dixon, John Feddema, Denise Krizo, and Cody Rose

### **Absent:**

Dave Dobbs

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

Clerk Pickett called the meeting to order at 5:00 p.m.

Attorney Cornelius attended remotely via Teams.

### **2. PLEDGE OF ALLEGIANCE**

Clerk Pickett led the Pledge of Allegiance.

### **3. CORRESPONDENCE AND PRESENTATIONS**

#### **A. County and Town Current Events Summaries**

Council Member Michael Donovan from the Town of Dewey Humboldt reported that the overpass on Agua Fria has been repaired. In an effort to be better, the town will be prioritizing wildfire safety; they will be coming to Central Arizona Fire and Medical Authority (CAFMA) for expertise on items like evacuation routes and secondary egress. It was discovered recently that there are approximately 90 parcels in Dewey Humboldt that are not in the fire district. The Yavapai County fire restrictions do not apply to them as they are part of the

town, so the Town will be looking into adopting our restrictions.

- B. Letters from the Public and Board Recognition  
There were no comments on this.

#### **4. REPORTS**

- A. Board Member Reports

Director Pickett stated that there was a fire in her neighborhood recently; she received several phone calls from neighbors sharing how great our crews were.

- B. Division Reports

Chief Feddema shared that Director Sansone had asked about ambulance billing for non-transports. Recently Sun City Fire created some policies addressing certain times when they would bill for non-transports for services rendered. We are not currently considering that, but it may be something to look at in the future. We want to make sure if we are billing, we are providing the service. Care home billing is an issue we will be looking at to make sure our crews are not being used as part of a care home's staff for things they are being paid to do. This is not something we are doing yet, and anything we do will be coordinated with the City of Prescott.

We have received 23 applications for Firefighter, we are hoping for an influx as we get closer to the date the job closes.

Director Sansone asked how many positions were open; Chief Feddema answered that with previous vacancies and upcoming retirements, we have 15 positions that can be supported by the budget. All applicants will have to meet standards, and we will carry vacancies if there are not enough qualified applicants.

Director Reinhardt asked if we look annually at how many retirements we should expect each year, and if we have ever over-hired, in order to cover an upcoming retirement.

Chief Feddema answered in the affirmative to both questions and added that they would bring those specific cases to the board for approval.

**5. CALL TO THE PUBLIC**

There were no public comments.

**6. CONSENT AGENDA**

- A. Approve Regular Session Minutes - May 22, 2025
- B. Approve Joint Meeting Minutes - May 22, 2025
- C. Approve General Fund Financial Statements
- D. Approve Fire Protection Agreements: Bauer, Davis, and Wolfe
- E. Approve Policy Amendments: 110 Organizational Chart, 120 Purpose and Scope of Policy Manual, 241 Temporary Appointment, 403 Leave Benefits, 408 Insurance and Related Benefits, 500 Employee Assistance Program, and 742 Fixed Capital and Non-Capital Assets.

Director Reinhardt requested that Item E be removed for further discussion.

A motion to approve the Consent Agenda Items A-D was made by Director Reinhardt.

The motion was seconded by Director Stewart.

Director Reinhardt commented on Policy 403 Leave Benefits and recommended that staff look into implementing a PTO program that would be comparable to the practices at similar agencies.

Chief Feddema stated that this particular change is to allow a 5th person off on vacation for staffing operations. It is something we can investigate that if the board would like to direct us to.

Director Sansone asked how PTO is different from having sick leave and vacation as separate banks.

Director Reinhardt stated that the way the policy is written, there could be a large payout when a person leaves the agency.

Chief Feddema stated he would be cautious to make any changes that affect employee benefits.

Director Reinhardt agreed that if the only change is to the number of employees allowed to take vacation, he is comfortable approving it.

Director Reinhardt then asked questions regarding policy 408 Insurance and Related Benefits.

Chief Barnes explained that the PEHP Plan is a retention tool and added that our way of doing this previously was not allowed by the IRS.

Director Reinhardt asked if this is the same as a Health Savings Account (HSA); Chief Barnes answered that it is not. Chief Feddema added that the PEHP Plan was in put place for both Central Yavapai and Chino Valley Fire Districts many years ago to help employees with post-employment health care costs.

Director Reinhardt asked if the PEHP contribution is in addition to the sick leave payout.

Chief Feddema explained that the 2% listed was approved during the last budget cycle, and the policy update reflects that change while also ensuring compliance with IRS regulations. Although it is not technically a 401A account, it functions in a similar way. This change clarifies how funds will be distributed upon retirement. The original intent of the policy was to help offset the increasing cost of insurance premiums for retirees.

Director Sansone asked if cancer is automatically covered under worker's comp insurance; Chief Feddema answered not always; there are presumptive cancer laws, but not all are covered.

Director Sansone then asked about social security, and if our employees pay into it.

Chief Feddema stated that most will not be eligible for social security unless they had other jobs.

Director Reinhardt pointed out that we are doubling the amount of PEHP from 1-2%, and we have heard that next year there will be a request for more. He would like to check with other agencies to see if our total employee benefit packages are in line with the market.

Chief Feddema stated that we are starting the third and final year of the last wage and benefit study; we have talked about doing another study to make sure we are still in alignment.

Director Reinhardt stated that he is comfortable approving Policy 408 since it was approved in the previous budget but would like to see what the benefit packages look like compared to other agencies.

A motion to approve Item E was made by Director Stewart.

The motion was seconded by Director Reinhardt.

## **7. VOTE TO GO INTO EXECUTIVE SESSION**

Executive session was waived.

## **8. EXECUTIVE SESSION**

- 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

## **9. OLD BUSINESS**

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

Attorney Cornelius stated there was a request filed for oral argument and the judge has granted it, but it has not been scheduled. He will notify the board when a date is set.

## **10. PUBLIC HEARING - FISCAL YEAR 2025-2026 BUDGET**

Clerk Pickett opened the Public Hearing at 5:33 p.m.

There were no public comments.

The public hearing was closed at 5:34 p.m.

## **11. NEW BUSINESS**

- A. Discussion and Possible Approval of Resolution 2025-01 and FY 2025-2026 Budget in the Amount of \$49,249,526

Chief Rose explained this is the same budget received and tentatively approved by the board last month.

Motion to approve Resolution 2025-01 and FY 26 Budget in the amount of \$49,249,526.

*Moved by:* Andrea Sansone

*Seconded by:* Lorette Stewart

**Yes** Gayle Pickett, Andy Reinhardt, Andrea Sansone, and Lorette Stewart

**Passed 4-0**

- B. Discussion and Possible Approval of Central Arizona Fire and Medical Authority Fiscal Certification for FY 2026 Budget

Chief Rose explained the fiscal certification stating there is no debt or liability from the previous year's budget.

Motion to approve Central Arizona Fire and Medical Authority Fiscal Certification for FY 2026 Budget.

*Moved by:* Lorette Stewart

*Seconded by:* Andy Reinhardt

**Yes** Gayle Pickett, Andy Reinhardt, Andrea Sansone, and Lorette Stewart

**Passed 4-0**

C. Discussion and Possible Approval of Resolution 2025-02  
Assignment of Equity for FY 2025-2026

Chief Rose explained this resolution states that the CAFMA board is in agreement to accept money from the Chino Valley Fire District and the Central Yavapai Fire District to run the organization.

Motion to approve Resolution 2025-02 Assignment of Equity for FY 2025-2026.

*Moved by:* Lorette Stewart

*Seconded by:* Andrea Sansone

**Yes** Gayle Pickett, Andy Reinhardt, Andrea Sansone, and Lorette Stewart

**Passed 4-0**

D. Discussion and Possible Approval of Resolution 2025-03  
Public Safety Personnel Retirement System Pension Funding Policy

Chief Rose stated that this is approved annually and is an agreement by CAFMA to pay into the PSPRS fund with the stated amount.

Motion to approve Resolution 2025-03 Public Safety Personnel Retirement System Pension Funding Policy

*Moved by:* Andy Reinhardt

*Seconded by:* Andrea Sansone

**Yes** Gayle Pickett, Andy Reinhardt, Andrea Sansone, and Lorette Stewart

**Passed 4-0**

E. Discussion and Possible Approval of the Transfer of FY 2024 Unspent Appropriated General Fund Dollars in the amount of \$404,844.32 to the Capital Reserve Account

Chief Rose explained that the unspent budgeted funds get transferred each year after the audit. He added that this amount is typically \$1.2-1.5 million, but the purchase of the ladder truck was taken from contingency. He also explained that per the Governmental Accounting Standards Board (GASB) and other organizations, our capital reserve account should be between 5-15% of our annual budget; we are currently at approximately 17%.

Chief Feddema emphasized that the board should understand this is closely tracked, as there's a period when we rely on those funds before November tax collections. This reflects the strong fiscal responsibility of both Chino Valley and Central Yavapai Fire Districts and now CAFMA.

Motion to approve the transfer of FY 2024 unspent appropriated General Fund dollars in the amount of \$404,844.32 to the Capital Reserve account.

*Moved by:* Lorette Stewart

*Seconded by:* Andrea Sansone

**Yes** Gayle Pickett, Andy Reinhardt, Andrea Sansone, and Lorette Stewart

**Passed 4-0**

**12. ADJOURNMENT**

Motion to adjourn the meeting at 5:40 p.m.

*Moved by:* Lorette Stewart

*Seconded by:* Andrea Sansone

**Yes** Gayle Pickett, Andy Reinhardt, Andrea Sansone, and Lorette Stewart



**Passed 4-0**

Approved: 07/29/2025 12:41AM UTC

*Gayle Pickett*

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Clerk

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Participants

- 1. Susanne Dixon (sdixson@cazfire.gov)
- 2. Gayle Pickett (gpickett@cazfire.gov)

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07/28/2025 08:41PM US/Eastern	Document viewed by Susanne Dixon (sdixson@cazfire.gov). 24.117.179.98 Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/138.0.0.0 Safari/537.36
07/28/2025 08:41PM US/Eastern	Susanne Dixon (sdixson@cazfire.gov) has agreed to terms of service and to do business electronically with Denise Krizo (dkrizo@cazfire.gov). 24.117.179.98 Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/138.0.0.0 Safari/537.36
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07/28/2025 10:28PM US/Eastern	Document viewed by Gayle Pickett (gpickett@cazfire.gov). 72.24.235.231 Mozilla/5.0 (Macintosh; Intel Mac OS X 10_15_7) AppleWebKit/605.1.15 (KHTML, like Gecko) Version/18.5 Safari/605.1.15
07/28/2025 10:29PM US/Eastern	Gayle Pickett (gpickett@cazfire.gov) has agreed to terms of service and to do business electronically with Denise Krizo (dkrizo@cazfire.gov). 72.24.235.231 Mozilla/5.0 (Macintosh; Intel Mac OS X 10_15_7) AppleWebKit/605.1.15 (KHTML, like Gecko) Version/18.5 Safari/605.1.15

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